

Learn and Earn



Work

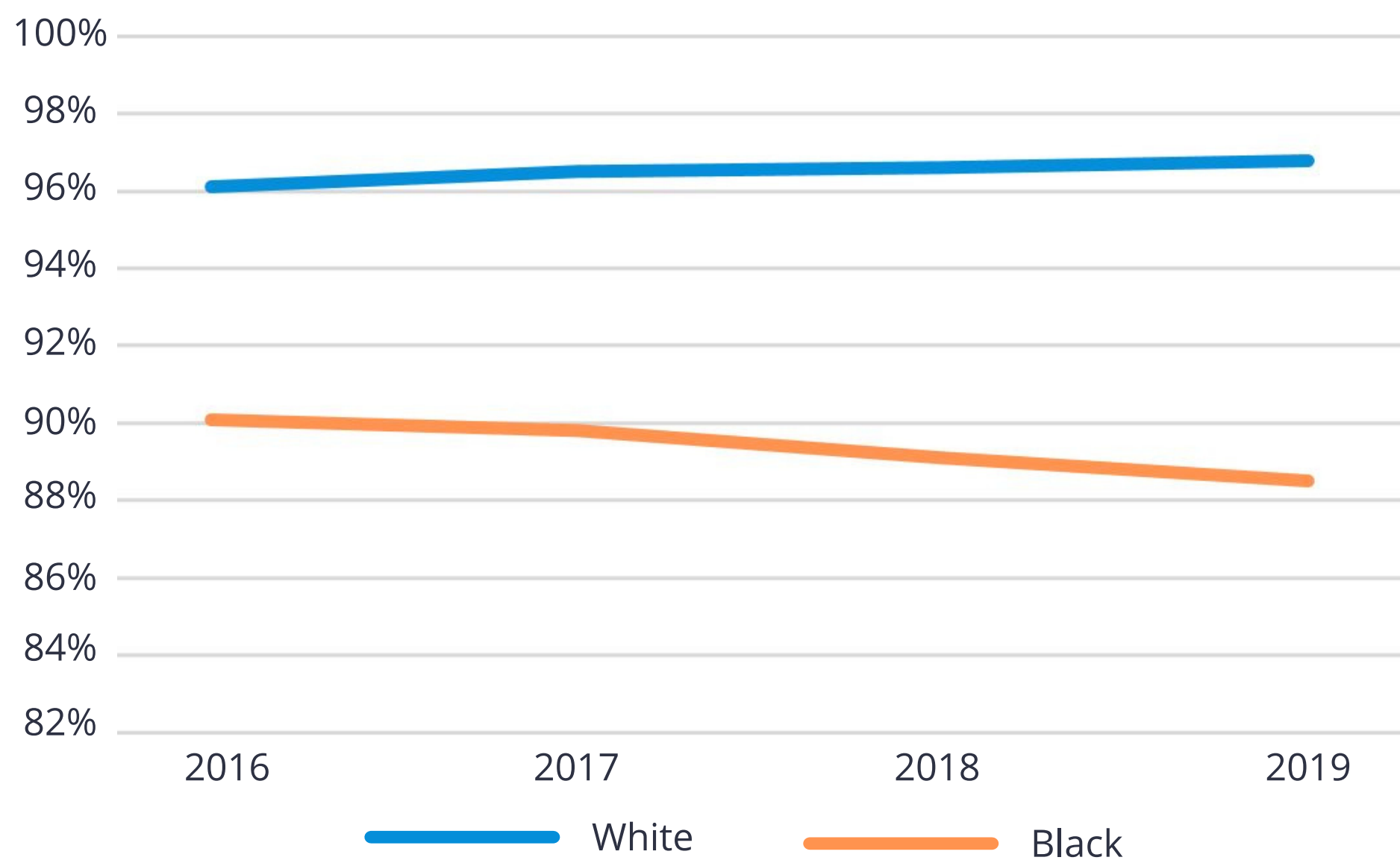
Income

There are many connections between educational attainment and income. Having employment is important. People experiencing periods of unemployment suffer a loss of income in the short term and potentially lower earnings once they find a new job. A job loss and the struggle to find work contributes to a rise in depressive symptoms and anxiety as well as losses in self-esteem, life satisfaction, and sense of control. A parent's job loss can also affect their children, whose academic performance and behaviors suffer. Accessing living wage jobs provides opportunities for work that enable people to meet their families' financial needs, supporting both economic success and feelings of dignity and autonomy.

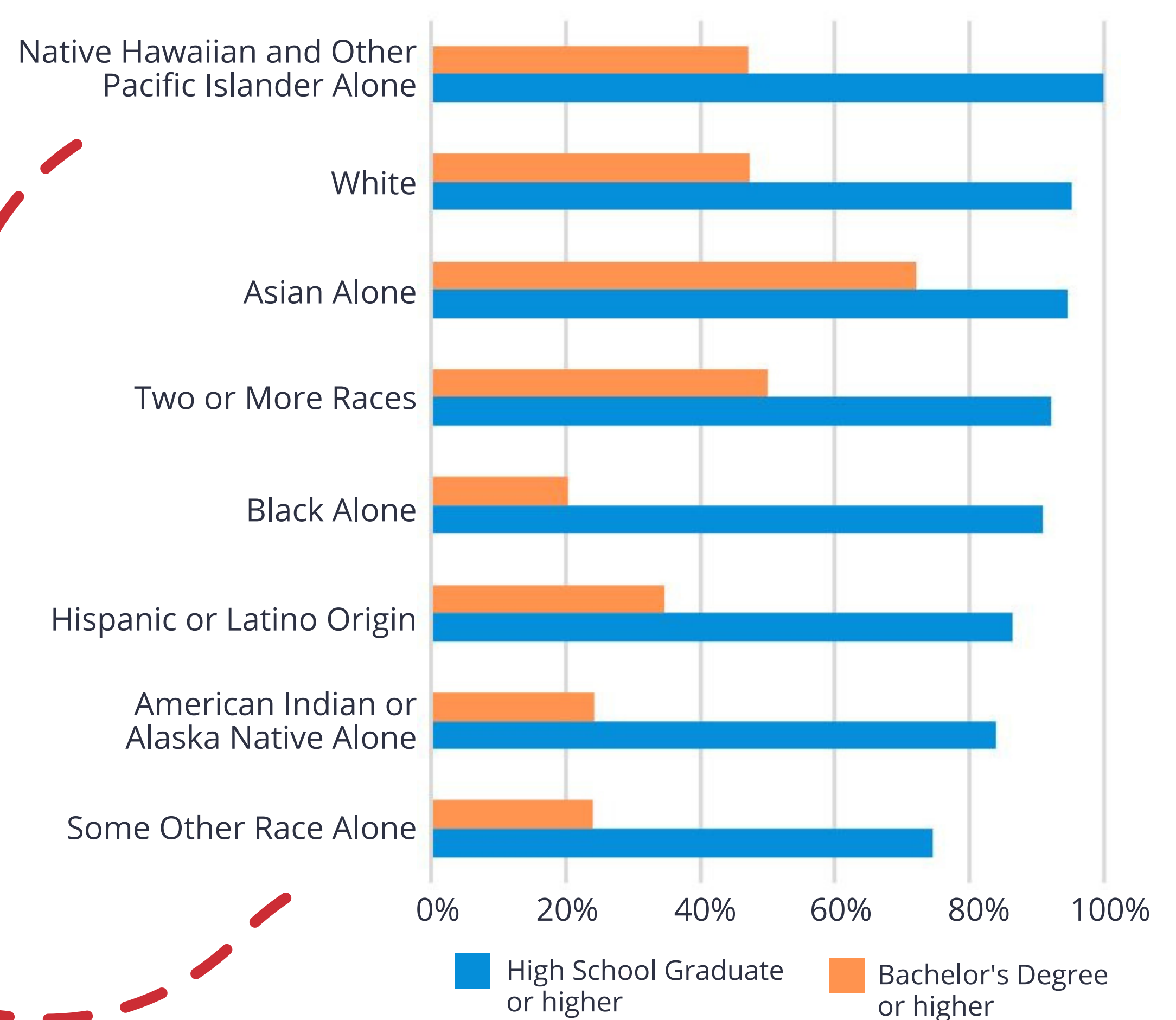


A slowly **widening disparity** exists in employment for **Black and White** members of the labor force.

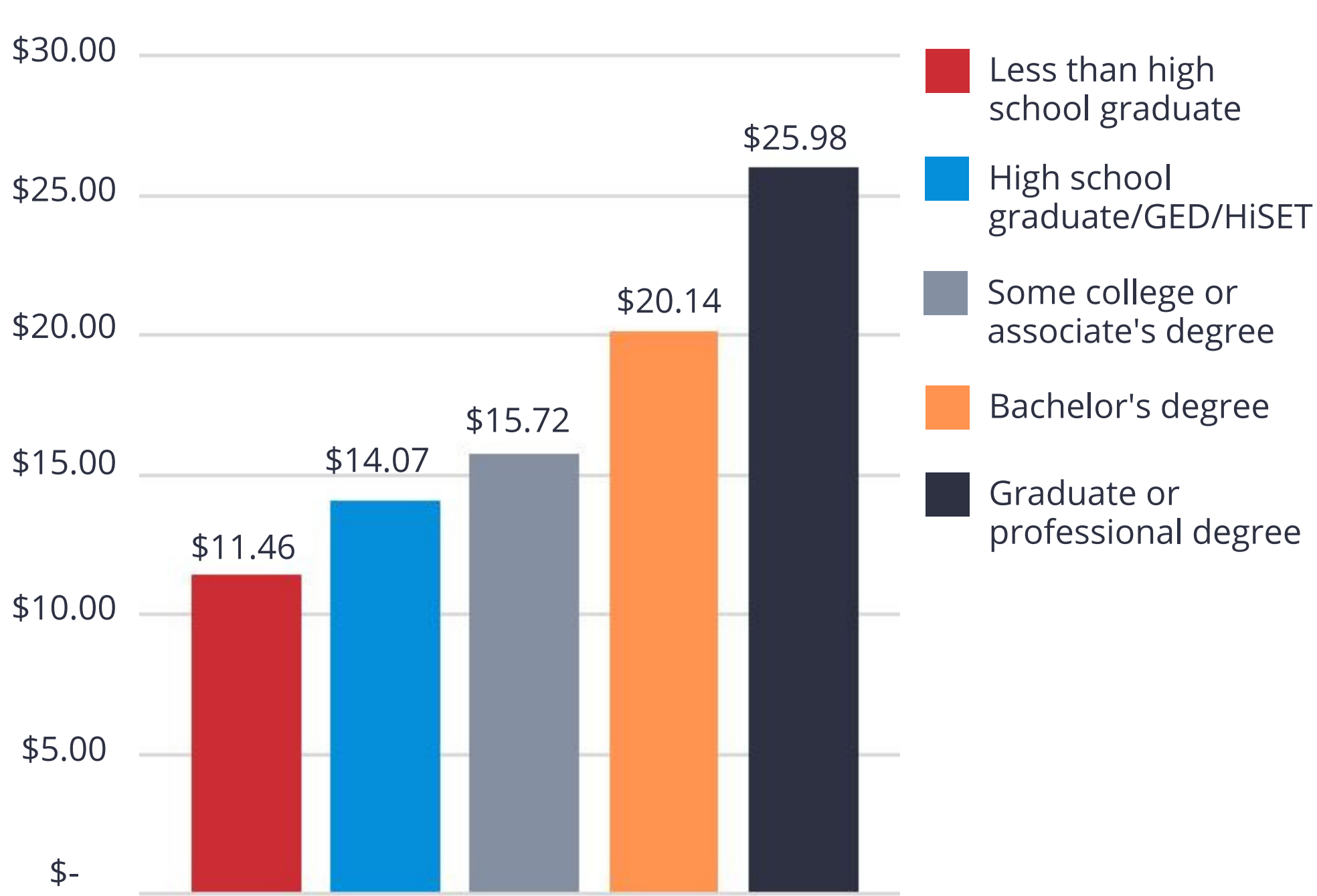
Employment by Race (2016-2019)



Educational Attainment by Race (2015-2019)

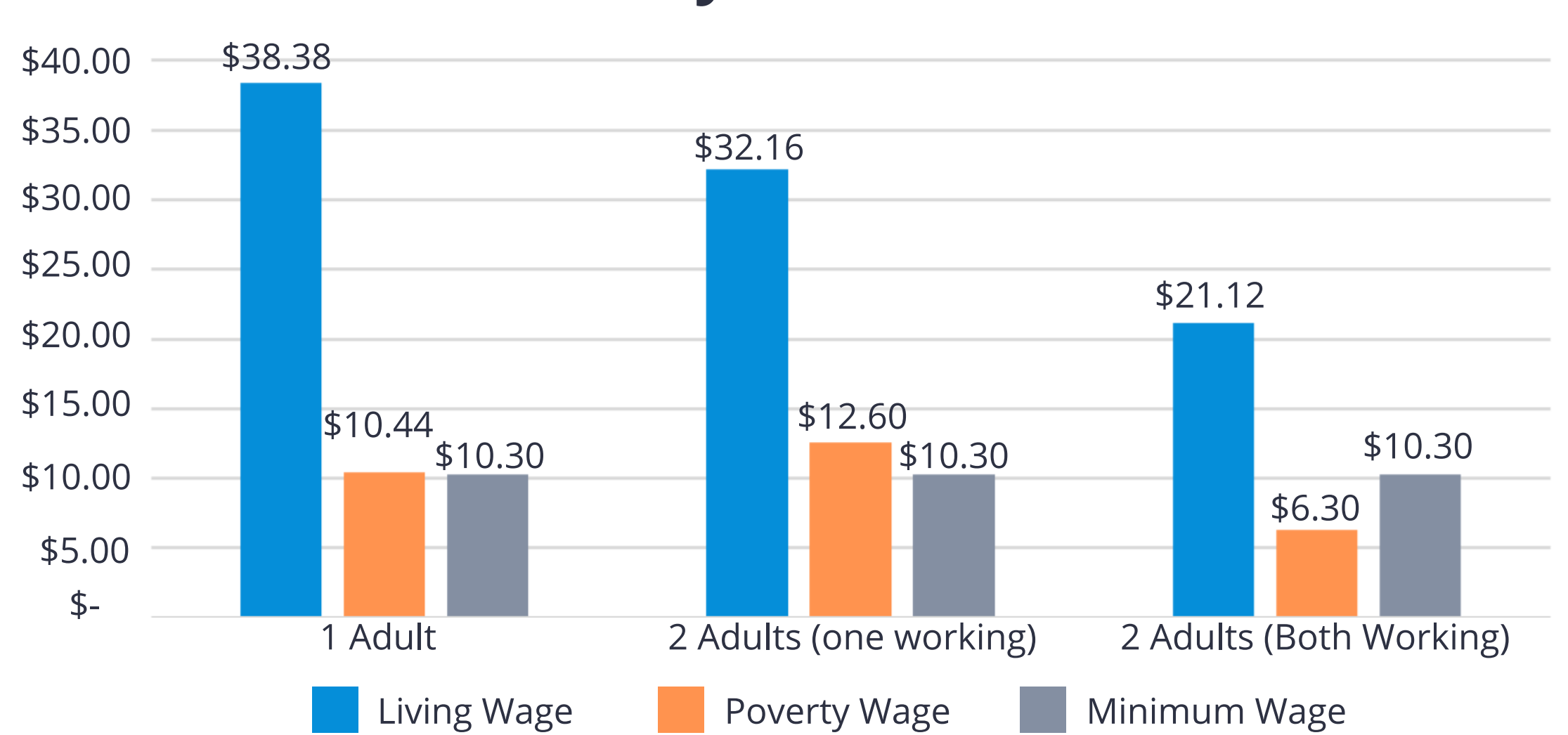


Hourly Earnings by Educational Attainment (2015-2019)



The Massachusetts Institute of Technology (MIT) publishes a living wage calculator for each county in the United States. This tool estimates the cost of living in each county typical expenses to meet basic needs. The calculator determine a local wage rate that allows residents to meet minimum standards of living. Typical basic needs expenses included are housing, childcare, medical expenses, taxes, and food.

2021 Living, Poverty, and Minimum Wages for Boone County, MO with 2 Children



Many families in Boone County do not earn **living wages**.

Hourly rates of employment often do not provide enough income to provide a living wage within the county. For one adult with two children, the average earnings if those with professional or graduate degrees will not earn enough income to cover typical living expenses. Families with two working adults and two children do not earn a living wage with bachelor's degrees in Boone County.



Income

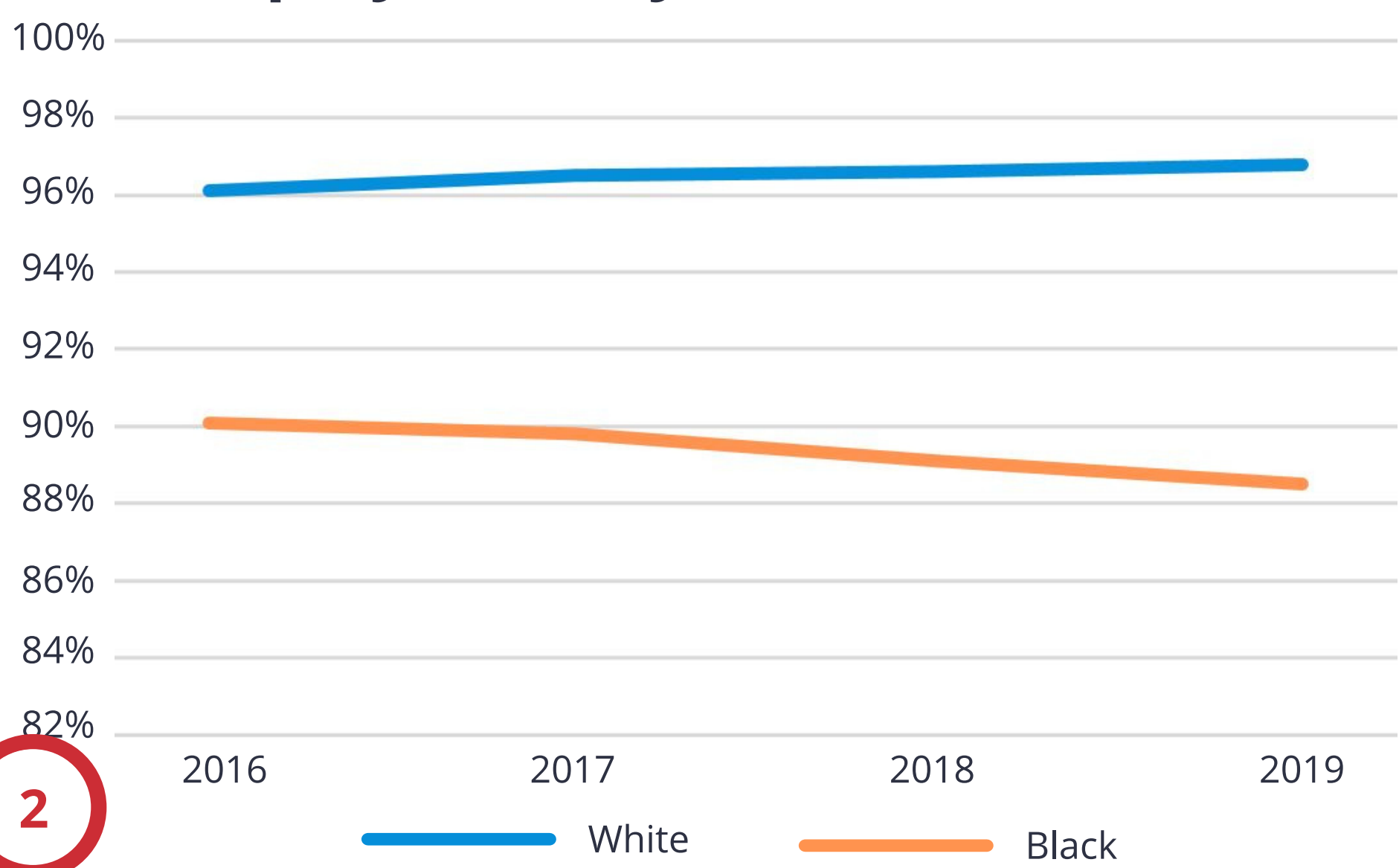
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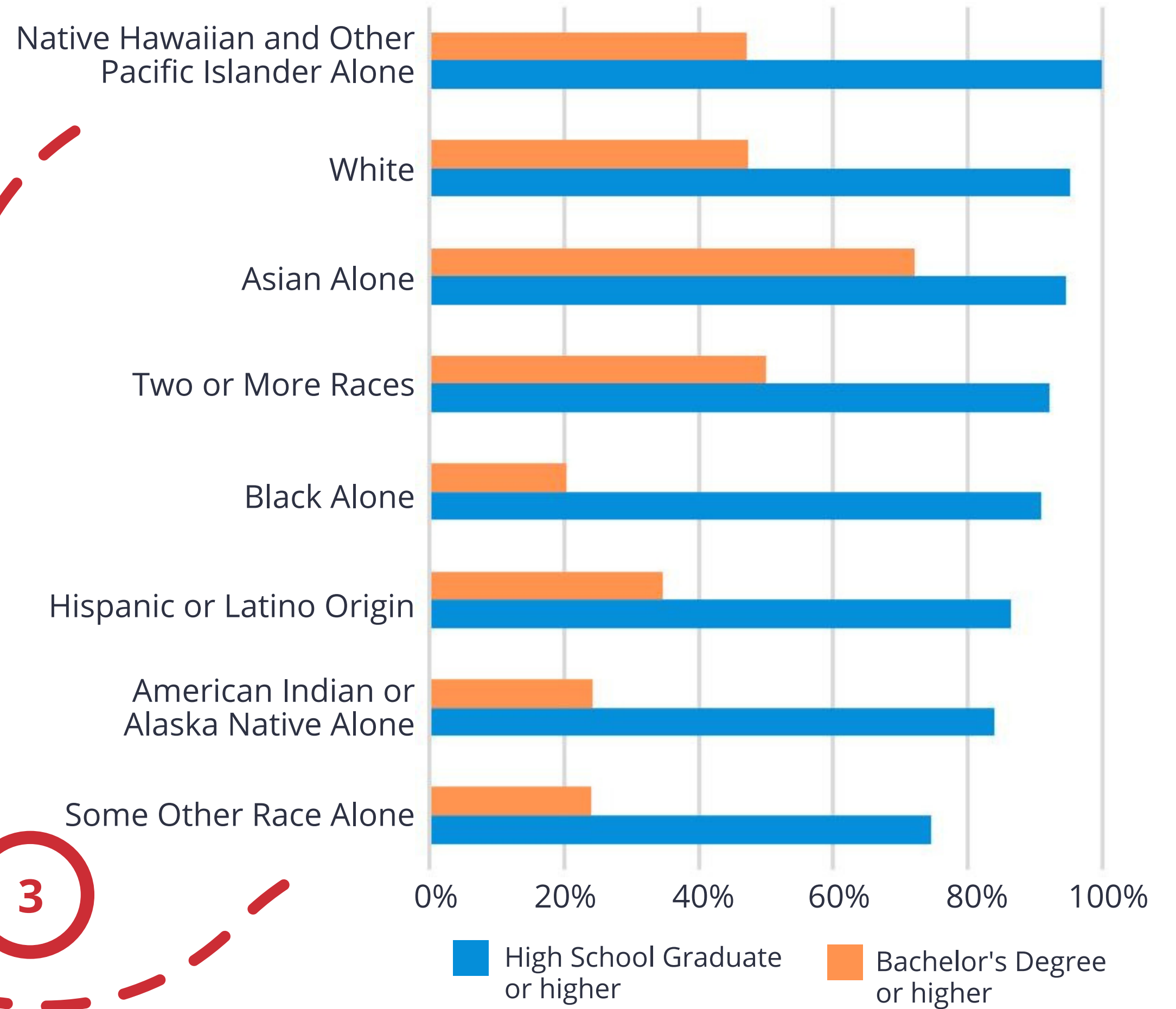


