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Managing for Ethnic Diversity: Recreation Facility and Service Modifications for Ethnic Minority Visitors

Robert A. Dunn

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by Robert A. Dunn

Environmental Laboratory
U.S. Army Engineer Research and Development Center
3909 Halls Ferry Road
Vicksburg, MS 39180-6199

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Preface

The work reported herein was undertaken for the "Ethnic Diversity and Corps Recreation Participation" work unit of the Recreation Management Support Program (RMSP). The RMSP is funded by the Operations and Maintenance (O&M) General Appropriation and encompasses activities previously conducted through the Recreation Research Program and the Natural Resources Technical Support Program. The U.S. Army Engineer Research and Development Center (ERDC) provides program management support for execution of approved RMSP activities. The RMSP is managed at ERDC by Mr. Scott Jackson, Environmental Laboratory (EL). Mr. Robert Dunn, EL, has served as Principal Investigator of the "Ethnic Diversity" work unit since its creation in the fall of 2000.

This report documents responses received from a nationwide request for information on agency success stories involving ethnic minority recreation from Federal, state, county, and city agencies. This effort involved coordination with dozens of recreation professionals across the United States. This report also documents the findings and recommendations of an ERDC national workshop on Ethnic Minority Recreation that was held in Estes Park, CO, during the week of October 15-19, 2001. This workshop included both academic and Federal researchers as well as Corps Operations professionals working in recreation management. The workshop was greatly aided by the efforts of Mr. Bill Gwaltney, Assistant Director for Workforce Enhancement, Intermountain Region Office of the National Park Service and the staff of Rocky Mountain National Park.

A Recreation Leadership Advisory Team provides oversight for the RMSP. The team has representatives from each Major Subordinate Command/Regional Office within the Corps of Engineers. In addition, four district offices and four project offices are represented. Dr. Michael Loesch, team representative from the Great Lakes and Ohio River Division, and Mr. Phil Turner, team representative from the South Pacific Division, served as proponents for this work unit.

This report was prepared by Mr. Robert Dunn under the general supervision of Dr. Michael Passmore, Chief, Ecological Resources Branch (ERB); Dr. David Tazik, Chief, Ecosystem Evaluation and Engineering Division (EEED); and Dr. Edwin Theriot, Director, EL. Mr. Scott Bourne, EL, prepared the nine GIS maps located the Chapter 2.

At the time of publication of this report, Dr. James R. Houston was Director of ERDC, and COL John W. Morris III, EN, was Commander and Executive Director.

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Executive Summary

The first part of this report documents responses received from a nationwide request for information on success stories involving ethnic minority recreation from Federal, state, county, and city agencies. This effort involved coordination with dozens of recreation professionals across the United States. Initial telephone contacts with these recreation professionals produced mixed results. For example, contacts with Florida State Parks, Miami-Dade County Park and Recreation Department, Pembroke Pines Plantation, and the New Mexico State Parks Association revealed that there was much less hard data on facility redesign and service improvements for ethnic minority groups than had been assumed. In Florida for example, there appeared to be an especially strong commitment to the notion of ethnic neutrality in recreation facility design. This notion implies that the majority white population will view negatively any special design feature that caters to a particular minority group.

Not all of the respondents contacted advocated an ethnically neutral design approach. This was particularly true of many academics working in the field of leisure science and tourism. One of the most intriguing academic research efforts is the Ethnicity and Public Recreation Participation (EPRP) model created by Gomez (1999).

Gomez's research indicates that the sense of belonging a minority visitor has to American society directly impacts his public recreation. If a minority visitor does not feel accepted, he or she is not likely to participate in public recreation, regardless of the strength of their subcultural (ethnic) identity. The implication of this finding for the U.S. Army Corps of Engineers (USACE) is that public use areas should foster the sense of belonging through the creation of recreation programs (and facilities) that are more inclusive of ethnic cultural diversity. In order to create this sense of belonging it is important, indeed critical, to understand the different leisure patterns and needs of various ethnic groups.

Rather than ethnically neutral designs, this report argues for ethnically universal designs that strongly appeal to day-use oriented ethnic minority groups. The old concept of ethnic neutrality was to design facilities for America's majority population, white nuclear middle-class families, and assume (hope) that all other ethnic groups would assimilate (adapt) to this standardized design. This approach is based on a social philosophy of cultural assimilation. The alternative approach is not based on a false hope of eventual cultural assimilation but on the practical acceptance, the embracing, of cultural pluralism. The concept of the ethnically neutral recreation design might be analogous to a plate lunch where

everyone gets the same food items. The universal design approach is more culturally pluralistic, more like a smorgasbord where a variety of food options are made available to the diner. What this report conceptualizes is the development of day-use recreation complexes that offer a variety of options to a multi-ethnic customer base. The precise configuration of day-use features would depend upon the precise ethnic make-up of the customer base at a particular project or group of projects in a region.

One practical way to approach this ethnic diversity management challenge is to define a core of recreational design features (and services) that are universally appealing to Hispanic, Asian, African and white Americans. Depending on the type of visitation an individual Corps project receives (e.g., percentages of various ethnic groups) variations on these core design features could be created for its specific customer base. This is the thrust of the Ethnic Diversity Work Unit's proposal to conduct demonstration projects at Corps projects through the careful monitoring of facility and services changes.

This report describes many recreational features and services that could constitute the first step toward a universal design for Corps day use facilities in the 21st century. There are recreational facilities and services that strongly appeal to all three of the day-use oriented ethnic groups considered in this report (Hispanic, Asian, and African Americans). These facilities and services include the following:

- Group shelters to provide shade, protection from rain.
- Larger tables (or modular moveable tables) to accommodate large family groups.
- Larger and easier maintained grills and cookers for recreational cooking for large groups.
- Shade trees in picnic sites.
- Playgrounds ("kid zones") near picnic areas.
- Open grassy play areas or sports areas that can accommodate a wide variety of activities (soccer, Frisbee, playing catch, etc.).
- Facilities for communities events (large group shelters, gazebos, amphitheaters).
- Placement of boat ramps and parking lots away from children's playgrounds.
- Placement of large open grassy (or sandy) play areas near swim beaches.
- Better lighting for nocturnal day-use.
- More electrical outlets.
- Use of universal symbols on signage.
- Clean, well maintained rest rooms (possible use of unisex bathrooms).
- Rental opportunities for boats (and bikes).

- Interpretive signs on walking trails and nature trails in Spanish (or predominant lingua franca for Asians e.g., French for Southeast Asians).
- Concessions in or near the public use area for food, beverages, and picnic supplies.
- Mass transportation facilities (bus loading areas) at the most popular areas (e.g., swim beaches at Corps lakes).
- Information available in Spanish and Asian languages relating to proper etiquette at Corps lakes (e.g., Title 36, fishing regulations, parking, payment of day-use fees, etc.).
- Onsite water safety education (Red Cross partnering).
- Lifeguards at swimming areas (Red Cross partnering).
- Better fishing access for visitors without boats (piers, barge, etc.).
- Improved security (not surveillance) through frequent ranger patrols; bilingual rangers able to communicate with minority visitors; improved gatehouses at park entrances.

This report recommends the creation of day-use complexes at Corps projects that would particularly appeal to America's three major ethnic minority groups. This report discusses in detail the facility and service changes made at Comal Park (Canyon Lake, TX) and the effect these changes have made as an indicator of the validity of the universal design approach.

The second part of this report documents the findings and recommendations of a U.S. Army Engineer Research and Development Center (ERDC) national workshop on "Ethnic Minority Recreation" that was held in Estes Park, CO, during the week of October 15-19, 2001. This workshop included both academic and Federal researchers as well as Corps Operations professionals working in recreation management. The workshop was greatly aided by the efforts of Mr. Bill Gwaltney, Assistant Director for Workforce Enhancement, Intermountain Region Office of the National Park Service and the staff of Rocky Mountain National Park.

The Corps participants at the Estes Park workshop felt strongly that the Corps is now at a turning point in its relationship with its growing number of ethnic minority customers. To implement the many needed changes in community outreach, communication, and recruitment described in detail in this report the participants recommended that the recreation program leadership at Headquarters, U.S. Army Corps of Engineers (HQUSACE) prepare a policy memorandum for the field (460-plus projects) that sets forth a long-range strategy that prioritizes better and more effective community outreach, communication, and recruitment in a clear, forceful, and proactive manner.

Members of the "Communication" break-out session at Estes Park specifically recommended that a Corps Task Force should be created in response to this policy (vision) statement to address the current communication problems caused by the lack of bilingual regulations and directives, the critical lack of bilingual or multilanguage signing, the lack of signing with universal symbols, and overall

inadequate communication with ethnic visitors caused by the lack of critical language skills by Corps rangers and staff.

This report concludes with a discussion of ERDC's ongoing research on "Ethnic Diversity and Corps Recreation Participation" and current plans to conduct demonstration projects at Corps lakes across the country to determine the impact of these facility and services modifications on ethnic minority visitors' behavior and degree of participation. Six years after the creation of the Ethnic Cultures Work Unit, the time has come to move beyond literature reviews and user surveys. In the next phase of the Corps's ethnicity research ERDC will work with the Recreation Management Support Program (RMSP) leadership and Corps Districts across the U.S. to develop at least three demonstration projects where the design and service improvements discussed in this report can be implemented and studied through careful pre- and post-modification monitoring.

At each demonstration site there will be multiethnic use of the parks, but there will also be differences in the representation of minority groups. For example, Hispanics may be the largest minority group in the Southwest while African Americans may be the largest group of users in the Southeast. Asians may equal or even exceed Hispanics at some projects in California and the other Pacific coastal states. If possible, Native American recreation will be included at one or more of the demonstration projects. ERDC is now actively seeking leveraging opportunities with Corps lakes associated with the Federal Lakes Recreation Pilot Lake Demonstration Program (H.R. 4299 National Recreational Lakes Act) and also with its own Recreation Area Modernization Program (RAMP). The next phase of research, grounded more on direct observation and less on secondhand reports, will be challenging to say the least.

1 Introduction

Background and Purpose

Recreation visits to Corps of Engineers lakes by ethnic minority visitors are increasing, especially in regions of the U.S. where urban areas close to Corps lakes are experiencing increased immigration and rapid population growth. As the United States becomes more ethnically diverse, the Corps, the nation's leading provider of recreation, can expect to serve a much more ethnically complex customer base than it has in the past. The Ethnic Diversity and Corps Recreation Participation research now underway at the U.S. Army Engineer Research and Development Center (ERDC) continues the work begun in 1995 as part of the research work unit entitled "Ethnic Culture and Corps Recreation Participation" (Dunn 2000).

The creation of that original work unit was a clear response by the Corps to the 1993 Executive Order 12862, "Setting Customer Service Standards," and the 1994 Executive Order 12898, "Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations." Executive Order 12862, issued September 11, 1993, requires Federal agencies to identify the customers who are, or should be, served by the agency and to survey customers to determine the kind and quality of services they want and their level of satisfaction with existing services. The purpose of developing information on customer satisfaction was to set standards that will allow the Federal agencies to "provide service to the public that matches or exceeds the best service available in the private sector." Executive Order 12898, issued February 11, 1994, directs Federal agencies to "identify differential patterns of consumption of natural resources among minority populations and low-income populations" and ensure that programs, policies, or activities that substantially affect human health of the environment (including presumably outdoor recreation operations) do not exclude persons from receiving the benefits of such programs as a result of race, color, or national origin. Furthermore, each Federal agency is ordered to, whenever practicable, collect maintain, and analyze information on the race and national origin of residents surrounding Federal facilities or sites that have substantial environmental, human health, or economic effects on nearby populations.

