

Demographic trends and diversity, equity and inclusion

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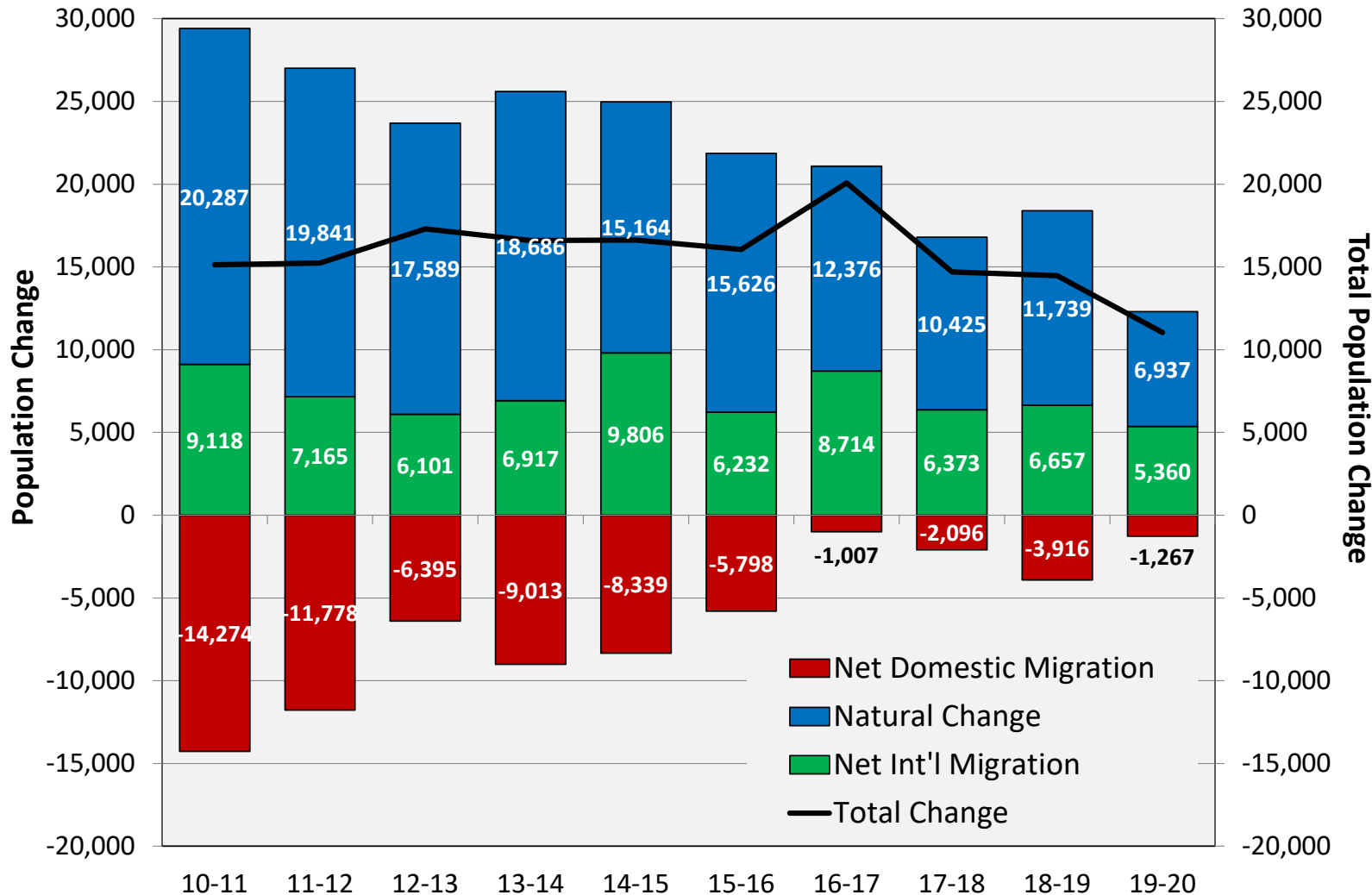
Truman School of Government & Public Affairs

