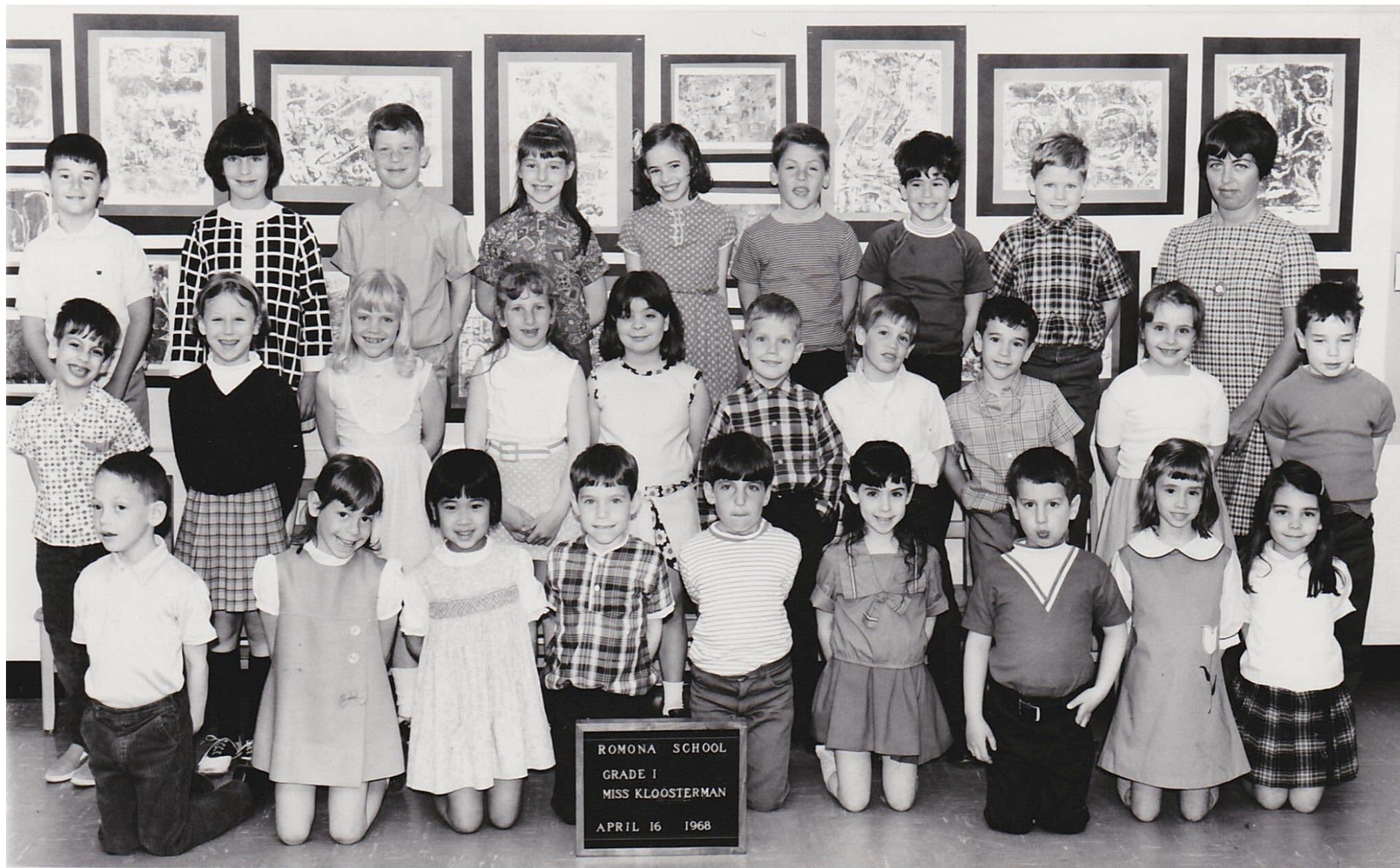


“Thriving Through Belonging”-- *What It Means in Today’s Evolving Society and Economy*

Diane Lim

former Director of the Equity Hub in the U.S. Treasury Department
and author of the Economist Mom blog

Opening keynote for Partners in Diversity NW Equity Summit, May 20, 2025, Portland, OR.



