

# Race to Equity - Rock County: Addressing Disparities to Build a Foundation for Racial Equity



November 2021

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eliminating racism  
empowering women

**ywca**

Rock County

# Table of Contents

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<b>FOREWORD</b>	<b>2</b>
<b>CONTEXT AND FRAMING</b>	<b>3</b>
<i>NATIONAL CONTEXT AND PRESENT GROUNDING</i>	3
COVID-19 and this Report	4
<i>OVERVIEW</i>	5
YWCA Rock County	6
Race to Equity	6
Origin of the Project	6
Purpose	7
<i>CONTEXT</i>	8
Cultural Context	8
Structural and Systemic Racism	11
Methodology	11
Demographics	12
<b>DISPARITIES IN SYSTEMS AND STRUCTURES</b>	<b>12</b>
Economic Well-Being	13
Health	18
Education	22
Deep End Systems	27
<b>CONCLUSION</b>	<b>30</b>
<b>THANK YOUS AND ACKNOWLEDGEMENTS</b>	<b>31</b>
<b>APPENDIX 1: Data Tables and Sources</b>	
<b>APPENDIX 2: Frameworks, Theories and Models</b>	

## Forward

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The following Baseline Report, authored by the Race to Equity Project team in collaboration with YWCA Rock County, summarizes three years of data collection, analysis, and community engagement. The focus of this work has been to uplift the voices, experiences, and expertise of residents, leaders, and stakeholders in Rock County, and to promote greater awareness and understanding of racial and ethnic disparities here, as well as the systemic and structural racism that is at the root of inequities. Our goal for this report is to lay the data groundwork for prompting community dialogue and inquiry. It is our hope that Rock County is able to utilize this report and the intended subsequent discussions to develop a sustained, community-wide effort to address the racial and ethnic disparities that we identified in our data, and that have been described by local communities of color for many years.

Our observations about causes as well as our recommendations in this report are preliminary. Many of them have emerged from a breadth of data analysis paired with community engagement across various sectors, organizations, and communities, in addition to a review of historical narratives in combination with the place-based expertise of staff at YWCA Rock County. The preliminary findings and suggestions included in this report are not offered to settle discourse, but rather to expand and deepen these valuable dialogues.

We are indebted to more people than we can name for helping us with this work. The University of Wisconsin-Madison School of Medicine and Public Health has been our principal funder, as well as a valued advisor. The following individuals have all been early, and much appreciated allies:

- Amiee Leavy, YWCA Rock County Racial Justice Director
- Angela Moore, YWCA Rock County Executive Director
- Michele Mackey, Kids Forward Chief Executive Officer & Executive Director
- Amy Owen, Founder and Principal Analyst, Silver Lynx Consulting, LLC
- Vicki Brown, Community Member and Former YWCA Rock County Racial Justice Coordinator

Race to Equity recognizes that this analysis stands on the shoulders of the hard work, advocacy, pain, and perseverance of countless people of color in Rock County, Wisconsin. We understand our place as outside contributors with influence on perceptions of a community that is not our own, and we acknowledge the limitations of our work. It is our sincere hope that this report captures the spirit and vision of Rock County through the lens of racial equity.

-Erica Nelson and Stephanie Muñoz, Race to Equity Team

## National Context and Present Grounding

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Race to Equity - Rock County began in earnest in 2018, with the intention of building awareness around racial disparities in the area, and galvanizing stakeholders around possible solutions. In March 2020, the nation was faced with the COVID-19 pandemic. The pandemic forced businesses to shut down, schools to move to virtual instruction, and unprecedented numbers of women, especially women of color, were suddenly out of the workforce. This public health crisis deeply impacted communities of color globally. While the nation also grappled with the challenges the pandemic presented, and the racial disparities highlighted by that pandemic, our nation was moved to what many called a global racial reckoning, uprising, and a resurgence of public focus on civil rights.

On May 25th, a murder caught on camera shook the globe. George Floyd was murdered by a white police officer during an arrest. This murder came shortly after the unjust and inhumane murders of Ahmaud Arbery and Breonna Taylor. By May 26th 2020, the entire world had erupted in response. The demand for justice and accountability took hold of news outlets, social media, businesses, and entire communities globally.

The newfound pressure to be accountable for addressing racism pushed businesses, organizations, and government representatives to speak to their perspectives on race and its interconnection with their work. The sometimes performative aspect of allyship and the conversations that followed allowed YWCA Rock County the opportunity to more easily identify organizations that publicly took a stand against racism because this was aligned with their organization's core beliefs, and organizations that made public statements because they believed they had to. This offered space for discussions on race and racial equity that had not been taking place with the same intensity prior to these events.

YWCA Rock County found folks were more willing, and in some aspects, eager to engage in discussions of systemic change compared to previous years. There was an increased awareness that racism was not limited to individual behaviors but rather, was a more far-reaching and pervasive experience embedded in everyday life than many (especially white folks) had previously recognized or understood. The climate and culture of 2020 and the policy, systems, and environmental landscapes of that year undoubtedly shifted approaches and understandings of racial equity both globally and locally.

## COVID-19 and This Report

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The Race to Equity model is one deeply rooted in community engagement. Our framework recognizes that the best way to achieve success in equity goals is to work across a broad range of sectors, communities, and populations. Historically, we have strived to engage nine key community sectors: educational institutions, community-based organizations, policy institutions, corporations, individuals, faith-based organizations, health institutions, philanthropic communities, and government agencies. In other words, our model of community engagement work is intended to take place via a carefully planned and facilitated process.

Unfortunately, as we were preparing this phase of engagement for our work in Rock County, we were halted by the COVID-19 pandemic. As Kids Forward, YWCA Rock County, and the Rock County community navigated safer-at-home orders, public health mandates, and restrictions on in-person gatherings, our community engagement plans and efforts came to a halt. We are eternally grateful to our partners at YWCA Rock County for their innovation in navigating community engagement within the limitations imposed by the COVID-19 pandemic. However, it is imperative to note that our community engagement work in this county was deeply curtailed compared to our typical model, impacting our ability to develop a report fully aligned with community vision, voice, and perspective. For this reason, we re-emphasize our hope that this Baseline report will serve as a starting point for dialogue, and be understood as a tool for ongoing local coalition building. We must also acknowledge that between 2018 - 2020, Race to Equity and YWCA Rock County conducted dozens of discussions, one-on-one and in group settings, in addition to presenting our data and thoughts to a multitude of audiences. We are grateful to the community members and organizations that participated in this process.

## Overview

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Wisconsin has communities, landscapes, attributes, and opportunities that invite individuals and families from all backgrounds to call it their home. This state also faces many challenges in meeting the needs of all its residents. In fact, Wisconsin has some of the most profound racial disparities in the Midwest. The hundreds of years of oppression and structural racism that has become embedded into our systems, structures, and policies are reflected in persistent wealth gaps, segregation, our community cultures, and our educational outcomes. Contrary to a belief that racial and ethnic disparities are “big city” problems of Milwaukee and Madison, it is important to be aware that these issues are present in all communities, regardless of size, across the state. However, within these same communities are individuals and organizations championing the cause of racial equity and taking action to achieve greater equity and justice on the local level. In Rock County, one such champion is the YWCA Rock County.

Our partners at the YWCA Rock County are community residents with lived experience in the local context, and are fundamentally invested in improving outcomes for children and families of color in the county. These partners have been instrumental to community engagement for this report and we have relied on their input at all stages. In addition, this report would not exist without the support of the Wisconsin Partnership Program’s Community Impact Grant and its emphasis on health equity. Our project set out to integrate addressing racial equity through the lens of the social determinants of health.

“Social determinants of health (SDoH) are the conditions in the environments where people are born, live, learn, work, play, worship, and age that affect a wide range of health, functioning, and quality-of-life outcomes and risks. SDoH can be grouped into five domains: economic stability, education access and quality, health care access and quality, neighborhood and built environment and social and community context.” The theory of SDoH is rooted in the understanding that all five of these domains contribute to a person's health and wellbeing. In other words, clinical health outcomes are not solely the result of access to health insurance or genetics, but rather are also a consequence of many other life factors and influences. Embedded within these same factors are structures and systems that have historically impacted and continue to negatively impact and disadvantage communities of color. Understood this way, racism and its impact are inextricably intertwined with all facets of life, and one’s race and ethnicity continue to be predictive factors in life outcomes. This was a resounding fact as the COVID-19 pandemic unfolded, which has disproportionately devastated communities of color.

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<sup>1</sup> <https://bit.ly/3p15IVC>

## YWCA Rock County

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The YWCA of Rock County has been dedicated to eliminating racism, empowering women and promoting peace, justice, freedom and dignity for all for nearly 100 years. The YWCA Rock County's vision for the future is: transforming lives and communities through education and action to empower women and dismantle racism.

## Race to Equity

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The mission of the Race to Equity project of Kids Forward is to build a fairer, more just, and thriving state by narrowing the gaps in opportunities and outcomes between families of color and the larger community.

In October of 2013, Race to Equity released its initial "Baseline Report" which highlighted gross disparities between white and Black residents in Dane County, Wisconsin. Since its release, that original Baseline Race to Equity Report has been widely cited as a key catalyst for a remarkable resurgence of commitment, planning, and action around achieving greater racial justice in the region. This resurgence has inspired a myriad of initiatives from public, private and non-profit sectors, as well as from new grassroots and leadership coalitions within Dane County's various communities.

## Origins of the Current Project

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In November of 2015, YWCA Rock County hosted their inaugural Racial Justice Conference, in which Race to Equity's Project Director, Erica Nelson, was the keynote speaker and breakout session leader. The presentation at this conference was followed up by meeting with Rock County Public Health staff about the role of racial equity in the social determinants of health.

From these two events, and with the addition of YWCA Rock County's Executive Director, Angela Moore's work with Kids Forward as an advisory member to Kids Forward's Racial Equity Explorer Team, a strategic partnership emerged. Since this partnership began in 2017, Race to Equity - Rock County has expanded its reach and learned from countless community advocates, leaders, stakeholders, organizations, school districts and elected officials.

## Purpose

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The purpose of the Race to Equity Rock County Baseline report is to describe racial disparities that exist in Rock County across the areas of health, economic well-being, education, and systems of criminal justice, juvenile justice, and child welfare. The primary audience for this report is Rock County community stakeholders - those who live and work in Rock County, as well as the individuals who represent Rock County in local, state and national government.

This report is an intentional exploration of how communities of color are faring in Rock County as compared to their white peers, while providing the community with the tool of a shared data set. Collectively, Rock County residents, leaders, and stakeholders must work to understand what the data means for the larger commitment to equity, what information requires further exploration, and how to effectively evaluate progress towards equity goals.

This report is designed to be discussed, analyzed, and acted upon. The information contained within this report should be utilized to inform collaborative and sustainable efforts community-wide. Furthermore, this report creates space for individual and collective accountability in addressing the stark race-based disparities that exist in Rock County. In this report, readers will move through the local context, several data indicators, and highlights of needs and opportunities for moving equity forward in Rock County. Moving forward, there is an opportunity for every entity in Rock County to utilize this information to center racial and ethnic equity in their strategic planning to mitigate and ultimately eliminate racial disparities.





*Downtown Janesville*

## Cultural Context

Rock County has long been a place and space of great interest to the United States. Politically, it has been the home to a Speaker of the House; socially, it has been the home of the first Black player on what many call “America’s football team,” and a place which carries a reputation of perseverance, opportunity, and American spirit. Stories of Janesville’s perseverance were captured in a book Barack Obama called one of the books he most enjoyed [in 2017] (Janesville: The American Story), while stories of Beloit’s earliest Black residents were shared in Isabel Wilkerson’s *The Warmth of Other Suns: The Epic Story of America’s Migration*. Moments like the closing of the General Motors car manufacturing plant drew a worldwide audience. The pictures shared globally included folks of all races, ethnicities, and backgrounds. One of the most profound images of this era is of a local Native American man, Billy Bob Grahn, waving an American flag. Many unfamiliar with the area define Rock County as the home of the former GM plant, and recall its closing and the aftermath of this event’s impact on the area. However, the depth and breadth of Rock County is much more profound.

<sup>2</sup> <https://www.google.com/url?q=https://time.com/5082975/barack-obama-2017-book-music-list/&sa=D&source=docs&ust=1634045843463000&usg=AOvVaw1Boec2z7M7upgseJA7O2wS>

The demographics and experience of living in Rock County have changed significantly over the past 20 years. There has been an increase in racial/ethnic diversity, an increase in economic insecurity, and an increase in the number of younger and more diverse representation in Rock County on the Rock County Board of Supervisors, local City Councils, and some School Boards.

Rock County possesses a very interesting and complex context from which to tackle racial equity. A county that has dueling identities - the dynamics between the more urban centers of Beloit and Janesville where the racial and ethnic demographic compositions are significantly different (Beloit: 40% people of color; Janesville: 11.4% people of color) influence the culture, the attitudes, and the approaches to community challenges. Moreover, there are also more rural areas of the county like Milton. This town is also home to a historical and profoundly meaningful site - a stop on the underground railroad. Long embedded assumptions, stereotyping, and othering within the county have hampered the collective progress on issues of racial and ethnic equity in the area. A history of segregation, redlining, and racial deed covenants (legal covenants embedded in property deeds preventing people who were not considered white from purchasing



*Fairbanks Flats (Current Day)*

property), are central to the story of Rock County. Furthermore, progress thus far seems to have been hamstrung by old attitudes and attributions such as Janesville being perceived as unwelcoming due to its history as a sundown town and a place for KKK rallies, while Beloit has become targeted with harmful and negative stereotypes of low levels of safety, disconnected community, and high levels of crime.

However, these old narratives do not have to continue to be the dominant ones; there is a deep

history of prosperity, creativity, and community amongst residents of color in Rock County. Black progress is fundamental to the story of Beloit. Woven into the fabric of Rock County are great periods of progress and the creation of a Black middle class and working class. Alongside the deep roots of the Black community in Beloit, Rock County is home to local and national leaders, activists, advocates, and catalysts for change from a multitude of races, ethnicities, and backgrounds

Rock County has become a community which has invested in groups such as the Diversity Action Team, which, alongside Community Action, Inc. and YWCA Rock County, engages residents in courageous conversations on race. Area organizations such as Rock County Jumpstart are committed to supporting Black-owned startups and small businesses. Entire communities have come together to honor the history of Native leaders in the area, and much much more.

Needless to say, Rock County is host to individuals, groups, and organizations that have worked tirelessly on issues of race, racism and racial equity for decades. A shared desire for a robust, thriving future for children and families in Rock County is evident. There is a deep, longstanding sense of goodwill and commonality to build off for continued work towards equity. It is this shared value that will be needed to tackle the challenges highlighted in this report of stark disparities in well-being between communities of color and whites in Rock County.



*Black Hawk mural*

## Structural and Systemic Racism: Drivers of Racial Inequity

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Data indicators analyzed for this report highlight different outcomes for communities of color than among the white community. Many indicators illustrate that Black and Latino/Latina communities face greater challenges and barriers to their well-being than white communities in Rock County. This is the ongoing consequence of racism impacting and manifesting itself in well-being outcomes for children and families of color. The history of slavery, Jim Crow laws, and segregation serving as the foundations for current structures and systems has had the result of benefitting white people and disadvantaging communities of color. These foundations unquestionably continue to harm all communities by limiting our collective ability to thrive.

Additionally, the consequences of continuing racialized disadvantages can only serve to nurture stereotypes, foster profiling and produce differential expectations for achievement within the community at large, while at the same time undermining self-esteem, confidence, motivation, aspiration and hope among children of color and their families. Sooner rather than later, this nexus between risk factors and race has to be severed. The status quo is toxic for the future of communities of color in Rock County, and poisonous for Rock County as a whole.

Failure to alter the current imbalances in opportunity, well-being, and outcomes will ultimately damage the prospects of Rock County's future. It will discourage some families of color from investing in the region and perhaps most importantly, the continued marginalization of communities of color will undermine the region's cultural vitality, economic competitiveness, and overall quality of life in a world that increasingly values and demands racial and ethnic diversity and inclusion.

## Methodology

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Data for this report came from a number of sources, primarily publicly available data from government sources such as the U.S. Census and various Wisconsin state agencies. Where available, data for specific racial and ethnic groups is presented individually (disaggregated). When possible, data for racial groups that do not also include people of Latina and Latino ethnicity is presented, in order to maximize comparability between groups. How race and ethnicity is defined for each indicator is controlled by each data source and cannot be standardized for this report, but details and definitions of racial and ethnic groups for each indicator are outlined further in the footnotes.

The years of data shown in this report have been chosen to present both the most recent and accurate snapshot of experiences in Rock County, as well as a historical context for some indicators. Sometimes this requires aggregating several years of data together and presenting the average in order to increase the validity and reliability of the indicator. In other cases, the most recent available year of data may reflect the impact of the COVID-19 pandemic, and may not be representative of the indicator typically, in non-pandemic times.

The influence of the recent COVID-19 pandemic is not yet reflected in the majority of data presented in this report, due to the delay in data collection and presentation from most data sources. Data for certain years of the same indicator may have been collected and calculated slightly differently (such as demographic data from the Decennial Census and demographic data from American Census Bureau’s 5-year estimates), and this is noted where necessary. Percentages in tables throughout this report may not add to 100% due to rounding.

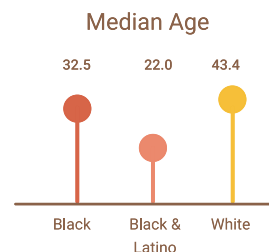
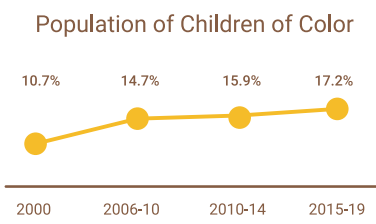
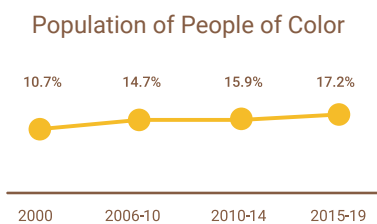
Throughout the following pages, we will make reference to data points as they connect to the context, needs, and opportunities in particular areas of well-being and individual indicators of well-being. The complete data analysis, with sources and summaries, including for infographics, charts, and graphs, are available in Appendix I.

*In this report, we use the racial and ethnic descriptors “Black” and “African American” interchangeably, as well as the ethnic descriptors “Latina and Latino” and “Latina/o” interchangeably, often following the practices of our principal source materials (such as U.S. Census data and data from various Wisconsin state agencies). While there are many opinions about the most appropriate terminology, conventions are not settled on the subject. Our decision was to use the language that we thought best contributed to clarity and readability and that referenced the range of preferences within communities. We ask our readers not to draw any conclusions based on our use of any particular term at any particular time.*

## Demographics

### A Quick Snapshot of Rock County by the Numbers

Rock County over the past two decades has become more racial and ethnically diverse, and is growing in this diversity at the same pace as the rest of the state. The total population is around 162,000. The median age in Rock County is 40, while the median age is even younger for Latina/Latino residents and Black residents. Additionally, Rock County has a bright future, as nearly a quarter of its population is children, and over 1 in 4 of them are children of color.



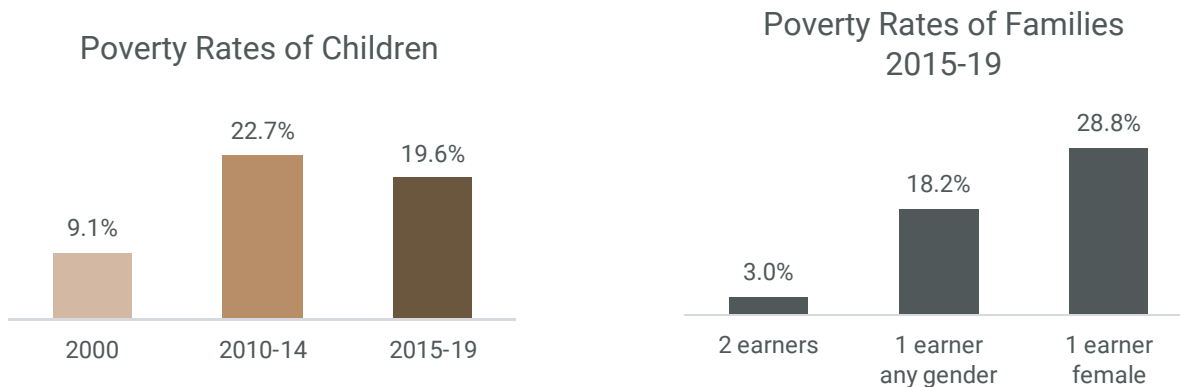
# Economic Wellbeing

When assessing the health of a community and its residents, economics are a significant component. The economics of a region provide insight into community values, needs, and opportunities. Furthermore, one of the key areas of focus in the social determinants of health is economic stability. Economics can impact health as it interconnects with housing, stress, food access, access to health insurance and health care, access to preventative physical health behaviors, and much more.

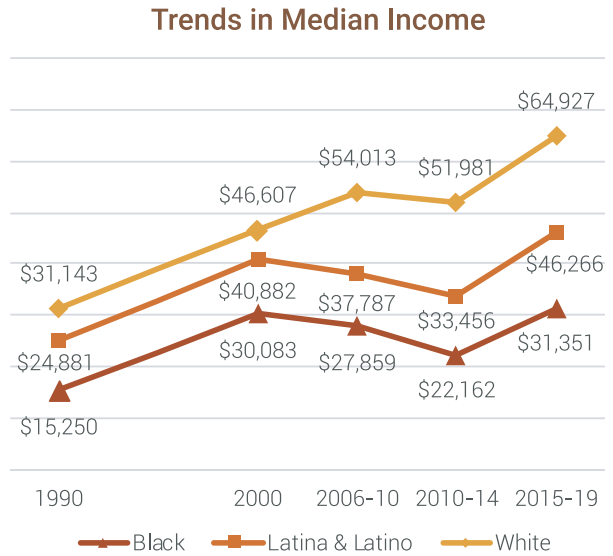
Historically, Rock County was a region known for manufacturing and a thriving middle class. The height of employment for Rock County residents at both the General Motors Assembly Plant in Janesville, Wisconsin and the Chrysler Assembly Plant in Belvidere, Illinois created the most hope for advancement for community members of color since the great migration caused men from Mississippi to relocate to Beloit to work at Fairbanks Morse and Beloit Corporation.

Factory jobs created a space where people without the benefit of a college education or advanced degrees could obtain membership in the middle class. The closing of the General Motors Assembly Plant revealed the struggle to maintain homeownership and remain current on monthly living expenses - including feeding and sheltering a family, assisting children with college or training after the completion of high school, and saving for retirement.

When the GM plant closed in 2008/2009, it caused a dramatic spike in unemployment, a decline in household income, and an increase in poverty across Rock County. The closure of the plant occurred in the middle of the Great Recession, which deeply impacted Rock County as it did statewide and nationally. However, since then, Rock County has steadily recovered, and was on par with statewide poverty averages and just slightly behind statewide unemployment rates in pre-pandemic estimates.

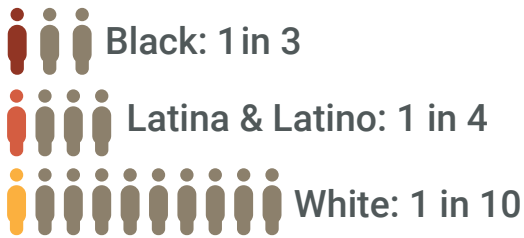


Child poverty has increased, rising from 9.1% in 2000 to 19.6% in 2015-19 estimates. Poverty is much higher in families with only one earner, as workplaces diverged over time from the employment model of past decades when jobs paid family-supporting wages to a single earner. In Rock County, the poverty rate among families with just one earner (18.2%) was six times higher than the poverty rate among families with two earners (3.0%). Among Rock County's families headed by single mothers, over a quarter (28.8%) were experiencing poverty. The median income for all single mothers in Rock County is \$26,879. Notably, this income and poverty data for single parent households is not disaggregated by race. Based on trends in salary and income data that are disaggregated by race, we can only assume that the median income falls below \$26,879 for single mothers of color. This data demonstrates an ongoing gender pay gap that is furthered by racial discrimination in the workforce.



This set of circumstances is deeply exacerbated when looking at the economic well-being for Black and Latino/Latina communities as compared to the white community. Black and Latino households were more deeply impacted financially by the Great Recession and have taken longer to recover. For example, median household income among white households in Rock County rose 39.3% over the past 20 years, while income among Black households rose only 4.2%, barely above incomes from 2000. Notably, incomes for Black and Latino/a folks were higher in Rock County than incomes for Black and Latino/a folks statewide in 2000, but that is no longer the case. Over the last 30 years, income for African American households has been half that of whites. With respect to unemployment rates, compared to white residents of Rock County, African Americans are 3 times more likely to be unemployed and Latinos are 2 times more likely to be unemployed. These unemployment disparities are higher in Rock County than statewide. The disparities in unemployment are closely related to disparities in poverty rates.

