

Welcome!

Data Equity Maryland Convening

Thursday, June 20
from 12:00 – 1:30pm



Data Equity Maryland

The Maryland State Data Disaggregation Workgroup

Welcome and Introductions

Virtual attendees: Please state your
name and organization in the chat



Data Equity Maryland

The Maryland State Data Disaggregation Workgroup

What comes to mind when you think of data disaggregation?

Join at
slido.com
#2048 295



<https://app.sli.do/event/6Pabwj6LM6LWk1ix8gezy1>



Data Equity Maryland

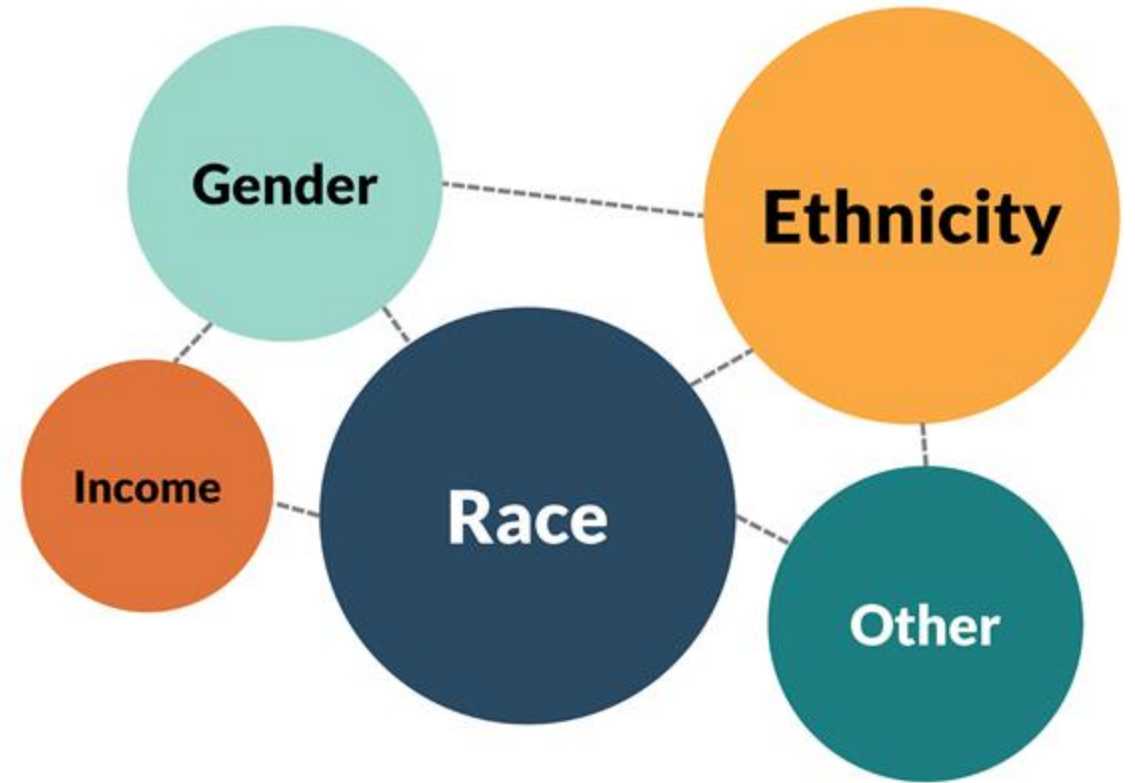
The Maryland State Data Disaggregation Workgroup

What is Data Disaggregation and Why Does it Matter?

Summer McClellan, Mental Health Workgroup Coordinator,
The Coalition for a Healthier Frederick County

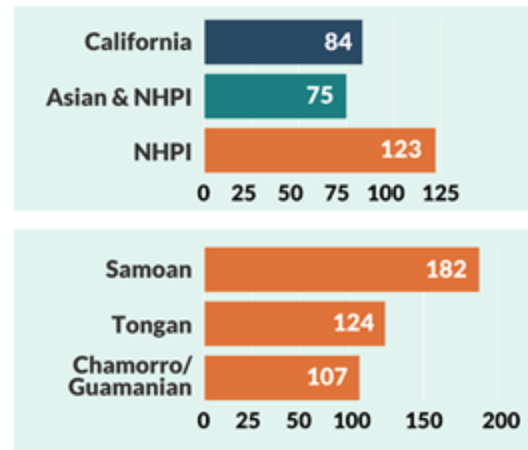
What is Data Disaggregation and Why Does it Matter?

Data disaggregation involves the practice of breaking down aggregated data into specific subgroups based on various demographic characteristics such as race, ethnicity, gender, income, and more. This process provides a clearer picture of disparities that might be masked when data is collected and reported in aggregate form. We strongly believe that implementing data disaggregation policies is an essential step towards understanding and addressing systemic inequities that persist within our state.



Evidence from various jurisdictions across the country has shown that data disaggregation leads to more targeted policy interventions, ensuring that marginalized communities receive the resources and support they need.

Death rates for Native Hawaiians and Pacific Islanders (NHPI) were **almost 1.5 times higher than California's overall death rate.**



Among NHPIs, death rates for Samoans were **more than 2 times higher than California's death rate.**



Seven Asian subgroups had death rates higher than the Asian aggregate. **Averages can mask the toll taken on smaller racial and ethnic groups.**



Understand



Act



Monitor



Understand

When we collect, analyze and share consistent, accurate, comprehensive data, we begin to better understand and shed light on inequalities in education, healthcare, housing, employment and criminal justice.



Act

A data-driven approach to change can empower policymakers to make informed decisions, allocate resources effectively, and ensure that no community in Maryland is left behind.



Monitor

By creating standards and accountability, we can track and make adjustments as we all work toward creating a more inclusive community so that all Marylanders can thrive.

State Workgroup Progress

- Letter to representatives encouraging legislation on data disaggregation for equitable policies in Maryland
- Informational one sheet explaining what data disaggregation is, why it matters, and recommendations for taking action
- Partnership Agreement Form inviting the community to signify their partnership/support with the DEM project that seeks to advocate and raise awareness around the importance of data disaggregation, community and legislative support, and accountability to state reports

Data Equity Maryland Video



Our Recommendations

Legislation for Data Disaggregation

Advocate for the introduction of legislation that mandates the collection, reporting, and analysis of disaggregated data across various sectors, such as education, healthcare, criminal justice, and economic opportunities.

Statewide Data Collection Guidelines

Collaborate with relevant agencies to establish clear guidelines for collecting and reporting disaggregated data, ensuring consistency and accuracy in data collection methods.

Equity Impact Assessments

Require that all proposed policies and programs undergo an equity impact assessment, which includes analyzing disaggregated data to identify potential disparities and inequities.

Training and Capacity Building

Support initiatives that provide training to government officials, analysts, and stakeholders on the importance of data disaggregation, how to interpret disaggregated data, and its implications for equitable decision-making.

Public Awareness Campaigns

Launch public awareness campaigns to educate the public, policymakers, and stakeholders about the value of disaggregated data in creating more inclusive and effective policies.

Regular Reporting and Accountability

Implement a system for regular reporting on disaggregated data findings and outcomes to hold government agencies accountable for addressing disparities and improving outcomes for all segments of the population.



Visit the Data Equity MD Website!



Data Equity Maryland

The Maryland State Data Disaggregation Workgroup

Thank You.

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Collective Impact and the Importance of Disaggregated Data

Rachel Mandel, MD, MHA

June 20, 2024

Why Do We Need Data?

- Support Decision Making/Strategy
- Making Your Case/Funding
- Resource Allocation
- Advocacy
- Priority Setting
- Partner Accountability
- Continuous Improvement
- Marketing
- Driving Community Initiatives



Collective Impact Model

- Good model to illustrate a use of data effectively
 - Briefly explain collective impact
 - What criteria are used to choose a goal
 - Choose a Frederick County data point to focus on
 - Walk through the disaggregation of data to pinpoint a gap
 - Use a mapping tool to generate equity-oriented strategies to address the identified gaps
 - Understand the importance of engaging stakeholders in the strategy implementation process
 - Appreciate how disaggregated data is critical to the success of this work



What is Collective Impact?

It is not “isolated impact”

Collective impact is a network of community organizations who advance issues by intentionally aligning and integrating their actions to achieve **population** and **systems-level** change

“Collective Impact”, Kania and Kramer,
Stanford Social Innovation Review, 2011

The impact of joint operational alignment of combined forces



Isolated Impact

5 Components of A Collective Impact Strategy

Developing a Common Vision for Change

All dedicated partners have a common agenda, understanding of the problem and a joint approach to solving it through agreed upon actions. (Kania & Kramer, 2011)



Common Agenda

Agreed Upon Methodology for Measuring Success

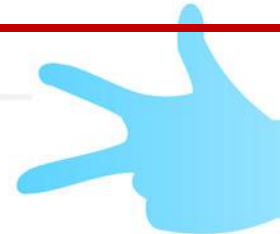
The ability to measure success in a collective impact initiative is essential. Collecting data and measuring results consistently across all organizations ensure efforts are aligned and partners are accountable to each other.



Shared Measurement System

The Action Plan

Diversity is the key! It is not the uniformity of partner contributions that make a difference, it is the coordination of their differentiated activities working towards a common goal that creates impact.



Mutually Reinforcing Activities

Build Trust with Continuous Communication

To build trust, strengthen relationships and ensure project integrity, strong communication norms must be in place that is understood and endorsed by all partners.



Communication

Backbone Support Organizations

Chosen organization(s) provide the infrastructure and dedicated staff to support the initiative for all partners.

