

A PROPOSAL FOR A DIVERSITY AND INCLUSION ADVISORY COMMITTEE FOR THE CITY OF HUNTINGTON WOODS

Some Relevant Considerations

I. DEFINITIONS

Diversity: “Diversity” in a community means “having residents who differ in significant characteristics from one another in roughly the same proportions as they are found in the larger group from which the community is formed”.

The determination of which characteristics are “significant” is admittedly somewhat arbitrary. For example, most Huntington Woods residents probably agree that eye color is not a significant characteristic, but that skin color is. Assumptions about the desirability or undesirability of certain characteristics often emerge in discussions of diversity.

Inclusion: “Inclusion” in a community means “allowing, valuing, and facilitating the full participation in all aspects of community life by all residents.”

A community can be diverse without being inclusive (e.g., stairs-only access to a body’s meeting place will preclude attendance by some), or inclusive without being diverse (e.g., a seniors-only apartment complex may foster full participation by residents, but deny residential status to all those below a certain age).

Welcoming: A “welcoming” community is one that explicitly values diversity and inclusion and believes that all persons are created equal. Such communities operate with the conviction that better decisions are reached when multiple backgrounds and perspectives are meaningfully engaged. They strive to create an equitable and collaborative environment in which differences are embraced and harnessed to achieve the best results. They are actively aware of all facets of diversity, including the areas of gender, race, ethnicity, religion, class, sexual orientation, and the values, preferences, and beliefs of different cultures. Their leaders are willing to try new things in an effort to achieve desired change. (This language is beholden to the values of Welcoming America as set forth at their website.)

II. HUNTINGTON WOODS IS NOT DIVERSE, AND MAY NOT BE INCLUSIVE

A: Race

Although “race” is a social construct rather than a biological one, it is no less real or significant for that reason. In fact, few concepts are of greater significance in

understanding the history of our country. In his acclaimed 2017 book **The Color of Law: A Forgotten History of How Our Government Segregated America**, scholar Richard Rothstein wrote

“Events in Detroit and its suburbs were similar [to those in Chicago and its suburbs]. During the immediate postwar period, the city saw more than 200 events of intimidation and violence to deter African Americans from moving to predominantly white neighborhoods. Such an epidemic was possible because police could be counted on to stand by, making no effort to stop, much less to prevent, the assaults. In 1968, an official of the Michigan Civil Rights Commission reported that ‘our experience has been that nearly all attempts by black families to move to Detroit’s suburbs have been met with harassment.”

Whether or not violence-themed residential segregation was a factor in shaping the history of who was allowed to live in Huntington Woods, our community today could not be much more racially non-diverse than it is. Here are the most recent data for Huntington Woods and Oakland County as a whole:

| RACIAL/ETHNIC GROUP | HUNTINGTON WOODS | | OAKLAND COUNTY | |
|------------------------------------|------------------|------------------------------|----------------|------------------------------|
| | NUMBER (est.) | PERCENT OF POPULATION (est.) | NUMBER (est.) | PERCENT OF POPULATION (est.) |
| Non-Hispanic | 6,274 | 98.8 | 1,193,919 | 96.1 |
| White | 5,840 | 92.0 | 904,862 | 72.9 |
| Black | 82 | 1.3 | 169,224 | 13.6 |
| American Indian / Alaskan Native | 12 | 0.2 | 2,583 | 0.2 |
| Asian | 137 | 2.1 | 84,527 | 6.8 |
| Native Hawaiian / Pacific Islander | 0 | 0 | 185 | 0.0 |
| Other Race | 12 | 0 | 2,107 | 0.2 |
| Multi-Racial | 191 | 3.0 | 30,431 | 2.5 |
| Hispanic (any race) | 73 | 1.1 | 47,941 | 3.9 |
| Total | 6,347 | 100.0 | 1,241,860 | 100.0 |

Source: U.S. Census Bureau, 2013-2017 American Community Survey 5-year Estimates, Table DP05. All percentages by calculation.

Note: Estimates for small communities have considerable variability, with the 90% margin of error +/- figure sometimes exceeding the number estimate.

Huntington Woods is clearly more White, less Black, less Asian, and less Hispanic than is Oakland County as a whole. This lack of racial diversity is not unique to Huntington

Woods. Similar data for the four communities contiguous to Huntington Woods, and for Ferndale, can be found as Appendix A to this document.

