

National Equity Atlas

California Jobs First:

Equity Indicators for the Sacramento Region

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PolicyLink

USC Dornsife
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:

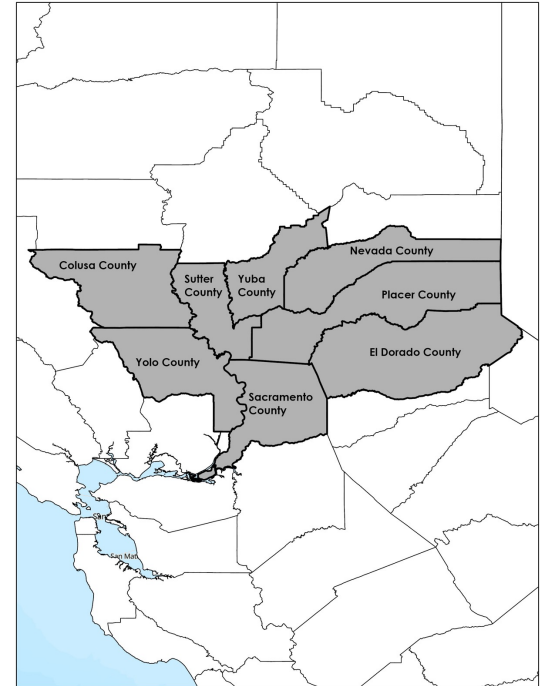
- Promote a sustainable and equitable recovery from Covid-19 that creates high-quality and accessible jobs for all Californians;
- Support the development of regional economic roadmaps for building sustainable economic growth and driving investments in industries that will thrive in a carbon-neutral 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 Sacramento Region

Home to 2.6 million residents, the Sacramento region comprises eight counties stretching from the Central Valley in the west to the Sierra Nevada Mountains in the east. The region is home to the state capital and the University of California at Davis, as well as many low-density rural areas and two national forests. [Valley Vision](#), a Sacramento-based nonprofit organization, applied as the fiscal agent for a \$5 million California Jobs First grant. The funding would support the creation of an economic recovery and resiliency plan that would facilitate long-term aspirations toward a carbon-neutral and more culturally inclusive economy. In convening the regional High Road Transition Collaborative, Valley Vision has committed to engaging underresourced communities in the planning process and advancing a plan that balances the needs and priorities of the region's different economic, sociocultural, and ecological niches.

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

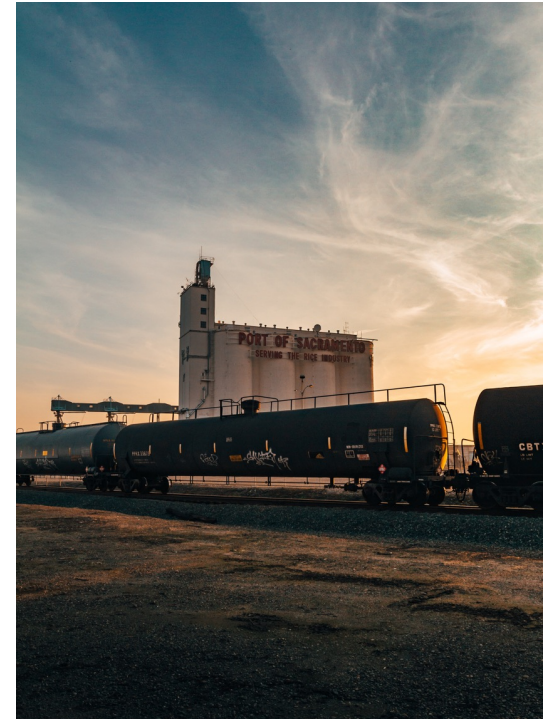
This data snapshot of the Sacramento region is a resource for community organizations, business owners, and elected officials engaged in the California Jobs First program to understand key demographic, social, and economic trends in the region. The data in this profile reveals:

The Sacramento region is ecologically diverse, and its larger cities have become more demographically diverse in recent decades.

- The Sacramento region spans two distinct ecological zones: the upper regions of California’s Central Valley on the west side and the evergreen forests of the Sierra Nevada Mountains to the east. The region’s 2.3 million residents largely reside west of the mountains, as much of the easternmost counties lie on federally managed land. The majority of the region’s population lives in the city of Sacramento and the surrounding suburbs, with 58 percent residing in

Sacramento County alone. While much of the region is low-density, there are also smaller cities scattered throughout the Central Valley, as well as the communities surrounding Lake Tahoe on the California-Nevada border.

- While the region’s population is 51 percent white, the population has grown faster than the statewide totals over the past three decades, driven mostly by residents of color. Latinx and Asian American residents accounted for 66 percent of all new residents between 1990 and 2020, while white residents made up just 12 percent of newcomers. While Black and Asian American population rates are comparable to statewide totals, Latinx residents make up a much smaller proportion of the regional population. The region has a smaller share of immigrants than the state as a whole.



Introduction

Data Summary (*continued*)

- Residents of color are largely concentrated in and around Sacramento, though smaller cities like Davis and Yuba City also have sizable communities of color. Latinx residents are the majority of residents in Colusa County, but fewer than 25,000 people live in the county. By contrast, the three counties that cover Sierra Nevada (Nevada, Placer, and El Dorado) are majority white.
- Despite many low-density and natural areas, air pollution is a common problem for the region's population. The average resident lives in a neighborhood with worse air pollution than 96 percent of census tracts nationwide, largely due to the poor air conditions in the Central Valley, where most regional residents live. Improving air quality and environmental health will be crucial to local economic development activities.

Equitable recovery and economic growth efforts must address the needs of the many local workers in low-wage industries, especially as income inequality has worsened in recent decades.

- The region-wide distribution of jobs largely resembles the state overall. Despite many rural and wilderness areas, Sacramento City contains a sizable white-collar workforce, and as the state capital has many public sector employees. However, many areas outside of urban and suburban Sacramento lean on tourism and recreation, with larger segments of the workforce in typically lower-paying jobs. Despite much of the region lying in the Central Valley, agriculture makes up just 1 percent of local jobs. The manufacturing sector, by comparison, has a more substantial presence.
- As the population has grown in recent

decades, so has the region's income inequality. Between 1980 and 2020, the wages for the highest-earning workers increased, while wages declined for workers in the bottom half. In other words, the highest earners in the region have become richer, while nearly half of all workers face steeper struggles in making ends meet. It is crucial that future economic development work to undo the increasing devaluation of jobs at the low end of the pay scale.

- Poverty rates in the region rose slightly between 1990 and 2020 for all residents (12 percent to 13 percent) and white residents specifically (8 percent to 9 percent), while falling for most communities of color, in some cases substantially. Despite these shrinking gaps in poverty rates, however, income inequality between white workers and

Introduction

Data Summary (*continued*)

workers of color persists. During the same period, the rate of residents who experienced working poverty (the share of residents employed full time, but with a household income below 200 percent of federal poverty limits) *increased* for many communities of color, suggesting that more residents are now just barely living above the federal poverty level.

- Mortgage redlining practices in the mid-20th century shaped the demographic composition of neighborhoods in Sacramento, and to this day the city resembles classic patterns of racial and class segregation in American metropolitan areas. The majority-white suburban neighborhoods encircling Sacramento have some of the lowest poverty and unemployment levels in the region, as well as the highest median household incomes. Meanwhile, neighborhoods in the city, many of which are majority people of color, are among the census tracts with the

highest poverty and unemployment rates.

- While poverty and unemployment are generally higher outside of the Sacramento suburbs, and median incomes are lower, the exurban and rural counties in the region all include more prosperous and higher poverty areas, often next to each other. Notably, rural areas with high unemployment don't always correlate with the areas with high poverty rates and/or low median incomes. For instance, parts of the Sierra Nevada with low median incomes but low unemployment indicate higher rates of working poverty in those areas.

As the region continues to diversify, local leaders must address the region's racial disparities in income, employment, and education as a critical element of economic recovery and resiliency.

- While poverty rates have fallen for most residents of color over the past three decades,

racial income and wage gaps persist. At all levels of education, white workers' median wages exceed median wages for workers of color. Even for adults with bachelor's degrees, there is a 20 percent difference in median wages for white and Latinx workers.

- While the composition of the public administration workforce broadly resembles the overall population, many of the region's higher-paying, white-collar industries have a disproportionately high share of white workers and an underrepresentation of Black and Latinx employees. Conversely, Black and Latinx workers comprise larger shares of the workforce in agriculture, transportation, retail, and other typically low-paying industries. Moreover, Black and Latinx workers are projected to form a large share of the service sector workforce in *future* job growth, meaning that these

Introduction

Data Summary (*continued*)

occupational disparities will continue without a concerted effort to build employment equity.

