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| 2008 Social Science Data Analysis Network – Florida – Percent Down: Earn/RaceEth |
|  | **NHWhite** | **Black** | **Asian** | **Hispanic** | **AmIndian** | **NHOther** | **NHMulti** | **Total** |
| **<25K** | 20.1% | 38.1% | 28.6% | 40.6% | 34.6% | 38.8% | 29% | 27.5% |
| **25-34K** | 19.3% | 24.5% | 18.1% | 21.4% | 21.3% | 23.4% | 23.4% | 20.6% |
| **35-49K** | 22.8% | 20.5% | 17.5% | 17.8% | 22.9% | 18.9% | 22.4% | 21.2% |
| **50-69K** | 17.2% | 10.4% | 15% | 10.3% | 11.8% | 10.5% | 12.1% | 14.6% |
| **70-99K** | 10.6% | 4.5% | 11.4% | 5.3% | 6.5% | 5.6% | 8% | 8.6% |
| **100K+** | 9.9% | 2% | 9.4% | 4.6% | 2.8% | 2.7% | 5.1% | 7.6% |
| **Total** | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |

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| 2016 Social Science Data Analysis Network – Florida – Percent Down: Earn3/RaceEth |
|  | **NHWhite** | **Black** | **AmIndian** | **Asian** | **NHMulti** | **NHOther** | **Hispanic** | **Total** |
| **<25K** | 21.1% | 34.8% | 28.5% | 27.8% | 28.8% | 31.5% | 38.4% | 27.8% |
| **25-34K** | 16.6% | 23.8% | 20.5% | 14.6% | 19% | 17.5% | 20.1% | 18.5% |
| **35-49K** | 21.3% | 20.4% | 20.6% | 15.8% | 20.8% | 20.4% | 18.4% | 20.3% |
| **50-69K** | 17.4% | 12.2% | 15.8% | 14.8% | 15% | 14.5% | 11.4% | 15% |
| **70-99K** | 11.7% | 5.8% | 10.4% | 13.5% | 8.8% | 9.7% | 6.4% | 9.5% |
| **100K+** | 11.9% | 3.1% | 4.2% | 13.5% | 7.6% | 6.4% | 5.2% | 8.9% |
| **Total** | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |

My initial interpretation of the state-level data for Florida in 2008, based on the data output from Social Science Data Analysis Network’s WebChip tool, is that almost 30% of the entire state population is at the lowest-income category, meaning, earning less than 25K per year. Non-Hispanic Whites have the lowest distribution of people in the lowest-income category compared to other race/ethnicity groups. Another observation is that Non-Hispanic Whites, and Asians, have the highest percentage of people who are in the highest-earning category, at almost 10% respectively, compared to other race/ethnicity groups. While Black, Hispanic, and Non-White Other populations within the state have the highest distribution of people within their race/ethnicity groups, in the lowest-income category.

Using comparable data from Social Science Data Analysis Network’s WebChip tool, for both 2008 and 2016, I can say that relatively, not much has changed, though there are slight differences. In 2016, almost 30% of the entire state population continues to be at the lowest-income category, meaning, earning less than 25K per year. From 2008, to 2016, Non-Hispanic Whites continue to have the lowest distribution of people in the lowest-income category compared to other race/ethnicity groups, though there is a 1% increase. Additionally, Non-Hispanic Whites, and Asians continue to have the highest percentage of people who are in the highest-earning category, though there has been an increase of 2% for Non-Hispanic Whites, and a 4% increase for Asians, compared to other race/ethnicity groups. Lastly, when comparing 2008 data to 2016 data, Black and Hispanic populations within the state continue to have the highest distribution of people within their race/ethnicity groups, in the lowest-income category. And most notably, Non-White Other population within the state, decreased their distribution within the lowest-income category, by 7%, and increased their distribution within the highest earning-category, by almost 4%.

Social Science Data Analysis Network’s WebChip tool provides data across 7 race/ethnicity groups (Non-Hispanic Whites, Blacks, Asian, Hispanic, American Indian, Non-White Other, and Non-White Multi-racial groups). A few observations from analyzing the data for Florida between 2008 to 2016 is that Black, American Indian and Non-White Other population percentages stayed relatively the same, while Non-Hispanic White population percentage decreased by almost 5%. And lastly, Asian and Non-Hispanic Multi-Racial population percentages increased by less than 1% respectively, while Hispanic population percentage grew by 4%. Overall, when comparing both years, across all race/ethnicity groups, the percentage of people within the lowest-earning category stayed the same, however, the higher-earning category distribution increased for the most part, by 1%.

One story that I would like to share, from my personal experience in the Tech Industry in Corporate America, is very much related to racial and economic inequalities. I am a Hispanic woman, who works within a team, and department, that is mostly made up of men, who are either Non-Hispanic White or Asian. I often participate in the recruiting process for my team, whenever we’ve needed to increase our staff to meet the demand of our stakeholders. I can say that whenever we’ve posted a new job opening for an engineer, our team doesn’t normally receive applications from many racial/ethnicity groups. And while our team would like to hire with diversity in mind, and we make efforts to make the job openings visible within minority resource groups, we don’t typically have a lot of luck getting a diverse group of applicants. And I wonder, if this is due to **institutional racism** or a broken system, that doesn’t allow for a diverse group of people to have the same life chances, education, and opportunities to attain high-paying jobs? This experience is one that aligns very much with the data that I’ve analyzed for Florida, and the data highlighted in the book. Based on what I’ve read in the book, the data in Florida is not that much different from national data, where predominantly Non-Hispanic Whites, and Asian men are the highest paid. I am hopeful that by the actions of our team, and hopefully, diversity initiatives across the U.S. more and more people can break these inequality gaps, that we’ve been perpetuation for generations. I’m also hopeful that by having more diversity and awareness we’re able to break the cycles of bias and **stereotypes**we’ve created and learned, to make a better and more equal society.