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

MANUEL PASTOR
@Prof_MPastor
Changing Demographics
Georgia, 1980-2050

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

<table>
<thead>
<tr>
<th>Year</th>
<th>Other</th>
<th>Native American</th>
<th>Asian/Pacific Islander</th>
<th>Latino</th>
<th>Black</th>
<th>White</th>
</tr>
</thead>
<tbody>
<tr>
<td>1980</td>
<td>27%</td>
<td>1%</td>
<td>1%</td>
<td>2%</td>
<td>5%</td>
<td>72%</td>
</tr>
<tr>
<td>1990</td>
<td>27%</td>
<td>2%</td>
<td>1%</td>
<td>3%</td>
<td>4%</td>
<td>70%</td>
</tr>
<tr>
<td>2000</td>
<td>28%</td>
<td>2%</td>
<td>1%</td>
<td>3%</td>
<td>5%</td>
<td>63%</td>
</tr>
<tr>
<td>2010</td>
<td>30%</td>
<td>3%</td>
<td>3%</td>
<td>3%</td>
<td>5%</td>
<td>56%</td>
</tr>
<tr>
<td>2020</td>
<td>30%</td>
<td>4%</td>
<td>3%</td>
<td>3%</td>
<td>6%</td>
<td>53%</td>
</tr>
<tr>
<td>2030</td>
<td>30%</td>
<td>5%</td>
<td>3%</td>
<td>4%</td>
<td>6%</td>
<td>50%</td>
</tr>
<tr>
<td>2040</td>
<td>29%</td>
<td>6%</td>
<td>4%</td>
<td>5%</td>
<td>6%</td>
<td>47%</td>
</tr>
<tr>
<td>2050</td>
<td>28%</td>
<td>7%</td>
<td>5%</td>
<td>6%</td>
<td>7%</td>
<td>44%</td>
</tr>
</tbody>
</table>
Changing Demographics
Atlanta-Sandy Springs-Marietta, GA Metro Area, 1980-2050

- Other
- Native American
- Asian/Pacific Islander
- Latino
- Black
- White
Total Population Growth by Decade
Atlanta-Sandy Springs-Marietta, GA Metro Area, 1980-2014

People of Color
Non-Hispanic White

1980 to 1990: 284,920
1990 to 2000: 795,632
2000 to 2010-2014: 1,046,993

1980 to 1990: 458,133
1990 to 2000: 382,924
2000 to 2010-2014: 142,213
Population Growth Rates by Race/Ethnicity
Atlanta-Sandy Springs-Marietta, GA Metro Area, 1980-2014

*1980 to 1990*  
*1990 to 2000*  
*2000 to 2010-2014*

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>27%</td>
<td>18%</td>
<td>6%</td>
</tr>
<tr>
<td>Black</td>
<td>38%</td>
<td>57%</td>
<td>46%</td>
</tr>
<tr>
<td>Latino</td>
<td>129%</td>
<td>360%</td>
<td>332%</td>
</tr>
<tr>
<td>Asian/Pacific Islander</td>
<td>168%</td>
<td>106%</td>
<td></td>
</tr>
</tbody>
</table>
Change in Youth Population by Race/Ethnicity
U.S. and Georgia, 2000-2014

United States
-10% 39% 31% 31% -2%

Georgia
131% 13% 80% 92% -3%

Legend:
- White
- Black
- Latino
- API
- Other
2040 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: Woods & Poole Economics projections data (adjusted using the 2010 Census), Census TIGER/Line, NHGIS, and ESRI.

PolicyLink USC Program for Environmental & Regional Equity

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Median Age by Race/Ethnicity, 2010-2014

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>United States</th>
<th>Georgia</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>43</td>
<td>45</td>
</tr>
<tr>
<td>All</td>
<td>37</td>
<td>36</td>
</tr>
<tr>
<td>API</td>
<td>36</td>
<td>38</td>
</tr>
<tr>
<td>Black</td>
<td>33</td>
<td>36</td>
</tr>
<tr>
<td>Native American and Alaska Native</td>
<td>33</td>
<td>39</td>
</tr>
<tr>
<td>Latino</td>
<td>28</td>
<td>28</td>
</tr>
<tr>
<td>Other or mixed race</td>
<td>20</td>
<td>23</td>
</tr>
</tbody>
</table>
CHALLENGE OF INEQUALITY

Income Distribution in the U.S., 1917-2015

CA and Atlanta-Sandy Springs-Marietta, GA Metro Area, 1980 to 2010-2014

-9% -11%
-7% -10%
4%
12%
6%
12%
17%
22%

Source: IPUMS
CHALLENGE OF INEQUALITY

SHARE OF WORKERS EARNING AT LEAST $15/HOUR BY RACE/ETHNICITY
GEORGIA, 2015

- All: 62%
- White: 70%
- Black: 54%
- Latino: 34%
- Asian/Pacific Islander: 64%
- Native American: 57%
- Mixed/other: 60%
Job Growth Rate
U.S., Georgia and Atlanta-Sandy Springs-Marietta, GA Metro Area, 1979-2014

