The Millennial Generation: A Demographic Bridge to America’s Diverse Future

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1. Who are millennials and how distinct are they?
2. Where are millennials living?
3. How do their socioeconomic characteristics differ?
4. How will they serve as a “bridge” across generations?
Who are millennials and how distinct are they?
US race/ethnic profiles by age group

Population Age Distributions, 1980 and 2015

Source: U.S. Decennial Census and Population Estimates
Population Age Distributions, 1980 and 2015

Source: U.S. Decennial Census and Population Estimates
Global attributes of the millennial generation

1. 25% of millennials speak a language other than English at home.
2. 29% of millennials are first- or second-generation American.
3. 14% of marriages among millennials are interracial.

Source: American Community Survey and Current Population Survey

#Millennials
Generational differences: currently married by age 25-34

Source: Current Population Survey

<table>
<thead>
<tr>
<th></th>
<th>Baby Boomers</th>
<th>Gen-X</th>
<th>Millennials</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>White</strong></td>
<td>70%</td>
<td>59%</td>
<td>48%</td>
</tr>
<tr>
<td><strong>Black</strong></td>
<td>70%</td>
<td>47%</td>
<td>23%</td>
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<tr>
<td><strong>Hispanic</strong></td>
<td>70%</td>
<td>61%</td>
<td>44%</td>
</tr>
<tr>
<td><strong>Asian</strong></td>
<td>70%</td>
<td>55%</td>
<td>51%</td>
</tr>
</tbody>
</table>

#Millennials
Generational differences: college graduates at age 25-34

Source: Current Population Survey
Homeownership by Race: Age 25-34

- White: 56% Homeowner, 44% Not a homeowner
- Black: 33% Homeowner, 67% Not a homeowner
- Hispanic: 37% Homeowner, 63% Not a homeowner
- Asian: 43% Homeowner, 57% Not a homeowner


#Millennials
Where are millennials living?
Millennial Population Growth, 2010-2015

Colorado Springs, CO: 14.7%

Birmingham, AL: -0.6%

Greatest millennial-gaining metros: 2010-2015

Whites

Dallas
Denver
Houston
San Francisco
Seattle


#Millennials
Greatest millennial-gaining metros: 2010-2015

**Whites**
- Dallas
- Denver
- Houston
- San Francisco
- Seattle

**Blacks**
- Atlanta
- Dallas
- Houston
- New York
- Washington D.C.

Greatest millennial-gaining metros: 2010-2015

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  - Houston
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- **Hispanics**
  - Houston
  - Los Angeles
  - Miami
  - Riverside
  - San Antonio

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- Seattle

Millennials: minority shares of state populations

Greater than 50%
40% to 50%
20% to 40%
Less than 20%


#Millennials
Millennial racial/ethnic profiles by metro area

Los Angeles: 27% Hispanic, 3% 2+ races, 21% Asian, 26% Black, 39% White

Houston: 32% Hispanic, 3% 2+ races, 16% Asian, 24% Black, 30% White

New York: 41% Hispanic, 2% 2+ races, 13% Asian, 32% Black, 14% White

Atlanta: 43% Hispanic, 1% 2+ races, 14% Asian, 27% Black, 18% White

Chicago: 49% Hispanic, 1% 2+ races, 13% Asian, 26% Black, 20% White

Minneapolis-St. Paul: 71% Hispanic, 2% 2+ races, 9% Asian, 11% Black, 5% White

Millennial Racial Profiles of Urban-Suburban Areas

- **Urban Core**: 42% White, 18% Black, 14% Asian or Other, 26% Hispanic
- **Mature Suburbs**: 52% White, 14% Black, 10% Asian or Other, 25% Hispanic
- **Emerging Suburbs**: 62% White, 10% Black, 7% Asian or Other, 21% Hispanic
- **Exurbs**: 72% White, 11% Black, 4% Asian or Other, 13% Hispanic

How do their socioeconomic characteristics differ?
Millennials, age 25-34: percent college graduates

Boston, 58%

Bakersfield, 14%

Source: American Community Survey
Millennials, age 25-34: percent in poverty

- McAllen, 31%
- San Jose, 7%

Source: American Community Survey
How will they serve as a “bridge” across generations?
Cultural Generation Gap: white share differences across generations

Pre-millennials: 68%
- Hispanic: 13%
- Asian or Other: 7%
- Black: 12%
- White: 68%

Millennials: 56%
- Hispanic: 21%
- Asian or Other: 9%
- Black: 14%
- White: 56%

Post-millennials: 52%
- Hispanic: 25%
- Asian or Other: 9%
- Black: 14%
- White: 52%

States with the largest cultural generation gaps

Cultural generation gap

- **27%**
  - Arizona
  - Percent White Under Age 18: 40%
  - Percent White Over Age 35: 67%

- **23%**
  - New Mexico
  - Percent White Under Age 18: 25%
  - Percent White Over Age 35: 48%

- **23%**
  - Nevada
  - Percent White Under Age 18: 37%
  - Percent White Over Age 35: 60%

- **22%**
  - Rhode Island
  - Percent White Under Age 18: 60%
  - Percent White Over Age 35: 82%

- **21%**
  - Oklahoma
  - Percent White Under Age 18: 54%
  - Percent White Over Age 35: 75%

Share of people who agree: “Since 1950, American culture has mostly changed for the better”

- Total: 55% (Age 18-34: 43%, Age 35 and Above: 51%)
- White: 51% (Age 18-34: 39%, Age 35 and Above: 51%)
- Minority: 59% (Age 18-34: 51%, Age 35 and Above: 51%)

Source: Public Religion Research Institute

#Millennials
Aging of the Millennial Population

Source: American Community Survey
Aging of the Millennial Population

Source: American Community Survey
Aging of the Millennial Population

Source: American Community Survey
Cultural generation gaps over time

### 2015
- Pre-millennials: 68% White, 32% Minority
- Millennials: 56% White, 44% Minority
- Post-millennials: 52% White, 48% Minority

### 2035
- Pre-millennials: 65% White, 35% Minority
- Millennials: 52% White, 48% Minority
- Post-millennials: 46% White, 54% Minority

Source: American Community Survey
2025: Cultural generation gaps

Source: Author’s Projections
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