Using Regional Equity Indicators to Increase Opportunity for All Residents

Victor Rubin

Sustainable Neighborhoods, Thriving Residents:
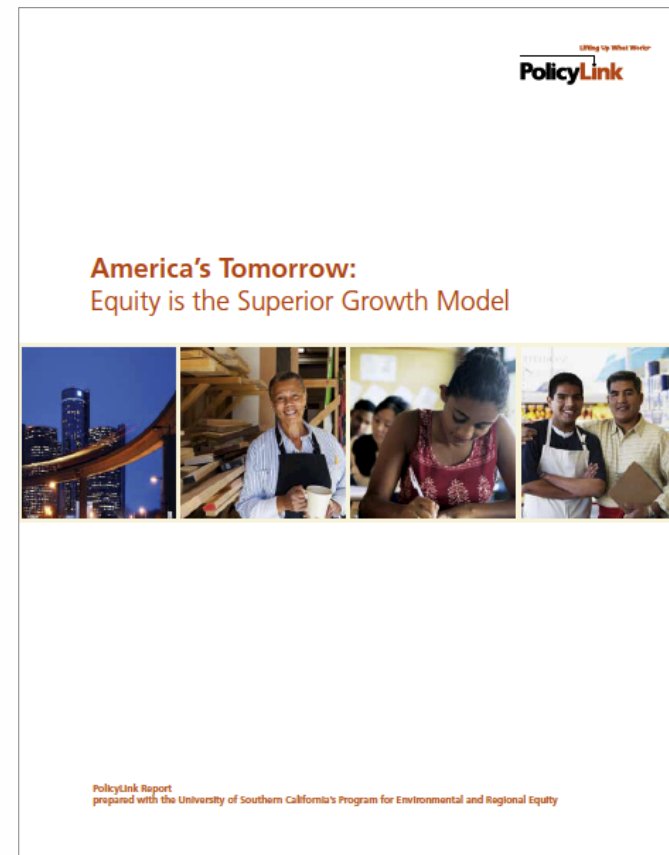*Strategies for Building Equitable Communities*

Kansas City
February 6, 2013

- Partnership formed in 2011

  o PolicyLink brings to the partnership skills in policy, framing, advocacy, research, and communications

  o PERE brings skills in developing large datasets, quantitative data analysis and display, and research capacity

- Together, we are able to bolster policy proposals with compelling data and analysis, and bring good data into the realm of equity advocacy

Equity is the Superior Growth Model

- Equity is both a moral imperative and the superior economic growth model for the nation

- Frame highlights two major economic and demographic trends:
  - The corrosive impact of inequality on growth
  - That persistent racial disparities threaten all of us as the nation races toward having a people-of-color majority by 2042

- To secure America's prosperity, we must implement a new economic model based on equity, fairness, and opportunity

America's Tomorrow:
Equity is the Superior Growth Model

PolicyLink Report
prepared with the University of Southern California's Program for Environmental and Regional Equity

- Regions are where this new equity-driven growth model will be created

- They are the key competitive unit in the global economy, and the level where strategies are being incubated that bring robust job growth linked to low-income communities and communities of color

Regional Equity Indicators Database

PolicyLink

- Over the past year PolicyLink and PERE have been developing a comprehensive, longitudinal regional equity indicators database

- The database includes:

  o Hundreds of variables for the largest 150 metropolitan regions

  o Decadal data from 1980 to the present and annual data for some measures

  o A series of census tract level measures for mapping measures of equity at the subregional level

  o Measures cover: basic demographics, poverty and working poverty, racial and economic inequality, segregation and concentrated poverty, education, health, food access, and industry structure and employment.

Building a National Equity Atlas Website

- The database serves as the foundation for our National Equity Atlas Website, which will launch later this year

- While there are other national indicators projects, none have a specific focus on equity or provide a robust set of equity indicators

The National Equity Atlas Website

The website will provide data and displays that can be used to:

- Understand demographic change and the state of equity

- Measure and track progress on equity-driven economic growth

- Make the case that Equity is the Superior Growth Model

How equitable is your region?

Demographics
- Who lives in the region and how is this changing?

Economic Vitality
- How is the region doing on measures of economic growth and well-being?

Readiness
- How prepared are the region's residents for the 21st century economy?

Connectedness
- Are the region's residents and neighborhoods connected to one another and to the region's assets and opportunities?

