

**THE STATE OF RACIAL DISPARITIES
IN CHARLESTON COUNTY,
SOUTH CAROLINA
2000–2015**



PREPARED BY
**COLLEGE of
CHARLESTON**

RACE AND SOCIAL
JUSTICE INITIATIVE

“In order for us poor and oppressed people to become a part of a society that is meaningful, the system under which we now exist has to be radically changed. . . . It means facing a system that does not lend itself to your needs and devising means by which you change that system.”

~ Ella Baker, 1969



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Avery Research Center for African American History and Culture
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The State of Racial Disparities in Charleston County, South Carolina

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The State of Racial Disparities in Charleston County, South Carolina

EXECUTIVE SUMMARY

The findings in this report consistently demonstrate the disparities that exist in Charleston County, based on race and poverty. Most importantly, however, these findings can provide the first step in framing an open and relevant conversation on exactly where inequalities in our community exist and how best to address them.

In 2015, The College of Charleston's Addlestone Library, African-American Studies Department, and the Avery Research Center for African American History and Culture established the Race and Social Justice Initiative (RSJI) with a founding award of \$125,000 from Google and with generous support from SunTrust Bank, the South Carolina Community Loan Fund, the Sophia Institute, and the Illumination Project. Established to examine and address race and social justice inequities in Charleston County in response to racially charged incidents in the area, RSJI has taken the lead in promoting frank dialogue and action around historic barriers to quality education, upward mobility, equitable employment, and overall quality of life for black people compared to their white counterparts. Central to our work is exposing the pervasive policies and procedures that impede black agency, including the school-to-prison pipeline, rampant and ever-increasing incarceration of black citizens, widespread white-on-black policing in predominantly black communities, and the growing gap between high earners and low earners in Charleston County.

This disparities report serves as a component of the Race and Social Justice Initiative. The data gathered here illuminate the social and economic conditions disproportionately impacting the county's black population, particularly in the wake of rapid gentrification that is pricing out longtime black residents in the Downtown Peninsula. Currently, the racial makeup of the Charleston Peninsula is 68% white and 29% black. In 2000, the black population stood at 35% black compared to 62% for the white population, according to data from the United States Census Bureau.

The statistics assembled here are part of a history of racial inequity in South Carolina that particularly informs the experiences of black residents in Charleston County. As such, they offer context and meaning for two high-profile crimes committed against black people in North Charleston and the City of Charleston in 2015, and the subsequent growing work around racial equity and social justice in the country.

First, in April 2015, video footage surfaced of a North Charleston police officer shooting an unarmed black man, Walter Scott, as he fled. Just a few months later, the murder of nine black worshippers at Charleston's Emanuel AME Church (Mother Emanuel) by a self-declared white supremacist rocked the nation. While much of the mainstream news coverage highlighted the ways in which the Charleston community came together in a time of distress, very few acknowledged the state of black life in Charleston as a whole.

The state of South Carolina responded to these incidents by seeking Dylann Roof's execution and removing the Confederate flag from a memorial outside the South Carolina State House. In 2016, the trials of Dylann Roof and Officer Michael Slager overlapped in downtown Charleston in a racially charged post-election atmosphere.

The murders of Walter Scott and the Emanuel Nine are tied to a broader discourse on race and white supremacy in the United States, all that work in tandem to maintain a socioeconomic system and society that historically and systematically impedes black people's educational and professional opportunities while disenfranchising millions through an uneven penal system.

The State of Racial Disparities in Charleston County, South Carolina 2000–2015 continues the conversation on race and racism in this region by using a racial equity lens. In recent years, a racial equity lens has been used in many fields to identify injustice and structural barriers people of color face in education, employment, housing, health care, and even philanthropy. At the same time, using a racial equity lens is essential to the creation of a fair and just society. This report specifically identifies policies, practices, and structural arrangements of power that maintain a social environment where black residents are overwhelmingly impacted by pervasive inequities in education, employment, housing and gentrification, public health, policing, and racialized violence. The findings in this report paint a bleak picture of intrinsic obstacles black residents face daily, making it virtually impossible to break free of cycles of poverty, criminalization, and incarceration.

Because the inequities outlined herein have a direct correlation to the legacy of slavery and the turbulent aftermath of Reconstruction, both of which shaped not only the racial climates of the nineteenth and twentieth centuries, as well as the socioeconomic landscape of our nation, using a racial equity lens is most fitting to chart a course in righting the wrongs of the past.

This disparities report is not intended to be a definitive explanation of how social inequities lead to differences in outcomes in Charleston County for black and white residents. However, it is meant to highlight some factors related to the conditions African American residents face and identify potential underlying causes. Where possible, the report underscores the unique way disparities impact black people across the county as they relate to black people in the state of South Carolina and nationally.

This report will serve as a tool to help promote greater public awareness and understanding of the depth and breadth of the racial disparities that differentiate the white and black experience in Charleston. In large measure, these findings speak for themselves. White supremacy in the Charleston region is not simply an ideology of hate. It is about an assortment of institutionalized policies and practices and structural arrangements of power relations. Vigilante racism is an extension of state violence that often functions like a massive bureaucracy strangling communities of color in all areas of life: school discipline policies, gentrification, access to healthy foods and medical care, racial profiling, and racialized violence.

The findings in this report consistently demonstrate the disparities that exist in Charleston County based on race and poverty. Most importantly, however, these findings can provide the first step in framing an open and relevant conversation on exactly where inequalities in our community exist and how best to address them. We encountered multiple barriers to obtaining accurate and up-to-date data, including stakeholders who evaded sharing direct information on race and local jurisdictions that do not, for whatever reason, keep county-level records on race. In some cases, people were reticent to share information due to fear of retribution. Despite these challenges, this report lays the quantitative and qualitative data groundwork for a sustained, community-wide effort to address the disparities found.

The findings assembled here are daunting but not insurmountable. We present a series of policy recommendations to begin the work of making Charleston County a more racially equitable place for all of its residents. Some of them come from best practices developed in other counties and cities who have courageously embarked upon this mission. However, many have been developed with Charleston County's unique history and contemporary reality in mind. A few of these recommendations and strategies include:

- Adopting a racial equity framework that makes identifying and addressing structural racism an explicit public priority. Charleston County must commit itself to an inclusive and aggressive effort to end racism and poverty. This effort should include mounting a well-publicized campaign to address public officials and the general public about the state of racial disparities and develop a comprehensive plan to achieve racial equity in all sectors.
- Requiring a racial equity framework for all state and county legislation and regulations that may have a disparate impact on low-income or communities of color.

- Decreasing racial disparities in unemployment rates in Charleston County by insuring a 25% increase in the hiring and promotion of black civil servants in county and city administrations by 2020, and a 30% increase by 2025.
- Creating a pipeline for the promotion of black civil servants in mid-level to senior leadership positions; as upper-level civil servants retire, a focus on racial equity in filling those positions should be prioritized.
- Auditing and addressing the hiring practices in city- and countywide departments to address systemic barriers to hiring qualified black candidates.
- Establishing summer employment programs for low-income teens that provides administrative/technical training and exposes them to professional skills and opportunities that can help them navigate their way out of poverty.
- Increasing recruitment, pipeline, and hiring of diversity trainers for all Charleston County supervisors, managers, and human resources managers.
- Hiring ombudsman positions for county and city municipalities to identify and address discriminatory practices in hiring and employment experiences of black candidates and employees.

Addressing the disparities highlighted will require a multipronged approach and partnerships. We hope this report will serve as a useful planning tool and guide for activists, city leaders, community planners, and local agencies—ultimately, as an instrument of positive and measurable change. We believe the best strategy toward creating healthier and more racially equitable communities is to invest in the lives of all our residents.

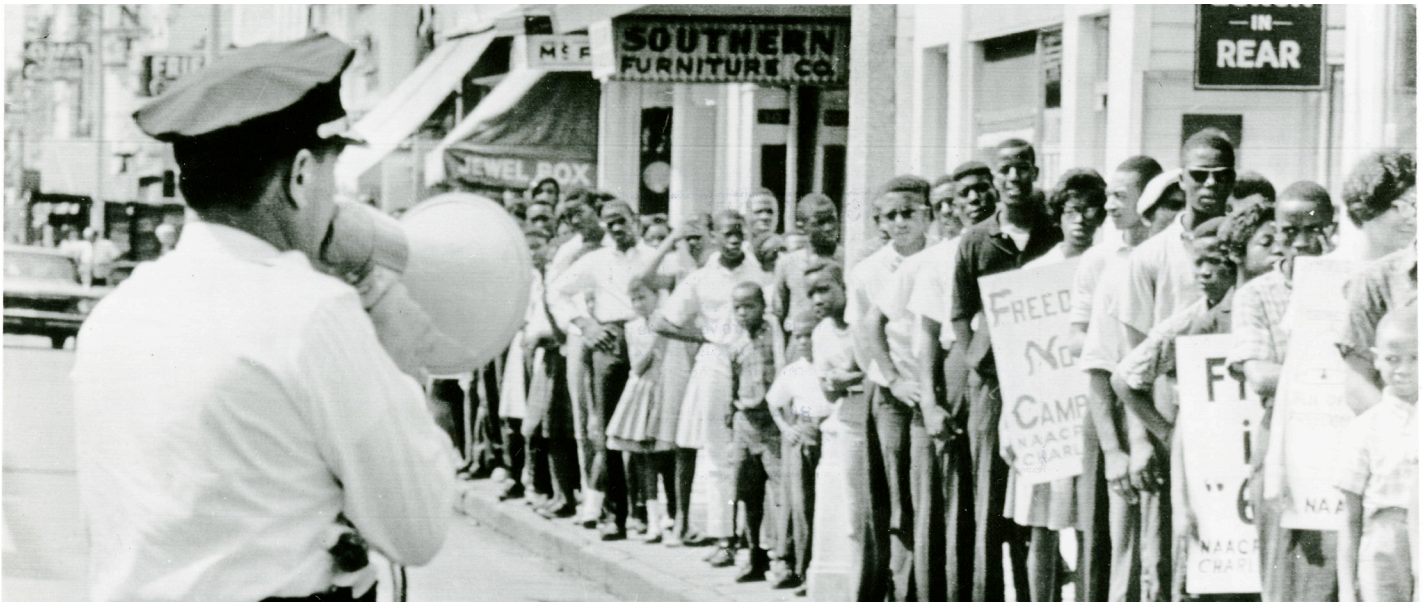
Sincerely,



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OVERVIEW AND PURPOSE OF THE REPORT

A PARADOX BETWEEN REPUTATION AND REALITY

To the nearly six million tourists who visit Charleston each year, the city is a place of luxuriant beauty. For those who have spent the bulk of their lives here, especially African American residents, she is seductive, heartless, loving, maddening.

As the county's main attraction, the City of Charleston is famous for its old colonial homes painted in pastel colors, iron gates, murmuring fountains, narrow cobblestone streets, moss-draped oaks and rustling Palmetto trees; Gothic-style churches, shrimp trawlers, sweetgrass basket weavers, jewelry makers selling their wares under open markets, and the delicious, blended cornucopia of English, French, and West African flavors that long ago became known as "Lowcountry cooking." An elegant city built two-and-a-half centuries ago on the scarred and sweaty backs of enslaved Africans, Charleston has won national recognition as a top destination for tourism, for being a best "master-planned city" and "the most polite city." For four years running, it has also been voted the No. 1 city in the United States and Canada based on its historic sights and landmarks, culture and arts, restaurants and food, people and friendliness, and shopping and value. *Condé Nast Traveler*, for example, said Charleston's "vibrant culture, genuine hospitality, and wonderful people make it such a special place to both live and visit."

Yet, beneath all the accolades, adulation, the city's picturesque landscape, the sounds of church bells flowing, and the overarching tour guide narratives of charm and gentility is a haunting story of unfinished racial business that Charlestonians generally avoid discussing. But the spirits and ancestors beckon to be heard in the middle of the modern worship of money, gentrification, and the region's brutal history of enslavement and Jim Crow terrorism. White Charleston loves its stories about haunted cemeteries and plantations, and legends of rice kingdoms. But as one young black woman resident of North Charleston stated, "They're not listening to our ghosts or even our living people whose voices are constantly

"By looking beyond the traditional "Whites Only" signs, Charleston's story reveals how museum exhibits, concerts, restored buildings, theatrical productions, and even walking tours reinforced white power and racial segregation within the city. The mechanisms of the Jim Crow South were multiple, pervasive, and often embodied in artistic guise."

Stephanie E. Yuhl
Author of "A Golden Haze of Memory: The Making of Historic Charleston"

being drowned out by the horse-drawn carriages. Our stories undercut the false narratives this city and America likes to tell itself about race relations."

The first major plot point of this story features Charleston as a major seaport city for the transatlantic slave trade. Other major turning points feature a century of legal segregation and racial violence, racial zoning, conservative backlash against the gains of the Civil Rights Movement, a War on Drugs and mass incarceration, and now gentrification that is pushing the poor out of Charleston's historic core.

Other subplots include the county's school district, which is now facing a series of federal lawsuits for patterns of discrimination against black employees and students; hundreds of students (most of them black) funneled from schools into prisons for regular adolescent behaviors; millions of dollars in civil rights settlements paid to victims of police brutality; black neighborhoods disproportionately exposed to toxic environmental conditions; the Gullah people losing their land to hoggish developers; and a hidden holocaust of black infants across the county dying annually at a rate more than twice that of white infants.

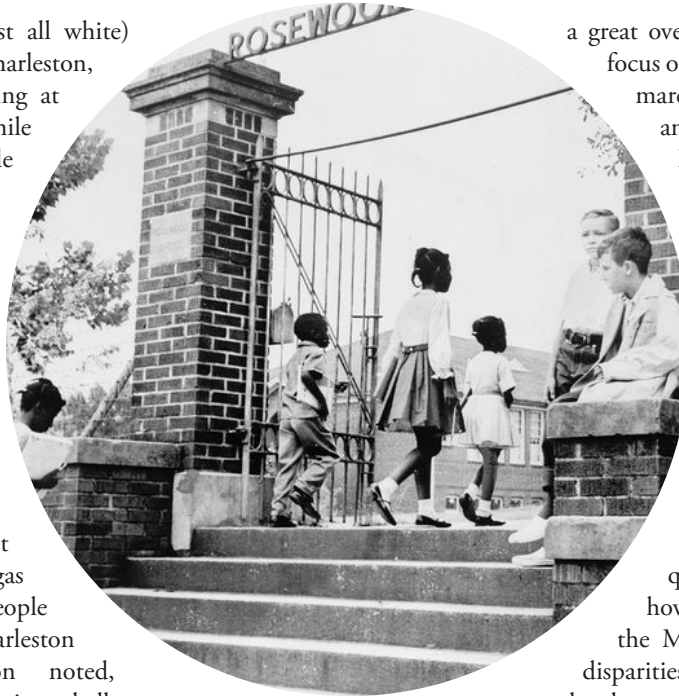


This storied port city of over 130,000 people is one of the fastest gentrifying cities in the South. Gentrification is a process of dismantling existing urban neighborhoods and displacing poor people of color to make way for new residents who are mostly white and wealthier. Over the last two decades, Charleston has witnessed significant public and private investments, soaring housing prices, and demographic changes that have left low-income residents with little refuge. This rapid change has been ruthless and unapologetic, and it has yielded what some residents believe to be a racist and deliberate concentrated impoverishment of the region's black communities due to decisions by city planners, politicians, business leaders, and developers on which longtime residents have had little input or sway. The choices that Charleston's power brokers have made in the name of a booming economy has assigned value to the lives of white residents with money and not to residents of color—from where and how to fund affordable housing to making investments in public schools, to allocating support for new local businesses but not old ones, and to deciding which communities are more heavily policed.

Charleston's peninsula is booming with cranes and out-of-town investors, dog-walking young white professionals, commercial cruise ships, cutting-edge Internet companies, private sector employers (such as Boeing, Blackbaud, Trident Health System, and Verizon), and public sector employers (such as the Medical University of South Carolina, the College of Charleston, and the Citadel—The Military College of South Carolina). Despite this glorious renaissance, black and white Charlestonians inhabit separate schools, churches, and social circles. On the heels of the summer 2015 mass shooting of nine black worshippers at Emanuel AME (Mother Emanuel) Church, which some locals say has now become a popular tourist attraction, *The New York Times* noted that “segregation by custom rather than by decree”¹ is still prevalent in many aspects of life here.

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On any given day, tourists (almost all white) pack the streets of downtown Charleston, shopping on King Street and eating at expensive trendy restaurants while the black presence is mainly people working the low-wage, often contingent service jobs. Each day, nannies, housekeepers, cooks, custodians, and trash collectors travel upwards of two hours or more on multiple buses to get to their jobs. Like in other gentrifying cities across America, the freedom of movement is a greatly unseen racial and social justice issue in the Charleston region. It is utterly invisible to most people with a set of car keys and gas money. But it is overwhelming to people who rely on public transit. As Charleston attorney William J. Hamilton noted, “Organizing transit riders effectively is a challenge because most of them are exhausted just getting to and from work.”



a great oversimplification and the media didn't focus on black anger. Most of the people who marched across that bridge were white and some of the same folks celebrated Donald Trump's election and drive around town with Confederate bumper stickers.”

So much of what attracts millions of tourists to Charleston today was wrought by black hands. Many elements of race are embedded in the landscape of the city's buildings and monuments, yet they are easily overlooked or not discussed. People here generally do not want to raise uncomfortable questions about racism or acknowledge how the police killing of Walter Scott, the Mother Emanuel murders, and racial disparities exist in a dynamic relationship to each other.

One North Charleston resident complained that “the bus system is set up to mainly to cater to college students and tourists, and it serves its purpose of bringing low-wage predominantly black service laborers into the downtown area only to work—to serve tourists and to disappear quickly.”

During an interview at the Avery Research Center in the summer of 2017, a black minister echoed this sentiment. “The elite white folks who've gentrified this city, the old-moneyed white folks who've been here a long time, and the white tourists who come to this Confederate Disneyland only care about preserving the facade of this place. They want the black cuisine to stay. They want the bricks, masonry, architecture that was built by black hands and sweat, and the other historic markers thanks to our sacrifice. But they don't care if living breathing black people, who aren't there to service them, disappear from Charleston.” He also noted that the multibillion-dollar tourism industry has shaped not only how the city is promoted as an idyllic destination, but also its narratives about race relations, past and present.

“SWEET TEA RACISM”

“A lot of white people here believe that tour guide stuff that has been passed on generationally. They believe that Denmark Vesey was a murderer and slaves around here were treated well,” said one white female activist. “After the shooting at Mother Emanuel, people were saying that Charleston is special. There were no riots like we saw in Baltimore and Ferguson because black and white people get along here. They said we have a deep connection to each other and we proved it because thousands of people held hands and marched across the bridge. But the narrative of forgiveness was

“Why would anyone want to obstruct such a beautiful scene with reflections on real and unfinished racial business? Why—really, why—would anyone want to spoil such luxuriant comfort with the truth?” local journalist Shani Gilchrist pondered in an essay on race and gentrification in Charleston.²

“How do you quietly strangle a community?” Michelle Mapp, CEO of the South Carolina Community Loan Fund asked pointedly. She paused and answered her own question.

“You deny them access to banking, healthy food, quality stable affordable housing, good schools, childcare and daycare opportunities, and preventative health care. You exclude them from talent development that leads to meaningful jobs. Corporations that benefit from land use and tax breaks refuse to make deep investments in community-based organizations. You make marginalized groups feel like all the new growth and opportunities are not for them. You give parents a false choice around schools. Nobody listens to everyday folks and they're not interested in the issues until there's a chance for a photo op or news story.”

Anjene Davis, an employee of the Charleston County Public School District, who succinctly described race relations in Charleston as “sweet tea racism with a bitter aftertaste laced with toxic policies that poison progress,” called Officer Michael Slager and Dylann Roof two sides of the same coin.

“Both of them represent the normalized attitudes many whites in Charleston have about racism. Many whites here share the same attitudes about blacks as Roof and Slager, but those two just acted on their feelings in extreme ways,” Davis said. “But they did not operate in a vacuum. You harbor ideologies similar to Slager and Roof if you find yourself looking differently at a child of color, or bristling at the thought of a person of color moving next to

you, or having a job next to you, or being your supervisor. You don't have to write a manifesto to kill black people. But your thoughts, ideologies, and policies—or the policies you support that impact the quality of life for black people—do the same thing.”

SYMPATHY AND WHITE GUILT

While uncomfortable and disruptive to glossy tourism brochures and the vision Charleston wants to promote of itself as unlike other Southern cities like Birmingham and Selma, which witnessed dramatic civil rights demonstrations, or the contemporary Baltimore and Ferguson, which saw riots in the wake of police killings of unarmed black citizens, the unspoken racism and statistical portrait of the glaring black/white disparities across the county must be confronted. The viral video of fifty-year-old Walter Scott being shot eight times in the back as he fled from a traffic stop, and the mass shooting at the oldest African Methodist Episcopal Church in this South, made this conversation unavoidable.

“What happened at Emanuel was so shocking. It defied every image that people had about the city,” a white male city tour guide remarked. “The shooting was such a heinous thing that could happen in a church, in a place that’s known as the ‘holy city.’ A city that is so well known for its church steeples. You can see them from the harbor miles away.”

He added that once news reports revealed the shooter was motivated by race, many white Charlestonians felt compelled to show black people they were not Dylann Roof. “There was real sympathy, white guilt, and the need for white people here to draw a distinction between themselves and Roof. A number of whites felt compelled to demonstrate that all whites were not racist. Once this crime happened, everybody wanted to do something.”

It seems that black pain and death too often provide only a possibility of change. Murder, injustice, and visible displays of race hate seem to be the only things that spawn conversations on race, and even these moments will not necessarily guarantee true change. Yet in tragedy, there is possibility. In the taken and shattered lives, we have an opportunity to give something to Charleston to tout other than its ethereal beauty and award-winning restaurants. Through critical conversations and commitment to change, Charleston can be a leader for the nation if there is a genuine political will to create a more racially and socially just community. Otherwise, this report will serve as yet another statistical reminder of how effectively white supremacy is working to oppress marginalized communities, particularly black ones.

As more affluent people continue to buy their way into this prosperous city and surrounding areas, Charleston and its eponymous county are also home to some of the most pervasive racial disparities in the country. The numbers will demonstrate the furtiveness of white supremacy. It does not

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just happen in a hail of bullets at a prayer meeting, or eight shots fired from a white cop's gun into the back of an unarmed fleeing black man. The perniciousness of racism happens in offices, classrooms, and board meetings under the guise of bureaucracy instead of gatherings of bigots wearing Ku Klux Klan robes. Racial disparities are reproduced by organizational practices, and government policies.

The stark racial disparities in Charleston County were generated by a long history of overtly racist policies and practices that permeated every level of society beginning in the late nineteenth and early twentieth centuries. Due to these devastating government policies that sanctioned racial segregation, today we see large concentrations of poverty in many of Charleston's black neighborhoods, substandard housing, a circumscribed tax base, segregated and underperforming schools, limited access to good jobs, poor public safety, limited or no access to healthy foods and health care, poor access to recreational outlets, environmental threats, poor protections in the low-wage job market, and a generation of young people growing up in neighborhoods where they feel hopeless and demonized.

This racial disparities report is not a revelation. It is confirmation of what black people in Charleston County have known and lived for centuries. The negative outcomes you will read about did not emerge in the years this report covers. They are the result of a long historical process that must be acknowledged if this community is to devise solutions and create a more equitable future. To deny this history is to foreclose opportunities for change. Moreover, white Charlestonians must grasp that racial justice is not a zero-sum game. White communities do not have to be deprived of rights and resources in order to equalize communities of color.

Our goal is to share our findings with the public as a starting point for conversations on how to dismantle structural racism and economic inequality in Charleston County and all of the policies and systems that perpetuate them. Dylann Roof and Officer Michael Slager, who represent the most brutal manifestations of white supremacy, are locked behind bars, but racism persists. Their arrests and convictions, or the removal of the Confederate flag from statehouse grounds, do not absolve Charleston. None of these moves provide sufficient remedies for the clever bureaucratic ways racial segregation is maintained across this county amid claims that racism no longer shapes the experiences of black Americans.

It seems that black pain and death too often provide only a possibility of change. Murder, injustice, and visible displays of race hate seem to be the only things that spawn conversations on race, and even these moments will not necessarily guarantee true change.

Yet in tragedy, there is possibility. In the taken and shattered lives, we have an opportunity to give something to Charleston to uplift other than its ethereal beauty and award-winning restaurants. Through critical conversations and commitment to change, Charleston can be a leader for the nation if there is a genuine political will to create a more racially and socially just community.

METHODOLOGY AND SOURCES

This report originally emerged as a way to foster open discussions about race and social justice. For Charleston County, this racial disparities report is a landmark report because it is the first of its kind. The central goal is to explore, measure, and analyze the extent of disparities on key well-being and outcome measures between African Americans and white residents living in the Charleston region. So far, there is not a single indicator in which African Americans' well-being is on par with that of white Charlestonians. This report covers the period from 2000 to 2015, and includes a fifteen-year trend analysis to determine if conditions in measures such as infant mortality, poverty levels, fifteen-year high school dropout rates, and so on, have improved, remained the same, or worsened. We focus heavily on 2015 because of its historic turning point in Charleston's racial timeline and because, in many cases, this is the latest year of available data on most key measurements. Specific data sources are cited and referenced throughout the report with easy-to-understand charts, maps, and bulleted lists that reveal disparities in well-being.

The primary data used to compare demographics, employment, and poverty were mostly extracted from the United States Census and the American Communities Survey. Primary data for health indicators come from federal, state, and local sources that include the South Carolina Department of Environmental Control. Educational information about high school graduation rates, suspensions and expulsions, and other student performance measures come from the Charleston County Public School District's annual reports. Specific data sources are cited and referenced throughout the report under charts and graphs. It is also important to note that this report uses the following racial and ethnic categories: white, black or African American, Hispanic/Latino, and Other. With only a few instances, this report does not list Asians as a separate racial and ethnic category because the population is so small.

Additionally, we encountered challenges while attempting to collect data on race and ethnicity. Despite widespread public perception that the federal government and the private sector collect vast amounts of data, the availability of racial and ethnic data at the local level itself is quite limited. A variety of government sources include data on race and ethnicity, but the utility of these data is constrained by ongoing problems with reliability, completeness, lack of comparability across data sources, agencies that do not maintain data on race and ethnicity, and in some cases, evasion by information gatekeepers reluctant to engage in conversations about racism.

We recognize many people in the Charleston area have identified, studied, and worked on the problem of racial disparities for many years. This report builds on prior efforts and relies heavily on the research, advice, and guidance of activists, leaders, researchers, and residents of Charleston and North Charleston's communities of color. In addition to the aforementioned sources, this report also builds upon the statistical trends revealed in a number of reports from the American Civil Liberties Union (ACLU) of South Carolina, Bureau of Labor Statistics, the Charleston Area Justice Ministry, NAACP Legal Defense and Educational Fund, National Fair Housing Alliance, Vera Justice Institute, Charleston Chamber of Commerce, Charleston County Juvenile Justice, South Carolina Department of Juvenile Justice, and a number of other reporting agencies. The personal interviews conducted with Charleston County residents, some named and some who wanted to remain anonymous, took place between the summer of 2016 and Fall of 2017.

This report is not meant to be an in-depth study; but rather, it is intended to provide a relevant context in which to review pages of empirical data and charts contrasting outcomes by race. Simply collecting racial and ethnic data and describing disparities across key indicators will not lead to



change. The hope is that this report will deepen conversations about race and social justice, and the data highlighted will be used in ways to stimulate development and implementation of efforts to effectively eliminate disparities. This report is a first step in that process.

REPORT HIGHLIGHTS

- There is a growing gap between high earners and low earners within Charleston County. The economic gulf between black and white residents that was present fifty years ago has not disappeared.
- Black people in Charleston County earn 60% of what their white counterparts make.
- While unemployment rates in Charleston County have declined since 2008, the black unemployment rate remains more than double the white unemployment rate.
- There are more black, and Hispanic Charleston residents living in poverty than white residents.
- Fifty-six percent of the black population has low or no access to healthy foods.
- The black population experiences greater poverty than other racial and ethnic groups in Charleston County.
- Forty-two percent of black children under age 18 are living below the poverty line, compared to 11% of white children.
- Several law enforcement agencies, including Charleston County Sheriff's Office and the North Charleston Police Department, have an especially egregious record of police misconduct and violence against civilians.
- The North Charleston Police Department (NCPD) employs over 340 sworn police officers who serve a population of approximately 100,000 residents. Despite the racial and ethnic diversity of North Charleston—47% of its population is African American, 11% is Hispanic, and 42% is white—the police force is overwhelmingly white at 80%. As of 2015, the City of Charleston Police Department had 400 sworn officers, of which only 83 are officers of color.
- Of more than 22,000 traffic stops in 2014 in North Charleston that did not result in a citation or arrest, 16,730 involved African Americans—almost 76% of stops, much higher than the city's black population. Most of those (10,600) involved black men.
- In 2014, black residents in North Charleston filed 60% of the citizen complaints against NCPD, though they comprise 47% of the total North Charleston population.
- White residents in North Charleston are an estimated 42% of the population and made 33% of citizen complaints against NCPD in 2014. Black North Charleston residents filed twice as many complaints against NCPD as white North Charleston residents, even though their population sizes differ by only six percentage points.
- In 2014, black Charleston County residents were booked into Charleston County jails 3.4 times as often as white Charleston County residents.
- In 2014, the black inmate population in Charleston County jails was 65%, though black residents make up only 28% of the overall county population. Conversely, that same year, white Charleston County residents were only 32% of inmates and 65% of the overall population.
- As recently as 2016, black Charleston County residents were booked into Charleston County Jail 2.3 times as often as White residents.
- Policing reform programs such as the Charleston County Criminal Justice Coordinating Council has led to a 30% decrease in jail admissions for low-level crimes since 2013.
- White women make up the majority of teaching staff in the Charleston County Public School District. Of the district's 3,312 teachers, 2,336 (71%) are white women and 456 (14%) are white men compared to 383 (12%) black women and 72 (less than 1%) black men.
- Black students in the county graduate high school at a rate of 75% while white students graduate at a rate of 91%. This is the widest disparity between black and white students in the tri-county area.
- Black students are disproportionately stuck in low-performing, under-resourced schools. These students face more out-of-school suspensions and expulsions.

- Seven of the schools in the state with the highest percentage of students who are suspended or expelled for violent or criminal offenses in the state were in Charleston County. Of those seven schools, four were middle schools, and all were high-poverty and predominately black.
- During the 2014–15 school year, K–12 suspensions in the Charleston County School District (CCSD) totaled 8,018; black students, who make up a little more than 40% of the student population, were 6,636 (83%) of those suspensions.
- Statewide in 2014–2015, black students were more than six times as likely as their white peers to be referred to the juvenile justice system for charges of “disturbing schools.”
- Access to health care services affects health outcomes. Black people experience the greatest obstacles to health care access. A larger percentage of black Charlestonians lack health insurance or a regular source of care and are unable to afford health services.
- The black population in Charleston experiences poorer health for a wide-range of health indicators than any other racial/ethnic groups in the region. These include greater rates of obesity, infant mortality, diabetes, cancer, chronic respiratory problems, and death from numerous conditions including heart disease, cancer, stroke, and diabetes.
- Black neighborhoods in Charleston County are disproportionately exposed to unhealthy environmental conditions and have increasingly higher death rates for most cancers. These disparities can be attributed to the poor quality of their neighborhood environments. North Charleston, where African Americans primarily live, hosts numerous facilities found on the Toxics Release Inventory and greater than 50% of the block groups are occupied by people of color and individuals living below the federal poverty line.

WHAT ARE RACIAL DISPARITIES?

Racial disparities are differences in areas of life (such as education, wealth, home and business ownership, education, health, school arrests, and policing) that result in one group having a disproportionate burden of negative life outcomes.

The sources of many racial disparities are deeply embedded in our history of slavery and segregation, the hierarchical structure of our society, and the social ideologies that inform our thinking and social policies. Some disparities are due to economics and poverty; others are a result of the personal biases of law enforcement officials, education professionals, politicians, and human resources managers. This individual racism consists of prejudicial beliefs and discriminatory behavior against people of color. Disparities can also be attributed to institutional racism. This type of racism occurs whenever there are laws, policies, and practices that have a “disparate (unequal) impact” on racial groups. Demographic trends show people of color will become the majority of the United States population by 2050. Thus, addressing these disparities is a local and national priority.

A BRIEF HISTORY OF BLACK PEOPLE IN CHARLESTON COUNTY

Historically, Charleston was a city that had long been at the beating heart of the African American experience. More enslaved Africans, about 40%, came through the port of Charleston than any other port in North America. Between 1783 and 1808, some 100,000 enslaved adults and children arrived from Africa's Windward Coast to work the rice, indigo, and cotton industries and they outnumbered white Charlestonians by a ratio of 3 to 1 for generations. As historian Bernard Powers noted in his book *Black Charlestonians: A Social History, 1822–1885*, the heavy importation of Africans, along with a significant number of free black Charlestonians, ensured the Lowcountry region would be the seat for the most Africanized enslaved communities in America.

