



Diversifying Maine's Workforce: A Business and Social Imperative



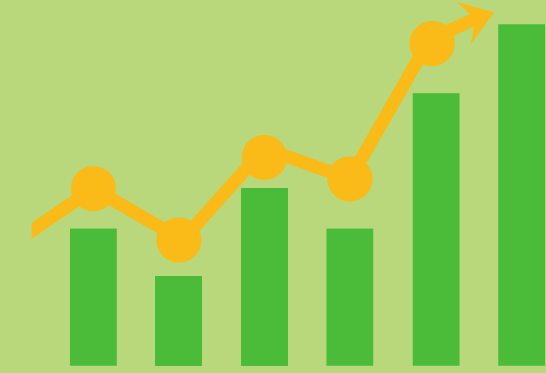
Amanda Rector

Maine State Economist

Julia Trujillo Luengo

Economic Development
Plan Implementation
Director

Data Definitions

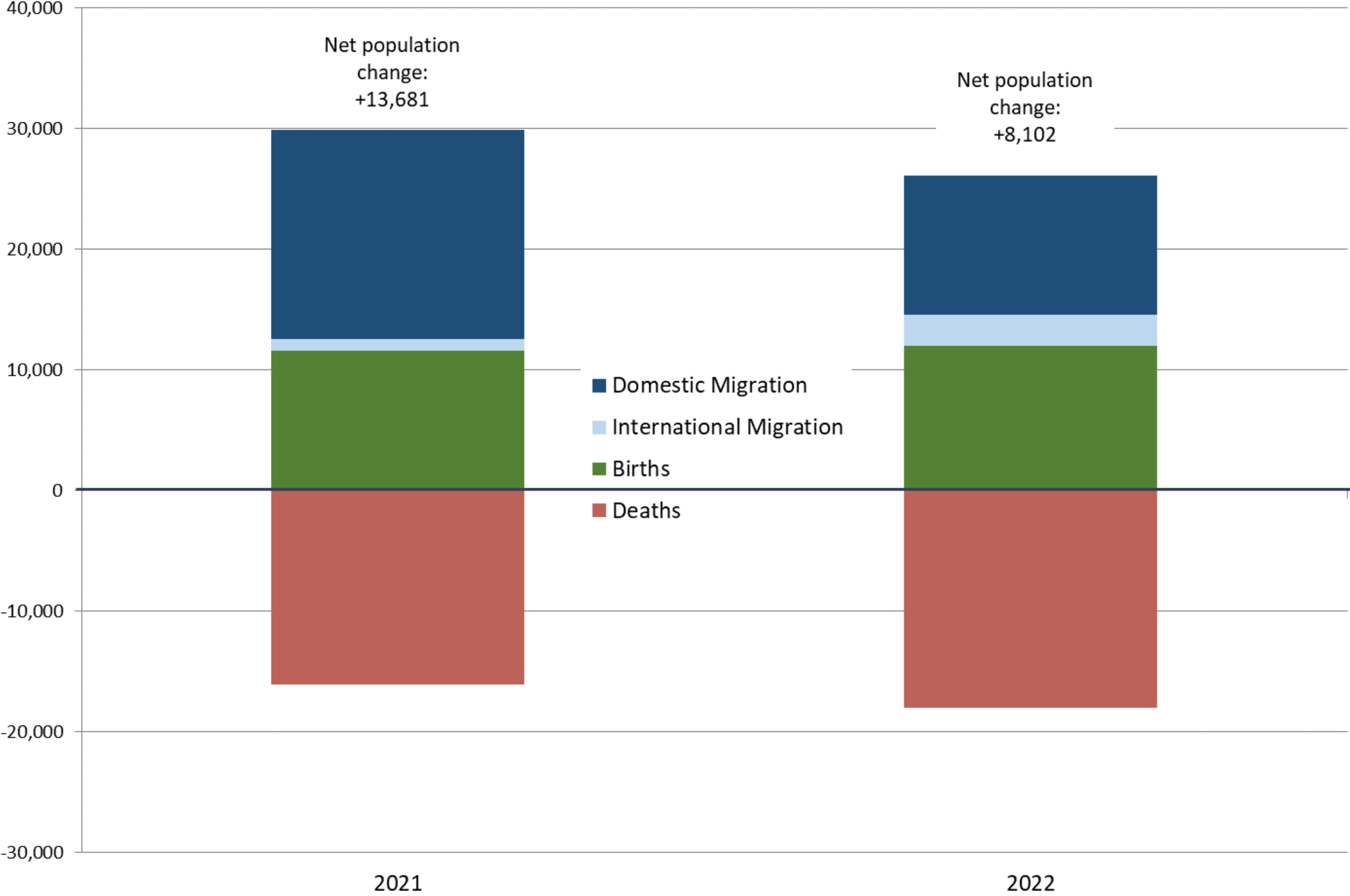


- Race and ethnicity data from the U.S. Census Bureau must adhere to 1997 Office of Management and Budget standards and are based on self-identification
- People may provide multiple responses to the race question on Census questionnaires if they identify as more than one race
 - When aggregate data are presented, frequently the categories reflect each race alone, for people who responded with a single race, and one category of "two or more races" that includes people who responded with two or more races
 - Sometimes data are given as a race "alone or in combination" - this would include people who reported a single race or that race along with at least one other race
- Hispanic origin is considered separate from race in Census data – someone of Hispanic or Latino origin can be of any race

Federal Race Guidelines

White	A person having origins in any of the original peoples of Europe, the Middle East, or North Africa
Black or African American	A person having origins in any of the Black racial groups of Africa.
American Indian or Alaska Native	A person having origins in any of the original peoples of North and South America (including Central America) and who maintains tribal affiliation or community attachment
Asian	A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
Native Hawaiian or Other Pacific Islander	A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

Components of Population Change, Maine



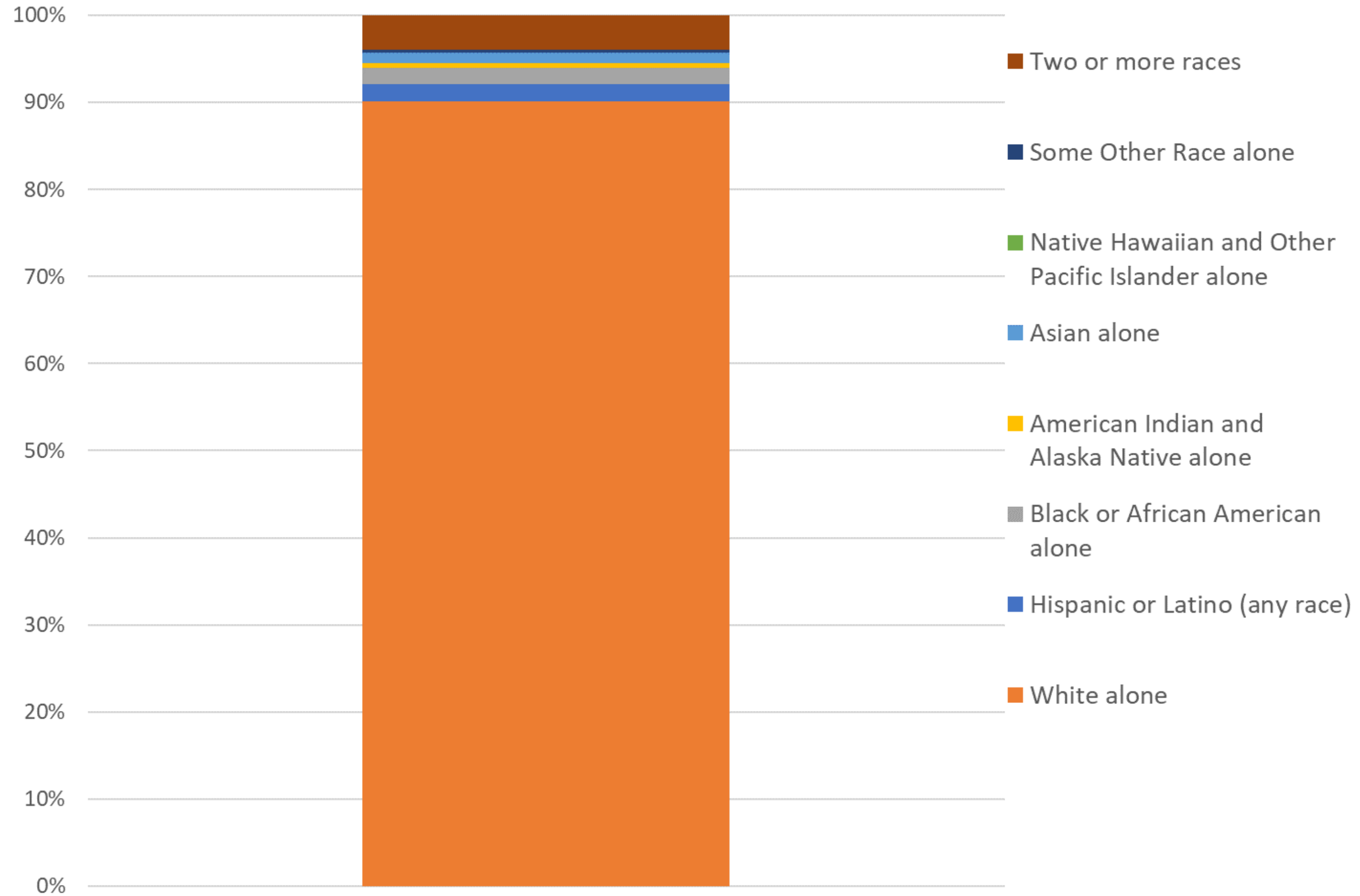
2020 Decennial Population =
1,362,359 (42nd in U.S.)

Population increase of 2.6%
from 2010-2020
(42nd in U.S.)

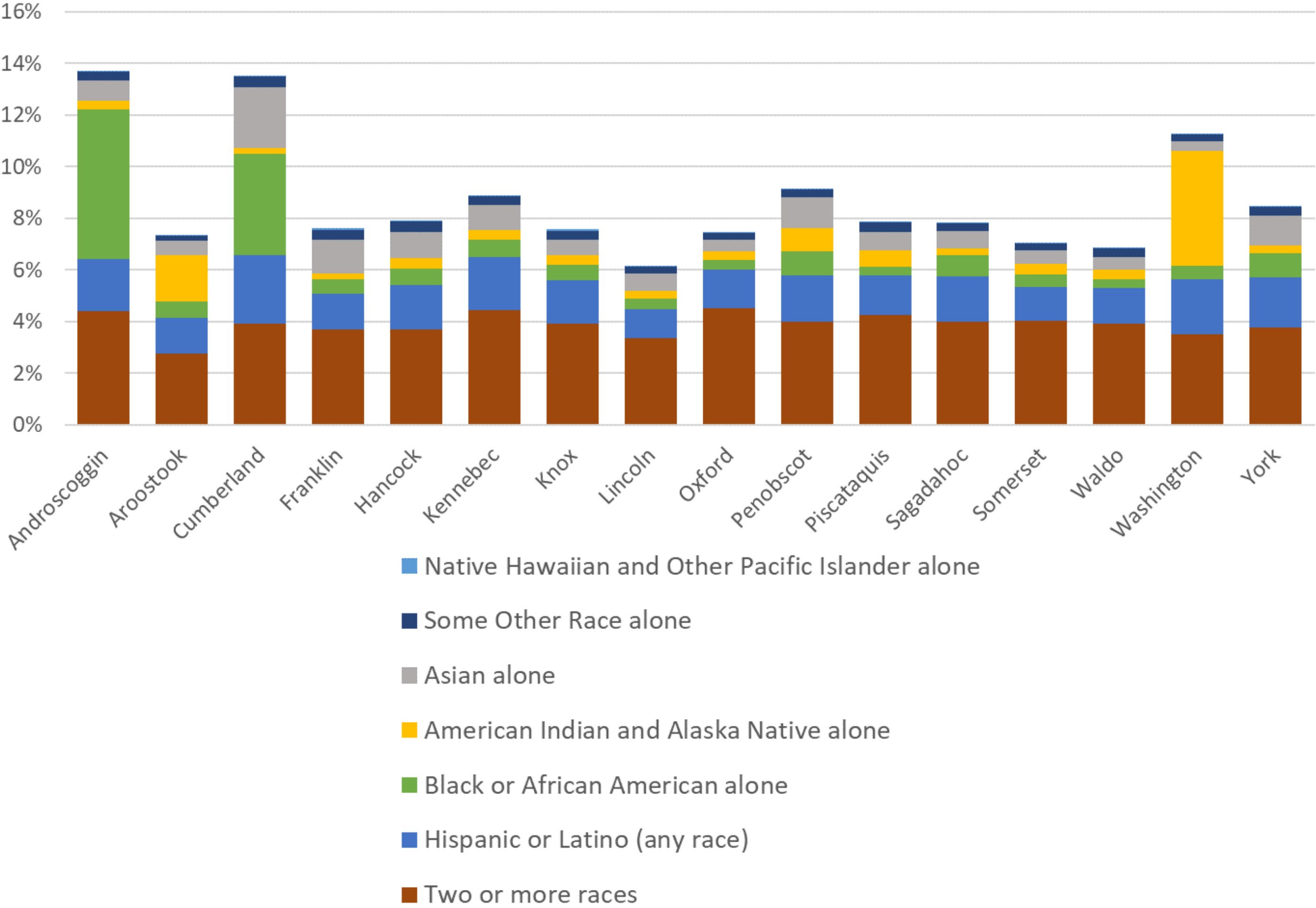
Population increase of 1.7%
from 2020-2022
(14th in U.S.)

2022 net migration = 10.2
per thousand
(11th in U.S.)

