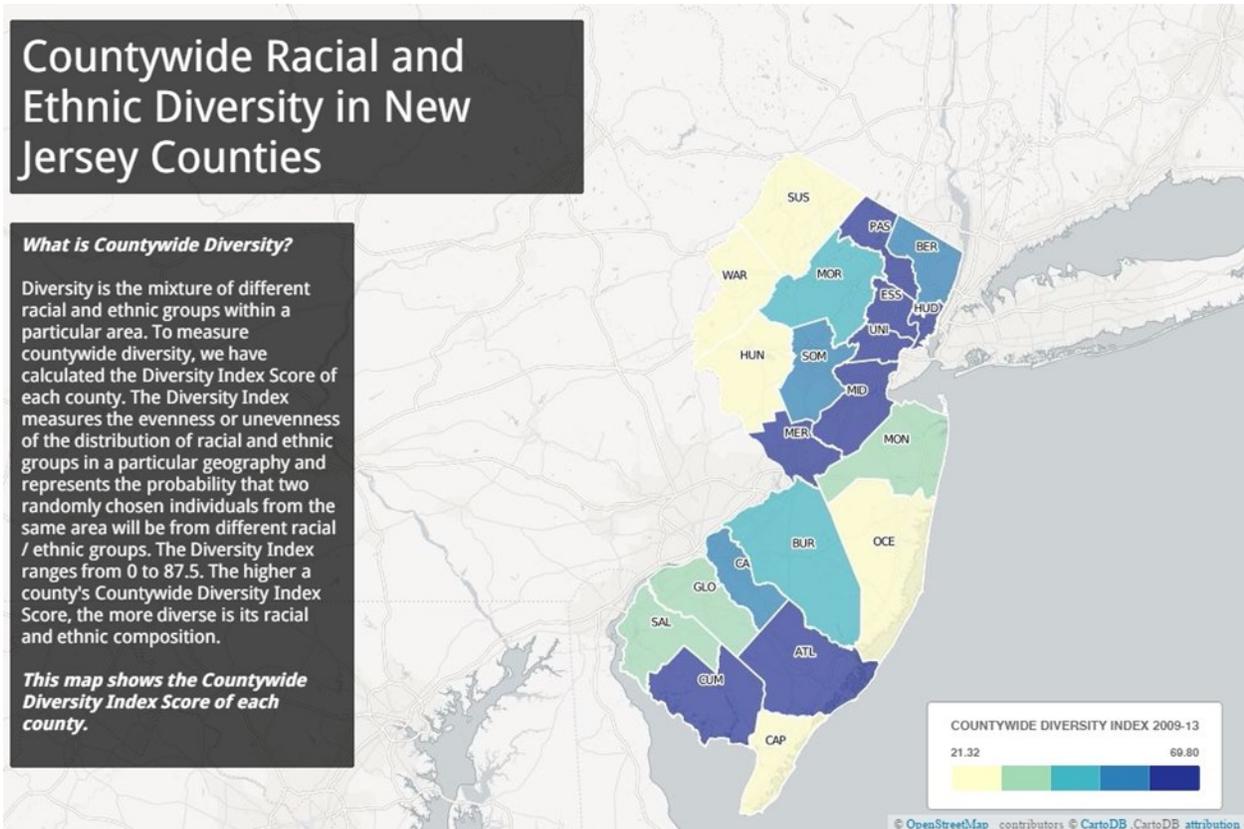


The Joseph C. Cornwall Center for Metropolitan Studies at Rutgers University-Newark is pleased to present "Map of the Week"—a weekly blog series designed to explore some of the community and economic development and social equity issues present in the Newark, New Jersey region through the use of maps and infographics. The Cornwall Center uses research and demonstration to address key urban and metropolitan problems in Newark and the surrounding region.

New Jersey's Diversity Paradox: Why Diversity and Integration Aren't Quite the Same Thing

Post 1.1, November 16, 2015:

How diverse, actually, is New Jersey and the Newark, NJ region?



Ever heard the tidbit about New Jersey being [the most racially and ethnically diverse state in the nation](#)?ⁱ This observation is commonly thrown around in New Jersey, generally as an unquestionable fact. But how diverse, actually, is New Jersey? We wanted to explore this question and particularly examine the diversity of northern New Jersey and the immediate Newark region, since it is typically touted as the most diverse region in the state.

