



hispanic collaborative

The Hispanic Collaborative/UWMCED Index of Hispanic Well-Being in the Nation's Largest Metro Areas: 2024 Update

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Introduction

In 2017, at the request and with the sponsorship of the Milwaukee Hispanic Collaborative (HC), the University of Wisconsin-Milwaukee Center for Economic Development (UWMCED) created a first-of-its-kind *Index of Hispanic Well-Being* for each of the nation's 50 largest metropolitan areas.¹ The purpose of the index is twofold: a) to identify “high performing” metro areas for Hispanic community well-being, and b) gauge how Milwaukee stacks up in Hispanic well-being compared to the nation's other large metropolitan areas. The *Index* draws from the latest available data on such indicators as employment rates; household income levels and trends; inequality in household income; various measures of poverty; homeownership rates; educational attainment; business ownership and leadership; and health care status. We then synthesized the results on each of these indicators into a composite index that ranks each of the nation's 50 largest metropolitan areas on the well-being of their Hispanic communities. In this way, we hope, the *Index* permits us to see the forest instead of just the trees, offering an overall measure of how conditions in Hispanic Milwaukee compare to conditions in Hispanic communities in other large metros across the country.

This report represents the third release of the *Index of Hispanic Well-Being*. The first release (2017) drew largely on data from 2013 and 2014, on twenty key indicators of community well-being. The second release (2020) was based mainly on data through 2017 and 2018. Our current report incorporates the most available recent data on our component variables, running primarily through 2020, 2021, and 2022. Moreover, the new report has significantly expanded and enhanced the components in the *Index*, which now contains 40 indicators, including several that focus more sharply on Hispanic-White (non-Hispanic)² disparities as well as recent trendlines of various indicators. The result is a richer, more robust *Index* that provides a fuller portrait of the well-being of the Hispanic community in Milwaukee and across the nation's largest metropolitan areas.³ The overall goal of the *Index* remains the same: to document the “state” of Hispanic Milwaukee, to pinpoint those metro areas where Hispanics are doing better (or worse) than in Milwaukee, and to provide a tool to learn from the pacesetters (and the laggards) in ways that will help develop strategies for improvements in Hispanic Milwaukee.

¹ Over the past decade, UWMCED has released several studies monitoring and benchmarking conditions in Milwaukee's Hispanic community on a vast array of indicators. See Marc V. Levine et al, *Latino Milwaukee: A Statistical Portrait* (Milwaukee: UWMCED, 2016); Levine, *Latino Milwaukee: Study Highlights* (Milwaukee: UWMCED, 2016); Levine, *The “Best Metros” for Latino Well-Being: An Index* (Milwaukee: UWMCED, 2017); and Levine, *The Hispanic Collaborative/UWMCED Index of Hispanic Well-Being in the Nation's 50 Largest Metropolitan Areas: 2020 Update* (Milwaukee: UWMCED, 2020).

² Hereafter, we abbreviate White non-Hispanic as WNH.

³ See Appendix A, which lists the variables in the new *Index*, and Appendix C on how the addition of new indicators affects comparability to earlier versions of the *Index*.

The 2024 edition of the *Index of Hispanic-Well-Being* offers mixed results on the state of Hispanic Milwaukee. Milwaukee ranked 45th among the nation’s 50 largest metropolitan areas on the new *Index*, essentially unchanged from the 2020 version of the *Index* (on which Milwaukee ranked 44th.)⁴ On one-third of the component indicators in the index, Milwaukee ranked in the bottom ten metros, lagging especially, as in the past, on key gauges such as poverty, residential segregation, household income, the percentage of college graduates, and on the newly-added indicator of “deaths of despair.”⁵ On the 20 indicators that constituted the original *Index*, Hispanic Milwaukee’s rank improved on 10, worsened on nine, and was unchanged on one, compared to the 2020 edition of the *Index* (see Table 2 below).

But shifting ranks is a *relative* measure; in *absolute* terms, there has been discernible improvement on several key indicators over the past five years. Between 2017 and 2022, for example, real Hispanic household income in Milwaukee grew a stunning 19.7 percent (the 22nd best increase in the nation). Hispanic-WNH income inequality declined, the percentage of Milwaukee Hispanics living in poverty fell, and the number of Hispanic households with income above \$100,000 a year grew by over one-third (between 2010-2022). The fraction of Hispanic adults with a bachelor’s degree or higher also grew by more than one-third. By any reckoning, these are welcome changes from patterns we’ve documented in previous studies.⁶ Milwaukee’s continuing low rank on the *Index* should not obscure these real signs of progress; yet, at the same time, we cannot ignore that Hispanic Milwaukee remains a community marked by concentrated poverty, a large Hispanic-WNH income gap, lagging educational attainment, and troubling social and public health indicators.

This report is divided into four sections. First, after a brief discussion of how the *Index* was constructed and the meaning of the values displayed in the index, we present the ranking of metropolitan areas on the 2024 *Index of Hispanic Well-Being*. Second, we drill down the analysis with “sub-indexes,” which illustrate how metro areas stack up on several clusters of indicators: employment, income and poverty, public health, business participation, and educational attainment. Third, we array the data for Milwaukee on all the component indicators of the *Index*, including an analysis of where Milwaukee sits in relation to other metro areas on each of the indicators. Finally, we conclude with data on longer-term trends in Milwaukee’s Hispanic community on certain key indicators, to provide deeper context from

⁴ As examined in Appendix C, the “expanded” 2024 *Index* correlates quite closely with a 2024 calculation of the using the original 20 indicators, although comparisons to earlier versions should be made cautiously. When we calculate the 2024 index based on the original 20 indicators, Milwaukee ranked 40th among the nation’s largest metropolitan metros, modestly better than on the new, enhanced index, slightly improved from the 2020 *Index*, and meaninglessly worse than on the 2017 *Index* (39th).

⁵ The concept of “deaths of despair” (deaths from suicide and drug/alcohol abuse) and its importance in contemporary political economy has been developed in the seminal work of Anne Case and Angus Deaton, *Deaths of Despair and the Future of Capitalism* (Princeton: Princeton University Press, 2020).

⁶ See especially Levine, *Latino Milwaukee: A Statistical Portrait*.

which to interpret the *Index* and to perhaps give a broader sense of the directions that Hispanic Milwaukee is heading. An Appendix (E) provides data on all indicators for all 50 metro areas.

[Note: To facilitate presentation of the data, we have placed in the Appendix rather than the body of the report two important sections: First, Appendix A lists and describes the component variables of the *Index*, as well as the sources of the data in this report. Second, Appendix D discusses some of the methodological challenges and statistical limitations of the data underlying this report; we strongly encourage readers to review this appendix to properly appreciate the judiciousness that should be used in interpreting the results of the 2024 *Index*].

How the Composite Index Was Put Together and What it How to Read It

There are numerous ways that researchers can synthesize multiple indicators into a composite index – an index that, with a single number, conveys the overall status of the phenomenon under investigation. Typically, when researchers assemble “best places to live” or “community well-being” indexes, they gather data on several variables bearing on quality of life in a city or region, and then choose a technique to standardize those variables into a single index. There are always methodological issues involved: Should variables be weighted? Should statistical techniques be used to account for different “intervals” and “ratios” among the variables? In the last analysis, though, the key issue for a useful index is whether it contains the right component indicators and enough of them to yield a meaningful final “index number.”

As we’ve noted, the *Index* in this report presents data on 40 indicators of Hispanic community well-being for each of the nation’s 50 largest metropolitan areas. The results on each of these indicators is then synthesized into a composite index that then ranks each of the metros on the overall well-being of their Hispanic communities. Although the list of indicators we’ve assembled is hardly exhaustive –there are dozens more that could have been chosen—it is extensive, and we believe they convey a solid sense of how Hispanic communities are faring in the metro areas we have analyzed. We have opted for a simple index that takes the ranks on each indicator for each of the 50 metro areas, and then aggregates and averages them to produce a final “index number” for each metro. On each indicator, the better the “performance” (e.g. high income, low poverty, or high employment), the higher the rank. To give a highly stylized example, if a metro area had the best performance on every single one of the indicators, the ultimate index number for that metro would be “1;” conversely, a uniformly worst performance for a metro would yield an index number of “50.” Obviously, no metros fall into those extremes, but as Chart 1 below shows, there are clear gradations among the metro areas in their final, aggregate index numbers.

In the end, though imperfect, we believe this simple indexing approach provides a useful perspective on how various metropolitan areas stack up on Hispanic community well-being.

The 2024 *Index of Hispanic Well-Being*

Chart 1 displays the ranking of metro areas on the 2024 *Index*. Seattle, which ranked fourth on the 2020 *Index*, now occupies the top position (supplanting San Jose, which fell slightly, to sixth). Philadelphia, which ranked 49th on the 2020 *Index*, has fallen to 50th among the nation’s largest metros, displacing Buffalo, which held that dubious distinction in the previous version of the *Index*. Table 1 arrays how each of the nation’s largest metros has fared on the three versions of the index that have been released since 2017. For most metros, such as Milwaukee, New York, Tampa, San Diego, Charlotte, Dallas, Virginia Beach (and many others), there has been minimal movement in the rankings over the past decade; but for several, there has been sharp upward movement (Portland, Minneapolis, Seattle, and Salt Lake City stand out) or sharp downward movement (Baltimore fell from first in 2017 to 14th in 2024; New Orleans declined from 8th in 2017 to 40th in 2020 and 2024; Washington, D.C. dropped from third in 2017 to 18th in 2024; and San Antonio tumbled from 15th in 2017 to 29th in 2020 to 39th in the 2024 calculations). Indianapolis jumped from 43rd in 2017 to 25th in the 2024 *Index*.

As we’ve noted, Milwaukee’s rank has remained relatively stable over the three versions of the *Index*: 39th in 2017, 44th in 2020, and 45th in the 2024 edition.⁷ For all intents and purposes, these are statistically insignificant movements; Hispanic Milwaukee has remained in a tight range in or around the bottom ten of the nation’s large metros.

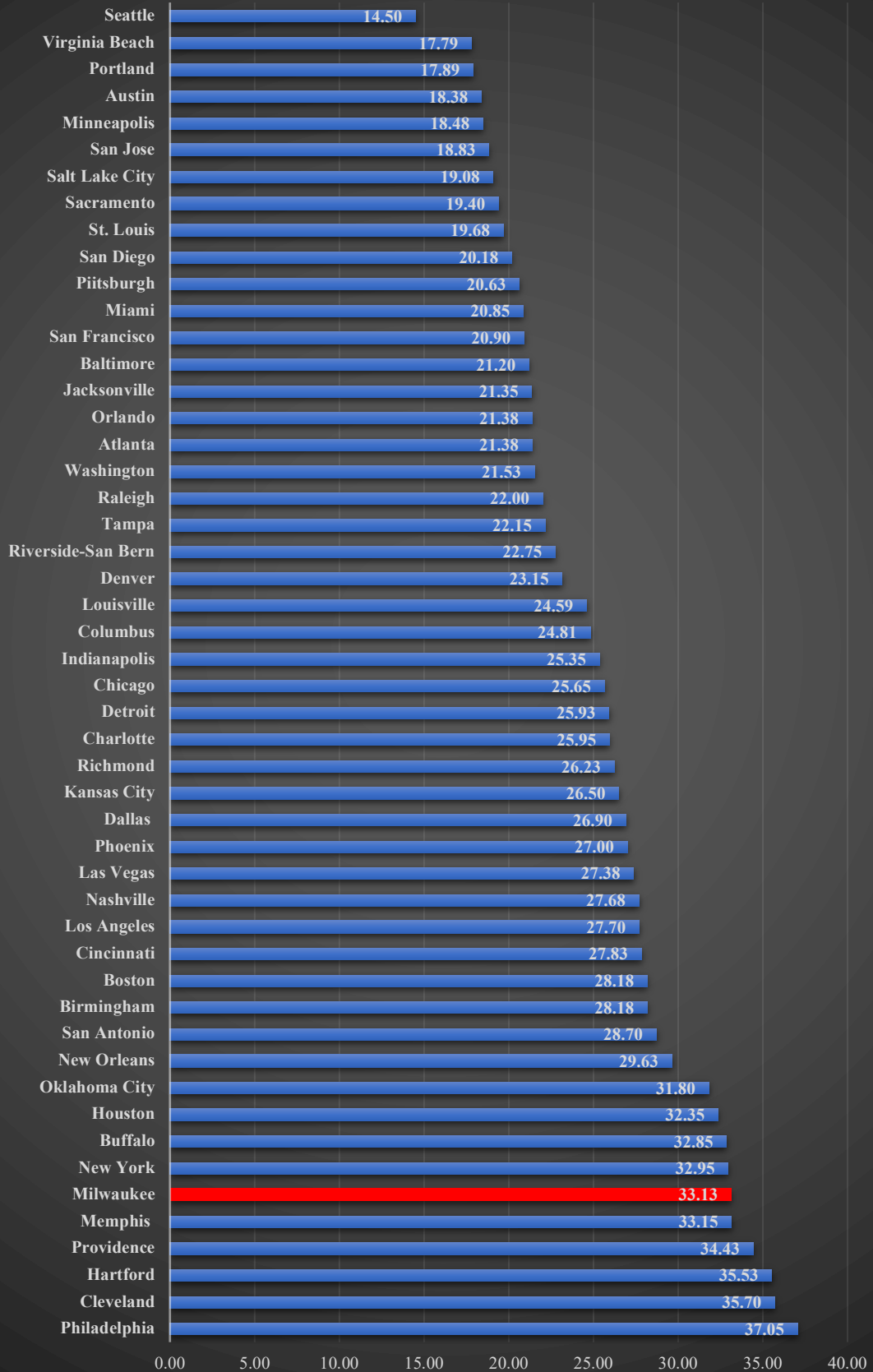
Charts 2-8 illustrate how metro areas stack up on several clusters of indicators (“subindexes”) such as employment, income and poverty, public health, business participation, and educational attainment.⁸ This enables us to further home in on the areas of strength or weakness in community well-being. Hispanic Milwaukee ranks best on the employment index (30th), the recent trendlines index (23rd), and 36th on the index of business ownership and executive positions⁹; but on all the others, Milwaukee ranks in the bottom ten among the 50 metros: 40th on the index of health outcomes; 44th on income and poverty; 40th on educational attainment; and especially poorly (47th) on WNH-Hispanic disparities. We explore the specific Milwaukee data underlying these rankings in the next section.

⁷ As noted earlier, and displayed in Appendix C, if we calculated the 2024 *Index* using the “original” 20 indicators on the 2017 and 2020 indexes, Milwaukee would rank 40th in 2024.

⁸ See Appendix B for a list of the indicators that make up each of the subindexes.

⁹ This rank is slightly misleading – only 47 of the metros were included on this indicator, as three of them had data suppressed on business ownership for reasons of confidentiality.

Chart 1: 2024 Composite Index of Hispanic Well-Being in the Nation's 50 Largest Metropolitan Areas



**Table 1:
Changing Ranks on the Composite Index of
Hispanic Well-Being: 2017-2024**

Metropolitan Area	2017 Index Rank	2020 Index Rank	2024 Index Rank
Atlanta	37	18	16
Austin	24	7	4
Baltimore	1	6	14
Birmingham	42	41	38
Boston	34	35	37
Buffalo	49	50	43
Charlotte	30	31	28
Chicago	12	11	26
Cincinnati	28	30	36
Cleveland	44	45	49
Columbus	19	36	24
Dallas	29	25	31
Denver	14	9	22
Detroit	32	34	27
Hartford	47	47	48
Houston	31	39	42
Indianapolis	43	42	25
Jacksonville	7	13	15
Kansas City	27	23	30
Las Vegas	20	21	33
Los Angeles	25	26	35
Louisville	35	24	23
Memphis	48	48	46
Miami	9	14	12
Milwaukee	39	44	45
Minneapolis	17	16	5
Nashville	40	28	34
New Orleans	8	40	40
New York	41	43	44
Oklahoma City	36	37	41
Orlando	23	19	17
Philadelphia	50	49	50
Phoenix	45	38	32
Pittsburgh	11	20	11
Portland	18	15	3
Providence	46	46	47
Raleigh	38	33	19
Richmond	33	32	29
Riverside	22	22	21
Sacramento	16	12	8
Salt Lake City	21	8	7
San Antonio	15	29	39
San Diego	13	10	10
San Francisco	4	2	13
San Jose	5	1	6
Seattle	10	4	1
St. Louis	6	17	9
Tampa	26	27	20
Virginia Beach	2	3	2
Washington, D.C.	3	5	18

Note: Lags in data reporting mean that the 2017 index is based largely on 2013-14 data (with earlier data included when required for the purposes of statistical reliability or availability); the 2020 index is based primarily on data sets ending in 2017-18; and the 2024 index is comprised chiefly of 2020-22 data (with pooling).

