

Authors and Contributors

Max Backlund
Mallory Bateman
Andrea Brandley
Marin Christensen
Phil Dean
John Downen
Dejan Eskic
Natalie Gochmour
Michael Hogue
Mike Hollingshaus
Levi Pace
Pamela S. Perlich
Jennifer Robinson
Paul Springer
Laura Summers
Jim Wood

Data Book

Diversity in Utah

Race, Ethnicity, and Sex

This report provides data and information to help state and community leaders make progress in their equity, diversity, and inclusion efforts. Gov. Spencer Cox's One Utah Roadmap, the Utah Legislature's policies to extend opportunity to all, and business and community leaders' Utah Compact on Equity, Diversity, and Inclusion provide three significant examples in the past year of Utah's commitment. The data and context provided in this report shed light on existing disparities; help people understand the complexities of these measures; and help provide a starting point for evaluating future progress.

May 6, 2021



**Kem C. Gardner
POLICY INSTITUTE**
THE UNIVERSITY OF UTAH

411 East South Temple Street
Salt Lake City, Utah 84111
801-585-5618 | gardner.utah.edu

Preface

The Kem C. Gardner Policy Institute specializes in Utah demographics and the Utah economy. When community leaders, under the sponsorship of Zions Bank, asked us to prepare a repository of indicators by race, ethnicity, and sex, we accepted the challenge.

We call it a challenge because demographic, economic, education, health, and housing data by race, ethnicity, and sex are extremely complex. A multiplicity of factors impacts the data, often with compounding effects. It is very challenging to assign causality and impossible to do it for every measure. We do neither in this report, but we do provide a storehouse of data, information, and context that can be used as a tool to inform decisions.

In far too many instances, well-meaning and data-informed perspectives on race, ethnicity, and sex become a source of division and impede progress. At the Gardner Institute, and in partnership with our partners in the community, we encourage and adopt a different approach...an approach that uses data and information as a source of light. Light can unify us, improves our understanding, and helps us prosper.

- **Light shines** when we treat data and information as friends worthy of our time and energy. Decisions made with a thoughtful review of data and context are always better than decisions made based on intuition and experience alone.
- **Light shines** when we acknowledge racial, ethnic, and sex disparities. They exist and our actions can make a difference in many lives.
- **Light shines** when we affirm *emphatically* that all people are created equal and should be afforded equal opportunity to thrive.
- And, **light shines** when we expand opportunity for those in need.

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Data Book

Diversity in Utah: Race, Ethnicity, and Sex

Analysis in Brief

Utah ranks as the 34th most racially and ethnically diverse state in the nation, with 22% of the state identifying as other than non-Hispanic White. This places Utah's racial/ethnic diversity just below Pennsylvania and above several larger states like Ohio, Indiana, Minnesota, Missouri, and Wisconsin. Utah's minority share of the population is expected to increase to one in three Utahns by 2060.

Race, ethnicity, and sex indicators in Utah show significant differences in economic, education, health, and housing outcomes. These differences, while multi-layered and complex, show Utah's minority populations (with a few notable exceptions, especially among the Asian population) are more likely than Utah's White population to have less income and wealth, higher poverty rates, lower educational achievement and attainment, less home ownership, and higher housing cost burdens. Utah health data show more variance and nuance by race and ethnicity with some minority populations showing

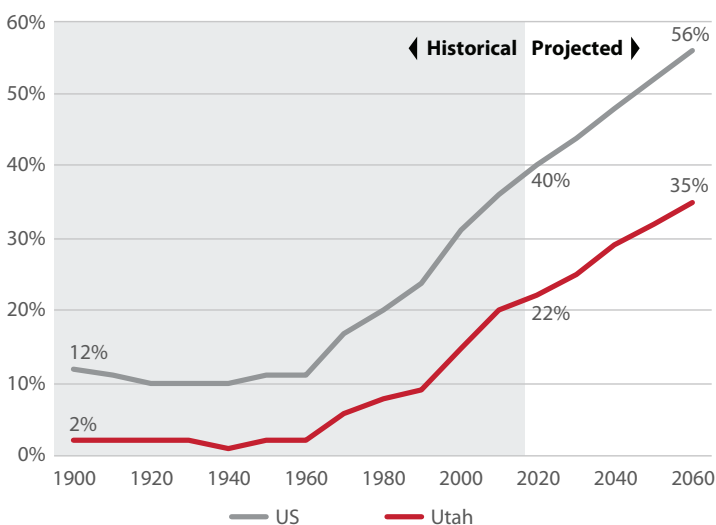
longer life expectancies and lower rates of depression, obesity, and asthma than the White population.

An equitable society is one where race, ethnicity, and sex do not determine opportunity and life outcomes. Utah community leaders – including the governor, Legislature, and business leaders – have made extending greater opportunity to all Utahns a priority. This leadership, along with the Beehive State's nation-leading social capital, family stability, income equality, and social mobility position Utah well to make important progress in addressing racial, ethnic, and sex disparities.

Key Background Information

- Definitions** – This data book generally follows the categories and definitions for race, ethnicity, and sex used by the Census Bureau and other federal agencies. This includes five race categories (American Indian/Alaskan Native, Asian, Black/African American, Native Hawaiian/Pacific Islander, and White) and one ethnic category (Hispanic or Latino), as well as "Some Other Race" or "Two or More Races." Variations on these terminologies are used in the data from the Utah Department of Health and Utah System of Higher Education. Sex is also based on the Census Bureau definition and follows the biological attributes of men and women.
- Sample data** – Many of the estimates in this report are based on a sample of the population. Sample estimates include sampling variation. We show this variation with a confidence interval on the graphics or in margin-of-error tables in the appendix.
- Explaining disparities** – This data book does not evaluate the reasons or assign causality for racial, ethnic, and sex disparities. The range of potential explanations is large, complex, and interrelated. It includes demographic, economic, behavioral, and societal factors (including discrimination). We leave it to readers to review the data, consider the context, engage in discussions, consider additional data, and ultimately, glean greater understanding.

Minority Share of Population, Utah and U.S., 1900–2060

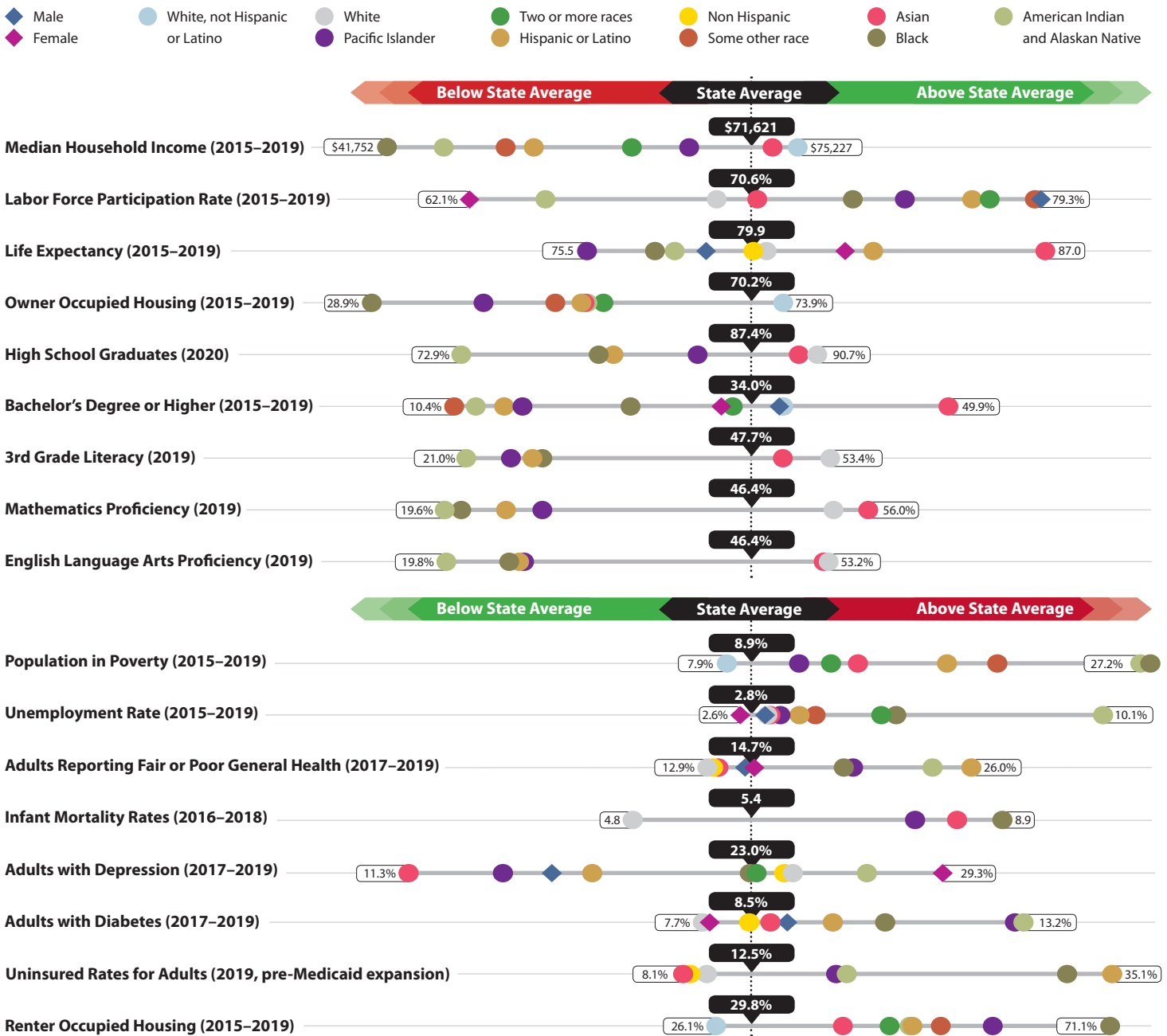


Note: Minority includes those identifying as something other than Non-Hispanic White Alone
 Source: U.S. Census Bureau; Perlich 2002; Kem C. Gardner Policy Institute

■ **Feedback and additional conversations** – The Kem C. Gardner Policy Institute appreciates the helpful feedback and comments on this data book provided by the Multicultural Commission, Salt Lake Interfaith Roundtable, Salt Lake Chamber, Utah Black Chamber of Commerce, Economic Development Corporation of Utah, World Trade Center Utah, Governor’s Office of Economic Opportunity, Sutherland Institute, Wheatley Institution at Brigham Young University,

and community leaders. All reviewers affirm the value of considering equity, diversity, and inclusion based on a foundation of credible data. Reviewers also recognize the critical importance of context and additional information. Most importantly, reviewers agree that if we use this data to engage in meaningful and thoughtful conversations, Utah will become an even better state by extending greater opportunity to all.

Race, Ethnicity, and Sex Indicators



Note: This figure highlights the data in this report that contain a state average. It does not include all indicators included in the data book. For some indicators, sex is not available and the racial categories can differ across indicators. Please see data therein for important data notes and sources.

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Introduction

This data book provides race, ethnicity, and sex indicators for Utah. It begins with a summary of Utah demographics and then presents indicators in the critical areas of the economy, education, health, and housing.

The Kem C. Gardner Policy Institute prepared this report at the request of Utah community leaders who desired foundational data to assist with their equity, diversity, and inclusion efforts. The research was sponsored by Zions Bank.

While this data book presents racial, ethnic, and sex disparities, it does not evaluate the reasons for these disparities. Potential explanations include a range of complex and interrelated demographic, economic, behavioral, and societal factors (including discrimination). We reference these factors, but do

not assign causality. Rather, we leave it to readers to review the data, consider the context, engage in discussions, consider additional data, and ultimately, glean greater understanding.

An equitable society is one where race, ethnicity, and sex do not determine opportunity and life outcomes. This report documents racial, ethnic, and sex disparities in Utah. It also shares many Utah strengths, including nation-leading social capital, family stability, income equality, and social mobility. These strengths – coupled with Utah’s gubernatorial, legislative, and community leadership – position Utah to make important progress in addressing disparities and creating greater opportunity for all.

Definitions and Technical Details

In 1997, the Office of Management and Budget (OMB) published “the minimum categories for data on race and ethnicity for Federal statistics, program administrative reporting, and civil rights compliance reporting.” Within this report, data from the Census Bureau, National Center for Education Statistics, and U.S. Department of Housing and Urban Development utilize this framework. There are five race categories and one ethnic category.

Race

American Indian or Alaska Native – A person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment.

Asian – A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent.

Black or African American – A person having origins in any of the Black racial groups of Africa.

Native Hawaiian or Other Pacific Islander – A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

White – A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

Ethnicity

Hispanic or Latino – A person of Mexican, Puerto Rican, Cuban, South or Central American, or other Spanish culture or origin, regardless of race.

The Census Bureau also utilizes the categories “Some Other Race” or “Two or More Races” in their work. These are for individuals who do not identify with the five categories outlined above or identify with multiple categories.

Variations on these terminologies are used in the data from the Utah Department of Health and the Utah System of Higher Education.

Since 1960, the basis for all Census Bureau information on race and ethnicity comes from respondents’ self-identification.¹ Since 1977 respondents have been allowed to identify as more than one category. The five options can limit many nuances or detailed data insights for the different racial and ethnic populations.

Sex and Gender

This report also uses the Census Bureau’s definition of sex. Sex is based on the biological attributes of men and women (chromosomes, anatomy, hormones), while gender is a social construction whereby a society or culture assigns certain tendencies or behaviors to the labels of masculine or feminine.

Technical Details

Many of the estimates in this report are based on survey samples of the Utah or U.S. population. These estimates aim to accurately measure a certain but unknown quantity in the population. Sample estimates include sampling variation, which is quantified using confidence intervals (represented as orange bars in this document and having either a 90% or 95% degree of confidence). When the confidence intervals for two groups represented in a particular graph do not overlap, we can say those groups are different with the specified degree of confidence.

Source: Revisions to the Standards for the Classification of Federal Data on Race and Ethnicity. (1997). 62 Federal Register 97–28653

Utah's Commitment to Enhanced Opportunity

Gov. Spencer Cox, the Utah Legislature, and the community at large have affirmed their commitment to creating greater opportunity for all Utahns. These commitments from the Utah executive branch, legislative branch, and community provide important background and serve as an important audience for this data book.

Gov. Spencer J. Cox and Lt. Gov. Deidre M. Henderson: One Utah Roadmap

“We recognize the unique inequities and varied experiences found with Black, Indigenous, Latin/x, Asian, Middle Eastern, Pacific Islander, and multiracial communities. We commit to creating initiatives that acknowledge this history of our state and nation, the disproportionate outcomes across systems, and the intersectional identities of our community members.”

Source: One Utah Roadmap, Gov. Spencer J. Cox and Lt. Gov. Deidre M. Henderson

Utah Legislature: 2021 General Legislative Session

Select actions to broaden economic success and extend opportunity to all

Tax relief– \$100 million in tax relief to aid families, veterans, and elderly residents

- **S.B. 11 Military Retirement Income Tax Amendments** (eliminates individual income tax on military retirement pay)
- **H.B. 86 Social Security Tax Amendments** (eliminates income tax on some social security income)
- **S.B. 153 Utah Personal Exemption Amendments** (restores part of the dependent tax exemption)

Economic development– Create policies that keep the Utah economy growing

- **H.B. 348 Economic Development Amendments** (reimagines economic development incentives to support local businesses, help Utah entrepreneurs, and encourage job creation in rural Utah)
- **H.B. 356 Rural Economic Development Tax Increment Financing** (provides tax incentives for rural areas)

Health, education, and housing investment– Broaden access to key resources in health, education, and housing to expand opportunity for all Utahns

- **Education funding** – Funded public education enrollment growth and inflation, restored a 6% increase in per student funding, set aside \$121 million for public teacher school bonuses, and set aside \$127 million for a rainy day
- **Public-private partnership for affordable housing** (appropriated \$50 million to be leveraged with significant private funds)
- **H.B. 82 Single-Family Housing Modifications** (establishes requirements for accessory dwelling unit development)
- **H.B. 262 Children’s Health Insurance Amendments** (potential to impact 82,000 Utah children)
- **H.B. 288 Education and Mental Health Coordinating Council** (strengthens a council to focus on behavioral and mental health needs of children and families)
- **H.B. 337 Child Mental Health Amendments** (expands childhood mental health services and specialized trainings for early childhood providers)
- **H.B. 347 Homeless Service Amendments** (restructures homeless administration)

Source: 2021 Legislative Session Overview, Utah House of Representatives

Community-at-Large: The Utah Compact on Racial Equity, Diversity, and Inclusion

Five principles and actions to create equal opportunity

- 1 Acknowledgement and action** – We acknowledge that racism exists, and our actions make a difference. We call out racism wherever we see it and take purposeful steps to stop it.
- 2 Investment** – We invest our time and resources to create greater opportunity for people of color. Eliminating racial and ethnic disparities requires our significant effort and investment.
- 3 Public policies and listening** – We advance solutions to racial ills by listening and creating policies that provide equal opportunity and access to education, employment, housing, and healthcare.
- 4 Engagement** – We engage to effect change. Broader engagement, equitable representation, and deeper connection across social, cultural, and racial lines will uphold the principle – “nothing about us, without us.”
- 5 Movement, not a moment** – Utahns unite behind a common goal to create equal opportunity. We affirm our commitment will not just be a passing moment, but a legacy movement of social, racial and economic justice.

Source: Salt Lake Chamber, *Utah Compact on Racial Equity, Diversity, and Inclusion*

Limitations and Considerations

Race and Ethnicity Categories

The Census Bureau recognizes that the categories used reflect a “social definition of race recognized in this country and [are] not an attempt to define race biologically, anthropologically, or genetically.”* Ethnicity is a separate classification from race, which is a shared cultural identity, such as language or beliefs. Although there are many ethnicities in the United States, the official OMB definition recognizes only one: Hispanic or Latino. The basis for all Census Bureau information on race and ethnicity now comes from respondents’ self-identification.†

- **Minority Definitions** – In this document, “minority” includes everyone except those who identify themselves as being completely White and also not Hispanic or Latino. According to this classification, a person who acknowledges any heritage or ancestry other than White and non-Hispanic is considered a minority.
- **Limitations of Large Groupings** – These large groupings fail to provide many nuances or detailed data insights for the different racial and ethnic populations that are increasingly part of our statewide population. For example, there is no monolithic Asian person, and the White category includes people from North Africa and the Middle East, along with people of European descent.
- **Underrepresentation with Two or More Races** – When individuals identify themselves as two or more races, this results in the underrepresentation of named groups. For example, Native American and Alaska Natives tend to report mixed heritage, thereby underrepresenting indigenous people.
- **Fluidity of Concepts** – There are generational and life course shifts in identity. These are fluid concepts, so comparisons across time are problematic.

