Partnering to Address Intersecting Community Challenges

League of California Cities Annual Conference
Friday September 15, 2017

Agenda

Welcome and Introductions

Looking Forward: 6 Trends Facing CA. and 3 Possibilities for Change

Building Trust with ALL Residents

Moving an Equity Conversation

Exercise

Q&A/Discussion
The Institute for Local Government

ILG is the non-profit research and education affiliate of

ILG’s Mission

- Promoting good government at the local level
- Practical, impartial and easy-to-use materials
ILG’s Program Areas

- Public Engagement
- Sustainable Communities
- Ethics
- Collaborations & Partnerships
- Local Government Basics

ILG’s Public Engagement Program

- Tipsheets
- Guidebooks
- Case Stories
- Webinars
- Coaching, Training, Technical Assistance

www.ca-ilg.org/engagement
LOOKING FORWARD:
SIX TRENDS FACING CALIFORNIA, THREE POSSIBILITIES FOR CHANGE

09.15.17 MANUEL PASTOR @Prof_MPastor

DEMOGRAPHIC SHIFTS

- 1. Slowing Demographic Change at Macro-level
- 2. The Action: Micro-level Changes in Demography
- 3. Generational Disconnect Remains Problematic
Changing Demographics
United States, 1980-2050

Changing Demographics
California, 1980-2050
IMMIGRATION AS A (NON-) FACTOR

Immigrant Share of the Population, United States, California, and Los Angeles County, 1860-2014

LEGACY OF CHANGE

In California, foreign-born constitute:
• just over a **quarter** of the population, and
• and roughly **half** of children have at least one immigrant parent.
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• just over a quarter of the population, and
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GENERATION GAP

Median Age by Race/Ethnicity, 2010-2014

- White: United States 43, California 45
- Black: United States 33, California 36
- Latino: United States 28, California 28
- API: United States 36, California 38
- Native American and Alaska Native: United States 33, California 39
- Other or mixed race: United States 20, California 23
4. Income Inequality and Low-wage Work

5. Workforce Not Ready For Jobs of Future

6. Reconfigured Economy and the Housing Crisis

CHALLENGE OF INEQUALITY
Household* Gini Coefficient, 1969

Source: US Census
CHALLENGE OF INEQUALITY
Household Gini Coefficient, 1989

CHALLENGE OF INEQUALITY
Household Gini Coefficient, 2014
CHALLENGE OF INEQUALITY

U.S. and California 1980 to 2010-2014

- California
- United States

10th Percentile 20th Percentile 50th Percentile 80th Percentile 90th Percentile

-19% -19% -4% 15% 26%

-11% -10% -7% 6% 17%

California kids of color concentrated in high-poverty schools

REPRODUCING RACIAL GAPS

California kids of color concentrated in high-poverty schools

Breakdown:
Percent of students by school poverty level: California, All public schools, 2014
- Low (<15% of students eligible for free or reduced-price lunch - FRPL)
- Mid-low (15-50% FRPL)
- Mid-high (51-75% FRPL)
- High (>75% FRPL)

All 18.9% 18.6% 24.3% 38.7%
White 21.0% 21.7% 29.5% 40.9%
Black 11.8% 10.9% 28.0% 33.2%
Latino 28.3% 31.9% 31.6% 33.5%
Asian or Pacific Islander 12.2% 14.0% 22.4% 21.7%
Native American 12.7% 13.1% 22.3% 20.8%
International 29.7% 30.4% 28.4% 32.8%
People of color 22.4% 23.0% 29.8% 37.4%

National Center for Education Statistics
ANOTHER LABOR MARKET CHALLENGE

Prison Population, California versus the rest of the US, 1978-2014

AND HOUSING BURDEN IS SEVERE . . .

Housing burden by tenure, ranked: California, All, Renters, 2014

18.2% South Dakota

THREE POSSIBILITIES FOR CHANGE

1. New Thinking about Equity and the Economy
2. New Ways to Measure Equity and Progress
3. A New Recognition of the Need to Expand Civic Voice at All Levels

THINKING NEW: EQUITY AND GROWTH

Conventional wisdom in economics says there is a trade-off between equity and efficiency.

But, new evidence shows that regions that work toward equity have stronger and more resilient economic growth.
EVIDENCE: EQUITY AND GROWTH

Even the Federal Reserve Bank of Cleveland found that that racial inclusion and income equality matter for growth.

We have developed these ideas further in...

EQUITY, GROWTH, and COMMUNITY

What the Nation Can Learn From America’s Metro Areas

CHRIS BENNER | MANUEL PASTOR
A potential $800 billion per year GDP boost from racial equity

Actual GDP and estimated GDP with racial equity in income (billions): California, 2014

**DATA AND DIALOGUE**

Welcome to the National Equity Atlas, a comprehensive data resource to track, measure, and make the case for inclusive growth.

*Data In Action:* Data from NABE indicates jobless rates for Black men in New Orleans are among the highest in the country. The mayor has announced an ambitious new jobs plan.

