



**RACE**  
**EQUITY &**  
**INCLUSION**

**COMMUNITY**  
**CONVERSATIONS**  
2017 REPORT TO THE COMMUNITY



# UNITED WAY OF RACINE COUNTY

## CREDO

We fight for the health, education, and financial stability of every person in our community.

## MISSION

Mobilizing the caring power of Racine County to improve lives and transform our community.

## VISION

We envision a community where individuals and families achieve their potential through education, income stability and healthy lives.

## CORE VALUES

- Commitment to community success
- Leadership
- Inclusiveness
- Integrity
- Accountability
- Innovation

# UNITED WAY OF RACINE COUNTY

## RODNEY PRUNTY, PRESIDENT



In the fall of 2013, United Way of Racine County began hosting Community Conversations, a model of focused discussions developed by the Harwood Institute, founded and led by Rich Harwood.

Community Conversations are kitchen table-style discussions designed to provide a safe environment to share and collect feedback from community members of various ages, backgrounds, ethnicities, and experiences.

United Ways around the world have integrated Rich Harwood's community engagement approach into their daily work. Through these conversations, United Way gains public knowledge to inform

community leaders and citizens of what we have learned. Locally, these conversations drive decision-making of all kinds that works to improve the quality of life of Racine County residents.

United Way shares the Community Conversations findings each year with community leaders and the public to engage, focus, and align efforts with the needs and concerns of community members.

We hope you find this year's report to be informative and eye-opening. Then we invite you to join the effort to make Racine County an inclusive community for everyone. To live better, we must Live United.

# COMMUNITY CONVERSATIONS

## TALKING ABOUT RACE, EQUITY, AND INCLUSION.

During 2016-17, United Way focused its Community Conversations on race, equity, and inclusion within Racine County. This was part of a larger effort by United Way Worldwide to help communities engage in productive conversations around challenging issues like race in the wake of violent incidents around the country.

These can be difficult but important conversations for a community to have. Here's why we believe they're necessary. What the data clearly demonstrates, and what we have heard during the course of these Community Conversations, is that more often than not Blacks and Hispanics in our community experience some of our biggest economic and social challenges.

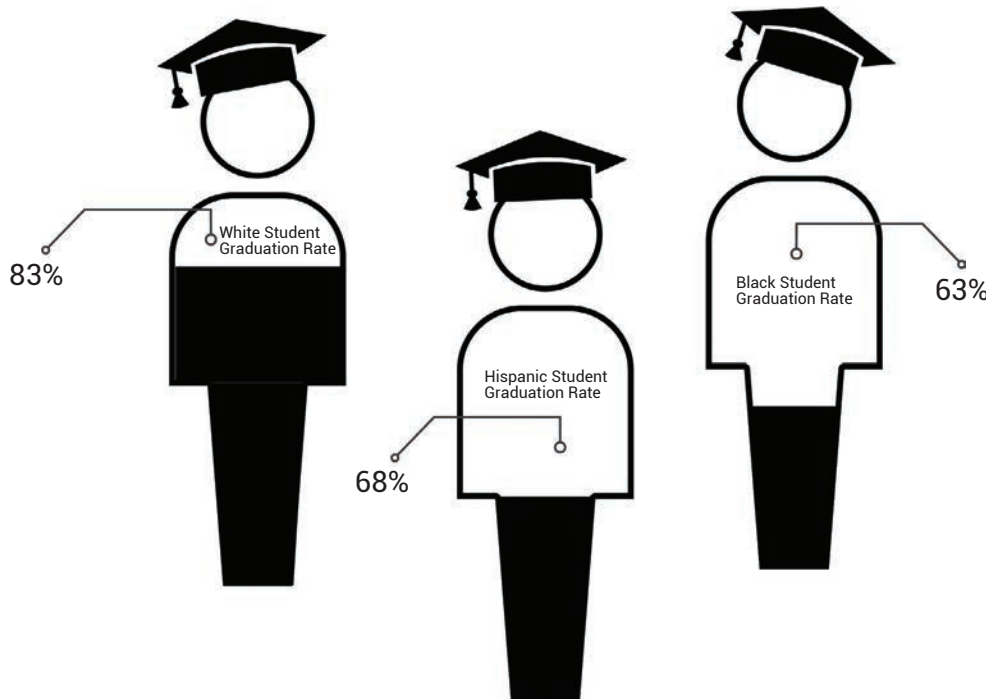
### Here is a snapshot of what the data shows:

