

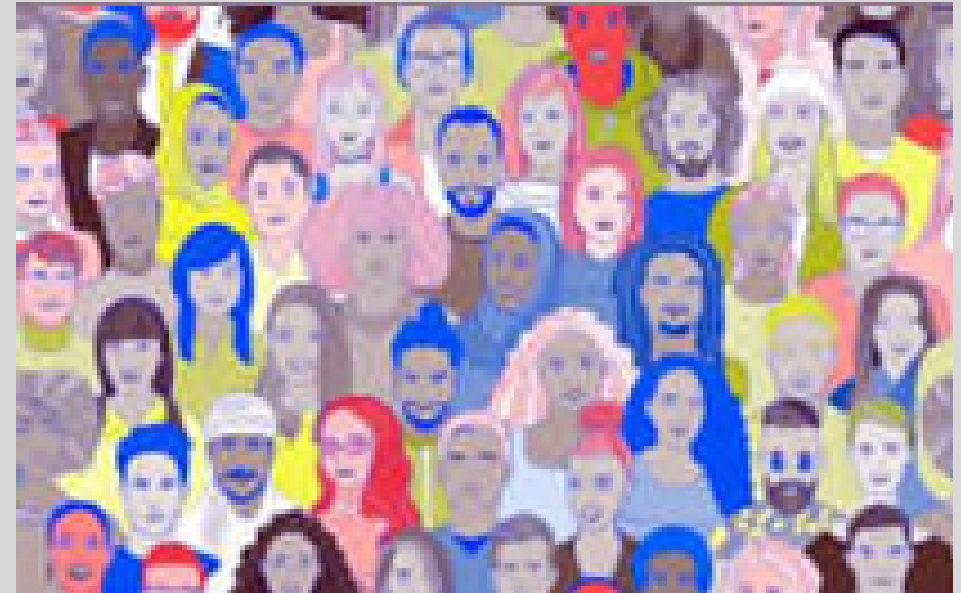


AEP DIVERSITY INITIATIVE

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%).^[18] 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]

2018 US Census Bureau estimates for California population:

72.1% White (36.8% Non-Hispanic White)

14.7% Asian

13.8% Some Other Race

5.8% Black or African American

0.8% Native Americans and Alaskan Native

0.4% Pacific Islander

5.1% from two or more races.^[18]

