



# Examining Inequality in Metro NKY Through the Lens of Demographics

# Metro NKY Defined...

- ▶ Metro NKY
  - ▶ Boone, Campbell, and Kenton counties
  - ▶ Comparison geography is the United States average

# Counts vs. Rates

- ▶ Metro NKY: 89.2% White, non-Hispanic
  - ▶ Any **COUNT** of persons is going to be dominated by White population
  - ▶ **RATES** show more disparity across groups

# How would you describe the poor in Metro NKY?

- ▶ **74%** below poverty line: White, non-Hispanic.
- ▶ Black population: poverty rate **nearly 4 times** that of White, non-Hispanic residents – 31.8 percent versus 8.7 percent.
- ▶ **BOTH STATEMENTS ARE TRUE.**

# Points to Consider...

- ▶ Do you help the greatest **NUMBER** in need?  
OR...
- ▶ Do you help those in **GREATEST** need?

# One of These Things Is Not Like the Other...

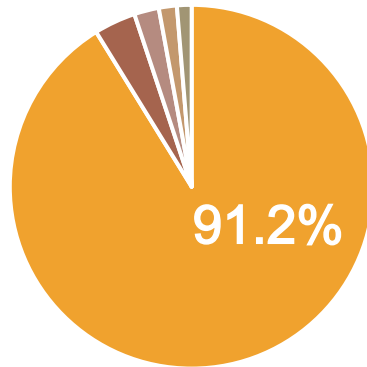
- ▶ Metro NKY demographics are very different from U.S. averages
- ▶ Percent of population, nonHispanic White:
  - ▶ U.S. 60.7%
  - ▶ Metro NKY: 89.2%
  - ▶ **GAP: 28.5%**
- ▶ Gaps across groups remain similar-
  - ▶ Percent of population with bachelor's degree:
    - ▶ U.S. Blacks (16.8%) vs. Whites (33.6%) **GAP: 16.8%**
    - ▶ Metro NKY: Blacks (21.6%) vs. Whites (35.8%) **GAP: 14.2%**

# Why is Metro NKY Different?

- ▶ It is less diverse. However:
- ▶ Gaps across demographic groups are nevertheless similar to those seen across the country.

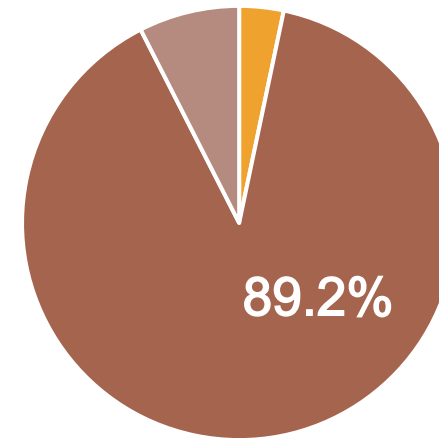
# Race and Ethnicity: Metro NKY, 2019

## Population by Race



- White
- Black or African American
- Multi-racial
- Asian
- All Others

## Population by Hispanic Origin



- Hispanic
- White, non-Hispanic
- All others



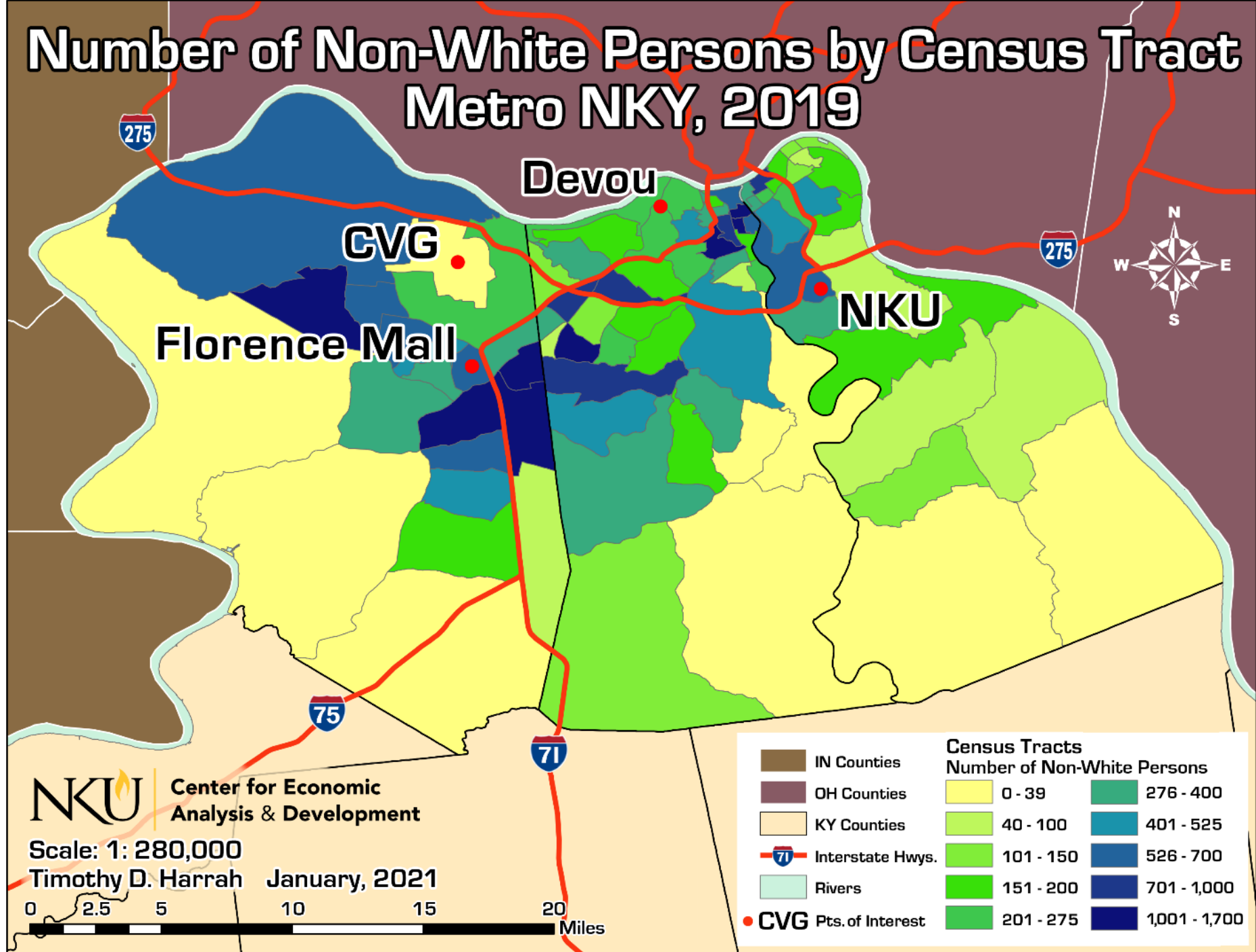
# Points to Consider...

- ▶ What does “Diversity and Inclusion” mean in a community that is approximately 89% White?
- ▶ What are the implications for Economic Development when many companies have their own Diversity and Inclusion goals?

