STATE OF THE AFRICAN AMERICAN COMMUNITY IN SAN ANTONIO AND BEXAR COUNTY
Welcome

Since its inception in 2008, the San Antonio Area African American Community Fund has operated both under the umbrella of and in collaboration with the San Antonio Area Foundation. The focus of this partnership is to improve the livelihood of African Americans in the San Antonio area. To achieve this mission, the Fund and the Foundation sought to gain a deep understanding of the African American community through a thorough data analysis, policy assessment, and expert insight. This led to research in the following categories: business, criminal justice, education, financial, health, population, and social aspects of San Antonio's African American communities. The findings revealed that, in many ways, our challenges mirror those of other cities across the US while diverging from those national norms in some key aspects.

The African American community in San Antonio is in a unique position, with a long history in San Antonio neighborhoods, educational institutions, churches and small businesses, yet comprising just 7% of San Antonio’s majority Latinx population. The celebration of the strength and struggle of San Antonio’s African American Community is clear when the streets fill with the largest Martin Luther King Day march in the U.S., but in many ways, the joys, history, and ongoing challenges remain invisible.

The data demonstrates that African Americans face significant opportunity gaps across categories when compared to other population groups. Significantly, a deeper analysis shows dependencies and cross-relationships between these categories that impact the outcomes. For example, home ownership impacts the size of a newly formed business and household income. Household income impacts education attainment and health. Understanding these interdependencies and relationships is key to affectively addressing the disparate outcomes for African Americans in San Antonio.

The report shows how some of the unique aspects of the San Antonio environment and community impact data results. In some areas, these aspects contributed to the African American population being at or above the average of all population groups while in other areas, the unique aspect had no impact on the data. Where they exist, these differences in the San Antonio environment can be a springboard for further research as possible pathways to understand needs and potential solutions.

This extensive report compiles data, policy analysis and personal observations related to the lives and well-being of African Americans in San Antonio, and serves as a clarion call to shape future investments and policies for the African American community, which has so greatly contributed to the strength of our region for nearly 300 years. With this in hand, we have the tools, knowledge and historical imperative to move forward and together, to ensure that the African American community has resources and opportunities to continue thriving well into our future. We look forward to working with you.

Patricia Mejia

Robert Blount Jr.
Acknowledgements

This report would not have been possible without the collaboration and dedication of individuals and organizations that are committed to improving the livelihood of everyone in the San Antonio area. They are all actively engaged in community support, and we are appreciative of their time given to focus on the needs of the African American community.

The common vision of the San Antonio Area Foundation leadership through their CEO, Marjie French, and Vice President, Patricia Mejia, and the San Antonio Area African American Community Fund for equitable outcomes was the catalyst that drove this very special study. Each of these organizations committed resources and partnerships to put together an A-Team of data collectors, policy makers, and community advocates.

The compilation of data by Community Information Now (CI:Now) was very thorough and comprehensive. Thanks to CI:Now staff Danequa Forrest, Cristina Martinez, Jeremy Pyne, and Laura McKieran for their research to find credible data sources and for ensuring that it was bias free. Thanks also to Justin Martinez of the Texas Criminal Justice Center and Stephen Enriquez of Education Service Center Region 20 for their data collection of criminal justice and education data, respectively.

The analysis of the massive amount of data required the support of an organization knowledgeable in interpreting and assessing it in the context of local and statewide policies and occurrences. Texas Appleseed policy and data experts, including Ann Baddour, Brennan Griffin, Andrew Hairston, Chris Harris, Ellen Stone, Vicky Sullivan, and Carson White provided their unique perspectives and insights.

The individual commentaries by those known for their domain knowledge of the conditions and challenges faced in the African American community added objective thought to the data and policy recommended. Thanks to the following individuals that provided their unique perspectives on the data: Dr. Gary Bates, Douglas Greene, Darrell Harris, Deborah Omowale Jarmon, Kenneth R. Kemp, MD, Ken Lowe, and Dr. Adena Williams Loston.

Last, thanks to those that served on our impressive steering committee. These individuals and their organizations are an asset to our community. They include:

Dr. Travis Batts  Cardiologist
Bobby Blount  Board Chair
Brianna Brown  Deputy Director
Dr. Karla Broadus  Senior Lecturer
Michele Clark Jenkins
Sharon Crockett-Ray  Director, Institutional Advancement & Development
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## CONTENTS

### EXECUTIVE SUMMARY
- Introduction .................................................. 1
- Population ..................................................... 2
- Housing ......................................................... 3
- Education ....................................................... 4
- Employment and Financial Stability ...................... 5
- Business ........................................................ 6
- Health ............................................................ 6
- Criminal Justice .............................................. 7
- Social Connection ........................................... 8

### POPULATION
- Race/Ethnicity and Age ..................................... 9
- Foreign Birth ................................................... 10
- Disability ....................................................... 11
- Prior Military Service ....................................... 12
- Households and Families ................................... 13

### HOUSING
- Home Ownership ............................................ 14
- Mortgage Lending and Redlining ......................... 15
- Housing Cost Burden ....................................... 16
- Subsidized Housing ......................................... 17
- Eviction and Foreclosure .................................. 18
- Pandemic-Related Emergency Housing Assistance ..... 19
- Homelessness ............................................... 20

### EDUCATION
- Teacher and Student Race and Ethnicity ................ 21
- Economic Disadvantage .................................... 22
- Disciplinary Action .......................................... 23
- Enrollment in School Programs ............................ 24
- Kinder-Readiness ........................................... 25

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State of the African American Community in Bexar County
TECHNICAL NOTES

Data Sources ................................................................. 143
Analysis and Visualization ........................................... 144
Geographic Proxy Method for Race/Ethnicity ................... 144
EXECUTIVE SUMMARY
Introduction

Recognizing the need for timely, trustworthy data for the San Antonio-area African American Community, the San Antonio Area African American Community Fund and the San Antonio Area Foundation partnered to commission Community Information Now to develop The State of the African American Community in San Antonio and Bexar County. Designed and developed over the course of more than a year under the leadership of the San Antonio Area Foundation and the San Antonio Area African American Community Fund, and with collaboration and input from more than 30 individuals and organizations committed to improving the livelihood of everyone in the San Antonio area, this report presents data for key issues in the business, criminal justice, education, financial, health, population, and social aspects of San Antonio’s African American communities. Two important sections follow the data narrative. Community Voices offers issue-focused commentaries that paint a richer picture of community conditions by providing local context and highlighting issues in and not in the data. Developed by public interest justice center Texas Appleseed, the Policy Recommendations section suggests changes to law, policy, and practice in the areas of criminal justice, education, business growth, and financial well-being.

This report contains quantitative data for approximately 110 indicators disaggregated by race/ethnicity. The indicators were chosen by the San Antonio Area African American Community Fund and the San Antonio Area Foundation. The report is not intended to offer trends over time, to determine the reasons for inequities among race/ethnicity groups, or to cover every issue that matters to Black or African Americans in Bexar County. Budget constraints prevented the inclusion of some indicators for which the data was especially time-consuming to find, acquire, and/or calculate. The narrative notes where data was extremely limited or not available at all.

Throughout the report, the data source for every indicator is cited within the chart, or if no chart is present, as a footnote. Although the 2020 Decennial Census P.L. 94-171 Redistricting Data was released prior to publication of this report, that data has not been used here for reasons described in the Technical Notes section of this report. Many thanks go to the Texas Criminal Justice Coalition, UP Partnership, Education Service Center Region 20 and the San Antonio Area Foundation for their assistance providing and interpreting data.

Population

- About 7% of the estimated 1,997,417 people living in Bexar County in 2019 are Black or African American. The county population is 60% Hispanic or Latino, 28% white, 3% Asian, 2% multiracial, and less than 1% each American Indian or Alaska native, Native Hawaiian or Pacific Islander, or some other race.
- Only 32% of Black- or African American-headed households are married-couple households, as compared to 55% of Asian-headed households and 45% of county households overall. Marriage rates are decreasing nationwide, but Census data does not capture information on whether unmarried householders are living with a long-term partner.
- About one in 20 Bexar County households includes one or more grandparents living with their own grandchildren under 18. Among those households, the grandparent is responsible for the grandchild in 50% of Black- or African American-headed households, as compared to 32% of all county households where grandparents and grandchildren live together.
- Prior military service is more common among Black or African Americans than any other race/ethnicity group. Nearly one in five Black or African American civilian adults is a veteran, as compared to one in 10 civilian adults overall.

1 Most recent estimate available as of June 2021
Housing
- Of all households, Black- or African American-headed households are the least likely to be owner-occupied households (41%) while white-headed households are the most likely (66%).
- Of all owner-occupied households, Black- or African American-headed households are the most likely to have a mortgage (71%) compared to 61% of the county overall.
- Thirty-seven percent of home mortgage loan applications by Black or African Americans are denied. The highest mortgage loan denial rates are among Native Hawaiian or Pacific Islanders (50%) and American Indian or Alaska Natives (48%), while the lowest are among other-race (15%) and white (21%) applicants.
- The median home value in Black- or African American-headed households is about $194,000, higher than the median home value of about $186,000 among Bexar County households overall.
- Of all people currently living in neighborhoods that were historically redlined, 6.4% are Black or African American, mirroring the percentage of county population overall. The population of historically-redlined neighborhoods is far more likely than the county population to be Hispanic or Latino and far less likely to be white.
- About a third of Black or African American owner-occupied households and 54% of renter-occupied households are housing cost-burdened, meaning that 30% or more of household income goes toward housing costs.
- Black or African American households make up 8% of county households overall but 20% of HUD-subsidized households such as public housing and voucher-assisted housing.

Education
- Nearly a third of the 22,458 Black or African American students enrolled in a Bexar County school district or charter are enrolled in Northside ISD, with just over 20% each in Judson ISD and North East ISD. Fourteen percent of Black or African American students are enrolled in a charter.
- Sixty-eight percent of Black or African American students are considered by the Texas Education Agency to be economically disadvantaged, a lower proportion than among Hispanic or Latino students (71%) but much higher than among white students (29%).
- The student population of disciplinary alternative education programs is about twice as likely as the overall student population to be Black or African American. The same is true for the population of students with an out-of-school suspension during the school year.
- Black or African American students are overrepresented in special education programs and underrepresented in gifted and talented (GT) programs and career and technical education (CTE) programs.
- At 14%, Black or African American kindergarteners are the least likely of all race/ethnicity groups to be considered “very ready” for kindergarten, as compared to 18% of all kindergarteners assessed and 23% of white kindergarteners.
- One-third of Black or African American 3rd graders achieved “meets grade level or above” on the STAAR reading/ELA test (33%), similar to Hispanic or Latino students (36%) but far lower than other race/ethnicity groups.
- Black or African American 11th and 12th graders are the least likely to take an Advanced Placement (AP) examination (19% as compared to 53% of Asians), and also the least likely to score at or above AP examination criterion on their AP test (32% as compared to 69% of American Indian or Alaska Natives).
- Black or African American students have the lowest average SAT total score (939 of a possible 1600 as compared to 1,094 among Asian students).
- Black or African American high school students have the lowest percentage of those graduating from higher education – for both those with and without economic disadvantage – followed by Hispanic or Latino high school students.
Employment and Financial Stability

- The rate varies by age group, but among civilians 16 and older overall, 64% of Black or African Americans participate in the labor force, the same percentage as all race/ethnicity groups combined. Black or African labor force participation also mirrors county-wide labor force participation in both male and female single-householder households.

- Black or African Americans in the labor force are more likely to be unemployed (7%) than the county labor force overall (5%), but less likely than American Indian or Alaska Natives. The Black or African American unemployment rate does not appear to differ between males and females.

- An estimated 36% of employed Black or African Americans are working in higher-wage occupations, defined as those where the mean average wage exceeds the mean average wage for occupations overall. That figure is 34% for county employees overall and 54% for Asian employees.

- Black- or African American-headed households have a median household income of about $48,509, much lower than the median household income in the county overall ($57,157) and in Asian-headed ($75,407) and white-headed ($73,108) households.

- An estimated 19% of Black- or African American-headed households have a household income of $100,000 or greater, as compared to 25% of county households overall and 35% of white households.

- Although data is not available for Black or African Americans specifically, residents of majority non-white communities (“communities of color”) in Bexar County are 2.3 times as likely as residents of majority-white communities to have debt in collections and 2.7 times as likely to have a subprime credit score.
Business

- Only 1.4% of total employer firms (i.e., businesses with employees) in the San Antonio-New Braunfels Metro Area are Black- or African American- owned, as compared to 61% that are white-owned.

- Black or African Americans own 5% of non-employer firms in the San Antonio-New Braunfels Metro Area, much higher than among employer firms but still lower than one would expect given the county population breakdown.

- In contrast, Black or African Americans own 12% of veteran-owned non-employer firms, more than twice the percentage of non-employer businesses overall.

- Six in 10 Black- or African American- owned employer firms are in the industry of healthcare and social assistance, with another 20% in the industry of administrative and support and waste management and remediations.

- The lack of local quantitative data by race/ethnicity on business access to credit and capital makes it difficult to tell a complete story about Black or African American business in Bexar County. Local interview and focus group data, however, cite significant barriers rather than lack of interest in hiring to become an employer rather than non-employer business. As with higher mortgage loan denial rates as a barrier to home ownership, poor access to credit and capital is undoubtedly one of those barriers to business expansion.

Health

- Black or African Americans in every age group are less likely than county residents overall to lack health insurance. Mirroring other race/ethnicity groups, the uninsured rate for Black or African Americans is highest among 19- to 64-year-olds, the working-age population generally eligible for neither Medicare nor Medicaid.

- Although data is not available for Black or African Americans specifically, residents of majority non-white communities (“communities of color”) in Bexar County are more than twice as likely as residents of majority-white communities to have medical debt in collections.

- Unlike many other large urban areas in the U.S., Black or African American residents of Bexar County do not appear more likely than other race/ethnicity groups to test positive for or die from COVID-19. If anything, Black or African Americans are slightly underrepresented among both COVID-19 cases and deaths, but that may reflect under-diagnosis rather than a true difference.

- The San Antonio Area African American Community Fund chose to focus the health section of this report primarily on access to health care, but many other issues like maternal mortality, infant mortality, cancer incidence and mortality, and premature death disproportionately affect Black or African Americans.1

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Criminal Justice

- Drivers in San Antonio Police Department traffic stops are more likely than the county population to be either Black or African American (11% of drivers stopped) or white (32%).
- Both Black or African American (16%) and Hispanic or Latino (68%) residents are overrepresented in San Antonio Police Department arrests and citations eligible for cite and release, which allows officers to issue citations in lieu of custodial arrest for certain Class A or B misdemeanor offenses.
- However, once in the cite and release program, both race/ethnicity groups have the lowest release rate (36%), calculated as the number of releases by citation or other reason divided by the total number of custodial arrests and releases.
- Among misdemeanor defendants, 18% of defendants with court-appointed counsel are Black or African American, as compared to just 10% of defendants who have retained counsel.
- Among Bexar County criminal court dispositions filed in 2020, Black or African Americans are overrepresented compared to county population for traffic offenses (9% of total traffic offense dispositions), theft (14%), non-sexual assault (16%), and controlled substances other than marijuana (11%).
- The greatest racial/ethnic disparity in criminal court dispositions, however, is in marijuana offenses. Although local data is not available, national data indicate that past-year marijuana use by people aged 12 or older is most common among whites (37%) and Black or African Americans (36%). However, the defendant is Black or African American in 25% of marijuana dispositions and white in 39% of marijuana dispositions. Thus despite similar usage rates, Black or African Americans are overrepresented compared to county population by a factor of 3.6, while whites are overrepresented by a factor of just 1.4.
- In a one-day snapshot of the Bexar County jail population in 2020, Black or African Americans were overrepresented compared to county population by a factor of 3.6 among inmates held for misdemeanor offenses and by a factor of 2.2 among inmates held for felony offenses.
- Black or African Americans account for about one in five juvenile probation referrals.

Social Connection

- An estimated 83% of Black or African American residents have access to a computer with broadband internet. That proportion exceeds 90% in several other race/ethnicity groups.
- There are just over 200 Black or African American churches in the San Antonio area. Excluding several "mega-ministries" with over 2,500 members, membership averages 120 people.
- An estimated 6% of Black or African Americans moved to Bexar County from another Texas county or another state in the past year, twice the percentage among Hispanic or Latinos.
POPULATION
Race/Ethnicity and Age

Between 1990 and 2019 – pending 2020 Census data release, the most recent year for which population estimates are available – Bexar County’s population grew from 1,185,394\(^1\) to 1,997,417\(^2\), a 68% increase. Although the Black or African American population grew at a faster rate of 80% during that roughly 30-year period, the Black or African American share of county population has remained stable, growing from 6.9% in 1990 to 7.3% in 2019.

As of 2019, an estimated 60% (Fig. 1) of Bexar County residents identify as Hispanic or Latino (of any race), while 28% identify as white (non-Hispanic), 7% as Black or African American (non-Hispanic), and just under 3% as Asian (non-Hispanic). A combined 2.4% of Bexar County residents identify ethnically as being non-Hispanic and racially as being American Indian or Alaska Native, Asian, Native Hawaiian or Pacific Islander, some other race, or multiracial.

Footnotes:
As indicated by Figures 1.2 and 1.3, the age breakdown of the population differs widely by race/ethnicity. The Hispanic or Latino and Black or African American race/ethnicity groups tend to be younger in Bexar County (Figure 1.2), while the Asian, Native Hawaiian or Pacific Islander, and white race/ethnicity groups have the lowest percent of population under 18. Strikingly, 42% of the multiracial group are under the age of 18 as compared to just 26% of all race/ethnicity groups. Although this figure may be surprising, it closely mirrors the national picture, where nearly half of multiracial people are under 18. (Only about 2% of residents in Bexar County identify as multiracial.)

At nearly one in five, the white race/ethnicity group has by far the highest percent of population aged 65 and older (Figure 1.3). The other-race and multiracial groups have the lowest percent 65 and older.

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Foreign Birth

The percent of Bexar County residents who were born in another country varies dramatically by race/ethnicity group. At about 67% (Figure 1.4), the Asian population has by far the highest percentage foreign-born. The other-race group and Hispanic or Latinos follow as a distant second and third at about 20% and 16%, respectively. White and Black or African American people in Bexar County are the least likely to be foreign-born, but that figure is still about one in 20 people.

Source: ACS 5-Year Estimates, Table: B05003
Prepared by CI:Now for San Antonio Area Foundation
Disability

The work of Link and Phelan (1995)\(^1\) details how socioeconomic status is a fundamental cause of disability, which can in turn affect access to housing, employment, education, and transportation. SES affects access to healthcare, education about healthcare and preventative care, and resources regarding health. At 22%, American Indian or Alaska Natives have the largest percent of noninstitutionalized residents with a disability of some kind (Figure 1.5) followed by Black or African Americans (16%), people of some other race (15%), and Hispanic or Latinos (14%).


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**Fig. 1.5**

Percent of Civilian NonInstitutionalized Population Living with a Disability by Race and Ethnicity, 2019

Bexar County

American Indian or Alaska Native: 22.2%

Asian: 7.0%

Black or African American: 15.8%

Hispanic or Latino: 13.7%

Native Hawaiian or Pacific Islander: 5.5%

Other Race: 14.9%

Two or More Races: 12.0%

White: 15.4%

Source: ACS 5-Year Estimates. Table: B18101
Prepared by CI:Now for San Antonio Area Foundation
Prior Military Service

About one in 10 Bexar County civilian residents 18 years of age or older is a military veteran (Figure 1.6), as compared to 7% in Texas and the United States. Further, that percentage varies greatly among race/ethnicity groups, at 19% among Black or African Americans as compared to 5% of Asians.

Fig. 1.6
Percent of Civilian Population 18 or Older That Are Veterans by Race and Ethnicity, 2019

Source: ACS 5-Year Estimates. Table: C21001
Prepared by CI:Now for San Antonio Area Foundation
Households and Families

The American family is changing, or perhaps never did conform to the model of a nuclear family made up of two married biological parents and two children. Divorce, remarriage, cohabitation without marriage, and blended and extended families are common. Families are smaller on average, and parents older. Healthy families come in many shapes and sizes.

The U.S. Census Bureau defines a family as a group of two people or more (one of whom is the householder) related by birth, marriage, or adoption and residing together. As shown by Figure 1.7, family size in Bexar County averages 3.8. However, average family size for all race/ethnicity groups was below the Bexar County average except for Hispanic or Latino families, with an average of 4.1 residents in their family units, and other-race residents, with an average of 4.5 residents in their family.

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Across all race/ethnicity groups (Figure 1.8) 45% of all households (family or non-family) are married-couple family households. Black or African American families have the lowest percentage of total households that are married-couple families, with a little over 30%. Asian families have the highest percentage at 55%. Marital status can be influenced by socioeconomic status, cultural norms, and education. Lower socioeconomic couples are more likely to cohabit than marry.

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Another common household structure is single householder – both with and without children. Figure 1.9 shows the percent of families that are single householder (no spouse present) by race with related children under the age of 18 living in the household. For single householders families with related children, that is the family structure for 19.9% of households, across all races and ethnicities. However, the only races or ethnicities that are more than one percent below the average are Asians (12.2%) and White residents (11.7%). Black or African American residents represent the highest percent (29.7%) followed by Native Hawaiian or Pacific Islander residents (24.6%) and Hispanic or Latino residents (24%).

Figure 1.10 shows the percent of families that are single householder by race without related children under the age of 18 living in the household. Other Race residents hold the highest percent (16.6%), followed closely by Black or African American residents (16.2%) and Hispanic or Latino residents (13.3%).
Many grandparents are raising their grandchildren without those children’s parents present. In Bexar County, 5.4% of households include grandparents living with their own grandchildren under the age of 18. Among that group, 32% of those grandparents are responsible for those grandchildren (Figure 1.11). Among Black or African American grandparents who are living with their grandchildren, 50% of them are also responsible for those grandchildren, as compared to only 11% of Asian grandparents living with their grandchildren. Again, many more grandparents than shown in this chart are living with their grandchildren, but they have not taken on the responsibility of raising them.

