


Demographic Profile Presentations

The image features a dark blue background. In the bottom right corner, there is a teal-colored triangle that points towards the top right. The text "Demographic Profile Presentations" is centered in the upper half of the image in a white, bold, sans-serif font.

Community Demographic Profile

Guiding Economic Mobility Strategies for

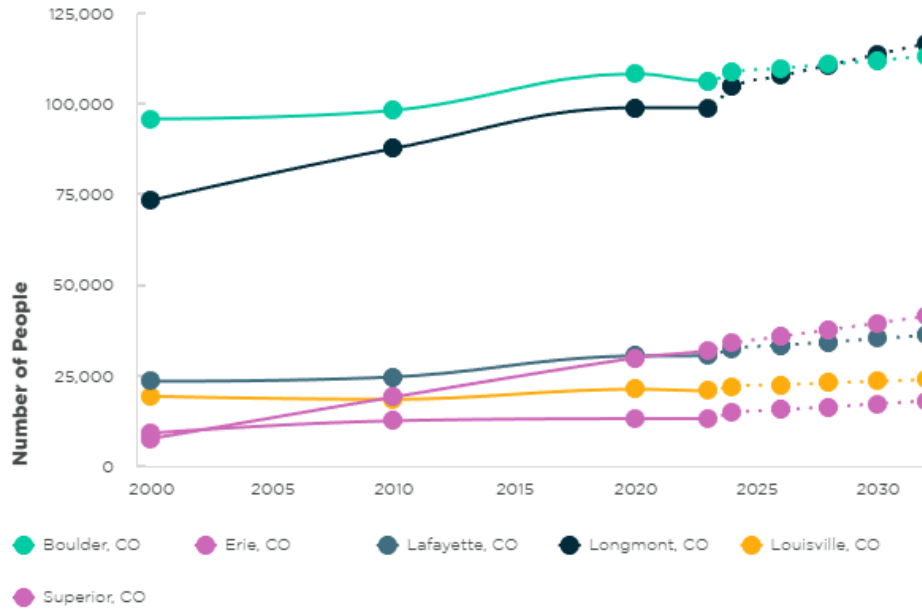


**Community
Foundation
Boulder County**

Population Snapshot

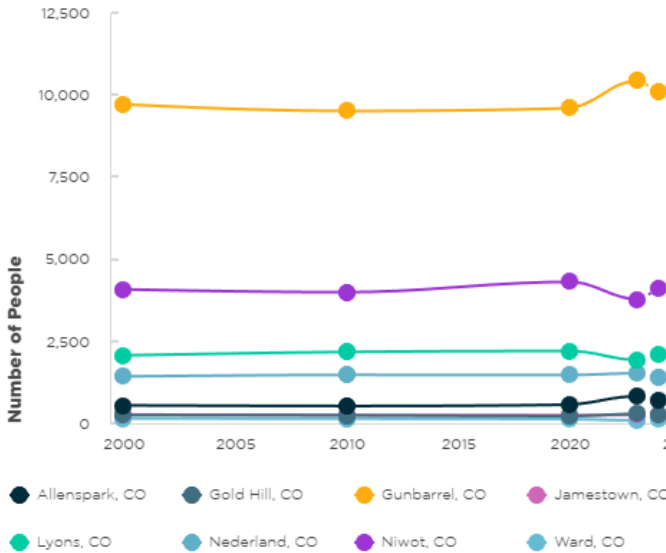
Total Population:
328,317 people

Total Population Changes and Projected Growth By City



Sources: US Census Bureau; US Census Bureau ACS 5-year

Total Population Changes and Projected Growth By City



Sources: US Census Bureau; US Census Bureau ACS 5-year



Learning Challenge

Our learning challenge is to advance coordination and community-wide collaboration to secure funding for affordable housing projects to increase stability for those at risk of losing housing. Across Boulder County, local communities have made investments in affordable and attainable housing for many decades. Individually, towns and cities have accomplished groundbreaking work in making policy changes that allow for increased density, diverse housing stock mix, and eliminating other growth prohibitive policies. Boulder County residents approved Ballot Issue 1B to fund affordable and attainable housing and related support services. Along with Proposition 123, the county has funding to support these initiatives. At the same time, in part because of land use policies and the economic climate, the county needs collaborative, focused leadership to meet the need for affordable, attainable homes for working people and their families.

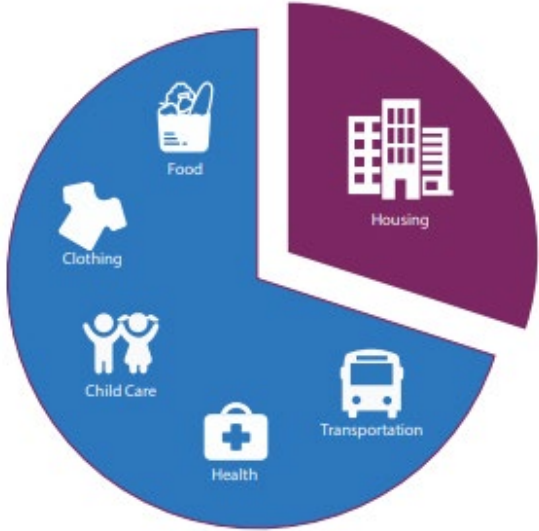
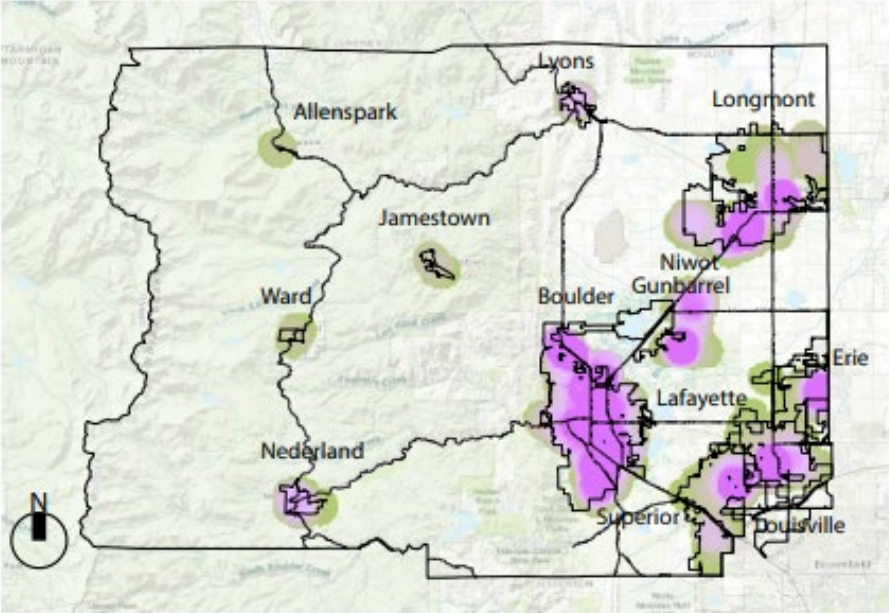
Learning Challenge



