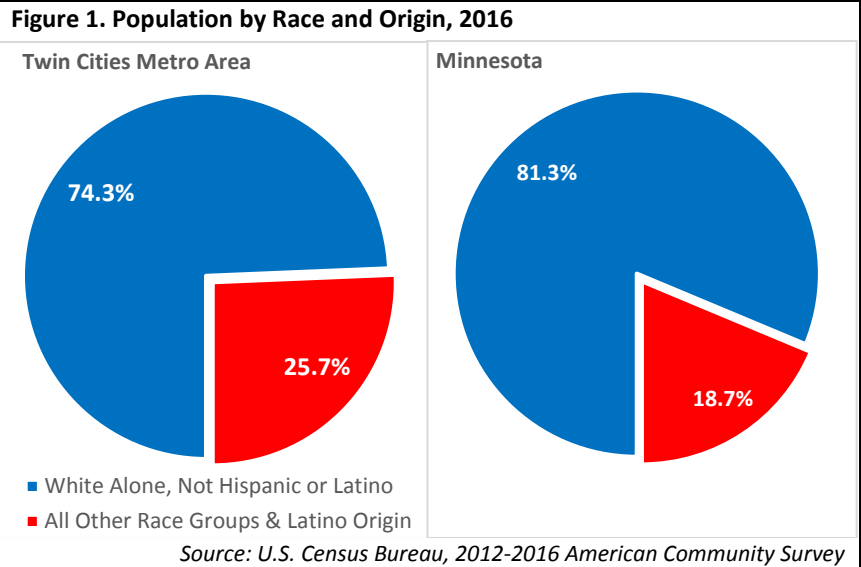


## Twin Cities Metro Regional Disparities by Race and Origin

The Twin Cities metro area’s population is relatively diverse, and is becoming more diverse over time. Through 2016, 74.3 percent of the region’s population reported being White alone, and not of Hispanic or Latino origin; while the other 25.7 percent of the population reported a different race – such as Black or African American, American Indian, Asian, Some Other Race, or Two or More Races – or Hispanic or Latino origin. That was 7 percent higher than the population statewide, where 18.7 percent of residents reported a race or origin other than White alone (see Figure 1).



The Twin Cities was home to about 3 million people in 2016, an increase of just over 335,000 residents since 2000. The 7-county metro area saw an increase of 77,722 White residents from 2000 to 2016, accounting for about one-fourth (23.1%) of the recent population growth. In addition, the region experienced even faster population growth from people of other races and origins, which have increased by 70 percent since 2000.

With 265,312 people, Black or African Americans comprised the largest minority group in the region, accounting for 8.9 percent of the total population. After gaining almost 109,000 new residents from 2000 to 2016, over 85 percent of the state’s Black or African American population resides in the Twin Cities (see Table 1)

**Table 1. Population Change in the Twin Cities Metro, 2000-2016**

	Twin Cities Metro Area				Minnesota	
	2016 Population Estimate	2016 Percent	Change from 2000-2016		2016 Percent	Change from 2000-2016
<b>Total Population</b>	<b>2,978,822</b>	<b>100.0%</b>	<b>+336,766</b>	<b>+12.7%</b>	<b>100.0%</b>	<b>+10.8%</b>
White	2,315,839	77.7%	+77,722	+3.5%	84.3%	+4.5%
Black or African American	265,312	8.9%	+108,692	+69.4%	5.7%	+81.0%
American Indian & Alaska Native	16,872	0.6%	-3,545	-17.4%	1.0%	+3.5%
Asian & Other Pac. Islander	213,426	7.2%	+91,187	+74.6%	4.6%	+72.8%
Some Other Race	65,360	2.2%	+20,299	+45.0%	1.6%	+34.2%
Two or More Races	102,013	3.4%	+42,411	+71.2%	2.7%	+79.5%
Hispanic or Latino origin	182,229	6.1%	+86,327	+90.0%	5.1%	+92.5%

Source: U.S. Census Bureau, 2012-2016 American Community Survey

The next largest race group was Asian and Other Pacific Islanders, with 213,426 residents, which was also 85 percent of the statewide population. The region welcomed a 75 percent increase from 2000 to 2016, a gain of 91,187 net new residents. Likewise, people reporting Hispanic or Latino origin increased 90 percent in the Twin Cities since 2000, and now account for 182,229 people. That was 66 percent of the state’s total Hispanic or Latino population.

