

Disruptive Demographics: Implications for the Health and Economic Vitality of the Centralina Region



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OVERVIEW

- Demographic Trends
- Challenges & Opportunities
- Discussion

what
CENSUS 2010
will REVEAL



December 2015

American Community Survey

Information Guide



U.S. Department of Commerce
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6 DISRUPTIVE TRENDS

- The South Rises – Again
- The Browning of America
- Marrying Out is “In”
- The Silver Tsunami is About to Hit
- The End of Men?
- Cooling Water from Grandma’s Well...
and Grandpa’s Too!

A map of the United States where the Southern region is highlighted in a solid red color. The rest of the country is shown in a light gray color. The red region includes Texas, Oklahoma, Arkansas, Louisiana, Mississippi, Alabama, Georgia, Florida, South Carolina, North Carolina, and Virginia. The text "The South" is written in a large, bold, red serif font across the top of the map.

The South

Continues To Rise

...Again!

SOUTH'S SHARE OF U.S. NET POPULATION GROWTH, SELECTED YEARS, 1910-2010

Years	U.S. Absolute Population Change	South's Absolute Population Change	South's Share of Change
1910-1930	30,974,129	8,468,303	27%
1930-1950	28,123,138	9,339,455	33%
1950-1970	51,886,128	15,598,279	30%
1970-1990	45,497,947	22,650,563	50%
1990-2010	60,035,665	29,104,814	49%

U.S. POPULATION CHANGE BY REGION, 2000-2010

Region	2010 Population	Absolute Population Change, 2000-2010	Percent Population Change, 2000-2010
U.S.	309,050,816	26,884,972	9.5%
Northeast	55,417,311	1,753,978	3.3%
Midwest	66,972,887	2,480,998	3.0%
South	114,555,744	14,318,924	14.3%
West	72,256,183	8,774,852	13.8%
North Carolina	9,535,483	1,486,170	18.5%

SHARES OF NET POPULATION GROWTH BY REGION, 2000-2010

Region	Absolute Population Change	Percent of Total
UNITED STATES	26,884,972	100.0
NORTHEAST	1,753,978	6.0
MIDWEST	2,480,998	9.0
SOUTH	14,318,924	53.0
WEST	8,774,852	32.0

NET MIGRATION TRENDS, 2000-2008

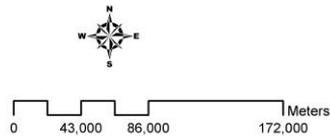
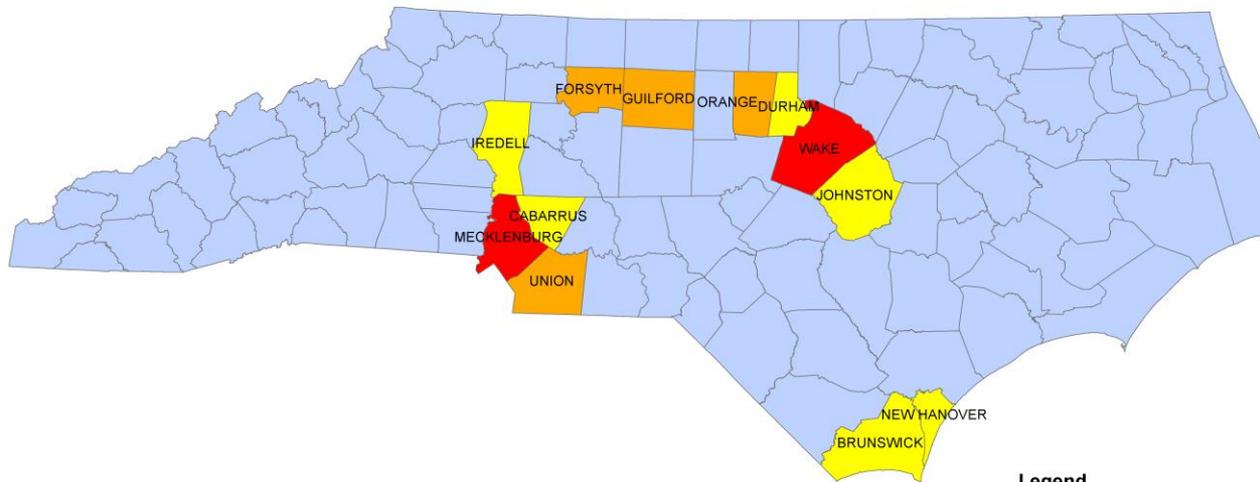
	Northeast	Midwest	South	West
Total	-1,032	-2,008	+2,287	+46
Black	-346	-71	+376	+41
Hispanic	-292	-109	+520	-117
Elderly	-115	+42	+97	-27
Foreign born	-147	-3	+145	+3

 = Net Import  = Net Export

STATE SHARE OF SOUTH'S NET GROWTH, 2000-2010

Region/State	Absolute Change	State's Share
The South	14,318,924	100.0%
Texas	4,293,741	30.0%
Florida	2,818,932	19.7%
Georgia	1,501,200	10.5%
North Carolina	1,486,170	10.4%
Other Southern States	4,218,881	29.4%

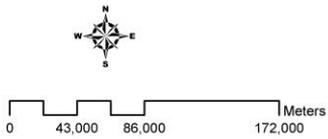
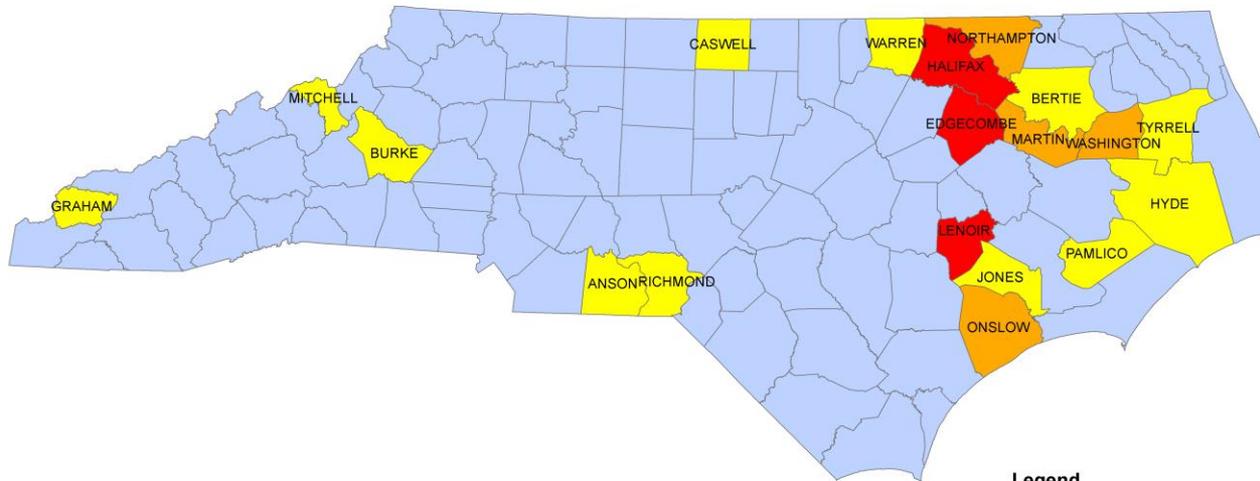
NC COUNTIES WITH THE LARGEST ABSOLUTE POPULATION GAINS, 2000-2010



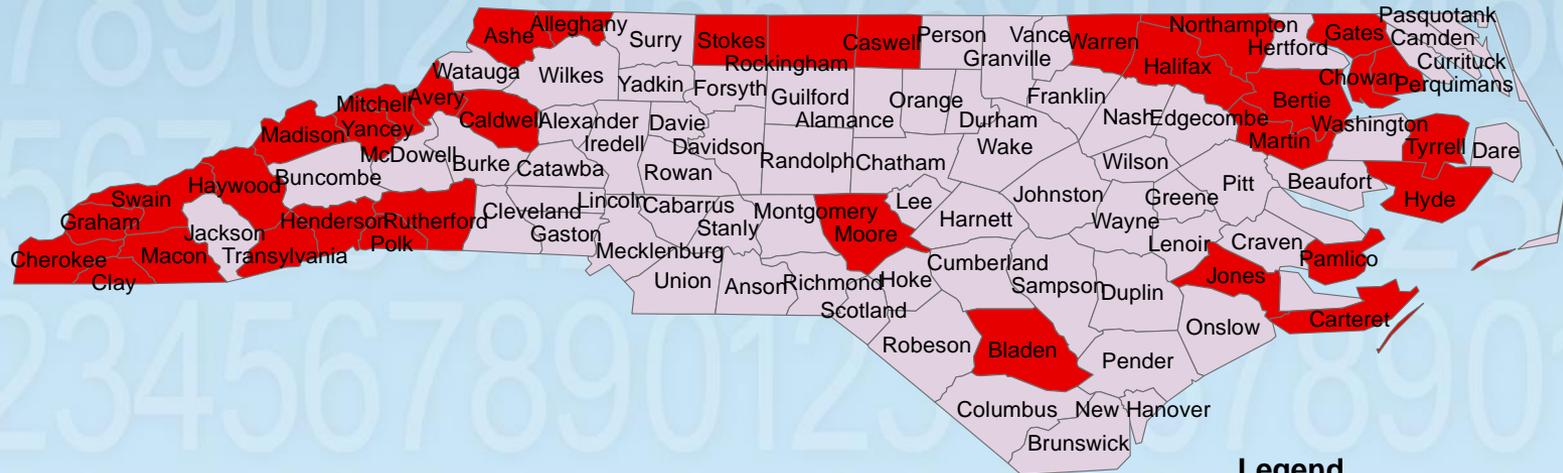
Population Change, 2000-2010

Area	2010 Population	Absolute Change 2000-2010	Percent Change 2000-2010
U.S.	309,050,816	26,884,972	9.5%
North Carolina	9,535,483	1,486,170	18.5%
Centralina Region	1,968,680	427,966	27.8%

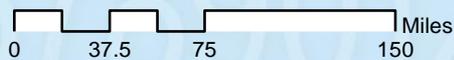
NC COUNTIES EXPERIENCING POPULATION DECLINE, 2000-2010



Counties with Biologically Declining Populations, 2009



4



GROSS AND NET MIGRATION FOR THE SOUTH, 2004-2010

The Region

Years	Domestic			Foreign		
	In	Out	Net	In	Out	Net
2004-2007	4,125,096	3,470,431	654,665	268,619	132,382	136,237
2007-2010	3,874,414	3,477,899	396,525	232,501	132,201	100,300

Florida

Years	Domestic			Foreign		
	In	Out	Net	In	Out	Net
2004-2007	812,053	630,051	182,002	41,745	24,108	17,637
2007-2010	654,931	668,087	-13,156	33,095	32,094	1,001

U.S. POPULATION CHANGE BY REGION, 2010-2014

Region	2014 Population	Absolute Population Change, 2010-2014	Percent Population Change, 2010-2014
U.S.	318,857,056	10,098,951	3.3%
Northeast	56,152,333	833,985	1.5%
Midwest	67,745,108	815,210	1.2%
South	119,771,934	5,208,983	4.5%
West	75,187,681	3,240,773	4.5%

SHARES OF NET POPULATION GROWTH BY REGION, 2010-2014

Region	Absolute Population Change	Percent of Total
UNITED STATES	10,098,951	100.0
NORTHEAST	833,985	8.3
MIDWEST	815,210	8.1
SOUTH	5,208,983	51.6
WEST	3,240,773	32.1

STATE SHARES OF SOUTH'S NET GROWTH, 2010-2014

Region/State	Absolute Change	State's Share
The South	5,208,983	100.0%
Texas	1,810,854	34.8%
Florida	1,088,674	20.9%
Georgia	408,662	7.8%
North Carolina	408,273	7.8%
Virginia	325,265	6.2%
Other Southern States	1,167,255	22.4%

Absolute and Percent Population Change, 2010-2014

Area	2014 Population	Absolute Change 2010-2014	Percent Change 2010-2014
U.S.	318,857,056	10,098,951	3.3%
South	119,771,934	5,208,983	4.5%
North Carolina	9,943,964	408,481	4.3%
Centralina Region	2,105,598	136,918	7.0%

Balance of Population Change Equation

- **Population Change = In-Flows – Out-Flows**

where

In-flows = [Births + In-Migrants]

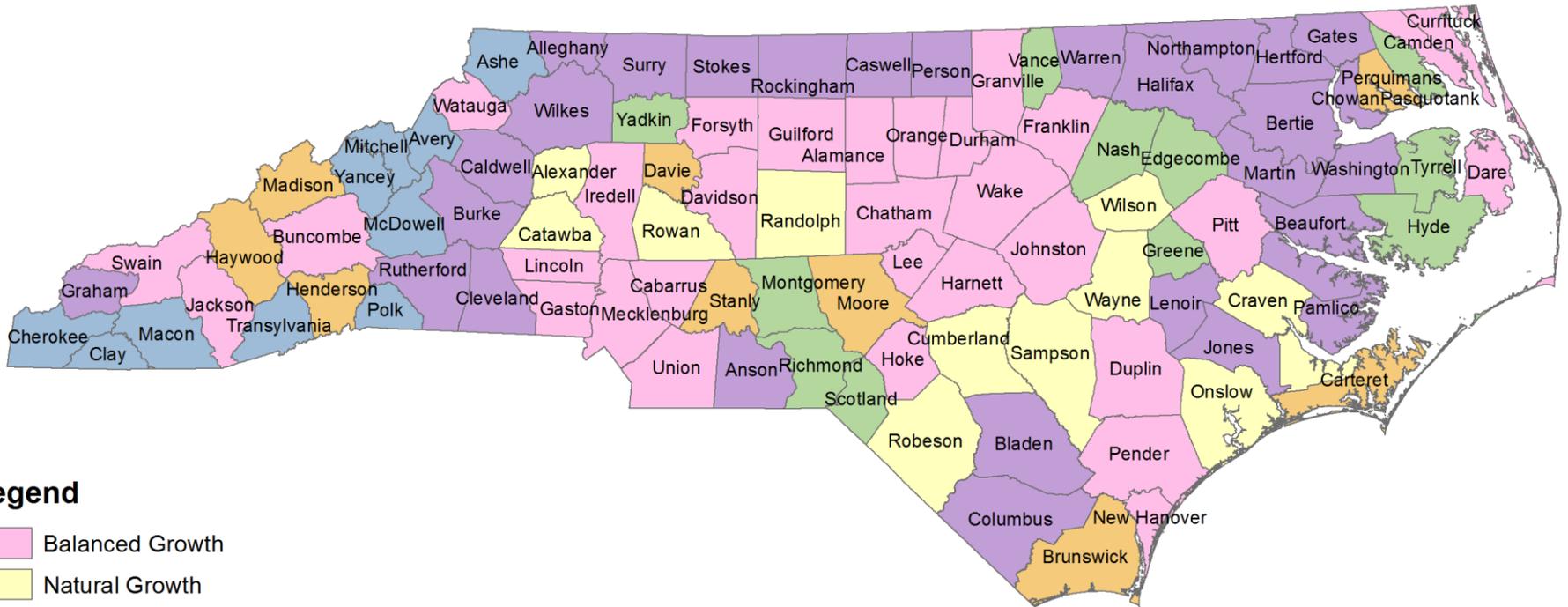
&

Out-Flows = [Deaths + Out-Migrants]

Typology of Communities

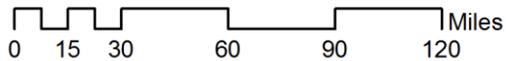
Demographic Experience	Drivers
Balanced Growth	Births exceed deaths and in-migration exceeds out-migration.
Natural Growth	Out-migration exceeds in-migration but this population loss is offset by an excess of births over deaths.
Migration Magnets	Deaths exceed births but population loss is averted because in-migration exceeds out-migration.
Dying	Deaths exceed births and out-migration exceeds in-migration, resulting in population loss.
Biologically Declining	In-migration exceeds out-migration but his net migration is not substantial enough to offset an excess of deaths over births
Emptying Out	Births exceed deaths but out-migration exceeds in-migration, resulting in net population loss

County Typologies, 2010 - 2014



Legend

- Balanced Growth
- Natural Growth
- Migration Magnets
- Emptying Out
- Biologically Declining
- Dying



Estimated Regional Change, 2010-2014

Area	Total Population Change	Natural Change	Net Migration
Centralina Region	136,918	48,299	86,558

Types of Counties in Centralina Region, 2010-2014

Type of Community	Number
Balanced Growth	6
Natural Growth	1
Migration Magnet	1
Emptying Out	0
Dying	1
Biologically Declining	0

Balanced Growth Counties, 2010-2014

County	Total Population Change	Natural Change	Net Migration
Lincoln	1,564	249	1,303
Gaston	5,044	1,612	3,358
Iredell	7,235	1,445	5,614
Cabarrus	13,921	3,769	9,970
Union	17,261	4,964	12,026
Mecklenburg	92,873	36,231	55,382

THE “BROWNING” OF AMERICA

Legal Immigration to United States

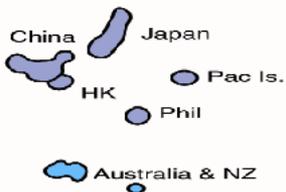
1921-1960

40 years

Area Proportional to Number of Immigrants

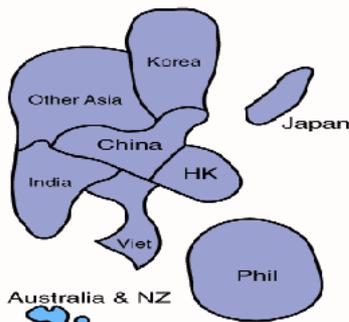
□ 10,000

□ 100,000



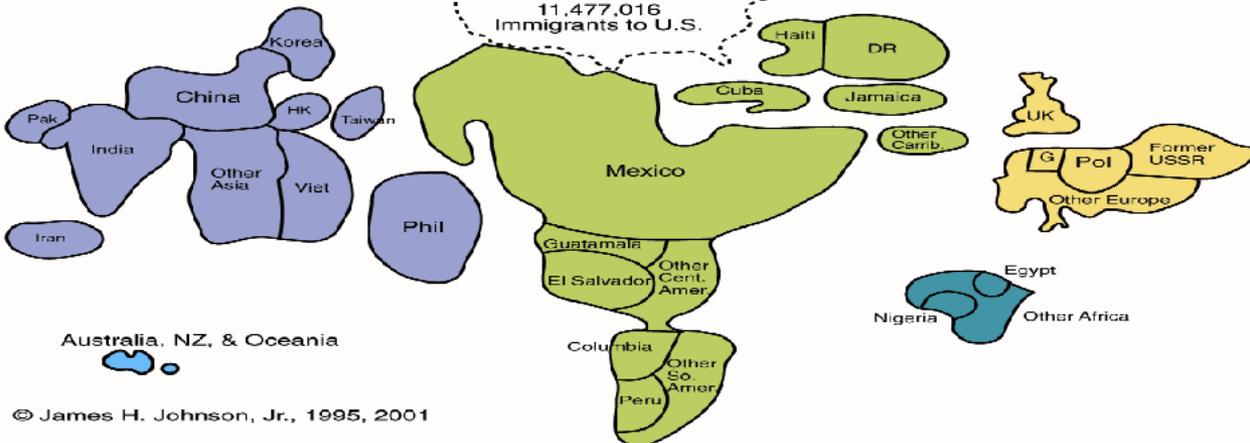
1961-1986

16 years



1987-1998

12 years



The Numbers

Legal Immigrants

Year	Annual Flow
1920-1961	206,000
1961-1992	561,000
1993-1998	800,654
1999-2004	879,400
2005-2008	1,137,000
2009-2012	1,067,000

Refugees, Parolees, Asylees

Year	Annual Flow
1961-1993	65,000
1994-1998	107,000
1999-2004	85,500
2005-2008	75,000
2009-2012	92,500

The Numbers Cont'd

- **Illegal Immigrants**

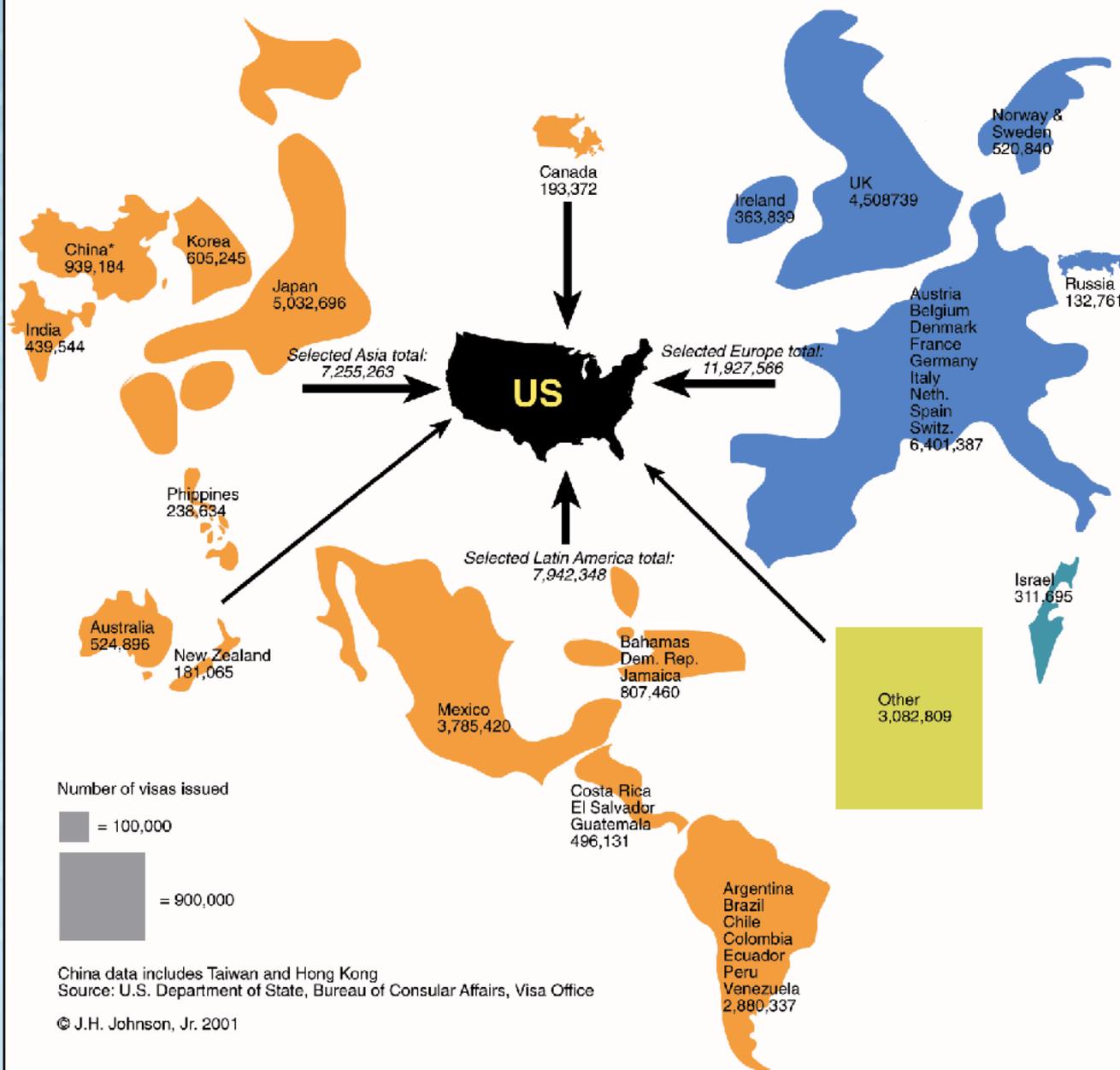
- 300,000 to 400,000 annually over the past two decades
- Three million granted amnesty in 1986
- 2.7 million illegal immigrants remained after 1986 reforms
- October 1996: INS estimated there were 5 million illegal immigrants in U.S.
- Since August 2005: Estimates of illegal population have ranged between 7 million and 15 million
- Today: An estimated 11.5 million unauthorized immigrants reside in U.S.