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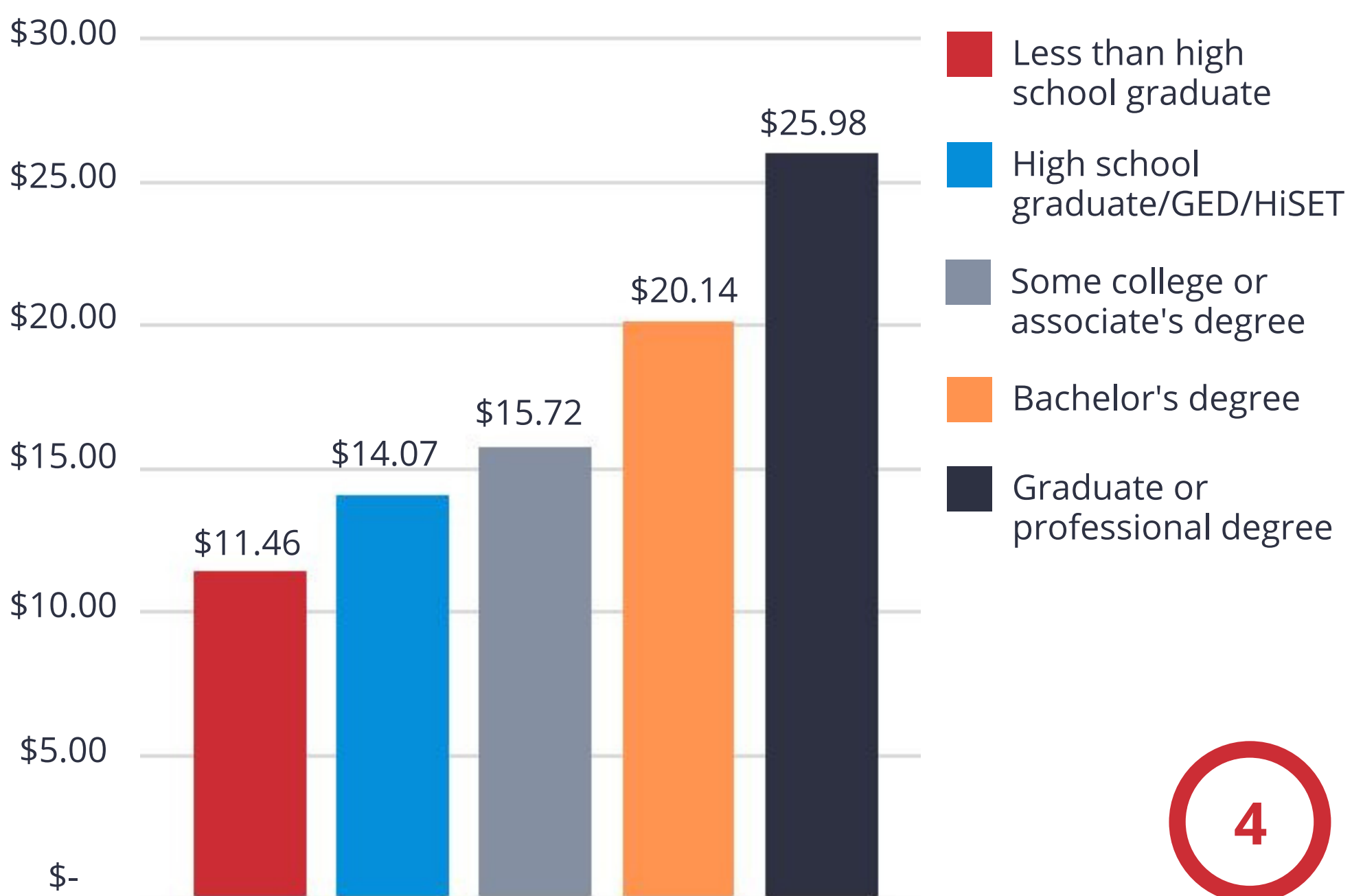
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Educational Attainment by Race (2015-2019)



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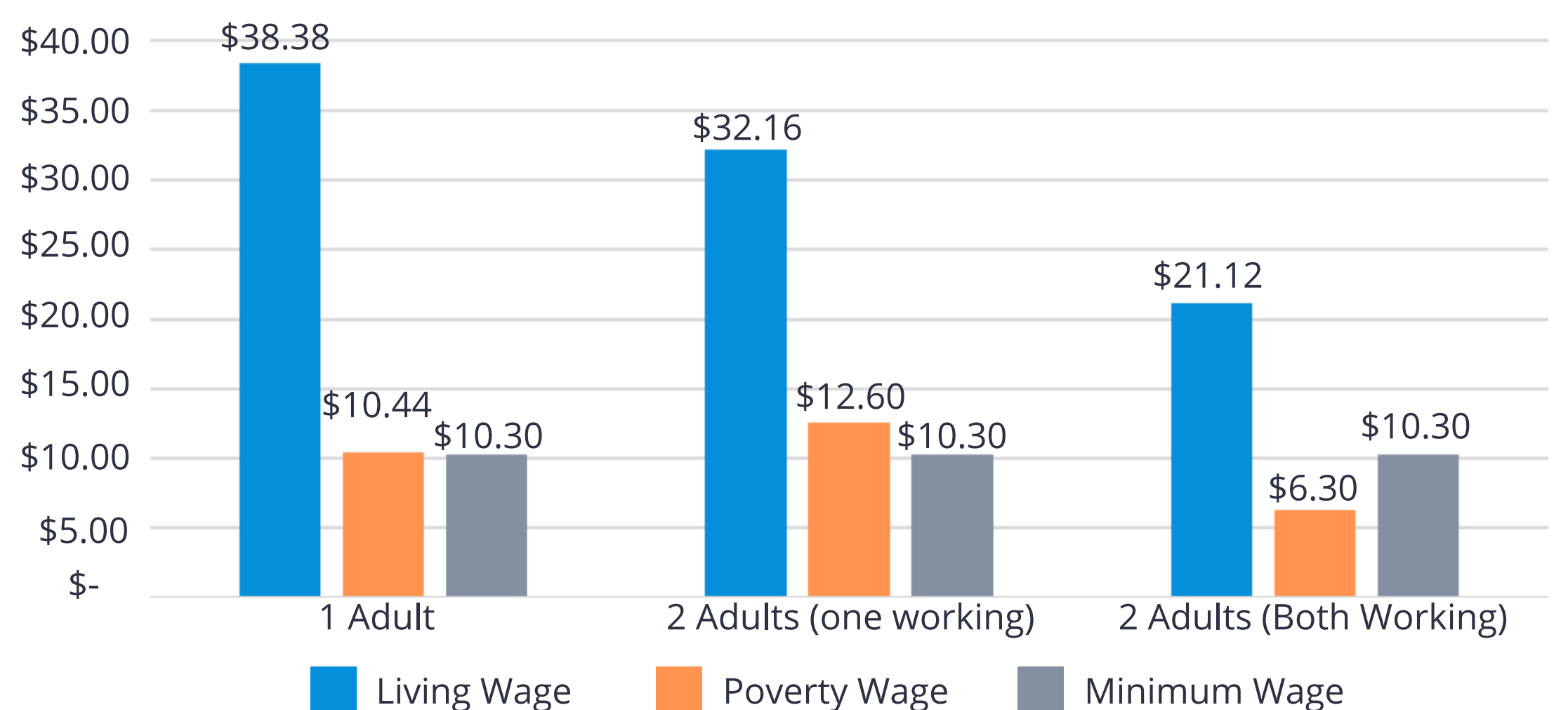
Hourly Earnings by Educational Attainment (2015-2019)



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2021 Living, Poverty, and Minimum Wages for Boone County, MO with 2 Children



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6



Citations

1	Turner, M. A., Acs, G., Brown, S., Solari, C. D., Fudge, K. (2020). <i>Boosting upward mobility: Metrics to inform local action</i> . https://www.urban.org/sites/default/files/publication/102342/boosting-upward-mobility-metrics-to-inform-local-action_1.pdf
2	U.S. Census Bureau. (2021). 2019: ACS 5-Year Estimates Data Profiles, Table S2301.
3	U.S. Census Bureau. (2021). 2019: ACS 5-Year Estimates Subject Tables, Table S1501.
4	U.S. Census Bureau. (2021). 2019: ACS 5-Year Estimates Subject Tables, Table S1501.
5	Glasmeier, Amy K. Living Wage Calculator. 2020. Massachusetts Institute of Technology. www.Livingwage.mit.edu

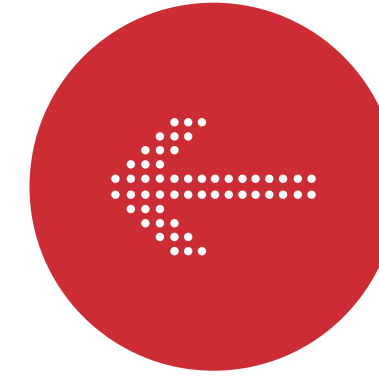
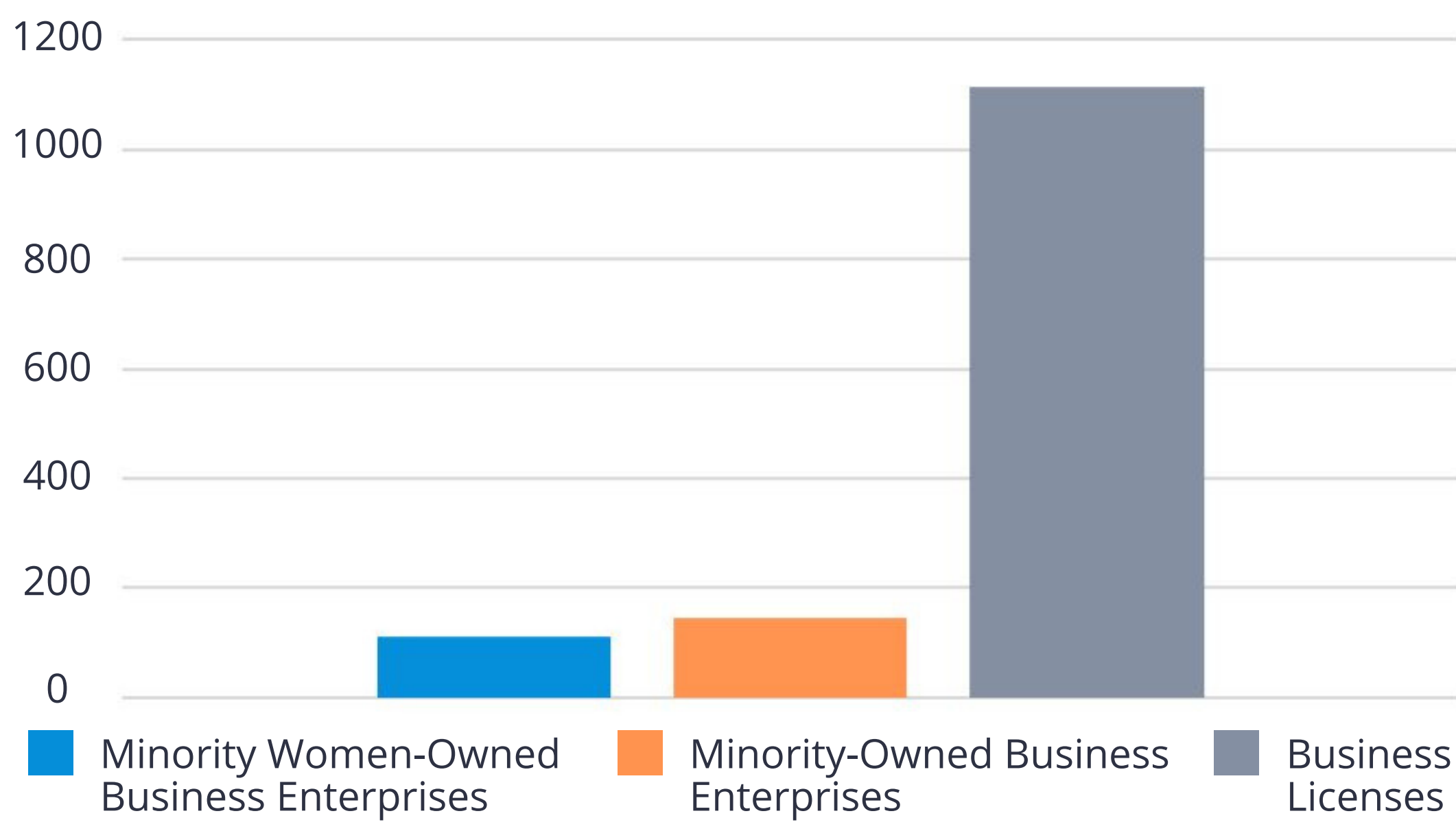
Learn and Earn



Business Ownership

One way to increase economic mobility is through business ownership. Within the City of Columbia, Regional Economic Development, Inc. (REDI) operates the City of Columbia Supplier Diversity Program which works with local Disadvantaged Business Enterprises (DBEs) including minority and women-owned businesses in Boone County, MO. Resources and support help businesses compete in government and private sector economic development and business entrepreneurship opportunities. The Supplier Diversity Program also manages the City of Columbia's Minority and Women-Owned Business Directory.

Types of Businesses in Columbia, MO



Looking through business licenses within the City of Columbia, there are 1,115 general business licenses which have been issued to local businesses. Of those, only 257 are listed as a **Minority and/or Women-owned Business** within the Minority and Women-Owned Business Directory operated by REDI.

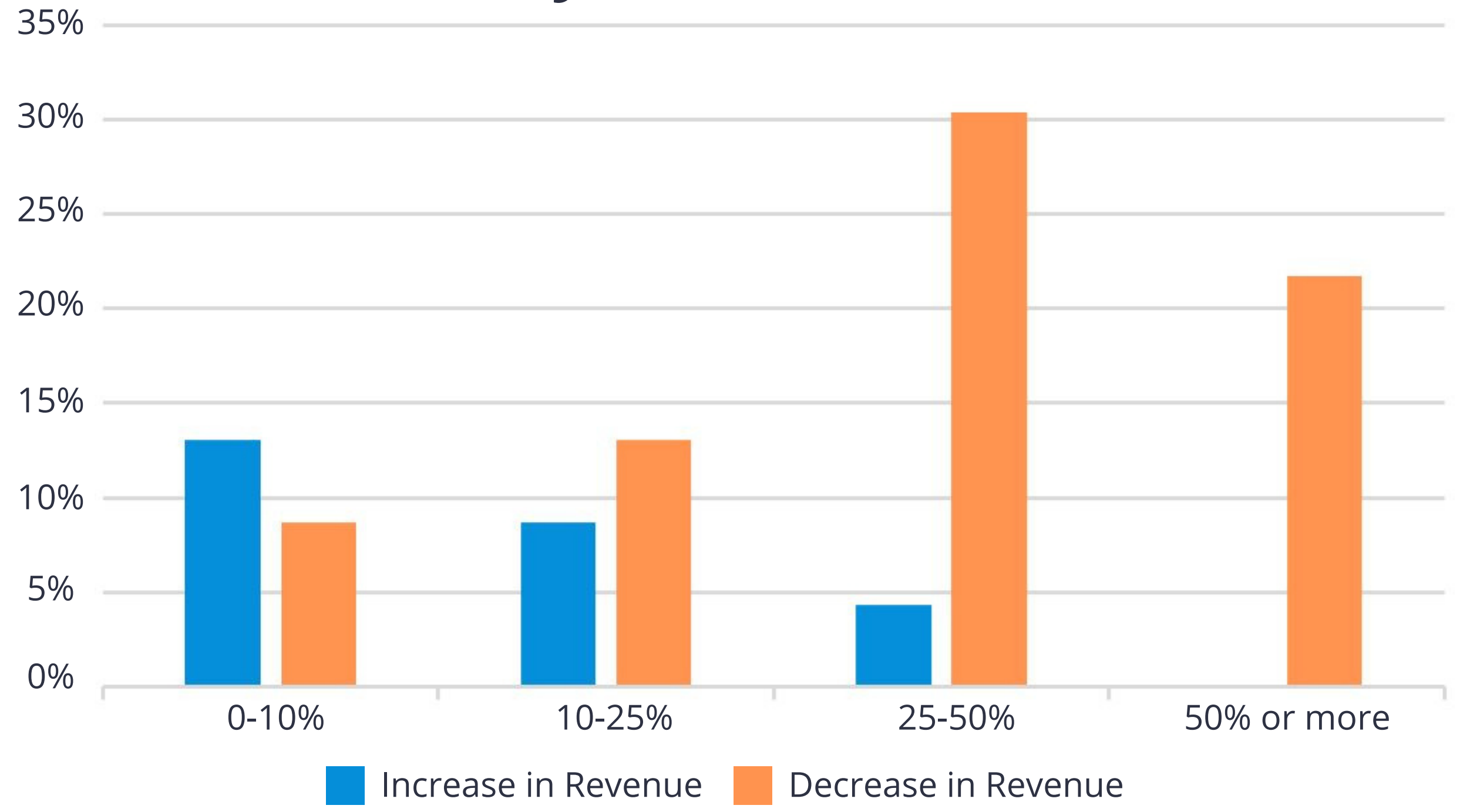
Revenue was impacted during the COVID-19 pandemic. Most MBE/WBEs saw decreases in their revenue.



Women and Minority-Owned Businesses (WBE/MBE)

Resource partners such as the Missouri Women's Business Center and Small Business Development Centers saw an increase of counseling requests of over 140% as compared to the same time period in 2019. A major concern unique to women-owned businesses was managing childcare and homeschool needs during stay-home orders while also trying to ensure their business survives.

COVID-19 Pandemic Impact on Women and Minority-Owned Businesses



Financial Relief

The Missouri Women's Business Center surveyed 80 women-owned businesses in Boone County. Of those 50 applied for relief through the Paycheck Protection Program (PPP). 45 businesses received relief and 38 businesses still needed assistance.

The Columbia Supplier Diversity Program surveyed minority-owned businesses to see how they were accessing economic relief available during the pandemic. MBE Business owners did not apply for relief due to:

56%

of MBE did not apply for relief

46%

of MBE applied but did not receive relief

- belief that most of the funding is going to large companies
- lack of help completing paperwork
- lack of good contacts with banks

Local funders shared that many minority- and women-owned businesses had never applied for financial support and had difficulty completing applications.