Share of 2020 Maine Population by Race/Ethnicity

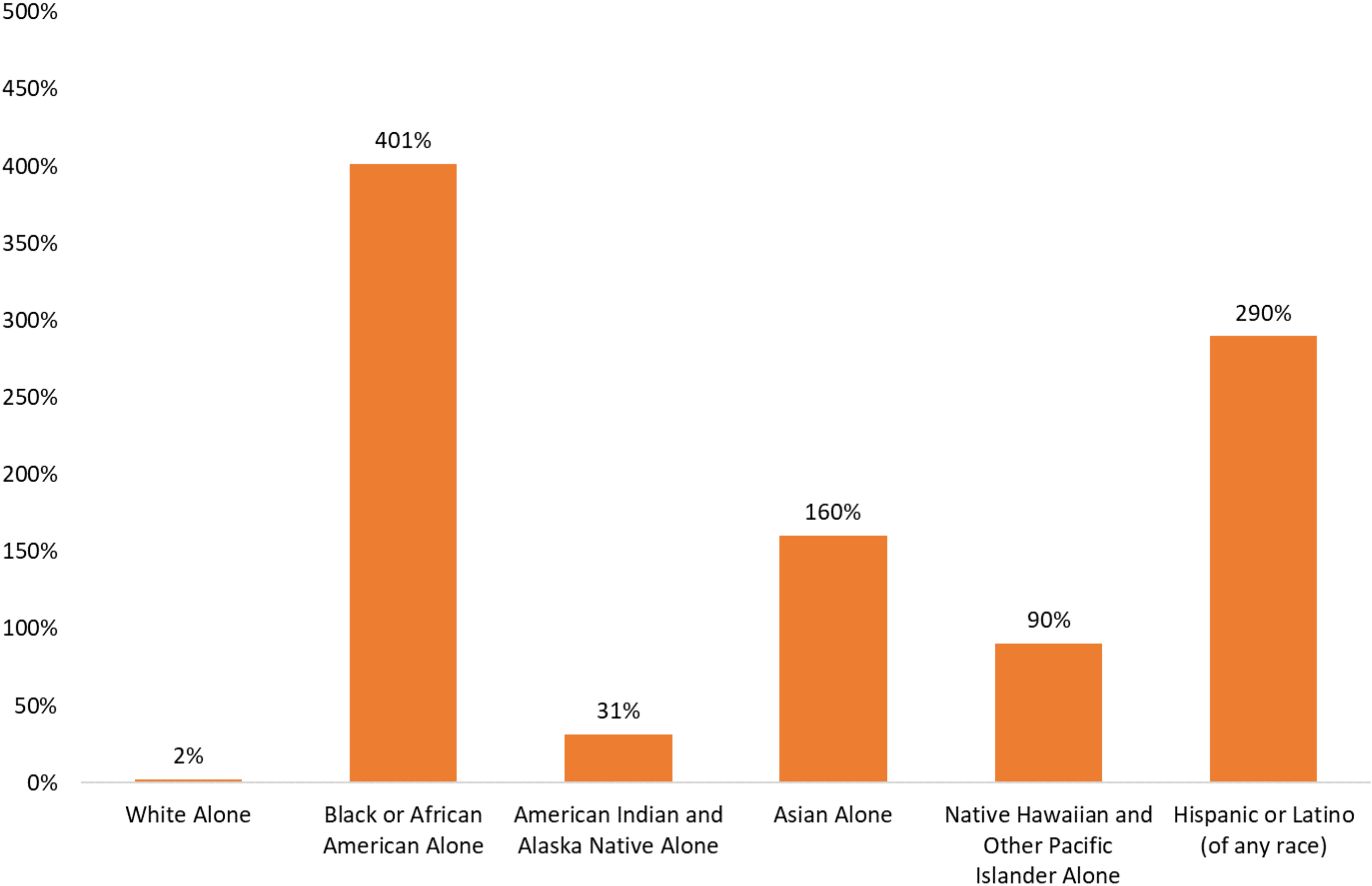


Share of 2020 Population by Race/Ethnicity Excluding White Alone



Source: U.S. Census Bureau, 2020 decennial census

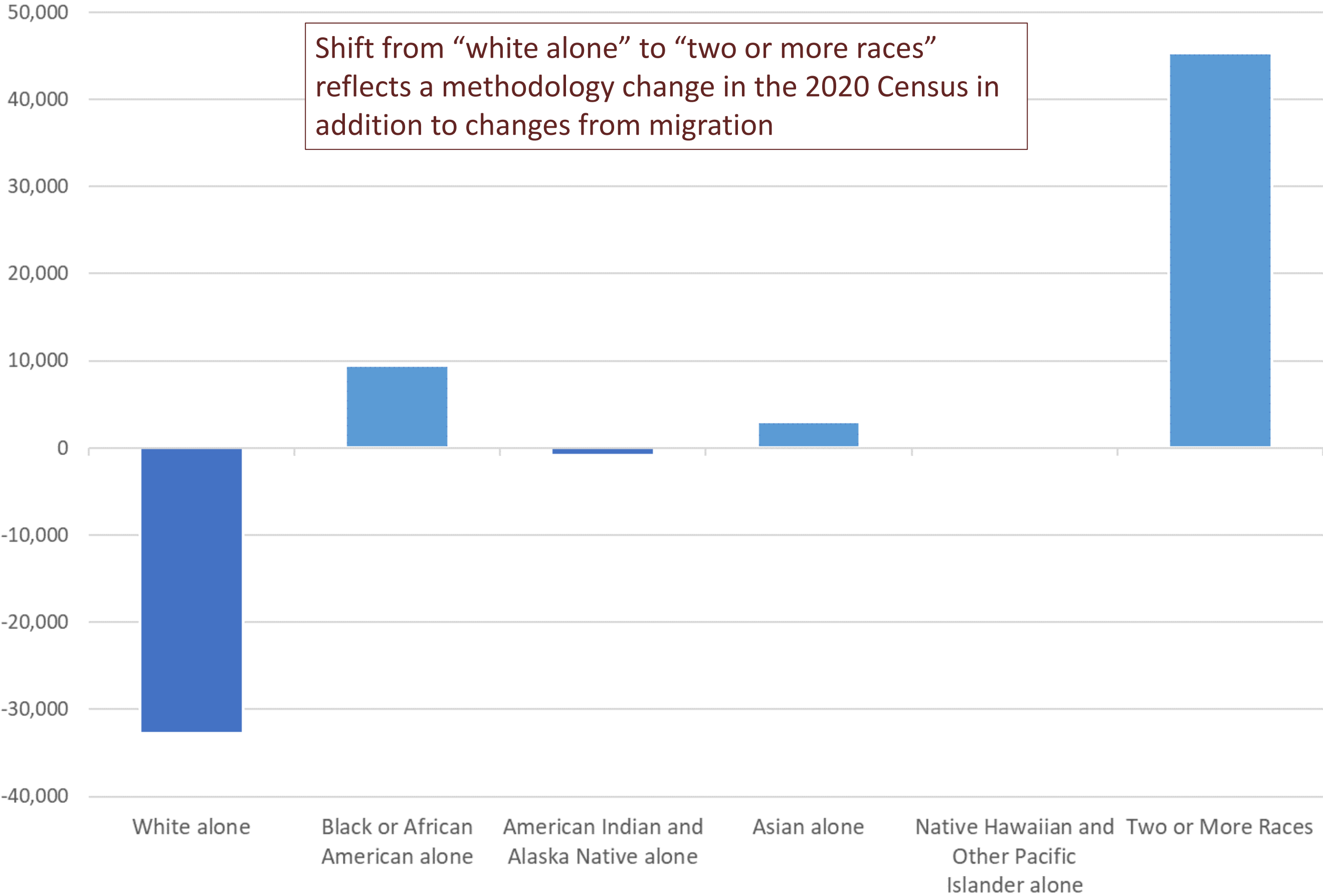
Maine Population Growth by Race/Ethnicity, 1990-2020



Source: U.S. Census Bureau Decennial Census

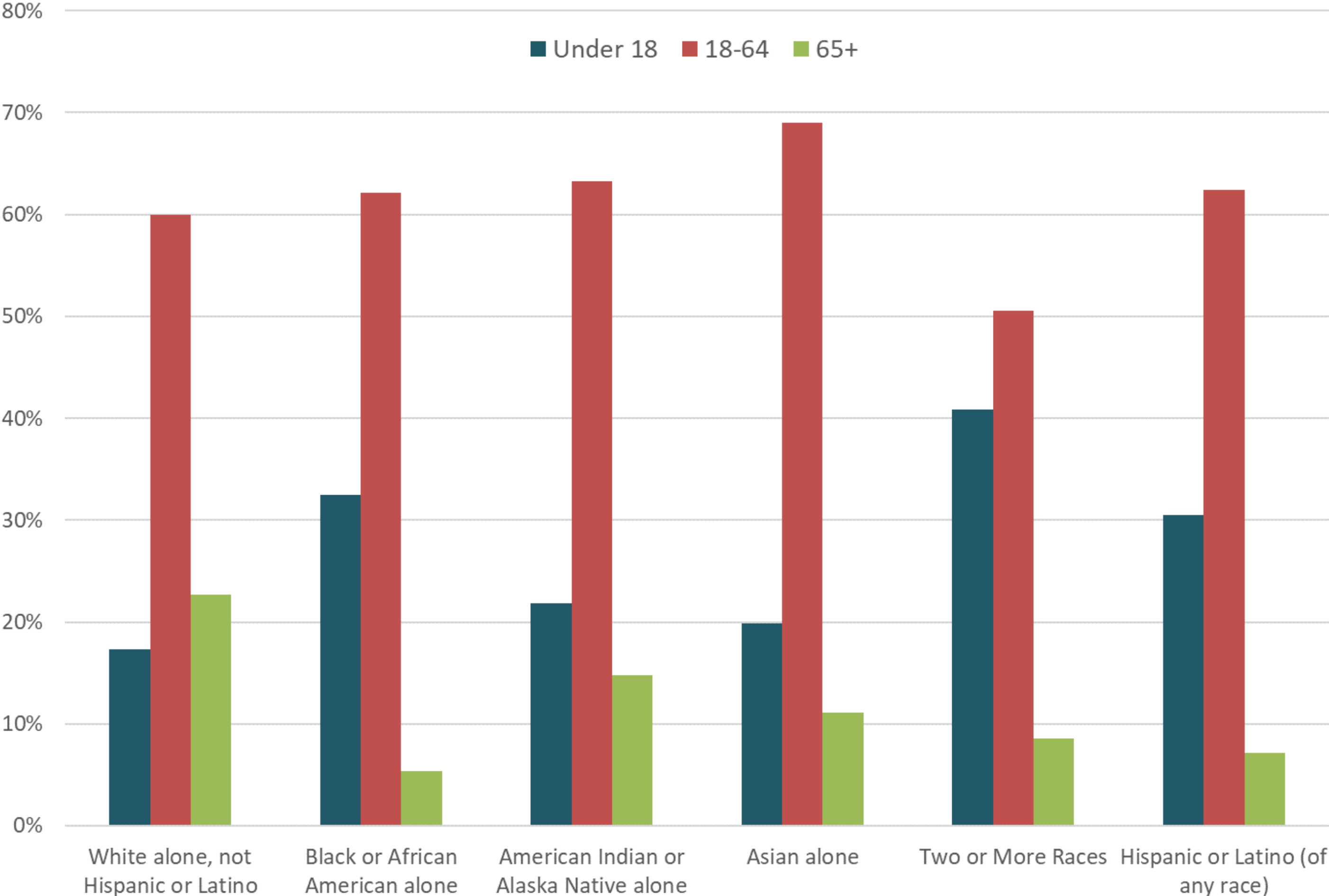
Change in Maine Population by Race, 2010-2020

9.8% Black, Indigenous, and People of Color
Lowest percentage in U.S., but improved from 5.6% in 2010



Shift from “white alone” to “two or more races” reflects a methodology change in the 2020 Census in addition to changes from migration

