



# Diversity in Oregon's Workforce

2017 GO HERC Spring Membership Meeting

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# Definitions

- People of color includes black, American Indian, Asian, native Hawaiian/Pacific Islander, and multiracial residents *of any ethnicity*, and Hispanic residents *of any race*
- White refers to exclusively non-Hispanic white residents

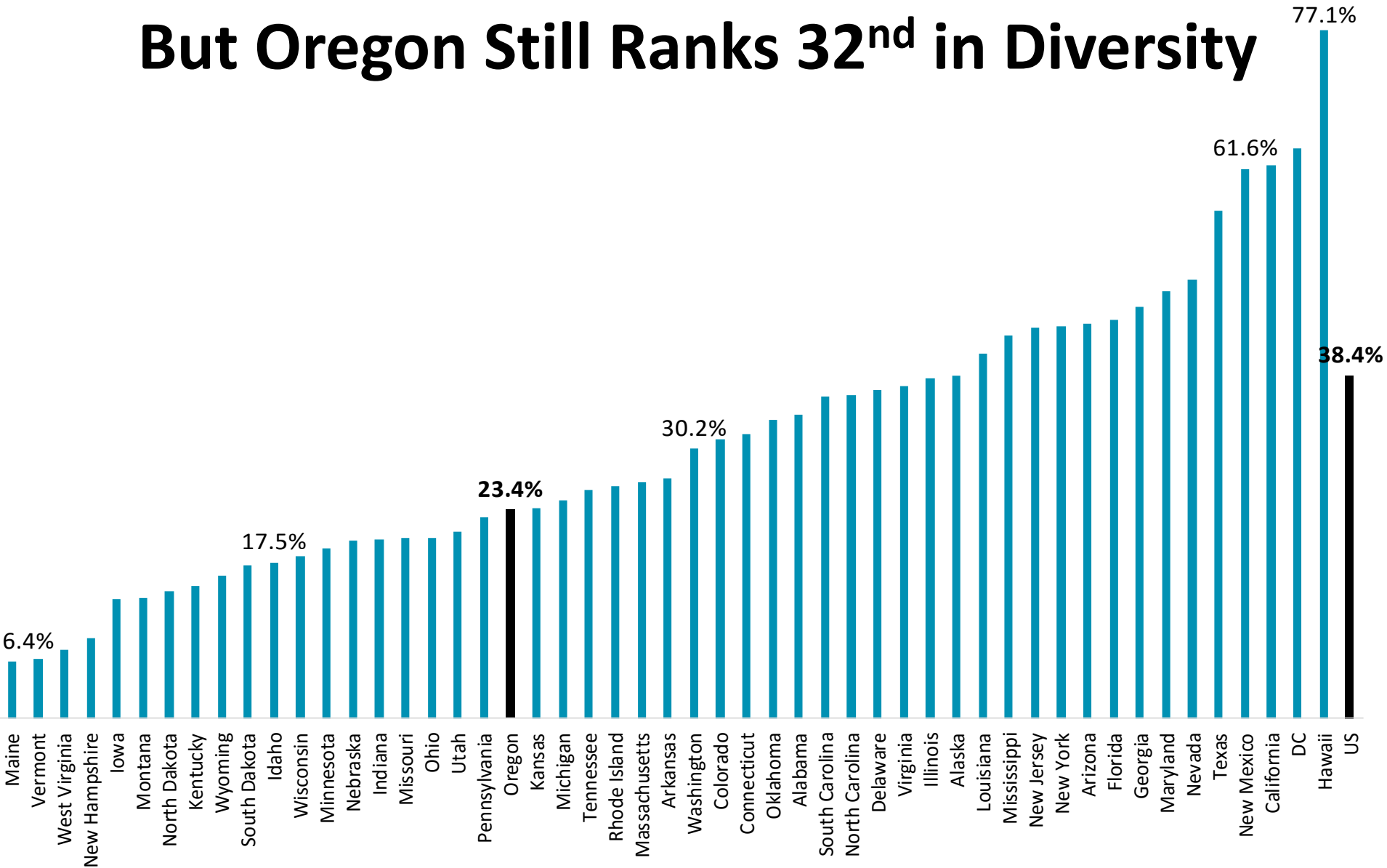
# Oregon is Diversifying

- Oregon's population of people of color has grown by 15% since 2010 – 3x as fast as the total population
- Asian and multiracial populations increased the fastest
- Hispanic population increased by nearly 62,000
- But  $\frac{3}{4}$  of residents moving from another state or abroad were white

