



**Fueling the Path to Economic Inclusion
& Shared Prosperity**

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The Center for Economic Inclusion is a **cross-sector** organization committed to strengthening the Minneapolis-St. Paul region's **civic infrastructure and collective capacity** to disrupt systems and influence market forces to **catalyze shared prosperity and advance an inclusive economy.**

THE CHOICE IS OURS.



Igniting a Shift from Awareness to Action

From

- A “charity mindset” around inclusion
- Weak accountability between sectors
- Interest of regional leaders rises and fades
- Innovation occurs, but best practices are not captured



To



Establish an **economic growth-focused narrative** around inclusion and **advocate for it at scale**



Set **new standards** for what an inclusive organization is and does and **hold each sector accountable** to its commitments



Instill among regional leaders the practice of tackling issues through inclusion



Use data to design new, innovative strategies and **build linkages** between existing organizations to realize them

Why an Independent Center?

SINGULAR FOCUS

on inclusive growth means accountability and acceleration

SMART APPROACH

to blending cross-sector and community-driven development

STRATEGIC PARTNERSHIP

building bridges among communities, sectors, and initiatives

We're a Catalyst, Partner & Resource to help you make inclusive growth a reality.



Impact Areas



ALIGN INVESTMENTS IN HUMAN CAPITAL, ECONOMIC DEVELOPMENT, TRANSIT & ACCESS. Ensuring that all residents, especially those who have been historically excluded, have the opportunity to benefit from and contribute to the economic prosperity of the region.¹

ECONOMIC DEVELOPMENT	HUMAN CAPITAL	TRANSIT & ACCESS
 <p data-bbox="1057 956 1439 1056">Entrepreneurship & Business Growth</p>	 <p data-bbox="1579 1013 1987 1056">Talent Development</p>	 <p data-bbox="2153 956 2458 1056">Transit & Transportation</p>
 <p data-bbox="1044 1299 1465 1342">Regional Investment</p>	 <p data-bbox="1554 1299 2012 1342">Wages & Employment</p>	 <p data-bbox="2216 1299 2395 1342">Housing</p>

Strategic Objectives

1

Create broad, **measurable shared accountability** for creating an inclusive economy among decision & policy makers

2

Disrupt stagnant, exclusive systems with **productive private and public sector solutions at scale** to move our region forward

3

Partner to enable the regional and **place-based infrastructure of racial and economic opportunity**

Foster **operational excellence** and a high performance culture

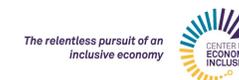


Products & Services for Private & Public Sector Employers

<p>Assessments</p>	<p>Assess policies, data, & individual leader aptitude for inclusivity, diversity, & effectiveness to develop and organizational profile that identifies opportunities and barriers in alignment with Indicators for an Inclusive Regional Economy</p>
<p>Education & Coaching</p>	<p>Customized training, education, and leader coaching to develop more inclusive workplaces and results-based performance</p>
<p>Talent & Supplier Referrals</p>	<p>Connections to reliable sources for talent and vendors in relevant sectors; Support from pipeline building → to hiring/ contracting → to results monitoring</p>
<p>Consulting</p>	<p>Customized consulting to support changing policies and practices that impede economic growth and business results; Assist in establishing measurable goals and a benchmarking process, building internal capacity and change management processes, development and training, tailored solutions and systems development. Delivery at all levels of the organization from Board to Entry-Level.</p>



INDICATORS of an INCLUSIVE REGIONAL ECONOMY



MSP's latest year revealed troubling inclusion performance

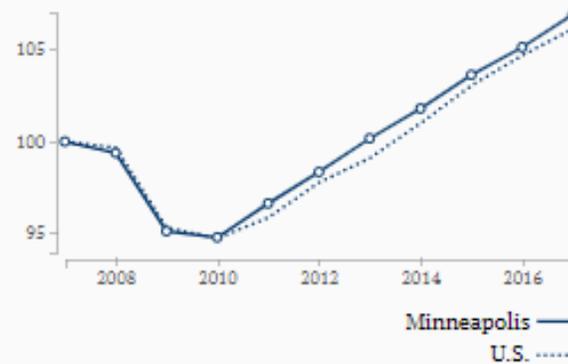
Growth, 2016-17 ?

