

Arlington's Race and Ethnicity Dashboard 2022 Briefing Report

Arlington County launched a publicly-accessible [Race/Ethnicity Dashboard](#) in 2021 to help track, analyze and display key demographic and socioeconomic variables by race and ethnicity. This 2022 iteration updates variables with the most recent American Community Survey (ACS) estimates released in March 2022 and includes data presented over time. While the front page of the dashboard is a snapshot of the most recent year, the remainder of the dashboard presents changes between 2010 and 2020, and splits the variables thematically by demographic, household, and labor force data. Another notable change includes maps that display geographic shifts in population. The County will continue to expand this tool to provide the Arlington community with an easily accessible way to monitor and evaluate variables that contribute to opportunity (and limitations) to achieving a greater quality of life.

The dashboard is part of a larger countywide effort - [Realizing Arlington's Commitment to Equity](#) - to eliminate, reduce, and prevent disparities in policies, procedures, and practices, as well as interactions with and service to the community. Tools like the dashboard and other disaggregated data should serve as a resource to better understand differences in residents' lived experiences, track and measure outcomes, and evaluate policies, procedures, practices, or programs through a racial equity lens: Who Benefits? Who is Burdened? Who is Missing? How Do We Know? And What Do/Did We Do?



Data, coupled with this critical thinking application, operationalizes racial equity assessments and can be used by the community and staff to transparently document disparities, make data-informed policy choices, and design programs, services, and processes that promote long-term, equitable outcomes where all Arlington residents are valued, educated, healthy, and safe, regardless of race.

