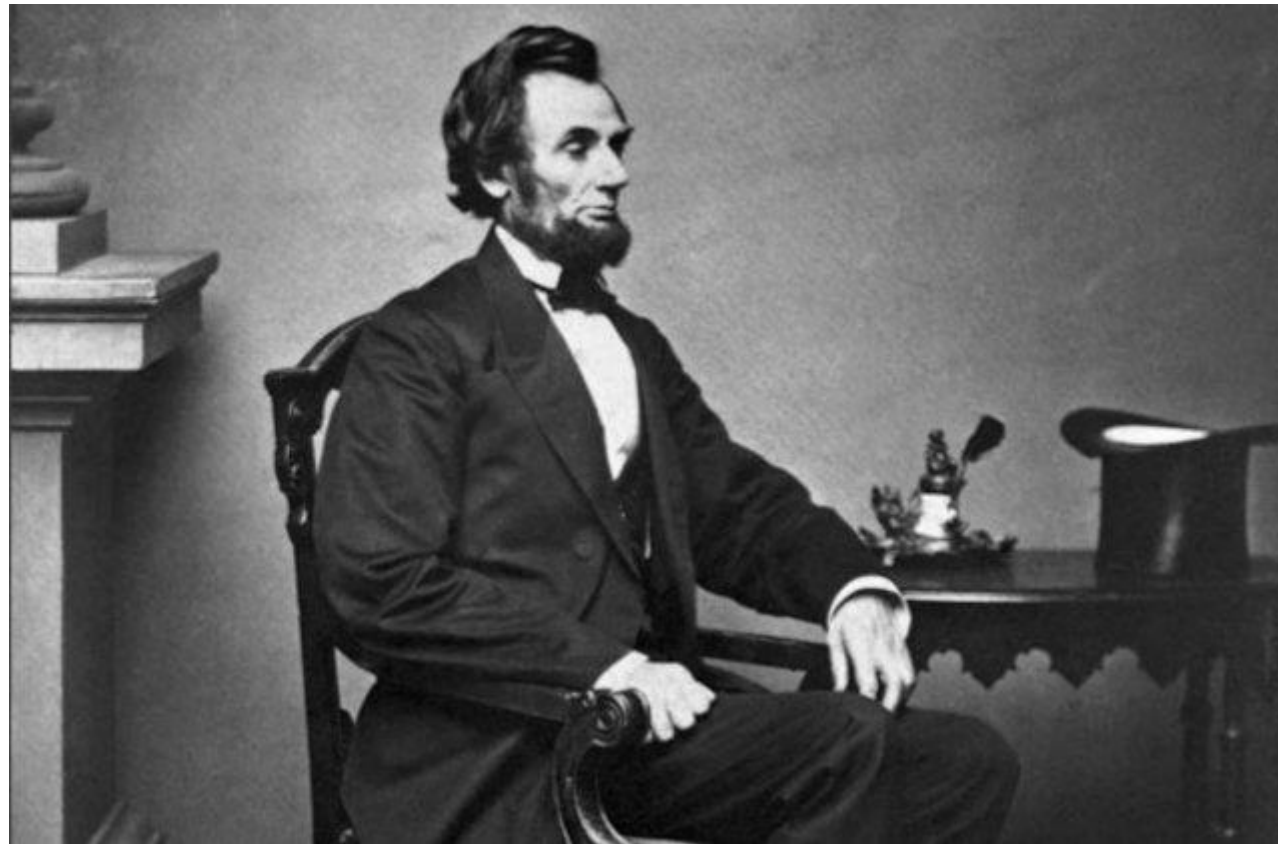

The Politics of a Majority-Minority Nation: Aging, Diversity, and Immigration

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“The dogmas of the quiet past are Inadequate to the stormy present... As our case is new, so we must think and act anew...”
-President Abraham Lincoln (1862)



Backdrop

- We live in interesting times... actually very interesting times
- Much in the news and the world about change, debates, and dilemmas
- Yet much hope, opportunity and acting on the future

Context

- Aging is a blessing and a longevity dividend
- Living longer, growing older, with fewer disabilities
 - A gift
- Those who serve older persons and make up the “aging network”
 - Are doing the lords work
- Those who advocate and those who preserve and protect our nation’s hard-won benefits
 - Are to be commended
- Those who commit to serving others and to train to work in the field of aging – an exciting and multidisciplinary endeavor
 - Will always be relevant, needed and important

The Authors' Motivations, Points of View, and Preferences

- We believe: in public service, in partnerships with public and private entities
 - That government can do good and be efficient
- That integrity, facts and reason matter
- That the common good transcends ideology, partisanship and SES class

The Headlines/Takeaways (if you need to leave early)