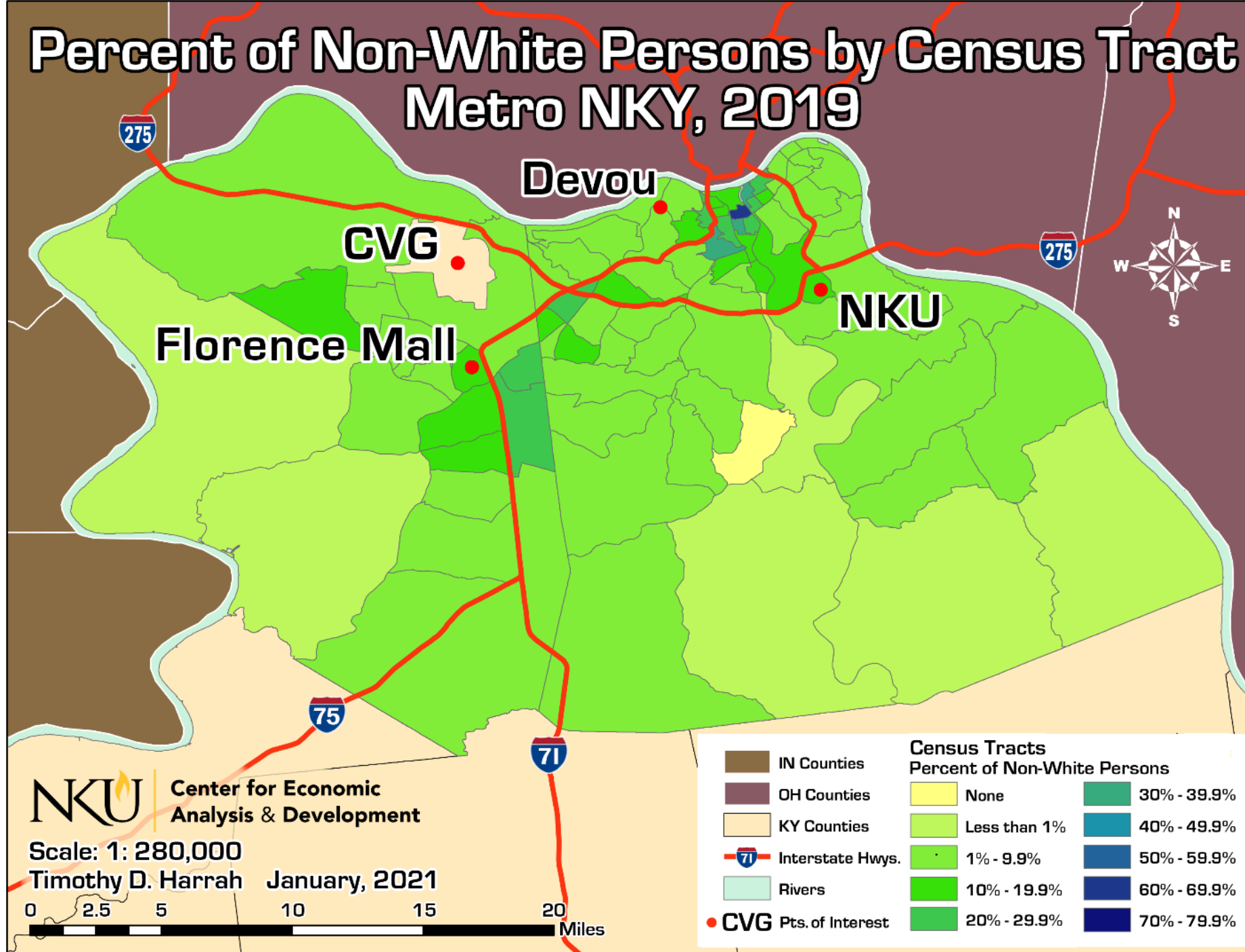
# Measuring Neighborhood Diversity

- ▶ Communities can be both diverse and segregated at the same time.
  - ▶ An example is Chicago: overall very diverse; but most neighborhoods highly segregated
- ▶ Three maps visualizing neighborhood diversity...

# Number of Non-White Persons by Census Tract Metro NKY, 2019



# Percent of Non-White Persons by Census Tract Metro NKY, 2019



**NKU** Center for Economic Analysis & Development

Scale: 1: 280,000

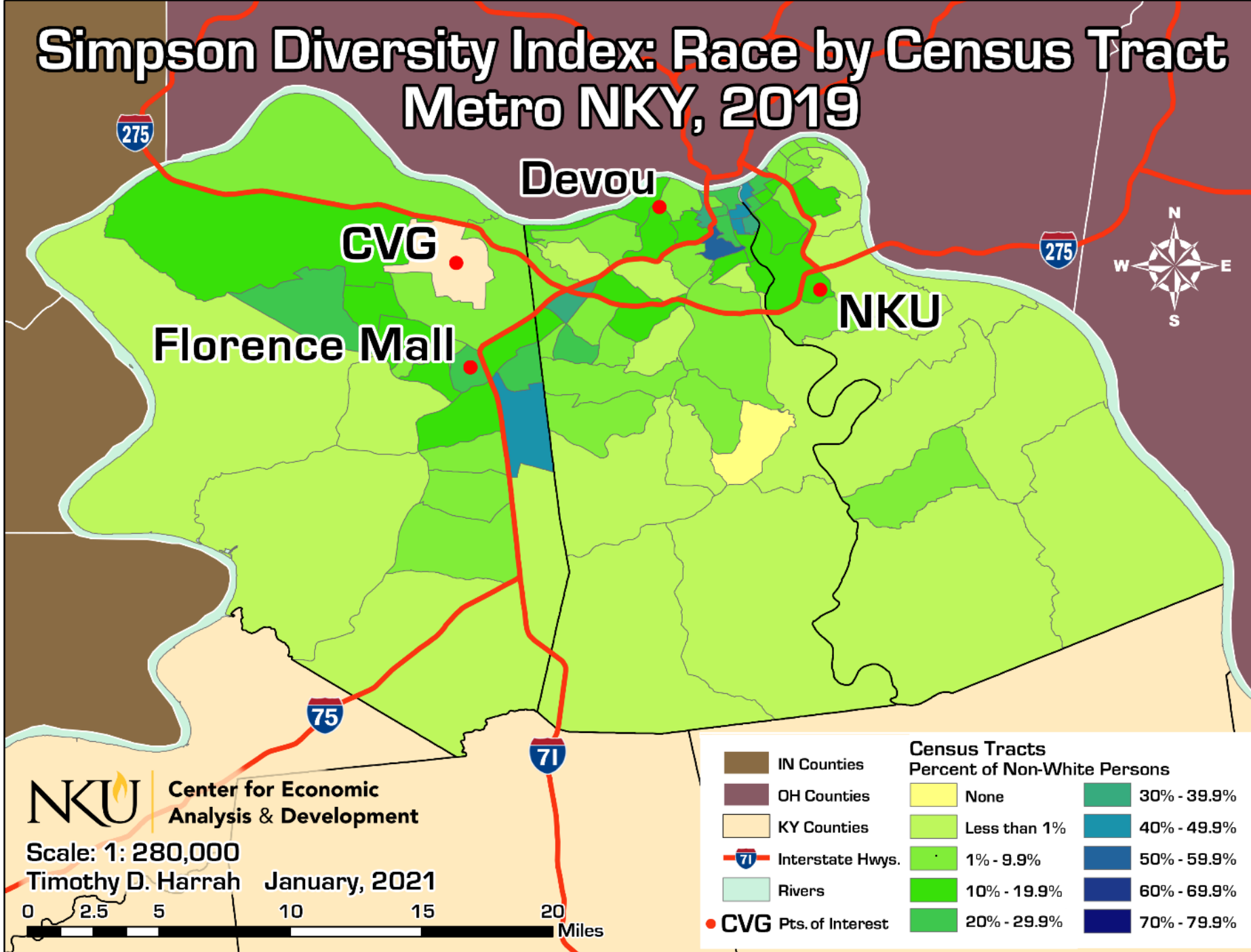
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0 2.5 5 10 15 20 Miles

