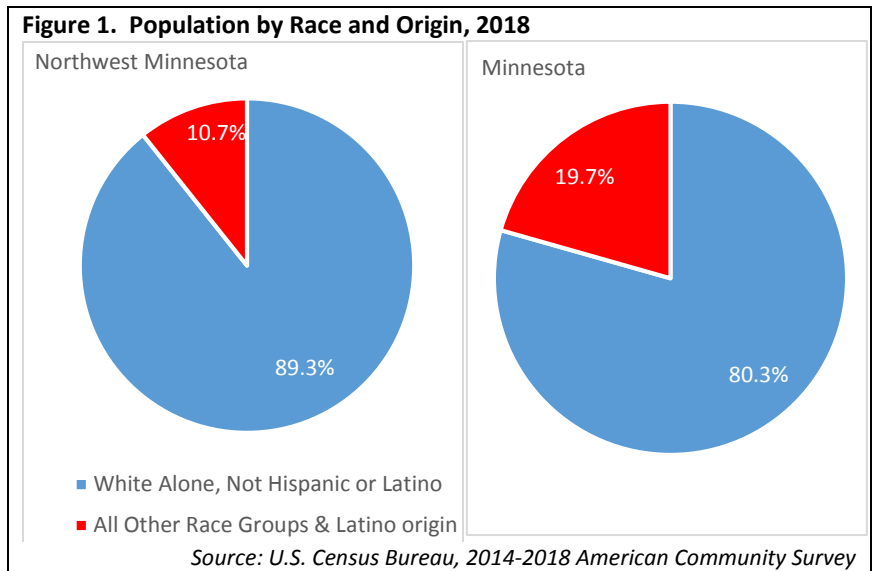


## Northwest Minnesota Regional Disparities by Race and Origin

Northwest Minnesota’s population is relatively non-diverse, but is becoming more diverse over time. Through 2018, 89.3% of the region’s population reported being White alone, and not of Hispanic or Latino origin; while the other 10.7% 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 about 10 percent lower than the population statewide, where about 20% of residents reported a race or origin other than White alone (see Figure 1).



Northwest Minnesota was home to 562,702 people in 2018, an increase of nearly 36,000 residents since 2000. The 26-county region saw an increase of 18,786 White residents, accounting for over 50 percent of the recent population growth. However, the region experienced even faster population growth from people of other races and origins, which have increased more than 50 percent since 2000.

With nearly 22,900 residents, American Indian and Alaska Natives comprised the largest minority race group in the region, accounting for 4.1% of the total population. That was much more concentrated than in the state as a whole, where just 1.0% of residents are American Indian or Alaska Natives. The region’s prominent American Indian population grew 19% from 2000 to 2018, much faster than the 7.3% increase experienced statewide (see Table 1).

	Northwest Minnesota				Minnesota	
	2018 Population Estimate	2018 Percent	Change from 2000-2018		2018 Percent	Change from 2000-2018
<b>Total Population</b>	<b>562,702</b>	<b>100.0%</b>	<b>+35,910</b>	<b>+6.8%</b>	<b>100.0%</b>	<b>+12.4%</b>
White	513,259	91.2%	+18,786	+3.8%	83.3%	+4.7%
Black or African American	6,233	1.1%	+4,787	+331.1%	6.2%	+99.3%
American Indian & Alaska Native	22,865	4.1%	+3,691	+19.3%	1.1%	+7.3%
Asian & Other Pac. Islander	4,077	0.7%	+1,659	+68.6%	4.8%	+83.8%
Some Other Race	3,076	0.5%	-241	-7.3%	1.8%	+48.7%
Two or More Races	13,192	2.3%	+7,228	+121.2%	2.9%	+90.7%
Hispanic or Latino origin	16,402	2.9%	+8,410	+105.2%	5.3%	+104.2%

Source: U.S. Census Bureau, 2014-2018 American Community Survey

Hispanic or Latino residents, who can be of any race, were the next largest minority group in Northwest Minnesota with 16,402 people in 2018, an increase of over 8,400 people since the turn of the century. After doubling since 2000, people of Two or More Races are the next largest race group, with just under 13,200 residents.