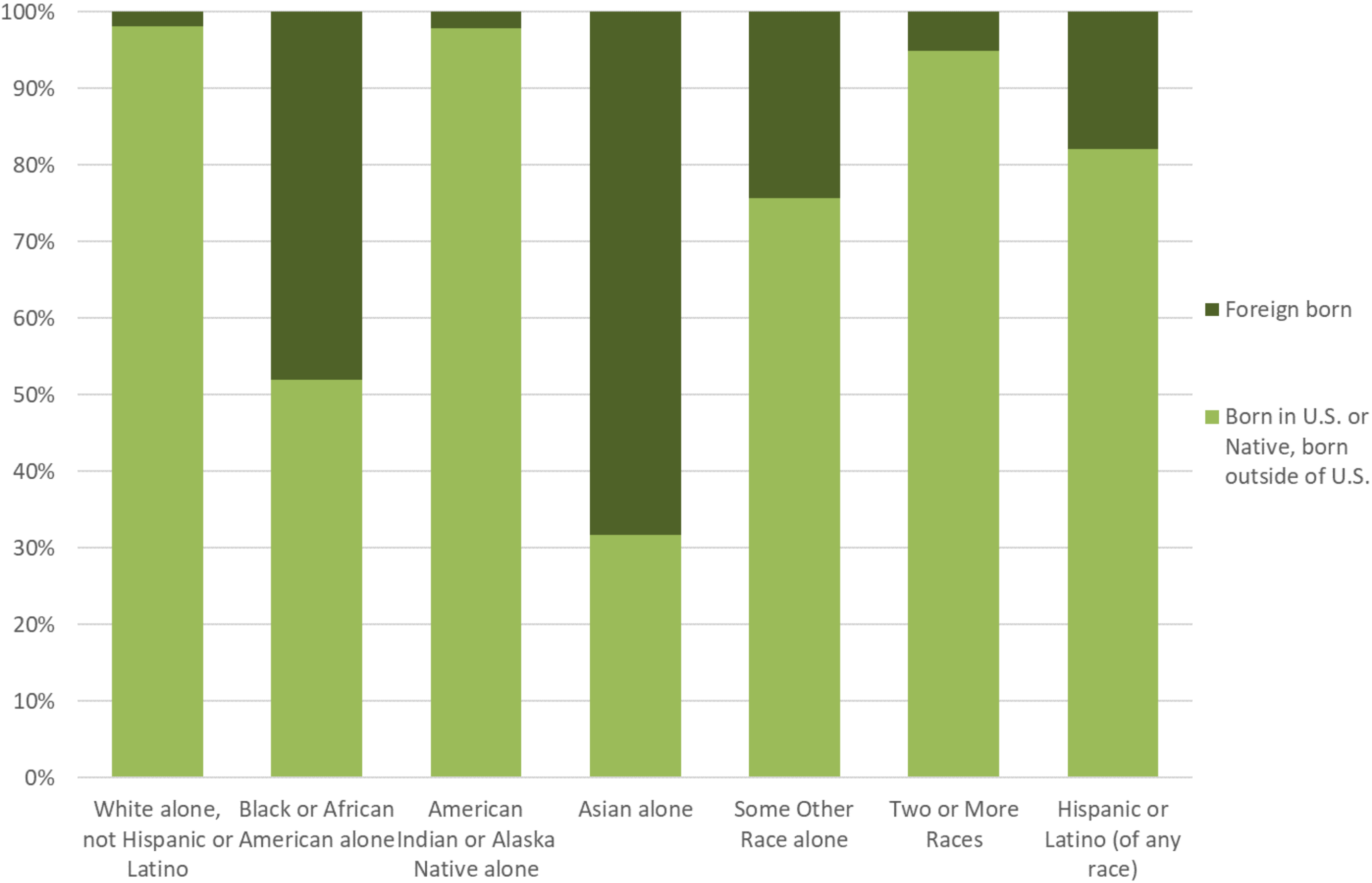
Percent of 2021 Maine Population by Age and Race/Ethnicity



Source: U.S. Census Bureau 2021 Population Estimates Program

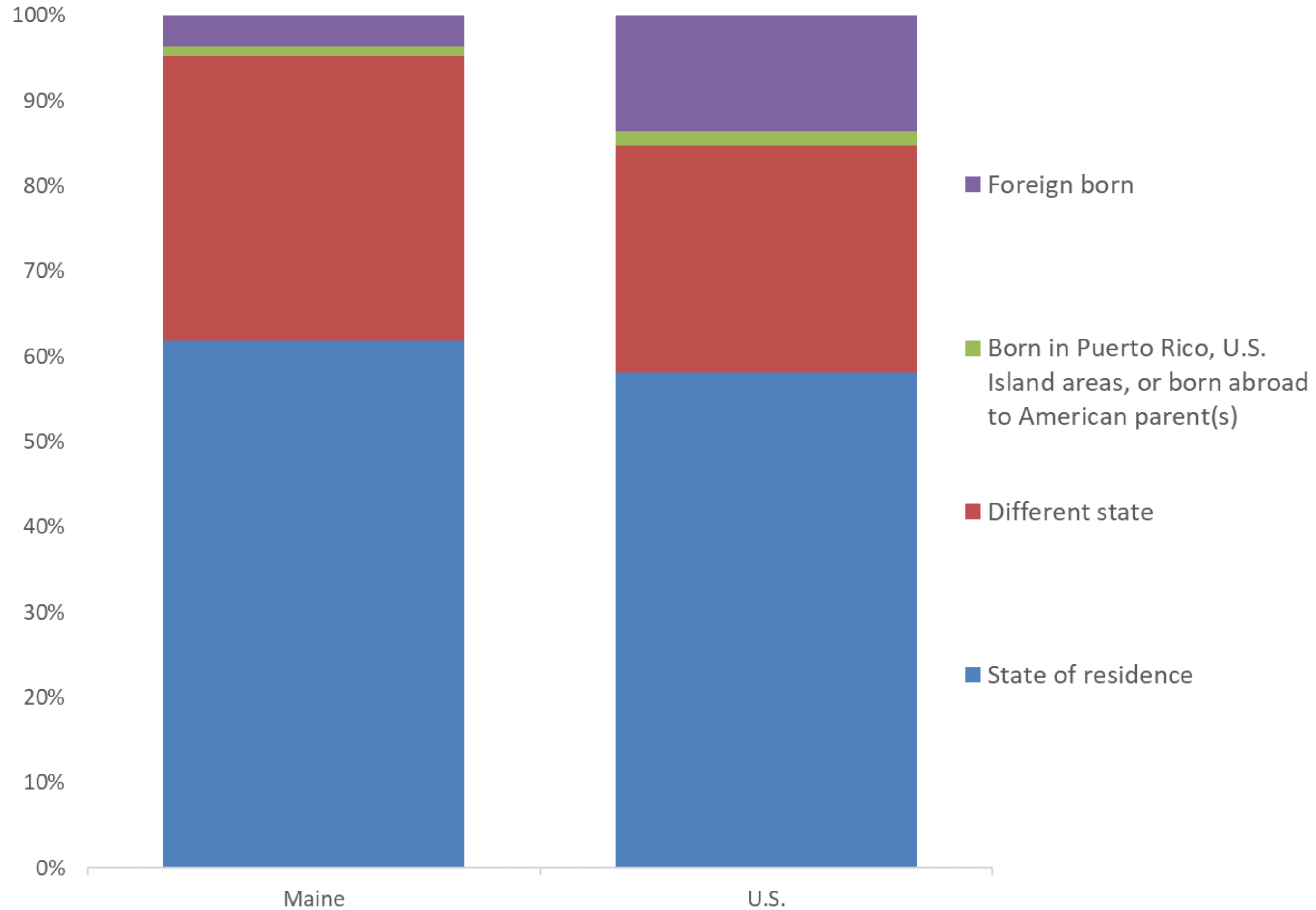
Race &/or ethnicity
is not the same as
place of birth

