TALKING ‘BOUT MY GENERATION(S): UNDERSTANDING DEMOGRAPHIC SHIFTS ACROSS AGE GROUPS IN CHARLOTTE

Manuel Pastor, Jennifer Ito, Justin Scoggins, Anthony Perez
Population on the Rise:
Net Population Growth, 1979 to 2010

Charlotte Metro
United States

Population Growth

1979
1980
1981
1982
1983
1984
1985
1986
1987
1988
1989
1990
1991
1992
1993
1994
1995
1996
1997
1998
1999
2000
2001
2002
2003
2004
2005
2006
2007
2008
2009
2010
A Sizable Population in “Prime Working Age”
Population by Age Group, 2006-2010

Age Structure of Charlotte
Age Structure of Charlotte

Low Dependency by Age
Dependency Ratio, 1980 to 2006-2010

Depency Ratio = youth pop. (<18) + senior pop. (>64)
working age pop. (18-64)
Age Structure of Charlotte

...But Getting Older
Population by Age Group, 1980 to 2006-2010
Charlotte Metro

![Bar chart showing population by age group from 1980 to 2006-2010 for Charlotte Metro. The chart indicates changes in age distribution over time, with percentages for age 65 or older, 55-64, 45-54, 35-44, 25-34, 18-24, and under age 18. The chart highlights the approximate Baby Boomer generation with red boxes.]

Legend:
- age 65 or older
- 55-64
- 45-54
- 35-44
- 25-34
- 18-24
- under age 18

- = approximate Baby Boomer generation
A Region Becoming More Diverse
Population by Race/Ethnicity, 1980 to 2040
Charlotte Metro

Note: Much of the increase in the "Other" group between 1990 and 2000 is due to a change in the survey question on race.
Percent Latino by State, 2010

- Kansas: 11%
- Idaho: 11%
- Washington: 11%
- Oregon: 12%
- Rhode Island: 12%
- Utah: 13%
- Connecticut: 13%
- Illinois: 16%
- New York: 18%
- New Jersey: 18%
- Colorado: 21%
- Florida: 22%
- Nevada: 27%
- Arizona: 30%
- California: 38%
- Texas: 38%
- New Mexico: 46%
Portrait of America: The Changing Suburbs

National Profile: 1990
- White: 76%
- Latino: 3%
- API: 3%
- Other: 9%

National Profile: 2000
- White: 69%
- Latino: 13%
- API: 4%
- Other: 12%

National Profile: 2010
- White: 64%
- Latino: 16%
- API: 5%
- Other: 12%

Metro Suburbs Profile: 1990
- White: 81%
- Latino: 1%
- API: 3%
- Other: 2%

Metro Suburbs Profile: 2000
- White: 72%
- Latino: 5%
- API: 5%
- Other: 6%

Metro Suburbs Profile: 2010
- White: 65%
- Latino: 17%
- API: 10%
- Other: 2%
The dissimilarity index for any two racial/ethnic groups indicates the percentage of either group that would have to move to a new neighborhood to make both groups evenly distributed across all neighborhoods in the region.
The Times Are A Changin’

A Rising Immigrant Share
Percent Foreign Born, 1980 to 2006-2010

Charlotte Metro
United States

A Rising Immigrant Share
Percent Foreign Born, 1980 to 2006-2010

Charlotte Metro
United States
A Diversifying Region
Population by Race/Ethnicity/Nativity, 2010

Charlotte Metro

United States
The Times Are A Changin’ The New Diversity

A Diversifying Region
Asian and Latino Population by Detailed Origin
2006-2010

Asian Population

- Asian Indian, 32%
- Vietnamese, 18%
- All other Asians, 21%
- Filipino, 7%
- Korean, 8%
- Chinese or Taiwanese, 14%
- Vietnamese, 18%
- Filipino, 7%
- Korean, 8%
- Japanese, 5%
- All other Asians, 21%