Chart 2: Index of Employment Indicators

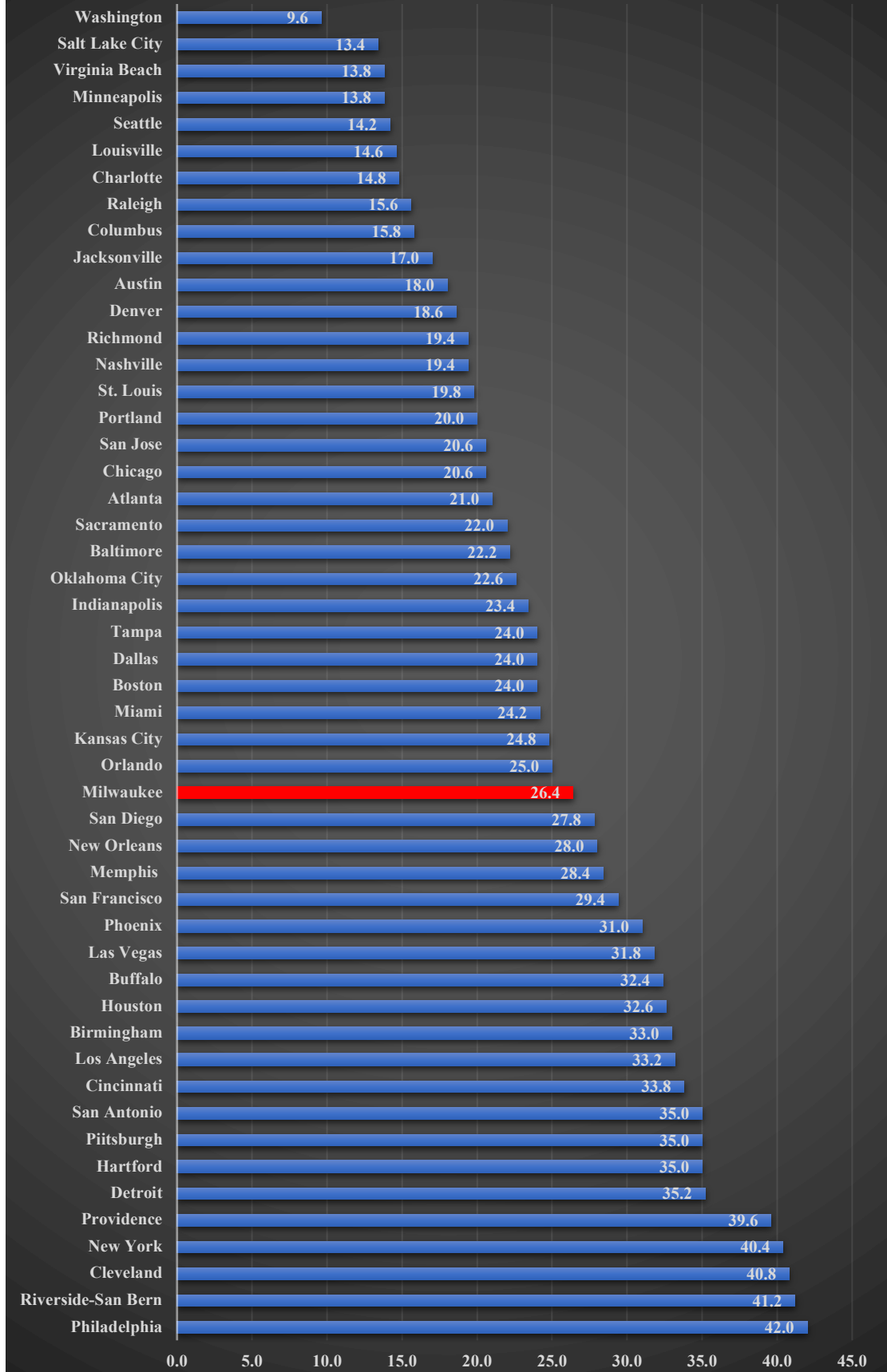


Chart 3: Income and Poverty Index

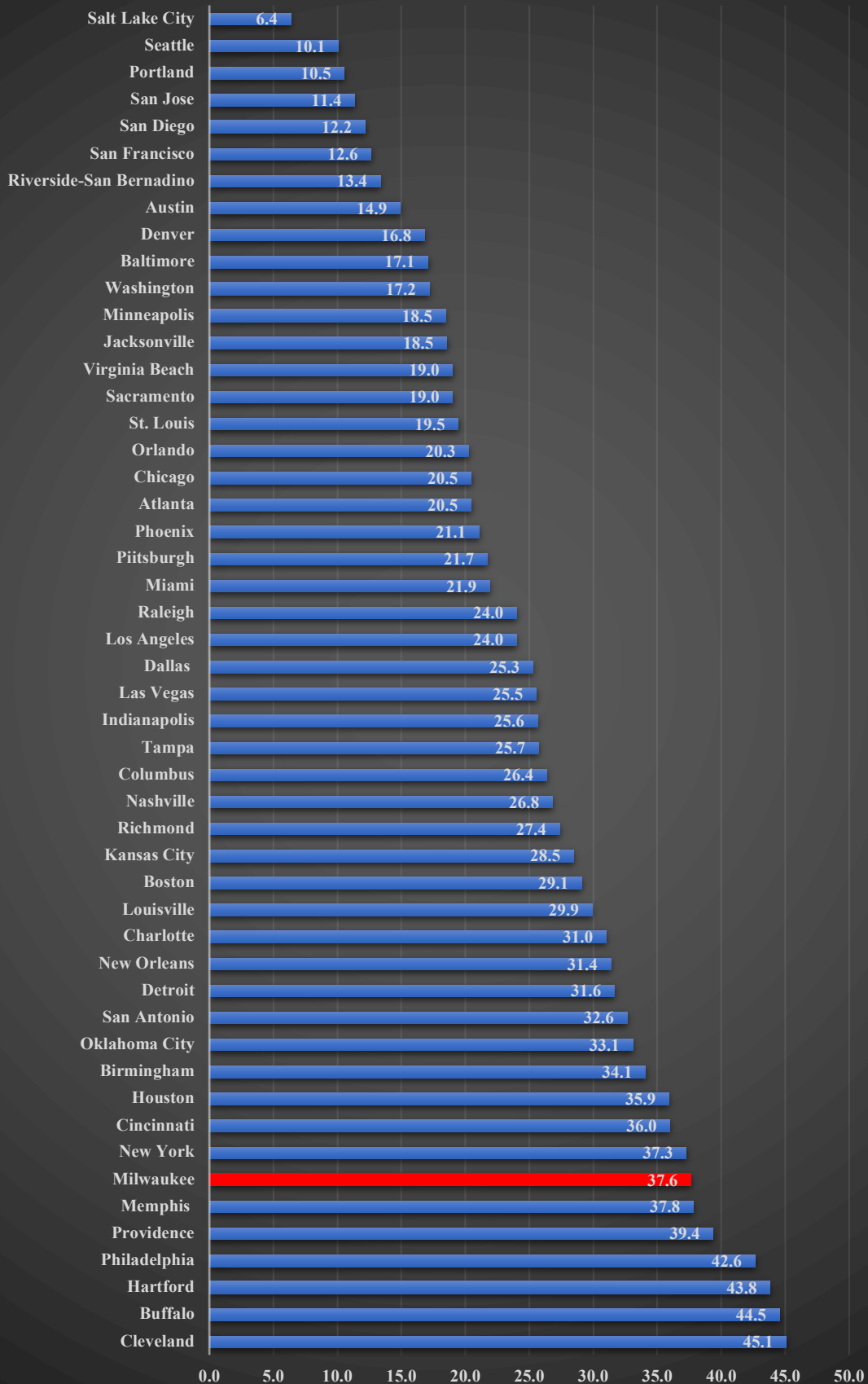


Chart 4: Index of Educational Attainment

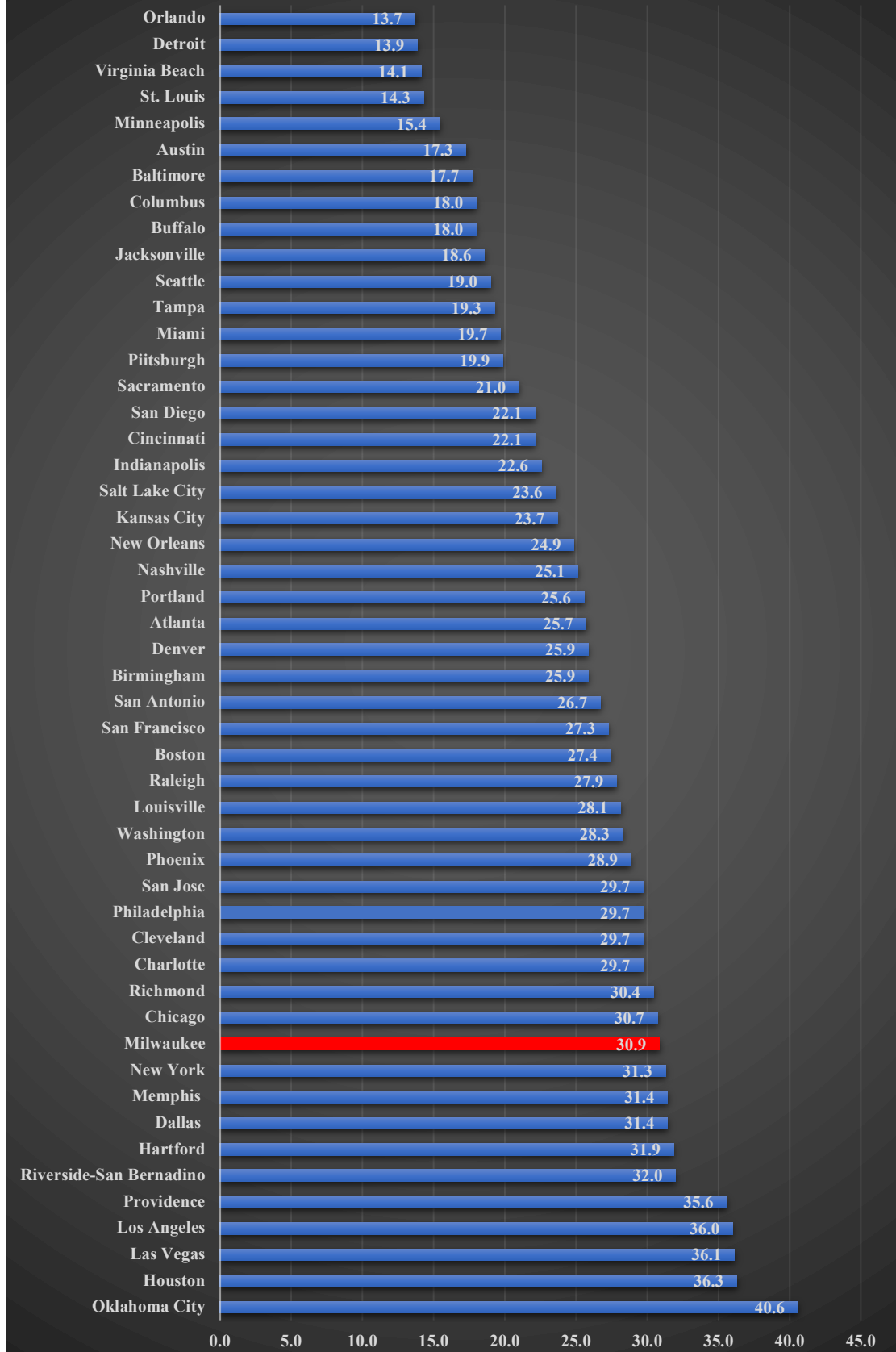


Chart 5: Index of Business Participation Indicators

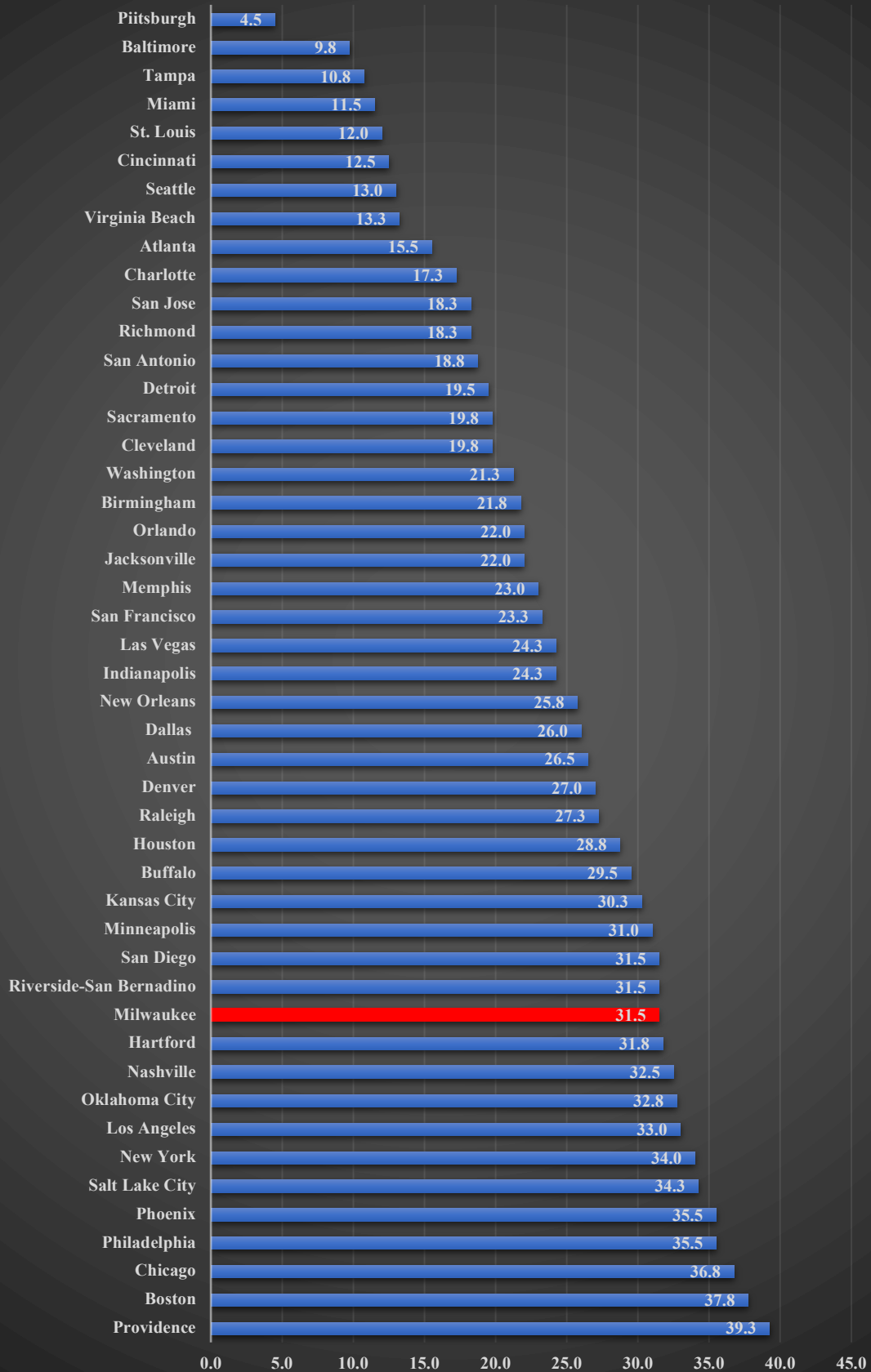


Chart 6: Index of Health Indicators

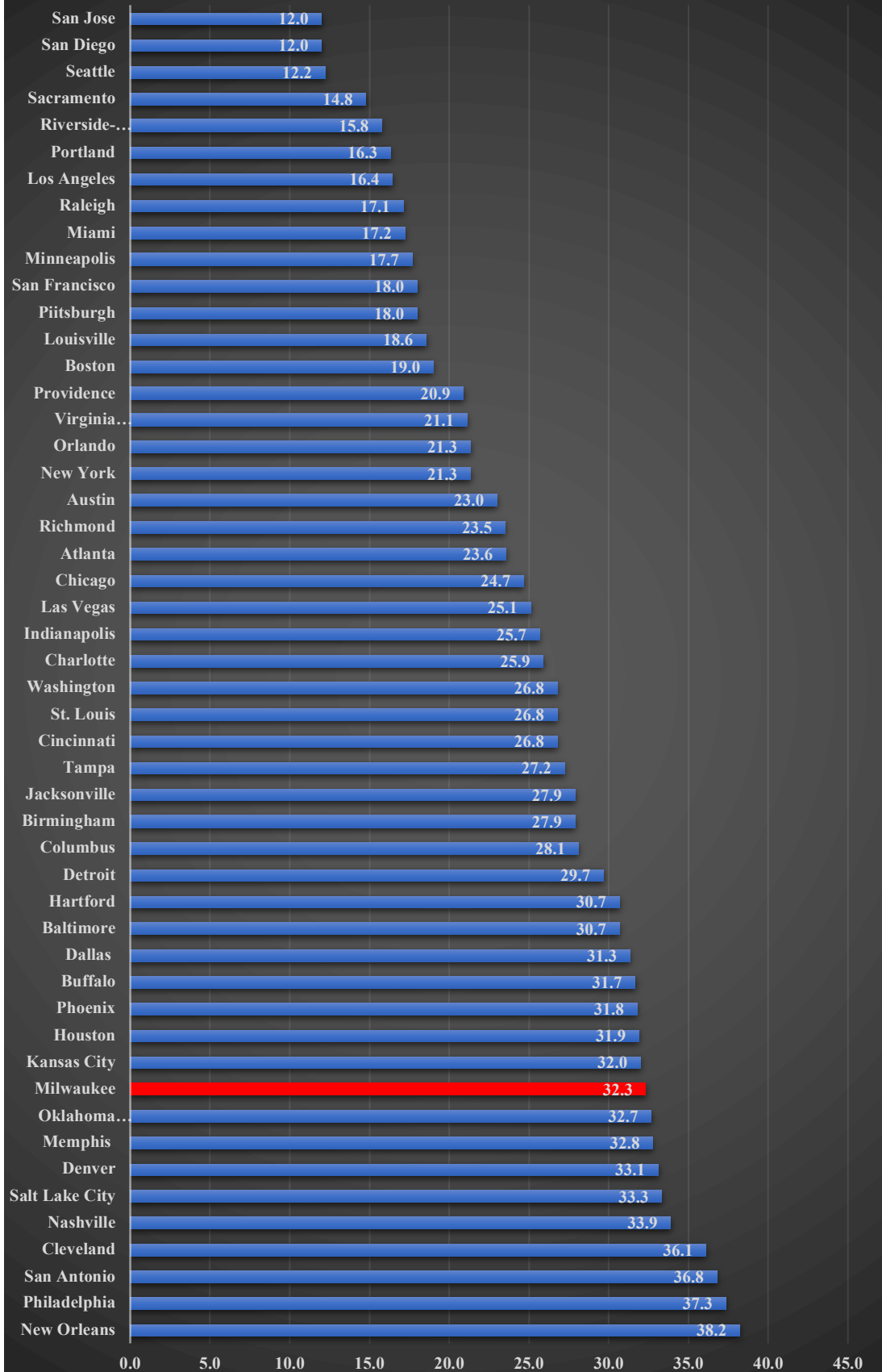


Chart 7: Index of Rates of Change on Selected Indicators

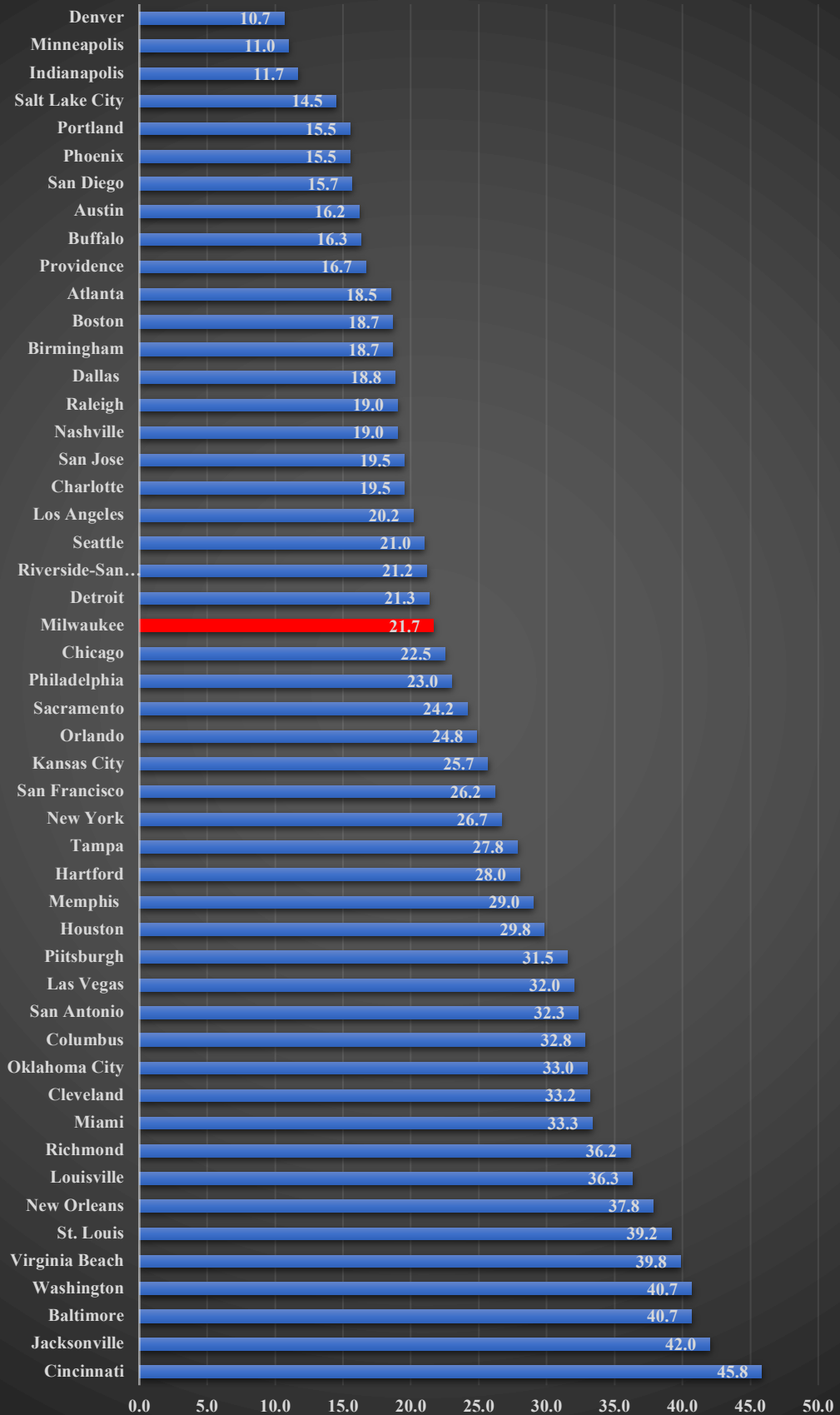
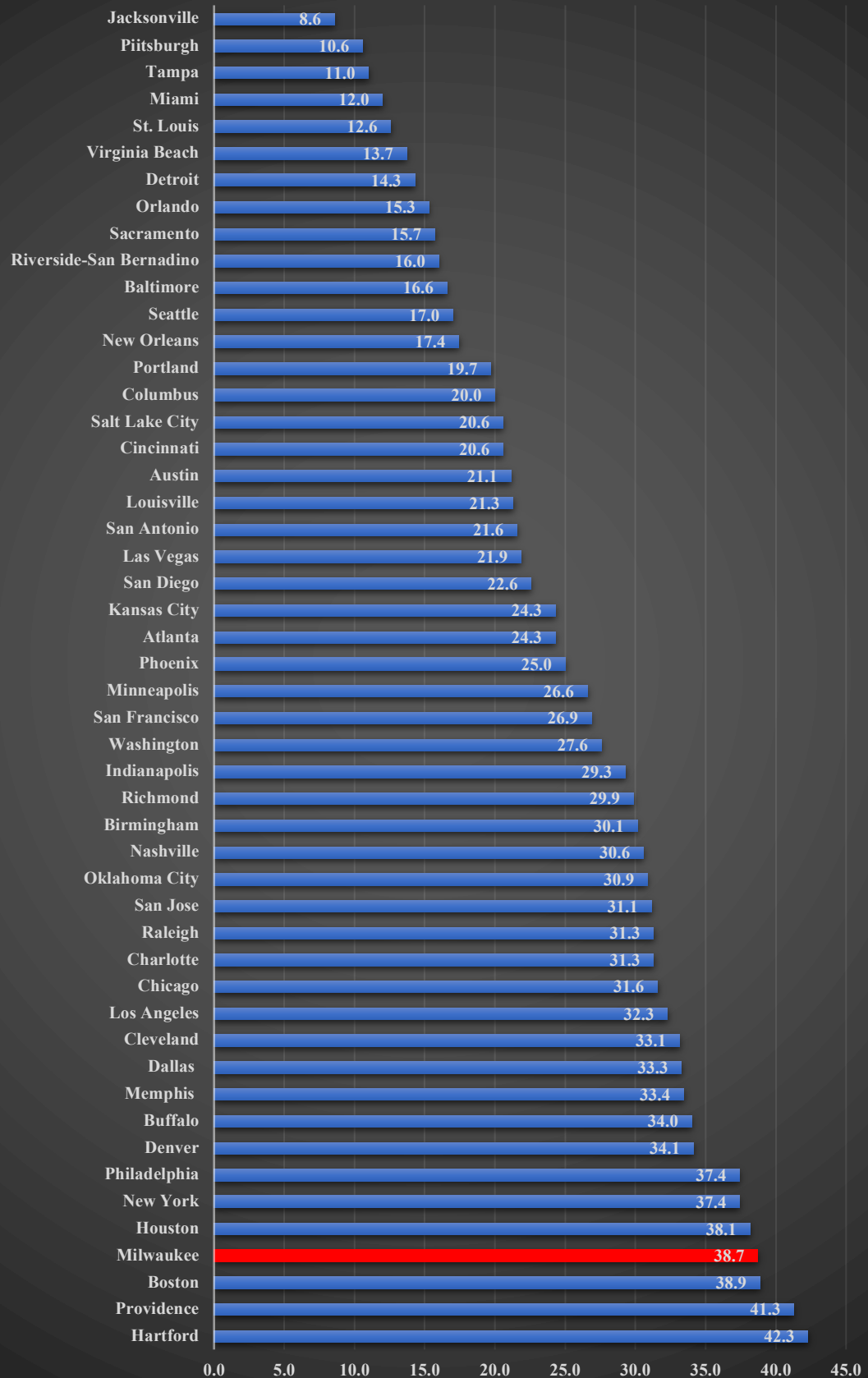


Chart 8: WNH-Hispanic Disparities Index



The State of Hispanic Milwaukee in Comparative Perspective

The 2024 *Index of Hispanic Well-Being* reveals that Milwaukee remains a “bottom ten” metro among the nation’s 50 largest metropolitan areas, not only on the composite index but also on most of the “subindex” measures. But that is only part of the story. Chart 7 above, for example, offers encouraging evidence that Hispanic Milwaukee ranks better on a subindex measuring *improvements* over the past five years (aggregating key indicators such growth in household income, increased educational attainment, and reduction in segregation) than it does on the overall index. This could represent a promising trajectory, perhaps, for Hispanic Milwaukee.

Table 2 adds granular and more nuanced detail to our portrait of conditions in Hispanic Milwaukee. The table illustrates starkly why Milwaukee ranks in the bottom ten of the nation’s 50 largest metros in Hispanic well-being. On 14 of the indicators, Milwaukee ranked 40th or worse; on 14 others, Milwaukee ranked between 30th and 39th. Only on one indicator –percentage growth between 2017-22 in the fraction of Hispanics holding a college degree—did Milwaukee crack the top ten.

Nevertheless, as we noted earlier, it is important to distinguish between *relative* measures and *absolute* measures. Take the crucial indicator of household income. As we have documented in previous studies, Milwaukee’s Hispanic community has been among the nation’s poorest, and that remains true in the 2024 index (which draws on 2022 income data): Milwaukee ranks 45th among the nation’s 50 largest metro areas in the cost-of-living adjusted median annual household income measure we calculated, at \$55,973. Yet, masked in that *relative* measure has been rather remarkable *absolute* improvement over the past five years. Between 2017-22, inflation-adjusted Hispanic median household income in Milwaukee surged by a remarkable 20 percent – an increase historically unprecedented in this metro, and a complete reversal of the trend, for example, between 1999-2014, when real Hispanic household income tumbled almost 25 percent. This dramatic income growth¹⁰ is reflected in a host of other indicators in Milwaukee: Hispanic household income as percentage of WNH income rose from 58.9 percent in 2018 to 65.6 percent in 2022; the Hispanic poverty rate, extreme poverty rate, and children’s poverty rate fell markedly, as did the share of Hispanics receiving Food Stamps; and over the past decade, Milwaukee witnessed a 33.9 percent increase in the fraction of Hispanic households with annual

¹⁰ Researchers have recently documented the remarkable degree to which nationally earnings have risen for low-wage workers in the wake of pandemic and post-pandemic shifts in labor market demand as well as the impact of policies such as pandemic recovery expenditures and the Inflation Reduction Act. As Hispanic workers have historically been disproportionately found in low-wage segment of the labor market, our data suggests that these gains have clearly boosted Hispanic household income. See David Autor, Arindrajit Dube, and Annie McGrew, “The Unexpected Compression: Competition at Work in the Low Wage Labor Market,” NBER Working Paper No. 31010, November 2023.

income above \$100,000 (inflation-adjusted) – a rate of increase in Hispanic affluence that ranked 21st among the 50 largest metros.

Table 2:
Milwaukee Trends on the Component Indicators of the
Index of Hispanic Well-Being

Indicator	2017 Index Value	2020 Index Value	2024 Index Value	2017 Index Rank	2020 Index Rank	2024 Index Rank
Employment Rate, Young Adult Males (ages 20-24)	77.5	67.6	73.5	17	43	28
Employment Rate, Prime Age Males (ages 25-54)	86.3	84.9	85.7	24	38	28
Employment Rate, Young Adult Females (ages 20-24)	71.0	71.9	71.2	7	11	20
Employment Rate, Prime Age Females (ages 25-54)	67.8	71.2	70.0	12	9	23
Disconnected Youth (% not in school/not working)	15.7	14.2	13.3	26	36	33
HH Income (inflation adjusted to 2022\$)	\$45,140	\$48,472	\$55,973	41	43	45
% change real HH income, (1999-2014) (2014-18) (2017-22)	-24.6%	+8.6%	+19.7%	43	35	22
Hispanic HH Income as % of White Non-Hispanic	57.1	58.9	65.6	39	41	37
Poverty Rate	28.7	24.3	19.4	35	37	40
Hispanic-WNH Poverty Rate Ratio	3.8 to 1	3.4 to 1	2.9 to 1	44	44	43
Children’s Poverty Rate	33.9	30.4	23.4	33	34	33
% living in extreme poverty	11.2	9.5	7.7	34	38	31
% living in concentrated poverty neighborhoods			27.0	49	48	49
Homeownership Rate	38.2	39.5	43.7	38	40	38
% receiving SNAP	33.2	30.6	26.2	45	45	45
% Children without health insurance	5.8	5.6	4.8	12	18	14
% Adults 19-64 without health insurance	29.6	26.3	25.6	19	23	31
Pct of births to teenage mothers	12.9	8.9	8.8	36	38	31
Infant mortality rate per 1,000	6.4	5.6	5.8	33	29	33
Mortality Rate from Circulatory Diseases			63.8	24	22	24
Rate of “Deaths of Despair” (suicide, drug, alcohol abuse)			47.7			40
Rate of deaths by homicide/fatal assault			8.9			38
Pct of low birth weight births			8.1			39
Pct change in adults without health insurance coverage			-34.6%			41
Hispanic-WNH homeownership disparity (pct point gap)			26.0			36
Hispanic-WNH concentrated poverty rate ratio/disparsity			9.7 to 1			48
% of Hisp HH with income above \$100k (RPP adjusted)			25.3			45
% change in % Hisp \$100k HHs, real 2022\$, (2010-2022)			+33.9%			21
% of pop over 25 with high school degree or higher			72.4			33
% growth in pct of Hispanics w/ hs degree (2017-2022)			+7.2%			25
WNH-Hispanic hs degree or higher ratio/disparsity			1.3 to 1			34
% of pop over 25 with bachelor’s degree or higher			17.6			42
% growth in pct of Hispanics with bachelor’s degree (17-22)			+33.9%			9
WNH-Hispanic bachelor’s degree or higher ratio/disparsity			2.5 to 1			40
Hisp-owned employer firms per 1000 Hisp working-age pop			4.47			46
Emp in Hisp-owned firms per 1000 Hisp working-age pop			41.2			40
Employees per Hispanic-owned employer firm			9.2			11
Index of Hisp representation in executive posts (100=parity)			28.9			35
WNH-Hispanic Segregation Rate (index of dissimilarity)	57.0	57.0	53.5	44	44	44
Pct point change in segregation index (2010-2020)			-3.5			16

Notes: The empty cells (in data and ranking) for the 2017 and 2020 index are for those new variables that we added to the 2024 index. Two variables from the earlier versions of the index –the concentrated poverty measure and the coronary mortality rate— were defined slightly differently in the 2024 index (see Appendix A for explanation), so we omitted the earlier data to avoid erroneous comparisons. These two new variables are sufficiently like the old ones, however, that we have retained the rankings from the earlier versions of the index, to give a sense of the trendline.

Several other findings should be noted:

- Although Hispanic educational attainment in Milwaukee continues to trail most metros, the past five years have seen marked improvement. The share of Milwaukee Hispanics holding a college degree, for example, grew by over one-third between 2017-2022 (a

growth rate, as we noted, that ranked 9th in the nation). Even with this growth, however, the Hispanic college graduate rate in Milwaukee (17.6%) remains well less than half the WNH rate and far behind the rate for Hispanics in top metros (see Table 3).

- Hispanic Milwaukee significantly lags in measures of business ownership – ranking 46th among the 50 metros in the number of Hispanic-owned employer firms (adjusted for the size of a metro area’s working-age Hispanic population, to control for community size).¹¹ In addition, Hispanics are sharply underrepresented in posts as executives or senior officials in Milwaukee private industry, relative to their weight in the overall labor market, with an index of representation of only 28.6 (parity = 100). As Chart 16 below shows, this figure has worsened over the past fifteen years.
- Employment rates for Milwaukee Hispanics remain relatively strong. For example, the 85.6 percent employment rate for prime working-age (25-54) Hispanic males in Milwaukee in 2022 ranked in the middle of the 50 metro areas and was only five percentage points less than the WNH male rate.
- Residential segregation remains a fundamental feature of Milwaukee Hispanic life – although the level of WNH-Hispanic segregation fell slightly over the past decade. But Milwaukee’s WNH-Hispanic segregation rate continues to rank in the worst 10 of the 50 metros – and as we analyzed in an earlier version of the index, the segregation rate correlates strongly with where a metro area ranks on the composite index.¹² Segregation remains a major challenge for improving conditions for Milwaukee’s Hispanic population.

Table 3 illustrates, with even more context, how Hispanic Milwaukee stacks up against the other large metropolitan areas. This table shows, for each component indicator, Milwaukee’s status and rank compared to the “best-performing” metro, the “10th best” metro, the median metro (25th ranked), and the worst ranked metro. The table gives a sense of the gap between Hispanic Milwaukee’s outcomes on these variables and those of “top performing” and poor-outcome metropolitan areas. As the table illustrates, the distance between Milwaukee and “top metros” for Hispanics is considerable. Some examples:

- Hispanic Milwaukee’s cost-of-living adjusted median household income was \$55,973 in 2022 (ranking 45th among the 50 metros). That is 50% less than top ranked San Jose.

¹¹ Milwaukee actually ranked 46th of 47 metros on this indicator, as three of the 50 did not disclose Hispanic ownership data.

¹² Levine, *The “Best Metros” for Latino Well-Being: An Index*, p. 15.

**Table 3:
Hispanic Milwaukee Ranks and Performance Compared to Metros at Selected
Ranking Thresholds on the Composite Index of Well-Being**

Indicator	Value	Rank
Employment Rate, Young Adult Males (ages 20-24)		
Milwaukee	73.5	28
Nashville	86.1	1
Buffalo	79.3	10
Phoenix	74.2	25
New York	61.4	49
Employment Rate, Prime Age Males (ages 25-54)		
Milwaukee	85.7	28
Raleigh	92.6	1
New Orleans	89.6	10
Indianapolis	86.9	25
Buffalo	67.8	50
Employment Rate, Young Adult Females (ages 20-24)		
Milwaukee	71.2	20
Columbus	80.7	1
Seattle	72.9	10
Nashville	69.6	25
Memphis	56.5	49
Employment Rate, Prime Age Females (ages 25-54)		
Milwaukee	71.2	9
Hartford	75.8	1
Kansas City	71.0	10
Richmond	70.0	25
Memphis	53.0	50
Disconnected Youth (% not in school/not working)		
Milwaukee	13.3	33
Raleigh	6.6	1
Sacramento	10.2	10
Oklahoma City	12.1	25
Hartford	17.8	50
Real HH Income (cost of living adjusted)		
Milwaukee	\$55,973	45
San Jose	\$83,661	1
Virginia Beach	\$67,740	10
Las Vegas	\$63,503	25
Buffalo	\$40,630	50
% change real HH income, 2017-2022		
Milwaukee	+19.7%	22
Indianapolis	+38.8%	1
Portland	+23.1%	10
Pittsburgh	+18.8%	25
Cincinnati	+0.8%	50
Hispanic HH Income as % of White Non-Hispanic		
Milwaukee	65.6	37
Pittsburgh	91.2	1
Baltimore	76.6	10
San Diego	71.8	25
Hartford	52.0	50
Poverty Rate		
Milwaukee	19.4	40
San Jose	9.3	1
Chicago	13.5	10
Indianapolis	16.7	25
Buffalo	29.9	50

Table 3 (continued)

Indicator	Value	Rank
Hispanic-WNH Poverty Rate Ratio		
Milwaukee	2.9 to 1	43
Riverside-San Bernadino	1.5 to 1	1
Tampa	1.7 to 1	10
Louisville	2.2 to 1	25
Philadelphia	3.8 to 1	50
Children's Poverty Rate		
Milwaukee	23.4	33
San Jose	11.4	1
Minneapolis	17.3	10
Columbus	22.2	25
Buffalo	36.5	50
Percentage living in extreme poverty		
Milwaukee	7.7	31
San Jose	4.3	1
Baltimore	5.8	10
Las Vegas	7.3	25
Buffalo	16.2	50
Percentage living in concentrated poverty neighborhoods		
Milwaukee	27.0	49
San Jose	0.7	1
Raleigh	3.1	10
Los Angeles	7.7	25
Buffalo	34.6	50
Hispanic-WNH Concentrated Poverty Ratio		
Milwaukee	9.7 to 1	48
San Diego	1.4 to 1	1
Sacramento	1.9 to 1	10
Virginia Beach	3.3 to 1	25
Providence	10.3 to 1	50
% of Hispanic HHs over \$100k income (cost of living adjusted)		
Milwaukee	25.3	46
San Jose	44.2	1
Cincinnati	33.2	10
Columbus	29.9	25
Buffalo	22.0	50
% growth in % of Hispanic HHs over \$100k (inflation adjusted): 2010-2022		
Milwaukee	+33.9%	21
Nashville	+69.2%	1
Boston	+49.4%	10
San Francisco	+32.1%	25
Las Vegas	+7.9%	50
Homeownership Rate		
Milwaukee	43.7	38
Detroit	62.9	1
Kansas City	55.3	10
Virginia Beach	49.8	25
New York	29.3	50
Hispanic-WNH Pct Pt Gap in Homeownership Rate		
Milwaukee	26.0	36
San Antonio	12.0	1
Tampa	17.1	10
Pittsburgh	22.5	25
Hartford	41.5	50

Table 3 (continued)

Indicator	Value	Rank
% of Hispanics (25+) with high school degree or above		
Milwaukee	72.4	33
Pittsburgh	88.1	1
Cleveland	77.8	10
Boston	74.0	25
Memphis	57.5	50
% growth in % of Hispanics w/ HS degree or above: 2017-22		
Milwaukee	+7.2%	25
Raleigh	+14.6%	1
Portland	+10.4%	10
Milwaukee	+7.2%	25
Virginia Beach	-0.2%	50
WNH-Hispanic Ratio in holders of HS degree or above		
Milwaukee	1.33 to 1	34
Pittsburgh	1.08 to 1	1
San Antonio	1.21 to 1	10
San Diego	1.30 to 1	25
Memphis	1.64 to 1	50
% of Hispanics (25+) with bachelor's degree or above		
Milwaukee	17.6	42
Pittsburgh	39.6	1
Orlando	27.4	10
New York	22.2	25
Las Vegas	12.3	50
% growth in % Hispanics w/ bachelor's diploma or above: 2017-22		
Milwaukee	+33.9%	9
Indianapolis	+50.8%	1
Phoenix	+33.3%	10
San Antonio	+25.9%	25
Jacksonville	+9.9%	50
WNH-Hispanic Ratio in holders of bachelor degree or above		
Milwaukee	2.50 to 1	40
Pittsburgh	0.94 to 1	1
Louisville	1.45 to 1	10
Austin	2.10 to 1	25
Los Angeles	3.39 to 1	50
Hispanic-owned employer firms per 1000 working age Hisp		
Milwaukee	4.47	46
Atlanta	27.03	1
Raleigh	10.86	10
Indianapolis	8.69	25
Hartford	2.94	47
Employees in Hisp-owned firms per 1000 working age Hisp		
Milwaukee	41.2	41
Miami	127.5	1
Cincinnati	78.7	10
Jacksonville	57.0	25
Philadelphia	36.3	47
Employees per Hispanic employer firms		
Milwaukee	9.2	6
Hartford	18.1	1
Dallas	8.2	10
St. Louis	7.0	25
Atlanta	3.1	47

Table 3 (continued)

Indicator	Value	Rank
Index of Hisp Participation in Top Exec Posts, Priv Industry	(proportionality = 100)	
Milwaukee	28.9	33
Pittsburgh	68.0	1
Baltimore	41.8	10
Tampa	34.0	25
Providence	15.7	50
% receiving SNAP (Food Stamp) benefits		
Milwaukee	26.2	45
Salt Lake City	6.9	1
Baltimore	11.1	10
San Diego	13.4	25
Buffalo	37.5	50
% children without health insurance coverage		
Milwaukee	4.8	14
Buffalo	1.7	1
St. Louis	4.2	10
Richmond	7.9	25
Dallas	18.5	50
% adults without health insurance coverage		
Milwaukee	25.6	31
Boston	6.2	1
San Diego	15.2	10
Louisville	21.8	25
Birmingham	50.0	50
% decline in Hispanic adults without health cov: 2010-2022		
Milwaukee	-34.6%	41
Providence	-69.3%	1
Boston	-59.5%	10
Tampa	-43.0%	25
Memphis	-18.2%	50
Mortality rate per 100,000 from circulatory diseases		
Milwaukee	63.8	24
Cincinnati	17.5	1
Memphis	40.4	10
Dallas	64.8	25
Miami	264.2	50
Infant Mortality Rate per 1,000 births		
Milwaukee	5.84	33
San Diego	3.24	1
Baltimore	4.46	10
Birmingham	5.32	25
Pittsburgh	8.29	49
Low birth babies as % of total Hispanic births		
Milwaukee	8.1	38
San Diego	6.2	1
Los Angeles	6.9	10
Washington, D.C.	7.4	25
Buffalo	10.2	50
Births to teen mothers as % of total Hispanic births		
Milwaukee	8.8	31
Miami	3.2	1
Washington, D.C.	6.6	10
Minneapolis	22.5	25
Buffalo	12.3	50

Table 3 (continued)

Indicator	Value	Rank
“Deaths of Despair” rate (suicide/drug/alcohol) per 100,000		
Milwaukee	47.7	40
Raleigh	13.1	1
Birmingham	22.8	10
Riverside-San Bernadino	33.9	25
Denver	86.6	50
Mortality rate from homicide/fatal assault per 100,000		
Milwaukee	8.9	38
Raleigh	2.7	1
Tampa	4.5	10
San Francisco	7.1	25
Philadelphia	18.0	49
Residential Segregation Index (dissimilarity index)		
Milwaukee	54	45
Pittsburgh	27	1
Cincinnati	37	10
Charlotte	43	25
Los Angeles	60	50
Percentage Point Change in Segregation Index: 2000-2020		
Milwaukee	-7	10
Buffalo, Cleveland tied	-11	1
Austin, Boston, Chicago, Milwaukee, Tampa tied	-7	10
Kansas City, Miami, Portland, Sacramento tied	-4	25
Cincinnati	+8	50

- On the other hand, real household income growth in Hispanic Milwaukee rose between 2017-2022 at a rate (19.7%) nearly comparable to 10th ranked Portland (23.1%).
- The percentage of Milwaukee Hispanics living in concentrated poverty neighborhoods – census tracts in which 30% or more of the residents are poor—is over three times the share living in such neighborhoods in 25th ranked Los Angeles, and a staggering 38-times higher than top ranked San Jose. Milwaukee ranks next-to-last among the 50 metros on this important indicator.
- Hispanic Milwaukee registered a mortality rate from “deaths of despair” (suicide and alcohol/drug abuse) that was almost four times the rate of top-ranked Raleigh, and 50% higher than 25th ranked Riverside. Milwaukee ranked 40th on this indicator.
- Despite marked improvement in the educational attainment levels of Hispanic Milwaukee’s adult population between 2017-2022, the gap between Milwaukee and top performing metros remains large. The share of Hispanics in Milwaukee holding a bachelor’s degree is well less than half that in top-ranked Pittsburgh, and almost one-third less than 25th ranked New York. Though less pronounced, lags in high school degree attainment persist in Hispanic Milwaukee as well.

In sum, the data arrayed in Tables 1-3 and Charts 1-8 sketch a mixed portrait of the state of Hispanic Milwaukee. The “top-line” number on the composite index is stark: Milwaukee remains one of the lower-ranked metro areas for Hispanic well-being, and on numerous key indicators arrayed in this report, the Milwaukee ranking is a long way from the middle-of-the-pack, let alone a top-ten or top-ranked metro for Hispanics.

However, as we have argued, the focus on rankings should not obscure the actual trends on various indicators, and from that perspective, there is much encouraging data in this report. Income, educational attainment, and employment are up; poverty, adults lacking health insurance, and a wide range of Hispanic-WNH disparities are down (even though Milwaukee still ranks among the worst metros for such disparities); and several health indicators seem improved or, at the very least, stable. Hispanic Milwaukee has a long way to go, and some of the gains noted in this report are tenuous. But for the first time in many years there are important positive trends, even if they are not reflected yet in the composite index of well-being.