Share of Maine Population by Region of Birth for Race/Ethnicity

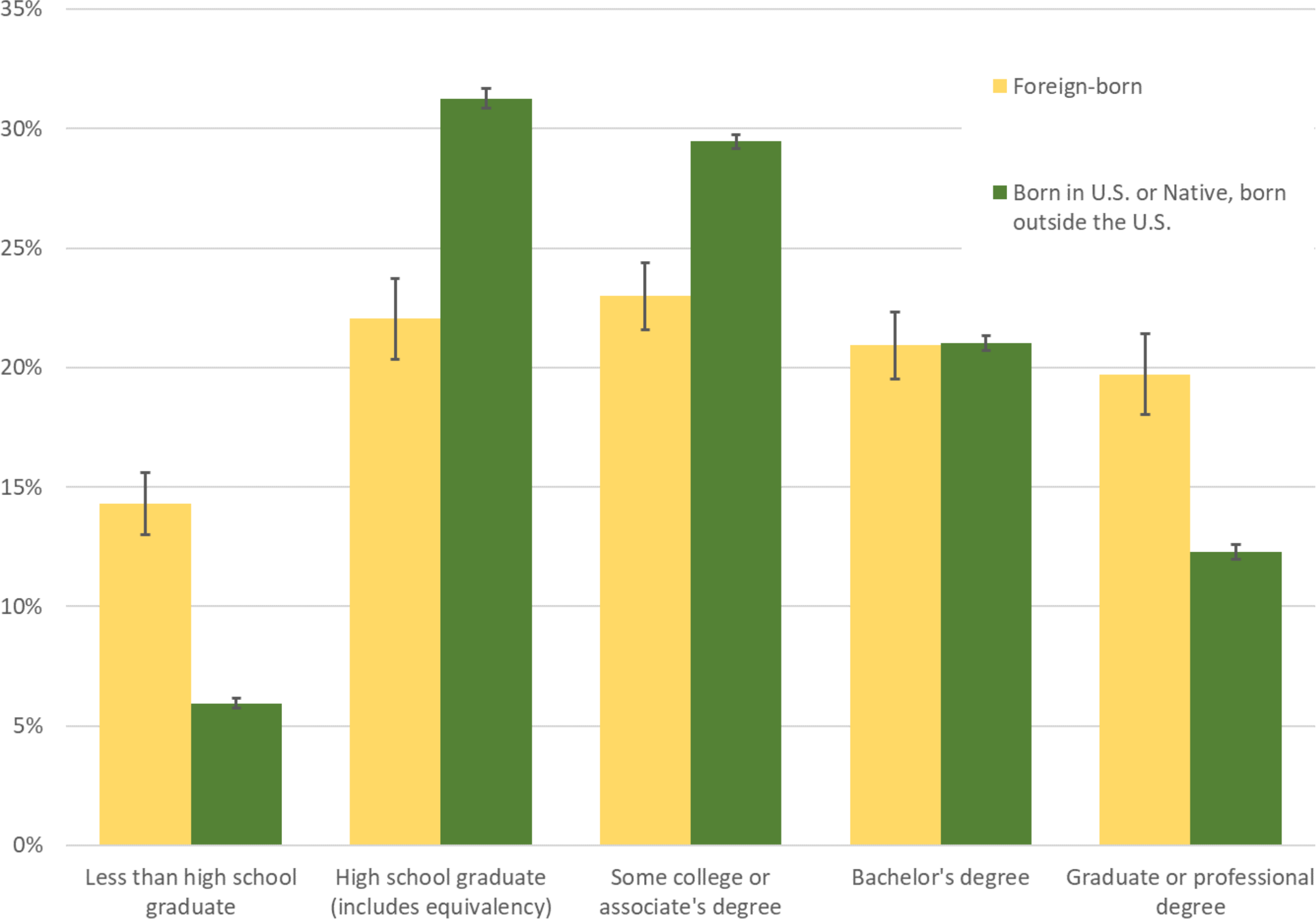


Source: U.S. Census Bureau; American Community Survey 5-year estimates

Place of Birth of Current Population

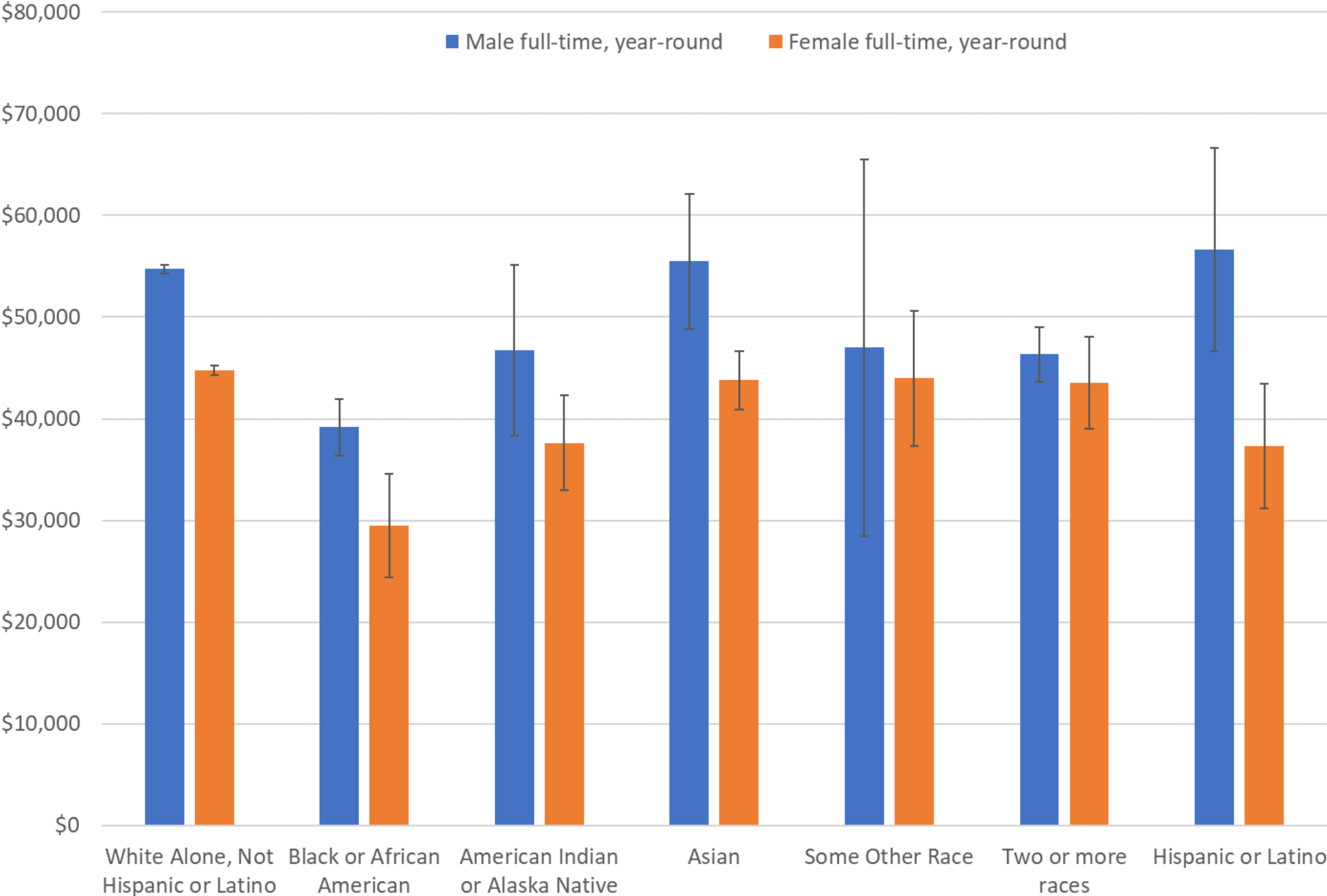


Educational Attainment of Maine Population Age 25+



Source: U.S. Census Bureau; 2021 American Community Survey 5-year estimates

Median Earnings by Race/Ethnicity and Sex, Maine



Source: U.S. Census Bureau; 2021 American Community Survey 5-year estimates

**What is Maine
doing about it?**

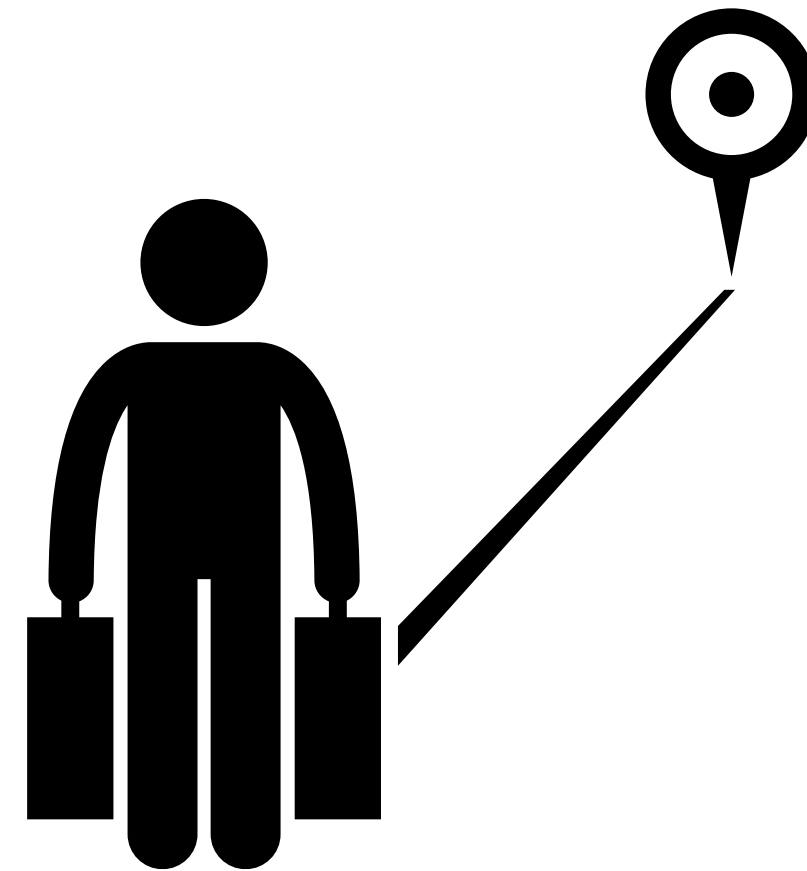
Maine's 10 Year Vision

By 2030, Maine will be an international leader with a vibrant, sustainable, environmentally-responsible economy. All across the state, the people of Maine will have access to an unmatched quality of life and good paying jobs



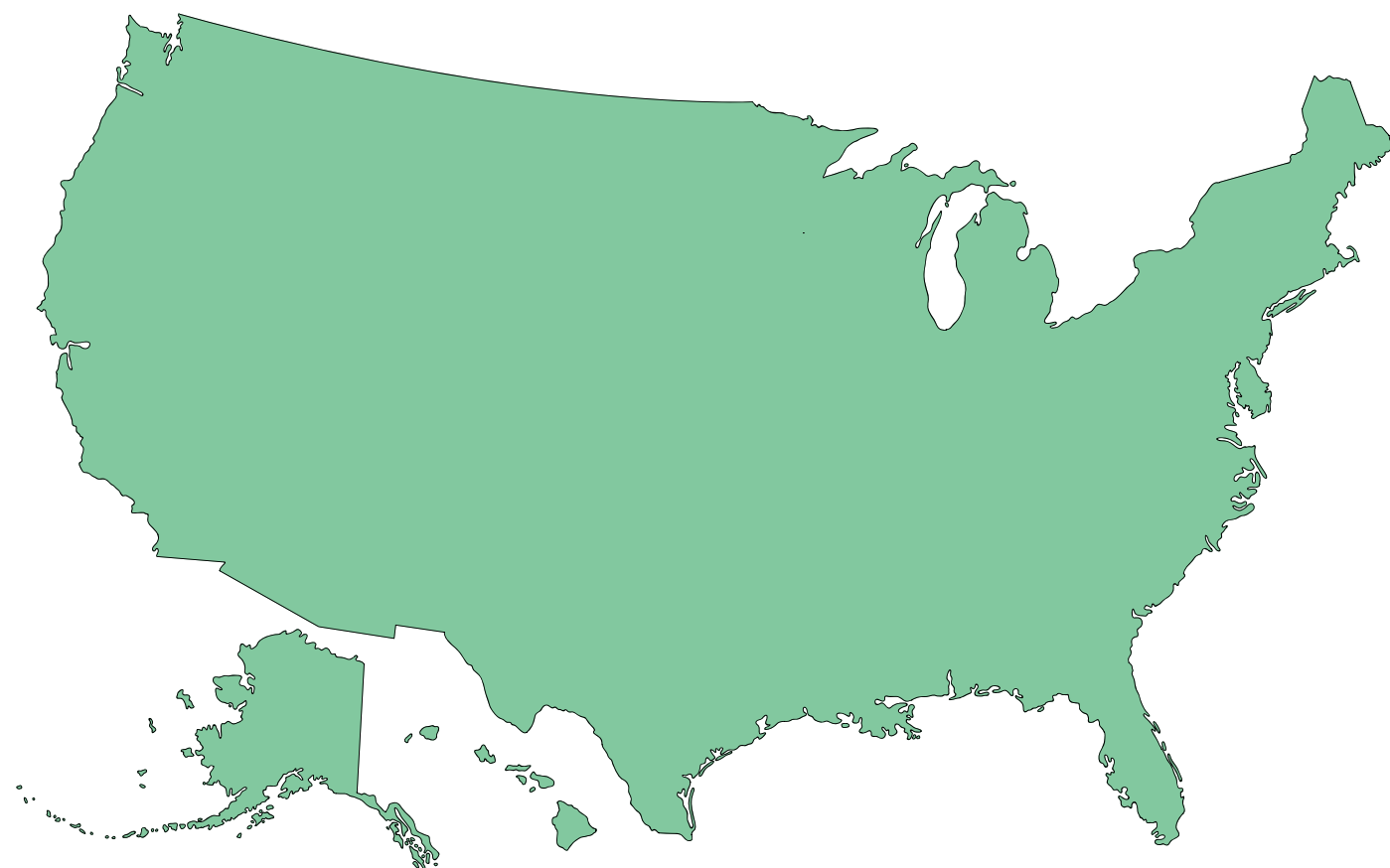


Historical Overall Population Decline



Unprecedented Net-Migration to Maine

Net Migration



2021

Maine was 7th in
the nation in
domestic net-
migration

2022

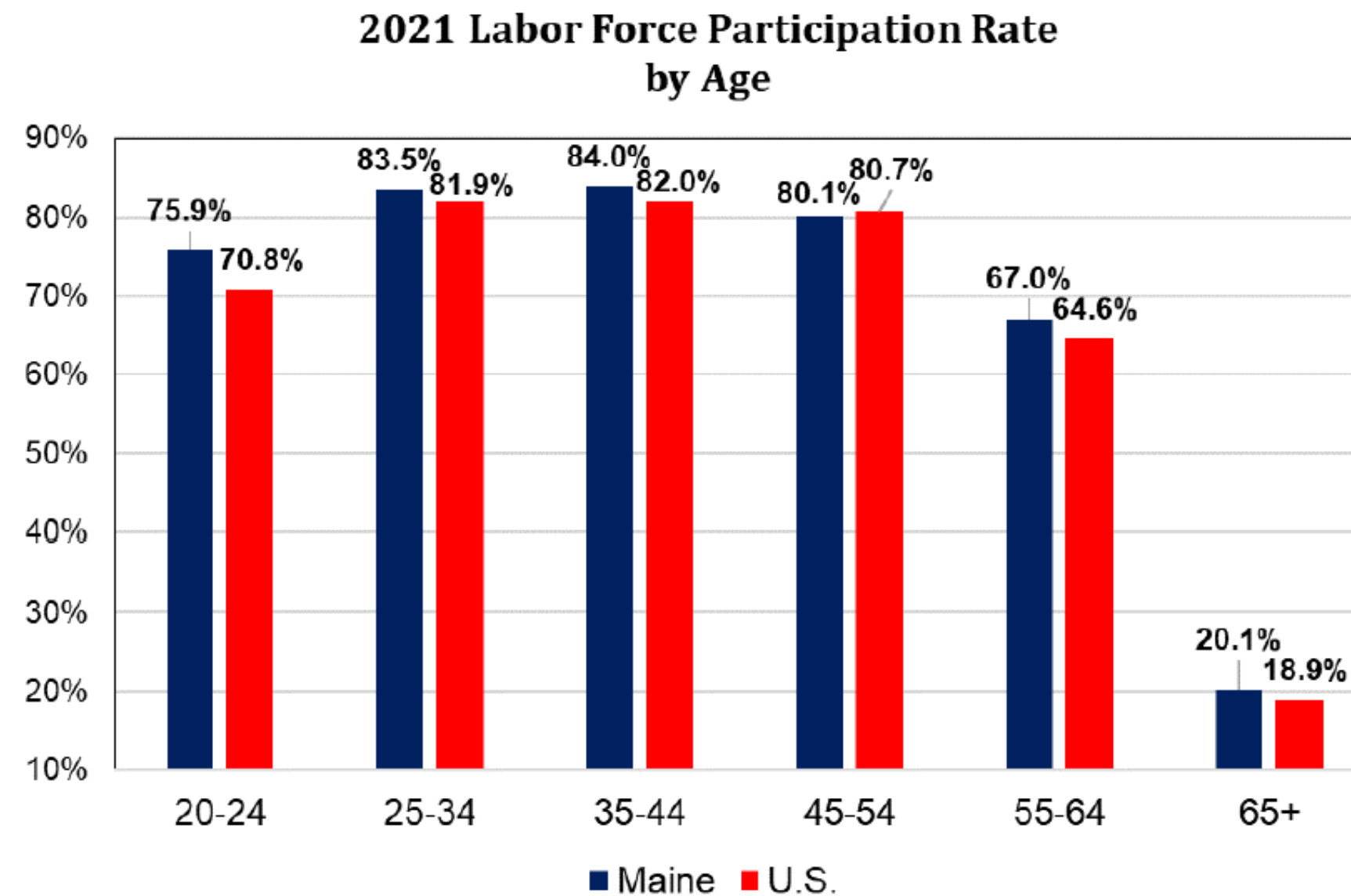
Maine was 10th in
the nation in
domestic net-
migration



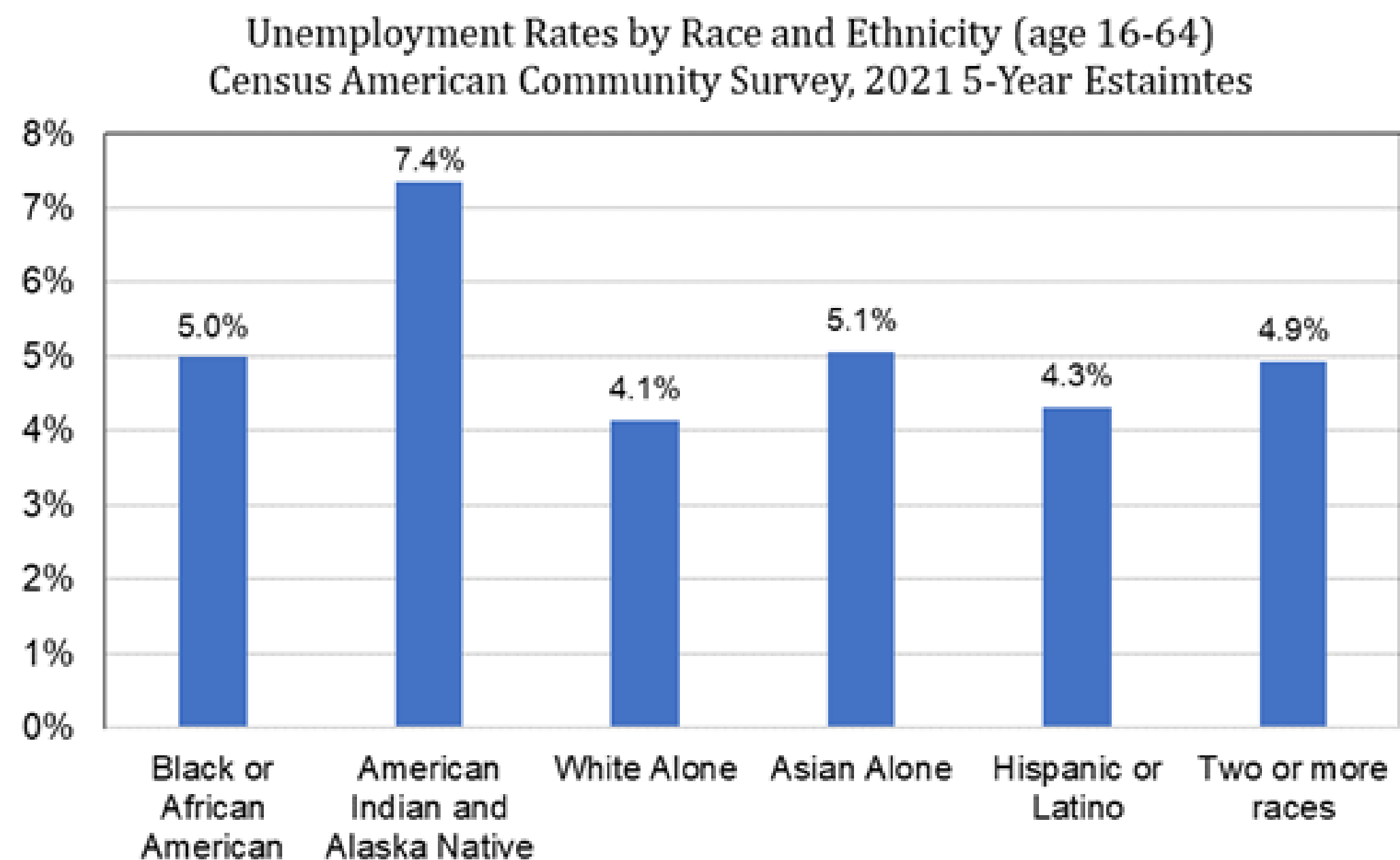
2010-2020 Maine's Population Growth = 2.6%