Narrowing Your Target Population



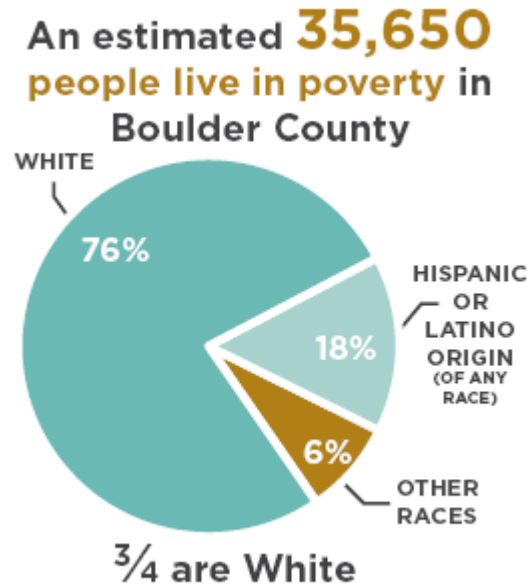
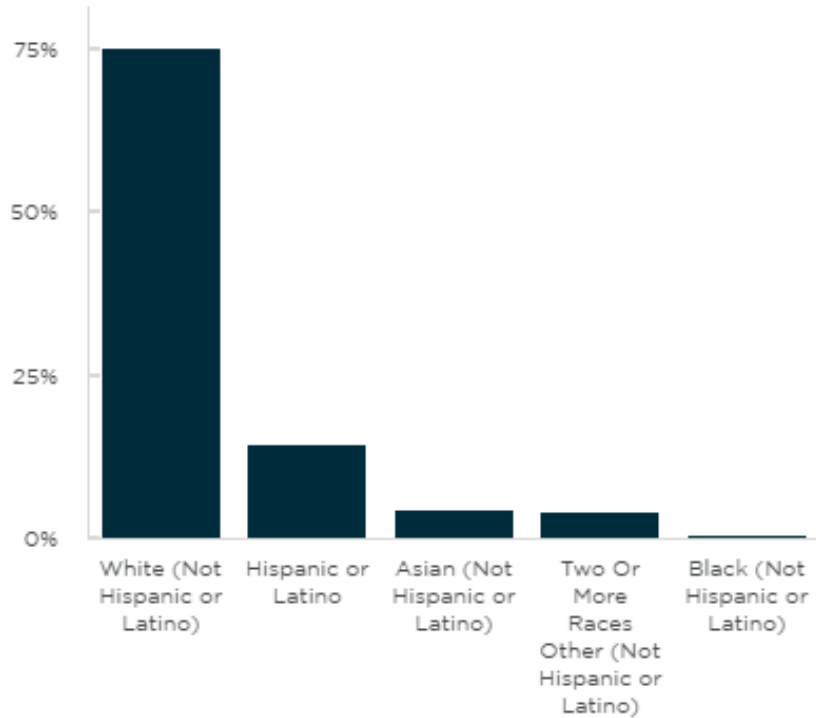
Possible Distribution of Affordable Housing In 2035



Racial & Ethnic Composition



Boulder County Race/Ethnicity Totals



The **GAP** in the **POVERTY RATE** of White and Latino residents remains at about **3** percentage points

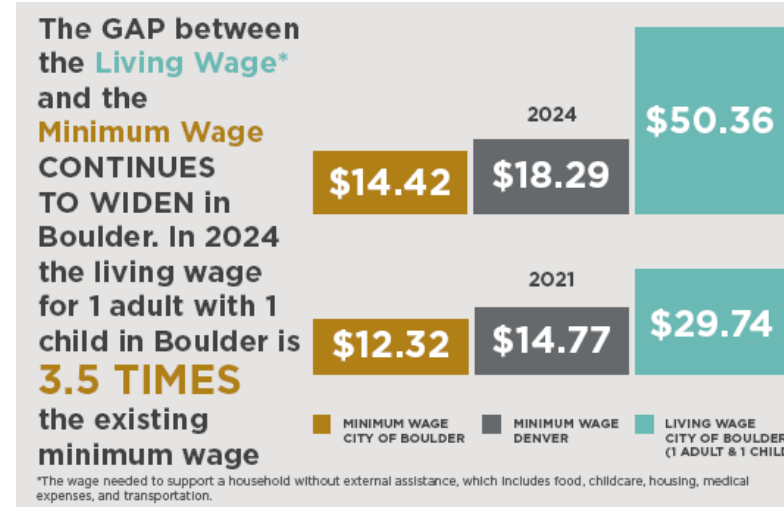
	2019	2023
WHITE	10.2%	11.1%
LATINO	13.1%	13.9%

Sources: US Census Bureau ACS 5-year 2019-2023



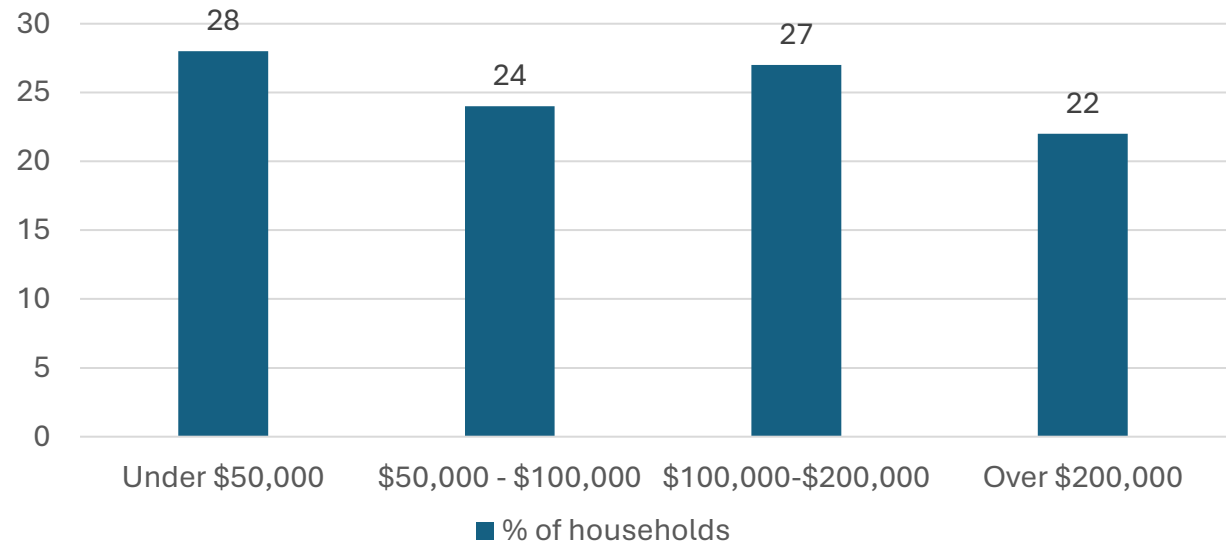
Income & Employment Overview

- Median Household Income:
\$102,772



- Unemployment Rate: 4.1% (Nov 2024)

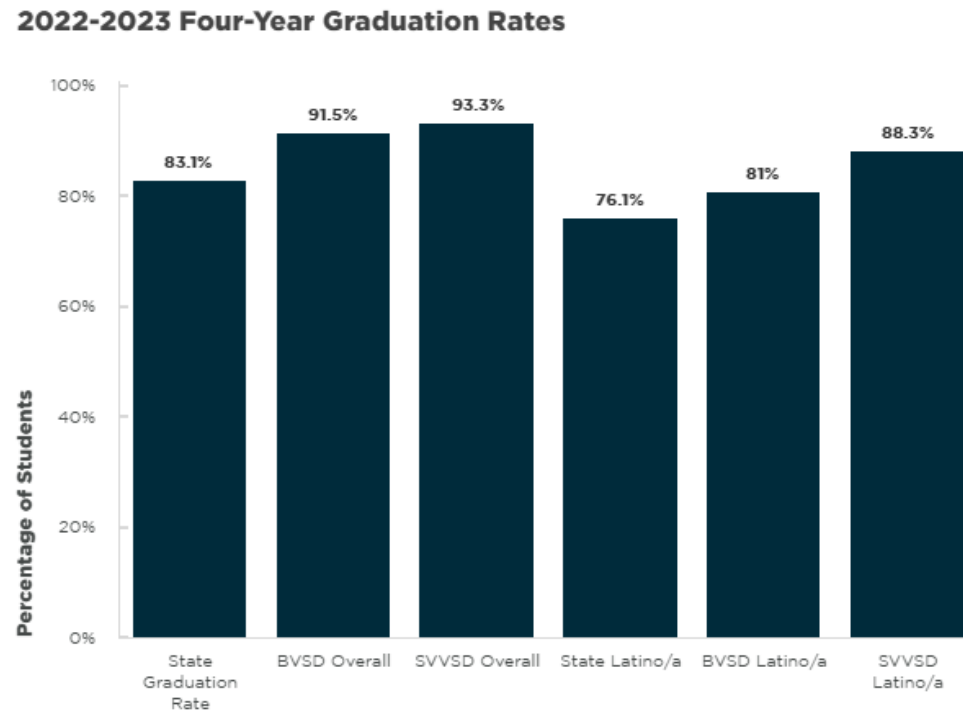
- Income Distribution:





Educational Attainment

- High School Graduate Rate in Boulder County: 92.4%



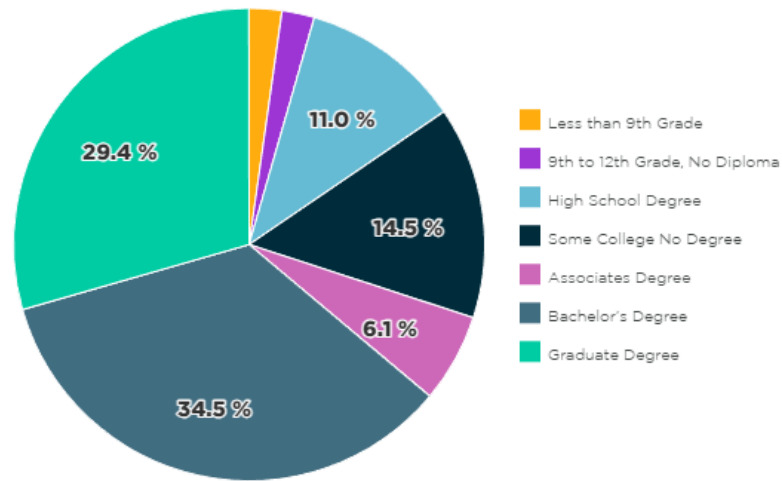
Source: Colorado Department of Education Graduation and Completion Data for the 2022-2023 School Year



Educational Attainment

- Percent college educated: 63.9%

Educational Attainment Rates in Boulder County



Sources: US Census Bureau ACS 5-year 2019-2023

Percentage of People by Race or Ethnicity that have Attained a Higher Education Degree



Boulder County, CO

American Indian and Alaska Native People	28.1%
Asian People	70.1%
Black or African American People	40.6%
Hispanic or Latino People	30.8%
Some Other Race People	25.8%
Two or More Races People	46.4%
White People	67%

Sources: US Census Bureau ACS 5-year 2019-2023

Note: Data is for ages 25 and older based on attaining a Bachelor's Degree or Higher.

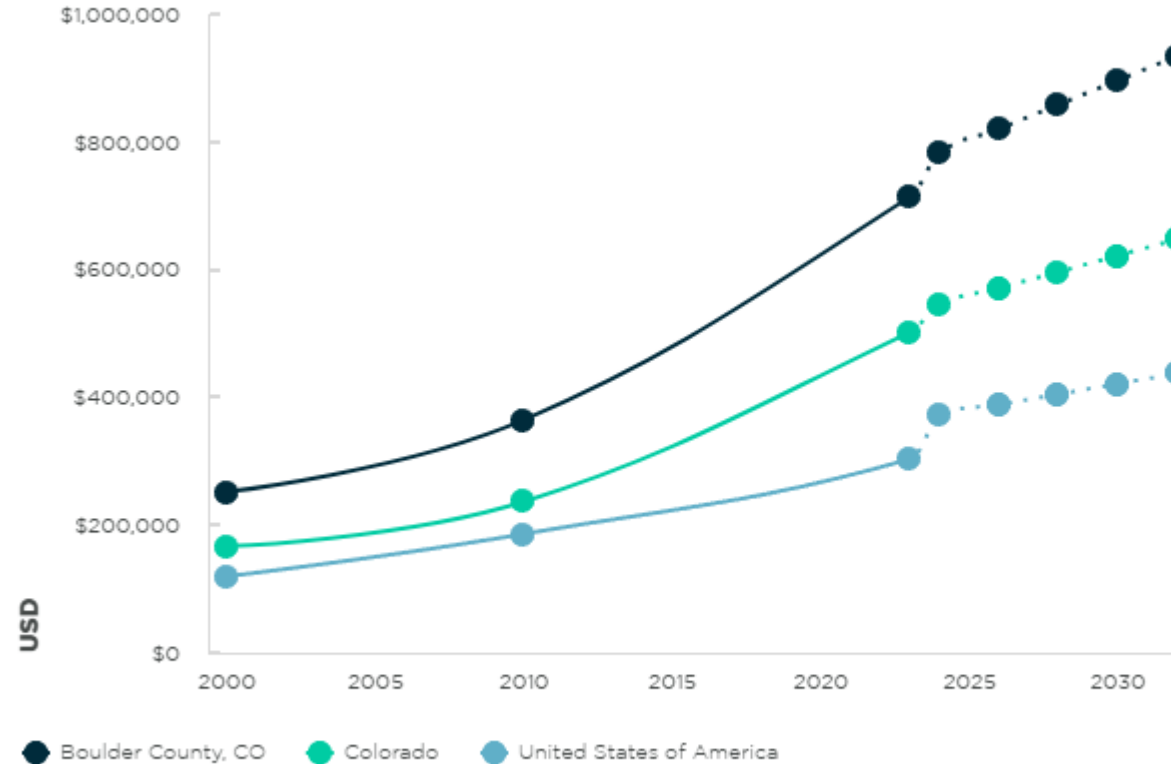


Housing and Cost of Living



Median Home
Value: \$713,900

Current and Projected Median Home Values



Sources: US Census Bureau; US Census Bureau ACS 5-year

Housing and Cost of Living



Median Home Rent

\$1,893

Boulder County, CO

\$1,693

Colorado

\$1,348

United States of America

Sources: US Census Bureau ACS 5-year 2018-2022

\$947

Median Home Rent

Boulder County, CO

2000

\$1,893

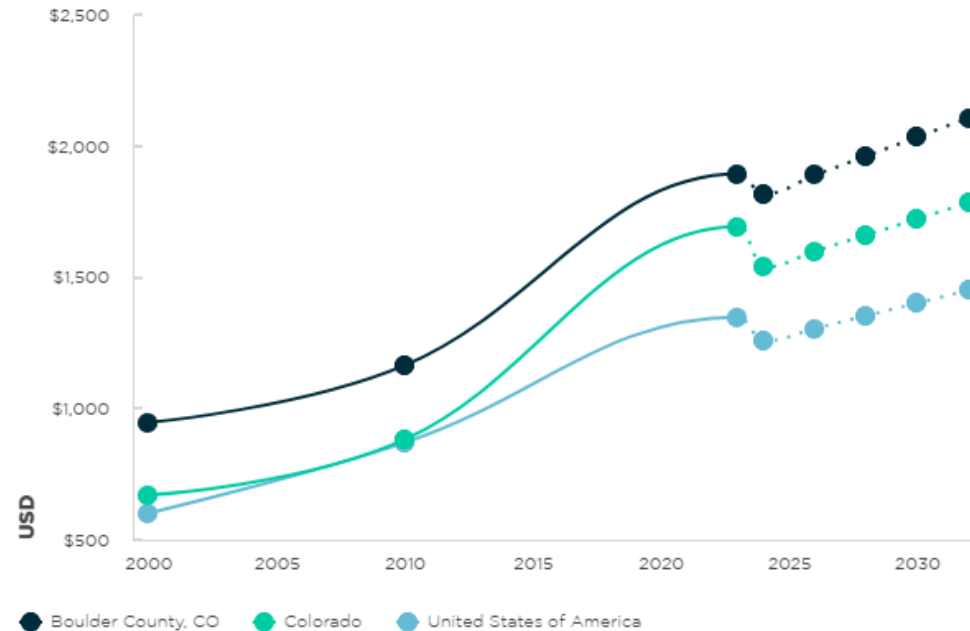
Median Home Rent

Boulder County, CO

2019-2023

Sources: US Census Bureau 2000; US Census Bureau ACS 5-year 2019-2023

Current and Projected Median Home Rent



Sources: US Census Bureau; US Census Bureau ACS 5-year



Community Assets and Gaps



KEY ASSETS:

- REGIONAL HOUSING PLAN
- K-12 EDUCATION SYSTEMS
- POST-SECONDARY PATHWAYS
- COMMUNITY INTEREST

COMMUNITY GAPS:

- LACK OF AFFORDABLE HOUSING
- LIMITED AVAILABILITY OF LAND TO BUILD HOUSING
- LIMITED CHILD CARE AND HIGH COST OF CARE
- TRANSPORTATION



Key Insights and Strategic Implications

Boulder County historic land use and preservation has resulted in housing constraints.