Conclusion

The *Index of Hispanic Well-Being* is a valuable tool to compare conditions in Hispanic communities across the country. The 2024 index has enabled us to benchmark where Hispanic Milwaukee stands among the 50 largest metro areas, to pinpoint metro areas like Seattle, Virginia Beach, Portland, Minneapolis, and Austin, where, in relative terms, the Hispanic community is thriving, and to identify metros such as Cleveland, Philadelphia, Hartford, Memphis, and Providence, where the Hispanic community has consistently struggled. Drilling down into each component of the index has illustrated on which indicators Hispanic Milwaukee is doing relatively well (or better in recent years), and on which indicators the metro area is lagging (or even falling further behind). As our analysis has made clear, on most key indicators, despite recent progress, there is a steep climb separating Hispanic Milwaukee from Hispanic Seattle (ranked 1st on the index), Hispanic San Diego (ranked 10th), or even middle-of-the-pack Hispanic Indianapolis (ranked 25th). The latter, though, offers some encouragement for Milwaukee: in the 2017 version of the *Index*, Indianapolis ranked 43rd – essentially, where Milwaukee is today. Remaining mired in the bottom-ten is not inevitable.¹³

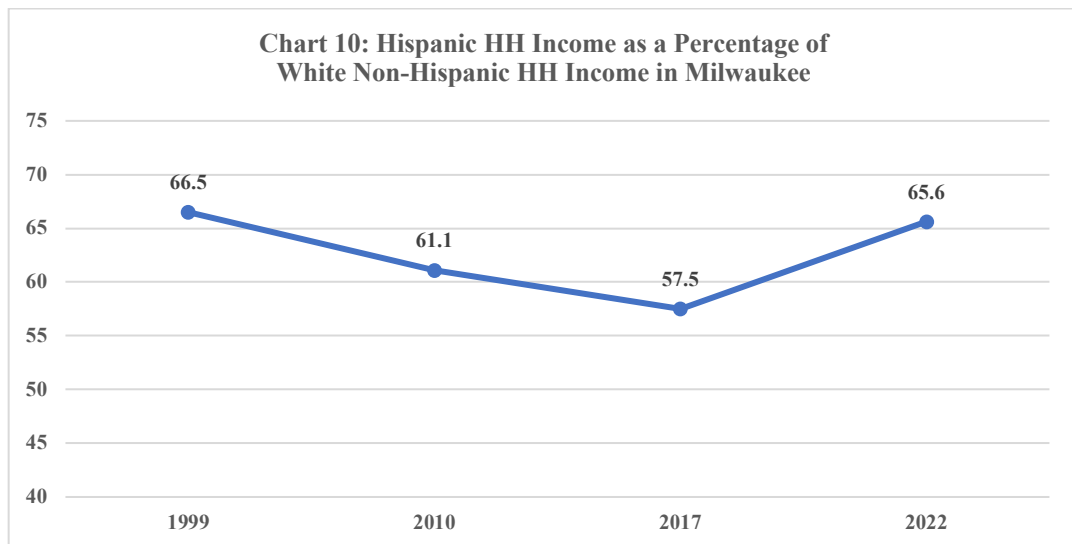
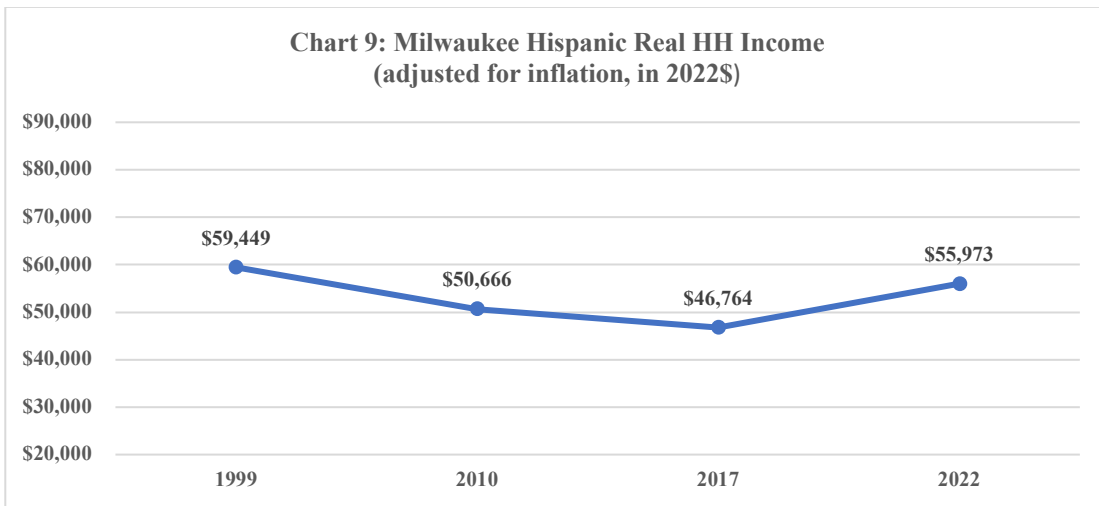
The *Index* is snapshot of where a community stands at a particular time. Multiple editions of the index permit some sense of the community’s trajectory, but an even longer time series is vital for fuller

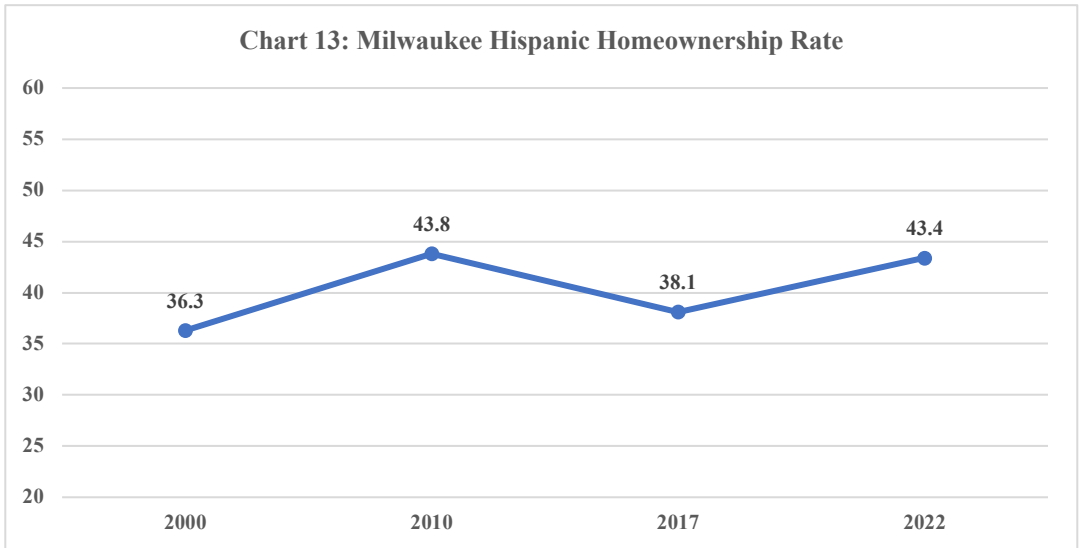
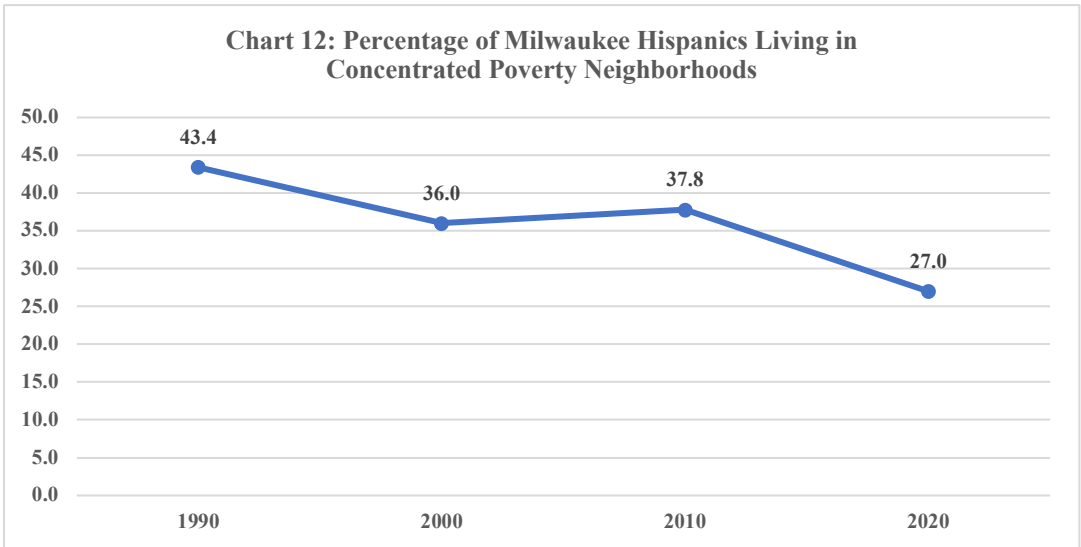
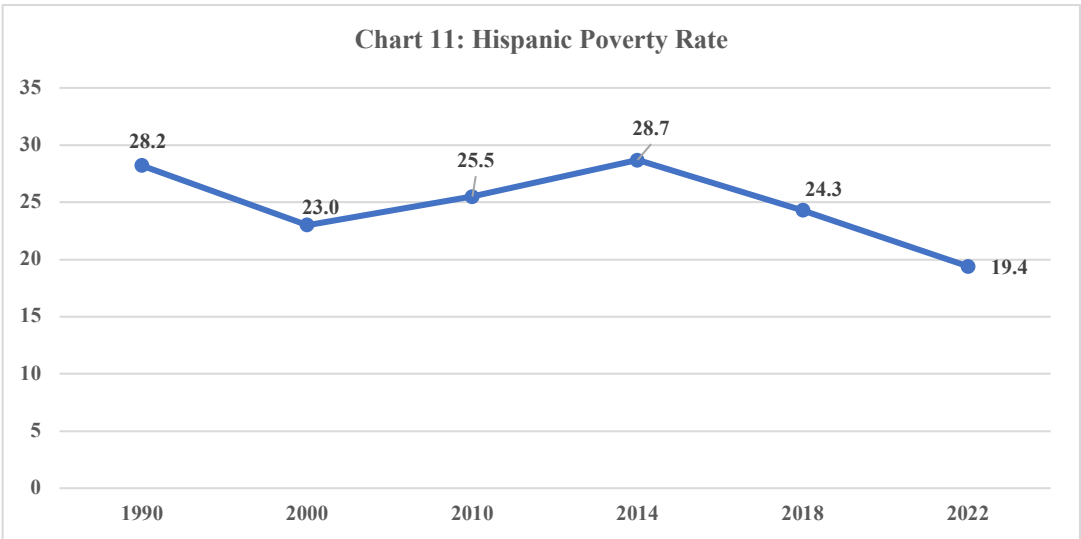
¹³ This improvement by Indianapolis was not an artifact of the additional variables in the 2024 *Index*. As Appendix C shows, Indianapolis also ranked 25th in a version of the 2024 index using the 20 variables of the earlier editions of the index. The gains are real.

context on the state of Hispanic Milwaukee: past, present, and (perhaps) an inkling of the future. This final section of the report, by way of conclusion, presents a series of revealing charts on trends in Hispanic Milwaukee over the past decades, on several key indicators. In general, these charts reveal an uneven trajectory for Milwaukee’s Hispanic community, with most trendlines turning positive since the end of the Great Recession. Main observations:

- After plummeting precipitously between 1999-2017, Hispanic median household income in Milwaukee has risen sharply in the past five years (Chart 9). The 19.7% increase in real Hispanic median household income between 2017-2022 was almost four-times the rate of increase for the WNH community during those years, an unprecedented shift that significantly closed the Hispanic-WNH income gap in Milwaukee (Chart 10). Although this is an extraordinary development, it is chastening nevertheless to realize that real Hispanic income in Milwaukee today is six percent lower than it was almost 25 years ago.
- Concomitantly, Milwaukee Hispanic poverty rates – still high by national standards— have dropped to their lowest levels in over 30 years (Charts 11 and 12).
- Employment for prime working-age males, after dropping steadily for decades leading up to the Great Recession, has recovered to levels close to the peak more than fifty years ago (Chart 14), and the percentage of “disconnected” Hispanic youth (ages 16-24, not in school nor holding a job) has dropped by almost one-half since 2000 (Chart 15).
- As the *Index* revealed, educational attainment among Milwaukee’s Hispanic adults ranks poorly compared to the nation’s large metros: 42nd of the 50 in the share of Hispanics with a bachelor’s degree or higher, for example. Nonetheless, educational attainment in Hispanic Milwaukee has been improving steadily since 2000 (Charts 17 and 18).
- The underrepresentation of Hispanics in Milwaukee’s private-sector economic leadership has not improved over the past fifteen years – in fact, it has worsened (Chart 16). In 2021, Hispanics were represented in executive or senior management positions at only a little more than one-quarter their weight in Milwaukee’s working-age population – a lower rate than in 2007. Milwaukee is hardly unique in this Hispanic underrepresentation – indeed, it ranks 33rd of the 50 largest metros on this metric. But it is a troubling sign that amidst Hispanic progress on multiple indicators over past several decades in Milwaukee, top tiers of the region’s economic decision-making remain largely out of reach.

- On two key health indicators, Hispanic Milwaukee has registered two different trends over the past twenty years. The infant mortality rate has dropped by 40 percent since 1998 (Chart 19), although it ticked up slightly between 2017-21. On the other hand, “deaths of despair” – mortality from suicide and drug/alcohol abuse—have exploded, jumping sharply between 2012-17 and again between 2017-22, the latter increase no doubt a consequence of the isolation and disruption of the pandemic and its aftermath. This statistic speaks volumes to the continuing challenges facing Hispanic Milwaukee.





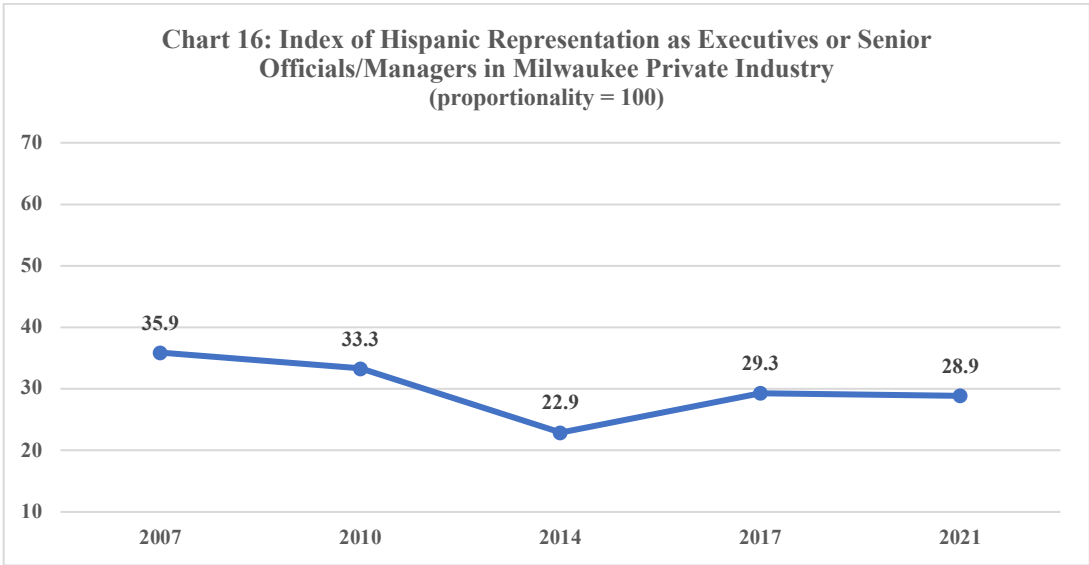
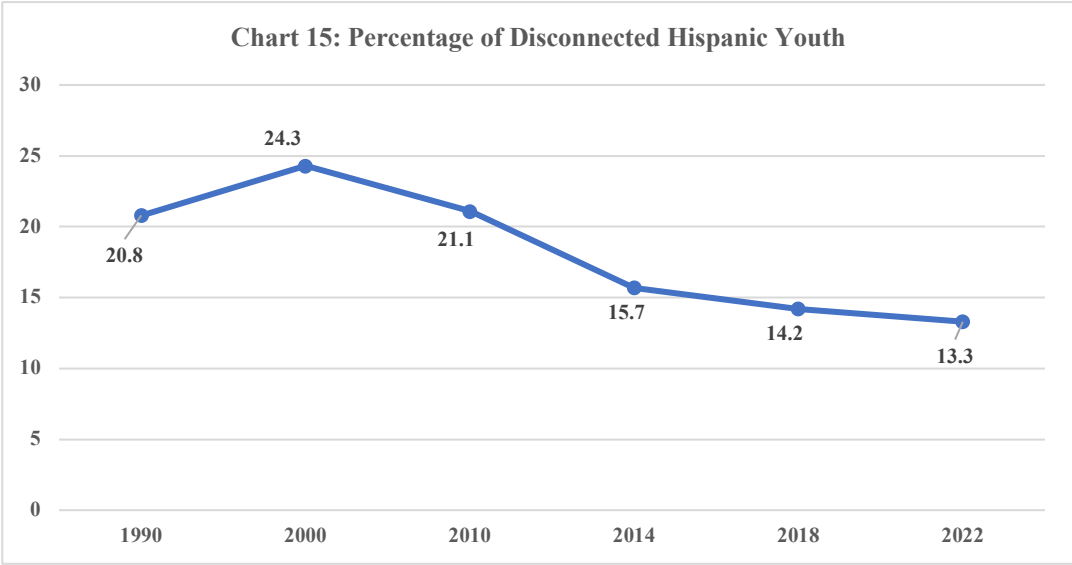
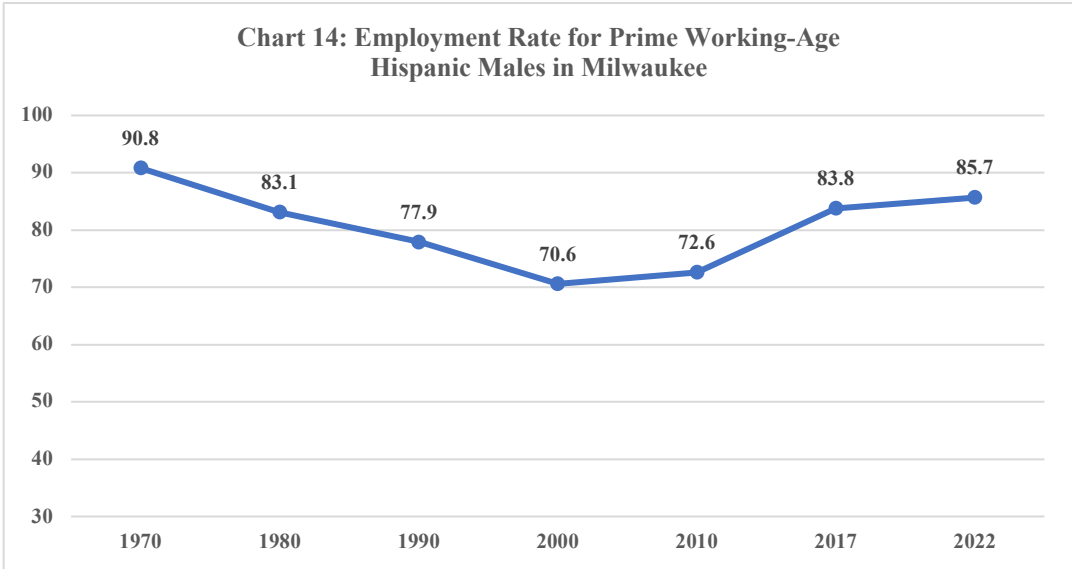


Chart 17: Percentage of Milwaukee Hispanics, Ages 25+, Holding a High School Degree/Equivalent or Higher

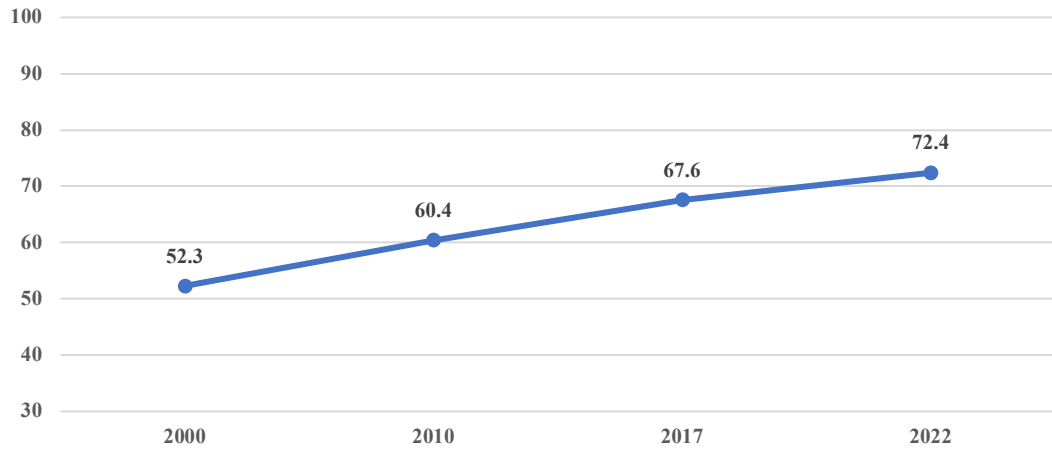


Chart 18: Percentage of Milwaukee Hispanics, Ages 25+, Holding a Bachelor's degree or Higher

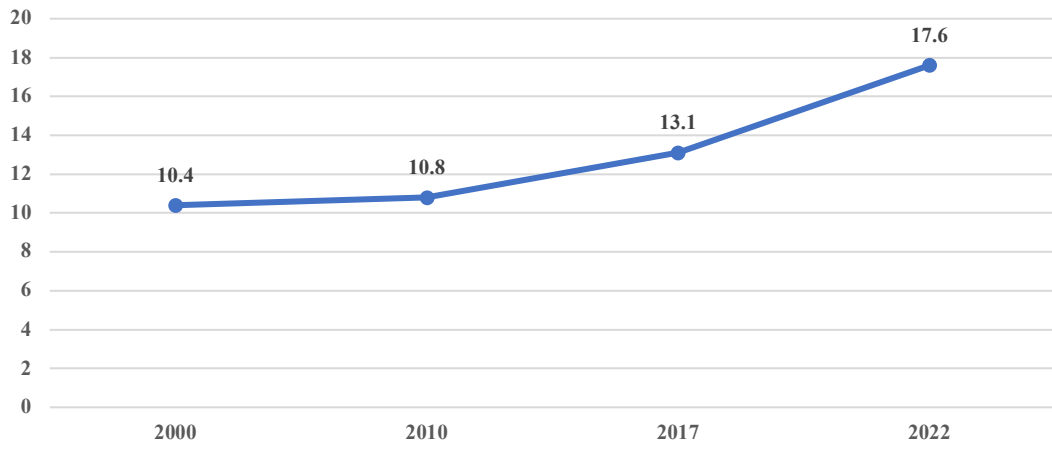


Chart 19: Milwaukee Hispanic Infant Mortality Rates : 1998-2021

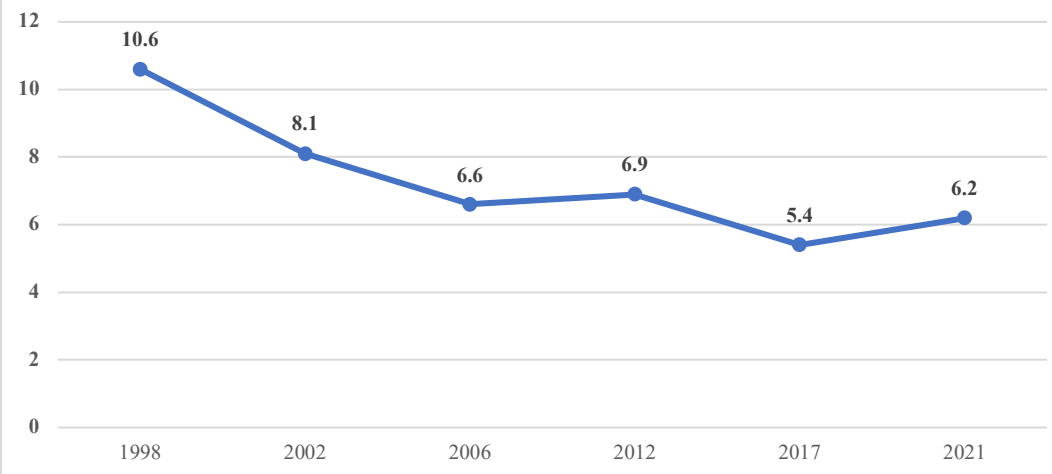
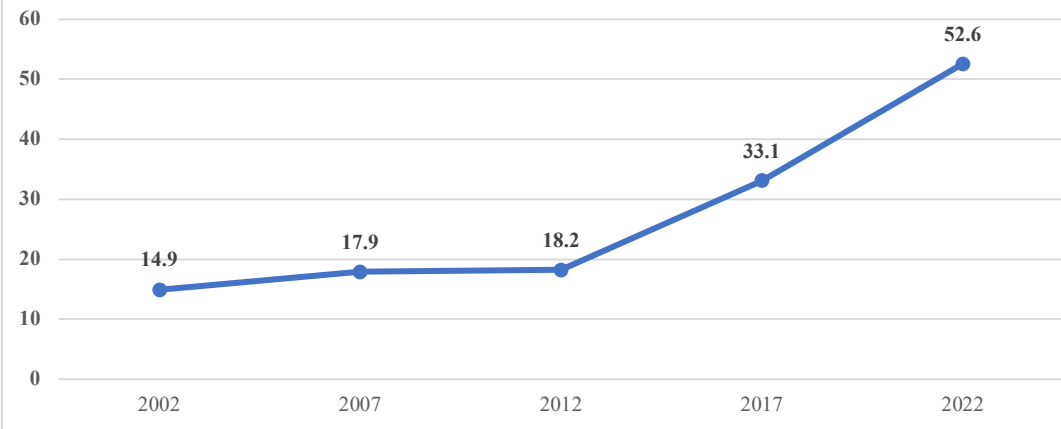


Chart 20: Hispanic Milwaukee Deaths of Despair Rate: 2002-2022



Appendix A: The Components of the Composite Index

Listed below are the components of the 2024 *Index of Hispanic Well-Being*: the indicators we used to calculate the composite index (and the sources from which the data were compiled). There are now 40 indicators in the index, double the number of earlier versions. Here's what's new: 1) Several new measures of Hispanic-WNH disparities and inequality; 2) Additional measures of recent growth (or decline) on selected variables, to better incorporate trendlines; and 3) New indicators on educational attainment and business participation, which were not included in the original version of the composite *Index* as we were testing them as independent (“driver”) variables of the composite index. But since this report does not include a “drivers” analysis, it makes sense now to include these variables as components of the *Index*, as they surely are key indicators of community well-being.

Except where noted, all the data are reported at the metropolitan area level.

- 1. Male Employment Rates, Prime Working-Age** (percentage of (percentage of Hispanic males, ages 25-54, who are employed). This is sometimes called the “Employment-Population” ratio and is generally considered by economists to be a better indicator of overall labor market conditions than the traditional and highly flawed official unemployment rate. All employment data in this report are from 2021-22, pooled two-year samples from the U.S. Census Bureau’s American Community Survey. (The pooling creates a larger sample that lowers the margin of error in the survey. In the previous version of the Index, we used pooled three-year samples; however, because of the limitations on Census bureau data collection during the first year of the Covid pandemic, 2020 ACS employment data were not reported).
- 2. Male Employment Rates, Young Adults** (percentage of Hispanic males, ages 20-24, who are employed).
- 3. Female Employment Rates, Prime Working-Age** (percentage of Hispanic females, ages 25-54, who are employed).
- 4. Female Employment Rates, Young Adults** (percentage of Hispanic females, ages 20-24, who are employed).
- 5. Disconnected Youth Rates** (percentage of Hispanic population between the ages of 16-24, not employed and not in school). The data reported here were derived from the IPUMS database of the American Community Survey (ACS), the 2016-20 five-year pooled sample,

collected in the National Equity Atlas assembled by PolicyLink and the USC-Dornsife Equity Research Institute).

- 6. Hispanic Median Household Income**, adjusted for cost-of-living differences among metropolitan areas. For example: the cost of living in San Francisco is over 26 percent higher than in Milwaukee, and in metros such as New York, San Diego, and Seattle the cost of living is over 20 percent higher than Milwaukee's. All told, 35 of the nation's 50 largest metros exhibit higher costs of living than does Milwaukee, so we adjusted income levels to reflect that a dollar goes a bit further in Milwaukee than in most metros. Thus, for example, the actual Hispanic median household income in San Jose in 2022 was \$97,808; when we adjust for cost-of-living differences and norm to Milwaukee purchasing power, we reduce that figure to \$83,661 (relative to Milwaukee). Conversely, in metros where the cost of living is lower than Milwaukee, the household income figure is normed upward. The income data were drawn from 2018-2022, American Community Survey five-year pooled sample. The cost-of-living adjustments were calculated using the U.S. Department of Commerce, Bureau of Economic Analysis' metropolitan area regional price parities data series (RPP).
- 7. Change in Real Hispanic Household Income** (percentage change in Hispanic household income between 2017-2022, adjusted for inflation). Data drawn from 2013-17 and 2018-22 ACS five-year pooled data; inflation-adjustment from the Federal Reserve Bank of Minneapolis' Historical Annual Inflation Calculator.
- 8. Income Inequality** (Hispanic household income as a percentage of WNH household income). 2018-22 ACS data.
- 9. Size of Affluent Hispanic Community** (percentage of all Hispanic households in metro areas with annual household income above \$100,000, adjusted for metropolitan area cost-of-living differences). For example, according to the RPP data, an annual income of \$100,000 in Milwaukee would have equivalent purchasing power to \$127,000 in San Francisco or \$122,000 in Seattle. Using the BEA's RPP data series, we have adjusted this measure to reflect cost-of-living variation. The income figures are from 2018-22 ACS data.
- 10. Percentage Change in the % of Hispanic Households with income over \$100,000, between 2010-2022**, adjusted for inflation and cost-of-living differences. Income data from the 2006-10 and 2018-22 ACS five-year data.
- 11. Poverty Rates** (percentage of Hispanic population with income below the official poverty level). 2018-22 ACS data.

12. **Extreme Poverty Rates** (percentage of Hispanic population with household income below 50 percent of the official poverty rate). ACS 2018-22 data.
13. **Children Poverty Rate** (percentage of Hispanic children, 18 years old and younger, living in households with income below the official poverty line). ACS 2018-22 data.
14. **Hispanics Living in Concentrated Poverty Neighborhoods** (percentage of metro area Hispanic population living in neighborhoods in which 30% or more of all residents are poor). Calculated from 2016-20, five-year pooled ACS data, and drawn from the National Equity Atlas data base. [Note: this measure of concentrated poverty differs from the one used in the 2020 Index of African American well-being; in that study, we used the 40% threshold for identifying concentrated poverty neighborhoods].
15. **WNH-Hispanic Disparities in Poverty Rates** (calculated as the ratio of the Hispanic poverty rate to the WNH poverty rate). ACS 2018-22 data.
16. **WNH-Hispanic Disparities in Concentrated Poverty** (calculated as the ratio of the % of the Hispanic population living in concentrated poverty neighborhoods to the % of WNH population living in such neighborhoods). ACS 2016-20 data, calculated by the National Equity Atlas.
17. **High School Degree Holders** (the percentage of Hispanic population, 25 years and older, holding a high school degree/equivalent or higher). ACS 2018-22 data.
18. **Growth in High School Degree Holders** (percentage growth in the fraction of the Hispanic population over age 25 holding a high school degree or higher, 2017-2022). ACS 2013-17 and 2018-22 data.
19. **WNH-Hispanic Disparities in High School Degree Holders** (calculated as ratio of the % of the WNH population, 25 and older, holding high school degree/equivalent to the % of the Hispanic population with that level of educational attainment). ACS 2018-22 data.
20. **Bachelor's Degree Holders** (the percentage of the Hispanic population, 25 years and older, holding a bachelor's degree or higher). ACS 2018-22.
21. **Growth in Bachelor's Degree Holders** (percentage growth in the share of the Hispanic population over age 25 holding a bachelor's degree or higher), 2017-2022). ACS 2013-17 and 2018-22 data.
22. **WNH-Hispanic Disparities in Bachelor's Degree Holders** (calculated as ratio of the % of WNH population, 25 and older, holding a bachelor's degree or higher to the % of the Hispanic population with that level of educational attainment). ACS 2018-22 data.