NON-IMMIGRANTS ADMITTED TO UNITED STATES, SELECTED YEARS, 1981-2011

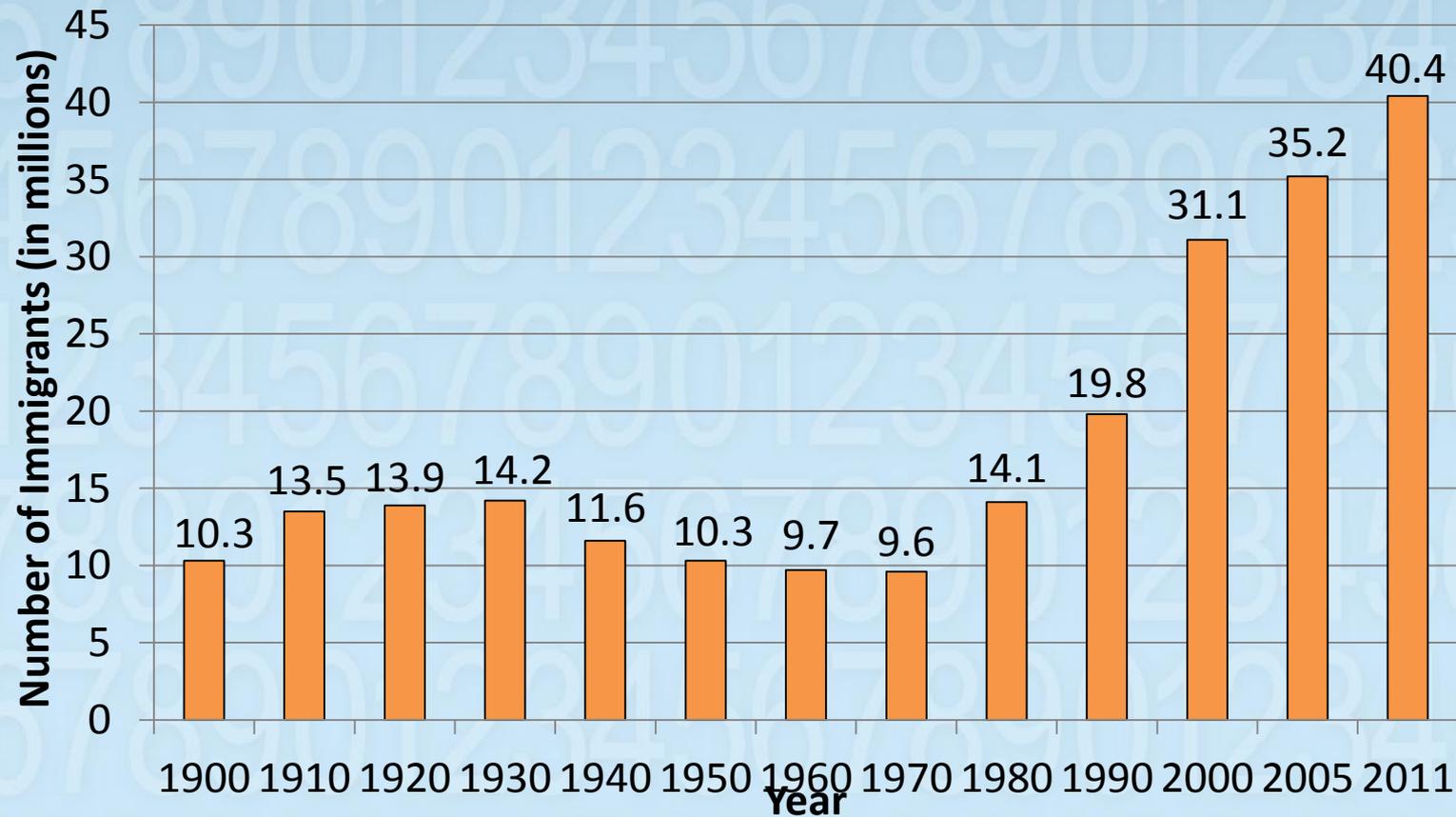
Year	All Classes	Exchange Visitors	Academic & Vocational Students
1981	11,756,903	108,023 (1%)	271,861 (2%)
1985	9,539,880	141,213 (1%)	285,496 (3%)
1990	17,574,055	214,644 (1%)	355,207 (2%)
1995	22,640,540	241,364 (1%)	395,480 (2%)
2000	33,690,082	351,743 (1%)	699,953 (2%)
2001	32,824,088	389,435 (1%)	741,921 (2%)
2002	27,907,139	370,176 (1%)	687,506 (2%)
2008	39,381,928	506,138 (1%)	917,373 (2%)
2011	53,082,286	526,931 (1%)	1,702,730 (3%)

Non-Immigrants Arriving in United States by County of Citizenship, 1999

(Issuance of Non-residence visas, fiscal year 1999)



U.S. Immigrant Population, 1900-2011



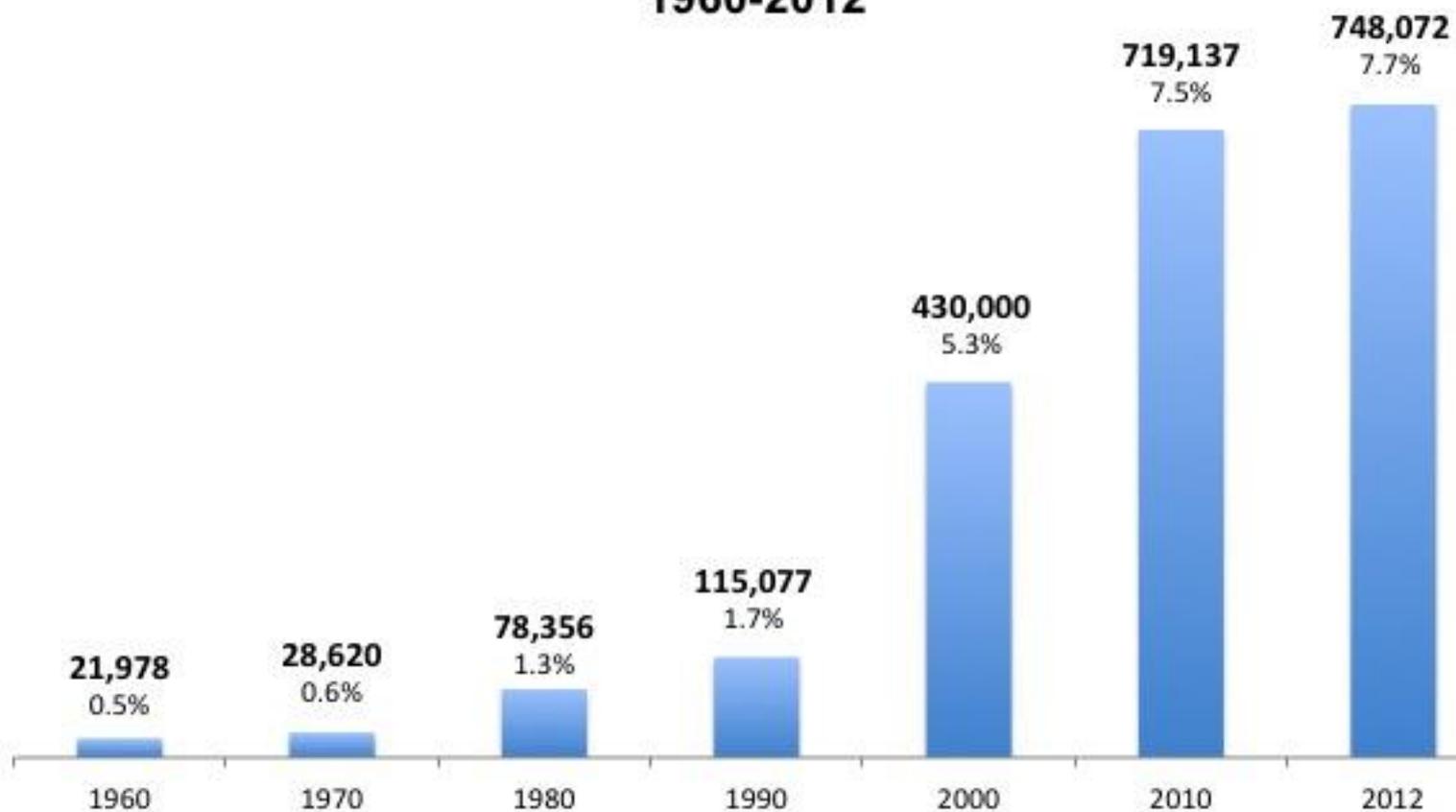
U.S. Foreign Born Population by Race/Ethnicity, 2011

Race/Ethnicity	Foreign Population	Share of Total (%)
Total	40,381,574	100.0
Hispanic	18,788,300	46.5
White Alone, not Hispanic	7,608,236	18.8
Black Alone, not Hispanic	3,130,348	7.8
Asian Alone, not Hispanic	9,988,159	24.7
Other Alone, not Hispanic	866,531	2.1

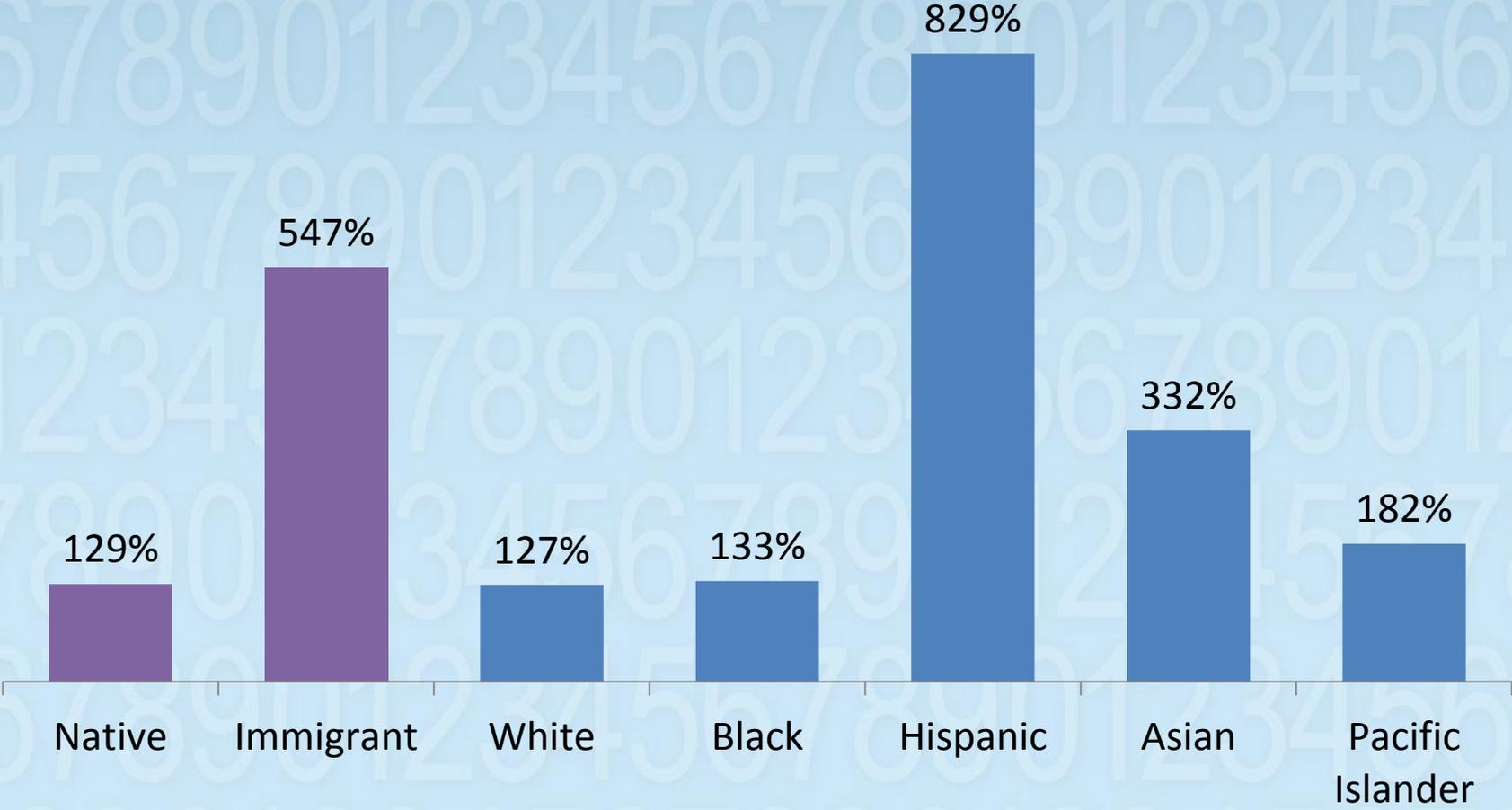
U.S. POPULATION CHANGE BY RACE & ETHNICITY, 2000-2010

Race	2010 Population	Absolute Change 2000 – 2010	Percentage Change 2000 - 2010
Total	308,745,538	27,323,632	9.7%
Non-Hispanic	258,267,944	12,151,856	4.9%
White	196,817,552	2,264,778	1.2%
Black	37,685,848	3,738,011	11.0%
AI/AN	2,247,098	178,215	8.6%
Asian	14,465,124	4,341,955	42.9%
NH/PI	481,576	128,067	36.2%
2 or More Races	5,966,481	1,364,335	29.6%
Hispanic	50,477,594	15,171,776	43.0%

North Carolina Foreign Born Population Growth, 1960-2012



NORTH CAROLINA POPULATION GROWTH BY NATIVITY, RACE, AND ETHNICITY, 1990-2007



CENTRALINA REGION POPULATION CHANGE BY RACE & ETHNICITY, 2000- 2010

Race	2010 Population	Absolute Change 2000 – 2010	Percentage Change 2000 - 2010
Total	1,968,680	427,966	27.8%
Non-Hispanic	1,777,097	315,885	21.6%
White	1,254,759	152,835	13.9%
Black	423,636	114,287	36.9%
AI/AN	5,989	1,487	33.0%
Asian	57,212	27,838	94.8%
NH/PI	787	354	81.8%
Some other race	3,874	2,191	130.2%
2 or More Races	30,840	16,893	121.1%
Hispanic	191,583	112,081	141.0%

NON-WHITE AND HISPANIC SHARES OF POPULATION GROWTH, 2000-2010

Area	Absolute Population Change	Non-White Share	Hispanic Share
US	27,323,632	91.7	55.5
South	14,318,924	79.6	46.4
Texas	4,293,741	89.2	65.0
Florida	2,818,932	84.9	54.7
Georgia	1,501,206	81.0	27.9
NC	1,486,170	61.2	28.3
Centralina Region	427,966	64.3	26.2

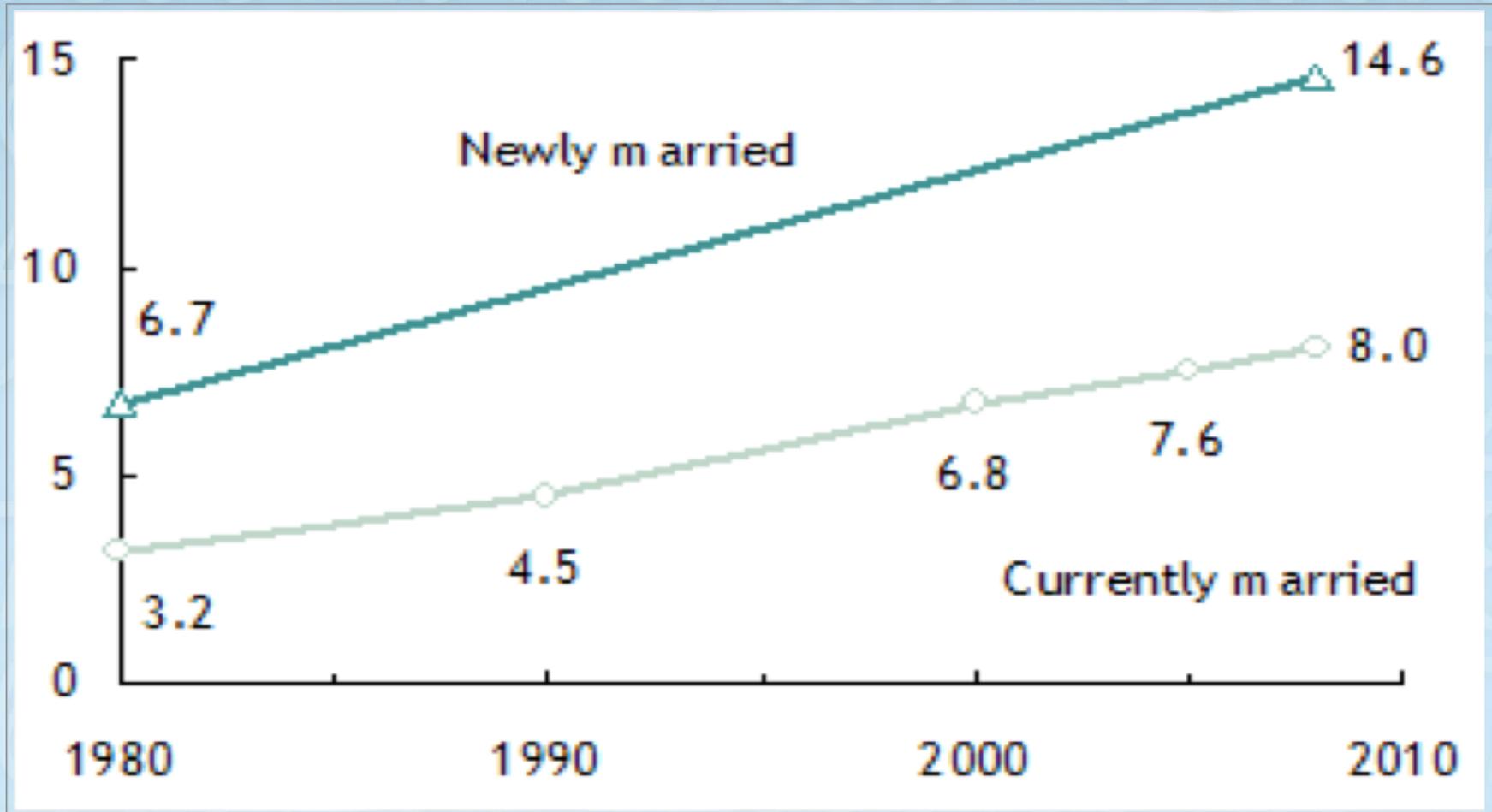
Marrying Out



is “In”

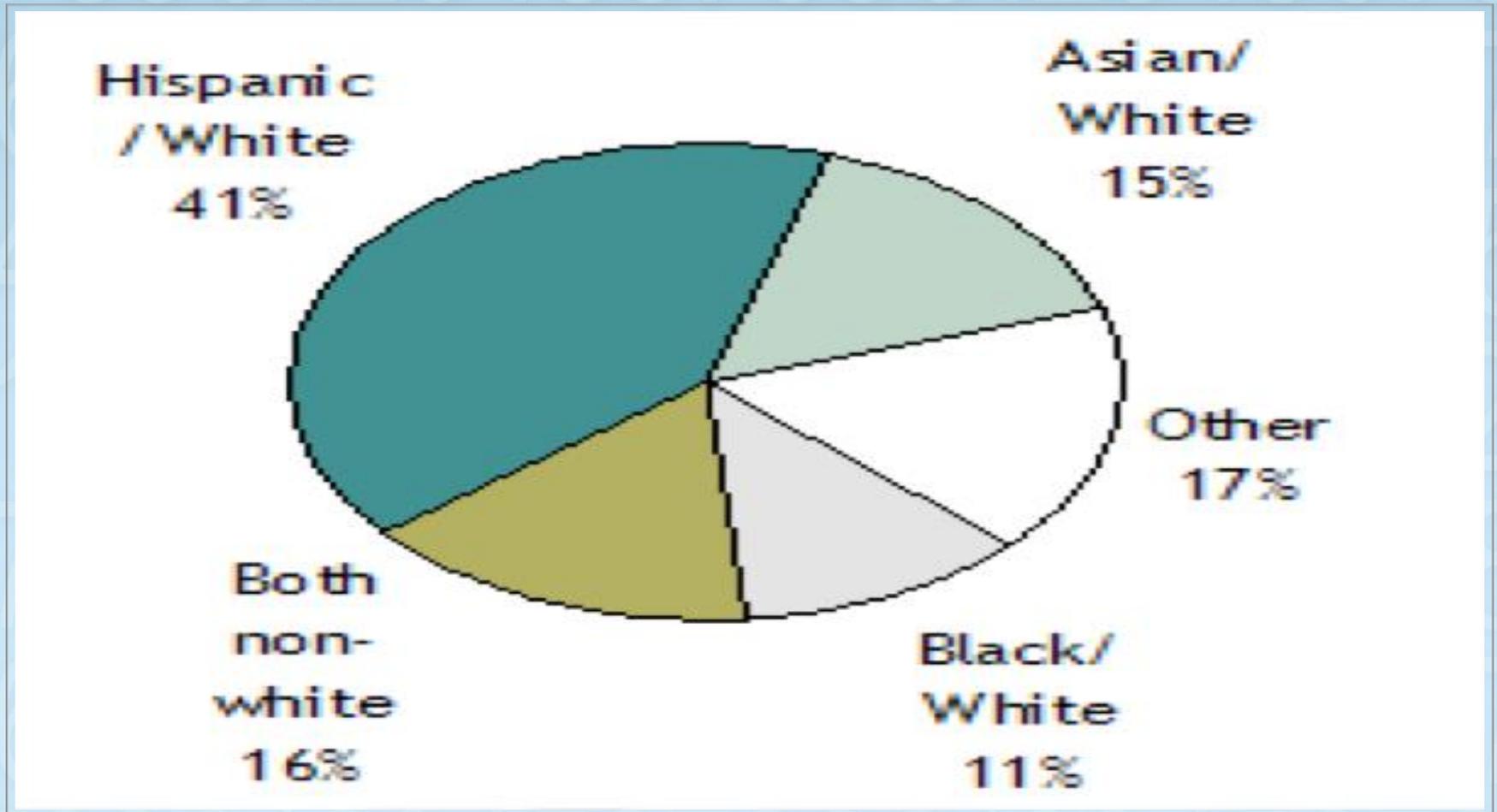
INTERMARRIAGE TREND, 1980-2008

% Married Someone of a Different Race/Ethnicity



INTERMARRIAGE TYPES

Newly Married Couples in 2008



OUT-MARRIAGE PATTERNS BY RACE AND GENDER, NC 2005-2009

Hispanic Men	21.4	Hispanic Women	21.6
White Female	18.0	White Male	16.4
Black Female	1.5	Black Male	3.7
Asian Female	0.7	Asian Male	0.2
Other Female	1.2	Other Male	1.3

Black Men	9.4	Black Women	3.4
White Female	6.0	White Male	0.6
Hispanic Female	1.4	Hispanic Male	1.9
Asian Female	0.5	Asian Male	0.1
Other Female	1.5	Other Male	0.9

White Men	3.3	White Women	3.4
Hispanic Female	1.1	Hispanic Male	1.2
Black Female	0.3	Black Male	1.1
Asian Female	0.9	Asian Male	0.2
Other Female	1.0	Other Male	0.9

Asian Men	12.3	Asian Women	31.4
White Female	10.0	Hispanic Male	1.5
Black Female	0.6	White Male	25.8
Hispanic Female	0.5	Black Male	2.7
Other Female	1.2	Other Male	1.3

MEDIAN AGE OF U.S. POPULATION BY RACE, HISPANIC ORIGIN & GENDER, 2009

Race	Total	Male	Female
United States	36.8	35.4	38.2
White Alone	38.3	37.0	39.6
White, Non-Hispanic	41.2	39.9	42.6
Black Alone	31.3	29.4	33.3
AI/AN Alone	29.5	29.0	30.2
Asian Alone	33.6	32.6	34.6
NH/PI Alone	29.9	29.5	30.3
Two or More Races	19.7	18.9	20.5
Hispanic	27.4	27.4	27.5

Median Age and Fertility Rates for Females in North Carolina, 2007-2011

Demographic Group	Median Age	Fertility/1000 women*
All Females	38.7	56
White, Not Hispanic	42.9	49
Black	35.8	60
American Indian & Alaskan Native	34.6	66
Asian	32.9	63
Native Hawaiian & Pacific Islander	26.7	103
Some other race	23.7	97
Two or more races	16.9	65
Hispanic	23.8	99
Native Born	39.0	52
Foreign Born	36.4	92

Source: www.census.gov

*Women 15 to 50 with births in past 12 months.

Median Age and Fertility Rates for Females in Mecklenburg County, 2009-2013

Demographic Group	Median Age	Fertility/1000 women*
All Females	35.2	52
White, Not Hispanic	40.0	45
Black	33.9	52
American Indian & Alaskan Native	30.9	46
Asian	31.6	77
Native Hawaiian & Pacific Islander	15.6	0
Some other race	26.7	63
Two or more races	17.8	47
Hispanic	26.2	68
Native Born	34.6	47
Foreign Born	37.0	73

Source: www.census.gov

*Women 15 to 50 with births in past 12 months.

Median Age and Fertility Rates for Females in Stanly County, 2009-2013

Demographic Group	Median Age	Fertility/1000 women*
All Females	42.9	44
White, Not Hispanic	44.7	35
Black	38.5	76
American Indian & Alaskan Native	48.5	NA
Asian	21.4	NA
Native Hawaiian & Pacific Islander	NA	NA
Some other race	23.8	NA
Two or more races	12.2	NA
Hispanic	19.9	87
Native Born	43.2	44
Foreign Born	36.8	33

Source: www.census.gov

*Women 15 to 50 with births in past 12 months.

TOTAL FERTILITY RATES FOR U.S. WOMEN BY RACE/ETHNICITY, 2012

Race/Ethnicity	Total Fertility Rate
All Races	1.88
Hispanic	2.18
Non-Hispanic White	1.76
Blacks	1.90
Asian	1.77
Native American	1.35

RELATIVE DISTRIBUTION OF U.S. BIRTHS BY RACE / ETHNICITY

Race/Ethnicity	1990	2008	2011
White	66%	50%	49.6%
Blacks	17%	16%	15.0%
Hispanics	15%	26%	26.0%
Other	2%	8%	9.4%

Source: Johnson and Lichter (2010); Tavernise (2011).

CHANGE IN THE RACE/ETHNIC COMPOSITION OF NC PUBLIC SCHOOLS, 2000-2009

Group	2009 Enrollment	2000 Enrollment	Absolute Change	Percent Change	Share of Net Change
Total	1,427,960	1,268,422	159,538	12.6	100.0%
AI/AN	20,378	18,651	1,727	9.6	1.2%
Black	444,870	393,712	51,158	13.0	32.1%
Asian	35,140	23,576	11,564	49.0	7.2%
Hispanic	152,605	56,232	96,373	171.4	60.4%
White	774,967	776,251	- 1,284	- 0.2	

Source: DPI, The Statistical Profile Online

RELATIVE DISTRIBUTION OF U.S. POPULATION BY RACE / ETHNICITY

Race/Ethnicity	2005	2050
White	67%	47%
Blacks	12.8%	13%
Hispanics	14%	29%
Asian	5%	9%

THE SILVER TSUNAMI

December 2015



U.S. POPULATION CHANGE BY AGE, 2000-2010

Age	2010	Absolute Change 2000 - 2010	Percentage Change 2000 - 2010
<25	104,853,555	5,416,289	5.4%
25-44	82,134,554	-2,905,697	-3.4%
45-64	81,489,445	19,536,809	31.5%
65+	40,267,984	5,276,231	15.1%
TOTAL	308,745,538	27,323,632	9.7%

Absolute and Percent Population Change by Age, 2000-2010

Age	United States	North Carolina
All Ages	27,323,632 (9.7%)	1,486,170 (18.5%)
<25	5,416,292 (5.4%)	449,385 (16.2%)
25-44	-2,905,697 (-3.4%)	73,209 (2.9%)
45-64	19,536,809 (31.5%)	698,545 (38.6%)
65+	5,276,231 (15.1%)	265,031 (27.3%)

Absolute and Percent Population Change by Age, 2000-2010

Age	United States	Centralina Region
All Ages	27,323,632 (9.7%)	427,966 (27.8%)
<25	5,416,292 (5.4%)	149,951 (28.5%)
25-44	-2,905,697 (-3.4%)	64,365 (12.4%)
45-64	19,536,809 (31.5%)	164,152 (49.1%)
65+	5,276,231 (15.1%)	49,498 (30.4%)

U.S. POPULATION TURNING 50, 55, 62, AND 65 YEARS OF AGE, (2007-2015)

	Age 50	Age 55	Age 62	Age 65
Average Number/Day	12,344	11,541	9,221	8,032
Average Number/Minute	8.6	8.0	6.4	5.6

COOLING WATERS FROM GRANDMA'S WELL

And Grandpa's Too!

