ENDING RACISM PARTNERSHIP
The Ending Racism Partnership is a citywide, participatory collaboration of Philadelphia residents, leaders, and influencers from community, business, government, and philanthropy to end racial injustice and economic inequality, starting with our city.

The Partnership is a multi-phase, multi-year project. Initial actions include:

- Phase I: Hold Space for Listening and Reflecting
- Phase II: Establish Shared Priorities for Healing and Rebuilding
- Phase III: Timely Action for Measurable Impact
- Phase IV: Sustained, Collaborative Effort

The ultimate goal of the Ending Racism Partnership is an equitable Philadelphia, where laws, policy, and human interaction are governed by a common belief in our shared equality, irrespective of race, nationality, ethnicity, or color of skin. Supporting goals include:

- Center responsibility for racism with the structures, institutions, and people who enable and benefit from it.
- Establish a shared understanding of lived experience and statistics as both (a) effects or symptoms of racism and (b) drivers of the solutions.
- Seek promising practices from other cities and countries
- Validate Philadelphians’ lived experiences of racism.
- Determine the priorities and metrics that will advance measure progress towards ending racism.
- Mobilize enthusiasm and investment in solutions.
The Ending Racism Partnership will engage Philadelphians to *provide firsthand accounts of their perceptions of racism* and its impact on their lives. Firsthand accounts will validate the statistical measures of equity in Philadelphia, inform priority setting, and shape solutions. There are two platforms for community input:

1. **Equity in Action Community Roundtables:** Facilitated convenings of Philadelphians under each of the seven pillars to engage and inform the Partnership
2. **Sentiment Polling:** A city-wide survey will engage Philadelphians to establish a baseline measurement of the lived experiences and perceptions of racism across the city. Over time, subsequent polls will measure the Partnership’s progress from the baseline.

The Ending Racism Partnership will engage community-based stakeholders and advisors (e.g., providers, content experts, City representatives, etc.) whose *insights and expertise will refine the challenge & goal definitions, and shape the solutions for each pillar for Equity in Action.* In subsequent phases, community stakeholders and advisors will implement solutions. There are two vehicles for stakeholder input:

1. **Equity in Action Stakeholder Roundtables:** Facilitated convenings of community-based stakeholders each for each of the seven pillars to engage and inform the Partnership
2. **ERP Advisors:** ERP Advisors are committed individuals who are strategically positioned to help the Partnership garner commitments for change. By advocating for community informed change, providing the right pressure on systems, and leveraging networks to pool resources, ERP Advisors act as critical driving forces for ending racism in the city of Philadelphia.

A diverse team of content experts and facilitators provide strategy and support to the Partnership:

- Urban Affairs Coalition
- Fairmount Ventures
- The ROZ Group

The Partnership regularly engages and actively seeks out other diverse voices and expertise to join the Partnership’s work, including anti-racist community organizing, topical academics/scholars, public survey/polling expertise as well as connecting with ERP Advisors and the networks of the subcommittee members.
The Ending Racism Partnership is supported by a Steering Committee of 25+ leaders representing cross-sections of power in Philadelphia. The co-conveners of this initiative serve as co-chairs to the Committee:

- Stephen P. Fera, Independence Blue Cross
- Sharmain Matlock-Turner, Urban Affairs Coalition
- Rev. Dr. Mark Tyler, Mother Bethel AME Church

The role of the Steering Committee is two-fold:

1. Phase I & II - the Committee is charged to provide strategic oversight, decision making, and review of process deliverables

2. Phase III & IV - over time, through participation, buy-in, and proactive action, the Committee will directly provide or attract attention, resources, accountability and a city-wide, systematic response to racism and racial inequities in Philadelphia

