Paths to Diversity: A Cross-Generational Exploration
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Learning Objectives
• Gain an understanding of the demographic shifts in the nation and the profession in relation to them.
• Explore the personal paths into the profession by established minority practitioners.
• Discover some of the lessons learned that can be applied to recruitment, retention, and advancement of minorities in public and private practice.
• Learn about suggested steps to help ASLA advance the goal of including more minorities in the profession of landscape architecture.

The Census Bureau Tells Us…
• From 1980 to 2000, the Hispanic-origin population, which may be of any race, more than doubled.
• The total minority population increased by 88 percent between 1980 and 2000 while the non-Hispanic white population grew by only 7.9 percent.
From 2000 to 2010…

- Hispanic and Latino population jumped another 43.0 percent to 50.5 million.
- African-American population grew 12.3 percent to 38.9 million.

Looking Ahead…

- The U.S. population will be much more racially and ethnically diverse by 2060, according to projections by the U.S. Census Bureau. The projections of the nation’s population by race and Hispanic origin, which cover the 2012-2060 period, are the first set of population projections based on the 2010 Census.

White America

- The non-Hispanic white population is projected to peak in 2024, at 199.6 million, up from 197.8 million in 2012. Unlike other racial or ethnic groups, however, its population is projected to slowly decrease, falling by nearly 20.6 million from 2024 to 2060.
Latino America

- The Hispanic population will again more than double during this period, from 53.3 million in 2012 to 128.8 million in 2060. Consequently, by the end of the period, nearly one in three U.S. residents will be Hispanic, up from about one in six today.

African-American America

- The African-American population is expected to increase from 41.2 million to 61.8 million over the same period. Its share of the total population will rise from 13.1 percent in 2012 to 14.7 percent in 2060.

Asian-American America

- The Asian population is projected to more than double, from 15.9 million in 2012 to 34.4 million in 2060, with its share of total population climbing from 5.1 percent to 8.2 percent in the same period.
Among Remaining Groups:
- **American Indians and Alaska Natives** will increase by more than half from now to 2060, from 3.9 million to 6.3 million, with their share of the total population edging up from 1.2 percent to 1.5 percent.
- The **Native Hawaiian and Other Pacific Islander** population is expected to **nearly double**, from 706,000 to 1.4 million.
- The number of people who identify themselves as being of **two or more races** is projected to **more than triple**, from 7.5 million to 26.7 million over the same period.

A More Diverse America
- The U.S. is projected to become a **majority-minority nation for the first time in 2043**. Minorities, now 37 percent of the U.S. population, are projected to make up 57 percent of the population in 2060. The total minority population will more than double, from 116.2 million to 241.3 million over the period.

Where Are We?

The profession still has a way to go. Consider the make up of the 2015 respondents to ASLA’s Survey of Graduating Students:

**What is your race?**
- Caucasian: 68%
- Asian or Pacific Islander: 20%
- Hispanic/Latino: 8%
- African-American: 1%
- American Indian: 1%
- Other: 3%
In recent years, there has been a shift in demographics among those responding to ASLA Graduating Student Surveys, though African American presence remains stalled and low.