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EXECUTIVE SUMMARY

Executive Summary

The survey was intended to identify how poverty affects individuals and families and, ultimately, how the CR-SDC can best address these issues. The survey focused on four primary goals:

1. *Identify and quantify the incidence or prevalence of individual need*
2. *Identify gaps in providing human services*
3. *Identify barriers to self-sufficiency*
4. *Identify strategies for overcoming barriers to self-sufficiency*

The areas of study for the survey included eight key factors:

1. *Employment*
2. *Income*
3. *Family and Relationships*
4. *Transportation*
5. *Education*
6. *Housing*
7. *Health and Healthcare*
8. *Food and Nutrition*

The methodology for gathering information was two-fold. The first method used involved door-to-door, in-person conversations with respondents living in the NSP areas. These NSPs are designated by the local Community Development Block Grant (CDBG) agency, and are selected according to where there is a high incidence of poverty and/or need for community-based services.

For our second method we expanded our efforts by attending five group sessions with employers of Employ Milwaukee's key market study groups (formerly known as Milwaukee Area Workforce Investment Board (MAWIB)). These groups are made up of businesses from five specific market areas that include:

1. *Hospitality*
2. *Finance*
3. *Manufacturing*
4. *Healthcare*
5. *Construction*

The goal of these key market study groups is to identify ways to attract, recruit and train primarily entry-level workers. The information regarding the challenges employers face in building a sustaining workforce was intended to provide additional insight to assist the CR-SDC in determining how to combat issues related to poverty.

This report focuses on and is organized by the eight key factors and includes charts and analysis gathered from the door-to-door conversations from the NSP areas. Also, data gathered from similar surveys conducted in 2009 and 2013 are used as comparison, where applicable.

EXECUTIVE SUMMARY

Information from the Employ Milwaukee's key market study groups in the overall synopsis and refer to this information occasionally within the survey report.

Finally, the synopsis provides thoughts and recommendations for change based on the information gathered. Contact information on Employ Milwaukee's key market groups. These recommendations are the opinions of the survey team and intended to help the CR-SDC Board and team make decisions about future programs and services.

SYNOPSIS OF FINDINGS

Synopsis of Findings

This synopsis is designed to provide a narrative of the key findings of this survey. It is the researchers' interpretation of the data shared along with recommendations and opportunities for the CR-SDC as it moves forward. As one reads through the survey report, they will see that many of the challenges are interrelated. Interrelated challenges complicate one's ability to narrow down a clear, simple solution or to suggest methodologies. The three key challenges that were most cited from respondents include:

1. *Employment*
2. *Job Creation*
3. *Skill Training*

It is clear that over the past seven years, as indicated by the 2009, 2013 and 2015 surveys, the key factor in what influencing poverty in Milwaukee and what could positively impact the effects of poverty in Milwaukee centers around jobs and job-creation.

In responding to questions regarding employment and training, respondents talked about many challenges they face including:

- Lack of skills needed to secure a job
- Lack of understanding where jobs can be found
- Lack of confidence or motivation in looking for work
- Transportation challenges
- Childcare or family issues
- Dependence on government support
- How to pursue a job or understanding how to compete in today's job market?

The solution to these challenges is not just about job creation but also about helping people understand the job search process and possessing the skills to become employed. Many respondents indicated that they don't currently possess the necessary skills to compete in today's job market. Some talked about soft skill training, others about specific training in trade work or technical jobs. Respondents all commented about knowing where or how to find new job opportunities.

Earning a living wage could allow respondents to more positively deal with some of the other challenges they face such as paying for health care, dealing with personal issues or furthering their education.

In addition to the employment challenges, the other top ranked areas cited by respondents that could combat poverty was helping residents deal with personal issues. There were many areas cited as challenges, but the most mentioned included:

- Alcoholism and drugs
- Felony status
- Child and family care issues
- Mental and personal health
- Dependence on government programs

SYNOPSIS OF FINDINGS

- Lack of hope, motivation or direction
- Lack of good role models to lead the way

These are much bigger issues that also address underlying emotional and psychological challenges. These require a larger scale solution and/or individually tailored solutions. These challenges are not as definable as a soft skills training program or job search training program. Many of these more personal issues need a full scale effort including staff, a good plan with measurements, and long term funding support in order to positively impact the community and create change.

If there was one broad area that the CR-SDC could focus on to positively impact poverty in Milwaukee, it would center on working with residents in the City of Milwaukee on developing job search skills and the skills needed to stay employed. The CR-SDC should also employers and job training agencies to match job needs with workers.

Employee Milwaukee's Key Market Study Groups

The goal of the Employ Milwaukee key market study groups was to identify ways to attract, recruit and train primarily entry level or underserved workers. The overall intention of attending these sessions was to compare how closely aligned the needs of employers match the challenges cited by respondents.

When assessing the kinds of skills most needed for workers to bring to a job, the key market groups rated needed skill sets in the following way:

1. Essential/Soft Skills
2. Operational Skills – specific skills to do the job
3. Education – Certificate programs, Associate Degree, Bachelor's Degree, etc.

Many of the employers felt that if a job applicant could come to work each day with basic, essential skills, they would be able to train these employees the skills required to do specific jobs.

The key market study groups also identified the kinds of challenges they face when recruiting new employees and those included:

- Minorities or underserved populations don't apply for positions in these market segments or know where/how to apply for them
- Underserved populations often don't have the basic skill sets to work in positions that require high customer service or technical abilities
- Child care, particularly when the business or organization has 24-hour service, can be an issue as it may be hard for employees to find child care in order to work 2nd or 3rd shifts or stay longer than their scheduled shift
- Employees being able to pass drug testing and background checks can be an issue especially in entry-level jobs or in organizations that have a zero-tolerance policy or organizations that do regular drug testing
- Transportation for employees can be an issue to those organizations that are not along a bus line or seeking to fill jobs outside of the city. This was particularly an issue for the manufacturing group

SYNOPSIS OF FINDINGS

- Lack of essential/soft skills, especially with entry-level type of positions, including the ability to hold a conversation, showing up on time or writing a professional email

Employers in and around Milwaukee are in need of job ready workers. Residents need training to become job ready. Collaboration with the SDC and Employ Milwaukee as well as local training organizations might make sense in developing a broad job readiness program that would truly make an impact.

In the event that the SDC would seek such collaboration, the following is a list and contact information for the Director of the Employ Milwaukee effort and the Chairpersons for each of the five committees.

Committee	Name	Email
Employ Milwaukee	Peter Coffaro	peter.coffaro@milwaukeeewib.org
Hospitality	Beth Weirick	bweirick@milwaukeedowntown.com
Construction	Mike Fabishak	mfabishak@agc-gm.org
Finance	Dan Buehrle	buehrle.daniel@principal.com
Healthcare	Keith Allen	keith.allen@froedtert.com
Manufacturing	Dave Mitchell	dmitchell@monarchcorp.com

INTRODUCTION

Introduction

The 2015 Community Relations – Social Development Commission (CR-SDC) Community Services Block Grant Needs Assessment survey consisted of 28 questions regarding poverty and the effects of poverty in our community, specifically in the NSP areas. Most of the questions were intended to provide quantitative data; however, we did include several qualitative questions to gain a better understanding of why a respondent would answer in a particular way.

We began the survey with questions to understand the makeup of the respondents as it relates to gender, ethnicity, age, and primary language spoken in the household. The results of these questions are depicted in the charts below.

AGE OF RESPONDENTS

Out of the 506 households surveyed, we have broken down the age ranges of respondents who completed the survey.

Age Ranges of Respondents Who Completed the Survey	
	2015
	<u>Count</u>
18 – 30 years of age	122
31 – 45 years of age	133
46 – 60 years of age	146
61 and older	105

GENDER OF RESPONDENTS

When comparing the 2015 gender data to previous years, there was a higher percentage of male respondents. Even though there were more male respondents in 2015, the higher percentage of overall respondents were female.

Gender of Respondents by Survey Year			
	2009	2013	2015
	<u>Percentage</u>	<u>Percentage</u>	<u>Percentage</u>
Female	63.6%	64.6%	56.8%
Male	36.4%	35.4%	42.8%
Transgender	N/A	N/A	0%
Gender Non-Conforming	N/A	N/A	.4%
Other	N/A	N/A	0%

INTRODUCTION

RACE/ETHNICITY

The chart below depicts the self-identified ethnic/racial makeup of the respondents. This chart indicates that there has not been a significant change in the ethnic makeup of the respondents living in the NSP areas from 2009 – 2015.

Race/Ethnicity of Respondents by Survey Year			
	2009	2013	2015
	Percentage	Percentage	Percentage
Black/African American	67.1%	69.1%	64.0%
White/Caucasian	14.0%	9.6%	17.4%
Hispanic	11.6%	11.5%	10.7%
Did not want to disclose	N/A	N/A	3.0%
Multiple Ethnicity/Other	5.3%	5.5%	2.4%
American Indian/Alaskan Native	1.0%	2.2%	1.6%
Asian/Pacific Islander	.8%	1.9%	1.0%

PRIMARY LANGUAGE SPOKEN IN HOME

When asked about the primary language spoken in the respondent's household, the majority, or 94.8% of respondents, indicated English was the primary language spoken in their home. The second largest response about the language spoken in the household was Spanish at 4.6%. Nine households indicated the primary language spoken was both English and Spanish, two households indicated they spoke Hindi, one household that indicated their primary language spoken was English and Hmong as well as one household that indicated that the primary language spoken was Swazi.

INTRODUCTION

WHAT KEEPS PEOPLE IN POVERTY IN MILWAUKEE?

Poverty continues to be a serious problem in Milwaukee County. In the 2009 and 2013 surveys, over 90% of the respondents indicated that poverty was an issue. In 2015, 100% of people surveyed said poverty was an issue and could state the various areas of their lives affected by poverty. Survey respondents were asked to name the three things that they think keep people in poverty. There are many similarities between barriers identified in 2015 and those from surveys in 2013 and 2009.

The top mentioned areas that keep people in poverty were lack of employment, personal issues, lack of education or training, and various community or environmental issues.

Barriers That Keep People in Poverty	
	2015
	<u>Percentage</u>
Employment/job related issues	44.2%
Personal issues	21.9%
Education/training issues	17.1%
Community/environmental issues	16.8%

Employment/Job-Related Issues:

Almost half of the respondents indicated that the biggest barrier keeping people in poverty was related to employment and jobs. Comments included not only a lack of jobs, but a lack of access to jobs or resources to help find jobs. Respondents also noted that even if someone had a job, it was not one that could sustain a family or one that paid well. Lack of skills or training to secure a job was also mentioned frequently. Throughout this survey, lack of employment was the most identified issue.

Personal Issues:

A quarter of the respondents cited personal issues as barriers that keep people in poverty. Frequent responses included: a lack of motivation or laziness, dependency on governmental programs, felony status, lack of family support, and issues surrounding health, drugs and alcoholism.

Education/Training Issues:

About a fifth of the respondents indicated that a lack of education or skills training was a key issue in keeping people in poverty. Comments centered on lack of formal education as well as specific job skills and labor related skills.

Community/Environmental Issues:

Issues related to the community or environment in which individuals live was the fourth most common barrier keeping people in poverty. These comments were broad and varied but centered on things such as, racism or discrimination, poor neighborhoods, high crime, transportation challenges, affordable housing, crime or violence, and various political issues.

INTRODUCTION

WHAT WOULD POSITIVELY AFFECT POVERTY IN MILWAUKEE?

Respondents were asked to name the three things they believe would positively affect the poverty issue in Milwaukee. The top response across all three years of surveys (2009, 2013 and 2015) was related to employment and jobs. The 2015 survey ranked assisting with various community/environmental issues just above assisting with education and training.

What Would Positively Affect Poverty	
	2015
	Percentage
Employment/job related	40.4%
Community/environmental related	23.7%
Education/training related	22.4%
Personal Related	13.4%

Employment/Job-Related:

Almost half of the respondents indicated that the biggest way to positively affect poverty in Milwaukee is through the creation and access to jobs. This has been consistent with the 2009 and 2013 surveys. Respondents indicated that more jobs providing living wages would solve many of the issues surrounding poverty.

Community/Environmental Related:

A quarter of the respondents indicated that improvement community/environmental issues were important in positively affecting poverty. Things like improving properties in the neighborhood as well as providing access to affordable home ownership, improved public transportation, and help in fixing issues with violence and crime are the ways to improve poverty.

Education/Training Related:

Another quarter of the respondents talked about training as a way to positively affect poverty. Training needs were varied but more common themes centered on soft skills and job readiness skills, technical and computer training and training in the various trades. Access to affordable education was also mentioned.

Personal Related:

Positively dealing with crime and violence, mental health and drug issues were discussed when addressing how to positively impact poverty.

It might be interesting to note that challenges identified as “keeping people in poverty” was not prioritized the same as what could “positively affect poverty”. In the “Barriers that Keep People in Poverty” chart, 21.9% of respondents stated some sort of personal issues was what kept them in poverty. Yet, in the “What Would Positively Affect Poverty” chart, 13.4% of respondents stated some sort of help with personal issues would positively affect poverty. There seems to be a gap in understanding causes and solutions.

EMPLOYMENT

Employment

EMPLOYMENT STATUS

Statistics regarding the survey respondents' employment status have remained relatively consistent over the last seven years. Full time employment in 2015 has increased by 7%. As full time jobs increased, part-time jobs decreased. The area with the greatest change is the number of respondents who are unemployed. This decreased from previous years.

Some of the questions from the 2015 survey were not phrased the same as questions asked in previous surveys. This is indicated with *N/A*.

Employment Status of Respondents by Survey Year			
	2009	2013	2015
	<u>Percentage</u>	<u>Percentage</u>	<u>Percentage</u>
Employed - full-time	30.3%	27.2%	37.3%
Employed - part-time	14.8%	16.3%	13.1%
Unemployed	24.6%	20.6%	<i>N/A</i>
Unemployed – looking for work	<i>N/A</i>	<i>N/A</i>	14.9%
Unemployed – not looking for work	<i>N/A</i>	<i>N/A</i>	3.8%
Unable to work – disabled	14.5%	14.2%	12.0%
Retired	11.1%	13.2%	14.5%
Self employed	<i>N/A</i>	<i>N/A</i>	4.4%
Not working - student/stay-at-home parent	4.7%	8.0%	<i>N/A</i>

EMPLOYMENT

CHALLENGES IN FINDING WORK

Respondents indicated that the two biggest challenges in finding work were related to a lack of education, including a lack of specific job skills. Although asked in a different way, information collected in 2015 was consistent with the 2009 and 2013 survey data. This was also consistent with comments about the need for job training. When respondents talked about lack of job skills, they were also referring to the need for more specific skill training.

Another interesting note to make is that even though transportation was indicated as the second highest key challenge in finding work, this in contrast to the 60.3% of respondents that indicated in the transportation section of the survey, that their primary means of transportation is a car, with an additional 9.2% of respondents indicating that they relied on others to drive them.

Respondents Biggest Challenges in Finding Work	
	2015
	<u>Percentage</u>
Lack of specific skills	18.0%
Transportation	17.1%
Education	13.8%
Job that pays family supporting wage	11.7%
Awareness of job openings	8.0%
Job hours or shift hours	7.5%
Childcare	6.3%
Disability/age/health barriers	4.7%
How to use technology to find jobs	3.5%
Other	3.0%
Probation/parole/on paper	2.1%
Language barriers	1.9%
Access to internet	1.6%
Veteran	0.7%
Migrant studies	0.0%

EMPLOYMENT

TRAINING NEEDS

In 2009, 70.7% of respondents reported they needed more training or education. In 2013 that percentage rose to 74.8% and in 2015, the majority of respondents, or 97.1%, indicated they needed some type of training to get a better job. There were three respondents that commented on needing help in securing work, specifically noting they were disabled.

The need for basic skills training – reading skills, writing skills and soft skills – identified by 38.1% or over a third of the respondents. In conversations with the employers in the key market study groups, soft skills, reading skills, and writing skills were the areas where they see the greatest need in making sure entry level workers were job ready.

Respondents Training Needs to get a Better Job	
	2015
	<u>Percentage</u>
Skill training for trades	27.6%
Computer training	24%
Reading/writing skills	21.5%
Soft skills training (communication, interpersonal skills, problem solving, etc.)	16.6%
Finish college/high school	4.6%
English as a second language	2.9%
Other	2.8%

INCOME

Income

POVERTY STATUS

Based on the “2015 Poverty Guidelines for the Contiguous States and the District of Columbia” as described by the US Department of Health and Human Services, the baseline dollar amounts for the federal definition of poverty were raised across the board from previous years. For example, the poverty baseline for a one-person household was raised from \$11,170 in 2013 to \$11,770 in 2015 and the poverty guideline for a two-person household was raised from \$15,130 in 2013 to \$15,930 in 2015.

The 2009 and 2013 statistics around the percentage of households in Milwaukee living above or below the poverty level were relatively similar. However, in the 2015 survey, statistics indicate there was a 7% increase in the number of respondents living above the poverty line. An increase of those living about the poverty line correlates to the increase in full-time workers.

In September of 2014, The United States Census Bureau reported that the U.S. Real Median Household Income was \$53,657. Although this survey indicates an increase in those living above the poverty line, the overall incomes are relatively low versus the national medium income.

While more households are living above the poverty line, their incomes are below the National medium. It appears as though the bottom is rising up, but there still is not a shift across all incomes levels.

Household Poverty Status by Survey Year			
	2009	2013	2015
	<u>Percentage</u>	<u>Percentage</u>	<u>Percentage</u>
More (above poverty level)	41.5%	41.0%	56.3%
Less (below poverty level)	49.5%	48.3%	39.9%
Don't know	8.9%	10.7%	3.8%

FAMILY AND RELATIONSHIPS

Family and Relationships

CHALLENGES FAMILIES FACE EVERY DAY

The biggest challenges families face every day based on the 2015 survey were lack of money and lack of training to secure a job. Crime and overall safety and security within the neighborhood where the respondent lives ranked at 19.6%. Respondents also cited issues around mental and physical health, child care, and the challenges in family relationships.

Biggest Challenges Families Face Each Day	
	2015
	Percentage
Lack of money	23.8%
Lack of jobs/training	12.4%
Crime	10.8%
Lack of safety and security	8.8%

DIRECTLY AFFECTED BY CRIME

About half of the respondents said they didn't feel safe in their homes and/or neighborhoods. Heightened crime plays a big role in respondents feeling safe enough to function on a day-to-day basis. 59.2% of respondents have been directly affected by crime in some way.

Respondents That Have/Have Not Been Directly Affected by Crime	
	2015
	Percentage
Yes	59.2%
No	40.8%

FAMILY AND RELATIONSHIPS

QUALITY OF LIFE

The 2015 survey indicated that respondents' quality of life has gotten better over previous surveys.

Respondents Change in Quality of Life by Survey Year			
	2009	2013	2015
	<u>Percentage</u>	<u>Percentage</u>	<u>Percentage</u>
Gotten better	17.4%	20.3%	30%
Gotten worse	34.0%	27.0%	28.2%
Stayed the same	47.3%	51.4%	41.8%
Don't know	1.4%	1.2%	N/A

PEOPLE LIVING IN THE HOUSEHOLD

Respondents were asked to indicate how many members of their current household fall into different age range categories. There were significant increases in the number of children as well as adults over 65.

Household Membership by Age Range by Survey Year			
	2009	2013	2015
	<u>Count</u>	<u>Count</u>	<u>Count</u>
Children – 5 years or younger	155	134	211
Children – 6 to 12 years of age	168	146	252
Children – 13 to 17 years of age	130	103	176
Adults – 18 to 64 years of age	480	356	761
Adults – 65 years or older	83	81	138

TRANSPORTATION

Transportation

PRIMARY MEANS OF TRANSPORTATION

The respondents in the 2015 survey indicated that 60.3% use a car as their primary means of transportation. An additional 9.2% have others they rely on to drive them and 27.9% use the bus. The majority of respondents surveyed have the means to travel to jobs, appointments, gatherings or places they need to go.

In the 2009 and 2013 surveys, respondents were asked if they owned a car. In 2009 51.9% indicated they owned a car and in 2013 55.5% indicated they owned a car. While not the same question as the 2015 survey which asked respondents to indicate their primary means of transportation, one could infer that over half the respondents had access to transportation during those years.

Respondents Primary Means of Transportation	
	2015
	<u>Percentage</u>
Car	60.3%
Bus	27.9%
Rely on others to drive	9.2%
Walk	1.8%
Bike	.8%

TRANSPORTATION

TRANSPORTATION CHALLENGES

When respondents were asked what their transportation challenges were, results showed that the general cost of transportation was ranked the highest challenge at 33.7% including the cost of buying a car, maintenance and repair costs and the cost of gas. Not having a car and having no transportation challenges were the second and third most cited transportation challenges responses with only a 0.1% difference.

Respondents Transportation Challenges	
	2015
	<u>Percentage</u>
Cost	33.7%
No car	17.9%
No challenges	17.8%
No driver's license	12.2%
No vehicle insurance	7.0%
Bus schedules do not work with your schedule	5.8%
Disabilities cause transportation challenges	3.3%
Other	2.3%

EDUCATION

Education

HIGHEST LEVEL OF SCHOOL COMPLETED

The statistics indicating the highest level of education completed by respondents has remained relatively the same from 2009 to 2015. However, respondents with a Bachelor's degree almost doubled from 7.7% in 2009 to 12.4% in 2015. Those respondents with an Associate Degree also increased, but only slightly from 6.7% in 2009 to 8.2% in 2015. We found that in comparing the three surveys, having a high school diploma or GED as the most consistent level of education completed.

Respondents Highest Level of Education Completed by Survey Year			
	2009	2013	2015
	<u>Percentage</u>	<u>Percentage</u>	<u>Percentage</u>
Less than High School	15.0%	15.0%	14.9%
High School Diploma/GED	38.6%	35.7%	35.7%
Some college	25.3%	28.3%	22.7%
Apprenticeship Program	2.0%	2.6%	2.2%
Associate Degree	6.7%	7.9%	8.2%
Bachelor's Degree	7.7%	7.4%	12.4%
Master's Degree/PhD	4.6%	3.1%	3.8%

EDUCATION

CHALLENGES IN GETTING EDUCATION

We asked respondents what their challenges were in getting a good education and the responses varied. Overall, they indicated cost, transportation, and lack of role models as the greatest challenges.

Respondents Education Challenges	
	2015
	<u>Percentage</u>
Cost	32.8%
Transportation	13.8%
Lack of role models	12.1%
Lack of basic skills	10.4%
Learning challenges	9.4%
Limited quality schools	9.2%
Variety of school choices	5.7%
No time	2.5%
Lack of motivation	1.4%
Other	0.8%
Immigrant issues	0.5%
Age	0.4%
Child care	0.4%
Lack of information	0.3%
Medical problems/health	0.2%

HOW POVERTY AFFECTS EDUCATION

Key factors cited from respondents on how they feel poverty affects education were similar to responses to other questions throughout this survey with almost half of the respondents citing that lack of money to pay for an education or the costs to get an education as the greatest challenge.

Other key factors cited on how poverty affects education included the lack of quality schools and teachers, lack of motivation, poor nutrition, transportation and, a lack of job skills.

HOUSING

Housing

OWN OR RENT

The percentage of respondents who own their home has increased from previous years by about 8%, while those who rent decreased by almost the same percentage.

Respondents Who Own or Rent Their Homes by Survey Year			
	2009	2013	2015
	<u>Percentage</u>	<u>Percentage</u>	<u>Percentage</u>
Own	32.5%	33.5%	41.3%
Rent	65.4%	60.5%	56.3%
Other*	2.0%	6.0%	2.4%

**Other was included as an option to capture those respondents that were living with a relative, friend, or arrangement where no housing cost was incurred.*

SECTION 8 OR PUBLIC HOUSING SUPPORT

Respondents in previous years cited that in 2009, 23.4% were getting some kind of housing support and in 2013 22.8% received support. In the 2015 survey, the number of respondents getting housing support was 18.7%, a decrease of 4%.