The objective of the original "Ethnic Culture" work unit was to develop baseline information on ethnic minority use and recreation needs associated with Corps projects that could be used by Corps decision makers for project planning

and operations. The "Ethnic Culture" work unit utilized an extensive literature review (Gramann 1996) interviews with Corps project personnel and visitors, focus groups, and user surveys to identify and describe the distinctively different recreation styles for Native Americans, African Americans, Asian Americans, and Hispanic Americans. The work unit identified several factors in the Corps' current management and policy that act to inhibit recreation participation by minority groups, e.g., behavior perceived as discriminatory by ethnic minorities, facilities unsuitable for the average ethnic group size, communication problems, and numerous others. For each of the four major ethnic groups a Technical Note was prepared in which recommendations for changes in Corps facilities, services, and policies were made that should help the Corps in the future better serve the needs of its minority customers (Dunn and Feather 1998; Dunn 1998; Dunn 1999a, 1999b).

In the work unit's final technical report, primary emphasis was placed on the development of a dual methodology (focus groups and survey instruments) for future minority recreation data acquisition and evaluation (Dunn and Quebedeaux 1999). The final report also compared the results of the focus groups and customer surveys performed at five Corps lakes with what was reported in the leisure research literature. Both the 1997/1998 focus groups and the surveys conducted in the spring and summer of 1999 largely corroborated the recreational preferences for these groups identified in the work unit's major literature review (Gramann 1996).

In October 2000 a new plan of study was presented to the Corps's Recreation Management Support Program (RMSP) managers, which built upon the results of the first work unit (Dunn 2000). The plan presented an empirical approach, which fully responded to the "statement of need" for additional ethnic research presented at the spring 1999 program review. The new plan proposed using three or more demonstration projects throughout the U.S. to test current theories on inter- and intra-ethnic recreational behavior. Using Corps Districts as partners, pre- and post- implementation monitoring at the selected demonstration projects would be conducted and intensive analysis of monitoring results would precede the preparation of the final technical reports, journal articles, and proposed training course. To successfully implement the plan of study will require an integrated team approach that includes ERDC researchers, advisory committee members from academia, other Federal agencies, and the RMSP managers and committee members.

Three overall objectives have been proposed for the new Ethnic Diversity and Corps Recreation Participation research:

a. Identify specific regional demographic trends and their projected socio-economic impacts to the Corps' national recreational program; identify recreational needs and facilities preferences for traditional (white) and nontraditional (minority) Corps customers, especially the three ethnic minority groups which will have the greatest economic impact on the Corps (e.g., African Americans, Hispanic Americans, and Asian Americans).

b. Identify the changes in Corps services and programs needed to improve relations between minority and nonminority customers and improve communications between Corps personnel and their minority customers.

c. Identify what constitutes the best mix of "special" and "universal" facilities for Corps projects in different regions of the U.S.; how to design parks that work for an ethnically diverse group of visitors; identify and analyze existing Corps projects which have successfully coped with the needs of traditional and nontraditional users; identify those factors that make certain projects (or parks) appeal to both the white majority population as well as our ethnic minority visitors.

The purpose of this initial report is first to describe pertinent regional demographic trends, which will produce a much more ethnically complex customer base for the Corps recreation program; and second, to present the results of initial research on what other Federal, state, and city agencies are doing to successfully manage for this ethnically diverse recreational customer base. A third purpose of this report is to present the results of an ERDC-sponsored workshop on "Ethnic Minority Recreation" held in Estes Park, CO, during the period of October 16-18, 2001. This workshop came as a result of ERDCs' efforts to document management success stories both within and outside of the Corps. Finally, the selection criteria for the demonstration projects comprising the bulk of the work unit's future research will be presented and discussed.

2 Regional Demographic Trends

The U.S. Bureau of the Census regularly prepares detailed population projections that are used as the basic input in many Federal, state, and local demographic projection models. These projections are useful to planners in both the public and private sectors. One of the most used Census Bureau reports is "Population Projections for States by Age, Sex, Race, and Hispanic Origin: 1995 to 2025" (Campbell 1996). This report, officially referenced as PPL-47, identifies population changes that are projected to affect the 50 states and the District of Columbia during the years 1995 to 2025. The following discussion, which draws upon the findings of the PPL-47 report, first focuses on the major demographic trends projected to affect the nation over the next 25 years. The implications of these trends for Corps recreation are then addressed.

National Scene

America's resident population is now estimated to be 281,421,906 and is projected to reach 324 million by the year 2020 (see U.S. Bureau of the Census' current projections at http://www.census.gov/population/projections/nation/summary/np-t1.pdf). But, America's overall population is not just growing; it is dramatically increasing in ethnic diversity. For example, the non-Hispanic white share of the U.S. population should fall from 73 to 64 percent during the next 20 years. In sharp contrast, America's minority populations will dramatically increase. The Hispanic population is projected to grow to more than 52 million by 2020 when they will account for 16 percent of the total U.S. population. America's black population is projected to grow to 45 million in 2020, when blacks will comprise 14 percent of the total population. Asian Americans will grow to 20 million by 2020 and account for 6 percent of the total population. Asian Americans will have a major economic impact on the Pacific coastal states. Native Americans are the smallest racial minority in the United States (0.9 percent). Their numbers are projected to rise to 3.1 million by 2020, when their share of the total U.S. population will reach 1.0 percent (Russell 1998).

Over the next 25 years America's net population change will be most evident in three states: California, Texas, and Florida. Each of these states will gain more than 6 million persons. These three states alone will account for 45 percent of the net population change in the United States. No other state will gain more than

2.7 million persons. Much of this projected growth will be caused by the growth of already large Hispanic populations in these three states. California, the nation's most populous state, with large Hispanic and Asian populations, is expected to have 15 percent of the nation's total population by 2025. It is also projected to add the largest number of international migrants (8 million).

The two most populous states in the South will also continue to grow fairly rapidly. In 1994 Texas replaced New York as the second most populous state and is expected to remain at number two well past 2025. Florida is projected to replace New York as the third most populous state by 2020. The South will continue to be the most populous region of the nation over the next 25 years. Both international and domestic migration will be important contributors to the continuing growth of the South

The West became the second most populated region in the nation when it switched places with the Midwest in the late 1990s. The West is projected to grow at a rate nearly twice the national average, while the Northeast and Midwest will grow at only one-half the U.S. total rate. Nevada is projected to have the most rapid growth (22 percent from 1995 to 2000). The most rapid rates of population change in the West are projected for the mountain states, with rates ranging from 9 to 22 percent. International migration is also expected to play a dominant role in the population growth of the West.

Nationally, the top 10 states with the largest projected net increase in population are California, Texas, Florida, Georgia, Washington, Arizona, North Carolina, Virginia, New York, and New Jersey. Oklahoma and most of its surrounding states (exception being Texas) will not see such large population increases. Within the geographic area comprising the Tulsa District, Texas is ranked second in projected population, while Oklahoma is ranked 23rd, and Kansas is ranked 26th among the fastest growing states. Nearby Arkansas is ranked 24th. In general, with the exception of Texas, the population growth in the Tulsa District will be moderate at best. What will undoubtedly change is the ethnicity and age composition of the population. For example, the projected explosive population growth in Texas will be fueled by the rapid growth of an already large Hispanic population.

Race and Hispanic origin

The U.S. Census Bureau has projected the following changes in race and Hispanic origin distribution over the 30-year period from 1995-2025 (Campbell 1996):

- Slow growing white population. Over the next 25 years the non-Hispanic white population is projected to be the slowest growing population in the nation. During this period, the non-Hispanic white population is projected to account for only one-fifth of the absolute increase in the nation's population in all regions except in the Northeast (where this group will actually decline in size).

- Black population second slowest. The black population in the U.S. is projected to be the second slowest growing in all regions, except the South where it will rank third. Sixty-four percent of the 12 million blacks added to the South during the period 1995 to 2025 will be in the South. Several demographers have reported on the domestic migration of northern black Americans to the urban South (such as the Atlanta metro area) (e.g., Frey 1998).
- Fastest growing Asian population. The Asian population is projected to have the greatest gains in the West with an increase of 7 million persons (56 percent of the total added to the U.S. Asian population during the period from 1995 to 2025) and in the Northeast with an increase of 2 million. Asian populations in the Pacific coastal states are already large and will get larger.
- Second fastest growing Hispanic population. The Hispanic origin population is projected to increase rapidly over the 1995 to 2025 projection period, accounting for 44 percent of the growth in the nation's population (32 million out of the total increase of 72 million.). Hispanics are the second fastest-growing population after Asians for the 30-year period (1995-2025).
- Indian population growth in the West. The American Indian population, America's least populous group, is projected to be the third fastest-growing population in all regions but the South over the next 25 years. Nearly half of the 0.8 million American Indians added to the nation's American Indian population will be located in the West. One prominent exception is the state of Oklahoma located in the southwest transition zone.

Migration

In 1995 nearly 25 million Americans or 9 percent of the total U.S. population were foreign born (Campbell 1996). Among young people aged 25 to 34, 14 percent were foreign born. During the 1990s increased international migration continued to play a dominant role in the population growth of the West, while both international and domestic migration were important contributors to the growth of the South.

As noted earlier, international immigration has been the single most important factor in the rapid growth of the Asian population in America. Hispanic immigration from Central and South America has also been significant to the growth of the Hispanic population in American but not to the same extent as with Asians. The high fertility rate of resident Hispanic women appears to be more important in accounting for the rapid population growth of Hispanics in the U.S.

Age composition

The proportion of youth in the American population will decrease by the year 2025 while the proportion of elderly Americans will significantly increase

(Campbell 1996). In 1995 for example, the young people (under 20) comprised 29 percent of the total U.S. population. The Census Bureau projects a drop of two percentage points in the youth rate over the next three decades.

All regions of the U.S. are expected to show a decline in the proportion of the population that is under 20 years of age. In 2025, the West will continue to be the leader with the greatest proportion of population under 20 years of age, followed by the Midwest, and Northeast. The South will have the smallest proportion of youth. Most states are projected to follow these national and regional trends during the period from 1995 to 2025. The exceptions are projected to be California, Hawaii, New York, Rhode Island, and the District of Columbia. In 2025, Alaska will have the highest proportion of its population less than 20 years of age (34 percent), followed by California (31 percent). States projected to have the smallest proportion of population under age 20 are West Virginia and Florida (both with 21 percent).

By 2025 the number of elderly is projected to double in 21 states. The size of the elderly population is now projected to increase in all states over the next 30 years. As the baby boom generation (those born between 1946 and 1964) reaches retirement age after 2010, the percentage of the population that is elderly will increase most rapidly in the South and Midwest.

After 2010, the aging of the baby boom generation will have a dramatic impact on the growth of the elderly population in the United States. The average annual rate of change in the proportion of population 65 years and over shows only minor growth or loss during the period from 1995 to 2010. During the period 2010 to 2025, however, all states show a rapid acceleration in the growth of the elderly population. By 2025, the survivors of the baby boom generation will be between the ages of 61 and 79.

