





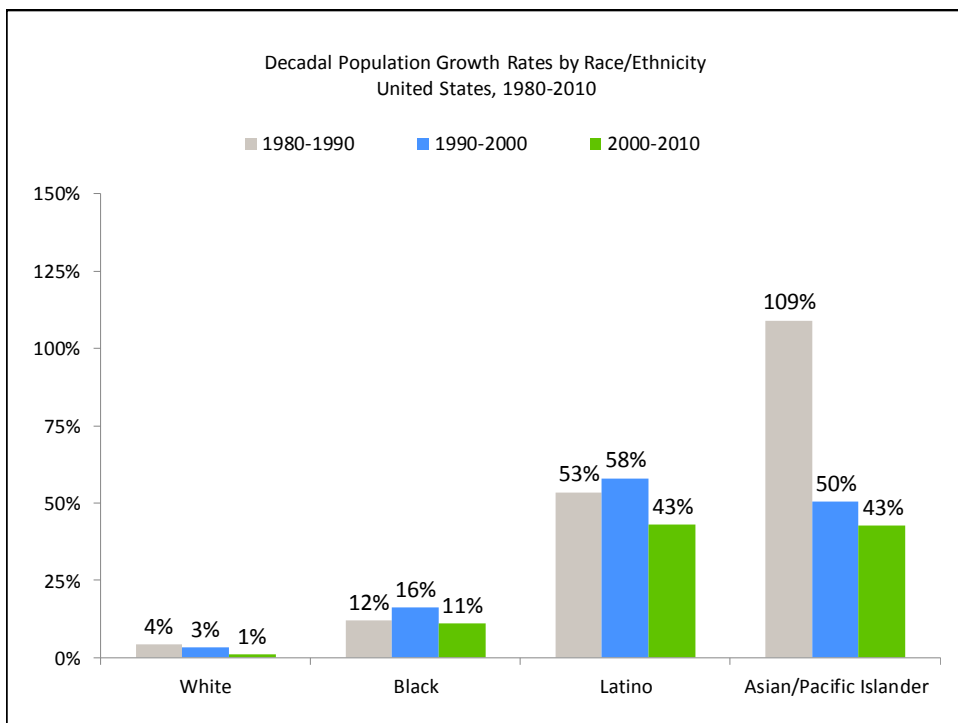

JUST ECONOMICS: EQUITY, PROSPERITY & THE FUTURE

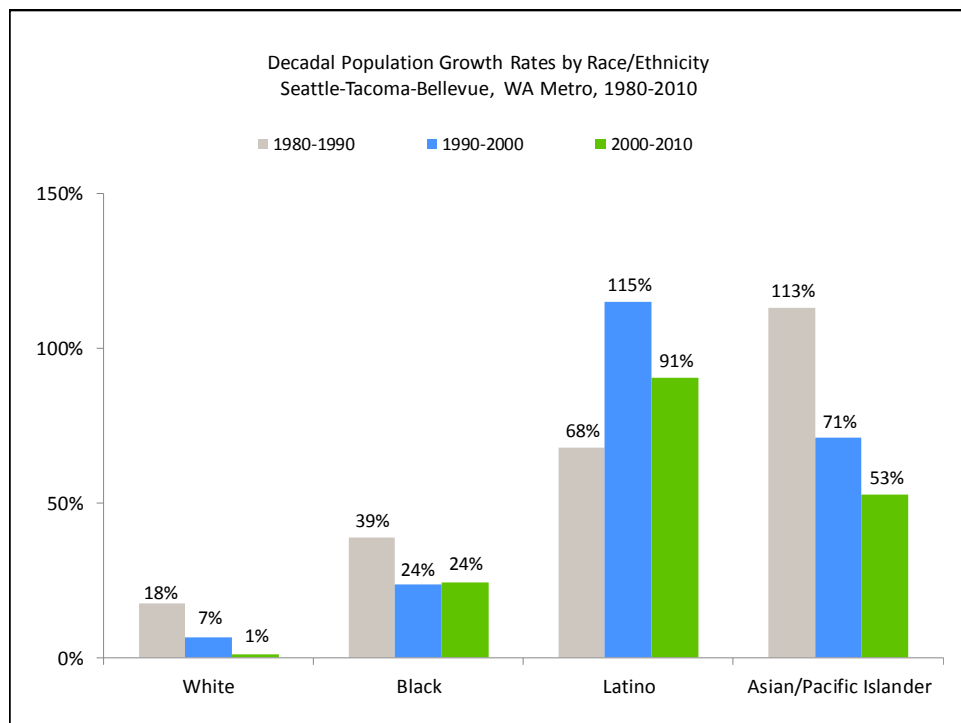
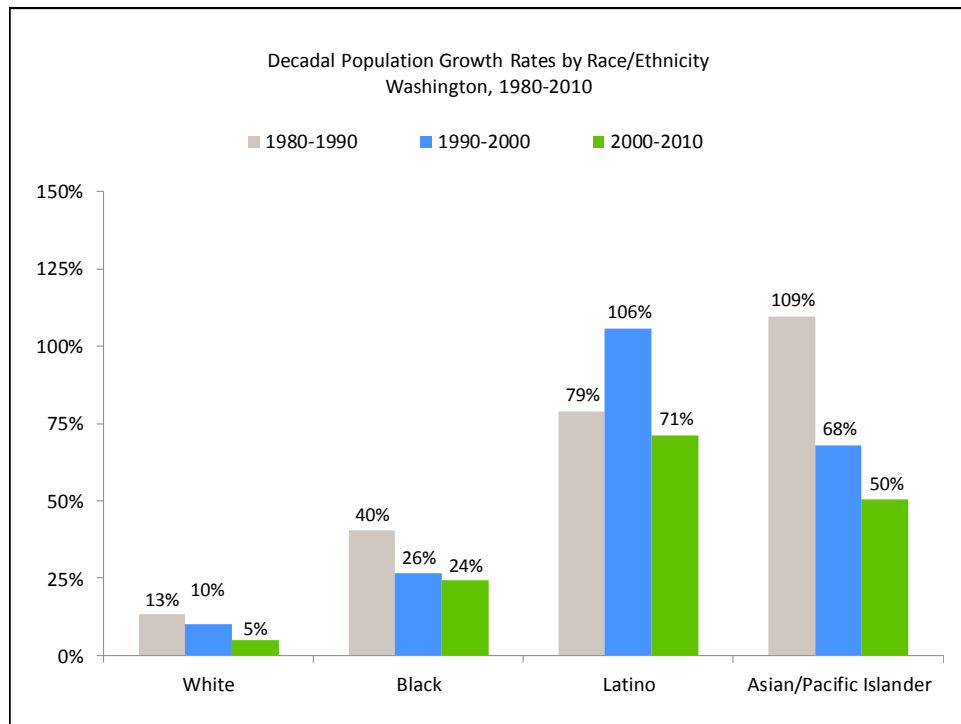
09.23.2015

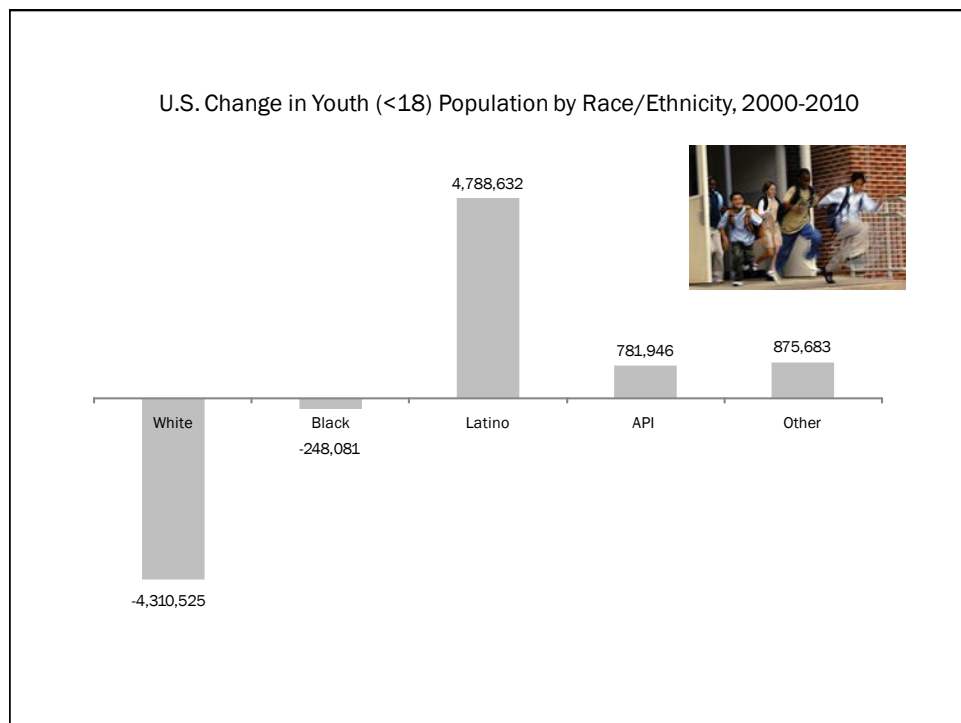
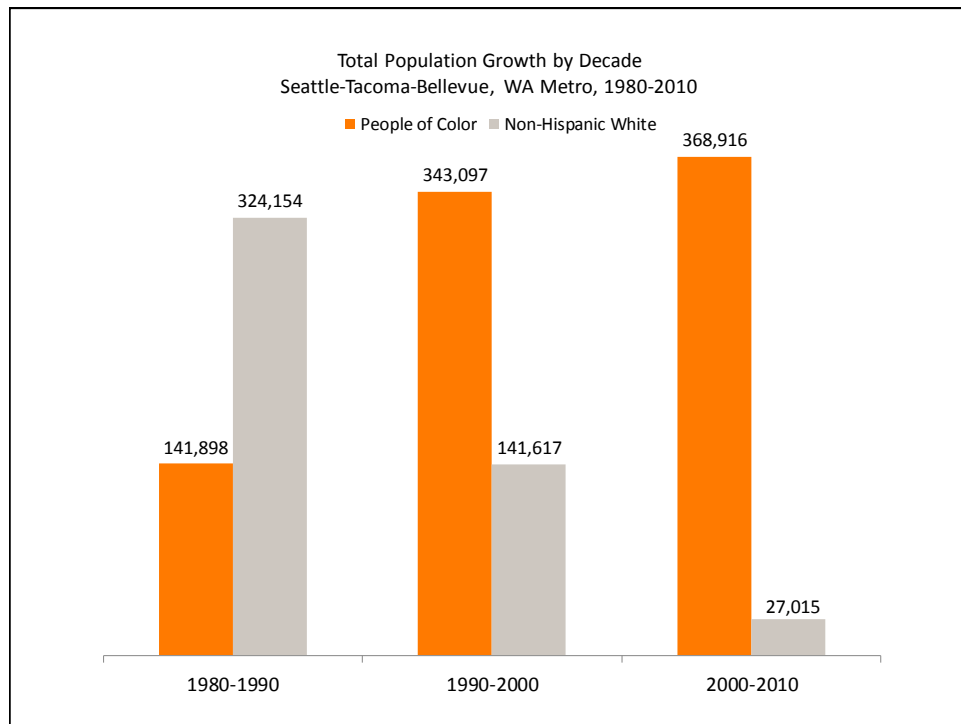
MANUEL PASTOR