The “Diversity Explosion” in the U.S. – William Frey (Brookings)

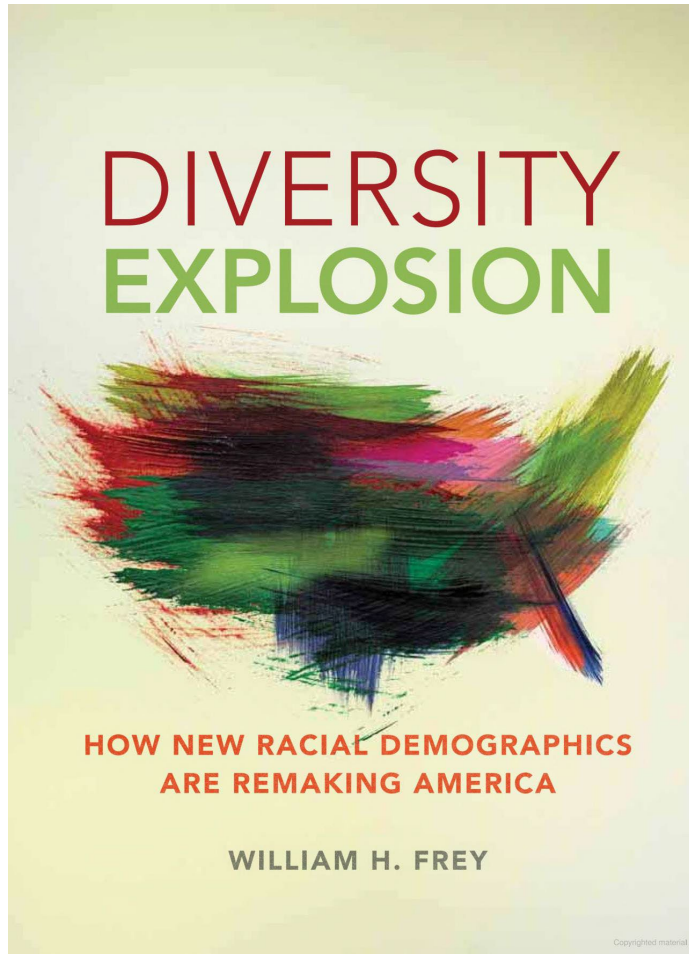
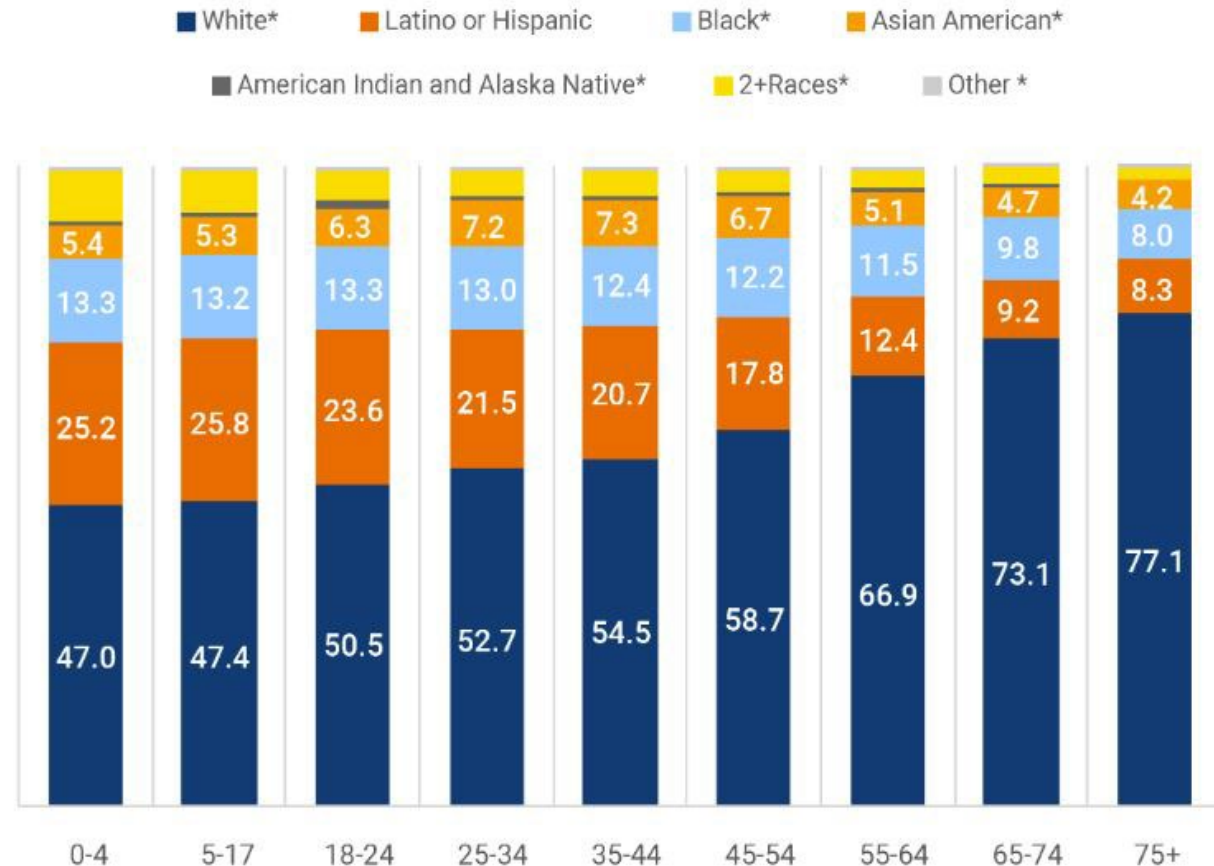