- In 2015, the Black unemployment rate in the City of Racine was 16 percent, twice the White unemployment rate of eight percent; the Hispanic unemployment rate was just over 13 percent.
- The infant mortality rate for Black mothers in Racine County, 18.8 out of 1,000, still outpaces that of Hispanic and White mothers, 6.8 and 7 out of 1,000 respectively.
- Locally, while graduation rates for Black and Hispanic students in Racine County—63% and 68% respectively—have improved over time, more work still needs to be done.

By understanding the aspirations and challenges identified by participants regarding race and equity, we can develop long-lasting solutions with community partners. Together we can create positive change in Racine County.

# WHY TALK ABOUT RACE, EQUITY, AND INCLUSION?

## EDUCATION



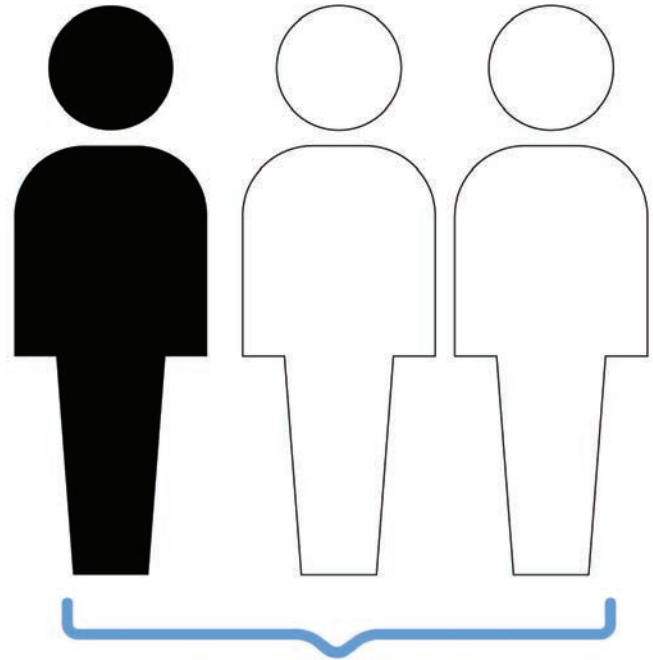
Black and Hispanic students in Racine County have lower graduation rates (63% and 68%) than their White classmates (83%). While gains have been made, there is still work to be done.

Source: Wisconsin Department of Public Instruction, Wisconsin Information System for Education, 2014-15.

# WHY TALK ABOUT RACE, EQUITY, AND INCLUSION?

## INCOME

Poverty rates are persistently higher in rural and inner-city parts of Racine County, compared to suburban areas; 33% of Black and 32% of Hispanic Racine County residents—1 out of 3—live with an income below poverty level. Children, female-headed households, racial and ethnic minorities, and adults over 25 with a high school education or less are most likely to live in poverty.

