PolicyLink

USC Dornsife
Equity Research Institute

An Equity Profile of

Lancaster County

Summary

Mirroring national trends, Lancaster County is growing more diverse. Over the next few decades, a larger share of the county's residents will be people of color from a rich variety of racial and ethnic backgrounds. Yet, the nation's long history of racial discrimination and disinvestment in communities of color has created entrenched and persistent racial inequities in employment, income, wealth, education, health, justice, housing, and transportation.

Lancaster County's success and prosperity will rely on dismantling these unjust barriers and ensuring that all residents can participate in and enjoy the benefits of a thriving economy. We estimate that without racial gaps in income, the regional economy could have been $1.9 billion larger in 2019. Existing community efforts are beginning to adopt an equity-focused approach, providing meaningful opportunities for residents, government, and businesses to advance long-term sustainable change to shape a more inclusive economy for all.

Indicators

DEMOGRAPHICS

Race, Ethnicity, and Nativity, 2019
Racial/Ethnic Composition, 1980 to 2050
Growth Rates of Major Groups by Race/Ethnicity and Nativity, 1990 to 2019
Black, Latinx, and Asian/Pacific Islander Populations by Ancestry, 2019
Percent People of Color by Census Tract, 2019
Percent People of Color by Age Group, 1980 to 2019
Median Age (Years) by Race/Ethnicity, 2019
Percent Linguistically Isolated Households by Census Tract, 2019
English-Speaking Ability Among Immigrants by Race/Ethnicity, 2019
Share of People Speaking an Indo-European Language at Home, 2019

ECONOMIC VITALITY

Share of Workers by Industry, 2019
Average Annual Growth in Jobs and GDP, 1990 to 2007 and 2009 to 2019
Growth in Jobs by Industry Wage Level, 2000 to 2020
Growth in Real Earnings by Industry Wage Level, 2000 to 2020
Income Inequality, 1979 and 2019
Real Earned Income Growth for Full-Time Wage and Salary Workers Ages 25–64 Years, 1979 to 2019
Median Hourly Wage by Race/Ethnicity, 1979 and 2019
Households by Income Level, 1979 to 2019
Unemployment Rate by Race/Ethnicity, 2019
Unemployment Rate by Race/Ethnicity and Nativity, 2019
Unemployment Rate, Not Seasonally Adjusted, November 2021
Unemployment Rate by Census Tract, 2019
Unemployment Rate by Educational Attainment and Race/Ethnicity, 2019
Median Hourly Wage by Educational Attainment and Race/Ethnicity, 2019
Poverty Rate by Race/Ethnicity, 1990 and 2019
Working-Poor Rate by Race/Ethnicity, 1990 and 2019
Child Poverty Rate by Race/Ethnicity, 2019
Percent Population Below the Poverty Level by Census Tract, 2019
Share and Count of Working-Age Population with an Associate's Degree or Higher by Race/Ethnicity, 2019, and Projected Share of Jobs that Require an Associate's Degree or Higher, 2020
Share Experiencing Employment Income Loss in the Past Four Weeks by Race/Ethnicity, Pennsylvania, January 26–February 7, 2022

YOUTH PREPAREDNESS

Share of 16- to 24-Year-Olds Not Enrolled in School and Without a High School Diploma by Race/Ethnicity, 1990 and 2019
Share of 16- to 24-Year-Olds Not Enrolled in School and Without a High School Diploma by Race/Ethnicity and Gender, 2019

Indicators (continued)

CONNECTEDNESS

HEALTH

JUSTICE

ECONOMIC BENEFITS OF EQUITY

Foreword

The National Equity Atlas was invited into the Lancaster County community in the summer of 2021 to support a collaborative process of asking questions, ana data, and determining ways to advance racial equity.

As a research partnership between PolicyLink and the USC Dornsife Equity Research Institute, the National Equity Atlas has completed dozens of equity profiles of cities, counties, and regions over the past 10 years and brings deep awareness and commitment to the data and policy recommendations that can create change. This is the first county-wide racial equity profile in Pennsylvania, and our hope is that it will serve as a benchmark to show us where we are as a county and where we can continue to improve.

Change: it is a big idea that brings energy and resistance at the same time. Lancaster County is a wonderful place with a deep legacy important to the state and the nation. The county has been home to key political figures with opposing perspectives who have had dramatic impacts on the history of our nation. One was a US President whose inaction both extended the horrors of slavery and failed to prevent the Civil War, and another was a prominent congressman who dedicated his political power to seeking equity and freedom for all. Today the growing diversity of the county's residents is obvious, but so is the concern over stubborn inequity: de facto segregation and uneven opportunities.

We hope this profile helps illuminate the stories we already know, brings new questions to the table, and enables everyone to see themselves as part of a new opportunity to create systemic change in a county that is trying to live up to its branding: a wonderful place to live, work, and raise a family for all.

Steering Committee Members

Vanessa Philbert, Community Action Partnership of Lancaster County
Dan Betancourt, Community First Fund
Robin Stauffer, High Foundation
Heather Valudes, Lancaster Chamber
Marshall Snively, Lancaster City Alliance
Colleen Wagner, Lancaster City Alliance
Sam Bressi, Lancaster County Community Foundation
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We thank the members of our steering committee for their insightful guidance and feedback: Aiza Ashraf, United Way of Lancaster County; Tom Baldrige; Dan Betancourt, Community First Fund; Stacie Blake, YWCA Lancaster; Sam Bressi, Lancaster County Community Foundation; Adam Hosey; Alisa Jones, Union Community Care; Vanessa Philbert, Community Action Partnership of Lancaster County; Kevin Ressler, United Way of Lancaster County; Marshall Snively, Lancaster City Alliance; Robin Stauffer, High Foundation; Heather Valudes, Lancaster Chamber; and Colleen Wagner, Lancaster City Alliance. The organizations listed here, along with the 7 Foundation Fund, CHI St. Joseph's Children's Health, and Erie Insurance, funded this report.

The profile was written by Michelle Huang at PolicyLink; the data, charts, and maps were prepared by Rebecca Smith at ERI, Justin Scoggins at ERI, Michelle Huang at PolicyLink, Edward Muña at ERI, and Sabrina Kim at ERI; and Abbie Langston and Jennifer Tran at PolicyLink assisted with editing. The summary was written by Michelle Huang and Abbie Langston at PolicyLink and designed by Jacob Goolkasian at PolicyLink.

In addition to the data analysis contained in the profile, the summary report draws upon insights that were shared during 13 interviews conducted with local community leaders and residents from a wide range of sectors and organizations, such as education, social services, advocacy, faith organizations, and philanthropy. Their comments helped shape the policy recommendations included in the summary.

Introduction
Overview

Equity – ensuring full inclusion of all residents in the economic, social, and political life of a community regardless of their race/ethnicity, nativity, age, gender, sexual orientation, neighborhood of residence, or other characteristics – is an essential element to achieving economic inclusion.

Knowing how a community stands in terms of equity is a critical first step in planning for equitable growth. To assist with that process, PolicyLink and USC Dornsife Equity Research Institute (ERI) developed an equity indicators framework that communities can use to understand the state of equity and equitable growth locally.

This profile was developed to help YWCA Lancaster and local partners plan for equitable growth. In the course of drafting this profile, input was sought from a cross-section of Lancaster County stakeholders who reflected on the county's challenges and opportunities to overcome them.

Community residents, activists, advocates, elected officials, and civic leaders all shared their insights and ideas. We hope that it is broadly used by advocacy groups, elected officials, planners, business leaders, funders, and others working to build a stronger and more equitable county.

About the Data

This document presents an equity analysis of Lancaster County, Pennsylvania. The data in this profile are drawn from a regional equity database that includes data for the largest 100 cities and 150 regions in the United States, as well as all 50 states. This database incorporates hundreds of data points from public and private data sources including the US Census Bureau, the US Bureau of Labor Statistics, the Behavioral Risk Factor Surveillance System, and Woods & Poole Economics. See the "Data and methods" section of this profile for a detailed list of data sources.

This profile also uses a range of data sources to describe the state of equity in Lancaster County as comprehensively as possible, but there are limitations. Not all data collected by public and private sources is disaggregated by race/ethnicity and other demographic characteristics. And in some cases, even when disaggregated data is available, the sample size for a given population is too small to report with confidence. Local data sources and the lived experiences of a diversity of residents should supplement the data provided in this profile to more fully represent the state of equity in Lancaster County.

We recognize that inequities exist across many characteristics in addition to race/ethnicity and nativity, including income, gender, age, ability, sexual orientation, and neighborhood. Unfortunately, because we are working with survey data and seek to provide data at the county level, we are limited in the extent to which we can disaggregate the data.

Introduction
What is an equitable county?

Counties are equitable when all residents – regardless of their race/ethnicity, nativity, gender, income, neighborhood of residence, or other characteristics – are fully able to participate in the county's economic vitality, contribute to the region's readiness for the future, and connect to the region's assets and resources.

Strong, equitable counties:

- Have economic vitality that supports residents to secure high-quality jobs and to produce new ideas, products, businesses, and economic activity so the well-being of residents is sustainable.
- Are ready for the future, with a skilled, ready workforce and a healthy population.
- Are places of connection, where residents can access the essential ingredients to live healthy and productive lives in their neighborhoods, reach opportunities located throughout the region (and beyond) via transportation and technology, participate in civic processes, and productively engage with diverse communities.

Introduction
Why equity matters now

The face of America is changing.

The nation's population is rapidly diversifying. Already, more than half of all babies born in the United States are people of color. By 2030, the majority of young workers will be people of color. And by 2045, the United States will be a majority people-of-color nation.

Yet racial and income inequality is high and persistent.

Over the past several decades, long-standing inequities in income, wealth, health, and opportunity have reached unprecedented levels. And while many have been affected by this growing inequality, communities of color have felt the greatest pains as the economy has grown more polarized.

Racial, gender, and economic equity is necessary for the nation's economic growth and prosperity.

Equity is an economic and health imperative as well as a moral one. Research shows that equity and diversity are win-win propositions for nations, regions, communities, and firms.

For example:

- More equitable regions experience stronger, more sustained growth.[1]
- Regions with less segregation (by race and income) and lower income inequality have more upward mobility.[2]
- Researchers predict that health equity would lead to significant economic benefits from reductions in health-care spending and lost productivity.[3]
- Companies with a diverse workforce achieve a better bottom line.[4]
- A diverse population more easily connects to global markets.[5]
- Lower economic inequality results in better health outcomes for everyone.[6]

The way forward is with an equity-driven growth model.

A new economic model based on equity, fairness, and opportunity can secure America's health and prosperity. Policies and investments must support equitable economic growth strategies, opportunity-rich neighborhoods, and "cradle-to-career" educational pathways.

Counties play a critical role in building this new growth model.

Local communities are where strategies are being incubated to foster equitable growth: growing good jobs and new businesses while ensuring that all – including low-income people and people of color – can fully participate and prosper.

[1] Manuel Pastor, "Cohesion and Competitiveness: Business Leadership for Regional Growth and Social Equity," OECD Territorial Reviews, Competitive Cities in the Global Economy, Organisation For Economic Co-operation And Development (OECD), 2006; Manuel Pastor and Chris Benner, "Been Down So Long: Weak-Market Cities and Regional Equity" in *Retooling for Growth: Building a 21st Century Economy in America's Older Industrial Areas* (New York: American Assembly and Columbia University, 2008); Randall Eberts, George Erickcek, and Jack Kleinhenz, "Dashboard Indicators for the Northeast Ohio Economy: Prepared for the Fund for Our Economic Future" (Federal Reserve Bank of Cleveland: April 2006), https://www.clevelandfed.org/newsroom-and-events/publications/working-papers/working-papers-archives/2006-working-papers/wp-0605-dashboard-indicators-for-the-northeast-ohio-economy.aspx.

[2] Raj Chetty, Nathaniel Hendren, Patrick Kline, and Emmanuel Saez, "Where is the Land of Economic Opportunity? The Geography of Intergenerational Mobility in the US" *Quarterly Journal of Economics*, 129, no. 4 (2014): 1553-1623, https://scholar.harvard.edu/hendren/publications/economic-impacts-tax-expenditures-evidence-spatial-variation-across-us.

[3] Darrell Gaskin, Thomas LaVeist, and Patrick Richard, *The State of Urban Health: Eliminating Health Disparities to Save Lives and Cut Costs* (New York: National Urban League Policy Institute, 2012).

[4] Cedric Herring, "Does Diversity Pay?: Race, Gender, and the Business Case for Diversity." *American Sociological Review*, 74, no. 2 (2009): 208-22; Stanley F. Slater, Robert A. Weigand and Thomas J. Zwirlein, "The Business Case for Commitment to Diversity." *Business Horizons* 51 (2008): 201-209.

[5] US Census Bureau. "Ownership Characteristics of Classifiable US Exporting Firms: 2007," Survey of Business Owners Special Report, June 2012, https://www.census.gov/library/publications/2012/econ/2007-sbo-export-report.html.

[6] Kate Pickett and Richard Wilkinson, "Income Inequality and Health: A Causal Review." *Social Science & Medicine* 128 (2015): 316-326.

Introduction
Geography

This profile describes demographic, economic, and health conditions in Lancaster County, Pennsylvania, portrayed in the map to the right. Lancaster County is also designated as the Lancaster metropolitan statistical area.

Unless otherwise noted, all data refer to the Lancaster County geography. Some exceptions, due to lack of data availability, are noted beneath the relevant figures. Information on data sources and methodology can be found in the "Data and methods" section beginning on page 81.

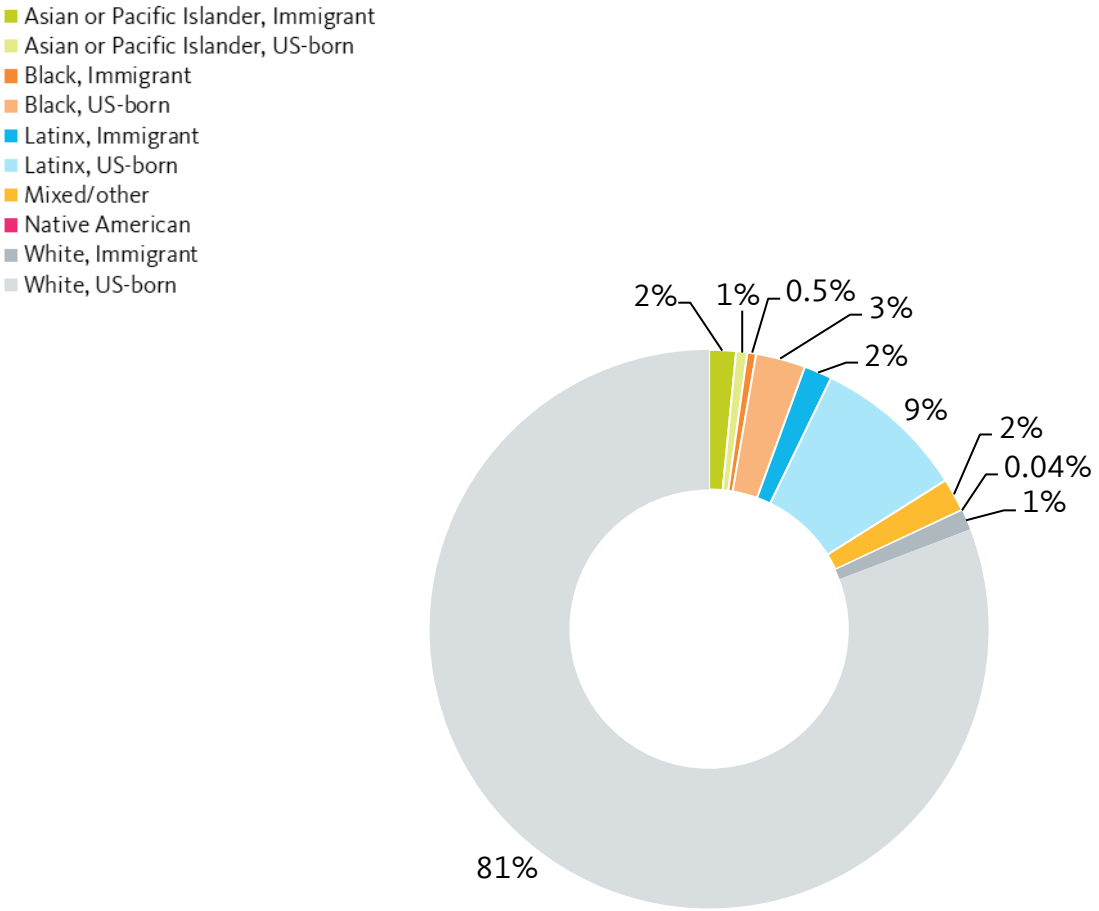
Demographics

Demographics
Who lives in the county?

The majority of Lancaster County residents are white. Lancaster County's population is 82 percent white and 18 percent people of color — slightly less diverse than the state of Pennsylvania, which is 76 percent white and 24 percent people of color. The white population includes Amish communities who live in rural Lancaster County, especially in the eastern part of the county. Elizabethtown College's Young Center for Anabaptist and Pietist Studies estimates that there are over 33,000 Amish residents in the county, or about 7 percent of the white population.[7]

Among communities of color in Lancaster, Latinx residents represent the largest group (11 percent) followed by Black residents (4 percent). The majority of the Black, Latinx, and white populations in Lancaster were born in the US, while immigrants account for for the majority of the Asian or Pacific Islander (API) population (71 percent).

Race, Ethnicity, and Nativity, 2019



Source: Integrated Public Use Microdata Series.
Note: Data represent a 2015 through 2019 average.

[7] Lancaster Online. "Amish population in Lancaster County, by the numbers: What are the trends?," April 27, 2019, https://lancasteronline.com/news/local/amish-population-in-lancaster-county-by-the-numbers-what-are-the-trends-q-a/article_616da2c8-683b-11e9-b425-f78a40cef5c1.html.

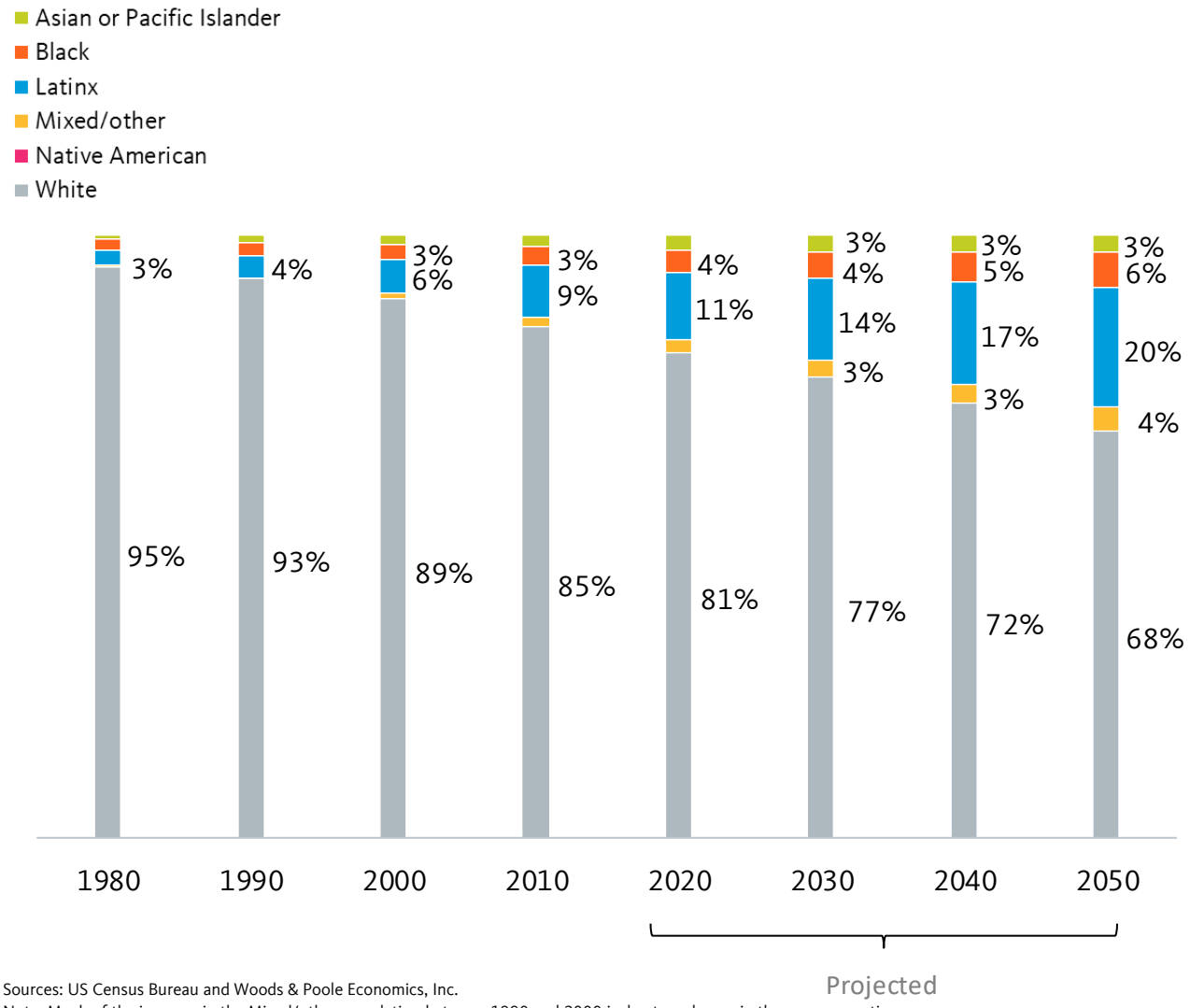
Demographics

Who lives in the county and how is this changing?

The county is experiencing a demographic shift. While the white population constitutes a larger majority of the county's population compared to the nation, demographic change has occurred more quickly in Lancaster County compared to the nation.

The increase in the Black, Latinx, and multiracial populations will continue to drive growth in the county. Between 2020 and 2050, the Latinx population is expected to increase from 11 percent to 20 percent of the total population, the Black population is anticipated to increase from four percent to six percent, and the multiracial population is projected to grow from two to four percent.

Racial/Ethnic Composition, 1980 to 2050



Sources: US Census Bureau and Woods & Poole Economics, Inc.
Note: Much of the increase in the Mixed/other population between 1990 and 2000 is due to a change in the survey question on race.

Demographics

Who lives in the county and how is this changing?

The overall population in the county has seen an increase (29 percent) since 1990. The US-born white population has seen the least percentage growth but the highest raw count growth, increasing by about 51,000 people. People of color have seen the highest growth as a share of their population. Black immigrants are the fastest growing group, nearly quadrupling and increasing by nearly 2,700 residents between 1990 and 2019. The county welcomes many refugee families from across the world every year, which is reflected in the growth in immigrant populations.

The Native American population is the smallest group in the County and is the only group to see a population decline, decreasing by half in the last three decades.

Growth Rates of Major Groups by Race/Ethnicity and Nativity, 1990 to 2019

	1990	2019	Growth Rate	Population growth
All	419,408	541,044	29%	+121,636
Asian or Pacific Islander, Immigrant	3,431	8,375	144%	+4,944
Asian or Pacific Islander, US-born	1,049	3,477	231%	+2,428
Black, Immigrant	79	2,738	3,366%	+2,659
Black, US-born	8,130	15,571	92%	+7,441
Latinx, Immigrant	1,226	8,768	615%	+7,542
Latinx, US-born	15,015	47,944	219%	+32,929
Native American	431	221	-49%	-210
White, Immigrant	3,574	6,245	75%	+2,671
White, US-born	386,272	437,252	13%	+50,980

Source: Integrated Public Use Microdata Series.
Note: Data for 2019 represent a 2015 through 2019 average.

Demographics

Who lives in the county and what is their ancestry?

The county's Black, Latinx, and Asian or Pacific Islander communities are diverse with respect to their ancestry. The Black population is predominantly African American. Within the Latinx community, Puerto Ricans make up the largest share of the population. Among Asian or Pacific Islanders, the largest groups are Vietnamese, Indian, and Chinese Americans.

Black, Latinx, and Asian/Pacific Islander Populations by Ancestry, 2019

Asian or Pacific Islander	Population
Vietnamese	2,288
Indian	1,987
Chinese	1,819
Cambodian	636
Filipino	538
Korean	519
Nepali	518
Laotian	459
All other API	3,088
Total	**11,852**

Black	Population
African American/Other Black	13,541
Sub-Saharan African (all)	3,295
Caribbean/West Indian (all)	876
European (all)	404
North African/Southwest Asian (all)	147
Latin American (all)	46
Total	**18,309**

Latinx	Population
Puerto Rican	22,854
Dominican	3,527
Cuban	2,724
Mexican	2,595
Colombian	1,365
All other Latinx	23,647
Total	**56,712**

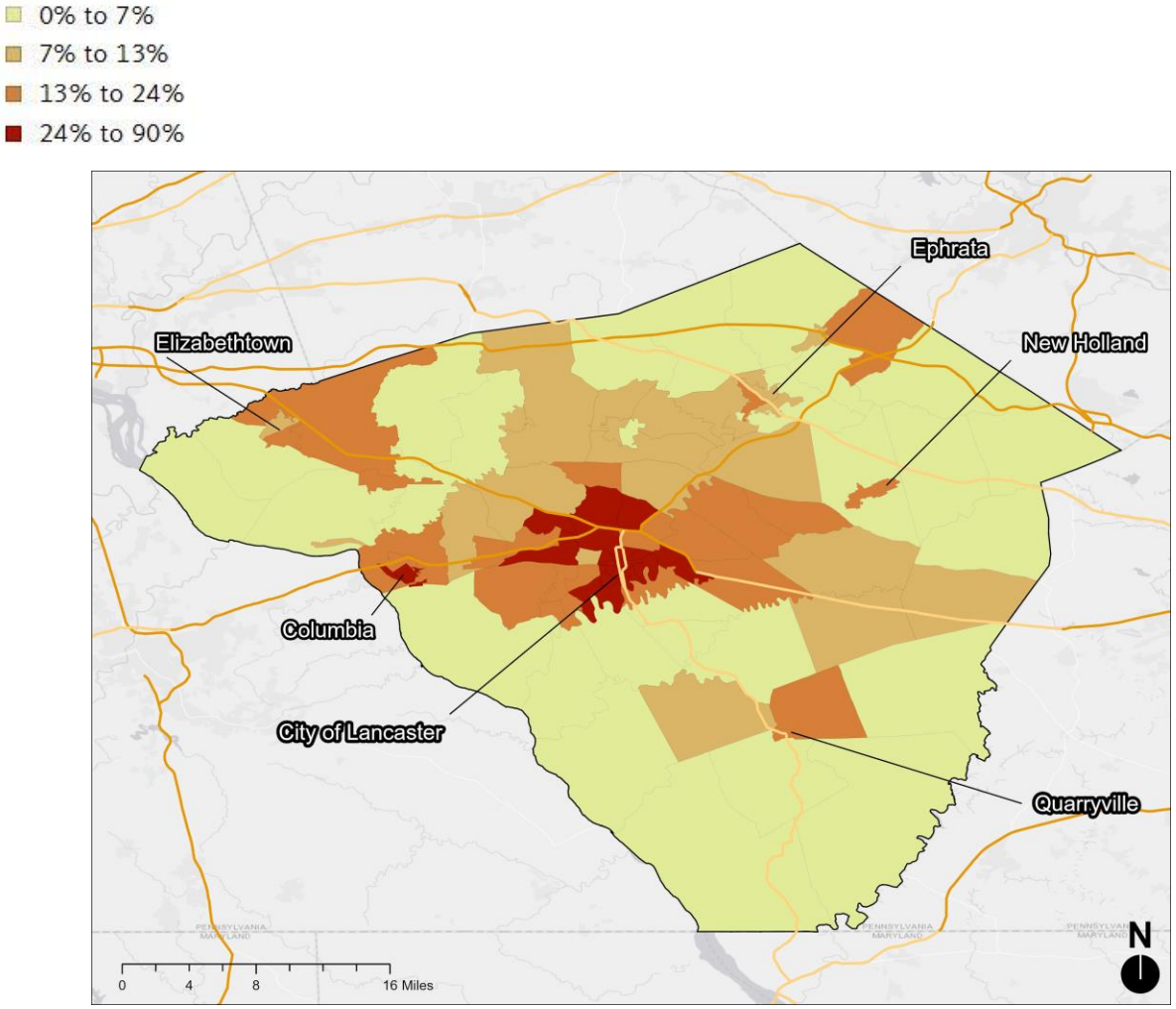
Source: Integrated Public Use Microdata Series.
Note: Data represent a 2015 through 2019 average.

Demographics

Where do people of color live in the county?

Communities of color live throughout the county but mostly reside in urban centers of the county. For example, some of the highest density neighborhoods of color are located in and around the City of Lancaster as well as census tracts in the and around the Bausman, Roseville, and East Petersburg neighborhoods. There are also census tracts or neighborhoods with higher percentages of people of color eastward between the 283 and 30 freeways and in Columbia.

Percent People of Color by Census Tract, 2019



Source: US Census Bureau.
Note: Data represent a 2015 through 2019 average. Areas in white are missing data.

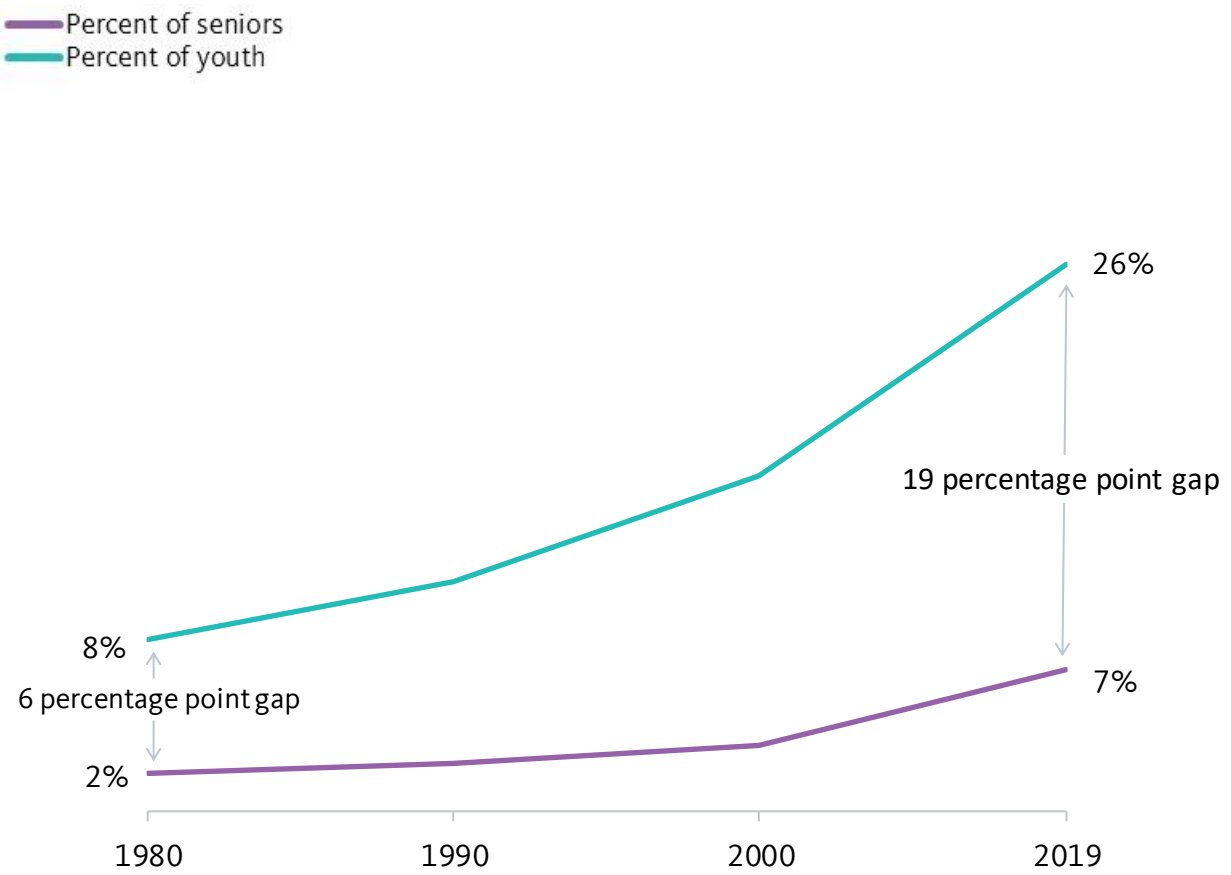
Demographics

How do the county's residents differ by age?

Young people are leading the county's demographic shift. Currently, about 26 percent of the youth population (those under 18 years old) in Lancaster County are people of color, compared with only 7 percent of the county's seniors (ages 65 years and older) who are people of color. This 19-percentage-point difference between the share of people of color among young and old can be measured as the racial generation gap. Since 1980, the racial generation gap has grown by 13 percentage points.

This trend mirrors that of the nation as the next generations of Americans and Lancaster residents are slated to be more diverse than the previous. The predominantly white older generation needs to invest in infrastructure and opportunities for a more racially diverse young population to secure the development of the next generation and the county's economic future.

Percent People of Color by Age Group, 1980 to 2019



Source: US Census Bureau.
Note: Youth include persons younger than 18 years of age and seniors include those ages 65 years or older. Data for 2019 represent a 2015 through 2019 average.

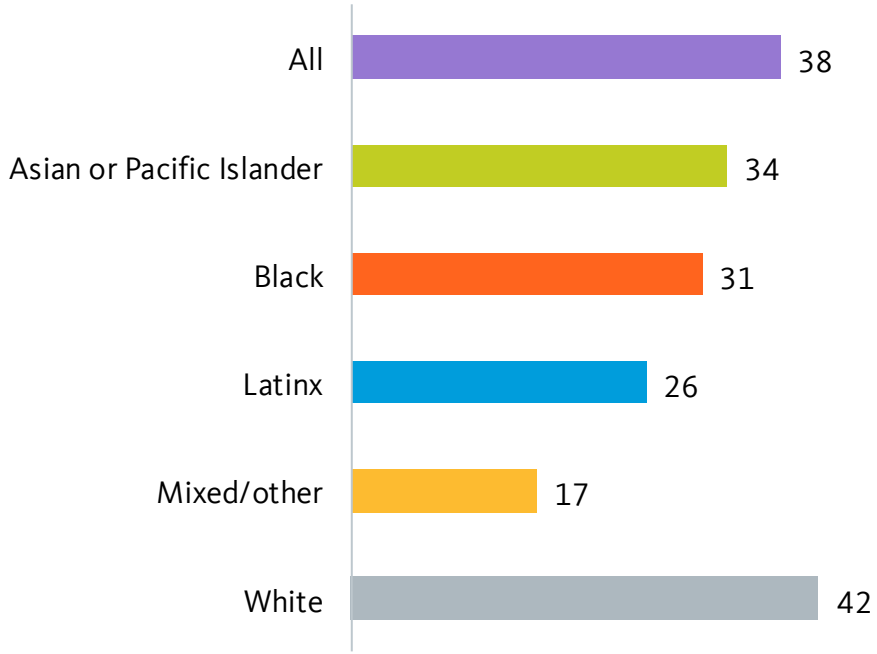
Demographics

Who will be driving growth in the future?

The county is relatively younger than Pennsylvania as a whole. The average resident of Lancaster County is 38 years old, compared to the statewide median of 41 years and the nationwide median of 38 years. This may be due to the large student population attending local institutions of higher education.

The county's communities of color are more youthful than its white population. Multiracial people, for example, have a median age of 17 years, while the median age of whites residents is 42 years.