FIGURE 3

Race-ethnic population shares by age

2020



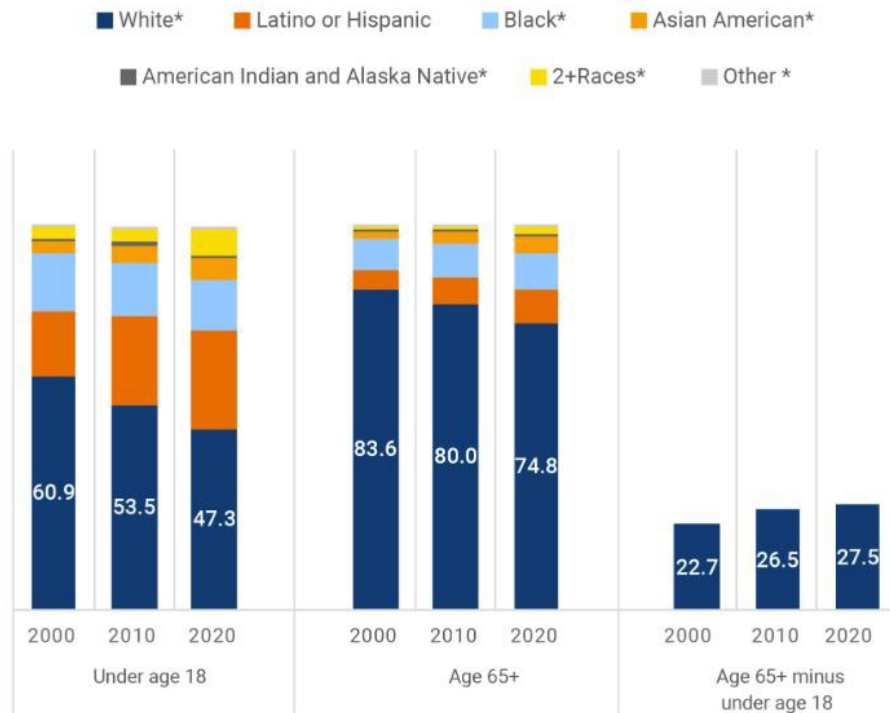
White share <50% among under-18 year olds shows the “majority minority” trend.

