# National Equity Atlas

## California Jobs First:
## Equity Indicators for the Inland Empire Region

January 2024

**PolicyLink**  **USCDornsife**
Equity Research Institute

## About the National Equity Atlas

The **National Equity Atlas** is a first-of-its-kind data and policy tool, produced through a partnership between PolicyLink and the USC Equity Research Institute. It equips communities, advocates, and policymakers with actionable data and strategies to advance racial and economic equity in the United States.

## About This Profile

This data portrait provides insights on racial equity, economic inclusivity, and environmental justice to support community and labor groups engaged in planning efforts related to **California Jobs First** (formerly the Community Economic Resilience Fund). It also demonstrates how community groups and analysts can leverage available data to explore equity issues and identify opportunities to address regional disparities.

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# Introduction

# Introduction
## California Jobs First

**California Jobs First** (formerly the Community Economic Resilience Fund) represents a generational opportunity for California's regions to advance economic strategies anchored in racial equity, economic inclusivity, and environmental sustainability.

Established by the state of California in 2021, the $600 million fund was designed to "deliver a sustainable and equitable economic future that meets communities and regions where they are by supporting new regional plans and investing in strategies and projects that help diversify regional economies and develop or expand environmentally sustainable industries that create high-quality, broadly accessible jobs for all Californians."

The program's vision is to:

- Promote a sustainable and equitable recovery from Covid-19 that creates high-quality and accessible jobs for all Californians;
- Support the development of regional economic roadmaps for building sustainable economic growth and driving investments in industries that will thrive in a carbon-neutral future;
- Align and leverage state, federal, philanthropic, and private-sector investments to maximize recovery efforts and catalyze long-term economic resilience; and
- Integrate the priorities of community residents into regional planning processes.

# Introduction
## The Inland Empire Region

Southern California's Inland Empire, which consists of San Bernardino and Riverside counties, is home to a combined 4.6 million residents. Through California Jobs First, private and public sector leaders from across the region have come together to form the Inland Empire High Road Transition Collaborative (HRTC). The collaborative developed a proposal to advance their shared goals of equity, innovation, and sustainability in the region. The plan lays out a commitment to prioritizing equity, creating better jobs, diversifying the economy, supporting workers to prepare for the jobs of the future, building healthier environments, and transforming legacy industries in the region.

This data portrait provides insights on racial equity, economic inclusivity, and environmental justice to support community and labor groups engaged in the California Jobs First program. These indicators, along with additional indicators on the National Equity Atlas, can be used to inform planning for projects that would address the impacts of the state's historical exclusion of low-income communities and communities of color from economic development planning processes and economic opportunities.



San Bernardino County

Riverside County

California State Parks, Esri, HERE, Garmin, FAO, NOAA, USGS, Bureau of Land Management, EPA, NPS, Esri, CGIAR, USGS

# Introduction
## Defining an Equitable Region

Regions 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 region's economic vitality, contribute to the region's readiness for the future, and connect to the region's assets and resources.

Strong, equitable regions:

- 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 the 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 other diverse residents.
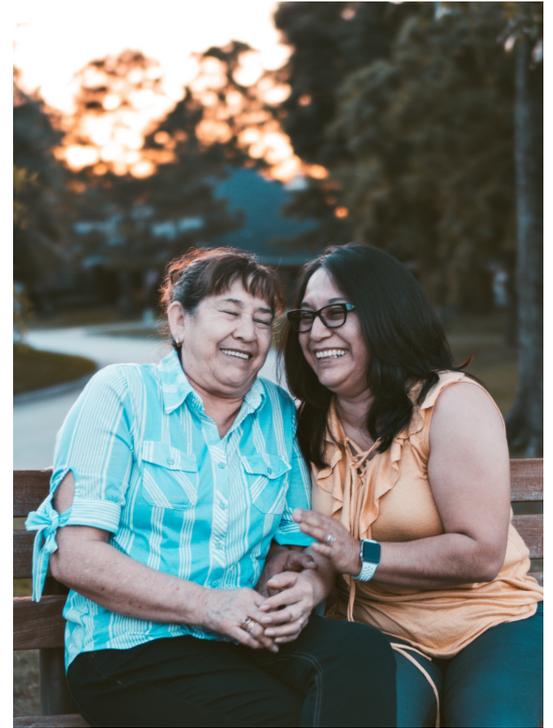
# Introduction
## Data Summary

This data snapshot of the Inland Empire is a resource for community and labor organizations engaging in the California Job First program to understand key demographic, social, and economic trends in the region. The data in this profile reveals that:

**Investments must acknowledge and address the needs of rapidly diversifying communities regionwide.**

- Nearly 70 percent of the Inland Empire's residents are people of color, 50 percent of the region's population is Latinx, and 20 percent of residents are immigrants. Large increases in populations of color — especially US-born Latinx residents, who more than doubled in population since 1990 — have contributed to the Inland Empire's racial and ethnic diversity. By 2050, people of color are projected to make up 80 percent of the region's residents.

**To strengthen its economy, the Inland Empire must address the barriers that are currently keeping workers from accessing good jobs and jobs in growing industries.**

- Every worker should have access to stable, sustainable jobs that provide a living wage. However, economic insecurity is commonplace in the Inland Empire, especially for workers of color and those with lower incomes. For example, median wages in the region have declined over the past four decades, driven by 14 and 16 percent wage decreases for Latinx and Native American workers, respectively. Those at the lower end of the wage distribution are especially impacted, as the region has seen an increasing share of workers who are employed full time yet earn poverty wages — otherwise known as the "working poor." Across the region, 11 percent of workers are making poverty wages in 2020, up from 8 percent in 1990.

# Introduction
## Data Summary *(continued)*

- Not all workers are experiencing the same difficulties: those in the top 20 percent of wage earners have actually seen their inflation-adjusted incomes grow by 1 to 10 percent since 1980, while those in the bottom half of the wage distribution have seen their incomes drop by 10 to 20 percent over the same period. Occupational segregation has been a contributing force, with Latinx workers overrepresented in lower-paying jobs such as agriculture (80 percent of the region's agricultural workforce) and transportation/warehouse workers.

**Addressing the unequal geography of opportunity will be essential for the region.**

- Concentrated poverty is prevalent across the region, with roughly one in nine census tracts experiencing high levels of poverty. Geographically, extreme poverty in the Inland Empire is spread throughout the region, from the urban Downtown San Bernardino to the high desert communities of Twentynine Palms. In addition to the spatial dynamic of poverty, people of color are more than twice as likely to live in poor neighborhoods than white residents in the region. Compounding the effects of concentrated poverty, many people of color are exposed to higher levels of air pollution than their white counterparts, and they are more likely to live in so-called "disadvantaged neighborhoods" (as defined by the California Environmental Protection Agency) that put them at greater risk of environmental health issues.

- These systemic conditions all contribute to considerable differences in life expectancy across racial/ethnic groups: the number of years Black and Native American residents can expect to live is four years shorter than the regional average. Furthermore, the region's life expectancy overall and for each racial/ethnic group is one to three years shorter than the corresponding average across California.

**Growing good jobs and connecting workers of color to good future-ready jobs can promote an equitable economy in the Inland Empire.**

- Overall, only 22 percent of the region's workers are in "good jobs" — stable jobs that provide family-sustaining wages and are automation-resilient. Yet the likelihood of securing a good job depends on the educational requirements of the position: less than 1 percent of workers whose jobs require at most a high school diploma are in good jobs, compared to 71 percent of workers in jobs that require a bachelor's degree or higher.
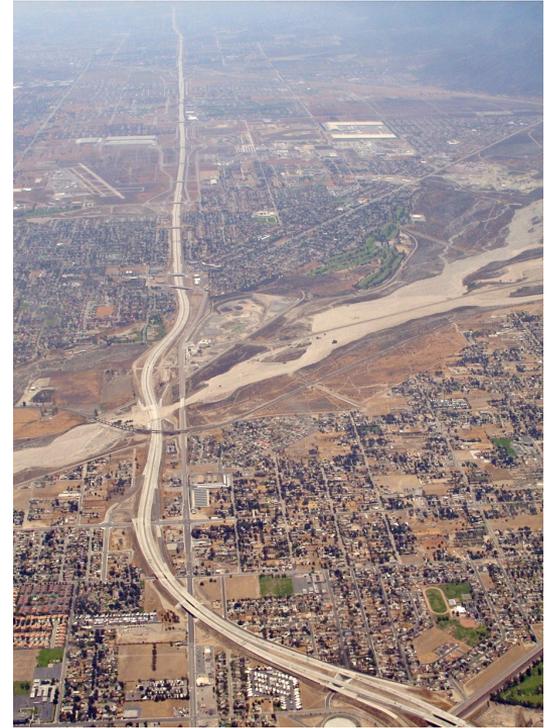
# Introduction
## Data Summary *(continued)*

Only 35 percent of workers in jobs that require an associate's degree and 17 percent of those in jobs requiring postsecondary training are in good jobs themselves.

- If access to good jobs were based on educational attainment alone, the region's workers — especially Latinx and Native American workers — would already face challenges to economic security, since nearly 70 percent of the region's adults do not have a college degree and more than 50 percent of Latinx and Native American residents have no college experience. However, regardless of educational requirements, white workers are greatly overrepresented in good jobs in the region. White workers are roughly two to three times more likely to be in a good job compared to workers of color. While the Inland Empire is projected to

add at least 38,000 good jobs by 2030, the majority of jobs projected to employ the greatest numbers of workers of color are not good jobs. For the Inland Empire to build an equitable economy, all workers must have greater access to good jobs, regardless of educational requirements.

# Introduction
## General Discussion Questions

**Inclusive Decision-Making**

- Are the communities most deeply impacted by poverty and historic marginalization in your region *meaningfully engaged* in initiatives, priorities, and outcomes? How?

- Do the communities most deeply impacted by poverty and historic marginalization have any decision-making power to shape investments that can affect their future? In what way?

**Targeted and Disaggregated Analysis**

- What populations or communities aren't reflected in this data profile?

- Given how you plan to analyze economic vitality, connectedness, and readiness in your region, what are the most pressing inequities or disparities that you can isolate for further analysis? How will you perform this analysis to center the needs and priorities of frontline or deeply impacted communities?

