

The Changing Face of North Carolina

James H. Johnson, Jr.

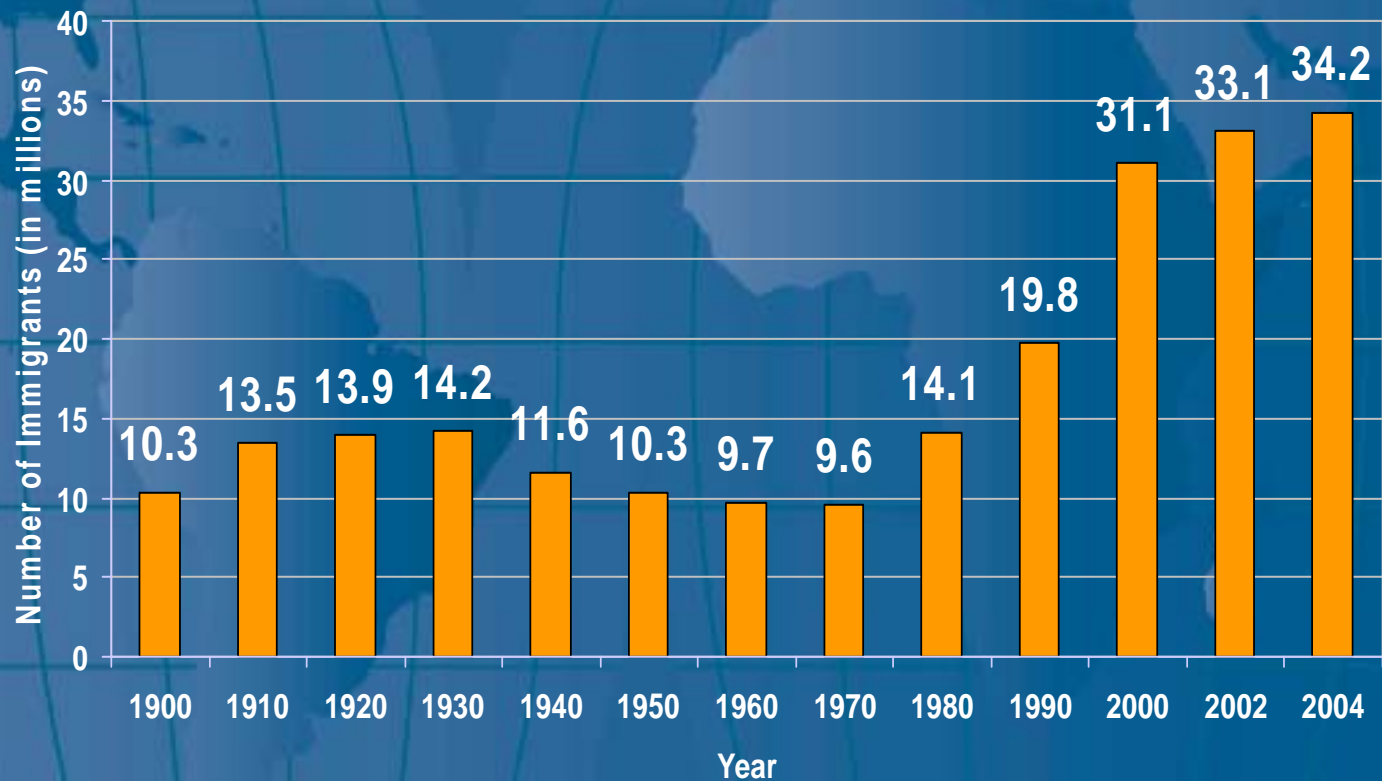
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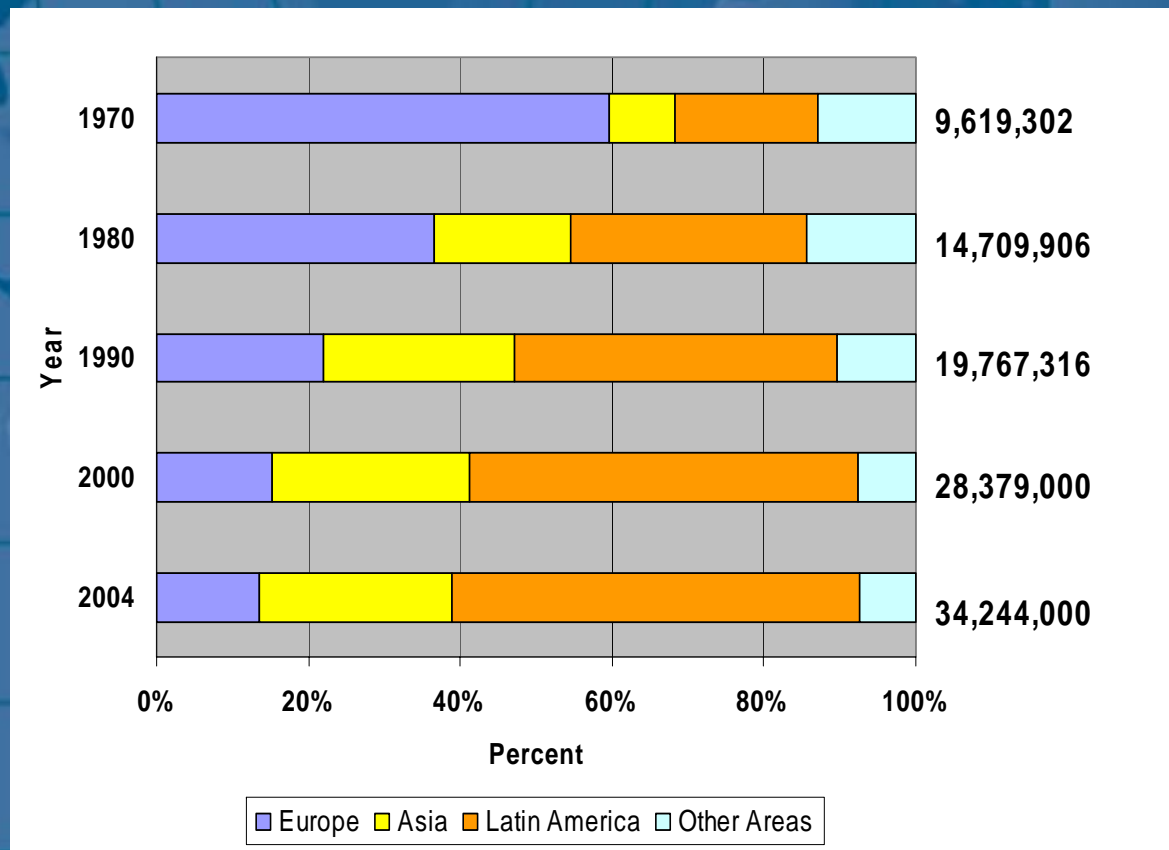
Overview

- I. The “Browning” and “Greying” of America
- II. A Demographic Lens on North Carolina
- III. Implications and Challenges
- IV. Discussion

Immigration Population, 1900-2004



World Region of Birth for U.S. Population, 1970-2004



Population Estimations by Race/Ethnicity, 1988-2050

| Group | Percent Change |
|--------------------------|----------------|
| All Races | 50% |
| Whites | 29% |
| Blacks | 94% |
| Native Americans | 109% |
| Hispanics | 238% |
| Asians/Pacific Islanders | 412% |