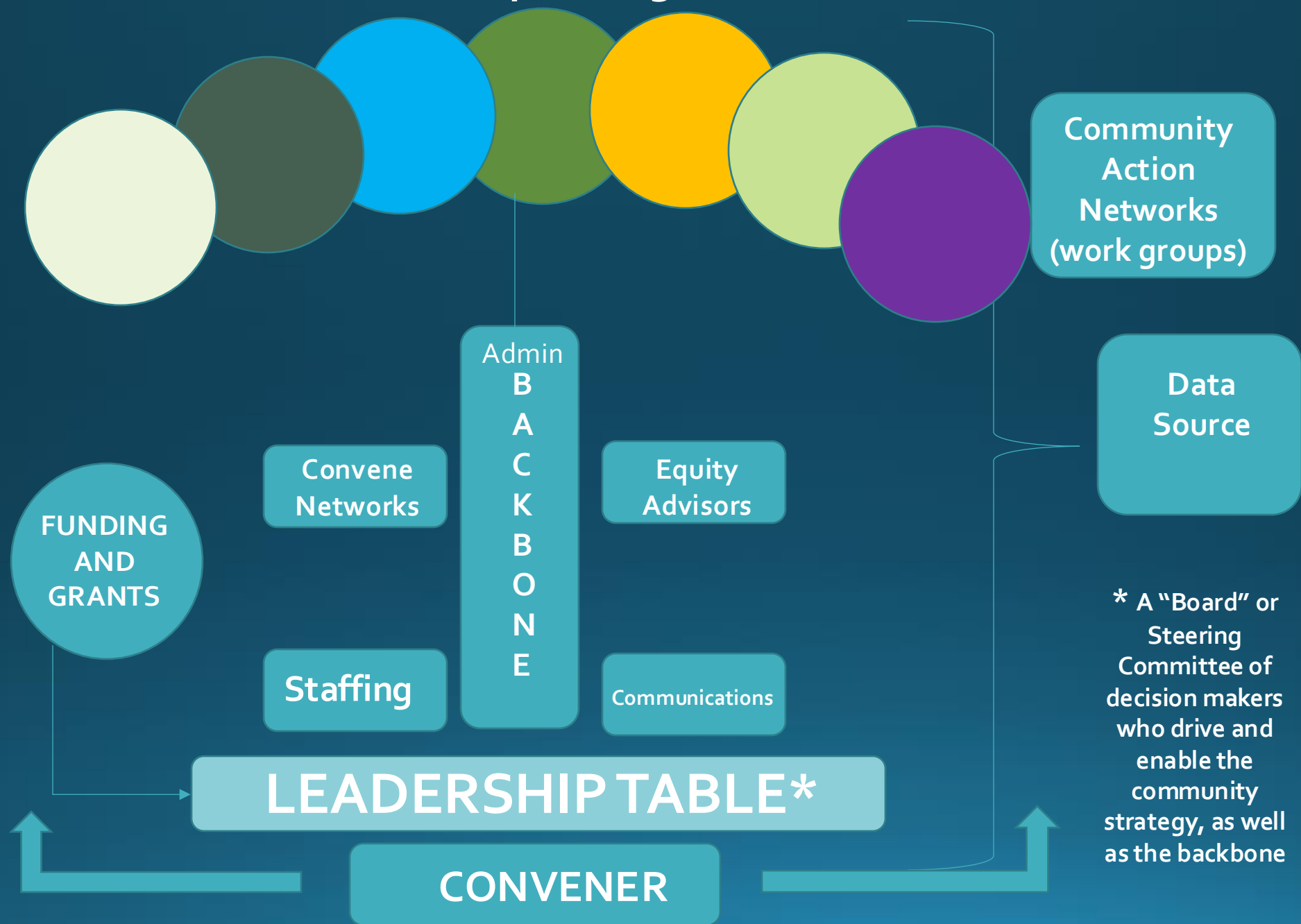


Backbone Organization

Collaboration vs. Collective Impact

- A collaboration often implies only a two-way street
- Collective impact has been described as “building on the muscle of collaboration” to create an entire community that is intentional about its approach to solving a problem or multiple problems – together.
- Moving the initiative forward using a community-wide strategic and equity lens.
- One goal should also be to produce sustainable and lasting change through policy and process changes.
- Data disaggregation is key in informing disparities in groups, and is necessary to understand in order to create equity producing strategies

What Does a Collective Impact Organizational Structure Look Like?



Choose a Focus

- Important social issue
- Urgent need
- Too large for any one organization to have an impact (complex)
- Coordinate and Collaborate



Summit: Focus on Children and the Impact of Inadequate Education

Nationally, 41% of inmates have not completed H.S. as compared to 18% of the general population

People who do not attend college are more likely to become homeless

Students who are not reading at grade level in 3rd grade are 3x more likely to drop out before graduation

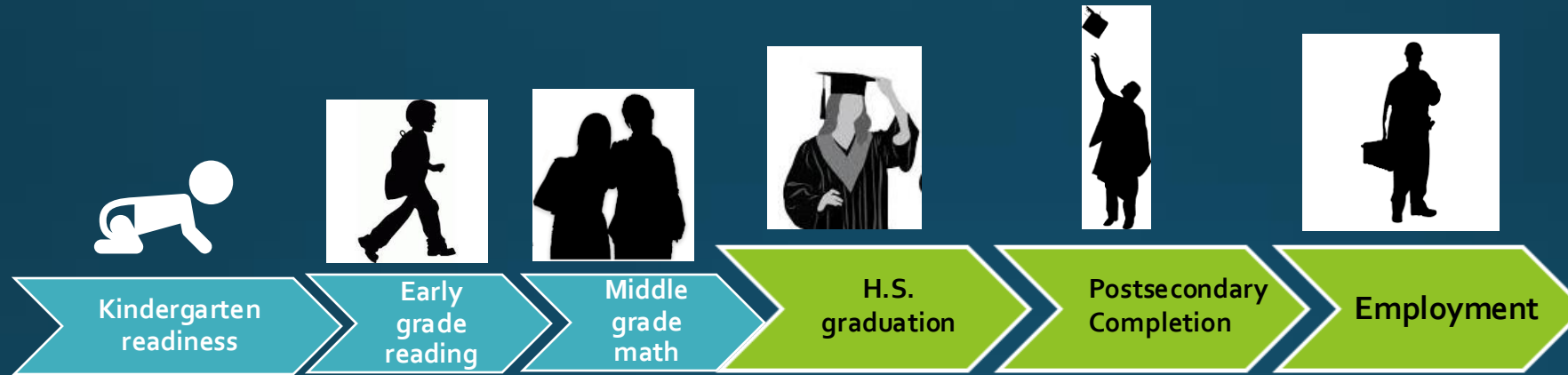
90% of social support programs recipients are high school dropouts

H.S. dropouts commit about 75% of crimes in the U.S.

At age 25, a U.S. adult without a H.S. diploma can expect to die 9 years sooner than college graduates

An excess of \$230 billion a year in health care costs can be linked to low adult literacy nationally

Cradle to Career Model (Collective Impact)



Six key data points are identified

What Does the Data Tell Us in Frederick County? Where Do We Focus?

Only 50% of our students demonstrate readiness to learn entering kindergarten

37 % families at poverty or ALICE levels, 6% at or below FPL

32.9% students eligible to receive Free and Reduced Meal benefits (15,000)

High school overall graduation rate 93%

- African American 89%, Hispanic/Latino 83%, LEP 41%, Free and Reduced Meal Recipients 80%, Homeless 76%

Approximately 846 (2021) FCPS students are homeless

77% of African American and Hispanic students are reading at or above grade level in 3rd grade compared to 90-95% of white/Asian students

Based on the Strive Together Collective Impact Model data points, we could focus on readiness for kindergarten, 3rd grade reading or high school graduation.

FREDERICK

50%

DEMONSTRATE
READINESS

3,235

KINDERGARTENERS

16%

OF KINDERGARTENERS
ARE DIRECT CERTIFIED

9%

OF KINDERGARTENERS
HAVE IDENTIFIED
DISABILITIES

9%

ARE ENGLISH LEARNERS

How did Frederick
County identify
students and families
who were in need of
resources or support?*

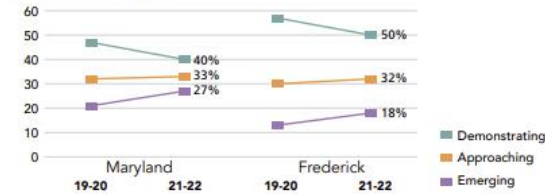
- ☒ Screening assessments
- ☒ Transition information from the prior year
- ☒ Teacher reporting
- ☒ Parent surveys or inquiries
- ☐ Other

Which of the following
needs were identified in
Frederick County?*

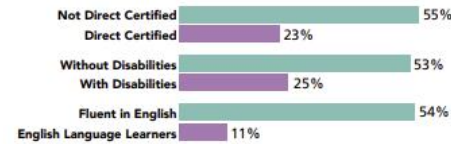
- ☒ Academic
- ☒ Social/Emotional
- ☒ Financial
- ☒ Nutritional
- ☒ Child care or before/after school care
- ☐ Other needs

*Based on survey results

Overall READINESS



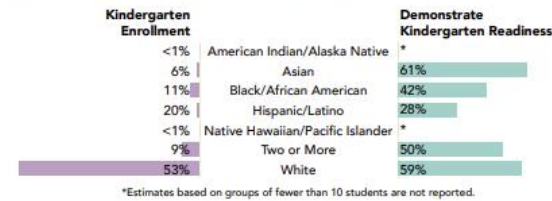
Subgroup READINESS



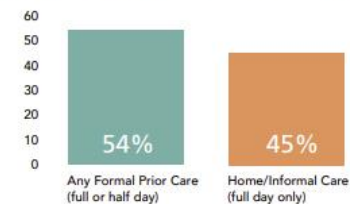
Domain AVERAGE SCALE SCORE



Race/Ethnicity DEMOGRAPHICS & READINESS



Parent-Reported Prior Care READINESS



Key Takeaways 2021-2022

- Readiness for kindergarten declined since 2019-2020
- Direct certified, certain demographics, disabled and those coming from informal day care settings are less prepared for school
- African American 42%, White 59%, Asian 61%