**Fig. 1.11**
Percent of Grandparents Living with Own Grandchildren Under 18 Years Who have Responsibility for Those Grandchildren by Race and Ethnicity, 2019

<table>
<thead>
<tr>
<th>Race or Ethnicity</th>
<th>Responsibility for Grandchildren</th>
</tr>
</thead>
<tbody>
<tr>
<td>All</td>
<td>32.0%</td>
</tr>
<tr>
<td>American Indian</td>
<td>22.9%*</td>
</tr>
<tr>
<td>Alaska Native</td>
<td></td>
</tr>
<tr>
<td>Asian</td>
<td>11.4%</td>
</tr>
<tr>
<td>Black or African</td>
<td>49.6%</td>
</tr>
<tr>
<td>American</td>
<td></td>
</tr>
<tr>
<td>Hispanic or Latino</td>
<td>31.5%</td>
</tr>
<tr>
<td>Native Hawaiian</td>
<td>19.0%*</td>
</tr>
<tr>
<td>or Pacific Islander</td>
<td></td>
</tr>
<tr>
<td>Other Race</td>
<td>36.3%</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>41.0%</td>
</tr>
<tr>
<td>White</td>
<td>31.6%</td>
</tr>
</tbody>
</table>

*Unreliable: Error is too large relative to estimate
Source: ACS 5-Year Estimates. Table: B10051
Prepared by Cl:Now for San Antonio Area Foundation
HOUSING
Home Ownership

Home ownership is important for generational wealth and living stability. The indicators examined in this section include the percent by race or ethnicity of Bexar County residents who live in owner-occupied housing, subsidized housing, and who are homeless.

With just 41% of housing units owner-occupied, Black or African American households stand apart from other race/ethnicity groups as being much less likely to own their own home (Figure 2.1). (While Native Hawaiian or Pacific Islanders also have a low estimated rate of homeownership, that margin of error is so wide that the estimate cannot be considered trustworthy.) In comparison, nearly two-thirds of households where the householder is white are owner-occupied.

![Fig. 2.1 Percent of Households That Are Owner-Occupied by Race and Ethnicity of Householder, 2019](image)

Source: ACS 5-Year Estimates, Table: B25003
Prepared by CLNow for San Antonio Area Foundation
Black or African American homeowners are also the most likely of all race/ethnicity groups to carry a mortgage (Figure 2.2). In comparison, only 58.4% of Hispanic or Latino residents and 60.3% of Other Race residents had a mortgage, possibly because Hispanic or Latino residents make up the overwhelming majority of the population in San Antonio's low-income central-city neighborhoods with a high number of older generationally-owned homes.
In 2019, the median home value in Bexar County was $185,900. However, when examined by race, Figure 2.3 shows that only Hispanic or Latino and Other Race householders had median home values below the county-wide median value. That pattern appears consistent with those two race/ethnicity groups being least likely to carry a mortgage.

**Fig. 2.3**

**Median Home Value by Race and Ethnicity of Householder, 2019**

Bexar County

- **All**: $185,900
- **Black or African American**: $194,200
- **Hispanic or Latino**: $149,700
- **Other Race**: $143,900
- **Two or More Races**: $190,000
- **White**: $232,300

Source: ACS 1-Year Estimates, Table: S0201
Prepared by CI-Now for San Antonio Area Foundation
Mortgage Lending and Redlining

Location is one major component of home value, and location always has history. Redlining refers to the practice of marking places with large Black or African American populations with red ink on a map to warn mortgage lenders of perceived “high risk” investment. The practice was an enforcer of segregation to keep Black or African American people in disenfranchised neighborhoods with little investment. See for example Richard Rothstein’s (2017) The color of law: A forgotten history of how our government segregated America, which details the systematic practice of redlining in the United States.

Today, many previously redlined areas are still disenfranchised and mostly occupied by People of Color. Figure 2.4 shows 86.5% of historically redlined neighborhoods are made up of Hispanic or Latino residents, followed by Black or African American residents who make up 6.4% of historically redlined neighborhoods. Despite pockets of gentrification, these areas today are more likely to be in a food desert with little access to fresh produce, to have underfunded schools, to lack community resources, and to suffer lower private and public investment. Although typically seen as something from the distant past, People of Color continue to be affected by redlining practices.

![Figure 2.4: Percent of Population That Are Living in Historically Redlined Neighborhoods, 2019](https://dsl.richmond.edu/panorama/redlining)

Fig. 2.4

Percent of Population That Are Living in Historically Redlined Neighborhoods, 2019

Bexar County, Texas

- American Indian or Alaska Native: 0.0%
- Asian: 0.3%
- Black or African American: 6.4%
- Hispanic or Latino: 86.5%
- Native Hawaiian or Pacific Islander: 0.0%
- Other Race: 0.2%
- Two or More Races: 0.4%
- White: 6.1%

Prepared by CI:Now for San Antonio Area Foundation

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State of the African American Community in Bexar County
The Home Mortgage Disclosure Act (HMDA) was passed in 1975 to combat redlining by increasing the transparency of mortgage lending practices. HMDA remains a critically important source of local data on mortgage lending.

Of just over 44,000 mortgage loan applications made in 2019 (Figure 2.5), 37% were made by Hispanic or Latino applicants, 36% by white applicants, and 6% by Black or African American applicants. (Applicant race/ethnicity is unknown for fully 15% of applications.) With Hispanic or Latino residents making up 61% of county population, Hispanic or Latino applicants appear far underrepresented while white applicants are overrepresented relative to their 28% share of county population.

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HMDA data paints a picture of dramatic disparities by race/ethnicity in mortgage loan denials (Figure 2.6), with a denial rate of about half of applications made by American Indian or Alaska Natives and Native Hawaiian or Pacific Islanders, 43% of Hispanic or Latinos, and 37% of Black or African Americans, as compared to just 21% of applications made by whites.
Housing Cost Burden

Households are considered “cost burdened” – paying too much for housing – if 30% or more of household income goes toward housing costs. Figure 2.7 shows the percent of each race/ethnicity group of homeowners who are housing cost-burdened, while Figure 2.8 shows percent cost-burdened among renters. In every race/ethnicity group a far greater share of renters than homeowners are cost-burdened, and the disparity among race/ethnicity groups is greater for renters than homeowners. Whether renting or owning their home, Black- or African American-headed households are among the most likely of all race/ethnicity groups to be paying too much for housing.

![Fig. 2.7: Percent of Owner-Occupied Households That Are Housing Cost-Burdened Race and Ethnicity of Householder, 2019](image)

Source: ACS 1-Year Estimates, Table: S0201
Prepared by CLNow for San Antonio Area Foundation
Fig. 2.8
Percent of Renter-Occupied Households That Are Housing Cost-Burdened by Race and Ethnicity of Householder, 2019
Bexar County

Source: ACS 1-Year Estimates. Table: S2001
Prepared by C3:Now for San Antonio Area Foundation
Subsidized Housing

The U.S. Department of Housing and Urban Development subsidizes housing through a number of programs, the best-known being public housing and voucher programs. Both Black or African American and Hispanic or Latino residents are overrepresented in subsidized housing relative to the county population overall. As shown on Figure 2.9, the householder is Black or African American in one in five HUD-subsidized housing units in Bexar County, more than twice the Black or African American share of the county population. Just over two-thirds of householders in subsidized housing are Hispanic or Latino, greater than their 61% share of the Bexar County population.

Fig. 2.9
Percent of HUD-Subsidized Households by Race and Ethnicity of Householder, 2020
Bexar County, Texas

Source: U.S. Department of Housing and Urban Development
Prepared by CI:Now for San Antonio Area Foundation
Eviction and Foreclosure

Unfortunately, not every dataset includes race/ethnicity. Those datasets often do include an indicator of place such as zip code or, less commonly, census tract. The race/ethnicity makeup of the population of zip codes varies enough that CI:Now was able to create a way to use geographic differences to look at race/ethnicity differences. For each race/ethnicity group in Bexar County CI:Now ranked the 73 Bexar County zip codes in order of highest to lowest percentage of population made up by that race/ethnicity group and classified the top fifth of zip codes (15 zip codes) as being home to a disproportionate share of that group. A map of each of these sets of zip codes can be found in the Technical Notes at the end of this report.

Figure 2.10 uses this “geographic proxy” method to explore differences in eviction filing rate by race/ethnicity group. Disproportionately Black or African American zip codes had the highest eviction filing rate in 2019 – prior to the COVID-19 pandemic – with 1,086 eviction filings for every 10,000 renter-occupied housing units, roughly double the 525 per 10,000 eviction filing rate in disproportionately white zip codes.

Unfortunately, eviction filing rates are serious underestimates of the true rate of eviction, as the majority of evictions occur without an eviction filing ever being recorded. Landlords may give informal notice to vacate or lock the renter out. Renters who are behind on rent may simply leave the unit in anticipation of impending legal action by the landlord. The proportion of evictions that never reach the stage of a formal eviction filing may vary by renter race/ethnicity.

**Geographic Proxy Method for Race/Ethnicity**

For a number of indicators the data source included zip code but not race/ethnicity. The race/ethnicity makeup of the population varies enough at the zip code level that CI:Now was able to create a geographic proxy, or a way to use geographic differences to look at race/ethnicity differences.

For race/ethnicity groups in Bexar County, CI:Now ranked the 73 Bexar County zip codes in order of highest to lowest percentage of population made up by that race/ethnicity group. For each group, the top 15 zip codes (representing the top fifth or quintile) were designated as being home to a disproportionate share of that race/ethnicity group. A map of each of these sets of zip codes follow this narrative. See technical Notes on pg.144 for more info.

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1 It is important to note that the Bexar County zip code with the highest percentage of Black or African Americans is still only 40% Black or African American. For all other race/ethnicity groups except white and Hispanic or Latino, that highest percentage is far smaller, ranging from 6% to 10%.)
Pandemic-Related Emergency Housing Assistance

The COVID-19 pandemic has affected nearly every aspect of life in 2020 and 2021, and despite federal eviction moratoriums, many people have needed emergency housing assistance. Most but not all of that assistance was distributed through the City of San Antonio. Unfortunately, the available city data does not allow Hispanic ethnicity to be combined with race to create the race/ethnicity categories used throughout this report. Thus, two charts follow, with one breaking down the population of assisted household members by ethnicity while the other breaks it down by race.

Figure 2.12 shows the ethnicity of household members receiving COVID-19 emergency housing assistance through the City of San Antonio between April 2020 and early March 2021. Seven in 10 were Hispanic or Latino. Although that percentage nearly exactly mirrors the Hispanic or Latino share of the overall county population, ethnicity is unknown for 5% of household members, so Hispanic or Latino residents could still be overrepresented among those receiving emergency housing assistance.

In terms of race alone (Figure 2.13), about 62% of household members receiving COVID-19 emergency housing assistance were white, the race category that will include most Hispanics. Another 17% were Black or African American residents and 11% identified as some other race or multiracial. Race is unknown for 8% of household members receiving emergency housing assistance.

1 U.S. Census American Community Survey data (2019 1-year estimates, Table B03002) indicate that in Bexar County, 83% of people who identify ethnically as Hispanic or Latino identify racially as white; 11% identify as “some other” race, 3% as multiracial, 1% as Black or African American, and 1% as American Indian or Alaska Native. Percentages do not add to 100% due to rounding error.)
Fig. 2.12
Percent Reported Household Members Receiving COVID-19 Emergency Housing Assistance by Ethnicity, April 1, 2020 - March 3, 2021
San Antonio, Texas

- Hispanic or Latino: 72.0%
- Not Hispanic or Latino: 22.8%
- Unknown: 5.3%

Source: City of San Antonio
Prepared by CI:Now for San Antonio Area Foundation

Fig. 2.13
Percent Reported Household Members Receiving COVID-19 Emergency Housing Assistance by Race, April 1, 2020 - March 3, 2021
San Antonio, Texas

- American Indian or Alaska Native: 0.8%
- Asian: 1.2%
- Black or African American: 16.0%
- Native Hawaiian or Pacific Islander: 0.3%
- Other or Multi-race: 10.5%
- White: 62.4%
- Unknown: 7.9%

Source: City of San Antonio
Prepared by CI:Now for San Antonio Area Foundation
Homelessness

Homelessness is one of the few indicators in this report for which non-Hispanic white race/ethnicity is overrepresented relative to the county population (Figure 2.14). Just under four in 10 people who are unsheltered or in emergency or transitional shelter is white, though whites make up 28% of the county population. It should be noted that the homeless population is unusually difficult to count. (Even definitions of homelessness vary; for example, some federal agencies consider “doubling up” to be homelessness while others do not.) This data comes from the South Alamo Regional Alliance for the Homeless (SARAH) Point in Time (PIT) count, which is a snapshot count of sheltered and unsheltered people experiencing homelessness on a single night in January.

**Fig. 2.14**
Percent of Persons in Emergency Shelter, Transitional Shelter, or Unsheltered by Race and Ethnicity, 2020
Bexar County, Texas

Source: South Alamo Regional Alliance for the Homeless
Prepared by C1:Now for San Antonio Area Foundation
Education affects a multitude of life outcomes and quality of living standards. Health, income, financial efficacy, social networks, and career advancements can all be directly influenced by education. Because there are racial disparities across educational attainment, there are then racial disparities across health, income, and other socioeconomic indicators.

Teacher and Student Race and Ethnicity

As shown in Figure 3.1, fewer than five percent of teachers in the Region 20 area¹ are Black or African American. Hispanic or Latino teachers and white teachers each make up about 46%. Black or African American students thus have fewer teachers who share their cultural background.

Fig. 3.1
Percent of ISD and Charter Teachers by Race and Ethnicity, 2019 - 2020
ESC Region 20, SY2019-20

Source: Texas Education Agency
Prepared by CI:Now for San Antonio Area Foundation

¹ Region 20 includes Bexar County and 17 other counties stretching from Guadalupe County west to Maverick County on the Texas-Mexico border.
Over 25,000 Black or African American students are enrolled in Bexar County independent school districts (ISDs) and charter systems, with ISDs accounting for 88% of that total. Among ISDs (Figure 3.2), Black or African American enrollment is highest in the Northside ISD, followed by Judson ISD and North East ISD. Among charter systems, Black or African American enrollment is highest at the School of Science and Technology Discovery.
Student race/ethnicity much more closely matches county race/ethnicity than does teacher race/ethnicity. Hispanic or Latino students make up the highest percentage of student enrollment in 16 Bexar County independent school districts (ISDs) (Figure 3.3) and 16 charter systems (Figure 3.4). At 73% and 65%, Hispanic or Latino students are overrepresented in comparison to their 60% share of the Bexar County population overall, which is unsurprising given that the Hispanic or Latino population is on the whole younger than other race/ethnicity groups. Black or African American students are somewhat overrepresented in charter system enrollment as compared to their 7% share of county population.

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**Fig. 3.3**
Percent of School District Student Enrollment by Race and Ethnicity
15 Largest School Districts in Bexar County, SY2019-20

**Fig. 3.4**
Percent of Charter School Student Enrollment by Race and Ethnicity
16 Largest Charter Systems in Bexar County, SY2019-20

*Value masked in order to comply with the Family Educational Rights and Privacy Act (FERPA)*
Economic Disadvantage

“Economic disadvantage”, defined by the Texas Education Agency as being either eligible for free or reduced lunch under the National School Lunch and Child Nutrition Program or eligible for other public assistance, varies dramatically by student race/ethnicity. As indicated by Figure 3.5, 68% of Black or African American students and 71% of Hispanic or Latino students in 15 Bexar County ISDs are considered economically disadvantaged, both more than double the 29% of white students considered economically disadvantaged.

Fig. 3.5
Percent of Students Considered Economically Disadvantaged by Race and Ethnicity, 2019 - 2020
15 Largest School Districts in Bexar County, SY2019-20

Source: OnData Suite Student Report Center
Prepared by CI:Now for San Antonio Area Foundation
Disciplinary Action

Children of color, particularly Black or African American boys, are often punished more harshly and more frequently than their peers despite similar behavior. As shown in Figure 3.6, alternative education programs are comprised of 14% Black or African American students – double the Black or African American share of overall student enrollment – and 75% Hispanic or Latino students, who are slightly over-represented relative to overall enrollment. Comparatively, white students are underrepresented relative to overall enrollment.

Fig. 3.6
Percent of ISD and Charter Disciplinary Alternative Education Program Enrollment by Race and Ethnicity, 2019 - 2020
Bexar County, Texas

Source: Texas Education Agency
Prepared by CI:Now for San Antonio Area Foundation
Similarly, Figures 3.7 and 3.8 show Black or African American and Hispanic or Latino students are heavily overrepresented among both in-school suspensions (ISS, commonly referred to as detention) and out-of-school suspensions (OSS). White students are heavily underrepresented, while the share of Hispanic or Latino students is similar to the share of Hispanic or Latino students in the overall student population. Together, these figures show that the education system in San Antonio is overly punitive towards Black or African American students.

If these charts disaggregated the data by sex as well as race/ethnicity, the inequity would be much more dramatic for Black or African American boys than for girls; girls of all race/ethnicity groups are much less likely to receive disciplinary action. Students with disabilities would also be overrepresented.

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State of the African American Community in Bexar County
Enrollment in School Programs

School programs provide a specialized service for students who would benefit from an altered education – whether that means more difficult assignments or a curriculum which considers specific learning needs. Three of these programs are Career and Technical Education (CTE), Gifted and Talented (GT), and Special Education (SpEd). Independent school districts (ISDs) are required to offer these programs, but charter systems are not, and program offerings vary by charter system. Special Education is the program most commonly offered by charter systems, while GT is the least commonly offered.

In both ISDs and charter districts, the race/ethnicity makeup of students enrolled in a given program often differs – sometimes dramatically – from the race/ethnicity makeup of the overall student population of that district.

For each ISD and charter system, the charts in this section compare Black or African American program enrollment to overall Black or African American enrollment in that ISD or charter. Although intentionally left unnamed, each bar represents one ISD or charter system. The indicator for these charts is the percent difference between share of program enrollment that is Black or African American and share of overall ISD/charter enrollment that is Black or African American. This way of showing the data makes the overall pattern of disparity clear while avoiding the “noise” that would be created by the wide variation among ISDs and charter systems in Black or African American enrollment.

A percentage difference of 0%, right on the center line, means that there is no disparity: Black or African American students make up the same percentage of program enrollment as they do overall enrollment. Numbers greater than 0% – bars stretching to right of the center line – mean that Black or African American students make up a bigger share of program enrollment than they do overall enrollment. Numbers lower than 0% – bars stretching to the left of the center line – mean that Black or African American students make up a smaller share of program enrollment than they do overall enrollment. In either direction, the longer the bar, the greater the disparity between program and overall enrollment.

Figures 3.9 and 3.10 show that for the 2019-20 school year, Black or African American students were overrepresented in Special Education programs in 13 of 15 Bexar County ISDs and six of the 20 charter systems offering Special Education. Six of the charter systems – those with a bar showing -100% – do have Black or African American students in the overall student population, but none in the Special Education program.

1 The calculation is percent of program enrollment minus percent of overall enrollment, divided by overall enrollment. For example, if Black or African American students make up 12% of special education students in a given ISD or charter, but only 5% of total enrollment for that ISD/charter, the bar for that ISD/charter will show 140% (12% minus 5% is 7 percentage points, which is 140% of 5%).
Fig. 3.9
Disparity in Special Education (SpEd) Program Enrollment by Bexar County ISD
Percent difference in proportion of SpEd enrollment vs. total ISD enrollment that is African American, SY2019-20

Fig. 3.10
Disparity in Special Education (SpEd) Program Enrollment by Bexar County Charter District with a SpEd Program
Percent difference in proportion of SpEd enrollment vs. total charter district enrollment that is African American, SY2019-20

A percent difference of -100% indicates no African American students are enrolled in the SpEd program.

Source: Education Service Center, Region 20 and TEA PEIMS
Prepared by CLNow for San Antonio Area Foundation
A different pattern appears when looking at Gifted and Talented (GT) enrollment. Figure 3.11 shows that for the 2019-20 school year, Black or African American students were underrepresented in GT programs in 13 of 15 Bexar County ISDs, equally represented in one, and overrepresented in one. Black or African American students were underrepresented in GT in all nine of the charter systems offering a GT program (Figure 3.12). As in the Special Education charts, a bar showing -100% means that the ISD or charter has Black or African American students in the overall student population but none in the GT program.

Source: Education Service Center, Region 20
Prepared by CI Now for San Antonio Area Foundation
As shown in Figure 3.13, Black or African American students are underrepresented in career and technical education (CTE) programs in about half of Bexar County ISDs and overrepresented in the other half. They are underrepresented in CTE in 12 of the 17 charter systems offering CTE (Figure 3.14). The overrepresentation of Black or African American students in special education and their underrepresentation in GT and CTE programs could be an indication of reduced quality of education for Black or African American students.
Kinder-Readiness

Assessments begin early, and racial disparity can affect children even before kindergarten. Disadvantaged school districts, access to libraries, and socioeconomic status are only a few of the factors that can contribute to children being deemed “kindergarten ready.” This section presents two different but equally useful measures of kinder-readiness.

The Texas Education Agency allows different campuses to use any one of many different assessment tools from an approved list. The measure combines across campuses the number of those students considered kinder-ready by whatever assessment was used with that student. Because school is not mandatory in Texas until first grade and thus many children do not attend kindergarten, this measure of kinder-readiness may not reflect early school readiness of the general population of kinder-aged children.

Black or African American and Hispanic or Latino students are the least likely to be kinder-ready, as shown below in Figure 3.15. At 63%, white students are nearly 1.5 times as likely to be kinder-ready as Black or African American and Hispanic or Latino students.

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Figure 3.15
Percent of Bexar County ISD and Charter Kindergarten Students Assessed as Kinder-Ready by Race and Ethnicity, 2019 - 2020

All Bexar County School Districts and Charter Systems, SY2019-20

- Black or African American: 45.1%
- Hispanic or Latino: 44.6%
- Other Race: 48.7%
- White: 63.1%

Source: TEA and THECB Texas Public Education Information Resource (TPEIR)
Prepared by CI:Now for San Antonio Area Foundation
A different assessment tool called the Early Development Instrument (EDI) is designed for use as a population measure rather than an individual assessment. The EDI assesses readiness in five domains: Physical Health & Well-Being, Emotional Maturity, Communication Skills & General Knowledge, Language & Cognitive Development, and Social Competence. In the 2019-20 school year, participating districts represented 80% of all Bexar ISD and charter system kindergarteners.¹

Across all race/ethnicity groups, 18.2% of students in participating districts are considered ready on four or more EDI domains (Figure 3.16). All race/ethnicity groups except white and other-race are below the average, and only about one in six Black or African American kindergarten students is considered “very ready”.

![Figure 3.16: Percent of Kindergarten Students in Participating Districts Assessed as Very Ready on Four or More Domains by Race Ethnicity, 2020](image)

Source: United Way of San Antonio and Bexar County Early Development Instrument (EDI)
Prepared by CI:Now for San Antonio Area Foundation

¹ The school districts participating in EDI in 2020 were East Central ISD, Edgewood ISD, Harlandale ISD, Judson ISD, North East ISD, Northside ISD, San Antonio ISD, and Southwest Independent School District, which together represent 80% of all Bexar ISD and charter system kindergarten enrollment.
STAAR Third-Grade Reading

As shown in Figures 3.17, 3.18, 3.19, and 3.20, these trends persist throughout students’ elementary and high school trajectories. The percentage of 3rd grade STAAR test takers who achieved or exceeded their grade level standard in reading is shown in Figure 3.17. Among Black or African American STAAR test takers, a third meet or are above grade level in reading, and for Hispanic or Latino students it’s just above a third. By comparison, more than half of Asian, multiracial, Pacific Islander, and white students meet or exceed their grade level on the STAAR test.