Out of the horrors of the slave experience, the Lowcountry became one of the wealthiest areas in British North America and a new kind of black culture emerged, namely the birth of the Gullah language, a Creole dialect that combines English with African words and accents. White travelers and observers frequently articulated their discomfort with the overwhelming black presence, remarking that Charleston felt like “being in Liberia.”

After the Civil War and Reconstruction, black Charlestonians quickly took advantage of their new status as citizens. They availed themselves of employment opportunities, pooled their collective strength to build churches, schools, and community organizations in addition to fighting for equal treatment before the law. Meanwhile, most white Charlestonians clung to their racist perceptions of black inferiority and predicted, as one white woman remarked in the *Charleston Daily News* in 1866, “. . . the race will not last long for they are dying at 95 per week in the city.” This quote underscores how current policies around education, housing, food and health care access translates to current negligent attitudes about black lives.

In his book *Charleston in Black and White: Race and Power in the South after the Civil Rights Movement*, Steven Estes notes that by the early twentieth century, Charleston became one of the poorest towns in the region filled with dilapidated mansions. It was “a quaint but sad vision of a paradise lost and at worst a tragic lesson of the ways slavery and racism nearly destroyed the country.”³

Since Emancipation, which angered white Charlestonians and ushered in a new era of race relations, African Americans have suffered, by all measures, a protracted history of discrimination in Charleston County. During the first half of the twentieth century, black Charlestonians, as in other areas of South Carolina, were subject to segregation laws and discriminatory employment practices in the private and public sectors. That was because white Charlestonians generally could not conceive of interacting with black residents outside of the master-slave relationship. “I am perfectly independent of having negroes about me; if I cannot have

them as they used to be, I have no desire to see them except in the field,” remarked a former rice planter who had taken up residence in Charleston and was disgusted with the insolence of black waiters at a hotel.⁴

Flash forward to 2017. “Black people on the Charleston Peninsula have been relegated back to service roles but this time sight unseen,” said a black woman writer from North Charleston.

The county's segregated schools for African Americans were routinely inferior and the distribution of resources for students was greatly disparate. The historian Louis Harlan noted in his book, *Separate and Unequal: Public School Campaigns and Racism in Southern Seaboard States, 1901–1915*, that in 1915, Charleston County schools spent five times as much for white pupils as for African Americans.⁵ In the 1930s, expenditures for white students were four times those for black students; by the end of the 1940s, the ratio was roughly two to one in favor of white pupils. Even as late as the 1958–1959 school year, per-pupil expenditures favored white students by a ratio of 1.3 to 1. These deficiencies have greatly diminished the educational and social capital inherited by the present generation of black Charlestonians.

During the civil rights movement and its aftermath, racial change did not come quickly or easily to the Charleston region. State and local officials openly made plans to maintain racial segregation by every legal means. Prior to the 1964 Civil Rights Act, virtually all business establishments in Charleston County were racially segregated and did not provide equal pay for equal work for all employees. The women's section of the Charleston County Jail and the county's public school system was segregated by race. After the Supreme Court's landmark *Brown v. Board of Education* decision, white parents chose to send their children to newly organized private schools, some of which were financially backed by the state, rather than send their children to racially integrated public schools.

The discriminatory impact of Charleston County's systemic segregation was reflected in census data on income well into the twentieth century. According to the 1950 US Census, the median income for black families in Charleston County was \$672, roughly one third of the median income for white families (\$2,007). The percentage of non-white unemployed (13.9% for males, 10.8% for females) was far higher than among white people, where only 4.4% of males and 2.7% of females were listed as unemployed. Only 3% of white households had no running water, compared with 27.5% of non-white households. Among white households, only 12.8% had no indoor toilets, as compared with 73% of non-white households.



This pattern of socioeconomic disparity continued to plague Charleston County during the latter part of the twentieth century. According to the 1980 US census, median income for African American families (\$10,907) was still only half that of white families (\$20,400) in Charleston County, and 32.2% of African American families lived below the poverty level, compared with only 6.1% of white families. Unemployment figures reflected the same sort of disparities: 10.9% of African Americans but only 3.7% of white residents were unemployed.

These yawning racial gaps continue today as rapid development and increasing property taxes have reduced the size of downtown Charleston's black communities and eroded black culture.

More than fifty years have passed since the *Brown* decision outlawed segregation in public schools. But Charleston County's public schools still remain largely segregated. Numerous reports have shown that the district's lowest performing schools are predominantly black. As their predecessors did in the aftermath of desegregation, Charleston's white parents are opting for private schools, home schooling, magnet, charter, and Montessori schools while black families continue to face obstacles to better schools. Residents on the East Side and the Neck are likewise segregated. These and other black neighborhoods are plagued by stress, violence, obesity, chronic health problems, unsafe housing, lack of affordable options to healthy foods, and distrust of health systems and law enforcement.



AN OVERVIEW OF GENERAL DEMOGRAPHIC TRENDS IN CHARLESTON COUNTY

Charleston County, which is located in the southeastern section of South Carolina and stretches approximately 100 miles along the Atlantic Ocean, is the third most populous of South Carolina's 46 counties and has the second highest total number of African American residents. The county encompasses a geographical area of 1,358 square miles, a significant portion of which is water, and the coast is composed of a chain of islands, which provide a natural barrier, and a number of small inlets and bays, including Charleston Harbor. The islands include, north to south, Isle of Palms, Sullivan's, James, Folly, Johns, Wadmalaw, Seabrook, Kiawah, and Edisto.

According to the 2016 Charleston County Historic Resources Survey Update, the City of Charleston, the largest city in the county and currently second largest in the state, is positioned on a peninsula between the Ashley and Cooper rivers, which flow into Charleston Harbor. The Francis Marion National Forest occupies the majority of the northeastern half of the county, as do the towns of McClellanville, Awendaw, and Mount Pleasant. The Sea Islands, including Folly, James, Johns, Wadmalaw, Kiawah, and Edisto, comprise most of the southwestern portion of the county, which is also dotted with small towns, such as Hollywood, Ravenel, and Meggett.

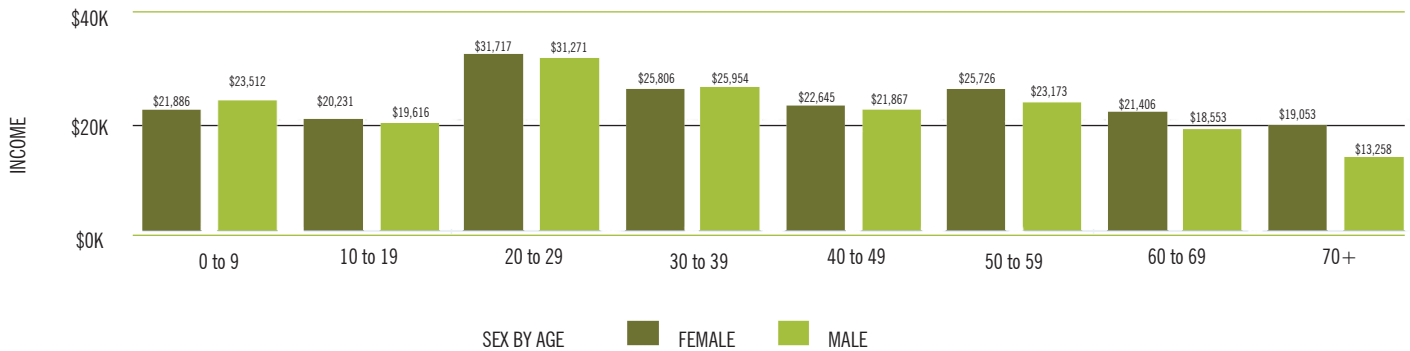
After a huge lull in response to the recession and post-recession period, the South has consistently seen the most population growth in recent decades of all regions in the United States. This trend is true for Charleston County and is projected to continue for at least another decade, according to United States Census Bureau Population Projections. The total population of Charleston County, as reported in the 2015 American Community Survey, was 389,262 residents. By 2030, the county's population is projected to increase by 2% to 396,700 residents (46,491 new residents). Similar to Charleston County, Berkeley and Dorchester Counties' populations have continued to increase and are projected to continue increasing into the next decade.



2015 POPULATION
389,262



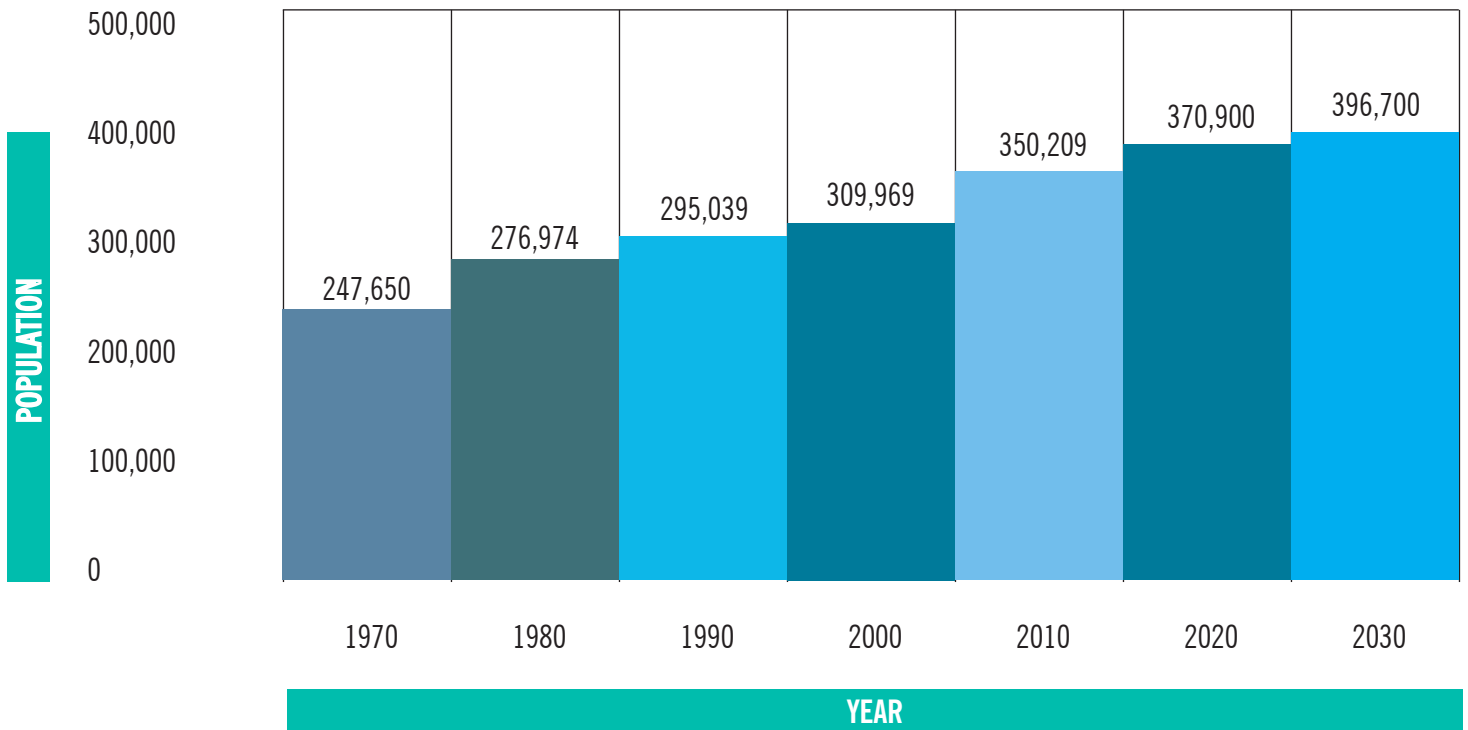
MEDIAN HOUSEHOLD INCOME
\$52,083



Source: United States Census Bureau. The US Census Bureau's 2015 Population Estimates dataset has the most current population estimate data. The US Census Bureau's 2014 American Community Survey dataset has the most current demographic data.

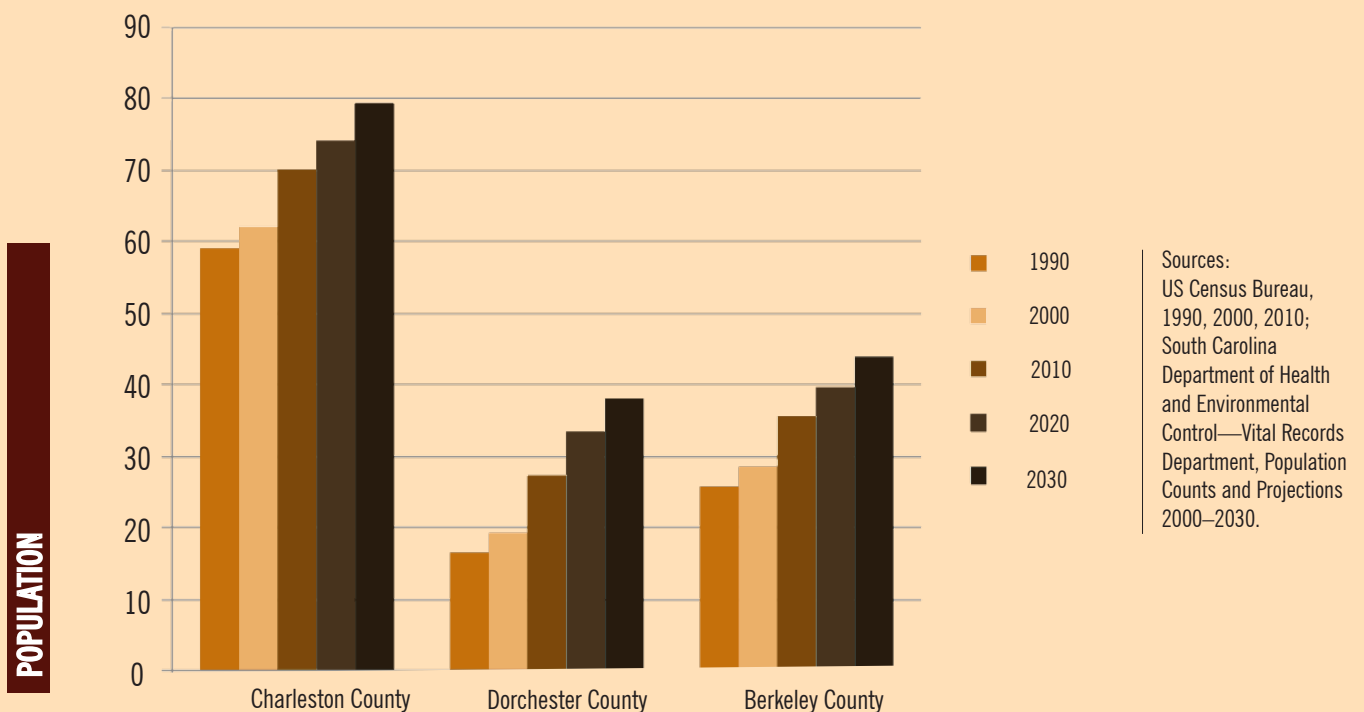


COUNTYWIDE POPULATION GROWTH AND PROJECTIONS, 1970–2030
 CHARLESTON COUNTY'S TOTAL POPULATION INCREASED 26% FROM 2000–2015



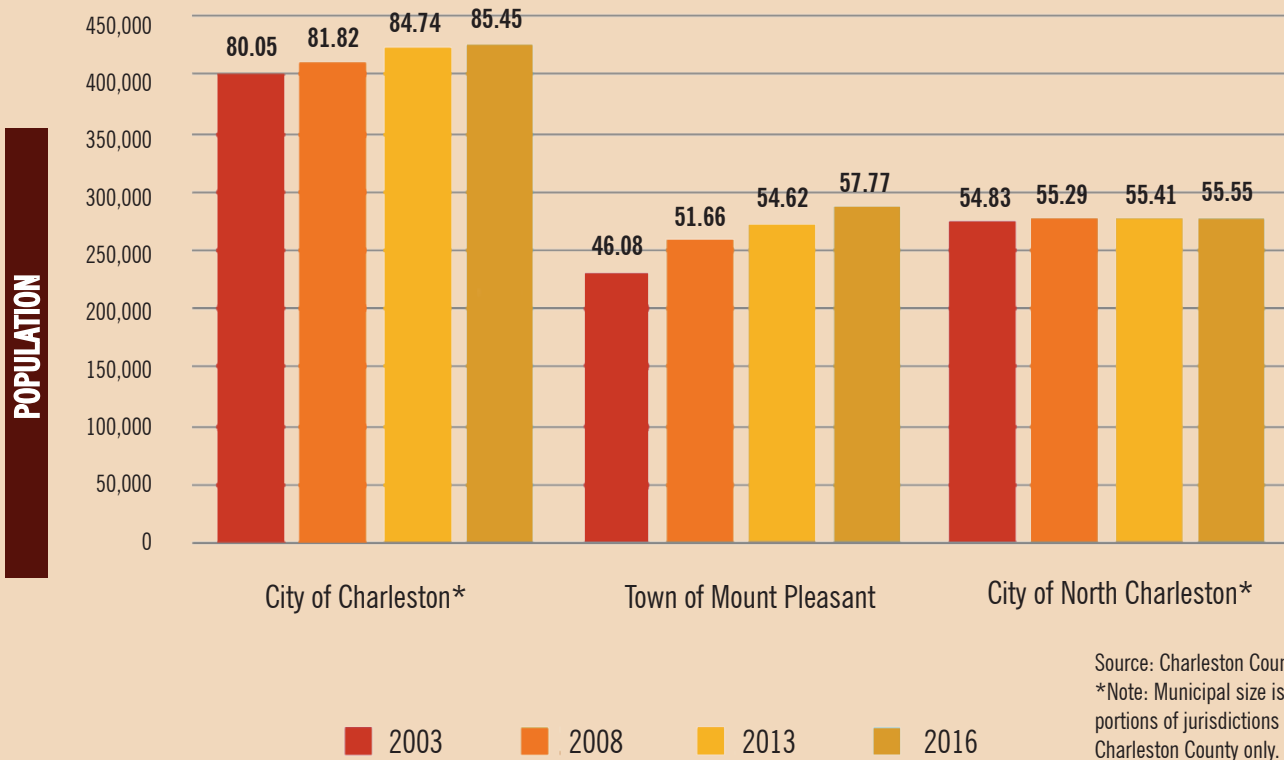
Sources: US Census Bureau, 1970, 1980, 1990, 2000, 2010; South Carolina Department of Revenue and Fiscal Affairs; South Carolina Population and Population Projections 2000–2030.

A COMPARISON OF TRI-COUNTY POPULATION TRENDS AND PROJECTIONS, 1990–2030



Sources:
 US Census Bureau,
 1990, 2000, 2010;
 South Carolina
 Department of Health
 and Environmental
 Control—Vital Records
 Department, Population
 Counts and Projections
 2000–2030.

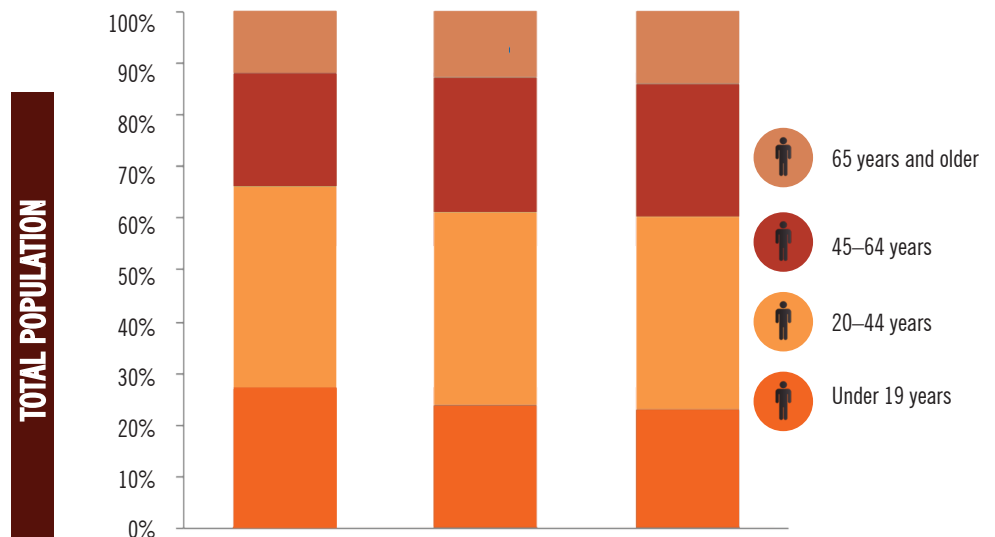
THE CITIES OF CHARLESTON AND NORTH CHARLESTON, AS WELL AS THE TOWN OF MOUNT PLEASANT, ARE THE LARGEST MUNICIPALITIES IN THE COUNTY.



Source: Charleston County GIS data, 2016
 *Note: Municipal size is reflective of portions of jurisdictions located within Charleston County only. Charleston County Age Profile, 2000–2015

CHARLESTON COUNTY AGE PROFILE

Charleston County’s age distribution has remained consistent over the last decade and a half. However, the county’s population is aging and the percentage of seniors is projected to increase over time as more retirees relocate to the area. In 2015, 37% (138,298 residents) of Charleston County’s population was between the ages of 20 and 44 years, and 23% (85,824 residents) was under age 20. It is projected that the county’s growth in knowledge-based industries and a preference for urban living, walkable communities, and access to public transportation will continue to draw younger populations to the Lowcountry.



RACIAL COMPOSITION OF CHARLESTON COUNTY

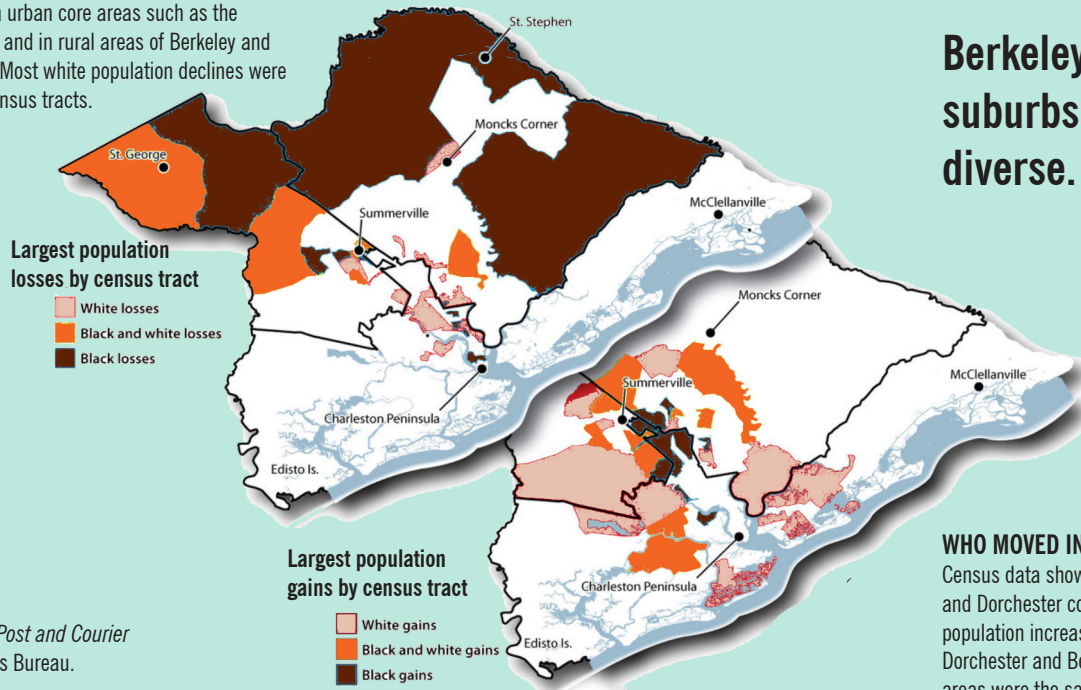
Sources: US Census Bureau, 2000, 2010; 2011–2015 American Community Survey Five-Year Estimates

RACIAL AND ETHNIC COMPOSITION OF CHARLESTON COUNTY

In 2015, white residents were the largest racial group in Charleston County. There were a little over two times more White residents (264,216 people or 68%) than any other race or ethnicity. This is followed by black residents with 109,027 (28%) and Hispanic residents with 19,614 (5%) people. Between 2014 and 2015, the black population in Charleston County saw an increase of 1,423 people (1.3%) compared to an increase of 7,025 (3%) for the white population.

WHO MOVED OUT?

Across the tri-county area, the largest black population declines were seen in urban core areas such as the Charleston Peninsula and in rural areas of Berkeley and Dorchester counties. Most white population declines were found in suburban census tracts.



Berkeley, Dorchester suburbs increasingly diverse.

Sources: *The Post and Courier* and US Census Bureau.

WHO MOVED IN?

Census data show where Berkeley, Charleston, and Dorchester counties had the largest population increases by race. Often, in Dorchester and Berkeley counties, top-growth areas were the same across racial lines.

RACIAL AND ETHNIC BREAKDOWN OF THE WHITE, BLACK, AND HISPANIC POPULATION IN CHARLESTON COUNTY, 2015

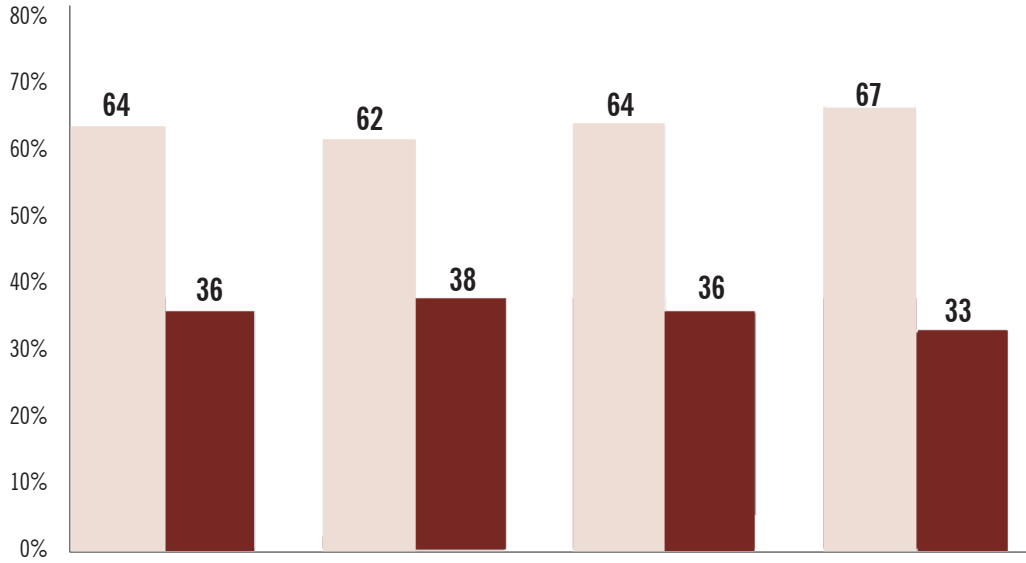
	Total	White	Black	Hispanic
South Carolina	4,896,146	3,163,568 (65%)	1,464,226 (30%)	268,352 (5%)
Charleston County	372,904	250,572 (67%)	107,049 (29%)	19,052 (5%)

Source: US Census Bureau, 2011–2015 American Community Survey Five-Year Estimates. Percentages are rounded up to nearest whole number.

The City of North Charleston contains a higher percentage of all non-white groups, except Native Hawaiian and Other Pacific Islanders. At 70% of the population, white residents were the largest racial group in the City of Charleston, followed by African Americans at 26%. Comparatively, white residents were the second largest population in North Charleston at 45%. Black residents made up a much larger proportion of the North Charleston population at 47%.

All other races and ethnicities in the City of Charleston made up less than 4%, but in the City of North Charleston, all other races and ethnicities made up almost 8%. Finally, just fewer than 3% of the population in the City of Charleston identify as ethnically Hispanic, but over 5% of the county and 10% of the population of the City of North Charleston identify as ethnically Hispanic. While both Charleston and the state of South Carolina are more diverse than the nation as a whole, Charleston County has become slightly less diverse over the last 25 years as new developments in Berkeley and Dorchester counties attracted residents across racial lines.

ESTIMATED POPULATION OF AND PERCENTAGES FOR SOUTH CAROLINA AND CHARLESTON COUNTY BY RACE AND ETHNICITY, 2015



RACIAL COMPOSITION
1990–2015

Charleston County has become slightly less racially diverse over the last 25 years.