Respondents Who Receive Section 8 or Public Housing Benefits	
	2015
	<u>Percentage</u>
Yes	18.7%
No	81.3%

HOW POVERTY AFFECTS HOUSING

The majority of respondents cited that the high cost to own and/or maintain a home as the biggest factor in how poverty affects housing. Other factors cited included bad or unsafe neighborhoods in the NSP areas, landlords that do not maintain their properties and the number of affordable housing choices available.

HOUSING

SAFETY IN NEIGHBORHOODS

About two-thirds of the respondents indicated that they do not feel safe in their homes. This would coincide with statistics throughout this report related to crime and violence.

Respondents Who Do or Don't Feel Safe in Their Neighborhood	
	2015
	<u>Percentage</u>
Unsafe	63.2%
Safe	36.8%

HEALTH AND HEALTHCARE

Health and Healthcare

HOW POVERTY AFFECTS HEALTH

When respondents were asked what they thought the greatest impacts of poverty on health were, they responded with the cost of healthcare, prescriptions and insurance as the three biggest factors.

Effects of Poverty on Health	
	2015
	<u>Percentage</u>
Cost	17.2%
Cost of medications	12.9%
No insurance/affordable insurance	12.9%
Transportation to medical care	9.0%
Mental health	8.9%
Awareness of chronic illness (diabetes, heart issues)	7.1%
Lack of nearby medical clinics	6.8%
Addictive behaviors	6.6%
No primary doctor	6.2%
Physical health	6.0%
Need counseling	5.5%
Other	0.5%
Nutrition	0.4%

HEALTH AND HEALTHCARE

HEALTH INSURANCE

Respondents who are not covered by insurance have decreased over the last three surveys. Respondents that were covered by some sort of state or federal insurance have also decreased from 71.0% in 2013 to 54.1% in 2015.

Respondents Insurance Coverage by Survey Year	
	2015
	<u>Percentage</u>
No insurance/lack of insurance coverage	9.2%
State or federal program	54.1%
Private	12.7%
Insurance through employer	24.0%

FOOD AND NUTRITION

Food and Nutrition

HOW POVERTY AFFECTS FAMILY NUTRITION

The cost of food, access to grocery stores, and proper nutrition comprised 91.8% of responses when asked how poverty affects their family's nutrition. Many respondents talked about the lack of grocery stores in their area, and the lack of healthy food options at the stores at which they shop. Due to constrained personal budgets, many respondents purchase lower cost or fast foods. Poor nutrition was also cited as one of the key factors to getting a good education.

Effects of Poverty on Nutrition	
	2015
	<u>Percentage</u>
Cost of food	54.8%
No easy access to grocery stores	18.8%
Education about proper nutrition	18.2%
Lack of equipment to prepare meals at home such as a stove or refrigerator	5.7%
Does not affect	1.4%
Lack of healthy food options	.6%
Less food stamps for family	.5%

SNAP AND WIC BENEFITS

The number of respondents that receive SNAP or WIC benefits has decreased dramatically since the 2013 survey.

Respondents Receiving SNAP or WIC by Survey Year			
	2009	2013	2015
	<u>Percentage</u>	<u>Percentage</u>	<u>Percentage</u>
Food Stamps (SNAP)	48.5%	60.3%	32.8%
Women, Infants, and Children (WIC)	20.6%	17.6%	2.2%
Both	N/A	N/A	9%
None	N/A	N/A	56%

APPENDIX A- ADDITIONAL SURVEY RESPONSES

Appendix A

After the needs assessment survey that was conducted by Chamness Group, SDC conducted additional surveying to VITA program clients during the weeks of April 4-15 and during the VITA Super Saturday on April 9, 2016 at the Richards Street location. On Thursday, April 15, 2016 at the North Avenue location surveying was conducted for Education Services clients. Also on Friday, June 10, 2016 SDC also conducted another distribution of needs assessment surveys during the Senior Companions Program In service at the US Bank building. In total, we collected an additional 147 surveys with questions intending to identify how poverty affects individuals and families. The total count included in Appendix A is a combination of the aforementioned totals from the Chamness Group study and the 147 additional surveys bringing the total to 653 respondents.

Age of Respondents

Of the 653 individuals surveyed, 2 respondents skipped answering the question of age range. With 651 answering; below are the respondent's answers:

Age Ranges of Respondents	
	Integrated Totals
	Count
18-30 years of age	140 (22%)
31-45 years of age	156 (24%)
46-60 years of age	186 (28%)
61 and older	169 (26%)

NSP Zip Codes of Respondents

Of the 147 additional individuals surveyed, 2 skipped answering the question of "zip code residence" and the remaining 145 are broken down below. A total of 104 individuals accounted for living in NSP area zip codes. The Chamness Groups' study did not ask for NSP zip codes of respondents.

NSP Zip Code Respondents	
	Integrated Totals
	Count
Other Zip Codes	41
53206	17
53216	17
53212	15
53208	14
53209	12
53210	12
53218	7
53205	4
53233	3
53204	1
53215	1
53224	1

APPENDIX A- ADDITIONAL SURVEY RESPONSES

Gender of Respondents

Of the 653 individuals surveyed, 1 skipped answering the question of “gender”. With 652 answering; below are the respondent’s answers:

Gender of Respondents	
	Integrated Totals
	Count
Female	400 (61%)
Male	252 (39%)
Transgender	N/A
Gender Non-Conforming	N/A
Other	N/A

Race/Ethnicity

Of the 653 individuals surveyed, 2 skipped answering the question of “race/ethnicity” with 651 answering; below are the respondent’s answers:

Race/Ethnicity Respondents	
	Integrated Totals
	Count
Black/African American	444 (68%)
White/Caucasian	100 (15%)
Hispanic	60 (9%)
Multiple Ethnicity/Other	17 (3%)
Did not want to disclose	15 (2%)
American Indian or Alaskan Native	10 (2%)
Asian/ Pacific Islander	5 (1%)

Primary Language Spoken In Home

Of the 653 individuals surveyed, 1 skipped answering the question of “primary language spoken” and the remaining 652 responded. Of the 652 individuals that responded, 620 answered “English” as their primary language spoken at home and 23 answered “Spanish”. Nine respondents indicated the primary language spoken was both English and Spanish.

APPENDIX A- ADDITIONAL SURVEY RESPONSES

What Keeps People in Poverty in Milwaukee?

Of the 653 individuals surveyed, 11 skipped answering the question of “what keeps people in poverty in Milwaukee?” with 642 answering; below are the respondent’s answers:

What keeps people in poverty in Milwaukee?	
	Integrated Totals
	Count
Employment/job related issues	284 (44%)
Personal issues	130 (21%)
Community/environmental issues	116 (18%)
Education/training issues	112(17%)

INCOME

Poverty Status

The integration of totals is not available due to the Chamness Group surveying not asking for household size or income but just the poverty level. Of the 147 individuals surveyed, 5 skipped answering the question “Based on your household size, is your total annual income more or less than the corresponding income?” with 142 answering; below are the respondent’s answers:

Household Poverty Status				
HH Size & Income	More Than	Less Than	Don't Know	Total
\$14,713 HH Size 1	14 (18.2%)	47 (61.8%)	15 (19.7%)	76
\$19,913 HH Size 2	2 (14.2%)	8 (57%)	4 (28.5%)	14
\$25,113 HH Size 3	2 (13.3%)	6 (40%)	7 (46.6%)	15
\$30,313 HH Size 4	0	5 (50%)	5 (50%)	10
\$35,513 HH Size 5	1 (10%)	5 (50%)	4 (40%)	10
\$40,713 HH Size 6	0	4 (57.1%)	3 (42.8%)	7
\$45,913 HH Size 7	1 (25%)	3 (75%)	0	4
\$51,113 HH Size 8	0	3 (50%)	3 (50%)	6

APPENDIX A- ADDITIONAL SURVEY RESPONSES

Employment

Employment Status

Of the 653 individuals surveyed, 6 skipped answering the question, “Which of the following categories best describes your employment status?” with 647 answering; below are the respondent’s answers:

Employment Status of Respondents	
	Integrated Totals
	Count
Employed, working full-time	223 (34%)
Retired	117 (18%)
Unemployed, looking for work	92 (14%)
Employed, working part-time	89 (14%)
Disabled, not able to work	79 (13%)
Unemployed, not looking for work	25 (4%)
Self-Employed	22 (3%)

Challenges in Finding Work

Of the 653 individuals surveyed, 23 skipped answering the question “If you are unemployed, what are the biggest challenges in finding work?” with 630 answering; below are the respondent’s answers:

Respondents Biggest Challenges in Finding Work	
	Integrated Totals
	Count
Lack of specific skills	112 (18%)
Transportation	106 (17%)
Education	89 (14%)
Jobs that pays family supporting wage	72 (11%)
Awareness of job openings	54 (9%)
Jobs hours or shift hours	52 (9%)
Childcare	37 (6%)
How to use technology to find jobs	33 (5%)
Other	33 (5%)
Probation/Parole/On Paper	13 (2%)
Language barriers	13 (2%)
Access to internet	8 (1%)
Veteran	7 (1%)
Migrant studies	1 (0.1%)

APPENDIX A- ADDITIONAL SURVEY RESPONSES

Training Needs

Of the 653 individuals surveyed, 62 skipped answering the question “What kind of training or education would you need to get the job you want or a better job?” with 591 answering; below are the respondent’s answers:

Respondents Training Needs to get a Better Job	
	Integrated Totals
	Count
Computer	182 (31%)
Skill training for Trades	159 (27%)
Reading/Writing	118 (20%)
Soft skills training (i.e. Communication, Interpersonal Skills, Problem Solving, etc.)	93 (16%)
Other	23 (4%)
ESL	16 (2%)

Family and Relationships

Challenges Families Face Every Day

‘Other’ represents respondents that cited issues around mental and physical health, child care, transportation, nutrition, housing and the challenges in family relationships.

Biggest Challenges Families Face Each Day	
	Integrated Totals
	Count
Other	285 (43%)
Lack of Money	165 (25%)
Crime	84 (12%)
Lack of jobs/training	76 (11%)
Lack of safety and security	43 (6%)

Directly Affected By Crime

Of the 653 individuals surveyed, 7 skipped answering the question “Has you or anyone in your family been directly affected by crime?” with 646 answering; below are the respondent’s answers:

Respondents That Have/Have Not Been Directly Affected by Crime	
	Integrated Totals
	Count
Yes	349 (54%)
No	297 (46%)

APPENDIX A- ADDITIONAL SURVEY RESPONSES

Quality of Life

Of the 653 individuals surveyed, 9 skipped answering the question “Has you or anyone in your family been directly affected by crime?” with 644 answering; below are the respondent’s answers:

Respondents Change In Quality of Life by Survey Year	
	Integrated Totals
	Count
Stayed the Same	271 (42%)
Better	197 (31%)
Worse	176 (27%)

People Living in the Household

This chart shows the total amount of people living in households. Of the 653 individuals surveyed, 22 skipped answering the question “In regards to the people living in your household:” with 631 answering; below are the respondent’s answers:

Household Membership by Age Range	
	Integrated Totals
	Count
How many children age 5 or younger?	223
How many children age 6-12?	261
How many children age 13-17?	188
How many adults age 18-64?	824
How many adults age 65 and older?	167

Transportation

Primary Means of Transportation

Of the 653 individuals surveyed, 8 skipped answering the question “What is your primary means of transportation?” with 645 answering; below are the respondent’s answers:

Respondents Primary Means of Transportation	
	Integrated Totals
	Count
Car	384 (59%)
Bus	191 (29%)
Rely on others to drive	52 (9%)
Walk	12 (2%)
Bike	6 (1%)

APPENDIX A- ADDITIONAL SURVEY RESPONSES

Transportation Challenges

Of the 653 individuals surveyed, 26 skipped answering the question “What are your transportation challenges?” with 627 answering; below are the respondent’s answers:

Respondents Transportation Challenges	
	Integrated Totals
	Count
Cost	211 (34%)
No challenges	125 (20%)
No Car	106 (17%)
No driver license	68 (11%)
No vehicle insurance	43 (7%)
Bus schedules do not work with your schedule	37 (6%)
Other	19 (3%)
Disabilities cause transportation challenges	18 (2%)

Education

Highest Level of School Completed

Of the 653 individuals surveyed, 10 skipped answering the question “What is your highest level of education completed?” with 643 answering; below are the respondent’s answers:

Respondents Highest Level of Education Completed	
	Integrated Totals
	Count
Less than high school degree	104 (17%)
High school diploma or equivalent (e.g. GED/HSED)	240 (37%)
Some college but no degree	141 (22%)
Apprenticeship program	15 (2%)
Associate degree	56 (9%)
Bachelor Degree	66 (10%)
Graduate Degree	21 (3%)

APPENDIX A- ADDITIONAL SURVEY RESPONSES

Challenges in Getting Education

Of the 653 individuals surveyed, 37 skipped answering the question “What are the challenges in getting a good education?” with 616 answering; below are the respondent’s answers:

Respondents Education Challenges	
	Integrated Totals
	Count
Cost	221 (35.8%)
Transportation	74 (12%)
Lack of role models	72(11.6%)
Lack of basic skills	66(10.7%)
Learning challenges	57 (9.2%)
Limited quality schools	49 (7.9%)
Variety of school choices	32(6%)
No time	12(1.9%)
Other	12(1.9%)
Lack of motivation	8 (1.2%)
Immigrant issues	3 (.4%)
Age	3 (.4%)
Child Care	3(.4%)
Lack of information	2(.3%)
Medical problems/health	2(.3%)

Housing

Own or Rent

Of the 653 individuals surveyed, 8 skipped answering the question “Do you rent or own the place where you live?” with 645 answering; below are the respondent’s answers:

Respondents Who Own or Rent Their Homes	
	Integrated Totals
	Count
Rent	399 (61.8%)
Own	232 (35.9%)
Other	14 (2.3%)

APPENDIX A- ADDITIONAL SURVEY RESPONSES

Section 8 or Public Housing Support

Of the 653 individuals surveyed, 13 skipped answering the question “Do you live in public housing or receive any housing support such as Section 8?” with 640 answering; below are the respondent’s answers:

Respondents Who Receive Section 8 or Public Housing Benefits	
	Integrated Totals
	Count
No	512 (80%)
Yes	127 (19.8%)
Other	1 (0.2%)

Safety in Neighborhoods

Of the 653 individuals surveyed, 15 skipped answering the question “Do you feel safe in your neighborhood?” with 638 answering; below are the respondent’s answers:

Respondents Who Do or Don’t Feel Safe In Their Neighborhood	
	Integrated Totals
	Count
Unsafe	418 (65.5%)
Safe	220 (34.5%)

Heath and Healthcare

How Poverty Affects Health

Of the 653 individuals surveyed, 48 skipped answering the question “What are the greatest impacts of poverty on health?” with 605 answering; below are the respondent’s answers:

Effects of Poverty on Health	
	Integrated Totals
	Count
Cost	146 (24%)
No insurance/affordable insurance	83 (14%)
Cost of medications	69(11%)
Transportation to medical care	50 (8%)
Mental Health	47(8%)
Awareness of chronic illness (diabetes, heart issues)	41(7%)
Addictive behaviors	35(6%)
Lack of nearby medical clinics	34(6%)
No primary doctors	33 (5%)
Physical health	31(5%)
Need counseling	30 (5%)
Other	3 (.5%)
Nutrition	3 (.5%)

APPENDIX A- ADDITIONAL SURVEY RESPONSES

Health Insurance

Of the 653 individuals surveyed, 29 skipped answering the question “What type of Health Insurance Provider do you have?” with 624 answering; below are the respondent’s answers:

Respondents Insurance Coverage	
	Integrated Totals
	Count
State or Federal Government program (example: Medicare, BadgerCare, etc.)	358 (57%)
Employer Paid	133 (21%)
Private	78 (13%)
No insurance/lack of insurance coverage	55 (9%)

FOOD and NUTRITION

How Poverty Affects Family Nutrition

Of the 653 individuals surveyed, 37 skipped answering the question “What are your family's food and nutrition challenges?” with 616 answering; below are the respondent’s answers:

Effects of Poverty on Nutrition	
	Integrated Totals
	Count
Cost of Food	363 (58.3%)
Education about proper nutrition	110 (18%)
No easy access to grocery stores	102 (17%)
Lack of equipment to prepare meals at home such as a stove or refrigerator?	30 (5%)
Does not affect	7 (1%)
Lack of healthy food options	3(.5%)
Less food stamps for family	1(.2%)

SNAP and WIC Benefits

Of the 653 individuals surveyed, 67 skipped answering the question “Does your household receive SNAP or WIC?” with 586 answering; below are the respondent’s answers:

Respondents Receiving SNAP or WIC	
	Integrated Totals
	Count
None	283 (48%)
Food Stamps (SNAP)	241 (41%)
Both	46 (8%)
Women, Infants, and Children (WIC)	16 (3%)

APPENDIX B- YOUTH AND POVERTY TASK FORCE

Introduction

One in five children lives below the federal poverty level in the United States (Academic Pediatric Association Task Force on Childhood Poverty, 2013). The impact of poverty on children can be observed in their health, educational attainment and rates of interaction with the justice system. The issue of childhood poverty is more prominent in racial and ethnic communities, a significant problem for SDC because a majority of the city of Milwaukee's citizens are classified as people of color.

Locally, Milwaukee remains one of America's 10 most impoverished large cities, ranking the fourth-most impoverished large city in the United States, according to the U.S Census Bureau. The poverty rate in Milwaukee reached 27 percent in 2009 (Milwaukee Journal Sentinel, September 28, 2013). Only Detroit (36.4 percent), Cleveland (35 percent) and Buffalo (28.8 percent) are dealing with higher poverty rates among its citizens. An estimated four out of 10 children (62,432) are living in poverty in the city of Milwaukee. The impact of poverty can be felt in the public school system, where 83 percent of the students are eligible for free or reduced meals.

In January 2014, the process began of establishing the SDC Youth and Poverty Task Force. The reason SDC commissioned this task force is because Milwaukee is among the nation's most impoverished cities. As an advocate for low-income individuals and families in Milwaukee County, SDC needs to address the persisting issue of poverty among children. The focus of the task force is to examine the consequence of poverty on children in Milwaukee County from a social-emotional, educational and health perspective. The task force included 13 or 15 professionals from diverse backgrounds with expertise on this matter. Headed by co-chairs Dr. Gary Williams and Dr. Desmond Means; the charge of the task force on Youth and Poverty is to improve the lives of Milwaukee County youth who currently or potentially live in poverty. To that end, the task force will focus on the following:

- Analyze the impact of poverty on the youth in Milwaukee County
- Identify root causes of poverty that persist for the youth of Milwaukee County
- Develop recommendations and practical strategies that can be implemented the root cause of poverty for youth in Milwaukee County
- Develop recommendations for policy changes at the city, county, and state governmental levels

Several phases/initiatives were made through the process that the task force worked through, as illustrated below.

Phase I

At the inaugural meeting, the task force members were introduced Wisconsin and Milwaukee County Youth and Poverty data ranging from where the economically disadvantaged (from free or reduced lunch) to the percentage of children living below 50% of the poverty line. The things that task force felt that were important and needed addressing after the first meeting was:

- The threats and challenges/opportunities that the task force faced.
- The realization of missing demographics at the round table
 - Private sector
 - Indian community
- Unaccounted data needs to be spoken about as well (ex. Undocumented immigrants)
- Large issue of "distribution of resources"
 - Level of resources are insufficient to the cause of helping our youth
- Conversation on "Political Will"
 - Is the police state willing to do the works for safety
- Legislation and cutting of tax credits
- Other areas of concentration

APPENDIX B- YOUTH AND POVERTY TASK FORCE

- Prevention and Health

Phase II

At the second task force meeting, David Riemer of Community Advocates gave a presentation to the Youth and Poverty Task Force in regards to Youth and Poverty. Community Advocates, through extensive research and data produced a five-pronged approach to reducing poverty. The five solutions are:

1. Create “transitional jobs” for underemployed and unemployed people.
2. Increasing the federal minimum wage to \$10.10 an hour.
3. Expand the earned income tax credit
4. Increase funding for child-care subsidies.
5. Increase support for people who are physically or mentally incapable of working — people with disabilities and receiving Social Security and Supplemental Security Income.

Mr. Riemer proposed also a “Working Americans Tax Credit”, which would provide a bigger incentive of reward for work. If a transitional job pays more than the minimum wage, it may induce people to quit private sector employment.

Phase III

During the third meeting of the Youth and Poverty Task Force, a draft framework was presented to develop final recommendations. In discussing this framework, intergenerational mobility (IGM) was entertained. IGM refers to changes in social status between different generations within the same family. IGM is determined by two forces:

1. Differences in opportunities
2. Differences in taking advantage of opportunities

In trying to located where the land of opportunity is; research concluded the following:

- There is a correlation between an increase in parent income and a child’s income
- Where you live has an impact on IGM
- High mobility areas have
 - Less residential segregation
 - Less income inequality
 - Better primary schools
 - Greater social capital
 - Greater family stability

(Cheety, Hendren, Kline, Saez, 2014)

This meeting had a large emphasis on parents such as a child being raised in a single parent household compared to a two parent household. Data showed the following:

- 40 percent of US births are out of wedlock and half of all births to women under 30 are out of wedlock
- Marriage rates are falling- especially for whites and family complexity is rising (Murray and Cherlin)
- Childbearing is higher for youngest first birth, lowest education mothers, most of whom are poor or near poor and who have more kids per woman than average. In contrast, well-educated parents have fewer children later (in marriage) under much better economic circumstances (McLanahan, 2004; et al, 2011).

APPENDIX B- YOUTH AND POVERTY TASK FORCE

Phase IV

For the final phase, co-chairs Dr. Williams and Dr. Means held two focus groups with the youth at the SDC Youth and Family Development location and the Milwaukee Christian Center. There were a combined total of 52 participants at the focus groups with ages ranging from 13-17. The participants were asked 5 open ended questions that pertained to them and the betterment of the community.

The questions were as follows:

1. How can we improve education to help students do better in school?
 - a. What would make you want to go to school and do better while there?
2. How can we improve job opportunities for you?
 - a. What kind of job/work would you like to do?
 - b. What are you looking for/expecting when looking for work?
3. Here in Milwaukee, what is the link between crime and poverty?
 - a. Do you believe through addressing poverty; crime and violence will be reduced?
4. What is one thing you want us to do that will make conditions in your community better?
5. How can the community better support your family in giving economic security and emotional guidance?

Participants were then broken up into small groups where they discussed the questions among one another then the co-chairs had an open discussion with them. The dialogue during the open discussion was very engaging and beneficial to the task force. Here are a few responses from the participants in regards to the questions:

- Question 1
 - More teachers that care
 - Not having to pay to go to a school with quality education
 - Less class time/lecturing and more engaging and hands-on activities
- Question 2
 - By dropping the age limit where youth could be able to get a work permit
 - Raise minimum wage to about \$15.00 per hour if possible
 - Possibly lowering the military entry age to 16
 - Youth would want to clean & make the community better (possible job opportunities here for the youth in cleaning)
- Question 3
 - People need to understand that people resort to crime because they feel their choices or opportunities are limited
 - Poor decisions (such as no schooling) creating crime and enabling people to make bad decisions with lack of money
 - More job opportunities will create less crime
- Question 4
 - More police patrol
 - Cleaning up neighborhoods (fixing streets/infrastructure)
 - Becoming more familiar with community leaders
 - Building a better community (parks, etc.)
 - Reduce or eliminate the cost of participation for classes or activities in Boys & Girls Club, Parks or other community centers (there are not enough free activities for youth in the community)
- Question 5
 - Watching out for each other and caring for each other
 - More outreach to families of all types: Get dads involved, more support and activities for single moms.
 - Better group homes in the community where needed

APPENDIX B- YOUTH AND POVERTY TASK FORCE

- Offer professional workshops in giving practical skill building and practice with job skills; resume and interview skill training
- Professional mentors in different fields
- Enhance safety within neighborhoods: Neighborhood watches, more grants, vouchers or other funding to improve security for homes (i.e. windows, doors, lighting, etc.)