September 21, 2021



Population dynamics give insights about where we live

Components of Population Change: Missouri

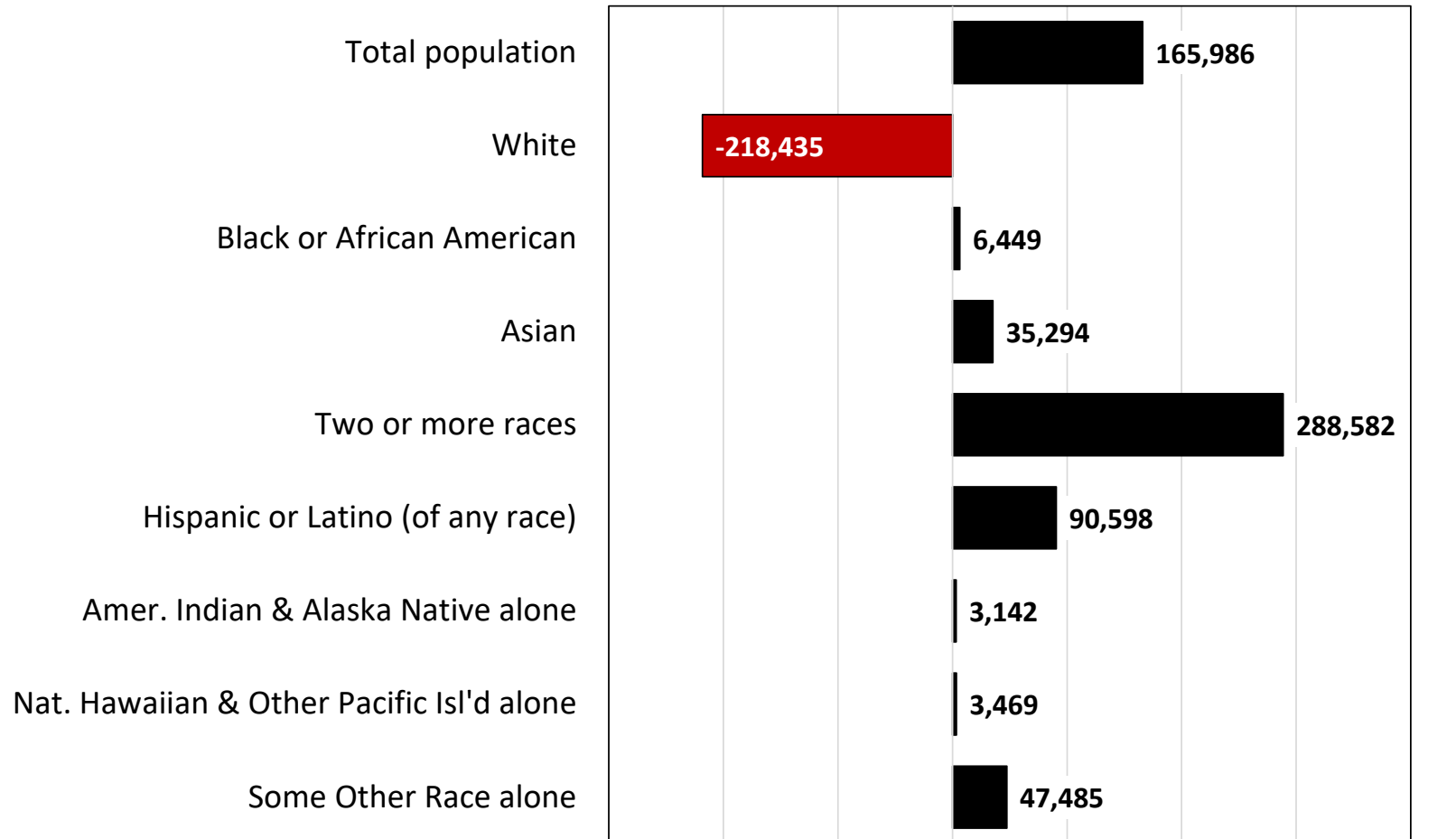


Source: US Census Bureau, Population Estimates Program, V2020

- Growing places:
 - Have qualities that attract new people,
 - Give people a reason to stay,
 - Create opportunities for younger people.

As with the nation as a whole, Missouri's population is becoming more diverse.