In 1995 Florida had the largest proportion of elderly (19 percent) of any state, and Alaska had the smallest at 5 percent. By 2025, Florida (with 26 percent) would remain the leading state with more than a quarter of its population classified as elderly. Alaska would still rank as the youngest with 10 percent. Campbell (1996) emphasizes the drastic aging of the American population by noting that in 1995 only four states had at least 15 percent of their population in the elderly category. By 2025, that number would grow to 48 states.

The other major projected demographic change will be in America's age composition. Campbell (1996) projects that America's proportion of youth should significantly drop by 2025 while the proportion of elderly Americans increases. Young people (newborns to age 19) are expected to account for a noticeably smaller percentage of the U.S. population – 27 percent in 2025 as compared to 29 percent in 1995. Most states will follow this trend with a few exceptions such as California, Hawaii, New York, Rhode Island, and the District of Columbia. While the West will have a slight decline in the proportion of youth, it will continue to lead all regions with the greatest proportion of population under 20 years of age, while the South will have the smallest.

The number of elderly citizens in the U.S. is projected to double in 21 states. Campbell (1996) reports that as the baby boom generation (those born between

1946 and 1964) reaches retirement age after 2010 the percentage of the population that is elderly will increase rapidly in the South and Midwest. Over the 30-year projection period, California and Florida will continue to rank first and second respectively, in having the largest number of elderly. By 2025, Texas will rank third, passing New York and Pennsylvania.

Projected Regional Demographic Picture

The projected growth of America's ethnic minority population will not be uniform geographically. There are already striking differences between the Northeast, Midwest, South, and the West. Figure 1 (Russell 1998) shows the percentages of the total minority populations for these four regions in 1998. Minority persons in this context refer to persons who are Hispanic, or non-Hispanic Asian, non-Hispanic black, or Native American.

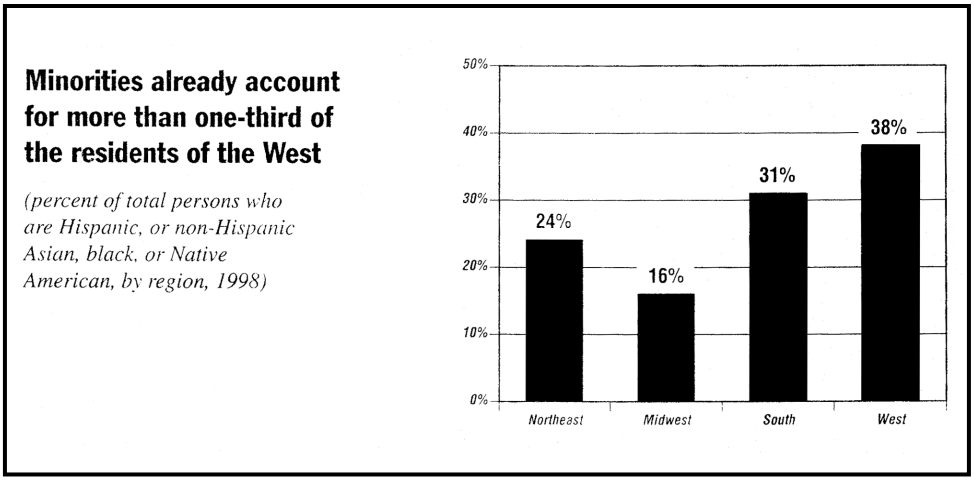

Figure 1. Regional population distribution

Because of the differences in ethnic diversity by region and state, some parts of the country are already adapting to minority- majority populations while others have not yet begun to address these issues. The West and South are two regions where significant ethnic diversity already exists and is projected to increase. Only 62 percent of the residents of the West are non-Hispanic white, making it the most ethnically diverse region of the U.S. One critical statistic for the projection of even greater ethnic diversity in the West is that the non-Hispanic white share of the under-age-five population in the West is just 50 percent (Russell 1998). In the South 69 percent of the residents are non-Hispanic white but this percentage will be reduced by a shrinking white population, a growing resident black population expanded by the reverse migration of many northern black families to the smaller cities of the south, and the influx of Hispanic and Asian immigrants into the region. The two least diverse regions of the U.S. in 1998, the Northeast (76 percent white) and the Midwest (84 percent white), will also be affected by the national trends toward a shrinking white population, and the immigration of fast-growing Hispanics and Asians into these regions.

Table 1 shows the total population by region and division, 1995 to 2020. These statistics come from Census Bureau's PPL-47 report and are also reproduced in Russell (1998). Table 2 also taken from PPL-47 shows "Total Population by State, 1995 to 2020." Table 3 shows the "Population of Regions and Divisions by Age, Race, and Hispanic Origin, 1998" (Russell 1998).

Table 1
Total Population by Region and Division, 1995 to 2020 (number and percent distribution of total persons by region and division, selected years 1995-2020; percentage change in number and percentage point change in distribution, 1995-2000 and 2000-2010; numbers in thousands)

Region/Division	1995	2000	2010	2020	Percent Change	
					1995-2000	2000-2010
Number						
UNITED STATES	**262,820**	**274,634**	**297,716**	**322,742**	**4.5**	**8.4**
Northeast	**51,465**	**52,107**	**53,692**	**56,104**	**1.2**	**3.0**
New England	13,312	13,580	14,173	14,938	2.0	4.4
Middle Atlantic	38,152	38,527	39,521	41,166	1.0	2.6
Midwest	**61,803**	**63,500**	**65,915**	**68,114**	**2.7**	**3.8**
East North Central	43,458	44,418	45,766	47,064	2.2	3.0
West North Central	18,348	19,082	20,152	21,051	4.0	5.6
South	**91,887**	**97,613**	**107,598**	**117,061**	**6.2**	**10.2**
South Atlantic	46,994	50,146	55,457	60,410	6.7	10.6
East South Central	16,066	16,916	18,124	19,001	5.3	7.1
West South Central	28,827	30,546	34,017	37,647	6.0	11.4
West	**57,596**	**61,412**	**70,514**	**81,466**	**6.6**	**14.8**
Mountain	15,645	17,725	20,219	22,049	13.3	14.1
Pacific	41,951	43,687	50,290	59,415	4.1	15.1
Percent Distribution						
UNITED STATES	**100.0**	**100.0**	**100.0**	**100.0**	**--**	**--**
Northeast	**19.6**	**19.0**	**18.0**	**17.4**	**-0.6**	**-1.0**
New England	5.1	4.9	4.8	4.6	-0.2	-0.1
Middle Atlantic	14.5	14.0	13.3	12.8	-0.5	-0.7

(Continued)

Note: Numbers may not add to total due to rounding. (-) means not applicable.
Source: *Bureau of the Census*, "Population projections for states, by age, sex, race, and Hispanic origin: 1995 to 2025," PPL-47, 1996, calculations by *New Strategist*.

Table 1 (Concluded)

Region/Division	1995	2000	2010	2020	Percentage Point Change 1995-2000	Percentage Point Change 2000-2010
Percent Distribution (Cont.)						
Midwest	**23.5**	**23.1**	**22.1**	**21.1**	**-0.4**	**-1.0**
East North Central	16.5	16.2	15.4	14.6	-0.3	-0.8
West North Central	7.0	6.9	6.8	6.5	-0.1	-0.1
South	**35.0**	**35.5**	**36.1**	**36.3**	**0.5**	**0.6**
South Atlantic	17.9	18.3	18.6	18.7	0.4	0.3
East South Central	6.1	6.2	6.1	5.9	0.1	-0.1
West North Central	11.0	11.1	11.4	11.7	0.1	0.3
West	**21.9**	**22.4**	**23.7**	**25.2**	**0.5**	**1.3**
Mountain	6.0	6.5	6.8	6.8	0.5	0.3
Pacific	16.0	15.9	16.9	18.4	-0.1	1.0

Table 2
Total Population by State, 1995 to 2020 (number of persons by state, selected years 1995-2020; numbers in thousands)

State	1995	2000	2010	2020	Percent Change 1995-2000	Percent Change 2000-2010
UNITED STATES	**262,820**	**274,634**	**297,716**	**322,742**	**4.5**	**8.4**
Alabama	4,252	4,451	4,800	5,098	4.7	7.8
Alaska	606	654	744	839	7.9	13.8
Arizona	4,218	4,798	5,522	6,109	13.8	15.1
Arkansas	2,484	2,629	2,839	2,996	5.8	8.0
California	31,589	32,523	37,644	45,278	3.0	15.7
Colorado	3,746	4,168	4,660	5,012	11.3	11.8
Connecticut	3,277	3,285,	3,400	3,620	0.2	3.5
Delaware	715	767	816	847	7.3	6.4
District of Columbia	553	520	559	623	-6.0	7.5
Florida	14,164	15,232	17,363	19,633	7.5	14.0
Georgia	7,202	7,874	8,822	9,551	9.3	12.0
Hawaii	1,188	1,256	1,440	1,679	5.7	14.6
Idaho	1,164	1,346	1,558	1,681	15.6	15.8
Illinois	11,831	12,050	12,513	13,121	1.9	3.8
Indiana	5,803	6,044	6,317	6,479	4.2	4.5

(Continued)

Note: Numbers may not add to total due to rounding.
Source: *Bureau of the Census*, "Population projections for states, by age, sex, race, and Hispanic origin: 1995 to 2025," PPL-47, 1996, calculations by *New Strategist*.

Table 2 (Concluded)						
					Percent Change	
State	1995	2000	2010	2020	1995-2000	2000-2010
Iowa	2,843	2,900	2,976	3,019	2.0	2.6
Kansas	2,566	2,669	2,847	3,027	4.0	6.7
Kentucky	3,859	3,993	4,172	4,281	3.5	4.5
Louisiana	4,342	4,425	4,684	4,990	1.9	5.9
Maine	1,241	1,258	1,322	1,395	1.4	5.1
Maryland	**5,042**	**5,275**	**5,657**	**6,070**	**4.6**	**7.2**
Massachusetts	6,075	6,200	6,433	6,733	2.1	3.8
Michigan	**9,551**	**9,680**	**9,835**	**10,000**	**1.4**	**1.6**
Minnesota	4,607	4,830	5,148	5,407	4.8	6.6
Mississippi	2,695	2,813	2,972	3,090	4.4	5.7
Missouri	5,324	5,540	5,865	6,138	4.1	5.9
Montana	871	950	1,039	1,094	9.1	9.4
Nebraska	1,637	1,706	1,807	1,892	4.2	5.9
Nevada	1,530	1,873	2,131	2,242	22.4	13.8
New Hampshire	1,148	1,224	1,326	1,410	6.6	8.3
New Jersey	7,946	8,176	8,638	9,239	2.9	5.7
New Mexico	1,684	1,864	2,156	2,455	10.5	15.9
New York	18,134	18,147	18,530	19,358	0.1	2.1
North Carolina	7,195	7,779	8,553	9,110	8.1	9.9
North Dakota	638	660	690	715	3.4	4.5
Ohio	11,153	11,317	11,504	11,672	1.5	1.7
Oklahoma	3,276	3,373	3,638	3,930	3.0	7.9
Oregon	3,140	3,399	3,802	4,177	8.2	11.9
Pennsylvania	12,071	12,201	12,352	12,566	1.1	1.2
Rhode Island	990	997	1,039	1,104	0.7	4.2
South Carolina	3,673	3,857	4,204	4,516	5.0	9.0
South Dakota	729	776	824	854	6.4	6.2
Tennessee	5,254	5,656	6,179	6,529	7.7	9.2
Texas	18,722	20,120	22,857	25,731	7.5	13.6
Utah	1,953	2,208	2,551	2,780	13.1	15.5
Vermont	584	617	652	673	5.7	5.7
Virginia	6,618	6,997	7,627	8.203	5.7	9.0
Washington	5,432	5,857	6,657	7,446	7.8	13.7
West Virginia	1,827	1,840	1,851	1,850	0.7	0.6
Wisconsin	5,121	5,328	5,590	5,789	4.0	4.9
Wyoming	479	524	607	668	9.4	15.8

