National Equity Atlas

California Jobs First:
Equity Indicators for the North State Region

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PolicyLink

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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.

Contents

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 North State Region

California's North State — which consists of Butte, Glenn, Lassen, Modoc, Plumas, Shasta, Sierra, Siskiyou, Tehama, and Trinity Counties — is home to a combined 602,241 residents. Through California Jobs First, stakeholders from across the region have come together to form the North State initiative. The collaborative — co-convened by the Sierra Institute for Community and Environment and the North State Planning and Development Collective — aims to focus its process on issues of land stewardship and climate change, economic growth and resilience, and capacity building and workforce strengthening through increased connections to sub-regional initiatives.

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.
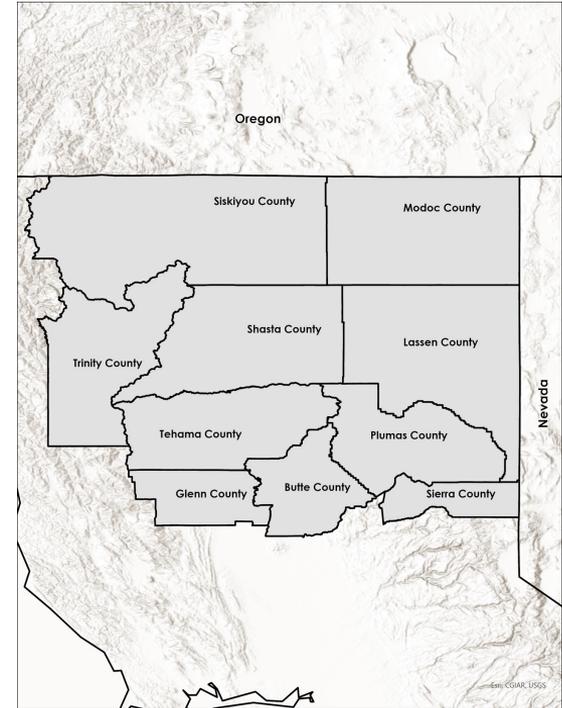
Introduction
Defining an Equitable Region

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 North State is a resource for community and labor organizations engaged in the California Jobs First program to understand key demographic, social, and economic trends in the region. The data in this profile reveals that:

The North State's racial and ethnic diversity is growing.

- Roughly 25 percent of the region's population are people of color, and about 7 percent are immigrants. Large increases in populations of color — especially US-born and immigrant Latinx residents — have contributed to the region's growing diversity. The US-born Latinx population nearly tripled and the immigrant Latinx population doubled since 1990, collectively accounting for 70 percent of the region's total population growth in the past three decades.

The region needs good jobs for all workers.

- Every worker should have access to stable, sustainable jobs that provide a living wage. However, economic insecurity is commonplace in the North State, especially for workers of color and those with lower incomes. For example, while median hourly wages have remained unchanged for white workers over the past four decades, they have declined for workers of color by 14 percent. Furthermore, workers of color — especially Latinx workers — have lower wages than white workers regardless of educational attainment. Those at the lower end of the wage distribution are especially impacted, as the region has seen an increasing share of workers of color who are employed full time yet earn poverty wages. Across the region, one in 11 workers are making poverty wages in 2020, including nearly one in seven workers of

Introduction

Data Summary *(continued)*

color (compared to one in 12 white workers). Overall, workers of color have a working-poverty rate nearly twice that of their white counterparts, a pattern that has only slightly improved since 1990.

- Not all workers are experiencing the same difficulties: those in the top 10 percent of wage earners have actually seen their inflation-adjusted incomes grow by 30 percent since 1980 (5 percentage points greater than similar workers nationally), while those in the bottom half of the wage distribution have seen their incomes drop by 4 to 6 percent over the same period. Occupational segregation has been a contributing force, with Latinx workers overrepresented in lower-paying jobs such as manufacturing (41 percent of non-durable manufacturing workers and 19 percent of durable manufacturing workers), agriculture (33 percent), and wholesale trade (21 percent).

Addressing disparities in healthy environments of opportunity will be essential for the region.

- Many communities in the region have high levels of poverty, including some areas with poverty rates above 30 percent. And despite making up 26 percent of the region's population, people of color comprise 38 percent of residents in communities experiencing the highest levels of poverty.
- Compounding the effects of concentrated poverty, residents are exposed to higher levels of air pollution than almost 90 percent of US census tracts, with a major factor being the intensity of catastrophic wildfires in the region. For the average Asian American or Pacific Islander resident in the North State, air pollution exposure was the highest of all racial/ethnic groups, with an exposure greater than 93 percent of census tracts nationwide. Black and Native American residents lived in areas with relatively less air pollution than the average North State resident but still greater than 77 and 83 percent of US census tracts, respectively.

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.**
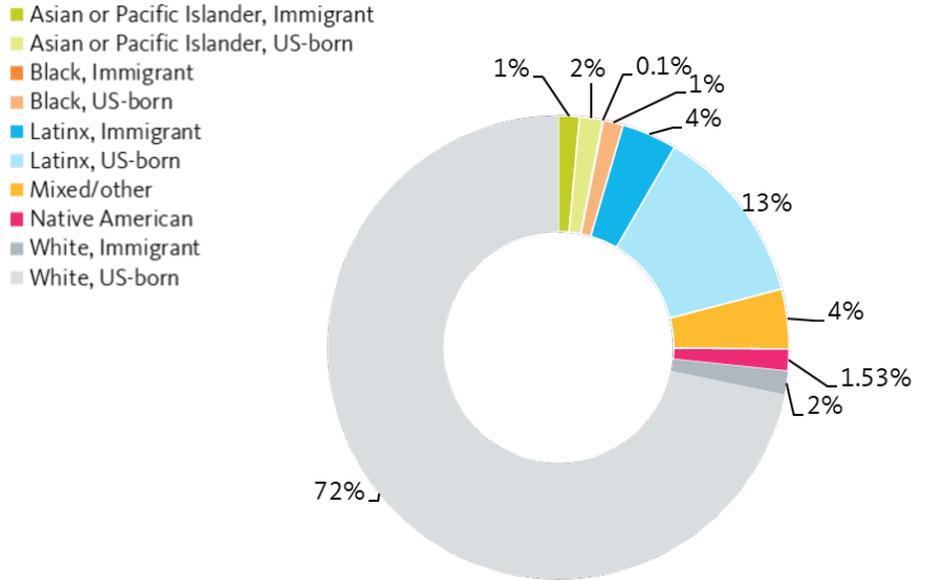
Demographics

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

Roughly a quarter of North State residents are people of color.

Compared to the rest of California, the North State has relatively moderate levels of racial/ethnic and immigrant diversity. Roughly 26 percent of the region's population are people of color, and about 7 percent are immigrants. The majority of people of color are Latinx — primarily US-born. They make up 17 percent of the region's population, followed by those of mixed/other race, who comprise 4 percent of the region's population.

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

1% 2% 0.1% 1% 4% 13% 4% 1.53% 2% 72%

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?

While the North Coast's overall population has grown modestly over the past 30 years, the number of US-born Latinx residents has almost tripled.

The North State has experienced significant population shifts over the last few decades, with large increases in residents of color. Since 1990, the region's white population has declined, but Latinx, Black, Asian American, and Pacific Islander populations have all grown. Latinx residents — both immigrant and US-born — have been a large part of this boom, accounting for 70 percent of the region's total population growth since 1990. (The US-born Latinx population nearly tripled and the immigrant Latinx population doubled in this period.) Asian Americans account for 10 percent of the region's population growth over the last three decades, driven by a significant increase in US-born Asian American residents. Altogether, the increasing diversity of the North State highlights the need for inclusive, equitable growth strategies, particularly for Latinx and Asian American residents.