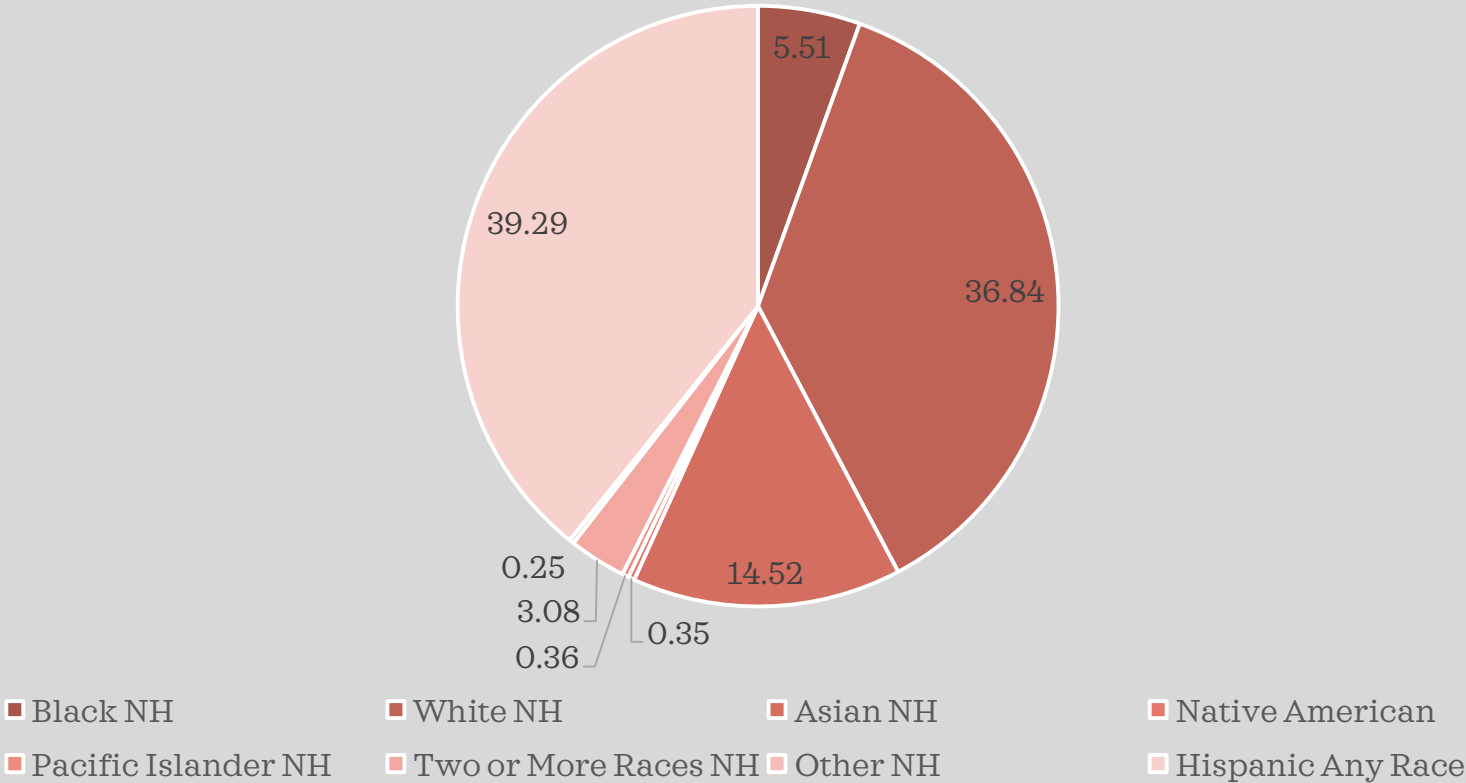
Racial/Ethnic Groups

Population of California according to racial/ethnic group 1960-2010[46][47]

Racial/ethnic group	Census 1960		Census 1970		Census 1980		Census 1990		Census 2000		Census 2010	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Non-Hispanic Whites	14,455,230	92.0	17,761,032	89.0	15,763,992	66.6	17,029,126	57.2	15,816,790	46.7	14,938,836	40.1
Hispanics (of any race)					4,541,300	19.2	7,687,938	25.8	10,966,556	32.4	14,007,487	37.6
non-Hispanic Blacks	883,861	5.6	1,400,143	7.0	1,819,281	7.7	2,208,801	7.4	2,181,926	6.4	2,309,745	6.2
Asians	318,376	2.0	552,364	2.8	1,819,281	5.3	2,845,659	9.6	3,697,513	10.9	4,843,014	13.0
American Indians and Alaska Natives	39,014	0.2	91,018	0.5	201,369	0.9	242,164	0.8	333,346	1.0	372,539	1.0

Racial and Ethnic Makeup of California (2018)

