# ROAD Session Virtual Exchange

Shared Prosperity: Building Power Towards an Equitable Rural Economy



# **Today's Event Partners**

# Community A Strategies Group

THE ASPEN INSTITUTE





Rural Community Assistance Partnership

# RURAL LLSC



<u>Welcome</u> Justin Fernando Senior Director of Diversity Equity Inclusion and Justice LISC



Gender and Racial Disparities cost the US. \$2.6 trillion in lost GDP in 2019. \$3.1 trillion in 2029.

Growth lost in the last 30 years adds up to \$70.8 trillion.

We have about \$3 trillion to gain yearly if we pursue an equity



Country	Nominal GDP in USD Trillions
India	\$2.87
UK	\$2.83
France	\$2.72
Italy	\$2.00
Brazil	\$1.84
Canada	\$1.74

Why host/organize Rural Opportunity and Development (ROAD) Sessions?

- Highlight and unpack rural development ideas and strategies that are critical in response to COVID-19 and to long-term rebuilding and recovery.
  - Feature stories of on-the-ground practitioners who have experience, wisdom and savvy to share.
- Reflect and emphasize the full diversity of rural America lifting voices and lived experiences from a wide range of rural communities and economies.
- Spotlight rural America's assets and challenges
- Infuse practitioner stories and lessons into rural narratives, policymaking and practice across the country
- Strengthen the networking of organizations serving rural communities and regions.

# Shared Prosperity

# Exchange Format

## Panel Discussion: 11:30-12:30 p.m. ET

Our speakers share their experience adapting and innovating rural strategies to build power and create equity.

## Breakout Rooms: 12:30 -1:00 p.m. ET Optional

Join a breakout to meet others, ask questions, seek advice and share your thinking and experience. Format: Open questions and answers, ideas and advice sharmoch breakout will include one or more of today's speakers plus a facilitator.

# **Shared Prosperity**

# Exchange Format

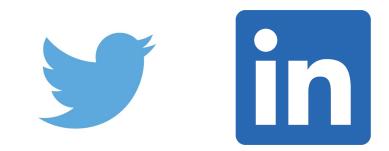
Use the Chat Box to share insights or to echo/underline a panelist's point. Please share your thoughts with civility and compassion.

# Use the Q & A Box to ask your question of the speakers.

Participant questions will be addressed during the event, in the last 15 minutes of the panel discussion, and during the *30* inute followon breakout session.

# **Shared Prosperity**

# Social Media



If you'd like to share insights from this event on Twitter or LinkedIn , you can find us at:

*(a)* AspenCSG, *(a)* RuralLISC, *(a)* RuralHome *(a)* RCAPinc, *(a)* federalreserve

#ruralinnovation, #roadsession, #ruralprosperity

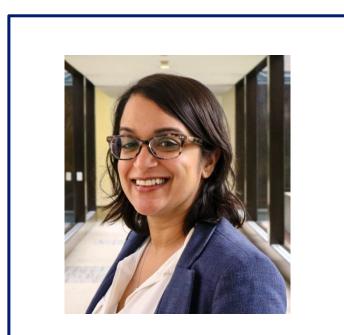
# And lastly before we dig in...

- At 12:30 PM ET, enter the breakout discussion by clicking on the link provided in the Chat Box and in the email sent to you today.
  - You have received an email with a special Zoom link for the breakout session already.
  - We will send those links again in the next hour to every registered participant's email.
  - If you have not received it please send a note to <u>csg.program@aspeninstitute.org</u>.
- Recordings of the first hour will be available on the Aspen CSG event webpage in the next few days. That video link will be sent to all who registered.



Today's Moderator

**Bonita Robertson -Hardy** Associate Director Aspen Institute Community Strategies Group



Setting the Context on Rural Economic Equity

# **Bina Patel Shrimali** Research Manager for Community Development Federal Reserve Bank of San Francisco



# Envisioning a U.S. Economy that Works for Everyone

Bina Patel Shrimali, DrPH

Research Manager, Community Development

Federal Reserve Bank of San Francisco

ROADS Shared Prosperity Session, October 13, 2021

# Potential gains from closing racial and gender gaps in the economy



Buckman, Shelby R, Laura Y. Choi, Mary C. Daly, and Lily M. Seitelman. 2021. "The Economic Gains from Equity," Federal Reserve Bank of San Francisco Working Paper 2021-11.