- Only a fraction (28 percent) of workers in the region have “good jobs,” or jobs that provide family-sustaining wages and are automation-resilient. Workers with bachelor’s degrees or more are substantially more likely to have such good jobs, while adults with two-year degrees or just a high school diploma had much narrower prospects of finding such jobs. While the share of adults with bachelor’s degrees (34 percent) resembles statewide totals, Black and especially Latinx adults are far less likely to have a four-year postsecondary degree.

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

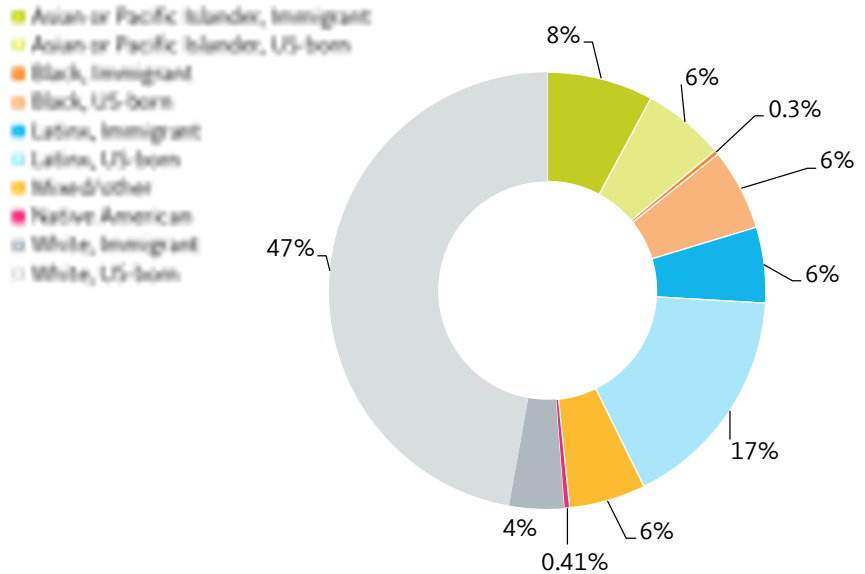
Demographics

Who lives in the region and how is this changing?

Residents of color comprise nearly half of the region's population.

Communities of color make up nearly half of the Sacramento region's region, a smaller share compared to California as a whole (49 percent regionally, compared to 64 percent statewide). However, the share of Asian American, Pacific Islander, Black, and indigenous populations is comparable to statewide rates overall, as is the share of white immigrants. What distinguishes the Sacramento region demographically from the state overall is a much larger share of US-born white residents as well as a much smaller share of both US-born and foreign-born Latinx residents. The region also has a significantly smaller proportion of immigrants (18 percent) than the statewide total (27 percent). There are notable demographic differences at the sub-regional level: the eastern counties in the Sierra Nevadas are much whiter than the western counties in the Sacramento Valley. People of color form the majority in Sacramento, Yolo, Colusa, and Sutter Counties. In Colusa County, 60 percent of residents are Latinx.

Race, Ethnicity, and Nativity, 2020



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.

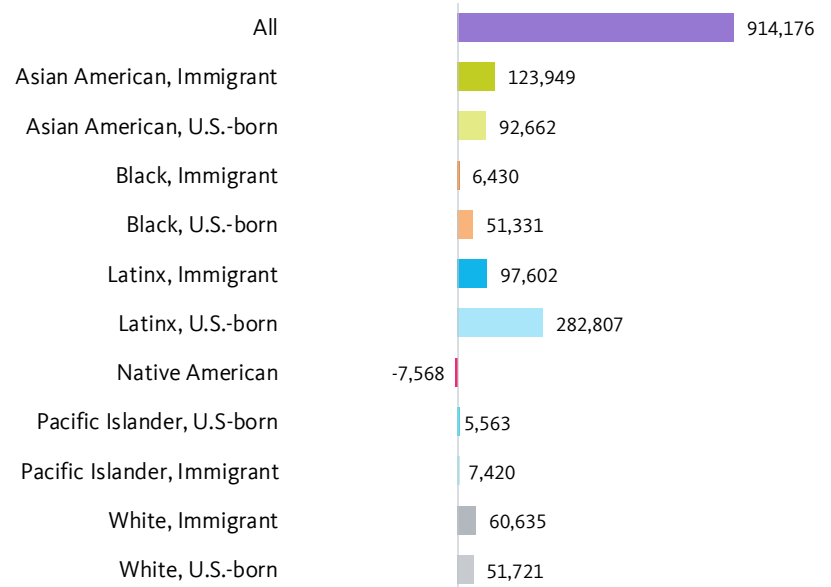
Demographics

Who lives in the region and how is this changing?

Latinx and Asian American residents accounted for two-thirds of new residents between 1990 and 2020.

Between 1990 and 2020, population growth in the Sacramento region outpaced statewide population growth, increasing by 58 percent compared to 32 percent. While the region is whiter than California as a whole, white people only accounted for slightly more than 12 percent of new residents. Instead, Latinx and Asian American communities were central to this regional surge, accounting for more than 900,000 new residents. Latinx and Asian American community members comprised 42 percent and 24 percent of all new residents, respectively. Black residents accounted for 6 percent of newcomers. There was also a population decline of 8,000 Native American residents since 1990, a 50 percent decrease.

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



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.

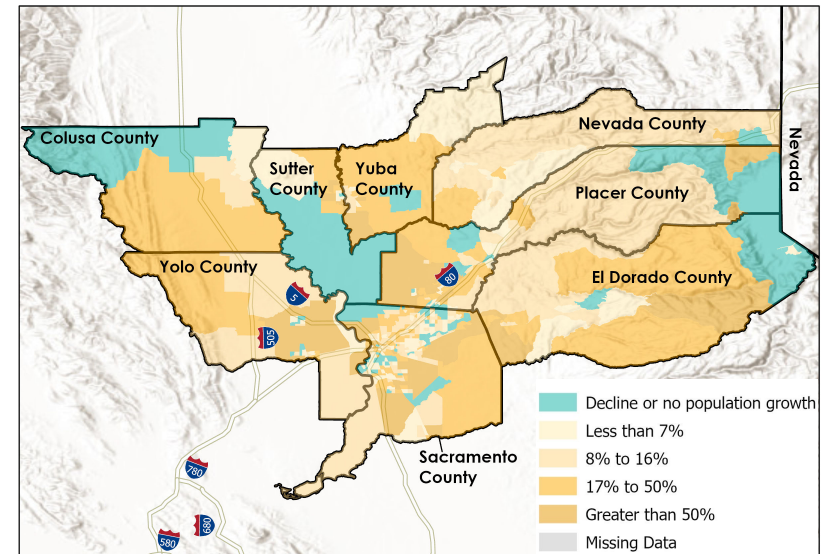
Demographics

Who lives in the region and how is this changing?

While Sacramento County is home to more than half of the region's residents, there has also been rapid population growth in less populous parts of the region over the past two decades.

Much of the region's land is dedicated to agriculture or covered by mountainous terrain. As a result, the regional population is heavily concentrated to the south, in the city of Sacramento and the city's surrounding suburbs. Sacramento County is home to 58 percent of the regional population, with smaller population clusters across the other seven counties in smaller cities like Davis and South Lake Tahoe. The urban and suburban areas around Sacramento accounted for most of the census tracts where the population grew by more than 50 percent between 2000 and 2020. However, other areas in the region also saw population growth by more than half, such as the communities in and around Yuba City, as well as lower-density areas on the east side of Placer and El Dorado Counties. Several census tracts in the urban Sacramento area had zero or negative population growth, in addition to many of the sparsely populated parts of the region: the northern edge of Colusa County (whose total population barely exceeds 20,000), much of Sutter County, and much of the area surrounding Lake Tahoe.

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 have grown the most quickly in the past generation?
- What has driven growth in those communities?
- What neighborhoods and communities have become more racially diverse?
- How have local governments and business leaders responded to incorporate residents of color into the workforce and community?
- Sacramento and the west side of the region are more racially diverse than the mountainous east side. How can local leaders promote inclusion and equity across the entire region when communities in different parts of the region may not resemble one another?