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

Group	Change
White, U.S.-born	0% (-2,134)
White, Immigrant	3% (+332)
Pacific Islander, Immigrant	304% (+236)
Pacific Islander, U.S-born	118% (+575)
Native American	-23% (-3,255)
Latinx, U.S.-born	194% (+58,890)
Latinx, Immigrant	106% (+14,167)
Black, U.S.-born	62% (+3,800)
Black, Immigrant	221% (+274)
Asian American, U.S.-born	186% (+6,753)
Asian American, Immigrant	61% (+3,858)
All	19% (+112,500)

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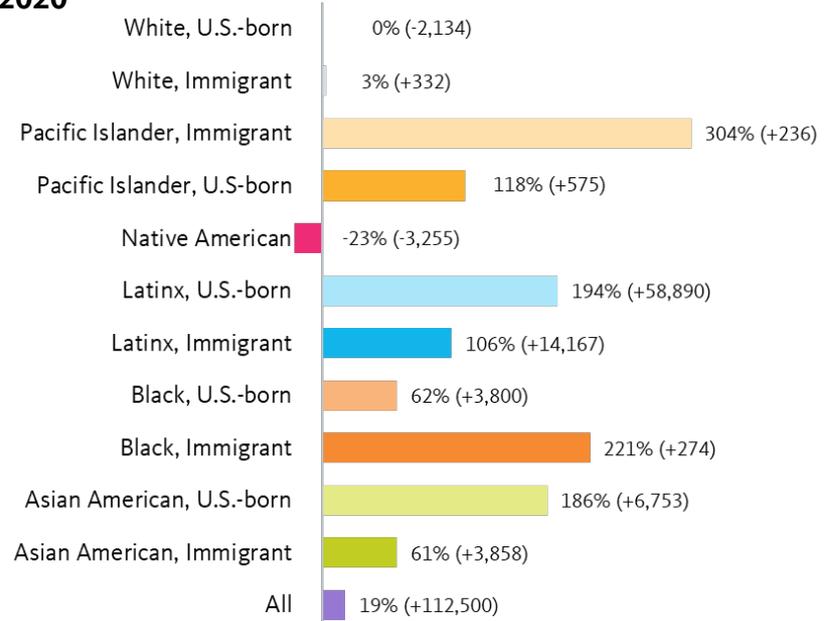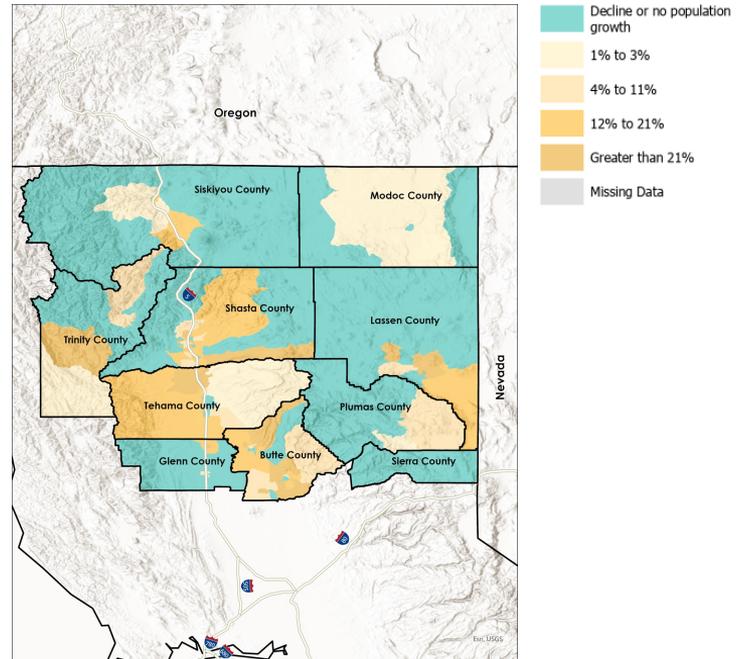
Demographics
Who lives in the region and how is this changing?

The region's population has grown the most along the region's highway-adjacent cities and towns.

The North State has experienced pockets of population growth along major thoroughfares over the past two decades. Much of this growth was in cities and towns along Highway 5 in Siskiyou, Shasta, and Tehama Counties. For example, the population in the city of Redding in Shasta County has grown by 15 percent since 2000. The population in Butte County along Route 99 also increased rapidly, where the city of Chico saw a 70 percent gain in residents. The population in southern Lassen County between Susanville and the California-Nevada border did as well.

Population Growth by Census Tract, 2000 - 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 areas?

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

- How will proposed investments address disinvestment and bring resources to historically underinvested areas?

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

Economic Vitality
Do all workers earn a livable wage?

In the North State, Latinx workers are least likely to earn at least $15/hour.

With nearly 25 percent of all workers making less than $15/hour, the North State faces a deep degree of economic insecurity. Only 62 percent of Latinx workers earn at least $15/hour compared to 79 percent of white workers. Given the disparate impacts of wage stagnation and suppression on people of color in the US due to 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
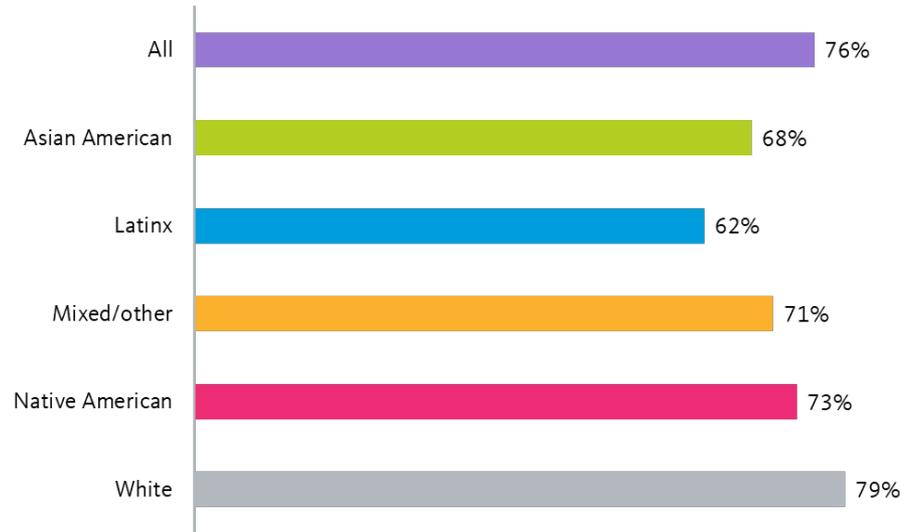
Race/Ethnicity	Percent
All	76%
Asian American	68%
Latinx	62%
Mixed/other	71%
Native American	73%
White	79%

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?

Wages have declined for workers of color over the past four decades while remaining unchanged for white workers.

Since 1980, the median wage in the region overall has declined by 4 percent. While data limitations prevent comparisons over time for Asian American, Native American, or Black workers, the regional decline in median wages is felt squarely by workers of color — especially Latinx workers. The wages of Latinx workers have decreased by 14 percent, while for white workers, wages have remained both higher and unchanged over time. As a result, the racial wage gap is particularly pronounced between Latinx and white workers: the median hourly wage for Latinx workers is only 72 percent that of white workers in 2020, compared to 84 percent that of white workers in 1980. As regional demographics and economics shift, so too have the earnings outlook of its residents.