Table 3
Population of Regions and Divisions by Age, Race, and Hispanic Origin, 1998 (total number and percent distribution of persons by region, division, age, race, and Hispanic origin, 1998; numbers in thousands)

Age	Total		Non-Hispanic				Hispanic, %
	Number	Percent	White, %	Black, %	Native American %	Asian, %	
NORTHEAST							
Under age 5	3,498	100.0	67.6	14.3	0.2	4.3	13.5
Aged 5 to 14	7,221	100.0	70.3	13.2	0.2	4.0	12.3
Aged 15 to 24	6,500	100.0	71.3	12.8	0.2	4.1	11.5
Aged 25 to 35	7,492	100.0	72.5	11.6	0.2	4.6	11.2
Aged 35 to 44	8,662	100.0	76.9	10.2	0.2	4.0	8.7
Aged 45 to 54	6,775	100.0	80.0	9.2	0.2	3.5	7.1
Aged 55 to 64	4,470	100.0	80.9	9.3	0.2	3.0	6.6
Aged 65 to 74	3,814	100.0	85.5	7.7	0.1	1.9	4.7
Aged 75 or older	3,438	100.0	89.9	5.6	0.1	1.0	3.3
Total	51,870	100.0	76.3	10.7	0.2	3.6	9.2
New England							
Under age 5	877	100.0	79.7	7.0	0.2	3.6	9.5
Aged 5 to 14	1,859	100.0	81.3	6.6	0.3	3.1	8.7
Aged 15 to 24	1,665	100.0	82.6	6.1	0.3	3.1	7.9
Aged 25 to 35	2,023	100.0	83.7	5.5	0.3	3.4	7.1
Aged 35 to 44	2,320	100.0	87.6	4.6	0.2	2.5	5.0
Aged 45 to 54	1,777	100.0	90.3	3.9	0.2	2.0	3.7
Aged 55 to 64	1,105	100.0	91.4	3.7	0.2	1.6	3.1
Aged 65 to 74	947	100.0	93.8	2.9	0.1	1.1	2.0
Aged 75 or older	**908**	100.0	**95.7**	**2.0**	**0.1**	**0.6**	**1.7**
Total	**13,481**	100.0	**86.6**	**4.9**	**0.2**	**2.5**	**5.7**
Middle Atlantic							
Under age 5	2,621	100.0	63.6	16.7	0.2	4.6	14.9
Aged 5 to 14	5,362	100.0	66.5	15.5	0.2	4.2	13.5
Aged 15 to 24	4,835	100.0	67.4	15.2	0.2	4.4	12.8
Aged 25 to 35	5,469	100.0	68.3	13.8	0.2	5.0	12.7
Aged 35 to 44	5,342	100.0	73.0	12.2	0.2	4.6	10.0
Aged 45 to 54	4,998	100.0	76.3	11.1	0.2	4.0	8.4
Aged 55 to 64	3,365	100.0	77.5	11.1	0.2	3.4	7.8
Aged 65 to 74	2,868	100.0	82.8	9.2	0.1	2.2	5.6
Aged 75 or older	2,529	100.0	87.8	6.9	0.1	1.2	3.9
Total	38,389	100.0	72.6	12.8	0.2	4.0	10.4

(Sheet 1 of 5

Table 3 (Continued)

Age	Total		Non-Hispanic				Hispanic, %
	Number	Percent	White, %	Black, %	Native American %	Asian, %	
MIDWEST							
Under age 5	4,320	100.0	77.8	13.8	0.8	2.2	5.3
Aged 5 to 14	9,100	100.0	79.4	12.7	0.8	2.1	5.1
Aged 15 to 24	8,790	100.0	81.0	11.7	0.7	1.9	4.7
Aged 25 to 35	8,783	100.0	81.7	10.6	0.6	2.3	4.8
Aged 35 to 44	10,300	100.0	85.0	9.4	0.5	1.7	3.4
Aged 45 to 54	8,024	100.0	87.2	8.3	0.5	1.5	2.5
Aged 55 to 64	5,326	100.0	88.5	7.8	0.4	1.3	2.0
Aged 65 to 74	4,321	100.0	89.9	7.3	0.3	0.8	1.6
Aged 75 or older	3,899	100.0	92.6	5.6	0.2	0.4	1.2
Total	62,864	100.0	84.0	10.0	0.6	1.7	3.7
East North Central							
Under age 5	3,061	100.0	75.0	16.3	0.3	2.2	6.2
Aged 5 to 14	6,360	100.0	76.6	15.0	0.4	2.1	5.9
Aged 15 to 24	6,105	100.0	78.3	13.9	0.4	2.1	5.5
Aged 25 to 35	6,248	100.0	79.4	12.3	0.4	2.4	5.5
Aged 35 to 44	7,250	100.0	82.8	11.2	0.3	1.8	3.9
Aged 45 to 54	5,653	100.0	85.0	10.0	0.3	1.7	2.9
Aged 55 to 64	3,739	100.0	86.4	9.5	0.3	1.4	2.4
Aged 65 to 74	3,010	100.0	87.9	9.0	0.2	1.0	1.9
Aged 75 or older	**2,637**	100.0	**90.9**	**7.0**	**0.2**	**0.5**	**1.4**
Total	**44,063**	100.0	**81.7**	**11.9**	**0.3**	**1.8**	**4.3**
West North Central							
Under age 5	1,260	100.0	84.7	7.9	1.9	2.4	3.1
Aged 5 to 14	2,740	100.0	85.7	7.3	1.7	2.1	3.2
Aged 15 to 24	1,575	100.0	87.2	6.6	1.5	1.9	2.9
Aged 25 to 35	2,534	100.0	87.2	6.3	1.2	2.3	3.0
Aged 35 to 44	3,051	100.0	90.3	5.4	0.9	1.4	2.0
Aged 45 to 54	2,371	100.0	92.3	4.3	0.8	1.1	1.5
Aged 55 to 64	1,587	100.0	93.4	3.9	0.7	0.9	1.1
Aged 65 to 74	1,311	100.0	94.5	3.5	0.5	0.6	1.0
Aged 75 or older	1,261	100.0	96.1	2.6	0.3	0.3	0.7
Total	18,801	100.0	89.6	5.5	1.1	1.5	2.2

(Sheet 2 of 5)

Table 3 (Continued)

Age	Total		Non-Hispanic				Hispanic, %
	Number	Percent	White, %	Black, %	Native American %	Asian, %	
SOUTH							
Under age 5	6,609	100.0	60.4	23.7	0.6	2.0	13.3
Aged 5 to 14	13,786	100.0	61.9	23.3	0.7	1.9	12.1
Aged 15 to 24	13,226	100.0	63.0	22.8	0.8	1.9	11.5
Aged 25 to 35	13,658	100.0	66.2	20.0	0.6	2.2	11.0
Aged 35 to 44	15,488	100.0	70.0	18.6	0.6	1.9	8.9
Aged 45 to 54	12,214	100.0	74.4	16.0	0.6	1.7	7.3
Aged 55 to 64	8,249	100.0	77.4	14.0	0.5	1.4	6.7
Aged 65 to 74	6,639	100.0	7939	12.8	0.4	0.9	5.9
Aged 75 or older	5,514	100.0	82.9	11.6	0.4	0.4	4.6
Total	**95,383**	**100.0**	**69.3**	**18.9**	**0.6**	**1.7**	**9.5**
South Atlantic							
Under age 5	3,226	100.0	62.8	27.4	0.4	2.2	7.3
Aged 5 to 14	6,795	100.0	63.5	26.8	0.4	2.1	7.2
Aged 15 to 24	6,379	100.0	64.3	26.1	0.5	2.2	6.9
Aged 25 to 35	7,088	100.0	67.2	22.5	0.4	2.4	7.4
Aged 35 to 44	8,085	100.0	70.3	21.0	0.4	2.1	6.2
Aged 45 to 54	6,361	100.0	74.5	18.0	0.4	1.9	5.2
Aged 55 to 64	4,307	100.0	77.0	15.6	0.3	1.6	5.4
Aged 65 to 74	3,617	100.0	80.3	13.5	0.2	1.0	4.9
Aged 75 or older	**3,070**	100.0	**83.6**	**11.6**	**0.2**	**0.5**	**4.0**
Total	**48,928**	**100.0**	**70.4**	**21.1**	**0.4**	**1.9**	**6.2**
East South Central							
Under age 5	1,114	100.0	71.8	26.1	0.2	0.9	0.9
Aged 5 to 14	2,336	100.0	72.6	25.2	0.3	0.9	1.1
Aged 15 to 24	2,365	100.0	73.5	24.4	0.3	0.8	1.0
Aged 25 to 35	2,362	100.0	77.0	20.6	0.3	1.0	1.1
Aged 35 to 44	2,644	100.0	79.2	18.8	0.3	0.9	0.9
Aged 45 to 54	2,169	100.0	82.6	15.8	0.3	0.7	0.6
Aged 55 to 64	1,501	100.0	85.0	13.7	0.2	0.5	0.5
Aged 65 to 74	1,157	100.0	85.2	13.8	0.2	0.3	0.4
Aged 75 or older	941	100.0	85.2	14.1	0.2	0.1	0.4
Total	**16,590**	**100.0**	**78.4**	**19.8**	**0.3**	**0.7**	**0.8**

(Sheet 3 of 5)

Table 3 (Continued)