FREDERICK

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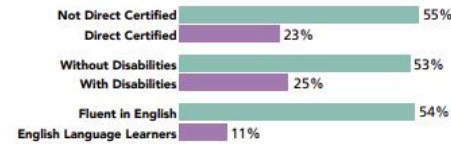
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Overall READINESS



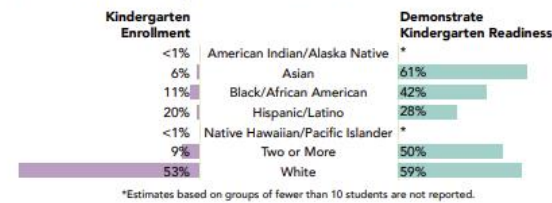
Subgroup READINESS



Domain AVERAGE SCALE SCORE



Race/Ethnicity DEMOGRAPHICS & READINESS



Parent-Reported Prior Care READINESS



Key Takeaways 2021-2022

- Readiness for kindergarten declined since 2019-2020
- Direct certified, certain demographics, disabled and those coming from informal day care settings are less prepared for school
- African American 42%, White 59%, Asian 61%
- 28% of Hispanic/Latino children are ready for kindergarten

Child Ready to Learn

```
graph TD; A[Child Ready to Learn] --- B[Childcare]; A --- C[Disabilities]; A --- D[Housing Status]; A --- E[Limited English Proficiency]; A --- F[Demographics]; B --- G[Geography]; C --- G; D --- H[Parent's Work Status]; E --- I[ALICE/Poverty]; F --- J[Transportation]; G --- K[Direct Status]; H --- K; I --- K; J --- K;
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Childcare

Disabilities

Housing Status

Limited
English
Proficiency

Demographics

Geography

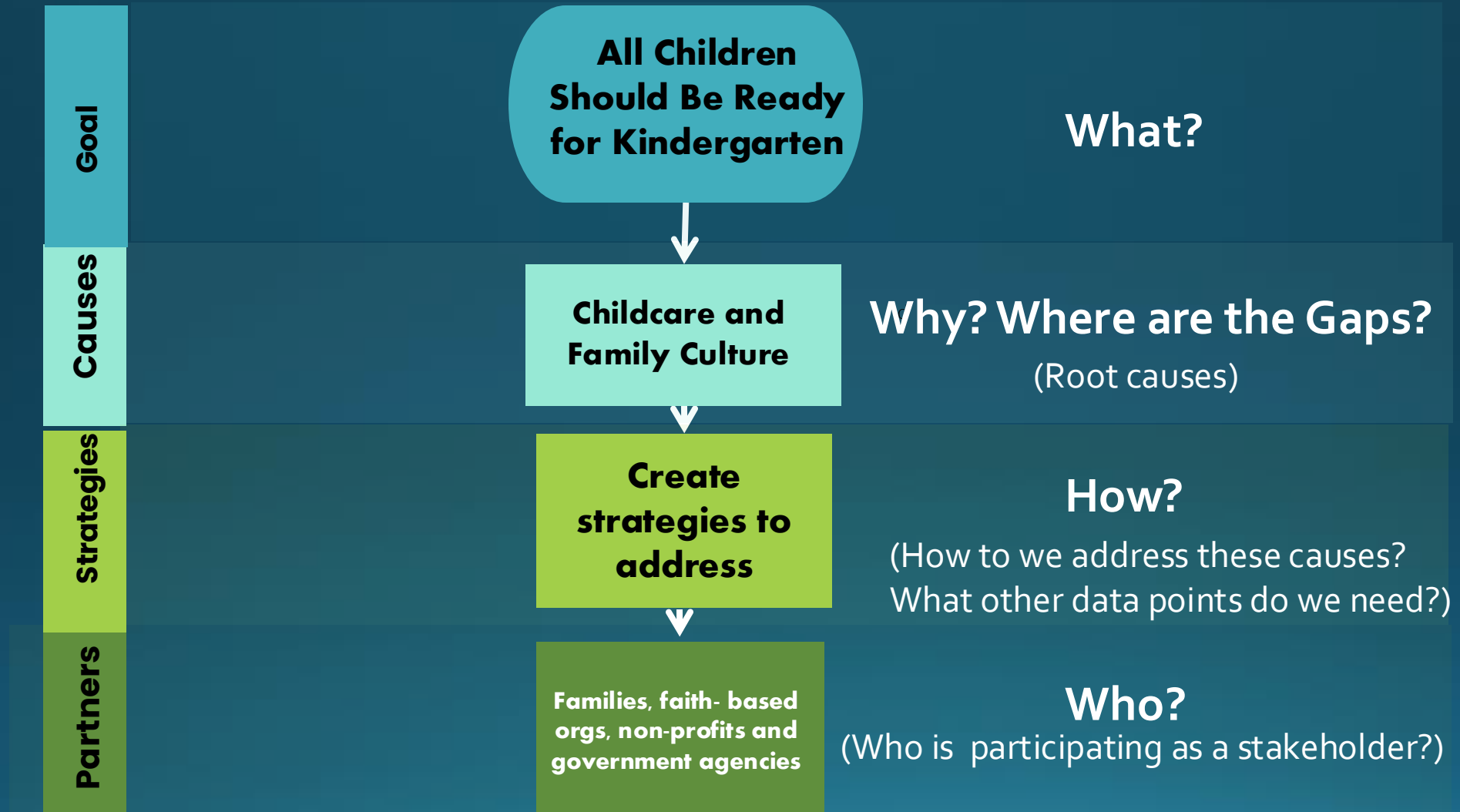
Parent's
Work Status

ALICE/Poverty

Transportation

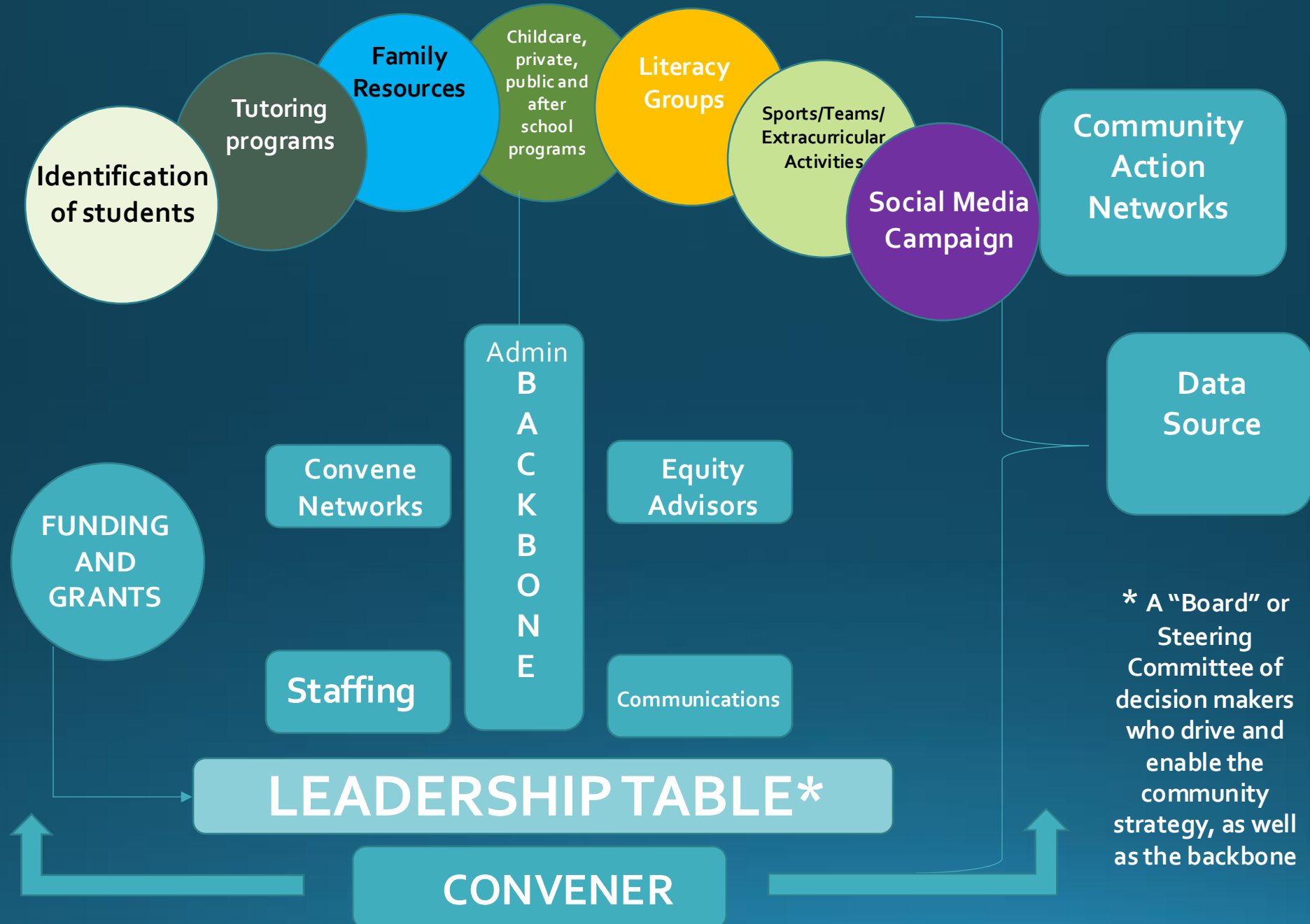
Direct Status

Strategy Mapping (focus on Hispanic/Latino children)



Customized strategies are required to achieve equitable outcomes

What Does a Collective Impact Organizational Structure Look Like?



Summary

- One organization cannot truly make a significant difference under the traditional isolated impact model
- Collective impact can magnify impact and success
- Mutually reinforcing activities can engage large numbers of stakeholders productively
- There are tools to assist with planning and strategy, such as mapping
- **Data is critical to identify the issues to be addressed, focus the strategies, encourage equitable interventions and track the progress.**







Things to Think About

- What issues are important?
- What are your top priorities?
- Who shares those priorities with you?
- Who can you partner with?
- What data do you have?
- What data do you need?
- Who has that data?
- How will the data support the work?
- Is the data you have the “right” data?

Thank you!





QUESTIONS?

rachelmandelmd@gmail.com

Enhancing Data Insights with AI-Driven Disaggregation

Data disaggregation is the process of breaking down data into smaller, detailed parts to uncover patterns and insights that aren't visible in the overall dataset.

The purpose of data disaggregation is to identify inequalities, improve decision-making, and tailor interventions to meet the needs of specific groups.

***Consider a dataset of student performance...
By disaggregating the data by gender, we can
compare the average grades of male and female
students, revealing any performance gaps. This
information can be used to create programs
aimed at supporting underperforming groups
and ensuring equal opportunities for all students.***



David Gurzick Ph.D., Professor of Management Science, Hood College - gurzick@hood.edu