**California Jobs First represents a generational opportunity for California's regions to advance economic strategies anchored in racial equity, economic inclusivity, and environmental sustainability.**
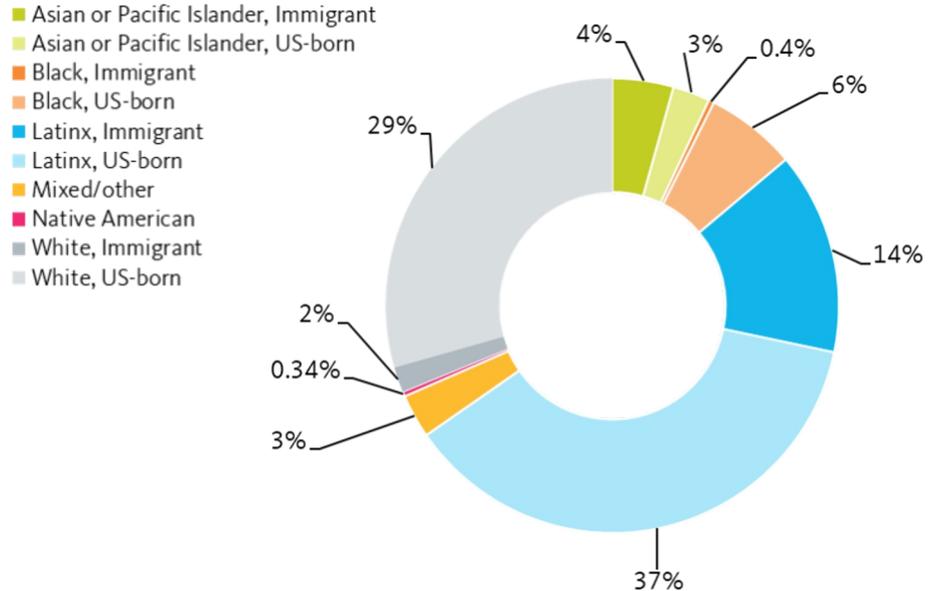
# Demographics

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# Demographics
## Who lives in the region and how is this changing?

**Roughly half of Inland Empire residents are Latinx, and the region is steadily growing more diverse.**

The Inland Empire has immense racial/ethnic and immigrant diversity. Nearly 70 percent of the region's population are people of color, and 20 percent of the region's residents are immigrants. Roughly half of the population is Latinx — primarily US-born — and between 2020 and 2050, the Latinx population is projected to increase from 51 percent to 66 percent of the region's population. By 2050, people of color are projected to make up 80 percent of the region's residents, highlighting the need for inclusive, equitable growth strategies.

### Race, Ethnicity, and Nativity, 2020

- Asian or Pacific Islander, Immigrant
- Asian or Pacific Islander, US-born
- Black, Immigrant
- Black, US-born
- Latinx, Immigrant
- Latinx, US-born
- Mixed/other
- Native American
- White, Immigrant
- White, US-born

4%  3%  0.4%  6%  14%  29%  2%  0.34%  3%  37%

Source: National Equity Atlas analysis of 2020 5-year American Community Survey microdata from IPUMS USA.
Note: Data for 2020 represent a 2016 through 2020 average.

# Demographics
## Who lives in the region and how is this changing?

**The Inland Empire population has nearly doubled over the past 30 years, driven largely by an increase in US-born Latinx residents.**

The region has experienced significant population shifts over the last few decades, outpacing similar demographic changes across California. Since 1990, there has been an overall decline in Native American and US-born white populations alongside large increases in other populations of color. US-born Latinx residents have been a large part of this boom, more than doubling in population since 1990. Latinx, Black, and Asian American immigrant populations, along with US-born Asian Americans and Pacific Islanders, have increased substantially as well, resulting in an increasingly diverse region.

**Change in Major Groups by Race/Ethnicity and Nativity, 1990 to 2020**

| Group | Change |
|---|---|
| All | 2,011,603 |
| Asian American, Immigrant | 139,930 |
| Asian American, U.S.-born | 83,359 |
| Black, Immigrant | 12,619 |
| Black, U.S.-born | 133,716 |
| Latinx, Immigrant | 437,830 |
| Latinx, U.S.-born | 1,254,349 |
| Native American | -3,760 |
| Pacific Islander, U.S-born | 5,374 |
| Pacific Islander, Immigrant | 567 |
| White, Immigrant | 16,772 |
| White, U.S.-born | -207,487 |

Source: National Equity Atlas analysis of 2020 5-year American Community Survey microdata from IPUMS USA. Note: Data for 2020 represent a 2016 through 2020 average.
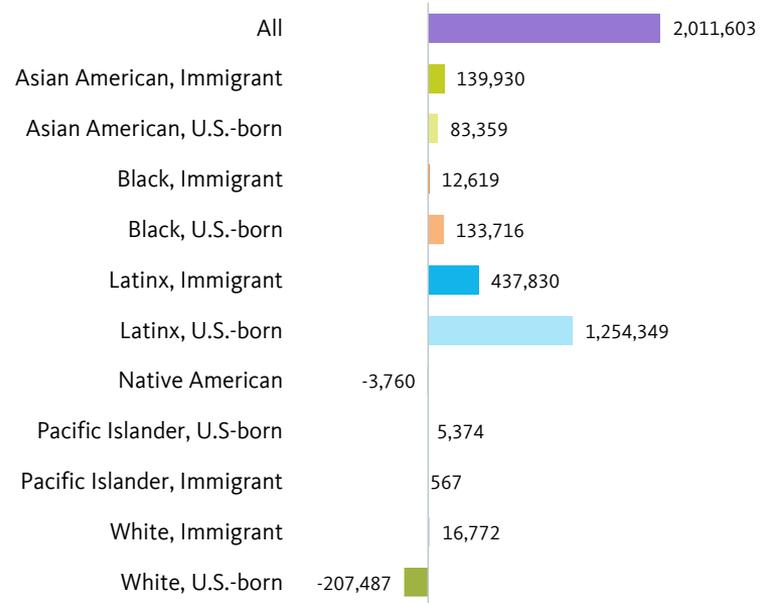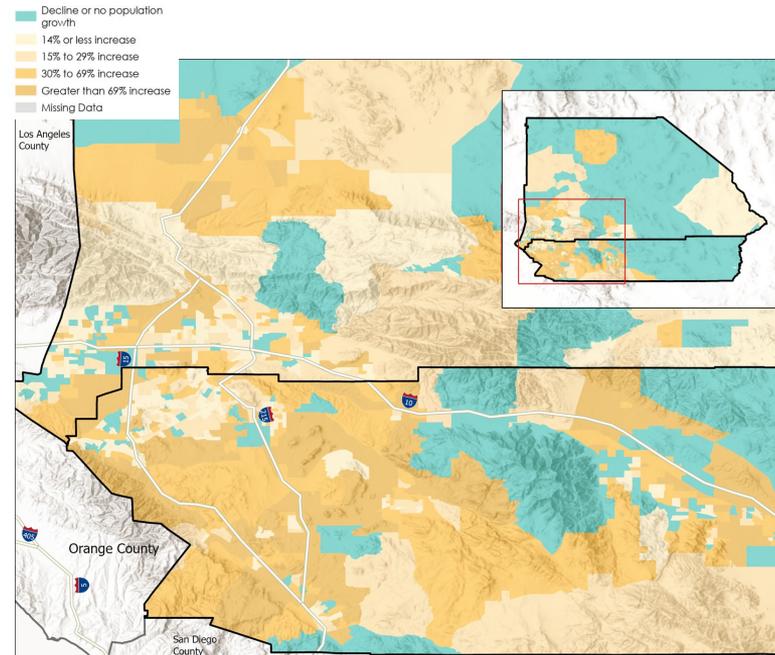
# Demographics
## Who lives in the region and how is this changing?

**Population growth has been most substantial in the region's suburbs and highway-adjacent cities and towns.**

Communities along the 10, 15, and 215 highways — particularly in Riverside County — experienced substantial population growth over the past two decades. Some cities and towns south of Riverside's city limits or north of Palm Springs saw the highest growth, along with communities north of the San Bernardino National Forest. The considerable growth of these highway-adjacent cities and suburbs further highlights the need to consider the region's evolving spatial landscape when evaluating strategies for inclusive governance and equitable economic development.

### Population Growth by Census Tract, 2000 to 2020



Source: National Equity Atlas Analysis of 2020 ACS Summary File Data. Note: Data for 2020 represent a 2016 through 2020 average.

# Demographics
## Further Data Exploration and Discussion Questions

- What parts of the region are growing the most quickly? What has driven growth in those communities?

- What is the potential impact investments will have on where people live, work, and play in the region?

- What impact will investments and potential projects have on the region's growing racial and ethnic diverse population?

- How will proposed investments address disinvestment and bring resources to historically underinvested areas? Might any of those investments lead to community displacement?

- What will you do to ensure that infrastructure projects and economic development strategies consider the region's evolving spatial landscape?

**Regions 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 region's economic vitality, contribute to the region's readiness for the future, and connect to the region's assets and resources.**
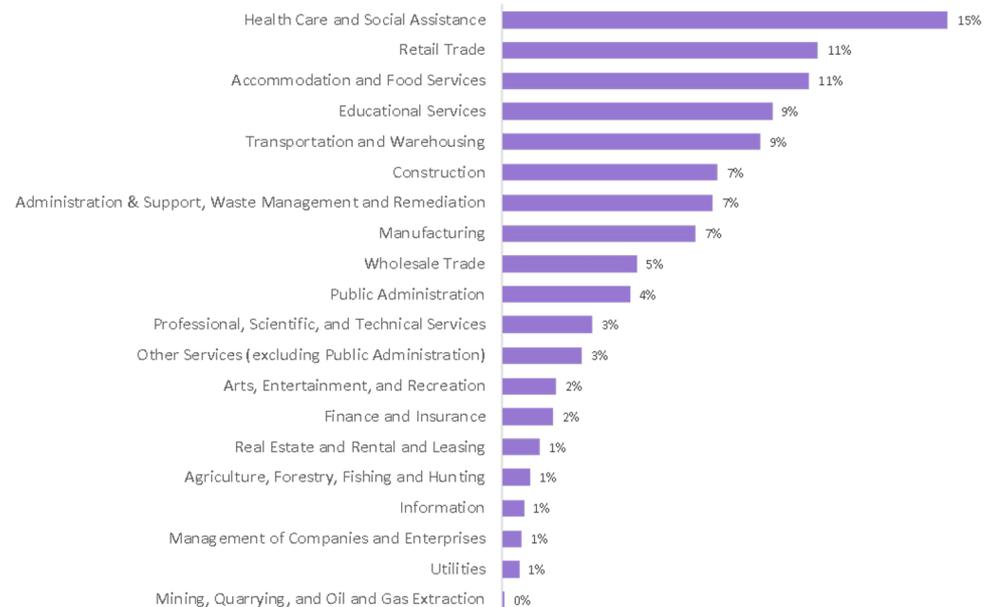
Economic Vitality

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# Economic Vitality

## Which industries employ the most workers?

**Five industries employ more than half of all workers in the Inland Empire.**

The majority of workers in the Inland Empire are employed in industries considered "essential." (These industries have faced extremely high pressures because of the Covid-19 pandemic.) The region also has a concentrated economy, with five industries employing more than half of all workers in the Inland Empire. Nearly two in five workers are employed in just three industries: health care and social assistance, retail, and accommodation and food services. Given the essential nature of much of the work throughout the region, an equitable recovery demands an expansion and strengthening of labor protections and benefits for workers in these industries.