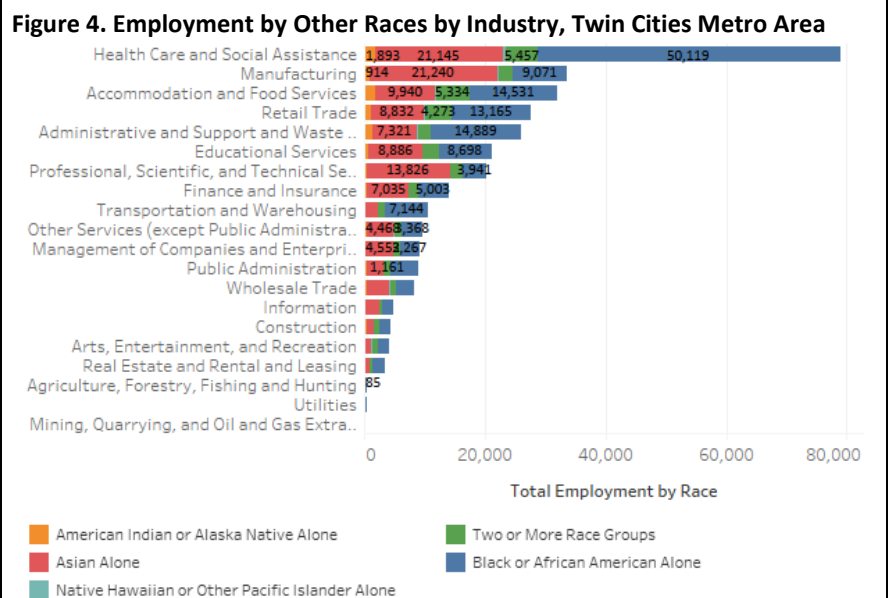
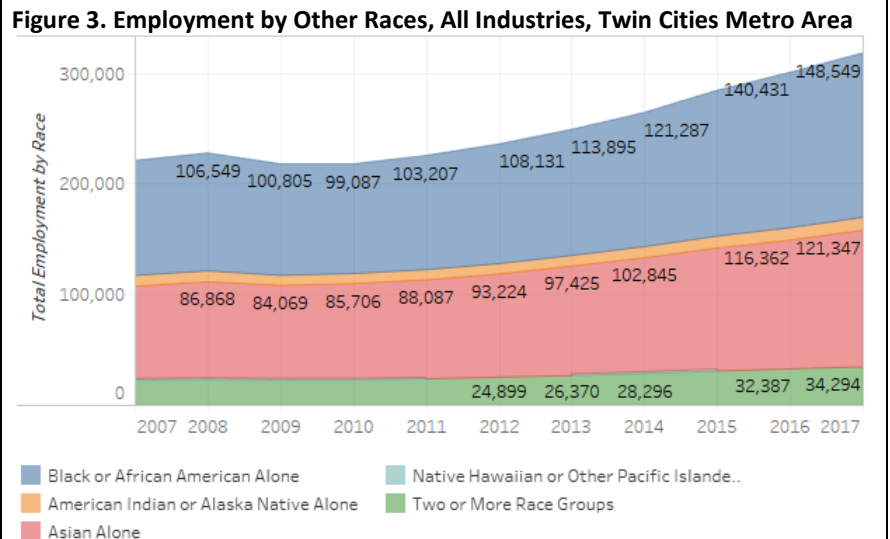
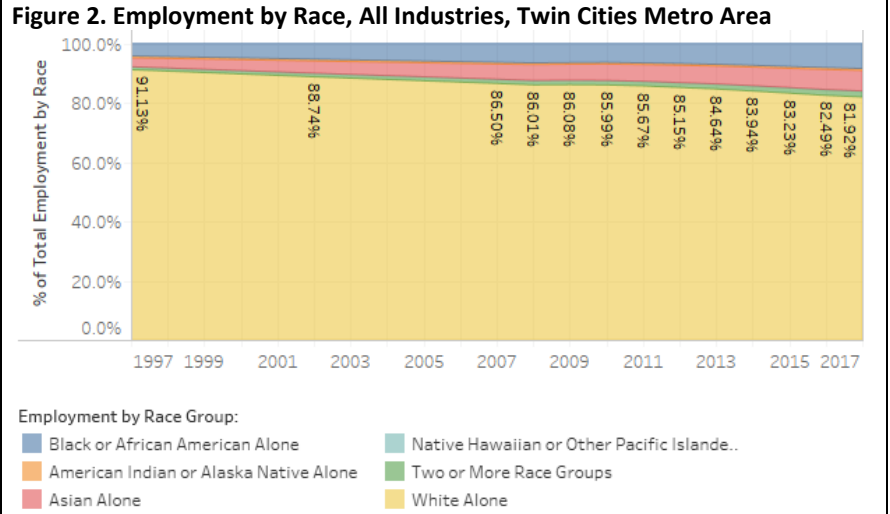
The Twin Cities has just over 102,000 people of Two or More Races, after increasing by 42,411 residents since the turn of the century. People of Some Other Race accounted for 2.2 percent of the region’s population, with 65,360 residents. Finally, the smallest race group in the region was American Indian and Alaska Natives, with 16,872 people after declining by 3,545 people since 2000. The Twin Cities has just 29.6 percent of the state’s total American Indian population.