Children Living in Non-Grandparent and Grandparent Households, 2001-2010

Household Type	Absolute Number 2010	Absolute Change 2001-2010	Percent Change 2001-2010
All	74,718	2,712	3.8
No Grandparents	67,209	917	1.4
Both Grandparents	2,610	771	41.9
Grandmother Only	1,922	164	9.3
Grandfather Only	318	71	28.7

Children Living in Non-Grandparent and Grandparent-Headed Households by Presence of Parents, 2010

Household Type	All Children (in thousands)	Living with Both Parents	Living with Mother Only	Living with Father Only	Living with Neither parent
All	74,718	69.3%	23.1%	3.4%	4.0%
No Grandparents	67,209	73.4%	21.2%	3.3%	2.1%
Both Grandparents	2,610	18.1%	40.6%	5.2%	36.1%
Grandmother Only	1,922	13.8%	48.4%	4.5%	33.2%
Grandfather Only	318	26.4%	45.9%	4.4%	23.6%

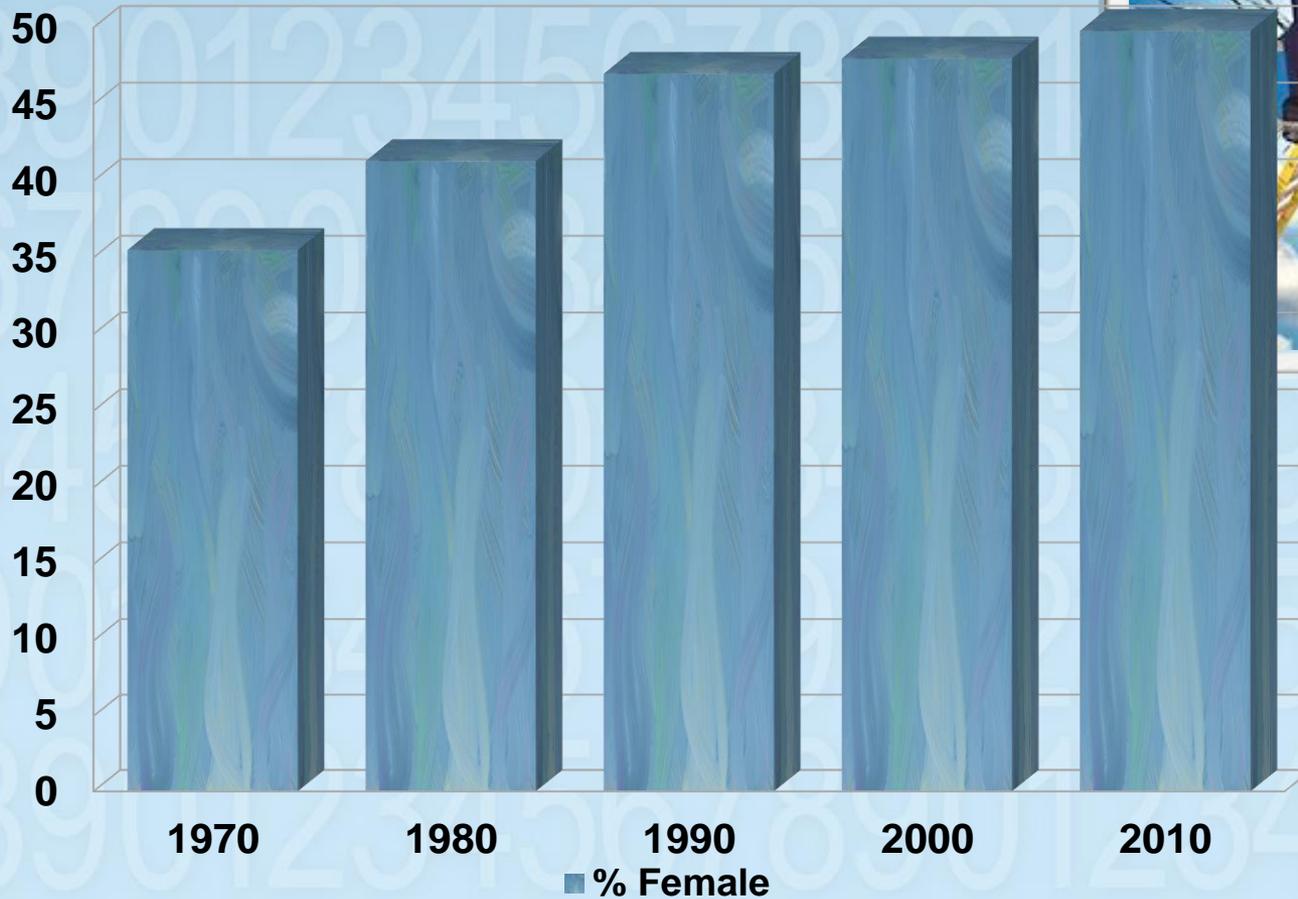
GRANDPARENTS LIVING WITH GRANDCHILDREN AGES 18 AND YOUNGER IN NORTH CAROLINA

	2005	2010	Percent Change
Total Households with Grandparents	146,875	175,019	19.2
Grandparents Responsible for Grandchildren	84,232	109,602	30.1
Child's Parents in Household	43,679	67,271	54.0

The image features a diverse group of women in professional and business attire, including blazers, jackets, and scarves, walking through a grand, ornate building interior. The architecture is characterized by high ceilings, arched doorways, and decorative elements. A semi-transparent blue banner is overlaid across the center of the image, containing the text "The End of Men?".

The End of Men?

FEMALE WORKFORCE REPRESENTATION



JOBS LOST/GAINED BY GENDER DURING 2007 (Q4) – 2009 (Q3) RECESSION

Industry	Women	Men
Construction	-106,000	-1,300,000
Manufacturing	-106,000	-1,900,000
Healthcare	+451,800	+118,100
Government	+176,000	+12,000
Total	-1,700,000	-4,700,000

THE PLIGHT OF MEN

- Today, three times as many men of working age do not work at all compared to 1969.
- Selective male withdrawal from labor market—rising non-employment due largely to skills mismatches, disabilities & incarceration.
- The percentage of prime-aged men receiving disability insurance doubled between 1970 (2.4%) and 2009 (4.8%).
- Since 1969 median wage of the American male has declined by almost \$13,000 after accounting for inflation.
- After peaking in 1977, male college completion rates have barely changed over the past 35 years.

COLLEGE CLASS OF 2010

DEGREE	MALE	FEMALE	DIFFERENCE
Associate's	293,000	486,000	193,000
Bachelor's	702,000	946,000	244,000
Master's	257,000	391,000	134,000
Professional	46,800	46,400	-400
Doctor's	31,500	32,900	1,400
TOTAL	1,330,300	1,902,300	572,000

ENROLLMENT IN 2 YEAR COLLEGES, 2009

Area	Total Enrollment	Full Time Enrollment (%)	Male Enrollment (%)	Black Enrollment (%)
U.S.	20,966,826	63	43	13
Southeast Region	4,731,356	65	41	23
North Carolina	574,135	64	41	24
NC- 2 Yr Colleges	253,383	43	40	25

UNC SYSTEM STUDENT ENROLLMENT BY GENDER AND TYPE OF INSTITUTION, 2010

Type of Institution	Total Enrollment	Male Enrollment	Percent Male
UNC System	175,281	76,953	44
Majority Serving	139,250	63,403	46
Minority Serving	36,031	13,550	38
HBU's	29,865	11,191	37