**STEERING COMMITTEE MEMBERS**

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>Andrea Agnew</td>
<td>Vice President of Diversity, Equity &amp; Inclusion, Comcast Spectacor</td>
</tr>
<tr>
<td>Ryan Boyer</td>
<td>Business Manager, Laborers' District Council of Metropolitan Philadelphia &amp; Vicinity</td>
</tr>
<tr>
<td>Jeff Brown</td>
<td>Founder &amp; CEO, ShopRite</td>
</tr>
<tr>
<td>Uva Coles</td>
<td>Founder &amp; CEO, Inclusiva</td>
</tr>
<tr>
<td>Tina D'Orazio</td>
<td>Chief of Staff, Philadelphia Eagles</td>
</tr>
<tr>
<td>Stephen Fera</td>
<td>SVP Public Affairs, IBX, Steering Committee Co-Chair</td>
</tr>
<tr>
<td>Cynthia Figueroes</td>
<td>Deputy Mayor, Office of Children and Families, City of Philadelphia</td>
</tr>
<tr>
<td>David Gould</td>
<td>Chief Diversity Officer, Philadelphia Sixers</td>
</tr>
<tr>
<td>Kevin Harden, Jr.</td>
<td>Attorney, Ross, Feller Casey</td>
</tr>
<tr>
<td>Tom Henneman</td>
<td>Founder, Federal Doughnuts</td>
</tr>
<tr>
<td>Lee Huang</td>
<td>Senior Vice President &amp; Principal, Ecosult Solutions, Inc</td>
</tr>
<tr>
<td>Sue Jacobson</td>
<td>CEO, Jacobson Strategic Communications</td>
</tr>
<tr>
<td>Sharon Jean-Baptiste</td>
<td>Vice President Mid-Atlantic Growth and Sales, Jacobs</td>
</tr>
<tr>
<td>Michele Lawrence</td>
<td>Market Expansion Business and Community Leader, J.P. Morgan Chase Bank</td>
</tr>
<tr>
<td>Keith Leaphart</td>
<td>Founder &amp; CEO, Philanthropos</td>
</tr>
<tr>
<td>Lisette Martinez</td>
<td>EVP, Diversity, Inclusion &amp; Community Engagement, Jefferson Health</td>
</tr>
<tr>
<td>Sharmain Matlock-Turner</td>
<td>President &amp; CEO, Urban Affairs Coalition, Steering Committee Co-Chair</td>
</tr>
<tr>
<td>Marshall Mitchell</td>
<td>Pastor, Salem Baptist Church</td>
</tr>
<tr>
<td>Liz Murphy</td>
<td>Vice President of Governmental and External Affairs, PECO</td>
</tr>
<tr>
<td>Arun Prabhakaran</td>
<td>Executive Vice President, Urban Affairs Coalition</td>
</tr>
<tr>
<td>Sulaiman Rahman</td>
<td>CEO, DiverseForce</td>
</tr>
<tr>
<td>Pedro Ramos</td>
<td>President, Philadelphia Foundation</td>
</tr>
<tr>
<td>Reverend Mark Kelly Tyler</td>
<td>Pastor, Mother Bethel AME Church, Steering Committee Co-Chair</td>
</tr>
<tr>
<td>Aaron Walton</td>
<td>President, Cheyney University</td>
</tr>
</tbody>
</table>
Listed below are the companies and organizations who have stepped up to form the inaugural Ending Racism Partnership Steering Committee:
CITYWIDE SENTIMENT SURVEY RESULTS
EXECUTIVE SUMMARY

- Criminal justice, education, and housing were identified as the top three areas where survey respondents believe racism exists in Philadelphia, followed by employment, wealth, health, and arts and culture.

- According to the survey, thirty-six percent (36%) of the Black/African American respondents have witnessed racism in the criminal justice system as well more than 55% have personally experienced it, while more than half White/Caucasian Americans have no experience with racism in the criminal justice system.

- Overwhelmingly, more black people have personally experienced racism in the area of education [53%]. Whereas more white people claim to have witnessed racism in the area of education [48%].

- More White people (45%) have witnessed racism in housing than black people [32%]. Whereas, more black people (58%) have personally experience racism than white people [17%].

- Overall, survey respondents overwhelmingly agree that people across different race categories do not have equal access or equal opportunities.
EXECUTIVE SUMMARY

• The respondents recommendations to end racism elevated three high-level themes:

1) More honest public discourse about racism;
2) Policy change with a reform agenda in every area where racism exists, particularly in criminal justice, education, and housing;
3) Increase fiscal investments allocated to initiatives that advance the quality of life and well-being of Black/African-American residents in Philadelphia, and other historically marginalized communities and people of color.