## Employment Diversity

While people of different races make up 15.7 percent of the overall population, they held 18.1 percent of total jobs in the Twin Cities metro, according to data from the Quarterly Workforce Indicators program. In the second quarter of 2017, that equaled 317,884 jobs held by workers of other races, compared to 1,440,387 White workers. While still a minor portion, workers of other races held 10.6 percent of total jobs in the region in 2000, meaning their employment presence nearly doubled from 2000 to 2017 (see Figure 2).

In sum, workers of other races have filled an additional 148,097 jobs in the region since 2000, accounting for 98.7 percent of the 150,117 new jobs added. With 148,549 jobs, Black or African Americans were the largest race group in the regional economy, after gaining 67,874 jobs since 2000, an 84.1 percent increase. The next largest group was Asian and Other Pacific Islanders, who held 121,347 jobs in 2017 after rising 103.4 percent from 2000 (see Figure 3). Workers of Hispanic or Latino origin filled 86,123 jobs in the region, up by 40,908 jobs since 2000.

Several sectors in the Twin Cities are diverse, but there are a couple industries that rely more heavily on workers of other races. The largest number of minority workers were employed in Health Care and Social Assistance, where 31 percent of jobs were held by workers of other races. Manufacturing, Accommodation and Food Services, Retail Trade, and Administrative Support and Waste Management Services also had diverse workforces (see Figure 4). More than 24,000 Hispanic or Latino workers were employed in Retail Trade and Accommodation and Food Services.

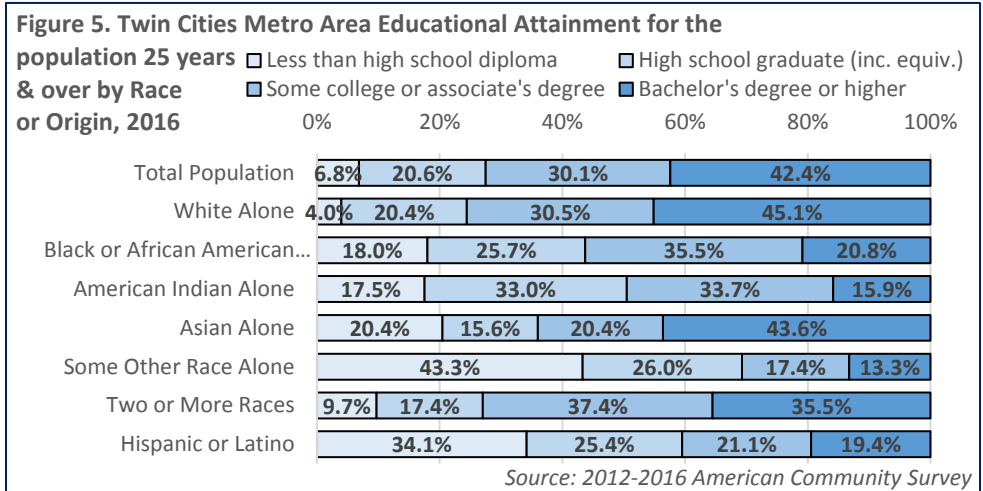


Source: DEED, Census LEHD Quarterly Workforce Indicators

## Employment Characteristics

Comparing the economic status of people of other races with the region’s White residents reveals many disparities including educational attainment, labor force participation, unemployment, and income and poverty levels. Closing these gaps is crucial to keep the region’s economy moving forward.