### Share of Workers by Industry, 2019

| Industry | Share |
|---|---|
| Health Care and Social Assistance | 15% |
| Retail Trade | 11% |
| Accommodation and Food Services | 11% |
| Educational Services | 9% |
| Transportation and Warehousing | 9% |
| Construction | 7% |
| Administration & Support, Waste Management and Remediation | 7% |
| Manufacturing | 7% |
| Wholesale Trade | 5% |
| Public Administration | 4% |
| Professional, Scientific, and Technical Services | 3% |
| Other Services (excluding Public Administration) | 3% |
| Arts, Entertainment, and Recreation | 2% |
| Finance and Insurance | 2% |
| Real Estate and Rental and Leasing | 1% |
| Agriculture, Forestry, Fishing and Hunting | 1% |
| Information | 1% |
| Management of Companies and Enterprises | 1% |
| Utilities | 1% |
| Mining, Quarrying, and Oil and Gas Extraction | 0% |

Source: US Census Bureau, OnTheMap Application and LEHD Origin-Destination Employment Statistics (Beginning of Quarter Employment, 2nd Quarter of 2019).
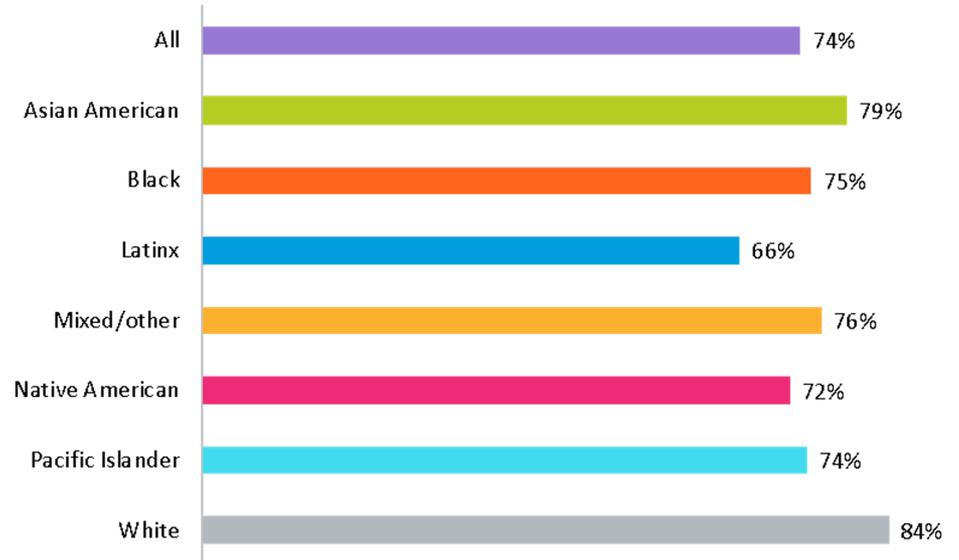
# Economic Vitality
## Do all workers earn a livable wage?

**More than 80 percent of white workers earn at least $15/hour, compared to just 59 percent of Latinx workers.**

With 26 percent of all workers making less than $15/hour, the Inland Empire faces a degree of economic insecurity deeper than almost every other metropolitan region in California for which data is available. In 2020, only 69 percent of workers of color made at least $15/hour, a decline from 1990 when upwards of 75 percent of workers of color made at least $15/hour. Latinx workers are the least likely to earn this amount in 2020, followed by Native American, Pacific Islander, and Black workers. The situation is most precarious for Latinx immigrants and Latinx women: only 59 percent of either group earn at least $15/hour. Given the disparate impacts of wage stagnation and suppression on women and people of color in the US — driven by shifts in the economy, policy choices at all levels of government, and occupational segregation — interventions toward economic equity must prioritize ensuring living wages for all.

**Percent of Workers Earning at least $15/hour by Race/Ethnicity, 2020**

| Race/Ethnicity | Percent |
|---|---|
| All | 74% |
| Asian American | 79% |
| Black | 75% |
| Latinx | 66% |
| Mixed/other | 76% |
| Native American | 72% |
| Pacific Islander | 74% |
| White | 84% |

Source: National Equity Atlas analysis of 5-year American Community Survey microdata from IPUMS USA. Universe includes the civilian noninstitutionalized labor force ages 25 through 64 years. Note: Data for 2020 represent a 2016 through 2020 average.

# Economic Vitality
## Is the median hourly wage increasing for all workers?

**The median wages of Latinx and Native American workers have declined since 1980 and remain below the regional average.**

Since 1980, the median wage in the region has declined by 11 percent, but this is not true for all workers in the region. The wages of Latinx and Native American workers decreased by 14 and 16 percent, respectively, while all other racial/ethnic groups experienced either modest (Black and white) or large (Asian American) gains in median hourly wage over the same period. The median wage gap doubled between white and Latinx workers and quadrupled between white and Native American workers over the past four decades. In 2020, the median hourly wage for Latinx workers was only 66 percent of the median wage for white workers. As regional demographics and economics shift, so too have the earnings outlook of its residents.

**Median Hourly Wage by Race/Ethnicity, 1980 to 2020**



Legend: ■ 1980  ■ 2020

| | All | Asian American | Black | Latinx | Mixed/other | Native American | White |
|---|---|---|---|---|---|---|---|
| 1980 | $26 | $23 | $22 | $22 | | $25 | $27 |
| 2020 | $23 | $28 | $24 | $19 | $26 | $21 | $29 |

Source: National Equity Atlas analysis of 5-year American Community Survey microdata from IPUMS USA.
Universe includes civilian noninstitutional full-time wage and salary workers ages 25 through 64 years.
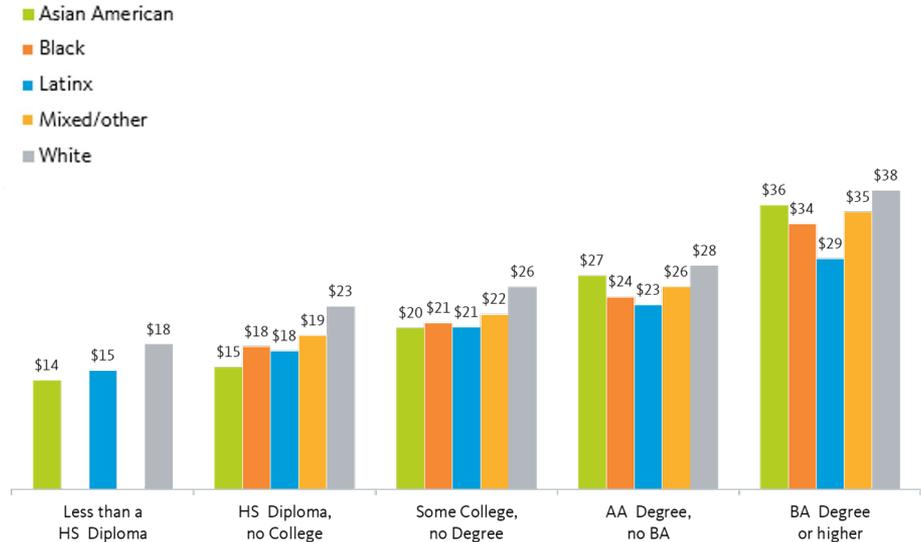Note: Data for 2020 represent a 2016 - 2020 average. Values are in 2020 dollars.

# Economic Vitality
## Do racial economic gaps persist across educational levels?

**Latinx workers with some college education, an associate's degree, a bachelor's degree, or a higher level of education earn less than their counterparts with similar levels of education.**

Equity in higher educational attainment is essential, but insufficient, to achieve racial economic inclusion. White workers earn the most across all educational levels, and college degrees narrow racial wage gaps for all but Latinx workers. Asian American workers with a bachelor's degree or higher earn $22 more an hour than their counterparts with less than a high school diploma, while white workers with a bachelor's degree or higher have a $20 premium. Latinx workers have the smallest returns from earning a bachelor's degree or higher, with a $14/hour increase — earning only $1 per hour more than white workers with only an associate's degree. Despite higher wages at higher levels of educational attainment, the wage gap between Latinx and white workers is greatest at the top: for those earning a bachelor's degree or higher, Latinx workers earn 76 cents for every dollar that their white counterparts earn.

**Median Wage by Race/Ethnicity and Educational Attainment, 2020**

Legend:
- Asian American
- Black
- Latinx
- Mixed/other
- White



Chart data — Median Wage by Race/Ethnicity and Educational Attainment, 2020:

| Education level | Asian American | Black | Latinx | Mixed/other | White |
|---|---|---|---|---|---|
| Less than a HS Diploma | $14 | | $15 | | $18 |
| HS Diploma, no College | $15 | $18 | $18 | $19 | $23 |
| Some College, no Degree | $20 | $21 | $21 | $22 | $26 |
| AA Degree, no BA | $27 | $24 | $23 | $26 | $28 |
| BA Degree or higher | $36 | $34 | $29 | $35 | $38 |

Source: National Equity Atlas analysis of 5-year American Community Survey microdata from IPUMS USA. Universe includes civilian noninstitutional full-time wage and salary workers ages 25 through 64 years. Note: Data for 2020 represent a 2016 through 2020 average. Values are in 2020 dollars.
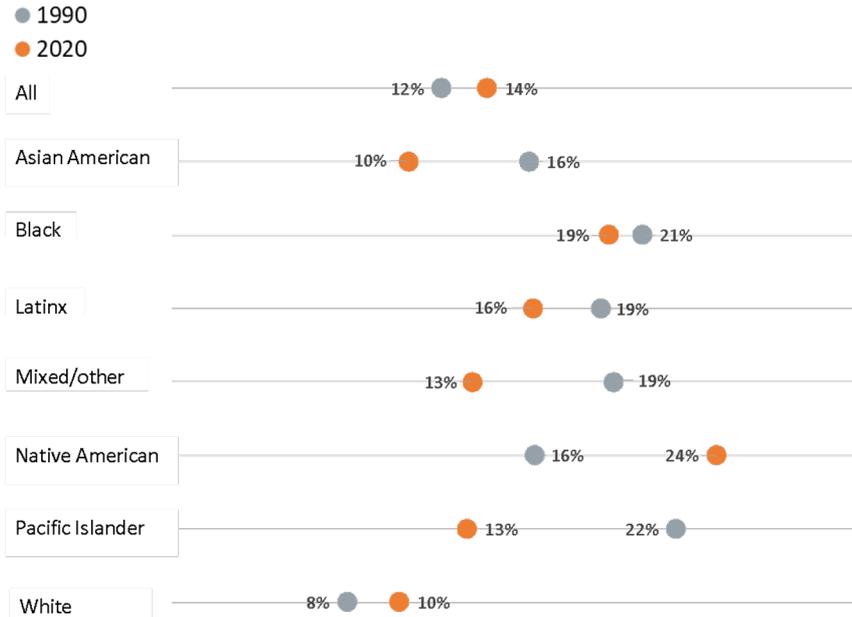
# Economic Vitality
## Is poverty low and decreasing?