Conclusion

The Youth and Poverty Task Force's focus was to examine the consequence of poverty on children in Milwaukee County from a social-emotional, educational and health perspective. Amazing information and data was compiled during this task force whereas leaders of the community we can take necessary steps to move forward with combating the terrible trend of 20% of our children living in poverty.

APPENDIX C- SOCIAL ECONOMIC FACTORS

Social Economic Factors

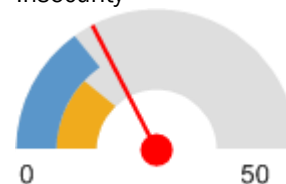
Economic and social insecurity often are associated with poor health. Poverty, unemployment, and lack of educational achievement affect access to care and a community's ability to engage in healthy behaviors. Without a network of support and a safe community, families cannot thrive. Ensuring access to social and economic resources provides a foundation for a healthy community.

Food Insecurity Rate

This indicator reports the estimated percentage of the population that experienced food insecurity at some point during the report year. Food insecurity is the household-level economic and social condition of limited or uncertain access to adequate food.

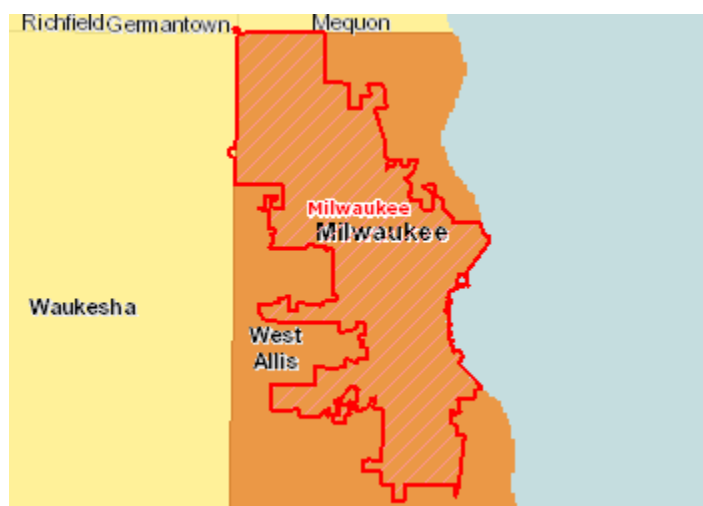
Report Area	Total Population	Food Insecure Population, Total	Food Insecurity Rate
City of Milwaukee	596,498	103,727	17.39%
Milwaukee County, WI	950,527	165,290	17.39%
Washington County, WI	132,186	12,540	9.49%
Waukesha County, WI	391,200	34,370	8.79%
Wisconsin	5,742,713	714,000	12.43%
United States	320,750,757	48,770,990	15.21%

Percentage of the Population with Food Insecurity



■ City of Milwaukee (17.39)
■ Wisconsin (12.43)
■ United States (15.21)

Data Source: Feeding America. 2013. Source geography: County



Food Insecure Population, Percent by County, Feeding America 2013

■ Over 18.0%
■ 15.1 - 18.0%
■ 12.1 - 15.0%
■ Under 12.1%
□ Report Area

APPENDIX C- SOCIAL ECONOMIC FACTORS

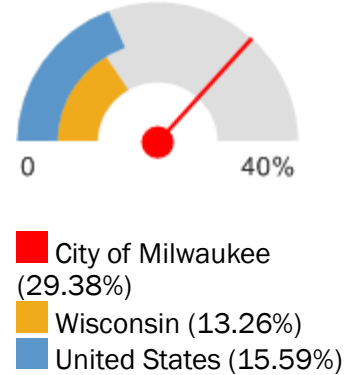
Poverty Rate (< 100% FPL)

Poverty is considered a *key driver* of health status.

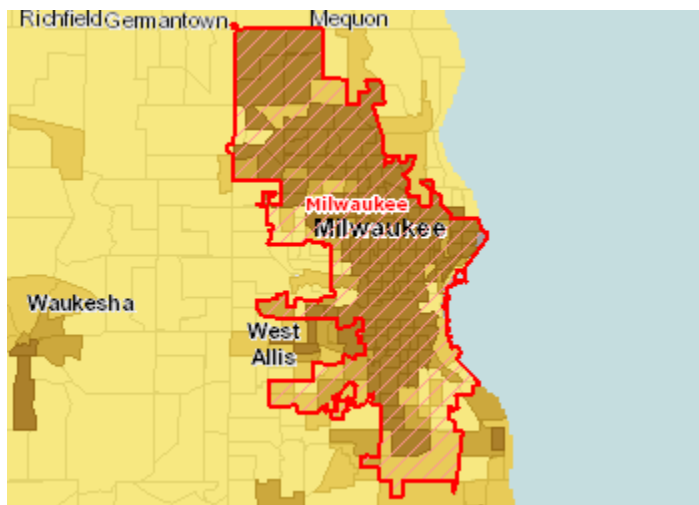
Within the report area 29.38% or 170,943 individuals are living in households with income below the Federal Poverty Level (FPL). This indicator is relevant because poverty creates barriers to access including health services, healthy food, and other necessities that contribute to poor health status.

Report Area	Total Population	Population in Poverty	Percent Population in Poverty
City of Milwaukee	581,847	170,943	29.38%
Milwaukee County, WI	931,401	203,926	21.89%
Washington County, WI	131,316	8,093	6.16%
Waukesha County, WI	387,189	21,690	5.6%
Wisconsin	5,571,083	738,557	13.26%
United States	306,226,400	47,755,608	15.59%

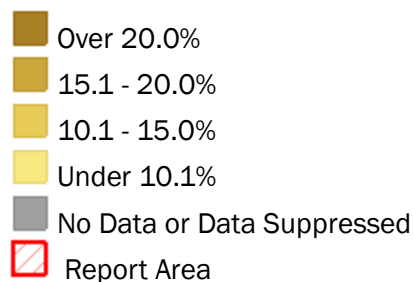
Percent Population in Poverty



Data Source: US Census Bureau, American Community Survey. 2010-14. Source geography: Tract



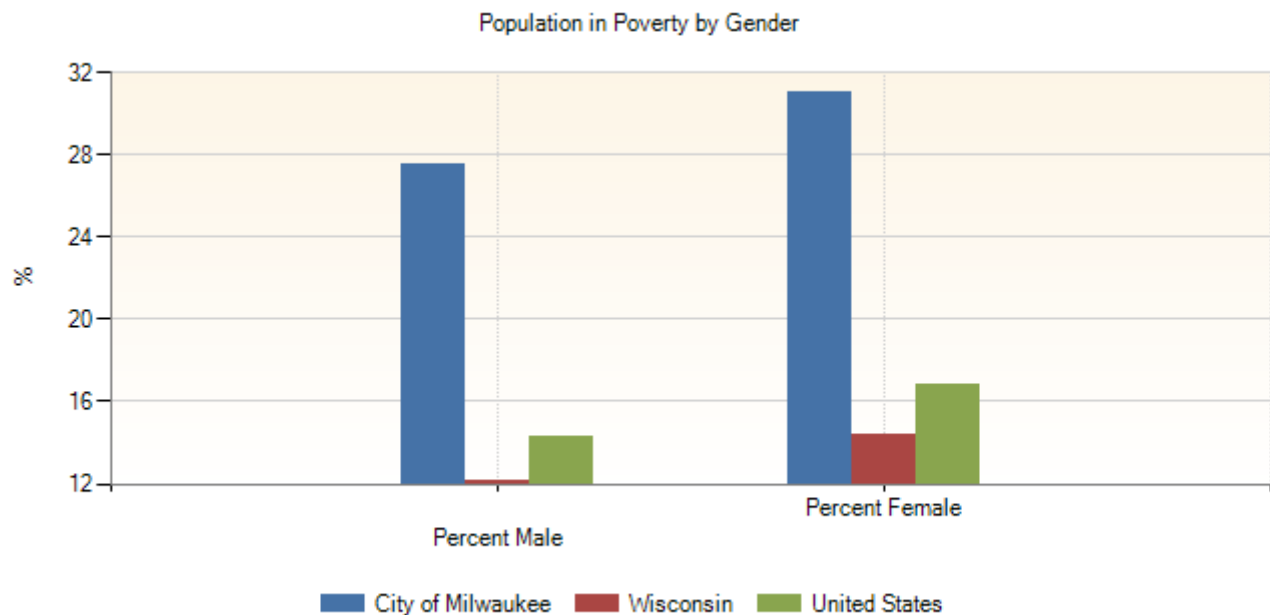
Population Below the Poverty Level, Percent by Tract, ACS 2010-14



APPENDIX C- SOCIAL ECONOMIC FACTORS

Population in Poverty by Gender

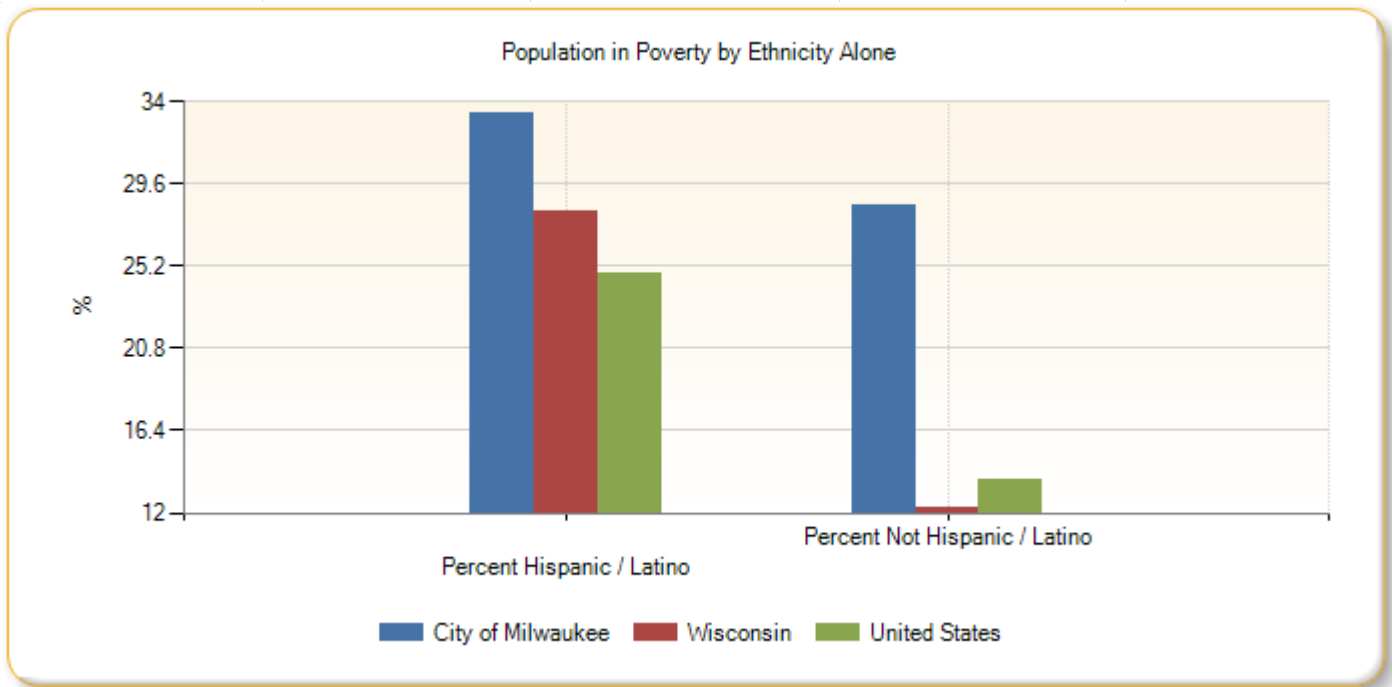
Report Area	Total Male	Total Female	Percent Male	Percent Female
City of Milwaukee	77,076	93,867	27.58%	31.04%
Milwaukee County, WI	91,310	112,616	20.36%	23.32%
Washington County, WI	3,410	4,683	5.24%	7.07%
Waukesha County, WI	9,621	12,069	5.06%	6.13%
Wisconsin	332,564	405,993	12.07%	14.42%
United States	21,461,752	26,293,856	14.33%	16.81%



APPENDIX C- SOCIAL ECONOMIC FACTORS

Population in Poverty by Ethnicity Alone

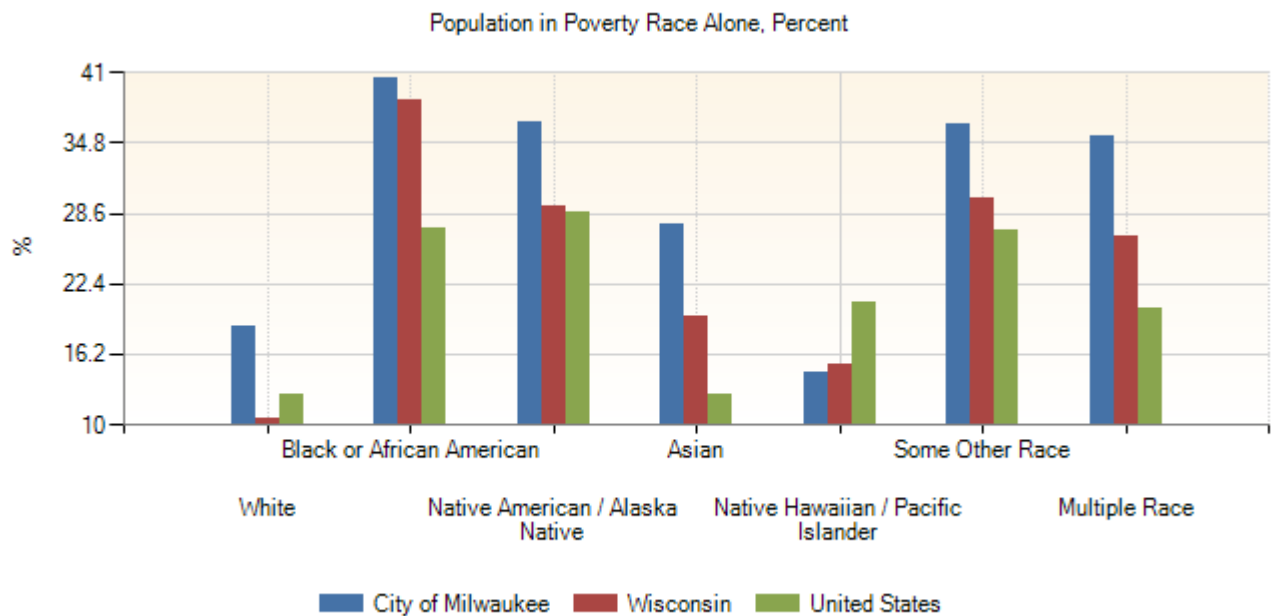
Report Area	Total Hispanic / Latino	Total Not Hispanic / Latino	Percent Hispanic / Latino	Percent Not Hispanic / Latino
City of Milwaukee	35,021	135,922	33.41%	28.49%
Milwaukee County, WI	39,737	164,189	30.65%	20.48%
Washington County, WI	1,045	7,048	28.72%	5.52%
Waukesha County, WI	2,813	18,877	16.67%	5.1%
Wisconsin	96,952	641,605	28.08%	12.28%
United States	12,880,559	34,875,048	24.77%	13.72%



APPENDIX C- SOCIAL ECONOMIC FACTORS

Population in Poverty Race Alone, Percent

Report Area	White	Black or African American	Native American / Alaska Native	Asian	Native Hawaiian / Pacific Islander	Some Other Race	Multiple Race
City of Milwaukee	18.67%	40.43%	36.58%	27.7%	14.57%	36.4%	35.48%
Milwaukee County, WI	13.18%	39.22%	30.93%	22.49%	13.43%	34.71%	29.43%
Washington County, WI	5.82%	15.32%	0%	2.76%	0%	24.57%	21.44%
Waukesha County, WI	4.99%	30.31%	12.5%	5.01%	0%	22.68%	12.08%
Wisconsin	10.54%	38.56%	29.24%	19.55%	15.3%	30%	26.59%
United States	12.76%	27.33%	28.79%	12.7%	20.73%	27.09%	20.33%



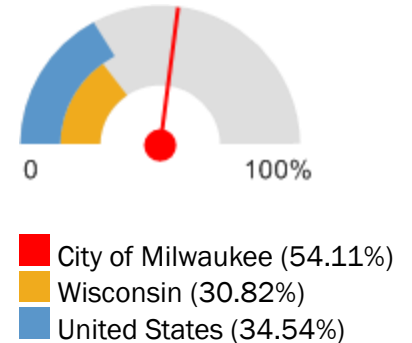
APPENDIX C- SOCIAL ECONOMIC FACTORS

Poverty Rate (< 200% FPL)

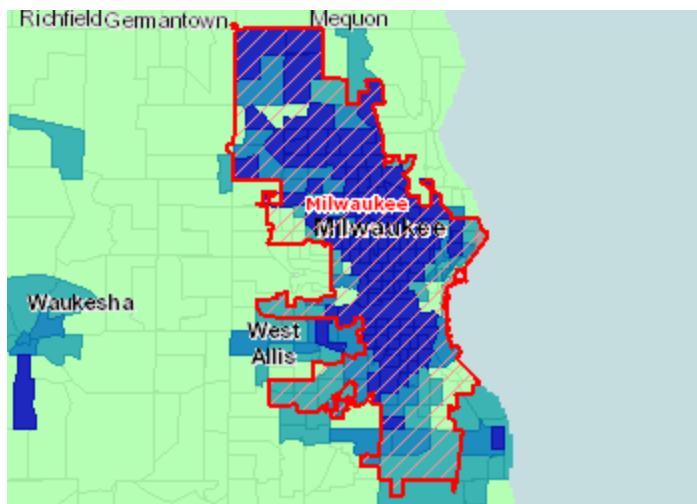
In the report area 54.11% or 314,844 individuals are living in households with income below 200% of the Federal Poverty Level (FPL). This indicator is relevant because poverty creates barriers to access including health services, healthy food, and other necessities that contribute to poor health status.

Report Area	Total Population	Population with Income at or Below 200% FPL	Percent Population with Income at or Below 200% FPL
City of Milwaukee	581,847	314,844	54.11%
Milwaukee County, WI	931,401	399,112	42.85%
Washington County, WI	131,316	23,026	17.53%
Waukesha County, WI	387,189	58,486	15.11%
Wisconsin	5,571,083	1,717,264	30.82%
United States	306,226,400	105,773,408	34.54%

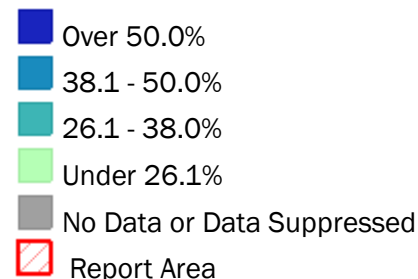
Percent Population with Income at or Below 200% FPL



Data Source: US Census Bureau, American Community Survey. 2010-14. Source geography: Tract



Population Below 200% Poverty Level, Percent by Tract, ACS 2010-14



APPENDIX C- SOCIAL ECONOMIC FACTORS

Poverty Rate (< 50% FPL)

In the report area 12.45% or 72,464 individuals are living in households with income below 50% of the Federal Poverty Level (FPL). This indicator is relevant because poverty creates barriers to access including health services, healthy food, and other necessities that contribute to poor health status.

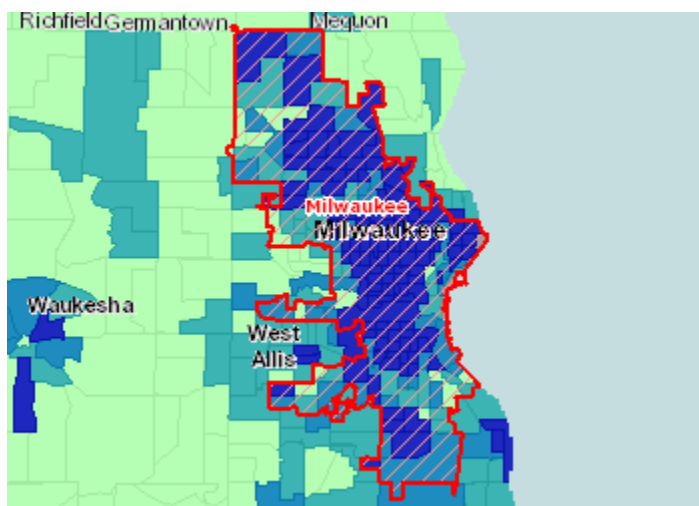
Report Area	Total Population	Population with Income at or Below 50% FPL	Percent Population with Income at or Below 50% FPL
City of Milwaukee	581,847	72,464	12.45%
Milwaukee County, WI	931,401	86,700	9.31%
Washington County, WI	131,316	3,074	2.34%
Waukesha County, WI	387,189	10,103	2.61%
Wisconsin	5,571,083	313,643	5.63%
United States	306,226,400	21,117,986	6.9%

Percent Population with Income at or Below 50% FPL



■ City of Milwaukee (12.45%)
■ Wisconsin (5.63%)
■ United States (6.9%)

Data Source: US Census Bureau, American Community Survey. 2010-14. Source geography: Tract



Population Below 50% Poverty Level, Percent by Tract, ACS 2010-14

■ Over 9.0%
■ 6.1 - 9.0%
■ 3.1 - 6.0%
■ Under 3.1%
■ No Data or Data Suppressed
□ Report Area

APPENDIX C- SOCIAL ECONOMIC FACTORS

Income Over \$75,000 (Family)

In the report area, 24.68%, or 31,965 families report a total annual income of \$75,000 or greater. Total income includes all reported income from wages and salaries as well as income from self-employment, interest or dividends, public assistance, retirement, and other sources. As [defined](#) by the US Census Bureau, a family household is any housing unit in which the householder is living with one or more individuals related to him or her by birth, marriage, or adoption. A non-family household is any household occupied by the householder alone, or by the householder and one or more unrelated individuals.