Median Hourly Wage by Race/Ethnicity, 1980 to 2020

■ 1980
■ 2020

	1980	2020
All	$24	$23
Asian American		$21
Latinx	$21	$18
Native American		$20
People of Color	$22	$19
White	$25	$25

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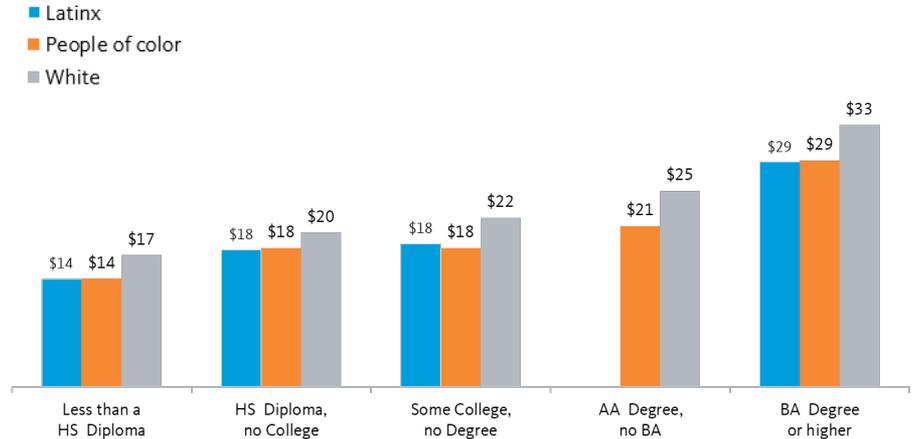
Economic Vitality
Do racial economic gaps persist across educational levels?

People of color have lower median hourly wages than their white counterparts at every education level.

Equity in higher educational attainment is both essential and insufficient to achieving racial economic inclusion. Where data are available, white workers earn the most across all educational levels. Wage gaps between workers of color (in the North State, these are primarily Latinx workers) and their white counterparts persist even at the highest levels of educational attainment. Among those with only high school diplomas, people of color earn 90 cents to every dollar white people earn. For those with four-year college degrees or higher, people of color make only 88 cents to every dollar that white workers earn. Workers of color have comparable, but slightly lower, returns from a bachelor's degree or higher compared to white workers: people of color with a bachelor's degree have a $11/hour increase compared to people of color with only a high school diploma (a 61 percent increase). White people with four-year college degrees make $13/hour more than their high school counterparts (a 65 percent increase).

Median Wage by Race/Ethnicity and Educational Attainment, 2020

- Latinx
- People of color
- White

	Less than a HS Diploma	HS Diploma, no College	Some College, no Degree	AA Degree, no BA	BA Degree or higher
Latinx	$14	$18	$18		$29
People of color	$14	$18	$18	$21	$29
White	$17	$20	$22	$25	$33

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.
Note: There is not enough data to display on median wages for Asian American workers with less than a high school diploma, nor Black, Native American, and Pacific Islander workers at any level of education.
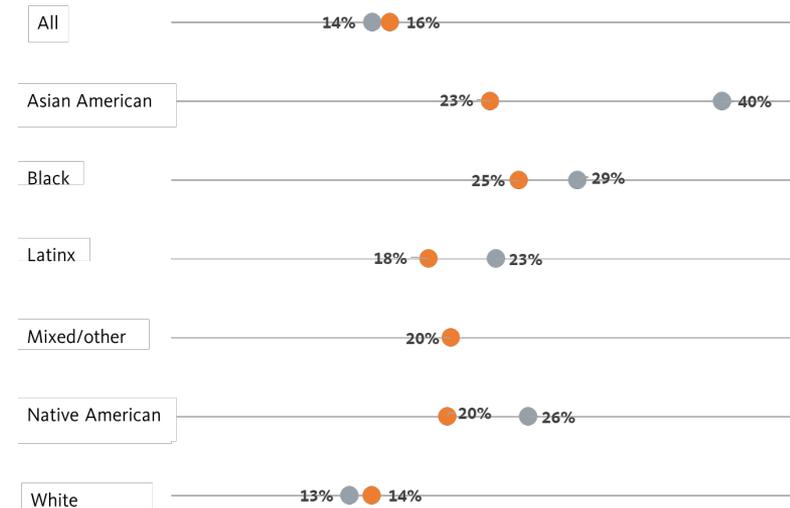
Economic Vitality
Is poverty low and decreasing?

Roughly one in six North State residents is experiencing poverty.

Economic insecurity is growing in the North State. Sixteen percent of residents are living in poverty, an increase of 14 percent since 1990. While poverty has slightly increased for white residents since 1990, the growth in people of color — combined with the higher poverty rates for all nonwhite racial/ethnic groups — has collectively resulted in a higher overall poverty rate for the region's population in 2020. Despite substantial decreases in poverty rates for residents of color since 1990, the Black poverty rate is at 25 percent — the highest in the region and a rate nearly 50 percent higher than the poverty rate for white residents. Eighteen percent of Latinx residents, 20 percent of Native American residents, and 23 percent of Asian American residents are 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.

Poverty Rate by Race/Ethnicity, 1990 and 2020

- 1990
- 2020

All	14% — 16%
Asian American	23% — 40%
Black	25% — 29%
Latinx	18% — 23%
Mixed/other	20%
Native American	20% — 26%
White	13% — 14%

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.
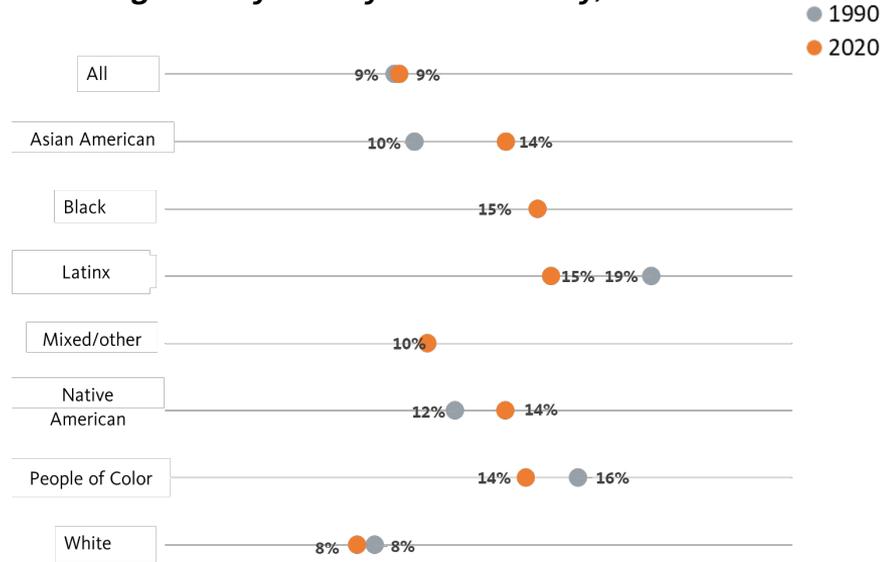
Economic Vitality

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

One in seven workers of color have poverty-level wages despite working full time.