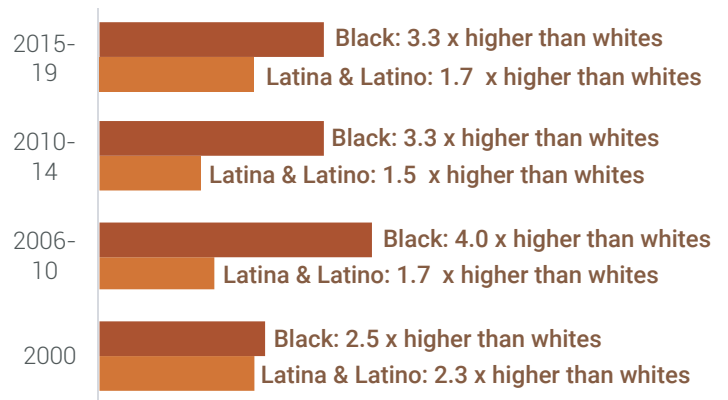
## Experiencing Poverty



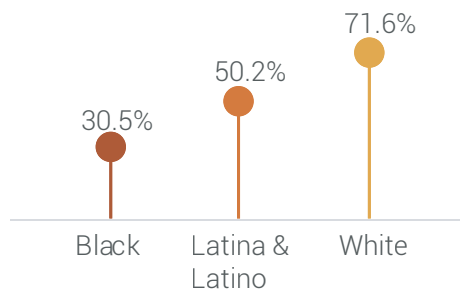
In Rock County, the percentage of Black residents experiencing poverty was over 3 times higher than the percentage of white residents experiencing poverty, and the percentage of Latina/o residents experiencing poverty was over 2 times higher than the percentage of white residents experiencing poverty, according to the most recent estimates.

Addressing unemployment, under-employment, and poverty in the Black and Latino communities is crucial to the future of Rock County. Notably, there have been significant positive outcomes in economic well-being that the community should further investigate. One such example is a higher rate of Black home ownership than the state average. Additionally, we found evidence of a lower rate of loan denials for home mortgages than the state average (see Appendix for further details). This indicates that something is working to turn the tide in the right direction in Rock County and needs to be identified, scaled up, and capitalized upon in order to bring home ownership up to the level experienced by white residents in Rock County.

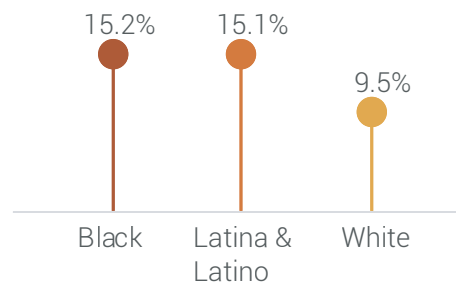
## Disparities in Unemployment Rates



## Home Ownership



## Loan Denial Rate





In the years since the closing of the GM plant, the Rock County Development Alliance has identified the following industries as targets for economic development: advanced & green manufacturing, business services & technology, food processing & technology, health care and medical technologies, logistics & supply chain, and value-added agriculture.

Furthermore, Rock County, specifically Beloit, has experienced major investments. Including many Downtown Beloit projects such as: restaurants, a hotel, condominiums, a baseball stadium, and Lincoln Academy. This level of concerted investment in the community is important to creating living wage jobs, and it is important that the benefits of such investments are intentionally designed to also support the economic well-being of communities of color in the area.

YWCA Rock County's community engagement process revealed an ongoing need to address unemployment and underemployment, lack of adequate and affordable childcare, increasing gentrification, housing instability, and high levels of poverty - all of which are reflected in the data. It is vitally important to listen to how residents are experiencing these economic inequities and work to combat them system-wide. As previously stated, the role of structural racism has undeniably contributed to a lack of economic stability for communities of color.

***“Historic denial of land, home ownership and access to resources” has “impacted generations & continues to do so” - Rock County Community Member***

When talking with stakeholders and leaders throughout Rock County, including SURJ (Showing up for Racial Justice) Beloit, NAACP - Beloit Branch, Community Action Inc., Rock County Human Services, and school district administrators, some common themes emerged:

- Increase the minimum wage
- Expand employment training opportunities including scaling up the Rock County Talent and Pipeline programming
- Address gentrification in neighborhoods like Maple Avenue, Fairbanks Flats, St. Paul and Merrill Avenues
- Increase diversity within the workforce
- Focus on inclusion, recruitment, and investment in new industry

## Recommendations:

Ideally, communities have varied employment opportunities that allow residents to obtain and maintain status in the middle class or better without a college education or advanced degrees. Given the history of Rock County, and the experience of many residents, it is critical that Rock County significantly increases the employment, income, and wealth of its low-income families of color. To increase the employment, income, and wealth of Rock County's low-income families of color, we recommend the following actions:

- Public, private, and non-profit employers should, individually or as groups, publicly commit to recruiting and hiring substantial numbers of additional workers from low-income households of color into quality, living wage jobs, and to increasing the racial and ethnic diversity of their overall workforces
- Formal employment training and job placement providers (public, private, and non-profit) should commit to identifying, engaging, training, and placing significantly more low-income parents of color into jobs with a career pathway, and do so in partnership with major employers
- County agencies, along with employers, training organizations, and youth-serving providers should significantly increase the opportunities for youth of color to participate in career preparation activities, work experience, supported career planning and management
- Community organizations, churches, neighborhood associations, family service providers, neighborhood centers, and advocacy organizations should actively help identify, encourage, support, refer, and mentor an increased number of unemployed parents of color who need job training or who are entering the workforce
- Rock County and private sector planning agencies should consider the county's changing demographics in the crafting of future economic development plans for the region, and center racial equity within planning processes. This could include investing in BIPOC (Black, Indigenous, People of Color) small businesses, and entrepreneurship programs that also increase access to low-cost capital



*Tiffany Bridge*

As described in the overview, for the purposes of this report and analysis, Race to Equity defines health within the framework of the social determinants of health. This framework focuses on the interconnection of society, environment, and physical health. It is an approach to understanding health as a myriad of (often non-medical) factors that contribute to the physical health of individuals and communities. Put another way, one's clinical health is not determined exclusively within the medical realm but is also influenced by outside factors.

## Health Insurance: Latinas & Latinos



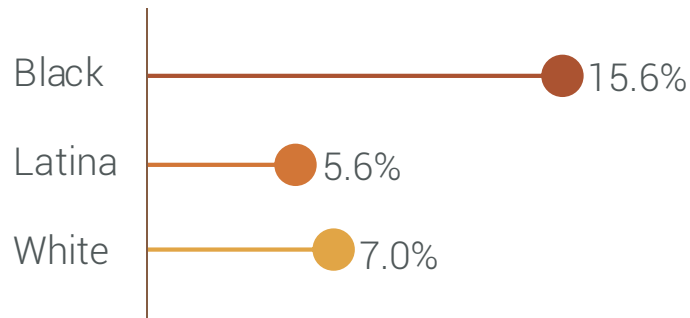
For the past decade, Rock County has ranked in the bottom twenty of the 72 Wisconsin counties and consequently, it is rated amongst the least healthy counties in the state. This ranking is determined by the County Health Rankings and Roadmaps - University of Wisconsin Population Health Institute, who analyze community health utilizing the SDoH framework. In addition, poor health outcomes are further exacerbated when assessing health along racial lines.

According to the above graphic, most Black and white residents of Rock County have health insurance, and about 4 out of 5 Latino/Latina residents have health insurance. Based on the community engagement conducted by YWCA Rock County, the community perception is that many Rock County residents lack insurance. Given this gap in county data and community perceptions, health insurance coverage may be an area where the census estimates are less precise and there is more need than available data alone might reveal. This perception correlates with the identification of lack of access to culturally conscious healthcare, transportation, and health literacy as factors contributing to poor health outcomes in Rock County. In assessing the above metric, it is imperative to understand that having health insurance does not equate to being able to truly access consistent, affirming, and appropriate healthcare, or equate to being healthy. As outlined in the SDoH framework, insurance is simply one factor amongst many which impact an individual's physical health. Further evidence of the need to more deeply examine health disparities in Rock County is shown in the data on infant and maternal health.



*Rock County Healthcare Center*

## Low Birthweight

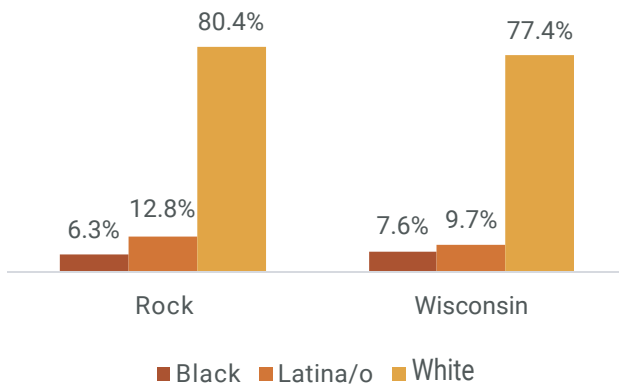


According to the above graphic, the percentage of babies born at low birthweights (LBW) to Black mothers in Rock County is over 2 times higher than the percentage of babies born to white mothers, while babies born to Latina mothers in Rock County are less likely to be born at low birthweights than those born to white mothers. It is widely understood that LBW has been correlated with infant mortality in the first year of a child's life. Furthermore, many LBW babies that live beyond their first year are often susceptible to various childhood morbidities. Although there is not currently a thorough understanding of what causes low birthweight, much research and evidence suggests that race is a significant factor. The cumulative stressors borne by Black mothers in particular as a consequence of racism has shown that even highly educated and well-resourced Black mothers are still more likely to have a low-birthweight baby than white mothers who are less educated and less financially resourced. There has been deep, intentional work done to increase prenatal health, education and support, as well as newborn and postnatal health, education, and support. However, it is clear that these efforts alone will not eliminate the risks of low-birthweight babies. Addressing the toxic stress associated with racism, which has been declared a public health crisis by the Rock County Board of Supervisors, is also crucial.

Another example of how race and ethnicity intersect with community factors and how it can dictate clinical health outcomes can be seen in the COVID-19 pandemic and its impact on communities of color in Rock County. Wisconsin Department of Health Services data (as of October 7, 2021) shows: 6.3% of positive cases were Black or African American (7.6% in Wisconsin) and 12.8% of positive cases were Hispanic or Latino (9.7% in Wisconsin). This quick snapshot tells us that the Black community in Rock County contracted COVID-19 at lower rates than across the state, while Hispanic or Latino folks in Rock County contracted COVID at higher rates than state averages. This may be connected to the high rates of Latinos working in the manufacturing and food processing industry in Rock County, and experiences at some of those workplaces. For many, this meant they had to face the impossible choice of risking their health (and life) or lose their employment and income.

<sup>3</sup> <https://www.tmj4.com/news/coronavirus/food-processing-plants-see-surge-in-covid-19-cases-including-more-than-100-in-darien>

## Covid-19 Cases



These issues are not unique to Rock County, nor are they unique to the COVID-19 pandemic. The disparities, concerns, and gaps uncovered by COVID-19 are rooted in longstanding systems of inequity and oppression. Much of what has been brought front and center by communities of color globally in response to this pandemic has the potential to transform public health. Furthermore, many of the recommendations brought forth by community members, leaders, and stakeholders in Rock County would help mitigate the above noted challenges faced in the area.

***“The world is changing, we have to grow with it, we need to understand and appreciate the different cultures that make up the world today.” – Rock County Resident***

Often the data that is used to describe community challenges and needs are not as comprehensive or as readily available to reflect all the concerns and needs of a community. In the engagement conducted by YWCA Rock County, it became clear that there are many organizations doing deep, intentional community-based work including: HEAR (Health Equity Alliance Rock), Rock County Public Health (RCPH), HealthNet, Building a Safer Evansville, Janesville Mobilizing for Change, Youth 2 Youth, Community Action, Inc., and Aging and Disability Resource Center of Rock County. The work of these organizations has brought Rock County free medical and dental clinics, community education programs, community-based safety initiatives, childcare support, housing support, and much more. These groups also articulated the following health issues as being of great concern:

- Lack of access to adequate healthcare
- Infant and maternal health disparities
- Mental health access
- Prevalence of substance abuse

Furthermore, given that much of the engagement conducted by YWCA Rock County was done in the midst of the pandemic, many community members identified Covid specific related concerns:

- Distrust of health systems amongst communities of color
- Disproportionate impact of COVID-19
- Higher levels of deaths in Beloit than other Rock County cities, villages, towns
- Disparities in COVID-19 vaccination rates

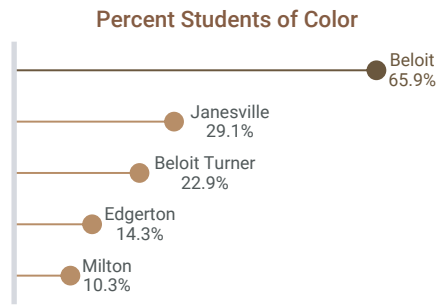
It's important to note the work being done by RCPH, (whose model has long been rooted in community engagement to support the health of Rock County residents, with the goal of more deeply understanding the health needs of the community) is critical to making progress on racial disparities in health outcomes. This approach builds an important foundation for future relationships between residents and local government agencies.

## Recommendations:

- Health institutions in Rock County should work to hire, train, and retain diverse health providers across all health systems in Rock County with emphasis on mental health providers. More specifically, expand mental health provider networks to include virtual opportunities for patients to connect with a diverse population of healthcare professions until Rock County is able to increase diversity, in this area
- Health institutions should explore opportunities to employ diverse community health educators and health navigators
- Increase access to clinical health care service by providing public health transportation options and routes, and offer low/no cost public transportation to and from health centers, clinics, and hospitals
- Increase access to multilingual staff, forms, and providers in area health clinics, centers, and hospitals
- Continue to engage community in broader public health initiatives, efforts, and programs such as HEAR, which work to engage community
- Further enhance collaboration and partnership amongst health providers in Rock County by investing in local health equity initiatives such SSM Health's Community Health Mini Grants
- Invest in infant and maternal health and explore opportunities to develop regional doula program targeting Black birthing persons

# EDUCATION

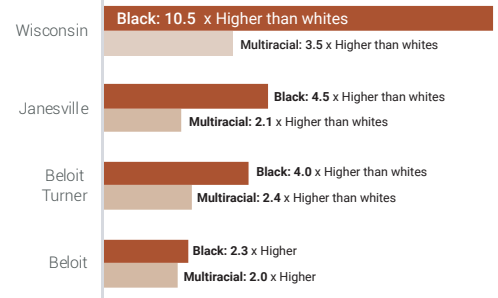
Racial disparities in education have been identified as an area of concern in Wisconsin over the years. When examining the circumstances in Rock County, educational outcomes vary widely by race. These disparities are evident when looking within even the city of Beloit, the Beloit School District, and the Beloit-Turner School District. It is clear that the educational experience of students of color is vastly different than that of white students in Rock County.



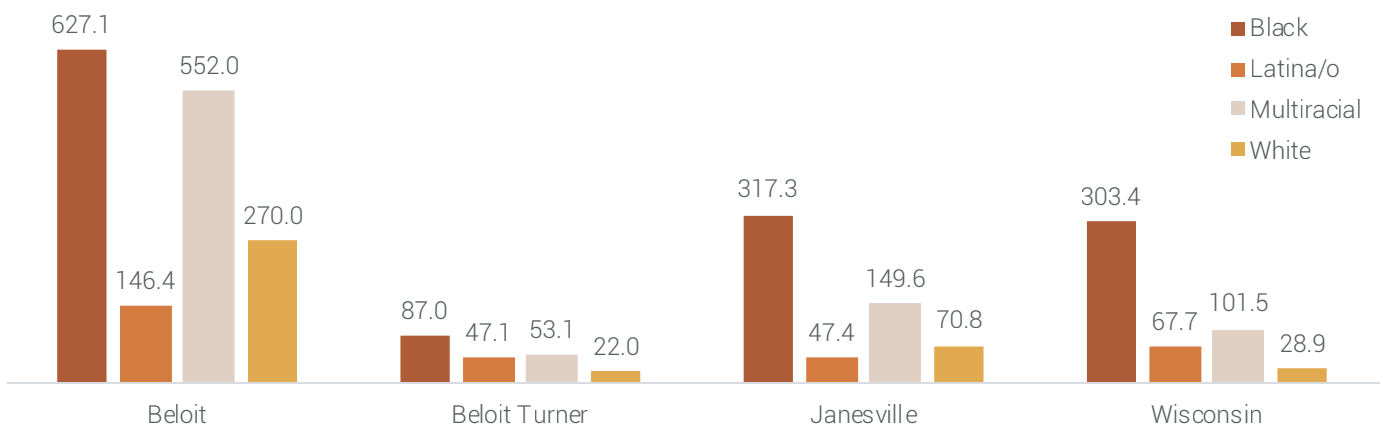
One such example of disparate experiences is evident in out-of-school suspension rates. Rates of out-of-school suspensions were far higher for Black and Multiracial students in many Rock County districts (where data was available) than for white students in 2018-19.

Despite being virtual for part of the school year, the number of out-of-school suspensions in 2019-20 was not much lower compared to the previous school year. In 2019-20, the School District of Beloit, total out-of-school suspension rates were 4 to 11 times higher than other larger districts in Rock County and 5 times higher than the statewide rate. When compared to smaller districts in the county, the starkest contrast was evidenced between Beloit and Parkview, where the total out-of-school suspension rate for the School District of Beloit is 18 times higher that of the smaller Parkview School District. Notably, even in the 2019-2020 school year in Janesville school district, Black youth were 20.3% of out-of-school suspensions but only made up 5.4% of enrollment, thus here too are greatly over-represented.

Disparity in Out-of-School Suspension Rates Compared to White Students: 2019-20

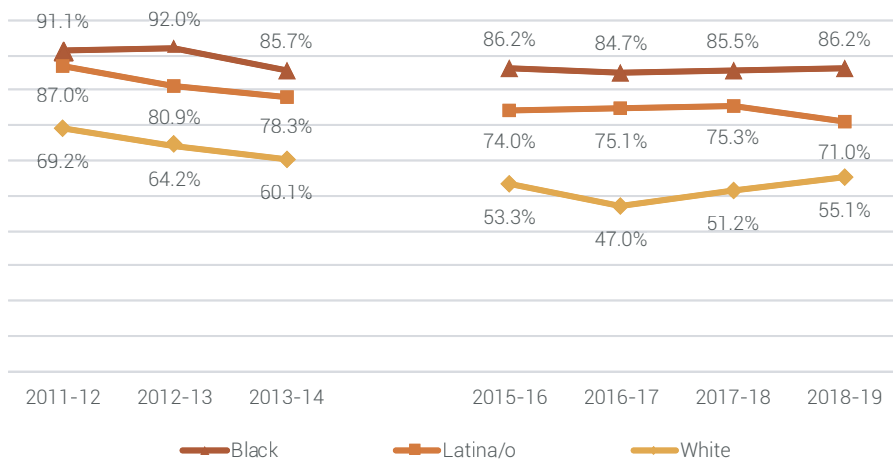


Out-of-School Suspension Rates per 1,000 Students: 2019-20

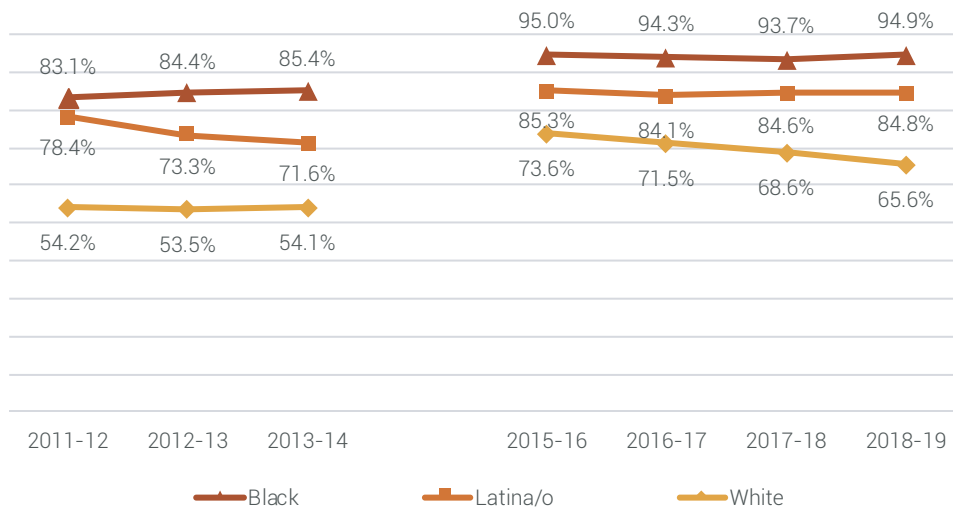


Like statewide statistics, racial and ethnic disparities in reading and math proficiency on statewide assessments are evident in Rock County. Lack of reading proficiency in 4th grade was 1.6 times higher among African American students than white students, while lack of math proficiency in 8th grade was 1.4 times higher among African American students than white students. These assessment results were pre-pandemic averages across a span of several years. The impact of the transition away from in-person learning during public health orders remains to be seen. Math and reading proficiency are critical for long term academic success. Disparities are also present in college completion rates. The percentage of Black residents of Rock County with a bachelor’s degree or higher level of education is about half that of white residents. Among Latina and Latino residents, the percentage with a bachelor’s degree or higher level of education is less than half that of white residents.

**Percentage Not Proficient in Reading**



**Percentage Not Proficient in Math**





Furthermore, it will be important to look at these indicators again for the 2021 – 2022 academic year as many students return to in-person instruction. Similarly, it will be critical to continue to track proficiency levels to assess the impact of the disruption on long-term learning and proficiency. Given the experience of the pandemic we can hope that school systems will reflect on how to effectively address the needs of all their students and specifically the needs of Black and Brown students.



*Peace Park*

The disparities brought forth through the data are concerning for students of color and these concerns about educational opportunity were shared by residents, leaders, and stakeholders.

The following is a list of concerns that were shared:

- Need to address the unconscious bias of educators, school staff and school/district administration
- Language and cultural barriers for non-English speaking students/families
- Unmet mental health needs of students and staff
- Need to increase support for students with adverse childhood experiences/implementation of trauma informed care
- Need for more wraparound services in order to avoid taxing the school system with providing those wraparound services.
- Disparities in enrollment in advanced placement and dual credit courses
- Need to address the teacher shortage which is stressing the system as a whole
- Need to increase diversity of educators, school staff and school/district administration
- Need to discuss the role and presence of School Resource Officers (SRO). Notably, districts around the county have very different opinions and practices when it comes to the presence of SRO's.

Given much of the engagement conducted by YWCA Rock County was done during the pandemic, many community members also identified: lack of access to quality internet and alternative education programs, academic setbacks, and the interconnection of emotional wellbeing and academic success.

Like concerns identified in health correlated with COVID-19, these issues in education are not unique to Rock County nor are they unique to the COVID-19 pandemic. These issues are rooted in longstanding systems of inequity and oppression. Much of what has been brought to the forefront by this pandemic and the disproportionate impact on communities of color has to be addressed and the lessons learned have to be applied to meet the potential to transform education to be more responsive to the needs of communities of color.

Some of this transformation seems to already be finding momentum as many community members identified progress as to current programs, initiatives, and approaches which have the potential to decrease racial disparities in the area. Those include:

- Many districts in Rock County have already invested in the training and education of their faculty and staff. These learning opportunities have centered on diversity, equity and inclusion, been diverse and student centered.
- Some districts in Rock County have piloted mental health programs to provide wraparound services for students on site.

- Some Rock County districts have benefitted from their proximity and access to multiple higher education institutions by launching partnership programs for training, development and dual credit options.
- County wide investment in early literacy
- Some districts in Rock County have attempted to diversify their curriculum by implementing curriculum evaluations which evaluate for diversity and equity.
- Many districts in Rock County have removed unnecessary prerequisites for advanced placement courses in order to increase and diversify enrollment
- Some districts in Rock County employ youth advocates to support academic achievement and emotional support utilizing a peer - to - peer model
- Many Rock County districts have implemented programs and initiatives to improve family engagement
- Some Rock County districts have invested in programs which support college readiness such as AVID

## Recommendations:

- Expand Janesville Mobilizing for Change “handle with care” program county-wide to ensure students at risk for behavioral response to out of school circumstances are supported through trauma informed care
- County school systems and community organizations should intensify their commitment and actions to diversify their teaching and support workforces to reflect the diversity of student populations more closely
- County school districts should further deepen the priority they place on early grade interventions and strategies that can increase the percentage of students of color who demonstrate grade level reading proficiency in 4th grade
- County school systems and community organizations should extend attendance monitoring, mentoring, tutoring, and counseling support to those students at greatest risk of not meeting academic success benchmarks, especially School Age Parents (SAPAR) students, and students eligible for McKinney-Vento services including our unaccompanied youth
- County school systems should adopt or expand effective behavioral and classroom/school management practices that significantly reduce reliance on out-of-school suspensions as a conduct management response
- County school systems should increase their investment in teacher training and support aimed at enhancing the teaching corps’ overall effectiveness in supporting students of color in meeting high standard learning goals

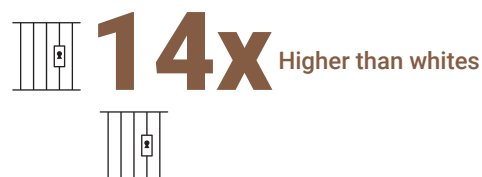
# Deep End System: Child Welfare, Juvenile Justice, and the Adult Criminal Justice System

Child welfare, juvenile justice, and criminal justice are what many refer to as the deep end systems: the end of the pipeline where a government-run system is very much part of the individual or family's lives. Moreover, systems often reflect extreme circumstances that have compounded across the lifespan, such as poverty, trauma, educational disruption, and mental health needs that have been unaddressed. In addition, these systems are under the control of administrators, social workers, lawyers, parole officers, judges, and police departments - systems that have historically, and to the present day, consciously or unconsciously administered "justice" in ways that disproportionately impact communities of color through greater foster care placements, higher arrest rates, and incarceration. As a consequence, racial disparities are often strikingly acute in these areas. Involvement as a youth in the juvenile justice system is an important predictor of future involvement in the justice system as an adult.

