

Employment (& other) Disparities in the Twin Cities

**Ramsey County / City of Saint Paul
Blue Ribbon Commission
on Reducing Racial Employment Disparities**

May 2, 2011

**Craig Helmstetter, Ph.D.
Wilder Research / Minnesota Compass**



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- Blandin Foundation
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- **Immigration**
 - Bill Blazar,
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- **Public Safety**
 - Tom Johnson,
Council on Crime and Justice
- **Transportation**
 - Robert Johns,
Center for Transportation Studies



Propo Employment gap (White-U.S.-born Black)

Rank of Rank of metropolitan areas, 2006-2008

	T		Top 25 largest metropolitan areas (1=Best)	2006-2008	
1	M	1	Tampa, FL	4.6%	
2	W	2	Atlanta, GA	6.4%	
3	D	3	Washington, DC-VA-MD-WV	6.6%	
4	B	4	San Bernardino, CA	7.1%	
5	B	5	San Diego, CA	7.6%	
6	S	6	Cincinnati, OH-KY-IN	8.2%	
7	D	7	Seattle, WA	8.3%	
8	S	8	Houston, TX	8.5%	
9	S	9	Phoenix, AZ	8.7%	
10	C	10	Denver, CO	9.0%	
11	P	11	Dallas, TX	9.1%	
12	H	12	Miami, FL	9.7%	
13	P	13	Baltimore, MD	10.1%	
14	P	14	Los Angeles, CA	10.3%	
15	C	15	Sacramento, CA	10.9%	
16	N	16	Portland, OR-WA	12.3%	
17	A	17	St. Louis, MO-IL	13.8%	
18	M	18	Pittsburgh, PA	14.0%	
19	P	19	New York, NY-NJ-PA	14.1%	
20	L	20	Boston, MA-NH	15.2%	
21	S	21	San Francisco, CA	15.6%	
22	T	22	Philadelphia, PA-NJ-DE-MD	15.9%	
23	S	23	Detroit, MI	16.8%	
24	S	24	Chicago, IL-IN-WI	16.9%	
25	D	25	Minneapolis-St. Paul, MN-WI (3-county)	20.6%	

Employment disparities in the Twin Cities

1. What is the issue?
2. Why is it important?
3. How can this be?
4. What can we do about it?
(This is mainly your question to answer.)



UNEVEN PAIN

Unemployment by metropolitan area and race



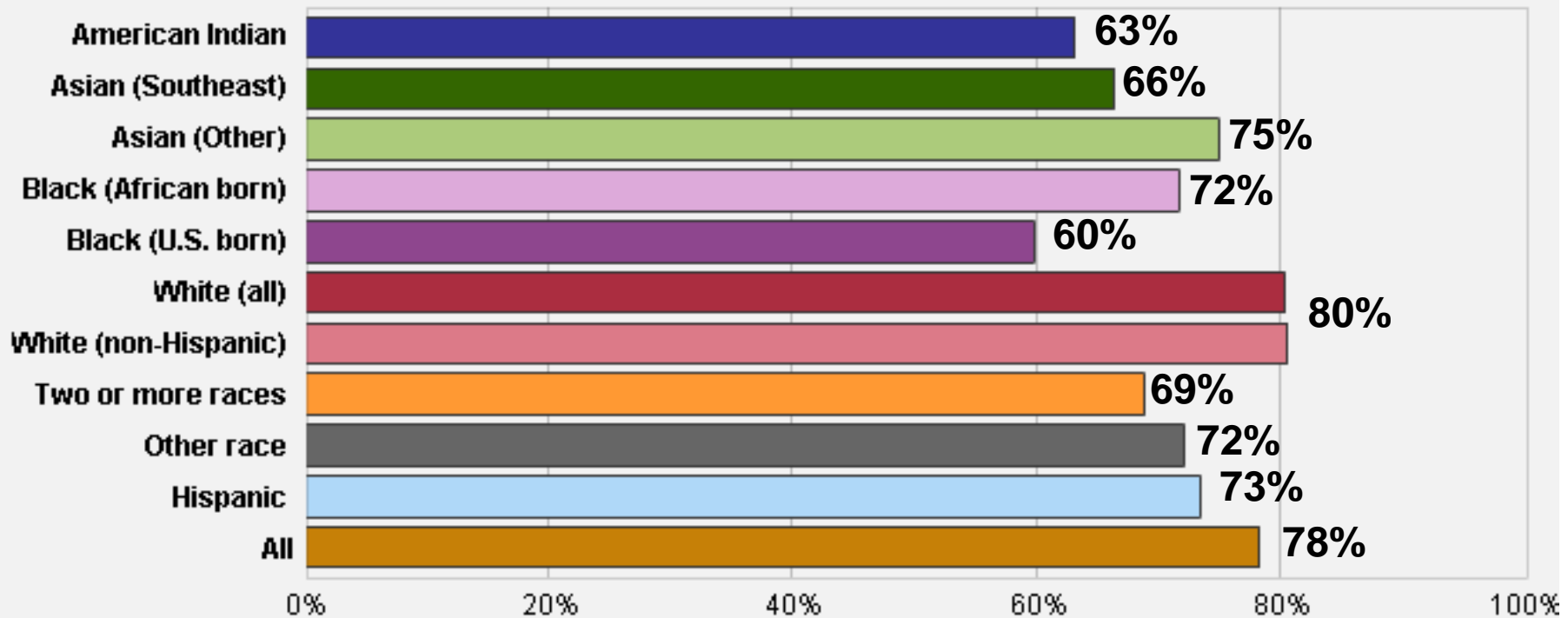
BY ALGERNON AUSTIN

Annual black unemployment rates by metropolitan area, 2009

Black rank	Metropolitan area	Black	White	Black-white ratio	Black-white difference
1	<i>Detroit-Warren-Livonia, MI</i>	20.9%	13.8%	1.5	7.1
2	<i>Minneapolis-St. Paul-Bloomington, MN-WI</i>	20.4	6.6	3.1	13.8
3	<i>St. Louis, MO-IL</i>	17.3	8.4	2.1	9.0
4	<i>Las Vegas-Paradise, NV</i>	16.9	10.1	1.7	6.8
5	<i>Memphis, TN-MS-AR</i>	15.7	5.1	3.0	10.5
6	<i>Charlotte-Gastonia-Concord, NC-SC</i>	15.6	9.4	1.7	6.2
7	<i>Chicago-Naperville-Joliet, IL-IN-WI</i>	15.5	8.5	1.8	6.9
8	<i>Miami-Fort Lauderdale-Pompano Beach, FL</i>	15.4	8.0	1.9	7.4
9	<i>Los Angeles-Long Beach-Santa Ana, CA</i>	15.0	8.6	1.7	6.4
10	<i>Atlanta-Sandy Springs-Marietta, GA</i>	14.3	7.2	2.0	7.1
11	<i>New York-Northern New Jersey-Long Island, NY-NJ-PA</i>	14.2	6.7	2.1	7.5
12	<i>Houston-Sugar Land-Baytown, TX</i>	12.4	5.4	2.3	7.0
13	<i>Philadelphia-Camden-Wilmington, PA-NJ-DE-MD</i>	12.2	7.0	1.7	5.2
14	<i>Richmond, VA</i>	12.0	5.4	2.2	6.6
15	<i>Baltimore-Towson, MD</i>	11.3	5.9	1.9	5.4
16	<i>Dallas-Fort Worth-Arlington, TX</i>	10.7	6.5	1.7	4.3
17	<i>Virginia Beach-Norfolk-Newport News, VA-NC</i>	9.8	5.2	1.9	4.6
18	<i>Washington-Arlington-Alexandria, DC-VA-MD-WV</i>	8.1	4.5	1.8	3.6
	Average	14.3%	7.4%	2.0	7.0

Proportion of adults (age 16-64) working by racial and ethnic group

Twin Cities 7-county region, 2006-2008



Twin Cities employment gaps

Employment rate for Non-Hispanic Whites*

- Employment rate for comparison group*
-

Employment gap

* *Proportion of adults age 16 – 64 working*



Ranking: Non-Hispanic White adults Proportion working

1	Minneapolis-St. Paul, MN-WI (13-county)	80.4%
2	Washington, DC-VA-MD-WV	78.3%
3	Denver, CO	77.8%
4	Baltimore, MD	76.5%
5	Seattle, WA	76.3%
6	Boston, MA-NH	76.2%
7	Cincinnati, OH-KY-IN	75.7%
8	St. Louis, MO-IL	75.7%
9	Chicago, IL-IN-WI	75.6%
10	Dallas, TX	75.4%
11	San Francisco, CA	75.2%
12	Philadelphia, PA-NJ-DE-MD	74.7%
13	Atlanta, GA	74.3%
14	Phoenix, AZ	74.2%
15	Portland, OR-WA	74.1%
16	Houston, TX	73.5%
17	New York, NY-NJ-PA	73.0%
18	Pittsburgh, PA	72.6%
19	San Diego, CA	72.6%
20	Los Angeles, CA	72.5%
21	Sacramento, CA	72.5%
22	Tampa, FL	71.5%
23	Detroit, MI	70.5%
24	Miami, FL	69.4%
25	San Bernardino, CA	68.3%