DIVERSITY RULES

but Challenges Abound

The Triple Whammy of Geographical Disadvantage

The Human Capital Challenge

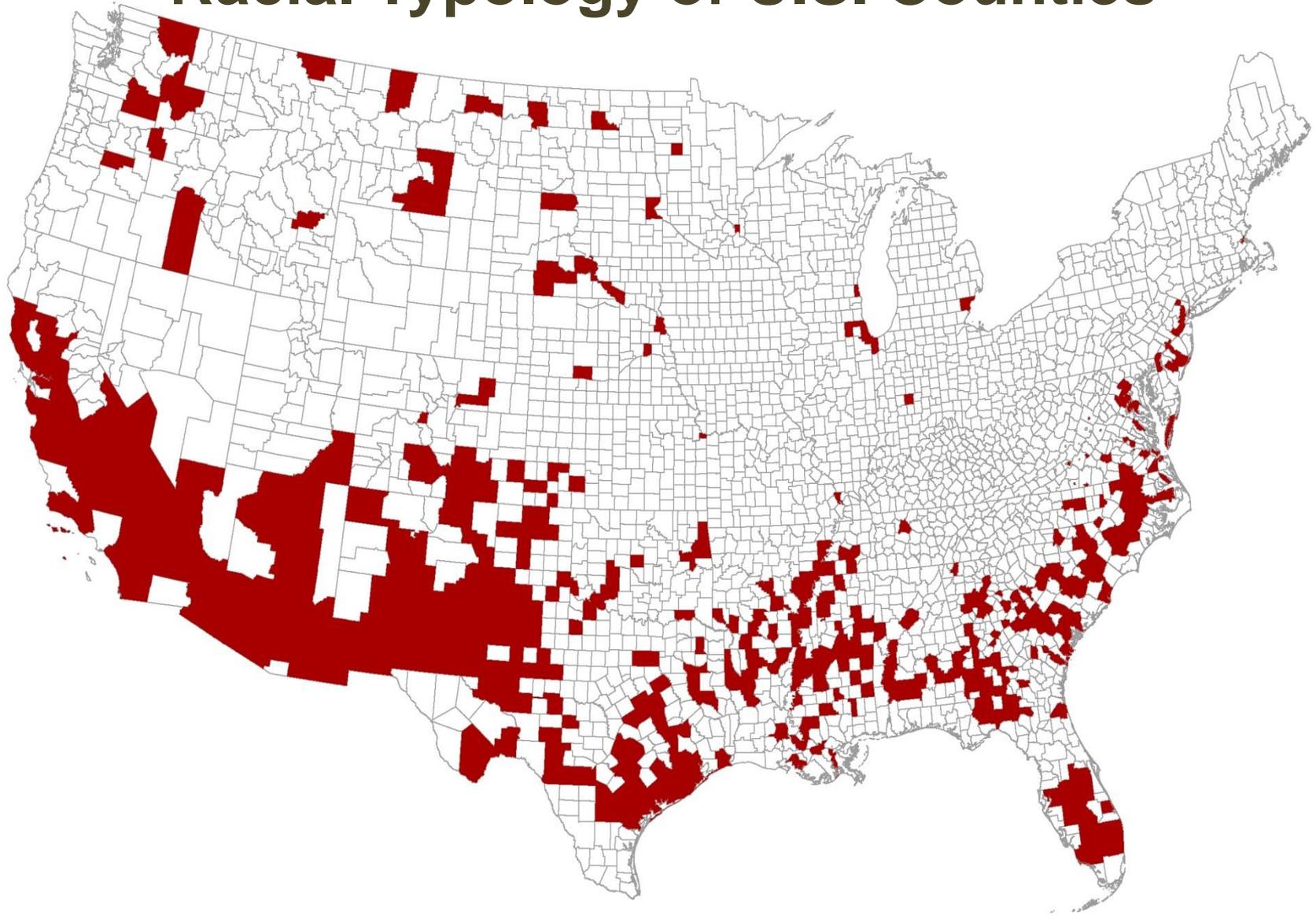
Racial Typology of U.S. Counties



 Counties

Source: U.S. Decennial Census, 2010

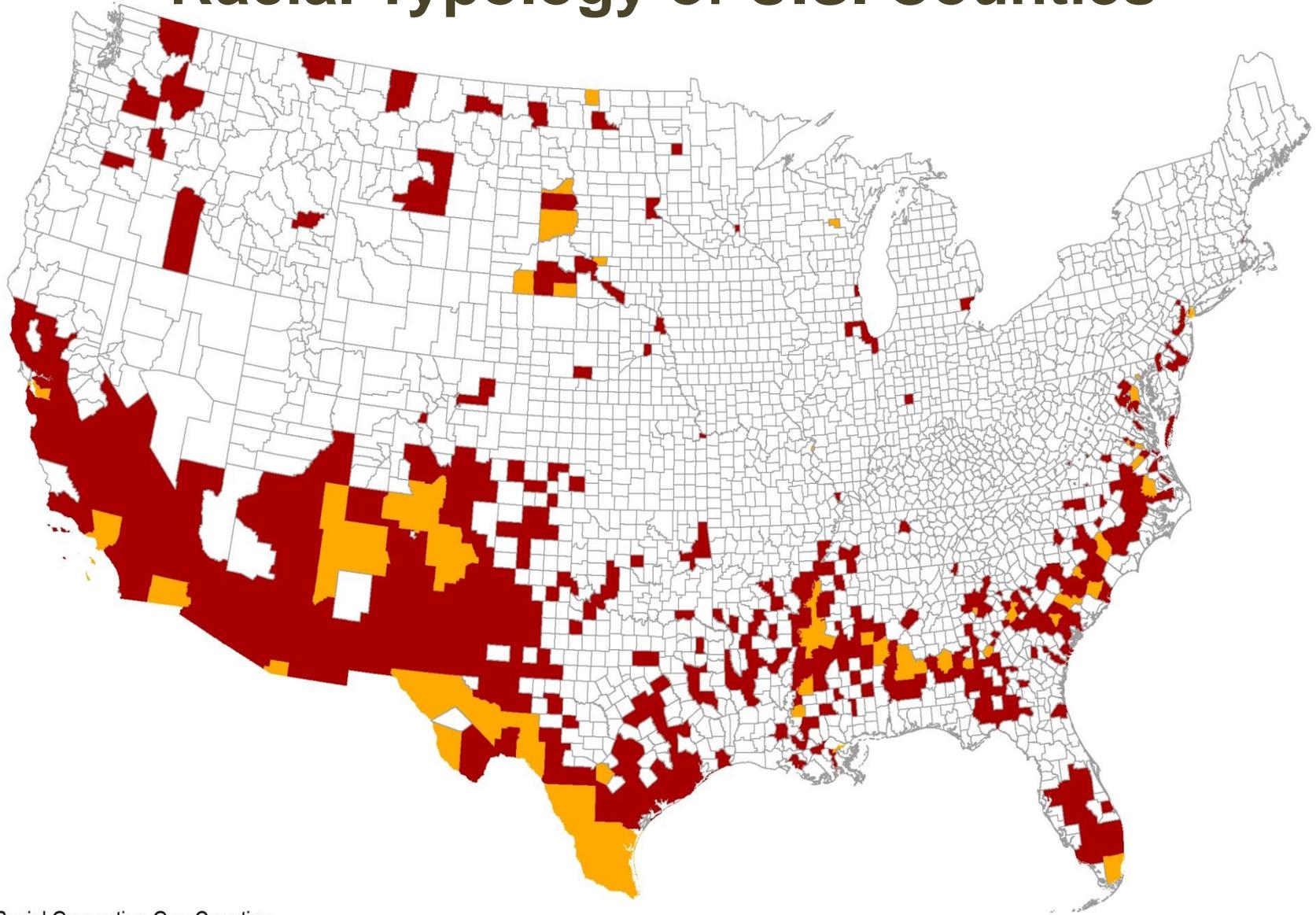
Racial Typology of U.S. Counties



 Racial Generation Gap Counties

Source: U.S. Decennial Census, 2010

Racial Typology of U.S. Counties

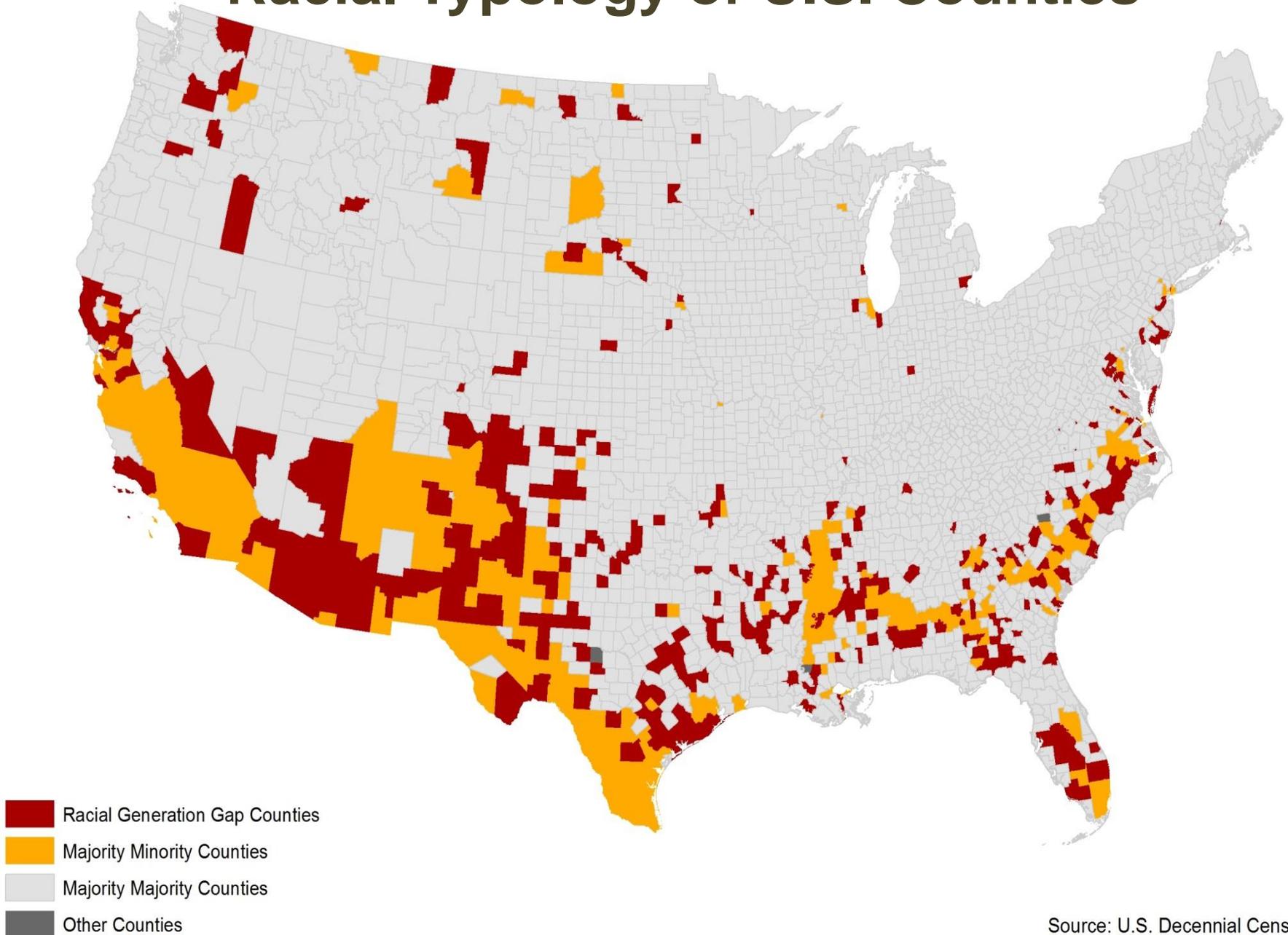


 Racial Generation Gap Counties

 Majority Minority Counties

Source: U.S. Decennial Census, 2010

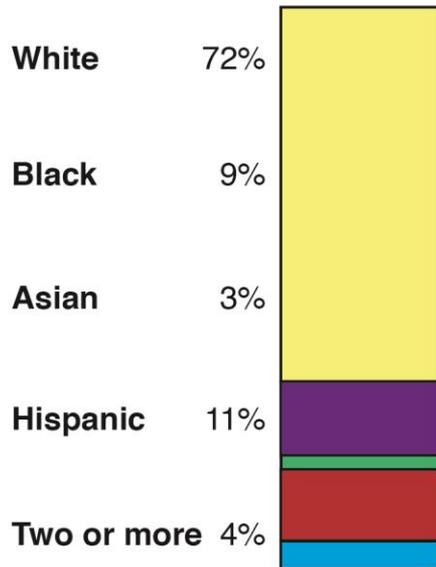
Racial Typology of U.S. Counties



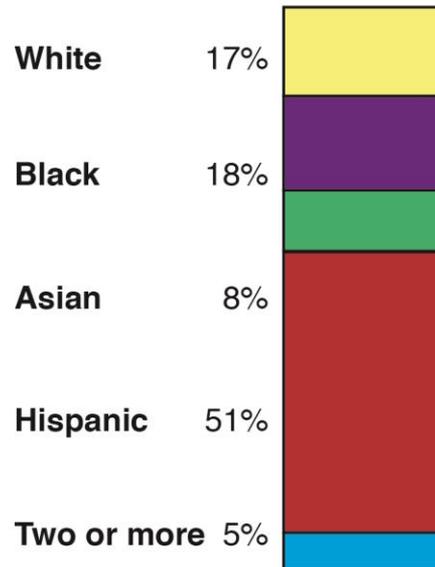
Source: U.S. Decennial Census, 2010

Distribution of School Age Population by County Typology

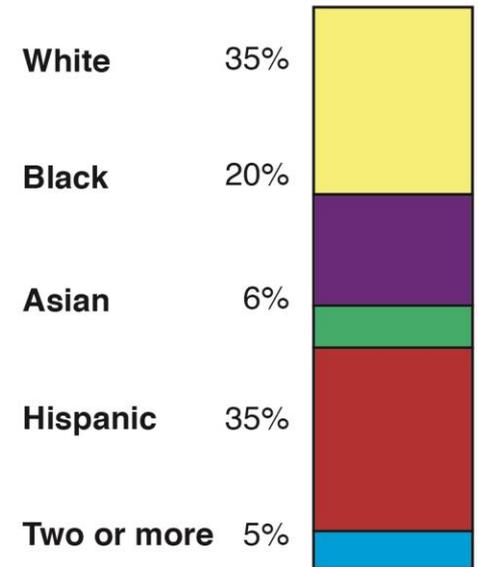
Majority Majority
41,689,984



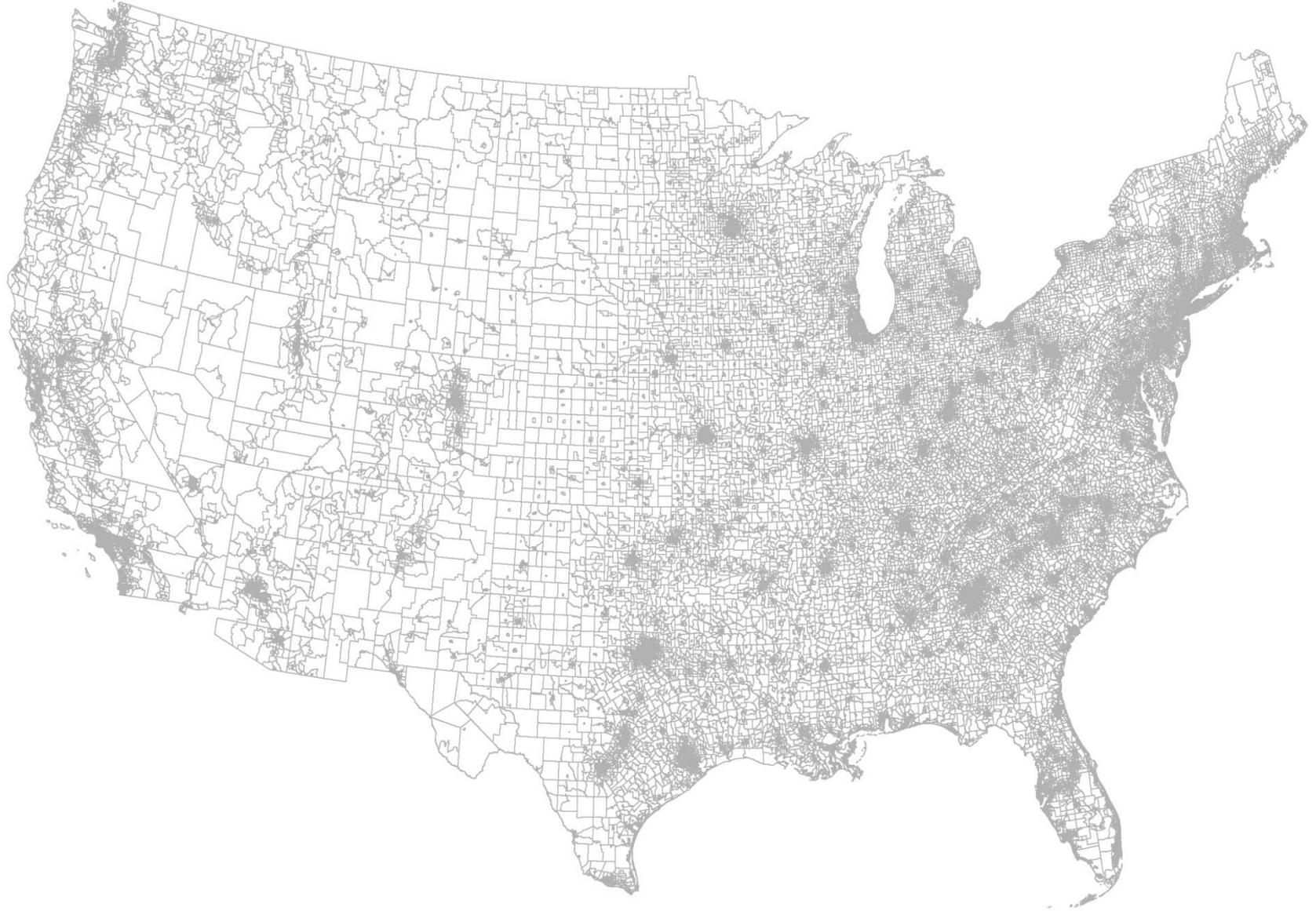
Majority Minority
7,714,873



Racial Generation Gap
24,628,247



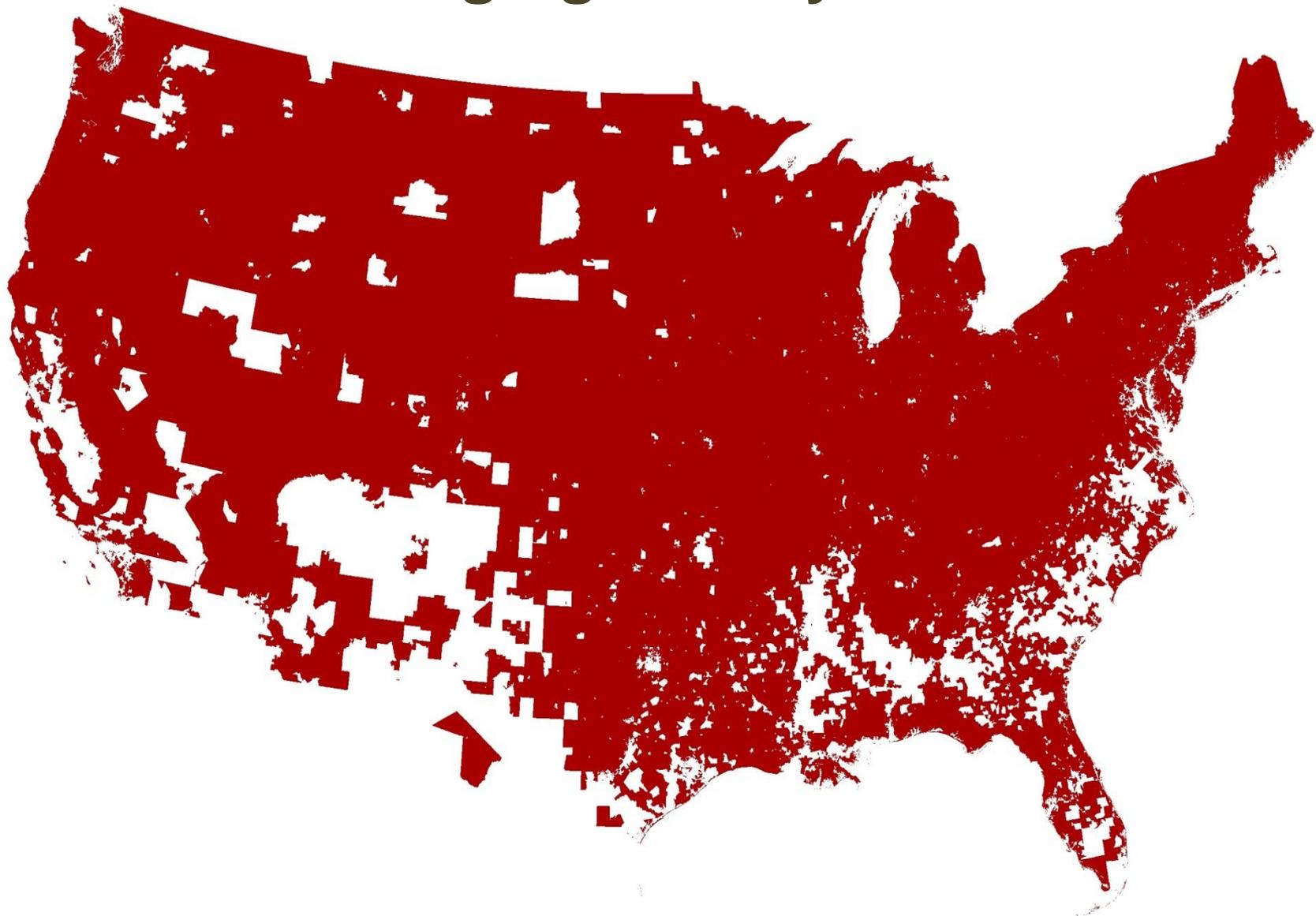
U.S. Racial Segregation by Census Tract



 Census Tracts

Source: U.S. Decennial Census, 2010

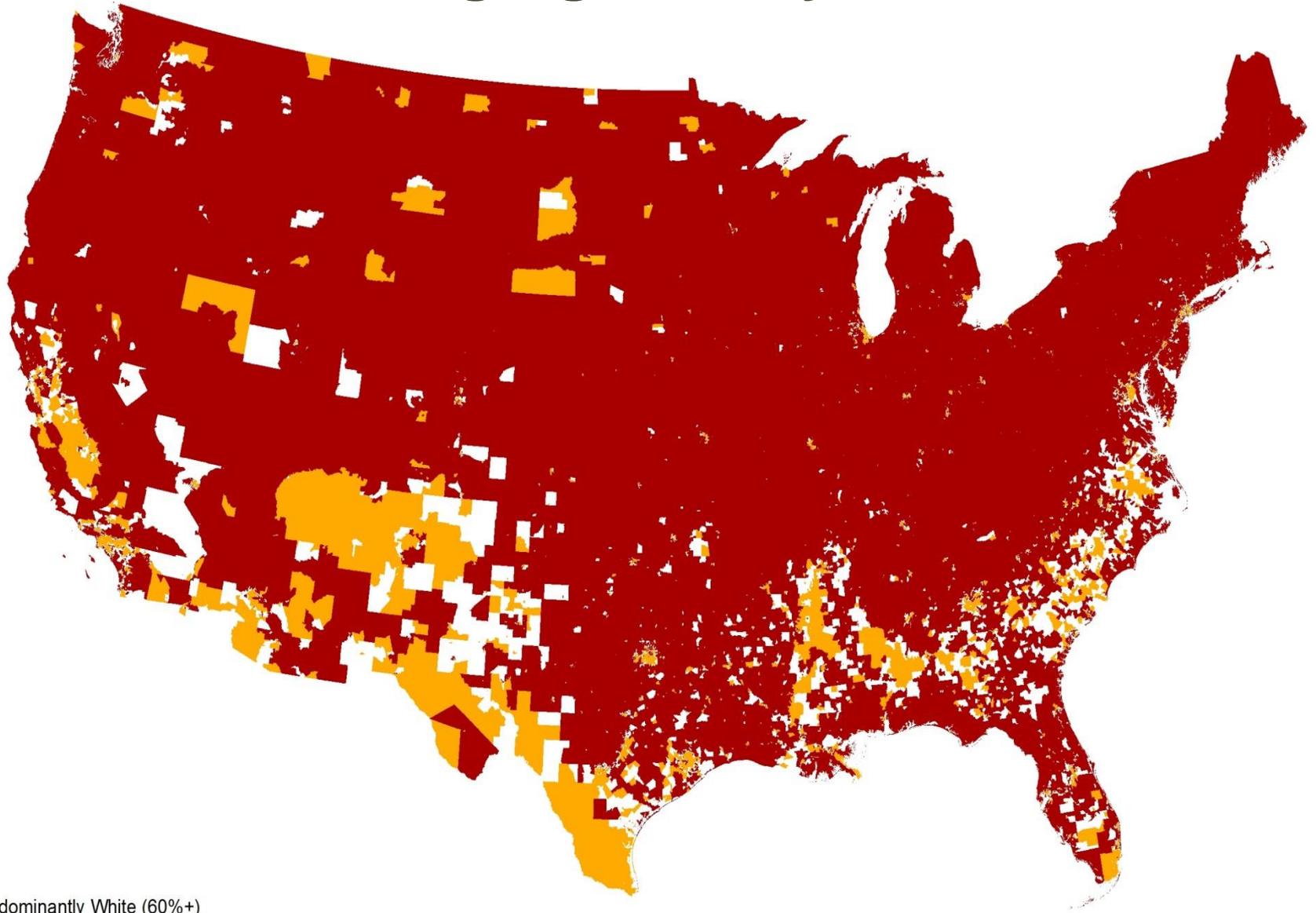
U.S. Racial Segregation by Census Tract



 Predominantly White (60%+)

Source: U.S. Decennial Census, 2010

U.S. Racial Segregation by Census Tract

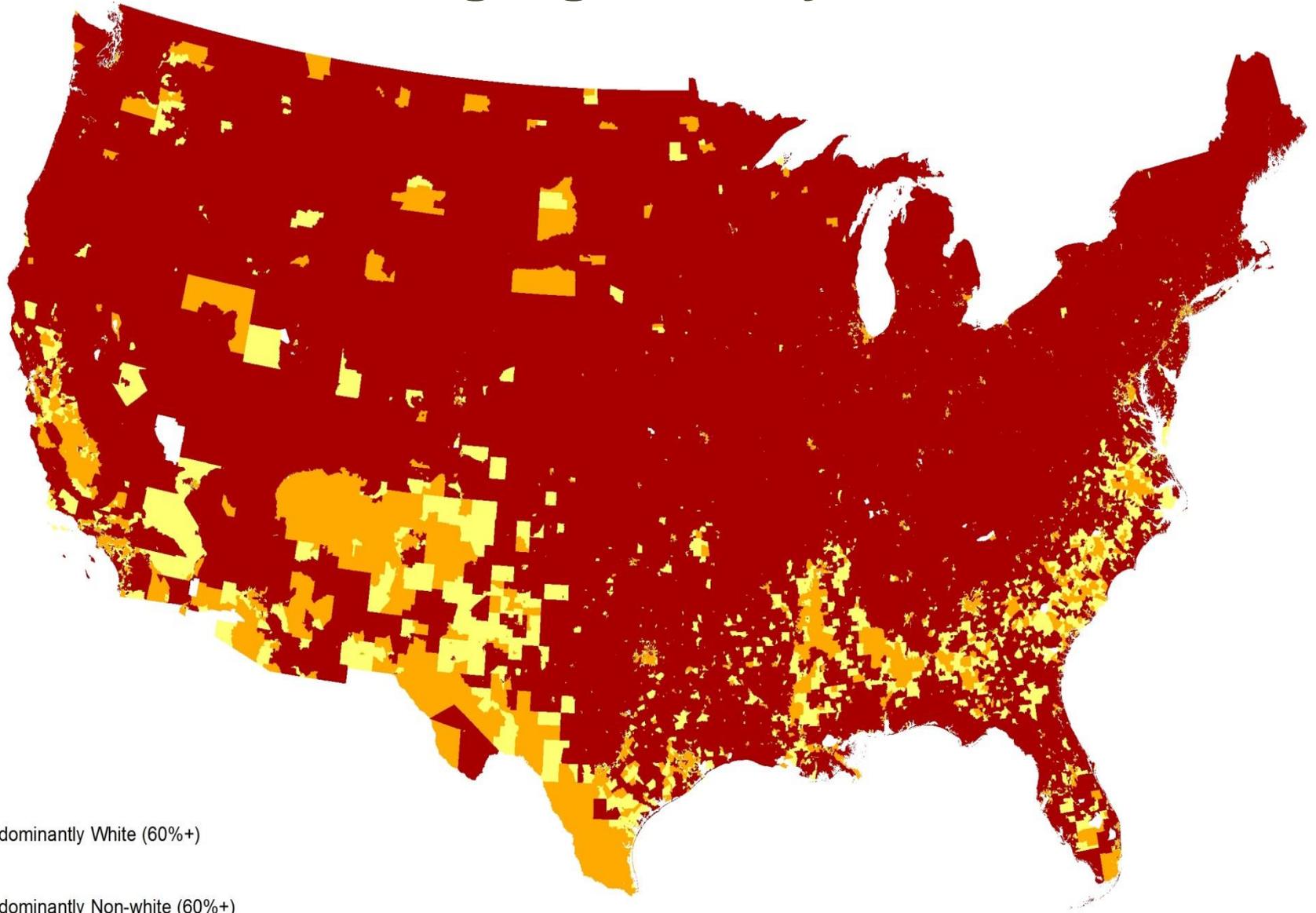


 Predominantly White (60%+)

 Predominantly Non-white (60%+)

Source: U.S. Decennial Census, 2010

U.S. Racial Segregation by Census Tract

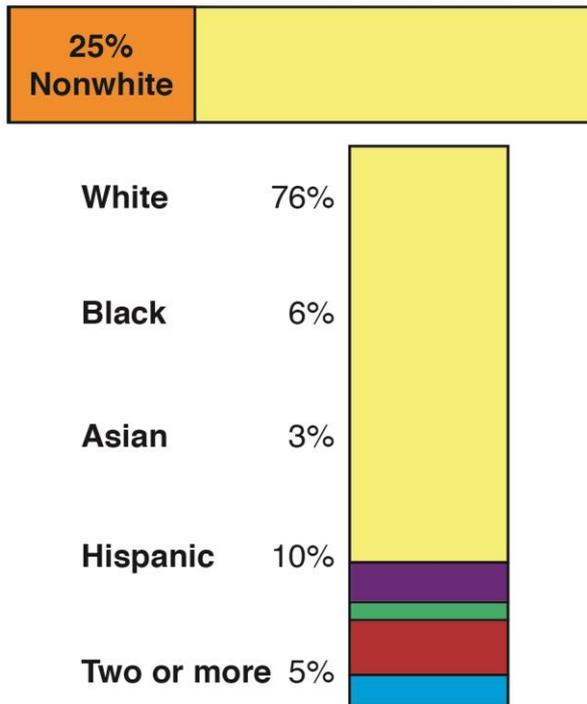


-  Predominantly White (60%+)
-  Predominantly Non-white (60%+)
-  Mixed Tracts

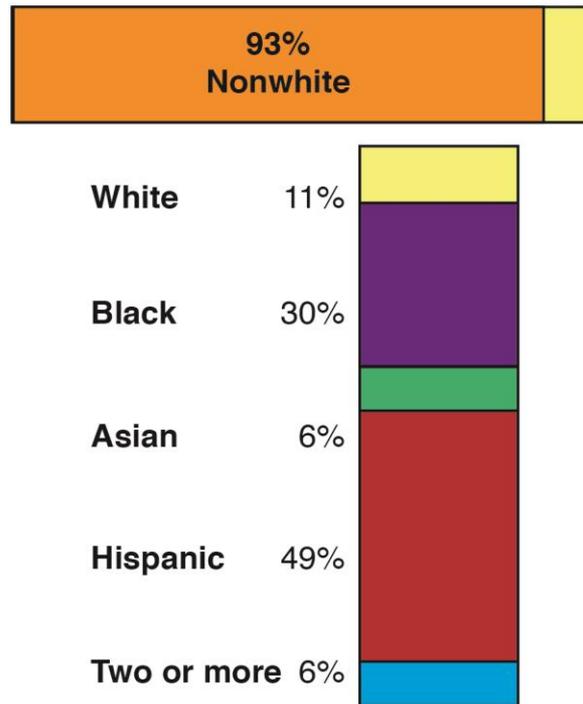
Source: U.S. Decennial Census, 2010

Distribution of School Age Population by Race and Level of Neighborhood Segregation

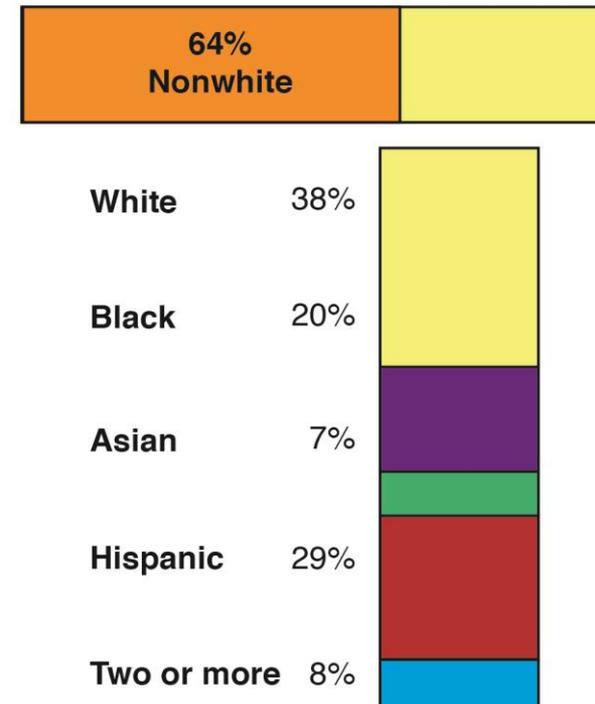
Predominantly White
44,732,214



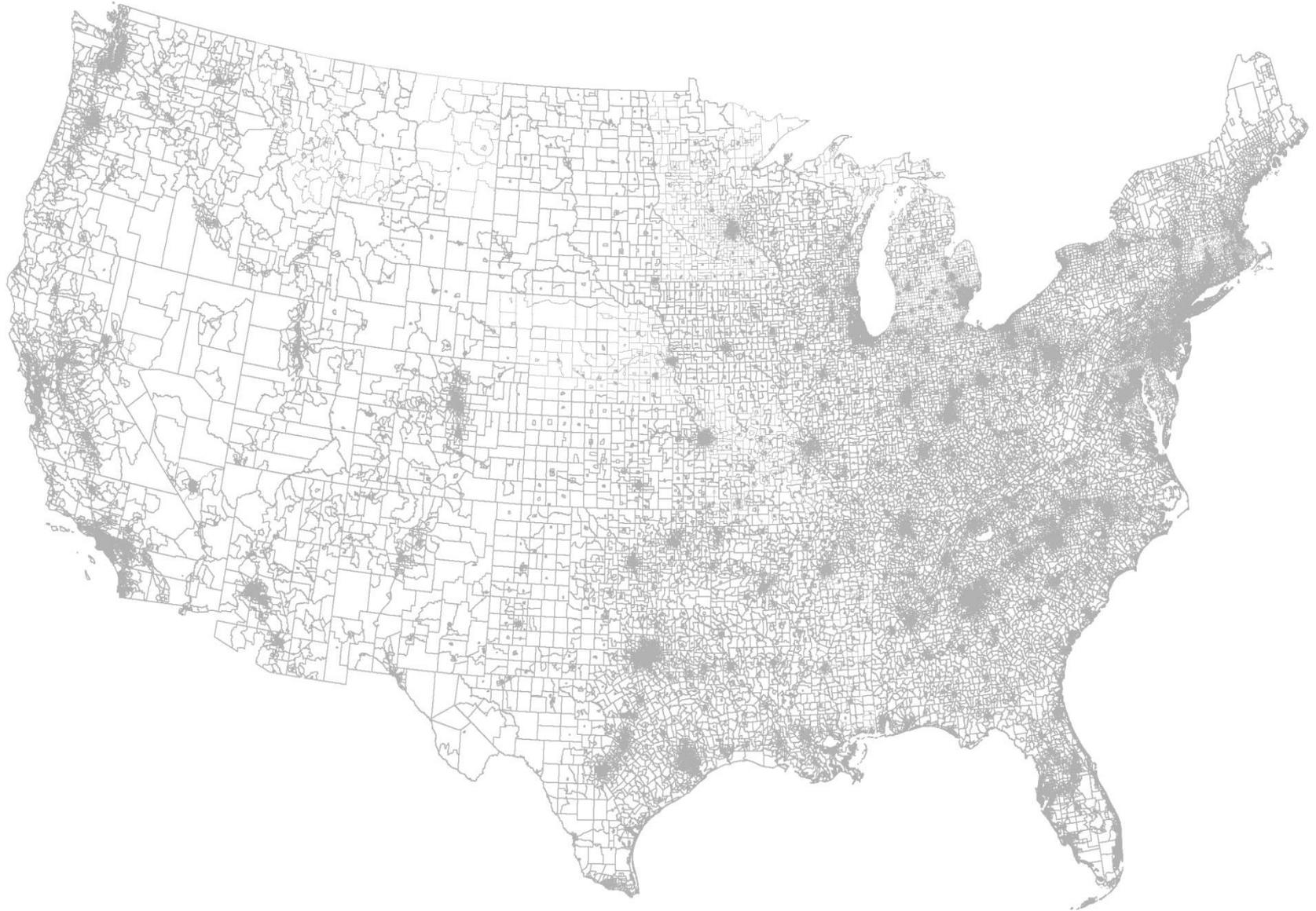
Predominantly Nonwhite
20,480,835



Predominantly Mixed
8,968,418



U.S. School Age Poverty by Census Tract



 Census Tracts

Source: U.S. Decennial Census, 2010

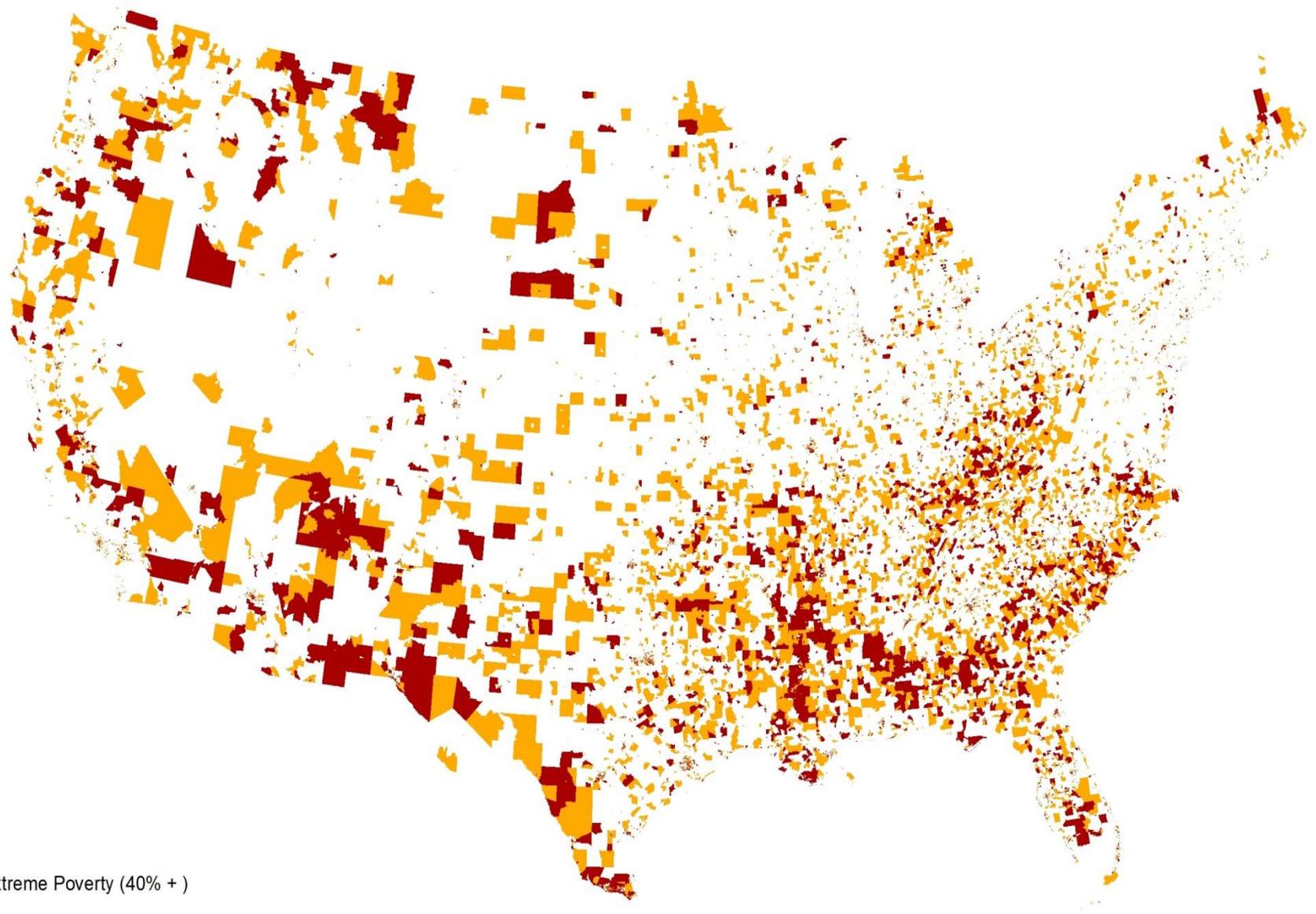
U.S. School Age Poverty by Census Tract



 Extreme Poverty (40% +)

Source: U.S. Decennial Census, 2010

U.S. School Age Poverty by Census Tract

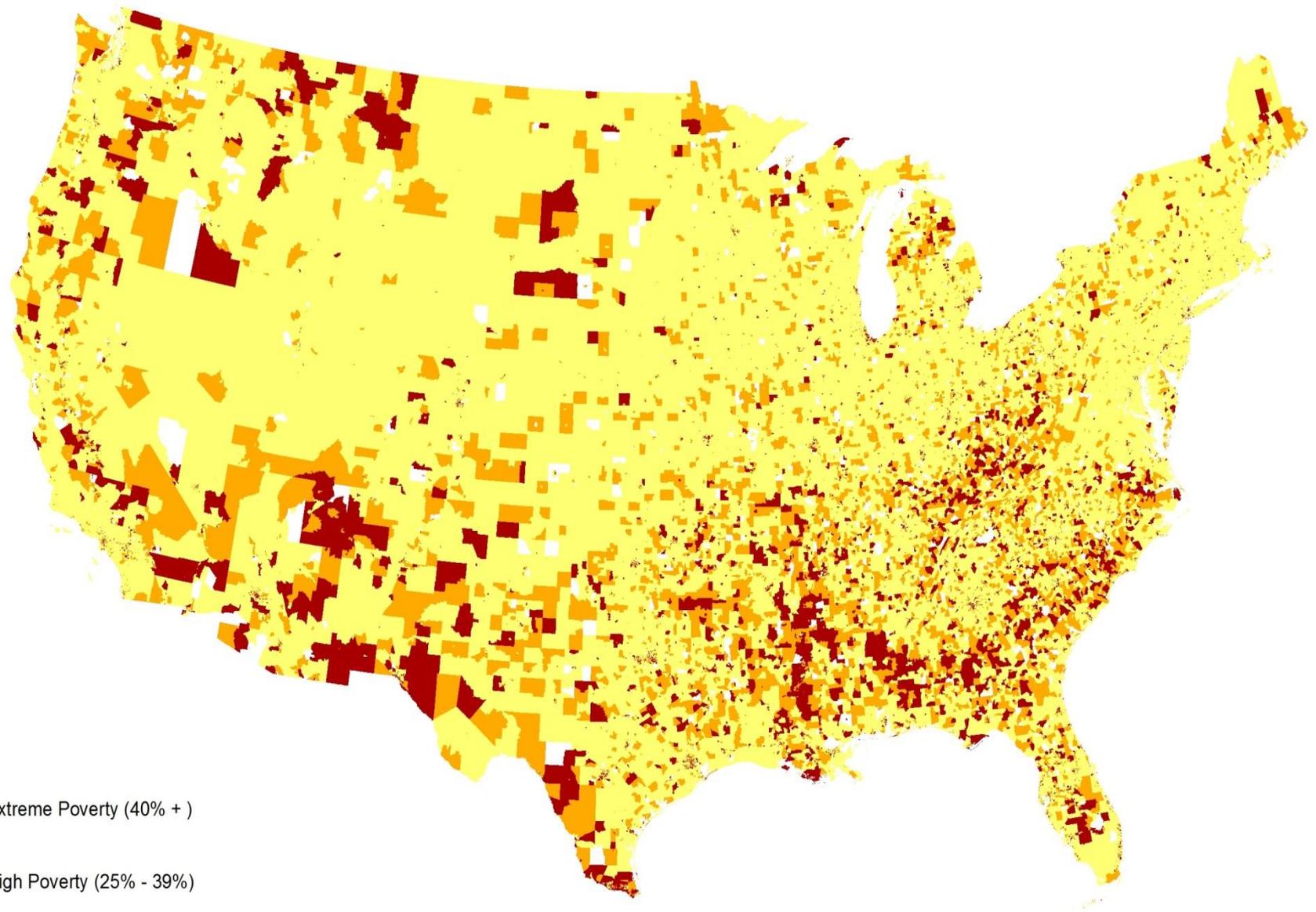


Extreme Poverty (40% +)