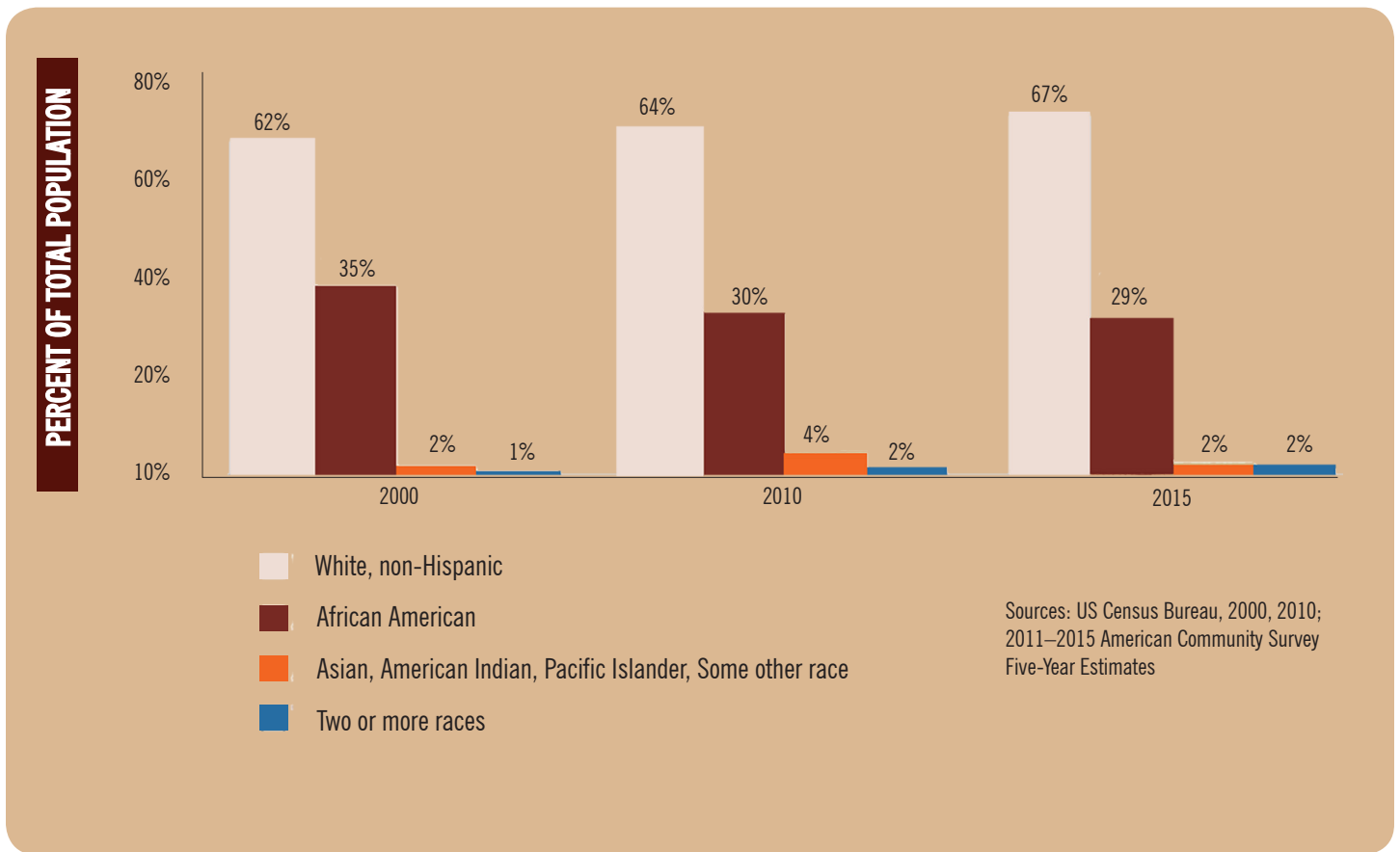
White, non-Hispanic



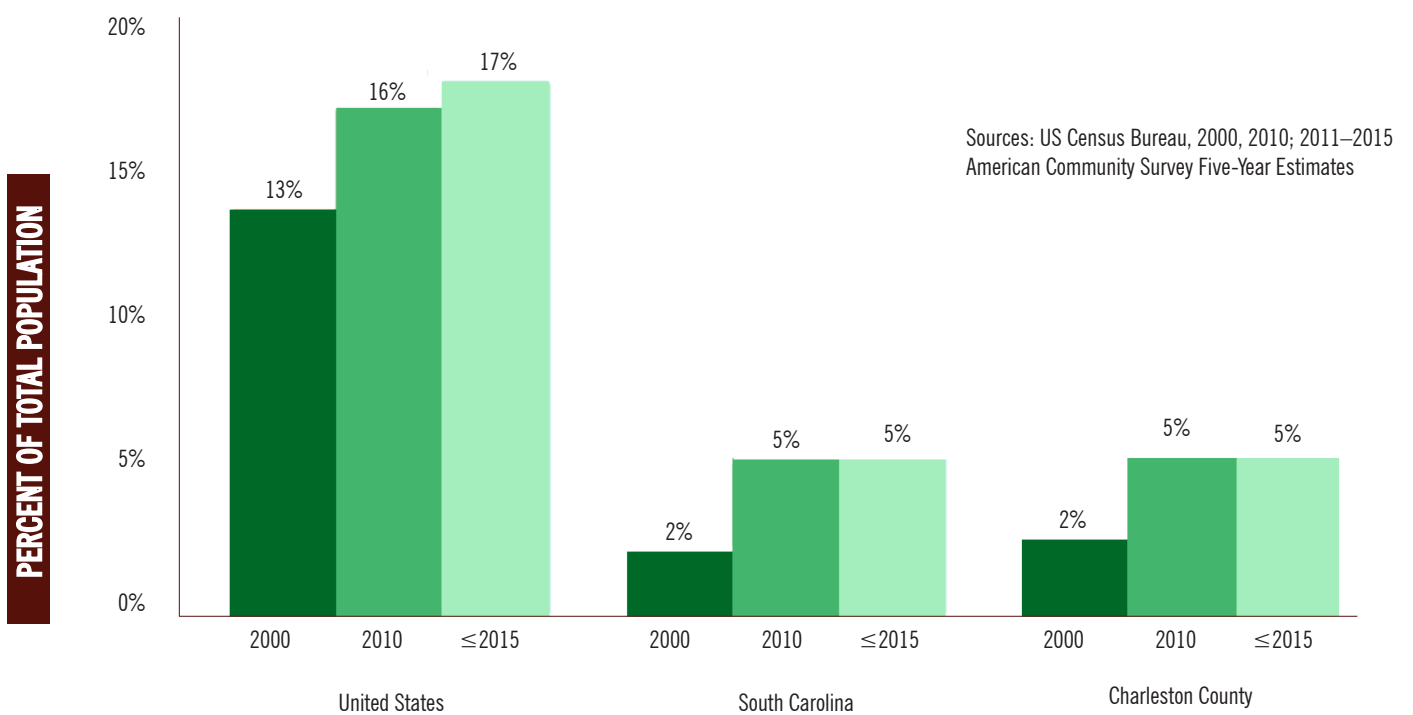
African American, Hispanic/Latino, Asian, American Indian, and Two or more races



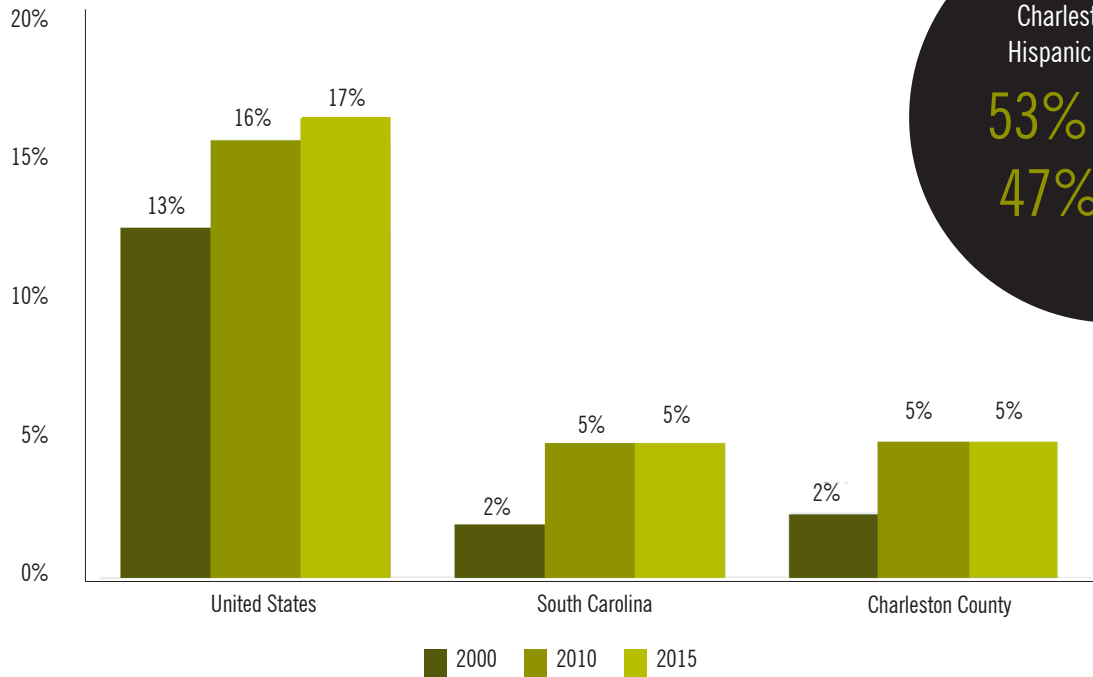
CHARLESTON COUNTY RACIAL PROFILE, 2000–2015



HISPANIC POPULATION IN CHARLESTON COUNTY, 2000–2015



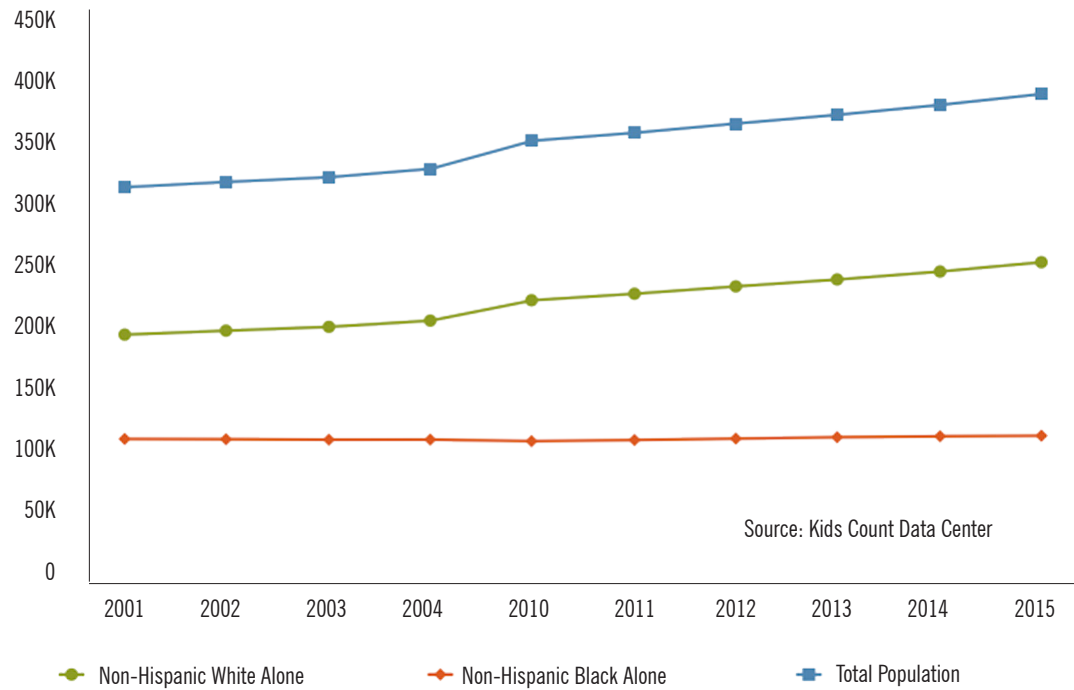
HISPANIC POPULATION DISTRIBUTION, 2000–2015



Charleston County's Hispanic population is
53% native-born and
47% foreign-born.



CHARLESTON COUNTY CHILD POPULATION BY RACE AND ETHNICITY, 2001–15



Sources for Charts: US Census Bureau, 2000, 2010; 2011–2015 American Community Survey Five-Year Estimates



TOTAL AND PERCENTAGE OF CHILDREN UNDER 5 YEARS OLD BY RACE AND ETHNICITY, 2010–2015

	2010		2015		2010–2015	
	Number	Percent of Total	Number	Percent of Total	Percent Change	Change in Percent of Total
TOTAL	22,406	6.5%	23,072	6.2%	3%	-0.3
White	11,926	3.5%	13,867	3.7%	16%	0.2
Black or African American	8,369	2.4%	7,574	2.0%	-10%	0.4
American Indian or Alaska Native	61	0.0%	38	0.0%	-38%	0.0
Asian	133	0.0%	186	0.0%	40%	0.0
Native Hawaiian or Other Pacific Islander	44	0.0%	-	0.0%	-100%	0.0
Some Other Race	914	0.3%	289	0.1%	-68%	-0.2
Two or More Races	959	0.3%	1,118	0.3%	17%	0.0
ETHNICITY						
White Alone (Not Hispanic or Latino)	10,799	3.2%	11,954	3.2%	11%	0.0
Hispanic or Latino	2,279	0.7%	2,322	0.6%	2%	-0.1%

Source: US Census Bureau, 2011–2015 American Community Survey Five-Year Estimates

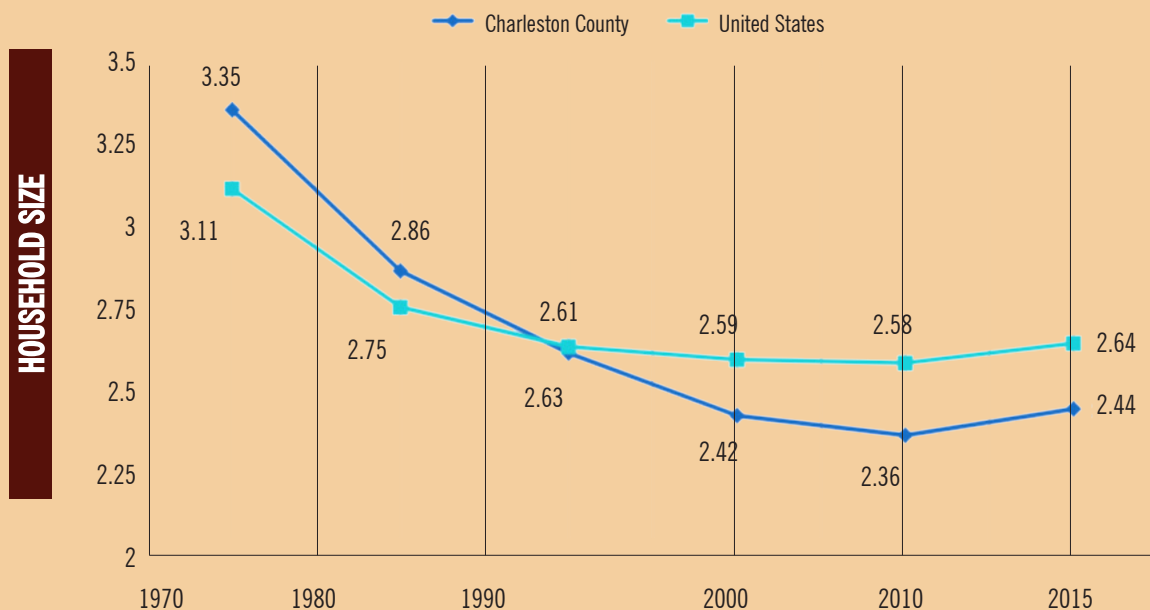


CHARACTERISTICS OF HOUSEHOLDS IN CHARLESTON COUNTY

In 2015, Charleston County contained 57% (175,607) of the total housing units in the region (309,113), according to a 2017 report published by the Berkeley-Charleston-Dorchester Council of Governments. The report also noted that while the majority of the regional housing stock is in Charleston County, more development has been occurring in Berkeley and Dorchester Counties in recent years as housing prices in Charleston County have become out of reach for many residents.

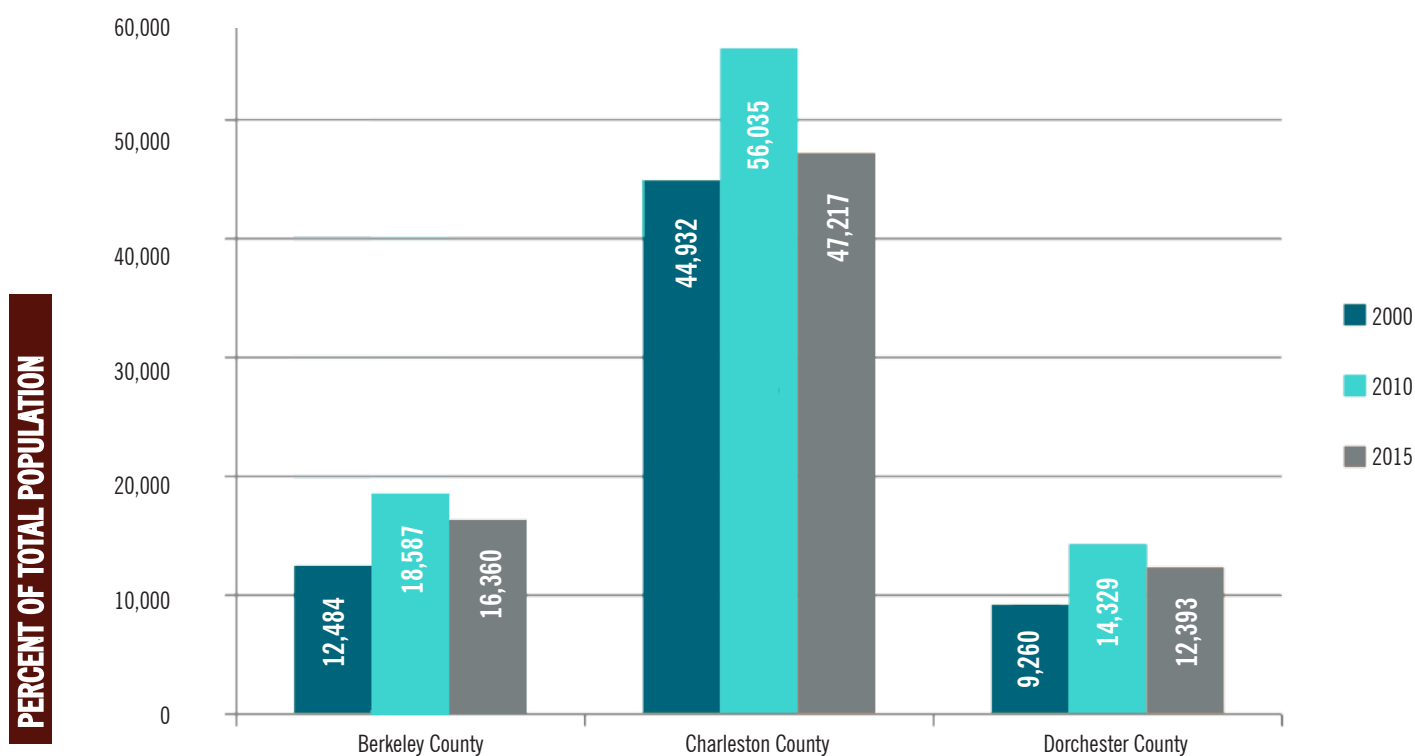
AVERAGE HOUSEHOLD SIZE, 1970–2015

While the current average household size compares to 1990–2000, it remains much lower than the size of households in 1970.



Source: US Census Bureau, 2011–2015 American Community Survey Five-Year Estimates

AVERAGE NUMBER OF SINGLE-PERSON HOUSEHOLDS BY COUNTY, 2000–2015



Sources: US Census Bureau, 2000, 2010; 2011–2015 American Community Survey Five-Year Estimates

SINGLE-PARENT HOUSEHOLDS BY RACE AND ETHNICITY, 2010–2015

	2010		2015		2010–2015	
	Number	Percent of Total	Number	Percent of Total	Percent Change	Change in Percent of Total
TOTAL	25,136	18.2%	26,327	17.8%	5%	-0.4
White	9,658	7.0%	11,555	7.8%	20%	0.2
Black or African American	14,278	10.4%	14,027	9.5%	-2%	-0.9
American Indian or Alaska Native	81	0.1%	48	0.0%	-41%	-0.1
Asian	315	0.2%	219	0.1%	-31%	-0.1
Native Hawaiian or Other Pacific Islander	-	0.0%	-	0.0%	-	0.0
Some Other Race	557	0.4%	256	0.2%	-10%	-0.1
Two or More Races	247	0.23%	222	0.1%	-10%	-0.1
ETHNICITY						
White Alone (Not Hispanic or Latino)	9,043	6.6%	10,703	7.2%	18%	0.6
Hispanic or Latino	1,201	0.9%	1,201	0.8%	0.8%	-0.1

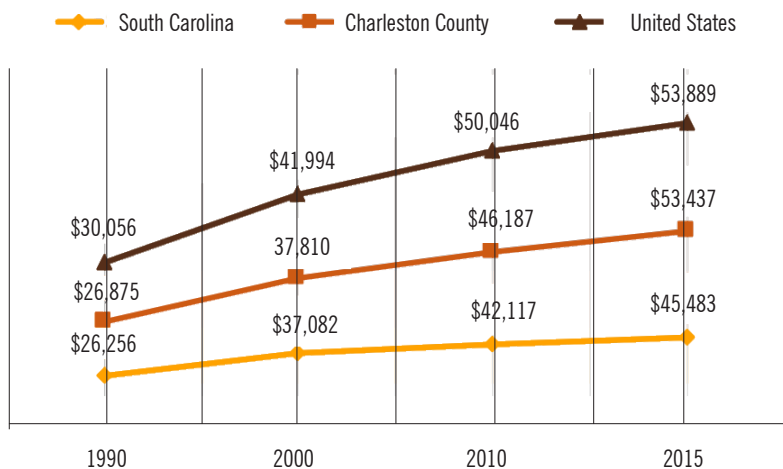
Source: US Census Bureau, 2011–2015 American Community Survey Five-Year Estimates

CHARLESTON COUNTY INCOME AND POVERTY LEVELS

Growing economic inequality is a rising concern across the United States, with many of the most prosperous and dynamic regions increasingly characterized by a divergence in incomes at different societal levels and growing pockets of concentrated poverty. Not all residents in the Charleston region have the opportunity to earn a quality income. According to the US Department of Labor, South Carolina is one of 19 states where the lowest earners make the federal minimum wage, \$7.25 an hour, or as little as \$2.13 if they also make tips. In South Carolina, minimum-wage workers make up a larger portion of the hourly paid workforce than nationally.

The economic gulf between black residents and white residents that was present in Charleston County half a century ago has not disappeared. Median income levels for African American and Hispanic households are less than half that of white households. From an earnings perspective, the Charleston region has one of the lowest rates of equity in the nation. Measures of household income, homeownership, and poverty show the gaps are as wide or wider today as they were in the 1960s and 1970s.

MEDIAN HOUSEHOLD INCOME CHARLESTON IN COMPARISON TO SOUTH CAROLINA AND THE UNITED STATES, 1990–2015



Sources: US Census Bureau, 1990, 2000, 2010; 2011–2015 American Community Survey Five-Year Estimates

Since 2008, the local economy has been recovering from one of the worst recessions in recent years when unemployment rates increased nationwide, and the housing and financial markets collapsed. Charleston County experienced a slowing of the local economy; however, employment growth remained somewhat steady compared to other parts of the state and nation thanks to growth in manufacturing.

In October 2016, then-Governor Nikki Haley heralded the state's low unemployment rate. "We have some real reasons to celebrate in South Carolina!!" she posted on her Facebook page. "Our unemployment rate dropped to 4.9%— its lowest level in fifteen years, falling below the national average and more people are working than ever before in our state."⁶

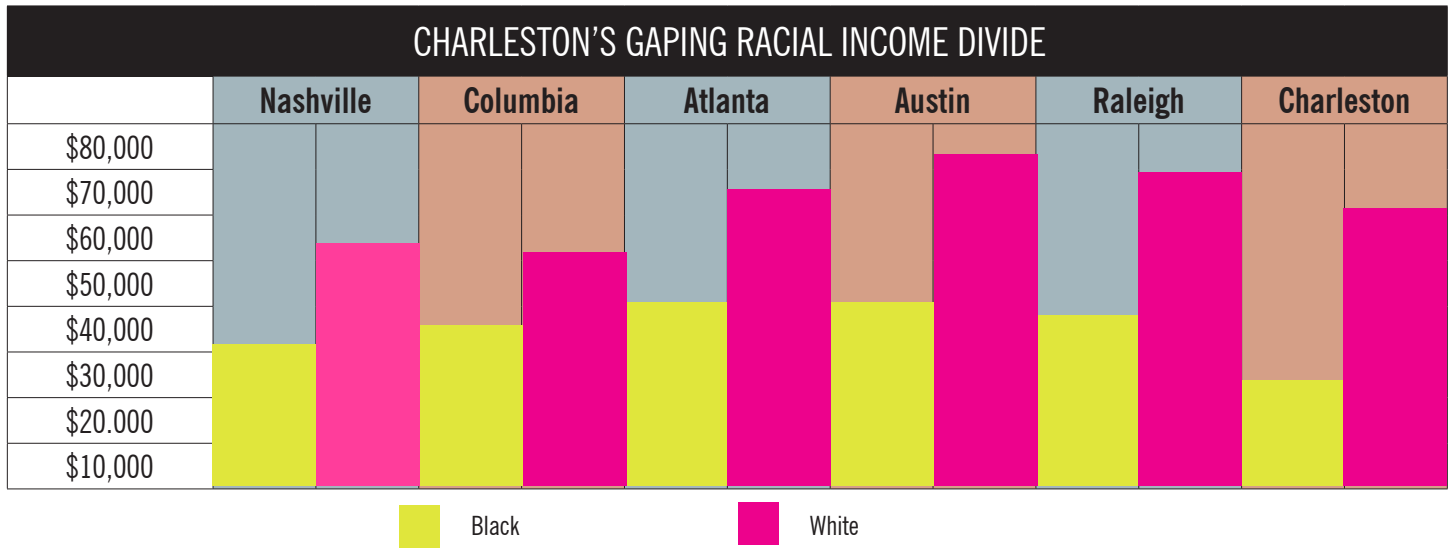
Not only was unemployment down statewide, it was also down in every county except Marion, where it rose slightly from 8% to 9%. Charleston County had the lowest rate in the state at 4%. However, that percentage masks the gross unemployment disparities between black and white residents. African Americans have not shared in the region's prosperity.

According to the National Urban League's 2016 "State of Black America" report, the median income in 2015 for a white family in Charleston–North Charleston was more than double for black families, \$64,553 compared to \$29,799. That means more than



More than 15,000 black families in Charleston and North Charleston were living on the edge of the poverty guideline. Meanwhile, that same year, the median income was more than double for white families, \$64,553 compared to \$29,799 for black families.

15,000 black families in Charleston and North Charleston were living on the edge of the poverty guideline—\$24,250. *The New York Times* called Charleston County one of the worst counties in the United States in helping poor children up the income ladder. It ranks 242nd out of 2,478 counties, better than only about 10% of counties nationwide.⁷



Median family income in 2015. Source: "2015 State of Black America," National Urban League

SOME FACTORS CONTRIBUTING TO DISPARITIES IN INCOME BY RACE IN CHARLESTON COUNTY

- Intergenerational poverty
- Racial segregation and isolation
- Housing, transportation, and other local-governmental policies that reinforce the conditions that lock black workers into lower-paying service jobs
- Public education that does not meet the needs of the emerging majority of its students who are predominantly poor and black
- Community economic development that is not adequately anchored by racial equity and social justice

THREE NECESSARY INGREDIENTS TO REDUCING BLACK POVERTY IN CHARLESTON COUNTY

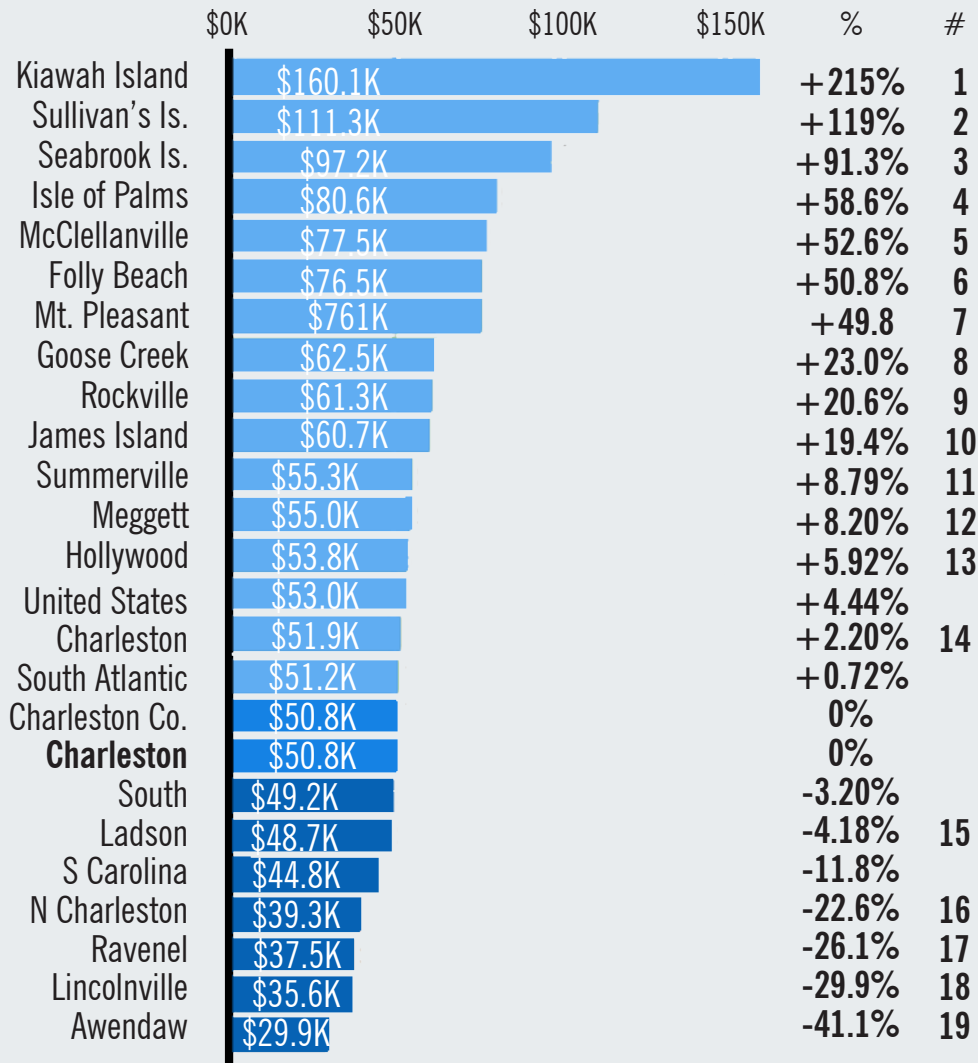
- Strong job growth that reaches black communities
- A commitment to lowering the poverty rate
- A renewed commitment to fighting discrimination in the labor market

MEDIAN HOUSEHOLD INCOME BY RACE, 2008–15				
Year	Race	Charleston County	South Carolina	United States
2008	Black	\$31,157	\$32,493	\$38,998
	White	\$67,895	\$57,052	\$60,913
2015	Black	\$32,652	\$31,230	\$36,544
	White	\$72,432	\$54,998	\$59,698

Sources: US Census Bureau, 2008, 2015 American Community Survey



MEDIAN HOUSEHOLD INCOME BY PLACE



Source: US Census Bureau, 2013
American Community Survey
One-Year Estimates

% percentage above or below
median household income of
Charleston County

rank of place out of 19 by
media household income

OCCUPATIONS FOR AFRICAN AMERICANS EMPLOYED IN CHARLESTON COUNTY IN 2015, AGE 16 YEARS AND OVER

	Charleston County, South Carolina	
	Black or African American alone	
	Estimate	Margin of Error
Total:	44,088	+/-1,066
Male:	19,275	+/-883
Agriculture, forestry, fishing and hunting, and mining:	203	+/-106
Agriculture, forestry, fishing and hunting	203	+/-106
Mining, quarrying, and oil and gas extraction	0	+/-29
Construction	1,899	+/-330
Manufacturing	2,446	+/-376
Wholesale trade	461	+/-198
Retail trade	2,338	+/-357
Transportation and warehousing, and utilities:	1,943	+/-352
Transportation and warehousing	1,714	+/-337
Utilities	229	+/-109
Information	472	+/-174
Finance and insurance, and real estate and rental and leasing:	460	+/-155
Finance and insurance	177	+/-81
Real estate and rental and leasing	283	+/-135
Professional, scientific, and management, and administrative and waste management services:	2,179	+/-419
Professional, scientific, and technical services	501	+/-139
Management of companies and enterprises	0	+/-29
Administrative and support and waste management services	1,678	+/-395
Educational services, and health care and social assistance:	1,814	+/-324
Educational services	856	+/-236
Health care and social assistance	958	+/-236
Arts, entertainment, and recreation, and accommodation and food services:	3,035	+/-514
Arts, entertainment, and recreation	288	+/-137
Accommodation and food services	2,747	+/-493
Other services, except public administration	847	+/-239
Public administration	1,178	+/-319
Female:	24,813	+/-736
Agriculture, forestry, fishing and hunting, and mining:	7	+/-12
Agriculture, forestry, fishing and hunting	7	+/-12
Mining, quarrying, and oil and gas extraction	0	+/-29
Construction	65	+/-42
Manufacturing	1,102	+/-257
Wholesale trade	112	+/-82
Retail trade	3,434	+/-480
Transportation and warehousing, and utilities:	968	+/-252
Transportation and warehousing	722	+/-204
Utilities	246	+/-124
Information	569	+/-182
Finance and insurance, and real estate and rental and leasing:	1,053	+/-312
Finance and insurance	851	+/-278
Real estate and rental and leasing	202	+/-108
Professional, scientific, and management, and administrative and waste management services:	2,162	+/-312
Professional, scientific, and technical services	648	+/-189
Management of companies and enterprises	0	+/-29
Administrative and support and waste management services	1,514	+/-272
Educational services, and health care and social assistance:	9,194	+/-659
Educational services	2,167	+/-344
Health care and social assistance	7,027	+/-652
Arts, entertainment, and recreation, and accommodation and food services:	3,455	+/-486
Arts, entertainment, and recreation	193	+/-96
Accommodation and food services	3,262	+/-479
Other services, except public administration	1,093	+/-245
Public administration	1,599	+/-342

Source: US Bureau, 2015 American Community Survey One-Year Estimates

UNEMPLOYMENT RATES FOR CHARLESTON COUNTY, 2008–2015

In 2015, there was a significant disparity among differing racial and ethnic groups' unemployment rates. White residents, the largest racial group in the region, had a lower unemployment rate (3%) than the state average (5.5%) compared to black residents in the region (8.5%) and state (11.7%).

RATES OF UNEMPLOYMENT BY RACE FOR CHARLESTON COUNTY COMPARED TO SOUTH CAROLINA AND THE UNITED STATES, 2008–15

Year	Race	Charleston County	South Carolina	United States
2008	Black	13.3%	12.1%	11.5%
	White	4.1%	5.8%	5.4%
2015	Black	8.5%	11.7%	11.3%
	White	3.0%	5.5%	5.3%

Sources: US Census Bureau, 2008, 2015 American Community Survey

RATES OF UNEMPLOYMENT BY RACE AND SEX, 2015 (AGE 16 AND ABOVE)

Black Female	7.8%
Black Male	9.4%
White Female	3.7%
White Male	2.4%

Source: US Census Bureau, 2015 American Community Survey

POVERTY

TOTAL AND PERCENT OF POPULATION LIVING BELOW POVERTY BY RACE AND ETHNICITY, 2010–15

	2010		2015		2010–2015	
	Number	Percent of Total	Number	Percent of Total	Percent Change	Change in Percent of Total
TOTAL	54,900	16.5%	62,119	17.2%	13%	0.7
White	21,491	6.5%	28,440	7.9%	32%	1.4
Black or African American	30,112	9.1%	31,194	8.6%	4%	-0.5
American Indian or Alaska Native	178	0.1%	109	0.0%	-39%	-0.1
Asian	237	0.1%	567	0.2%	139%	0.1
Native Hawaiian or Other Pacific Islander	54	0.0%	14	0.0%	-74%	0.0
Some Other Race	1,848	0.6%	669	0.2%	-64%	-0.4
Two or More Races	980	0.3%	1,126	0.3%	15%	0.0
ETHNICITY						
White Alone (Not Hispanic or Latino)	19,173	5.8%	23,412	6.5%	22%	0.7
Hispanic or Latino	4,109	1.2%	6,149	1.7%	50%	0.5

Source: US Census Bureau, 2011–2015 American Community Survey Five-Year Estimates

DISABILITY AND RACE IN CHARLESTON COUNTY

Black people living with disabilities in Charleston County face more financial hardship and housing discrimination than the average person. Nearly half of disabled individuals in the county are employed, but they face higher levels of unemployment than the non-disabled. According to data from the US Census Bureau, 41% of the disabled population in Charleston County is in the workforce compared to 20% of those who are unemployed. In the City of Charleston, 42% of the disabled population is in the workforce compared to 17% who are unemployed. In North Charleston, 44% of disabled persons are working compared to 16% who are not.