B: National Origin

Definitions: “*Immigrants*” are persons who live permanently in a particular jurisdiction but were born outside that jurisdiction; a.k.a. “foreign-born residents”.

“*Refugees*” are that small subset of immigrants who entered the U.S. after successfully asserting a well-founded fear of violence or persecution.

The status – in many senses - of immigrants and refugees has seldom in our history been more central to the national dialog. The cities, villages, and townships of Southeast Michigan were built by immigrants, and Michigan has been prominent among the States in recent years as a destination for refugees. (Michigan, like other states, has seen its status as a place of refuge shrink under the bans and other anti-refugee actions of the current Federal Administration.)

Conservative former Governor Rick Snyder said that he knew “the strong economic and entrepreneurial culture that has developed in our state because of the vast number of immigrants who have settled here for generations”.

But Census data suggest that Huntington Woods has not benefitted as it might have from immigration in recent years. Here is a top-level comparison of our city with the county as a whole regarding the number and percent of foreign-born residents:

| Geography | Foreign-Born Population (est.) | F-B Pop. as % of Total Population (est.) |
|------------------------|---------------------------------------|---|
| Oakland County (total) | 153,454 | 12.3 |
| Huntington Woods | 363 | 5.7 |

Source: U.S. Census Bureau, 2013-2017 American Community Survey 5-year Estimates, Table B05006. All percentages by calculation.

Note: Estimates for small geographies have considerable variability, with the 90% margin of error +/- figure sometimes exceeding the number estimate.

Huntington Woods has half or fewer of the expected proportion of immigrants in its population.

Unpacking these figures further, the table below shows the components of the foreign-born (immigrant) community by continents and other regions of foreign birth. Data for Oakland County and Huntington Woods are shown side-by-side. (All categories and

category names in the table below are per the U.S. Census. See Appendix B for a list of which nations are included in each category):

| Geography of Foreign Birth | Oakland County Foreign-Born Population (est.) | % of Total Oakland County F-B Population (est.) | Huntington Woods Foreign-Born Population (est.) | % of Total Huntington Woods F-B Population (est.) |
|----------------------------|---|---|---|---|
| Total | 153,454 | 100 | 363 | 100 |
| Europe | 31,581 | 20.5 | 94 | 25.9 |
| Northern Europe | 4,391 | 2.9 | 10 | 2.8 |
| Western Europe | 6,909 | 4.5 | 33 | 9.1 |
| Southern Europe | 3,065 | 2.0 | 20 | 5.5 |
| Eastern Europe | 17,150 | 11.2 | 31 | 8.5 |
| Asia | 88,479 | 57.6 | 129 | 35.5 |
| Eastern Asia | 22,813 | 14.9 | 55 | 15.2 |
| South Central Asia | 34,204 | 22.3 | 12 | 3.3 |
| South Eastern Asia | 7,208 | 4.7 | 35 | 9.6 |
| Western Asia | 23,951 | 15.6 | 27 | 7.4 |
| Africa | 5,856 | 3.8 | 42 | 11.6 |
| Eastern Africa | 1,145 | 0.7 | 0 | 0 |
| Middle Africa | 126 | 0.0 | 6 | 1.7 |
| Northern Africa | 1,383 | 0.9 | 8 | 2.2 |
| Southern Africa | 440 | 0.3 | 0 | 0 |
| Western Africa | 2,320 | 1.5 | 28 | 7.7 |
| Africa (n.e.c.) | 442 | 0.3 | 0 | 0 |
| Oceania | 778 | 0.5 | 0 | 0 |
| Americas | 26,760 | 17.4 | 98 | 27.0 |
| Latin America | 17,414 | 11.3 | 40 | 11.0 |
| Northern America | 9,346 | 6.1 | 58 | 16.0 |

Source: U.S. Census Bureau, 2013-2017 American Community Survey 5-year Estimates, Table B05006. All percentages by calculation.

Note: Estimates for small geographies have considerable variability, with the 90% margin of error +/- figure sometimes exceeding the number estimate.

Comparing the composition of the foreign-born populations of Huntington Woods and surrounding Oakland County, there are a number of notable similarities and differences:

- **Europe:** The proportions of foreign-born residents for the City and the County are similar for Europe as a whole, but there may be relatively more Huntington Woods residents born in

- Western Europe (e.g., Germany, Austria) or in
 - Southern Europe (e.g., Spain, Italy),
 -
- but relatively fewer residents born in

- Eastern Europe (e.g., Albania, Romania, Poland, Ukraine).