High Poverty (25% - 39%)

Source: U.S. Decennial Census, 2010

U.S. School Age Poverty by Census Tract



Extreme Poverty (40% +)

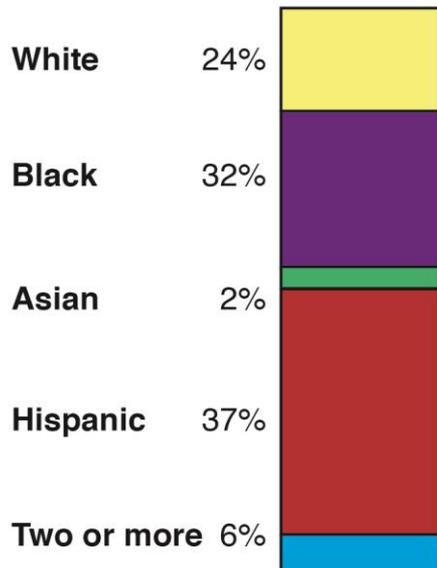
High Poverty (25% - 39%)

Low Poverty (< 25%)

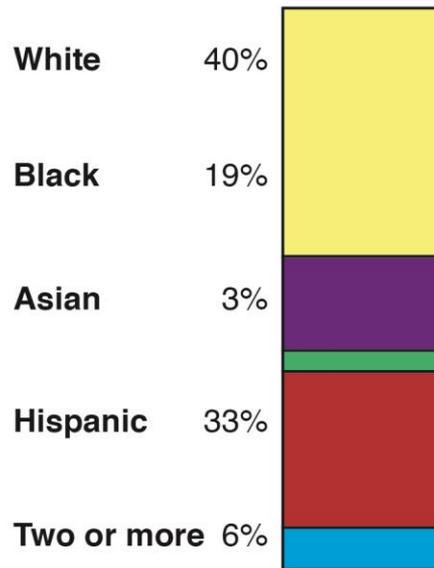
Source: U.S. Decennial Census, 2010

Distribution of School Age Population by Race and Level of Neighborhood Poverty

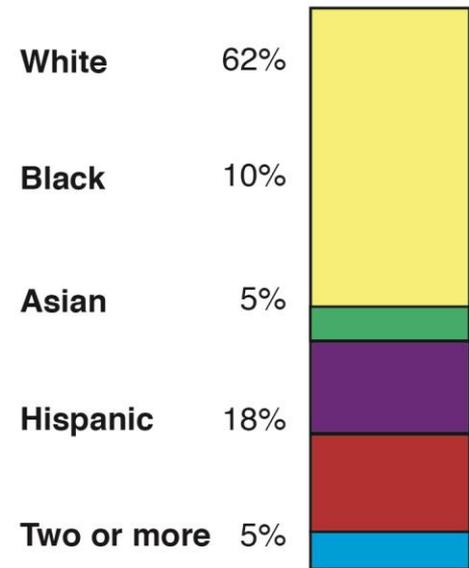
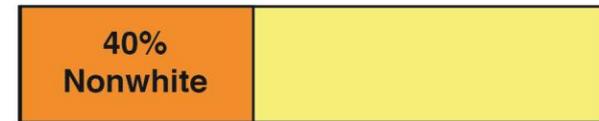
Extreme Poverty Areas
9,549,610



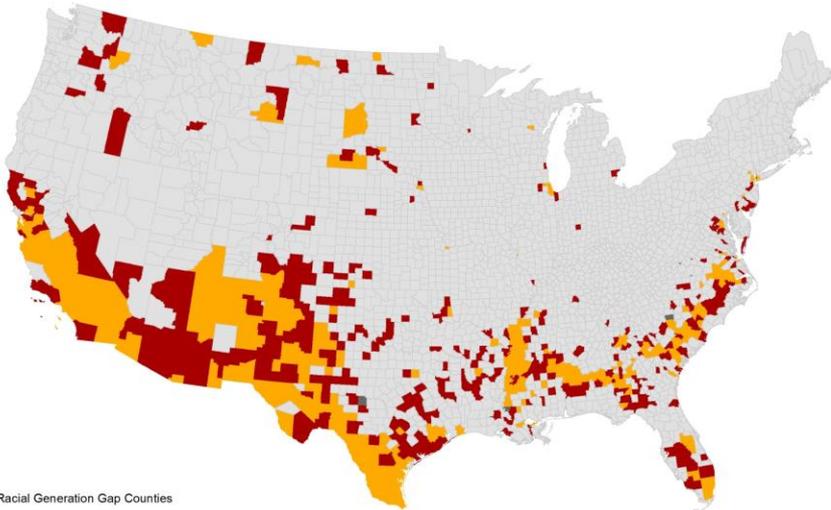
High Poverty Areas
12,320,1919



Low Poverty Areas
52,311,738

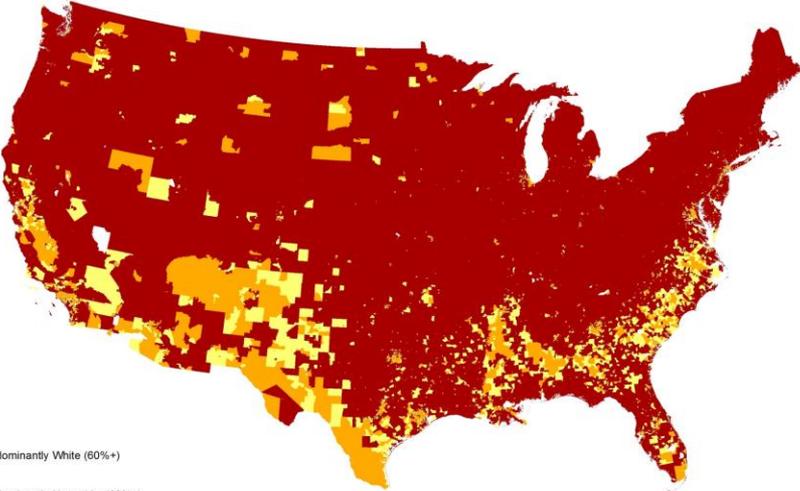


The Triple Whammy of Geographic Disadvantage



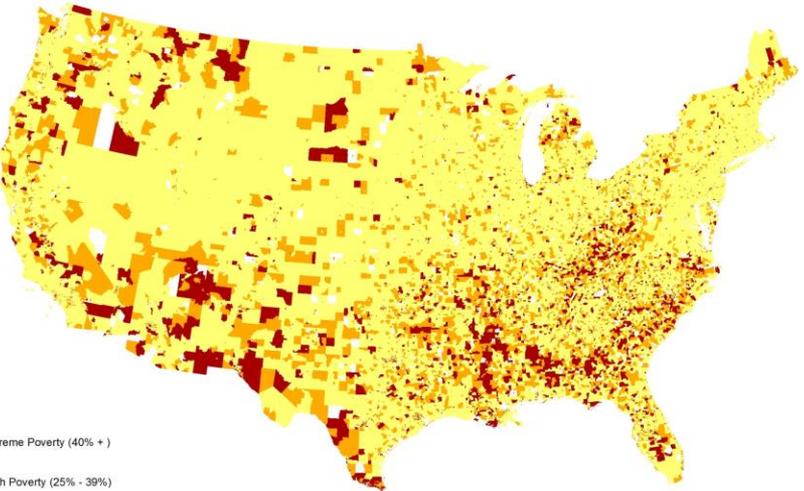
- Racial Generation Gap Counties
- Majority Minority Counties
- Majority Majority Counties
- Other Counties

Source: U.S. Decennial Census, 2010



- Predominantly White (60%+)
- Predominantly Non-white (60%+)
- Mixed Tracts

Source: U.S. Decennial Census, 2010



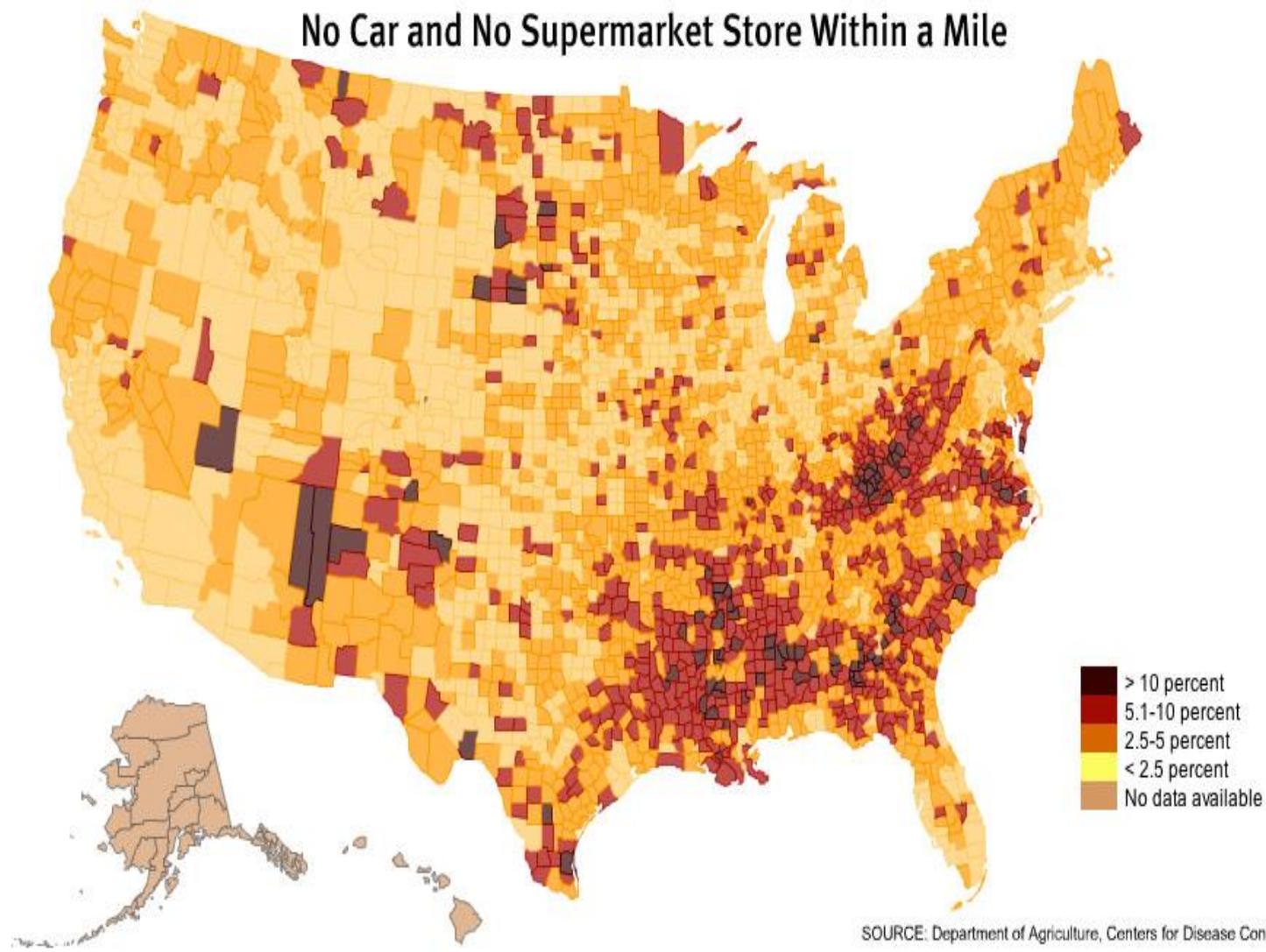
- Extreme Poverty (40%+)
- High Poverty (25% - 39%)
- Low Poverty (< 25%)

Source: U.S. Decennial Census, 2010

Summary Indicators of Exposure

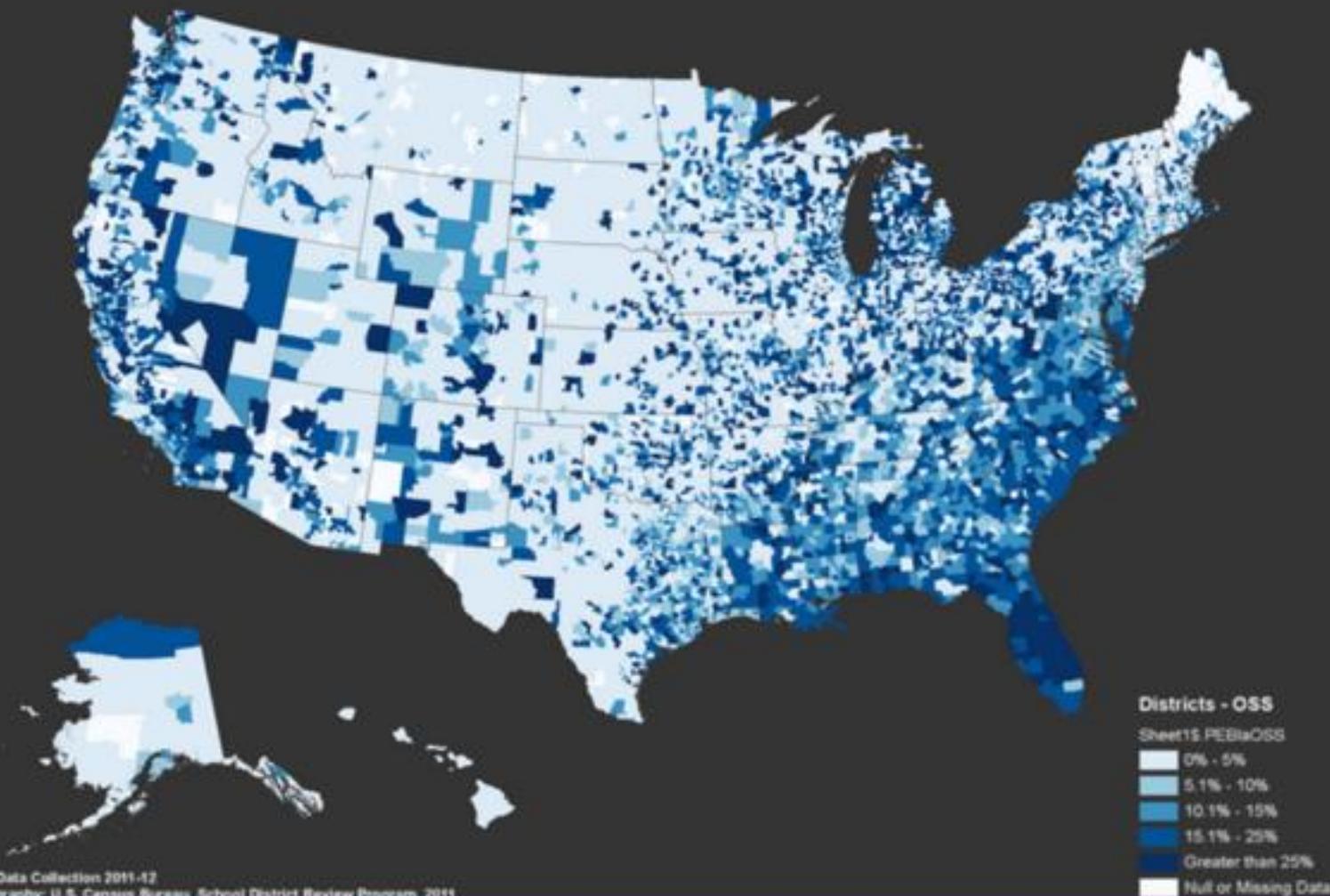
Level of Vulnerability	Number of Youth	Percent Non-White
Triple Whammy	9.8 million	93
Double Whammy	12.2 million	81
Single Whammy	20.0 million	39
No Whammy	32.1 million	24

No Car and No Supermarket Store Within a Mile



SOURCE: Department of Agriculture, Centers for Disease Control

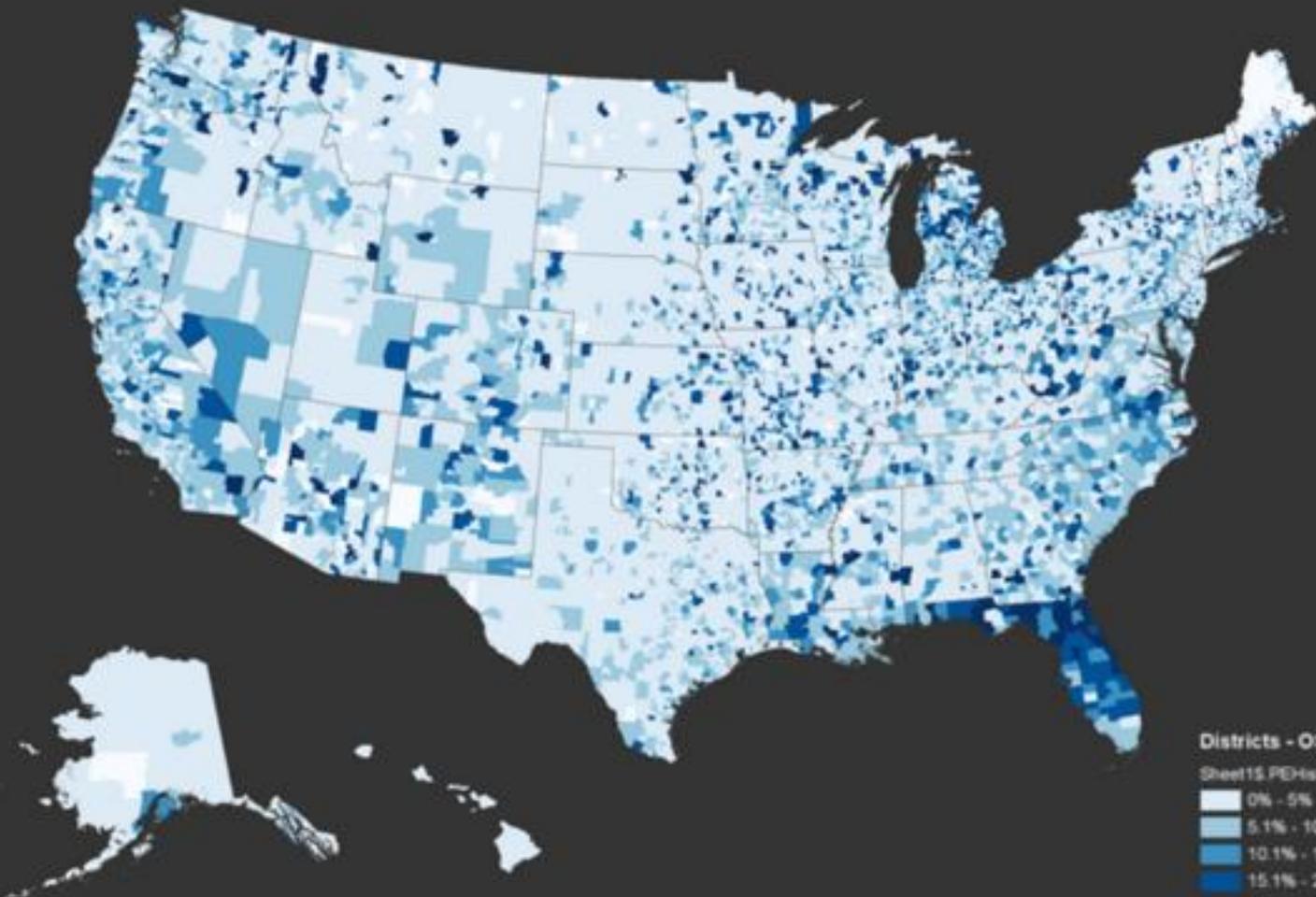
Percent of Black Students who Have Received One or More Out of School Suspensions by District (2011-12)



Civil Rights Data Collection 2011-12
District Geography: U.S. Census Bureau, School District Review Program, 2011

NOTE: For each school district, the percent of students receiving one or more out of school suspensions (OSS) is calculated by dividing the district's cumulative number of students receiving one or more out-of-school suspensions for the entire 2011-2012 school year, by the district's student enrollment based on a count of students taken on a single day between September 27 and December 31. Because race/ethnicity details on OSS are not available for students receiving services under 504, the OSS percentages reported for students with disabilities are restricted to data for students receiving services under IDEA.

Percent of Hispanic Students who Have Received One or More Out of School Suspensions by District (2011-12)



Districts - OSS

Sheet 15 PEHisOSS

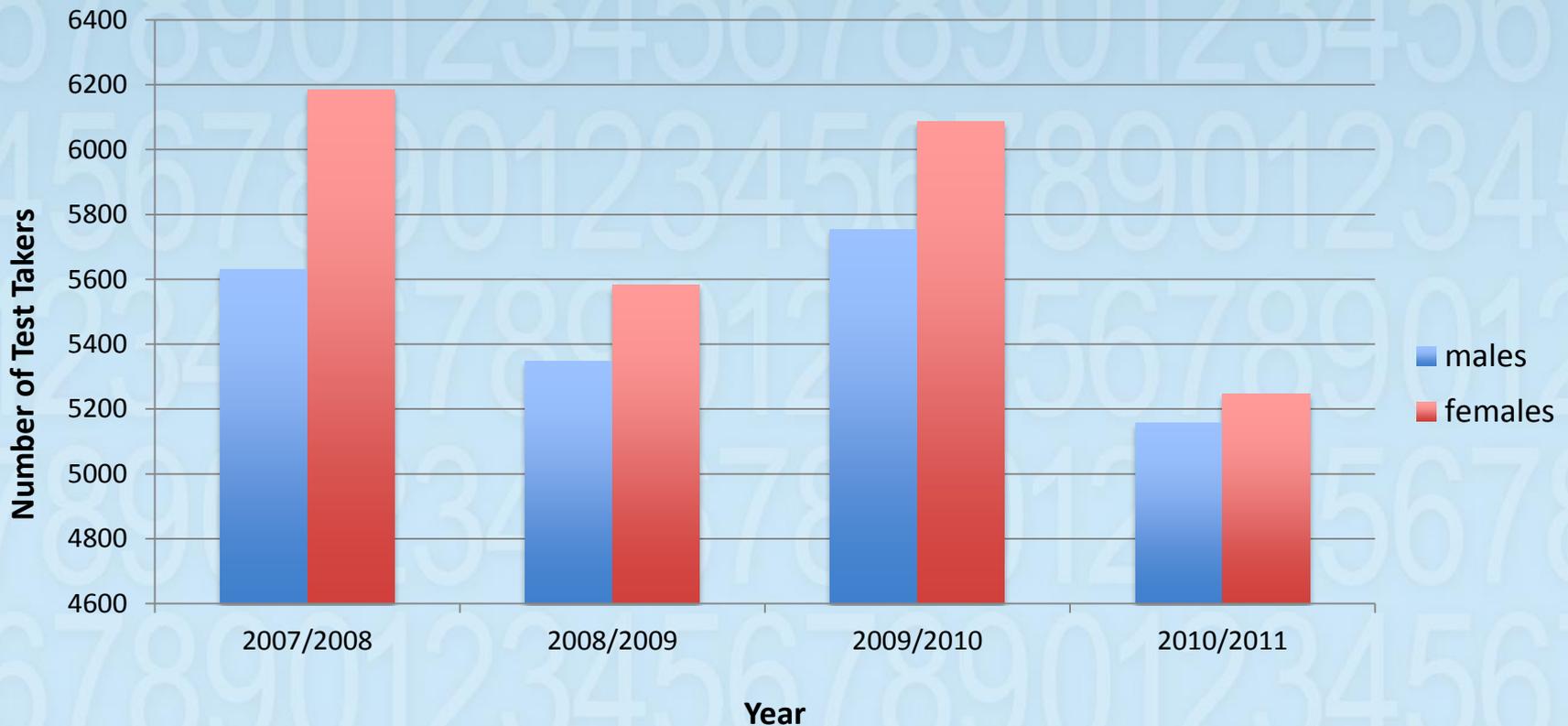
- 0% - 5%
- 5.1% - 10%
- 10.1% - 15%
- 15.1% - 25%
- Greater than 25%
- Null or Missing Data

Civil Rights Data Collection 2011-12
District Geography: U.S. Census Bureau, School District Review Program, 2011

NOTE: For each school district, the percent of students receiving one or more out of school suspensions (OSS) is calculated by dividing the district's cumulative number of students receiving one or more out-of-school suspensions for the entire 2011-2012 school year, by the district's student enrollment based on a count of students taken on a single day between September 27 and December 31. Because race/ethnicity details on OSS are not available for students receiving services under 504, the OSS percentages reported for students with disabilities are restricted to data for students receiving services under IDEA.