2020-2022 Maine's Population Growth = 1.7%

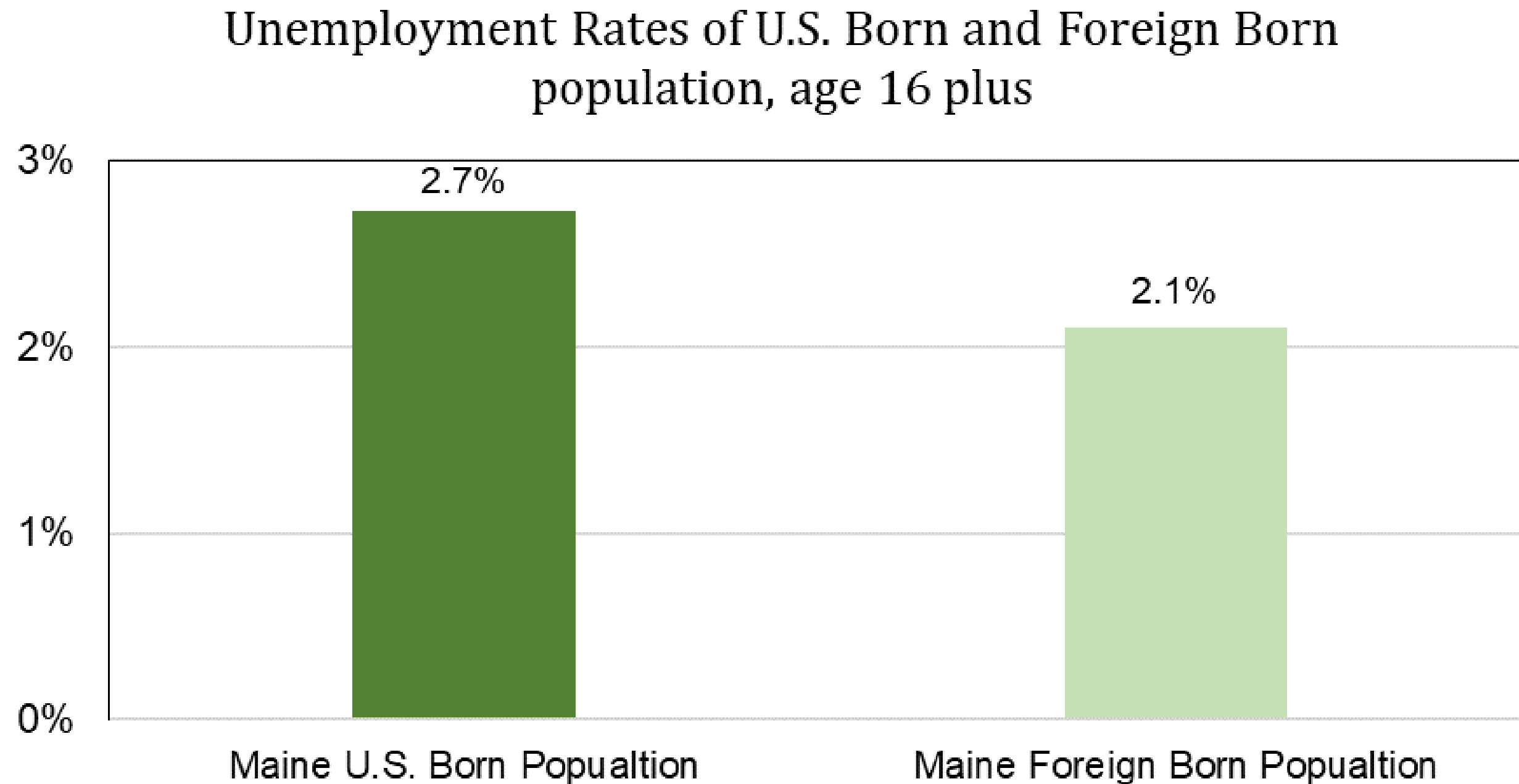
Maine's Labor Force Participation



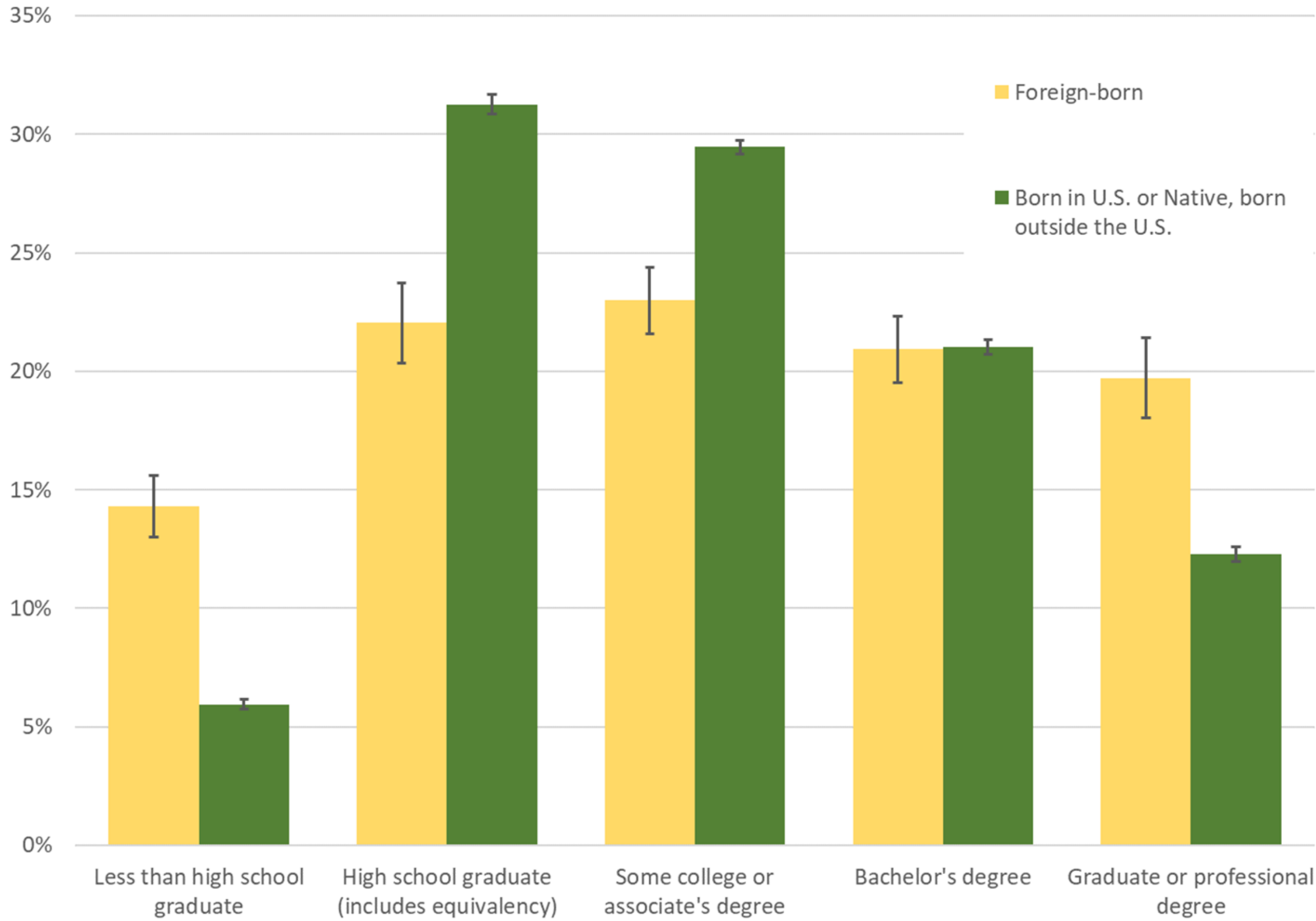
Maine Unemployment Rates by Race and Ethnicity

