

## Demographics

### America is changing rapidly...

When we hear references to the demographic changes occurring in our nation, our first thought probably focuses on the aging of our population.

It is indeed true that the baby boomers are now entering middle age, and their generation has been followed by a baby bust... in which the number of young adults will be declining over the remainder of this century by roughly 20%.

Birthrates:

Whites: 1.7 (2.1 needed to stay even)

Blacks: 2.4

Hispanics: 2.9

Total population of 22 year olds in US reached its peak in 1980 and is projected to decline 22% by the year 2000.

In 1970, minorities comprised 12% of all 22 year olds.

By 2000, they will be 20%.

Among Blacks, the 22s will decline 11% by 2000

Hispanics, however, will increase 22% from 1980 to 2000.

Number of 30 year olds will peak in 1991 and drop throughout the remainder of the century. This will reduce by one million per year the pool from which college students are drawn.

And while the rapid increase in the average age of the American population is being driven primarily by the huge increase in the number of middle-age Americans as the baby boom grows up, this has followed on the heels of a significant growth in the 1980s in the number of senior Americans.

Indeed, today there are more people over 65 than teenagers in this country, and this situation will continue for the remainder of our lives.

Further, the growth rate in both our population and workforce is declining to the lowest level in our nation's history.

America will simply not be a nation of youth again in our lifetimes.

(Note: This is in sharp contrast with much of the rest of the world. For example, in Latin America and Asia, the young comprise 40% of the population, in contrast to 20% in the US and Europe)

This fact poses a most serious challenge to institutions such as universities which have traditionally served the young.

### Yet, there is a far more profound change occurring in the population of our nation.

America is rapidly becoming the most pluralistic, multicultural nation on earth.

By 2000, one of every three Americans will be nonwhite. And minorities will cover a broader socioeconomic range than ever before, making simplistic treatment of their needs even less useful.

By 2000, one-third of college age students will be Black or Hispanic...

By 2000, 47% of our school children (K-12) will be Hispanic or Black (today 25% are)

Presently minorities fill 21% of 115 M jobs. Of the 21 M jobs appearing before 2000, 57% will be filled by minorities.

In the second half of 21st Century, Hispanics will likely become the largest population group in America. Early in the next century, this "majority of minorities" will replace--and have to support--a large proportion of the workers who were born during the baby boom. Those groups we refer to today as minorities will become the majority population of our nation in the century ahead...just as they are today throughout the world.

**Note: It is important to realize here that 21st Century**

America will NOT be a melting pot in which all cultures are homogenized into a uniform blend.

**Rather, it will be pluralistic...composed of peoples**

of vastly different backgrounds, cultures, and beliefs...peoples who seek to retain their cultural roots...to maintain their differences.

**In this future, the full participation of currently underrepresented**

minorities will be of increasing concern as we strive to realize our commitment to equity and social justice.

**But, in addition, this objective will be the key to the future**

strength and prosperity of America, since our nation cannot afford to waste the human talent represented by its minority populations, this human potential, cultural richness, and social leadership.

**If we do not create a nation that mobilizes the talents**

of all our citizens, we are destined for a diminished role in the global community, increased social turbulence, and most tragically, we will have failed to fulfill the promise of democracy upon which this nation was founded.

**This is probably the most serious challenge facing American**

society today. While it is true that universities cannot solve this problem alone, we must not use this fact as an excuse for doing nothing.

**Rather we must intensify our efforts to seek full**

participation of underrepresented minorities among our students, faculty, staff, and leadership.

**As both a reflection and leader of society at large,**

we have a special challenge and responsibility to develop effective models of multicultural, pluralistic communities for our nation.

**We must strive to achieve new levels of understanding,**

tolerance, and mutual fulfillment for peoples of diverse racial and cultural backgrounds.

**Other Demographic changes**

Immigration

Half of increase in population will be from immigrants.

By 2010, older whites will be 74%, Blacks 13%, and Hispanics 10%.

Class Structure

Will see a four-tiered class structure:

Upper middle class of prof and mgt workers (25%)

Middle class of technical, adm support, skilled (35%)

Service class (25%)

Underclass (15%)

We will have a majority of haves...but they may not want to support have-nots.

The "working class" will shrink as a significant group, but the rise of the underclass will provide new tensions.

Traditional class tensions may be replaced by racial and ethnic tensions.

Sociologically, the most significant development is the

breakup of the idea of the middle class.

**In the past, appeals for greater participation of minorities**

were dominated by considerations of equity. But it has now been joined by another powerful concern: the need to insure the availability of an educated workforce to meet the challenge of a highly competitive international economy.

**It is not at all clear that, between flagging student interest in**

knowledge-based careers and changing demographics, we will have the human resource base to meet our future needs.