America's Color Adjustment

| Race/Ethnicity | 1995 | 2050 |
|-----------------|------|------|
| White | 73.6 | 52.8 |
| Blacks | 12.0 | 13.5 |
| Hispanics | 10.2 | 24.5 |
| Asian | 3.3 | 8.2 |
| American Indian | 0.7 | 0.9 |

Median Age by Race and Gender, 2000

| Race/Ethnicity | Both | Male | Female |
|-------------------------------|------|------|--------|
| U.S. | 35.3 | 34.0 | 36.5 |
| White Alone | 37.7 | 36.5 | 38.9 |
| White, Not Hispanic | 38.6 | 37.4 | 39.8 |
| Black Alone | 30.2 | 28.5 | 31.7 |
| Hispanic/Latino | 25.8 | 25.4 | 26.3 |
| Asian Alone/Native Hawaiian | 32.7 | 31.7 | 33.8 |
| American Indian/Alaska Native | 28.0 | 27.2 | 28.9 |
| Other Pacific Islander | 27.5 | 27.0 | 28.1 |
| Some Other Race | 24.6 | 24.5 | 24.6 |
| Two or More Races | 22.7 | 22.3 | 23.1 |

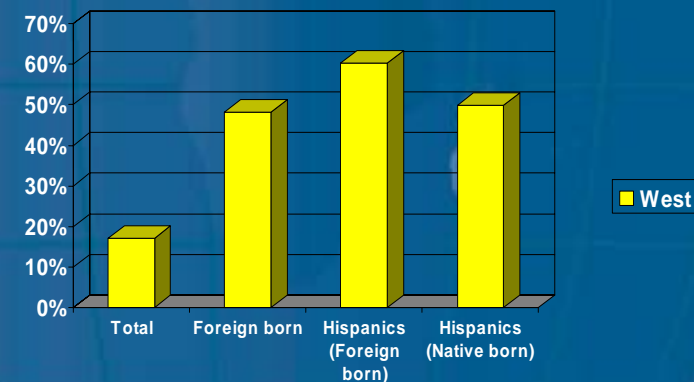
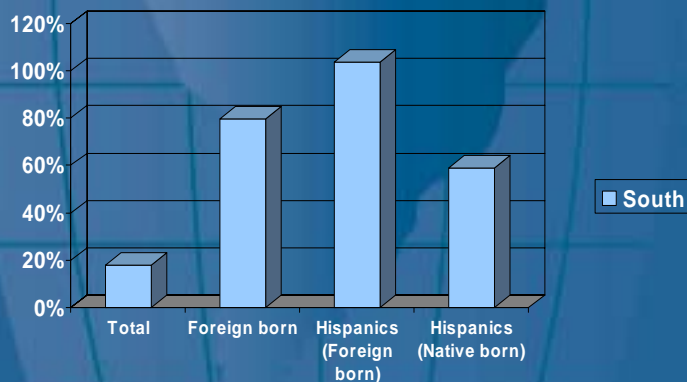
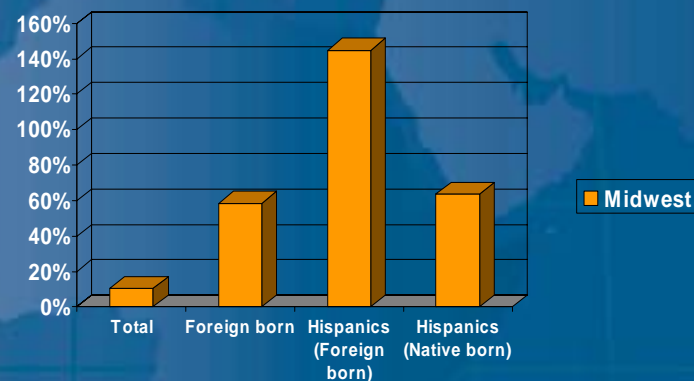
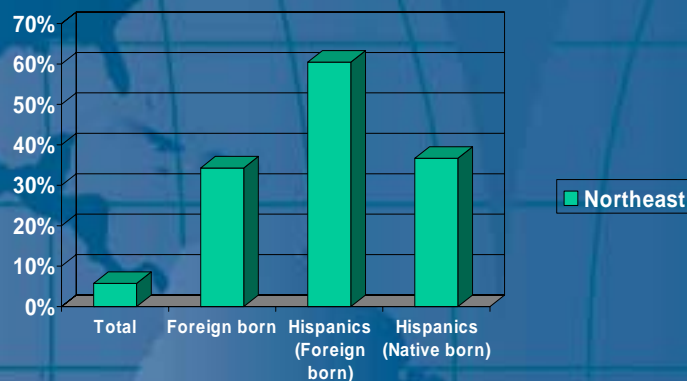
Fertility Indicators for Women, 15-44, by Nativity and Hispanic Origin

| Nativity | Births Per 1,000 Women |
|------------------------|---------------------------|
| Native-born | 61.5 |
| Hispanic (of any race) | 79.8 |
| Not Hispanic | 59.9 |
| Foreign-born | 85.4 |
| Hispanic (of any race) | 112.3 |
| Not Hispanic | 60.8 |

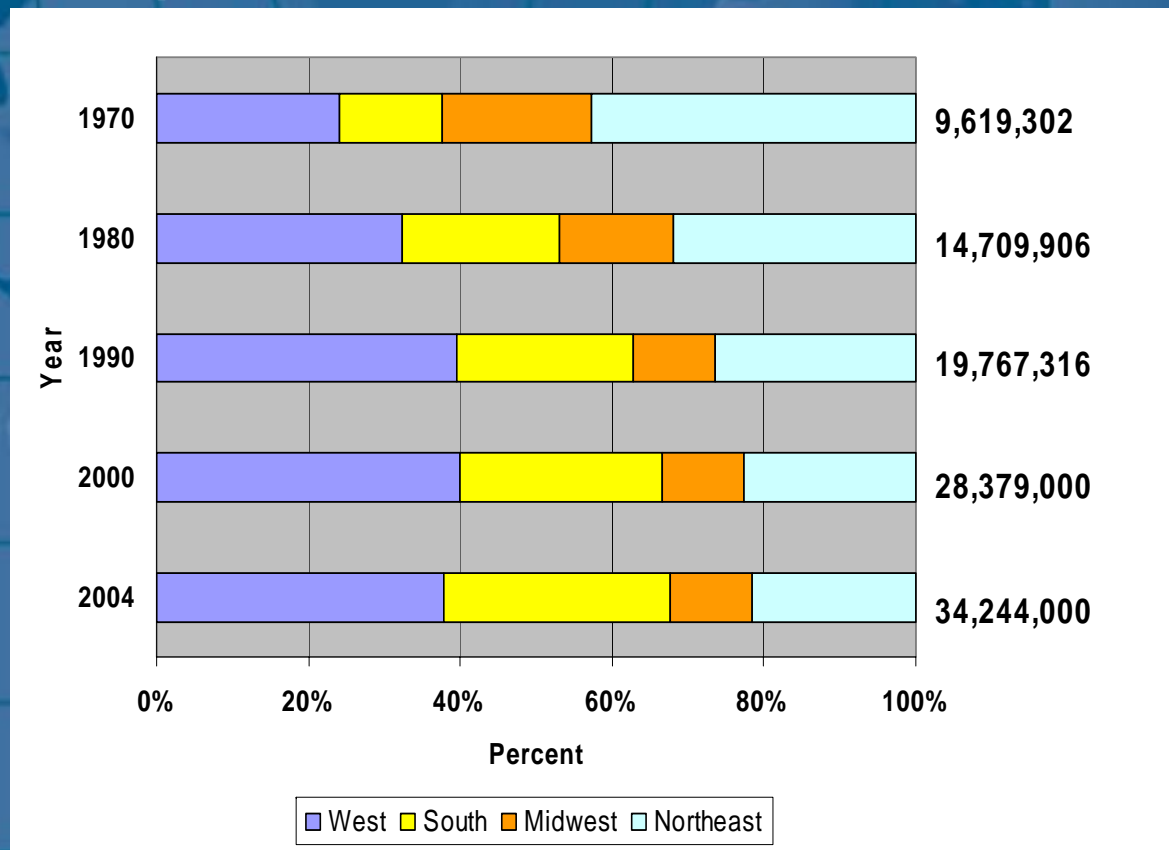
U.S. Total and Foreign Born Population Change, 1990-2000

