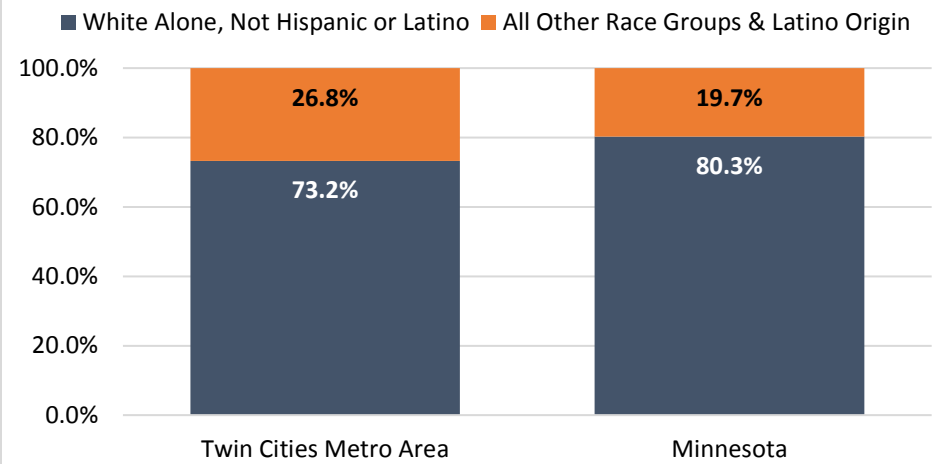


Twin Cities Metro Regional Disparities by Race and Origin

The Twin Cities Metro Area consists of Anoka, Carver, Dakota, Hennepin, Ramsey, Scott, and Washington counties. According to the U.S. Census Bureau’s 2014-2018 American Community Survey (ACS) 5-year estimates, the Metro Area’s total population is estimated at 3,039,708 people. Of this population, just under three-fourths (73.2%) reported being white alone, and not of Hispanic or Latino origin. As such, over one-fourth (26.8%) of the region’s population reported being a different race, such as Black or African American, American Indian or Alaska Native, Asian or other Pacific Islander, Some Other Race, Two or More Races, or of Hispanic or Latino origin. This distribution of race and origin in the Metro Area was seven percentage points higher than Minnesota’s total population, where 19.7% of residents reported a race or origin other than white alone (Figure 1).

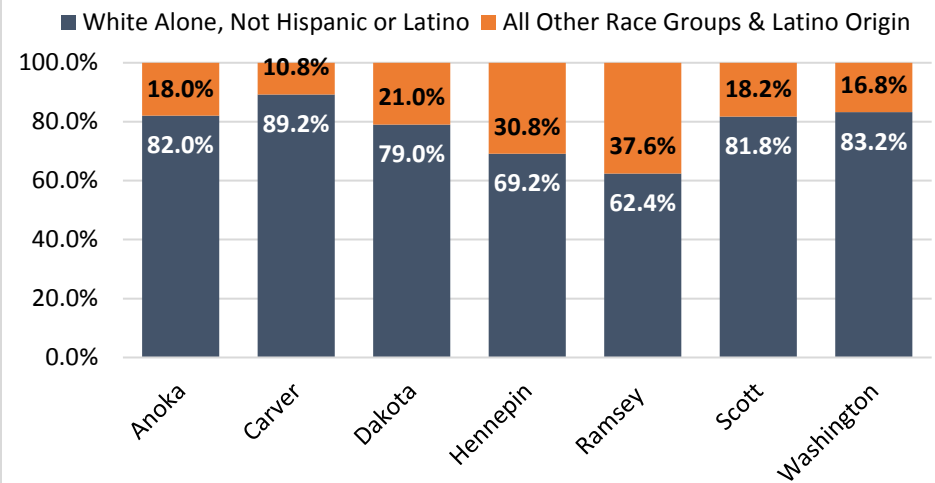
Figure 1. Population by Race and Origin, 2018



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

Zooming into the Metro Area, Hennepin County and Ramsey County are the region’s most-populated counties, with a combined estimated population of 1,776,971 people. These two counties also happen to be much more diverse than the Metro

Figure 2. Population by Race and Origin by County, 2018



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

Area as a whole, with the share of persons not reporting as white in Hennepin and Ramsey counties at 30.8% and 37.6%, respectively. While the Metro Area is more diverse than the state overall, Anoka, Carver, Scott, and Washington counties had smaller shares of racially and ethnically diverse populations than the state on their own (Figure 2).

