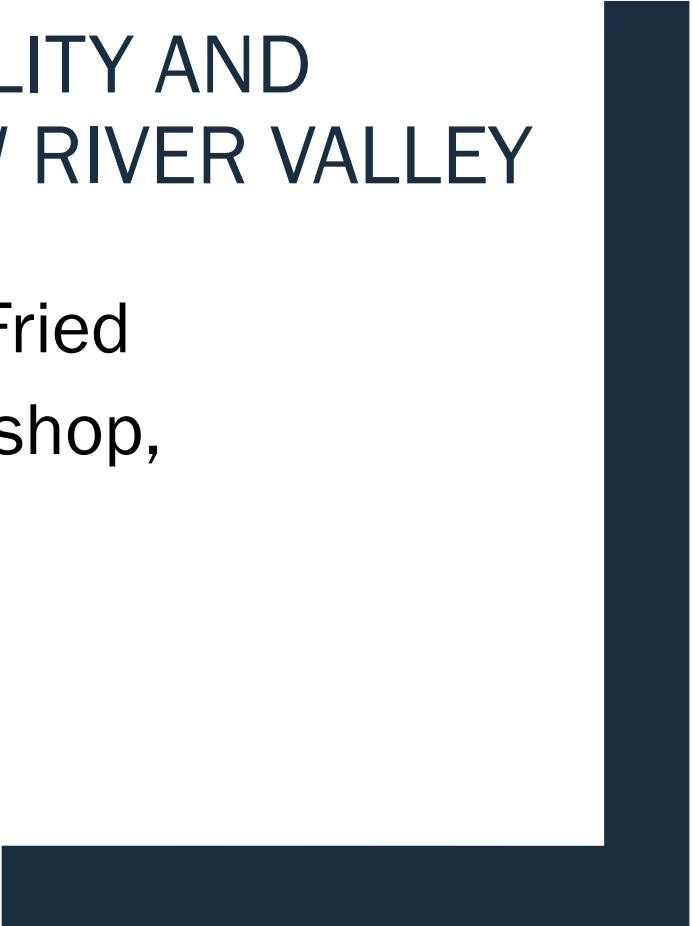


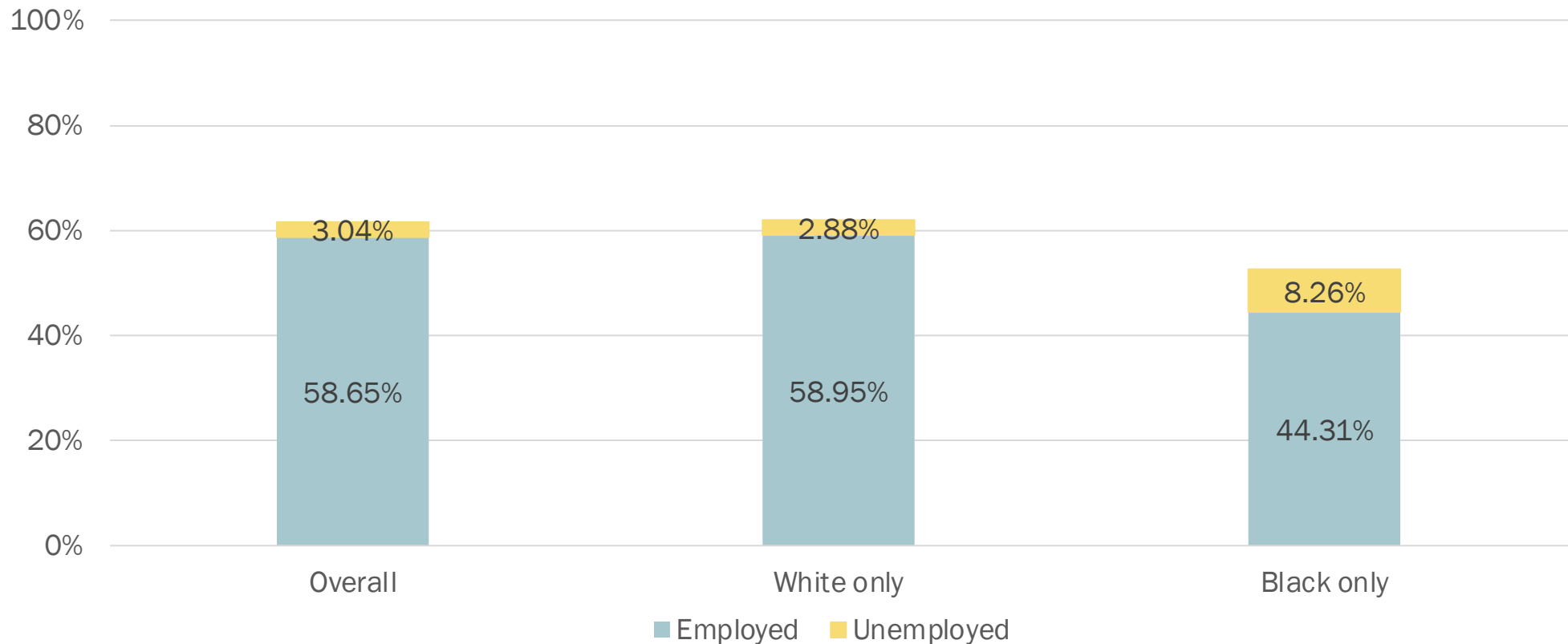


EMPLOYMENT/INCOME INEQUALITY AND EMPLOYMENT PRACTICES IN THE NEW RIVER VALLEY

Presented by Sarah Halvorson-Fried
