

Employment & Income Gap

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Goal 1

- To have significant increase in African Americans employed to reflect what is seen on local football fields (Reduce unemployment to 1-2% by 2018).
 - Change culture of businesses and other organizations to hire people who do not look just like them.
 - Examine and change barriers to employment such as nonviolent crime offenders (who want jobs but are unable to work).
 - Educate parents and guardians on the meaning of work.

Goal 2

- Distribute information on income gaps and promote additional dialogue about why disparities exist where employees have equal qualifications.
 - Find multiple avenues to distribute information.
 - Engage political parties in the discussion.
 - Drill down to look for additional details on the dilemma.
 - Review problem across like financial strata.

Goal 3

- Make it easier for employers to hire African Americans. Note – it is easier to hire people you know, to find potential employees by networking.

Summary of Initial Data— Shared at Summit in January 2013

Unemployment

Montgomery County, ages
16-64

- Black men: 4.9%
- White men: 4.3%
- Black women: 2.5%
- White women: 3.4%

Income Gap

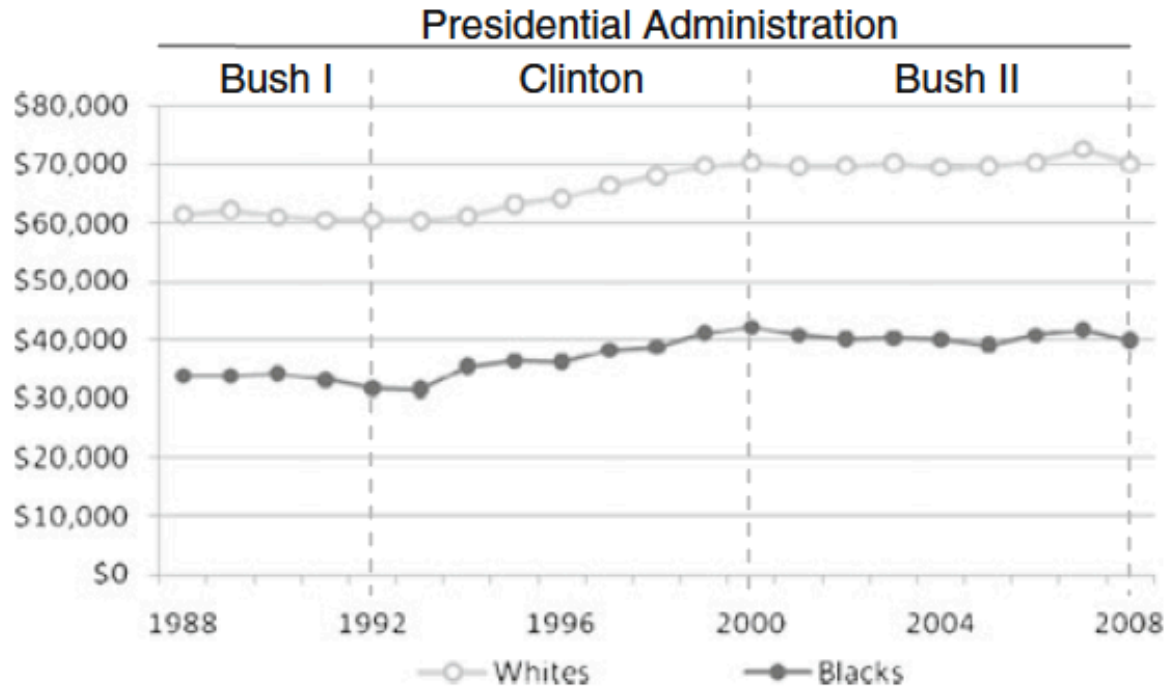
Median Household Income

- Whites \$33,879
- Blacks \$24,460

Mean Household Income

- Whites \$45,854
- Blacks \$33,864

Median Family Income (1988-2008)