Population Growth

The Twin Cities Metro Area is becoming more diverse with time. Since 2000, the region’s total population has expanded by 15.1%, equivalent to approximately 397,652 people. Those reporting as Black or African American grew by 84.4% during that time, equivalent to approximately 132,208 people. In other words, since the turn of the century, the Black or African American population in the Metro Area grew at a rate 5.6 times faster than total population growth. Other racial and ethnic groups experiencing rapid population growth in the region during that time include Hispanic or Latino persons (+100.2%), Asian or other Pacific Islanders (+85.1%), those reporting Some Other Race (+56.7%), and those reporting Two or More Races (+79.6%). The white population in the Metro Area grew at a rate much slower (+4.0%) than total population growth, while the American Indian and Alaska Native population witnessed a decline in persons between 2000 and 2018 (-9.7%) (Table 1).

More recently, between 2010 and 2018, the Metro Area’s population grew by 231,806 people (+8.3%). Those reporting as a race other than white, or with Hispanic or Latino origins, grew by 27.9% during this time, equivalent to 177,776 people. In other words, the region’s diverse population accounted for 76.6% of total population growth during that time.

Table 1. Population Change in the Twin Cities Metro, 2000-2018

	Twin Cities Metro				Minnesota	
	Number	Percent	Change from 2000-2018 Numeric Percent		Percent	Change from 2000-2018
Total	3,039,708	100.0%	+397,652	+15.1%	100.0%	+12.4%
White	2,328,568	76.6%	+90,451	+4.0%	83.3%	+4.7%
Black or African American	288,828	9.5%	+132,208	+84.4%	6.2%	+99.3%
American Indian & Alaska Native	18,437	0.6%	-1,980	-9.7%	1.1%	+7.3%
Asian & Other Pacific Islander	226,213	7.4%	+103,974	+85.1%	4.8%	+83.8%
Some Other Race	70,602	2.3%	+25,541	+56.7%	1.8%	+48.7%
Two or More Races	107,060	3.5%	+47,458	+79.6%	2.9%	+90.7%
Hispanic or Latino origin	192,028	6.3%	+96,126	+100.2%	5.3%	+104.2%

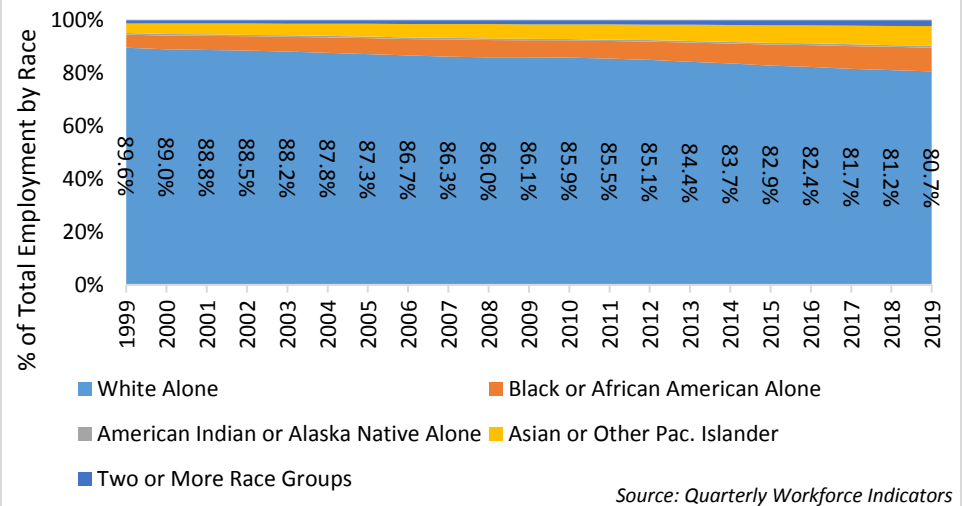
Source: U.S. Census Bureau, 2014-2018 American Community Survey

Employment Diversity

According to employment data from the U.S. Census Bureau’s Quarterly Workforce Indicators (QWI), people of different races make up about one-fifth (19.5%) of total employment in the Twin Cities Metro Area. In the third quarter of 2019, that equaled approximately 353,571 jobs held by workers of other races, compared to 1,456,992 white workers. While still a minor portion, workers of other races held 11.0% of total jobs in the region in 2000, meaning their employment presence essentially doubled from 2000 to 2019 (Figure 3).