# Simpson Diversity Index (SDI)

- ▶ SDI: a measure of community diversity used to gauge diversity differences in populations across geographies
- ▶ SDI Increases with...
  - ▶ More groups (more diversity)
  - ▶ More evenness --groups all about the same size (more diversity)
- ▶ SDI ranges between:
  - ▶ 0 = no diversity
  - ▶ 1 = perfect diversity

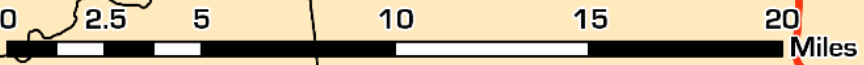
# Simpson Diversity Index: Race by Census Tract Metro NKY, 2019



**NKU** Center for Economic Analysis & Development

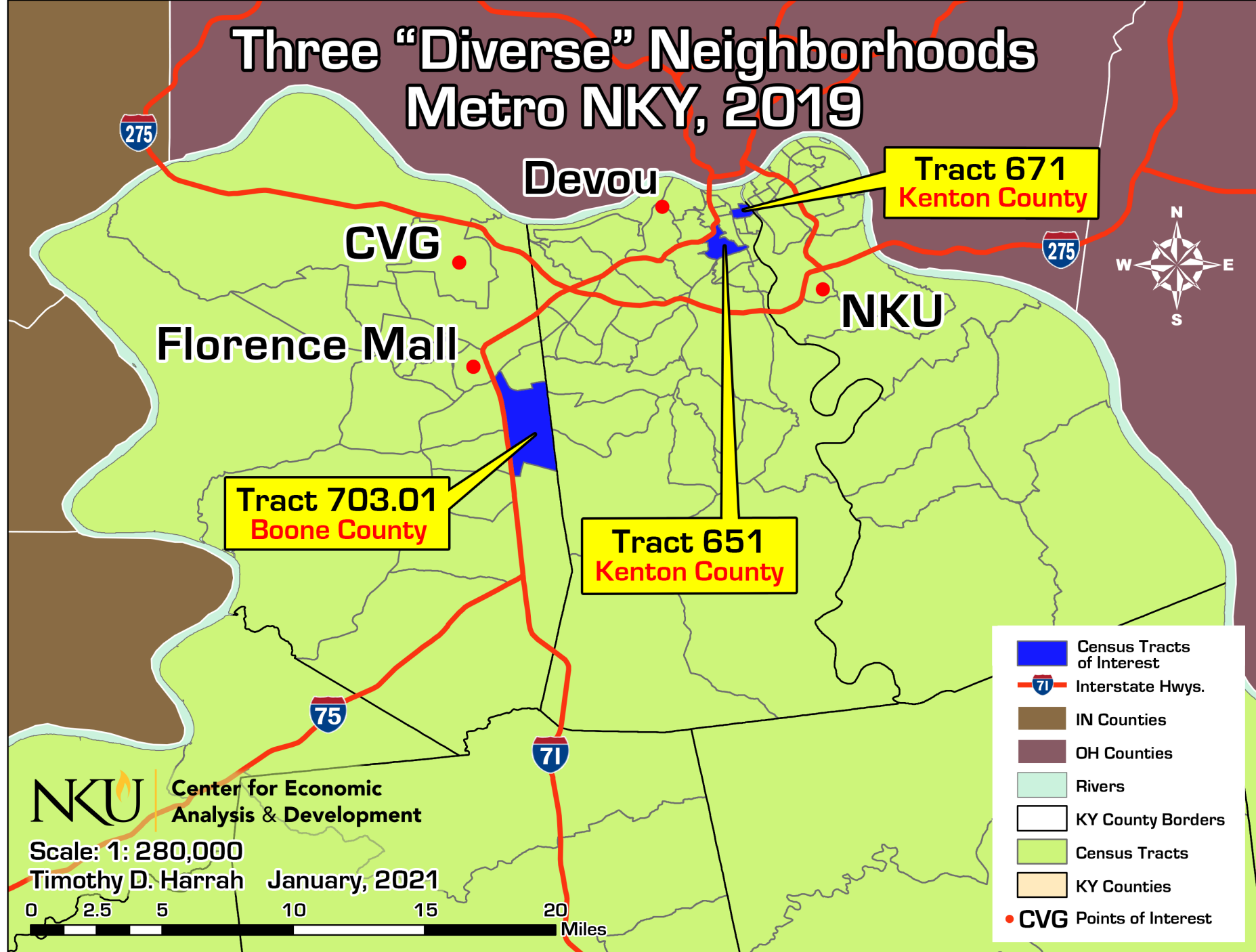
Scale: 1: 280,000

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Census Tracts		Percent of Non-White Persons			
	IN Counties		None		30% - 39.9%
	OH Counties		Less than 1%		40% - 49.9%
	KY Counties		1% - 9.9%		50% - 59.9%
	Interstate Hwys.		10% - 19.9%		60% - 69.9%
	Rivers		20% - 29.9%		70% - 79.9%
	CVG Pts. of Interest				

# Three "Diverse" Neighborhoods Metro NKY, 2019



# Points to Consider...

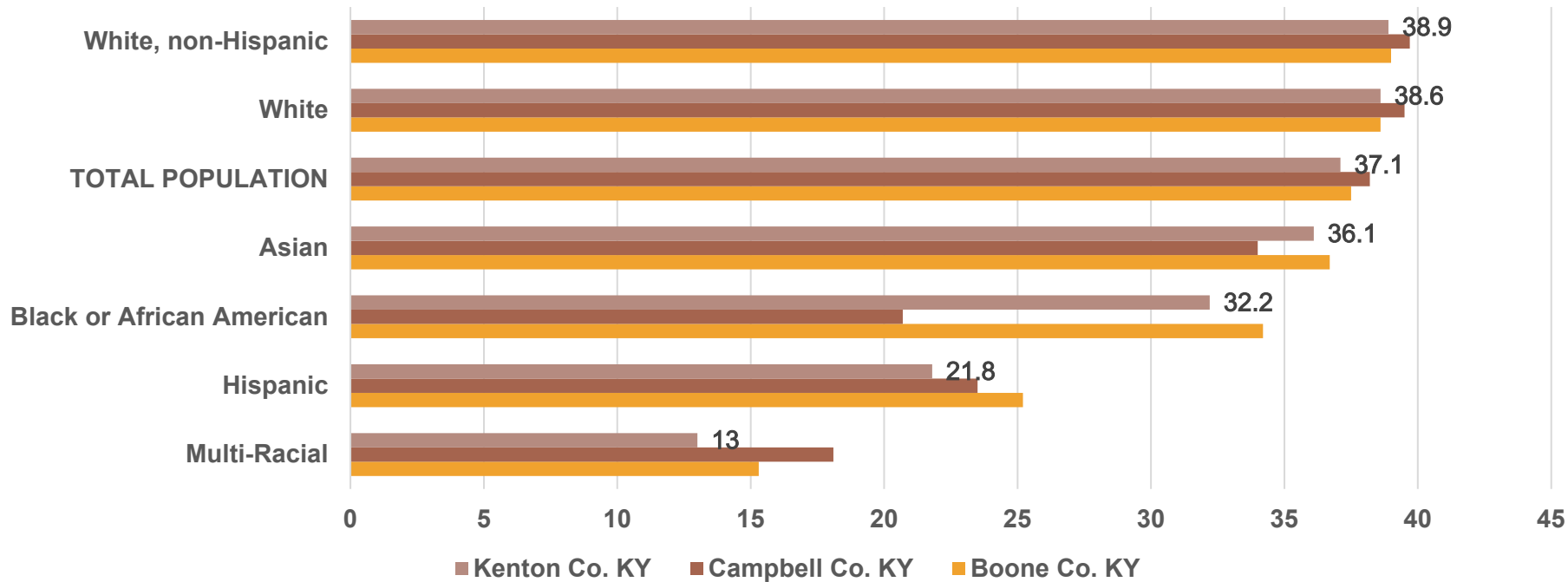
- ▶ Given a relatively small non-White population in Metro NKY...
- ▶ Is **neighborhood diversity** the goal?