Applying the Framework

- PolicyLink and PERE have been working with HUD's Sustainable Communities Regional Planning grantees that are developing regional land use and transportation plans

- We're developing profiles for Houston, Southeast Florida, Kansas City, and Rhode Island that use the equity indicators data and framework to inform their regional planning efforts

- These profiles will be available on the National Equity Atlas website as examples of how to apply the indicators and framework

Today's Workshop:

- An introduction to the types of data in the regional equity profiles

- Presenters from three regions discussing how the information could help them advance understanding of, and action on, critical issues

    - Rhode Island

    - Houston

    - Kansas City

- Your questions and comments

Demographics

Demographics

- Who lives in the region and how is this changing?

Indicators measure:

•Racial/Ethnic diversity

•Demographic change

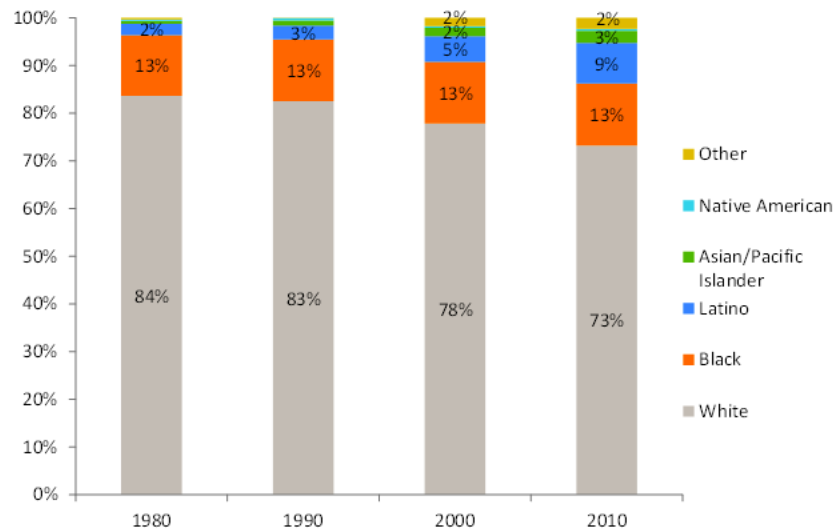•Population growth

•Racial generation gap

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Demographics
Steady Growth and Increasing Change Over the Past Several Decades

The Kansas City region experienced moderate and steady population growth since 1980, growing from 1.4 million to 1.9 million people. In the same time period, it has gone from being 16 percent people of color to 27 percent people of color. For the past two decades, most of the growth has come from people of color—61 percent of the growth in the 1990s and 67 percent of the growth in the last decade.

The Population is Diversifying at an Increasing Pace

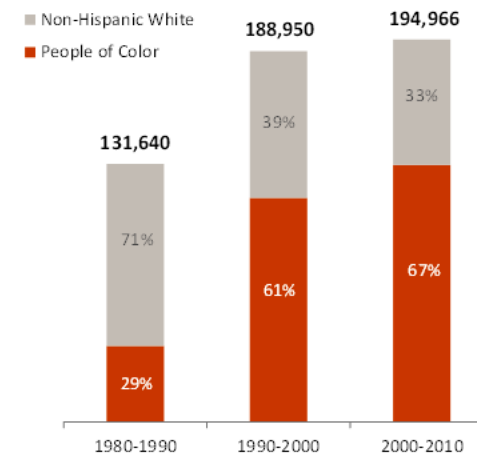Racial/Ethnic Composition, 1980-2010

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

Source: U.S. Census Bureau

People of Color Contribute the Majority of the Region's Growth Since 1990

Net Population Growth and Composition, 1980-2010

Legend:
- Non-Hispanic White
- People of Color

Source: U.S. Census Bureau

10

Lifting Up What Works®

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Demographics

Latinos, Asians, and People of Other or Mixed Racial Background are Driving Growth and Change

In the past decade, Kansas City's Latino population grew 78 percent, adding 72,000 residents. The Asian population also grew rapidly—by 61 percent—but because the Asian population share is smaller, the number of Asian residents only grew by 18,000. The non-Hispanic white population grew by 5 percent, adding almost as many residents as Latinos (64,000 residents). The African American and Native American populations grew by 11 percent and eight percent, respectively. Most of the growth in the Latino population is due to new births among Latino residents. On the other hand, 59 percent of growth in the Asian population came from Asian immigrants.

