

Slow journey to racial diversity: Florida Story

Gaurav Sood* Seung Lee†

March 22, 2020

Abstract

We analyze Florida

Keywords: Race Diveristy, Race Impute

*Email: gsood07@gmail.com

†Email: slee126@ucsc.edu

1 Data

We combine university, state, city, county, and k-12 school teacher's payroll data. Each institution's payroll data has amount paid to an individual's name i.e. John Smith \$15000. We run the names through 4 algorithms that impute race using an individual's first and/or last name. We use [Ethnicor](#)'s algorithms, which uses US census data and Florida voting registration data to determine the race of an individual. We average the 4 algorithms' predictions for our analysis.

2 Analysis

2.1 Race Composition Across Institutions

Comparing the [2010 census](#) and [2000 census](#) we find White-Not Hispanic race proportion dropped from 60% to 53.5%, 11% drop in 10 years. The white-not Hispanic race proportion in (university, state, city, school teachers, county) has only dropped 4-6% in the years spanning longer than that period. Florida public payroll data shows all race is under-represented across (university, state, city, school teachers, county) except for Asians at the university level, which only constitutes 8% of Florida's public payroll data counts.

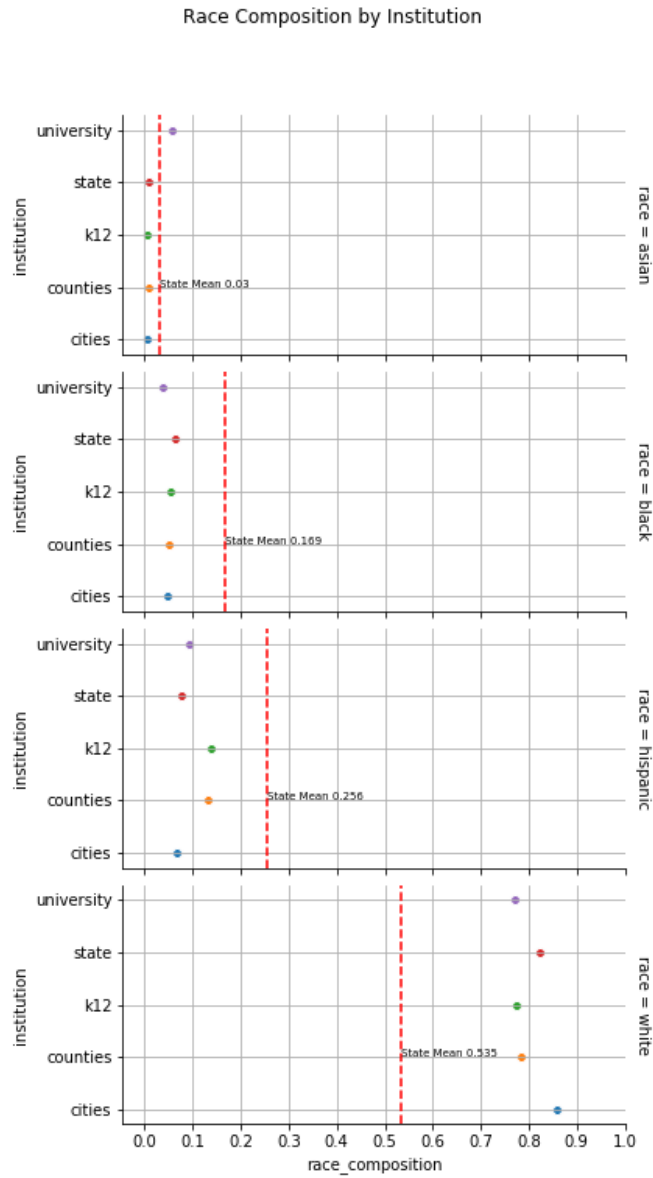


Figure 1: Florida's public sector race composition

2.2 Institution median pay by race

fill in

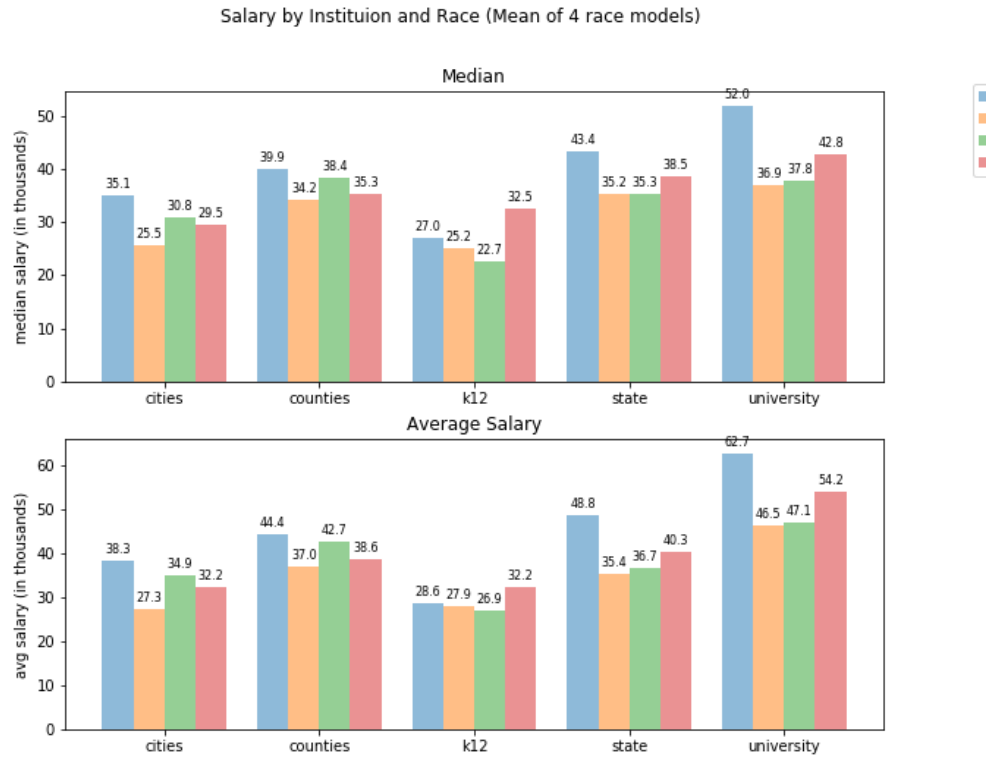


Figure 2: Median pay of Florida’s public sector by race

2.3 Race Composition Time Series

fill in

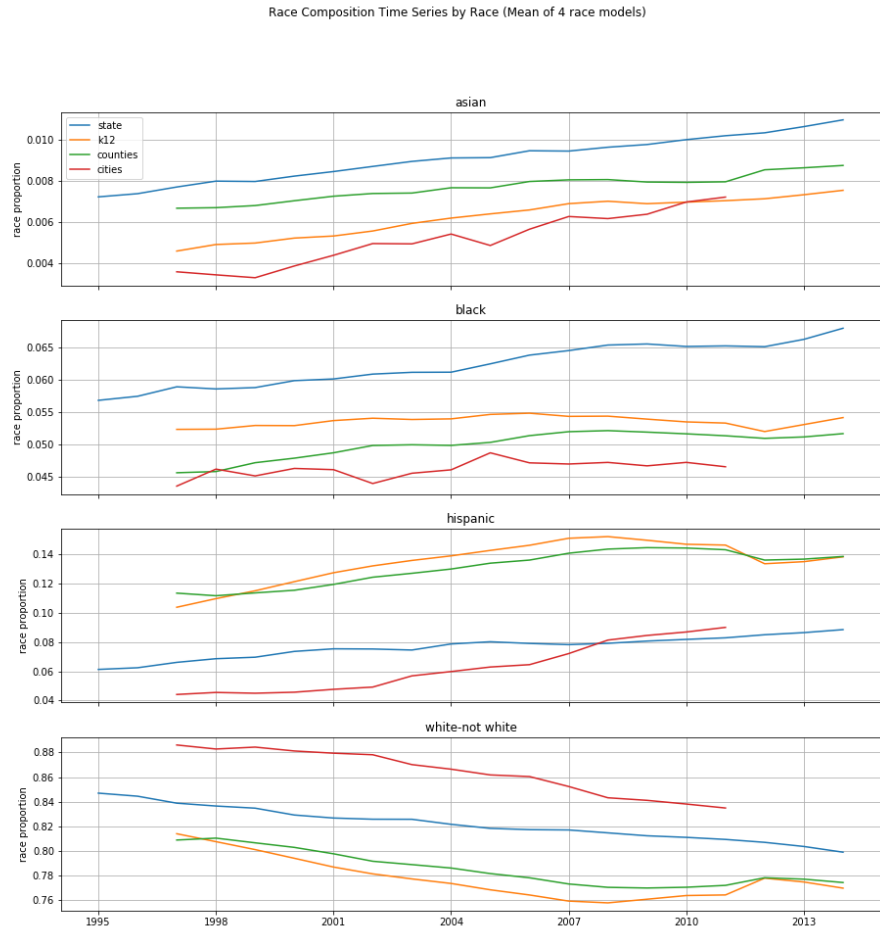


Figure 3: Time Series: Florida's public sector race composition

2.4 Race Median Pay Time Series

fill in

Race Composition Time Series by Race (Mean of 4 race models)

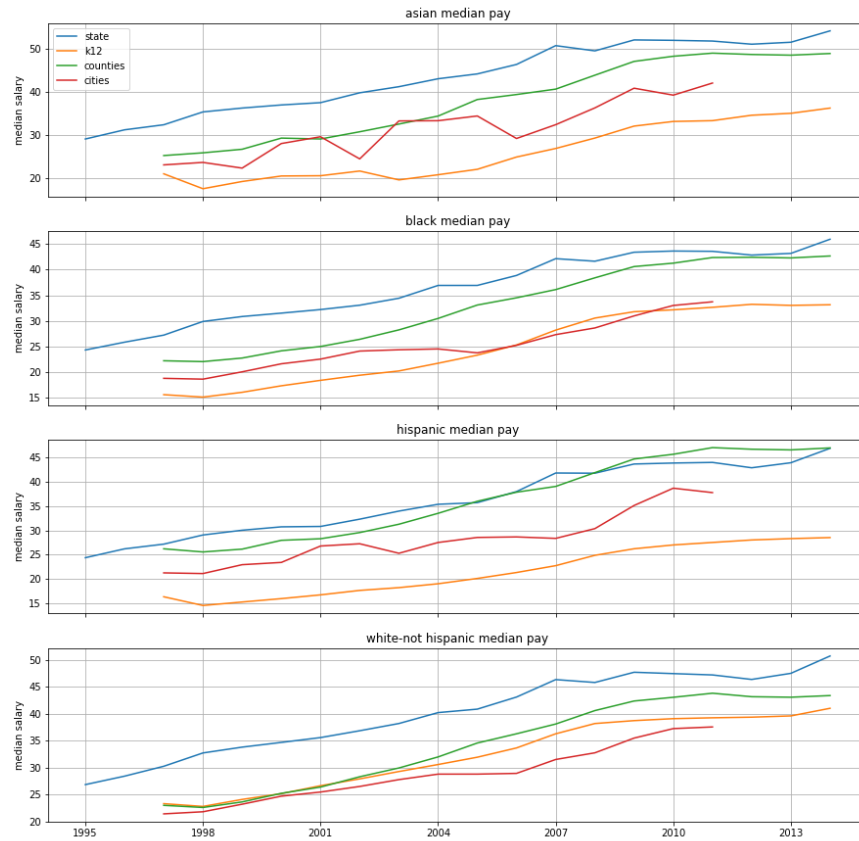


Figure 4: Time Series: Florida's public sector median pay