NUMBER AND PERCENTAGE OF DISABLED RESIDENTS BY RACE AND ETHNICITY LIVING IN CHARLESTON COUNTY, THE CITY OF CHARLESTON, AND THE CITY OF NORTH CHARLESTON						
	City of Charleston (number)	City of Charleston (%)	City of North Charleston (number)	City of North Charleston (%)	Charleston County (number)	Charleston County (%)
White	7,123	8.3%	4,884	11.4%	23,486	10.0%
Black or African American	4,263	13.4%	4,658	10.6%	13,423	13.1%
American Indian and Alaska Native	25	16.1%	28	11.1%	166	19.4%
Native Hawaiian and Other Pacific Islander	18	10.4%	0	0.0%	53	24.2%
Some other race	19	3.2%	8	0.3%	42	1.1%
Two or more races	217	11.9%	217	9.2%	620	10.4%
Hispanic or Latino (of any race)	155	4.7%	336	3.4%	659	3.6%

Source: US Census Bureau, 2009–2013 American Community Survey



PERCENTAGE OF POPULATION UNDER 18 LIVING BELOW POVERTY GUIDELINE BY RACE, 2008–15

Year	Race	Charleston County	South Carolina	United States
2008	Black	40%	38%	34%
	White	8%	13%	14%
2015	Black	42%	39%	37%
	White	11%	15%	17%

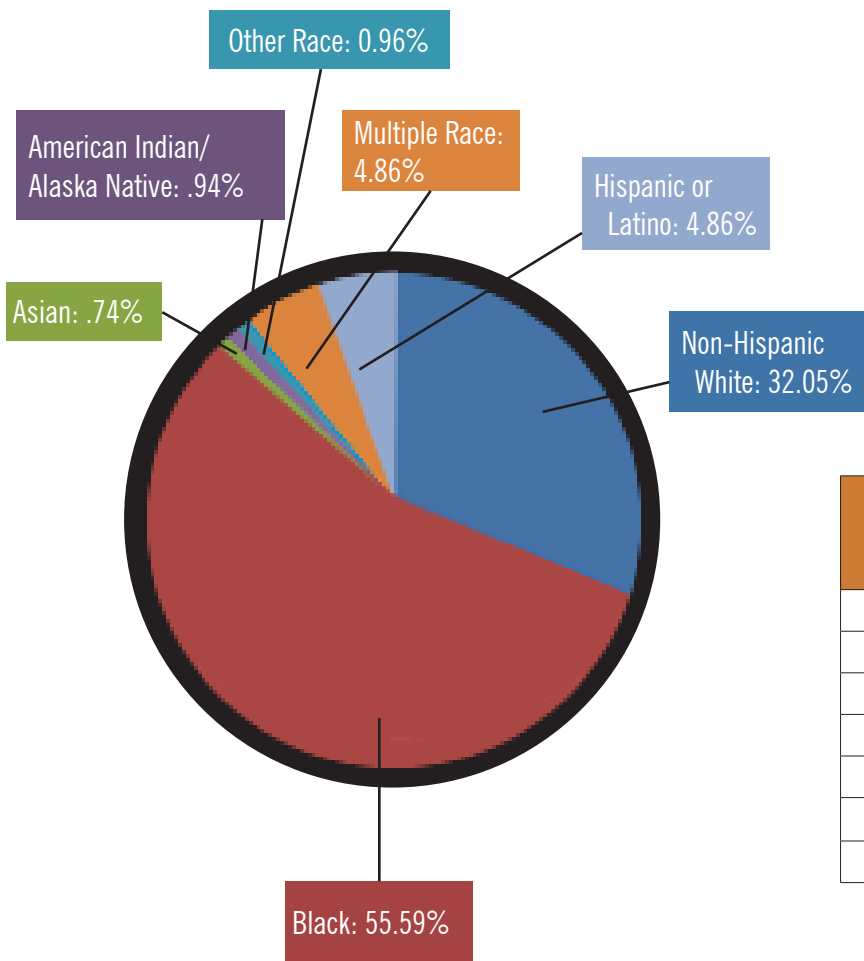
Sources: US Census Bureau, 2008, 2015 American Community Survey

TOTAL AND PERCENTAGE OF CHILDREN UNDER AGE 5 LIVING BELOW POVERTY GUIDELINE BY RACE, 2010–15

	2010		2015		2010-2015	
	Number	Percent of Total	Number	Percent of Total	Percent Change	Change in Percent of Total
TOTAL	6,625	2.0%	6,583	1.8%	-1%	-0.2
White	1,350	0.4%	2,302	0.6%	71%	0.2
Black or African American	4,515	1.4%	3,937	1.1%	-15%	-0.3
American Indian or Alaska Native	37	0.0%	15	0.0%	-60%	0.0
Asian	-	0.0%	-	0.0%	-	0.0
Native Hawaiian or Other Pacific Islander	16	0.0%	-	0.0%	-100%	0.0
Some Other Race	423	0.1%	134	0.0%	-68%	-0.1
Two or More Races	184	0.1%	195	0.1%	6%	0.0
ETHNICITY						
White Alone (Not Hispanic or Latino)	783	0.2%	1,054	0.3%	35%	0.1
Hispanic or Latino	993	0.3%	1,431	0.4%	44%	0.1

Source: US Census Bureau, 2011–2015 American Community Survey Five-Year Estimates

HOUSEHOLDS RECEIVING SUPPLEMENTAL NUTRITION ASSISTANCE PROGRAM (SNAP) BENEFITS BY RACE/ETHNICITY IN CHARLESTON COUNTY, TOTAL

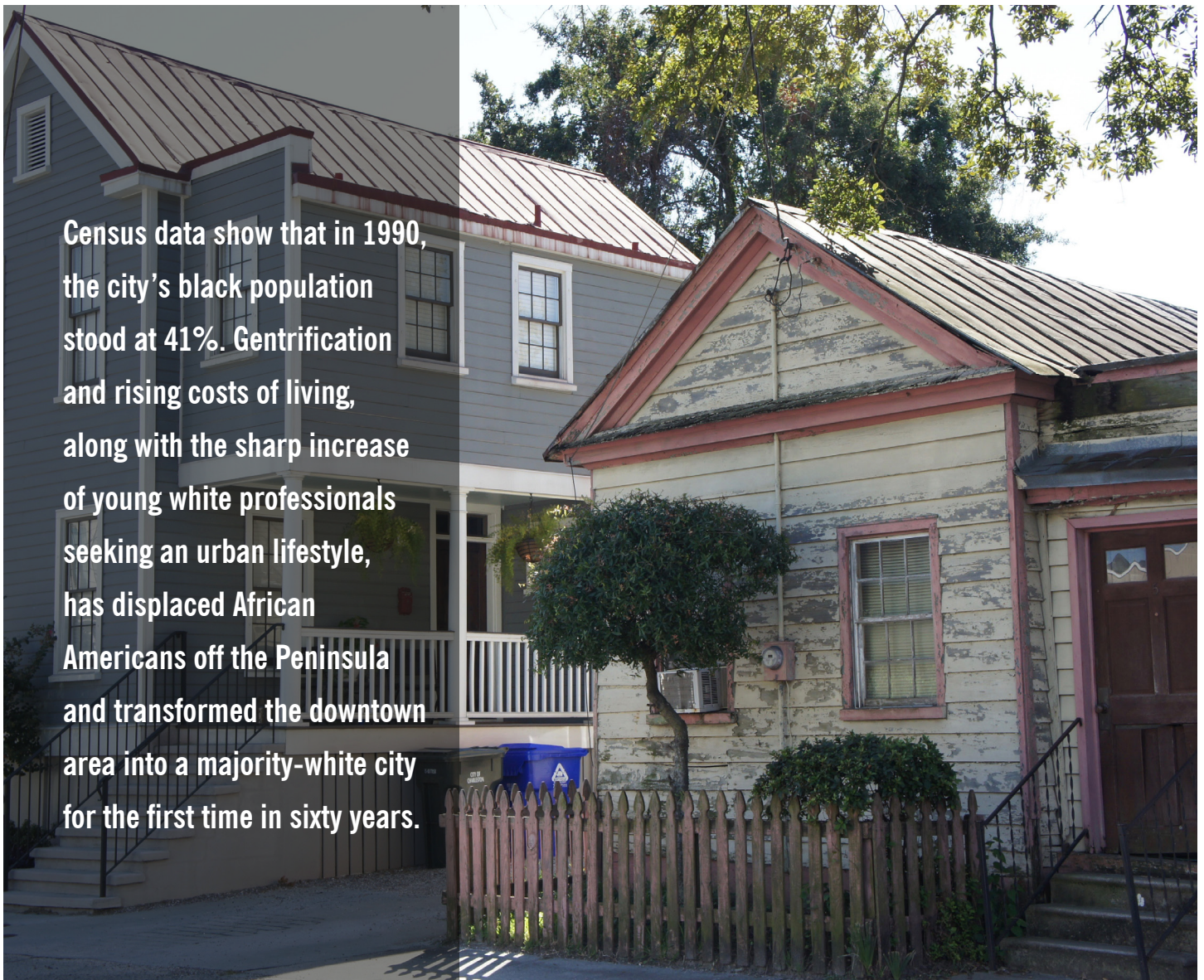


TOTAL NUMBER OF CHARLESTON COUNTY HOUSEHOLDS RECEIVING SNAP BENEFITS BY RACE AND ETHNICITY, 2014	
Non-Hispanic White	3,531
Black	10,021
Asian	60
American Indian/Alaska Native	62
Other Race	155
Multiple Race	656
Hispanic or Latino	656

POPULATION WITH LOW OR NO HEALTHY FOOD ACCESS BY RACE/ETHNICITY		
Non-Hispanic White	75,388	40%
Black	59,551	56%
Asian	1,596	46%
American Indian/Alaska Native	328	46%
Other Race	156	46%
Multiple Race	1,540	50%
Hispanic or Latino	3,903	53%

Source for Charts: Food Environment Report for Charleston Region, prepared by Community Commons, November 3, 2014





Census data show that in 1990, the city's black population stood at 41%. Gentrification and rising costs of living, along with the sharp increase of young white professionals seeking an urban lifestyle, has displaced African Americans off the Peninsula and transformed the downtown area into a majority-white city for the first time in sixty years.

GENTRIFICATION AND BARRIERS TO AFFORDABLE HOUSING

In January 2017, Realtor.com released a report announcing that Charleston had become the “fastest gentrifying city in the United States.” Over the last thirty years, the racial makeup of the city reversed from roughly two-thirds black to two-thirds white, with a 55% drop in the black population. Census data show that in 1990, the city's black population stood at 41%. Gentrification and rising costs of living, along with the sharp increase of young white professionals seeking an urban lifestyle, has displaced African Americans off the Peninsula and transformed the downtown area into a majority-white city for the first time in sixty years. Some neighborhoods, including Wagener Terrace, Hampton Park Terrace, and Cannonborough/Elliottborough lost half of their black population between 2000 and 2010, according to a *Post and Courier* report.⁸

Many black residents interviewed said they believed city planners, politicians, and businesses are marketing the city's redeveloped areas to white professionals as an ideal setting to be closer to work and social outlets while aggressively making black folks feel unwelcomed. Black residents complain about microaggressions they experience in shops, restaurants, and merely walking down the city sidewalks. These residents also see the forces of gentrification as a mix of greed, power, racism, and violence.

About two-thirds of Charleston's population increase has come from out-of-state newcomers, who were 38% of the city in 2000, up to 44% of the city by 2013, according to US Census Bureau data. The growth has not just occurred in the trendy downtown area, but also in Charleston's urban fringe in neighborhoods like Daniel Island, Cainhoy, and West Ashley. Johns Island and James Island are increasingly being targeted for development projects, and many black residents in North Charleston fear they, too, will eventually be pushed out of that city into rural areas.

The recent boom in the city’s tech sector and its high salaries has drawn an influx of white millennials, along with students from the College of Charleston, and real estate developers. Median rent prices have gone up. A one-bedroom apartment can cost \$1600 and four-bedroom apartments are renting for up to \$3000 per month. House prices have doubled in the past few years, up more than \$50,000 between 2015 and 2016. The median price of a house on the Peninsula now ranges from \$335,000 to \$665,000. Much of this due to demand from colleges students, who now account for about one-third of the city’s population and also provide an alternate (some say preferred) workforce that competes with local residents for jobs.

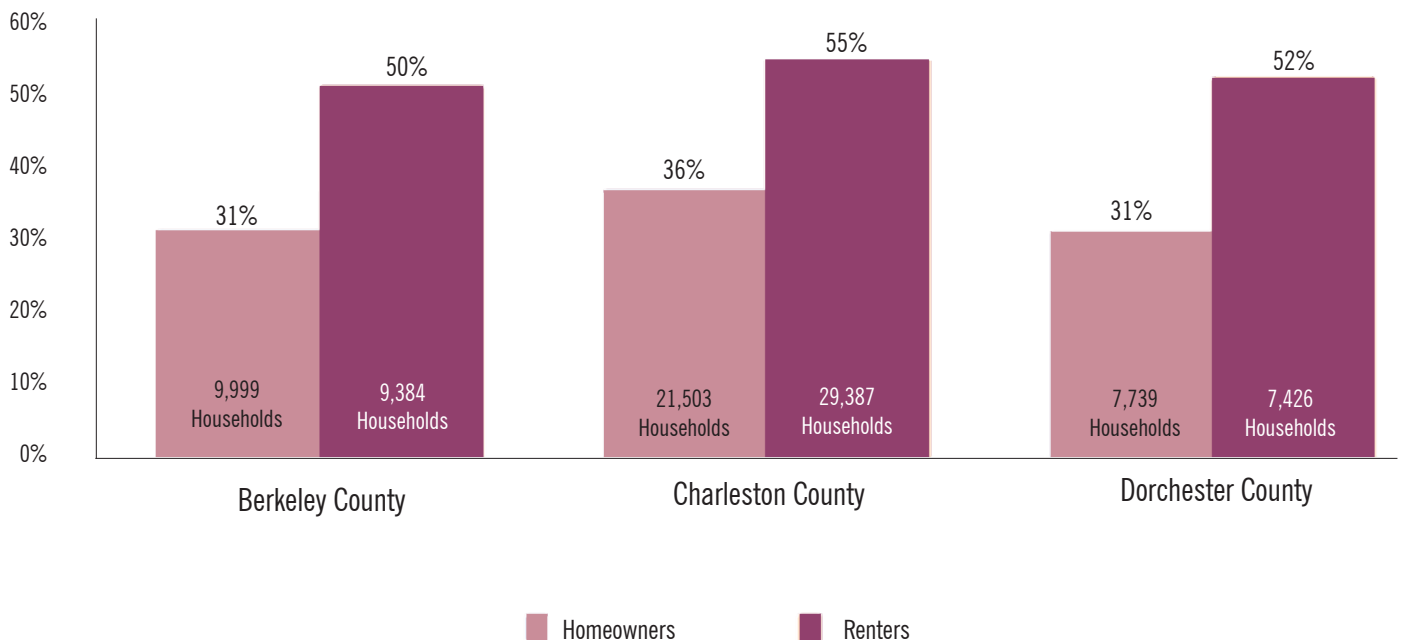
As a result of these rapid economic and demographic changes, thousands of struggling black residents have been priced out and pushed out. Numerous local and national news reports have shown that nearly half of the African American residents have left some Charleston neighborhoods. Struggling families, many working in low-paying food or hospitality services and forced to depend on federal help for housing costs, are limited to section-8 housing voucher maximums of just \$1026 for a three-bedroom apartment, according to a June 2016 report published by AlterNet.org.⁹ Despite the huge scale of housing development occurring in the area, and with black residents earning about 60% of what their white counterparts make, affordable housing for service workers, low-to-moderate income earners, seniors, veterans, and entry-level professionals simply does not exist.

How did we get here?

In Charleston, like many other rapidly changing cities across America, there are a number of factors that have driven the current gentrification crisis. Gentrification is rooted in the history of segregation, redlining, suburbanization, urban renewal programs, and redevelopment schemes of the early and mid-twentieth century that kept black people stranded in concentrated poverty with few job prospects. A number of scholars have noted that suburbanization and urban renewal programs backed by copious federal spending on mortgage subsidies and highways helped middle-class white people to escape from cities.

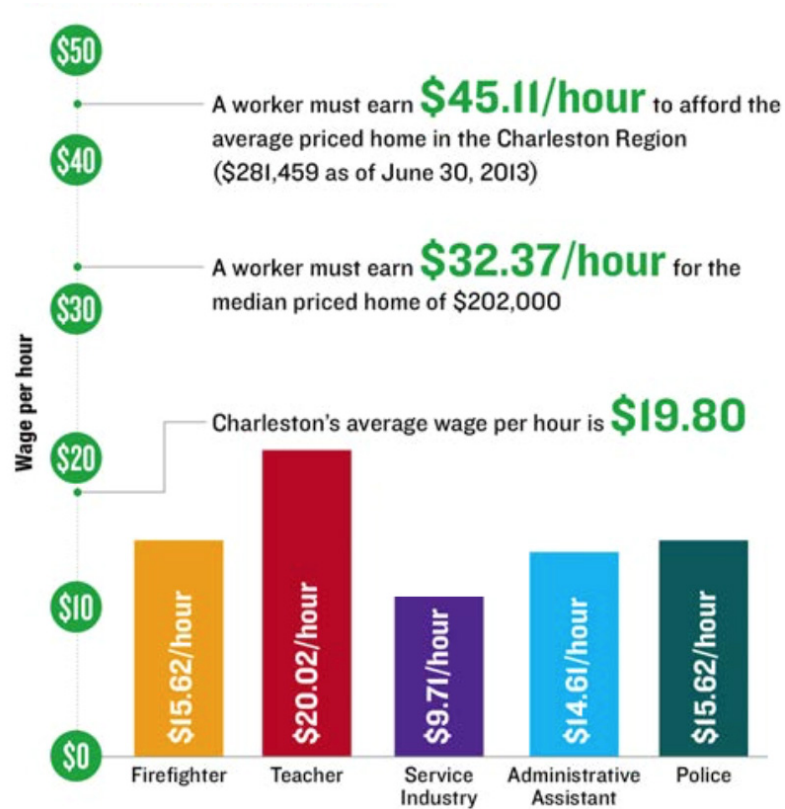
The late 1970s saw massive government spending cuts that starved inner cities of amenities and services, which led to soaring crime mainly in public housing complexes, which were then eventually razed through “redevelopment” programs starting in the early 1990s through the early 2000s. These “blockbusting” programs catered to the interests of real estate agents and city government officials seeking profit. More recently, the housing market crash of 2008 decimated black wealth nationally in the ensuing mortgage meltdown while hedge funds, investment firms, and private equity companies snapped up foreclosed homes and converted them into rentals.

PROPORTION OF HOMEOWNERS AND RENTERS SPENDING MORE THAN 30% OF THEIR MONTHLY INCOME ON HOUSING COSTS BY COUNTY, 2015



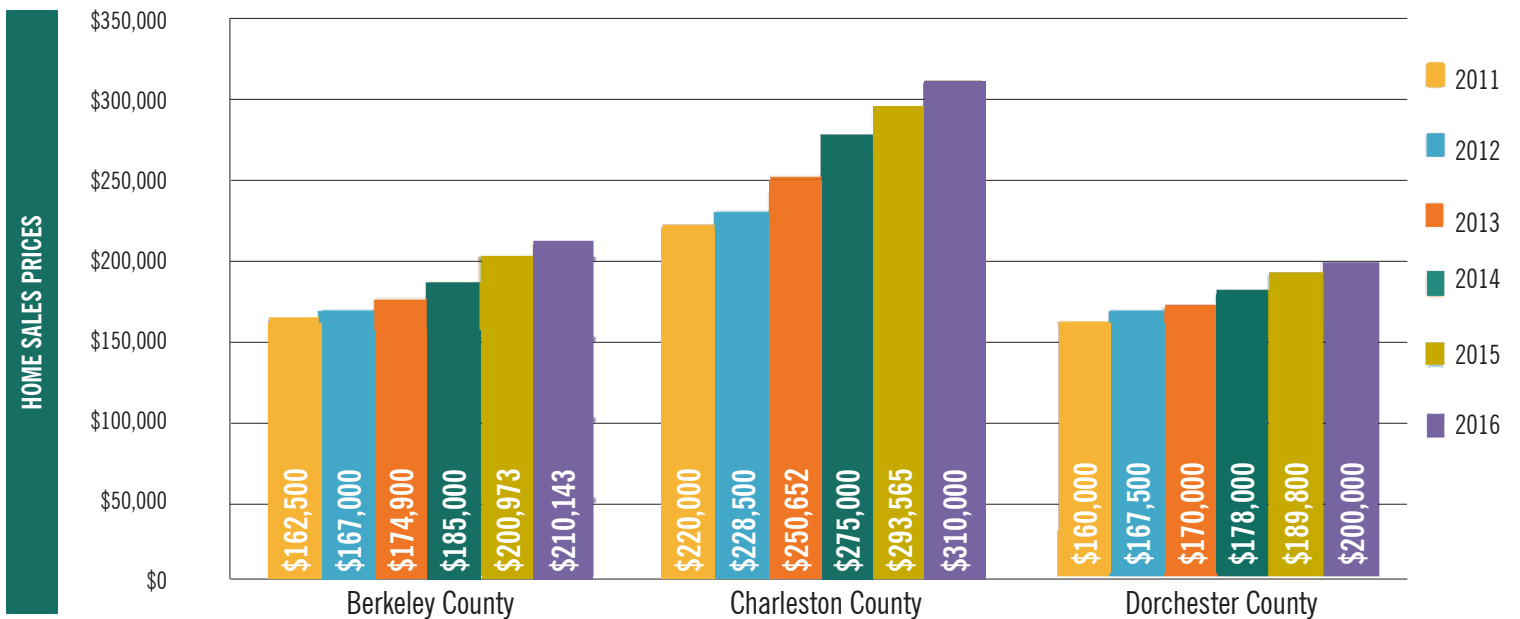
Source: US Census Bureau, 2011–2015 American Community Survey Five-Year Estimates

WHY HOUSING MATTERS



Sources: Lowcountry Housing Trust; Center for Business Research. Graphic published in 2013 Economic Scorecard, Charleston Regional Development Alliance.

MEDIAN HOME SALES PRICES BY COUNTY, 2011–2016



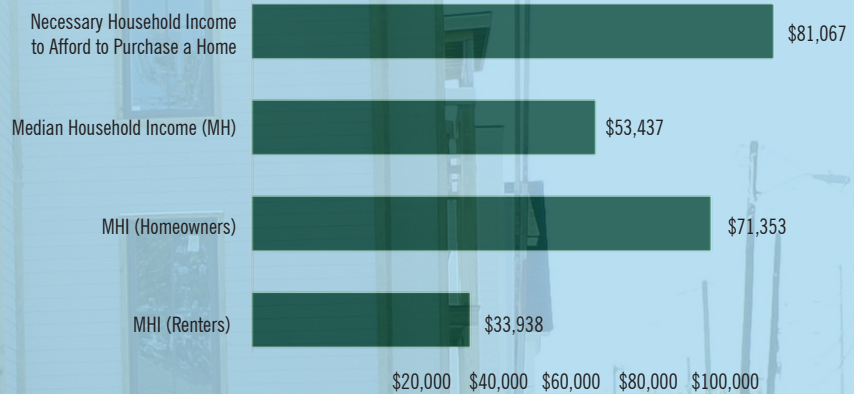
Source: 2011–2016 American Community Survey Five-Year Estimates

HOUSING AFFORDABILITY

Housing is affordable when **no more than 30%** of a household's annual income is spent on housing costs. This includes mortgages, rent, utilities, insurance, and other associated housing expenses.

The traditional definition of housing affordability does not factor in transportation costs, which can add an **additional 15%** to the cost of housing.

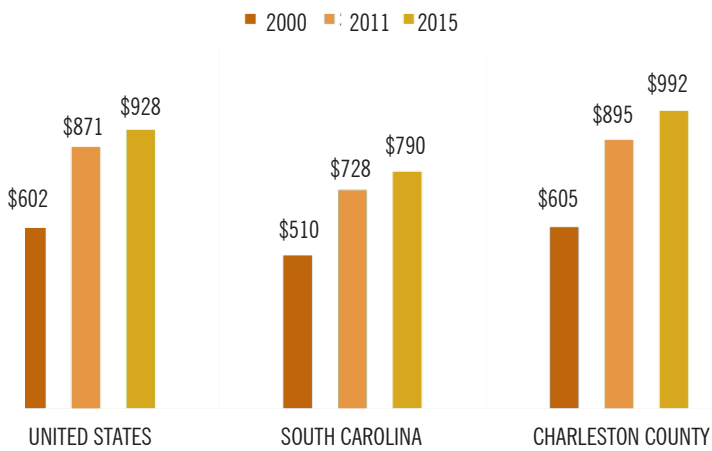
HOUSING AFFORDABILITY IN CHARLESTON COUNTY



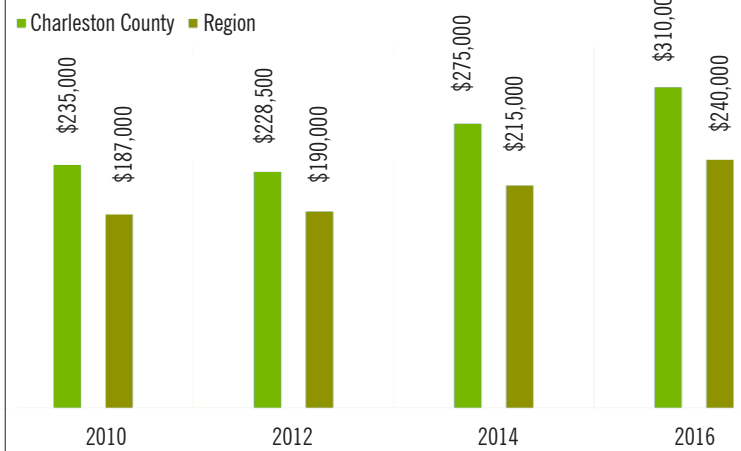
Note: Home price is based on the Median Home Value in Charleston County, which is \$243,200.

Sources: US Census Bureau, 2000, 2010; 2011–2015 American Community Survey Five-Year Estimates

MEDIAN GROSS RENT, 2000–2015



MEDIAN SALES PRICE, 2010–2016



Sources: US Census Bureau, 2000; 2007–2011 and 2011–2015 American Community Surveys

HOMEOWNERSHIP

	2010		2015		2010–2015	
	Number	Percent of Total	Number	Percent of Total	Percent Change	Change in Percent of Total
TOTAL POPULATION FOR WHOM POVERTY STATUS IS DETERMINED	85,019	61.7%	89,750	60.6%	6%	-1.1
White	64,173	46.6%	69,751	47.1%	9%	0.5
Black or African American	18,816	13.7%	17,712	12.0%	-6%	-1.7
American Indian or Alaska Native	201	0.1%	113	0.1%	-44%	0.0
Asian	819	0.6%	1,103	0.7%	35%	0.1
Native Hawaiian or Other Pacific Islander	13	0.0%	8	0.0%	-39%	0.0
Some Other Race	518	0.4%	295	0.2%	-43%	-0.2
Two or More Races	479	0.3%	768	0.5%	60%	0.2
ETHNICITY						
White Alone (Not Hispanic or Latino)	63,009	45.7%	68,149	46.0%	8%	0.3
Hispanic or Latino	1,707	1.2%	1,190	1.3%	12%	0.1

Sources: US Census Bureau, 2010; 2011–2015 American Community Survey Five-Year Estimates

HOMEOWNERSHIP RATES IN CHARLESTON COUNTY BY RACE AND ETHNICITY, 2010–15

According to a 2016 county zoning report, the annual household income needed to afford a home in Charleston County is \$81,067, compared to the actual median household incomes of all residents, homeowners, and renters in Charleston County, which is \$53,437, \$71,353, and \$33,938, respectively. The income necessary to afford the purchase a home in Charleston County is 35% (\$27,630) higher than the median household income earned in 2015. According to US Census data, renter-occupied households earn significantly less than owner-occupied households, which indicates a greater affordability issue for the renting population.

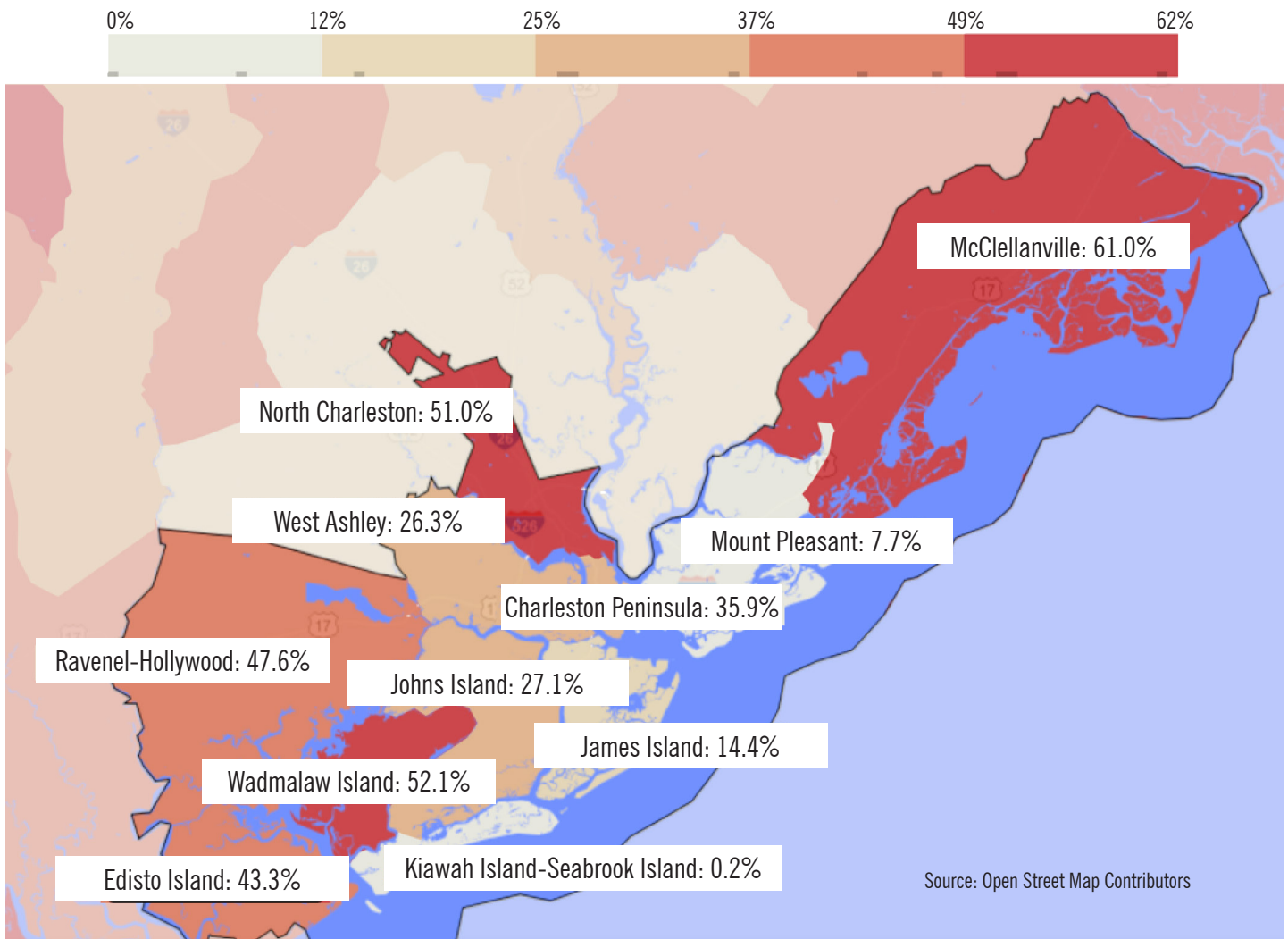
Priced out of Charleston’s downtown area, black residents have had to move further away from urban work centers to find affordable housing. For those who are financially strapped, access to transportation poses yet another challenge. Black residents who are longtime homeowners in the Upper Peninsula complain of being frequently solicited with real estate offers from developers trying to claim traditional communities.

Meanwhile, a world away from downtown’s graceful old streets, historic homes and quaint cafés, North Charleston, a city incorporated in 1972, now stands as a vast low-income peripheral city of freeways and commercial strips. North Charleston continues to absorb black refugees from downtown Charleston’s gentrification while growing numbers of white people continue migrating to the city thanks to affordable real estate and trendy new work-live-play developments popping up.