• The survey yielded a total of 3,460 recorded responses with 2,200 fully completed. This presentation summarizes the responses from the 2,200 fully complete surveys.

• The majority of survey respondents identified as female, between the age of 18 to 44, with a college or advanced degree. Forty-five percent (45%) of respondents identified as White/Caucasian while 31% of respondents identified as Black/African-American. Only 12% respondents identified as Spanish, Hispanic, or Latino. An overwhelming majority of respondents (74%) are long-term residents of Philadelphia of over 10 years.
In which of the following areas do you believe racism exists in Philadelphia?

- **Criminal Justice**: 1624
- **Education**: 1446
- **Housing**: 1443
- **Employment**: 1418
- **Wealth**: 1285
- **Health**: 1240
- **Arts & Culture**: 744
- **Other (please specify)**: 330

Ending Racism Partnership | June 16, 2021
In which of the following areas do you believe racism exists in Philadelphia?

- Criminal Justice
- Education
- Housing
- Employment
- Wealth
- Health
- Arts & Culture

Other (please specify)

Options:
- White/Caucasian
- Black/African American
- Asian
- Other
- Multiple Races
- Native American/American Indian
- Pacific Islander

Numbers indicate the count of responses for each category.
In which of the following areas do you believe racism exists in Philadelphia?

- Criminal Justice
- Education
- Housing
- Employment
- Wealth
- Health
- Arts & Culture
- Other (please specify)

**Female**
- Criminal Justice: 1078
- Employment: 943
- Health: 859
- Housing: 958
- Wealth: 871
- Education: 974
- Arts & Culture: 518
- Other (please specify): 165

**Male**
- Criminal Justice: 474
- Employment: 410
- Health: 315
- Housing: 415
- Wealth: 349
- Education: 402
- Arts & Culture: 178
- Other (please specify): 128

**Prefer not to say**
- Criminal Justice: 42
- Employment: 37
- Health: 37
- Housing: 40
- Wealth: 32
- Education: 41
- Arts & Culture: 28
- Other (please specify): 30

**Non-binary / third gender**
- Criminal Justice: 30
- Employment: 28
- Health: 29
- Housing: 30
- Wealth: 33
- Education: 29
- Arts & Culture: 20
- Other (please specify): 7
In which of the following areas do you believe racism exists in Philadelphia?
CRIMINAL JUSTICE
Have you personally experienced and/or witnessed racism in the following areas? **Criminal Justice**

- I have personally witnessed racism in this area: 812 respondents
- I have not personally experienced or witnessed, but believe racism exists in this area: 652 respondents
- I have personally experienced racism in this area: 239 respondents
Have you personally experienced and/or witnessed racism in the following areas? **Criminal Justice**

- **I have personally witnessed racism in this area**
  - White/Caucasian: 51
  - Black/African American: 293
  - Other: 50
  - Multiple Races: 10
  - Asian: 3

- **I have not personally experienced or witnessed, but believe racism exists in this area**
  - White/Caucasian: 44
  - Black/African American: 186
  - Other: 37
  - Multiple Races: 4
  - Asian: 41

- **I have personally experienced racism in this area**
  - White/Caucasian: 43
  - Black/African American: 133
  - Other: 22
  - Multiple Races: 21
  - Asian: 16
  - Native American/American Indian: 3
  - Pacific Islander: 1
Have you personally experienced and/or witnessed racism in the following areas? **Criminal Justice**

- **I have personally witnessed racism in this area**:
  - Female: 249
  - Male: 21
  - Prefer not to say: 22

- **I have not personally experienced or witnessed, but believe racism exists in this area**:
  - Female: 157
  - Male: 16
  - Prefer not to say: 7

- **I have personally experienced racism in this area**:
  - Female: 104
  - Male: 6
  - Prefer not to say: 1

The data is color-coded for clarity:
- **Female**: Green
- **Male**: Purple
- **Prefer not to say**: Red
- **Non-binary / third gender**: Blue
Have you personally experienced and/or witnessed racism in the following areas? **Criminal Justice**

- I have personally witnessed racism in this area: 514 responses
  - 25 individuals aged 10-17
  - 80 individuals aged 18-44
  - 193 individuals aged 45-64
  - 123 individuals aged 65+