People of other races exhibited lower educational attainment than their White counterparts, with a much higher percentage of people with less than a high school diploma. Over one-third of Hispanic or Latino residents and people of Some Other Race did not graduate from high school. In contrast, Asian residents and people of Two or More Races had similar percentages of bachelor’s degrees or higher.



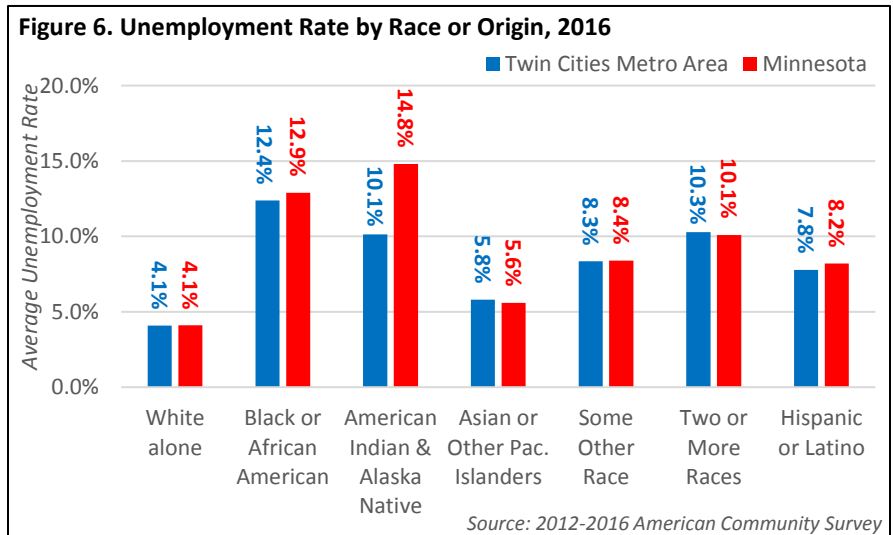
At 72.1 percent, labor force participation rates are higher in the Twin Cities than the state as a whole. People of Some Other Race had the highest labor force participation rate in the region at 78.5 percent, and Hispanic or Latino workers also participated at a much higher rate than Whites. American Indian workers had much lower participation rates (see Table 2).

**Table 2. Employment Characteristics by Race or Origin, 2016**

	Twin Cities Metro			Minnesota	
	In Labor Force	Labor Force Partic. Rate	Unemp. Rate	Labor Force Partic. Rate	Unemp. Rate
Total Labor Force	1,692,527	72.1%	5.0%	69.9%	4.8%
White alone	1,374,199	72.4%	4.1%	69.9%	4.1%
Black or African American	128,329	69.8%	12.4%	68.5%	12.9%
American Indian & Alaska Native	7,635	59.9%	10.1%	58.8%	14.8%
Asian or Other Pac. Islanders	111,889	71.1%	5.8%	70.7%	5.6%
Some Other Race	34,496	78.5%	8.3%	77.3%	8.4%
Two or More Races	36,714	73.2%	10.3%	71.3%	10.1%
Hispanic or Latino	90,704	76.8%	7.8%	75.5%	8.2%