# Equity ties to the Federal Reserve's mandate for maximum employment

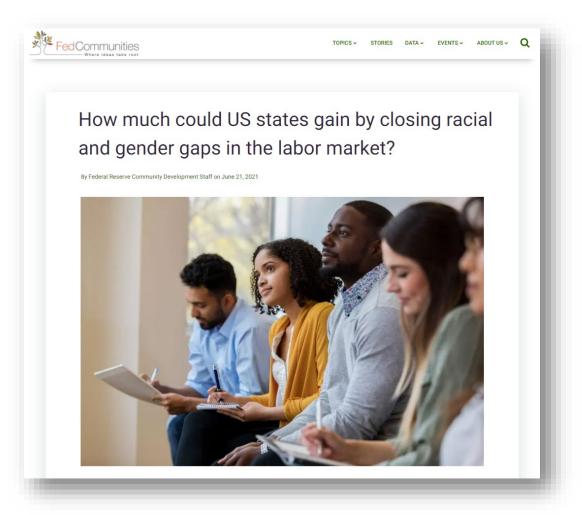
Inequities limit the full potential of our economy. Our future workforce is increasingly diverse.



# Closing the gaps will grow the economic pie

# Data Simulation: What do we stand to gain?

https://fedcommunities.org/closethegaps/



## A thought experiment: How much could US states gain by closing racial and gender gaps in the labor market?

For Nevada	, imagine closing gaps	in race and gender	race	gender
TOTAL GAIN				
Nevada				
If racial and ge would have inc	nder gaps were closed, the GD reased by	P of Nevada from 2005	to 2019	
<b>\$21</b>	Bannually			
from a simulate	d baseline GDP of \$52B			
employment, edu demographics, ar	al gain and the sum of simulate cational attainment, and hours v d some states may have highe d focusing on each state and ea	vorked—will differ. Also, r GDP gains in part beca	please keep in mind th use of more diversity a	hat each place has unique and/or greater disparities,
INCREMENTAL (	GAIN	INCRE	MENTAL GAIN	
Earnings		Emp	oloyment	
the GDP of Ne increased by	nder gaps in earnings were clo vada from 2005 to 2019 would l	nave closed have i	ncreased by	employment were from 2005 to 2019 would
<b>\$12B</b> ar	nnually		.9B annually	
Average hourly e (Nevada from 200	arnings 05 to 2019)	Employ (Nevad	ment-to-population ratio a from 2005 to 2019)	
Wome			Women	Men
White	\$25	\$31 Asi		81%
Asian	\$23 \$2			83%
All others	\$22 \$2			76%
AIAN*	\$20 \$2	1010010		73%
Black	\$21 \$23			65%
Hispanic	\$18 \$21	AIA	N* 58%	66%
INCREMENTAL (	GAIN	INCRE	MENTAL GAIN	
Hours Wo	rked	Edu	cational Attain	ment
	nder gaps in hours worked we P of Nevada from 2005 to 2019 I by	would were d	al and gender gaps in e closed, the GDP of Nev have increased by	educational attainment vada from 2005 to 2019
\$2.8B	annually	\$1	.5B annually	
(Nevada from 200		% of pc (Nevad	pulation with a bachelor's a from 2005 to 2019)	
Wome	n Men 39	43 Asi	Women 415	Men % 37%
AIAN*	38	43 Wh		28%
All others	39	43 All othe		23%
Black	39	41 Bla		17%
Asian	39	41 AIA		15%
Hispanic	38		nic 12%	8%

## A thought experiment: How much could US states gain by closing racial and gender gaps in the labor market?

Four key labor market measures:

- Average hourly earnings
- Employment-to-population ratio
- Average hours worked per week
- Educational attainment

For each state, simulated the impact of closing existing:

- Race/ethnicity gaps
- Gender gaps
- Race/ethnicity *and* gender gaps

... in each of these measures, and then all together.