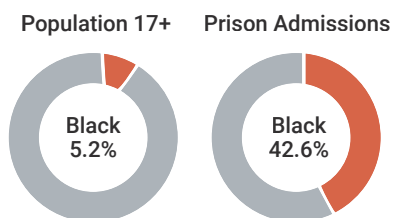
In the case of Rock County, the story does not differ dramatically from the rest of the state when it comes to Black youth and adults in the criminal justice system: they are over-represented at nearly every stage of the system. However, there are some very interesting signs that the tide may be slowly turning as a consequence of intentional efforts towards change, as well as external factors like the impact of a pandemic on arrests.

In 2020, Black adults (Rock County residents age 17 and older) were widely overrepresented among admissions to prison. Though they compose only 5.2% of the county's entire population, 42.6% of all admission to prison from Rock County were Black. Additionally, rates of 2020 prison admissions (per 1,000 population) were 14 times higher among Black residents of Rock

## Black Prison Admissions



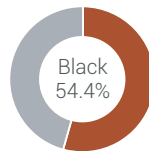
County than among white residents. Prison admission rates for Black residents were also two times higher in Rock County than they were statewide in 2020. There is no question that Rock County is contributing to the state of Wisconsin having the highest Black incarceration rate in the country. As described in The Color of Justice, a new report from The Sentencing Project, 1 of every 36 Black Wisconsinites is in prison, and our state's Black



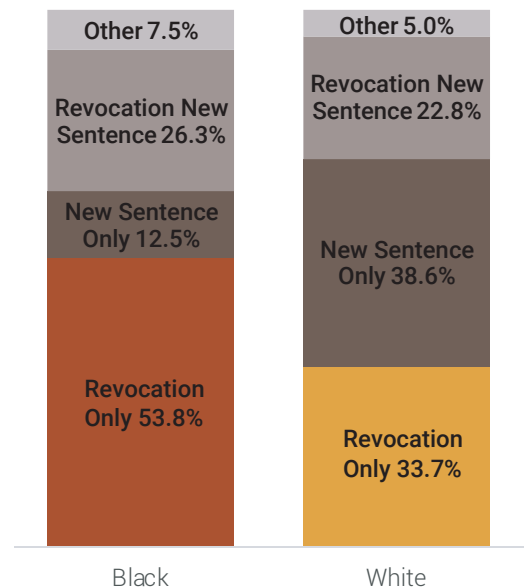
imprisonment rates were the highest of any state in the nation.<sup>4</sup> Furthermore, racial disparities in Rock County’s prison admission rates are being driven by the fact that 1 out of 2 prison admissions for Black residents of Rock County in 2020 is due to violations of a rule of supervision but not necessarily a crime (this situation is referred to as revocation). In comparison, 1 out of 3 prison admissions for white residents were due to revocation only.

Understanding the role that judges and parole officers are playing and how that can disproportionately harm communities of color (and in this case, the Black community in particular) is key to the work of successfully tackling systemic racism directly and effectively. More specifically, from 2019 to 2020, adult arrests in Janesville and Beloit dropped by about 20%-30%. This is likely because of the impact COVID -19 had on policing due to policies related to intentionally reducing the detention of individuals in congregate settings. However, while there was a reduction in arrests during 2020 compared to 2019, the public health policies that led to that reduction in arrests in order to reduce the spread of COVID-19 may not have been extended to those on supervision (on parole and probation, etc.), who were still returned to prison in high numbers. Disparities between Black and white residents lingered and even worsened in 2020 because that same approach to protecting public health in congregate settings did not extend equally to Black people, especially with respect to revocations.

All Revocation Only Prison Admissions



2020 Rock County Prison Admissions by Type



The impact of COVID-19 on youth arrests has been profound. In 2019, the Beloit Police Department disproportionately arrested more Black youth than white youth. Though in 2020, youth arrests from the Beloit Police Department dropped across the board for both Black and white youth, male and female racial disparities persisted. Arrests of Black male youth remained higher than arrests of white male youth in 2020. The reductions in arrests happened for the same reasons that arrests generally declined for adults. Moreover, the intersection of school discipline and youth arrests (the “school to prison pipeline”) might have contributed greatly to these declines in youth arrests as there was limited in-person school and very few community spaces where disruptions could arise because they were also closed due to COVID -19. It will be key going forward to assess the positive impact of less police involvement and arrests and to build on the lessons learned with respect to community safety and the impact on the future of youth.

<sup>4</sup> <https://www.sentencingproject.org/publications/color-of-justice-racial-and-ethnic-disparity-in-state-prisons/?eType=EmailBlastContent&eid=9d670e98-9fb8-40ab-b895-9158bde3b8f5>

Many who are in the youth justice system have also had an interaction with the child welfare system, according to the Wisconsin Department of Children and Families. For many Black children, their presence in out-of-home care is overrepresented in comparison with their population. However, there has been a slight decrease in the percentage of children in out-of-home care who are Black from 2017-2019 in Rock County, and an increase in the percentages of children who are white, as well as those who are Latino/a children.

Suggestions from and experiences of community members on juvenile justice, child welfare, and adult criminal justice systems include:

- Need more placement options for youth because many are being sent out of county and even out of state, meaning the connection to family, community and school has been completely severed.
- Add more resources and activities for emerging adults to meet their educational, family, and career development needs
- Increase presence and access to school-based diversion programs

## **Recommendations:**

- Further explore revocation only incarceration disaggregated by race and assess what is occurring in patterns of revocations in order to contribute to conversations about this challenge and its resolution with local community advocates
- Eliminate the use of fines and fees for youth
- Evaluate the role of School Resource Officers and arrests within schools to determine how this impacts youth involvement in the juvenile justice system
- Invest in more restorative justice programming in all sectors - schools, and the youth and adult justice systems. Invest in mental health services in both school and community settings, including accessible child and adolescent psychiatric care and culturally appropriate counseling
- Scale up and use the voice of youth as is being done through the presence of the Youth Advocates group in Janesville, and scaling up youth to youth peer groups
- Increase supports in order to expand Community Action Inc.'s mentoring program
- Scale up communications across systems of health, police, shelters, and education to flag those with mental health needs and provide appropriate services such as programs like the Janesville Mobilizing for Change: "handle with care" program
- Amplify the work of Justice Overcoming Borders (JOB, a part of the statewide organization WISDOM), whose primary purpose is to create strong coalitions of ordinary people to powerfully engage and impact public decisions

## Conclusion:

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This report summarizes several years of data collection, analysis, and community engagement aimed at promoting greater public awareness and understanding of the depth and breadth of racial and ethnic disparities in Rock County, Wisconsin.

The preliminary findings and recommendations included in this report are not offered to settle discourse, but to deepen it. Race to Equity offers a baseline data set as a potential launching pad for inclusive and sustained community conversations focused on moving Rock County away from disparity and toward an environment with equitable access and equality of opportunity for all residents.

There is no question that racial and ethnic disparities exist in Rock County, and they need to be addressed with urgency in order to ensure a thriving, diverse, inclusive, and equitable future for all Rock County residents. While there are real signs of change and hope for Rock County's collective future, a vital step to moving forward will be important and sincere discussions about the implications of policy decisions in areas of human services, employment, housing, education, healthcare, juvenile justice, and the impacts of policy, systems, and structures on communities of color. Residents, leaders and community advocates of color need to be engaged, respected, and listened to, and their messages acted upon, as discussions around further development occur in Rock County. Furthermore, long standing divisions and perceptions need to be overcome, and the community needs to re-imagine Rock County as a community that centers the needs of those furthest from opportunity.

Moving forward, cross sector discussions must take place amongst community members, leaders, and stakeholders. These discussions should center on race and ethnicity, racism, racial and ethnic equity, and systems of oppression. Conversations should lead to shared solutions. Alongside these conversations, white residents, leaders and stakeholders must yield to people of color, who are knowledgeable about solutions for their own communities as well as for the county as a whole, and know what the community needs. The space for dialogue which includes BIPOC leaders and residents should be rooted in belonging and respect.

It is evident that there are many brilliant folks in the Rock County area that have solutions in the scope of initiatives, programs, partnerships, etc. People in power in Rock County should examine what is already in place, what is working, and seek opportunities to scale up these options and invest directly in people and communities of color.

Race to Equity recognizes this analysis stands on the shoulders of the hard work, advocacy, pain, and perseverance of countless people of color in Rock County. Given Race to Equity's role as external contributors there are limitations on the depth and scope of our work.

Consequently, the work going forward should be guided by and driven by local stakeholders. It is our hope, that at a minimum, this report captured the spirit and vision of Rock County through the lens of racial equity.

We believe that the critical next steps for Rock County begin with the following: continue to discuss and reflect about the role race and racism plays in outcomes for communities of color in Rock County and its future. Further, conduct data analysis within systems disaggregated by race and ethnicity, actively collaborate with one another, listen to those with lived experience, and share power. Lastly, invest resources and focus government budgets with an eye toward racial equity.

## Thank You

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Our sincerest thank you to all those that we talked with that guided this report. Your willingness to add your perspective about the challenges as well as what's working and what is hopeful is invaluable. The following is not an exhaustive list of all who are working hard on racial equity, but it is our best attempt to honor the work.

Beloit Chamber of Commerce, Beloit Police Department, Beloit Public Library, Beloit Service Providers, Beloit Together, Beloit Turner School District, Blackhawk Bank, Boys and Girls Club Janesville, City of Beloit, City of Janesville, City of Milton, Clinton Community School District, Community Action, Inc. of Rock and Walworth Counties, Community Health Systems, Community Resources for Latinos, Concerned Black Citizens of Beloit, County of Rock, Court Appointed Special Advocates, DEFY Domestic Abuse Beloit, Diversity Action Team of Rock County, Edgerton Police Department, Evansville Police Department, Even Start, Family Services, Fatherhood Initiative, Forward Janesville, Health Equity Alliance of Rock County, Health Net, Hedberg Public Library, Homeless Intervention Task Force, House of Mercy Homeless Center, Janesville Police Department, Janesville School District, Justice Overcoming Borders, Janesville Mobilizing for Change, Latino Service Providers Coalition, Milton Police Department, Mrs. Linda Fair, Ms. Wanda Sloan, NAACP – Beloit Branch, Parkview School District, Public Health of Rock County, Rock County Human Services, Rock County Public Defender's Office, Rock County Public Health Department, Rock County Human Services Board, Rock County Public Health Board, Rock County Human Services Management Team, Rock County Sheriff Department, RWCFS Head Start/Early Head Start, School District of Beloit, School District of Janesville, School District of Milton, SURJ Beloit, Stateline Community Foundation, Stateline Community Foundation-Women's Fund Committee, Visit Beloit, WIC, Yellow Brick Road, Eric Williams Community Action Inc., United Way - BlackHawk Region





## Acknowledgements

We would like to specially acknowledge the support, partnership and contributions that made this report possible. Generous funding was made possible by the Wisconsin Partnership

Program Community Impact Grants Program:

The Wisconsin Partnership Program supports community-driven work and recognizes that successful research and interventions depend on engaging communities as partners. The overarching goal of the Community Impact Grant Program is to advance health equity in Wisconsin communities by supporting community-academic partnership initiatives that address the social determinants of health and root causes of health inequities and are informed and implemented by those most impacted by them.

Silver Lynx Consulting, LLC. for providing data analysis and writing assistance in this report.

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Kids Forward, Inc: for their support of the Race to Equity project and their ongoing work to address racial equity across the state.

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eliminating racism  
empowering women  
**ywca**  
Rock County

## Appendix I

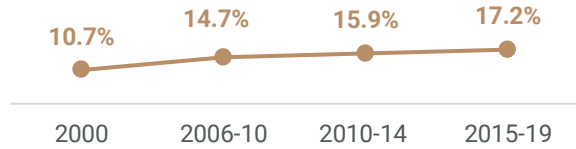
### Data Summaries on Baseline Well-Being Measures

<b>DEMOGRAPHICS</b>	<b>1</b>
<b>ECONOMIC WELL-BEING</b>	<b>4</b>
<b>HEALTH</b>	<b>12</b>
<b>EDUCATION</b>	<b>15</b>
<b>DEEP END SYSTEMS</b>	<b>27</b>

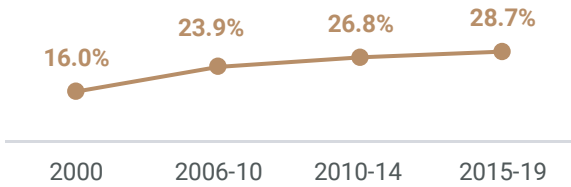
# Demographics

Further details for demographic data are found in the tables and endnotes on the following pages<sup>i</sup>. Racial and ethnic diversity in Rock County has risen slowly over the past decade. In 2015-19 five-year estimates, 17.2% of all residents were people of color, including 8.7% Latina and Latino residents, and 4.3% Black residents<sup>ii</sup>. In 2000, residents of color were 10.7% of Rock County’s population (3.9% Latina/o, and 4.4% Black)<sup>iii</sup>. The percentage of the population who are residents of color has been similar in Rock County and statewide. The pace of growth in the population of color has also been similar in Rock County and statewide. About 4 in 10 residents of the city of Beloit was a person of color (39.3%) compared to about 1 in 10 residents of the city of Janesville (11.4%)<sup>iv</sup>.

Population of People of Color



Population of Children of Color

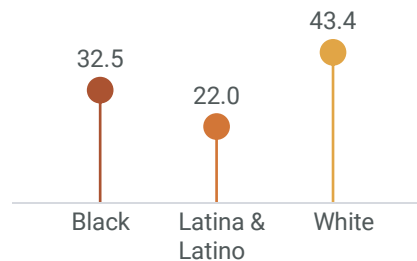


Nearly a quarter (23.4%) of Rock County’s population were children under the age of 18<sup>v</sup>. The percentage of children of color in the child population has been growing. In 2000, about 1 in 6 children in Rock County (16.0%) were children of color (including 5.8% Latina/o children, and 6.2% Black children)<sup>vi</sup>. In 2015-19, about 1 in 4 of the county’s children are estimated to be children of color, including 15.3% Latina/o children and 5.0% Black children<sup>vii</sup>. The percentage of children of

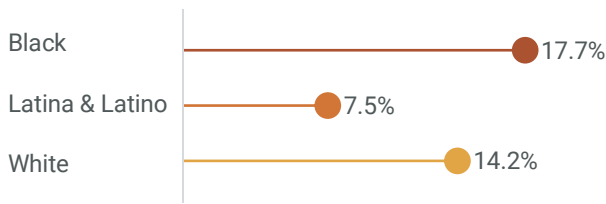
color in the population has been fairly similar in Rock County and statewide. The number of children in both Rock County and Wisconsin has been declining over time.

Less than 1% of all households in Rock County (0.8%) are estimated to be “limited English speaking” households (a fairly conservative definition indicating that all members of the household age 14 and over have at least some difficulty with English)<sup>viii</sup>. An estimated 2.7% of county residents and 2.7% of state residents were not U.S. citizens, according to U.S. Census data<sup>ix</sup>. The median age for all residents of Rock County was 39.5 years old<sup>x</sup>. Among Latina and Latino residents, the median age was more than 20 years younger than among white residents<sup>xi</sup>.

Median Age



### People With a Disability



About 2 in 15 residents of Rock County report having a disability. The percentage of Latina/o residents reporting a disability was notably lower than the percentage of Black or white residents reporting a disability<sup>xii</sup>.

*In the tables below, racial groups do not include people who are Latina/o, and Latina/o people may be of any race. Data for Native American populations, Native Hawaiian and Other Pacific Islander populations, and populations of Another Race are presented here for informational purposes, but margins of error for these estimates indicate that the accuracy of these counts and percentages should be considered with caution.*

#### RACE AND ETHNICITY: ROCK COUNTY

	2006-10		2010-14		2015-19	
	#	%	#	%	#	%
Black	7,853	4.9%	5,524	3.4%	6,996	4.3%
Latina and Latino	11,195	7.0%	12,685	7.9%	14,107	8.7%
Native American	153	0.1%	286	0.2%	390	0.2%
Asian American	1,534	1.0%	1,770	1.1%	2,018	1.2%
Native Hawaiian and Other Pacific Islander	50	< 0.1%	38	< 0.1%	17	< 0.1%
Another Race	61	< 0.1%	23	< 0.1%	83	< 0.1%
Multiracial	2,642	1.7%	5,208	3.2%	4,223	2.6%
White	136,476	85.3%	134,931	84.1%	134,318	82.8%
ALL	159,964	100.0%	160,465	100.0%	162,152	100.0%

#### RACE AND ETHNICITY: WISCONSIN

	2006-10		2010-14		2015-19	
	#	%	#	%	#	%
Black	343,420	6.1%	351,201	6.1%	364,060	6.3%
Latina and Latino	310,549	5.5%	355,292	6.2%	394,392	6.8%
Native American	45,340	0.8%	45,617	0.8%	46,936	0.8%
Asian American	121,582	2.2%	136,534	2.4%	160,706	2.8%
Native Hawaiian and Other Pacific Islander	1,444	< 0.1%	1,176	< 0.1%	2,107	< 0.1%
Another Race	5,446	0.1%	3,674	0.1%	6,068	0.1%
Multiracial	74,741	1.3%	97,487	1.7%	110,848	1.9%
White	4,735,425	84.0%	4,733,711	82.7%	4,705,599	81.3%
ALL	5,637,947	100.0%	5,724,692	100.0%	5,790,716	100.0%

**RACE AND ETHNICITY: BELOIT**

	2006-10		2010-14		2015-19	
	#	%	#	%	#	%
Black	5,336	14.4%	3,857	10.5%	4,445	12.1%
Latina and Latino	6,118	16.5%	6,979	18.9%	7,455	20.2%
Native American	66	0.2%	78	0.2%	180	0.5%
Asian American	355	1.0%	374	1.0%	540	1.5%
Native Hawaiian and Other Pacific Islander	8	< 0.1%	0	0.0%	5	< 0.1%
Another Race	18	< 0.1%	0	0.0%	75	0.2%
Multiracial	1,012	2.7%	1,988	5.4%	1,794	4.9%
White	24,107	65.1%	23,600	64.0%	22,342	60.7%
ALL	37,020	100.0%	36,876	100.0%	36,836	100.0%

**RACE AND ETHNICITY: JANESVILLE**

	2006-10		2010-14		2015-19	
	#	%	#	%	#	%
Black	1,739	2.7%	1,076	1.7%	1,450	2.3%
Latina and Latino	3,472	5.5%	3,238	5.1%	3,456	5.4%
Native American	62	0.1%	132	0.2%	126	0.2%
Asian American	774	1.2%	1,025	1.6%	948	1.5%
Native Hawaiian and Other Pacific Islander	20	< 0.1%	0	0.0%	9	< 0.1%
Another Race	28	< 0.1%	0	0.0%	0	0.0%
Multiracial	1,122	1.8%	1,827	2.9%	1,356	2.1%
White	56,224	88.6%	56,376	88.5%	56,900	88.6%
ALL	63,441	100.0%	63,674	100.0%	64,245	100.0%

**RACE AND ETHNICITY: CHILDREN**

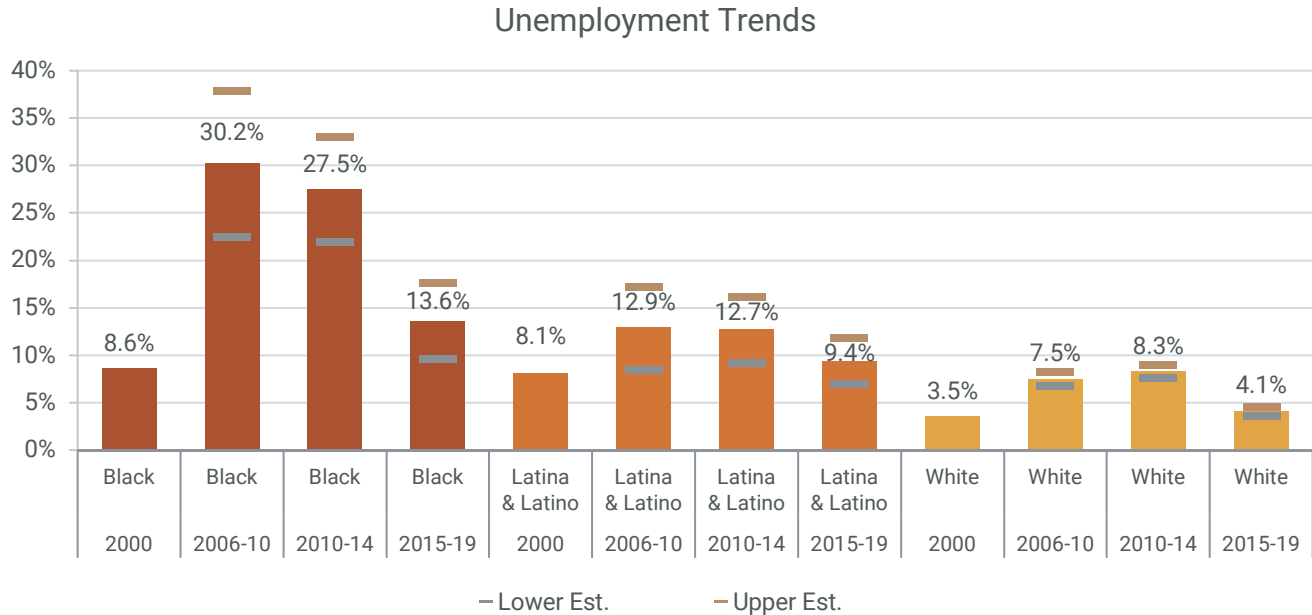
	Rock County			Wisconsin		
	2006-10	2010-14	2015-19	2006-10	2010-14	2015-19
Black	7.5%	4.6%	5.0%	8.8%	8.7%	8.8%
Latina and Latino	12.1%	14.3%	15.3%	9.3%	10.8%	11.8%
White	76.1%	73.2%	71.3%	74.9%	72.6%	70.6%
ALL	40,465	38,925	37,823	1,338,558	1,313,243	1,278,427

Counts for racial and ethnic groups of children were not available, only percentages.

# Economic Well-Being

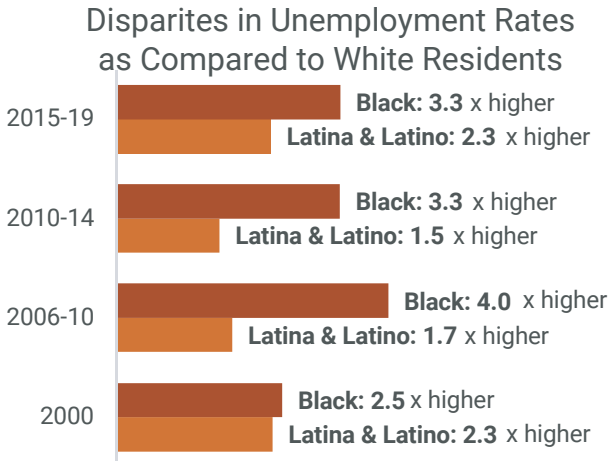
Details for economic indicators are presented in the tables on the following pages<sup>xiii</sup>. These data primarily reflect pre-pandemic experiences.

Unemployment rates in Rock County among Black and Latina/o residents are based on small numbers of people experiencing unemployment, which means that the true unemployment rate can be difficult to estimate, and that the actual percentage of people experiencing unemployment ranges between high and low estimates that can represent a wide gap<sup>xiv</sup>.



For example, 13.6% of Rock County’s Black residents were estimated to be experiencing unemployment in the most recent 2015-19 data, but this percentage could range from a low of 9.6% to a high of 17.6%. Experiences of unemployment have been consistently more severe among Black residents of Rock County<sup>xv</sup>. Though rising between 2000 and 2006-10 for many racial / ethnic groups, unemployment more than tripled over that time among Black residents, and has still not returned to the lower rates of 20 years ago among Black residents.