Old-young racial gaps changing rapidly, but differently in different places

FIGURE 5

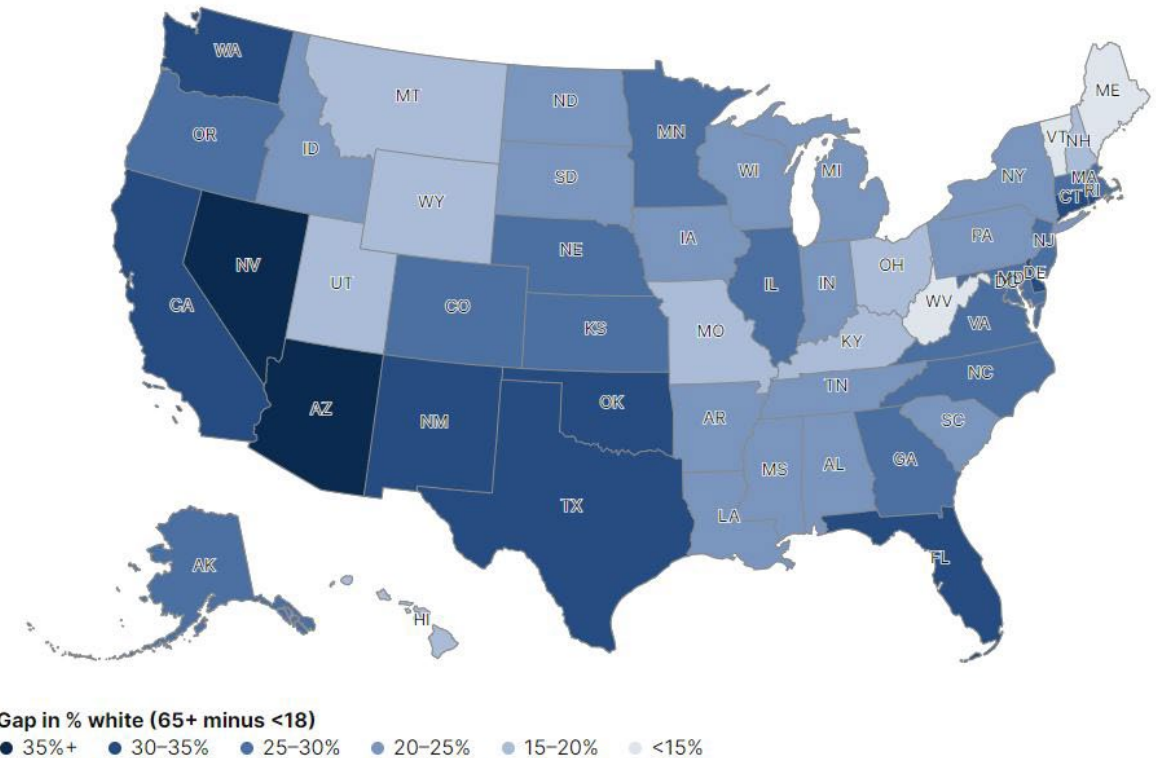
Old-young racial gaps

2000, 2010, and 2020



Race-Age distributions for states and major metro areas, 2020 Census

Interactive map / Hover over areas to view statistics



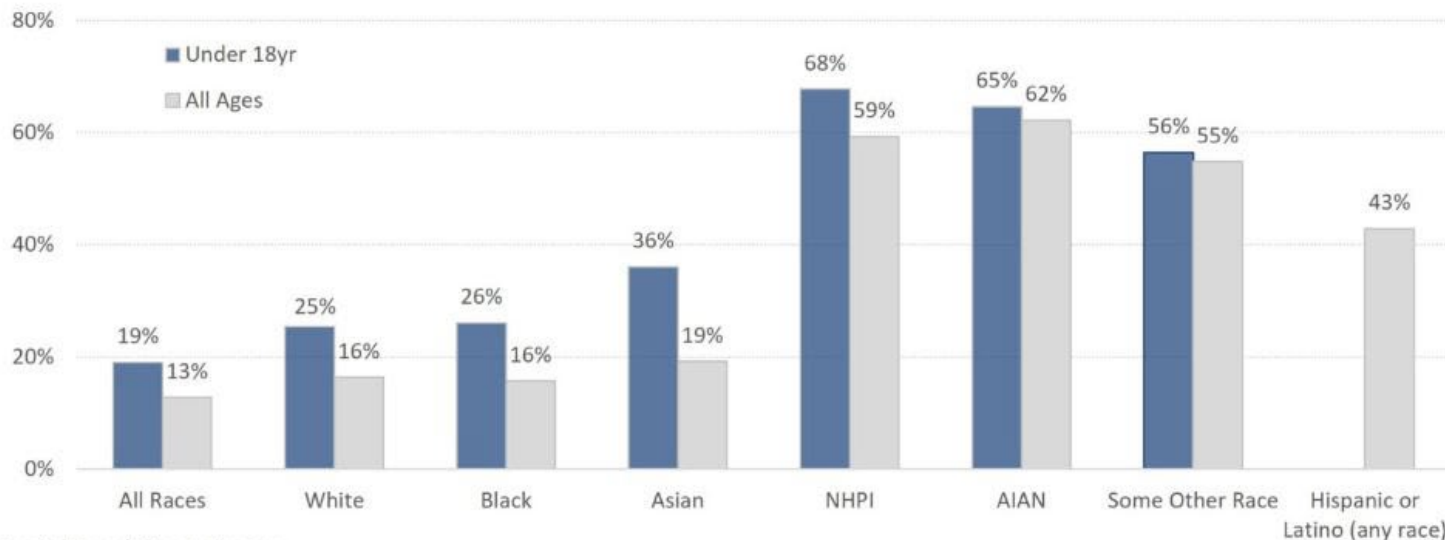
*Non-Hispanic members of race group

Growing diversity across our population *and* within individuals!