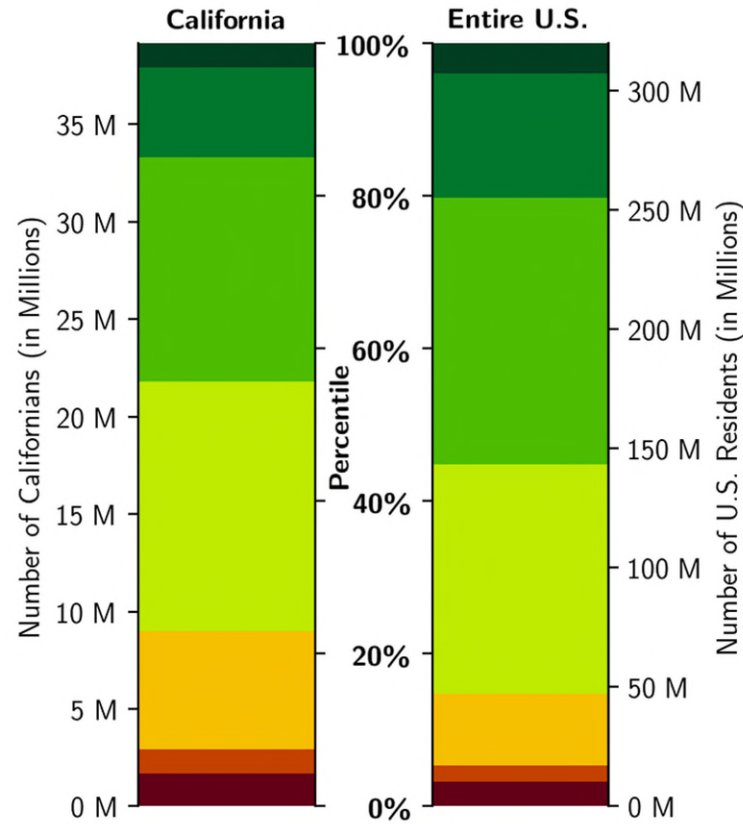
Percent



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



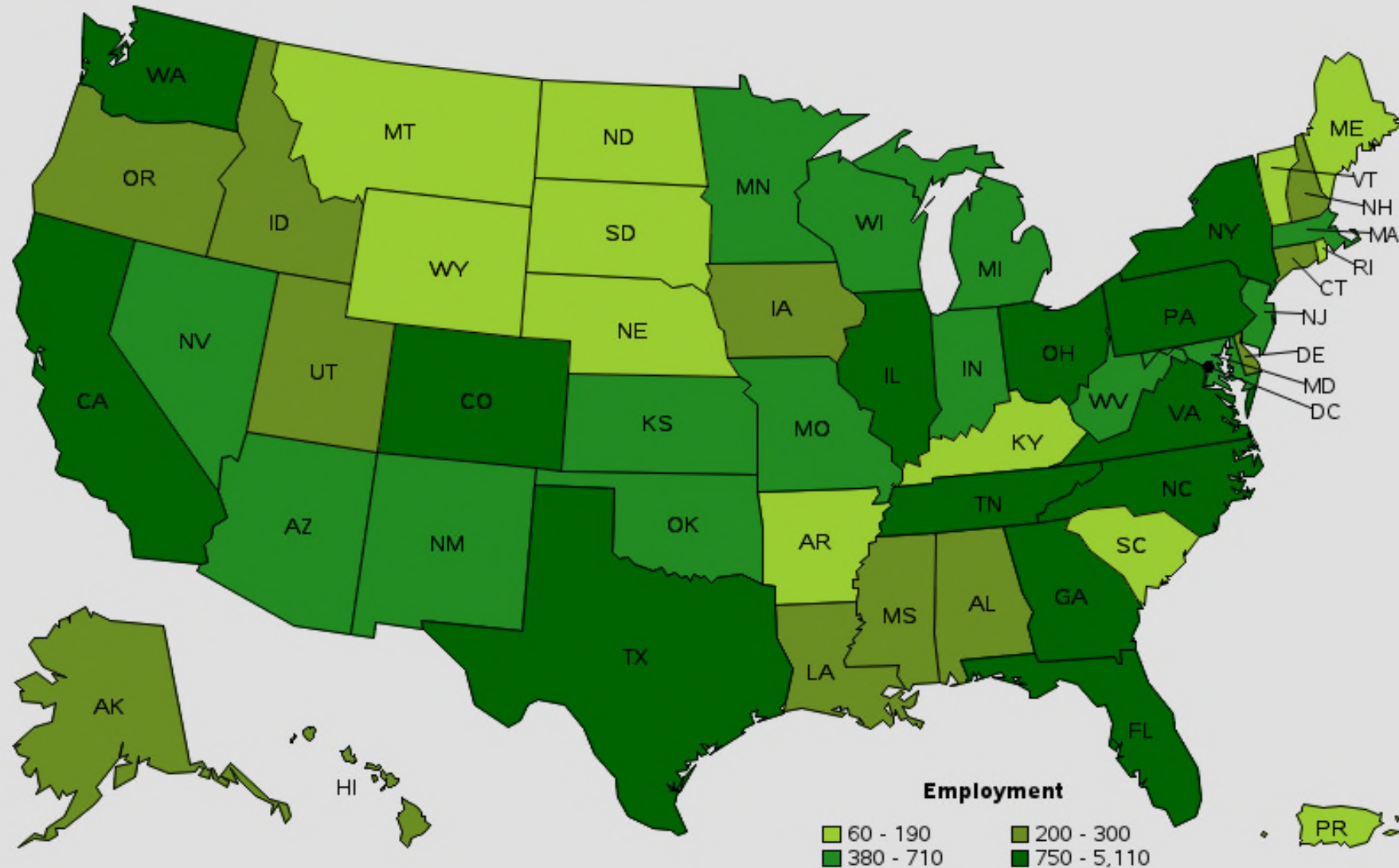
* C.E. poverty lines depend on household size and local cost of living (Consumer Expenditure).