Overall 26

Tap an indicator to chart its trend

- Percentage change in jobs +1.7% **35**
- Percentage change in GMP +2.9% **34**
- Percentage change in jobs at young firms +6.0% **24**

Jobs (2007=100)



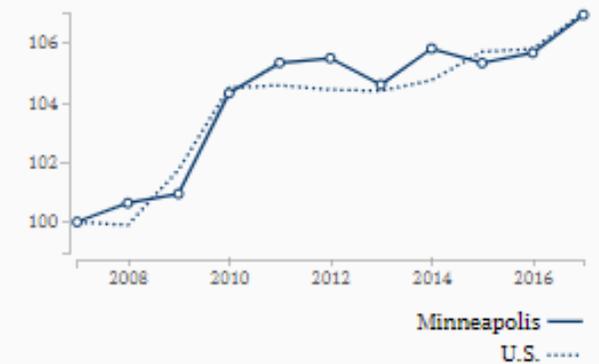
Prosperity, 2016-17 ?

Overall 32

Tap an indicator to chart its trend

- Percentage change in productivity +1.2% **40**
- Percentage change in standard of living +1.7% **45**
- Percentage change in average annual wage +1.5% **23**

Productivity (2007=100)



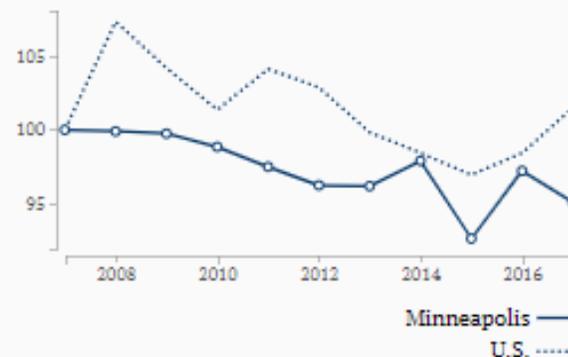
Inclusion, 2016-17 ?

Overall 38

Tap an indicator to chart its trend

- Percentage change in median earnings -2.2% **85**
- Percentage change in relative poverty +2.2% **83**
- Percentage change in employment rate +0.8% **50**

Median earnings (2007=100)



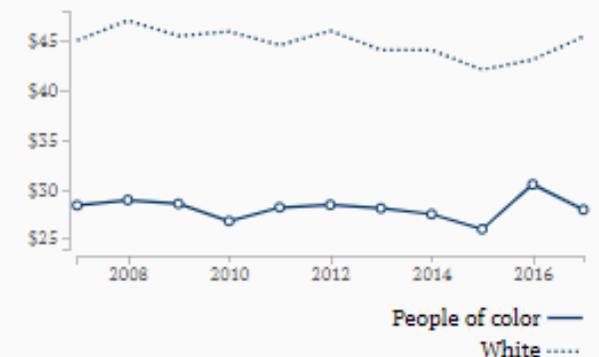
Inclusion by race, 2016-17 ?

Overall 92

Tap an indicator to chart its trend

- Change in white/people of color median earnings gap +\$4,891 **98**
- Change in white/people of color relative poverty gap +4.3 pts **96**
- Change in white/people of color employment rate gap -3.0 pts **14**

Median earnings (thousands)