HOOD
COLLEGE

125 YEARS



COALITION
for a Healthier Frederick County

Disaggregated Data as a Tool to **Achieve Health Equity**



Introduction

- Importance of Data Disaggregation:
 - Essential for equity and fairness in healthcare
 - Exposes inequalities and ensures all voices are heard
- Invited Participants:
 - CBOs, local/state representatives, and Maryland Local Health
- Collaboration:
 - Building a more inclusive and equitable community



What is Data Disaggregation?

- Breaking down collected data into distinct subgroups according to demographic traits such as gender, race, ethnicity, and income

What is Health Equity?

- Achieving the highest possible standard of health for all individuals, regardless of their race, ethnicity, disability, preferred language, socioeconomic status, or other characteristics



COALITION
for a Healthier Frederick County

Coalition for a Healthier Frederick County

- The Coalition serves as the LHIC in Frederick County and collaborates with the FCHD and Frederick Health System
- Offers accountability and structure for group initiatives aimed at creating a healthier community
- **Mission:** Enhance resilience and well-being to fairly influence each Frederick County resident's lifetime health



Why Does Data Disaggregation Matter?

- Disaggregated data results in focused policy interventions that help underprivileged populations
- Increases our knowledge of both positive and negative health outcomes in specific communities
- Policymakers can make well-informed decisions, distribute resources efficiently, and guarantee that no community is left behind by using a data-driven approach
- To promote a more inclusive community, standards and accountability must be established to track progress and make necessary adjustments



COALITION
for a Healthier Frederick County



COALITION

for a Healthier Frederick County

Evidence of Impact

- Periodic examination of gender-disaggregated data from national (and sometimes sub-national surveillance systems can reveal opportunities for gender-responsive policy and program implementation¹
- Aggregating health data into broad racial/ethnic categories masks within-group differences and disparities, hindering effective resource targeting²

Areas of Inequality



- People are moving outside of Frederick County due to rising housing costs³
 - Prices have gone from unaffordable to unobtainable³
- Even though ALICE (Asset Limited, Income Constrained, Employed) individuals' incomes are above the federal poverty line, many still are unable to pay for needs such as childcare⁴
 - Due to an estimated 20% increase in county population, the capacity of formal childcare is expected to decrease





The Impact of Aggregated Data on Diverse Groups

- Findings specific to the effects of a racial/ethnic group cannot be determined unless the data is disaggregated by race/ethnicity⁵
- Effective resource targeting to address disparities suffers by aggregating data into broad racial and ethnic categories
 - This ignores the complex effects of variables like nativity, immigrant status, language, socioeconomic status, and experiences with racism on health outcomes⁵