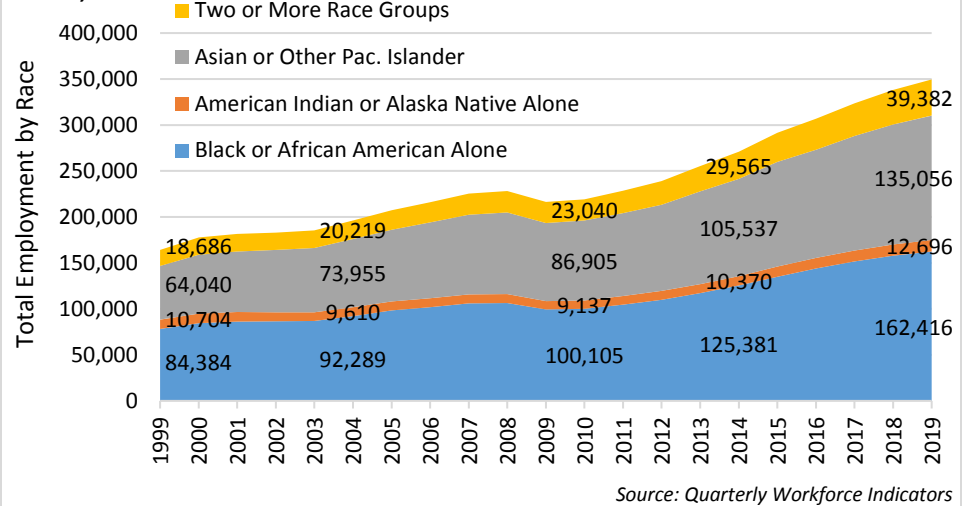
In sum, workers of other races have filled an additional 175,757 jobs in the Metro Area since 2000, accounting for 90.1% of the 193,097 new jobs added. With 162,416 jobs, Black or African Americans were the largest race group in the regional economy, after gaining 78,032 jobs (+95.2%) since 2000. The next largest group was Asian or Other Pacific Islanders, who held 135,056 jobs in 2019 after gaining 71,016 jobs (+110.9%) from 2000. Workers of Hispanic or Latino origin filled 97,283 jobs in the region, up 49,506 jobs (+103.6%) since 2000. Workers reporting two or more race groups filled 39,382 jobs in the region, up by 20,696 jobs (+110.8%) since 2000. American Indian and Alaska Natives filled 12,696 jobs in the region, up by 1,992 jobs (+18.6%) since 2000. For reference, the number of white workers in the Metro Area increased by 17,340 jobs (+1.2%) from 2000 (Figure 4).