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

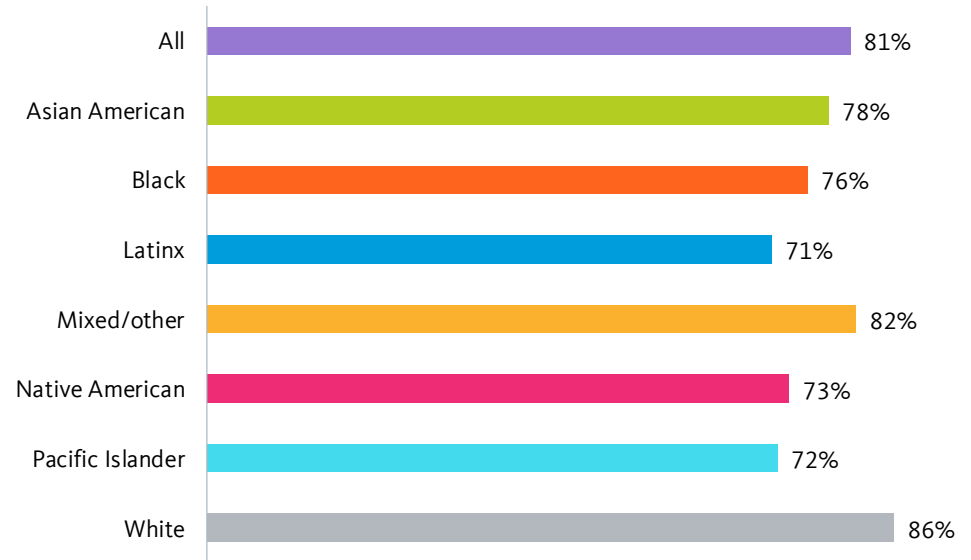
Economic Vitality

Do all workers earn a livable wage?

Over one-quarter of Latinx, Native American, and Pacific Islander workers in the region earn less than \$15/hour.

About one in five workers in the Sacramento region earned less than \$15/hour in 2020, in line with the [statewide average for all residents](#). However, there is a notable income gap between white workers (86 percent of whom made more than \$15/hour in 2020) and all workers of color, especially Latinx (71 percent), Pacific Islander (72 percent), and Native American workers (73 percent). Compared to the state overall, a smaller share of Asian American workers make \$15/hour (78 percent, compared to 84 percent statewide). Given that Latinx and Asian American residents have been so central to the growth of the region, these racial income gaps could further entrench long-term inequities unless local leaders and employers work toward a more equitable and inclusive economy.

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



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.

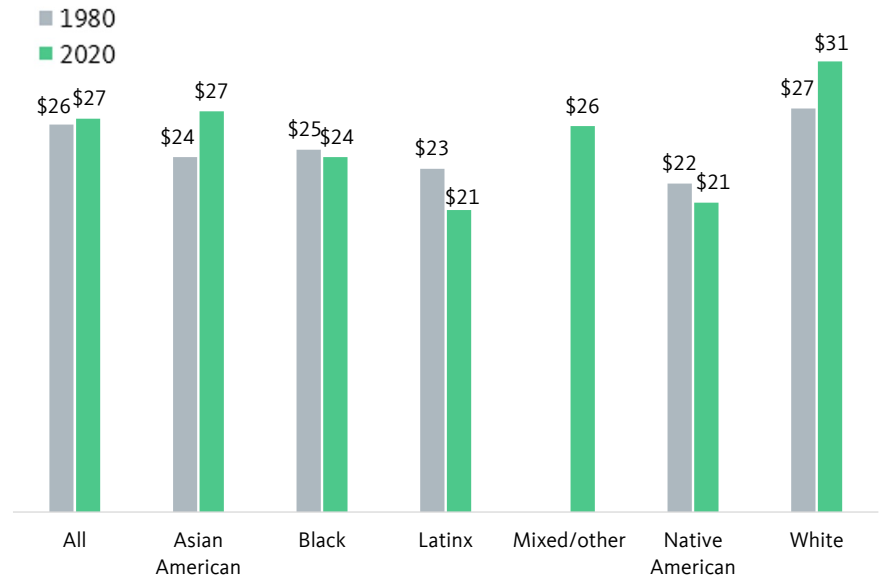
Economic Vitality

Is the median hourly wage increasing for all workers?

Median hourly wages decreased for the region's Black, Latinx, and Native American workers between 1980 and 2020, while increasing for Asian American and white workers.

Not all communities in the Sacramento region have experienced wage growth over the past 40 years, even as the region's population and economy have expanded. After adjusting for inflation, the median hourly wages for all workers remained relatively stagnant and only increased by \$1 between 1980 and 2020. And many communities of color experienced a decline: the median wage for Black and Native American workers fell by \$1 and dropped by \$2 for Latinx workers. Meanwhile, median hourly wages grew by \$4 for white workers and \$3 for Asian American workers. In other words, the Sacramento region has become more inequitable along racial lines, even as communities of color and Latinx residents in particular have been so central to regional growth during this period.

Median Hourly Wage by Race/Ethnicity, 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 years. Note: Data for 2020 represent a 2016 - 2020 average. Values are in 2020 dollars. There is not enough displayable data on median wages for multiracial and "other" residents in 1980.

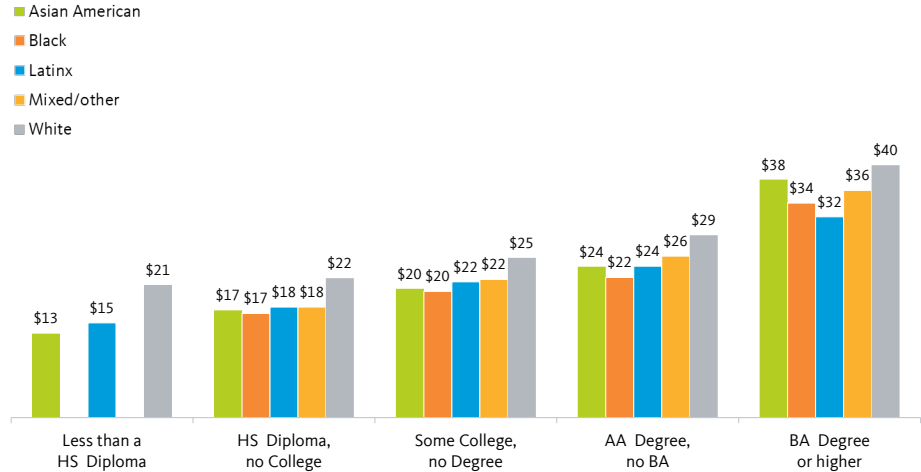
Economic Vitality

Do racial economic gaps persist across educational levels?

Median wages for white workers are higher than median wages for workers of color at all levels of educational attainment.

Median wages for workers in the Sacramento region increase with educational attainment. The median wages for Latinx workers with only a high school diploma are 62 percent of the median wages for Latinx workers with associate’s degrees and 47 percent of the median wages for Latinx workers with bachelor’s degrees. At every level of educational attainment, there is also a gap in wages between white workers and workers of color. On average, Latinx workers with a bachelor’s degree make 80 cents for every dollar earned by white workers with the same education. The rise in residents of color in recent decades offers local leaders the opportunity to ensure racial equity in wages and increase economic opportunities for all.

Median Wage by Race/Ethnicity and Educational Attainment, 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 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 Black and multiracial/“other” workers with less than a high school diploma.

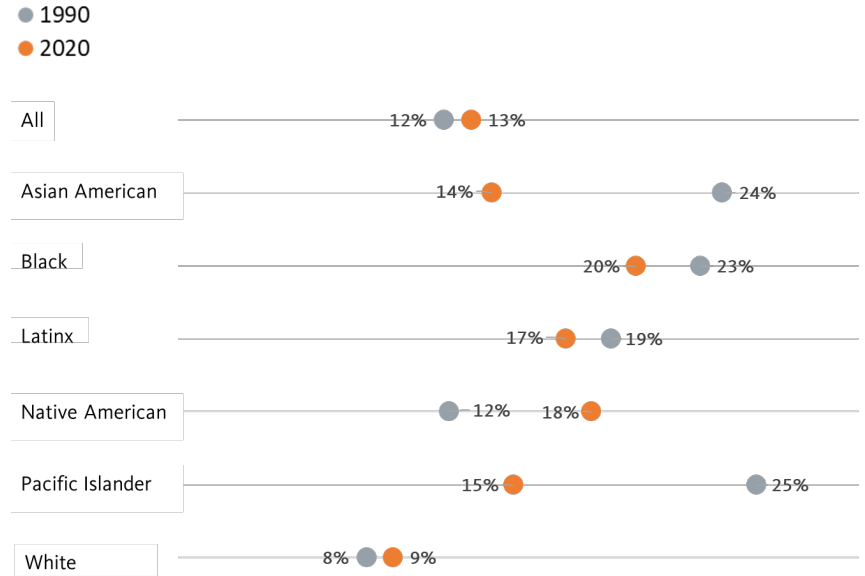
Economic Vitality

Is poverty low and decreasing?