Atlanta-Sandy Springs-Marietta, GA Metropolitan Statistical Area
Georgia
United States
Growth in Jobs and Earnings by Wage Level
Georgia, 1990 to 2015

- Low-wage
- Med-wage
- High-wage
Unemployment Rate by Race/Ethnicity
Atlanta-Sandy Springs-Marietta Metro Area, 1990 to 2010-2014

- White: 3% (1990), 7% (2010-2014)
- Black: 13% (1990), 8% (2010-2014)
- Latino: 5% (1990), 8% (2010-2014)
- Asian/Pacific Islander: 5% (1990), 6% (2010-2014)
Percent of Families Living Below 150 Percent of the Federal Poverty Line by Race/Ethnicity

Georgia

1990 2010-2014

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>1990</th>
<th>2010-2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>13%</td>
<td>16%</td>
</tr>
<tr>
<td>Black</td>
<td>40%</td>
<td>36%</td>
</tr>
<tr>
<td>Latino</td>
<td>19%</td>
<td>27%</td>
</tr>
<tr>
<td>Asian/Pacific Islander</td>
<td>19%</td>
<td>20%</td>
</tr>
<tr>
<td>All</td>
<td>19%</td>
<td>24%</td>
</tr>
</tbody>
</table>
Percent of Families Living Below 150 Percent of the Federal Poverty Line by Race/Ethnicity
Atlanta-Sandy Springs-Marietta, GA Metro Area

<table>
<thead>
<tr>
<th></th>
<th>1990</th>
<th>2010-2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>8%</td>
<td>11%</td>
</tr>
<tr>
<td>Black</td>
<td>30%</td>
<td>29%</td>
</tr>
<tr>
<td>Latino</td>
<td>25%</td>
<td>46%</td>
</tr>
<tr>
<td>Asian/Pacific Islander</td>
<td>19%</td>
<td>19%</td>
</tr>
<tr>
<td>All</td>
<td>14%</td>
<td>20%</td>
</tr>
</tbody>
</table>
PREPARING THE NEXT GENERATION?

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): Atlanta-Sandy Springs-Marietta, GA Metro Area, All public schools, 2014

- All: 18.9% Low (<25% FRPL), 24.1% Mid-low (25-50% FRPL), 25.6% Mid-high (50-75% FRPL), 31.4% High (>75% FRPL)
- White: 33.9% Low, 33.1% Mid-low, 25.6% Mid-high, 15.5% High
- Black: 15.5% Low, 28.2% Mid-low, 51.2% Mid-high, 33.9% High
- Latino: 9.6% Low, 21.2% Mid-low, 47.0% Mid-high, 22.2% High
- Asian or Pacific Islander: 38.5% Low, 26.8% Mid-low, 14.8% Mid-high, 22.2% High
- Native American: 17.8% Low, 30.2% Mid-low, 28.1% Mid-high, 23.9% High
- Mixed/other: 21.0% Low, 29.5% Mid-low, 28.3% Mid-high, 21.2% High
- People of color: 9.9% Low, 18.6% Mid-low, 25.6% Mid-high, 45.9% High

National Center for Education Statistics

Kids of color concentrated in high-poverty schools (Atlanta metro area)
In-state U.S.-born, out-of-state U.S.-born, and immigrant populations by educational attainment
United States, 2010-2014

U.S. Born, In-State "Home-Grown"
- Bachelor's degree or higher: 25%
- Associate's degree: 8%
- Some college: 23%
- High school grad: 33%
- Less than high school diploma: 11%

U.S. Born, Out-of-State
- Bachelor's degree or higher: 36%
- Associate's degree: 8%
- Some college: 23%
- High school grad: 24%
- Less than high school diploma: 9%

Foreign Born
- Bachelor's degree or higher: 28%
- Associate's degree: 6%
- Some college: 13%
- High school grad: 22%
- Less than high school diploma: 31%

Note: Universe is population ages 25+.
In-state U.S.-born, out-of-state U.S.-born, and immigrant populations by educational attainment
Georgia, 2010-2014