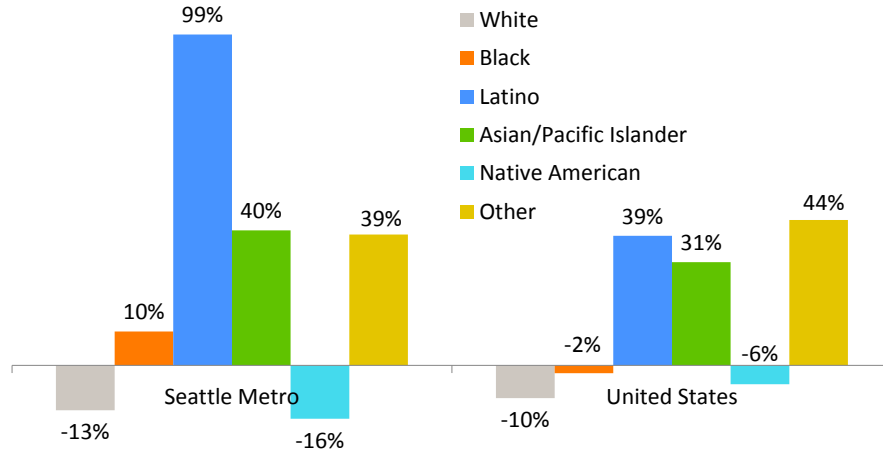
@Prof_MPastor



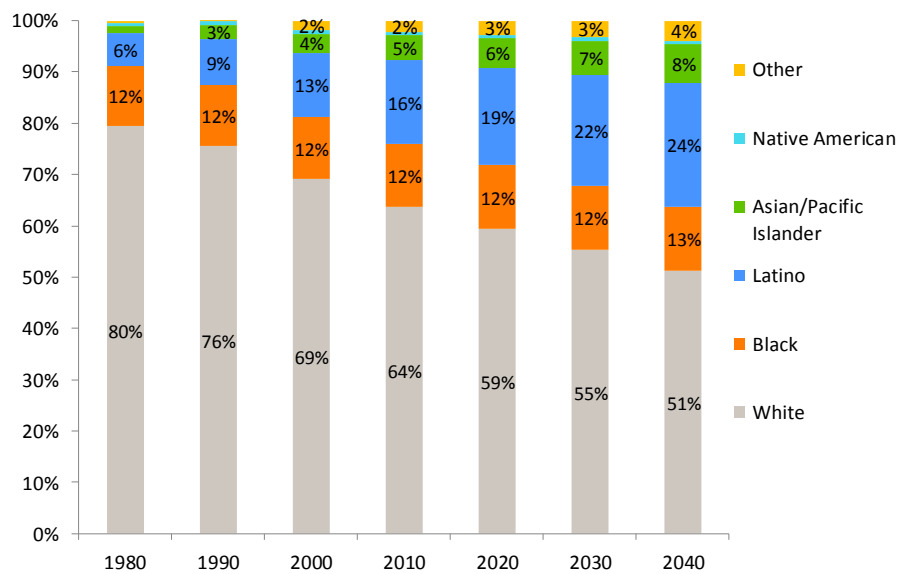


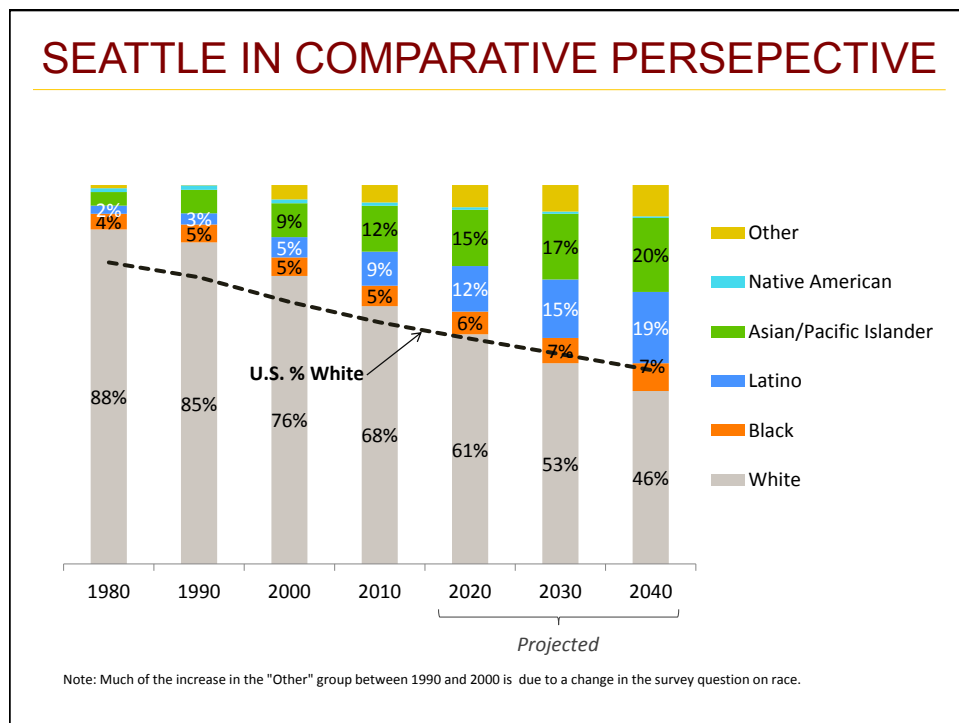
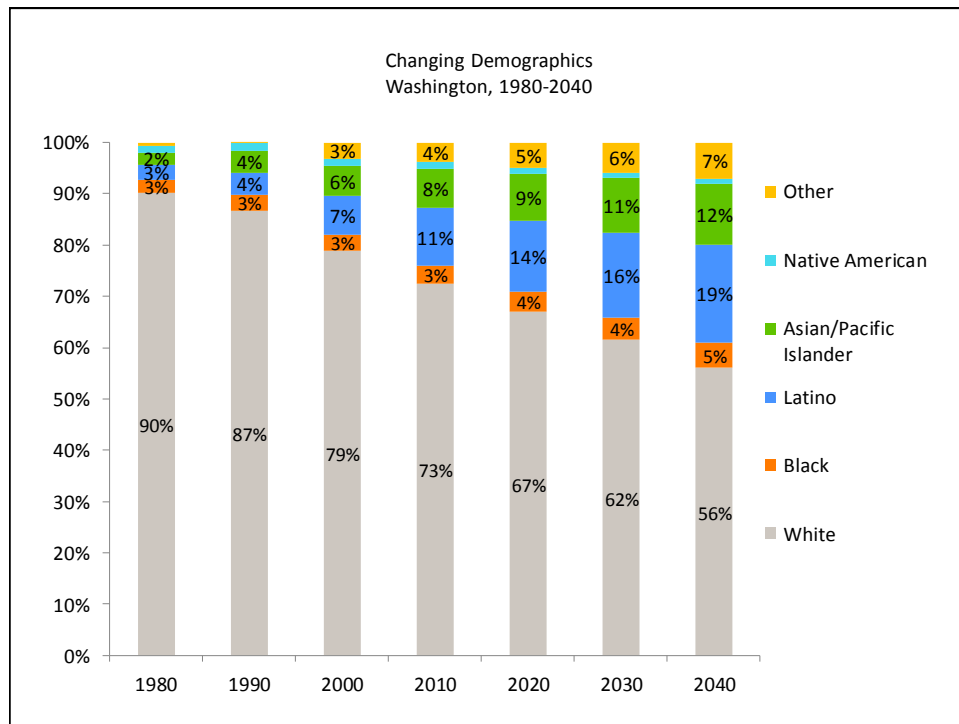