A recent [article](#) by economist and founder of FiveThirtyEight, Nate Silver, helps us begin to answer our question.ⁱⁱ Silver argues that looking only at an area's diversity without placing it in the context of the area's integration presents an inaccurate picture. Cities can seem diverse when viewed as a whole, when in reality, individual neighborhoods are extremely homogenous. In Silver's analysis, Jersey City tops the list as the most diverse large city in the U.S., while Newark ranks as the fifteenth most segregated large city in the country. In Newark's case, the city overall is populated by different racial and ethnic groups, but these groups are not evenly distributed across the city. In other words, a Newark resident living in one particular neighborhood is very likely to be racially and ethnically similar to others in that neighborhood.

To illustrate this point, we will replicate Silver's analysis and explore three key concepts related to diversity in our region by analyzing data from the 2009-2013 5-year American Community Survey acquired through the [U.S. Census Bureau's American FactFinder](#). In our first post, we will explore countywide diversity, or the mixture of different racial and ethnic groups at the county level. In upcoming posts we will explore neighborhood diversity and integration/segregation of different racial and ethnic groups within counties, so be sure keep checking in over the next three weeks to see how this story unfolds.

We have started by determining the diversity of each county in New Jersey by calculating its Diversity Index. The Diversity Index measures the evenness or unevenness of the distribution of racial and ethnic population groups in a particular geography and represents the probability that two randomly chosen individuals in the same area will be from different racial/ethnic groups. The Diversity Index ranges from 0 to 87.5. The higher a county's Diversity Index, the more likely it is that people who live in that county will be from different racial and ethnic groups. For a more detailed explanation of how we calculated the Diversity Index, check out our footnotes at the end of the post.ⁱⁱⁱ

According to our calculations, Hudson (69.80) and Essex (69.24) Counties are the two most diverse counties in the state and are some of the most diverse in the country. For some perspective, Hudson and Essex Counties come in at 16 and 22, respectively, on the list of most diverse counties in the U.S. and are not far behind Queens County, NY (76.35), which is the most diverse county in the continental United States. Furthermore, four New Jersey counties (Hudson, Essex, Union, and Middlesex) are included in the 50 most diverse counties in the entire country—meaning these counties are the top 1.5 percent of all counties, in terms of diversity.

These results seem to support the claims that New Jersey is, indeed, racially and ethnically diverse. They also show that the region immediately surrounding Newark and Essex County is home to some of the country's most diverse counties. However, the fact that our counties are very diverse does not mean our neighborhoods are. Check back next week as we examine exactly how diverse neighborhoods within our counties are. Until then, check out the map above and the table below to see how each county in New Jersey compares in terms of diversity.

New Jersey County Diversity Rankings

COUNTY	COUNTYWIDE DIVERSITY INDEX
HUDSON	69.80
ESSEX	69.24
UNION	68.21
MIDDLESEX	67.57
PASSAIC	64.30
CUMBERLAND	64.15
MERCER	64.07
ATLANTIC	60.56
CAMDEN	58.73
SOMERSET	57.73
BERGEN	56.97
BURLINGTON	47.77
MORRIS	42.59
MONMOUTH	39.60
SALEM	39.33
GLOUCESTER	33.90
WARREN	27.33
OCEAN	25.88
CAPE MAY	24.36
HUNTERDON	22.78
SUSSEX	21.32

Footnotes

ⁱAmerican Conference on Diversity, Initiative for Regional and Community Transformation, Leadership New Jersey, & New Jersey Public Policy Research Institute. New Jersey: A Statewide View of Diversity. September 20, 2007.

ⁱⁱ<http://www.americanconferenceondiversity.org/documents/ConfSummaryBochFINAL-081808.pdf>, accessed November 4, 2015. Silver, Nate. The Most Diverse Cities Are Often The Most Segregated. FiveThirtyEight.com. May 1, 2015. <http://fivethirtyeight.com/features/the-most-diverse-cities-are-often-the-most-segregated/>, accessed November 4, 2015.

ⁱⁱⁱThe Diversity Index is calculated by squaring each racial/ethnic group's share of the total population, summing the result, and then subtracting the answer from 1. We then multiplied the result by 100 to arrive at a number; however, it can be left as a percentage as well. Using our method, the Countywide Diversity Index of a county that is 80 percent white and 20 percent black would be $(1 - (.8^2 + .2^2)) * 100$, or 40.0. Analyzing the eight exhaustive (they all add up to 100 percent of the population) and mutually exclusive (non-overlapping) racial and ethnic classifications listed in the U.S. Census Bureau's American Community Survey, the lowest possible Diversity Index is 0. This outcome is what you get if everyone in the same geography is the same race/ethnicity. The highest possible Diversity Index is 87.5, which is what you get if the population is divided exactly evenly between the eight groups.