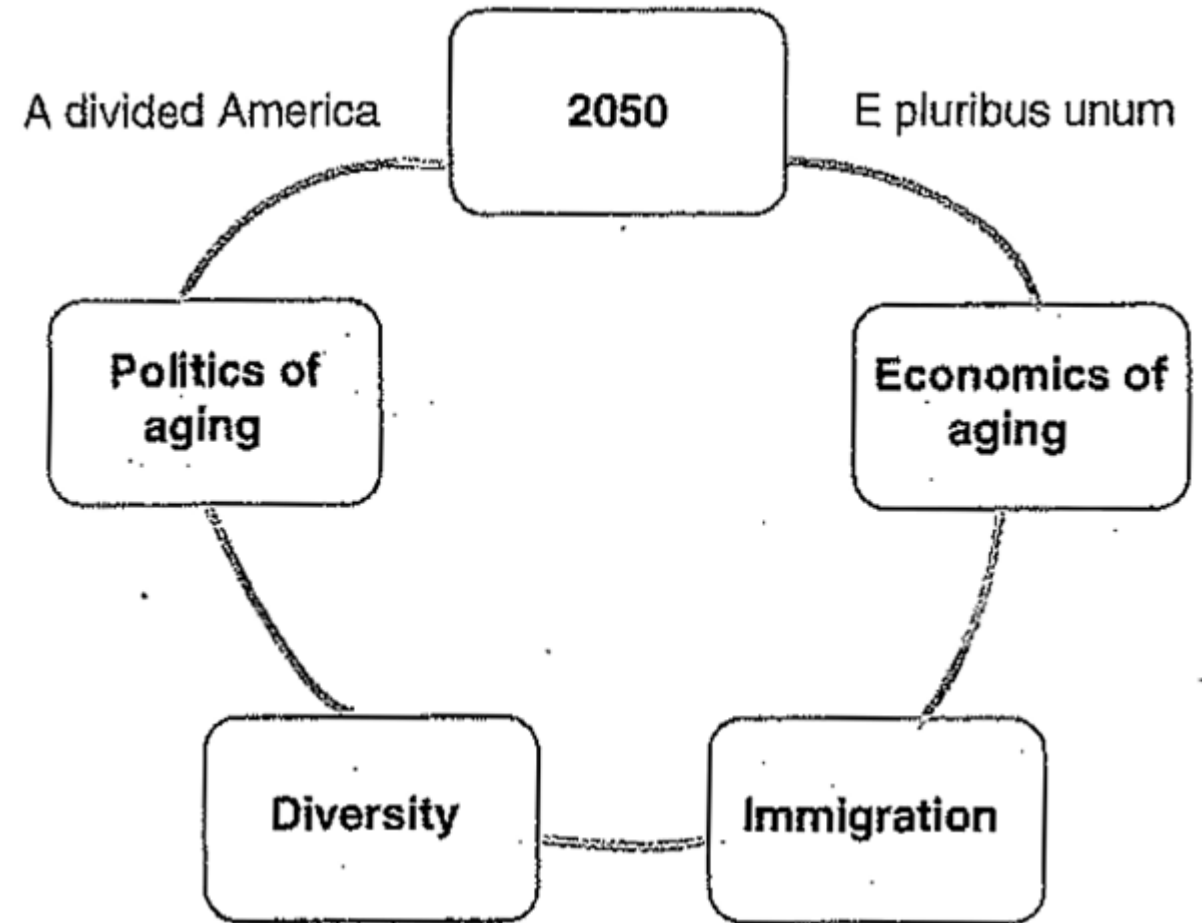
- The nation will change profoundly by 2050 aka “A Losing War on Demography.” (Frey, 2018)
- We will face in our lifetime an aging society becoming more diverse
- The need to prepare for a majority-minority society is now
 - The young, emerging and diverse populations are the future work force and taxpayers
- The debates and divisive rhetoric about immigrants, illegals, refugees and racial/ethnic groups are not healthy, but we’ve been through this before
- Those who are uncomfortable with change, diversity, immigrants and globalization are largely sincere and deserve our attention
- The U.S.A. is undergoing a crucible which in time can lead to a new social contract based on compassion, understanding and public and private support

Setting the Stage

- Momentous changes: by 2050, a doubling of the older population 65 and over (the aging of baby boomers) and minorities becoming the Majority (Latinos, Asians, African Americans, Native Americans, immigrants)
- Changing longevity and fertility rates
 - Latinos and Asians living longer and having more children
 - Non-Hispanic Whites reversing life expectancy and having fewer children
- The Politics of Aging
 - 2008 and 2012: Obama wins every age group except for those aged 65 and over
 - Trump voting base heavily White, older and less than college education
- What to make of all this?