Figure 3. Employment by Race, All Industries, Twin Cities Metro, 2019



Source: Quarterly Workforce Indicators

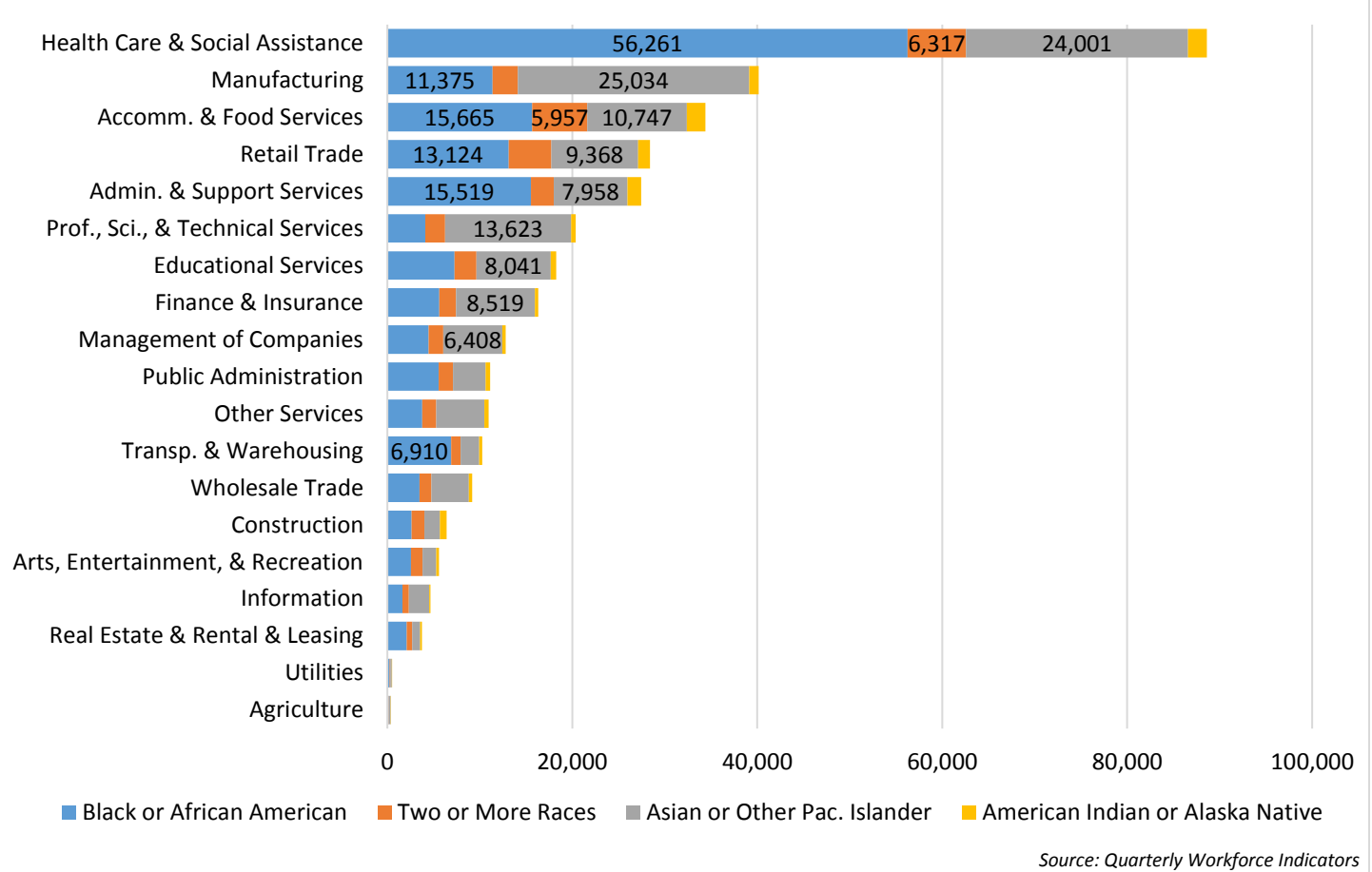
Figure 4. Employment by Other Races, All Industries, Twin Cities Metro, 2019



Source: Quarterly Workforce Indicators

Several sectors in the Twin Cities Metro Area are diverse, but there are a couple of industries that rely more heavily on workers of other races. The largest number of minority workers are employed in Health Care and Social Assistance, where nearly one-in-three jobs (31.5%) are held by workers of other races. That’s equivalent to over 88,600 jobs. Over one-in-five jobs (22.4%) are held by workers of other races in Manufacturing. That’s equivalent to over 40,100 jobs. Accommodation and Food Services, Retail Trade, and Administrative and Support Services also had diverse workforces (Figure 5). A significant number of jobs were held by those with Hispanic or Latino origins in Accommodation and Food Services (17,199 jobs), Health Care and Social Assistance (11,746 jobs), Administrative and Support Services (11,278 jobs), Manufacturing (10,492 jobs), and Retail Trade (9,265 jobs).

Figure 5. Industry Employment by Other Races, Twin Cities Metro, 2019



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.