Learn and Earn



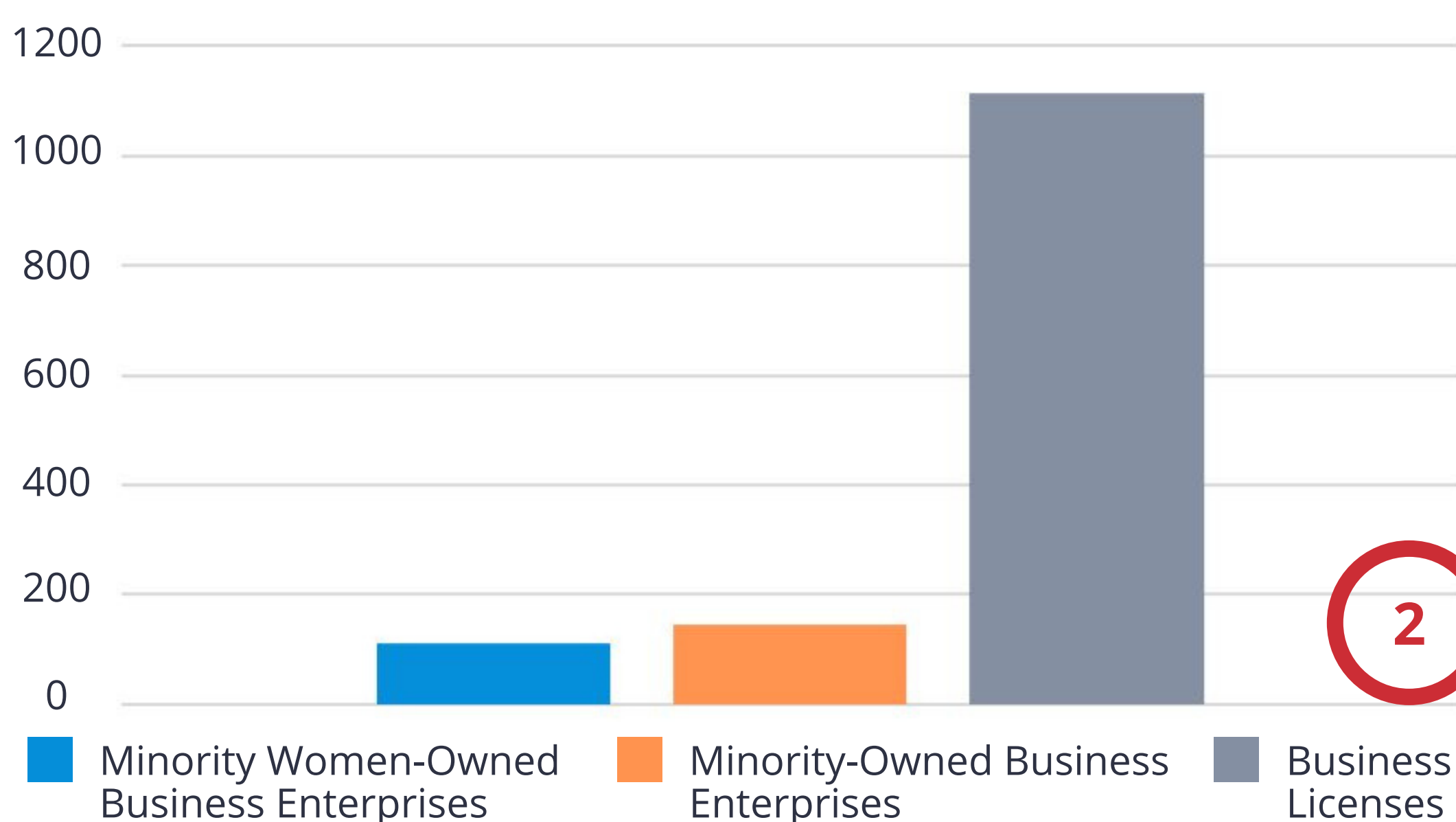
Work

Business Ownership

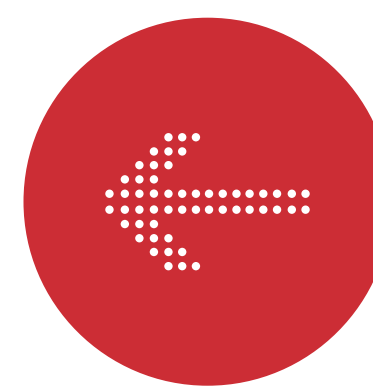
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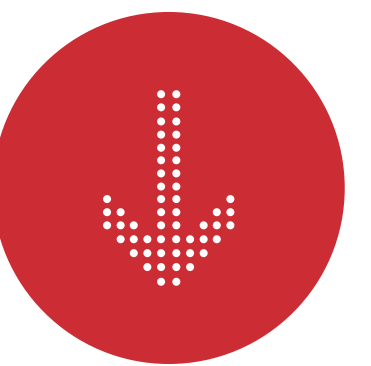
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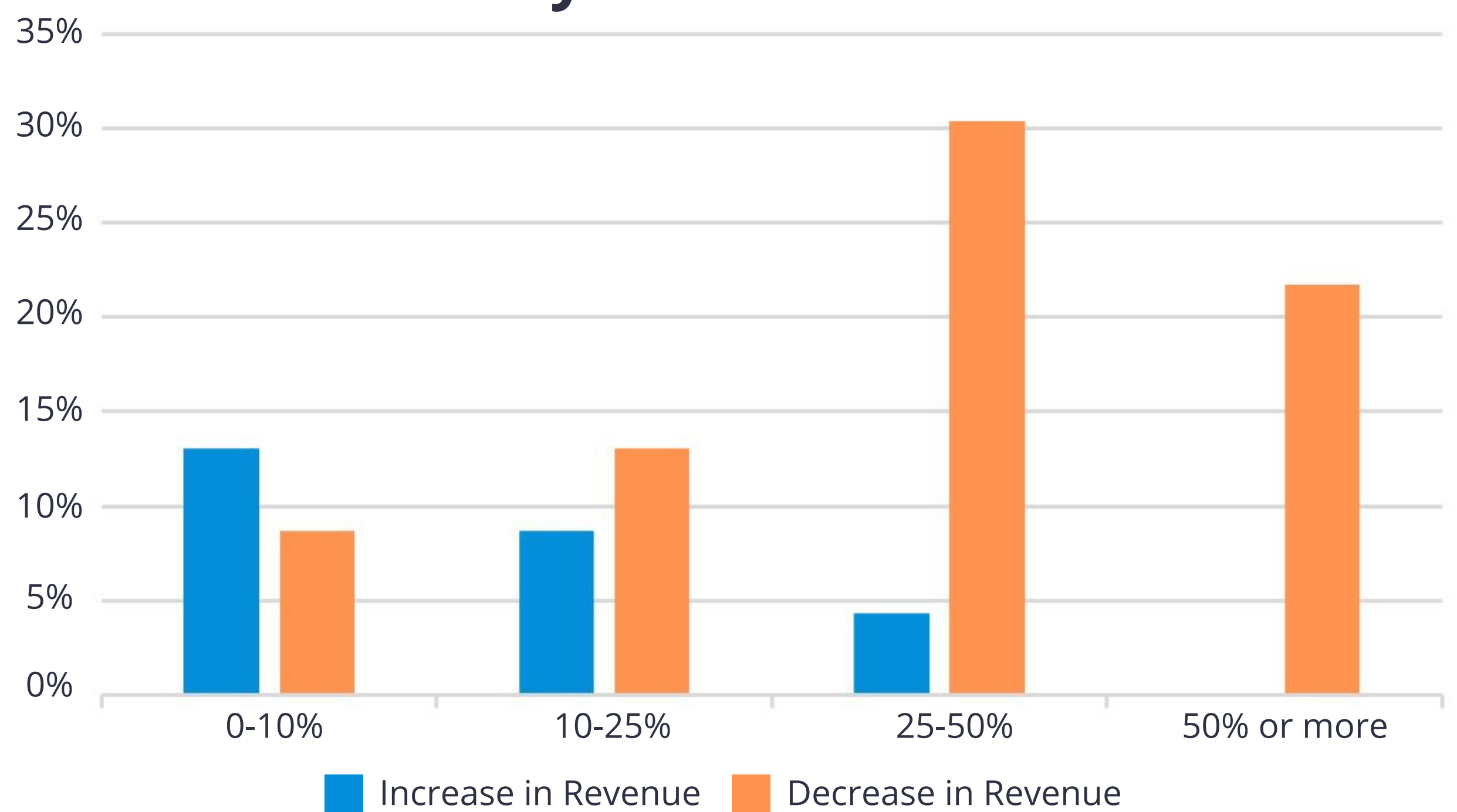


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1	Regional Economic Development, Inc (REDI). (n.d.). <i>Supplier diversity program</i> . https://www.columbiaredi.com/supplier-diversity-program/ .
2	City of Columbia. (2018). Citizen Self Service. https://energov.como.gov/energov_prod/selfservice#/home
3	Regional Economic Development, Inc (REDI). (n.d.). <i>Supplier diversity program</i> . https://www.columbiaredi.com/supplier-diversity-program/ .
4	City of Columbia Community Development Department. 2020. Boone County COVID-19 Long-Term Recovery Plan. https://gocolumbiamo.legistar1.com/gocolumbiamo/meetings/2020/7/3986_A_City_Council_20-07-20_Meeting_Agenda.pdf
5	City of Columbia Community Development Department. 2020. Boone County COVID-19 Long-Term Recovery Plan. https://gocolumbiamo.legistar1.com/gocolumbiamo/meetings/2020/7/3986_A_City_Council_20-07-20_Meeting_Agenda.pdf
6	R. Cole, personal communication, July 2021.

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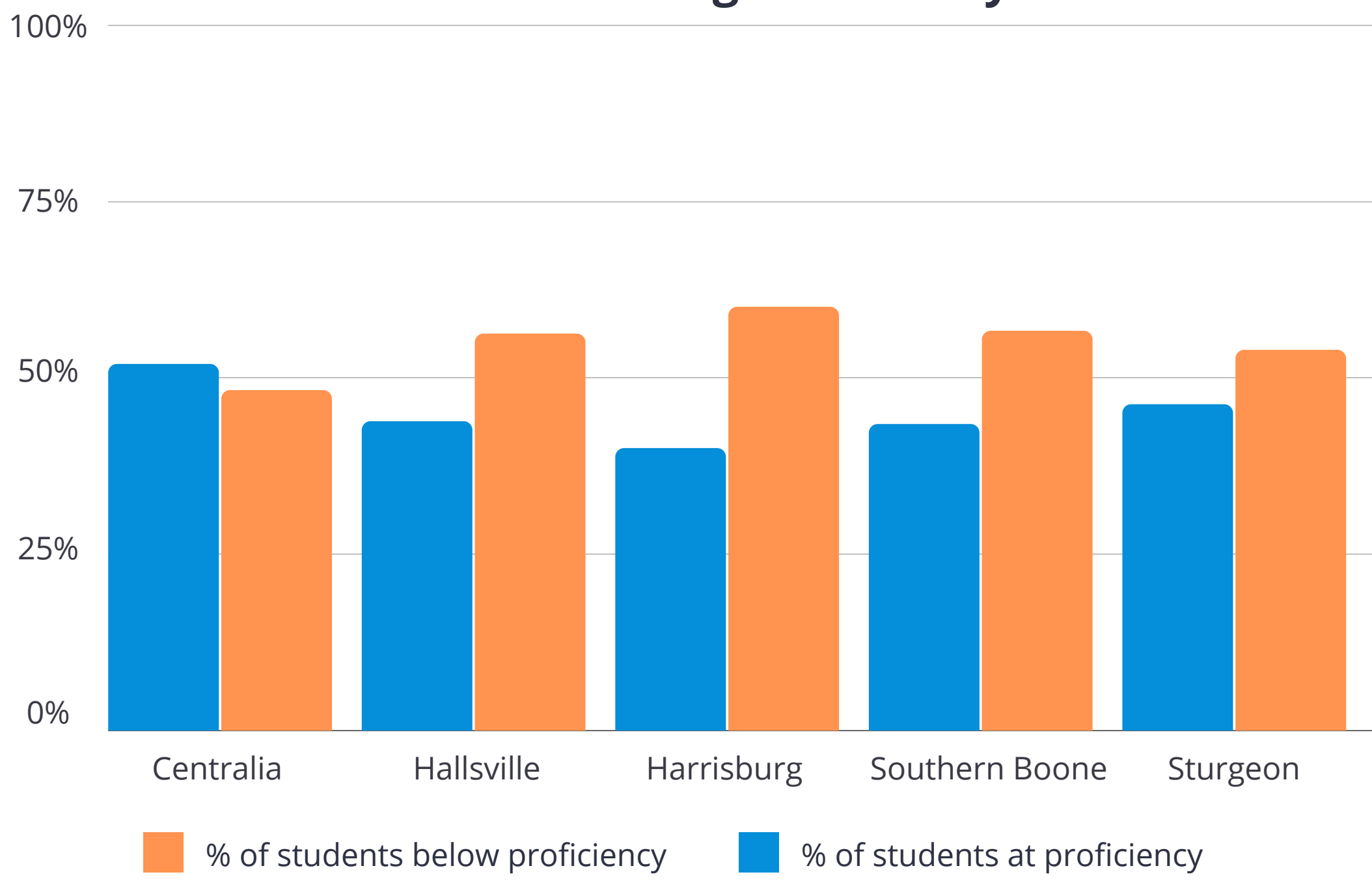


Education

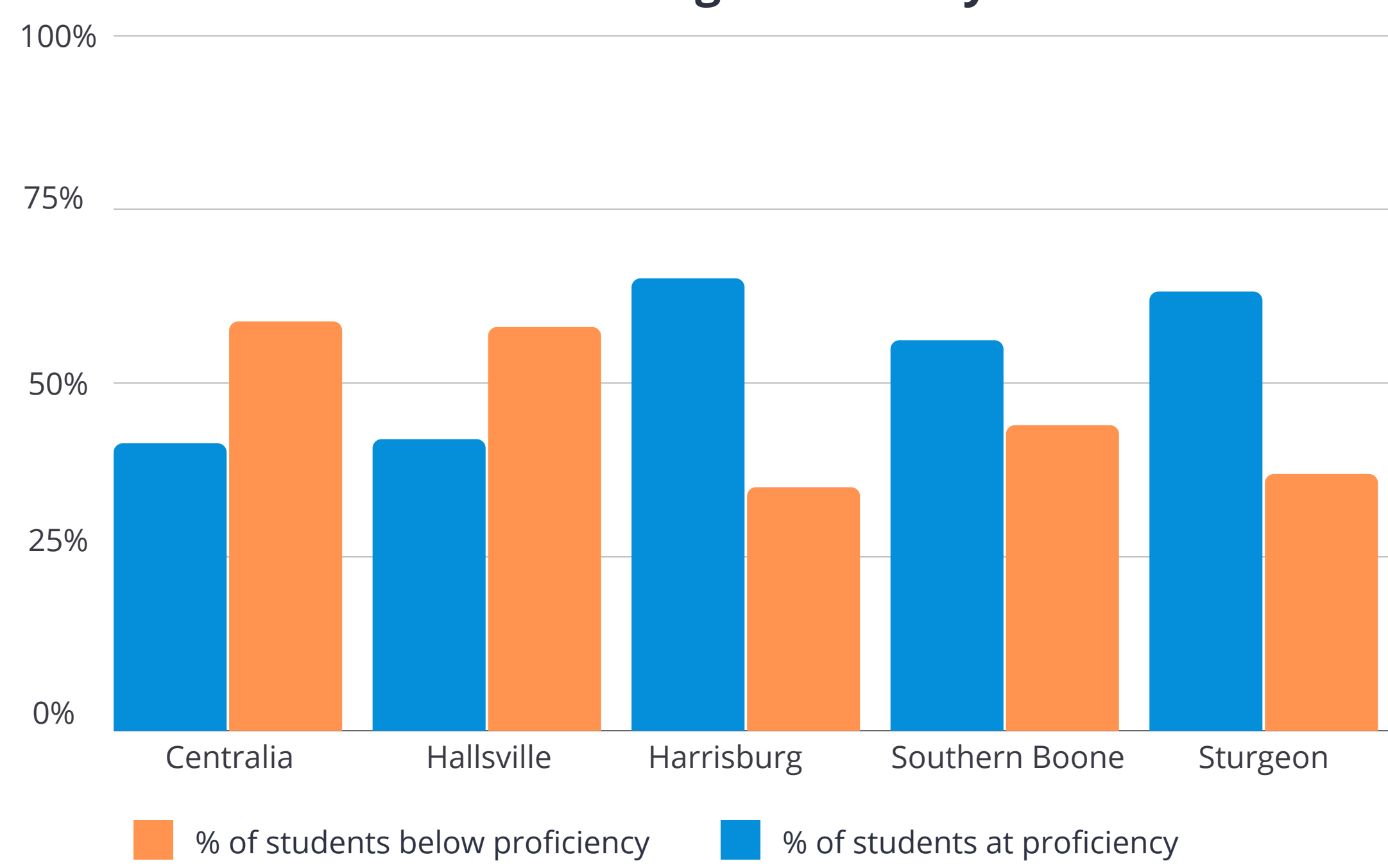
Rural Boone County School Districts

Data is displayed separately from Columbia Public School data for two reasons. First, rural schools play a critical role in improving upward mobility for Boone County. Second, when looking at gaps by race, all rural schools had to have demographic data suppressed to protect confidentiality of students from marginalized populations. Displaying the gap analysis is not possible with the necessary data suppression.

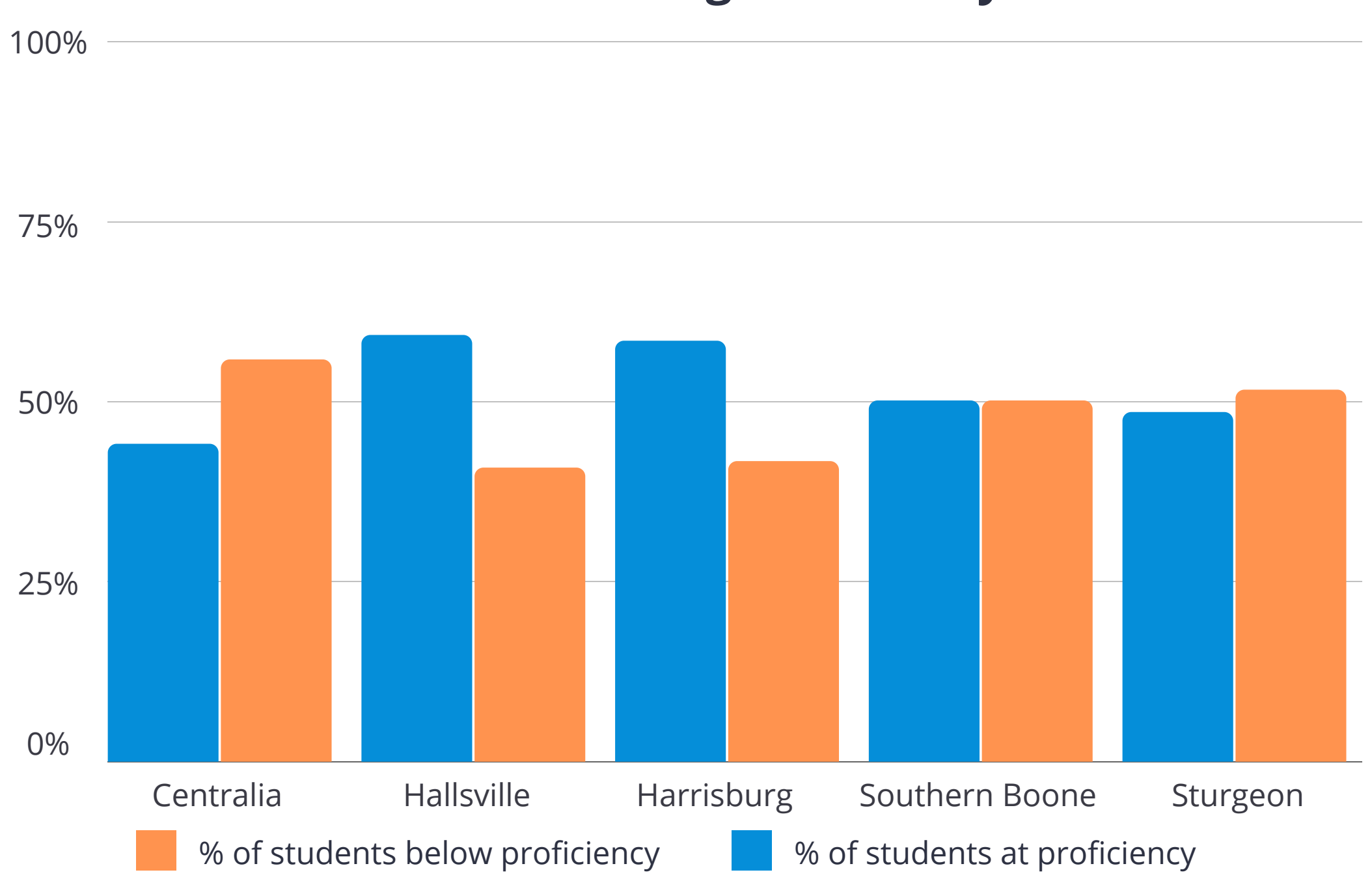
2018 Boone County Rural School Districts 3rd Grade Reading Proficiency



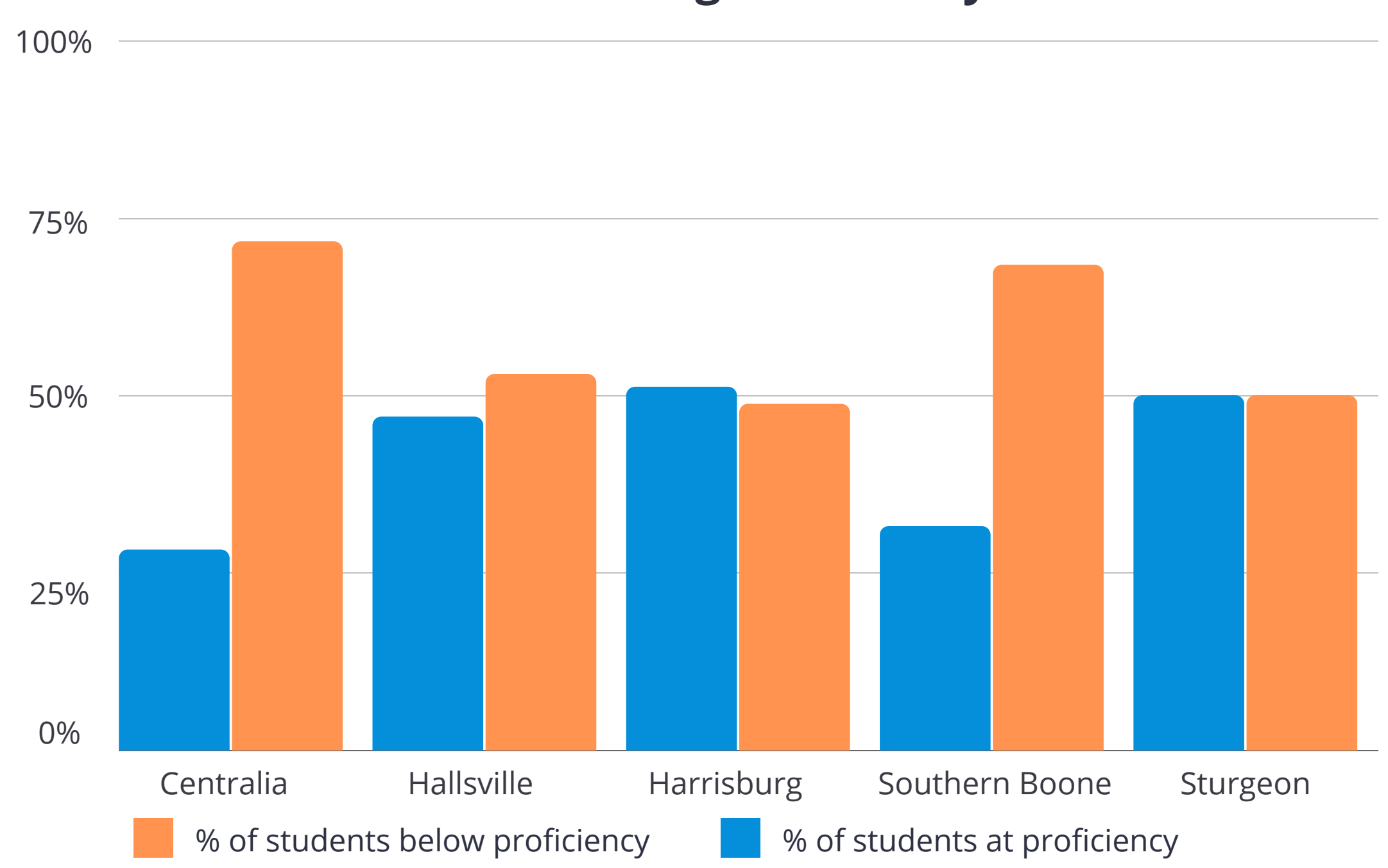
2018 Boone County Rural School Districts 6th Grade Reading Proficiency