- 23. Business Ownership I:** The number of Hispanic-owned employer firms in the metro area, adjusted for the size of the Hispanic working age population. Hispanic-owned employer firms per 1,000 Hispanic working age population. [Note: this measure of business ownership differs from past studies that included sole proprietorships with no employees]. Data from the U.S. Bureau of the Census, *Annual Business Survey*, 2021. [Note: Data for several metropolitan areas was suppressed for reasons of confidentiality].
- 24. Business Ownership II:** Total employment in Hispanic-owned employer firms, adjusted per 1,000 Hispanic working age population. *Annual Business Survey*, 2021.
- 25. Business Ownership III:** Employment per Hispanic-owned employer firm. *Annual Business Survey*, 2021
- 26. Hispanic Representation as Executives or Senior Officials in Private Industry.** Calculated as an “index of representation” or “index of participation,” which measures the degree to which a group is employed in a particular occupation at a percentage greater than, equal to, or less than, their share of total employment. The index is on a scale from 0-100, where 100 would represent parity whereby Hispanics (or any group) would be found in proportion to their presence in the overall workforce. Data from the U.S. Equal Employment Opportunity Commission, *Job Patterns for Minorities and Women in Private Industry (EEO-1)*, 2021.
- 27. Hispanic-WNH Residential Segregation** (measured by the index of dissimilarity, a standard sociological indicator that gauges the degree to which racial, ethnonational, or linguistic groups are concentrated in certain neighborhoods in a metropolitan area or city. A value above 60 on the index is considered “very high” segregation; 40-60 is “moderate segregation”). Data from the Brown University “Diversity and Disparities” database.
- 28. Trends in Segregation** (calculated as the percentage change in Hispanic-WNH segregation index between 2010 and 2020). Data from the Brown University “Diversity and Disparities” database.
- 29. Homeownership Rates** (calculated as percentage of Hispanic households living in owner-occupied housing). ACS 2018-2022 data.
- 30. Racial Gap in Homeownership** (calculated as percentage point gap in Hispanic and WNH homeownership rates). ACS 2018-2022 data.
- 31. Food Stamps/SNAP recipients** (percentage of Hispanic households receiving Supplemental Nutrition Assistance Program support). ACS 2018-2022 data.

- 32. Adult Health Insurance Coverage** (percentage of Hispanic adults, ages 19-64, without health insurance coverage). ACS 2022 data.
- 33. Trends in Adult Health Insurance Coverage** (percentage decline in the fraction of Hispanic adults without health insurance between 2010-2022). ACS data 2010 and 2022.
- 34. Children’s Health Insurance Coverage** (percentage of Hispanic children 18 and under without health insurance coverage). ACS 2022 data.
- 35. Mortality rate from Circulatory diseases.** Per 100,000 Hispanic population. 2018-2021 pooled data. Calculated from CDC WONDER database. Data is for central counties of metropolitan areas.
- 36. Infant mortality rate.** (Death rate per 1,000 Hispanic births). Calculated from the CDC WONDER database of the Centers for Disease Control and Prevention. 2011-2021 pooled data. Data is for central counties of metropolitan areas.
- 37. Rate of births of teenage mothers** (percentage of Hispanic births to mothers under 19 years). 2016-2022 pooled data. CDC WONDER database. Data is for central counties of metropolitan areas.
- 38. Low birth-weight babies** (percentage of Hispanic births to babies weighing less than 2,500 grams). 2016-2022 pooled data. CDC WONDER database. Data is for central counties of metropolitan areas.
- 39. Death by Homicide or Fatal Assault** (rate of Hispanic deaths per 100,000 Hispanic population). 2018-2021 pooled data. CDC WONDER database. Data is for central counties of metropolitan areas.
- 40. “Deaths of Despair.”** Rate of Hispanic deaths per 100,000, by drug or alcohol abuse or overdoses, or by suicide. 2018-21 pooled data (2011-2021 pooled data for suicide rate). CDC WONDER database. Data is for central counties of metropolitan areas.

Appendix B: Component Variables of the Subsector Indexes

Employment Index

- Male Employment Rate, Prime Working-Age (ages 25-54)
- Male Employment Rate, Young Adults (ages 20-24)
- Female Employment Rate, Prime Working-Age (ages 25-54)
- Female Employment Rate, Young Adults (ages 20-24)
- Disconnected Youth Rate (% between ages 16-24, not employed and not in school)

Healthcare and Public Health Index

- Births to teen mothers %
- Infant mortality rate
- % of low birth-weight babies
- Mortality rate from circulatory diseases
- Death by Homicide/Fatal Assaults
- Deaths of Despair
- Children's health insurance coverage
- Adult health insurance coverage
- % improvement in adult health insurance coverage

Income and Poverty Index

- Poverty Rate
- Children's Poverty Rate
- Extreme Poverty Rate
- Concentrated Poverty Rate
- Hispanic-WNH Poverty rate ratio
- Hispanic-WNH Concentrated poverty rate ratio
- Cost-of-living adjusted (RPP) Hispanic median household income
- % change in real household income
- Hispanic household income as % of WNH
- Hispanic HHs with annual income above \$100,000 as % of all Hispanic HHs (RPP adjusted)
- % change in the share of Hispanic \$100,000 HHs (2010-2022, inflation-adjusted)

Educational Attainment Index

- % adults over 25 with high school degree or higher
- % growth of adults with high school degree or higher, 2017-22
- WNH-Hispanic ratio of high school graduates
- % of adults over 25 with a bachelor's degree or higher
- % growth of adults with a bachelor's degree or higher, 2017-22
- WNH-Hispanic ratio of college graduates
- Disconnected youth rate

Business Participation Index

- Hispanic-owned employer firms per 1,000 working-age Hispanic population in metro
- Employment in Hispanic-owned employer firms per 1,000 working-age population in metro
- Employees per Hispanic-owned employer firm
- Hispanic representation as executives and senior officials in private industry

Disparities Index

- Hispanic-WNH gap in homeownership rates
- Hispanic-WNH poverty ratio
- Hispanic-WNH concentrated poverty ratio
- Hispanic median household income as a % of WNH
- WNH-Hispanic high school graduate ratio
- WNH-Hispanic college graduate ratio
- Hispanic representation as executives and senior officials in private industry

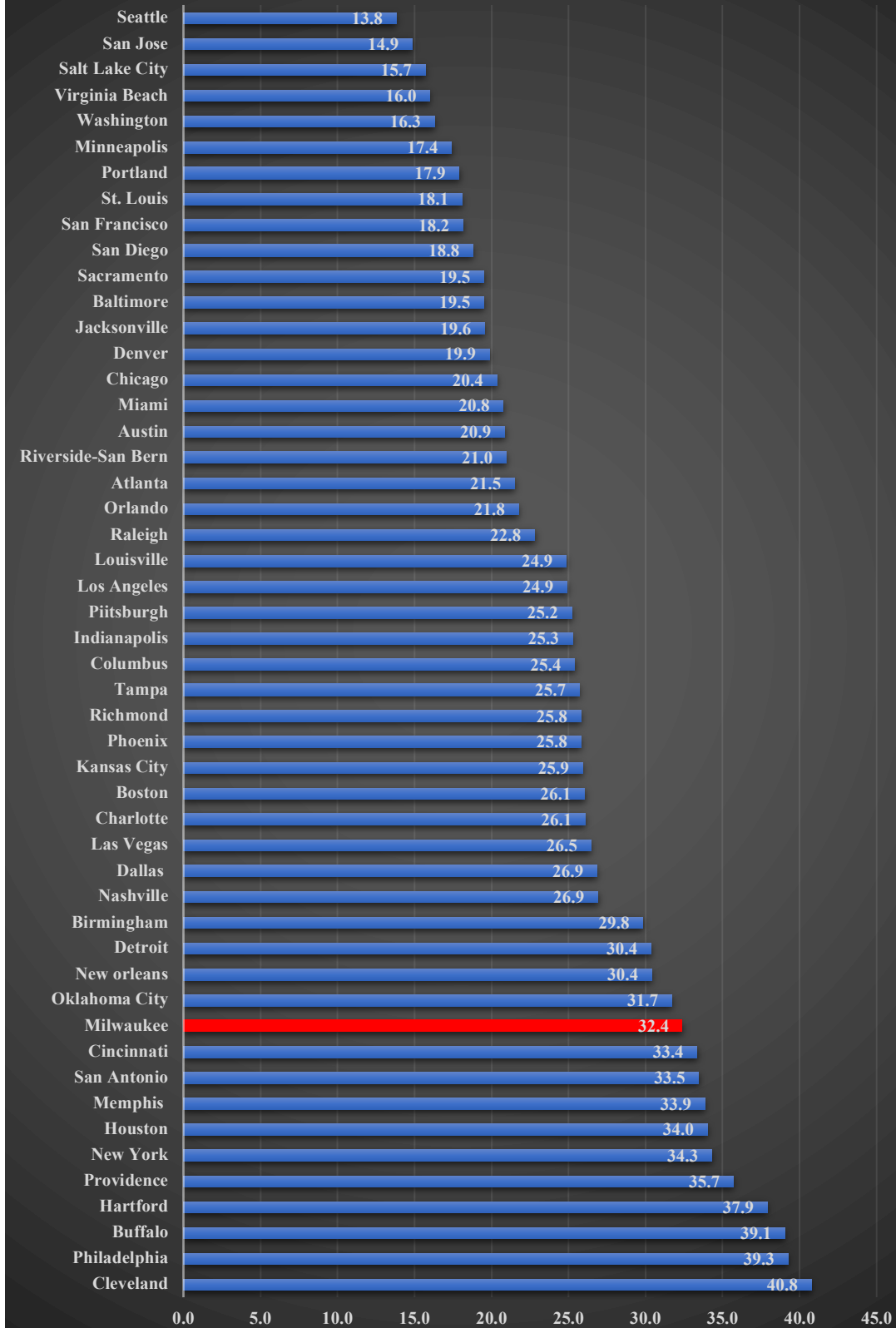
Index of Rates of Change on Selected Indicators

- % improvement in health insurance coverage, 2010-2022
- % change in real Hispanic median household income, 2017-2022
- % change in fraction of Hispanic \$100,000 HHs (inflation adjusted, 2010-22)
- % growth in share of Hispanic adults with high school degrees or higher
- % growth in share of Hispanic adults with college degrees or higher
- Percentage point change in the Hispanic-WNH segregation index, 2010-2020

Appendix C:
The 2024 Index of Hispanic Well-Being Calculated Using the “Original 20” Indicators

As we’ve noted, the 2024 edition of the *Index of Hispanic Well-Being* contains 40 indicators, 20 more than the original versions of the index released in 2017 and 2020. Readers may wonder where metropolitan areas would rank on the index if we simply used the same indicators as in the past. To answer that question, we calculated the 2024 index using the “original 20” indicators. As it happens, despite the enhancements to the index from the additional indicators, the new “40 indicator” index correlates extremely tightly with an index calculated with the original 20 indicators: $+0.94$. A few metros ranked several places lower or higher on one or the other indexes: Milwaukee, in fact, ranked 45th on the new edition of the index, and 40th on the recalculation based on the original 20 indicators. But, by and large, the rankings between the two are quite similar. Indeed, eight metros, albeit in slightly different order, occupy the top ten ranks in both calculations of the index; similarly, eight metros occupy the bottom ten ranks on both. In short, the high correlation between the two calculation methods provides confidence that comparisons to earlier versions of the index, made with appropriate judiciousness, are reasonable.

Composite Index Based on Original 20 Indicators



Appendix D: A Note on Methods, Data, and Sources

In assembling the 2024 *Index of Hispanic Well-Being*, we included data from several sources: chiefly, the U.S. Bureau of the Census’ *American Community Survey* (ACS); the census bureau’s *Annual Business Survey*; the Vera Institute’s database on jail incarceration in counties; the U.S. Equal Employment Opportunity Commission’s annual tabulation of *Job Patterns for Minorities and Women in Private Industry*; the U.S. Department of Commerce, Bureau of Economic Analysis’ data series on metropolitan area regional price parities; the Center for Disease Control’s CDC WONDER database on health outcomes and trends in counties across the nation; and the databases of the USC-PolicyLink National Equity Atlas and the Brown University, “Diversity and Disparities” project, which draw mainly on census bureau data.

The bulk of our data, on employment, income, poverty, homeownership, and educational attainment comes from the ACS. In interpreting the results in this report, readers should be aware of certain limitations in the ACS data. The ACS data are estimates, based on annual samples – not a full enumeration, like, for example, the decennial census count of the population. These samples contain error margins – in some cases, for certain geographies or subpopulations, quite significant error margins, which render distinctions between reported results for groups or metro areas statistically problematic. For researchers on trends in subnational geographies (cities or metropolitan areas), the generally accepted approach to this problem is to use ACS “pooled” data: five-year samples that pool annual surveys over a five-year period, to create a bigger sample size with commensurately lower margins of error. So, for example, this study, in reporting “2022 data,” is based on five-year ACS estimates from 2018-2022. When we make comparisons to “2017” data, that’s really a five-year sample of data collected annually from 2013-17.

There are two caveats to be aware of in our use of 2018-22 ACS. One relates to the pandemic: for obvious reasons, the ACS survey in 2020 was significantly disrupted, with a deleterious impact on “data quality.”¹⁴ It’s unclear how much the 2020 problems affect the entire 2018-22 pooled sample, but we should keep them in mind. For certain variables, such as employment rates, the absence of reliable 2020 data meant that we could only pool 2021-22 annual data to derive our estimates, which raised the margins of error.

The second caveat relates to the problems with “overlapping” ACS five-year samples. The ACS discourages comparing estimates in overlapping five-year periods (e.g. comparing 2017-2021 data and 2018-2022 data), as much of the data in each estimate are the same.¹⁵ For all our “change over time” indicators, we were able to avoid that problem, as we compared 2013-17 five-year estimates with 2018-22 five-year estimates. But, for the *Index* as a whole, to release an update this year required some overlap: the previous version of the *Index* relied largely on 2014-18 estimates, so there is an overlap year (2018) in our use of the 2018-22 estimates. This means that 1/5 of the data in the two series is identical, muffling somewhat shifts between the two series. This is a limited but real potential distortion in the data underpinning the *Index*, especially on top of the problems with the 2020 ACS data, one that readers should keep in mind in assessing changes between the 2020 and 2024 versions of the index. Considering these issues with the ACS data, we caution against reading too much into small shifts, one way or another, in rankings on the two indexes –especially since the 2024 index contains an expanded set of

¹⁴ See U.S. Bureau of the Census, “Pandemic Impact on 2020 American Community Survey 1-Year Data.”

<https://www.census.gov/newsroom/blogs/random-samplings/2021/10/pandemic-impact-on-2020-ac-s-1-year-data.html>

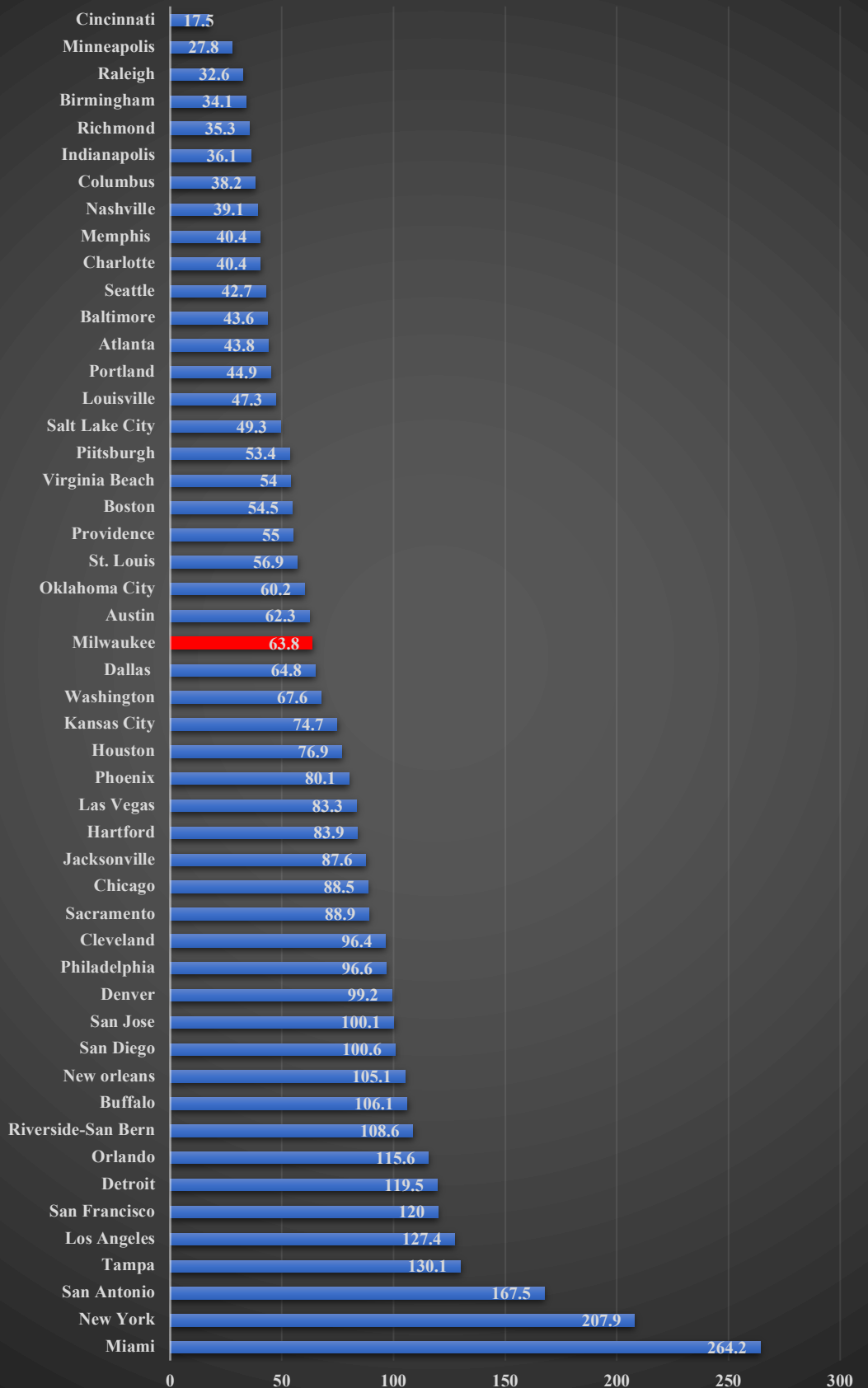
¹⁵ U.S. Bureau of the Census, “Period Estimates in the American Community Survey.” <https://www.census.gov/newsroom/blogs/random-samplings/2022/03/period-estimates-american-community-survey.html>

indicators from the earlier versions. On the other hand, the addition of new variables to the index enhances our confidence that any distortions in one or two of the indicators will be counteracted by the enlarged pool of data.

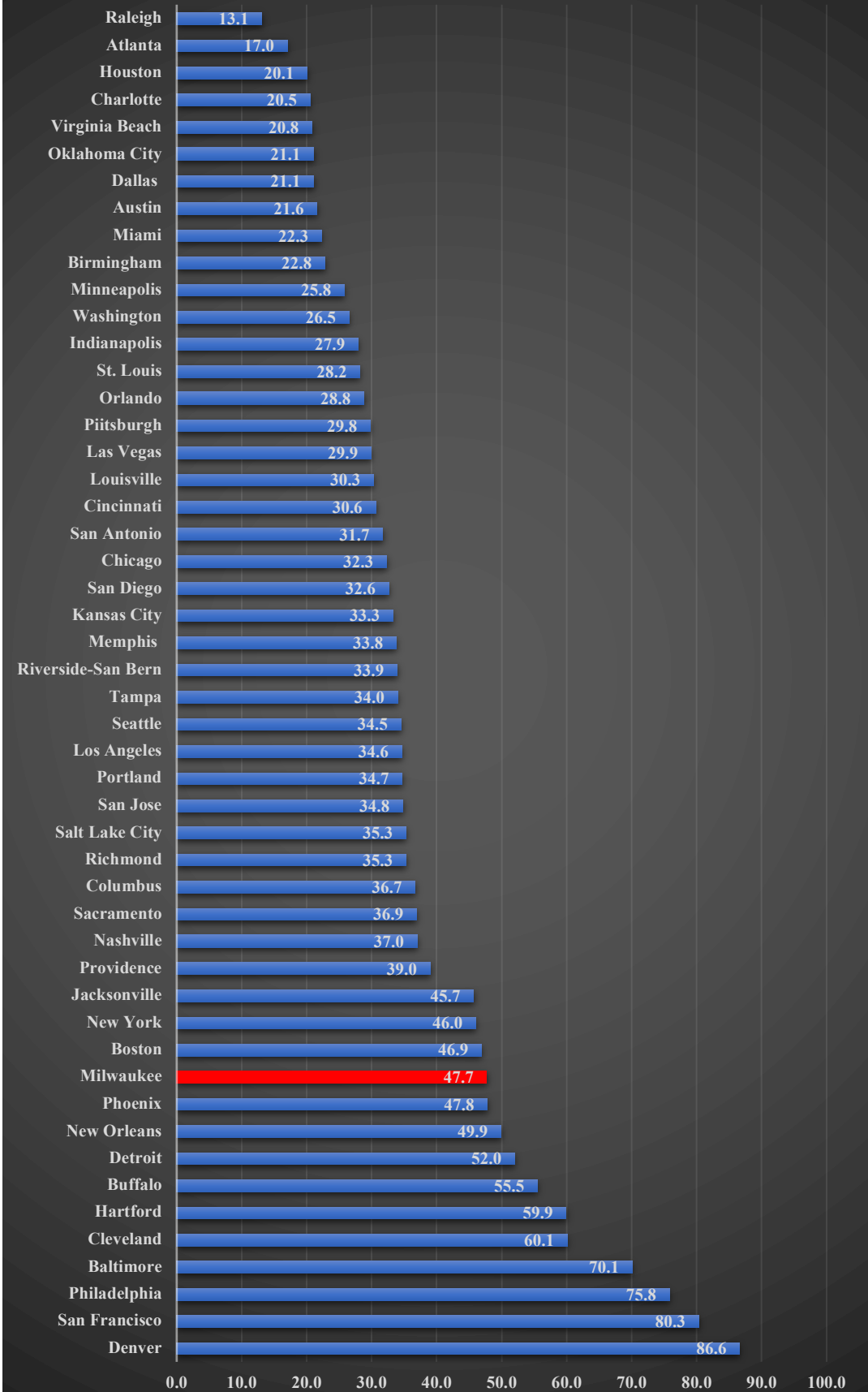
Readers should also be aware that for a few variables, chiefly in the CDC health data and in the ABS business ownership data, there are some metro areas or counties for whom data are suppressed or omitted, for reasons of confidentiality or reliability. Hispanic business ownership data for Columbus, Louisville, and Portland, for example, were suppressed in the census survey; the central counties in Richmond and Virginia Beach had unreported data on infant mortality and homicide deaths. In those cases, we simply omitted those missing cells from the index; as a result, for example, the lowest ranked metro on business ownership received a score of “47” for that variable as opposed to the usual “50” that would have been allocated (and, for the metros with missing data, the variable was omitted in calculating their overall index score). We don’t believe that these very few adjustments distorted the index in any meaningful way.

Appendix E:
Metro Area Rankings and Data for Each Indicator on
The 2024 *Index of Hispanic Well-Being*

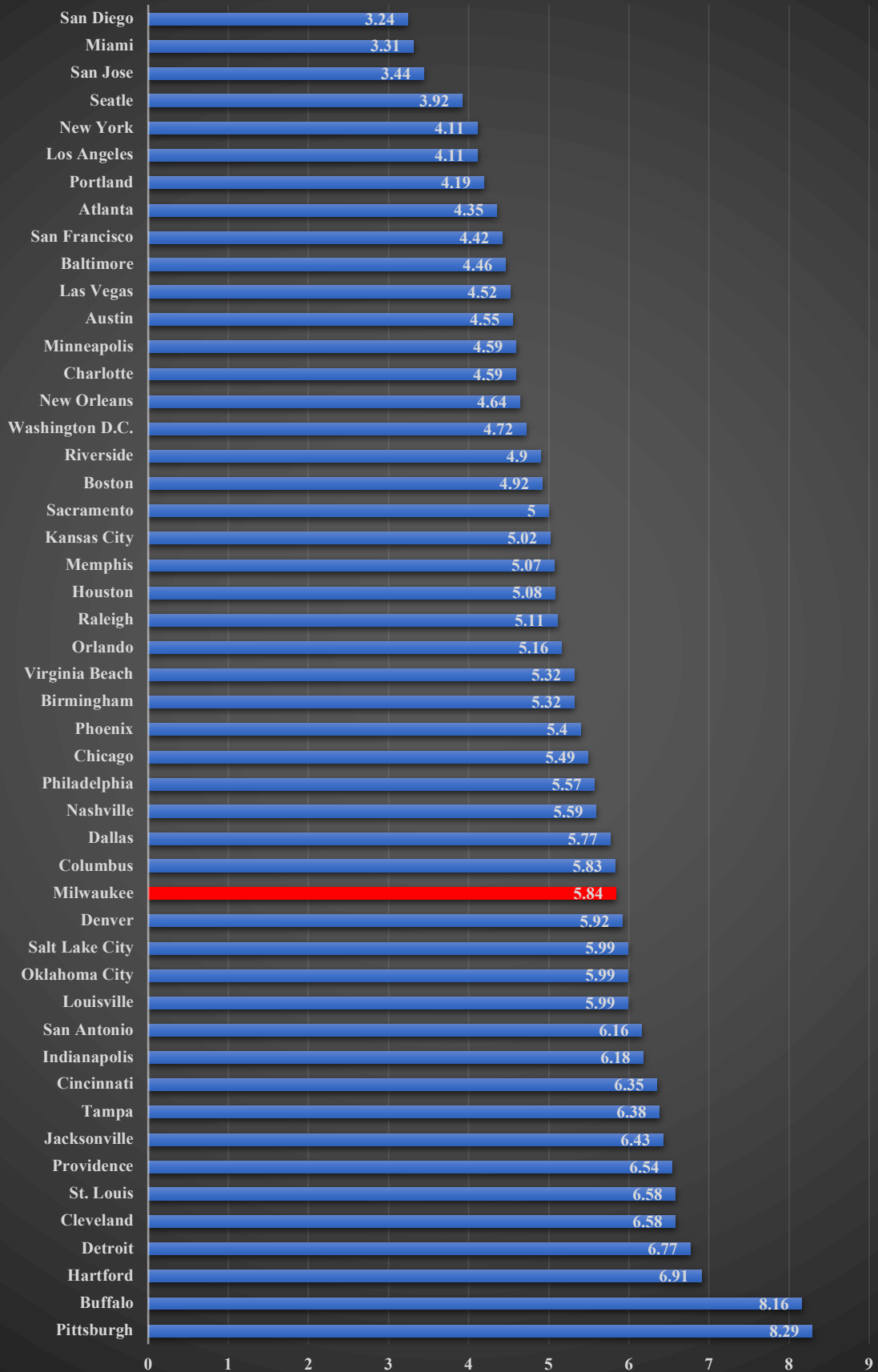
Mortality from Circulatory Diseases Per 100,000 Population



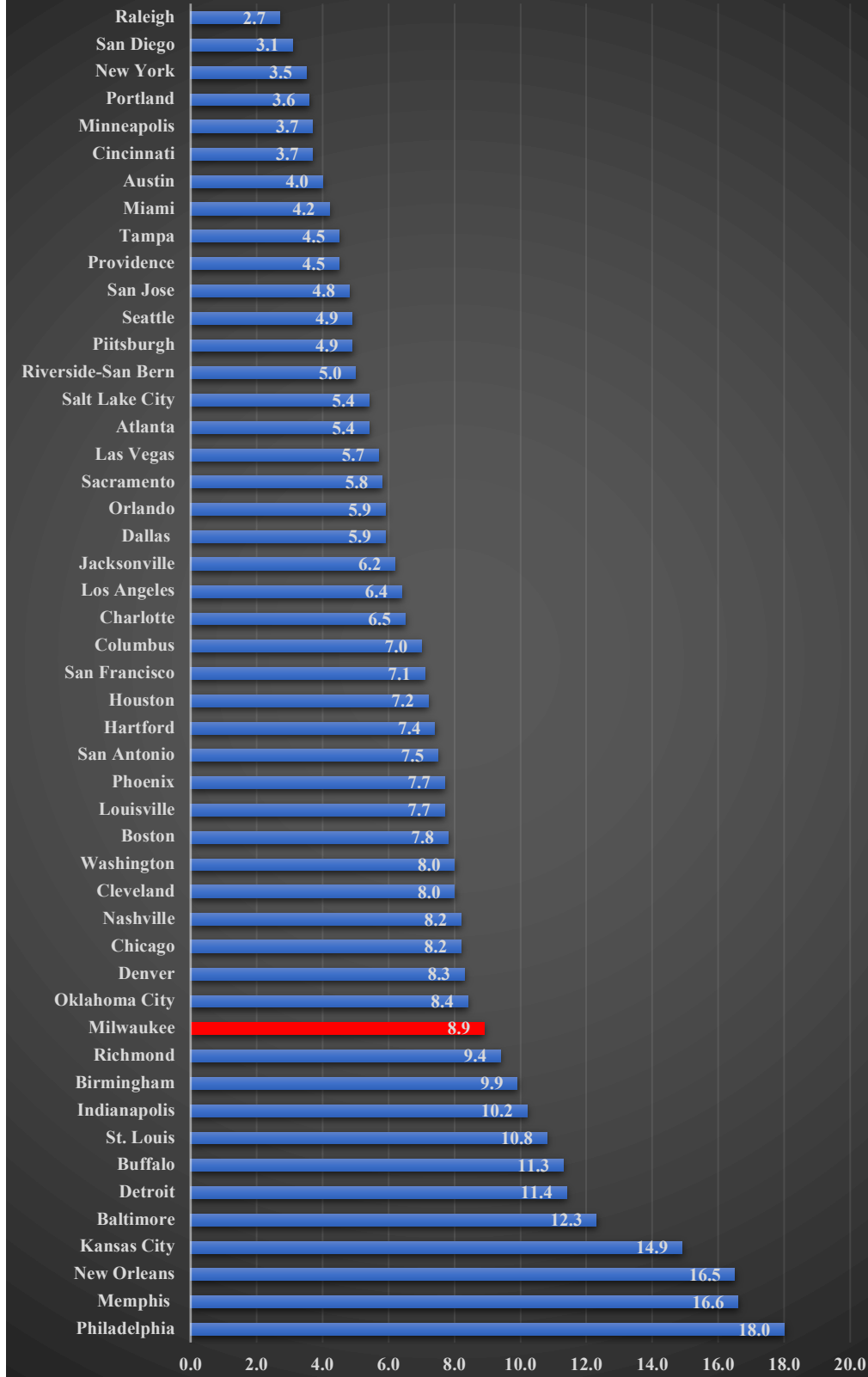
"Deaths of Despair" per 100,000 (2018-21)