Age	Total		Non-Hispanic				Hispanic, %
	Number	Percent	White, %	Black, %	Native American %	Asian, %	
SOUTH (cont.)							
West South Central							
Under age 5	2,268	100.0	51.4	17.3	1.1	2.3	27.9
Aged 5 to 14	4,655	100.0	54.3	17.3	1.4	2.1	25.0
Aged 15 to 24	4,481	100.0	55.7	17.2	1.4	2.1	23.6
Aged 25 to 35	4,208	100.0	58.3	15.5	1.2	2.5	22.4
Aged 35 to 44	4,758	100.0	64.4	14.5	1.1	2.2	17.9
Aged 45 to 54	3,684	100.0	69.4	12.6	1.1	2.1	14.9
Aged 55 to 64	2,441	100.0	73.5	11.2	1.1	1.5	12.7
Aged 65 to 74	1,865	100.0	75.9	10.8	1.0	1.1	11.3
Aged 75 or older	1,503	100.0	79.8	10.0	1.1	0.5	8.5
Total	**29,865**	**100.0**	**62.5**	**14.7**	**1.2**	**2.0**	**19.6**
WEST							
Under age 5	4,689	100.0	50.1	5.3	2.0	9.5	33.1
Aged 5 to 14	9,289	100.0	53.5	5.5	2.2	9.1	29.8
Aged 15 to 24	8,360	100.0	55.8	5.3	2.0	9.4	27.6
Aged 25 to 35	8,824	100.0	56.1	5.3	1.6	9.7	27.3
Aged 35 to 44	9,940	100.0	64.4	5.2	1.4	8.8	20.1
Aged 45 to 54	7,506	100.0	70.8	4.3	1.3	8.5	15.1
Aged 55 to 64	4,617	100.0	73.3	4.2	1.2	8.2	13.3
Aged 65 to 74	3,591	100.0	76.0	3.6	0.9	8.1	11.4
Aged 75 or older	**3,071**	100.0	**82.6**	**2.9**	**0.8**	**5.5**	**8.2**
Total	**59,885**	**100.0**	**62.3**	**4.9**	**1.6**	**8.8**	**22.5**
Mountain							
Under age 5	1,254	100.0	67.0	3.3	5.0	2.3	22.4
Aged 5 to 14	2,635	100.0	68.5	3.3	4.8	2.1	21.3
Aged 15 to 24	2,514	100.0	71.2	3.2	3.9	2.1	19.6
Aged 25 to 35	2,310	100.0	71.8	3.4	3.5	2.6	18.7
Aged 35 to 44	23,710	100.0	77.2	3.1	2.7	2.1	14.9
Aged 45 to 54	2,155	100.0	81.4	2.4	2.2	1.8	12.2
Aged 55 to 64	1,405	100.0	83.1	2.3	2.0	1.6	11.0
Aged 65 to 74	1,077	100.0	85.5	1.9	1.6	1.4	9.6
Aged 75 or older	870	100.0	89.8	1.3	1.2	0.7	6.9
Total	**16,930**	**100.0**	**75.7**	**2.9**	**3.2**	**2.0**	**16.3**

(Sheet 4 of 5)

Table 3 (Concluded)							
	Total		Non-Hispanic				
Age	Number	Percent	White, %	Black, %	Native American %	Asian, %	Hispanic, %
WEST (cont.)							
Pacific							
Under age 5	3,435	**100.0**	43.9	6.0	1.0	12.2	37.0
Aged 5 to 14	6,654	**100.0**	47.6	6.3	1.1	11.8	33.1
Aged 15 to 24	5,846	**100.0**	49.2	6.2	1.1	12.5	31.0
Aged 25 to 35	6,513	**100.0**	50.5	6.0	0.9	12.2	30.4
Aged 35 to 44	7,230	**100.0**	49.7	6.0	0.9	11.3	22.1
Aged 45 to 54	5,350	**100.0**	66.5	5.1	0.9	11.2	16.3
Aged 55 to 64	3,212	**100.0**	68.6	5.1	0.9	11.1	14.4
Aged 65 to 74	2,513	**100.0**	71.9	4.4	0.7	10.9	12.1
Aged 75 or older	2,201	**100.0**	79.7	3.6	0.6	7.4	8.7
Total	**42,954**	**100.0**	**57.0**	**5.7**	**0.9**	**11.5**	**24.9**
							(Sheet 5 of 5)

Geospatial Depictions of Population Growth Projections

The nine Geographic Information System (GIS) maps to follow (Figures 2-10) show current population growth projections for Hispanic, African, and Asian Americans by county for the entire U.S. The projected growth and distribution of each ethnic group is depicted by a set of three maps. The first map in each set shows the baseline population density and distribution for that group by county for the year 2000. The next map shows the ethnic group's projected population growth for the period 2000 – 2010. The final map in each set shows the projected population growth (or decline) for the period 2000 – 2020. It is interesting to note that while both African and Asian projections show a population decline in some counties, the Hispanic population projections show only positive growth. Declining populations among Asian and African Americans generally relate to the movement of rural populations to urban areas. In the case of African Americans it may also reflect the observed migration of northern black families to the ancestral south (Frey 1998).

The nine GIS maps are based on the demographic projections of Woods and Poole Economics, Inc. This database contains more than 550 economic and demographic variables for every county in the United States for every year from 1970 to 2025. The massive Woods and Poole database includes detailed population data by age, sex, and race; employment and earnings by major industry; personal income by source of income; retail sales by kind of business; and data on the number of households, their size, and their income. All of these variables

are projected for each year through 2025. In total, there are over 99 million statistics in their regional database.

One important fact to keep in mind, however, in reviewing these GIS maps is that Woods and Poole lumps together the Census Bureau categories of Asians and Pacific Islanders (API) with American Indians, Eskimos, and Aleuts (AIEA). The relatively high population densities of Asians depicted in the northern and southern plains may actually reflect the relatively strong Native American presence in these areas.

Woods and Poole developed a regional model that produces the projection component of the database. Their regional projection methods are revised somewhat year to year to reflect new computational techniques and new sources of regional economic and demographic information. Each year a new projection is produced based on an updated historical database and revised assumptions. The fact that the proprietary Woods and Poole economic and demographic projection rely on a very detailed database makes them one of the most comprehensive county-level projections. The credibility of Woods and Poole's economic and demographic projections comes from their origin in a comprehensive historical county–based database and the integrated nature of their projection model.

The demographic portion of the Woods and Poole regional model follows a traditional cohort-component analysis based on calculated fertility and mortality in each county or economic area (EA) (Note: 172 economic areas are defined by the U.S. Department of Commerce). The age, sex, and race distribution of the population is projected by aging the population by single year of age by sex and by race for each year through 2025 based on county or EA specific mortality, fertility, and migration rates estimated from the historical data. In the Woods and Poole model, projected net mortality and migration are estimated based on the historical net change in population by age, race, and sex for a particular county or EA. Similarly, projected net births and migration of age zero population by race are estimated based on the historical change in age zero population by race per female population age 15 to 44 by race for a particular county or EA.

The Woods and Poole population projections by age, sex, and race, for the period 1999-2025, are ultimately based on Bureau of the Census population estimates. Woods and Poole adjusts these estimates to reflect current year population estimates. The U.S. population by age, sex, and race forecast is the control total for the EA projections. Each EA projection serves as the control total for the county projections.