In the North State, many workers have full-time jobs yet continue to earn poverty wages — and this is especially true for workers of color. Roughly one in 11 workers in the region are part of those experiencing "working poverty," defined as those working full time with family incomes at or below 200 percent of the federal poverty level. The working-poverty rate is the same as it was in 1990 overall but has increased significantly for Native American and Asian American workers. One in seven workers of color are earning poverty wages, compared to one in 12 white workers in 2020. (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.) Overall, workers of color have a working-poverty rate nearly twice that of their white counterparts, a pattern that has only slightly improved 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

Race/Ethnicity	1990	2020
All	9%	9%
Asian American	10%	14%
Black		15%
Latinx	19%	15%
Mixed/other		10%
Native American	12%	14%
People of Color	16%	14%
White	8%	8%

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.
Note: There is not enough reliable data to display for Native American residents in 2020.
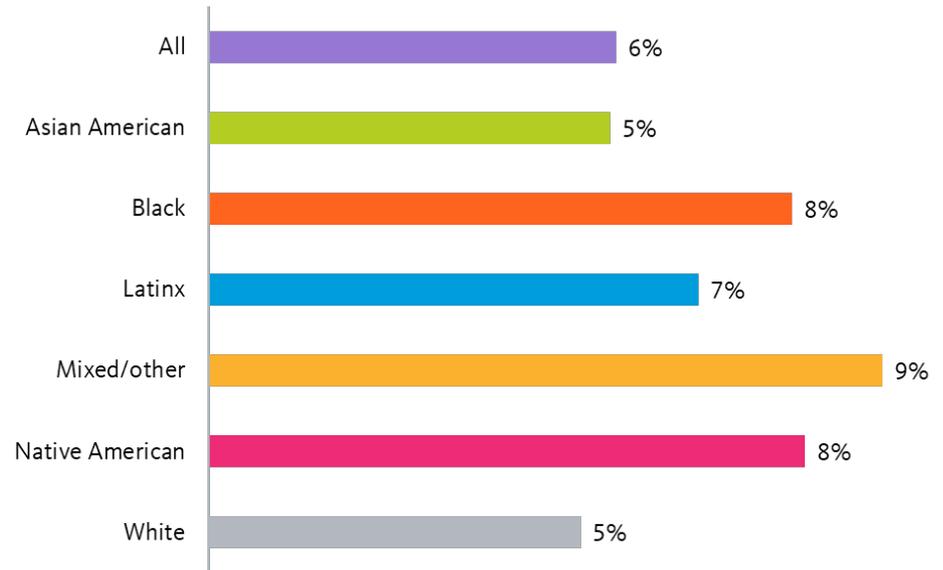
Economic Vitality
Can all residents access employment?

Unemployment rates for mixed/other race, Black, and Native American workers are the highest in the region.

Unemployment in the North State region is 6 percent, slightly higher than the state average of 5 percent. Regionally, the unemployment rate for mixed/other race workers (9 percent) is almost two times the rate of unemployment for whites, with the unemployment rates of Native American and Black workers not far behind at 8 percent. Given the primacy of employment on the incomes of working-age people, these disparities in employment can have significant negative impacts on the livelihoods of Black and Native American workers and those of mixed/other race in the North State.

Unemployment Rate by Race/Ethnicity, 2020

Race/Ethnicity	Rate
All	6%
Asian American	5%
Black	8%
Latinx	7%
Mixed/other	9%
Native American	8%
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.
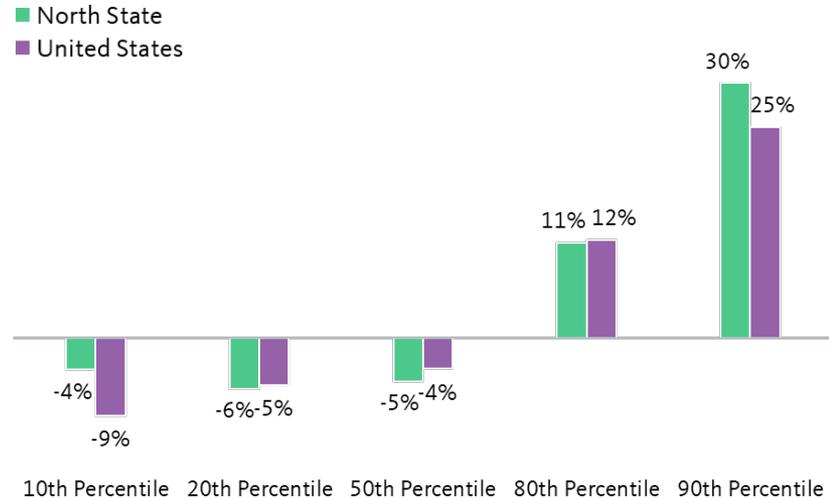Note: Data for 2020 represent a 2016 through 2020 average.

Economic Vitality
Are incomes increasing for all workers?

Wages for those at the bottom have declined while wages have increased the most for those at the top.

Wage growth in the North State mirrors similar trends to the nation overall but with more pronounced gains for the highest-wage earners. Workers at the lower half of the wage distribution have seen their inflation-adjusted incomes drop by between 4 and 6 percent since 1980. Conversely, workers in the 80th percentile have seen their wages increase (11 percent) at nearly the same as the national rate (12 percent), while wages for the top 10 percent of earners grew by 30 percent, compared to 25 percent of similar workers nationally. Ultimately, there were wage declines for those at the lower end of the income distribution and larger gains for those at the top.

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

■ North State
■ United States

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.
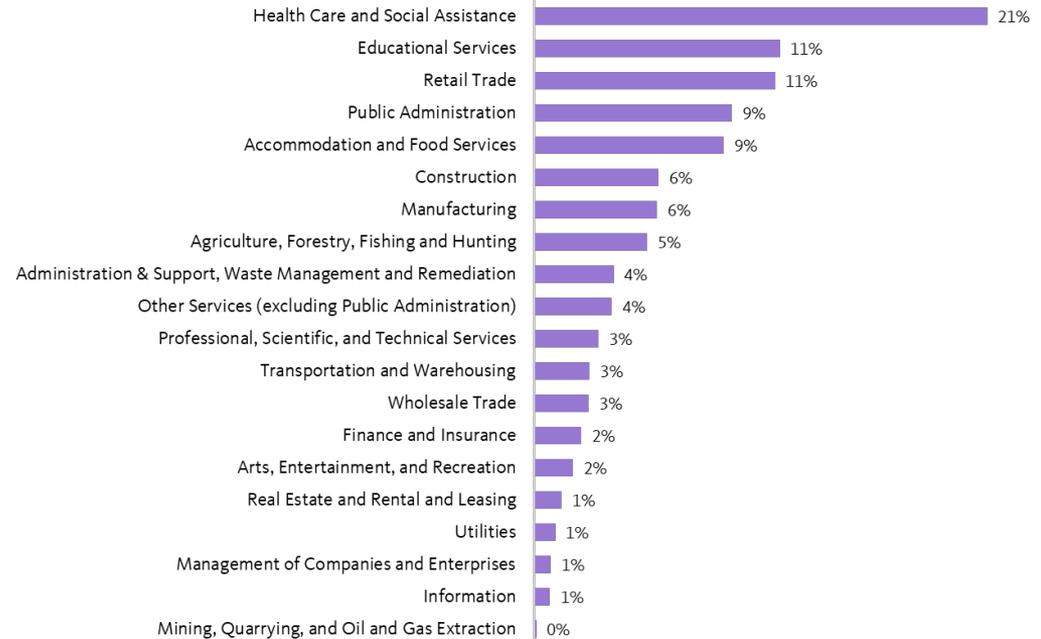
Economic Vitality
Which industries employ the most workers?

Five industries employ roughly 60 percent of workers in the North State.