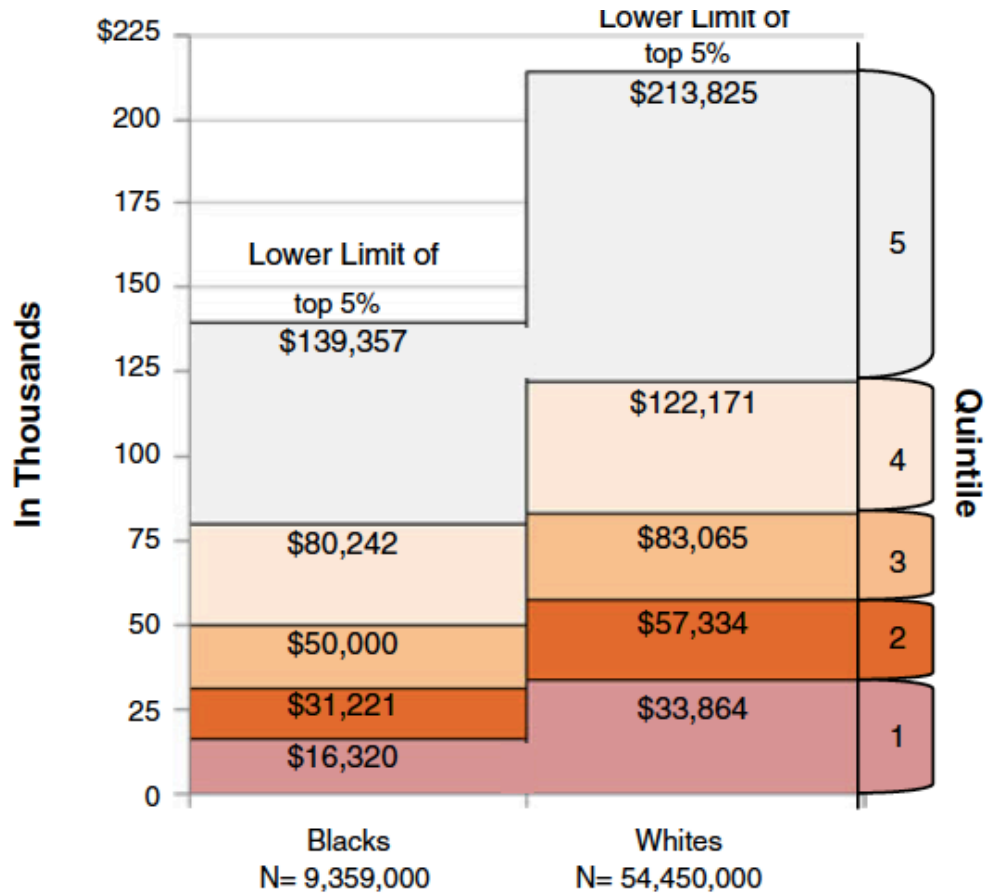


Source: Data are from the U.S. Census Bureau, Current Population Survey, 2008 Annual Social and Economic Supplement, Table F-6B.

Median family income by race (in 2008 dollars)

Income Disparity

Fig. 1 Income limits for each 5th and top 5% of families, 2008



Source: Data are from the U.S. Census Bureau, Current Population Survey, 2008 Annual Social

Population by Race & Ethnicity

Population by Race/Ethnicity

	Montgomery County	Virginia	United States
Total			
Total Population	94,392	8,001,024	308,745,538
Race			
White	82,643	5,486,852	223,553,265
Black or African American	3,716	1,551,399	38,929,319
American Indian or Alaska Native	204	29,225	2,932,248
Asian	5,112	439,890	14,674,252
Native Hawaiian/Pacific Islander	30	5,980	540,013
Other	716	254,278	19,107,368
Multiple Races	1,971	233,400	9,009,073
Ethnicity			
Not Hispanic or Latino (of any race)	91,856	7,369,199	258,267,944
Hispanic or Latino (of any race)	2,536	631,825	50,477,594

Source: 2010 Census.

Population Projections

Population Projections by Race/Ethnicity

	2020	2030	2040
Total			
Total Population	105,293	116,278	127,338
Race			
White	89,192	92,405	94,717
Black or African American	4,114	4,507	4,619
Asian	7,036	11,554	17,183
Other	4,951	7,812	10,819
Ethnicity			
Not Hispanic or Latino (of any race)	100,213	106,514	110,442
Hispanic or Latino (of any race)	5,080	9,765	16,896

Source: Virginia Employment Commission.

Focus on Goals—Action Steps Begun

- Study barriers to hiring, focusing on barriers related to culture & recruitment
- Understand the culture surrounding attitudes toward entrepreneurship and risk-taking in the African American community
- Demonstrate importance of education and awareness of cultural issues
- Provide solid role models for our young teens

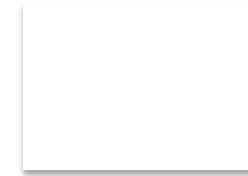
Step One: Gather Data

- Current Data Sources: Survey created by Employment/Income Gap Committee and distributed by SHRM
- Future Data Sources:
 - Montgomery Chamber of Commerce
 - Interviews with employers

Size of Companies Responding

How many full-time people does your company employ?