- MyAsianVoice (MAV) is a data research services business bridging the U.S. Asian data gap.
- A trusted resource for Asian American data.
- Connects Asian Americans to surveys and research.
- Provides data- and science-based articles Asian American representation in business, government / voting, education and more.
- Research and analysis with data disaggregation focused on AANHPI health, wealth, and representation.

Percentage of U.S. Population who are Multiracial, by Age and Race, 2023



Multiracial Population Estimates

All Ages:	42.7 million	39.6 million	7.6 million	4.8 million	1.0 million	5.5 million	30.1 million	27.9 million
Under 18yr:	13.8 million	12.9 million	3.4 million	2.1 million	0.3 million	1.5 million	8.7 million	na

Note: Population figures may not add up as multiracial individuals are counted more than once. Hispanic or Latino youth figures are not available.

NPHI = Native Hawaiian and Other Pacific Islander. AIAN = American Indian and Alaska Native. The 2023 U.S. population estimate for youths under 18 years is 72.6 million.

Multiracial population = population [in combination with one or more other races].

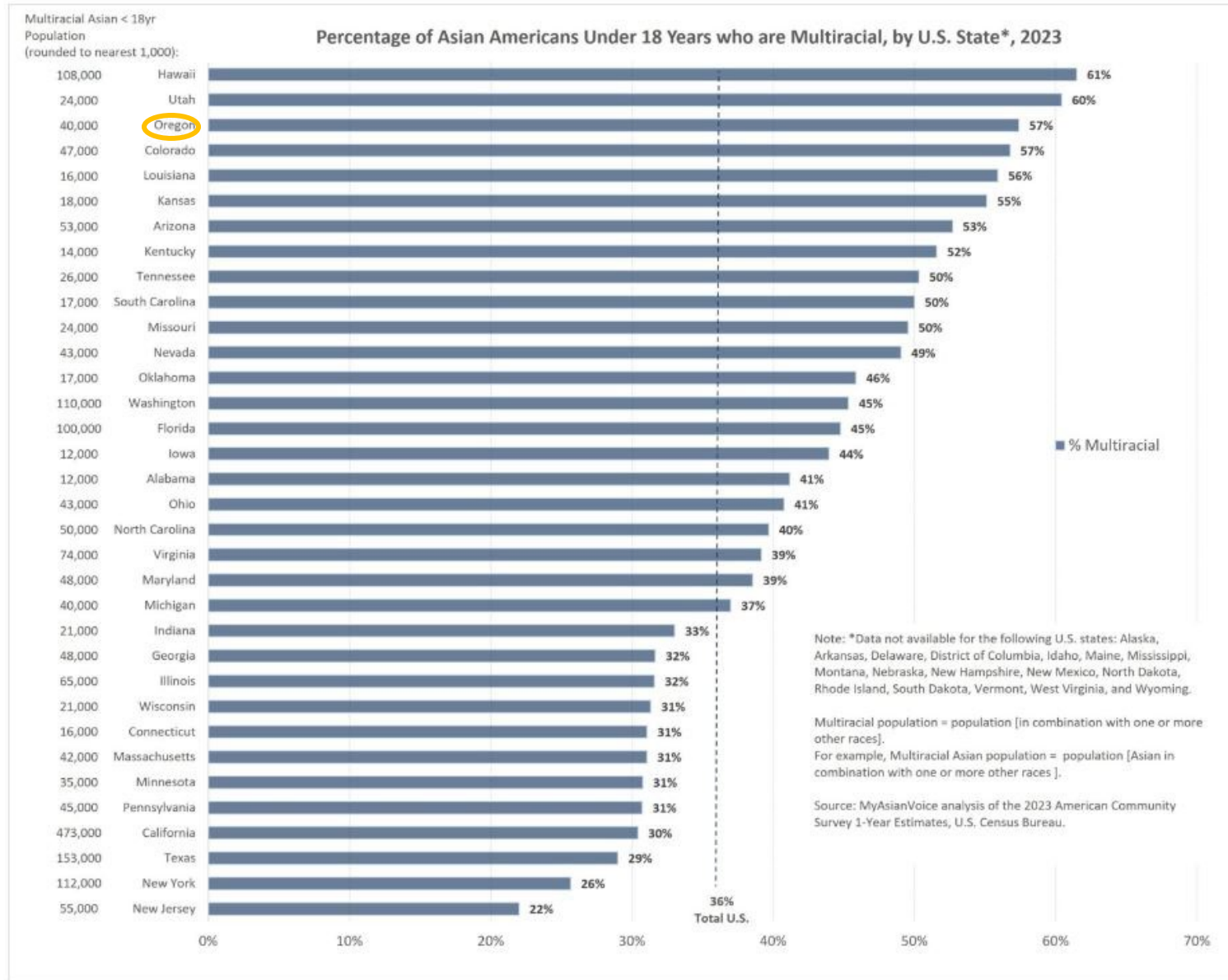
For example, Multiracial Asian population = population [Asian in combination with one or more other races].