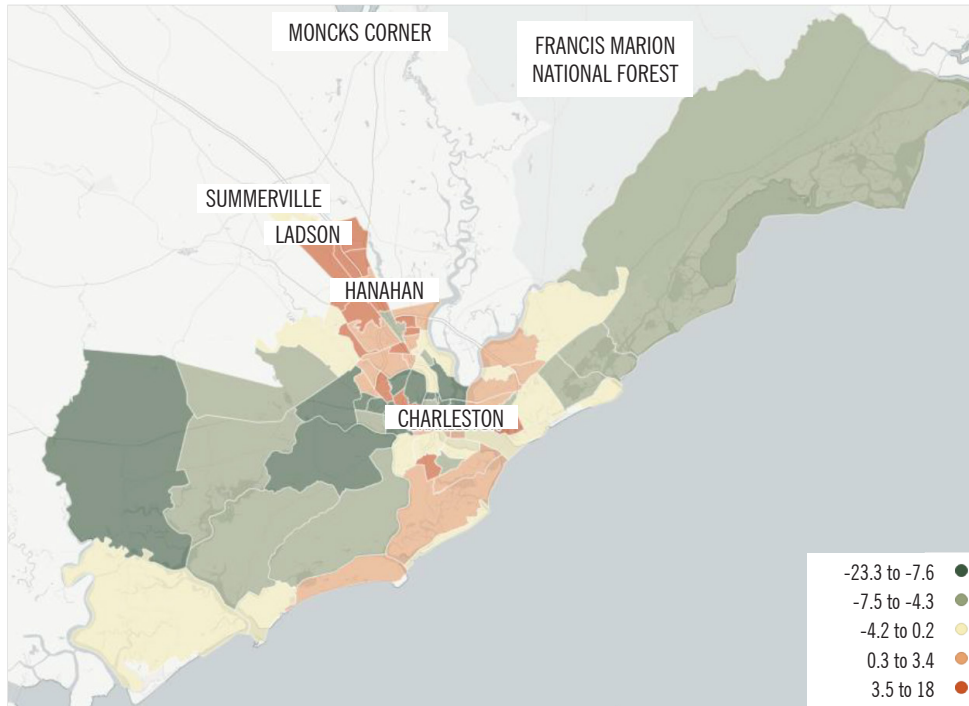
Local civil rights leaders say black residents overwhelmingly feel they are on the losing side of the area’s rapid economic changes and they are feeling pushed out. A number of residents interviewed for this report also said that economic development in North Charleston has become an excuse for aggressive policing tactics.

The map shown below reveals where black populations reside in Charleston County by percentage. The areas in red show the high concentration of black residents.

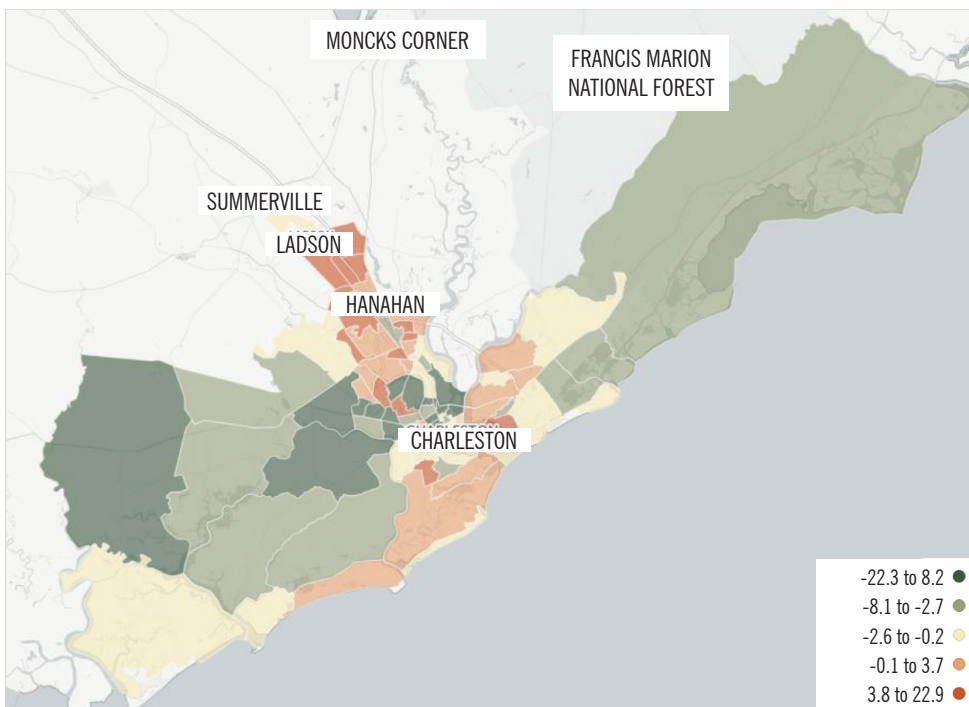
WHERE BLACK RESIDENTS IN CHARLESTON COUNTY LIVE, BY PERCENTAGE



CHANGE IN PERCENTAGE OF BLACK POPULATION BY CENSUS TRACT 2010–2015, CHARLESTON COUNTY, SOUTH CAROLINA



CHANGE IN PERCENTAGE OF BLACK HOUSEHOLDS BY CENSUS TRACT, 2010–2015, CHARLESTON COUNTY, SOUTH CAROLINA

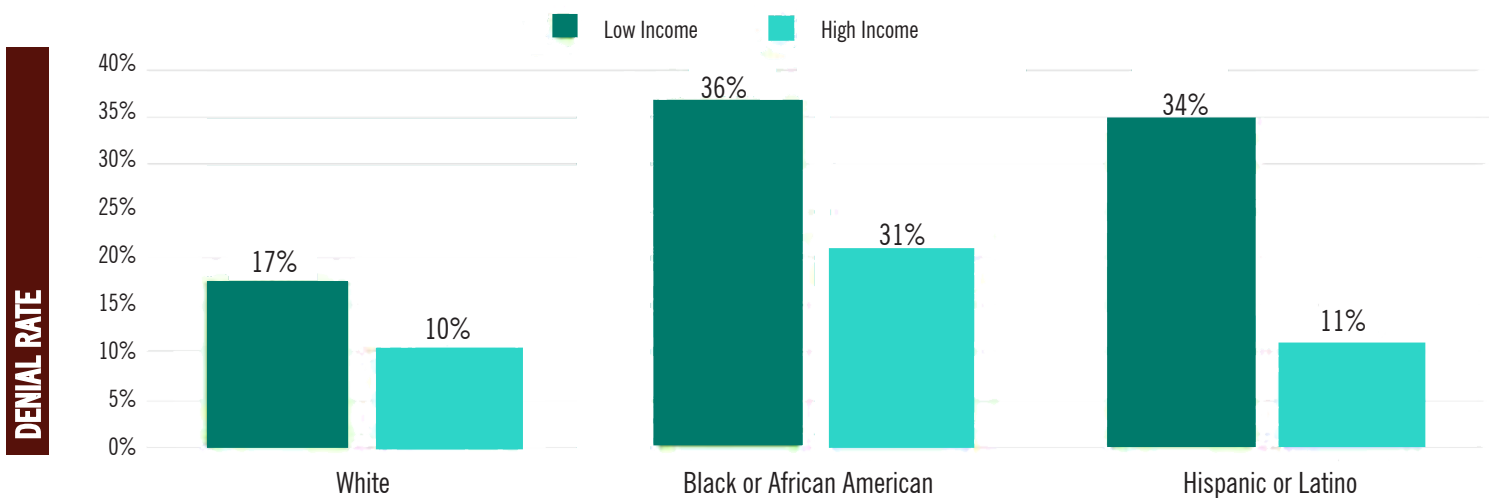


In 2015, the South Carolina Community Loan Fund, in partnership with Charleston County and the City of North Charleston, began a collaborative effort to examine how state and local laws; private, public, and nonprofit sector regulations; and administrative policies, procedures, and practices are impacting housing accessibility. This effort yielded a report titled “The Analysis of Impediments to Fair Housing Choice in Charleston County, the City of Charleston and North Charleston.” The report was part of the compliance requirements from the US Department of Housing and Urban Development (HUD) that targeted numerous cities. The purpose of HUD is to eliminate discrimination and segregation in housing on the basis of race, color, religion, sex, age, disability, familial status, or national origin, and to expand housing choices for all residents.

The report examined denial rates for single-family home purchase loans vary by race and ethnicity. Between 2007 and 2014, black Charlestonians were consistently denied at the highest rate relative to white and Hispanic residents, and they were the only group for which single-family home purchase loans were more likely to be denied. Though the black denial rate has trended downward since 2008, a mild uptick occurred between 2013 and 2014. The report also demonstrated that high-income black applicants (having greater than 120% of Area Median Income) were still more likely to be denied for a single-family home purchase loan than low-income white applicants.



SINGLE-FAMILY HOME PURCHASE LOAN DENIAL RATE BY RACE/ETHNICITY, 2014



Source: “The Analysis of Impediments to Fair Housing Choice in Charleston County, the City of Charleston and North Charleston,” from the Department of Housing and Urban Development.

“Organizing transit riders effectively is a challenge because most of them are exhausted just getting to and from work.”

William J. Hamilton

Inadequate transportation routes limit the selection of housing to neighborhoods within transportation service areas. Residents who do not have access to commercial areas are limited in where they can shop for goods and services, seek employment, and select housing to neighborhoods within transportation service areas. While the City of Charleston’s infrastructure is much more friendly to non-motorized transportation and an economy that allows working from home, black residents say that Charleston Area Regional Transportation Authority, which provides transportation for more than three million passengers annually, desperately needs to expand bus routes and times, as well as planned regional rail service, which would improve the population’s ability to access a broader job market.

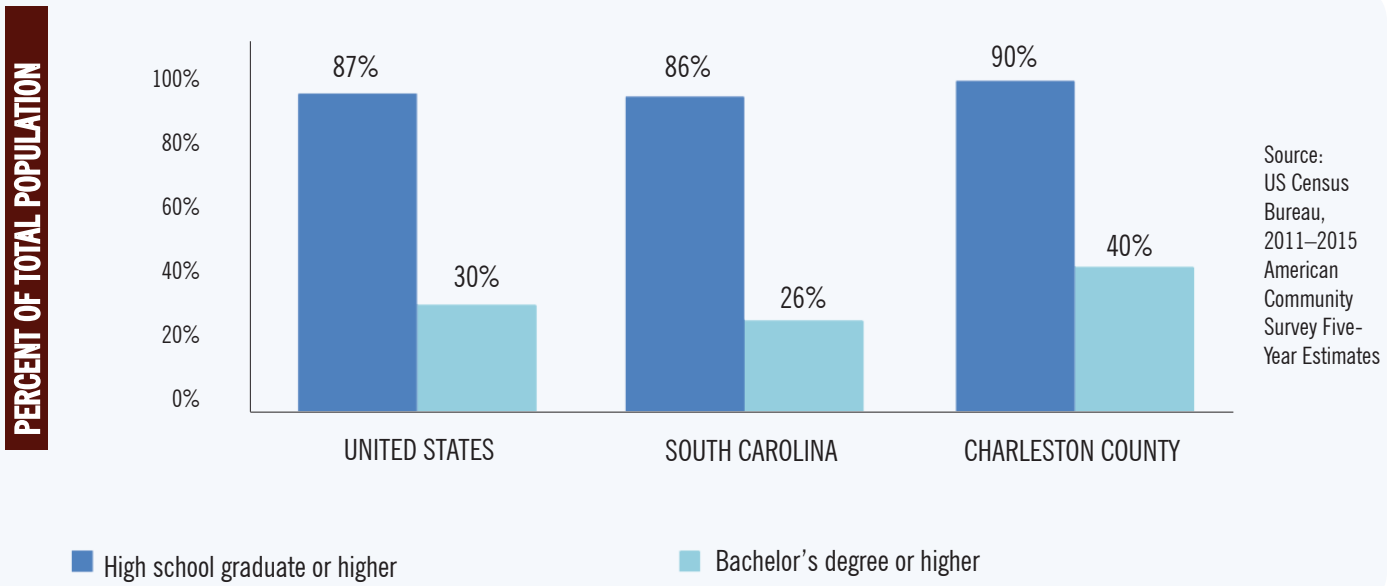
Much of the most affordably priced housing is located in the rural parts of the region, far from employment centers. Transportation costs can increase overall living costs by up to 15%, which can make housing more or less affordable based on its location and proximity to services, employment, and alternative transportation modes.

Workers in the City of Charleston are twice as likely to work from home, three times as likely to bike to work, and twice as likely to walk to work as workers in North Charleston. This seems to point to the City of Charleston as having a culture and infrastructure much more friendly to non-motorized transportation, as well as an economy that allows home working.



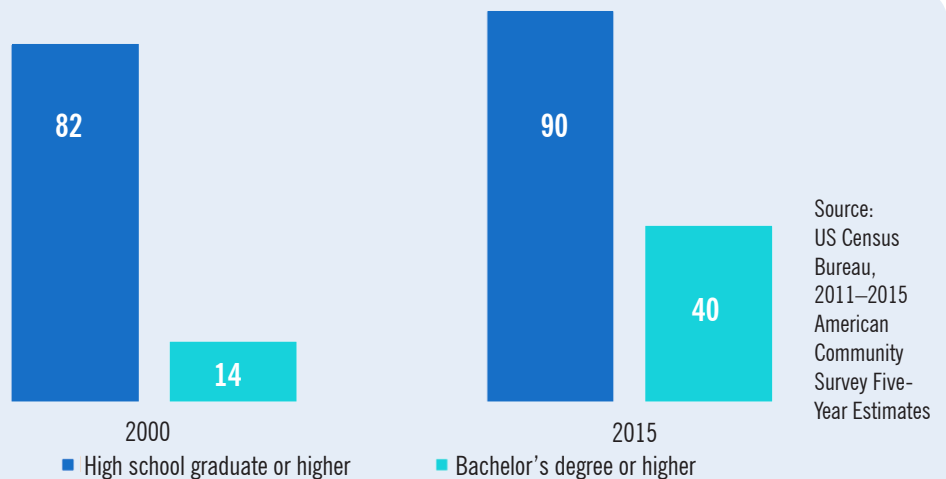
CHARLESTON COUNTY EDUCATIONAL ATTAINMENT

Charleston County has a higher level of educational achievement when compared to other counties in South Carolina. In 2015, approximately 90% of the county's population over age 25 were high school graduates while approximately 40% of the population over age 25 held a bachelor's degree or higher. Demographers attribute the larger population of educated residents to the presence of higher education institutions in the region and the influx of new residents drawn to knowledge-based career opportunities. In 2015, the total enrollment for all higher education institutions in the region was over 40,000 students. In addition, the Charleston County School District (CCSD) enrolled nearly 50,000 students in public schools in 2016.

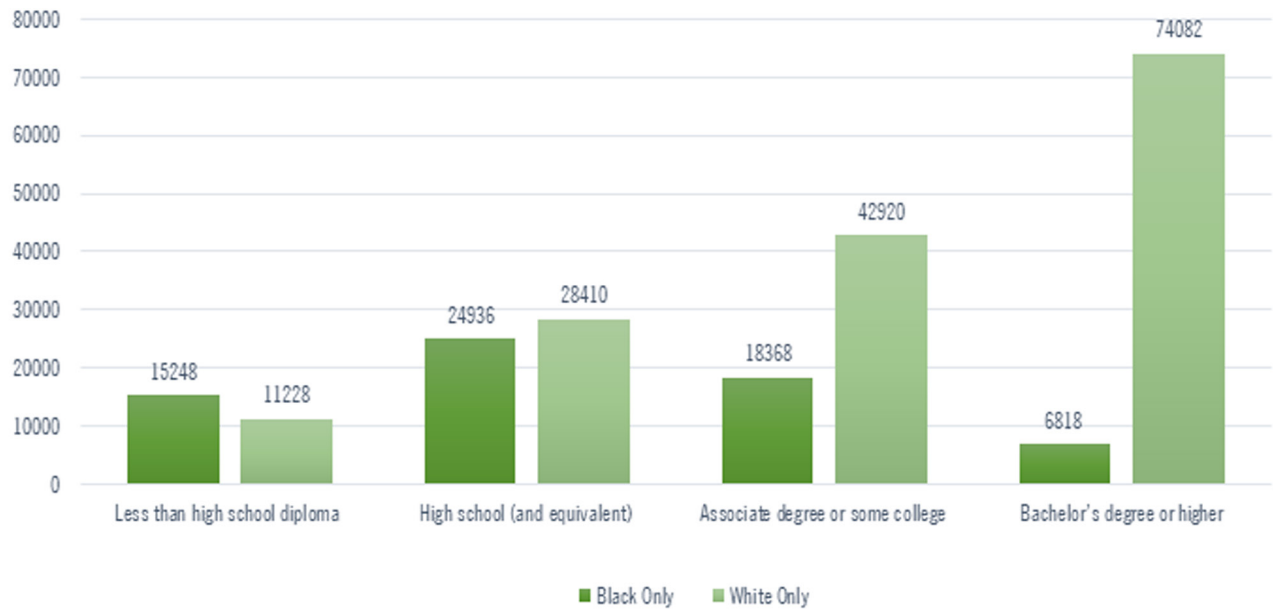


EDUCATIONAL ATTAINMENT, 2000–2015

The percentage of Charleston County residents with a bachelor's degree or higher increased from 14% in 2000 to 40% in 2015.



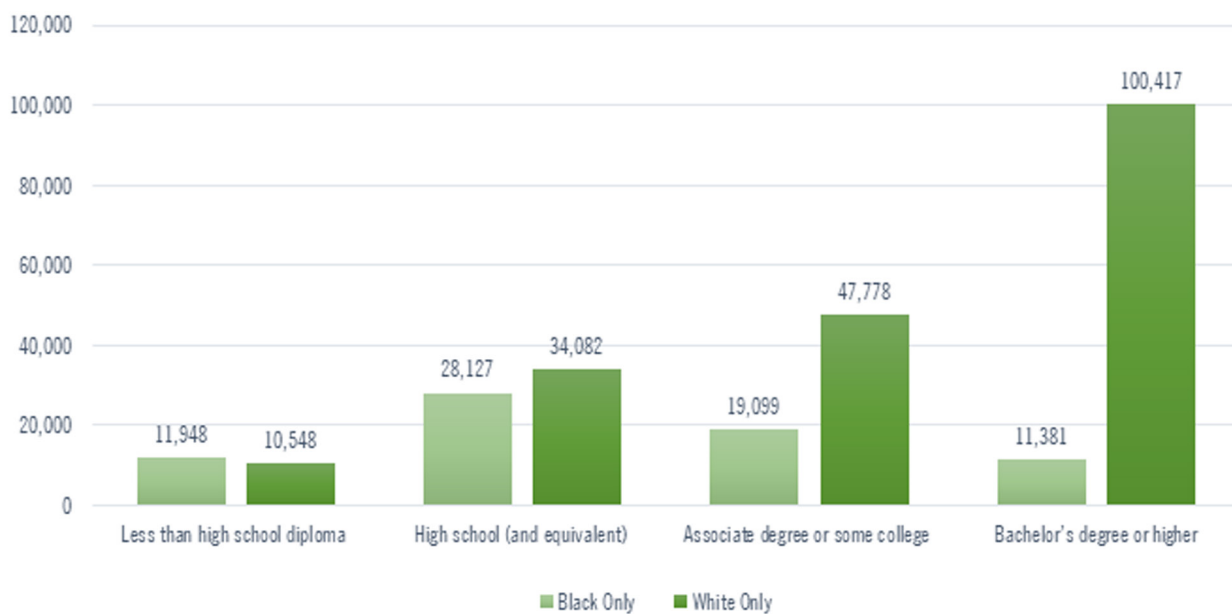
Education Attainment by Race in Persons 25 Years and Over in 2008



Education Attainment by Race in persons 25 years and over (2008) Black Only Total: 65,370

Education Attainment by Race in persons 25 years and over (2008) White Only Total: 156,640

Education Attainment by Race in Persons 25 Years and Over in 2015



Education Attainment by Race in persons 25 years and over (2015) Black Only Total: 70,555

Education Attainment by Race in persons 25 years and over (2015) White Only Total: 192,825

EDUCATIONAL ATTAINMENT FOR CHARLESTON COUNTY EXCEEDS BOTH THE STATE OF SOUTH CAROLINA AND THE UNITED STATES AS A WHOLE.

RACIAL AND ETHNIC COMPOSITION OF CHARLESTON COUNTY SCHOOL DISTRICT, 2015–16

Asian	737	(1.5%)
Black	19,895	(40%)
Hispanic	4,264	(9%)
White	23,077	(47%)
Other	1,591	(3%)

Source: Charleston County Public School District



Gentrification is also a major influence on school change and climate; there is a distinct and sharp racial shift in downtown schools to North Charleston, as well as the island schools. Data on education paint a dismal portrait of Charleston County’s public education system—one where black students are disproportionately stuck in low-performing, under-resourced schools. No school district in the Lowcountry is as economically segregated as Charleston County schools.

According to reports published in the *Post and Courier*, state report cards measure each district and school’s “poverty index,” a composite of the percentage of students who are eligible for Medicaid services and/or free and reduced-price meals. In Charleston County, about 53% of students qualify for those services, fewer than in Berkeley County School District (57%) and Dorchester District 4 (74%). But Charleston County is home to the 20 poorest schools in the tri-county region, including 15 predominately black schools where the poverty indices are roughly 90% or higher. On the flip side, 11 of the region’s 13 wealthiest schools, where the poverty indices are below 20%, also reside in Charleston County, most of them in Mount Pleasant and majority-white.

FIVE POOREST SCHOOLS IN CHARLESTON COUNTY	POVERTY INDICATOR
Chicora Elementary	96.32
Mary Ford Elementary	95.85
Simmons-Pinckney Middle	95.65
Greg Mathis Charter High	95.65
Mitchell Elementary	94.94

FIVE RICHEST SCHOOLS IN CHARLESTON COUNTY	POVERTY INDICATOR
Academic Magnet High	5.41
East Cooper Montessori Charter	8.22
Buist Academy	11.23
Sullivan’s Island Elementary	11.44
Charles Pinckney Elementary	15.51



African American and white residents do not enjoy comparable levels of educational attainment in Charleston County.

African American and white residents do not enjoy comparable levels of educational attainment in Charleston County. African American residents in Charleston County are less likely to graduate from high school, obtain an associate degree, or complete a four-year education than their white counterparts. The overall graduation rate in Charleston County School District is 83%. While white students in Charleston County graduate at a rate of nearly 91%, black students graduate at a rate of just 75%—the widest disparity between black and white students in the tri-county area. Education is used as a tool in real estate development and job placement with developers and companies citing dismal education statistics as rationale for not building in or investing in certain local communities.



TEACHER TURNOVER TENDS TO AFFLICT HIGH-POVERTY AND RURAL SCHOOLS

The *Post and Courier* has reported that at 12 schools in the tri-county region, including 10 in Charleston County, roughly 30% or more teachers didn't return to work in 2016.¹⁰ All had large concentrations of low-income students. Three of the six schools with the highest turnover—St. James-Santee, Baptist Hill and the recently closed Lincoln Middle-High—were rural and mostly black. Turnover typically affects teachers in the first five years of their career, said Melanie Barton, executive director of the state Education Oversight Committee.

The high turnover rates also reveal significant disparities between wealthy and poor schools, as well as white and black students, across the Lowcountry, particularly in Charleston County.

SCHOOL NAME	PERCENTAGE OF TEACHERS RETURNING IN 2016 FROM PREVIOUS YEAR
Greg Mathis Charter High	55.6
James Simons Elementary	65.0
Lincoln Middle-High	65.2
St. James-Santee Elementary	65.7
Burns Elementary	67.7
Baptist Hill Middle High	67.7

Students at high-poverty schools face more out-of-school suspensions and expulsions. State report cards also measure the percentage of students in each school who are suspended or expelled for violent or criminal offenses, an important indicator of school climate. Seven of the schools with the highest percentage of these students were in Charleston County, and four were middle schools. In the 2015–2016 school year, all were high-poverty and predominately black.

SCHOOL NAME	PERCENTAGE OF OUT-OF-SCHOOL SUSPENSIONS AND EXPULSIONS
North Charleston High	11.5
Morningside Middle	10.1
Stall High	10
Simmons Pinckney Middle	8.3
Garrett Academy of Technology	7.8
Northwoods Middle	7.4
West Ashley Middle	7.3

Overall, the Charleston County Public School District is struggling with racial disparities in discipline, academic performance, personnel, communications, and parental outreach. The county's school district has done an abysmal job of reaching and connecting with black parents. Black parents and school staff interviewed for this report said the district has made some attempts in previous years but many of those were surface level and inconsistent. Many have also said that it is white parents whose voices are listened to and that when white parents want something, they usually get it. They also believe that a core problem is the overwhelming numbers of white teachers working in predominantly black classrooms.

"You have mostly white women educating blacks kids and they have no cultural background or understanding of how to relate to our children," one black father complained. "They don't know how to talk to our kids. They're scared of them. These white teachers treat teaching in the 'hood like a rite of passage that they can brag about. This school system is not designed to empower black kids. We need more black teachers in our schools."

On both the elementary and middle school level, the schools with the highest turnover rates are both high poverty and high non-white population schools. Schools such as Mary Ford Elementary, Morningside Middle, and Northwoods Middle have had numerous principal changes over the last several years resulting in a lack of leadership continuity. This has also led to the internal school climate being less than favorable for student growth. Nevertheless, while the educational landscape is less than desirable, the will of the parents is still there.

On the high school level, the majority of school suspensions and arrests are comprised of African American students, which reflects the demographic makeup of the high schools. Most of the traditional high schools are predominantly African American with the few exceptions being Academic Magnet, Wando High School, School of the Arts, James Island Charter High School, and West Ashley High School. These schools are also geographically located in communities that are largely white and upper income. These schools do have black students and those students represent the vast majority of the arrests.

For example, Academic Magnet has a very complex history. It started as a magnet program on the campus of Burke High School. Burke High School is a historic public institution that has served primarily African American student populations for over a century.



An issue that should be a policy concern is the impact of consistent and long-term inferior labeling of black students and the schools they attend. This has been done in the county's school district for years with some schools only being recognized as "bad" to much of the general public. Over time, it has led to internalized feelings of self-doubt, along with limited academic growth on the part of students, because they often feel they are not "good enough." This is not limited to the students; many parents feel stigmatized as well, which results in an abandonment of local neighborhood schools for the greener pastures of the "good" schools.

When population demographics in downtown Charleston began changing there was an idea to create a way to attract more students back to the Peninsula. After a few years on the campus of Burke, Academic Magnet moved to a new building. The school witnessed a host of racial incidents that residents say have been glossed over by both the school and the district due to its standing as a highly rated institution.

The schools that have the highest arrest rates also are majority black, the only exception being Daniel Jenkins Academy, which is technically a program and not a traditional school. It is the discipline program that serves students who more often than not have been arrested and removed from their home school, so Daniel Jenkins would automatically have a much higher rate than the other schools.

The high arrest rates are attributed to the district's approach to discipline, especially regarding black students. There is not a true sense of continuity across the district regarding how discipline is handled and it shows in this report's data. Black students are unfairly and more harshly disciplined than their white or Hispanic counterparts. There is also an issue with the correlation between the district's stated discipline policies as they are listed in the Student

Code of Conduct and Parent Handbook and the school-level discipline policies that result in the suspensions and referrals from teachers and administration. Parents and black educators say there is an arbitrary attitude on the part of teachers and some administrators regarding how discipline is handled with black students along with a lack of compassion and desire to provide guidance and constructive interventions for black students.

Only very recently have CCSD officials provided a racial breakdown of teachers and other staff after parents and teachers complained there was a lack of adequate staff of color who could assist with behavioral issues among black students. Positions such as student concern specialists or student support specialists were either outsourced to local nonprofits working in the school or eliminated altogether. This has also led to the increased number of referrals, suspensions, and arrests of black students and left schools without staff dedicated to de-escalating problem behaviors. Most of the time, black students feel unheard when they are being disciplined and ultimately this exacerbates the problem.

At the writing of this report, three current and former school administrators had filed lawsuits against the Charleston County School District alleging a pattern of discrimination against

African American students and employees. The lawsuits allege that school resource officers have called black students from certain neighborhoods “thugs” and white teachers have cut the hoods off black students’ jackets, all part of a broader pattern of discrimination and unequal enforcement that leads to disproportionate disciplinary action against black students. The lawsuits also claim a pattern of discrimination against black employees in the district, particularly black women, who they say have been denied opportunities for advancement as administrators.

Several of the problematic schools with high or all-black student populations are also located in either high-poverty, majority black neighborhoods with little to no parental engagement, or they are in working or middle-class neighborhoods where the demographics are shifting in favor of white people.

An issue that should be a policy concern is the impact of consistent and long-term negative labeling of black students and the schools they attend. This has been done in the county’s school district for years with some schools only being recognized as “bad” by much of the general public. Over time, it has led to internalized feelings of self-doubt, along with limited academic growth on the part of students, because they often feel they are not “good enough.” This is not limited to the students; many parents feel stigmatized as well, which results in an abandonment of local neighborhood schools for the greener pastures of the “good” schools. Unfortunately, because neither the students nor the parents fully understand the academic capabilities of the students, they often agree to participate in flawed educational initiatives that are often detrimental to student success. When these initiatives fail, they compound the negative feelings of doubt held by the students.

Further complicating the issue is the negative statistics regarding poor black student achievement that are continually presented without proper context. The very stark statistics regarding black student achievement are often used to provide very fertile ground in which CCSD plants the seeds of white academic superiority that show up in the form of enrichment providers, consultants, and workshop facilitators all being white. This is done despite the fact that a significant percentage (40%) of the school district’s students are black.



CHARLESTON COUNTY PRE-K AND KINDERGARTEN READINESS, 2015

In fall of 2014, over 6,000 pre-K and kindergarten students in Charleston County participated in a readiness assessment called CIRCLE, which measured early language and literacy development administered to all publicly funded pre-K and kindergarten programs. The pre-K group was filled with 2,304 three- and four-year-old students enrolled across 47 CCSD schools. Hispanic students had the lowest percentage of proficient scores across each of the CIRCLE assessment domains, while Asian and white students outperformed black students in all areas.

NUMBER AND PERCENTAGE OF STUDENTS WHO WERE ASSESSED BY RACE AND ETHNICITY	
Black	54.2%, 1,249
White	28.3%, 652
Hispanic	13.3%, 307
Other	4.2%, 96



Source: Charleston County Public School District

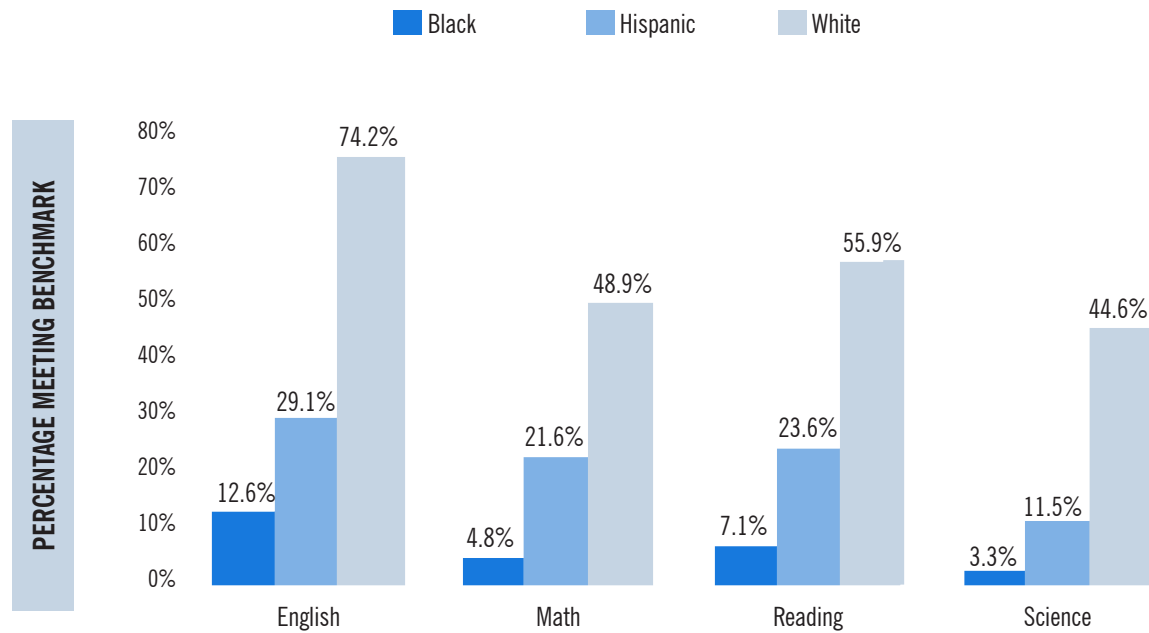
PRE-K CIRCLE ASSESSMENT PERFORMANCE SCORES, NUMBER OF STUDENTS PROFICIENT BY RACE AND ETHNICITY, 2015				
Race/Ethnicity	Total Test Takers	Letter Naming	Vocabulary	Phonemic Awareness
Black	1,246	36.8%	24.4%	89%
White	652	53.1%	45%	94%
Hispanic	307	16.3%	6.6%	75.9%
Other	96	54.1%	32.3%	95.7%
American Indian	4	50%	0%	96.2%
Asian	37	62.2%	32.4%	97.1%
Multi-ethnic	52	48.1%	32.7%	96.2%
Pacific Islander	3	66.7%	66.7%	100%
	Total 2,301			

Source: Charleston County Public School District

KINDERGARTEN COHORT				
Race/Ethnicity	Total Test Takers	Letter Naming	Vocabulary	Phonemic Awarene
Black	1,660	73.7%	16.7%	62.6%
White	1,709	86.3%	36.3%	87.6%
Hispanic	373	68.1%	4.3%	45.8%
Other	132	84.8%	25%	81.4%
American Indian	7	85.7%	14.3%	71.4%
Asian	45	95.6%	31.1%	81.4%
Multi-ethnic	75	80%	247%	83.8%
Pacific Islander	5	60%	0%	60%
	Total 3,874			

Source: Charleston County Public School District

SPRING 2015 11TH GRADE ACT: COLLEGE READINESS GAPS/PERCENTAGE MEETING BENCHMARK

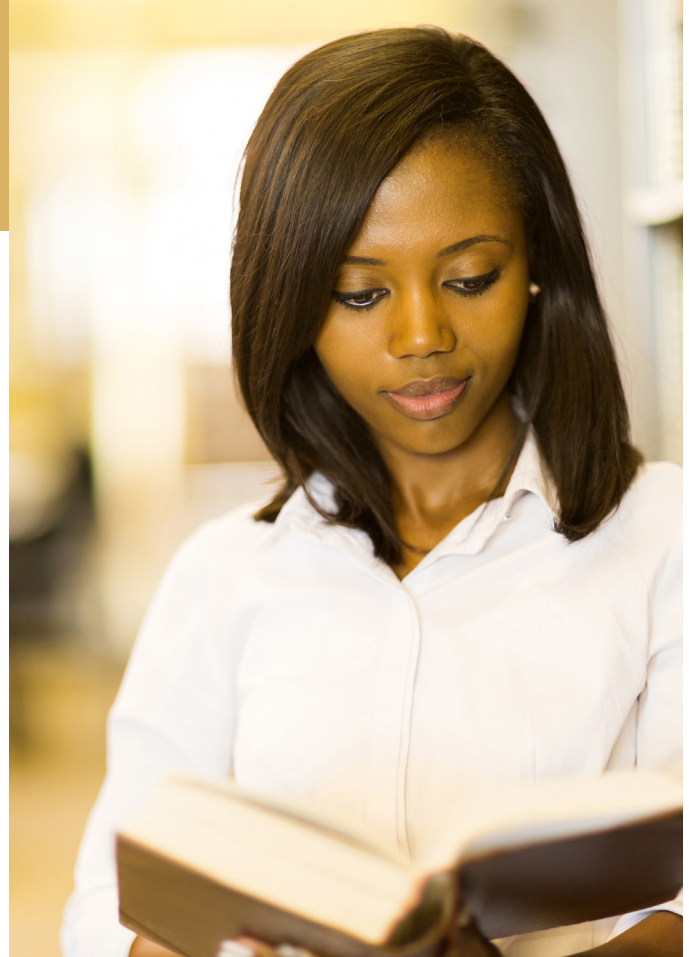


SAT I RESULTS FOR COLLEGE-BOUND SENIORS BY RACE AND ETHNICITY, 2015

A total of **1,693** 2014–15 college-bound seniors took the SAT I in the Charleston County public schools, representing **63%** of the senior population. Average SAT I scores for these students were **502** in Critical Reading, **495** in Math, and **482** on the Writing Test. (Each section had a possible score of between **200** and **800**, for a total composite (overall) score of between **600** and **2400**.)