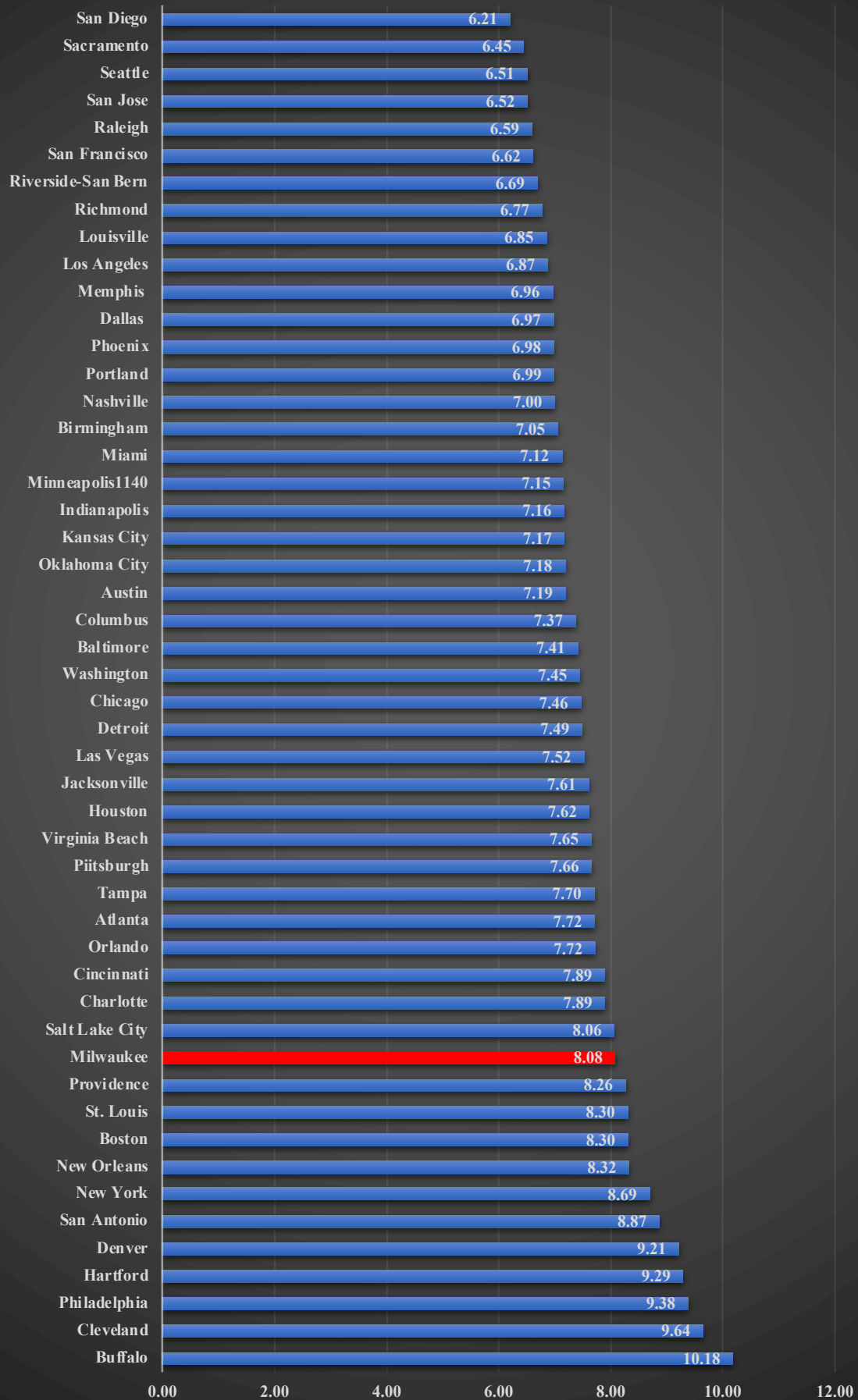
Infant Mortality Rate Per 1000 Births



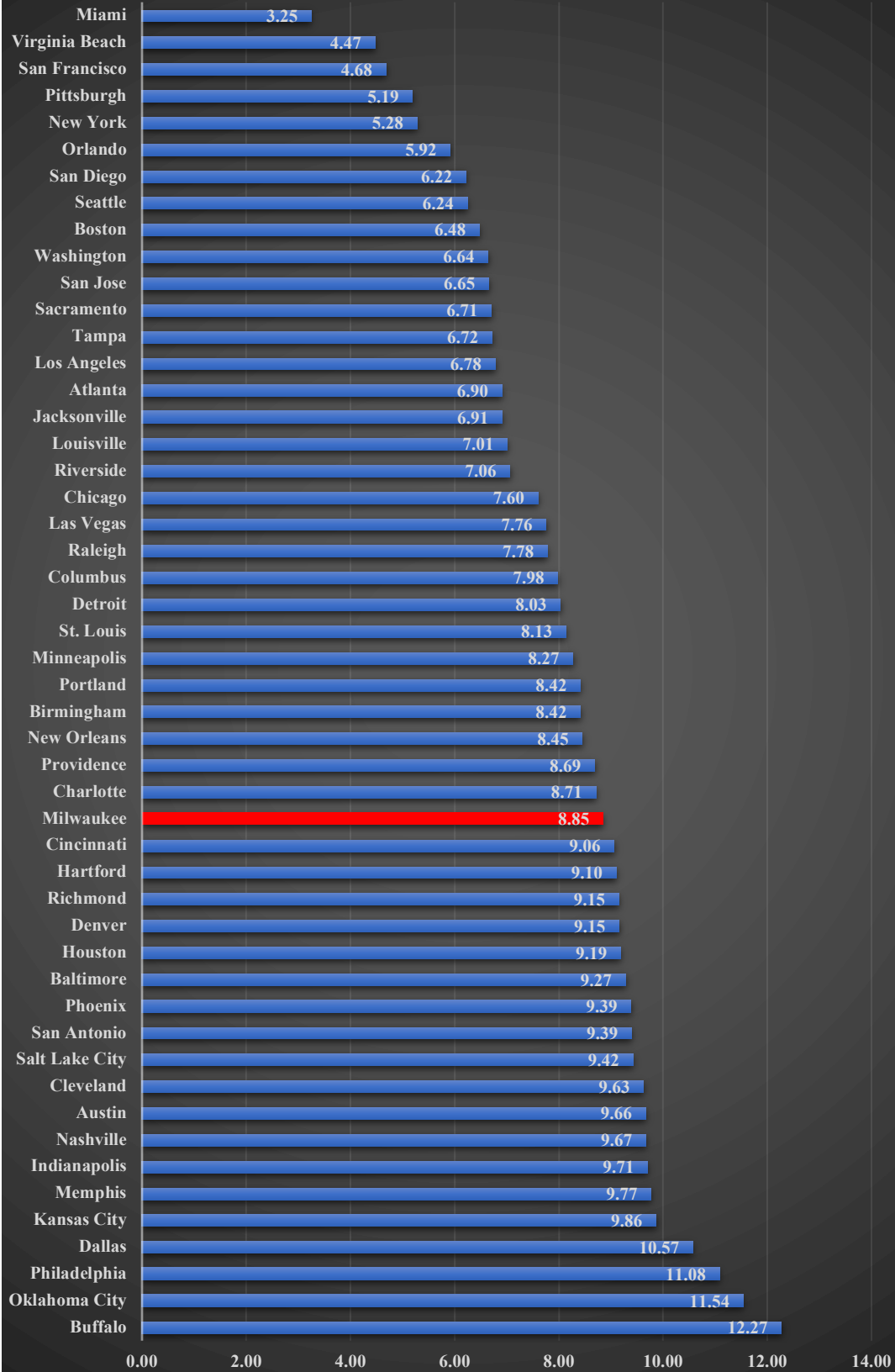
Deaths by Homicide per 100,000



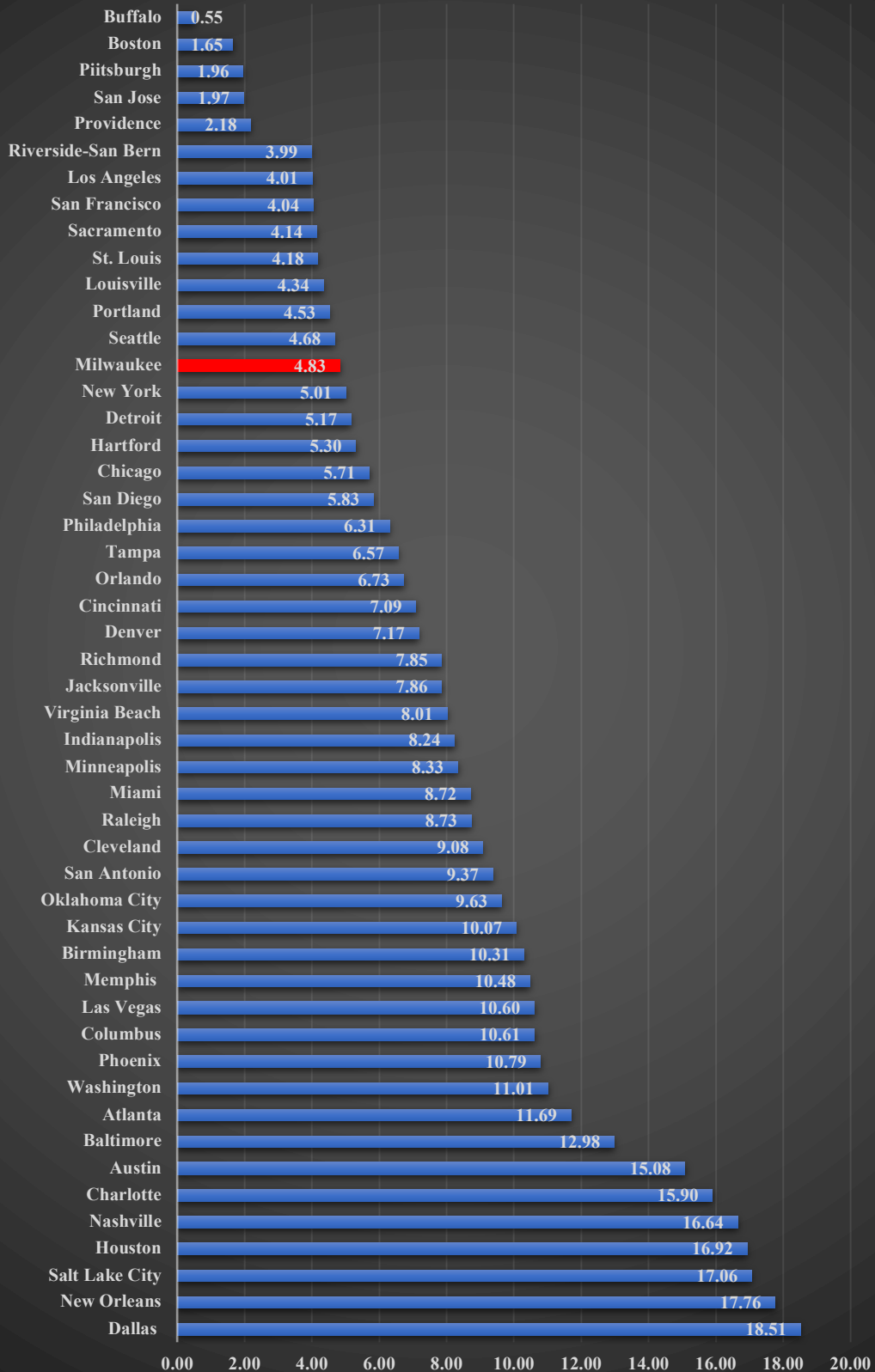
Low-weight babies as percentage of all births



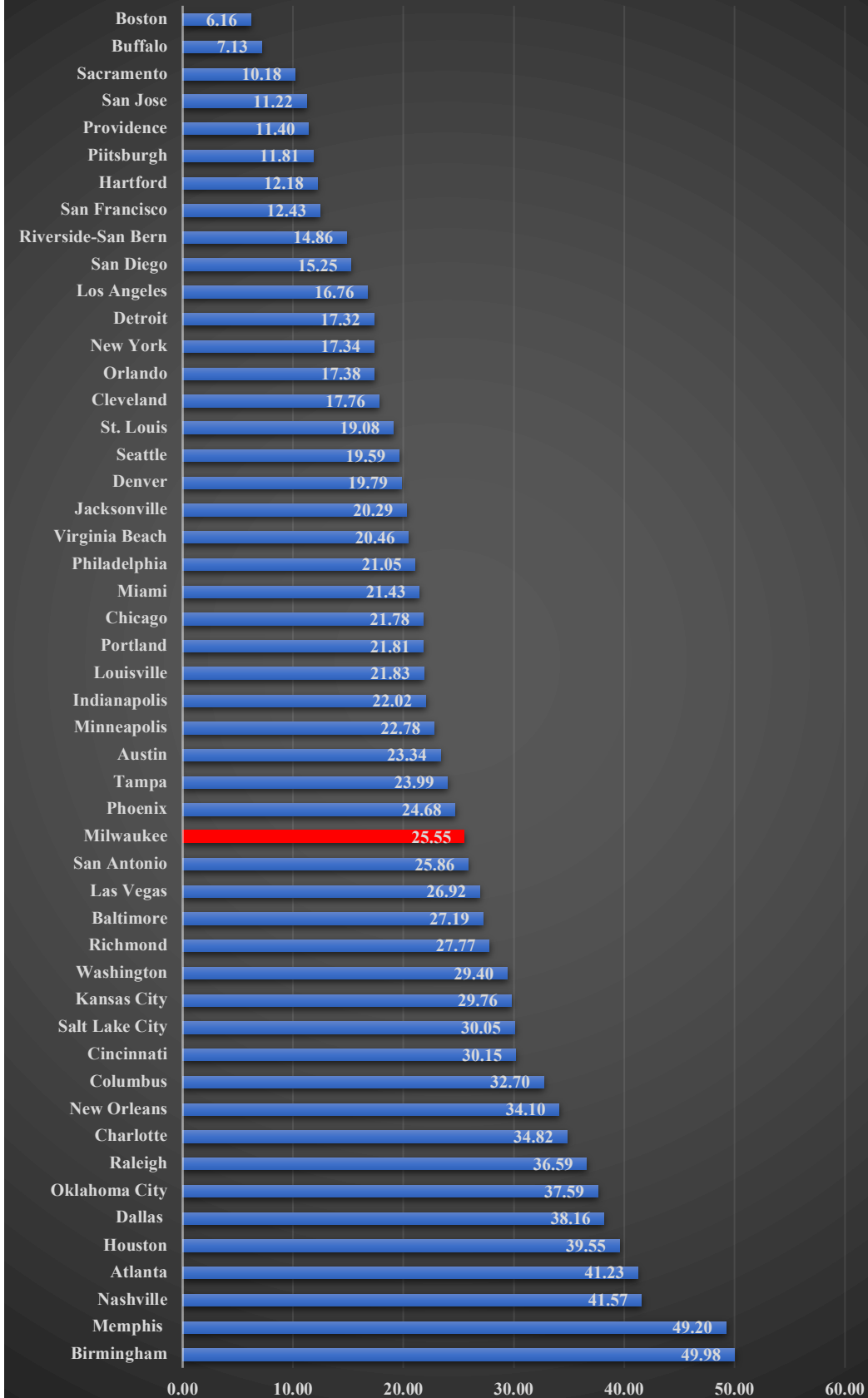
Births to Teen Mothers as % of all births: 2018-2021



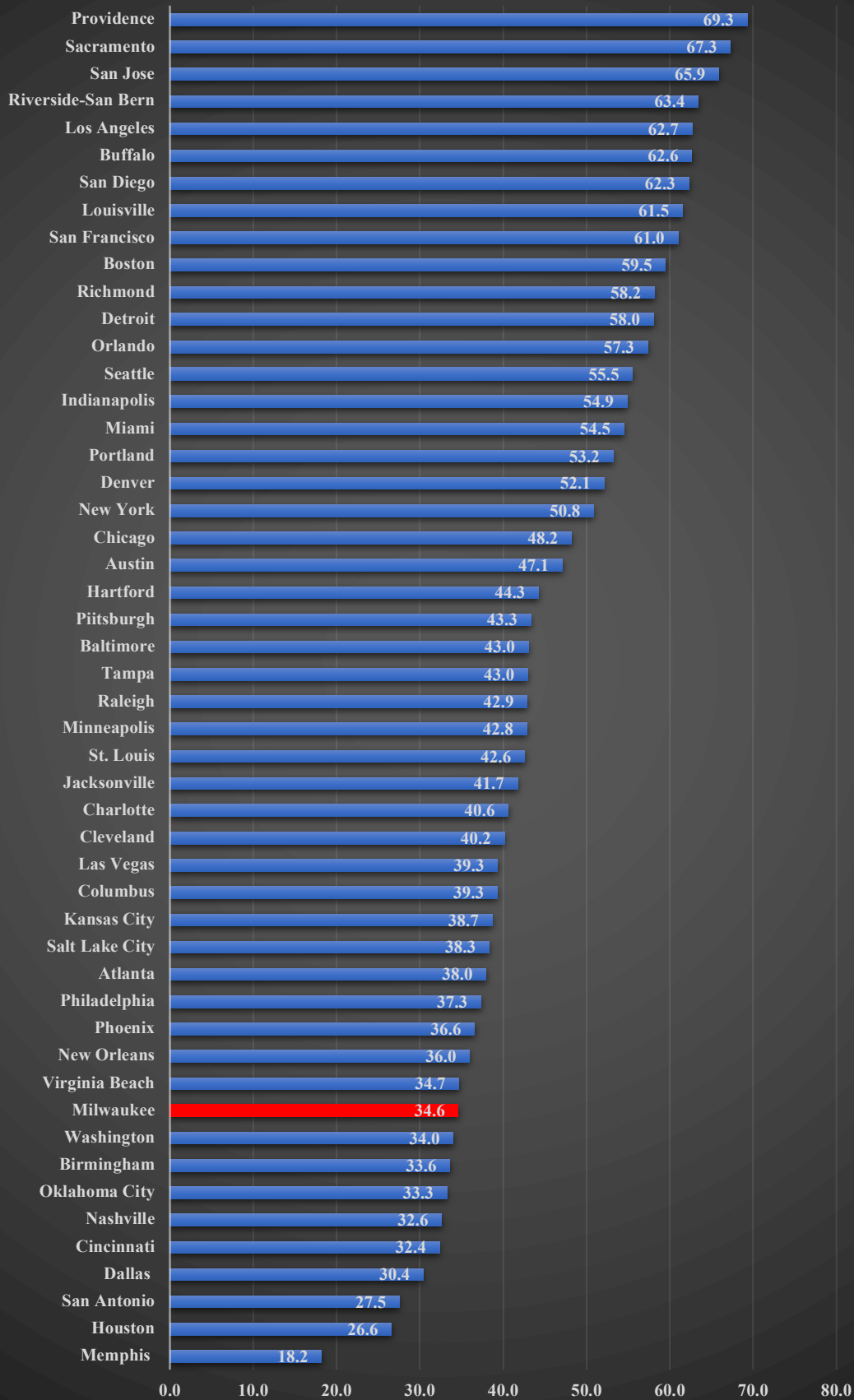
Percentage of Children (18 and under)
without health insurance coverage: 2022



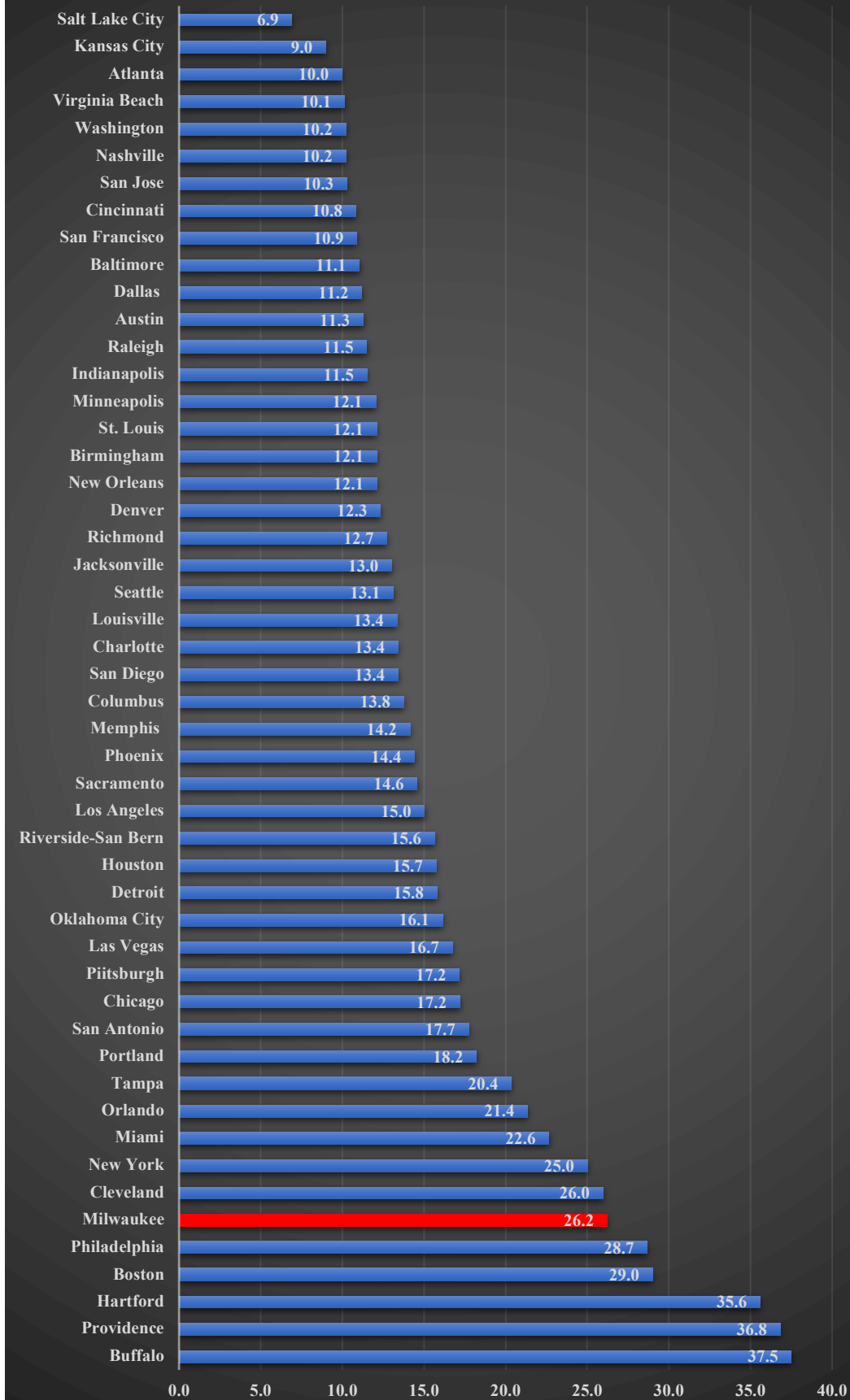
Percentage of Adults (18-64) without health insurance coverage: 2022



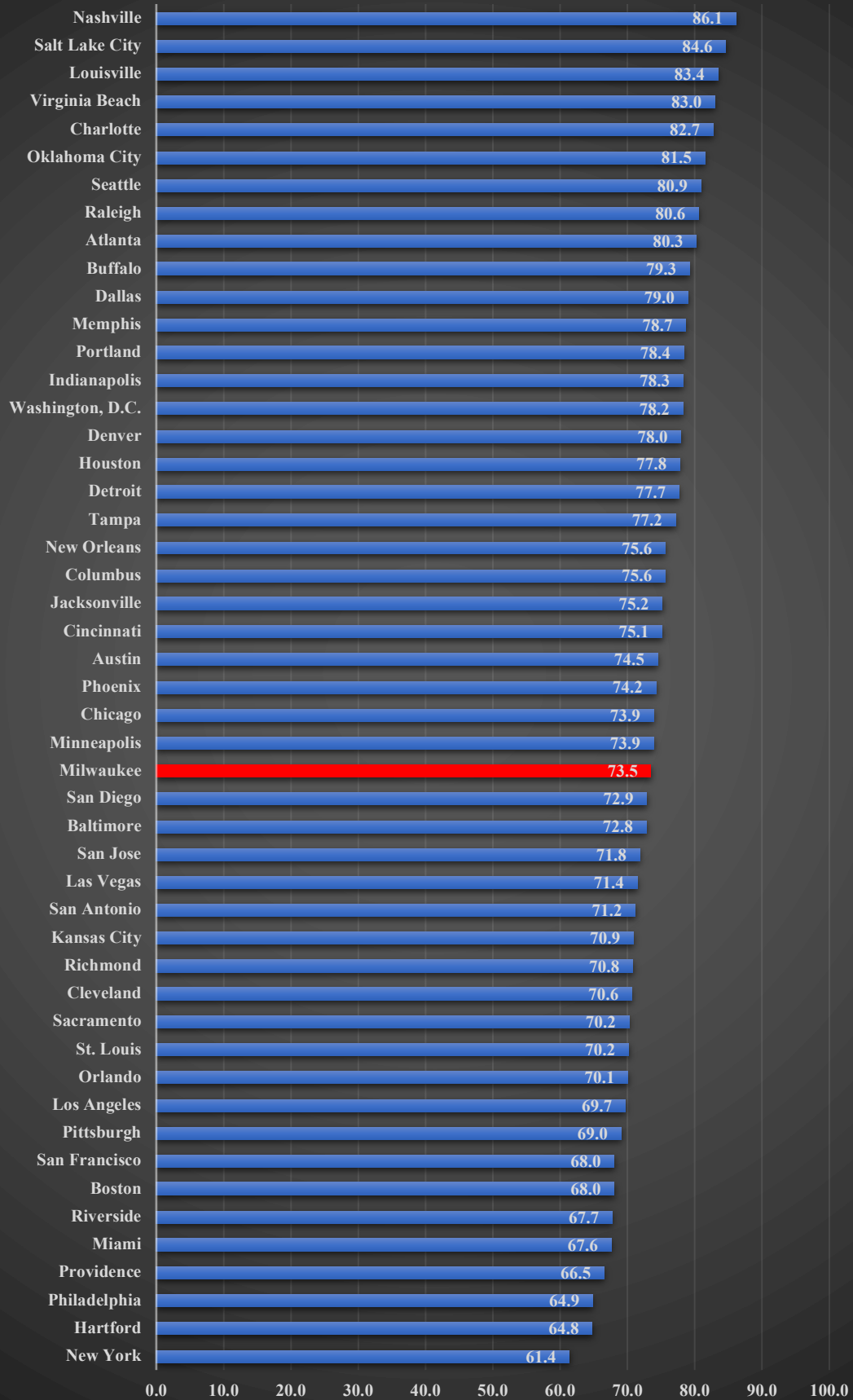
Percent decline in Hispanic adults without health insurance coverage: 2010-2022