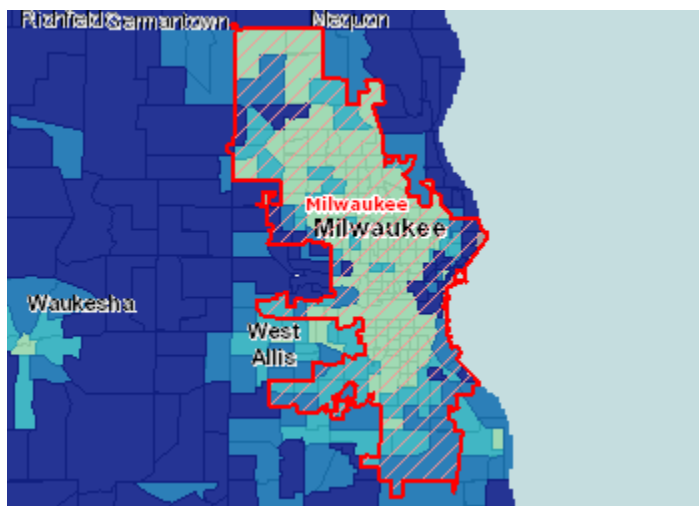
Report Area	Total Families	Families with Income Over \$75,000	Percent Families with Income Over \$75,000
City of Milwaukee	129,516	31,965	24.68%
Milwaukee County, WI	217,993	78,919	36.2%
Washington County, WI	37,999	21,010	55.29%
Waukesha County, WI	108,514	69,149	63.72%
Wisconsin	1,469,359	643,222	43.78%
United States	76,958,064	33,389,114	43.39%

Percent Families with Income Over \$75,000



- City of Milwaukee (24.68%)
- Wisconsin (43.78%)
- United States (43.39%)

Data Source: US Census Bureau, American Community Survey. 2010-14. Source geography: Tract



Family Income Over \$75,000, Percent by Tract, ACS 2010-14

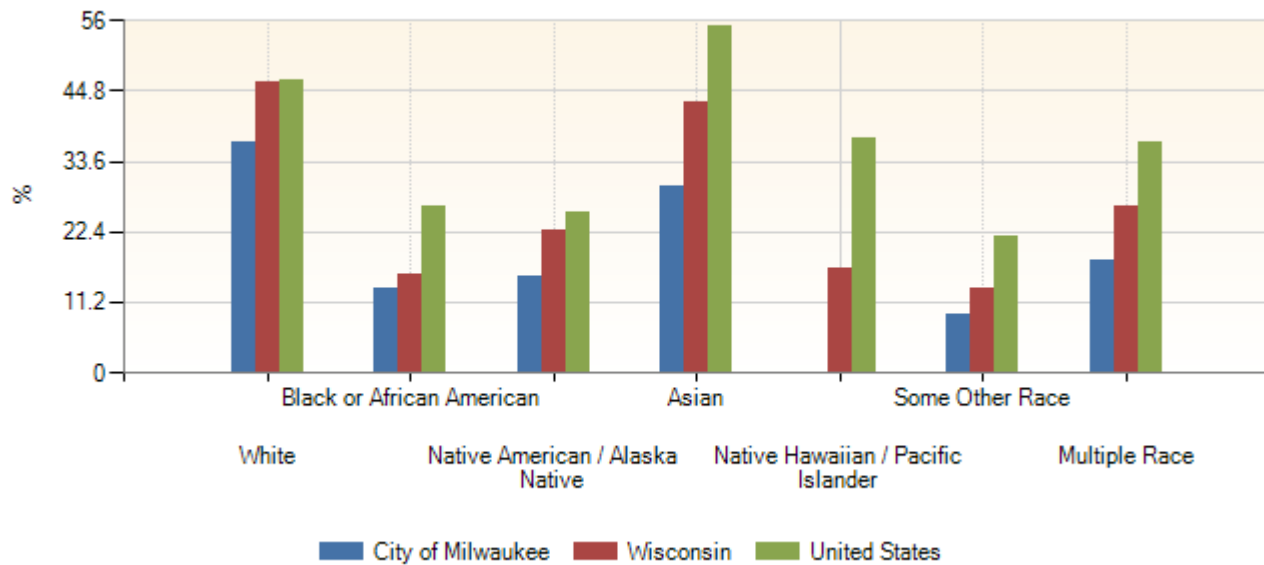
- Over 55.0%
- 40.1 - 55.0%
- 25.1 - 40.0%
- Under 25.1%
- No Data or Data Suppressed
- Report Area

APPENDIX C- SOCIAL ECONOMIC FACTORS

Families with Income Over \$75,000 by Race Alone by %

Report Area	White	Black or African American	Native American / Alaska Native	Asian	Native Hawaiian / Pacific Islander	Some Other Race	Multiple Race
City of Milwaukee	36.61%	13.4%	15.18%	29.59%	0%	9.31%	17.89%
Milwaukee County, WI	46.92%	14.52%	24.16%	38.74%	0%	11.14%	20.94%
Washington County, WI	55.45%	31.64%	95%	72.27%	no data	6.84%	51.12%
Waukesha County, WI	64.19%	35.51%	41.25%	75.27%	no data	21.64%	51.15%
Wisconsin	46.25%	15.7%	22.58%	43.16%	16.67%	13.4%	26.45%
United States	46.65%	26.34%	25.47%	55.07%	37.22%	21.63%	36.69%

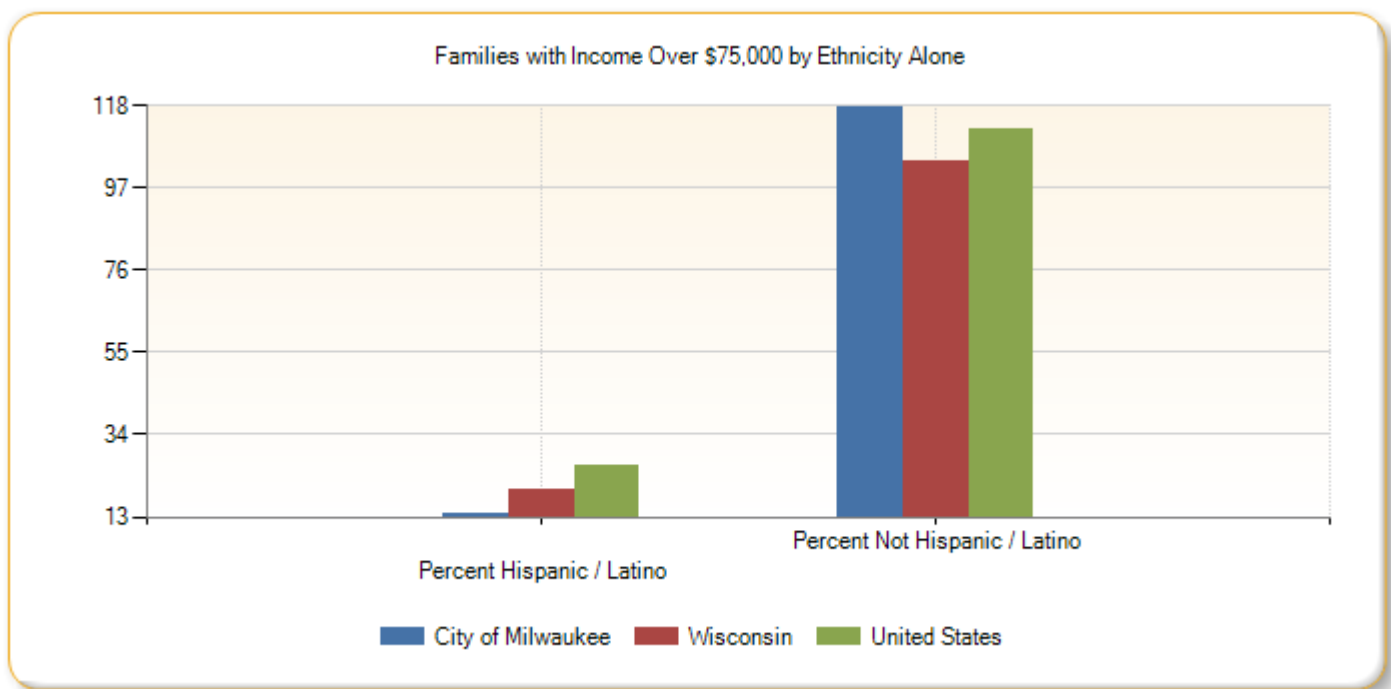
Families with Income Over \$75,000 by Race Alone, Percent



APPENDIX C- SOCIAL ECONOMIC FACTORS

Families with Income Over \$75,000 by Ethnicity Alone

Report Area	Total Hispanic / Latino	Total Not Hispanic / Latino	Percent Hispanic / Latino	Percent Not Hispanic / Latino
City of Milwaukee	2,932	126,584	13.52	117.39
Milwaukee County, WI	4,481	213,512	16.96	111.45
Washington County, WI	211	37,788	30.85	101.27
Waukesha County, WI	1,152	107,362	37.75	101.8
Wisconsin	13,158	1,456,201	19.72	103.82
United States	2,805,425	74,152,640	25.85	112.17

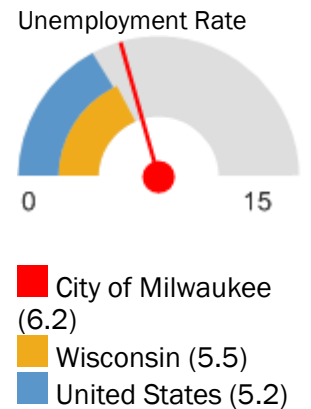


APPENDIX C- SOCIAL ECONOMIC FACTORS

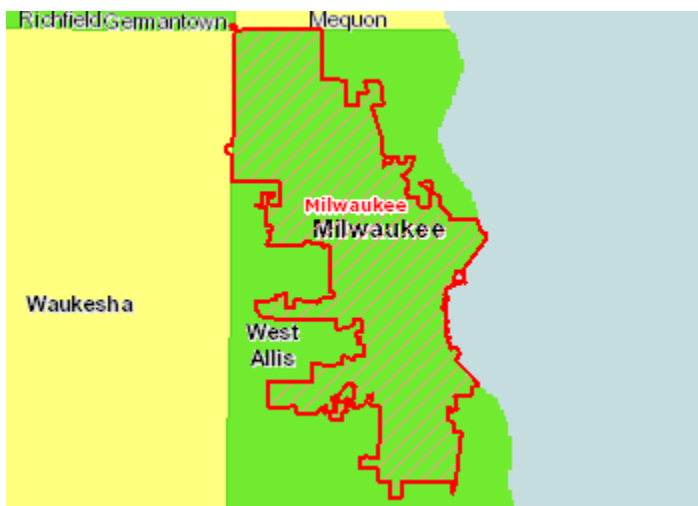
Unemployment Rate

Total unemployment in the report area for the current month was 18,132, or 6.2% of the civilian non-institutionalized population age 16 and older (non-seasonally adjusted). This indicator is relevant because unemployment creates financial instability and barriers to access including insurance coverage, health services, healthy food, and other necessities that contribute to poor health status.

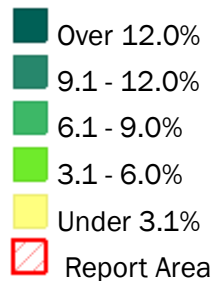
Report Area	Labor Force	Number Employed	Number Unemployed	Unemployment Rate
City of Milwaukee	293,003	274,870	18,132	6.2
Milwaukee County, WI	480,914	451,152	29,762	6.2
Washington County, WI	76,635	73,205	3,430	4.5
Waukesha County, WI	223,362	213,263	10,099	4.5
Wisconsin	3,127,565	2,955,376	172,189	5.5
United States	159,420,992	151,069,285	8,351,707	5.2



Data Source: US Department of Labor, Bureau of Labor Statistics. 2016 - February.
Source geography: County



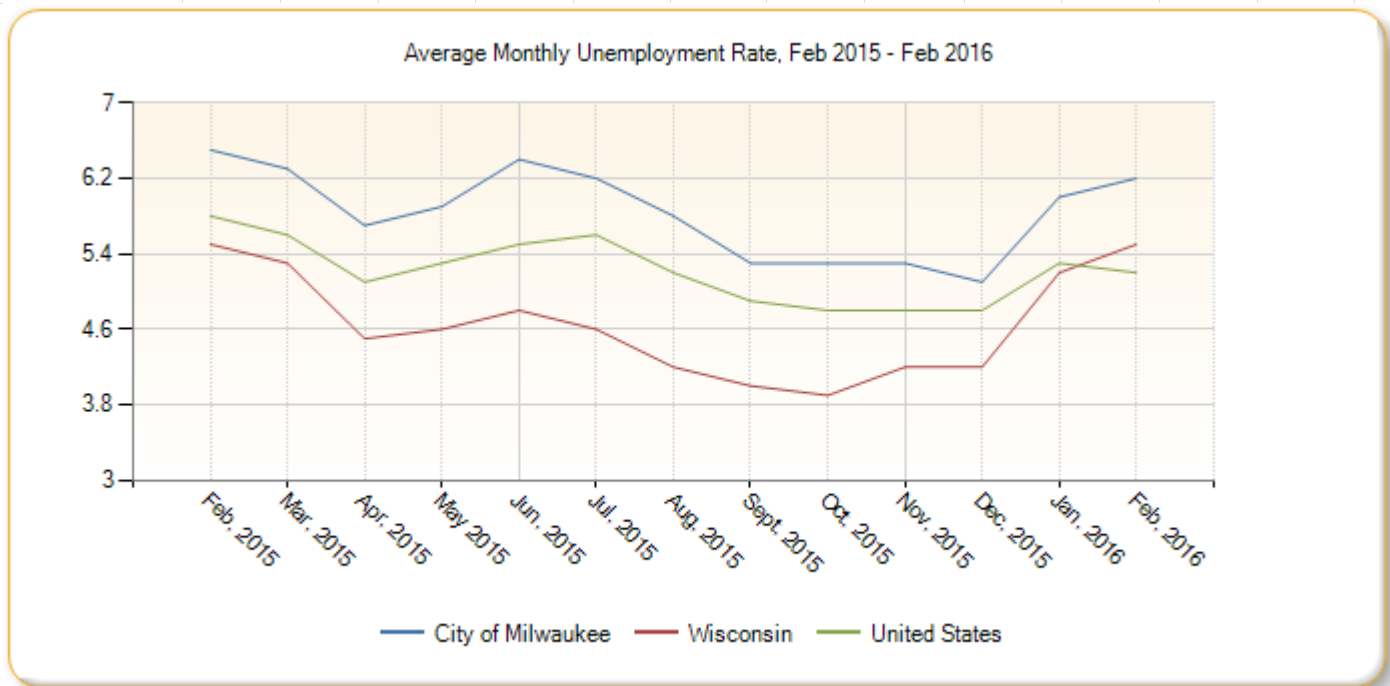
Unemployment, Rate by County, BLS 2016 - February



APPENDIX C- SOCIAL ECONOMIC FACTORS

Average Monthly Unemployment Rate, Feb 15 - Feb 16

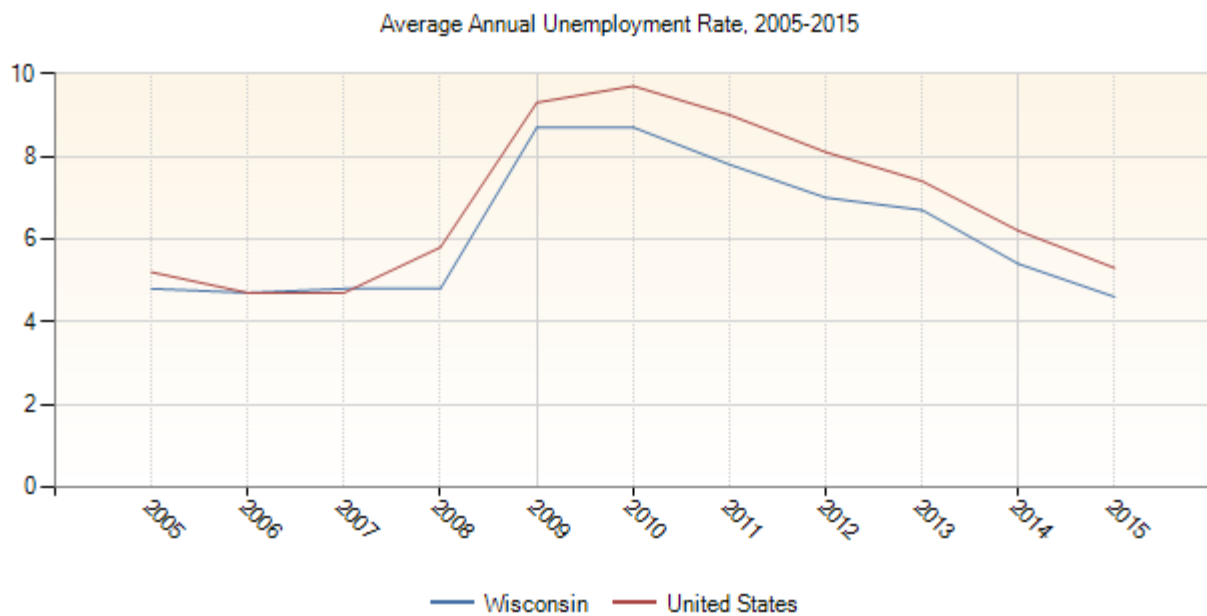
Report Area	Feb. 2015	Mar. 2015	Apr. 2015	May 2015	Jun. 2015	Jul. 2015	Aug. 2015	Sept. 2015	Oct. 2015	Nov. 2015	Dec. 2015	Jan. 2016	Feb. 2016
City of Milwaukee	6.5	6.3	5.7	5.9	6.4	6.2	5.8	5.3	5.3	5.3	5.1	6	6.2
Milwaukee County, WI	6.5	6.3	5.7	5.9	6.4	6.2	5.8	5.3	5.3	5.3	5.1	6	6.2
Washington County, WI	4.5	4.3	3.6	3.8	4	3.9	3.5	3.3	3.3	3.4	3.4	4.2	4.5
Waukesha County, WI	4.4	4.2	3.6	3.9	4.1	4	3.6	3.4	3.4	3.6	3.5	4.3	4.5
Wisconsin	5.5	5.3	4.5	4.6	4.8	4.6	4.2	4	3.9	4.2	4.2	5.2	5.5
United States	5.8	5.6	5.1	5.3	5.5	5.6	5.2	4.9	4.8	4.8	4.8	5.3	5.2



APPENDIX C- SOCIAL ECONOMIC FACTORS

Average Annual Unemployment Rate, 2005-2015

Report Area	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Milwaukee County, WI	5.8	5.6	5.7	5.6	9.6	10	9.3	8.6	8.4	6.9	5.8
Washington County, WI	4.2	4.1	4.2	4.3	8.8	8.1	6.9	6.1	5.7	4.6	3.8
Waukesha County, WI	3.9	3.8	3.9	4	7.7	7.3	6.5	5.8	5.5	4.4	3.8
Wisconsin	4.8	4.7	4.8	4.8	8.7	8.7	7.8	7	6.7	5.4	4.6
United States	5.2	4.7	4.7	5.8	9.3	9.7	9	8.1	7.4	6.2	5.3



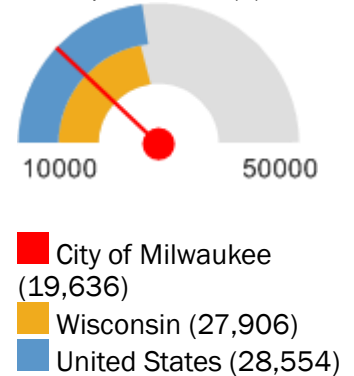
APPENDIX C- SOCIAL ECONOMIC FACTORS

Income Per Capita

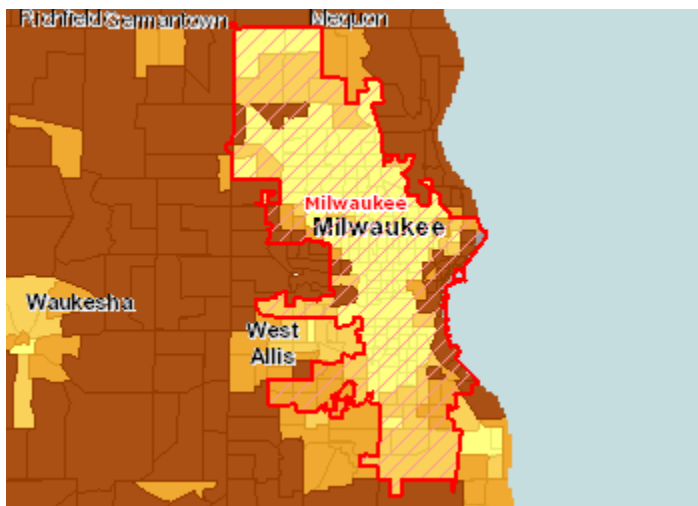
The per capita income for the report area is \$19,636. This includes all reported income from wages and salaries as well as income from self-employment, interest or dividends, public assistance, retirement, and other sources. The per capita income in this report area is the average (mean) income computed for every man, woman, and child in the specified area.

Report Area	Total Population	Total Income (\$)	Per Capita Income (\$)
City of Milwaukee	598,078	\$11,744,082,944	\$19,636
Milwaukee County, WI	953,401	\$23,475,038,208	\$24,622
Washington County, WI	132,526	\$4,396,304,896	\$33,173
Waukesha County, WI	392,511	\$14,974,513,152	\$38,150
Wisconsin	5,724,692	\$159,757,680,640	\$27,906
United States	314,107,072	\$8,969,237,037,056	\$28,554

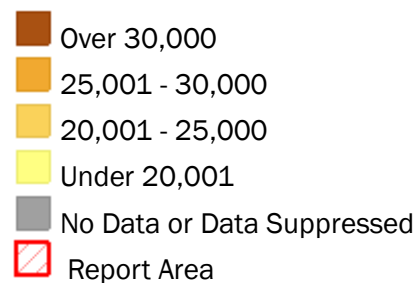
Per Capita Income (\$)



Data Source: US Census Bureau, American Community Survey. 2010-14. Source geography: Tract



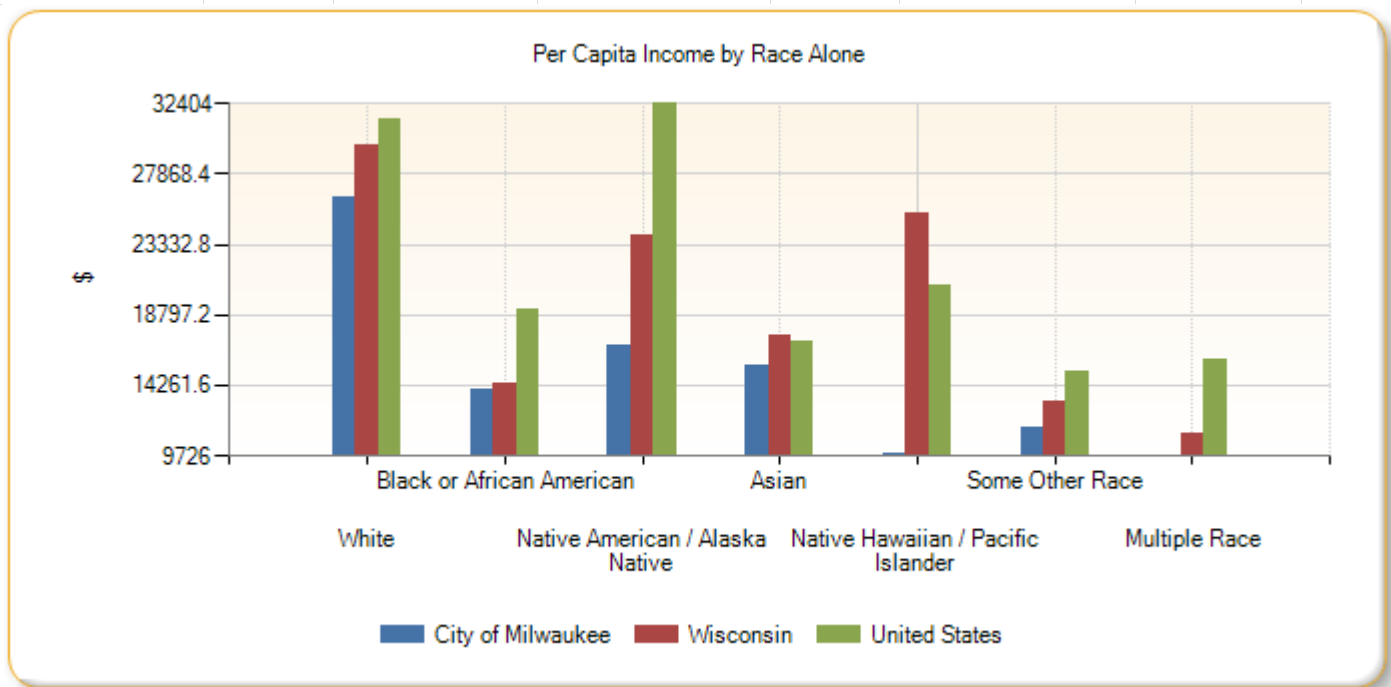
Per Capita Income by Tract, ACS 2010-14



APPENDIX C- SOCIAL ECONOMIC FACTORS

Per Capita Income by Race Alone

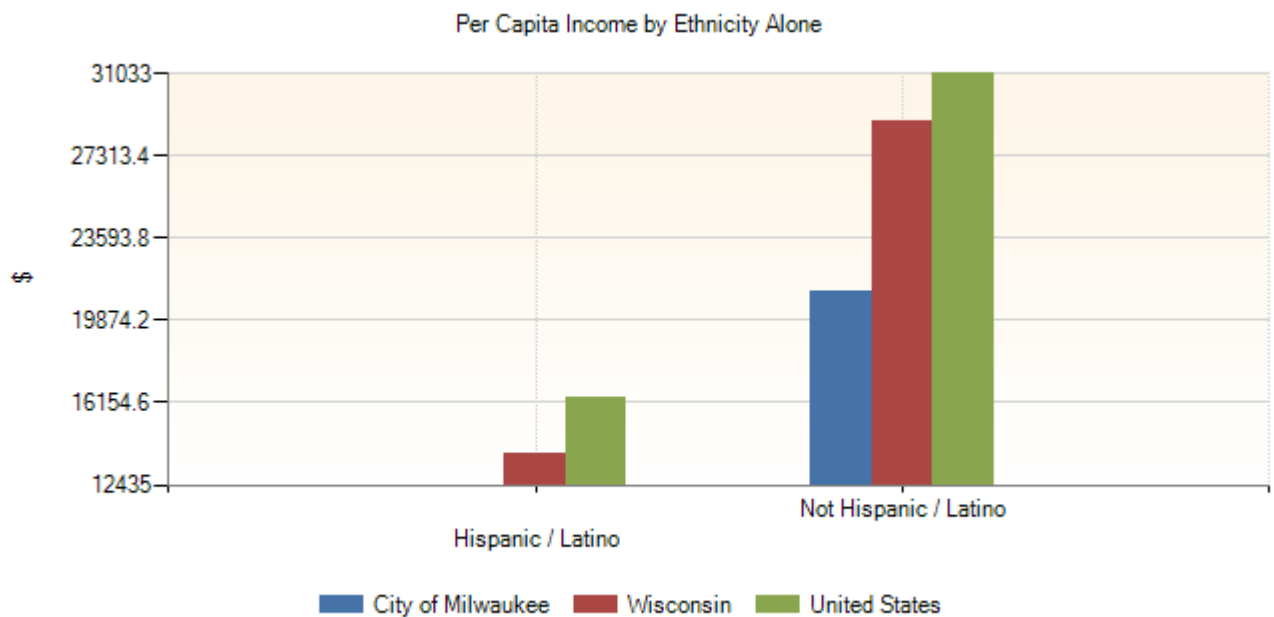
Report Area	White	Black or African American	Native American / Alaska Native	Asian	Native Hawaiian / Pacific Islander	Some Other Race	Multiple Race
City of Milwaukee	\$26,408	\$13,959	\$16,891	\$15,571	\$9,938	\$11,573	\$9,726
Milwaukee County, WI	\$30,725	\$14,527	\$21,291	\$17,930	\$10,861	\$12,380	\$10,529
Washington County, WI	\$33,703	\$22,661	\$27,221	\$40,659	\$0	\$17,654	\$12,834
Waukesha County, WI	\$38,884	\$18,975	\$43,558	\$26,725	\$27,314	\$15,861	\$16,685
Wisconsin	\$29,774	\$14,435	\$23,889	\$17,514	\$25,276	\$13,205	\$11,182
United States	\$31,402	\$19,113	\$32,404	\$17,134	\$20,638	\$15,152	\$15,876