Combating Racial Injustice Workshop,
Virginia Tech
April 22, 2017



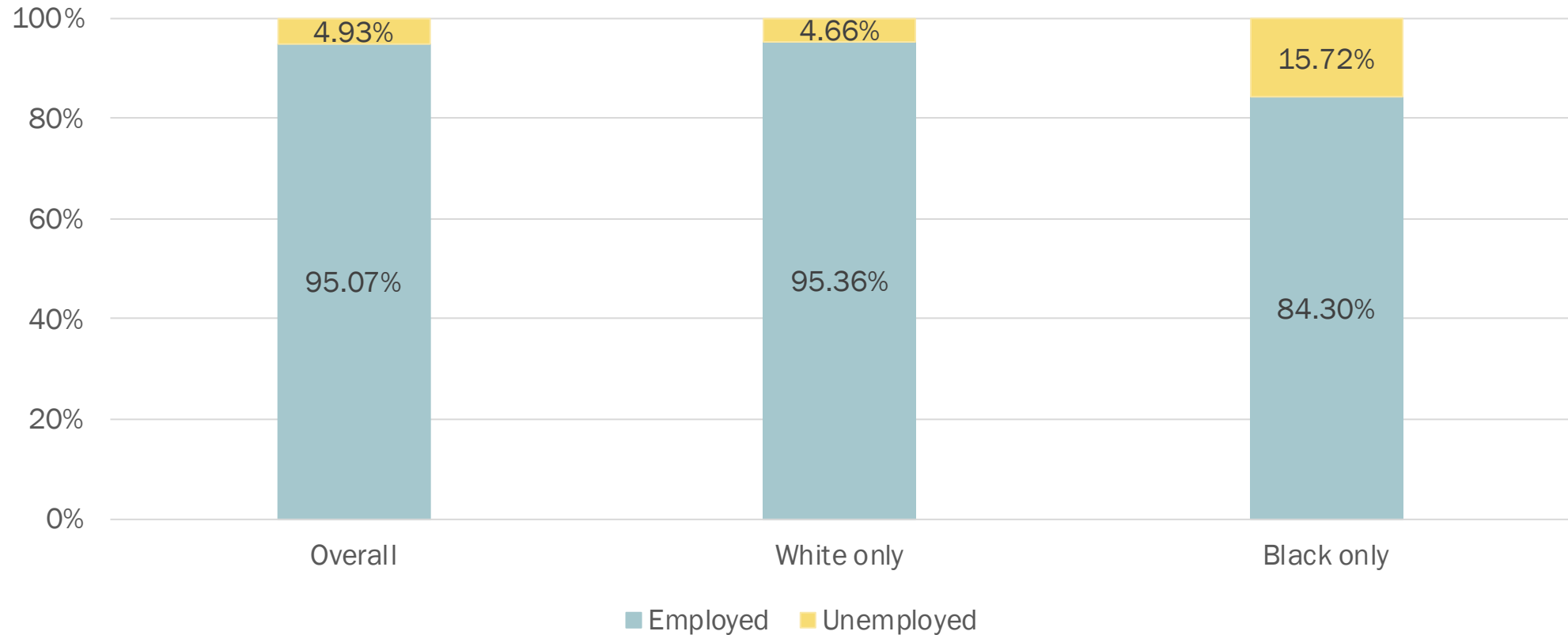
Labor force participation and employment are both lower for blacks