*Source: US Census Bureau, 2010 Census & 2015 Population Estimates and American Community Survey 2015 1-year estimates*



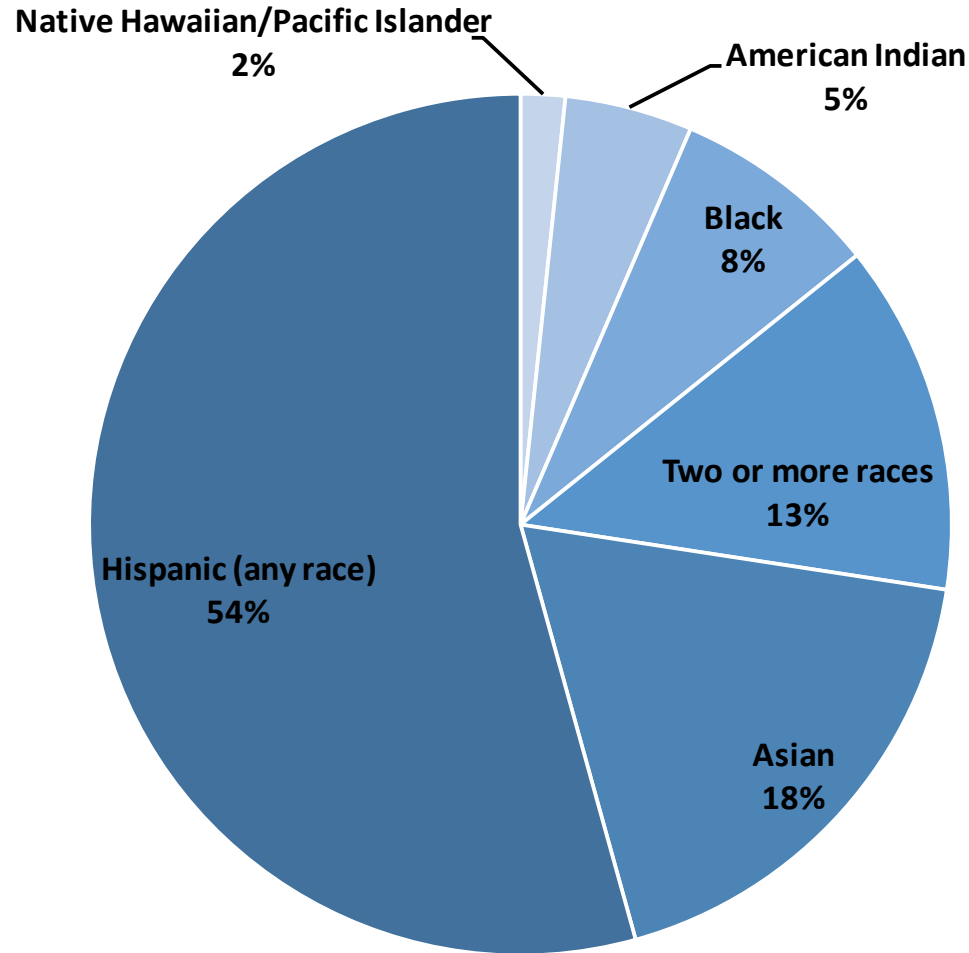
# But Oregon Still Ranks 32<sup>nd</sup> in Diversity