Median Age (Years) by Race/Ethnicity, 2019



Source: Integrated Public Use Microdata Series.
Note: Data for 2019 represent a 2015 through 2019 average.

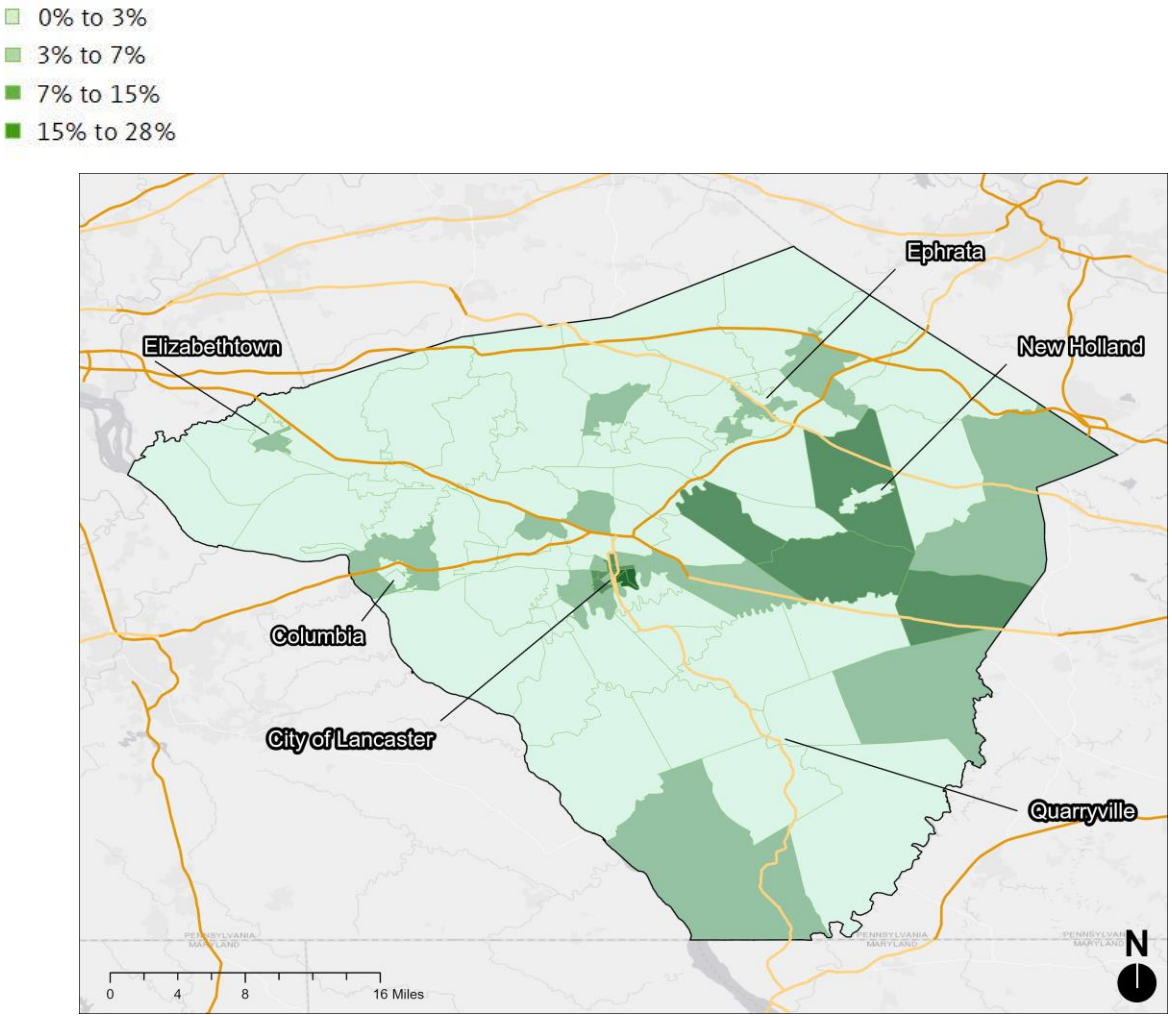
Demographics

Where do households that are linguistically isolated live?

There are pockets of linguistic isolation in the City of Lancaster and in rural parts of the county. Linguistically isolated households are households in which no member ages 14 years or older speaks "only English" or speaks English at least "very well."

Relative to the state, residents in Lancaster County have lower English proficiency, with 6 percent of people ages five years or older speaking English less than "very well" (compared to 4 percent for Pennsylvania as a whole). This reflects the large share of refugee and immigrant populations in the city and the Amish communities in the rural parts of the county.

Percent Linguistically Isolated Households by Census Tract, 2019



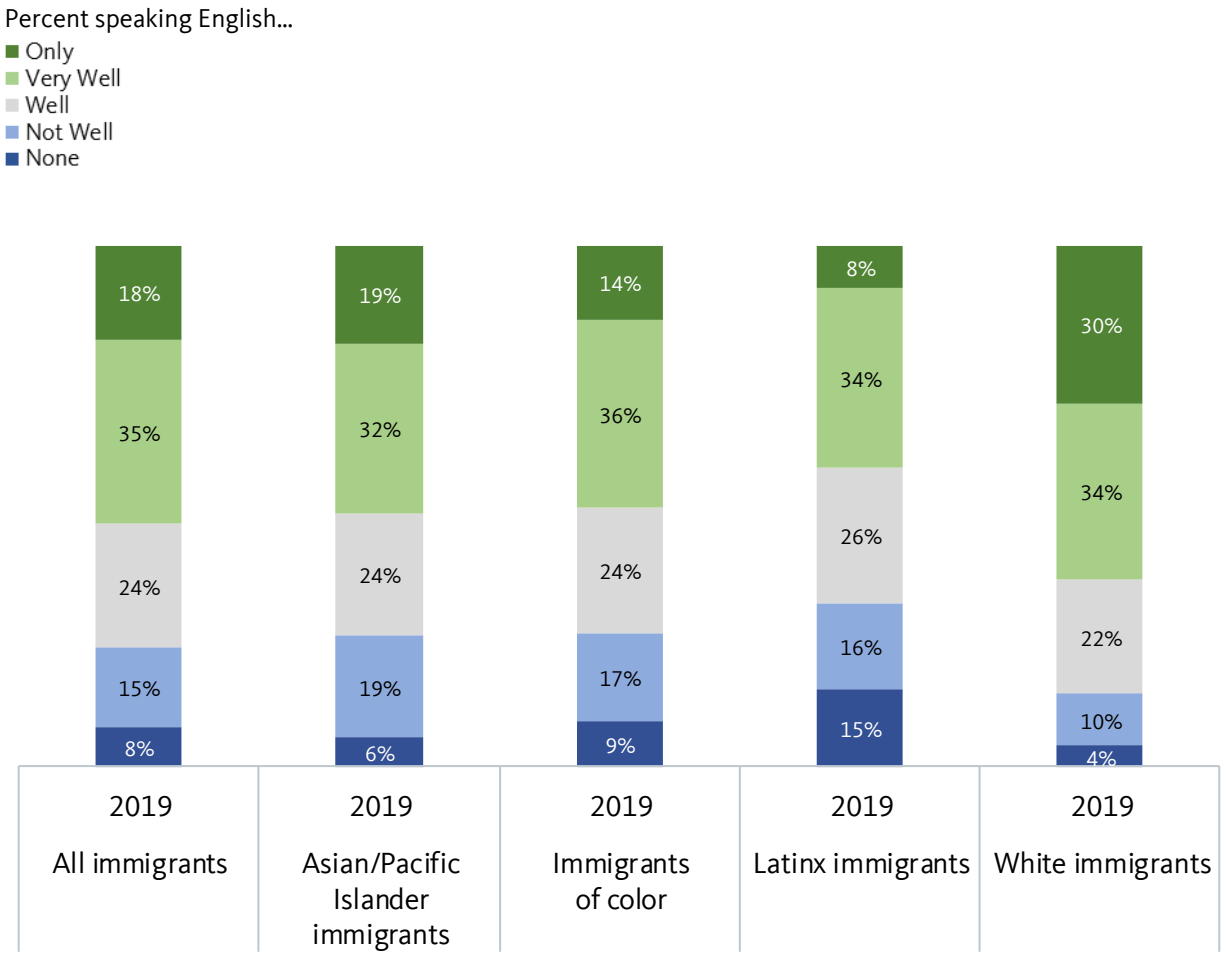
Source: US Census Bureau. Universe includes all households.
Note: Data represent a 2015 through 2019 average. Areas in white are missing data.

Demographics

To what extent are immigrants proficient in English?

Nearly half of all immigrants have limited English proficiency (LEP), defined as speaking English less than "very well." Latinx immigrants have the lowest English-speaking proficiency compared to all other groups, with 58 percent reporting having LEP. On the other hand, white immigrants have the highest levels of English-speaking ability with 36 percent having LEP.

English-Speaking Ability Among Immigrants by Race/Ethnicity, 2019



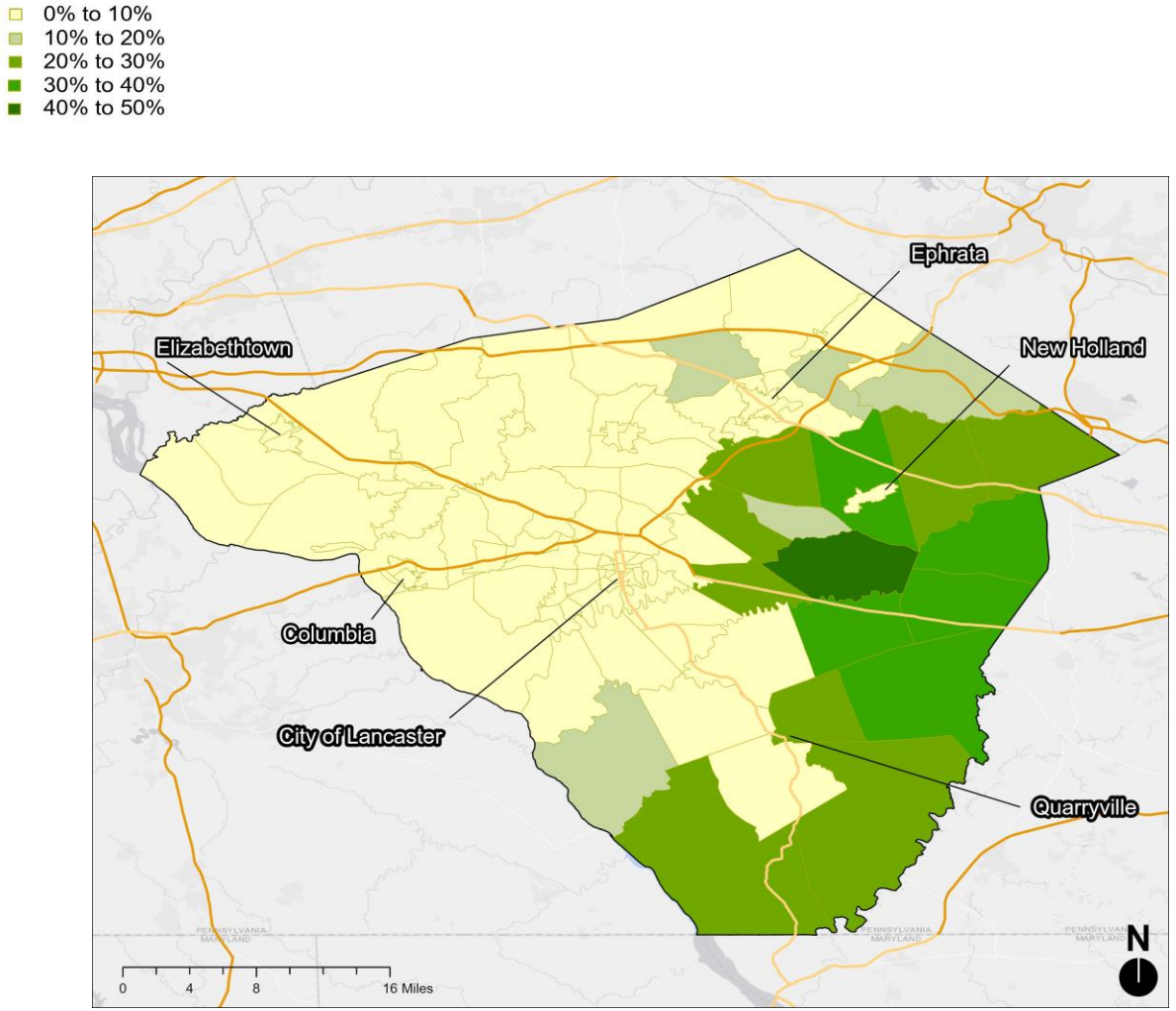
Source: Integrated Public Use Microdata Series. Universe includes all persons ages 5 or older.
Note: Data for 2019 represent a 2015 through 2019 average. Data for some racial/ethnic groups are excluded due to small sample size.

Demographics

Where are Amish communities located?

A large share of the population living in the eastern part of the county speaks an Indo-European language at home. This population reflects the concentration of Pennsylvania Dutch-speaking Amish households in the county. While it is important for county services to be accessible in the languages spoken by residents, the unique culture of Amish communities should be taken into consideration when examining language access needs in the county.

Share of People Speaking an Indo-European Language at Home, 2019



Source: American Community Survey. Universe includes all persons ages 18 years or older.
Note: Data for 2019 represent a 2015 through 2019 average. Indo-European languages include Spanish, French, German, and Yiddish, Pennsylvania Dutch or other West Germanic languages.

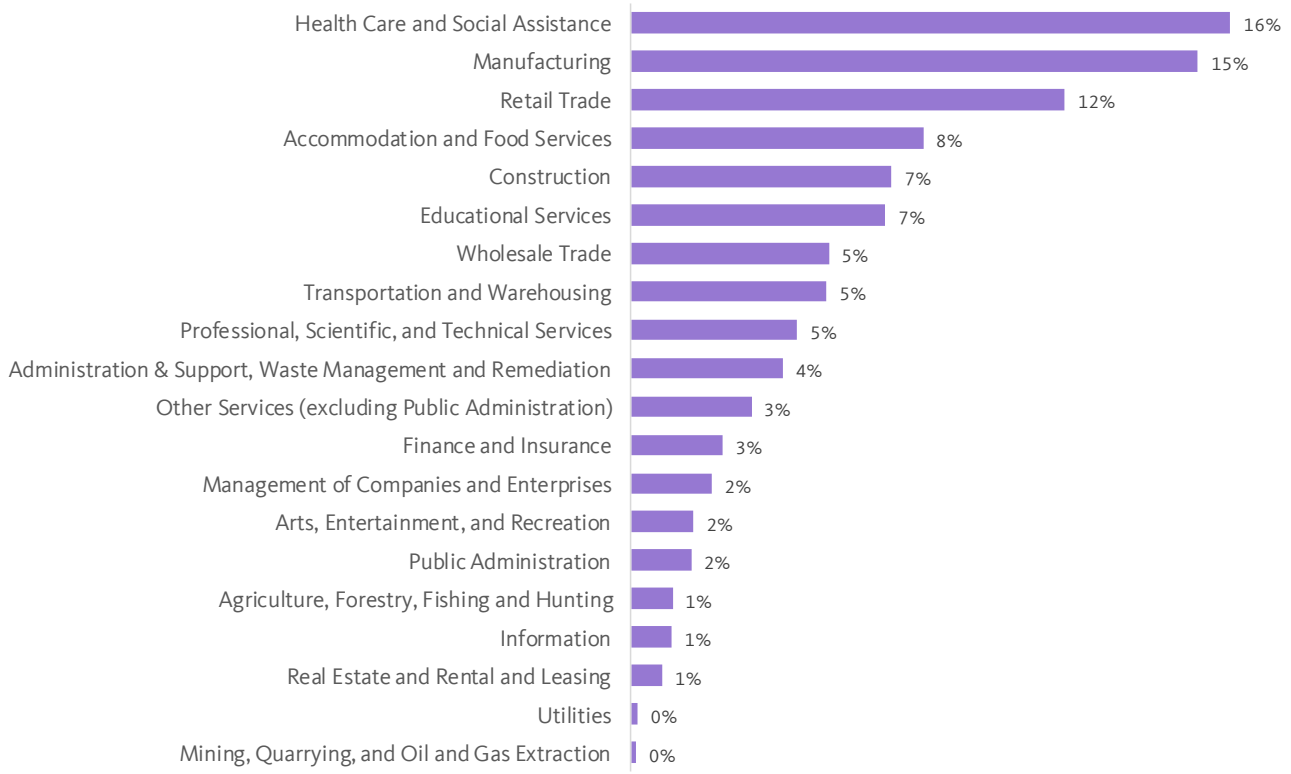
Economic vitality

Economic vitality

Which industries employ the most workers?

Four in 10 workers are employed in three industries: health care, manufacturing, and retail. Many of the jobs in the county are in essential industries that have faced high pressures as a result of the Covid-19 pandemic. Over half of Lancaster County jobs are in the top four industries, which can be people-facing and labor-intensive.[8] These industries are also experiencing high growth in jobs as places across the country recover from the economic fallout of the pandemic.[9] For an equitable recovery, it is crucial to expand and strengthen labor protections and benefits for workers in these industries.

Share of Workers by Industry, 2019



[8] Economic Policy Institute. "Who are essential workers?," May 19, 2020, https://www.epi.org/blog/who-are-essential-workers-a-comprehensive-look-at-their-wages-demographics-and-unionization-rates.
[9] New York Times. "Strong Job Growth Continues as Latest Covid Wave Eases," March 4, 2022, https://www.nytimes.com/2022/03/04/business/economy/jobs-report-february.html.

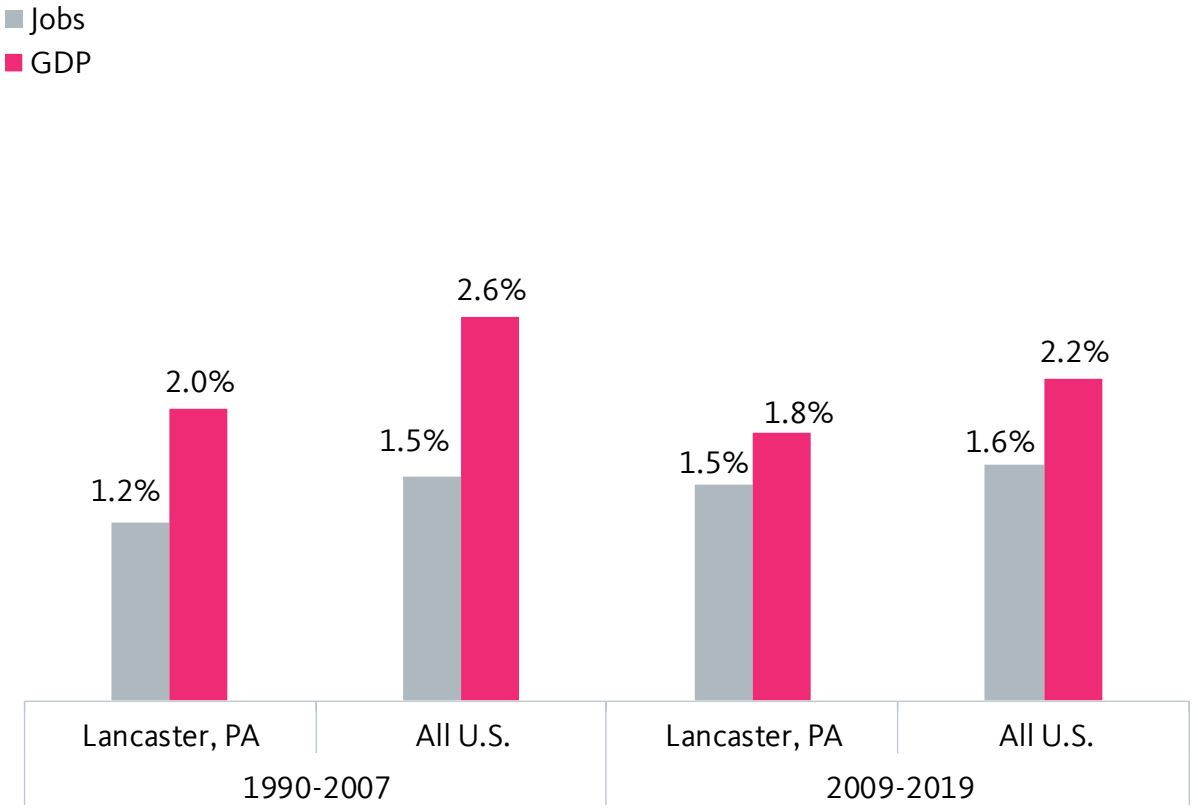
Source: US Census Bureau, OnTheMap Application and LEHD Origin-Destination Employment Statistics (Beginning of Quarter Employment, 2nd Quarter of 2002 – 2019).

Economic vitality

How did the economy recover from the Great Recession?

The county saw comparable job and gross domestic product (GDP) growth in the decade following the Great Recession compared to before. Before the recession that lasted from late 2007 to mid-2009, the county's economy performed behind the nation in job growth and GDP growth. Between 2009 and 2019, Lancaster County has seen comparable job growth but still lower GDP growth compared to the nation.

Average Annual Growth in Jobs and GDP, 1990 to 2007 and 2009 to 2019



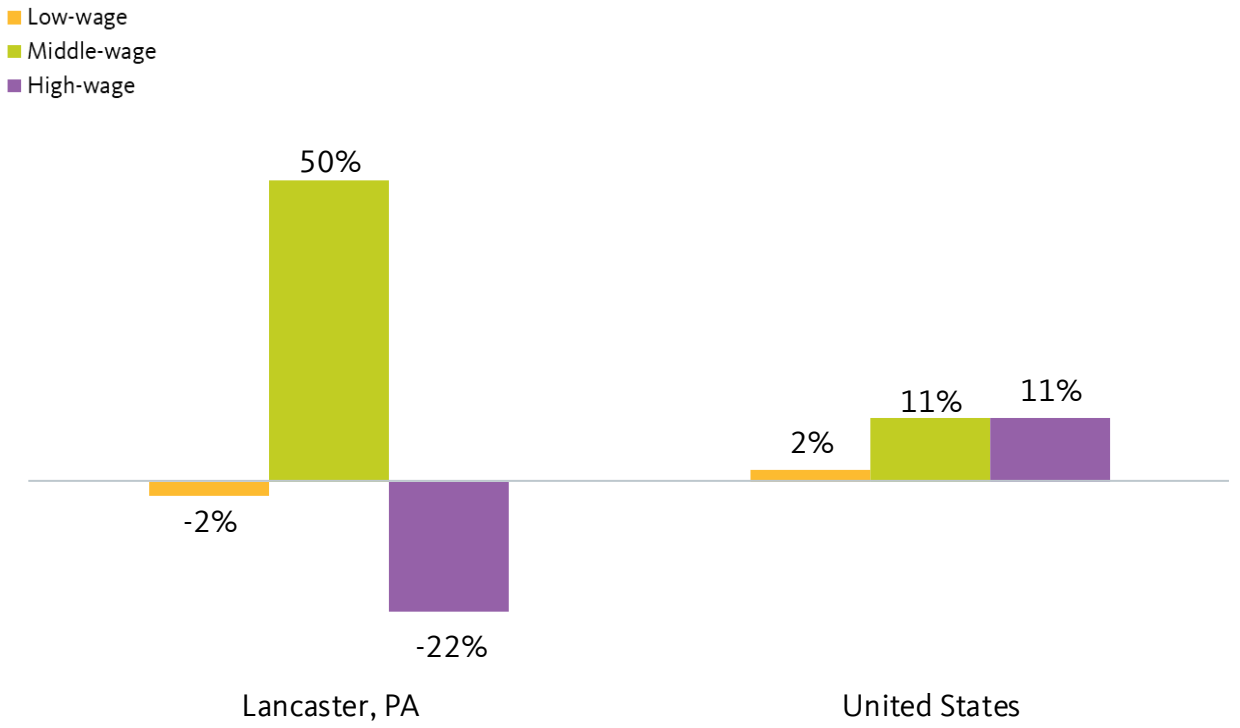
Sources: US Bureau of Economic Analysis and US Bureau of Labor Statistics.
Note: GDP growth rates are in real terms (i.e., adjusted for inflation).

Economic vitality

Is the county growing good jobs for everyone?

While the country has seen job growth across industries, this trend was not true in Lancaster County. Jobs in middle-wage industries, such as construction, transportation, education, and health care services, have grown the most, far surpassing growth at the national level. Growth in these industries can serve as an opportunity for the county, especially if investments are made to support workers in these jobs. But jobs in high-wage industries (such as manufacturing, management, professional services, finance and insurance) have declined over the past two decades. Jobs in manufacturing have declined the most of all industries, losing over 20,000 jobs.

Growth in Jobs by Industry Wage Level, 2000 to 2020



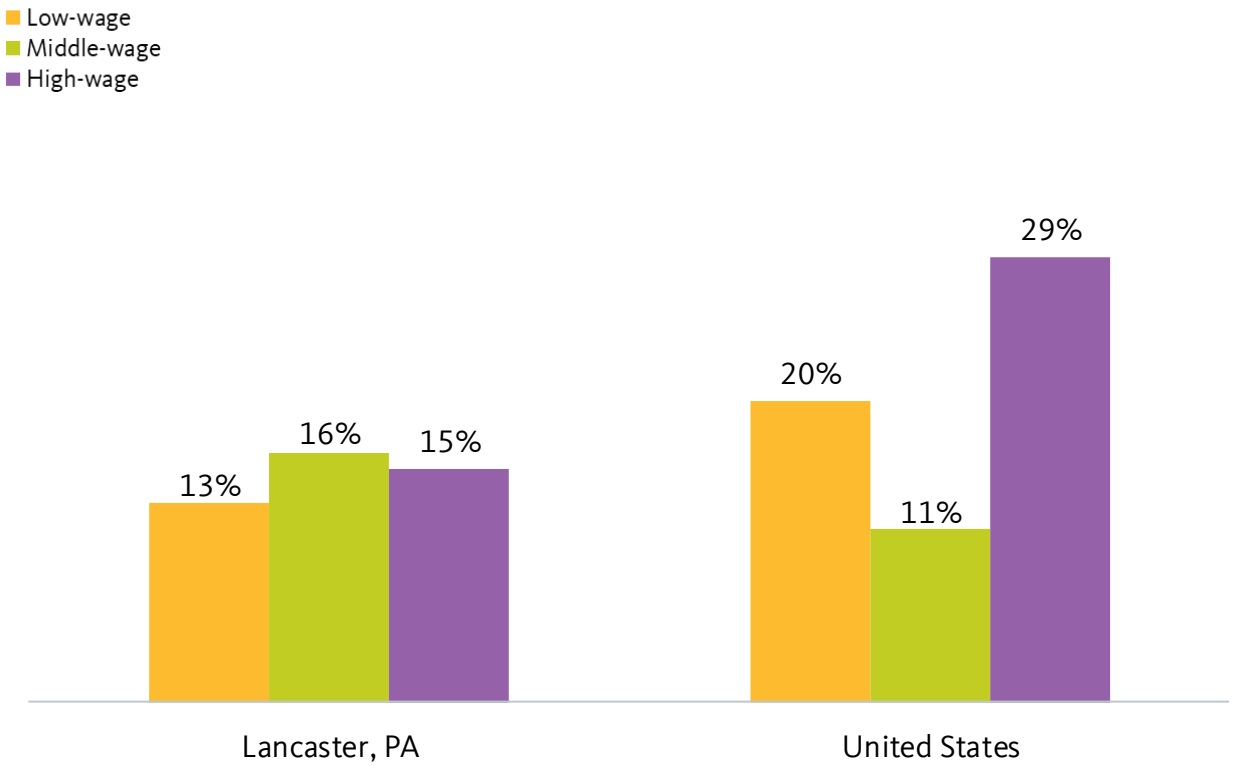
Sources: US Bureau of Labor Statistics and Woods & Poole Economics, Inc. Universe includes all jobs covered by the federal Unemployment Insurance (UI) program. Note: Wage levels for industries are classified based on the industry's average annual wage in 2000. Jobs in high-wage industries earned above $60,000 in 2020 dollars and jobs in low-wage industries earned below $33,000. Jobs in middle-wage industries earn between $33,000 and $60,000. The wage-level classification for each industry remains the same across all years in order to track the trajectory of jobs and wages of low-, middle-, and high-wage industries.

Economic vitality

Are earnings growing for all workers?

Workers across all industries have seen growth in earnings since 2000. While low-wage industries in Lancaster saw declines in jobs, real (inflation-adjusted) earnings grew by 13 percent among these these industries. Average earnings increased by 15 to 16 percent for workers in middle and high-wage industries. But wages in low- and high-wage industries in the county did not keep up with national trends. Nationally, real earnings growth for high-wage workers far outpaced that for low- and middle-wage workers.

Growth in Real Earnings by Industry Wage Level, 2000 to 2020



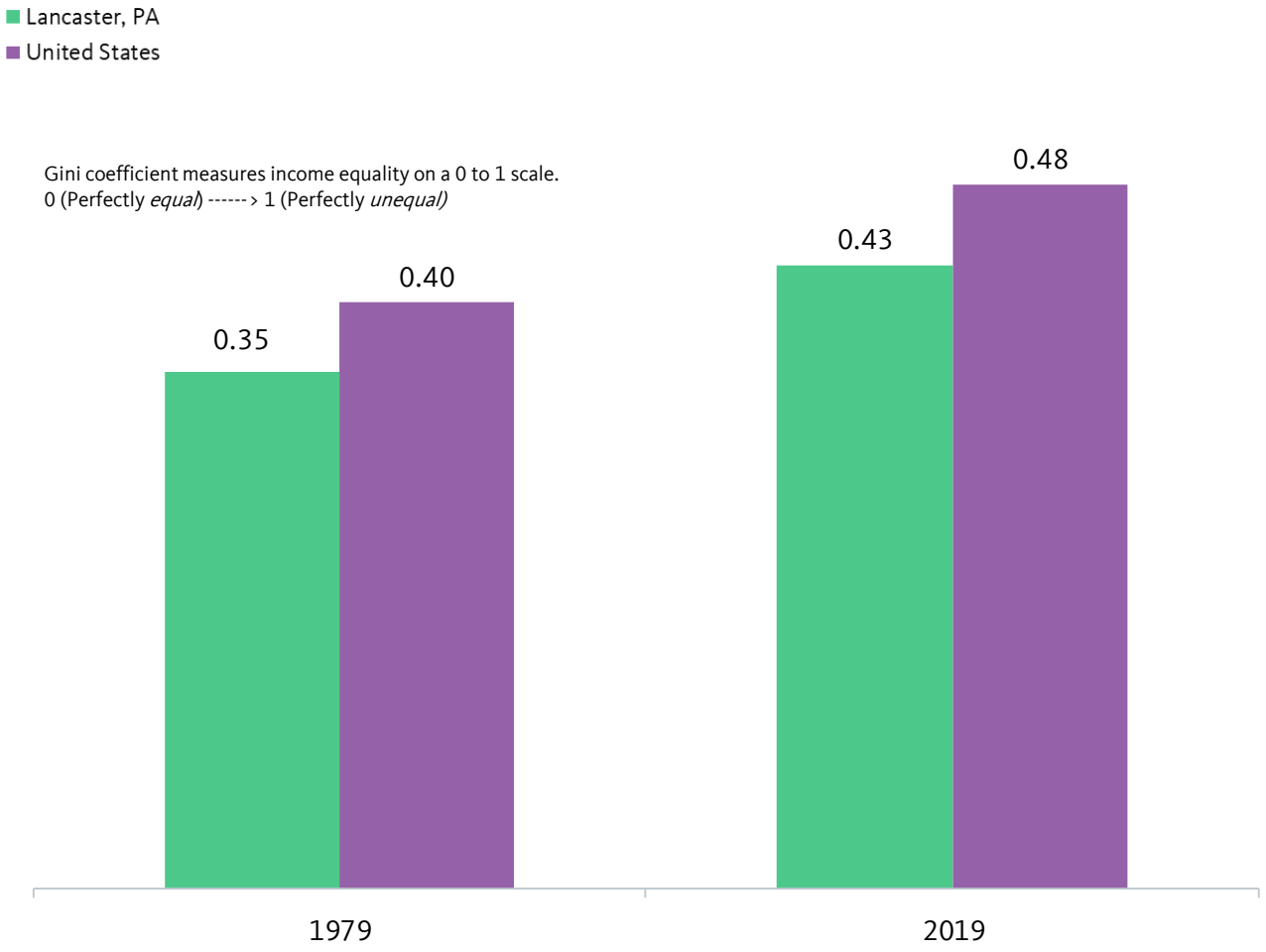
Sources: US Bureau of Labor Statistics and Woods & Poole Economics, Inc. Universe includes all jobs covered by the federal Unemployment Insurance (UI) program.
Note: Wage levels for industries are classified based on the industry's average annual wage in 2000. Jobs in high-wage industries earned above $60,000 in 2020 dollars and jobs in low-wage industries earned below $33,000. Jobs in middle-wage industries earn between $33,000 and $60,000. The wage-level classification for each industry remains the same across all years in order to track the trajectory of jobs and wages of low-, middle-, and high-wage industries.

Economic vitality

Is inequality low and decreasing?

Income inequality in Lancaster County has been increasing over the last few decades. Inequality here is measured by the Gini coefficient, which is the most commonly used measure of inequality. The Gini coefficient is a measure the distribution of income among households. The value of the Gini coefficient ranges from zero (perfect equality) to one (complete inequality, where one household has all of the income).

Income Inequality, 1979 and 2019



Source: Integrated Public Use Microdata Series.
Note: Data for 2019 represent a 2015 through 2019 average.

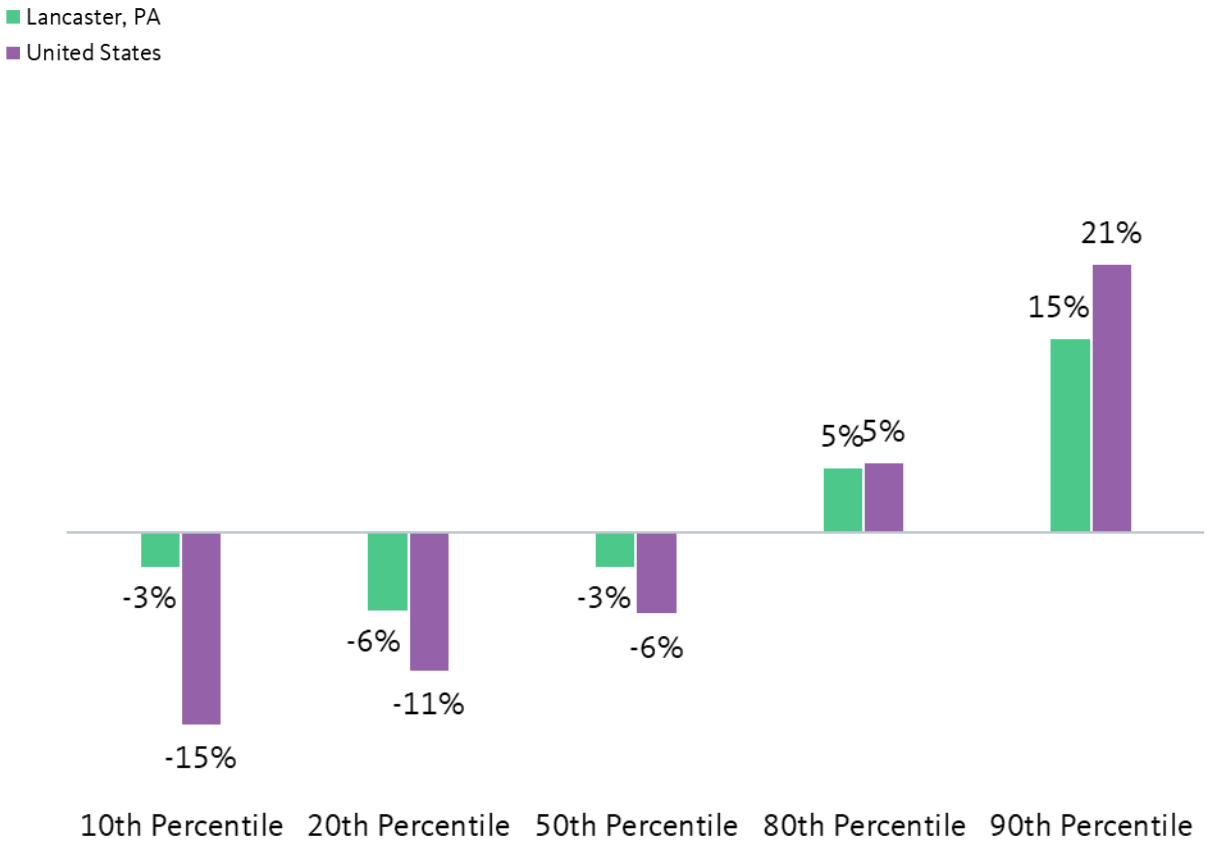
Economic vitality

Are incomes increasing for all workers?