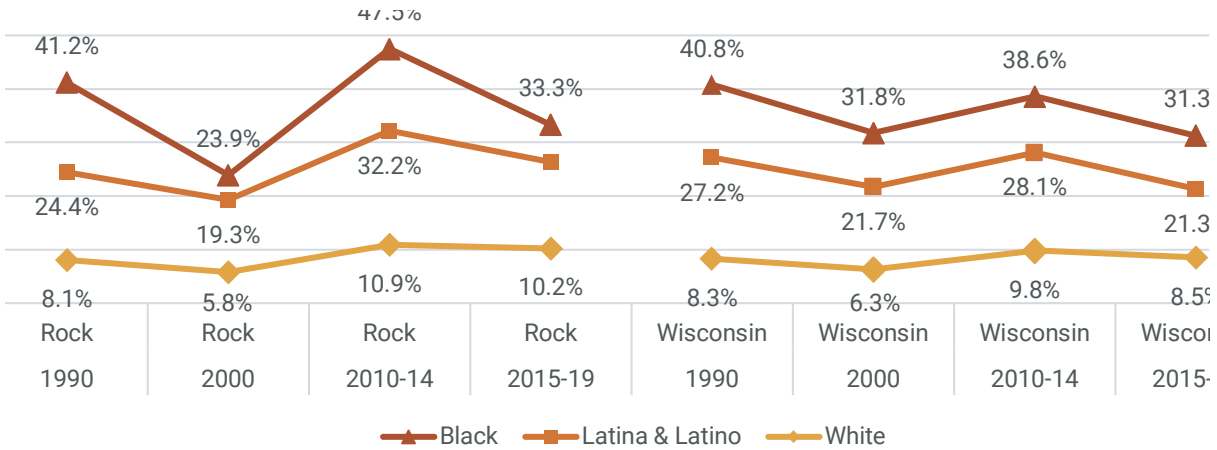
Unemployment rates among Black residents have remained 2-4 times higher than among white residents for the past 20 years. Among Latina and Latino residents, earlier progress in easing unemployment disparities has been lost more recently. In 2000, unemployment rates



were 2.3 times higher among Latina/o residents than among white residents, dropping to only 1.5 times higher in 2010-14, then again returning to levels 2.3 times higher in 2015-19. This is likely due to unemployment rates dropping more steeply among white residents than among Latina/o residents between 2010-14 and 2015-19. Current unemployment disparities were higher in Rock County than statewide among Black residents, but similar at the county and state level among

**Experiencing Poverty**

Rock County, 1 in 3 Black residents, 1 in 4 Latina and Latino residents, and 1 in 10 white residents were experiencing poverty according to the most recent 2015-19 estimates<sup>xvi</sup>. Though experiences of poverty remain high among Black residents, progress has been made since 2010-14 estimates, when nearly 1 in 3 residents were experiencing poverty<sup>xvii</sup>. Poverty rates have also reduced from 2010-14 estimates among Latina and Latino residents, when nearly 1 in 3 were experiencing poverty.



The percentage of Black residents experiencing poverty in Rock County has varied widely over time, more widely than among Latina and Latino residents<sup>xviii</sup>. These county trends parallel similar but more moderate statewide trends over time. Increases in poverty among all racial / ethnic groups in 2010 may have been a result of the Economic Recession occurring nationwide during that period.

In Rock County, the percentage of Black residents experiencing poverty was over 3 times higher than the percentage of white residents experiencing poverty, and the percentage of Latina/o residents experiencing poverty was over 2 times higher than the percentage of white residents experiencing poverty, according to the most recent estimates. In 2010-14, racial disparities between Black and white residents were more severe in Rock County than statewide: in Rock County, the percentage of Black residents experiencing poverty was 4.4 times

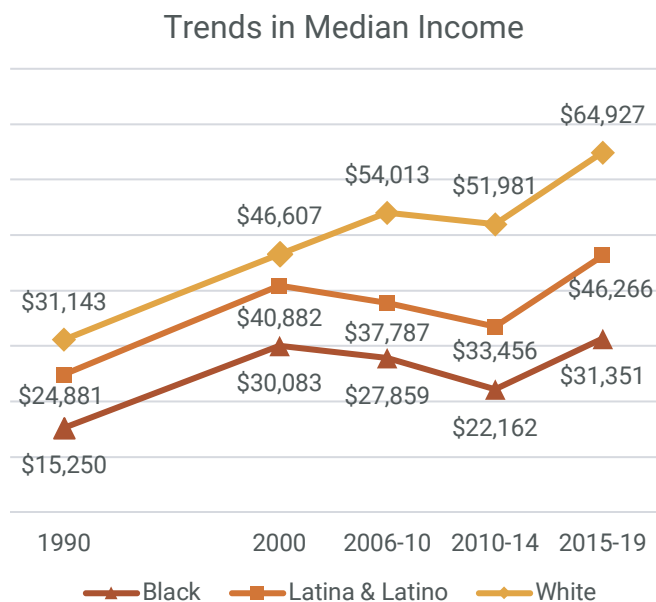
**Black Poverty Rates**  
**2-3x**

higher than the percentage of white residents experiencing poverty, and in Wisconsin, the percentage of Black residents experiencing poverty was 3.9 times higher than the percentage of white residents experiencing poverty. However, by 2015-19, this pattern had reversed, and racial disparities between Black and white residents in Rock County were less severe than statewide: in Rock County, the percentage of Black residents experiencing poverty was 3.3 times higher than the percentage of white residents experiencing poverty, and in Wisconsin, the percentage of Black residents experiencing poverty was 3.7 times higher than the percentage of white residents experiencing poverty. Disparities between Latina/o residents and white residents in Rock County have generally matched statewide disparities over the past 20 years.

Since 1990, the median income of Black households has typically been about half or less than half of the median income of white households in Rock County<sup>xix</sup>. Similar disparities were present statewide between the median incomes of Black and white households over the past 30 years. Moderate disparities in median income were also present between white households and Latina/o households throughout this period (both in Rock County and statewide), with this gap widening since 2006-10 and both the county and state level.

Since 2000, median income has generally been higher in Rock County than statewide among Black households<sup>xx</sup>. Incomes were higher in Rock County than statewide among Latina and Latino households from 2000 to 2010-2014, and were very similar to statewide incomes in recent estimates.

Median income has not been steadily rising over time for all households in Rock County. Though during the decade of 1990-2000, median household income did increase for all racial / ethnic groups, trends then diverged. Median incomes fell among Black and Latina/o households through 2010-14, while continuing to generally rise among white households (with a minor drop 2010-14). Between 2010-14 and 2015-19, median income again increased for all racial / ethnic groups. Over the past 20 years, income among white households in Rock County rose 39.3%, while Black households have essentially worked to return to the levels of income earned back in 2000 (only rising 4.2% beyond that amount in 20 years). Due to inflation, however, the value of a dollar in 2000 is not the value of a dollar today, meaning that the same income is worth much less in purchasing power. The median household income among Black households in 2000 (\$30,083) would be worth \$46,112.53 in 2019 dollars, but the actual current median income for Black households has only risen to \$31,351.<sup>xxi</sup>





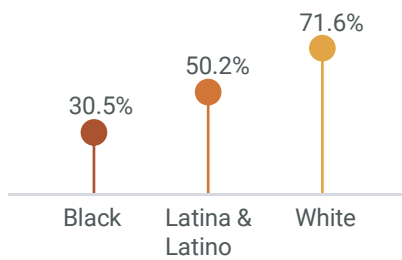
According to Dr. Amy K. Glasmeier at the Massachusetts Institute of Technology, the living wages listed below are the hourly rates that a resident of Rock County must earn while working full-time to support their family’s necessary costs<sup>xxii</sup>. For households with two working adults, the values listed are per working adult. For comparison, current median income in Rock County for families with one earner (of any race or gender) was \$46,893 as reported in census data, a substantial gap from the \$61,685 considered necessary for a single parent with just one child<sup>xxiii</sup>. Among single mothers in Rock County (of any race), current median income was only \$26,879 as reported in census data<sup>xxiv</sup>.

BASIC INCOME NEEDED IN ROCK COUNTY								
	1 Working Adult				2 Working Adults			
	Number of Children							
	0	1	2	3	0	1	2	3
Living Wage	\$14.34	\$29.66	\$37.77	\$48.98	\$22.65	\$27.07	\$30.78	\$32.89
Required Annual Income Before Taxes	\$29,824	\$61,685	\$78,561	\$101,883	\$47,110	\$67,589	\$86,607	\$102,278

One year of infant care in a Rock County child care center in 2019 could cost up to \$11,103<sup>xxv</sup>. This cost represents 37.8% of the county’s Black median household income, 24.0% of the county’s Latina/o median household income, and only 18.4% of the county’s white median household income. For single mothers (of any race) in Rock County, this cost represents 41.3% of their annual median income<sup>xxvi</sup>.

In addition to the financial barriers to child care, families may have difficulty finding a child care provider. Many areas of Rock County, including urban areas, were categorized as having an inadequate supply of child care<sup>xxvii</sup>. There were 20,407 children ages 0-9 residing in Rock County<sup>xxviii</sup>, and the county’s regulated child care providers had a capacity to care for (spots for) 4,054 children<sup>xxix</sup>. About half of this capacity (53.9%, spots for 2,184 children) was with the 86 child care providers in the county participating in the YoungStar Quality Rating and Improvement System (YoungStar)<sup>xxx</sup>, which rates child care providers from 1-5 Stars (5 being the highest rating). A rating of 1 Star is rare, and state subsidies for low-income families only go to providers with ratings of 2-5 Stars. The average Star rating of Rock County child care providers participating in YoungStar was 2.8. Only 15 child care providers in the county had the 4-5 Star rating that is considered high quality: 2 in Edgerton, 1 in Evansville, 2 in Beloit, 1 in Milton, and 9 in Janesville. These 15 high quality child care providers offered capacity to care for 776 children. This count of 776 high quality child care spots represent 19.1% of the total regulated child care capacity in Rock County. This means that not quite 1 in 5 spots in regulated child care in Rock County was with a high quality child care provider. However, with the exception of residents of Janesville, caregivers in Rock County may only have one or two high quality providers to choose from nearby, if any.

## Home Ownership



Home ownership among Black householders in Rock County was less than half that of white householders<sup>xxx</sup>. Home ownership was higher in Rock County than statewide among Black householders (30.5% in Rock County and 25.5% in Wisconsin) and higher in Rock County than statewide among Latina and Latino householders (50.2% in Rock County and 40.9% in Wisconsin), but similar at the county and state level among white householders (71.6% in Rock County and 72.0% in Wisconsin).

Illegal discrimination in the private housing market, racially and economically segregated housing patterns, and barriers to homeownership among Black residents and Latino and Latina residents were all factors identified as concerns in Rock County, according to a 2019 Impediments to Fair Housing Report<sup>xxxii</sup>. The report also noted that 58.3% of Black households, 47.3% of Latina and Latino households, and 31.3% of white households in Rock County were experiencing housing problems such as incomplete kitchen or plumbing facilities, overcrowding, or needing thirty percent or more of their income to go to housing costs<sup>xxxiii</sup>. Additionally, 35.1% of Black households, 28.5% of Latina and Latino households, and 14.0% of white households were experiencing a severe housing cost burden (needing fifty percent or more of their income to go to housing costs). Community members also cited concerns with frequent and unfair evictions in this report. The Eviction Lab reported 645 evictions across Rock County in 2016, the most recent year for which data are available<sup>xxxiv</sup>.

The median cost of rent (including utilities renters must pay) was \$838 per month in Rock County in the most recent 2015-19 estimates (and \$856 statewide)<sup>xxxv</sup>. Rock County's median home price in 2019 was \$168,000, growing to \$185,000 in 2020<sup>xxxvi</sup>. Purchasing a home was farther out of reach among many Black and Latina/o residents in Rock County due to the larger gap between income and rising home prices. The 2020 median home price of \$185,000 in Rock County was 6.3 times higher than the 2015-19 median income among Black households in Rock County (\$29,375), 4.0 times higher than median income among Latina/o households (\$46,295), and 3.1 times higher than median income among white households (\$60,385)<sup>xxxvii</sup>.

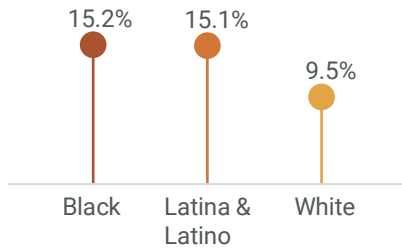
### Median Home Value

**4-6x**

Higher than Median Income

Home purchases may be more accessible in Rock County than statewide, however. The 2020 median home price in Wisconsin was \$220,000, 7.0 times higher than the median income among Black households statewide (\$31,351), 4.8 times higher than median income among Latina/o households statewide (\$46,266), and 3.4 times higher than median income among white households statewide (\$64,927). According to some data sources, housing is considered affordable at prices up to 3 times higher than median household income<sup>xxxviii</sup>.

### Loan Denial Rate



Data for some home mortgage loans are tracked by the Home Mortgage Disclosure Act. The denial rate in Rock County for loans of this type in 2020 was higher among Black residents (15.2% of loan applications denied) and Latina and Latino residents (15.1% of loan applications denied) than among white residents (9.5% of loan applications denied)<sup>xxxix</sup>. Statewide denial rates were higher than in Rock County among Black residents (15.2% denied in Rock County and 21.6% denied in Wisconsin) and Latina/o residents (15.1% denied in Rock County and 18.1% denied in Wisconsin).

UNEMPLOYMENT				
	Rock County		Wisconsin	
	Percentage Unemployed	Disparity with Whites	Percentage Unemployed	Disparity with Whites
<b>2000</b>				
Black	8.6%	2.5	9.2%	2.9
Latina & Latino	8.1%	2.3	6.6%	2.4
White	3.5%		2.7%	
ALL	3.9%		3.2%	
<b>2006-10</b>				
Black	30.2%	4.0	18.0%	2.7
Latina & Latino	12.9%	1.7	10.0%	1.8
White	7.5%		5.7%	
ALL	9.0%		6.7%	
<b>2010-14</b>				
Black	27.5%	3.3	19.5%	2.7
Latina & Latino	12.7%	1.5	10.3%	1.7
White	8.3%		6.2%	
ALL	9.4%		7.2%	
<b>2015-19</b>				
Black	13.6%	3.3	10.0%	2.8
Latina & Latino	9.4%	2.3	5.3%	1.8
White	4.1%		3.0%	
ALL	5.1%		3.6%	

POVERTY						
	Rock			Wisconsin		
	# Experiencing Poverty	% Experiencing Poverty	Disparity with Whites	# Experiencing Poverty	% Experiencing Poverty	Disparity with Whites
<b>1990</b>						
<b>Black</b>	2,599	41.2%	5.1	95,447	40.8%	4.9
<b>Latina &amp; Latino</b>	394	24.4%	3.0	22,992	27.2%	3.3
<b>White</b>	10,368	8.1%		365,391	8.3%	
<b>ALL</b>	13,425	9.9%		508,545	10.7%	
<b>2000</b>						
<b>Black</b>	1,529	23.9%	4.1	89,375	31.8%	5.0
<b>Latina &amp; Latino</b>	1,136	19.3%	3.3	40,381	21.7%	3.4
<b>White</b>	7,674	5.8%		287,689	6.3%	
<b>ALL</b>	10,880	7.3%		451,538	8.7%	
<b>2010-2014</b>						
<b>Black</b>	2,525	47.5%	4.4	129,794	38.6%	3.9
<b>Latina &amp; Latino</b>	4,021	32.2%	3.0	96,952	28.1%	2.9
<b>White</b>	14,381	10.9%		451,291	9.8%	
<b>ALL</b>	23,289	14.9%		738,557	13.3%	
<b>2015-2019</b>						
<b>Black</b>	2,283	33.3%	3.3	110,070	31.3%	3.7
<b>Latina &amp; Latino</b>	3,664	26.3%	2.6	81,792	21.3%	2.5
<b>White</b>	13,345	10.2%		391,517	8.5%	
<b>ALL</b>	20,359	12.8%		639,160	11.3%	

Data for white people do not include Latina and Latino people after 1990.

**MEDIAN HOUSEHOLD INCOME**

	Rock County		Wisconsin	
	Amount	Disparity with Whites	Amount	Disparity with Whites
<b>1990</b>				
<b>Black</b>	\$15,250	0.49	\$16,189	0.54
<b>Latina &amp; Latino</b>	\$24,881	0.80	\$23,253	0.77
<b>White</b>	\$31,143		\$30,216	
<b>ALL</b>	\$30,632		\$29,442	
<b>2000</b>				
<b>Black</b>	\$30,083	0.65	\$25,589	0.56
<b>Latina &amp; Latino</b>	\$40,882	0.88	\$34,978	0.77
<b>White</b>	\$46,607		\$45,326	
<b>ALL</b>	\$45,517		\$43,791	
<b>2006-10</b>				
<b>Black</b>	\$27,859	0.52	\$23,904	0.45
<b>Latina &amp; Latino</b>	\$37,787	0.70	\$33,717	0.64
<b>White</b>	\$54,013		\$52,553	
<b>ALL</b>	\$51,598		\$49,716	
<b>2010-14</b>				
<b>Black</b>	\$22,162	0.43	\$26,968	0.48
<b>Latina &amp; Latino</b>	\$33,456	0.64	\$36,826	0.66
<b>White</b>	\$51,981		\$55,749	
<b>ALL</b>	\$49,645		\$52,738	
<b>2015-19</b>				
<b>Black</b>	\$31,351	0.48	\$29,375	0.49
<b>Latina &amp; Latino</b>	\$46,266	0.71	\$46,295	0.77
<b>White</b>	\$64,927		\$60,385	
<b>ALL</b>	\$57,875		\$61,747	

Data for white people do not include Latina and Latino people after 1990.

**HOMEOWNERSHIP**

2015-19	Rock County	Wisconsin
	Percentage of Householders in Owner-Occupied Housing	Percentage of Householders in Owner-Occupied Housing
<b>Black</b>	30.5%	25.5%
<b>Latina &amp; Latino</b>	50.2%	40.9%
<b>White</b>	71.6%	72.0%
<b>ALL</b>	68.4%	67.0%

**HOME MORTGAGE LOANS**

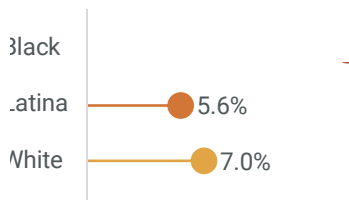
2020	Rock			Wisconsin		
	# Applications	# Denied	% Denied	# Applications	# Denied	% Denied
<b>Black</b>	138	21	15.2%	8,067	1,743	21.6%
<b>Latina &amp; Latino</b>	350	53	15.1%	11,873	2,153	18.1%
<b>White</b>	9,798	928	9.5%	376,988	33,368	8.9%
<b>ALL</b>	11,827	1,147	9.7%	468,272	42,607	9.1%

Data for both Black and white people may include people who are Latina and Latino. Latina and Latino people may be of any race.

## Health

Details for health indicators are presented in the tables on the following pages. Racial and ethnic group definitions may vary depending on the indicator: please check the endnotes for specific information.

### Low Birthweight



The percentage of babies born at low birthweights to Black mothers<sup>xi</sup> from 2014-18 was over 2 times higher than the percentage of babies born to white mothers in Rock County<sup>xii</sup>. Babies born to Latina mothers in Rock County were less likely to be born at low birthweights than those born to white mothers.

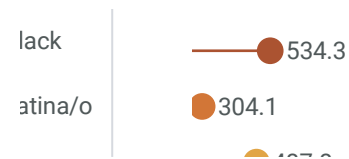
The infant mortality rate (per 1,000 births) among babies born to Black mothers from 2014-18 was nearly 4 times higher than the infant mortality rate among babies born to white mothers in Rock County<sup>xiii</sup>. This disparity was even higher in Rock County than statewide: the infant mortality rate among babies born to Black mothers in Wisconsin was 3.0 times higher than the infant mortality rate among babies born to white mothers in Wisconsin. Infant mortality rates among babies born to Latina mothers were slightly higher than among babies born to white mothers in both Rock County and Wisconsin.



### Health Insurance: Latinas & Latinos

About 1 in 5 Latina and Latino residents of Rock County lacked health insurance (79.4%) in the most recent 2015-19 estimates. The majority of Black (93.8%) and white (95.7%) residents of Rock County reported having health insurance<sup>xiiii</sup>.

Cancer was more likely among Black residents of Rock County than among white residents or Latina and Latino residents from 2013-17<sup>xv</sup>. Cancer incidence rates were lower in Rock County than Wisconsin for Black and Latina/o residents. However, this pattern was reversed for white residents: cancer incidence rates were higher in Rock County than Wisconsin.



**Average Age of Death:  
Latina/o vs. Not Latina/o**



The average age of death for Latina and Latino residents of Rock County (55.3 years old) was over 18 years younger than the average age of death for those who were not Latina or Latino (74.1 years old), in 2016-20 data<sup>xiv</sup>. This ethnic gap in Rock County's average age of death was greater than the statewide gap in average age of death between Latina/o residents and those who were not Latina/o. In Wisconsin, Latina/o residents died at an average age of 59.2 years old, a difference of over 16 years compared to the average age of death for Wisconsin residents

who were not Latina/o (75.4 years old). On average, Black residents of Rock County also died at younger ages (63.3 years old) than white residents (74.7 years old), by over a decade.

	Year Total Births at Low Birthweight	% Low Birthweight	Disparity with Whites	5 Year Total Births at Low Birthweight	% Low Birthweight	Disparity White

Data for Black and white people do not include Latina and Latino people. Latina people may be of any race.

2014-18	Rock			Wisconsin		
<b>White</b>	3			1		

Data for Black and white people do not include Latina and Latino people. Latina people may be of any race.

**PERCENTAGE WITH HEALTH INSURANCE**

2015-19	Rock			Wisconsin		
	# Insured	% Insured	Disparity with Whites	# Insured	% Insured	Disparity with Whites
<b>Black</b>	6,504	93.8%	0.98	327,966	92.2%	0.96
<b>Latina &amp; Latino</b>	11,179	79.4%	0.83	323,614	83.0%	0.87
<b>White</b>	127,541	95.7%		4,467,276	95.9%	
<b>ALL</b>	151,318	94.1%		5,408,692	94.6%	

Data for white people do not include Latina and Latino people, but data for Black people may include Latina and Latino people. Latina people may be of any race.

**AGE-ADJUSTED CANCER INCIDENCE RATES**

2013-17	Rock		Wisconsin	
	Age-Adjusted Incidence Rate of cases per 100,000	Disparity with Whites	Age-Adjusted Incidence Rate of cases per 100,000	Disparity with Whites
<b>Black</b>	534.3	1.1	546.1	1.2
<b>Latina &amp; Latino</b>	304.1	0.62	328.4	0.71
<b>White</b>	487.8		463.0	
<b>ALL</b>	484.3		464.5	

Data for white people do not include Latina and Latino people, but data for Black people may include Latina and Latino people. Latina and Latino people may be of any race.

**AVERAGE AGE AT DEATH**

2016-20	Rock			Wisconsin		
	5 Year Total Deaths	Average Age at Death	Gap from White or Not Latina/o Average	5 Year Total Deaths	Average Age at Death	Gap from White or Not Latina/o Average
<b>Black</b>	371	63.3	-11.4	15,135	60.9	-15.6
<b>White</b>	7,561	74.7		250,113	76.5	
<b>Latina/o</b>	119	55.3	-18.8	4,981	59.2	-16.2
<b>Not Latina/o</b>	7,980	74.1		269,862	75.4	
<b>ALL</b>	8,102	73.9		275,044	75.1	

Data for Black and white people do not include people who are Latina and Latino. Latina and Latino people may be of any race (and are compared with the average for those not Latina/o instead of whites). Data for whites includes people categorized as "Other," "Unknown," and multiracial people with white listed as their first race.



## Education

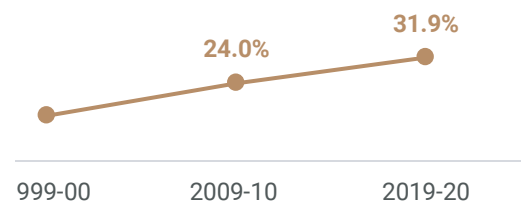
Details for education indicators are found in the tables and endnotes on the following pages<sup>xlvi</sup>. Data for many indicators in this section primarily reflect the population of students attending public schools in Rock County, in the Beloit, Beloit Turner, Clinton Community, Edgerton, Evansville Community, Janesville, Milton, and Parkview school districts<sup>xlvii</sup>. Due to the pandemic, data for the 2019-20 school year were chosen as a more typical representation of educational experiences for many indicators (though some 2020-21 data are shown in the tables). For other indicators, data were combined to represent all students in Rock County’s public schools together.

Low-income families can receive child care subsidies through the Wisconsin Shares program. Child care providers participating in this program are rated from 2-5 Stars by the state’s Quality Rating and Improvement System, and 4 and 5 Star programs are considered high quality. Statewide, Black children in the Wisconsin Shares program received high quality rated child care at about half the rate of white children in the program<sup>xlviii</sup>. Though this finding has been consistent for several years, it is slowly improving each year. However, in Rock County, similar percentages of Black, Latina and Latino, and white children participating in Wisconsin Shares in 2016 and 2017 were authorized to receive child care at providers rated as high quality (a little less than half of those participating in Wisconsin Shares, for each racial and ethnic group)<sup>xlix</sup>.

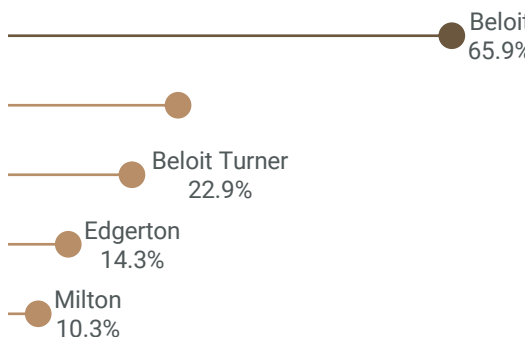
About 1 in 3 four-year-old kindergarten (4K) students in Rock County public schools were students of color in the 2019-20 school year (32.4%)<sup>l</sup>. This was similar to enrollment for all ages: 31.9% of all students in the county’s public schools were students of color in the 2019-20 school year<sup>li</sup>.

Racial and ethnic diversity in Rock County’s public schools has more than doubled over the past three decades. However, racial diversity was not evenly distributed across school districts across the county. The majority of students in the Beloit School District (65.9%) were students of color in 2019-20, a far higher percentage than any other school district in the county<sup>lii</sup>.