**Native American, Black, and Latinx residents experience persistently high levels of poverty.**

Economic insecurity is growing in the Inland Empire. About one in seven residents are living in poverty, an increase of 17 percent since 1990. While white and Native American residents were the only racial/ethnic groups to see increases in poverty levels (with Native Americans seeing a 50 percent increase over the last three decades), it's the persistence of high poverty among Black, Latinx, and Native American residents that continue to drive the region's inequitable outcomes. Nearly one in four Native Americans, one in five Black residents, and one in six Latinx residents are currently living in poverty. For context, the federal poverty level in 2020 was $13,171 for an individual working adult with no children (the equivalent of $6.33/hour working full time) and $26,246 for a family of four with two working adults and two children. MIT's Living Wage Calculator estimates a living wage for a single adult with no children and for a family of four with two working adults and two children is $12.65 and $18.44, respectively.

**Poverty Rate by Race/Ethnicity, 1990 and 2020**

● 1990
● 2020

| Race/Ethnicity | 1990 | 2020 |
|---|---|---|
| All | 12% | 14% |
| Asian American | 16% | 10% |
| Black | 21% | 19% |
| Latinx | 19% | 16% |
| Mixed/other | 19% | 13% |
| Native American | 16% | 24% |
| Pacific Islander | 22% | 13% |
| White | 8% | 10% |

Source: National Equity Atlas analysis of 5-year American Community Survey microdata from IPUMS USA. Universe includes all persons for whom poverty is determined. Note: Data for 2020 represent a 2016 through 2020 average.
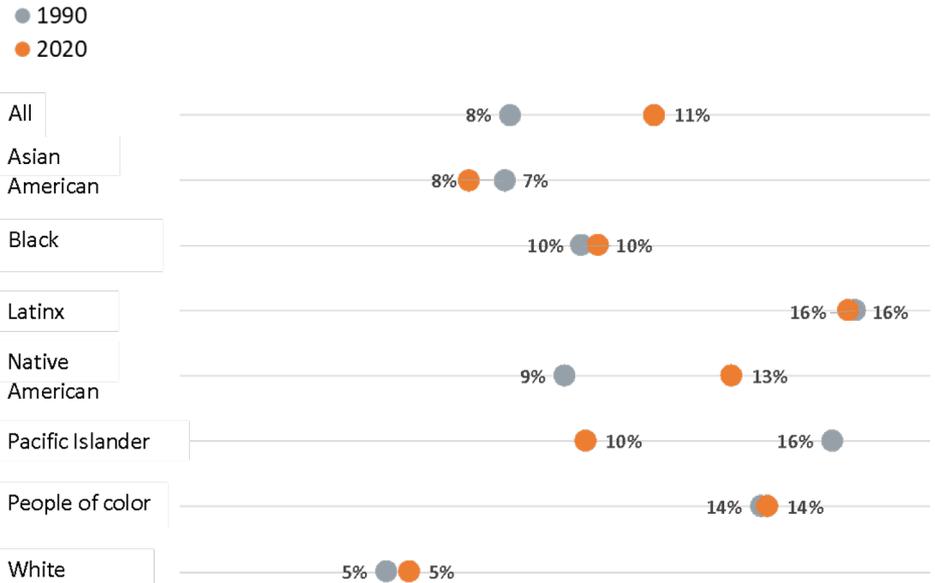
# Economic Vitality

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

**The share of workers of color who earn poverty-level wages while working full time has remained unchanged in three decades.**

While high-wage workers have benefited from earnings growth in recent decades, those on the lower end of the wage distribution have experienced stagnant or declining wages during the same period. As a result, there is an increasing share of workers — particularly workers of color — who are working full time yet continue to earn poverty wages. The "working poor" — defined as those working full time with family incomes at or below 200 percent of the federal poverty level — is increasing: 11 percent of workers are making poverty wages in 2020, up from 8 percent in 1990. (For a family of four with two children, working-poverty earnings would equate to a total family income of less than $52,492 in 2020.) Workers of color have a working-poverty rate three times that of their white counterparts, a pattern that has persisted since 1990. Advancing economic equity in the region will require raising the floor on low-wage work.

### Working-Poverty Rate by Race/Ethnicity, 1990 and 2020

- 1990
- 2020

| | 1990 | 2020 |
|---|---|---|
| All | 8% | 11% |
| Asian American | 7% | 8% |
| Black | 10% | 10% |
| Latinx | 16% | 16% |
| Native American | 9% | 13% |
| Pacific Islander | 16% | 10% |
| People of color | 14% | 14% |
| White | 5% | 5% |

Source: National Equity Atlas analysis of 5-year American Community Survey microdata from IPUMS USA. 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 2020 represent a 2016 through 2020 average. Data for some racial/ethnic groups are excluded due to small sample sizes.
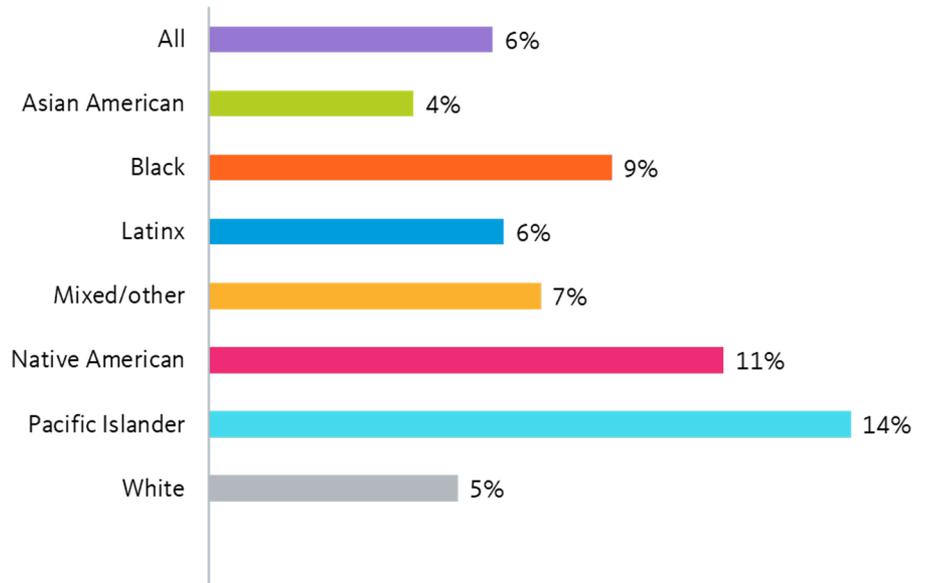
# Economic Vitality
## Can all residents access employment?

**Pacific Islander and Native American residents experience unemployment at a rate nearly twice the regional average.**

Over the past five years, the Inland Empire region has experienced relatively low unemployment rates followed by exceedingly high joblessness brought on by the global Covid-19 pandemic, reaching a peak of 15.6 percent in May 2020. While unemployment levels have now returned to pre-pandemic levels of around 4 percent in late 2022, racial gaps in access to employment persist. Regionally, Pacific Islander, Black, and Native American unemployment rates are roughly two to three times the rate of white unemployment, and Pacific Islanders are unemployed at a rate more than twice the regional average.

**Unemployment Rate by Race/Ethnicity, 2020**

| Race/Ethnicity | Rate |
|---|---|
| All | 6% |
| Asian American | 4% |
| Black | 9% |
| Latinx | 6% |
| Mixed/other | 7% |
| Native American | 11% |
| Pacific Islander | 14% |
| White | 5% |

Source: National Equity Atlas analysis of 5-year American Community Survey microdata from IPUMS USA. Universe includes the civilian noninstitutionalized labor force ages 25 through 64 years.
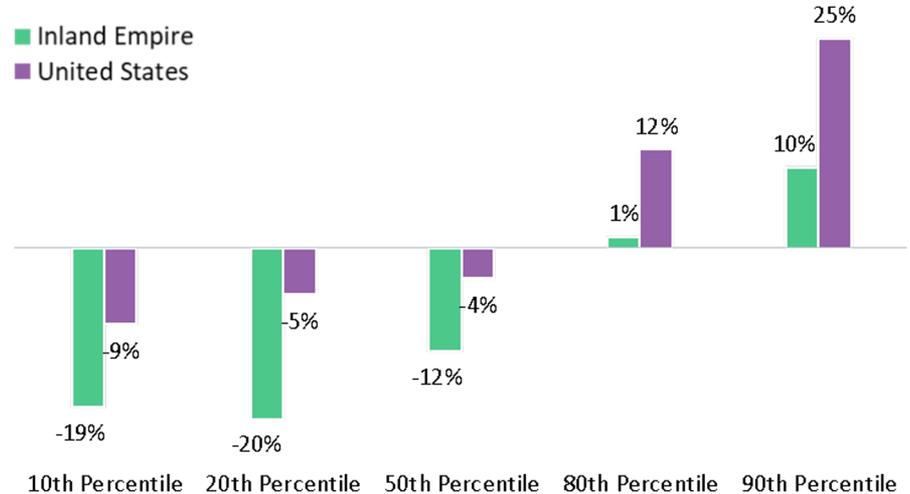Note: Data for 2020 represent a 2016 through 2020 average.

# Economic Vitality

## Are incomes increasing for all workers?

**The growth in earnings over the last 40 years has disproportionately benefited high-wage earners while declining most sharply for the bottom half of the region's workers.**

Declining wages play a significant role in the Inland Empire's increasing inequality. Workers at the lower half of the wage distribution have seen their inflation-adjusted incomes drop by between 10 and 20 percent since 1980 — between two and four times the decline seen nationally for similarly situated workers. However, the incomes of workers in the top fifth of wage earners have grown over the past few decades, between 1 and 10 percent. Yet these income gains by the top fifth of Inland Empire wage earners pale in comparison to the growth experienced by workers at the top nationally, suggesting that in the Inland Empire, the losses have been greater for those at the bottom and the gains have been diminished for those at the top.

**Real Earned Income Growth for Full-Time Wage and Salary Workers Ages 25–64 Years, 1980 to 2020**



Source: National Equity Atlas analysis of 5-year American Community Survey microdata from IPUMS USA.
Universe includes civilian noninstitutional full-time wage and salary workers ages 25 through 64.
Note: Data for 2020 represent a 2016 through 2020 average. Growth rates are adjusted for inflation.

