LOOKING FORWARD:
EQUITY, GROWTH, & COMMUNITY IN A CHANGING (& DIVIDED) AMERICA

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Changing Demographics
United States, 1980-2050
A Growing Immigrant Share of America?

Percent of U.S. Population

- percent US-born
- percent immigrant

Year | US-born | Immigrant
--- | --- | ---
1990 | 7.9% |
1991 | |
1992 | |
1993 | |
1994 | |
1995 | |
1996 | |
1997 | |
1998 | |
1999 | |
2000 | |
2001 | |
2002 | |
2003 | |
2004 | |
2005 | |
2006 | 12.5% |
2007 | |
2008 | |
2009 | |
2010 | |
2011 | |
2012 | |
2013 | |
2014 | |
2015 | |
2016 | 13.5% |
U.S. Change in Youth (<18) Population by Race/Ethnicity, 2000-2014

- White: -5,973,848
- Black: -160,971
- Latino: 5,568,848
- API: 1,039,387
- Other: 2,500,198
Changing Demographics
St. Louis, MO-IL Metropolitan Area, 1980-2050

- Other
- Native American
- Asian/Pacific Islander
- Latino
- Black
- White

- 1980: 16% Other, 62% White
- 1990: 16% Other, 62% White
- 2000: 18% Other, 78% White
- 2010: 18% Other, 75% White
- 2020: 18% Other, 73% White
- 2030: 4% Other, 19% White
- 2040: 5% Other, 19% White
- 2050: 6% Other, 20% White
Share of Population Growth by Race/Ethnicity
Missouri, 1980-2016

- 1980 to 1990:
  - White: 69%
  - Black: 17%
  - Latino: 9%
  - Asian/Pacific Islander: 5%
  - Other: 5%

- 2000 to 2012-2016:
  - White: 35%
  - Black: 15%
  - Latino: 26%
  - Asian/Pacific Islander: 10%
  - Other: 13%
Share of Population Growth by Race/Ethnicity
St. Louis, MO-IL Metropolitan Area, 1980-2016

1980 to 1990:
- Other: 14%
- Asian/Pacific Islander: 5%
- Latino: 22%
- Black: 62%
- White: -2%

2000 to 2012-2016:
- Other: 21%
- Asian/Pacific Islander: 22%
- Latino: 30%
- Black: 26%
GEOGRAPHY OF DEMOGRAPHY
Race/Ethnicity by Nativity, St. Louis City, MO, 2012-2016

- White: 43%
- Black: 48%
- Latino, U.S.-born: 2%
- Latino, Immigrant: 1%
- API, U.S.-born: 1%
- API, Immigrant: 2%
- Native American and Alaska Native: 4.0%
- Other or mixed race: 3%
Race/Ethnicity by Nativity, St. Louis, MO-IL Metropolitan Area, 2016

- White: 73%
- Black: 19%
- Latino, U.S.-born: 2%
- Latino, Immigrant: 1%
- API, U.S.-born: 1%
- API, Immigrant: 2%
- Native American and Alaska Native: 0.1%
- Other or mixed race: 2%
St. Louis City Region

Race/Ethnicity by Census Tract, 2012 - 2016
1 dot = 100 people
- Non-Hispanic White
- Black
- Latino
- Asian/Pacific Islander
- American Indian or Alaska Native
- Other or Mixed Race

City of St. Louis
St. Louis MSA

N

0 5 10 20 Miles
THE NEW “GENERATION GAP”

Median Age by Race/Ethnicity, 2012-2016

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>United States</th>
<th>Missouri</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>43</td>
<td>41</td>
</tr>
<tr>
<td>Asian/Pacific Islander</td>
<td>36</td>
<td>33</td>
</tr>
<tr>
<td>Black</td>
<td>34</td>
<td>33</td>
</tr>
<tr>
<td>Native American and Alaska Native</td>
<td>33</td>
<td>40</td>
</tr>
<tr>
<td>Latino</td>
<td>28</td>
<td>25</td>
</tr>
<tr>
<td>Other or mixed race</td>
<td>21</td>
<td>18</td>
</tr>
</tbody>
</table>
ARIZONA IS NUMBER ONE . . .

Racial generation gap, ranked: Arizona, 2014

U.S. Census Bureau
WHEN THE GAP GROWS

The racial generation gap

The rising racial generational gap in the U.S. parallels California's in the 1990s. The gap represents the percent of white seniors minus the percent of white youth.