Data: U.S. Census Bureau CPS 2017. Compared NAS Family Income minus Medical Out-of-Pocket to CE-Based

Poverty Threshold with CPI-U and Geographical Price Adjustments, as per [census.gov/cps/data/povthresholds.html](https://www.census.gov/cps/data/povthresholds.html).

INCOME AND SOCIOECONOMIC FACTORS

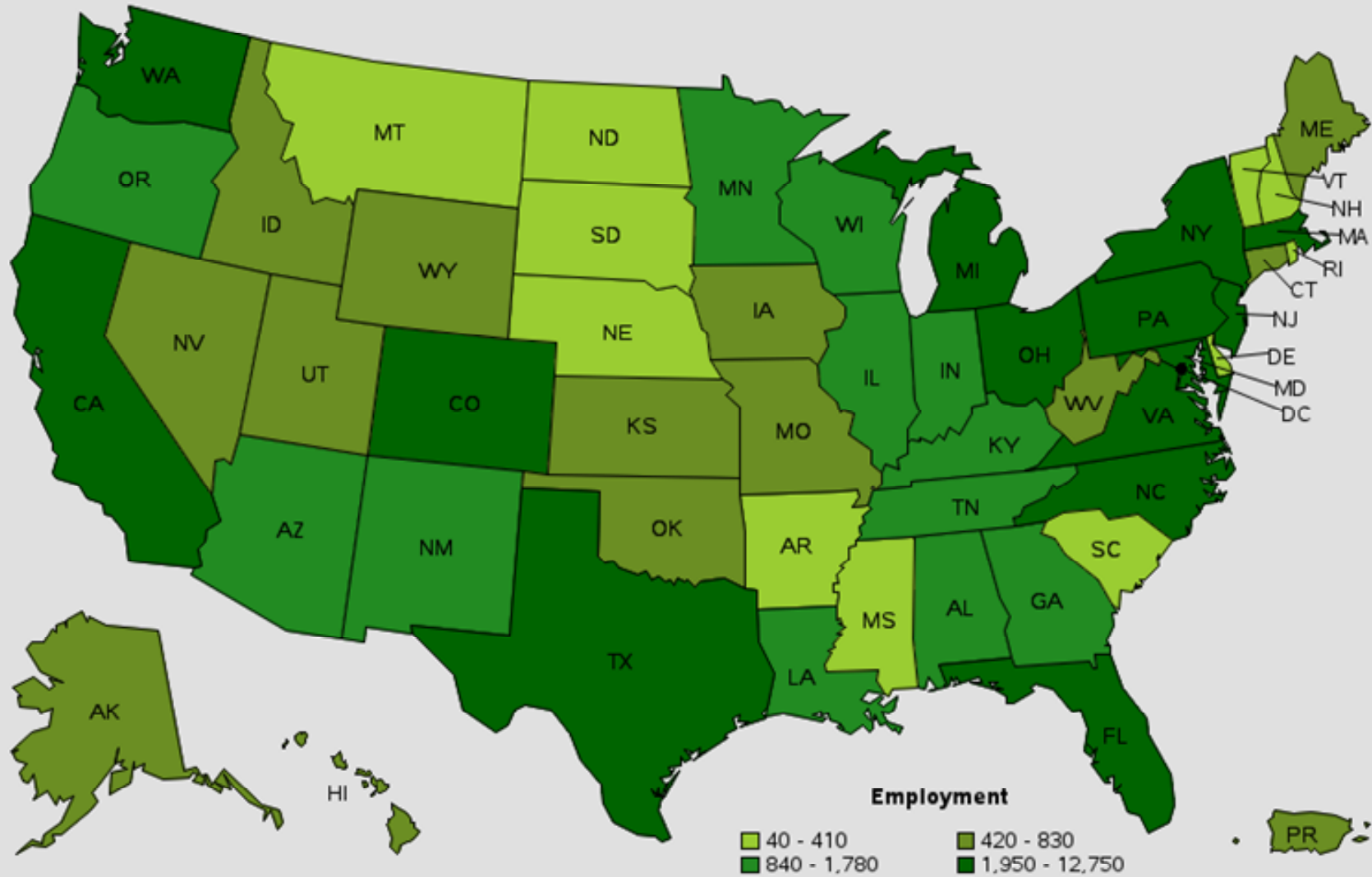
Employment of environmental science and protection technicians, including health by state, May 2018



Employment Science and Protection Techs

- 5,100
- 0.3 per thousand jobs
- Hourly Mean Wage \$22.89
- Annual Mean Wage \$60,090

Employment of environmental scientists and specialists, including health by state, May 2018