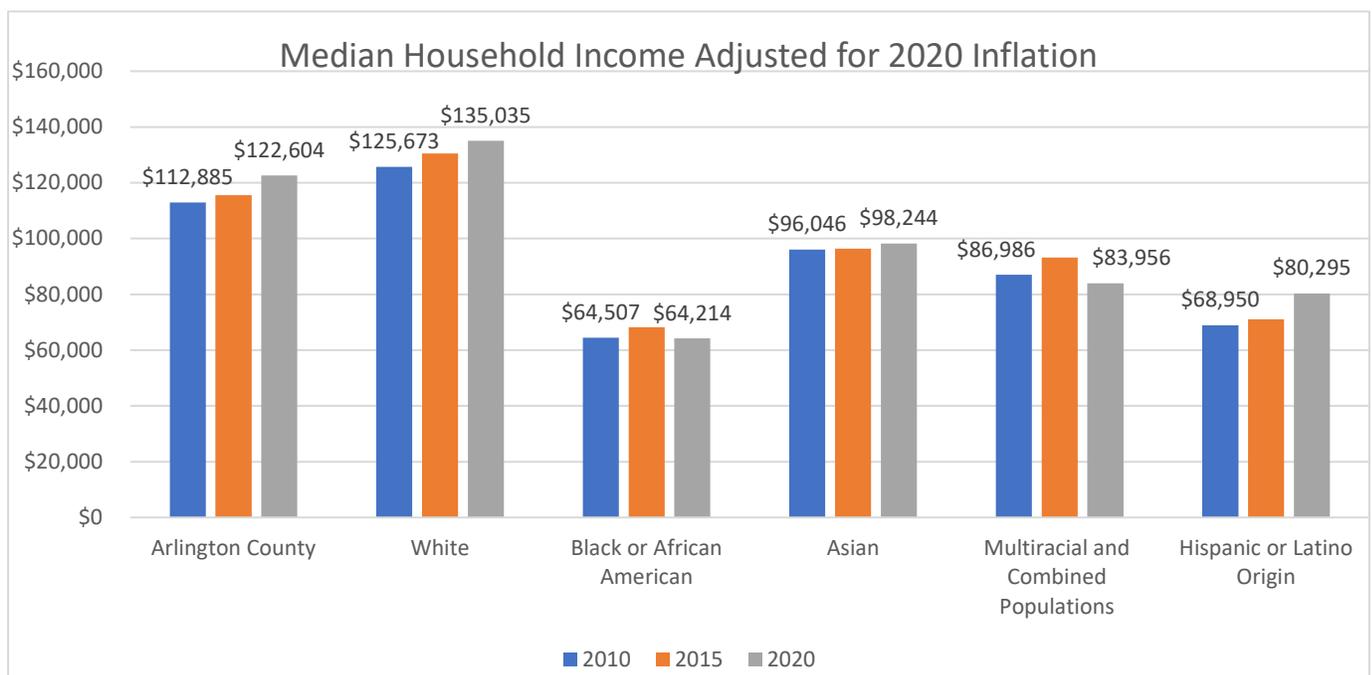
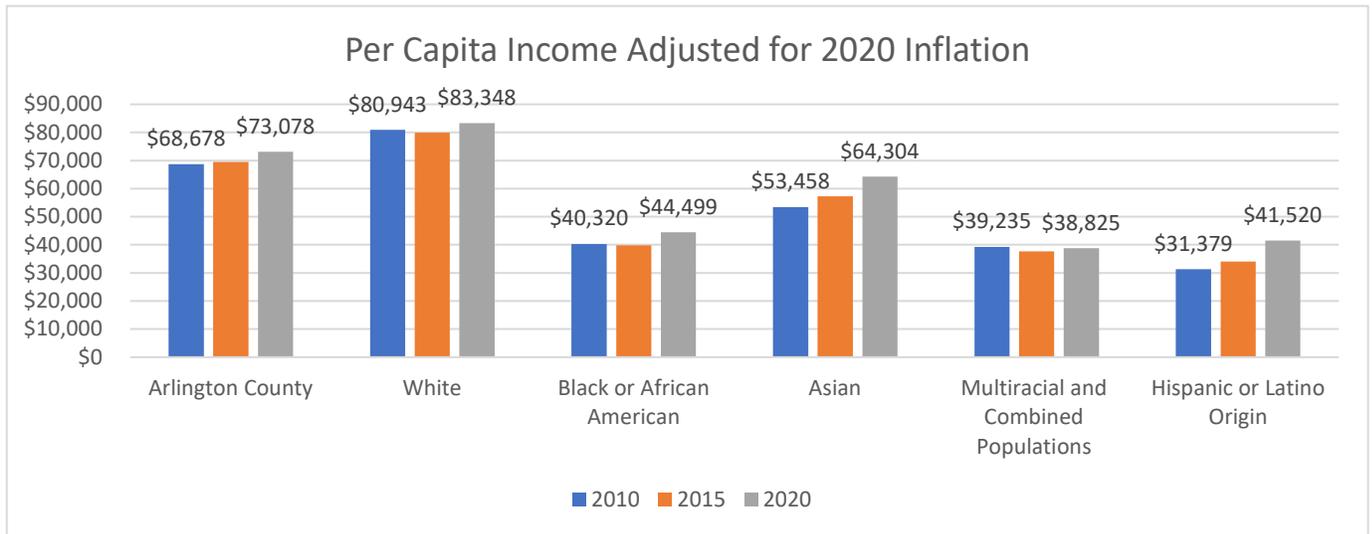
[Key Takeaways from the 2022 Dashboard](#)

This updated dashboard presents a brief exploration into key variables that contribute to opportunity and successful life outcomes and could be used when understanding and measuring racial equity disparities, including income and the wealth gap, housing, education, and language in Arlington. This dashboard is by no means a complete picture, but presents general information to spur conversations about inequity, inform public decision-making with a racial equity lens, and serve as a starting point for deeper analysis on a variety of topics.

Income and the Wage Gap

Per capita income has consistently increased over the past decade in Arlington County and across most racial and ethnic groups, shortening per capita wage gaps between Persons of Color and White residents. Wage differences among Asian and Hispanic residents closed by approximately 11% since 2010 and by approximately 4% among Black residents. ***Still, incomes among Persons of Color lag***

significantly behind White residents, averaging approximately half for Multiracial/Combined Populations, Hispanics, and Blacks, respectively, and roughly 23% for Asian households.



Per capita income is a useful tool to compare groups of populations but can be skewed by households with incomes that are drastically high or low compared to the majority, as in the case for Arlington County. The dashboard presents another measure to compare quality of life of Arlington County as a whole and between race and ethnic groups – median household income or the middle point (i.e., 50% earn more, 50% earn less).

Median household income has generally increased for Arlington County as a whole and for White, Asian, and Hispanic households. Median household income among Black and Multiracial/Combined Populations declined since 2010 (when adjusted for 2020 inflation). **Proportionally, household income among Persons of Color also lags White households by half (48%) for Blacks, roughly one-third for**

Hispanic (59%) and Multiracial/Combined Populations (62%), and about one-quarter (73%) for Asians.