Poverty rates have increased slightly overall since 1990, while declining for most residents of color.

Economic insecurity in the Sacramento region has risen slightly since 1990, with the percentage of residents living below the poverty level growing from 12 percent to 13 percent. Notably, the poverty rates dropped slightly for Black and Latinx residents and fell substantially for Asian American and Pacific Islander residents (24 percent to 14 percent and 25 to 15 percent, respectively) over the same period. Despite the shrinking gaps between white poverty rates and poverty rates for communities of color, large disparities remain: Black, Latinx, and Native American residents are about twice as likely as white residents to live in poverty. Asian American and Pacific Islander residents are one and a half times as likely as white residents to live 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



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.

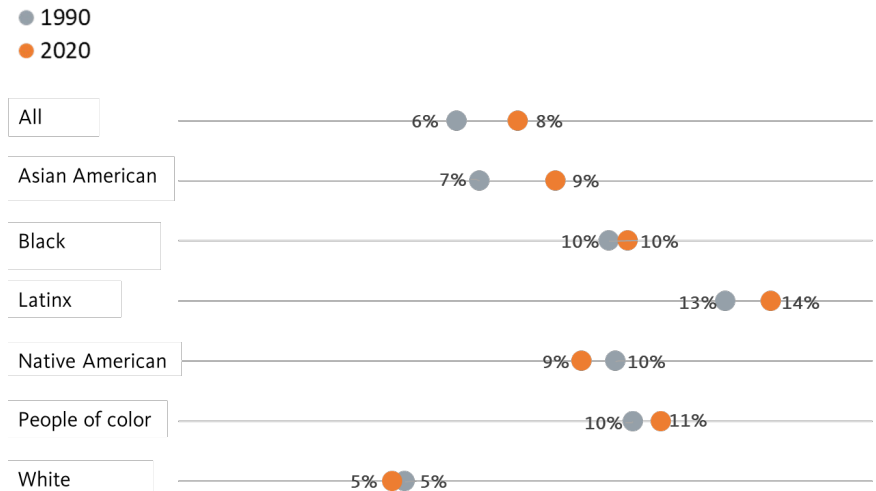
Economic Vitality

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

Working poverty rates have increased overall since 1990, with Latinx workers having the highest rates in the region.

Across California, there has been an increasing share of workers — particularly workers of color — who are working full time yet continue to earn poverty wages. Here, we define those who experience “working poverty” as those working full time with family incomes at or below 200 percent of the federal poverty level. Consistent with statewide trends, the working poverty rate increased in the Sacramento region between 1990 and 2020. While the poverty rate fell for most communities of color, the working-poverty rate rose — suggesting that fewer residents of color lived below the federal poverty level. However, more people are now working and earning poverty wages. Asian American, Black, and Native American workers are about twice as likely as white workers to experience working poverty, while Latinx workers are nearly three times as likely as white workers to experience working poverty.

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



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

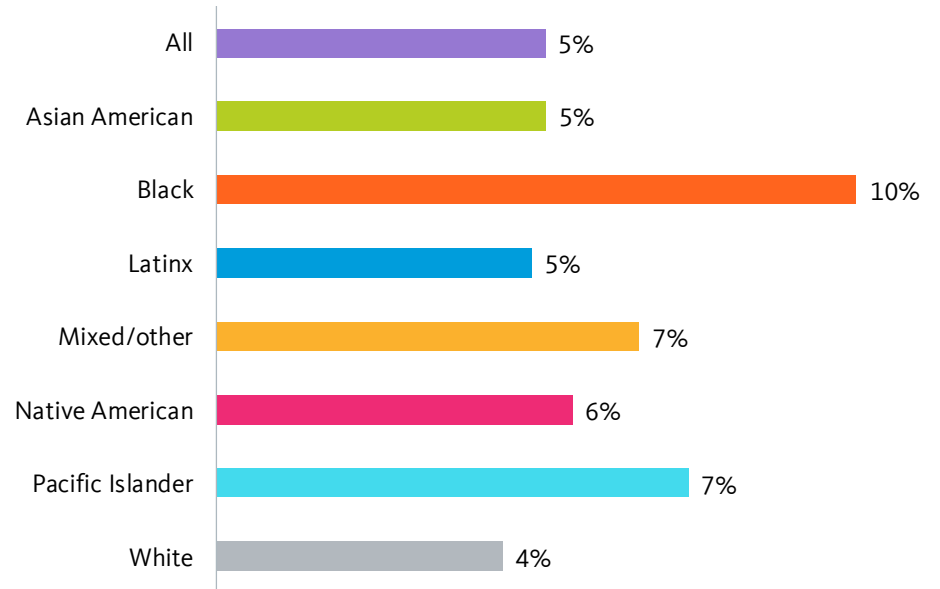
Can all residents access employment?

Black workers in the Sacramento region experience unemployment at twice the rate of the overall population.

Similar to the state overall, the Sacramento region's unemployment rate in 2020 was 5 percent. Workers of color in the region have different levels of unemployment despite having consistently elevated poverty rates. For instance, Black workers in the region are twice as likely as Latinx and Asian American workers to be unemployed. Asian American, Latinx and Native American unemployment rates are not much higher than white unemployment rates, suggesting that disparities in hiring and wages may account for disparities in the poverty and working-poverty rates between white and nonwhite residents.

(Note: These unemployment rates predate the Covid-19 pandemic and don't reflect the spike in unemployment in the spring and summer of 2020.)

Unemployment Rate by Race/Ethnicity, 2020



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.

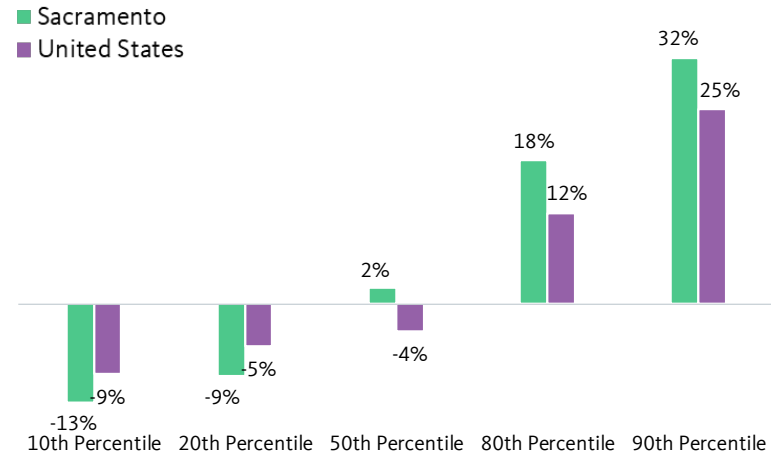
Economic Vitality

Are incomes increasing for all workers?

Growth in earnings over the last 40 years has disproportionately benefited high-wage earners, while it's declined for workers in the bottom half of the wage distribution.

The United States has seen a stark increase in income inequality since 1980, as earnings have increased for the highest-wage workers while decreasing for workers with lower wages. Income growth and contraction in the Sacramento region demonstrate these national trends to an even greater degree. While median wages in the region grew just 2 percent between 1980 and 2020, the wages of workers at the top have increased by 32 percent. Workers at the 10th percentile of wages in 2020 earned 13 percent less than in 1980. In other words, the highest wage earners have made significant gains from regional economic growth, whereas the bottom half of workers have seen their wages decline over the same period.

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.