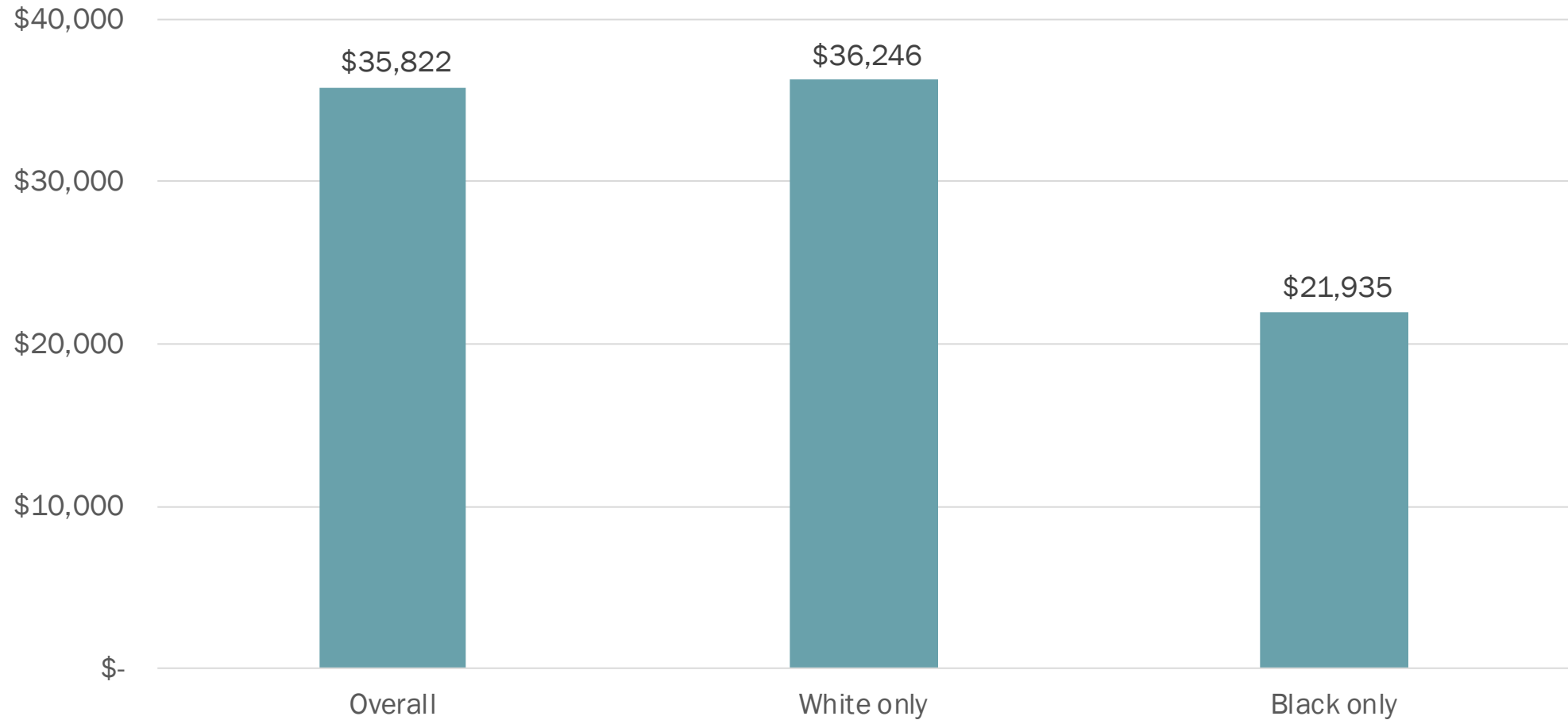
New River Valley, 2011-2015, students excluded

