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, non-Hispanic 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: 91.2%
- Multi-racial
- Asian
- All Others

Population by Hispanic Origin:
- Hispanic
- White, non-Hispanic: 89.2%
- All others

Center for Economic Analysis & Development
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…
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
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?
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

- Hispanic: 65.3
- Black: 61.4
- All women: 58.3
- White, non-Hispanic: 55.3

Births per 1,000 women aged 15–44 Years
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, Metro NKY

<table>
<thead>
<tr>
<th>Race/Category</th>
<th>Number Enrolled</th>
<th>Percent of Enrolled</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Enrolled</td>
<td>55,834</td>
<td>100.0%</td>
</tr>
<tr>
<td>White, non-Hispanic</td>
<td>44,506</td>
<td>79.7%</td>
</tr>
<tr>
<td>Black/African American</td>
<td>3,280</td>
<td>5.9%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>4,044</td>
<td>7.2%</td>
</tr>
<tr>
<td>Asian</td>
<td>855</td>
<td>1.5%</td>
</tr>
<tr>
<td>American Indian/Alaska Native</td>
<td>47</td>
<td>0.1%</td>
</tr>
<tr>
<td>Native Hawaiian/Other Pacific Islander</td>
<td>162</td>
<td>0.3%</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>2,940</td>
<td>5.3%</td>
</tr>
</tbody>
</table>
Disparities in Kindergarten Readiness

Percentage Kindergarten Ready

- Hispanic: 30.9%
- Native Hawaiian and Other Pacific Islanders: 44.6%
- Black or African American: 45.9%
- Two or more Race: 50.5%
- American Indian or Alaska Native: 50.8%
- White, non-Hispanic: 53.5%
- Asian: 62.3%
# K-12 Teachers: Mostly White Females

## K-12 Teachers, Metro NKY, 2019

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

- Total: 33.0%
- White: 33.4%
- Black or African American: 16.8%
- American Indian or Alaska Native: 20.1%
- Asian: 51.7%
- Other: 12.2%
- Multi-racial: 31.7%
- White, non-Hispanic: 33.6%
- Hispanic: 19.5%
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

Lorenz Curve, 2019

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

- Hispanic: $17,395
- Asian: $41,050
- Black or African American: $20,436
- White, non-Hispanic: $35,941
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

Average Family Wealth (U.S.)

- $983,400 for White
- $142,500 for Black
- $165,000 for Hispanic
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 middle-income families provide gifts to children directly or indirectly through inheritances to fund home purchases

- How do low-income people generate the upfront costs needed to purchase homes in order to build long-term wealth?
Poverty Rate for Hispanics and Blacks Nearly 4 Times that of White NHs

Percent of Population Living at or Below Poverty, 2019

- Total: 10.5%
- White: 8.9%
- Black: 32.5%
- Asian: 10.0%
- White, non-Hispanic: 8.7%
- Hispanic: 31.8%

United States, Boone Co. KY, Campbell Co. KY, Kenton Co. KY, Metro NKY
More than Half of Black Children are Living in Poverty in Metro NKY

Poverty Rate by Age and Race, Metro NKY, 2019

- Hispanic: 41.4%
- White, non-Hispanic: 9.6%
- Asian: 13.9%
- Black or African American: 52.9%
- White: 10.1%
- All Races: 14%

65 Years and Over
Under 18 Years
## Earnings Gap: Gender and Race

<table>
<thead>
<tr>
<th>Race</th>
<th>Boone Co. KY</th>
<th>Campbell Co. KY</th>
<th>Kenton Co. KY</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Races</td>
<td>73.7%</td>
<td>79.0%</td>
<td>81.4%</td>
</tr>
<tr>
<td>White</td>
<td>74.9%</td>
<td>79.3%</td>
<td>82.9%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>61.5%</td>
<td>48.6%</td>
<td>57.4%</td>
</tr>
<tr>
<td>Asian</td>
<td>66.1%</td>
<td>n/a</td>
<td>77.6%</td>
</tr>
<tr>
<td>White, non-Hispanic</td>
<td>76.0%</td>
<td>79.7%</td>
<td>83.3%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>47.3%</td>
<td>59.5%</td>
<td>51.8%</td>
</tr>
</tbody>
</table>
Dentists:
- Male: 77.8%  Female: 22.2%
- Average annual wage: $211,220
- Educational Requirements: 4-year Bachelor’s Degree and 4-year Doctor of Dental Surgery (D.D.S.)

Registered Nurses:
- Male: 12.6%  Female: 87.4%
- Average annual wage: $70,370
- Educational Requirements: 4-year Bachelor’s Degree

More male Dentists than female?  
Is that: inequality, inequity, personal choice, or discrimination?
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

- **Total**: 4.7%
- **White**: 3.9%
- **Black or African American**: 9.9%
- **Asian**: 7.7%
- **White, non-Hispanic**: 3.7%
- **Hispanic**: 23.5%

**Boone County, Kentucky**

**Campbell County, Kentucky**

**Kenton County, Kentucky**

**Metro NKY**
Disability Rate for Older Hispanics: Double that of Older Asians

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

<table>
<thead>
<tr>
<th>Race</th>
<th>Under 18 Years</th>
<th>18-64 Years</th>
<th>65+ years</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>5.1</td>
<td>11.1</td>
<td>33.5</td>
</tr>
<tr>
<td>White, non-Hispanic</td>
<td>4.8</td>
<td>11.4</td>
<td>33.6</td>
</tr>
<tr>
<td>Black</td>
<td>4.3</td>
<td>10.9</td>
<td>33.2</td>
</tr>
<tr>
<td>Asian</td>
<td>1.1</td>
<td>5.6</td>
<td>19.9</td>
</tr>
<tr>
<td>Hispanic</td>
<td>8.9</td>
<td>7.8</td>
<td>38.8</td>
</tr>
</tbody>
</table>
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