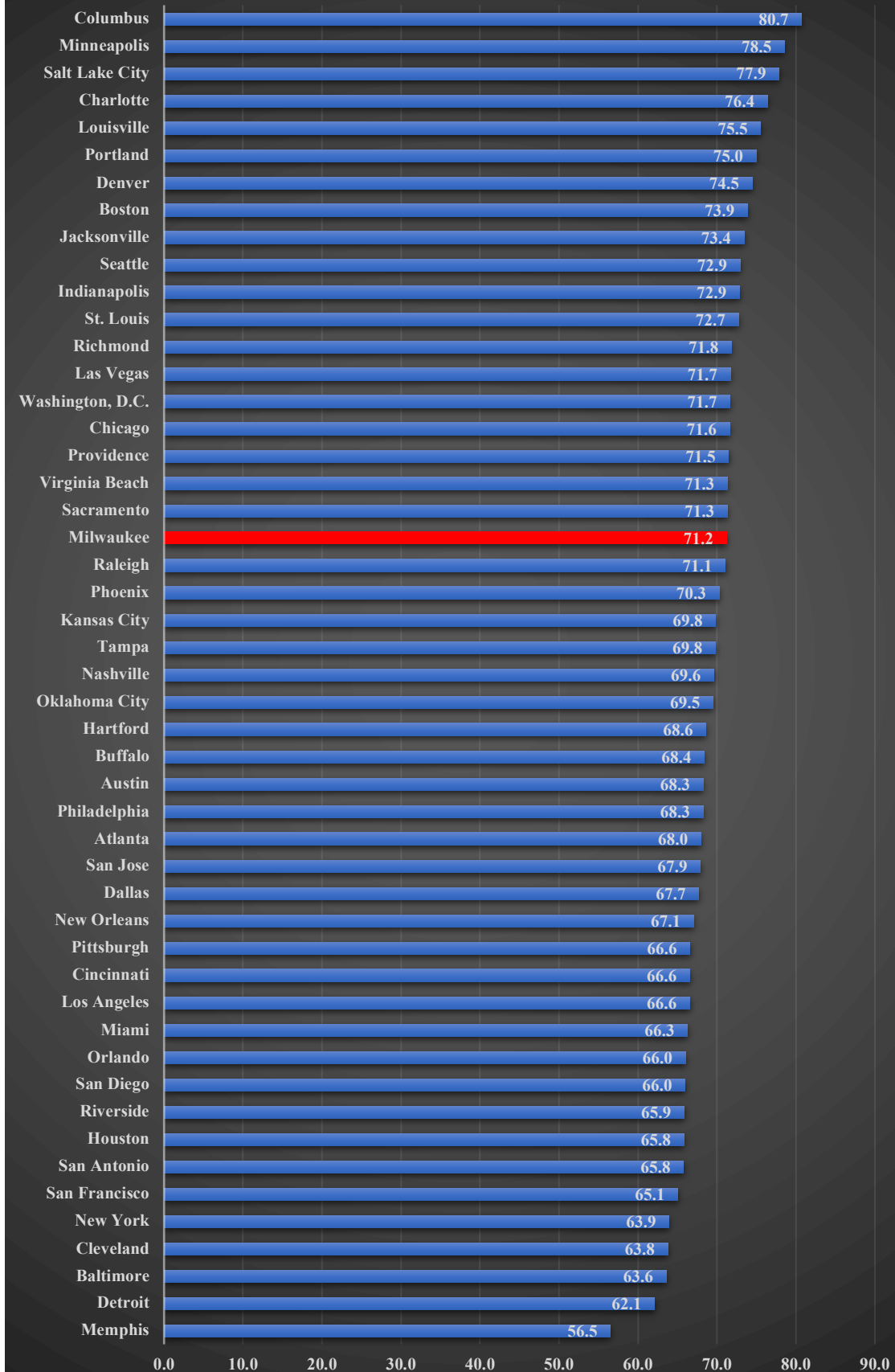
Percentage Receiving SNAP benefits



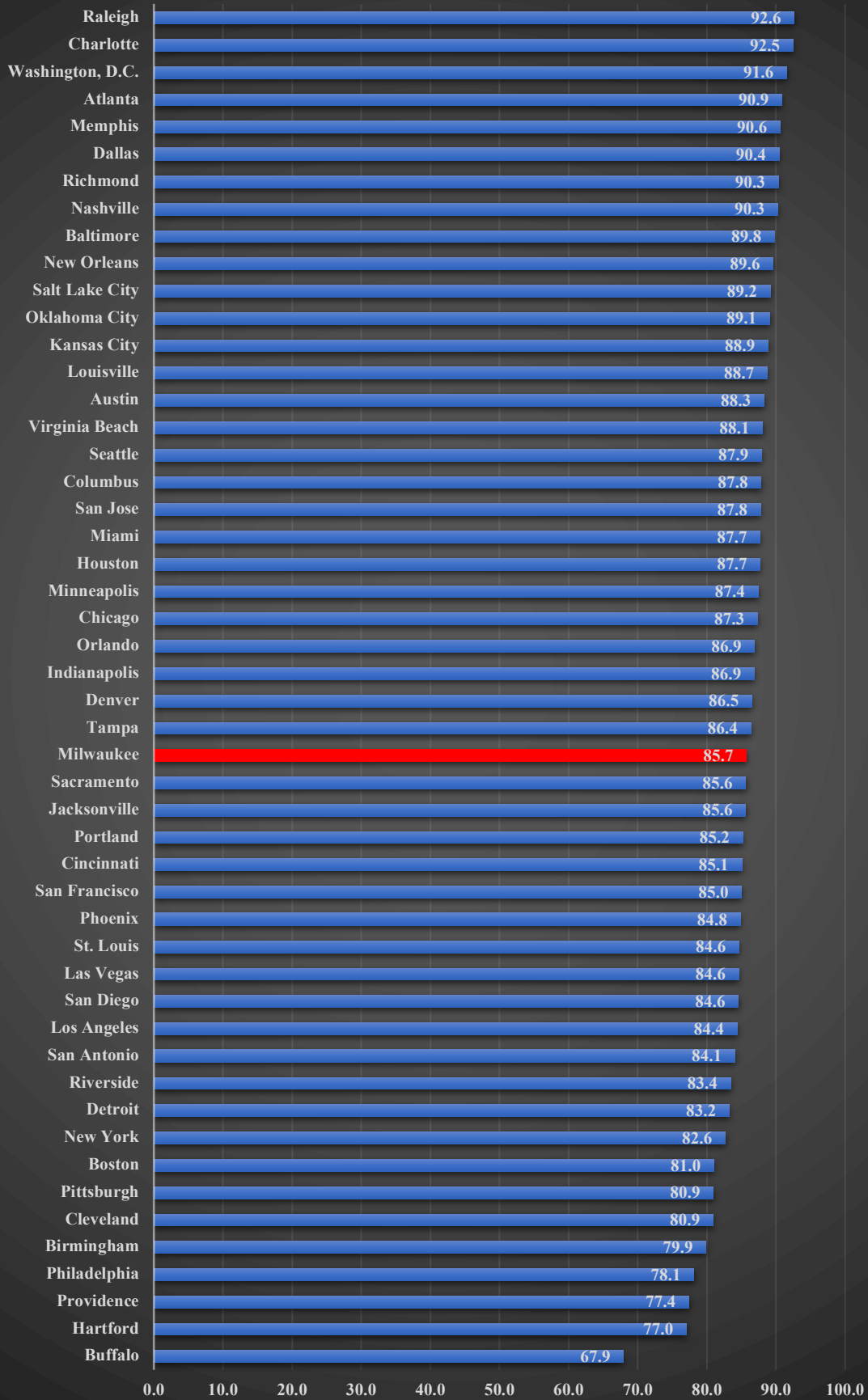
Employment Rate: Males, 20-24



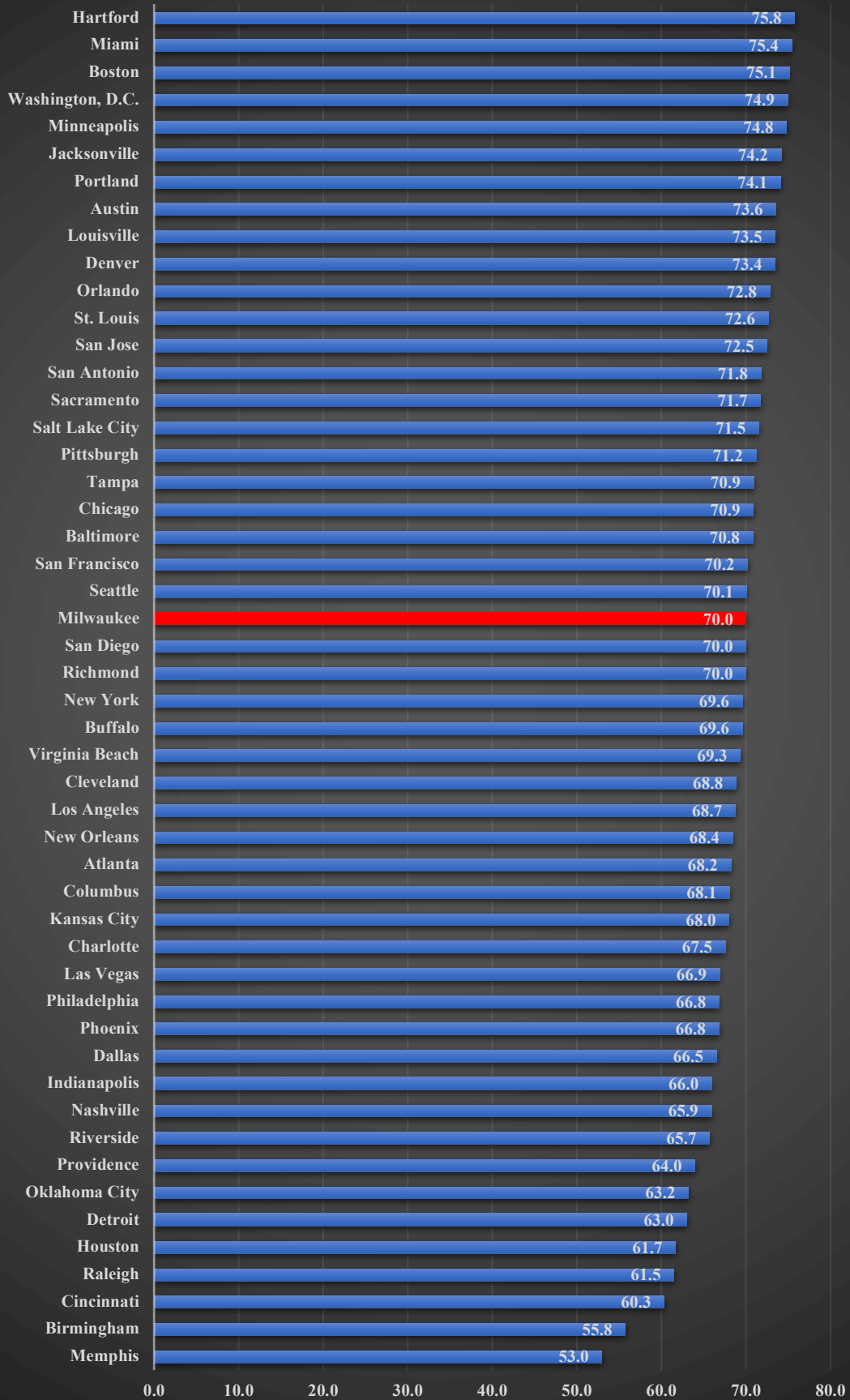
Employment Rate: Females, 20-24



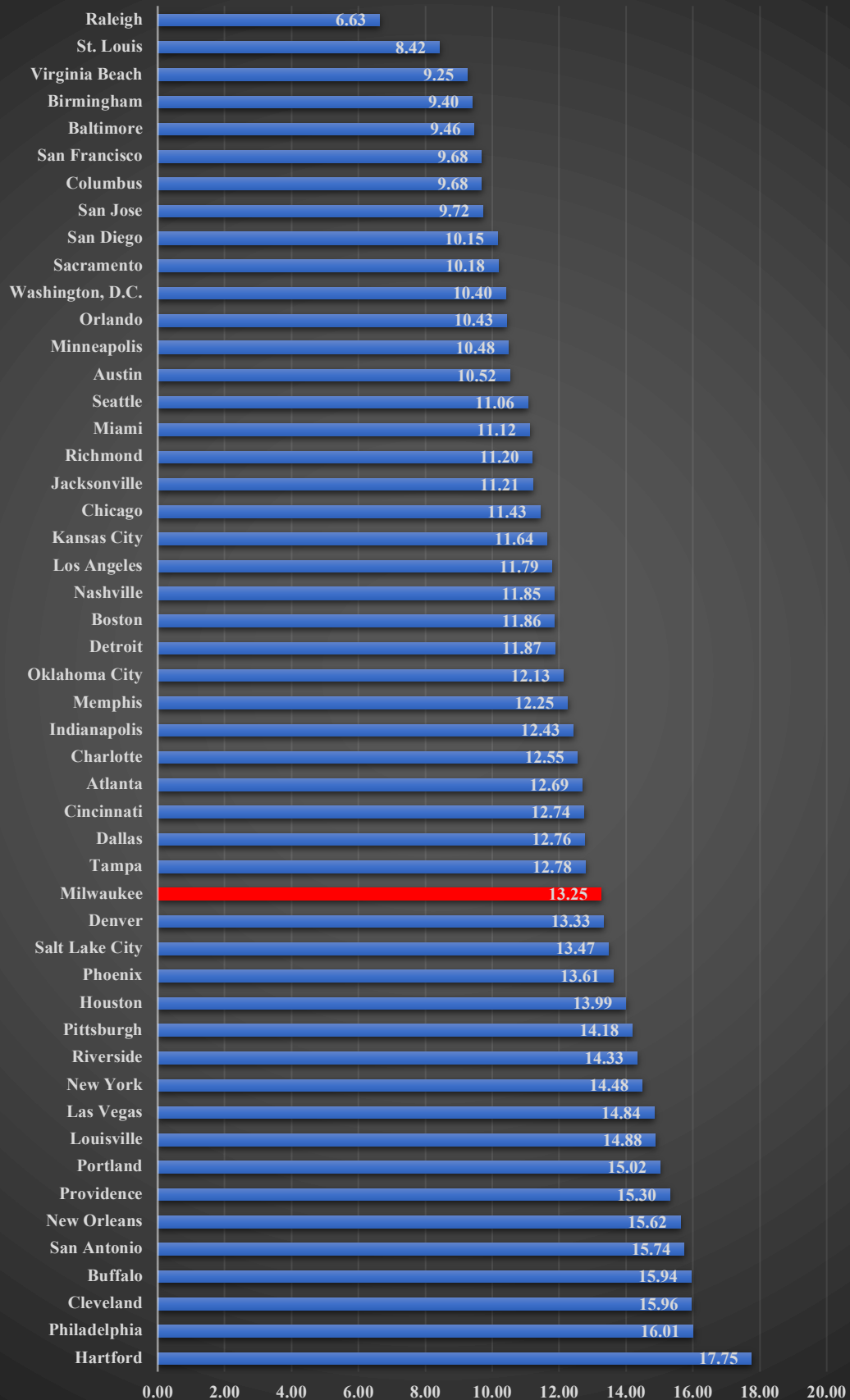
Employment Rate: Males 25-54



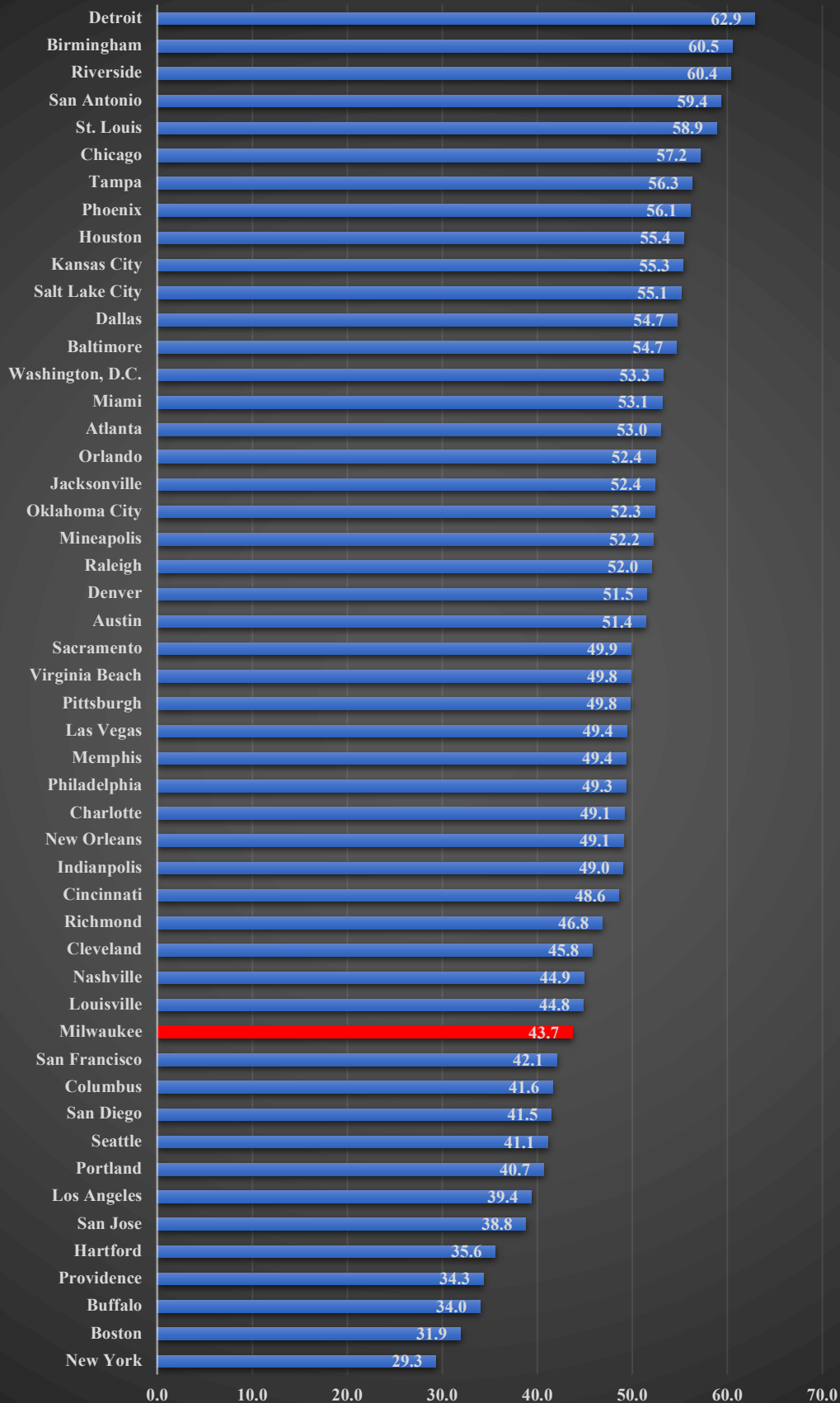
Employment Rate: Females, 25-54



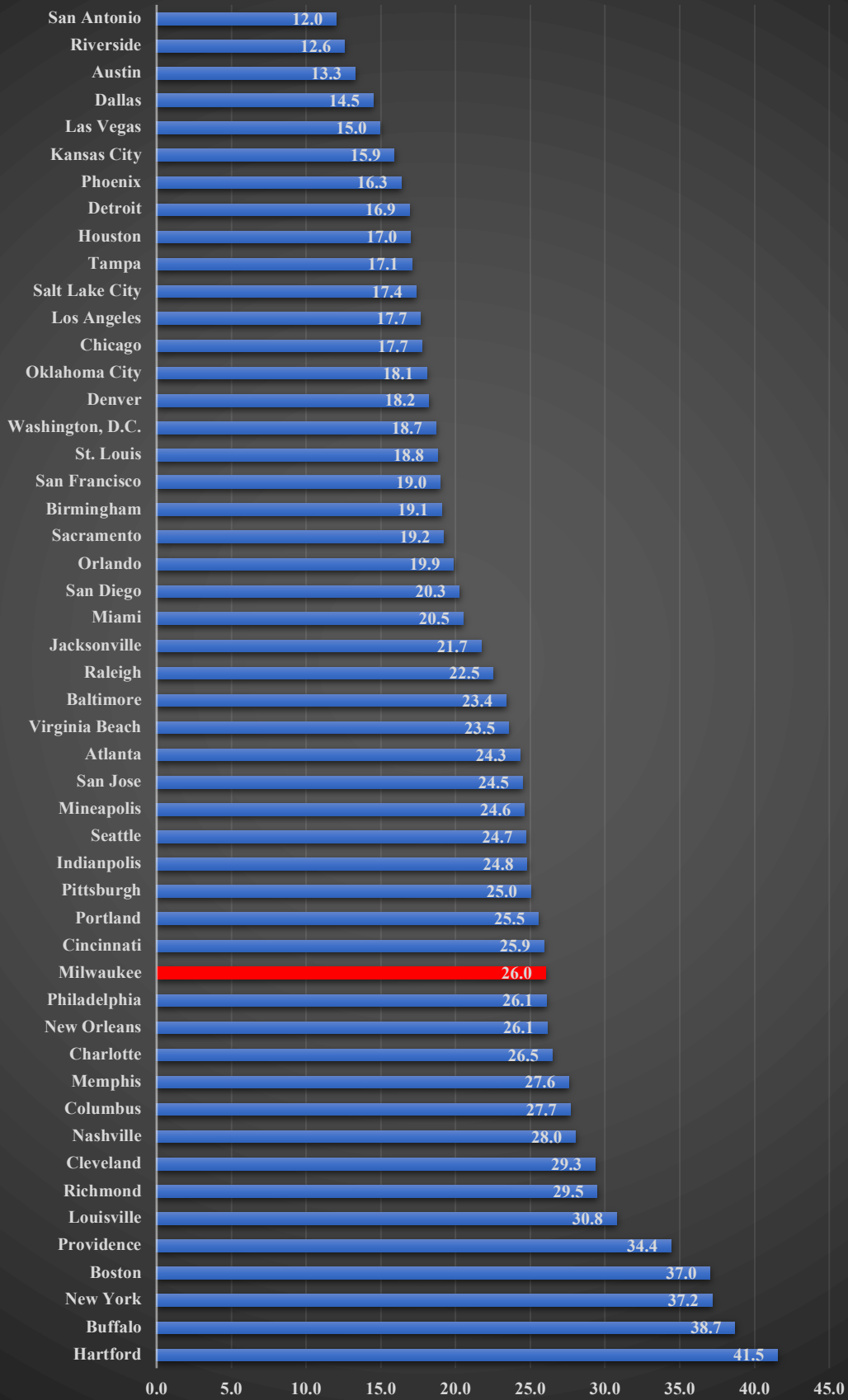
Percentage Disconnected Youth: 2020



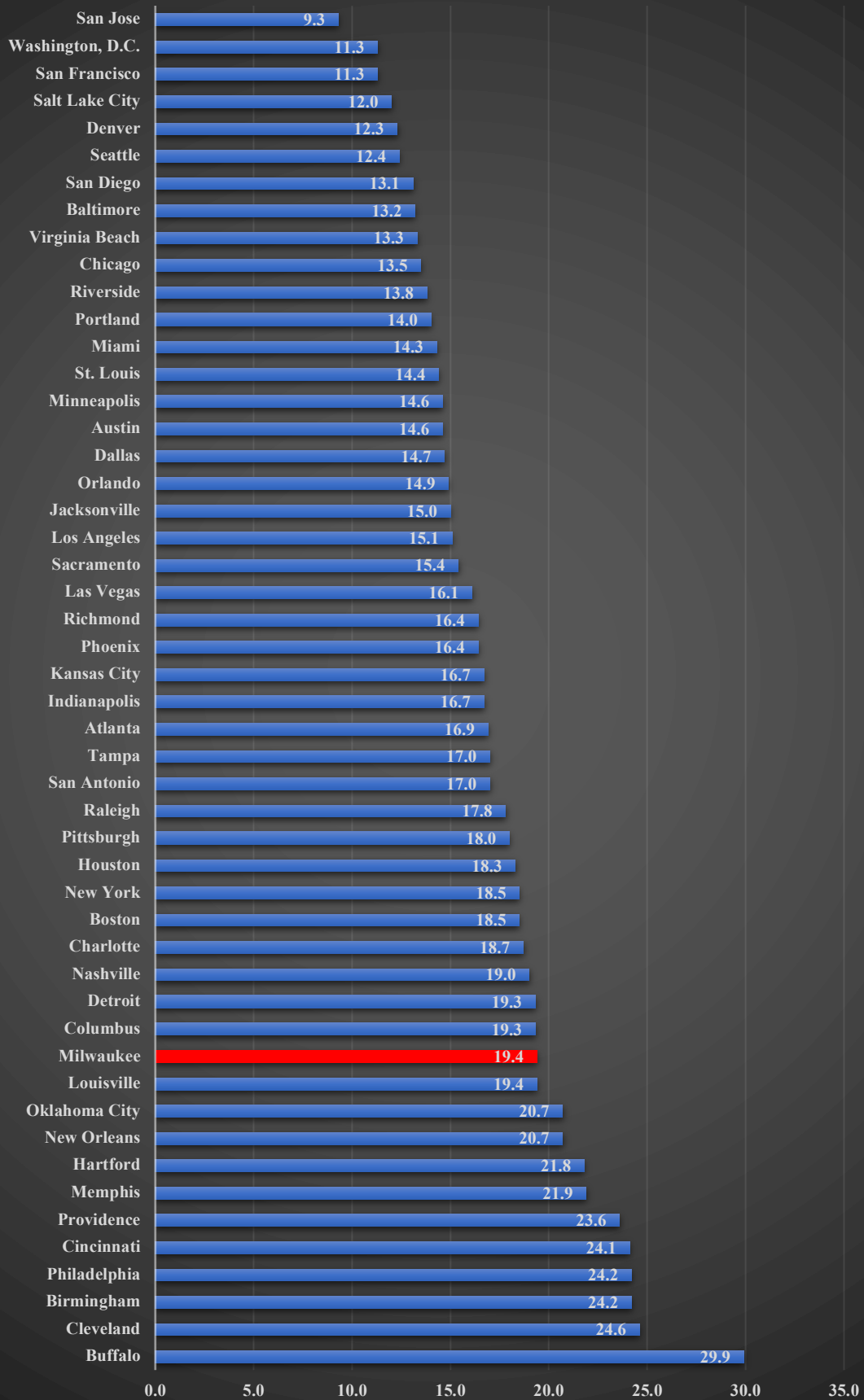
Hispanic Homeownership Rate: 2022



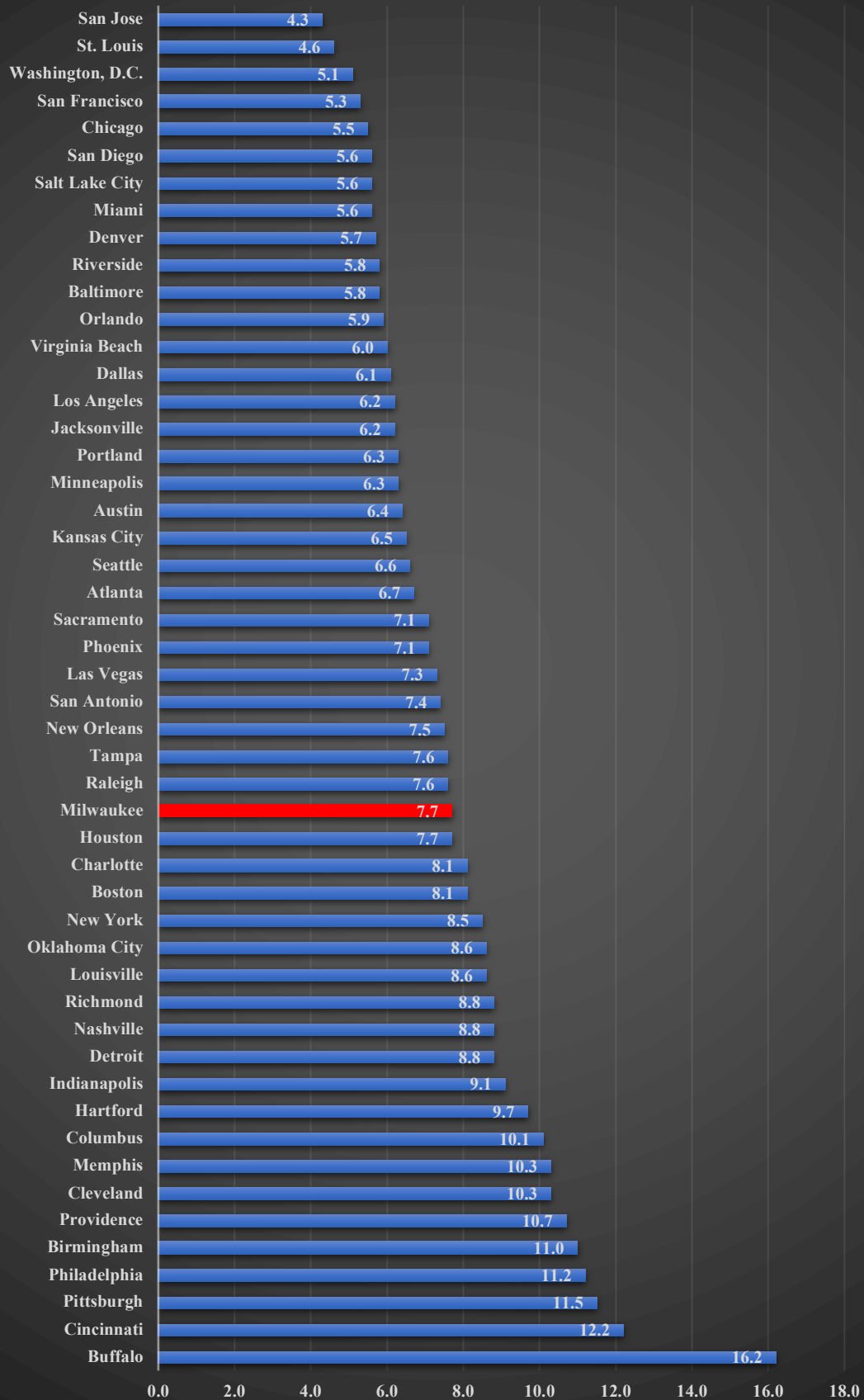
WNH-Hispanic Homeownership Gap: Pct Pt Gap in Homeowner Rates: 2022



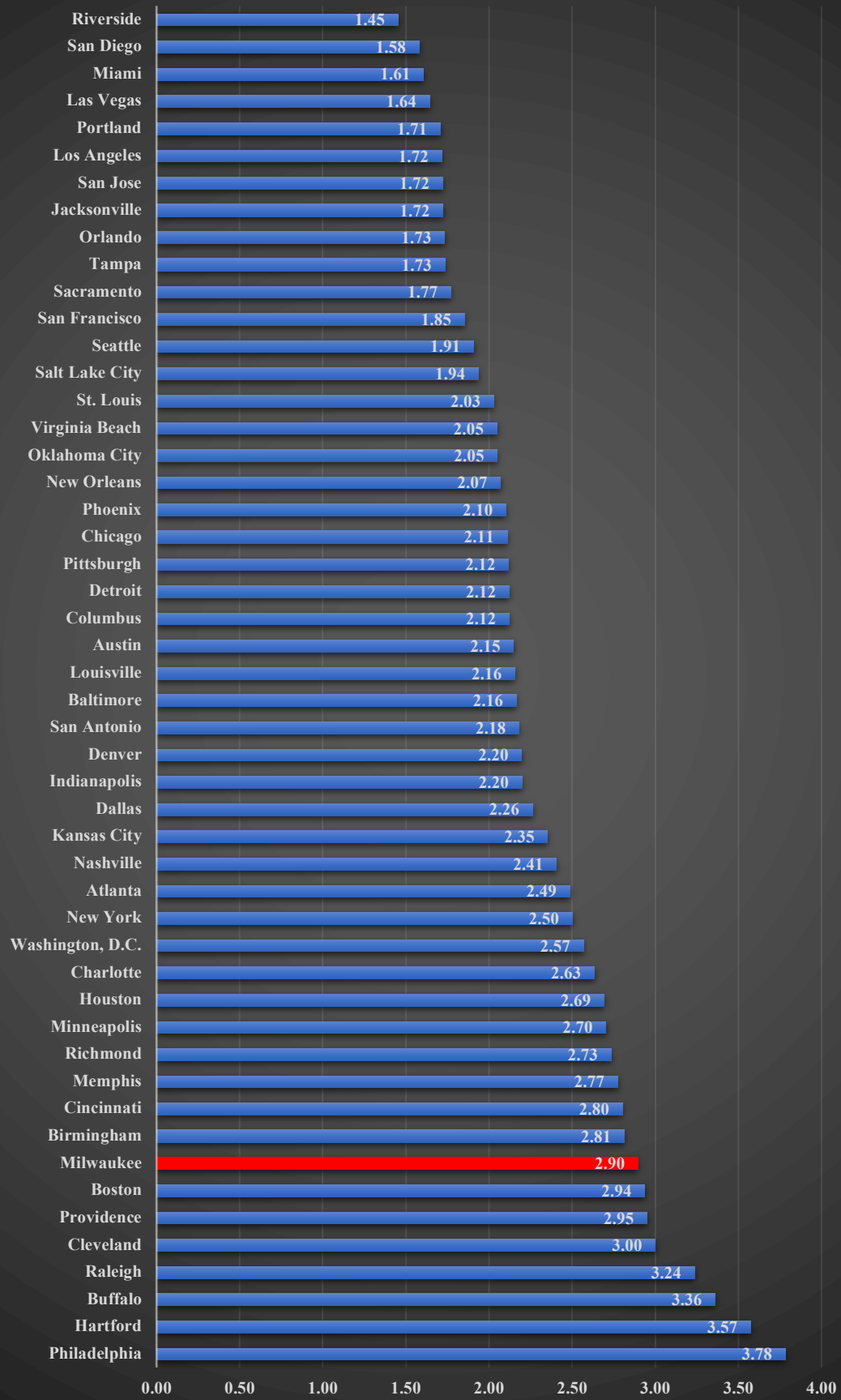
Hispanic Poverty Rate: 2022



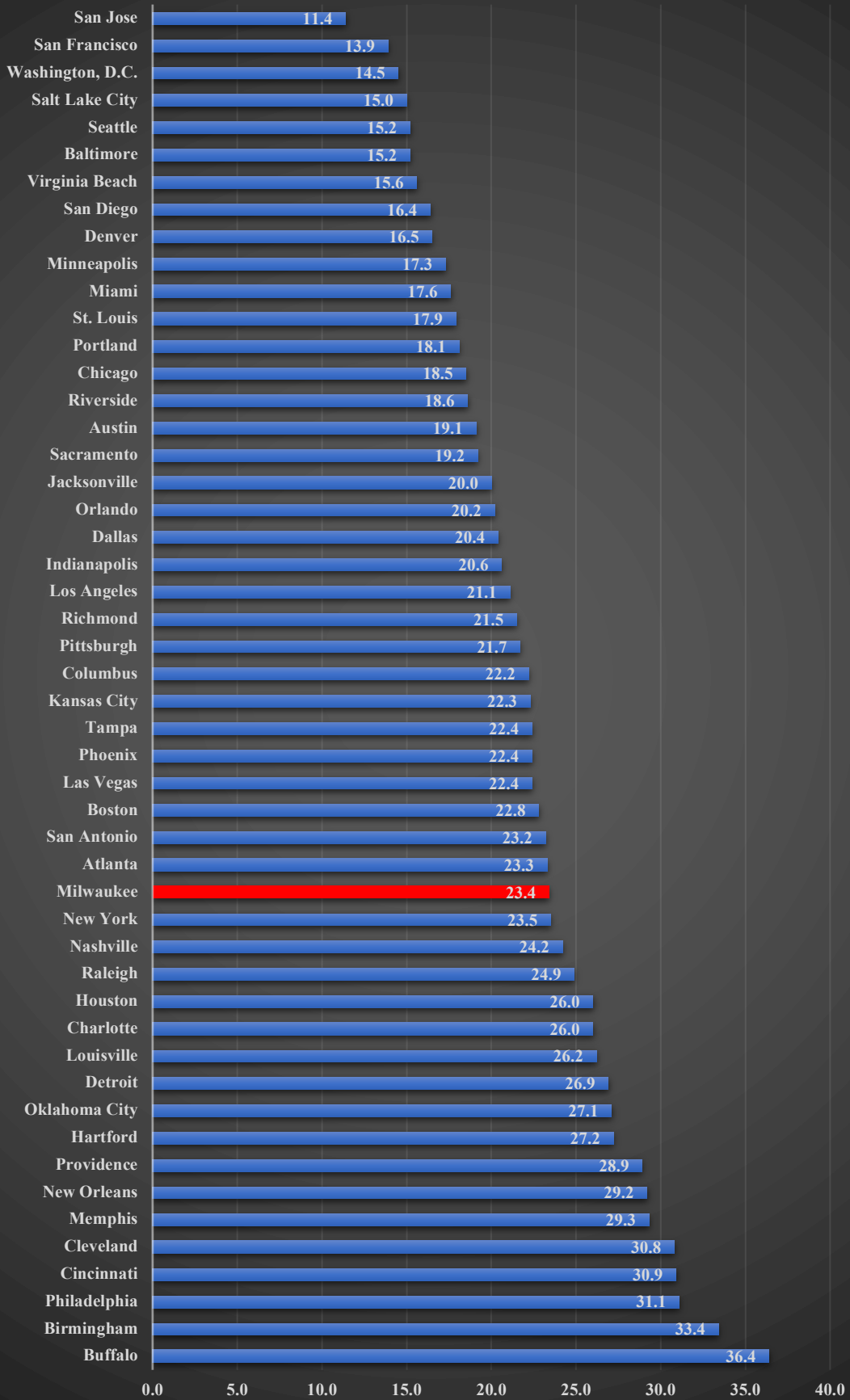
Percentage of Hispanics Living in Extreme Poverty: 2022
Income 50% of poverty line or less