CCSD black seniors scored lower than white seniors on all three SAT tests: Critical Reading (average score of 410 vs. 546), Math (403 vs. 538), and Writing (395 vs. 523). However, the difference in mean scores for black and white students decreased for all three SAT tests from the previous year. CCSD Hispanic seniors also scored lower than white seniors on all three SAT tests: Critical Reading (average score of 492 vs. 546), Math (487 vs. 538), and Writing (474 vs. 523).

Overall, white seniors in the 2014–15 cohort in Charleston County scored considerably higher than black and Hispanic students on the three tests of the SAT. Comparisons between CCSD and South Carolina for race and ethnic groups indicate that black students in Charleston County scored 6 points behind their peers statewide on the Critical Reading test, 11 points behind them on the Math test, and 5 points behind in Writing. CCSD Hispanic students scored higher than Hispanic students statewide by 15 points in Critical Reading, 9 points higher in Math, and 20 points higher in Writing. CCSD white students scored higher than white students statewide by 28 points in Critical Reading, 24 points higher in Math, and 29 points higher in Writing. Comparisons between CCSD racial and ethnic groups and similar groups nationwide show that CCSD black students trail students nationwide by 21 points in Critical Reading,



25 points in Math, and 23 points in Writing. Hispanic CCSD students scored 43 points higher than Hispanic students nationwide in Critical Reading, 31 points higher in Math, and 35 points higher in Writing. White CCSD students scored 17 points higher than white students nationwide in Critical Reading, 4 points higher in Math, and 10 points higher in Writing.

2014–2015 SAT COHORT	CRITICAL READING			MATH			WRITING		
	BLACK	HISPANIC	WHITE	BLACK	HISPANIC	WHITE	BLACK	HISPANIC	WHITE
Charleston County	410	492	546	403	487	538	395	474	523
South Carolina	416	477	518	414	478	514	400	454	494
Nation	431	449	529	428	456	534	418	439	513

FIVE-YEAR COMPARISONS

Source: Charleston County Public School District

The following table presents five years of SAT scores for black students and white students in Charleston County. Compared to the last year, black students gained 3 points in Critical Reading, gained 1 point in Math, and gained 5 points in Writing. Hispanic students lost 11 points in Critical Reading, 1 point in Math, and 6 points in Writing. White students remained the same on the Critical Reading test, declined 4 points in Math, and gained 4 points in Writing. The chart below graphically illustrates the achievement gap between CCSD black and white students, and between Hispanic and white students over the past five years. Black students gained 11 points in Critical Reading, 3 points in Math, and 9 points in Writing since 2010–11. Hispanic students improved 35 points in Critical Reading, 16 points in Math, and 16 points in Writing, while white students improved 14 points in Critical Reading, 4 points in Math, and 7 points in Writing since 2010–11.

CHARLESTON COUNTY	CRITICAL READING			MATH			WRITING		
	BLACK	HISPANIC	WHITE	BLACK	HISPANIC	WHITE	BLACK	HISPANIC	WHITE
2010–2011	399	457	532	400	471	534	386	458	516
2011–2012	394	481	541	403	472	540	383	455	519
2012–2013	404	459	543	400	459	538	387	439	519
2013–2014	407	503	546	402	488	542	390	480	519
2014–2015	410	492	546	403	487	538	395	474	523

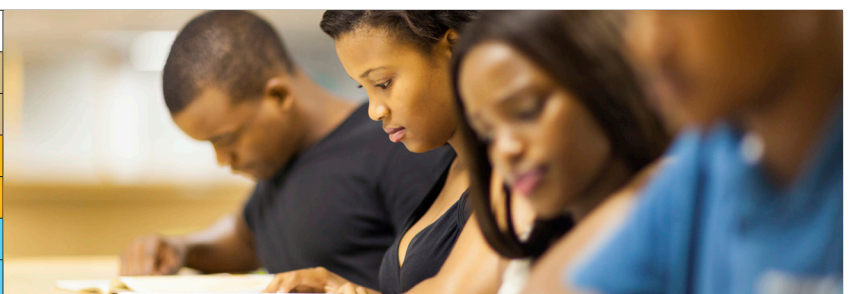
CHANGE FROM 2014 TO 2015	+3	-11	+0	+1	-1	-4	+5	*6	+4
CHANGE FROM 2011 TO 2015	+11	+35	+14	+3	+16	+4	+9	+16	+7

Source: Charleston County Public School District

AVERAGE ACT SCORES FOR CHARLESTON COUNTY BY RACE AND ETHNICITY, 2012–2016

Black students in Charleston obtained a lower average score than their peers statewide.

	2012	2016
Black	15.7	14.7
	393	927
White	23.6	22.6
	578	1,383
Hispanic	19.7	18.0
	33	179



Source: Charleston County Public School District

Numbers of students of different racial and ethnic backgrounds taking one or more AP exams are given below for 2011 to 2015. The overall increase seen over the last several years in AP tests taken by CCSD students is largely attributable to steady increases in the number of white students taking the tests. Since 2013, more Asian, black, Hispanic, and white students have taken AP exams.

RACIAL/ETHNIC GROUP	YEAR	NUMBER OF STUDENTS	NUMBER OF EXAMS
Asian	2015	94	231
	2014	80	209
	2013	64	137
	2012	76	223
	2011	77	203
Black	2015	293	460
	2014	260	387
	2013	215	309
	2012	247	366
	2011	249	365
White	2015	1,734	3,263
	2014	1,460	2,781
	2013	1,251	2,398
	2012	1,171	2,163
	2011	1,035	1,887
Hispanic	2015	129	239
	2014	87	169
	2013	79	145
	2012	50	84
	2011	39	71
Other/Blank	2015	93	162
	2014	71	127
	2013	79	113
	2012	57	123
	2011	62	122

A detailed summary of AP tests taken and passed in 2015 by student subgroup is shown below. Pass rates vary substantially across subgroups, with the highest rate (81.4%) for Asian female students who received subsidized lunch and the lowest rate (21.1%) for black students who received subsidized lunch.

2015 AP TESTS TAKEN AND PASSED BY CCSD STUDENTS			
	AP TESTS PASSED SCORE OF 3,4,5	AP TESTS TAKEN	PERCENT PASSED
GENDER			
Male	1,342	1,831	73.3%
Female	1,675	2,254	66.4%
RACE/ETHNICITY AND GENDER			
ASIAN	179	231	77.5%
Male	83	113	73.5%
Female	96	118	81.4%
BLACK	116	460	25.2%
Male	54	167	32.3%
Female	62	293	21.2%
HISPANIC	134	239	56.1%
Male	57	94	60.6%
Female	77	145	53.1%
WHITE	2,476	3,263	75.9%
Male	1,107	1,391	79.6%
Female	1,369	1,872	73.1%
LUNCH PROGRAMS AND RACE/ETHNICITY			
Yes (Free/Reduced)	219	627	34.9%
Asian	29	36	80.6%
Black	63	298	21.1%
Hispanic	28	91	30.8%
White	91	171	53.2%
Other	8	32	25.0%
No (Full/Pay)	2,798	3,727	75.1%
Asian	150	195	76.9%
Black	53	162	32.7%
Hispanic	106	148	71.6%
White	2,385	3,092	77.1%
Other	104	130	80.0%
STUDENTS	3,017	355	69.3%

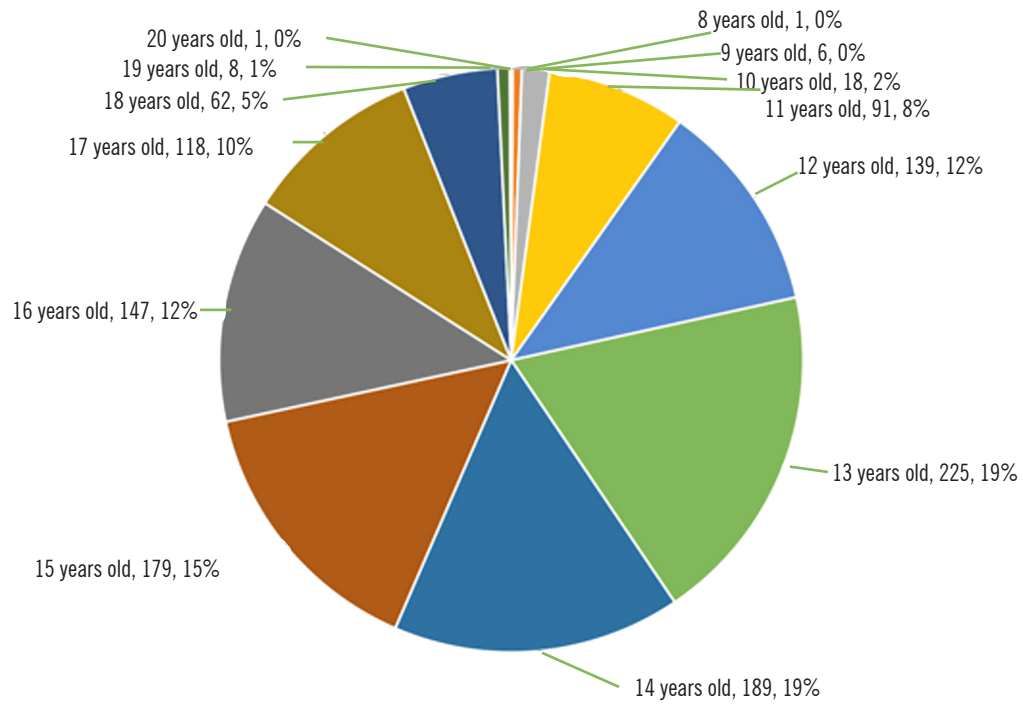
Source: Charleston County Public School District

STUDENT SUSPENSIONS 2014–15 SCHOOL YEAR	
Total number of suspensions	8,018
Total number of students suspended at least once	4,043
TOTAL NUMBER OF SUSPENSIONS IN CCSD (K–12), BY RACE/ETHNICITY	
Total	8,018
Black	6,636
Hispanic	285
White	924
TOTAL NUMBER OF CCSD SUSPENSIONS BY RACE/ETHNICITY AND GENDER, 2014–15	
Total	8,018
Black males	4,544 (23%)
Hispanic males	218 (7%)
White males	718 (4%)
Black females	2,092 (12%)
Hispanic females	67 (2%)
White females	206 (1%)
TOTAL NUMBER OF SUSPENSIONS FOR CCSD ELEMENTARY STUDENTS (K–5) BY RACE/ETHNICITY AND RACE/ETHNICITY AND GENDER, 2014–5	
Total	2,190
Black	1,913
Hispanic	55
White	169
Black male	1,414
Hispanic male	44
White male	147
Black female	499
Hispanic female	11
White female	22

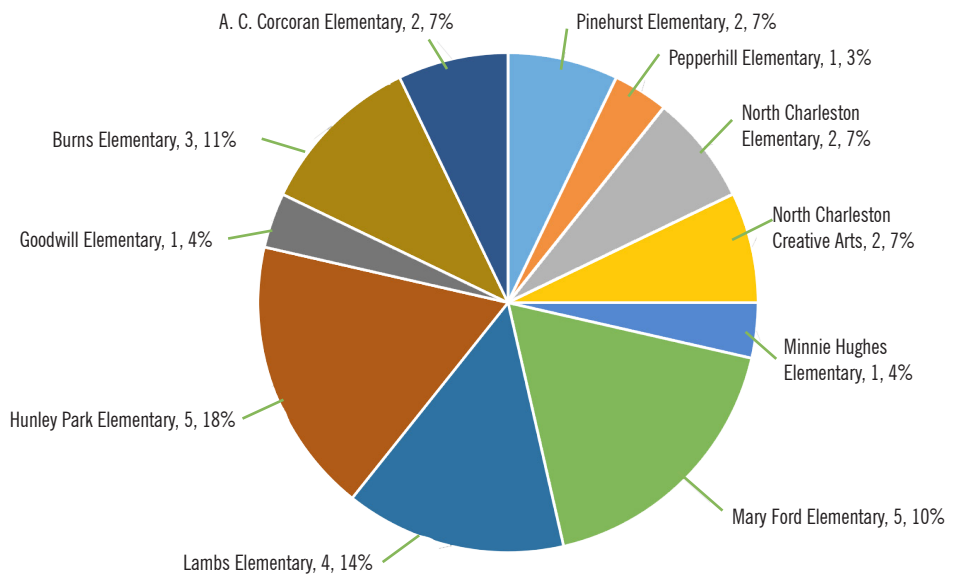
STUDENT SUSPENSIONS 2014–15 SCHOOL YEAR	
TOTAL NUMBER OF SUSPENSIONS FOR CCSD MIDDLE SCHOOL STUDENTS (6–8) BY RACE/ETHNICITY AND RACE/ETHNICITY AND GENDER, 2014–15	
Total	2,957
Black	2,411
Hispanic	116
White	366
Black male	1,659
Hispanic male	83
White male	304
Black female	752
Hispanic female	33
White female	62
TOTAL NUMBER OF SUSPENSIONS FOR CCSD HIGH SCHOOL STUDENTS (9–12) BY RACE/ETHNICITY AND RACE/ETHNICITY AND GENDER, 2014–15	
Total	2,871
Black	2,312
Hispanic	114
White	389
Black male	1,471
Hispanic male	91
White male	267
Black female	841
Hispanic female	23
White female	122
CCSD (K–12) 180-DAY EXPULSIONS BY RACE/ETHNICITY AND GENDER, 2014–15	
Total	47
Black	41
Hispanic	5
White	2
Black male	40
Hispanic male	5
White male	1
Black female	1
Hispanic female	0
White female	0

Source: Charleston County Public School District

CHARLESTON COUNTY SCHOOL ARRESTS AND PERCENTAGE OF TOAL ARRESTS BY AGE, 2014–2015



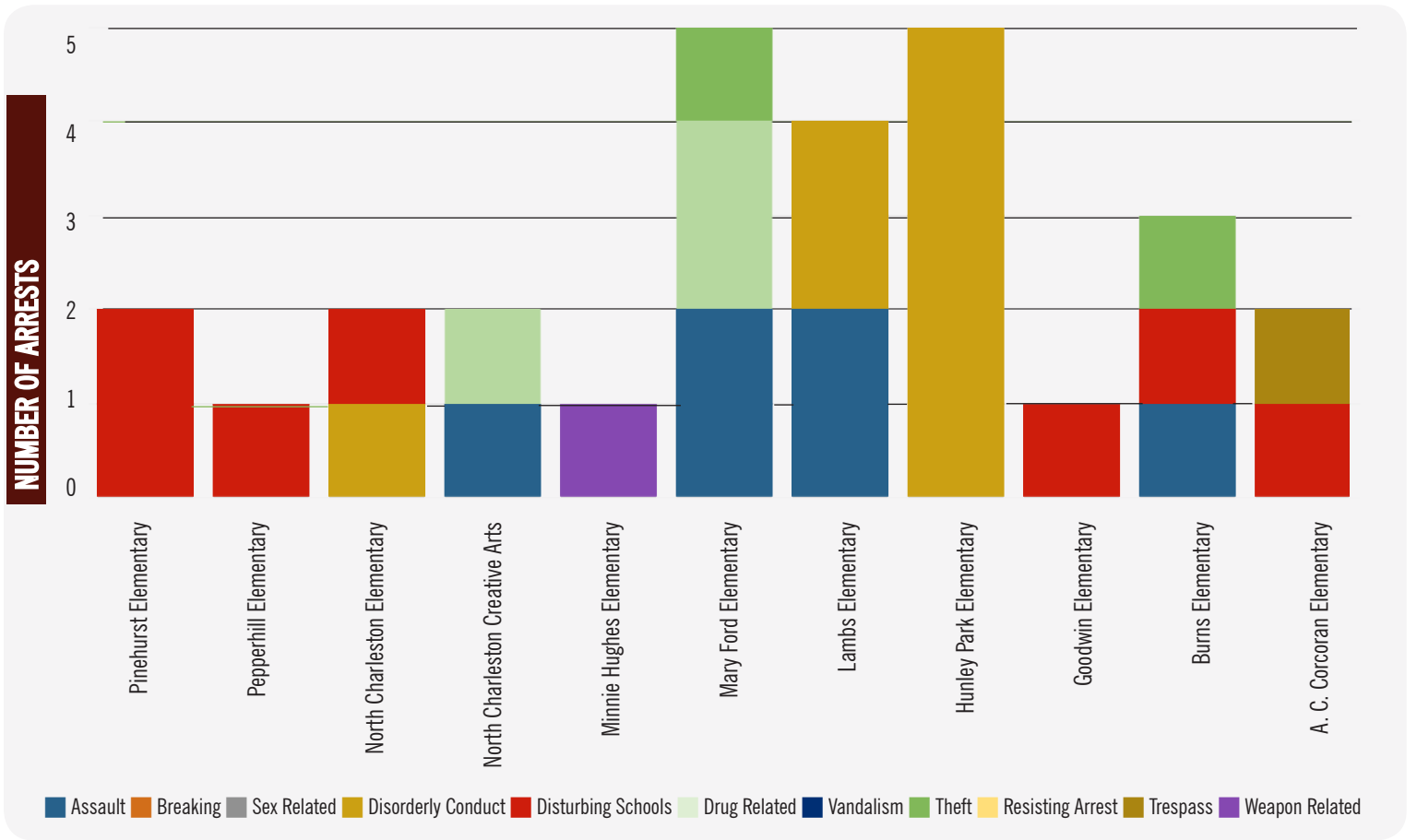
CHARLESTON COUNTY SCHOOL JUVENILE ARRESTS AND PERCENTAGE OF TOTAL ARRESTS BY ELEMENTARY SCHOOL



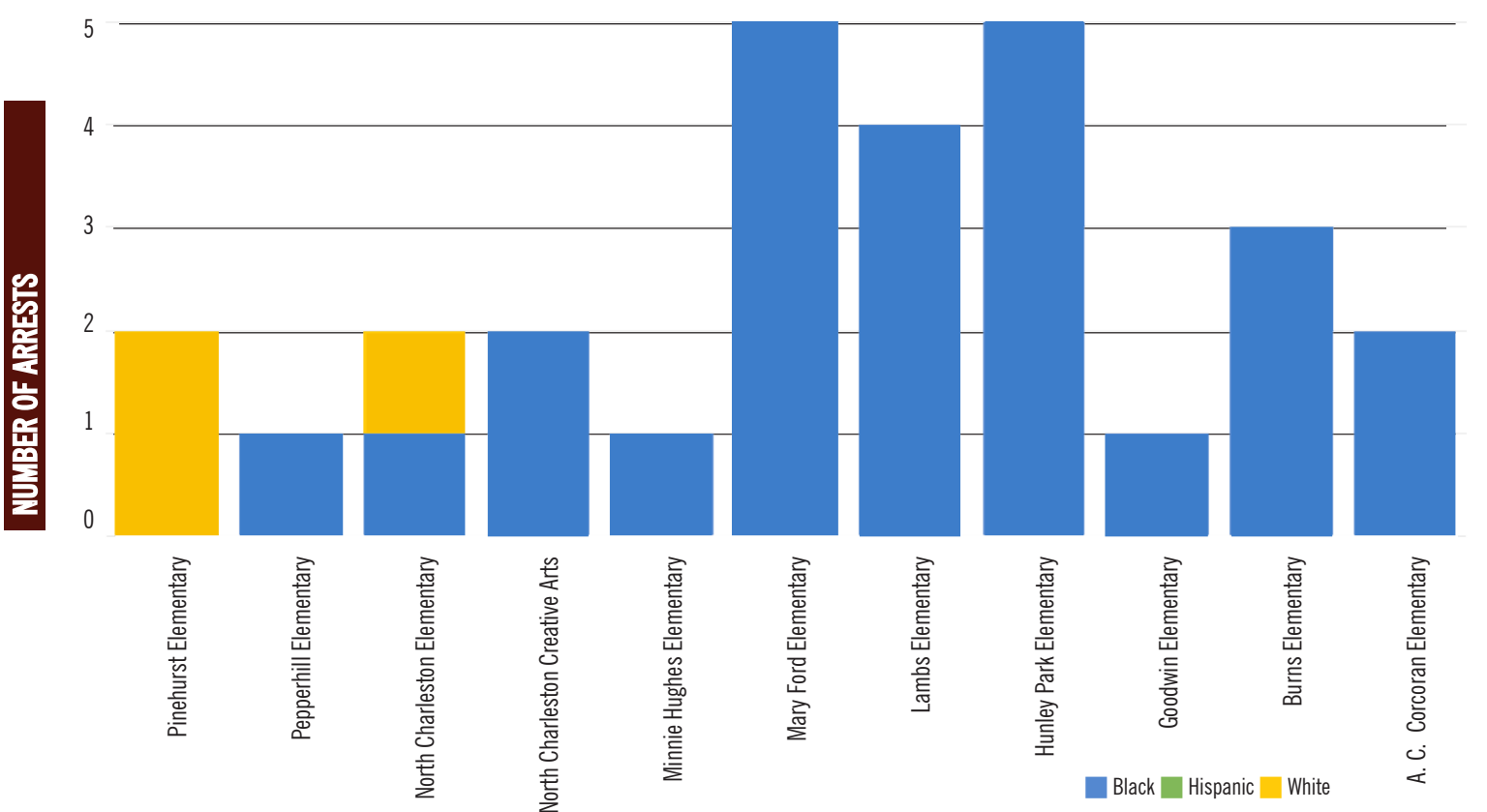
Source for Charts: Charleston County Public School District

CHARLESTON COUNTY ELEMENTARY SCHOOL ARRESTS BY CATEGORY OF CHARGE, 2014–2015

Source: Charleston County Public School District

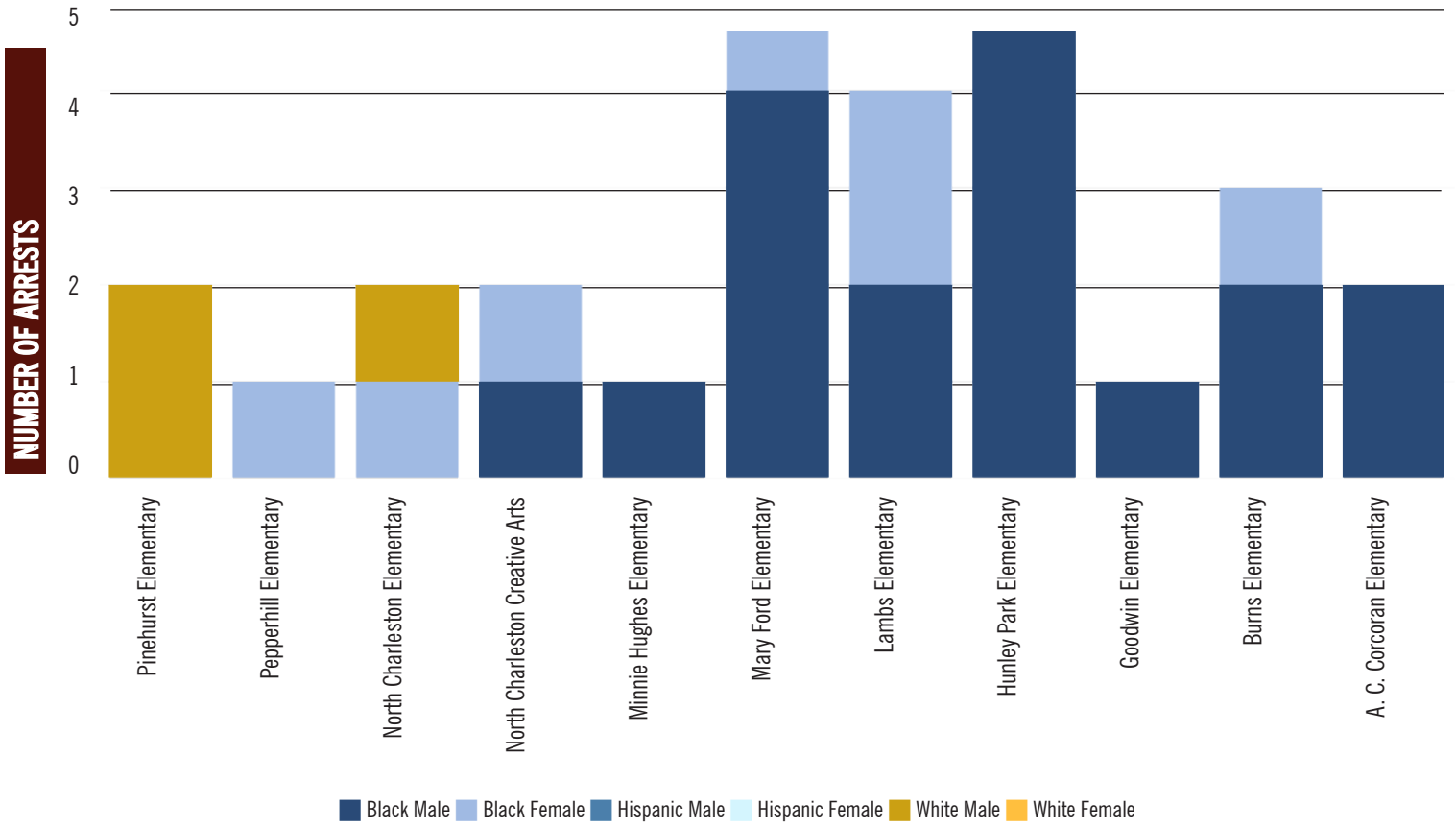


CHARLESTON COUNTY ELEMENTARY SCHOOL ARRESTS BY RACE/ETHNICITY, 2014–2015



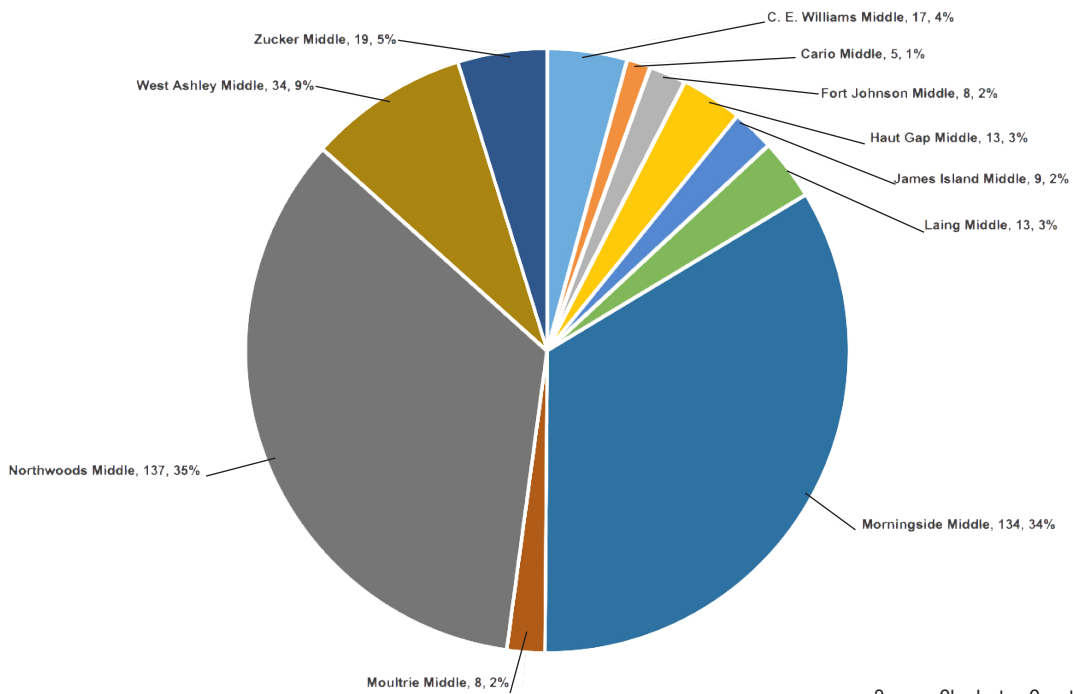
Source: Charleston County Public School District

CHARLESTON COUNTY ELEMENTARY SCHOOL ARRESTS BY SEX AND RACE/ETHNICITY, 2014–2015



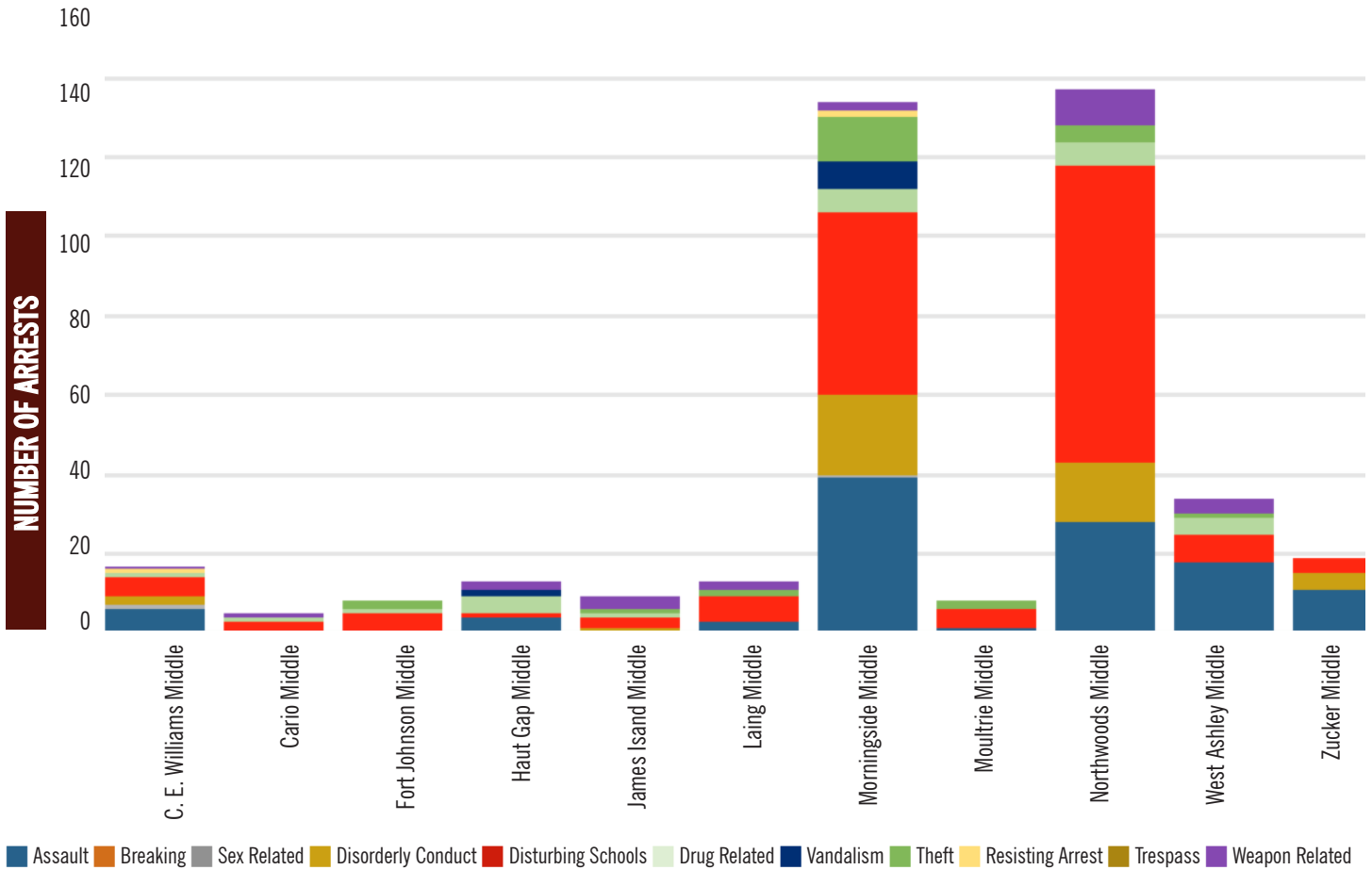
Source: Charleston County Public School District