Sample-based Data

The Census Bureau provides the following guidance for working with sample-based data:

“Because the American Community Survey (ACS) is based on a sample, rather than all housing units and people, ACS estimates have a degree of uncertainty associated with them, known as sampling error. In general, the larger the sample, the smaller the level of sampling error. To help users understand the impact of sampling error on data reliability, the U.S.

Census Bureau provides a ‘margin of error’ (MOE) for each published ACS estimate. The MOE, combined with the ACS estimate, give users a range of values within which the actual, ‘real-world’ value is likely to fall.

“By presenting the MOE alongside the estimates, users can more easily determine whether differences they observe over time and space are statistically significant or within the bounds of random variation. The Census Bureau uses a 90 percent confidence level to determine the MOE in the published tabulations. Depending on the application, a user may wish to increase the confidence level to 95 percent or 99 percent to conduct a more rigorous test of significant differences.”²

Between 2015 and 2019, the ACS has provided coverage of over 98% of housing units and 93% of the total population through sampling of around 28,000 housing units in Utah. For more information on sample size, coverage rates, and allocation, please visit the Census Bureau website on American Community Survey methodology. Margins of error for data in this document are shared in the Appendix or are shown on figures.

Health Data

Health data are from the Utah Department of Health and include data from Utah Behavioral Risk Factor Surveillance System (BRFSS), the Utah Office of Vital Records and Statistics, and the COVID-19 Surveillance data dashboard. Most data come from BRFSS, which is a primary source for estimating health-related prevalence and trend data for chronic conditions and risk behaviors in Utah and nationally. Utah has conducted the BRFSS in partnership with the Centers for Disease Control and Prevention (CDC) since 1984. Estimates are derived from a telephone survey that includes adults age 18 and over. Data are collected through a stratified random sampling design, are weighted to reflect the actual distribution of Utahns, and, as with other data sources included in this report, are subject to sampling error. Confidence interval bounds for data are noted on the figures in the health section.

Some of the health data combine multiple years in order to produce reliable estimates, particularly when disaggregated by race or ethnicity. In a few places, the data are insufficient to produce statistically significant differences. These places are noted with daggers (†) or NA.

* US Census Bureau. 2009. “Understanding and Using American Community Survey Data: What Researchers Need to Know.” Accessed at: <https://www.census.gov/library/publications/2009/acs/researchers.html>

† Brown, A. (2020, February 25). The changing categories the U.S. census has used to measure race. Retrieved from Pew Research: Fact Tank: <https://www.pewresearch.org/fact-tank/2020/02/25/the-changing-categories-the-u-s-has-used-to-measure-race/>

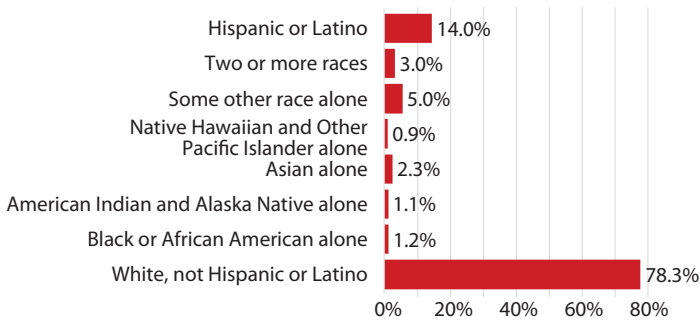
Demographics

This section highlights population shares, age groups, and projections by race, ethnicity, and sex. These indicators place Utah within a national context and form a foundation for the additional economic, education, health, and housing indicators presented in the data book.

Racial Composition and Hispanic or Latino Origin

In Utah, the share of the population identifying as a race or ethnicity other than non-Hispanic White has been increasing for decades. Although less racially and ethnically diverse than the nation, increases in migration starting in the 1990s significantly contributed to Utah's increasing diversity.² Utah's 22% of the population identifying as other than non-Hispanic White places the state as the 34th most diverse in the nation. Seventeen other states, including Ohio, Idaho, Wyoming, Montana, and Maine, have less racial and ethnic diversity than Utah. Nationally, around 40% of the population identifies as other than non-Hispanic White.

Figure 1. Share of Utah Population by Race and Ethnicity, 2015–2019



Note: This is sample-based survey data. Complete data, including margins of error, can be found in the Appendix.
Source: U.S. Census Bureau, 2019 5-Year American Community Survey Estimates

The most recent data indicates that about three-quarters of Utah's population identifies as non-Hispanic White (78%). The next largest segment of the population is the Hispanic or Latino population, which is 1 in 7 Utahns (14%). Throughout this document, nearly all race categories presented include both Hispanic and non-Hispanic populations. The largest of these groups is Some Other Race (5%), followed by Two or More Races (3%) and Asian (2%).

The OMB guidance specifies that race and ethnicity are two separate and distinct concepts, meaning the Hispanic or Latino population can be of any race. Over half of the Hispanic or Latino population identifies as White. Another 35% identify as Some Other Race alone and 5% identifying as Two or More races. About 12% of the White population is Hispanic.

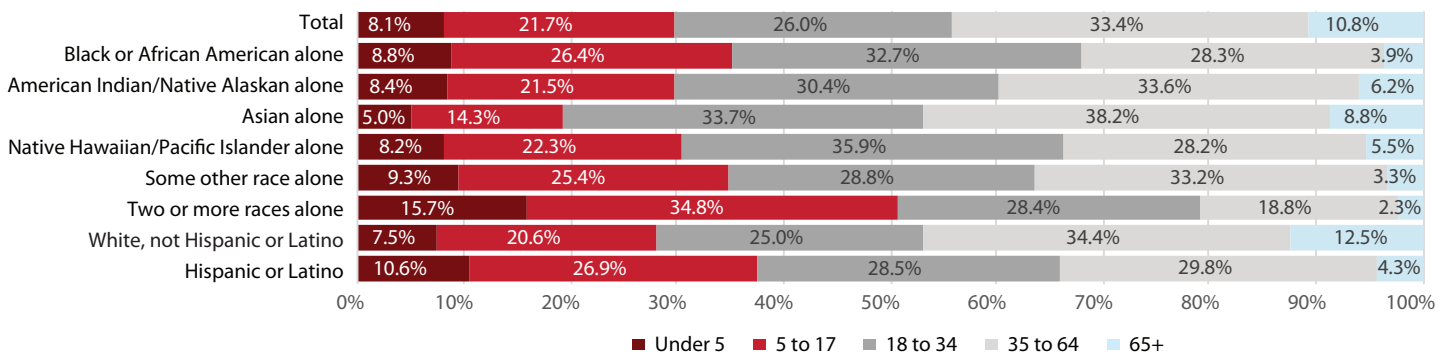
Since 2010, nearly 40% of statewide population growth is attributable to increases in racial and ethnic minority populations.³ While the non-Hispanic Asian and non-Hispanic Two or More Races populations grew by nearly 50% in this timeframe, the Hispanic or Latino population remains the largest in the state, composing about 65% of the minority population. These groups are typically younger than the non-Hispanic White populations.

Table 1. Percent of Age Group Identifying as Minority in Utah, 2020 and 2060

Age Group	2020	2060
Preschool	28.7%	44.6%
School	26.4%	41.7%
College	25.8%	40.5%
Working	22.2%	35.6%
Retirement	10.8%	23.1%
All Ages	22.7%	34.8%

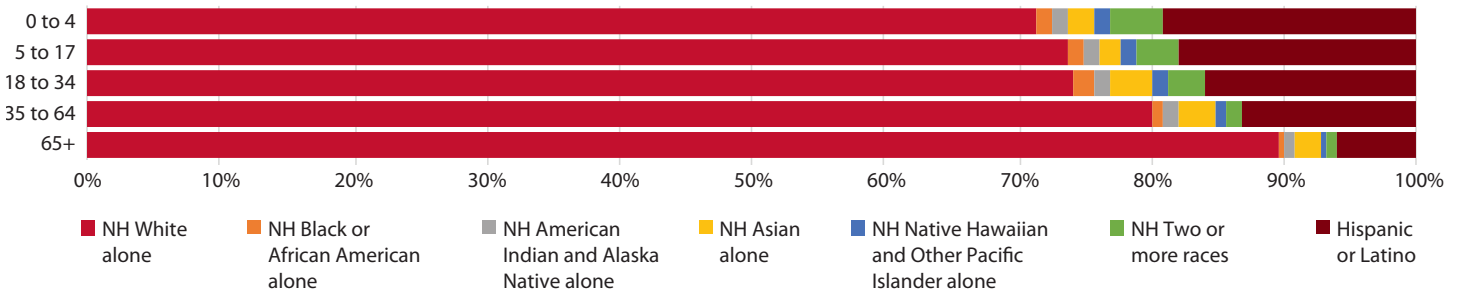
Note: Minority includes those identifying as something other than Non-Hispanic White Alone. Age groups: Preschool (0-4 years); School (5-17 years); College (18-24 years); Working (18-64 years); Retirement (65 and older)
Source: Kem C. Gardner Policy Institute

Figure 2. Race and Ethnicity by Age Groups in Utah, 2015–2019



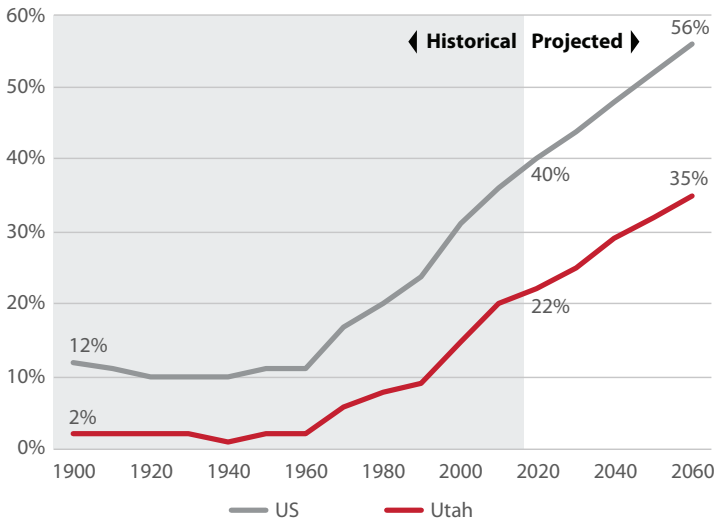
Note: This is sample-based survey data. Complete data, including margins of error, can be found in the Appendix.
Source: U.S. Census Bureau, 2019 5-Year American Community Survey Estimates

Figure 3. Age Groups by Race and Ethnicity in Utah, 2019



Note: NH indicates not Hispanic or Latino. This grouping is used to remove overlap of populations.
Source: U.S. Census Bureau, Population Division Vintage 2019 Estimates

Figure 4. Minority Share of Population, Utah and U.S., 1900–2060



Note: Minority includes those identifying as something other than Non-Hispanic White Alone
Source: U.S. Census Bureau; Perlich 2002; Kem C. Gardner Policy Institute

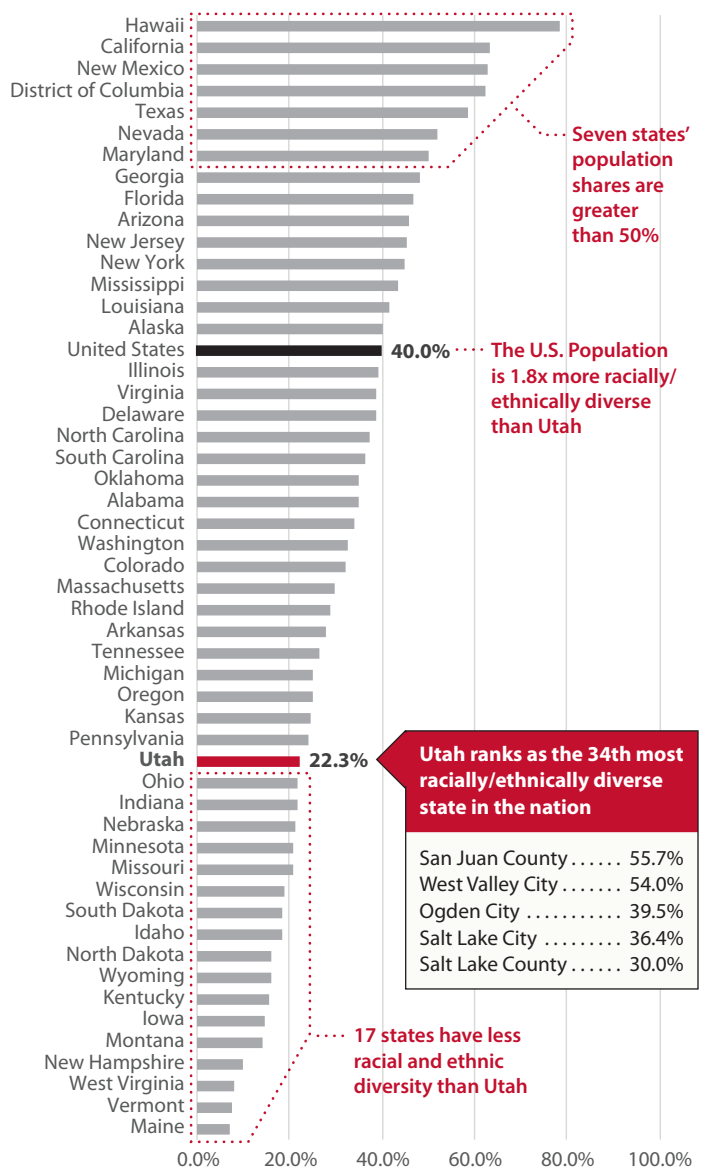
Age Structure: 2019

Utah’s younger population is more racially and ethnically diverse than the older population. Statewide, an estimated 29% of the population was younger than 18 years old. Half of the population identifying as non-Hispanic Two or More Races and over one-third of both the Hispanic and Black or African American alone population fell into this same age group. On the other end of the age spectrum, the non-Hispanic White population was the only group with more than 10% of its population aged 65 and over (12.5%). This age structure influences many of the indicators in the report.

Utah’s female population is older than the male population, with median ages of 32.0 and 30.6, respectively. This reflects the older population across the United States – women have a median age of 39.7 and men of 37.2. Consistent with national trends in life expectancy, women are a greater share of older age groups.

Figure 5. State-by-State Comparison of Racial and Ethnic Diversity, 2019

Share of Population Identifying Outside Non-Hispanic White



Note: This is sample-based survey data.
Source: U.S. Census Bureau, American Community Survey Ranking Tables. Calculations by Kem C. Gardner Policy Institute.

Projections

Population projections from the Gardner Institute indicate that racial and ethnic diversification will continue to increase as the overall population grows into the future. For example, these projections show the Hispanic population increasing to over one in five Utahns and the non-Hispanic White population decreasing to less than two of three Utahns by 2060.

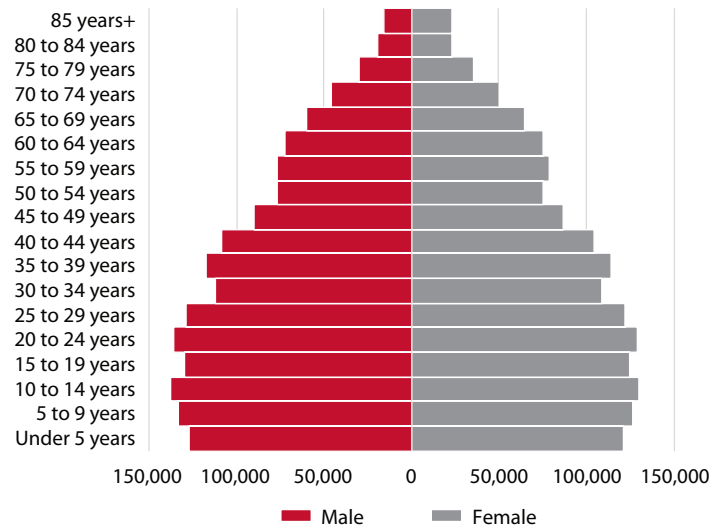
The projections indicate that non-Hispanic Whites will be older, and other groups, especially multi-racial Utahns, younger. The projected non-Hispanic White population will comprise nearly three-fourths of growth for the retirement age population, but only about one fourth of growth for the preschool and school-age populations. In contrast, among Utah preschool and school-age populations, the projections indicate almost half of the growth from individuals identifying as Hispanic or Latino.

About 20% of the projected growth for these same young age groups is from those classifying as multi-racial. Several ongoing and cumulative factors help drive this shift, which is the new normal for Utah. As these younger, more diverse populations enter adulthood, their new families and households will reflect a changed Utah from what we see today.

These generational shifts are occurring nationally as well. We project the race and ethnic makeup of the Utah population will become more diverse over time, but lag behind the nation by about two generations. Utah's 2060 minority age shares will be roughly similar to those of the U.S. in 2010. Utah minorities composed about one-fifth of children under age five in 2010, but by 2060 could be nearly half. For the population aged 85 and older, minorities grow from under 10% to about 20%.

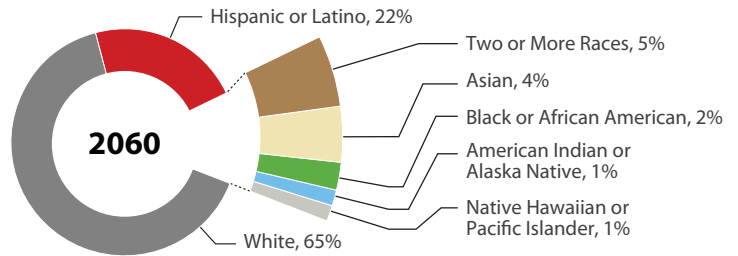
Migration has played an increasing role in statewide population growth over the course of this decade. This is the combined effect of falling births, increasing deaths, and accelerating net immigration. People moving to Utah tend to be more diverse than current residents. These new Utahns introduce cultural, linguistic, ethnic, and racial diversity to the state. These projections present one view of the future and will be updated as newer data becomes available in the future. The 2020 census data will provide a new benchmark for understanding race, ethnicity, ancestry, and age dynamics in Utah.

