



Our Health. Our Community. Our Future.

Action Team Activity Summary *Fair and Inclusive Society*



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 a Fair and Inclusive Society in MILWAUKEE look like in 10 or 20 years?

Community:

- Increased cultural visibility and awareness
- All life valued & respected (2)
- People happier & healthier
- All segments thriving (2)
- Decreased negative neighborhood influences-less tobacco, alcohol & drugs
- Happier, healthier
- Integrated/less segregation (2)
- Diversity of leadership in the City (more folks of color in leadership roles)
- Diverse neighborhoods-racially & culturally
- Mindset of inclusion of ALL cultures and languages
- Increase cultural visibility and awareness
- Equitable distribution of public amenities & resources
- Residents do not face barriers accessing resources
- More and improved transportation options

Housing:

- More accessible housing
- Affordable rent for high quality housing
- Higher percent of housing units-no substandard housing
- Investment & development in neglected corridors

Environmental:

- Access to healthy parks & green spaces
- Improved neighborhood aesthetics
- An equitable built environment

Education:

- Higher education level among all groups (MPS, private, colleges..)
- Increase graduation rate
- One state-wide education system
- Schools prepare children to succeed & live independently
- High quality education for all (2)

Jobs:

- More living wage jobs near homes
- Exploring training & opportunities
- Diversity in every level of employment, public & private

Other:

- Improvement in access to information & opportunities
- Lower the percent of children afraid of their personal safety
- Decrease the number of high schools students exposed to domestic violence
- Linguistic/cultural/socio-economical access

Step 2: Target Population or “Those We Serve”

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

- People with disabilities (4)
- People with mental health issues
- Undereducated
- Everyone (2)
- Veterans (2)
- Policy makers (2)
- Religious groups
- Racial/ethnic minorities (5)
- LGBTG community (4)
- Women and Men
- Non-English speaking (3)
- Immigrants & refugees (3)
- Elderly/Seniors (3)
- Homeless
- Youth (4)
- Incarcerated (2)
- Previously incarcerated
- Low-income/poverty population (4)
- Urban Milwaukee

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 a Fair and Inclusive Society. 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 education & awareness (2)
- Greater investment in culturally specific agencies
- Policies that address violence in areas of Milwaukee (2)
- Re-invent the criminal justice system
- Incarceration programs that help make positive changes addressing barriers
- Equitable funding for schools
- More mentoring & programming for youth (2)
- Holistic programming in school (art, music)
- Teaching children cultural competencies-acceptance of everyone
- More transportation & childcare options for families
- Ambulatory grocery stores-access to food
- Basic rights-good food & decent housing
- Get rid of discriminatory housing regulations
- Invest in evidenced-based emerging practices-take a risk!
- Universal access to healthcare (20)
- Make funding policies transparent
- Equitable representation in political system
- Less corporate power & influence to policy process
- Create a process to determine equitable funding & policies
- Equitable “voice” & engagement in policy development
- Change in vision and bring to the attention of political policy
- Leaders that represent community
- Reduce economic inequality
- Empower-train key community leaders on health
- Exploring sustainable resources to allow reducing disparity
- Focus on prevention-implement programs with children to prevent negative outcomes
- Fair legal system
- Equity in application of laws
- Enforcing existing fair-treatment non-discriminatory laws
- Community involved decision making
- Increase leadership skills to increase advocacy
- Funding from State, Federal & local for programs & services

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 a Fair and Inclusive Society. 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?

- Happier & healthier community (2)
- Respect for each other
- Openness
- More sharing of food & time
- Increase efforts for diversity (3)
- Acceptance
- Willingness to live together
- Cross cultural, cross racial communication
- More face to face communication (less electronic) (2)
- Comprehensive behavioral changes-all segments-policy makers to neighbors
- Increase cultural/linguistic training
- Empowering & training of individuals (police, paramedics, firefighters...)
- Change may include policing themselves-self-motivated for sustained changes
- Break barriers to communicate across communities
- Improve relationships between law enforcement & the community
- Check first before making assumptions about others
- Emotional safety-sharing more of one's self
- See more non-traditional relationships between groups
- Not needing to teach behaviors differently based on your culture
- Change in parenting, teaching, raising a family & health systems
- Understand & commitment to overcome implicit bias
- Executive leadership at Fortune 500 co.'s leading by example-fair treatment & inclusion
- Greater accountability & empathy from systems & elected officials
- Leadership at all levels (2)
- It starts at the White House

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 a Fair and Inclusive Society. 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?

- Address the fear pushed by the media for people to go into other communities
- Put the fear aside and talk to people
- Nightly new bias

- Find a commonality to bond & come together-Packer fan??
- Monitoring outside of our own circles
- Create an opportunity to gather together to socialize
- Statement of institutional buy in with resources allocated to commit to racial equity
- Get out from behind your desk! You need to be in the community to understand the barriers
- We need to start conversations that address our biases
- Adjustments in City budget to better support community (not MPD)
- More diverse candidates in 2018 election (2)
- Impeach Trump (2)
- Racism
- Social media campaign to embrace diversity
- Positive Milwaukee messaging
- Image of Milwaukee as an inclusive loving & healthy community
- Safe place to dialogue together
- Expanding “venues” for community oriented conversations
- Involve youth groups in today’s important conversations
- Be comfortable with gender diversity
- Employment that creates a path to leadership
- Enforce anti-discriminatory laws (housing, employment)
- Start with faith based communities to come together & their parish communities follow
- Education (2)
- More diverse educational experiences for the young
- City encourage smaller start-ups