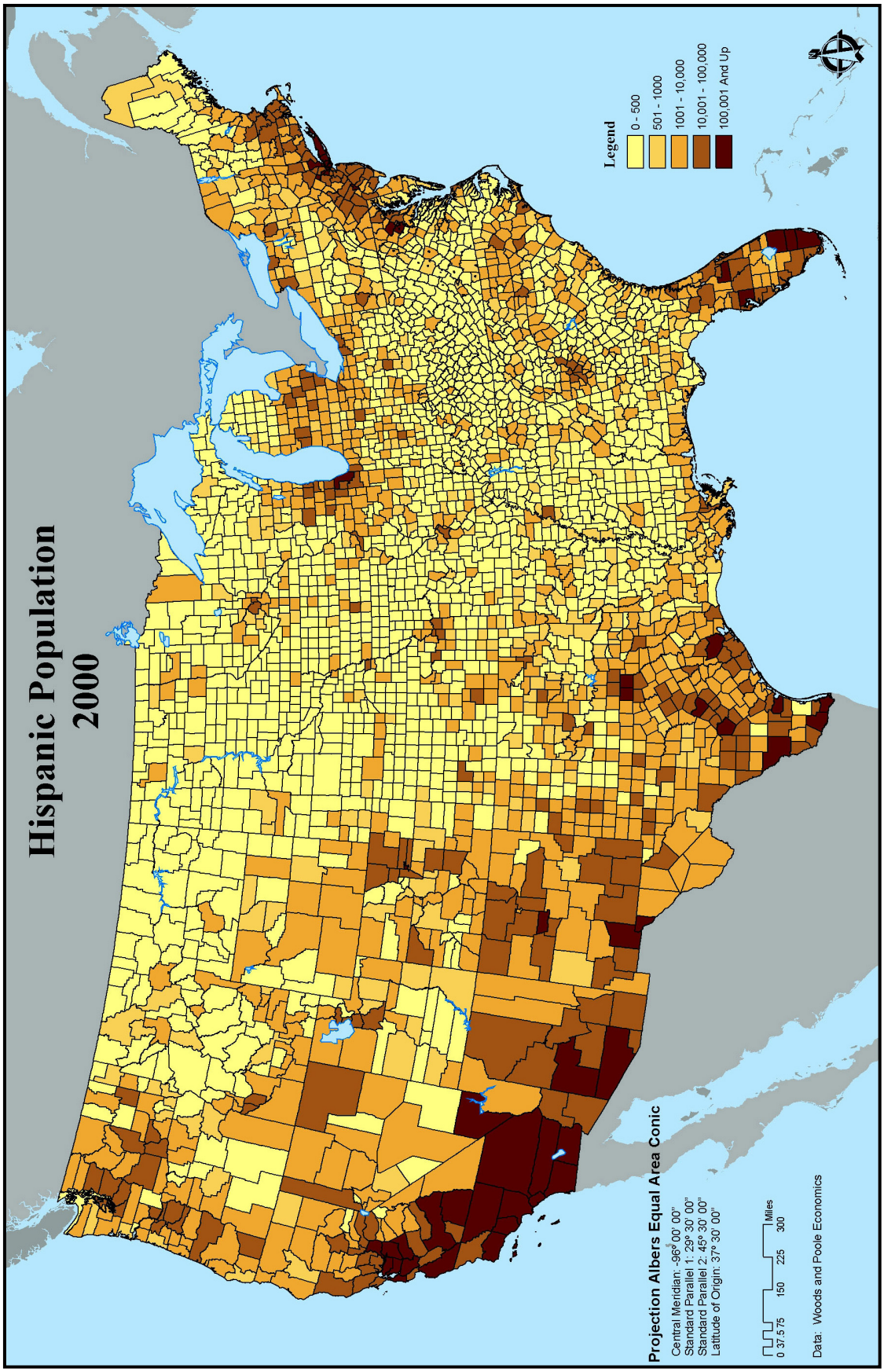

Figure 2. Hispanic population, 2000

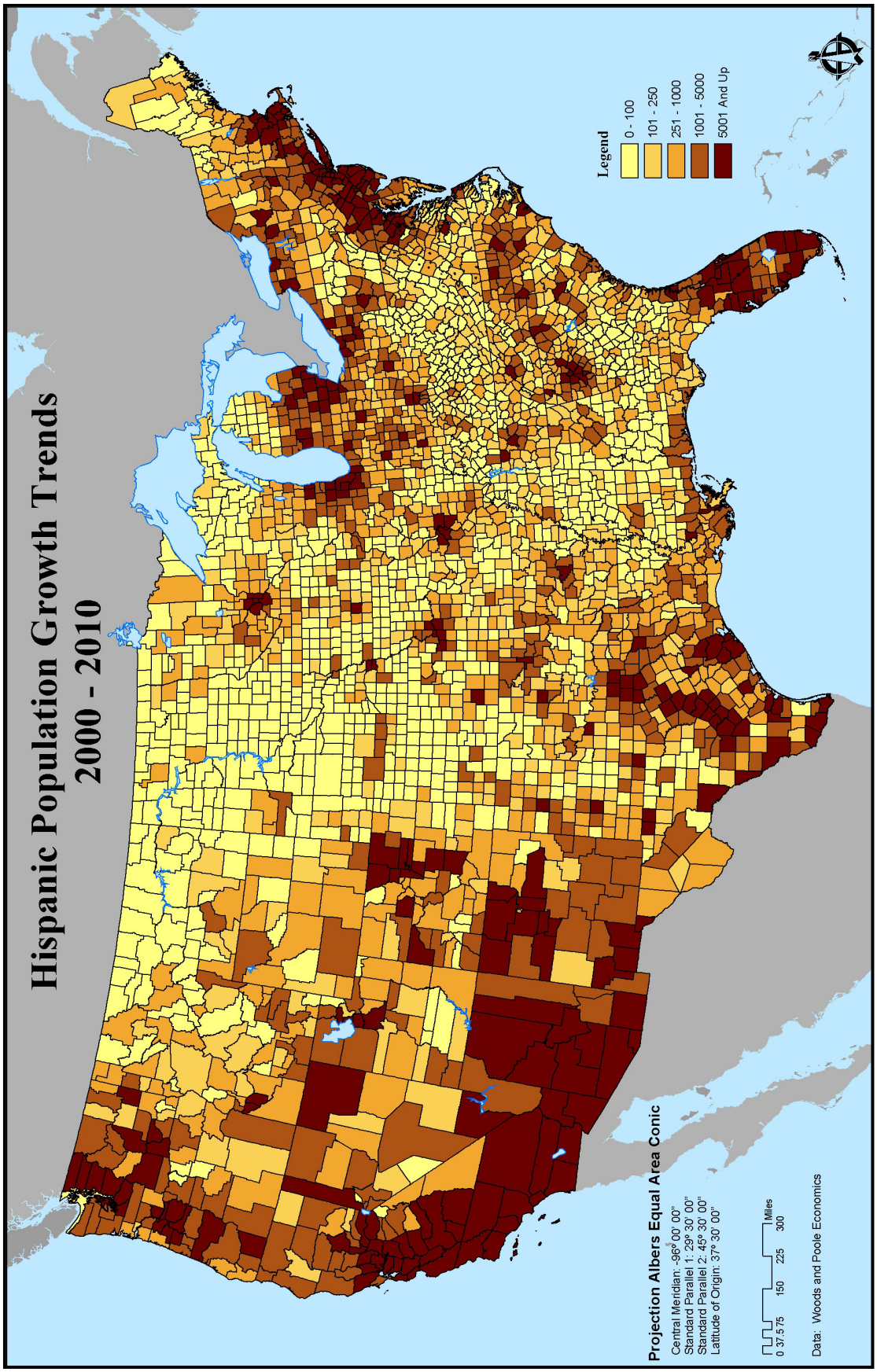

Figure 3. Hispanic population growth trends, 2000-2010

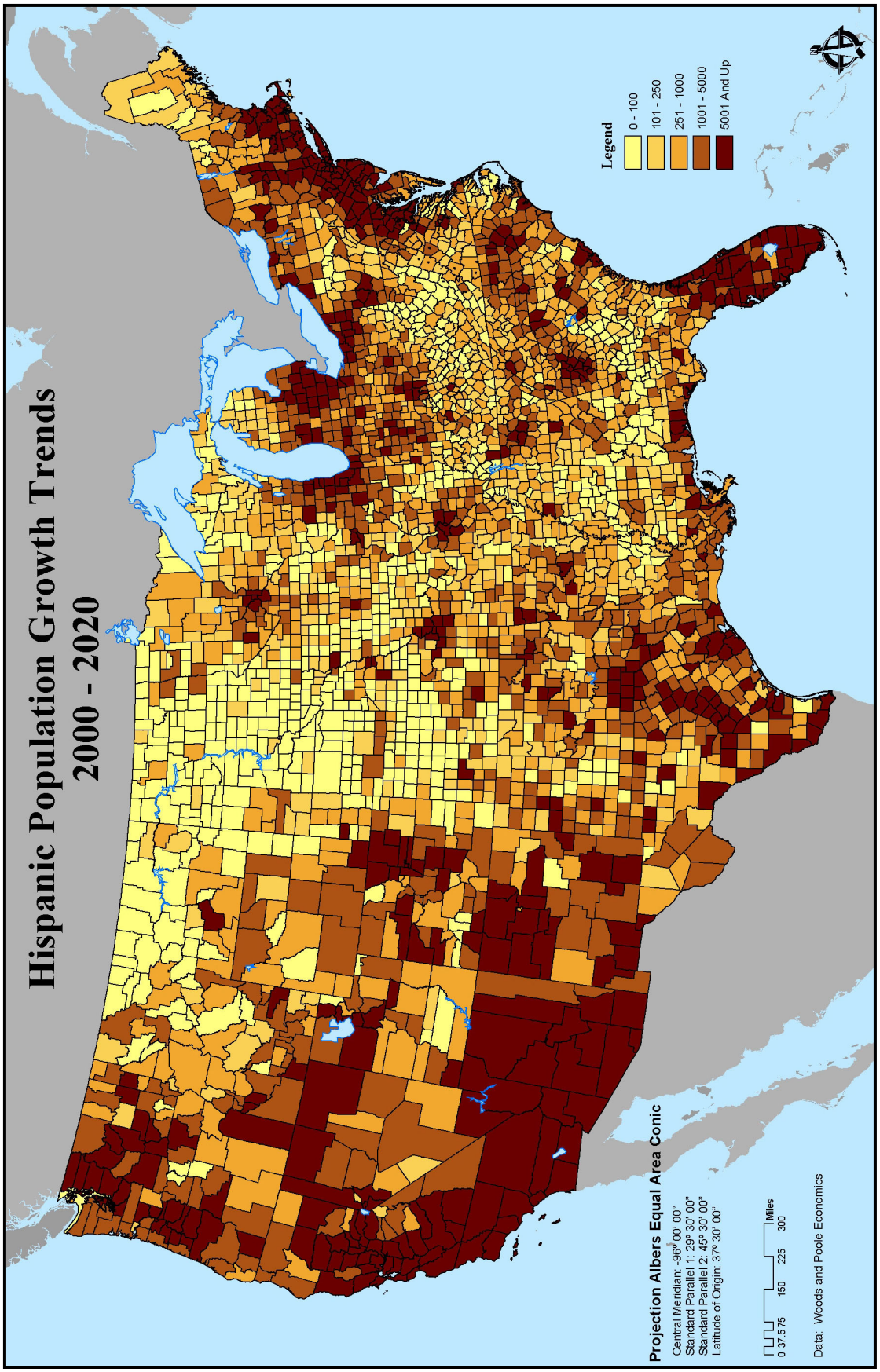

Figure 4. Hispanic population growth trends, 2000-2020

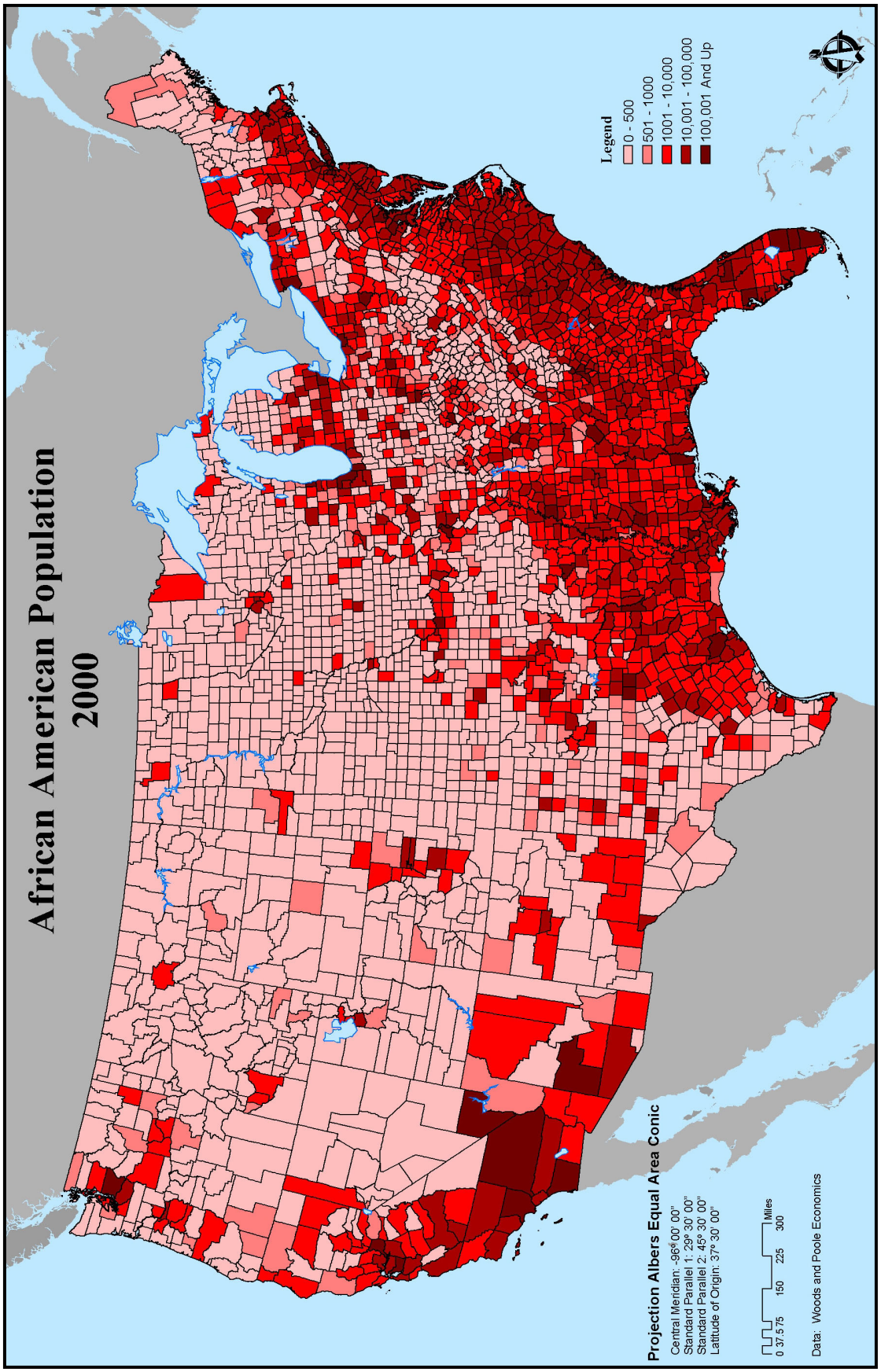

Figure 5. African American population, 2000

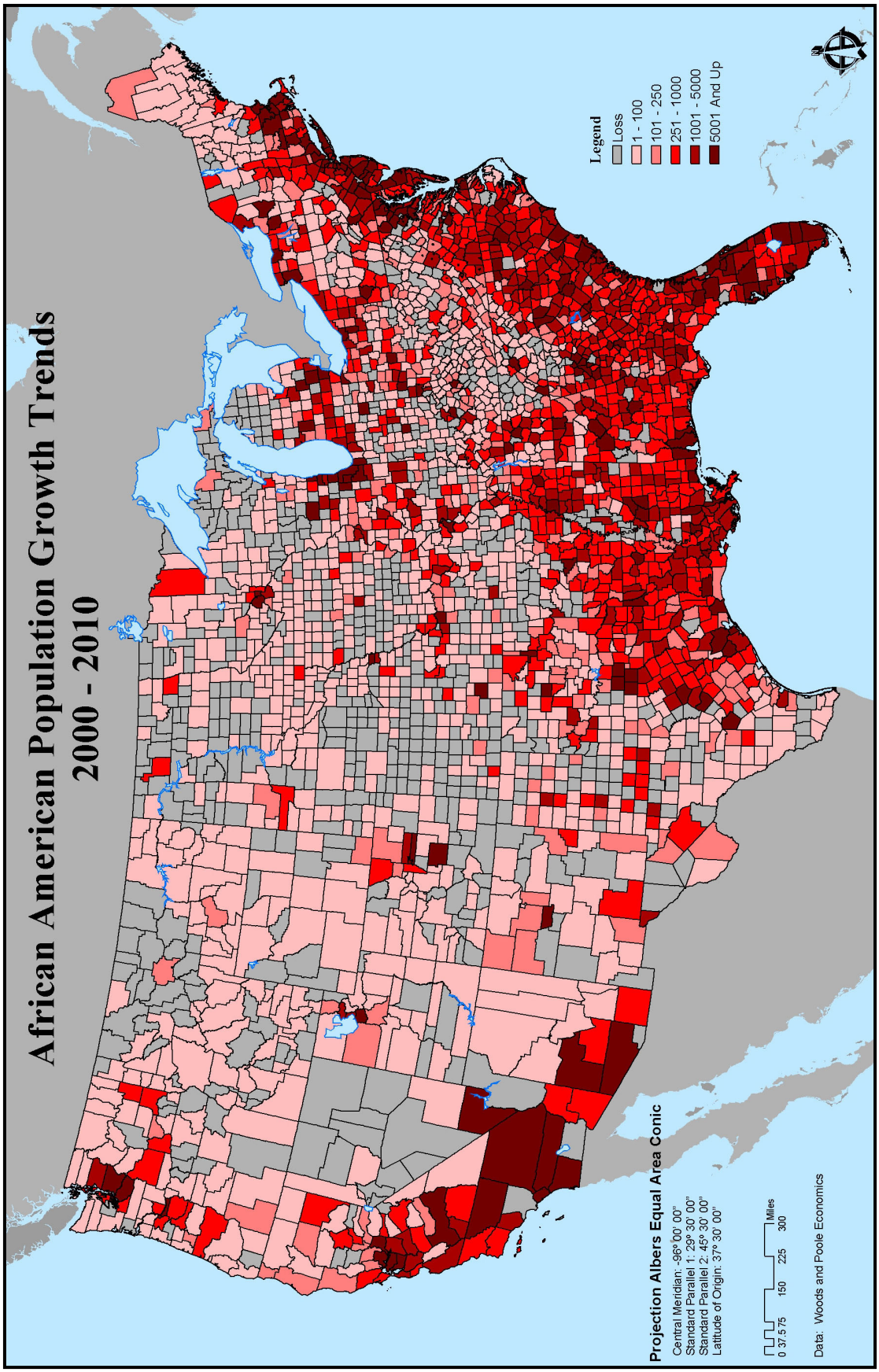

Figure 6. African American population growth trends, 2000-2010

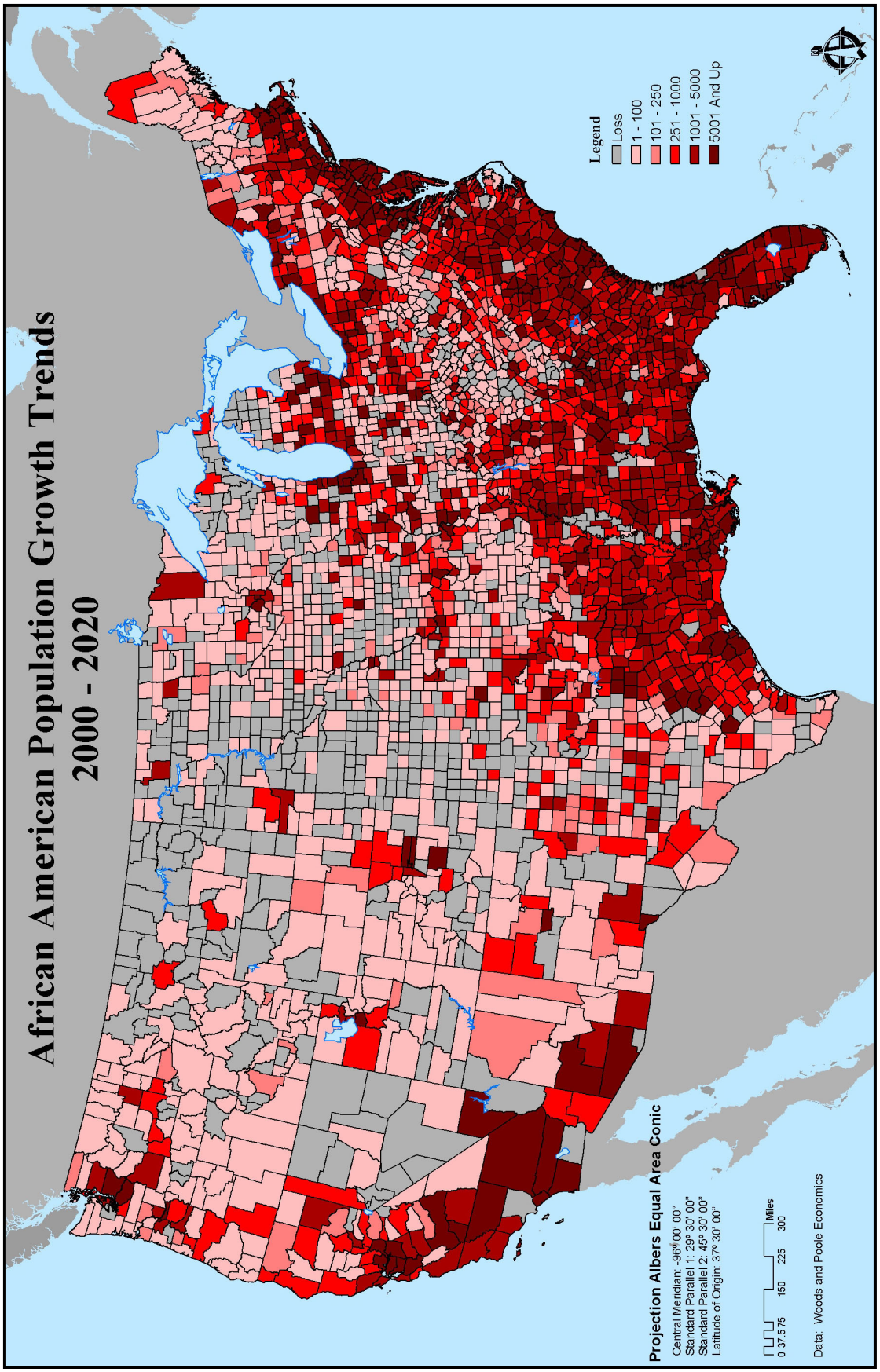

Figure 7. African American population growth trends, 2000-2020

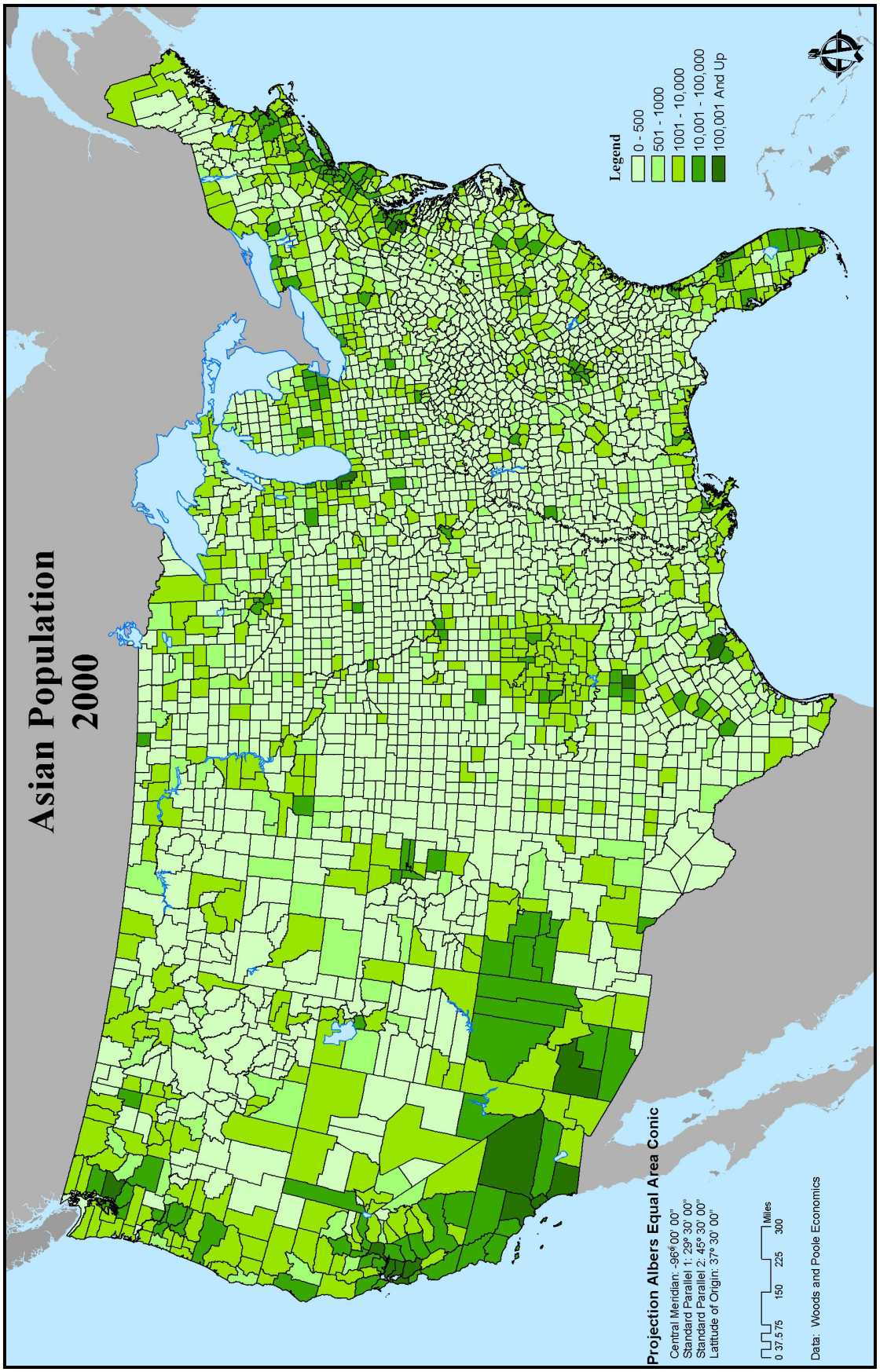

Figure 8. Asian population, 2000

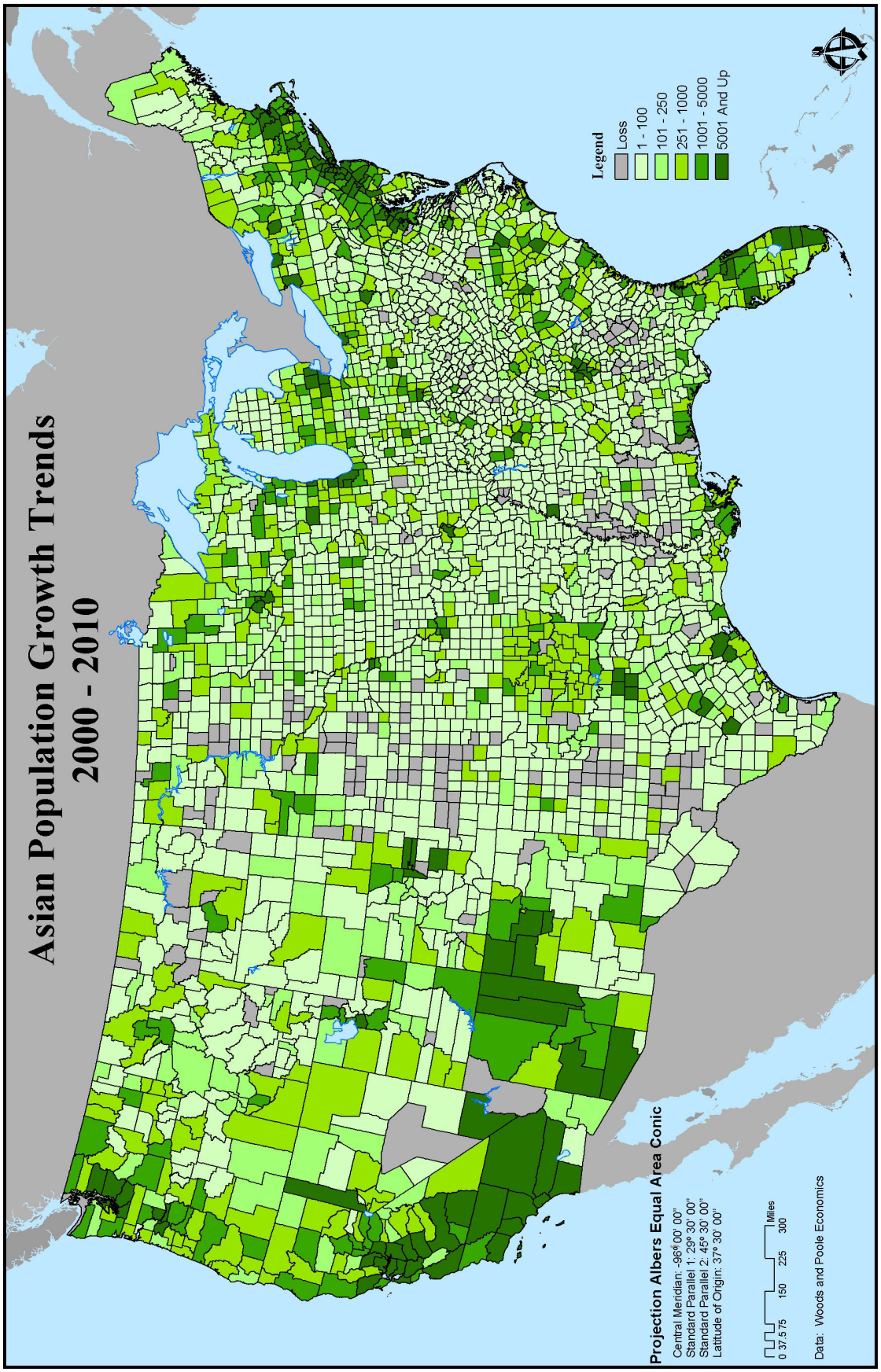

Figure 9. Asian population growth trends, 2000-2010

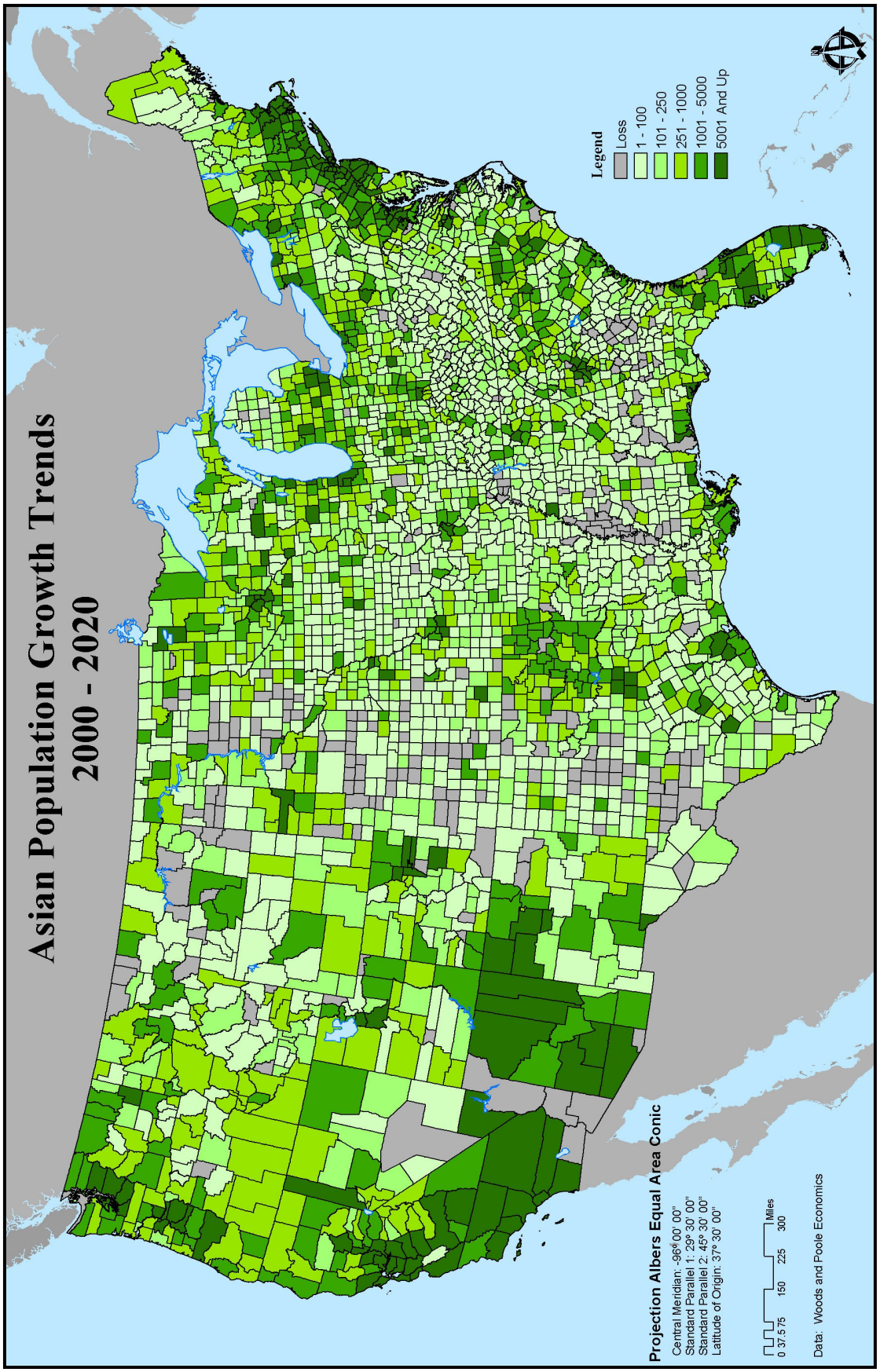

Figure 10. Asian population growth trends, 2000-2020

Implications for Corps Recreation

By the year 2020 one in three Americans will belong to an ethnic or racial minority. Running ahead of the Census Bureau's 1996 projections, Hispanics in 2002 have already surpassed African Americans as America's largest minority group. Also by 2020, America's largest population segment, white middle-class baby boomers, will be at the height of their economic influence on the Corps recreation program. A white baby boomer born in the 1950s will be retired, interested in devoting an increased amount of time to recreation and with the "disposable" income to indulge in sophisticated recreational pursuits that will require substantial improvements in the Corps recreational infrastructure. The convergence of this traditional white middle-class customer base and the dramatically expanding ethnic minority customer base is already starting in some parts of the U.S. and will be fully realized over the next 20 years.