New indicators are companions to MSP Regional Indicators Dashboard



The indicators reflect four key dimensions of economic inclusion



INCLUSIVE
GROWTH



ECONOMIC
DEVELOPMENT



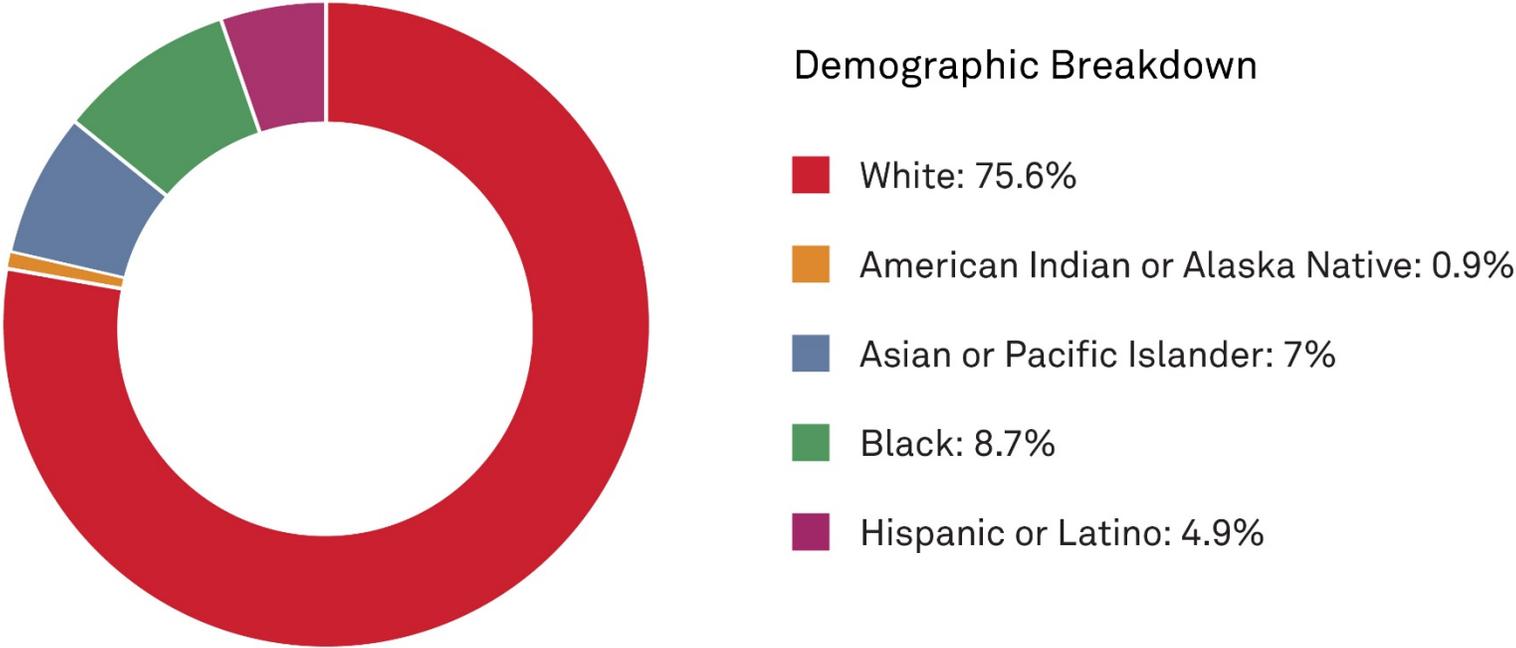
HUMAN
CAPITAL



TRANSPORTATION
AND ACCESS

Key measures are disaggregated by race, place, and income

2017 MSP Population: 3,600,618