| | 2000 Population | Absolute Change 1990-2000 | % Change 1990-2000 |
|----------------------------|--------------------|---------------------------------|--------------------------|
| Total | 281,243,499 | 33,323,643 | 13.4% |
| Foreign Born | 32,989,429 | 11,472,676 | 53.3% |
| Hispanic (Foreign Born) | 14,410,703 | 6,331,264 | 78.4% |
| Hispanic (Native Born) | 20,760,734 | 7,057,303 | 51.5% |

Percent Change in Total and Foreign Born Population, by Region, 1990-2000

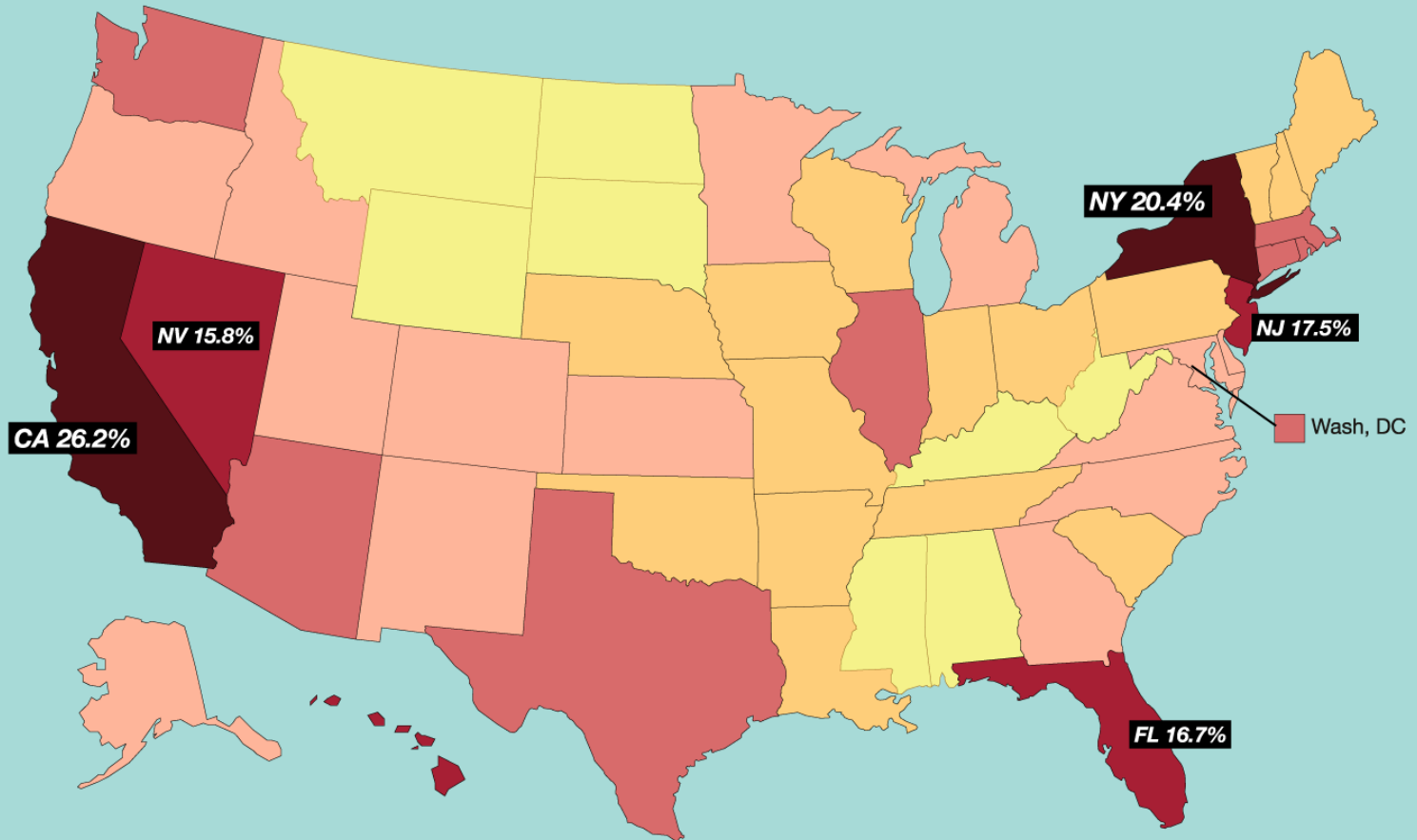


Change in Regional Distribution of Foreign Born Population, 1970-2004



Foreign Born Population Concentrations in the U.S., 2000

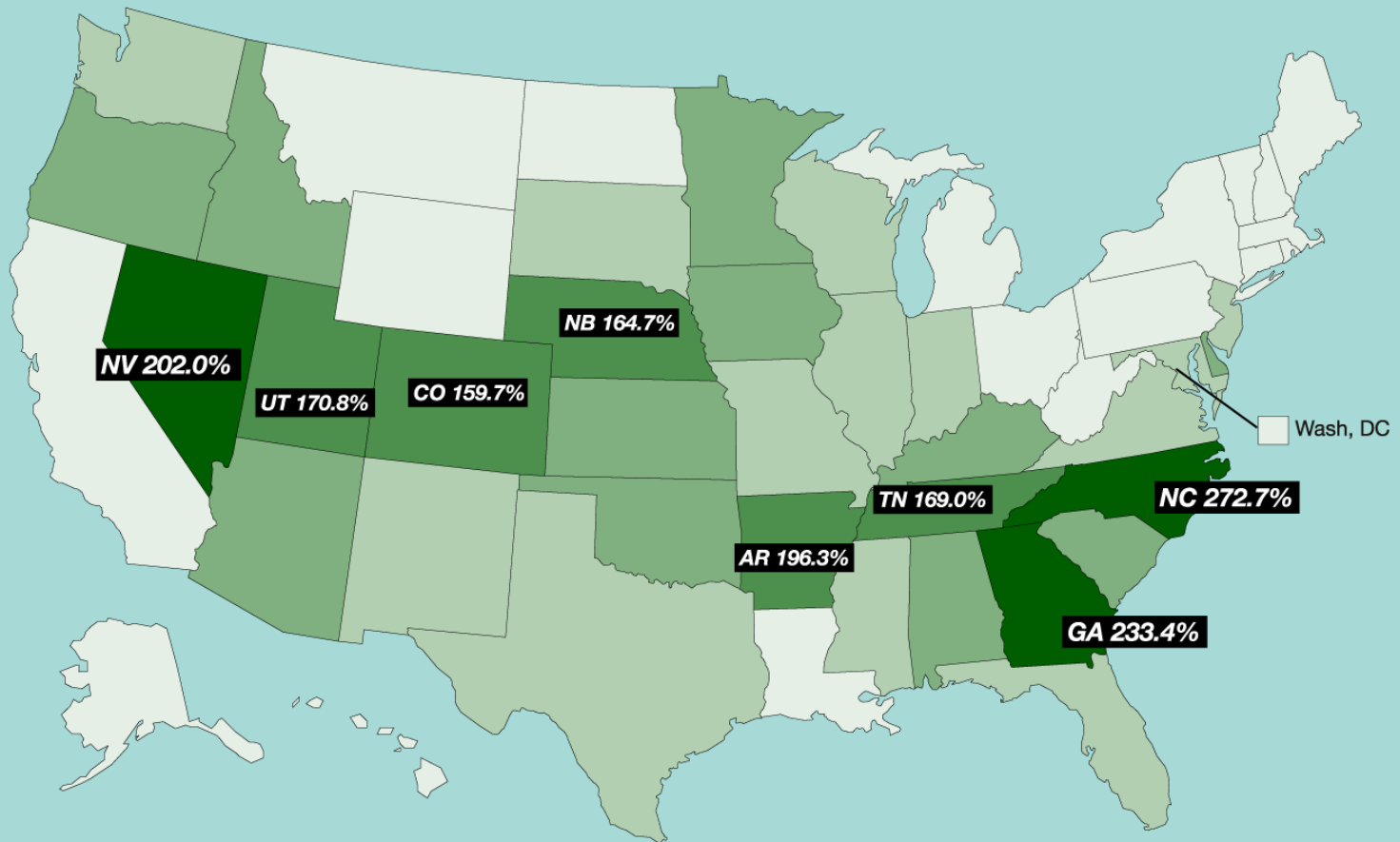
Percent of total population that is foreign born



Source: U.S. Census, 2000

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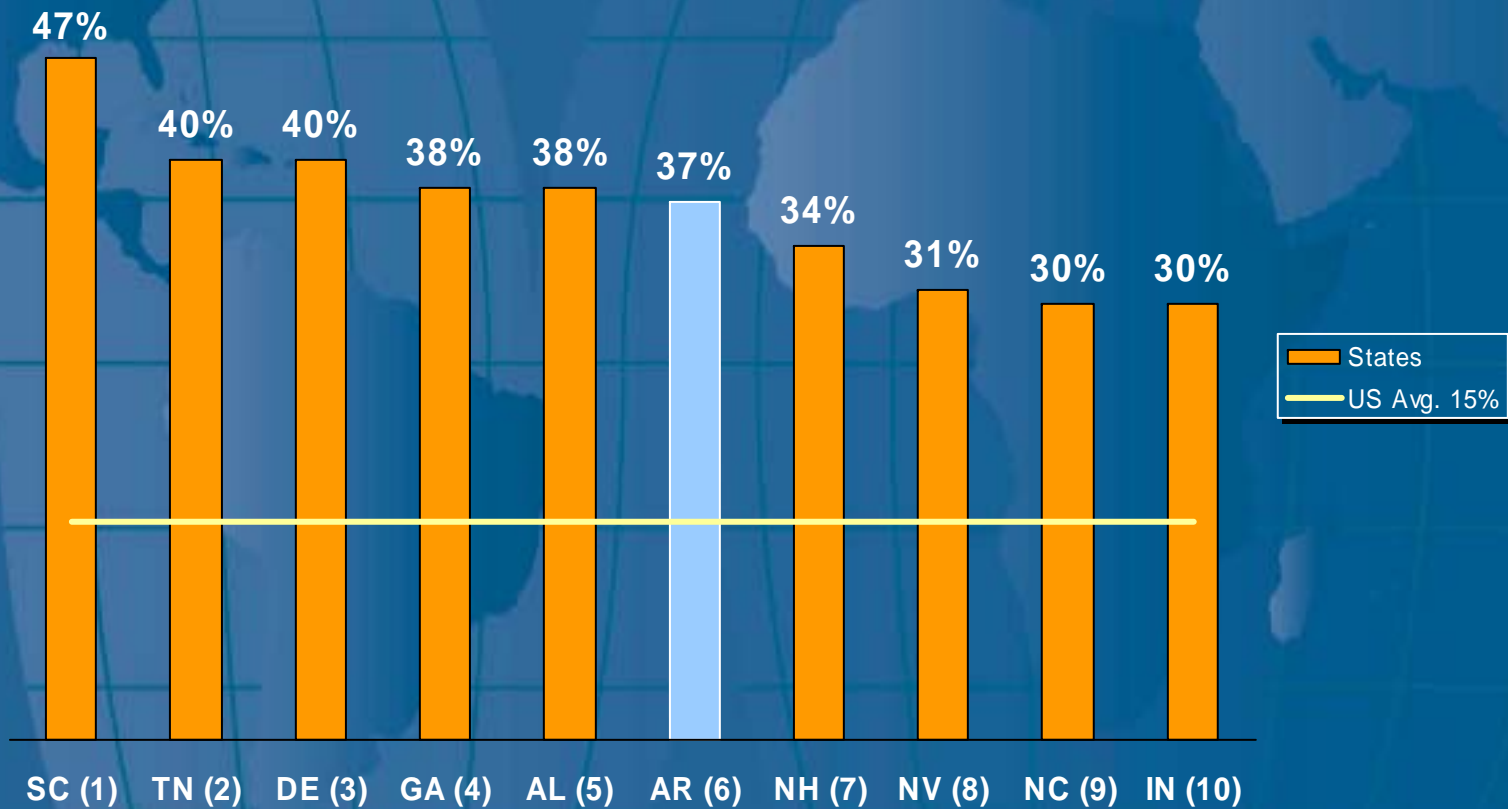
Percent Change in Foreign Born Population by State, 1990-2000