A Conceptual and Reality Based Framework

- A) The Politics of Aging
- B) The Economics of Aging
- C) Diversity and Immigration politics
- A Divided America vs E Pluribus Unum



The Preconditions of Majority-Minority Nation

- We've been through this before with one big difference
- The history of immigration to the USA – Fear to Change to Acceptance
 - The magic of assimilation and acculturation leading to the next Americas
- Lesson – Each group faces similar discomfort and resistance yet through Founding documents and democratic principles we recreate “Americans”
- America's peculiar ideological values (reread Founding documents)
 - Why Americans vote against their own interests

What All This Means for Today

- A) The Politics of Aging
 - From age based to needs based?
- B) The Economic of Aging
 - Economics and social disparities
- C) Diversity and Immigration Politics
 - Myths and realities

TABLE 2.1 U.S. Population Racial/Ethnic Composition as Projected to Change by 2050

Racial/Ethnic Groups	2010 (%)	2050* (%)
Non-Hispanic White*	64.7*	46.3
Hispanic	16.0	30.2
Black or African American	12.9	13.0
Asian	5.6	9.3
Two or more races	1.8	3.7

*Percent may not sum to total due to rounding.

TABLE 4.1 Share of Families Aged 32–61 With Retirement Account Savings by Race, 1995–2013

Year	Non-Hispanic White (%)	Black (%)	Hispanic (%)
1995	60	37	40
2004	66	39	33
2010	65	39	31
2013	65	41	26