Cost of living (i.e. housing, child care) in Boulder County is outpacing income.



Data-Driven Strategies for Economic Mobility

- Homeless Solutions for Boulder County
 - This regional integrated service system combines a coordinated entry process with the provision of timely and appropriate supportive and housing services to assist people in moving out of homelessness and into housing in the most efficient ways possible
- Family Resource Network Regional Council
 - The vision of the FRN is that families in Boulder County are valued, healthy, and thriving. FRN members work to improve the self-reliance outcomes of families and the social, emotional and academic outcomes of children and youth in Boulder County.
- Human Services Safety Net
 - 0.9 Mill Levy to help fill a void left by state and federal cuts to funding for housing and human services programs. 2010-2030
- Worthy Cause
 - Sales tax of 0.05% for nonprofit human service agencies for capital projects, including the purchase of land or buildings, construction, renovation, or debt reduction. 2017-2033
- Affordable and Attainable Housing Tax
 - Sales tax of 0.185% for affordable and attainable housing and services that support housing stability. 2023-2039

Community Demographic Profile

Guiding Economic Mobility Strategies for
Fairfield County's Community Foundation

Learning Challenge

How do we mobilize our community, specifically cross-sector (business, government, social services) stakeholders, for collective action to increase inclusive economic growth and social and economic mobility for under-resourced community members?

We recognize the potential power and influence that could come from coordinated, collective action, and the opportunity to attract the attention of national funders. We believe that to achieve solutions at scale, we will need sustained and targeted multi-sector engagement and that there is significant opportunity to **establish a regional, cross-sector partnership focused on inclusive economic growth**. With significant resources needed to fully execute our strategic plan, **our hope is to make meaningful strides towards engaging a wide range of local and national stakeholders in being part of systems levels solutions to our economic opportunity challenges.**

Population Snapshot

Fairfield County Population: 957,419

Growth Trends

- 4% increase
- 22% foreign born
- 31% increase non-white
- 39% POC
- -9% White

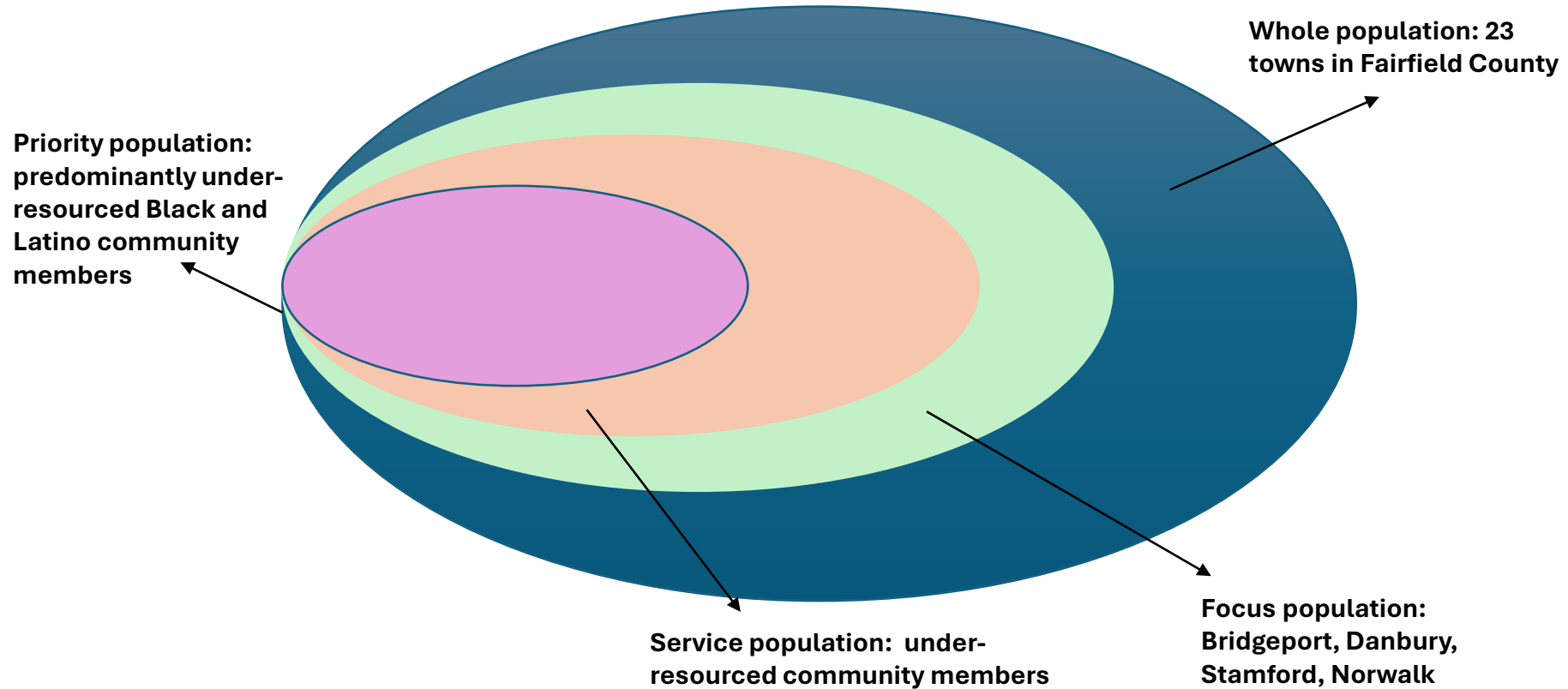
Key Segments

- 47% POC Youth
- 21% Latino
- 80+ fastest growing age-group
- 1% live in high income/diversity neighborhood