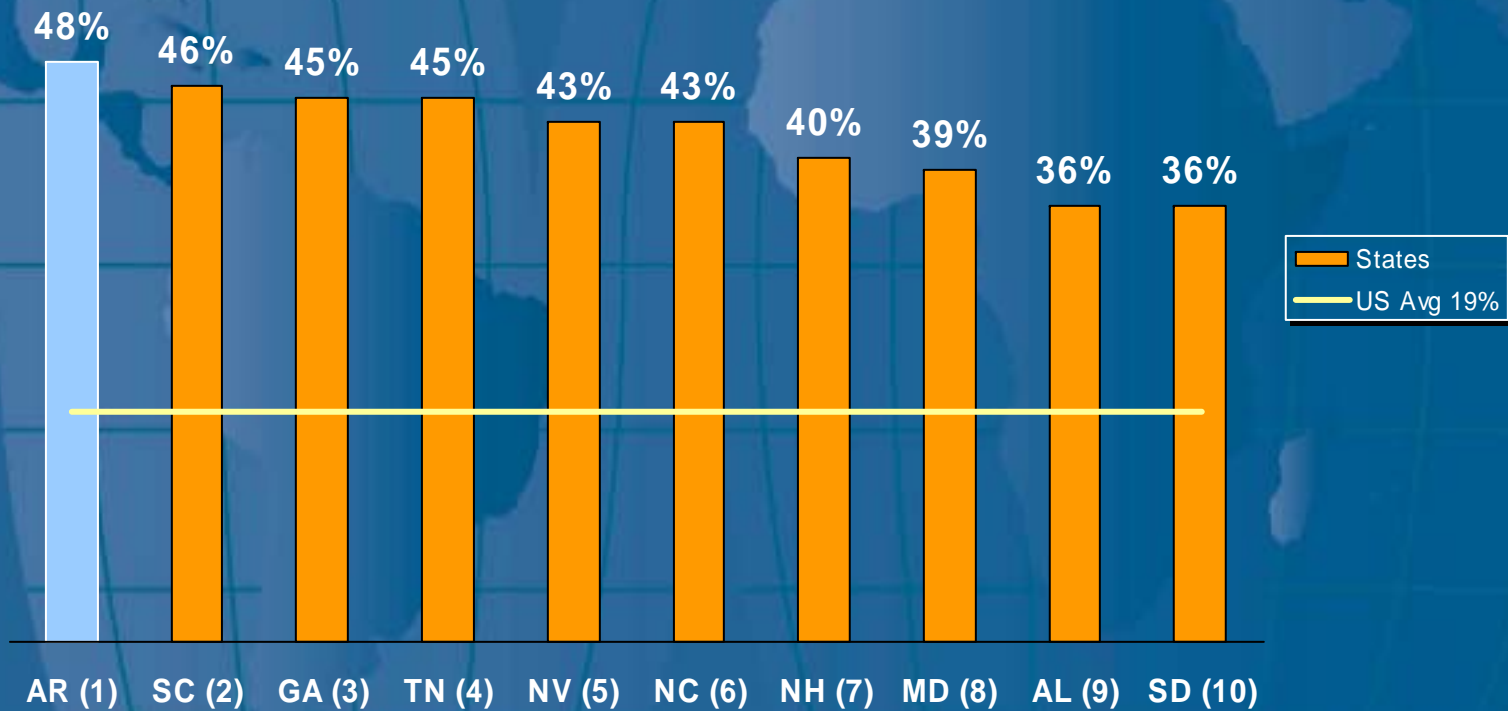
Source: U.S. Census, 2000

James H. Johnson, Jr., 2004

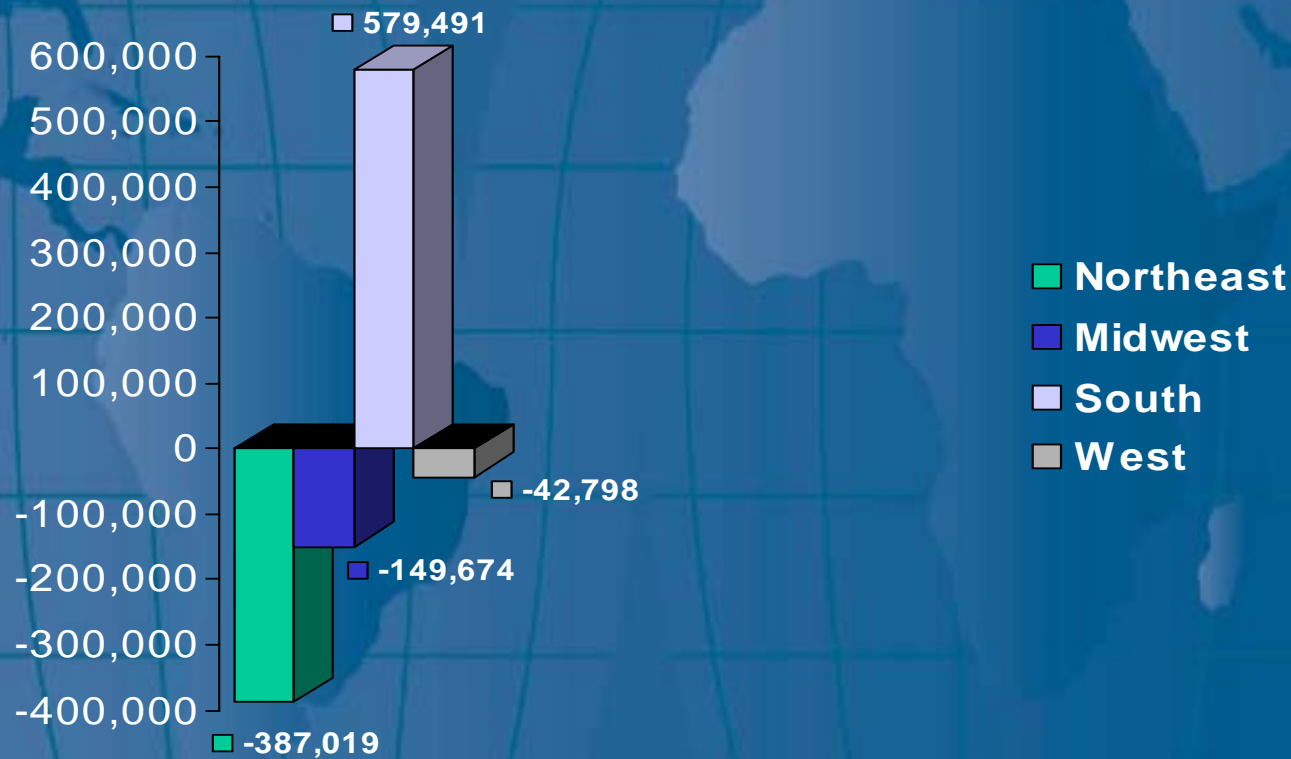
States with Fastest Growing Immigrant Populations, 2000-2005



States with Fastest Growing Hispanic Populations, 2000-2005



Blacks Return to the South Change in Population, 1990- 2000



Net Population Change in North Carolina by Race and Hispanic or Latino Origin, 1990-2000

| Race and Hispanic or Latino | 2000 Population | Net Gain 1990-2000 | Percent Change |
|--|-----------------|--------------------|----------------|
| Total | 8,049,313 | 1,420,676 | 21.4% |
| White | 5,804,656 | 796,237 | 15.9% |
| Black or African American | 1,737,545 | 281,222 | 19.3% |
| American Indian or Alaska Native | 99,551 | 19,396 | 24.2% |
| Asian | 113,689 | 63,719 | 127.5% |
| Native Hawaiian and other Pacific Islander | 3,983 | 1,787 | 81.4% |
| Some other race | 186,629 | 155,127 | 492.4% |
| <i>Hispanic or Latino (of any race)</i> | <i>378,963</i> | <i>302,237</i> | <i>393.9%</i> |