Change in Missouri Population by Race and Ethnicity (2010-2020)

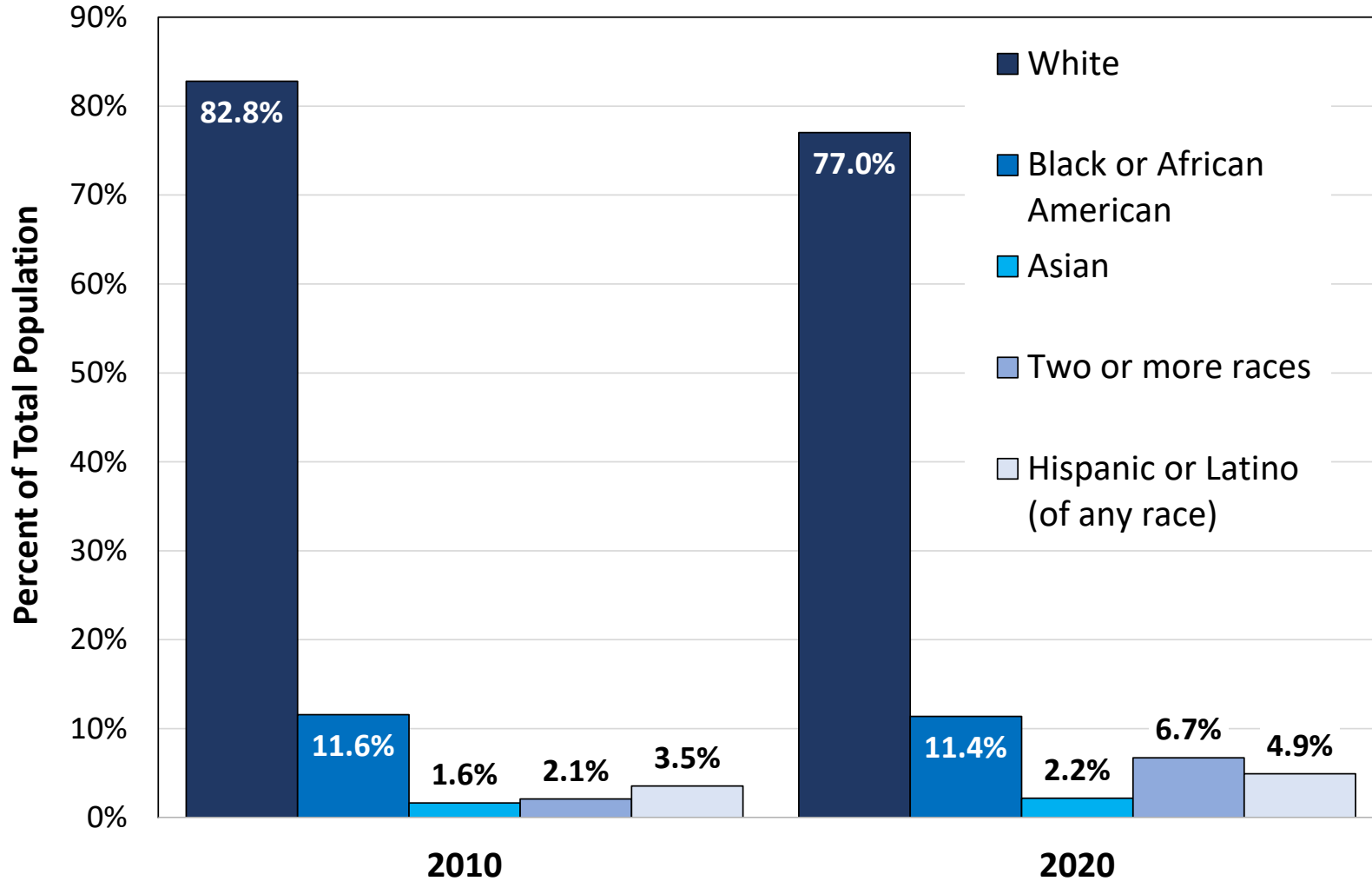


- Between 2010 and 2020, net gains occurred among people of color, or as Hispanic.
- The number of people identifying as “White alone” declined over the past decade.

Source: U.S. Census Bureau, 2010 and 2020 Decennial Census; Hispanic residents belong to a variety of racial groups.