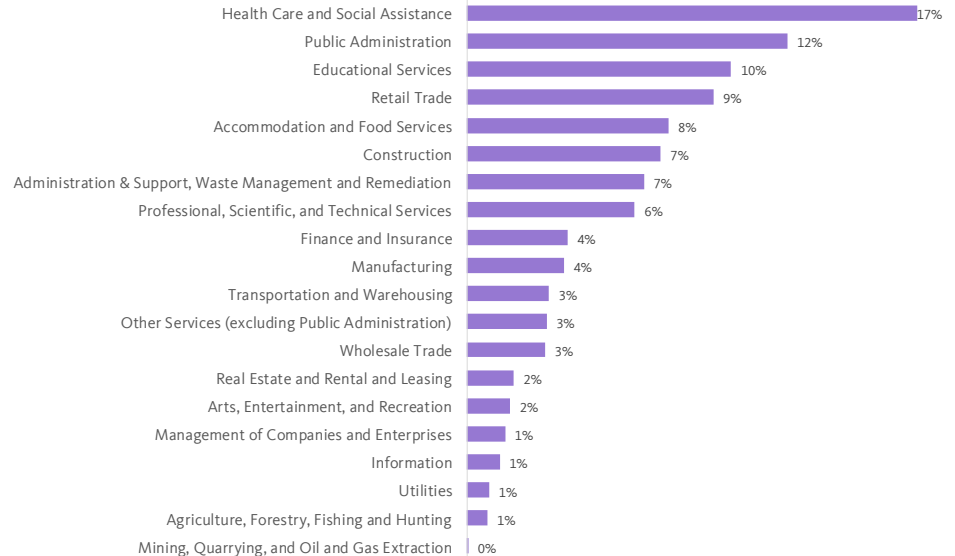
Economic Vitality

Which industries employ the most workers?

Five industries employ more than half of all workers in the Central Coast region.

As a mid-sized city and the state capital, Sacramento has a base of finance capital, a sizable white-collar workforce, and a large public sector. Its occupational makeup is not unlike the composition of jobs in larger metros like the San Francisco Bay Area. Outside of Sacramento, however, much of the regional economy leans on tourism and recreation, as well as the core goods and services needed to serve the general population. As such, just five industries — health care and social assistance, public administration, education, retail trade, and accommodation and food services — account for 56 percent of all regional jobs. Many of these jobs were “[essential](#)” jobs early in the pandemic, and many more service workers reliant on tourists faced financial fallouts during the shelter-in-place period. While agriculture is a prominent industry in the Central Valley and dominates areas like Colusa County, only a small fraction of the region’s jobs are in agriculture. Because the city of Sacramento area stands in stark contrast to the rest of the region, a region-wide economic development plan must account for the unique needs of residents in both valley and mountain areas.

Share of Workers by Industry, 2020



Source: US Census Bureau, OnTheMap Application and LEHD Origin-Destination Employment Statistics (Beginning of Quarter Employment, 2nd Quarter of 2020).

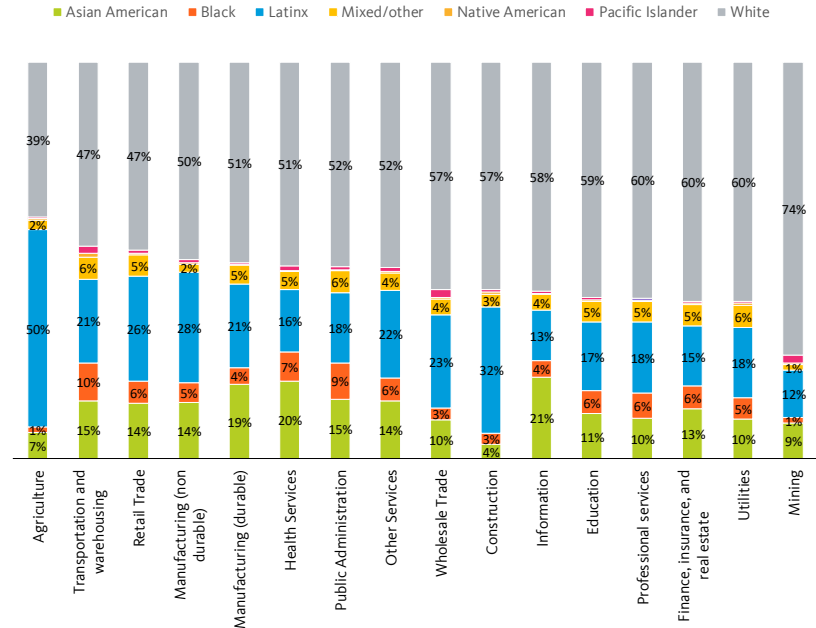
Economic Vitality

Which industries employ the most workers of color?

Black and Latinx workers are underrepresented in the region's white-collar industries.

White residents make up 49 percent of the working-age population (18-64) in the Sacramento region. However, they make up a disproportionately high share of workers in many of the region's white-collar industries with typically higher wages, such as finance, insurance, real estate, and information. Consistent with statewide trends, Black and Latinx workers are routinely underrepresented in those same industries, while they make up an outsized share of workers in industries like transportation and warehousing (for Black workers) and agriculture and construction (for Latinx workers). It is noteworthy that the public administration workforce resembles the racial composition of the working-age population, although it's not clear if there are disproportionate concentrations of different communities in various public sector jobs. Given that the region is home to the state capital, the public sector workforce must reflect and represent the communities it serves.

Industry by Race/Ethnicity, 2020



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.

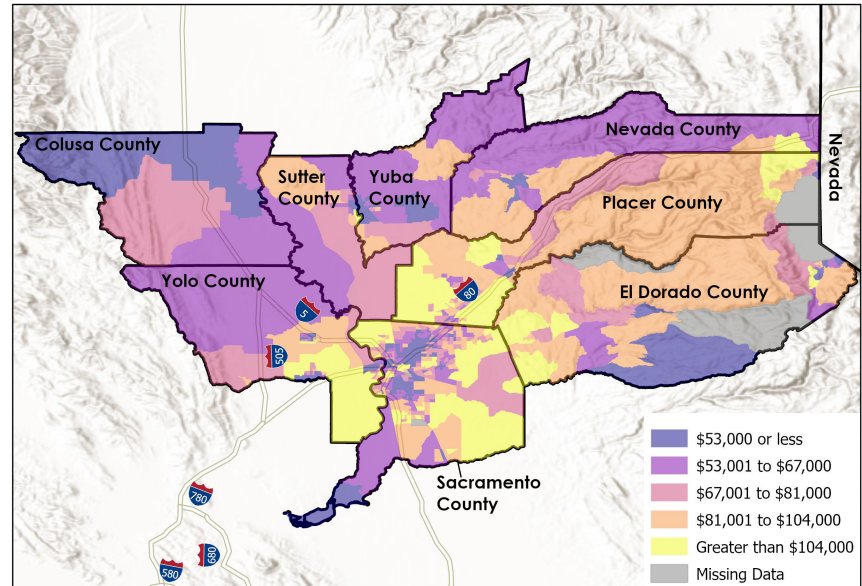
Economic Vitality

Do all workers across the region earn a living wage?

The highest-earning residents live in the neighborhoods surrounding the city of Sacramento, and areas with lower median household incomes are found throughout the region.

Median household incomes vary widely across the Sacramento region, but there is a distinct divide between the suburbs of Sacramento and the rest of the region. Apart from the north shore of Lake Tahoe, all of the region's highest-income census tracts form a perimeter around Sacramento, between Sacramento, Yolo, Placer, and El Dorado Counties. By contrast, the communities with a majority of people of color on the north and south sides of Sacramento City have some of the lowest median household incomes in the region. In the rural and natural areas that comprise the rest of the region, incomes are generally low, with areas in north Colusa County and south El Dorado County among the lowest earning. A large swath of the mountain communities west of Lake Tahoe fall within the second-highest income tier, although populations in these areas are small and widely dispersed.

Median Household Income by Census Tract, 2020



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

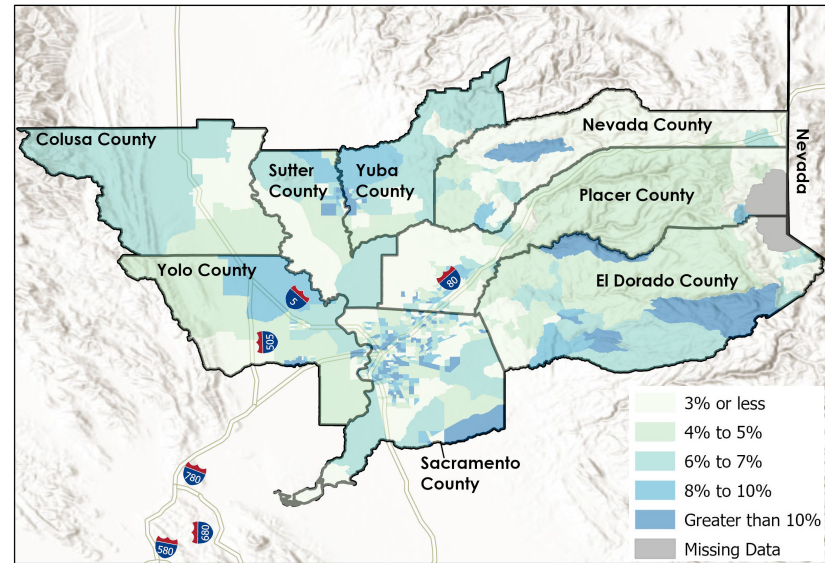
Economic Vitality

How does unemployment vary across the region?