Source: MyAsianVoice analysis of the 2023 American Community Survey 1-Year Estimates, U.S. Census Bureau.

✉ mav@myasianvoice.com

🌐 <https://myasianvoice.com>

Geographic diversity of multiracial diversity among Asian Americans



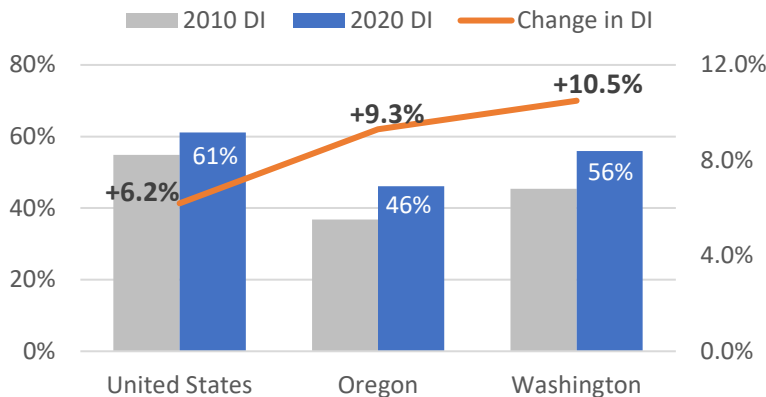
(My multiracial kids and me!)

Growing diversity in Oregon and Washington

More diverse

- Oregon (+9.3%) and Washington (+10.5%) experienced greater increases in diversity from 2010 to 2020 than the national average (+6.2%).
- The U.S. Census **Diversity Index (DI)** represents the chance that two people chosen at random will be from different race and ethnicity groups.

U.S. Census **Diversity Index (DI)**, 2020 vs. 2010

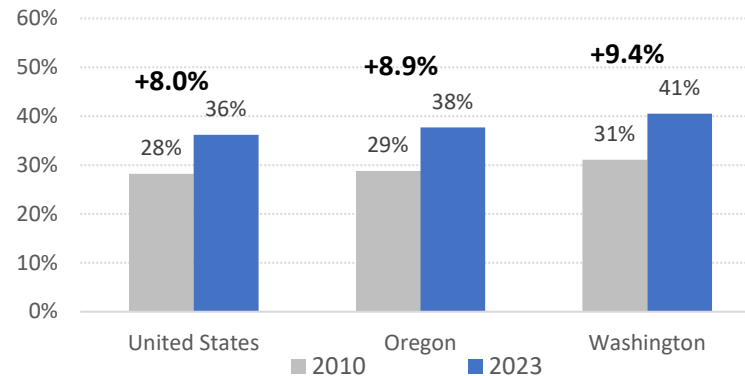


Source: U.S. Census Bureau,
2023 American Community Survey 1-Year Estimates
2010 American Community Survey 1-Year Estimates
Racial and Ethnic Diversity in the United States: 2010 Census and 2020 Census

Higher educational attainment

- Oregon and Washington increased its population with at least a Bachelor's degree in 2023 from 2010.
- While the educational attainment increased across all races/ethnicity, Asian Americans stand out with the highest educational attainment.

Educational Attainment, % Bachelor's or Higher

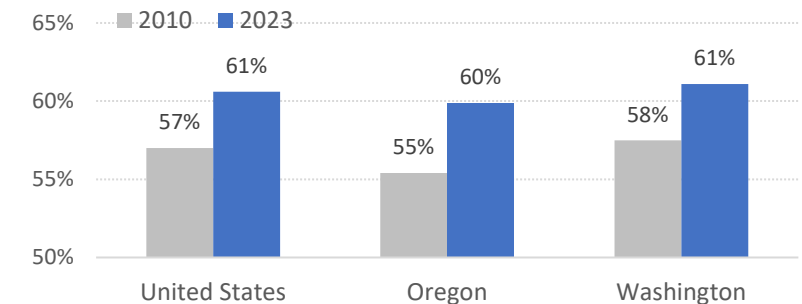


2023, % Bachelor's or higher, By Race	United States	Oregon	Washington
Total Population	36%	38%	41%
Asian alone	58%	57%	62%
White alone	39%	39%	41%
Black or African American alone	26%	30%	30%
Native Hawaiian and Other Pacific Islander alone	19%	n/a	28%
American Indian and Alaska Native alone	17%	22%	19%
Some Other Race alone	16%	17%	17%
Hispanic or Latino (of any race)	21%	19%	22%