Figure 6. Utah Population by Age and Sex, 2019



Source: U.S. Census Bureau, Population Division Vintage 2019 Estimates

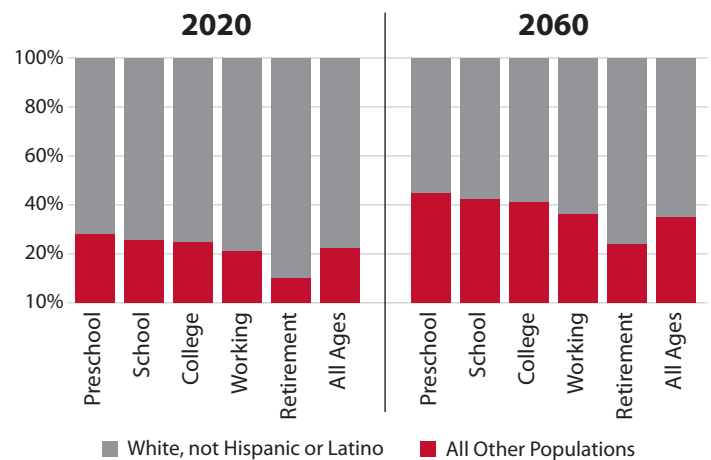
Figure 7. Utah Population Shares by Race and Ethnicity, 2060



Note: Individuals claiming Hispanic, Latino, or Spanish origin are categorized as Hispanic and can be of any race. Non-Hispanic persons can be classified as a single race alone—White, Black or African American, American Indian or Alaska Native, Asian, Native Hawaiian or Pacific Islander—or as two or more races.

Source: Kem C. Gardner Policy Institute

Figure 8. Utah Population by Age Group and Selected Race and Ethnic categories, 2020 and 2060



Source: Kem C. Gardner Policy Institute

This section presents income, wealth, poverty, occupation, industry, labor market, and business ownership data by race, ethnicity, and sex. Variations in the data may occur for a variety of reasons, including demographic (e.g. household size, age structure, marriage rates, etc.), economic (e.g. occupational mix, employment tenure, location, etc.), behavioral (e.g. individual choice and effort), and societal (e.g. discriminatory practices). This report does not evaluate the reasons for these disparities, but rather establishes a data foundation upon which improvements can be made.

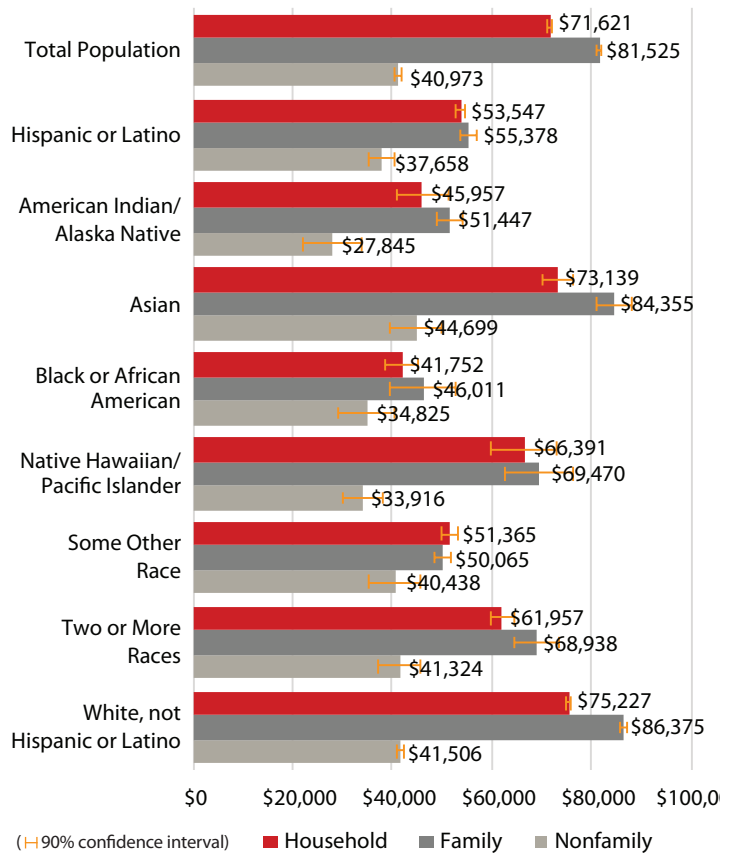
Income

The U.S. Census definition of annual household income includes money income received on a regular basis before taxes. The definition excludes both capital gains and non-cash benefits (such as food stamps, health benefits, and subsidized housing).

Household income is influenced by the number of earners in each household and the earnings of each worker. Worker earnings are influenced by a wide range of factors, including the hiring, advancement, and pay practices of each employer; education, skill level, and other productivity-related factors; the industry in which the worker is employed; years of experience; noncash benefits; the number of hours worked; and accumulated wealth and various market factors for non-wage income.

For example, median incomes follow a well-documented life cycle. Median incomes start low as a young adult first engages in the labor force, then increase through prime earning years until individuals start retiring in their late 50s and 60s, after which median incomes decline but remain higher than for young workers (primarily due to Social Security).

Figure 9. Median Household Income in Utah by Race, Ethnicity, and Household Type, 2015–2019*
(2019 Dollars)



Note: Includes pre-tax money income from all sources, excluding capital gains. Household incomes are shown by the race and ethnicity of one adult in the home, the householder, which often differs from the characteristics of other household members. Family households include at least two people related by birth, adoption, or marriage. Non-family households may include unmarried couples, roommates, or people living alone. With the exception of "White alone, not Hispanic or Latino", estimates include anyone who selected each race category, both Hispanic or Latino and not. Hispanic or Latino bars represent anyone who selected Hispanic or Latino ethnicity, regardless of their race.
Source: U.S. Census Bureau, 2019 5-Year American Community Survey Estimates

Median Household Income Background Information

Interpreting median household income by race/ethnicity requires significant background information and context. Decision-makers should ask the question, "What contributes to these significant differences?"

Here are several of the possible contributing factors:

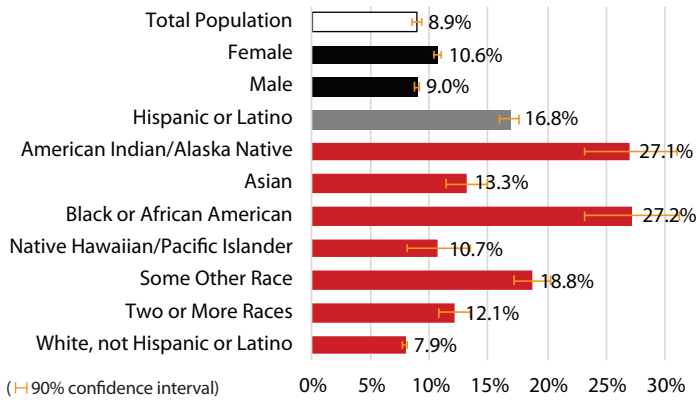
- Societal factors, including discrimination
- Intergenerational transfers of wealth and the cumulative impacts of this over time

- Demographic factors such as age, household size, and marriage and cohabitation rates
- Economic factors such as earnings per worker, years of experience, educational attainment, number of hours worked, and occupation
- Behavioral factors like choice and effort

In addition, non-cash benefits such as food stamps, health benefits, and subsidized housing are not included in median household income measures.

* These are survey-based estimates subject to sample variation. Each estimate is shown with its 90% confidence interval. This interval represents a range of population values that are plausible in light of information in the sample, with a 90% degree of confidence. Reported values for groups with non-overlapping error bars are statistically different to the same degree of confidence.

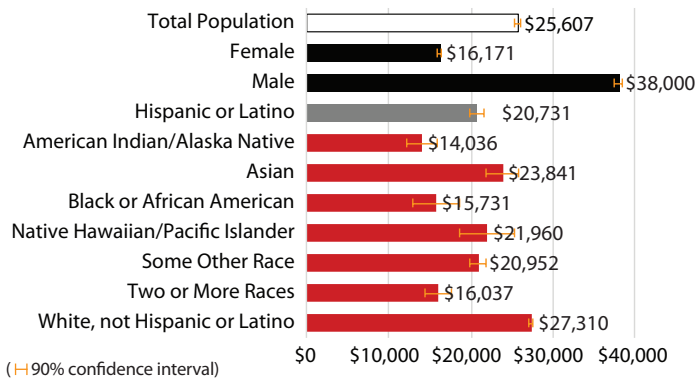
Figure 10. Utah Population in Poverty by Race, Ethnicity, and Sex, 2015–2019*



Note: With the exception of "White alone, not Hispanic or Latino", estimates include anyone who selected each race category, both Hispanic or Latino and not. The Hispanic or Latino bar represents anyone who selected Hispanic or Latino ethnicity, regardless of their race. Source: U.S. Census Bureau, 2019 5-Year American Community Survey Estimates

Figure 11. Median Individual Income in Utah by Race, Ethnicity, and Sex, 2015–2019*

(Population Ages 16+, 2019 Dollars)



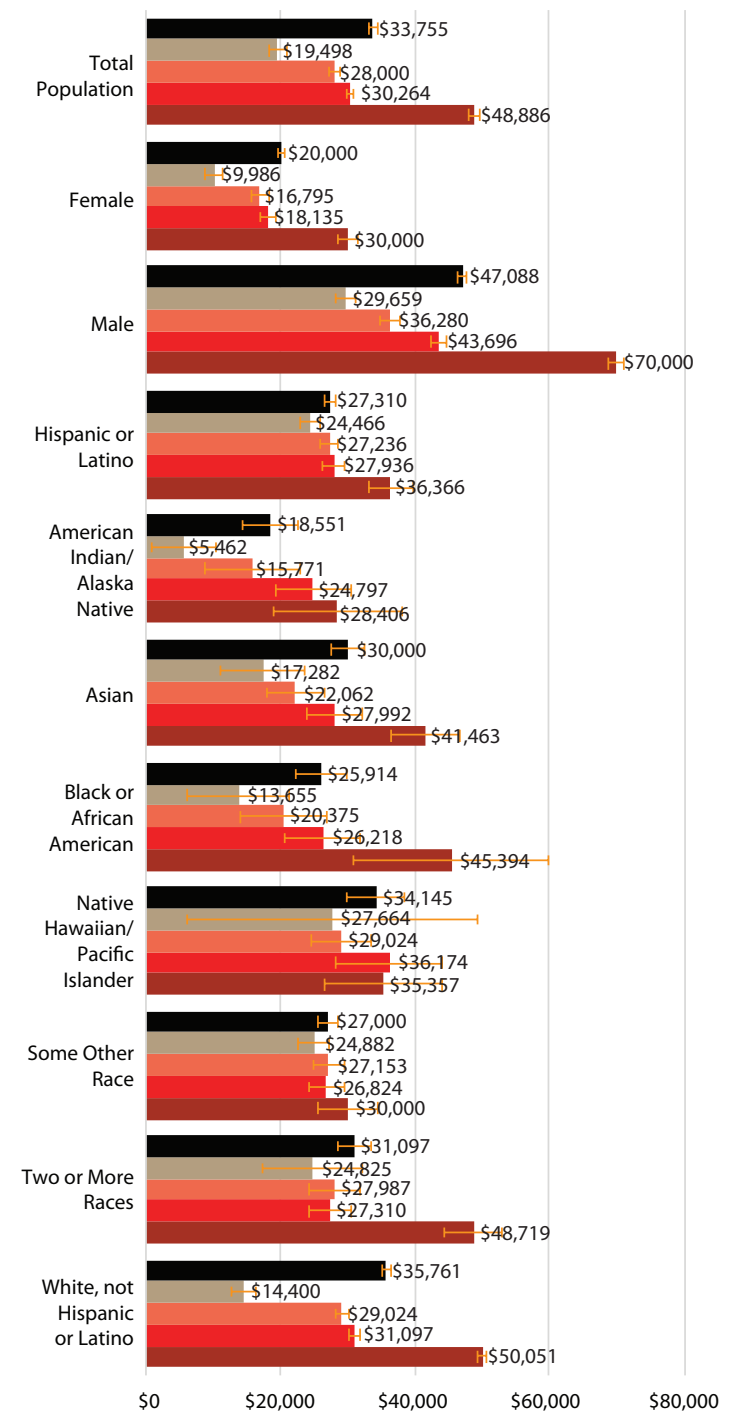
Note: Includes pre-tax income from all sources. With the exception of "White alone, not Hispanic or Latino", estimates include anyone who selected each race category, both Hispanic or Latino and not. Hispanic or Latino bar represents anyone who selected Hispanic or Latino ethnicity, regardless of their race. Source: U.S. Census Bureau, 2019 5-Year American Community Survey, Integrated Public Use Microdata Series

Of the eight racial and ethnic subpopulations included in this analysis, six had median household incomes lower than the state median income. The Black and Native American populations were the furthest below the state median. Statewide, the difference between family and nonfamily median household income is over \$40,000, which is influenced by the presence of more and older workers in family households than in nonfamily households. Three-quarters of nonfamily households are people living alone. This margin was considerably smaller for the Black population and the Some Other Race population.

Unlike Figure 9 which addresses income at the household level, Figures 11 and 12 summarize income at the individual

Figure 12. Median Individual Income in Utah by Race, Ethnicity, Sex, and Educational Attainment, 2015–2019*

(Population Ages 25 to 44, 2019 Dollars)



Note: With the exception of "White alone, not Hispanic or Latino", estimates include anyone who selected each race category, both Hispanic or Latino and not. Hispanic or Latino bars represent anyone who selected Hispanic or Latino ethnicity, regardless of their race. Source: U.S. Census Bureau, 2019 5-Year American Community Survey, Integrated Public Use Microdata Series

* These are survey-based estimates subject to sample variation. Each estimate is shown with its 90% confidence interval. This interval represents a range of population values that are plausible in light of information in the sample, with a 90% degree of confidence. Reported values for groups with non-overlapping error bars are statistically different to the same degree of confidence.

level. For all those age 16 and older (Figure 11), those identifying as non-Hispanic White have the highest median incomes, followed by Asian and Native Hawaiian / Pacific Islander, while American Indian/Alaska Native, Black or African American, and Two or More Races have the lowest median incomes. To account for age structure, Figure 12 summarizes the early- to mid-career portion of the population (ages 25-44) by educational attainment level. Higher education levels correspond with higher median incomes, with the largest median income bump coming with attaining a bachelor's degree or higher. While confidence intervals in some categories suggest some estimate precision uncertainty, those with a bachelor's degree or higher identifying as non-Hispanic White, Two or More Races, and Black or African American show the highest median incomes, while those with less than a high school diploma who identify as American Indian / Alaska Native, Black or African American, and non-Hispanic White show the lowest median incomes.

Poverty rates are highest for Black and Native American populations, where more than one in four individuals experience poverty in Utah. Hispanic individuals experience more than twice the poverty rates of non-Hispanic White individuals.

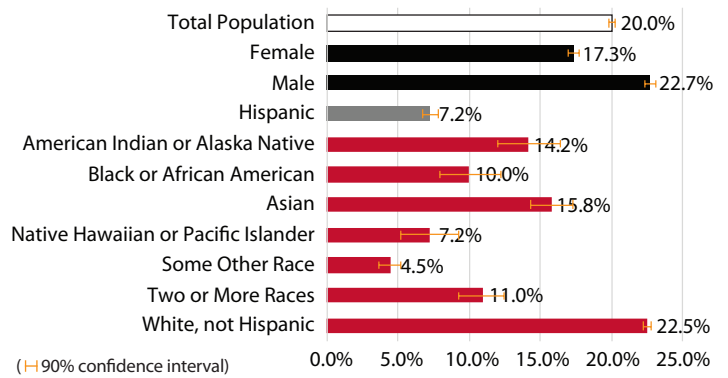
Accumulated Wealth

While wealth and annual income align over a lifetime, annual income alone provides an incomplete picture of a person's economic wellbeing. During financial challenges, such as when annual income drops or expenses unexpectedly increase, accumulated assets can provide liquidity to cover expenses.

The U.S. Census Bureau's Survey of Income and Program Participation summarizes wealth for average U.S. households. This survey indicates that about 33% of wealth for average households is held in retirement accounts such as an individual retirement account or a 401(k) plan, 29% of wealth is held in primary residence equity, 10% in non-retirement-fund stocks and mutual funds, 9% in assets held at financial institutions, and 9% in rental and other real estate, with other smaller categories such as vehicles and bonds making up the difference.