U.S. Census Bureau American Community Survey (ACS) data retrieved from Minnesota Population Center

Unemployment is higher among blacks in the labor force



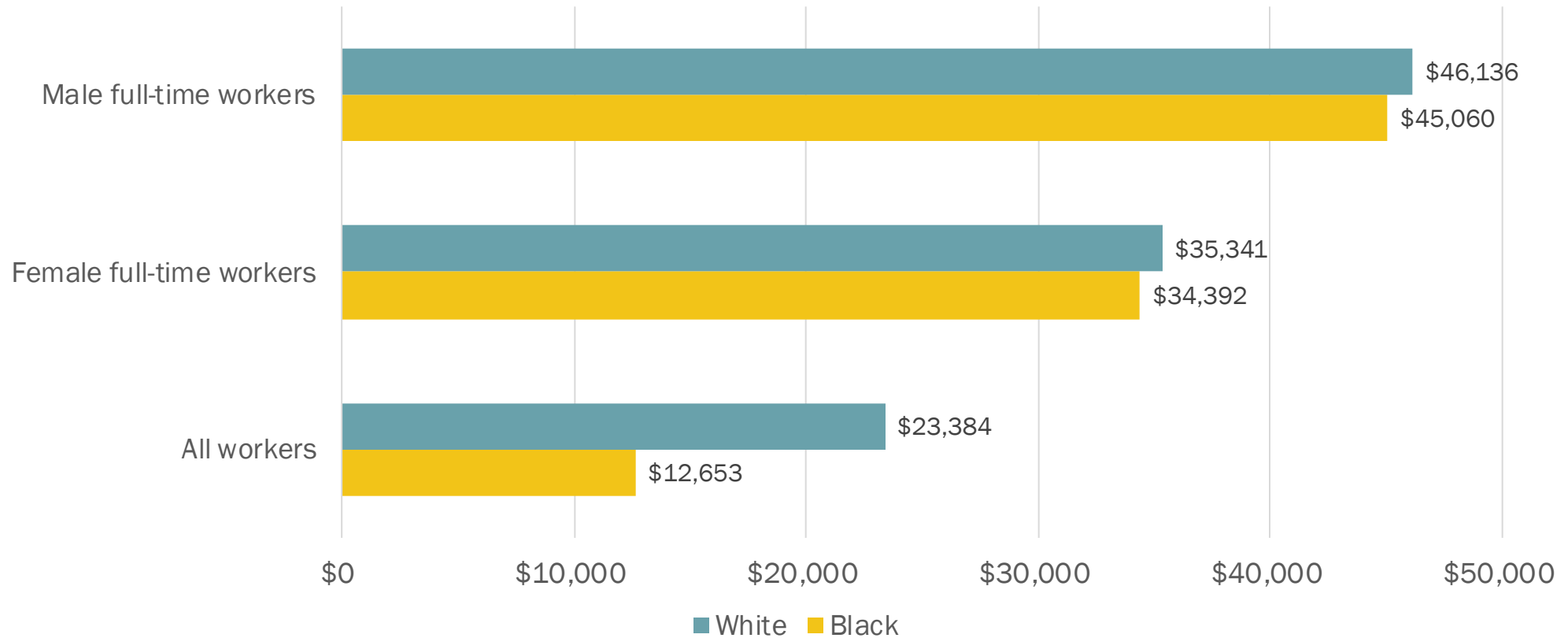
Mean income is lower among blacks



New River Valley, 2011-2015, students excluded

U.S. Census Bureau American Community Survey (ACS) data retrieved from Minnesota Population Center