80.4%
= 1st

Rankings: U.S.-born Black adults

Proportion working

Gap

1	Washington, DC-VA-MD-WV	71.7%
2	Denver, CO	68.8%
3	Seattle, WA	68.0%
4	Atlanta, GA	67.9%
5	Cincinnati, OH-KY-IN	67.5%
6	Tampa, FL	66.9%
7	Baltimore, MD	66.4%
8	Dallas, TX	66.3%
9	Phoenix, AZ	65.5%
10	Houston, TX	65.0%
11	San Diego, CA	65.0%
12	Los Angeles, CA	62.2%
13	St. Louis, MO-IL	61.9%
14	Portland, OR-WA	61.8%
15	Sacramento, CA	61.6%
16	San Bernardino, CA	61.2%
17	Boston, MA-NH	61.0%
18	Minneapolis-St. Paul, MN-WI (13-county)	59.8%
19	Miami, FL	59.7%
20	San Francisco, CA	59.6%
21	New York, NY-NJ-PA	58.9%
22	Philadelphia, PA-NJ-DE-MD	58.8%
23	Chicago, IL-IN-WI	58.7%
24	Pittsburgh, PA	58.6%
25	Detroit, MI	53.7%

1	Tampa, FL	4.6%
2	Atlanta, GA	6.4%
3	Washington, DC-VA-MD-WV	6.6%
4	San Bernardino, CA	7.1%
5	San Diego, CA	7.6%
6	Cincinnati, OH-KY-IN	8.2%
7	Seattle, WA	8.3%
8	Houston, TX	8.5%
9	Phoenix, AZ	8.7%
10	Denver, CO	9.0%
11	Dallas, TX	9.1%
12	Miami, FL	9.7%
13	Baltimore, MD	10.1%
14	Los Angeles, CA	10.3%
15	Sacramento, CA	10.9%
16	Portland, OR-WA	12.3%
17	St. Louis, MO-IL	13.8%
18	Pittsburgh, PA	14.0%
19	New York, NY-NJ-PA	14.1%
20	Boston, MA-NH	15.2%
21	San Francisco, CA	15.6%
22	Philadelphia, PA-NJ-DE-MD	15.9%
23	Detroit, MI	16.8%
24	Chicago, IL-IN-WI	16.9%
25	Minneapolis-St. Paul, MN-WI (13-county)	20.6%

59.8%

= 18th



20.6%

= 25th



Ranking: African-born Black adults Proportion working

Gap

1	Baltimore, MD	79.1%
2	Washington, DC-VA-MD-WV	78.8%
3	Dallas, TX	76.8%
4	Denver, CO	76.4%
5	Boston, MA-NH	75.9%
6	Los Angeles, CA	75.3%
7	Philadelphia, PA-NJ-DE-MD	75.2%
8	Tampa, FL	75.0%
9	New York, NY-NJ-PA	74.6%
10	Houston, TX	74.5%
11	Atlanta, GA	73.8%
12	San Bernardino, CA	73.8%
13	Chicago, IL-IN-WI	73.7%
14	Miami, FL	73.3%
15	Portland, OR-WA	72.3%
16	Detroit, MI	71.9%
17	Minneapolis-St. Paul, MN-WI (13-county)	71.7%
18	Sacramento, CA	71.1%
19	San Francisco, CA	70.7%
20	Cincinnati, OH-KY-IN	70.5%
21	Pittsburgh, PA	69.8%
22	Seattle, WA	68.7%
23	Phoenix, AZ	66.0%
24	St. Louis, MO-IL	62.5%
25	San Diego, CA	62.3%

*Not Available
(small population size
results in unstable
comparisons of gaps)*



71.7%
= 17th

Rankings: Hispanic adults

Proportion working

Gap

1	Washington, DC-VA-MD-WV	77.5%
2	Atlanta, GA	75.3%
3	Baltimore, MD	75.2%
4	Cincinnati, OH-KY-IN	75.2%
5	Seattle, WA	74.9%
6	Minneapolis-St. Paul, MN-WI (13-county)	73.6%
7	St. Louis, MO-IL	73.4%
8	Dallas, TX	72.8%
9	Portland, OR-WA	72.6%
10	Miami, FL	71.5%
11	Denver, CO	71.4%
12	San Francisco, CA	71.2%
13	Houston, TX	70.0%
14	Chicago, IL-IN-WI	69.9%
15	Tampa, FL	69.7%
16	Phoenix, AZ	69.6%
17	Pittsburgh, PA	69.6%
18	Boston, MA-NH	68.5%
19	Los Angeles, CA	68.2%
20	Sacramento, CA	67.4%
21	San Diego, CA	67.3%
22	New York, NY-NJ-PA	66.9%
23	San Bernardino, CA	65.0%
24	Philadelphia, PA-NJ-DE-MD	63.0%
25	Detroit, MI	62.8%

1	Dallas, TX	2.6%
2	San Bernardino, CA	3.3%
3	Houston, TX	3.5%
4	San Francisco, CA	4.0%
5	Los Angeles, CA	4.3%
6	Phoenix, AZ	4.6%
7	Sacramento, CA	5.1%
8	San Diego, CA	5.3%
9	Chicago, IL-IN-WI	5.7%
10	New York, NY-NJ-PA	6.1%
11	Denver, CO	6.4%
12	Minneapolis-St. Paul, MN-WI (13-county)	6.8%
13	Boston, MA-NH	7.7%
14	Detroit, MI	7.7%
15	Philadelphia, PA-NJ-DE-MD	11.7%
16	Atlanta, GA	N/A
17	Baltimore, MD	N/A
18	Cincinnati, OH-KY-IN	N/A
19	Miami, FL	N/A
20	Pittsburgh, PA	N/A
21	Portland, OR-WA	N/A
22	Seattle, WA	N/A
23	St. Louis, MO-IL	N/A
24	Tampa, FL	N/A
25	Washington, DC-VA-MD-WV	N/A

73.8%
= 6th

6.8%
= 12th
out of 15

Ranking: Southeast Asian adults

Proportion working

Gap

*Not Available
(small population size
results in unstable
comparisons of gaps)*

1	Baltimore, MD	76.8%
2	Washington, DC-VA-MD-WV	76.7%
3	Detroit, MI	76.2%
4	Pittsburgh, PA	76.2%
5	Phoenix, AZ	75.6%
6	Chicago, IL-IN-WI	75.2%
7	Seattle, WA	74.8%
8	Denver, CO	74.4%
9	Miami, FL	74.4%
10	Portland, OR-WA	73.9%
11	New York, NY-NJ-PA	73.5%
12	Houston, TX	72.6%
13	San Francisco, CA	72.2%
14	Dallas, TX	71.4%
15	Atlanta, GA	71.2%
16	San Diego, CA	70.8%
17	San Bernardino, CA	70.2%
18	Los Angeles, CA	69.1%
19	Boston, MA-NH	68.3%
20	Cincinnati, OH-KY-IN	68.3%
21	Sacramento, CA	68.3%
22	Tampa, FL	68.1%
23	Philadelphia, PA-NJ-DE-MD	67.2%
24	St. Louis, MO-IL	66.9%
25	Minneapolis-St. Paul, MN-WI (13-county)	66.3%

66.3%
= 25th



Rankings: Asian adults (excluding Southeast Asian)

Proportion working

Gap

1	Minneapolis-St. Paul, MN-WI (13-county)	74.7%
2	Washington, DC-VA-MD-WV	74.0%
3	Denver, CO	72.2%
4	Tampa, FL	72.1%
5	Portland, OR-WA	71.7%
6	Seattle, WA	71.0%
7	San Francisco, CA	70.0%
8	St. Louis, MO-IL	69.8%
9	Chicago, IL-IN-WI	69.5%
10	Baltimore, MD	68.8%
11	Atlanta, GA	68.7%
12	Boston, MA-NH	68.7%
13	Phoenix, AZ	68.7%
14	Philadelphia, PA-NJ-DE-MD	68.5%
15	Miami, FL	68.1%
16	Sacramento, CA	67.9%
17	New York, NY-NJ-PA	67.8%
18	Pittsburgh, PA	67.5%
19	Detroit, MI	67.4%
20	Houston, TX	66.9%
21	Dallas, TX	66.8%
22	Los Angeles, CA	66.7%
23	Cincinnati, OH-KY-IN	66.5%
24	San Bernardino, CA	65.2%
25	San Diego, CA	65.0%