OR IS IT...

- ▶ **Higher quality of life across all neighborhoods?**



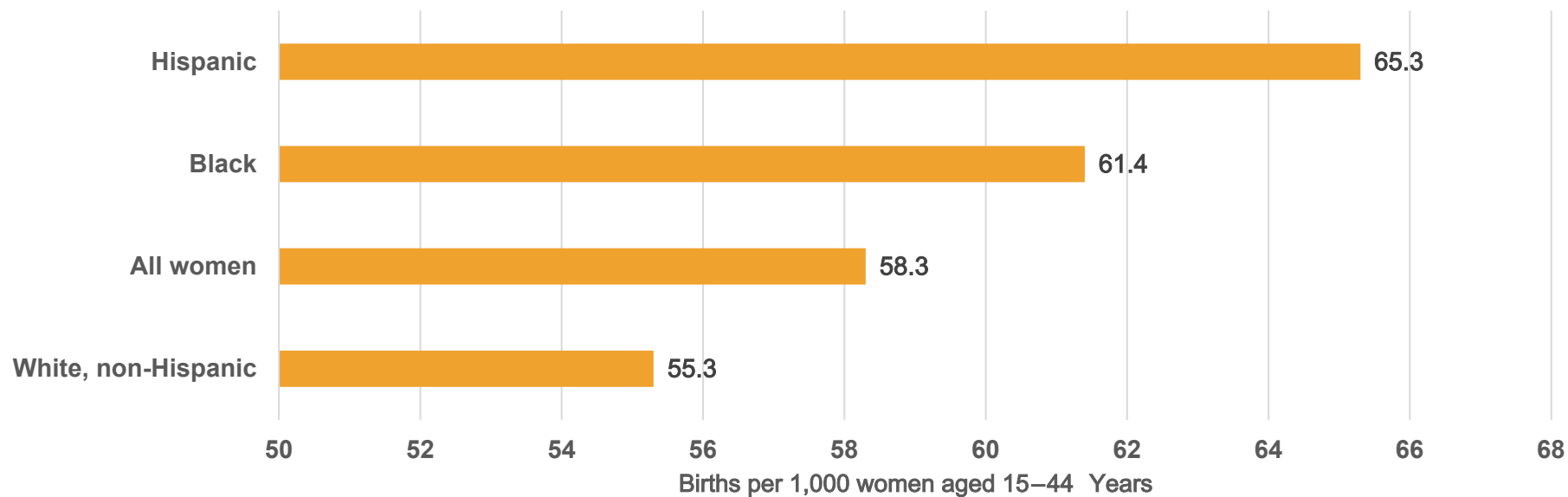
# Median Age by Race and Ethnicity, 2019



Hispanics are nearly 2 decades younger than White, non-Hispanic population

# Younger + Higher Fertility = More Diversity

## U.S. Fertility Rates by Race and Ethnicity, 2019



# More Diversity Over Time...

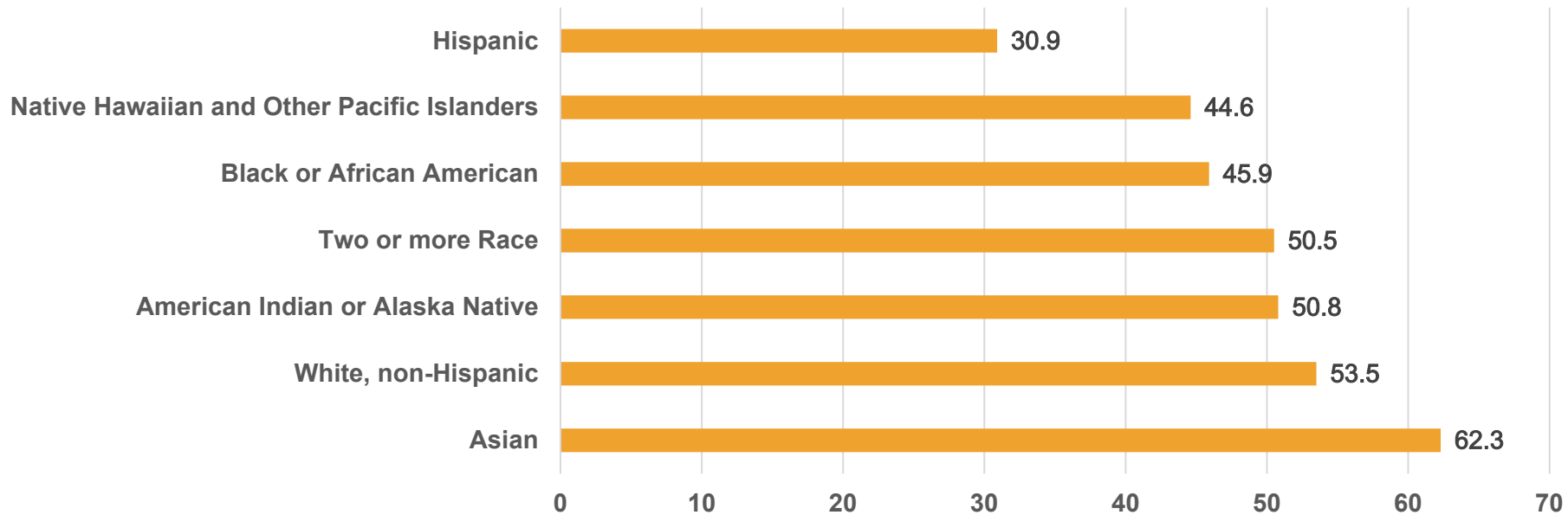
- ▶ Past five years in Metro NKY...
  - ▶ White, non-Hispanic population grew: **2.4%**
  - ▶ Non-white population grew: **3.5%**
  
- ▶ By 2040: In U.S. White, non-Hispanic less than 50% of population

# K-12 Enrollment Shows More Diversity

K-12 Enrollment, Metro NKY		
	Number Enrolled	Percent of Enrolled
Total Enrolled	55,834	100.0%
White, non-Hispanic	44,506	<b>79.7%</b>
Black/African American	3,280	5.9%
Hispanic	4,044	7.2%
Asian	855	1.5%
American Indian/Alaska Native	47	0.1%
Native Hawaiian/Other Pacific Islander	162	0.3%
Two or More Races	2,940	5.3%