Source: US Census Bureau, 2015 Population Estimates



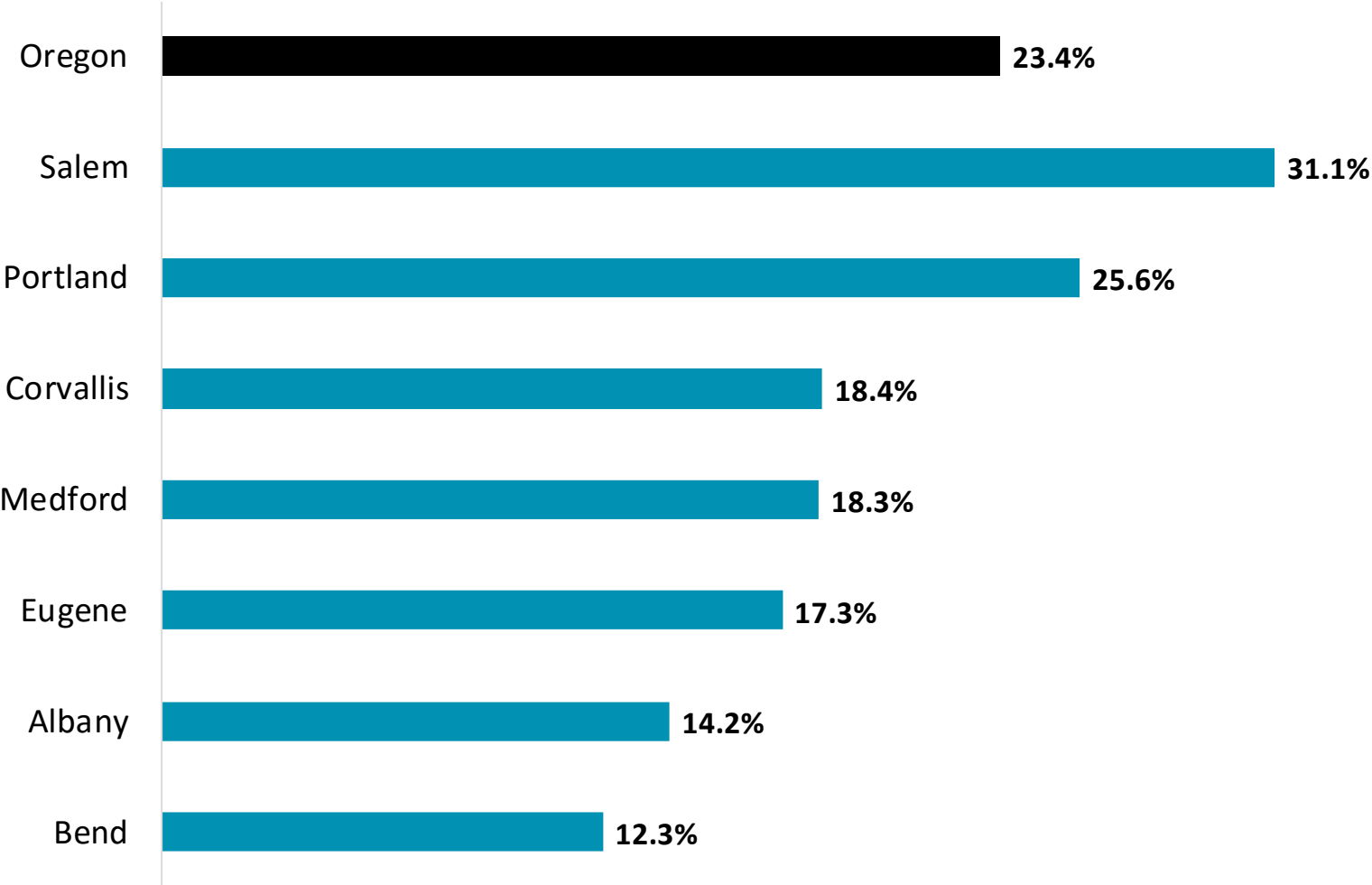
# Majority of People of Color in Oregon are Hispanic