APPENDIX C- SOCIAL ECONOMIC FACTORS

Per Capita Income by Ethnicity Alone

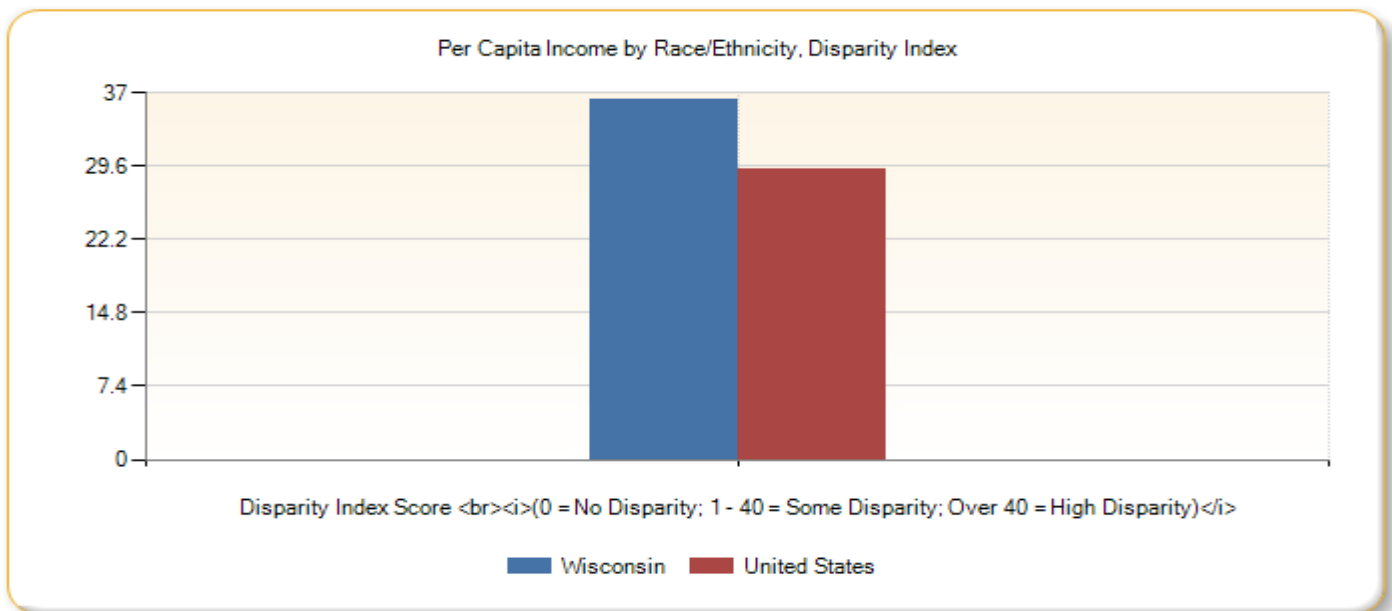
Report Area	Hispanic / Latino	Not Hispanic / Latino
City of Milwaukee	\$12,435	\$21,189
Milwaukee County, WI	\$13,440	\$26,411
Washington County, WI	\$14,258	\$33,720
Waukesha County, WI	\$20,888	\$38,943
Wisconsin	\$13,844	\$28,837
United States	\$16,367	\$31,033



APPENDIX C- SOCIAL ECONOMIC FACTORS

Per Capita Income by Race/Ethnicity, Disparity Index

Report Area	Disparity Index Score (0 = No Disparity; 1 - 40 = Some Disparity; Over 40 = High Disparity)
City of Milwaukee	no data
Milwaukee County, WI	40.08
Washington County, WI	29.08
Waukesha County, WI	28.25
Wisconsin	36.24
United States	29.2



APPENDIX C- SOCIAL ECONOMIC FACTORS

Households with Public Assistance Income

This indicator reports the percentage households receiving public assistance income. Public assistance income includes general assistance and Temporary Assistance to Needy Families (TANF). Separate payments received for hospital or other medical care (vendor payments) are excluded. This does not include Supplemental Security Income (SSI) or noncash benefits such as Food Stamps.

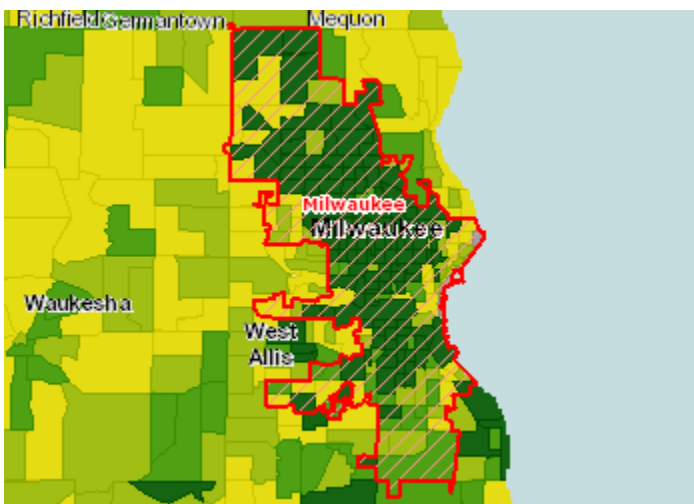
Report Area	Total Households	Households with Public Assistance Income	Percent Households with Public Assistance Income
City of Milwaukee	230,181	10,218	4.44%
Milwaukee County, WI	381,446	12,742	3.34%
Washington County, WI	52,554	813	1.55%
Waukesha County, WI	153,882	2,001	1.3%
Wisconsin	2,293,250	51,408	2.24%
United States	116,211,088	3,274,407	2.82%

Percent Households with Public Assistance Income



■ City of Milwaukee (4.44%)
■ Wisconsin (2.24%)
■ United States (2.82%)

Data Source: US Census Bureau, American Community Survey, 2010-14. Source geography: Tract



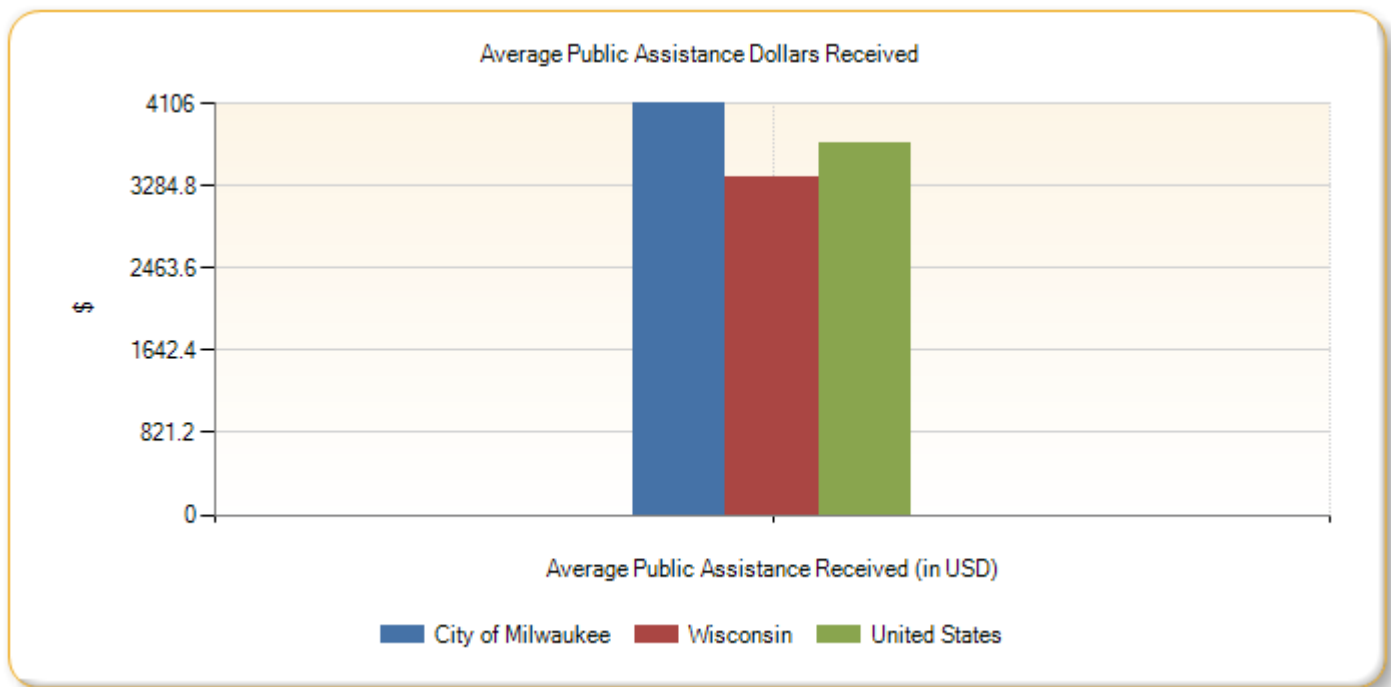
Households with Public Assistance Income, Percent by Tract, ACS 2010-14

■ Over 3.0%
■ 2.1 - 3.0%
■ 1.1 - 2.0%
■ Under 1.1%
■ No Data or Data Suppressed
 Report Area

APPENDIX C- SOCIAL ECONOMIC FACTORS

Average Public Assistance Dollars Received

Report Area	Total Households Receiving Public Assistance Income	Aggregate Public Assistance Dollars Received	Average Public Assistance Received (in USD)
City of Milwaukee	10,218	41,964,400	\$4,106
Milwaukee County, WI	12,742	49,664,400	\$3,897
Washington County, WI	813	2,986,000	\$3,672
Waukesha County, WI	2,001	8,614,000	\$4,304
Wisconsin	51,408	173,268,096	\$3,370
United States	3,274,407	12,180,443,136	\$3,719



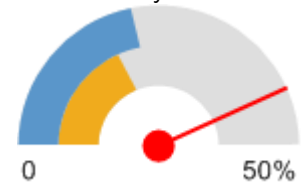
APPENDIX C- SOCIAL ECONOMIC FACTORS

Children in Poverty

In the report area 43.28% or 67,905 children aged 0-17 are living in households with income below the Federal Poverty Level (FPL). This indicator is relevant because poverty creates barriers to access including health services, healthy food, and other necessities that contribute to poor health status.

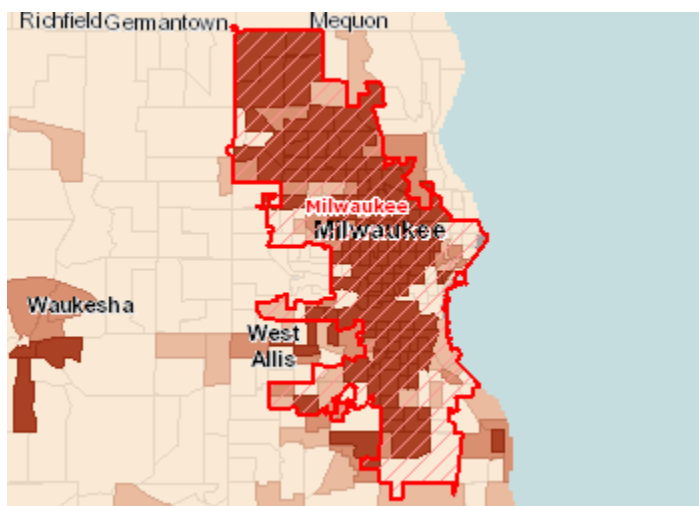
Report Area	Total Population	Population Under Age 18	Population Under Age 18 in Poverty	Percent Population Under Age 18 in Poverty
City of Milwaukee	581,847	156,895	67,905	43.28%
Milwaukee County, WI	931,401	231,246	76,209	32.96%
Washington County, WI	131,316	31,036	2,830	9.12%
Waukesha County, WI	387,189	89,510	6,754	7.55%
Wisconsin	5,571,083	1,291,469	239,549	18.55%
United States	306,226,400	72,637,888	15,907,395	21.9%

Percent Population Under Age 18 in Poverty



■ City of Milwaukee (43.28%)
■ Wisconsin (18.55%)
■ United States (21.9%)

Data Source: US Census Bureau, American Community Survey. 2010-14. Source geography: Tract



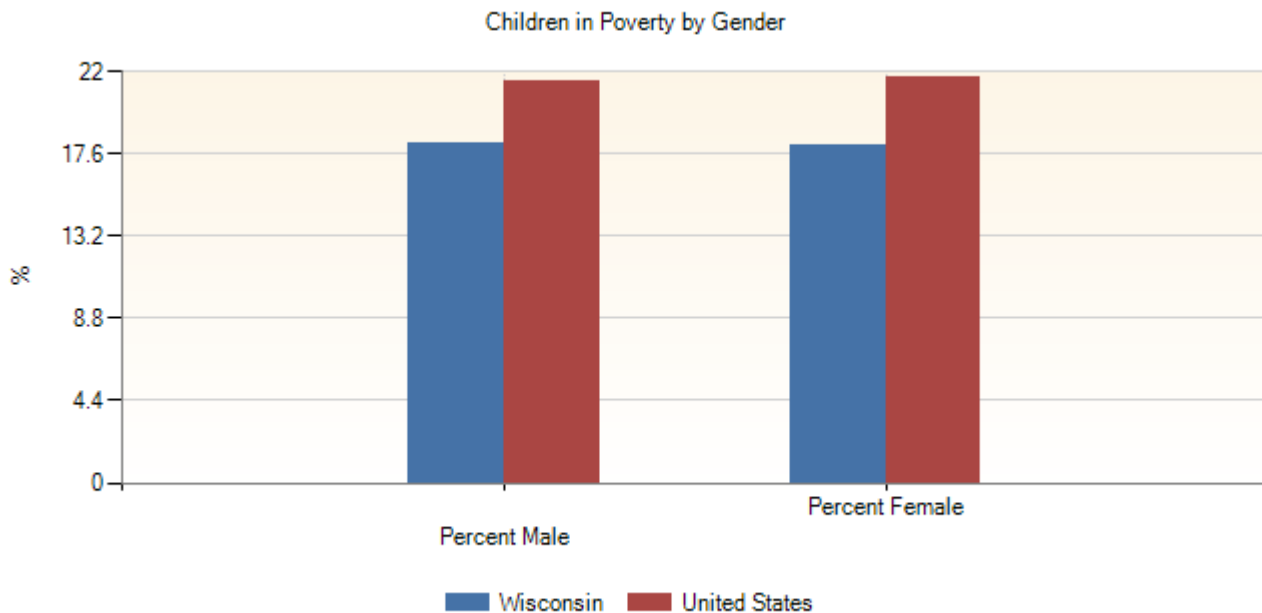
Population Below the Poverty Level, Children (Age 0-17), Percent by Tract, ACS 2010-14

■ Over 30.0%
■ 22.6 - 30.0%
■ 15.1 - 22.5%
■ Under 15.1%
■ No Population Age 0-17 Reported
■ No Data or Data Suppressed
□ Report Area

APPENDIX C- SOCIAL ECONOMIC FACTORS

Children in Poverty by Gender

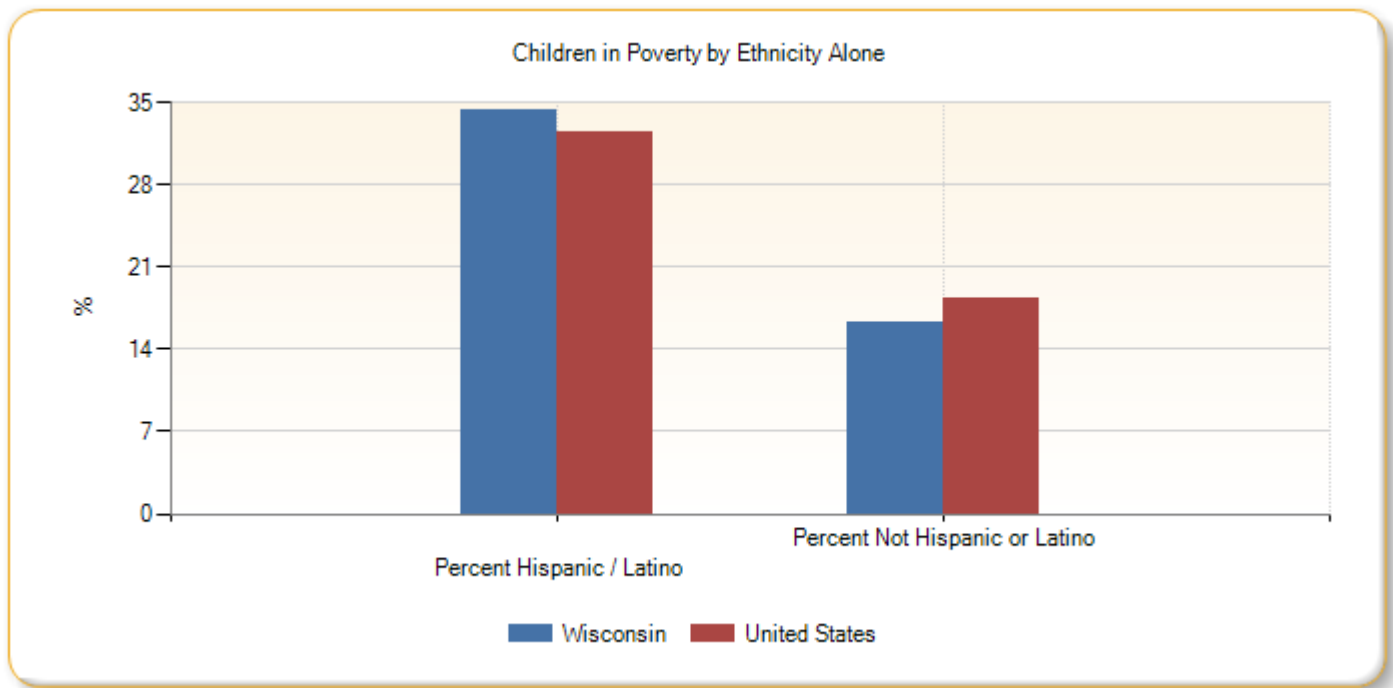
Report Area	Total Male	Total Female	Percent Male	Percent Female
City of Milwaukee	no data	no data	no data	no data
Milwaukee County, WI	37,721	37,453	32.1%	32.92%
Washington County, WI	1,558	1,454	9.92%	9.3%
Waukesha County, WI	3,557	2,971	7.68%	6.67%
Wisconsin	120,892	114,483	18.18%	18.01%
United States	7,974,714	7,727,085	21.45%	21.72%



APPENDIX C- SOCIAL ECONOMIC FACTORS

Children in Poverty by Ethnicity Alone

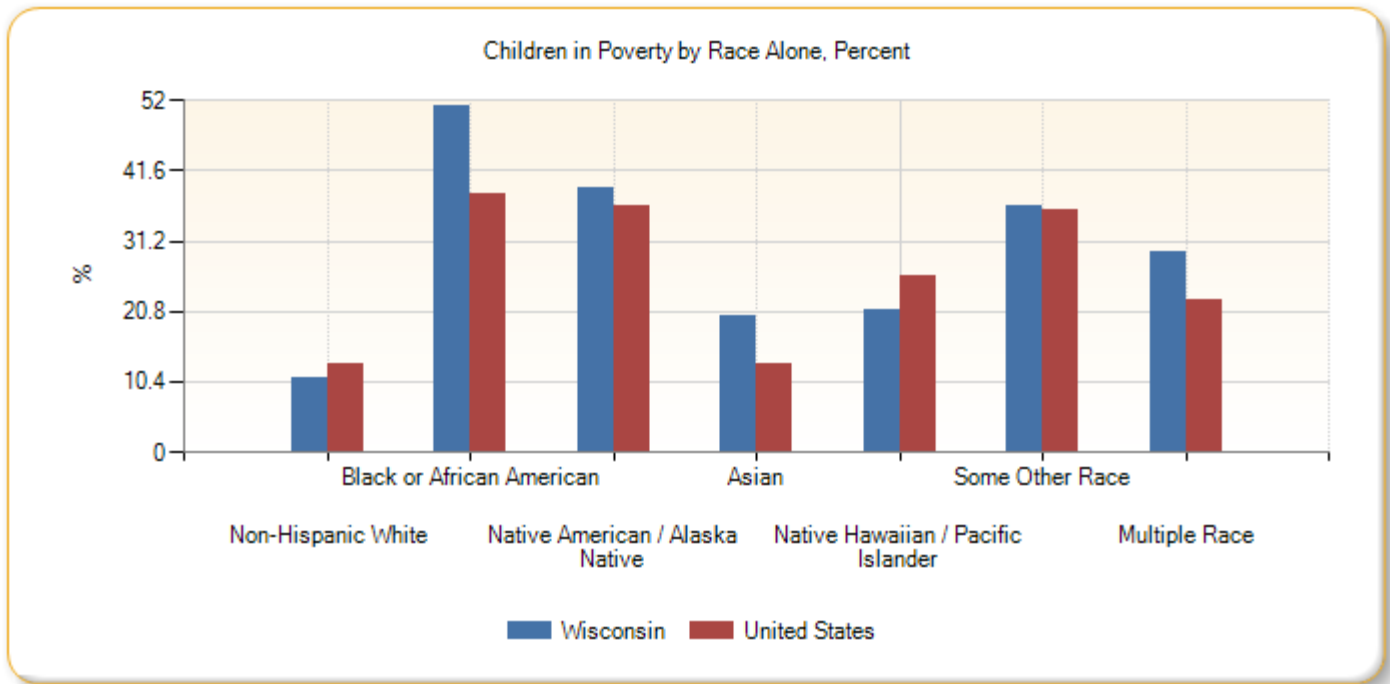
Report Area	Total Hispanic / Latino	Total Not Hispanic / Latino	Percent Hispanic / Latino	Percent Not Hispanic or Latino
City of Milwaukee	no data	no data	no data	no data
Milwaukee County, WI	18,427	56,747	37.86%	31.07%
Washington County, WI	504	2,508	31.84%	8.43%
Waukesha County, WI	1,431	5,097	22.25%	6.04%
Wisconsin	46,757	188,618	34.3%	16.2%
United States	5,526,724	10,175,075	32.39%	18.27%



APPENDIX C- SOCIAL ECONOMIC FACTORS

Children in Poverty by Race Alone, Percent

Report Area	Non-Hispanic White	Black or African American	Native American / Alaska Native	Asian	Native Hawaiian / Pacific Islander	Some Other Race	Multiple Race
City of Milwaukee	no data	no data	no data	no data	no data	no data	no data
Milwaukee County, WI	9.45%	53.46%	43.62%	26.97%	0%	42.28%	33.04%
Washington County, WI	8.2%	20.45%	0%	0%	no data	43.96%	16.67%
Waukesha County, WI	5.32%	32.27%	10.71%	4.01%	0%	36.54%	10.63%
Wisconsin	11.11%	51.02%	39.01%	20%	20.94%	36.41%	29.63%
United States	12.96%	38.18%	36.27%	13.14%	25.94%	35.8%	22.63%



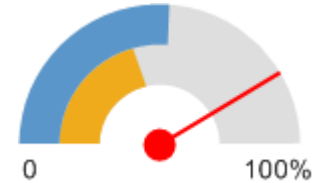
APPENDIX C- SOCIAL ECONOMIC FACTORS

Children Eligible for Free/Reduced Price Lunch

Within the report area 71,461 public school students or 82.63% are eligible for Free/Reduced Price lunch out of 86,485 total students enrolled. This indicator is relevant because it assesses vulnerable populations which are more likely to have multiple health access, health status, and social support needs. Additionally, when combined with poverty data, providers can use this measure to identify gaps in eligibility and enrollment.