Male-Female Presence Disparity

Total Number of EOC Test Takers

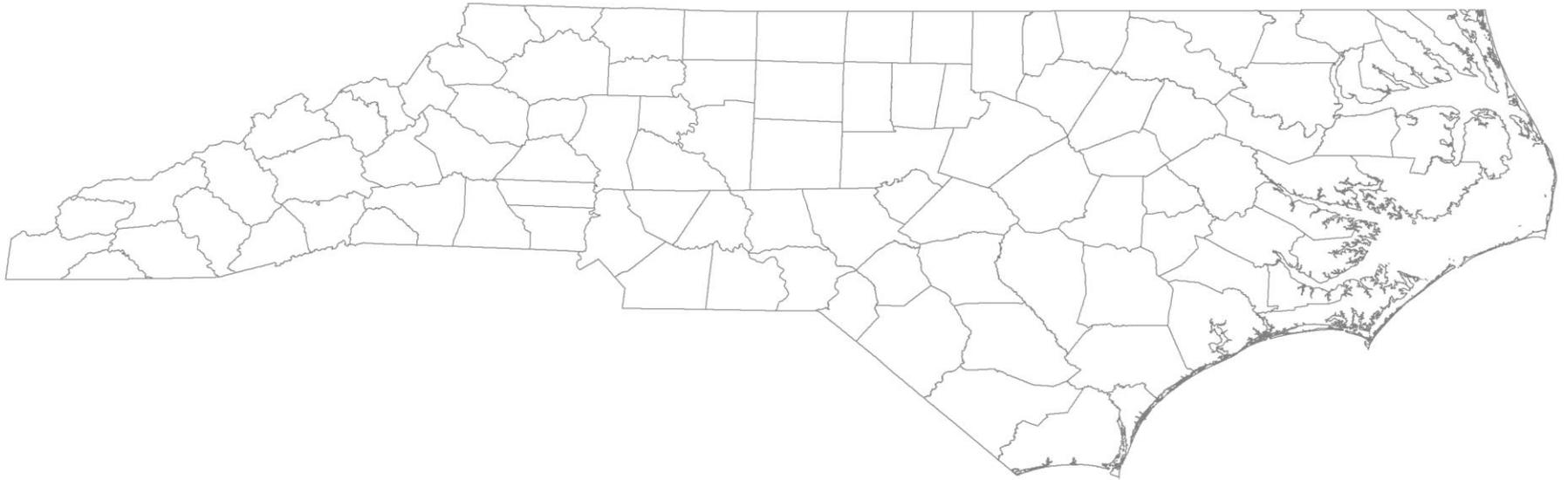


Graph shows total number of male and female students tested of 6 LEAs (Bertie, Bladen, Duplin, Halifax, Northampton, and Pamlico)

NC's Triple Whammy of Geographical Disadvantage

The Human Capital Challenge

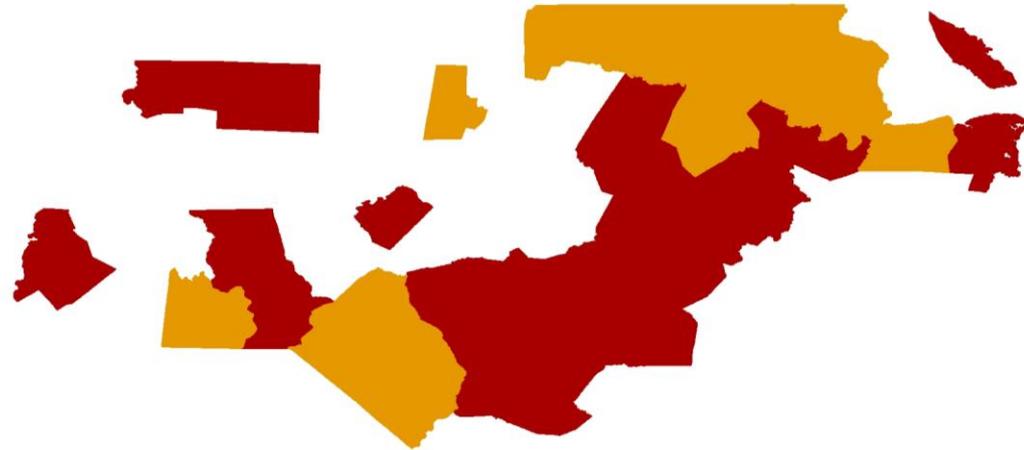
Racial Typology of North Carolina Counties



 Counties

Source: U.S. Decennial Census, 2010

Racial Typology of North Carolina Counties

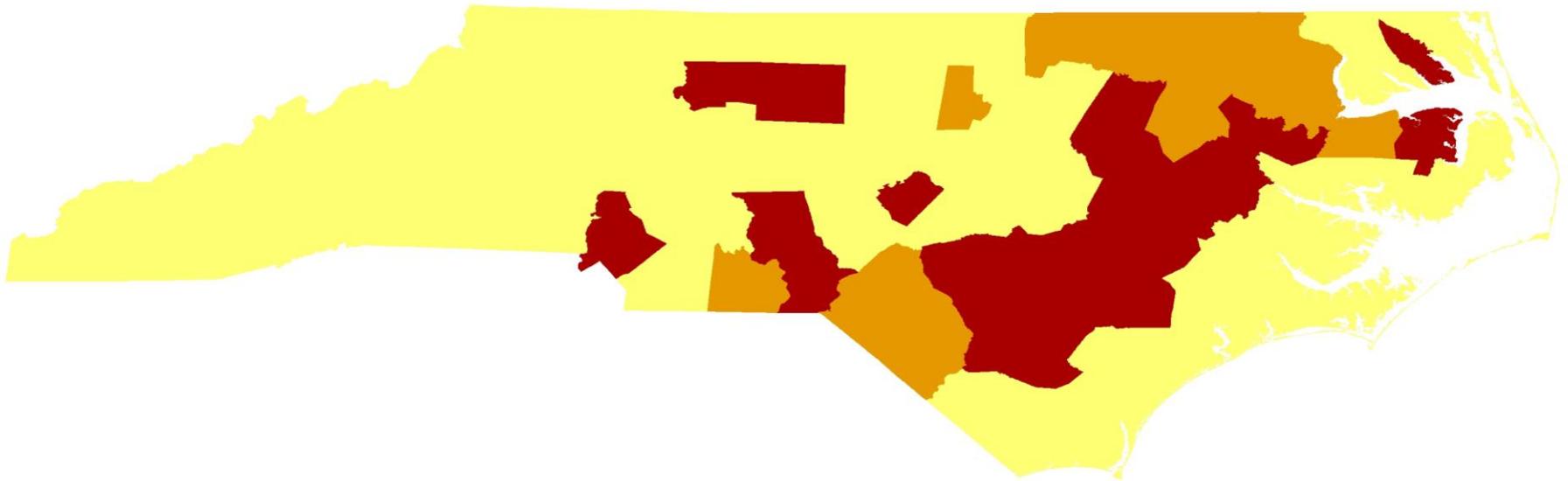


 Majority Minority Counties

 Racial Generation Gap Counties

Source: U.S. Decennial Census, 2010

Racial Typology of North Carolina Counties



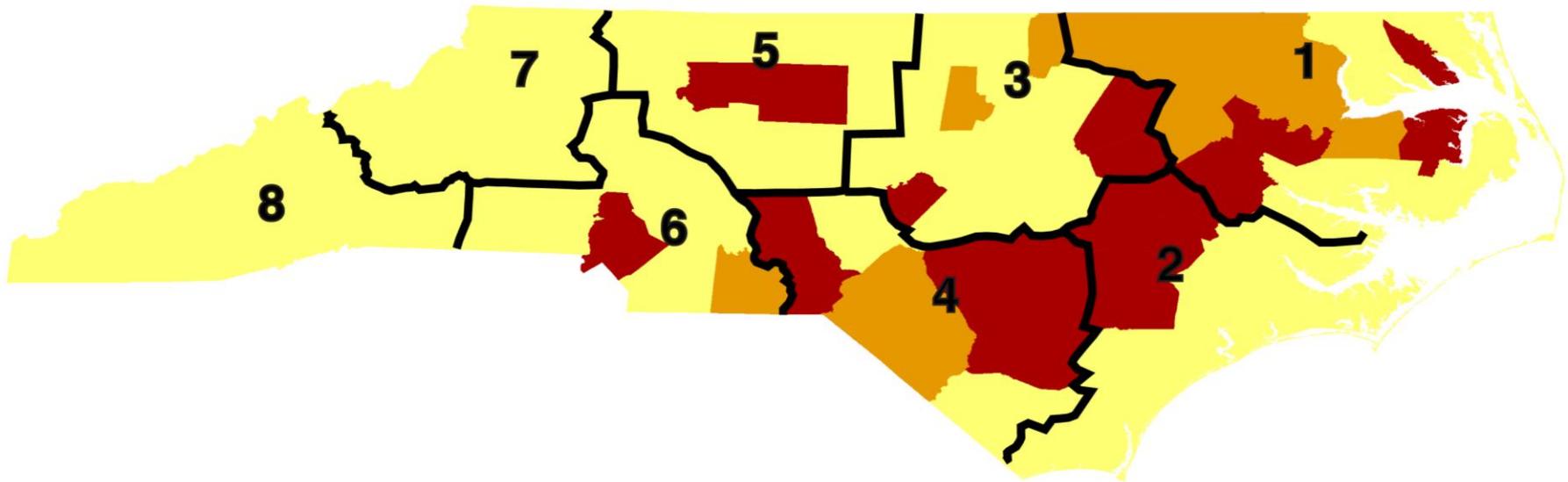
 Majority Majority Counties

 Majority Minority Counties

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Source: U.S. Decennial Census, 2010

Racial Typology of North Carolina Counties



Majority Majority Counties

Majority Minority Counties

Racial Generation Gap Counties

Source: U.S. Decennial Census, 2010

Distribution of School Age Population by County Typology

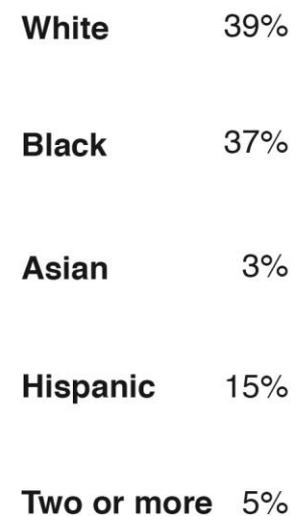
Majority Majority
1,359,596



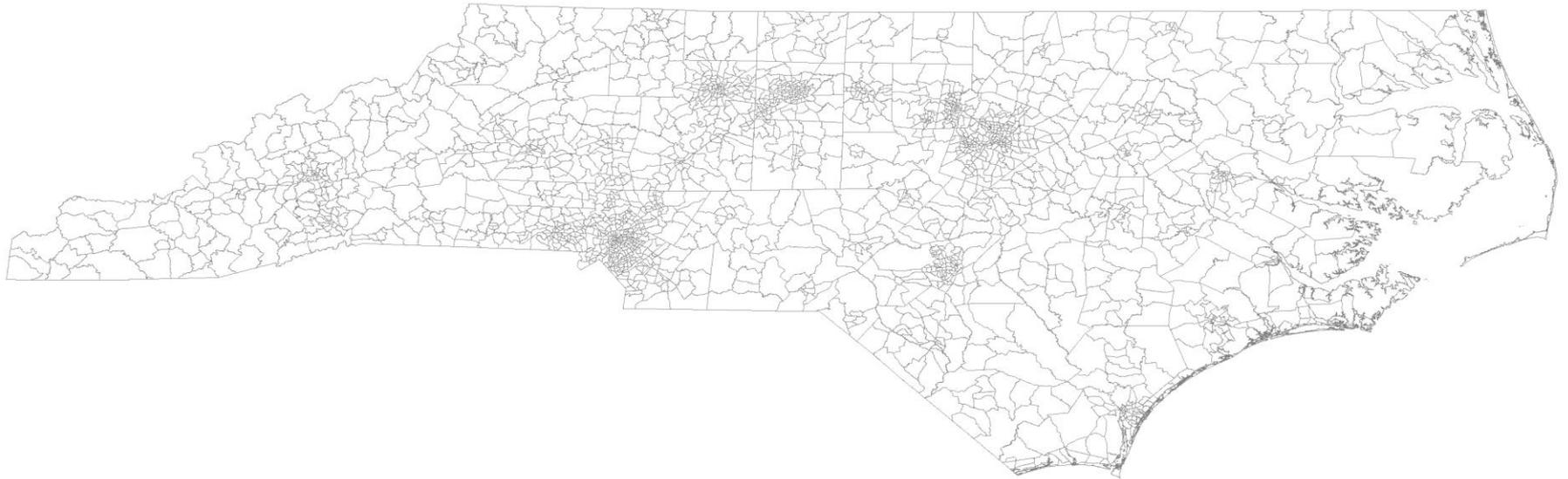
Majority Minority
59,745



Racial Generation Gap
862,294



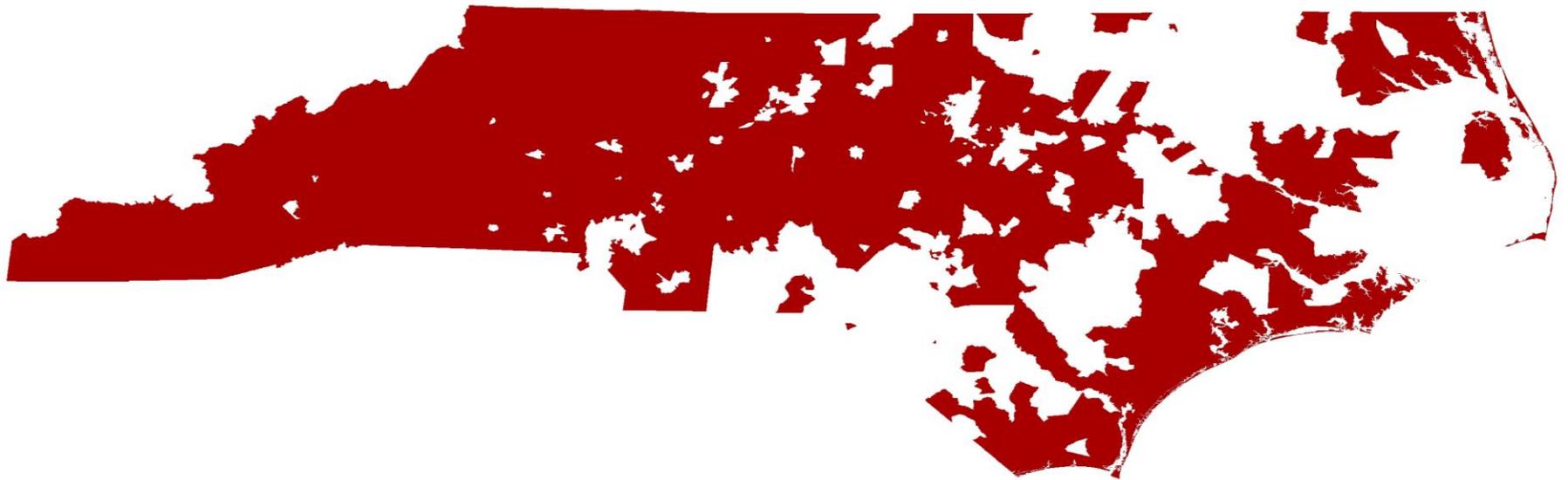
North Carolina Racial Segregation by Census Tract



 Census Tracts

Source: U.S. Decennial Census, 2010

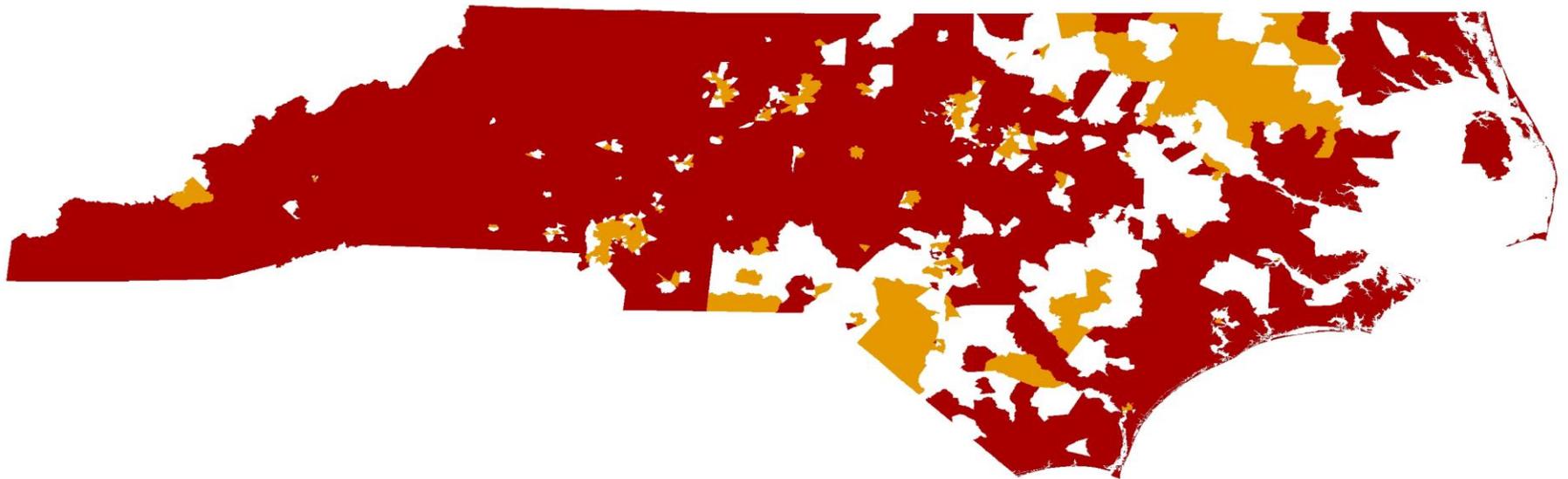
North Carolina Racial Segregation by Census Tract



 Predominantly White (60%+)

Source: U.S. Decennial Census, 2010

North Carolina Racial Segregation by Census Tract

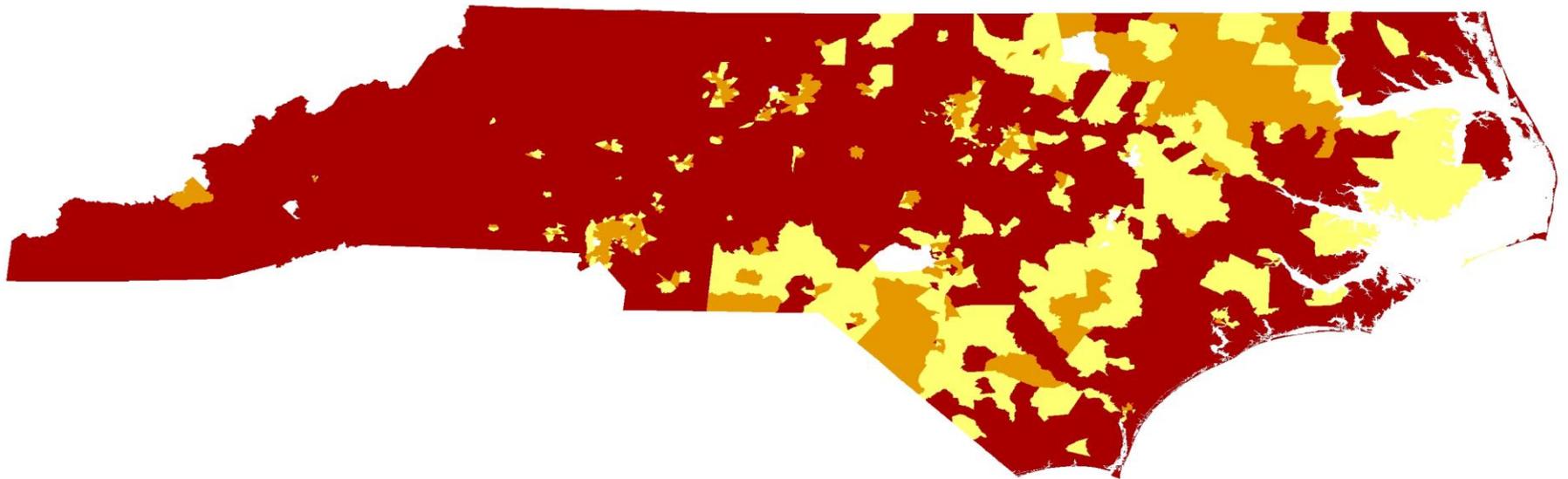


 Predominantly Non-White (60%+)

 Predominantly White (60%+)

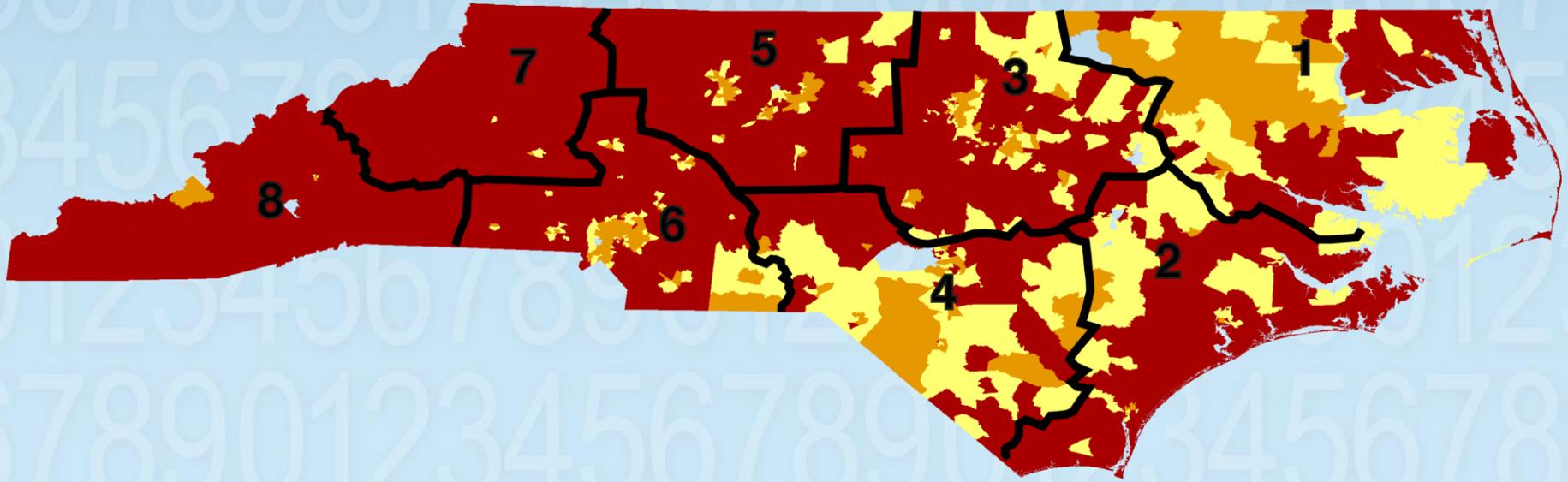
Source: U.S. Decennial Census, 2010

North Carolina Racial Segregation by Census Tract



Source: U.S. Decennial Census, 2010

North Carolina Racial Segregation by Census Tract



Source: U.S. Decennial Census, 2010

Distribution of School Age Population by Race and Level of Neighborhood Segregation

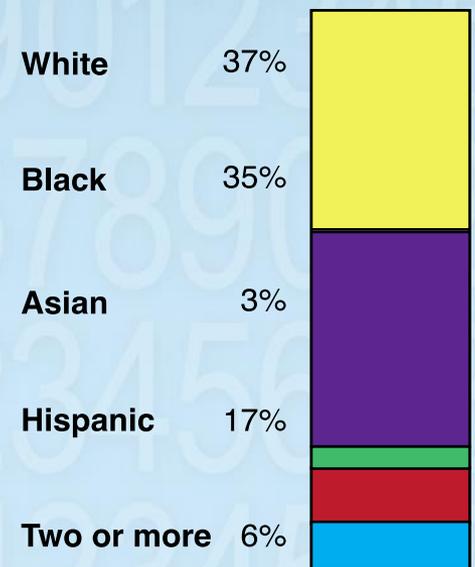
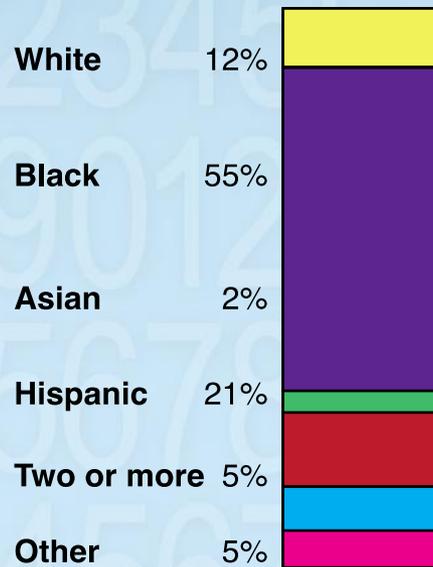
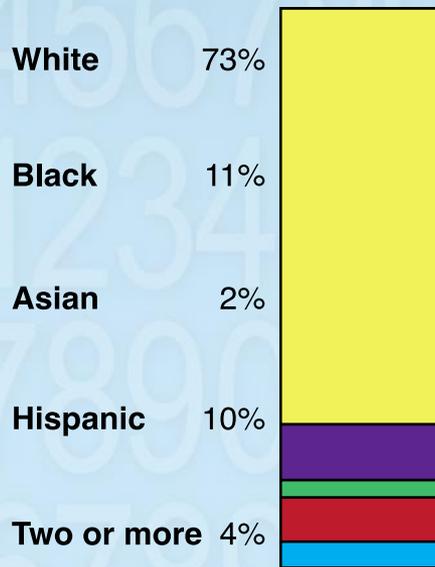
Predominantly White
1,431,613



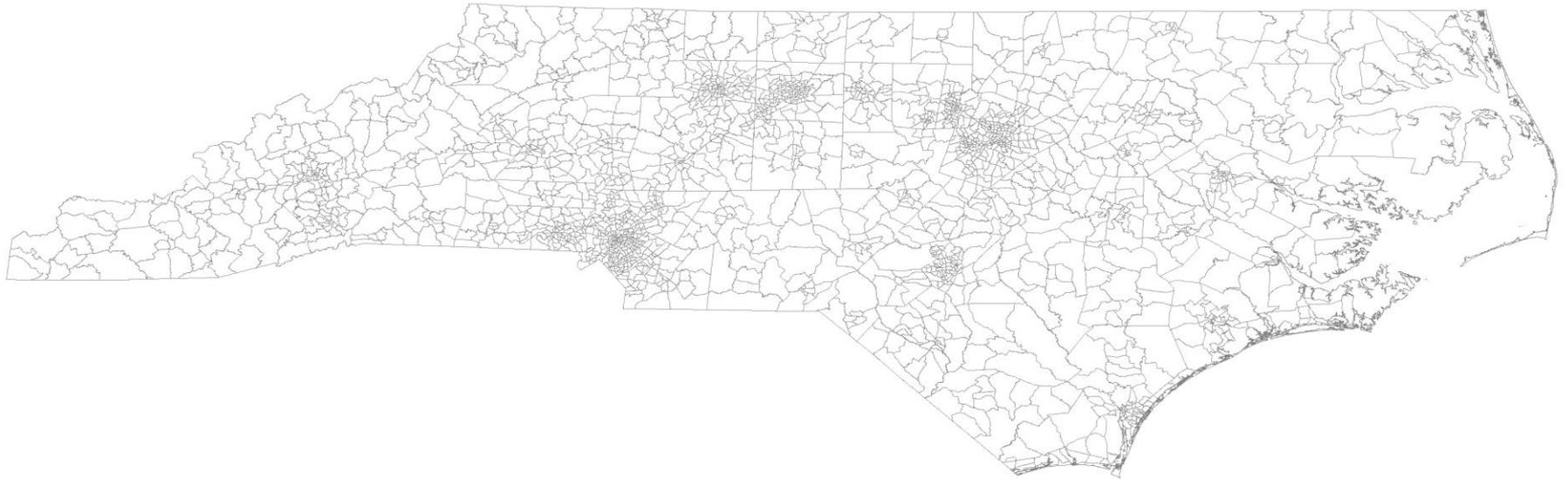
Predominantly Nonwhite
425,771



Predominantly Mixed
424,251



North Carolina Poverty by Census Tract



 Census Tracts

Source: U.S. Decennial Census, 2010

North Carolina Poverty by Census Tract



 Extreme Poverty (40% >)