Growth in Students of Color



Percent Students of Color

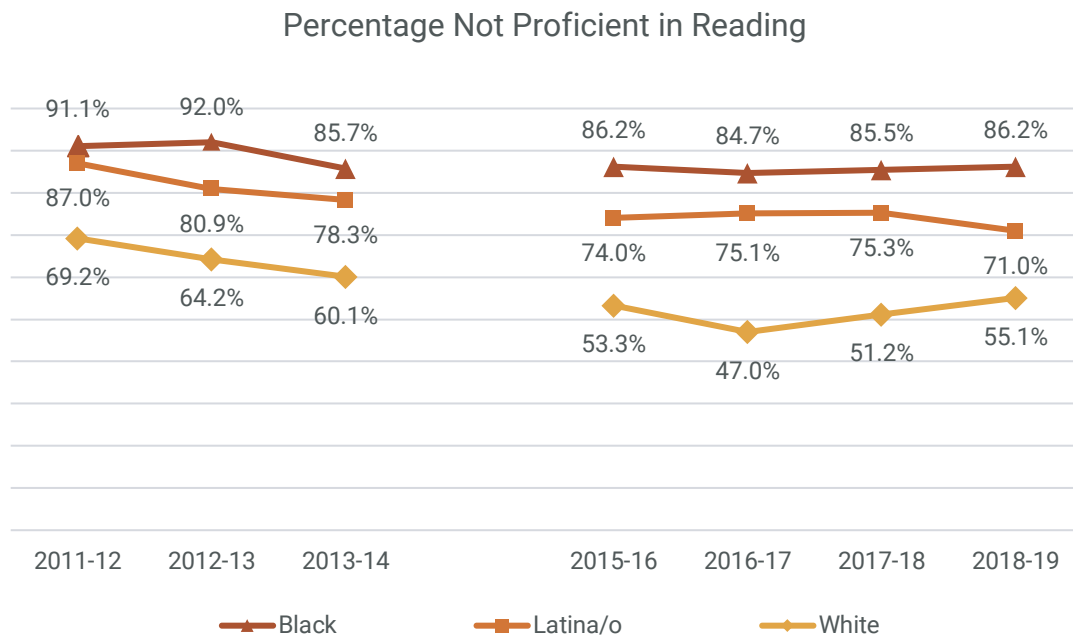


In fact, over two thirds of Rock County’s 2,161 total Black students (67.4%) and nearly half of Rock County’s 4,408 total Latina and Latino students (48.7%) were enrolled in a single school district: Beloit. For comparison, only 2.1% of the county’s Black students and only 4.3% of the county’s Latina and Latino students were enrolled in the Beloit Turner School District. A decade ago, a similar percentage of the county’s Black students (67.8%) and an even higher percentage of the county’s Latina and Latino students (56.9%) were enrolled in the Beloit School District<sup>liii</sup>.

The COVID-19 pandemic impacted schools and families in ways that are still unfolding. Major, unprecedented drops in public school enrollment did not occur in Rock County’s school districts between 2019-20 and 2020-21, and the proportion of students of color also remained similar countywide (31.9% in 2019-20 and 32.2% in 2020-21), and for specific school districts<sup>liv</sup>.

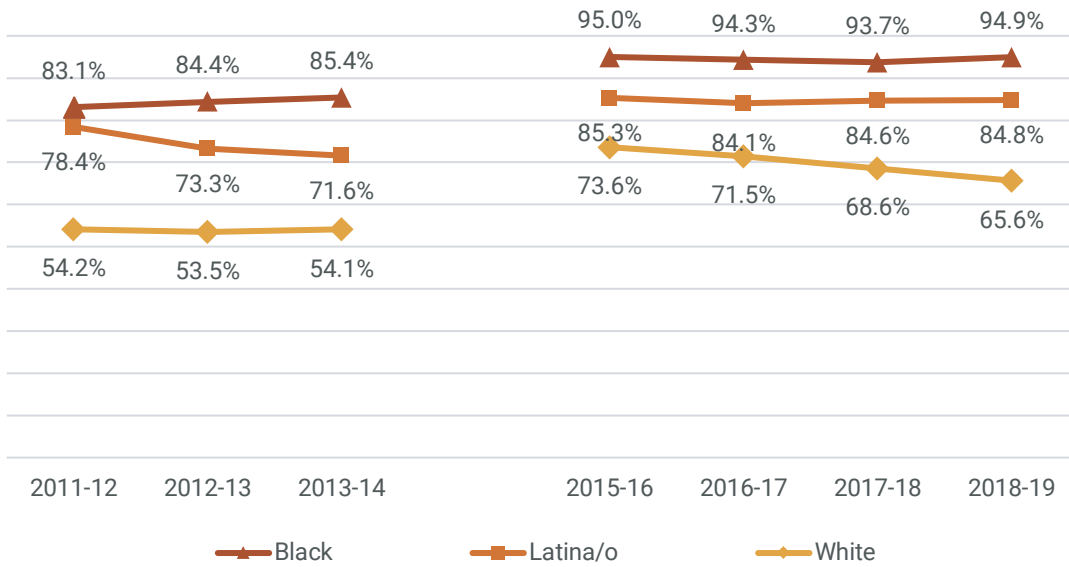
Some statewide assessment results are available for certain racial and ethnic groups for specific school districts on the [WISEdash](#) data portal from the Wisconsin Department of Public Instruction, from school and [school district report cards](#), or from their data files. However, the use of these data is somewhat limited due to the lack of grade-specific data and the important practice of not publishing results for small counts in order to help protect student privacy (redaction), thus slightly older but more comprehensive data that had been provided by the Wisconsin Department of Public Instruction in past years were chosen to present here<sup>lv</sup>. Assessment result averages were calculated using data from the years of 2011-12 to 2017-18, excluding 2014-15 (Badger Exam).

The average percentage of Rock County’s fourth grade public school students scoring below proficient levels on statewide assessments of reading proficiency was 1.6 times higher among Black students than white students, from 2011-12 to 2018-18<sup>lvi</sup>. Among Black fourth graders, 87.4% did not score at proficient reading levels, compared to 56.3% of the county’s white fourth graders. Among Rock County’s Latina/o fourth graders, 77.4% did not score at proficient reading levels on average during these years.



The average percentage of Rock County’s 8th grade public school students scoring below proficient levels on statewide assessments of math was 1.4 times higher among Black students than white students, from 2011-12 to 2018-18<sup>lvii</sup>. Among Black eighth graders, 89.9% did not score at proficient reading levels, compared to 62.7% of the county’s white eighth graders. Among Rock County’s Latina/o eighth graders, 80.4% did not score at proficient reading levels on average during these years. These gaps in assessment proficiency for both fourth grade reading and eighth grade math have persisted across many years in Rock County.

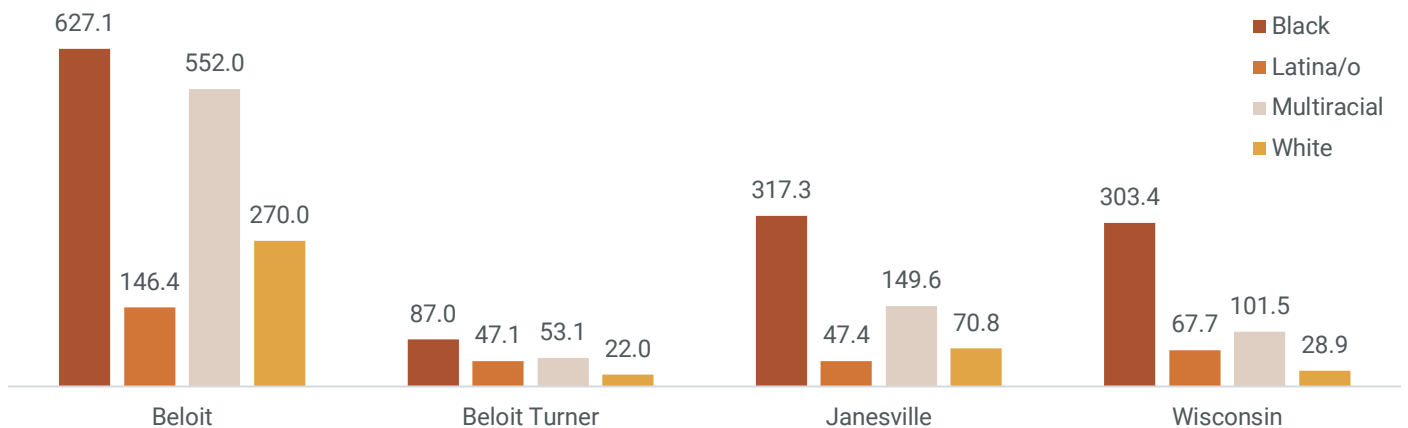
### Percentage Not Proficient in Math



Experiences of out-of-school suspension differed widely for different racial and ethnic groups in Rock County, and also differed across school districts. Details for out-of-school suspension counts, rates per 1,000 students, racial and ethnic disparities, and comparisons of percentage of enrollment and percentage of out-of-school suspensions for each racial / ethnic group are found in the tables on the following pages<sup>lviii</sup>.

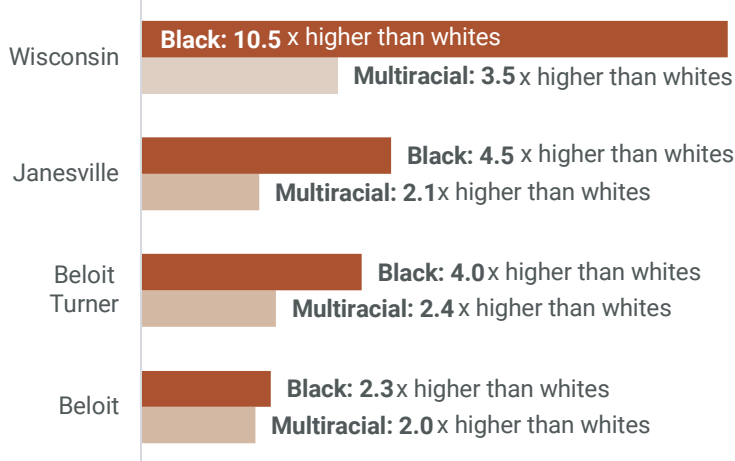
Out-of-school suspension rates were consistently higher in 2019-20 among Black students than any other racial / ethnic group in every school district in Rock County for which data was available. This means that Black students as a group were experiencing more out-of-school suspensions than other students. In the larger school districts, out-of-school suspension rates were over 2 - 4 times higher among Black students compared to their white peers<sup>lix</sup>.

### Out-of-School Suspension Rates per 1,000 Students: 2019-20



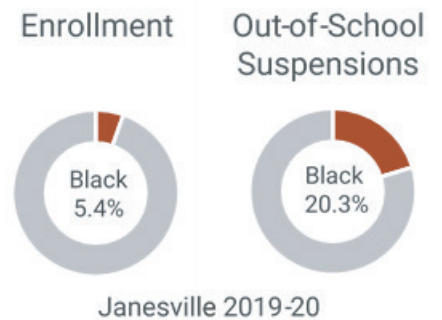
In the Milton School District, rates among Multiracial students were slightly lower than among white students, and no Multiracial students received out-of-school suspensions in the Edgerton School District in the 2019-20 school year.

### Disparity in Out-of-School Suspension Rates Compared to White Students: 2019-20



Among Latina and Latino students, out-of-school suspension rates in 2019-20 were lower than among white students in the Beloit and Janesville school districts. In the Beloit Turner School District, these rates were over 2 times higher among Latina/o students compared to white students. Statewide, out-of-school suspension rates were over 3 times higher among Multiracial students and over 2 times higher among Latina/o students, compared to their white peers.

Analyzed another way, Black students were also overrepresented in the population of students experiencing out-of-school suspensions across school districts in Rock County. For example, 5.4% of all students enrolled in the Janesville School District were Black in the 2019-20 school year, but 20.3% of all out-of-school suspensions in the district that year were of Black students<sup>lx</sup>. This means that the share (proportion) of out-of-school suspensions experienced by Black students in the Janesville School District was disproportionately high: nearly 4 times greater than their share of the student population. Latino and Latina students were overrepresented among those experiencing out-of-school suspensions in the Beloit Turner School District (12.0% of enrollment and 19.6% of all out-of-school suspensions), but not in other larger school districts in Rock County.



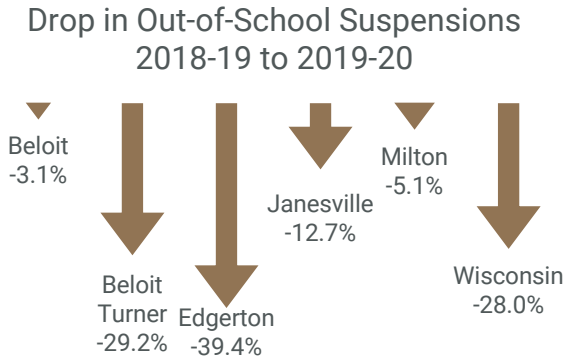
### Total Out-of-School Suspension Rates

**4-18x Higher**  
in the Beloit School District

While out-of-school suspension rates varied between school districts in the county, they especially stood out in the Beloit School District. Out-of-school suspensions occurred far more often in this school district compared to other districts in the county. The total out-of-school suspension rate in the Beloit School District was about 4 to 11 times higher than other larger school districts in Rock County, and over 18 times higher than the small Parkview School District<sup>lxi</sup>. The total out-of-school suspension rate in the

Beloit School District was also over 5 times higher than the statewide rate. This pattern of higher out-of-school suspension rates in the Beloit School District was similar for specific racial / ethnic groups. Among Black students, out-of-school suspension rates were 2 to over 7 times higher in the Beloit School District compared to other school districts for which data was available. Among Latina and Latino students, these rates were

over 2 to over 4 times higher in the Beloit School District. Compared to statewide rates, out-of-school suspension rates in the Beloit School District were also over 2 times higher among Black students and Latina/o students. High out-of-school suspension rates in the Beloit School District began in the 2017-18 school year and have been consistent since that time.

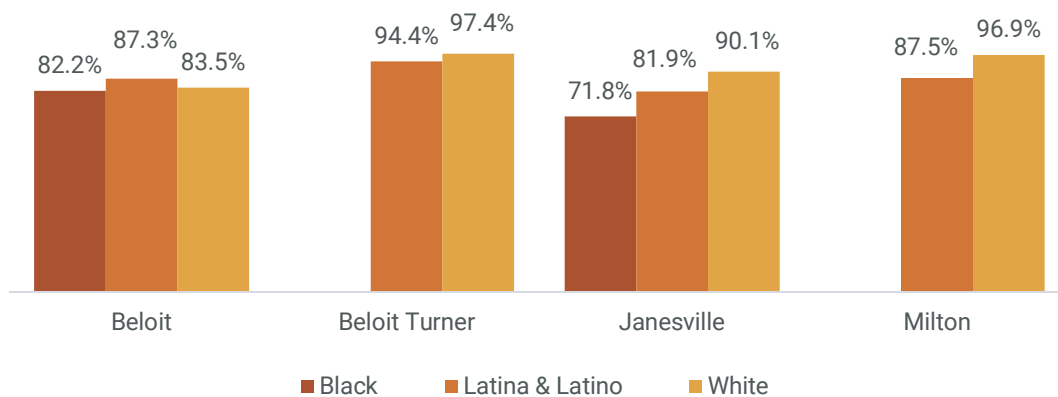


Despite being virtual for part of the school year, the number of out-of-school suspensions in 2019-20 was not much lower compared to the previous school year<sup>lxii</sup>. In the Beloit school district, however, out-of-school suspensions of Multiracial students increased by 24.3% (54 more out-of-school suspensions), while dropping slightly for all other racial / ethnic groups. Statewide, about a quarter fewer out-of-school suspensions occurred in 2019-20 compared to 2018-19.

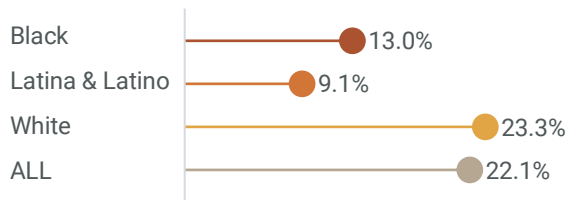
Less than 1% of all students in Rock County public schools in grades 7-12 for the 2019-20 school year dropped out of school (1,793 students out of a possible 197,201 students who could have dropped out of school, 0.9%)<sup>lxiii</sup>. In 2018-19, this dropout rate was 1.1% (2,231 students out of a possible 198,264). Due to redaction, countywide dropout rates for specific racial / ethnic groups could not be calculated. Statewide, the dropout rate in the 2019-20 school year was 1.1%, and it was 1.3% for 2018-19.

Students who graduate from high school with a regular diploma within four years are considered to be those graduating “on time”. Students who do not graduate within four years may still graduate later, or complete an alternative credential such as a High School Equivalency Degree (HSED). Due to redaction, countywide graduation rates for specific racial / ethnic groups could not be calculated, though rates for Black, Latina/o, and white students were available for some school districts. Statewide, 70.8% of Black students, 83.7% of Latina and Latino students, and 94.2% of white students graduated on time in the 2019-20 school year<sup>lxiv</sup>.

Percent Graduating On Time: 2019-20



### College Completion



The percentage of Black residents of Rock County with a Bachelor’s Degree or higher level of education is about half that of white residents<sup>lxv</sup>. Among Latina and Latino residents, the percentage with a Bachelor’s Degree or higher level of education is less than half that of white residents.

### RACE AND ETHNICITY: ROCK COUNTY PUBLIC SCHOOL DISTRICTS

		Beloit		Beloit Turner		Edgerton		Janesville		Milton		Parkview / Clinton Community / Evansville Community	
		#	%	#	%	#	%	#	%	#	%	#	%
2018 - 2019	Black	1,481	22.9%	54	3.4%	31	1.6%	551	5.5%	28	0.8%	67	1.8%
	Latina & Latino	2,166	33.5%	194	12.4%	159	8.5%	1,335	13.3%	155	4.4%	322	8.6%
	Native American	32	0.5%	0	0.0%	0	0.0%	35	0.3%	4	0.1%	5	0.1%
	Asian American	47	0.7%	17	1.1%	6	0.3%	221	2.2%	79	2.3%	14	0.4%
	Pacific Islander	6	0.1%	0	0.0%	1	0.1%	6	0.1%	0	0.0%	1	<0.1%
	Multiracial	475	7.3%	108	6.9%	63	3.4%	673	6.7%	100	2.9%	93	2.5%
	White	2,267	35.0%	1,193	76.2%	1,619	86.2%	7,248	72.0%	3,121	89.5%	3,241	86.6%
	ALL	6,474	100%	1,566	100%	1,879	100%	10,069	100%	3,487	100%	3,743	100%
2019 - 2020	Black	1,456	22.9%	46	2.9%	26	1.4%	539	5.4%	28	0.8%	66	1.8%
	Latina & Latino	2,145	33.8%	191	12.0%	174	9.3%	1,413	14.3%	160	4.7%	325	8.7%
	Native American	29	0.5%	0	0.0%	0	0.0%	34	0.3%	3	0.1%	3	0.1%
	Asian American	50	0.8%	16	1.0%	7	0.4%	215	2.2%	63	1.8%	16	0.4%
	Pacific Islander	4	0.1%	0	0.0%	1	0.1%	5	0.1%	0	0.0%	2	0.1%
	Multiracial	500	7.9%	113	7.1%	61	3.2%	675	6.8%	98	2.9%	112	3.0%
	White	2,163	34.1%	1,229	77.1%	1,608	85.7%	7,018	70.9%	3,068	89.7%	3,205	85.9%
	ALL	6,347	100%	1,595	100%	1,877	100%	9,899	100%	3,420	100%	3,729	100%
2020 - 2021	Black	1,317	22.2%	43	2.7%	21	1.1%	519	5.4%	31	0.9%	63	1.7%
	Latina & Latino	2,037	34.4%	203	12.5%	179	9.6%	1,398	14.6%	166	4.8%	327	9.1%
	Native American	26	0.4%	0	0.0%	0	0.0%	26	0.3%	6	0.2%	3	0.1%
	Asian American	43	0.7%	14	0.9%	7	0.4%	221	2.3%	63	1.8%	14	0.4%
	Pacific Islander	7	0.1%	0	0.0%	1	0.1%	4	<0.1%	1	<0.1%	2	0.1%
	Multiracial	514	8.7%	129	8.0%	71	3.8%	708	7.4%	102	2.9%	127	3.5%
	White	1,979	33.4%	1,232	76.0%	1,593	85.1%	6,698	70.0%	3,111	89.4%	3,066	85.1%
	ALL	5,923	100%	1,621	100%	1,872	100%	9,574	100%	3,480	100%	3,602	100%

**ENROLLMENT: ROCK COUNTY PUBLIC SCHOOL DISTRICTS COMBINED**

	2018-19		2019-20		2020-21	
	Count	Percent	Count	Percent	Count	Percent
Black	2,212	8.1%	2,161	8.0%	1,994	7.6%
Latina & Latino	4,331	15.9%	4,408	16.4%	4,310	16.5%
Native American	76	0.3%	69	0.3%	61	0.2%
Asian American	384	1.4%	367	1.4%	362	1.4%
Pacific Islander	14	0.1%	12	< 0.1%	15	0.1%
Multiracial	1,512	5.6%	1,559	5.8%	1,651	6.3%
White	18,689	68.7%	18,291	68.1%	17,679	67.8%
ALL	27,218	100%	26,867	100%	26,072	100%

Tables reflect the number of students in each racial / ethnic group enrolled on the Third Friday of September.

**4K ENROLLMENT: ROCK COUNTY PUBLIC SCHOOL DISTRICTS 2019-20**

2019-20	Beloit		Beloit Turner		Edgerton		Janesville		Milton		Parkview / Clinton Community / Evansville Community	
	#	%	#	%	#	%	#	%	#	%	#	%
Black	96	22.6%	0	0.0%	0	0.0%	31	4.7%	1	0.6%	0	0.0%
Latina & Latino	127	29.9%	5	6.3%	0	0.0%	109	16.6%	10	5.6%	1	0.4%
Native American	0	0.0%	0	0.0%	0	0.0%	4	0.6%	0	0.0%	3	1.3%
Asian American	5	1.2%	0	0.0%	12	9.8%	8	1.2%	0	0.0%	15	6.7%
Multiracial	45	10.6%	5	6.3%	6	4.9%	54	8.2%	4	2.2%	6	2.7%
White	152	35.8%	69	87.3%	105	85.4%	451	68.6%	164	91.6%	200	88.9%
ALL	425	100%	79	100%	123	100%	657	100%	179	100%	225	100%

Table reflects the number of students in each racial / ethnic group enrolled on the Third Friday of September.

**4K ENROLLMENT: ROCK COUNTY PUBLIC SCHOOL DISTRICTS 2020-21**

2020-21	Beloit		Beloit Turner		Edgerton		Janesville		Milton		Parkview / Clinton Community / Evansville Community	
	#	%	#	%	#	%	#	%	#	%	#	%
Black	68	22.5%	3	3.7%	0	0.0%	23	4.2%	1	0.5%	1	0.6%
Latina & Latino	113	37.4%	8	9.8%	0	0.0%	77	14.0%	6	3.2%	2	1.2%
Native American	2	0.7%	0	0.0%	0	0.0%	2	0.4%	1	0.5%	3	1.8%
Asian American	2	0.7%	0	0.0%	10	8.3%	5	0.9%	1	0.5%	16	9.5%
Pacific Islander	0	0.0%	0	0.0%	0	0.0%	1	0.2%	1	0.5%	1	0.6%
Multiracial	32	10.6%	8	9.8%	5	4.2%	48	8.7%	4	2.1%	8	4.8%
White	85	28.1%	63	76.8%	105	75.4%	393	71.6%	174	92.6%	137	81.5%
ALL	302	100%	82	100%	120	100%	549	100%	188	100%	168	100%

Table reflects the number of students in each racial / ethnic group enrolled on the Third Friday of September.

4K ENROLLMENT: ROCK COUNTY PUBLIC SCHOOL DISTRICTS COMBINED				
	2019-20		2020-21	
	Count	Percent	Count	Percent
Black	131	7.8%	99	7.0%
Latina & Latino	278	16.5%	231	16.4%
Native American	4	0.2%	5	0.4%
Asian American	14	0.8%	9	0.6%
Pacific Islander	0	0.0%	3	0.2%
Multiracial	120	7.1%	105	7.5%
White	1,141	67.6%	957	67.9%
ALL	1,688	100%	1,409	100%

Table reflects the number of students in each racial / ethnic group enrolled on the Third Friday of September.