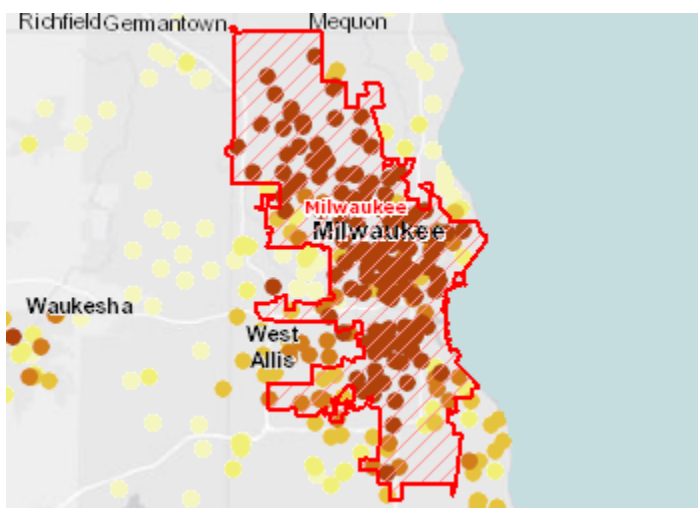
Report Area	Total Students	Number Free/Reduced Price Lunch Eligible	Percent Free/Reduced Price Lunch Eligible
City of Milwaukee	86,485	71,461	82.63%
Milwaukee County, WI	140,283	89,228	63.61%
Washington County, WI	20,111	5,013	24.93%
Waukesha County, WI	62,668	11,786	18.84%
Wisconsin	873,841	365,711	41.91%
United States	50,195,195	26,012,902	52.35%

Percent Students Eligible for Free or Reduced Price Lunch



■ City of Milwaukee (82.63%)
■ Wisconsin (41.91%)
■ United States (52.35%)

Data Source: National Center for Education Statistics, NCES - Common Core of Data. 2013-14. Source geography: Address



Students Eligible for Free or Reduced-Price Lunch, NCES CCD 2013-14

● Over 80.0%
● 60.1 - 80.0%
● 40.1 - 60.0%
● 20.1 - 40.0%
● Under 20.1%
● Not Reported
 Report Area

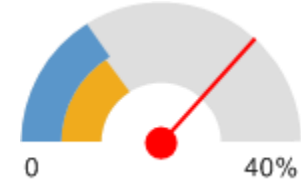
APPENDIX C- SOCIAL ECONOMIC FACTORS

Population Receiving SNAP Benefits (ACS)

This indicator reports the estimated percentage of households receiving the Supplemental Nutrition Assistance Program (SNAP) benefits. This indicator is relevant because it assesses vulnerable populations which are more likely to have multiple health access, health status, and social support needs; when combined with poverty data, providers can use this measure to identify gaps in eligibility and enrolment.

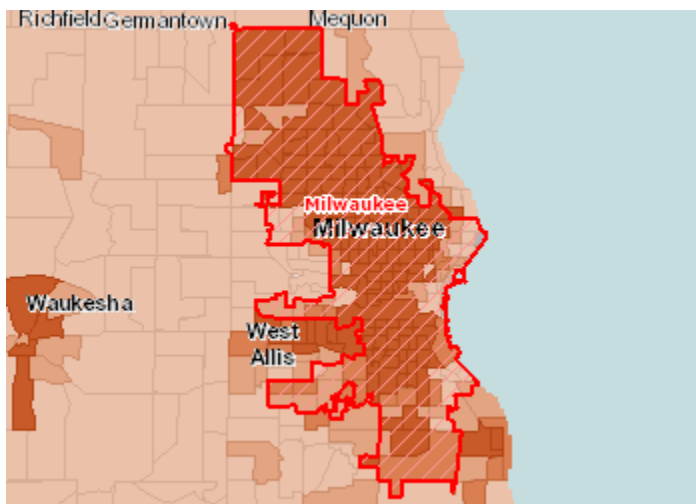
Report Area	Total Households	Households Receiving SNAP Benefits	Percent Households Receiving SNAP Benefits
City of Milwaukee	230,181	67,745	29.43%
Milwaukee County, WI	381,446	83,251	21.83%
Washington County, WI	52,554	3,814	7.26%
Waukesha County, WI	153,882	7,595	4.94%
Wisconsin	2,293,250	290,441	12.67%
United States	116,211,088	15,089,358	12.98%

Percent Households Receiving SNAP Benefits



■ City of Milwaukee (29.43%)
■ Wisconsin (12.67%)
■ United States (12.98%)

Data Source: US Census Bureau, American Community Survey. 2010-14. Source geography: Tract



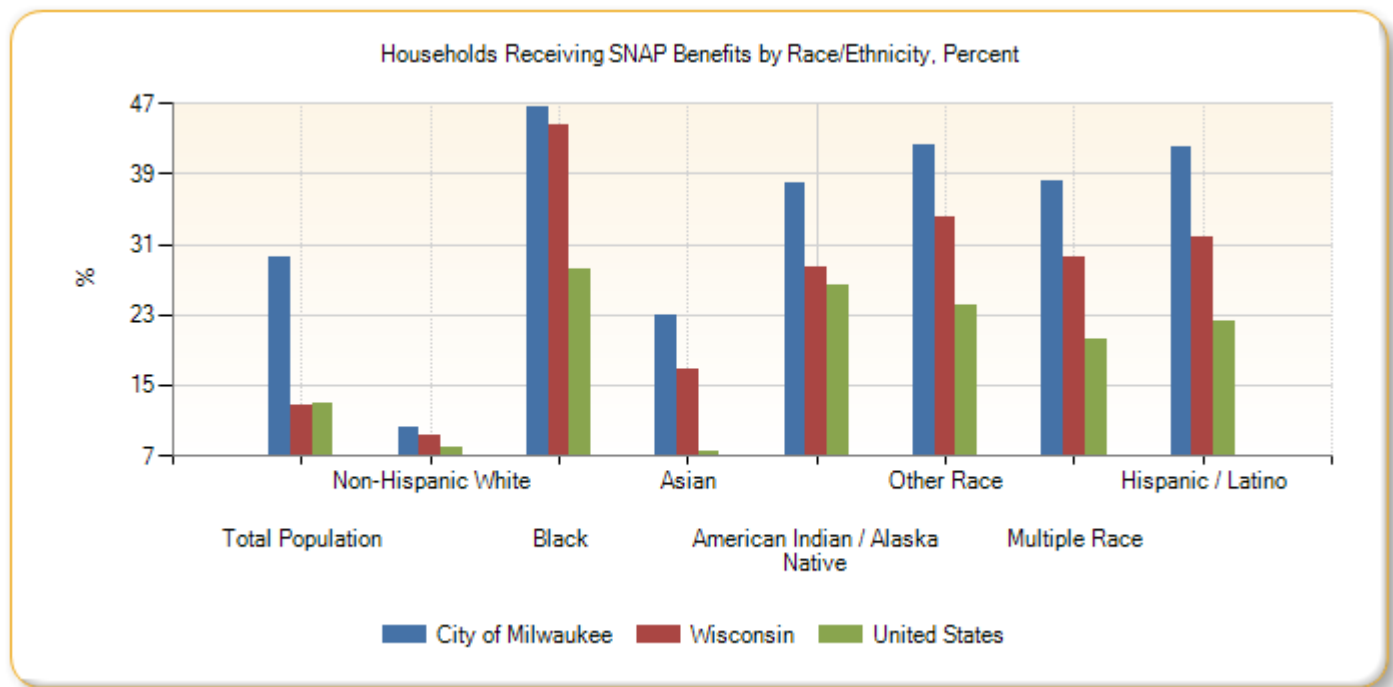
Households Receiving SNAP Benefits, Percent by Tract, ACS 2010-14

■ Over 19.0%
■ 14.1 - 19.0%
■ 9.1 - 14.0%
■ Under 9.1%
■ No Data or Data Suppressed
□ Report Area

APPENDIX C- SOCIAL ECONOMIC FACTORS

Households Receiving SNAP Benefits by Race/Ethnicity, Percent

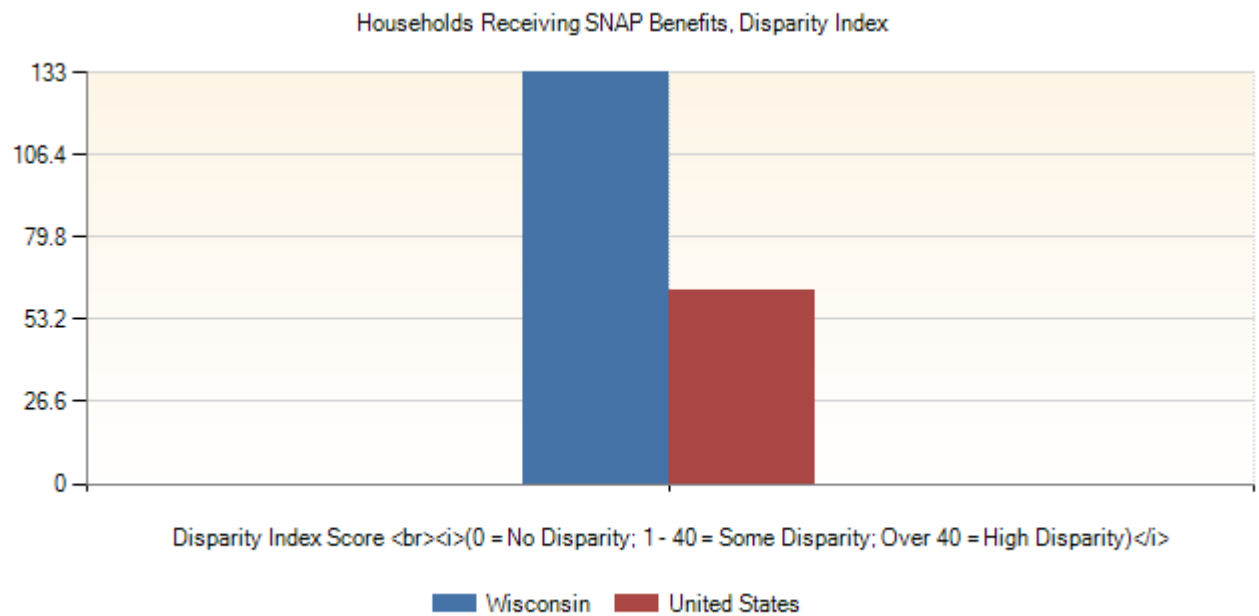
Report Area	Total Population	Non-Hispanic White	Black	Asian	American Indian / Alaska Native	Other Race	Multiple Race	Hispanic / Latino
City of Milwaukee	29.43%	10.21%	46.62	22.88%	37.96%	42.17%	38.24%	42.03%
Milwaukee County, WI	21.83%	9.21%	44.98	18.69%	33.43%	41.86%	33.57%	38.28%
Washington County, WI	7.26%	6.77%	23.36	8.07%	0%	7.69%	17.39%	20.84%
Waukesha County, WI	4.94%	4.16%	29.67	4.24%	6.15%	34.29%	8.41%	16.93%
Wisconsin	12.67%	9.21%	44.46	16.82%	28.42%	34.16%	29.63%	31.72%
United States	12.98%	7.99%	28.07	7.42%	26.45%	24.04%	20.23%	22.24%



Households Receiving SNAP Benefits, Disparity Index

APPENDIX C- SOCIAL ECONOMIC FACTORS

Report Area	Disparity Index Score (0 = No Disparity; 1 - 40 = Some Disparity; Over 40 = High Disparity)
City of Milwaukee	no data
Milwaukee County, WI	71.84
Washington County, WI	127.63
Waukesha County, WI	212.33
Wisconsin	132.86
United States	62.62



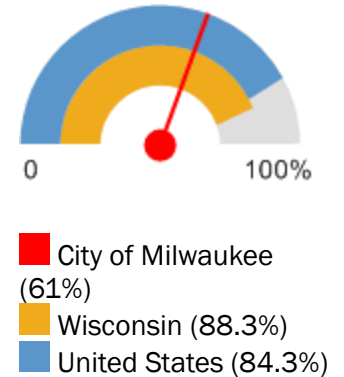
High School Graduation Rate (EdFacts)

APPENDIX C- SOCIAL ECONOMIC FACTORS

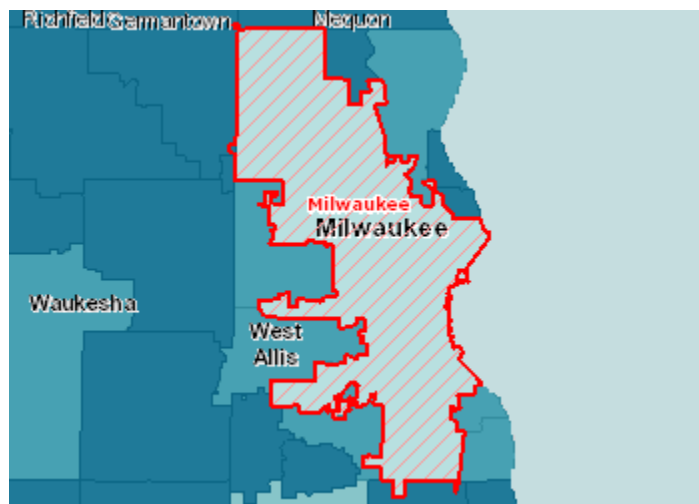
Within the report area 61% of students are receiving their high school diploma within four years. This indicator is relevant because research suggests education is one the strongest predictors of health ([Freudenberg Ruglis, 2007](#)).

Report Area	Total Student Cohort	Estimated Number of Diplomas Issued	Cohort Graduation Rate
City of Milwaukee	5,376	3,279	61
Milwaukee County, WI	9,478	7,104	75
Washington County, WI	1,297	1,191	91.8
Waukesha County, WI	4,639	4,367	94.1
Wisconsin	62,913	55,580	88.3
United States	3,127,886	2,635,290	84.3

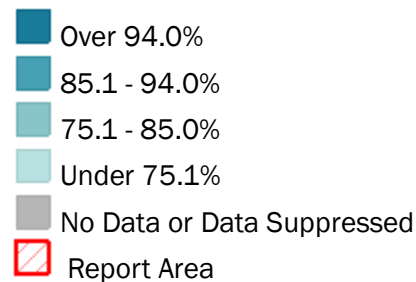
Cohort Graduation Rate



Data Source: US Department of Education, ED Facts. Accessed via DATA.GOV. Additional data analysis by CARES. 2013-14. Source geography: School District



On-Time Graduation, Rate by School District (Secondary), ED Facts 2013-14



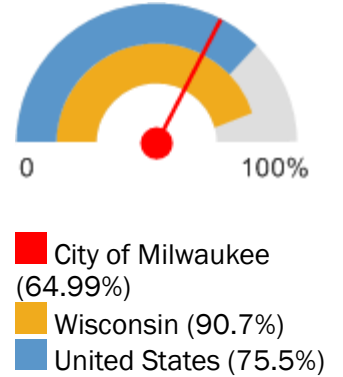
High School Graduation Rate (NCES)

APPENDIX C- SOCIAL ECONOMIC FACTORS

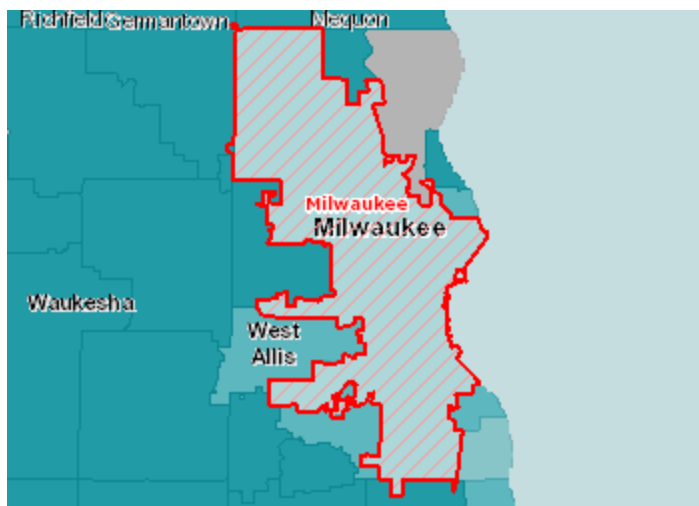
Within the report area 64.99% of students are receiving their high school diploma within four years. This is less than the Healthy People 2020 target of 82.4%. This indicator is relevant because research suggests education is one the strongest predictors of health ([Freudenberg Ruglis, 2007](#)).

Report Area	Average Freshman Base Enrollment	Estimated Number of Diplomas Issued	On-Time Graduation Rate
City of Milwaukee	7,301	4,745	64.99
Milwaukee County, WI	11,652	8,715	74.8
Washington County, WI	1,704	1,580	92.7
Waukesha County, WI	5,189	4,836	93.2
Wisconsin	72,089	65,410	90.7
United States	4,024,345	3,039,015	75.5
HP 2020 Target			> =82.4

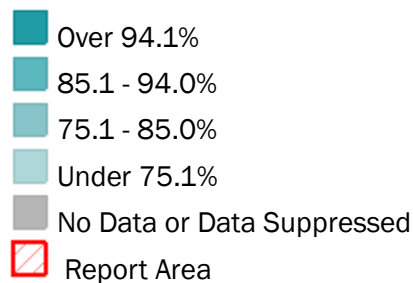
On-Time Graduation Rate



Data Source: National Center for Education Statistics, NCES - Common Core of Data. 2008-09. Source geography: County



On-Time Graduation, Rate by School District (Secondary), NCES CCD 2008-09



Population with No High School Diploma

APPENDIX C- SOCIAL ECONOMIC FACTORS

Within the report area there are 65,694 persons aged 25 and older without a high school diploma (or equivalency) or higher. This represents 18.23% of the total population aged 25 and older. This indicator is relevant because educational attainment is linked to positive health outcomes ([Freudenberg Ruglis, 2007](#)).