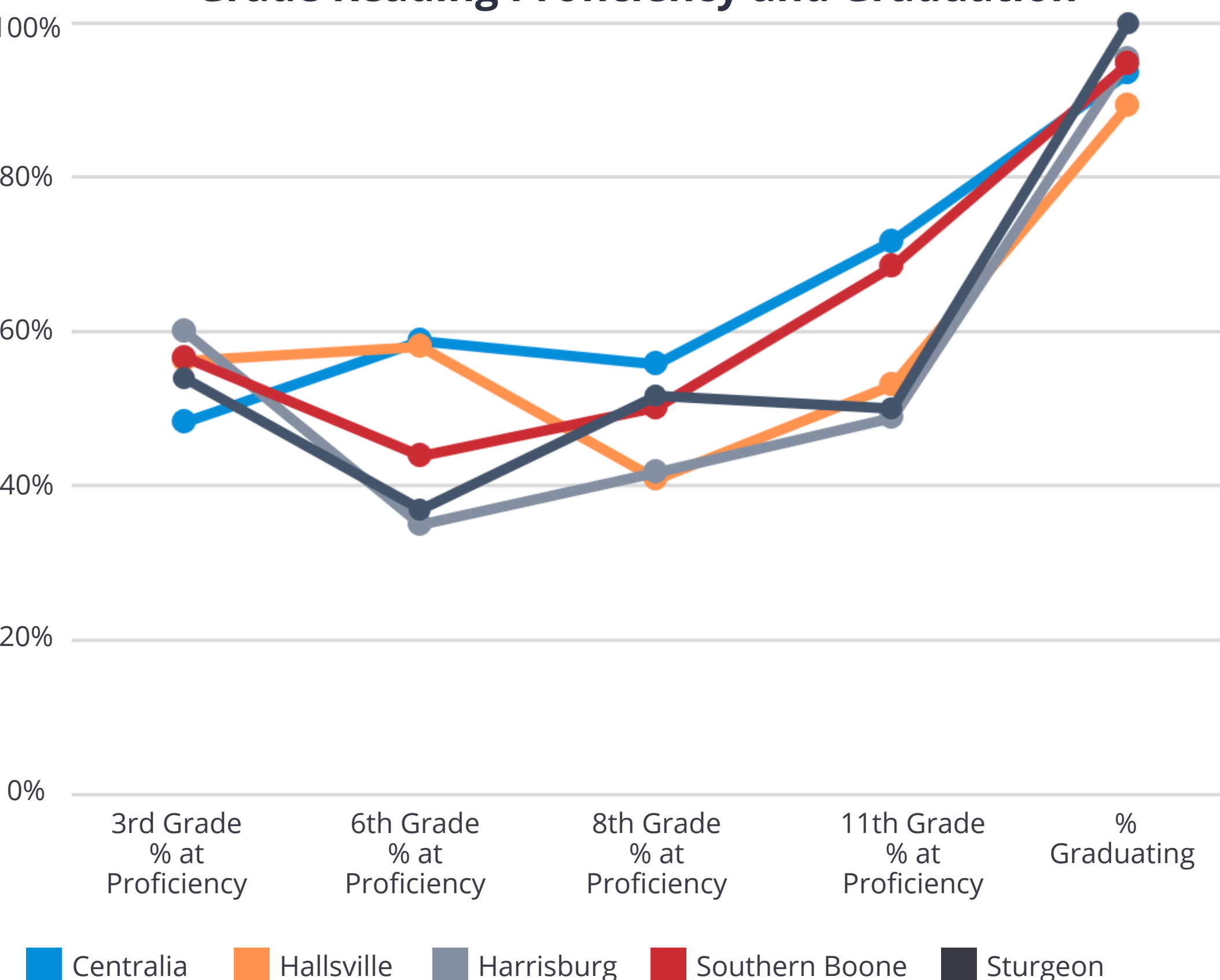
2018 Boone County Rural School Districts 8th Grade Reading Proficiency



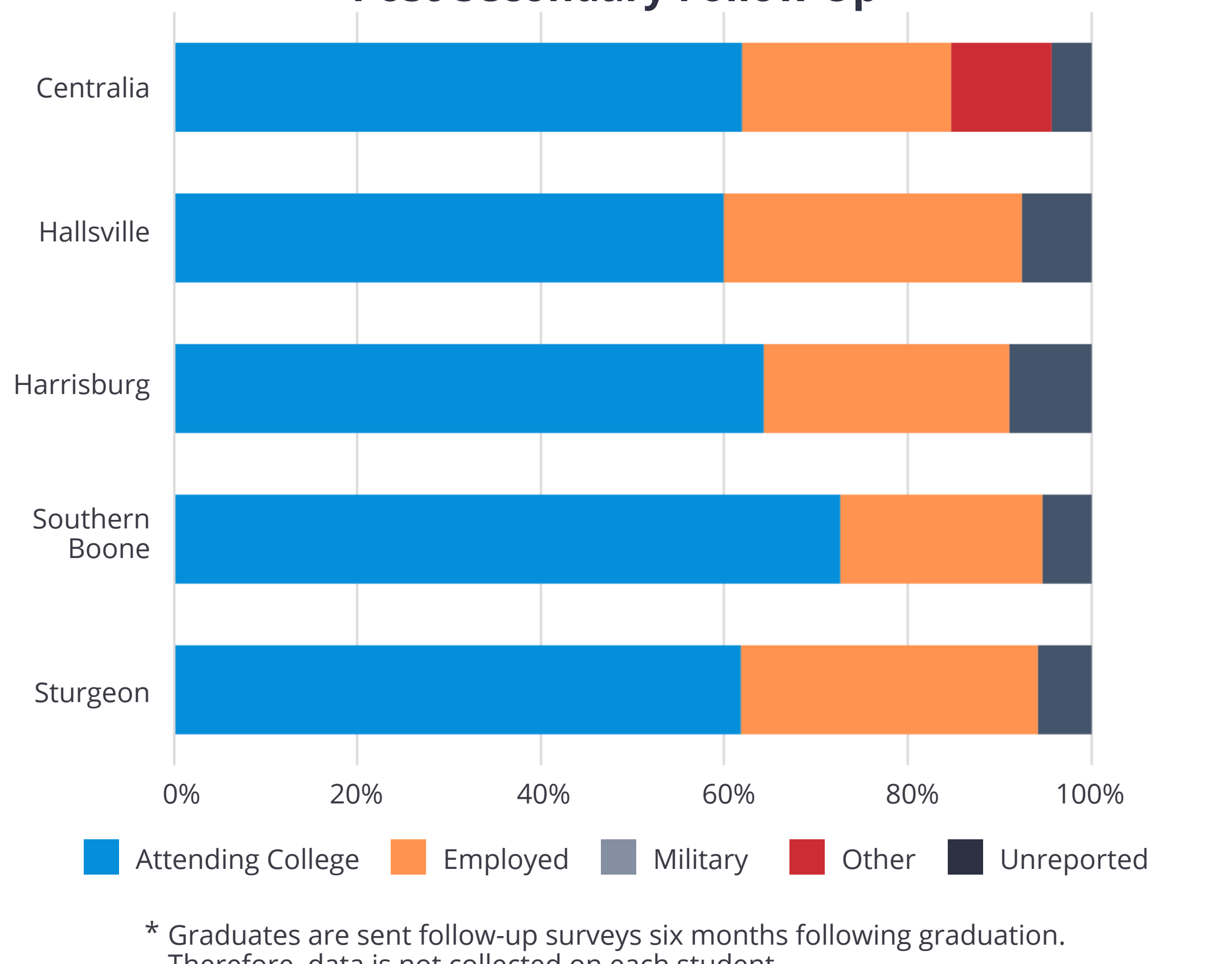
2018 Boone County Rural School Districts 11th Grade Reading Proficiency



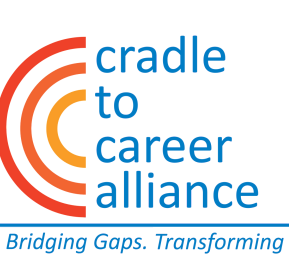
2018 Boone County Rural School Districts Grade Reading Proficiency and Graduation



2018 Boone County Rural School Districts Post-Secondary Follow Up*



* Graduates are sent follow-up surveys six months following graduation. Therefore, data is not collected on each student.



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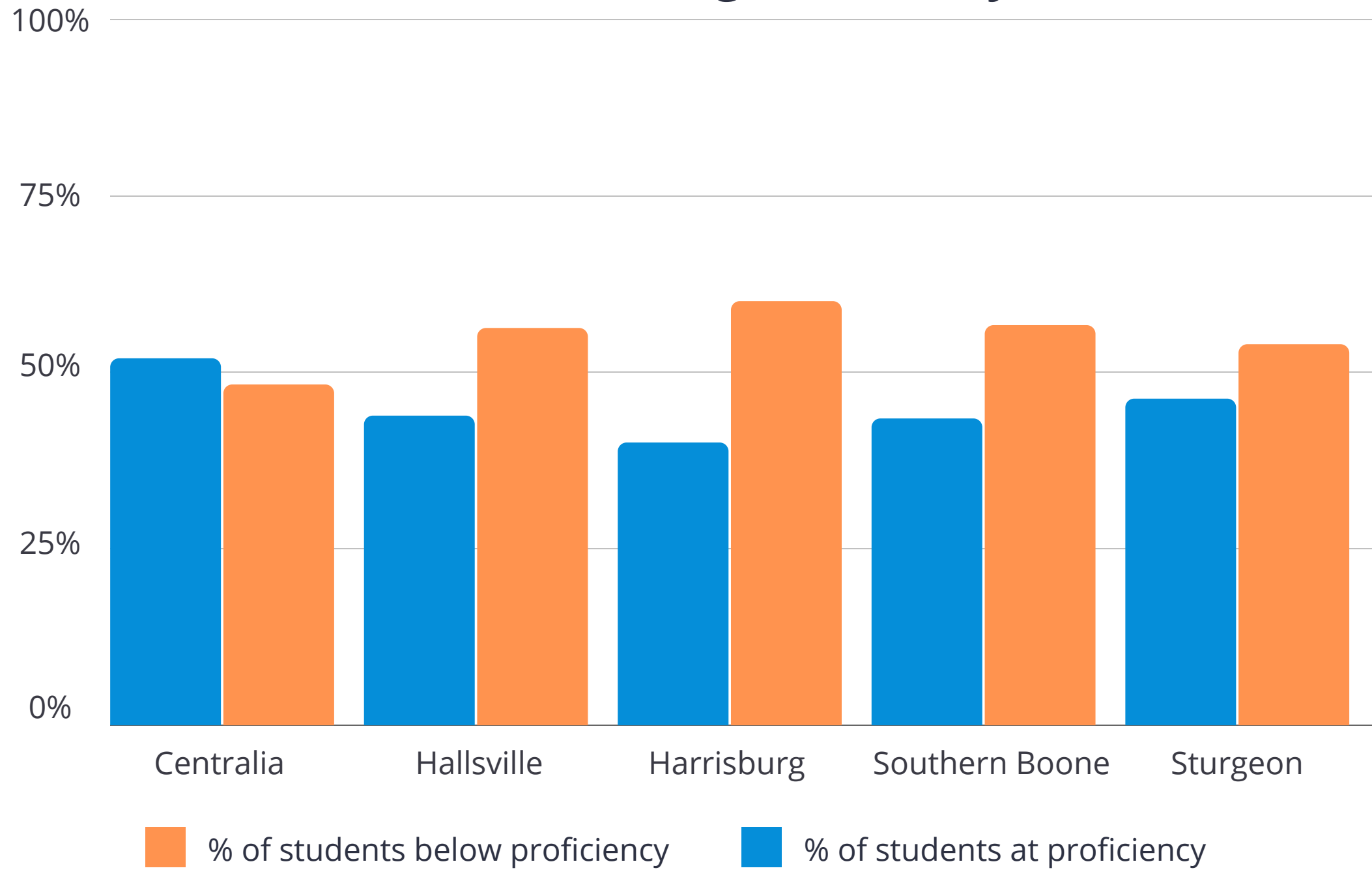
Education