Declining wages play an important role in the county's increasing inequality. One way to examine wage growth is by percentile of the wage distribution. This means that a worker at the 20th percentile, for example, earns more than the bottom 19 percent of all workers and less than the top 80 percent of all workers.

After adjusting for inflation, wages have declined most sharply for the bottom half of the county's workers. Since 1979, wages fell by three and six percent for workers at the 10th, 20th, and 50th percentiles, respectively. Only workers at the very top experienced wage growth, with wages increasing by 15 percent for workers at the 90th percentile.

Real Earned Income Growth for Full-Time Wage and Salary Workers Ages 25–64 Years, 1979 to 2019



Source: Integrated Public Use Microdata Series. Universe includes civilian non-institutional full-time wage and salary workers ages 25 through 64 years.
Note: Data for 2019 represent a 2015 through 2019 average. Growth rates are adjusted for inflation.

Economic vitality

Is the median hourly wage increasing for all workers?

Since 1979, the median hourly wage has declined for all workers but especially so for workers of color. The median hourly wage for workers of color in Lancaster County decreased by $1.60. Wages were highest in 2019 for white workers ($21.90 per hour), well above the median wage of $17.50 per hour for workers of color.

Median Hourly Wage by Race/Ethnicity, 1979 and 2019

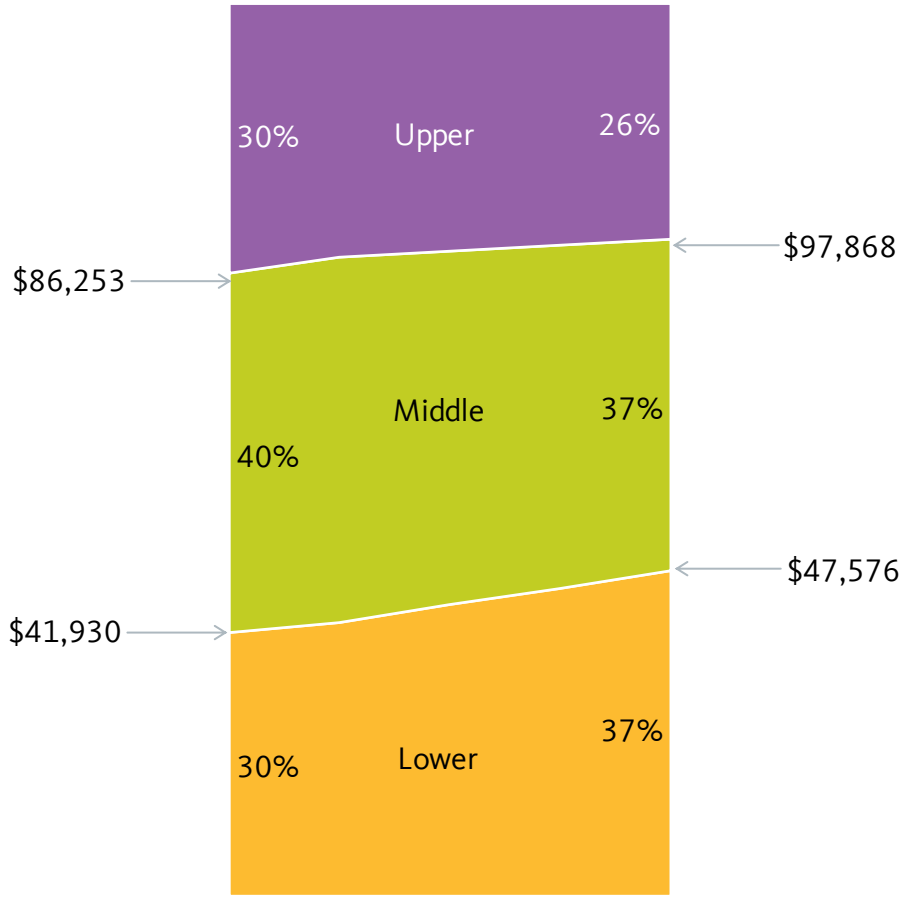
Source: Integrated Public Use Microdata Series. Universe includes civilian non-institutional full-time wage and salary workers ages 25 through 64 years.
Note: Data for 2019 represent a 2015 through 2019 average. Values are in 2019 dollars.

Economic vitality
Is the middle class expanding?

Middle- and upper-income households are declining as a share of total households, while low-income households are on the rise. Since 1979, the share of households with middle incomes decreased from 40 to 37 percent while the share of households with lower incomes increased from 30 to 37 percent. The share of households with upper incomes also decreased.

In this analysis, households with middle income are defined as having incomes in the middle 40 percent of household income distribution in 1979. In 1979, those household incomes ranged from $41,930 to $86,253. To assess change in the middle income and the other income ranges, we calculated what the income range would be today if incomes had increased at the same rate as average household income growth.

Households by Income Level, 1979 to 2019



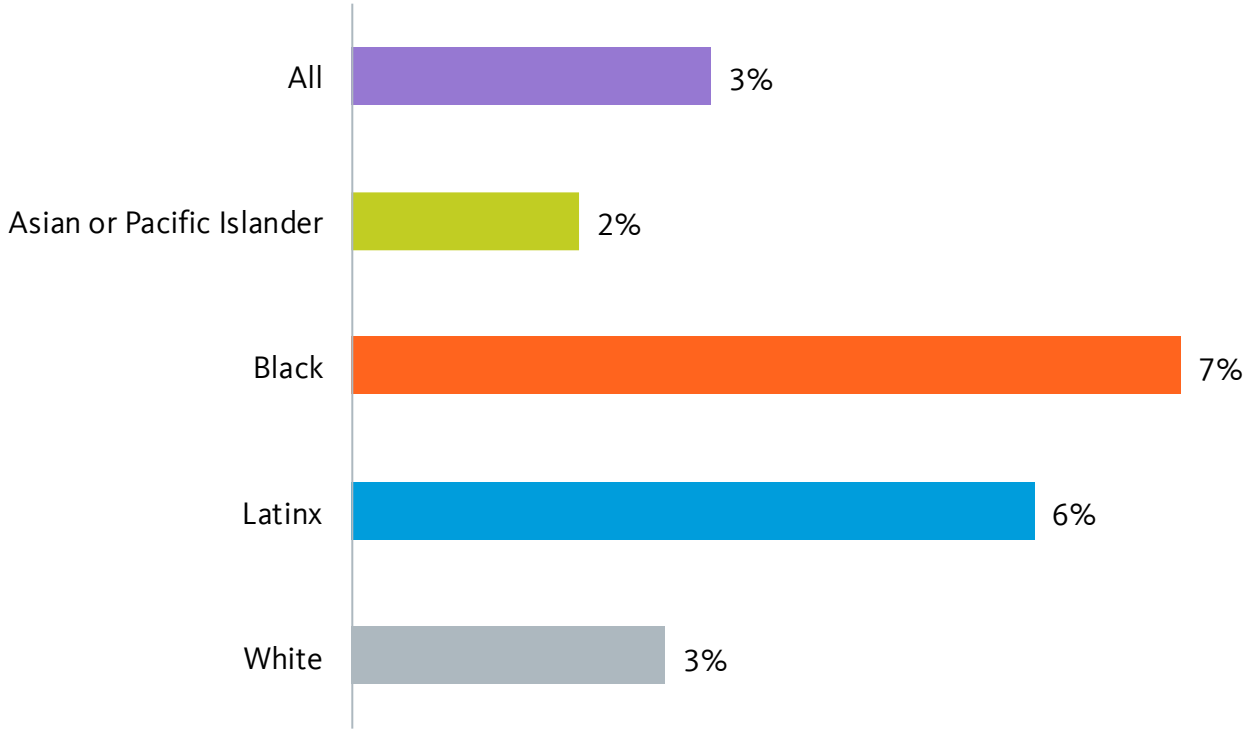
Source: Integrated Public Use Microdata Series. Universe includes all households (no group quarters).
Note: Data for 2019 represent a 2015 through 2019 average. Dollar values are in 2019 dollars.

Economic vitality

Can all residents access employment?

Unemployment rates in the county were by far the highest for Black and Latinx workers and lowest for Asian or Pacific Islander and white workers. Among Black adults ages 25 to 64 years, 7 percent were unemployed, while 6 percent of Latinx adults were unemployed. Among Asian or Pacific Islander workers, two percent were unemployed, below the county and state average (3 and 4 percent).

Unemployment Rate by Race/Ethnicity, 2019



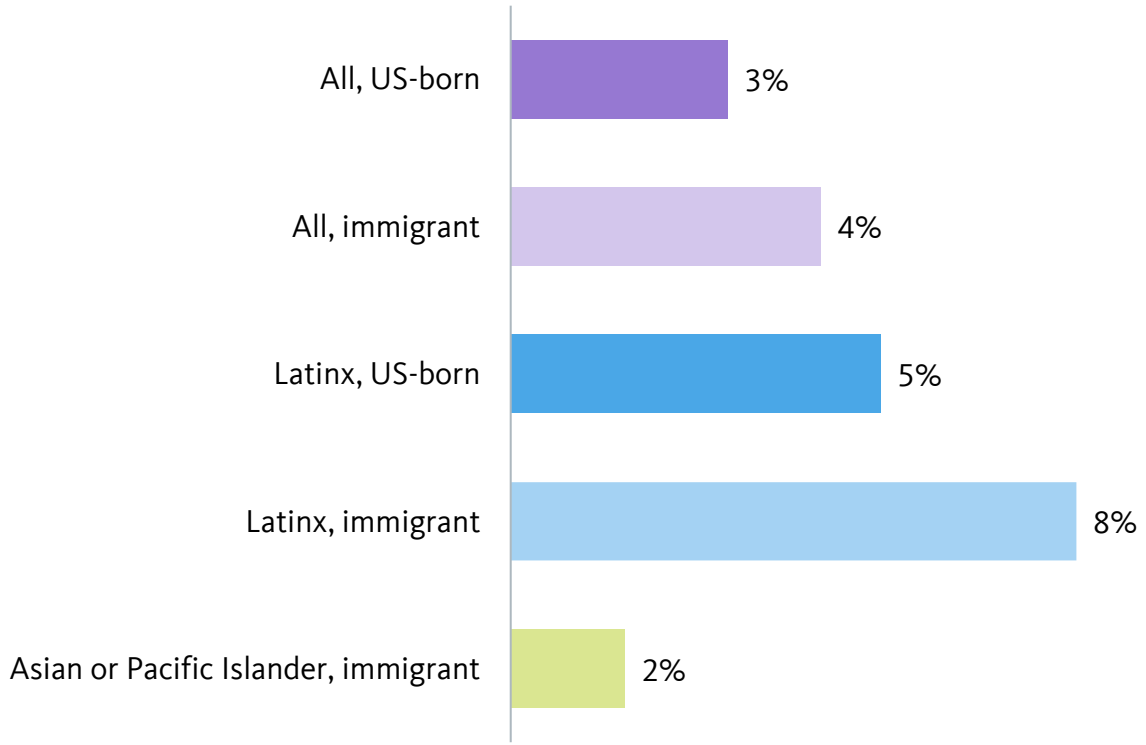
Source: Integrated Public Use Microdata Series. Universe includes the civilian noninstitutionalized labor force ages 25 through 64 years.
Note: Data represent a 2015 through 2019 average.

Economic vitality

Can new residents reach employment?

Unemployment rates tend to be higher among immigrant populations. Nearly 8 percent of Latinx immigrants are unemployed compared to 5 percent of their US-born counterparts. Lancaster County is home to many new immigrants and resettled refugee families. Ensuring access to employment and opportunities will create a more robust and vibrant economy for the county.

Unemployment Rate by Race/Ethnicity and Nativity, 2019



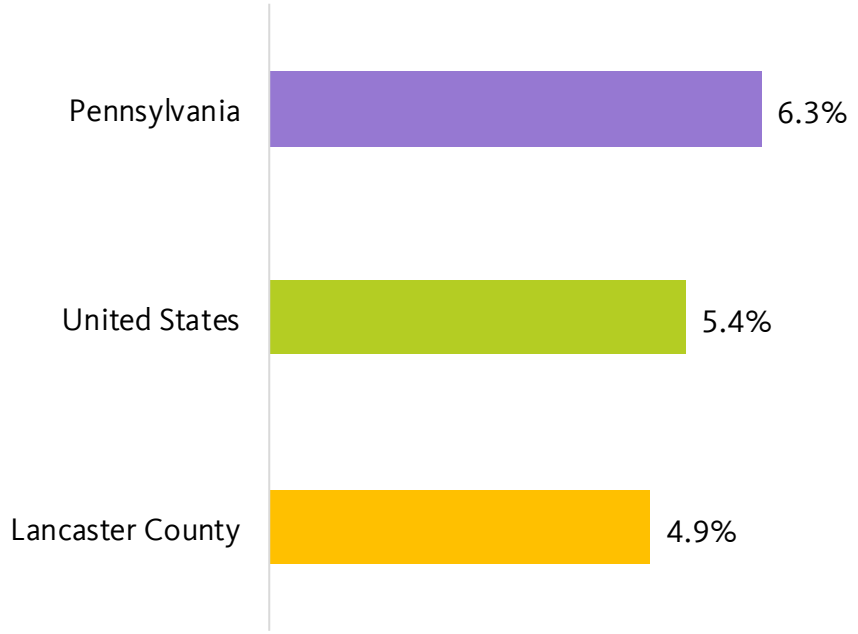
Source: Integrated Public Use Microdata Series. Universe includes the civilian noninstitutionalized labor force ages 25 through 64 years.
Note: Data represent a 2015 through 2019 average. Data for some racial/ethnic and nativity groups are excluded due to small sample size.

Economic vitality

How likely are residents to be unemployed compared to the region?

The 2021 average annual unemployment rate for Lancaster County was 4.9 percent, lower than that of the nation overall (5.4 percent) and the state (6.3 percent). Like the rest of the country, Lancaster is recovering from the economic fallout of the pandemic, during which the unemployment rate peaked at 14.5 percent in April of 2020. In June of 2022, the unemployment rate was 3.8 percent, lower than what it was prior to the pandemic in February of 2020 when it was around 3.9 percent.

Unemployment Rate, Not Seasonally Adjusted, November 2021



Source: US Bureau of Labor Statistics. Universe includes the civilian noninstitutionalized labor force ages 16 years and older.
Note: US Bureau of Labor Statistics does not have monthly unemployment data broken down by race and ethnicity, but provides the most recent data. Data for Pennsylvania and Lancaster County are preliminary.
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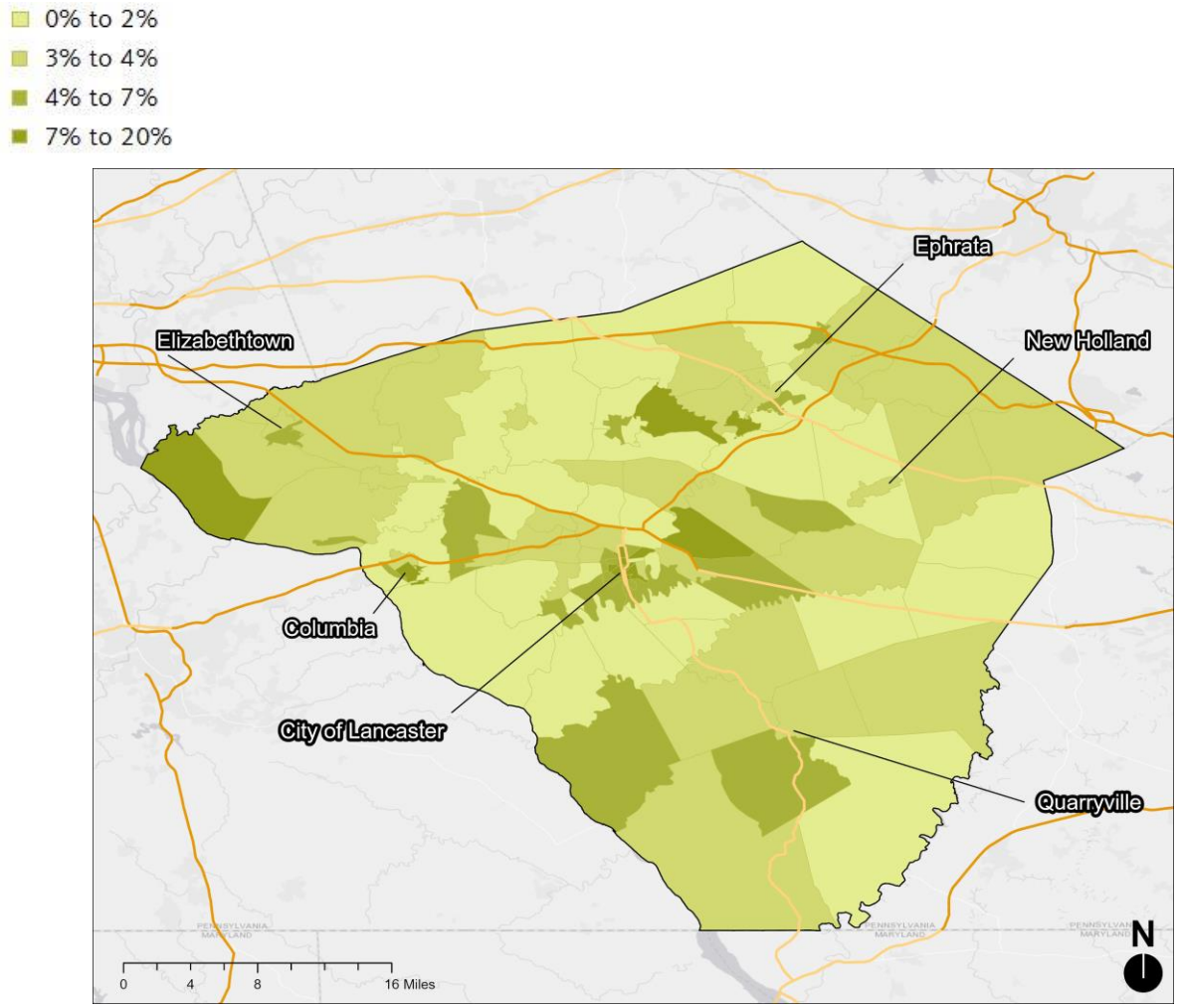
Economic vitality

Where is unemployment most prevalent?

There are neighborhoods with high unemployment rates across the entire county. While unemployment tends to be more concentrated around the cities, rural areas are not immune to economic recession. Many neighborhoods with high unemployment are located in and around the City of Lancaster. Other notable areas include census tracts around the Bausman neighborhood, Mountville, Columbia and the areas between Lititz, Rothsville and Akron.

Unemployment Rate by Census Tract, 2019



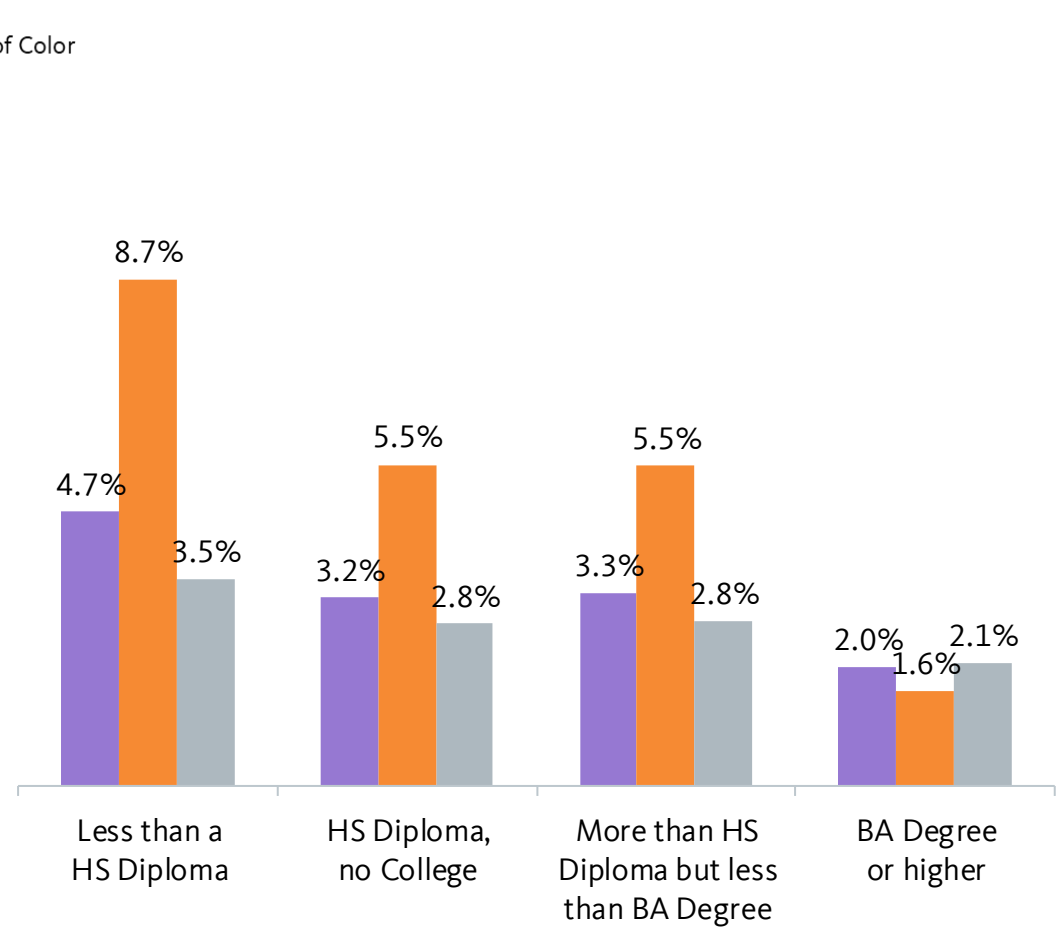
Source: US Census Bureau. Universe includes the civilian noninstitutionalized labor force ages 16 years and older.
Note: Data represent a 2015 through 2019 average.

Economic vitality

Does education lead to employment for everyone?

In general, unemployment decreases as educational attainment increases. Workers of color face higher levels of unemployment than white workers at nearly every level of education. Among those with less than a high school diploma, around nine percent of workers of color are unemployed compared with 3.5 percent of white workers. Even with a high school diploma, workers of color are unemployed at nearly twice the rate of their white counterparts. It is notable however, that the unemployment rate for workers of color with a bachelor's degree is 1.6 percent less than the 2.1 percent unemployment rate for white workers with similar education.

Unemployment Rate by Educational Attainment and Race/Ethnicity, 2019



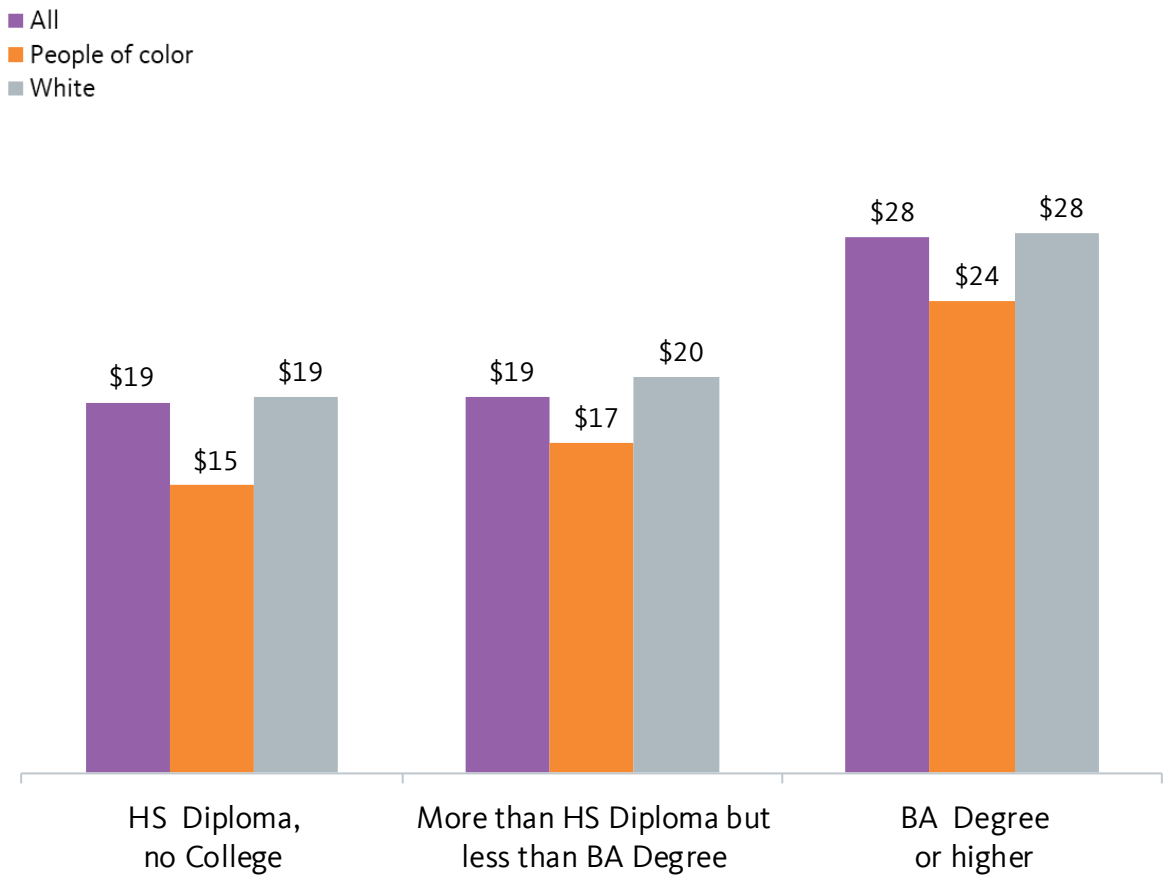
Source: Integrated Public Use Microdata Series. Universe includes the civilian non-institutional labor force ages 25 through 64 years.
Note: Data represent a 2015 through 2019 average. Data for some racial/ethnic groups are excluded due to small sample size.

Economic vitality

Does higher education lead to better wages for everyone?

Wages also tend to increase with higher educational attainment, but people of color have lower median hourly wages than their white counterparts at every education level. White workers out-earn workers of color with similar educational levels, earning $3 to $4 more per hour.

Median Hourly Wages by Educational Attainment and Race/Ethnicity, 2019

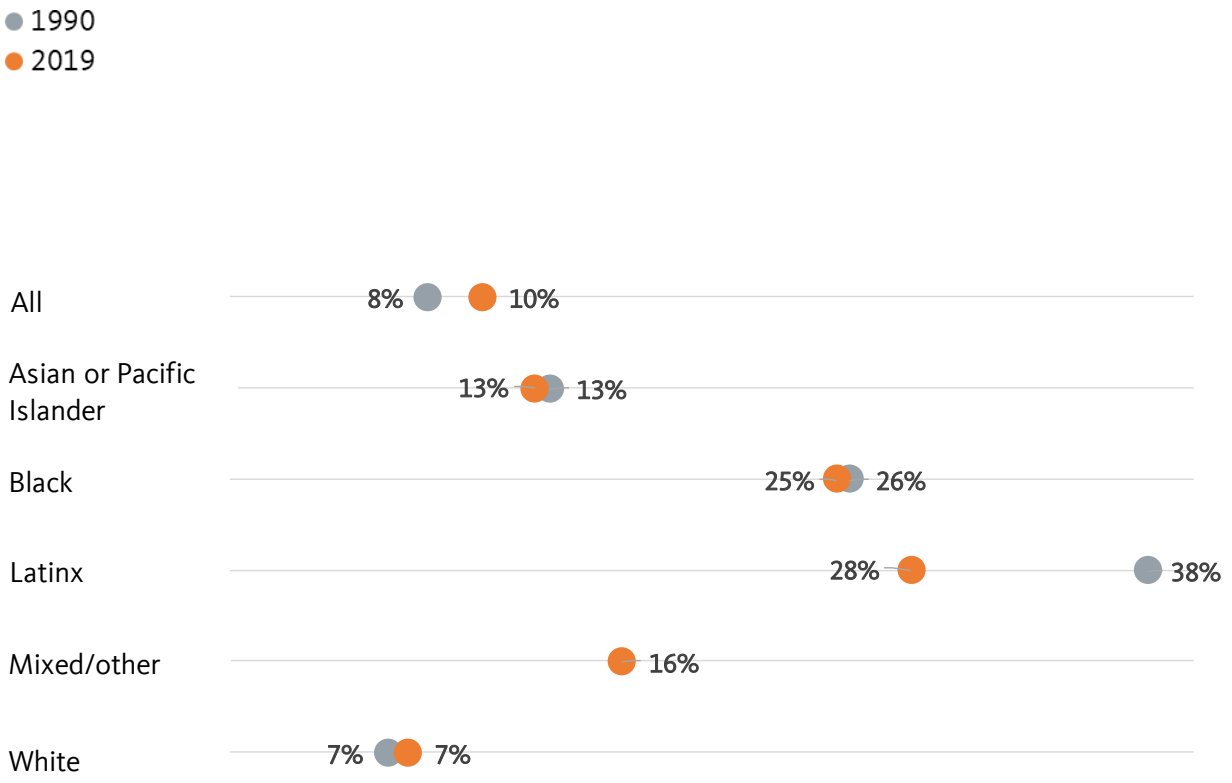


Source: Integrated Public Use Microdata Series. Universe includes civilian noninstitutional full-time wage and salary workers ages 25 through 64 years.
Note: Wages for some racial/ethnic groups are excluded due to small sample size. Data represent a 2015 through 2019 average. Values are in 2019 dollars.

Economic vitality
Is poverty low and decreasing?

People of color continue to be most impacted by economic insecurity. The poverty rate among Latinx residents decreased between 1990 and 2019, the only group to see a significant decline. Even so, they continue to experience the highest poverty rate at 28 percent, followed by Black residents at 25 percent. This is compared to white residents, only seven percent of whom live below the federal poverty level.

Poverty Rate by Race/Ethnicity, 1990 and 2019



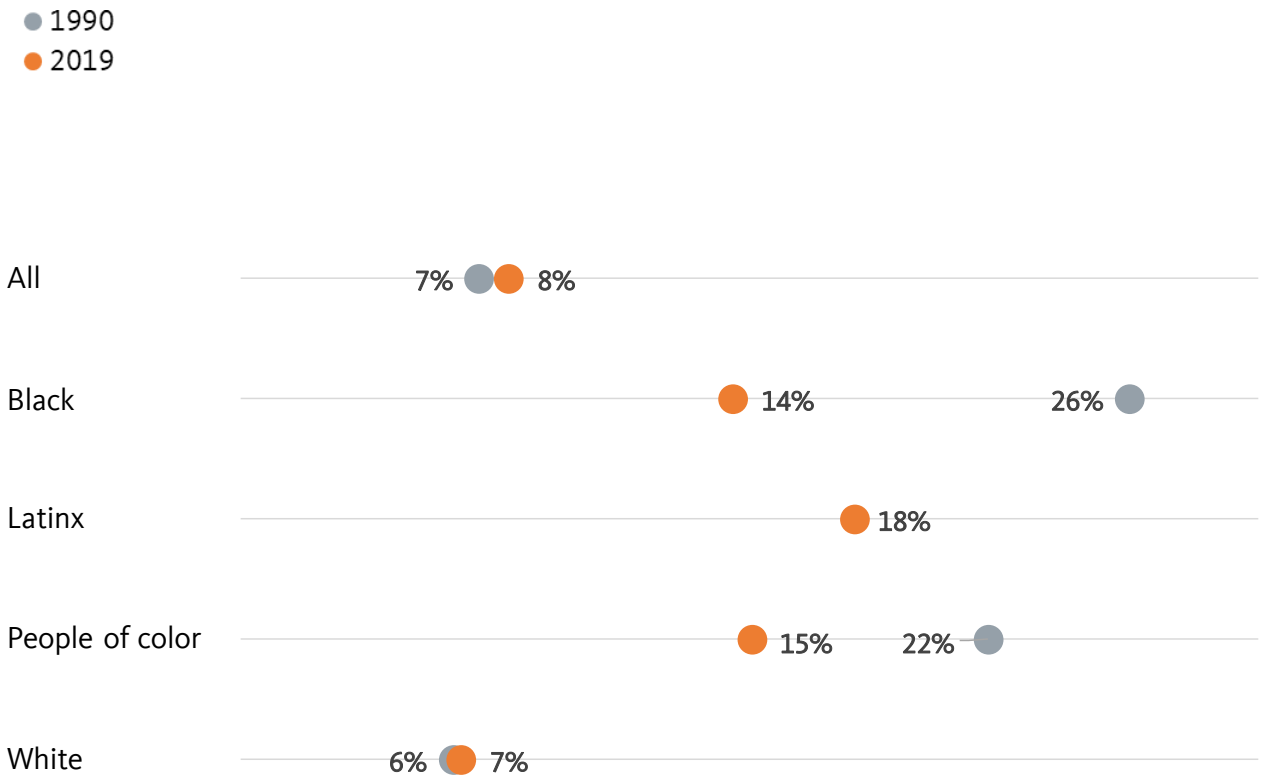
Source: Integrated Public Use Microdata Series. Universe includes all persons not in group quarters.
Note: Data for 2019 represent a 2015 through 2019 average. Data for some racial/ethnic groups are excluded due to small sample size. The federal poverty threshold in 2019 for a family of four with two children was about $25,000 per year.

Economic vitality

Is the share of workers who work full-time and have income below poverty low and decreasing?

The proportion of workers of color who work full-time and have incomes that fall below the poverty level has decreased since 1990, but they still have the highest working poverty rates. Black workers experienced the largest decline in the working poverty rate – defined as those working full-time with family income at or below 200 percent of poverty – a decrease of around 12 percentage points from 1990. The working-poor rate is highest among Latinx and Black workers at 18 percent and 14 percent, respectively.