Community Wellbeing Index,
2023



Narrowing Your Target Population



Racial & Ethnic Composition

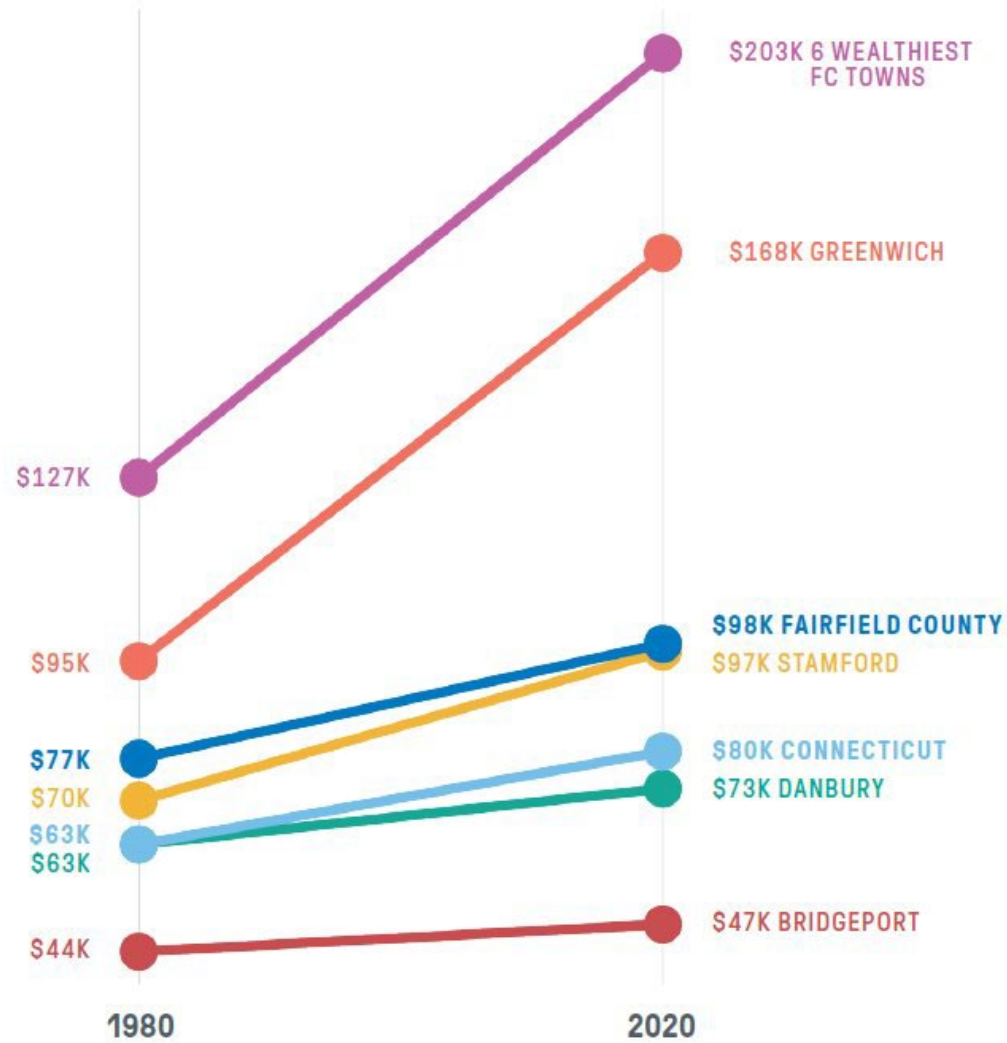
POPULATION BY RACE/ETHNICITY AND PLACE OF BIRTH, FAIRFIELD COUNTY, 2020

LOCATION	TOTAL POPULATION	PERCENT WHITE	PERCENT BLACK	PERCENT LATINO	PERCENT ASIAN	PERCENT OTHER RACE	FOREIGN-BORN POPULATION	PERCENT FOREIGN BORN
Connecticut	3,605,944	63%	10%	17%	5%	5%	521,384	15%
Fairfield County	957,419	58%	10%	21%	5%	5%	206,892	22%
Bridgeport	148,654	16%	33%	42%	3%	6%	43,265	30%
Danbury	86,518	44%	7%	33%	6%	10%	26,307	31%
Fairfield	61,512	81%	2%	8%	5%	4%	7,675	12%
Greenwich	63,518	72%	2%	13%	7%	6%	13,776	22%
Norwalk	91,184	49%	12%	30%	5%	4%	25,255	28%
Stamford	135,470	48%	12%	28%	8%	4%	42,917	33%
Stratford	52,355	54%	17%	21%	3%	5%	7,700	15%
6 wealthiest FC towns	123,152	83%	1%	6%	6%	5%	16,264	13%
Other FC towns	195,309	83%	2%	8%	5%	3%	23,733	12%

FIGURE 3A

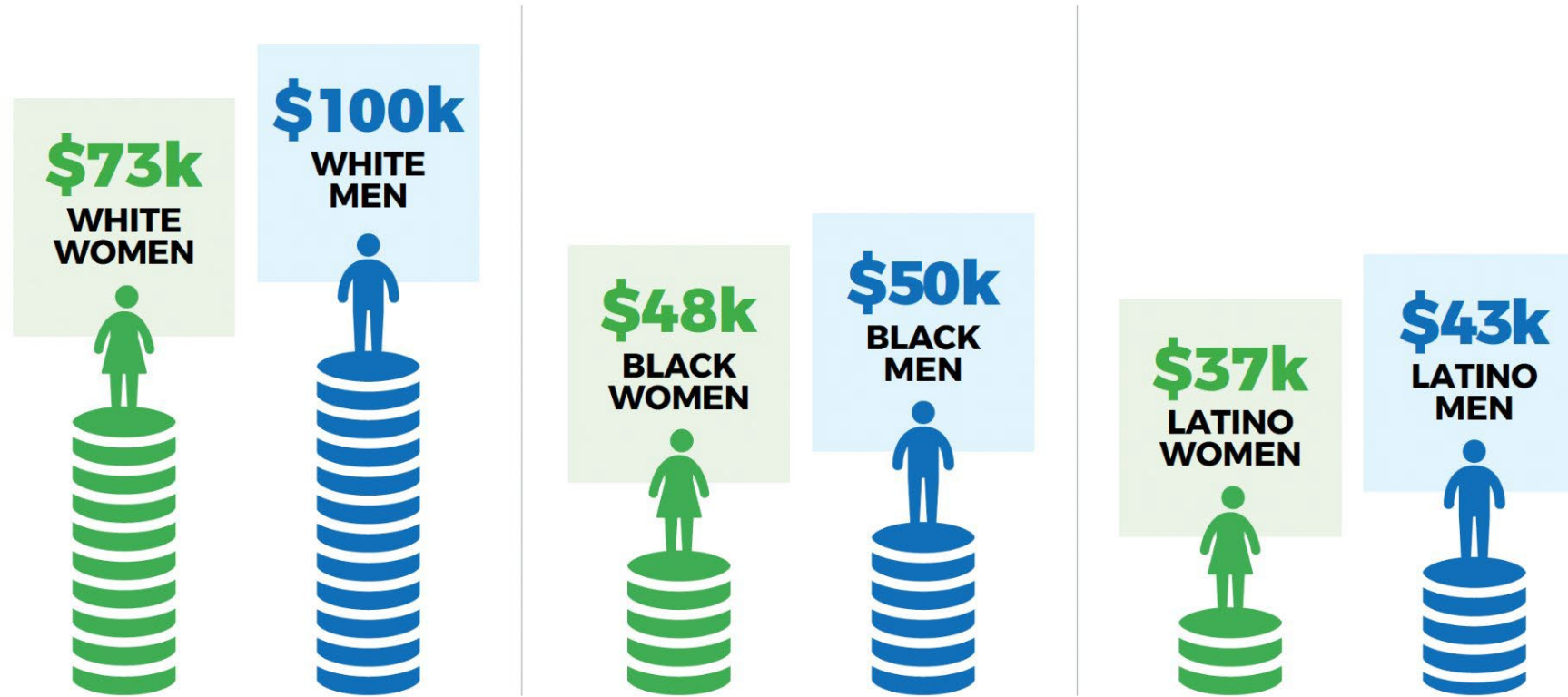
Median incomes have risen steeply in higher-income towns

MEDIAN HOUSEHOLD INCOME IN 2020 DOLLARS, FAIRFIELD COUNTY, 1980-2020



Wage Gap by Gender & Race / Ethnicity

Median Earnings in Fairfield County*

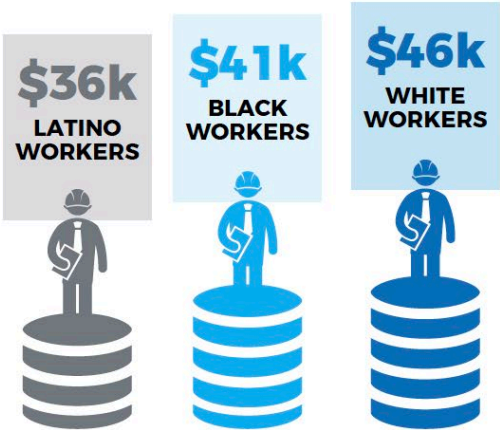


*For adults ages 25+ working full time, as of 2020.