74.7%
= 1st



5.7%
= 8th
out of 17

1	Washington, DC-VA-MD-WV	4.3%
2	Sacramento, CA	4.6%
3	New York, NY-NJ-PA	5.2%
4	San Francisco, CA	5.2%
5	Seattle, WA	5.3%
6	Phoenix, AZ	5.5%
7	Atlanta, GA	5.6%
8	Minneapolis-St. Paul, MN-WI (13-county)	5.7%
9	Los Angeles, CA	5.8%
10	Chicago, IL-IN-WI	6.1%
11	Philadelphia, PA-NJ-DE-MD	6.2%
12	Houston, TX	6.6%
13	Boston, MA-NH	7.5%
14	San Diego, CA	7.6%
15	Baltimore, MD	7.7%
16	Dallas, TX	8.6%
17	Cincinnati, OH-KY-IN	9.2%
18	Denver, CO	N/A
19	Detroit, MI	N/A
20	Miami, FL	N/A
21	Pittsburgh, PA	N/A
22	Portland, OR-WA	N/A
23	San Bernardino, CA	N/A
24	St. Louis, MO-IL	N/A
25	Tampa, FL	N/A

Ranking: American Indian adults

Proportion working

Gap

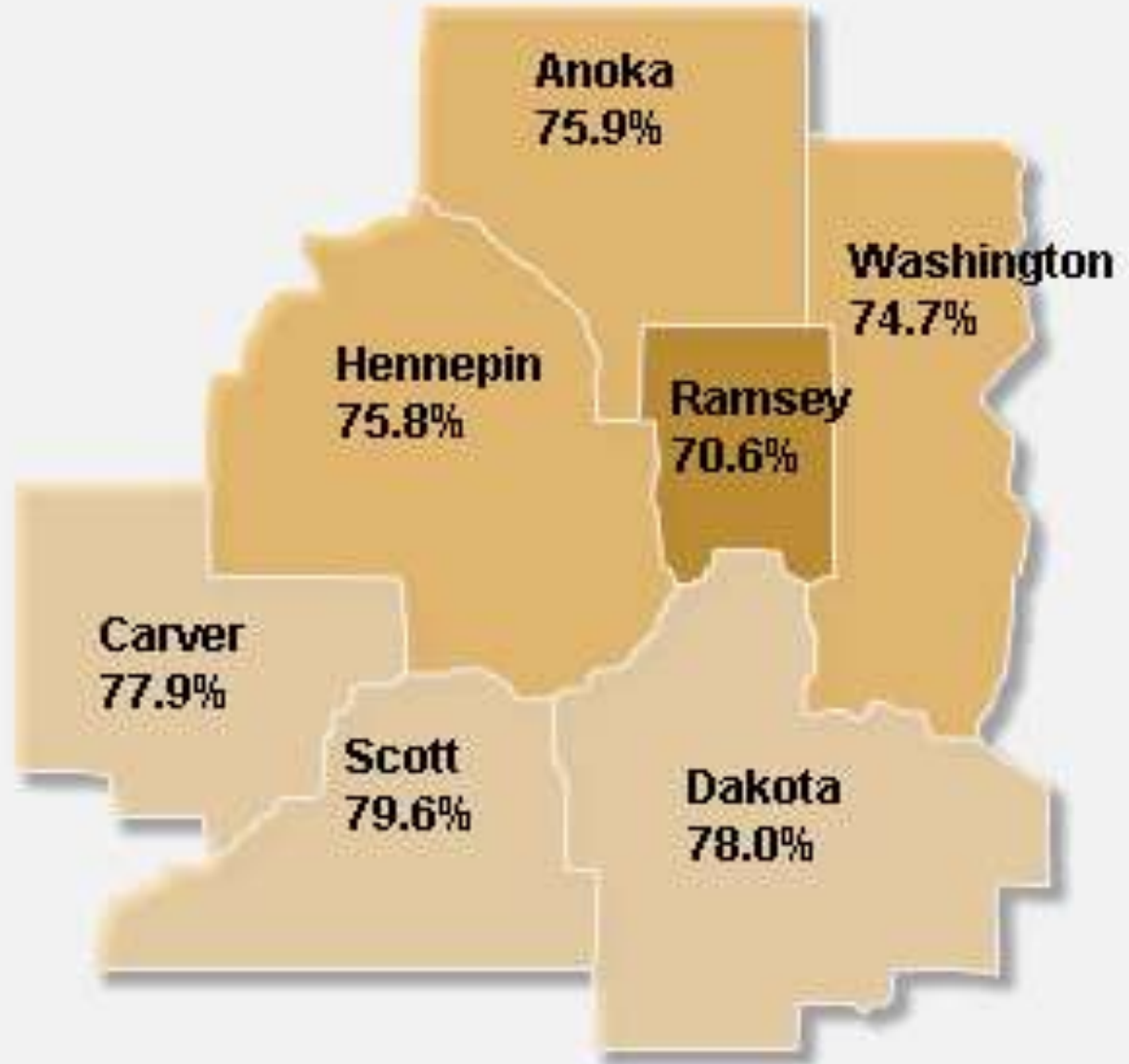
Rank	City/State	Proportion working
1	Cincinnati, OH-KY-IN	81.6%
2	Washington, DC-VA-MD-WV	73.2%
3	Portland, OR-WA	72.6%
4	Dallas, TX	70.6%
5	Denver, CO	69.8%
6	Miami, FL	68.8%
7	Houston, TX	67.7%
8	Los Angeles, CA	67.5%
9	Atlanta, GA	66.2%
10	Seattle, WA	64.9%
11	Chicago, IL-IN-WI	63.6%
12	New York, NY-NJ-PA	63.6%
13	Baltimore, MD	63.5%
14	St. Louis, MO-IL	62.8%
15	Phoenix, AZ	61.8%
16	Minneapolis-St. Paul, MN-WI (13-county)	61.7%
17	Detroit, MI	61.2%
18	Sacramento, CA	61.2%
19	Philadelphia, PA-NJ-DE-MD	61.1%
20	San Diego, CA	61.0%
21	San Francisco, CA	59.8%
22	Boston, MA-NH	59.3%
23	San Bernardino, CA	57.7%
24	Pittsburgh, PA	54.9%
25	Tampa, FL	53.7%