Both lower- and higher-density areas in the Sacramento region have higher unemployment rates.

Like the regional patterns of income disparity, the suburbs encircling Sacramento have some of the lowest unemployment rates in the region. Conversely, many of the urban communities within Sacramento and rural communities outside Sacramento have higher levels of unemployment. All eight counties have at least one area where unemployment exceeds the statewide rate of 5 percent. However, the neighborhoods with low median incomes don't always correspond to areas with high unemployment. For example, the southwest tip of Sacramento County and the southern edge of El Dorado County are among the areas with the lowest incomes, but they have low to moderate unemployment rates. This could indicate that workers in these areas are employed in lower-paying jobs and have limited opportunities for financial mobility.

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

- What is driving poverty in certain parts of the region? Why have poverty rates increased over the last several decades?
- What impact will investments have on the economic vitality of disinvested communities in the region?
- What factors are behind the widening gap between the highest and lowest incomes in the region? Which industries have seen the worst declines in inflation-adjusted wages over the past few decades?
- Which workers and communities have suffered the most financial hardship?
- How can local leaders address the region's racial income gap as the region becomes more racially diverse?
- Where are the highest-earning jobs located? Who is being left out of those jobs, and what strategies can ensure equitable access?
- How do economic recovery efforts differ in Sacramento City, the rural areas of the Central Valley, and the Sierra Nevadas? How could local leaders better ensure that these plans are aligned?

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

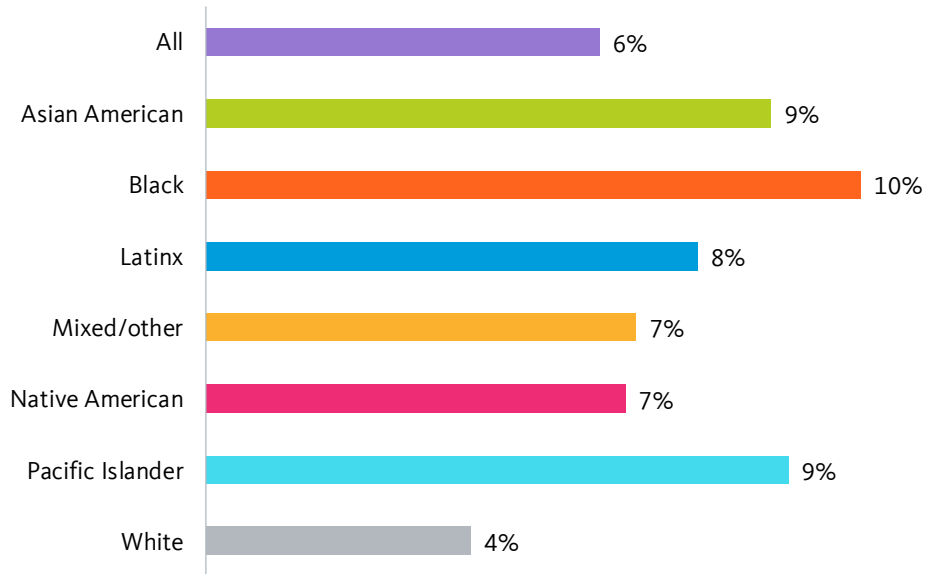
Connectedness

Do residents live in high-opportunity neighborhoods?

White residents are about half as likely as residents of color to live in a neighborhood with concentrated poverty.

Overall, white residents in the region are less likely than all other racial/ethnic groups to live in neighborhoods with high poverty rates. One in 25 white residents lives in a census tract with a poverty rate exceeding 30 percent, compared to about one in 14 Native American residents, one in 12 Latinx residents, one in 11 Asian American and Pacific Islander residents, and one in 10 Black residents. It's notable that despite Asian American residents having higher median wages than other communities of color, they still experience comparable rates of poverty. This might suggest that Asian Americans in the region have a wide range of incomes, with a higher median but still many low-income residents struggling to make ends meet.

Neighborhood Poverty Rate by Race/Ethnicity, 2020



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.

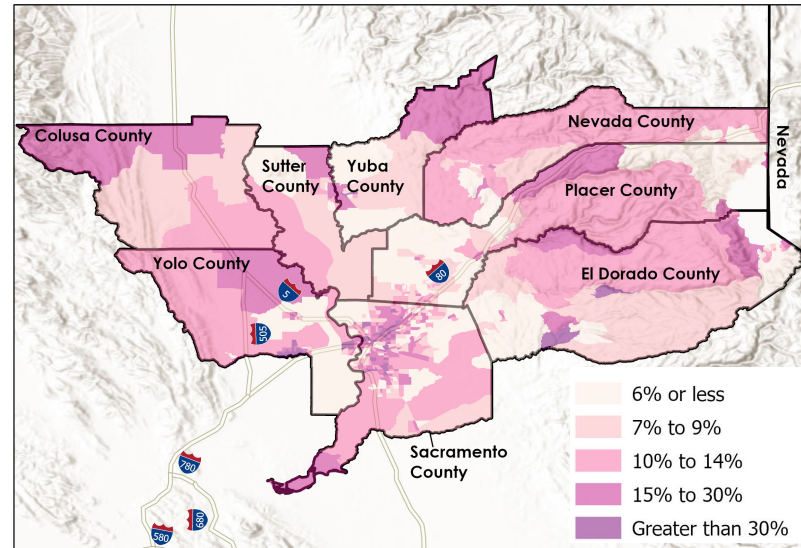
Connectedness

Which neighborhoods have the highest poverty rate?

The Sacramento suburbs have the lowest poverty rates across the region, and many different rural neighborhoods have poverty rates exceeding the statewide average.

The neighborhoods surrounding the city of Sacramento with the region's highest incomes also have the lowest poverty rates, while many neighborhoods in the city have poverty rates above the state poverty rate of 12.5 percent. Poverty rates in the rural and mountainous areas outside of Sacramento vary widely, with high- and low-poverty areas often adjacent to each other (such as the north shore of Lake Tahoe and the communities on the southwest shore). Neighborhoods with high poverty rates also don't always correlate with neighborhoods with high unemployment and/or low median incomes. For instance, much of Nevada County falls under the lowest median income bracket, but poverty rates in the region are similar to those for the region overall. Further inquiry is necessary to understand why the regional distributions of unemployment, poverty, and low incomes don't always overlap.

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



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

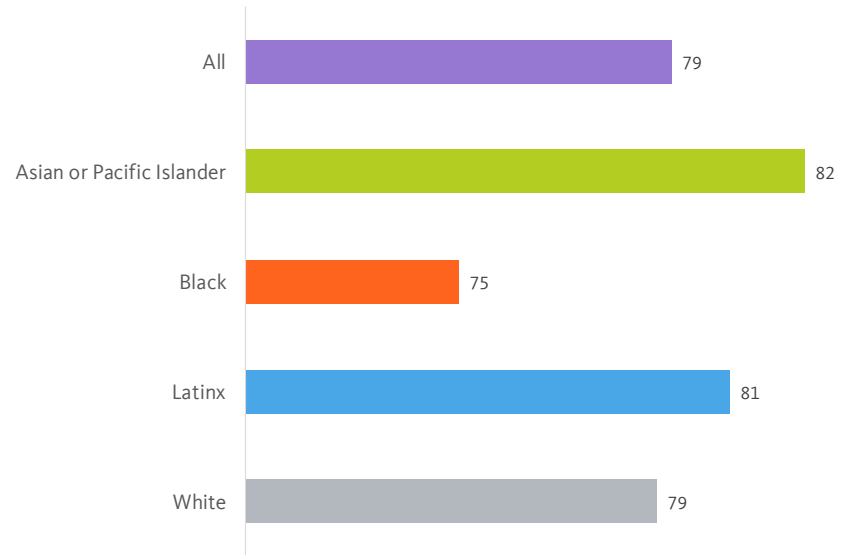
Connectedness

Are all residents able to live a full life?

Black residents have a lower life expectancy than other residents in the region, while Asian American and Latinx residents have a higher life expectancy.