Rural Boone County School Districts

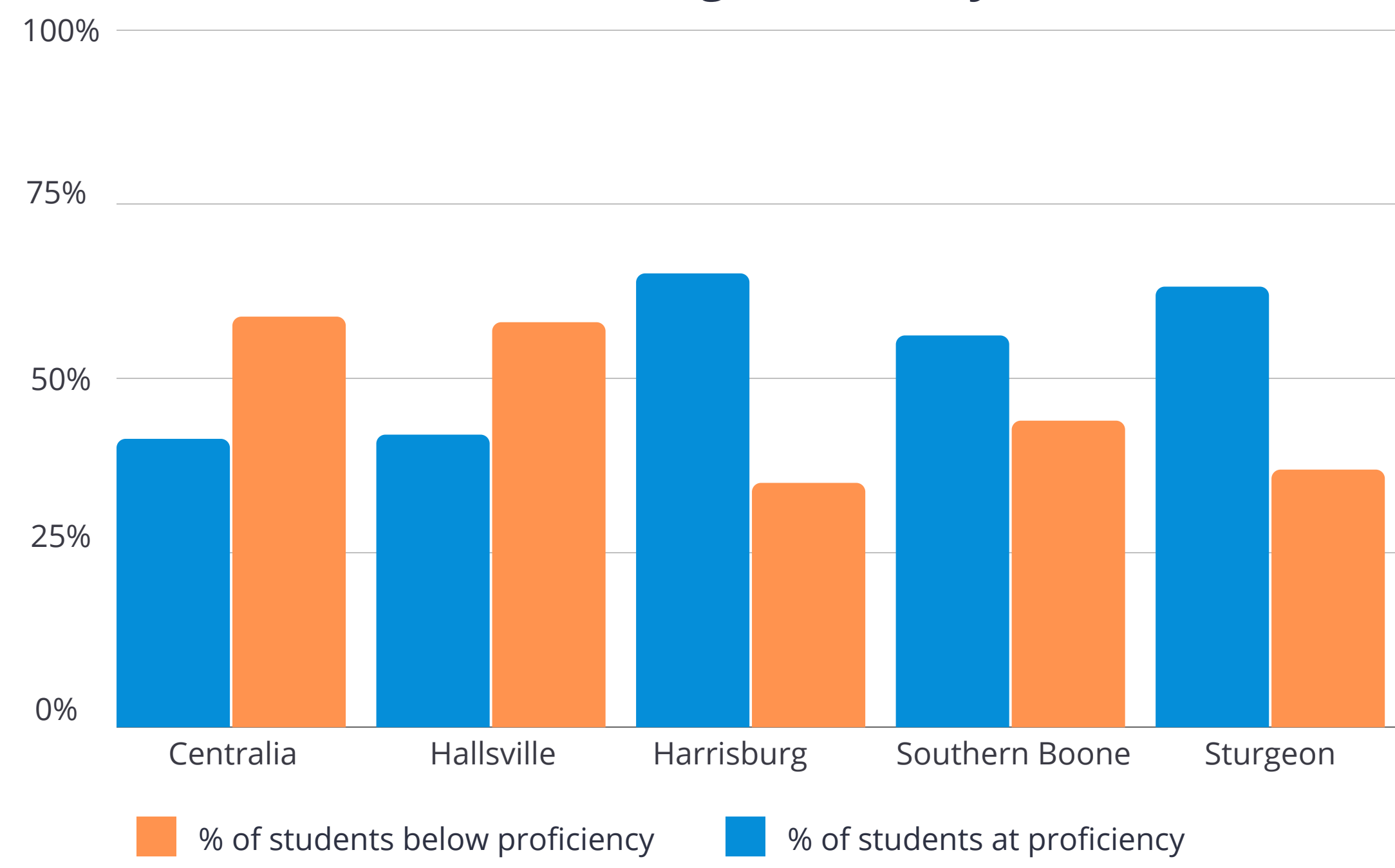
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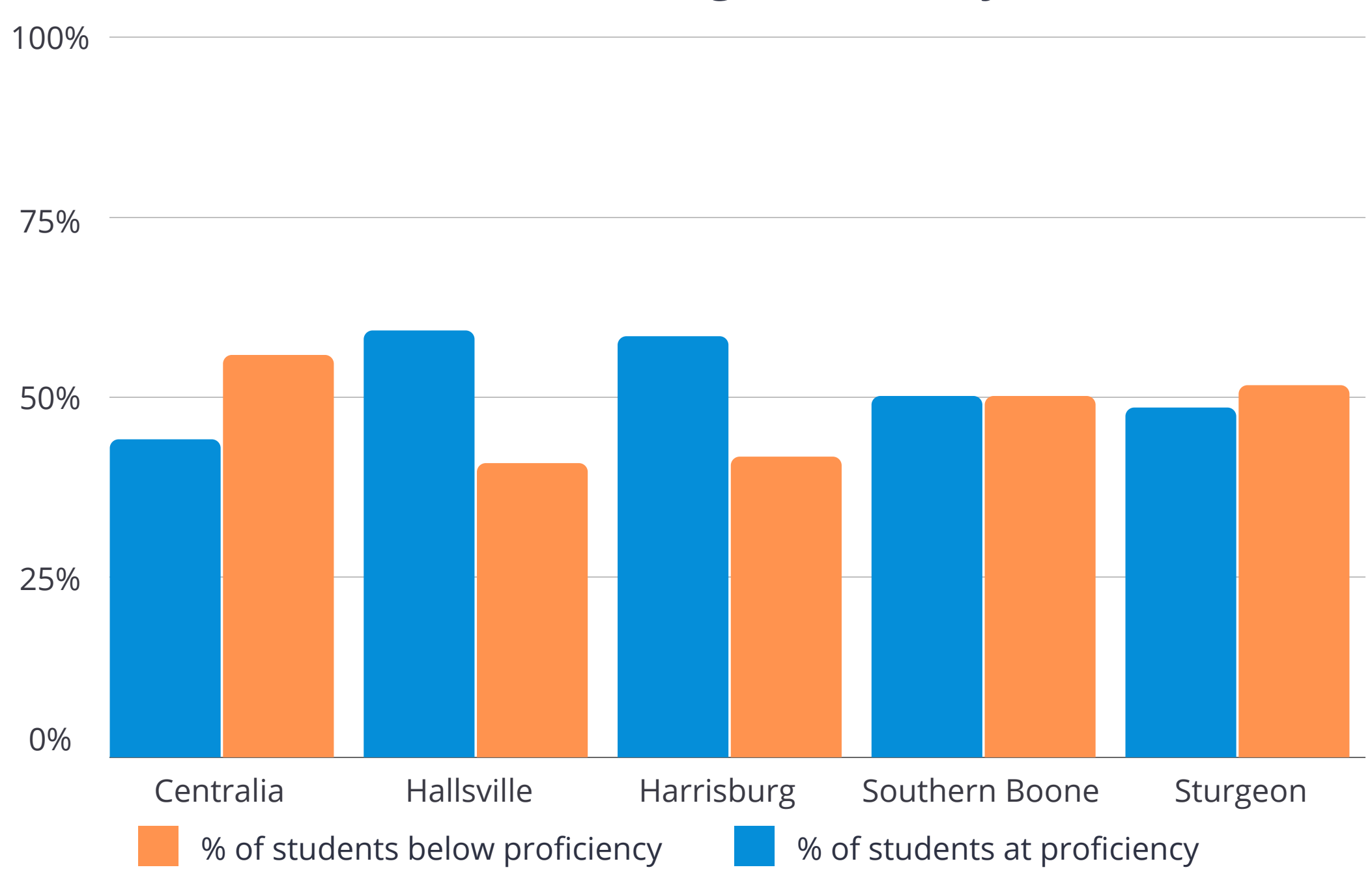
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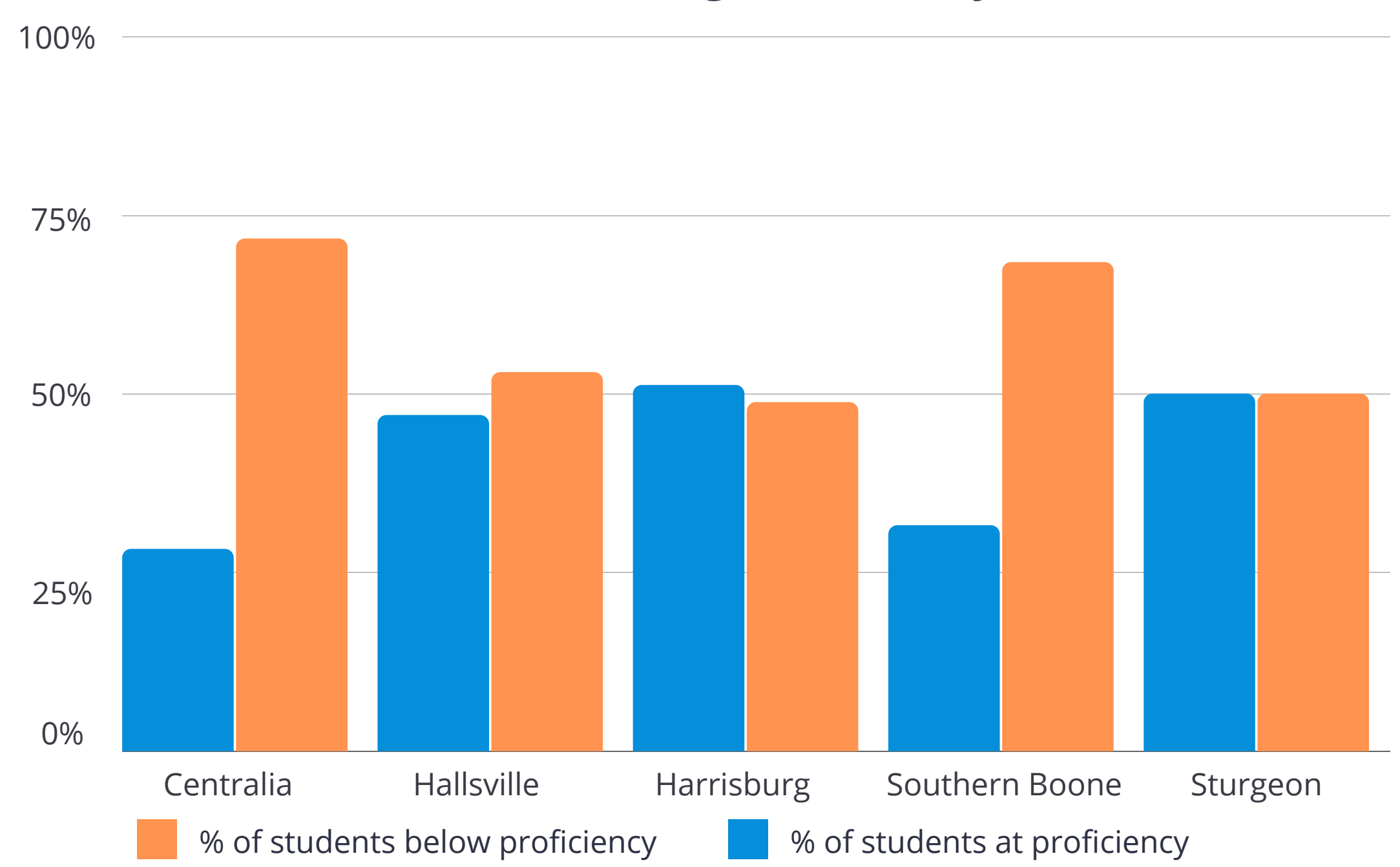
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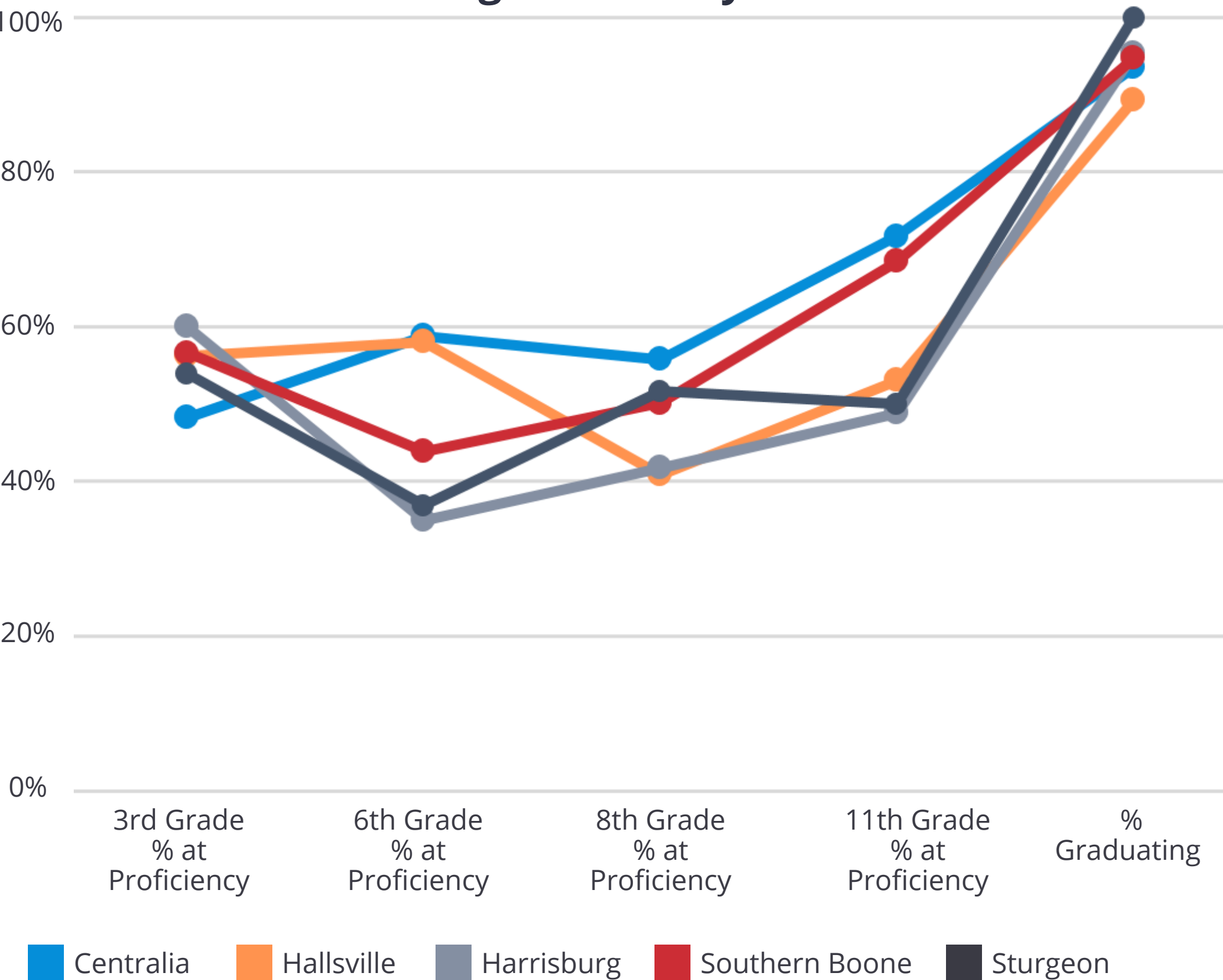
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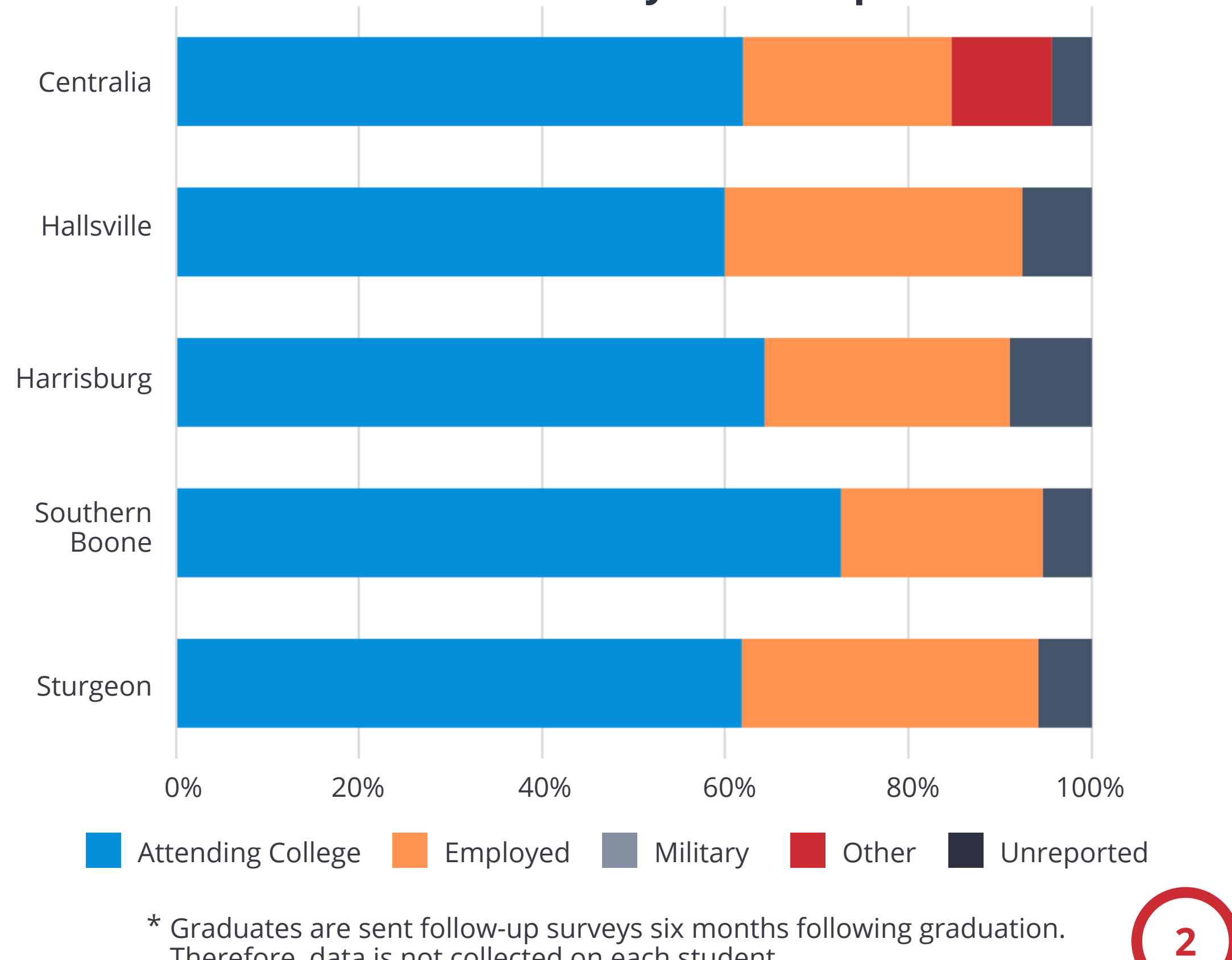
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2



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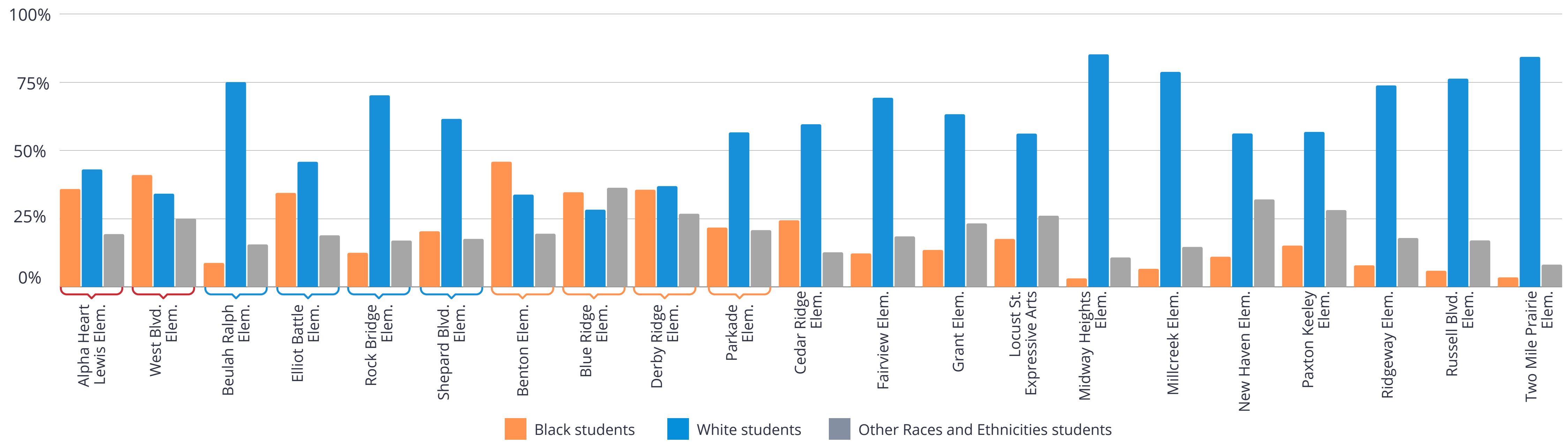
1	All Literacy data: Missouri Department of Elementary and Secondary Education. (2018). <i>School -- content area all and disag 2019</i> [Data set]. Missouri Department of Elementary and Secondary Education. https://apps.dese.mo.gov/MCDS/home.aspx
2	Missouri Department of Elementary and Secondary Education. (2018). <i>District graduate follow-up</i> [Data set]. Missouri Department of Elementary and Secondary Education. https://apps.dese.mo.gov/MCDS/home.aspx

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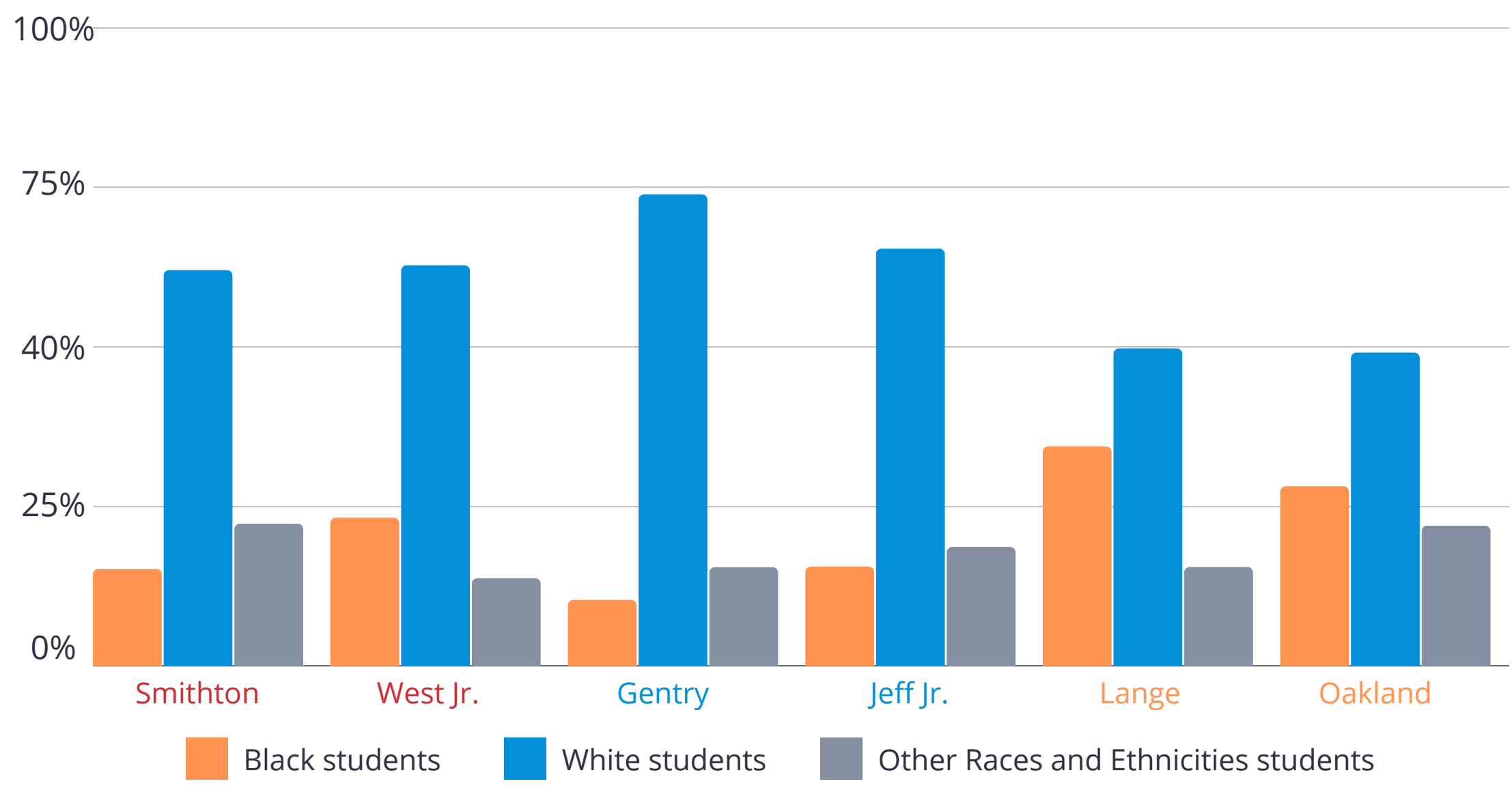


Education

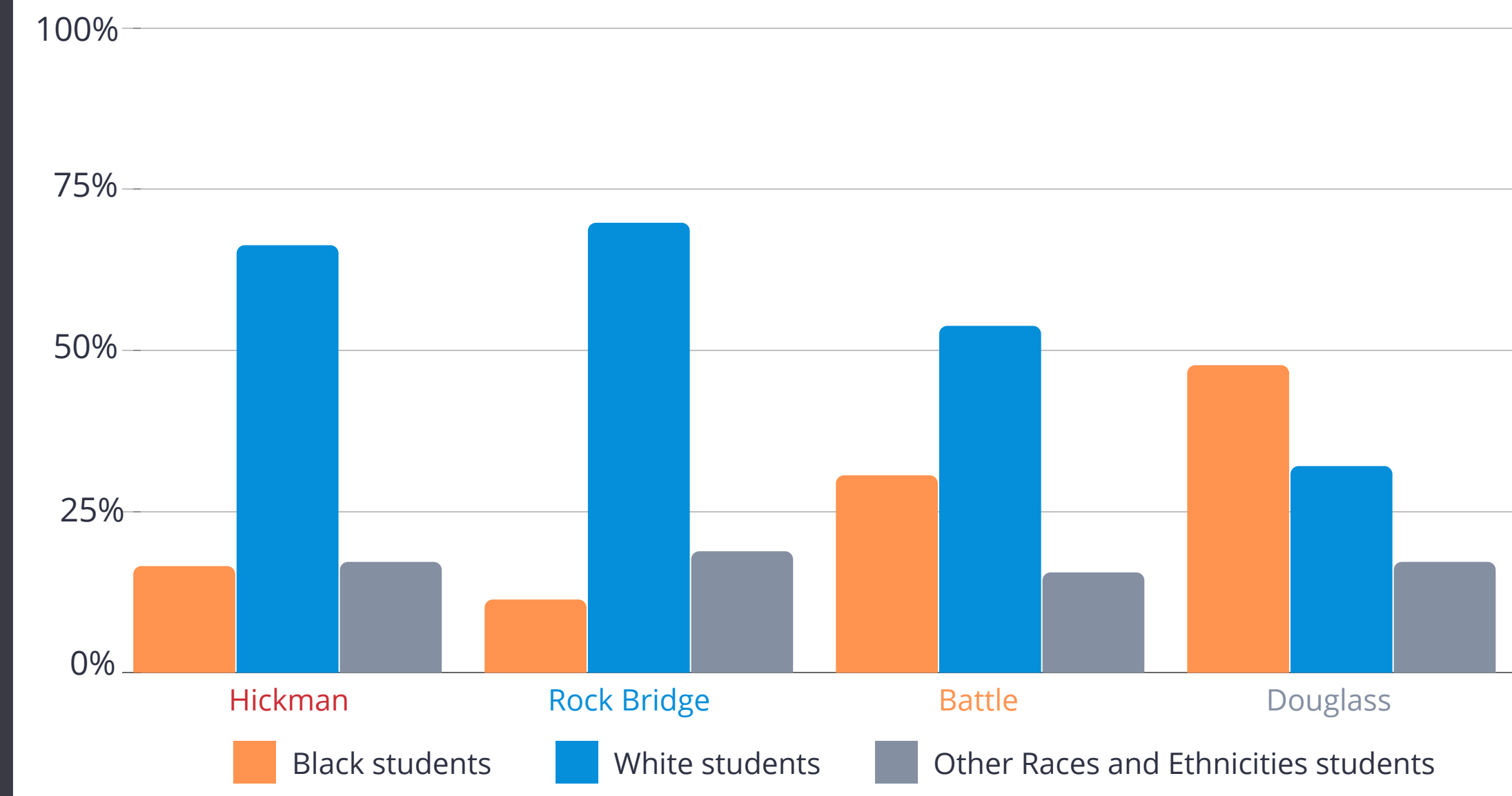
2018 CPS Elementary School Enrollment by Race



2018 CPS Middle School Enrollment by Race



2018 CPS High School Enrollment by Race



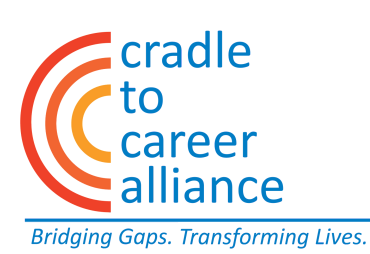
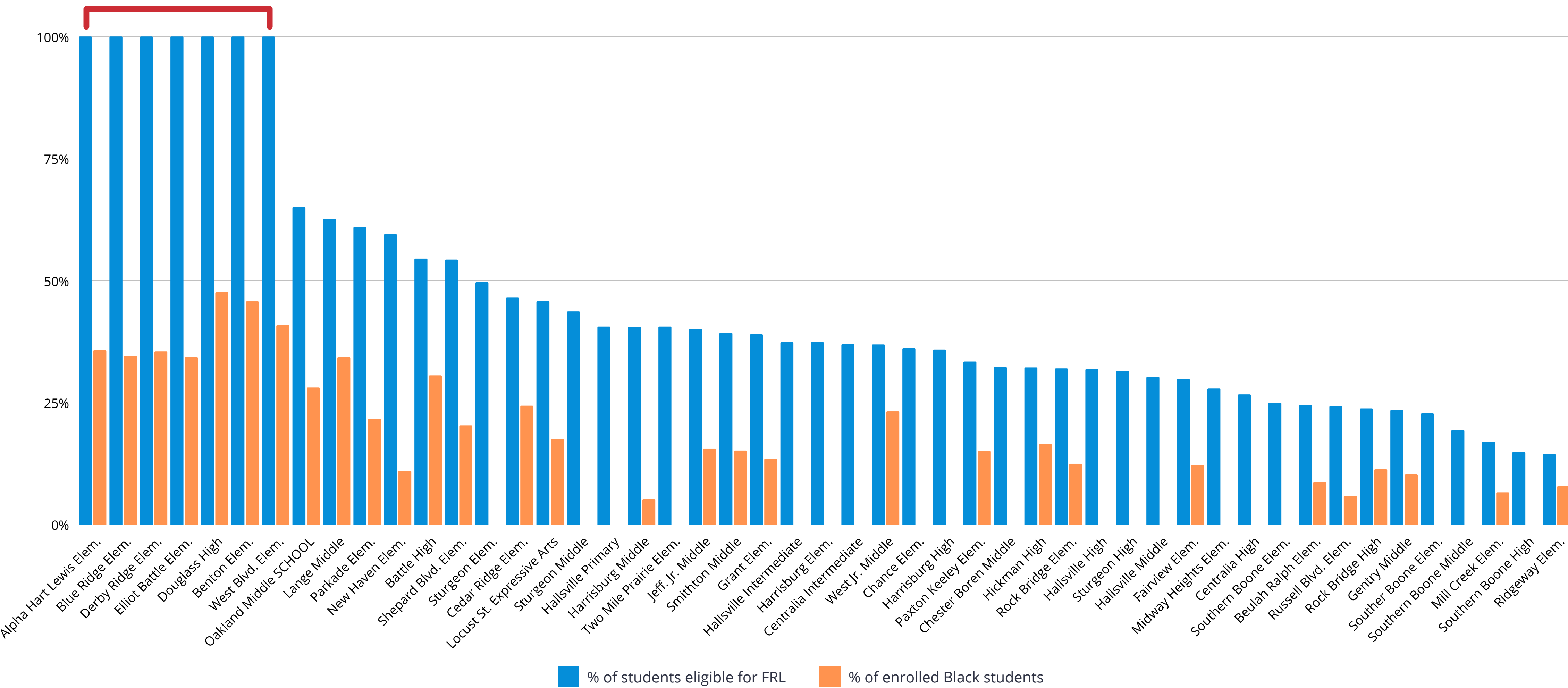
Student Poverty Concentration

Attending schools that serve high concentrations of students experiencing poverty affect children's long-term mobility prospects. Low-income children and children of color achieve better academic outcomes when they attend more economically and racially diverse schools.