*Not Available
(small population size
results in unstable
comparisons of gaps)*

61.7%
= 16th

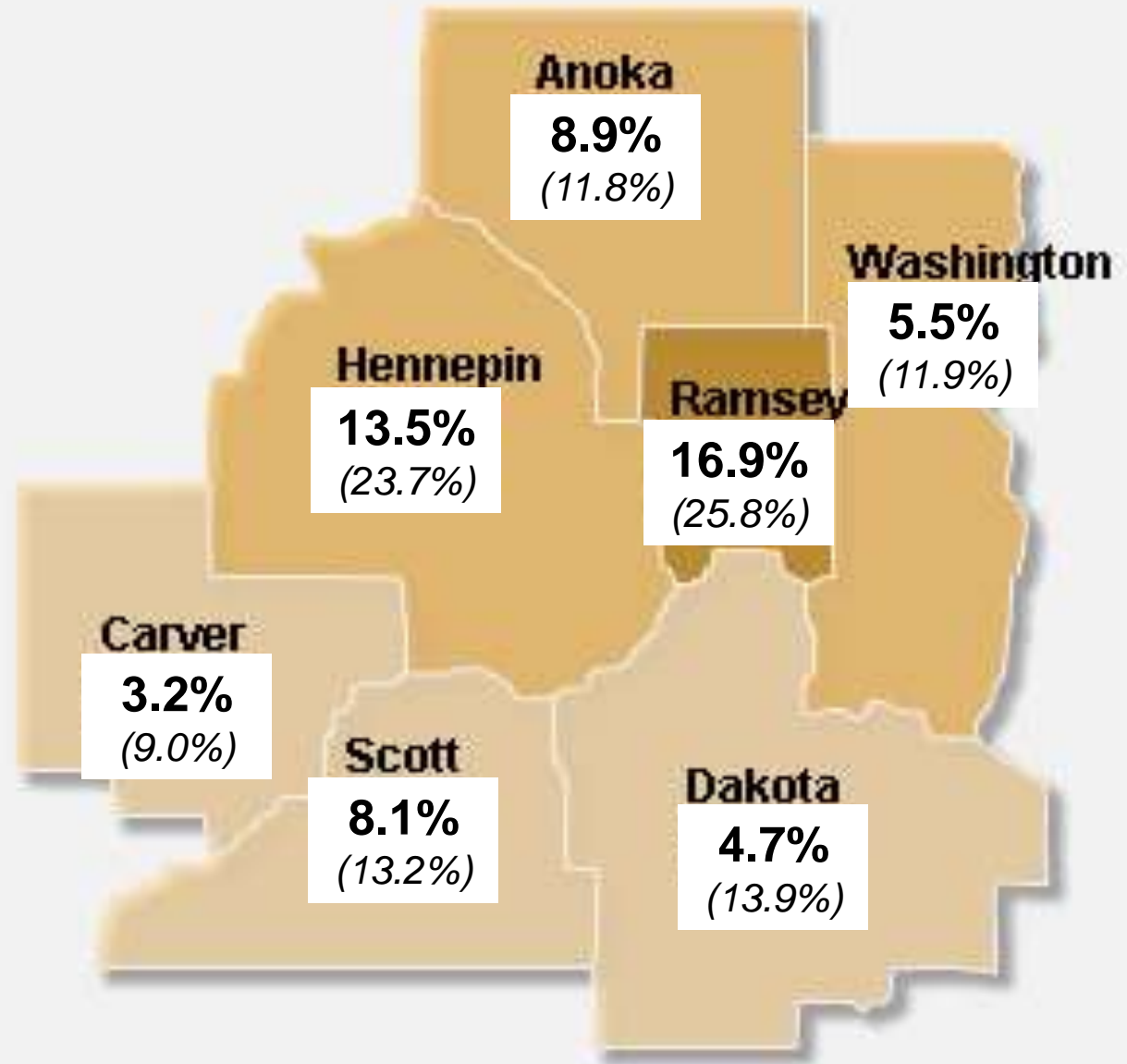


Proportion of
adults
(age 16-64)
working, 2009



Employment gap White – Of Color (2007-09)

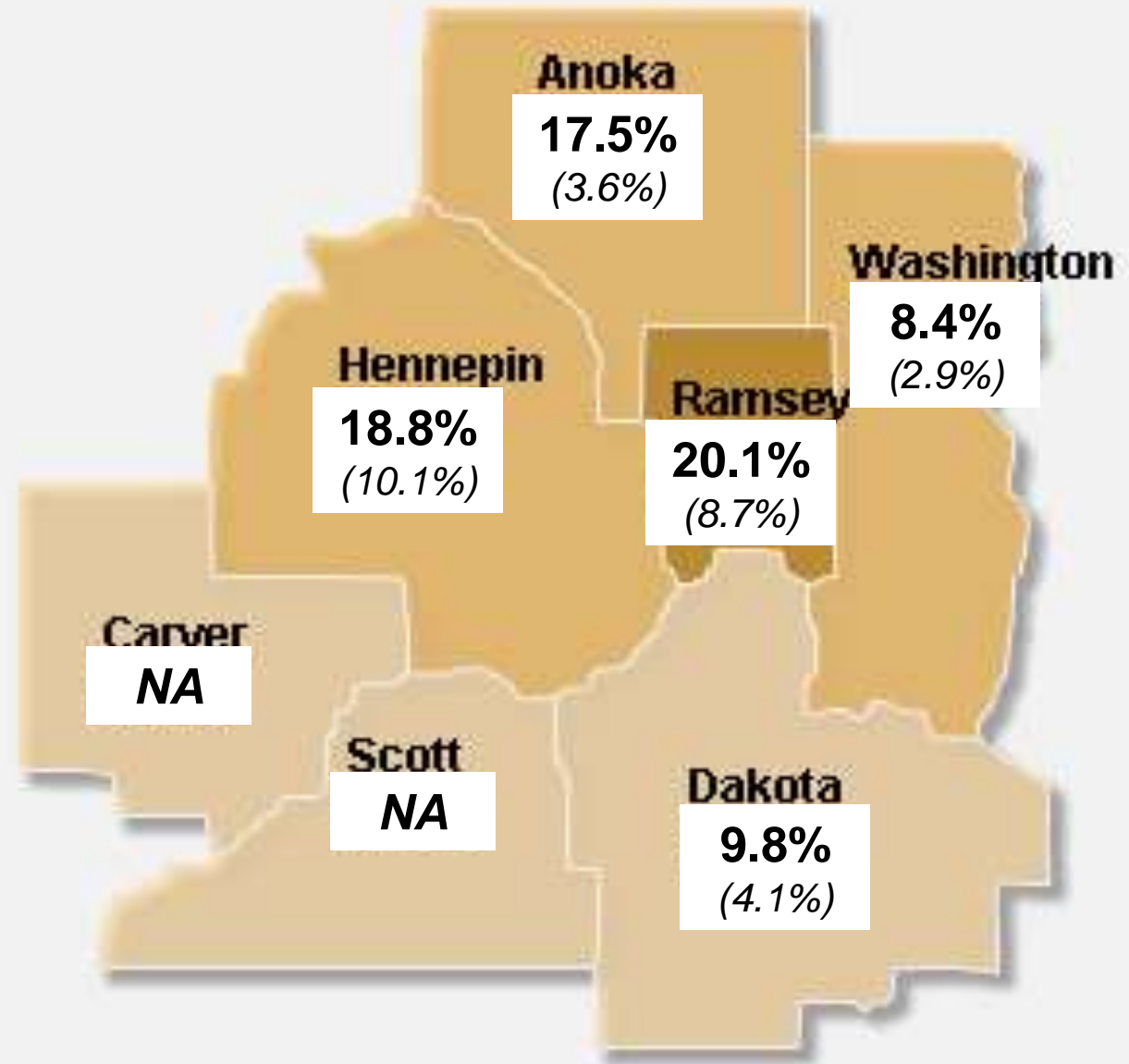
*Note: Smaller number
= proportion of the
workforce that is
Of Color*



Employment gap

White – Black (2007-09)

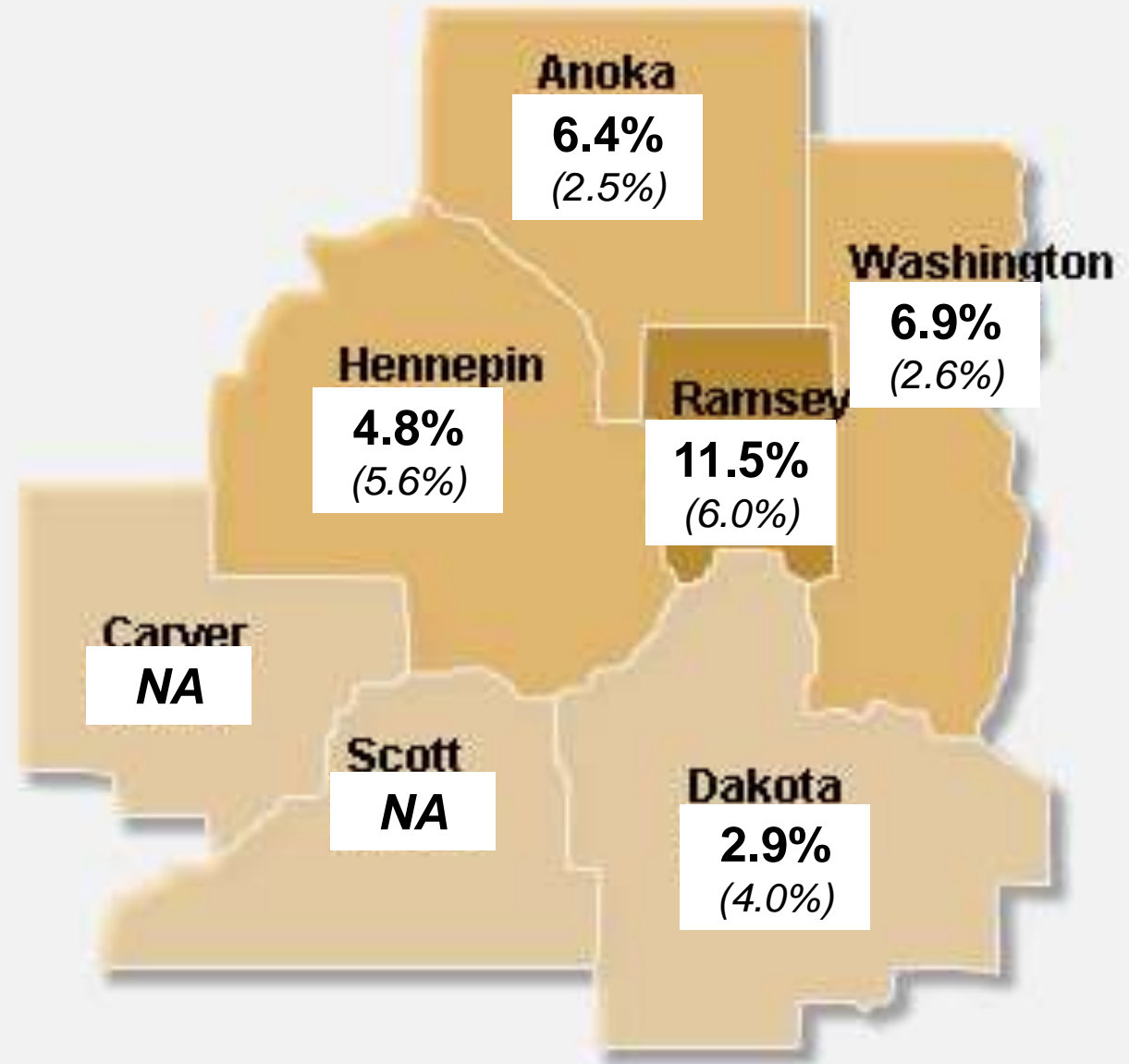
Note: Smaller number = proportion of the workforce that is African American