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, healthcare access, and other factors. The average life expectancy in the Sacramento region is 79 years, which is close to the statewide average of 80 years. However, that figure varies across racial groups: the life expectancy for Black residents (75 years) is five years lower than the average life expectancy of all residents and seven years less than for Asian American and Pacific Islander residents (82 years). While systemic discrimination and present-day manifestations of oppression and inequitable access to opportunity have resulted in racial/ethnic gaps in life expectancy in many parts of California, it's notable that the life expectancy for Latinx residents exceeds that of white residents, despite income and wealth gaps between the two populations.

Life Expectancy (Years) by Race/Ethnicity, 2020



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.

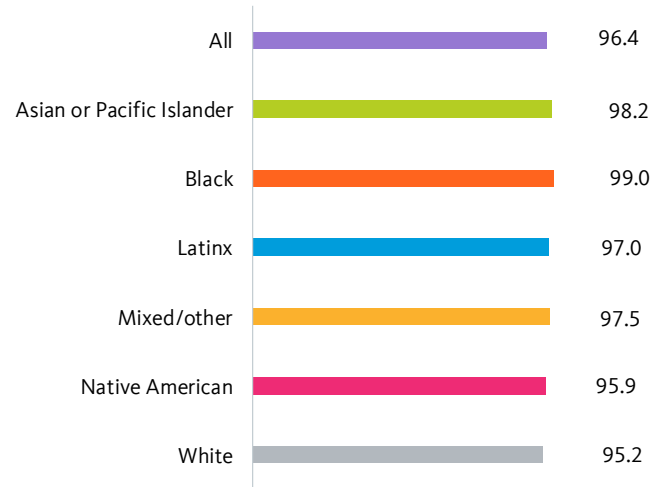
Connectedness

Do all residents have access to clean air?

Residents in the Sacramento region experience some of the worst air pollution nationwide.

The average resident in the Sacramento region lives in a neighborhood with worse air pollution than 96.4 percent of all census tracts nationwide. There is also a racial gap in air pollution exposure, albeit small: white residents live in areas with pollution worse than 95.2 percent of all census tracts. Black residents live in areas with pollution worse than 99 percent of all census tracts. While much of the eastern part of the region is ecologically protected national forest land, most of the region's population lives in the Central Valley, where [industrial, agricultural, and transportation emissions combine with unfavorable weather patterns to create persistently poor air quality](#). In addition, [climate change and the rising frequency of forest fires in California](#) create seasonal pollution hazards for many residents east of the coastline. Because so many of the region's residents suffer the consequences of poor air quality and climate change, local leaders and employers must invest in green-friendly, climate-resilient jobs and advance policies to protect the well-being of all residents.

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



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.

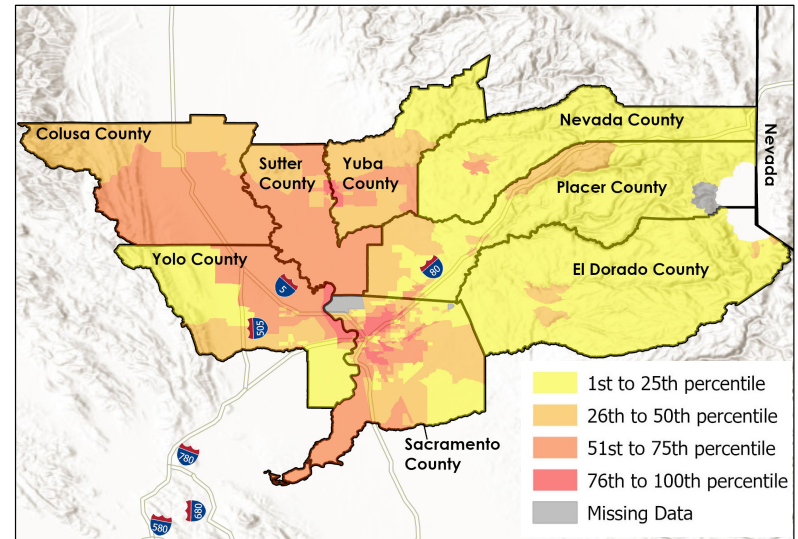
Connectedness

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

Areas of high environmental risk are concentrated in the region's more populated western counties, while the low-density, mountainous areas to the east experience far less risk.

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 quartile of the state (76th to 100th percentile) as a disadvantaged community. Many communities in and around the city of Sacramento, especially the majority people of color neighborhoods on the city's north and south sides, meet these criteria for disadvantage, as does much of Yuba City. Given the widespread pollution in the Central Valley, much of the western half of the region falls within the second-highest quartile (51st to 75th percentile) of environmental risk. By contrast, the three easternmost counties, located in the Sierra Nevada Mountains, have very low levels of environmental risk by statewide standards. The geographic discrepancy in pollution hazards between parts of the region remains a major challenge for the future sustainability of the region.

CalEnviroScreen (CES) Score Percentile by Census Tract, 2021



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 are the primary sources of pollution and environmental risk in the region? Why is air pollution so acute?
- Who is experiencing the greatest burden of pollution? How do proposed investments work to combat racial and class disparities in pollution burden?
- What are the major health risks and barriers to longevity that residents in the region face? How can local leaders improve health equity for low-income residents, especially as the population becomes more racially diverse?
- How can local leaders mobilize residents living in low-density, relatively isolated communities to work together for the region's future?

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

Readiness

A woman with braided hair, wearing a black lace top and a red and black patterned skirt, is pointing at a laptop screen. A man with glasses and a beard, wearing a blue shirt, is looking at the screen with a thoughtful expression. In the background, another person is sitting at a desk with a laptop, and there are other office desks and chairs.

National Equity Atlas

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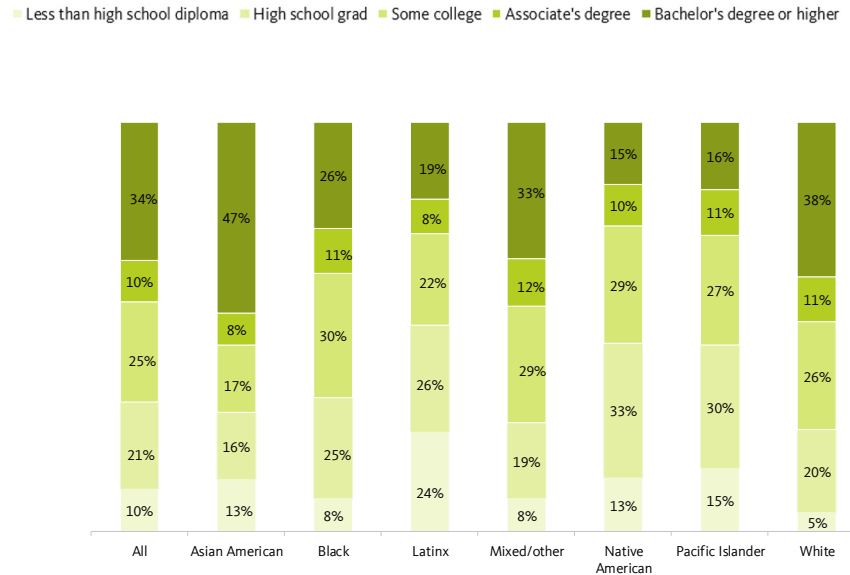
Readiness

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

Except for those who are Asian American, adult residents of color in the region are less likely to have earned a bachelor's degree than the overall adult population.

Higher levels of educational attainment are often associated with increased access to economic security through better-paying jobs. Overall, 34 percent of adults between the ages of 25 and 64 in the Sacramento region have a bachelor's degree or higher, comparable to the state. However, like California, the region also experiences racial disparities in educational attainment. Nineteen percent of Latinx adults and 26 percent of Black adults in the region have a bachelor's degree, compared to 38 percent of white adults and 47 percent of Asian American adults. Black adults are less likely than the overall population to have a two- or four-year college degree, but they're slightly more likely to have a high school diploma. By contrast, 24 percent of Latinx adults did not graduate from high school. While multiple communities of color experience educational inequity, local leaders need to understand the distinctions between different communities to drive the most effective interventions.

Educational Attainment by Race/Ethnicity, 2020



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.