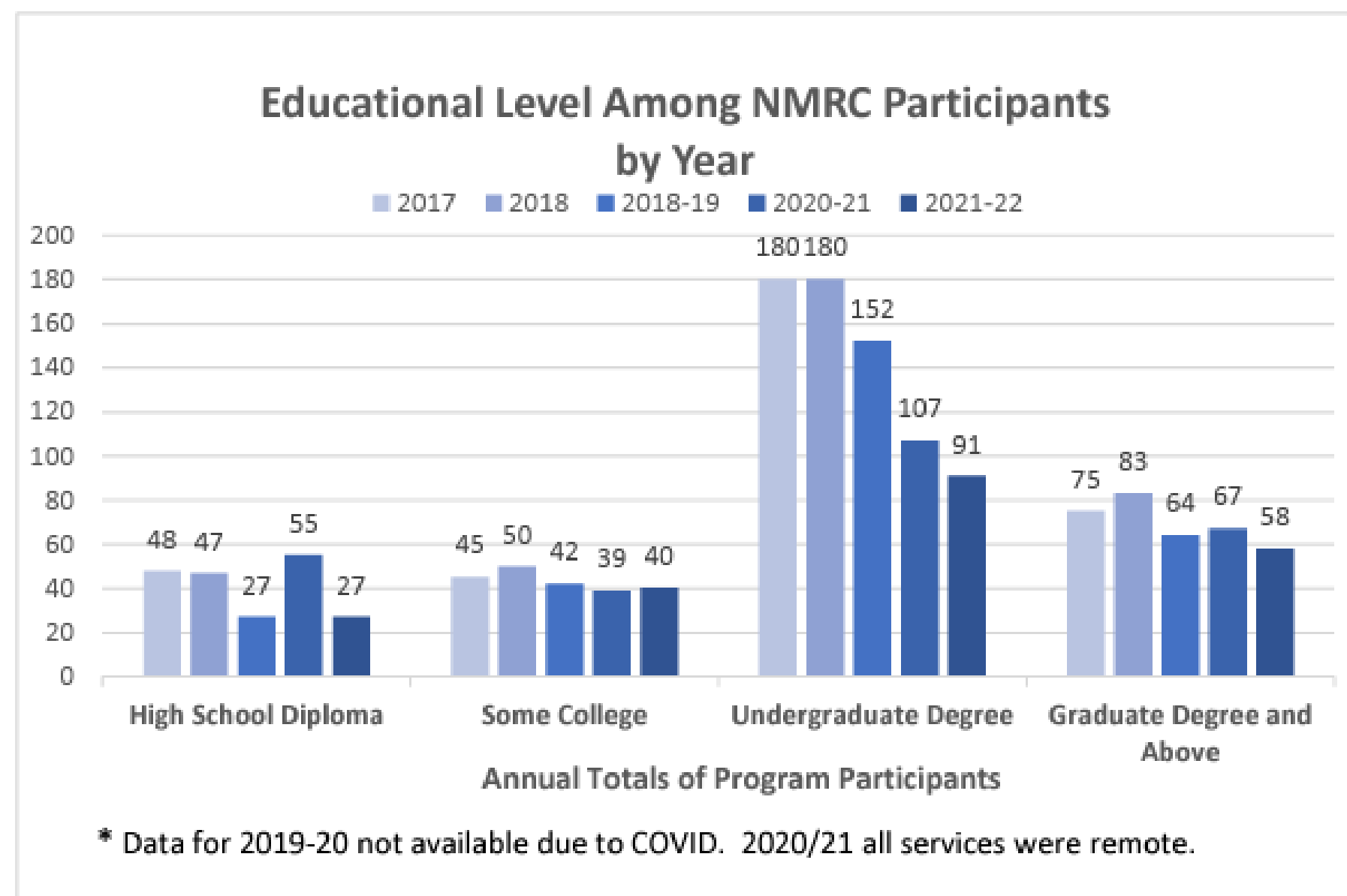


Maine Unemployment Rates Among the Foreign Born

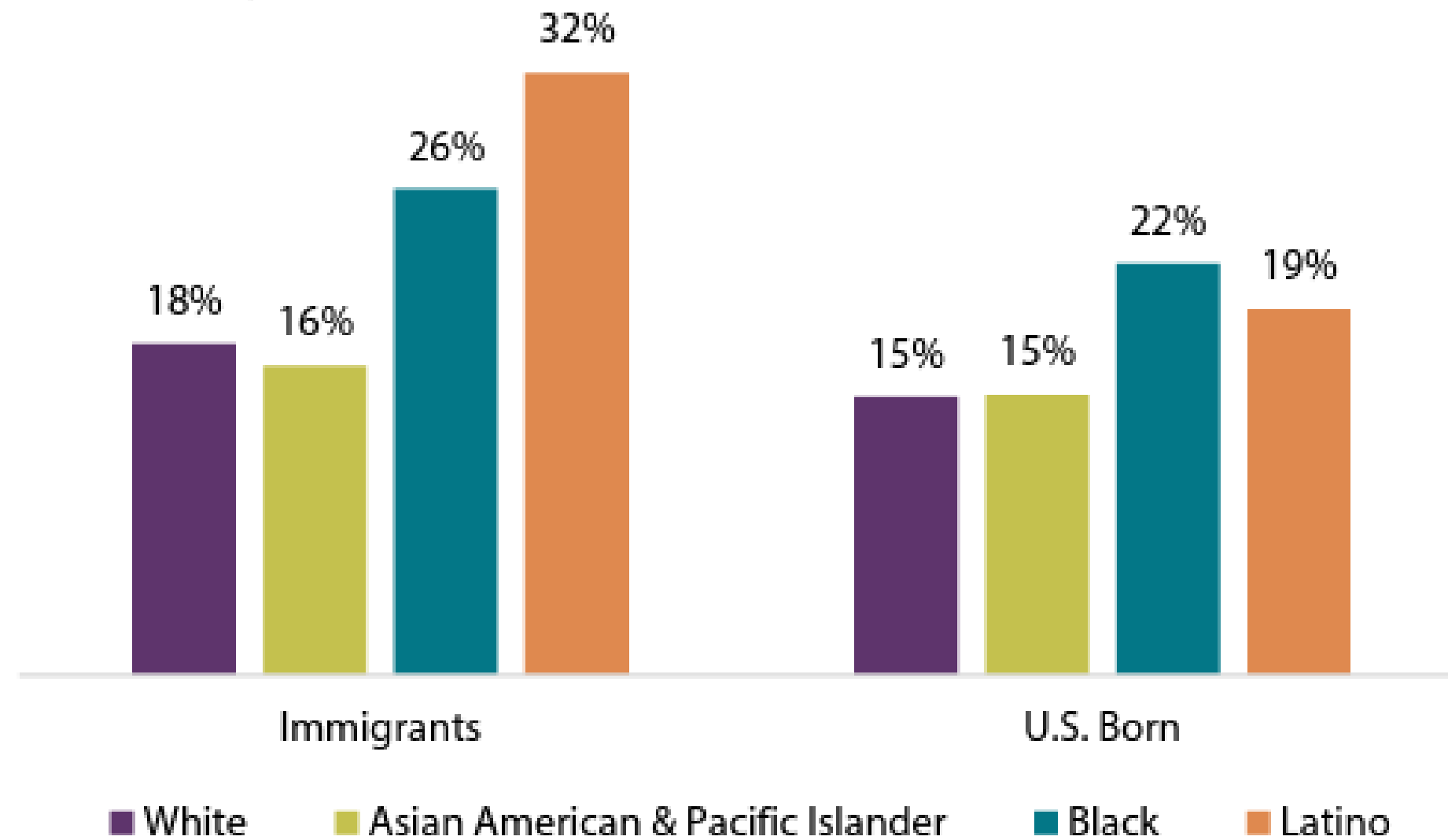


Educational Attainment of Maine Population Age 25+





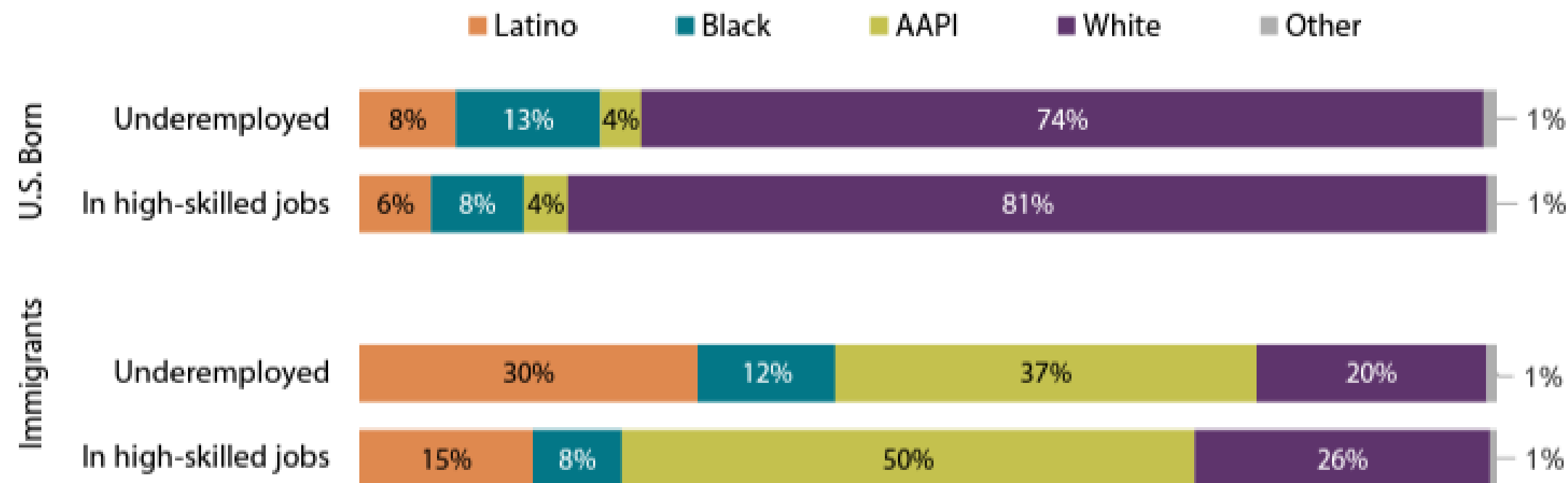
Share of Underemployed College-Educated Workers, by Nativity and Race/Ethnicity, 2019



Immigrant & U.S. Born College Graduates Underemployment and High-Skilled Jobs by Race and Ethnicity

FIGURE 4

Shares of Immigrant and U.S.-Born College Graduates among Underemployed Workers and among Workers in High-Skilled Jobs, by Race/Ethnicity, 2019

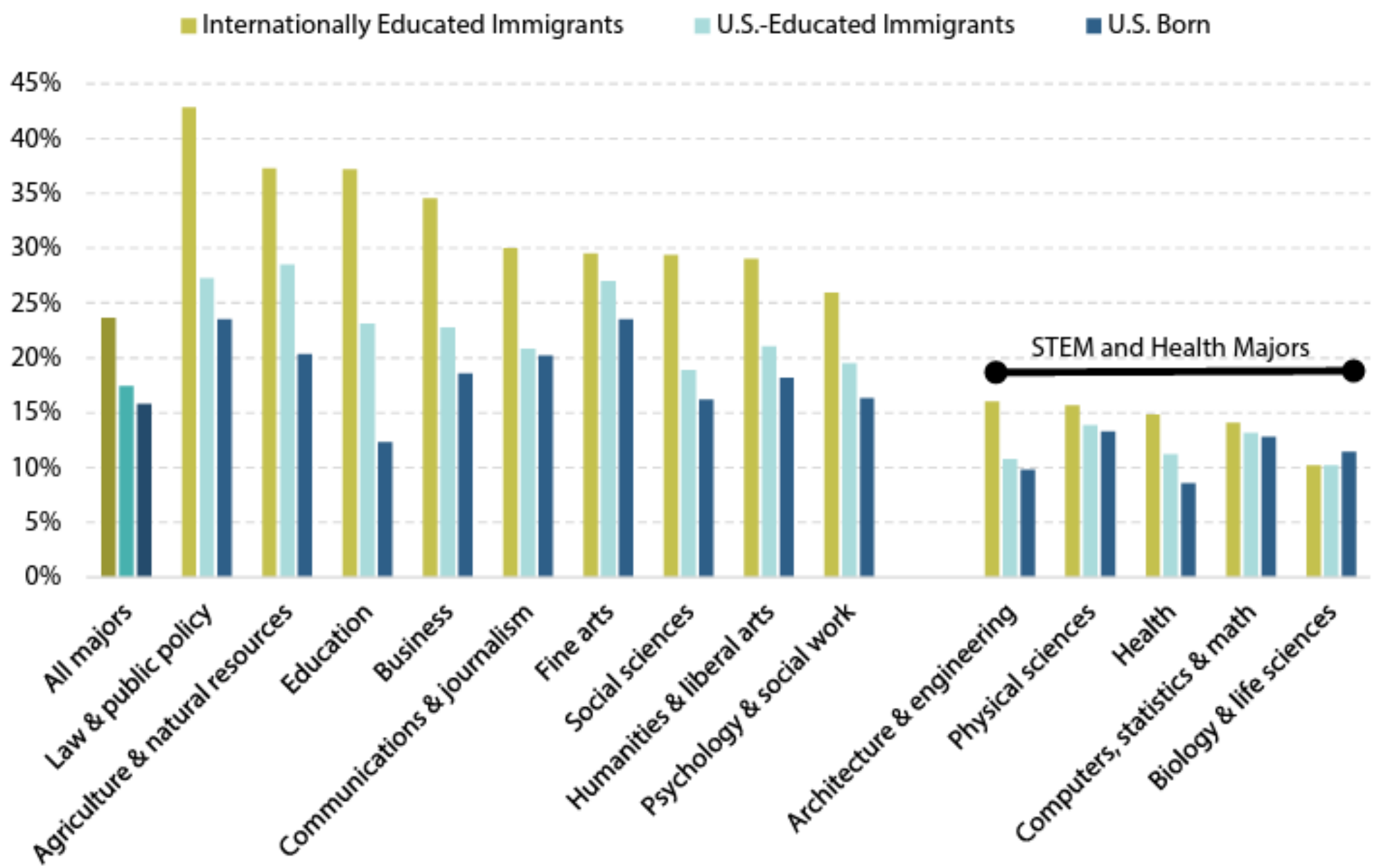


Source: MPI tabulation of data from the U.S. Census Bureau's 2019 ACS.

Regression analyses reveal that race remains one of the most salient factors in shaping outcomes for both immigrant and U.S.-born college graduates even after other factors, such as gender, educational attainment level, English proficiency, and state of residence, are considered.

Underemployment Among U.S. vs Internationally Trained

Underemployed Share of College-Educated Immigrant and U.S.-Born Adults, by Place of Education and Bachelor's Degree Major, 2019*