- I have not personally experienced or witnessed, but believe racism exists in this area: 326 responses
  - 29 individuals aged 10-17
  - 174 individuals aged 45-64
  - 123 individuals aged 65+

- I have personally experienced racism in this area: 168 responses
  - 53 individuals aged 45-64
  - 14 individuals aged 65+
EDUCATION
Have you personally experienced and/or witnessed racism in the following areas? Education

- I have personally witnessed racism in this area: 691
- I have not personally experienced or witnessed, but believe racism exists in this area: 476
- I have personally experienced racism in this area: 419
Have you personally experienced and/or witnessed racism in the following areas? Education

I have personally witnessed racism in this area
- White/Caucasian: 50
- Black/African American: 208
- Asian: 46
- Multiple Races: 44
- Other: 7
- Native American/American Indian: 1
- Pacific Islander: 1

I have not personally experienced or witnessed, but believe racism exists in this area
- White/Caucasian: 33
- Black/African American: 128
- Asian: 20
- Multiple Races: 29
- Other: 6
- Native American/American Indian: 2
- Pacific Islander: 2

I have personally experienced racism in this area
- White/Caucasian: 68
- Black/African American: 226
- Asian: 45
- Multiple Races: 30
- Other: 6
- Native American/American Indian: 3
- Pacific Islander: 3
I have personally experienced racism in this area

I have not personally experienced or witnessed, but believe racism exists in this area

I have personally witnessed racism in this area

Have you personally experienced and/or witnessed racism in the following areas? Education

- Female
- Male
- Prefer not to say
- Non-binary / third gender
Have you personally experienced and/or witnessed racism in the following areas? **Education**

- **I have personally witnessed racism in this area**
  - 434 total responses
  - 19 people aged 10-17
  - 88 people aged 18-44
  - 150 people aged 45-64
  - 88 people aged 65+

- **I have not personally experienced or witnessed, but believe racism exists in this area**
  - 242 total responses
  - 13 people aged 10-17
  - 87 people aged 18-44
  - 134 people aged 45-64
  - 87 people aged 65+

- **I have personally experienced racism in this area**
  - 263 total responses
  - 20 people aged 10-17
  - 35 people aged 18-44
  - 101 people aged 45-64
  - 101 people aged 65+
HOUSING
### PRESENCE OF RACISM IN PHILADELPHIA—HOUSING

Have you personally experienced and/or witnessed racism in the following areas? **Housing**

<table>
<thead>
<tr>
<th>Experience</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>I have personally witnessed racism in this area</td>
<td>651</td>
</tr>
<tr>
<td>I have not personally experienced or witnessed, but believe racism exists in this area</td>
<td>606</td>
</tr>
<tr>
<td>I have personally experienced racism in this area</td>
<td>293</td>
</tr>
</tbody>
</table>
Have you personally experienced and/or witnessed racism in the following areas? **Housing**

**I have personally witnessed racism in this area**
- White/Caucasian: 51
- Black/African American: 44
- Asian: 43
- Multiple Races: 7
- Other: 3
- Native American/American Indian: 3
- Pacific Islander: 2

**I have not personally experienced or witnessed, but believe racism exists in this area**
- White/Caucasian: 35
- Black/African American: 33
- Asian: 33
- Multiple Races: 3
- Other: 3
- Native American/American Indian: 3
- Pacific Islander: 3

**I have personally experienced racism in this area**
- White/Caucasian: 49
- Black/African American: 23
- Asian: 25
- Multiple Races: 19
- Other: 6
- Native American/American Indian: 3
- Pacific Islander: 3
Have you personally experienced and/or witnessed racism in the following areas?

**Housing**

- **I have personally witnessed racism in this area:**
  - Male: 22
  - Female: 401
  - Prefer not to say: 21
  - Non-binary / third gender: 9

- **I have not personally experienced or witnessed, but believe racism exists in this area:**
  - Male: 14
  - Female: 429
  - Prefer not to say: 5
  - Non-binary / third gender: 185

- **I have personally experienced racism in this area:**
  - Male: 158
  - Female: 93
  - Prefer not to say: 9
  - Non-binary / third gender: 6
Have you personally experienced and/or witnessed racism in the following areas? **Housing**

- **I have personally witnessed racism in this area**
  - 11 people
  - 146 people
  - 72 people

- **I have not personally experienced or witnessed, but believe racism exists in this area**
  - 21 people
  - 168 people
  - 115 people

- **I have personally experienced racism in this area**
  - 6 people
  - 85 people
  - 31 people
You indicated that you personally experienced racism in the following areas. Which one of those areas have you most often experienced racism?