Employment gap

White – Hispanic (2007-09)

Note: Smaller number = proportion of the workforce that is Hispanic



2. Why is this important?

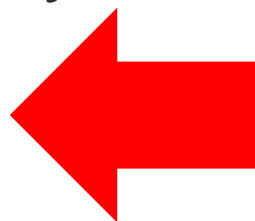
Moral issue: Equal Opportunity

Economic issue: Our workforce is changing



Between 2010 and 2030, the number of residents age 65+ in our region is expected to:

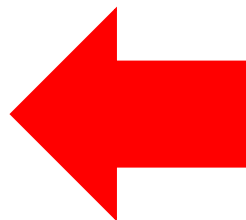
- A. Decrease by one-third
- B. Stay about the same
- C. Increase by one-third
- D. Double



Between 2010 and 2030, the number of residents age 18-64 in our region is expected to:

A. Decrease by one-third

B. Stay about the same



C. Increase by one-third

D. Double

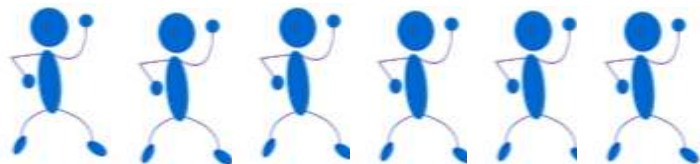


“Dependency ratio” is changing in the Twin Cities

2010

2030

Retirement-age (65+)



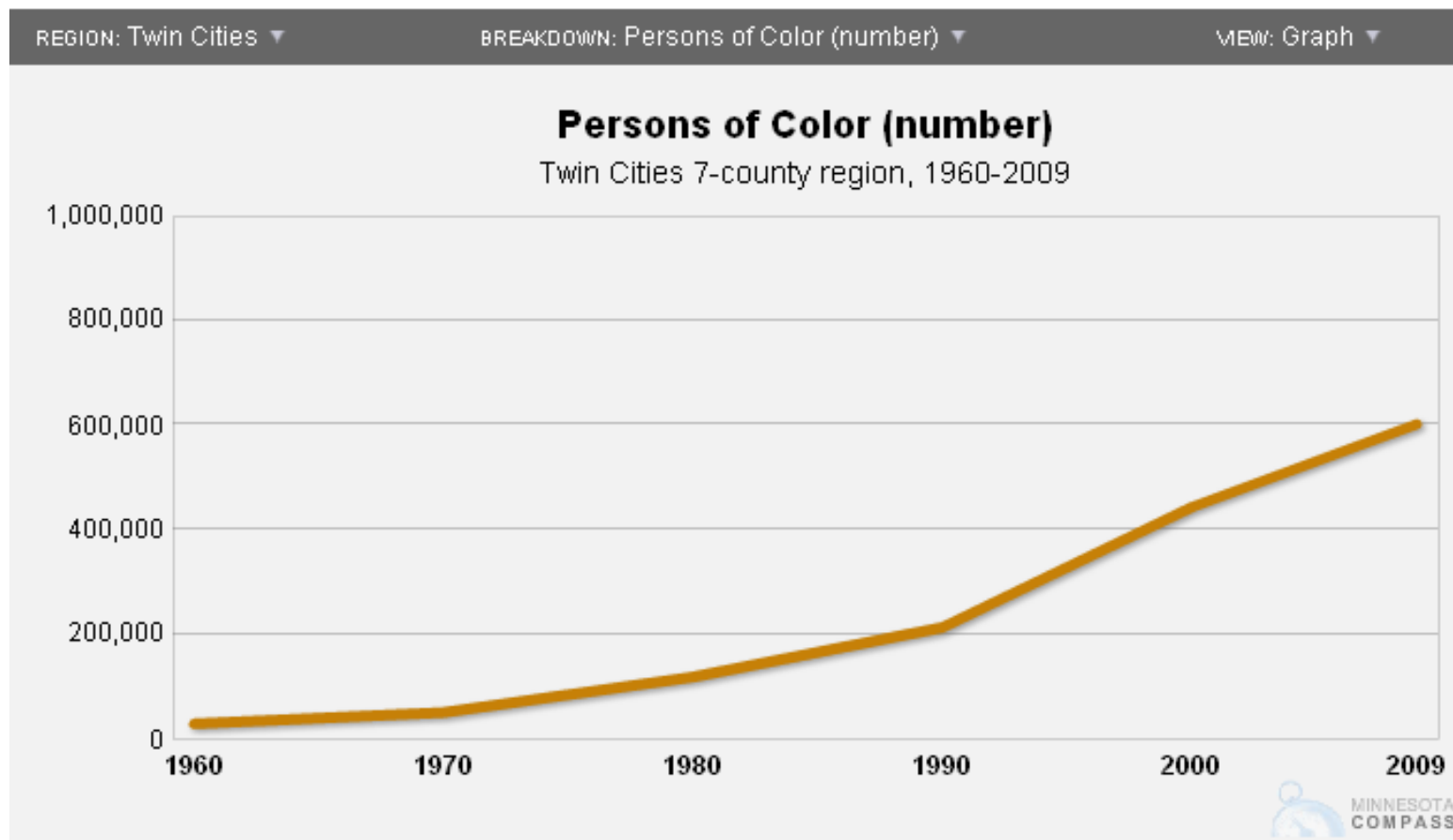
Workforce-age (18-64)