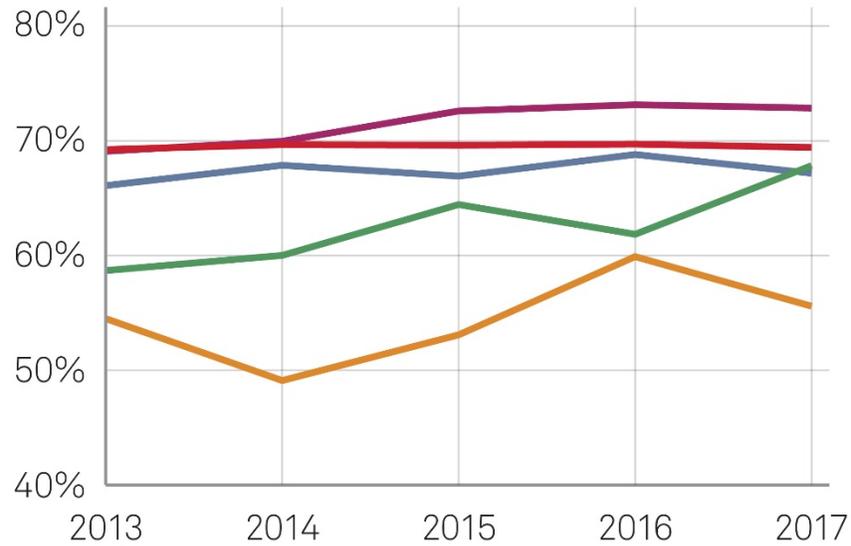


Source: Center for Economic Inclusion, "Indicators of Inclusive Regional Economy" (2019)

Employment and earnings rising, but gaps persist

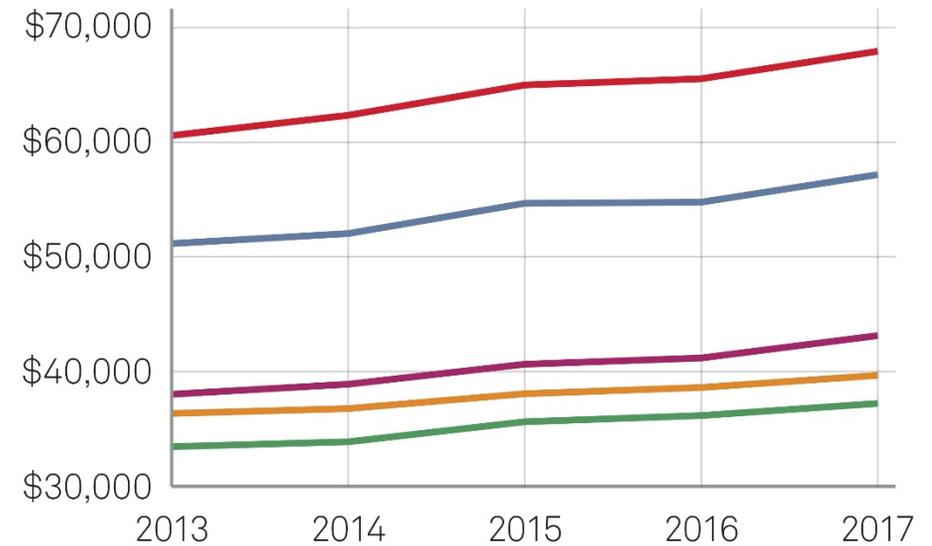


Share of MSP Population (16+) that is Employed



American Indian or Alaska Native Asian or Pacific Islander
White Black Hispanic or Latino

