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## Race Equity in Management Occupations in the Mountain West

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**RACE EQUITY IN MANAGEMENT OCCUPATIONS  
IN THE MOUNTAIN WEST**

**Economic Development & Workforce Fact Sheet No. 38 | August 2021**

Prepared by: Kristian Thymianos, Saha Salahi, Caitlin J. Saladino, and William E. Brown, Jr.

**PURPOSE:**

In a recent report, “From commitments to action: How CEOs can advance racial equity in their regional economies,” Amy Liu and Reniya Dinkins of the Brookings Institution Metropolitan Policy Program highlight racial equity issues in private sector management occupations. The authors use these data to propose strategies to close equity gaps.<sup>1</sup> This fact sheet examines data for the Mountain West metropolitan areas included in the original report.

**ABOUT THE DATA:**

The original report categorizes metropolitan areas based on the following:

Very Large Metropolitan Areas	Large Metropolitan Areas
<ul style="list-style-type: none"> <li>• populations over 1,000,000</li> <li>• 53 total in original report</li> </ul>	<ul style="list-style-type: none"> <li>• populations between 500,000 and 1,000,000</li> <li>• 57 total in original report</li> </ul>

The authors identify racial demographics of each metropolitan region’s labor force, the representation ratio (discussed in the table below) and assign a ranking to each metro based on the value of the representation ratio. The following racial groups listed in the report are: American Indian and Alaskan Native; Asian; Black; Hispanic and Latino; Native Hawaiian and Pacific Islander; and white. Native Hawaiians and Pacific Islanders are not included in this fact sheet because the report did not have data for them in Mountain West metros.

**KEY TERMS:**

Labor Force	As defined by the U.S. Bureau of Labor Statistics the labor force includes all people age 16 and older who are classified as either employed or unemployed, meaning individuals who are either working or actively looking for work.
Management Occupations	As defined by the American Community Survey management occupations include top executives; advertising, promotions, marketing, sales, public relations and fundraising managers; financial managers; human resources managers; operations specialties managers except financial managers and human resources managers; farmers, ranchers, and other agricultural managers; and other management occupations except farmers, ranchers, and other agricultural managers.
Representation Ratio	The representation ratio is a percent that shows the proportion of a racial group in an occupation compared to the representation of the racial group in the labor force. For example, Hispanic and Latino workers comprise 49.0% of Albuquerque's labor force and 48.3% of management occupations. Their representation ratio of 98.7% is close to 100%, meaning they have close to the expected representation in management occupations compared to the labor force. White workers in Las Vegas constitute 41.4% of the metro’s labor force and 60.5% of management occupations, with a representation ratio at 146.0%. A ratio above 100% indicates a significant overrepresentation in management positions. Asian workers in Salt Lake City provide 4.6% of the local labor force and 2.6% of management occupations. With a representation ratio of 55.9%, well below 100%, Salt Lake City has a significant underrepresentation in management positions.

<sup>1</sup> Amy Liu and Reniya Dinkins, “From commitments to action: How CEOs can advance racial equity in their regional economies,” by the Metropolitan Policy Program at Brookings Institution Appendix (March 11, 2021)

**KEY FINDINGS:**

1. The Las Vegas and Tucson metros have the lowest number of white workers in their labor force among Mountain West metros but have the highest white overrepresentation in management occupations.
2. Asian workers in the Phoenix metro are the only non-white racial group that have an overrepresentation in management occupations.
3. Among Large metros, Albuquerque has the 2<sup>nd</sup> highest Hispanic and Latino representation in management positions in the country.
4. White workers are overrepresented in management occupations for every sampled Mountain West metro.
5. In every listed Mountain West metro, Black workers are underrepresented in management positions.
6. In the Mountain West, Utah metros have the lowest Hispanic and Latino representation in management positions.

Table 1 shows the national rankings of Very Large metropolitan areas by representation ratio for management occupations. Rankings are determined by the representation ratio; the highest representation ratio in the nation has a rank of 1. Additionally, the table lists the number of metros for categories included in the national sample to provide context for the rankings. Not every metro has occupation data for each racial group because they represent too small a portion of the metro’s labor force.

First are the national rankings for Hispanic and Latino workers out of 52 Very Large metros. The Tucson metro has the highest national rank among Mountain West metros at 11<sup>th</sup> and Salt Lake City is the lowest at 50<sup>th</sup>. Next are the national rankings for white workers out of 53 Very Large metros. Las Vegas has the highest national rank among Mountain West metros at 5<sup>th</sup> and Denver is the lowest at 38<sup>th</sup>. For Asian workers out of 46 Very Large metros, Phoenix has the highest national rank among Mountain West metros at 2<sup>nd</sup> and Salt Lake City is the lowest at 42<sup>nd</sup>. For Black workers out of 51 Very Large metros, Phoenix has the highest national rank among Mountain West metros at 5<sup>th</sup> and Denver is the lowest at 25<sup>th</sup>. Lastly, the national rankings for American Indian and Alaska Native workers out of 4 Very Large metros show Phoenix ranked 4<sup>th</sup>.