- Can result in an inaccurate representation of the struggles that individuals and communities face
 - It can rob them of the resources they specifically need

Key Role of Data Disaggregation in COVID-19



- An efficient and effective response to a pandemic requires identifying and characterizing factors that affect transmission⁶
- Accurate population data is essential for understanding the varying COVID-19 hospitalization and mortality rates by age group⁶
- Without large-scale data, it's impossible to gauge the pandemic's impact on immigrant and racialized communities or the effectiveness of local mitigation measures⁷
 - With large-scale data we can meet the local needs of marginalized groups
- Disaggregated patient data access can benefit disproportionately affected communities immediately by enabling prompt interventions and care⁸

How This Helps to Identify Disparities & Guide Interventions



- Data about the health and well-being of the country become more representative when broken down by specific racial/ethnic subgroups
 - Breaking down by region and nativity reveals important disparities, such as lower risks for specific conditions for Blacks born abroad than for Blacks born in the US²
- Enhances comprehension of health issues by considering multiracial and multiethnic identities
 - Including multiracial and multiethnic responses revealed that there were unique health disparities experienced by AIAN people who identify as two or more races²



What's Being Done

- The Robert Wood Johnson Foundation has funded initiatives meant to advance the meaningful disaggregation of racial/ethnic data - at the collection, analysis, and reporting phases – to foster health equity²
- State and federal agencies have made changes to help advance the disaggregation of data⁸
- Federally Qualified Health Centers have been under the direction of the Health Resources and Services Administration, which has recently begun requesting that FQHCs gather broader subcategories for race and ethnicity⁸



COALITION
for a Healthier Frederick County

Thank You!

References

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Unless otherwise noted, figures and graphs are from the research of Dr
William O'Hare, published at www.countallkids.org



COALITION ON HUMAN NEEDS

Undercount of Young Children in The Census: Why It Matters

Joseph Battistelli
Coalition on Human Needs



The Count All Kids Coalition



The Count All Kids Coalition is an outreach and advocacy campaign comprised of national, state, and local children's organizations and allies. The coalition formed in 2019 to ensure all our nation's children were counted in every Decennial Census and in other census products.

It is led by the Coalition on Human Needs, First Focus on Children, Partnership for America's Children, and Zero to Three

THE PROBLEM

The net undercount of young children under 5 in the Decennial Census is far higher than any other age group (over 5% in 2020)

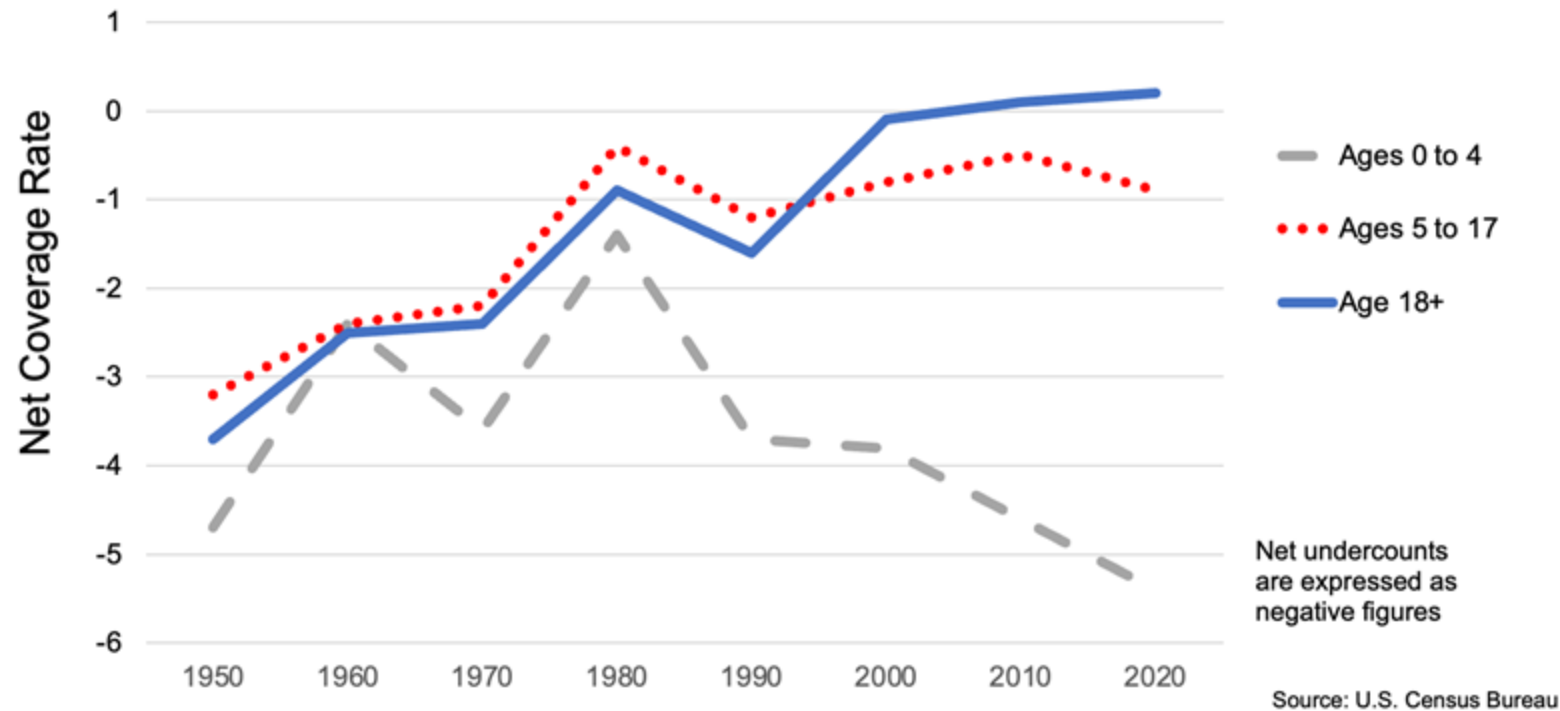
○ The undercount for young children is measured primarily by comparing census results to birth, death, and immigration records.