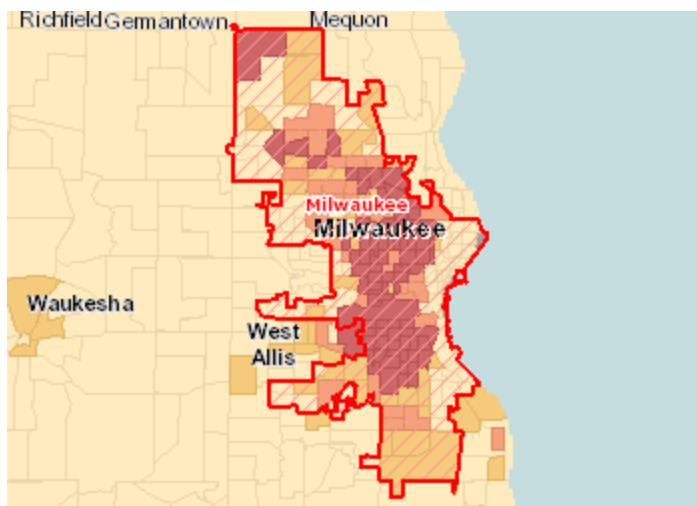
Report Area	Total Population Age 25	Population Age 25 with No High School Diploma	Percent Population Age 25 with No High School Diploma
City of Milwaukee	360,444	65,694	18.23%
Milwaukee County, WI	615,078	84,450	13.73%
Washington County, WI	91,933	6,580	7.16%
Waukesha County, WI	272,949	11,814	4.33%
Wisconsin	3,850,995	356,189	9.25%
United States	209,056,128	28,587,748	13.67%

Percent Population Age 25 with No High School Diploma



■ City of Milwaukee (18.23%)
■ Wisconsin (9.25%)
■ United States (13.67%)

Data Source: US Census Bureau, American Community Survey. 2010-14. Source geography: Tract



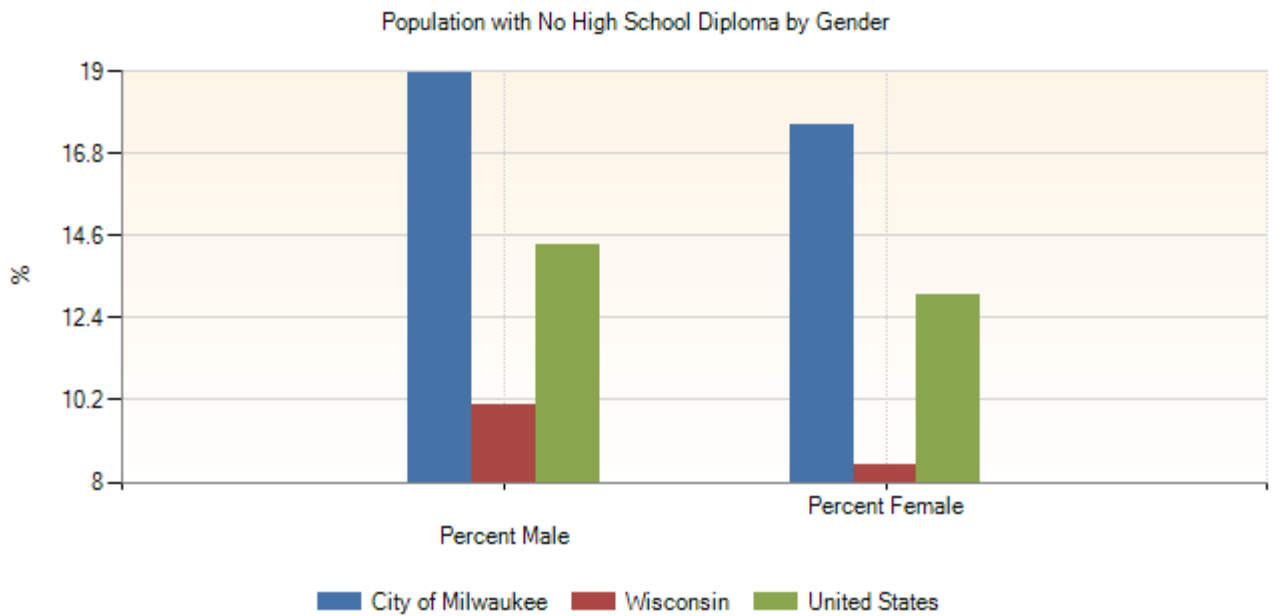
Population with No High School Diploma (Age 25), Percent by Tract, ACS 2010-14

■ Over 21.0%
■ 16.1 - 21.0%
■ 11.1 - 16.0%
■ Under 11.1%
■ No Data or Data Suppressed
 Report Area

Population with No High School Diploma by Gender

APPENDIX C- SOCIAL ECONOMIC FACTORS

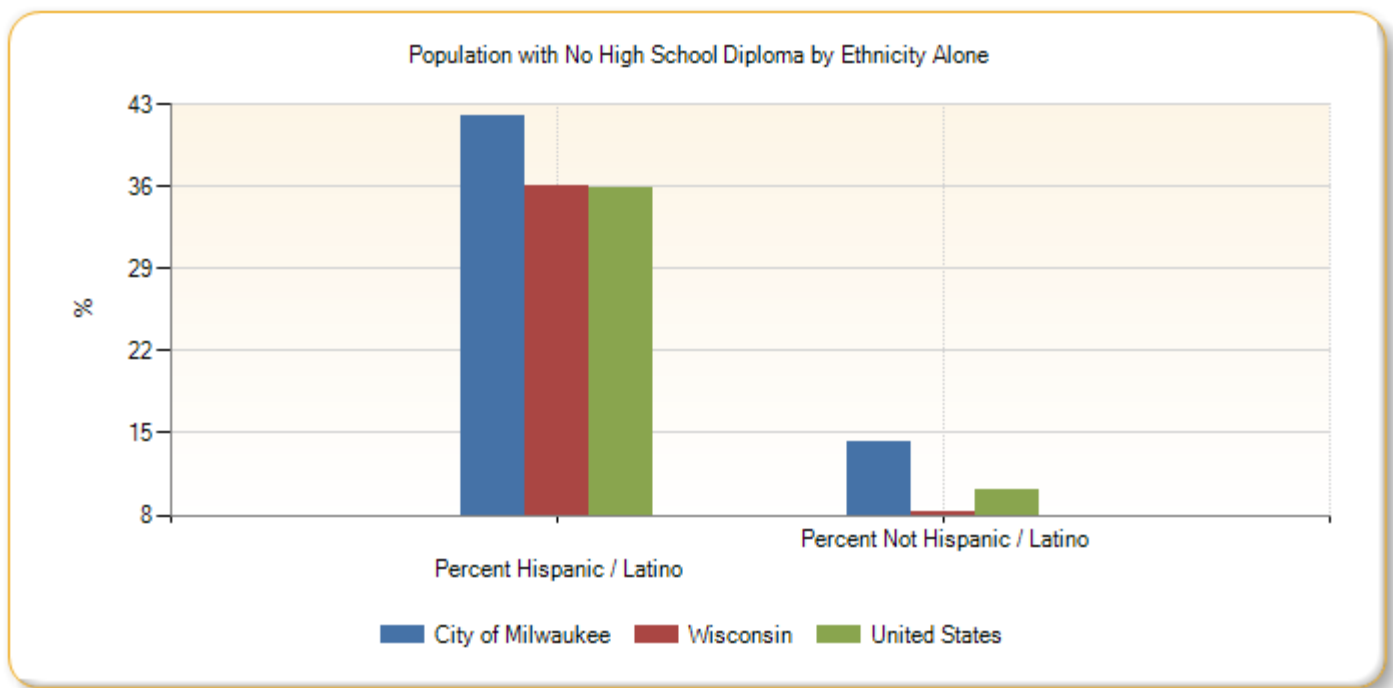
Report Area	Total Male	Total Female	Percent Male	Percent Female
City of Milwaukee	31,992	33,702	18.98%	17.56%
Milwaukee County, WI	41,591	42,859	14.36%	13.17%
Washington County, WI	3,417	3,163	7.6%	6.73%
Waukesha County, WI	5,994	5,820	4.55%	4.12%
Wisconsin	189,389	166,800	10.05%	8.48%
United States	14,483,210	14,104,538	14.37%	13.03%



Population with No High School Diploma by Ethnicity Alone

APPENDIX C- SOCIAL ECONOMIC FACTORS

Report Area	Total Hispanic / Latino	Total Not Hispanic / Latino	Percent Hispanic / Latino	Percent Not Hispanic / Latino
City of Milwaukee	22,188	43,506	42.06%	14.14%
Milwaukee County, WI	24,879	59,571	37.85%	10.84%
Washington County, WI	404	6,176	24.26%	6.84%
Waukesha County, WI	1,654	10,160	19.39%	3.84%
Wisconsin	61,413	294,776	36.06%	8.01%
United States	10,436,617	18,151,132	35.89%	10.09%

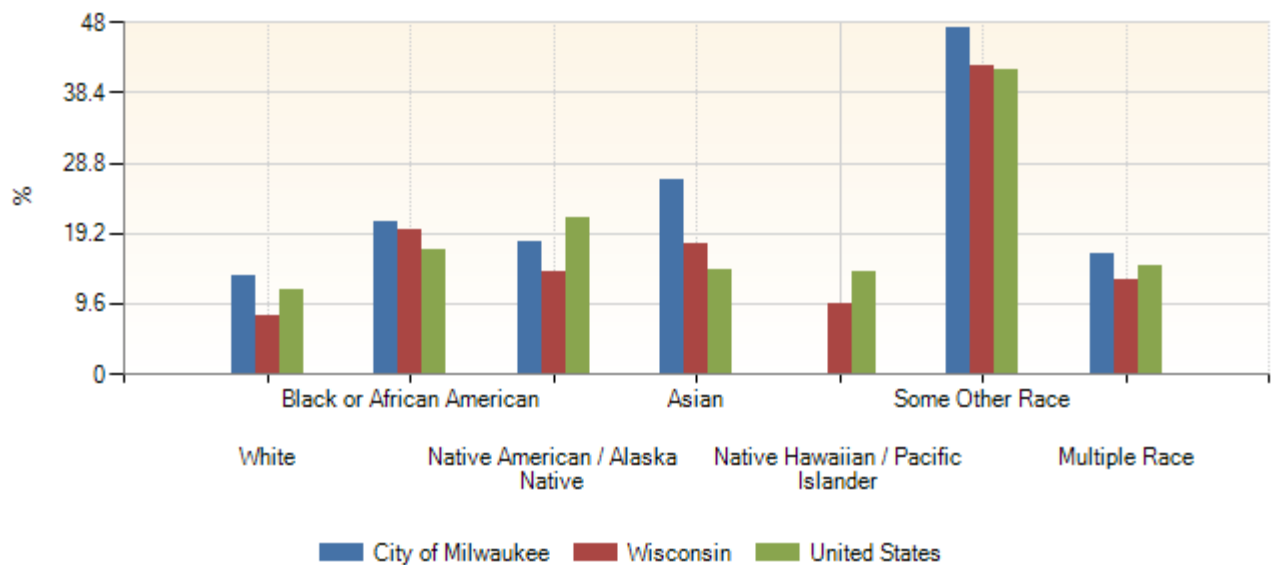


Population with No High School Diploma by Race Alone, Percent

APPENDIX C- SOCIAL ECONOMIC FACTORS

Report Area	White	Black or African American	Native American / Alaska Native	Asian	Native Hawaiian / Pacific Islander	Some Other Race	Multiple Race
City of Milwaukee	13.44%	20.74%	18.15%	26.37%	0%	47.14%	16.5%
Milwaukee County, WI	9.73%	20.26%	13.21%	21.7%	0%	44.18%	14.37%
Washington County, WI	6.96%	18.94%	7.69%	11.46%	0%	17.37%	12.78%
Waukesha County, WI	3.95%	9.42%	20.54%	6.23%	0%	32.47%	9.96%
Wisconsin	7.93%	19.77%	13.95%	17.73%	9.56%	42.01%	12.91%
United States	11.63%	16.83%	21.41%	14.24%	13.95%	41.51%	14.65%

Population with No High School Diploma by Race Alone, Percent



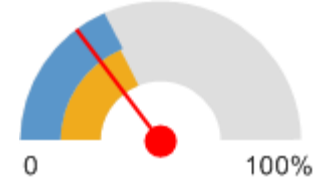
Population with Associate's Level Degree or Higher

APPENDIX C- SOCIAL ECONOMIC FACTORS

29.41% of the population aged 25 and older, or 106,017 have obtained an Associate's level degree or higher. This indicator is relevant because educational attainment has been linked to positive health outcomes.

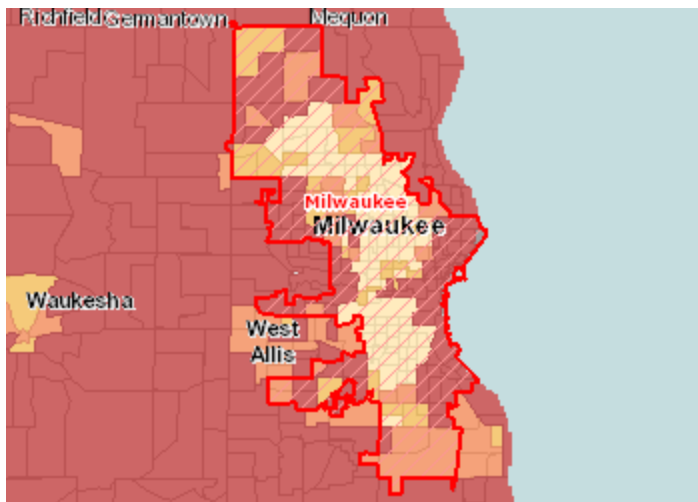
Report Area	Total Population Age 25	Population Age 25 with Associate's Degree or Higher	Percent Population Age 25 with Associate's Degree or Higher
City of Milwaukee	360,444	106,017	29.41%
Milwaukee County, WI	615,078	222,225	36.13%
Washington County, WI	91,933	36,081	39.25%
Waukesha County, WI	272,949	137,413	50.34%
Wisconsin	3,850,995	1,436,187	37.29%
United States	209,056,128	77,786,232	37.21%

Percent Population Age 25 with Associate's Degree or Higher



■ City of Milwaukee (29.41%)
■ Wisconsin (37.29%)
■ United States (37.21%)

Data Source: US Census Bureau, American Community Survey. 2010-14. Source geography: Tract



Population with an Associate Level Degree or Higher, Percent by Tract, ACS 2010-14

■ Over 32.0%
■ 26.1 - 32.0%
■ 20.1 - 26.0%
■ Under 20.1%
■ No Data or Data Suppressed
□ Report Area

Uninsured Population Age 18-64

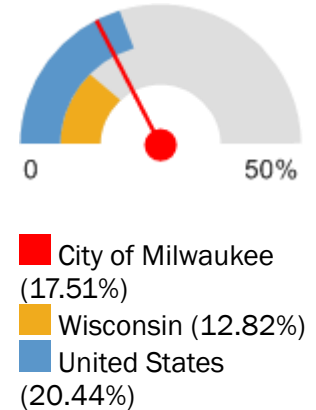
APPENDIX C- SOCIAL ECONOMIC FACTORS

The lack of health insurance is considered a *key driver* of health status.

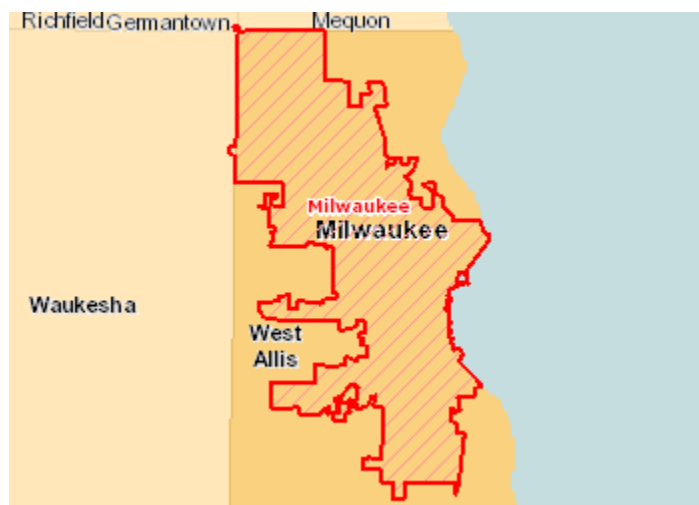
This indicator reports the percentage of adults age 18 to 64 without health insurance coverage. This indicator is relevant because lack of insurance is a primary barrier to healthcare access including regular primary care, specialty care, and other health services that contributes to poor health status.

Report Area	Total Population Age 18 - 64	Population with Medical Insurance	Percent Population With Medical Insurance	Population Without Medical Insurance	Percent Population Without Medical Insurance
City of Milwaukee	374,796	309,170	82.49%	65,627	17.51%
Milwaukee County, WI	593,680	489,727	82.49%	103,953	17.51%
Washington County, WI	81,255	74,647	91.87%	6,608	8.13%
Waukesha County, WI	238,212	220,526	92.58%	17,685	7.42%
Wisconsin	3,486,456	3,039,403	87.18%	447,054	12.82%
United States	192,461,139	153,124,895	79.56%	39,336,247	20.44%

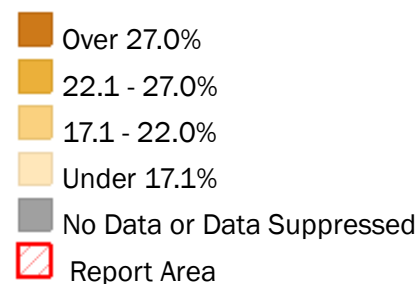
Percent Population Without Medical Insurance



Data Source: US Census Bureau, Small Area Health Insurance Estimates. 2013. Source geography: County



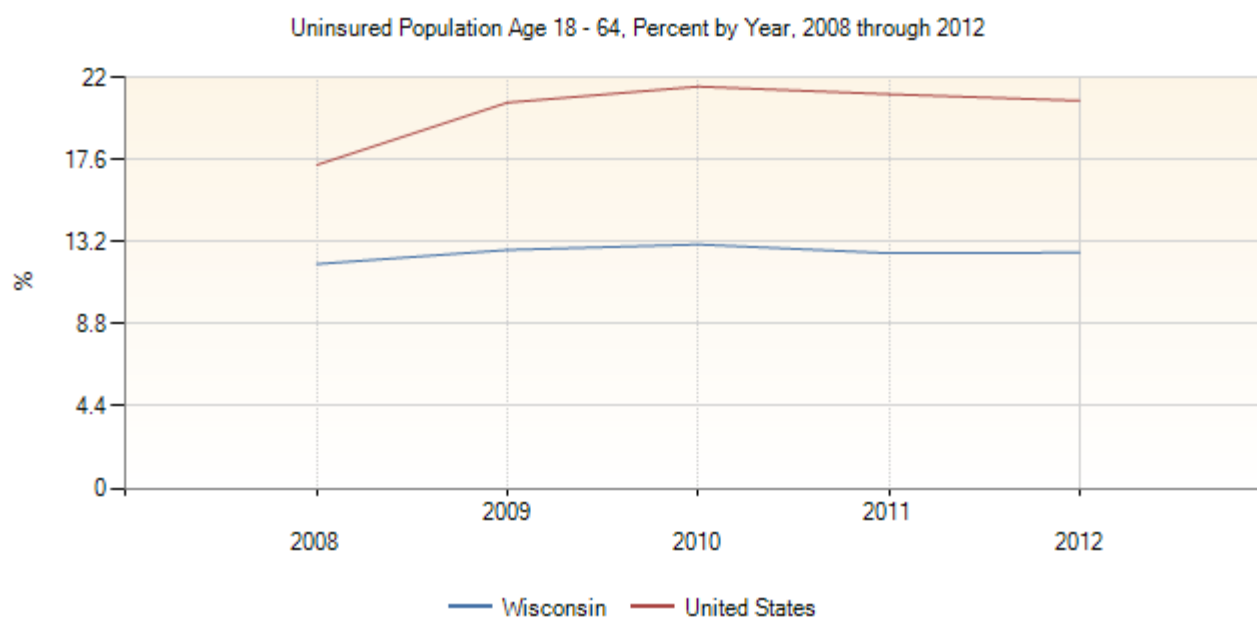
Uninsured Population, Age 18-64, Percent by County, SAHIE 2013



Uninsured Population Age 18 - 64, Percent by Year, 2008 through 2012

APPENDIX C- SOCIAL ECONOMIC FACTORS

Report Area	2008	2009	2010	2011	2012
City of Milwaukee	no data	no data	no data	no data	no data
Milwaukee County, WI	15.2%	17.3%	17.7%	17.7%	16.6%
Washington County, WI	9.2%	9.1%	10%	8.2%	8.5%
Waukesha County, WI	7.7%	7.2%	7.7%	7.3%	7.5%
Wisconsin	12.01%	12.77%	13.06%	12.59%	12.63%
United States	17.32%	20.66%	21.52%	21.11%	20.76%



Uninsured Population Under Age 19

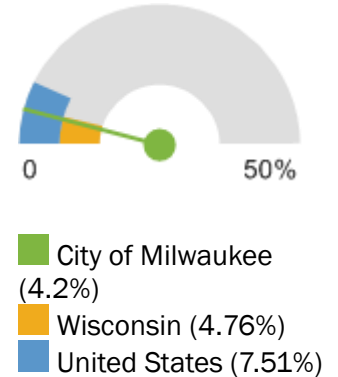
APPENDIX C- SOCIAL ECONOMIC FACTORS

The lack of health insurance is considered a *key driver* of health status.

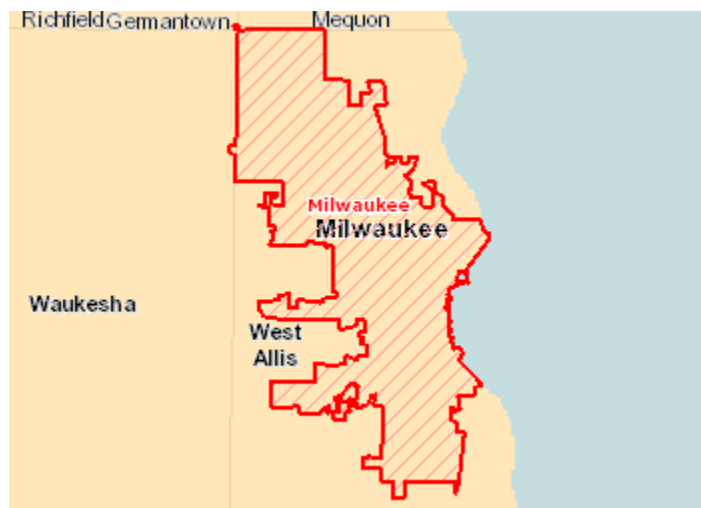
This indicator reports the percentage of children under age 19 without health insurance coverage. This indicator is relevant because lack of insurance is a primary barrier to healthcare access including regular primary care, specialty care, and other health services that contributes to poor health status.

Report Area	Total Population Under Age 19	Population with Medical Insurance	Percent Population With Medical Insurance	Population Without Medical Insurance	Percent Population Without Medical Insurance
City of Milwaukee	163,767	156,888	95.8%	6,879	4.2%
Milwaukee County, WI	239,931	229,853	95.8%	10,078	4.2%
Washington County, WI	31,945	30,812	96.45%	1,132	3.54%
Waukesha County, WI	92,621	89,712	96.86%	2,909	3.14%
Wisconsin	1,347,054	1,282,910	95.24%	64,144	4.76%
United States	76,195,402	70,470,743	92.49%	5,724,663	7.51%

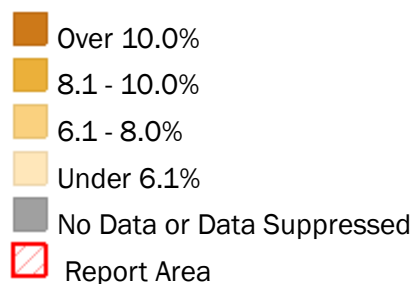
Percent Population Without Medical Insurance



Data Source: US Census Bureau, Small Area Health Insurance Estimates. 2013. Source geography: County



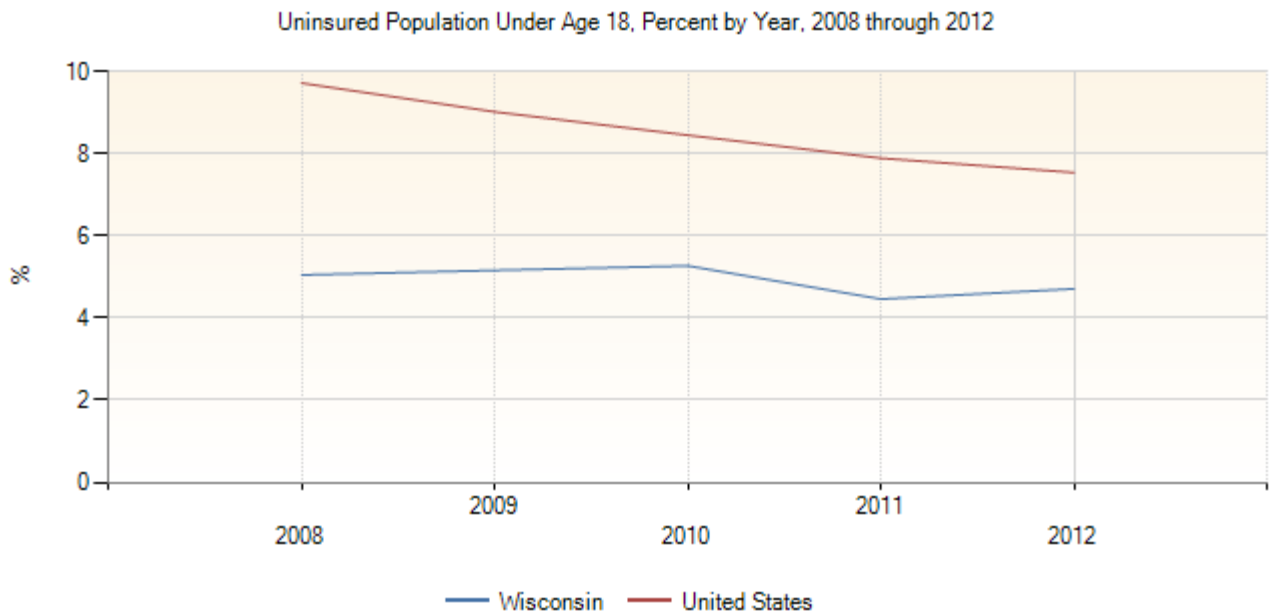
Uninsured Population, Age 0-18, Percent by County, SAHIE 2013



Uninsured Population Under Age 18, Percent by Year, 2008 through 2012

APPENDIX C- SOCIAL ECONOMIC FACTORS

Report Area	2008	2009	2010	2011	2012
City of Milwaukee	no data	no data	no data	no data	no data
Milwaukee County, WI	5.3%	5.8%	5.8%	4%	4.7%
Washington County, WI	4.4%	3.7%	4%	3.5%	3.8%
Waukesha County, WI	3.2%	3%	2.9%	2.9%	2.6%
Wisconsin	5.05%	5.16%	5.27%	4.46%	4.71%
United States	9.72%	9.02%	8.45%	7.89%	7.54%



Cost Burdened Households (30%)

APPENDIX C- SOCIAL ECONOMIC FACTORS

This indicator reports the percentage of the households where housing costs exceed 30% of total household income. This indicator provides information on the cost of monthly housing expenses for owners and renters. The information offers a measure of housing affordability and excessive shelter costs. The data also serve to aid in the development of housing programs to meet the needs of people at different economic levels.