CHARLESTON COUNTY SCHOOL ARRESTS AND PERCENTAGE OF TOTAL ARRESTS BY MIDDLE SCHOOL, 2014–2015



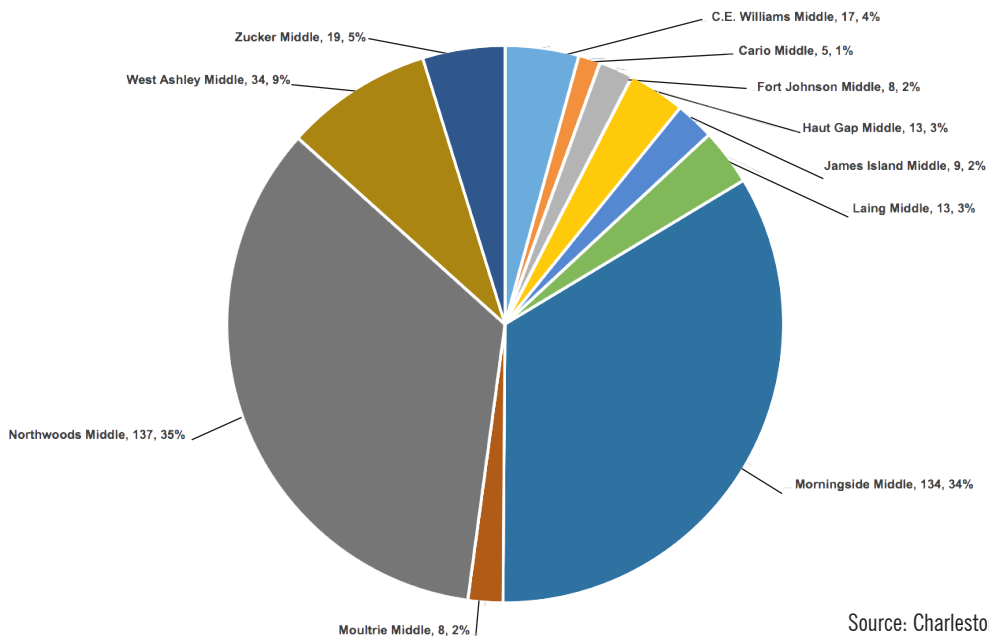
Source: Charleston County Public School District

CHARLESTON COUNTY MIDDLE SCHOOL ARRESTS BY CATEGORY OF CHARGE, 2014–2015



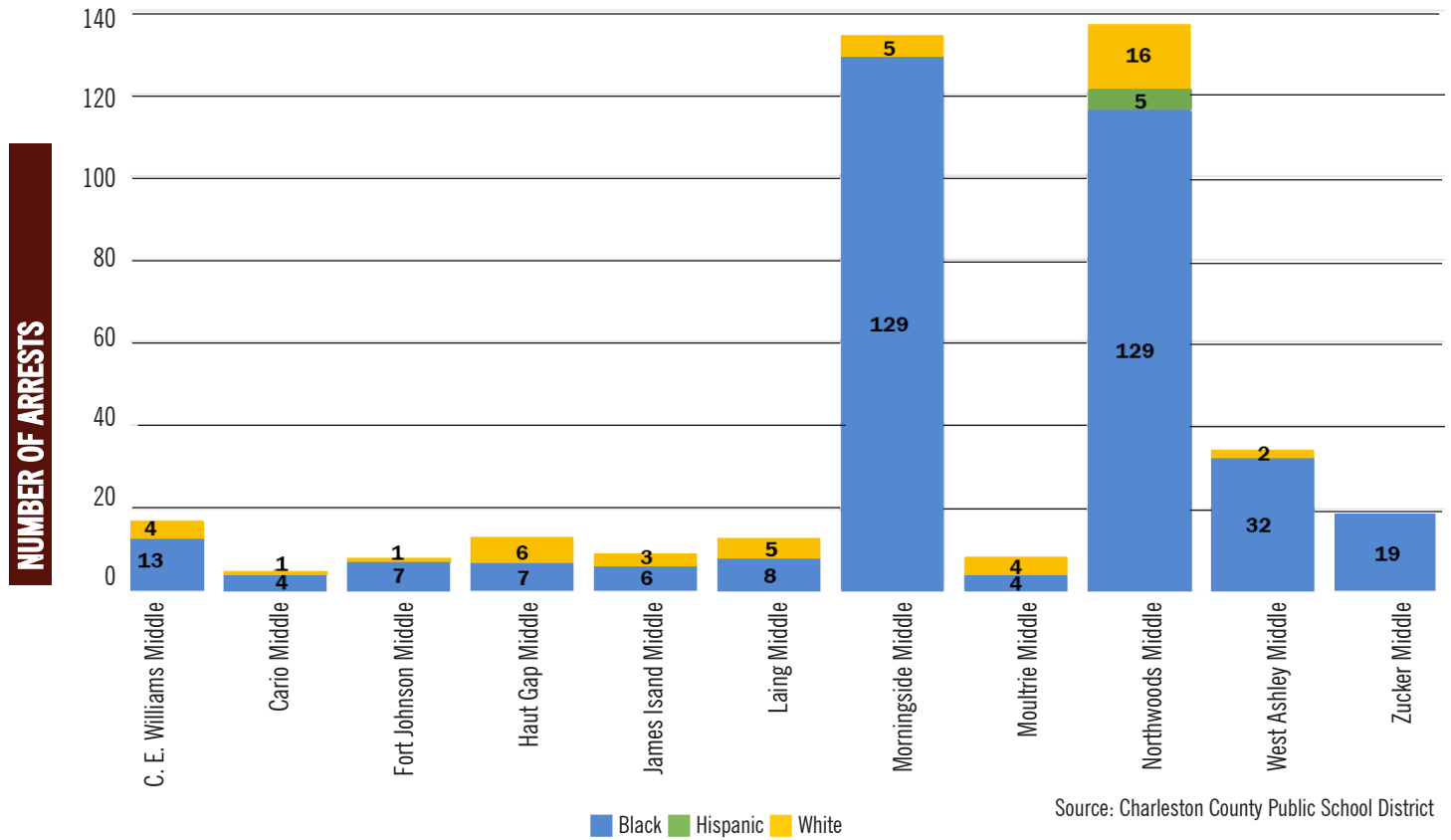
Source: Charleston County Public School District

CHARLESTON COUNTY MIDDLE SCHOOL ARRESTS AND PERCENTAGE OF TOTAL ARRESTS BY MIDDLE SCHOOL, 2014–2015

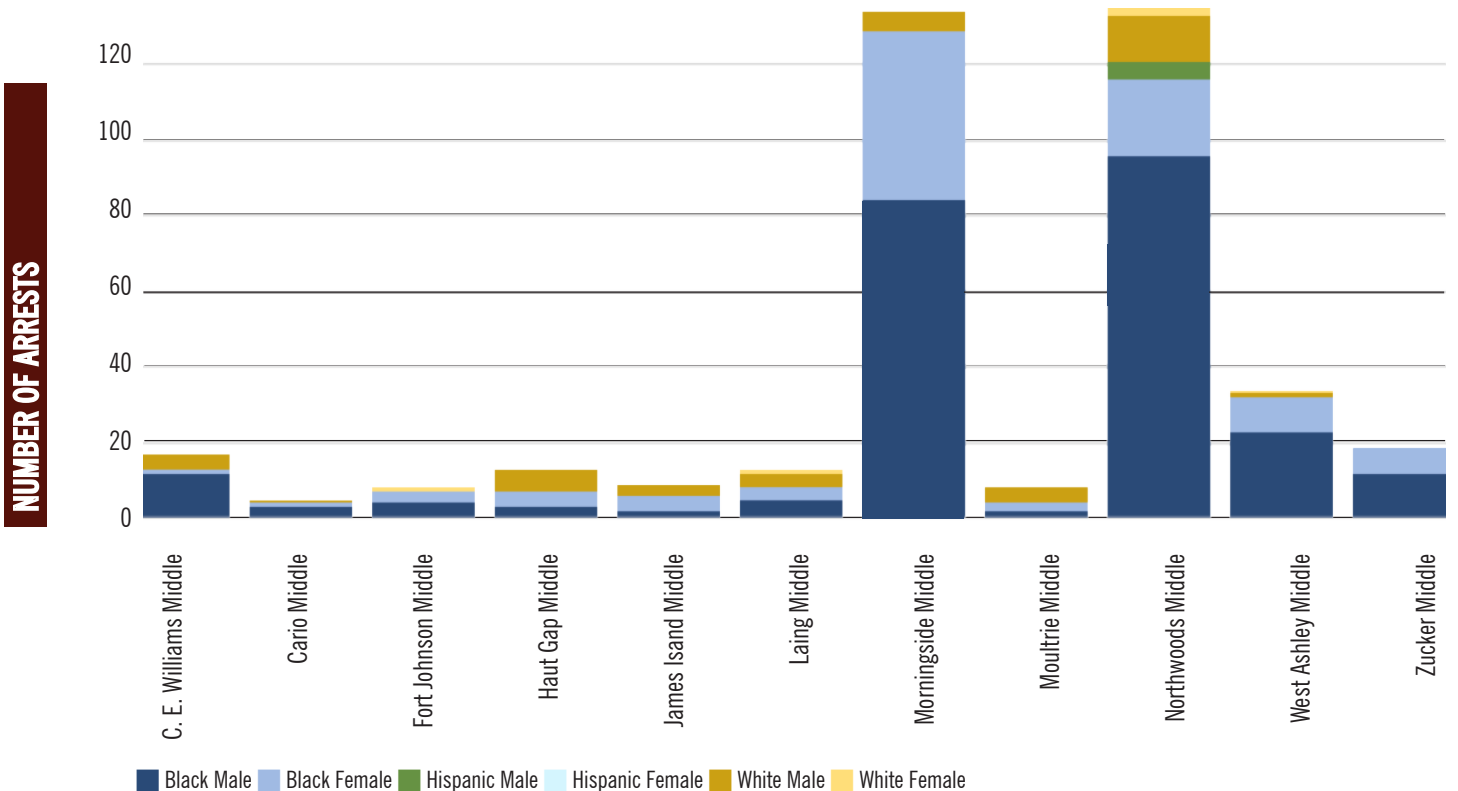


Source: Charleston County Public School District

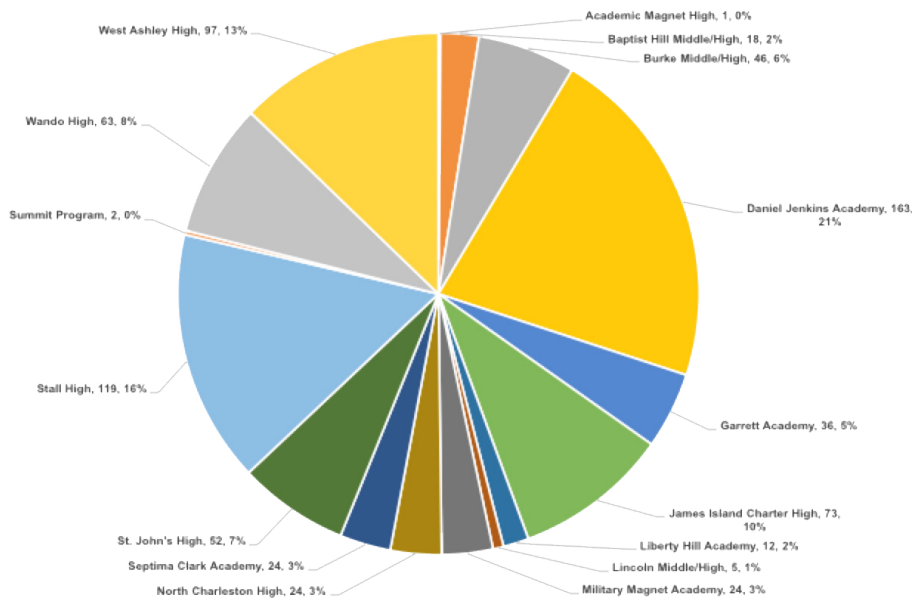
CHARLESTON COUNTY MIDDLE SCHOOL ARRESTS BY RACE/ETHNICITY, 2014–2015



CHARLESTON COUNTY MIDDLE SCHOOL ARRESTS BY SEX AND RACE/ETHNICITY, 2014–2015

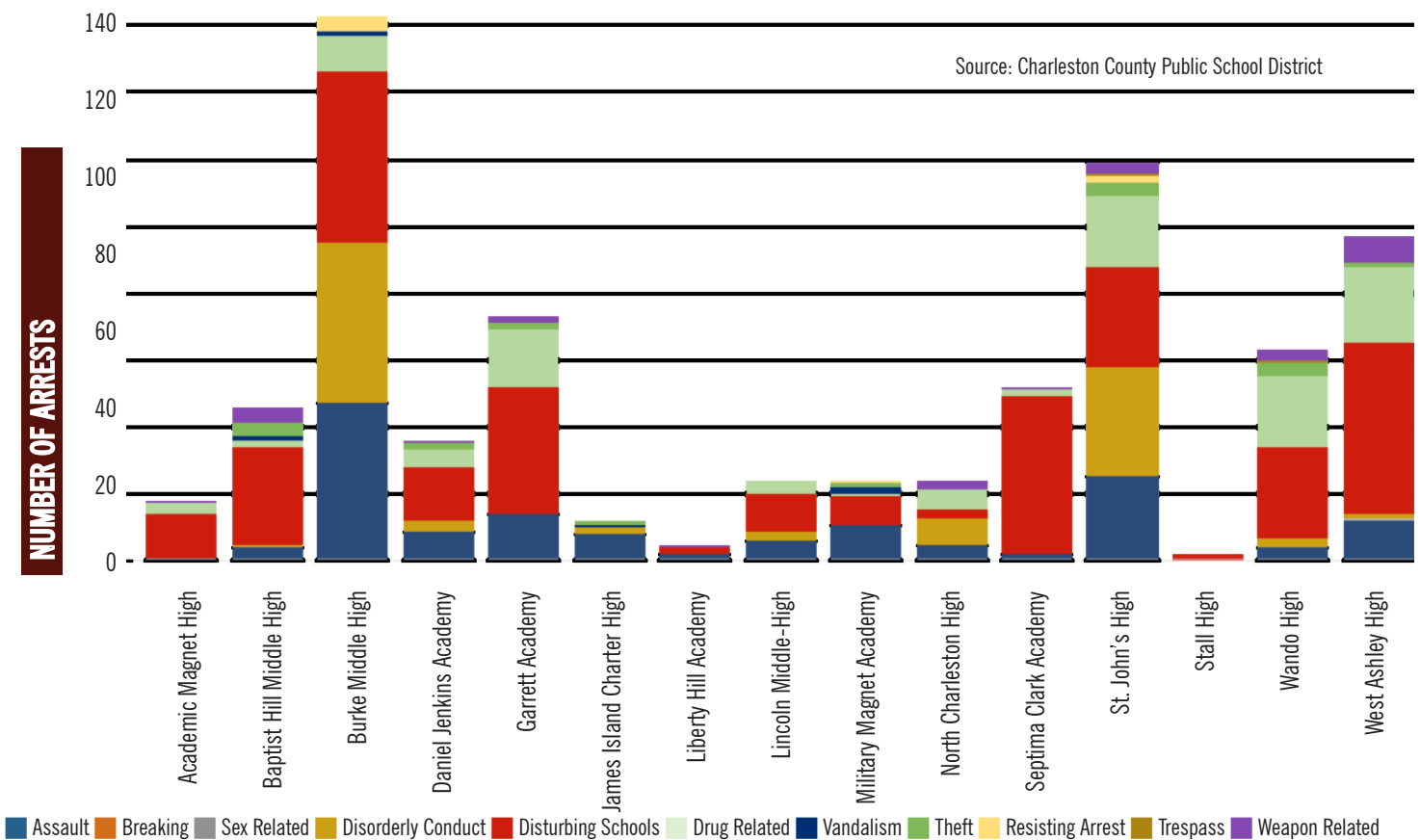


CHARLESTON COUNTY TOTAL ARRESTS AND PERCENTAGE OF TOTAL ARRESTS BY HIGH SCHOOL, 2014–2015

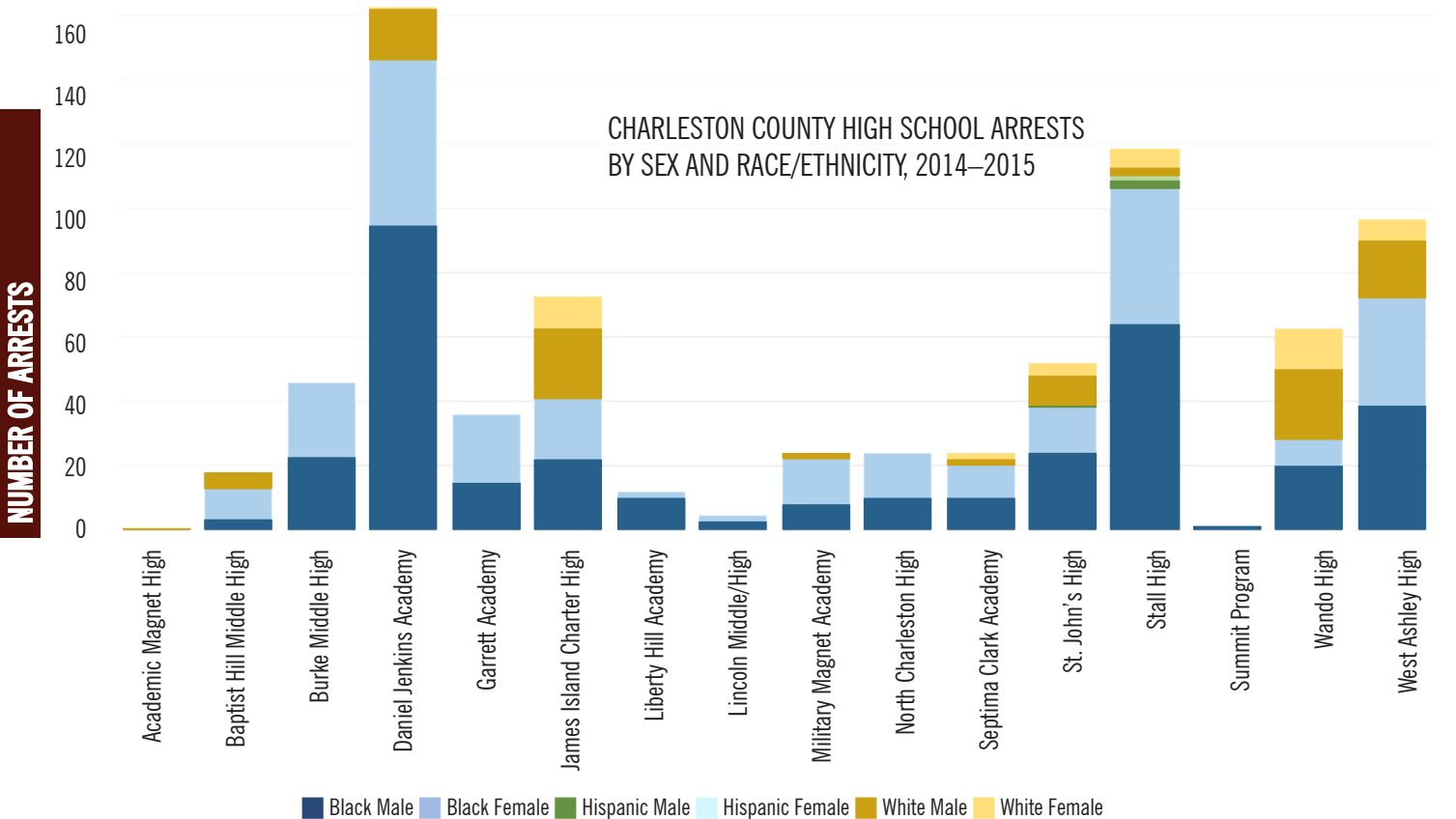
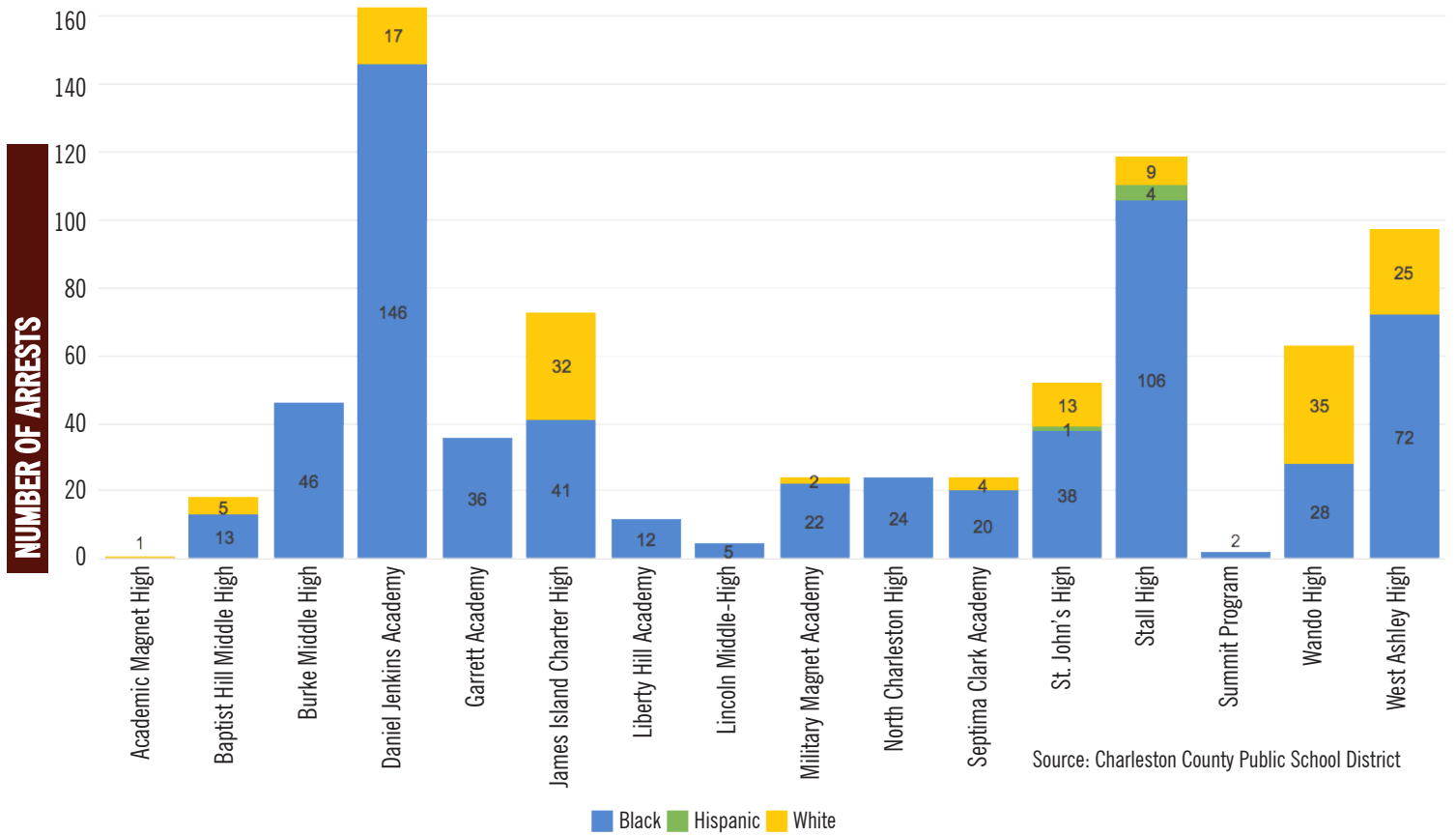


Source: Charleston County Public School District

CHARLESTON COUNTY HIGH SCHOOL ARRESTS BY CATEGORY OF CHARGE, 2014–2015



CHARLESTON COUNTY HIGH SCHOOL ARRESTS BY RACE/ETHNICITY, 2014–2015



DISTURBING SCHOOLS LAW CRIMINALIZES THOUSANDS OF STUDENTS

“Students are being channeled into the criminal justice system for regular adolescent behavior that schools have dealt with for generations. This shift toward criminalization is hurting young people, particularly students of color.”

ACLU attorney Sarah Hinger



In August 2016, the American Civil Liberties Union (ACLU) filed a federal lawsuit challenging South Carolina for making it a crime for students to “disturb” or engage in otherwise normal adolescent misbehaviors at schools.

The ACLU found that hundreds of students—as young as 7 years old—were being charged for minor infractions like loitering, cursing, refusing to follow directions, scuffles that did not result in injury, or other undefined “obnoxious” actions on school grounds. Attorneys for the organization also said the statute has a chilling effect on students who speak out against policing abuses within the schools, and black students are nearly four times as likely to be targeted under the law.

Between the 2010–2011 school year and March 2016, over 9,500 young people in South Carolina were referred to the Department of Juvenile Justice on charges of disturbing schools. Disturbing schools and disorderly conduct charges are consistently among the leading reasons that young people enter the juvenile justice system.

Although referrals for disturbing schools have decreased over time in some counties, disturbing schools charges have increased statewide from the 2012–2013 school year to the 2015–2016 school year. Rates of racial disparity in referrals for disturbing schools have also increased. In the 2014–2015 school year, black students statewide were nearly four times as likely as their white classmates to be charged with disturbing schools.

South Carolina Code §16-17-420 was enacted almost 100 years ago to prevent trespassing, but it was not intended to apply to students rightfully attending their own school. More recently, however, the law’s broad terms have been invoked to draw thousands of adolescents into the juvenile and criminal justice systems. The ACLU found the disturbing school charge is consistently among the leading sources of referrals to the South Carolina Department of Juvenile Justice.

- Statewide in 2014–2015, black students were nearly four times as likely to be referred for charges of disturbing schools as were their white classmates.
- In Charleston County, young people were more likely to be referred to the juvenile justice system for disturbing schools than for any other reason and black students were more than six times as likely as their white peers to be referred for this offense.
- The types of incidents that lead to disturbing schools and disorderly conduct charges cannot be distinguished by any objective standard from the types of behaviors schools address regularly without resorting to the criminal justice system.
- Students as young as seven have been charged with disturbing schools.
- At times, students have been arrested when they react to disruptions caused by those who are supposed to protect them.
- Research demonstrates teachers and schools can employ a range of effective approaches to prevent disruption, and to de-escalate disruption and conflicts when they do occur. In contrast, research also shows that educators who employ punitive approaches create negative experiences for all students and may escalate disruptions.
- Referral to law enforcement during school greatly diminishes the likelihood that a student will graduate. Young people who are charged with crimes may feel stigma and fear, making it more difficult to engage with school. They may also face disciplinary consequences that can include years in alternative settings that fail to offer complete access to coursework necessary to graduate.

Black people’s suspicions about the racial mismatch between the teaching staff and the makeup of the student body is confirmed by data obtained from the district through a Freedom of Information Act request. White women make up the majority of teaching staff in the CCSD. Of the district’s 3,312 teachers, 2,336 (71%) are white women and 456 (14%) are white men compared to 383 (12%) black women and 72 (less than one percent) black men. Although there are dramatically fewer white male teachers than their female counterparts, there are more white males in the county’s teaching force than black men and women combined.

SUMMARY: TEACHING STAFF BY RACE/ETHNICITY AND GENDER						
FY 18 (as of 10/3/17)						
Gender	African American	American Indian	Asian	Caucasian	Hispanic	Total
Female	383	2	17	2,336	30	2,768
Male	72	0	6	456	10	544
Total	455	2	23	2,792	40	3,312

Source: Charleston County Public School District



HEALTH AND ENVIRONMENTAL HAZARDS


Low-income residents and residents of color in Charleston County continue to live in segregated communities that suffer from greater exposure to environmental hazards that include noxious incinerators, landfills, Superfund sites, Toxics Release Inventory facilities, and sewer and water treatment plants. Because these hazardous waste sites are differentially located predominantly in non-white and low-income communities, the disproportionate burden of exposure to these harmful conditions results in negative health outcomes, stressed communities, and reduction in quality of life and neighborhood sustainability.




The adverse health effects include birth defects, diabetes, urinary tract disorders, eczema and skin conditions, anemia, cancer, stroke, and speech and hearing difficulties in young children. Moreover, these stressors, coupled with inadequate health-promoting infrastructure (supermarkets, parks, open spaces, medical facilities), reduce the community's ability to defend against the adverse health consequences of their differential burden and exposure to eco-hazards.


The South Carolina Department of Health and Environmental Control has identified a number of additional risk factors contributing to the major chronic diseases and leading causes of death among black and white residents in Charleston County. Some behavioral risk factors that contribute to the leading causes of death are smoking, sedentary lifestyle, obesity, high cholesterol, and low consumption of fruits and vegetables. The prevalence of these risk factors from the 2013 South Carolina Behavioral Risk Factor Surveillance System (BRFSS) survey are listed in the table below for the health region.