CHANGE IN YOUTH, 2000-2010

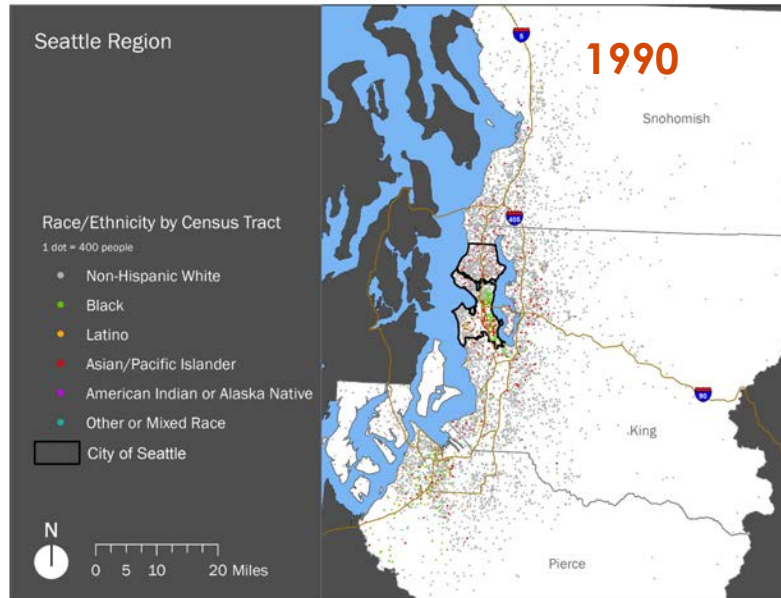


Changing Demographics
United States, 1980-2040

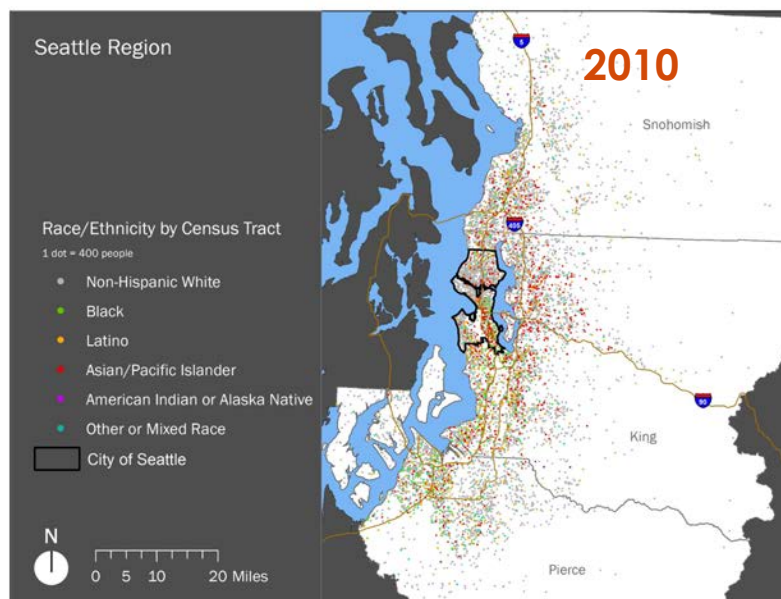


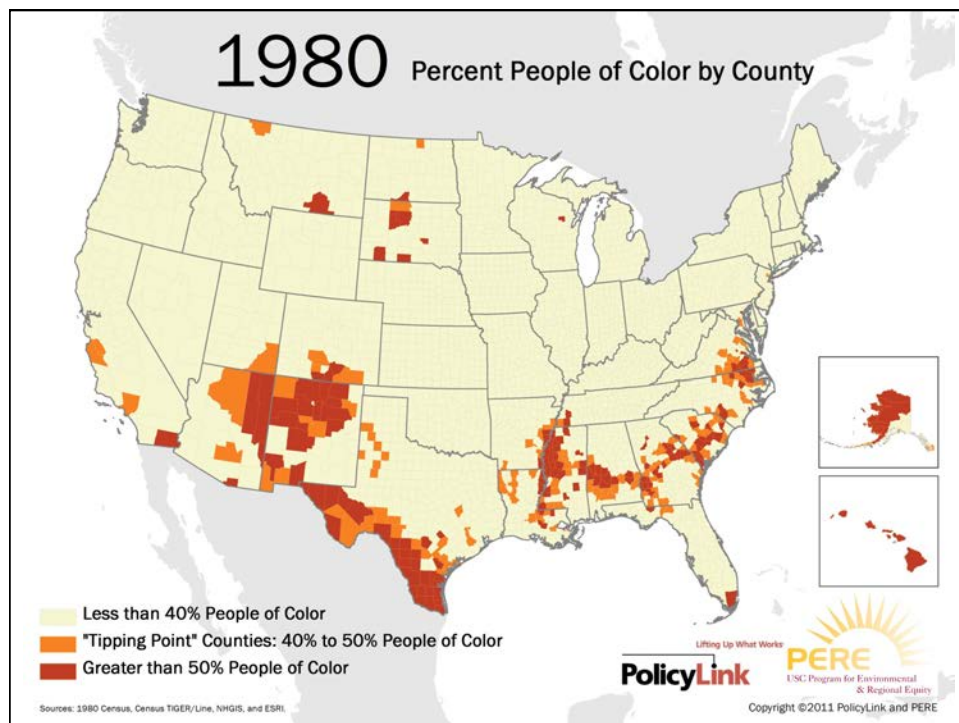
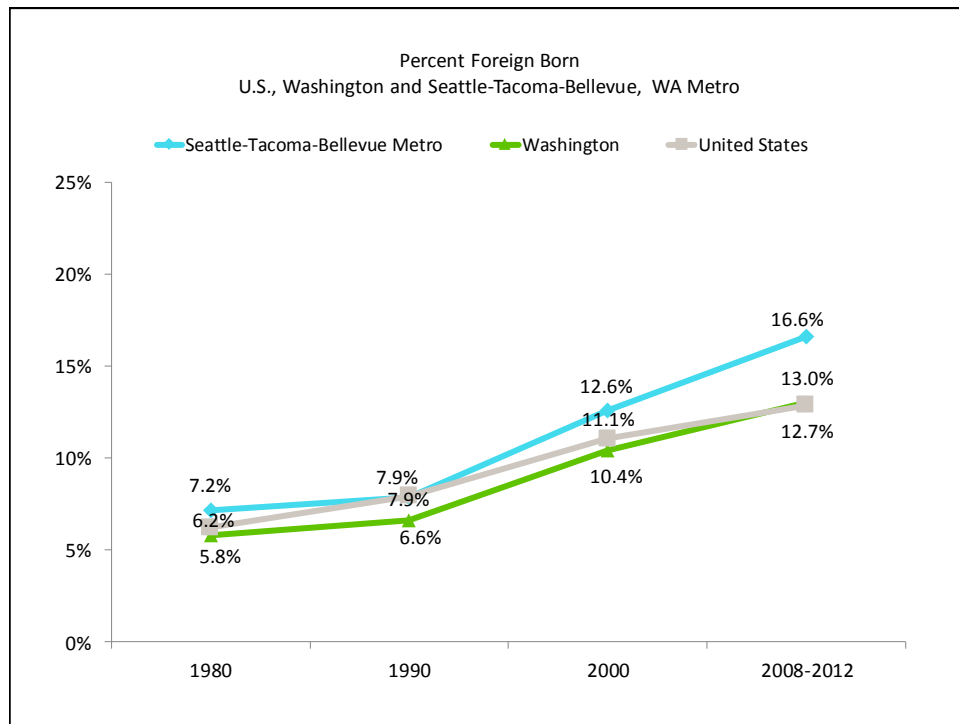