Many workers in the region are employed in "essential" industries that have faced pressure as a result of the Covid-19 pandemic. Health care and social assistance is the largest industry in the North State and employs 21 percent of workers. Roughly 60 percent of workers in the region are concentrated in five industries: health care and social assistance, educational services, retail, public administration, 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, 2020

Industry	Share
Health Care and Social Assistance	21%
Educational Services	11%
Retail Trade	11%
Public Administration	9%
Accommodation and Food Services	9%
Construction	6%
Manufacturing	6%
Agriculture, Forestry, Fishing and Hunting	5%
Administration & Support, Waste Management and Remediation	4%
Other Services (excluding Public Administration)	4%
Professional, Scientific, and Technical Services	3%
Transportation and Warehousing	3%
Wholesale Trade	3%
Finance and Insurance	2%
Arts, Entertainment, and Recreation	2%
Real Estate and Rental and Leasing	1%
Utilities	1%
Management of Companies and Enterprises	1%
Information	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 2020).

Which industries employ the most workers of color?

Latinx workers are overrepresented in manufacturing and agriculture but underrepresented in industries with higher pay.

In the North State region, Latinx workers comprise a high percentage of workers in lower-paying industries, such as manufacturing (41 percent of non-durable manufacturing workers and 19 percent of durable manufacturing workers), agriculture (33 percent), and wholesale trade (21 percent). Meanwhile, Latinx workers make up much smaller shares in industries with typically higher pay, such as information (10 percent), professional services (14 percent), and finance, insurance, and real estate (10 percent). Given the substantial racial disparities in hourly wages we see between Latinx and white workers, ensuring equity in access to industries with living wages is critical to addressing racial inequities in pay across the region.

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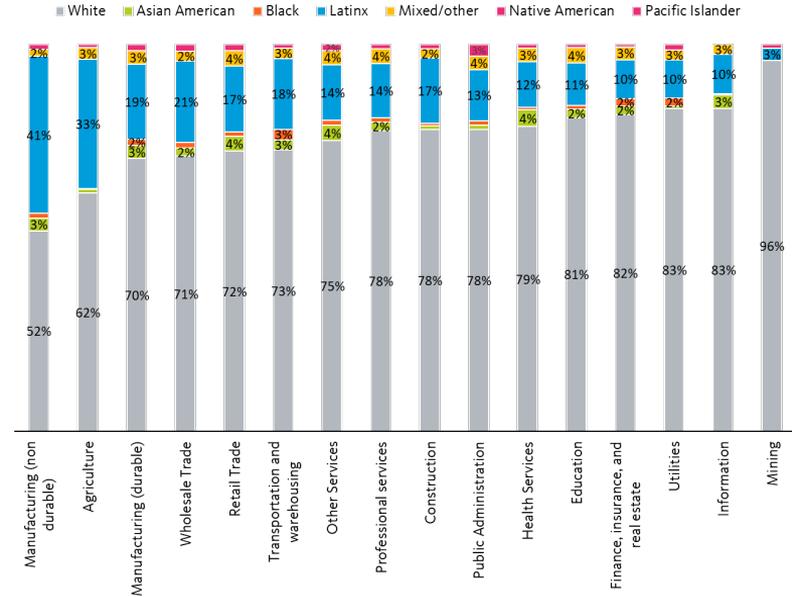
Legend: White, Asian American, Black, Latinx, Mixed/other, Native American, Pacific Islander

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. Data for some racial/ethnic groups are excluded due to small sample size.
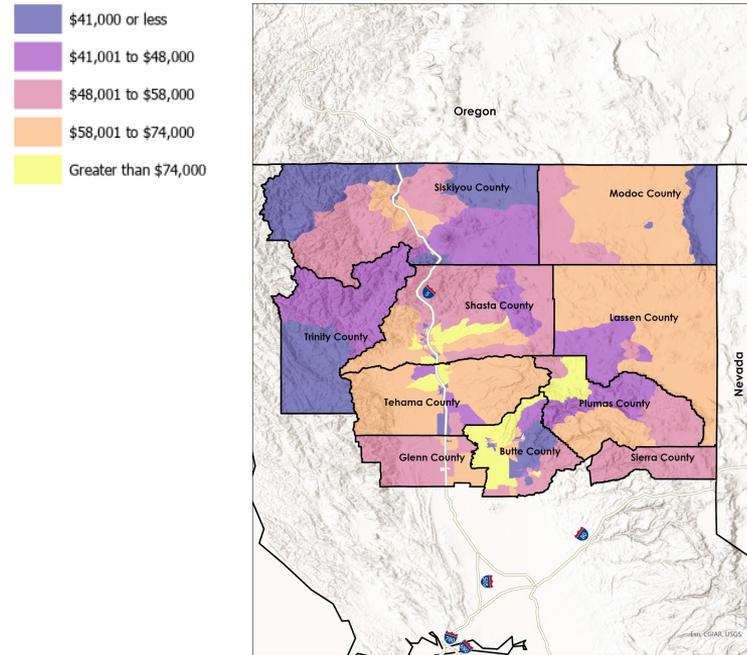
Economic Vitality

Do all workers across the region earn a living wage?

On average, household incomes greatly lag behind statewide median household income levels.

The median household incomes in most parts of the North State lag behind the California median household income of $77,652. Some areas, such as western Butte County, northwestern Plumas County, and sections of Tehama and Shasta Counties along Highway 5, have median household incomes above the statewide average. But most areas — roughly 86 percent of the region's census tracts — are below the state median value.

Median Household Income by Census Tract, 2020

Legend:
- $41,000 or less
- $41,001 to $48,000
- $48,001 to $58,000
- $58,001 to $74,000
- Greater than $74,000

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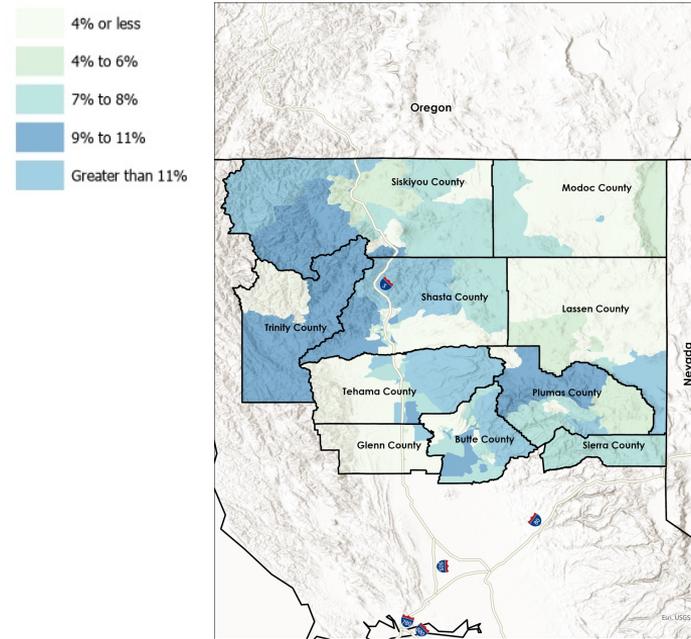
Economic Vitality
How does unemployment vary across the region?

Roughly 18 percent of census tracts in the North State are areas of high unemployment.

Unemployment in the North State averaged 6 percent in 2020, but a spatial analysis of the region reveals that some areas had more difficulties than others. Roughly 18 percent of census tracts in the North State have unemployment rates at or above 11 percent, including 43 percent of the tracts in Tehama County. A look at the racial/ethnic and spatial dynamics of unemployment suggests that, on average, communities with higher shares of people of color are slightly more likely to be in areas of economic insecurity than in areas of economic security: census tracts where the unemployment rate is greater than 11 percent are 28 percent people of color, while communities with less than 4 percent unemployment are 24 percent people of color.