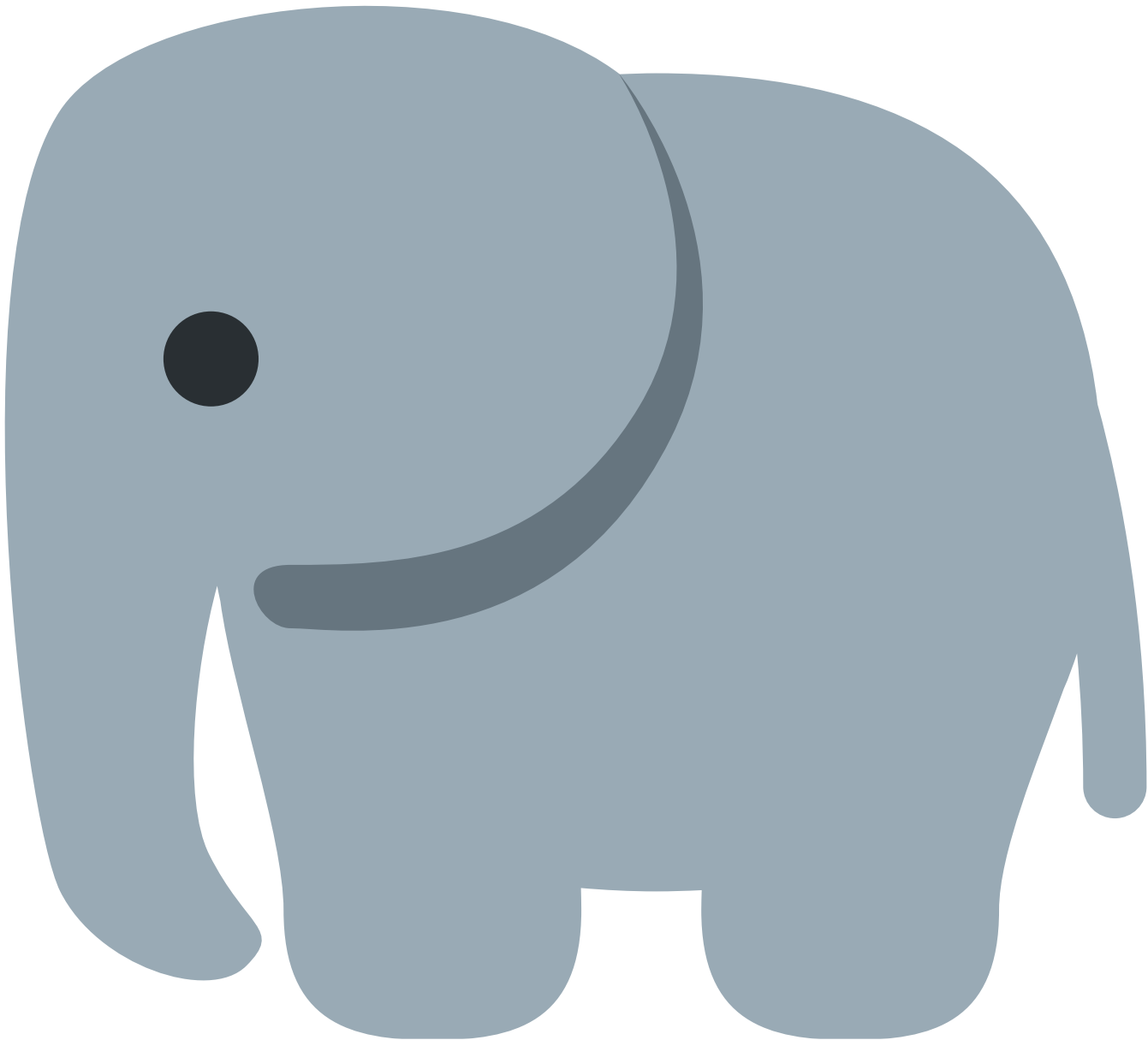


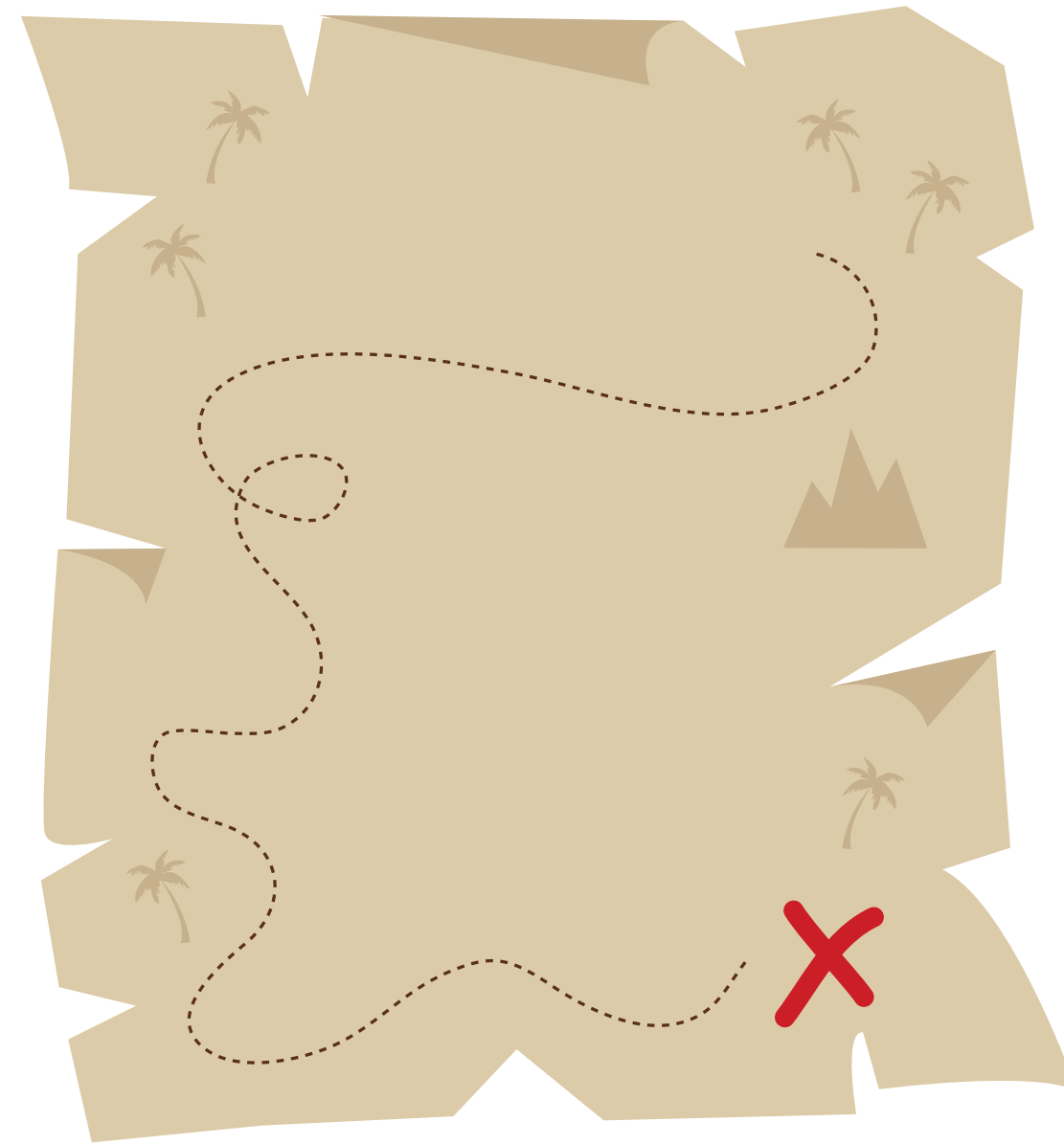


Creating an Equitable Workplace, ARL Fall Forum 2021. Image created by Ink Factory.

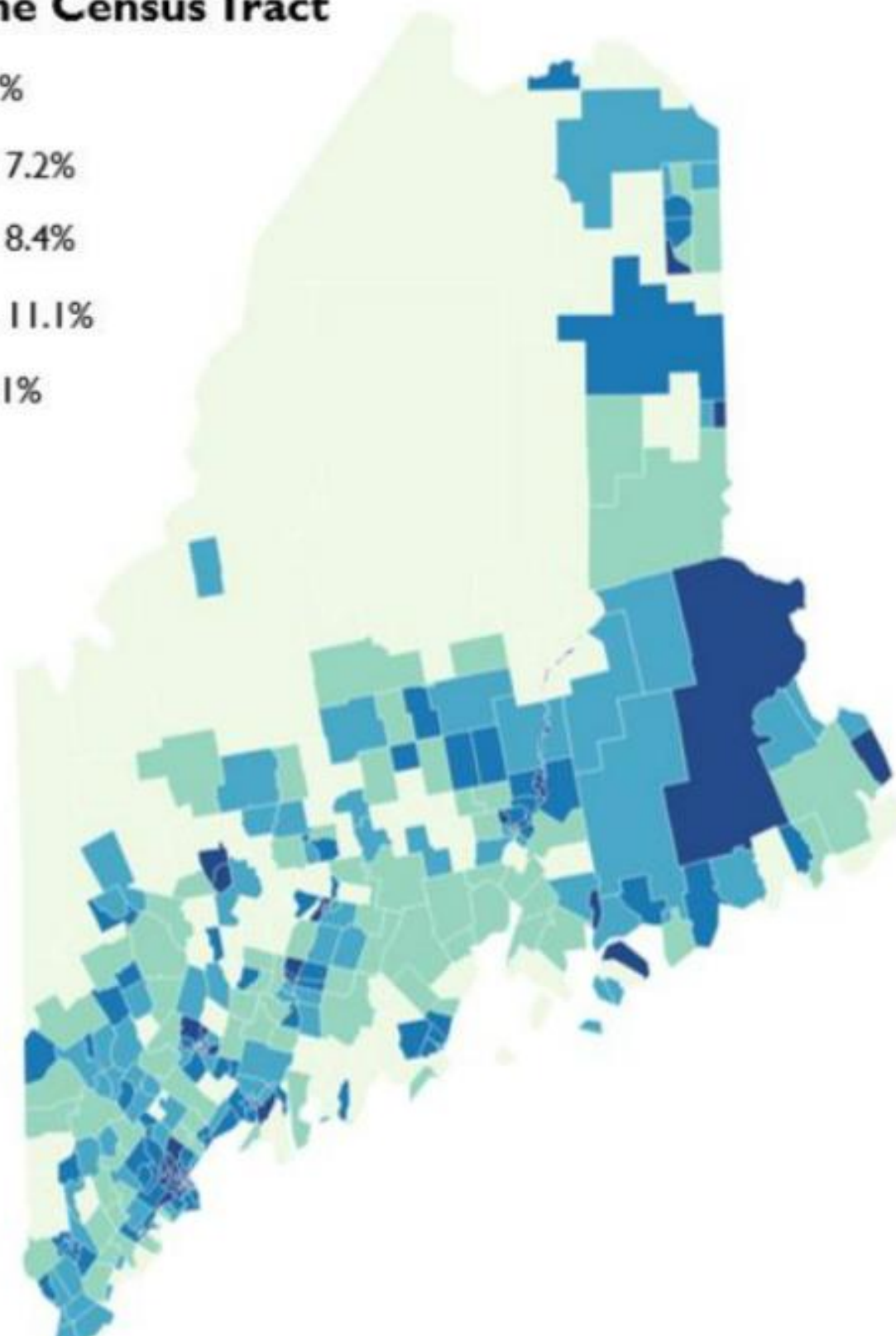
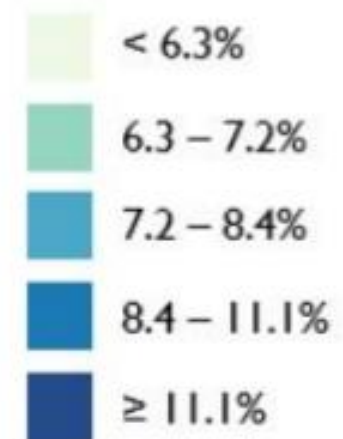


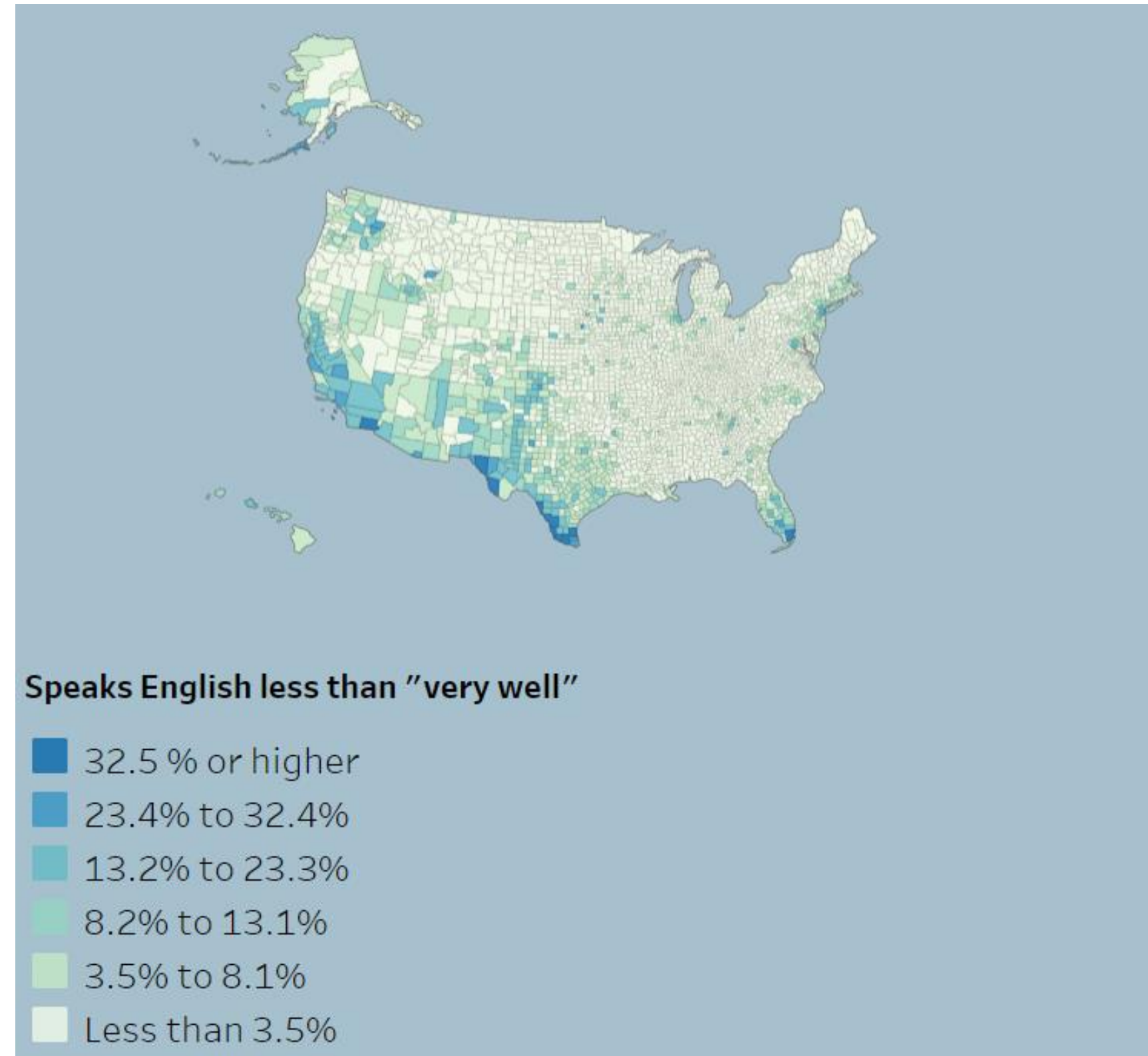
The Ultimate Guide to
Diversity, Equity, Inclusion &
Belonging in the Workplace





Percent of the Population Minority Race-Ethnicity, by Maine Census Tract

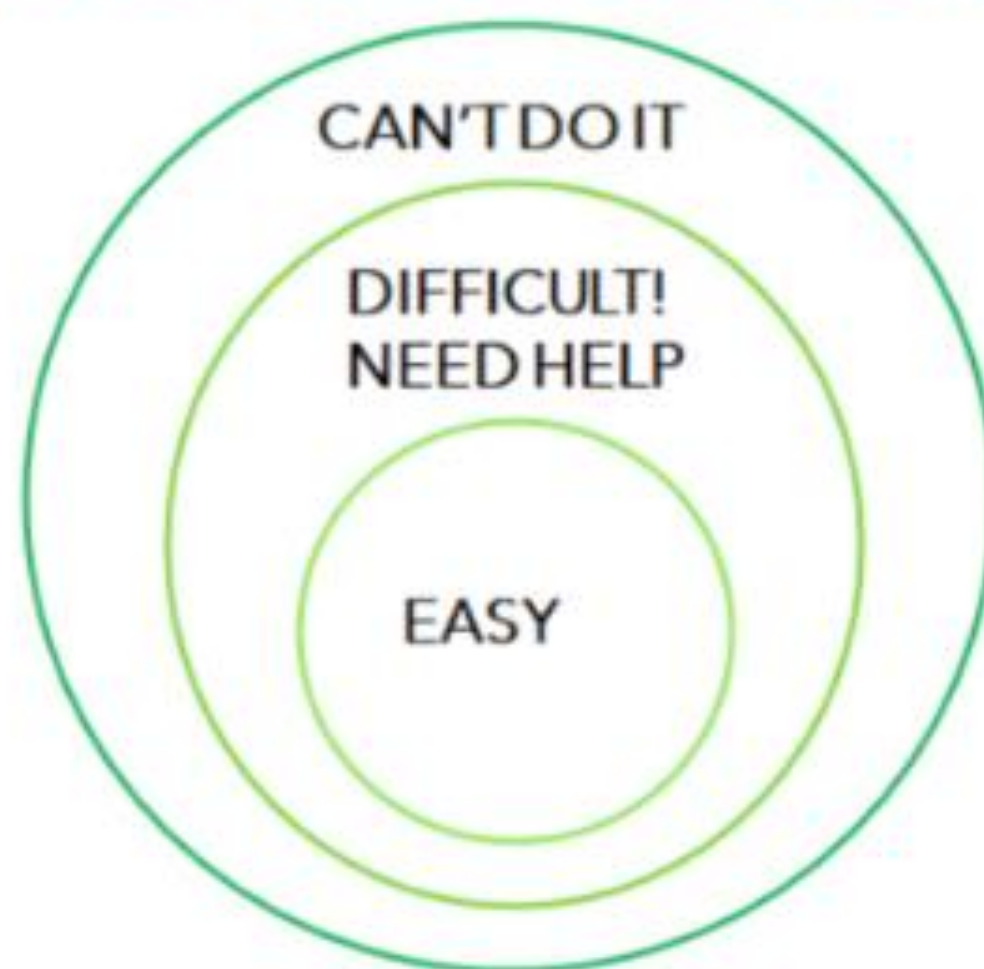






The Ultimate Guide to
Diversity, Equity, Inclusion &
Belonging in the Workplace

CONFRONTING DISCOMFORT





Lean into the
discomfort of the work.