Figure 3.17
Percentage of 3rd Grade STAAR Test Takers Who Achieved Meets Grade Level or Above by Race and Ethnicity, 2018 - 2019
Bexar County, SY 2018-19

- American Indian or Alaska Native*: 0%
- Asian: 59.0%
- Black or African American: 33.0%
- Hispanic or Latino: 36.0%
- Multiracial: 52.0%
- Native Hawaiian or Pacific Islander: 59.0%
- White: 58.0%

*Value masked in order to comply with the Family Educational Rights and Privacy Act (FERPA)
Prepared by CI:Now for San Antonio Area Foundation
Advanced Placement

In grades 11 and 12, Black or African American, American Indian, and Hispanic or Latino students are the least likely to participate in advanced placement (AP) classes, as shown in Figure 3.18. Furthermore, for those who do participate in AP courses, Black or African American and Hispanic or Latino students represent the smallest percentage of students who score at or above the criterion rate on exams (Figure 3.19).
High School Graduation

Lastly, Figure 3.20 shows by race and ethnicity the four-year high school graduation rate, defined as the percentage of ninth-graders in Bexar County who graduated from high school within four years. While all of the percentages are high, at 89%, Black or African American students are among the lower percentages among the lower percentages of students graduating in four years.

![Bar chart showing graduation rates by race and ethnicity for Bexar County, 2019-2020](chart.png)

**Fig. 3.20**

*Four-Year High School Graduation Rate by Race and Ethnicity, 2019-2020*

- Black or African American: 86.5%
- American Indian or Alaska Native: 81.1%
- Asian: 94.9%
- Hispanic or Latino: 88.6%
- Multiracial: 92.0%
- Native Hawaiian or Pacific Islander: 93.2%
- White: 92.5%

*Source: UP Partnership, 2018 - 2019 TEA Texas Academic Performance Report*
*Prepared by CI:Now for San Antonio Area Foundation*
College Readiness

ACT and SAT exam scores are heavily considered in college admissions, and reduced access to educational resources, can often play a role in how well People of Color place on assessments. The average 2018 ACT and SAT scores in Bexar County are shown in Figures 3.21 and 3.22. Asian, Hispanic or Latino, and white students had the highest average ACT composite score, and Black or African American students had middle average ACT composite score (20). However, average SAT total score tells a different story. Black or African American students (939) and Hispanic or Latino students (980) had the lowest average SAT scores.

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**Fig. 3.21**
Average ACT Composite Score By Race and Ethnicity, 2018
19 Charters and 15 ISDs in Bexar County, SY2018-19

- Black or African American: 20
- American Indian or Alaska Native: 17
- Asian: 24
- Hispanic or Latino: 25
- Multiracial: 19
- Native Hawaiian or Pacific Islander: 21
- White: 24

*Not all Ethnicity and Race Data Reported for All Charters and ISDs
Source: Texas Education Agency
Prepared by CENow for San Antonio Area Foundation

**Fig. 3.22**
Average SAT Total Score by Race and Ethnicity, 2018
19 Charters and 15 ISDs in Bexar County, SY2018-19

- Black or African American: 939
- American Indian or Alaska Native: 987
- Asian: 1,094
- Hispanic or Latino: 980
- Multiracial: 1,070
- Native Hawaiian or Pacific Islander: 1,070
- White: 1,071

*Not all Ethnicity and Race Data Reported for All Charters and ISDs
Source: Texas Education Agency
Prepared by CENow for San Antonio Area Foundation
Higher Education Enrollment and Completion

Higher education includes college, university, and trade schools. Often, the same racial trends we see before high school will persist during and beyond it. As mentioned earlier, education can have lasting impacts on health, income, career trajectories, social networks, and general quality of life. The opportunities offered in higher education, such as mentorship programs, fraternities and sororities, and workshops, can make a large difference in the resources a person has access to for future endeavors.

Lastly, the percentage of students enrolled in higher education (Figure 3.23) and the percentage of students graduating from higher education (Figure 3.24) vary depending on race/ethnicity and economic status. Across all race/ethnicity groups, students who are economically disadvantaged are less likely to enroll in a higher education institution. Surprisingly, economically-disadvantaged white students enroll at a lower rate (39%, Figure 3.23) than do economically-disadvantaged Black or African American students (49%) or economically-disadvantaged Hispanic or Latino students (42%).

The inequity created by economic disadvantage is even more stark for graduation from higher education (Figure 3.24), with completion rates for economically disadvantaged students in most race/ethnicity groups being only a third to a half as high as for students who are not economically disadvantaged. In both groups, Black or African American students are least likely to graduate from higher education.
Fig. 3.23

Percent of High School Graduates Enrolling in Higher Education the Following Fall by Race and Ethnicity, 2018 - 2019

Bexar County, SY2018-19

- Black or African American: 64.0%
- Hispanic or Latino: 60.1%
- White: 66.0%
- Other Race: 68.7%

Source: Texas Higher Education Coordinating Board & Texas Education Agency
Prepared by Cl:Now for San Antonio Area Foundation

Fig. 3.24

Percent of High School Students Graduating from Higher Education by Race and Ethnicity, 2018 - 2019

Bexar County, SY2018-19

- Black or African American: 22.8%
- Hispanic or Latino: 25.8%
- White: 36.0%
- Other Race: 46.0%

Source: Texas Higher Education Coordinating Board & Texas Education Agency
Prepared by Cl:Now for San Antonio Area Foundation
The Texas Higher Education Coordinating Board (THECB) follows cohorts of students who attend 8th grade in a Texas public school for 11 years, including the last year of middle school, four years of high school, and six years of higher education. That long tracking period offers powerful insights into the longer-term educational trajectories of Texas public school students.

Figure 3.25 charts enrollment in higher education and completion of a higher education degree or certificate among the most recent cohort of students, who started 8th grade in 2009. The race/ethnicity disparity is apparent in enrollment rates, with white and other-race students a quarter to a third more likely to enroll than Black or African American and Hispanic or Latino students. The disparity is dramatically higher for completion, with other-race students 2.5 times as likely as Black or African American students to complete a higher education degree or certificate.

![Fig. 3.25](image-url)

Higher Education Outcomes for Students Who Started 8th Grade in SY2008-09 by Race and Ethnicity

Bexar County, SY2008-09 Cohort Tracked Through FY19*

- Black or African American: 49.4% enrolled, 16.2% achieved higher education degree or certificate
- Hispanic or Latino: 47.1% enrolled, 18.0% achieved higher education degree or certificate
- White: 61.1% enrolled, 33.9% achieved higher education degree or certificate
- Other Race: 64.4% enrolled, 40.7% achieved higher education degree or certificate

*Number of students from the 8th grade cohort who first enrolled in higher education at a Texas public or independent 2-year or 4-year institution

Source: Texas Higher Education Coordinating Board & Texas Education Agency
Prepared by CI:Now for San Antonio Area Foundation
EMPLOYMENT AND FINANCIAL STABILITY

State of the African American Community in Bexar County
This section covers employment, income, and consumer debt. Unless noted as 2020 or 2021 data, the figures presented here do not reflect any effects of the COVID-19 pandemic.

Other indicators of individual and family financial stability can be found in the Housing section, including home ownership, mortgage status, mortgage lending and redlining, and housing costs as a percent of household income. Business ownership, sales, and access to credit can be found in the Business section. Information on medical debt, a major driver of bankruptcy and even housing instability, can be found in the Health section. Broadband internet access, critical to inclusion in a digital economy, can be found in the Social section.

**Labor Force Participation**

The U.S. Census Bureau defines and reports labor force participation and unemployment somewhat differently from other commonly-used unemployment measures. Labor force is defined as all civilians 16 or older who are either employed or unemployed. To be considered unemployed, a person must (1) have no job, (2) be actively looking for work, and (3) be available to start a job. Thus, people who have no job but are not looking for work and/or are not available to start a job are considered neither unemployed nor in the labor force.\(^1\)

Because people with serious barriers to employment like lack of child care, a serious disability, or a history of criminal justice involvement may give up hope of finding and keeping a job, the 16-and-older civilian population not in the labor force at all is an important group to think about. Unfortunately, it is a varied group and the data offers no way to know the reasons why someone is not looking for a job and/or not available to start a job. The category includes people with serious barriers to employment, people who are focused solely on attending school, and people who simply choose not to work because the income is not needed.

As shown on Figure 4.1, Black or African American and Hispanic or Latino people 16 and older participate in the labor force at a rate similar to the county average. Native Hawaiian or Pacific Islanders are the race/ethnicity group most likely to participate in the labor force, while whites and American Indian or Alaska Natives are least likely.

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Figure 4.2 examines labor force participation by both age group and race/ethnicity for the three race/ethnicity groups for which the data was available. Labor force participation rates are similar across race/ethnicity groups for people 25 and older, with participation dropping off somewhat in the 54-to-64 age group and markedly in the 65-and-older age group. The margins of error are wide so the data should be interpreted cautiously, but the most striking variation by race/ethnicity is in the 20-to-24 age group, with Black or African American adults considerably less likely to be in the labor force. In the 16-to-19 age group whites are the least likely of the three race/ethnicity groups to be in the labor force, although the difference is not as dramatic as in the 20-to-24 age group.

![Figure 4.2](image)

*Fig. 4.2
Percent of Civilian Noninstitutionalized Population That Are in Labor Force by Age Group, 2019

Bexar County

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<th>Hispanic or Latino</th>
<th>White</th>
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<td>66.6%</td>
</tr>
</tbody>
</table>

*Unreliable: Error is too large relative to estimate
Source: ACS 1-Year Estimates, Table B25002B
Prepared by CI:Now for San Antonio Area Foundation
Labor force participation varies by household type. Figures 4.3 through 4.5 explore labor force participation among those 16 and older by household type. Although wider margins of error make it difficult to be sure of the real degree of difference, the race/ethnicity group patterns seen in earlier charts generally hold true across family type. Labor force participation among married-couple families largely mirror overall labor force participation as seen below in Figure 4.3. For people 16 and older living in households headed by a single person, though, labor force participation is higher where the householder is male. Although the disparity (and margin of error) varies, that pattern is evident in every race/ethnicity group. The pattern may be highlighting the role of child care in enabling labor force participation, as single female householders are more likely than single male householders to have children living with them.  

**Figure 4.3**

Percent of People 16 and Older in Married Couple Families Who Are in the Labor Force by Race and Ethnicity, 2018

**Figure 4.4**

Percent of People 16 and Older in Male Headed Households Who Are in the Labor Force by Race and Ethnicity, 2018

---

1 U.S. Census Bureau American Community Survey 2019 5-Year Estimates, Table S1101
EMPLOYMENT AND FINANCIAL STABILITY

Fig. 4.5
Percent of People 16 and Older in Female Headed Households Who Are in the Labor Force by Race and Ethnicity, 2018

Bexar County

<table>
<thead>
<tr>
<th>Category</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>All</td>
<td>65.2%</td>
</tr>
<tr>
<td>American Indian or Alaska Native</td>
<td>25.6%</td>
</tr>
<tr>
<td>Asian</td>
<td>57.0%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>64.1%</td>
</tr>
<tr>
<td>Hispanic or Latino</td>
<td>66.1%</td>
</tr>
<tr>
<td>Other Race</td>
<td>82.2%</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>61.1%</td>
</tr>
<tr>
<td>White</td>
<td>64.1%</td>
</tr>
</tbody>
</table>

Source: PUMS, Table: Census PUMS custom analysis
Prepared by CHNow for San Antonio Area Foundation
As noted earlier, lack of child care is a major barrier to labor force participation and employment for custodial parents. As female parents are more likely than male parents to have their children living with them, lack of child care disproportionately affects female workers.

It is difficult to measure differences by race/ethnicity in access to child care, as “accessible” implies no financial, geographic, or time barriers (hours of operation). Because the location of child care centers is publicly available, geographic barriers are the most measurable, although that data will of course not include child care provided informally by family, friends, or neighbors.

As referenced in the Evictions and Foreclosures part of the Health section in this report, Figure 4.6 uses the “geographic proxy” method, meaning CI:Now analyzed the top 15 Bexar County zip codes with the highest proportions of each race or ethnicity, to explore differences in geographic access to accredited child care by race/ethnicity group. “Child care capacity” as shown here is the total number of children accredited centers are licensed to serve, expressed as number of slots per 1,000 children aged birth to five. Accredited child care capacity is by far the highest – 190 slots per 1,000 young children – in disproportionately white zip codes, with disproportionately Asian zip codes a distant second. Capacity in disproportionately Hispanic or Latino and disproportionately Black or African American zip codes is only about one-sixth of the capacity in disproportionately white neighborhoods.

Fig. 4.6
Accredited Childcare Capacity per 1,000 Children Under the Age of 5, 2020

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Capacity per 1,000 Children</th>
</tr>
</thead>
<tbody>
<tr>
<td>All</td>
<td>71.4</td>
</tr>
<tr>
<td>American Indian or Alaska Native</td>
<td>58.1</td>
</tr>
<tr>
<td>Asian</td>
<td>117.5</td>
</tr>
<tr>
<td>Black or African American</td>
<td>32.5</td>
</tr>
<tr>
<td>Hispanic or Latino</td>
<td>27.3</td>
</tr>
<tr>
<td>Native Hawaiian or Pacific Islander</td>
<td>77.4</td>
</tr>
<tr>
<td>Other Race</td>
<td>61.6</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>58.3</td>
</tr>
<tr>
<td>White</td>
<td>190.0</td>
</tr>
</tbody>
</table>

*ZIP codes were ranked from highest to lowest percent of total population for each race/ethnicity group. Each bar represents the top fifth (n=15) of ZIP codes for that group. Source: ACS 2019 5-Year Estimates & Texas Health and Human Services Prepared by CI:Now for San Antonio Area Foundation
Employment

As noted earlier in this section, unemployment is only measured for civilians 16 and older in the labor force. People who are not looking for a job and/or not available to start a job are not considered unemployed.

As shown in Figure 4.7, American Indian or Alaska Native, Black or African American, Hispanic or Latino, and Multi-Racial individuals have a higher than average unemployment rate. These groups are more likely to face systemic obstacles to employment. Those obstacles vary widely but can include lack of affordable and accessible full-day child care, lack of reliable transportation, education and skills that match poorly with available jobs, exclusion from personal networks that open informal doors to jobs, bias and overt discrimination, disability, and prior criminal justice system involvement. The wide margins of error mean this data should be interpreted with caution for some race/ethnicity groups, but the lack of overlap in error bars means that there is a real statistical difference in percent unemployed between Black or African American workers and white workers.

![Fig. 4.7 Percent of Civilian Labor Force Unemployed by Race and Ethnicity, 2019](image)

*Unreliable: Error is too large relative to estimate
Source: ACS 5-Year Estimates. Table: C25002
Prepared by CI3Now for San Antonio Area Foundation
Because the data is now sliced by both race/ethnicity and sex, the error bars are even wider, and the uncertainty they communicate is greater. That uncertainty makes it difficult to know whether there is a true difference in unemployment between males and females in any given race/ethnicity group (Figures 4.8 and 4.9).
Employment During the Coronavirus Pandemic

The COVID-19 pandemic dramatically changed the picture for both the labor force and unemployment. The most recent (2020) comparable data available is for the San Antonio Metro Area, which includes New Braunfels.

As shown in Figure 4.10, American Indian or Alaska Native residents of the metro area appear to have a wildly high unemployed percentage (34%) compared to other races and ethnicities, but that estimate is based on a sample size of just 27 American Indian or Alaska Native residents and so should be interpreted with great caution. (The same is very likely true for the small multiracial population.) The next-highest unemployment rates are among Asian workers (13%), Black or African American workers (11%), and Hispanic or Latino workers (9%). Because the 2020 figures are for the San Antonio-New Braunfels metro area and the 2019 numbers are for Bexar County, the two sets of unemployment rates should not be compared directly. The overall pattern that emerges, though, is one of unemployment increasing in most or all race/ethnicity groups, but with the severity of the increase not being the same for all groups.

Fig. 4.10
Percent of Civilian Noninstitutionalized Population in the Labor Force That Are Unemployed by Race and Ethnicity, 2020
Workers 15 or older, San Antonio Metro Area

- American Indian or Alaska Native: 34.1%
- Asian: 12.8%
- Black or African American: 11.2%
- Hispanic or Latino: 8.5%
- Two or More Races: 2.1%
- White: 5.7%

*Unreliable: Error is too large relative to estimate
Source: IPUMS-CPS, University of Minnesota, www.ipums.org
Prepared by CI:Now for San Antonio Area Foundation
Of those who were employed in 2020, a sizable proportion worked part-time rather than full-time (Figure 4.11). Again, although the American Indian and Alaska Native estimate stands apart from the others, that sample size of just 27 results in a very uncertain estimate. Around a quarter of people working were working part-time in most race/ethnicity groups.

Fig. 4.11
Percent of Employed Civilians Working Part-Time by Race and Ethnicity, 2020
Workers 15 or older, San Antonio Metro Area

Source: IPUMS-CPS, University of Minnesota, www.ipums.org
Prepared by CI:Now for San Antonio Area Foundation
Income and Wages

According to the U.S. Census Bureau, per capita income for a particular group as labeled on Figure 4.12 is the average income of all population within that group, including children, people living in group quarters, and adults not employed or in the labor force. Black or African American per capita income is similar to per capita income for Bexar County as a whole. Per capita income is quite a bit lower than the county overall among American Indian or Alaska Natives, Hispanic or Latinos, and people of other or multiple races. At about $43,000, white per capita income is about one and a half times higher than the county per capita income of $28,000.

![Fig. 4.12: Per Capita Income by Race and Ethnicity, 2019](image)

Source: ACS 5-Year Estimates. Table: B19013
Prepared by CI:Now for San Antonio Area Foundation
If we were to look at the income of every household in a particular group, the median is the cut-point that divides the group into two equal parts: half of households in that group have incomes lower than that amount and half of households have incomes higher than that amount. As shown in Figure 4.13, median household income is markedly lower than the county median overall for households headed by Black or African Americans, American Indian or Alaska Natives, Hispanic or Latinos, and people identifying as “other” race. Median household income among Asian- and white-headed households is about 1.3 times as high as the county overall. Discrimination affects household income, especially for Black or African American and Hispanic or Latino residents.

**Fig. 4.13**

*Median Household Income by Race and Ethnicity of Householder, 2019*

Bexar County

<table>
<thead>
<tr>
<th>Race and Ethnicity</th>
<th>Median Household Income</th>
</tr>
</thead>
<tbody>
<tr>
<td>All</td>
<td>$57,157</td>
</tr>
<tr>
<td>American Indian or Alaska Native</td>
<td>$46,104</td>
</tr>
<tr>
<td>Asian</td>
<td>$48,509</td>
</tr>
<tr>
<td>Black or African American</td>
<td>$49,474</td>
</tr>
<tr>
<td>Hispanic or Latino</td>
<td>$57,140</td>
</tr>
<tr>
<td>Native Hawaiian or Pacific Islander</td>
<td>$60,048</td>
</tr>
<tr>
<td>Other Race</td>
<td>$46,117</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>$73,108</td>
</tr>
</tbody>
</table>

Looking just at family households\(^1\), married-couple family households tend to have a higher median family income than do those where the householder is a single person\(^2\). For all married-couple households in Bexar County, the median family income was $70,190 in 2019 (Figure 4.14). However, at $93,309, median household income among white married-couple households was far higher – 1.3 times that of the county median and more than 1.5 times that of the Hispanic or Latino and other-race median. Median household income for every other race/ethnicity group was at least $6,000 below the median for Bexar County married-couple households overall.

**Fig. 4.14**

Median Family Income - Married-Couple by Race and Ethnicity of Householder, 2019

Bexar County

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Source: ACS 1-Year Estimates. Table: S0201
Prepared by C2Now for San Antonio Area Foundation

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\(^1\) The U.S. Census Bureau defines a family group as any two or more people living together and related by birth, marriage, or adoption. A family household is one in which the householder is part of a family, but a family household may also include unrelated people as well. More information can be found online at https://www2.census.gov/programs-surveys/acs/tech_docs/subject_definitions/2019_ACSSubjectDefinitions.pdf

\(^2\) The U.S. Census Bureau defines a single parent family or household as one in which only one parent is present in the home. That parent may be never-married, widowed, divorced, or married but with the spouse absent. The data does not allow for the identification of households with an unmarried partner present.

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State of the African American Community in Bexar County
Figures 4.15 and 4.16 show the 2019 Bexar County median family income for single female-headed households and single male-headed households. As great as the disparities by race/ethnicity in the median family income of married-couple households are, those disparities are even more dramatic for single householders. For all single female-headed households in Bexar County, the median family income was $53,392, only about 60% of the $87,783 median income for single male-headed households. That pattern of inequity holds for every race/ethnicity group.

At $38,985, family households led by Black or African American women had the lowest estimated median family income of any race or sex (Figure 4.15), but because the margin of error is so wide, that estimate should be interpreted with caution. Family households led by white men had the highest median income of any race or sex ($109,331) – nearly three times as high as that of households headed by single Black or African American women. (It bears repeating here that by definition of median, half of households headed by single white men have incomes higher than $109,331, and half of households headed by single Black or African American women have incomes lower than $38,985.)

These dramatic inequities show the importance of looking at race and sex together. Intersectionality, as defined by Kimberlé Crenshaw (2017), theorizes that race, sex, and class intersect and multiply disadvantages for People of Color, women, and lower socioeconomic people.

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Fig. 4.15
Median Family Income - Female Householder with no Spouse Present by Race and Ethnicity, 2019

Bexar County

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Median Income</th>
</tr>
</thead>
<tbody>
<tr>
<td>All</td>
<td>$53,392</td>
</tr>
<tr>
<td>Black or African American</td>
<td>$38,985*</td>
</tr>
<tr>
<td>Hispanic or Latino</td>
<td>$50,102</td>
</tr>
<tr>
<td>Other Race</td>
<td>$42,163</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>$50,505</td>
</tr>
<tr>
<td>White</td>
<td>$69,578</td>
</tr>
</tbody>
</table>

*Unreliable: Error is too large relative to estimate
Source: ACS 1-Year Estimates, Table: S0201
Prepared by CI:Now for San Antonio Area Foundation

Fig. 4.16
Median Family Income - Male Householder with no Spouse Present by Race and Ethnicity, 2019

Bexar County

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Median Income</th>
</tr>
</thead>
<tbody>
<tr>
<td>All</td>
<td>$87,783</td>
</tr>
<tr>
<td>Black or African American</td>
<td>$88,245</td>
</tr>
<tr>
<td>Hispanic or Latino</td>
<td>$74,215</td>
</tr>
<tr>
<td>Other Race</td>
<td>$71,408</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>$89,668</td>
</tr>
<tr>
<td>White</td>
<td>$109,331</td>
</tr>
</tbody>
</table>

Source: ACS 1-Year Estimates, Table: S0201
Prepared by CI:Now for San Antonio Area Foundation
Measures like median and average tell only part of the story for any indicator. Figure 4.17 shows for each race/ethnicity group the percent of households with a household income of $100,000 or more. A third or more of white and Asian households have income of at least $100,000, as compared to fewer than 20% of American Indian or Alaska Native, Black or African American, Hispanic or Latino, and other-race households.