Relative to the nation, Missouri lacks racial/ethnic diversity

Missouri Racial and Ethnic Characteristics 2010-2020

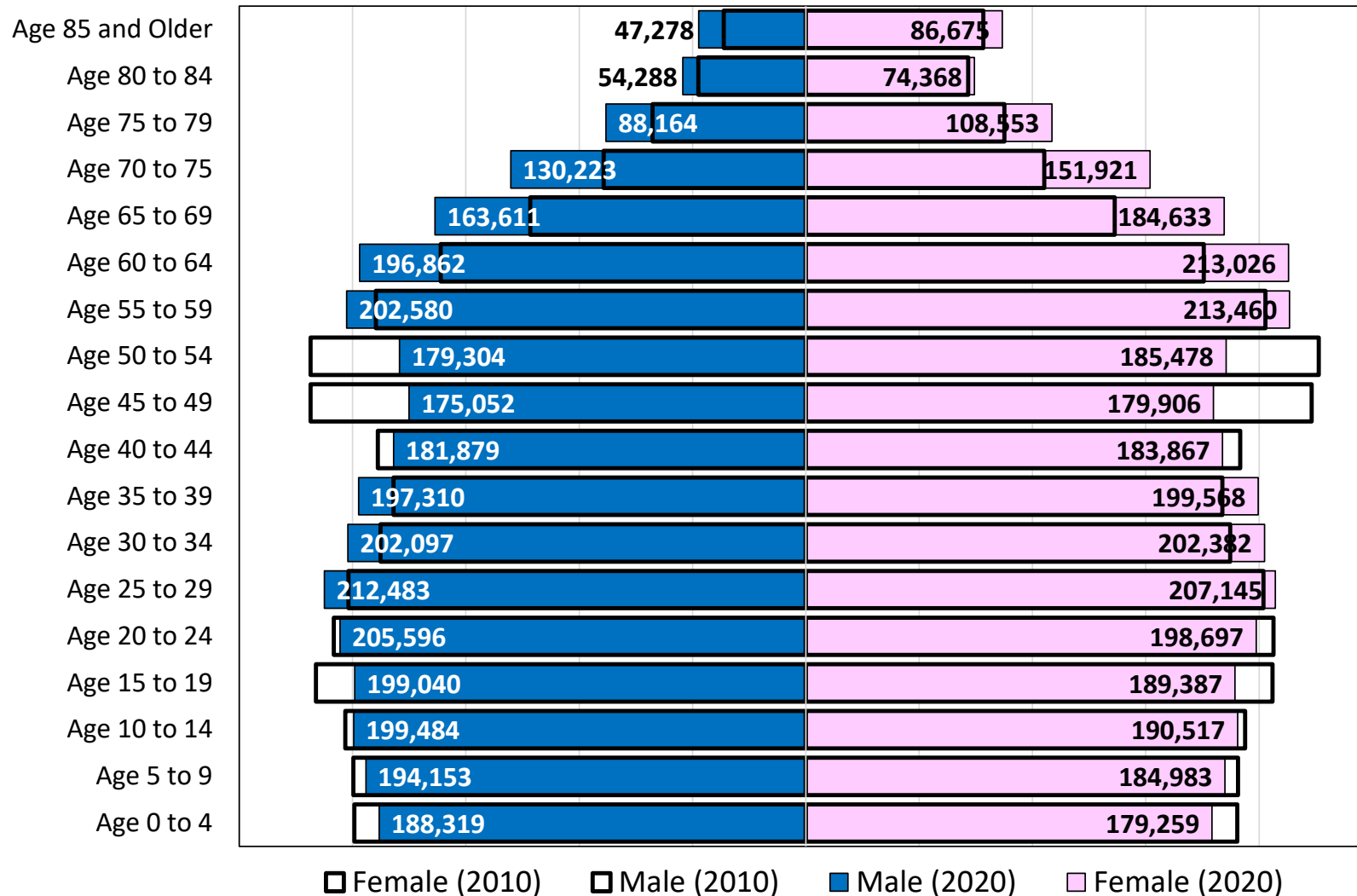


- 77% of Missouri identifies as ‘White Alone’, compared to 61.6% of the nation.
 - Hispanic: 4.9% in MO, 18.7% in the US.
- Much of our non-white population is concentrated in:
 - Urban areas
 - Bootheel
 - Meat processing towns
- We want our efforts to reflect our communities, but we cannot overlook smaller communities

Source: U.S. Census Bureau, 2010 and 2020 Decennial Census;
Hispanic residents belong to a variety of racial groups.