The Latino, Asian, and People of Other/Mixed Racial Backgrounds Populations Experienced the Most Growth in the Past Decade, While the White Population Experienced the Slowest Growth

Growth Rates of Major Racial/Ethnic Groups, 2000-2010

- White 5%
- Black 11%
- Latino 78%
- Asian/Pacific Islander 61%
- Native American 8%
- Other 51%
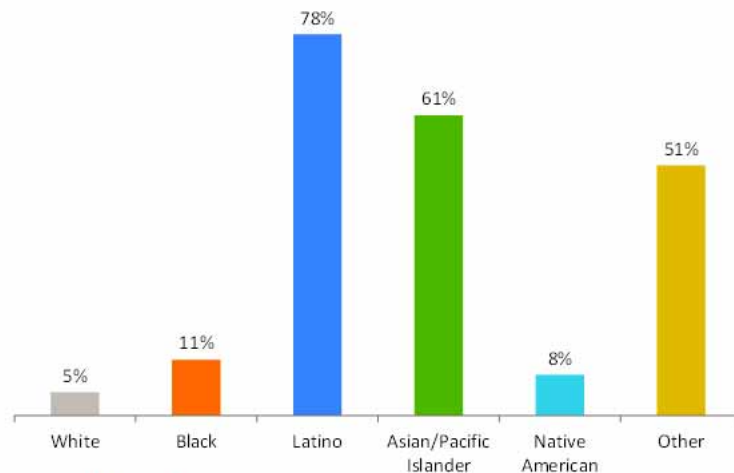
Sources: U.S. Census Bureau

Latino Population Growth Predominantly due to Births Among U.S.-Born Latinos

- Foreign-born Latino 43%
- U.S.-born Latino 57%
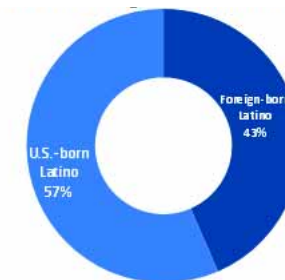
Asian Population Growth Predominantly due to Immigration

- U.S.-born API 41%
- Foreign-born API 59%

11

Lifting Up What Works®
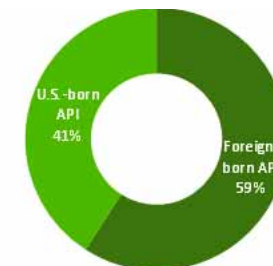
Economic Vitality

Economic Vitality

• How is the region doing on measures of economic growth and well-being?
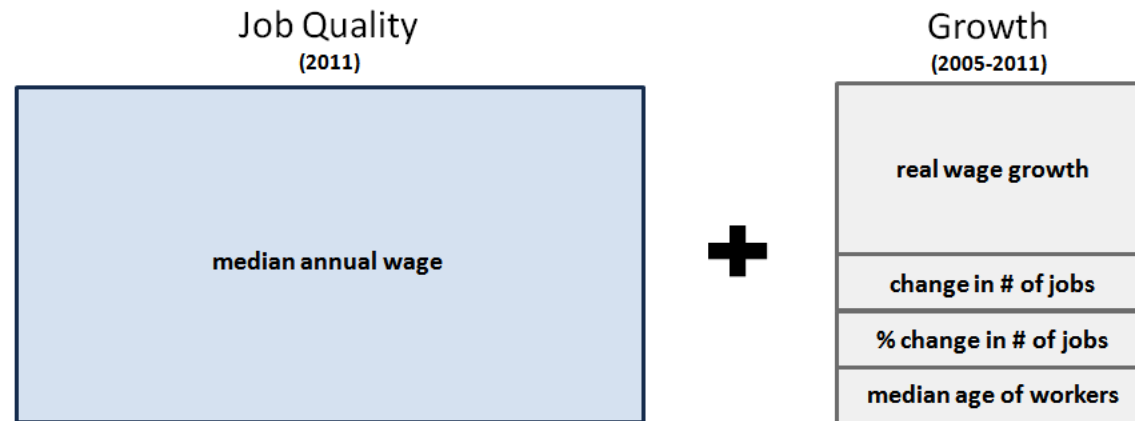
Indicators measure:

• Is the region producing good jobs?

• Can all residents access good jobs?

• Is growth widely shared?

• Do all residents have enough income to sustain their families?

• Is race/ethnicity/nativity a barrier to economic success?

• What are the strongest industries and occupations?