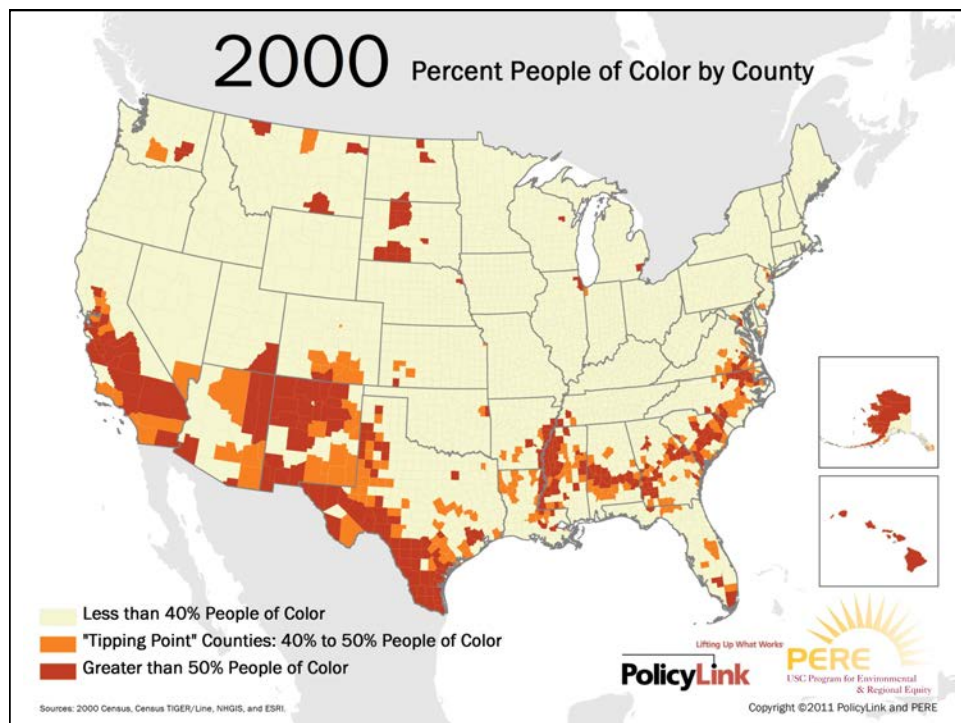
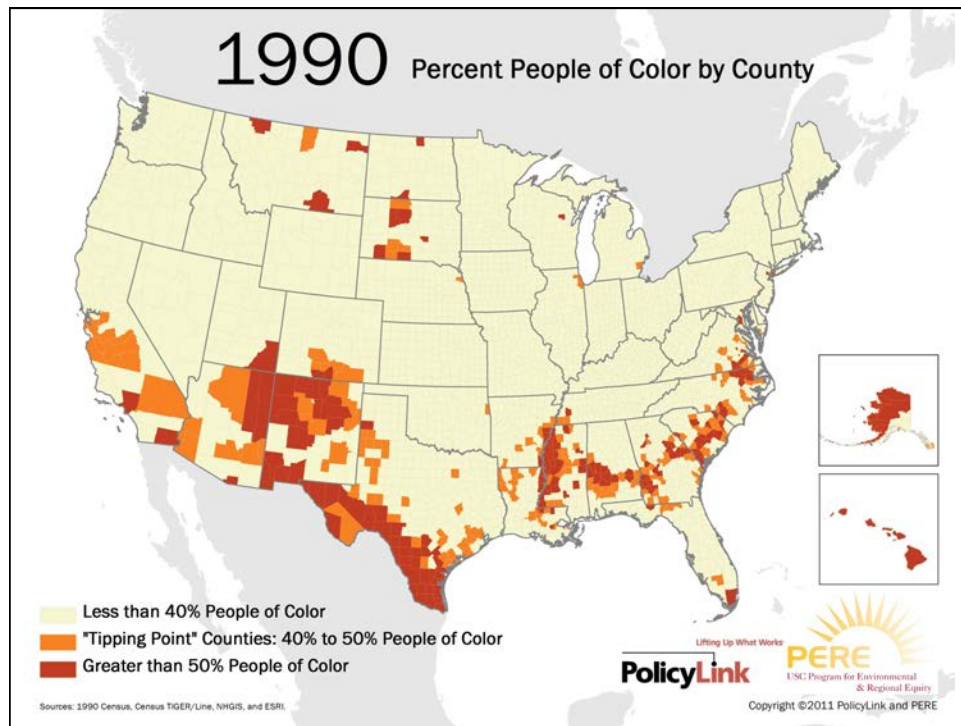
LATINOS & ASIANS DRIVING CHANGE

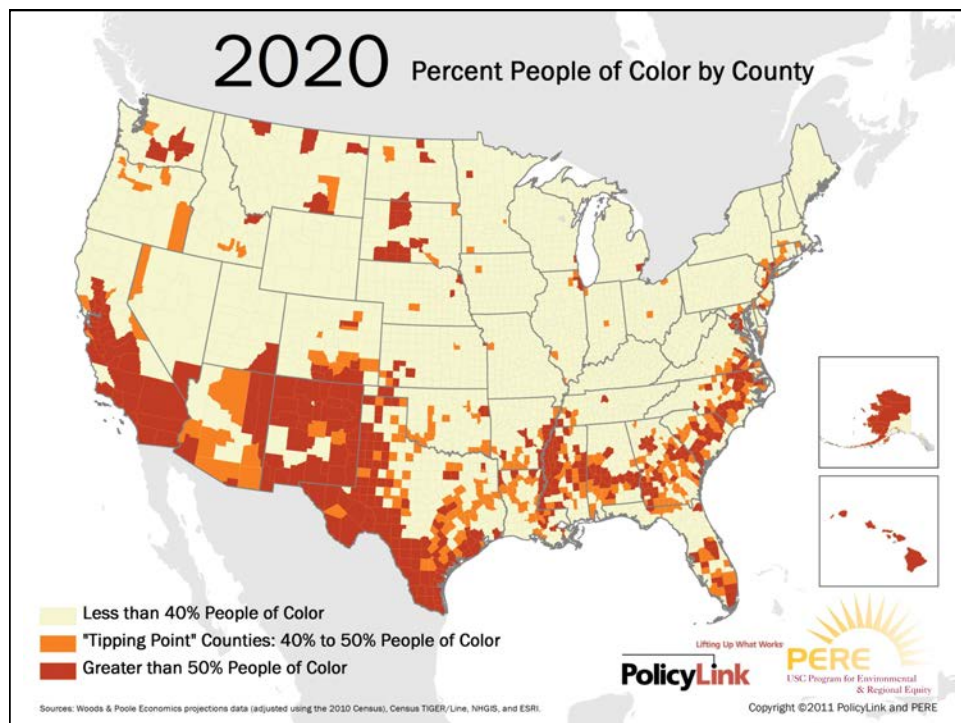
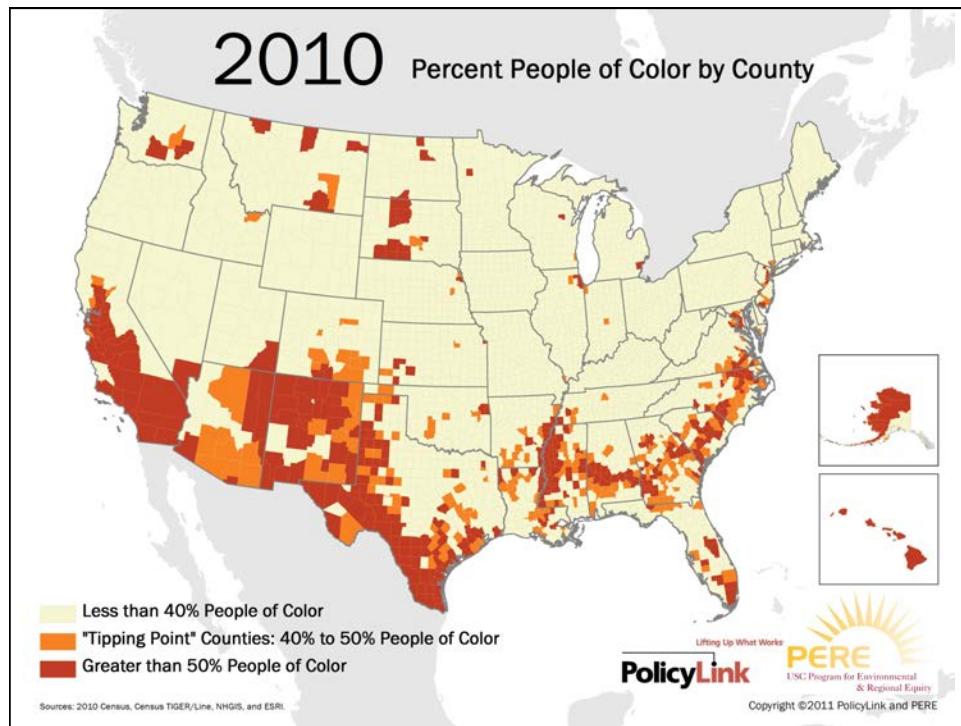