Working-Poor Rate by Race/Ethnicity, 1990 and 2019

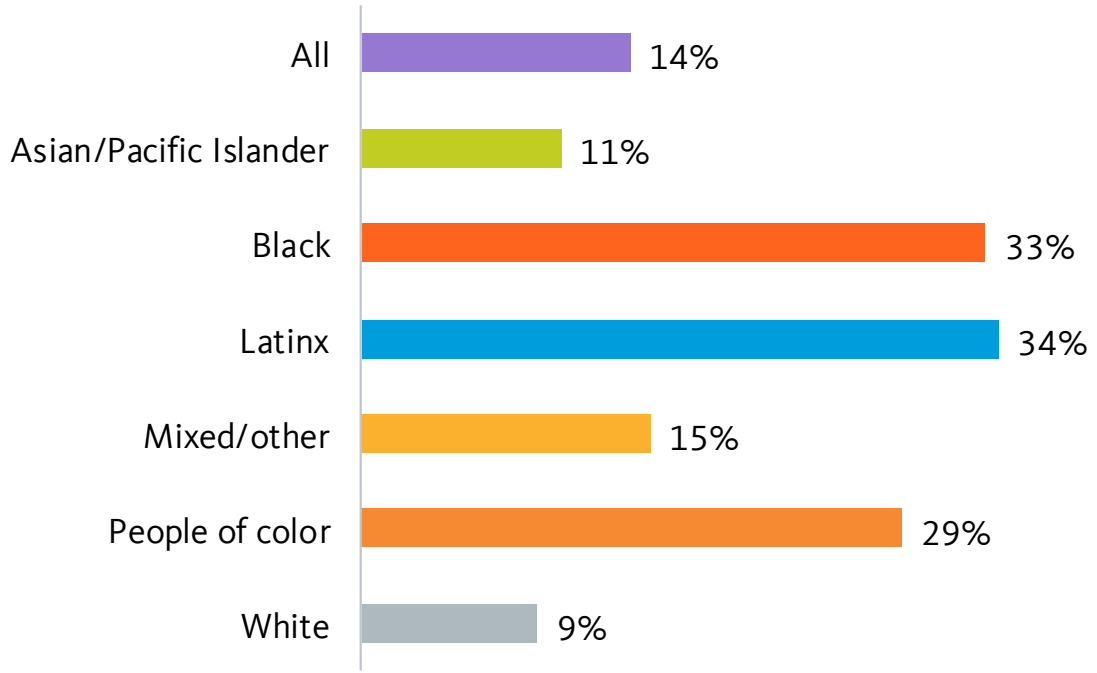


Source: Integrated Public Use Microdata Series. Universe includes the civilian noninstitutional population ages 25 through 64 years not living in group quarters who worked at all during the year prior to the survey.
Note: Data for 2019 represent a 2015 through 2019 average. Data for some racial/ethnic groups are excluded due to small sample size. The federal poverty threshold in 2019 for a family of four with two children was about $25,000 per year (thus, 200% of the federal poverty threshold was about $50,000).

Economic vitality
Is child poverty low?

Latinx and Black children have the highest poverty rates in the county. In 2019, the child poverty rates for Latinx and Black children were 34 percent and 33 percent, respectively, which was more than double the county average and three times the rate for white children. By way of comparison, only about 9 percent of white children lived in poverty. The rate for all children of color combined was 29 percent.

Child Poverty Rate by Race/Ethnicity, 2019



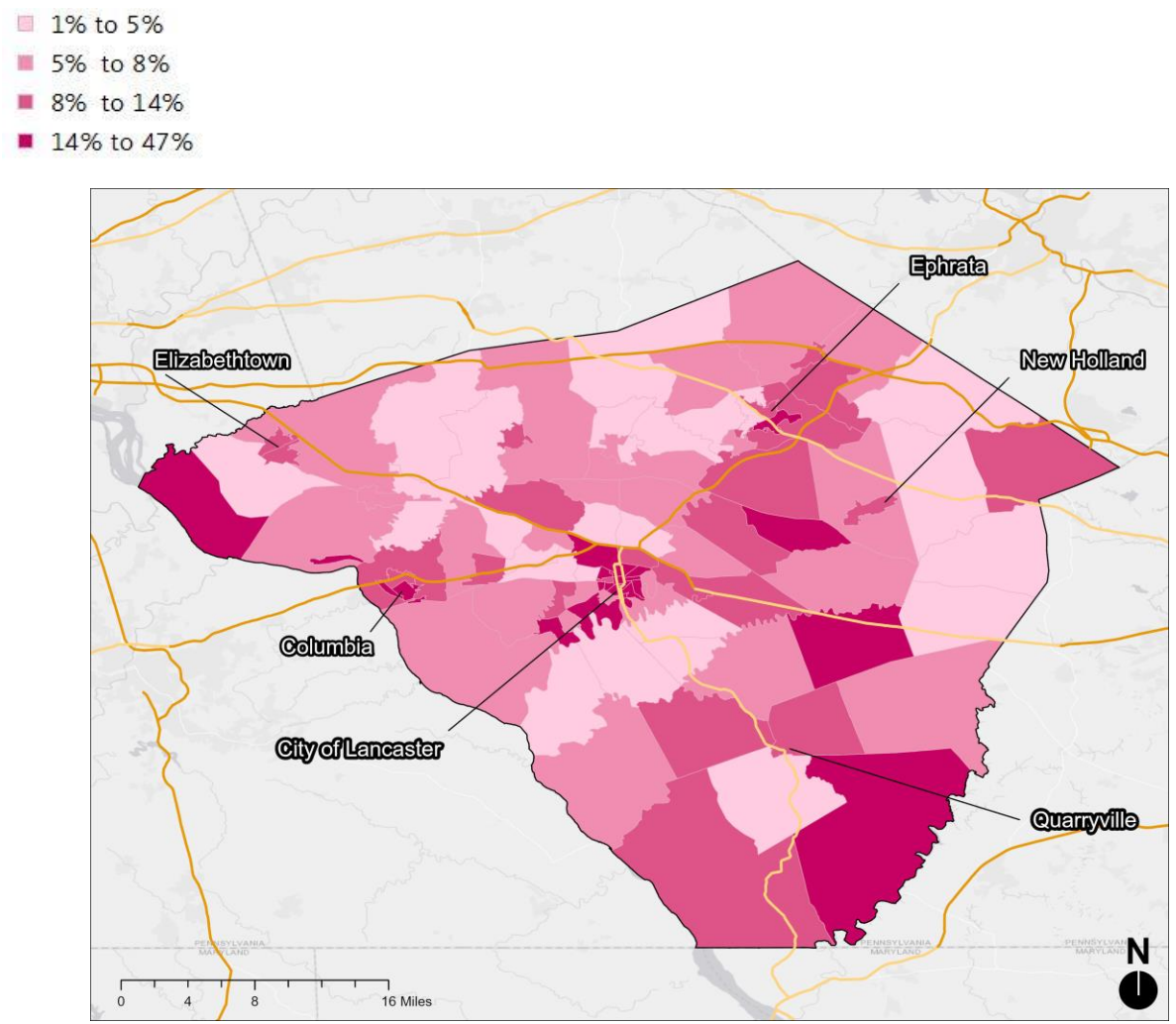
Source: Integrated Public Use Microdata Series. Universe includes the population under age 18 years not in group quarters.
Note: Data represent a 2015 through 2019 average. The federal poverty threshold in 2019 for a family of four with two children was about $25,000 per year.

Economic vitality

What neighborhoods have the highest poverty rates?

Poverty rates are highest around the city center of the county and in pockets of rural Lancaster. Neighborhoods with high levels of poverty are seen in and around the City of Lancaster as well as the further outskirts of the county. High poverty levels In certain neighborhoods can be traced back to systemic discrimination and policies that underinvest in communities of color.[10] Areas with higher percentages of the population falling below the poverty level include neighborhoods in Ephrata, Millersville, Columbia, and the census tract surrounding Paradise.

Percent Population Below the Poverty Level by Census Tract, 2019



Sources: US Census Bureau; TomTom, ESRI, HERE, DeLorme, MaymyIndia, © OpenStreetMap contributors; and the GIS user community. Universe includes all persons not in group quarters. Note: Data represent a 2015 through 2019 average.

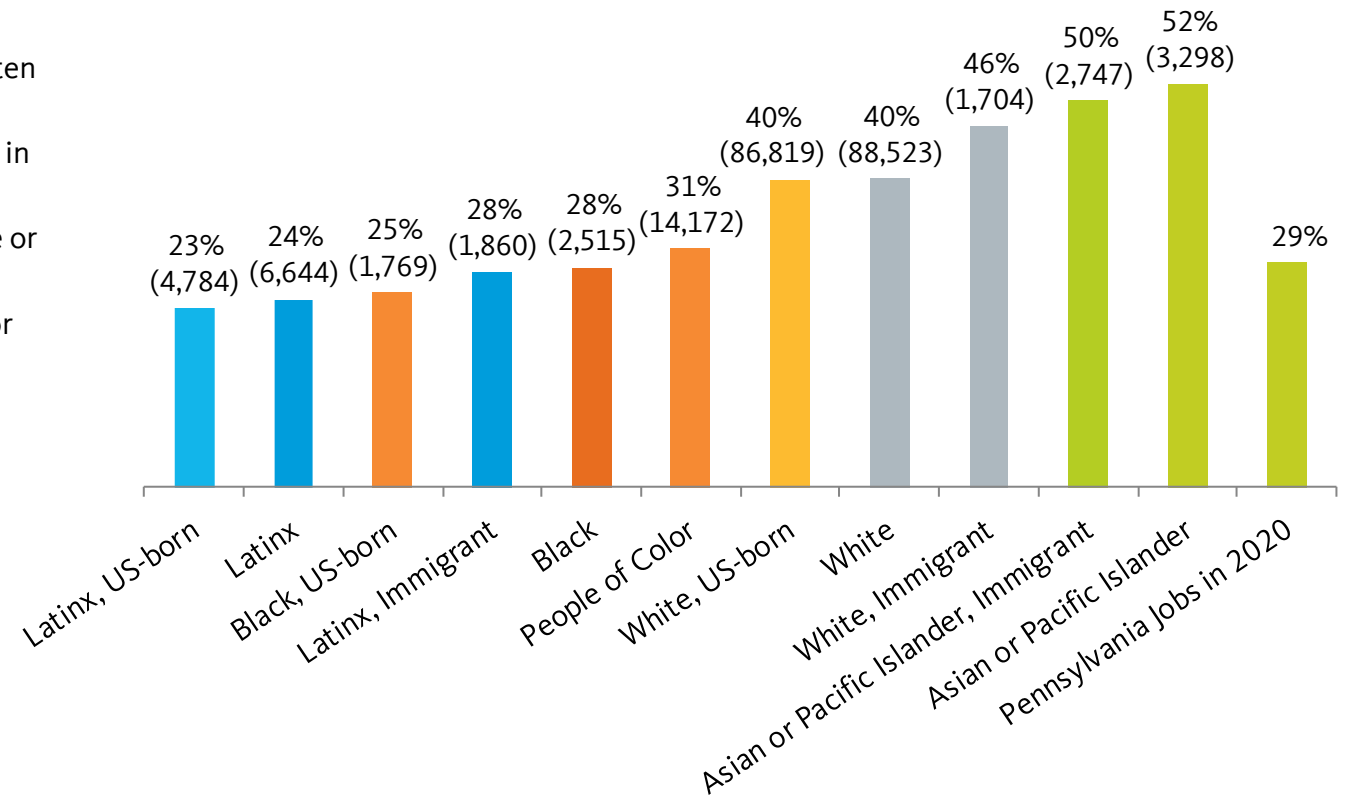
[10] Lancaster Online. "How racial segregation and 1960s urban renewal embedded poverty in Lancaster's Southeast," May 19, 2016, https://lancasteronline.com/news/local/how-racial-segregation-and-1960s-urban-renewal-embedded-poverty-in-lancasters-southeast/article_65afef4c-1854-11e6-893b-bbc6b4111de8.html.

Economic vitality

Do workers have the education and skills needed for the jobs of the future?

According to the Georgetown Center on Education and the Workforce, in 2020, 29 percent of jobs in Pennsylvania would have required an associate's degree or higher.[11] Data are not available to track this trend at the county level; however, obtaining postsecondary training or credentials is often critical to accessing quality jobs. There are large racial gaps in educational attainment in the region. Less than a third of Black, and Latinx residents have an associate's degree or higher, compared to around 40 percent of white and more than 50 percent of Asian or Pacific Islander residents.

Share and Count of Working-Age Population with an Associate's Degree or Higher by Race/Ethnicity, 2019, and Projected Share of Jobs that Require an Associate's Degree or Higher, 2020



[11] Anthony P. Carnevale, Nicole Smith, and Jeff Strohl. *Recovery Job Growth and Education Requirements through 2020: State Report* (Washington, DC: Georgetown University, 2013), https://1gyhoq479ufd3yna29x7ubjn-wpengine.netdna-ssl.com/wp-content/uploads/StateProjections_6.1.15_agc_v2.pdf.c

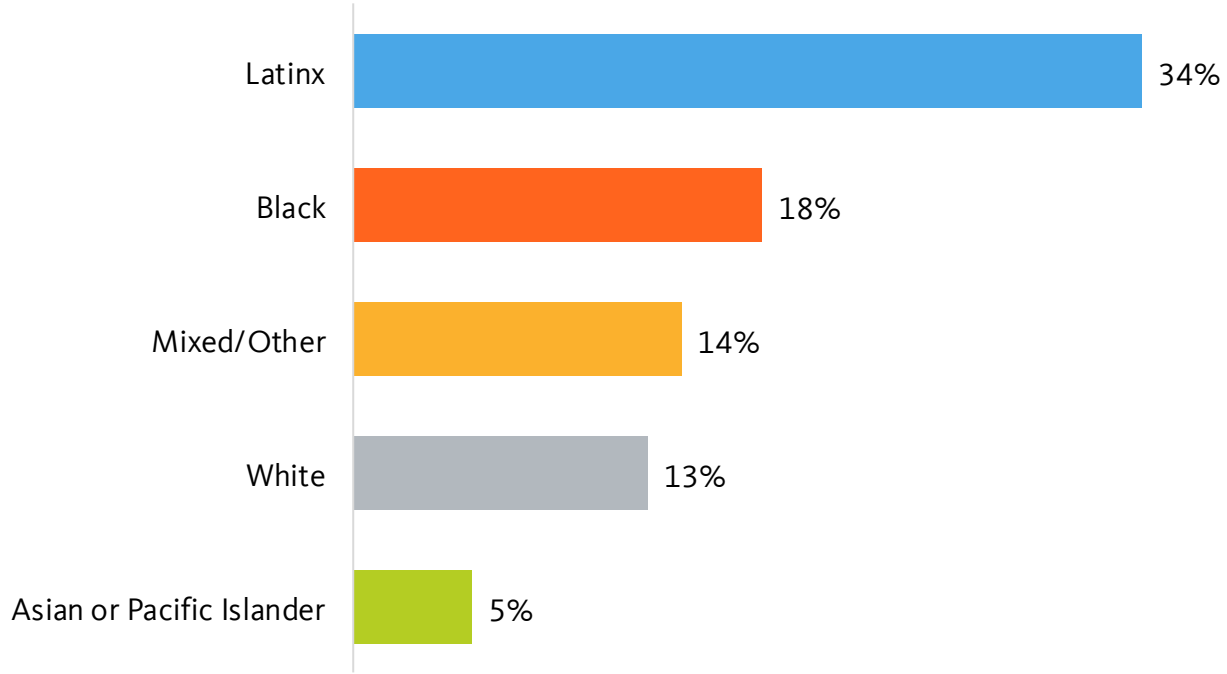
Source: Georgetown Center on Education and the Workforce; Integrated Public Use Microdata Series. Universe for education levels of workers includes all persons ages 25 through 64. Note: Data for 2019 by race/ethnicity represent a 2015 through 2019 average for Lancaster County; data on jobs in 2020 represent a state-level projection for Pennsylvania. Data for some racial/ethnic and nativity groups are excluded due to small sample size.

Economic vitality

How has Covid-19 impacted Pennsylvanians?

The economic downturn spurred by Covid-19 has disproportionately impacted workers of color. As of late January/early February 2022, a third of Latinx workers in Pennsylvania reported experiencing a loss of employment income in the past four weeks in their households. As the state continues to invest in recovery efforts and jobs return, workers of color need targeted supports to ensure that the state's recovery is equitable and sustainable.

Share Experiencing Employment Income Loss in the Past Four Weeks by Race/Ethnicity, Pennsylvania, January 26 –February 7, 2022



Source: US Census Household Pulse Survey Week 42.

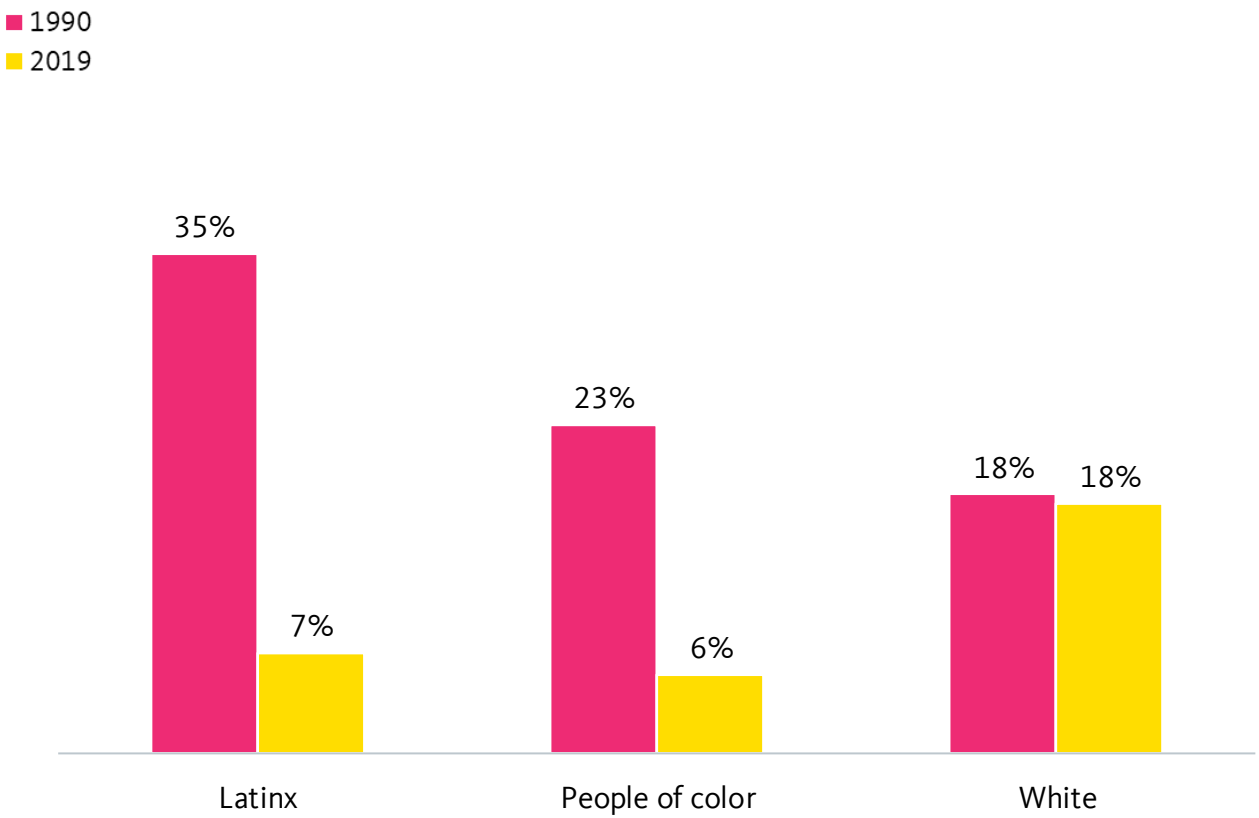
Youth preparedness

Youth preparedness

Do all youth have a high school degree or are they pursuing one?

The share of youth who do not have a high school education and are not pursuing one has declined since 1990 for Latinx youth and youth of color. White youth are less likely to finish high school than youth of color; 18 percent of white youth lack a high school education and are not pursuing one, compared to 6 percent among youth of color. This figure reflects the large Amish populations in which children only attend school from first through eighth grade.

Share of 16- to 24-Year-Olds Not Enrolled in School and Without a High School Diploma by Race/Ethnicity, 1990 and 2019



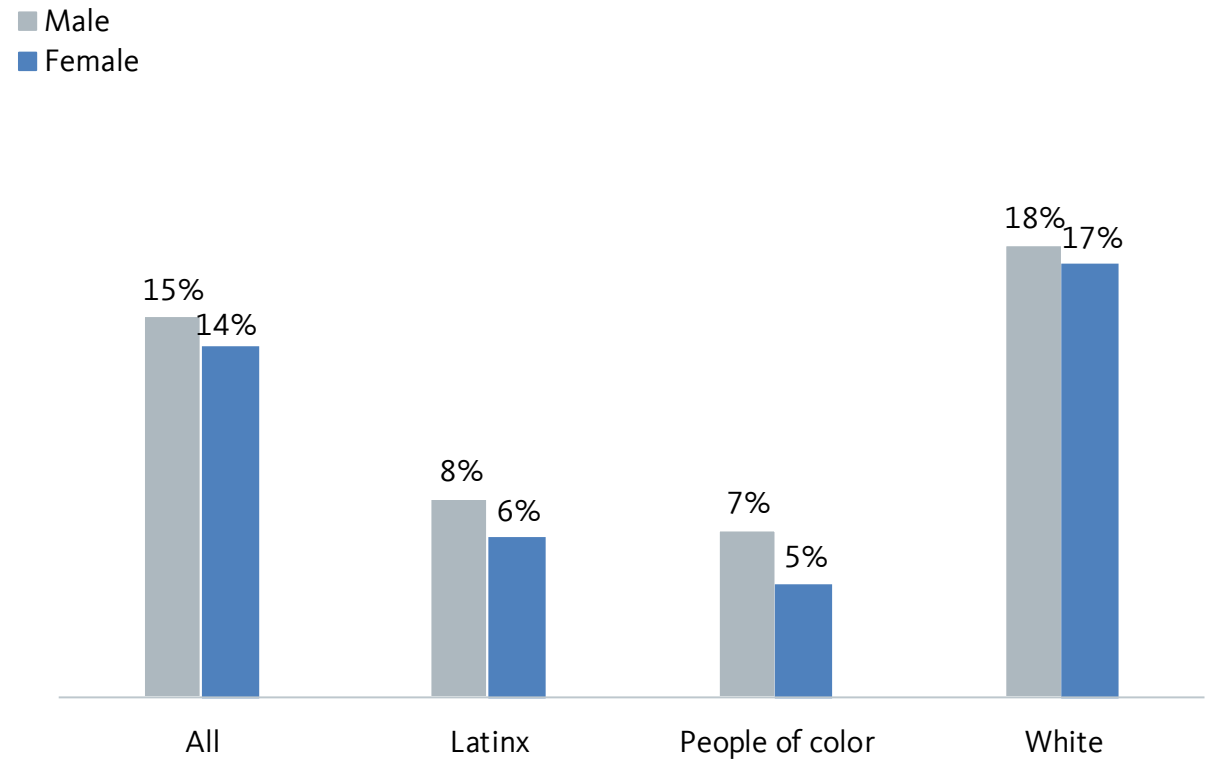
Source: Integrated Public Use Microdata Series. Universe includes 16- through 24-year-olds.
Note: Data for 2019 represent a 2015 through 2019 average. Data for some racial/ethnic groups are excluded due to small sample size.

Youth preparedness

Are all youth able to complete a high school degree?

Overall, the share of young people who do not have a high school diploma and are not pursuing one is slightly higher among male youth than their female peers. Among young men and young women, white youth are most likely to have stopped pursuing a high school diploma, far surpassing the rate for other racial/ethnic groups; these data are likely skewed by the large Amish population in the county.

Share of 16- to 24-Year-Olds Not Enrolled in School and Without a High School Diploma by Race/Ethnicity and Gender, 2019



Source: Integrated Public Use Microdata Series. Universe includes 16- through 24-year-olds.
Note: Data for some racial/ethnic groups are excluded due to small sample size. Data represent a 2015 through 2019 average.

Youth preparedness

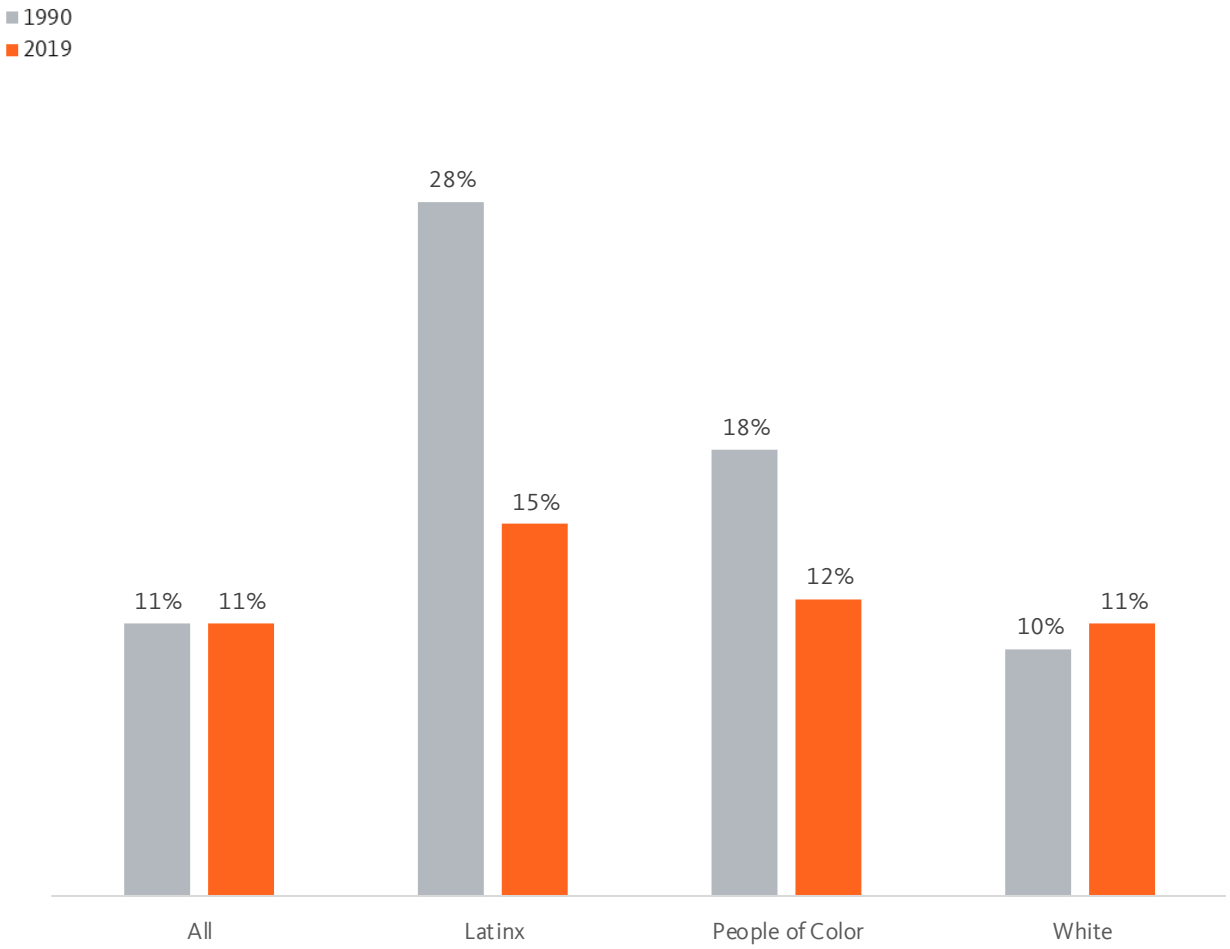
Who are the youth not working or in school?

The share of "disconnected youth" who are neither in school nor working has stayed the same since 1990, although youth of color have experienced noticeable decreases. The percent of disconnected youth increased slightly among white youth.

In 1990, over a quarter of Latinx youth in the county were disconnected from school and jobs. By 2019, that share decreased to 15 percent, the largest decline among all racial/ethnic groups.

Included among the white young people disconnected from work and school are Amish youth who do not continue their formal education after 14 or 15 years old and instead tend to work on family farms and businesses that may not be captured by Census surveys.

Disconnected Youth: 16- to 24-Year-Olds Not in School or Work by Race/Ethnicity, 1990 and 2019



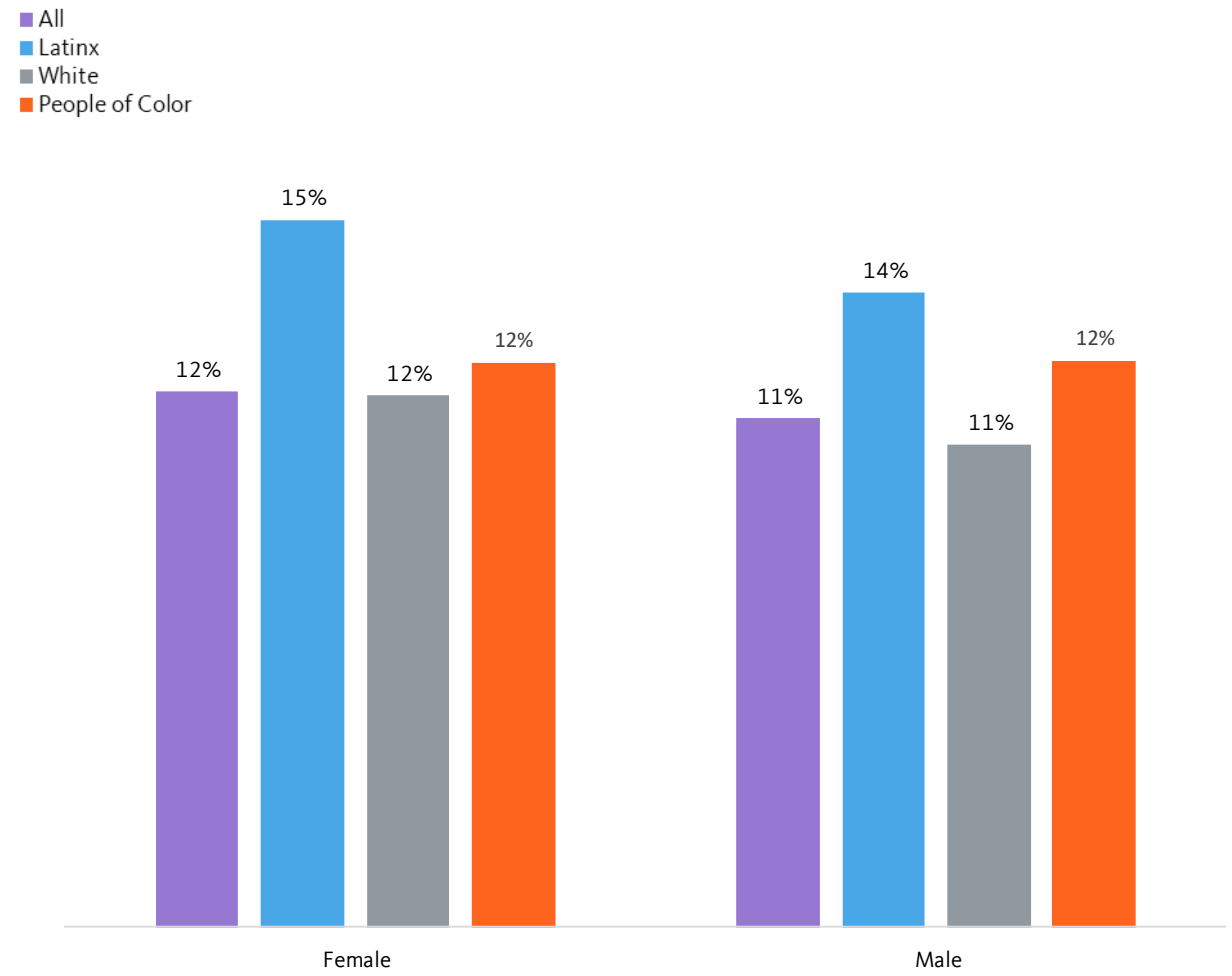
Source: Integrated Public Use Microdata Series. Universe includes total population ages 16 to 24 years (including group quarters).
Note: Data for some racial/ethnic groups are excluded due to small sample size. Data for 2019 represent a 2015 through 2019 average.

Youth preparedness

Have young people been prepared to enter the workforce?

Youth disconnection is slightly higher among young women than young men. There are 3,768 young women who are disconnected from work and school, along with 3,522 young men. In both gender groups, Latinx youth are more likely than white youth to be disconnected. Latina youth are most likely among all racial/ethnic and gender groups to be neither working nor in school.

Disconnected Youth: 16- to 24-Year-Olds Not in School or Work by Race/Ethnicity and Gender, 2019



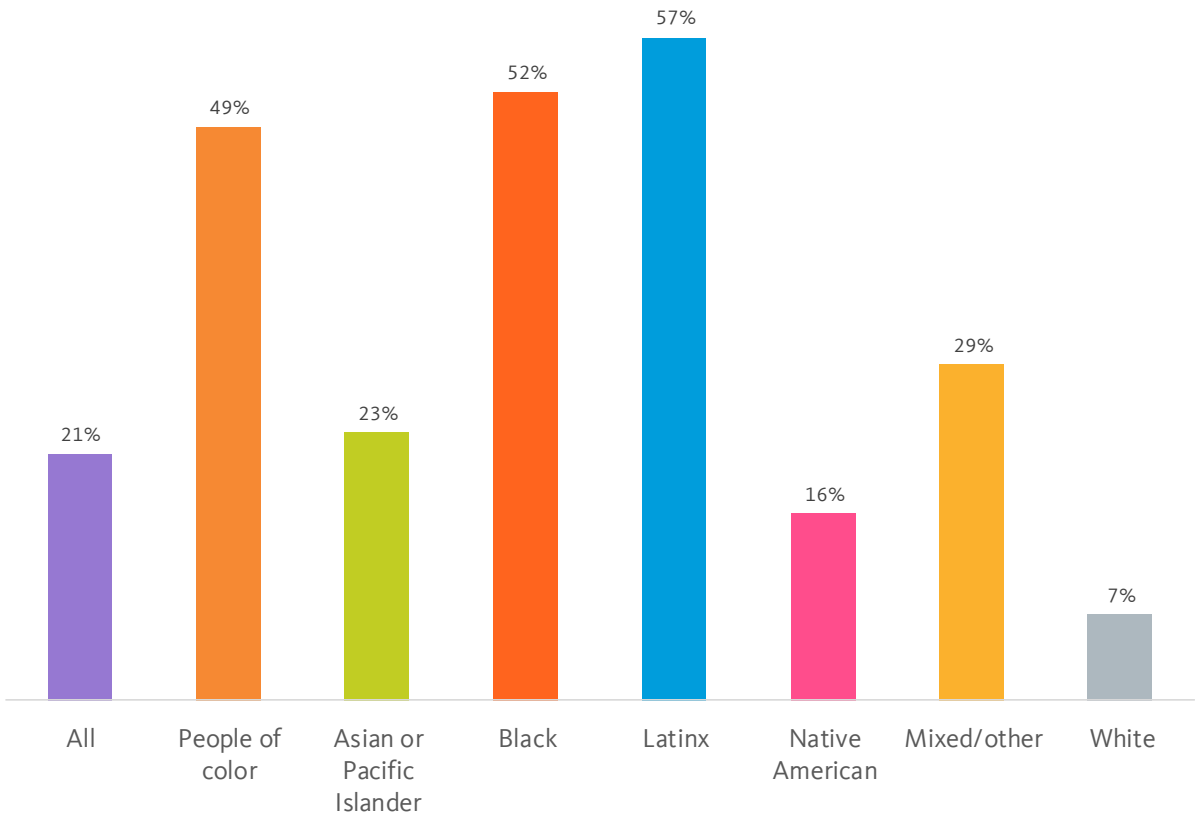
Source: Integrated Public Use Microdata Series. Universe includes total population ages 16 to 24 years (including group quarters).
Note: Data for some racial/ethnic groups are excluded due to small sample size. Data for 2019 represent a 2015 through 2019 average.