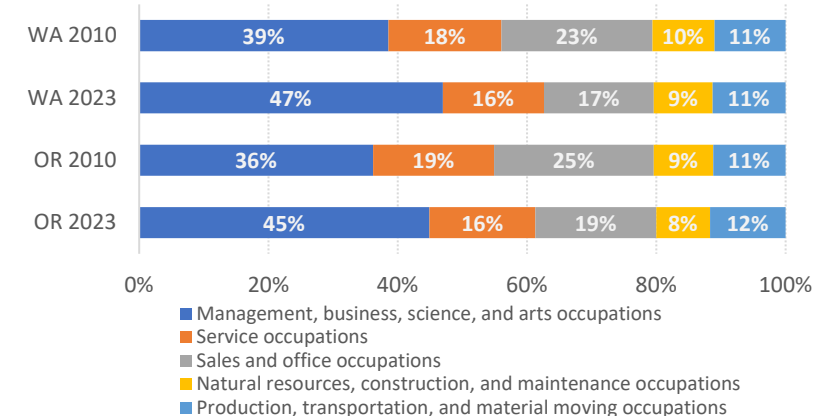
Higher employment

- The workforce in Oregon (+4.5%) and Washington (+3.6%) grew from 2010 to 2023.
- Particularly, in the management, business, science, and arts occupations.

Civilian Population 16 years or older, % Employed



Civilian Population 16 Years+, By Occupation



Implications for understanding how our future economy will be different

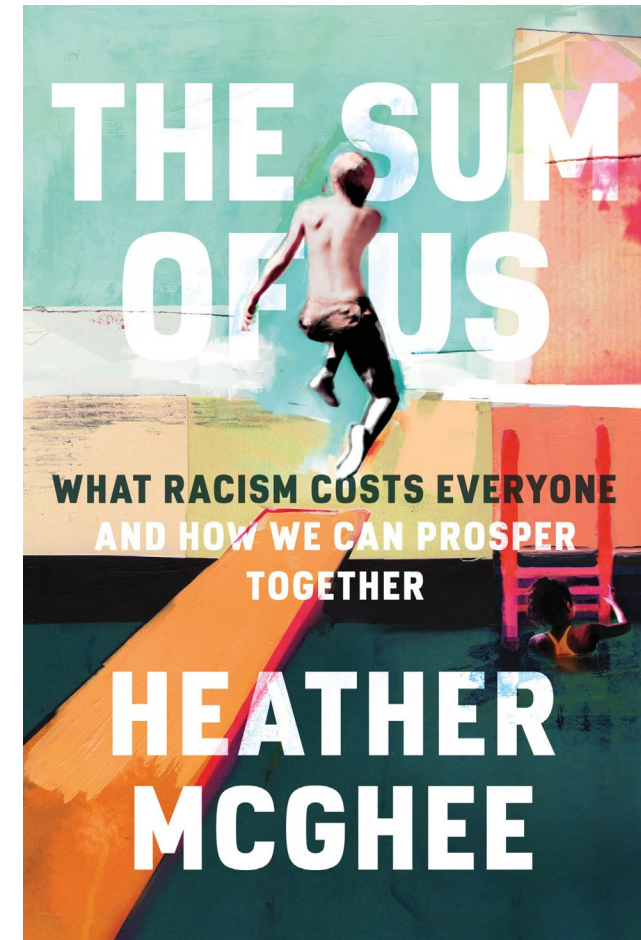
- “Leading edge” of our economy will be these increasingly racially diverse young people. Many questions...
 - What makes or will make younger Americans different from older in what matters to them in making their economic decisions?
 - How can we learn more about their circumstances and preferences, given these are not just younger versions of the older (less-diverse) population?
 - Is racial diversity a significant explanation of how younger people are different from older people?
- Evaluating how well our market economy, our business practices, and our public policies create inclusive and equitable opportunities and outcomes requires better (more granular, disaggregated, “microscopic”) data.