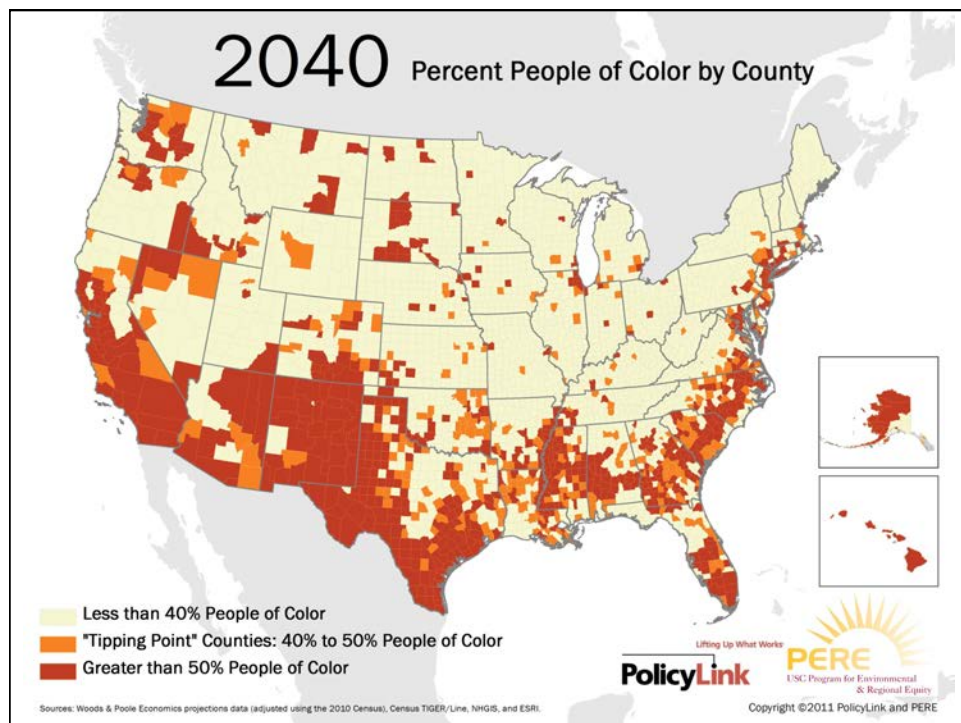
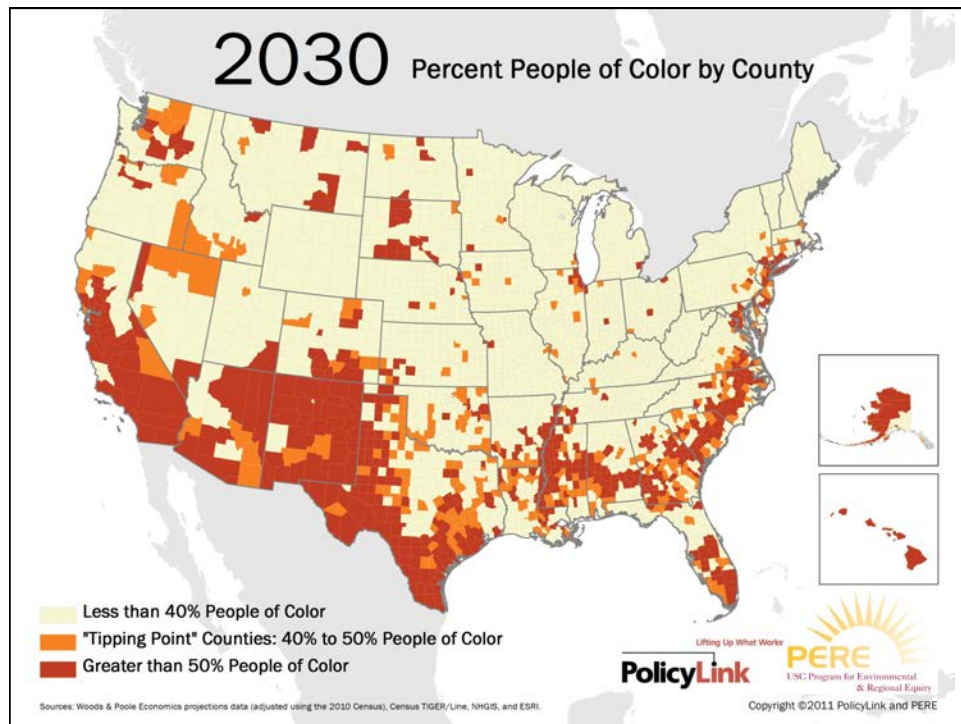
LATINOS & ASIANS DRIVING CHANGE

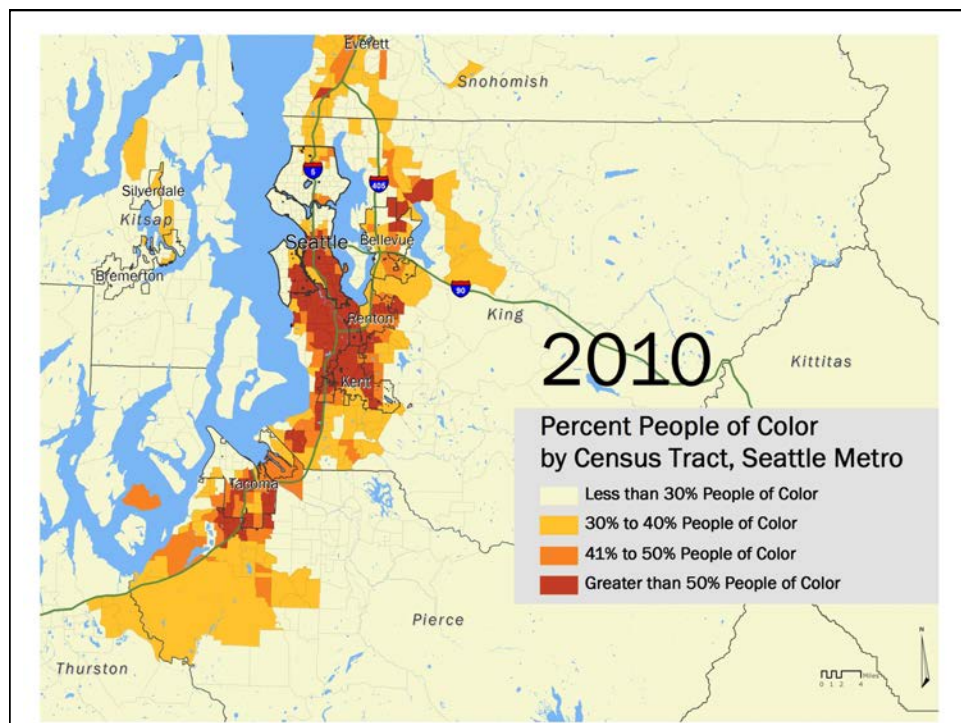
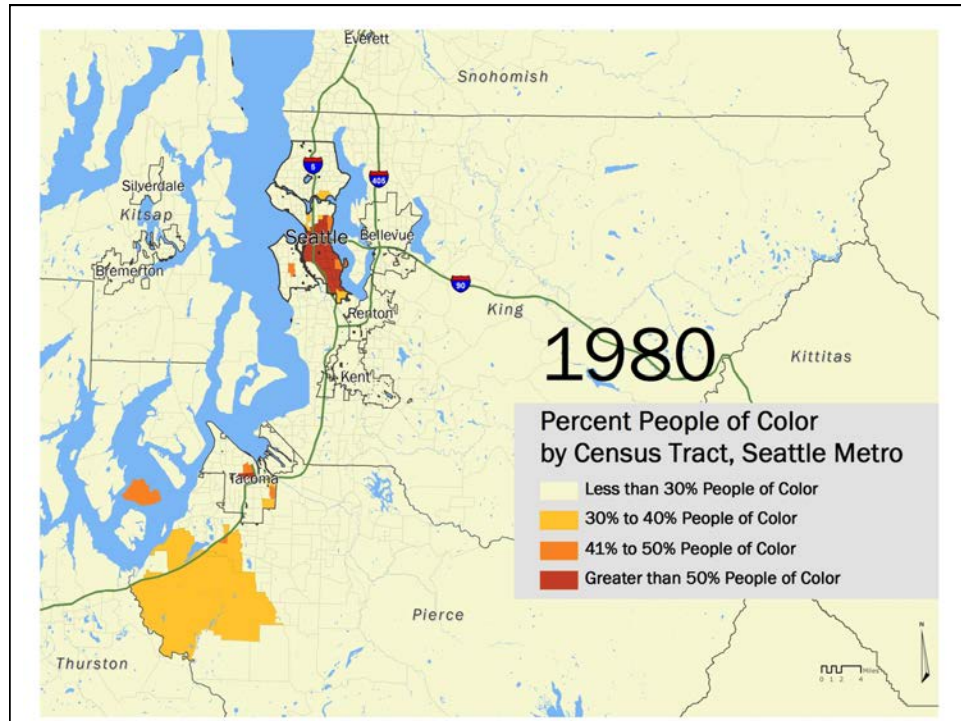


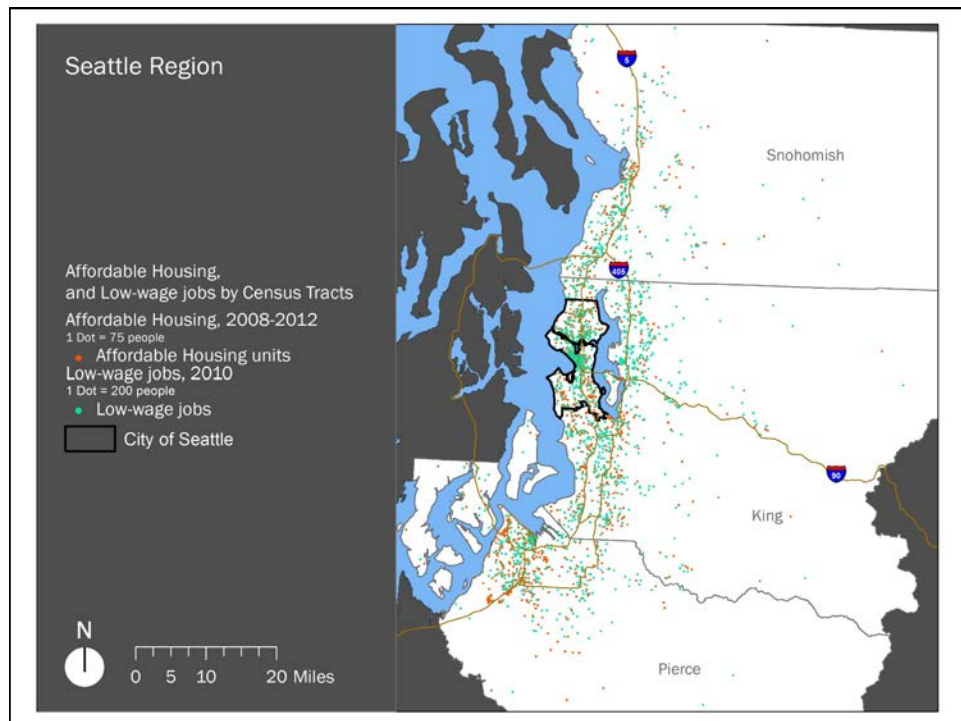
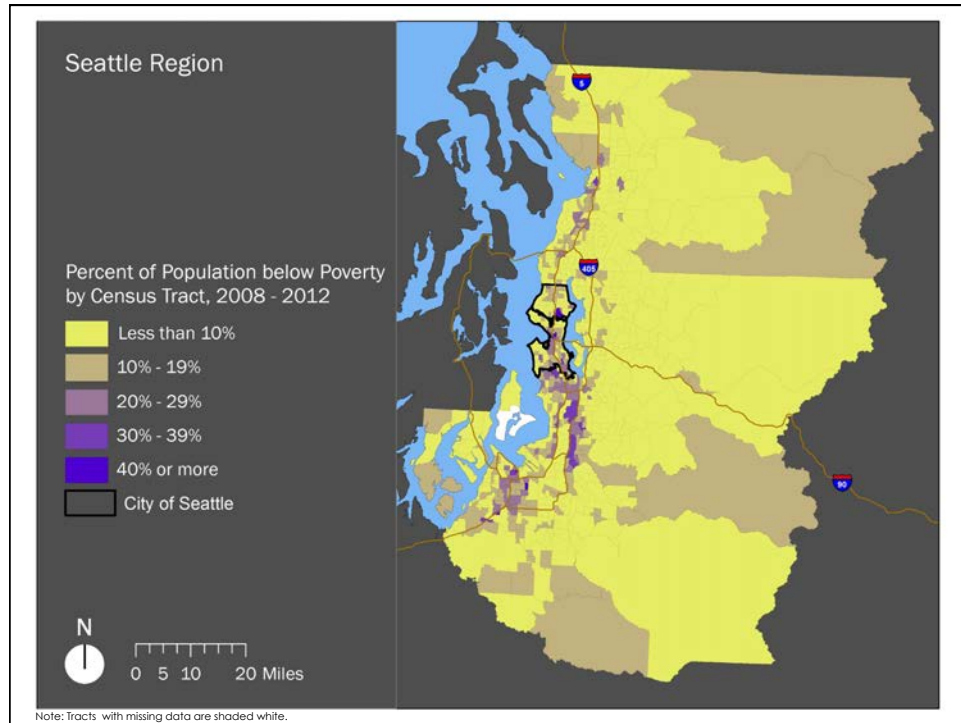