Among households, wage disparities widened between White households and households of nearly all race/ethnic groups, except for Hispanic households, whose median household increased more sharply in the past decade than other groups.

While White households represent about three out of every four households in Arlington County, they only represent approximately half (56%) of households who earn less than \$50,000, a statistic that has remained consistent over the past decade.

Although greater diversity exists among high-income earners (\$200,000+) than in 2010 and the share of households earning less than \$100,000 has declined for all race/ethnic groups over the past decade, **Persons of Color still disproportionately earn less than \$100,000—a wage that cannot afford the median home in Arlington without substantial down payment assistance or public subsidy.**¹ Conversely, high-income households have remained disproportionately White.

Because of Arlington's continued wage disparity, Persons of Color are at a disadvantage in managing the County's high cost of living,

realizing long-term financial gains, and achieving economic security and purchasing power needed to manage a job loss, a disability, or alternate housing to accommodate life changes (e.g., a growing family, an older adult who may need care, or an adult child moving back home).

It is too early to fully understand how the COVID-19 pandemic will impact County wages and disparities among race/ethnic groups because four of the five years included in the dashboard's 2020 dataset were before the pandemic. Arlington anticipates that the pandemic has likely exacerbated economic differences among households who were forced to suddenly create telework and virtual learning space in their home. Residents who struggled (or continue to struggle) with the transition are at a higher risk

Share of Households by Race/Ethnicity and Income Group

2010						
	% Households in Arlington	Under 50k	\$50k- \$99k	\$100k- \$149k	\$150k- \$199k	\$200k+
White	75.17%	56.88%	73.27%	82.94%	84.88%	87.86%
Black	8.57%	17.24%	8.92%	5.58%	4.63%	2.18%
Asian	8.84%	10.53%	9.97%	7.50%	7.85%	6.71%
Multiracial/Combined Populations	7.42%	15.35%	7.84%	3.97%	2.65%	3.25%
Hispanic	10.42%	20.28%	10.96%	6.41%	5.37%	4.14%
2015						
	% Households in Arlington	Under 50k	\$50k- \$99k	\$100k- \$149k	\$150k- \$199k	\$200k+
White	75.86%	56.70%	73.82%	79.66%	84.47%	88.79%
Black	8.76%	17.95%	9.84%	6.66%	5.28%	2.28%
Asian	9.05%	12.40%	9.42%	9.74%	7.05%	5.67%
Multiracial/Combined Populations	6.34%	12.95%	6.93%	3.94%	3.20%	3.26%
Hispanic	11.54%	20.85%	15.19%	7.45%	7.29%	4.14%
2020						
	% Households in Arlington	Under 50k	\$50k- \$99k	\$100k- \$149k	\$150k- \$199k	\$200k+
White	72.75%	55.79%	67.32%	76.23%	79.02%	83.61%
Black	9.16%	19.88%	10.32%	6.97%	6.16%	3.88%
Asian	10.13%	12.63%	12.37%	9.56%	8.36%	7.70%
Multiracial/Combined Populations	7.97%	11.70%	9.99%	7.24%	6.46%	4.82%
Hispanic	11.78%	19.80%	15.53%	9.03%	9.32%	6.11%

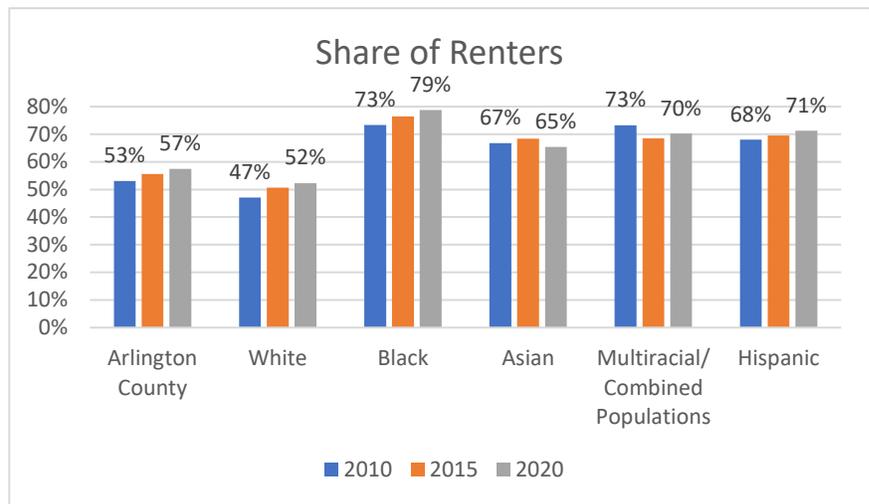
¹ The median home value in Arlington County is \$731,700 (5-Year 2020 ACS, U.S. Census Bureau)