Traditionally, the Corps has designed its recreational facilities with a specific customer base in mind, white middle-class nuclear families. This large population of white middle-class baby boomers and their families require recreational facilities for their relatively affluent recreational interests, e.g., camping with recreational vehicles, the increasing use of personal water craft, sailing and power boats, et cetera, and clearly the Corps should continue to accommodate their needs. Yet, Corps projects must serve all of the American public. Corps projects should not cater to any one age group or any one ethnic or racial group.

Ethnic minority groups in the United States tend to be strongly regionalized and urbanized (with the exception of Native Americans) and these trends are projected to continue. Urban minority visitors to Corps projects can have very different needs and expectations than the Corps' traditional customers. Most prefer day use to camping. Most minority visitors recreate in larger family and social groups. Many do not have the interest or income to indulge in expensive water-based recreation. These ethnic minority visitors to Corps projects are coming in ever-greater contact with white middle-class baby boomers with quite different recreational habits and preferences. This convergence of disparate recreational interests will only increase as more baby boomers begin to retire and ethnic minority populations continue to increase.

The growing number of minority visitors coming from urban areas require facilities to accommodate their distinctive recreational styles and the Corps, a Federal agency with a heavy investment in recreation, has been directed by two executive orders to accommodate their needs as well. The problem for the Corps, stated succinctly, is this: How do we as an agency committed to customer service accommodate both the traditional and the nontraditional user? How do we rehabilitate our aging recreational infrastructure to meet the distinctive needs of our minority customers? How do we resolve, or better still, prevent recreation use conflicts between our traditional (white middle-class) customers and the ever-increasing number of minority visitors? How can the Corps be "all things to all people?"