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Economic Vitality
High-Opportunity Occupations

To identify "high-opportunity" occupations in the region, we examined many detailed occupations and developed a "occupation opportunity index" based on measures of job quality and growth. Among the growth measures is median age. While not an indicator of growth per se, this measure is indicative of potential job openings due to replacements – that is, older workers retiring and making room for new workers.

Occupation Opportunity Index =

Job Quality (2011)		Growth (2005-2011)
		real wage growth
median annual wage	**+**	change in # of jobs
		% change in # of jobs
		median age of workers

*Job quality weighting in the Occupation Opportunity Index is 2/3 (66.67%). Half of the remaining 1/3 weighting for growth is for "real wage growth" and the other half is divided equally by the three bottom values listed below the "Growth" category.

31

Lifting Up What Works®

Economic Vitality

High-Opportunity Occupations for Workers with a High School Degree or Less

	Occupation	Employment, 2011	Quality Med. Ann. Wage, 2011	Growth Wage Growth, 2005–2011	Change in Emp., 2005–2011	% Change in Emp., 2005–2011	Median Age, 2010	Occupation Opportunity Index
High Opportunity	Supervisors of Construction and Extraction Workers	1,210	$66,720	1.4%	-800	-39.8%	47	0.52
	Supervisors of Production Workers	2,240	$58,740	4.0%	-620	-21.7%	44	0.33
	Supervisors of Transportation and Material Moving Workers	930	$54,035	3.6%	-180	-16.2%	43	0.20
	Other Installation, Maintenance, and Repair Occupations	7,990	$43,899	12.8%	600	8.1%	44	0.10
Middle Opportunity	Woodworkers	610	$33,653	12.4%	410	205.0%	42	-0.01
	Supervisors of Building and Grounds Cleaning and Maintenance Workers	720	$45,058	6.4%	-300	-29.4%	43	-0.05
	Printing Workers	750	$37,596	4.3%	-140	-15.7%	47	-0.23
	Other Construction and Related Workers	1,290	$38,302	-11.6%	460	55.4%	49	-0.31
	Construction Trades Workers	9,980	$45,357	-3.3%	-5,230	-34.4%	41	-0.42
	Metal Workers and Plastic Workers	7,200	$35,183	0.1%	-2,280	-24.1%	44	-0.50
	Supervisors of Food Preparation and Serving Workers	3,030	$35,617	-6.2%	10	0.3%	38	-0.50
	Vehicle and Mobile Equipment Mechanics, Installers, and Repairers	4,520	$37,270	-11.7%	70	1.6%	39	-0.51
	Nursing, Psychiatric, and Home Health Aides	14,420	$27,149	-3.2%	2,540	21.4%	39	-0.56
Low Opportunity	Material Recording, Scheduling, Dispatching, and Distributing Workers	13,060	$31,605	-6.8%	-780	-5.6%	43	-0.62
	Building Cleaning and Pest Control Workers	10,410	$24,086	-9.2%	2,600	33.3%	47	-0.64
	Motor Vehicle Operators	10,300	$30,797	-5.6%	-1,630	-13.7%	44	-0.67
	Textile, Apparel, and Furnishings Workers	2,540	$23,606	0.4%	-850	-25.1%	46	-0.75
	Assemblers and Fabricators	5,290	$25,447	-2.3%	-710	-11.8%	41	-0.76
	Personal Appearance Workers	1,560	$24,365	0.2%	-290	-15.7%	39	-0.76
	Other Protective Service Workers	3,950	$25,566	-1.0%	-580	-12.8%	38	-0.76
	Other Personal Care and Service Workers	8,300	$23,801	-4.6%	620	8.1%	37	-0.80
	Cooks and Food Preparation Workers	9,480	$24,976	8.1%	-1,840	-16.3%	28	-0.81
	Other Production Occupations	6,840	$26,777	-6.4%	-2,220	-24.5%	45	-0.82
	Material Moving Workers	9,900	$26,412	2.2%	-2,920	-22.8%	35	-0.84
	Grounds Maintenance Workers	3,430	$24,990	-9.1%	130	3.9%	35	-0.87
	Food Processing Workers	1,500	$24,898	-14.7%	-350	-18.9%	37	-0.98
	Other Transportation Workers	790	$21,666	-7.3%	-210	-21.0%	34	-0.99
	Retail Sales Workers	28,420	$21,678	-2.8%	-1,500	-5.0%	28	-1.03
	Food and Beverage Serving Workers	24,710	$18,552	-3.5%	-720	-2.8%	23	-1.14
	Other Food Preparation and Serving Related Workers	4,310	$18,477	-2.9%	-690	-13.8%	20	-1.17