	, imagine closing g	japs in race a	nd gender	race	gender
TOTAL GAIN					
Nevada					
If racial and gen would have incr	der gaps were closed, th eased by	e GDP of Nevada	from 2005 to 201	9	
\$21	B				
from a simulated	baseline GDP of \$52B				
employment, educ demographics, and	I gain and the sum of sin ational attainment, and h I some states may have I focusing on each state a	ours worked—will higher GDP gains	differ. Also, pleas in part because o	e keep in mind th f more diversity a	nat each place has ur and/or greater dispari
INCREMENTAL G	AIN		INCREMENT	L GAIN	
Earnings			Employ	nent	
If racial and gen the GDP of New increased by	der gaps in earnings we ada from 2005 to 2019 w	re closed, ould have	If racial and	gender gaps in e SDP of Nevada f	rom 2005 to 2019 wo
\$12B and	nually		\$3.9E	3 annually	
Average hourly ea (Nevada from 200)	mings 5 to 2019)		Employment-ti (Nevada from	p-population ratio 2005 to 2019)	
Women	Men	_		men	Men
White	\$25	\$31	Asian	70%	81
Asian All others	\$23 \$22	\$25 \$25	Hispanic White	63% 66%	8
AIAN*	\$20	\$25	All others	68%	73%
Black	\$21	\$23	Black	64%	65%
Hispanic	\$18	\$21	AIAN*	58%	66%
			INCREMENT/		
INCREMENTAL G	ked		Educatio	onal Attainr	nent
Hours Wor			If racial and	gender gaps in e	ducational attainme
Hours Wor	der gaps in hours worke of Nevada from 2005 to by	2019 would	were closed would have	the GDP of Nev ncreased by	ada from 2005 to 20
Hours Wor	of Nevada from 2005 to by	d were 2019 would	were closed	ncreased by	<b>ada</b> from 2005 to 20
Hours Wor If racial and gen closed, the GDF have increased \$2.8B a	P of Nevada from 2005 to by nnually f hours worked per week	d were 2019 would	were closed would have \$1.5E	ncreased by annually n with a bachelor's	ada from 2005 to 20
Hours Wor If racial and gen closed, the GDF have increased \$2.88B a Average number o (Nevada from 200) Women	of Nevada from 2005 to by nnually f hours worked per week 5 to 2019) Men	2019 would	were closed would have \$1.5E % of populatio (Nevada from Wo	ncreased by annually n with a bachelor's 2005 to 2019) men	ada from 2005 to 20 degree or higher Men
Hours Wor If racial and gen closed, the GDF have increased \$2.88B a Average number o (Nevada from 2000 Women White	e of Nevada from 2005 to by nnually f hours worked per week 5 to 2019) Men 39	2019 would 43	were closed would have \$1.5E % of populatio (Nevada from Wo Asian	ncreased by annually n with a bachelor's 2005 to 2019) men 419	degree or higher
Hours Wor If racial and gen closed, the GDF have increased \$2.88B a Average number o (Nevada from Monte Women White ALAN	r of Nevada from 2005 to by nnually f hours worked per week 5 to 2019) Men 39 38	43 43	were closed would have \$1.5E % of population (Nevada from Wo Asian White	ncreased by <b>3</b> annually n with a bachelor's 2005 to 2019) men 419 33%	degree or higher
Hours Wor Iracial and gen closed, the GDP have increased \$2.88B a Average number of (Nevada from 2000 Women AlAN* All others	f of Nevada from 2005 to by nnually f hours worked per week to 2019) 39 38 39	43 43 42	were closed would have \$1.5E % of populatio (Nevada from Wo Asian White All others	ncreased by annually n with a bachelor's 2005 to 2019) men 419	ada from 2005 to 20   degree or higher   Men   6 37%   28% 23%
Hours Wor If racial and gen closed, the GDF have increased \$2.88B a Average number o (Nevada from Monte Women White ALAN	r of Nevada from 2005 to by nnually f hours worked per week 5 to 2019) Men 39 38	43 43	were closed would have \$1.5E % of population (Nevada from Wo Asian White	ncreased by annually n with a bachelor's 2005 to 2019) men 419 33% 28%	degree or higher

