



DIVERSITY FOCUS:

Partnering to Build Diverse & Inclusive Communities

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ABOUT Diversity

Diversity **Focus** established in September 2005 to integrate and coordinate existing diversity and inclusion efforts, as well as to identify and create other diverse activities and programs in the community.



DIVERSITY FOCUS SPONSORS

- **ACT**
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- **QUAKER OATS**
- **ROCKWELL COLLINS**
- **UNIVERSITY OF IOWA**
- **SHUTTLEWORTH & MERRILL**





DIVERSITY FOCUS

- Communicates & Promotes Awareness throughout the Cedar Rapids/Iowa City Corridor communities that diversity and inclusion is valued
- Serves as an Information Clearinghouse that collects & disseminates information & resources
- Advances new & creative ideas, opportunities, & Programs to enhance diversity & inclusion



MISSION

Diversity Focus is a catalyst for integrating, coordinating, and accelerating the understanding of diversity and culture, to attract and retain a diverse workforce and community, through communication, program enhancement, and an information clearinghouse.



VISION FOR THE CORRIDOR

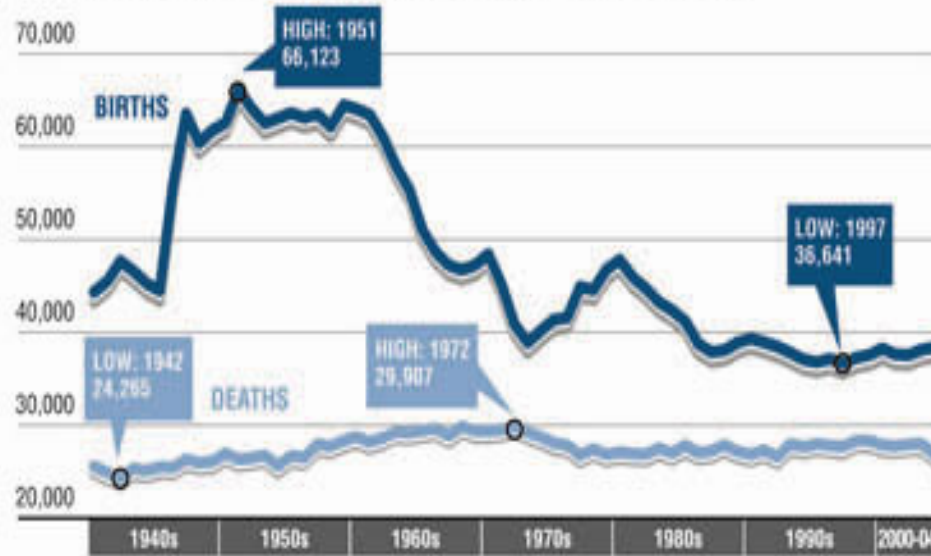
Cedar Rapids/Iowa City Corridor is a model of inclusion that values, nurtures, attracts, and retains people of diverse backgrounds, cultures, and beliefs.



FACTORS THAT AFFECT POPULATION GROWTH

Decline in births hampers population growth

The bulge in births from the mid-1940s to the mid-1960s represents the baby boom. Since then, the gap between births and deaths has narrowed considerably.



Source: Iowa Department of Public Health

THE REGISTER

History of exporting people

Since the 1920s, more people have moved out of Iowa in each decade than have moved in, except for the 1990s. The reversal in the 1990s was driven by increases in immigration from Europe, Asia and Latin America.

Decade	Net Migration
1920s	-157,834
1930s	-88,656
1940s	-178,212
1950s	-229,657
1960s	-183,609
1970s	-60,661
1980s	-283,396
1990s	48,938
2000s	-19,687*

*Projected

Sources: Community Vitality Center, U.S. Bureau of the Census and Iowa Department of Public Health

THE FUTURE OF IOWA DEPENDS ON DIVERSITY & INCLUSION.



COUNTIES GROWING OLDER

Little growth except in ranks of seniors

In 2000, only two counties had more residents age 65 and older than residents age 17 and younger. By 2030, it's expected that nearly two-thirds of counties will.

KEY:

- More age 17 and younger than 65 and older
- More age 65 and older than 17 and younger



Source: 2006 projections by Woods & Poole Economics Inc.; analysis by State Data Center of Iowa



POPULATION TRENDS

An aging population

The number of Iowans age 44 and younger is expected to shrink through 2030.

2000-2030 PERCENTAGE CHANGE

Under 18	-9.6%
18-24	-17.2%
25-44	-16.7%
45-64	9%
65 and older	52%

Population might change little

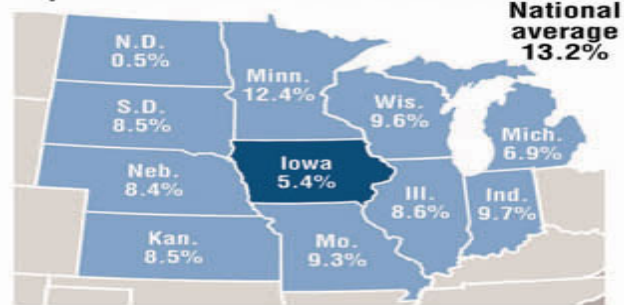
1900	2,231,853
1950	2,621,073
2000	2,926,324
2005	2,966,334*
2010	3,009,907**
2020	3,020,496**
2030	2,955,172**

*Estimate
**Projected

State's growth lags

No Midwest states matched national population gains from 1990 to 2000. But Iowa lagged more than most of its neighbors, which indicates the state could struggle even more when it comes to providing workers for future job growth.

Population increase from 1990-2000



Sources: SETA, the Office of Social and Economic Trends Analysis, which is affiliated with Iowa State University; State Data Center of Iowa



	White	Black	Asian	Hispanic	Native Am.
Linn County	93.1%	3.4%	1.5%	1.5%	0%
Johnson County	89.2%	3.6%	5.2%	3.0%	0%
Iowa State	93.5%	2.2%	1.5%	3.7%	0%
United States	74.7	12.1%	4.3%	14.5%	0.3%

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