AEP DIVERSITY INITIATIVE

Introduction
Diversity and inclusion

- **Diversity** refers to the traits and characteristics that make people unique while **inclusion** refers to the behaviors and social norms that ensure people feel welcome.
The White population continues to remain the largest racial category as Hispanics primarily identify as White (58.2%) with others identifying as Some Other Race (34.4%), Multiracial (5.1%), Black (0.7%), American Indian and Alaskan Native (1.1%), Asian (0.5%), and Hawaiian and Pacific Islander (0.1%). By ethnicity, 39.3% of the total population is Hispanic-Latino (of any race) and 60.7% is Non-Hispanic (of any race). If excluded from racial categories, Hispanics are the largest racial/ethnic group in California. [18]
## Racial/Ethnic Groups

Population of California according to racial/ethnic group 1960–2010

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<tbody>
<tr>
<td></td>
<td>Number</td>
<td>%</td>
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<td>%</td>
</tr>
<tr>
<td>Non-Hispanic Whites</td>
<td>14,455,230</td>
<td>92.0</td>
<td>17,761,032</td>
<td>89.0</td>
<td>15,763,992</td>
<td>66.6</td>
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<tr>
<td>Hispanics (of any race)</td>
<td>4,541,300</td>
<td>19.2</td>
<td>7,687,938</td>
<td>25.8</td>
<td>10,966,556</td>
<td>32.4</td>
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<tr>
<td>non-Hispanic Blacks</td>
<td>883,861</td>
<td>5.6</td>
<td>1,400,143</td>
<td>7.0</td>
<td>1,819,281</td>
<td>7.7</td>
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<tr>
<td>Asians</td>
<td>318,376</td>
<td>2.0</td>
<td>552,364</td>
<td>2.8</td>
<td>1,819,281</td>
<td>5.3</td>
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<tr>
<td>American Indians and Alaskan Natives</td>
<td>39,014</td>
<td>0.2</td>
<td>91,018</td>
<td>0.5</td>
<td>201,369</td>
<td>0.9</td>
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</table>
Distribution of Households by Income Relative to Their C.E.* Poverty Line

Households are grouped into brackets by how their income compares to their estimated basic needs ("poverty line"):

- More than 8× their poverty line
- 4-8× their poverty line
- 2-4× their poverty line
- 1-2× their poverty line
- 1 - \( \frac{1}{2} \) of their poverty line
- \( \frac{1}{2} - \frac{1}{4} \) of their poverty line
- Less than \( \frac{1}{4} \) of their poverty line

* C.E. poverty lines depend on household size and local cost of living (Consumer Expenditure).

Data: U.S. Census Bureau CPS 2017. Compared NAS Family Income minus Medical Out-of-Pocket to CE-Based Poverty Threshold with CPI-H and Geographical Price Adjustments, as per census.gov/cps/data/povertythresholds.html
Employment Science and Protection Techs

- 5,100
- 0.3 per thousand jobs
- Hourly Mean Wage $22.89
- Annual Mean Wage $60,090
Employment Science and Specialist

- 12,750
- 0.75 per thousand jobs
- Hourly Mean Wage $44.18
- Annual Mean Wage $91,890
Environmental Science Teachers, Post-Secondary

520
0.03 per thousand jobs
Hourly Mean Wage NA
Annual Mean Wage $135,840
<table>
<thead>
<tr>
<th>Age Group</th>
<th>2016 Estimate</th>
<th>2060 Projection</th>
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<tbody>
<tr>
<td>Less than 18</td>
<td>9.3 million</td>
<td>9.2</td>
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<tr>
<td>18-24</td>
<td>4.2</td>
<td>4.4</td>
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<tr>
<td>25-64</td>
<td>20.4</td>
<td>24</td>
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<td>Over 65</td>
<td>5.5</td>
<td>13.5</td>
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