Though still comprising about 1 percent of the total population, Black or African Americans were the fastest growing race group, increasing over 330%, to 6,233 residents in 2018. The region was also home to 4,077 Asian or Other Pacific Islanders, which was a 69 percent gain since 2000. Finally, the smallest race group in the region was Some Other Race, with 3,076 people after losing about 240 residents from 2000 to 2018.

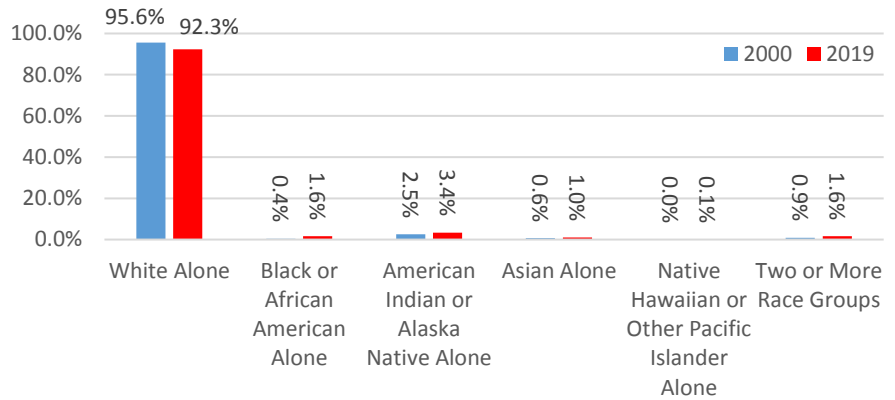
## Employment Diversity

While people of different races make up 8.7% of the overall population, they held just 7.7% of total jobs in Northwest Minnesota, according to data from the Quarterly Workforce Indicators program. In 2019, that equaled 17,335 workers of other races, compared to 206,355 White workers. However, workers of other races held just 4.4% of total jobs in the region in 2000, meaning their employment presence rose rapidly from 2000 to 2019 (see Figure 2).

In sum, workers of other races have filled an additional 8,755 jobs in the region since 2000, accounting for 30% of new jobs added. With 7,567 jobs, American Indians were the largest race group in the regional economy, after gaining 2,721 jobs since 2000. The next largest group was Black or African Americans, who held 3,645 jobs in 2019 after rising 407% this century. With both doubling from 2000 to 2019, workers of Two or More Races held 3,622 jobs in the region, and Asian or Other Pacific Islanders held 2,501 jobs in 2019 (see Figure 3).

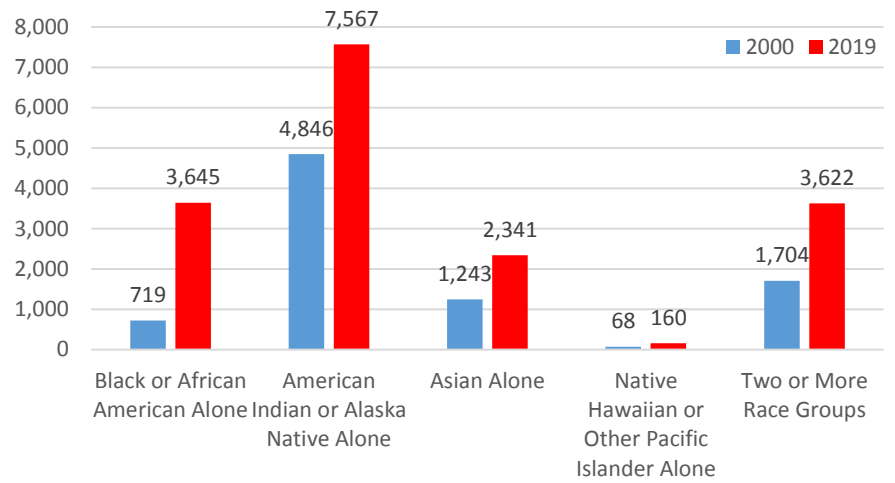
Most sectors in Northwest Minnesota are non-diverse, but there are a couple industries that rely more heavily on workers of other races. For example, 75% of the Arts, Entertainment, and Recreation workforce is White, while 21% are American Indian. Likewise, about 85% of both the Public Administration and Accommodation and Food Service industries were White. The largest number of minority workers were employed in Accommodation and Food Services, Public Administration, and Health Care and Social Assistance (see Figure 4).