**Fig. 4.17**

**Percent of Households with Household Income of $100K or Greater by Race and Ethnicity of Householder, 2019**

Bexar County

- All: 24.6%
- American Indian or Alaska Native: 16.9%
- Asian: 33.5%
- Black or African American: 19.0%
- Hispanic or Latino: 18.1%
- Native Hawaiian or Pacific Islander: 22.1%
- Other Race: 16.0%
- Two or More Races: 23.5%
- White: 35.0%

Source: ACS 5-Year Estimates. Table: B19001
Prepared by CI:Now for San Antonio Area Foundation
Although not the only one, wages are of course a key component of income for households with one or more workers. Large differences in worker wages challenge the idea that hard work can be trusted to result in higher income and financial stability. Female full-time workers who are Hispanic or Latino or Black or African American have a median wage of about $33,000 and $37,000, respectively, compared to about $59,000 for full-time white male workers.$^1$

Employment in high-wage occupations$^2$ varies tremendously by race/ethnicity group (Figure 4.18). About 54% of Asian workers and 49% of white workers in Bexar County were employed in high wage occupations, far higher than the 36% of Black or African American workers and 26% of Hispanic or Latino workers.

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$^1$ U.S. Census Bureau. American Community Survey 2018 1-Year Estimates, Tables B20017I, B20017B, and B20017H

$^2$ CI Now used Bureau of Labor Statistics data to determine the mean average wage ($\$46.5K$) for all occupations in Bexar County, then calculated the percent of workers in occupations with an average wage higher than the Bexar County mean. These occupations include (1) management, business and financial occupations, (2) computer, engineering and science occupations, (3) education, legal, community service, arts and media occupations; and (4) healthcare practitioners and technical occupations.
One factor contributing to employment in a high-wage job is the availability of a high-wage job. Figure 4.19 uses the “geographic proxy” method described above for child care (Figure 4.6) to estimate the geographic accessibility of higher-wage jobs. Disproportionately Asian and Black or African American zip codes had nearly 7,000 higher-wage jobs for every 10,000 workers. Disproportionately American Indian or Alaska Native zip codes and disproportionately multiracial zip codes had fewer than 3,000 higher-wage jobs for every 10,000 workers. One caveat to keep in mind when considering this data is the differences in labor force participation and employment – i.e., number of workers – among race/ethnicity groups. Availability of higher-wage jobs for both current and potential workers will be lower than shown in this chart, particularly for those groups with a sizable group of civilian adults who are either unemployed or not in the labor force at all.

**Fig. 4.19**

Number of Jobs Earning More Than $3,333 per Month per 10,000 Workers, 2018

Bexar County ZIP Codes With Disproportionate Race/Ethnicity Representation*
Consumer Credit and Debt

Figures 4.20 through 4.23 summarize the data on consumer credit and debt. Communities of Color have the highest percentage of consumers with any debt in collections, and they have the highest dollar amount of debt in collections – as shown by Figures 4.20 and 4.21.

**Fig 4.20**
**Percent with Any Debt in Collections, October 2020**

Bexar County consumers with a credit bureau record

- All communities: 43.1%
- Communities of color: 40.1%
- Majority white communities: 21.0%

**Fig 4.21**
**Median Amount of Debt in Collections, October 2020**

Bexar County consumers with a credit bureau record and any debt in collections

- All communities: $2,144
- Communities of color: $2,188
- Majority white communities: $1,699

Source: Urban Institute
Prepared by CLNow for San Antonio Area Foundation
Additionally, communities of color have the lowest median vantage credit score in Bexar County, and they have the largest percentage of consumers with a subprime credit score – as shown by Figures 4.22 and 4.23.

**Figures 4.22**
Median Vantage (300 to 850) Credit Score, October 2020
Bexar County consumers with a credit bureau record

- All communities: 666
- Communities of color: 648
- Majority white communities: 735

**Figures 4.23**
Percent with a Subprime Credit Score, October 2020
Vantage score of 600 or less among Bexar County consumers with a credit bureau record

- All communities: 31.4%
- Communities of color: 36.6%
- Majority white communities: 13.7%
Employer and Non-Employer Firm Ownership

The U.S. Census Bureau Annual Business Survey for 2017 estimates that a total of 9,985 firms in the San Antonio-New Braunfels Metro Area, the smallest geographic area for which data is available, are Black- or African American-owned. At 4.5% of total firms, that share is lower than the 7% share of the metro area population that is Black or African American. The overwhelming majority (95% or 9,500) of Black- or African American-owned firms are non-employer firms without paid employees.

Figures 5.1 and 5.2 show the race/ethnicity distribution of employer firms and non-employer firms with the population distribution by race/ethnicity for reference. As shown in Figure 5.1, only an estimated 485 (1.4% of total) employer firms (i.e., businesses with employees) are Black- or African American-owned, as compared to 61% white-owned and 19% Hispanic-owned. Among non-employer firms (i.e., businesses with no employees), 5% are Black- or African American-owned, as compared to 46% Hispanic- or Latino-owned and 44% white-owned. These figures indicate that white business owners are more likely than any other owner race/ethnicity group to own a firm with paid employees.
Fig. 5.2
Number of Nonemployer Firms by Race and Ethnicity of Business Owner, 2017
San Antonio-New Braunfels, Texas Metro Area

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Equally Hispanic/Non-Hispanic</td>
<td>550</td>
</tr>
<tr>
<td>Hispanic or Latino</td>
<td>86,000</td>
</tr>
<tr>
<td>American Indian and Alaska Native</td>
<td>200</td>
</tr>
<tr>
<td>Asian</td>
<td>7,100</td>
</tr>
<tr>
<td>Black or African American</td>
<td>9,500</td>
</tr>
<tr>
<td>Native Hawaiian and Pacific Islander</td>
<td>150</td>
</tr>
<tr>
<td>White</td>
<td>82,500</td>
</tr>
<tr>
<td>Unclassifiable Ethnicity</td>
<td>1,600</td>
</tr>
</tbody>
</table>

Source: U.S. Census Bureau, Nonemployer Statistics by Demographics, Annual Business Survey
Prepared by CI:Now for San Antonio Area Foundation

Interviews and focus groups conducted as part of a newly-released small business ecosystem assessment point to significant barriers rather than lack of interest in hiring to become an employer business. Barriers cited by Black, Hispanic, and Asian non-employer business owners include lack of documentation and legal support to register as an employer business, less available startup capital and personal financial reserves, difficulty in accessing working capital and managing their cash flow, bookkeeping, and accounting, and factors that limit access to customers.¹

Veteran status of business owner is not available for employer firms, and only race (not Hispanic/non-Hispanic ethnicity) is available for veteran owners of non-employer firms (Figure 5.3). Of those veteran-owned non-employer firms, about 12% are Black- or African American-owned, while 85% are white-owned. Again, an unknown portion of each race group is of Hispanic ethnicity. In Bexar County more than eight in 10 Hispanics identify as being of white race, but the full 12% of Black or African American owners cannot be assumed to identify as non-Hispanic.

Fig. 5.3
Percent of Veteran Nonemployer Firms by Race and Ethnicity of Business Owner, 2017
San Antonio-New Braunfels, Texas Metro Area

Source: U.S. Census Bureau, Nonemployer Statistics by Demographics, Annual Business Survey
Prepared by CI:Now for San Antonio Area Foundation
Sales/Revenue and Industry

Figure 5.4 shows the sales, value of shipments, or revenue of non-employer firms by race and ethnicity in the San Antonio metro area. Similar to the pattern seen with employer firms, white-owned non-employer firms have vastly more sales, value of shipments, or revenue than Black- or African American-owned non-employer firms. However, a difference is that Hispanic or Latino-owned non-employer firms make far more in non-employer firms than they do in employer firms – though they still make about $1 billion less than white-owned non-employer firms.

Sales/revenue data is not available for employer firms because race/ethnicity was missing for 74% of total sales/revenue in the metro area. The same is true for employer firm employee count and total payroll.
Industry is not available for non-employer firms. Among employer firms, about six in 10 of the 485 Black- or African American-owned employer firms are in healthcare and social assistance (Figure 5.5).

![Fig. 5.5 Percent of Black-Owned Employer Firms by NAICS Industry, 2017](source: U.S. Census Bureau, Statistics for Employer Firms, Annual Business Survey. Prepared by CI:Now for San Antonio Area Foundation)
Nonprofit Businesses
The U.S. Census Annual Business Survey does not provide small-area data on nonprofit status of business by race/ethnicity of owner or chief executive, and no other complete dataset was identified for all area nonprofits. Although it may not be representative of the full population of active nonprofits in Bexar County, the San Antonio Area Foundation researched CEO race/ethnicity for just over 1,200 applicant nonprofits who were still operational as of March 2021. Using information pulled from the nonprofits’ websites, 234 (19%) of those nonprofits were identified as having a CEO of color. Race/ethnicity could not be determined for the other 81% of those nonprofits, and it should not be assumed that all 81% have a CEO of white race/ethnicity.

As is the case for businesses overall, though, the race/ethnicity of these nonprofit CEOs does not appear to reflect the race/ethnicity of the county population. As shown in Figure 5.6, there were only 173 nonprofits with Hispanic or Latino CEOs, 14% of nonprofits in the dataset, and 44 nonprofits with Black or African American CEOs, 4% of total. Communities of color face similar barriers in nonprofit business as they do within for-profit business.

Fig. 5.6
Total Number of Nonprofit Applicants by CEO Race and Ethnicity, 2021
San Antonio, TX

Source: San Antonio Area Foundation
Prepared by CI:Now for San Antonio Area Foundation
The San Antonio Area Foundation invests in specific “impact areas” and requires that applicants select a primary impact area. Figure 5.7 shows the number of nonprofits in the dataset by primary impact area. Livable and Resilient Communities and Youth Success are the best-represented impact areas, each making up about a quarter of all nonprofits in the dataset. (Again, the chart may undercount nonprofits led by a Black or African American or Hispanic or Latino, as CEO race/ethnicity could not be determined for a very large proportion of the dataset.)

For comparison, Figure 5.7 shows the primary impact areas of nonprofits in early 2021 for Black or African American CEOs, Hispanic or Latino CEOs, and all CEOs. The primary impact area is Livable and Resilient Communities for about half of Black- or African American-led nonprofits – a much greater share than for nonprofits overall – and for about a third of Hispanic- or Latino-led nonprofits. Youth Success is well-represented among these nonprofits as well.
Business Access to Credit and Capital

Years of national data show a clear pattern of inequity in access to credit and capital for Black or African, Hispanic or Latino, and female business owners. Unfortunately, no good local data broken down by race/ethnicity for business loan number, amount, source, or denial rate was found for this report. Paycheck Protection Program data is publicly available but unusable, as race/ethnicity data was available for only about 10% of loan records.

Related data on mortgage loan applications and denials can be found in the Population/Housing section. Although not specific to business owners, individual consumer credit score data is presented in Figures 4.22 and 4.23 above.

“Microloans” can be an important source of capital for small businesses. Among other services and supports, the nonprofit LiftFund provides microloans to small businesses without access to capital through traditional banks and other lenders. As LiftFund plays a critical role in creating access to capital for local small businesses, summary data on LiftFund microloans disbursed in 2020 helps paint a picture of need and inequitable access to traditional forms of capital.

Figure 5.8 shows the number of LiftFund microloans disbursed in Bexar County in 2020 by race/ethnicity of business owner or chief executive, and Figure 5.9 shows the same information by percentage. Hispanic or Latino business owners receive the majority (59%), followed by white business owners (25%), and Black or African American business owners (8%). These percentages quite closely match the race/ethnicity breakdown of Bexar County’s population overall.

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Fig. 5.8
Number of LiftFund Microloans Disbursed by Race and Ethnicity, 2020
Bexar County, Texas

American Indian or Alaska Native
Asian
Black or African American
Hispanic or Latino
Native Hawaiian or Pacific Islander
Other Race
White

Fig. 5.9
Percent of All LiftFund Microloans Disbursed by Race and Ethnicity, 2020
Bexar County, Texas

Source: LiftFund
Prepared by CI:Now for San Antonio Area Foundation
Total microloan amounts by race/ethnicity of business owner are also consistent with the overall county race/ethnicity breakdown. Figure 5.10 shows the total dollar amount of LiftFund microloans and how that was disbursed in Bexar County across race and ethnicity in 2020, and Figure 5.11 displays the same information as a percent of total dollars disbursed.
HEALTH
Social Determinants of Health

Social determinants of health are fundamental drivers of health-related behaviors and health outcomes. Although the indicators selected for this section by the San Antonio Area African American Community Fund focus largely on access to health care, members noted that some of the greatest drivers of good or poor health are income and wages, education, housing, working conditions, and access to amenities and resources. Most of these issues are covered in other sections of this report. Along with health care, all of these factors are themselves influenced by systematic discrimination. Many resulting health outcomes like maternal mortality, infant mortality, cancer incidence and mortality, and premature death, disproportionately affect Black or African Americans but are beyond the scope of this report.

Access to Healthy Food

Healthy food is among the most basic requirements for health. Figure 6.1 shows that just under a third of San Antonio residents have low food access, defined by the Department of Agriculture as living over one mile from a large grocery store if in an urban area, or over ten miles from a larger grocery store if in a rural area. That proportion is highest for Black or African American, Asian, and Native Hawaiian or Pacific Islander residents. Areas with low food access are often referred to as “food deserts”. While a neighborhood may have many corner stores and other outlets selling food, that food is much less likely to include fresh produce and food that is not pre-packaged. Even where healthy food is available, it is likely to be more expensive and less convenient than unhealthy food.

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Primary Care Availability

Provider availability is one key factor in access to preventive and primary health care. Even well-served areas typically have a shortage of primary care doctors and key specialists like psychiatrists, but residents of lower-income neighborhoods and rural areas often face a long drive or multiple bus transfers to reach a physician.

No good data exists to quantify primary care provider availability by race/ethnicity of the people needing care. As referenced in the Eviction and Foreclosure part of the Health section in this report, Figure 6.2 uses the “geographic proxy” method, meaning CI:Now analyzed the top 15 zip codes in Bexar County with the highest proportions of each race or ethnicity. It is important to note that the zip code with the highest percentage of Black or African Americans in the county is still only 40% Black or African American. For other race/ethnicity groups except white and Hispanic or Latino, that percentage is far smaller, ranging from 6% to 10%.

Figure 6.2 shows the total primary care physicians per 10,000 people for each of those sets of zip codes. Disproportionately Black or African American zip codes had the largest physician-to-population ratio, with 26.4 physicians per 10,000 people, as compared to only 10.1 per 10,000 in disproportionately Hispanic zip codes.

These physicians are active and are providing direct care at least 20 hours per week in a primary care specialty such as family medicine, pediatrics, internal medicine, or OB/GYN. The physician count does not include midlevel providers like physician assistants or nurse practitioners. Surprisingly, there is no national goal or industry standard for “enough” primary care physicians.

---

**Fig. 6.2**

**Number of Primary Care Physicians Per 10,000 Population, 2020**

Bexar County ZIP Codes With Disproportionate Race/Ethnicity Representation*

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Physicians Per 10,000</th>
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</thead>
<tbody>
<tr>
<td>All</td>
<td>27.5</td>
</tr>
<tr>
<td>American Indian or Alaska Native</td>
<td>23.2</td>
</tr>
<tr>
<td>Asian</td>
<td>10.7</td>
</tr>
<tr>
<td>Black or African American</td>
<td>26.4</td>
</tr>
<tr>
<td>Hispanic or Latino</td>
<td>10.1</td>
</tr>
<tr>
<td>Native Hawaiian or Pacific Islander</td>
<td>11.5</td>
</tr>
<tr>
<td>Other Race</td>
<td>23.5</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>17.1</td>
</tr>
<tr>
<td>White</td>
<td>22.0</td>
</tr>
</tbody>
</table>

*ZIP codes were ranked from highest to lowest percent of total population for each race/ethnicity group. Each bar represents the top fifth (n=15) of ZIP codes for that group. Physicians were defined as direct patient care or resident/fellow and practicing 20 hours or more a week. Source: ACS 2019 5-Year Estimates & Texas Medical Board Physician Directory. Prepared by CI:Now for San Antonio Area Foundation.
Health Insurance

Although the inability to afford premiums, deductibles, and co-pays can make health insurance unusable, in the United States health insurance is still the primary and most important way of reducing the cost of health care. As shown in Figure 6.3, on average 15% of Bexar County residents 16 and older are uninsured. White residents have by far the lowest percentage uninsured, and because the error bars do not overlap, we can be sure that there is a true and often dramatic difference in uninsured rate between whites and nearly every other race/ethnicity group.

Fig. 6.3
Percent of Population 16 and Older without Health Insurance by Race and Ethnicity, 2019

Source: ACS 5-Year Estimates. Table: C27004.
Prepared by CI:Now for San Antonio Area Foundation
Because private health insurance is most often secured through employment, and because public health insurance sources like Medicare, Medicaid, and the Children’s Health Insurance Program (CHIP) are largely restricted to certain age ranges, uninsured rates vary dramatically by age group. Figures 6.4, 6.5, and 6.6 respectively show the percent of the Bexar County population with no insurance from birth to 18, 19 to 64, and 65 and older.

For all race/ethnicity groups, the 19 to 64 age group has the highest percentage of uninsured individuals. With the exception of very low-income pregnant women and people with a serious disability, this group is reliant on health insurance offered through an employer or purchased on the Health Insurance Marketplace created by the Affordable Care Act (ACA). Children and teens are the next-most likely to be uninsured. Because of Medicare’s near-universal eligibility for U.S. citizens and legal residents 65 and up, older people are the least likely to be uninsured. (With very narrow exceptions, undocumented immigrants are barred from being insured through Medicare, Medicaid, CHIP, or ACA Marketplaces.)

The margins of error are wide so the data should be interpreted conservatively. In every age group, though, white and Black or African American residents have a lower percentage of uninsured individuals than do Hispanic residents or the county overall.

---

Fig. 6.5
Percent of Population Age 0 to 18 without Health Insurance by Race and Ethnicity, 2019
Bexar County

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Percent</th>
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</thead>
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<tr>
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<td>9.0%</td>
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<tr>
<td>American Indian or Alaska Native</td>
<td>5.2%</td>
</tr>
<tr>
<td>Asian</td>
<td>4.1%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>5.1%</td>
</tr>
<tr>
<td>Hispanic or Latino</td>
<td>9.0%</td>
</tr>
<tr>
<td>Native Hawaiian or Pacific Islander</td>
<td>10.0%</td>
</tr>
<tr>
<td>Other Race</td>
<td>11.7%</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>5.5%</td>
</tr>
<tr>
<td>White</td>
<td>5.5%</td>
</tr>
</tbody>
</table>

*Unreliable: Error is too large relative to estimate
Source: ACS 1-Year Estimates. Table: C27001 A-I
Prepared by CI3Now for San Antonio Area Foundation

Fig. 6.6
Percent of Population Age 65 and Older without Health Insurance by Race and Ethnicity, 2019
Bexar County

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Percent</th>
</tr>
</thead>
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<tr>
<td>All</td>
<td>1.7%</td>
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<tr>
<td>American Indian or Alaska Native</td>
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<tr>
<td>Asian</td>
<td>6.6%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>0.5%</td>
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<tr>
<td>Hispanic or Latino</td>
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<tr>
<td>Native Hawaiian or Pacific Islander</td>
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<tr>
<td>Other Race</td>
<td>2.9%</td>
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<tr>
<td>Two or More Races</td>
<td>1.0%</td>
</tr>
<tr>
<td>White</td>
<td>0.5%</td>
</tr>
</tbody>
</table>

*Unreliable: Error is too large relative to estimate
Source: ACS 1-Year Estimates. Table: C27001 A-I
Prepared by CI3Now for San Antonio Area Foundation
Medical Debt

An Urban Institute study looked at differences in medical debt by race/ethnicity using December 2020 consumer-level data from a major credit bureau. Because the credit bureau dataset has zip code but not race/ethnicity, the Urban Institute classified zip codes where at least 60% of the population is white as White Communities, and zip codes where at least 60% of the population is of color as Communities of Color. (Communities of Color cannot be further divided by race/ethnicity group locally using this method, as except for whites and Hispanics, no race/ethnicity group makes up 60% or more of the population in any Bexar County zip code.)

The analysis found that the percent of consumers with medical debt in collections is more than twice as high in Communities of Color (26%) as in White Communities (12%) in Bexar County (Figure 6.7). Though not shown in the chart, both the share of consumers with medical debt and the degree of racial inequity are worse in Bexar County than in Texas as a whole (25% vs. 20%) or the United States (17% vs. 13%).

Fig. 6.7
Percent with Medical Debt in Collections, 2019
Bexar County, Texas

Source: Urban Institute
Prepared by CI:Now for San Antonio Area Foundation
Primary Care Medical Home

One indicator of continuity health care is having at least one personal doctor who knows that person and their health issues and acts as a “medical home.” As shown in Figure 6.8, at 80%, white residents in Bexar County are by far the most likely of all race/ethnicity groups to have at least one personal doctor. All other race/ethnicity groups have a similar proportion with at least one personal doctor. It is important to note that this data comes from a household telephone survey of adults called the Behavioral Risk Factor Surveillance System (BRFSS). The BRFSS sample size is small, so even with several years of data combined as they are here, the estimates from the survey still come with a good amount of uncertainty as shown by the error bars. That is especially true for smaller population groups and geographic areas. The error bars in this chart overlap each other quite a bit for all race/ethnicity groups except whites, so we can’t say with any certainty whether there is any real difference between Black or African Americans and Hispanics.