Source: US Census Bureau, 2015 Population Estimates



# Oregon Metro Areas: Salem Has the Highest Share of Residents of Color



Source: US Census Bureau, 2015 Population Estimates



# Unemployment Highest for American Indian Workers

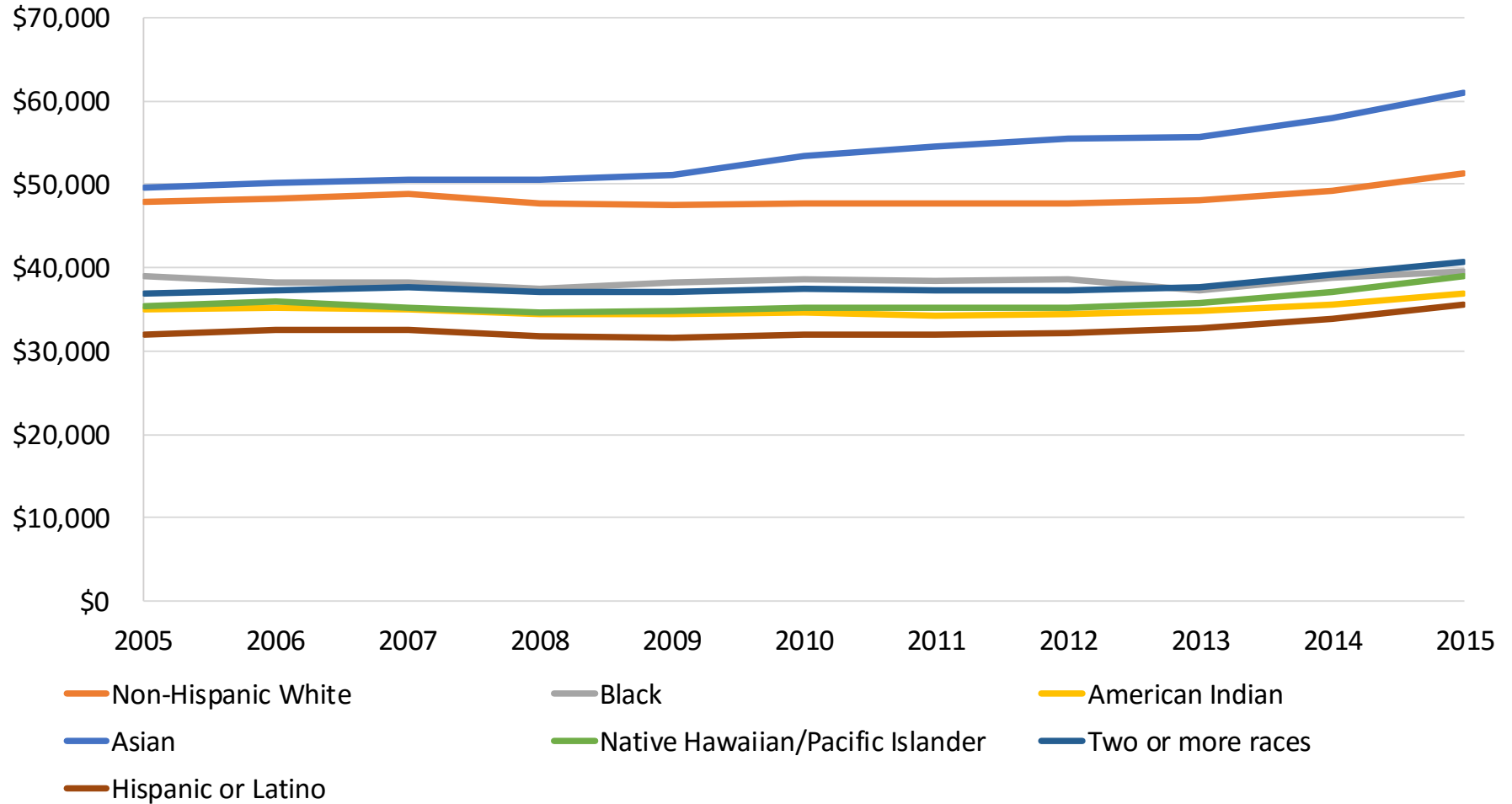
Group	Unemployment Rate
<b>Total Population 16+</b>	<b>6.8%</b>
Non-Hispanic White	6.4%
Black	11.5%
American Indian	16.5%
Asian	6.4%
Two or more races	11.0%
Hispanic or Latino	8.0%

*Native Hawaiian/Pacific Islander data unavailable.*

*Source: US Census Bureau, American Community Survey, 2015 1-year estimates*



# Real Wage Growth Highest for Asian Workers



Source: US Census Bureau, Longitudinal Employer-Household Dynamics (LEHD). Inflation-adjusted to 2015 dollars.