Charlotte Metro
- Asian Indian, 32%
- Vietnamese, 18%
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United States
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- Filipino, 17%
- Japanese, 5%
- Filipino, 17%
- Korean, 10%

Latino Population

- Mexican, 52%
- Salvadoran, 8%
- Puerto Rican, 9%
- Honduran, 5%
- All other Latinos, 26%

Charlotte Metro
- Mexican, 65%
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The Times Are A Changin’ The New Diversity

A Diversifying Region
Asian and Latino Population by Detailed Origin
2006-2010

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- Honduran, 5%
- All other Latinos, 26%
What’s Driving the Shift? Race/Ethnicity

People of Color Driving Population Growth

Net Decadal Population Growth by Race/Ethnicity
Charlotte Metro

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>People of Color</td>
<td>169,161</td>
<td>305,805</td>
<td>427,590</td>
</tr>
<tr>
<td>Non-Hispanic White</td>
<td>74%</td>
<td>46%</td>
<td>36%</td>
</tr>
</tbody>
</table>

Share of Net Increase Attributable to:
- People of Color
- Non-Hispanic White
What’s Driving the Shift? Race/Ethnicity

People of Color Driving Population Growth

Net Decadal Population Growth by Race/Ethnicity
Charlotte Metro

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Net Increase in Population (by decade)</td>
<td>169,161</td>
<td>305,805</td>
<td>427,590</td>
</tr>
</tbody>
</table>

Share of Net Increase Attributable to:
- **Other**: 74% for 1980-1990, 30% for 1990-2000, 24% for 2000-2010
- **Native American**: 24% for 1980-1990, 19% for 1990-2000, 21% for 2000-2010
- **Asian/Pacific Islander**: 28% for 1980-1990, 6% for 1990-2000, 28% for 2000-2010
- **Latino**: 2% for 1980-1990, 19% for 1990-2000, 24% for 2000-2010
- **Black**: 4% for 1980-1990, 6% for 1990-2000, 7% for 2000-2010
- **White**: 4% for 1980-1990, 36% for 1990-2000, 36% for 2000-2010

Note: Much of the increase in the "Other" group between 1990 and 2000 is due to a change in the survey question on race.
Immigrant Share of Population Growth

Net Decadal Population Growth by Nativity

Charlotte Metro

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Immigrants</td>
<td>169,161</td>
<td>305,805</td>
<td>427,590</td>
</tr>
<tr>
<td>U.S. Born</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Share of Net Increase Attributable to:

- Immigrants
- U.S. Born

<table>
<thead>
<tr>
<th></th>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>94%</td>
<td>77%</td>
<td>83%</td>
</tr>
</tbody>
</table>

Note: 2010 data on total immigrants and U.S. born were estimated.
Immigrant Share of Latino and Asian Population Growth
Net Decadal Growth Rates for Population by Race/Ethnicity, 2000-2010

Net Increase in Population
2000-2010

<table>
<thead>
<tr>
<th>Share of Net Increase</th>
<th>Latino</th>
<th>Asian/Pacific Islander</th>
</tr>
</thead>
<tbody>
<tr>
<td>Share Attributable to:</td>
<td>57%</td>
<td>33%</td>
</tr>
<tr>
<td>Immigrants</td>
<td>43%</td>
<td>67%</td>
</tr>
<tr>
<td>U.S. Born</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Note: 2010 data on total immigrants and U.S. born were estimated.
What’s Driving the Shift?  Int’l Migration

Citizenship Among Immigrants on the Rise...
Naturalized Citizens as a Share of the Immigrant Population

Charlotte Metro
United States

Citizenship Among Immigrants on the Rise...
Demographic Change, From the Bottom Up
Racial/Ethnic Composition by Age Group, 2006-2010
Charlotte Metro