1 to 25 people	<u>2</u> (12%)	■
26 to 50 people	<u>1</u> (6%)	■
51 to 75 people	<u>2</u> (12%)	■
76 to 100 people	<u>3</u> (18%)	■
101 to 200 people	<u>1</u> (6%)	■
201 or more people	<u>6</u> (35%)	■
other:	<u>1</u> (6%)	■
<i>no answer</i>	1 (6%)	■



Companies with Inclusion/Diversity Programs

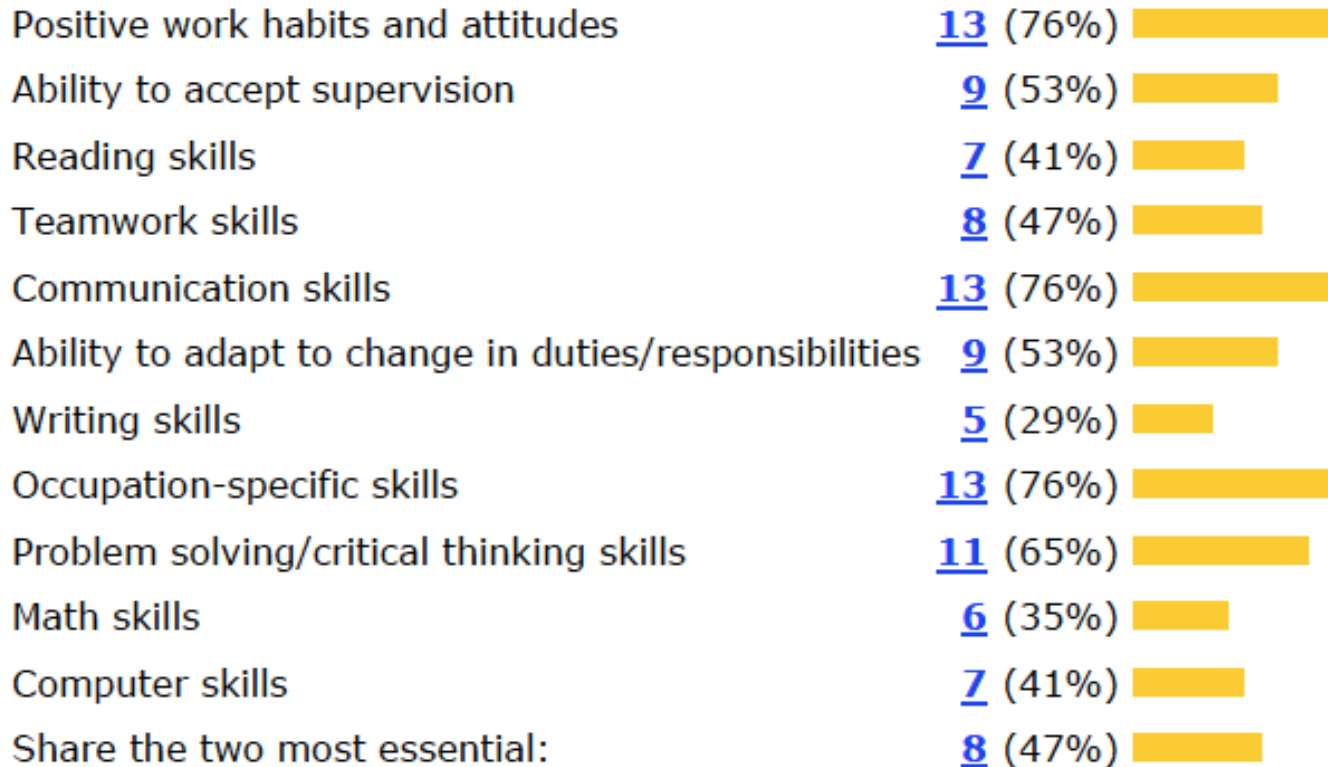
- Ten of 17 companies responding have a diversity program
- Of those 10, seven are having difficulty finding qualified minority candidates; four did not answer.

Methods of Recruitment



Skills that are Essential

Which skills are essential when hiring (especially for the slots you have difficulty filling)? Please list all that apply.



What are we learning?

- Employers are having difficulty finding qualified minority hires *but*
- Hiring is most often done by referral
 - Supported by national data (*State of Black America* report: “But the research . . . found that most people get jobs because whites are helping other whites get jobs, as opposed to trying to keep blacks out of jobs - at least in the post-civil rights period. And that difference is very important because discriminating or excluding people from jobs is illegal. But helping friends or family members or acquaintances get a job is not illegal.”)
- Key skills (besides job-specific) are positive work habits (family & school), as well as communication and problem-solving (Educational issues)

Next Steps?

- Continue to gather survey data.
- Interview employers.
- Create a short report/presentation on the “State of Black America in Montgomery County, VA” to share with employers and educators.
- Focus on issue of “checking the box” (re: employment applications and issue of prior criminal convictions).
- Focus on Trans-Pacific Partnership (TPP) to stop fast-tracking.