# Disparities in Kindergarten Readiness

## Percentage Kindergarten Ready



# K-12 Teachers: Mostly White Females

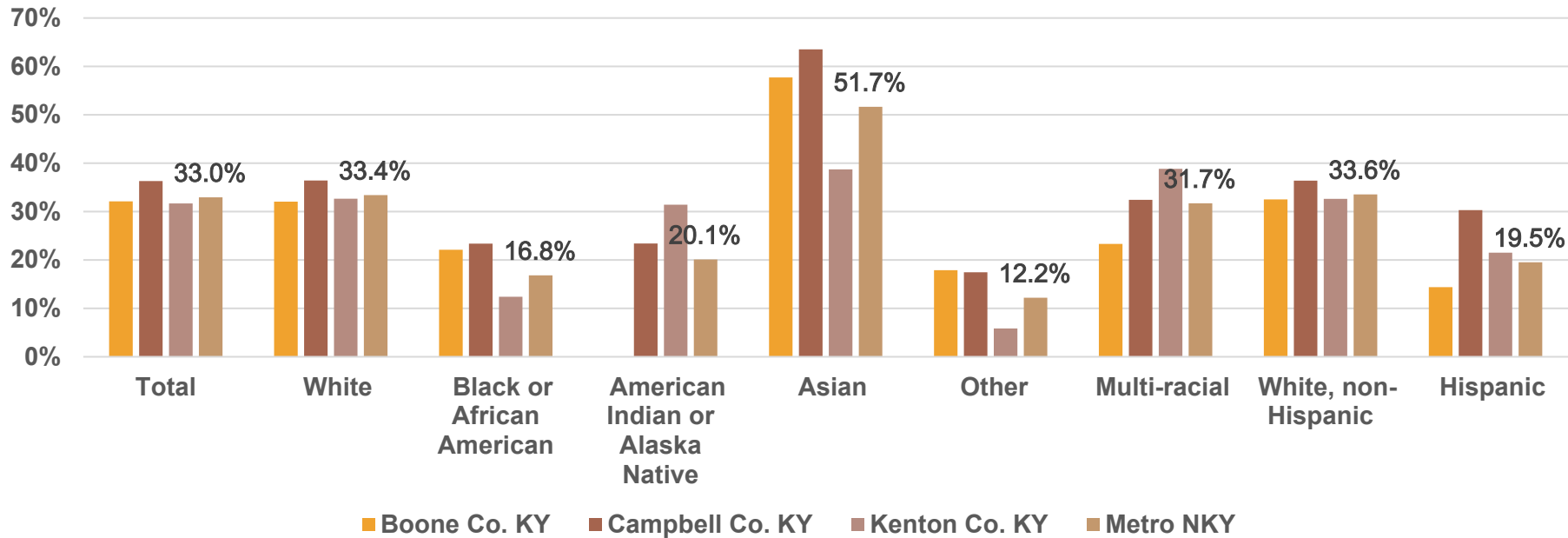
K-12 Teachers, Metro NKY, 2019

Total	3,591	100.0%
White, non-Hispanic	3,514	<b>97.9%</b>
Black or African American	36	1.0%
Hispanic	26	0.7%
Asian	12	0.3%
American Indian/Alaska Native	1	0.0%
Native Hawaiian and Other Pacific Islander	1	0.0%
Two or More Races	1	0.0%

# Bachelor's Rate Metro NKY, 2019

## Asian Rate is Triple Black Rate

Percent of the Population 25 Years and Over with a Bachelor's Degree or Higher



# Point to Consider...

## Given:

- ▶ K-12 Students: 1 in 5 are Persons of Color
- ▶ K-12 Teachers: 98% White, non-Hispanic; 78.8% Females
- ▶ What programs could be implemented in Metro NKY to increase the number of **male** and the number of **non-White** teachers in K-12 education?



# Equality vs. Equity:

## ▶ **Equality:**

- ▶ Treat everyone the same
- ▶ Dentists and Registered Nurses would make the same salary
- ▶ Doctors and Cashiers would make the same salary

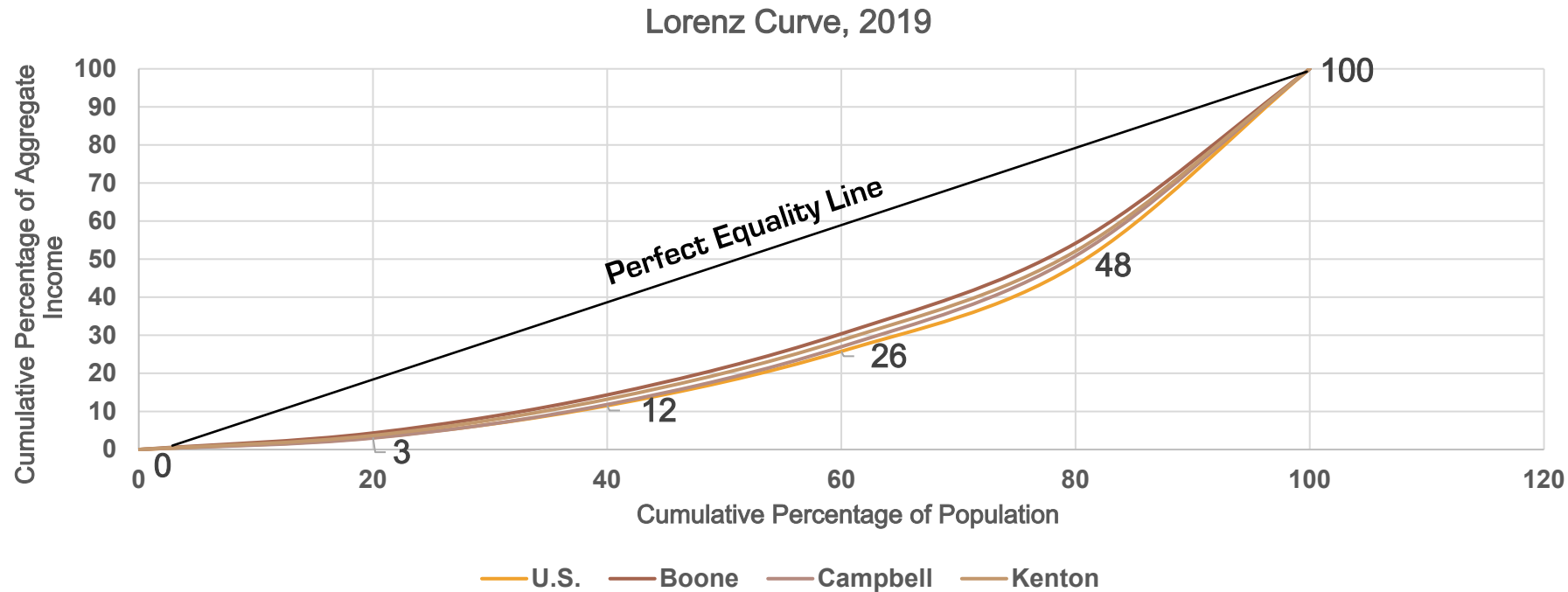
## ▶ **Equity:**

- ▶ Equal treatment of equals

# Equity: Two Types

- ▶ **HORIZONTAL EQUITY** Equals are treated equally
  - ▶ All dentists would be paid the same wage
  - ▶ All registered nurses would be paid the same wage
- ▶ **VERTICAL EQUITY** Equals are treated equally (fairness)
  - ▶ Dentists: **\$211,220** avg. annual wage, **35%** tax bracket
  - ▶ Registered Nurses: **\$70,370** avg. annual wage, **22%** tax bracket
  - ▶ U.S. progressive tax system: an example of vertical equity