We are becoming more diverse

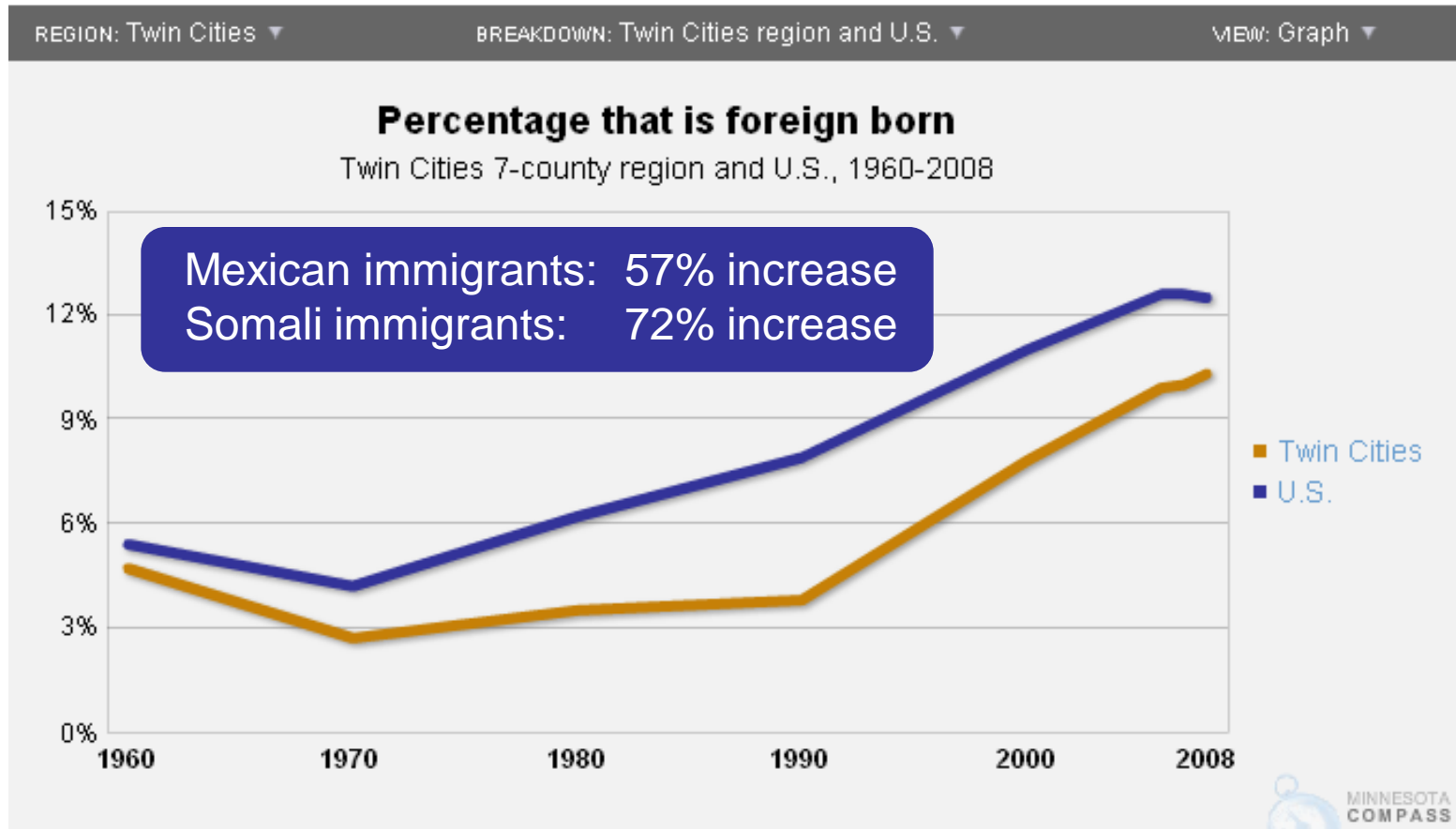


Population of Color has tripled in the Twin Cities over the past 20 years



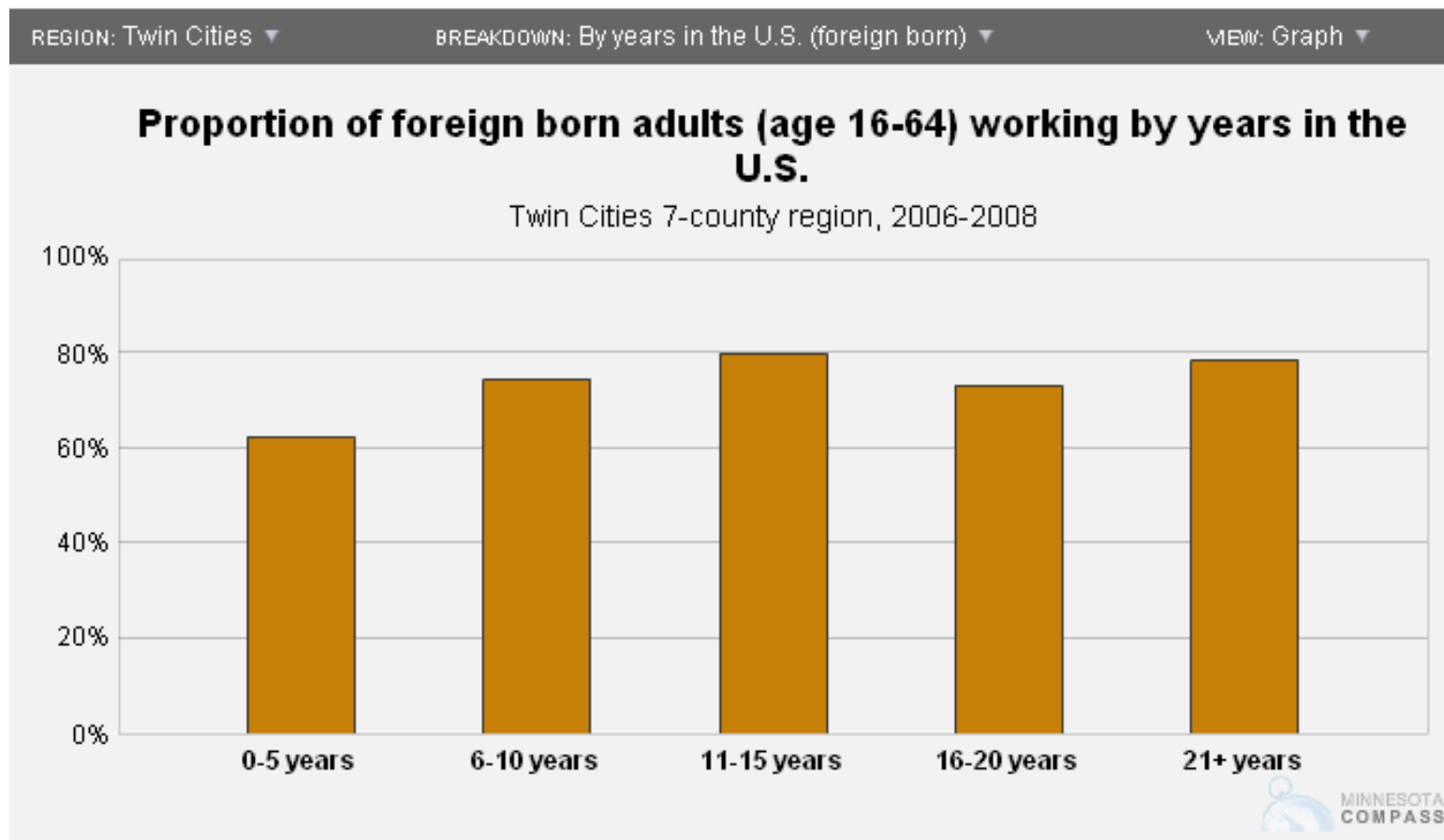
Retrieved from MN Compass: Demographics > Race

Immigrant population in Twin Cities has grown nearly 40% in this decade alone



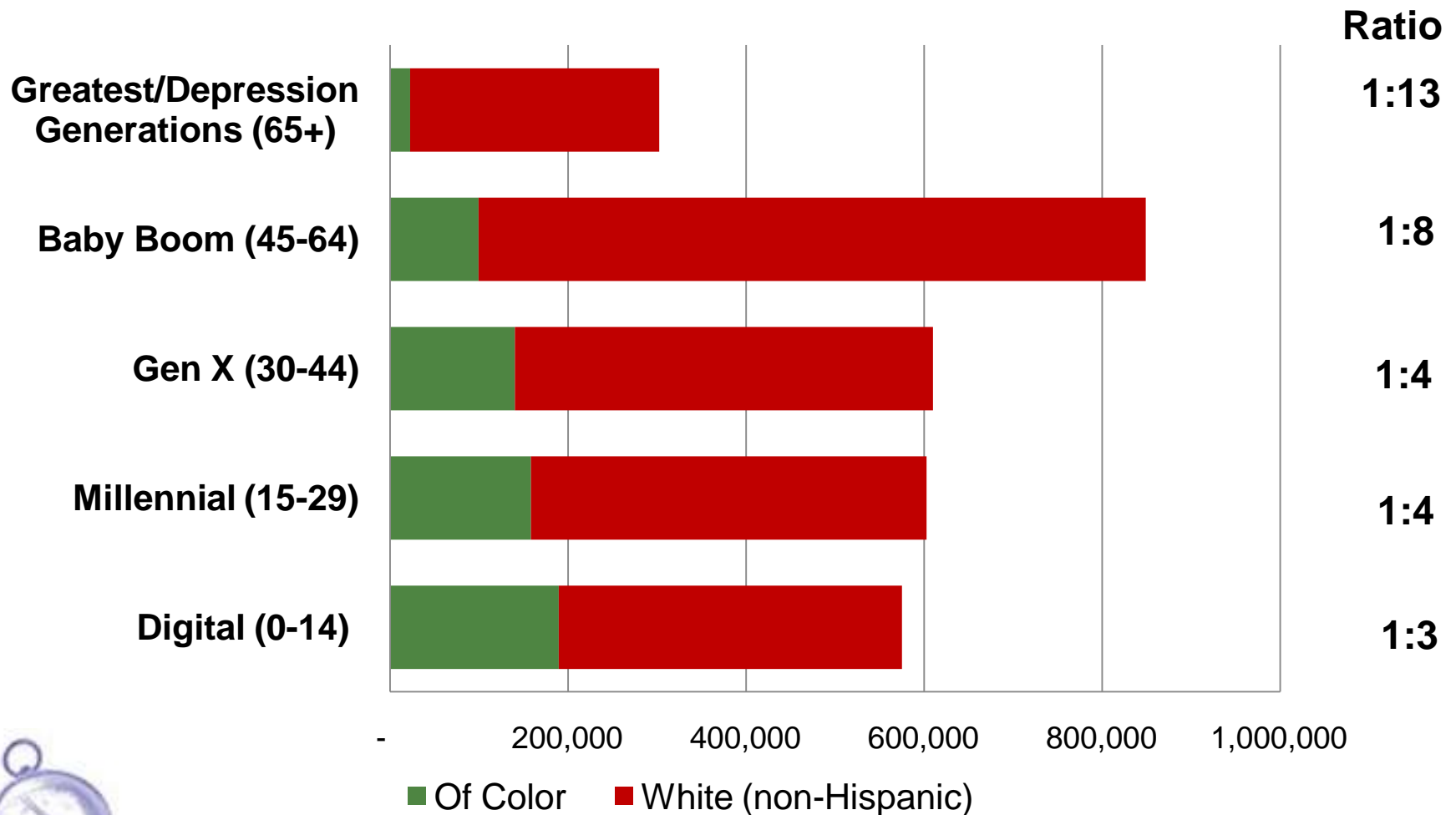
Retrieved from MN Compass: Immigration > Population Trends