# Economic Vitality
## Which industries employ the most workers of color?

**Latinx workers are overrepresented in industries with lower wages and underrepresented in industries with higher pay.**

Latinx residents make up the majority of the Inland Empire's population, yet they are represented at varying rates across the region's industries. Generally, Latinx workers are overrepresented in lower-paying industries and underrepresented in industries with higher pay. For example, Latinx workers make up nearly 80 percent of workers in the agriculture industry in the region and account for about 60 percent of construction workers, nondurable manufacturing workers, and transportation/warehousing workers. White workers are overrepresented in mining, education, and government jobs, and they are also more concentrated in high-paying industries such as information and finance, insurance, and real estate. Meanwhile, Asian Americans are more represented in high-paying occupations, such as health services and information. Black workers are more concentrated in public administration than in other industries.

### Industry by Race/Ethnicity, 2020
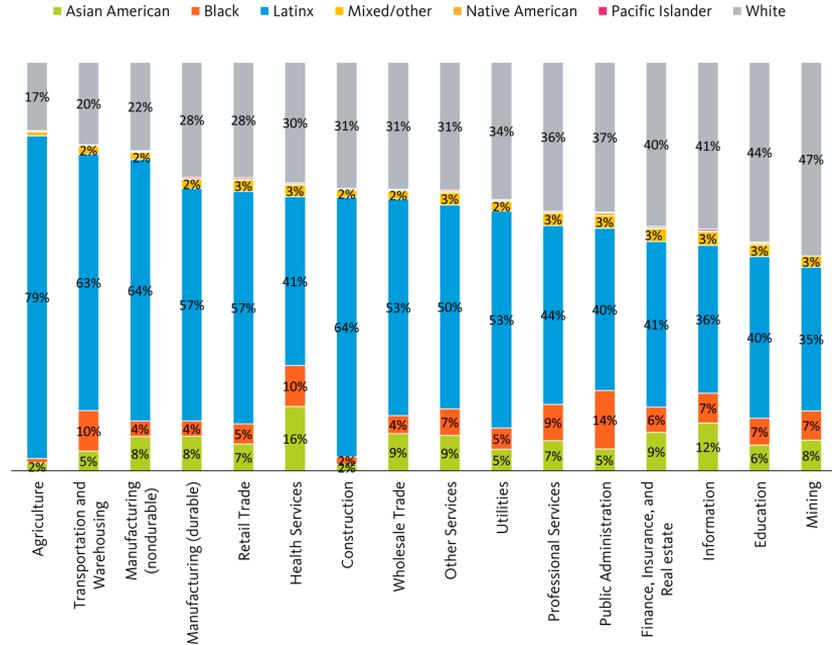
Legend: ■ Asian American ■ Black ■ Latinx ■ Mixed/other ■ Native American ■ Pacific Islander ■ White



Source: National Equity Atlas analysis of 5-year American Community Survey microdata from IPUMS USA.
Universe includes the civilian, noninstitutional labor force ages 25 through 64 years.
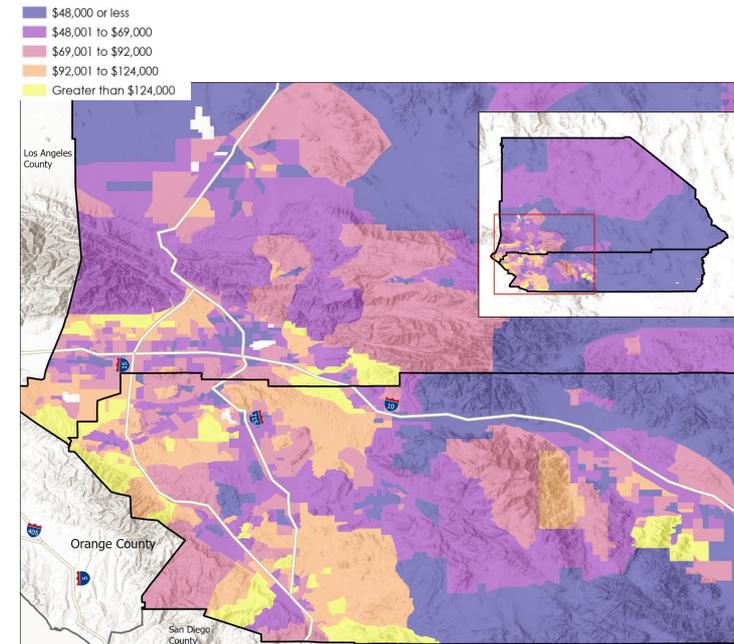Note: Data for 2020 represent a 2016 through 2020 average.

# Economic Vitality

## Do all workers across the region earn a living wage?

**Communities with high and low median household incomes are often found next to one another in the Inland Empire's urban core.**

The spatial dynamics of average household income in the Inland Empire reveal highly varied economic realities across the region. The cities and towns in the urban core of the Inland Empire show neighborhoods with low median household incomes next to far more affluent communities. Outside of the major urban areas, however, there is little variety: household incomes are consistently much lower. Across the region, racial/ethnic inequities in household income are pronounced: census tracts where the median household income is $48,000 or less are 75 percent people of color, while the neighborhoods with median household incomes greater than $124,000 are only 58 percent people of color.

### Median Household Income by Census Tract, 2020



Legend:
- $48,000 or less
- $48,001 to $69,000
- $69,001 to $92,000
- $92,001 to $124,000
- Greater than $124,000

Source: National Equity Atlas Analysis of 2020 ACS Summary File Data. Note: Data for 2020 represent a 2016 through 2020 average.
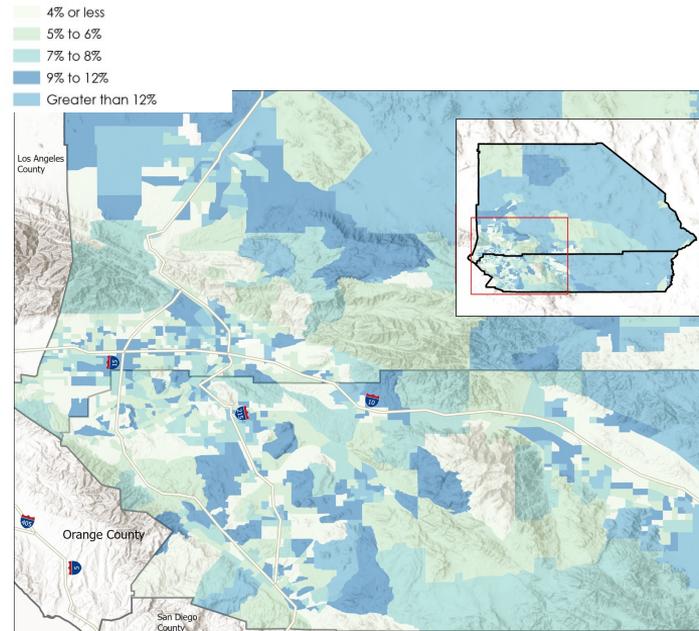
# Economic Vitality
## How does unemployment vary across the region?

**Unemployment rates in a third of the region's census tracts were at least 9 percent or greater.**

Across the Inland Empire, areas of high unemployment are both common and spatially distributed throughout the region. While pockets of low unemployment are occasionally adjoined by communities with double-digit unemployment rates in and around Riverside and San Bernardino, unemployment rates are consistently high outside the major urban core of the region, particularly in the communities surrounding Joshua Tree National Park and the Mojave National Reserve. A look at the racial/ethnic and spatial dynamics of unemployment suggests that this form of economic insecurity is disproportionately felt most by communities with higher shares of people of color: census tracts where the unemployment rate is greater than 12 percent are 75 percent people of color, while communities with 4 percent unemployment or below are 65 percent people of color.

### Unemployment Rate by Census Tract, 2020



Legend:
- 4% or less
- 5% to 6%
- 7% to 8%
- 9% to 12%
- Greater than 12%

Source: National Equity Atlas Analysis of 2020 ACS Summary File Data. Note: Universe includes the civilian, noninstitutional labor force ages 25 through 64 years. Data for 2020 represent a 2016 through 2020 average.

# Economic Vitality
## Further Data Exploration and Discussion Questions

- Where are the highest-earning jobs located? Who cannot access jobs in those locations?

- What is driving poverty in certain parts of the region?

- What investments are necessary for the Inland Empire to address inequitable income growth?

- How should public investments be targeted to help disadvantaged communities access higher-paying jobs?

- How can public dollars compel local private organizations to improve community members' access to good jobs?

**Equitable regions 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 the residents is sustainable.**
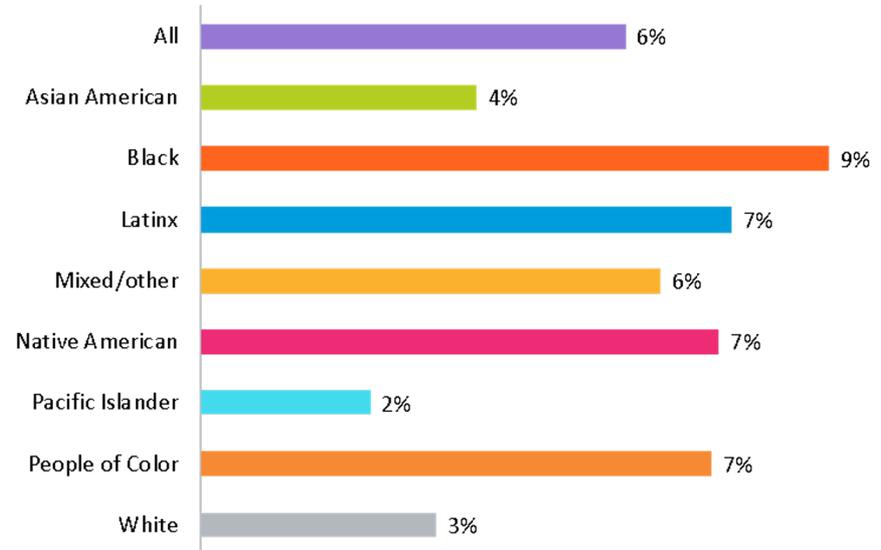
# Connectedness

PolicyLink

USCDornsife
*Equity Research Institute*

# Connectedness

## Do residents live in high-opportunity neighborhoods?

**Nearly one in 10 Black residents live in neighborhoods with high rates of poverty.**

High neighborhood poverty levels often have roots in systemic discrimination and policies that underinvest in or extract from communities of color. In the Inland Empire, the racial/ethnic differences in neighborhood poverty suggest similar mechanisms at play. Overall, people of color are more than twice as likely to live in poor neighborhoods than white residents. Black residents are the most impacted, as they are three times more likely to live in a neighborhood with high poverty than white residents, and they outpace the regional average by 50 percent. Similarly, Native American and Latinx residents live in high-poverty neighborhoods at rates above the regional average.