# Metro NKY Income Inequality: Similar to U.S. Overall

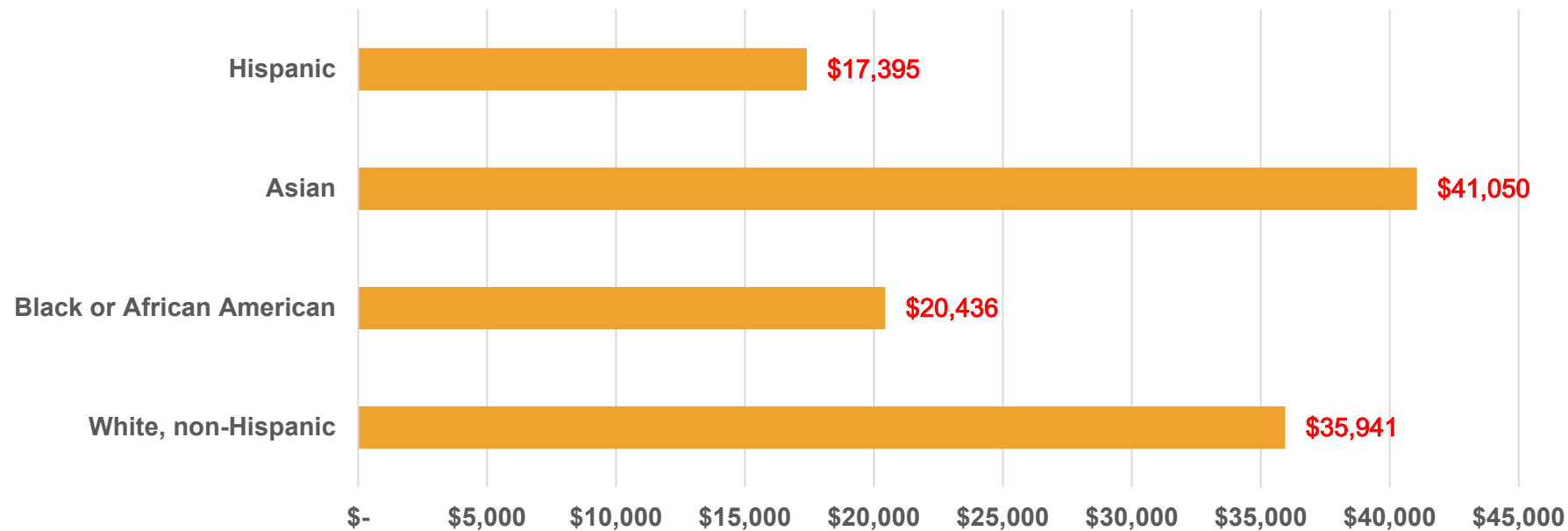


Highest quintile:  
**52% of income;**

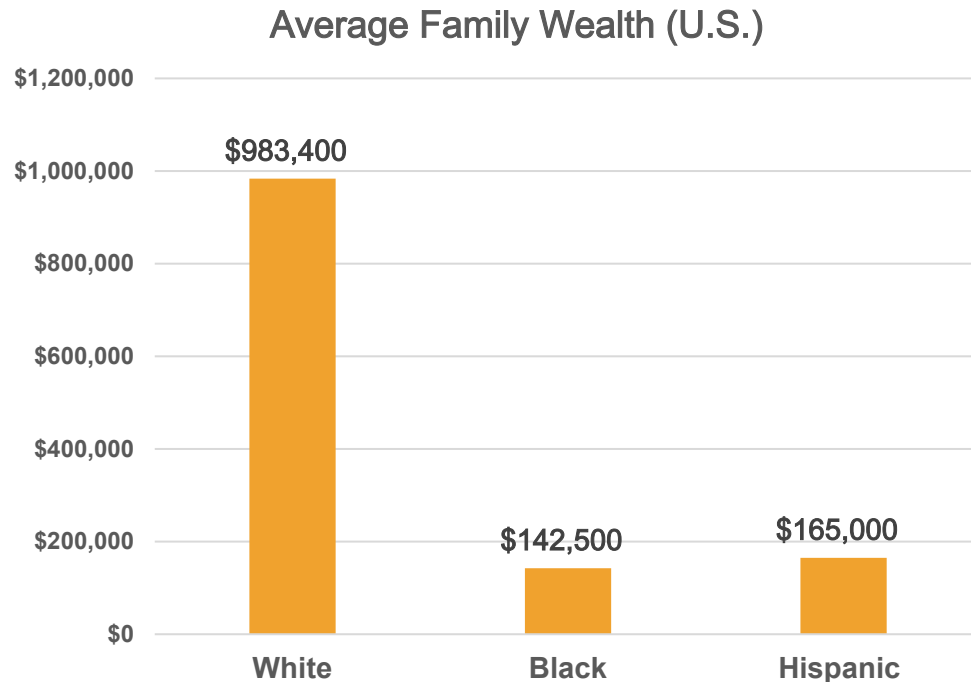
Lowest quintile:  
**3% of income**

# Per capita income of Asians: more than double that of Blacks

Per Capita Income Metro NKY, 2019

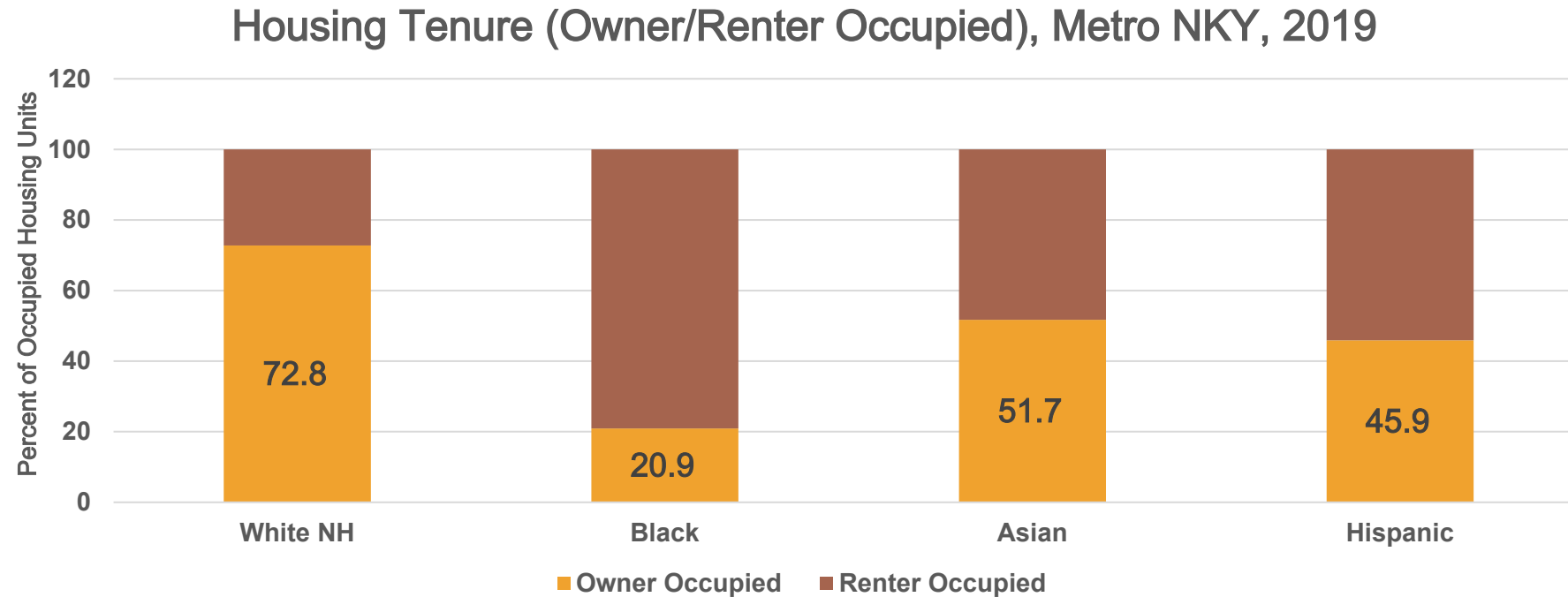


# Wealth Building Strategies: Gaps persistent across generations



- ▶ Wealth Building is a Virtuous Cycle:
  - ▶ Gifts across generations
  - ▶ Inheritances
  - ▶ Investment in children's education indirectly increases their wealth by increasing their income earnings potential