Source: U.S. Bureau of Labor Statistics; IPUMS
Universe includes all nonfarm wage and salary jobs in which the typical worker is estimated to have less than a high school degree.
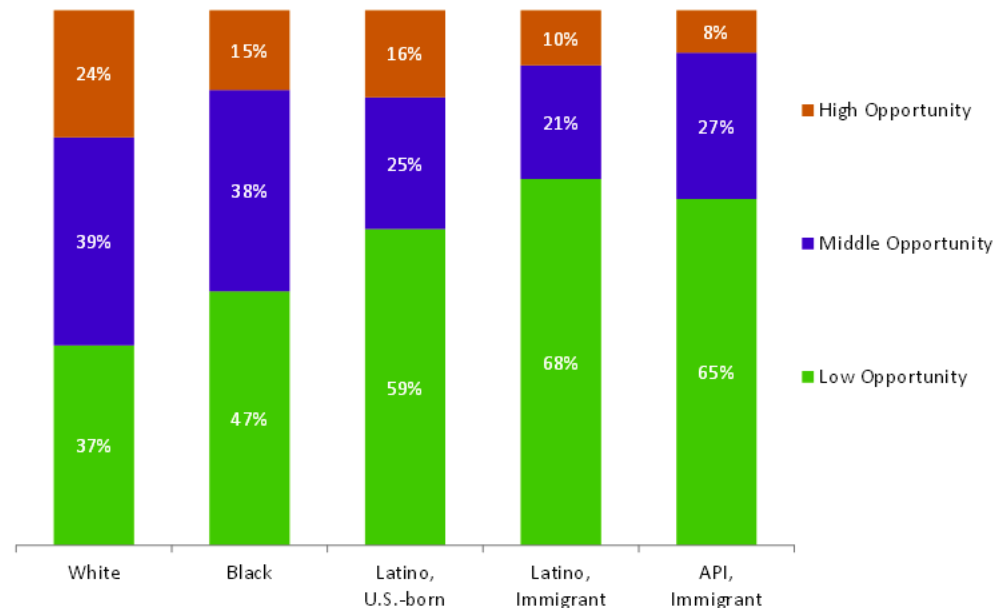
Economic Vitality

Access to High-Opportunity Jobs for Workers with a High School Degree or Less

Among workers with low education levels, whites are most likely to be in the highest-opportunity occupations (least likely to be in the lowest-opportunity occupations). Blacks and U.S.-born Latinos have a similar occupational opportunity profile, but with Black more likely to be in middle-opportunity occupations and U.S.-born Latinos more likely to be in low-opportunity occupations. Occupational opportunity is lowest for Latino and API immigrants.

"Opportunity" Ranking of Occupations by Race/Ethnicity
Low-Education Workers

	White	Black	Latino, U.S.-born	Latino, Immigrant	API, Immigrant
High Opportunity	24%	15%	16%	10%	8%
Middle Opportunity	39%	38%	25%	21%	27%
Low Opportunity	37%	47%	59%	68%	65%

Source: U.S. Bureau of Labor Statistics; IPUMS
Universe includes employed civilian noninstitutional population ages 25 through 64 with less than a high school degree.

38

Readiness

Readiness

• How prepared are the region's residents for the 21st century economy?

Indicators measure:

•Does the workforce have the skills for the jobs of the future?

•Are all youth ready to enter the workforce?

•Are residents healthy?

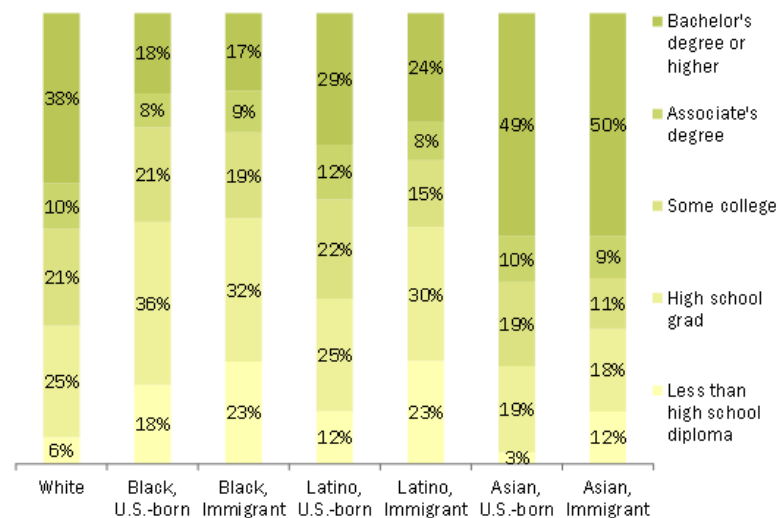•Are racial gaps in education and health decreasing?

