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

Changing Demographics
United States, 1980-2050

- Other
- Native American
- Asian/Pacific Islander
- Latino
- Black
- White
A Growing Immigrant Share of America?

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
2050 Percent People of Color by County

Less than 40% People of Color
"Tipping Point" Counties: 40 to 50% People of Color
Greater than 50% People of Color

Sources: U.S. Census Bureau

GEOGRAPHY OF DEMOGRAPHY
GEOGRAPHY OF DEMOGRAPHY

Los Angeles Region

Percent People of Color by Census Tract, 1980

- Less than 30%
- 30% - 40%
- 41% - 50%
- Greater than 50%
- City of Los Angeles

0 5 10 20 Miles

GEOGRAPHY OF DEMOGRAPHY

Los Angeles Region

Percent People of Color by Census Tract, 2010

- Less than 30%
- 30% - 40%
- 41% - 50%
- Greater than 50%
- City of Los Angeles

0 5 10 20 Miles
GEOGRAPHY OF DEMOGRAPHY

THE NEW "GENERATION GAP"

Median Age by Race/Ethnicity in the U.S., 2014

- Non-Hispanic White: 43
- Asian or Pacific Islander: 36
- Native American and Alaska Native: 33
- Black: 33
- Latino: 28
- Other or mixed race: 20

ANOTHER DEMOGRAPHIC CHALLENGE
ARIZONA IS NUMBER ONE . . .

Racial generation gap, ranked: Arizona, 2014

US 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 . . .

![Income Distribution in the U.S., 1917-2015](image)

Source: Emmanuel Saez, Raising It Richer: The Evolution of Top Incomes in the United States (Update: August 31, 2010).

AN UNCERTAIN ECONOMY

![Income Percentiles, Earned Income for Full-Time Workers 25-64 ($2010)](image)

United States, 1980 to 2010-2014

Source: IPUMS
INEQUALITIES AHEAD

Kids of color concentrated in high-poverty schools (U.S. as a whole)

INSTITUTIONS ARE BROKEN

Congress is less popular than lice, colonoscopies, and Nickelback.
THINKING NEW: EQUITY AND GROWTH

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.

EVIDENCE: EQUITY AND GROWTH

Even the Federal Reserve Bank of Cleveland found that that racial inclusion and income equality matter for growth.
LOOKING FORWARD: EQUITY AND 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.

LOOKING FORWARD: EQUITY AND 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.
DATA AND DIALOGUE

Welcome to the National Equity Atlas, a comprehensive data resource to track, measure, and make the case for inclusive growth.

The Face of America is Changing

DATA AND DIALOGUE

Actual GDP and estimated GDP with racial equity in income (billions): Denver-Aurora, CO Metro Area, 2015

$150.96

$222.45

Bureau of Economic Analysis (BEA)
PolicyLink/Pension Equity Atlas, www.nationalequityatlas.org
REGIONAL CONVERSATIONS MATTER

CONFLICT AND COLLABORATION
THE EQUITY IMPERATIVE

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 gauge progress & accountability

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

@Prof_MPastor

STATE of RESISTANCE
by MANUEL PASTOR

What CALIFORNIA’S DIZZYING DESCENT and REMARKABLE RESURGENCE MEAN FOR AMERICA’S FUTURE