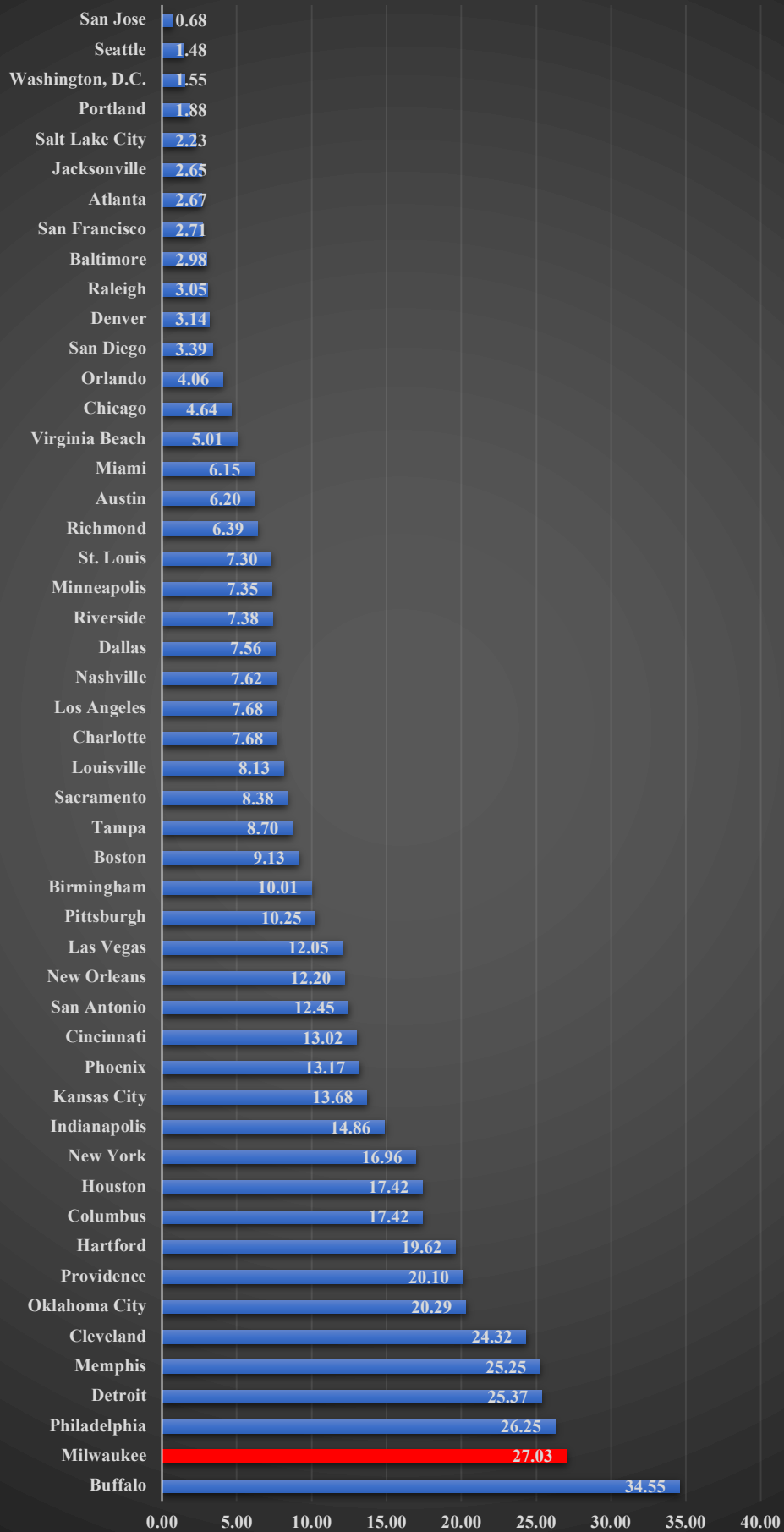
Ratio of Hispanic to WNH Poverty Rate



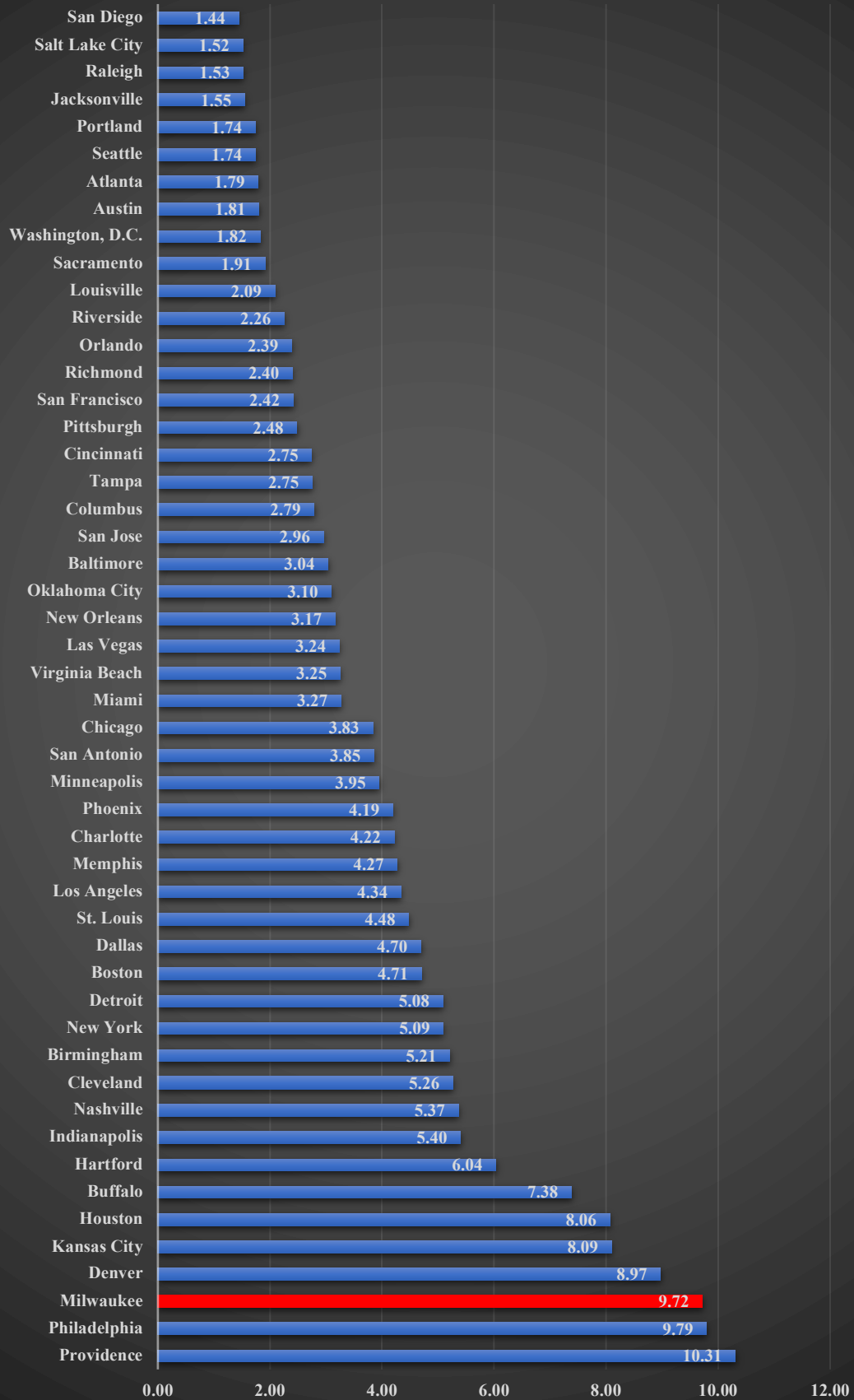
Hispanic Children Poverty Rate: 2022



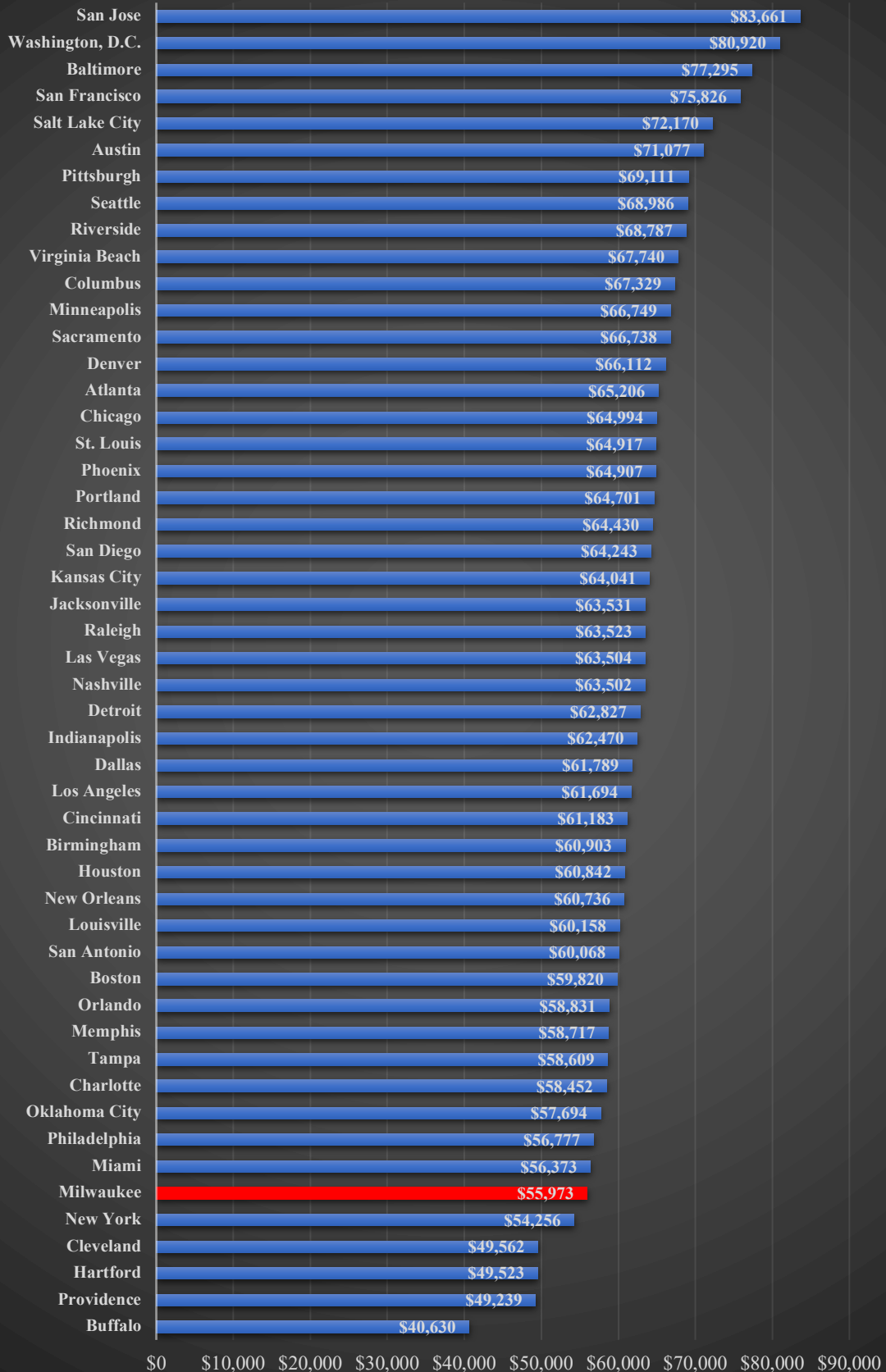
Percentage of Hispanics Living in Concentrated Poverty Neighborhoods: 2020



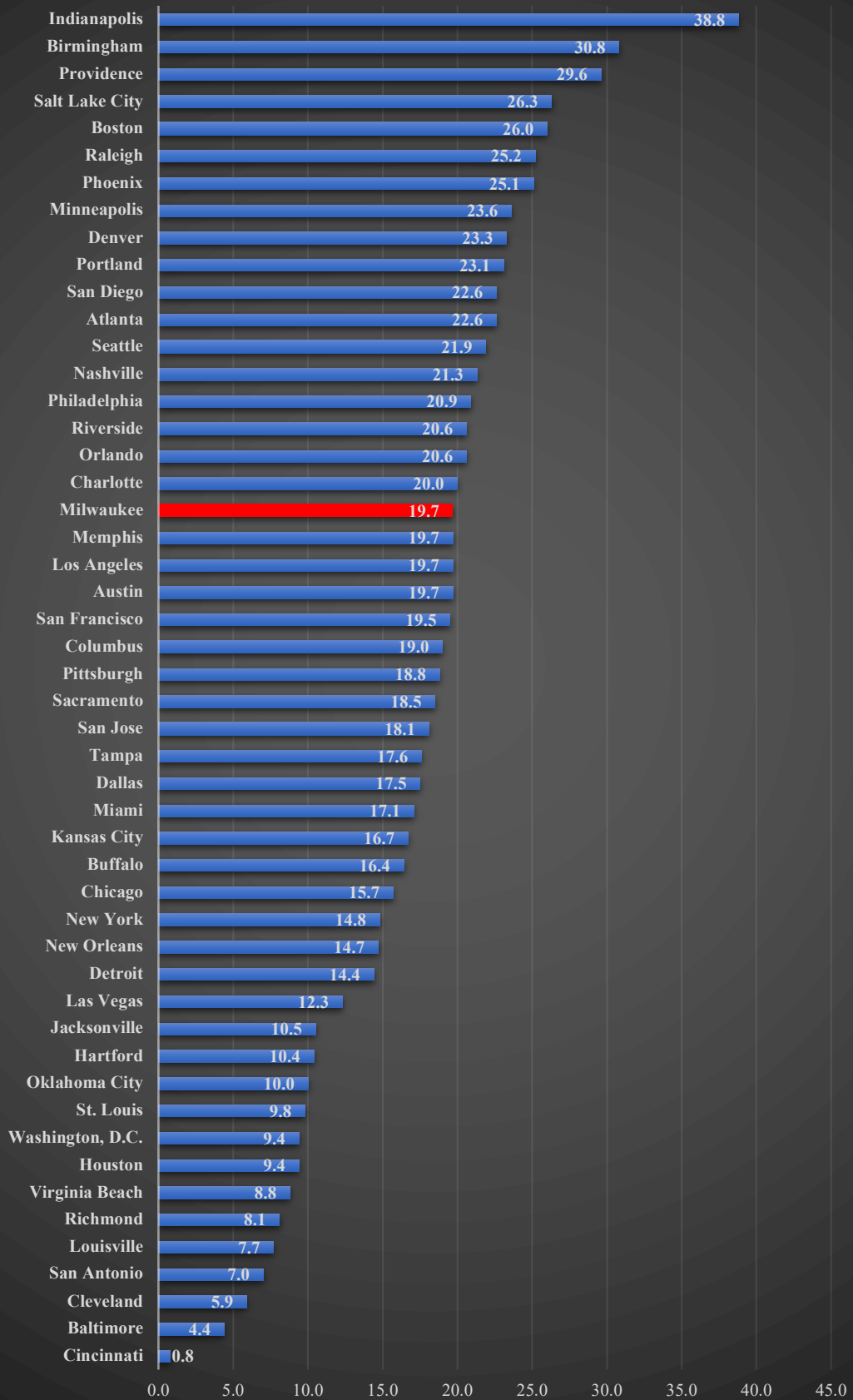
Ratio of Hispanic to WNH Rate Living in Concentrated Poverty Neighborhoods: 2020



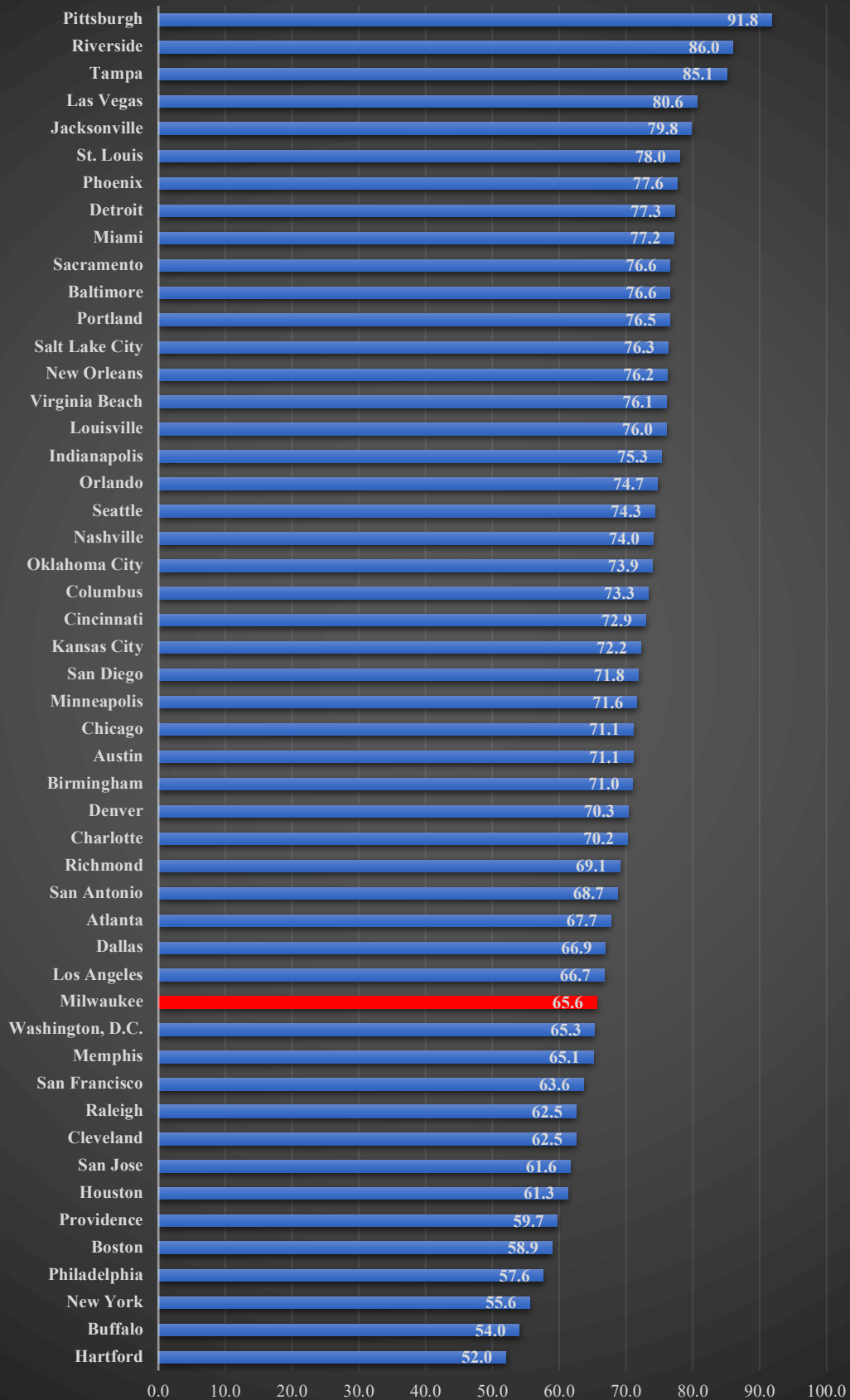
Hispanic Household Income: 2022 Adjusted for metro area cost-of-living differences



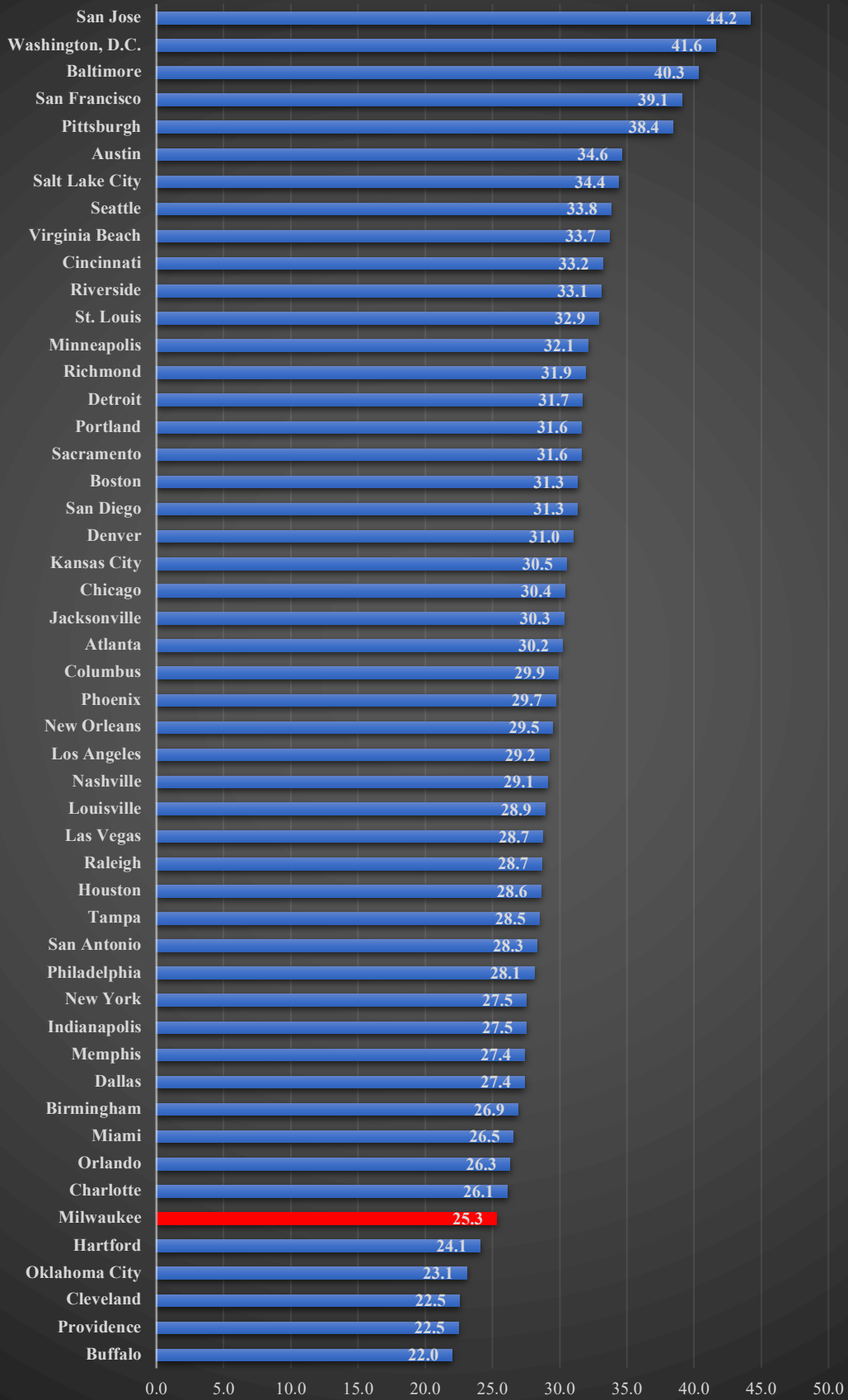
Percentage Change in Real Hispanic Household Income: 2017-2022



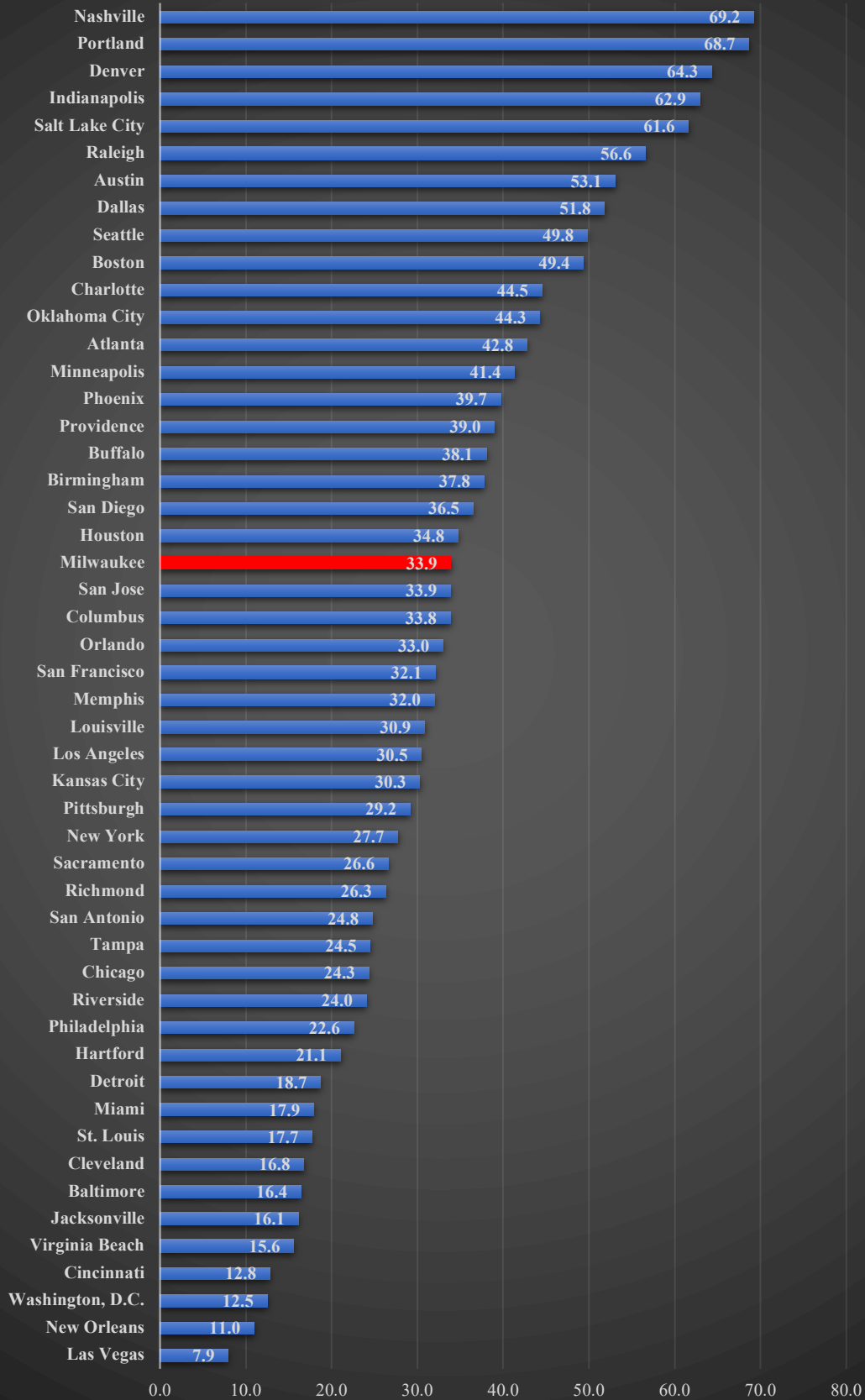
Hispanic HH Income as % of WNH Income: 2022



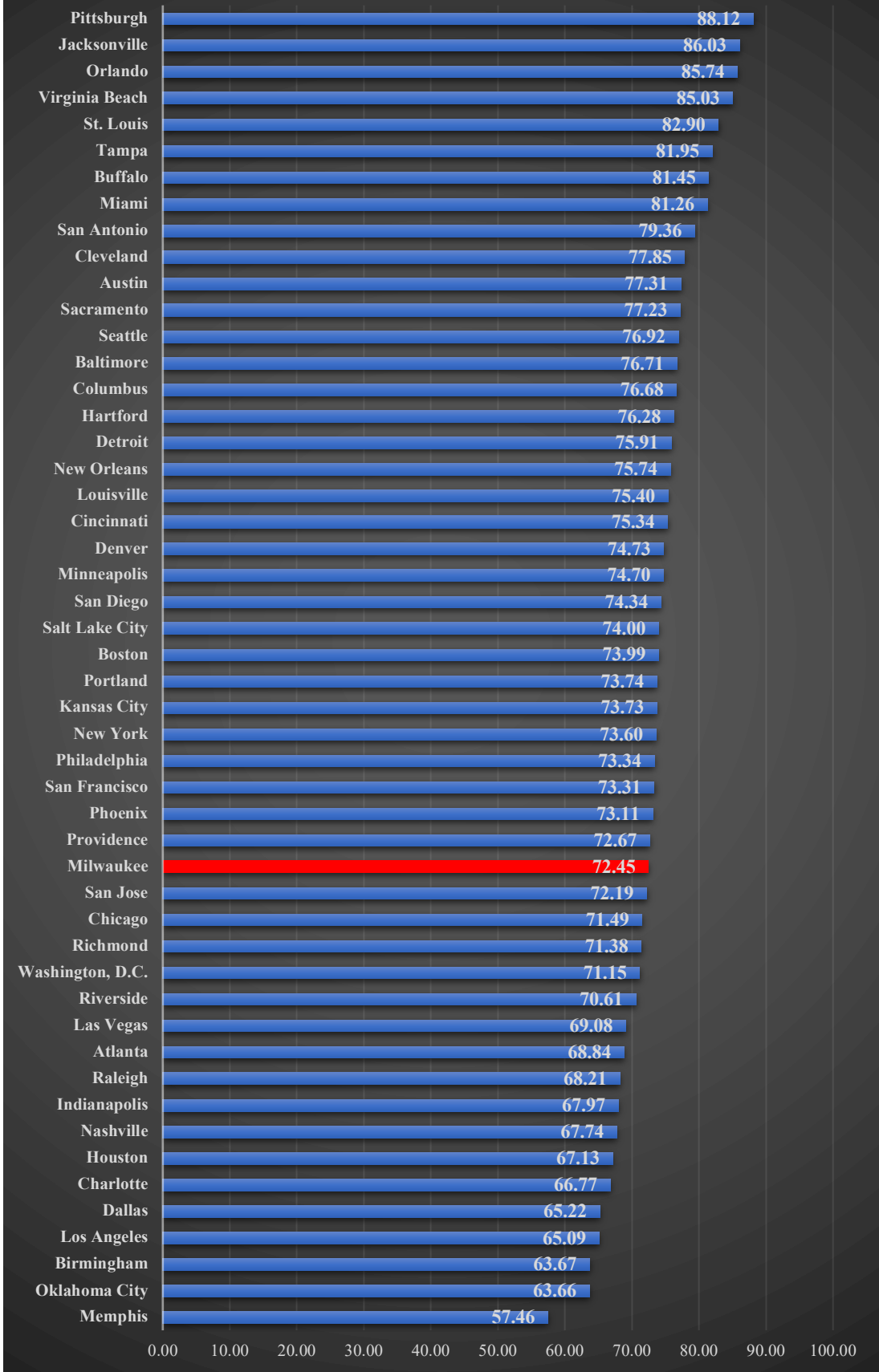
% of Hispanic Households With Income Greater than \$100,000 (cost-of-living adjusted)



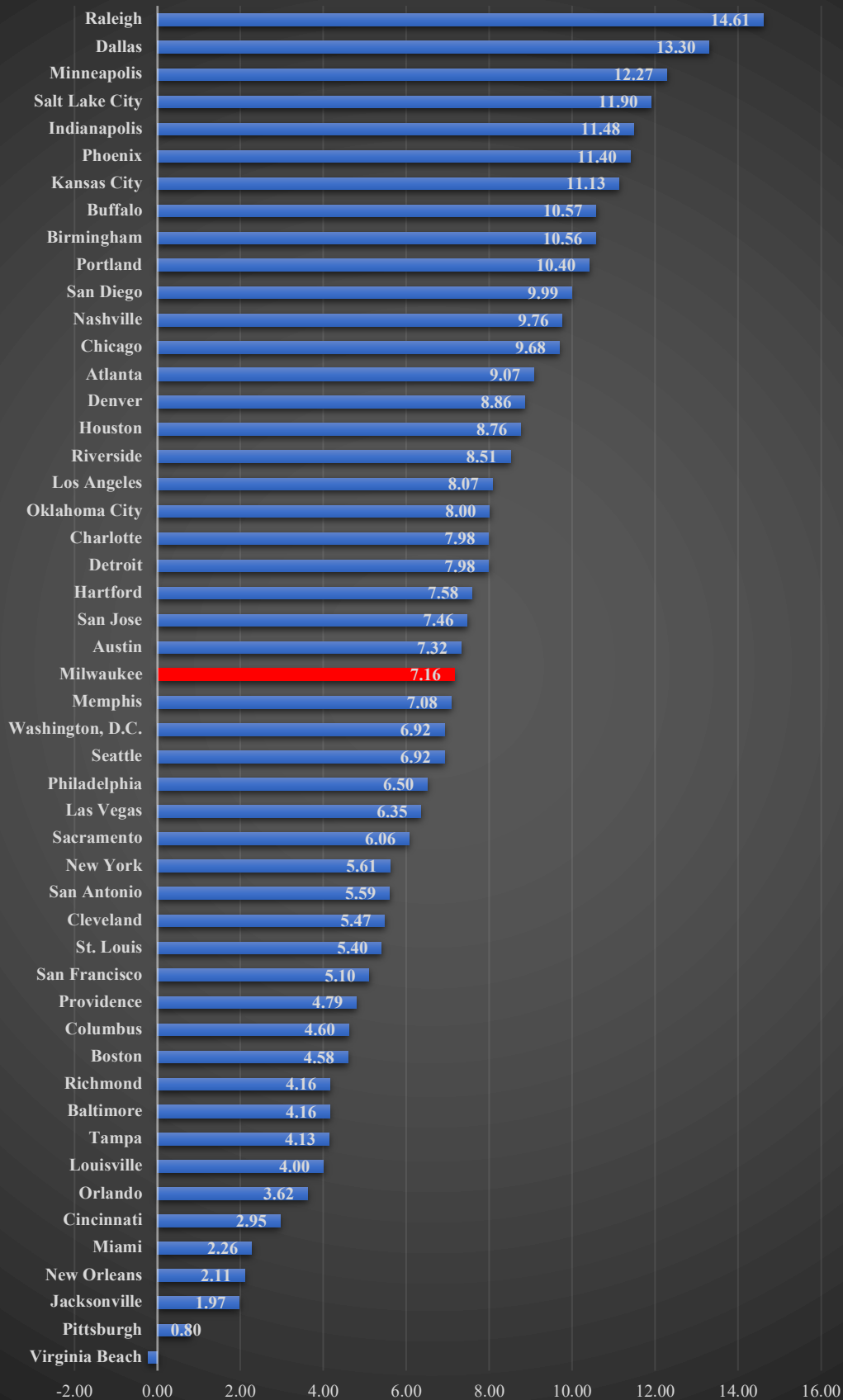
**% Growth in the Percentage of Hispanic
Households with Income over \$100,000: 2010-2022**
(Cost-of-living adjusted)