STATEWIDE ASSESSMENTS: ROCK COUNTY PUBLIC SCHOOL DISTRICTS COMBINED							
Percentage of Fourth Graders Not Proficient on Reading Assessment							
	2011-12	2012-13	2013-14	2015-16	2016-17	2017-18	2018-19
Black	91.1%	92.0%	85.7%	86.2%	84.7%	85.5%	86.2%
Latina/o	87.0%	80.9%	78.3%	74.0%	75.1%	75.3%	71.0%
White	69.2%	64.2%	60.1%	53.3%	47.0%	51.2%	55.1%
ALL	69.2%	69.5%	66.1%	60.0%	55.8%	58.7%	61.6%
Percentage of Eighth Graders Not Proficient on Math Assessment							
Black	83.1%	84.4%	85.4%	95.0%	94.3%	93.7%	94.9%
Latina/o	78.4%	73.3%	71.6%	85.3%	84.1%	84.6%	84.8%
White	54.2%	53.5%	54.1%	73.6%	71.5%	68.6%	65.6%
ALL	60.5%	58.7%	59.6%	77.3%	75.9%	73.6%	71.3%



**OUT-OF-SCHOOL SUSPENSIONS: ROCK COUNTY PUBLIC SCHOOL DISTRICTS 2018-19**

School District	Race / Ethnicity	Number of Out-Of-School Suspensions	Percent of Out-Of-School Suspensions	Percent of Enrollment	Out-Of-School Suspension Rate Per 1000 Students	Suspension Rate Disparity with White Students
<b>Beloit</b>	Black	982	45.4%	22.9%	663.1	2.5
	Latina & Latino	339	15.7%	33.5%	156.5	0.6
	Native American	12	0.6%	0.5%	375.0	1.1
	Asian American	0	0.0%	0.7%	0.0	N/A
	Multiracial	222	10.3%	7.3%	467.4	1.7
	White	608	28.1%	35.0%	268.2	
	ALL	2,163	100%	100%	334.1	
<b>Beloit Turner</b>	Black	6	9.2%	3.4%	111.1	3.2
	Latina & Latino	9	13.8%	12.4%	46.4	1.3
	Native American	N/A	N/A	0.0%	N/A	N/A
	Asian American	0	0.0%	1.1%	0.0	N/A
	Multiracial	8	12.3%	6.9%	74.1	2.1
	White	42	64.6%	76.2%	35.2	
	ALL	65	100%	100%	41.5	
<b>Edgerton</b>	Black	7	7.4%	1.6%	225.8	4.9
	Latina & Latino	3	3.2%	8.5%	18.9	0.4
	Native American	N/A	N/A	0.0%	N/A	N/A
	Asian American	N/A	N/A	0.3%	N/A	N/A
	Multiracial	9	9.6%	3.4%	142.9	3.1
	White	75	79.8%	86.2%	46.3	
	ALL	94	100%	100%	50.0	
<b>Janesville</b>	Black	180	18.6%	5.5%	326.7	4.0
	Latina & Latino	75	7.8%	13.3%	56.2	0.7
	Native American	2	0.2%	0.3%	57.1	0.7
	Asian American	3	0.3%	2.2%	13.6	0.2
	Multiracial	120	12.4%	6.7%	178.3	2.2
	White	587	60.7%	72.0%	81.0	
	ALL	967	100%	100%	96.0	
<b>Milton</b>	Black	N/A	N/A	0.8%	N/A	N/A
	Latina & Latino	11	7.0%	4.4%	71.0	1.7
	Native American	N/A	N/A	0.1%	N/A	N/A
	Asian American	2	1.3%	2.3%	25.3	0.6
	Multiracial	8	5.1%	2.9%	80.0	1.9
	White	129	82.2%	89.5%	41.3	
	ALL	157	100%	100%	45.0	
<b>Parkview / Clinton Community / Evansville Community</b>	Black	N/A	N/A	1.8%	N/A	N/A
	Latina & Latino	10	8.6%	8.6%	31.1	1.0
	Native American	N/A	N/A	0.1%	N/A	N/A
	Asian American	N/A	N/A	0.4%	N/A	N/A
	Multiracial	N/A	N/A	2.5%	N/A	N/A
	White	99	85.3%	86.6%	30.5	
ALL	116	100%	100%	31.0		

Data were not available (N/A) for some small counts of out-of-school suspensions. Data were not available for Pacific Islander students.

**OUT-OF-SCHOOL SUSPENSIONS: ROCK COUNTY PUBLIC SCHOOL DISTRICTS 2019-20**

School District	Race / Ethnicity	Number of Out-Of-School Suspensions	Percent of Out-Of-School Suspensions	Percent of Enrollment	Out-Of-School Suspension Rate Per 1000 Students	Suspension Rate Disparity with White Students
<b>Beloit</b>	Black	913	43.6%	22.9%	627.1	2.3
	Latina & Latino	314	15.0%	33.8%	146.4	0.5
	Native American	N/A	N/A	0.5%	N/A	N/A
	Asian American	0	0.0%	0.8%	0.0	N/A
	Multiracial	276	13.2%	7.9%	552.0	2.0
	White	584	27.9%	34.1%	270.0	
	ALL	2,095	100%	100%	330.1	
<b>Beloit Turner</b>	Black	4	8.7%	2.9%	87.0	4.0
	Latina & Latino	9	19.6%	12.0%	47.1	2.1
	Native American	N/A	N/A	0.0%	N/A	N/A
	Asian American	0	0.0%	1.0%	0.0	N/A
	Multiracial	6	13.0%	7.1%	53.1	2.4
	White	27	58.7%	77.1%	22.0	
	ALL	46	100%	100%	28.8	
<b>Edgerton</b>	Black	7	12.3%	1.4%	269.2	9.8
	Latina & Latino	6	10.5%	9.3%	34.5	1.3
	Native American	N/A	N/A	0.0%	N/A	N/A
	Asian American	N/A	N/A	0.4%	N/A	N/A
	Multiracial	0	0.0%	3.2%	0.0	N/A
	White	44	77.2%	85.7%	27.4	
	ALL	57	100%	100%	30.4	
<b>Janesville</b>	Black	171	20.3%	5.4%	317.3	4.5
	Latina & Latino	67	7.9%	14.3%	47.4	0.7
	Native American	N/A	N/A	0.3%	N/A	N/A
	Asian American	1	0.1%	2.2%	4.7	0.1
	Multiracial	101	12.0%	6.8%	149.6	2.1
	White	497	58.9%	70.9%	70.8	
	ALL	844	100%	100%	85.3	
<b>Milton</b>	Black	N/A	N/A	0.8%	N/A	N/A
	Latina & Latino	9	6.0%	4.7%	56.3	1.3
	Native American	N/A	N/A	0.1%	N/A	N/A
	Asian American	1	0.7%	1.8%	15.9	0.4
	Multiracial	3	2.0%	2.9%	30.6	0.7
	White	128	85.9%	89.7%	41.7	
	ALL	149	100%	100%	43.6	
<b>Parkview / Clinton Community / Evansville Community</b>	Black	N/A	N/A	1.8%	N/A	N/A
	Latina & Latino	20	16.4%	8.7%	61.5	2.1
	Native American	N/A	N/A	0.1%	N/A	N/A
	Asian American	N/A	N/A	0.4%	N/A	N/A
	Multiracial	5	4.1%	3.0%	44.6	1.5
	White	94	77.0%	85.9%	29.3	
ALL	122	100%	100%	32.7		

Data were not available (N/A) for some small counts of out-of-school suspensions. Data were not available for Pacific Islander students.

**OUT-OF-SCHOOL SUSPENSION RATES: ROCK COUNTY PUBLIC SCHOOL DISTRICTS COMBINED & WISCONSIN**

	Rock County				Wisconsin			
	2018-19		2019-20		2018-19		2019-20	
	Out-of-School Suspension Rate per 1000 Students	Suspension Rate Disparity with White Students	Out-of-School Suspension Rate per 1000 Students	Suspension Rate Disparity with White Students	Out-of-School Suspension Rate per 1000 Students	Suspension Rate Disparity with White Students	Out-of-School Suspension Rate per 1000 Students	Suspension Rate Disparity with White Students
Black	N/A	N/A	N/A	N/A	413.8	10.1	303.4	10.5
Latina & Latino	103.2	1.3	96.4	1.3	93.8	2.3	67.7	2.3
Native American	N/A	N/A	N/A	N/A	137.1	3.3	98.2	3.4
Asian American	N/A	N/A	N/A	N/A	12.3	0.3	8.9	0.3
Pacific Islander	N/A	N/A	N/A	N/A	50.7	1.2	30.1	1.0
Multiracial	N/A	N/A	250.8	3.3	136.3	3.3	101.5	3.5
White	82.4		75.1		40.9		28.9	
ALL	130.9		123.3		85.1		61.5	

**SCHOOL DROPOUT: ROCK COUNTY PUBLIC SCHOOL DISTRICTS 2019-20**

2019-20	Beloit		Beloit Turner		Edgerton		Janesville		Milton		Parkview / Clinton Community / Evansville Community	
	# Dropped Out	% Dropped Out	# Dropped Out	% Dropped Out	# Dropped Out	% Dropped Out	# Dropped Out	% Dropped Out	# Dropped Out	% Dropped Out	# Dropped Out	% Dropped Out
Black	11	1.6%	0	0.0%	N/A	N/A	4	1.6%	N/A	N/A	N/A	N/A
Latina & Latino	14	1.4%	0	0.0%	1	1.4%	13	2.1%	0	0.0%	N/A	N/A
Native American	N/A	N/A	N/A	N/A	0	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
Asian American	1	3.6%	0	0.0%	N/A	N/A	0	0.0%	0	0.0%	N/A	N/A
Pacific Islander	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Multiracial	6	3.5%	0	0.0%	0	0.0%	3	1.1%	0	0.0%	N/A	N/A
White	14	1.5%	1	0.2%	0	0.0%	39	1.2%	1	0.1%	6	0.4%
ALL	46	1.6%	1	0.1%	1	0.1%	59	1.3%	1	0.1%	6	0.3%

Some data is not available (N/A) if there are no students in that racial / ethnic group or the number of students in that group is too small.

**PERCENT GRADUATING ON TIME**

2019-20	Beloit	Beloit Turner	Edgerton	Janesville	Milton	Parkview / Clinton Community / Evansville Community
Black	82.2%	N/A	N/A	71.8%	N/A	N/A
Latina & Latino	87.3%	94.4%	N/A	81.9%	87.5%	N/A
Native American	N/A	N/A	N/A	N/A	N/A	N/A
Asian American	N/A	N/A	N/A	100.0%	100.0%	N/A
Pacific Islander	N/A	N/A	N/A	N/A	N/A	N/A
Multiracial	85.0%	100.0%	N/A	N/A	N/A	N/A
White	83.5%	97.4%	97.2%	90.1%	96.9%	96.2%
ALL	84.7%	97.2%	97.5%	89.0%	96.5%	95.3%

*Some data is not available (N/A) if there are no students in that racial / ethnic group or the number of students in that group is too small.*

## Deep End Systems

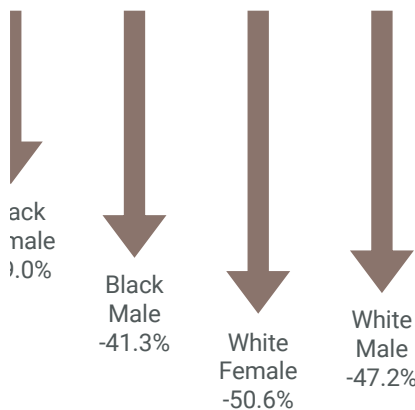
Details for arrest, incarceration, and out-of-home care indicators are presented in the tables on the following pages<sup>lxvi</sup>. Available data disaggregated by race and ethnicity at a county level is limited. The COVID-19 pandemic may have influenced patterns of arrests and incarceration. Ethnicity data is not available for arrest and incarceration.

### Beloit Police Department



Though youth are treated as adults in the Wisconsin’s justice system at age seventeen, the arrest data for youth shown here include seventeen year olds (matching the way it is collected and reported). Experiences of arrests in Rock County and changes between 2019 – 2020 differed depending on the arresting law enforcement agency<sup>lxvii</sup>. Between 2019 and 2020, arrests of adults from the Janesville Police Department dropped about 20%-30%. This reduction was slightly lower from the Beloit Police Department. Among youth, reductions in arrests varied more widely. Arrests of white youth and Black male youth from the Beloit Police Department dropped about 20-35%, and arrests of Black female youth dropped over 65%. From the Janesville Police Department, arrests of white youth and Black male youth dropped about 40%-50%, and arrests of Black female youth dropped about 30%.

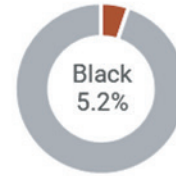
Changes in numbers of arrests between 2019-2020 are presented in the tables in the following pages. While considering the impact of a percentage of change, note that large percentages can be produced from small counts of arrests (a change of 100% may represent a minimal community impact if the change in arrests is from 2 to 1, for example).



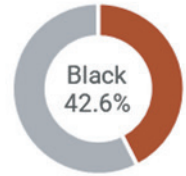
In Beloit, only 12.1% of the total population (of all ages) was Black, and 60.7% of the total population was white<sup>lxviii</sup>. However, in 2019, there were more arrests of Black youth than white youth by the Beloit Police Department, for both male and female youth<sup>lxix</sup>. This pattern continued in 2020 among Black male youth, but not Black female youth. This pattern of more arrests among Black residents than white residents did not occur among adults from the Beloit Police Department, however. This also did not occur in 2019 or 2020 from the Janesville Police Department or the Rock County Sherriff’s Department, among adults or youth.

Data on adult admissions to state prisons include youth ages seventeen and older, according to current state law<sup>lxx</sup>. Black residents of Rock County were substantially overrepresented among admissions to prison in 2020: though only 5.2% of the population ages 17 and older in Rock County were Black, 42.6% of prison admissions from Rock County were of Black residents<sup>lxxi</sup>.

Population 17+



Prison Admissions



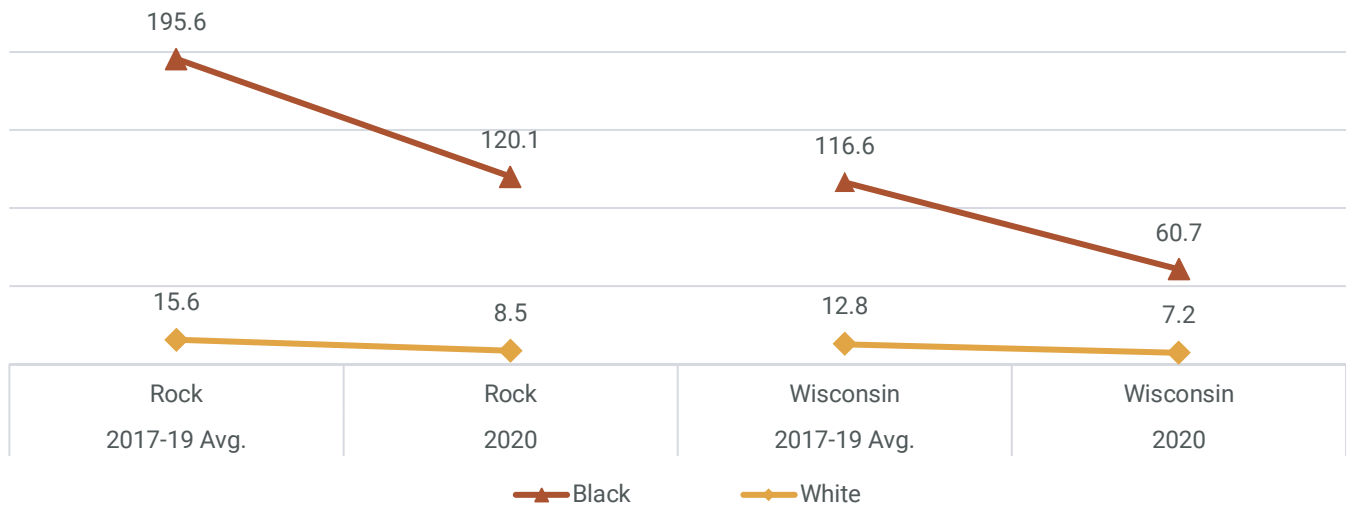
Black Prison Admissions



The 2020 rate of prison admissions per 10,000 residents of Rock County age 17 and older was 120.1 among Black residents, compared to 8.5 among white residents. This means the prison admission rate was 14.1 times higher among Black residents than among white residents of Rock County<sup>lxxii</sup>. The prison admission rate was also about 2 times higher in Rock County than statewide among Black residents in 2020 (a rate of 60.7 in Wisconsin compared to a rate of 120.1 in Rock County).

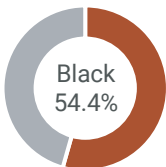
On its Admissions to Prison Data Dashboard, the Wisconsin Department of Justice notes that regular admissions to prison were suspended for a part of 2020, which influenced totals for the year. Prison admissions dropped in 2020 both from Rock County and statewide, compared to the annual average for the years of 2017-2019. There was an average of 128 annual admissions to prison of Black residents of Rock County from 2017-19, dropping to only 80 in 2020, and an average of 184 annual admissions to prison of white residents of Rock County from 2017-19, dropping to only 101 in 2020. Statewide, there was an average of 3,408 annual admissions to prison of Black residents of Wisconsin from 2017-19, dropping to only 1,796 in 2020, and an average of 5,286 annual admissions to prison of white residents of Wisconsin from 2017-19, dropping to only 2,969 in 2020.

Prison Admission Rates per 10,000 Population



The proportion of prison admissions from Rock County who were Black residents was similar in 2020 (42.6%) compared to the 2017-19 annual average (40.1%). However, because rates dropped more sharply among white residents than Black residents in 2020, racial disparities became more severe in prison admission rates in 2020 compared to average disparities from 2017-19. These disparities rose from 12.6 times higher prison admission rates among Black residents than white residents on average from 2017-19 to 14.1 times higher prison admission rates among Black residents than white residents in 2020. In comparison, statewide, racial disparities in prison admission rates between Black and white residents dropped slightly in 2020 compared to 2017-19. Average statewide prison admission rates were 9.1 times higher among Black residents of Wisconsin than white residents from 2017-19, and prison admission rates were 8.5 times higher among Black residents of Wisconsin than white residents in 2020.

All Revocation Only Prison Admissions



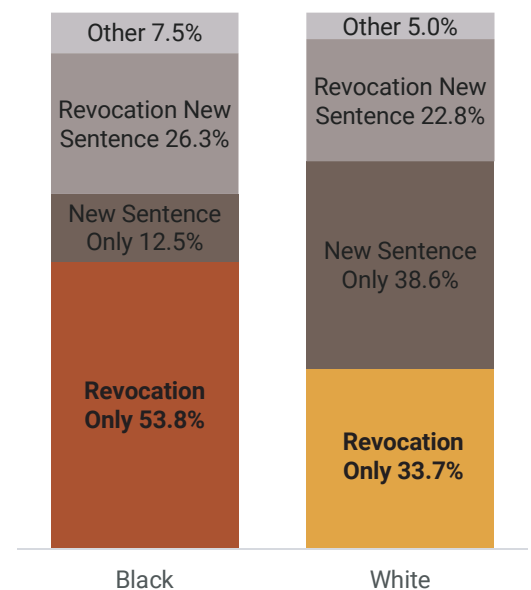
Prison admissions are categorized by the Wisconsin Department of Corrections into several types, including Revocation Only. This category is described as an admission to prison due to supervision being revoked for violating a rule or condition of supervision<sup>lxxiii</sup>. Of note, this supervision rule or condition violation may not have been a crime: there is a separate category for Revocations with a New Sentence<sup>lxxiv</sup>. Revocation Only prison admissions were a common type of admission to prison in 2020: 42.0% of all prison admissions in Rock County and 48.1% of all prison admissions statewide were Revocation Only admissions.

Over half of all the 2020 Revocation Only prison admissions from Rock County were of Black residents (54.4%)<sup>lxxv</sup>. In other words, over 1 in 2 prison admissions from Rock County categorized as Revocation Only were of Black residents. The proportion of Revocation Only prison admissions that were of Black residents was higher in Rock County than statewide: 41.0% of all 2020 Revocation Only prison admissions in Wisconsin were of Black residents (compared to 54.4% from Rock County).

It is also useful to assess whether different racial groups were experiencing Revocation Only prison admissions in similar proportions compared to other types of prison admissions. Among all prison admissions of Black residents from Rock County in 2020, over half were categorized as a Revocation Only type (53.8%), compared to only a third of the prison admissions of white residents (33.7%)<sup>lxxvi</sup>. Though these data can be nuanced, this likely tells us that when Black residents were being admitted to prison, they were more likely to be there due to a Revocation Only situation than white residents.

Revocation Only type prison admissions were more frequent (a higher proportion of all admissions) statewide than in Rock County. This was the case among both Black and white residents. In 2020, 57.1% of all prison admissions of Black residents statewide were Revocation Only, compared to 53.8% of all prison admissions of Black residents of Rock County. Of all 2020 prison admissions

2020 Rock County Prison Admissions by Type



among white residents statewide, 42.3% were Revocation Only, compared to 33.7% of all prison admissions of white residents of Rock County.

Data on child welfare disaggregated by race and ethnicity at a county level is limited. Children who are not living with a legal parent or guardian may be living in out-of-home care settings such as foster care or with a relative, for a variety of reasons. Data in this report represent out-of-home care placements that are legally formalized arrangements through the state child welfare system<sup>lxxvii</sup>. Overall, the number of children in out-of-home care has decreased from 2017 to 2019.

The percentage of children in out-of-home care in Rock County who were Black dropped in 2019, compared to 2017 and 2018. The percentage of Rock County's children in out-of-home care who were white and the percentage who were Latina/o increased in 2019, compared to 2017 and 2018<sup>lxxviii</sup>. Black children were overrepresented in the group of children in out-of-home care in 2017 and 2018. In 2019, the county's proportion of Black children in out-of-home care (15.4%) grew closer to matching the proportion of the county's population of Black children (10.0%)<sup>lxxix</sup>. Statewide, a higher percentage of children in out-of-home care were Black than in Rock County (32.4% of Wisconsin's children in out-of-home care were Black and 15.4% of Rock County children in out-of-home care were Black in 2019). A lower percentage of children in out-of-home care were Latina/o statewide than in Rock County (10.7% of Wisconsin's children in out-of-home care were Latina/o and 15.8% of Rock County children in out-of-home care were Latina/o in 2019).



ADULT ARRESTS								
	2019		2020		Change 2019 to 2020		Change 2019 to 2020	
Race	Female	Male	Female	Male	Female		Male	
	#	#	#	#	# Drop	% Drop	# Drop	% Drop
<b>Janesville Police Department</b>								
<b>Black</b>	153	518	108	360	-45	-29.4%	-158	-30.5%
<b>White</b>	744	1,601	566	1,224	-178	-23.9%	-377	-23.5%
<b>Beloit Police Department</b>								
<b>Black</b>	334	876	268	625	-66	-19.8%	-251	-28.7%
<b>White</b>	572	985	425	800	-147	-25.7%	-185	-18.8%
<b>Rock County Sherriff's Office</b>								
<b>Black</b>	52	243	33	216	-19	-36.5%	-27	-11.1%
<b>White</b>	271	868	243	593	-28	-10.3%	-275	-31.7%

YOUTH ARRESTS								
	2019		2020		Change 2019 to 2020		Change 2019 to 2020	
Race	Female	Male	Female	Male	Female		Male	
	#	#	#	#	# Drop	% Drop	# Drop	% Drop
<b>Janesville Police Department</b>								
<b>Black</b>	62	138	44	81	-18	-29.0%	-57	-41.3%
<b>White</b>	154	286	76	151	-78	-50.6%	-135	-47.2%
<b>Beloit Police Department</b>								
<b>Black</b>	93	172	31	123	-62	-66.7%	-49	-28.5%
<b>White</b>	60	147	48	96	-12	-20.0%	-51	-34.7%
<b>Rock County Sherriff's Office</b>								
<b>Black</b>	10	20	1	15	-9	-90.0%	-5	-25.0%
<b>White</b>	17	55	20	38	3	17.6%	-17	-30.9%

PRISON ADMISSIONS							
Rock County							
	Race	# of Prison Admissions	% of Prison Admissions	% of Population 17+	Prison Admission Rate Per 10,000 Population 17+	Prison Admissions Rate Disparity with Whites	Disproportionality with Population 17+
<b>2020</b>	Black	80	42.6%	5.2%	120.1	14.1	8.2
	White	101	53.7%	92.7%	8.5		0.6
	ALL	188	100.0%	100.0%	14.7		
<b>2017-2019 Average</b>	Black	128	40.1%	5.1%	195.6	12.6	7.8
	White	184	57.7%	92.8%	15.6		0.6
	ALL	319	100.0%	100.0%	25.0		
Wisconsin							
<b>2020</b>	Black	1,796	34.5%	6.4%	60.7	8.5	5.4
	White	2,969	57.0%	89.5%	7.2		0.6
	ALL	5,210	100.0%	100.0%	11.3		
<b>2017-2019 Average</b>	Black	3,408	36.5%	6.3%	116.6	9.1	5.7
	White	5,286	56.6%	89.6%	12.8		0.6
	ALL	9,346	100.0%	100.0%	20.3		

Prison admissions data for 2020 are compared with 2019 population data of those ages 17 and above (2019 is the latest year of available data), and average prison admissions data for 2017-19 was compared with average population data for 2017-19.