Source: U.S. Decennial Census, 2010

North Carolina Poverty by Census Tract

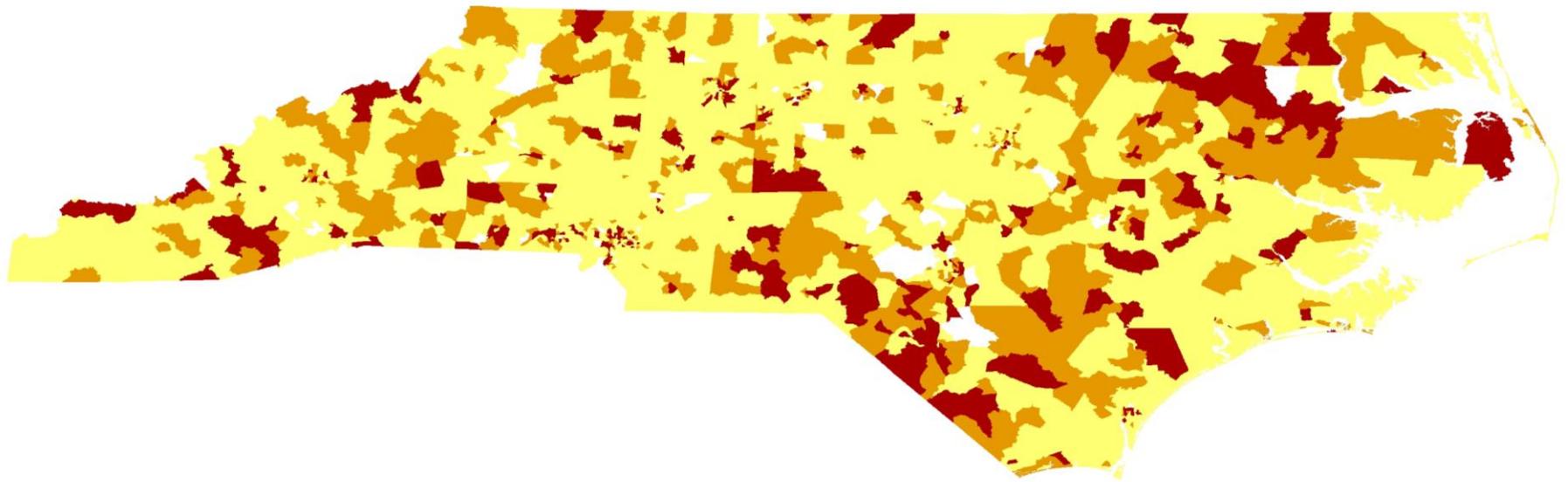


 High Poverty (25% - 39.9%)

 Extreme Poverty (40% >)

Source: U.S. Decennial Census, 2010

North Carolina Poverty by Census Tract



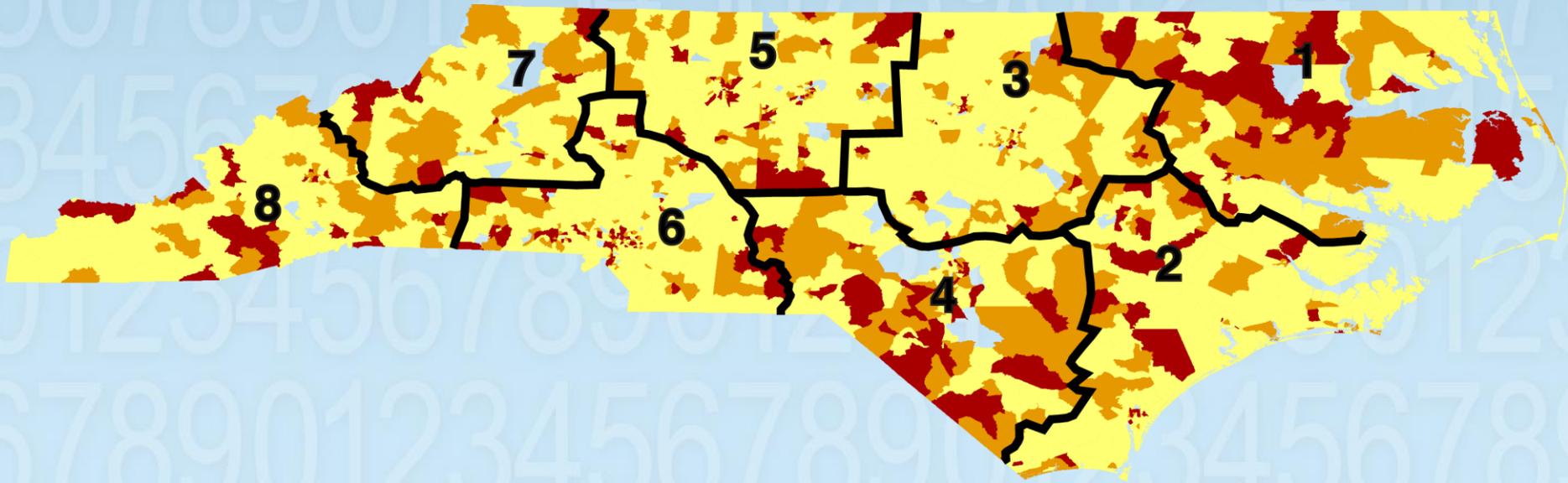
 Low Poverty (< 24.9%)

 High Poverty (25% - 39.9%)

 Extreme Poverty (40% >)

Source: U.S. Decennial Census, 2010

North Carolina Poverty by Census Tract



-  Low Poverty (< 24.9%)
-  High Poverty (25% - 39.9%)
-  Extreme Poverty (40% >)

Source: U.S. Decennial Census, 2010

Distribution of School Age Population by Race and Level of Neighborhood Poverty

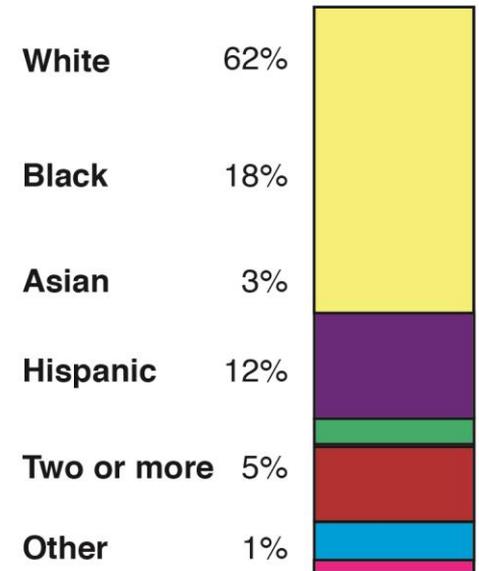
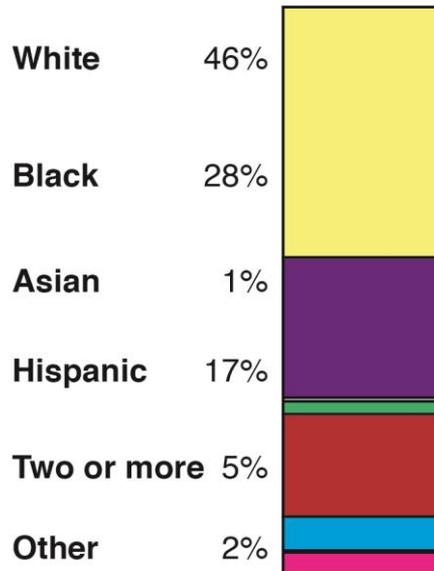
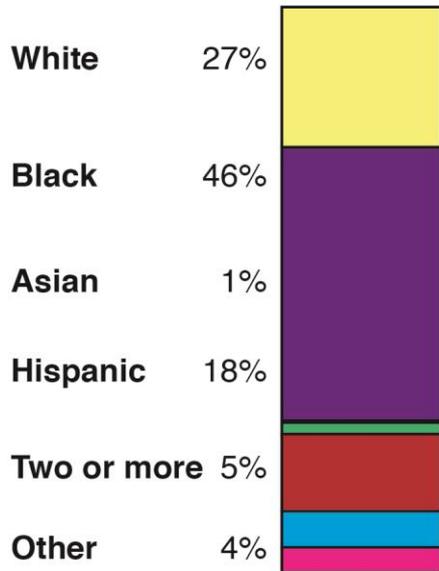
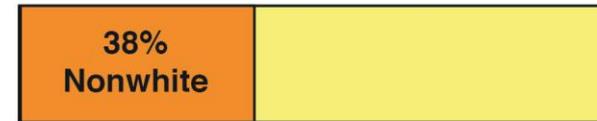
Extreme Poverty Areas
307,070



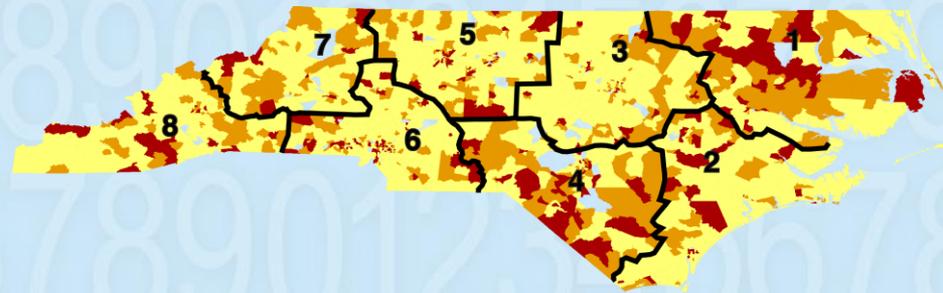
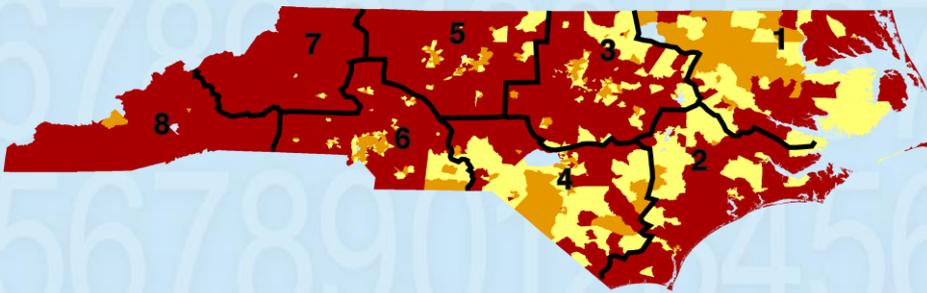
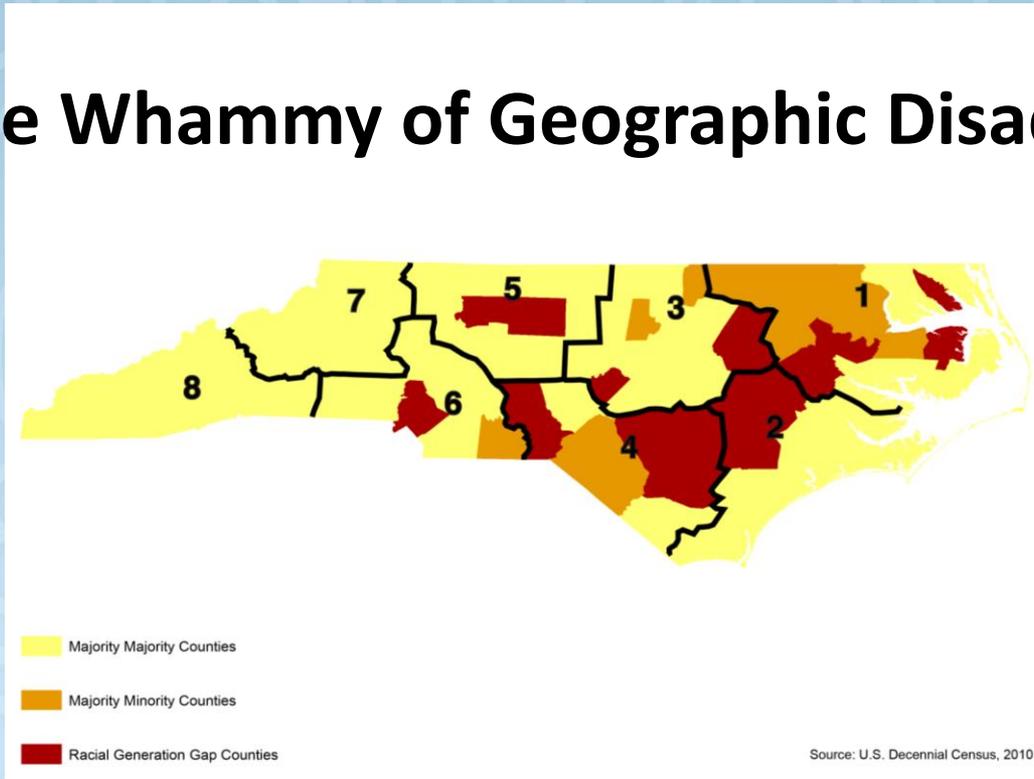
High Poverty Areas
462,780



Low Poverty Areas
1,511,785



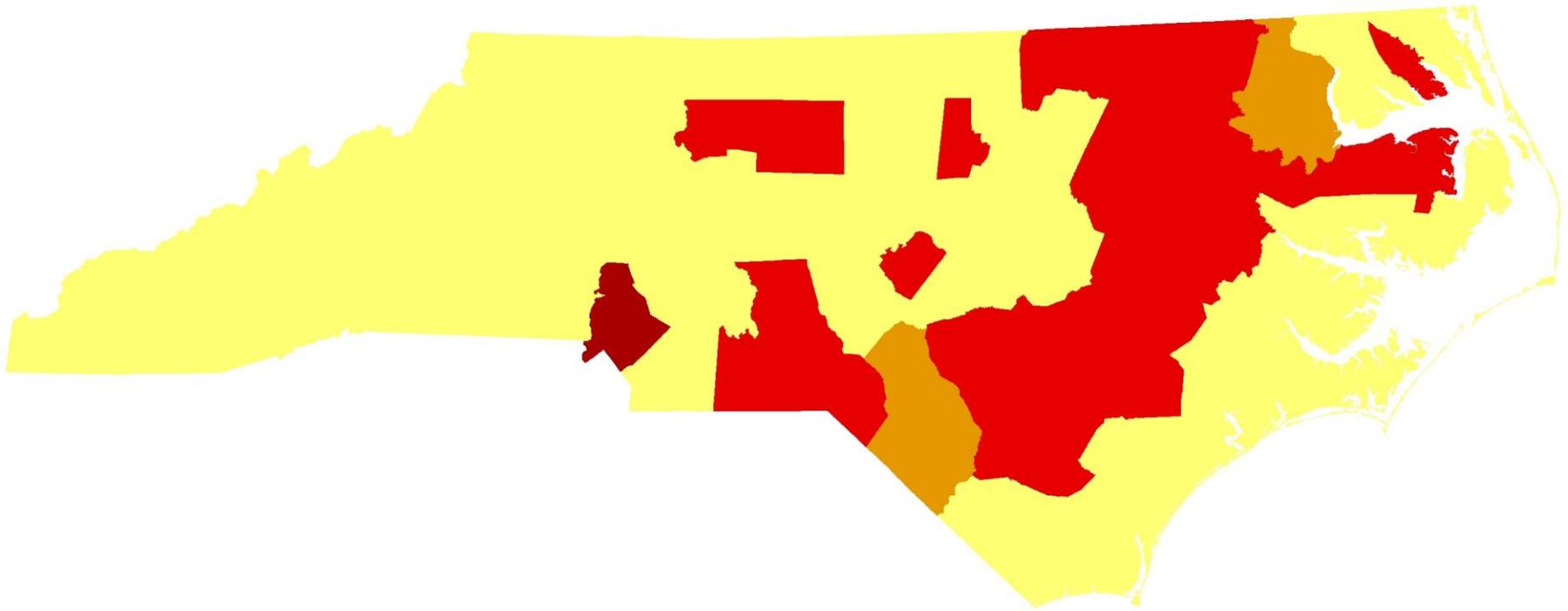
The Triple Whammy of Geographic Disadvantage



Source: U.S. Decennial Census, 2010

Source: U.S. Decennial Census, 2010

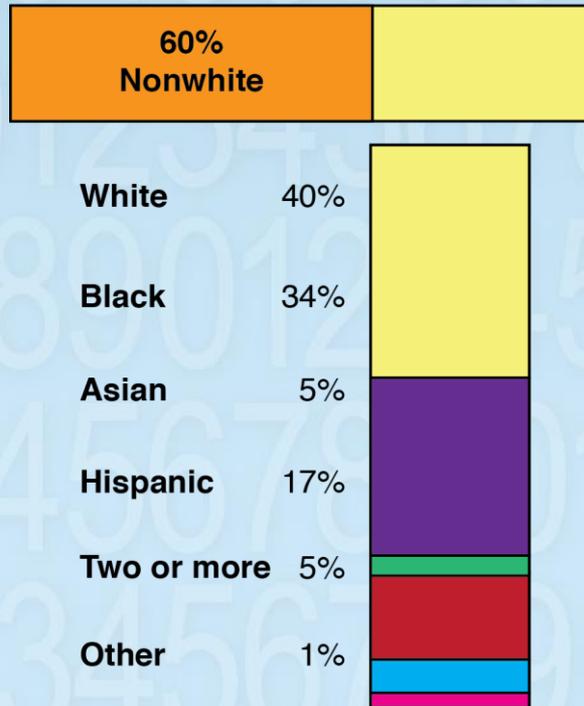
Racial Typology of Mecklenburg County, North Carolina



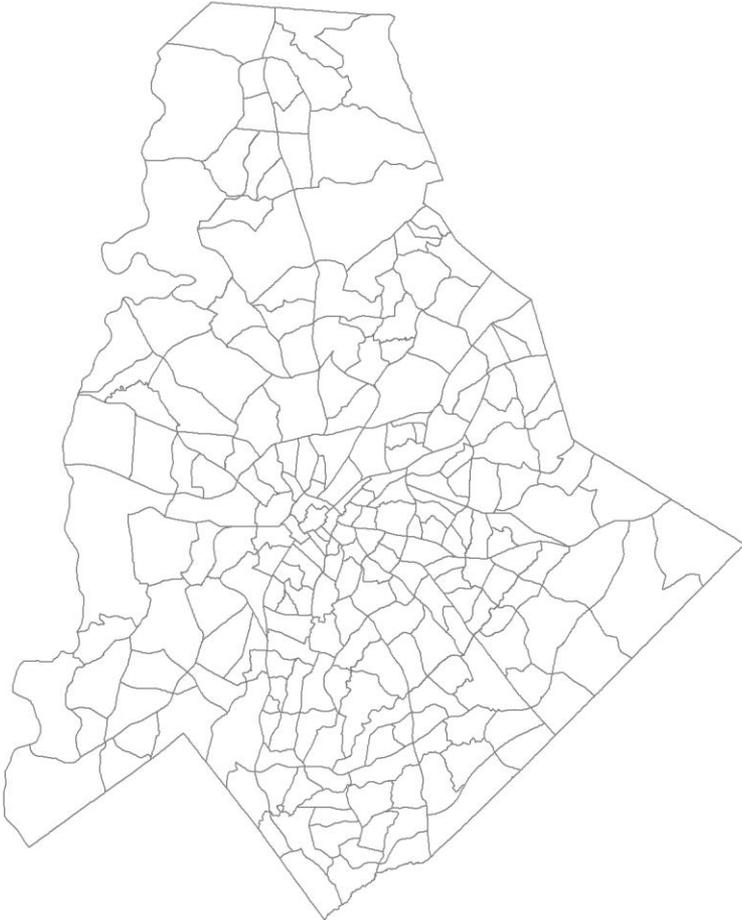
- Mecklenburg County
- Racial Generation Gap Counties
- Majority Minority Counties
- Majority Majority Counties

Distribution of School Age Population

Racial Generation Gap
233,338



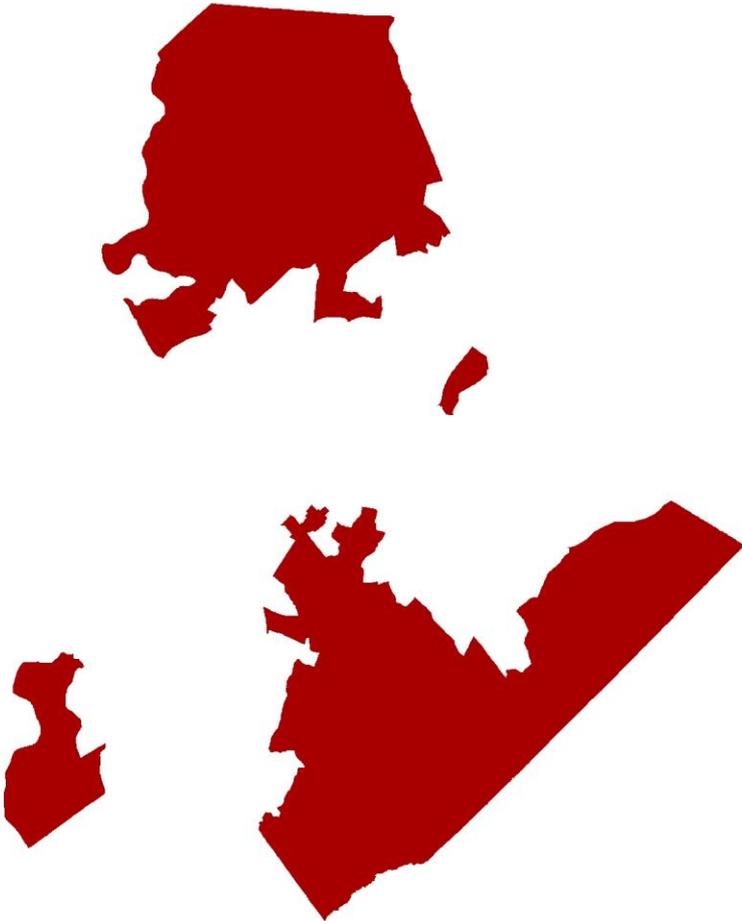
Mecklenburg County Segregation by Census Tract



 Census Tracts

Source: U.S. Decennial Census, 2010

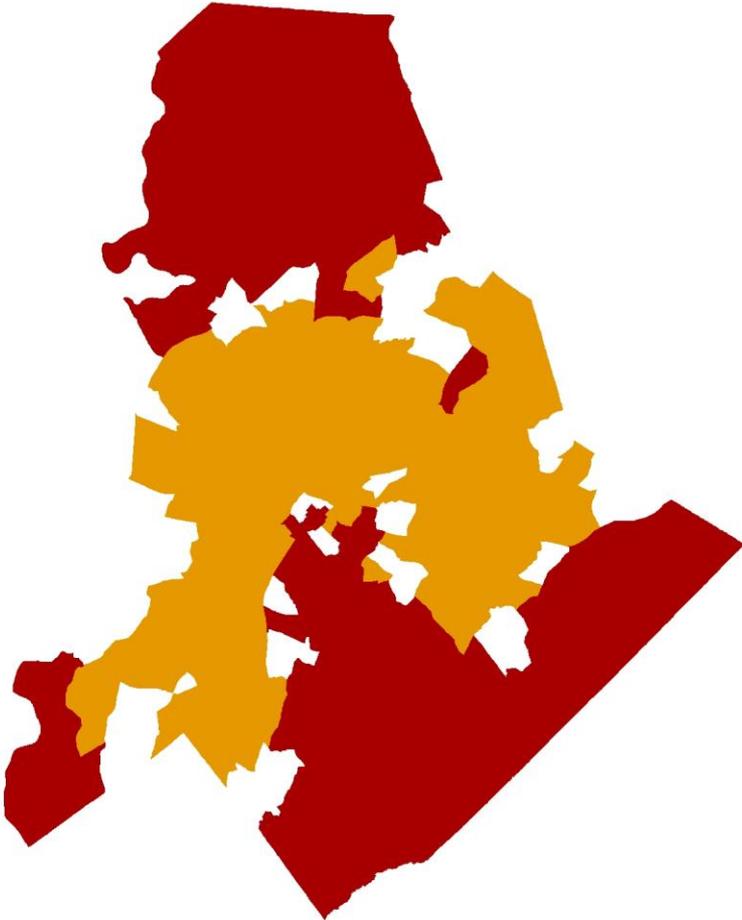
Mecklenburg County Segregation by Census Tract



 Predominantly White (60% +)

Source: U.S. Decennial Census, 2010

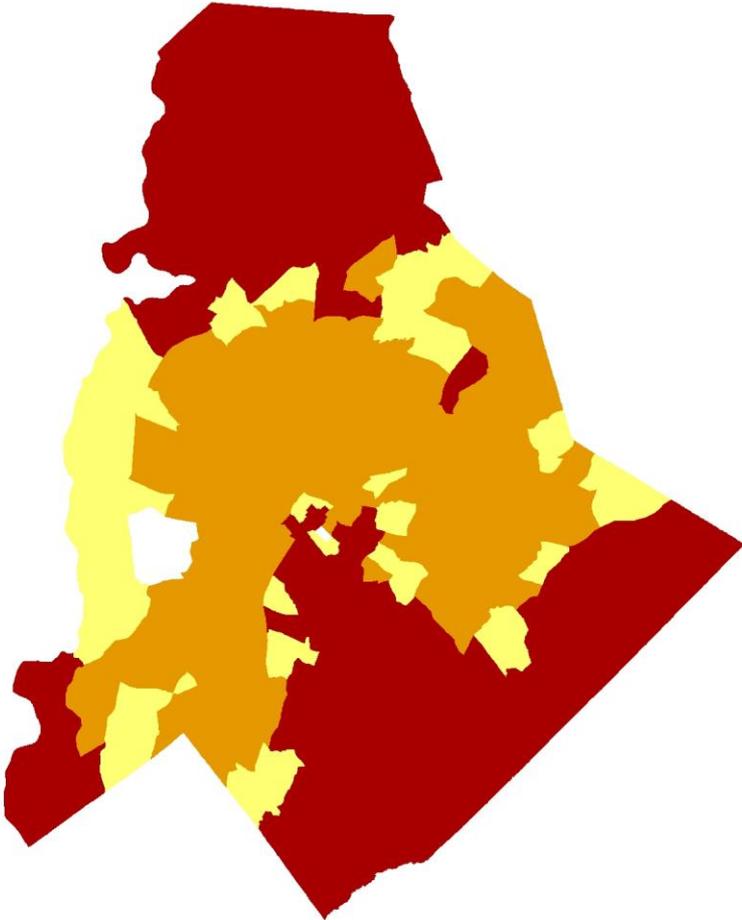
Mecklenburg County Segregation by Census Tract