Many Corps projects have already begun to encounter difficulties in accommodating increasing numbers of ethnic minority customers. Certain rural areas of

the Midwest and Northeast still have a mostly white visitation. Corps projects in these areas are primarily coping with the increasingly sophisticated demands of the white middle-class baby boomer population. But Corps projects near major metropolitan areas in the southeastern and southwestern United States, in the Pacific coastal states of California, Oregon, and Washington, and near large metropolitan areas of the Midwest and northeastern U.S. already are experiencing difficulties coping with the growing numbers of minorities and their different recreational needs. Some of these difficulties have been documented in the four Technical Notes prepared for the original "Ethnic Culture" work unit (Dunn and Feather 1998; Dunn 1998; Dunn 1999a; and Dunn 1999b).

The most noticeable effects of the projected convergence and anticipated conflict between traditional and nontraditional visitors will be in those regions of the United States which currently have large minority populations, e.g., Hispanics in the southwestern states and in California; African Americans in the Southeast and south-central states, and in metropolitan areas in the North; Asian American groups in California and the other Pacific Coast states; and Native Americans in the northern and southern plains, the desert Southwest, and in the Pacific Northwest. The population diversity we now find in California now can give us a glimpse into America's future. How can we manage for this kind of ethnic diversity in the future? The next section will examine what a number of land managing agencies have done and are doing to meet the challenge of an ethnically diverse America.