Youth preparedness

Are students able to attend economically diverse schools?

Students of color are more likely to attend high-poverty schools. Over half of Black and Latinx students attend schools where most of their classmates are low-income. These schools tend to lack the supports and services required to provide high-quality education, whereas most white students attend well-resourced schools that can support their education.[12] This leads to a stark educational achievement gap that keeps Black and Latinx people from higher education and job opportunities.

Share of Public School Students Where Over Half of Students Are Eligible for Free- or Reduced-Price Lunch, 2018



Source: National Equity Atlas analysis of National Center for Education Statistics Data. Note: Universe includes all students attending public elementary and secondary schools. Free or reduced price lunch eligibility levels are defined by the share of students in a school eligible for free- or reduced-price lunch (FRPL). Data are for the 2017-2018 school year

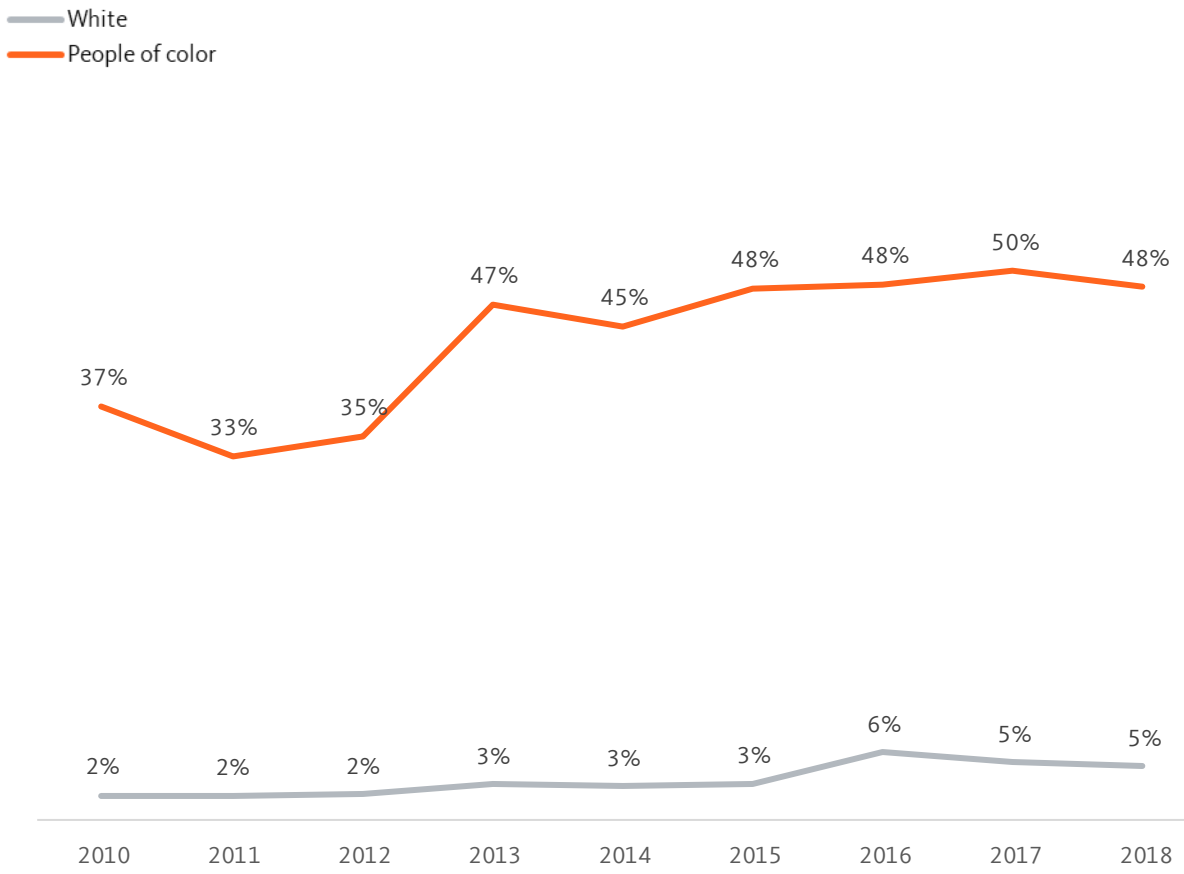
[12] Reuters. "U.S. minority students concentrated in high-poverty schools: study," September 24, 2019, https://www.reuters.com/article/us-usa-education-poverty/us-minority-students-concentrated-in-high-poverty-schools-study-idUSKBN1WA052.

Youth preparedness

Are all students able to attend economically diverse, well-resourced schools?

For years, students of color have been more likely to attend high-poverty schools compared to white students. In 2018, nearly half of students of color attended high-poverty schools, an increase of 11 percentage points from 2010. By comparison only five percent of white students attended high-poverty schools in 2018, an increase of just 3percentage points from 2010. Youth of color continue to be left behind by the education system, leaving them less prepared than their white counterparts for higher education and the workforce.

Share of Public School Students Who Attend High-Poverty Schools, 2010–2018



Source: American Community Survey.

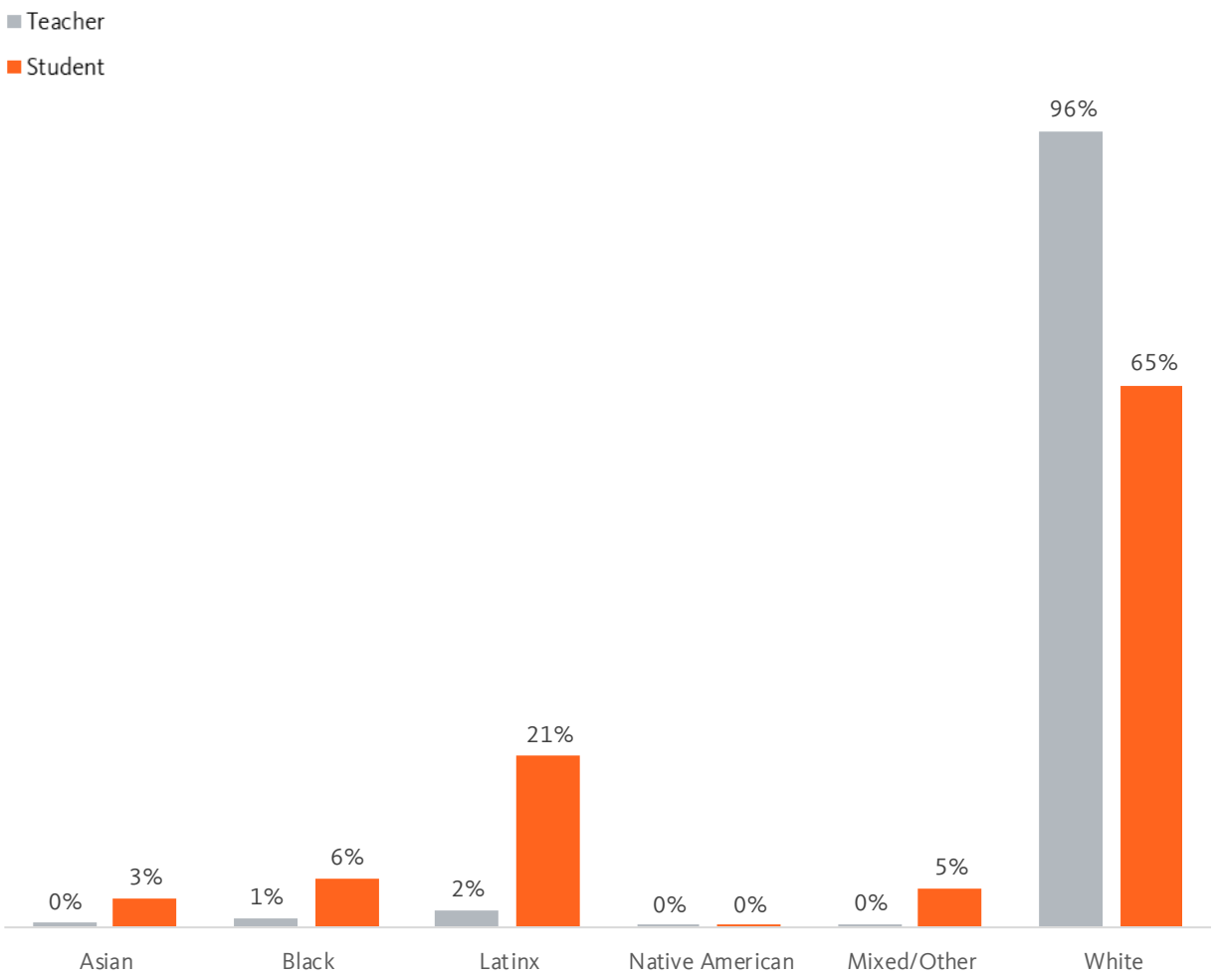
Youth preparedness

Do teachers reflect the diversity of their students?

Lancaster County's student population is more diverse than the population overall, but people of color are significantly underrepresented among teachers. About 35 percent of students are people of color, but only 4 percent of their teachers are people of color. This underrepresentation is most stark among Latinx teachers: 21 percent of students in Lancaster County are Latinx, compared to just 2 percent of teachers.

Black and Asian students make up 6 and 3 percent of the student population, respectively. But there are very few Black or Asian teachers in the county. Studies have shown that all students, but especially students of color, perform better and receive better educational support when taught by teachers of color.[13] Diverse teachers are able to be role models for students of color and better provide culturally relevant teaching.

Share of Students and Teachers by Race/Ethnicity, 2019–2020



Source: Research for Action.

[13] Center for American Progress. "Top 5 Ways for Public Schools to Better Support Talented Students of Color," September 27, 2016, https://www.americanprogress.org/article/top-5-ways-for-public-schools-to-better-support-talented-students-of-color.

Youth preparedness

Do teachers reflect the diversity of their students?

Students of color make up a considerable share of the school population in districts across the county, but in every district, the vast majority of teachers are white. Over a third of students in Lancaster, Columbia Borough, Conestoga Valley, and Manheim Township School Districts and almost a third of Hempfield School District students are people of color. But over 90 percent of teachers in these districts are white.

Share of Students and Teachers by Race/Ethnicity and School District, 2019–2020

	Teacher		Student	
School District	**White**	**People of Color**	**White**	**People of Color**
Cocalico SD	99%	1%	85%	15%
Columbia Borough SD	96%	4%	51%	49%
Conestoga Valley SD	93%	7%	61%	39%
Donegal SD	99%	1%	77%	23%
Eastern Lancaster County SD	98%	2%	80%	20%
Elizabethtown Area SD	98%	2%	87%	13%
Ephrata Area SD	99%	1%	80%	20%
Hempfield SD	98%	2%	71%	29%
Lampeter-Strasburg SD	98%	2%	82%	18%
Lancaster SD	89%	11%	12%	88%
Manheim Central SD	99%	1%	83%	17%
Manheim Township SD	97%	3%	64%	36%
Penn Manor SD	99%	1%	73%	27%
Pequea Valley SD	98%	2%	79%	21%
Solanco SD	99%	1%	86%	14%
Warwick SD	98%	2%	85%	15%

Source: Research for Action.

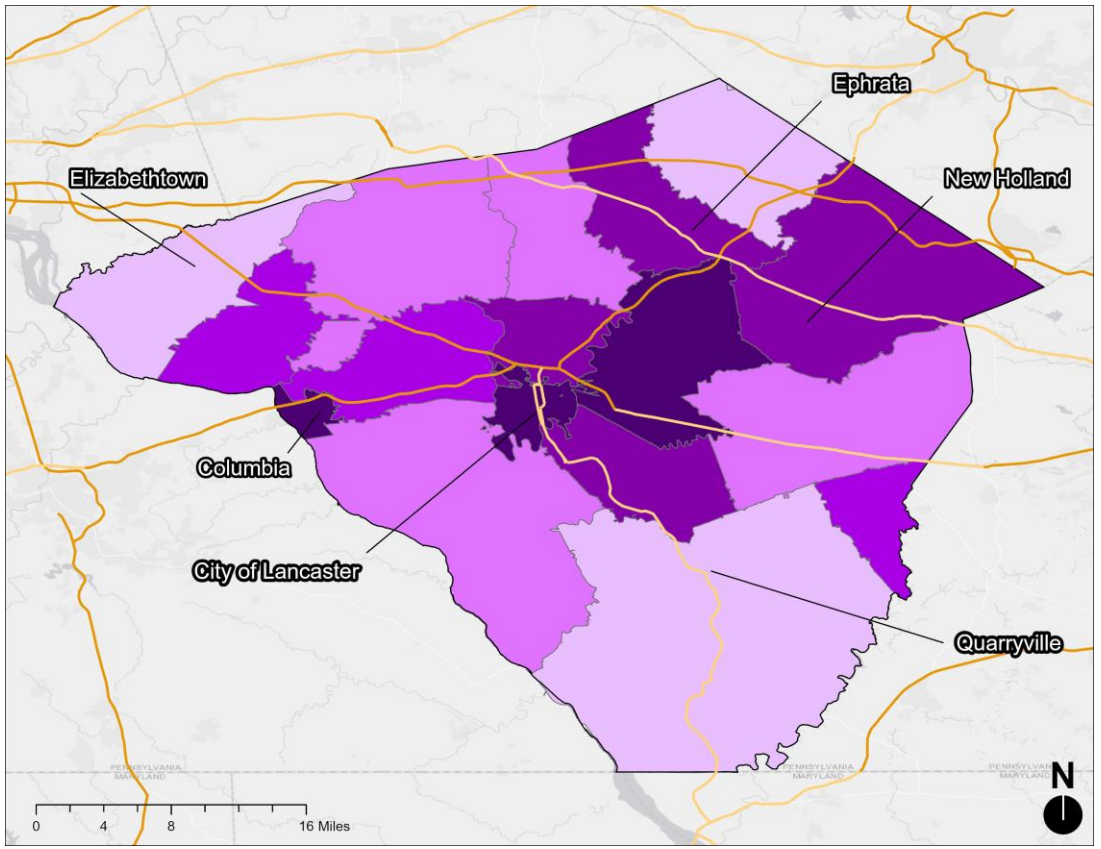
Youth preparedness

Are students able to attend well-resourced schools?

School funding gaps are highest in Columbia Borough, Conestoga Valley, and Lancaster School Districts. This map illustrates the gap between the ideal amount of per-student school funding and actual per-student funding by school district. Columbia Borough School District faces a per-student deficit of $3,419 below ideal funding levels. This funding gap is the starkest in school districts that serve the largest student populations and the most students of color.

The ideal amount of per-student school funding is based on the PA Fair Funding Formula for Basic Education Works, which calculates a school district's fair share of the state's funding. The detailed methodology can be found at the Pennsylvania House Appropriations Committee website.[14]

Gap in Per-Student Funding by School Districts



Source: Pennsylvanians for Fair Funding.

[14] Pennsylvania House Appropriations Committee. "PA's Fair Funding Formula for Basic Education Explained," 2021, https://www.houseappropriations.com/Topic/Education/542.

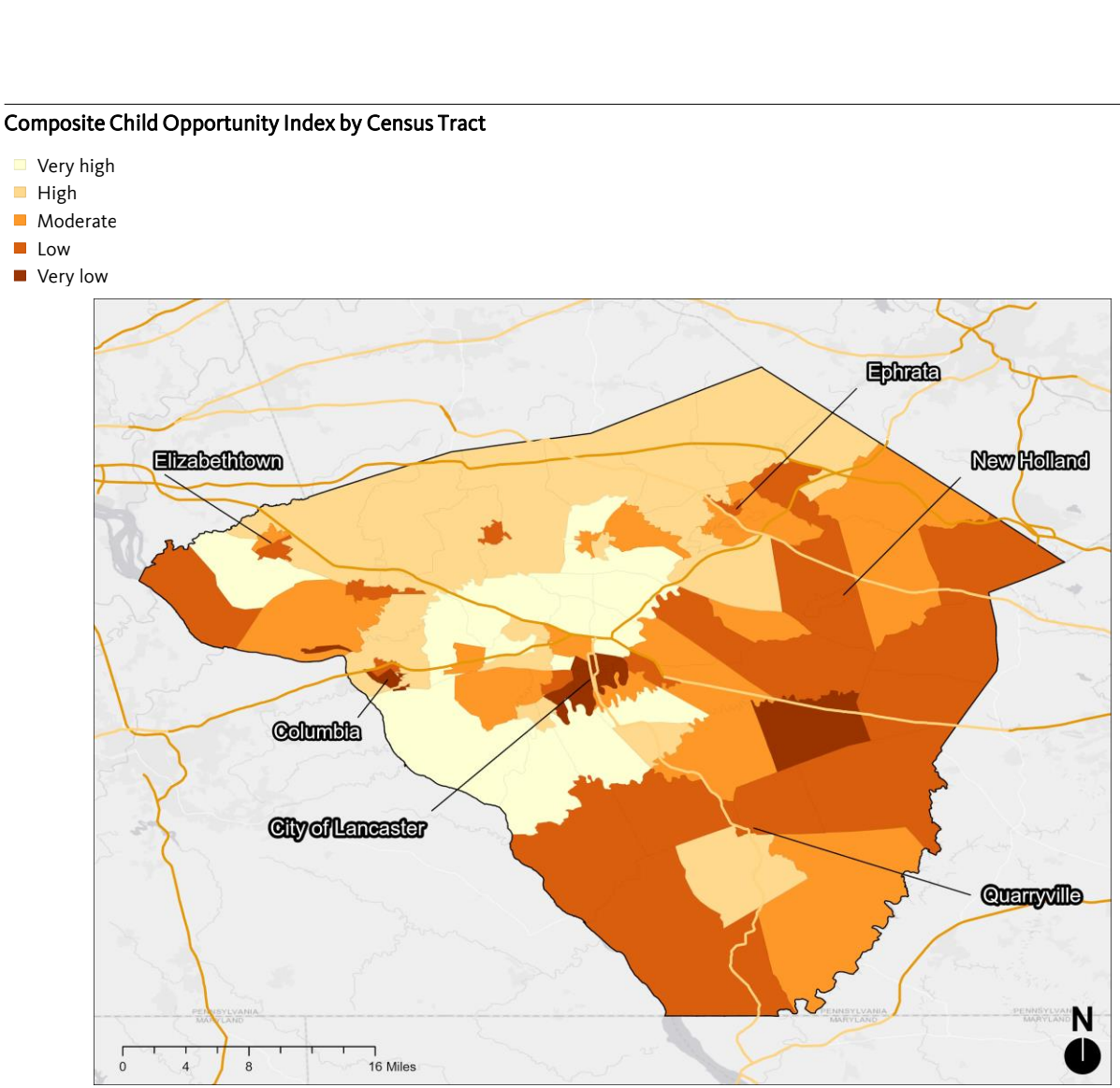
Youth preparedness

Do all children have equitable access to opportunity-rich neighborhoods?

Child opportunity is the highest in the surrounding parts of the county immediately outside of the City of Lancaster and the northern regions of the county. In areas with low Child Opportunity Index scores on access to educational, health, and social opportunities, such as the southeastern quadrant of the city and outer and rural parts of the county, children tend to have fewer resources that are crucial for their well-being and success. The southeastern quadrant of City of Lancaster have the lowest scores in the county, which is also the same part of the city with the highest concentration of Black and Latinx households.

It should be noted that many of the indicators included in this index are not reflected in the social practices of Amish communities, such as high school graduation, advanced placement courses, and college enrollment.

Composite Child Opportunity Index by Census Tract



Sources: The diversitydatakids.org Project and the Kirwan Institute for the Study of Race and Ethnicity; TomTom, ESRI, HERE, DeLorme, MaymyIndia, © OpenStreetMap contributors, and the GIS user community. Note: The Child Opportunity Index is a composite of indicators across three domains: educational opportunity, health and environmental opportunity, and social and economic opportunity. The index is a relative measure of opportunity nationally. The exact year, or range of years, that a given indicator, composing the index, is measured for varies from indicator to indicator. The map was created by ranking the census tract level Overall Child Opportunity Index Score into quintiles for Lancaster County.

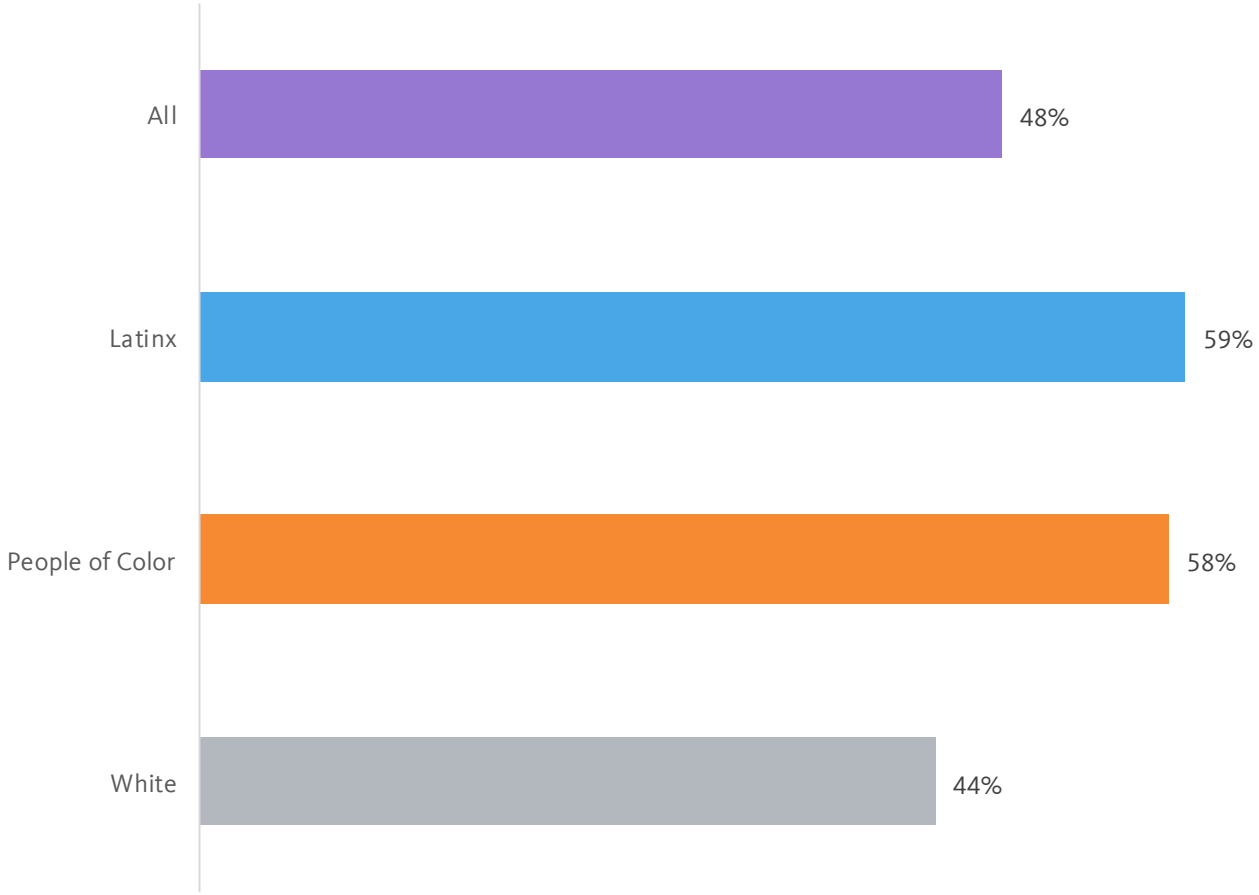
Connectedness

Connectedness

Can all renters afford rent and be housing secure?

Nearly half of renters in the county are housing insecure. The majority of renters of color, including Latinx renters, are rent-burdened, meaning that they pay more than 30 percent of household income on housing costs. Housing insecurity is a challenge for renter households across the county, but especially so for renters of color who also experience racial disparities in employment and wages.

Percent Rent-Burdened Households by Race/Ethnicity, 2019



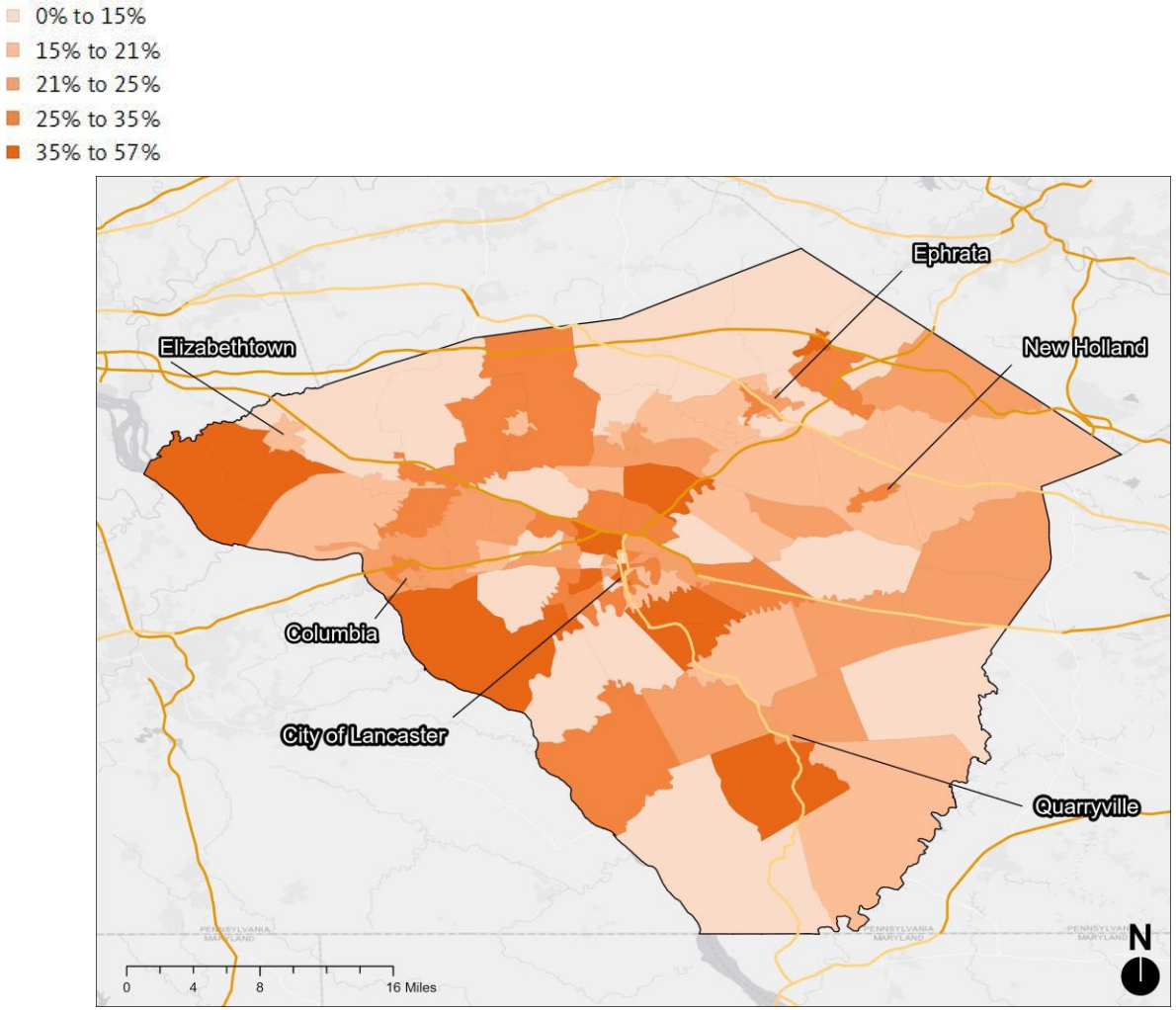
Source: Integrated Public Use Microdata Series. Universe includes all households (excludes group quarters).
Note: Data represent a 2015 through 2019 average.

Connectedness

Are residents paying too much for housing?

High rent burden is a county-wide issue but particularly in the western regions of the county. In several communities a large share of renter households spend more than 30 percent of their income on rent, leaving less money to pay for other expenses such as childcare, healthcare, and wealth-building. As higher-end housing development continues to push out residents, affordable housing will continue to be a barrier to equitable growth for all Lancaster residents. Some of the notable areas with higher percentages of people experiencing severe rent burden include census tracts in Denver, Ephrata, City of Lancaster, Willow Street, and Lampeter and larger census tracts west of Elizabethtown.

Percent Severely Rent-Burdened Households by Census Tract, 2019



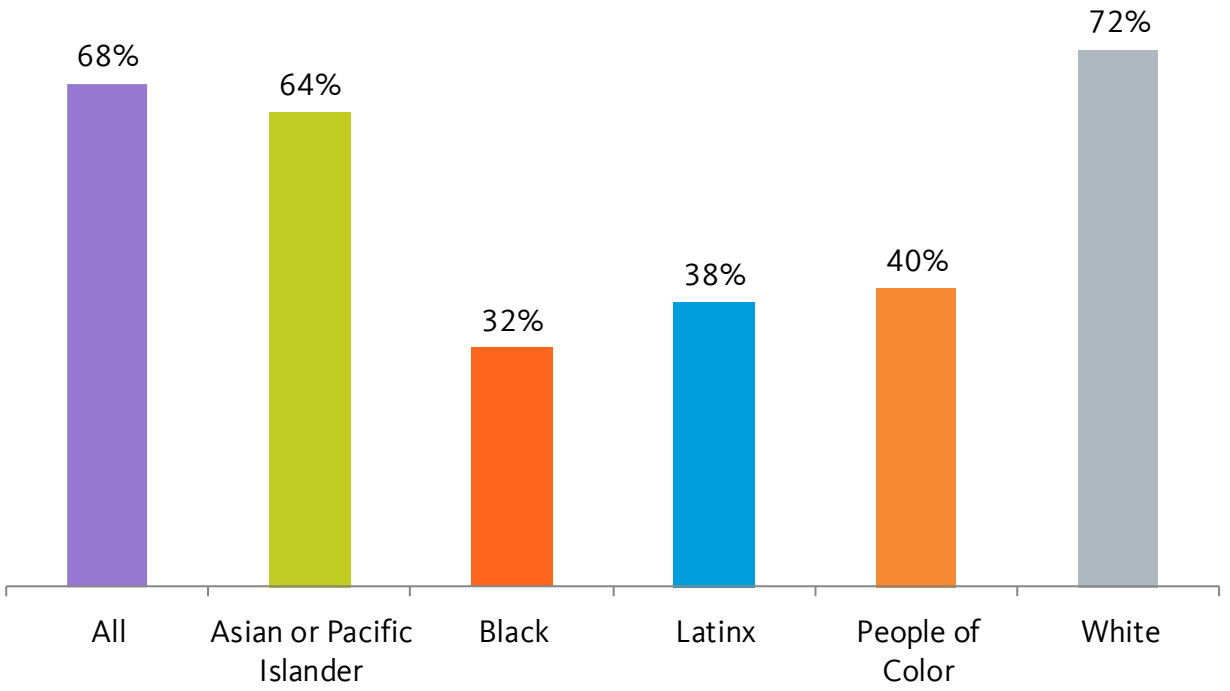
Sources: U.S. Census Bureau; TomTom, ESRI, HERE, DeLorme, MaymyIndia, © OpenStreetMap contributors, and the GIS user community. Universe includes all renter-occupied households with cash rent. Note: Data represent a 2015 through 2019 average.

Connectedness

Are residents able to own their homes?

In Lancaster County, the majority of white and Asian or Pacific Islander households own their homes (72 and 64 percent, respectively). Homeownership rates for Black households (32 percent) and Latinx households (38 percent) are well below the county average (68 percent). Homeownership has historically been an important pathway to building generational wealth and many households of color are excluded from this opportunity.

Owner-Occupied Households by Race/Ethnicity, 2019



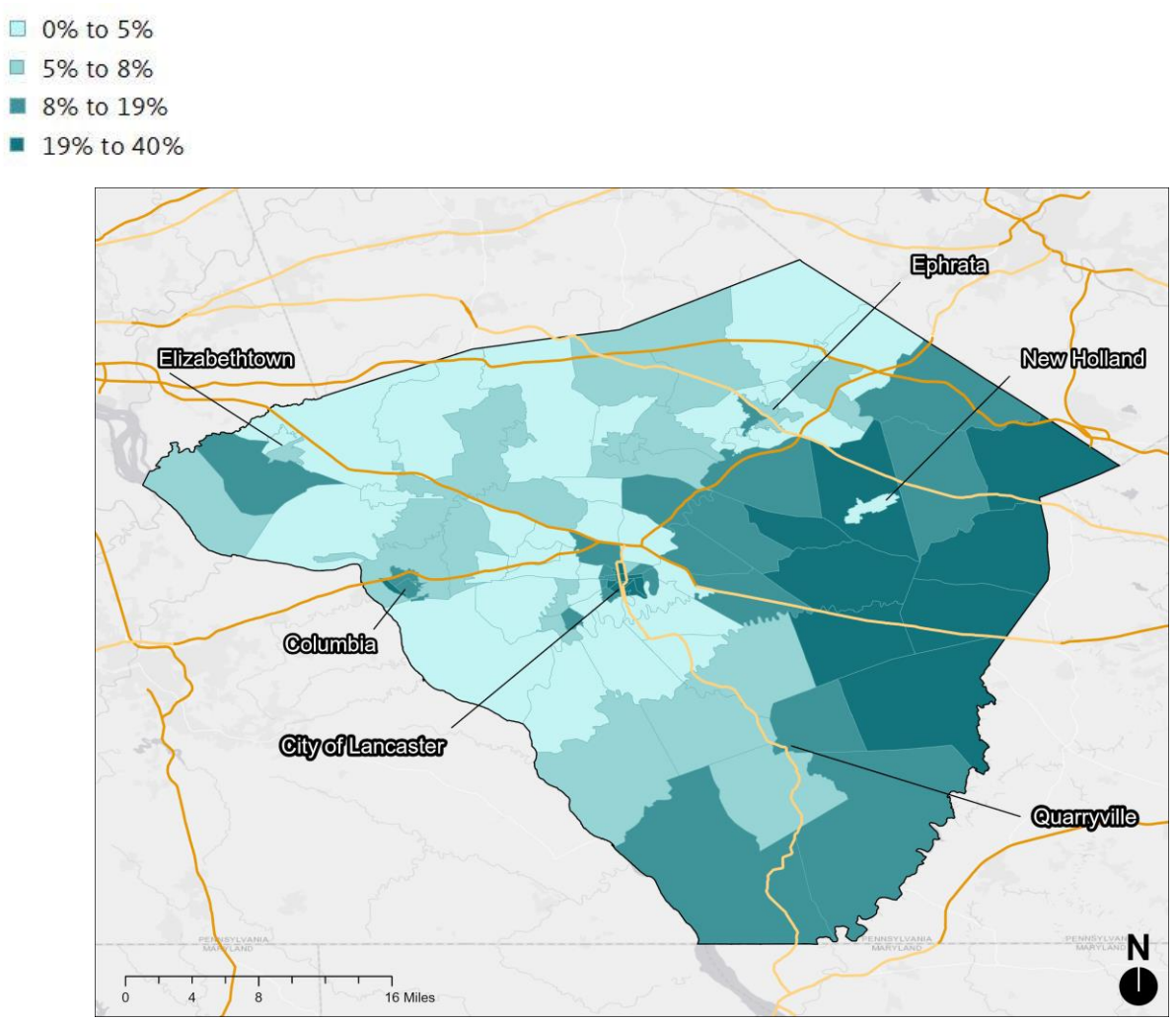
Source: Integrated Public Use Microdata Series. Universe includes all households (excludes group quarters).
Note: Data represent a 2015 through 2019 average.