of job loss or pay reductions, and students face disruptions in education that could eventually lead to higher-wage employment opportunities. Between 2015 and 2020, trends presented on the dashboard show that working from home rose by two to two and a half times across the County and among White, Black, and Hispanic households. For Asian and Multiracial/Combined Populations, the share of households working from home increased by three to three and half times. With increased opportunity to telework and increased responsibility for virtual learning on households becoming the norm, it is vital to ensure all Arlington residents are prepared to fully participate in the economy.

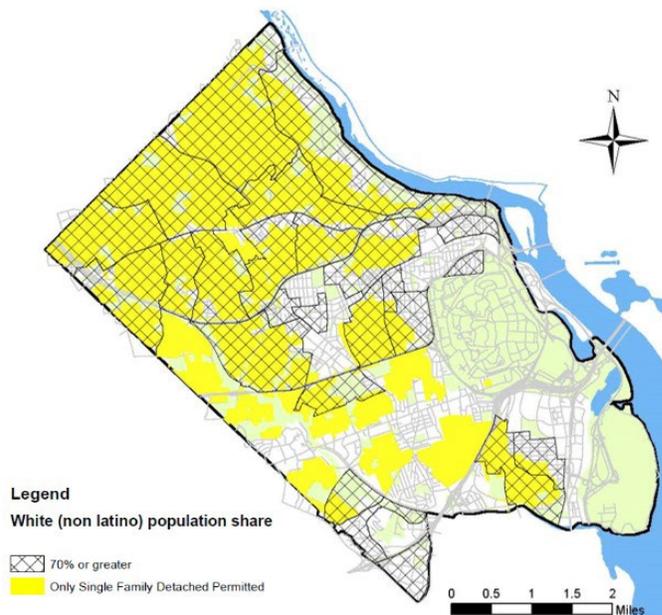
Housing

Over the past decade, the proportion of White and Black renters increased slightly more than Hispanic renters, and homeownership rates among Asian and Multiracial/Combined Populations increased slightly during the same period of time. With Arlington's strong housing market making affording the median single-family home difficult for all residents, it is not surprising that **Persons of Color are much more likely than White residents to rent, despite the general increase in renting households.** Because renters are more likely to live in multi-unit housing than single-family homes, Persons of Color are disproportionately concentrated in development corridors and other neighborhoods with a higher proportion of this housing type.

In Arlington, 79% of all land zoned for residential development allows only single-family detached housing by-right (without special County approvals). Restrictive zoning that prioritizes low-density development at the exclusion of other types of housing not only increases housing prices, but also contributes to segregation by