Net Population Change in North Carolina Race and Hispanic or Latino Origin, 2000-2004

| Race and Hispanic or Latino | 2004 Population | Net Gain 2000-2004 | Percent Change |
|--|--------------------|-----------------------|-------------------|
| Total | 8,270,028 | 220,715 | 2.7% |
| White | 6,004,307 | 199,651 | 3.4% |
| Black or African American | 1,754,897 | 17,352 | 1.0% |
| American Indian or Alaska Native | 86,434 | -13,117 | -13.2% |
| Asian | 139,422 | 25,722 | 22.6% |
| Native Hawaiian and other Pacific Islander | 4,528 | 545 | 13.7% |
| Some Other Race | 166,627 | -20,002 | -10.7% |
| <i>Hispanic or Latino (of any race)</i> | <i>506,206</i> | <i>127,243</i> | <i>33.6%</i> |

North Carolina Births by Race/Ethnicity, 1990 and 2003

| | 1990 | 2003 | % Change |
|------------------------|--------------|---------------|--------------|
| All Races | 10,525 | 118,308 | 13.2 |
| White | 69,512 | 70,458 | 1.4 |
| Black | 30,726 | 27,170 | -11.6 |
| American Indian | 1,516 | 1,637 | 8.0 |
| Asian/Pacific Islander | 1,052 | 3,106 | 195.2 |
| <i>Hispanic</i> | <i>1,754</i> | <i>16,084</i> | <i>817.0</i> |

Net Change in Total and Hispanic Enrollment in NC Public Schools, 1985-2004

| Years ¹ | Total Enrollment Change | Hispanic Enrollment Change | % Change |
|--------------------|-------------------------|----------------------------|----------|
| 1985-1990 | -3,558 | 4,795 | |
| 1990-1995 | 90,378 | 13,769 | 15.2 |
| 1995-2000 | 95,472 | 33,933 | 35.6 |
| 2000-2004 | 78,755 | 45,148 | 57.3 |

Hispanic Resident Costs and Benefits to State, 2004

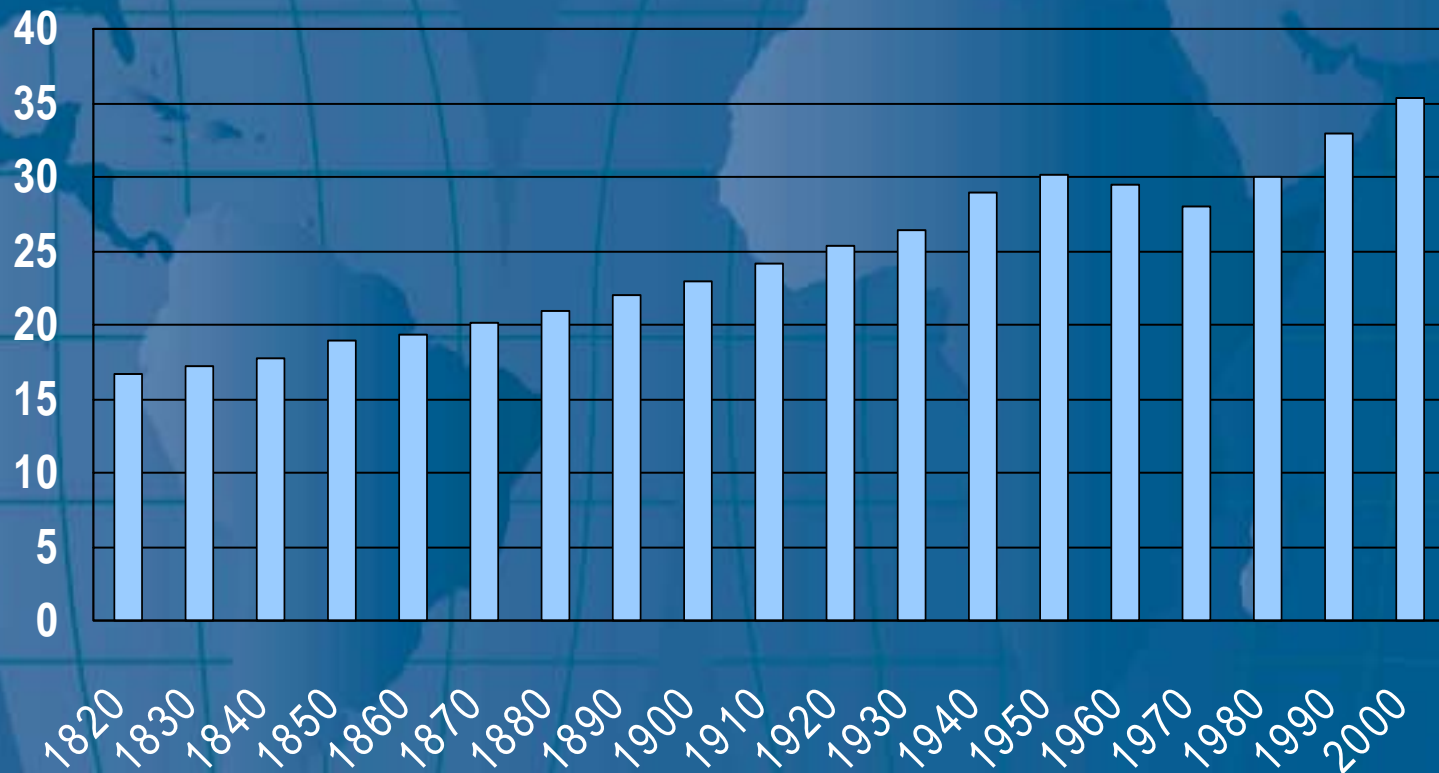
| | |
|---|---------------|
| Total Estimated Major Public Costs | \$816,559,000 |
| Total Estimated Taxes Contributed | \$755,520,000 |
| Net Cost to State <i>(\$102 per Hispanic resident)</i> | \$61,039,000 |

- Broader Economic Benefits:
 - \$9.2 billion in total NC Business Revenue
 - 89,000 additional jobs
 - \$1.9 billion in overall statewide private-sector wage savings (1.4% of NC's private sector wage bill)
 - Increased labor output for NC industries

NC Construction Industry Example of Competitive Output, 2004

- 29 percent of all NC construction workers are Hispanic
- If Hispanic workers are withdrawn, loss of:
 - \$10 billion in value of construction
 - \$2.7 billion in construction materials and labor
 - \$145 million in equipment and building rentals
 - 27,000 housing units not built
 - \$980 million in labor-cost savings

Aging America: U.S. Median Age, 1820-2000



Absolute and Relative Change in the Gender/Age Composition of the U.S. Population, 1990-2000

| Gender/Age | 2000 Population | Net Change 1990-2000 | % Change 1990-2000 |
|------------|--------------------|-------------------------|-----------------------|
| Total | 281,421,906 | 32,712,033 | 13.2% |
| Male | 138,053,563 | 16,814,145 | 13.9% |
| Female | 143,368,343 | 15,897,888 | 12.5% |
| Age 18-34 | 67,035,178 | -2,878,520 | -4.1% |
| Age 35-54 | 82,826,479 | 20,024,490 | 31.9% |
| Age 55-64 | 24,274,684 | 3,126,761 | 14.8% |
| Age 65+ | 34,991,753 | 3,749,922 | 12.0% |