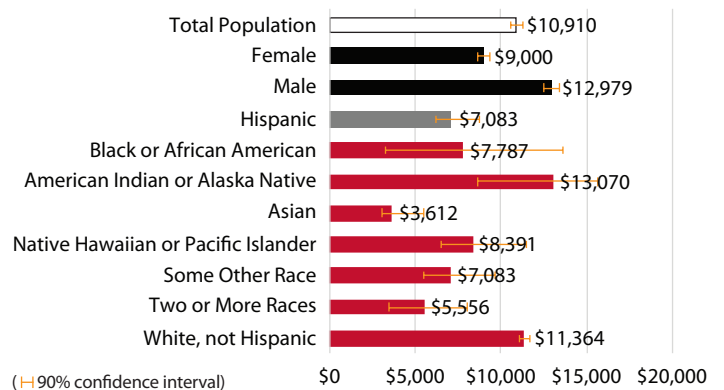
On average, wealth tends to increase with age through early retirement years, and then declines after age 75 as assets are drawn down during retirement. Higher education and higher annual income are associated with more wealth. Even excluding the value of home equity, homeowners tend to have higher wealth than renters. At younger ages, men have higher average wealth than women, although this margin closes in later years. In all age categories, married couples on average have well above twice the wealth of singles.⁴

Figure 13. Percentage of Population Deriving Income from Wealth, 2015–2019*



Note: Consists of the sum of dividends, interest, rent, royalties, income from estates and trusts, and retirement income from sources other than social security.
Source: U.S. Census Bureau, 2015–2019 5-Year American Community Survey, Integrated Public Use Microdata Series

Figure 14. Median Income from Wealth Among Those with Any Income from Wealth, 2015–2019*

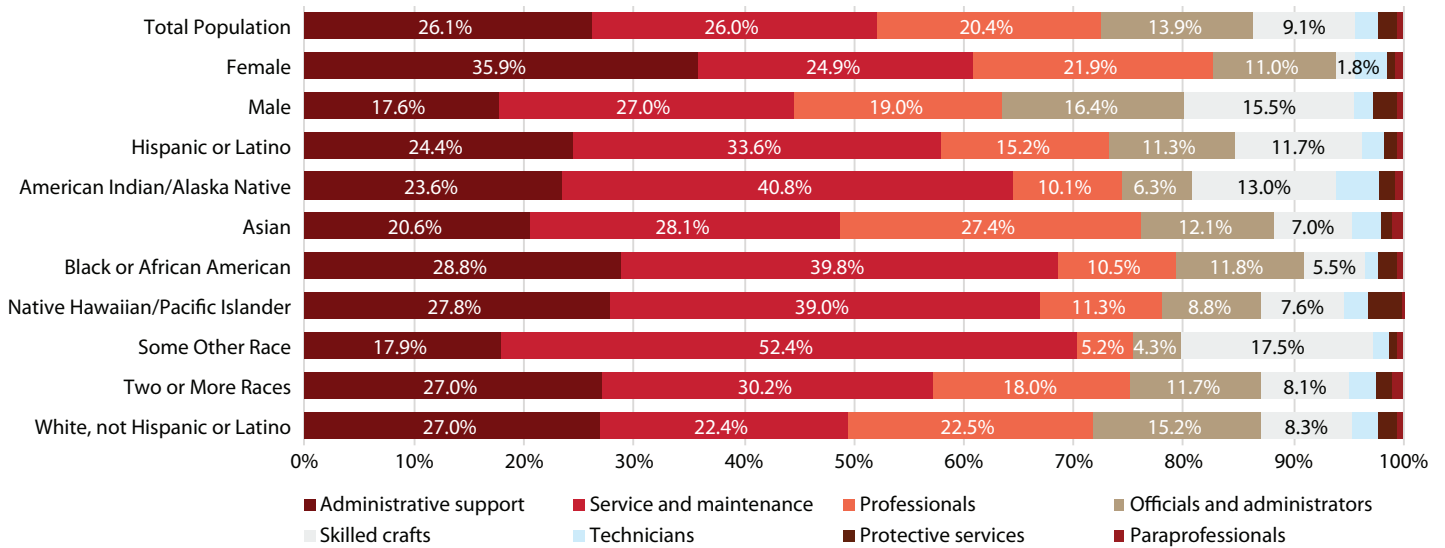


Note: Consists of the sum of dividends, interest, rent, royalties, income from estates and trusts, and retirement income from sources other than social security.
Source: U.S. Census Bureau, 2015–2019 5-Year American Community Survey, Integrated Public Use Microdata Series

While direct Utah-specific wealth data is difficult to find, a few indicators can provide some sense of the wealth distribution by sex, race, and ethnicity in Utah. For example, the housing section of this report summarizes homeownership. In addition, Figure 13 shows the percentage of the population who derive income from select wealth-based income sources, including retirement accounts, interest, dividends, royalties, estates and trusts, and rental income. Figure 14 shows the median amount for those reporting asset-based income in Figure 13. Although this does not directly show the distribution of total wealth and the confidence interval for some groups leaves some uncertainty as to precise amounts, this data on income from assets can provide a general sense of the non-primary-residence portion of wealth.

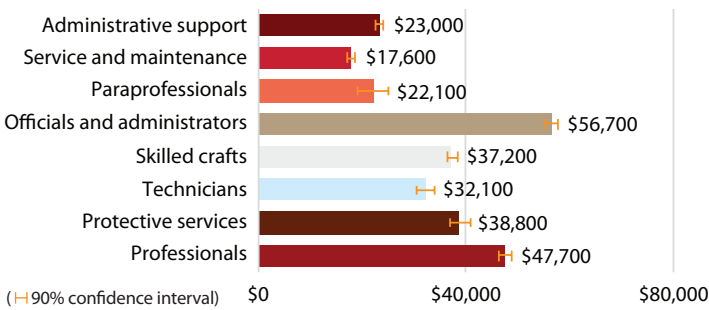
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Figure 15. Primary Occupation of Utah Workers by Race, Ethnicity, and Sex, 2015–2019



Note: This is sample-based survey data. Complete data, including margins of error, can be found in the Appendix. Includes people age 18 years and above who have been employed in the previous five years and do not live in group quarters. Hispanic ethnicity includes persons of Hispanic, Latino, or Spanish origin, regardless of their race. Race groups are mutually exclusive. Source: U.S. Census Bureau, American Community Survey, Integrated Public Use Microdata Series; U.S. Equal Employment Opportunity Commission

Figure 16. Median Utah Wage by Primary Occupation, 2015–2019*



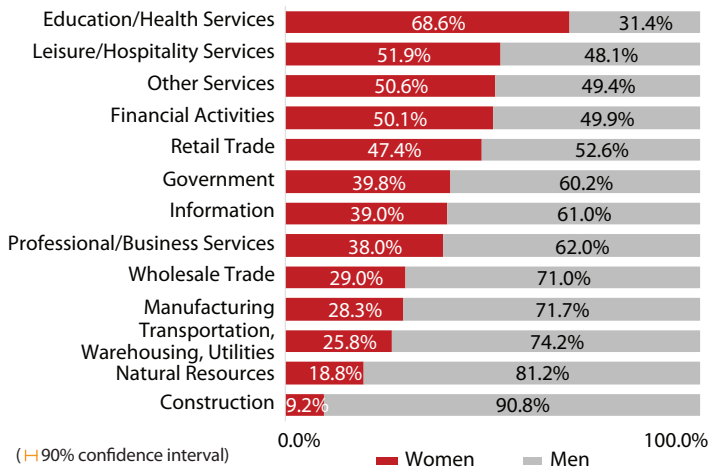
Note: Medians rounded to the nearest \$100 in wages and salaries received by employees age 18 years and above who do not live in group quarters. Employee benefits and self-employment income not included. Source: U.S. Census Bureau, 2019 5-Year American Community Survey, Integrated Public Use Microdata Series; U.S. Equal Employment Opportunity Commission

Labor Markets

The labor force participation rate is an important indicator of labor market engagement that measures the percentage of the adult civilian noninstitutional population that is either working or actively looking for work. Though subject to cyclical influences, labor force participation is primarily determined by long-term structural factors.

This economic measure reflects both a person's view of access to and availability of jobs, as well as personal choices to engage or not engage in the labor force for a variety of reasons. For example, with Baby Boomers retiring in greater numbers and more students focusing on school rather than working, the

Figure 17. Share of Industry Employment by Sex, 2015–2019



Note: This is sample-based survey data. Complete data, including margins of error, can be found in the Appendix. Source: U.S. Census Bureau, 2019 5-Year American Community Survey Estimates

labor force participation rate has declined overall since its peak in the early 2000s.⁵

Figure 18 illustrates that American Indians/Alaska Natives and women have the lowest labor force participation rates among the Utah demographic groups analyzed. Adults belonging to Some Other Race, Two or More Races, and those identifying as Native Hawaiian/Pacific Islander had the highest 2019 rates of over 75% of their population.

For Utahns who are in the labor force, unemployment rates vary by demographic group. The Census unemployment rate

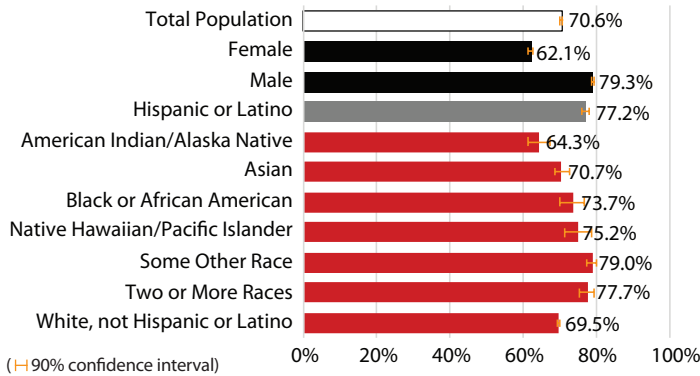
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estimate includes individuals age 18 and older who are not employed and are actively looking for work.

Lastly, individuals who own Utah businesses are more likely to be male (59.0% Male; 16.9% Female; 24.1% Shared), and White (86.7% White; 3.5% Hispanic or Latino; 3.2% Asian; 0.4% Black).

Figure 20 shows how the race, ethnicity, and sex makeup of business owners compare with that of Utah's general population.

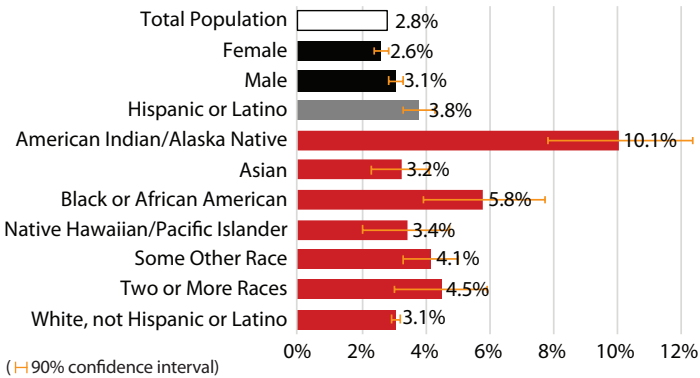
Figure 18. Labor Force Participation Rate for Utah Adults by Race, Ethnicity, and Sex, 2015–2019*



Note: Includes people age 18 and above who are either employed or looking for work, as a share of the adult population. Group quarters populations not included. The Hispanic or Latino bar represents anyone who selected this ethnicity, regardless of their race. With the exception of "White alone, not Hispanic or Latino", information for racial groups includes anyone who selected each race, regardless of their ethnicity.

Source: U.S. Census Bureau, 2019 5-Year American Community Survey, Integrated Public Use Microdata Series

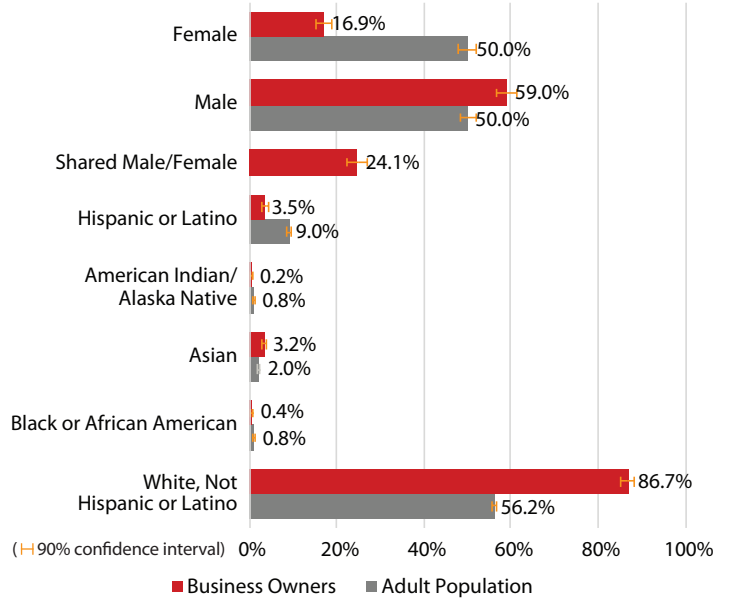
Figure 19. Unemployment Rate for Utah Adults by Race, Ethnicity, and Sex, 2015–2019*



Note: Unemployment rate includes people age 18 and above not living in group quarters who are not employed but looking for work, as a share of the total labor force. The Hispanic or Latino bar represents anyone who selected this ethnicity, regardless of their race. With the exception of "White alone, not Hispanic or Latino", estimates for racial groups include anyone who selected each race, regardless of their ethnicity.

Source: U.S. Census Bureau, 2019 5-Year American Community Survey, Integrated Public Use Microdata Series

Figure 20. Utah Business Ownership by Race, Ethnicity, and Sex, 2018*



Note: Classifiable data from the Annual Business Survey shown with shares of the Utah population age 18 and above. Survey detail may not add to 100% due to rounding and because Hispanic or Latino owners may be of any race, including races for which state-level survey estimates are not available. Each owner had the option of selecting more than one race and therefore is included in each race group selected. The sample for Native Hawaiian and Other Pacific Islander was too small in the Annual Business Survey to infer meaningful results. Hispanic or Latino bars represent anyone who selected this ethnicity, regardless of their race. With the exception of "White alone, not Hispanic or Latino", estimates for racial groups include anyone who selected each race, regardless of their ethnicity.

Source: National Science Foundation and U.S. Census Bureau, 2018 Annual Business Survey; U.S. Census Bureau, 2018 1-Year American Community Survey Estimates

* These are survey-based estimates subject to sample variation. Each estimate is shown with its 90% confidence interval. This interval represents a range of population values that are plausible in light of information in the sample, with a 90% degree of confidence. Reported values for groups with non-overlapping error bars are statistically different to the same degree of confidence.

Economic Mobility: A Success Story in Utah

The Greater Salt Lake Area⁶ ranks first in absolute economic mobility among the 50 largest commuting zones in the United States.⁷ This relatively high level of intergenerational mobility provides promising news for Utah's efforts to extend opportunity to all residents.

Table 2. Top Five and Bottom Five Commuting Zones/Metro Areas for Absolute Mobility

TOP FIVE	Upward Mobility Rank	Commuting Zone	Population (2000)	Absolute Mobility	BOTTOM FIVE	Upward Mobility Rank	Commuting Zone	Population (2000)	Absolute Mobility
	1	Salt Lake City, UT	1,426,729	46.2		46	Detroit, MI	5,327,827	37.5
	2	Pittsburgh, PA	2,561,364	45.2		47	Indianapolis, IN	1,507,346	37.2
	3	San Jose, CA	2,393,183	44.7		48	Raleigh, NC	1,412,127	36.9
	4	Boston, MA	4,974,945	44.6		49	Atlanta, GA	3,798,017	36.0
	5	San Francisco, CA	4,642,561	44.4		50	Charlotte, NC	1,423,942	35.8

Note: The Salt Lake commuting zone includes Davis, Morgan, Salt Lake, Summit, Tooele, Wasatch, and Weber counties. Salt Lake City's 46.2 mark for absolute mobility represents the mean rank that children in this commuting zone, who were born in the 1980s, achieve in the national income distribution, versus their parents' rank – meaning that these children rise higher up the income ladder than their counterparts from the same parental income levels in other commuting zones.

Source: Chetty, R. et al. (2014). Where is the Land of Opportunity? The Geography of Intergenerational Mobility in the United States, Opportunity Insights, Harvard University (June 2014)

Areas of high economic mobility share five characteristics:

1. Less residential segregation
2. Less income inequality
3. Better primary schools
4. Greater social capital
5. Greater family stability⁸

In Utah, three of these measures stand out as particularly favorable – income equality, social capital and family stability.

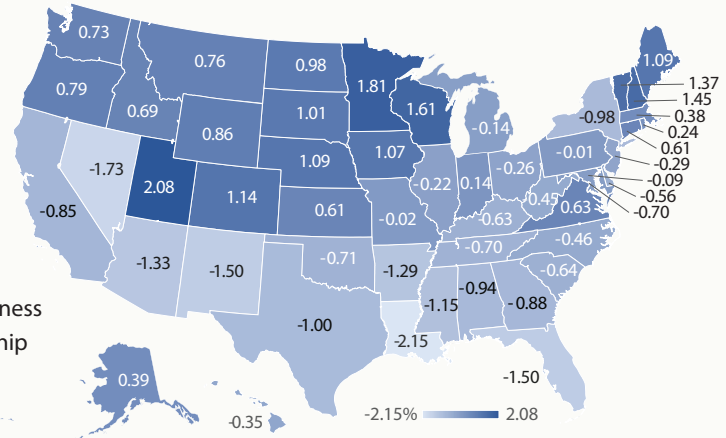
As shown in Figures 21 and 22, Utah ranks first for income equality in the nation (as measured by the Gini Coefficient),⁹ nation-leading social capital¹⁰, and the lowest percentage of children in single-parent families.¹¹

Figure 21. Social Capital Index

A higher number indicates a greater level of social capital.

What is social capital?

- Mutual support and cooperation
- Established networks of trust
- Institutional effectiveness
- Goodwill and fellowship
- A form of civic virtue



Source: U.S. Congress, Joint Economic Committee, Social Capital Project. "The Geography of Social Capital in America."

Figure 22. Top Ten States: Income Equality

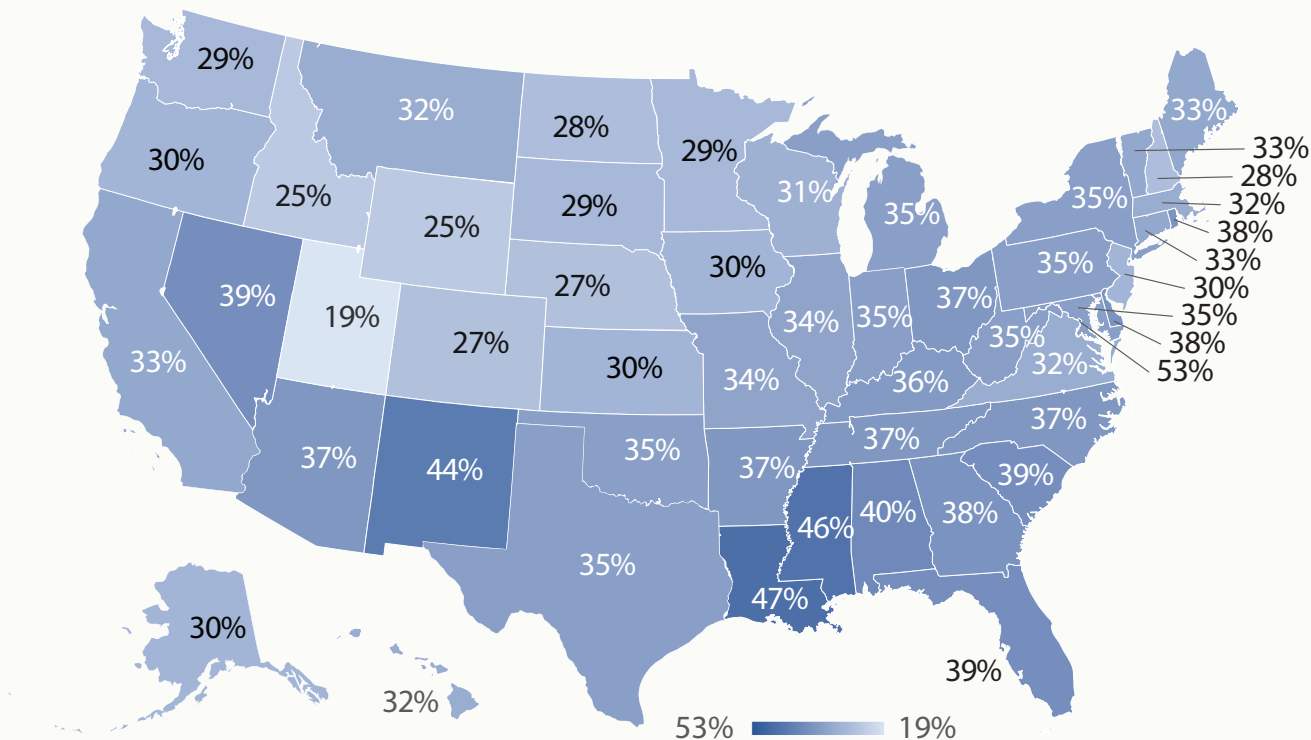
Gini Coefficients



Note: A lower number signifies a greater level of income equality on a scale of 0-1.
Source: U.S. Census Bureau; American Community Survey. Updated 1/28/2021

U.S. = 0.481

Figure 23. Percent of Children in Single-Parent Families in the United States, 2019



Source: Kids Count Data Center data from the U.S. Census Bureau, 2019 American Community Survey

“The fraction of children living in single-parent households is the single strongest correlate of upward income mobility among all the variables we explored, with a raw unweighted correlation of -0.76.”