**Table 1: National Rankings for Very Large Metros in the Mountain West, by Racial Groups**

<b>VERY LARGE Mountain West Metros</b>	<b>Hispanic &amp; Latino (52 metros)</b>	<b>White (53 metros)</b>	<b>Asian (46 metros)</b>	<b>Black (51 metros)</b>	<b>American Indian &amp; Alaska Native (4 metros)</b>
Phoenix-Mesa-Chandler, AZ	29	20	2	5	4
Tucson, AZ	11	17	-	-	-
Denver-Aurora-Lakewood, CO	26	38	17	25	-
Las Vegas-Henderson-Paradise, NV	35	5	31	8	-
Salt Lake City, UT	50	22	42	-	-

\*Adapted from the Appendix (2021) Metropolitan Policy Program at Brookings Institution

Table 2 shows the national rankings for Large metropolitan areas in the Mountain West metros by racial groups. For Hispanic and Latino workers out of 30 Large metros across the country, Albuquerque has the highest national rank among Mountain West metros at 2<sup>nd</sup> and Provo is the lowest at 30<sup>th</sup>. For white workers out of 56 Large metros, Albuquerque has the highest national rank among Mountain West metros at 32<sup>nd</sup> and Ogden is the lowest at 52<sup>nd</sup>. Lastly, for American Indian and Alaska Native workers out of 2 Large metros, Albuquerque ranks 2<sup>nd</sup> in management occupations.

**Table 2: National Rankings for Large Metros in the Mountain West, by Racial Groups**

LARGE Mountain West Metros	Hispanic & Latino (30 metros)	White (56 metros)	Asian (8 metros)	Black (26 metros)	American Indian & Alaska Native (2 metros)
Albuquerque, NM	2	32	-	-	2
Colorado Springs, CO	10	44	-	-	-
Ogden-Clearfield, UT	7	52	-	-	-
Provo-Orem, UT	30	39	-	-	-

\*Adapted from the Appendix (2021) Metropolitan Policy Program at Brookings Institution

Table 3 displays American Indian and Alaskan Native occupation and representation statistics. The Phoenix metro is the only Very Large Mountain West metro with occupation data for American Indian and Alaskan Native workers. American Indian and Alaskan Native workers comprise 2.3% of Phoenix’s labor force, and 1.2% of management occupations. The management representation ratio is 50.4%. The Albuquerque metro is the only Large Mountain West metro with occupation data for American Indian and Alaskan Native workers. American Indian and Alaskan Native workers comprise 6.4% of Albuquerque’s labor force and 3.2% of management occupations. The management representation ratio is 50%. In both metros listed, there is an underrepresentation for American Indian and Alaskan Native workers.

**Table 3: American Indian and Alaska Native Management Representation, by Mountain West Metro**

Metro size	Metros	% of Labor Force	% of Management Occupations	Management Representation Ratio
Very Large	Phoenix-Mesa-Chandler, AZ	2.3	1.2	50.4
Large	Albuquerque, NM	6.4	3.2	50.0

\*Adapted from the Appendix (2021) Metropolitan Policy Program at Brookings Institution

Table 4 shows Asian occupation and representation statistics. Mountain West data are only available for Very Large metros. The Las Vegas metro has the highest percent of Asian workers in its labor force at 11.1% and Phoenix has the lowest at 4.3%. Las Vegas has the highest percent of Asian workers in management occupations at 8.3% while Salt Lake City has the lowest at 2.6%. Phoenix has the highest Asian management representation ratio at 119.7%, and Salt Lake City has the lowest at 55.9%. Asian workers in Phoenix are the only non-white racial group to have an overrepresentation in management positions in the Mountain West.

**Table 4: Asian Management Representation, by Mountain West Metro**

Metro size	Metros	% of Labor Force	% of Management Occupations	Management Representation Ratio
Very Large	Phoenix-Mesa-Chandler, AZ	4.3	5.2	119.7
	Denver-Aurora-Lakewood, CO	4.4	4.0	92.7
	Las Vegas-Henderson-Paradise, NV	11.1	8.3	74.6
	Salt Lake City, UT	4.6	2.6	55.9

\*Adapted from the Appendix (2021) Metropolitan Policy Program at Brookings Institution

Table 5 shows Black occupation and representation statistics. Mountain West data is only available for Very Large metros. The Las Vegas metro has the highest percent of Black workers in its labor force at 11.7% and Denver has the lowest at 5.2%. Las Vegas has the highest percent of Black workers in management occupations at 8.3% and Denver has the lowest at 3.2%. Phoenix has the highest Black management representation ratio at 72.8% and Denver has the lowest at 62.4%. In every listed Mountain West metro, Black workers are underrepresented in management positions.