Fig. 6.8

Percent of Adults with At Least One Personal Doctor by Race and Ethnicity, 2017-2019

Bexar County, Texas

- All: 65.6%
- Black or African American: 64.0%
- Hispanic or Latino: 59.1%
- Other Race: 61.4%
- White: 80.4%

Source: 2017-2019 Behavioral Risk Factor Surveillance System (BRFSS)
Prepared by CI:Now for San Antonio Area Foundation
Having a routine checkup in the past year, not just a visit for an illness or injury, is an indicator of preventive and primary care. Along with white residents, Black or African American residents appear to be the race/ethnicity group most likely to have had a routine checkup in the past year (Figure 6.9). However, because the error bar is so wide and thus the estimate so uncertain, the true proportion of Black or African American residents with a routine checkup could be as high as 85% or as low as 60%.
COVID-19

The timing of this report makes the coronavirus pandemic difficult to ignore, particularly given national headlines of a much higher COVID-19 illness and death rate among People of Color. People of Color may have higher exposure risk stemming from work in “essential” jobs that cannot be done from home.

Figures 6.10 and 6.11 show the race/ethnicity breakdown of COVID-19 deaths and COVID-19 cases as of January 2021 as compared to the race/ethnicity breakdown of the Bexar County population. Only Hispanic or Latino residents appear to be at all overrepresented among COVID-19 deaths in Bexar County (Figure 6.10), and at 61.4% of deaths vs. 60.2% of population, that difference is very slight.

COVID-19 cases, however, are much more likely than the county population to be Hispanic (Figure 6.11). Other race/ethnicity groups, especially whites, appear underrepresented among cases. Because the cumulative number of COVID-19 cases and deaths is relatively small in race/ethnicity groups other than white and Hispanic or Latino, just a handful of cases or deaths can show up as a big difference in percentage. That means Black or African Americans may or may not truly be underrepresented among COVID-19 cases and deaths.

It is important to note that both a case and a death require a positive COVID-19 test, which means that illness and death among people who have not been tested will not be attributed to COVID-19. Case and death rates will then appear lower than they really are. Current data are not available, but early data showed that Black or African Americans made up only 4.4% of tests at free COVID-19 testing sites.1 Current vaccination data shows that 38% of Bexar County residents with at least one COVID-19 vaccination dose are white (vs. 28% of population), 45% are Hispanic (vs. 60% of population), 4% are Black or African American (vs. 7% of population), and 3% are Asian (vs. 3% of population).2


State of the African American Community in Bexar County
Fig. 6.10
Percent COVID-19 Deaths by Race and Ethnicity as of January 31, 2021
Bexar County

- Asian: 0.9%
- Black or African American: 4.6%
- Hispanic or Latino: 61.4%
- Native Hawaiian or Pacific Islander: 0.1%
- Other Race: 0.0%
- White: 23.4%

Source: City of San Antonio
Prepared by CI:Now for San Antonio Area Foundation

Fig. 6.11
Percent COVID-19 Cases by Race and Ethnicity as of January 31, 2021
Bexar County

- Asian: 2.0%
- Black or African American: 5.0%
- Hispanic or Latino: 75.0%
- Native Hawaiian or Pacific Islander: 0.0%
- Other Race: 0.0%
- White: 18.0%

Source: City of San Antonio
Prepared by CI:Now for San Antonio Area Foundation
CRIMINAL JUSTICE

State of the African American Community in Bexar County
Racial Profiling in Traffic Stops

State law requires that law enforcement agencies collect and submit racial profiling data to the Texas Commission on Law Enforcement (TCOLE). As shown in Figure 7.1, SAPD made 138,909 traffic stops in 2019. The data indicate that in 11% of stops the driver was Black or African American, making that race/ethnicity group slightly overrepresented compared to the population overall. SAPD’s 2019 Racial Profiling Report available online states that an independent analyst found no evidence suggesting a pattern of racial profiling.

Arrests and Citations

No comprehensive dataset exists to provide data by race/ethnicity for arrests and citations by all law enforcement agencies in Bexar County. U.S. Federal Bureau of Investigation data drawn from each agency’s Uniform Crime Report indicate that the San Antonio Police Department (SAPD) made 39,603 arrests\(^1\) and Bexar County Sheriff’s Office made 7,733 arrests\(^2\) in 2019. In 24% of SAPD arrests and 16% of BCSO arrests the arrestee was Black or African American. No ethnicity data is available, so Hispanic or Latinos cannot be distinguished from non-Hispanic whites in the data.

Drug violations were the offense category that made up the greatest share of arrests for both agencies, 36% for SAPD and 14% for BCSO. Among arrests for drug violations, 24% of SAPD arrestees and 12% of BCSO arrestees were Black or African American.


Source: San Antonio Police Department, 2019 Racial Profiling Report
Prepared by CI:Now for San Antonio Area Foundation
Cite and Release Programs

SAPD’s enhanced Cite and Release program allows officers to issue citations in lieu of custodial arrest in certain Class A or B misdemeanor offenses. Across all race/ethnicity groups, a total of 6,519 arrests and citations between July 1, 2019 and June 30, 2020 were for offenses eligible for Cite and Release. The top three offenses, which together make up 90% of total eligible offenses, were: 1) Possession of marijuana 0-2 ounces (63% of eligible offenses); 2) Class B theft of between $100 and less than $750 (20% of eligible offenses); and 3) Possession of less than two ounces of a controlled substance other than marijuana (7% of eligible offenses). Figure 7.2 shows the race/ethnicity distribution of those 6,519 arrests and citations. Black or African Americans are overrepresented compared to population here as well, but not nearly as much as in 2019 total arrests as described above.

### Fig. 7.2

**Percent of San Antonio PD Arrests and Citations Eligible for Cite and Release by Race and Ethnicity (n=6,519)**

San Antonio Police Department A/B Misdemeanor Cite and Release Program, 7/1/19-6/30/2020

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Eligible Arrests and Citations</th>
<th>Population</th>
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</thead>
<tbody>
<tr>
<td>Black or African American</td>
<td>16.0%</td>
<td>68.0%</td>
</tr>
<tr>
<td>Hispanic or Latino</td>
<td>68.0%</td>
<td></td>
</tr>
<tr>
<td>White</td>
<td>15.0%</td>
<td></td>
</tr>
<tr>
<td>Other Race</td>
<td>1.0%</td>
<td></td>
</tr>
</tbody>
</table>

Source: San Antonio Police Department, Cite & Release Quarterly Report - 4th Qtr. For the Twelve-Month Period ending June 30, 2020
Prepared by CI:Now for San Antonio Area Foundation
The three possible paths under the Cite and Release program are custodial arrest, release by citation, or other release for reasons that include medical emergency, emergency detention, or public intoxication. The release rate is the number of releases (by citation or other reason) divided by total custodial arrests and releases. Figure 7.3 shows the release rate by race/ethnicity for that 12-month period ending June 30, 2020. The release rate is slightly lower for Black or African Americans and for Hispanic or Latinos than for whites. Although the release rate for the Other Race/ethnicity group is much higher, that group totaled only 66 arrests and citations, and small numbers can make percentage differences appear more dramatic than they truly are.

![Graph showing release rate by race/ethnicity](image)

*Fig. 7.3
San Antonio PD Release Rate by Race and Ethnicity (n=2,376)
Percent of Total Arrests and Citations Released by Citation or Other Reason*, 7/1/2019-6/30/2020

*Other reasons include medical emergency, emergency detention, and public intoxication.

Local law enforcement agencies’ cite and release programs work hand in hand with the Bexar County District Attorney’s Cite and Release program. In that 12-month period ending June 30, 2020, local law enforcement filed 2,481 citations with the District Attorney’s office, 93% of those coming from SAPD.

Once received, the District Attorney’s (DA’s) office can choose to dismiss (decline to prosecute) the citation, refer the citation to the criminal court track for traditional prosecution, or refer the citation to the cite and release diversion track. (The majority of citations that are not accepted are dismissed under the DA’s marijuana declination policy for misdemeanor possession of marijuana under one ounce.) Figure 7.4 shows the race/ethnicity distribution of citations dismissed, referred to the court track, and accepted for the cite and release diversion track in the 12-month period ending June 30, 2020.

![Figure 7.4: Distribution of Citations by District Attorney by Race and Ethnicity (n=2,481)](image)

Citations received by Bexar County District Attorney from local law enforcement, 7/1/2019-6/30/2020

- **Dismissed**: 17.0% Black or African American, 34.0% Hispanic or Latino, 48.0% White, 3.0% Other Race
- **Referred to Court Track**: 17.0% Black or African American, 34.0% Hispanic or Latino, 48.0% White, 1.0% Other Race
- **Cite & release diversion track**: 13.0% Black or African American, 31.0% Hispanic or Latino, 53.0% White, 3.0% Other Race

*Rejected for prosecution under marijuana declination policy or for other reason

Source: Bexar County District Attorney
Prepared by CI:Now for San Antonio Area Foundation
Court-Appointed Defense

Defendants who cannot, for financial or some other reason, hire their own lawyer (counsel) to defend them in court are appointed counsel by the court. The Bexar County Indigent Defense Evaluation analyzed data on cases that were booked between January 1, 2016 and April 30, 2019 with an offense date on or after January 1, 1990. The next two charts show the race/ethnicity of misdemeanor defendants with court-appointed counsel or with retained counsel (Figure 7.5). Defendants with court-appointed counsel are nearly twice as likely as defendants with retained counsel to be Black or African American.

Fig. 7.5

Percent of Misdemeanor Defendants with Court-Appointed vs. Retained Counsel by Race and Ethnicity

Bexar Co. criminal court bookings between 1/1/2016 and 4/30/2019 with offense date since 1/1/1990*

<table>
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<tr>
<th>Race/Ethnicity</th>
<th>Court-appointed</th>
<th>Retained</th>
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<tbody>
<tr>
<td>Black or African American</td>
<td>17.7%</td>
<td>9.5%</td>
</tr>
<tr>
<td>Hispanic or Latino</td>
<td>36.2%</td>
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<td>White</td>
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<tr>
<td>Other Race</td>
<td>1.1%</td>
<td>1.9%</td>
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</table>

*Court-appointed N = 34,098. Retained N = 8,443
Source: Bexar County Indigent Defense System Evaluation, Texas A&M Public Policy Research Institute, September 2020
Prepared by CI:Now for San Antonio Area Foundation
Cases, Bail, and Sentencing for Selected Offenses

The Texas Criminal Justice Coalition’s (TCJC’s) Criminal Court Data Dashboard provides a wealth of county-level data for Texas criminal court dispositions. This section summarizes calendar year 2020 dispositions, average bail, and probation and sentencing by race/ethnicity for selected offense categories: traffic offenses, theft, assault other than sexual assault, marijuana offenses, and offenses for controlled substances other than marijuana. The probation and sentencing breakdown does not include other outcomes such as dismissal or cite and release.

Traffic Offenses

Black or African Americans are only slightly overrepresented among traffic offense dispositions compared to county population (Figure 7.6), while whites are greatly overrepresented and Hispanic or Latinos greatly underrepresented. As shown in Figure 7.7, average bail for Black or African Americans is slightly lower than the average for all race/ethnicity groups combined. Lastly, Figure 7.8 shows the racial disposition of traffic offenses for probation, probation and fine, sentence, and sentence and fine. Hispanic or Latino offenders were more likely to receive a sentence and fine than just a sentence, white offenders were more likely to receive just a sentence instead of a sentence and fine, and Black or African American offenders were equally likely to receive either.

Fig. 7.6

Percent of Traffic Offenses by Defendant Race and Ethnicity

Bexar County criminal court dispositions filed in 2020

Source: Texas Criminal Justice Coalition, Criminal Court Data Dashboard, Bexar County
Prepared by CI:Now for San Antonio Area Foundation
**Fig. 7.7**
Average Bail for Traffic Offenses by Defendant Race and Ethnicity

Bexar County criminal court dispositions filed in 2020

![Bar chart showing average bail for traffic offenses by defendant race and ethnicity. All races have different average bail amounts.](image)

Source: Texas Criminal Justice Coalition, Criminal Court Data Dashboard, Bexar County
Prepared by CI:Now for San Antonio Area Foundation

**Fig. 7.8**
Dispositional Traffic Offenses with Probation or Sentence by Defendant Race and Ethnicity

Bexar County criminal court dispositions filed in 2020

![Dispositional chart showing probabilities of various dispositions by race and ethnicity. All races have different dispositional outcomes.](image)

Source: Texas Criminal Justice Coalition, Criminal Court Data Dashboard, Bexar County
Prepared by CI:Now for San Antonio Area Foundation
Theft Offenses

Black or African Americans are somewhat overrepresented among theft offense dispositions compared to county population (Figure 7.9), while whites and Hispanic or Latinos are markedly overrepresented and underrepresented, respectively.

As shown in Figure 7.10, average bail for Black or African Americans is lower than any race/ethnicity group except Asians. For those cases where the outcome was probation or sentence (Figure 7.11), the breakdown of outcomes does not differ dramatically among race/ethnicity groups.
**Fig. 7.10**

**Average Bail for Theft Offenses by Defendant Race and Ethnicity**

Bexar County criminal court dispositions filed in 2020

- All: $1,500
- Asian: $800
- Black or African American: $1,000
- Hispanic or Latino: $1,500
- White: $1,200

Source: Texas Criminal Justice Coalition, Criminal Court Data Dashboard, Bexar County
Prepared by CI:Now for San Antonio Area Foundation

**Fig. 7.11**

**Disposition of Traffic Offenses with Probation or Sentence by Defendant Race and Ethnicity**

Bexar County criminal court dispositions filed in 2020

- Asian
- Black or African American: 50.0%
- Hispanic or Latino: 62.5%
- White: 50.0%
- Other Race: 100.0%

Source: Texas Criminal Justice Coalition, Criminal Court Data Dashboard, Bexar County
Prepared by CI:Now for San Antonio Area Foundation
Assault Offenses (Nonsexual)

Among assault offenses other than sexual assault, defendants are just over twice as likely to be Black or African American compared to the Bexar County population (Figure 7.12). Whites are also greatly overrepresented. As shown in Figure 7.13, average bail varies dramatically by defendant race/ethnicity, with the average for Black or African Americans being 1.4 times the average for all groups. Probation and sentencing vary by race/ethnicity as well. Figure 7.14 shows the distribution of probation and sentencing outcomes for each race/ethnicity group. Again, this breakdown is only for probation and sentences and does not include dismissals or other outcomes. Black or African Americans were more likely than other race/ethnicity groups to receive a sentence, but less likely to receive both a sentence and a fine.

Fig. 7.12
Percent of Assault (Nonsexual) Offenses by Defendant Race and Ethnicity
Bexar County criminal court dispositions filed in 2020

Source: Texas Criminal Justice Coalition, Criminal Court Data Dashboard, Bexar County Prepared by CI:Now for San Antonio Area Foundation
**Fig. 7.13**
Average Bail for Assault (Nonsexual) Offenses by Defendant Race and Ethnicity
Bexar County criminal court dispositions filed in 2020

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<th>Average Bail</th>
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<tr>
<td>Hispanic or Latino</td>
<td>$7,000</td>
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<tr>
<td>White</td>
<td>$3,000</td>
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</table>

Source: Texas Criminal Justice Coalition, Criminal Court Data Dashboard, Bexar County
Prepared by Cl:Now for San Antonio Area Foundation

**Fig. 7.14**
Disposition of Assault (Nonsexual) Offenses with Probation or Sentence by Defendant Race and Ethnicity
Bexar County criminal court dispositions filed in 2020

<table>
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<tr>
<th>Race/Ethnicity</th>
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<td>Black or African</td>
<td>6.0%</td>
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<td>Hispanic or Latino</td>
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</table>

Source: Texas Criminal Justice Coalition, Criminal Court Data Dashboard, Bexar County
Prepared by Cl:Now for San Antonio Area Foundation
Marijuana Offenses

Among marijuana offenses, the percent of defendants who are Black or African American is 3.6 times the percent of the county population that is Black or African American (Figure 7.15), while the percent who are Hispanic or Latino is about half the share of the county population.\(^1\) Bail averages $500 for all race/ethnicity groups (Figure 7.16). Probation and sentencing data is not available, presumably because these offenses were handled through cite and release, dismissal under the marijuana declination policy, or some other avenue.

\(^1\) Local data is not available, but for context, national data on people aged 12 or older indicates past-year marijuana usage by 36% of Black or African Americans, 37% among whites, 31% of Hispanic or Latinos, and 21% of Asians. Source: U.S. Substance Abuse and Mental Health Services Administration. (2020). Results from the 2019 National Survey on Drug Use and Health: Detailed Tables, Table 126B. Available online at https://www.samhsa.gov/data/sites/default/files/reports/rpt29394/NSDUHDetailedTabs2019/NSDUHDetTabsSect1pe2019.htm#tab1-22a
Fig. 7.16
Average Bail for Marijuana Offenses by Defendant Race and Ethnicity
Bexar County criminal court dispositions filed in 2020

Source: Texas Criminal Justice Coalition, Criminal Court Data Dashboard, Bexar County
Prepared by CI:Now for San Antonio Area Foundation
Controlled Substance Offenses Other than Marijuana

A very different pattern emerges for offenses for controlled substances other than marijuana. Only 11% of defendants are Black or African American (Figure 7.17), while whites are greatly overrepresented compared to the county population. Average bail for Black or African Americans is the same as average bail across all race/ethnicity groups (Figure 7.18), with average bail highest for Hispanic or Latinos. Among those cases where the outcome was probation or sentence, Black or African Americans are more likely than other race/ethnicity groups to receive a fine in combination with either probation or sentence (Figure 7.19).

![Fig. 7.17
Percent of Other Controlled Substance (Non-Marijuana) Offenses by Defendant Race and Ethnicity](source)

*Source: Texas Criminal Justice Coalition, Criminal Court Data Dashboard, Bexar County
Prepared by CE:Now for San Antonio Area Foundation*
Fig. 7.18
Average Bail for Controlled Substance (Non-Marijuana) Offenses by Defendant Race and Ethnicity
Bexar County criminal court dispositions filed in 2020

Source: Texas Criminal Justice Coalition, Criminal Court Data Dashboard, Bexar County
Prepared by CI:Now for San Antonio Area Foundation

Fig. 7.19
Disposition of Controlled Substance (Non-Marijuana) Offenses with Probation or Sentence by Defendant Race and Ethnicity
Bexar County criminal court dispositions filed in 2020

Source: Texas Criminal Justice Coalition, Criminal Court Data Dashboard, Bexar County
Prepared by CI:Now for San Antonio Area Foundation
County Jail Population
Bexar County provided the race/ethnicity breakdown of the jail population on November 18, 2020 (Figure 7.20), with each group’s share of the county population for reference. Because the jail population changes every day, this one-day snapshot may or may not reflect the race/ethnicity breakdown of all people incarcerated throughout the year.

Fig. 7.20
Bexar County Jail Inmates Held for Misdemeanor or Felony Offense by Race and Ethnicity
As of November 18, 2020

Source: Bexar County via Texas Criminal Justice Coalition
Prepared by ChiNext for San Antonio Area Foundation
Figures 7.21 and 7.22 show the race/ethnicity of people held for misdemeanor offenses and for felony offenses, respectively. As with marijuana criminal court dispositions discussed above, Black or African Americans are represented among inmates held for misdemeanor offenses far out of proportion to their share of the overall county population. The percent of inmates held for misdemeanor offenses who are Black or African American is 3.6 times as great as the Black or African American share of the county population. Whites are also overrepresented among inmates held for misdemeanor offenses, but by a much lower factor of 1.5.
Adult Probation

After incarceration, it is common for offenders to be under the direct supervision of a probation officer. Figures 7.23 and 7.24 show the percentage of adult offenders under supervision of a probation officer for both felonies and misdemeanors, respectively. Both figures show the same trend of Hispanic or Latino offenders representing the largest percentage of those under probationary supervision. They are followed far behind by White offenders, then Black or African American offenders.

Fig. 7.23
Percent of Adult Felony Offenders Under Direct Supervision by Race and Ethnicity
Bexar County, 2019

Source: Texas Criminal Justice Coalition
Prepared by CT.Now for San Antonio Area Foundation

Fig. 7.24
Percent of Adult Misdemeanor Offenders Under Direct Supervision by Race and Ethnicity
Bexar County, 2019

Source: Texas Criminal Justice Coalition
Prepared by CT.Now for San Antonio Area Foundation
Juvenile Probation

Figure 7.25 shows that racial and ethnic inequities in criminal justice involvement also extend to those under 18 years of age. Hispanic or Latino youth in Bexar County accounted for the greatest percentage of juvenile probation referrals between 2018 and 2020 (68%), followed by Black or African American youth (20%), then white youth (12%). Black or African Americans are overrepresented compared to county population by nearly a factor of three. Because juvenile probation referrals largely come from schools, this inequity should be viewed in context of race/ethnicity differences in school disciplinary action in the Education section of this report.

**Fig. 7.25**
Percent of Juvenile Probation Referrals by Race and Ethnicity
Bexar County, 2018-2020

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Juvenile Probation Referrals</th>
<th>Bexar County Population Under 18</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian or Alaska Native</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Asian</td>
<td>0.3%</td>
<td>0.3%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>19.6%</td>
<td>68.3%</td>
</tr>
<tr>
<td>Hispanic or Latino</td>
<td>68.3%</td>
<td>11.5%</td>
</tr>
<tr>
<td>Other Race</td>
<td>0.3%</td>
<td>0.3%</td>
</tr>
<tr>
<td>White</td>
<td>11.5%</td>
<td>11.5%</td>
</tr>
<tr>
<td>Unknown</td>
<td>0.1%</td>
<td>0.1%</td>
</tr>
</tbody>
</table>

Source: Bexar County Juvenile Probation
Prepared by CL:Now for San Antonio Area Foundation
SOCIAL CONNECTION
Very little local data exists on social connection or social capital. This section covers the few indicators of social connection for which data are available: internet access, churches, and residential mobility.

**Internet Access**

Digital inclusion is critical if everyone in society is to participate in a digital economy, but the COVID-19 pandemic has highlighted the importance of the internet in connecting people who cannot physically come together. Figure 8.1 shows the percent of population with both broadband internet access and a computing device such as a desktop computer or laptop. (Although they certainly connect people, smartphones are not considered a computing device for purposes of this indicator, which traditionally focuses more on a person’s ability to manage online activities like job applications and school homework.) An estimated 84% of Bexar County residents have a computer and broadband, but that figure varies by race/ethnicity group. The highest percentages are among Asians and Native Hawaiian or Pacific Islanders, while the lowest percentage is among American Indian or Alaska Native and Hispanic or Latino residents.

![Fig. 8.1](image)

**Percent of Population with a Computer and Broadband Internet Access by Race and Ethnicity, 2019**

- **Bexar County**
  - All: 84.2%
  - American Indian or Alaska Native: 79.0%
  - Asian: 92.3%
  - Black or African American: 82.9%
  - Hispanic or Latino: 81.8%
  - Native Hawaiian or Pacific Islander: 94.4%
  - Other Race: 90.1%
  - Two or More Races: 90.4%

*Source: ACS 5-Year Estimates, Table S2802
Prepared by CI Now for San Antonio Area Foundation*
Churches

Church is for many people an important source institution for social support, offering not just a place to congregate with others with shared spiritual beliefs, but often also a way to connect with volunteer and advocacy work. As of February 1st, 2020, there were 205 Black or African American churches in the San Antonio area. The average membership size of majority-Black or African American congregations was 120 people, although several “mega-ministries” such as New Creation, Antioch Missionary, and Resurrection have over 2,500 members.