■ This is called the DA or Demographic Analysis method.

○ The net undercount is different than number of children missed. The net undercount includes both children missed and children who should not have been counted (for example, born after April 1) or were counted twice (for example, both parents submitted responses)



Figure A1. Net Census Coverage Rates for Young Children, Older Children, and Adults: 1950 to 2020



Decennial Census Misses Many Young Children

THE PROBLEM IS PERVASIVE & GROWING



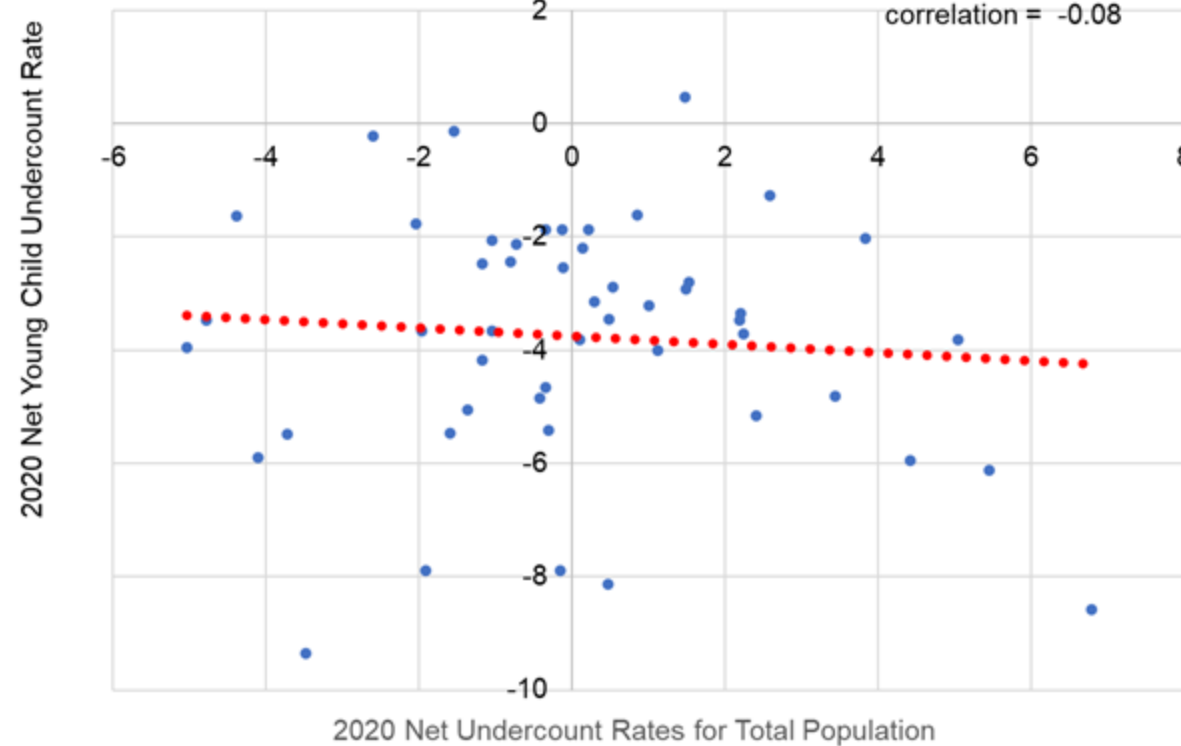
- The undercount of young children (ages 0-4) in the U.S. Census increased between 1980 and 2020 even as the count of adults improved.
- Young children are also undercounted in census surveys such as the ACS, and in other countries.
- Despite increased attention from the Census Bureau and advocacy outreach, the count of young children got worse in 2020.
 - Not clear how much is due to problems with the census as a whole (underfunding, pandemic, anti-immigrant policies) and whether new strategies to count young children mitigated these challenges

THE PROBLEM IS WORSE FOR CHILDREN OF COLOR



- The Black and Hispanic young child [undercounts](#) were about double the rate of White young children in 2010
 - Young White Children undercount 2.7 %
 - Young Black Children undercount 6.5 %
 - Young Hispanic Children undercount 7.5 %
- The 2020 Census count of young Hispanic children is 7.6 % lower than Census Bureau's blended base population [estimates](#) of young Hispanic children in 2020.
- We will get a blended base population estimate of the young black child undercount in 2020 only after the Bureau produces the "modified race file", now expected later in 2024.
- We have some data [showing](#) that some young children in Asian American groups are undercounted, but apparently not young children in Native Hawaiian and Pacific Islanders
- We don't have data on other racial or ethnic groups
- Children are the most diverse age group in our country (and young children more so) and also have the highest rate of multi-racial and multi-ethnic groups

Figure 2. Scattergram of State Undercount Rates for Young Children and Total Population in the 2020 Census



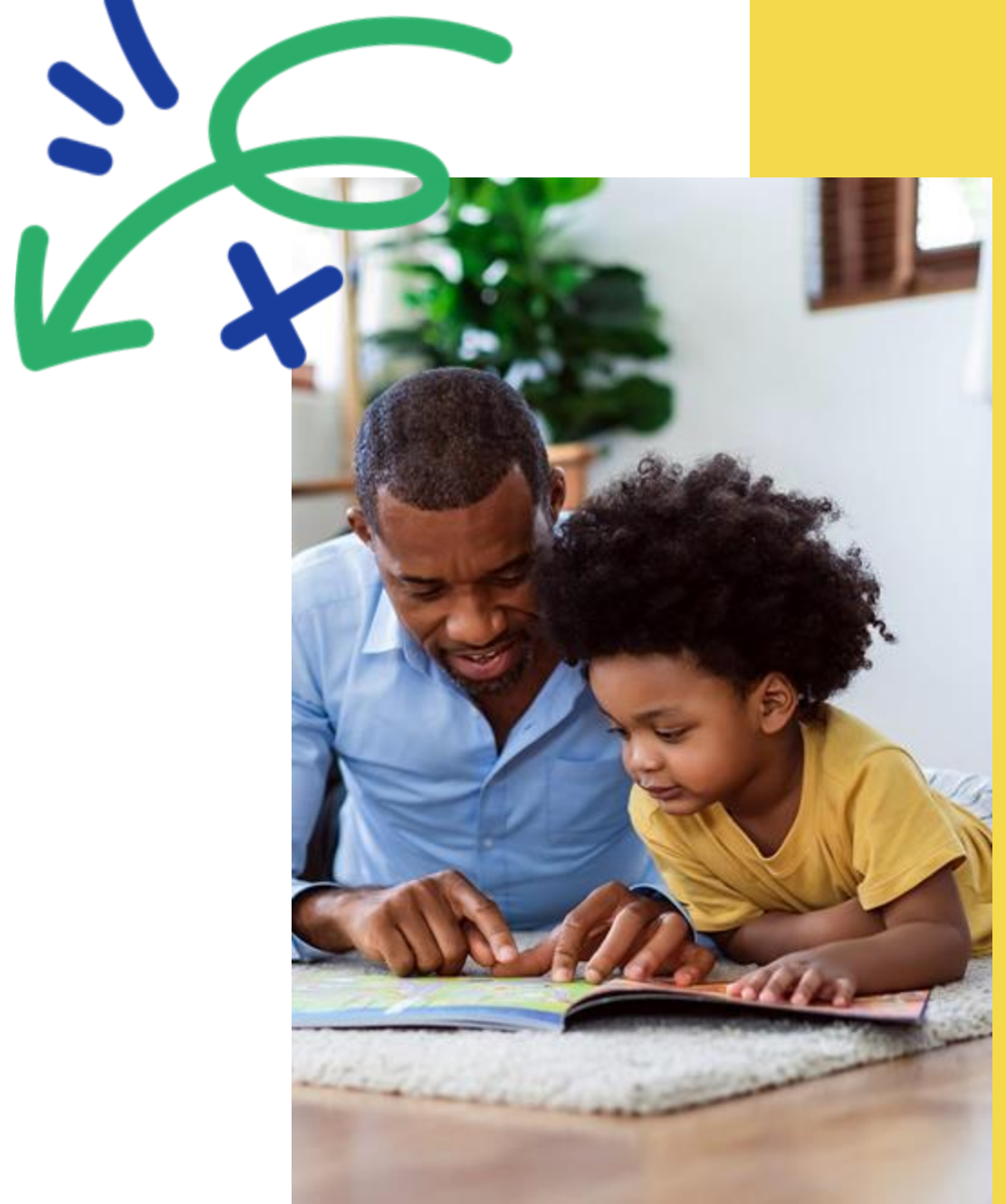
The Coverage of Young Children is Different than The Coverage of Adults

THE IMPACT

Being Counted Helps Young Children Thrive And When They Are Missed There Are Consequences For Them And Their Communities.

When Counted:

- Stronger political representation
- More funding for key kids programs
- More equitable distribution of funds
- Better planning
- Better information on child well being
- Positive impact last 10 years—most of their childhoods



We Know Some Factors For Which Young Children are Missed...But We Don't Know Why or How To Improve the Count

- More likely to be missed in neighborhoods with high shares of:
 - Children living in poverty.
 - Adults ages 18 to 34 without a high school diploma or GED.
 - Children living in female-headed households with no spouse present.