A higher proportion of Black students attend schools with the highest Free and Reduced Lunch (FRL) rates.

Percent of Students Eligible for FRL and Black Student Enrollment (2018)

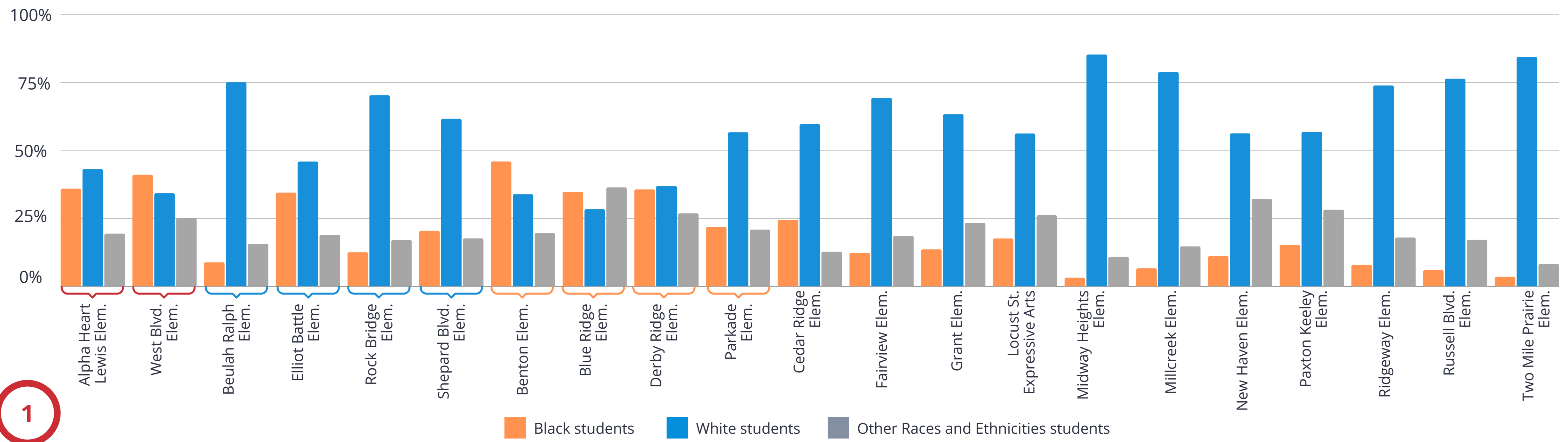


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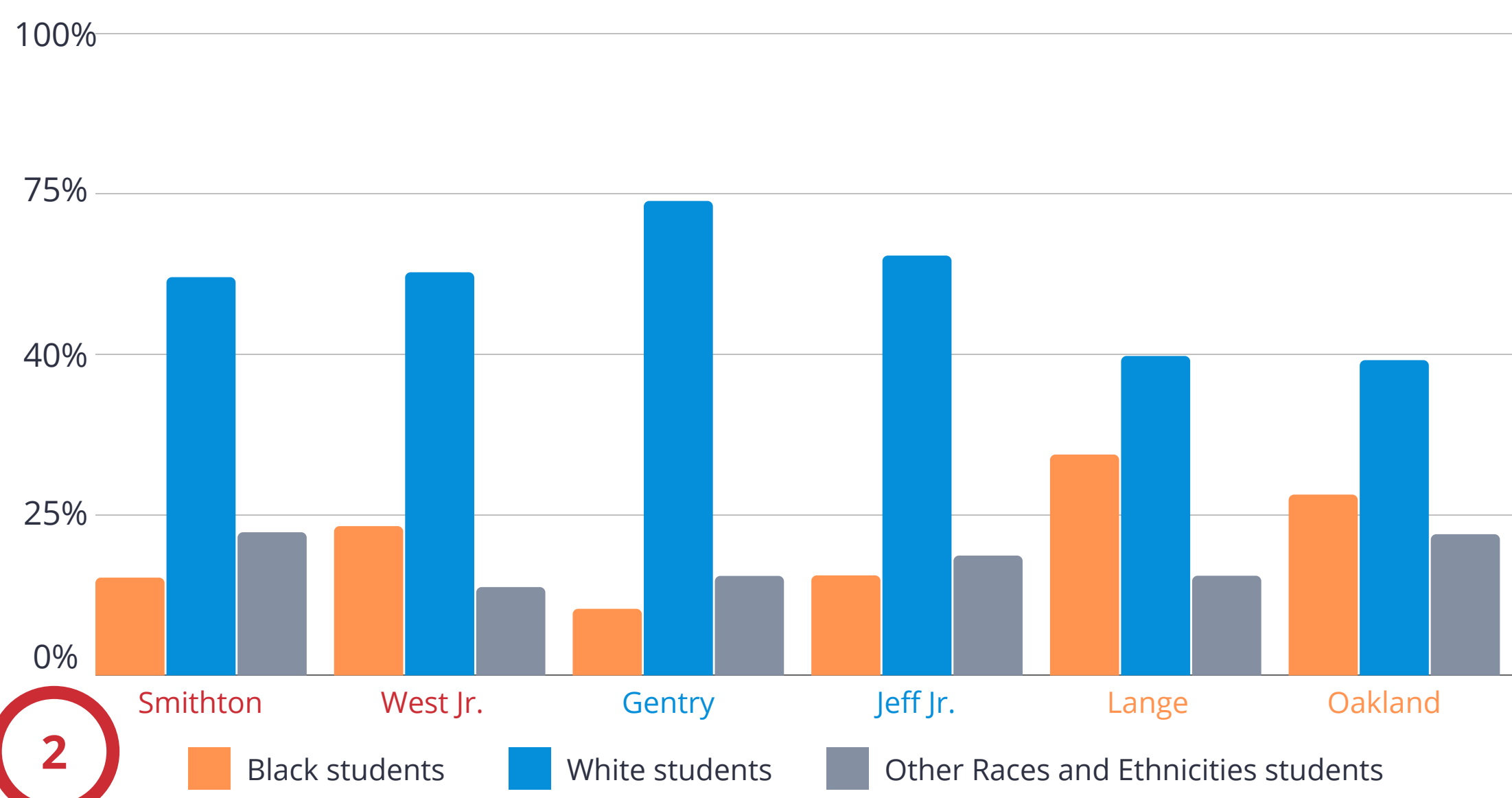


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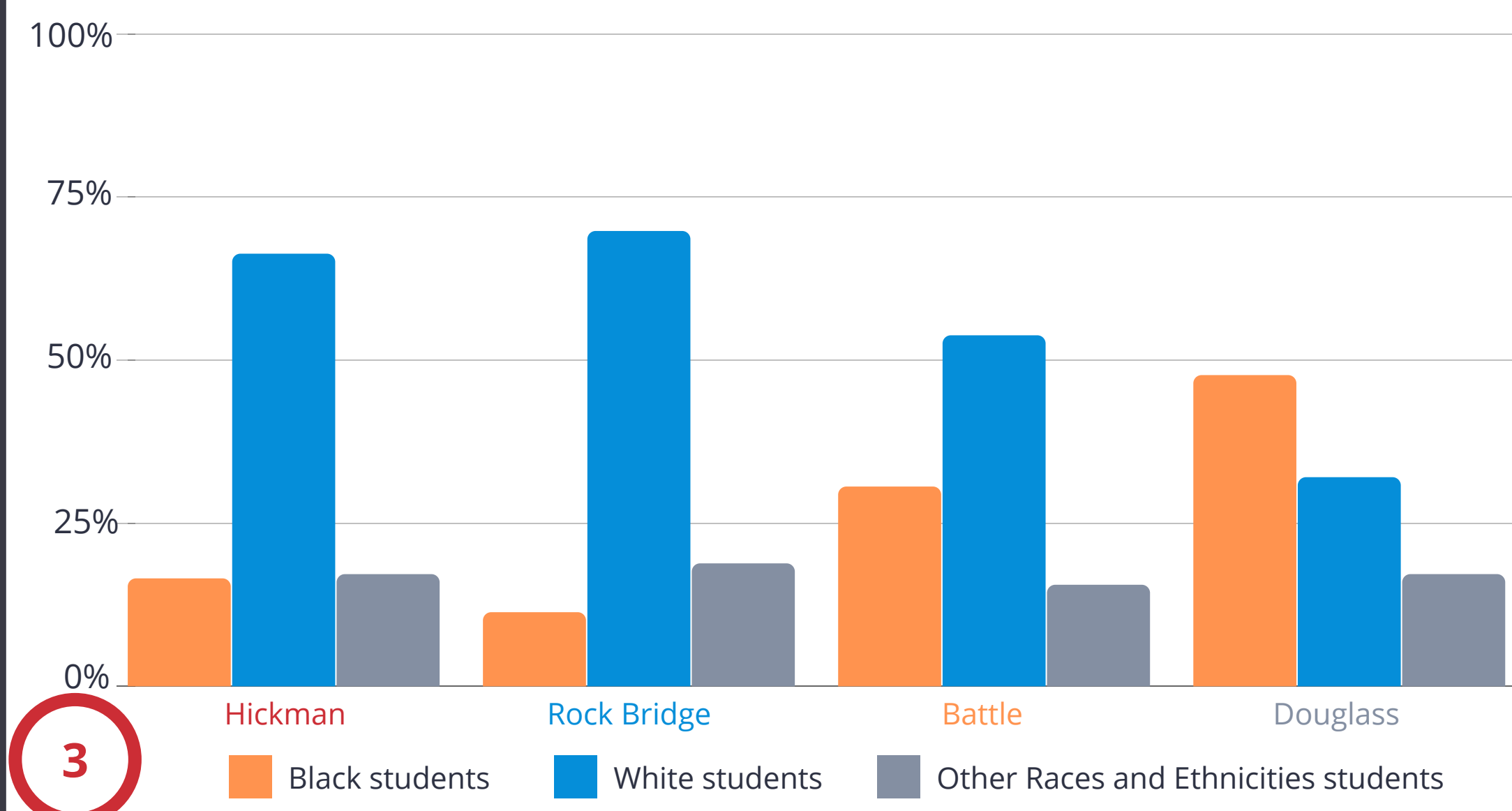
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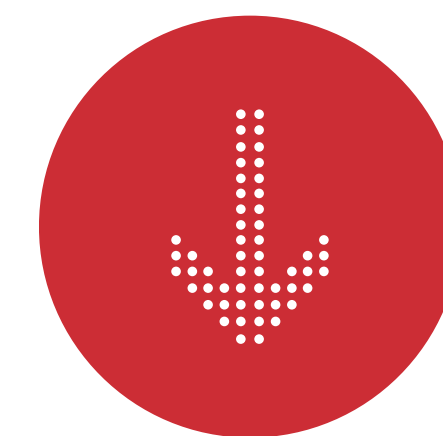


2018 CPS High School Enrollment by Race



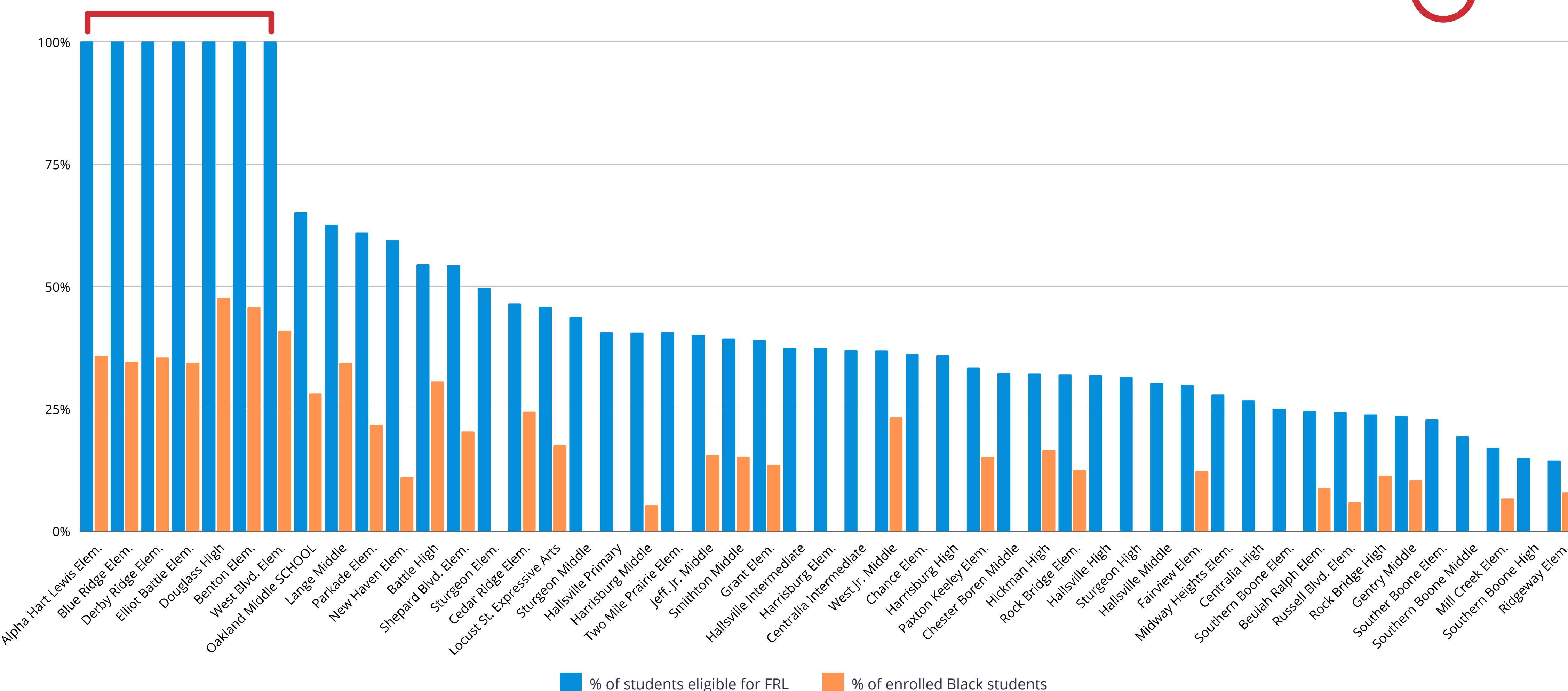
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1	Missouri Department of Elementary and Secondary Education. (2018). <i>Building demographic data 2006-20</i> [Data set]. Missouri Department of Elementary and Secondary Education. https://apps.dese.mo.gov/MCDS/home.aspx
2	Missouri Department of Elementary and Secondary Education. (2018). <i>Building demographic data 2006-20</i> [Data set]. Missouri Department of Elementary and Secondary Education. https://apps.dese.mo.gov/MCDS/home.aspx
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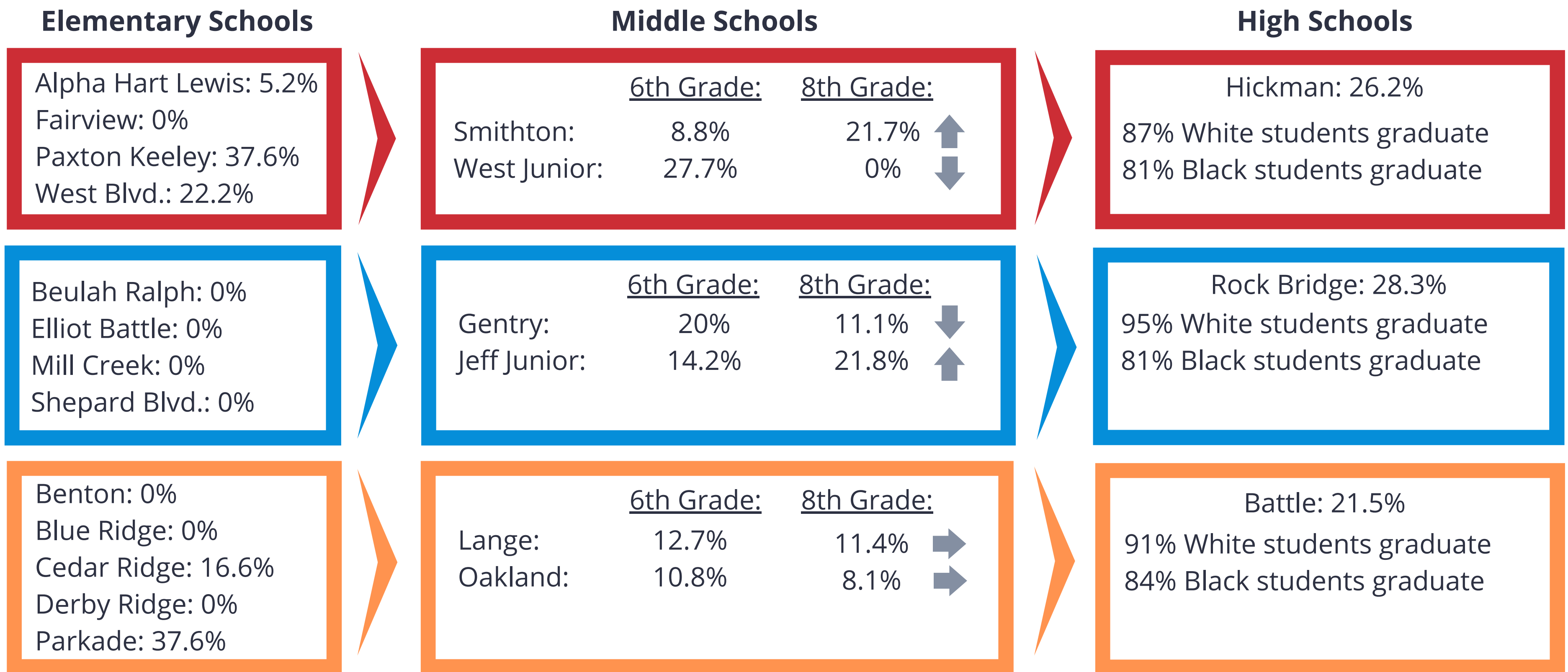
Literacy Rates

“Feeder patterns” are based on Columbia Public Schools (CPS) district policies on schools students attend from elementary to high school. The buildings below are those reporting any reading outcomes for Black students in 3rd, 6th, 8th, and 11th grade and graduation. Around half of the CPS elementary schools report Black student outcomes.

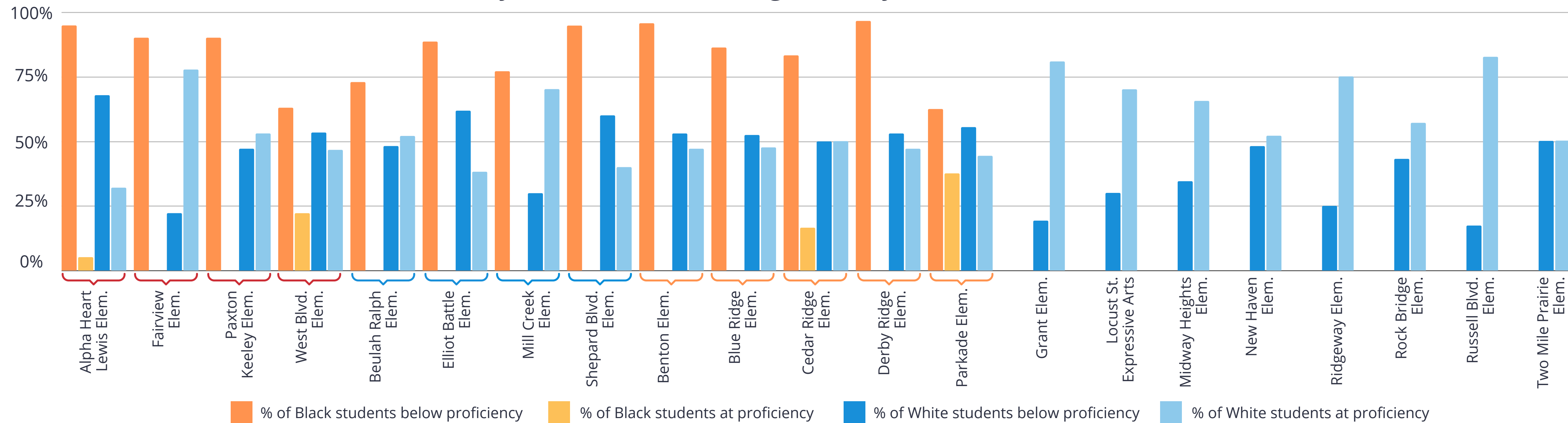
2018 Proficiency in Reading/Literacy for Black Students Based on CPS Feeder Patterns

All 21 schools reported proficiency scores for White students. Twelve buildings showed at least half of White students enrolled scoring at least 50% proficient or above.

