

Missouri's Changing Demographics:

CHANGE of COLORS;

Building Inclusive Communities

Diversity in Race & Ethnicity; The Latino Newcomer

Jim Wirth, Ph.D

University of MO Extension, 862-9284



Diversity

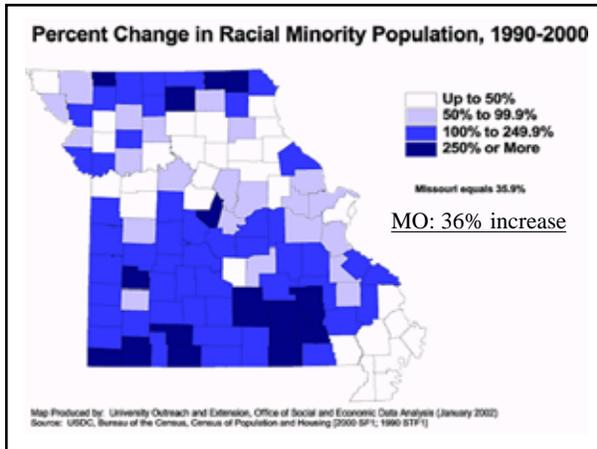
- More than Recruitment & Hiring
- Gives Competitive Advantage through productivity, better audiences, full participation, & equitable partnerships
- Need to move beyond Tolerance to accept Solidarity
- Not competition, compromise, avoidance, accommodation, but Collaboration (win-win)

Population

- **U.S.:** 299 million (June, 2006); **MO:** 5.5 million (2000, ranked 17th)
- **U.S. Minorities (2006): 67% white, 33% minorities**
(1967: white = 83%, Hispanic = 5%, black = 11%)
--14% Hispanic (42 million--more than Canada), 13% black, 4% Asian, 2% Other
- **MO Minorities:** 12% (1990); 17% (2005)
--11% black, 2.6% Hispanic, 1.4% Asian (74% of Asians are either Chinese, Asian Indian, Vietnamese, or Filipino), 0.4% Native American (Cherokee tribal grouping=largest), 1.6% other
- **U.S. Median Age:** 1967 = 28; 2006 = 36 (MO = 37)

Immigrants in U.S. (2003)

- **Over half of new legal immigrants from 10 countries:**
Mexico, India, Philippines, China, El Salvador, Dominican Republic, Vietnam, Colombia, Guatemala, Russia
 - **63% of new legal immigrants live in 6 states:**
California, New York, Texas, Florida, New Jersey, & Illinois
- (2005 estimate)--About 75% of undocumented immigrants ("illegals") arrive across the US southern border with Mexico, and hail from Mexico, El Salvador, Guatemala, Colombia and other Central and South American countries. The bulk...about 50% of all undocumented....are Mexican-born people.



Major Languages Spoken at Home in Missouri

(2000 Census: 18 yrs & over = 4,169,109 or 80%)

Speak only English	3,958,404	94.9
Spanish	83,958	2.0
German	25,697	0.6
French	14,839	0.4
Chinese	10,035	0.2
Vietnamese	7,445	0.2
Serbo-Croatian	6,394	0.2
Italian	6,189	0.1
Russian	4,428	0.1
Others		1.3

- Concept of Race**
- Ancient societies did **not** divide people according to **physical distinctions** but acc. to religion, status, class, and language
 - **Race has no genetic basis** —there's no gene for race
 - **Skin color is only skin deep; despite surface differences, we are one of the most similar of all species**
 - **94% of all human variation can be found within any continent— most variation is within “races” and not between them**
 - Race is a social idea, not a biological distinct one:
 Race justified social inequalities as natural
 Colorblindness will not end racism

- Ethnic Groups in Missouri** (2000 Census)
- **German** (24% of population)
 - **Irish** (13%)
 - **American** (included Native & African Americans) (11%)
 - **English** (10%)
 - **French** (4%)
- In **southern Missouri** most are of **British-American** ancestry

Hispanics are an “Ethnic” Group of various races and not a “Racial” Population

In the 2000 Census Missouri’s Hispanic population identified their race as follows:

White	52.0 %
Multi-racial	8.6 %
African American	3.1 %
American Indian	1.5 %
Asian	0.7 %
Other	34.2 %