Inclusivity also means considering issues of age and gender

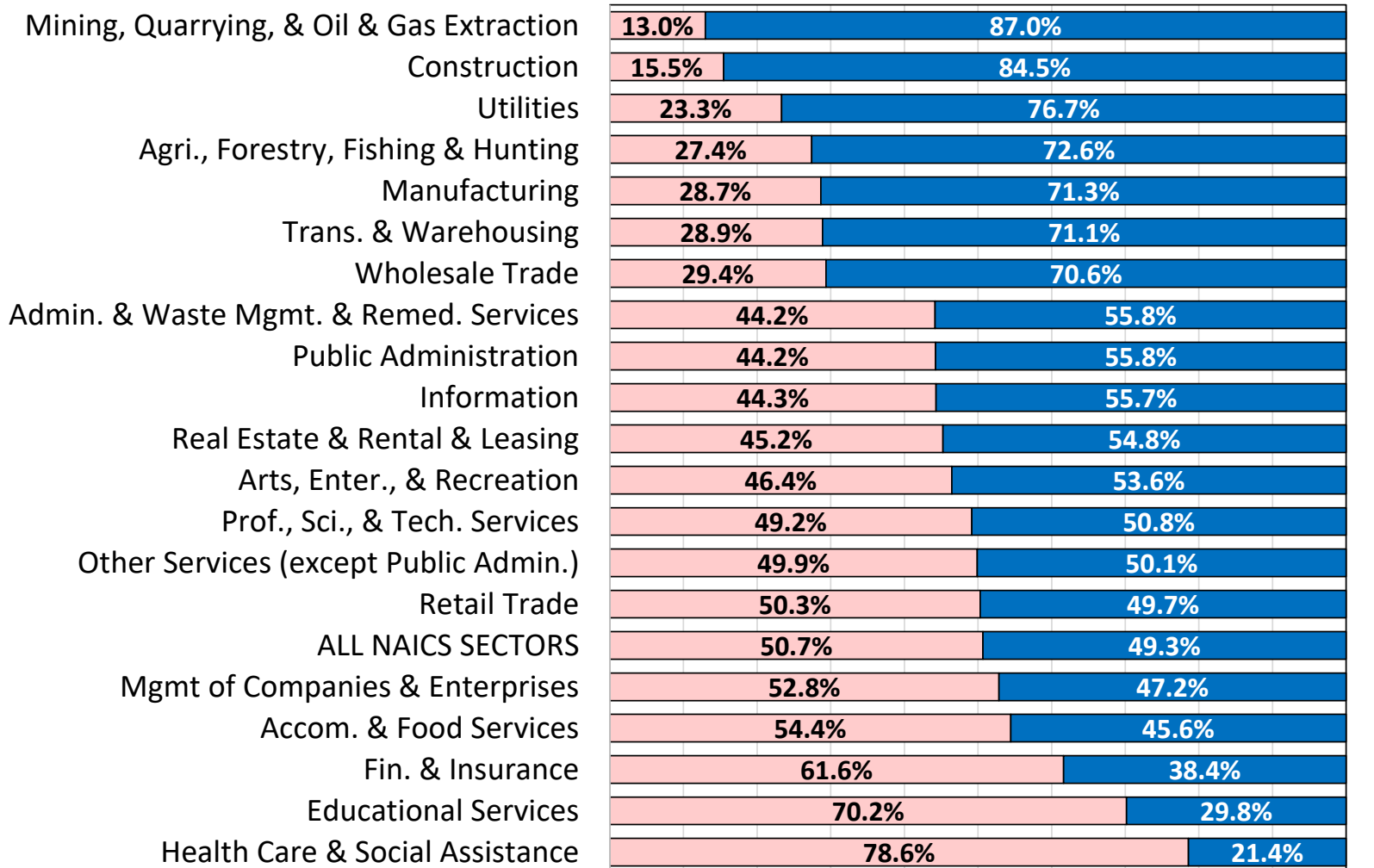
Missouri Age Distribution (2020)



- The labor force is changing
- Prime age (25 to 54) workers were 40.2% of the pop. In 2010; 37.5% in 2020.
- Millennials are the workforce!
 - 1/3 of all people ages 15 to 64 are ages 25 to 39
- Our efforts should include people of ages.

Certain activities lend themselves to specific audiences

Missouri employment by gender (Avg. of Q4 2019 to Q3 2020)



- Do our choices lead to different levels of participation and engagement?
- What steps can be taken to ensure a broader audience?

*Source: Quarterly Workforce Indicators

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

Takeaways

- Don't invite the same group of people.
- Make sure to think about who you are reaching, and who else you need to reach.
- Thank you
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