Readiness

An Education and Skills Gap for Blacks and Latinos

Southeast Florida is right in the middle of the largest 150 regions on the share of residents with an Associate's Degree or higher (75th), but ranks in the top third of regions (31st) on the share of working-age people without a high school degree.

According to the Georgetown Center for Education and the Workforce, by 2018, 38 percent of Florida's jobs will require an Associate's Degree or above. Yet only 26 percent of blacks (U.S.-born and immigrants) and 32 percent of Latino immigrants in the region have that level of education.

There are Wide Disparities in Educational Attainment

Educational Attainment by Race/Ethnicity/Nativity, 2006-2010

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

	White	Black, U.S.-born	Black, Immigrant	Latino, U.S.-born	Latino, Immigrant	Asian, U.S.-born	Asian, Immigrant
Bachelor's degree or higher	38%	18%	17%	29%	24%	49%	50%
Associate's degree	10%	8%	9%	12%	8%		
Some college	21%	21%	19%	22%	15%	10%	9%
High school grad	25%	36%	32%	25%	30%	19%	11%
Less than high school diploma	6%	18%	23%	12%	23%	3%	18%
							12%

Percent of the Population with an Associate's Degree or Higher in 2006-2010: Top 150 Metros Ranked

#1: Ann Arbor, MI (60%)

#75: Southeast Florida (39%)

#150: Visalia-Porterville, CA (21%)
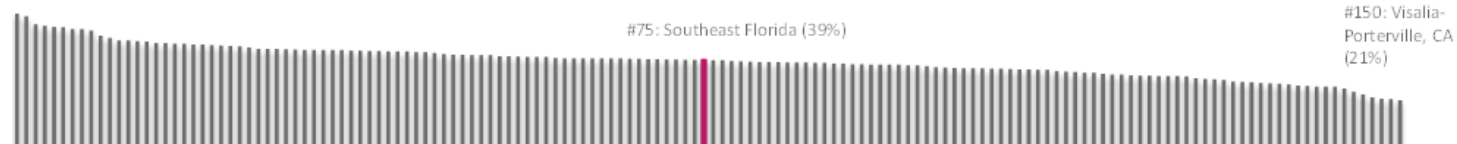
Sources: IPUMS Microdata.
Universe includes all persons ages 25 through 64.

43

Readiness

Doing Better than Most Regions on Health Indicators, but High Obesity and Diabetes for the Region's Black Population

Obesity/overweight and asthma rates are lower in Southeast Florida than in most other metros: the region ranks 113th and 146th of the top 150 metros on these indicators, respectively. The region is not doing as well when it comes to diabetes, ranking 66th. The region's black population is at high risk for obesity and diabetes, with 74 percent obese or overweight and 11 percent with diabetes.

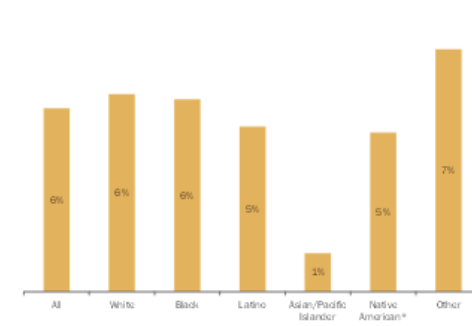
Overweight and Obese by Race/Ethnicity, 2006-2010
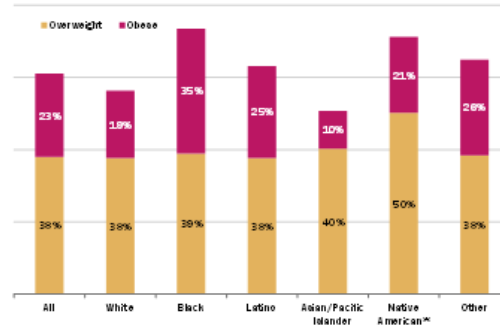
Diabetes by Race/Ethnicity, 2006-2010
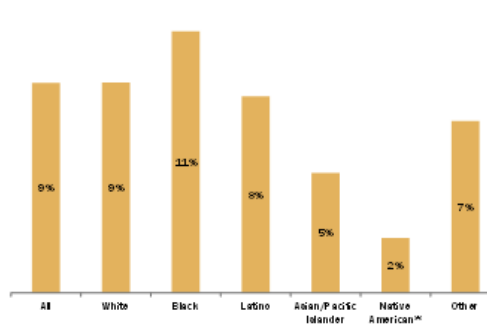
Asthma by Race/Ethnicity, 2006-2010

