

Does Race Matter in Wyoming?

SHARED VALUES AT STAKE

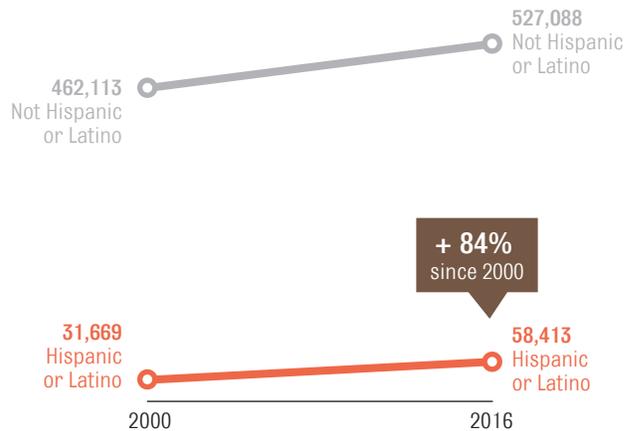
Here in Wyoming, we're all about toughness, hard work, and independence. We believe everyone deserves a fighting chance at success.

Today, though, not everyone in our state has an equal opportunity to succeed. Some groups face undeserved and unfair obstacles. For instance, too many kids in Wyoming face barriers to success that result from structural inequalities based on race.

Structural inequalities result when our institutions produce unequal outcomes even in the absence of prejudiced individuals. For example, in Wyoming, Black and American Indian students with disabilities receive out-of-school suspensions at higher rates than their White peers, decreasing their time in school and access to education (US Department of Education Office for Civil Rights, 2014). Black, American Indian,

Hispanic and Latino Population Up 84% since 2000

Wyoming population by ethnicity



SOURCE: U.S. Census Bureau

and multi-racial families have a significantly lower median family income than White families (Braund, 2012), meaning their children are far more likely to miss out on participating in enrichment activities (such as music lessons and club sports).

By addressing structural inequities in Wyoming, we'll move a step closer to ensuring opportunity for all.



In 2018, it shouldn't be possible to predict the life outcomes of Wyoming's children because of the color of their skin.

*The names of racial categories in this document use the language of the data source. Therefore, the names of racial categories may not be consistent across sources.

Minority Population Increases 57% between 2000 and 2016

Wyoming population by race/ethnicity

	2000	2016	+/- %
American Indian & Alaska Native	11,133	15,762	42%
Asian	2,771	5,856	111%
Black or African American	3,722	7,753	108%
Native Hawaiian & Other Pacific Islander	302	673	123%
Two or more races	8,883	12,070	36%
White	454,670	543,387	20%

SOURCE: U.S. Census Bureau

Why now?

The face of Wyoming is changing. Since 2000, the growth of Wyoming's minority groups, across all races and ethnicities, has outpaced the White population.

DIVERSITY OFFERS A COMPETITIVE ADVANTAGE IN BUSINESS

Studies have shown that the most financially successful companies tend to have the most diversity. In fact, one study showed that companies with the greatest diversity were 35% more likely to have above average financial returns (Hunt, Layton, & Prince, 2015).

WE'RE ALL CONNECTED

Because we live in a highly connected global world, diversity

Minority Enrollment Increases 21% in Wyoming Public Schools

K-12 enrollment by race/ethnicity

	2010-11	2016-17	+/- %
American Indian	2,856	3,055	7%
Asian	716	786	10%
Black	1,009	1,052	4%
Hispanic	10,827	13,049	21%
Pacific Islander	115	133	16%
Two or more races	1,192	2,098	76%
White	71,450	73,088	2%

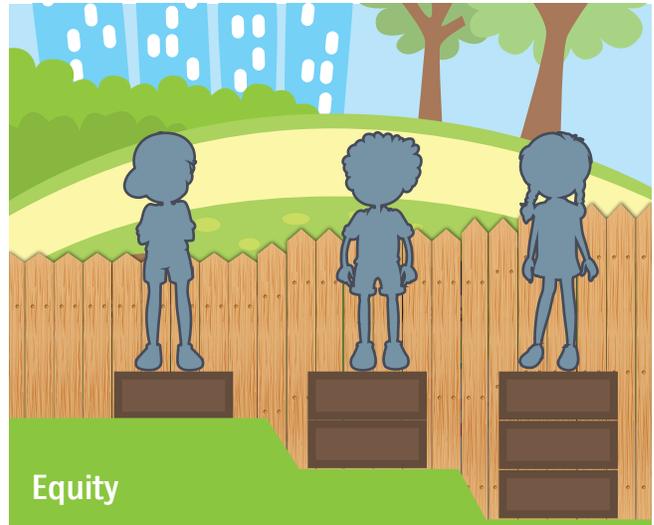
SOURCE: U.S. Census Bureau

matters. By investing in all of our children today we'll build a strong innovative workforce tomorrow: a workforce ready to step up in technology, arts, education, health care, business, and governance.

Equality, equity, & inclusion

Beginning a conversation about race, equality, equity, and inclusion takes us one step closer to ensuring everyone in Wyoming has access to the programs and services that can open opportunities to help all of us thrive. It's not about right and wrong or good and bad people. Rather, it's

Leveling the Playing Field: The Difference between Equality & Equity



about starting a conversation to create a unified Wyoming.

WHAT DOES RACE, INCLUSION, EQUALITY, AND EQUITY MEAN?

Race

Race is an unscientific way of dividing people into groups based on their skin color or the part of the world their family originally came from.

Inclusion

Inclusion means that every member of the community is valued and able to participate fully in the community. That is, all community members feel a true sense of belonging.

Equality

Equality means everyone has the same access to resources and opportunities.

Equity: The Goal

Equity means fair access to resources and opportunities. It's realizing that some people may need more

resources than others to achieve the same outcome. Equity means giving more resources to members of the community who need them.

Four things you can do

EVERY VOICE MATTERS

Wyoming's small population has always meant that every voice matters. Today your voice can make a difference, and here's how:

1. Know the Annie E. Casey Foundation Factors Necessary for Children to Thrive (on next page).
2. Review available data to learn what data can be broken down by race and ethnicity.
3. Begin collecting data, broken down by race and ethnicity, on the factors that influence children's success in Wyoming.
4. In collaboration with impacted

People often talk about equity and equality interchangeably when they talk about creating a "level playing field." Whereas equality provides equal access to resources and opportunities, equity acknowledges that some people need more resources to catch up if they are going to enjoy equal success on the same playing field (Mann 2014).

Sometimes you can't achieve equality without first achieving equity.

Factors Necessary for Children to Thrive

1. Babies born at normal birth weight
2. Children, 3-5, enrolled in nursery school, preschool, or kindergarten
3. Fourth graders who scored at or above proficiency in reading
4. Eighth graders who scored at or above proficiency in math
5. Females, 15-19, who delay childbearing
6. HS students graduating on time
7. Young adults, 19-26, who are in school or working
8. Young adults, 25-29, who have completed an associate's degree or higher
9. Children who live with a householder who has at least a high school diploma
10. Children who live in two-parent families
11. Children who live in families with incomes at or above 200% of poverty
12. Children who live in low-poverty areas (poverty<20%)

Adapted from the Annie E. Casey Foundation Race for Results Index, 2014.

communities, examine the data to learn about the root causes of any inequities. Ask community members for context to avoid misunderstanding or misattribution. Impacted communities often possess meaningful and efficient solutions to community challenges. Involving community members can lead to changes in the way things get done which, in turn, can improve outcomes for all.

It's time to embrace the evolving face of Wyoming and provide opportunities for all to build a prosperous Wyoming.

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