Unemployment Rate by Census Tract, 2020

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 North State 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

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Do residents live in high-opportunity neighborhoods?

Black, Asian American, and Pacific Islander residents are more likely to live in high-poverty neighborhoods.

In the North State, roughly one in seven Black and Asian American residents and one in eight Pacific Islander residents live in high-poverty neighborhoods, even if they are not low income. White and Native American residents are the least likely to live in high-poverty areas. People who live in high-poverty neighborhoods have less access to jobs, services, high-quality education, parks, safe streets, and other essential ingredients of economic and social success.

Neighborhood Poverty Rate by Race/Ethnicity, 2020

Race/Ethnicity	Rate
All	5%
Asian American	14%
Black	15%
Latinx	7%
Mixed/other	6%
Native American	4%
Pacific Islander	12%
White	5%
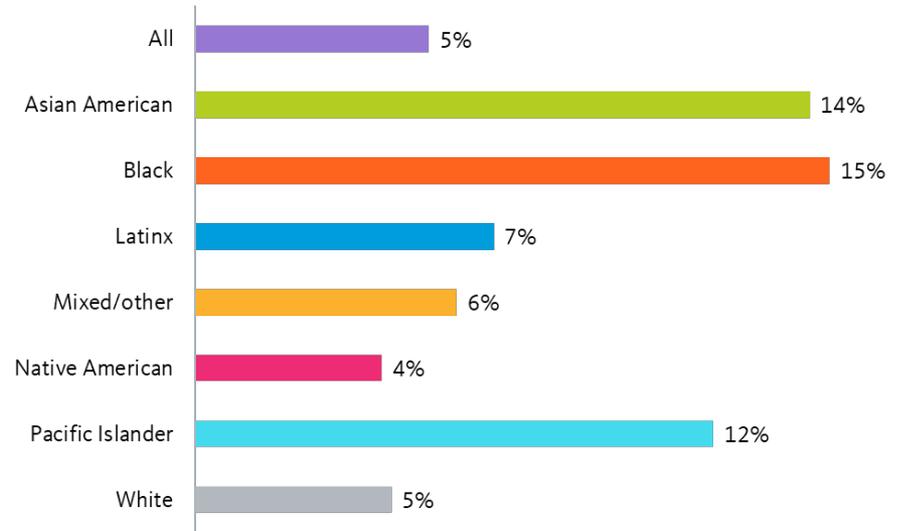
Source: National Equity Atlas analysis of 2020 American Community Survey 5-year Summary File. Universe includes all people. Note: Data represent the percentage of the population living in high-poverty neighborhoods, defined as census tracts with a poverty rate of 30 percent or higher. Data represent a 2016 through 2020 average.
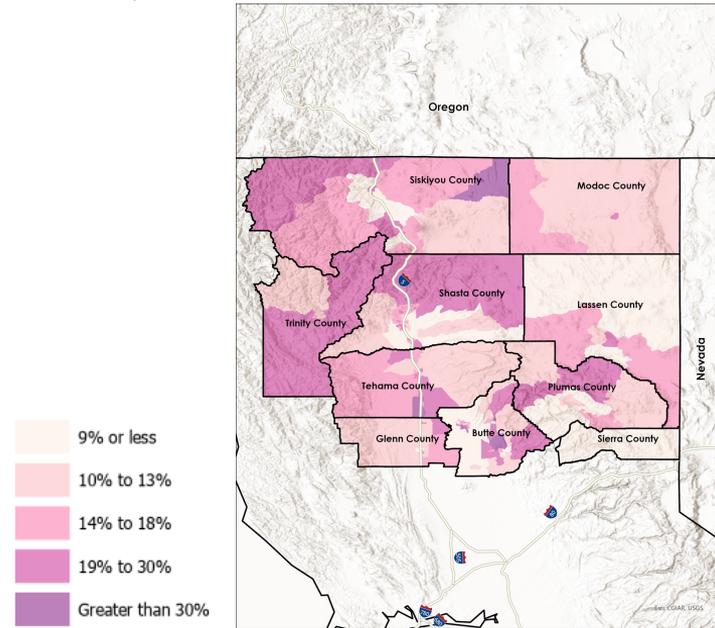
Connectedness

Which neighborhoods have the highest poverty rate?

Poverty levels are much higher in communities of color throughout the North State region.

Many communities have large shares of people experiencing poverty, with the highest burden being in northeastern Siskiyou County and pockets of Tehama and Butte counties. Much of Trinity and Shasta Counties are also experiencing poverty levels between 19 and 30 percent. Regionally, the racial-spatial dynamics of poverty are quite clear: in communities with greater than 30 percent poverty rate, 38 percent of residents are people of color, compared to just 20 percent of residents in communities with a poverty rate below 9 percent.

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

	9% or less
	10% to 13%
	14% to 18%
	19% 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.
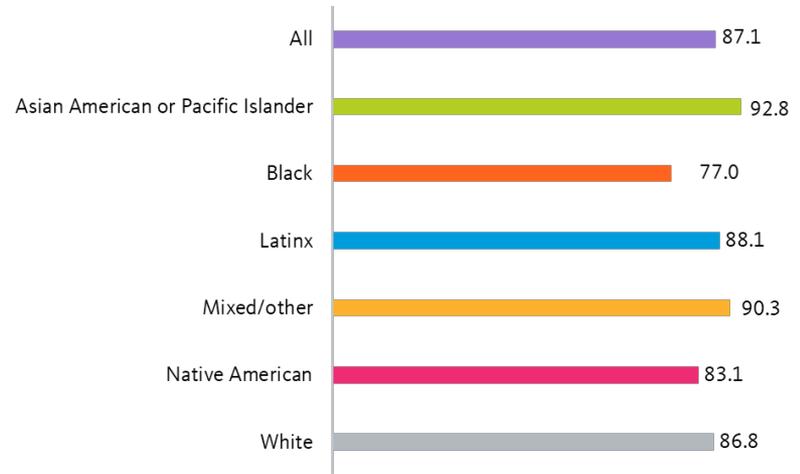
Connectedness
Do all residents have access to clean air?

North State residents are exposed to higher levels of air pollution than nearly 90 percent of US census tracts overall.

Air pollution is a significant issue in the North State. Significant wildfires contributed to dangerous air quality in northern California, including the 2018 Carr and Camp Fire incidents that led to dozens of deaths and destroyed hundreds of thousands of acres in the region. As a result, residents in the North State experienced a level of air pollution exposure greater than almost 90 percent of US census tracts. For the average Asian American or Pacific Islander resident in the North State, air pollution exposure was the highest of all racial/ethnic groups, with an exposure greater than 93 percent of census tracts nationwide. Black and Native American residents lived in areas with relatively less air pollution than the average North State resident but still greater than 77 and 83 percent of US census tracts, respectively.

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

Race/Ethnicity	Index
All	87.1
Asian American or Pacific Islander	92.8
Black	77.0
Latinx	88.1
Mixed/other	90.3
Native American	83.1
White	86.8

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 are more likely to live in communities with greater pollution or environmental health risks.

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 North State, only 3 percent of the population lives in the highest scoring, disadvantaged communities — yet communities with higher CES scores have higher shares of people of color compared to those with lower CES scores: while people of color make up 26 percent of the population, disadvantaged communities are composed of 46 percent people of color. Latinx residents make up roughly 17 percent of the region's residents, yet they comprise nearly 27 percent of those who live in disadvantaged communities. Meanwhile, white residents make up 54 percent of residents living in disadvantaged communities despite comprising about 74 percent of the region's residents.