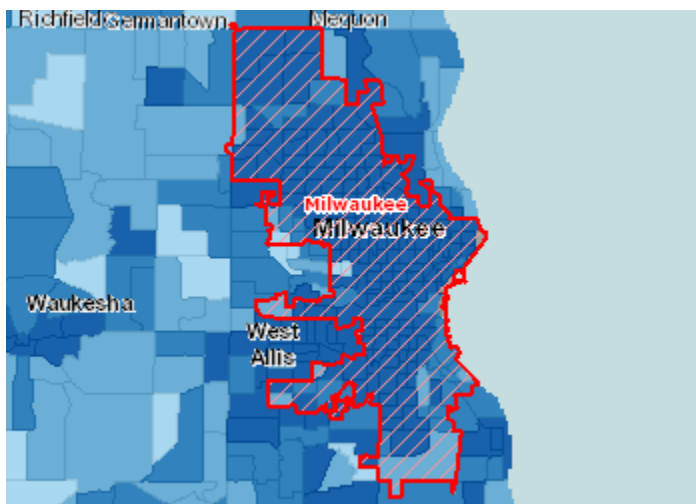
Report Area	Total Households	Cost Burdened Households (Housing Costs Exceed 30% of Income)	Percentage of Cost Burdened Households (Over 30% of Income)
City of Milwaukee	230,181	107,614	46.75%
Milwaukee County, WI	381,446	158,237	41.48%
Washington County, WI	52,554	15,486	29.47%
Waukesha County, WI	153,882	44,204	28.73%
Wisconsin	2,293,250	736,159	32.1%
United States	116,211,096	40,509,856	34.86%

Percentage of Households where Housing Costs Exceed 30% of Income



■ City of Milwaukee (46.75%)
■ Wisconsin (32.1%)
■ United States (34.86%)

Data Source: US Census Bureau, American Community Survey. 2010-14. Source geography: Tract



Cost Burdened Households (Housing Costs Exceed 30% of Household Income), Percent by Tract, ACS 2010-14

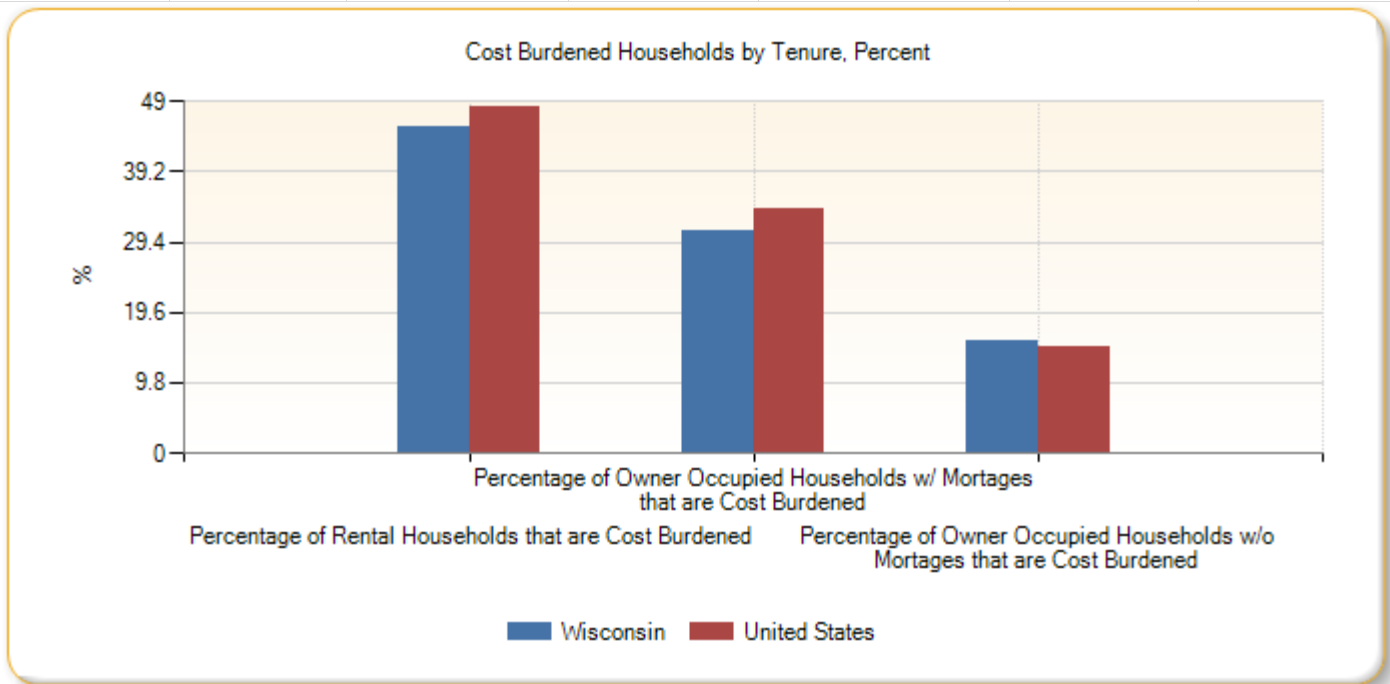
■ Over 35.1%
■ 28.1 - 35.0%
■ 21.1 - 28.0%
■ Under 21.1%
■ No Data or Data Suppressed
□ Report Area

APPENDIX C- SOCIAL ECONOMIC FACTORS

Cost Burdened Households by Tenure, Percent

This data shows the percentage of households by tenure that are cost burdened. The data for this indicator is only reported for households where tenure, household housing costs, and income earned was identified in the American Community Survey.

Report Area	Rental Households	Percentage of Rental Households that are Cost Burdened	Owner Occupied Households (With Mortgage)	Percentage of Owner Occupied Households w/ Mortgages that are Cost Burdened	Owner Occupied Households (No Mortgage)	Percentage of Owner Occupied Households w/o Mortgages that are Cost Burdened
Milwaukee County, WI	187,969	52.12%	134,088	36.04%	59,389	20.13%
Washington County, WI	11,552	40.05%	28,634	31.4%	12,368	15.1%
Waukesha County, WI	35,706	43.4%	83,901	28.17%	34,275	14.8%
Wisconsin	741,481	45.43%	1,029,506	30.86%	522,263	15.62%
United States	41,423,632	48.31%	49,043,776	34.03%	25,743,686	14.8%



APPENDIX C- SOCIAL ECONOMIC FACTORS

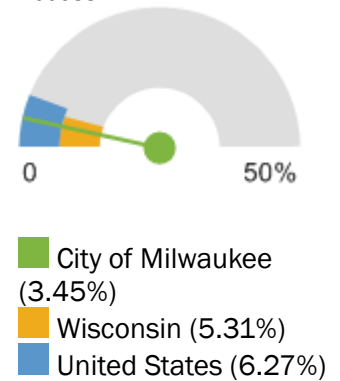
Physical Environment

A community's health also is affected by the physical environment. A safe, clean environment that provides access to healthy food and recreational opportunities is important to maintaining and improving community health.

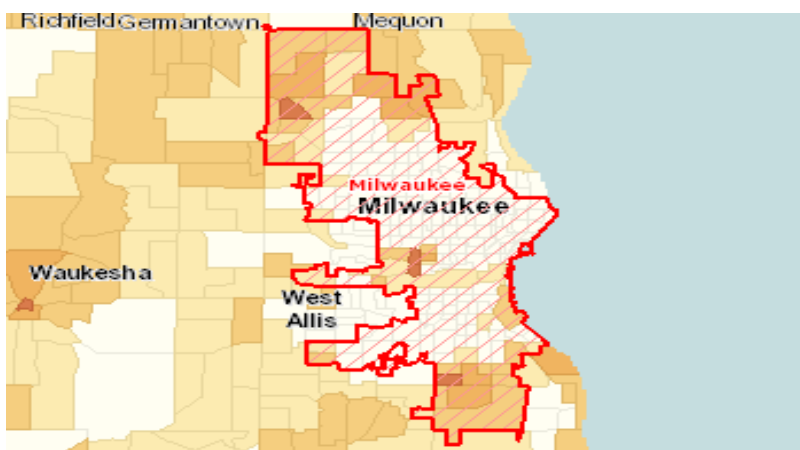
Low Income Population with Low Food Access

Report Area	Total Population	Low Income Population with Low Food Access	Percent Low Income Population with Low Food Access
City of Milwaukee	1,189,665	41,006	3.45%
Milwaukee County, WI	947,735	31,174	3.29%
Washington County, WI	131,887	5,422	4.11%
Waukesha County, WI	389,891	21,825	5.6%
Wisconsin	5,686,986	301,930	5.31%
United States	308,745,538	19,347,047	6.27%

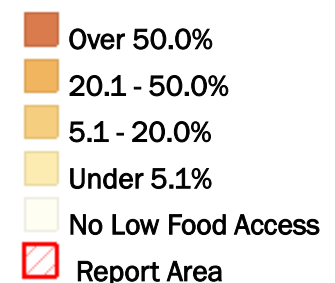
Percent Low Income Population with Low Food Access



Data Source: US Department of Agriculture, Economic Research Service, USDA - Food Access Research Atlas. 2010. Source geography: Tract



Population with Limited Food Access, Low Income, Percent by Tract, FARA 2010



Please see Economic Indicator Report footnotes for information about the data background, analysis methodologies and other related notes. Report prepared by Community Commons, April 22, 2016.

APPENDIX D- POVERTY SUMMIT

Policies & Systems – A Courageous Conversation

What's this session about? This session is designed to examine biases, inequities, discuss systemic abuses, and assess the political will to change policies that creates an exclusive society as opposed to an inclusive one, providing opportunities to all that seek it.

Moderated by: Clarene Mitchell

Facilitators:

Mike Williams – Mike Williams is currently employed by the City of Milwaukee as the Director of the Community Engagement and Achievement Collaborative, providing direction the Milwaukee Fatherhood Initiative, the Black Male Achievement program and the My Brother's Keeper program.

Mike Williams has 26 years of human service, program development and management experience, his education is in counseling. Mike is a Clinical Substance Abuse Counselor and a Licensed Social Worker. Mike has worked for the Kenosha County Sheriff's Department, and the Department of Corrections as a Programs Manager, Social Worker, Unit Manager and Assistant Regional Chief. Mike has also held the positions of Policy Analyst Advanced for the Department of Health Services and Director of Quality Control and Compliance for Running Rebels Community Organization.

Timothy Schabo - Timothy Schabo is a true testament to second chances and rehabilitation. Timothy is the Director of Constituent Services for State Senator Nikiya Harris Dodd and is also a felon and recovering drug addict. A 2015 graduate of the University of Wisconsin Madison, he is dedicating his professional career to changing the systematic biases that awarded him the chance at a new life that would not have been given to many minorities in the same position. Timothy wants to share the experiences and challenges that he has encountered on his road to recovery in hope that he can help others who are in the same position. As a proud father of biracial twins, he wants his children to grow up in a world where race and income do not necessitate your chance at success.

Session Outcomes

Conversation Participants: 54

Session discussion points

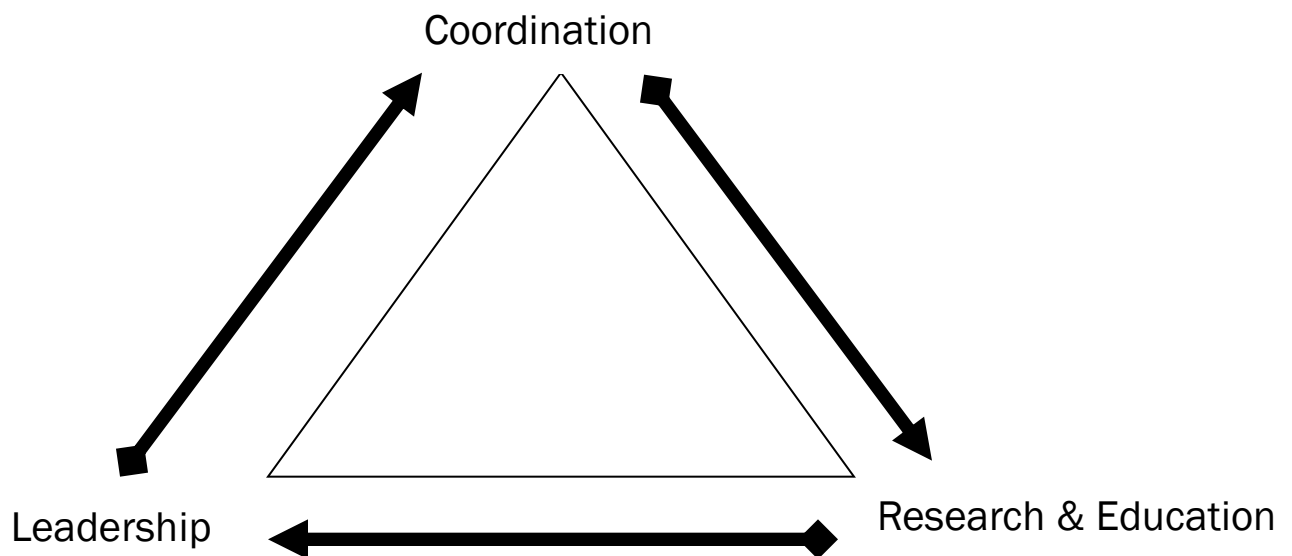
- D.O.C/Public Officials or society in general going through Anti-racism training. (R & E)
- Racial impact studies, retroactively study on existing policies/Statement (R & E)
- Viable public transportation to jobs (Coordination)
- Assessments of non-profits on poverty (R & E)
- Philanthropy changing the way money is distributed (Coordination)
 - Experts not giving resources
- Lack of residency requirement for public jobs (Leadership)
- Politicians to work together on issues of poverty (Coordination)
- Wraparound safety net services (Coordination)
- Put pressure on politicians/hold them accountable (Leadership)
 - To put policy in place that already exist
 - Laws in place not being implemented to bring people out of poverty

APPENDIX D- POVERTY SUMMIT

Focus Points

Equitable representation at the table when policy is made

- **Leadership** – government, philanthropy and policy makers
 - Lack of residency requirement for public jobs
 - Put pressure on politicians/hold them accountable
 - To put policy in place that already exist
 - Laws in place not being implemented to bring people out of poverty
- **Coordination** – How is the city and county, etc. coordinating? What infrastructure is in place to bridge them
 - Viable public transportation to jobs
 - Philanthropy changing the way money is distributed
 - Experts not giving resources
 - Politicians to work together on issues of poverty
 - Wraparound safety net services
- **Research & Education** – Impact statement local, county, state and federal level.
 - D.O.C/Public Officials or society in general going through Anti-racism training.
 - Racial impact studies, retroactively study on existing policies/Statement
 - Assessments of non-profits on poverty



APPENDIX D- POVERTY SUMMIT

Trauma – Causation with Maslow Hierarchy – A Courageous Conversation

What's this session about? This session is designed to have a conversation regarding the trauma that exists in our community. We will identify what is currently being done and make recommendations to develop a comprehensive approach to effectively deal with it long term.

Moderated by: Stephanie Findley

Facilitators

Susan T. Sigl M.S., LPC, CSAC, ICS

Susan T. Sigl is currently the Clinical Education and Counseling Supervisor and one of the counselors for Social Development Commission's, Health Wellness and Supportive Services- Counseling and Wellness Clinic. She has a Master's degree in Educational Psychology Counseling from UWM- Milwaukee and is a Licensed Professional Counselor, Clinical Substance Abuse Counselor and Intermediate Clinical Supervisor. Susan has more than 26 years of experience working with youth, adults and families. She specializes in work with counseling Dual/ Multi diagnosis, behavioral and substance abuse addictions, PTSD/ managing trauma survival. Susan is currently on the steering committee for Milwaukee Mental Health Task Force and has been active in several Milwaukee area coalitions advocating for improved services and awareness regarding both mental health and substance abuse services and needs in our community.

Pastor Walter Lanier

Pastor Lanier is the pastor of Progressive Baptist Church (PBC). He is the current Director of Student Advising and Multicultural Services at Milwaukee Area Technical College. He Studied master of divinity at Central Baptist Theological Seminary, and Divinity studies at Bethel University. He has also studied law and is a former corporate attorney and council for MATC in the past. He has also been an administrator in various roles at MATC. He currently sponsors and coordinates the faith based coalition regarding Mental Health Ministry and actively continues working with several Milwaukee area coalitions working to improve the experience and community support for services to both reduce poverty and improve available resources regarding mental health, substance abuse which impact on the experience of both individuals and families in our community.

Session Outcomes

Conversation Participants: 46

Session discussion points

How can we create kind places where people expect and get kind help?
How can we create policies that understand trauma?
We need to go to people. "Take what you've learned and help others"
We need more accessible mental health services.
Have an open mind to all types of diversity
We need affordable healthcare
More conversation will help reduce stigma
Healthy brain development=rhythm, relationships, and repetition
Healthy brain and low stress=improved learning
How to build community and decrease stigma
How do we advocate for others?

APPENDIX D- POVERTY SUMMIT

We all have a story
Trauma has many symptoms
“Silence can be our sickness”
Be sure to look at all parts of the environment
Working on your own issues improves your quality of care
Increase T.I.C. and other mental health trainings for non-clinical staff
Ask staff what they need to provide better services and support it
Promote acceptance, empathy, and compassion
Foster safe environments where stories are shared and healing begins
Kids don't care what you know until they know that you care

Focus:

Have a non-judgmental attitude
Listen to their stories – hear their trauma
Help them say, “I can trust you”

The Ism's – A Courageous Conversation

APPENDIX D- POVERTY SUMMIT

What's this session about? This session is designed to examine the ism's (Racism, Sexism, Classism, etc.) that exists in our community and create a recommended approach to effectively address it.

Moderated by: Abra Fortson

Facilitators:

Martha Barry, YWCA – Martha Barry is the Racial Justice Director for YWCA Southeast Wisconsin. Her work includes providing community education on eliminating racism through the six-part series *Unlearning Racism: Tools for Action*. Over 700 individuals from nonprofits, businesses, faith groups and government agencies have attended the course over the past eight years. Martha has adapted the series for Wheaton Franciscan Healthcare, Medical College of Wisconsin, Northwestern Mutual, Center for Self Sufficiency, Waukesha Women's Center and Community Advocates. UW Extension, Empowering Families Milwaukee Health Department, Neighborhood Leadership Initiative, TRIUMPH UW-Madison Medical Students, Municipal Court staff, and Milwaukee Public Schools have had Martha facilitate sections of the series.

Dr. Barry also oversees Everytown Wisconsin; a summer social justice youth leadership week-long camp for teen girls ages 14-18.

Emilio De Torre – Emilio De Torre has been the Director of Youth and Programs at the ACLU of Wisconsin for the past ten years. He serves on the Board of Directors for both Milwaukee Public Theatre and TRUE Skool, and was the 2013 recipient of the YWCA's Eliminating Racism award. He lectures and consults nationally for a variety of organizations and is dedicated to advancing the civil liberties and civil rights of all people. Emilio served as a public school teacher at PS 287 in Fort Greene, Brooklyn and as the Director of Education Services for 15,000 young people from Brooklyn, Queens, The Bronx and Manhattan at the Madison Square Boys and Girls Clubs. He's a devoted father to his three kids and an avid comic book collector.

Session Outcomes

APPENDIX D- POVERTY SUMMIT

Conversation Participants: 24

Session discussion points

Tired of:

- Navigating the white supremacy bureaucracy
- State Rights (Dog whistle & coded message)
 - How to unite and take on with in the states system
- Eliminate imbedded inequality
- Self-care (Needed)
 - Impact on women of color caregivers
 - Community education on teaching youth how to navigate the “system”
 - Conflict resolution
 - Deescalating
 - Crisis
 - Gay/gender cultural training (requirement)
 - Cognitive dissonance
 - Remove respectability politics
 - Examine the money (appropriations)
 - Political accountability thru elected officials
 - Who’s at the table
 - Corporate
 - Appointed
 - Eliminate imbedded inequality
 - What are you willing to sacrifice while standing in the gap?
 - Tammy Baldwin 414-297-4451; Gwen Moore 414-297-1140; and Ron Johnson 414-276-7282 (Appropriations & Money)

Focus Points

1. Making political and other business/faith based leaders accountable at all levels (all community leaders)
2. Continually having cultural competency, anti-racism, anti-bias training in systems of white supremacy structures.
3. Intersection of race/gender. How to navigate without being i??? for a natural emotion/self-care for normal trauma and beat down due to nature of work. All those affected.

Cognitive Dissonance and Willful Silence; the Economic Divide

APPENDIX D- POVERTY SUMMIT

– A Courageous Conversation

What's this session about? This session is designed to understand the importance of being aware of possible conscious or unconscious perceptions and bias that could have unintended consequences for the Low Income people, the providers and the community as a whole.

Many individuals are uncomfortable having contradictory beliefs and actions regarding poverty, and will use cognitive dissonance to create balance between their beliefs and actions. Comfortable lifestyles are important to many and may create dissonance to those who come face-to-face with the reality of poverty. More than 50% of Children in Milwaukee County live in poverty. It is imperative Individuals, in light of their own power and socio-economic levels individuals, businesses, private and public sector entities decide how to respond to poverty.

The focus of this discussion will be to develop strategies to answer the questions:

1. Why do some have what they, and why don't others have anything? Are we conflicted over this?
2. What do we do when faced with the reality of poverty?
3. Should it and does it bother us at all?

Moderated by: Curtis Marshall

Facilitator:

Sam Simmons is licensed as an Alcohol and Drug Counselor, who has over 25-year experience as a behavioral consultant in the areas of chemical dependency, violence abatement and historical trauma. He specializes in practical culturally sensitive trauma informed work with African American males and their families. He is currently SAFE Families Manager at The Family Partnership managing the federally funded Be More Project to engage African American young men and boys to promote healthy relationships and end violence against women and girls. Also, Healing Generations a culturally-specific relapse support program for African American men. He is an Adverse Childhood Experience Interface Trainer in the state of Minnesota. Sam was awarded the 2009 Governor's Council on Faith and Community Service Initiatives Best Practices Award for his work with MN Department of Veterans Outreach Services, prison reentry and in the African American community. He is co-host of "Voices" radio show on KMOJ FM that addresses issues of the urban community. Sam is respected for his highly informed conference and work around African American historical trauma around the country.

Session Outcomes

Conversation Participants: 57

Session discussion points

Dissonance keeps families in poverty, why?

- People hide behind trauma
- Enable people to exercise privilege
 - To maintain privilege status quo
 - Selfish-Conditioned
 - Economics
- We do not have knowledge of self
 - Lack knowledge
 - Disconnect/Identity crisis

Why is there privilege? What can be done?

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- Recognize that if you do something it's wrong
- To protect your own
- Be willing to give something up
- Sense of worthiness
- Willful silence
- Fear-it you have it you want to hold on to it, fear of losing power
- How do we access awareness?
- Stand together
- Present in a way where there's a balance
 - Everyday life
 - With family
- Get partners to help fill the gaps
- Unearned privilege
- Unlearned cognitive dissonance
- Work with community members to they're in a better position to help themselves
- Dissonance is un-comfortableness
- Important not to dehumanize
 - How do we see people?
- Do not blame the victim
- History, education important
- Stand in the gap

Focus Points

Session went through a mini 5 why- insufficient time to identify 3 focus areas. While the group was not able to identify the focus points, the session had a strong focus on privilege. The feeling that it is often unearned and questioning why is there is a sense of it toward other socio-economic brackets, and are those with a sense of privilege willfully turning a blind-eye to poverty. The need to stop blaming low-income individuals and families for their economic status was raised, as was the role of history and education in shaping viewpoints.