**Neighborhood Poverty Rate by Race/Ethnicity, 2020**

| Race/Ethnicity | Poverty Rate |
|---|---|
| All | 6% |
| Asian American | 4% |
| Black | 9% |
| Latinx | 7% |
| Mixed/other | 6% |
| Native American | 7% |
| Pacific Islander | 2% |
| People of Color | 7% |
| White | 3% |

Source: National Equity Atlas analysis of 2020 American Community Survey 5-year Summary File. Universe includes all people. Note: Data represent the percentage of the population living in high-poverty neighborhoods, defined as census tracts with a poverty rate of 30 percent or higher. Data represent a 2016 through 2020 average.
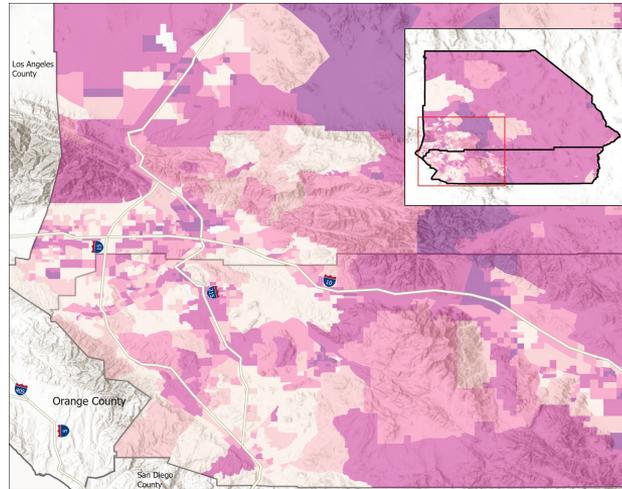
# Connectedness
## Which neighborhoods have the highest poverty rate?

**Concentrated poverty is widespread throughout the region, with one in nine census tracts experiencing extreme levels of poverty.**

Concentrated poverty is widespread in the Inland Empire. From Downtown San Bernardino to Riverside, Ontario, Fontana, Pomona, Victorville, and swaths of the high desert communities of Twentynine Palms, one in nine of the region's census tracts have poverty levels greater than 30 percent. Interventions that account for both the structural and spatial dynamics of poverty will be essential for addressing concentrated poverty across the diversity of communities in the region.

**Percent of the Population below the Poverty Line by Census Tract, 2020**



Legend:
- 6% or less
- 7% to 10%
- 11% to 15%
- 16% to 30%
- Greater than 30%

Source: National Equity Atlas Analysis of 2020 ACS Summary File Data. Note: Data for 2020 represent a 2016 through 2020 average.
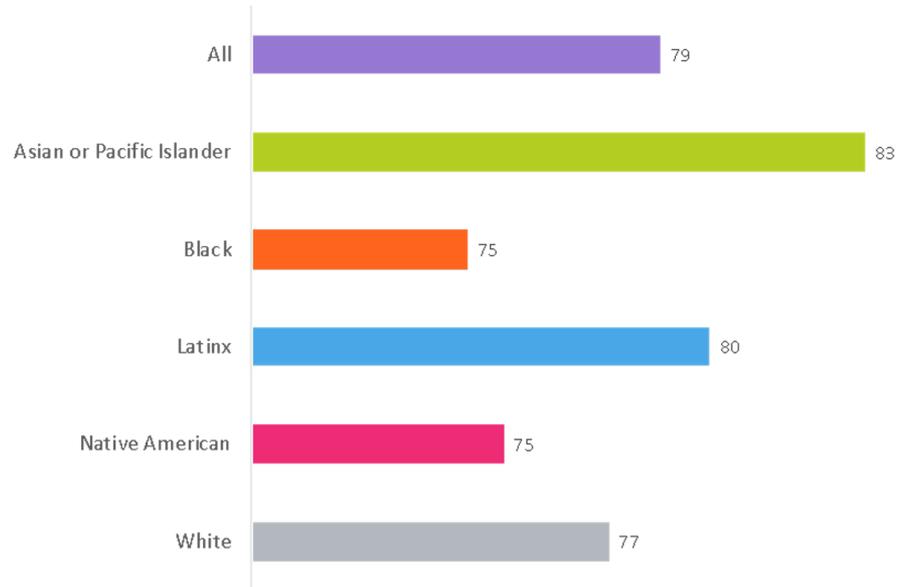
# Connectedness
## Are all residents able to live a full life?

**There is nearly a 10-year difference in life expectancy across racial/ethnic groups in the Inland Empire.**

How long a person is expected to live rests on a wide range of social, economic, and political factors that shape a person's environment, opportunities, shelter, food access, health-care access, and more. Systemic discrimination and present-day manifestations of oppression and differential access to opportunity have resulted in racial/ethnic gaps in life expectancy. In the Inland Empire region, these racial/ethnic disparities are laid bare, particularly for Black and Native American residents, whose life expectancy is four years shorter than the regional average. Asian or Pacific Islander residents have the highest life expectancy at 83 years, followed by Latinx residents at 80 years and white residents at 77 years.

**Life Expectancy (Years) by Race/Ethnicity, 2020**

| Race/Ethnicity | Life Expectancy |
|---|---|
| All | 79 |
| Asian or Pacific Islander | 83 |
| Black | 75 |
| Latinx | 80 |
| Native American | 75 |
| White | 77 |

Source: National Equity Atlas analysis of 2016 through 2020 CDC WONDER from the Centers for Disease Control and Prevention. Data for 2020 represent a 2016 through 2020 average.
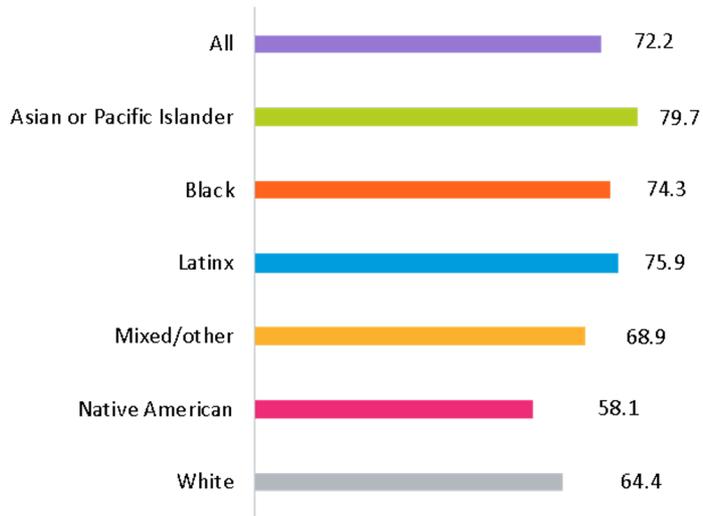
# Connectedness

## Do all residents have access to clean air?

**Air pollution exposure in the Inland Empire is higher than 72 percent of census tracts in the United States overall.**

Air pollution is a significant issue in the Inland Empire. The average resident lives in a census tract that is exposed to a level of air pollution higher than 72.2 percent of US census tracts. For the average Asian or Pacific Islander resident in the Inland Empire, air pollution exposure is higher than in nearly 80 percent of census tracts nationwide. Latinx and Black residents also experience air pollution at levels higher than the regional average, while white and Native American residents live in areas with less air pollution than the average Inland Empire resident.

**Air Pollution Exposure Index by Race/Ethnicity, 2020 (air pollution data from 2018)**

| Race/Ethnicity | Index |
|---|---|
| All | 72.2 |
| Asian or Pacific Islander | 79.7 |
| Black | 74.3 |
| Latinx | 75.9 |
| Mixed/other | 68.9 |
| Native American | 58.1 |
| White | 64.4 |

Source: U.S. Environmental Protection Agency, 2018 National-Scale Air Toxics Assessment (NATA); U.S. Census Bureau, 2000 Decennial Census Summary File 3, 2010 and 2020 American Community Survey (ACS) 5-Year Summary File.
Note: Index of exposure to air toxics for cancer and noncancer risk (combined and separately). Values range from 1 (lowest risk) to 100 (highest risk) on a national scale based on the distribution across census tracts nationwide.

# Connectedness

## Do all residents live in a clean pollution-free environment?

**People of color disproportionately live in environmentally "disadvantaged communities."**

The CalEnviroScreen (CES) — a tool developed by the California Environmental Protection Agency (CalEPA) and its Office of Environmental Health Hazard Assessment (OEHHA) — maps the impacts of multiple types of pollution and environmental health conditions. The CES designates any census tract scoring in the top 25th percentile of the state as a disadvantaged community; in the Inland Empire, such communities are overwhelmingly communities of color. While people of color make up 69 percent of the population, disadvantaged communities are composed of 84 percent people of color. Meanwhile, communities not designated as disadvantaged are only 56 percent people of color.  While Latinx residents comprise roughly half of the region's residents, they comprise nearly 70 percent of those living in disadvantaged communities. White residents make up only 16 percent of residents living in disadvantaged communities despite comprising about 30 percent of the region's residents.

### CalEnviroScreen (CES) Score Percentile by Census Tract, 2021

- 1st to 25th percentile
- 26th to 50th percentile
- 51st to 75th percentile
- 76th to 100th percentile
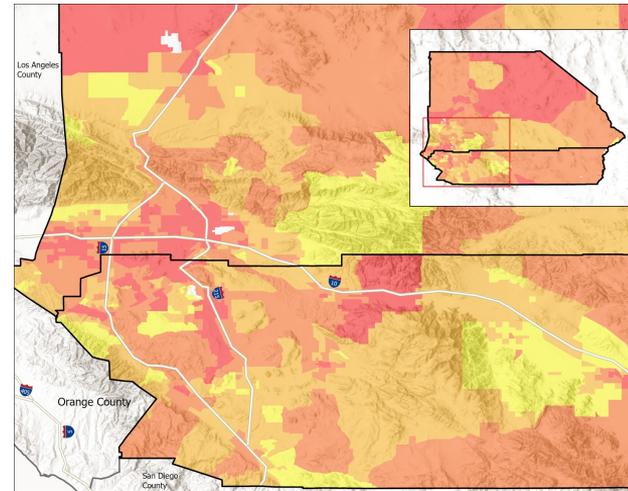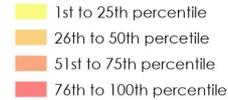


Source: CalEnviroScreen 4.0, California Office of Environmental Health Hazard Assessment, California Environmental Protection Agency. Note:  CalEnviroScreen percentiles shown are based on a statewide ranking of census tracts. The top 25 percent of tracts statewide are among those identified as disadvantaged communities under Senate Bill 535.

# Connectedness
## Further Data Exploration and Discussion Questions

- What is driving the gap in life expectancy in the region?

- What are the primary sources of pollution in the Inland Empire?

- Who is experiencing the greatest burden of pollution? Who would be burdened by the polluting activity of the investments being proposed?