– Raj Chetty, et al., “Where is the Land of Opportunity,”
The Geography of Intergenerational Mobility in the United States, June 2014

This section presents education enrollment, achievement, proficiency, and attainment by race, ethnicity, and sex. Variations in the data may occur for a variety of reasons, including demographic (e.g. age structure), economic (e.g. determinants of income that also impact education outcomes), behavioral (e.g. individual choice and effort), and societal (e.g. discriminatory practices). This report does not evaluate the reasons for these disparities, but rather establishes a data foundation upon which improvements can be made.

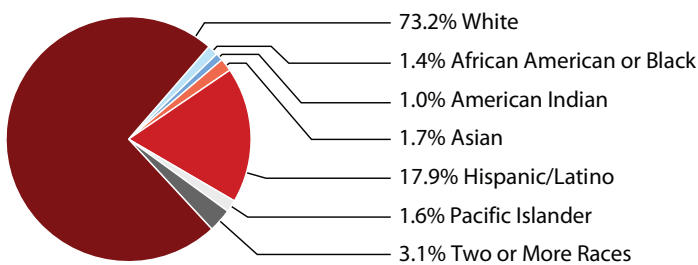
Enrollment, achievement, and educational attainment differ by sex and race/ethnicity in both K-12 schools and higher education in Utah. White and Asian students have significantly better educational outcomes than other racial/ethnic groups.

These patterns become evident in early educational assessments, including third grade literacy levels, and persist throughout K-12 education and higher education. These educational attainment levels then influence incomes, which in turn influence educational outcomes and incomes of the next generation. In other words, the influences are bi-directional and multi-generational.

K-12 Education

While the majority of K-12 students are White (73.2%), the racial/ethnic breakdown varies significantly by school and school district (see Figure 24 and Table 3). Four of Utah's school districts (Granite, Ogden, Salt Lake, and San Juan) enroll more students of color than White students. Although individual schools differ, in total charter schools enroll a higher share of students of color than the statewide average.

Figure 24. Utah Public Education Enrollment by Race and Ethnicity, FY2021



Source: Utah State Board of Education, Data and Statistics

Why Does Context Matter?

Educational Attainment by Sex and Age

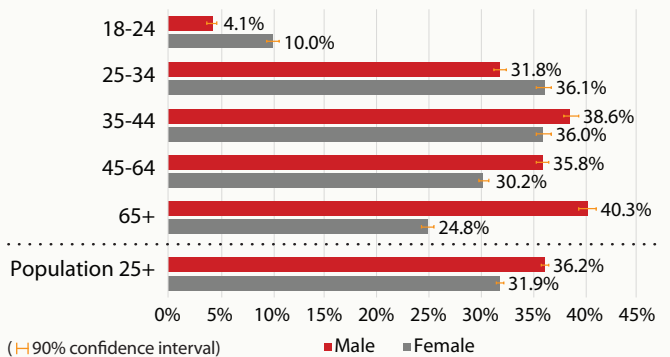
Educational attainment serves as an important indicator of opportunity and success. It also provides a great example of how important age structure is to a proper interpretation of data.

The percent of Utah's population 25 years and older by sex in 2019 shows 36.2% of men have a bachelor's degree or higher. Women register 4.3 percentage points lower at 31.9%.

A closer examination that breaks attainment down by age group, however, shows the major reason for this discrepancy is the high percentage of men and low percentage of women 65 years and older with a college degree or higher. Even more interesting, in both the 18–24- and 25–34-year-old cohorts, women are outpacing men.

By referencing or adjusting the data by age, decision-makers may arrive at different conclusions and take different actions. Now magnify this simple example by myriad factors impacting economic, housing, health, and other data items. Socio-economic data are complex and require analysis, context, and discussion.

Figure 25. Percent of Utah Adults with a Bachelor's Degree or Higher by Age, 2015–2019



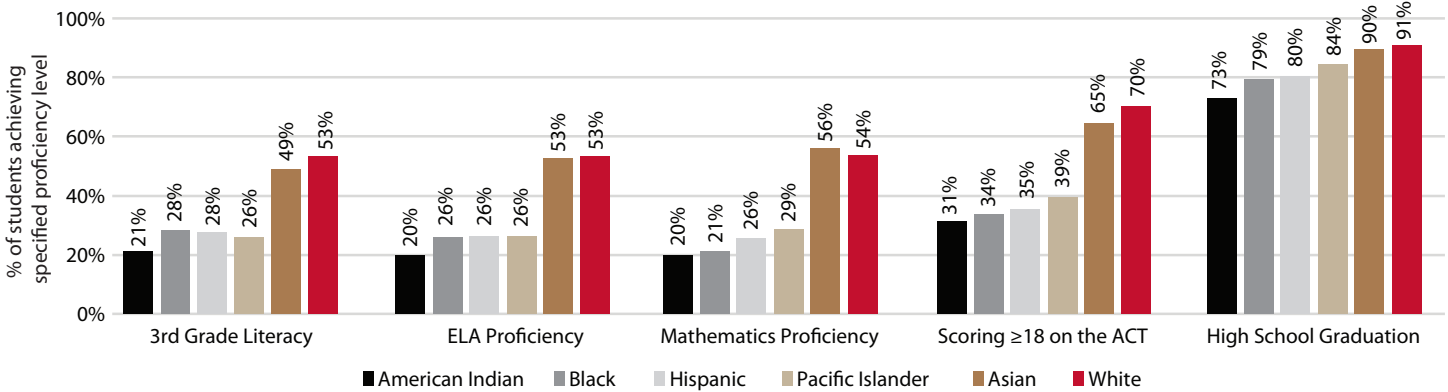
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Source: U.S. Census Bureau, 2019 5-Year American Community Survey Estimates

Table 3. Utah School District Enrollment by Race and Ethnicity, FY 2021

	FY 2021 Enrollment	Percent African American or Black	Percent American Indian	Percent Asian	Percent Hispanic/Latino	Percent Pacific Islander	Percent Two or More Races	Percent White
State of Utah	666,609	1.4%	1.0%	1.7%	17.9%	1.6%	3.1%	73.2%
Alpine	80,953	▼ 0.7%	▼ 0.3%	▼ 0.9%	▼ 12.6%	▼ 1.3%	▲ 4.0%	▲ 80.2%
Beaver	1,519	▼ 0.1%	▼ 0.5%	▼ 0.4%	▼ 17.2%	▼ 0.9%	▼ 1.4%	▲ 79.4%
Box Elder	11,832	▼ 0.4%	▼ 0.6%	▼ 0.4%	▼ 11.3%	▼ 0.4%	▼ 1.7%	▲ 85.3%
Cache	18,833	▼ 0.5%	▼ 0.7%	▼ 0.7%	▼ 10.0%	▼ 0.5%	▼ 2.0%	▲ 85.5%
Canyons	33,488	▲ 1.6%	▼ 0.3%	▲ 2.6%	▼ 17.0%	▼ 1.1%	▲ 5.3%	▼ 72.0%
Carbon	3,289	▼ 0.3%	▼ 0.9%	▼ 0.2%	▼ 13.5%	▼ 0.2%	▼ 1.1%	▲ 83.8%
Daggett	187	▼ 0.0%	▲ 1.1%	▼ 0.0%	▼ 4.8%	▼ 0.0%	▼ 2.1%	▲ 92.0%
Davis	70,643	▼ 1.1%	▼ 0.3%	▼ 1.1%	▼ 10.8%	▼ 1.3%	▼ 3.0%	▲ 82.3%
Duchesne	4,987	▼ 0.4%	▲ 6.4%	▼ 0.3%	▼ 9.7%	▼ 0.2%	▲ 3.8%	▲ 79.2%
Emery	2,172	▼ 0.2%	▼ 0.5%	▼ 0.0%	▼ 9.3%	▼ 0.0%	▼ 0.6%	▲ 89.5%
Garfield	923	▼ 0.2%	▲ 2.6%	▼ 0.2%	▼ 8.6%	▼ 0.2%	▼ 1.1%	▲ 87.1%
Grand	1,379	▼ 0.4%	▲ 5.0%	▼ 0.5%	▲ 20.0%	▼ 0.1%	▼ 1.7%	▼ 72.2%
Granite	61,851	▲ 3.9%	▲ 1.3%	▲ 4.4%	▲ 35.3%	▲ 4.6%	▼ 1.4%	▼ 49.2%
Iron	10,748	▼ 0.5%	▲ 1.9%	▼ 0.6%	▼ 11.1%	▼ 0.6%	▼ 2.3%	▲ 83.0%
Jordan	56,102	▼ 1.1%	▼ 0.3%	▶ 1.7%	▼ 16.6%	▲ 1.8%	▲ 4.4%	▲ 74.1%
Juab	2,590	▼ 0.3%	▼ 0.5%	▼ 0.4%	▼ 5.0%	▼ 0.2%	▼ 1.7%	▲ 91.9%
Kane	1,287	▼ 0.3%	▲ 1.9%	▼ 0.8%	▼ 5.7%	▼ 0.1%	▼ 1.9%	▲ 89.4%
Logan	5,484	▲ 2.6%	▲ 1.2%	▲ 2.7%	▲ 30.7%	▲ 1.8%	▼ 2.3%	▼ 58.6%
Millard	2,973	▼ 0.0%	▶ 1.0%	▼ 0.9%	▼ 16.0%	▼ 0.1%	▼ 1.9%	▲ 80.1%
Morgan	3,201	▼ 0.5%	▼ 0.2%	▼ 0.2%	▼ 2.7%	▼ 0.2%	▼ 1.5%	▲ 94.6%
Murray	6,097	▲ 3.4%	▼ 0.7%	▲ 2.1%	▲ 20.4%	▼ 0.9%	▲ 5.0%	▼ 67.5%
Nebo	35,335	▼ 0.5%	▼ 0.3%	▼ 0.3%	▼ 13.3%	▼ 0.7%	▶ 3.1%	▲ 81.8%
North Sanpete	2,445	▼ 0.2%	▼ 0.9%	▼ 0.1%	▼ 17.1%	▼ 0.5%	▼ 1.8%	▲ 79.4%
North Summit	1,011	▼ 0.2%	▼ 0.4%	▼ 0.0%	▼ 16.0%	▼ 0.0%	▼ 0.8%	▲ 82.6%
Ogden	10,617	▲ 2.0%	▼ 0.8%	▼ 0.7%	▲ 50.9%	▼ 0.5%	▼ 3.0%	▼ 42.1%
Park City	4,696	▼ 0.6%	▼ 0.1%	▲ 1.8%	▲ 20.6%	▼ 0.1%	▼ 3.0%	▲ 73.9%
Piute	291	▼ 1.0%	▼ 0.3%	▼ 0.0%	▼ 13.1%	▼ 0.0%	▼ 1.4%	▲ 84.2%
Provo	13,317	▼ 1.1%	▼ 0.8%	▲ 1.9%	▲ 29.9%	▲ 3.6%	▲ 4.1%	▼ 58.6%
Rich	498	▼ 0.0%	▼ 0.0%	▼ 0.0%	▼ 4.0%	▼ 0.2%	▼ 2.4%	▲ 93.4%
Salt Lake	20,536	▲ 5.0%	▲ 1.5%	▲ 4.6%	▲ 36.6%	▲ 5.0%	▲ 3.8%	▼ 43.4%
San Juan	2,929	▼ 0.3%	▲ 54.9%	▼ 0.2%	▼ 5.8%	▼ 0.0%	▼ 2.3%	▼ 36.5%
Sevier	4,461	▼ 0.9%	▲ 1.9%	▼ 0.2%	▼ 5.0%	▼ 0.8%	▼ 0.0%	▲ 91.3%
South Sanpete	3,127	▼ 0.5%	▼ 0.5%	▼ 0.2%	▼ 13.2%	▼ 1.0%	▼ 2.0%	▲ 82.5%
South Summit	1,635	▼ 0.1%	▼ 0.2%	▼ 0.1%	▼ 12.9%	▼ 0.1%	▼ 0.7%	▲ 85.9%
Tintic	213	▼ 0.9%	▼ 0.9%	▼ 0.5%	▼ 6.6%	▼ 0.0%	▼ 2.3%	▲ 88.7%
Tooele	22,004	▼ 0.7%	▼ 0.6%	▼ 0.5%	▼ 12.5%	▼ 1.0%	▼ 2.0%	▲ 82.6%
Uintah	6,668	▼ 0.4%	▲ 8.3%	▼ 0.4%	▼ 9.9%	▼ 0.5%	▼ 2.4%	▲ 78.1%
Wasatch	9,061	▼ 0.4%	▼ 0.2%	▼ 0.4%	▼ 16.8%	▼ 0.2%	▼ 2.2%	▲ 79.8%
Washington	35,346	▼ 1.0%	▲ 1.3%	▼ 0.9%	▼ 14.6%	▼ 1.5%	▼ 1.9%	▲ 78.8%
Wayne	429	▼ 0.5%	▼ 0.7%	▼ 1.2%	▼ 7.0%	▼ 0.5%	▼ 2.6%	▲ 87.6%
Weber	32,197	▼ 0.9%	▼ 0.3%	▼ 0.9%	▼ 13.1%	▼ 0.7%	▼ 2.8%	▲ 81.3%
Charter Schools	79,255	▲ 1.6%	▼ 0.6%	▲ 3.0%	▲ 20.8%	▶ 1.6%	▲ 3.7%	▼ 68.7%

Note: Arrows denote whether the share is above, below, or the same as the state proportion.
 Source: Utah State Board of Education, Data and Statistics

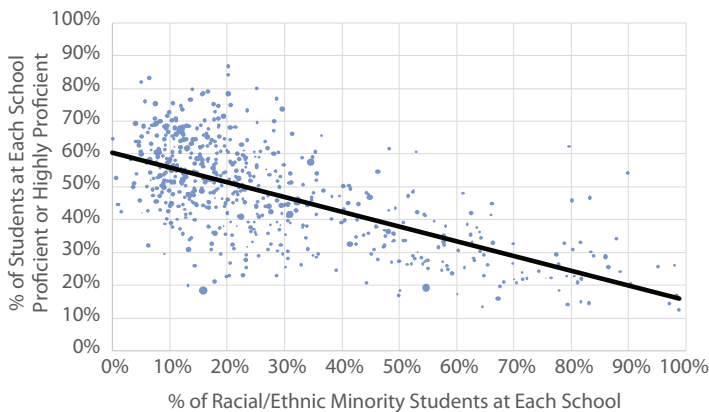
Figure 26. Utah Student Achievement by Race and Ethnicity, 2019–2020



Note: Mathematics and English Language Arts (ELA) proficiency is an average of scores from 3rd-8th grades. High school graduation rates and ACT scores use 2020 data while the remaining metrics use 2019 data.

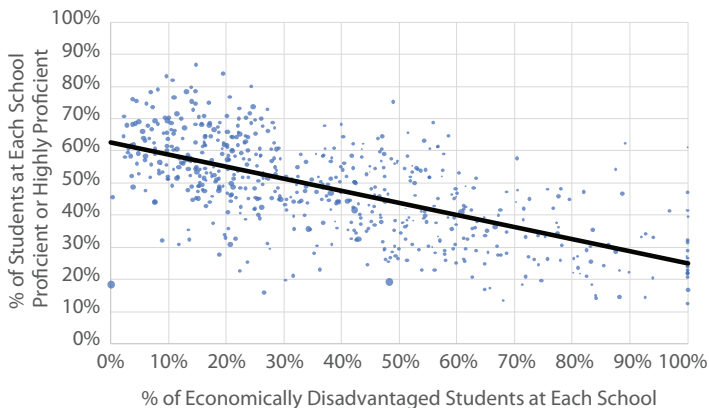
Source: Utah State Board of Education

Figure 27. Utah Elementary School Composite Proficiency Rates and Percent of Students Identified as Racial/Ethnic Minority, 2019



Note: Composite proficiency is the average for English Language Arts, Math, and Science. Source: Kem C. Gardner Policy Institute analysis of Utah State Board of Education data

Figure 28. Utah Elementary School Composite Proficiency Rates and Percent of Economically Disadvantaged Students, 2019



Note: Composite proficiency is the average for English Language Arts, Math, and Science. Economically disadvantaged students refers to students qualifying for free/reduced lunch. Source: Kem C. Gardner Policy Institute analysis of Utah State Board of Education data

As shown in Figure 26, disparities in early indicators of educational proficiency tend to continue through K-12 education, and are later reflected in higher education and income outcomes.

In Figures 27 and 28, each Utah elementary school is portrayed by a single dot, each corresponding to the school size. Higher achieving schools tend to have lower concentrations of students of color. A similar pattern is seen based on economic disadvantage. Schools with a higher concentration of economically disadvantaged students tend to have worse educational outcomes.