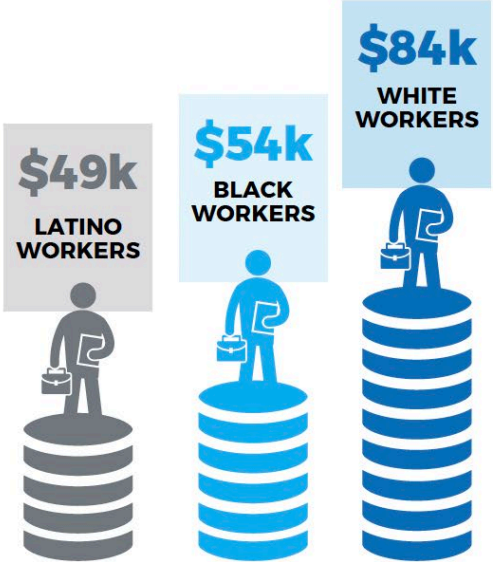
Median Earnings by Occupation & Race / Ethnicity

in Fairfield County*

Production, Transportation & Material Moving Occupations



Education, Legal, Community Service, Arts & Media Occupations

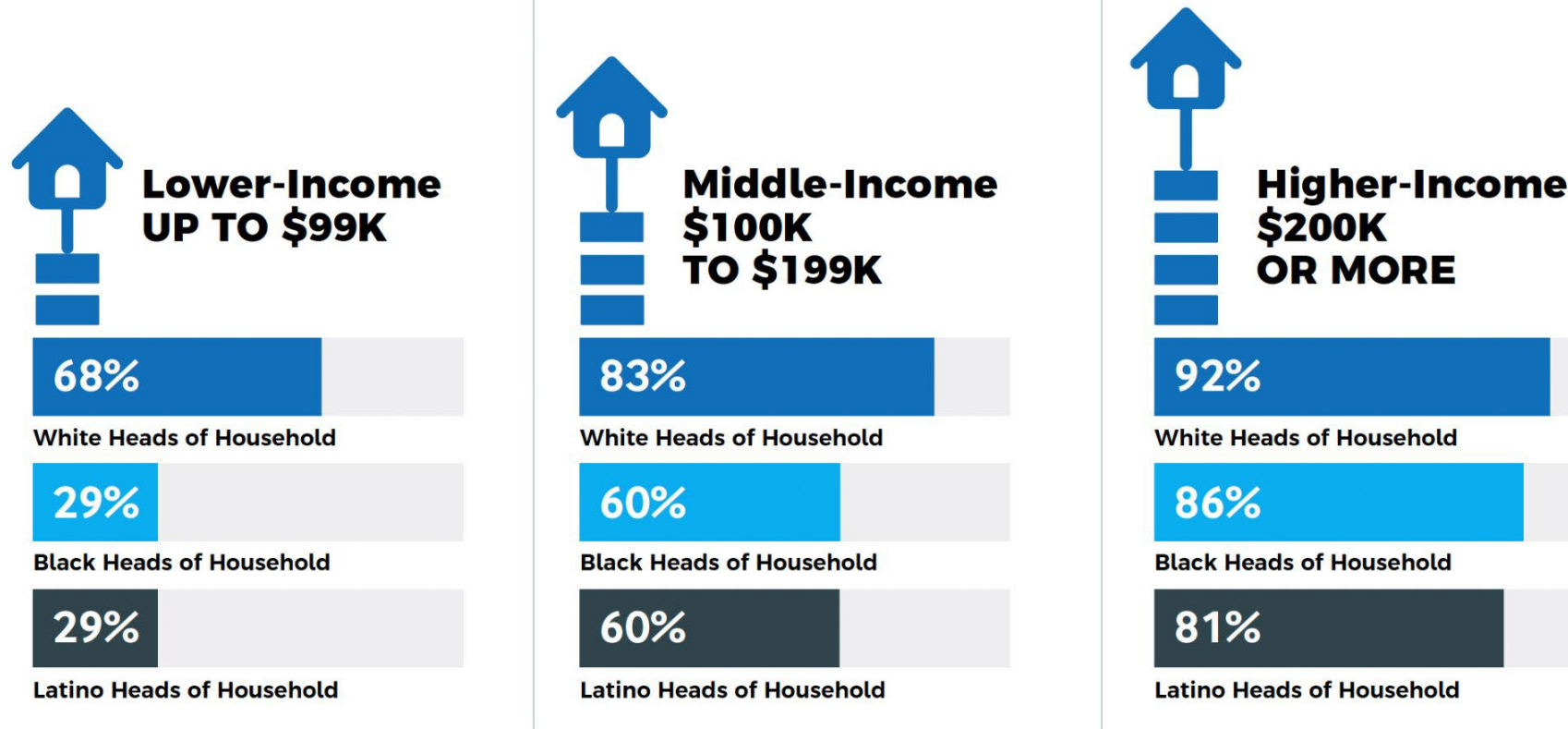


Management, Business & Financial Occupations



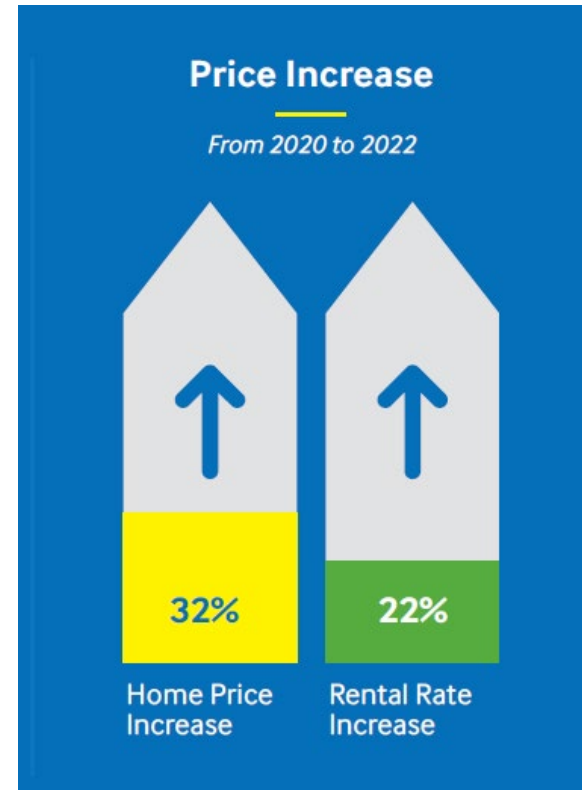
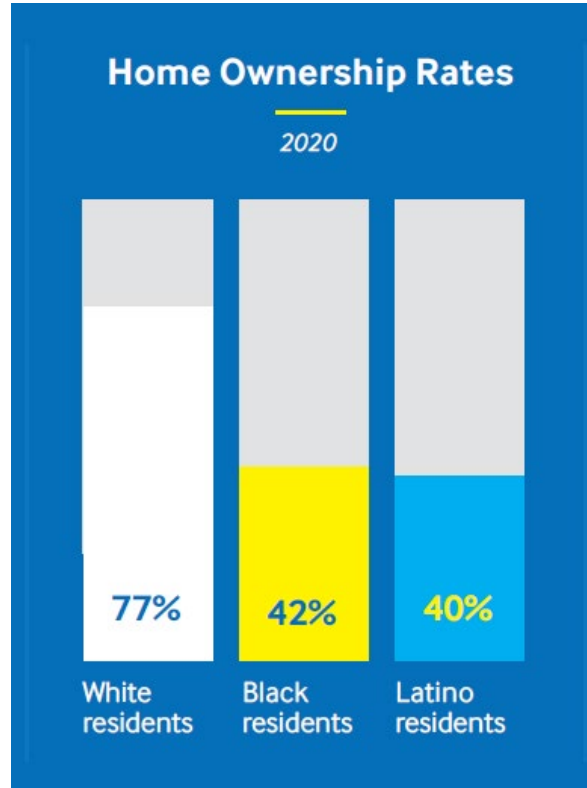
Rates of Homeownership by Income & Race / Ethnicity

in Fairfield County*



*For heads-of-household in the Fairfield County area, inflation adjusted to 2023 dollars. The area surveyed excludes Shelton but includes Bridgewater and New Milford.