<table>
<thead>
<tr>
<th></th>
<th>U.S. Born, In-State &quot;Home-Grown&quot;</th>
<th>U.S. Born, Out-of-State</th>
<th>Foreign Born</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor's degree or higher</td>
<td>19%</td>
<td>38%</td>
<td>29%</td>
</tr>
<tr>
<td>Associate's degree</td>
<td>6%</td>
<td>8%</td>
<td>6%</td>
</tr>
<tr>
<td>Some college</td>
<td>21%</td>
<td>24%</td>
<td>22%</td>
</tr>
<tr>
<td>High school grad</td>
<td>36%</td>
<td>23%</td>
<td>29%</td>
</tr>
<tr>
<td>Less than high school diploma</td>
<td>18%</td>
<td>8%</td>
<td></td>
</tr>
</tbody>
</table>

Note: Universe is population ages 25+.
In-state U.S.-born, out-of-state U.S.-born, and immigrant populations by educational attainment
Atlanta-Sandy Springs-Marietta, GA Metro Area, 2010-2014

U.S. Born, In-State "Home-Grown"  U.S. Born, Out-of-State  Foreign Born

- Bachelor's degree or higher
- Associate's degree
- Some college
- High school grad
- Less than high school diploma

Note: Universe is population ages 25+.
In-state U.S.-born, out-of-state U.S.-born, and immigrant populations by educational attainment
City of Atlanta, 2010-2014

U.S. Born, In-State "Home-Grown"  U.S. Born, Out-of-State  Foreign Born

- Bachelor's degree or higher
- Associate's degree
- Some college
- High school grad
- Less than high school diploma

Note: Universe is population ages 25+.
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

An early push in this direction: Federal Reserve Bank of Cleveland found that 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.
EQUITY GAINS FOR GEORGIA

ECONOMIC GAINS TO STATE ECONOMY IN FULL-EMPLOYMENT-FOR-ALL MODEL: GEORGIA, 2016

- **$384,366** more workers would be employed
- **114,459** fewer residents would be living in poverty
- **$2.4 billion** more in tax revenue to strengthen the social safety net

Actual: $495.5 billion
Projected: $507.0 billion
Actual GDP and estimated GDP with racial equity in income (billions): Georgia, 2014

Actual: $471.88
Projected (no racial gaps in income/employment): $558.63

Bureau of Economic Analysis; IPUMS
THE EQUITY IMPERATIVE

Percent of U.S. Population by Age Group, 1950-2060

Baby Boomers

MALE

1950

FEMALE

PEW RESEARCH CENTER
EQUITABLE IMPLEMENTATION CONSIDERS:

**Past**
- Prioritizes investments that close racialized & other gaps, especially by wealth, environmental burden, and existing amenities in a way that will improve work and economic opportunities for underinvested communities.

**Present**
- Involves authentic partnership throughout the process that centers the perspectives of vulnerable communities, supports community-based participation and power, and results in shared decision making, while also strengthening the health and well-being of an entire region.

**Future**
- Mitigates disparities likely to emerge in the future by leveraging funding for long-term community health & organizational capacity, anticipating and addressing future harm that may result for new investments in a place, and incorporating metrics and evaluation to promote adaptable and effective implementation.
POLICIES FOR EQUITY & GROWTH

WORKFORCE STRATEGIES

Need to promote clusters with career ladders, integrating this with neighborhood-based delivery systems, local hiring agreements, and special assistance for those leaving the system of incarceration.

TRANSIT STRATEGIES

An overall need to reverse the bias toward highway spending to public transit, from infrastructure to operations. One size does not fit all but transit-oriented development can offer real possibilities for neighborhood revitalization.

HOUSING STRATEGIES

Provide real incentives for affordable housing production, and land trusts, work to expand suburban opportunity and acknowledge that the recovery of urban areas requires protection against displacement and gentrification.
ASSET BUILDING

Need to consider the financial deserts that result from lack of bank services. “Bank On” programs help banks see the customer base with new data, help customers see the banks with financial literacy, and create systems of accountability.

HEALTHY PLACES

Need to consider the lack of fresh food as well as environmental disparities in both exposures and opportunities. Parks, community gardens, and other access to food security and solace is key to community health.

STRONG SCHOOLS

The toughest nut to crack and yet absolutely essential to retention of families in cities. There may be many different strategies but community leaders cannot stand apart from this without losing the fight for the city.
BUT OUR INSTITUTIONS ARE BROKEN

- Congress: 19%
- Lice: 67%
- Colonoscopy: 58%
- Root canal: 56%
- Nickelback: 39%
- Used car salesmen: 57%

Percent approving more than alternative
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.
ROOTS AND RELATIONSHIPS
PEOPLE AND PROSPERITY

- Improve conditions in poor neighborhoods
- Realign growth and development strategies to better connect low-income people and places with metro-wide opportunities
- Open up access to opportunity-rich communities
MOVING FORWARD

- Stress that equity and inclusion are fundamental; they need to be baked in not sprinkled on.

- Work to bring together unusual partners across sectors and silos.

- But understand that these are turbulent times and likely to be more so: get comfortable with being uncomfortable.