After 5 years here the workforce participation rates of immigrants are tied with the native-born population



Retrieved from MN Compass: Immigration > Proportion of Adults working

Overall, 1 in 5 people in the Twin Cities is a person of color



3. How can this be?



Individuals below the poverty level

	Top 25 largest metropolitan areas
1	Washington, DC-VA-MD-WV
2	Boston, MA-NH
3	San Francisco, CA
4	Minneapolis-St. Paul, MN-WI (13-county)
5	Baltimore, MD
6	Seattle, WA
7	Philadelphia, PA-NJ-DE-MD
8	Denver, CO
9	Portland, OR-WA
10	Pittsburgh, PA
11	Cincinnati, OH-KY-IN
12	San Diego, CA
13	St. Louis, MO-IL
14	Chicago, IL-IN-WI
15	New York, NY-NJ-PA
16	Atlanta, GA

Proportion of adults (age 16-64) working

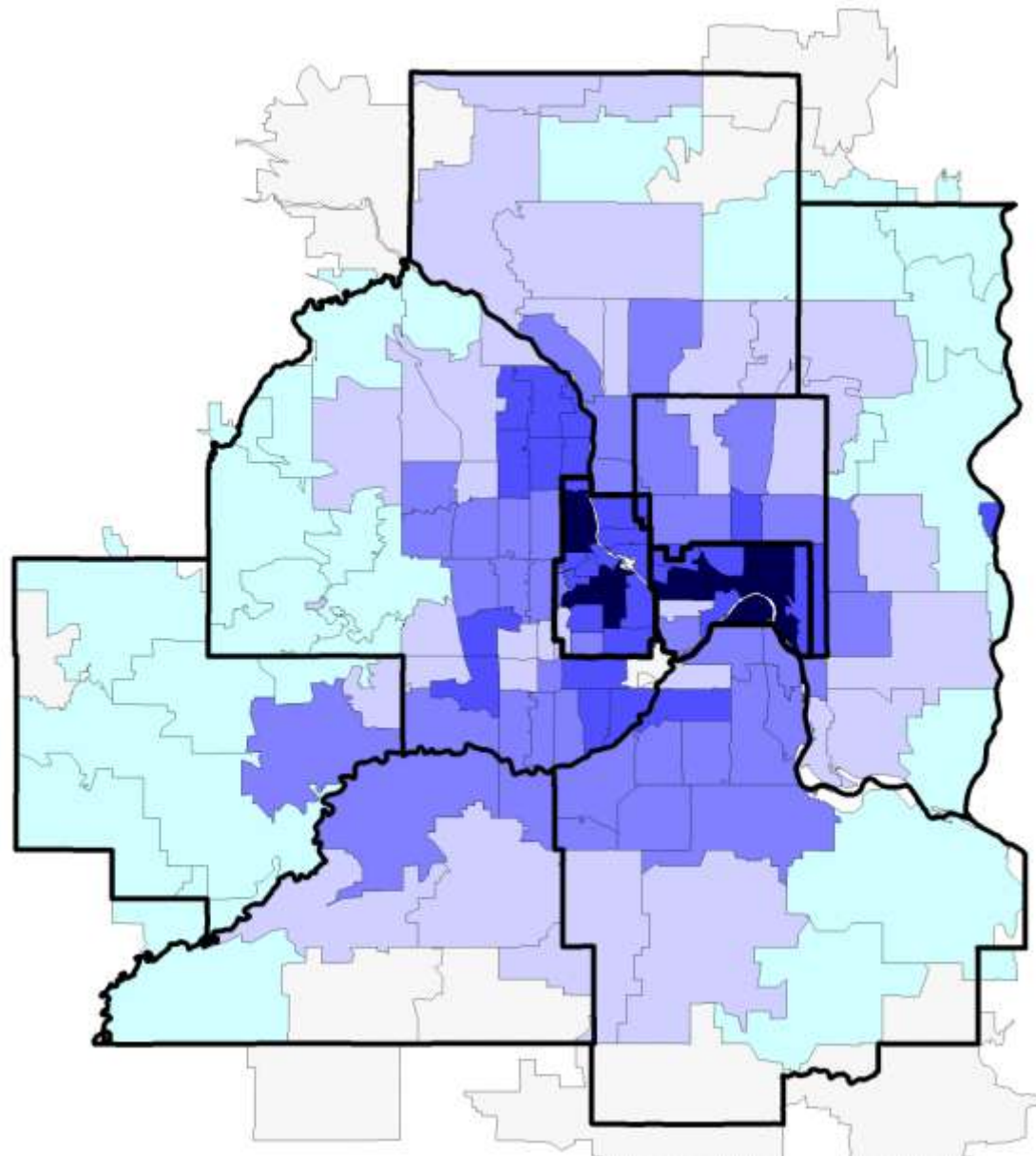
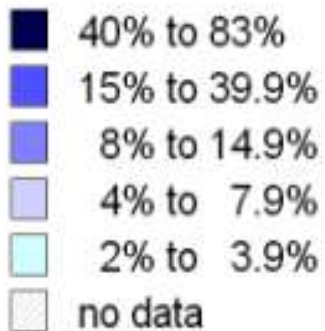
	Top 25 largest metropolitan areas (1=Best)
1	Minneapolis-St. Paul, MN-WI (13-county)
2	Washington, DC-VA-MD-WV
3	Denver, CO
4	Boston, MA-NH
5	Baltimore, MD
6	Seattle, WA
7	Dallas, TX
8	St. Louis, MO-IL
9	San Francisco, CA
10	Cincinnati, OH-KY-IN
11	Pittsburgh, PA
12	Houston, TX
13	Portland, OR-WA
14	Philadelphia, PA-NJ-DE-MD
15	Chicago, IL-IN-WI
16	New York, NY-NJ-PA

Residents age 25 or older with a bachelor's degree or higher

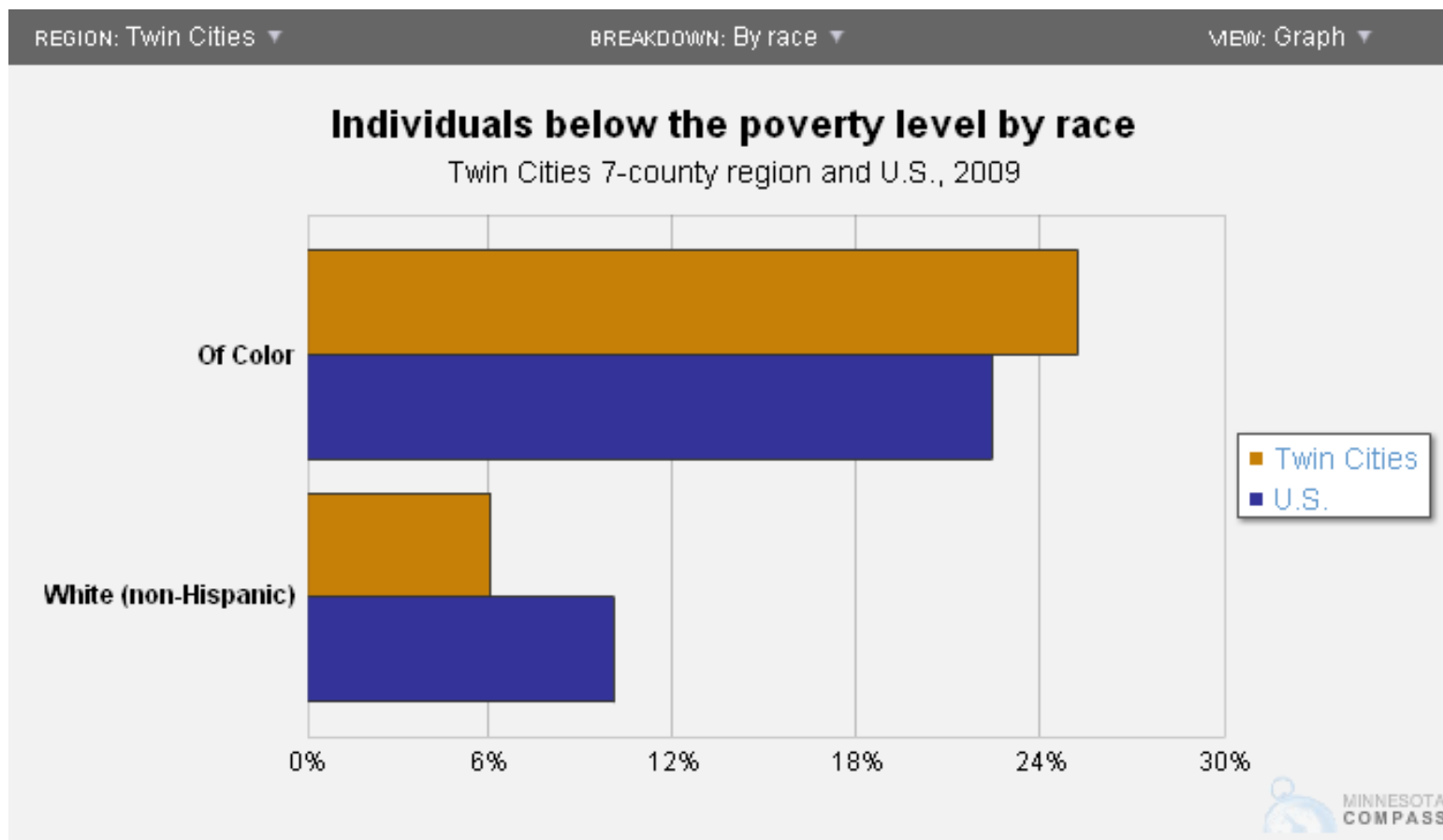
	Top 25 largest metropolitan areas
1	Washington, DC-VA-MD-WV
2	San Francisco, CA
3	Boston, MA-NH
4	Denver, CO
5	Minneapolis-St. Paul, MN-WI (13-county)
6	Seattle, WA
7	New York, NY-NJ-PA
8	Baltimore, MD
9	San Diego, CA
10	Atlanta, GA
11	Portland, OR-WA
12	Chicago, IL-IN-WI
13	Philadelphia, PA-NJ-DE-MD
14	Los Angeles, CA
15	Dallas, TX
16	Sacramento, CA