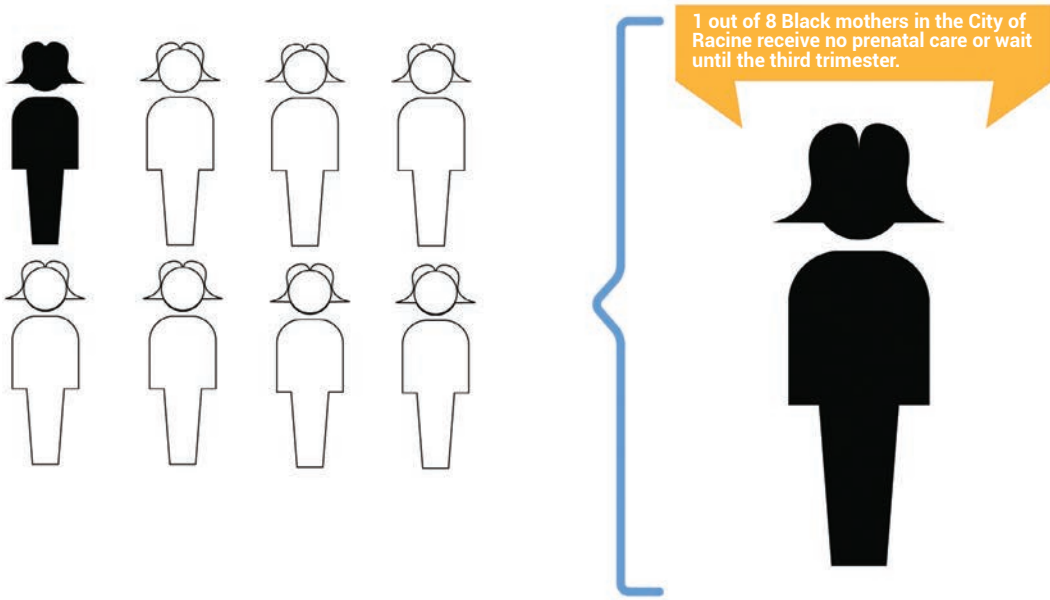


**33% of Black and 32% of Hispanic Racine County residents—1 out of 3—live with an income below poverty level.**

Source: U.S. Department of Health & Human Services; U.S. Census Bureau, 2015 ACS 1-year Estimates.

# WHY TALK ABOUT RACE, EQUITY, AND INCLUSION?

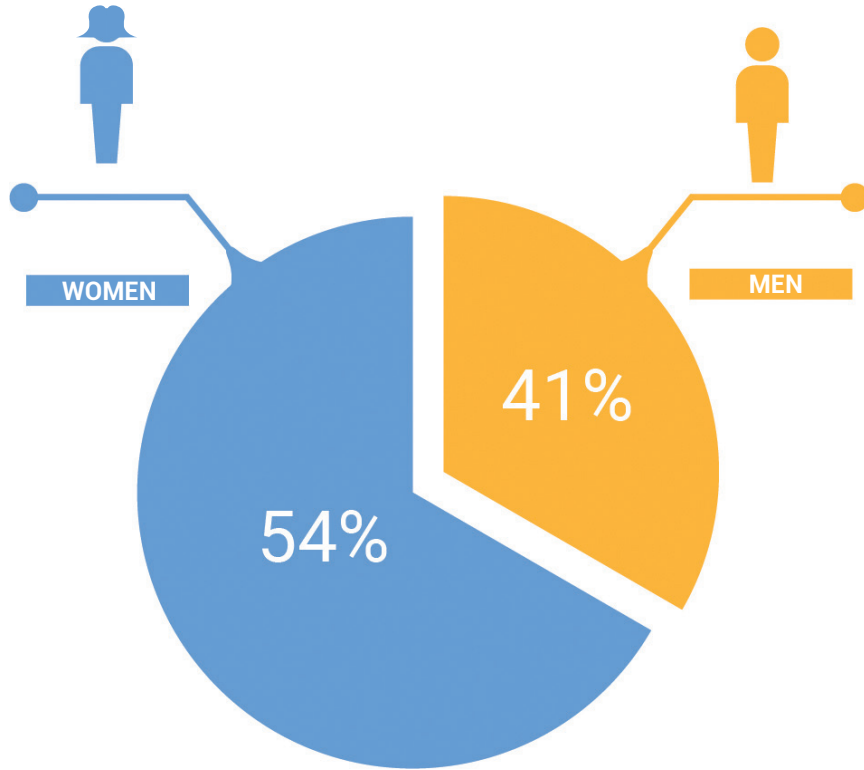
## HEALTH



An estimated 12% of Black mothers in Racine—1 out of 8—receive no prenatal care or wait until the third trimester, compared to 7% of Hispanic mothers, and 6% of White mothers. Women who do not receive proper prenatal care are at higher risk for having a low-birthweight baby. Receiving proper prenatal care within the first trimester of pregnancy is an important predictor for the health of the baby.