- How can investments advance a just transition by supporting environmental rehabilitation and new clean activity in the region?

- How can we involve the whole community in addressing these shared problems?

**Equitable regions are places of connection, where residents can access the essential ingredients to live healthy and productive lives.**
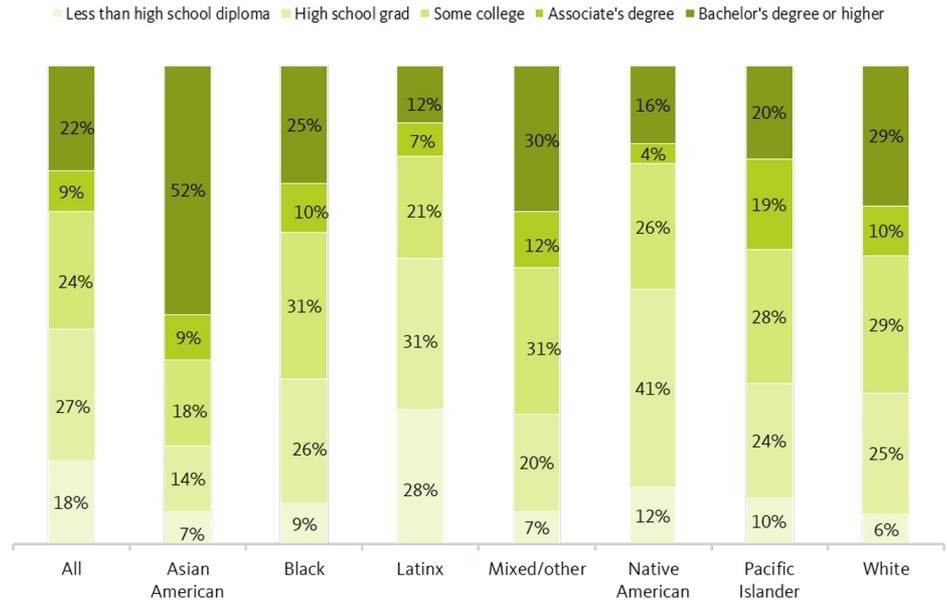
Readiness

# Readiness

## How prepared are the region's residents for jobs of the future?

**Just over one in five adults in the Inland Empire have a bachelor's degree or higher.**

Higher levels of educational attainment are often associated with increased access to economic security through better-paying jobs. Overall, just over 20 percent of adults in the Inland Empire have a bachelor's degree or higher, but roughly 50 percent have had some time in college. More than 50 percent of Asian American adults have a bachelor's degree or higher, but only 30 percent or less of white and Black adults and about 20 percent of Pacific Islanders have similar educational attainment. Latinx and Native American adults are least likely to have a four-year degree, at just 12 and 16 percent, respectively. To promote an inclusive and equitable economy, college education should be made more accessible for all, and the region should expand the range of workforce development strategies alongside educational attainment that support residents in securing stable, life-sustaining employment.

### Educational Attainment by Race/Ethnicity, 2020

Legend: Less than high school diploma | High school grad | Some college | Associate's degree | Bachelor's degree or higher

**All**
- 18%
- 27%
- 24%
- 9%
- 22%

**Asian American**
- 7%
- 14%
- 18%
- 9%
- 52%

**Black**
- 9%
- 26%
- 31%
- 10%
- 25%

**Latinx**
- 28%
- 31%
- 21%
- 7%
- 12%

**Mixed/other**
- 7%
- 20%
- 31%
- 12%
- 30%

**Native American**
- 12%
- 41%
- 26%
- 4%
- 16%

**Pacific Islander**
- 10%
- 24%
- 28%
- 19%
- 20%

**White**
- 6%
- 25%
- 29%
- 10%
- 29%

Source: National Equity Atlas analysis of 2020 5-year American Community Survey microdata from IPUMS USA. Universe includes the working-age population ages 25-64. Data for 2020 represent a 2016 through 2020 average.
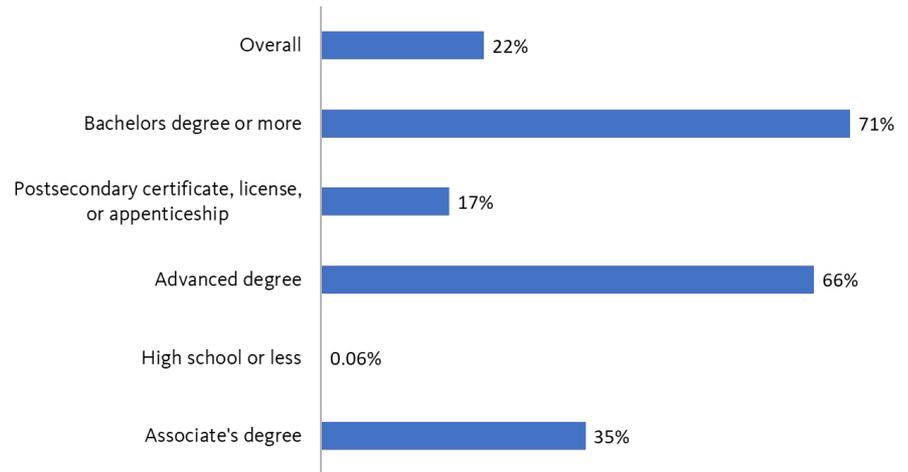
# Readiness

## How prepared are the region's residents for jobs of the future?

### Around one in five workers in the region are employed in "good jobs."

There is a growing need for "good jobs" in the region: stable jobs that provide family-sustaining wages and are automation-resilient. Unfortunately, only 20 percent of workers in the region are in jobs that meet this definition. And the likelihood of finding a good job is closely associated with the educational requirements of the role. Currently, less than 1 percent of workers in positions requiring only a high school diploma or less are in a good job, yet 71 percent of workers in jobs that require a bachelor's degree or higher are in good jobs — an indication that even requiring a four-year degree is no guarantee that the job will provide a stable pathway to economic security. Just over 30 percent of workers in jobs that require an associate's degree and less than 20 percent of those in jobs requiring only postsecondary certification, license, or apprenticeship are in good jobs. For the Inland Empire to build an economically resilient and equitable ecosystem for all, workers should have greater access to good jobs across all educational levels.

### Share of Workers in Good Jobs, Overall and by Educational Requirements, Riverside-San Bernardino-Ontario MSA, 2020

| Category | Share |
|---|---|
| Overall | 22% |
| Bachelors degree or more | 71% |
| Postsecondary certificate, license, or appenticeship | 17% |
| Advanced degree | 66% |
| High school or less | 0.06% |
| Associate's degree | 35% |

Source: Employment from 2020 5-year American Community Survey microdata from IPUMS USA, and occupational characteristics from Lightcast job posting data and 2020 5-year American Community Survey microdata from IPUMS USA.
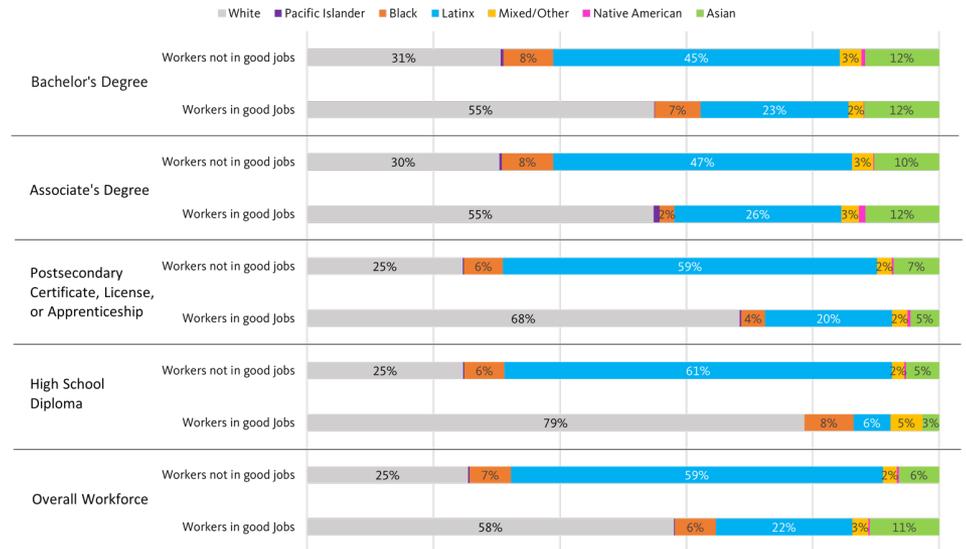
# Readiness

## How prepared are the region's residents for jobs of the future?

**Workers of color are currently underrepresented in good jobs.**

White workers are greatly overrepresented in good jobs across all levels of educational requirements. Regardless of a job's educational requirements, a white worker is roughly two to three times more likely to be in a good job compared to workers of color. This is particularly true for good jobs that do not require a college degree: despite only making up 31 percent of the region's population and 58 percent of the working population with good jobs, white people make up almost 70 percent of those in good jobs that require non-degree post-secondary training and nearly 80 percent of the workers in the few good jobs that only require a high school education. Put another way, workers of color are vastly underrepresented in good jobs, and it will be essential to eliminate barriers to these family-sustaining jobs for people of color in the region.