Figure 2. Employment by Race, Northwest Minnesota



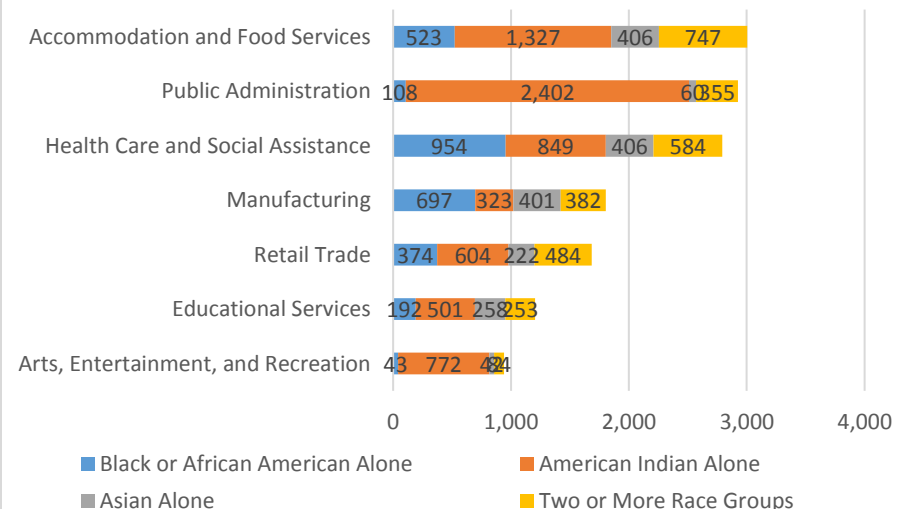
Source: US Census Bureau's QWI

Figure 3. Employment by Other Races, Northwest Minnesota



Source: US Census Bureau's QWI

Figure 4. Employment by Other Race by Industry, Northwest Minnesota

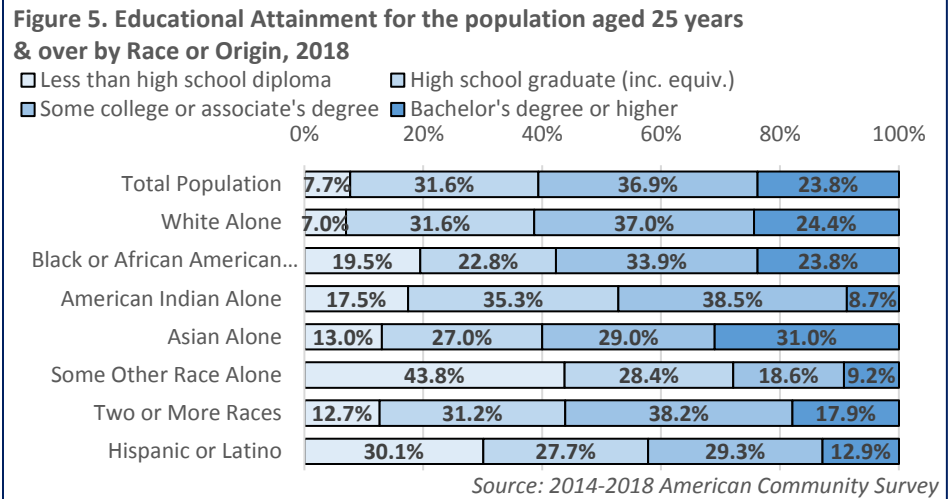


Source: US Census Bureau's QWI

## 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. However, some people of other races had a higher percentage of people with some college experience or associate’s degrees, and Asian residents had a higher percentage of bachelor’s degrees or higher.