Single-Family, Detached Zoning and Race

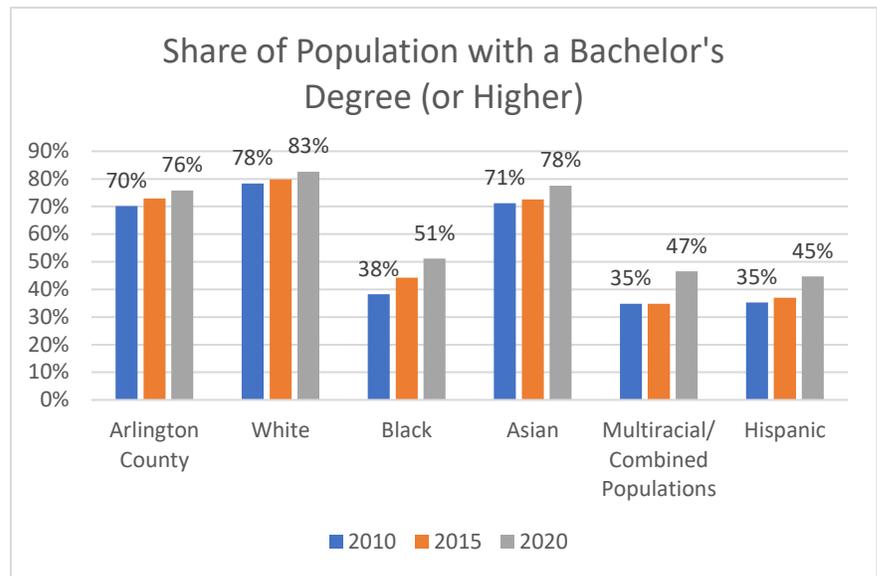


Source: Image taken from the Missing Middle Housing Research Compendium #4, Community Planning, Housing, and Development, Arlington County

limiting the housing options for households with lower incomes, overrepresented by Persons of Color. The map from the [Missing Middle Housing Study](#) shows that areas of Arlington zoned primarily for single-family detached housing often overlap with Census Tracts where at least 70% of the population is White.

Educational Attainment

College graduation rates have increased across Arlington County and for all race/ethnic groups. The increase in the share of Black, Multiracial/Combined Populations, and Hispanic residents exceeded the County rate increase. While an improvement over the last decade, **Black, Multiracial/Combined Populations, and Hispanic residents are nearly half as likely to graduate with at least a bachelor's degree than White residents.** Several factors could



contribute to these rates, but the dashboard presents a few hurdles:

- Lower English proficiency, particularly among Hispanic, Asian, and Multiracial/Combined Populations;
- More than double the share of households without access to a home computer, particularly Hispanic, Black, and Multiracial/Combined Populations; and
- Overrepresentation among low-income households, including two to three times the share of households living in poverty,² which limits the amount of personal resources available to participate in higher education.

Language

In November 2021, the [Arlington County Board hosted a series of roundtables](#) to strengthen trust with Arlington's immigrant community. Participants from these conversations raised concerns over a lack of cultural sensitivity, as well as a lack of language and translation services that both present barriers to accessing services and information. Although the share of the population with limited English proficiency has declined over the past decade across the County and for most race/ethnic groups, limited English proficiency is still four to five times higher among Hispanic, Asian, and Multiracial/Combined Populations than among White and Black residents.

² The federal poverty limit is \$13,590 for one person and \$27,750 for a family of four. [Federal Poverty Level \(FPL\) - HealthCare.gov Glossary | HealthCare.gov](#)

Limiting language services and contributing towards residents feeling unwelcome (whether intentional or unintentional) are forms of discrimination that limit opportunities to participate in the community and economy.

These may show up as:

- An underrepresentation in civic engagement efforts that guide public policy, funding, and services;
- Reduced job opportunities – Asian, Hispanic, and Multiracial/Combined Populations are nearly twice as likely to experience unemployment than White residents; or
- Reduced participation in programs that might lift households out of poverty.

How will we continue using data to explore racial disparities?

This dashboard is one effort to create a more holistic picture of inequitable outcomes and assess Arlington's progress towards its racial equity goals. Another county tool is the [Census Tract Demographic Dashboard](#). These two dashboards, in addition to other disaggregated data, facilitate discussions about racial equity (or inequity) by creating a shared understanding of differences in residents' lived experiences, thus creating a baseline to normalize policy conversations. Using data from the dashboard for research and analysis operationalizes Arlington's commitment to racial equity by using the equity lens questions to analyze policies, plans, and programs that inform strategies to address and resolve disparities and allocate resources to implement strategies.

The Data Used in the Dashboard

Unless otherwise noted, all data used in this report was sourced from the Race/Ethnicity Dashboard. Arlington County used 5-Year Estimates from the 2010, 2015 and 2020 American Community Survey to develop the Dashboard. This dataset is calculated each year by the U.S. Census Bureau and allows us to measure changing social and economic characteristics from a sample population in between the larger decennial Census. Arlington County will update the Dashboard on an annual basis after the U.S. Census Bureau releases its new data each December.

U.S. Census Bureau race and ethnic categories (White, Black or African American, Asian, American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander, Two or more races, and Other; those of Hispanic or Latino Origin are of any race) are the basis for the categories in this dashboard. Multiracial includes those who selected Two or more races. Combined Populations includes those of race categories with populations less than 6% of Arlington's total population.