#1: Ann Arbor, MI (12%)

#149: Brownsville-Harlingen, TX (4%)

#146: Southeast Florida (6%)

Percent of Adults with Asthma in 2006-2010: Top 150 Metros Ranked

Sources: BRFSS. Data not available for all of the top 150 metros. Only metros with data among the top 150 are shown.
*Estimates for Native Americans are subject to error due to a small sample size (n=49)

Connectedness

Connectedness

- Are the region's residents and neighborhoods connected to one another and to the region's assets and opportunities?
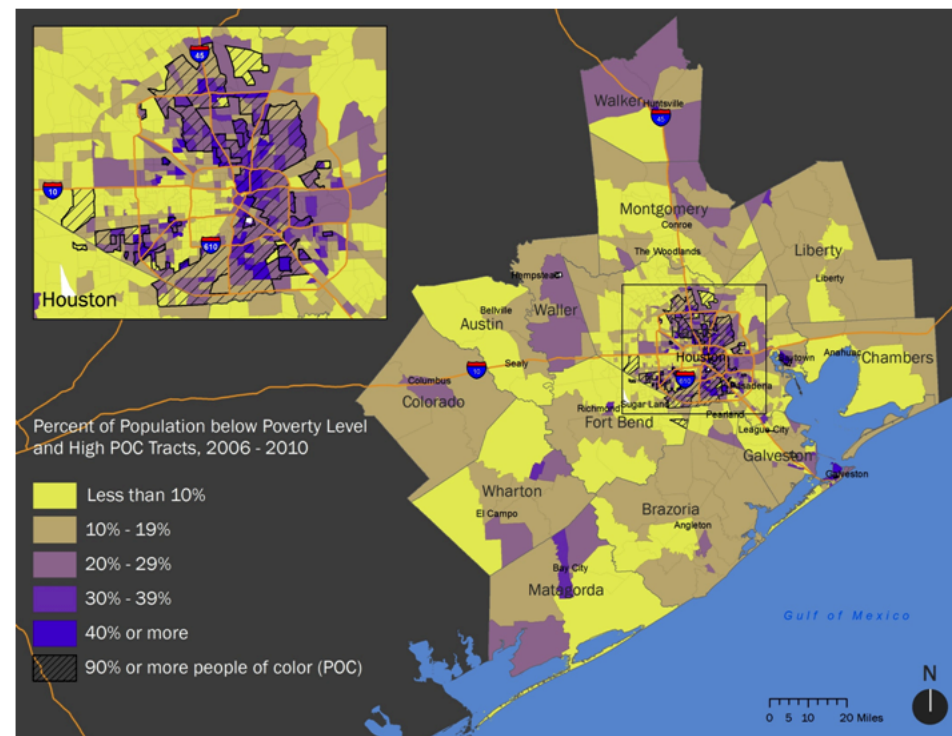
Indicators measure:

- Do residents have transportation choices?

- Can residents access jobs and opportunities located throughout the region?

- Can all residents access affordable, quality, convenient housing?

- Do neighborhoods reflect the region's diversity?

- Is segregation decreasing?

- Can all residents access healthy food?

Connectedness

Concentrated Poverty a Challenge for Communities of Color

In Houston, the share of people living in high poverty neighborhoods (those with poverty rates 30 percent or higher) has more than doubled since 1980, rising from 4 to 11 percent. Not only is poverty increasing, but it is also becoming more concentrated in communities of color. 17 percent of people of color live in high-poverty tracts compared to only 3 percent of whites. In neighborhoods where residents are predominately people of color (90 percent or more), the average poverty rate is approximately 15 percent higher than other neighborhoods. As these maps show, the majority of residents living in the neighborhoods near downtown Houston are in poverty.