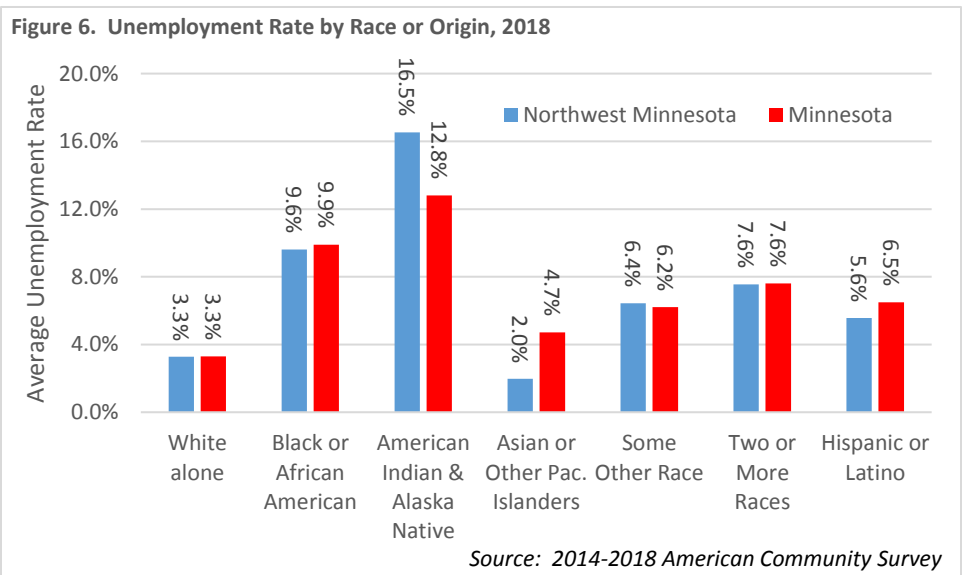
At 64.1%, labor force participation rates are much lower in Northwest Minnesota than the state as a whole. Hispanic or Latino workers had the highest labor force participation rates in the region, just over 74%. American Indians had the lowest participation rates in the region, at less than 59% (see Table 2).

**Table 2. Employment Characteristics by Race or Origin, 2018**

	Northwest Minnesota			Minnesota	
	In Labor Force	Labor Force Partic. Rate	Unemp. Rate	Labor Force Partic. Rate	Unemp. Rate
Total Labor Force	286,556	64.1%	3.9%	69.7%	3.9%
White alone	266,966	64.3%	3.3%	69.5%	3.3%
Black or African American	2,711	62.1%	9.6%	70.7%	9.9%
American Indian & Alaska Native	8,841	58.6%	16.5%	58.5%	12.8%
Asian or Other Pac. Islanders	2,152	65.3%	2.0%	71.3%	4.7%
Some Other Race	1,496	67.6%	6.4%	77.2%	6.2%
Two or More Races	4,350	65.4%	7.6%	73.1%	7.6%
Hispanic or Latino	7,496	74.4%	5.6%	76.3%	6.5%