nvision a US accoromy that works for overver

## Envision a US economy that works for everyone

What if racial and gender gaps did not exist? Explore simulated economic gains from 2005 to 2019 in each US state and Washington DC.

For Nevada	, imagine closing gaps in	race and gender	race	gender	
TOTAL GAIN					
Nevada					
would have incre	-	f <b>Nevada</b> from 2005 to	o 2019		
<b>\$21</b>	Bannually				
	baseline GDP of \$52B				
employment, educa demographics, and	<b>gain</b> and the sum of simulated <b>i</b> ational attainment, and hours worl some states may have higher GI focusing on each state and each	ked—will differ. Also, DP gains in part beca	please keep in mind t use of more diversity	hat each place has un and/or greater disparit	ique

#### INCREMENTAL GAIN

#### Earnings

If racial and gender gaps in earnings were closed, the GDP of Nevada from 2005 to 2019 would have increased by

#### \$12B annually

Average hourly earnings (Nevada from 2005 to 2019)

	Women		Men	
White	\$2	25		\$31
Asian	\$23	5	ę	\$25
All others	\$22		5	\$25
AIAN*	\$20			\$25
Black	\$21		\$2	23
Hispanic	\$18		\$21	

INCREMENTAL GAIN

#### **Hours Worked**

If racial and gender gaps in hours worked were closed, the GDP of Nevada from 2005 to 2019 would have increased by

#### \$2.8B annually

#### Average number of hours worked per week (Nevada from 2005 to 2019)

	Women	Men
White	39	43
AIAN*	38	43
All others	39	42
Black	39	41
Asian	39	41
Hispanic	38	41

\* AIAN (American Indian and Alaska Native)

Note: "Race" is used as shorthand for "race and ethnicity".

Source: Authors' calculations for individuals ages 25-64 based on U.S. Census Bureau 2005-2019 American Community Survey 1-year PUMS files. Visit https://fedcommunities.org/data/closethegaps/ for further details.

#### INCREMENTAL GAIN

#### Employment

If racial and gender gaps in employment were closed, the GDP of Nevada from 2005 to 2019 would have increased by

#### \$3.9B annually

Employment-to-population ratio (Nevada from 2005 to 2019)

Wor	nen	Men
Asian	70%	81%
Hispanic	63%	83%
White	66%	76%
All others	68%	73%
Black	64%	65%
AIAN*	58%	66%

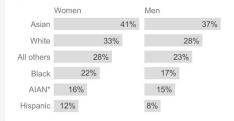
INCREMENTAL GAIN

#### **Educational Attainment**

If racial and gender gaps in educational attainment were closed, the GDP of Nevada from 2005 to 2019 would have increased by

#### \$1.5B annually

% of population with a bachelor's degree or higher (Nevada from 2005 to 2019)



The gaps are a result of <u>historical</u> and <u>current</u> policies and practices

# What's next?

- Explore and share the simulation for your state: fedcommunities.org/closethegaps/
- Read more about the detailed methods and download the data: fedcommunities.org/closethegaps/detailed-methods/
- Visit frequently asked questions: fedcommunities.org/closethegaps/faqs/

# Ask the question: What do we stand to gain?



Thank you bina.shrimali@sf.frb.org @bina513

The views expressed are those of the author and not necessarily those of the federal reserve bank of san francisco or the federal reserve system.