What All This Means for Today

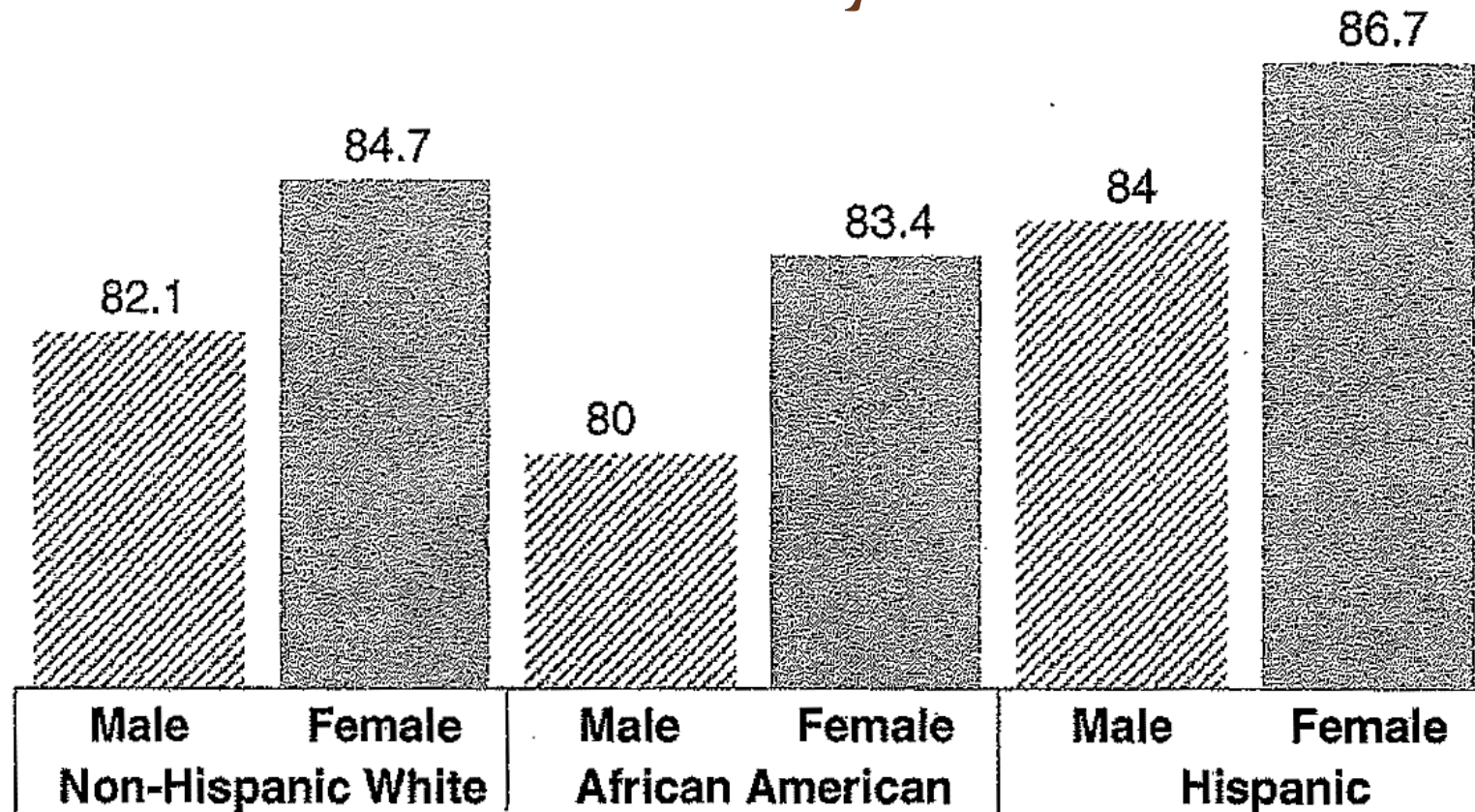
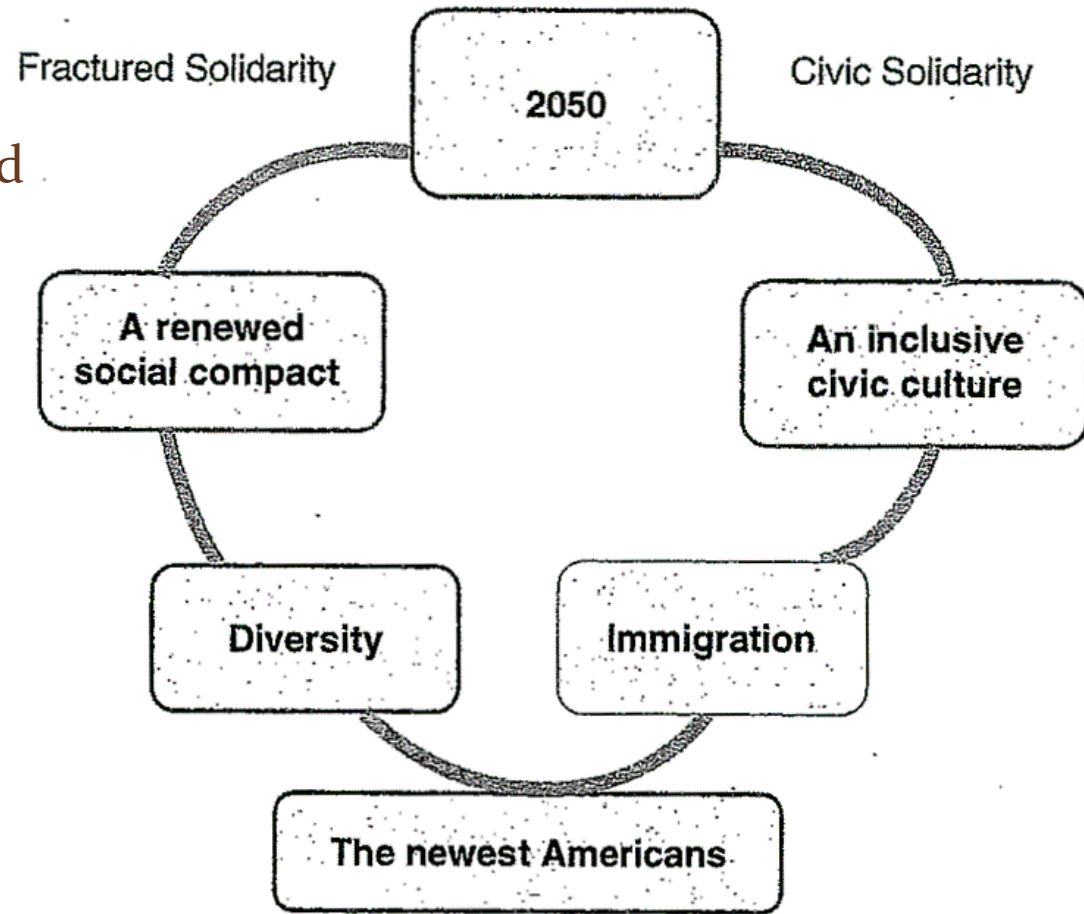


FIGURE 2.3 U.S. life expectancy, in years, at age 65 by race/ethnicity and gender, 2006.

What Next: The Future of Aging, Diversity and Immigration

- The big challenges
 - Fiscal Unsustainability (debts and deficits)
 - Environment, technology and polarization
- The big advantages
 - See above (diversity, legacy, history and democracy)



What Next: The Future of Aging, Diversity and Immigration

- The next steps

1. Restructuring aged-based programs and entitlements to a 21st century business model
2. Who will care for us? The Great Equalizer: Immigrants/foreign workers and long term care
3. Recommit to newcomers and reimpose responsibility
4. We are in this together – Our collective fate
5. Rebuilding Coalitions, revising public narratives and renewing the social contract

This too shall pass --- Prepare,
plan and invest in the next
America



Sources and Acknowledgments

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