Absolute and Relative Change in the Gender/Age Composition of the U.S. Population, 2000-2005

| Gender/Age | 2005 Population | Net Change 2000-2005 | % Change 2000-2005 |
|------------|--------------------|-------------------------|-----------------------|
| Total | 292,261,463 | 10,839,557 | 3.9% |
| Male | 143,203,258 | 5,149,695 | 3.7% |
| Female | 149,058,205 | 5,689,862 | 4.0% |
| Age 18-34 | 65,962,739 | -1,072,439 | -1.6% |
| Age 35-54 | 86,399,619 | 3,573,140 | 4.3% |
| Age 55-64 | 30,528,710 | 6,254,026 | 25.8% |
| Age 65+ | 35,199,481 | 207,728 | 0.6% |

Absolute and Relative Change in the Gender/Age Composition of the North Carolina Population, 1990-2000

| Gender/Age | 2000 Population | Net Change 1990-2000 | Percent Change 1990-2000 |
|------------------|--------------------|-------------------------|--------------------------------|
| Total | 8,049,313 | 1,420,676 | 21.4% |
| Male | 3,942,695 | 728,405 | 22.6% |
| Female | 4,106,618 | 692,271 | 20.3% |
| Age 18-34 | 2,020,236 | 95,308 | 4.9% |
| <i>Age 35-54</i> | <i>2,372,270</i> | <i>665,954</i> | <i>39.0%</i> |
| Age 55-64 | 723,712 | 136,809 | 23.3% |
| Age 65+ | 969,048 | 164,707 | 20.5% |

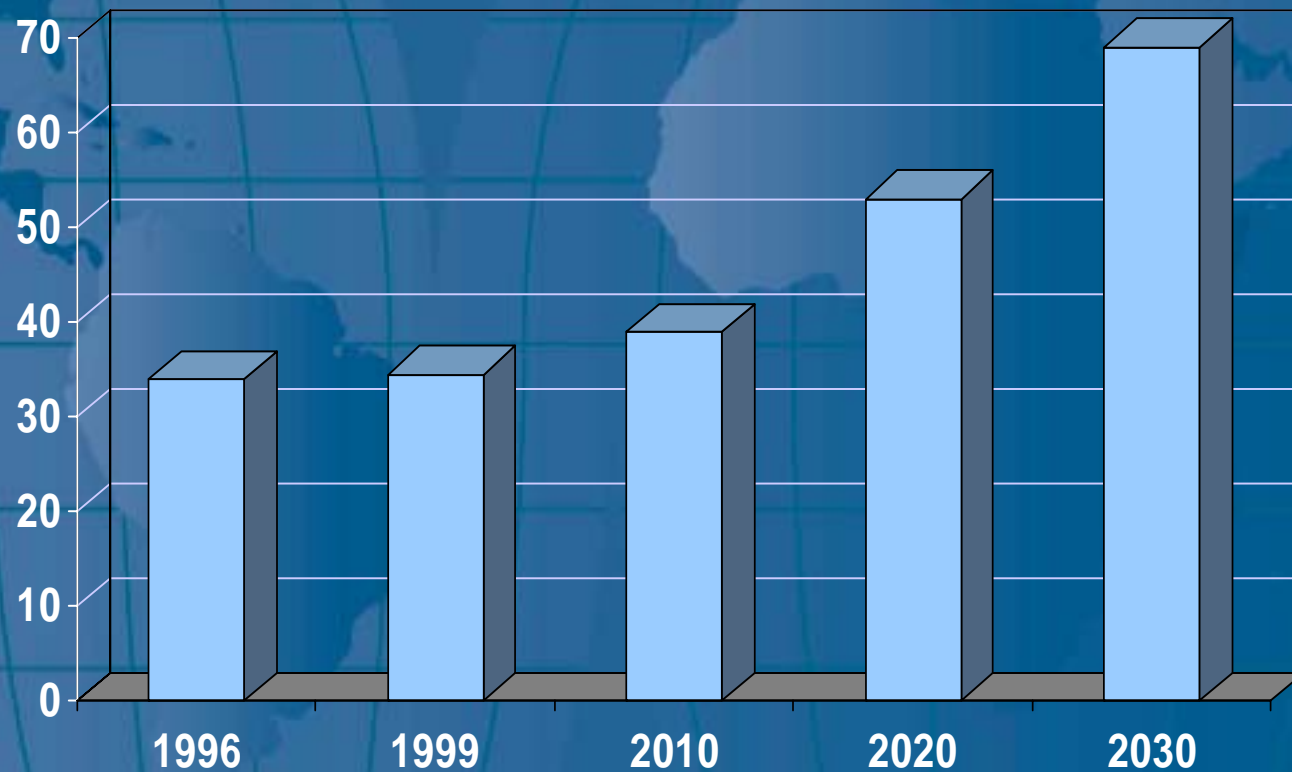
Absolute and Relative Change in the Gender/Age Composition of the North Carolina Population, 2000-2004

| Gender/Age | 2004 Population | Net Change 2000-2004 | % Change 2000-2004 |
|------------------|--------------------|-------------------------|-----------------------|
| Total | 8,270,028 | 220,715 | 2.7% |
| Male | 4,018,899 | 76,204 | 1.9% |
| Female | 4,251,129 | 144,511 | 3.5% |
| Age 18-34 | 1,901,539 | -118,697 | -5.9% |
| <i>Age 35-54</i> | <i>2,448,345</i> | <i>76,075</i> | <i>3.2%</i> |
| Age 55-64 | 846,476 | 122,764 | 17.0% |
| Age 65+ | 965,612 | -3,436 | -0.4% |