- **Asia:** The proportions of foreign-born residents for the City and the County are quite different: Asia is the continent of birth for 57.6% of Oakland County residents, but only 36.5% of Huntington Woods residents.

More specifically, Huntington Woods may have a significantly smaller proportion than Oakland County as a whole of residents born in

- South Central Asia (e.g., India, Pakistan, Iran); or in
- Western Asia (e.g., Iraq, Lebanon, Syria);

and a significantly larger proportion who were born in

- South Eastern Asia (e.g., the Philippines).

- **Africa:** It is notable that Huntington Woods may have a significantly larger proportion of residents than the County as a whole who were born in

- Africa, particularly Western Africa (e.g., Nigeria).

- **The Americas:** Huntington Woods may have a significantly larger proportion of residents than the County as a whole who were born outside the U.S. but in

- Northern America (e.g., Canada),

And a similar proportion to the County of residents who were born in

- Latin America, though from different specific countries (e.g., few if any from Mexico, possibly more from Guatemala and Peru).

Some observations on these findings:

India and Pakistan are notably the birth countries of many well-educated persons who came here by choice, including those who come to start or work in tech-related businesses.

Most of those who voluntarily left Iran for the United States since the return to power of the ayatollahs are also among the well-educated elite.

Iraqi (Chaldean) and Lebanese immigrants are almost stereotypically prominent as entrepreneurs and small businesspersons in Southeast Michigan.

In contrast, Syrians who have come to this region in recent years have come fleeing war and oppression; there is perhaps no group (other than the Central American children and other applicants for refugee status currently languishing at our country's Southern border) more in need of welcoming.

Filipino residents of Southeast Michigan communities are prominently represented in nursing and other parts of the area's important health care industry. However, knowledgeable persons have questioned whether Filipinos are welcomed here, and fully participate in the communities in which they reside.

It would appear that Huntington Woods may be satisfactorily diverse regarding immigrants from some parts of the world (including some non-European countries), but is non-diverse and possibly non-inclusive as the home of persons from other parts of the world. Persons from under-represented and inadequately welcomed communities have the potential to add to the richness of community life in Huntington Woods in many ways.

- Notes:
1. Huntington Woods has a small population, and the foreign-born component is even smaller. Statistical considerations therefore require that much of what is written above be regarded as more *indicative* than *definitive*.
 2. Space considerations make it impractical to present similar analyses for the foreign-born populations of communities contiguous to Huntington Woods and of Ferndale. However, instructions for finding these data for any community can be found as Appendix C to this document.

C: Other significant characteristics

As mentioned above, characteristics besides race and birth nationality can be and are significant. LGBTQ status, abled/differently-abled/disabled status, and probably other characteristics should be considered as well, though these may be difficult to quantify.

III. WHAT, IF ANYTHING, NEEDS TO BE DONE REGARDING DIVERSITY AND INCLUSION IN HUNTINGTON WOODS?

It has been pointed out that Huntington Woods is a small, fully-developed residential suburb with a low vacancy rate and a low annual turnover rate (see SEMCOG's population and housing estimates at <https://semcog.org/data-and-maps>). Opportunities to increase diversity are therefore limited rather than either abundant or non-existent. Inclusion, however, is a qualitative rather than quantitative phenomenon, and enhanced inclusion is a key strategy for increasing diversity.

Here are a few relevant questions among many that need to be asked and answered:

- What perceptions (if any) do non-resident under-represented communities have Huntington Woods?
- What is the experience vis-à-vis inclusion and welcoming of the relatively few immigrants and persons of color who actually do live here?
- Or the experience of anyone who isn't from Canada or from another country where English is routinely spoken? Can we assume that all who are different from the majority, either visibly or when they start to speak, find Huntington Woods to be welcoming and inclusive?
- Are there particular and specific challenges experienced by foreign-born working adults? Stay-at-home parents? Children in each of our various schools?
- Are the foreign-born elderly included in the life of our City, or isolated from it?

The answers to these questions are at present largely unknown.

