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

Manuel Pastor, Jennifer Ito, Justin Scoggins, Anthony Perez
Population Growth

Population on the Rise:
Net Population Growth, 1979 to 2010

- Phoenix Metro
- United States

Net Population Growth:
- Phoenix Metro: 172%
- United States: 38%
A Sizable Population in “Prime Working Age”
Population by Age Group, 2006-2010

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Phoenix Metro</th>
<th>United States</th>
</tr>
</thead>
<tbody>
<tr>
<td>18-24</td>
<td>27%</td>
<td>24%</td>
</tr>
<tr>
<td>25-34</td>
<td>15%</td>
<td>13%</td>
</tr>
<tr>
<td>35-44</td>
<td>14%</td>
<td>14%</td>
</tr>
<tr>
<td>45-54</td>
<td>13%</td>
<td>13%</td>
</tr>
<tr>
<td>55-64</td>
<td>10%</td>
<td>15%</td>
</tr>
<tr>
<td>65+</td>
<td>9%</td>
<td>11%</td>
</tr>
</tbody>
</table>

Prime Working Age (25-64)
Dependency Ratio = youth pop. (<18) + senior pop. (>64) / working age pop. (18-64)

Age Structure of Phoenix

High but (Slowly) Declining Dependency by Age
Dependency Ratio, 1980 to 2006-2010

Phoenix Metro
United States
Age Structure of Phoenix

...But Getting Older

Population by Age Group, 1980 to 2006-2010

Phoenix Metro

- 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
Phoenix 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:
- White: 76%
- Latino: 16%
- API: 12%
- Other: 9%

Metro Suburbs Profile:
- White: 81%
- Latino: 12%
- API: 7%
- Other: 8%
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.
A Rising Immigrant Share
Percent Foreign Born, 1980 to 2006-2010

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

**Phoenix Metro**
- White: 59%
- Black: 5%
- Latino, U.S.-born: 19%
- Latino, Immigrant: 11%
- API, U.S.-born: 1%
- API, Immigrant: 2%
- Native American and Alaska Native: 1.8%
- Other or mixed race: 2%

**United States**
- White: 64%
- Black: 12%
- Latino, U.S.-born: 11%
- Latino, Immigrant: 6%
- API, U.S.-born: 2%
- API, Immigrant: 3%
- Native American and Alaska Native: 0.7%
- Other or mixed race: 2%
A Diversifying Region
Asian and Latino Population by Detailed Origin
2006-2010

Asian Population
- All other Asians, 16%
- Japanese, 5%
- Korean, 9%
- Vietnamese, 13%
- Filipino, 18%
- Chinese or Taiwanese, 19%
- Asian Indian, 21%

Latino Population
- All other Latinos, 9%
- Puerto Rican, 2%
- Mexican, 90%

Phoenix Metro
- All other Asians, 16%
- Japanese, 5%
- Korean, 9%
- Vietnamese, 11%
- Filipino, 17%
- Asian Indian, 18%
- Chinese or Taiwanese, 23%

United States
- All other Latinos, 26%
- Puerto Rican, 9%
- Mexican, 65%

The Times Are A Changin’ The New Diversity
People of Color Driving Population Growth

Net Decadal Population Growth by Race/Ethnicity

Phoenix Metro

<table>
<thead>
<tr>
<th></th>
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</thead>
<tbody>
<tr>
<td>People of Color</td>
<td>33%</td>
<td>57%</td>
<td>66%</td>
</tr>
<tr>
<td>Non-Hispanic White</td>
<td>67%</td>
<td>43%</td>
<td>34%</td>
</tr>
</tbody>
</table>

Net Increase in Population (by decade)

- 1980-1990: 638,510
- 1990-2000: 1,013,396
- 2000-2010: 941,011
What’s Driving the Shift? Race/Ethnicity

People of Color Driving Population Growth

Net Decadal Population Growth by Race/Ethnicity
Phoenix Metro

Net Increase in Population (by decade) 638,510 1,013,396 941,011

Share of Net Increase Attributable to:
- Other 24% 4% 44%
- Native American 4% 5% 8%
- Asian/Pacific Islander 4% 3% 9%
- Latino 67% 43% 34%
- Black
- White

Note: Much of the increase in the "Other" group between 1990 and 2000 is due to a change in the survey question on race.
### What’s Driving the Shift? Int’l Migration

**Immigrant Share of Population Growth**

Net Decadal Population Growth by Nativity

**Phoenix Metro**

<table>
<thead>
<tr>
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<td>1,013,396</td>
<td>941,011</td>
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</tbody>
</table>