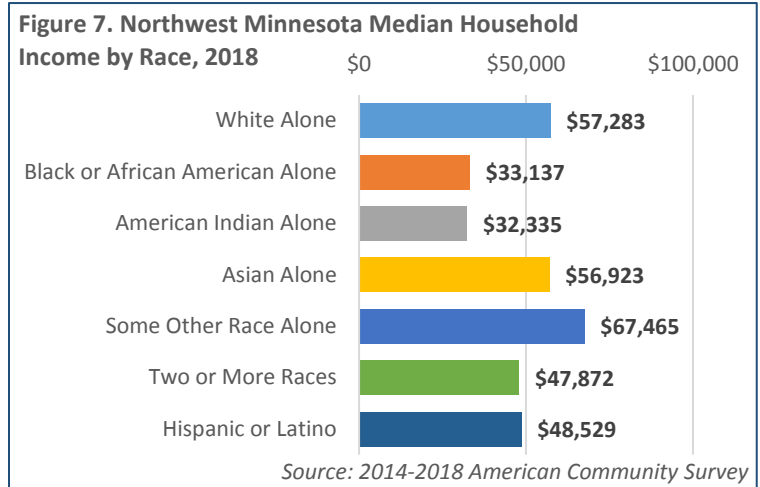
Source: 2014-2018 American Community Survey, 5-Year Estimates

Despite the considerable job growth detailed above for workers of other races, unemployment rate disparities continue to exist in the region. Most race groups had a higher unemployment rate than for Whites. The region’s White unemployment rate was 3.3 percent, which was equal to the state rate. At 16.5%, American Indian and Alaska Natives had the highest unemployment rate in the region, more than five times the rate for Whites, and nearly 6 percent above the state rate. Likewise, rates were significantly higher for Black or African Americans, workers of Two or More Races, and Hispanic or Latino origin. In contrast, unemployment rates were lowest for Asian or Other Pacific Islanders (see Figure 6).



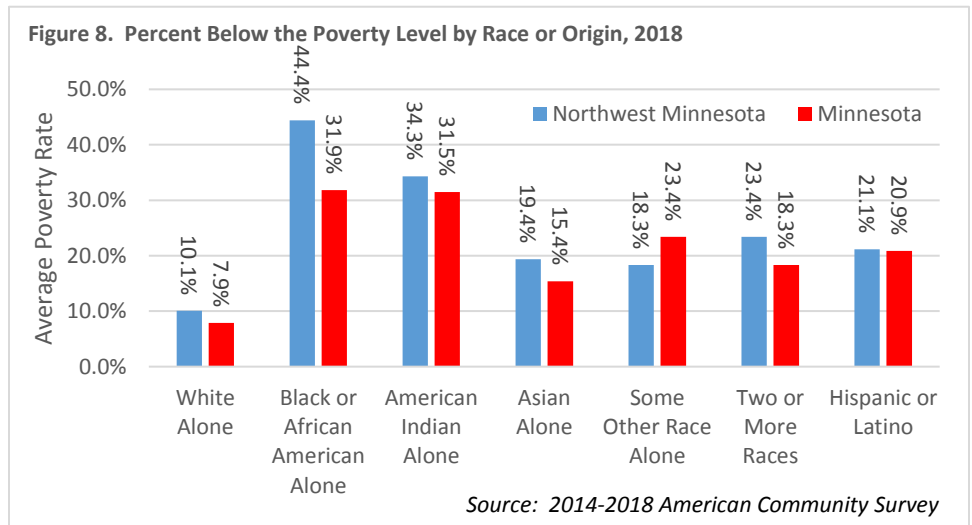
## Economic Disparities

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 \$55,979 in 2018, but varied widely by race groups. The median household income for Black or African American households was \$33,137, nearly \$25,000 less than White households. With the exception of Asian households, the other race groups in the region also had substantially lower household incomes than Whites (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 Northwest Minnesota. Overall, the region’s poverty rate was 11.8%, which was 1.3% above the statewide rate.

However, in 2018 it was estimated that 44% of the region’s Black or African American population was below the poverty level, compared to just 10.1% of the White population. Likewise, poverty levels hovered around 34% for American Indians, and about 23% for people of Two or More Races and Hispanic or Latino origin. In almost all cases, the region’s poverty rate was higher 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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