- California
- U.S.
- U.S. (projected)

Chart: The Conversation, CC-BY-ND • Source: Manuel Pastor
ANOTHER GROWING GAP . . .

AN UNCERTAIN ECONOMY

Job Growth
U.S., Missouri, and St. Louis, MO-IL Metropolitan Area, 1979-2016

Source: IPUMS

10th Percentile: Missouri -8%, United States -12%
20th Percentile: Missouri -8%, United States -10%
50th Percentile: Missouri -10%
80th Percentile: Missouri -2%, United States 7%
90th Percentile: Missouri 7%, United States 19%

Missouri and United States percentiles for earned income for full-time workers aged 25-64 from 1980 to 2012-2016.
Missouri and St. Louis, MO-IL Metropolitan Area, 1980 to 2012-2016

- 10th Percentile: -11% in St. Louis, MO-IL Metropolitan Statistical Area, -8% in Missouri
- 20th Percentile: -11% in St. Louis, MO-IL Metropolitan Statistical Area, -8% in Missouri
- 50th Percentile: -10% in both St. Louis, MO-IL Metropolitan Statistical Area and Missouri
- 80th Percentile: 5% in St. Louis, MO-IL Metropolitan Statistical Area, -2% in Missouri
- 90th Percentile: 12% in St. Louis, MO-IL Metropolitan Statistical Area, 7% in Missouri
CHALLENGES IN ACCESS

Unemployment Rate by Race/Ethnicity
St. Louis, MO-IL Metropolitan Area, 1990 to 2012-2016

1990 2012-2016

- White: 4%, 4%
- Black: 13%, 12%
- Latino: 6%, 6%
- Asian/Pacific Islander: N/A, 3%
CHALLENGES IN ACCESS

Lack of Access to Vehicle by Race/Ethnicity
St. Louis, MO-IL Metropolitan Area, 2012-2016

- Black: 21%
- Native American: 17%
- Other: 11%
- Latino: 7%
- Asian/Pacific Islander: 6%
- White: 5%
- All: 7%
### INEQUALITIES AHEAD

Kids of color concentrated in high-poverty schools (Missouri as a whole)

Percent of students by school poverty level, as defined by the share of students in the school eligible for free- or reduced-price lunch (FRPL): Missouri, All public schools, 2016

<table>
<thead>
<tr>
<th>Category</th>
<th>Low (&lt;25% FRPL)</th>
<th>Mid-low (25-50% FRPL)</th>
<th>Mid-high (50-75% FRPL)</th>
<th>High (&gt;75% FRPL)</th>
</tr>
</thead>
<tbody>
<tr>
<td>All</td>
<td>20.6%</td>
<td>30.8%</td>
<td>31.7%</td>
<td>16.9%</td>
</tr>
<tr>
<td>White</td>
<td>23.0%</td>
<td>35.4%</td>
<td>33.9%</td>
<td>7.7%</td>
</tr>
<tr>
<td>Black</td>
<td>10.1%</td>
<td>12.3%</td>
<td>23.4%</td>
<td>54.2%</td>
</tr>
<tr>
<td>Latino</td>
<td>14.1%</td>
<td>25.0%</td>
<td>31.0%</td>
<td>29.9%</td>
</tr>
<tr>
<td>Asian or Pacific Islander</td>
<td>39.7%</td>
<td>28.8%</td>
<td>19.0%</td>
<td>12.5%</td>
</tr>
<tr>
<td>Native American</td>
<td>12.3%</td>
<td>33.0%</td>
<td>43.1%</td>
<td>11.6%</td>
</tr>
<tr>
<td>Mixed/other</td>
<td>20.2%</td>
<td>32.8%</td>
<td>31.5%</td>
<td>15.5%</td>
</tr>
<tr>
<td>People of color</td>
<td>14.4%</td>
<td>18.9%</td>
<td>25.9%</td>
<td>40.7%</td>
</tr>
</tbody>
</table>

National Center for Education Statistics
In-state U.S.-born, out-of-state U.S.-born, and immigrant populations by educational attainment
Missouri 25-34, 2012-2016

- **U.S. Born, In-State "Home-Grown"**
  - Bachelor's degree or higher: 29%
  - Associate's degree: 10%
  - Some college: 26%
  - High school grad: 27%
  - Less than high school diploma: 9%

- **U.S. Born, Out-of-State**
  - Bachelor's degree or higher: 39%
  - Associate's degree: 9%
  - Some college: 24%
  - High school grad: 21%
  - Less than high school diploma: 7%