Where Our Latinos Come From

In the Nation (2000 census)

58%, Mexico (67% in 2002)
9.6%, Puerto Rico;
5%, Central America;
4%, South America
3%, Cuba
2%, Dominican Republic
remaining %, Other

In Missouri (2005)

73%, Mexico
4.9%, Puerto Rico
2%, Cuba
20%, Other

In the Nation

▣ Hispanics surpassed African Americans as the United States’ **largest minority group.**

▣ **California**, the **most** Hispanics (12 million) & **New Mexico** the **highest % (43%)** in 2000

▣ Hispanics **more likely than non-Hispanic whites to work in service occupations**

▣ The **median age** for Hispanics in 2000 was **25.9** years (**Mexicans = 24.2**) while the median age for the entire U.S. population was **35.3 yrs** (2000).

40% of all immigrants work in agriculture

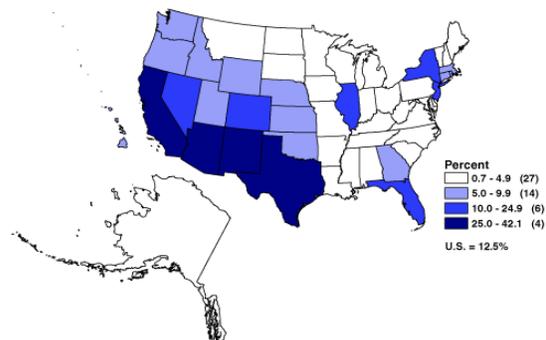
(Removed - Picture of Latino farmer and his wife in south central MO)

Latino Farmers

Latinos are the fastest growing ethnic group of farm owner/operators in **Missouri** and in the **US** as a whole

(2002 Census; 2004 Garcia)

Hispanic Population as a Percent of Total Population, 2000
United States

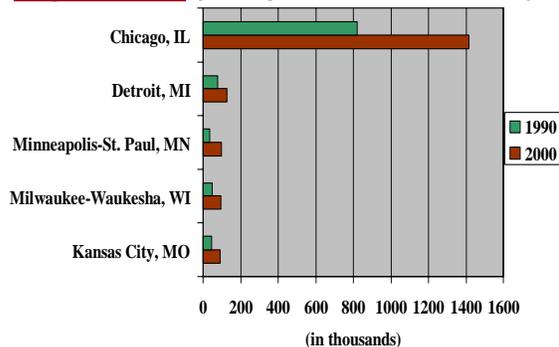


Missouri Neighbors: 1990 to 2000

Numerical Latinos Increase % Increase

• Arkansas	67,280	344 %
• Tennessee	92,763	299 %
• Kentucky	39,576	194 %
• Iowa	51,831	169.2 %
• Nebraska	59,332	169.1 %
• Oklahoma	95,650	114 %
• Kansas	97,963	109 %
• Missouri	58,163	96 %
• Illinois	651,580	74 %

Midwest Region: Latino Population in Top 5 MSAs (metropolitan statistical areas)



U.S. Migrant Workers (3 million):
81% foreign born with 95% born in Mexico

- MO: 10,000 migrant workers
- Kansas: 20,000 migrant workers
- Iowa & Ark: about 12-14,000 each
- **Half of all migrant farm workers earn less than \$7,500 a year.**

Missouri's Hispanic Population 2000

- **Grew 96.2%: 1990 (60,429); 2000 (118,592)**
- **2003 estimate: 130,928**
- ** **Census estimates of Hispanics quite low when compared to MO school enrollment trends--DESE**
- **Living in all 115 Missouri counties**
- **Latino increase in 110 of 115 counties**
- **76% live in a metropolitan county**

Latinos in Southwest Missouri Counties

	1990	Change	2000	% of County	2005	%+ over 2000
SW-Mo	4,495	287%	17,412	=(16 counties)		
Greene	1,775	150%	4,434	2	5,096	(15%+)
Jasper			3,615	3.5	5,710	(58%+)
McDonald	12	1,578%	2,030	9.4		
Barry	152	1,027%	1,713	5		
Lawrence	211	466%	1,195	3.4		
Newton	353	224%	1,147	2		
Taney	159	386%	774	2.4		
Stone			298	1		
Christian			714	1		

SW MO Latino Quiz (True-false): Based on Findings of The Story of the Hispanic/Latino Experience in Southwest Missouri: Surveys of Latino Adults, Latino Youth, and Non-Hispanic Service Providers/community Residents
by Jim Wirth, Ph.D., University of Missouri Extension.