Source: Wisconsin Department of Health Services, Division of Public Health, Office of Health Informatics, 2015.

# WHO DID WE HEAR FROM?



**Note:** 5% of participants did not identify a gender

## COMMUNITY CONVERSATIONS

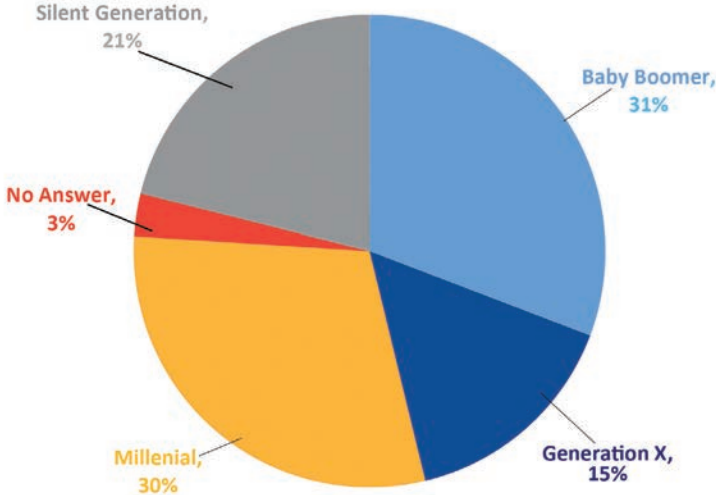
Between October 2016 and May 2017, United Way of Racine County hosted 10 conversations with 104 participants representing the following groups:

- United Way of Racine County Board
- Coming Together Racine
- Gateway Technical College
- Racine Dominicans
- John XXIII Educational Center
- Washington Park High School
- Racine Neighborhood Watch: Villa Street COP House
- Racine Police Department
- Workforce Solutions
- Racine Neighborhood Watch: Mead Street COP House

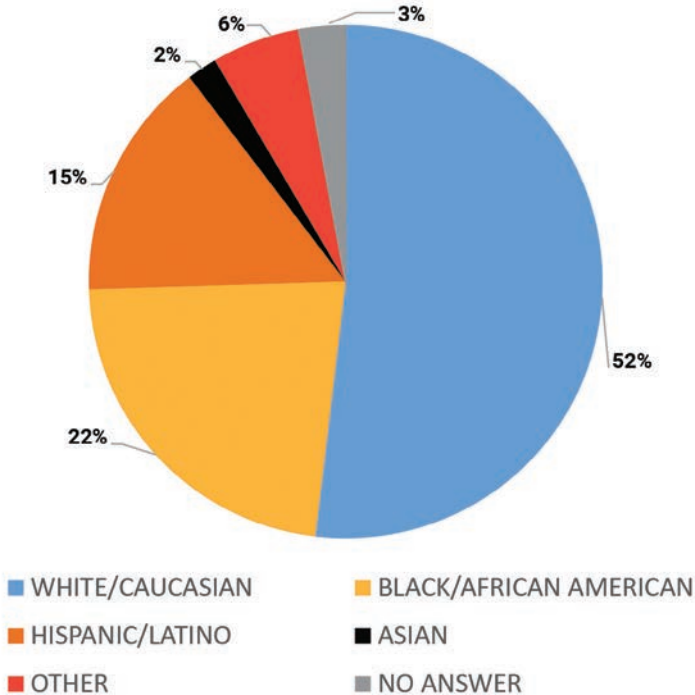


# WHO DID WE HEAR FROM?

### COMMUNITY CONVERSATIONS PARTICIPATION BY AGE



### COMMUNITY CONVERSATIONS PARTICIPATION BY RACE/ETHNICITY



# WHAT DID WE HEAR?

## CHALLENGES:

- Lack of willingness to have open dialogue about race.
- Racially segregated neighborhoods.
- Lack of racially diverse leadership in the community.

## ASPIRATIONS:

- Acknowledgement across the community that racial inequality exists, allowing the community to address systemic racism.
- Acceptance and understanding of racial differences.
- Collaboration and integration across racial lines in neighborhoods to work towards a common goal.