**Distribution of Workers by Race/Ethnicity, Job Quality, and Educational Requirements, 2020**



Legend: White · Pacific Islander · Black · Latinx · Mixed/Other · Native American · Asian

**Bachelor's Degree**
- Workers not in good jobs: 31% | 8% | 45% | 3% | 12%
- Workers in good Jobs: 55% | 7% | 23% | 2% | 12%

**Associate's Degree**
- Workers not in good jobs: 30% | 8% | 47% | 3% | 10%
- Workers in good Jobs: 55% | 2% | 26% | 3% | 12%

**Postsecondary Certificate, License, or Apprenticeship**
- Workers not in good jobs: 25% | 6% | 59% | 2% | 7%
- Workers in good Jobs: 68% | 4% | 20% | 2% | 5%

**High School Diploma**
- Workers not in good jobs: 25% | 6% | 61% | 2% | 5%
- Workers in good Jobs: 79% | 8% | 6% | 5% | 3%

**Overall Workforce**
- Workers not in good jobs: 25% | 7% | 59% | 2% | 6%
- Workers in good Jobs: 58% | 6% | 22% | 3% | 11%

Sources: Employment and worker demographics from 2020 5-year American Community Survey microdata from IPUMS USA, and occupational characteristics from Lightcast job posting data and 2020 5-year American Community Survey microdata from IPUMS USA.
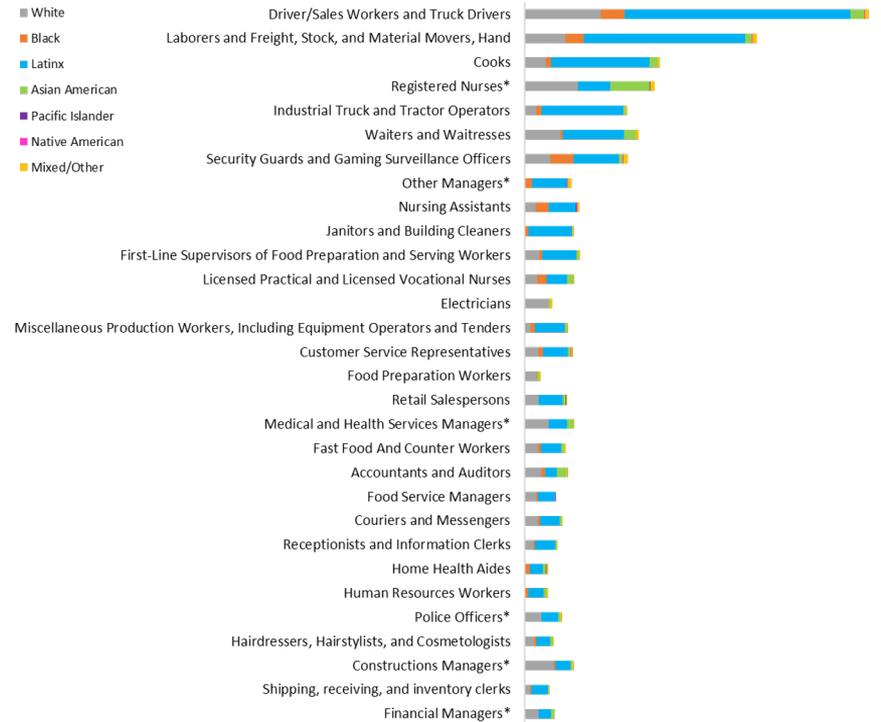
# Readiness

How prepared are the region's residents for jobs of the future?

**Projected job growth for Latinx and Black workers is heavily concentrated in low-quality jobs.**

The Inland Empire is projected to add at least 38,000 good jobs by 2030. However, of the new jobs added through the end of the decade, the ones projected to employ the most workers of color do not meet the definition of a good job. Only two of the 10 occupations projected to add the greatest number of workers of color — registered nurses and some managerial roles — could be classified as good jobs. Developing high-impact strategies to dismantle occupational segregation is essential to ensure that workers of color have equitable access to good jobs.

**Occupations Projected to Add the Most Workers of Color, by Race/Ethnicity, Riverside-San Bernardino-Ontario MSA, 2020- 2030**



Legend:
- White
- Black
- Latinx
- Asian American
- Pacific Islander
- Native American
- Mixed/Other

Occupations (top to bottom):
Driver/Sales Workers and Truck Drivers; Laborers and Freight, Stock, and Material Movers, Hand; Cooks; Registered Nurses*; Industrial Truck and Tractor Operators; Waiters and Waitresses; Security Guards and Gaming Surveillance Officers; Other Managers*; Nursing Assistants; Janitors and Building Cleaners; First-Line Supervisors of Food Preparation and Serving Workers; Licensed Practical and Licensed Vocational Nurses; Electricians; Miscellaneous Production Workers, Including Equipment Operators and Tenders; Customer Service Representatives; Food Preparation Workers; Retail Salespersons; Medical and Health Services Managers*; Fast Food And Counter Workers; Accountants and Auditors; Food Service Managers; Couriers and Messengers; Receptionists and Information Clerks; Home Health Aides; Human Resources Workers; Police Officers*; Hairdressers, Hairstylists, and Cosmetologists; Constructions Managers*; Shipping, receiving, and inventory clerks; Financial Managers*

Sources: Lightcast modeling for occupational growth and 2020 5-year ACS microdata from IPUMS for demographic characteristics of occupations. Note: Occupations marked with asterisks are classified as good jobs.

# Readiness
## Further Data Exploration and Discussion Questions

- While the data shows that there is a connection between educational attainment and employment, what strategies would increase access to education in the region in an equitable manner?

- What economic investments can be targeted to sub-regions based on the educational attainment of different communities?

- What are strategies for making all jobs good jobs?

- What high-impact strategies could dismantle occupational segregation and ensure that workers of color have equitable access to good jobs?

- What strategies can prepare workers for the good jobs of the future?

- How ready is this region to transition to future environmentally sustainable industries?

**Equitable regions are ready for the future, with a skilled, ready workforce and a healthy population.**

# Data and Methods

# Data and Methods
## Indicators

**Demographics**

**Economic Vitality**

# Data and Methods
## Indicators *(continued)*

**Economic Vitality *(continued)***

**Connectedness**

# Data and Methods
## Indicators *(continued)*

**Readiness**

# Data and Methods
## Data Source Summary and Regional Geography

Unless otherwise noted, all the data and analyses presented in this profile are the product of PolicyLink and the USC Equity Research Institute (ERI), and they reflect the Riverside-San Bernardino-Ontario, California, metropolitan statistical area. The specific data sources are listed in the table displayed on the right-hand side of this page.

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 the 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 the intent to replicate the analyses in other counties and regions and to ensure that they could be updated 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, which provides data points 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 |
| | 2020 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) |
| | 2000 Summary File 3 (SF3) |
| | 2010 Summary File 1 (SF1) |
| | 2010 TIGER/Line Shapefiles, 2010 Census Block Groups |
| | 2010 TIGER/Line Shapefiles, 2010 Census Tracts |
| | 2010 TIGER/Line Shapefiles, 2010 Counties |
| | OnTheMap Application and LEHD Origin-Destination Employment Statistics |
| Geolytics | 1980 Long Form in 2010 Boundaries |
| | 1990 Long Form in 2010 Boundaries |
| | 2000 Long Form in 2010 Boundaries |
| | 2020 Long Form in 2010 Boundaries |
| Centers for Disease Control and Prevention | WONDER Life Expectancy |
| U.S. Environmental Protection Agency | National-Scale Air Toxics Assessment (NATA) |
| California Office of Environmental Health | CalEnviroScreen 4.0 |

# Data and Methods
## Selected Terms and General Notes

**Broad Racial/Ethnic Origin**

Unless otherwise noted, in every analysis 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 several 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 refers to all people who identify as Asian American alone and do not identify as being of Hispanic origin.

- "Pacific Islander" or "Native Hawaiian or Pacific Islander" refer to all people who identify as Native Hawaiian or Pacific Islander alone and do not identify as being of Hispanic origin.

- "Asian American and Pacific Islander," "Asian or Pacific Islander," 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 those who 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 those born abroad to at least one US-citizen parent. The term "immigrant" refers to all people who identify as being born abroad, outside of the United States, to non–US-citizen parents.

# 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" 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. In the introductory portion of the profile, this term is meant to be interpreted in the colloquial sense. However, 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, visit https://www.census.gov/content/dam/Census/library/working-papers/2012/demo/Gottschalck_2012FCSM_VII-B.pdf.

# Data and Methods
## Selected Terms and General Notes *(continued)*

**General Notes on Analyses**

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

In relation to monetary measures (e.g., income, earnings, and wages) 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 2016-2020 pooled together. The 1980 through 2000 files are based on the decennial census, which each covering about 5 percent of the US population. The 2016-2020 files are from the ACS, and they cover only about 1 percent of the US population each. The five-year pooled ACS file was used to improve statistical reliability and 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, the use of the microdata samples allows for the flexibility to create more illuminating metrics of equity and inclusion. It also 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. They also 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 in this instance, as the geography of the region could be assembled perfectly by combining entire 1980 County Groups and 1990, 2000, and 2010 PUMAs.

# Data and Methods
## Good Jobs Analysis

The analysis presented here draws from two key data sources: the 2018 five-year American Community Survey (ACS) microdata from IPUMS USA and a proprietary occupation-level dataset from Lightcast (expressed at the six-digit Standard Occupational Classification (SOC) level). While detailed sources and notes are included beneath each figure throughout the report, here we provide additional information on these two key data sources and methods used for the analysis of "good jobs," automation risk, and income/GDP gains with racial equity in the workforce.

Unless otherwise noted, the ACS microdata is the source of all tabulations of demographic and workforce equity metrics by race/ethnicity and nativity included in this report. In addition, unless otherwise noted, racial/ethnic groups are defined such that all groups are non-Latinx (excluding those who identify as Hispanic or Latinx), leaving all persons identifying as Hispanic or Latinx in the "Latinx" category. The term "US-born" refers to all people who identify as being born in the United States (including US territories and outlying areas), or those born abroad to at least one US-citizen parent. The term "immigrant" refers to all people who identify as being born abroad, outside of the United States, to non–US-citizen parents.

The ACS microdata was aggregated to the detailed occupation level and merged with data from Lightcast to conduct the "good jobs" and "automation risk" analyses that appear in the report.

The proprietary data from Lightcast is based on job postings by collecting data from close to 50,000 online job boards, newspapers, and employer sites daily. Lightcast then de-duplicates postings for the same job, whether it is posted multiple times on the same site or across multiple sites.

Finally, Lightcast applies detailed text analytics to code the specific jobs, skills, and credentials requested by employers.

The equity gap for good jobs was calculated using occupation characteristics from the ACS (employment and average salary), Lightcast data models (typical education requirements advertised on job postings and metropolitan-area occupational employment projections), and the automation risk associated with each occupation from the Frey and Osborne's 2013 paper, *The Future of Employment: How Susceptible Are Jobs to Computerisation.*

# Data and Methods
## Additional Data Resources

**The National Equity Atlas:** The National Equity Atlas is the most detailed report card on racial and economic equity in the United States. It equips advocates and policymakers with actionable data and strategies to advance racial equity and shared prosperity.

**California Immigrant Data Portal**: The California Immigrant Data Portal is a resource and progress tracker for immigrants and those serving immigrant communities across the state. It presents data and case studies that can be used to better understand and promote the well-being of immigrants, their families, and their communities.

**Statewide Vulnerability & Recovery Index:** This index — developed by the California Advancement Project — uses zip code-level data to identify California communities most in need of immediate and long-term pandemic and economic relief. Policymakers and community stakeholders can use it to determine where to target interventions.

**CalEnviroScreen**: This mapping tool helps identify California communities that are most affected by multiple sources of pollution and where people are often especially vulnerable to pollution's effects.

**California Opportunity Area Maps:** These maps — created by the Othering & Belonging Institute for the California Tax Credit Allocation Committee (CTCAC) and the Department of Housing and Community Development (HCD) — measure and visualize place-based characteristics linked to critical life outcomes, such as educational attainment, earnings from employment, and economic mobility. Opportunity maps can be used to inform how to target investments and policies in a way that is conscious of the independent and interrelated effects that research has shown that place — the conditions in communities where people live — has on economic, educational, and health outcomes.

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# PolicyLink

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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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