1. Most SW Latino adults are 35 years of age or older.
 (F: between 19 – 34)
2. Most Latinos have lived in SW MO for 8 years.
 (F: 6 years or less = 70%)
3. 50% of Latino families earned \$10,000 to \$24,999.
 (T; 69% = < \$25,000)
4. 40% moved to S.W. Missouri from another city in the U.S.
 (T: from Texas or California)
5. 70% of Latinos intend to continue living in SW MO for the next 5 years.
 (Yes & because of job or family)

Top Four Issues Facing SW MO

Latino Adults (Wirth)

- 1. Language barriers-----35%**
(don't know English, 30%; lack of Interpreters,2%; need bilingual people in public places, 2%; need Spanish TV and newspapers, 1%)
- 2. Legal/Documentation Issues-15%**
(need Immigration help and help that is more local, no social security number or driver's license, and becoming U.S. citizen)
- 3. Jobs---14%** (getting jobs; low-paying jobs)
- 4. Prejudice & Discrimination--13%**

Remaining Issues after the top four (Wirth)

- 5. Transportation.....5%**
- 6. Housing.....3.5%**
- 7. Education/Schools..... 3.5%**
- 8. Health.....3%**
- 9. Cultural Adjustment...3%**
- 10. Assessing Services.....2%**
- 11-16. Alcohol/drugs, family issues, violence, police, recreation, community centers (0.5% each)**

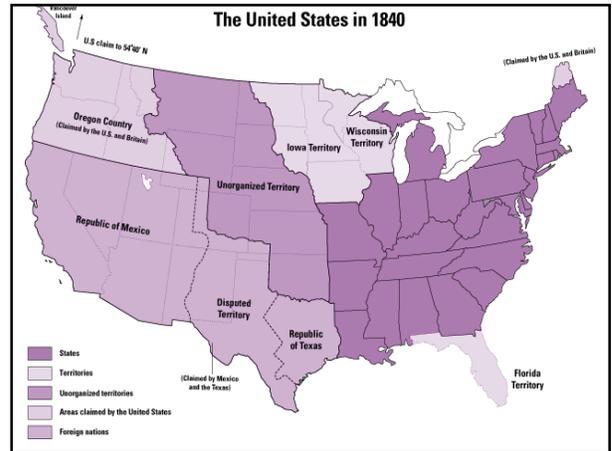
Greatest Issues facing those who provide services for Latinos in southwest Missouri (Wirth)

- 1. Language barrier** (including lack of bilingual employees & translations of material).....55%
- 2. Cultural understanding of differences.....16%**
- 3. Lack of funds, resources, & staff for services...11%**
- 4. Reaching & involving Latinos.....6%**
- 5. Non-acceptance/prejudice towards Latinos.....5%**
- 6. Undocumented status & immigration4%**
- 7. Jobs availability.....1%
- 8. Making Latinos feel comfortable in business..... 1%
- 9. Don't know what to do.....1%

Focus Groups of Latinos

(Sacred Heart Parish, Springfield, 2004)

- Adult Latinos had the **same** concerns as found in the full report of the Wirth study



What are the Latino challenges to MO?

- **Language**
- **Culture (e.g. history)**
- **Immigrant Status**

About a **half** of new immigrant Latino families are **Spanish-speaking**.

Statewide: large growth of **Spanish LEP enrollments** (LEP= Limited English Proficiency)

	1996	1999	2001	2004
TOTAL LEP	5,660	8,157	11,542	18,745
Spanish - LEP	N/A	3,065	5,098	<i>c.1/2</i>

Missouri High School Dropout Rates: 1998 – 2003 (DESE)

Percent ranges of subgroups from lowest dropouts to highest from 1998- 2003:

1. Asian 3.4 to 1.4
2. White 4.4 to 2.9

Average range for all dropout students: 4.8 to 3.4

3. Black 7.2 to 5.4
4. Hispanic 8.6 to 5.1

What legal protections are undocumented workers entitled to?