**Share of Net Increase Attributable to:**

- Immigrants
- U.S. Born

<table>
<thead>
<tr>
<th>Decade</th>
<th>Immigrants</th>
<th>U.S. Born</th>
</tr>
</thead>
<tbody>
<tr>
<td>1980-1990</td>
<td>12%</td>
<td>88%</td>
</tr>
<tr>
<td>1990-2000</td>
<td>29%</td>
<td>71%</td>
</tr>
<tr>
<td>2000-2010</td>
<td>23%</td>
<td>77%</td>
</tr>
</tbody>
</table>

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

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 | 429,379 | 51,365 |

Share of Net Increase Attributable to:
- Immigrants: 31%
- U.S. Born: 69%

Note: 2010 data on total immigrants and U.S. born were estimated.

What’s Driving the Shift?
Int’l Migration

Immigrant Share of Latino and Asian Population Growth
Net Decadal Growth Rates for Population by Race/Ethnicity, 2000-2010

<table>
<thead>
<tr>
<th>Share of Net Increase Attributable to:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Immigrants</td>
<td>31%</td>
</tr>
<tr>
<td>U.S. Born</td>
<td>69%</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

Phoenix Metro
United States
Demographic Change, From the Bottom Up
Racial/Ethnic Composition by Age Group, 2006-2010
Phoenix Metro

- U.S. % White
- Native American
- Asian/Pacific Islander
- Latino
- Black
- White

Demographic Change Across Generations

<table>
<thead>
<tr>
<th>Age Group</th>
<th>U.S. % White</th>
<th>Native American</th>
<th>Asian/Pacific Islander</th>
<th>Latino</th>
<th>Black</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>under age 18</td>
<td>5%</td>
<td>4%</td>
<td>1%</td>
<td>3%</td>
<td>3%</td>
<td>3%</td>
</tr>
<tr>
<td>18-24</td>
<td>4%</td>
<td>5%</td>
<td>1%</td>
<td>3%</td>
<td>3%</td>
<td>2%</td>
</tr>
<tr>
<td>25-34</td>
<td>5%</td>
<td>4%</td>
<td>1%</td>
<td>3%</td>
<td>3%</td>
<td>2%</td>
</tr>
<tr>
<td>35-44</td>
<td>5%</td>
<td>4%</td>
<td>1%</td>
<td>3%</td>
<td>3%</td>
<td>2%</td>
</tr>
<tr>
<td>45-54</td>
<td>4%</td>
<td>21%</td>
<td>3%</td>
<td>3%</td>
<td>3%</td>
<td>2%</td>
</tr>
<tr>
<td>55-64</td>
<td>3%</td>
<td>14%</td>
<td>3%</td>
<td>3%</td>
<td>3%</td>
<td>2%</td>
</tr>
<tr>
<td>age 65 or older</td>
<td>2%</td>
<td>9%</td>
<td>3%</td>
<td>3%</td>
<td>3%</td>
<td>2%</td>
</tr>
</tbody>
</table>
Fast Growth Among Youth of Color
Net Growth in Youth Population by Race/Ethnicity, 2000 to 2010
Change Across Generations
Race/Ethnicity

A Generation of Difference
Median Age by Race/Ethnicity, 2006-2010
Phoenix Metro

- Other or mixed race: 17
- Native American and Alaska Native: 27
- Asian/Pacific Islander: 34
- Latino: 25
- Black: 29
- White: 41
- All: 34
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
Phoenix Metro

Note: Gap value may not equal the difference in percentages shown due to rounding.
Larger but Declining Share Born Out of State
“Home-Grown” Population Small but Stable
Population by Place of Birth, 1980 to 2006-2010

What’s Driving the Shift? Int’l & Dom Migration

Phoenix Metro

Foreign Born
64% 61% 54% 49%
30% 32% 32% 35%
U.S. Born, Out-of-State
30% 30% 35% 64%
U.S. Born, In-State
6% 8% 11% 13%
"Home-Grown"
5% 7% 14% 16%
6% 8% 11% 13%
1980
1990
2000
2006-2010
United States
Rising Share of Growth from “Home Grown” Population

Net Decadal Population Growth by Place of Birth

Phoenix Metro

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Share of Net Increase Attributable to:

- Foreign Born: 12%, 37%, 32%
- U.S. Born, Out-of-State: 53%, 34%, 45%
- U.S. Born, In-State / "Home-Grown": 36%, 29%, 23%