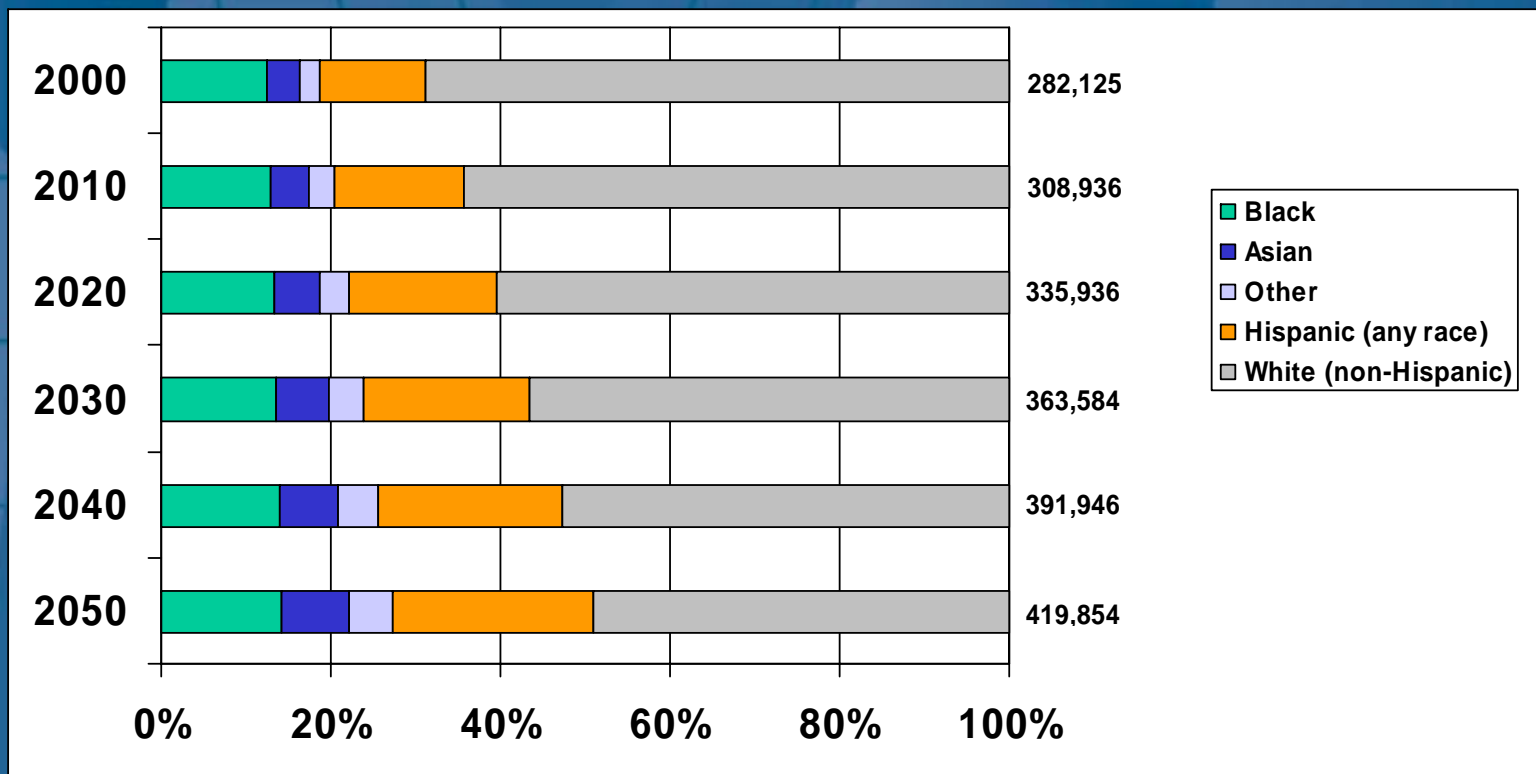
Age Profile of UNC-CH Faculty, 2002

| Employee Type | Number | < 40 | 40-59 | 60+ | Average Age |
|----------------------|--------|------|-------|------|-------------|
| Tenured/Tenure Track | 1,821 | 310 | 1,213 | 298 | 50.4 |
| (%) | (100) | (17) | (67) | (16) | |
| Fixed Term | 870 | 254 | 570 | 46 | 45.5 |
| (%) | (100) | (29) | (66) | (5) | |
| Total | 2,691 | 564 | 1,783 | 344 | 48.8 |
| (%) | (100) | (21) | (66) | (13) | |

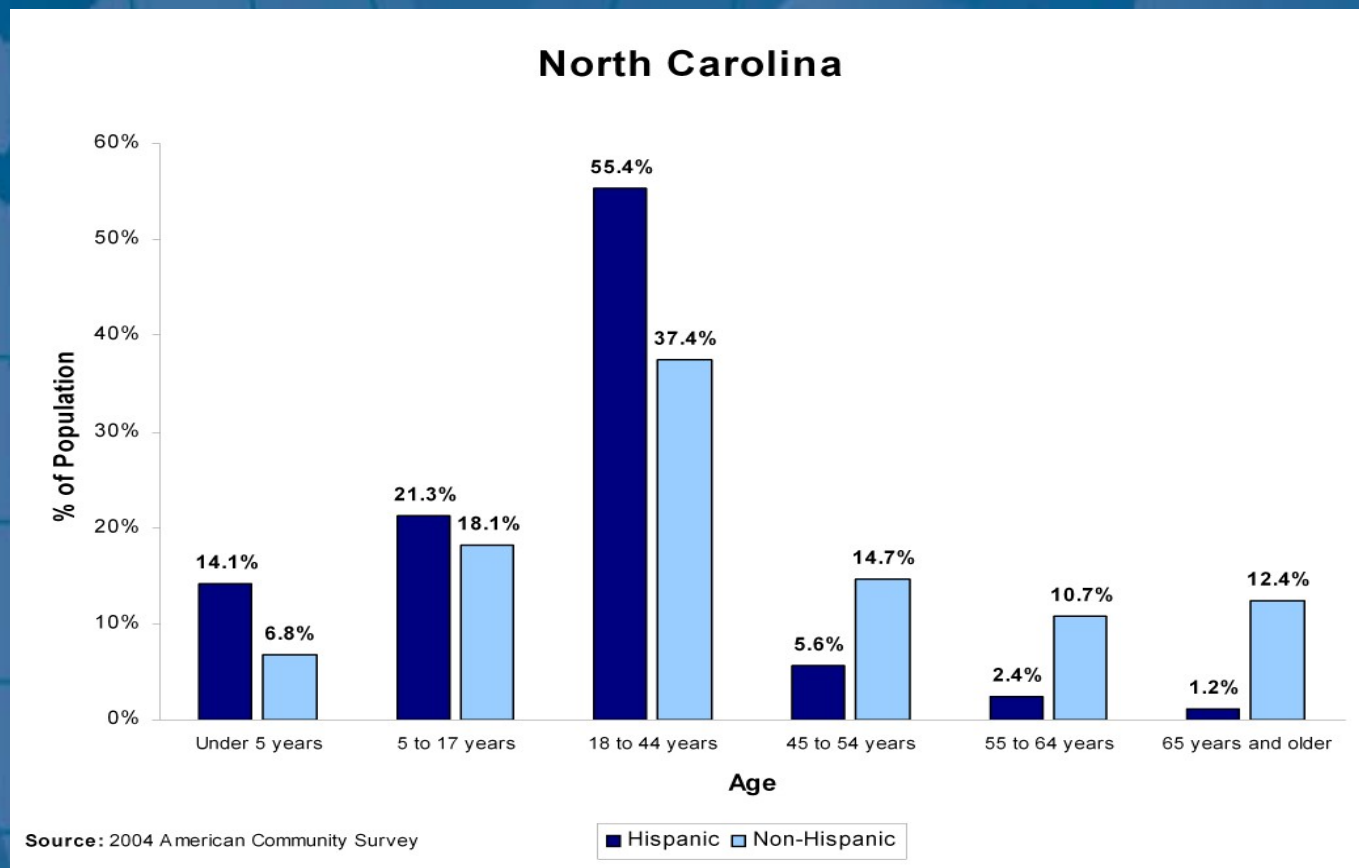
Aging America: U.S. Population 65 and older, selected years, 1996-2030 *(in millions)*



Population Projections, by Race and Hispanic Origin, 2000-2050, All Ages



Population in North Carolina by Age and Hispanic Origin, 2004



Implications

- Embrace diversity as a competitive advantage
- Competition for talent will be fierce – and global
- People and firms are consumers of place
- Consider the implications of second wave of globalization in your deliberations