

# MAXIMIZING OPPORTUNITY, IT STARTS WITH RACIAL EQUITY

Striving for racial equity, a world where opportunity is equally available to all, is not only a matter of social justice but also a catalyst for economic opportunity.



## SHIFTING DEMOGRAPHICS

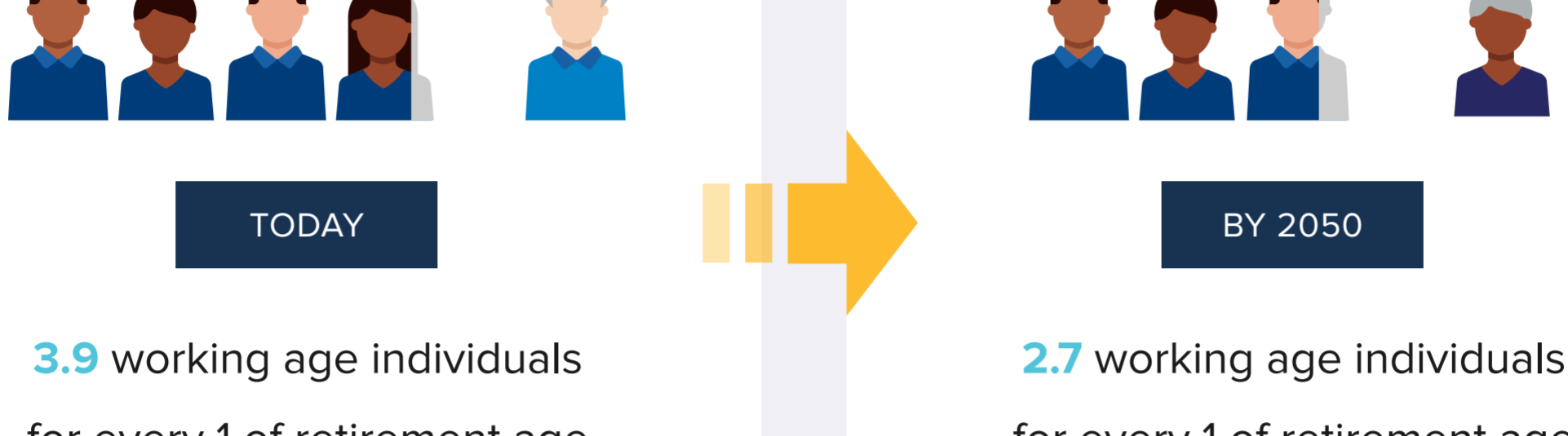
**In 25 years,** people of color (POC) will represent half the total population and more than half the working age population.



People of color drive **population growth**, BUT population growth alone does not equate to economic growth.



**Facing the future of an aging workforce:** In addition to becoming more diverse, the population is **aging**.



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



## THE OPPORTUNITY FOR EQUITY

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:

**POTENTIAL FOR INCREASED GDP**  
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**.

**BETTER-EDUCATED WORKFORCE EQUIPPED 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.

## REDUCING SYSTEMIC BARRIERS

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

**HOUSING**  
Support **affordable housing and 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.

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

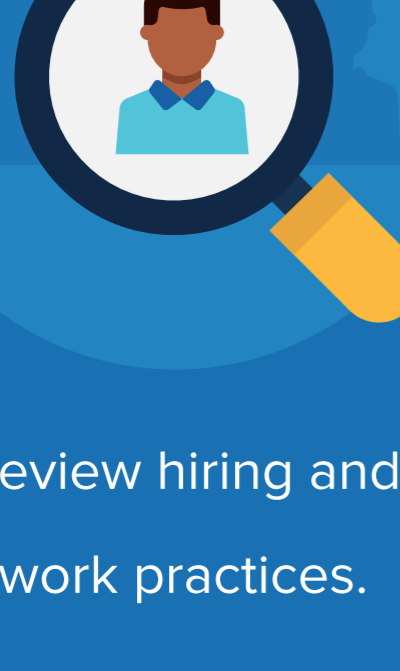
Healthy communities have a better chance of producing healthy children who grow into healthy adults. Closing gaps in health coverage makes a difference.

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

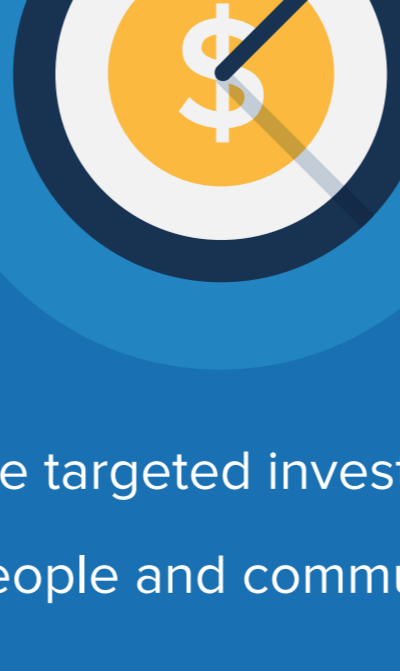
Studies have disproved the notion that students of color misbehave in school more often than their White peers, yet students of color face harsher consequences for infractions, creating "school-to-prison pipelines."

## Take action, build the future

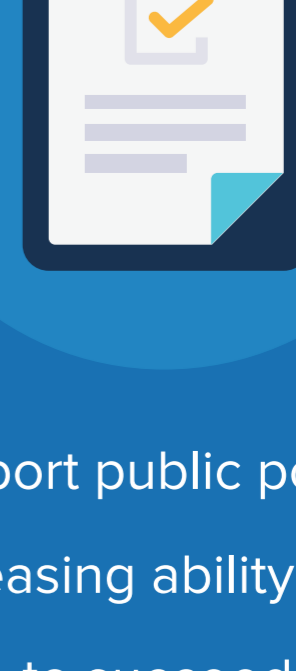
Everyone has an opportunity to contribute to the equity and economic viability of the future.



Review hiring and work practices.



Make targeted investments in people and communities.



Support public policies increasing ability for all to succeed.