RACE

Population of color
by ZIP code, 2000



In the Twin Cities poverty levels are higher for persons of color



Retrieved from MN Compass: Demographics > Poverty

Educational disparities start young – and persist

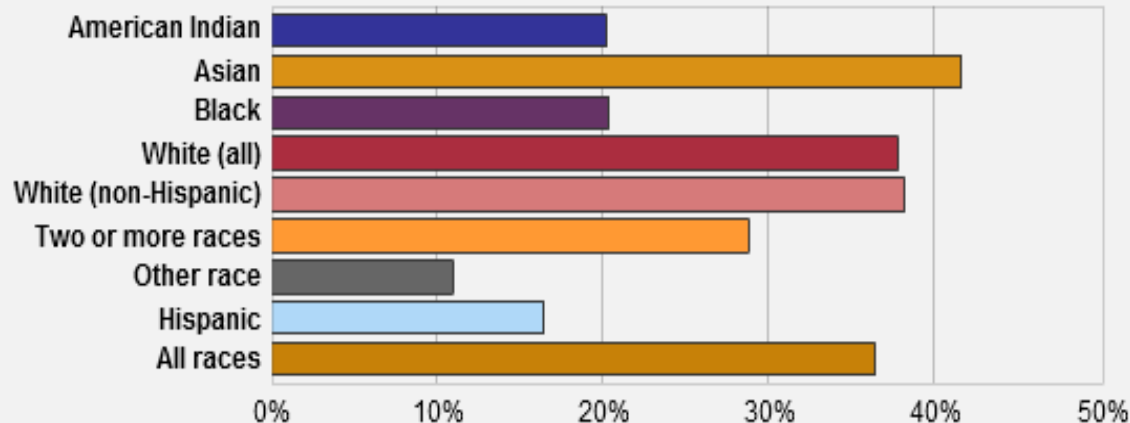
3rd grade students achieving reading standards by racial and ethnic group

11th grade students achieving math standards by racial and ethnic group

High school students graduating on time by racial and ethnic group

Percent (25+) with a bachelor's degree or higher by racial and ethnic group

Twin Cities 13-county region, 2006



Employment disparities are tangled up with other disparities as well...

Babies born at low birth weight (single births only)

By race

American Indian

Asian

Black

White

Other or unknown race

Hispanic

Twin Cities (all)

Percentage with a disability by racial and ethnic group, age 15-64

Twin Cities 7-county region, 2008

Asian (Southe

Asian (O

Black (African b

Black (U.S. b

White

White (non-Hispa

Two or more ra

Other

Hispa

Individuals in households paying 30% or more of their income for housing

By racial and ethnic group, Twin Cities 7-county region, 2007

Asian

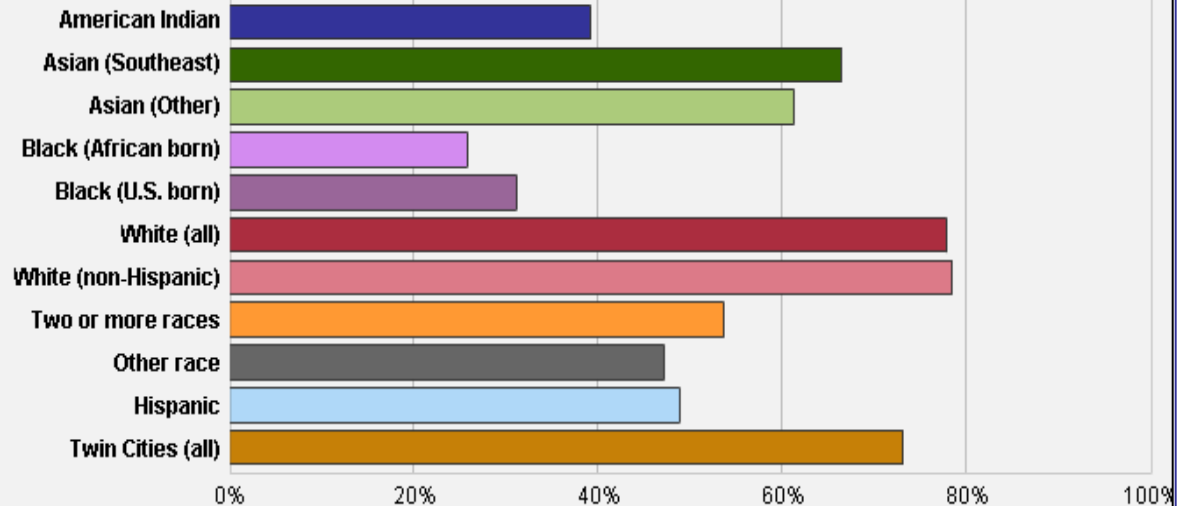
Black

White (non-Hispanic)

Hispanic

Homeownership rate by racial and ethnic group

Twin Cities 7-county region, 2006-2008



Ranking: White – Of Color Homeownership Gap

1	San Francisco, CA	13.5%
2	San Bernardino, CA	15.1%
3	Seattle, WA	17.1%
4	Sacramento, CA	17.2%
5	San Diego, CA	17.7%
6	Los Angeles, CA	18.2%
7	Washington, DC-VA-MD-WV	19.7%
8	Miami, FL	19.9%
9	Portland, OR-WA	20.4%
10	Houston, TX	20.6%
11	Dallas, TX	22.8%
12	Phoenix, AZ	23.1%
13	Tampa, FL	23.5%
14	Denver, CO	25.6%
15	Philadelphia, PA-NJ-DE-MD	25.8%
16	Chicago, IL-IN-WI	26.7%
17	Atlanta, GA	27.1%
18	Detroit, MI	27.9%
19	Baltimore, MD	28.0%
20	St. Louis, MO-IL	31.0%
21	New York, NY-NJ-PA	32.4%
22	Boston, MA-NH	32.5%
23	Cincinnati, OH-KY-IN	35.1%
24	Minneapolis-St. Paul, MN-WI (13-county)	36.5%
25	Pittsburgh, PA	37.9%

36.5%
= 24th



4. What can we do about employment disparities?



Preliminary thoughts on closing the employment gap

- Continue to raise awareness
- Address other, related disparities
 - Education
 - Health
 - Education
 - Housing
 - Education
 - (Criminal justice)
 - & Education



Preliminary thoughts on closing the employment gap

- Stimulate job growth, with equal opportunities *for all* to

Access jobs:

- Monitor & enforce anti-discrimination laws
- Create culturally competent workplaces

Create jobs:

- Access to credit
- Access to contracts (government and private)
- Access to support & coaching





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