Percent of Population below Poverty Level and High POC Tracts, 2006 - 2010

- Less than 10%
- 10% - 19%
- 20% - 29%
- 30% - 39%
- 40% or more
- 90% or more people of color (POC)

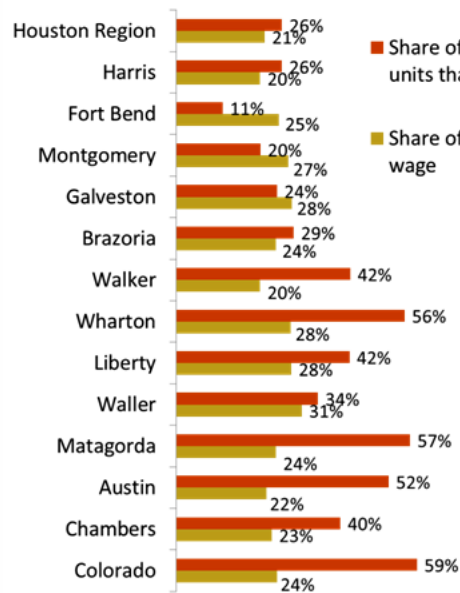Source: U.S. Census Bureau; TIGER/Line
Areas in white are missing data.

Connectedness

Jobs-Housing Mismatch for Low-Wage Workers in Some Parts of the Region

Low-wage workers in the region are likely to find affordable housing—but it may not be close to work. Across the region, 21 percent of jobs are low-wage (paying $1,250 per month or less) and 26 percent of rental units are affordable for low-wage workers. A low-wage – affordable homes ratio higher than the regional average indicates a lack of sufficient affordable homes for workers. The counties surrounding Harris County – Fort Bend, Montgomery, and Galveston – lack affordable homes for low-wage workers, while the outer-ring counties – Wharton, Matagorda, Austin, Colorado, Liberty, Walker, Chambers – all have relatively high shares of affordable rentals compared to low-wage jobs, indicating that many low-wage workers are living in these more affordable, but distant communities.

Some Counties Have a Low-wage Jobs - Affordable Housing Gap
Low-wage Jobs and Affordable Rental Housing by County

Chart — Share of rental housing units that are affordable ■; Share of jobs that are low-wage ■:

County	Share of rental housing units that are affordable	Share of jobs that are low-wage
Houston Region	26%	21%
Harris	26%	20%
Fort Bend	11%	25%
Montgomery	20%	27%
Galveston	24%	28%
Brazoria	29%	24%
Walker	42%	20%
Wharton	56%	28%
Liberty	42%	28%
Waller	34%	31%
Matagorda	57%	24%
Austin	52%	22%
Chambers	40%	23%
Colorado	59%	24%

	Jobs, 2010		Housing, 2006-2010			Jobs-Housing Ratios	
	All	Low-wage	All	Rental*	Affordable Rental*	All Jobs - Rental Units	Low-wage - Affordable
Harris	2,058,280	418,739	1,372,163	558,760	143,336	3.7	2.9
Fort Bend	127,973	31,957	167,620	29,555	3,319	4.3	9.6
Montgomery	127,475	34,717	150,546	33,863	6,916	3.8	5.0
Galveston	91,048	25,622	106,617	30,510	7,461	3.0	3.4
Brazoria	80,684	19,573	101,656	22,821	6,510	3.5	3.0
Walker	25,737	5,235	19,902	7,864	3,328	3.3	1.6
Wharton	13,582	3,770	14,808	3,980	2,212	3.4	1.7
Liberty	13,499	3,775	24,034	4,340	1,828	3.1	2.1
Waller	10,920	3,331	13,499	3,727	1,284	2.9	2.6
Matagorda	10,769	2,604	13,786	3,570	2,031	3.0	1.3
Austin	10,060	2,196	10,447	1,873	968	5.4	2.3
Chambers	8,907	2,065	11,080	1,346	537	6.6	3.8
Colorado	6,016	1,470	8,205	1,618	948	3.7	1.6
Houston Region	**2,584,950**	**555,054**	**2,014,363**	**703,827**	**180,678**	**3.1**	**3.7**

*Includes only those units paid for in cash rent.

Sources: U.S. Census Bureau

The National Equity Atlas Website

The website will provide data and displays that can be used to:

• Understand demographic change and the state of equity

• Measure and track progress on equity-driven economic growth

• Make the case that Equity is the Superior Growth Model

How can this website be used?

- Panelists' discussion of their needs and interests in the profiles and related types of information.

Houston points for discussion

- Sustainable housing development from a theoretical perspective (the equity component)

- Essential factors for measuring equity / equitable distribution

- Checks and balances using data

- Local and regional comparatives

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