Connectedness

Do all residents have access to a vehicle?

In a county where access to jobs and opportunities rely heavily on driving, most households (90 percent) have at least one vehicle. But access to a vehicle remains a challenge for households across the entire county, particularly in the eastern part of the county. Compared with 9 percent of white households, 21 percent of Black households do not have a vehicle. In the eastern parts of the county, the large Amish communities account for the low rates of car ownership.

Percent of Households Without a Vehicle by Census Tract, 2019



Sources: US Census Bureau; TomTom, ESRI, HERE, DeLorme, MaymyIndia, © OpenStreetMap contributors; and the GIS user community.
Note: Universe includes all households (excludes group quarters). Note: Data represent a 2015 through 2019 average.

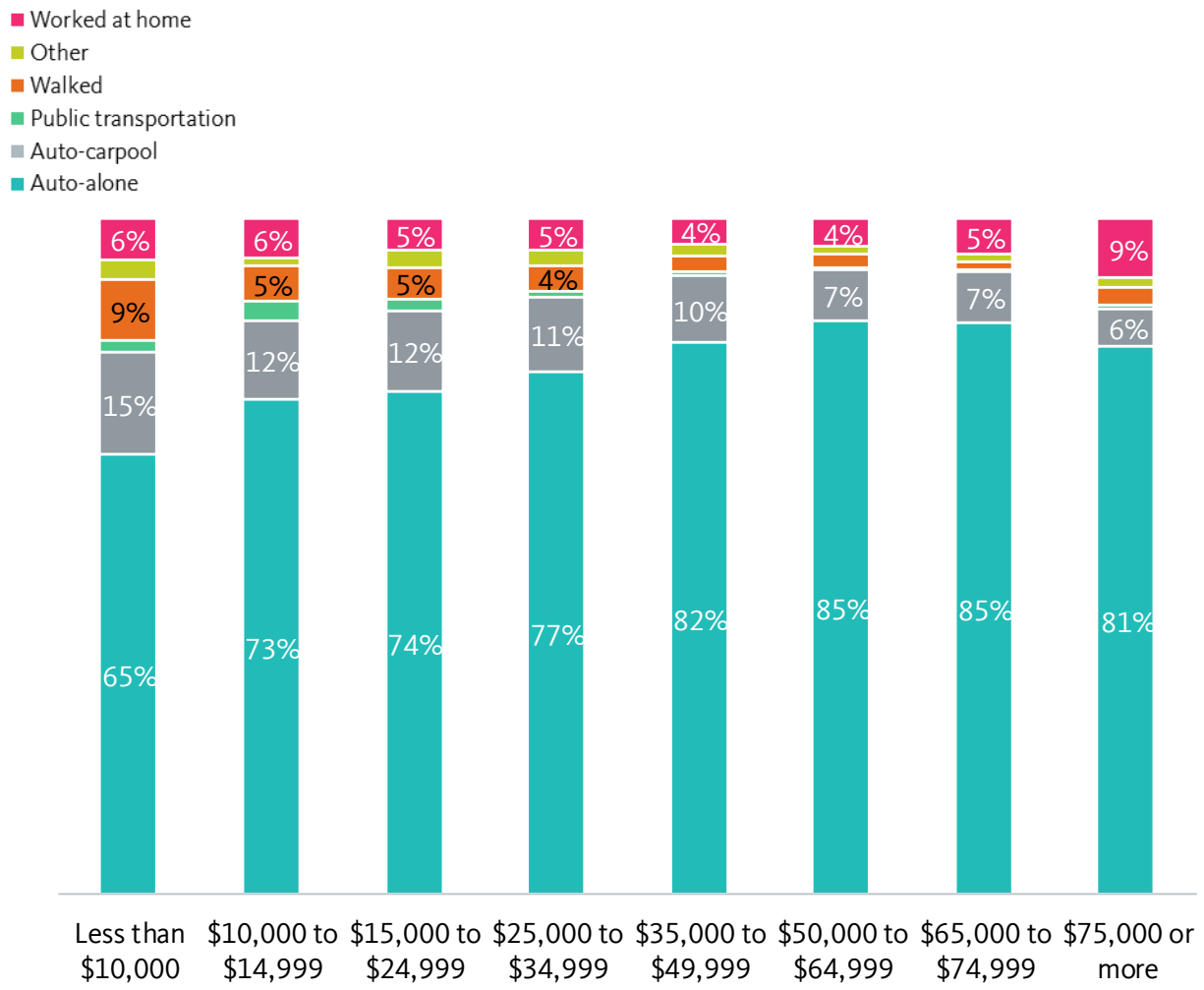
Connectedness

How do residents get to work?

The vast majority of residents in Lancaster County drive alone to work. Single-driver commuting, however, fluctuates with income. Just 65 percent of very low-income workers (earning under $10,000 per year) drive alone to work, compared to 81 percent of workers who make $75,000 or more a year.

For households living in neighborhoods without robust transit systems, access to a car is critical, but people with lower incomes and people of color are more likely to be carless and utilize alternative means of transportation to work like carpooling or walking.

Means of Transportation to Work by Annual Earnings, 2019



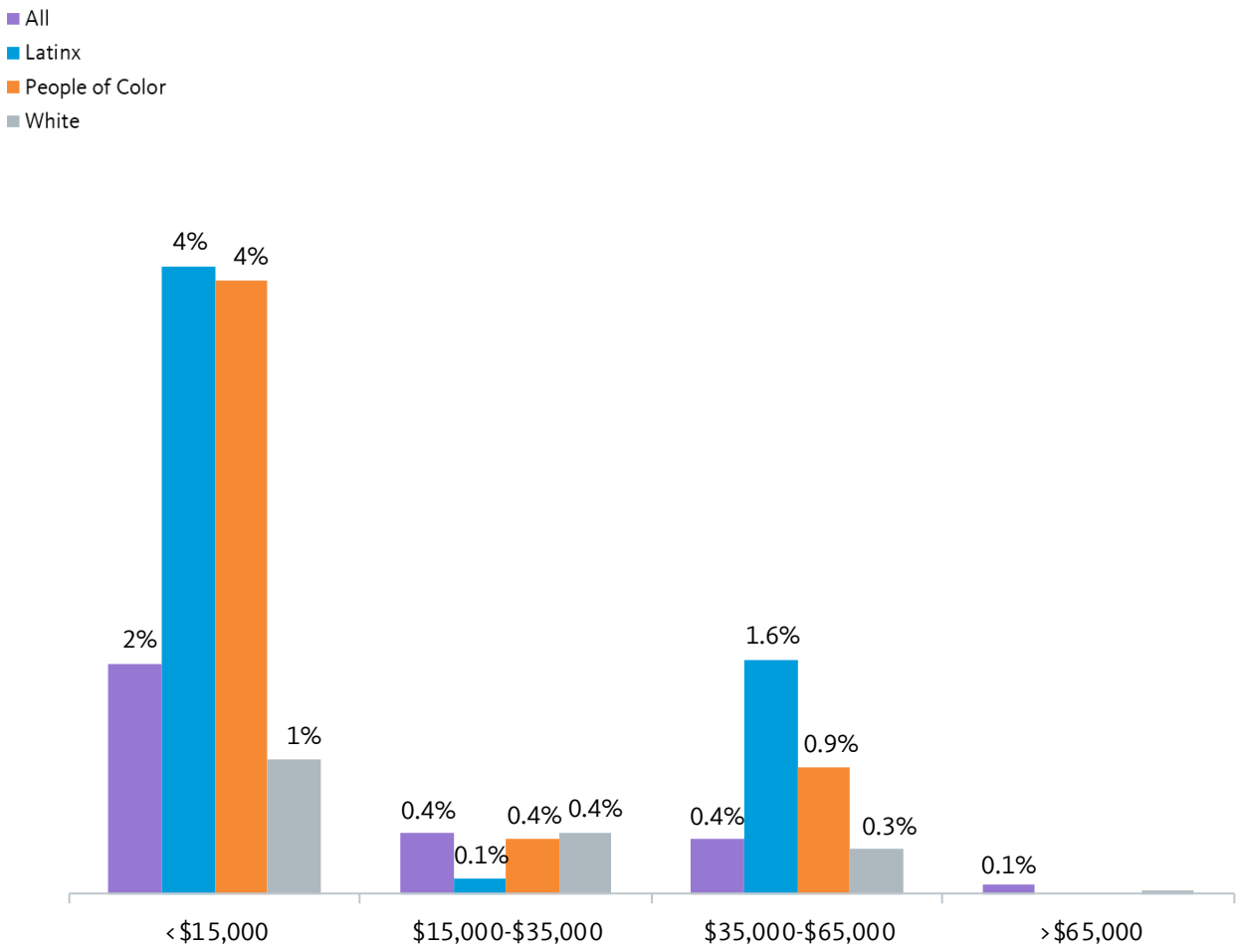
Source: Integrated Public Use Microdata Series. Universe includes workers ages 16 years and older with earnings.
Note: Data represent a 2015 through 2019 average. Dollar values are in 2019 dollars.

Connectedness

Who relies on public transit to get to work?

Income and race both play a role in determining who uses the county's public transit system to get to work. Low-income households of color are the most likely to be dependent on public transit. Among very low-income Latinx workers, four percent get to work using public transit, while around one percent do among white workers making the same income.

Percent Using Public Transit by Annual Earnings and Race/Ethnicity, 2019



Source: Integrated Public Use Microdata Series. Universe includes workers ages 16 years and older with earnings.
Note: Data for some racial/ethnic groups are excluded due to small sample size. Data represent a 2015 through 2019 average.

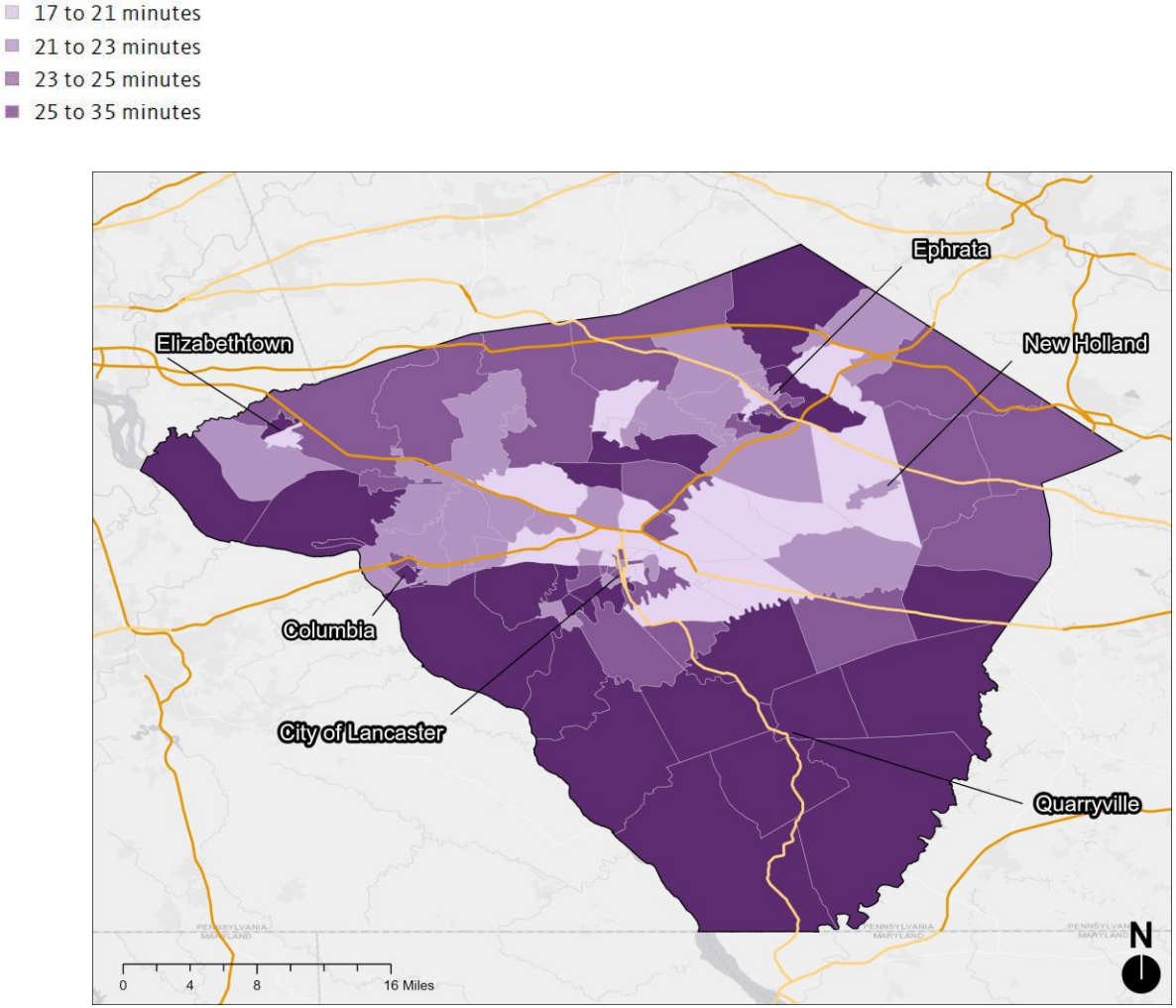
Connectedness

How long do residents travel to get to work?

Workers who live close to city centers have shorter commute times than those living in the rural parts of the county. Many jobs are concentrated in cities, and workers commute from other areas to access employment opportunities. But even within the City of Lancaster there are geographic differences in commute time: those who live in the southern quadrants have longer commutes than those who live in the northern part of the city.

The high average travel times in the eastern and southeastern region of the county may also reflect the concentration of Amish populations who have low rates of car ownership.

Average Travel Time to Work in Minutes by Census Tract, 2019



Sources: U.S. Census Bureau; TomTom, ESRI, HERE, DeLorme, MaymyIndia, © OpenStreetMap contributors, and the GIS user community.
Note: Universe includes all persons ages 16 or older who work outside of home. Data represent a 2015 through 2019 average.

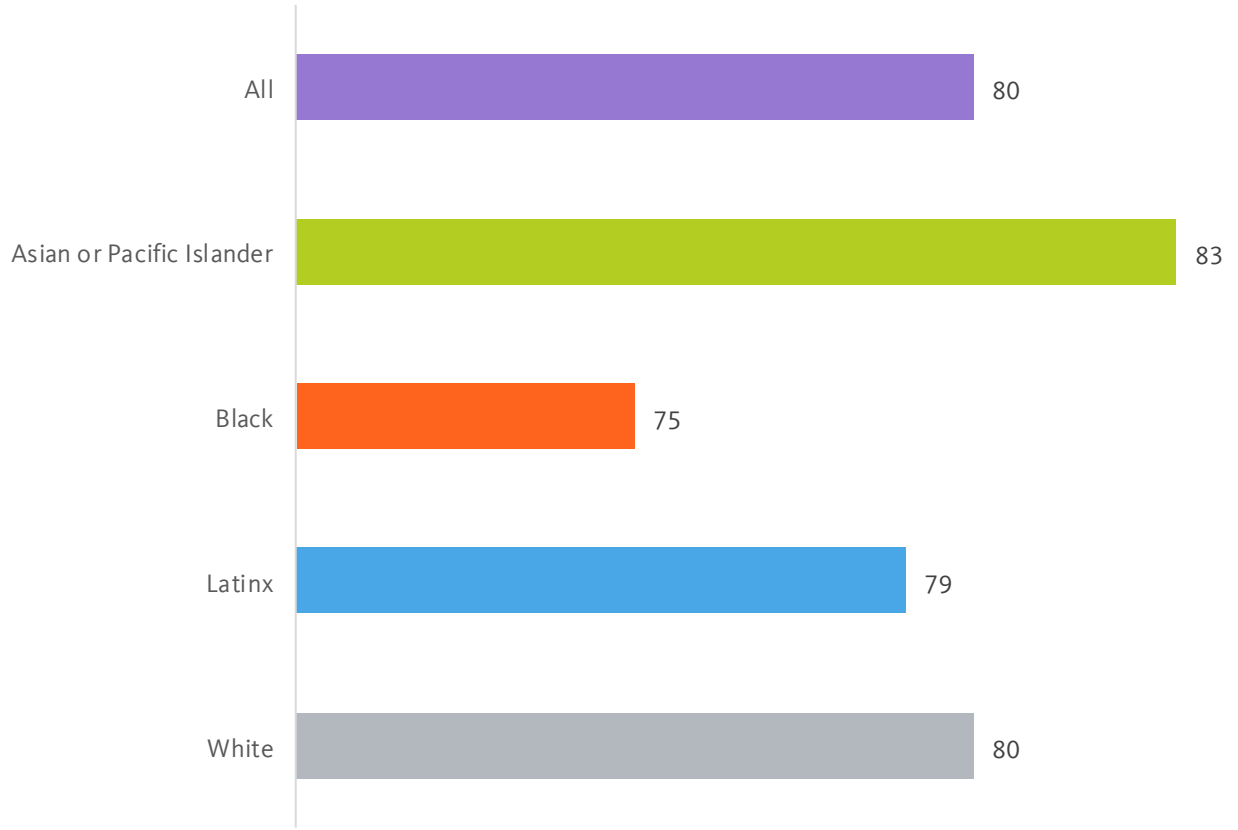
Health

Health

Are all residents able to live a full life?

Life expectancy, a key indicator for health and opportunity, is highest among Asian or Pacific Islander and white residents in the county. Black residents have the shortest life expectancy at 75 years, compared to 80 years for white residents. Structural racism, inequitable access to opportunities, healthy foods, and safe and secure environments all contribute to how long and how well someone may live.[15]

Life Expectancy (Years) by Race/Ethnicity, 2016



Source: CDC WONDER.

[15] American Public Health Association. "Structural Racism is a Public Health Crisis: Impact on the Black Community," October 24, 2020, https://www.apha.org/policies-and-advocacy/public-health-policy-statements/policy-database/2021/01/13/structural-racism-is-a-public-health-crisis.

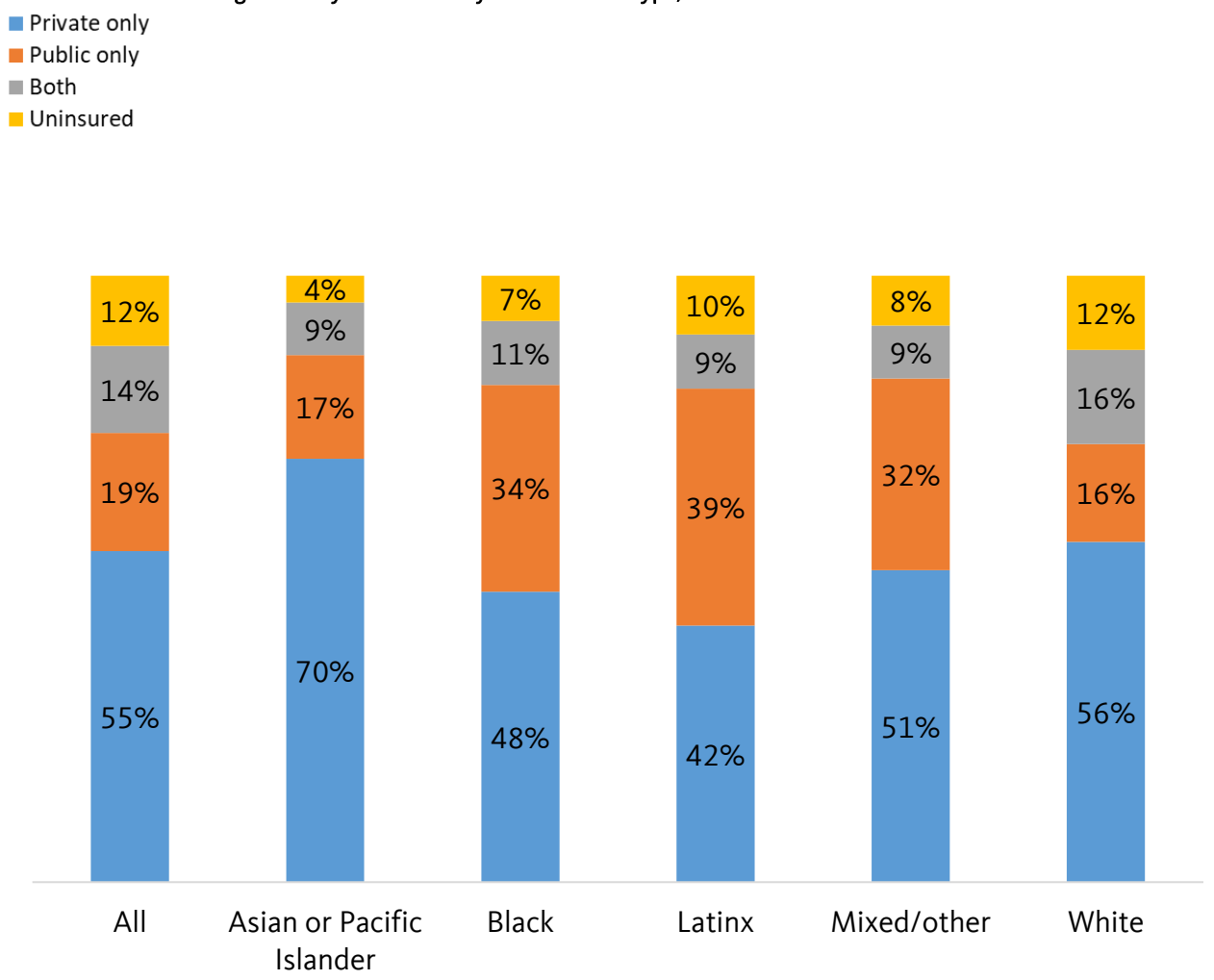
Health

What types of health insurance do residents have?

For all racial/ethnic groups, private insurers are the largest source of health insurance coverage. In Lancaster County, 34 percent of Black residents and 39 percent of Latinx residents have public insurance compared with only 16-17 percent of whites and Asian or Pacific Islander residents. White and Latinx residents are most likely to be uninsured (12 and 10 percent, respectively). It should be noted that among the white population are large Amish communities in the county who may prefer community models of care over conventional healthcare insurance.[16]

The pandemic has highlighted the urgent need for all people to have access to affordable, quality healthcare. But when health insurance coverage is tied to having a good job, lower wager workers are often excluded and face higher health care costs.

Health Insurance Coverage Rates by Race/Ethnicity and Insurance Type, 2019



Source: Integrated Public Use Microdata Series. Universe includes workers ages 16 years and older with earnings.
Note: Data represent a 2015 through 2019 average.

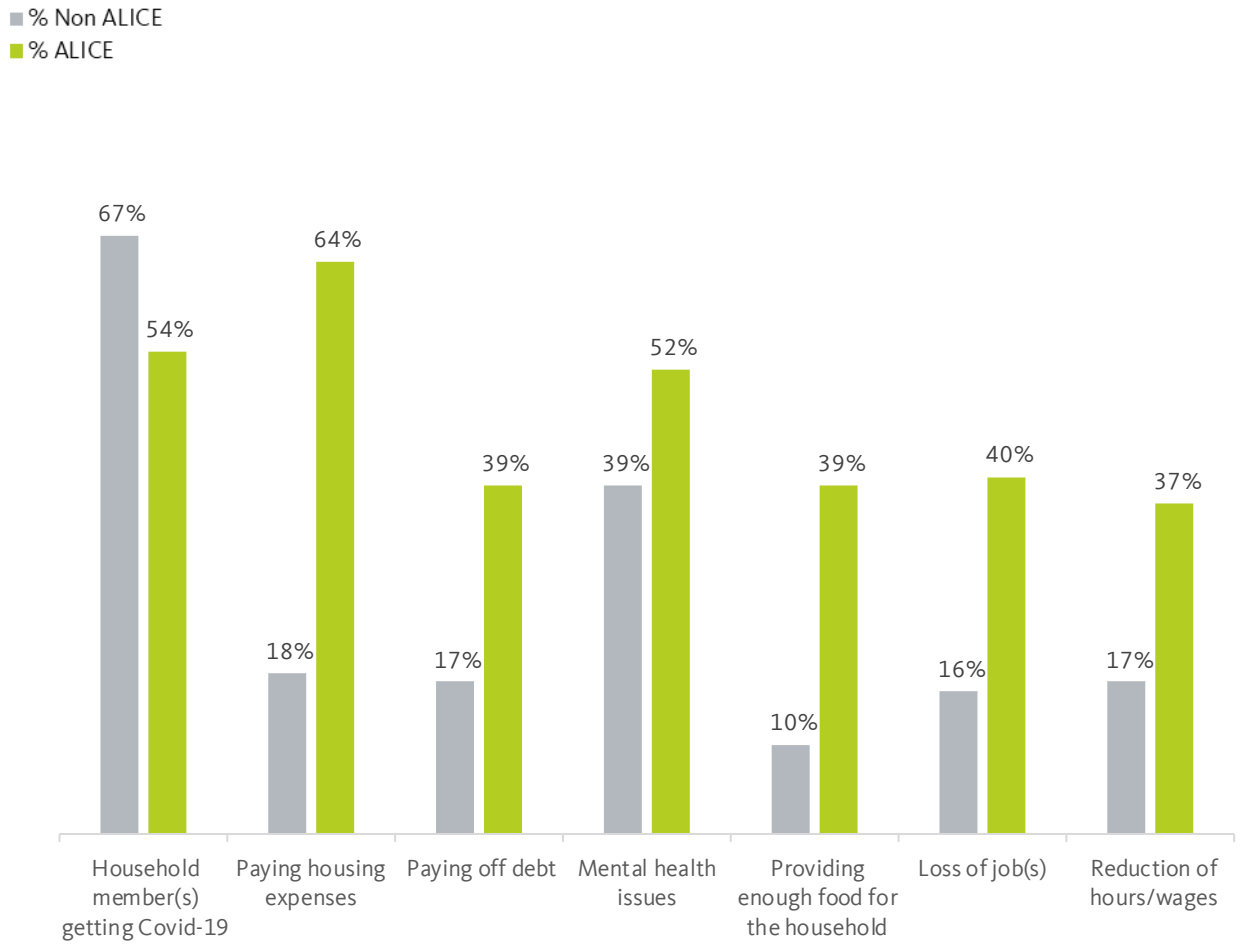
[16] Kristyn Rohrer and Lauren Dundes. "Sharing the Load: Amish Healthcare Financing," December 14, 2016, https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5198134.

Health

What are Pennsylvanians concerned about during the Covid-19 pandemic?

A year into the pandemic, most households were concerned about contracting the Covid-19 virus, but economically insecure households also face job, wage, and food insecurity. Asset-Limited, Income-Constrained, Employed (ALICE) households in the state were much more likely than non-ALICE households to be worried about paying expenses and debts as well as job and food security. Nearly two-thirds of ALICE households were worried about being able to pay for housing compared to 18 percent of non-ALICE households. The last two years have been challenging for all Pennsylvanians, but families who were already struggling before the pandemic face additional difficulties.

Top Covid-19 Issues by Asset-Limited, Income-Constrained, Employment Status, Pennsylvania, March 2021



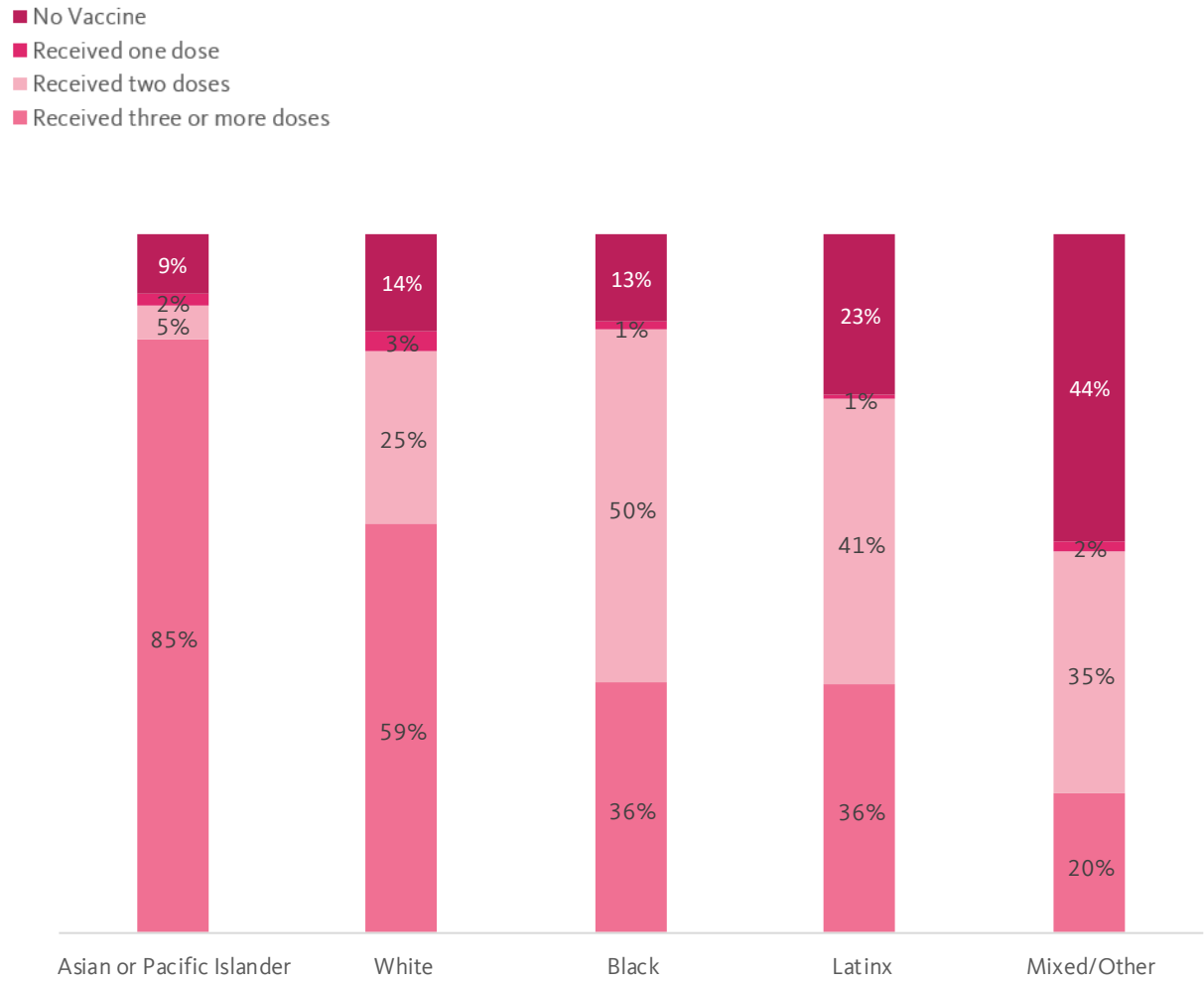
Source: United Way of Pennsylvania COVID-19 Impact Survey.
Note: Survey data collected between March 15, 2021, and April 5, 2021.

Health

Are Pennsylvanians protected against the Covid-19 virus?

Asian residents in Pennsylvania have the highest vaccination rates among all racial/ethnic groups. The vast majority of Asian Pennsylvanians and nearly 60 percent of their white counterparts have received three or more doses of the Covid-19 vaccine, compared to about 36 percent of Black and Latinx residents. Only a fifth of multiracial residents received three or more doses. The history of harms perpetuated by medical and government institutions against communities of color has sown deep mistrust, leading to higher vaccine hesitancy among people of color. This mistrust is a recurring sentiment expressed by the Lancaster County residents who the authors interviewed.

Covid-19 Vaccination Rates by Race/Ethnicity, Pennsylvania, January 26–February 7, 2022



Source: Integrated Public Use Microdata Series. Universe includes workers ages 16 and older with earnings.
Note: Data represent a 2015 through 2019 average.

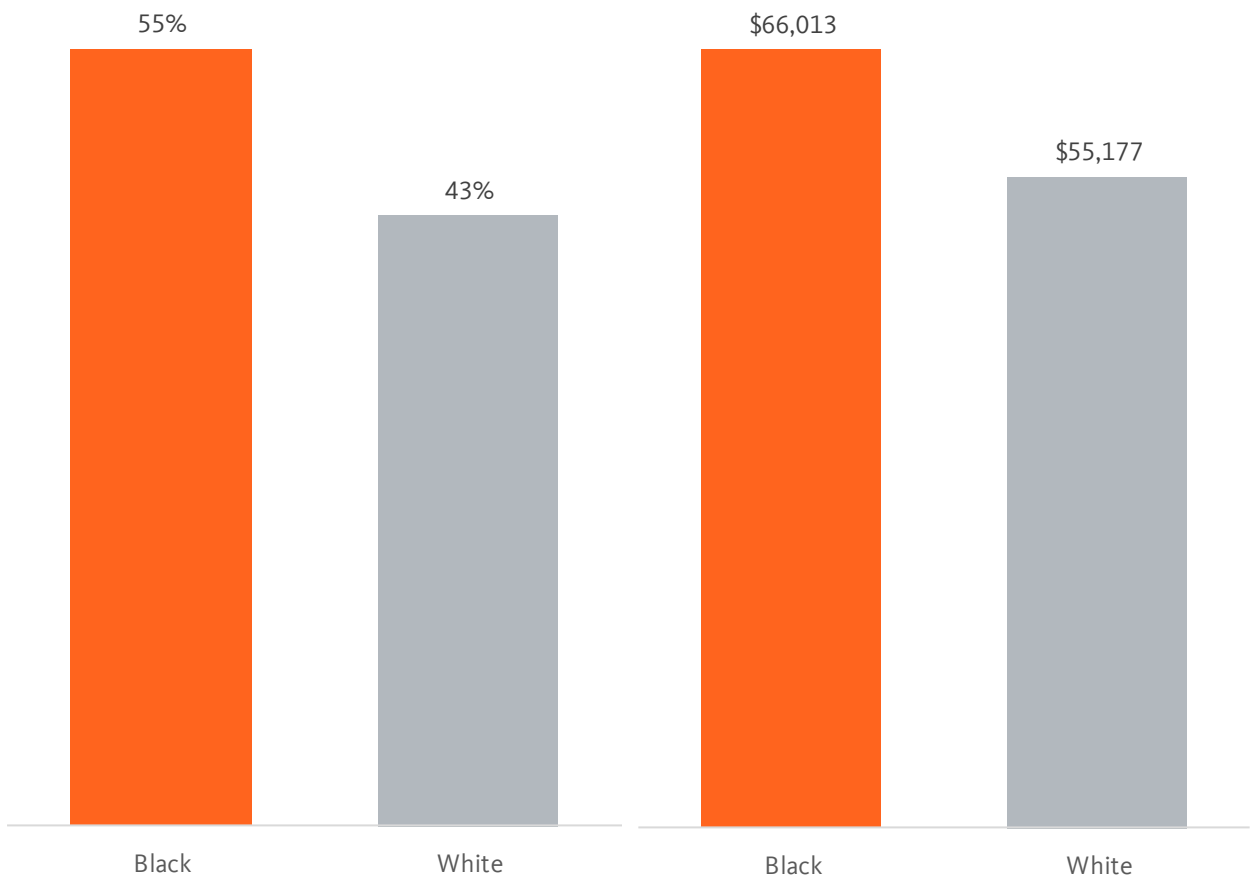
Justice

Justice

Are all residents being treated fairly by the court of law?

Cash bail for Black defendants in the county tends to be set at higher amounts than bail for white defendants. The average cash bail from 2016 to 2017 was set at over $66,000 for Black defendants, compared to $55,000 for white defendants. Judges are also more likely to impose cash bail for Black defendants than for white defendants. Monetary bail punishes low-income defendants and is especially harsh for defendants of color, further perpetuating systems of incarceration and harm rather than justice.

