



Our Health. Our Community. Our Future.

Action Team Activity Summary *Economic Security*



This document is a summary of the ideas generated during the Action Team Activity at the MKE Elevate Kick-Off Meeting on February 7, 2017. Members of the Action Team worked in groups to answer a series of questions to help inform the development of specific objectives to help us reach the goal of improved Economic Security. These questions are based off Steps 1-5 of the Tearless Logic Model Process. More information about this process can be found online at <http://www.gjcpp.org/en/tool.php?issue=7&tool=9>

Step 1: Anticipated Impacts or “End in Mind”

The first question helps us imagine what success might look like. If we really got it right, what would Economic Security in MILWAUKEE look like in 10 or 20 years?

Jobs:

- A job for everyone-if not, income support
- More job security (2)
- Access to a living wage (2)
- Fair labor laws
- Lowering unemployment (2)
- Nobody living below poverty (2)
- More equitable ability to accumulate wealth
- Ability to save money
- Families have meaningful sustaining work
- Measurable movement of individuals from public benefit programs to self-sufficiency (adequate employment)
- Yearly reviews of poverty versus the minimum wage requirement (can a person live on this amount of money)

Education:

- Double the percentage of people educated at all levels
- Higher graduation rates (2)
- Higher education level percentages (3)
- Every high school graduate has the opportunity to attend college or trade school
- Affordable education (3)
- Improved attendance (2)
- Education levels would be significantly higher across all populations (2)
- Good technical post-secondary Institutions
- Great public school system

Housing:

- Better investments in neighborhoods
- No pockets of concentrated disadvantaged in Milw.
- The City of Milwaukee would look & function the same as suburban communities
- No homeless (2)
- Less vacancies both residential & professional
- Home ownership for everyone (2)
- Boarded homes less than a total of 5% in Milw.
- Need for “basic needs” support (3)
- Access to affordable housing (3)
- More home gardens
- Repair homes in disrepair-housing stock improves, home values go up, neighborhoods improve, people feel safer

Food:

- Accessible food (4)
- Affordable & healthier food (2)
- Higher prevalence of grocery stores or corner stores with healthy foods
- More gardening access for locally grown food
- Dramatic decrease in household food insecurity
- Decrease in food pantry clients
- Less diagnosis of illness such as diabetes & hypertension

Industry:

- Good government academic industry-collaboration
- More opportunity for entrepreneurship
- Increase number of start-up businesses
- Circulating commerce
- No vacancy in our commercial corridors
- Industry incubators
- More cultural diversity (3)
- Well-funded public health system

Environment:

- Respect for the environment
- Inclusive programming & developments
- More attractive and green environments
- Support local eco-system movement
- Expanded, maintained park system

Transportation:

- Effective public transit (2)
- Transportation more readily available, accessible & affordable (2)

Crime:

- Lower incarceration rate (2)
- Lower crime rates

Step 2: Target Population or “Those We Serve”

The second question helps us identify the target populations. When we think about promoting Economic Security, who are we ultimately trying to serve? Are there certain groups that are more impacted?

- Men (2)
- Women (3)
- All ethnic origins
- Minorities (2)
- Elderly (2)
- Veterans (3)
- Children (2)
- Adults
- Students (3)
- Single parents (2)
- Single parents holding multiple jobs
- Disabled
- Refugees
- Immigrants
- Recently incarcerated
- Uneducated
- Tax payers
- Homeless (3)
- Displaced workers
- Unemployed (2)
- Low income
- Fixed income
- Mentally ill
- Those underserved
- Families
- Families with low incomes
- Children who live in poverty (2)
- Abused & neglected children

- African American men (2)
- Small business owners (2)
- Entrepreneurs

Step 3: Long Term Outcomes or “Changing the Rules and Nature of the Game”

The third question helps us think about what we need to do at the systems or community level to change the rules and nature of the game to achieve long term outcomes related to promoting Economic Security. Consider.... What changes in programs, policies, and practices are necessary to reach the goal? If we have reached our “vision” of promoting Economic Security, what has changed to allow that?

Community Investment:

- Incentives for business growth & development
- Economic & community development programs
- Corporate sponsorship
- Streamlining environment around entrepreneurship
- Community reinvestment (2)
- Examine policy & program design through racial equity lens
- Focus on prevention rather than reaction
- Higher reimbursement for preventative primary care

Job Training:

- Change the funding model for public education
- More apprenticeships with job training
- Job training programs-access & funding
- Stronger worker protections
- Dramatically expand transitional job programs
- Community college & collaborations (2)
- Educational preparedness in public schools
- More job training in schools (2)
- Adjust W-2 rule to provide income support to parents enrolled in higher education

Wages:

- Increase minimum wage (4)
- Increase wage rates
- Dramatically expand the State Earned Income Tax Credit (EITC)
- Living wage laws (2)
- Living wages sufficient to affordable housing and basic needs (2)
- Positive interaction of service agencies to dominate barriers to economic security
- Basic needs-minimum of public benefits provided (2)

Criminal Justice/Incarceration:

- Second chance crime legislation
- Allow ex-felons who have served their time to vote
- Decreased profit motive for incarceration
- Invest in those leaving criminal justice system
- Should be drug free to gain employment (2)

Food:

- Grocery stores in all communities, not just higher income areas
- More ethnic food markets
- A vibrant local farmer system
- Policies, programs and/or ordinances should be created to encourage healthier food choices, housing & jobs to rebuild family systems
- Healthier foods decrease obesity & chronic disease rates

Housing:

- “Healthy Homes” streamlining the chronic disease mgmt. of communities
- Enforcement of fair housing policies
- Changes to housing qualifications for those with chronic criminal backgrounds
- Reform housing eviction policies
- Affordable housing (3)

Step 4: Intermediate Outcomes or “Behavioral Changes”

The fourth question forces us to think about the behavioral changes that are needed to reach intermediate outcomes related to promoting Economic Security. Consider.... What changes would you expect to see in behaviors or actions of individuals, organizations, or communities? Who would change and how if we were successful?

Community:

- Suburban residents should be less fearful of the City
- Redefine our City and embrace change (2)
- Consolidating workforce opportunities
- Increased internships across sectors
- Greater evaluation of the common good
- Those with the greatest needs get the greatest resources
- Celebrating culture and traditions
- People should see themselves as a part of a community rather than an individual
- To be more open minded & creative
- Able to tackle community issues together (2)
- Our community as a whole should invest in our children’s quality of education
- Our community as a whole should invest in our own safe environment
- Everyone take an interest in the greater common good (2)

- Higher values and education (4)
- Embracing diversity (2)
- See our inner City as an asset, not a liability
- Build trusting relationships
- Better police
- Better community relations
- Complete households-families supported by two parents
- All people are equal
- Programs & policies assure equal access
- Statutes that promote/increase access to healthy food (2)
- Positive regard for renters-landlords ensure safe, affordable housing

Education:

- Students should be more motivated to stay in school-understand that a good education leads to employment
- Higher value on education (4)
- Instill hope in pre-teens to invest in the system and their education (2)
- Only educational TV on all channels until 4 pm for children 6 and under
- Stress to the young that what you do know will have a great impact on their future. Better outlooks, better futures, productive citizens, great impact on the community as a whole
- Invoke more youth in planning processes
- Learn to become more self-sufficient to increase drive & passion

Business:

- Dedication to local business (purchase power)
- Better corporate leadership
- Business expressing community commitment in mission vision
- More businesses with work site health services (2)
- Elimination of discriminatory practices by employers
- Better Federal, State & local govt. coordination of economic development
- Diverse job opportunities being shared among community networks
- Willingness to work with everyone of all backgrounds
- Increased public & private partnerships (2)
- Should invest in their communities disadvantaged children & families

Collaboration:

- Better across more vulnerable populations
- Better across state sectors (education, housing, healthcare, safety, etc...)
- Less competition for scarce resources
- More among behavioral organizations

- Families that are safe with minimal or no violence or abuse are more so to be free of drugs & alcohol
- Fewer suicides & domestic violence (2)

Step 5: Short Term Outcomes or “What Needs to Change Right Now”

The final question focuses on what needs to change right now if we want to start to see immediate changes in promoting Economic Security. What changes in knowledge, beliefs, and attitudes would you expect to see? What changes would we expect to see in the next year if we are heading in the right direction?

- State & local government prioritizations
- Unity of effort between the government & private sector (2)
- Visionary leadership bipartisan within government
- Consensual strategic plan adopted by government & private sector
- Raise funding for pilot institution between government & corporate
- Partnerships between local businesses & schools to train tomorrow’s workforce
- Adoption of decision making processes that center social & racial justice
- Help students see the connection between school performance & their future employment prospects (2)
- Improve the quality of life for those living in poverty (2)
- Define & teach values & proper ways of life to build a successful society
- The entire “City” needs to come together to improve the health & well-being of its residents
- The belief that healthcare is a privilege, not a right
- The perception that people are lazy
- Learn who really does the work (non-profits/NGO’s)
- Make more jobs accessible in the community (3)
- Business leaders to understand that “we all do better when we all do better”
- Community involvement within every process
- Believe that small local actions have impact
- Share the belief that system wide change is possible
- We are more powerful and effective when we work together (2)
- Believe in the value of all human life (2)
- End the persuasive violence on TV & video games
- Start to have the uncomfortable conversations
- Start to think “globally” on the State/City level
- Adopt a local living wage law (2)
- Provide jobs to poor while benefiting community
- Share knowledge of the economic challenges throughout the City of Milwaukee
- Share knowledge of healthy foods & resources to potential sources to health hazards
- Create jobs for less educated

- Access to affordable healthcare (2)
- Change in the education structure (3)
- Better education about economic security issues
- Create health resource centers to support community
- Use the extra green space
- More grants to fix homes
- Foreclosed homes to become available to prospective home owners
- Stereotypes should be eliminated (2)
- People talking to each other, sharing ideas & solutions to issues to better the very community they all live in together