 Predominantly Non-White (60%+)
 Predominantly White (60% +)

Source: U.S. Decennial Census, 2010

Mecklenburg County Segregation by Census Tract



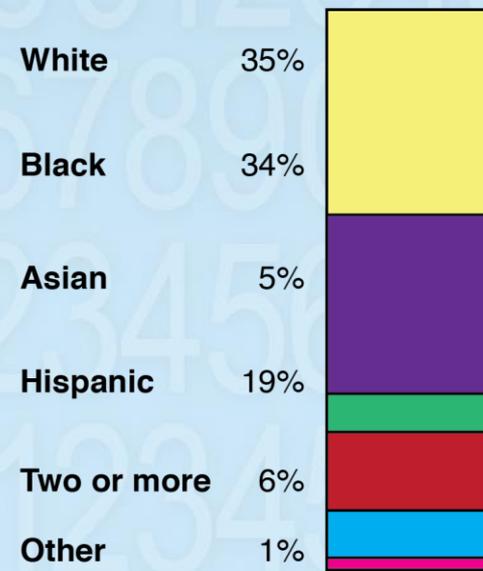
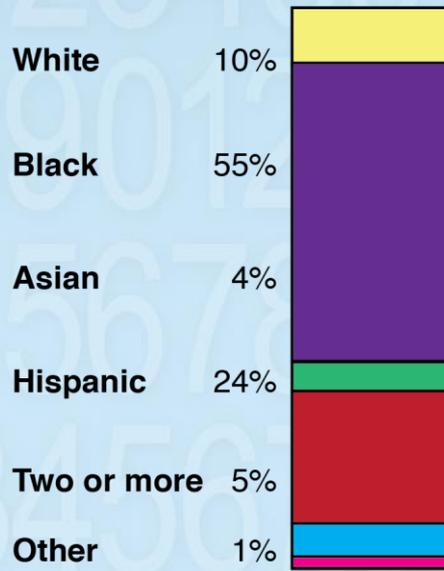
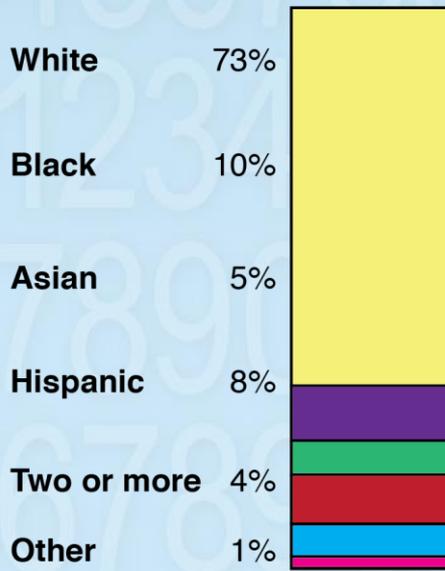
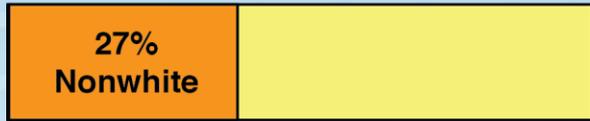
- Mixed Tracts
- Predominantly Non-White (60%+)
- Predominantly White (60% +)

Distribution of School Age Population by Race and Level of Neighborhood Segregation

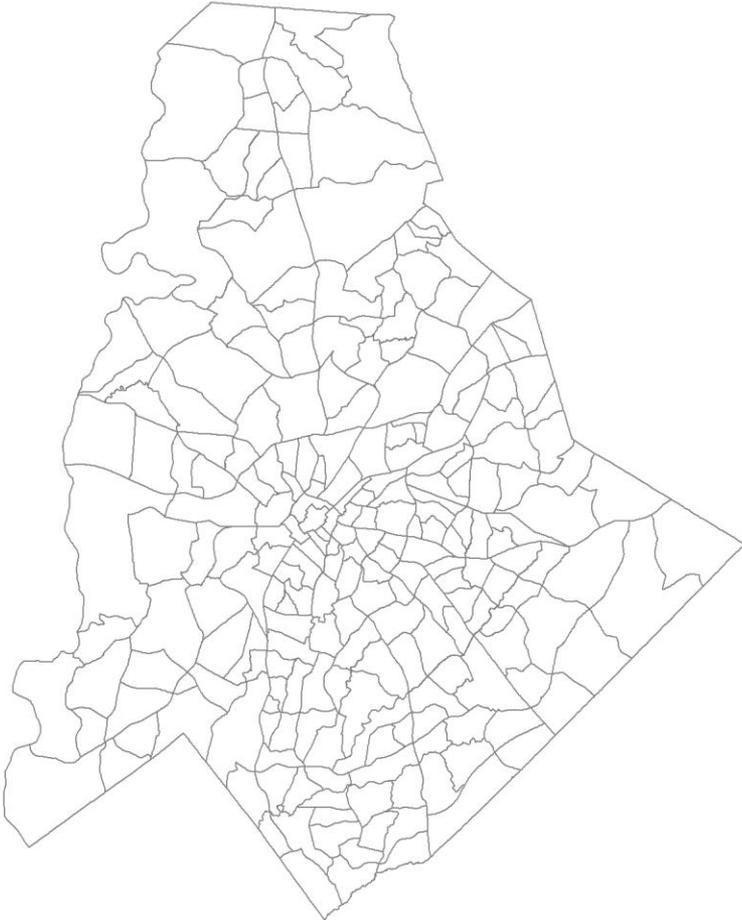
Predominantly White
94,161

Predominantly Nonwhite
107,117

Predominantly Mixed
32,060



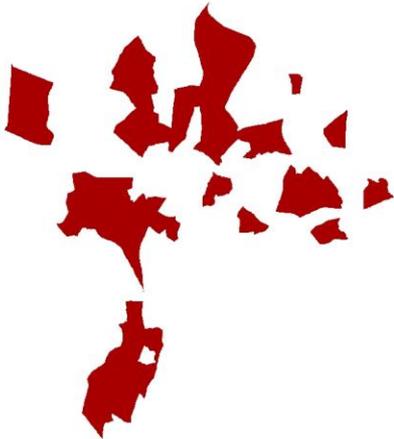
Mecklenburg County Poverty by Census Tract



 Census Tracts

Source: U.S. Decennial Census, 2010

Mecklenburg County Poverty by Census Tract



 Extreme Poverty (40% +)

Source: U.S. Decennial Census, 2010

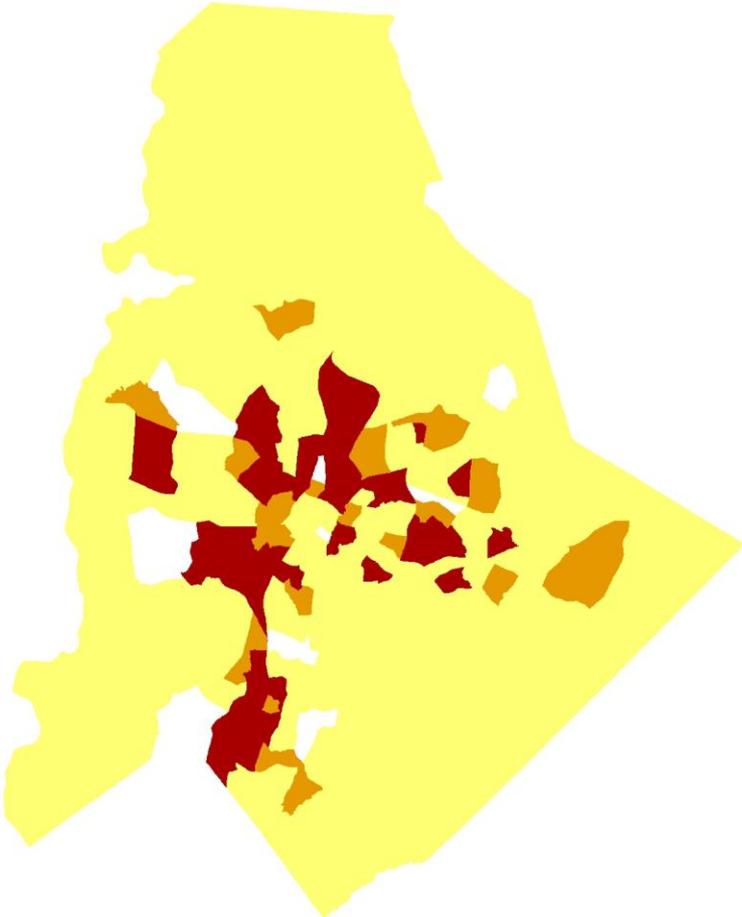
Mecklenburg County Poverty by Census Tract



 High Poverty (25% - 39.9%)
 Extreme Poverty (40% +)

Source: U.S. Decennial Census, 2010

Mecklenburg County Poverty by Census Tract



- Low Poverty (0 - 24.9%)
- High Poverty (25% - 39.9%)
- Extreme Poverty (40% +)

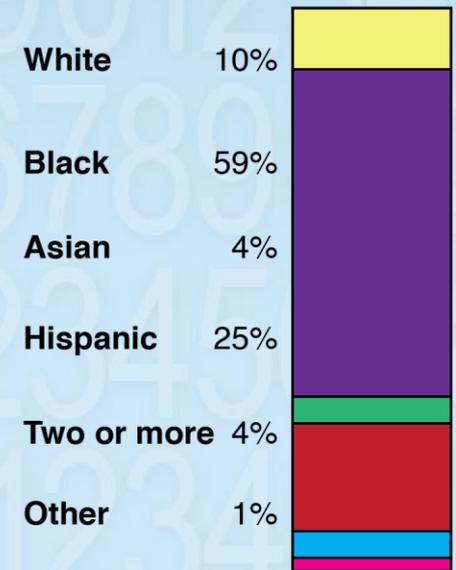
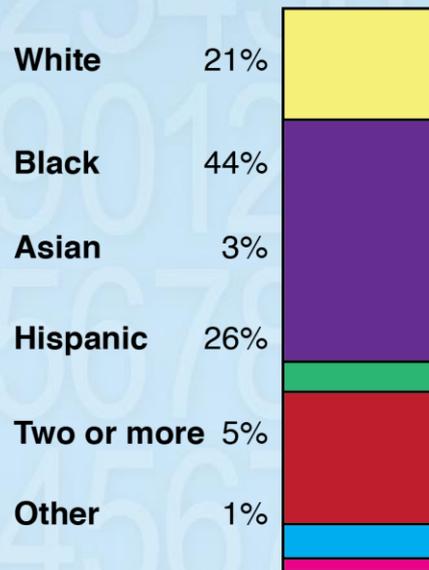
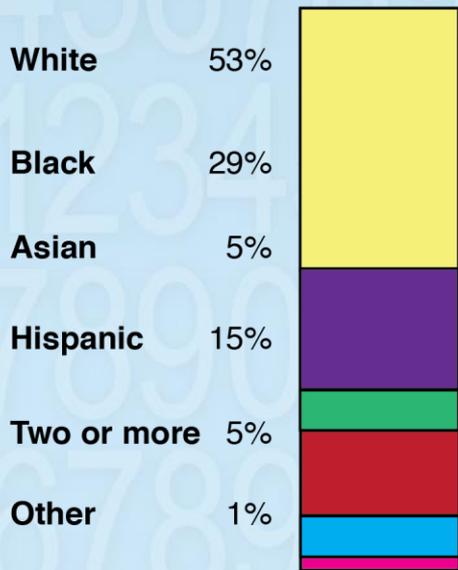
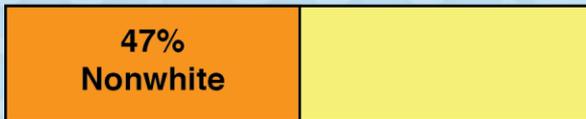
Source: U.S. Decennial Census, 2010

Distribution of School Age Population by Race and Level of Neighborhood Poverty

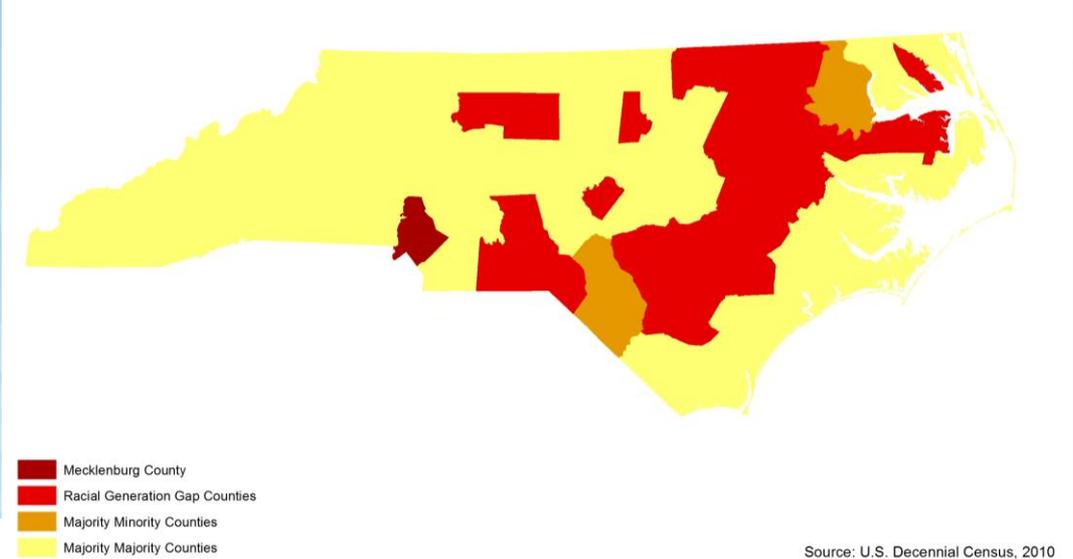
Low Poverty Areas
183,730

High Poverty Areas
21,091

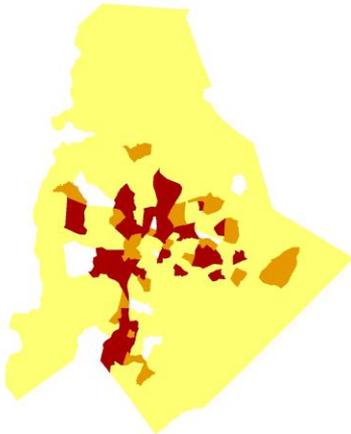
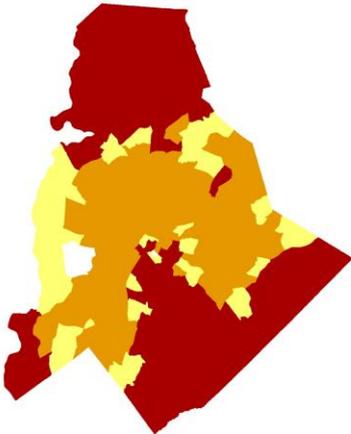
Extreme Poverty Areas
28,517



The Triple Whammy of Geographic Disadvantage



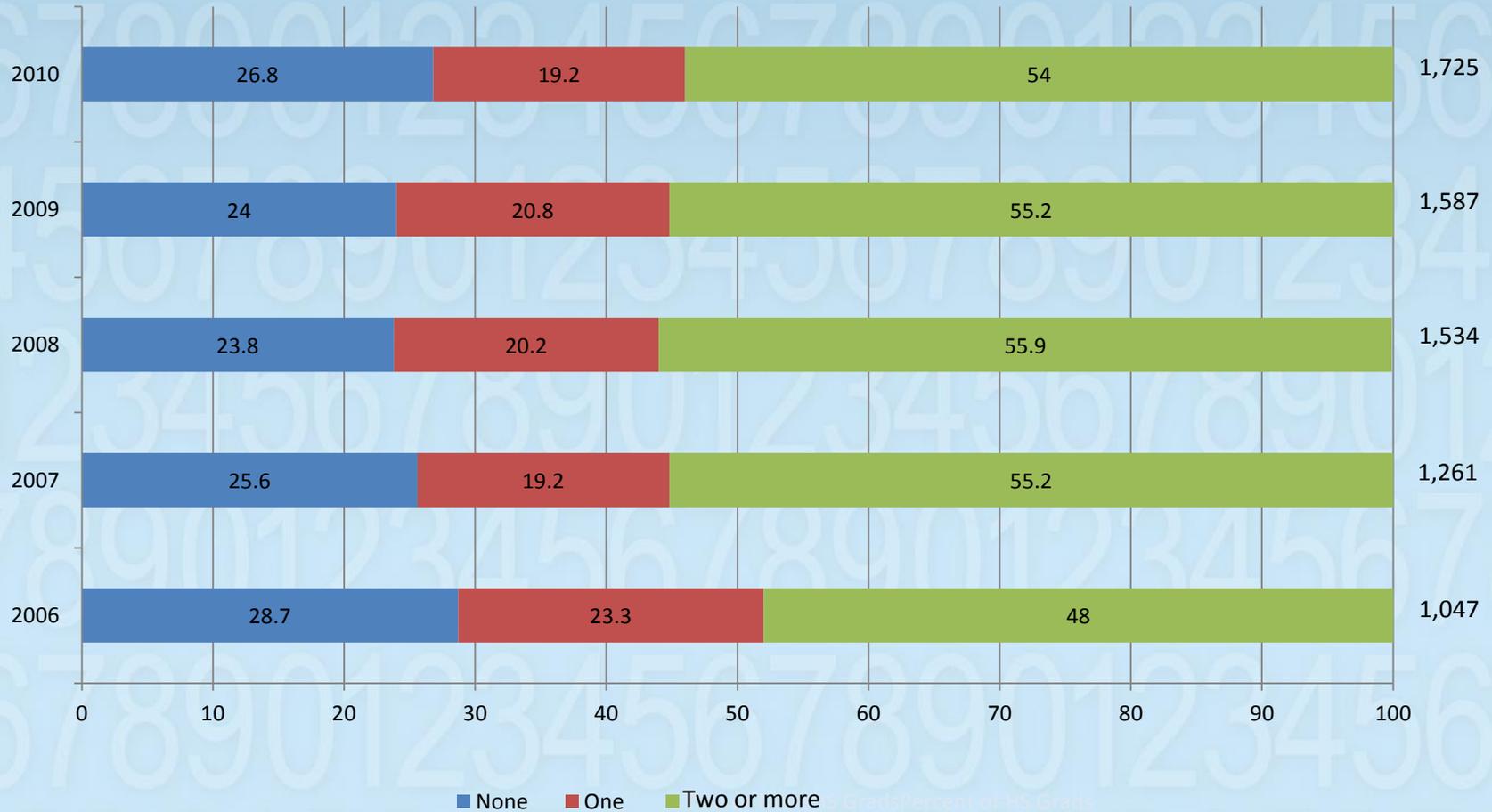
Source: U.S. Decennial Census, 2010



Source: U.S. Decennial Census, 2010

Source: U.S. Decennial Census, 2010

Percent of High School Graduates Requiring Remedial Course Work



A group of diverse students in a chemistry laboratory. They are smiling and have their hands raised in the air. In the foreground, there are several Erlenmeyer flasks containing liquids of different colors: orange, green, and blue. The background is slightly blurred, showing a typical classroom or lab setting with white walls and some equipment.

Education is Necessary

...but insufficient

BACHELOR'S DEGREE HOLDERS (UNDER AGE 25) WHO WERE JOBLESS OR UNDEREMPLOYED

Year

Percent

2000

41.0

2011

53.6

CHANGE IN INCIDENCE OF POVERTY BY EDUCATIONAL ATTAINMENT IN NC, 2005-2007, 2008-2010

Educational Attainment	2005-2007	2008-2010	Percent Change
Less than High School	253,304	276,757	9.3%
High School Graduate	216,667	234,371	8.2%
Some College, Associate Degree	136,185	186,834	37.2%
Bachelor's degree or higher	49,082	57,919	18.0%

Source: American Community Survey

THE COMPETITIVE TOOL KIT

- Analytical Reasoning
- Entrepreneurial Acumen
- Contextual Intelligence
- Soft Skills/Cultural Elasticity
- Agility and Flexibility

Responding to the Crisis

**Leveraging the Power of
Collective Ambition!**

Collective Ambition

- Supersedes individual goals and aspirations.
- Takes into account the key elements required to achieve and sustain excellence at the organizational & community levels.
- Provides a framework that paves the way for successful organizational & community change.

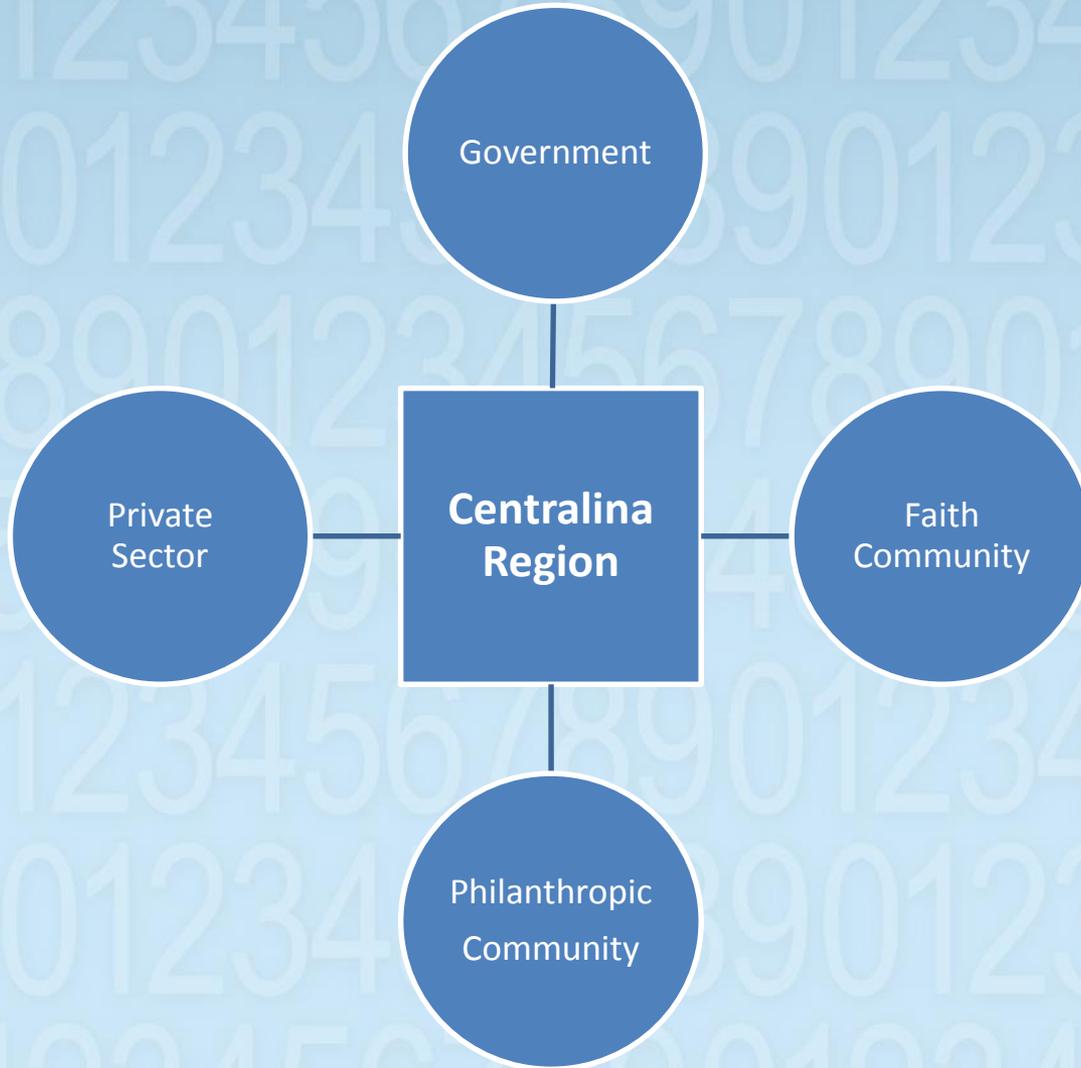
FOUNDATIONS OF COLLECTIVE AMBITION

- Collaborative Engagement (glue)
- Disciplined Execution of Strategy
(grease)

Collaborative Engagement

- Making sure everybody is on the bus, in the right seat, headed in the right direction.
- Convincing aging empty nesters that they do have a dog in the K-12 education fight.

BUILDING COLLECTIVE AMBITION



The “Strategy” Challenge

- Most organizations are long on vision and mission and short on strategy—*the road map for change*.
- Explicit actions are required to achieve vision and mission.
- Key community stakeholders must understand their specific roles in strategy execution.
- Key targets & milestones must be established to assess progress toward vision and mission.
- Leaders must be vigilant in strategy execution and not hesitate to adjust strategy when necessary.
- Failure is an option

Postscript

- We must view solving The Triple Whammy of Geographic Disadvantage conundrum as a form of enlightened self-interest—a strategic imperative for our communities and our nation in the hyper-competitive global economy of the 21st century.

Implications for Workforce Planning and Development

- Managing transition from the “graying” to the “browning” of America.
- Competition for talent will be fierce – and global.
- Successful recruitment and retention will hinge on your ability to effectively manage the full nexus of “diversity” issues.

MOVING FORWARD

- Higher Education must become more actively engaged in K-12 Education.
- Improve Male Education Outcomes
- Embrace immigrants
- Education and business must establish stronger ties to ensure that students graduate with the requisite skills to compete in an ever-changing global economy.
- Prepare students for the freelance economy.
- Augment efforts to recruit plants with a human capital recruitment strategy (particularly to attract the NC born and bred).