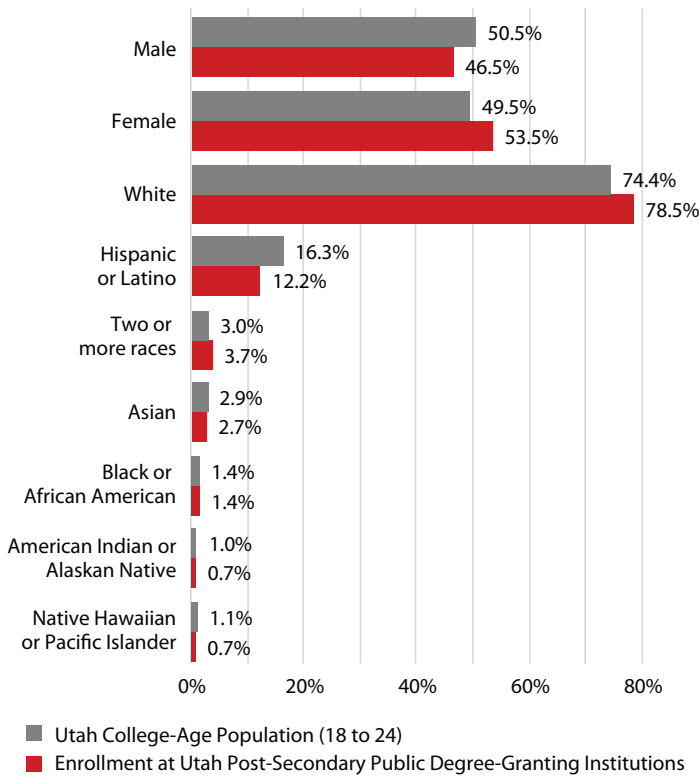
Higher Education

Recent Enrollment and Completion. As shown in Figure 29, Hispanic students enroll in higher education at a lower rate (12.2%) than their share of the college-age population (16.3%), while White students enroll at a higher rate (78.5%) compared to their share of the college-age population (74.4%), with other student populations more closely mirroring their overall share of the college-age population.

The racial/ethnic breakdown of those earning higher education certificates most closely mirrors the Utah college-age population, with White students earning only slightly more than their share of the college-age population. White students earn more bachelor's and master's degrees. Students who are White, Asian, and of Two or More Races earn more doctorate and professional degrees than their share of the college-age population, while those who are Black or African American, Native Hawaiian or Pacific Islander, American Indian or Alaska Native, and Hispanic or Latino earn a smaller share.

In recent years, female students have outnumbered male students in both enrollment and degree attainment. Female enrollment (53.5% of Fall 2020 enrollment) has been increasing since 2015, while total male enrollment (46.5% of Fall 2020 enrollment) has been declining since 2018 (see Figure 31).

Figure 29. Utah Public Post-Secondary Degree-Granting Institution Enrollment by Race, Ethnicity, and Sex, Fall 2020



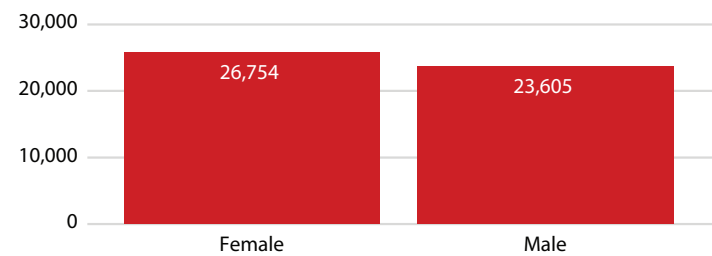
Note: Excludes students whose race is unknown.
Source: Utah System of Higher Education and Kem C. Gardner Policy Institute 2019 Population Estimates

Figure 31. Utah Public Post-Secondary Degree-Granting Institution Enrollment by Sex, 2007–2020



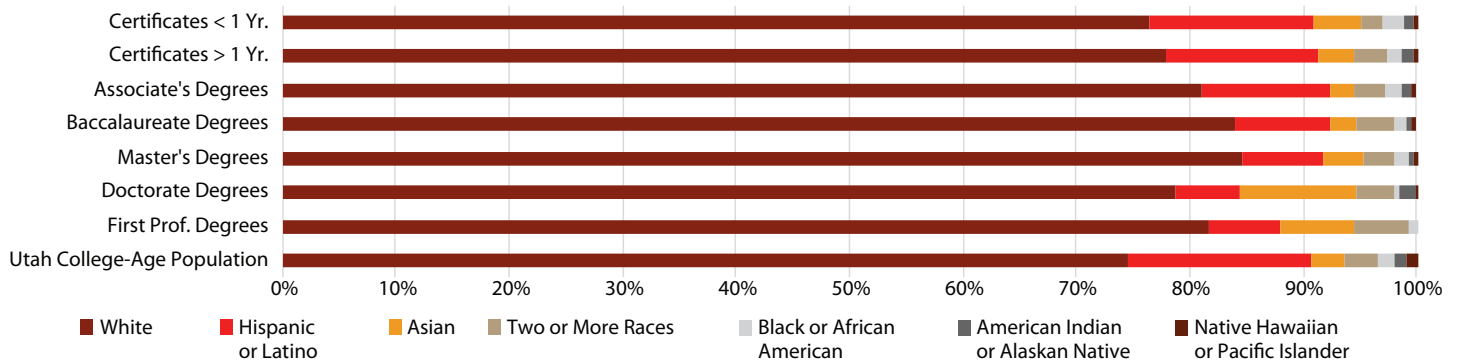
Note: Measures end-of-term enrollment for fall semesters.
Source: Utah System of Higher Education

Figure 32. Utah Public Post-Secondary Degree-Granting Institutions' and Technical Colleges' Degrees and Awards by Sex, FY 2020



Source: Utah System of Higher Education

Figure 30. Post-Secondary Degrees and Awards by Race and Ethnicity in Utah, FY 2019



Note: College-age population includes the Utah population age 18-24. 1,850 degrees/awards were excluded because their race/ethnicity was unknown. Covers certificates and degrees awarded by BYU, Westminster, LDS Business College, University of Utah, Utah State University, Weber State University, Southern Utah University, Snow College, Dixie State University, Utah Valley University, and Salt Lake Community College.
Source: Utah System of Higher Education and Integrated Postsecondary Education Data System (IPEDS) and U.S. Census Bureau.

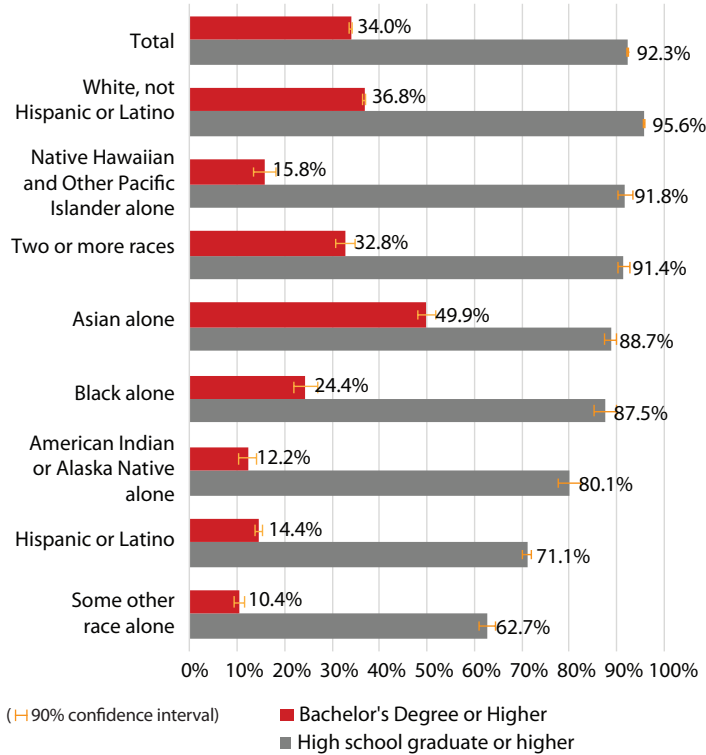
Enrollment and Completion Among Full Adult Population. When examining the full population over age 25, White and Asian Utahns have higher educational attainment levels (see Figure 30). Females are more likely than males to have graduated high school, have some college with no degree, and to have completed a bachelor's degree, while males are more likely to have completed a graduate or professional degree.

Educational Attainment and Income

Figure 35 shows income by educational attainment for sex, race, and ethnic groups age 25 and over. Those with lower educational attainment generally earn lower incomes. However, women and populations of color earn less among those with the same educational attainment level.

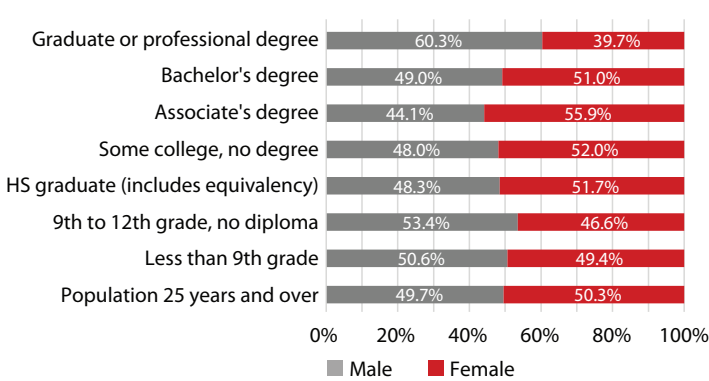
Figure 33. Utah Educational Attainment by Race and Ethnicity, 2015–2019*

(Population Age 25 and Above)



Source: U.S. Census Bureau, 2019 5-Year American Community Survey Estimates

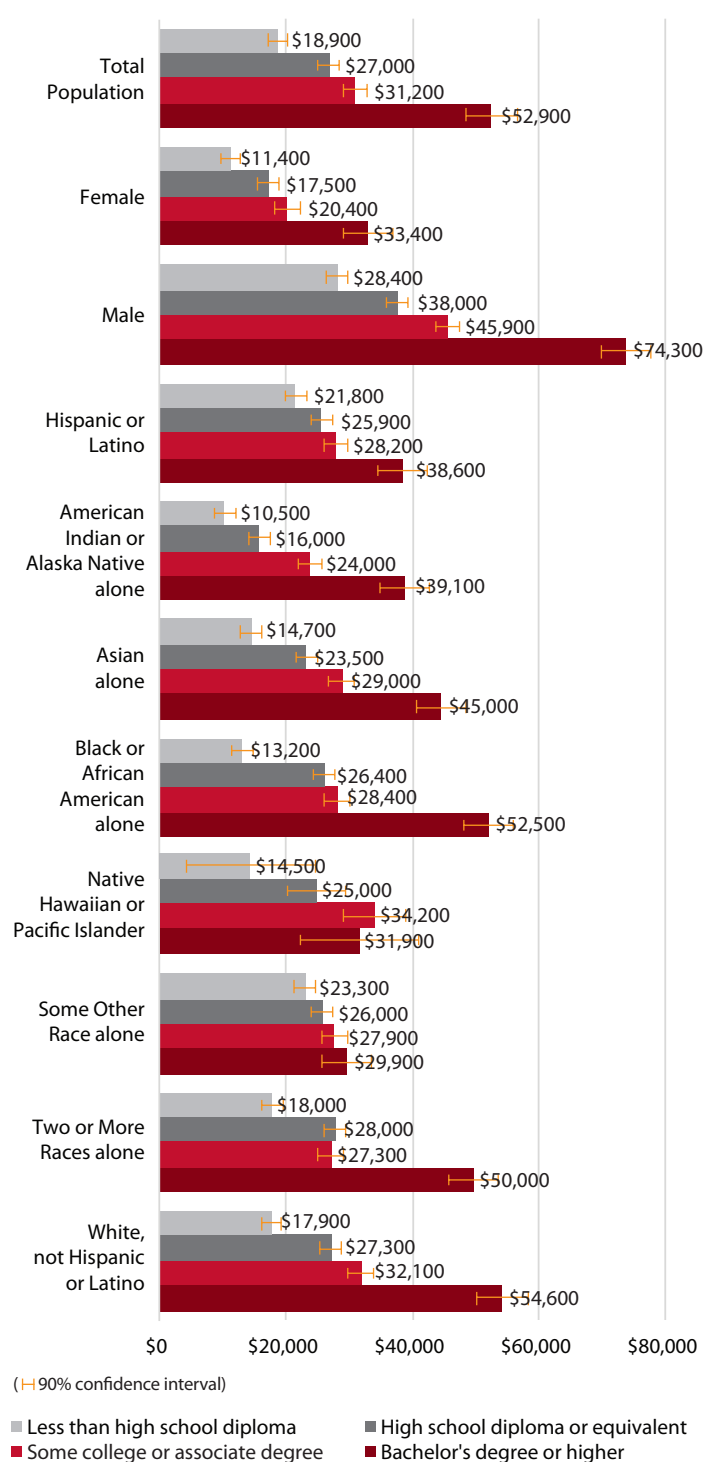
Figure 34. Utah Educational Attainment by Sex, 2015–2019



Note: This is sample-based survey data. Complete data, including margins of error, can be found in the Appendix. Includes Utah population age 25 and over.
Source: U.S. Census Bureau, 2019 5-Year American Community Survey Estimates

Figure 35. Median Personal Income by Educational Attainment, 2015–2019*

(Population Age 25 and Above, 2019 Dollars)

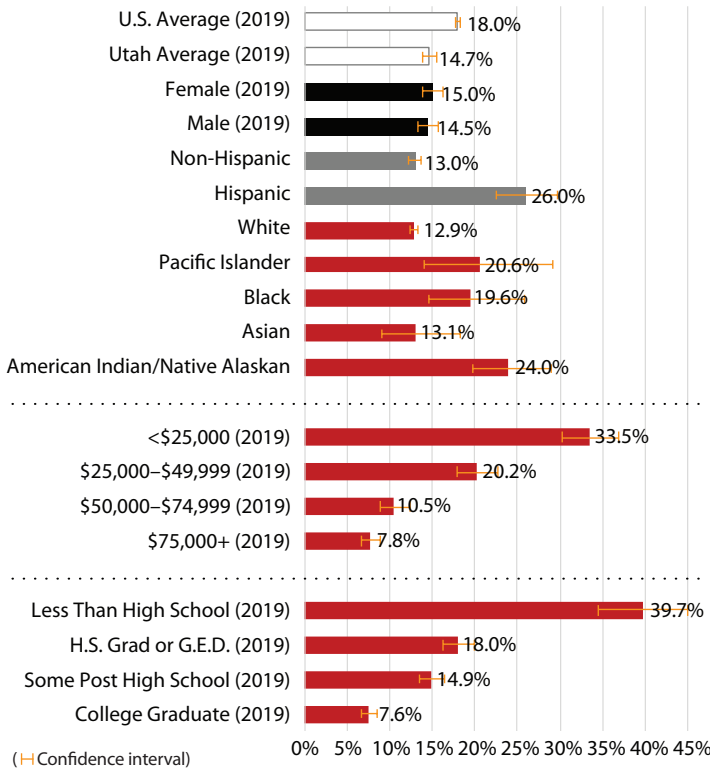


Note: With the exception of "white, not Hispanic," estimates include anyone who selected each race category, both Hispanic or not. The Hispanic row represents anyone who selected Hispanic or Latino ethnicity, regardless of their race.
Source: U.S. Census Bureau, 2019 5-Year American Community Survey, Integrated Public Use Microdata Series

* These are survey-based estimates subject to sample variation. Each estimate is shown with its 90% confidence interval. This interval represents a range of population values that are plausible in light of information in the sample, with a 90% degree of confidence. Reported values for groups with non-overlapping error bars are statistically different to the same degree of confidence.

This section presents general health, life expectancy, infant mortality, insurance rates, and additional health indicators by race, ethnicity, and sex. Variations in the data may occur for a variety of reasons, including demographic (e.g. age structure, marriage rates, etc.), economic (e.g. determinants of income that also impact health outcomes), behavioral (e.g. individual choice and effort), and societal (e.g. discriminatory practices). This report does not evaluate the reasons for these disparities, but rather establishes a data foundation upon which improvements can be made.

Figure 36. Share of Utah Adults who Reported Fair or Poor General Health by Race, Ethnicity, Sex, and Income, 2017–2019*



Note: Age-adjusted. Data shown are for combined years unless otherwise noted.
 Source: Utah Behavioral Risk Factor Surveillance System, Office of Public Health Assessment, Utah Department of Health. U.S. data is from Behavioral Risk Factor Surveillance System (BRFSS), Division of Behavioral Surveillance, CDC Office of Surveillance, Epidemiology, and Laboratory Services. Retrieved Wed. 20 January 2021 from the Utah Department of Health, Indicator-Based Information System for Public Health Web site: <http://ibis.health.utah.gov>. Income and education data retrieved Sun, 04 April 2021.

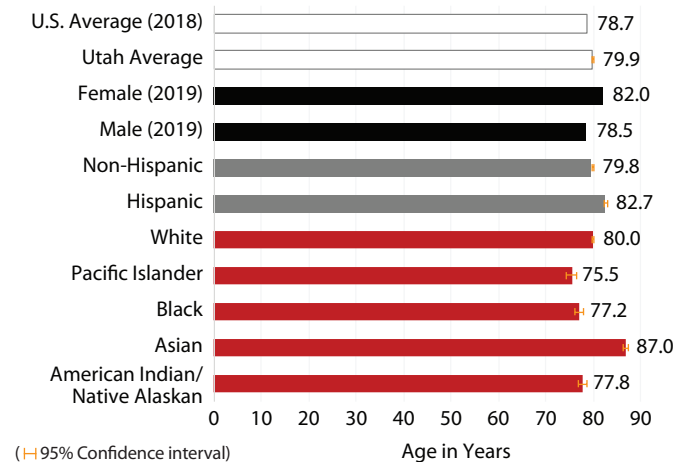
Health outcomes and access differ by race, ethnicity, and sex in Utah. For example, higher shares of most of Utah's minority populations report having fair or poor general health than the state average (see Figure 36). These data also show that health is strongly associated with income and education. For example, low-income Utah adults (those with income less than \$25,000) are more than four times as likely to report having fair or poor health as adults with \$75,000 or more.

Life Expectancy and Infant Mortality

Using life expectancy as a measure of a population's overall health and well-being (see Figure 37) further illustrates disparities among some of Utah's minority populations, with data showing more than a 10-year difference between Utah's populations with the longest life expectancy (Asians) and the shortest life expectancy (Pacific Islanders). Men have a shorter life expectancy than women in Utah by 3.5 years.

Infant mortality rates (another measure of a population's overall health and well-being) are highest among Utah's Black, Asian, and Pacific Islander populations (see Figure 38). The infant mortality rates among these populations are more than one and a half times the rates for Whites.

Figure 37. Utah Life Expectancy by Race, Ethnicity, and Sex, 2015–2019*



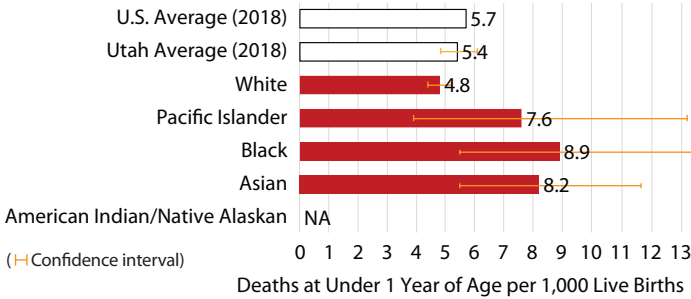
Note: Data shown are for combined years unless otherwise noted.
 Source: Population Estimates by Age, Sex, Race, and Hispanic Origin for Counties in Utah, U.S. Bureau of the Census, IBIS Version 2019. Utah Death Certificate Database, Office of Vital Records and Statistics, Utah Department of Health. U.S. 2018 data from National Center for Health Statistics Data Brief No. 355 January 2020: <https://www.cdc.gov/nchs/data/databriefs/db355-h.pdf>. Retrieved Tue. 19 January 2021 from the Utah Department of Health, Indicator-Based Information System for Public Health Web site: <http://ibis.health.utah.gov>.