The US Supreme Court has held that non-citizens are entitled to many constitutional protections afforded to US citizens in areas such as protection from arbitrary police arrest and access to education.



Reinterpreting Civil Rights

Recently issued federal regulations require all recipients of federal financial assistance to provide meaningful access to services to Limited English Proficient (LEP) persons or non-English speaking clients.

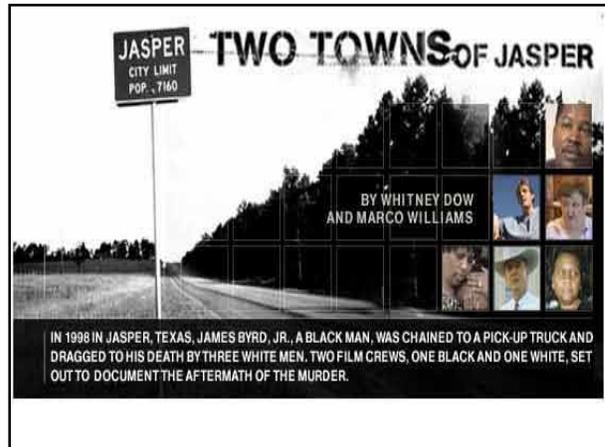
HOSPITALS, LAW ENFORCEMENT, SCHOOLS

Colorblind at a Price

Many young people consider race as irrelevant, but this creates a new problem: it ignores disparities that still exist

Acc. to Professor Forman (Univ. of Ill.): “young people are increasingly becoming comfortable with racial and ethnic inequality, but in wealth, income, and housing we see persistent patterns of racial and ethnic disparity”

“Even though young people report having friends with other races”, Forman says, “those friendships don’t necessarily lead to a reduction in negative attitudes toward a racial group because they view their friends as an exception to whatever stereotype may exist.”



We see the world differently because we have different histories

- “Just get over it” but “it’s not over”
- Perceptions of race determined the history
- Perceptions of race determined perceptions of guilt or innocence, e.g. OJ Simpson & Kobe Bryant
- Did you know that in MO:
 - in 1924, the KKK held their convention in the House chambers of the MO capitol.
 - Univ. MO did not allow black students until forced to in 1950 (explains the origin of Lincoln Univ.)

Community Development Society Principles of Good Practice

- “Active” and “representative” citizen participation
- Engage community members in problem diagnosis
- Disengage from efforts that adversely affect the disadvantaged segments of a community
- Work to increase leadership capacity and “shared leadership”

Getting Things Done in Groups (Leader Perspective)

Interventions should:

- simple and at lowest level possible
- consider the group goals in mind
- respect group autonomy
- encourage members to be self-directive
- involve the group with the decision as to how to solve the problem

Consensus Decision-Making In Partnerships

Helpful Ideas:

- Always look for common goal
- Don't view meetings as competitive events
- Don't resort to conflict reducers (i.e. bargaining, majority voting)
- Don't be afraid of differences
- Seeming irreconcilable differences can be worked out

Dealing With Conflict

- Describe the conflict in cooperative terms
- Issues rather than personalities
- One issue at a time
- Focus on issues while they are small
- Persuade
- Full disclosure of all facts
- Validation of other parties' interests
- Emphasize what's common
- Trusting and friendly attitude
- "Win-win"
- Involve all principle parties
- Clarify whether one or multiple conflicts

How to Reach a Decision Through Consensus

--Get all members of the group to support the decision to produce the most effective group decision.

To help a group to reach a consensus decision:

1. Listen carefully
2. Look for the most acceptable solution
3. Give everyone a chance to be heard—explore many views
4. Look at disagreement from a positive view

How to Use the Alternatives Consequences Method
in Problem Solving

1. Define the problem
2. List the alternatives and their consequences
(not stated as pros or cons)
3. Then stop

Summary of Key Points: Leadership in Community

- Know your Demographics
- Increase your networks of mutual concern
- Encourage Best Practices of Community development and (be inclusive)
- Getting things done (effective group dynamics)
- Problem solving
 - Alternatives consequences method
- Consensus decision-making
- Dealing with conflict (win-win)

The End

Thank You