Cash Bail Amount and Rate by Race/Ethnicity, 2016–2017



Source: ACLU Pennsylvania.

Justice

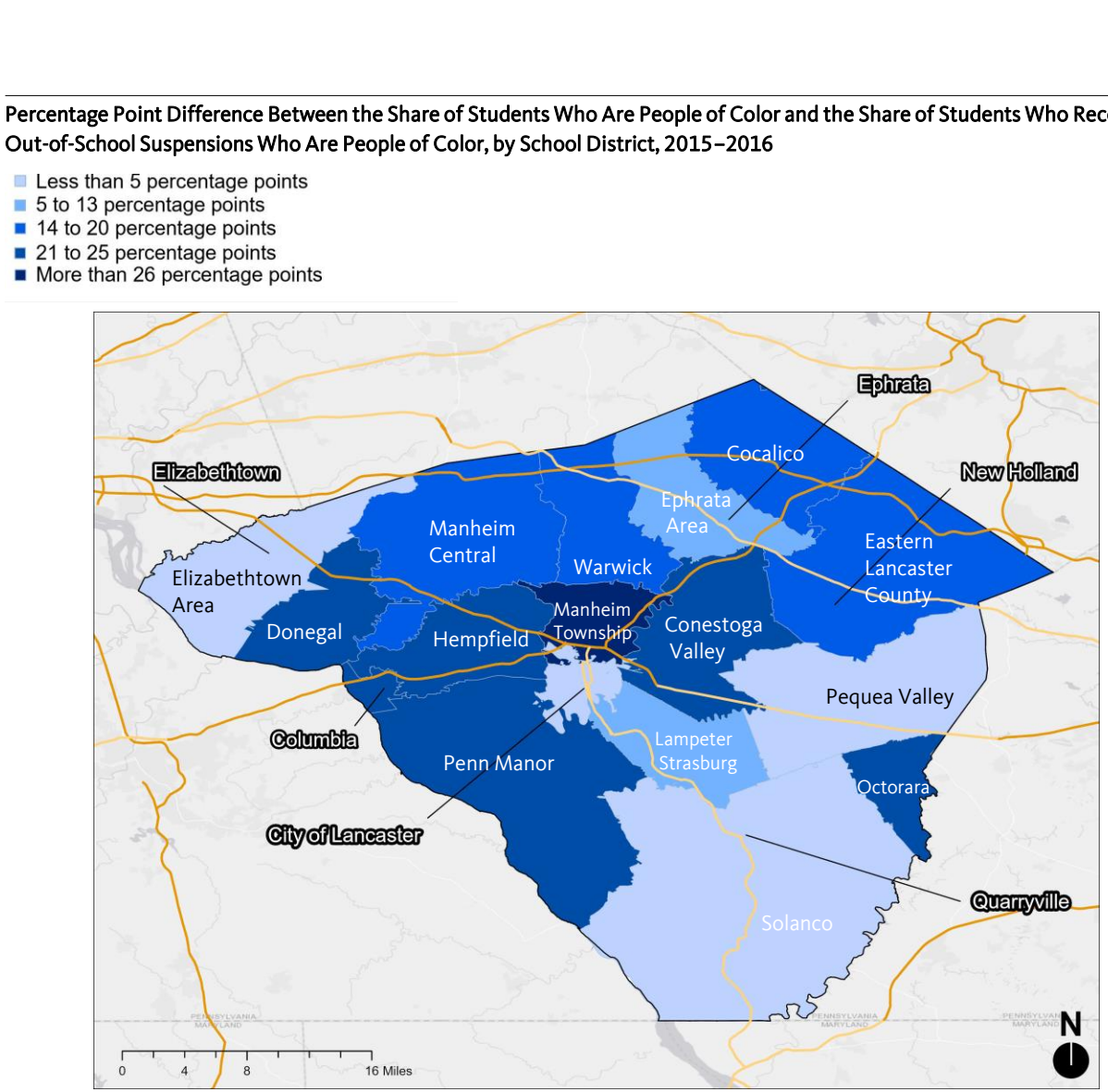
Are all students being disciplined fairly?

Students of color are more likely than white students to be suspended in districts across the county. Harsh school discipline interrupts a student's education and racial disparities in disciplinary practices can deepen inequities educational and job opportunities for youth of color.

In 16 out of 17 school districts in the county, students of color were overrepresented among those receiving out-of-school suspensions from 2015 to 2016. In Pequea Valley School District, they were proportionately represented. But in other school districts, the difference between the share of students who are people of color and the share of those students receiving out-of-school suspensions who are people of color was as high as 33 percentage points.

Students of color made up the majority of out-of-school suspensions in five school districts, but they were the majority of the student body in just one of those districts.

Percentage Point Difference Between the Share of Students Who Are People of Color and the Share of Students Who Receive Out-of-School Suspensions Who Are People of Color, by School District, 2015–2016



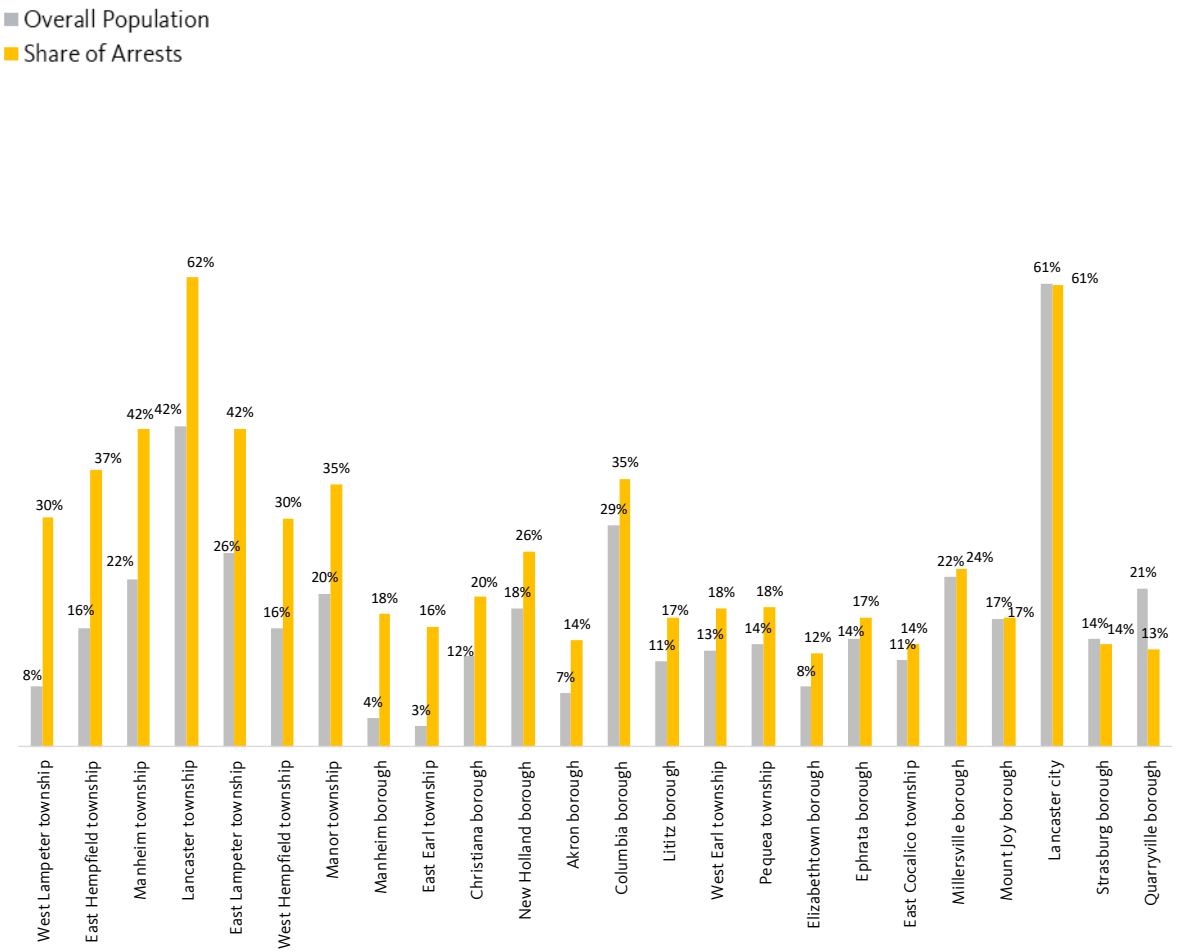
Source: ProPublica Analysis of 2015-2016 U.S. Department of Education's Civil Rights Data Collection

Justice

Are all residents being treated fairly by law enforcement?

In many places across the county, law enforcement officers are more likely to arrest people of color than white residents. Among the City of Lancaster and the 23 boroughs and townships that report disaggregated arrest data, people of color were overrepresented among arrests (compared to their share of the population) in 20 places. In West Lampeter, people of color account for 8 percent of the borough but 30 percent of arrests, the largest gap across localities in the county. Many studies have found that law enforcement officers are more likely to stop people of color, particularly Black residents, which has the potential to escalate to arrests or use of force.[17]

Population and Arrests of People of Color, Top 14 Localities with Largest Overrepresentation, 2013–2022



Source: National Equity Atlas analysis of 2013- August 31, 2022 Pennsylvania Uniform Crime Reporting System Data and 2022 5-Year ACS Summary File Data.

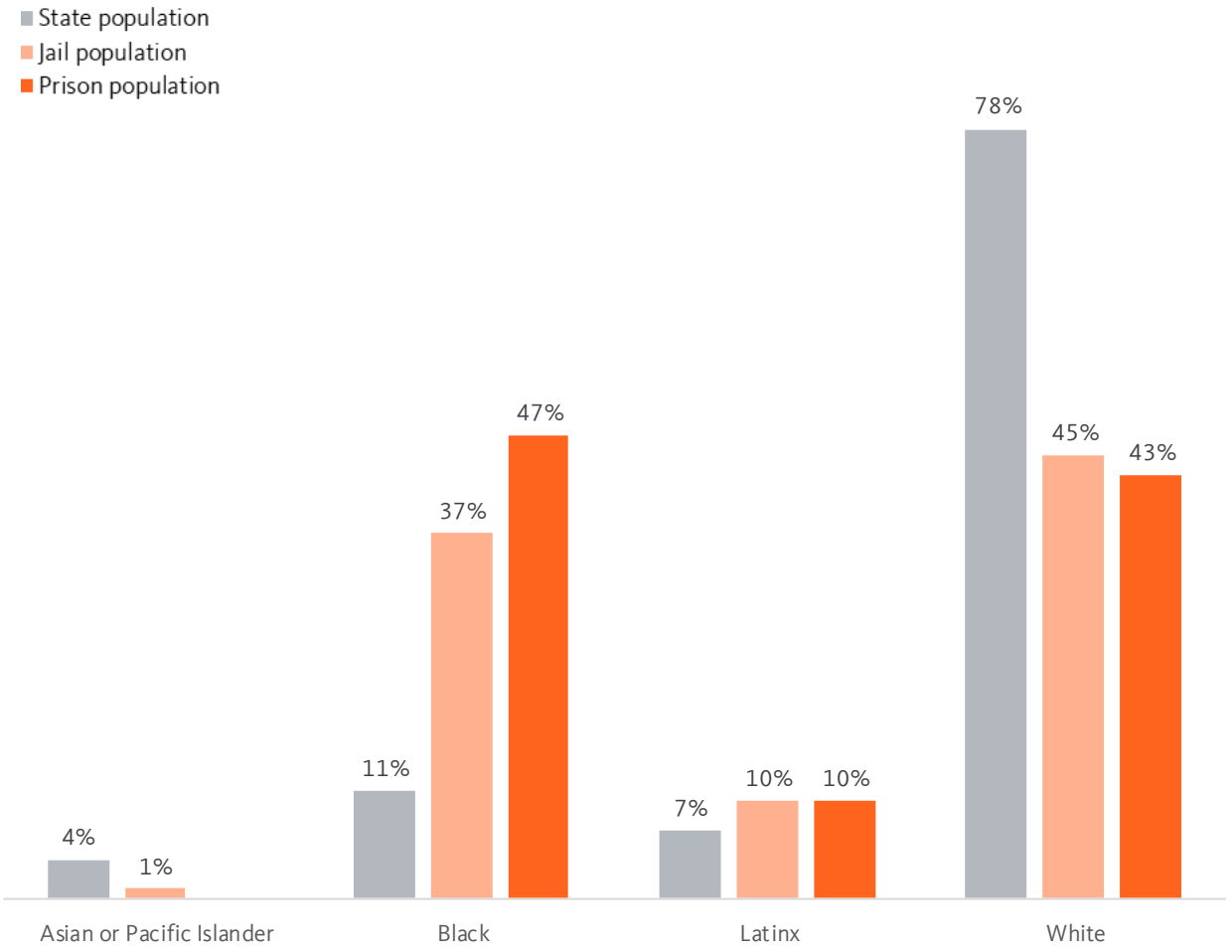
[17] ABC News. "Driving while Black: ABC News analysis of traffic stops reveals racial disparities in several US cities," September 9, 2020, https://abcnews.go.com/US/driving-black-abc-news-analysis-traffic-stops-reveals/story?id=72891419.

Justice

Who is incarcerated in the state?

Black and Latinx Pennsylvanians are disproportionately more likely to be incarcerated in jails and prisons compared to white Pennsylvanians. Even though Black Pennsylvanians comprise just 10 percent of the state's population, they are over a third of the jail population and nearly half of the prison population. Systemic discrimination starting from disproportionately higher stops and police encounters to inequitable sentencing has created a criminal legal system that unfairly imprisons Black and Latinx community members.

Overall, Jail, and Prison Population by Race/Ethnicity, Pennsylvania, 2015 (Jail) and 2017 (Prison)



Source: Incarceration Trends in Pennsylvania. December 2019. Vera Institute of Justice. Note: Jail figures represent estimates from the year 2015, while prison figures represent estimates from 2017.

Economic benefits of equity

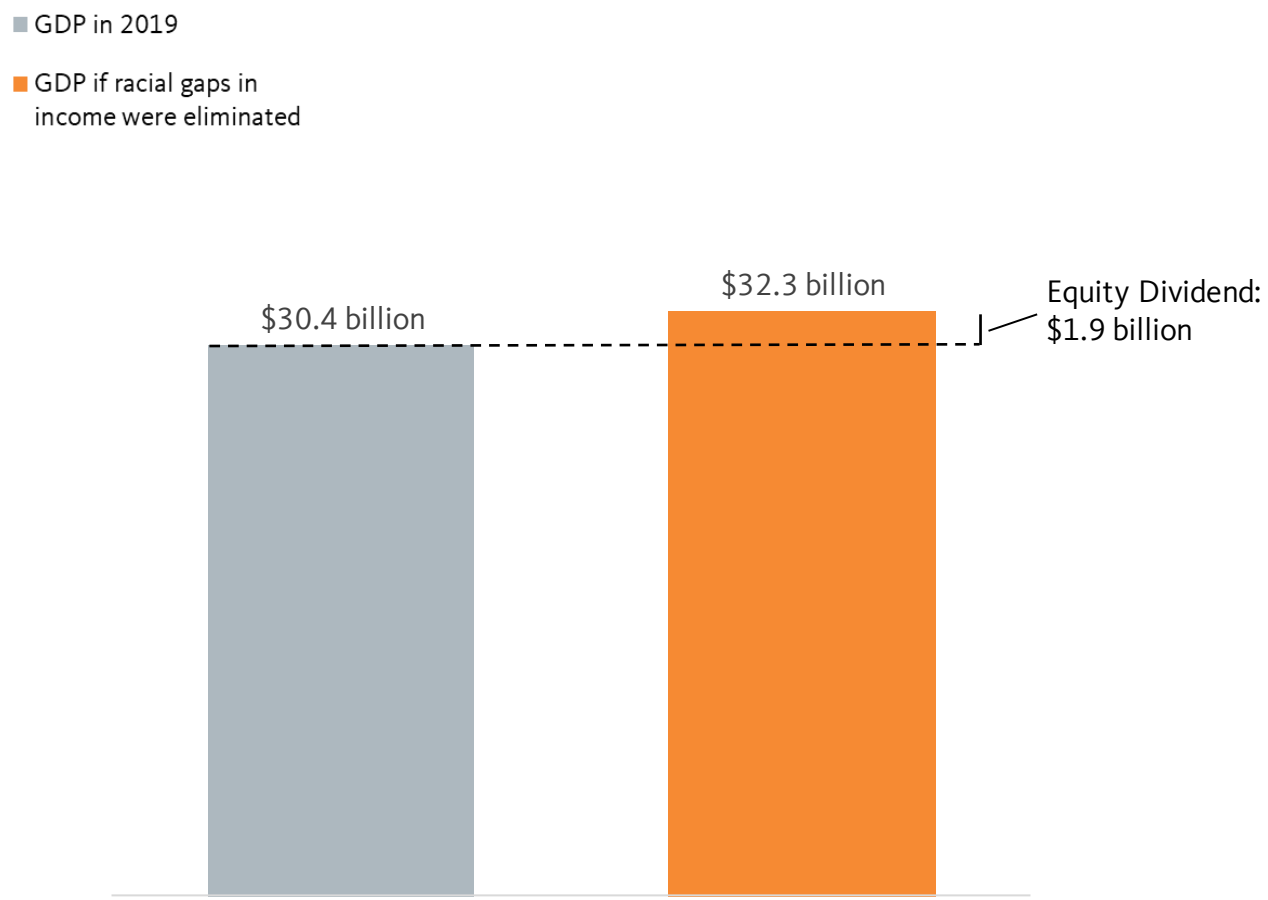
Economic benefits of equity

How much higher would GDP be without racial economic inequities?

Lancaster County stands to gain a great deal from addressing racial inequities. The county's economy could have been nearly two billion dollars stronger in 2019 if its racial gaps in income had been closed: more than a six percent increase.

Using data on income by race, we calculated how much higher total economic output would have been in 2019 if all racial groups who currently earn less than whites had earned similar average incomes as their white counterparts, controlling for age.

Actual GDP and Estimated GDP Without Racial Gaps in Income, 2019



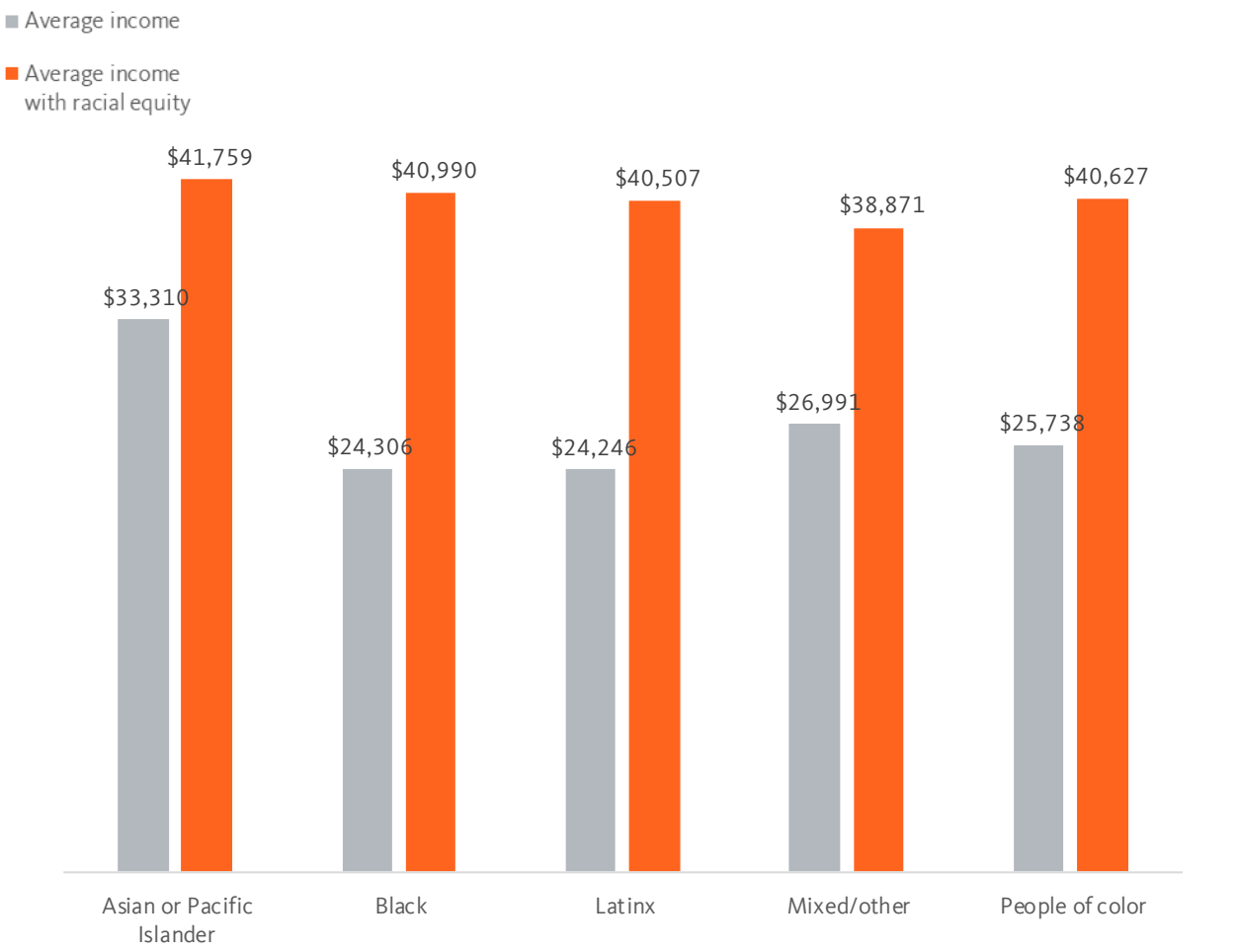
Sources: Integrated Public Use Microdata Series and Bureau of Economic Analysis.
Note: Data represent a 2015 through 2019 average. Values are in 2019 dollars.

Economic benefits of equity

How much higher could average incomes be without racial economic inequities?

If there were no racial disparities in either wages or employment, people of color would stand to gain tens of thousands of dollars in annual income. The estimated increase in the average annual incomes of Black and Latinx residents would be around 68 percent (more than $16,000), from around $24,000 to more than $40,000.

Estimated Income Without Racial Gaps in Income by Race/Ethnicity, 2019



Source: Integrated Public Use Microdata Series; Bureau of Economic Analysis.
Note: Data represent a 2015 through 2019 average. Values are in 2019 dollars. Projected aggregate income and income per person was calculated under a hypothetical scenario of racial equity income and employment under which average income levels and work hours were the same for each racial/ethnic group as for non-Hispanic whites within the corresponding age bracket and income distribution (if they fell below the average income and hours for non-Hispanic whites). The projected individual annual incomes and work hours were then averaged for each racial/ethnic group producing different estimated incomes. Detailed methodology can be found on page 96.

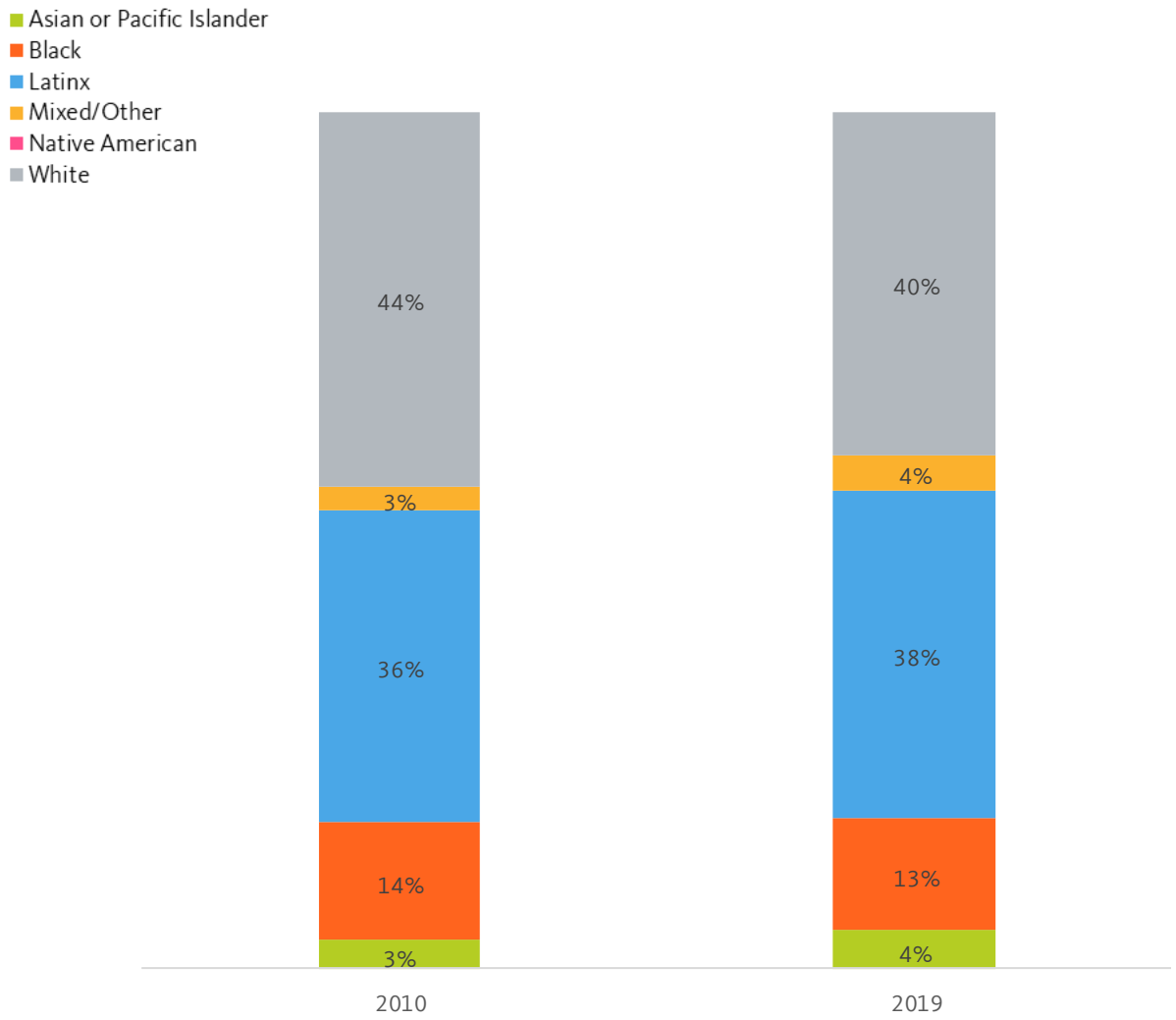
Appendix

Appendix
Who lives in the City of Lancaster and how is this changing?

Like the county, the City of Lancaster is experiencing a demographic shift. The share of people of color in the city has increased from 56 percent to 60 percent in the past decade.

This increase has been mostly driven by the growth among the Latinx community. From 2010 to 2019, the Latinx population grew by 1,400 people, from 36 percent of the city population to 38 percent. The Asian or Pacific Islander and multiracial populations have also seen increases. Overall, the number of people of color in the city increased by 2,457 people in this time period.

Racial/Ethnic Composition, City of Lancaster, 2010 and 2019



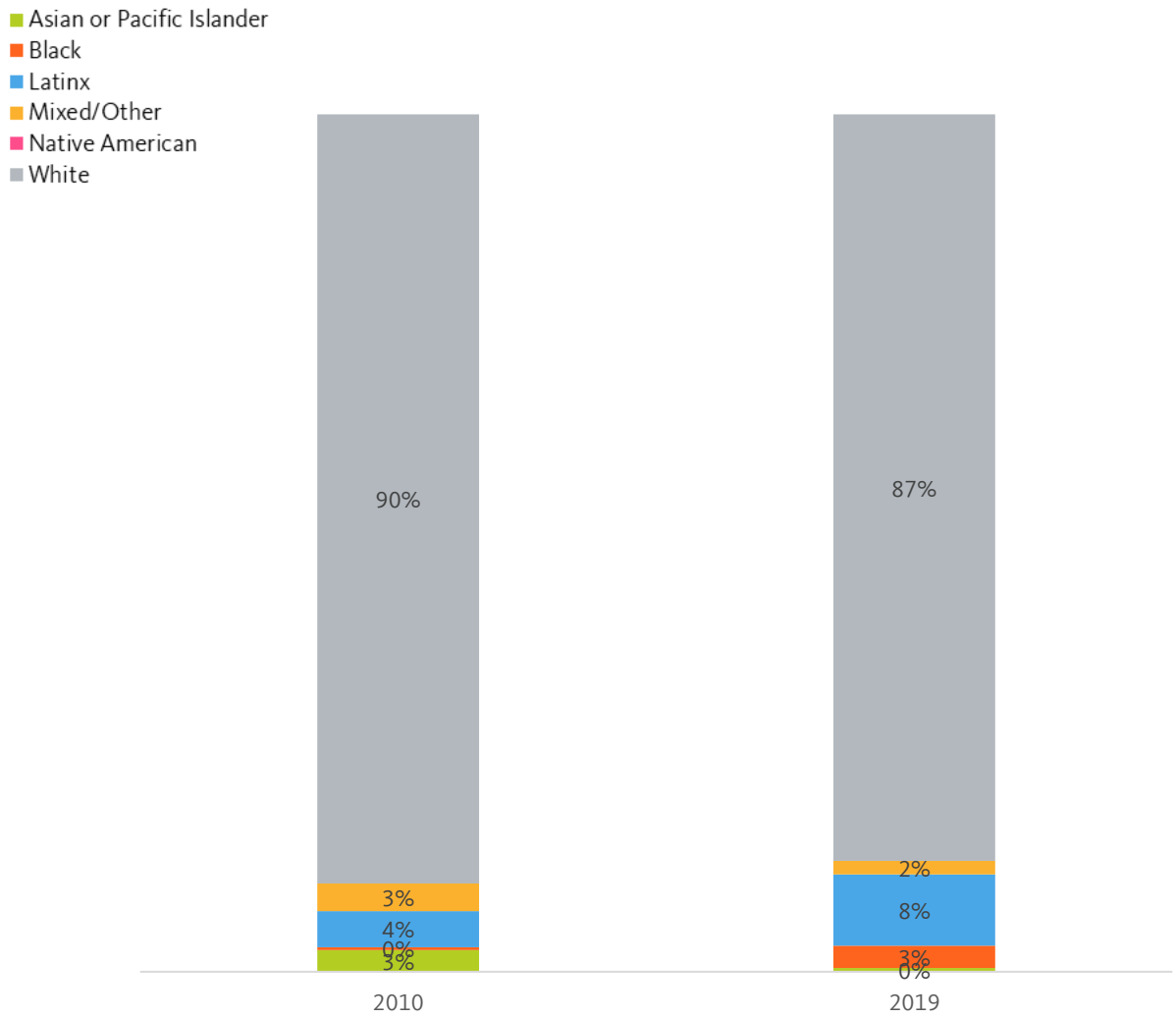
Source: US Census Bureau.

Appendix
Who lives in Ephrata and how is this changing?

Like the county, Ephrata is also experiencing a demographic shift. The share of people of color in the borough has increased from 10 percent to 13 percent in the past decade.

This increase has been mostly driven by growth in the Latinx and Black populations. From 2010 to 2019, the Latinx population grew by 582 people from 4 percent of the population to 8 percent. The Black population grew by 314 people to become 3 percent. Overall, the number of people of color in the borough grew by a net of 408 residents.

Racial/Ethnic Composition, Ephrata, 2010 and 2019



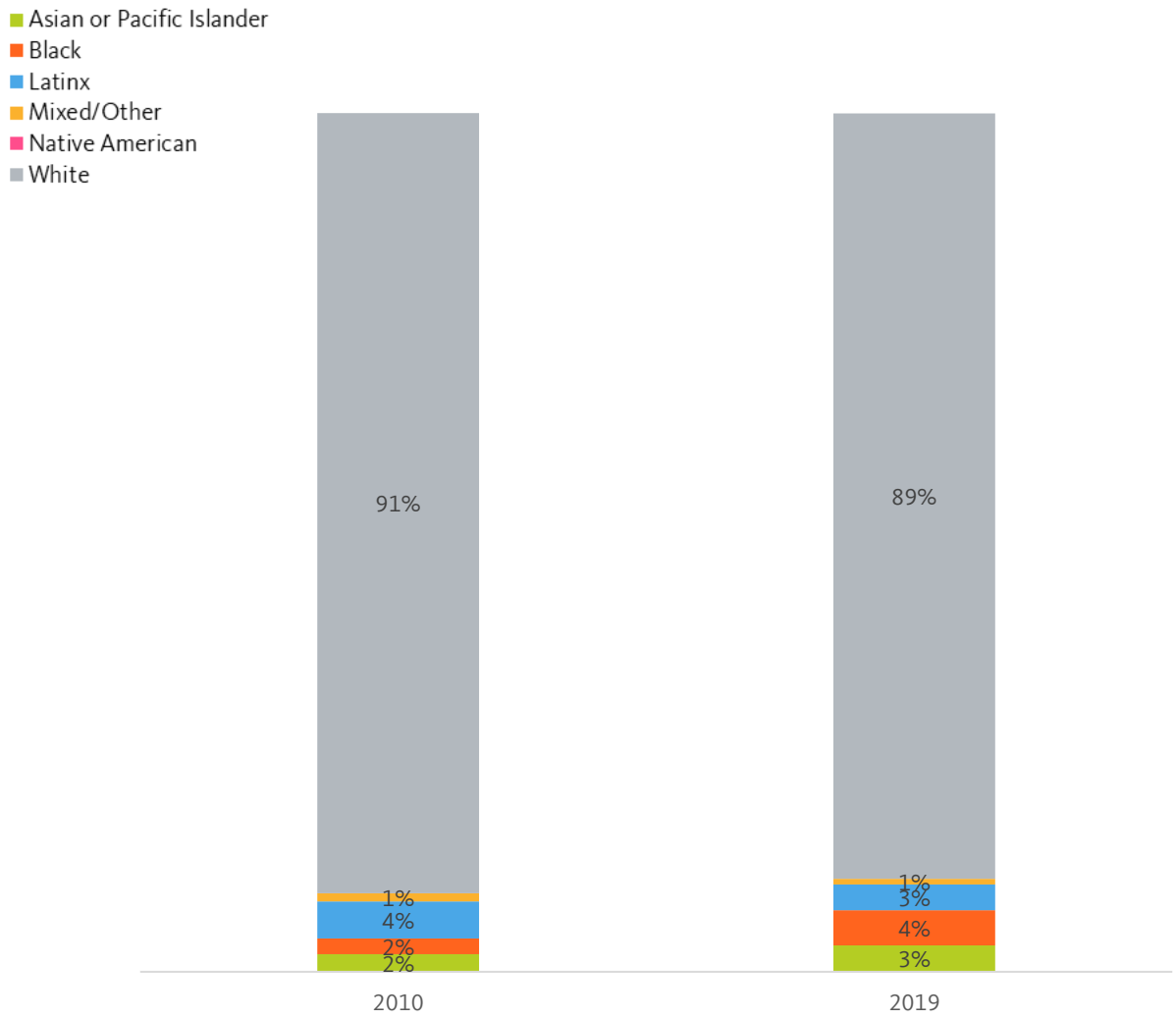
Source: US Census Bureau.

Appendix
Who lives in Elizabethtown and how is this changing?

Compared to other places in the county, Elizabethtown is experiencing a less dramatic demographic shift. The share of people of color in the borough has increased from 9 percent to 11 percent in the past decade.