 - Young children living with grandparent householders.
 - Households that are limited English speaking.
 - Children living in immigrant families.
 - People living in renter-occupied housing units.
- Children of color more likely to be missed
- Despite increased efforts in 2020, problem got worse



What Public Opinion Research Tells Us

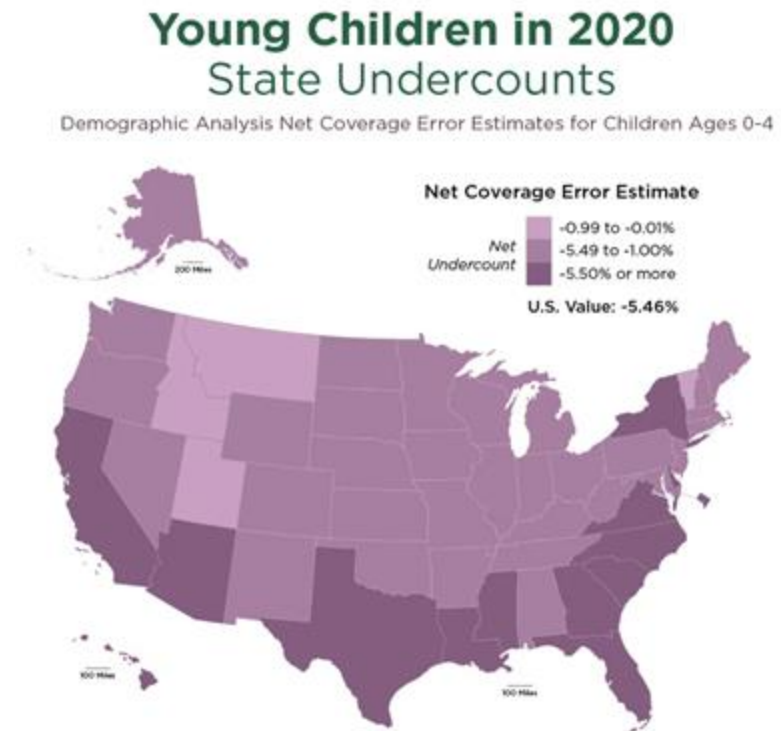


- Even when people respond to the Census, they often leave their young children off.
 - As many as 1 in 5 households with incomes under \$50,000 either wouldn't count their young children or didn't know if they should
- Children are less likely to be counted in complex households containing several generations and/or members who live in the household for extended periods, but not continuously, or temporarily (but have no other home)
- People don't think "young children" means babies
- Families don't understand why they should count kids, and assume the government already knows about them
- Fears that landlord will know about overcrowded housing
- Immigration concerns about family members
- Messages about how being counted improve services for children and families were [persuasive](#)

We Now Have Experimental State and County Data for 2020



- Variations significant by state
- 14 states and DC had a larger undercount than the nation as a whole.
 - More than two-thirds of them were in the South: the District of Columbia, Florida, Texas, Mississippi, Delaware, Louisiana, North Carolina, Virginia, Georgia, South Carolina and Maryland
 - Rest were in the West (Hawaii, California and Arizona) and Northeast (New York).
 - DC is likely largely due to MD/VA women giving birth in DC, not to missing children in DC
 - Birth location could be a factor as you look at county data in your states

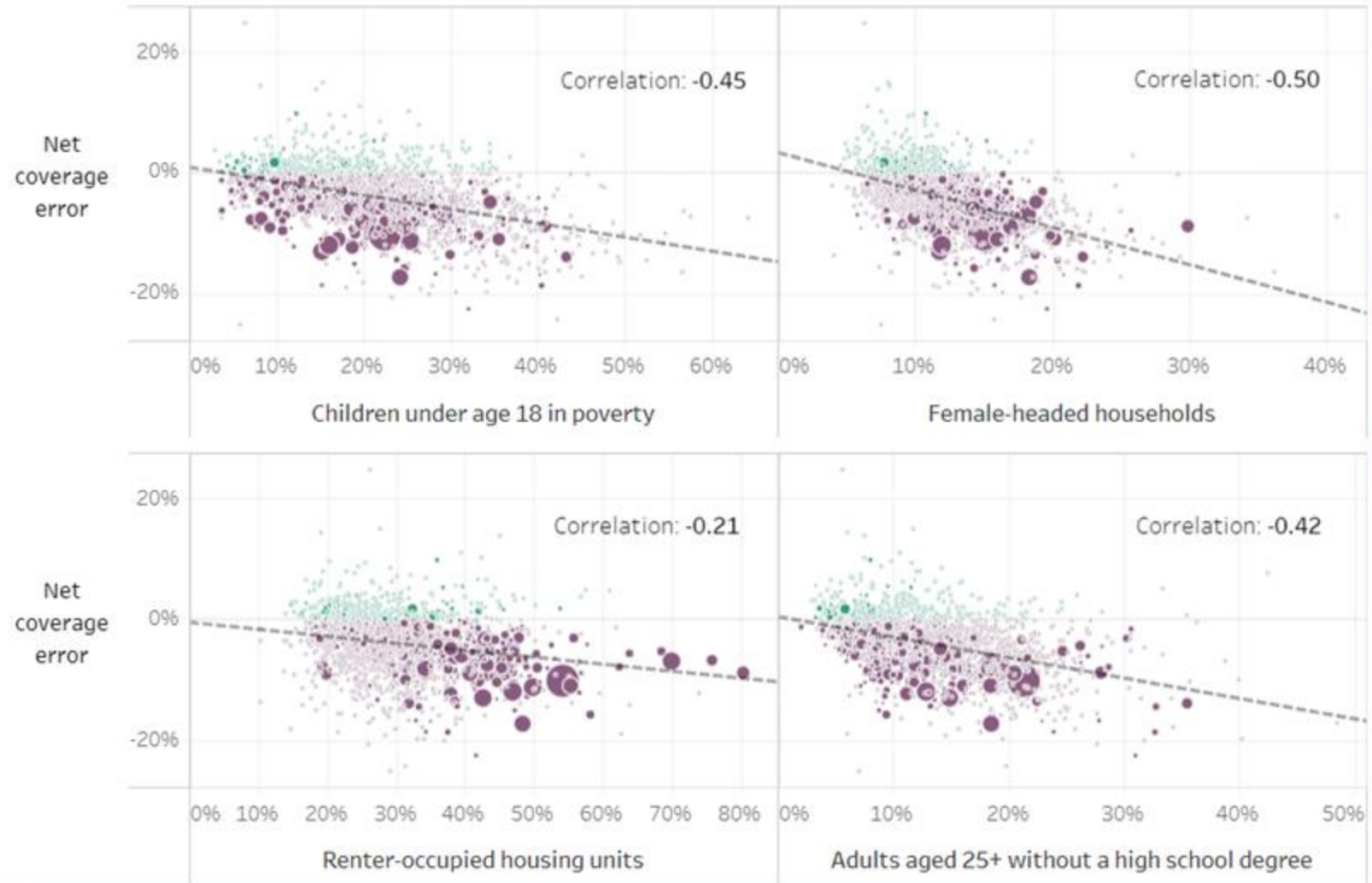


Source: US Census Bureau, Young Children in 2020: State Undercounts

Moderate Correlation with Four Factors:

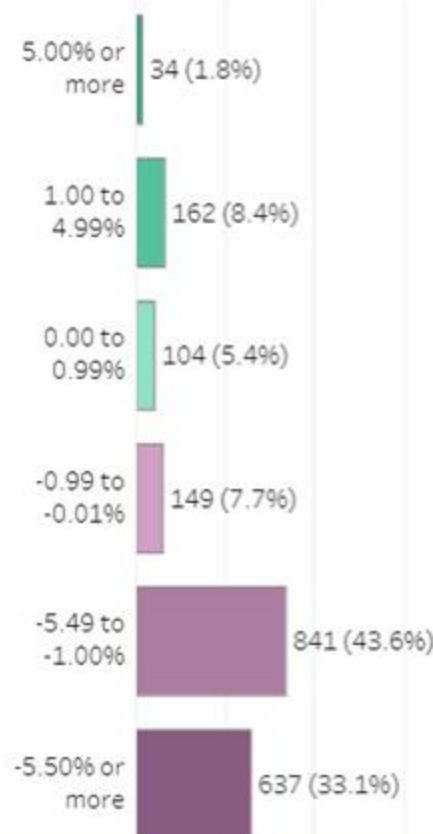
- 1.Children under age 18 in poverty
- 2.Female headed households
- 3.Renter-occupied housing units
- 4.Adults aged 25+ w/o highschool degree

These scatterplots show the relationship between net coverage error and select sociodemographic variables **at the county level**. Each circle represents a county, and circles are scaled by their DA population size of 0-4-year-olds (larger counties have larger circles). Dashed trend lines have been applied to each scatterplot along with the correlation between the two variables.

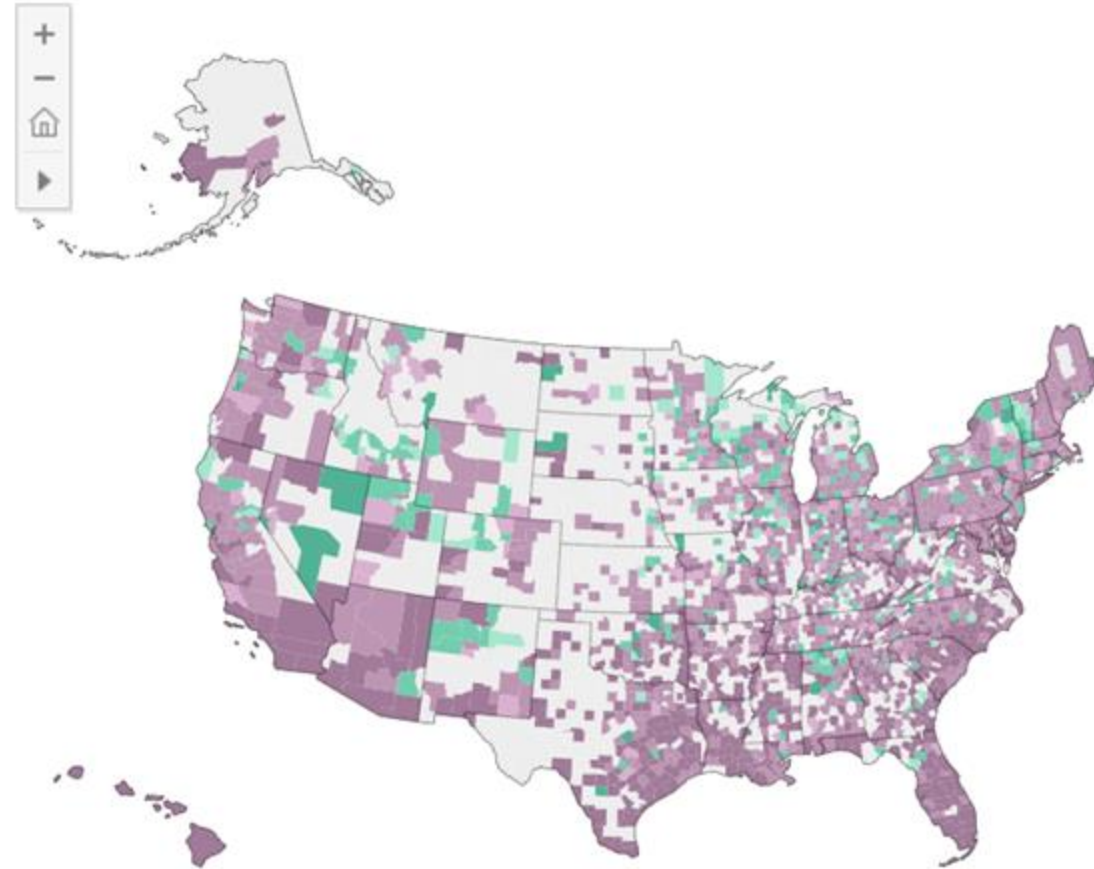


Visualization Shows National Pattern

How Many Counties Had a Net Coverage Error That Was...?



Net Coverage Errors for U.S. Counties



Select page:

State Map

County Map

Individual States

County Correlations

Notes

Net coverage error

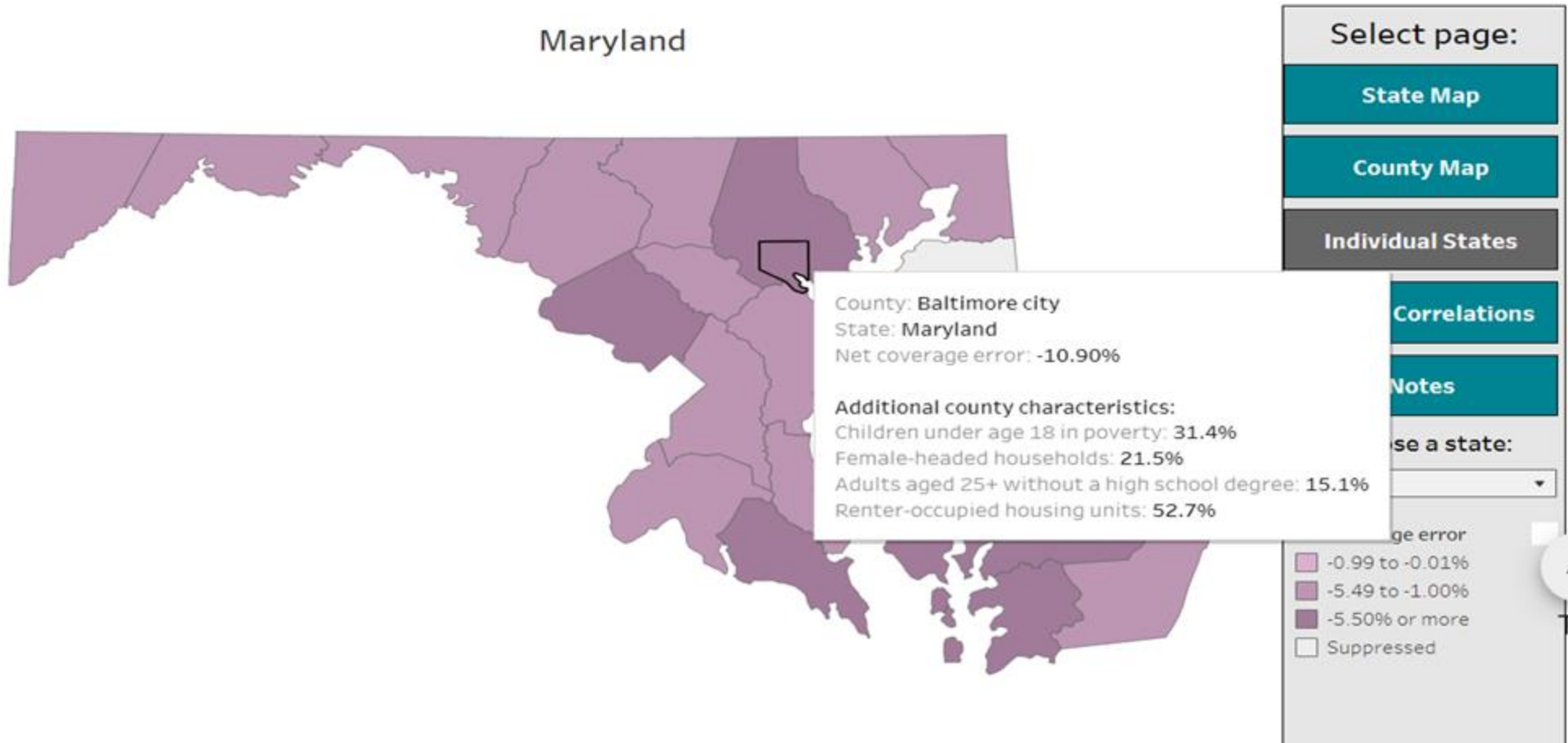


U.S. value: -5.46%

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Individual State Maps Show County and Related Factors