Change Across Generations Race/Ethnicity

<table>
<thead>
<tr>
<th>Age Group</th>
<th>U.S. % White</th>
<th>Other</th>
<th>Native American</th>
<th>Asian/Pacific Islander</th>
<th>Latino</th>
<th>Black</th>
<th>White</th>
</tr>
</thead>
<tbody>
<tr>
<td>under age 18</td>
<td>56%</td>
<td>3%</td>
<td>13%</td>
<td>4%</td>
<td>2%</td>
<td>4%</td>
<td>24%</td>
</tr>
<tr>
<td>18-24</td>
<td>57%</td>
<td>10%</td>
<td>28%</td>
<td>14%</td>
<td>9%</td>
<td>23%</td>
<td>23%</td>
</tr>
<tr>
<td>25-34</td>
<td>58%</td>
<td>9%</td>
<td>23%</td>
<td>23%</td>
<td>3%</td>
<td>19%</td>
<td>21%</td>
</tr>
<tr>
<td>35-44</td>
<td>63%</td>
<td>5%</td>
<td>21%</td>
<td>21%</td>
<td>3%</td>
<td>19%</td>
<td>21%</td>
</tr>
<tr>
<td>45-54</td>
<td>70%</td>
<td>3%</td>
<td>3%</td>
<td>3%</td>
<td>3%</td>
<td>19%</td>
<td>21%</td>
</tr>
<tr>
<td>55-64</td>
<td>75%</td>
<td>2%</td>
<td>2%</td>
<td>2%</td>
<td>3%</td>
<td>19%</td>
<td>21%</td>
</tr>
<tr>
<td>age 65 or older</td>
<td>80%</td>
<td>15%</td>
<td>15%</td>
<td>15%</td>
<td>3%</td>
<td>19%</td>
<td>21%</td>
</tr>
</tbody>
</table>
Fast Growth Among Youth of Color
Net Growth in Youth Population by Race/Ethnicity, 2000 to 2010

Change Across Generations
A Generation of Difference
Median Age by Race/Ethnicity, 2006-2010
Charlotte Metro

- White: 39
- Black: 31
- Latino: 26
- Asian/Pacific Islander: 32
- Native American and Alaska Native: 33
- Other or mixed race: 15

All: 35
The Racial Generation Gap

Difference in the Percentage People of Color (POC) between Youth Under Age 18 and Seniors Age 65 or Older, 2006-2010

Charlotte Metro

Note: Gap value may not equal the difference in percentages shown due to rounding.
What’s Driving the Shift? Int’l & Dom Migration

Rapidly Declining “Home-Grown” Population
Rising Share Born Out of State
Population by Place of Birth, 1980 to 2006-2010

<table>
<thead>
<tr>
<th>Year</th>
<th>Charlotte Metro</th>
<th>United States</th>
</tr>
</thead>
<tbody>
<tr>
<td>1980</td>
<td>77%</td>
<td>2%</td>
</tr>
<tr>
<td>1990</td>
<td>70%</td>
<td>2%</td>
</tr>
<tr>
<td>2000</td>
<td>60%</td>
<td>7%</td>
</tr>
<tr>
<td>2006-2010</td>
<td>54%</td>
<td>10%</td>
</tr>
<tr>
<td>1980</td>
<td>64%</td>
<td>6%</td>
</tr>
<tr>
<td>1990</td>
<td>62%</td>
<td>8%</td>
</tr>
<tr>
<td>2000</td>
<td>60%</td>
<td>11%</td>
</tr>
<tr>
<td>2006-2010</td>
<td>59%</td>
<td>13%</td>
</tr>
</tbody>
</table>

- Foreign Born
- U.S. Born, Out-of-State
- U.S. Born, In-State
"Home-Grown"
What’s Driving the Shift? Int’l & Dom Migration

Declining Share of Growth from Natives of Other States

Net Decadal Population Growth by Place of Birth
Charlotte Metro

| Net Increase in Population (by decade) | 169,161 | 305,805 | 427,590 |

Share of Net Increase Attributable to:
- Foreign Born
- U.S. Born, Out-of-State
- U.S. Born, In-State "Home-Grown"