The Face of America is Changing
ENGAGING THE NEXT CALIFORNIA

- Bridge generations & geographies in your approach
- One size does not fit all; each community will need to find its entry point
- Scaling up to state is not just about more; the key is which best practices to replicate where
- Expect bumps along the way; the moral arc of the universe bends toward justice but not on its own

IMPLICATIONS FOR CITIES & CIVIC LEADERS
BUILDING TRUST
with
ALL RESIDENTS

Bryan Montgomery
City Manager

League of California Cities
September 15, 2017
He’s not alone

- 2017 Population: 41,200
- Hispanic: 37%
- Fastest growing Hispanic population in Contra Costa County since 2000
How we treat newcomers to our communities says a lot more about us, than it says about them.
Collaboration, Collaboration, Collaboration

- Mayor & City Council
- City Staff
- Law Enforcement
- School Officials
- Students
- Businesses
- Churches
- Funders
- Community Organizations
A grant-funded program that aims to create opportunities for our diverse residents to come together and better understand one another, appreciate each others' stories, and recognize their common desire to build a stronger, safer and more vibrant community.

Adopted some key Welcoming Principles and encouraged residents to sign a pledge to adhere to these Principles.
Examine every policy, every program, every event, every meeting and every action and determine if it is meeting the Welcoming Principles.

The central focus is on us !!!
“Latent Pools of Gasoline”
Implicit Bias

• Is a preference for OR against a person or group of people that operates at the subconscious level – we are NOT even aware that we have them

• Is triggered automatically through rapid association of people and our attitudes AND stereotypes about them

• Runs contrary to our stated believes and attitudes. (We can often behave in ways that are contrary to our own committed beliefs)

Trust Capital

Is earned a penny at a time and spent by the thousands $$$
“The ability to work together, to understand each other will not be ready made; it must be created by human contact.”

— Dr. Martin Luther King Jr.

THANK YOU !!!
Moving an Equity Conversation

Kelly Colopy


RACE/ETHNICITY

- Latino: 31%
- Caucasian: 42%
- African-American: 14%
- Asian: 13%
Distribution Across the City

View of Long Beach
A safe and healthy community
FOR ALL
LBDHHS Vision Statement

Health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity.

World Health Organization
My Drive

Impact on Long Beach

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<tr>
<th>Social Determinants of Health</th>
<th>Central</th>
<th>East</th>
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<tbody>
<tr>
<td>% People of Color</td>
<td>86.1%</td>
<td>19%</td>
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<tr>
<td>Poverty</td>
<td>69%</td>
<td>18%</td>
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<tr>
<td>Unemployment Rate</td>
<td>11%</td>
<td>7%</td>
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<tr>
<td>Median Income</td>
<td>$31,030</td>
<td>$75,817</td>
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<tr>
<td>Adults Without HS Education</td>
<td>45%</td>
<td>2%</td>
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<tr>
<td>Open Space Acres per 1,000 Residents</td>
<td>.26</td>
<td>8.77</td>
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<tr>
<td>Age-Eligible Children Not Enrolled in Preschool</td>
<td>55%</td>
<td>31%</td>
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| Health Outcomes               |         |      |
| Uninsured                     | 29%     | 7%   |
| Life Expectancy               | 76      | 81   |
| Diabetes Hospitalizations*    | 48.5    | 8.1  |
| Asthma Hospitalizations*      | 20.9    | 4.2  |
| Hypertension Hospitalizations*| 14.1    | 2.6  |

*Rate per 10,000
Starting a Race and Equity Conversation to Long Beach

- Started with presentations and conversations about health equity and social determinants of health
- Joined the first Southern CA Cohort of GARE
- Vice Mayor proposed Office of Equity to better coordinate equity initiatives, July 2016
- Office launched in January 2017 with current initiatives:
  - Language Access Policy
  - My Brother’s Keeper
  - Human Relations Commission
  - GARE

Definition of Equity

General Definition
- When all people are able to achieve their full potential in life, regardless of race, ethnicity or the community in which they live.

Race Equity
- Race can no longer be used to predict life outcomes and outcomes for all groups are improved.
Government Alliance on Race & Equity (GARE)

- National network of local and regional governments working to achieve racial equity and advance opportunities for all
- One year cohort training for local cities/counties
- Long Beach in 2nd year cohort with 12 departments participating
  - Normalize conversations about race
  - Operationalize new policies and cultures
  - Organize leadership structures to achieve racial equity
Sample Racial Equity Assessment

1. What is the policy, program, practice or budget decision under consideration? What are the desired results and outcomes?
2. What are the data? What do the data tell us?
3. How have communities been engaged? Are there opportunities to expand engagement?
4. Who will benefit from or be burdened by your proposal? What are your strategies for advancing racial equity or mitigating unintended consequences?
5. What is your plan for implementation?
6. How will you ensure accountability, communicate, and evaluate results?

Thank you!

Kelly Colopy, MPP
Director, Long Beach Dept. of Health and Human Services
Kelly.Colopy@longbeach.gov
Exercise

Please get up and meet someone you do not know and take turns sharing

1 minute per person

1. One thing that resonated with you (a new insight, something you know but was confirmed)
2. A question that came up for you

Questions?
Shaping the Future Together:
A Guide to Practical Public Engagement for Local Government

ILG’s Immigrant Integration Resources Include...

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<th>Local Officials’ Guides to:</th>
<th>Immigrant Civic Engagement</th>
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<tr>
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<td>Language Access Laws &amp; Legal Issues</td>
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<td>Citizenship Support for LPRs</td>
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<th>Tip Sheets on:</th>
<th>Encouraging Immigrant Engagement</th>
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<td>Providing Language Access</td>
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<td>Partnering with Ethnic Media and Community-Based Orgs</td>
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ILG has instant polling ‘clickers’ and interpretation headsets we loan to local gov’ts (no charge except shipping)

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