## SOLUTIONS:

- Public forums to discuss racial inequality and create solutions.
- Create educational opportunities to help individuals learn the challenges associated with racism and inequities and educate individuals on cultural differences to better understand one another.
- Create opportunities to bring diverse groups of people together to create long-lasting community change.

# TURN OUTWARD TALKS

In addition to hosting Community Conversations, United Way of Racine County solicited responses from Racine County residents with an anonymous online survey. A total of 85 individuals took the survey. Based on Rich Harwood's "ask exercise," Turn Outward Talks gave United Way a chance to hear from people who did not participate in a Community Conversation.

We asked the following questions:

- When thinking about race and equity, what kind of community do you want?
- How is that different from how you see the community in which you live?
- Is racism and discrimination a problem in Racine County and why?
- What are some ways we can confront racism and discrimination in Racine County?

## Four top themes emerged from the online Turn Outward Talks survey:

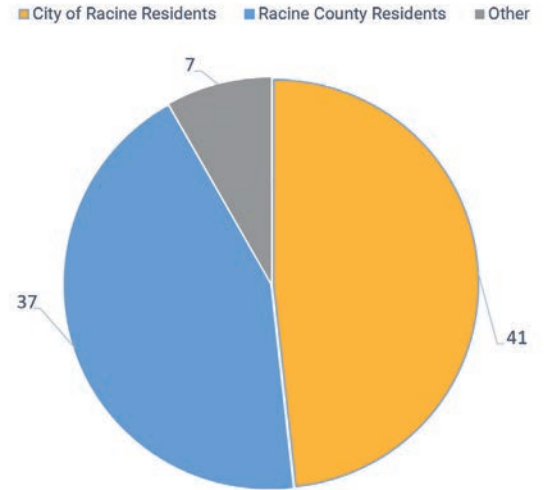
**A diverse and inclusive community:** Survey participants indicated the need for more community events that bring everyone together to understand that we are not so different.

**Equality resulting in fair treatment for all:** Participants indicated the need for accountability that would ensure our businesses, employees, schools and parents are promoting equality.

**Acknowledging that racism exists:** Admitting and acknowledging there are racial disparities is the first step in confronting racism and discrimination in Racine County.

**Opportunities to engage with and learn about other cultures:** More education and trainings should be offered to the broader community with a strong focus on teachers, law enforcement, government officials and community leaders.

TURN OUTWARD TALK  
PARTICIPATION BY RESIDENCY



# COMMUNITY CONVERSATION SNAPSHOT

## RACINE POLICE DEPARTMENT



In April 2017, United Way of Racine County held a Community Conversation with 13 officers from the Racine Police Department to learn their thoughts, concerns, and aspirations about race and equity in Racine County from a law enforcement perspective.

### CHALLENGES:

- Negative stereotypes perpetuated by TV and media outlets.
- Geographical pockets of poverty contribute to perceptions about race and equity problems.
- Lack of equitable investment of city infrastructure.

### ASPIRATIONS:

- Desire for a community where prejudging is eliminated, resulting in fair treatment for all.
- Forum for community members to have open dialogue to overcome racial biases and fear.
- Recruitment of officers who are familiar with the demographics of this community.

### SOLUTIONS:

- Educating and embracing cultural differences in the community.
- Public platforms to confront perceptions and have open dialogue.
- County-wide events celebrating cultural differences.