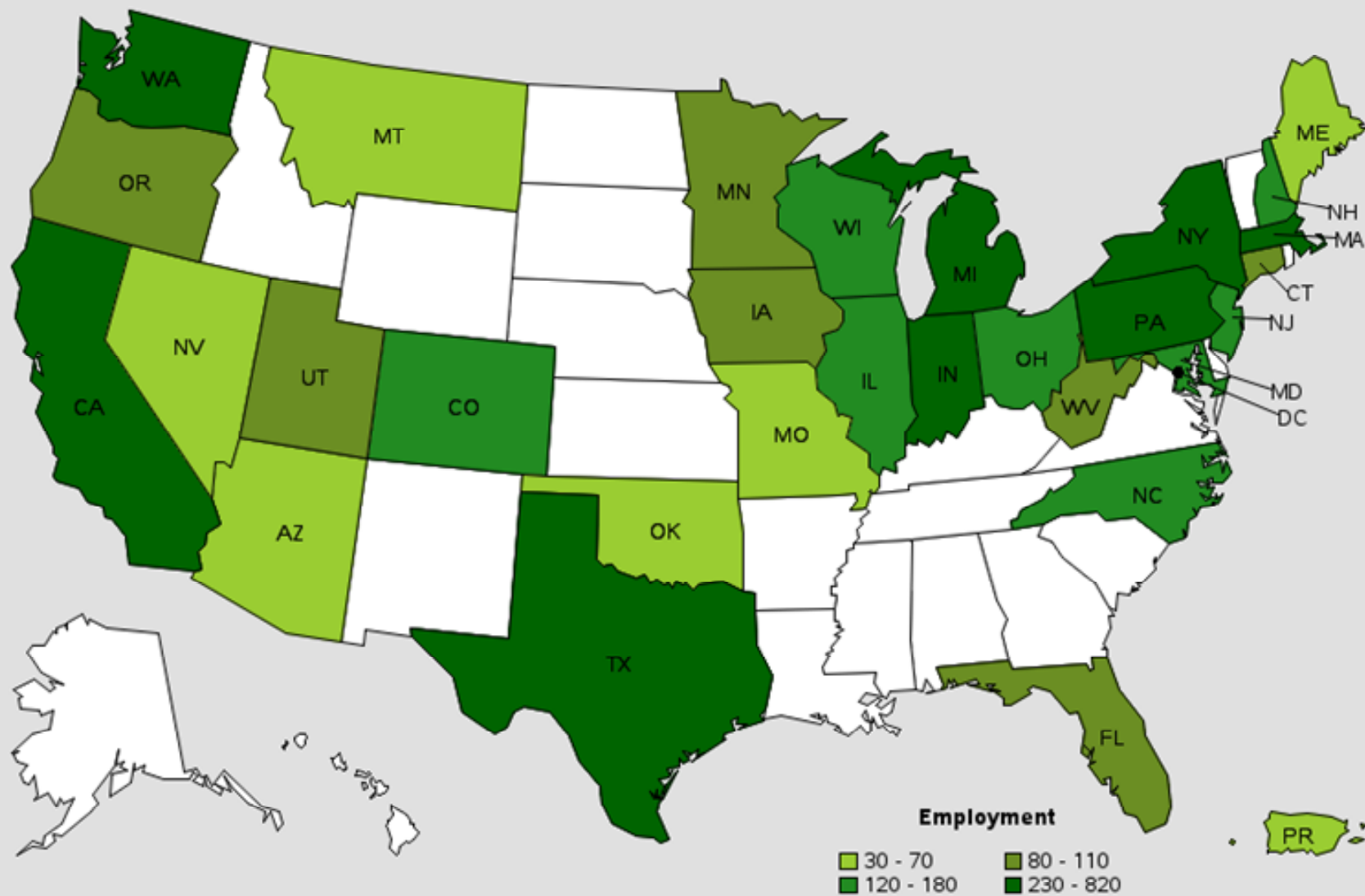


Blank areas indicate data not available.

Employment Science and Specialist

- 12,750
- 0.75 per thousand jobs
- Hourly Mean Wage \$44.18
- Annual Mean Wage \$91,890

Employment of environmental science teachers, postsecondary, by state, May 2018



Environmental Science Teachers, Post-Secondary

520

0.03 per thousand jobs

Hourly Mean Wage NA

Annual Mean Wage \$135,840

2016 estimate of California's population



2060 projection