At 72.1%, labor force participation rates are higher in the Twin Cities Metro Area than the state. People of Some Other Race had the highest labor force participation rate in the region at 79.2%, and Hispanic or Latino workers also participated at a much higher rate than whites. American Indian workers had much lower participation rates (Table 2).

Despite the considerable job growth detailed above for workers of other races and origins, unemployment rate disparities continue to exist in the Metro Area. Every race group had a higher unemployment rate than for whites, which equaled 3.2% in 2018. At 9.3%, both Black or African Americans and American Indian and Alaska Natives had the highest unemployment rates in the region, about three times the rate for whites. Unemployment rates were lower for Asian or other Pacific Islanders (4.7%), but were higher for those reporting Some Other Race, Two or More Races, and those with Hispanic or Latino origins. Unemployment rates were generally lower in the Metro Area than in Minnesota as a whole, although such rates in the Metro were slightly higher for those reporting as Some Other Race (Table 2).

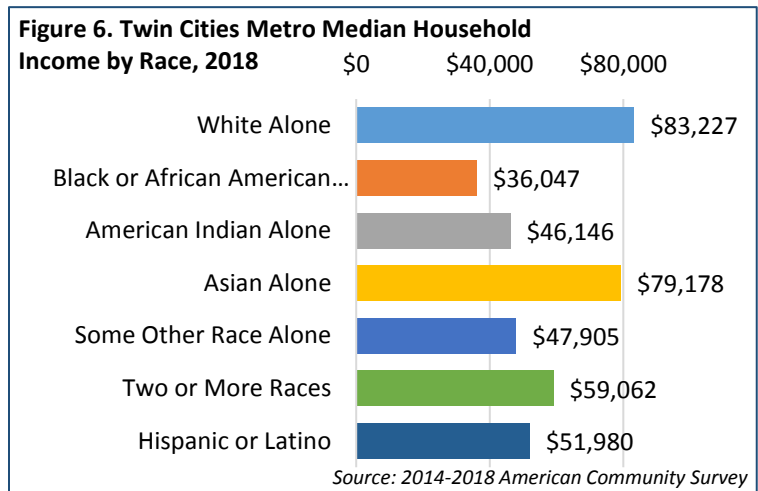
Table 2. Employment Characteristics by Race and Origin, 2018

Population	Twin Cities Metro			Minnesota	
	In Labor Force	Labor Force Participation Rate	Unemployment Rate	Labor Force Participation Rate	Unemployment Rate
Total Labor Force	1,732,507	72.2%	4.1%	69.7%	3.9%
White alone	1,380,109	72.0%	3.2%	69.5%	3.3%
Black or African American	142,887	72.0%	9.3%	70.7%	9.9%
American Indian & Alaska Native	8,495	61.0%	9.3%	58.5%	12.8%
Asian or Other Pac. Islanders	121,027	71.6%	4.7%	71.3%	4.7%
Some Other Race	38,456	79.2%	6.5%	77.2%	6.2%
Two or More Races	41,126	75.0%	7.3%	73.1%	7.6%
Hispanic or Latino	97,857	77.6%	6.3%	76.3%	6.5%

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

Economic Disparities

Racial disparities exist in employment characteristics, but they are also found in economic outcomes as measured by household income and poverty levels. The Metro Area’s median household income was \$77,034 in 2018 but varied by race groups. The median household income for Black or African American households was \$36,047, over \$47,000 less than white households. Incomes were also relatively low for those reporting as American Indian, Some Other Race, Two or More Races, and those with Hispanic or Latino origins (Figure 6).



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 Metro Area. Overall, the region’s poverty rate was 9.4%, which was lower than the state’s respective poverty rate of 10.1%. However, in 2018 it was estimated that 28.3% of the region’s Black or African American population was below the poverty level, compared to just 5.9% of the white population. American Indians also had a significantly higher poverty rate, at 27.4%. Poverty rates hovered between 15% and 20% for those in the region reporting as Asian, Two or More Races, Some Other Race, or those with Hispanic or Latino origins. Poverty rates for all races and ethnicities in the Metro Area were slightly lower than respective rates at the state level (Table 3).