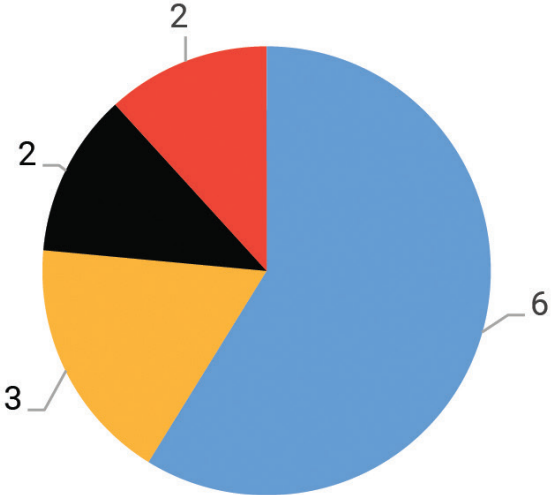
***“PERCEPTION IS SOME PEOPLE’S REALITY AND WE NEED TO UNDERSTAND THIS.”***

**RACINE POLICE DEPARTMENT COMMUNITY CONVERSATION PARTICIPANT**

# COMMUNITY CONVERSATION SNAPSHOT

## RACINE POLICE DEPARTMENT

### RACINE POLICE PARTICIPATION BY RACE



■ WHITE/CAUCASIAN ■ BLACK/AFRICAN AMERICAN ■ HISPANIC/LATINO ■ OTHER

# WHY TALK ABOUT RACE, EQUITY, AND INCLUSION?



United Way of Racine County fights for the health, education, and financial stability of every person in our community, because we all benefit when children are successful in school, when more people are economically mobile, and when everyone has the opportunity to live a long, healthy life.

We know that we're not alone in the effort to understand and act when it comes to issues of race, equity, and inclusion. There are many

groups working to get at the root causes of some of our community's most significant challenges. In the following pages, you'll learn about three of the community organizations currently devoting some or most of their work in this area.

Building relationships with diverse community leaders and people of influence who represent different backgrounds, professions, and viewpoints helps us to build the community we all aspire to live in. United, we all win.

# RACINE INTERFAITH COALITION

## CARL FIELDS, CHAIR OF RESTORING OUR COMMUNITIES



**WHO WE ARE:** The Racine Interfaith Coaliton is a group of 26 diverse faith communities working together to address the root causes of social injustice and poverty in the Racine community. Our work involves organizing congregations, building relationships, and developing leaders to apply our common faith values to the structures, systems and laws of our society.

**WHAT WE DO:** The social construct of race remains at the heart of the injustice and poverty in our country as well as in our community. We in Racine Interfaith Coalition recognize that the real transformation of our community will require that we learn to see the

deep impact of race on all of our relationships and institutions as well as our social structures.

**GET INVOLVED:** Community members who would like to join our efforts are encouraged to participate with our task forces and to support us financially through Sustaining Memberships or donations. To learn about upcoming meetings please contact the RIC office at 262-635-9532 or ricracine1993@gmail.com.

**For more information, visit:**  
[www.ricracine.org](http://www.ricracine.org)

# VISIONING A GREATER RACINE

**TOM BUHLER, EXECUTIVE DIRECTOR**



VISIONING  
*a greater*  
RACINE



**WHO WE ARE:** Visioning Greater Racine is a movement led by concerned citizens working to make Racine and its surrounding municipalities a flourishing community. Building on successful models of community transformation, we've conducted visioning sessions with over 1,200 residents for nearly two years to learn what the community thinks should happen for Racine to be a place we are proud to call home.

**WHAT WE DO:** We are committed to reflecting and promoting the diversity within our community. We champion racial, ethnic, gender and gender identity, age, wealth and poverty diversity, along with inclusion, equity and sustainability of community partnerships. This fall, we will announce the results of our work and begin a process with teams of citizens to bring the emerging programs, goals, and projects to reality. During the implementation phase, we will partner with government,

business, education, religious groups, and other civic organizations to bring the vision to fruition.

**GET INVOLVED:** VGR needs the community's support to accomplish its goals. Please consider being a part of this effort in one or all of the following ways: Encourage your church, neighborhood, service group, book club, place of business, etc. to get involved; invite a VGR ambassador to come to your home, business, church, school, or neighborhood to explain the program and engage members; follow progress on Facebook, Instagram and Twitter; visit our website and sign up to hold a visioning session with us; provide financial support; as the implementation phase comes in the fall, sign up to participate in a team taking action.

**For more information, visit:**  
[www.visioningagreaterracine.org](http://www.visioningagreaterracine.org)



# HIGHER EXPECTATIONS FOR RACINE COUNTY

**JEFF NEUBAUER, EXECUTIVE DIRECTOR**



**WHO WE ARE:** Higher Expectations for Racine County was founded on a simple idea: Those who care about our community's future can accomplish more by working together than by working apart. Higher Expectations engages community partners, aligns efforts, and maximizes resources to promote excellence and equity in education and employment outcomes in Racine County.