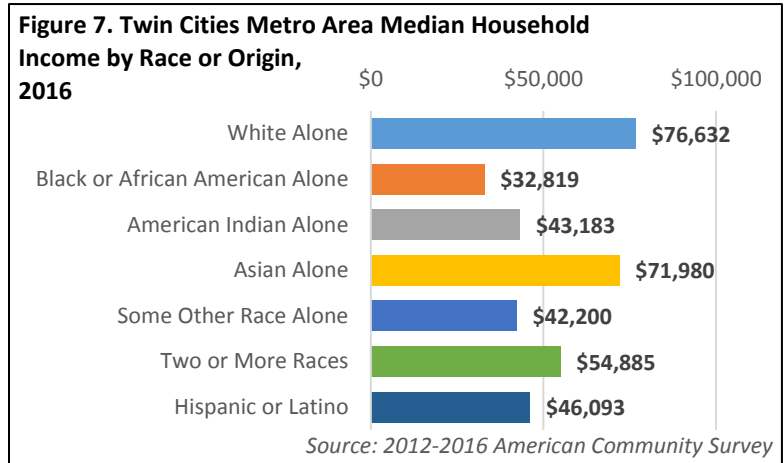
Source: 2012-2016 American Community Survey, 5-Year Estimates

Despite the considerable job growth detailed above for workers of other races and origins, unemployment rate disparities continue to exist in the Twin Cities. Every race group had a higher unemployment rate than for Whites. The White unemployment rate was 4.1 percent, which was identical to the state rate. At 12.4 percent, Black or African Americans had the highest unemployment rate in the region, more than 3 times the rate for Whites, but 0.5 percent below the comparable state rate. Likewise, rates were significantly higher for American Indians and workers of Two or More Races. Unemployment rates were around 8 percent for workers of Some Other Race and Hispanic origin, and just below 6 percent for Asian workers (see Figure 6).

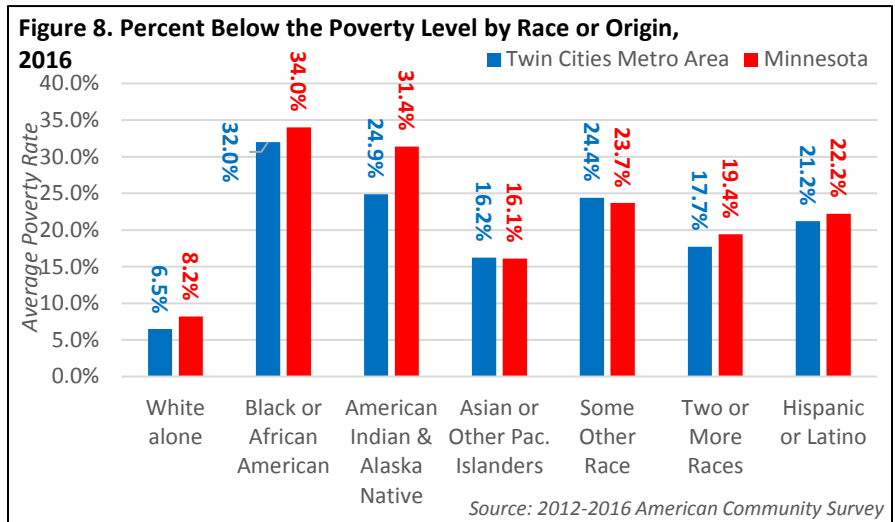


## Economic Disparities

Racial disparities exist in employment characteristics but they also are found in economic outcomes as measured by household income and poverty levels. The region’s median household income was \$71,029 in 2016, but varied by race groups. The median household income for Black or African American households was \$32,819, nearly \$44,000 less than White households. Incomes were also relatively low for American Indian, Hispanic, and households of Some Other Race or Two or More Races. Incomes in the Twin Cities were most similar for Whites and Asian households (see Figure 7).



Another measure of economic outcome is the percent of the population below the poverty level, and again there exists disparities between Whites and people of other races in the Twin Cities. Overall, the region’s poverty rate was 10.3 percent, which was 0.5 percent below the statewide rate. However, in 2016 it was estimated that 32 percent of the region’s Black or African American population was below the poverty level, compared to just 6.5 percent of the White population. Likewise, poverty levels hovered above 25 percent for American Indians and people of Some Other Race in the region. In almost all cases, the region’s poverty rate was slightly lower than the state’s poverty rate (see Figure 8).



These racial disparities exist and persist for a wide variety of reasons, but the economic challenges and opportunities the region will face over the next 15 years are so great that they will need to be tackled with a multi-pronged approach to attracting, retaining, and training workers of all demographic characteristics. Working on solutions to address these disparities between the white population and populations of other races is not only the right thing to do, it's the necessary thing to do if the region is going to provide employers with the workforce needed for success.



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