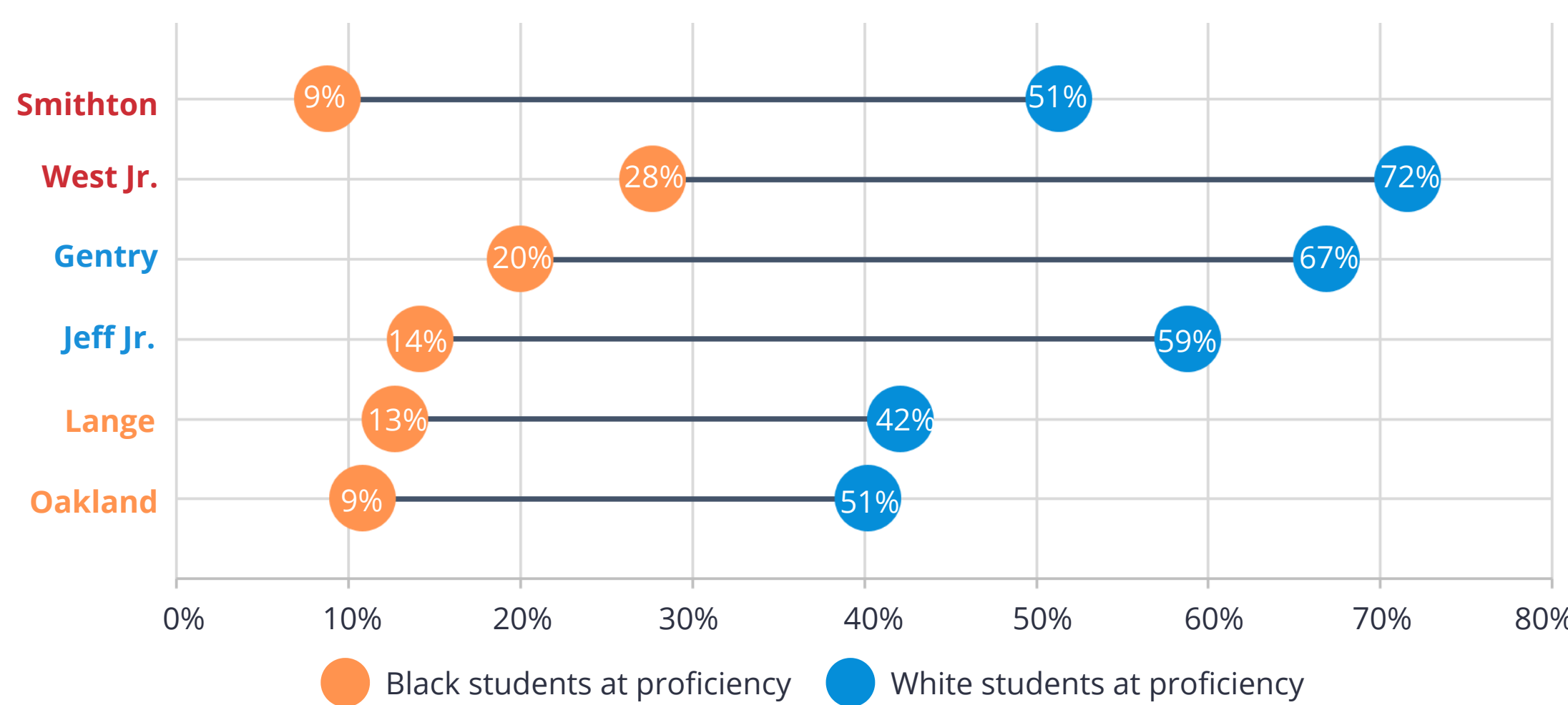
Of the elementary schools that report Black student outcomes, only four schools report a percentage of Black students reading at proficiency. None of the buildings reported Black students scoring at least 50% or above.



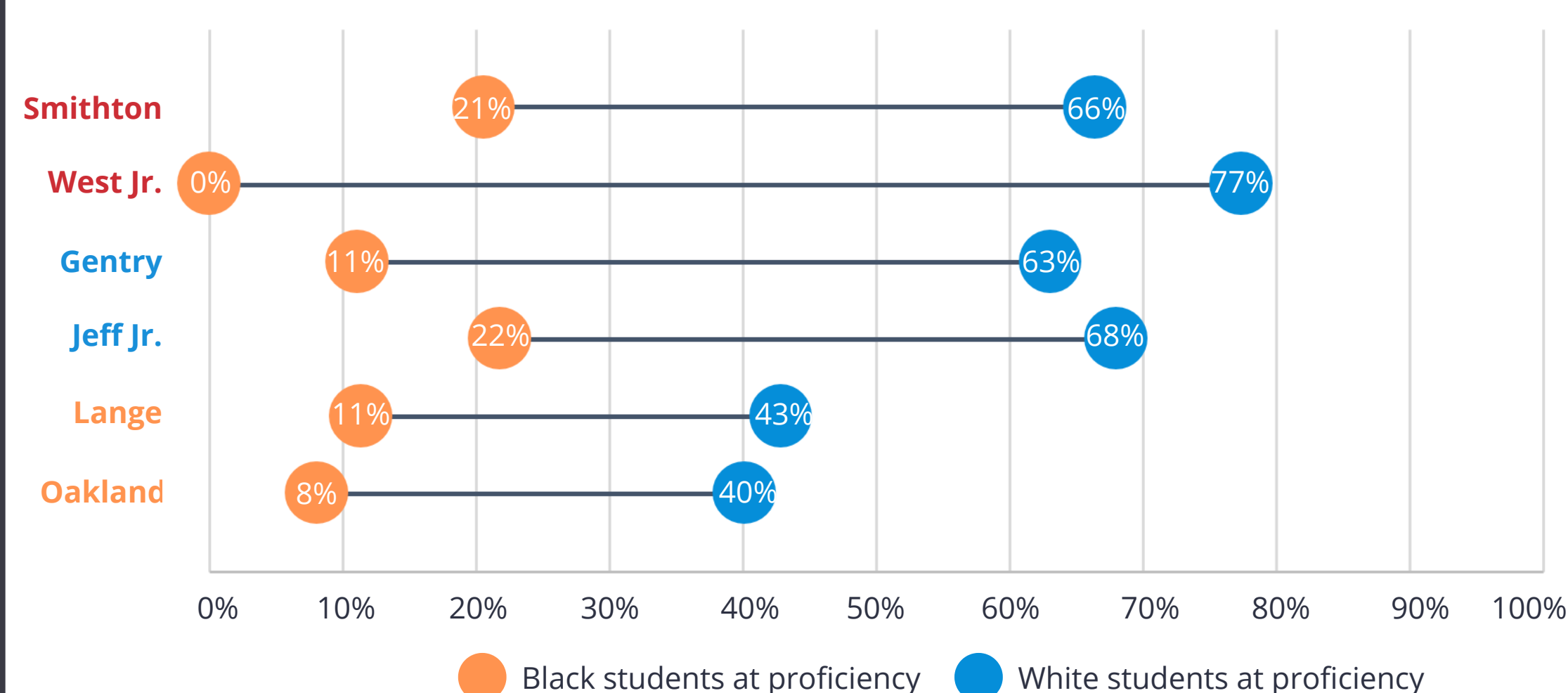
2018 Proficiency in 3rd Grade Reading/Literacy for CPS Black and White Students



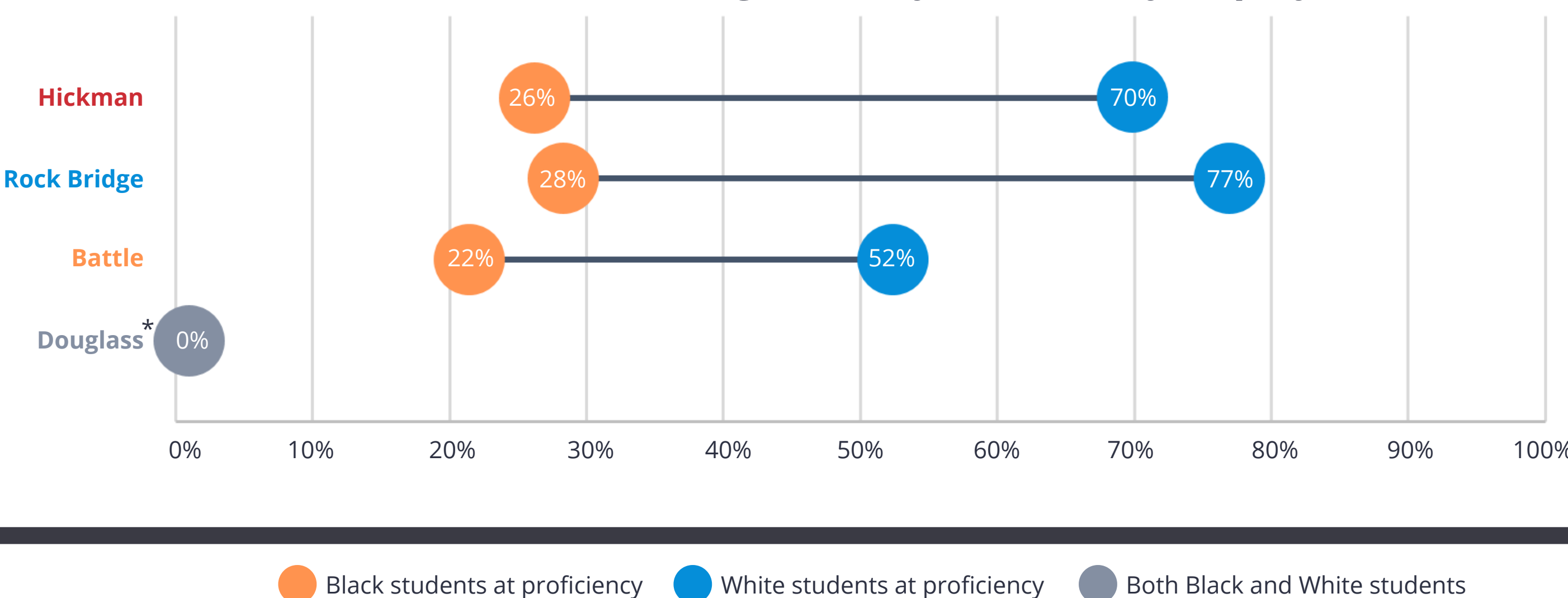
2018 6th Grade Reading/Literacy Proficiency Gap by Race



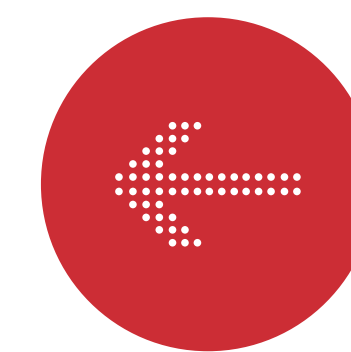
2018 8th Grade Reading/Literacy Proficiency Gap by Race



2018 11th Grade Reading/Literacy Proficiency Gap by Race



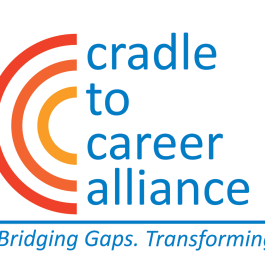
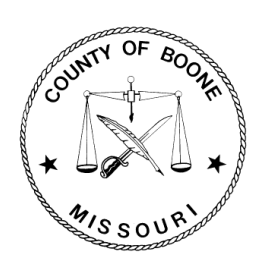
Upon entering 6th grade, some of the gaps between Black and White students continue to grow. However, in some middle schools the gaps do decrease between 6th and 8th grades.



Throughout high school, literacy rates seem to improve. However, gaps still remain between Black and White students. One high school did not report literacy outcomes for any students.

* No 2018 data was reported for Douglass High School

● Black students at proficiency ● White students at proficiency ● Both Black and White students





Literacy Rates

1

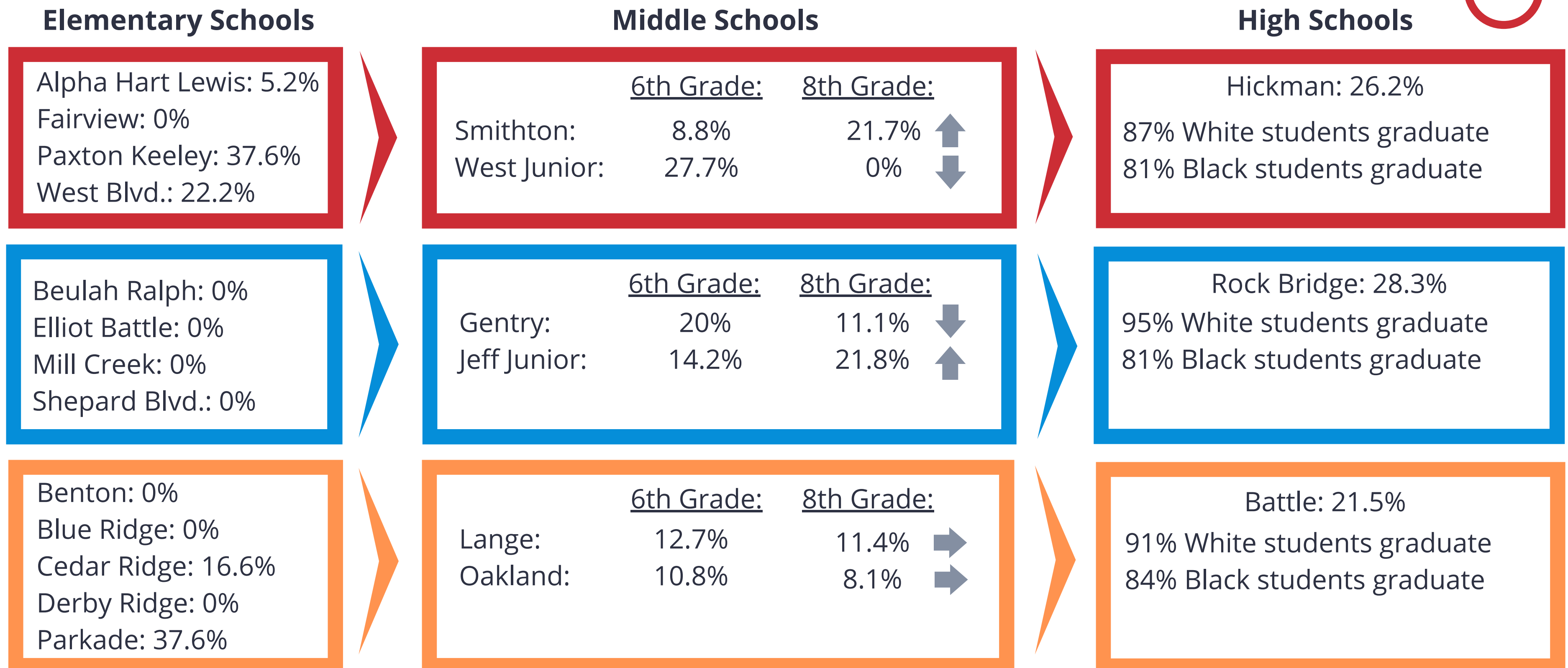
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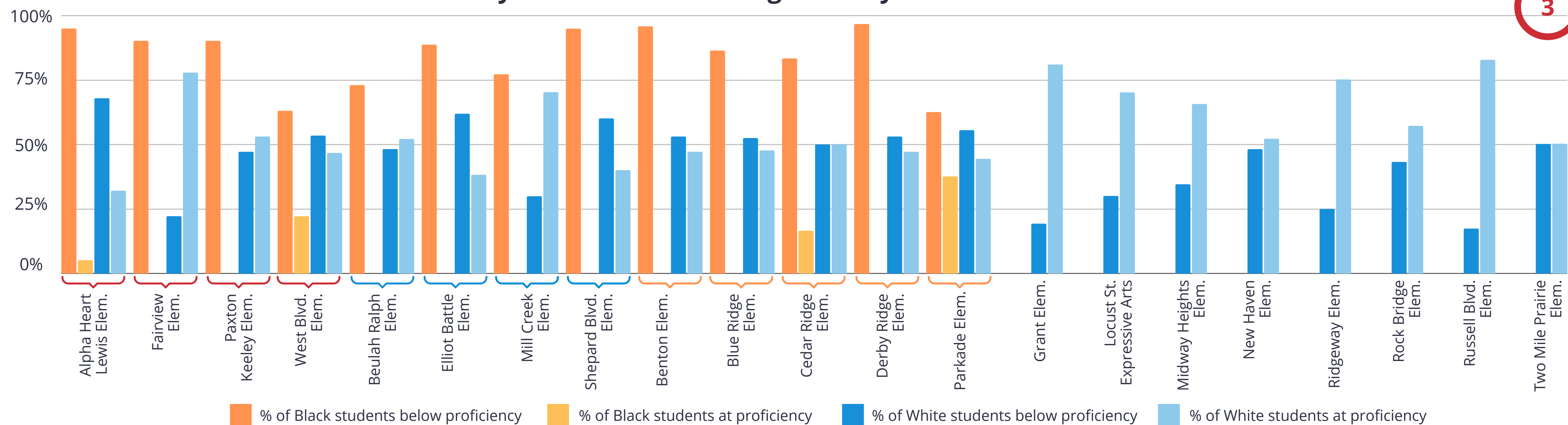
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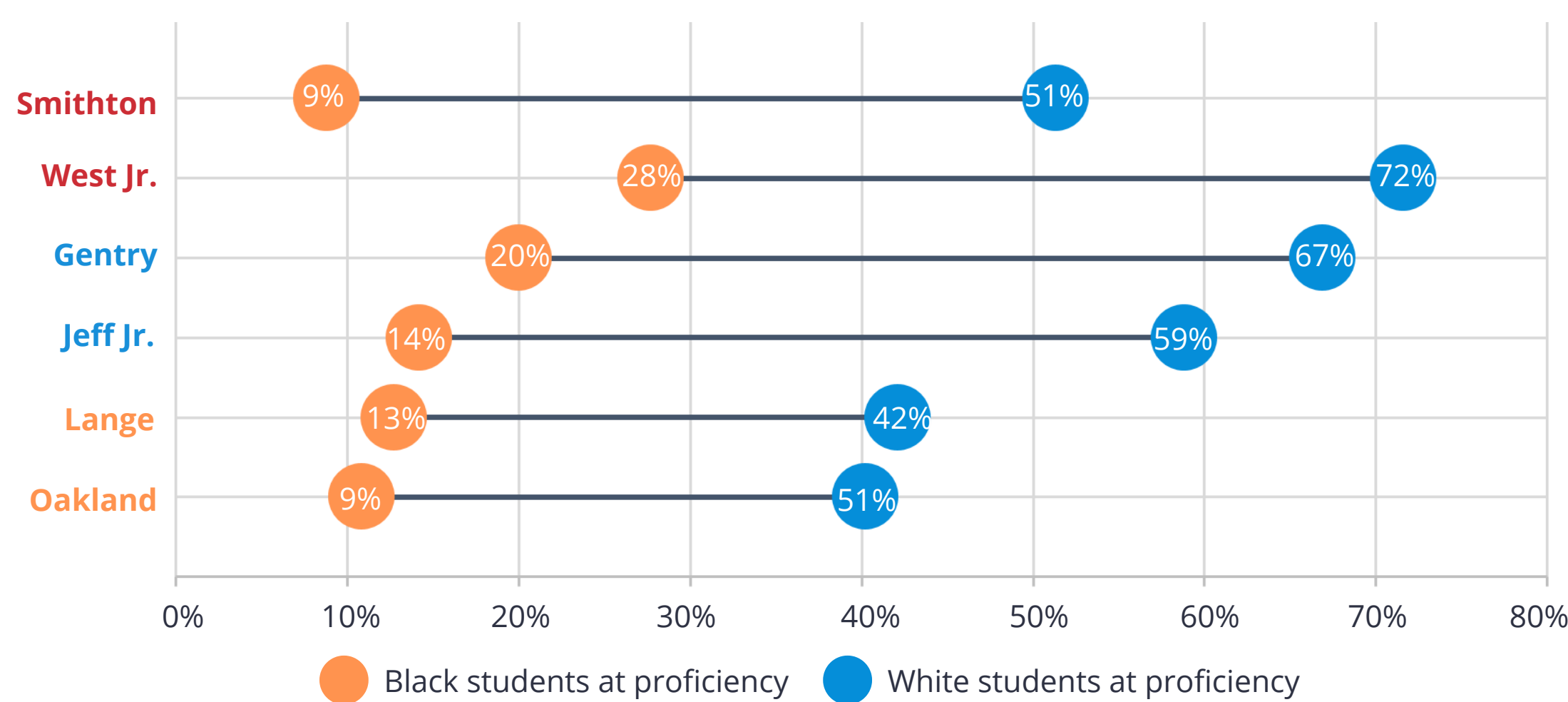