REVOCATION ONLY ADMISSIONS TO PRISON							
	Rock County			Wisconsin			
<b>2020</b>	# of Revocation Only Prison Admissions	% of Total Revocation Only Prison Admissions	% of Group's Admissions that were Revocation Only	# of Revocation Only Prison Admissions	% of Total Revocation Only Prison Admissions	% of Group's Admissions that were Revocation Only	
Black	43	54.4%	53.8%	1,026	41.0%	57.1%	
White	34	43.0%	33.7%	1,257	50.2%	42.3%	
All	79	100.0%	42.0%	2,505	100.0%	48.1%	

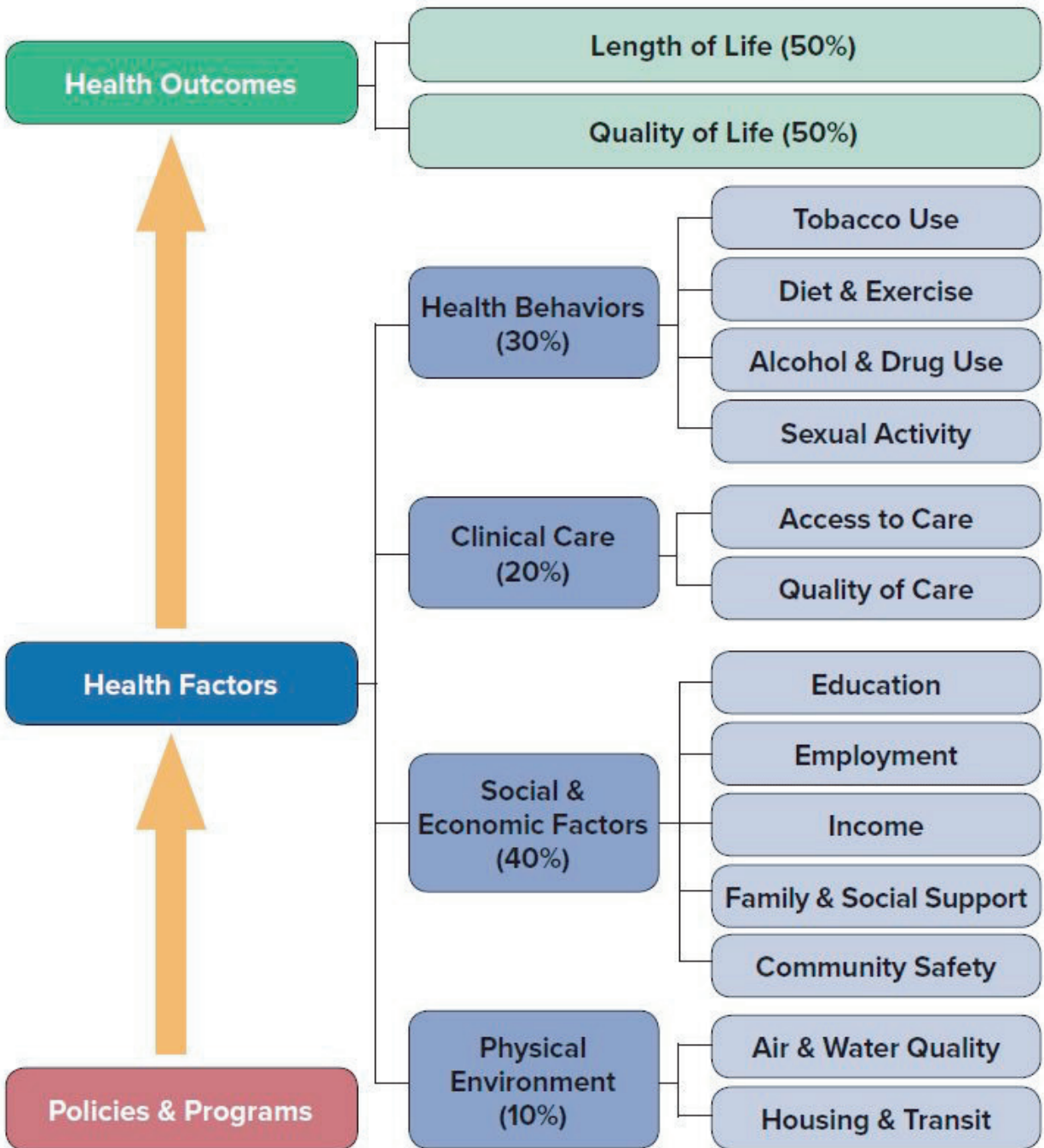
RACE OF CHILDREN IN OUT-OF-HOME CARE						
	Race	# in Out-of-Home Care	% in Out-of-Home Care	# Population 0-17	% Population 0-17	Disproportionality with Population
<b>Rock County</b>						
2019	Black	34	15.4%	3,736	10.0%	1.5
	White	183	82.8%	32,644	87.3%	0.9
	ALL	221	100.0%	37,402	100.0%	
2018	Black	61	25.1%	3,826	10.2%	2.5
	White	177	72.8%	32,830	87.2%	0.8
	ALL	243	100.0%	37,650	100.0%	
2017	Black	66	26.4%	3,800	10.0%	2.6
	White	176	70.4%	33,222	87.4%	0.8
	ALL	250	100.0%	37,998	100.0%	
<b>Wisconsin</b>						
2019	Black	2,651	34.0%	143,238	11.2%	3.0
	White	4,315	55.3%	1,061,700	82.7%	0.7
	ALL	7,797	100.0%	1,283,205	100.0%	
2018	Black	2,490	31.8%	142,616	11.2%	2.8
	White	4,460	56.9%	1,054,312	82.7%	0.7
	ALL	7,832	100.0%	1,275,040	100.0%	
2017	Black	2,453	32.4%	141,128	11.1%	2.9
	White	4,239	56.0%	1,047,374	82.7%	0.7
	ALL	7,568	100.0%	1,266,597	100.0%	

ETHNICITY OF CHILDREN IN OUT-OF-HOME CARE						
	Ethnicity	# in Out-of-Home Care	% in Out-of-Home Care	# Population 0-17	% Population 0-17	Disproportionality with Population
<b>Rock County</b>						
2019	Latina or Latino	17	6.8%	5777	15.2%	0.4
	ALL	221	100.0%	37,402	100.0%	
2018	Latina or Latino	27	11.1%	5818	15.5%	0.7
	ALL	243	100.0%	37,650	100.0%	
2017	Latina or Latino	35	15.8%	5892	15.8%	1.0
	ALL	250	100.0%	37,998	100.0%	
<b>Wisconsin</b>						
2019	Latina or Latino	766	9.8%	152,000	11.8%	0.8
	ALL	7,797	100.0%	1,283,205	100.0%	
2018	Latina or Latino	792	10.1%	153,491	12.0%	0.8
	ALL	7,832	100.0%	1,275,040	100.0%	
2017	Latina or Latino	810	10.7%	153,491	12.1%	0.9
	ALL	7,568	100.0%	1,266,597	100.0%	

## **Appendix II**

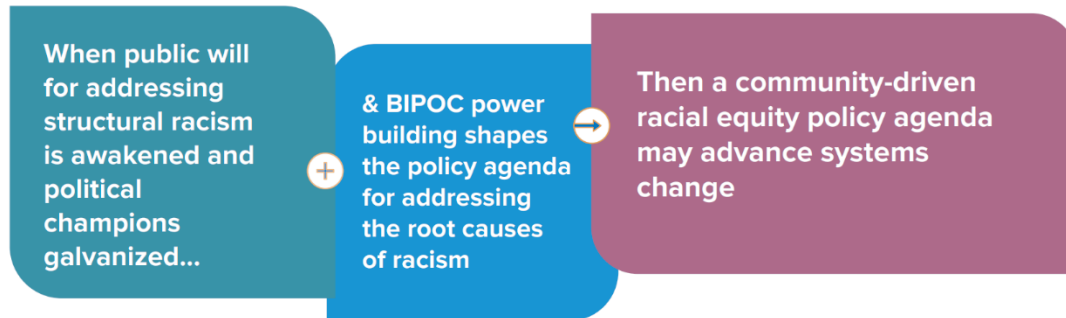
### **FRAMEWORKS, THEORIES AND MODELS**

## Social Determinants of Health – County Health Ranking Model



County Health Rankings Model © 2014 UWPHI

## Race To Equity Theory of Change



**Key assumptions:** The community exhibits readiness by sharing a common awareness of structural racism as a force shaping life experiences; there is sufficient healing and trust to support the beginning of collaboration across race and sectors; there are sufficient resources to support power building among historically excluded populations; trusted champions proficient in code switching between sectors and spaces are ready to lead the work over a period of 3-5+ years

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<sup>i</sup> Data for specific racial groups do not include Latina/o people in the Demographics section, unless otherwise specified in endnotes. Latina/o people may be of any race.

<sup>ii</sup> Silver Lynx Consulting analysis of data from the U.S. Census Bureau, *American Community Survey* 2015-2019, 2010-2014, and 2006-2010 5-year estimates, Table DP05.

[https://data.census.gov/cedsci/table?q=ACSDP5Y2019.DP05%20Rock%20County,%20Wisconsin&q=0400000US55\\_0500000US55105&tid=ACSDP5Y2019.DP05](https://data.census.gov/cedsci/table?q=ACSDP5Y2019.DP05%20Rock%20County,%20Wisconsin&q=0400000US55_0500000US55105&tid=ACSDP5Y2019.DP05),

[https://data.census.gov/cedsci/table?q=ACSDP5Y2019.DP05%20Rock%20County,%20Wisconsin&q=0400000US55\\_0500000US55105&tid=ACSDP5Y2014.DP05](https://data.census.gov/cedsci/table?q=ACSDP5Y2019.DP05%20Rock%20County,%20Wisconsin&q=0400000US55_0500000US55105&tid=ACSDP5Y2014.DP05), and

[https://data.census.gov/cedsci/table?q=ACSDP5Y2019.DP05%20Rock%20County,%20Wisconsin&q=0400000US55\\_0500000US55105&tid=ACSDP5Y2010.DP05](https://data.census.gov/cedsci/table?q=ACSDP5Y2019.DP05%20Rock%20County,%20Wisconsin&q=0400000US55_0500000US55105&tid=ACSDP5Y2010.DP05)

<sup>iii</sup> Decennial estimate methodology may not match 5-year ACS estimates. Silver Lynx Consulting analysis of data from the U.S. Census Bureau, *Decennial Census* 2000 estimates, DEC Summary File 4 Demographic Profile, Table DP1.

<https://data.census.gov/cedsci/table?q=&t=Race%20and%20Ethnicity&q=0500000US55105&y=2000&tid=DECENNIALDPSF42000.DP1>

<sup>iv</sup> Source: U.S. Census Bureau, *American Community Survey* 2015-2019 5-year estimates, Table DP05.

<https://data.census.gov/cedsci/table?q=beloit,%20wi&tid=ACSDP5Y2019.DP05>,

<https://data.census.gov/cedsci/table?q=beloit,%20wi&tid=ACSDP5Y2014.DP05>,

<https://data.census.gov/cedsci/table?q=beloit,%20wi&tid=ACSDP5Y2010.DP05>,

<https://data.census.gov/cedsci/table?q=janesville,%20wi&tid=ACSDP5Y2019.DP05>,

<https://data.census.gov/cedsci/table?q=janesville,%20wi&tid=ACSDP5Y2014.DP05>, and

<https://data.census.gov/cedsci/table?q=janesville,%20wi&tid=ACSDP5Y2010.DP05>

<sup>v</sup> Data are for total children. Source: U.S. Census Bureau, *American Community Survey* 2015-2019 5-year estimates, Table DP05.

<https://data.census.gov/cedsci/table?q=ACSDP5Y2019.DP05%20Rock%20County,%20Wisconsin&q=0500000US55105&tid=ACSDP5Y2019.DP05&hidePreview=true>

<sup>vi</sup> Decennial estimate methodology may not match 5-year ACS estimates. Silver Lynx Consulting analysis of data from the U.S. Census Bureau, *Decennial Census* 2000 estimates, DEC Summary File 4 Demographic Profile, Table DP1.

<https://data.census.gov/cedsci/table?q=&t=Race%20and%20Ethnicity&q=0500000US55105&y=2000&tid=DECENNIALDPSF42000.DP1>

<sup>vii</sup> Data are for children in households. Totals are slightly fewer children than the count of total children, but these data are available disaggregated by race and ethnicity. Black children may also be Latina/o. Silver Lynx Consulting analysis of data from the U.S. Census Bureau, *American Community Survey* 2015-2019, 2010-2014, and 2006-2010 5-year estimates, Table S0901.

[https://data.census.gov/cedsci/table?t=Children&q=0400000US55\\_0500000US55105&tid=ACSST5Y2019.S0901](https://data.census.gov/cedsci/table?t=Children&q=0400000US55_0500000US55105&tid=ACSST5Y2019.S0901),

[https://data.census.gov/cedsci/table?t=Children&q=0400000US55\\_0500000US55105&tid=ACSST5Y2014.S0901](https://data.census.gov/cedsci/table?t=Children&q=0400000US55_0500000US55105&tid=ACSST5Y2014.S0901), and

[https://data.census.gov/cedsci/table?t=Children&q=0400000US55\\_0500000US55105&tid=ACSST5Y2010.S0901](https://data.census.gov/cedsci/table?t=Children&q=0400000US55_0500000US55105&tid=ACSST5Y2010.S0901)

<sup>viii</sup> Source: U.S. Census Bureau, *American Community Survey* 2015-2019 5-year estimates, Table S1602.

<https://data.census.gov/cedsci/table?text=S1602&q=0500000US55105&tid=ACSST5Y2019.S1602&hidePreview=false>

<sup>ix</sup> Silver Lynx Consulting analysis of data from the U.S. Census Bureau, *American Community Survey* 2015-2019 5-year estimates, Table B05001.

[https://data.census.gov/cedsci/table?text=citizenship&q=0400000US55\\_0500000US55105&tid=ACSST5Y2019.B05001&hidePreview=false](https://data.census.gov/cedsci/table?text=citizenship&q=0400000US55_0500000US55105&tid=ACSST5Y2019.B05001&hidePreview=false)

<sup>x</sup> Source: U.S. Census Bureau, *American Community Survey* 2015-2019 5-year estimates, Table DP05.

<https://data.census.gov/cedsci/table?q=ACSDP5Y2019.DP05%20Rock%20County,%20Wisconsin&q=0500000US55105&tid=ACSDP5Y2019.DP05&hidePreview=true>

<sup>xi</sup> Source: U.S. Census Bureau, *American Community Survey* 2015-2019 5-year estimates, Tables B01002B, B01002I, and B01002H.

[https://data.census.gov/cedsci/table?t=Populations%20and%20People%3ARace%20and%20Ethnicity&q=0400000US55\\_0500000US55105&tid=ACSST5Y2019.B01002B](https://data.census.gov/cedsci/table?t=Populations%20and%20People%3ARace%20and%20Ethnicity&q=0400000US55_0500000US55105&tid=ACSST5Y2019.B01002B),

[https://data.census.gov/cedsci/table?t=Populations%20and%20People%3ARace%20and%20Ethnicity&q=0400000US55\\_0500000US55105&tid=ACSST5Y2019.B01002I](https://data.census.gov/cedsci/table?t=Populations%20and%20People%3ARace%20and%20Ethnicity&q=0400000US55_0500000US55105&tid=ACSST5Y2019.B01002I), and

[https://data.census.gov/cedsci/table?t=Populations%20and%20People%3ARace%20and%20Ethnicity&q=0400000US55\\_0500000US55105&tid=ACSST5Y2019.B01002H](https://data.census.gov/cedsci/table?t=Populations%20and%20People%3ARace%20and%20Ethnicity&q=0400000US55_0500000US55105&tid=ACSST5Y2019.B01002H)

<sup>xii</sup> Source: U.S. Census Bureau, *American Community Survey* 2015-2019 5-year estimates, Table S1810.

<https://data.census.gov/cedsci/table?text=S1810&q=0500000US55105&tid=ACSST5Y2019.S1810&hidePreview=false>

<sup>xiii</sup> Unless otherwise specified in endnotes, data for white people in the economic section do not include Latina and Latino people, but data for Black people may include Latina and Latino people. Latina and Latino people may be of any race.

<sup>xiv</sup> Margins of error can be wide for this indicator, and were not reported in 2000 estimates.

<sup>xv</sup> Decennial estimate methodology may not match 5-year ACS estimates. Silver Lynx Consulting analysis of data from the U.S. Census Bureau, *American Community Survey* 2015-2019, 2010-2014, and 2006-2010 5-year estimates, Table S2301; and *Decennial Census* 2000 estimates, DEC Summary File 4 Demographic Profile, Table DP3.

[https://data.census.gov/cedsci/table?text=S2301&q=0400000US55\\_0500000US55105&tid=ACSST5Y2019.S2301&hidePreview=false](https://data.census.gov/cedsci/table?text=S2301&q=0400000US55_0500000US55105&tid=ACSST5Y2019.S2301&hidePreview=false),

[https://data.census.gov/cedsci/table?text=S2301&q=0400000US55\\_0500000US55105&tid=ACSST5Y2014.S2301&hidePreview=false](https://data.census.gov/cedsci/table?text=S2301&q=0400000US55_0500000US55105&tid=ACSST5Y2014.S2301&hidePreview=false),

[https://data.census.gov/cedsci/table?text=S2301&q=0400000US55\\_0500000US55105&tid=ACSST5Y2010.S2301&hidePreview=false](https://data.census.gov/cedsci/table?text=S2301&q=0400000US55_0500000US55105&tid=ACSST5Y2010.S2301&hidePreview=false), and

[https://data.census.gov/cedsci/table?q=&t=Income%20and%20Poverty&q=0400000US55\\_0500000US55105&y=2000&tid=DECENNIALDPSF42000.DP3](https://data.census.gov/cedsci/table?q=&t=Income%20and%20Poverty&q=0400000US55_0500000US55105&y=2000&tid=DECENNIALDPSF42000.DP3)

<sup>xvi</sup> Poverty data are for all ages. The margins of error for Black residents of Rock County at or below the poverty level were  $\pm 7.5\%$ , and  $\pm 3.9\%$  for Latina and Latino residents in 2015-19 estimates. Silver Lynx Consulting analysis of data from the U.S. Census Bureau, *American Community Survey 2015-2019 Table S1701*.

[https://data.census.gov/cedsci/table?text=S1701&q=0400000US55\\_0500000US55105&tid=ACSST5Y2019.S1701&hidePreview=false](https://data.census.gov/cedsci/table?text=S1701&q=0400000US55_0500000US55105&tid=ACSST5Y2019.S1701&hidePreview=false)

<sup>xvii</sup> Icon by Adrien Coquet from the Noun Project. The margins of error for Black residents of Rock County at or below the poverty level were  $\pm 6.0$ , and  $\pm 5.6$  for Latina and Latino residents in 2010-2014 estimates. Silver Lynx Consulting analysis of data from the U.S. Census Bureau, *American Community Survey 2015-2019 and 2010-2014 5-year estimates, Table S1701*.

[https://data.census.gov/cedsci/table?text=S1701&q=0400000US55\\_0500000US55105&tid=ACSST5Y2019.S1701&hidePreview=false](https://data.census.gov/cedsci/table?text=S1701&q=0400000US55_0500000US55105&tid=ACSST5Y2019.S1701&hidePreview=false) and

[https://data.census.gov/cedsci/table?text=S1701&q=0400000US55\\_0500000US55105&tid=ACSST5Y2014.S1701&hidePreview=false](https://data.census.gov/cedsci/table?text=S1701&q=0400000US55_0500000US55105&tid=ACSST5Y2014.S1701&hidePreview=false)

<sup>xviii</sup> Decennial estimate methodology did not report margins of error and may not match 5-year ACS estimates. Data for white people in 1990 tables may include people who are Latina and Latino. State data published as a part of the 1990 Census of Population refers to persons in poverty in 1989 in tables. Silver Lynx Consulting analysis of data from the U.S. Census Bureau, *Decennial Census 2000 estimates, DEC Summary File 4 Demographic Profile, Table DP3*; and *Decennial Census 1990 estimates, Poverty Statistics by County by Race, Poverty Statistics by County for Persons by Age, Persons by Poverty Status in 1959, 1969, 1979, 1989, 1999, Black Persons by Poverty Status in 1969, 1979, 1989, and 1999, Persons of Hispanic Origin by Poverty Status in 1969, 1979, 1989, and 1999, and White Persons by Poverty Status in 1969, 1979, 1989, and 1999*.

[https://data.census.gov/cedsci/table?q=&t=Income%20and%20Poverty&q=0400000US55\\_0500000US55105&y=2000&tid=DECENNIALDPSF42000.DP3](https://data.census.gov/cedsci/table?q=&t=Income%20and%20Poverty&q=0400000US55_0500000US55105&y=2000&tid=DECENNIALDPSF42000.DP3),

<https://www.census.gov/data/tables/time-series/dec/cph-series/cph-l/cph-l-106.html>, <https://www.census.gov/data/tables/time-series/dec/cph-series/cph-l/cph-l-107.html>,

<https://www.census.gov/data/tables/time-series/dec/cph-series/cph-l/cph-l-162.html>, <https://www.census.gov/data/tables/time-series/dec/cph-series/cph-l/cph-l-165.html>,

<https://www.census.gov/data/tables/time-series/dec/cph-series/cph-l/cph-l-166.html>, and

<https://www.census.gov/data/tables/time-series/dec/cph-series/cph-l/cph-l-167.html>

<sup>xix</sup> This disparity was slightly less severe than half for 2000 estimates. Decennial estimate methodology may not match 5-year ACS estimates. Data for white people in 1990 tables may include people who are Latina and Latino. Silver Lynx Consulting analysis of data from the U.S. Census Bureau, *American Community Survey 2015-2019, 2010-2014, and 2006-2010 5-year estimates, Table S1903*; *Decennial Census 2000 estimates, DEC Summary File 4 Demographic Profile, Table DP3*; and *Decennial Census 1990 estimates, Median Household Income by Race and Hispanic Origin for State and Counties: 1989*.

[https://data.census.gov/cedsci/table?text=S1903&q=0400000US55\\_0500000US55105&tid=ACSST5Y2019.S1903&hidePreview=false](https://data.census.gov/cedsci/table?text=S1903&q=0400000US55_0500000US55105&tid=ACSST5Y2019.S1903&hidePreview=false),

[https://data.census.gov/cedsci/table?text=S1903&q=0400000US55\\_0500000US55105&tid=ACSST5Y2014.S1903&hidePreview=false](https://data.census.gov/cedsci/table?text=S1903&q=0400000US55_0500000US55105&tid=ACSST5Y2014.S1903&hidePreview=false),

[https://data.census.gov/cedsci/table?text=S1903&q=0400000US55\\_0500000US55105&tid=ACSST5Y2010.S1903&hidePreview=false](https://data.census.gov/cedsci/table?text=S1903&q=0400000US55_0500000US55105&tid=ACSST5Y2010.S1903&hidePreview=false),

[https://data.census.gov/cedsci/table?q=&t=Income%20and%20Poverty&q=0400000US55\\_0500000US55105&y=2000&tid=DECENNIALDPSF42000.DP3](https://data.census.gov/cedsci/table?q=&t=Income%20and%20Poverty&q=0400000US55_0500000US55105&y=2000&tid=DECENNIALDPSF42000.DP3), and <https://www.census.gov/data/tables/time-series/dec/cph-series/cph-l/cph-l-132.html>

<sup>xx</sup> With the exception of 2010-2014.

<sup>xxi</sup> The 1999 median household income among Latina and Latino households would be \$62,665.70 in 2019 dollars, and among white households it would be \$71,441.23. The dollar amount was calculated from 1999 instead of 2000 because that was the year of data collection. Source: Inflation Tool. <https://www.inflationtool.com/us-dollar?amount=30083&year1=1999&year2=2019>

<sup>xxii</sup> Data shown is in 2020 dollars. This amount does not include any funds for additional expenses, such as savings, buying a home, restaurant meals, or leisure time. Glasmeier, Amy K. Living Wage Calculator. 2020. Massachusetts Institute of Technology.

<https://livingwage.mit.edu/pages/faqs>

<sup>xxiii</sup> Source: U.S. Census Bureau, *American Community Survey 2015-2019, Table S1903*.

[https://data.census.gov/cedsci/table?text=S1903&q=0400000US55\\_0500000US55105&tid=ACSST5Y2019.S1903&hidePreview=false](https://data.census.gov/cedsci/table?text=S1903&q=0400000US55_0500000US55105&tid=ACSST5Y2019.S1903&hidePreview=false)

<sup>xxiv</sup> Data is for female householders living with their children, no spouse present, living with their own children under age 18. Source: U.S. Census Bureau, *American Community Survey 2015-2019, Table S1903*.

[https://data.census.gov/cedsci/table?text=S1903&q=0400000US55\\_0500000US55105&tid=ACSST5Y2019.S1903&hidePreview=false](https://data.census.gov/cedsci/table?text=S1903&q=0400000US55_0500000US55105&tid=ACSST5Y2019.S1903&hidePreview=false)

<sup>xxv</sup> Silver Lynx Consulting analysis of data from the Wisconsin Department of Children and Families, *2019 Wisconsin Shares Child Care Subsidy County and Tribal Maximum Rates-Statewide*. <https://dcf.wisconsin.gov/wishares/maxrates>

<sup>xxvi</sup> Silver Lynx Consulting analysis of data from the U.S. Census Bureau, *American Community Survey 2015-2019 5-year estimates, Table S1903*, and the Wisconsin Department of Children and Families, *2019 Wisconsin Shares Child Care Subsidy County and Tribal Maximum Rates-Statewide*.