Residential Mobility

San Antonio is among the fastest-growing cities in the country. The U.S. Census Bureau estimates that San Antonio added 17,237 people between July 2018 and July 2019, an average of more than 47 people added per day. Although high birthrates factor in strongly, much of that growth is due to in-migration – people moving to San Antonio from other cities, states, and countries. Along with movement within Bexar County among neighborhoods, jobs, and schools, that in-migration has implications for social connection, which can take time to build.

Figure 8.2 shows the percent of each race and ethnicity who moved to Bexar County in the past year from another Texas county or another state. Hispanic or Latino residents were the least likely to have moved from another Texas county or state, followed by Other Race residents, then Black or African American residents.

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Fig. 8.2

Percent of Population That Moved from Another Texas County or Other State in the Past Year by Race and Ethnicity, 2019

Bexar County

American Indian or Alaska Native: 5.2%
Asian: 8.6%
Black or African American: 6.3%
Hispanic or Latino: 3.1%
Native Hawaiian or Pacific Islander: 10.3%*
Other Race: 3.9%
Two or More Races: 7.0%
White: 6.0%

*Unreliable: Error is too large relative to estimate
Source: ACS 5-Year Estimates, Table: B07004
Prepared by CI:Now for San Antonio Area Foundation
COMMUNITY VOICES

These commentaries paint a richer picture of community conditions by providing local context and highlighting issues not captured in the data.
Commentary on the African American Population Data and Conditions
By Deborah Omowale Jarmon

Too often, the statistic of how many African Americans exist in Bexar County (7.1%) is where the data collection stops. A deeper dive is needed to understand the plight of the San Antonio Black Community and to understand the impact of economic segregation.

Although African Americans only make up 7.1% of the county’s population, the report states the following:
- 25% of the population under 18 are African Americans
- 16% of people with disabilities not in institutions are African Americans
- 19% of veterans are African Americans
- The lowest percentage of married households are African American.
- The highest percentage of single parent families are African American.
- Householders that reported ethnicities as African American are among the highest percentage of single householders without underaged children.
- 50% of households where Black grandparents and grandchildren are living together those grandchildren are their grandparents dependents.

These startling statistics makes the phrase “I am my brother’s keeper” a call to action.

Who is teaching African American children? What are African American children learning? Who controls the narrative? Millions of dollars are funneled into the Black community but is fish provided or are fisherman created?

What is the quality of care for African Americans with different abilities living in and out of institution? What is the quality of food in the African American community?

Why are wine bars in some HEB’s and some HEB’s provide limited produce? What is the cost of quality food? What recreation services are available in the African American community? Why are more medical clinics being built in the Black community but the access to fresh produce, quality grocers and safe parks is limited?

History teaches us African Americans are resilient, industrious, and inventive. When the Black community comes together there is no limit to what can happen! The challenges to the Black community in Bexar County are more than what is listed above. There is not a current defined area where a majority of African Americans live hence, the sense of community is not defined. There is not a main stream Black owned media company to provide news and to keep a splintered community together. The pandemic has changed church. The Black church from enslavement to now has been responsible for sounding the trumpet and alerting the masses.

The Black community making up 7% of Bexar County may seem at first to be an insignificant group of people however, if the community does not collectively recognize the impact of these statistics the economic segregation gap will widen.
Commentary on the African American Education Data and Conditions
By Dr. Gary Bates

Education affects a multitude of life outcomes and quality of living standards, including but not limited to health, income, and career. There are specific characteristics that need to be looked at in order to decide if there is a disparity between race or ethnicity. These characteristics include representation, economic status, time in academic setting, special programs, school readiness, graduation rates, and high education rates. Looking over the data concerning the equity for students attending Bexar County schools the following findings are highlighted.

Overview
White and Hispanic teachers make up approximately 93% (approx. 46% each) of the teachers in Region 20 which means that there is a discrepancy in representation for all races. There are over 25,000 Black students in Bexar county. The largest population of students in Bexar county public schools is Hispanic (approx. 73%), followed by white (15.2%), black (7%), two or more races (2.5%), and Asian (2.2%). Similar percentages are represented in Bexar county charter schools except there are approximately 5% more Asian, 3% more Black, and 7% less Hispanic.

Economic Disadvantage
Many of the students enrolled in Bexar County independent school districts qualify for free/reduced lunch. Approximately 71% of the Hispanic students and 68% of Black students qualify for free and reduced lunch which is more than double of the 29% of white students that qualify.

Disciplinary Action
Research has found that traditionally children of color especially Black males are often punished more frequently and harshly than children of other races/ethnicities. This is important because it ties directly to the graduation rates and prison rates. Education traditionally suffers when students are not in the traditional education setting. In Bexar County public schools, 14% of black students attended an alternative education program in 2019-2020. This is double the black population rate. While the Hispanic student population in an alternative education program was 75%, which is slightly over the 73% population rate. Conversely, 9.5% of white students (15% of the total population) attended an alternative education program.

This data is consistent for Black students and students with disabilities, which are also heavily overrepresented in both in-school suspension and out-of-school suspensions. In contrast, the rate of Hispanic/Latino students are similar to the overall Hispanic/Latino student population while the percentage of white students are underrepresented in both in-school suspension and out-of-school suspensions. The data shows that girls of all races are much less likely to receive disciplinary action.

Special Programs
Overall, black students are overrepresented in special education programs (13 out of 15 school districts had more black students enrolled in Sped Programs than the population average). This statistic ties to the statistic above concerning the overrepresentation in disciplinary action. Yet, the opposite is true when looking at the Gifted and Talented enrollment. In 13 out 15 school districts, there were fewer black students enrolled in GT programs than the population average. When looking at CTE programs, in about half of the Bexar County ISDs, Black students are underrepresented while in the other half they are overrepresented. The overrepresentation of Black students in special education programs and their underrepresentation in GT and CTE programs is a concern and could be an indication of the reduced quality of education for Black students.

School Readiness and it’s connection to Future Success
Black and Hispanic/Latino students are the least likely to be kinder-ready while white students are nearly 1.5 times as likely to be kinder-ready. Many things contribute to this, some of which are access to books, daycare, and preschool. According to the Early Development Instrument, which assess readiness in five domains, 18.2% of students across all races/ethnicities are considered ready for school. All race/ethnicity groups except white and other-race are below the average, including black students (only 1 out of 6 black students are very ready).

The trends seen in kinder-readiness continue to be seen on 3rd grade STAAR tests and subsequent grade level STAAR exams. Only about 1/3 of Black and Hispanic/Latino students meets grade level or beyond on the 3rd grade STAAR tests while in comparison over 50% of all other races meets grade level or above.
In grades 11 and 12, Black, Am. Indian, and Hispanic/Latino students are the least likely to participate in AP classes and represent the smallest percentage of student who score at or above the criterion rate on these exams.

Looking at four-year graduation rates, Black, Am. Indian, and Hispanic/Latino students are below 90% (87%, 81%, and 89% respectively) while all other races are above 92%. Black and Hispanic students are less likely (approx. 11-14%) to enroll in higher education programs after graduation (figure 3.25). They are also half as likely to complete a high education degree or certificate.

In conclusion, based on the data, there seems to be several aspects of Bexar county ISDs that needs to be further investigated to see if there is a system of inequity that affects instruction for students of color.
Commentary on the African American Education Data and Conditions
By Dr. Adena Williams Loston

The data shows some devastating disparities by race and ethnicity in the attainment and completion of higher education. What the data does not show is the resilience demonstrated by Black and Hispanic students who set for themselves the goal of earning college degrees and certificates. Understanding how education is tied to income stability and career advancement, these high school graduates, armed with disadvantages, challenges and low expectations, enroll in area colleges and universities.

Texas Higher Education Coordinating Board follows cohorts of Texas students from eighth grade to college graduation. These “first time in college” students represent about 10% of our student body. The other 90% are returning to college, transferring from another institution, or upskilling.

St. Philip's College is an open-enrollment institution. We take all who apply. We have a robust network of advocacy, tutoring, mentorship, experiential learning and financial aid to support each student where he or she needs it.

The data shows that minority students are not extended opportunities that set them on the path to educational attainment with the same frequency of white students here in Bexar County. However, despite challenges, many do set their sights on higher ed.

St. Philip's College is the only college in the U.S. federally-designated as both a Historically Black College and Hispanic-Serving Institution. Over 70% of our population represents marginalized demographics. Our roots are in helping the children and grandchildren of formerly enslaved Americans achieve economic stability and career success. It is well known in Bexar County that the majority of career and technical programs in public education are available through St. Philip’s College and we are proud of the 123-year role we’ve played in contributing to the economic engine of Greater San Antonio.

We also prepare students to transfer to universities. For more than a decade, more SPC students have earned Associate of Arts and Associate of Science degrees than have earned Associate of Applied Science degrees. Over 60% of our graduates go on to pursue baccalaureate degrees and higher. Since 2016, more male students than female students have graduated from SPC, counter to national data trends and despite 59% female enrollment.

What the data doesn’t show is that community college students who transfer into universities are more likely to persist and complete baccalaureate programs than native students – those who enroll at universities directly from high school.

One of my favorite St. Philip’s College students of all time is Enrique. His transition to college was not a smooth one, but his motivation was to show his little brother that there is a better life than what is out on the streets.

He entered SPC with some trepidation, having been told his entire life that he wasn’t worth the investment and he wasn’t college material. He came to us with little confidence, but a lot of resilience. He tapped into our support network and joined our Men of Color program, which matches professional men with students like Enrique who need to see examples of where the sacrifices lead.

He was an honors student at SPC and got a wild idea that he should transfer to a university. I encouraged him, but reminded him to take St. Philip’s College with him. He did. And, he completed his baccalaureate program with the highest honors in his program of study at Texas State University School of Social Work. When he finished a master’s degree, I celebrated with as much enthusiasm as anyone who has witnessed the journey of a young man who has shaken off all labels placed upon him by a society that invested little and expected nothing.

Today, Enrique is a doctoral student at the University of Texas at Austin. He frequently returns to us as a guest speaker and gives back to his support network. He has become an example for students who need to see where the sacrifices lead.
Community colleges can be the equalizer for students represented in this data. Students with the audacity to come to us and the resilience to stick with the curriculum, can, do and will be as successful than their counterparts. That is something to be proud of.

The data here tells a dire story for Black and Hispanic students, who enroll in higher ed at alarmingly lower percentages than their white counterparts and only a fraction of them complete their degree and certificate programs. But, I challenge you to accept this data as the beginning of the story that ends with a demonstration of great resilience by those who enroll in higher education.
Commentary on the African American Business, Employment and Financial Stability Data and Conditions
By Ken Lowe

There is little question that education, including workforce and technical training, clearly is the passport to maintain financial sustainability for a lifetime of earnings. The African American community, its youth and businesses face “extreme difficulties” in achieving financial stability. The engagement of all African Americans, many of whom are disenfranchised, must be addressed with a deliberate and well defined road map. We cannot allow nor afford to lose an entire generation of youth to include the unemployed/under-employed by not helping to transition them into the more prosperity channels of society.

Disparities in Credit Risk between firms owned by people of color and white-owned firms heighten barriers to raising capital and expanding the business. Studies show gaps in access to credit and capital for firms owned by people of color can, in part, be attributed to lower levels of wealth among Black and Hispanic business owners, lower revenues, and insufficient credit histories. These factors—especially wealth and credit history—likely contribute to differences in credit scores between business owners of color and white business owners.

Small business revenue size is closely associated with firms’ financial well-being, resiliency, and profitability. For example, firms with higher annual revenues are more likely to successfully obtain the financing needed to operate and grow. These outcomes are particularly relevant to firms of color because research shows that they generate considerably smaller revenues, on average, than their white counterparts. The FDIC issued a report this year that finds about half of Black-owned small employer firms (52%) operated on $100,000 or less in revenue in 2020, followed by Hispanic- and Asian-owned firms (30% and 18%, respectively). As firms work through the effects of the pandemic, revenue size provides important context for firms’ ability to access the capital they need to recover.

Similarly, the smallest firms with respect to employment also tend to be the most vulnerable to economic downturns such as the one sparked by the COVID-19 pandemic. The majority of small employer firms across each racial and ethnic group employed fewer than five workers. Seventy-six percent of Black-owned firms employed fewer than five employees, the largest share of any group, followed by Hispanic-, Asian-, and white-owned firms (69%, 60%, and 52%, respectively).

Additionally, 79% of white owned firms received all of their PPP funds requested from the banks, but for Black owned firms that number dropped sadly to a little over half (43%). Also, at that time 92% of Black owned firms were experiencing some sort of financial challenges (cash flow).

During the Roosevelt administration the southern legislators, while a minority, had a unified bloc which gave them outsized influence in their own party and allowed them to hold most of the senior committee positions in congress. Later crafting and preserving the legal/political landscape in their favor. Why is this noteworthy? No Policy could be enacted/adopted without the blessing of the southern members. Roosevelt was aware that he did not have the numbers to even get a bill out of committee therefore had to make a difficult choice: equal treatment of the races or large scale “Historic” social reforms. He selected the latter, which today still has had long lasting effects. Without racial exclusion, laws/Policy were fashioned in such a way as to exclude most blacks from the economic and social welfare platforms i.e., no social security (at that period), stagnant wages (couldn’t join unions), little access to healthcare or houses for the poor.

Professor Mehrsa Baradaran outlines quite eloquently in her book about the radically progressive reordering of American business regulation/Policy. Referred to as the “The New Deal” it centrally controlled economic planning, Keynesian stimulus programs and foundational social welfare infrastructure. She further argues that the modern credit system (Policy) created by “New Deal” reforms segregated access to loans based on race. They were all geared toward the rapid and effective dissemination of low-cost credit to new homeowners. This pattern also establishes the high-cost lender business within the Black communities which still exist today.

Federal Home Loan Bank (FHLB), Federal National Mortgage Association (FNMA or Fannie Mae), Federal Housing Administration (FHA), Federal Deposit Insurance Corporation (FDIC), Home Owners Loan Corporation (HOLC) all have oversee boards, some congressional that could eliminate the many “POLICIES” that have become BARRIERS to assist Urban and LMI communities.
Alexander Hamilton said that Banks allow capital to “acquire life” and become productive – Bank’s increase the overall Wealth of a Community by simply taking deposits and lending them out. This concept is troubling to understand in the Black and Brown communities when you review the loan portfolios of the major Capital Market Banks. Without continued acceptable access to capital the African American community cannot create wealth or equity through their business.
Commentary on the African American Health Data and Conditions
By Dr. Travis Batts

Health, by many accounts, is the absence or freedom from disease. This construct of health has been well validated since the inception of the early progenitors of public health in the 18th century. This definition can lack the expansive gravitas needed to articulate the discrepancy seen in health outcomes by race, socioeconomic status and geographic location. The work submitted by the San Antonio Area African American Community Fund (SAAAACF) and San Antonio Area Foundation (SAAF) provide a lattice upon which to critically appraise the status and strength of health metrics with respect to communities of color. This editorial commentary seeks to juxtapose the data presented in their report with the national impact that COVID-19 has had on communities of color. Additionally, this document seeks to illuminate the disparity that exist despite the normalization of health education, health access and insurance availability.

Disparities in health have been present since the inception of modern health care. Whether these disparities occur due to race, religion, socioeconomic status or a host of other reasons, the quest for health care equity has largely been an elusive one. In a smartly articulated historical overview of health disparities, Dr. Michael Gibbons notes, a “consensus has not emerged regarding the causes of disparities, they are generally thought to be related to sociocultural, behavioral, economic, environmental, biologic, or societal factors”. In the evaluation of COVID-19 in black and white patients, Price-Haywood and colleagues make some resounding observations. In this retrospective cohort study of over three-thousand patients within the Ochsner Health System, the researchers sought to evaluate health outcomes in black and white patients. The noted that black patients had higher rates of obesity, diabetes and hypertension when compared to white patients. Additionally, they noted in multivariable analyses, black race, advanced age, public insurance (Medicare and Medicaid) and low-income housing were associated with increase likelihood of hospital admission. Interestingly in summation, after adjusting for sociodemographic and clinical characteristics race was not independently associated with higher in-hospital mortality. Our experience with COVID-19 has highlighted the amplified impact of these disparities. In an April 2021 update, the Centers for Disease Control and Prevention (CDC) noted several considerations with respect to health equity in racial and ethnic groups. They note communities of color experience higher infection rates, increased hospitalizations and elevated mortality. The factors impacting this exorbitant risk are largely couched in the context of these social determinants: discrimination, healthcare access/use, occupation, education, income and housing. However, how would one quantify this effect objectively to determine the true impact on communities of color?

In reviewing this data, I found that many major US cities health systems have been pushed to the brink from the impact of COVID-19. Whether it is the dissemination of health education, access to care, hospital bed availability or adequate health insurance, many major cities have found themselves ill-equipped to handle the deluged of patients. Unfortunately, this inability has disproportionately impacted communities of color largely due to the aforementioned factors. However, the data revealed in the State of the African American Community in Bexar County Report reflects a potential opportunity which may curve many of the outcomes impacting other major cities. The report reflects many of the key parameters to health such as health insurance, access to primary care and preventive education however notes some key findings that may annotate areas of growth. With respect to individuals 16 or older without health insurance in 2019, 13% of African Americans are uninsured. This value reflects more favorable insurance rates when compared to all Bexar County residents which reflect a 15.2% uninsured rate. Whites were noted to have an 8.9% uninsured rate. At the extremes of the age demographic including both young (16 and under) and old (65 and older), adequate health insurance coverage, preventive care and access to primary care were not highlighted to be detractors of health and wellness in the Bexar County. As such, African-Americans comprise 4.6% of COVID-19 deaths as of

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January 31, 2021, which reflects a favorable impact of health access, health education and primary care engagement. status and socioeconomic development. These findings stand in contrast to the plight of many major US cities with regards to health disparities in communities of color. However, factors such as medical debt and access to healthy food remain major determinants of health for the African-American community in Bexar County which may impact overall health status and socioeconomic development.

The State of the African American Community in Bexar County Report highlights how an established infrastructure founded in health access, insurance coverage and health education can curve unfavorable trends among otherwise underserved and at risk communities. This foundation is destabilized with continued issues with food insecurity, geographic limitations to primary care and an ever contracting community focus on preventive services. Although the desire to make broad extrapolations from the data is enticing, the data does a few limitations that may impact its applicability. In any case, the pleasant paradox that San Antonio provides with respect to the management of a pandemic should provide a glimpse of optimism as we tackle other epidemics to include but not limited to hypertension, diabetes and most notably obesity. When we can shift our prioritization to shift the paradigm to a chronic disease model, we will truly take strides to enable equity and equality in the Bexar County Health Care system.

Commentary on the African American Criminal Justice Data and Conditions
By Douglas Greene

Racial Profiling in Traffic Stops response: State law requires that the San Antonio Police Department annually submit racial profiling data to the Texas Commission on Law Enforcement. In addition to the data submission to the state, SAPD will also have an independent analysis collected by Dr. Brian L. Withrow. Dr. Withrow is one of the nation’s leading authorities on racial profiling. SAPD officers are prohibited from initiating an encounter with a person based solely on the color of their skin. This action is a violation of SAPD General Manual policy. Anyone who believes that they were a subject of racial profiling by a SAPD officer is strongly encouraged to notify the Internal Affairs Unit at 210-207-7365.

On the department’s website (sanantonio.gov/sapd) the public can review not only racial profiling data, but also use of force incidents, vehicle pursuit reports, internal affairs reports, general manual policies and a variety of other department activities. SAPD also takes a proactive role in training cadets in important subjects such as multi-culturalism and implicit bias. Established partnerships with community stakeholders including, NAACP, Department of Human Services, and LGBTQ allow for presentations and conversations with officers and cadets on the importance of human connection. Additionally, Chief McManus has quarterly meetings with the NAACP executive board to provide updates, solicit feedback and discuss pertinent public safety issues. The Department has also implemented monthly training videos to all officers regarding relevant public safety topics to reinforce existing training on topics such as police/citizen interactions, multiculturalism and use of force.

When an arrest is made, the officer is required to search the person prior to putting them in the back of their patrol car. The officer then transports the person to the magistrate’s office. Theses searches are done to make sure the person is not in possession of weapons or contraband that may harm the officer during transport. The search is also done to prevent any weapons or contraband from entering the magistrate’s office. If illegal contraband is retrieved from the person based on search incident to arrest, more charges could be added. The officer is required to write a police report for every arrest. A copy of the report is provided to a member of the DA’s office for review upon booking the individual. A copy of the report is also reviewed by the officer’s supervisor. Officers have maintained the discretion on when to arrest and each time an arrest is made, there must be a documented justification.

Cite and Release Response: The booking process can be time consuming depending on all the elements that may be involved in the crime. The cite and release program helps to avoid the lengthy booking process for both the officer and the citizen. This allows the individual to be released ant the officer to check back into service to respond to pending calls. It is important to note that not every encounter or call for service that officers respond to are exactly the same. The totality of the circumstances must be considered when deciding to implement the cite and release option with an individual. The goal of the program is to minimize the likelihood of custodial arrests for these low level offenses by first time offenders which often hinder employment and educational opportunities. To provide for the greatest transparency the Department publishes a cite and release quarterly report that can be viewed here. https://www.sanantonio.gov/SAPD/SAPD-Open-Data-Initiative#182281929-open-data

Arrest and Citations response: The majority of SAPD patrol officers’ encounters with the public are reactive in nature. Approximately one million calls for service are fielded every year. While patrolling, officers also react to crimes/violations that take place in their presences. Probable cause must be established before an officer can make an arrest or issue a citation. A person may also be detained if the officer has reasonable suspicion that the person may be involved in a crime. Upon further investigation by the officer, the person could be released or arrested.
Commentary on the African American Criminal Justice Data and Conditions

By Daryl E. Harris

I’m honored to have been asked to contribute to the 2021 “State of the African American Community in Bexar County” Report in the Criminal Justice Domain. The Criminal Justice Domain consists of data (broken down for each of the major racial and ethnic demographic groups in Bexar County) for calendar years 2019 thru 2020 in a typical scenario wherein a citizen crosses paths with law enforcement. The typical scenario begins with a Traffic Stop, which can be resolved by a citation on the roadside and the citizen gets released, or the citizen could be subject to arrest. When an arrest occurs, the citizen enters the judicial process where the citizen faces the first of several critical step’s – the ability to post bail – and the decision to either retain legal counsel, or apply for court appointed counsel. After the bond / release step, the next critical step in the criminal justice process is the adjudication and resolution of the arrest offenses – the data here is limited to the offenses of Theft (property crimes), Assaults (non-sexual, violent crimes), and Possession of Marijuana and Controlled Substances (drug crimes), and subsequent sentencing data either community supervision (probation) or county jail for each.