- Employment: 161
- Education: 108
- Criminal Justice: 71
- Wealth: 65
- Housing: 44
- Health: 31
- Arts & Culture: 30
- Other (please specify): 14
You indicated that you personally experienced racism in the following areas. In which one of those areas have you most often experienced racism?

- **Employment**: 96 (Black/African American), 19 (White/Caucasian), 10 (Multiple Races), 15 (Asian), 1 (Other)
- **Education**: 53 (Black/African American), 15 (White/Caucasian), 13 (Multiple Races), 11 (Asian), 2 (Other)
- **Criminal Justice**: 43 (Black/African American), 13 (White/Caucasian), 9 (Multiple Races), 2 (Asian), 2 (Other)
- **Wealth**: 42 (Black/African American), 7 (White/Caucasian), 5 (Multiple Races), 4 (Asian), 2 (Other)
- **Housing**: 24 (Black/African American), 9 (White/Caucasian), 5 (Multiple Races), 4 (Asian), 2 (Other)
- **Health**: 19 (Black/African American), 4 (White/Caucasian), 4 (Multiple Races), 2 (Asian), 1 (Other)
- **Arts & Culture**: 11 (Black/African American), 7 (White/Caucasian), 6 (Multiple Races), 5 (Asian), 1 (Other)
- **Other (please specify)**: 5 (Black/African American), 2 (White/Caucasian), 5 (Multiple Races), 6 (Asian), 2 (Other)
You indicated that you personally witnessed racism in the following areas. In which one of these areas have you most often witnessed racism?

- Criminal Justice: 396
- Education: 187
- Employment: 131
- Housing: 100
- Health: 84
- Wealth: 83
- Arts & Culture: 22
- Other (please specify): 14
You indicated that you personally witnessed racism in the following areas. In which one of these areas have you most often witnessed racism?

- **Criminal Justice**: 151 (White/Caucasian), 30 (Black/African American), 23 (Asian), 10 (Multiple Races), 7 (Native American/American Indian), 7 (Pacific Islander), 6 (Other)
- **Education**: 113 (White/Caucasian), 43 (Black/African American), 16 (Asian), 7 (Multiple Races), 7 (Native American/American Indian), 7 (Pacific Islander), 7 (Other)
- **Employment**: 54 (White/Caucasian), 50 (Black/African American), 10 (Asian), 10 (Multiple Races), 7 (Native American/American Indian), 7 (Pacific Islander), 7 (Other)
- **Housing**: 46 (White/Caucasian), 27 (Black/African American), 11 (Asian), 8 (Multiple Races), 6 (Native American/American Indian), 6 (Pacific Islander), 5 (Other)
- **Health**: 39 (White/Caucasian), 30 (Black/African American), 7 (Asian), 5 (Multiple Races), 7 (Native American/American Indian), 7 (Pacific Islander), 3 (Other)
- **Wealth**: 43 (White/Caucasian), 19 (Black/African American), 9 (Asian), 6 (Multiple Races), 6 (Native American/American Indian), 6 (Pacific Islander), 4 (Other)
- **Arts & Culture**: 43 (White/Caucasian), 19 (Black/African American), 9 (Asian), 6 (Multiple Races), 6 (Native American/American Indian), 6 (Pacific Islander), 3 (Other)
- **Other (please specify)**: 7 (White/Caucasian), 7 (Black/African American), 7 (Asian), 7 (Multiple Races), 7 (Native American/American Indian), 7 (Pacific Islander), 7 (Other)
Children of different races have an equal chance of getting a **good education.**