Average Annual Earnings for a Full-Time Worker in MSP

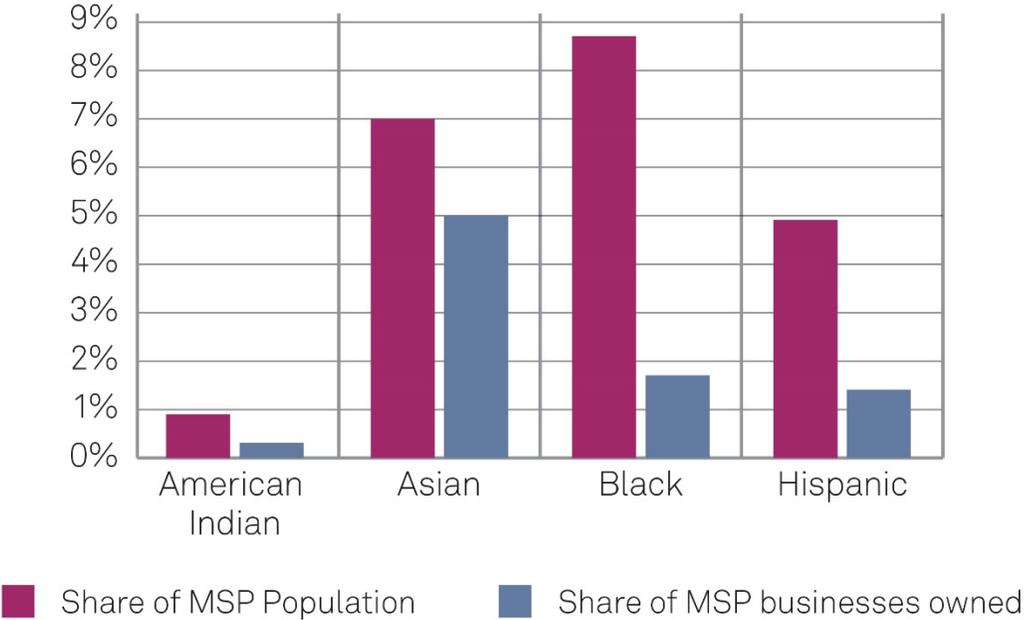


American Indian or Alaska Native Asian or Pacific Islander
White Black Hispanic or Latino

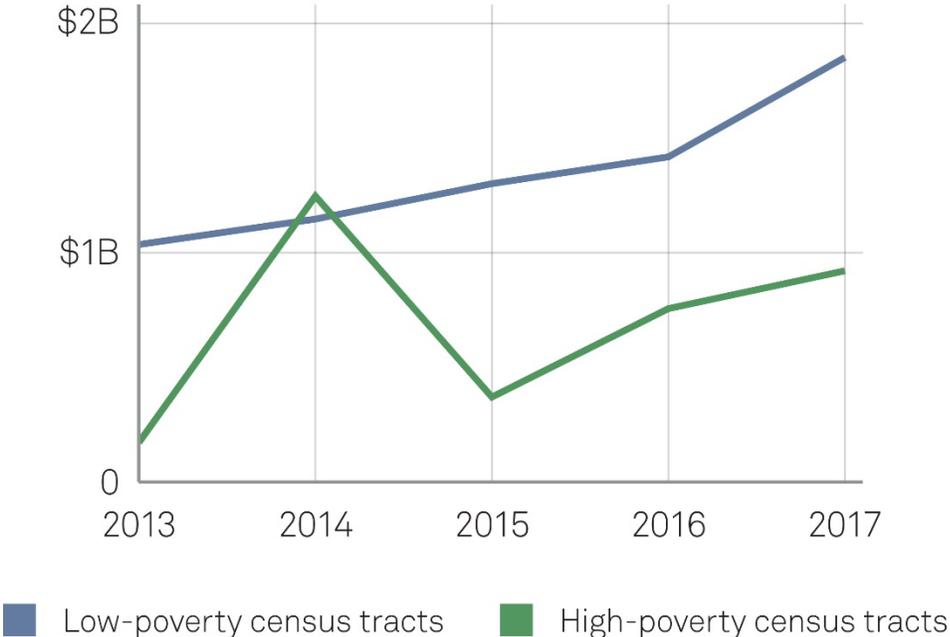
MSP minorities are under-represented in business ownership, although high-poverty areas are keeping pace on investment



Share of MSP Businesses Owned vs. Share of MSP Population (2016)