CalEnviroScreen (CES) Score Percentile by Census Tract, 2021

- 1st to 25th percentile
- 26th to 50th percetile
- 51st to 75th percentile
- 76th to 100th percentile
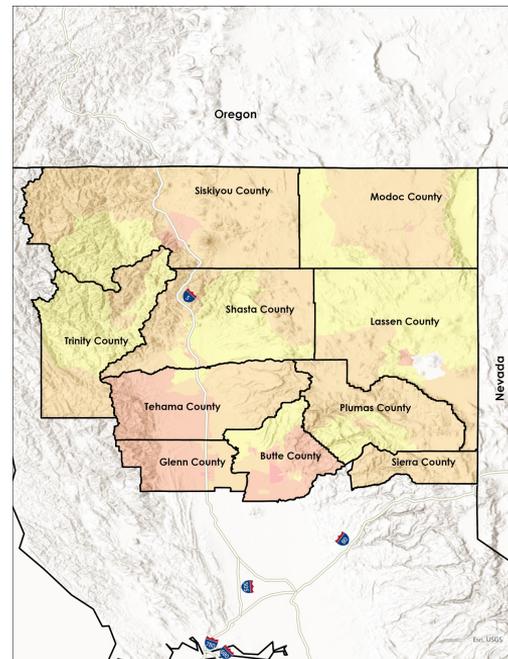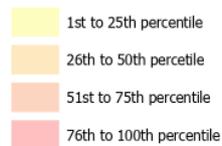
Source: CalEnviroScreen 4.0, California Office of Environmental Health Hazard Assessment, California Environmental Protection Agency. Note: CalEnviroScreen percentiles shown are based on a statewide ranking of census tracts. The top 25 percent of tracts statewide are among those identified as disadvantaged 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 North State?

- 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?

- How will investments equitably increase access to high-opportunity neighborhoods in the region?

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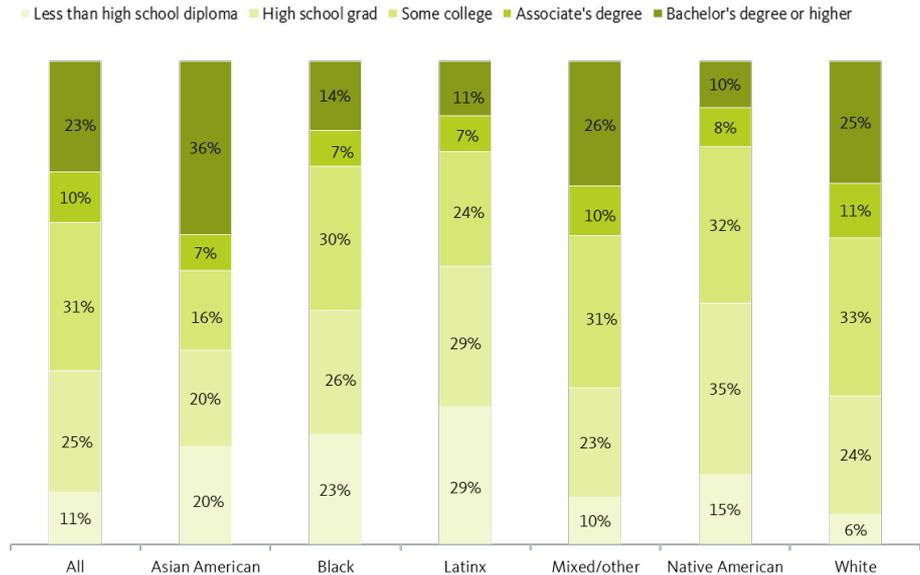
Readiness

Readiness

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

Nearly one in four adults in the North State 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, nearly 25 percent of adults in the North State have a bachelor's degree or higher, and all together roughly two-thirds have had some time in college. More than 33 percent of Asian American adults as well as 25 percent of white and those of mixed or another race have a bachelor's degree or higher. Native American, Latinx and Black adults are least likely to have a bachelor's degree, at just 10, 11, and 14 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	Asian American	Black	Latinx	Mixed/other	Native American	White
Bachelor's degree or higher	23%	36%	14%	11%	26%	10%	25%
Associate's degree	10%	7%	7%	7%	10%	8%	11%
Some college	31%	16%	30%	24%	31%	32%	33%
High school grad	25%	20%	26%	29%	23%	35%	24%
Less than high school diploma	11%	20%	23%	29%	10%	15%	6%

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.
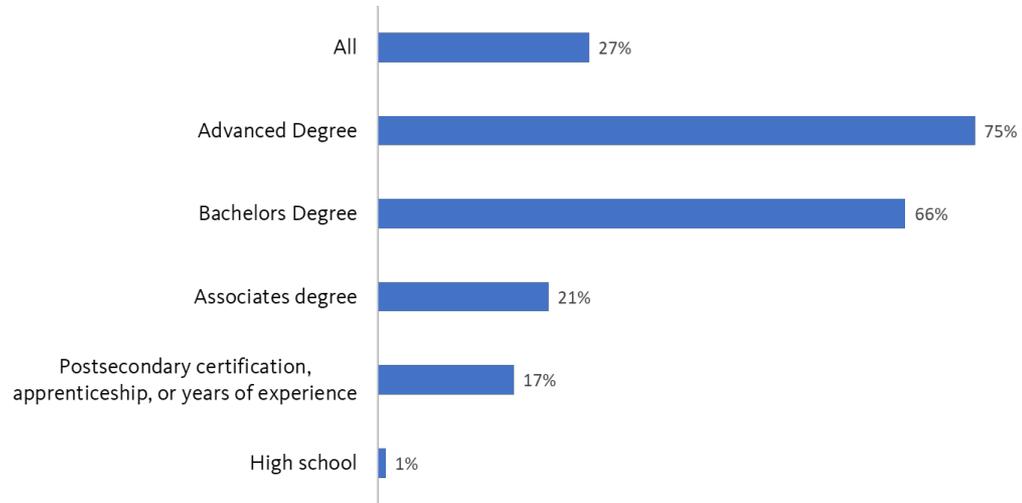
Readiness

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

North State residents likely face significant challenges to finding "good jobs."

There is a growing need for "good jobs" in the region, defined as stable jobs that provide family-sustaining wages and are automation-resilient. For California workers, access to good jobs is closely associated with the educational requirements of the role: only 1 percent of California workers are in jobs that require a high school diploma. Twenty-one percent of those in jobs requiring an associate's degree are in a good job, compared to 66 percent of workers in jobs that require a bachelor's degree or higher and 75 percent of those in jobs requiring advanced degrees. However, only 23 percent of adults in the North State have a bachelor's degree. Furthermore, disparities in educational attainment suggest that Native American, Latinx, and Black adults — whose rates of having a bachelor's degree or higher are 10, 11, and 14 percent, respectively — likely face greater barriers to finding good jobs. For the North State to build an economically resilient and equitable ecosystem for all, good jobs should be available to workers across all educational levels.