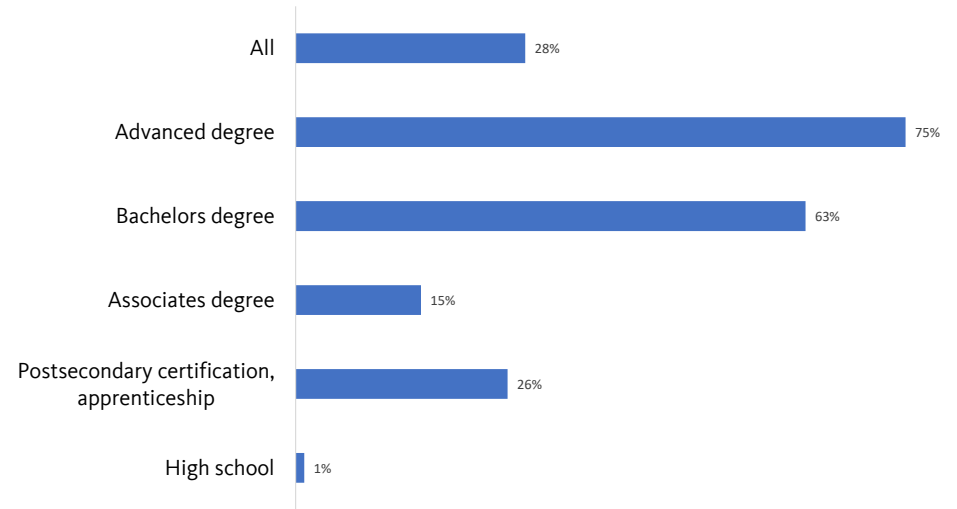
Readiness

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

The vast majority of workers without bachelor's degrees struggle to find “good jobs.”

Nearly 30 percent of workers in the Sacramento region don't have access to “good jobs,” or stable jobs that provide family-sustaining wages and are automation resilient. Having a bachelor's degree is a significant gateway to accessing such high-quality jobs, as 63 percent of four-year degree holders have good jobs, compared to 15 percent of associate's degree holders and just 1 percent of adults with only a high school diploma. Having an advanced degree further increases the likelihood that a worker in the region will have a good job. While the region is home to California State University Sacramento and the University of California at Davis, opportunities to earn a four-year degree are limited outside of Sacramento and Yolo Counties. There are only three public two-year colleges (Yuba, Sierra, and Lake Tahoe) across the other five counties. This means that the regional disparities in educational attainment across racial groups worsen inequitable access to living wages in industries not susceptible to automation. Because agriculture and tourism — industries where many jobs don't require a college degree — make up critical components of the regional economy, jobs in these industries must still provide living wages.

Share of Workers in Good Jobs, Overall and by Educational Requirements, Sacramento-Arden-Arcade-Roseville MSA, 2020



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.

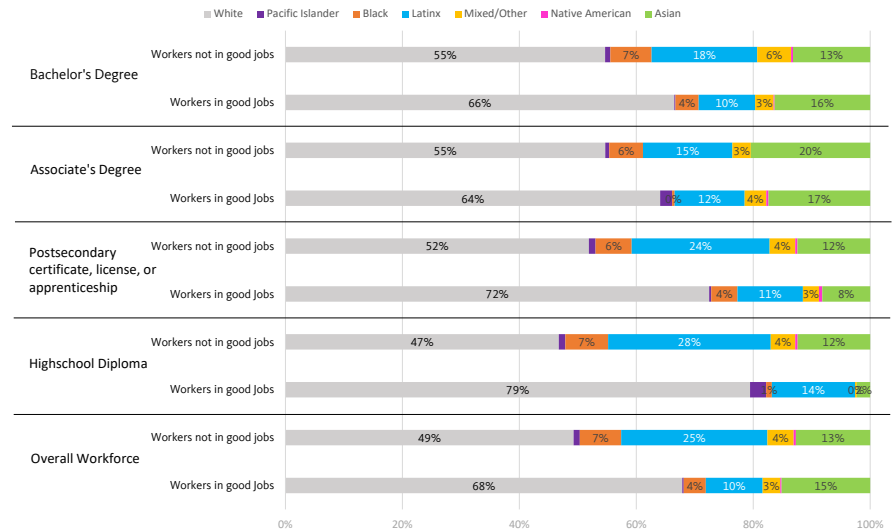
Readiness

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

Black and Latinx workers are underrepresented in good jobs at every level of educational attainment.

While comprising 49 percent of the Sacramento region's working-age population, white workers make up an outsized proportion of the good jobs across different parts of the region. When disaggregating workers by their highest level of education, white workers are overrepresented among those with good jobs. The proportion of Asian American workers in good jobs (15 percent) is equivalent to the share of working-age AAPI residents. However, Latinx and Black workers are routinely underrepresented in good jobs at every level of education. These trends indicate that racial equity in access to good jobs is a critical priority for local leaders committed to building a more inclusive economy.

Distribution of Workers by Race/Ethnicity, Job Quality, and Educational Requirements, Sacramento-Arden-Arcade-Roseville MSA, 2020



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.

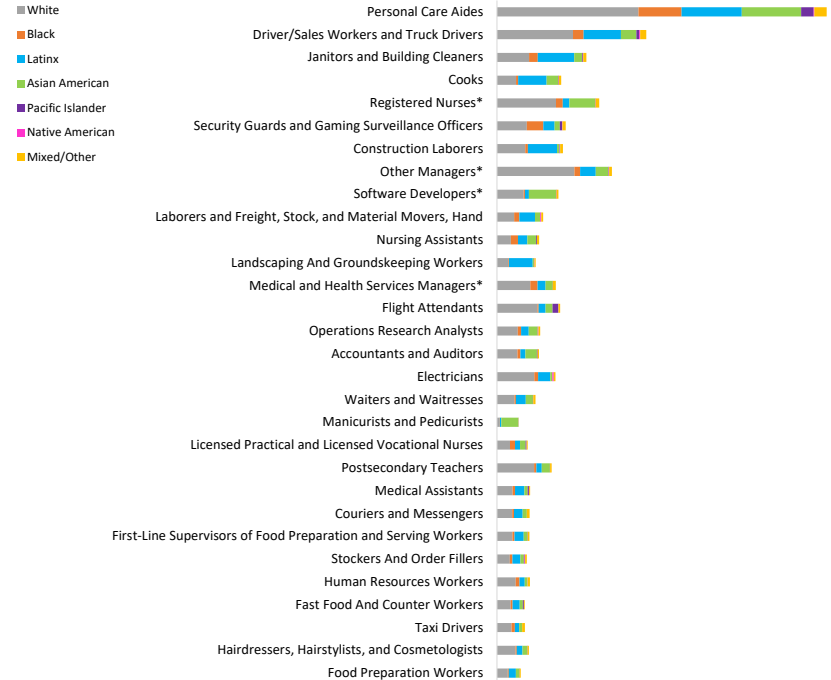
Readiness

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

Many of the occupations projected to add the most workers of color this decade have limited access to good jobs.

Young people in California are [more racially diverse than prior generations](#), and people of color will form an even greater part of the workforce across all sectors throughout the 2020s. Population trends in the Sacramento region over the past few decades demonstrate the demographic changes already underway, with Asian American and Latinx residents driving population growth. However, job growth projections indicate that existing racial inequities in employment will persist. Across the region, Latinx workers are projected to form disproportionately high shares of new workers in sectors that have historically had low pay, long-term job insecurity, and/or poor working conditions. Meanwhile, white residents are projected to make up disproportionately high levels of new workers in fields that offer living wages. Asian American workers are slated to make up large shares of occupations with and without family-sustaining wages, suggesting that the Asian American population is internally diverse and has its own class disparities. Given the ecological and industrial diversity of the region, local leaders and employers must balance the economic needs of different areas while advancing racial equity in employment throughout the region.

Occupations Projected to Add the Most Workers of Color, by Race/Ethnicity, Sacramento-Arden-Arcade-Roseville MSA, 2020 to 2030



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

- How can local leaders ensure living wages and fair work conditions for industries that do not typically require workers with college degrees, while simultaneously making access to higher education more inclusive?
- How can local governments and employers remedy the widespread underrepresentation of people of color in good jobs, especially as workers of color are driving the region's population growth?
- What does projected job growth look like in the region over the next decade? How can local leaders accommodate the region's growing racial diversity into job growth and other core priorities for economic development?

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



Data and Methods

National Equity Atlas

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Data and Methods

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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 Sacramento-Arden-Arcade-Roseville, 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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Connectedness

- Section Cover, page 30: Kyle Smith
(<https://unsplash.com/photos/white-concrete-building-near-green-leafed-trees-4r9fvcVL5IE>)

Readiness

- Section Cover, page 37: Desola Lanre-Ologun
(<https://unsplash.com/photos/woman-and-man-sitting-in-front-of-monitor-lgUR1iX0mqM>)

Data

- Section Cover, page 43: John Schnobrich
(https://unsplash.com/photos/FIPc9_VocI4)



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

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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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