*These are estimates subject to variation. Each estimate is shown with its upper and lower confidence limits. This interval represents a range of population values that are plausible as determined by the Utah Department of Health. Reported values for groups with non-overlapping error bars are statistically different to the same degree of confidence.

Chronic Disease

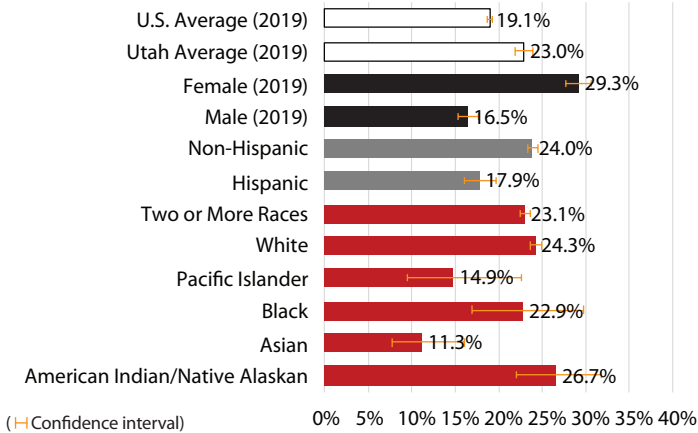
Higher shares of some of Utah's minority populations suffer from chronic conditions such as diabetes, depression, obesity, and asthma (see Figures 39–42). Some of Utah's minority populations have also been disproportionately impacted by COVID-19. For example, Native Hawaiian/Pacific Islander and American Indian/Alaska Native populations have experienced significantly higher COVID-19 mortality rates (see Figure 43).

Figure 38. Utah Infant Mortality Rates by Race, 2016–2018*



Note: Data shown are for combined years unless otherwise noted.
 Source: Utah Death Certificate Database & Utah Birth Certificate Database, Office of Vital Records and Statistics, Utah Department of Health. U.S. data is from the National Vital Statistics System, National Center for Health Statistics, U.S. Centers for Disease Control and Prevention. Retrieved Tue. 19 January 2021 from the Utah Department of Health, Indicator-Based Information System for Public Health Web site: <http://ibis.health.utah.gov>.

Figure 39. Share of Utah Adults with Depression by Race, Ethnicity, and Sex, 2017–2019*

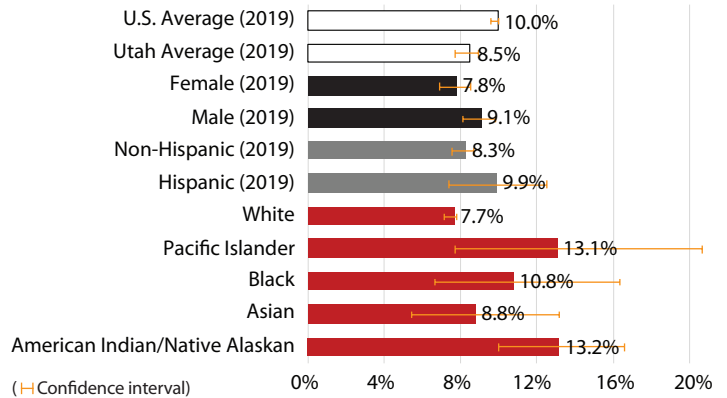


Note: The question asks about lifetime diagnosis and does not reflect current major depression. Age-adjusted. Data shown are for combined years unless otherwise noted.
 Source: Utah Behavioral Risk Factor Surveillance System, Office of Public Health Assessment, Utah Department of Health. U.S. data is from Behavioral Risk Factor Surveillance System (BRFSS), Division of Behavioral Surveillance, CDC Office of Surveillance, Epidemiology, and Laboratory Services. Retrieved Wed, 20 January 2021 from the Utah Department of Health, Indicator-Based Information System for Public Health Web site: <http://ibis.health.utah.gov>.

Health Insurance

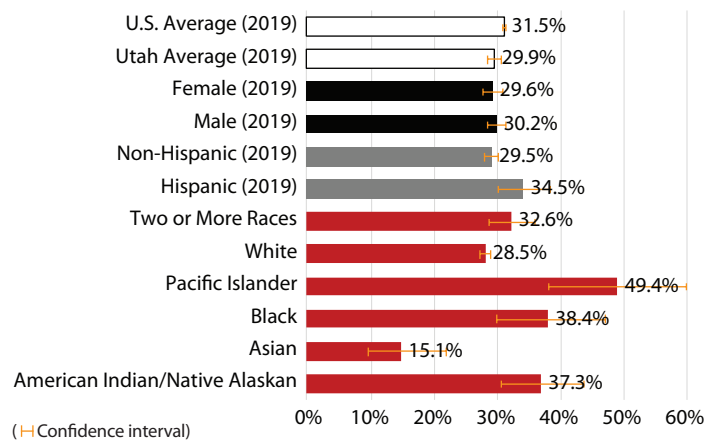
Most of Utah's minority populations are less likely to have health insurance (see Figures 44 & 45). In 2019, Utah's age-adjusted uninsured rate for adults was 12.5%. While this is relatively low compared to other states that had not expanded Medicaid (Utah fully expanded Medicaid in January 2020), this low uninsured rate is not consistent for all populations.

Figure 40. Share of Utah Adults with Diabetes by Race, Ethnicity, and Sex, 2017–2019*



Note: Age-adjusted. Data shown are for combined years unless otherwise noted.
 Source: Utah Behavioral Risk Factor Surveillance System, Office of Public Health Assessment, Utah Department of Health. Population estimates from National Center for Health Statistics through a collaborative agreement with the U.S. Census Bureau, IBIS Version 2019. U.S. data is from Behavioral Risk Factor Surveillance System (BRFSS), Division of Behavioral Surveillance, CDC Office of Surveillance, Epidemiology, and Laboratory Services. Retrieved Wed. 20 January 2021 from the Utah Department of Health, Indicator-Based Information System for Public Health Web site: <http://ibis.health.utah.gov>.

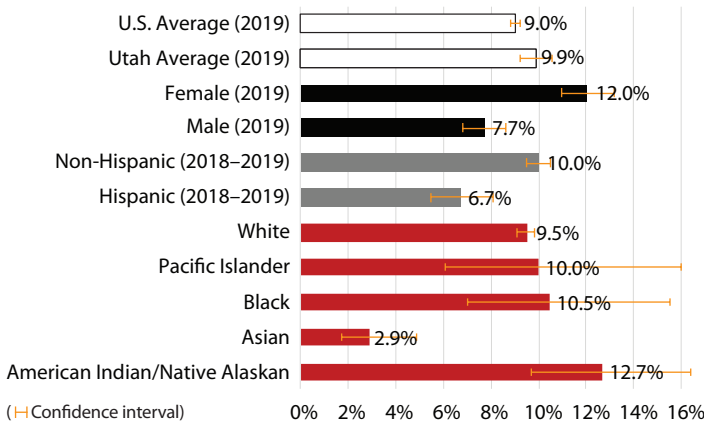
Figure 41. Share of Utah Adults with Obesity by Race, Ethnicity, and Sex, 2018–2019*



Note: Obesity is defined as a body mass index (BMI) of 30 or more. BMI is calculated by dividing weight in kilograms by the square of height in meters. Height and weight are self-reported and are subject to being misreported. Age-adjusted. Data shown are for combined years unless otherwise noted.
 Source: Utah Behavioral Risk Factor Surveillance System, Office of Public Health Assessment, Utah Department of Health. U.S. data is from Behavioral Risk Factor Surveillance System (BRFSS), Division of Behavioral Surveillance, CDC Office of Surveillance, Epidemiology, and Laboratory Services. Retrieved Wed. 20 January 2021 from the Utah Department of Health, Indicator-Based Information System for Public Health Web site: <http://ibis.health.utah.gov>.

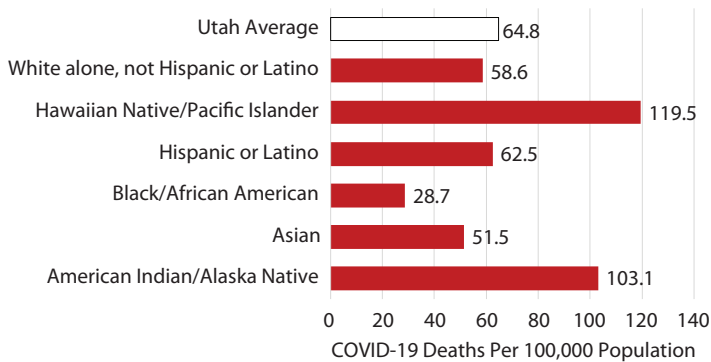
*These are estimates subject to variation. Each estimate is shown with its upper and lower confidence limits. This interval represents a range of population values that are plausible as determined by the Utah Department of Health. Reported values for groups with non-overlapping error bars are statistically different to the same degree of confidence.

Figure 42. Share of Utah Adults with Asthma by Race, Ethnicity, and Sex, 2016–2019*



Note: Age-adjusted. Data shown are for combined years unless otherwise noted. Source: Utah Behavioral Risk Factor Surveillance System, Office of Public Health Assessment, Utah Department of Health. U.S. data is from Behavioral Risk Factor Surveillance System (BRFSS), Division of Behavioral Surveillance, CDC Office of Surveillance, Epidemiology, and Laboratory Services. Retrieved Wed. 20 January 2021 from the Utah Department of Health, Indicator-Based Information System for Public Health Web site: <http://ibis.health.utah.gov>.

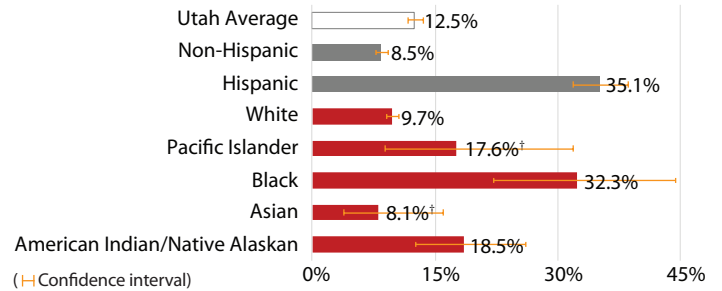
Figure 43. Utah Crude COVID-19 Mortality Rates by Race and Ethnicity, as of April 4, 2021



Note: Mortality rates are “crude,” meaning they are not age-adjusted. The age-adjusted rates may differ, so these rates should be interpreted with caution. Mortality rates are not available by sex. As of April 4, 2021, 60.4% of total COVID-19 deaths were male and 39.3% were female. Source: Utah Department of Health COVID-19 Surveillance.

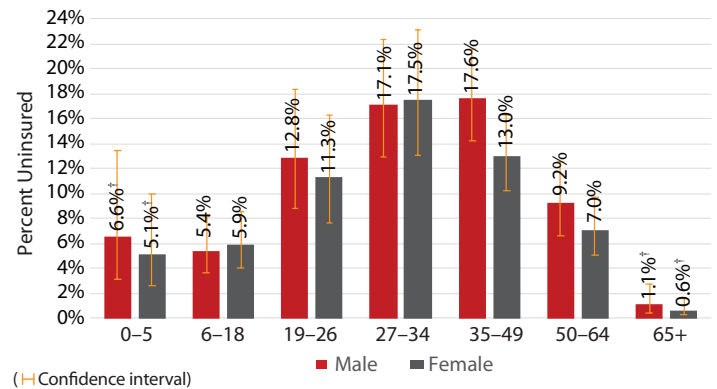
Figure 44. Utah Uninsured Rates for Adults by Race and Ethnicity, 2019*

(Note: Data are prior to Utah fully expanding Medicaid)



Note: Health insurance is defined as including private coverage, Medicaid, Medicare, and other government programs. Age-adjusted. No comparable U.S. average is provided. † Use caution when interpreting. Estimates have a coefficient of variation greater than 30% and less than or equal to 50% and are therefore deemed unreliable by Utah Department of Health standards. Source: Utah Behavioral Risk Factor Surveillance System, Office of Public Health Assessment, Utah Department of Health. Retrieved Sun. 25 April 2021 from the Utah Department of Health, Indicator-Based Information System for Public Health Web site: <http://ibis.health.utah.gov>.

Figure 45. Utah Uninsured Rates by Age and Sex, 2019*



Note: Health insurance is defined as including private coverage, Medicaid, Medicare, and other government programs. † Use caution when interpreting. Estimates have a coefficient of variation greater than 30% and less than or equal to 50% and are therefore deemed unreliable by Utah Department of Health standards. Source: Utah Behavioral Risk Factor Surveillance System, Office of Public Health Assessment, Utah Department of Health. Retrieved Tue. 19 January 2021 from the Utah Department of Health, Indicator-Based Information System for Public Health Web site: <http://ibis.health.utah.gov>.

Data Notes

Medicaid Expansion and Age Adjustments

The uninsured data included in this section are the most current data available, but are from before Utah fully expanded Medicaid in January 2020. Data for 2020 will be available toward the end of 2021 or early 2022.

The U.S. Census Bureau’s Household Pulse Survey shows the percentage of adults age 18–64 years who were uninsured at the time the survey was taken ranged from 6.9%–12.3% in early 2021. This is lower than pre-expansion levels (Utah’s BRFSS estimate for uninsured adults age 18–64 was 15.0% in

2019). However, it’s important to note that these estimates are experimental and should be interpreted with caution. The Household Pulse Survey is designed to quickly deploy data on how the coronavirus pandemic has impacted people’s lives.

Data provided from the Utah Behavioral Risk Factor Surveillance System are age adjusted. Age-adjusted rates control for age effects and are used when comparing health statistics between different population groups.

*These are estimates subject to variation. Each estimate is shown with its upper and lower confidence limits. This interval represents a range of population values that are plausible as determined by the Utah Department of Health. Reported values for groups with non-overlapping error bars are statistically different to the same degree of confidence.

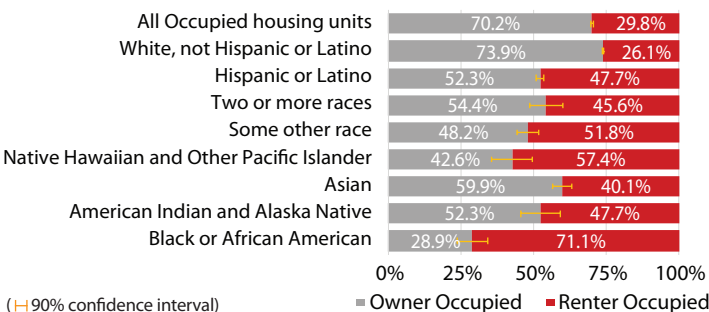
This section presents housing tenure, cost burdens, and affordability data by race, ethnicity, and sex. Variations in the data may occur for a variety of reasons, including demographic (e.g. age structure), economic (e.g. determinants of income that impact housing choices), behavioral (e.g. individual choice and effort), and societal (e.g. discriminatory practices). This report does not evaluate the reasons for these disparities, but rather establishes a data foundation upon which improvements can be made.

Utah ranks high in homeownership rates. Owners make up 70.2% of total households in the state, compared to 64.0% nationally. In Utah, 73.1% of individuals live in owner-occupied homes, compared to 65.9% nationally. The difference between the percentage of individuals and the percentage of households arises because homeowner households tend to be larger than renter households. For example, although 28.9% of Black households own their homes, 38.9% of Black individuals live in owner-occupied housing (see Figures 46 and 47). As with most racial and ethnic groups, Black renter households are smaller than Black homeowner households.

Housing Cost Burden

The percent of income a household spends on its mortgage or rent relates to that household's economic well-being and housing stability. Homeowners and renters that pay less than 30% of their income for housing escape what is known as a housing cost burden. By definition, those spending more than 30% are considered burdened. Households with housing cost burdens are divided into two groups: those paying 30% to 49% of their income for housing, and those with a severe housing cost burden paying at least 50% of their income for housing.

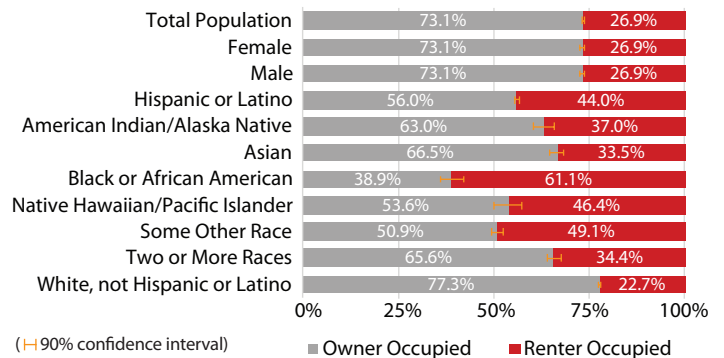
Figure 46. Utah Housing Tenure by Race and Ethnicity, 2015–2019* (Share of Households)



Source: U.S. Census Bureau, 2019 5-Year American Community Survey, Integrated Public Use Microdata Series

Figure 47. Utah Housing Tenure by Race, Ethnicity, and Sex, 2015–2019*

(Share of Population)



Note: Percentages represent individuals living in homes that are owner or renter occupied. Group quarters residents not included. Hispanic ethnicity includes persons of Hispanic, Latino, or Spanish origin, regardless of their race, and Hispanic persons are not counted in the mutually exclusive race groups.