Figure (#7.1) Traffic Stops depicts a 5% increase in the Black or African American demographic compared to the 2018 data. New to the 2021 report is data for offenses that are eligible for Cite & Release in lieu of arrest, which indicates that the Black or African American demographic has a release (by citation or other reason) rate comparable to the Hispanic or Latino demographic, a rate which held steady when the matters were referred to the District Attorney’s Office (see figure #7.3). For those traffic stop related offenses which aren’t resolved by cite and release and ultimately result in arrest, the citizen next must negotiate the cash bail process to gain their release. Figure (#7.7) indicates that the Black or African American demographic secures bail amounts 6% lower than the Bexar County average.

Moving ahead to figures (#7.15 thru #7.17) Possession of Marijuana and Controlled Substances indicates that the Black or African American demographic consumes Marijuana at rates comparable to the Hispanic or Latino and White demographic, but consumes Controlled Substances at rates considerably lower than the Hispanic or White demographic. Figure (#7.17) does raise the concern that although the Black or African American demographic consumes Controlled Substances at a rate 70% less than either the Hispanic / Latino or White demographic, they are 80% as likely to be sentenced (understood to mean sentenced to incarceration in the Bexar County Jail, or remand to the Bexar County Jail awaiting transfer to the Texas Department of Criminal Justice to serve a sentence) in accordance with those demographics with higher usage. The data itself does not provide the detail necessary to understand the cause for this inconsistency (i.e. the amount of controlled substances documented in each sentence, and the criminal history for each individual sentenced). Equally concerning is the fact that “sentencing” often fails to assess, diagnose and treat the underlying mental and emotional health issues that contribute to consumption of Controlled Substances in the first place.

At this point, I’d like to direct the readers’ attention to Figure’s #7.9 - #7.11 (Theft Offenses) and Figures #7.12 thru #7.14 (Assault Offenses (Nonsexual)). The data reflect that the Black or African American demographic over represented in the commission of Theft Offenses, and is about 10% more likely more likely to be sentenced than the Hispanic/Latino demographic, and they are 30% more likely to be sentenced and fined than the White demographic. This observed trend in the data holds in examining the figures for Assault – Nonsexual Offenses, wherein the Black or African American demographic are overrepresented in charges for committing those offenses, and 8% more likely to be sentenced as either the Hispanic/Latino or White demographic. The effect of this disparity is compounded when the reader considers that both theft and assaults offenses involve victims; crime victims who themselves are overwhelmingly Black or African American. ... I say this because in my experience, these offenses are crimes of opportunity often committed within the same communities the perpetrators live in. These are the criminal offenses that impose a double whammy on the innocent citizen victims; the first is the affect and cost of the crime itself, emotional trauma, devaluation of life, property and community spirit. Secondly, these crimes historically generate an over reactive response by law enforcement, that focuses on arrests as deterrence, intrudes on the lives and liberty of the innocent citizens within the target community, does little to address the underlying issue.

1 Criminal Victimization, 2018, U.S. Department of Justice, Bureau of Justice Statistics, p.14, Tbl 15, September 2019, NCJ 253043
causes, and ultimately amplifies the costs of the crime while doing little to improve the quality of life within the targeted communities.

Overall the 2021 data presents a picture of unintended but undeniable consequences for the Black and African American demographic within the Criminal Justice domain. Recognition of these consequences has been a motivation for many of the reform policies implemented by this administration; and we are committed to continuing assessment of our policies going forward with the objective of increasing public safety – in every community – while identifying those policies that have a disparate impact on select communities. We look forward to working with representatives of law enforcement agencies and interested community leaders in this on-going process of improvement.
Commentary on the African American Social Connection Data and Conditions

By Kenneth R. Kemp, MD

I want to add a personal perspective on the predominantly African American Church in the San Antonio Community. Even as I make that statement, I recognize that it is a daunting task, particularly because the church is not a monolith and it represents different things to different people. Nevertheless, this will be an effort to give a brief overview of how the faith community impacts individuals in San Antonio.

First, one cannot easily compartmentalize the predominantly African American church into a single entity or organizational structure. It is composed of catholic congregations, multiple variations of protestant denominations, nondenominational fellowships, traditional and charismatic perspectives, evangelicals, conservatives, and liberals. That is not to mention other faith perspectives such as the Nation of Islam, traditional Islam, and Jewish congregations, among several others. Clearly, the various iterations of the church offer different ways of seeing the relationship between divinity and humanity. Having said that, the predominantly African American church in San Antonio uniquely addresses issues that are characteristic of the African American community. It is uniquely positioned to address these issues because of its location, congregational composition, cultural connection, and inspirational focus.

Given that African Americans comprise only 7% of the San Antonio population, the relative visibility of African Americans in most parts of the city is small. With the exception of perhaps the Eastside of San Antonio, one could pass most days in the community without interacting substantially with African Americans. Because many of the predominantly African American churches are located on the Eastside, they provide an avenue for African Americans to come together and share common concerns and values. While this is not to say that all African American Churches are on the Eastside or all African Americans live on the Eastside. To the contrary, many African Americans are dispersed in various places throughout the city. However, it is to acknowledge that the Eastside location provides a sort of “Jerusalem” or “Mecca” for faithful African Americans to gather.

The congregational composition of the predominantly African American Church in San Antonio reflects the commonality, challenges, and concerns of individuals in the African American Community. Many of the people who fellowship with the African American Church reflect the issues that have been clearly reviewed in this report. They come with economic and educational disparities, adverse social determinants of health with limited access to healthcare, the concerns of single parents and blended families, the despair associated with mass incarceration and police brutality, the frustration associated with disenfranchisement in voting and public representation, and the numerous other issues that are associated with being from an under-represented minority. Furthermore, they come with a sense of the systemic and sometimes subtle oppression associated with being the American descendants of slavery. The church provides a means for these congregants to not only experience the presence of the divine, but also to discuss the issues of daily living among people who share common life experiences.

Perhaps the greatest impact of the predominantly African American church beyond its connection with a benevolent and supernatural God is its cultural connection and sensitivity. As mentioned above, the church provides a means for like-minded people to come together. Furthermore, it provides a means of gathering that no other organizational structure can replicate. Whether that organizational structure be a school, a business, a political action committee, a protest group, a sorority or fraternity, no other organization has provided the cultural connection to the history and traditions of the African American Community like the African American church. It has the longest history, the largest connection, and the greatest legacy among all organizational entities in the African American community. One may argue that the membership of the church has substantially declined and that it does not have the impact that it had during periods such as the turn of the 20th century, the Harlem Renaissance, and the Civil Rights Movement; however, the church is still making a difference in the community through its proud cultural connection and sensitivity. It has served historically as a rally point for education and training, information dissemination, healthcare, community organizing, and sociopolitical action, among many other things. Even with the influence of other secular organizations, the effects of a global pandemic, and
the well-documented reduction in church membership nationally, the church remains a strong center of cultural connection in San Antonio.

Finally, the predominantly African American church draws its strength from its inspirational focus. Like other parts of the country, the devastating effects of a global pandemic have touched San Antonio. High levels of violence, allegations of police brutality, and substantial economic disparity have likewise affected this community. Nevertheless, along with several other organizations, the church provides unwavering inspiration, which seeks to make clear that better days are coming.
POLICY RECOMMENDATIONS

Prepared by Texas Appleseed
Criminal Justice

Traffic Enforcement

The African American or Black population is overrepresented in traffic stops and in arrests and citations. The white population is slightly overrepresented in traffic stops. The inconsistency in gathering ethnicity data in local and state traffic enforcement cases makes it difficult to determine the validity of the white population data for traffic stops and other categories.

1. Develop metrics for the efficacy of traffic enforcement, including but not limited to, reducing traffic crashes, injuries and fatalities, finding contraband linked to threats to public safety, and interrupting harmful behavior in order to determine:
   a) Overall need for traffic-focused patrol,
   b) Geographic or transportation infrastructure focus areas for patrol, and
   c) Priority violations for initiating traffic stops.

2. Develop a consistent and standard method for identifying and entering ethnicity and race data across all local and state law enforcement and supporting agencies.

3. Eliminate the practice of seeking consent searches during traffic stops.

4. Restrict officer authority to arrest for traffic violations.

5. Consider non-police alternatives for some or all types of traffic enforcement.

According to the San Antonio Police Department racial profiling report, 10.6% of all traffic stops conducted by the Department were of African American or Black drivers, though they make up 7.1% of Bexar County’s population.¹ Data provided by the state-mandated traffic stop report from 2020 indicate a similar delta finding that 11.6% of traffic stops by the San Antonio Police Department were of African American or Black drivers.² The San Antonio Police Department racial profiling report also indicates that white drivers are overrepresented in traffic stops (32% of all drivers stopped were white, though only 27.7% of the population is white), though the magnitude is less compared to African American or Black drivers. In addition, the validity of the white population data cannot be determined because ethnicity data is not consistently available for traffic enforcement and alleged criminal offenses. Thus, the data does not consistently distinguish those who are Hispanic or Latino from non-Hispanic whites in all data sets.

According to the state-mandated traffic stop report from both 2019 and 2020, traffic stops by the San Antonio Police Department are overwhelmingly triggered by a driver’s alleged traffic or vehicle violations (97.8% of stops in 2019 and 98.6% of stops in 2020). In that same report, Bexar County law enforcement indicated that, in both 2019 and 2020, 99.3% of the time they did not know the race of the driver at the inception of the traffic stop.³

Given the consistently disparate treatment of African American or Black people during traffic stops nationwide, including incidents of police violence stemming from these interactions (the 2020 data showed the San Antonio Police Department was twice as likely to use force during the traffic stop of an African American or Black driver as a white driver),⁴ jurisdictions around the country are examining ways to reduce the use of police in traffic enforcement. Limiting traffic enforcement to areas and behaviors proven to improve community safety; reducing police authority to arrest and search during routine traffic stops; and employing different personnel without search, arrest or use-of-force authority could help ensure traffic enforcement serves public safety priorities without racially disparate impacts.

² Texas Law Enforcement Agency Racial Profiling Reports Submitted to TCOLE, Downloaded 5/5/2021 from https://www.tcole.texas.gov/content/racial-profiling-reports
³ Texas Law Enforcement Agency Racial Profiling Reports Submitted to TCOLE, Downloaded 5/5/2021 from https://www.tcole.texas.gov/content/racial-profiling-reports. Data is available in excel spreadsheet format. The relevant cells are: for 2020, row 2097, column AD (total black drivers stopped); row 2097, column AE (total white drivers stopped); row 2013, column AC (stops where the race of the driver was known at inception) and row 2097, column O (total stops); and for 2019, row 2013, column AG (total black drivers stopped); row 2097, column AE (total white drivers stopped); row 2097, column HS (use of force on black drivers); and row 2097, column HT (use of force on white drivers).
⁴ Texas Law Enforcement Agency Racial Profiling Reports Submitted to TCOLE, Downloaded 5/5/2021 from https://www.tcole.texas.gov/content/racial-profiling-reports. Data is available in excel spreadsheet format. The relevant cells for 2019 are: row 2013, column AD (total black drivers stopped); row 2013, column AE (total white drivers stopped); row 2013, column HS (use of force on black drivers); and row 2013, column HT (use of force on white drivers).
POLICY RECOMMENDATIONS

Cite & Arrest Program

The African American or Black population is arrested for citable offenses at higher rates than the white population.

1. Adopt a written policy limiting police arrest authority for citable offenses to narrow circumstances.
2. Expand reporting on arrests, citations and prosecution decisions for citable offenses to better understand any disparities and how enforcement of citable offenses serves community safety priorities.

The African American or Black population in San Antonio is disproportionately arrested for citable low-level offenses compared to other populations. The African American or Black population is more likely than any other racial group to be targeted for citable, low-level offenses: 16% of such citations and arrests were against African American or Black individuals, who make up 7.1% of the Bexar County population, a 125% overrepresentation; 68% were against Hispanic or Latino individuals, who make up 60.2% of the population, a 13% overrepresentation; and 15% were against white individuals, who make up 27.7% of the population, a 46% underrepresentation.5

Based on these findings, the African American or Black population was over four times as likely to be targeted for enforcement of citable, low-level offenses as the white population, and twice as likely as the Hispanic or Latino population. Once enforcement was underway, the report indicates that African American or Black defendants were arrested for citable offenses 64% of the time, though white defendants were arrested 61% of the time.6 Adopting a written policy that specifies the circumstances under which police may arrest for citable offenses would help ensure that arrests are necessary in order to achieve defined public safety priorities and eliminate any arrests driven either all or in part by racial bias.

Current reporting about the cite and release program does not provide comparisons of the rate of specific enforcement actions across racial groups, which would indicate whether or not there was racially disparate treatment of defendants once a citation was issued. For example, the data provided include the percentage of all dismissed cases that were against white defendants, but not the percentage of all white defendants whose cases were ultimately dismissed. Thus, we cannot know whether defendants of a certain race see their cases dismissed more or less frequently than defendants of another race. Expanding data collection and public reporting about citations and arrests for citable offenses would highlight ongoing issues with enforcement of these offenses, including any disparate rates of prosecution; any connection between enforcement of these offenses and other community safety priorities, both across the city and within specific geographic areas; and any opportunities for altering police enforcement priorities to achieve public safety priorities.

Criminal Courts & County Jail

The African American or Black population is consistently over-represented in the criminal legal system.

1. Improve data collection and reporting regarding impacts of each level of the criminal legal system on case dispositions and outcomes, defendants, and families.
2. Examine the impact of marijuana offenses on the over-representation of the African American or Black population in the courts and jail system.
3. Invest in public defense to ensure those unable to retain counsel receive equal representation within the criminal legal system.
4. Examine additional charges to be deprioritized for prosecution in order to reduce disparate impacts from policing, defense representation, and bail.

While fairly consistent racial disparities exist throughout the criminal legal system, without understanding the full array of charges faced, dismissed, pled, convicted or disposed of in other ways, the type of representation people received in these cases, the bail type and amount they received, whether they were able to post bail, and whether other holds required detention, it is difficult to determine how best to address the challenges that exist. Requiring the collection and public reporting of more expansive data from law enforcement, county courts, and prosecutors will help illuminate opportunities to address disparities.

Given that the African American or Black population in Bexar County is disproportionally represented by

5 State of the African American Community in Bexar County, Distribution of Citations by District Attorney by Race and Ethnicity, Bexar County District Attorney, Prepared by CI:Now for San Antonio Area Foundation, at 95.
public defenders—17.7% of misdemeanor defendants who were represented by court-appointed counsel were African American or Black, compared to just 9.5% of those represented by retained counsel—to ensure equal representation and outcomes in the justice system, the public defense system should be invested in appropriately.\textsuperscript{7} Disproportionate jailing of African American or Black residents in Bexar County, who are twice as likely as white residents of Bexar County to be jailed for misdemeanors, raises concerns with both the quality of representation and use of cash bail. However, like with marijuana possession, the disparities in enforcement, prosecution, and punishment of certain misdemeanors against the African American or Black population call for review of whether it serves community safety priorities to continue prosecuting, or prioritizing prosecution of, many low-level offenses.

**Education Justice Considerations**

African American or Black students face barriers to entering school kindergarten-ready.

1. Explore expanding the eligibility for early education programs, particularly in areas of San Antonio that are consistently not kindergarten-ready.
   a. Explore the expansion of proven successful early childhood programs, including those offered through school districts, Head Start, Pre-K for SA, or other early childhood programs to better serve the voluminous population of young children in San Antonio.
   b. Engage with families and educate them on the value of early childhood programs, including those offered through schools, churches, and other community organizations.
   c. Provide high quality program access and resources to support community and family based early childhood programs including public and private day care facilities and individuals.

San Antonio African American or Black children have a low kindergarten-ready percentage when compared to other racial groups, with 45% entering school kindergarten-ready compared to 63% of white children.\textsuperscript{8} The Texas Education Code requires free pre-k for certain children and Districts are required to notify eligible students of their program.\textsuperscript{9} Local community resources, districts and other providers of early education programs should leverage school districts, community leaders, churches, nonprofits, social media, and other communications vehicles to promote and encourage all African American or Black students to attend early childhood programs. All early childhood programs should be required to meet or exceed the Texas Education Agency requirements and guidelines for high-quality programs.

African American or Black students in San Antonio receive more disciplinary action when compared to other racial groups.

1. Explore and apply the use of non-exclusionary discipline programs.
   a. Incorporate or expand the use of restorative programs and practices
   b. Incorporate or expand positive behavior intervention strategies (PBIS)

2. Investigate and pursue mentor, extracurricular, training and other programs that research shows as effective in reducing disciplinary actions in the African American or Black population

In Bexar County school districts and charter systems, African American or Black students make up 14% of ISD and charter disciplinary alternative education program enrollment and 12.5% of students with in-school suspension, but only 7% of ISD enrollment and 9.8% of charter school enrollment.\textsuperscript{10}

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\textsuperscript{7} State of the African American Community in Bexar County, Distribution of Citations by District Attorney by Race and Ethnicity, Bexar County District Attorney, Prepared by Cl:Now for San Antonio Area Foundation, at 98.

\textsuperscript{8} State of the African American Community in Bexar County, Percent of Bexar County ISD and Charter Kindergarten Students Assessed as Kinder-Ready by Race and Ethnicity, 2019-2020, TEA and THECB Texas Public Education Information Resource (TPIER), Prepared by Cl:Now for San Antonio Area Foundation, at 42.


A recent study involving the rethinking of school discipline in San Antonio presented whole school restorative justice as an approach to interrupting the school-to-prison pipeline. While there are a myriad of restorative programs, there is a general agreement that the whole-school multi-tired systemic approach is preferable to a classroom or other fragmented model. With emphasis on building a “close-knit and caring school community,” the study employed Morrison’s three-tier model of restorative responses: Tier 1 reaffirms relationships through developing social and emotional skills; Tier 2 repairs relationships through problem-solving and addressing conflict; and Tier 3 rebuilds relationships through intensive practice targeting. Examples of restorative practices include: employing mediation to address conflict between two students as an alternative to suspension; utilizing a Student Support Plan that incorporates responsive strategies to effectively address student attendance issues as an alternative to truancy court or to removing the student from the traditional classroom setting; applying the Repair Action Plan (RAP) & Accountability Process by means of a Circle to address an array of student conduct involving multiple students.

African American or Black students in San Antonio are less represented in Advanced Placement (AP) Examinations and those represented score below criterion rate on the AP exam when compared with other racial groups.

1. Create and expand successful programs that increase participation of African American or Black students in AP courses resulting in AP examination credit. School districts, families, and communities should determine the barriers to African American or Black students participating in AP courses. This assessment should consider awareness, rigor and other factors.
2. Pursue expansion of local and national programs that are focused on increasing the number of African American or Black youth in specific job domains and professions.

1Todic, J. & Almazan, N. Rethinking Community of Practice: Formative Evaluation. The University of Texas at San Antonio, College for Health, Community and Policy, Department of Social Work, San Antonio, TX, at 2-3 (2020)
2Id.
3Id.
African American or Black students in San Antonio score at or below grade level on the Standardized STAAR Test.

1. Create and expand successful programs that increase STAAR test scores among African American or Black students.
   a. Generally: Reduce reliance to illustrate academic success and grade promotion on standardized test scores and adopt culturally appropriate assessments for all students.

San Antonio data trends show that among African American or Black and Hispanic or Latino elementary and high school STAAR test takers only a third meet or are above grade level, as compared to their peers where more than half meet or exceed their grade level on the STAAR test. Especially in the time of the coronavirus pandemic, community members and advocates have been vocal about the ways in which standardized tests harm and set back African American or Black and Hispanic or Latino children.

African Americans or Black teachers are underrepresented among teaching staff in K-12 and higher education.

1. Create or expand successful undergraduate-to-teaching programs that increase African American or Black teacher representation.
   a. Create or expand efforts to recruit African American or Black teaching staff in teaching certification programs.
   b. Expand recruitment efforts to increase the pool of African American or Black teacher candidates.
   c. Promote and encourage participation of African American or Black students in magnet schools or curriculum focused on future teachers.

San Antonio African American or Black teachers ought to be better represented among teaching staff at K-12 and in higher education. Undergraduate teaching certification programs in Texas should be uplifted and strengthened to combat the fact that only 4.4% of the teachers in Bexar County are African American or Black.18

African American or Black students in San Antonio enroll in and graduate from higher education at lower proportions when compared to other racial and ethnic groups.

1. Create or expand successful high school and higher education programs that increase African American or Black student participation and graduation.

For students with no economic disadvantage, African American or Black high school graduates are less likely to enroll in higher education the fall following graduation than their white counterparts, at 64% compared to 66.9%. These students experience even starker disparities in rates of graduation from higher education, with 22.8% graduating from higher education compared to 36% of their white counterparts. African American or Black students that are economically disadvantaged are somewhat more likely than their peers of similar economic means to enroll in higher education the fall following graduation, at 49.3% enrolling in higher education, but are the least likely to graduate from higher education, with 10.4% graduating.21

19 State of the African American Community in Bexar County, Percent of High School Graduates Enrolling in Higher Education the following Fall, 2018-2019, Bexar County, Texas Education Agency, Prepared by CI:Now for San Antonio Area Foundation, at 49.
POLICY RECOMMENDATIONS

Financial Wellbeing, Financial Inclusion, and Small Business Growth

Employment:

African American or Black 20 to 24 year olds in Bexar County have disproportionately lower labor force participation.

1. Expand outreach and engagement to opportunity youth, aged 20 to 24 who are disconnected from education and workforce training programs, which affects their ability to participate and advance professionally in the job market.
   a. Engage in additional research to identify the youth eligible for services.
   b. Work with community partners and stakeholders to determine the best way to reach this age group to connect them to services in the community to support their successful transition into sustainable occupations to enhance their quality of life.
   c. Help youth to get the services to transition successfully into sustainable occupations to enhance their quality of life.
   d. Expand the opportunity for youth and young adults to participate in paid internship programs in a variety of career fields.

The African American or Black population in Bexar County has overall labor force participation rates that are similar to other races and ethnicities. The labor force participation rate for all Bexar County residents 16 and older is 63.7%, which is identical to the rate for the Black or African population. However, African American or Black youth aged 20 to 24 have just 55% labor force participation compared to 77% for other populations in that age group.

A 2019 San Antonio Asset Funders Network report that examined asset building in San Antonio, highlighted opportunity youth 16- to 24-year-olds without connection to employment or education—as a hard-to-reach, but important demographic for city initiatives. Reaching these young people who are underserved will help to improve lifetime earnings, financial stability and professional opportunities. Paid internship and other programs provide opportunity for young adults to participate in the job market and to develop life skills.