This increase has been mostly driven by the growth in the Black and Asian or Pacific Islander populations. From 2010 to 2019, the Black population grew by 259, people from 2 percent of the population to 4 percent. The Asian or Pacific Islander population grew by 114 people, from 2 percent of the population to 3 percent. Overall, the number of people of color in the borough grew by a net of 190 residents.

Racial/Ethnic Composition, Elizabethtown, 2010 and 2019



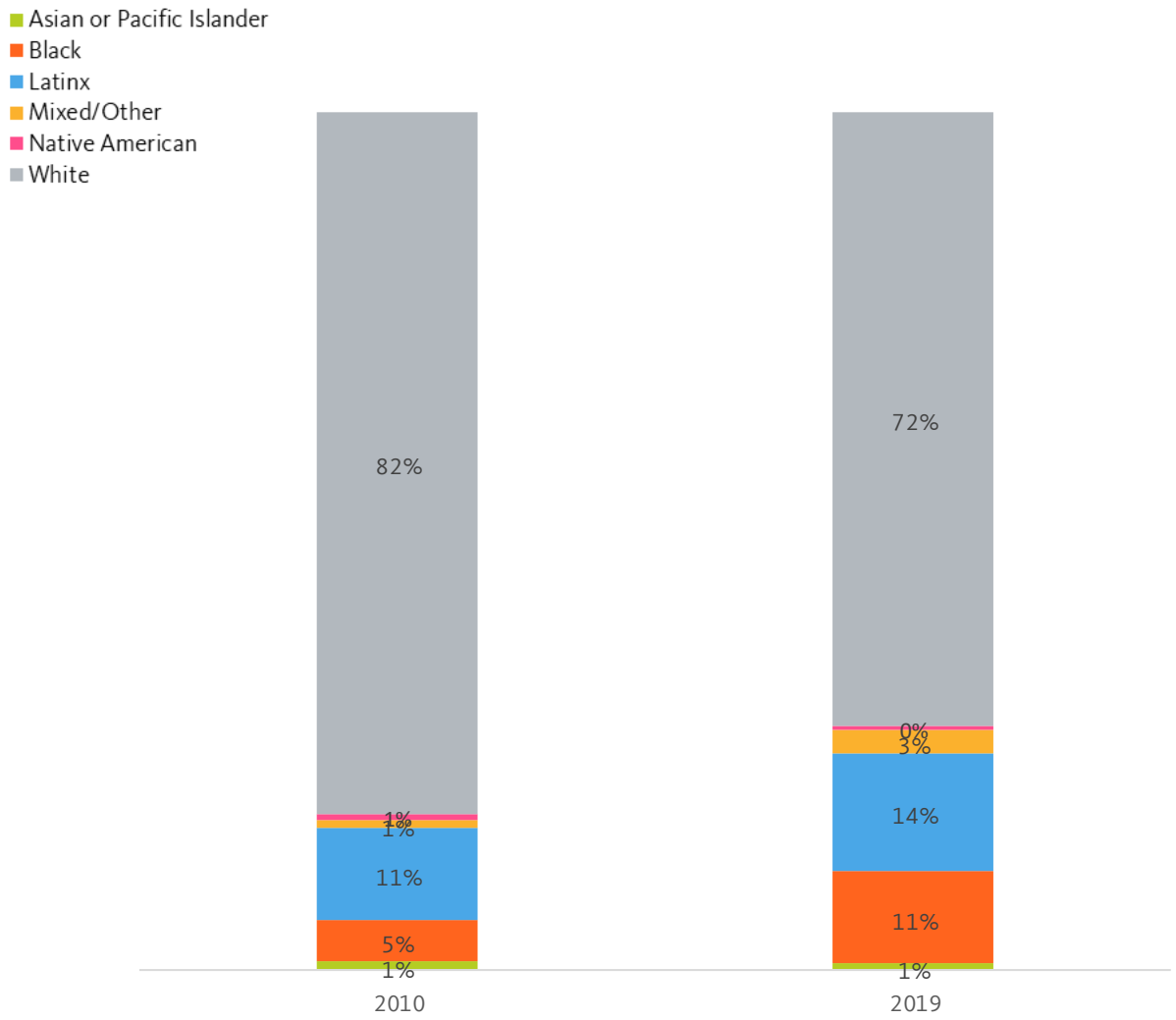
Source: US Census Bureau.

Appendix
Who lives in Columbia and how is this changing?

Like the county, Columbia is also experiencing a demographic shift. The share of people of color in the borough has increased from 18 percent to 28 percent in the past decade.

This increase has been mostly driven by growth in the Black, Latinx, and multiracial populations. From 2010 to 2019, the Black population grew by 616 people, from 5 percent of the population to 11 percent. The Latinx population grew by 317, people from 11 percent of the population to 14 percent. And multiracial population grew by 176 people, from one percent to three percent of the population. Overall, the number of people of color in the borough grew by a net of 1,053 residents.

Racial/Ethnic Composition, Columbia, 2010 and 2019



Source: US Census Bureau.

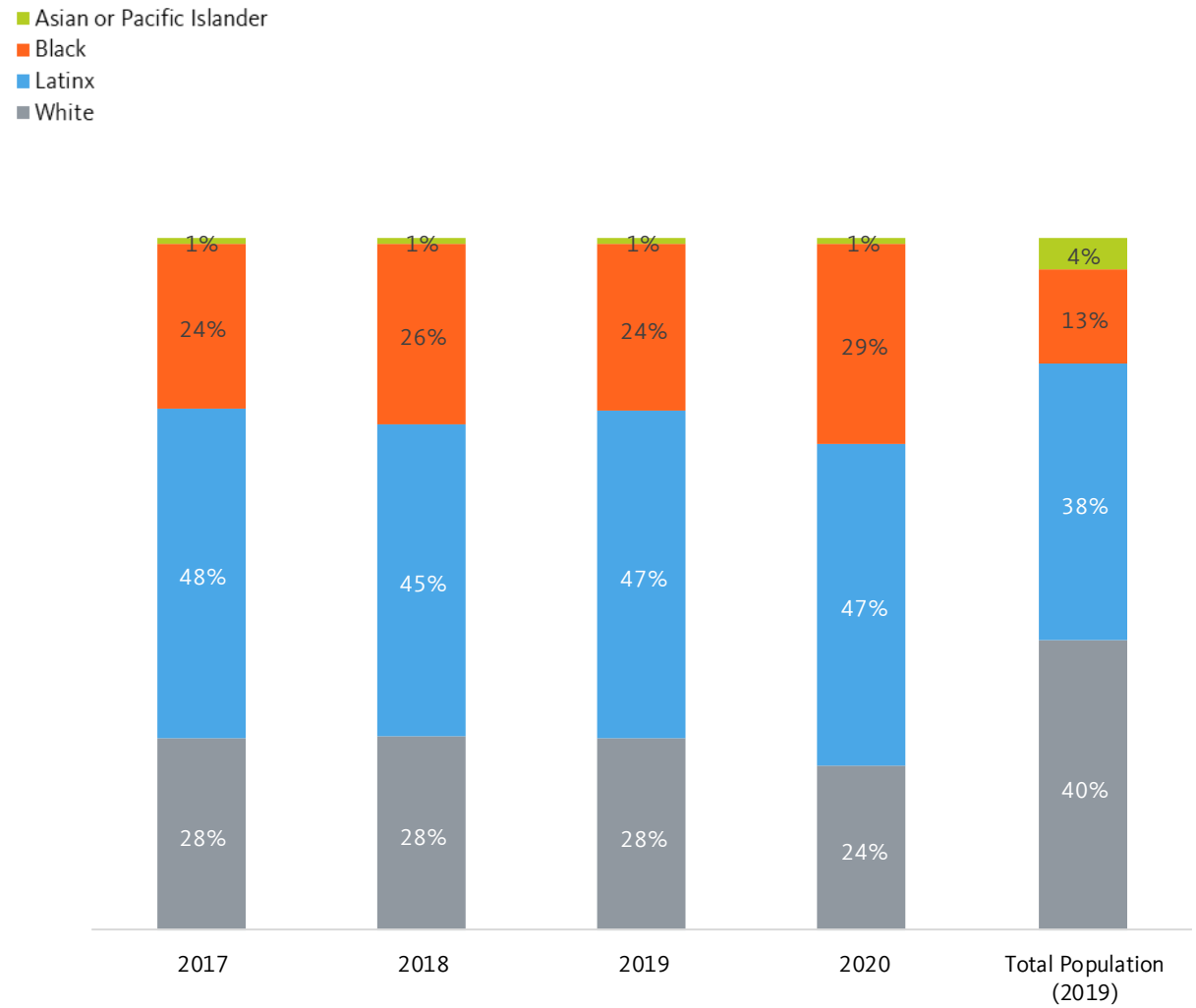
Appendix

Are residents treated fairly by law enforcement?

Black and Latinx residents in the City of Lancaster are more likely to be stopped by law enforcement than other residents. Nearly half of police stops involve Latinx residents, even though they only comprise 38 percent of the city's population. Relative to their share of the total population, Black residents were more likely to be stopped by police than white residents. Black people accounted for 29 percent of police stops in 2020 but just 13 percent of the total population, while white people accounted for 24 percent of police stops in 2020 and 40 percent of the population.

Rooted in the historical and systemic policing in communities of color, racial disparities in contact with law enforcement prevent residents from feeling safe and included in their neighborhoods.

Share of Police Stops by Race/Ethnicity, City of Lancaster, 2017–2020



Sources: Lancaster City Bureau of Police and 2019 5-Year American Community Survey.

Data and methods

Data source summary and regional geography

Unless otherwise noted, all of the data and analyses presented in this profile are the product of PolicyLink and the USC Equity Research Institute (ERI), and reflect Lancaster County, Pennsylvania. The specific data sources are listed in the table shown here.

While much of the data and analysis presented in this profile are fairly intuitive, in the following pages we describe some of the estimation techniques and adjustments made in creating the underlying database, and provide more detail on terms and methodology used. Finally, the reader should bear in mind that while only a single county is profiled here, many of the analytical choices in generating the underlying data and analyses were made with an eye toward replicating the analyses in other counties and regions and the ability to update them over time. Thus, while more regionally specific data may be available for some indicators, the data in this profile is drawn from our regional equity indicators database that provides data that are comparable and replicable over time.

Source	Dataset
Integrated Public Use Microdata Series (IPUMS)	1980 5% State Sample 1990 5% Sample 2000 5% Sample 2019 American Community Survey, 5-year microdata sample
U.S. Census Bureau	1980 Summary Tape File 1 (STF1) 1980 Summary Tape File 2 (STF2) 1980 Summary Tape File 3 (STF3) 1990 Summary Tape File 2A (STF2A) 1990 Modified Age/Race, Sex and Hispanic Origin File (MARS) 1990 Summary Tape File 4 (STF4) 2000 Summary File 1 (SF1) 2010 Summary File 1 (SF1) 2019 American Community Survey 5-year Summary File 2010 TIGER/Line Shapefiles, 2010 Census Tracts 2010 TIGER/Line Shapefiles, 2010 Counties
Woods & Poole Economics, Inc.	2017 Complete Economic and Demographic Data Source
U.S. Bureau of Economic Analysis	Gross Domestic Product by State Gross Domestic Product by Metropolitan Area Local Area Personal Income Accounts, CA30: Regional Economic Profile
U.S. Bureau of Labor Statistics	Quarterly Census of Employment and Wages Local Area Unemployment Statistics Current Population Survey (for national unemployment data)
Georgetown University Center on Education and	Updated projections of education requirements of jobs in 2020,
National Center for Education Statistics	Student Eligibility for Free- or Reduced-Price Lunch Program
Research for Action	Teacher Diversity in Pennsylvania Dataset
Pennsylvanians for Fair Funding	Per Student Funding Gap
The diversitydatakids.org Project and the Kirwan Institute for the Study of Race and Ethnicity	Child Opportunity Index Maps
Centers for Disease Control and Prevention	WONDER Life Expectancy
United Way of Pennsylvania	COVID-19 Impacts on Pennsylvania: The ALICE Story
ACLU Pennsylvania	Broken Rules: How Pennsylvania Courts Use Cash Bail to Incarcerate
ProPublica	2015-2016 U.S. Department of Education Civil Rights Data Collection
Pennsylvania Uniform Crime Reporting System	Arrests by Race/Ethnicity, 2013-2022
Vera Institute of Justice	Incarceration Trends in Pennsylvania, December 2019
Lancaster City Bureau of Police	Stops and Crime Statistics

Data and methods
Selected terms and general notes

Broad racial/ethnic origin

In all of the analyses presented, all categorization of people by race/ethnicity and nativity is based on individual responses to various census surveys. All people included in our analysis were first assigned to one of six mutually exclusive racial/ethnic categories, depending on their response to two separate questions on race and Hispanic origin as follows:

- "White" and "non-Hispanic White" are used to refer to all people who identify as White alone and do not identify as being of Hispanic origin.
- "Black" and "African American" are used to refer to all people who identify as Black or African American alone and do not identify as being of Hispanic origin.
- "Latinx" refers to all people who identify as being of Hispanic origin, regardless of racial identification.
- "Asian American and Pacific Islander," "Asian or Pacific Islander," "Asian," and "API" are used to refer to all people who identify as Asian American or Pacific Islander alone and do not identify as being of Hispanic origin.
- "Native American" and "Native American and Alaska Native" are used to refer to all people who identify as Native American or Alaskan Native alone and do not identify as being of Hispanic origin.
- "Mixed/other" and "Other or mixed race" are used to refer to all people who identify with a single racial category not included above, or identify with multiple racial categories, and do not identify as being of Hispanic origin.
- "People of color" or "POC" is used to refer to all people who do not identify as non-Hispanic White.

Nativity

The term "US born" refers to all people who identify as being born in the United States (including US territories and outlying areas), or born abroad to American parents. The term "immigrant" refers to all people who identify as being born abroad, outside of the United States, to non-American parents.

Detailed racial/ethnic ancestry

Given the diversity of ethnic origin and large presence of immigrants among the Latinx and Asian populations, we sometimes present data for more detailed racial/ethnic categories within these groups. In order to maintain consistency with the broad racial/ethnic categories, and to enable the examination of second-and-higher generation immigrants, these more detailed categories (referred to as "ancestry") are drawn from the first response to the census question on ancestry, recorded in the Integrated Public Use Microdata Series (IPUMS) variable "ANCESTR1." For example, while country-of-origin information could have been used to identify Filipinos among the Asian population or Salvadorans among the Latinx population, it could do so only for immigrants, leaving only the broad "Asian" and "Latinx" racial/ethnic categories for the US-born population. While this methodological choice makes little difference in the numbers of immigrants by origin we report – i.e., the vast majority of immigrants from El Salvador mark "Salvadoran" for their ancestry – it is an important point of clarification.

Data and methods

Selected terms and general notes

(continued)

Other selected terms

Below we provide definitions and clarification for some of the terms used in the profile.

- The term "region" may refer to a city or county (e.g., Lancaster County) but typically refers to metropolitan areas or other large urban areas (e.g., large cities and counties). The terms "metropolitan area," "metro area," and "metro" are used interchangeably to refer to the geographic areas defined as Metropolitan Statistical Areas under the December 2003 definitions of the US Office of Management and Budget (OMB).
- The term "neighborhood" is used at various points throughout the profile. While in the introductory portion of the profile this term is meant to be interpreted in the colloquial sense, in relation to any data analysis it refers to census tracts.
- The term "communities of color" generally refers to distinct groups defined by race/ethnicity among people of color.
- The term "high school diploma" refers to both an actual high school diploma as well as a high school equivalency or a General Educational Development (GED) certificate.
- The term "full-time" workers refers to all persons in the IPUMS microdata who reported working at least 45 or 50 weeks (depending on the year of the data) and who usually worked at least 35 hours per week during the year prior to the survey. A change in the "weeks worked" question in the 2008 American Community Survey (ACS), as compared with prior years of the ACS and the long form of the decennial census, caused a dramatic rise in the share of respondents indicating that they worked at least 50 weeks during the year prior to the survey. To make our data on full-time workers more comparable over time, we applied a slightly different definition in 2008 and later than in earlier years: in 2008 and later, the "weeks worked" cutoff is at least 50 weeks while in 2007 and earlier it is 45 weeks. The 45-week cutoff was found to produce a national trend in the incidence of full-time work over the 2005-2010 period that was most consistent with that found using data from the March Supplement of the Current Population Survey, which did not experience a change to the relevant survey questions. For more information, see: https://www.census.gov/content/dam/Census/library/working-papers/2012/demo/Gottschalck_2012FCSM_VII-B.pdf.

General notes on analyses

Below, we provide some general notes about the analysis conducted.

- With regard to monetary measures (income, earnings, wages, etc.), the term "real" indicates the data has been adjusted for inflation. All inflation adjustments are based on the Consumer Price Index for all Urban Consumers (CPI-U) from the US Bureau of Labor Statistics.

Data and methods

Summary measures from IPUMS microdata

Although a variety of data sources were used, much of our analysis is based on a unique dataset created using microdata samples (i.e., "individual-level" data) from the Integrated Public Use Microdata Series (IPUMS), for four points in time: 1980, 1990, 2000, and 2015-2019 pooled together. While the 1980 through 2000 files are based on the decennial census and each cover about 5 percent of the US population, the 2015-2019 files are from the ACS and cover only about 1 percent of the US population each. The five-year pooled ACS file was used to improve the statistical reliability and to achieve a sample size that is comparable to that available in previous years.

Compared with the more commonly used census "summary files," which include a limited set of summary tabulations of population and housing characteristics, use of the microdata samples allows for the flexibility to create more illuminating metrics of equity and inclusion, and provides a more nuanced view of groups defined by age, race/ethnicity, and nativity for various geographies in the United States.

The IPUMS microdata allows for the tabulation of detailed population characteristics, but because such tabulations are based on samples, they are subject to a margin of error and should be regarded as estimates – particularly in smaller regions and for smaller demographic subgroups. In an effort to avoid reporting highly unreliable estimates, we do not report any estimates that are based on a universe of fewer than 100 individual survey respondents.

A key limitation of the IPUMS microdata is geographic detail. Each year of the data has a particular lowest level of geography associated with the individuals included, known as the Public Use Microdata Area (PUMA) for years 1990 and later, or the County Group in 1980. PUMAs are generally drawn to contain a population of about 100,000, and vary greatly in geographic size from being fairly small in densely populated urban areas, to very large in rural areas, often with one or more counties contained in a single PUMA.

While the geography of the IPUMS microdata generally poses a challenge for the creation of regional summary measures, this was not the case for Lancaster County, as the geography of the county could be assembled perfectly by combining entire 1980 County Groups and 1990, 2000, and 2010 PUMAs.

Data and methods

Adjustments made to census summary data on race/ethnicity by age

For the racial generation gap indicator, we generated consistent estimates of populations by race/ethnicity and age group (under 18, 18-64, and over 64 years of age) for the years 1980, 1990, 2000, and 2019 (which reflects a 2015-2019 average), at the county level, which were then aggregated to the regional level and higher. The racial/ethnic groups include non-Hispanic White, non-Hispanic Black, Hispanic/Latinx, non-Hispanic Asian and Pacific Islander, non-Hispanic Native American/Alaska Native, and non-Hispanic Other (including other single race alone and those identifying as multiracial, with the latter group only appearing in 2000 and later due to a change in the survey question). While for 2000 and later years this information is readily available in SF1 and in the ACS, for 1980 and 1990, estimates had to be made to ensure consistency over time, drawing on two different summary files for each year.

For 1980, while information on total population by race/ethnicity for all ages combined was available at the county levels for all the requisite groups in STF2, for race/ethnicity by age group we had to look to STF1, where it was only available for non-Hispanic White, non-Hispanic Black, Hispanic, and the remainder of the population. To estimate the number of non-Hispanic Asian or Pacific Islanders, non-Hispanic Native Americans, and non-Hispanic Others among the remainder for each age group, we applied the distribution of these three groups from the overall county populations (across all ages) to that remainder.

For 1990, the level of detail available in the underlying data differed at the county level, calling for different estimation strategies. At the county level, data by race/ethnicity was taken from STF2A, while data by race/ethnicity and age was taken from the 1990 MARS file – a special tabulation of people by age, race, sex, and Hispanic origin. However, to be consistent with the way race is categorized by the OMB's Directive 15, the MARS file allocates all persons identifying as "Other race alone" or multiracial to a specific race. After confirming that population totals by county (across all ages) were consistent between the MARS file and STF2A, we calculated the number of "Other race alone" or multiracial people who had been added to each racial/ethnic group in each county by subtracting the number who were reported in STF2A for the corresponding group. We then derived the share of each racial/ethnic group in the MARS file (across all ages) that was made up of "Other race alone" or multiracial people and applied it to estimate the number of people by race/ethnicity and age group exclusive of "Other race alone" or multiracial people and the total number of "Other race alone" or multiracial people in each age group.

For the 1990 city-level estimates, all data were from STF1, which provided counts of the total population for the six broad racial/ethnic groups required but not counts by age. Rather, age counts were only available for people by single-race alone (including those of Hispanic origin) as well as for all people of Hispanic origin combined. To estimate the number of people by race/ethnicity and age for the six

Data and methods

Adjustments made to census summary data on race/ethnicity by age

(continued)

broad racial/ethnic groups that are detailed in the profile, we first calculated the share of each single-race alone group that was Hispanic based on the overall population (across all ages). We then applied it to the population counts by age and race alone to generate an initial estimate of the number of Hispanic and non-Hispanic people in each age/race alone category. This initial estimate was multiplied by an adjustment factor (specific to each age group) to ensure that the sum of the estimated number of Hispanic people across the race-alone categories within each age group equated to the "actual" number of Hispanic origin by age as reported in STF1. Finally, an iterative proportional fitting (IPF) procedure was applied to ensure that our final estimate of the number of people by race/ethnicity and age was consistent with the total population by race/ethnicity (across all ages) and total population by age group (across all racial/ethnic categories) as reported in STF1.

Data and methods

Adjustments made to demographic projections

National projections

National projections of the non-Hispanic White share of the population are based on the US Census Bureau's 2017 National Population Projections. However, because these projections follow the OMB 1997 guidelines on racial classification and essentially distribute the other single-race alone group across the other defined racial/ethnic categories, adjustments were made to be consistent with the six broad racial/ethnic groups used in our analysis.

Specifically, we compared the percentage of the total population composed of each racial/ethnic group from the Census Bureau's Population Estimates program for 2019 (which follows the OMB 1997 guidelines) to the percentage reported in the 2019 ACS 1-year Summary File (which follows the 2000 Census classification). We subtracted the percentage derived using the 2019 Population Estimates program from the percentage derived using the 2019 ACS to obtain an adjustment factor for each group (all of which were negative, except for the Mixed/other group) and carried this adjustment factor forward by adding it to the projected percentage for each group in each projection year. Finally, we applied the resulting adjusted projected population distribution by race/ethnicity to the total projected population from the 2017 National Population Projections to get the projected number of people by race/ethnicity in each projection year.

County and regional projections

Similar adjustments were made in generating county and regional projections of the population by race/ethnicity. Initial county-level projections were taken from Woods & Poole Economics, Inc. Like the 1990 MARS file described above, the Woods & Poole projections follow the OMB Directive 15-race categorization, assigning all persons identifying as other or multiracial to one of five mutually exclusive race categories: White, Black, Latinx, Asian or Pacific Islander, or Native American. Thus, we first generated an adjusted version of the county-level Woods & Poole projections that removed the other or multiracial group from each of these five categories. This was done by comparing the Woods & Poole projections for 2010 to the actual results from SF1 of the 2010 Census, figuring out the share of each racial/ethnic group in the Woods & Poole data that was composed of Other or Mixed-race persons in 2010, and applying it forward to later projection years. From these projections, we calculated the county-level distribution by race/ethnicity in each projection year for five groups (White, Black, Latinx, Asian or Pacific Islander, and Native American), exclusive of Other and Mixed-race people.

To estimate the county-level share of population for those classified as Other or Mixed race in each projection year, we then generated a simple straight-line projection of this share using information from SF1 of the 2000 and 2010 Census. Keeping the projected Other or Mixed-race share fixed, we allocated the remaining population share to each of the other five racial/ethnic groups by applying the racial/ethnic distribution implied

Data and methods

Adjustments made to demographic projections

(continued)

by our adjusted Woods & Poole projections for each county and projection year. The result was a set of adjusted projections at the county level for the six broad racial/ethnic groups included in the profile, which were then applied to projections of the total population by county from the Woods & Poole data to get projections of the number of people for each of the six racial/ethnic groups.

Finally, an iterative proportional fitting (IPF) procedure was applied to bring the county-level results into alignment with our adjusted national projections by race/ethnicity described above. The final adjusted county results were then aggregated to produce a final set of projections at the regional, metro area, and state levels.

Data and methods

Estimates and adjustments made to BEA data on GDP

The data on national gross domestic product (GDP) and its analogous regional measure, gross regional product (GRP) – both referred to as GDP in the text – are based on data from the US Bureau of Economic Analysis (BEA). However, due to changes in the estimation procedure used for the national (and state-level) data in 1997, and a lack of metropolitan-area estimates prior to 2001, a variety of adjustments and estimates were made to produce a consistent series at the national, state, metropolitan area, and county levels from 1969 to 2019.

Adjustments at the state and national levels

While data on gross state product (GSP) are not reported directly in the profile, they were used in making estimates of gross product at the county level for all years and at the regional level prior to 2001, so we applied the same adjustments to the data that were applied to the national GDP data. Given a change in BEA's estimation of gross product at the state and national levels from a standard industrial classification (SIC) basis to a North American Industry Classification System (NAICS) basis in 1997, data prior to 1997 were adjusted to prevent any erratic shifts in gross product in that year. While the change to a NAICS basis occurred in 1997, BEA also provides estimates under an SIC basis in that year. Our adjustment involved figuring the 1997 ratio of NAICS-based gross product to SIC-based gross product for each state and the nation, and multiplying it by the SIC-based gross product in all years prior to 1997 to get our final estimate of gross product at the state and national levels.

County and metropolitan-area estimates

To generate county-level estimates for all years, and metropolitan-area estimates prior to 2001, a more complicated estimation procedure was followed. First, an initial set of county estimates for each year was generated by taking our final state-level estimates and allocating gross product to the counties in each state in proportion to total earnings of employees working in each county – a BEA variable that is available for all counties and years. Next, the initial county estimates were aggregated to metropolitan-area level, and were compared with BEA's official metropolitan-area estimates for 2001 and later. They were found to be very close, with a correlation coefficient very close to one (0.9997). Despite the near-perfect correlation, we still used the official BEA estimates in our final data series for 2001 and later. However, to avoid any erratic shifts in gross product during the years until 2001, we made the same sort of adjustment to our estimates of gross product at the metropolitan-area level that was made to the state and national data – we figured the 2001 ratio of the official BEA estimate to our initial estimate, and multiplied it by our initial estimates for 2000 and earlier to get our final estimate of gross product at the metropolitan-area level.

We then generated a second iteration of county-level estimates – just for counties included in metropolitan areas – by taking the final metropolitan-area-level estimates and allocating gross product to the counties in each metropolitan area in proportion to total earnings of employees working in each

Data and methods

Estimates and adjustments made to BEA data on GDP

(continued)

county. Next, we calculated the difference between our final estimate of gross product for each state and the sum of our second-iteration county-level gross product estimates for metropolitan counties contained in the state (that is, counties contained in metropolitan areas). This difference, total nonmetropolitan gross product by state, was then allocated to the nonmetropolitan counties in each state, once again using total earnings of employees working in each county as the basis for allocation. Finally, one last set of adjustments was made to the county-level estimates to ensure that the sum of gross product across the counties contained in each metropolitan area agreed with our final estimate of gross product by metropolitan area, and that the sum of gross product across the counties contained in state agreed with our final estimate of gross product by state. This was done using a simple IPF procedure. The resulting county-level estimates were then aggregated to the regional and metro area levels.

We should note that BEA does not provide data for all counties in the United States, but rather groups some counties that have had boundary changes since 1969 into county groups to maintain consistency with historical data. Any such county groups were treated the same as other counties in the estimate techniques described above.

Data and methods

Middle-class analysis

To analyze middle-class decline over the past four decades, we began with the regional household income distribution in 1979 – the year for which income is reported in the 1980 Census (and the 1980 IPUMS microdata). The middle 40 percent of households were defined as "middle class," and the upper and lower bounds in terms of household income (adjusted for inflation to be in 2010 dollars) that contained the middle 40 percent of households were identified. We then adjusted these bounds over time to increase (or decrease) at the same rate as real average household income growth, identifying the share of households falling above, below, and within the adjusted bounds as the upper, lower, and middle class, respectively, for each year shown. Thus, the analysis of the size of the middle class examined the share of households enjoying the same relative standard of living in each year as the middle 40 percent of households did in 1979.

Data and methods

Assembling a complete dataset on employment and wages by industry

Analysis of jobs and wages by industry, reported on pages 25-26 is based on an industry-level dataset constructed using two-digit NAICS industries from the US Bureau of Labor Statistics' Quarterly Census of Employment and Wages (QCEW). Because of some missing (or nondisclosed) data at the county and regional levels, we supplemented our dataset using information from Woods & Poole Economics, Inc., which contains complete jobs and wages data for broad, two-digit NAICS industries at multiple geographic levels. (Proprietary issues barred us from using Woods & Poole data directly, so we instead used it to complete the QCEW dataset.)

Given differences in the methodology underlying the two data sources (in addition to the proprietary issue), it would not be appropriate to simply "plug in" corresponding Woods & Poole data directly to fill in the QCEW data for nondisclosed industries. Therefore, our approach was to first calculate the number of jobs and total wages from nondisclosed industries in each county, and then distribute those amounts across the nondisclosed industries in proportion to their reported numbers in the Woods & Poole data.

To make for a more accurate application of the Woods & Poole data, we made some adjustments to it to better align it with the QCEW. One of the challenges of using Woods & Poole data as a "filler dataset" is that it includes all workers, while QCEW includes only wage and salary workers. To normalize the Woods & Poole data universe, we applied both a national and regional wage and salary adjustment factor; given the strong regional variation in the share of workers who are wage and salary, both adjustments were necessary. Another adjustment made was to aggregate data for some Woods & Poole industry codes to match the NAICS codes used in the QCEW.

It is important to note that not all counties and regions were missing data at the two-digit NAICS level in the QCEW, and the majority of larger counties and regions with missing data were only missing data for a small number of industries and only in certain years. Moreover, when data are missing it is often for smaller industries. Thus, the estimation procedure described is not likely to greatly affect our analysis of industries, particularly for larger counties and regions.

The same above procedure was applied at the county and state levels. To assemble data for regions and metro areas, we aggregated the county-level results.

Data and methods

Growth in jobs and earnings by industry wage level, 2000 to 2019

The analysis on pages 25-26 uses our filled-in QCEW dataset (see the previous page) and seeks to track shifts in regional job composition and wage growth by industry wage level.

Using 2000 as the base year, we classified all broad private sector industries (at the two-digit NAICS level) into three wage categories: low-, middle-, and high-wage. An industry's wage category was based on its average annual wage, and each of the three categories contained approximately one-third of all private industries in the region.

We applied the 2000 industry wage category classification across all the years in the dataset, so that the industries within each category remained the same over time. This way, we could track the broad trajectory of jobs and wages in low-, middle-, and high-wage industries.

This approach was adapted from a method used in a Brookings Institution report by Jennifer S. Vey, *Building From Strength: Creating Opportunity in Greater Baltimore's Next Economy* (Washington D.C.: Brookings Institution, 2012).

While we initially sought to conduct the analysis at a more detailed NAICS level, the large amount of missing data at the three- to six-digit NAICS levels (which could not be resolved with the method that was applied to generate our filled-in two-digit QCEW dataset) prevented us from doing so.

Data and methods

Population and Arrests of People of Color, 2013-2021

Data on the number of arrests in Lancaster County by race/ethnicity were obtained from the Pennsylvania Uniform Crime (UCR) Reporting System for the years 2013 to August 31, 2022. Because the data reported the UCR reports arrests by race and arrests by ethnicity separately, we used U.S. Census population data to estimate the number of white, Black, Asian American or Pacific Islander, and Native American arrestees who were also classified as Hispanic.

Once estimates of the Non-Hispanic White population were derived those estimates were then subtracted from the total population figure to derive an estimate of the total number of people of color arrests that were made in that jurisdiction. This methodology assumes that Hispanic arrests are categorized in the aforementioned racial categories.

Data and methods

Estimates of GDP without racial gaps in income

Estimates of the gains in average annual income and GDP under a hypothetical scenario in which there is no income inequality by race/ethnicity are based on the 2019 5-Year IPUMS ACS microdata. We applied a methodology similar to that used by Robert Lynch and Patrick Oakford in chapter two of *All-In Nation: An America that Works for All,* with some modification to include income gains from increased employment (rather than only those from increased wages). As in the Lynch and Oakford analysis, once the percentage increase in overall average annual income was estimated, 2019 GDP was assumed to rise by the same percentage.

We first organized individuals ages 16 or older in the IPUMS ACS into six mutually exclusive racial/ethnic groups: White, Black, Latinx, Asian or Pacific Islander, Native American, and Mixed/other (with all defined as non-Hispanic except for Latinx, of course). Following the approach of Lynch and Oakford in *All-In Nation*, we excluded from the non-Hispanic Asian/Pacific Islander category subgroups whose average incomes were higher than the average for non-Hispanic Whites. Also, to avoid excluding subgroups based on unreliable average income estimates due to small sample sizes, we added the restriction that a subgroup had to have at least 100 individual survey respondents in order to be included.

We then assumed that all racial/ethnic groups had the same average annual income and hours of work, by income percentile and age group, as non-Hispanic Whites, and took those values as the new "projected" income and hours of work for each individual. For example, a 54-year-old non-Hispanic Black person falling between the 85th and 86th percentiles of the non-Hispanic Black income distribution was assigned the average annual income and hours of work values found for non-Hispanic White persons in the corresponding age bracket (51 to 55 years old) and "slice" of the non-Hispanic White income distribution (between the 85th and 86th percentiles), regardless of whether that individual was working or not. The projected individual annual incomes and work hours were then averaged for each racial/ethnic group (other than non-Hispanic Whites) to get projected average incomes and work hours for each group as a whole, and for all groups combined.

One difference between our approach and that of Lynch and Oakford is that we include all individuals ages 16 years and older, rather than just those with positive income. Those with income values of zero are largely non-working, and were included so that income gains attributable to increased hours of work would reflect both more hours for those currently working and an increased share of workers – an important factor to consider given differences in employment rates by race/ethnicity. One result of this choice is that the average annual income values we estimate are analogous to measures of per capita income for the population ages 16 and older and are thus notably lower than those reported in Lynch and Oakford. Another is that our estimated income gains are relatively larger as they presume increased employment rates.

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Connectedness
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R: United Way of Lancaster County

Health
L: United Way of Lancaster County
R: United Way of Lancaster County

Justice
L: Adam Fagen (https://www.flickr.com/photos/afagen/36426475721)
R: Logan Weaver (https://unsplash.com/photos/uwyqYYWUQJw)

Economic benefits of equity
L: https://pixabay.com/photos/farm-amish-pennsylvania-landscape-1740682/
R: Bryce Wendler (https://unsplash.com/photos/iUR-wrpZjZU)

PolicyLink

USC Dornsife
Equity Research Institute

PolicyLink is a national research and action institute advancing racial and economic equity by Lifting Up What Works®.

The USC Dornsife Equity Research Institute (formerly known as USC PERE, the Program for Environmental and Regional Equity) seeks to use data and analysis to contribute to a more powerful, well-resourced, intersectional, and intersectoral movement for equity.

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