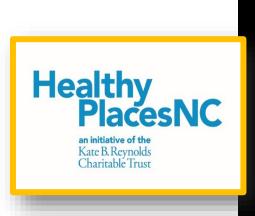
Power Building in Rural North Carolina

Chester B. Williams Chief Executive Officer A Better Chance, A Better Community



Power Building in Rural North Carolina

Calvin Allen Senior Program Director MDC Rural Forward Program





# UNDERSTANDING RURAL FORWARD

ASPEN INSTITUTE CSG-BIPOC LEADERSHIP

<sup>C</sup>MDC RURAL FORWARD

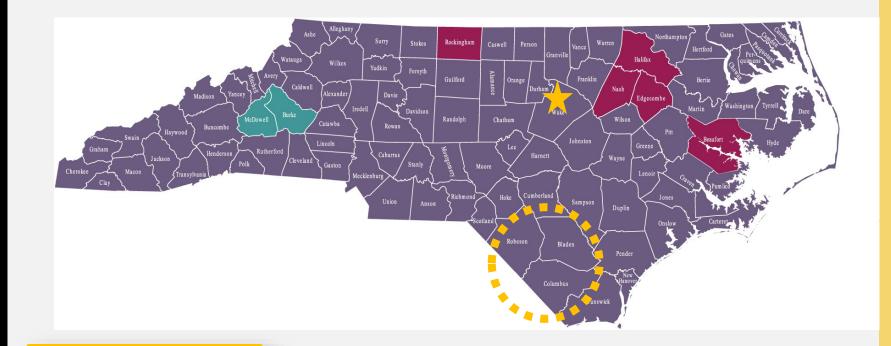
# HEALTHY PLACES NC

*\$100 million over 10 years in 10 rural, Tier 1 NC counties* 

Identify and build relationships with **local** 1 **leaders** in innovation

Continuously map local innovation strategies toward a healthier community

Amplify their impact to a **countywide level** through capacity supports and strategic funding



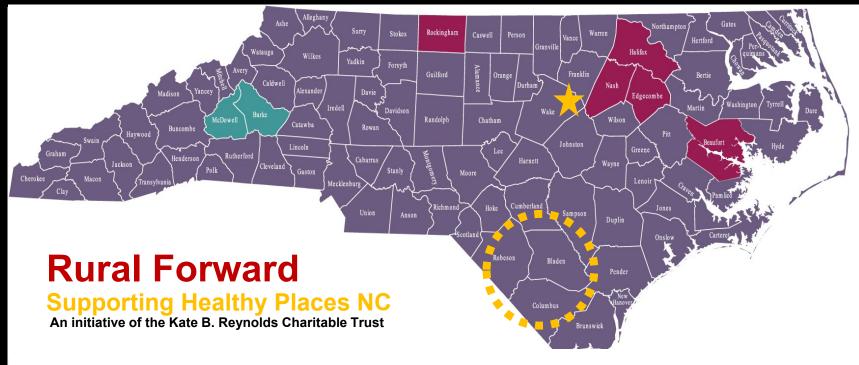
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**Healthy** 

Kate B. Reynolds Charitable Trust

**PlacesNC** 

Goal: See the major health indicators improve over a ten year period in rural Tier 1 counties.





### MDG RURAL FORWARD

### http://ruralforwardnc.org















### **RFNC Goals:**

- 1. Identify Leaders and Innovators
- 2. Strengthen Skills and Sustainability
- 3. Connect Them to Resources and Each Other

Strategic Planning

Facilitation

Coaching Re & Linking Ev

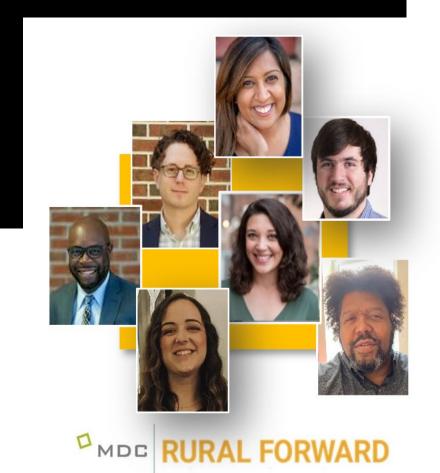
Research & Policy Evaluation Support

ry Training & ort Connecting

Back Office Beyond Local Support for Local

- 1. We had to recognize that ALL of our work is about creating greater equity in community power and resources.
- 2. To create greater equity, we have to support 3 levels of power: individuals, organizations, and networks.