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
Phoenix Metro

- Under age 18: 6%
- 18-24: 18%
- 25-34: 27%
- 35-44: 26%
- 45-54: 18%
- 55-64: 14%
- Age 65 or older: 11%

Foreign Born
U.S. Born, Out-of-State
U.S. Born, In-State
"Home Grown"
A Look at the “Home-Grown” and Migrants

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

- U.S. Born, In-State "Home Grown":
  - 55%
  - 12%
  - 11%
  - 3%

- U.S. Born, Out-of-State:
  - 19%
  - 17%
  - 15%
  - 14%
  - 12%

- Foreign Born:
  - 8%
  - 14%
  - 23%
  - 26%

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

= 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
Phoenix Metro

<table>
<thead>
<tr>
<th></th>
<th>1990</th>
<th>2006-2010</th>
</tr>
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<tbody>
<tr>
<td>U.S. Born, In-State &quot;Home-Grown&quot;</td>
<td>15%</td>
<td>20%</td>
</tr>
<tr>
<td>U.S. Born, Out-of-State</td>
<td>7%</td>
<td>9%</td>
</tr>
<tr>
<td>Foreign Born</td>
<td>29%</td>
<td>29%</td>
</tr>
<tr>
<td></td>
<td>27%</td>
<td>29%</td>
</tr>
<tr>
<td></td>
<td>21%</td>
<td>13%</td>
</tr>
</tbody>
</table>

- 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
Phoenix Metro

<table>
<thead>
<tr>
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<tbody>
<tr>
<td>White</td>
<td>46%</td>
<td>60%</td>
<td>61%</td>
</tr>
<tr>
<td>Black</td>
<td>37%</td>
<td>28%</td>
<td>40%</td>
</tr>
<tr>
<td>Latino</td>
<td>44%</td>
<td>29%</td>
<td>9%</td>
</tr>
<tr>
<td>Asian/Pacific Islander</td>
<td>9%</td>
<td>15%</td>
<td>28%</td>
</tr>
<tr>
<td>Native American</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td>40%</td>
<td>45%</td>
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</tbody>
</table>

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 Age, 2006-2010

Phoenix Metro

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

Age 25-34: 45%
Age 35-44: 31%
Age 45-54: 19%
Age 55-64: 21%
Age 65 or older: 29%

 возраст 25-34
35-44
45-54
55-64
старше 65

Рождённые в США, области въезда
Иностранные
Рождённые в США, "родная"
Dropout Status Relatively High for Some Youth
High School Dropout Status by Race/Ethnicity, 2006-2010

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
Phoenix 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
Phoenix Metro

Note: Universe is householders ages 25 and older.
Racial Poverty Gaps Largest for Old and Young Householders

Household Poverty Rate by Age and Race/Ethnicity, 2006-2010

Phoenix 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.
Change Across Generations

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
Phoenix Metro

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

**Phoenix Metro**

- **Median Income for Householders Ages 25-34**
- **Median Income for Householders Ages 55-64**

- **1979**: $45,000
- **1989**: $50,000
- **1999**: $55,000
- **2006-2010**: $60,000

- **$70,000**
- **$65,000**
- **$60,000**
- **$55,000**
- **$50,000**
- **$45,000**

- **18% gap**
- **1% gap**

Change Across Generations Economic Status
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.
Spatial, Generational Change

- **Phoenix Zoom**
- **Peoria**
- **Sun City**
- **Scottsdale**
- **Phoenix**
- **Mesa**
- **Goodyear**

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

*(1 dot = 300 people)*

**1980**
Spatial, Generational Change

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

(1 dot = 300 people)
Spatial, Generational Change

2010

- All Youth (<18)
- All Seniors (65+)
(1 dot = 300 people)
Spatial, Generational Change

Map showing the distribution of Youth of Color and Non-Hispanic White Seniors in the Phoenix area in 1980. The map indicates that the majority of the dots are concentrated in Phoenix and its surrounding areas.

Legend:
- Green dots: Youth of Color
- Orange dots: Non-Hispanic White Seniors

(1 dot = 200 people)
Spatial, Generational Change

Map showing population distribution in Phoenix Metro area.

- Phoenix
- Peoria
- Scottsdale
- Sun City
- Mesa

Legend:
- Green dots: Youth of Color
- Orange dots: Non-Hispanic White Seniors

Note: 1 dot = 200 people

Date: 1990
Spatial, Generational Change

- Youth of Color
- Non-Hispanic White Seniors

(1 dot = 200 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

UNCOMMON COMMON GROUND
Race and America’s Future

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