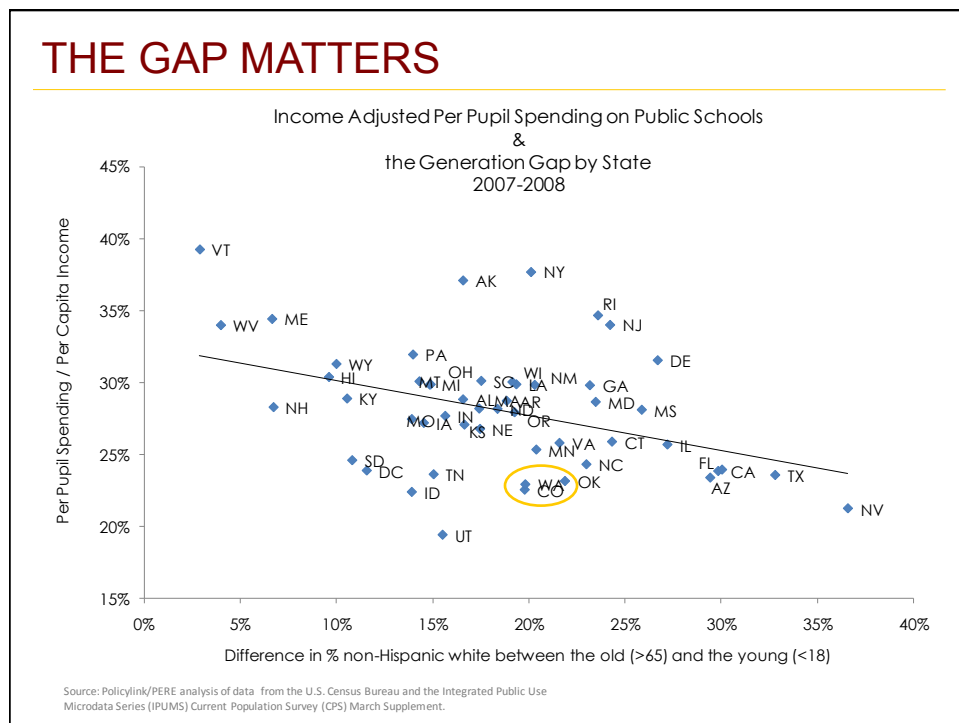
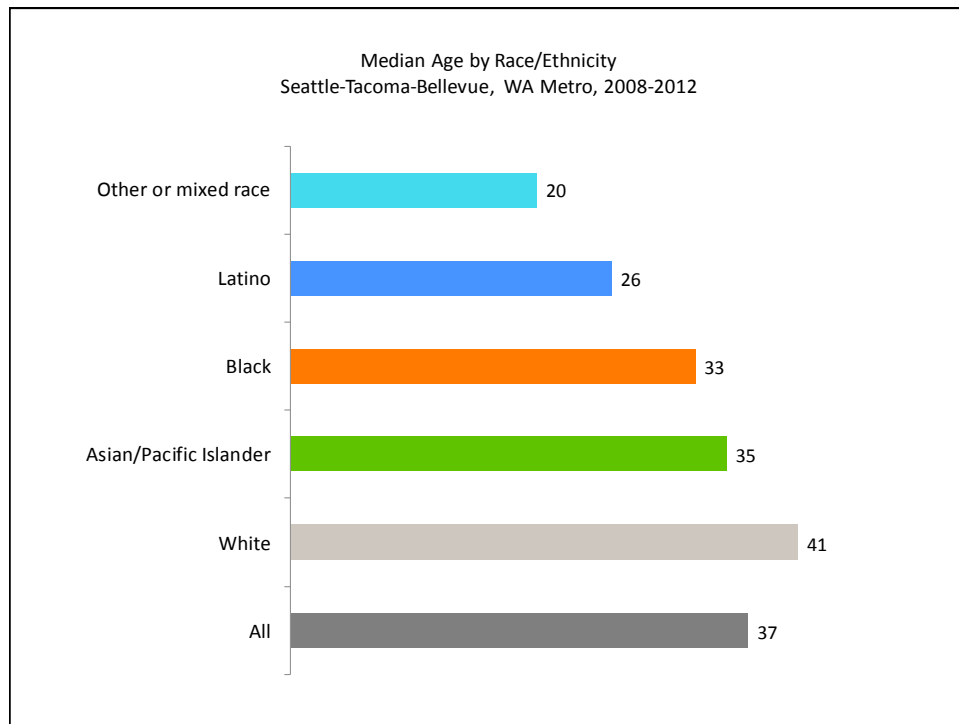