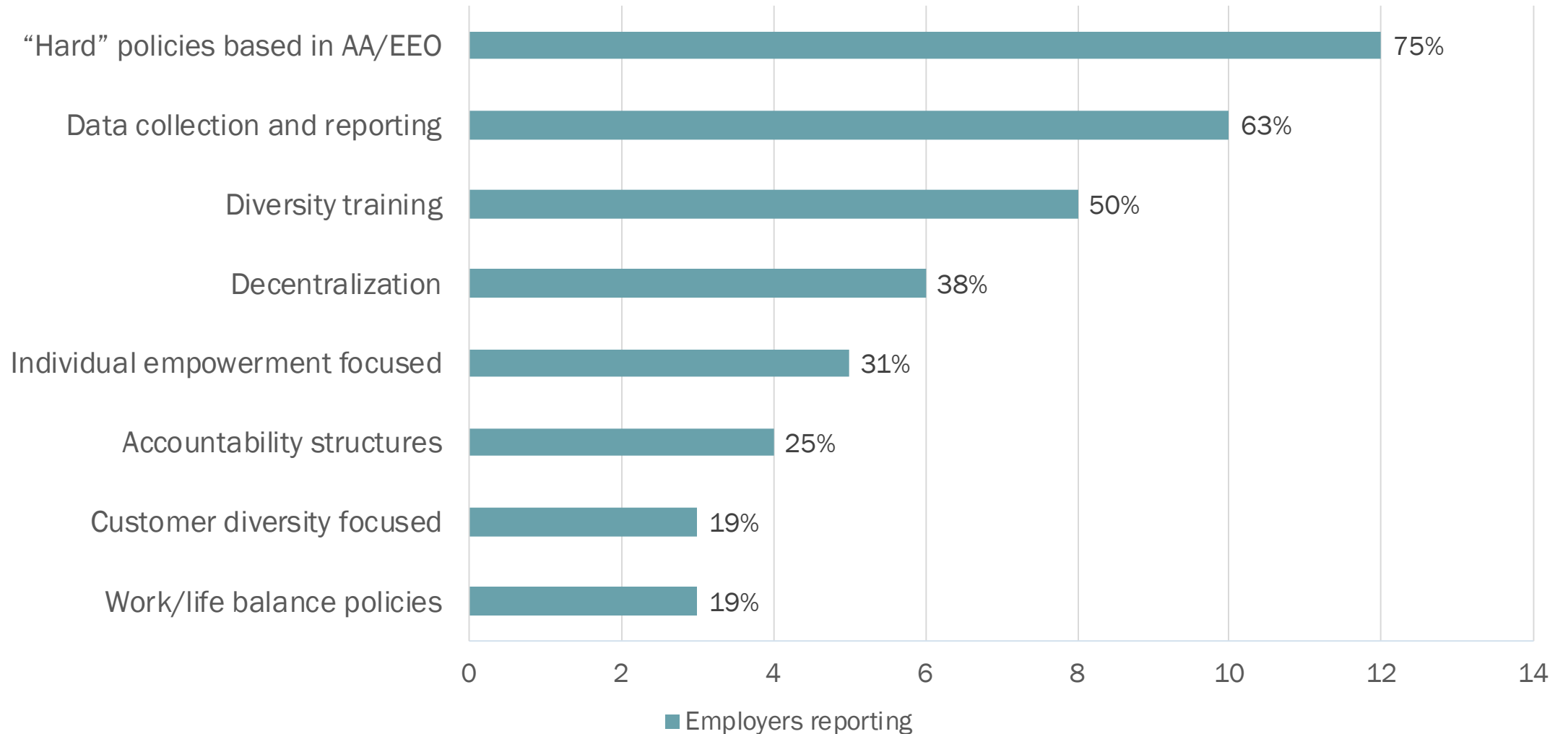
Data suggests inequality in the region is due to lower employment, not lower income



Blacksburg-Christiansburg-Radford MSA, 2011-2015

U.S. Census Bureau American Community Survey (ACS) data retrieved from American Fact Finder

Policies and practices, reported by employers



Employer motivations for diversity, inclusion and equity

- 1) Performance improvement (the business case)
- 2) Justice or fairness (the moral case)
- 3) Legal obligation
- 4) Leader influence or buy-in