RISK FACTOR	Charleston County					State
	Total	Black	White	Male	Female	Total
Current smoking (%)	16.36	14.96	16.28	21.65	12.01	22.00
Sedentary lifestyle (%)	23.85	27.03	21.83	22.64	24.86	26.87
Overweight or obese (%)	65.50	73.09	63.37	69.24	62.22	66.47
High cholesterol (%)	45.50	43.06	47.14	48.79	42.73	42.58
Median daily servings of fruits	1.00	1.05	1.00	0.98	1.12	0.99
Median daily servings of vegetables	1.57	1.14	1.72	1.45	1.70	1.50


HYPERTENSION		Charleston County					State
		Total	Black	White	Male	Female	Total
Prevalence (%)		39.2	NA	NA	NA	NA	38.4
Number of hospitalizations		318	225	83	130	188	5,334
Crude rate of hospitalizations (per 100,000)		85	204	33	72	98	112
Median age of hospitalized patients		58	54	69	57	58	59
Total cost of hospitalization (\$)		12,589,500	8,422,900	3,699,100	5,808,400	6,781,100	200,069,800
Average length of hospital stay (days)		4	5	4	5	4	5
Number of ER visits		988	678	285	399	589	15,651
Crude rate of ER visits (per 100,000)		265	616	112	221	306	328
Median age of ER patients		54	52	62	50	58	54
Total cost of ER visits (\$)		2,774,300	1,826,500	882,000	1,012,800	1,761,500	49,710,700
Number of deaths		25	17	8	11	14	418
Age-adjusted death rate (per 100,000)		6.0	15.6	2.6	6.3	5.6	7.9


Source: South Carolina Department of Health and Environmental Control (DHEC)

HEART DISEASE		County					State
		Total	Black	White	Male	Female	Total
Prevalence (%)		4.7	NA	NA	NA	NA	4.9
Number of hospitalizations		3,380	1,261	2,034	1,753	1,626	50,827
Crude rate of hospitalizations (per 100,000)		907	1,145	801	971	846	1,064
Median age of hospitalization (\$)		69	64	72	66	73	68
Total cost of hospitalization (\$)		182,202,200	61,095,900	115,704,000	103,547,700	78,618,100	3,099,389,600
Average length of hospital stay (days)		5	5	4	5	5	5
Number of ER visits		1,300	587	681	635	664	19,962
Crude rate of ER visits (per 100,000)		349	533	268	352	345	418
Median age of ER patients		63	60	66	62	63	64
Total costs of ER visits (\$)		9,615,400	3,967,100	5,429,200	5,174,500	4,436,500	168,582,900
Number of deaths		592	211	374	297	295	9,604
Age-adjusted death rate (per 100,000)		145.4	201.1	123.9	178.3	120.4	179.2


STROKE		Charleston County					State
		Total	Black	White	Male	Female	Total
Prevalence (%)		4.8	NA	NA	NA	NA	3.8
Number of hospitalizations		973	404	535	438	535	14,943
Crude rate of hospitalizations (per 100,000)		261	367	211	243	278	313
Median age of hospitalized patients		69	65	73	67	72	69
Total cost of hospitalization (\$)		43,964,400	19,085,000	23,662,600	19,748,700	24,215,700	690,018,200
Average length of hospital stay (days)		5	5	4	5	5	5
Number of ER visits		366	120	232	162	204	5,283
Crude rate of ER visits (per 100,000)		98	109	91	90	106	111
Median age of ER patients		70	61	73	66	71	66
Total cost of ER visits (\$)		3,823,000	1,213,100	2,450,500	1,650,600	2,172,400	53,018,800
Number of deaths		176	62	113	67	109	2,488
Age-adjusted death rate (per 100,000)		43.8	58.6	38.2	42.6	44.4	47.2


Source: South Carolina Department of Health and Environmental Control (DHEC)


CHRONIC LOWER RESPIRATORY DISEASE		Charleston County					State
		Total	Black	White	Male	Female	Total
Number of hospitalizations		935	357	539	344	591	15,659
Crude rate of hospitalizations (per 100,000)		251	324	212	190	307	328
Median age of hospitalized patients		61	51	68	59	63	63
Total cost of hospitalization (\$)		24,192,800	7,123,200	16,373,000	7,893,200	16,299,600	439,323,600
Average length of hospital stay (days)		4	3	4	3	4	4
Number of ER visits		3,034	1,958	968	1,378	1,656	49,050
Crude rate of ER visits (per 100,000)		814	1,778	381	763	862	1,027
Median age of ER patients		33	28	47	25	40	40
Total cost of ER visits (\$)		8,024,500	4,522,100	3,261,700	3,258,900	4,765,600	134,527,100
Number of deaths		146	20	126	58	88	2,751
Age-adjusted death rate (per 100,000)		37.0	19.1	43.7	37.6	37.4	50.7

DIABETES		Charleston County					State
		Total	Black	White	Male	Female	Total
Prevalence (%)		14.0	NA	NA	NA	NA	12.5
Number of hospitalizations		644	380	239	325	319	9,764
Crude rate of hospitalizations (per 100,000)		173	345	94	180	166	204
Median age of hospitalized patients		52	52	52	53	50	51
Total cost of hospitalization (\$)		19,806,500	12,267,500	6,828,800	10,489,000	9,317,500	321,377,000
Average length of hospital stay (days)		4	4	4	4	4	5
Number of ER visits		1,067	779	264	558	509	13,909
Crude rate of ER visits (per 100,000)		286	707	104	309	265	291
Median age of ER patients		52	52	53	52	53	52
Total cost of ER visits (\$)		3,633,100	2,512,800	1,003,200	1,876,100	1,757,000	46,056,100
Number of deaths		79	57	27	47	37	1,239
Age-adjusted death rate (per 100,000)		19.5	48.7	9.4	27.3	13.8	22.5


Source: South Carolina Department of Health and Environmental Control (DHEC)


ALL CANCERS		Charleston County					State
		Total	Black	White	Male	Female	Total
Number of hospitalizations		1,233	381	801	651	582	14,136
Crude rate of hospitalizations (per 100,000)		331	346	315	361	303	296
Median age of hospitalized patients		64	62	65	64	63	64
Total cost of hospitalization (\$)		77,081,900	24,163,000	49,956,900	42,511,600	34,570,300	963,427,600
Average length of hospital stay (days)		6	7	6	6	6	7
Number of deaths		646	221	420	352	294	9,700
Age-adjusted death rate (per 100,000)		157.1	197.0	143.3	200.9	127.4	173.2


FEMALE BREAST CANCER		Charleston County					State
		Total	Black	White	Male	Female	Total
Number of hospitalizations		57	18	36	0	57	923
Crude rate of hospitalization (per 100,000)		30	30	25	0	30	38
Median age of hospitalized patients		55	57	54	0	55	59
Total cost of hospitalization (\$)		4,359,800	975,800	3,206,100	0	4,359,800	50,631,800
Average length of hospital stay (days)		3	4	3	0	3	3
Number of deaths		36	20	16	0	36	633
Age-adjusted death rate (per 100,000)		16.7	32.6	10.2	0	16.7	21.1

COLORECTAL CANCER		Charleston County					State
		Total	Black	White	Male	Female	Total
Number of hospitalizations		146	46	93	65	81	1,796
Crude rate of hospitalizations (per 100,000)		39	42	37	36	47	38
Median age of hospitalized patients		66	64	68	65	68	65
Total cost of hospitalization (\$)		8,614,800	3,055,000	5,264,000	4,892,900	3,721,900	140,452,900
Average length of hospital stay (days)		6	8	6	8	5	8
Number of deaths		47	18	29	30	17	821
Age-adjusted death rate (per 100,000)		12.0	16.3	10.6	17.5	7.7	14.9

Source: South Carolina Department of Health and Environmental Control (DHEC)

CERVICAL CANCER		Charleston County					State
		Total	Black	White	Male	Female	Total
Number of hospitalizations		15	9	5	0	57	923
Crude rate of hospitalization (per 100,000)		8	15	50	0	8	6
Median age of hospitalized patients		59	59	50	0	55	59
Total cost of hospitalization (\$)		508,100	216,600	177,000	0	508,100	6,269,800
Average length of hospital stay (days)		3	3	2	0	3	55
Number of deaths		4	3	1	0	4	74
Age-adjusted death rate (per 100,000)		1.6	4.2	0.5	0	1.6	2.7

LUNG CANCER		Charleston County					State
		Total	Black	White	Male	Female	Total
Number of hospitalizations		123	46	79	61	62	2,041
Crude rate of hospitalization (per 100,000)		33	36	31	34	32	43
Median age of hospitalized patients		68	65	69	69	67	67
Total cost of hospitalization (\$)		8,162,100	2,764,900	5,128,600	4,274,500	3,887,600	145,739,900
Average length of hospital stay (days)		7	8	6	7	7	7
Number of deaths		170	52	117	85	85	2,875
Age-adjusted death rate (per 100,000)		40.4	42.7	39.4	47.3	35.4	49.2

PROSTATE CANCER		Charleston County					State
		Total	Black	White	Male	Female	Total
Number of hospitalizations		135	42	92	135	0	970
Crude rate of hospitalizations (per 100,000)		75	83	73	75	0	42
Median age of hospitalized patients		64	62	65	64	0	63
Total cost of hospitalization (\$)		5,592,500	1,973,400	3,592,900	5,592,500	0	46,328,700
Average length of hospital stay (days)		2	3	2	2	0	3
Number of deaths		30	12	18	30	0	457
Age-adjusted death rate (per 100,000)		19.0	31.7	15.5	19.0	0	21.2

Source: South Carolina Department of Health and Environmental Control (DHEC)

INFANT MORTALITY NOTES

Infant mortality rates are considered a bellwether for a community's overall health. South Carolina has long ranked among the deadliest states for newborns, especially black newborns. They face a toxic mix of poverty, chronically sick mothers, premature birth, and daunting barriers to health care. Since 2000, 6,696 South Carolina babies have died before their first birthday. Black people tend to be less healthy than their white counterparts, with markedly higher rates of obesity, diabetes, and hypertension, all of which contribute to higher death rates among infants. Many black mothers start their pregnancies with health issues that can harm their babies. Because of distrust of medical professionals, black residents in the region show a reluctance to see doctors for preventative and prenatal care.



North Charleston Children's Care on a public bus line near Northwoods Mall, so low-income families can more easily get to the doctor. In an interview with the *Post and Courier*, Henry Lemon, a pediatrician at the clinic, said lack of transportation is one of the biggest hurdles for the poor in obtaining routine medical care.¹¹

The leading causes of infant deaths in South Carolina are birth defects, disorders related to low birth weight and preterm birth, Sudden Infant Death Syndrome, and accidents. Access to quality prenatal care, evidence-based patient practices, and resources and techniques to achieve and maintain wellness are three priority areas that can directly impact these causes. Health equity underpins all of the priority areas. Concerns in population health can be traced to economic and social conditions that are unequal dependent on race. Maternal health is a significant contributing factor to infant mortality as well. Women with chronic conditions such as diabetes, hypertension, and obesity are at greater risk for poor pregnancy outcomes. A life course perspective, including preconception and interconception care, is essential to prevent or decrease these risks.

South Carolina has high rates of underinsured and uninsured women, and the rising costs of health care adversely affect the poor, as well as the middle class. These high costs result in limited access to preventive and prenatal care, thus, increasing the risk of poor health for mothers and infants.

It is also very expensive for OB-GYN and maternal-fetal specialists who do high-risk pregnancies to pay for malpractice insurance. So the numbers of providers in these communities where there are so many high-risk pregnancies are low. The Palmetto State's infant mortality rate hit an all-time low in 2015, but that achievement largely bypassed its rural corners, where infants, white and black, still die at third-world rates.

In recent years, noticeable gains have been made in the state's booming metropolitan areas, where state-of-the-art hospitals and programs exist to help new mothers through the risks of pregnancy and fragile first months. But some isolated communities remain largely untouched by a four-year state campaign to stop babies from dying unnecessary deaths. The state also provides relatively little money to support some of the most promising infant death prevention efforts. Furthermore, the programs are not available in some counties that need the most help.

In 2015, the mothers of more than a quarter of the newborns who died received little or no prenatal care. The death rate for those babies is more than five times the statewide rate. For black babies, the rate is about seven times higher. Among black communities in some rural counties, infants die at rates triple that of white infants.

The Medical University of South Carolina set up its

LIVE BIRTHS IN SOUTH CAROLINA, CHARLESTON COUNTY, AND BY RACE/ETHNICITY, 2015

South Carolina	58,135
Charleston County	4,991
Whites	2,934 (11.7)
Blacks	1,642 (13.9)
Hispanics	406 (20.7)

LIVE BIRTHS BY RACE/ETHNICITY AND AGE OF MOTHER FOR SOUTH CAROLINA, AND CHARLESTON COUNTY, 2015

	Total	<15 years	15–19	20–24	25–29	30–34	35–39	40–44	45+	Unk
South Carolina	33,933	18	1,984	7,436	10,469	9,333	3,913	724	54	2
White Charleston County	2,934	—	35	288	694	1212	606	91	8	--
Black Charleston County	1,642	2	123	465	543	323	156	24	6	--
Hispanic Charleston County	406	1	22	79	119	106	63	15	1	

LIVE BIRTHS TO UNMARRIED MOTHERS FOR SOUTH CAROLINA AND CHARLESTON COUNTY BY RACE/ETHNICITY, 2015

	Total Number/Percent	White Number/Percent	Black Number/Percent	Hispanic Number/Percent
South Carolina	26,975/46.4	10,388/30.6	14,070/73.0	2,501/51.5
Charleston	1927/38.6	485/16.5	1227/74.7	212/52.2

LOW WEIGHT LIVE BIRTHS AND PERCENT OF LOW WEIGHT LIVE BIRTHS IN SOUTH CAROLINA AND CHARLESTON COUNTY BY RACE/ETHNICITY, 2015

	Total	White Number/Percent	Black Number/Percent	Hispanic Number/Percent
South Carolina	5,549/9.5	2490/7.3	2,734/14.2	311/6.4
Charleston	483/9.7	189/6.4	260/15.8	31/7.6

INFANT MORTALITY RATES FOR SOUTH CAROLINA BY RACE/ETHNICITY, 2010–12 AND 2015

	2010–12	2015
All races	8.0	7.0
White	6.1	4.8
Black	11.5	11.2

INFANT MORTALITY RATES FOR CHARLESTON COUNTY BY RACE, 2010–12 AND 2015		
	2010–12	2015
White	4.5	1.8
Black	9.4	11.3

PRENATAL CARE VISITS FOR SOUTH CAROLINA AND CHARLESTON COUNTY, BY RACE/ETHNICITY, 2015								
	Total Births	No Visits	1–4 Visits	5 Visits	6–10 Visits	11–15 visits	16+	Unknown
South Carolina	58,135	811	2,701	1304	16,315	28,484	8,427	93
Charleston County	4,991	59	234	114	1,524	2,274	781	5
White	2,934	14	87	37	869	1,530	396	1
Black	1,642	24	106	50	494	621	343	4
Hispanic	406	21	39	25	158	121	42	-

Source: South Carolina Department of Health and Environmental Control (DHEC)

PEOPLE WITHOUT HEALTH INSURANCE BY RACE, 2016

A person's ability to access health services has a profound effect on every aspect of that individual's health. People without medical insurance are more likely to lack a usual source of medical care such as a primary care provider and they are more likely to skip routine medical care due to costs, which increases their risk for serious and disabling health conditions.

PERCENT OF POPULATION WITHOUT HEALTH INSURANCE BY RACE, 2009–15			
Year	Race	Charleston County	South Carolina
2008	Black	21.4%	20.4%
	White	11.7%	14.6%
Year	Race	Charleston County	South Carolina
2015	Black	13.2%	11.6%
	White	8.7%	10.0%

DEATH RATES BY RACE (ALL CAUSES), 2005, 2015		
	Blacks	Whites
2005	8.9	8.2
	975	1755
2015	9.3	8.0
	2,058	3,860

Sources: US Census Bureau, 2008, 2015 American Community Survey

**DEATH RATES BY RACE
FOR SOUTH CAROLINA,
CHARLESTON COUNTY,
2015**

South Carolina	
Total Number	47,182
Rate	9.6
White	
Total Number	34,838
Rate	10.3
Black	
Total Number	12,311
Rate	8.2
Charleston County	
Total Number	3,207
Rate	8.2
White	
Total Number	2,105
Rate	7.8
Black	
Total Number	1,099
Rate	9.1

**DEATHS BY RACE AND GENDER FOR SOUTH CAROLINA
AND CHARLESTON COUNTY, 2015**

South Carolina	
Total Number	47,182
Total Male	24,210
Total Female	22,971
White	
Total Number	34,838
Total Male	17,858
Total Female	16,979
Black	
Total Number	12,311
Total Male	6,335
Total Female	5,976
Charleston County	
Total Number	3,207
Total Male	1,622
Total Female	1,585
White	
Total Number	2,105
Total Male	1,040
Total Female	1,065
Black	
Total Number	1,099
Total Male	582
Total Female	517

Source: South Carolina Department of Health and Environmental Control (DHEC)

CRIME AND POLICING

Several law enforcement agencies, including Charleston County Sheriff's Office and the North Charleston Police Department, have especially egregious records of police misconduct and violence against civilians. The North Charleston Police Department (NCPD) employs over 340 sworn police officers who serve a population of approximately 100,000 residents. Despite the racial and ethnic diversity of North Charleston—47% of its population is African American, 11% is Hispanic, and 42% is white—the police force is overwhelmingly white at 80%.

The data on racial profiling and the examples of excessive use of force span multiple years and involve multiple NCPD officers, reflecting a police culture that disproportionately harms the African American community in North Charleston.

Shortly after Walter Scott's death, the NAACP Legal Defense and Educational Fund, Inc. (LDF) and more than two dozen North Charleston organizations, lawmakers, and residents submitted a letter to then-US Attorney General Loretta Lynch requesting that the US Department of Justice (DOJ) open a civil rights investigation into the NCPD. These organizations documented a record of misconduct by NCPD officers—including incidents of excessive force, unconstitutional stops, arrests, detentions, and racial disparities in policing practices—that suggested a pattern of excessive force and racial discrimination throughout NCPD's law enforcement practices. Their reporting has also shown that NCPD officers stopped thousands of people, disproportionately black often for pretextual reasons, and uncovered incidents of officers physically assaulting residents.



The shooting death of Walter Scott at the hands of an NCPD officer should not be perceived as an isolated incident but rather recognized as an outcome of a policing culture resulting from decades of police violence and unlawful policing practices committed against North Charleston residents, particularly residents of color.

Black residents had a disproportionately higher share of citizen complaints against NCPD officers compared to their population, filing 60% of complaints even though they are only 47.2% of the North Charleston population. White residents filed 33% of citizen complaints compared to their estimated population of 41.6%. In other words, black residents filed nearly twice as many complaints as white residents, even though their populations differ by only 6 percentage points.



IN NORTH CHARLESTON

62

of the **342** sworn officers are black

27

of the Charleston County Sheriff's Office's **253** deputies are black

12

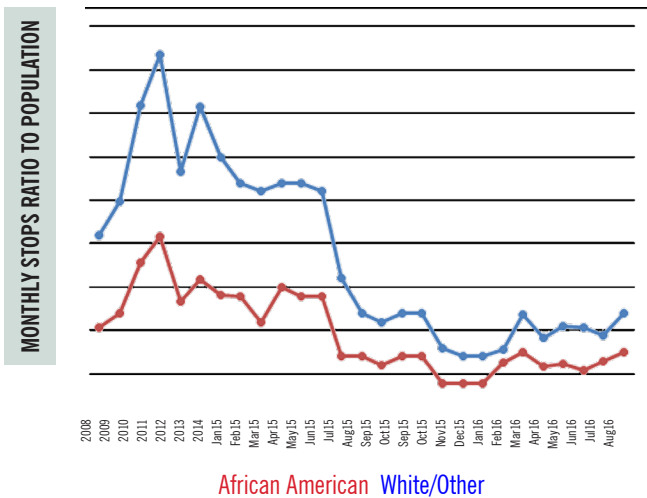
of Mount Pleasant's **138** sworn officers are black in a town that is 90% white

Although 60% of the citizen complaints were filed by black residents, their complaints were much less likely to be sustained by NCPD than complaints filed by white residents. Overall, NCPD sustained complaints filed by black individuals 31% of the time, but sustained complaints filed by white individuals 50% of the time.

TRAFFIC STOPS WITHOUT ARREST OR CITATION, 2011–2015	
Total stops	122,818
Black drivers	80,250 (65%)
White drivers	40,262 (33%)

Source: NAACP Legal Defense and Educational Fund

NORTH CHARLESTON STOPS RATIO OF RACE TO POPULATION



*Stop data from South Carolina Department of Public Safety Public Contact Report

*Population data from US Census Bureau

TASERS

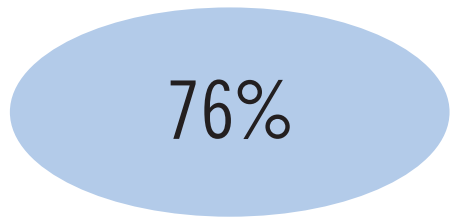
Of the 1,238 “various uses of force” that North Charleston officers employed from 2010 to 2014, tasers were involved 825 times.

INCARCERATION

Black South Carolinians are over four times more likely to be imprisoned than white South Carolinians. South Carolina is one of 12 states where more than half of the prison population is black.

In 2013, Charleston County launched efforts to cut down on the number of people behind bars. The Charleston County Criminal Justice Coordinating Council (CCCJCC) was tasked with forming

Of more than 22,000 stops in 2014 in North Charleston, 16,730 involved African Americans—almost



of stops, much higher than the city’s black population. Most of those, some 10,600, involved black men, like Scott.

a three-year plan to safely lower the jail population by reducing jail bookings for lower-level offenses such as simple possession of marijuana or open containers while increasing alternatives for people dealing with mental health and/or substance abuse issues. Other initiatives include cutting time between booking and case disposition, as well as implementing an automated court date reminder system. The council's efforts were supplemented by \$2.25 million in funding from the John D. and Catherine T. MacArthur Foundation's Safety and Justice Challenge grant.

Three years later, new data reveal fewer people are being jailed for petty crimes, more substance-addicted and mentally ill inmates are getting treatment, bail reform is underway, court processes are being streamlined, and disproportionately high rates of incarceration for African Americans are falling.

In 2014, African Americans were booked into the jail 3.4 times as often as white people. In 2014, the black jail population in Charleston County was 65% even though the county's black population was 28%. The white jail population was 32% and their general population was 65%. In 2016, African Americans were booked into the jail 2.3 times as often as white residents.

The county's jail population already has been reduced to about 1,270—roughly the same as it was in 2003 and down from a 2007 peak of 1,768. This is despite rapid population growth, with the countywide population now around 400,000.

First-year results from the Criminal Justice Coordinating Council (CJCC) program show jail admissions dropped by 30%, compared to baseline admissions in 2014. And while jail admissions for low-level crimes decreased, suspects jailed for serious and violent crimes increased, such as gun violations up 22%, and assault and battery up



The disproportionately high number of African Americans arrested —3.41 times as frequently as white residents in 2014—fell to 2.33 times as often for 2016.

70% of the average jail population is awaiting trial, often due to inability to pay bail.

African Americans are arrested nearly seven times as often as white people for offenses such as simple possession of marijuana or loitering.

In 2013–2014, 631 chronic users—who suffer from mental illness, substance use, and homelessness—were each in jail an average of 62 days a year.

In 2016, Black people represented 75% of all victims killed by guns while 22% were white.

Black suspects also made up 67% of all 63 suspects arrested for violent crimes while 32% were white.

16%, according to the CJCC.

CHARLESTON-AREA YOUTH ARRESTS AND DETENTION RATES								
	Mount Pleasant		Charleston		North Charleston		Total	
Year	2014	2015	2014	2015	2014	2015	2014	2015
Total Arrests	167	117	315	345	767	793	1,249	1,255
Black	41 (25%)	40 (34%)	247 (78%)	267 (77%)	633 (83%)	669 (84%)	921	976
White	126 (75%)	77 (66%)	67 (21%)	34 (22%)	131 (17%)	116 (15%)	324	216
Released	161	110	270	311	674	686	1,105	1,107
Sent to Alternative	0	0	0	0	2	17	2	17
Total Detained	6	7	45	34	91	90	142	131
Black	0	2 (29%)	33 (85%)	32 (97%)	88 (97%)	80 (88%)	121 (85%)	114 (87%)
White	6	5 (71%)	6 (15%)	1 (3%)	3 (3%)	10 (11%)	15 (11%)	16 (12%)

Source: South Carolina Department of Juvenile Justice

TOP FIVE REFERRAL OFFENSES IN JUVENILE CASES		
	County	State
Assault and Battery (3rd degree)	265 cases	2382
Disturbing School	195 cases	1222
Shoplifting (up to \$1000)	174 cases	1129
Public Disorderly Conduct	142 cases	890
Simple Possession of Marijuana	114 cases	794

JUVENILE CRIMINAL CASES BY RACE/ETHNICITY	
County	State
Black 75%	59%
White 23%	37%
Hispanic 1%	3%
Other 1%	2%


Source for Charts: South Carolina Department of Juvenile Justice

POLICY RECOMMENDATIONS

The following recommendations have been developed using a racial equity lens for identifying and evaluating racial disparities in Charleston County. Implementing a racial equity framework offers a solutions-based model for reversing centuries-old uneven and unjust systems of power that have perpetually prevented most black Charleston County residents from attaining the wealth and opportunities of their white counterparts.

In addition to feedback from Charleston-area activists, clergy, educators, and other community stakeholders, we generated recommendations specific to Charleston County and incorporated a number of policies, programs, and best practices from “toolboxes” created by various antipoverty networks, school districts, and civil rights organizations across the county and country, including Charleston Area Justice Ministry, Quality Education Project, and the Charleston Illumination Project, that can be used to address racial disparities in Charleston County.

Structural Racism

- Address structural racism as an explicit public priority. Charleston County must commit itself to an inclusive and aggressive effort to end racism and poverty. This effort should include mounting a well-publicized campaign to inform public officials and the general public about the state of racial disparities, and develop a comprehensive plan to achieve racial equity in all sectors through legislative, administrative, and financial support.
 - Require a racial equity framework for all county and city legislation and regulations that may have a disparate impact on low-income or communities of color.
 - Require racial equity impact statements for all county and city legislation and regulations that may have a disparate impact on low-income or communities of color.
 - Require all county and city-level departments that collect program service data to calculate demographic data (racial/ethnic and poverty data) and to make this data publicly available (with all necessary protections for personal data).
 - Officially and publicly acknowledge the problem of severe, historically based racial and ethnic segregation and exclusion. We recommend Charleston County use a market-conscious approach to gentrification, embracing new principles that allow for an inclusive development paradigm using a racial/ethnic equity lens. We also recommend Charleston County to recognize how public investments affect the private market and formulate ways to anticipate housing demand and market changes.
- 
- Require county government to develop racial equity “Inclusion and Integration Plans” containing explicit, measurable, and time-sensitive objectives aimed at ending exclusion, segregation, and environmental injustice. Each Plan must be developed through an open, public, diverse, and inclusive process involving representatives from all segments of the community—especially from key advocacy organizations representing African Americans and other people of color. A high priority must also be placed on insuring the meaningful participation of low-income people of color.
 - Mandate an independent Office of the Public Advocate with the power and resources to audit public agencies and to evaluate policies or programs that perpetuate racial economic and gender disparity.

Housing/Gentrification

- Undertake an immediate effort to preserve existing subsidized and affordable housing, as well as significantly and expeditiously expand the supply of project- and tenant-based housing subsidies. In addition to increasing the amount of new construction, rehabilitation, and preservation funding, the county must commit sufficient dollars to the creation of thousands of new vouchers that will assist the lowest-income and most disadvantaged households in finding safe quality housing in high performing school districts.
- Adopt policies and take steps that “affirmatively further fair housing” in a significant, effective manner. The process must include establishing a task force composed of civil rights organizations, low-income people of color, legislators, housing advocates, and others committed to integration and fair housing.
- Enact statutes, regulations, and ordinances that prevent involuntary displacement of tenants and other residents from lower-income, largely black, urban neighborhoods undergoing redevelopment, revitalization, and gentrification; and ensure residents of such communities are the equal beneficiaries of the employment, housing, and overall economic benefits generated by redevelopment and revitalization. Additionally, undertake an aggressive litigation strategy using existing civil rights laws to eliminate discriminatory tenant- and other housing-related screening practices.
- Decrease racial disparities in housing by creating “purple zones” in up-and-coming and depressed areas in Charleston County. Purple zones are different from the Lean Urbanism concept of “pink zones” because purple zones have a strong commitment to the presence and uplift of an area’s indigenous people. For our purposes, Charleston County purple zones would include mixed-income residences, affordable homes for purchase, and subsidies for low-income to middle-income households seeking homeownership or small business opportunities. Purple zones are syncretized communities reflecting Gullah/African American culture and they do not erase the black presence; instead, they thrive because of the black presence—black businesses, black leadership, and black residents.

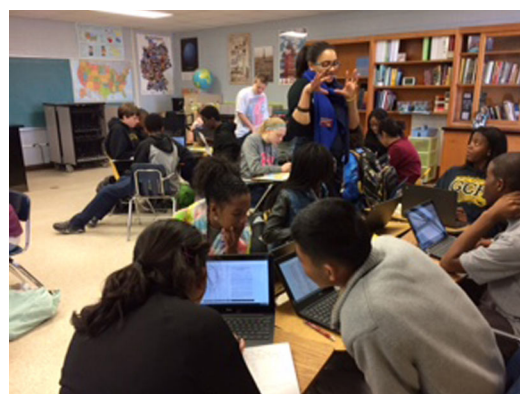


Income/Poverty/Labor

- Address chronic poverty in the workforce by increasing the minimum wage to \$15.
- Enhance unemployment insurance for seasonal workers.
- Increase wage theft protections.
- Address barriers to work, including expensive and unreliable transportation systems; high-quality, yet unaffordable childcare; and business management practices that make hourly work schedules insupportable.
- Offer public transportation and parking vouchers geared toward low-income workers in the service and hospitality industries using revenue from tourism and hospitality taxes.
- Increase reentry employment programs to thwart recidivism of those returning home after incarceration using the example of St. Leonard’s Ministries and Grace House in Chicago.
- Develop “Community Benefit Agreements” between local community groups, developers, and government agencies and officials to create tax breaks in exchange for hiring local residents rather than outsourcing to other markets or recruiting out-of-state workers.
- Deploy public awareness campaigns to educate the public about predatory lending practices that target the low-income populace.
- Expand access to financial services by establishing these services in banking deserts.
- Decrease racial disparities in unemployment rates in Charleston County’s city and county administrations by insuring a 25% increase in the hiring and promotion of black civil servants by 2020, and a 30% increase by 2025.
- Create a pipeline for the promotion of black civil servants in mid-level to senior leadership positions; as upper-level civil servants retire, a focus on racial equity in filling those positions should be prioritized.
- Audit and address the hiring practices in city- and countywide departments to dismantle systemic barriers to hiring qualified black candidates.
- Increase recruitment, pipeline, and hiring of diversity trainers for all Charleston County supervisors, managers, and human resources managers.
- Hire ombudsman positions for county and city municipalities to identify and address discriminatory practices in hiring and employment experiences of black candidates and employees.

Youth/Education

- Establish summer employment programs for low-income teens that provide administrative/technical training and exposes them to professional skills and opportunities that can help them navigate their way out of poverty. Establish 529 College Savings Plans for low-income youth workers with a dollar-to-dollar match to use for college, vocational and/or technical training institutions.
- Invest in learning programs that go beyond the regular school day (including after school, extended learning time, internships, and summer learning).
- Expand the full-day, high-quality preschool program to all low-income pre-K children in the county.
- Reform school disciplinary procedures to emphasize service instead of punishment to disrupt the school-to-prison pipeline.
- Include school climate and safety in the county's accountability system, and measure this indicator by using school discipline data and school climate surveys.
- Ensure Charleston County School District students involved in the juvenile justice system receive quality instruction and successfully transition back into the educational system through delivery of innovative twenty-first-century pedagogies that equip students with appropriate grade-level skills and competencies.
- Develop and implement effective strategies for addressing teacher quality and teacher shortages, with special emphasis on black teachers in general and black male teachers in particular. Look to programs such as Call Me MISTER® and create a formal pipeline between education departments and programs at historically black colleges and universities and the Charleston County School District through a memorandum of understanding.
- Support schools and districts identified for improvement by earmarking funds to assist in correcting resource inequities.
- Require all Charleston County School District Board members to formalize their commitment to diversity and racial equity in the delivery of public education in Charleston County. Formal statements should detail what their vision for diversity and racial equity is in the district and indicate their plans for implementation.
- Provide parents and families with comprehensive information about school and district performance on state and district report cards. In order to present a complete picture of how schools and districts are performing on other indicators that impact students' academic achievement and socioemotional development, we urge the Charleston County School District to also include the following:
 - Staff-to-student ratio for support staff (e.g. counselors and social workers);
 - The number of police officers assigned to schools;
 - The use of evidence-based restorative practices, Positive Behavioral Interventions and Supports frameworks, and other positive approaches;
 - Data on teacher recruitment, retention, and teacher absenteeism;
 - The school-level and district-wide poverty rates;
 - Access to extra-curricular activities;
 - Data indicating teacher and school leader diversity.



Policing/Crime Prevention

- Require racial and ethnic equity statements for all criminal justice legislation. These statements can help assess disparities at various stages of the criminal justice process and reveal discriminatory outcomes, whether purposeful or not.
- Eliminate policies and practices resulting in disproportionate arrests and incarcerations of people of color.
- Ensure formerly incarcerated individuals can access housing. Legislation should include restrictions on how criminal records can be used. Create a dedicated outreach program to insure housing providers and potential tenants are aware of the new law and Department of Housing and Urban Development regulations.
- Implement an independent, external audit of all law enforcement agencies to identify possible bias-based policies or practices; create changes in investigatory stops policies; and establish a permanent, independent police auditor.
- Mandate all police departments, detention centers, as well as the Charleston County Department of Juvenile Justice, to collect data on race, gender, and ethnicity. Policing data should include information about police encounters including traffic stops, frisks, searches, seizures, summonses, arrests, and use of force incidents. Department of Corrections data should include information on both crime rates and rates of parole by race.
- Using Cities of Chicago and North Charleston as models, develop and incentivize quarterly weapons buyback and amnesty programs.
- Revamp all countywide policing agencies' training and curricula using a racial equity lens to address unconscious bias and generational and cultural differences.
- Expand local mental health institution partnerships with law enforcement agencies to improve how supervisors and patrol officers deal with residents who have mental- and emotional-health challenges, including post-traumatic stress disorder sufferers and alcohol- and drug-addicted members of society.
- Expand de-escalation training for all levels of law enforcement officers, with a special focus on agencies who work with youth and young adults.



CONCLUSION

The racial barriers identified in this report are rooted in legacies of slavery, racism, and white supremacist structures of power throughout all sectors of Charleston County. Such inequities impede efforts to make Charleston County a just, fair, and inclusive place for all residents. This list of recommendations is just a starting point and builds on the work of race and social justice activist networks in Charleston.

We hope this report will empower stakeholders, community leaders, and local residents to forge a more equitable and inclusive Charleston County. May the work we do here serve as a model for the rest of the country.





ENDNOTES

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