Brené Brown

“ quote fancy



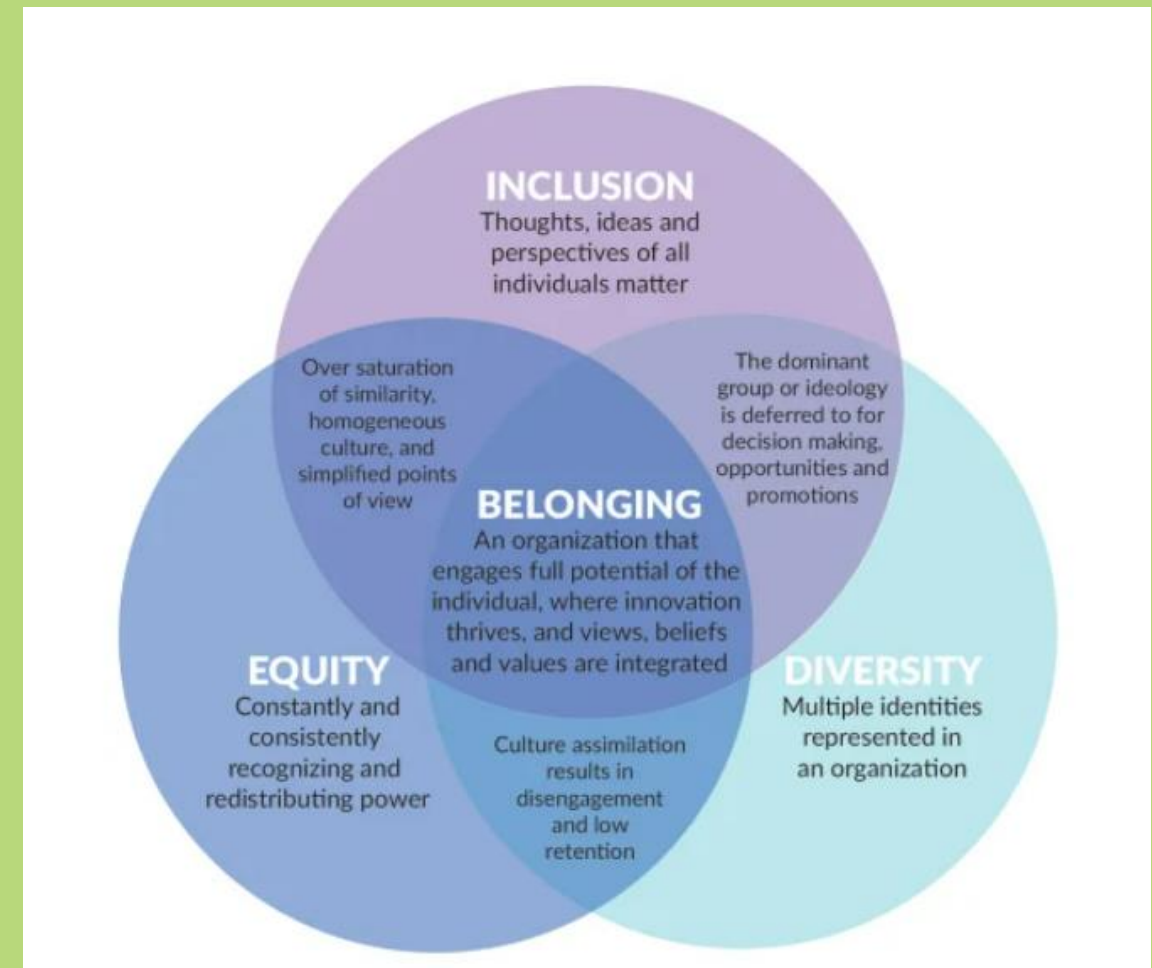
The price of inaction is far
greater than the cost of
making a mistake.

Meister Eckhart

A strong sense of belonging acknowledges that...

It is not about **certain individuals** integrating into a **wider whole** but the way we come together as a **whole group/community**

It encourages the right ratio between highlighting what makes each of us **unique** but also encourages us to recognize what **binds us together**



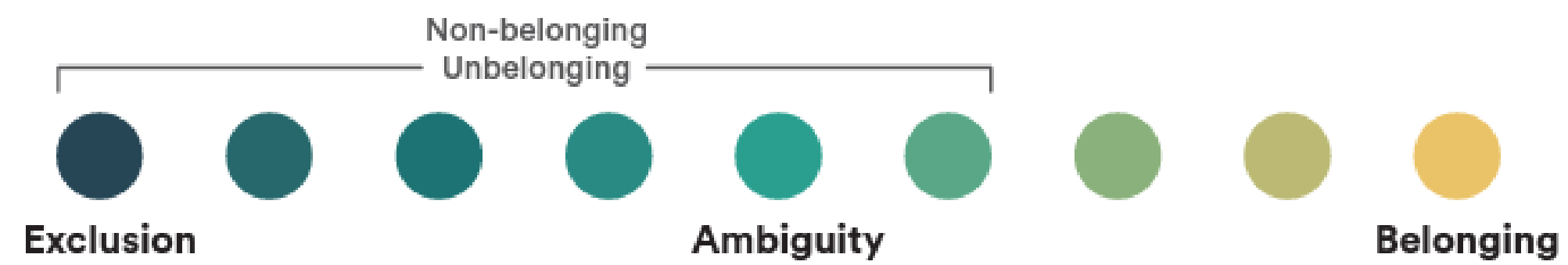
DIVERSITY
is a fact.

EQUITY
is a choice.

INCLUSION
is an action.

BELONGING
is an outcome.

-Arthur Chan



DIVERSITY

is
being
invited
to the
Party

INCLUSION

is
being
asked
to
Dance

BELONGING

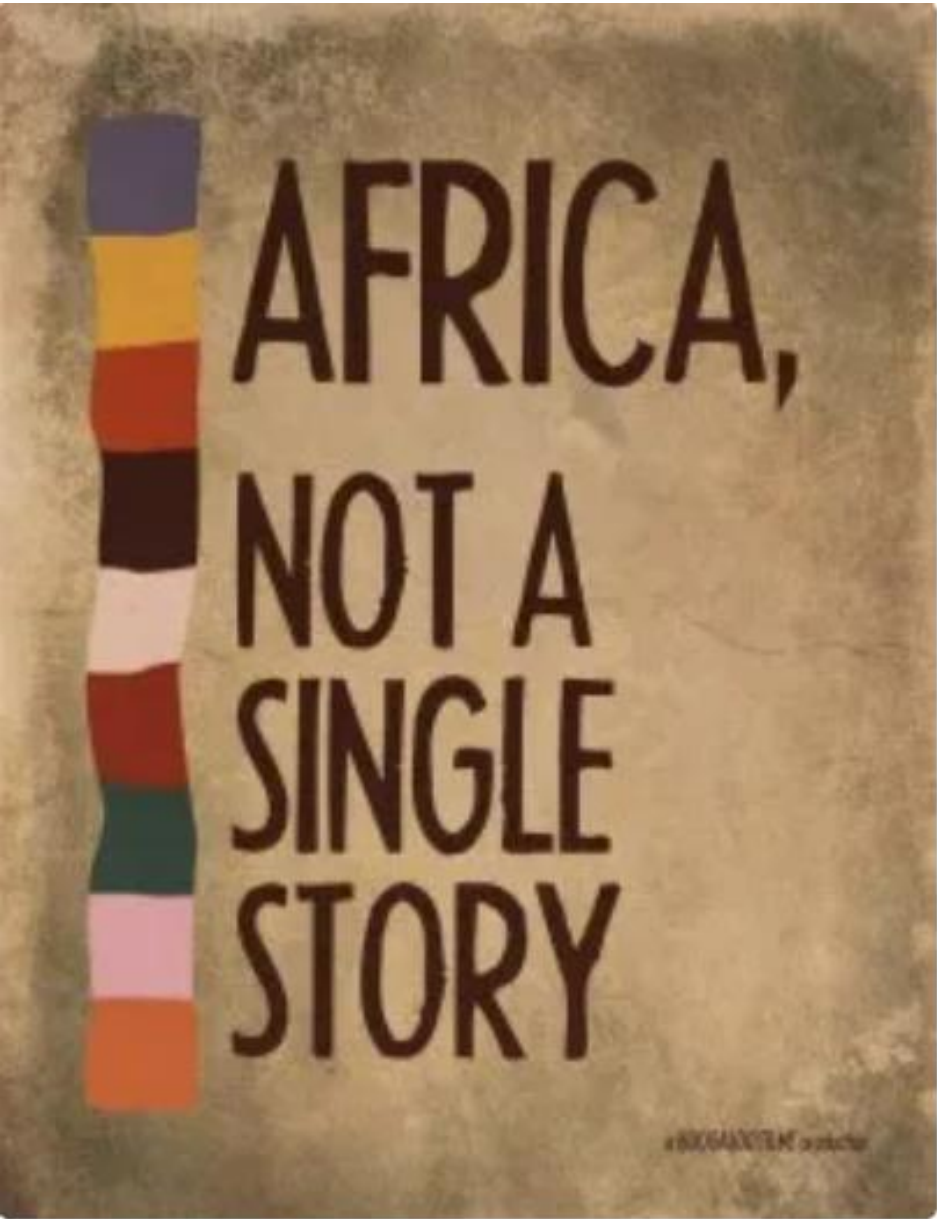
is
dancing
like
no one's
Watching



**“THE SINGLE STORY
CREATES STEREOTYPES,
AND THE PROBLEM WITH
STEREOTYPES IS NOT
THAT THEY ARE UNTRUE,
BUT THAT THEY ARE
INCOMPLETE. THEY MAKE
ONE STORY BECOME THE
ONLY STORY.”**

**CHIMAMANDA NGOZI
ADICHIE**





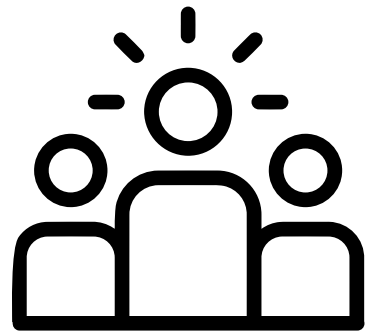
More than Mexican: Study highlights diversity of Latinos



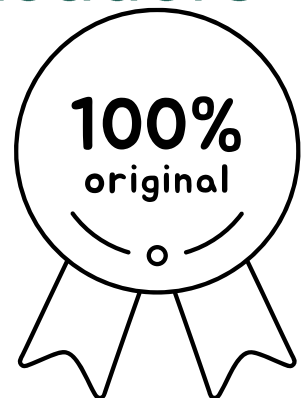
Belonging Starts
with Our Names

Julia Trujillo Luengo

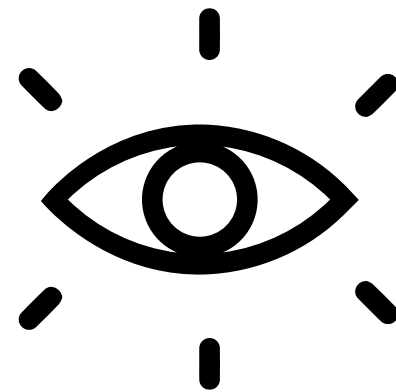
Levers that Drive Inclusion & Belonging



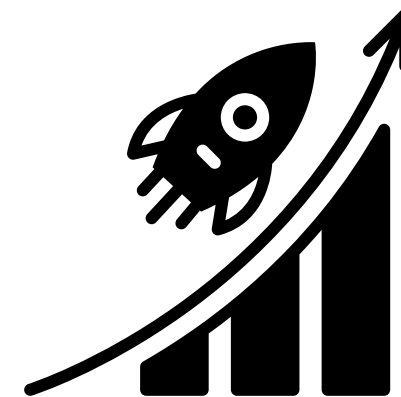
Inclusive
Leaders



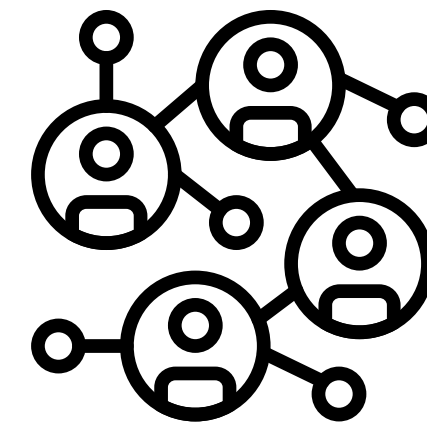
Authenticity



Being Seen



Clear Career Paths



Networking

This work
belongs to **all of
us**



Our State
depends on it