Meera E. Deo, J.D., Ph.D., of the Thomas Jefferson School of Law in San Diego, California, is a scholar whose research on institutional diversity has been published in leading law journals and cited in numerous *amicus* briefs filed in the U.S. Supreme Court. Dr. Deo has stated that there are

"...many benefits to living in an ethnically diverse city. Volumes of research have shown that when people from diverse backgrounds are together in school, neighborhoods, or workplaces everybody wins. People in diverse environments hear perspectives and experiences that differ from their own. They are exposed to real people whose lives may be different in many ways – from how they dress, to what they eat, and the language that they speak at home. Living in an ethnically diverse city exposes people to so much and [makes] things that maybe seemed strange or unusual instead feel more normal, making everyone realize how much we all have in common."

One of the purposes for which the City of Huntington Woods was created, as set forth in the City Charter, is

“to promote, maintain and better provide for the growing needs of our community.”

The word “growing” is of particular relevance, as it assumes that community needs are not fixed and eternal but dynamic, and should be re-considered when circumstances change. Our rapidly shrinking, multiply-interconnected, multi-racial, multi-cultural, and multi-lingual world is certainly changing, so it is appropriate to take up the question of whether our evident lack of diversity should be addressed.

A good initial step in that effort would be the formation of a new group, approved and supported by the Huntington Woods City Commission: a Huntington Woods Diversity and Inclusion Advisory Committee.

IV. WHO WOULD SERVE ON THE NEW ADVISORY COMMITTEE?

Any new Huntington Woods Advisory Committee should be compatible with those of existing similar groups. Under the main header “Government” at the City’s website there is a tab titled “Boards, Commissions, and Committees”. At that tab it says

“The City Commission encourages resident involvement in City government and relies on dedicated residents who wish to serve the City as a volunteer on various Boards, Committees and Commissions. The City Commission interviews interested applicants, usually in early December. The appointments are made for the following calendar year and individuals normally serve three year terms. Residents may serve two consecutive terms, if they wish to do so. Please see the description of the various Boards, Committees and Commissions. If interested in one or more positions, print and fill out a Citizen Interest Form and return it to the City Clerk. Forms may be submitted at any time during the year for consideration. Serving on a Board or Committee is a good way to contribute to your community, learn about civic activities and functions, and maybe make new friends!”

Six Boards and Advisory Boards, eight Committees and Advisory Committees, and two Commissions are currently identified at the website. Five of these 16 entities have statutorily-defined responsibilities and powers, while the other eleven (regardless of name) are all purely advisory in nature, and cannot usurp the authority of the City Commission or the City Administration to make decisions or create policies for the City.

The proposed Diversity and Inclusion Advisory Committee would be the City’s twelfth advisory body. The composition of the committee would be as follows:

- The committee will have one non-voting member from the City Commission;
- The committee will have eleven voting members;

- Each member will stipulate in writing upon appointment that he or she is supportive of a diverse, inclusive, and welcoming Huntington Woods;
- Each member will have been a resident of the City for at least six months, will reside in the City at least six months out of each year, and be a current resident;
- There will be one member who by personal or professional experience can represent each of the following:
 - disabled persons;
 - the LGBTQ community;
 - the African-American community;
 - the Hispanic or Latinx community;
 - Arabic-speaking persons who are immigrants from or have ancestry from Western Asian countries (per Appendix B);
 - persons who are immigrants from or have ancestry from South Central Asian countries (per Appendix B);
 - persons of Asian, Native Hawaiian or Other Pacific Islander race (see <https://www.census.gov/programs-surveys/cps/data/data-tools/cps-table-creator-help/race-definitions.html>);
 - persons of American Indian/Alaska Native race ((see <https://www.census.gov/programs-surveys/cps/data/data-tools/cps-table-creator-help/race-definitions.html>);
 - current high school students or recent (within one year) graduates (plus one alternate member for this slot)
- Two at-large members.

V. HOW WOULD THE NEW ADVISORY COMMITTEE OPERATE?

- Once the initial cohort of eleven members has been appointed, each member's initial term of service will be determined by choosing lots. Three initial members will serve a one-year term, four members will serve a two-year term, and four members will serve a three-year term. Subsequently, each member would be appointed to a three-year term.
- Members may be appointed to two consecutive terms, after which they must leave the Committee for at least one full term.
- The Committee will hold initial meetings monthly for the first six months, in a location provided by the City or another location easily accessible to the members, with subsequent meeting frequency at the Committee's discretion.
- The Committee will choose officers to serve one-year terms, including minimally a chair who will create meeting agendas and preside over meetings, a vice-chair to perform the chair's duties in his/her absence, and a secretary to take each meeting's minutes, maintain the minutes for future reference, present the previous meeting's minutes at the next meeting, and submit minutes as requested to the Commission. Officers must be chosen annually, but can serve any number of consecutive or subsequent terms.