Value of Commercial, Industrial & Public Permits

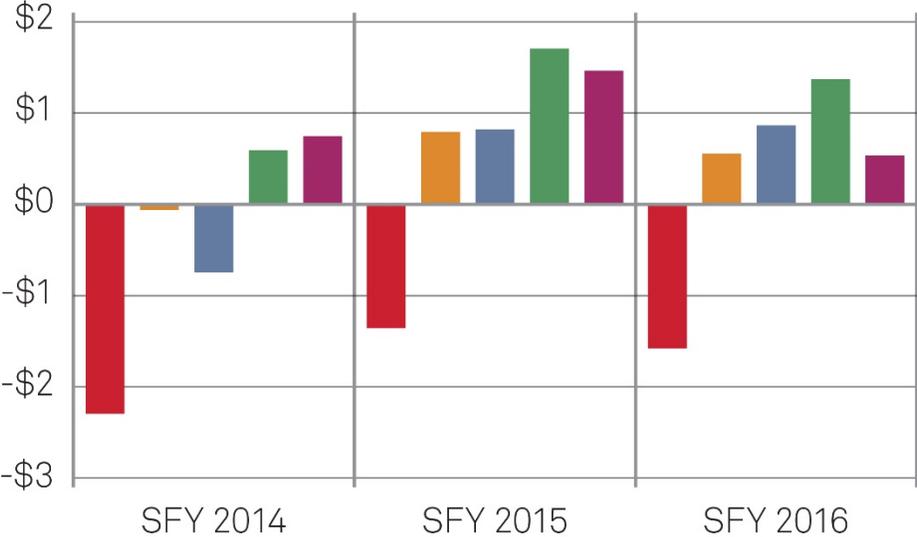


Source: Center for Economic Inclusion, "Indicators of Inclusive Regional Economy" (2019)

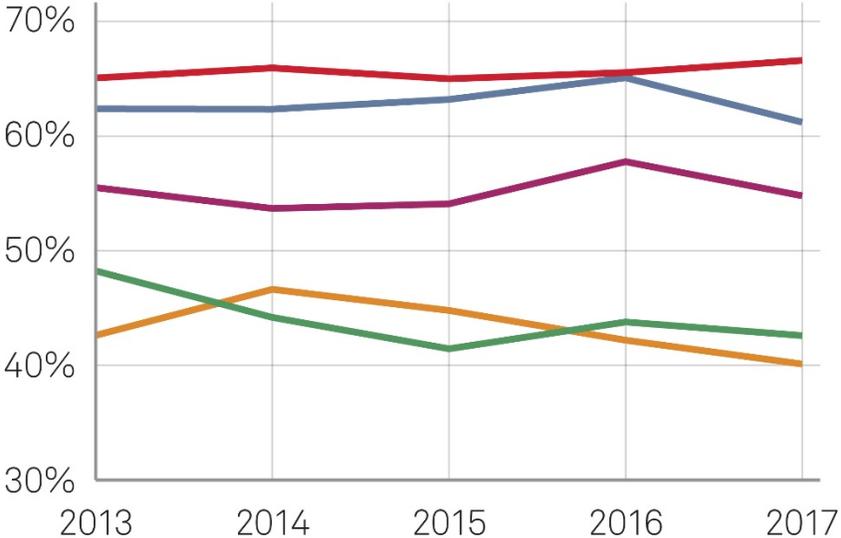
Workforce development is benefiting people of color, but 4-year colleges disproportionately fail to graduate them



Wage Change for Participants Employed Prior to Enrollment (\$/Hr)



6-Year Graduation Rate at Public & Private Minnesota Institutions



■ American Indian or Alaska Native ■ Asian or Pacific Islander
■ White ■ Black ■ Hispanic or Latino