**WHAT WE DO:** We work from early childhood through post-secondary education and employment to help ensure that every student can succeed, regardless of race, zip code or family income. This year, Higher Expectations partnered with Johnson Foundation at Wingspread, United Way of Racine County, Racine Police Department, Racine Unified School District, and StriveTogether, to host "Race, Equity and Inclusion: A Leadership Program to Accelerate Results in Racine." The program brought together 30 community leaders

to explore the complex challenges of race and equity in our collective efforts related to kindergarten readiness, elementary reading, school climate and employment. Together, teams developed action plans targeting the elimination of racial disparities.

**GET INVOLVED:** Join one of our Collaborative Action Networks, which brings together a range of partners—families, teachers, businesses, community groups, and nonprofits—committed to student success and the elimination of racial disparities. Together, we use data to spotlight what works and align time, talent, and resources behind proven strategies to ensure students in Racine County have the opportunity to succeed. Want to learn more about how to support this work? Contact Kirstin Yeado at [kirstin.yeado@career2cradle.org](mailto:kirstin.yeado@career2cradle.org).

**For more information, visit:**  
**[www.higherexpectationsracinecounty.org](http://www.higherexpectationsracinecounty.org)**

# WHAT'S NEXT?

## A WORD FROM THE COMMUNITY CONVERSATIONS CORE TEAM

United Way of Racine County's Community Conversations Core Team is truly committed to the process of authentically turning outward in Racine County. Over the last four years we have used the feedback from our Community Conversations to inform our strategic plan, identify an organizational focus, and create solutions to gaps in our community.

We are excited to share this report with the community. In order to create long-term solutions to our community's greatest problems we must address them holistically. Part of that effort is focusing on racial inequities.

The report you hold in your hands is one step toward understanding what our residents have to say about race, equity, and inclusion, not just what the data shows us. Some might ask what's next? The next step is to continue conversations about race, equity, and inclusion.

The next round of conversations in 2017-18 will

allow us to reach more people, gain deeper insight, and identify solutions. More importantly, we intend to act on what we hear. At the end of next year's round of conversations United Way of Racine County is committed to acting on our findings.

Solutions will be based on our community's needs and could include collaboration, strategy development, an event to bring people together, or strengthening current efforts.

If you're interested in participating in the next round of conversations contact Julie Anderson at [janderson@unitedwayracine.org](mailto:janderson@unitedwayracine.org) or 262-898-2240.

### **United Way of Racine County Community Conversations Core Team**

Julie Anderson, Executive Assistant  
Alexa Haigh, Vice President of Investor Relations  
Alberto Huerta, Investor Relations Manager  
MaryBeth Kallio, Community Investment Director

# KEYNOTE SPEAKER: TIFFANY JANA

## CEO AND PRESIDENT OF TMI CONSULTING



Tiffany Jana is the CEO and President of TMI Consulting, a Diversity and Inclusion firm based in Richmond, Va.

She has helped orchestrate the venture's tremendous growth over the past 13 years, establishing a national network of consultants and spearheading the company's transition into the world's first Certified Benefit Corporation with a Diversity and Inclusion focus.

With Tiffany at its helm, TMI Consulting has become a global leader in social enterprise and values-based engagement that nurtures and supports talent while making a positive impact in the world.

Tiffany's published works include "Overcoming Bias: Building Authentic Relationships Across Differences," a

book she co-authored with TMI Co-Founder Matthew Freeman to help readers explore and confront their conscious and unconscious biases.

Her awards and talks include:

- Diversity Journal's 2013 'Women Worth Watching'
- Metropolitan Business League's 2014 Entrepreneur of the Year
- BCorp Best for the World 2016 Award,
- Enterprising Women's Enterprising Women of the Year 2017 Award
- TED Talk: The Power of Privilege.
- Tiffany also serves on the Science Museum of Virginia's Board of Trustees.

We are proud to have Tiffany as our keynote speaker at our 2017 Community Conversations Report Out event.



United Way  
of Racine County