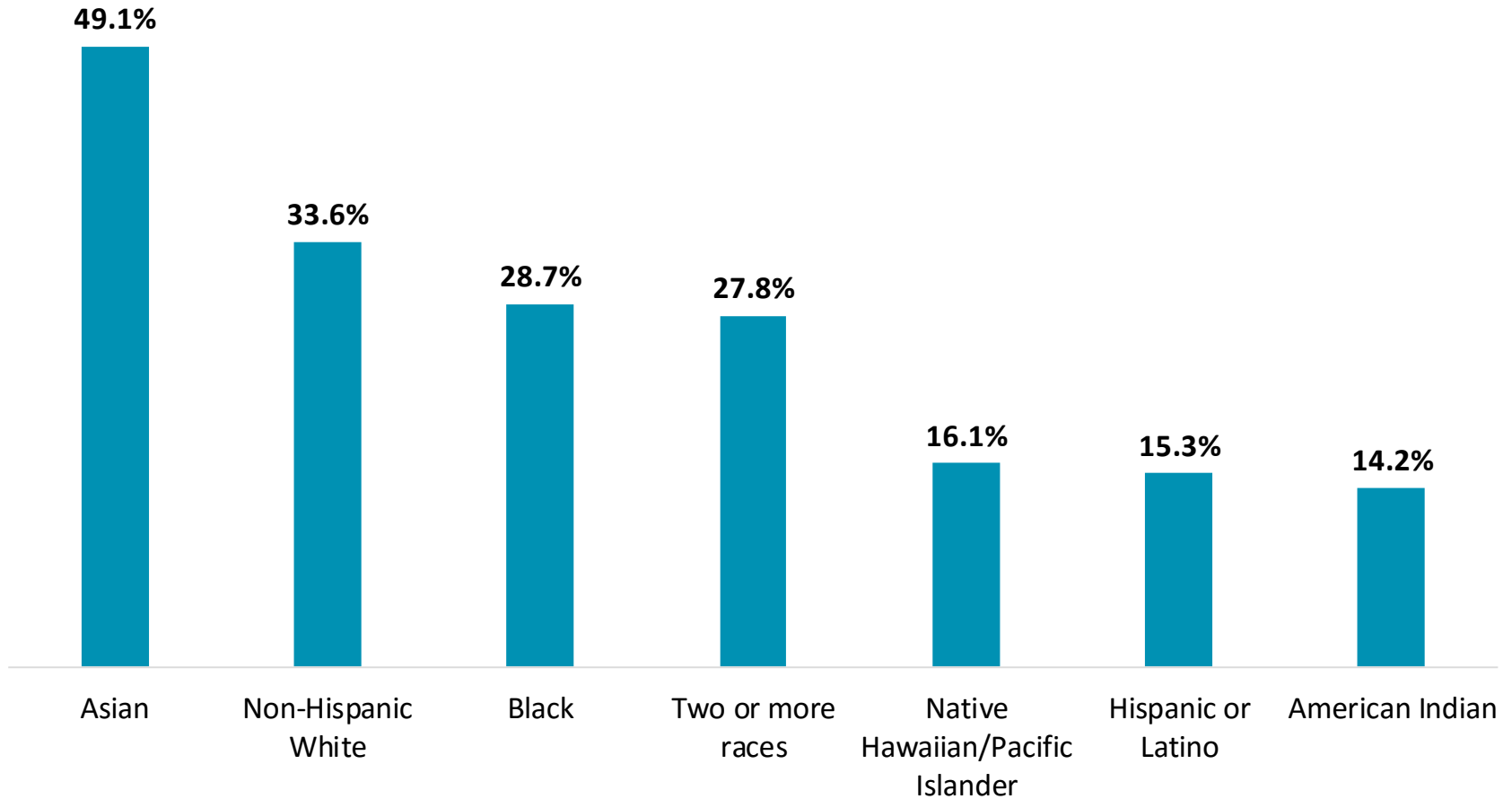
# Industry of Employment Determines Wages

- High-wage: Manufacturing & Professional and Business Services
  - High share of Asian and non-Hispanic white workers
- Middle-wage: Education and Health Services
  - Top industry for all races/ethnicities
- Low-wage: Leisure and Hospitality
  - Top industry for all other people of color

*Source: US Census Bureau, Longitudinal Employer-Household Dynamics (LEHD);  
Wage data from Oregon Employment Department, Quarterly Census of Employment and Wages (QCEW), 2015*