# Things to Note



# DYNAMICS OF POWER

INSTITUTIONAL: Policies and Systems Changes

> GROUP: Collaboratives of individuals working for a common concept

PERSONAL: An individual's ability to communicate concepts effectively

Culture

Power DEFINED:

Access to resources and the ability to make change. It manifests in one of three ways: personal, group, and institutional.

# MARGINS

1. Who is here?

2. What is their relationship to each other?

3. What does the energy flow indicate?

4. What is their relationship to the mainstream?

5. Where is power?



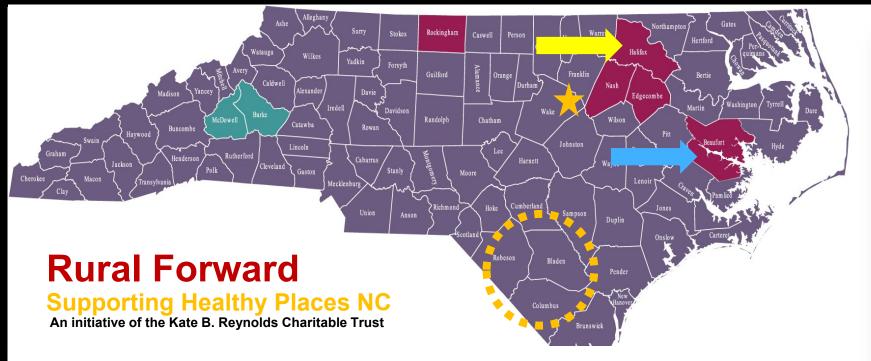
- 1. We had to recognize that ALL of our work is about creating greater equity in community power and resources.
- 2. To create greater equity, we have to support 3 levels of power: individuals, organizations, and networks.
- 3. BIPOC and other communities in the margins can be even more isolated in rural context because of scale.
- 4. We are a mainstream organization and outsiders. Though we may have people of color leadership and experience of communities in the margins, we are tied to:
  - a. A mainstream host organization
  - **b.** A mainstream funding partner
- 5. We must actively and consistently assess any gatekeeping role and unintentional pull further into the mainstream.

# Things to Note



Margin Communities Communities in the US that live outside of the mainstream culture of the country, sometimes by choice and sometimes by oppression.

Mainstream Communities Communities within the US that live within the overarching collective culture.





### Chester **Williams** CEO, A Better Chance, A Better Community (ABC2)

## http://ruralforwardnc.org





**Strategic** Planning



& Linking

**Research & Policy Evaluation** 





**Training &** Connecting Support

Budget

**Back Office** 

Support

**Beyond Local** for Local

### **RFNC Goals:**

- **Identify Leaders and** 1. Innovators
- **Strengthen Skills and** 2. **Sustainability**
- **Connect Them to** 3. **Resources and Each Other**



Leadership and Power in Rural California

**Gisela Salgado** Director of Leadership Development Programs California Coalition for Rural Housing



#### CALIFORNIA COALITION FOR RURAL HOUSING

We are excited to introduce you all to our 23rd Annual Rural West Interns! (2020-2021)







# **Q&A Session**

Moderated by Bonita Robertson-Hardy



# Join us for the breakout room discussion

- To enter the breakout session: Simply use the Zoom breakout link provided in the Chat Box.
  - We sent every registered email that link again during this hour.
  - If you did not receive it please send a note to <u>csg.program@aspeninstitute.org</u>
  - Each room will include one of our speakers and a facilitator it may take a few minutes to get them sorted into the right room. Chat until they get there!
  - Open discussion!

## **Today's Event Partners**

# Community Strategies Group



RURAL LLSC





HAC

Rural Community Assistance Partnership

See you in the Breakout Room!