HOME OWNERSHIP & PRICES

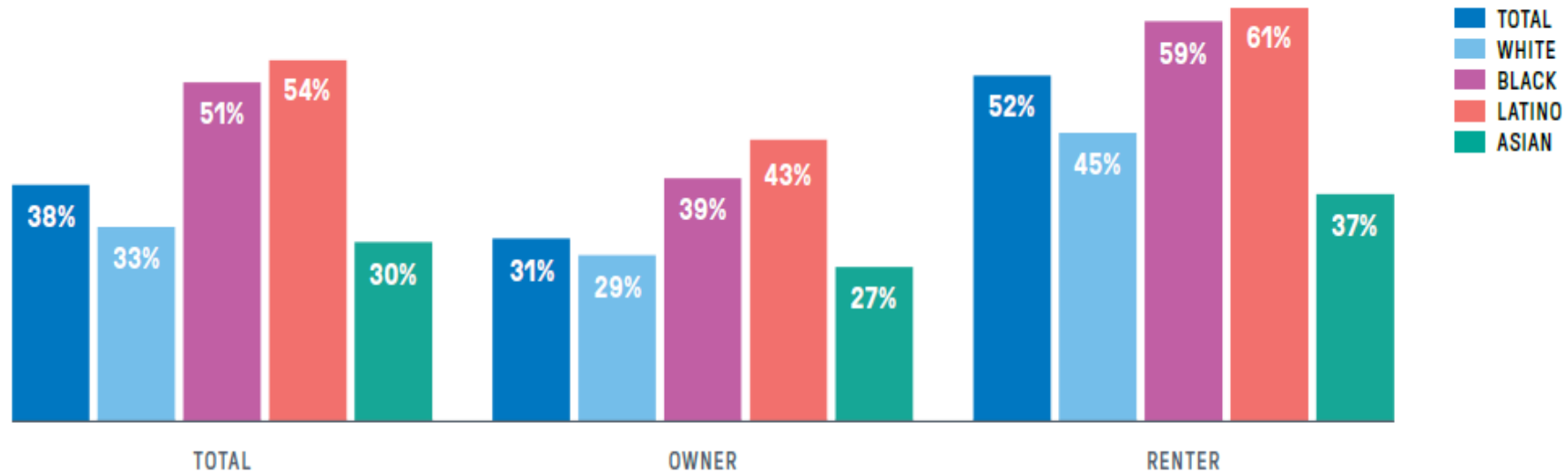


HOUSING COST-BURDEN

FIGURE 4E

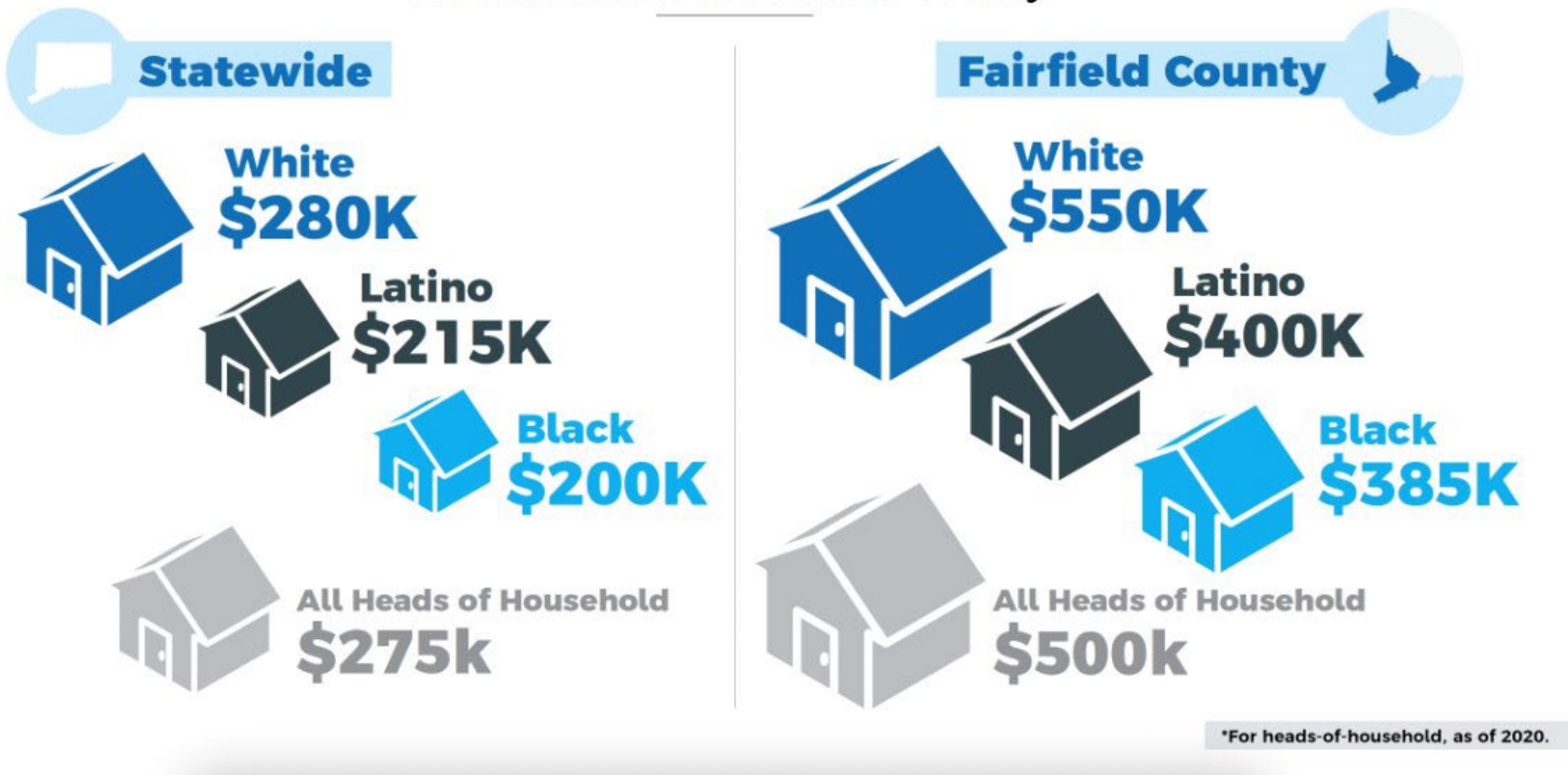
High shares of Black and Latino renters are burdened by housing costs

COST-BURDEN RATES BY TENURE AND RACE/ETHNICITY OF HEAD OF HOUSEHOLD, FAIRFIELD COUNTY, 2020



Home Values by Race / Ethnicity

Median Values in Fairfield County*



High School Completion

		LESS THAN HIGH SCHOOL DIPLOMA	
LOCATION	POPULATION AGES 25+	COUNT	SHARE
Connecticut	2,489,205	225,550	9%
Fairfield County	646,052	63,181	10%
BY DEMOGRAPHIC WITHIN FAIRFIELD COUNTY			
White	416,572	16,192	4%
Black	71,064	9,909	14%
Latino	113,770	32,900	29%
Asian	35,853	3,893	11%