- The Committee may create and select other officers and procedures to assist in fulfilling its charge at its discretion.
- The Committee may engage in fund-raising to assist in fulfilling its charge as provided by law and as approved by the Commission.

VI. WHAT WOULD BE THE NEW ADVISORY COMMITTEE'S CHARGE?

- Actively seek ways for Huntington Woods to accurately and effectively present itself to under-represented communities as a desirable place to live;
- Actively seek ways for Huntington Woods to become more inclusive and welcoming for all current residents;
- Present the City Commission with findings and recommendations for action to "promote, maintain and better provide for the growing needs of our community".

To address this charge, the Advisory Committee will engage in activities including but not limited to all the following:

- Review objective data from the census and other sources which are useful in understanding the City's status in regard to diversity and inclusion;
- Actively seek to learn and document the thoughts and ideas of residents and others regarding the status of diversity and inclusion in Huntington Woods, by distributing, collecting, and analyzing surveys, by holding public forums, and by other methods;
- Bring experts from the community and surrounding communities, academia, the non-profit world (e.g., Welcoming Michigan, the Michigan Roundtable for Diversity and Inclusion), and relevant for-profit industries (e.g., realtors) to Committee meetings in order to increase members' understanding of factors affecting various groups' knowledge and perceptions of Huntington Woods;
- Select and implement appropriate activities to uplift and celebrate diversity and inclusion in Huntington Woods at various times each year, including but not limited to Immigrant Heritage Month in June, the 4th of July celebration in July, and Welcoming Week in September;
- Explore opportunities to uplift and celebrate diversity and inclusion by collaborating with nearby communities and establishing partnerships with relevant organizations in the region; e.g., ethnic associations, refugee serving organizations, religious institutions.
- Explore opportunities for establishing Sister City status, where appropriate, with cities from which immigrants to Huntington Woods or the ancestors of current residents came.

APPENDIX A
Racial/Ethnic Data for Cities Neighboring or Near Huntington Woods

PLEASANT RIDGE

| RACIAL/ETHNIC GROUP | NUMBER | % OF POPULATION |
|----------------------------------|---------------|------------------------|
| Non-Hispanic | 2,328 | 98.4 |
| White | 2,110 | 89.3 |
| Black | 56 | 2.4 |
| American Indian/Alaskan Native | 25 | 1.1 |
| Asian | 54 | 2.3 |
| Native Hawaiian/Pacific Islander | 0 | 0 |
| Other Race | 8 | 0.3 |
| Multi-Racial | 75 | 3.2 |
| Hispanic (any race) | 37 | 1.6 |
| Total | 2,365 | 100.0 |

Source: U.S. Census Bureau, 2013-2017 American Community Survey 5-year Estimates, Table DP05. All percentages by calculation.

Note: Estimates for small communities have considerable variability, with the 90% margin of error sometimes exceeding the number estimate.

APPENDIX A (cont'd)

FERNDALE

| RACIAL/ETHNIC GROUP | NUMBER | % OF POPULATION |
|-------------------------------------|--------|-----------------|
| Non-Hispanic | 19,598 | 97.2 |
| White | 16,982 | 84.2 |
| Black | 1,359 | 6.7 |
| American Indian/Alaskan Native | 102 | 0.5 |
| Asian | 165 | 0.8 |
| Native Hawaiian/Pacific Islander | 0 | 0 |
| Other Race | 53 | 0.3 |
| Multi-Racial | 937 | 4.6 |
| Hispanic (any race) | 561 | 2.8 |
| Total | 20,159 | 100.0 |

Source: U.S. Census Bureau, 2013-2017 American Community Survey 5-year Estimates, Table DP05. All percentages by calculation.

Note: Estimates for small communities have considerable variability, with the 90% margin of error sometimes exceeding the number estimate.