# Housing is the largest source of and store of wealth in the U.S.

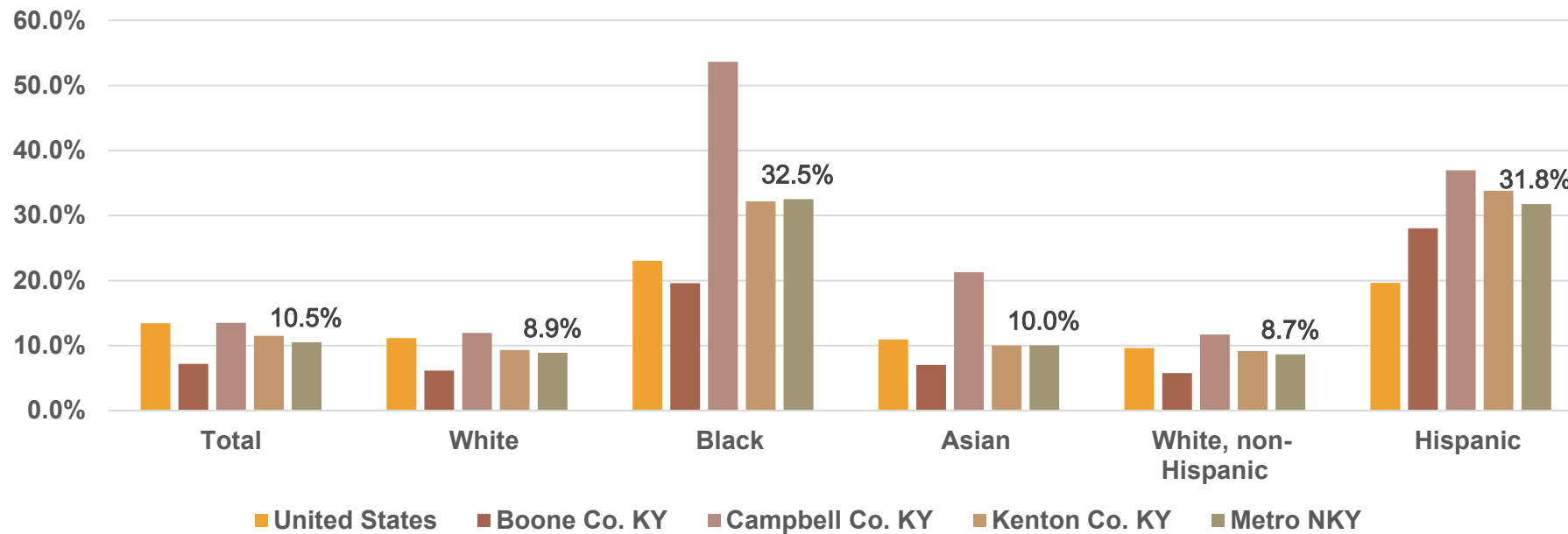


# Points to Consider...

- ▶ The ability to purchase a home is a reflection of a family's current income and wealth
  - ▶ Need funds for down payment and closing costs
- ▶ Many middleincome families provide gifts to children directly or indirectly through inheritances to fund home purchases
- ▶ How do lowincome people generate the upfront costs needed to purchase homes in order to build longterm wealth?

# Poverty Rate for Hispanics and Blacks Nearly 4 Times that of White NHs

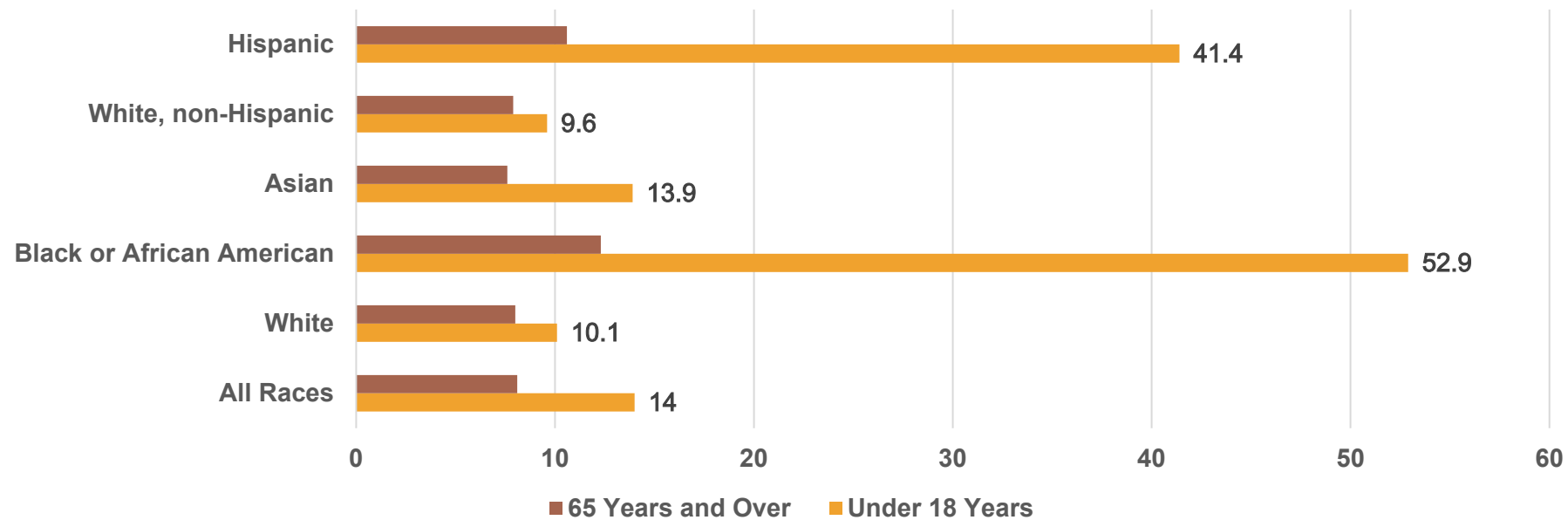
Percent of Population Living at or Below Poverty, 2019





# More than Half of Black Children are Living in Poverty in Metro NKY

Poverty Rate by Age and Race, Metro NKY, 2019



# Earnings Gap: Gender and Race

	Female Median Earnings as a Percent of White, non-Hispanic Male FullTime, YearRound Workers, 2019	Boone Co. KY	Campbell Co. KY	Kenton Co. KY
All Races		73.7%	79.0%	81.4%
White		74.9%	79.3%	82.9%
Black or African American		61.5%	48.6%	57.4%
Asian		66.1%	n/a	77.6%
White, non-Hispanic		76.0%	79.7%	83.3%
Hispanic		47.3%	59.5%	51.8%

# Point to consider...

## ▶ **Dentists:**

- ▶ Male: 77.8% Female: 22.2%
- ▶ Average annual wage: \$211,220
- ▶ Educational Requirements: 4year Bachelor's Degree and 4year Doctor of Dental Surgery (D.D.S.)