Note: 2010 data on total population by place of birth were estimated.
A Look at the “Home-Grown” and Migrants

Home Grown Are Younger
Place of Birth by Age Group, 2006-2010
Charlotte Metro

- Foreign Born
- U.S. Born, Out-of-State
- U.S. Born, In-State

U.S. % "Home Grown"

under age 18 18-24 25-34 35-44 45-54 55-64 age 65 or older

72% 55% 42% 40% 46% 52% 61%
24% 34% 40% 46% 44% 41% 34%
4% 11% 18% 14% 10% 7% 6%

Home Grown Are Younger
A Look at the “Home-Grown” and Migrants

Home Grown Are Younger

Age by Place of Birth, 2006-2010

Charlotte Metro

- U.S. Born, In-State "Home Grown" -
  - 35% under age 18
  - 11% age 65 or older
  - 10% 55-64
  - 12% 45-54
  - 12% 35-44
  - 11% 25-34
  - 9% 18-24
  - 16% under age 18

- U.S. Born, Out-of-State -
  - 9% under age 18
  - 12% age 65 or older
  - 18% 55-64
  - 21% 45-54
  - 16% 35-44
  - 8% 25-34
  - 17% 18-24

- Foreign Born -
  - 6% under age 18
  - 8% age 65 or older
  - 15% 55-64
  - 24% 45-54
  - 27% 35-44
  - 10% 25-34
  - 11% 18-24

= largest age groups (about half of population)
A Look at the “Home-Grown” and Migrants

Natives Born Out of State are More Educated
Educational Attainment by Place of Birth, 1980 and 2006-2010
Charlotte Metro

<table>
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<tr>
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</tr>
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<tbody>
<tr>
<td>U.S. Born, In-State &quot;Home-Grown&quot;</td>
<td>18%</td>
<td>26%</td>
<td>36%</td>
<td>45%</td>
<td>30%</td>
<td>29%</td>
</tr>
<tr>
<td>U.S. Born, Out-of-State</td>
<td>8%</td>
<td>9%</td>
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<td>11%</td>
<td>6%</td>
</tr>
<tr>
<td>Foreign Born</td>
<td>19%</td>
<td>24%</td>
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<td>23%</td>
<td>20%</td>
<td>22%</td>
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<tr>
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<td>30%</td>
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- Bachelor's degree or higher
- Associate's degree
- Some college
- High school grad
- Less than high school diploma

Note: Universe is population ages 25 through 64.
A Look at the “Home-Grown” and Migrants

Percent with an AA Degree or Higher by Place of Birth and Race/Ethnicity, 2006-2010
Charlotte Metro

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<tbody>
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<td>White</td>
<td>39%</td>
<td>58%</td>
<td>55%</td>
</tr>
<tr>
<td>Black</td>
<td>26%</td>
<td>41%</td>
<td>16%</td>
</tr>
<tr>
<td>Latino</td>
<td>42%</td>
<td>16%</td>
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<tr>
<td>Other</td>
<td>41%</td>
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A Look at the “Home-Grown” and Migrants

Percent with an AA Degree or Higher by Place of Birth and Age, 2006-2010

Charlotte Metro

- U.S. Born, Out-of-State
- Foreign Born
- U.S. Born, In-State "Home-Grown"

Age groups: 25-34, 35-44, 45-54, 55-64, age 65 or older

- Age 25-34: 56% U.S. Born, Out-of-State, 39% Foreign Born, 31% U.S. Born, In-State
- Age 35-44: 56% U.S. Born, Out-of-State, 39% Foreign Born, 31% U.S. Born, In-State
- Age 45-54: 37% U.S. Born, Out-of-State, 35% Foreign Born, 18% U.S. Born, In-State
- Age 55-64: 35% U.S. Born, Out-of-State, 35% Foreign Born, 18% U.S. Born, In-State
- Age 65 or older: 18% U.S. Born, Out-of-State, 35% Foreign Born, 18% U.S. Born, In-State
Dropout Status Relatively High for Latino and Asian Youth
High School Dropout Status by Race/Ethnicity, 2006-2010