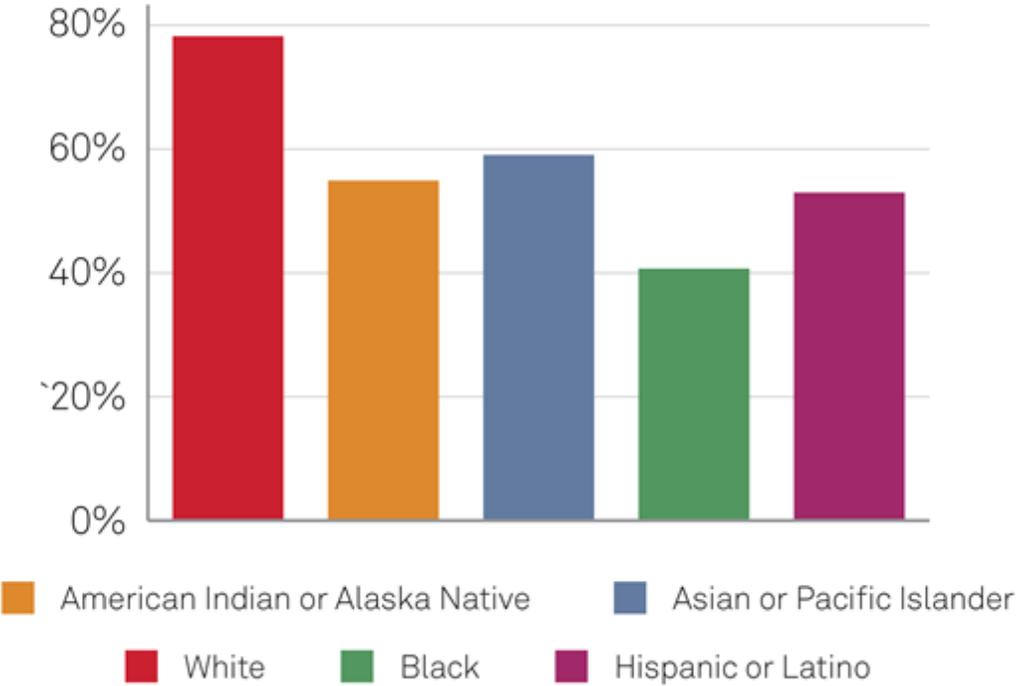
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Source: Center for Economic Inclusion, "Indicators of Inclusive Regional Economy" (2019)

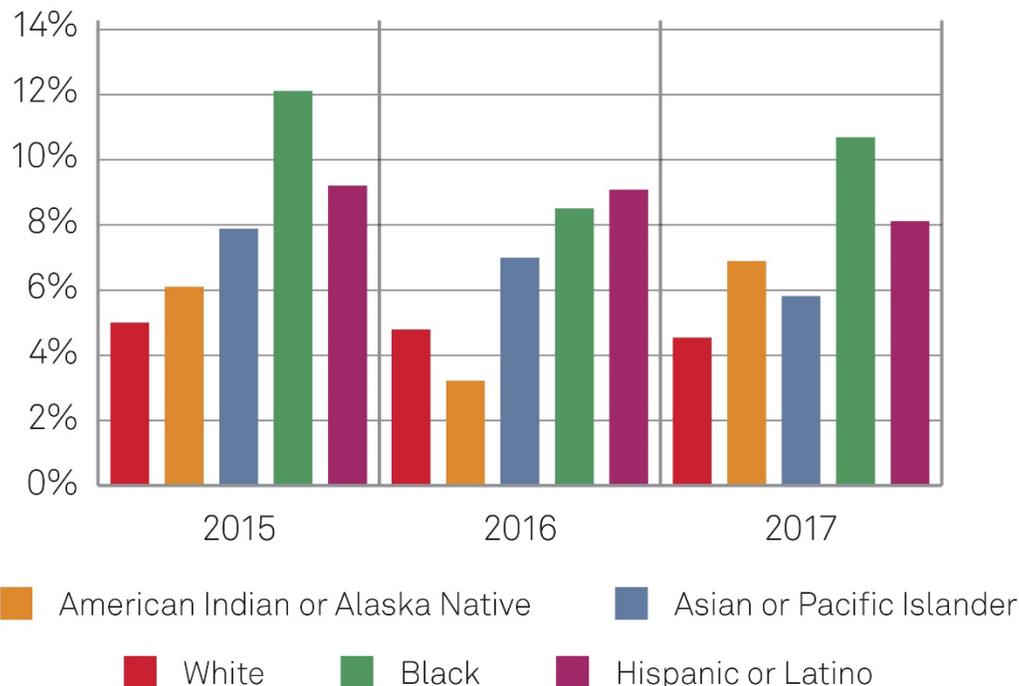
Homeownership rates vary significantly by race, and borrowers of color face much higher loan denial rates



Share of Middle-Income (\$50-100K) MSP Households That Own Their Home (%)