**Table 5: Black Management Representation, by Mountain West Metro**

Metro size	Metros	% of Labor Force	% of Management Occupations	Management Representation Ratio
Very Large	Phoenix-Mesa-Chandler, AZ	6.1	4.5	72.8
	Denver-Aurora-Lakewood, CO	5.2	3.2	62.4
	Las Vegas-Henderson-Paradise, NV	11.7	8.3	71.0

\*Adapted from the Appendix (2021) Metropolitan Policy Program at Brookings Institution

Table 6 shows Hispanic and Latino occupation and representation statistics. Among Very Large metros, the Tucson metro has the highest percentage of Hispanic and Latino workers in its labor force at 39.1% and Salt Lake City has the lowest at 17.9%. Tucson has the highest percent of Hispanic and Latino workers in management occupations at 28.0% and Salt Lake City has the lowest at 7.4%. Tucson has the highest Hispanic and Latino management representation ratio at 71.7% and Salt Lake City has the lowest at 41.4%.

For Large metros, Albuquerque has the highest percentage of Hispanic and Latino workers in its labor force at 49.0% and Provo has the lowest at 12.5%. Albuquerque has the highest percent of Hispanic and Latino workers in management occupations at 48.3% and Provo has the lowest at 4.8%. Albuquerque has the highest Hispanic and Latino management representation ratio at 98.7% and Provo has the lowest at 38.5%. Utah metros have the lowest Hispanic and Latino representation in management positions in the Mountain West.

**Table 6: Hispanic and Latino Management Representation, by Mountain West Metro**

Metro size	Mountain West Metros	% of Labor Force	% of Management Occupations	Management Representation Ratio
Very Large	Tucson, AZ	39.1	28.0	71.7
	Phoenix-Mesa-Chandler, AZ	30.4	18.6	61.1
	Denver-Aurora-Lakewood, CO	21.3	13.2	62.1
	Las Vegas-Henderson-Paradise, NV	31.6	18.5	58.5
	Salt Lake City, UT	17.9	7.4	41.4
Large	Albuquerque, NM	49.0	48.3	98.7
	Colorado Springs, CO	16.6	11.9	71.9
	Ogden-Clearfield, UT	12.7	10.6	83.0
	Provo-Orem, UT	12.5	4.8	38.5

\*Adapted from the Appendix (2021) Metropolitan Policy Program at Brookings Institution

Table 7 shows white occupation and representation statistics. For Very Large metros, the Salt Lake City metro has the highest percentage of white workers in its work force at 71.3%; Las Vegas has the lowest at 41.4%. Salt Lake City has the highest percent of white workers in management occupations at 87.0% and Las Vegas has the lowest at 60.5%. Las Vegas has the highest white management representation ratio ordered at 146.0% and Denver has the lowest at 114.6%. Although the Las Vegas and Tucson metros have the lowest number of white workers in their labor force among Mountain West metros they have the highest white overrepresentation in management occupations.

For Large metros, the Provo metro has the highest percentage of white workers in its labor force at 81.4% and Albuquerque has the lowest at 38.1%. Provo has the highest percent of white workers in management occupations at 91.0% and Albuquerque has the lowest at 43.6%. Albuquerque has the highest white management representation ratio at 114.2% and Ogden has the lowest at 105.0%.

**Table 7: White Management Representation, by Mountain West Metro**

Metro size	Metros	% of Labor Force	% of Management Occupations	Management Representation Ratio
Very Large	Tucson, AZ	49.8	63.8	128.1
	Phoenix-Mesa-Chandler, AZ	55.3	68.9	124.6
	Denver-Aurora-Lakewood, CO	66.4	76.1	114.6
	Las Vegas-Henderson-Paradise, NV	41.4	60.5	146.0
	Salt Lake City, UT	71.3	87.0	122.1
Large	Albuquerque, NM	38.1	43.6	114.2
	Colorado Springs, CO	70.3	77.3	109.9
	Ogden-Clearfield, UT	81.0	85.1	105.0
	Provo-Orem, UT	81.4	91.0	111.8

\*Adapted from the Appendix (2021) Metropolitan Policy Program at Brookings Institution