[https://data.census.gov/cedsci/table?text=S1903&q=0400000US55\\_0500000US55105&tid=ACSST5Y2019.S1903&hidePreview=false](https://data.census.gov/cedsci/table?text=S1903&q=0400000US55_0500000US55105&tid=ACSST5Y2019.S1903&hidePreview=false)

and <https://dcf.wisconsin.gov/wishares/maxrates>

<sup>xxvii</sup> Source: U.S. Child Care Desert map, Center for American Progress. <https://childcaresdeserts.org/?lat=42.792485065374876&lng=-88.67980431816073&zm=8.877941442634931&lyr=ccmedianincome>



<sup>xxviii</sup> Silver Lynx Consulting analysis of data from the U.S. Census Bureau, *American Community Survey 2015-2019 5-year estimates*, Table DP05.  
[https://data.census.gov/cedsci/table?q=ACSDP5Y2019.DP05%20Rock%20County.%20Wisconsin&q=0400000US55\\_0500000US55105&tid=ACSDP5Y2019.DP05](https://data.census.gov/cedsci/table?q=ACSDP5Y2019.DP05%20Rock%20County.%20Wisconsin&q=0400000US55_0500000US55105&tid=ACSDP5Y2019.DP05)

<sup>xxix</sup> The count of regulated child care providers excluded day camps. Silver Lynx Consulting analysis of data from the Wisconsin Department of Children and Families, *Licensed Child Care Directories* and *Certified Child Care Directories*, October 2021, <https://dcf.wisconsin.gov/cccertification/cc-directories> and <https://dcf.wisconsin.gov/cclicensing/lcc-directories>

<sup>xxx</sup> Further information about YoungStar can be found here: <https://dcf.wisconsin.gov/youngstar>

<sup>xxxi</sup> Data reflect the percentage of each racial / ethnic group in owner-occupied housing. Silver Lynx Consulting analysis of data from the U.S. Census Bureau, *American Community Survey 2015-2019 5-year estimates*, Table S2502.  
[https://data.census.gov/cedsci/table?text=S2502&q=0400000US55\\_0500000US55105&tid=ACSST5Y2019.S2502&hidePreview=false](https://data.census.gov/cedsci/table?text=S2502&q=0400000US55_0500000US55105&tid=ACSST5Y2019.S2502&hidePreview=false)

<sup>xxxii</sup> Source: The Metropolitan Milwaukee Fair Housing Council, Inc, *Impediments to Fair Housing Report*, 2019.  
[https://www.google.com/url?client=internal-element-cse&cx=005939239672326835051:lhznkqgdz8&q=https://www.co.rock.wi.us/images/web\\_documents/departments/planning\\_development/housing\\_authority/analysis\\_to\\_impediments\\_to\\_fair\\_housing\\_2019.pdf&sa=U&ved=2ahUKEwif19-xkbnyAhXEAp0JHZeMAIwQFjAAegQIBxAB&usq=AOvVaw0JAJvL3D3PUouq0\\_JZimc7](https://www.google.com/url?client=internal-element-cse&cx=005939239672326835051:lhznkqgdz8&q=https://www.co.rock.wi.us/images/web_documents/departments/planning_development/housing_authority/analysis_to_impediments_to_fair_housing_2019.pdf&sa=U&ved=2ahUKEwif19-xkbnyAhXEAp0JHZeMAIwQFjAAegQIBxAB&usq=AOvVaw0JAJvL3D3PUouq0_JZimc7)

<sup>xxxiii</sup> The report noted these percentages were based on U.S. Department of Housing and Urban Development's Affirmatively Furthering Fair Housing data, Table 9, but did not cite a year. Source: The Metropolitan Milwaukee Fair Housing Council, Inc, *Impediments to Fair Housing Report*, 2019. [https://www.google.com/url?client=internal-element-cse&cx=005939239672326835051:lhznkqgdz8&q=https://www.co.rock.wi.us/images/web\\_documents/departments/planning\\_development/housing\\_authority/analysis\\_to\\_impediments\\_to\\_fair\\_housing\\_2019.pdf&sa=U&ved=2ahUKEwif19-xkbnyAhXEAp0JHZeMAIwQFjAAegQIBxAB&usq=AOvVaw0JAJvL3D3PUouq0\\_JZimc7](https://www.google.com/url?client=internal-element-cse&cx=005939239672326835051:lhznkqgdz8&q=https://www.co.rock.wi.us/images/web_documents/departments/planning_development/housing_authority/analysis_to_impediments_to_fair_housing_2019.pdf&sa=U&ved=2ahUKEwif19-xkbnyAhXEAp0JHZeMAIwQFjAAegQIBxAB&usq=AOvVaw0JAJvL3D3PUouq0_JZimc7)

<sup>xxxiv</sup> The race and ethnicity of those evicted was not available in these data. Source: Eviction Lab  
<https://evictionlab.org/map/#/2016?geography=states&bounds=-122.388,31.338,-66.885,50.024&type=er&locations=55105,-89.073,42.67%2B5537825,-89.01,42.682%2B5506500,-89.013,42.532>

<sup>xxxv</sup> Source: U.S. Census Bureau, *American Community Survey 2015-2019 5-year estimates*, Table B25064.  
[https://data.census.gov/cedsci/table?text=rent&q=0400000US55\\_0500000US55105&tid=ACSST5Y2019.B25064&hidePreview=false](https://data.census.gov/cedsci/table?text=rent&q=0400000US55_0500000US55105&tid=ACSST5Y2019.B25064&hidePreview=false)

<sup>xxxvi</sup> Source: Wisconsin Realtor's Association, Wisconsin Housing Statistics. <https://www.wra.org/HousingStatistics/>

<sup>xxxvii</sup> Icon by Weltenraser from the Noun Project. Silver Lynx Consulting analysis of data from U.S. Census Bureau, *American Community Survey 2015-19 5-year estimates*, Table S1903 and Wisconsin Realtor's Association, Wisconsin Housing Statistics.  
[https://data.census.gov/cedsci/table?text=S1903&q=0400000US55\\_0500000US55105&tid=ACSST5Y2019.S1903&hidePreview=false](https://data.census.gov/cedsci/table?text=S1903&q=0400000US55_0500000US55105&tid=ACSST5Y2019.S1903&hidePreview=false) and <https://www.wra.org/HousingStatistics/>

<sup>xxxviii</sup> See the Prosperity Now Scorecard <https://scorecard.prosperitynow.org>

<sup>xxxix</sup> Data for white people may include those who identify as Latina or Latino. Silver Lynx Consulting analysis of data from the Consumer Finance Protection Bureau, *Home Mortgage Disclosure Act Data Browser*, 2020. <https://ffiec.cfpb.gov/data-browser/maps/2020?geography=county&mapCenter=-89.07147438976831,42.67146675006144%20%20%20>

<sup>xl</sup> Not all people giving birth may identify as women or mothers.

<sup>xli</sup> Icon by ProSymbols from the Noun Project. Data for Black and white people do not include Latina people. Latina people may be of any race. Race and ethnicity data is for the mother, not the baby. This data was calculated across a five-year span to produce more stable and representative results. Data are 2014-18 counts of births at 2500 grams or less for all 5 years total, and the percentage of births at low birthweight (out of the total number of births) across the 5-year span. Source: the Wisconsin Department of Health Services, *Wisconsin Interactive Statistics on Health – Low Birthweight Module*. <https://www.dhs.wisconsin.gov/wish/lbw/index.htm>

<sup>xlii</sup> Data for Black and white people do not include Latina people. Latina people may be of any race. Race and ethnicity data is for the mother, not the baby. This data was calculated across a five-year span to produce more stable and representative results. Data are 2014-18 counts of infant deaths within 365 days of birth for all 5 years total, and average infant mortality rates (per 1000 live births) across the 5-year span. Source: the Wisconsin Department of Health Services, *Wisconsin Interactive Statistics on Health – Infant Mortality Module*. <https://www.dhs.wisconsin.gov/wish/infant-mortality/index.htm>

<sup>xliii</sup> Icon by Chrystina Angeline from the Noun Project. Data for white people do not include Latina and Latino people, but data for Black people may include Latina and Latino people. Latina people may be of any race. Source: U.S. Census Bureau, *American Community Survey 2015-2019 5-year estimates*, Table S2701.  
[https://data.census.gov/cedsci/table?q=Rock%20county&text=S2701&q=0400000US55\\_0500000US55105&tid=ACSST5Y2019.S2701&hidePreview=false](https://data.census.gov/cedsci/table?q=Rock%20county&text=S2701&q=0400000US55_0500000US55105&tid=ACSST5Y2019.S2701&hidePreview=false)

<sup>xliiv</sup> Data for white people do not include Latina and Latino people, but data for Black people may include Latina and Latino people. Latina and Latino people may be of any race. Data are age-adjusted annual incidence rate estimates per 100,000 people, for all types of cancer. Source: Center for Disease Control, *State Cancer Profiles*, 2013-2017 5-year estimates.  
<https://statecancerprofiles.cancer.gov/map/map.withimage.php?55&county&001&001&05&0&01&0&1&5&0#results>

<sup>xlv</sup> Icon by Marco Livolsi from the Noun Project. Data for Black and white people do not include people who are Latina and Latino in the way that the data was pulled. Data for white people may also include people categorized as "Other" or "Unknown," and Multiracial people with white listed as their first race. Latina and Latino people may be of any race (and are compared with the average for those who are not Latina and Latino instead of whites). This data was calculated across a five-year average span to produce more stable and

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representative results. Average age at death is calculated as the total sum of ages in years among people who died between 2016-2020, divided by the total number of who died during that period. Source: Wisconsin Department of Health Services. *Wisconsin Interactive Statistics on Health - Mortality Module*. <https://www.dhs.wisconsin.gov/wish/mortality/index.htm>

<sup>xlvi</sup> Data for specific racial groups do not include Latina and Latino people in the education section, unless otherwise specified in endnotes. Latina and Latino people may be of any race. Data shown in tables for Clinton Community / Evansville Community / Parkview reflect counts, percentages, or rates for these school districts combined. Data for Rock County reflect all public school districts in the county, including Beloit, Beloit Turner, Clinton Community, Edgerton, Evansville Community, Janesville, Milton, and Parkview.

<sup>xlvii</sup> Data were not available disaggregated by race and ethnicity for the 1,598 total Pre-Kindergarten through 12<sup>th</sup> grade students who were enrolled in private schools in Rock County during the 2019-20 school year, according to the Wisconsin Department of Public Instruction, Private Enrollment Master 2019-20 Data File. [https://dpi.wi.gov/wisedash/download-files/type?field\\_wisedash\\_upload\\_type\\_value=Enrollment-Private-School&field\\_wisedash\\_data\\_view\\_value=All](https://dpi.wi.gov/wisedash/download-files/type?field_wisedash_upload_type_value=Enrollment-Private-School&field_wisedash_data_view_value=All).

<sup>xlviii</sup> Source: Kids Forward, *Equity in Early Learning* and *Equity in Early Learning: Continuing Assessments on Race and Ethnicity in Wisconsin Shares, YoungStar and Four-Year-Old Kindergarten*. <https://kidsforward.org/achieving-equity-in-early-learning/> and <https://kidsforward.org/publication/equity-in-early-learning-continuing-assessments-on-race-and-ethnicity-in-wisconsin-shares-youngstar-and-four-year-old-kindergarten/>

<sup>xlix</sup> Silver Lynx Consulting analysis of data provided by the Wisconsin Department of Children and Families for the months of June 2016 and June 2017.

<sup>l</sup> Icon by Vector Portal, PK. Enrollment data includes data for all public schools (including charter schools) in school districts, and all non-district charter schools. Data are a count of students enrolled on the third Friday in September. Silver Lynx Consulting analysis of data from the Wisconsin Department of Public Instruction, *WISEdash Public Portal*.

<https://wisedash.dpi.wi.gov/Dashboard/dashboard/18110>

<sup>li</sup> Silver Lynx Consulting analysis of data from the Wisconsin Department of Public Instruction, Enrollment Certified 2018-19 Data File, 2019-20 Data File, Enrollment Certified 2009-10 Data File, and Wisconsin Information Network for Successful Schools (WINSS) Historical Data File 1999-20. [https://dpi.wi.gov/wisedash/download-files/type?field\\_wisedash\\_upload\\_type\\_value=Enrollment](https://dpi.wi.gov/wisedash/download-files/type?field_wisedash_upload_type_value=Enrollment) and

[https://dpi.wi.gov/wisedash/download-files/type?field\\_wisedash\\_upload\\_type\\_value=WINSS+Historical+Data+Files&field\\_wisedash\\_data\\_view\\_value=All&Apply](https://dpi.wi.gov/wisedash/download-files/type?field_wisedash_upload_type_value=WINSS+Historical+Data+Files&field_wisedash_data_view_value=All&Apply)

<sup>lii</sup> Silver Lynx Consulting analysis of data from the Wisconsin Department of Public Instruction, Enrollment Certified 2019-20 Data File. [https://dpi.wi.gov/wisedash/download-files/type?field\\_wisedash\\_upload\\_type\\_value=Enrollment](https://dpi.wi.gov/wisedash/download-files/type?field_wisedash_upload_type_value=Enrollment)

<sup>liii</sup> Silver Lynx Consulting analysis of data from the Wisconsin Department of Public Instruction, Enrollment Certified 2009-10 Data File. [https://dpi.wi.gov/wisedash/download-files/type?field\\_wisedash\\_upload\\_type\\_value=Enrollment](https://dpi.wi.gov/wisedash/download-files/type?field_wisedash_upload_type_value=Enrollment)

<sup>liiii</sup> Silver Lynx Consulting analysis of data from the Wisconsin Department of Public Instruction, Enrollment Certified 2009-10 Data File. [https://dpi.wi.gov/wisedash/download-files/type?field\\_wisedash\\_upload\\_type\\_value=Enrollment](https://dpi.wi.gov/wisedash/download-files/type?field_wisedash_upload_type_value=Enrollment)

<sup>liv</sup> Silver Lynx Consulting analysis of data from the Wisconsin Department of Public Instruction, Enrollment Certified 2020-21 and 2019-20 Data Files. [https://dpi.wi.gov/wisedash/download-files/type?field\\_wisedash\\_upload\\_type\\_value=Enrollment](https://dpi.wi.gov/wisedash/download-files/type?field_wisedash_upload_type_value=Enrollment)

<sup>lv</sup> The totals for numerators and denominators of total students scoring at proficient and advanced levels on these assessments frequently cannot be calculated due to these missing data. Though more recent data were not yet provided at the time this report was prepared, we thank the Wisconsin Department of Public Instruction for sharing data during times when this has been possible.

<sup>lvi</sup> This percentage is calculated as the number of 4<sup>th</sup> grade students not scoring at proficient and advanced levels on statewide assessments of English Language Arts or Reading, divided by the number of 4<sup>th</sup> grade students expected to test, for each racial / ethnic group. Data for the Badger exam in 2015-15 is not included in these analyses. Silver Lynx Consulting analysis of data provided by the Wisconsin Department of Public Instruction.

<sup>lvii</sup> This percentage is calculated as the number of 8<sup>th</sup> grade students not scoring at proficient and advanced levels on statewide math assessments, divided by the number of 8<sup>th</sup> grade students expected to test, for each racial / ethnic group. Data for the Badger exam in 2015-15 is not included in these analyses. Silver Lynx Consulting analysis of data provided by the Wisconsin Department of Public Instruction.

<sup>lviii</sup> The Wisconsin Department of Public Instruction presents out-of-school suspension rates differently on their WISEdash Public Portal. Rates are presented in this report per 1,000 students to match the calculation style of previous reports and presentations by The Race to Equity Project and Kids Forward. Out-of-school suspension rates per 1,000 students are calculated as the number of out-of-school suspensions of students in a racial / ethnic group divided by the number of enrolled students in that group, multiplied by 1,000. These data are duplicated, meaning that if a student receives more than one out-of-school suspension in a school year, that student is counted more than once in the number of out-of-school suspensions. These data reflect out-of-school suspensions only, not all suspensions.

<sup>lix</sup> Silver Lynx Consulting analysis of data from the Wisconsin Department of Public Instruction, Discipline Actions Certified 2019-20 Data File and *WISEdash Public Portal*. [https://dpi.wi.gov/wisedash/download-files/type?field\\_wisedash\\_upload\\_type\\_value=Discipline](https://dpi.wi.gov/wisedash/download-files/type?field_wisedash_upload_type_value=Discipline) and <https://wisedash.dpi.wi.gov/Dashboard/dashboard/20218>

<sup>lx</sup> Silver Lynx Consulting analysis of data from the Wisconsin Department of Public Instruction, Discipline Actions Certified 2019-20 Data File and *WISEdash Public Portal*. [https://dpi.wi.gov/wisedash/download-files/type?field\\_wisedash\\_upload\\_type\\_value=Discipline](https://dpi.wi.gov/wisedash/download-files/type?field_wisedash_upload_type_value=Discipline) and <https://wisedash.dpi.wi.gov/Dashboard/dashboard/20218>

<sup>lxi</sup> Silver Lynx Consulting analysis of data from the Wisconsin Department of Public Instruction, Discipline Actions Certified 2019-20 Data File and *WISEdash Public Portal*. [https://dpi.wi.gov/wisedash/download-files/type?field\\_wisedash\\_upload\\_type\\_value=Discipline](https://dpi.wi.gov/wisedash/download-files/type?field_wisedash_upload_type_value=Discipline) and <https://wisedash.dpi.wi.gov/Dashboard/dashboard/20218>

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<sup>lxii</sup> Silver Lynx Consulting analysis of data from the Wisconsin Department of Public Instruction, Discipline Actions Certified 2019-20 Data File, Discipline Actions Certified 2018-19 Data File, and *WISEdash Public Portal*. [https://dpi.wi.gov/wisedash/download-files/type?field\\_wisedash\\_upload\\_type\\_value=Discipline](https://dpi.wi.gov/wisedash/download-files/type?field_wisedash_upload_type_value=Discipline) and <https://wisedash.dpi.wi.gov/Dashboard/dashboard/20218>

<sup>lxiii</sup> Dropout rates are the percent of students in grades 7-12 who dropped out during the school term, out of the number of students in these grades expected to complete that school term. For example, a student in school during the 2018-19 school year but not present for the enrollment count on the third Friday of September, 2019 (and had not graduated, moved, etc.) would be counted as a 2019-20 dropout. Students are counted as having dropped out during a school term if they are not re-enrolled by the third Friday of September of the next school year. A student is not considered to have dropped out if they completed high school, transferred, or was absent due to suspension/expulsion, illness, or death. Students who were expected to transfer to another district but discontinued schooling are counted in the dropout count for the expected transfer district. A student who dropped out in any given school year may re-enter school, drop out again, and/or complete high school, in any following school year. More about school dropout can be found here: <https://dpi.wi.gov/wisedash/about-data/dropouts> and here: <https://dpi.wi.gov/wisedash/help/glossary>. These data are annual event dropout rates. Source: Wisconsin Department of Public Instruction, Dropouts Certified 2019-20 Data File. [https://dpi.wi.gov/wisedash/download-files/type?field\\_wisedash\\_upload\\_type\\_value=Attendance](https://dpi.wi.gov/wisedash/download-files/type?field_wisedash_upload_type_value=Attendance)

<sup>lxiv</sup> These data are counts and percentages of students earning a regular high school diploma (as opposed to an H.S.E.D. or other high school completion credential) in four years. Calculations are adjusted to remove students who are no longer in the cohort of potential graduates that begins together in 9th grade (written confirmation that the student left the school district, death, etc.). More information about graduation rates can be found here: <https://dpi.wi.gov/wisedash/about-data/graduation>. Silver Lynx Consulting analysis of data from the Wisconsin Department of Public Instruction, HS Completion Certified 2019-20 Data File. [https://dpi.wi.gov/wisedash/download-files/type?field\\_wisedash\\_upload\\_type\\_value=hs-completion](https://dpi.wi.gov/wisedash/download-files/type?field_wisedash_upload_type_value=hs-completion)

<sup>lxv</sup> The margin of error for Black residents of Rock County with a Bachelor's Degree or higher level of education is  $\pm 4.3\%$ , and for Latina and Latino residents, the margin of error  $\pm 2.5$ . Source: U.S. Census Bureau, *American Community Survey 2015-2019 5-year estimates*, Table S1501. <https://data.census.gov/cedsci/table?q=C24010%20&text=S1501&q=0500000US55105&tid=ACSST5Y2019.S1501&hidePreview=false>

<sup>lxvi</sup> Unless otherwise specified in endnotes, data for Black and white people in the deep end systems section include Latina and Latino people. Data for Latina and Latino people were not available for arrest and incarceration data, and a large percentage of ethnicity data was missing for out-of-home care.

<sup>lxvii</sup> Arrest data from the Universal Crime Reporting (UCR) System and the National Incident-Based Reporting System (NIBRS) are not comparable. Wisconsin's version of the National Incident-Based Reporting System is the Wisconsin Incident-Based Reporting System (WIBRS). Silver Lynx Consulting analysis of data from the Wisconsin Department of Justice, *Wisconsin Uniform Crime Reporting Data Dashboard, Wisconsin Incident-Based Reporting System Data Explorer*. <https://www.doj.state.wi.us/dles/bjia/wibrs-data>

<sup>lxviii</sup> Source: U.S. Census Bureau, *American Community Survey 2015-2019 5-year estimates*, Table DP05. <https://data.census.gov/cedsci/table?q=beloit,%20wi&tid=ACSDP5Y2019.DP05> and <https://data.census.gov/cedsci/table?q=janesville,%20wi&tid=ACSDP5Y2019.DP05>

<sup>lxix</sup> Source: Wisconsin Department of Justice, *Wisconsin Uniform Crime Reporting Data Dashboard, Wisconsin Incident-Based Reporting System Data Explorer*. <https://www.doj.state.wi.us/dles/bjia/wibrs-data>

<sup>lxx</sup> Data includes all physical admissions to Wisconsin Department of Corrections adult prison facilities, but do not include individuals under supervision from the Division of Community Corrections in prison on a temporary hold. These data are duplicated, meaning that if a person is admitted to prison more than once in a calendar year, that person is counted more than once in the number of prison admissions for that year. Rock County admissions to prison are from people who were convicted of their most serious offense in Rock County for a given year.

<sup>lxxi</sup> Silver Lynx Consulting analysis of data from the Wisconsin Department of Corrections, *Admissions to Prison Dashboard* and 2019 data on populations aged 17 and older from *Easy Access to Juvenile Populations*. <https://doc.wi.gov/Pages/DataResearch/PrisonAdmissions.aspx> and [https://www.ojdp.gov/ojstatbb/ezapop/asp/comparison\\_selection.asp?selState=1](https://www.ojdp.gov/ojstatbb/ezapop/asp/comparison_selection.asp?selState=1)

<sup>lxxii</sup> Icon by Ralf Schmitzer from the Noun Project. Silver Lynx Consulting analysis of data from the Wisconsin Department of Corrections, *Admissions to Prison Dashboard*. <https://doc.wi.gov/Pages/DataResearch/PrisonAdmissions.aspx>

<sup>lxxiii</sup> Source: Wisconsin Department of Corrections, *Prison Admissions 2000-2019 Report*, 2020. <https://doc.wi.gov/DataResearch/InteractiveDashboards/DAIAdmissions2000to2019.pdf>

<sup>lxxiv</sup> Source: Wisconsin Department of Corrections, *Admissions to Prison Dashboard*. <https://doc.wi.gov/Pages/DataResearch/PrisonAdmissions.aspx>

<sup>lxxv</sup> Silver Lynx Consulting analysis of data from the Wisconsin Department of Corrections, *Admissions to Prison Dashboard*. <https://doc.wi.gov/Pages/DataResearch/PrisonAdmissions.aspx>

<sup>lxxvi</sup> Descriptions of each type of admission to prison can be found in the Wisconsin Department of Corrections' *Prison Admissions 2000-2019 Report*. Silver Lynx Consulting analysis of data from the Wisconsin Department of Corrections, *Admissions to Prison Dashboard*. <https://doc.wi.gov/Pages/DataResearch/PrisonAdmissions.aspx>

<sup>lxxvii</sup> These data include children living in out-of-home care due to both child protective services and youth justice reasons. Children in these placements are living in foster care, group homes, and residential care centers, with unlicensed relatives or non-relatives, and with relatives under the Kinship Care program. Further details about out-of-home care data and which placement settings or situations may be included in or excluded from the data can be found in annual reports from the Wisconsin Department of Children and Families here: <https://dcf.wisconsin.gov/cwportal/reports>.

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<sup>lxxviii</sup> Source: Wisconsin Department of Children and Families, *Wisconsin Out-of-Home Care Report*, 2017, 2018, and 2019.

<https://dcf.wisconsin.gov/cwportal/reports>

<sup>lxxix</sup> Silver Lynx Consulting analysis of data from the Wisconsin Department of Children and Families, *Wisconsin Out-of-Home Care Report*, 2017, 2018, and 2019. <https://dcf.wisconsin.gov/cwportal/reports>

### **Photograph Citations**

*Black Hawk Mural.*

[https://www.janesvillecvb.com/things\\_to\\_do/details/4720/239649/Black\\_Hawk\\_Mural](https://www.janesvillecvb.com/things_to_do/details/4720/239649/Black_Hawk_Mural) .

*Downtown Janesville* . 21 Mar. 2016, <https://www.glassdoor.co.uk/Photos/Rock-County-Office-Photos-IMG789567.htm>.

*Fairbanks Flats (Current Day)*. 10 Feb. 2017, <https://rchs.us/fairbanks-flats/> .

*Peace Park.*

[https://www.janesvillecvb.com/recreation/details/4372/216422/Peace\\_Park\\_Playground](https://www.janesvillecvb.com/recreation/details/4372/216422/Peace_Park_Playground) .

*Rock County Healthcare Center*. 22 May 2020, <https://www.glassdoor.co.uk/Photos/Rock-County-Office-Photos-IMG789567.htm>.

*Tiffany Bridge*. <https://www.co.rock.wi.us/> .