A BETTER MISSISSIPPI FOR BUSINESSES AND PEOPLE
IT STARTS WITH RACIAL EQUITY

Striving for racial equity is not only a matter of social justice but also a catalyst for economic opportunity. With population shifts and new job skill requirements, the state’s people of color (POC) must have equitable access to education and other opportunities in order to power the fiscal future.

To secure and advance our fiscal future, we must intentionally reduce systemic barriers to opportunity for educational and economic advancement, especially for POC.

THE OPPORTUNITY FOR EQUITY
By leveraging the potential of Mississippi’s higher education system as well as that of its POC population, the state has opportunity for increased economic success.

Businesses with more diverse workforces have been shown to have more customers, higher revenues, less turnover and higher levels of commitment, among other benefits.

Mississippi’s fiscal future
The state’s workforce must increase productivity the smaller working age population. POC will represent 50% of the state’s workforce by 2040.

People of color represent the largest share of demographic growth and will continue to power Mississippi’s economy.

Mississippi has the largest Black population in the country.

REDUCING SYSTEMIC BARRIERS
To secure and advance in the 21st century, systemic barriers to opportunity for educational and economic advancement, especially for POC.

Mississippi’s fiscal future
The state’s workforce must increase productivity the smaller working age population. POC will represent 50% of the state’s workforce by 2040.

People of color represent the largest share of demographic growth and will continue to power Mississippi’s economy.

Mississippi has the largest Black population in the country.

REDUCE BARRIERS
Shifting demographics

Businesses with more diverse workforces have been shown to have more customers, higher revenues, less turnover and higher levels of commitment, among other benefits.

Mississippi’s fiscal future
The state’s workforce must increase productivity the smaller working age population. POC will represent 50% of the state’s workforce by 2040.

People of color represent the largest share of demographic growth and will continue to power Mississippi’s economy.

Mississippi has the largest Black population in the country.

BY 2050:
1 in 5 residents will be 65 or older.

The retirement population is growing at 4x the rate of the working population.

More retirees
As Mississippi’s Baby Boomers reach retirement, the working-age population of the state is shrinking.

MISSISSIPPI’S FISCAL FUTURE

To secure and advance in the 21st century, systemic barriers to opportunity for educational and economic advancement, especially for POC.

Education
Improve access to education, particularly post-secondary education, in order to fulfill the state’s demand for skilled workers.

Students of color are more often suspended from school or referred to law enforcement than their White peers, negatively impacting their academic prospects.

Less than half of the current POC population over age 25 have completed education beyond high school.

Wages
Close the wage gap between races to generate additional earnings and increase purchasing power.

Mississippi’s average Black citizen earns 57% of their average White age/sex counterpart. Hispanics/Latinos earn 60% in the same comparison.

Given the expected growth in the POC population of the state, closing the earnings gap would represent $54 billion in increased economic output by 2050.

[Infographic]

©