APPENDIX A (cont'd)

ROYAL OAK

| RACIAL/ETHNIC GROUP | NUMBER | % OF POPULATION |
|-------------------------------------|--------|-----------------|
| Non-Hispanic | 57,465 | 97.4 |
| White | 52,098 | 88.3 |
| Black | 1,915 | 3.2 |
| American Indian/Alaskan Native | 37 | 0.0 |
| Asian | 2,273 | 3.9 |
| Native Hawaiian/Pacific Islander | 0 | 0 |
| Other Race | 112 | 0.2 |
| Multi-Racial | 1,030 | 1.7 |
| Hispanic (any race) | 1,508 | 2.6 |
| Total | 58,973 | 100.0 |

Source: U.S. Census Bureau, 2013-2017 American Community Survey 5-year Estimates, Table DP05. All percentages by calculation.

Note: Estimates for small communities have considerable variability, with the 90% margin of error sometimes exceeding the number estimate.

APPENDIX A (cont'd)

BERKLEY

| RACIAL/ETHNIC GROUP | NUMBER | % OF POPULATION |
|-------------------------------------|--------|-----------------|
| Non-Hispanic | 14,811 | 97.0 |
| White | 13,577 | 88.9 |
| Black | 627 | 4.1 |
| American Indian/Alaskan Native | 70 | 0.5 |
| Asian | 97 | 0.6 |
| Native Hawaiian/Pacific Islander | 0 | 0 |
| Other Race | 0 | 0 |
| Multi-Racial | 440 | 2.9 |
| Hispanic (any race) | 458 | 3.0 |
| Total | 15,269 | 100.0 |

Source: U.S. Census Bureau, 2013-2017 American Community Survey 5-year Estimates, Table DP05. All percentages by calculation.

Note: Estimates for small communities have considerable variability, with the 90% margin of error sometimes exceeding the number estimate.

APPENDIX A (cont'd)

OAK PARK

| RACIAL/ETHNIC GROUP | NUMBER | % OF POPULATION |
|----------------------------------|--------|-----------------|
| Non-Hispanic | 29,032 | 97.3 |
| White | 10,074 | 33.8 |
| Black | 17,159 | 57.5 |
| American Indian/Alaskan Native | 16 | 0.0 |
| Asian | 563 | 1.9 |
| Native Hawaiian/Pacific Islander | 0 | 0 |
| Other Race | 9 | 0.0 |
| Multi-Racial | 1,211 | 4.1 |
| Hispanic (any race) | 792 | 2.7 |
| Total | 29,824 | 100.0 |

Source: U.S. Census Bureau, 2013-2017 American Community Survey 5-year Estimates, Table DP05. All percentages by calculation.

Note: Estimates for small communities have considerable variability, with the 90% margin of error sometimes exceeding the number estimate.

APPENDIX B

Countries Included in Each Major Region of Census Table B05006

Northern Europe

- England
- Scotland
- Ireland
- Denmark
- Norway
- Sweden
- Other Northern Europe

Western Europe

- Austria
- Belgium
- France
- Germany
- Netherlands
- Switzerland
- Other Western Europe

Southern Europe

- Greece
- Italy
- Portugal
- Spain
- Other Southern Europe

Eastern Europe

- Albania
- Belarus
- Bulgaria
- Croatia
- Czechoslovakia (includes Czech Republic and Slovakia)
- Hungary
- Latvia
- Lithuania
- Macedonia
- Moldova
- Poland
- Romania
- Russia

APPENDIX B (cont'd)

Ukraine
Bosnia and Herzegovina
Serbia
Other Eastern Europe

Eastern Asia

China
Hong Kong
Taiwan
~~Japan~~
Japan
Korea
Other Eastern Asia

South Central Asia

Afghanistan
Bangladesh
India
Iran
Kazakhstan
Nepal
Pakistan
Sri Lanka
Uzbekistan
Other South Central Asia

South Eastern Asia

Cambodia
Indonesia
Laos
Malaysia
Burma
Philippines
Singapore
Thailand
Vietnam
Other South Eastern Asia

APPENDIX B (cont'd)

Western Asia

- Iraq
- Israel
- Jordan
- Kuwait
- Lebanon
- Saudi Arabia
- Syria
- Yemen
- Turkey
- Armenia
- Other Western Asia

Eastern Africa

- Eritrea
- Ethiopia
- Kenya
- Somalia
- Other Eastern Africa

Middle Africa

- Cameroon
- Other Middle Africa

Southern Africa

- South Africa
- Other Southern Africa

Western Africa

- Cabo Verde
- Ghana
- Liberia
- Nigeria
- Sierra Leone
- Other Western Africa

Oceania

- Australia
- New Zealand
- Fiji
- Oceania, not elsewhere classified

APPENDIX B (cont'd)