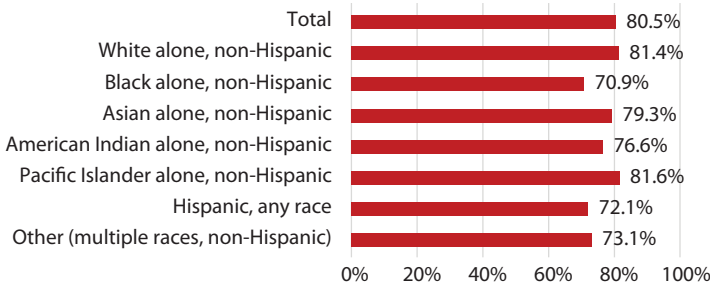
Source: U.S. Census Bureau, 2019 5-Year American Community Survey, Integrated Public Use Microdata Series

Four out of five homeowners and three out of five renters in Utah do not meet the definition of having a housing cost burden; however, Black and Hispanic owners and renters have the smallest shares of households without cost burdens. Conversely, Black and Hispanic owners and renters have the largest shares of households with housing cost burdens. About one in four Black, Pacific Islander, and Hispanic renters pay 30% to 49% of their income for rent. Black homeowners and renters have the highest shares of households with severe housing cost burdens. Fourteen percent of Black homeowners have a severe housing cost burden, and 32% of Black renters. A Black renter is nearly twice as likely to have a severe housing cost burden as a White renter.

The size of a homebuyer's mortgage, in most cases, is determined by their income. But disparities in income limit homeownership opportunities for minority households (see Table 3). A household with the statewide median income of \$75,780 could afford 59.9% of the homes sold in 2020, and a White household could afford 62.8%. By comparison, households that identify as Black could afford only 3.8%. With the exception of Asians and Pacific Islanders, all other minorities have limited homeownership opportunities due to their incomes and like most Black households are more likely to be priced out of the housing market.

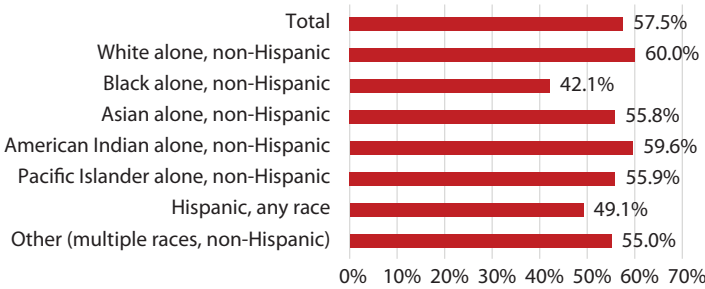
*These are survey-based estimates subject to sample variation. Each estimate is shown with its 90% confidence interval. This interval represents a range of population values that are plausible in light of information in the sample, with a 90% degree of confidence. Reported values for groups with non-overlapping error bars are statistically different to the same degree of confidence.

Figure 48. Share of Utah Homeowners by Race and Ethnicity Paying Less than 30% of Their Income for Housing, 2013–2017



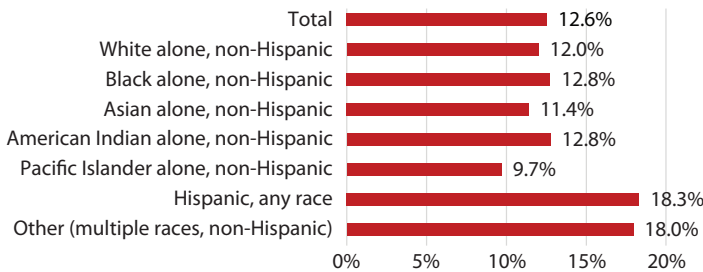
Source: Comprehensive Housing Affordability Strategy (CHAS), HUD, 2013–2017.

Figure 49. Share of Utah Renters by Race and Ethnicity Paying Less than 30% of Their Income for Housing, 2013–2017



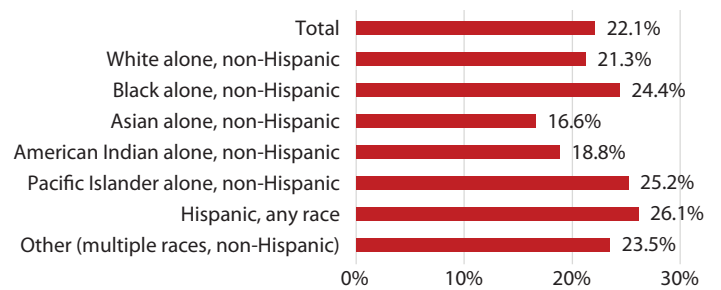
Source: Comprehensive Housing Affordability Strategy (CHAS), HUD, 2013–2017.

Figure 50. Share of Utah Homeowners by Race and Ethnicity Paying 30% to 49% of Their Income for Housing, 2013–2017



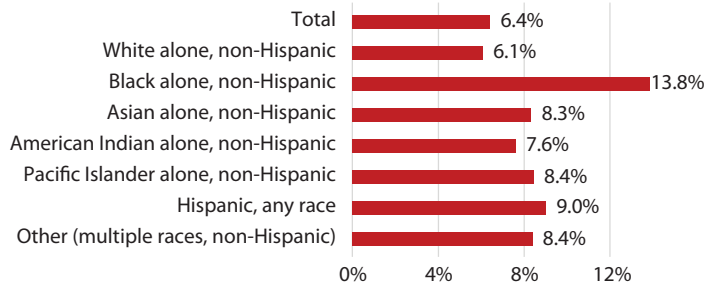
Source: Comprehensive Housing Affordability Strategy (CHAS), HUD, 2013–2017.

Figure 51. Share of Utah Renters by Race and Ethnicity Paying 30% to 49% of Their Income for Housing, 2013–2017



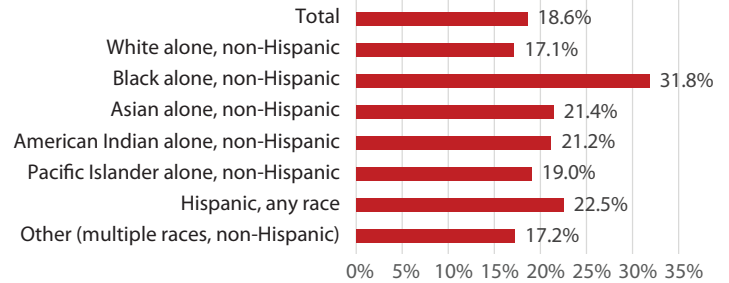
Source: Comprehensive Housing Affordability Strategy (CHAS), HUD, 2013–2017.

Figure 52. Share of Utah Homeowners by Race and Ethnicity Paying at Least 50% of Their Income for Housing, 2013–2017



Source: Comprehensive Housing Affordability Strategy (CHAS), HUD, 2013–2017.

Figure 53. Share of Utah Renters by Race and Ethnicity Paying at Least 50% of Their Income for Housing, 2013–2017



Source: Comprehensive Housing Affordability Strategy (CHAS), HUD, 2013–2017.

Table 4. Median Household Income, Affordable Home Price, and Share of Affordable Homes in Utah, 2020

Race and Ethnicity of Householder	Median Household Income		Home Price		No. of Affordable Homes		Share of Total Affordable
	Amount	Margin of Error	Amount	Margin of Error	Amount	Margin of Error	
Total	\$75,780	±\$1,093	\$390,424	±\$6,352	31,989	±872	59.9%
Black or African American	\$38,021	±\$5,289	\$170,751	±\$30,970	2,001	±1,434	3.8%
American Indian and Alaska Native	\$50,787	±\$5,728	\$244,710	±\$33,754	7,732	±5,073	14.6%
Asian	\$76,492	±\$9,359	\$393,865	±\$55,088	32,461	±6,097	61.0%
Native Hawaiian and Other Pacific Islander	\$73,424	±\$9,117	\$375,802	±\$53,914	32,394	±4,259	56.3%
Some Other Race	\$58,713	±\$7,586	\$290,075	±\$45,249	14,651	±8,316	27.8%
Two or More Races	\$62,654	±\$5,641	\$312,746	±\$34,178	18,621	±6,605	35.4%
White, Not Hispanic or Latino	\$79,843	±\$1,193	\$412,410	±\$8,561	34,713	±970	65.4%
Hispanic or Latino	\$61,506	±\$2,107	\$305,610	±\$14,105	17,284	±2,643	33.0%

Note: Assumes 30% debt-to-income, PMI, 3.11% 30-yr mortgage, property taxes, and 3% down payment.

Source: Calculated by Kem C. Gardner Policy Institute based on U.S. Census Bureau, 2019 1-Year American Community Survey data. Home sales data provided by UtahRealEstate.com

Table 5. Utah Population by Race and Ethnicity, 2015–2019

Race/Ethnic Group	Estimate	Margin of Error	Share of Total Population
Total	3,096,848	*****	100%
Not Hispanic or Latino	2,662,016	*****	86.0%
White alone	2,425,647	888	78.3%
Black or African American alone	34,571	1,208	1.1%
American Indian and Alaska Native alone	28,515	1,110	0.9%
Asian alone	71,000	1,319	2.3%
Native Hawaiian and Other Pacific Islander alone	26,961	1,106	0.9%
Some other race alone	5,248	901	0.2%
Two or more races:	70,074	2,593	2.3%
Two races including Some other race	2,060	459	0.1%
Two races excluding Some other race, and three or more races	68,014	2,523	2.2%
Hispanic or Latino	434,832	*****	14.0%
White alone	250,835	5,303	8.1%
Black or African American alone	2,278	474	0.1%
American Indian and Alaska Native alone	5,206	905	0.2%
Asian alone	977	279	0.0%
Native Hawaiian and Other Pacific Islander alone	593	208	0.0%
Some other race alone	150,981	5,187	4.9%
Two or more races:	23,962	1,917	0.8%
Two races including Some other race	13,310	1,443	0.4%
Two races excluding Some other race, and three or more races	10,652	1,028	0.3%

Note: Shares represented in Figure 1 reflect both Hispanic and not Hispanic populations of each race group, with the exception of Non-Hispanic, White alone. Shares calculated by Kem C. Gardner Policy Institute.

Source: U.S. Census Bureau, 2015–2019 5-Year American Community Survey Estimates, Table B03002
<https://data.census.gov/cedsci/table?q=b03002%20in%20Utah&tid=ACSDT5Y2019.B03002>

Table 6. Race and Ethnic Populations by Age Groups in Utah, 2015–2019

Race/Ethnic Group	Under 5 years		5 to 17		18 to 34		35 to 64		65+	
	Share of Race/Ethnic Group	Margin of Error	Share of Race/Ethnic Group	Margin of Error	Share of Race/Ethnic Group	Margin of Error	Share of Race/Ethnic Group	Margin of Error	Share of Race/Ethnic Group	Margin of Error
Total	8.1%	0.0%	21.7%	0.1%	26.0%	0.1%	33.4%	0.1%	10.8%	0.1%
Black or African American Alone	8.8%	1.1%	26.4%	2.0%	32.7%	2.1%	28.3%	1.5%	3.9%	0.6%
American Indian and Alaska Native alone	8.4%	1.1%	21.5%	1.8%	30.4%	2.1%	33.6%	2.3%	6.2%	0.6%
Asian alone	5.0%	0.5%	14.3%	0.8%	33.7%	1.1%	38.2%	1.0%	8.8%	0.4%
Native Hawaiian and Other Pacific Islander alone	8.2%	1.0%	22.3%	1.9%	35.9%	2.4%	28.2%	1.8%	5.5%	0.7%
Some other race alone	9.3%	0.7%	25.4%	1.3%	28.8%	1.3%	33.2%	1.4%	3.3%	0.3%
Two or more races alone	15.7%	1.0%	34.8%	1.7%	28.4%	1.6%	18.8%	1.2%	2.3%	0.3%
White alone, not Hispanic or Latino	7.5%	0.0%	20.6%	0.1%	25.0%	0.0%	34.4%	0.0%	12.5%	0.1%
Hispanic or Latino	10.6%	0.1%	26.9%	0.4%	28.5%	0.1%	29.8%	0.1%	4.3%	0.1%

Note: Compiled from Table Series B01001. Age groups and margins of error calculated by Kem C. Gardner Policy Institute.
 Source: U.S. Census Bureau, 2015–2019 5-Year American Community Survey Estimates

Table 7. Primary Occupation of Utah Workers by Race, Ethnicity, and Sex, 2015–2019

Demographic Group	Share	Margin of Error	Share	Margin of Error	Share	Margin of Error	Share	Margin of Error
	Administrative Support		Service and Maintenance		Professionals		Officials and Administrators	
Total Population	26.1%	±0.3%	26.0%	±0.3%	20.4%	±0.3%	13.9%	±0.2%
Female	35.9%	±0.5%	24.9%	±0.5%	21.9%	±0.4%	11.0%	±0.3%
Male	17.6%	±0.4%	27.0%	±0.5%	19.0%	±0.4%	16.4%	±0.4%
Hispanic or Latino	24.4%	±1.3%	33.6%	±1.5%	15.2%	±0.9%	11.3%	±0.9%
American Indian/Alaska Native	23.6%	±3.3%	40.8%	±3.7%	10.1%	±2.1%	6.3%	±1.9%
Asian	20.6%	±1.8%	28.1%	±2.2%	27.4%	±2.0%	12.1%	±1.5%
Black or African American	28.8%	±3.9%	39.8%	±4.1%	10.5%	±2.4%	11.8%	±2.6%
Native Hawaiian/Pacific Islander	27.8%	±4.2%	39.0%	±4.5%	11.3%	±2.9%	8.8%	±2.8%
Some Other Race	17.9%	±1.5%	52.4%	±2.0%	5.2%	±0.8%	4.3%	±0.8%
Two or More Races	27.0%	±2.3%	30.2%	±2.6%	18.0%	±1.9%	11.7%	±1.8%
White, not Hispanic or Latino	27.0%	±0.3%	22.4%	±0.3%	22.5%	±0.3%	15.2%	±0.3%
	Skilled Crafts		Technicians		Protective Services		Paraprofessionals	
Total Population	9.1%	±0.2%	2.3%	±0.1%	1.5%	±0.1%	0.7%	±0.1%
Female	1.8%	±0.1%	2.9%	±0.2%	0.8%	±0.1%	0.8%	±0.1%
Male	15.5%	±0.4%	1.7%	±0.1%	2.1%	±0.1%	0.6%	±0.1%
Hispanic or Latino	11.7%	±1.1%	2.0%	±0.4%	1.2%	±0.3%	0.6%	±0.2%
American Indian/Alaska Native	13.0%	±2.4%	3.8%	±1.8%	1.5%	±0.7%	0.9%	±0.7%
Asian	7.0%	±1.2%	2.8%	±0.7%	0.8%	±0.4%	1.2%	±0.5%
Black or African American	5.5%	±1.7%	1.3%	±0.8%	1.7%	±1.2%	0.6%	±0.5%
Native Hawaiian/Pacific Islander	7.6%	±3.1%	2.2%	±1.3%	3.0%	±1.5%	0.2%	±0.2%
Some Other Race	17.5%	±1.6%	1.5%	±0.5%	0.7%	±0.3%	0.5%	±0.3%
Two or More Races	8.1%	±1.4%	2.2%	±0.7%	1.5%	±0.5%	1.2%	±0.4%
White, not Hispanic or Latino	8.3%	±0.2%	2.3%	±0.1%	1.7%	±0.1%	0.7%	±0.1%

Note: Includes people age 18 years and above who have been employed in the previous five years and do not live in group quarters. The Hispanic or Latino bar represents anyone who selected this ethnicity, regardless of their race. With the exception of “white alone, not Hispanic or Latino”, information for racial groups include anyone who selected each race, regardless of their ethnicity.

Source: U.S. Census Bureau, 2015–2019 5-Year American Community Survey, Integrated Public Use Microdata Series; U.S. Equal Employment Opportunity Commission

Table 8. Utah Women Share of Employment by Industry, 2015–2019

Industry	Female Share	Male Share	Margin of Error
Education/Health Services	68.6%	31.4%	±0.4%
Leisure/Hospitality Services	51.9%	48.1%	±0.9%
Other Services	50.6%	49.4%	±1.4%
Financial Activities	50.1%	49.9%	±1.1%
Retail Trade	47.4%	52.6%	±0.9%
Government	39.8%	60.2%	±1.2%
Information	39.0%	61.0%	±2.0%
Professional/Business Services	38.0%	62.0%	±0.8%
Wholesale Trade	29.0%	71.0%	±1.6%
Manufacturing	28.3%	71.7%	±0.7%
Transportation, Warehousing, Utilities	25.8%	74.2%	±1.1%
Natural Resources	18.8%	81.2%	±1.6%
Construction	9.2%	90.8%	±0.6%

Source: U.S. Census Bureau, 2015–2019 5-Year American Community Survey Estimates

Table 9. Utah Educational Attainment by Sex, 2015–2019

Maximum Education	Male		Female	
	Estimate	Margin of Error	Estimate	Margin of Error
Graduate or professional degree	60.3%	±1.8%	39.7%	±2.2%
Bachelor's degree	49.0%	±1.2%	51.0%	±1.2%
Associate's degree	44.1%	±2.5%	55.9%	±2.0%
Some college, no degree	48.0%	±1.3%	52.0%	±1.0%
High school graduate (includes equivalency)	48.3%	±1.5%	51.7%	±1.3%
9th to 12th grade, no diploma	53.4%	±3.2%	46.6%	±3.6%
Less than 9th grade	50.6%	±4.8%	49.4%	±4.6%
Population 25 years and over	49.7%	±0.1%	50.3%	±0.1%

Source: U.S. Census Bureau, 2015–2019 5-Year American Community Survey Estimates

Endnotes

1. Brown, A. (2020, February 25). The changing categories the U.S. census has used to measure race. Retrieved from Pew Research: Fact Tank: <https://www.pewresearch.org/fact-tank/2020/02/25/the-changing-categories-the-u-s-has-used-to-measure-race/>
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4. Eggleston, J., D. Hays, R. Munk, and B. Sullivan, "The Wealth of Households: 2017," Current Population Reports, P70BR-170, U.S. Census Bureau, Washington, DC, 2020. <https://www.census.gov/content/dam/Census/library/publications/2020/demo/p70br-170.pdf>
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6. Defined here as the Salt Lake City, Utah Commuting Zone designated by the U.S. Dept. of Agriculture. The Salt Lake City Commuting Zone includes Salt Lake, Davis, Weber, Summit, Tooele, Wasatch, and Morgan counties.
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8. Chetty, R. et al. (2014). Where is the Land of Opportunity? The Geography of Intergenerational Mobility in the United States, Opportunity Insights, Harvard University (June 2014)
9. Calculations of Census Bureau data by the Utah Department of Workforce Services retrieved here: <https://jobs.utah.gov/wi/data/library/other/incomeequality.html>
10. United States Congress Joint Economic Committee, "The Geography of Social Capital in America," Social Capital Project (April 2018).
11. Annie E. Casey Foundation, Kids Count Data Center, retrieved from <https://datacenter.kidscount.org/>. Data are from the U.S. Census Bureau, 2019 American Community Survey.

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