Table 3. Twin Cities Metro Poverty Status in the past 12 months by Race or Origin, 2018

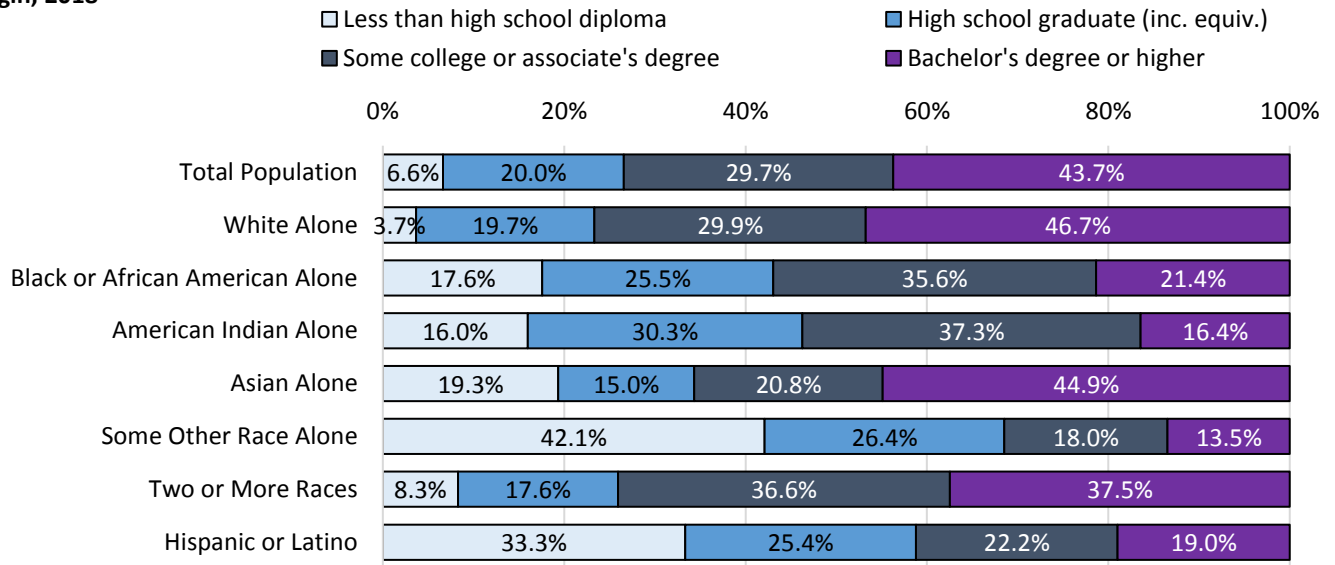
	Total Population	Number Below Poverty Level	Share Below Poverty Level	Minnesota Poverty Rate
White Alone	2,294,192	136,167	5.9%	7.6%
Black or African American Alone	282,558	79,929	28.3%	30.4%
American Indian Alone	17,179	4,707	27.4%	31.3%
Asian Alone	221,920	31,307	14.1%	14.5%
Some Other Race Alone	69,823	14,264	20.4%	21.8%
Two or More Races	104,125	15,790	15.2%	17.2%
Hispanic or Latino	188,972	34,860	18.4%	20.0%
Total Population	2,989,797	282,164	9.4%	10.1%

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

Educational Attainment

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. 42.1% and 33.3% of those reporting as Some other Race and those of Hispanic or Latino origin, respectively, did not graduate from high school in the Twin Cities Metro Area. While the shares of those not graduating from high school in other races, such as American Indian, Black or African American, Asian, or those reporting Two or More Races hovered between 8% and 19%, these shares were still two to five times higher than the white population in the region (Figure 7).

Figure 7. Twin Cities Metro Educational Attainment for the population aged 25 years & over by Race or Origin, 2018



Source: 2014-2018 American Community Survey

These racial disparities exist and persist for a wide variety of reasons, but the economic challenges and opportunities the region will face over the coming decades 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. This is especially so considering the significant growth of diverse populations in the Metro Area over the past 20 years. 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.



For more information about economic disparities by race in the Twin Cities metro, contact:

DEED Regional Analysis & Outreach Unit

Tim O'Neill

Twin Cities Regional Analyst

DEED Headquarters, St. Paul

Office: 651-259-7401

Email: timothy.oneill@state.mn.us