2018 Proficiency in 3rd Grade Reading/Literacy for CPS Black and White Students

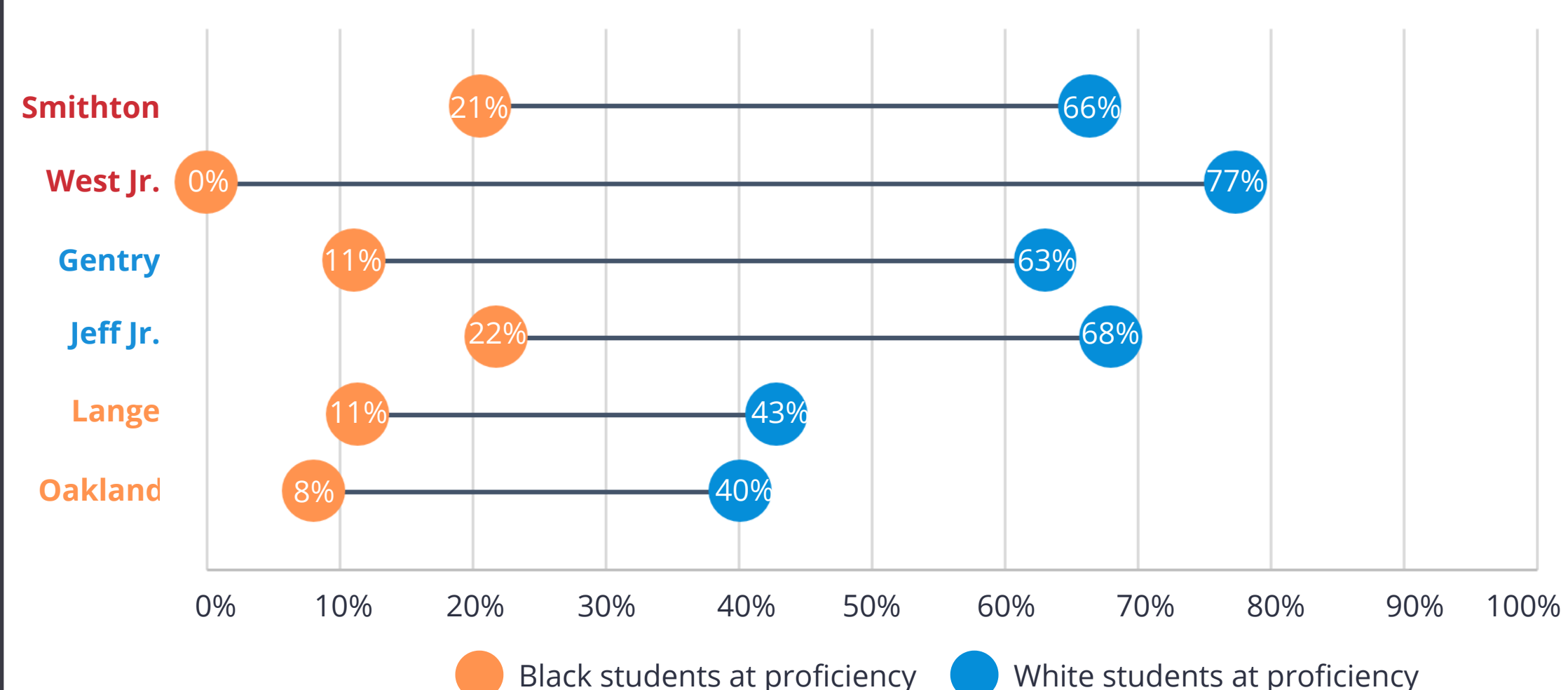
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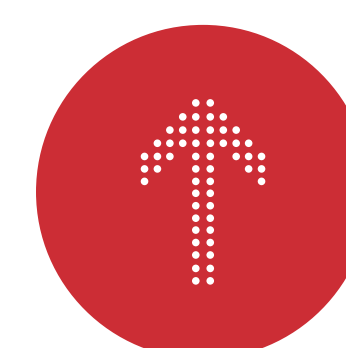
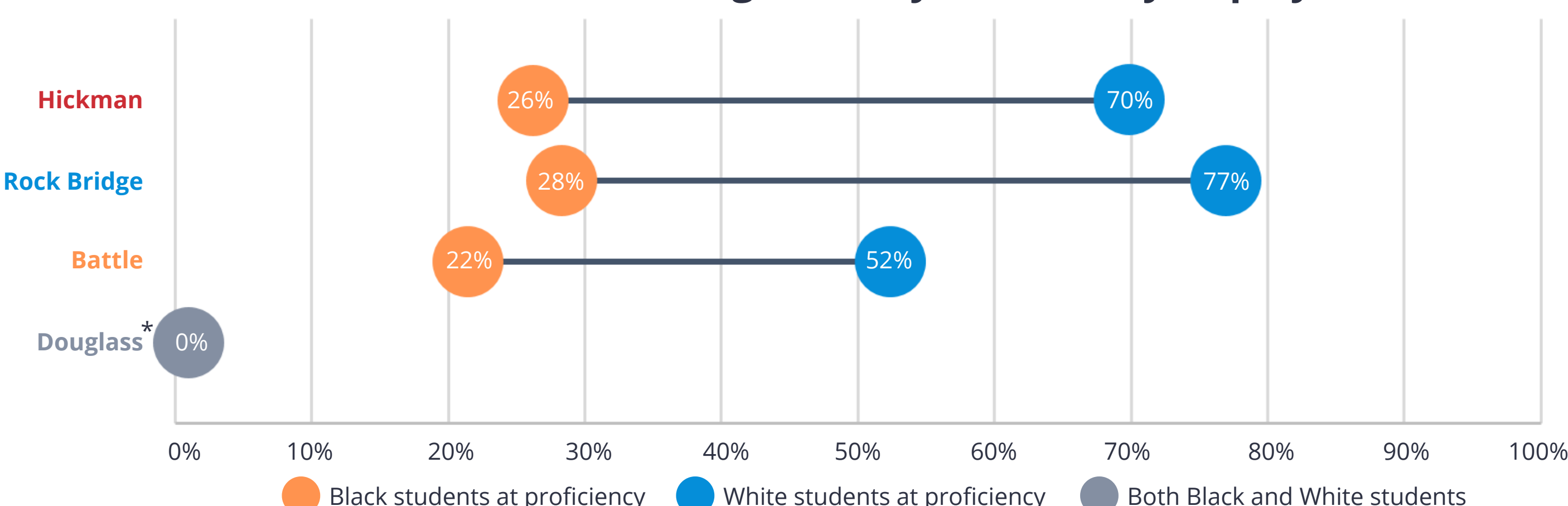
2018 6th Grade Reading/Literacy Proficiency Gap by Race



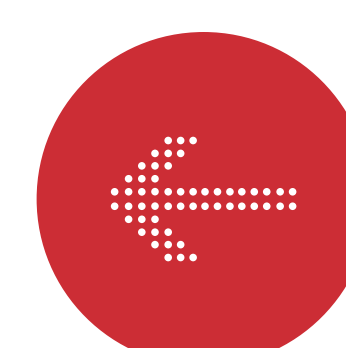
2018 8th Grade Reading/Literacy Proficiency Gap by Race



2018 11th Grade Reading/Literacy Proficiency Gap by Race



Upon entering 6th grade, some of the gaps between Black and White students continue to grow. However, in some middle schools the gaps do decrease between 6th and 8th grades.



Throughout high school, literacy rates seem to improve. However, gaps still remain between Black and White students. One high school did not report literacy outcomes for any students.

*No 2018 data was reported for Douglass High School



Citations

1	Columbia Public Schools. (2021). <i>Columbia Public Schools 2021-2022 feeder school pattern</i> . https://www.cpsk12.org/Page/12876 .
2	Analysis includes data from: Missouri Department of Elementary and Secondary Education. (2018). <i>School -- content area all and disag 2019</i> [Data set]. Missouri Department of Elementary and Secondary Education. https://apps.dese.mo.gov/MCDS/home.aspx ; Missouri Department of Elementary and Secondary Education. (2018). <i>Building adjusted cohort graduation rate</i> [Data set]. Missouri Department of Elementary and Secondary Education. https://apps.dese.mo.gov/MCDS/home.aspx
3	Missouri Department of Elementary and Secondary Education. (2018). <i>School -- content area all and disag 2019</i> [Data set]. Missouri Department of Elementary and Secondary Education. https://apps.dese.mo.gov/MCDS/home.aspx

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Supportive Communities



Juvenile Office Referrals by Schools

National trends show some students are placed on a path toward future legal issues or incarceration when they are “funneled out of public schools and into the juvenile justice system.” Connecting juvenile referrals by buildings within Columbia Public Schools can show the interconnections between the juvenile office and schools.

This chart mirrors the structure of the Feeder Chart displayed when looking at literacy gaps within Columbia Public Schools. Additional buildings were added if they had referred students to the juvenile office. Some schools were removed that did not make any referrals in 2018. The + symbol indicates overrepresentation of Black youth in referrals from each building. 2

Elementary School

- Alpha Hart Lewis: +
- Fairview: +
- Grant: +
- Paxton Keeley:
- Russell: +
- West Blvd.: +

- Shepard Blvd.: +
- Locust Street
- Expressive Arts: +

- Benton: +
- Blue Ridge:
- Cedar Ridge: +
- Derby Ridge: +
- Parkade: +

Middle School

- Smithton: +
- West Jr.: +

- Gentry: +
- Jeff Jr.: +

- Lange: +
- Oakland: +

High School

- Hickman: +

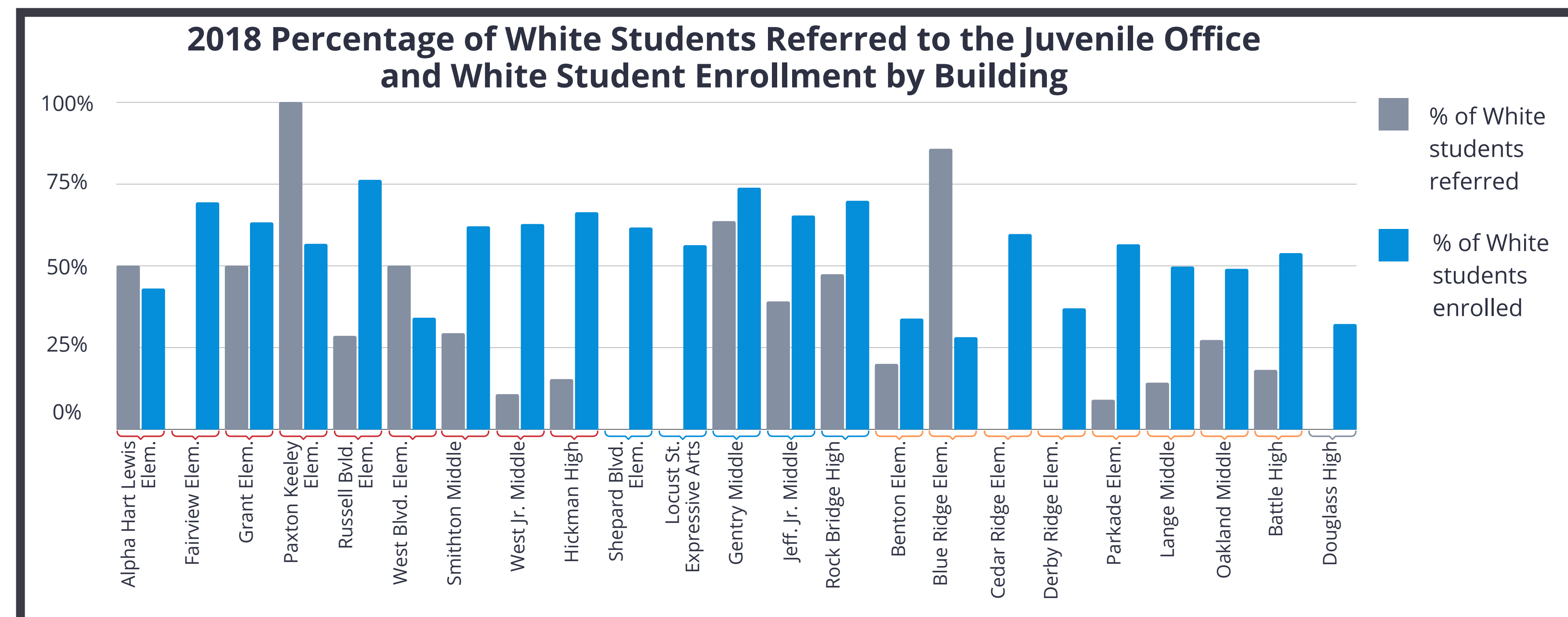
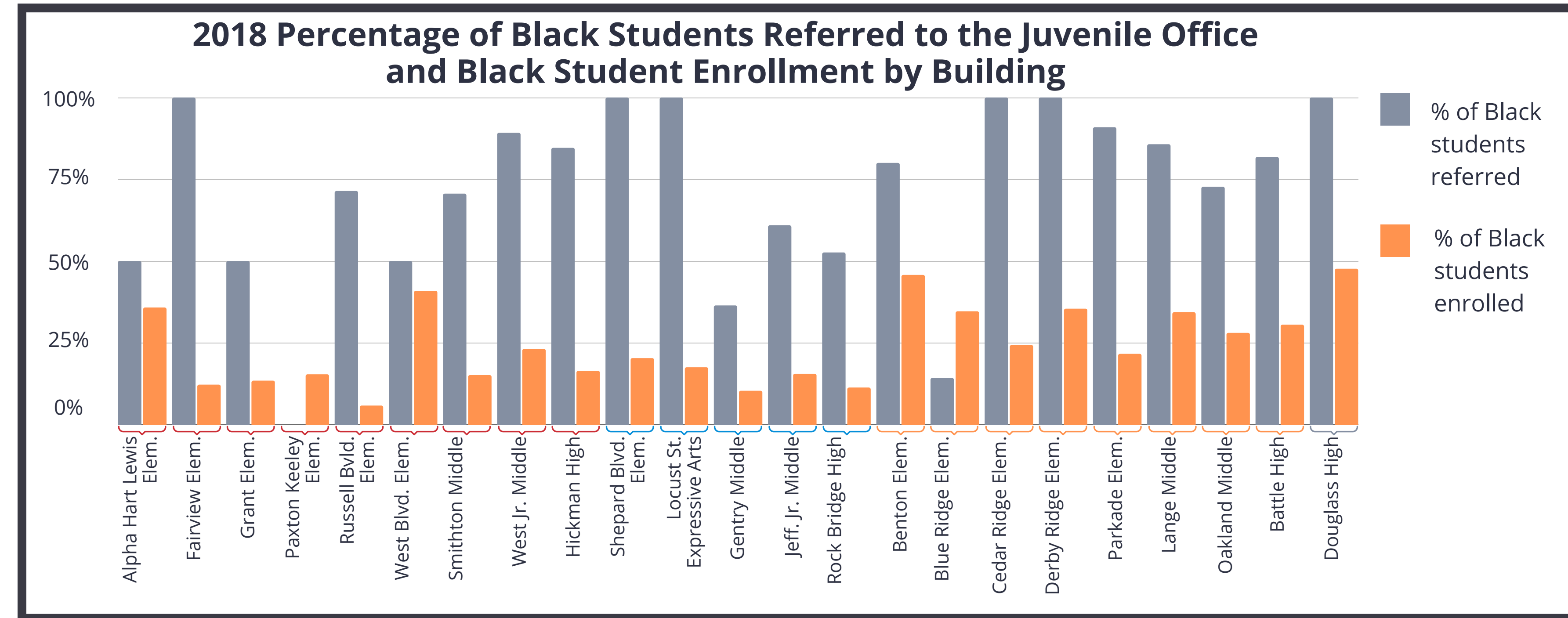
- Rock Bridge: +

- Battle: +

- Douglass: +

In the graphs below, the data in gray is the percentage of students reflected in referrals to the juvenile office from that specific building. The data in orange or blue represents the percentage of children of different race/ethnicity enrolled in each building.

Equity appears in instances where the columns are close to the same height.



Learn and Earn

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High School

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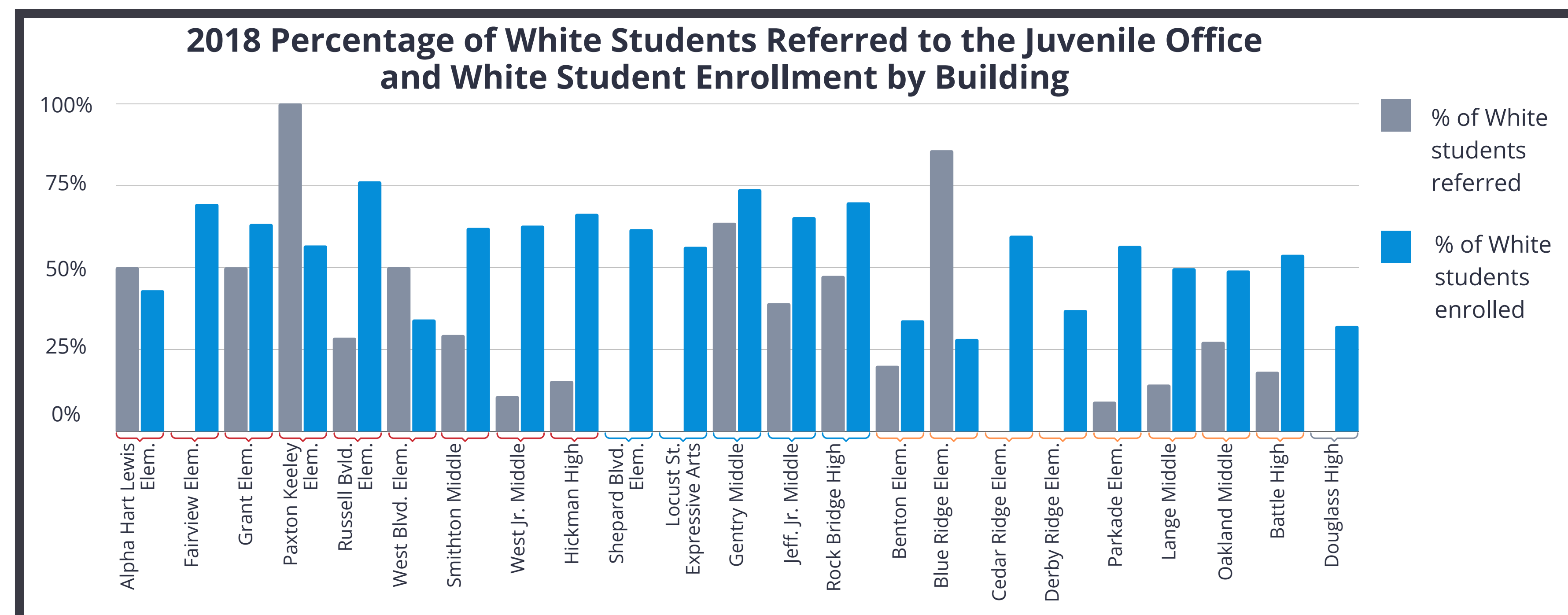
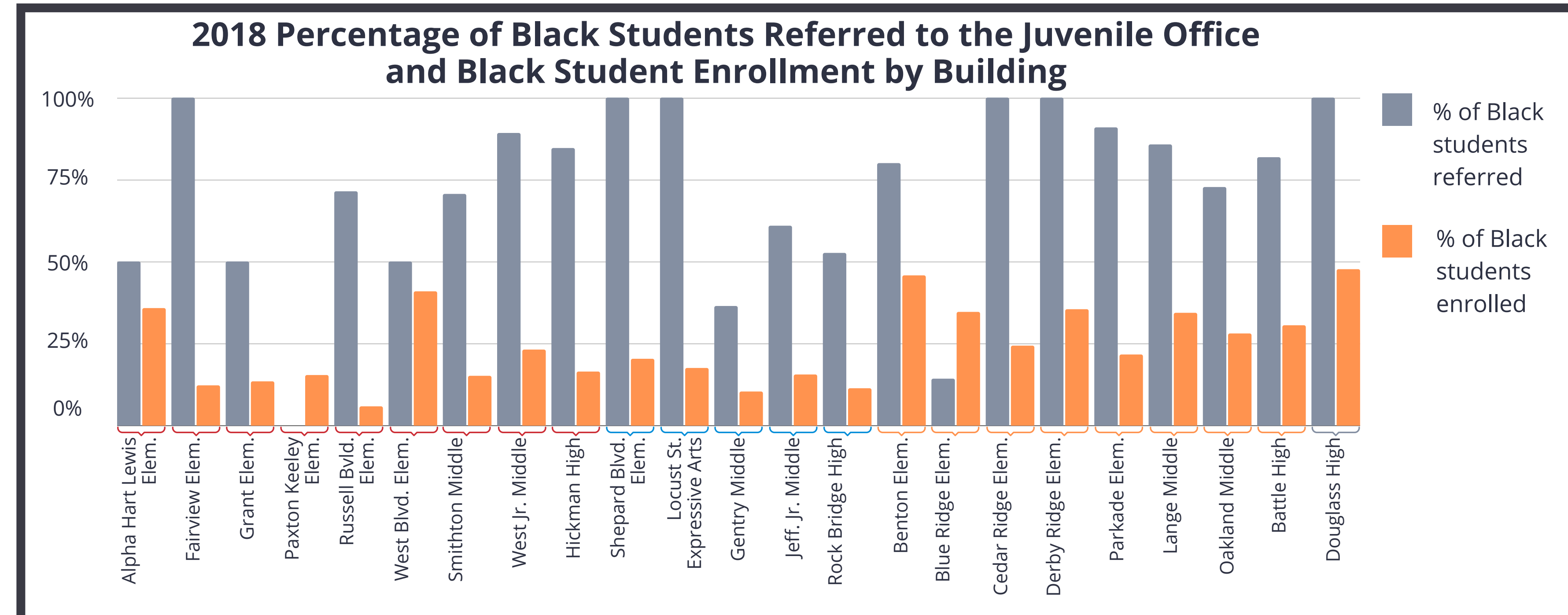
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Citations

1	American Civil Liberties Union. (2021). School-to-prison pipeline. https://www.aclu.org/issues/juvenile-justice/school-prison-pipeline .
2	Columbia Public Schools. (2021). Columbia Public Schools 2021-2022 feeder school pattern. https://www.cpsk12.org/Page/12876 .
3	Analysis includes data from: Missouri Department of Elementary and Secondary Education. (2018). Building demographic data [Data set]. Missouri Department of Elementary and Secondary Education. https://apps.dese.mo.gov/MCDS/home.aspx ; Office of State Court Administrator, Court Business Services Division. (2015-2020). Boone referrals [Unpublished data set]. Office of State Court Administrator.