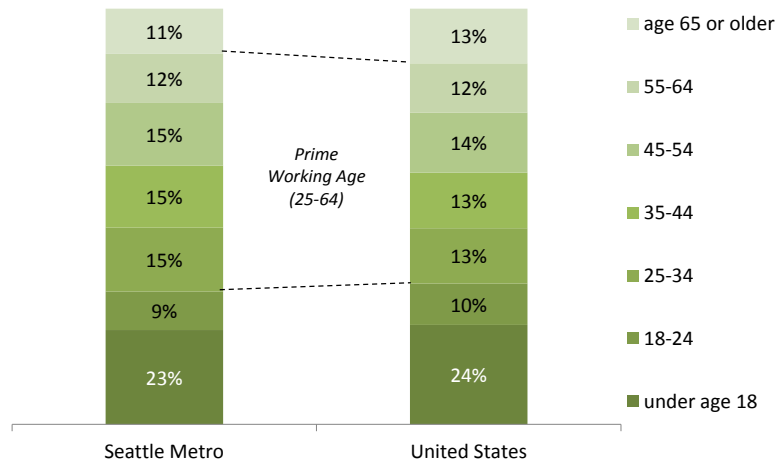




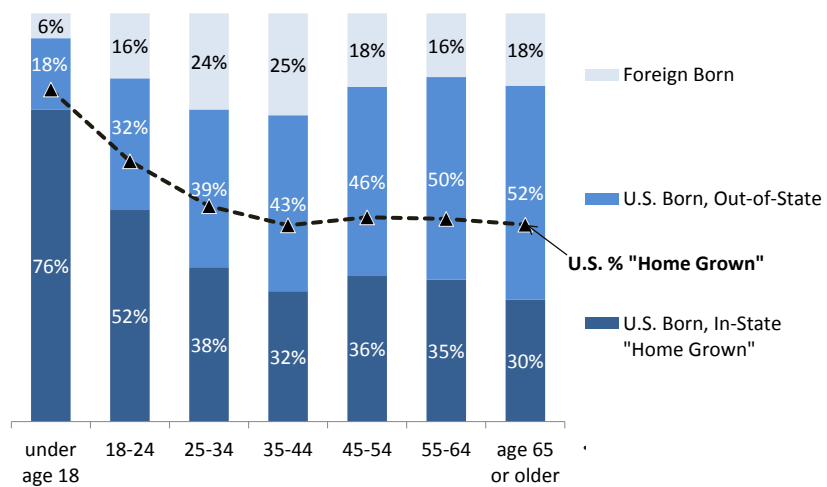




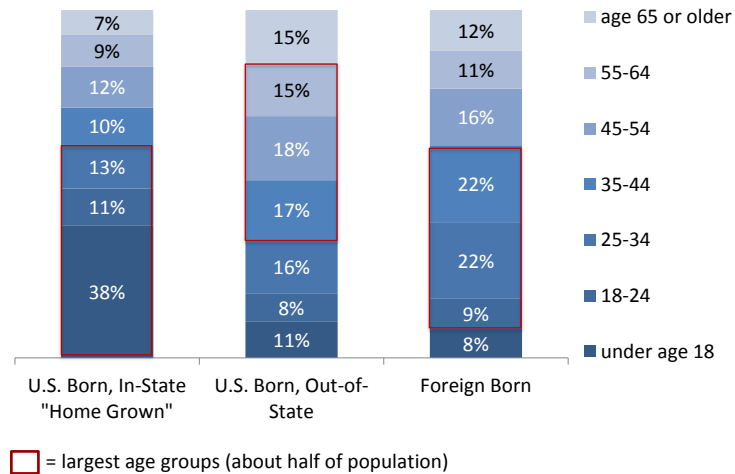
LARGE WORKING AGE POPULATION



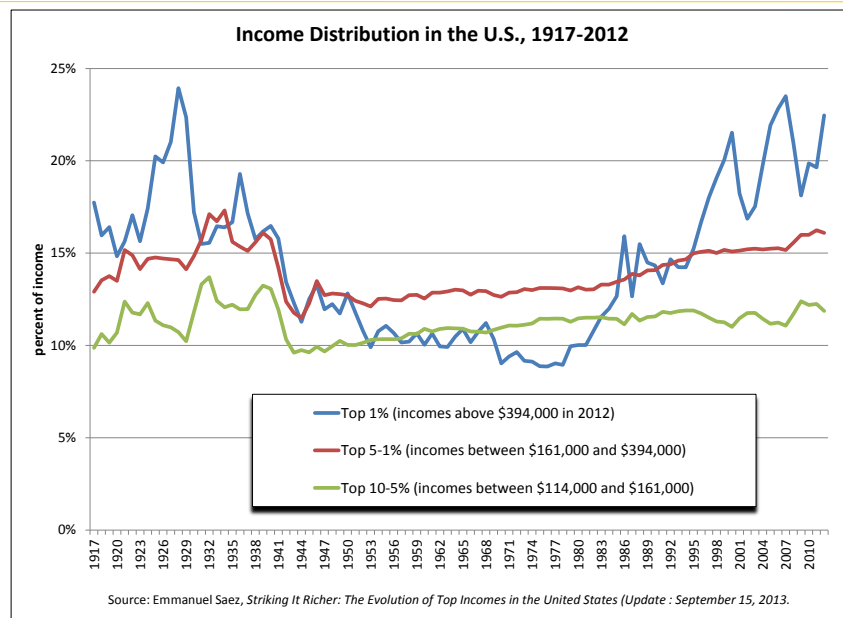
NATIVITY BY AGE IN SEATTLE

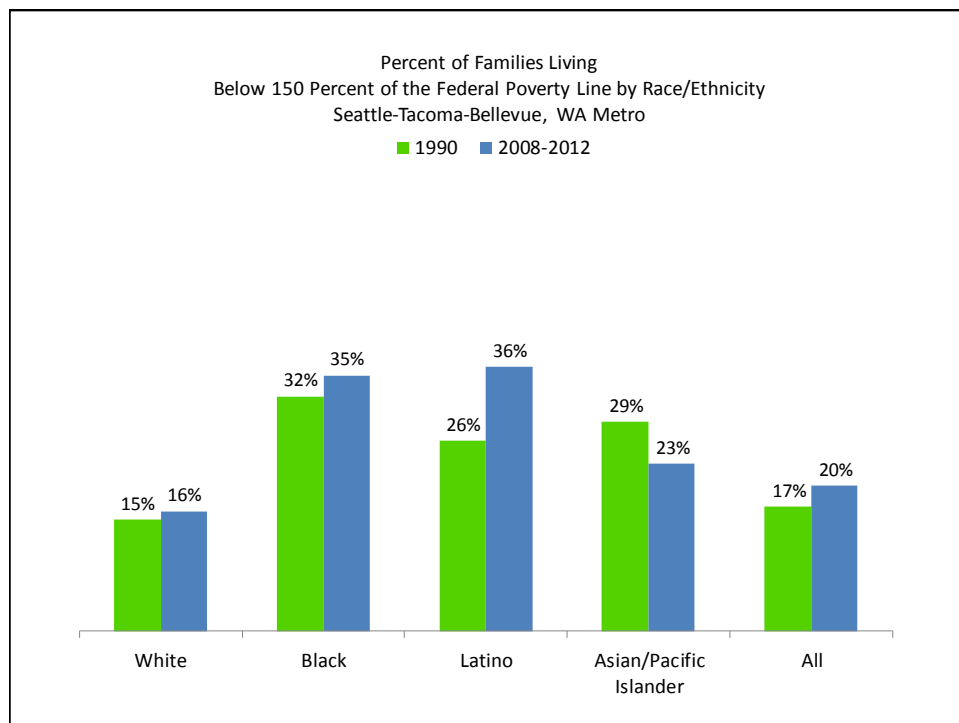
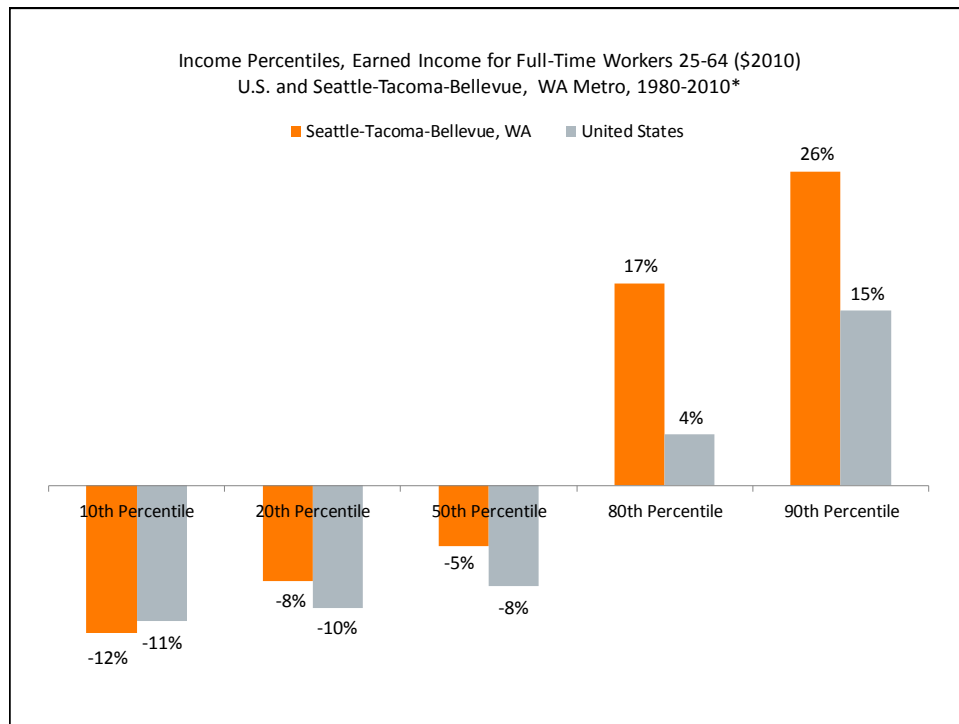


AGE BREAKDOWN BY NATIVITY

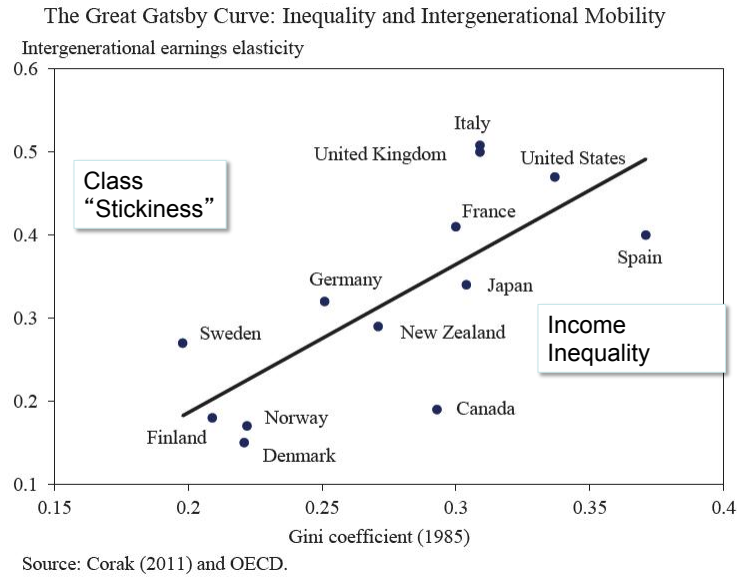


CHALLENGE OF INEQUALITY



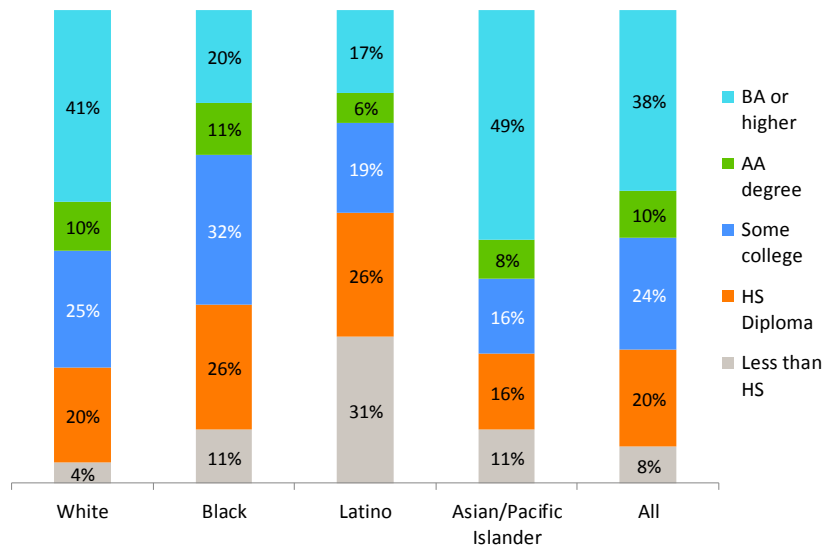


BUT WE MOVE UP OVER TIME?