The Sum and Whole of Us:

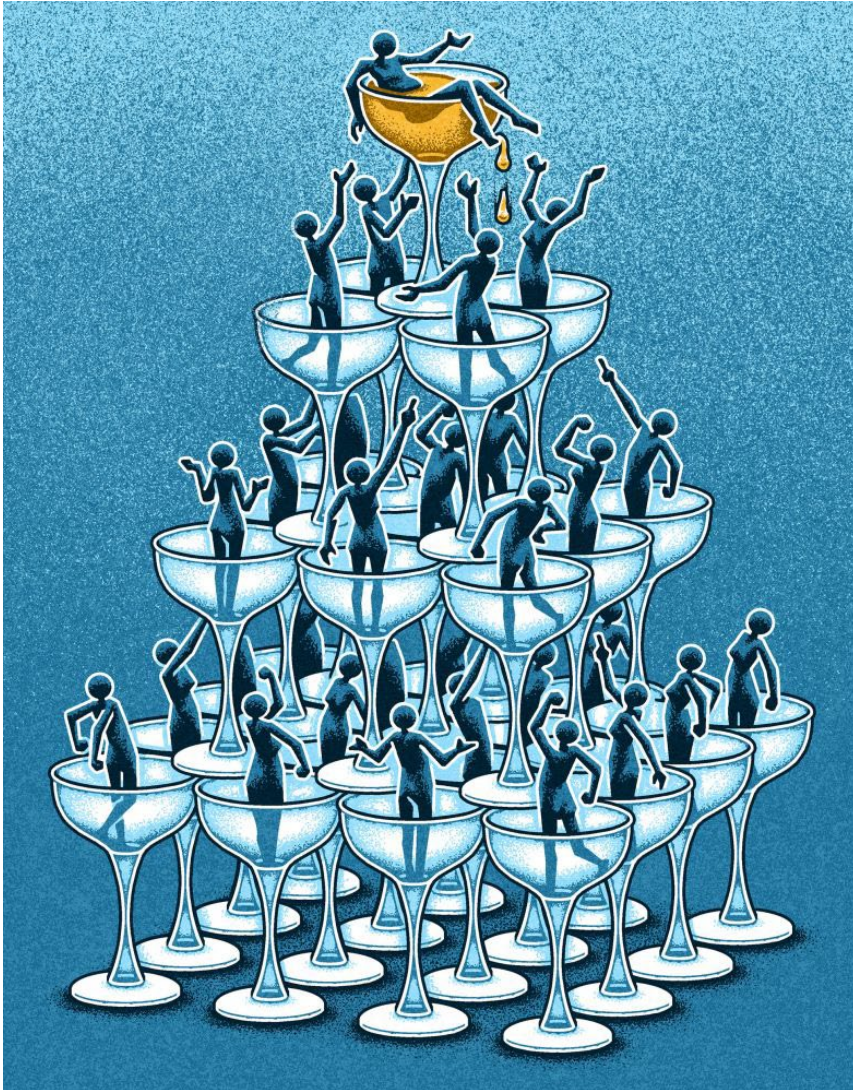
Maximizing Our Individual and Collective Economic Potential (Heather McGhee's book!)

--McGhee thesis inspired/synced with President Biden's Day One E.O. on racial equity and underserved communities:

"The Federal Government's goal in advancing equity is to provide everyone with the opportunity to reach their full potential... each agency must assess whether, and to what extent, its programs and policies perpetuate systemic barriers to opportunities and benefits for people of color and other underserved groups...to develop policies and programs that deliver resources and benefits equitably to all."



An Old Version of “Supply-Side Economics”



- 1980s supply-side economics was built on the notion that economic value is created only at the top of the income and wealth distribution
- Economists studying relationship between GDP (aggregate measures of economy) and policies concluded that best way to grow the economy is to keep giving more \$\$\$ to those who have done the best in the past
- Legacy of past exclusion and discrimination leading to persistently unlevel economic playing field

“Modern Supply-Side Economics”-- the Whole Is Greater than the Sum of Its Parts

- Introduced as a concept by Treasury Secretary Janet Yellen during the Biden Administration
- How can we as a society invest in people at the ground level and “level the playing field” to better live up to our collective economic potential without making some people worse off?
- Doesn’t have to be a zero-sum game! (Growing our whole economic pie, not redistributing it.)



Our society and economy is diverse and interdependent – all of us rely on everyone else...



even and maybe especially those who are not valued much by the market economy and hence not measured in economic data –the behind-the-scenes, invisible “care economy.”



Thank you!!!

← an “intersectional economist”