# More Asian Residents with a Bachelor's or Higher...

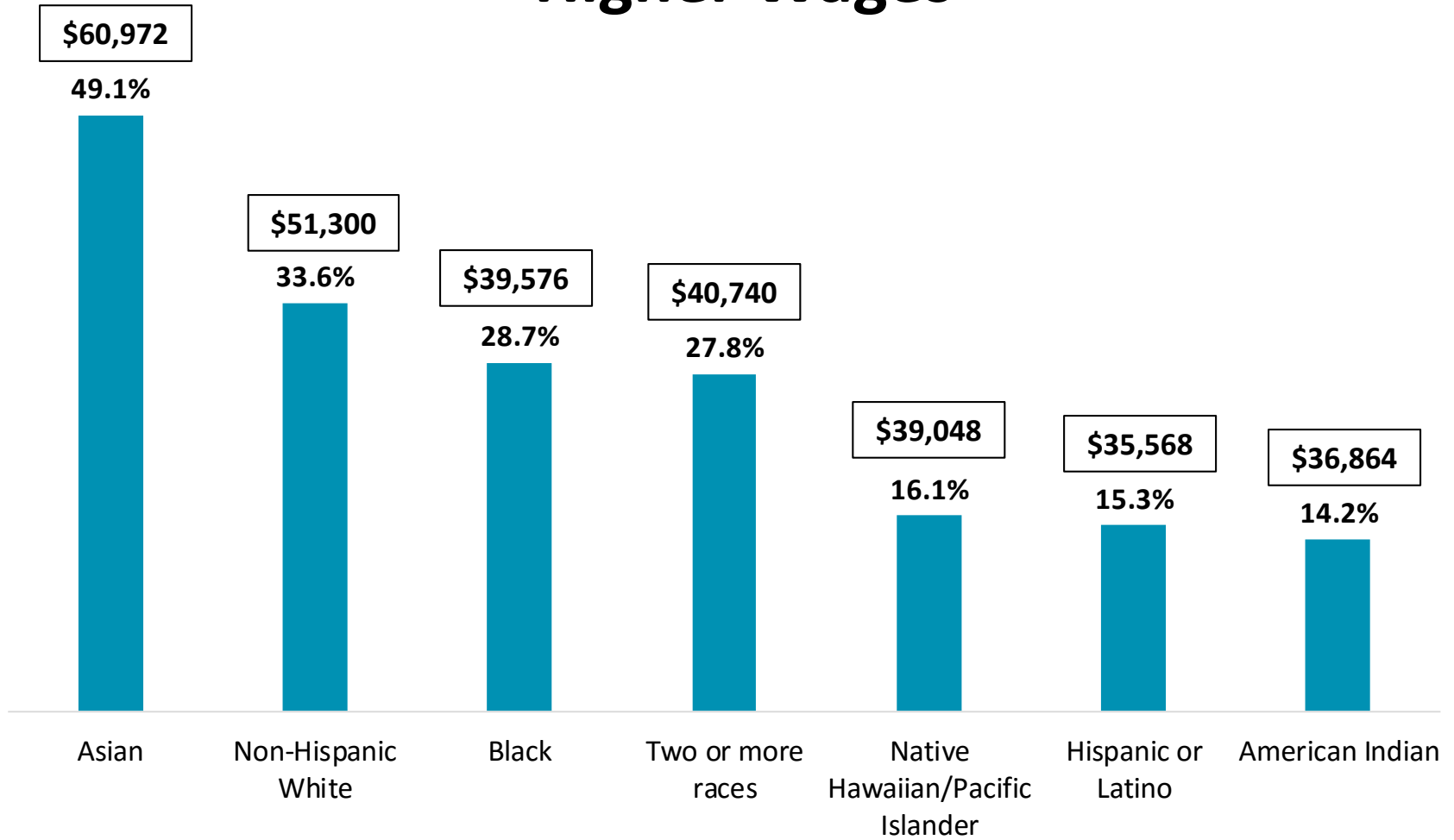


Data shown for residents age 25 and over.

Source: US Census Bureau, American Community Survey, 2015 1-year estimates



# ...And Higher Educational Attainment Leads to Higher Wages



Source: US Census Bureau, American Community Survey, 2015 1-year estimates;  
Wages from US Census Bureau, Longitudinal Employer-Household Dynamics (LEHD), 2015



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Contact me to get in touch with your local  
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