<table>
<thead>
<tr>
<th>Category</th>
<th>Agree</th>
<th>Disagree</th>
<th>I don't know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall</td>
<td>31.14%</td>
<td>62.84%</td>
<td>6.02%</td>
</tr>
<tr>
<td>White/Caucasian</td>
<td>29.88%</td>
<td>65.14%</td>
<td>4.98%</td>
</tr>
<tr>
<td>Black/African American</td>
<td>26.72%</td>
<td>67.59%</td>
<td>5.69%</td>
</tr>
<tr>
<td>Other</td>
<td>48.51%</td>
<td>43.07%</td>
<td>8.42%</td>
</tr>
<tr>
<td>Multiple Races</td>
<td>36.17%</td>
<td>54.61%</td>
<td>9.22%</td>
</tr>
<tr>
<td>Asian</td>
<td>29.41%</td>
<td>61.76%</td>
<td>8.82%</td>
</tr>
<tr>
<td>Native American/American Indian</td>
<td>35.00%</td>
<td>65.00%</td>
<td>8.82%</td>
</tr>
<tr>
<td>Pacific Islander</td>
<td>55.56%</td>
<td>33.33%</td>
<td>11.11%</td>
</tr>
</tbody>
</table>
People of different races have equal opportunities to **go to college**.

- Overall: 35.92% Agree, 58.06% Disagree, 6.02% I don’t know
- White/Caucasian: 36.69% Agree, 57.52% Disagree, 5.79% I don’t know
- Black/African American: 30.36% Agree, 62.92% Disagree, 6.72% I don’t know
- Other: 54.95% Agree, 40.59% Disagree, 4.46% I don’t know
- Multiple Races: 34.04% Agree, 57.45% Disagree, 8.51% I don’t know
- Asian: 31.62% Agree, 63.24% Disagree, 5.15% I don’t know
- Native American/American Indian: 30.00% Agree, 70.00% Disagree, 0% I don’t know
- Pacific Islander: 55.56% Agree, 44.44% Disagree, 0% I don’t know
People of different races have equal opportunities to **get a job.**

<table>
<thead>
<tr>
<th>Group</th>
<th>Agree</th>
<th>Disagree</th>
<th>I don't know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall</td>
<td>32.02%</td>
<td>61.92%</td>
<td>6.06%</td>
</tr>
<tr>
<td>White/Caucasian</td>
<td>32.22%</td>
<td>60.67%</td>
<td>7.11%</td>
</tr>
<tr>
<td>Black/African American</td>
<td>26.57%</td>
<td>69.64%</td>
<td>3.80%</td>
</tr>
<tr>
<td>Other</td>
<td>50.99%</td>
<td>43.56%</td>
<td>5.45%</td>
</tr>
<tr>
<td>Multiple Races</td>
<td>34.75%</td>
<td>54.61%</td>
<td>10.64%</td>
</tr>
<tr>
<td>Asian</td>
<td>25.00%</td>
<td>69.12%</td>
<td>5.88%</td>
</tr>
<tr>
<td>Native American/American Indian</td>
<td>25.00%</td>
<td>65.00%</td>
<td>10.00%</td>
</tr>
<tr>
<td>Pacific Islander</td>
<td>77.78%</td>
<td>22.22%</td>
<td>0%</td>
</tr>
</tbody>
</table>
People of different races have equal opportunities to **start a business**.

<table>
<thead>
<tr>
<th>Race</th>
<th>Agree</th>
<th>Disagree</th>
<th>I don't know</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Overall</strong></td>
<td>33.90%</td>
<td>56.09%</td>
<td>10.01%</td>
</tr>
<tr>
<td>White/Caucasian</td>
<td>34.65%</td>
<td>53.25%</td>
<td>12.09%</td>
</tr>
<tr>
<td>Black/African American</td>
<td>28.18%</td>
<td>64.53%</td>
<td>7.30%</td>
</tr>
<tr>
<td><strong>Other</strong></td>
<td>50.00%</td>
<td>40.10%</td>
<td>9.90%</td>
</tr>
<tr>
<td>Multiple Races</td>
<td>31.21%</td>
<td>56.74%</td>
<td>12.06%</td>
</tr>
<tr>
<td>Asian</td>
<td>33.09%</td>
<td>58.82%</td>
<td>8.09%</td>
</tr>
<tr>
<td>Native American/American Indian</td>
<td>35.00%</td>
<td>60.00%</td>
<td>5.00%</td>
</tr>
<tr>
<td>Pacific Islander</td>
<td>77.78%</td>
<td>22.22%</td>
<td></td>
</tr>
</tbody>
</table>
People of different races have equal access to **adequate healthcare**.
Community engagement opportunities are equally open to people of different races.