The African American or Black population in Bexar County participates in high-wage occupations at a rate that is slightly higher than the overall County population, but is 10 percentage points lower than the rate for the white population.

1. In order to improve participation in high-wage occupations, it is important to provide access to opportunities, more training, and support to enable the African American or Black population to access high-wage positions in the workforce—from youth to adults.
   a. Connect more African American or Black youth to year-round and summer workforce opportunities to build skills and confidence in the workplace.
   b. For adults seeking jobs, ensure that publicly funded and private sector initiatives that provide workforce development programs and services focus on equity and prioritize expanding access to high wage jobs.

High-wage occupations in Bexar County include: (1) management, business and financial occupations; (2) computer, engineering and science occupations; (3) education, legal, community service, arts and media occupations; and (4) healthcare practitioners and technical occupations. Among the African American or Black population in San Antonio 36.4% participate in high-wage occupations compared to 34.2% of the overall population. However, there remains a substantial gap between African American or Black and white residents of Bexar County, with 48.9% of white residents in high-wage occupations.

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25 State of the African American Community in Bexar County, at 67. According to CI:Now, these occupations have an average wage that is higher than the Bexar County mean of $46,500.
27 Id.
Income

Families with an African American or Black female head of household experience the lowest median income compared to other households in Bexar County.

1. Ensure resources are available and address policy barriers to financial stability, sustainability and wealth building for low-income female-headed households.
   a. Advocate for and support local, state and federal policies that address the public benefits cliff, which often traps single mothers in low-wage jobs, because of risks of losing Medicaid and other benefits if incomes increase.
   b. Work with direct service providers and the philanthropic community to create transitional assistance programs to support single mothers whose incomes are higher than benefits and charitable assistance thresholds, but too low to weather a financial crisis.
   c. Support paid sick leave policies at the local, state and federal level and work with the private sector to expand access to paid sick leave for workers.
   d. Engage in local efforts to ensure that single mothers get full access to the child tax credit, as well as the earned income tax credit through filing taxes at free locations. Advocate for and support reforms to eliminate predatory practices related to accessing those funds.
   e. Build on city and nonprofit systems established for COVID-19 pandemic aid to provide more streamlined access to funds that help families avoid eviction or otherwise address unexpected financial hardships.

African American or Black female-headed households in Bexar County have the lowest median earnings compared to female-headed of other races and ethnic groups, at $38,985, compared to a median income of $53,392 for all female-headed households.²⁸ In contrast, African American or Black male-headed households have median earnings slightly in excess of median earnings for all male-headed households in the county, at $88,245 compared to a median of $87,783 for all male-headed households.²⁹

The financially vulnerable situation for female-headed households has been compounded by the COVID-19 pandemic. According to the Bureau of Labor Statistics, women experienced higher unemployment rates than men due to the COVID recession and working parents have been particularly impacted.³⁰ Factors cited include the concentration of women working in service sector jobs that were lost during the pandemic, as well as impacts of the lack of child care and school closures.³¹ These factors make policies to support female-headed households particularly important moving forward.

²⁸State of the African American Community in Bexar County, Median Family Income - Female Householder with no Spouse Present by Race and Ethnicity, Bexar County, 2019, American Community Survey 5-Year Estimates, Table S0201. Prepared by CI:Now for San Antonio Area Foundation, at 65. Though CI:Now notes below the table that the error for the 2019 median family income data for African American or Black female householders with no spouse is large, making the number unreliable, the pattern of income distribution across race and ethnicity for female householders is similar to previous years. For example, in the same table for 2018, median family income for African American or Black female householders was $38,905, compared to $51,661 for all female householders, but with a substantially smaller margin of error than the 2019 data.
³¹Id, Karageorge, September 2020.
The African American or Black population of San Antonio experience lower per capita income and median household income compared to the white population. They also experience higher levels of debts in collection and are targeted with high-cost lending.

1. Address barriers to savings and asset building that make it harder for families to have sound financial plans and practices.
   a. Work with local financial institutions to ensure the products and services they are offering meet family needs and are accessible to communities.
   b. Expand support of Financial Empowerment Centers to reach more African American or Black residents to help them to build credit, increase savings, pay down debts, and boost income.
   c. Rein in payday and auto title lending abuses by updating the San Antonio City Ordinance, similar to updates in Austin and Dallas, to improve its effectiveness and enforcement, and working with other governmental entities in Bexar County to promote beneficial lending practices.32
   d. Support state and federal policy efforts to cap interest rates on consumer loans, offer debt collection protections, and assist student loan borrowers with their current high debt loads.

The African American or Black population of Bexar County has average rates of labor force participation, yet incomes lag.33 For households with African American or Black householders, the median household income is $48,509 compared to the median for all householders in Bexar County of $57,157. 34

32 The City of Austin adopted an updated Credit Access Business and Credit Services Organization ordinance on July 30, 2020, to improve upon the previous version of the ordinance. The City of Dallas adopted the same updates in January of 2021. See, Christopher Connelly, Dallas Expands Payday Loan Regulation to Close ‘Loop hole,’ KERA (January 28,2021).
33 State of the African American Community in Bexar County, Percent of Population 16 and Older That Are in the Labor Force by Race and Ethnicity, Bexar County, 2019, American Community Survey 5-Year Estimates, Table B23025, Prepared by CI:Now for San Antonio Area Foundation, at 52, shows that the African American or Black population in Bexar County had the same percent of people 16 and older participating in the labor force as the percentage for all residents 16 and older, 63.7%.
34 State of the African American Community in Bexar County, Median Household Income by Race and Ethnicity of Householder, Bexar County, 2019, American Community Survey 5-Year Estimate, Table B19013, Prepared by CI:Now for San Antonio Area Foundation, at 62. In the same report, the chart, Per Capita Income by Race and Ethnicity, Bexar County 2019, at 63 shows that African American or Black per capita income in Bexar County is $26,311 compared to $27,835 overall and $43,020 for White individuals.
35 State of the African American Community in Bexar County, Percent with Any Debt in Collections, October 2020, Bexar County consumers with a credit bureau record, Urban Institute, Prepared by CI:Now for San Antonio Area Foundation, at 69.
36 Asset Funders Network, Insights, Aspirations, Actions: Investing in Asset Building for San Antonio Families (2019) at 12, shows that high-cost financial services, including high-cost payday, auto title, and finance company lending is concentrated in low-income zip codes in San Antonio. According to the 2019 FDIC Survey of Household Use of Banking and Financial Services, 71% of households using auto title loans and 74% of households using payday loans in Texas are Black and Latino households.
Policy Recommendations

Business Ownership and Access to Capital

The African American or Black population is underrepresented in its share of business ownership in the San Antonio-New Braunfels Metropolitan Area and the majority of African American or Black-owned firms have no employees. African American or Black veterans appear to be active in starting businesses and could benefit from additional targeted support.

1. Expand small business lending and support services to specifically reach African American or Black small businesses and entrepreneurs.
   a. Assess the performance of current City of San Antonio and Bexar County efforts to build African American or Black business ownership, such as the loan interest buy-down program and the fee waiver initiatives. Explore initiatives focused on expanding African American or Black participation in, health care, technology sectors such as IT and cyber security, and other local priority industries.
   b. Expand access to and awareness of business support services for African American or Black small businesses and entrepreneurs, including services that focus on growth strategies across sectors, as well as accounting and credit building support.
   c. Build coalitions across city, county, banking, and CDFI small business services to promote efficiency and responsiveness to community needs.
   d. Specifically examine small business support services to ensure that those services are reaching veterans and small business owners to start, manage and/or grow a business.
   e. Increase African American or Black owned businesses participation in business accelerator programs and access to investors.

Small business ownership and growth is an important local economic engine and promotes wealth-building. Small business data for the San Antonio-New Braunfels Metropolitan Area indicate a need for additional investment and support for Black or African-American-owned small businesses.

African American or Black individuals own 4.5% of all firms in the San Antonio-New Braunfels Metropolitan Area, while they make up 7% of the total population. Most Black or African-American-owned firms have no employees. They comprise 5% of nonemployer firms, but just 1.4% of firms with employees. In addition, the Black or African-American population make up 11.9% of all nonemployer veteran-owned small businesses in the San-Antonio-New Braunfels Metropolitan Area, indicating that additional support for veteran-owned small businesses would benefit African American or Black entrepreneurs.

38 Id.
39 State of the African American Community in Bexar County, Percent of Civilian Population 18 or Older That Are Veterans by Race and Ethnicity, 2019, Bexar County, American Community Survey 5-Year Estimates, Table C21001, Prepared by CI:Now for San Antonio Area Foundation, at 12, shows that African Americans made up 18.7% of veterans in Bexar County. African American or Black veterans make up 13% of the veteran population for the San Antonio-New Braunfels, Texas Metro Area, while making up just 6% or the overall population of the Metro Area according to the American Community Survey 2019 5-year estimate. State of the African American Community in Bexar County, Number of Veteran Nonemployer Firms by Race and Ethnicity of Business Owner, 2017, San Antonio-New Braunfels, Texas Metro Area, U.S. Census Bureau, Statistics for Employer Firms, Annual Business Survey, Prepared by CI:Now for San Antonio Area Foundation, at 74, shows that African Americans made up 11.9% of veteran-owned nonemployer businesses.
African American or Black small businesses faced barriers to growth before the COVID-19 pandemic and the pandemic has exacerbated those inequities. They are concentrated in sectors most negatively affected by the pandemic and struggled to receive early support from the Paycheck Protection Program, which favored businesses with established banking relationships and businesses with employees. Sole proprietors were often either left out or received grants that were too small to make up for lost revenue.

Revenue of African American or Black-owned non-employee businesses is low compared to their proportion of the total number of such businesses in the San Antonio area. In addition, African American businesses have particularly low representation in firms with multiple employees.

1. Small business services coordination and outreach should include a focus on revenue growth and access to capital that is customized to different types of businesses, as well as support to explore higher revenue and sustainable business opportunities.
   a. Engage in efforts to diversify bank and credit unions small business lending staff who are decision-makers in order to include more African American or Black representation. Increasing Black or African American small business lending staff at financial institutions is an effective strategy to remove cultural biases from the lending process.
   b. Study the roll out of the Paycheck Protection Program in San Antonio and the effectiveness of the different phases of the program in reaching African American or Black-owned businesses, to document impacts and create a data-driven strategy to target and address barriers to accessing capital.

c. Ensure any ongoing revenue support aid for small businesses is equitably advertised and distributed.
d. Engage in the Community Reinvestment Act (CRA) reform effort at the federal level, currently being spearheaded by the Federal Reserve, to ensure that community investment needs are well-addressed. Also, work to ensure that the already adopted Office of the Comptroller of the Currency new CRA rules are updated based on the outcome of the current Federal Reserve process.
e. Explore other barriers, such as healthcare and child/adult daycare costs that could be standing in the way of the launching and expansion of African American-owned or Black small Businesses.

Data regarding African American or Black-owned small businesses in the San Antonio-New Braunfels Metropolitan Area suggest a lack of resources to support robust growth. While making up 5% of the total number of nonemployer firms, Black or African American small businesses comprise 2.8% of nonemployer small business revenue. African American or Black small business owners also make up a disproportionately small number of employer firms, at just 1.4%.

The recently released study by next street and Common Future, San Antonio Small Business Ecosystem Assessment: Building a More Inclusive, Resilient San Antonio identified an $8.3 billion shortfall in capital for small businesses in San Antonio.

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40 Dedrick Asante-Muhammad, Dr. Jared Ball, Jamie Buell, and Jushua Devine, Black Entrepreneurship’s Lethal Pre-Existing Condition: The Racial Wealth Divide During the COVID Crisis, NCRC (April 6, 2021).
41 See Small Business Credit Survey, 2021 Report on Firms Owned by People of Color, Federal Reserve Banks of Atlanta, Boston, Chicago, Cleveland, Dallas, Kansas City, Minneapolis, New York, Philadelphia, Richmond, St. Louis, and San Francisco (April 2021). According to this study, 67% of Black-owned firms reported reducing their operations due to the COVID-19 pandemic. Ninety-two percent of Black-owned firms reported financial challenges during 2020, and Black-owned firms applying for PPP loans at large banks had a 41% funding rate compared to 71% for white-owned firms.
42 Federal Reserve Bank of Atlanta, et. al., id. at 38. The survey found that Black-owned nonemployer firms were half as likely as white-owned nonemployer firms to receive the PPP funds that they requested.
The study identified particular impacts on African American or Black neighborhoods and pointed to the low number of equity investments to boost Black-owned businesses. This capital investment short-fall is a systemic problem that needs to be addressed head-on with deliberate policies to increase access to capital for Black-owned businesses. The Federal Reserve Banks of Atlanta and Kansas City recently published Small Businesses of Color Recovery Guide For City Leaders and Community Groups that highlights current challenges for recovery of small businesses of color and provides insights into innovative lending programs and services to support a robust recovery.

While African American or Black-owned small businesses appear to have strong representation among microloan customers, those lending programs can benefit from added capital and capacity to expand the reach of their programs.

1. Expand CDFI funding through innovative local programs and through supporting local CDFI efforts to obtain additional funding from Federal and State allocations.
2. Consider adoption by San Antonio City Council of the National Community Reinvestment Coalition Model City Banking Services Procurement Ordinance, to hold banks profiting from city deposits and transactions accountable to community development and equity goals.
3. Engage in the Consumer Financial Protection Bureau rulemaking under Section 1071 of the Dodd-Frank Act, to ensure appropriate small business lending data is collected to assess compliance with fair lending laws and to create more robust data to document lending to African American or Black-owned businesses.

Data from LiftFund, a major small business microlender in the San Antonio Area, show that African American or Black-owned businesses received 9.4% of the total amount of loans disbursed, a higher proportion than their representation in the Bexar County overall population—at 7.1%. Yet, Black and African American-owned small businesses remain underserved.

A renewed policy focus on African American or Black-owned businesses in funding through the federal American Rescue Plan Act has created a new opportunity to boost local capital investments. The launch of the Southern Opportunity and Resilience Fund (SOAR) creates an additional new opportunity for small African American or Black-owned small businesses in San Antonio to receive low-interest loans to support recovery from the financial impacts of the COVID-19 pandemic. It is essential to participate actively and deliberately in efforts to ensure available funds come to San Antonio and Bexar County and reach the businesses most in need.

Nonprofit Services and Leadership

African American or Black individuals are underrepresented in nonprofit organization leadership in San Antonio.

1. Develop a community portal and African American Advisory Committee to publicize nonprofit leadership opportunities and facilitate filing applications to serve on public, non-profit and private sector boards and commissions.
2. Establish paid internship and mentorship opportunities for African American or Black high school and university students to build a new generation of nonprofit leaders.
3. Create training, leadership development, and advancement opportunities for African American or Black staff at nonprofit organizations.

Based on data about grant applicants to the San Antonio Area Foundation, African American or Black nonprofit leaders appear to be underrepresented in local nonprofit leadership compared to other races and ethnicities. African American or Black CEOs make up just 4% of CEOs among nonprofit grant applicants to the San Antonio Area Foundation (a total of 44 CEOs out of 1,212). These leaders represent a range of nonprofits that support areas that are key to building financial wellbeing, including livable and resilient communities (48% or 21 total nonprofits), youth success (23% or 10 total nonprofits), and health (18% or 8 total nonprofits). The available data indicate that there is a need for targeted leadership development to support career advancement for African Americans working in the nonprofit sector.

48Erin Musgraves, “Southern Small Businesses and Nonprofits Impacted by Covid Can Now Apply for Support from Multi-
50Id.
Data Sources

This report contains quantitative data for approximately 110 indicators disaggregated by race/ethnicity. The indicators were chosen by the San Antonio Area African American Community Fund and the San Antonio Area Foundation. Budget constraints prevented the inclusion of some indicators for which the data was especially time-consuming to find, acquire, and/or calculate. The narrative notes where data was extremely limited or not available at all.

Throughout the report, the data source for every indicator is cited within the chart, or if no chart is present, as a footnote. Although far from a complete list, the report draws from the following data sources. Most of these sources can be accessed via CI:Now’s Data Explorer at explorer.CINow.info.

- Bexar County District Attorney’s Office: Cite & Release Data Dashboard
- City of San Antonio Metropolitan Health District: COVID-19 Dashboard and Monthly Epidemiological Reports
- City of San Antonio Police Department: Cite and Release Quarterly Report and Racial Profiling Data Analysis Report
- Federal Financial Institutions Examination Council (FFIEC): Home Mortgage Disclosure Act (HMDA) aggregate reports
- LiftFund: microloan data (by request)
- San Antonio Area Foundation: nonprofit data (by request)
- Texas Criminal Justice Coalition: Crime Data Dashboard
- Texas Department of State Health Services: Behavioral Risk Factor Surveillance System (BRFSS) data (by request)
- Texas Education Agency: Texas Academic Performance Reports (TAPR), Public Education Information Management System (PEIMS), and Texas Public Education Information Resource (TPEIR, maintained in collaboration with the Texas Higher Education Coordinating Board)
- United Way of San Antonio and Bexar County: Early Development Instrument data (by request)
- U.S. Department of Housing and Urban Development (HUD): Picture of Subsidized Households
- Urban Institute: credit and debt analyses of major credit bureau records

Many thanks go to the Texas Criminal Justice Coalition, UP Partnership, and the San Antonio Area Foundation for their assistance providing and interpreting data.
Race and Ethnicity Categorization and Group Names

Presentation of data by race and ethnicity is driven partially by the way that the data source collects and reports the data. Some data sources have detailed race/ethnicity categories while others have just three or four categories.

CI:Now has combined race and ethnicity for this report, using U.S. Census Bureau’s race categories for non-Hispanics. Wherever possible, Hispanic or Latino people are reported as one race/ethnicity group, with ethnically non-Hispanic people reported within detailed racial categories. While more than eight in 10 Bexar County residents who identify ethnically as Hispanic identify racially as white, it should be remembered that a Hispanic person may identify as any race or as multiracial. The words “non-Hispanic” were dropped from the names of all non-Hispanic race/ethnicity groups, but for example Black or African Americans should be understood to be non-Hispanic unless stated otherwise.

CI:Now uses Associated Press style (AP) for group names, capitalizing the names of all race/ethnicity groups except white. More information about that AP policy can be found at https://apnews.com/article/9105661462.

Analysis and Visualization

Analysis of the data typically consisted of calculating proportions and rates, with margins of error or confidence intervals where appropriate; no statistical testing was required. Charts were generated using the R statistical application.

Margin of error, confidence interval, or standard error is displayed wherever applicable throughout the report. The uncertainty of the estimates was minimized where feasible by combining multiple years of data. In some cases the margin of error is so wide relative to the estimate that the estimate cannot be considered reliable. In those cases the estimate is flagged with an asterisk.

Geographic Proxy Method for Race/Ethnicity

For a number of indicators the data source included zip code but not race/ethnicity. The race/ethnicity makeup of the population varies enough at the zip code level that CI:Now was able to create a geographic proxy, or a way to use geographic differences to look at race/ethnicity differences.

For each race/ethnicity group in Bexar County, CI:Now ranked the 73 Bexar County zip codes in order of highest to lowest percentage of population made up by that race/ethnicity group. For each group, the top 15 zip codes (representing the top fifth or quintile) were designated as being home to a disproportionate share of that race/ethnicity group. A map of each of these sets of zip codes follow this narrative. Thanks go to Sebastian Schreiner at the United Way of San Antonio and Bexar County for his collaboration in developing and testing this proxy method.

It is important to note that the Bexar County zip code with the highest percentage of Black or African Americans is still only 40% Black or African American. For all other race/ethnicity groups except white and Hispanic or Latino, that highest percentage is far smaller, ranging from 6% to 10%. A zip code can qualify as disproportionate for more than one race/ethnicity group, and many do.

Census Statistics

Although the 2020 Decennial Census P.L. 94-171 Redistricting Data was released prior to publication of this report, that data has not been used here for two reasons. First, virtually all indicators in this report that rely on Census data use data collected only via the annual American Community Survey, not the Decennial Census. Second, the Census Bureau made important changes in the 2020 Census to the way it allowed people to describe their race and ethnicity,1 with the result that Bexar County’s race/ethnicity breakdown looks very different from prior years. Because it was collected in a different way, the 2020 race/ethnicity data cannot be directly compared with the 2010 race/ethnicity data on which the American Community Survey estimates are based.
Disproportionately American Indian or Alaska Native ZIP Codes

Highest 20% of zips based on percent of American Indian or Alaska Native population in the County (15 out of the 73 zipcodes with majority area within the county)

Disproportionately Populated ZIP codes
- American Indian or Alaskan Native
- Zipcode Boundaries
- Bexar County Boundary

Disproportionately Asian ZIP Codes

Highest 20% of zips based on percent of Asian population in the County (15 out of the 73 zipcodes with majority area within the county)

Disproportionately Populated ZIP Codes
- Asian
- Zipcode Boundaries
- Bexar County Boundary
Disproportionately Black or African American ZIP Codes

Highest 20% of zips based on percent of Black or African American in the County (15 out of the 73 zipcodes with majority area within the county)

Disproportionately Hispanic or Latino ZIP Codes

Highest 20% of zips based on percent of Hispanic or Latino population in the County (15 out of the 73 zipcodes with majority area within the county)
Disproportionately Native Hawaiian or Pacific Islander ZIP Codes

Highest 20% of zips based on percent of Native Hawaiian or Pacific Islander in the County (15 out of the 73 zipcodes with majority area within the county)

Disproportionately Other Race ZIP Codes

Highest 20% of zips based on percent of Other Race population in the County (15 out of the 73 zipcodes with majority area within the county)
Disproportionately Two or More Races Population ZIP Codes

Highest 20% of zips based on percent of Two or More Races Population in the County (15 out of the 73 zips with majority area within the county)

Disproportionately White ZIP Codes

Highest 20% of zips based on percent of White population in the County (15 out of the 73 zips with majority area within the county)
The mission of the San Antonio Area African American Community Fund (SAAAACF) is to promote and advocate for financial philanthropy to enhance the quality of living of the African American community in the San Antonio Area.

The San Antonio Area Foundation (SAAFdn) has served as the city’s community-giving headquarters for nearly 60 years, growing to become one of the top 20 community foundations in the nation. The Area Foundation helps donors achieve their charitable goals supporting our community’s greatest needs, managing more than 500 charitable funds nearly $1 billion in assets. Beyond serving hundreds of nonprofit organizations every year through training and grantmaking, where total impact exceeded $71 million in 2020, the Area Foundation operates a strong student scholarship program. Over $37 million has been invested in our future leaders since 1969 through more than 100 scholarship funds. Learn more at saafdn.org

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