- **Foreign Born**
  - Bachelor's degree or higher: 43%
  - Associate's degree: 6%
  - Some college: 13%
  - High school grad: 19%
  - Less than high school diploma: 18%

Note: Universe is population ages 25-34.
In-state U.S.-born, out-of-state U.S.-born, and immigrant populations by educational attainment
St. Louis, MO-IL Metropolitan Area, Ages 25-34, 2012-2016

- Bachelor's degree or higher:
  - U.S. Born, In-State "Home-Grown": 34%
  - U.S. Born, Out-of-State: 50%
  - Foreign Born: 52%

- Associate's degree:
  - U.S. Born, In-State "Home-Grown": 11%
  - U.S. Born, Out-of-State: 10%
  - Foreign Born: 7%

- Some college:
  - U.S. Born, In-State "Home-Grown": 26%
  - U.S. Born, Out-of-State: 21%
  - Foreign Born: 12%

- High school grad:
  - U.S. Born, In-State "Home-Grown": 21%
  - U.S. Born, Out-of-State: 15%
  - Foreign Born: 17%

- Less than high school diploma:
  - U.S. Born, In-State "Home-Grown": 7%
  - U.S. Born, Out-of-State: 5%
  - Foreign Born: 13%

Note: Universe is population ages 25-34.
Conventional wisdom in economics says there is a trade-off between equity and efficiency.

But, new evidence shows that regions that work toward equity have stronger and more resilient economic growth—for everyone.
Even the Federal Reserve Bank of Cleveland found that racial inclusion and income equality matter for growth.
We have developed these ideas further in . . .

Using model from IMF, we look at what predicts length of employment growth for 200 metros, 1980-2010 – inequality & social distance are key dragging factors on sustained growth.
We have developed these ideas further in . . .  

We also did 11 case studies and found that: 

• Knowing together creates a higher possibility of growing together. 

• Conflict is an important part – and not antithetical – to collaboration.
INSTITUTIONS ARE BROKEN

Congress is less popular than lice, colonoscopies, and Nickelback.

- Congress: 19%
- Lice: 67%
- Colonoscopy: 58%
- Root canal: 56%
- Nickelback: 39%
- Used car salesmen: 57%
Welcome to the National Equity Atlas, a comprehensive data resource to track, measure, and make the case for inclusive growth.

Data in Action: Data Drives Economic Opportunity in New Orleans
Data revealing that 52 percent of black men in New Orleans are jobless led Mayor Landrieu to launch an ambitious new jobs plan.

The Face of America is Changing
Median wages by education level ($2014), ages 25-64
Missouri, 2012-2016

<table>
<thead>
<tr>
<th>Education Level</th>
<th>White</th>
<th>Black</th>
<th>Latino</th>
<th>Asian or Pacific Islander</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than a HS Diploma</td>
<td>$13</td>
<td>$12</td>
<td>$11</td>
<td>$12</td>
</tr>
<tr>
<td>HS Diploma, no College</td>
<td>$16</td>
<td>$14</td>
<td>$14</td>
<td>$13</td>
</tr>
<tr>
<td>Some College, no Degree</td>
<td>$18</td>
<td>$15</td>
<td>$16</td>
<td>N/A</td>
</tr>
<tr>
<td>AA Degree, no BA</td>
<td>$18</td>
<td>$18</td>
<td>$16</td>
<td>$22</td>
</tr>
<tr>
<td>BA Degree or higher</td>
<td>$25</td>
<td>$25</td>
<td>$23</td>
<td>$31</td>
</tr>
</tbody>
</table>
REGIONAL CONVERSATIONS MATTER
IMPLICATIONS FOR THE FUTURE

- Center racial and economic equity and practices; stress that equity must be **baked in** not sprinkled on

- Develop equity indicator projects internally & externally to determine strategies, gauge progress & assure accountability

- Expect **challenges** on the way – the moral arc may bend toward justice but someone has to pull hard, particularly in **turbulent times**
IMPLICATIONS FOR THE FUTURE

CHANGING STATES
A FRAMEWORK FOR PROGRESSIVE GOVERNANCE

Conditions for Change
- Demography
- Economy
- Politics
- Geography

Arenas of Change
- Electoral
- Legislative
- Judicial
- Administrative
- Cultural
- Corporate

Capacities for Change
- Plural Organizational Landscape
- Alliances and Networks
- Leadership and Learning
- Resource Base
FOR MORE . . .

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STATE OF RESISTANCE
What California's Dizzying Descent and Remarkable Resurgence Mean for America's Future

by MANUEL PASTOR