<table>
<thead>
<tr>
<th>Race</th>
<th>Agree</th>
<th>Disagree</th>
<th>I don't know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall</td>
<td>39.23%</td>
<td>43.13%</td>
<td>17.64%</td>
</tr>
<tr>
<td>White/Caucasian</td>
<td>39.53%</td>
<td>39.02%</td>
<td>21.44%</td>
</tr>
<tr>
<td>Black/African American</td>
<td>35.18%</td>
<td>49.20%</td>
<td>15.62%</td>
</tr>
<tr>
<td>Other</td>
<td>52.97%</td>
<td>35.15%</td>
<td>11.88%</td>
</tr>
<tr>
<td>Multiple Races</td>
<td>39.01%</td>
<td>45.39%</td>
<td>15.60%</td>
</tr>
<tr>
<td>Asian</td>
<td>36.03%</td>
<td>52.21%</td>
<td>11.76%</td>
</tr>
<tr>
<td>Native American/American Indian</td>
<td>40.00%</td>
<td>45.00%</td>
<td>15.00%</td>
</tr>
<tr>
<td>Pacific Islander</td>
<td>55.56%</td>
<td>33.33%</td>
<td>11.11%</td>
</tr>
</tbody>
</table>

Ending Racism Partnership | June 16, 2021
SURVEY RESPONSE

DEMOGRAPHICS
What is your age?

- 10-17, 3.4%
- 18-44, 58.9%
- 45-64, 25.6%
- 65+, 12.2%
What gender do you identify as?

- Female, 61.14%
- Male, 32.71%
- Non-binary / third gender, 1.93%
- Prefer not to say, 4.23%
Are you Spanish, Hispanic, or Latino?

- Yes, 11.90%
- No, 88.10%
What is your race?

- **White/Caucasian**: 45.20%
- **Black/African American**: 31.47%
- **Other**: 9.28%
- **Multiple Races**: 6.48%
- **Asian**: 6.25%
- **Native American/American Indian**: 0.92%
- **Pacific Islander**: 0.41%
What was the highest level of schooling you have completed?

- Some high school or less: 6.94%
- Graduated from high school or equivalent: 15.53%
- Attended some college or technical school: 18.24%
- Graduated from college or technical school: 32.29%
- Received post-graduate degree: 27.01%
Which statement best describes your current employment status?

<table>
<thead>
<tr>
<th>Employment Status</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed for wages (i.e., paid work)</td>
<td>54.52%</td>
</tr>
<tr>
<td>Retired</td>
<td>9.92%</td>
</tr>
<tr>
<td>Self-employed</td>
<td>9.46%</td>
</tr>
<tr>
<td>Student</td>
<td>5.56%</td>
</tr>
<tr>
<td>Unemployed and looking for work</td>
<td>5.56%</td>
</tr>
<tr>
<td>Full-time student</td>
<td>4.78%</td>
</tr>
<tr>
<td>Disabled, not able to work</td>
<td>3.95%</td>
</tr>
<tr>
<td>Other</td>
<td>2.62%</td>
</tr>
<tr>
<td>Homemaker</td>
<td>1.93%</td>
</tr>
<tr>
<td>Unemployed and not looking for work</td>
<td>1.29%</td>
</tr>
<tr>
<td>Military</td>
<td>0.41%</td>
</tr>
</tbody>
</table>
What is your annual household income (before taxes)?

- Under $25,000: 15.76%
- $25,000 - $49,999: 18.19%
- $50,000 - $74,999: 14.84%
- $75,000 - $99,999: 12.40%
- $100,000 - $149,999: 13.41%
- $150,000 - $199,999: 6.11%
- $200,000 or more: 6.11%
- Prefer not to answer: 13.18%
For how many years have you lived in the Philadelphia region?