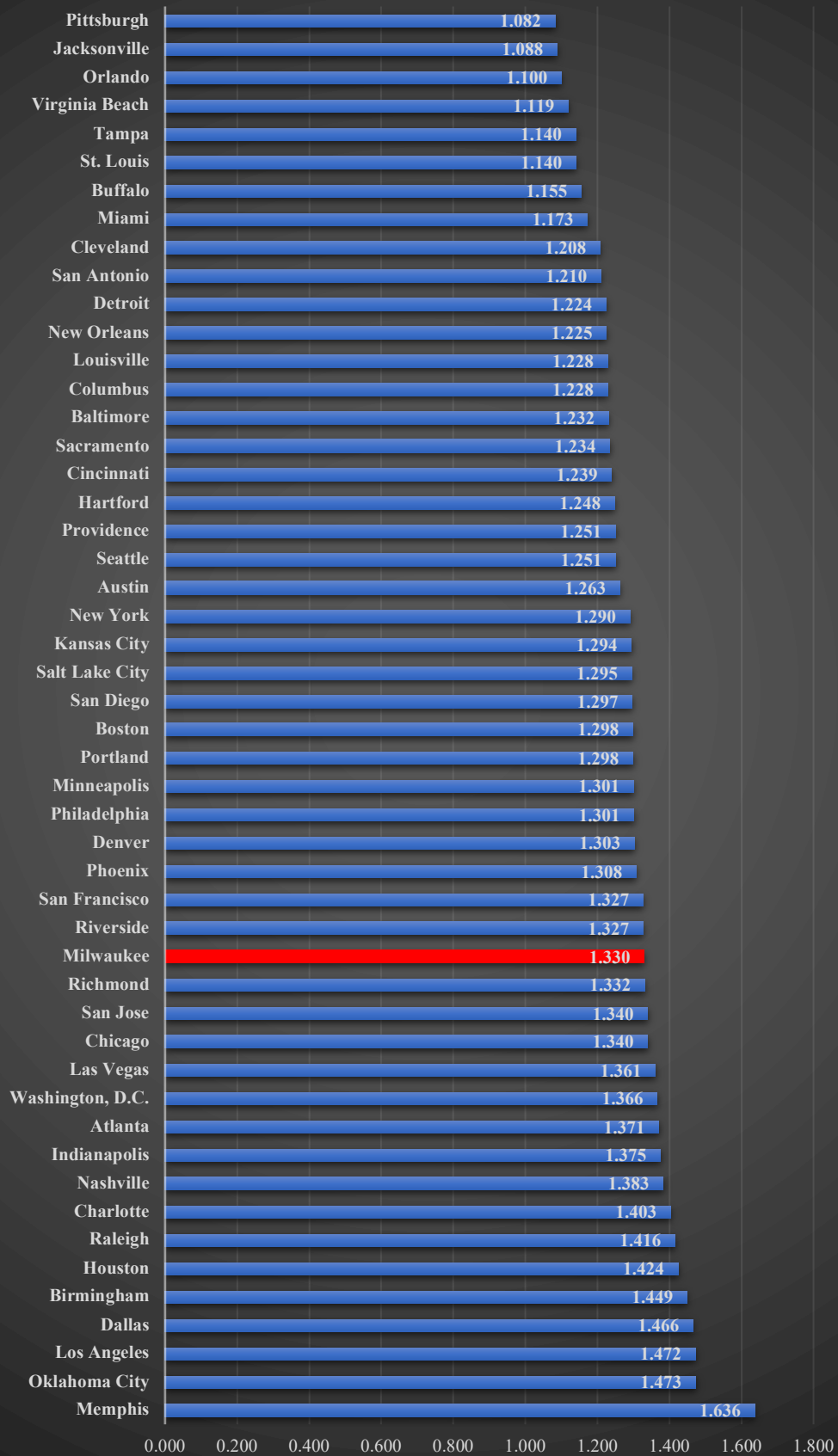
Percentage of Hispanics Over 25 With High School Degree/Equivalent or Above: 2022



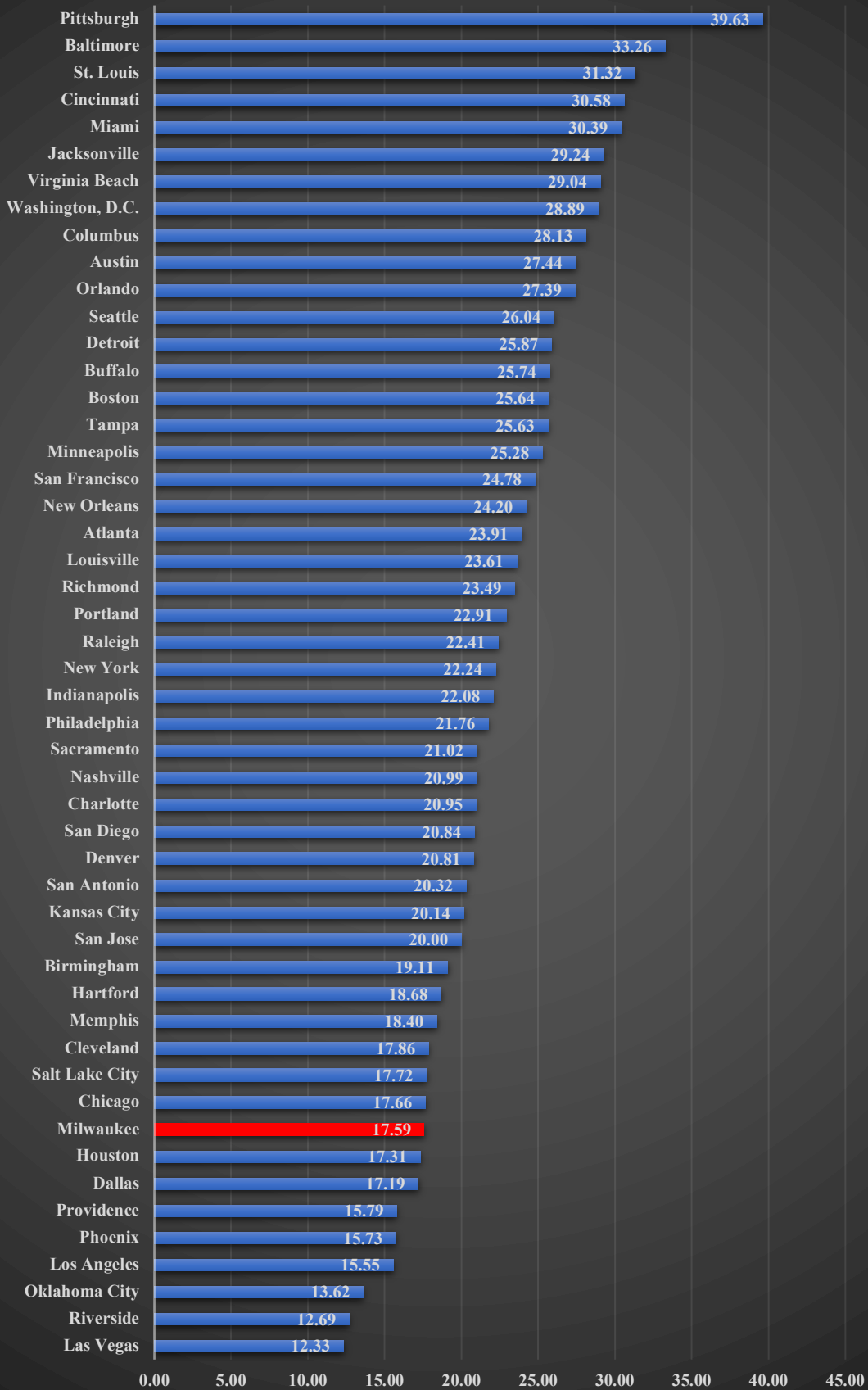
% Growth in Percentage of Hispanics over 25 with HS degree/equivalent or above: 2017-2022



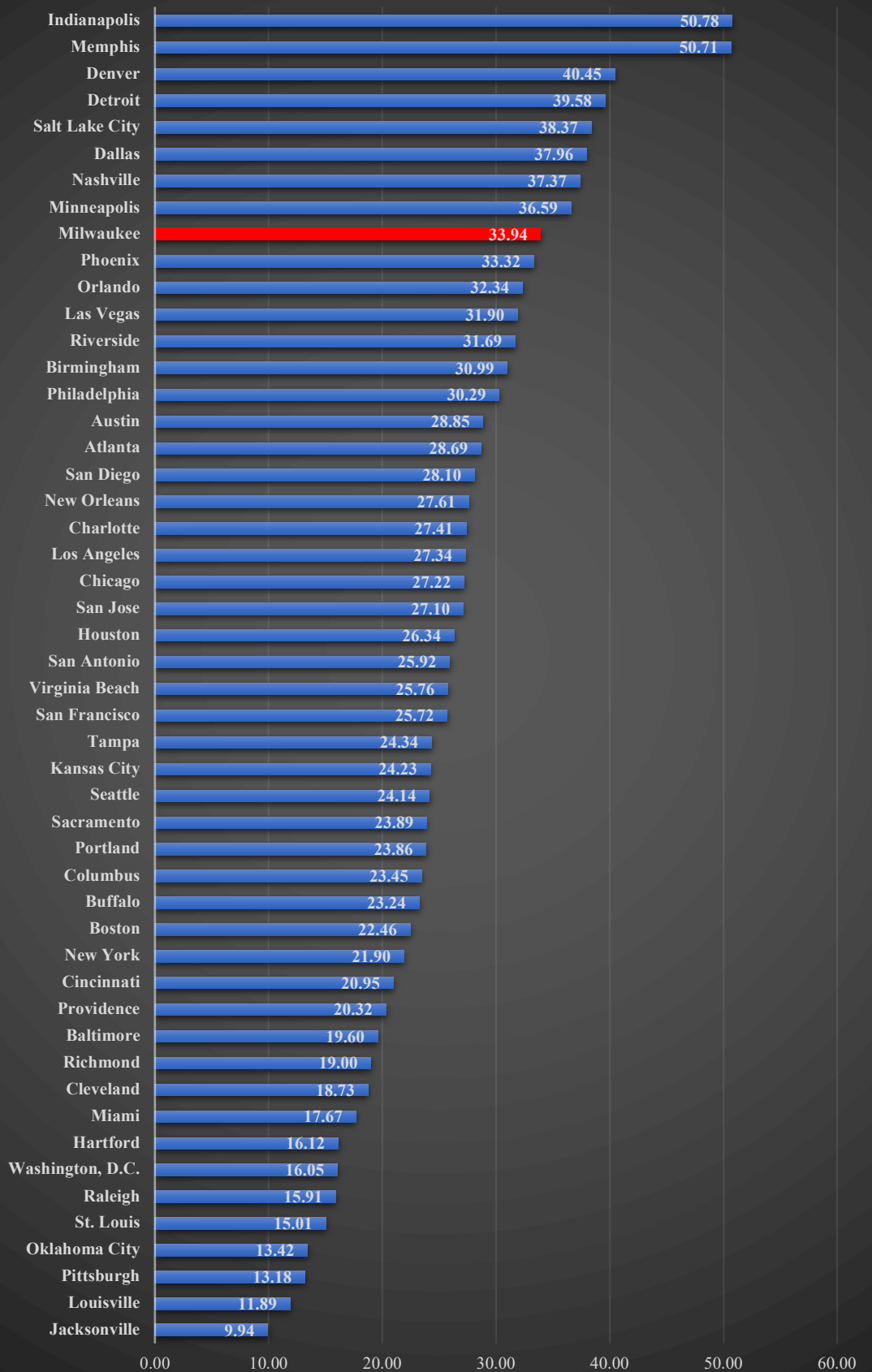
Ratio of WNH% to Hispanic % of holders
of HS degree or above (ages 25+)



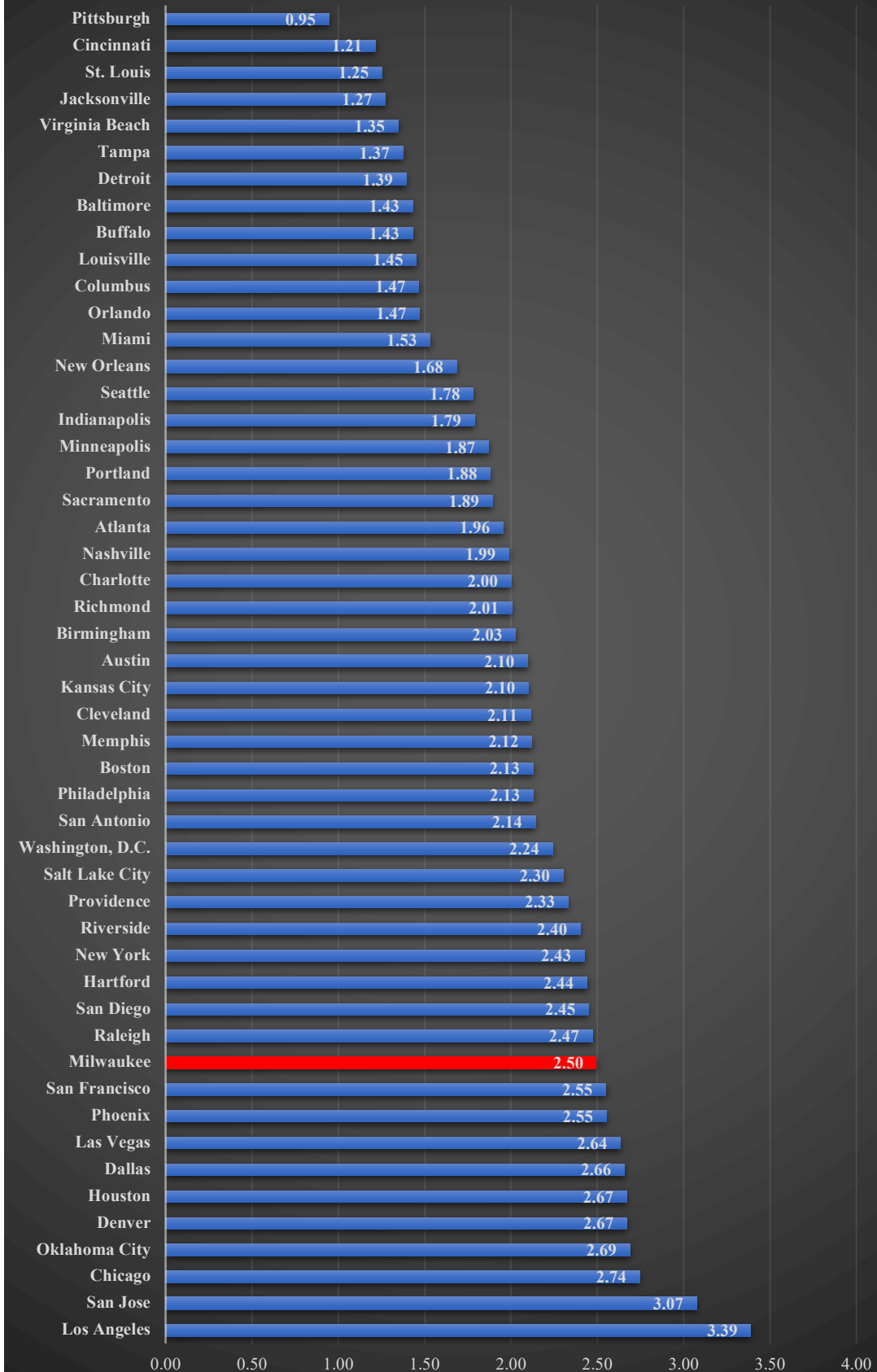
% of Hispanics Over Age 25 Holding Bachelor's Degree or Above: 2022



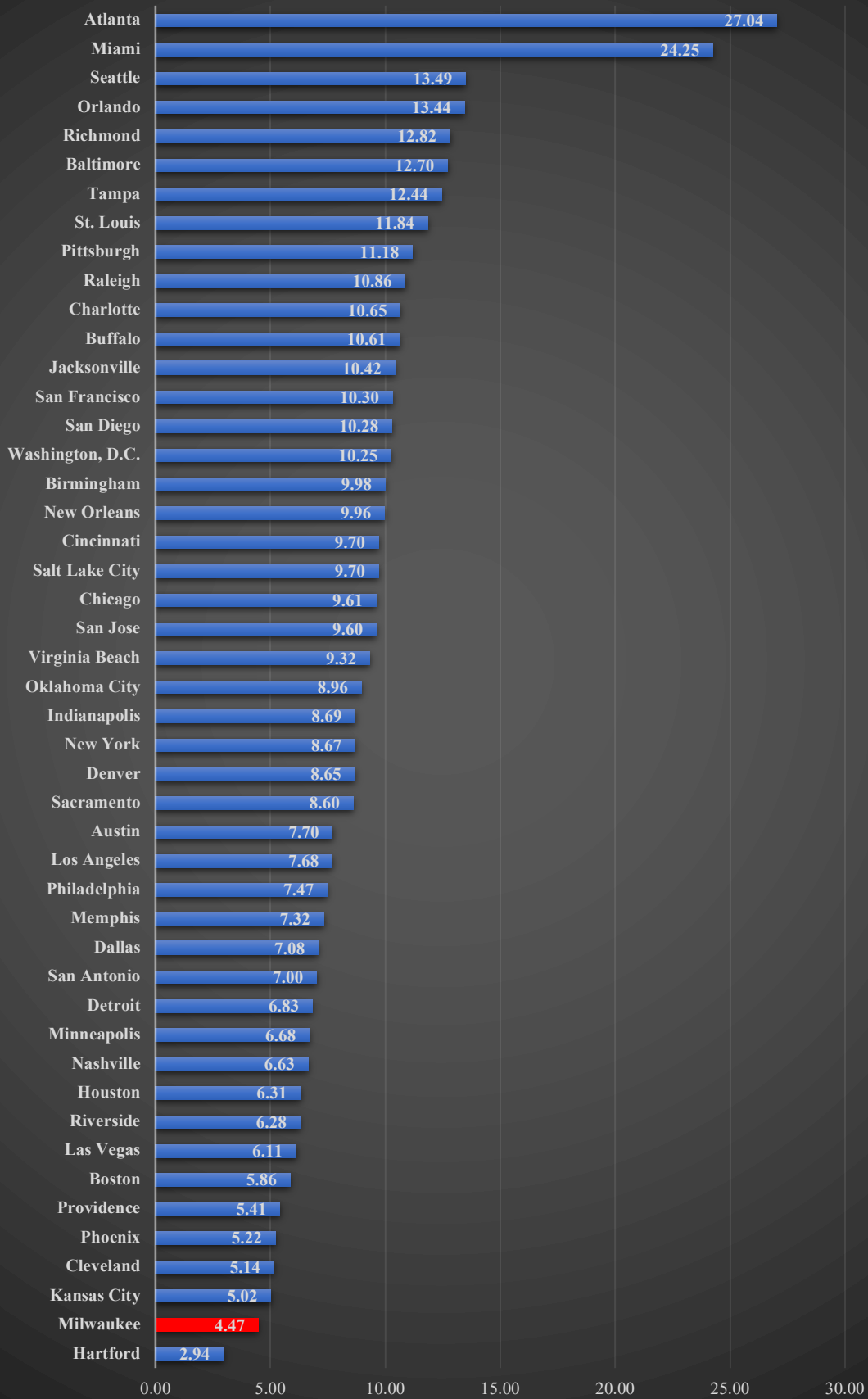
**% Growth in Percentage of Hispanics, Ages 25 and over,
holding a Bachelor's or higher degree: 2017-2022**



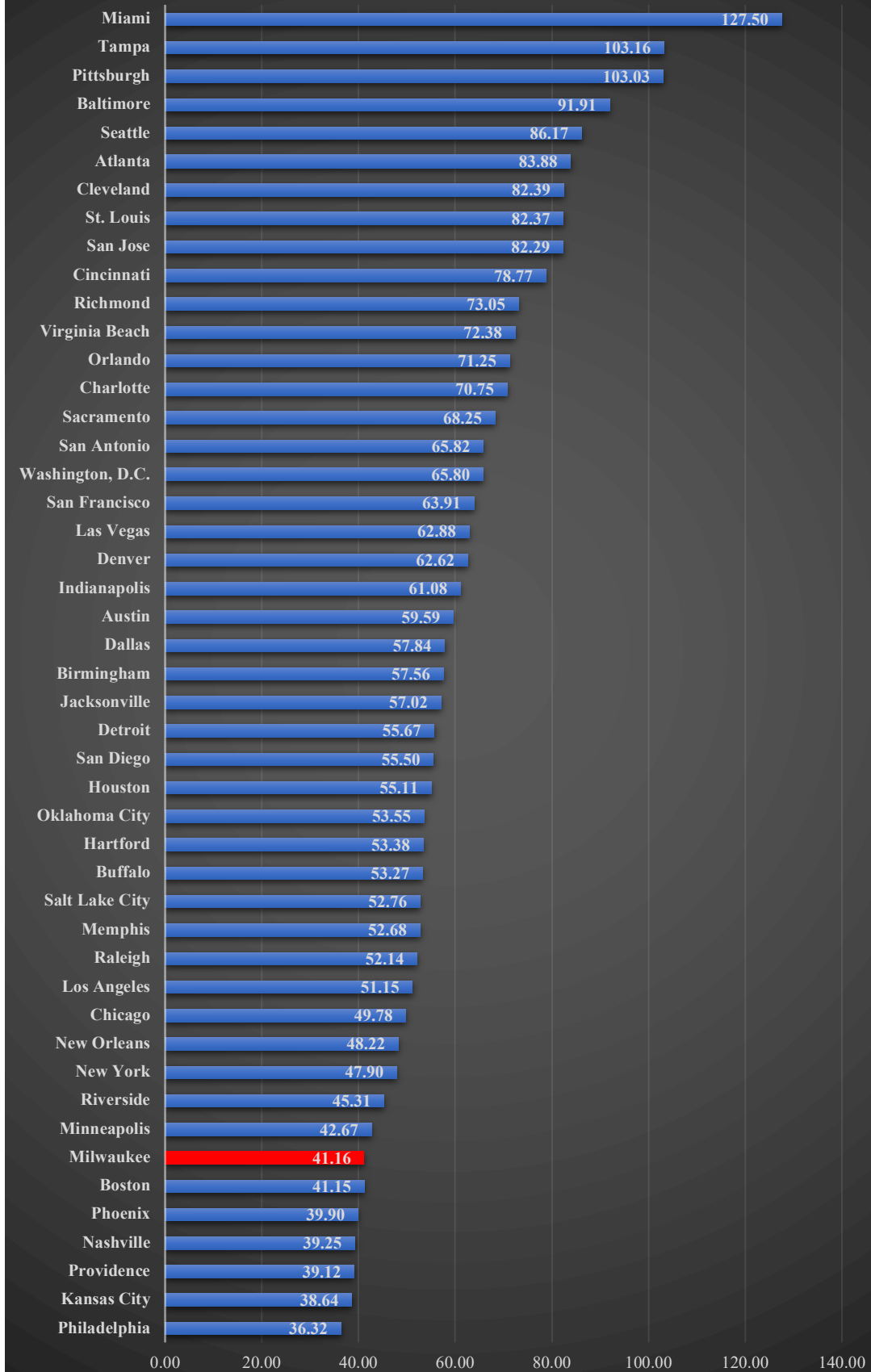
Ratio of WNH to Hispanic % of Bachelor's Degree Holders (ages 25+): 2022



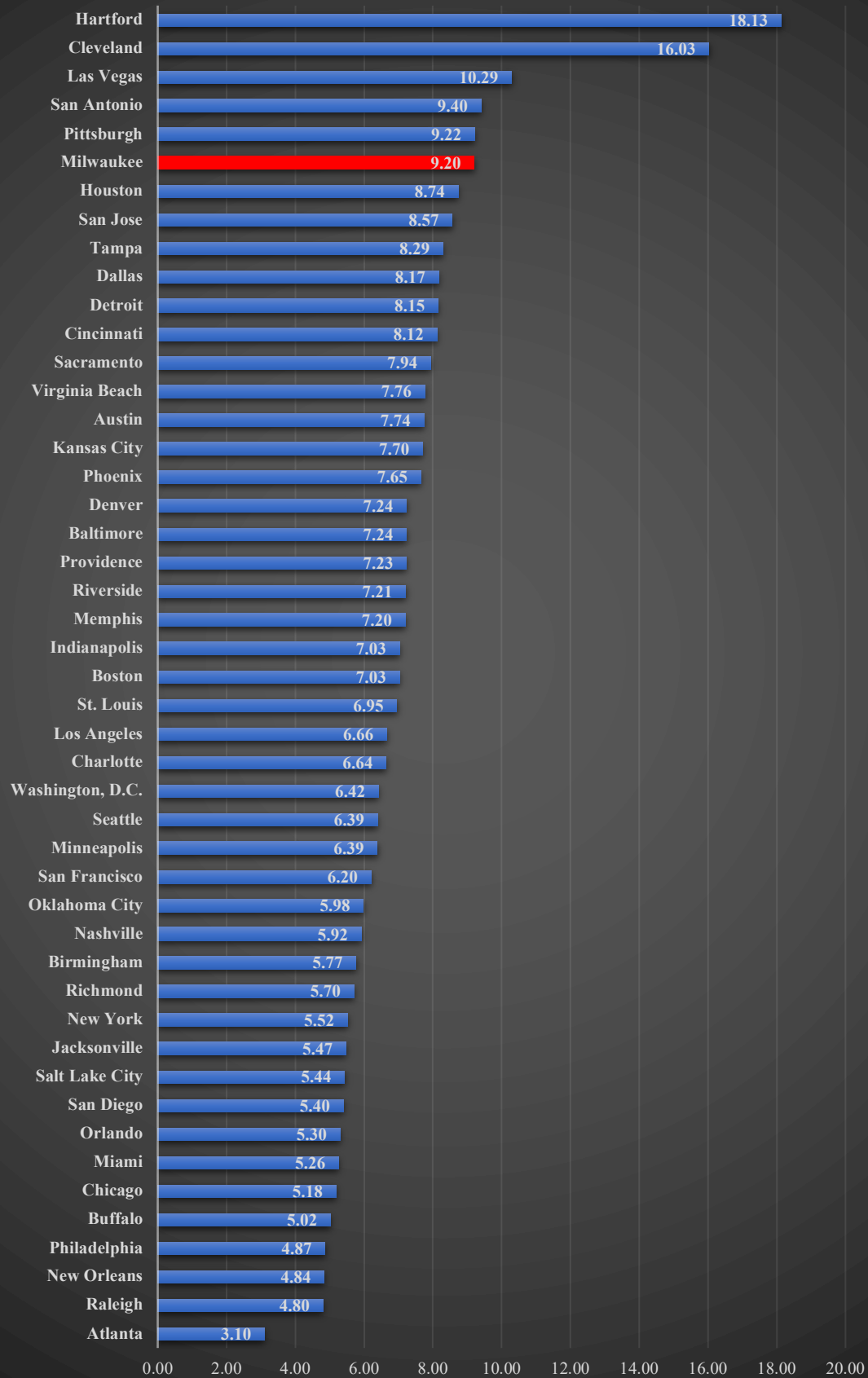
Hispanic-owned Employer firms per 1000 working-age Hispanic population: 2021



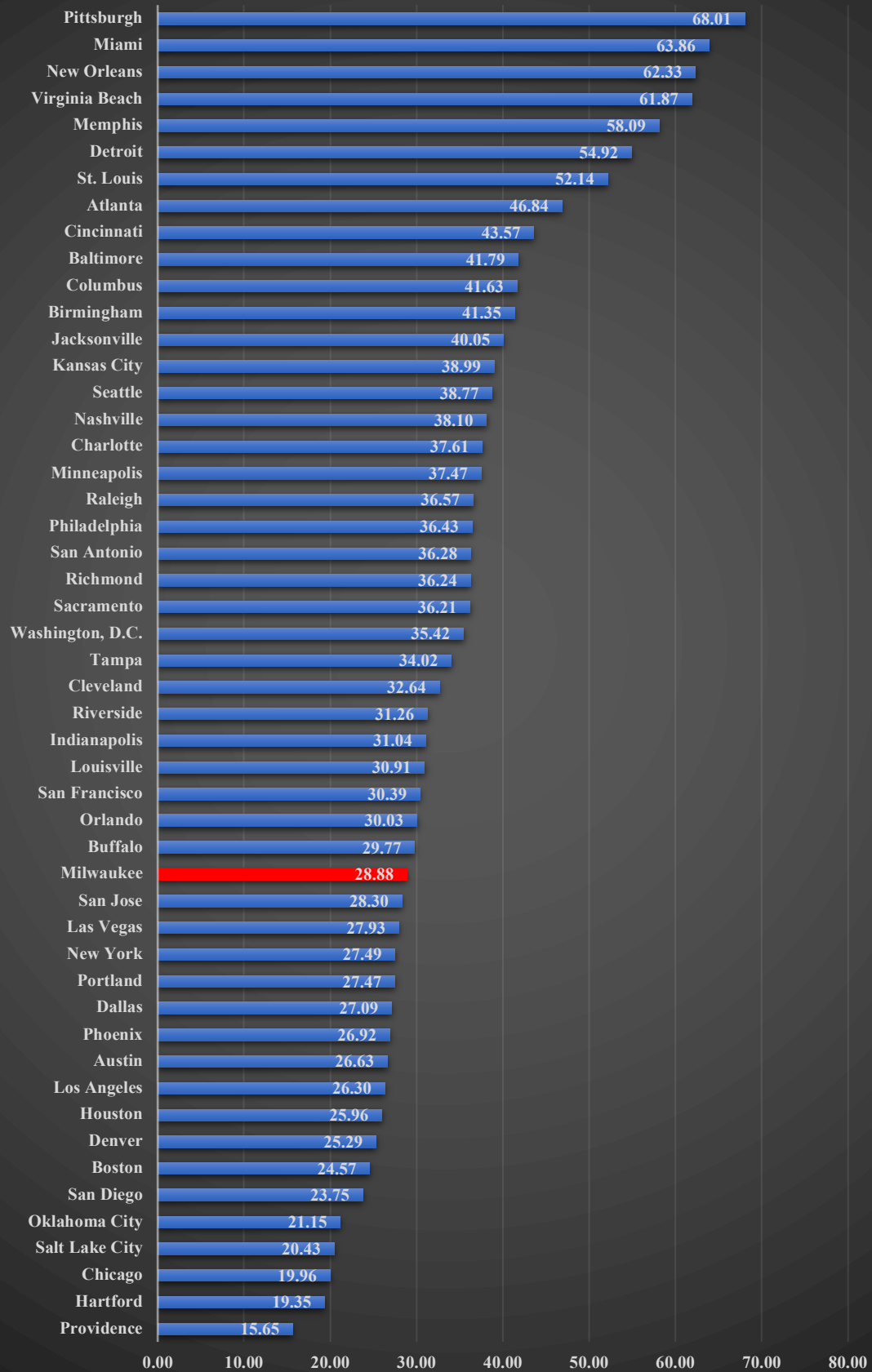
Employment in Hispanic-owned employer firms per
1000 working-age Hispanic population: 2021



Average Number of Employees Per Hispanic-Owned Employer Firm: 2021



**Index of Hispanic Representation as Executives or Senior Officials/Managers in Private Industry: 2021
(Proportionality = 100)**



Hispanic-WNH Segregation Index: 2020

