Take action, build the future

Everyone has an opportunity to contribute to the equity and economic viability of the future.

Review hiring and work practices.

Make targeted investments in people and communities.

Support public policies increasing ability for all to succeed.

Facing the future of an aging workforce:

- People of color drive population growth, but population growth alone does not equate to economic growth.
- In 25 years, people of color (POC) will represent half the total population and more than half the working age population.

In addition to becoming more diverse, the population is aging.

- To secure and advance our fiscal future, we must intentionally reduce systemic barriers to economic opportunity.

Housing
- Housing mobility programs that work against the barrier of concentrated poverty.

Children growing up in high-opportunity areas rather than in concentrated poverty have higher college attendance rates and higher earning potential.

The opportunity for equity

With this in mind, the productivity of our future workforce is critical to our fiscal outlook.

Increasing numbers of POC are creating businesses and changing the face of entrepreneurship. This trend needs continued support.

Those creating space for diverse talent will employ the workforce of the future and drive economic growth.

Economic benefits of greater racial equity and increased opportunity for POC:

- The U.S. could see a bump of up to $2.7 trillion, more than the total GDP of the United Kingdom. By 2050, the gain in GDP would increase to $8 trillion.

Potential for increased GDP with necessary skills
- Individuals receive proper education and are prepared to take on roles in high-demand career areas.

New and expanded consumer market for goods and services
- Increased opportunity leads to increased buying power, stimulating the economy and providing even further opportunity.

Health
- Promote reduction in health disparities by identifying social, economic and environmental causes of community health concerns.

Healthy communities have a better chance of producing healthy children who grow into healthy adults. Closing gaps in health.

Education
- Increase equity in the education system by ensuring proper funding, zoning with a commitment to equity and implementing reconciliation-based discipline.

Studies have disproved the notion that students of color misbehave in school more often than their White peers, yet students of color face harsher consequences for infractions, creating "school-to-prison pipelines."

Reducing systemic barriers
- Tensions and mistrust are not just back, they aren't immediately obvious but replace opportunities.

Includes
- Education
- Health
- Economic Trajectory
- Racial Equity
- Population Growth

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