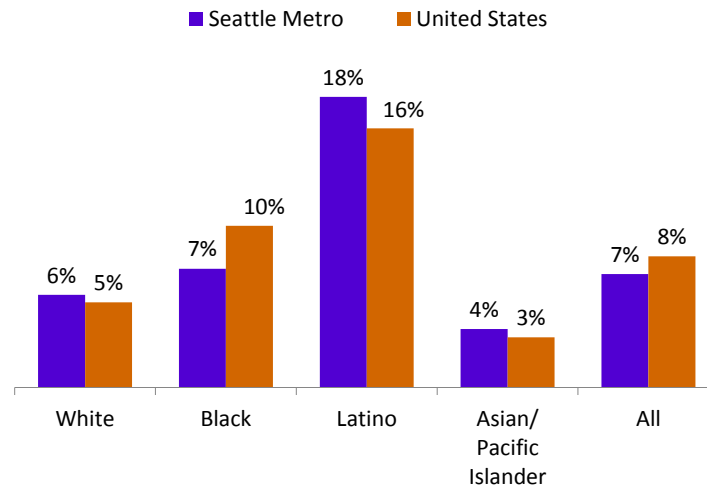


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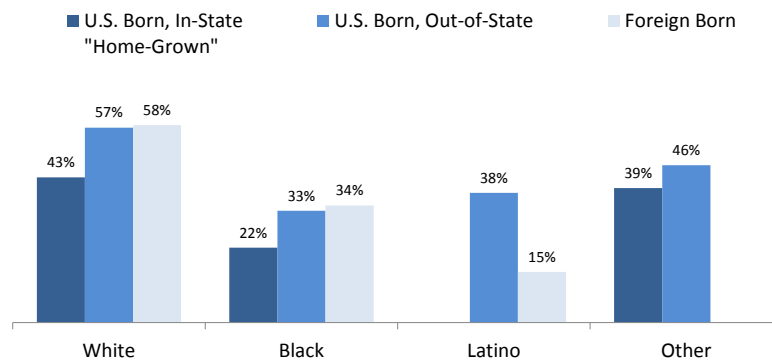
Educational Attainment (of Adults 25-64) by Race/Ethnicity
Seattle-Tacoma-Bellevue, WA Metro, 2008-2012



HIGH SCHOOL DROPOUTS IN WORKFORCE

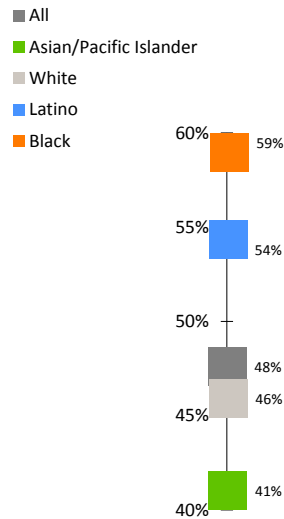


WORKING AGE WITH A.A. OR MORE



HOUSING BURDEN AS CHALLENGE

Percent Rent Burdened by Race/Ethnicity Seattle-Tacoma-Bellevue Metro, 2008-2012



THINKING NEW: EQUITY AND GROWTH

Conventional wisdom in economics says there is a trade-off between equity and efficiency.

But, new evidence shows that regions that work **toward equity** have **stronger** and **more resilient** economic growth—for **everyone**.



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EVIDENCE: EQUITY AND GROWTH



Even the Federal Reserve Bank of Cleveland found that that **racial inclusion** and **income equality** matter for growth.



Image Sources: <http://static.guim.co.uk/sys-images/Guardian/Pix/pictures/2009/2/24/1235500211963/Ben-Bernanke-chairman-of-003.jpg>; http://blog.usri.org/wp-content/uploads/2010/11/Fed-4logo_trans.png; http://www.benjaminfranklin.com/gallery/gallery_federal_reserve.jpg

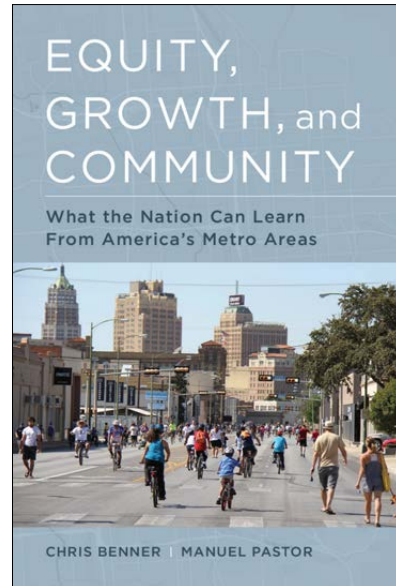
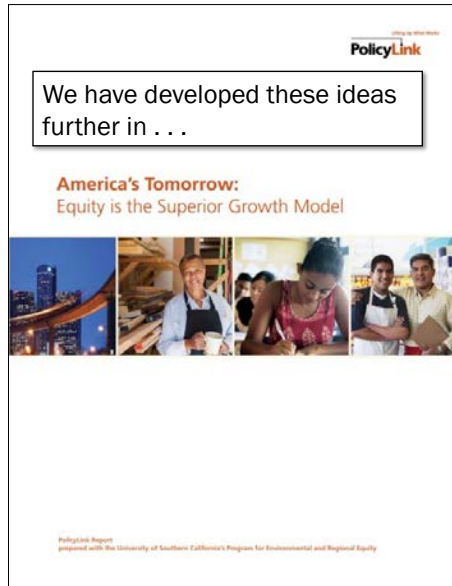
EVIDENCE: EQUITY AND GROWTH



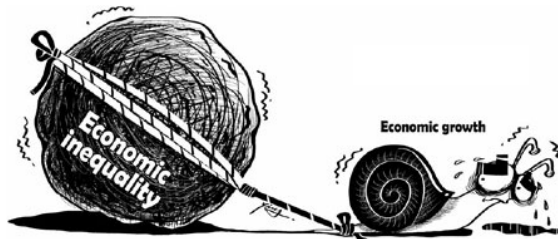
Inequality and Unsustainable Growth: Two Sides of the Same Coin?

Andrew G. Berg and Jonathan D. Ostry

EVIDENCE: EQUITY AND GROWTH



THINKING NEW: DISCOVERING THE WHY



- **Underinvestment** in each other makes us less competitive as regions and as a nation

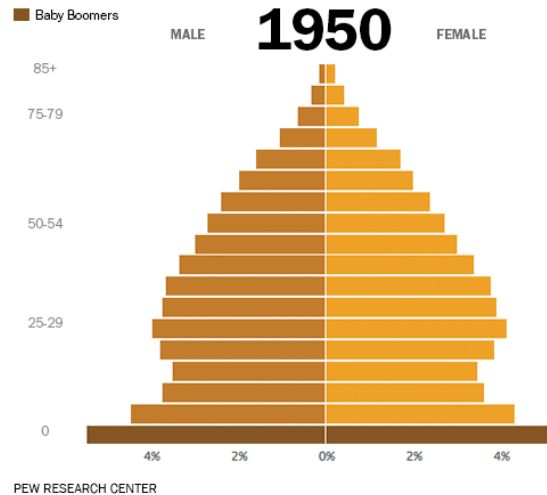


- **Social tensions** over who will gain and who will lose make us less likely to cohere on what we need to do to thrive

AND WHY SO IMPORTANT NOW?

NEXT AMERICA

Percent of U.S. Population by Age Group, 1950-2060



<http://d3j5womefv46c.cloudfront.net/photos/large/847889448.gif?1397145494&maxX=740&maxY=704>

LEADING FORWARD



- So it's a **challenge** for all of us: business leaders must rethink the **role of equity** and all leaders must know **new demography**



- But equity proponents need to consider **economic realities**, propose **growth-enhancing** approaches, blend **inclusion** with **innovation**



- And one of the "Just Growth" **sweet spots** is the **community college** system – empowered workforce, better economy

IMPLICATIONS FOR LEADERSHIP



- Recognize that this is an **aspirational** not an angry constituency
- Stress that **equity** and **inclusion** are **fundamental** not add-on's
- Help people understand the task is not just to **beat the odds** but **change the odds**

IMPLICATIONS FOR COMMUNITY COLLEGES



- Push folks to see community college students as full humans– and being not just **clients** but **constituents** & **change agents**



FOR MORE . . .



@Prof_MPastor

EQUITY, GROWTH, and COMMUNITY

What the Nation Can Learn
From America's Metro Areas



CHRIS BENNER | MANUEL PASTOR