Share of Workers in Good Jobs, Overall and by Educational Requirements, California, 2020

Category	Percentage
All	27%
Advanced Degree	75%
Bachelors Degree	66%
Associates degree	21%
Postsecondary certification, apprenticeship, or years of experience	17%
High school	1%

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.
Note: The data displayed covers the entire state of California, as there is not enough local data to produce a statistically reliable graph.
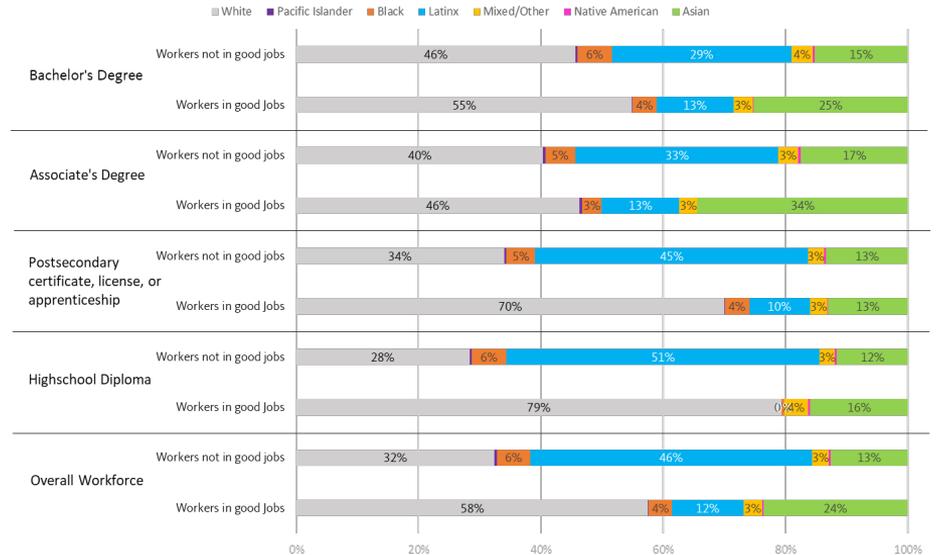
Readiness

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

Projected job growth for Latinx and Black workers is heavily concentrated in unstable, low-paying jobs vulnerable to automation.

In California, workers of color are underrepresented in good jobs across all levels of educational requirements, while white workers are overrepresented. Despite making up 38 percent of the state's workforce, white workers account for over half of the workers in good jobs. The racial disparities in good jobs are starkest for jobs that do not require a college degree: despite only making up 38 percent of the state's population and 58 percent of the working population with good jobs, white people make up 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. All told, the North State's racial disparities in educational attainment *(see page 35)*, the state's lack of good jobs with educational requirements less than a bachelor's degree, and the overrepresentation of white workers in those good jobs underscore the need for a layered approach to eliminate both local- and state-level barriers to these family-sustaining jobs for people of color in the region.

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

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

Education	Category	White	Black	Latinx	Mixed/Other	Asian
Bachelor's Degree	Workers not in good jobs	46%	6%	29%	4%	15%
	Workers in good Jobs	55%	4%	13%	3%	25%
Associate's Degree	Workers not in good jobs	40%	5%	33%	3%	17%
	Workers in good Jobs	46%	3%	13%	3%	34%
Postsecondary certificate, license, or apprenticeship	Workers not in good jobs	34%	5%	45%	3%	13%
	Workers in good Jobs	70%	4%	10%	3%	13%
Highschool Diploma	Workers not in good jobs	28%	6%	51%	3%	12%
	Workers in good Jobs	79%		0% 4%		16%
Overall Workforce	Workers not in good jobs	32%	6%	46%	3%	13%
	Workers in good Jobs	58%	4%	12%	3%	24%

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.
Note: The data displayed covers the entire state of California, as there is not enough local data to produce a statistically reliable graph.
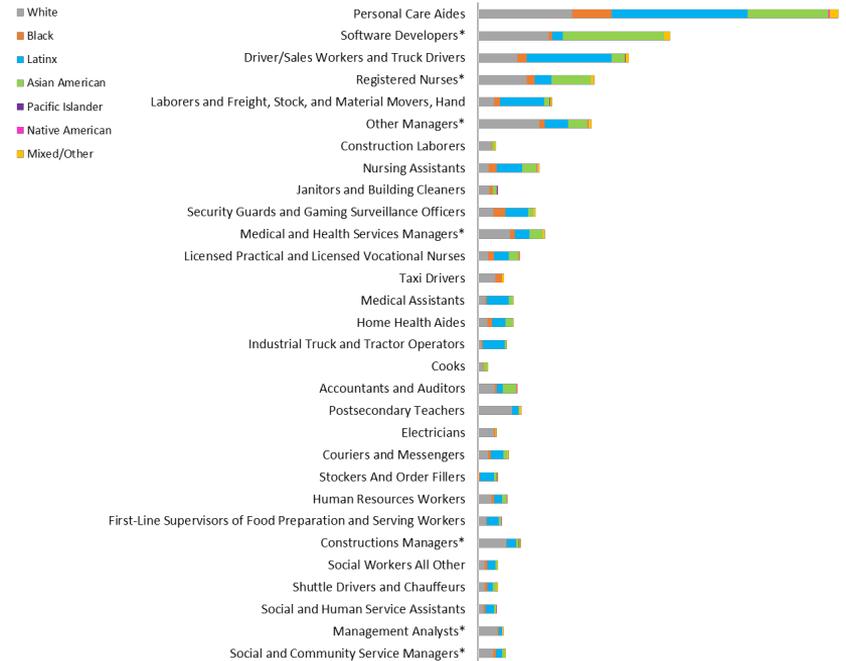
Readiness

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

Projected job growth for Latinx and Black workers is heavily concentrated in unstable, low-paying jobs vulnerable to automation.

Young people in California are [more racially diverse than prior generations](#), they've added to the growing diversity of the workforce across all sectors. However, job growth projections indicate that existing racial inequities in employment will persist. White and Asian American/Pacific Islander workers account for large shares of projected job growth in "good jobs." Meanwhile, Latinx and Black workers make up disproportionately high shares of projected jobs in sectors with low pay, long-term job insecurity, and/or poor working conditions. Given the North State region's rural landscape and demographic shifts (with the number of immigrant and US-born Latinx residents having nearly doubled and tripled since 1990, respectively), projecting job growth by race/ethnicity at the regional level is difficult. Nonetheless, it stands to reason that there will continue to be a job base rife with public and service sector positions, and economic growth in the region must prioritize the quality of those jobs, as well as ensuring equal opportunities for an increasingly diverse workforce.

Occupations Projected to Add the Most Workers of Color, by Race/Ethnicity, California, 2020 to 2030

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

Occupations listed (top to bottom):
Personal Care Aides; Software Developers*; Driver/Sales Workers and Truck Drivers; Registered Nurses*; Laborers and Freight, Stock, and Material Movers, Hand; Other Managers*; Construction Laborers; Nursing Assistants; Janitors and Building Cleaners; Security Guards and Gaming Surveillance Officers; Medical and Health Services Managers*; Licensed Practical and Licensed Vocational Nurses; Taxi Drivers; Medical Assistants; Home Health Aides; Industrial Truck and Tractor Operators; Cooks; Accountants and Auditors; Postsecondary Teachers; Electricians; Couriers and Messengers; Stockers And Order Fillers; Human Resources Workers; First-Line Supervisors of Food Preparation and Serving Workers; Constructions Managers*; Social Workers All Other; Shuttle Drivers and Chauffeurs; Social and Human Service Assistants; Management Analysts*; Social and Community Service Managers*

Sources: Lightcast modeling for occupational growth and 2020 5-year ACS microdata from IPUMS for demographic characteristics of occupations. Notes: Occupations marked with asterisks are classified as good jobs. The data displayed covers the entire state of California, as there is not enough local data to produce a statistically reliable graph.

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 are high-impact strategies that 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

National Equity Atlas

PolicyLink

USCDornsife
Equity Research Institute

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 Butte, Glenn, Lassen, Modoc, Plumas, Shasta, Sierra, Siskiyou, Tehama, and Trinity Counties. 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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