Change Across Generations Race/Ethnicity

Note: Universe is population ages 16 through 24.
Racial Gaps in Education by Age Group

Percent with an AA Degree or Higher by Age and Race/Ethnicity, 2006-2010

Charlotte Metro

Change Across Generations Race & Economic Status
Racial Income Gaps for Prime-Working-Age Householders

Median Household Income by Age and Race/Ethnicity, 2006-2010

Charlotte Metro

Note: Universe is householders ages 25 and older.
Change Across Generations

Racial Poverty Gaps for Prime-Working-Age Householders
Household Poverty Rate by Age and Race/Ethnicity, 2006-2010
Charlotte Metro

Note: Universe is householders ages 25 and older.
Even after the Great Recession, 65- to 73-year-olds today have far greater wealth than 65- to 73-year-olds did in 1983. Younger age groups, however, aren't better off. From 1983 to 2010, the total net worth of those in Generations X and Y (those 46 and younger) stayed about the same as their predecessors more than a quarter-century earlier. The net worth of baby boomers and older generations (47 and older) roughly doubled as compared with their predecessors.
Household Income Age Gradients, Past and Present
Median Household Income by Age of Householder, 1979 to 2006-2010
United States
Household Income Age Gradients, Past and Present
Median Household Income by Age of Householder, 1979 to 2006-2010
Charlotte Metro

Change Across Generations Economic Status

$2010

$80,000

$70,000

$60,000

$50,000

$40,000


Change Across Generations Economic Status
Economic Generation Gap in Charlotte
Percentage Difference in Median Household Income between Older and Younger Householders
Charlotte Metro

- 3% gap
- 14% gap
The dissimilarity index for any two groups indicates the percentage of either group that would have to move to a new neighborhood to make both groups evenly distributed across all neighborhoods in the region.

### Segregation by Age/Race Groups on the Decline

#### Dissimilarity Index, 1990 & 2010

<table>
<thead>
<tr>
<th>Region</th>
<th>All Youth - All Seniors</th>
<th>All Youth - White Seniors</th>
<th>Youth of Color - White Seniors</th>
</tr>
</thead>
<tbody>
<tr>
<td>Charlotte Metro</td>
<td>24</td>
<td>28</td>
<td>54</td>
</tr>
<tr>
<td>United States</td>
<td>20</td>
<td>26</td>
<td>45</td>
</tr>
<tr>
<td>Charlotte Metro</td>
<td>27</td>
<td>28</td>
<td>65</td>
</tr>
<tr>
<td>United States</td>
<td>24</td>
<td>31</td>
<td>56</td>
</tr>
</tbody>
</table>
Spatial, Generational Change

- All Youth (<18)
- All Seniors (65+)

(1 dot = 150 people)
Spatial, Generational Change

1990

- **All Youth (<18)**
- **All Seniors (65+)**

(1 dot = 150 people)
Spatial, Generational Change

- All Youth (<18)
- All Seniors (65+)

(1 dot = 150 people)
Spatial, Generational Change

- **Youth of Color**
- **Non-Hispanic White Seniors**

(1 dot = 75 people)
Spatial, Generational Change

- Youth of Color
- Non-Hispanic White Seniors

(1 dot = 75 people)
Spatial, Generational Change

- Youth of Color
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(1 dot = 75 people)
LEADING THROUGH THE DIVIDE

- Keep pitching to the coming America
- Understand that this is an aspirational not an angry constituency
- Stress that equity and inclusion are key not add-on’s
- Frame around bridging generations and geographies
LEADING THROUGH THE DIVIDE
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