- Less than 1 year: 3.17%
- 1-3 years: 6.02%
- 3-5 years: 6.11%
- 5-7 years: 5.42%
- 7-10 years: 5.24%
- 10+ years: 74.05%
## Respondent Demographics

<table>
<thead>
<tr>
<th>Zip Code</th>
<th>Council District</th>
<th>Share of Complete Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>19143</td>
<td>Council District 3</td>
<td>4.59%</td>
</tr>
<tr>
<td>19124</td>
<td>Council District 7</td>
<td>3.77%</td>
</tr>
<tr>
<td>19111</td>
<td>Council District 9/10</td>
<td>3.54%</td>
</tr>
<tr>
<td>19134</td>
<td>Council District 1</td>
<td>3.49%</td>
</tr>
<tr>
<td>19148</td>
<td>Council District 1/2</td>
<td>3.17%</td>
</tr>
<tr>
<td>19145</td>
<td>Council District 2</td>
<td>3.08%</td>
</tr>
<tr>
<td>19147</td>
<td>Council District 1</td>
<td>3.03%</td>
</tr>
<tr>
<td>19119</td>
<td>Council District 8</td>
<td>2.89%</td>
</tr>
<tr>
<td>19103</td>
<td>Council District 2/5</td>
<td>2.66%</td>
</tr>
<tr>
<td>19120</td>
<td>Council District 9/7</td>
<td>2.62%</td>
</tr>
</tbody>
</table>

Philadelphia City Council District Map
RESPONDANT RECOMMENDATIONS
1. More honest public discourse about racism

- There should be more public discourse and honest conversations about racism in Philadelphia. Truth and reconciliation hearings and organized town halls.
- Establish a forum for community discussion - a digital nexus and place for discourse and community discussion

3. Increase fiscal investments that advance the quality of life and well-being for BIPOC communities

- School Funding
- Access to Capital for Black Businesses
- Apprenticeship Programs
- Youth Programs

Through a series of open-text responses the survey respondents’ recommendations to end racism elevated three high-level themes:

2. Advocate for a Reform Agenda in every area where racism exists

- Free Childcare
- Anti-Racism Police Officer Trainings
- End Cash Bail
- Police Reform
- $15 Minimum Wage
- Tax Incentives for Black-Owned Businesses
- Fair Funding Formula for Public Education
FINAL NOTES
NOTES ON THE REPORT DATA

• The survey was publically marketed and available to complete from February 26, 2021 through May 7, 2021. The survey officially closed on June 10, 2021.

• For this report we capped the collected data on May 28 to begin analysis and present the report by June 16, 2021; registering 3,460 total respondents and 2,200 fully completed responses. In total, 3,822 responses were recorded and 2,360 fully completed the survey (9% error in total respondents; 7% error in fully complete responses).

• The June 10, 2021 full data set is available for download at http://endingracismpartnership.org/data-analysis/.

NOTES ON TEXT RESPONSES

• The survey offered respondents 21 unique opportunities to add a text response to the questions presented in this survey. We chose to elevate three high-level themes from the recommendation section for this report.

• However there is a significant amount of data available to review; including first-hand sentiment on witnessing racism and first-hand sentiment on experiencing racism in education, employment, criminal justice, and the other categories reviewed in this report.

• In future analysis, we will review and present this data from the July 10, 2021 data set; however, we welcome others to review and explore this data; which is available for download at http://endingracismpartnership.org/data-analysis/.
RECOMMENDATIONS FOR FUTURE ANALYSIS

• The survey was administered online-only for many reasons including COVID-19 safety protocols. Future surveys could benefit from being online and in paper-form, through a community-canvas effort, to increase diversity of respondents and further target communities and residents in Philadelphia.

• The survey was available in English, Spanish, and Chinese. We did not receive a significant amount of Spanish-only or Chinese-only responses with our broad public outreach. Future surveys could target non-English speakers to help increase diversity of respondents.

• The survey had 24 questions and took 5 to 10 minutes to complete. In this report, 36% of respondents did not fully complete the survey (38% in June 10, 2021 data set). Although this is within the average of transactional surveys, future surveys could shorten the survey to less questions and less text-responses to drive the completion rate up.
TO OUR COLLABORATORS, THANK YOU