The **net coverage error** is the difference between the census count of a population and an external benchmark. In this case, the external benchmark is Demographic Analysis (DA)—a U.S. Census Bureau method that uses data on births, deaths, domestic migration, and international migration to produce state and county estimates of the population aged 0 to 4 on Census Day (April 1, 2020).

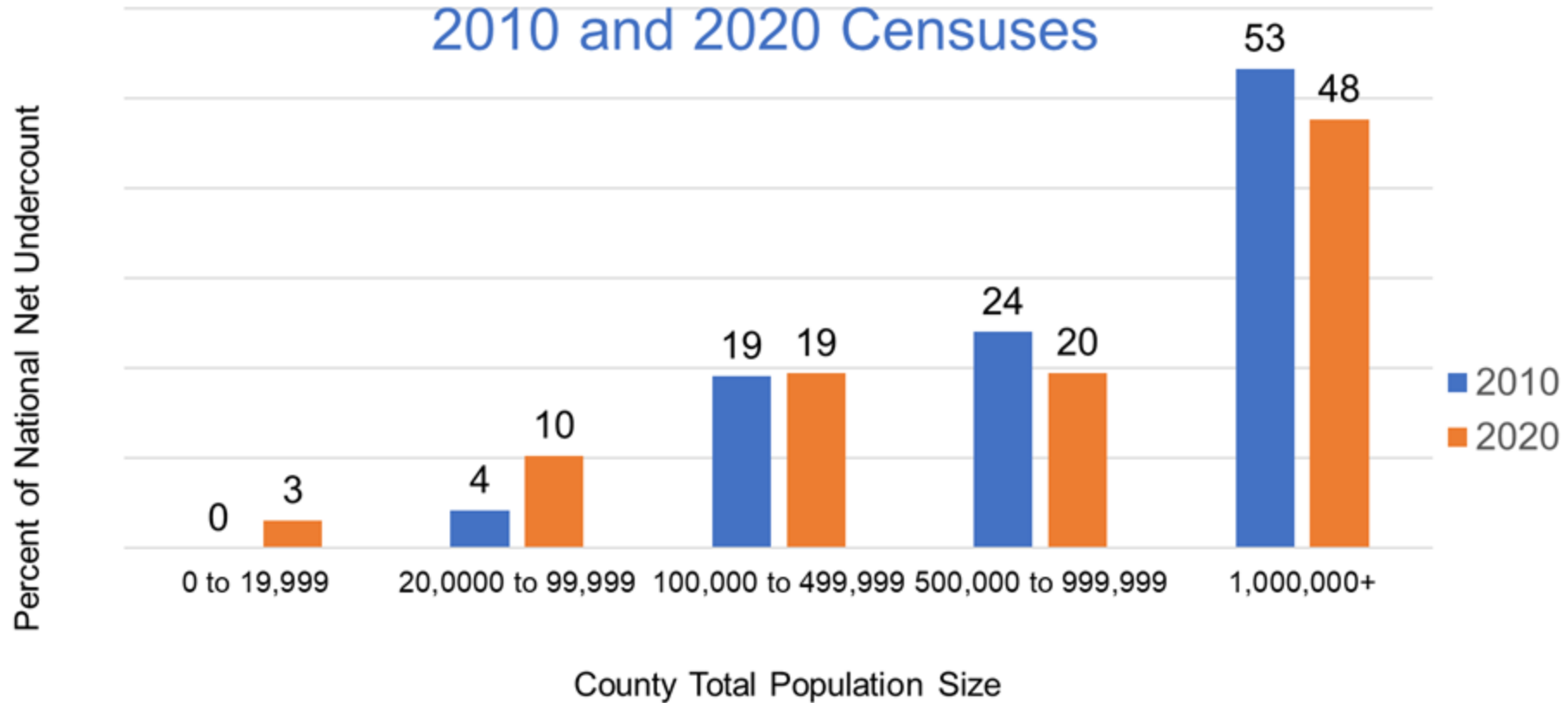


Experimental Data Confirms Other Approach to Measuring Undercounts

- The Bureau's experimental data using DA results were very close to research using the "vintage" estimate
- Dr Bill O'Hare used the vintage estimate approach for research on county size and on 5-9 year olds

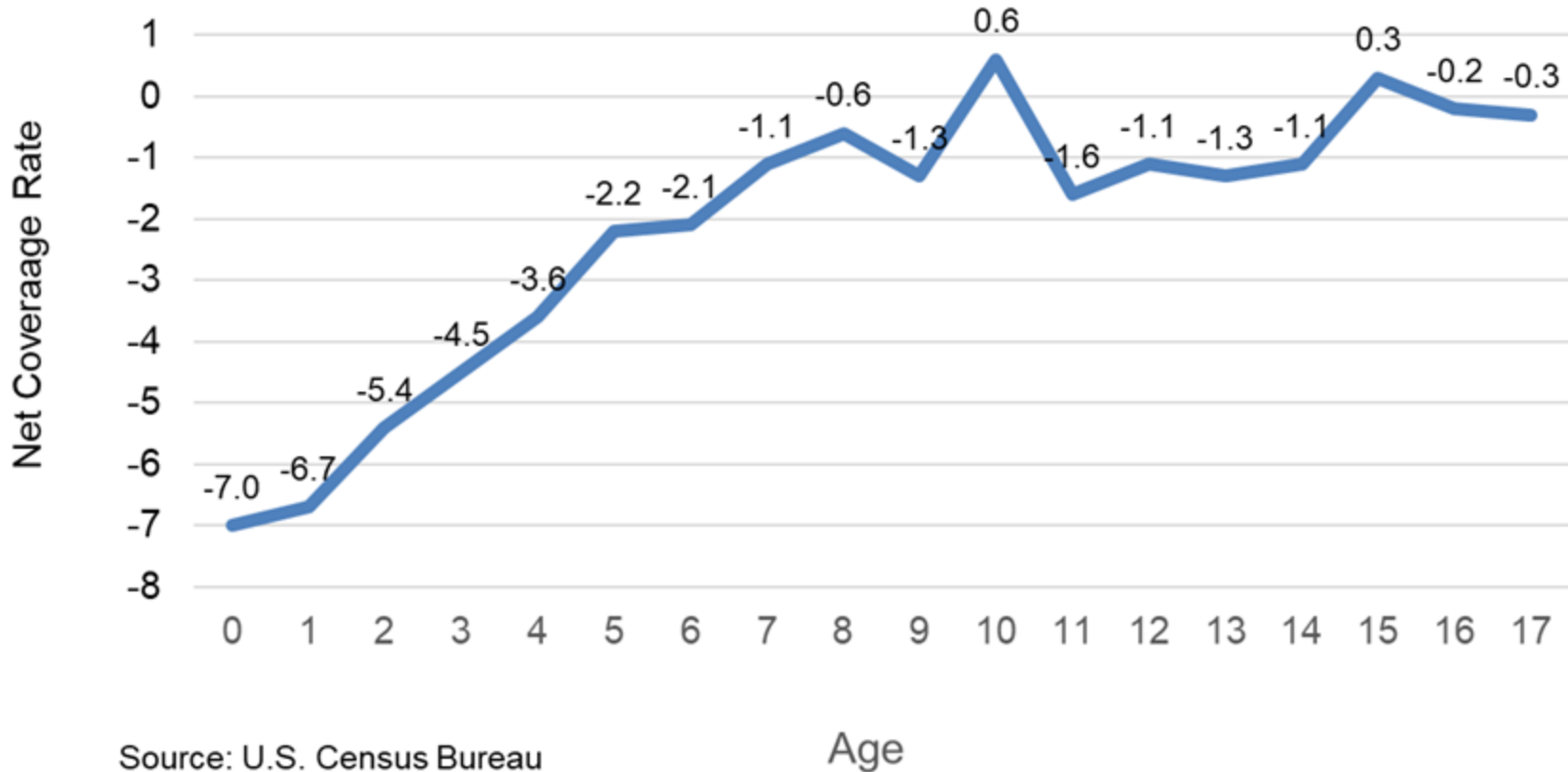


Figure 5. Percent of Total Net Undercount for
Ages 0 to 4 Accounted for By Size of County in
2010 and 2020 Censuses

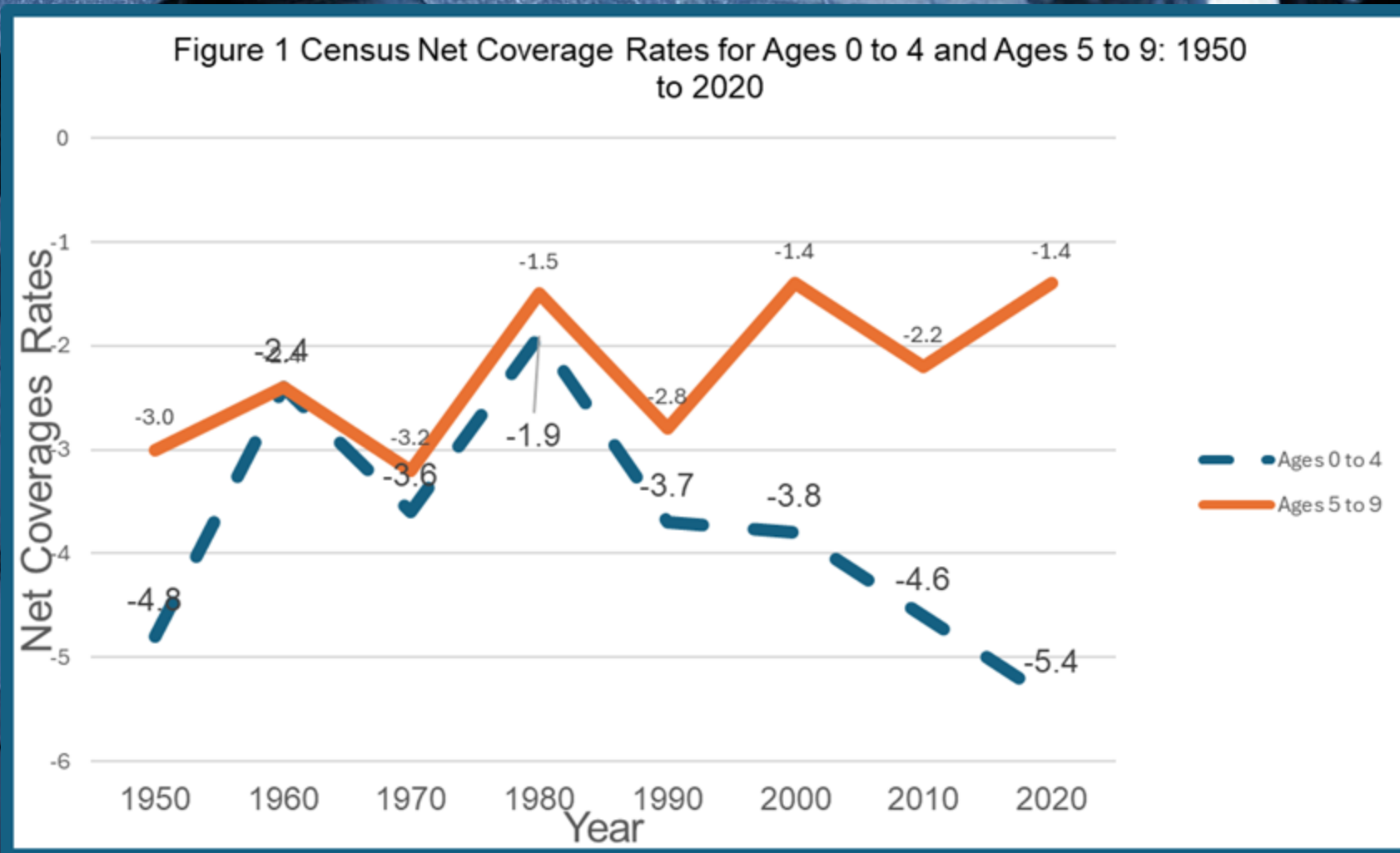


Big Counties Miss More Children

Figure 2. Net Coverage Rate for Children By Single Year of Age in 2020 Census



Coverage Improves for Each Year of Age



Coverage is getting better for 5-9 and worse for 0-4

What the Bureau is doing on the undercount of young children

- The Bureau has produced important demographic research on which kids are missed.
- They need to test innovative approaches to counting kids
 - So far, the Bureau is only researching one— using administrative records to supplement the census
- They have [research](#) projects to improve current practices that might help even though they are not focused on young children
- We are asking the Bureau to include innovative approaches in the big Census test in 2026



What Count All Kids Is Doing



- Engaging with the Census Bureau monthly
 - to ensure that the undercount is being systematically addressed
 - to provide insight and advice
- Posting important research and information at www.countallkids.org and disseminating it
- Convening a monthly coalition of child serving agencies and disseminating information to make sure the wider community understands why the undercount is problematic and helps them take steps to ensure that it is improved both nationally and in their communities.

Planning For 2030



- The LCCHR Roadmap to 2030 <https://censusroadmap.org>
 - ; What is happening and what you can do each year
 - Sections specific to counting children coming soon
- Already time to start forming complete count committees in states and localities, securing funding, and include focus on young children
- Soon states and localities can help improve the address file through the LUCA project; only homes on the file get the census form.
- Build a network of trusted voices that can persuade people to count their young children.

A Call To Action!

- Join the Count All Kids Campaign.
 - Join our listserv –email despinoza@chn.org
 - Attend monthly meetings to stay abreast of developments.
 - Ask for a presentation to your network or community.
- Learn more and sign up for research and blog updates at www.countallkids.org



QUESTIONS?

- You can reach me at despinoza@chn.org, or my colleague Debbie Stein at dstein@chn.org
- Count All Kids steering committee also includes Partnership for America's Children, First Focus on Children, and Zero to Three
- Dr Bill O'Hare is advisor and consultant to Count All Kids