## ▶ **Registered Nurses:**

- ▶ Male: 12.6% Female: 87.4%
- ▶ Average annual wage: \$70,370
- ▶ Educational Requirements: 4year Bachelor's Degree

More **male** Dentists than **female**?

Is that: inequality, inequity, personal choice, or discrimination?

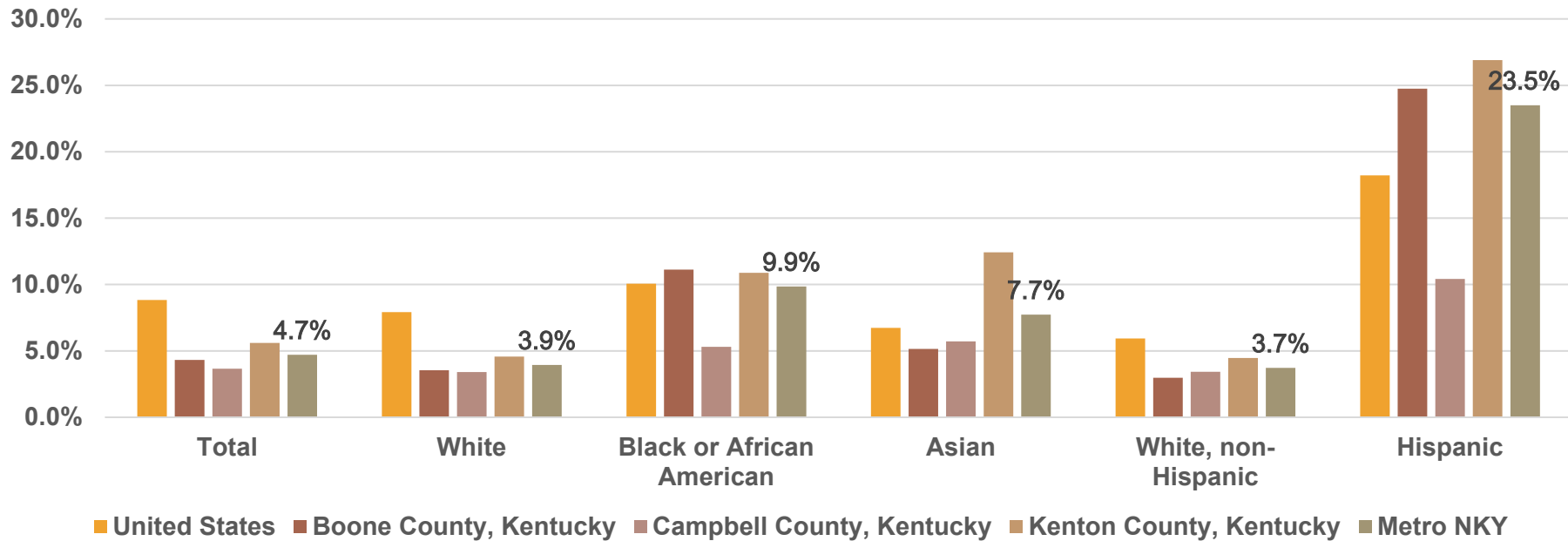
# Health and Socioeconomics

Socioeconomics of a population have a significant impact on a group's longevity and quality of life.

- ▶ In Metro NKY, significant disparities exist in education, income, wealth and poverty across demographic groups

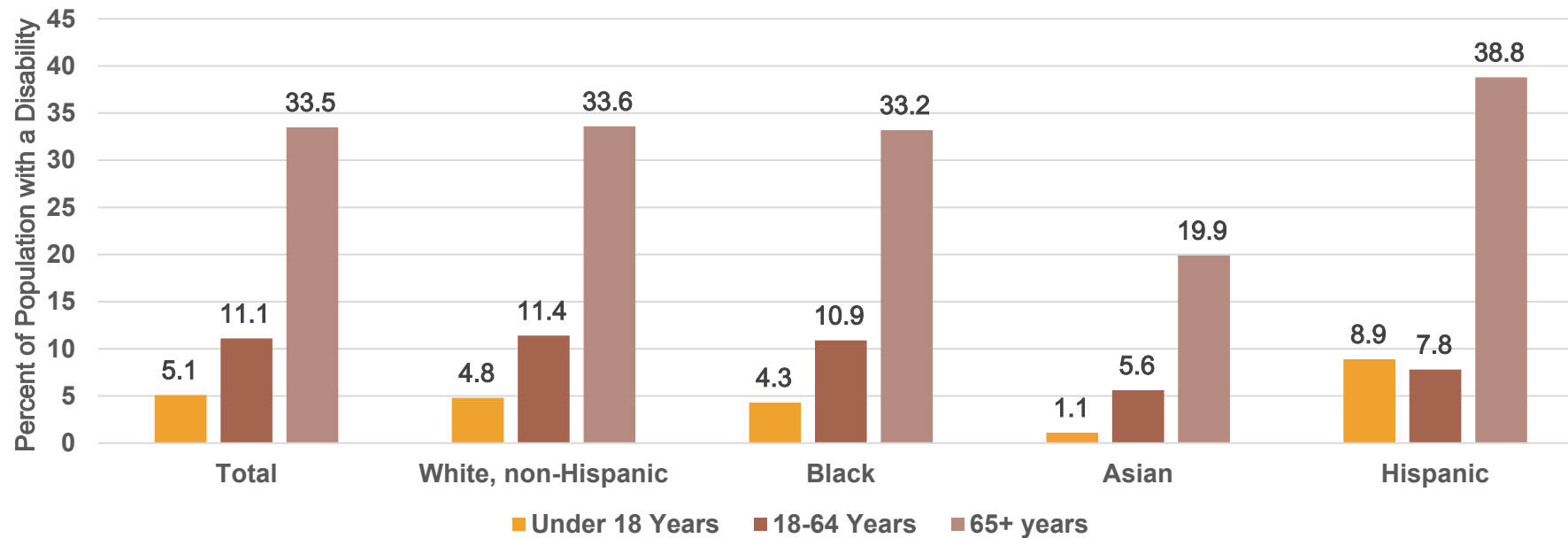
# Nearly a quarter of Hispanics lack health insurance coverage

Percentage of Population without Health Insurance Coverage by Race, Ethnicity, 2019



# Disability Rate for Older Hispanics: Double that of Older Asians

Percent with a Disability by Age and Race: Metro NKY, 2019



# Point of Consideration...

For persons of color, is income and wealth a virtuous cycle or an exclusionary cycle?

- ▶ More likely to be born into poverty--
- ▶ Less likely to have health insurance-
- ▶ Less likely to be ready for school-
- ▶ Resulting in less educational attainment--
- ▶ Resulting in lower average annual income-
- ▶ Reduces home ownership opportunities-
- ▶ Reduces wealth building capacity-
- ▶ Reduces intergenerational transfers --
- ▶ And the cycle continues with the next generation...

**What can be done  
to break the  
exclusionary cycle?**

# To Summarize:

1. Metro NKY is less diverse, but becoming more so over time
2. Gaps across demographic groups are very similar to those in the rest of the country
3. In other words, despite the relative lack of racial diversity, the challenges for minority groups in Metro NKY are similar to those in other communities