Latin America - Caribbean

- Bahamas
- Barbados
- Cuba
- Dominica
- Dominican Republic
- Grenada
- Haiti
- Jamaica
- St. Vincent and the Grenadines
- Trinidad and Tobago
- West Indies
- Other Caribbean

Latin America - Central America

- Mexico
- Belize
- Costa Rica
- El Salvador
- Guatemala
- Honduras
- Nicaragua
- Panama
- Other Central America

Latin America – South America

- Argentina
- Bolivia
- Brazil
- Chile
- Colombia
- Ecuador
- Guyana
- Peru
- Uruguay
- Venezuela
- Other South America

Northern America

- Canada
- Other Northern America

APPENDIX C

Data used in this document come from U.S. Census Bureau, American Fact Finder, Table B05006, “Place of Birth for the Foreign-Born Population in the United States,” 2013-2017 American Community Survey 5-Year Estimates.

Suggestion: Print out this Appendix for convenient reference while moving through the various screens to find the desired data.

To find table B05006 for essentially any city, village, township, county, or state in the United States:

1. Go to the American Fact Finder at
<https://factfinder.census.gov/faces/nav/jsf/pages/index.xhtml>
2. Click on Advanced Search near the center of your screen, and then Show Me All.
3. On the left, click on Topics
4. In the box that opens up, click on People...
5. ...and then on Origins...
6. ...and then on Foreign Born.
7. Next, close the Select Topics box by clicking the X in the upper-right corner of the box.
8. Scroll down to the bottom of the page, and using the lower right-hand corner, go to Page 2.
9. In the list of tables, find the listing for Table B05006, “Place of Birth for the Foreign-Born Population in the United States”. There are two tables with that same name; the one you want is the first one listed – the one identified in the right-hand column as the table showing “2017 ACS 5-year estimates”. (The other table is for the 1-year estimates, which has less stable and reliable data.)
10. Click on the blue table name for the table you want.
11. Congratulations! You have reached Table B05006! The data shown on the table in front of you is for the entire United States. It’s fascinating, but you now need to learn how to get this data for the specific geographic unit you are interested in.

12. Click on the blue link that says “Add/Remove Geographies”.
13. The window that comes up gives you two places to enter place names, each with a large blue dot next to it. You want to use the smaller top window next to the top dot, not the larger window below.
14. For practice in finding the data for the place you want, type the words “Royal Oak” (without the quotes). Four choices immediately appear:
 - Royal Oak city, Michigan
 - Royal Oak district, Smyth County, Virginia
 - Royal Oak charter township, Oakland County, Michigan
 - Royal Oak city, Oakland County, Michigan
15. Clearly you aren’t interested in the Virginia place, so you will not choose that one. Because you know that Royal Oak Township is not the bustling city of Royal Oak, you will not choose that one. But what of the top and bottom choices? Although I have seen the “city by itself” and “city as a part of the county” choices many times, I have never seen any difference in the data produced by either choice. So you can select either one – the “city by itself” option, let’s say for this practice session.
16. Click on the “GO” button next to the search window.
17. Another window opens up (no one ever said this wasn’t laborious), once again showing you a number of choices: The two you know to be identical, plus, for the first time, the “Royal Oak City School District”. Once again, choose “Royal Oak, city, Michigan”.
18. Your choice now appears in the “box within a box” titled “Your Geography Selections”. Now click on the “Show Table” button beneath that box.
19. Finally, up comes the table you want, labelled at its top as being for Royal Oak city, Michigan. Again, congratulations!
20. If you want to print out the table, a “Print” button appears on the same line as the “Add/Remove Geographies” button.
21. Now let’s say you want to see the same data for somewhere else – Oak Park, for example. Again, you click on the blue link that says “Add/Remove Geographies”.
22. In the “Your Geography Selections” box, click the white x in the blue circle to remove your previous selection.

23. Now go back to that top search window and type “Oak Park”. Oh no! No Michigan location appears! Don’t panic – just add the word “city,” and you will again see the two equivalent selections. Pick one, click on the “GO” button, and continue as before.

24. If you forget to remove your previous geography before adding another, no real harm is done: You will generate a table which shows both places, one next to the other. This can be useful if you want to make a specific comparison among two (or more) places. Just keep in mind that large tables can be awkward to print out, even using landscape orientation and legal-size paper.