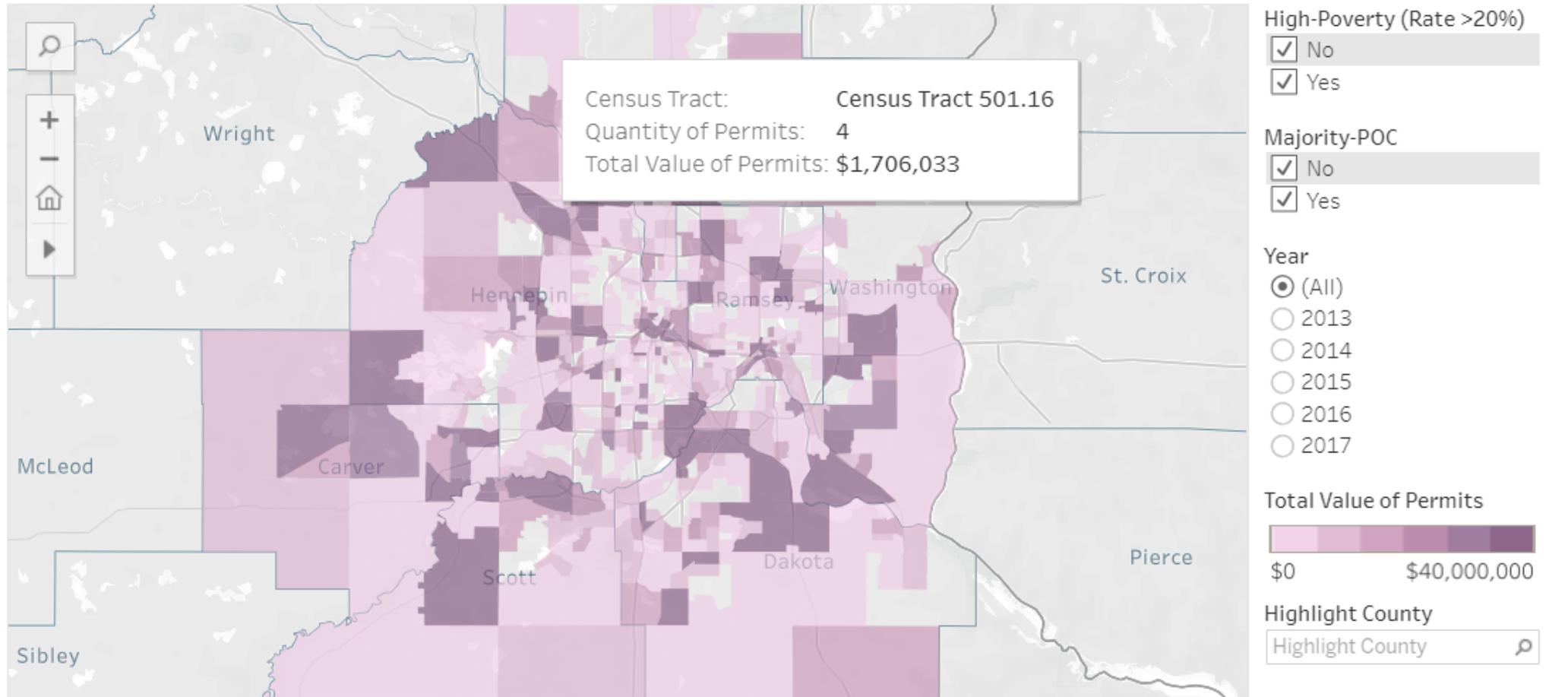
Share of Middle-Income (\$50-100K) MSP Households Denied Financing to Purchase a Home



Source: Center for Economic Inclusion, "Indicators of Inclusive Regional Economy" (2019)

The online indicators enable users to go deeper...

Value of commercial, industrial, and public permits (\$)



...and to connect indicators to actions that can boost inclusion



Up Next...Regional Goal Setting



5 Indicators of Regional Economic Inclusion

- Working Poverty
- Wage Change for Participants
- 6 Year Graduation Rates @ Public & Private Institutions
- Home Ownership Among Middle Income Minnesotans
- Cost Burden Among Low-Income Renters

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Learn more at
www.CenterforEconomicInclusion.org

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