College Completion and Earnings

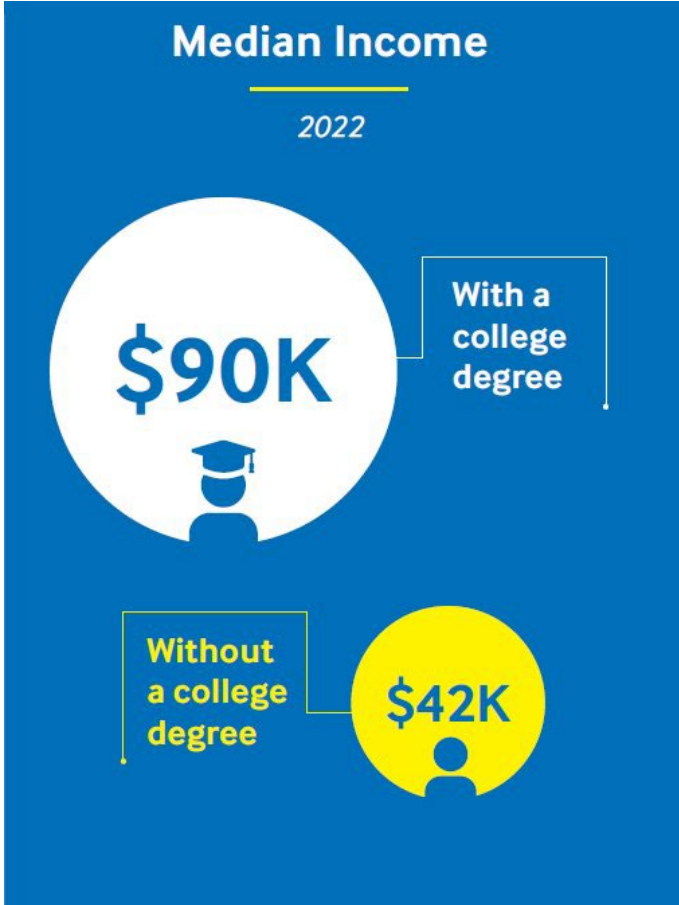
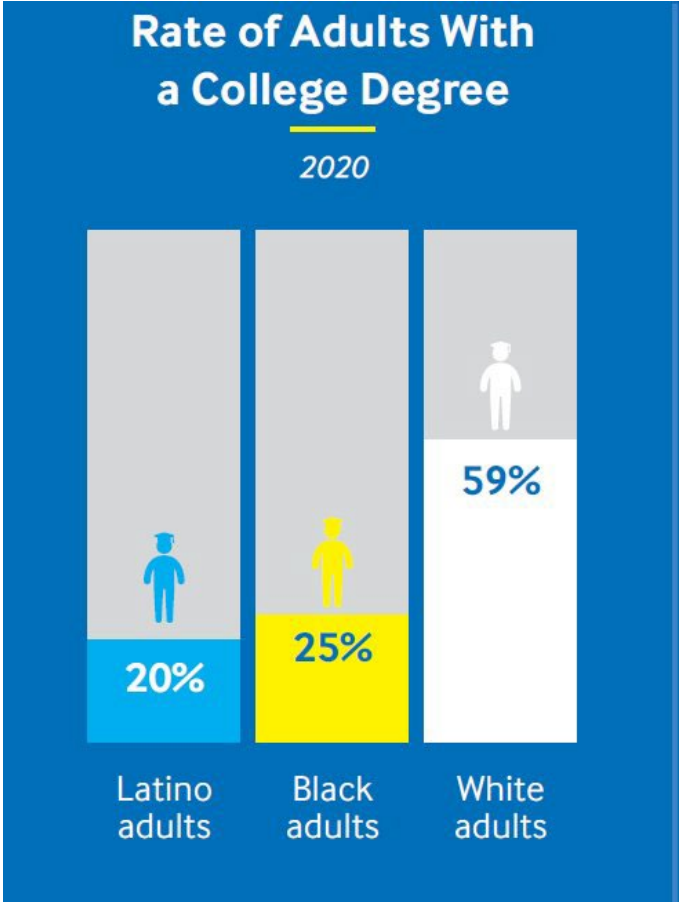


FIGURE 7A

Hospital encounter rates vary across the region

ANNUALIZED AGE-ADJUSTED HOSPITAL ENCOUNTER RATES PER 10,000 RESIDENTS, 2018-2021

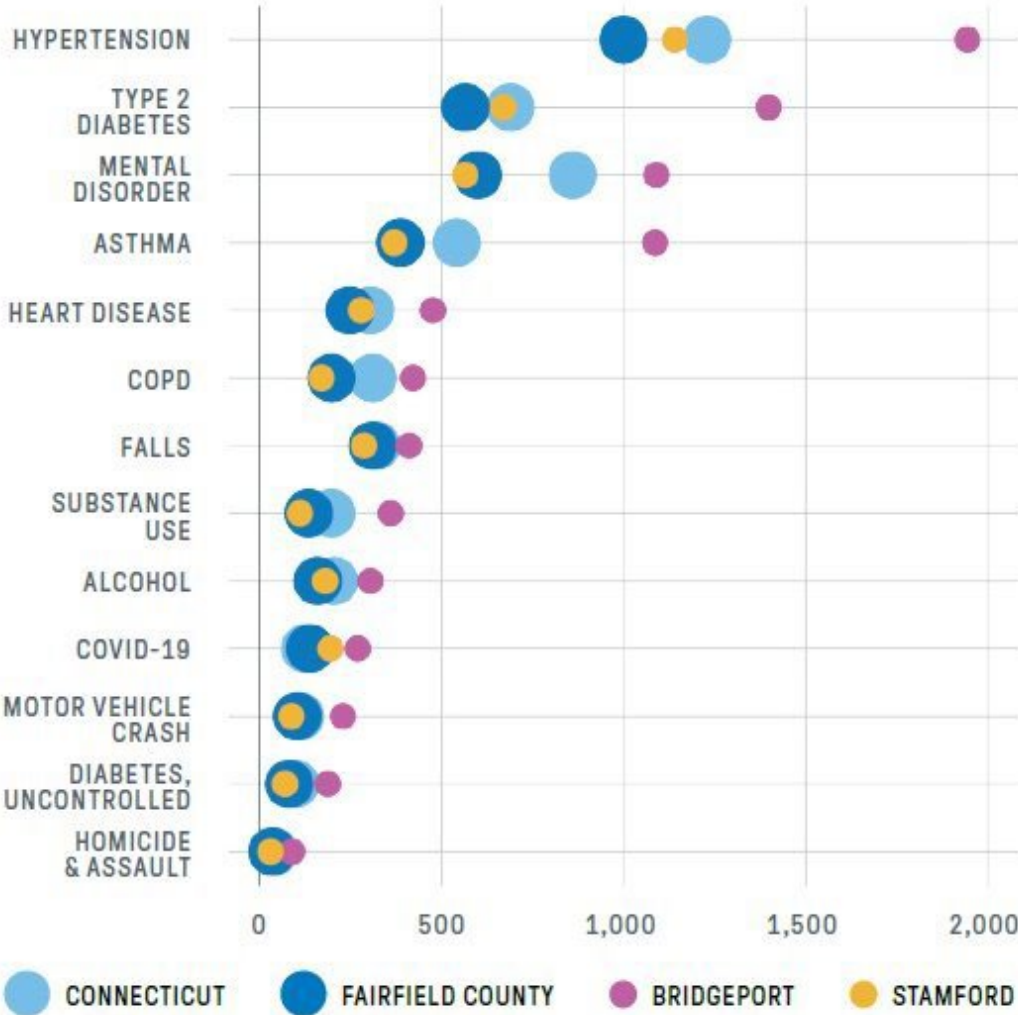


TABLE 7F

Birth outcomes

BIRTH OUTCOMES BY RACE/ETHNICITY OF PARENT, 2016–2018

LOCATION	RACE/ETHNICITY OF PARENT	PERCENT OF BIRTHS WITH LATE OR NO PRENATAL CARE	PERCENT LOW BIRTH WEIGHT	INFANT MORTALITY RATE PER 1,000 LIVE BIRTHS
Connecticut	Total	3.4%	7.8%	4.61
Fairfield County	Total	4.1%	7.5%	3.96
	White	3.1%	6.0%	2.68
	Black	6.7%	13.0%	9.23
	Latina	4.6%	7.4%	4.23
	Puerto Rican	2.6%	10.3%	N/A
	Other Latina	5.2%	6.5%	N/A
	Asian	3.4%	7.7%	N/A



Community Assets and Gaps



KEY ASSETS: EDUCATIONAL INSTITUTIONS,
HOSPITAL/HEALTH CARE INSTITUTIONS



COMMUNITY GAPS: LACK OF AFFORDABLE
HOUSING, PUBLIC TRANSPORTATION, AND
STRATEGIC COLLABORATION BETWEEN
ORGANIZATIONS

Key Insights and Strategic Implications

1. Demographics play an important role in the changing needs of the community.
2. Economic opportunity looks different by race/ethnicity, geography and income.
3. Economic opportunity challenges are interconnected.



Data-Driven Strategies for Economic Mobility

- Public education campaigns
- Equity Research
- Nonprofit capacity building,
- Public policy advocacy,
- Strengthening civic engagement
- Seeding innovative community driven solutions



High-Level Questions

- What does an effective regional model look like for our community?
- What are emerging best practices in communicating (framing and messaging) our work to our various audiences?
- What additional evidence-based systems level impact strategies (and associated MERL frameworks) make sense for us to consider implementing?

Community Demographic Profile

Guiding Economic Mobility Strategies for
Foundation for Appalachian Kentucky





Kristin Walker Collins

Kathy King Allen

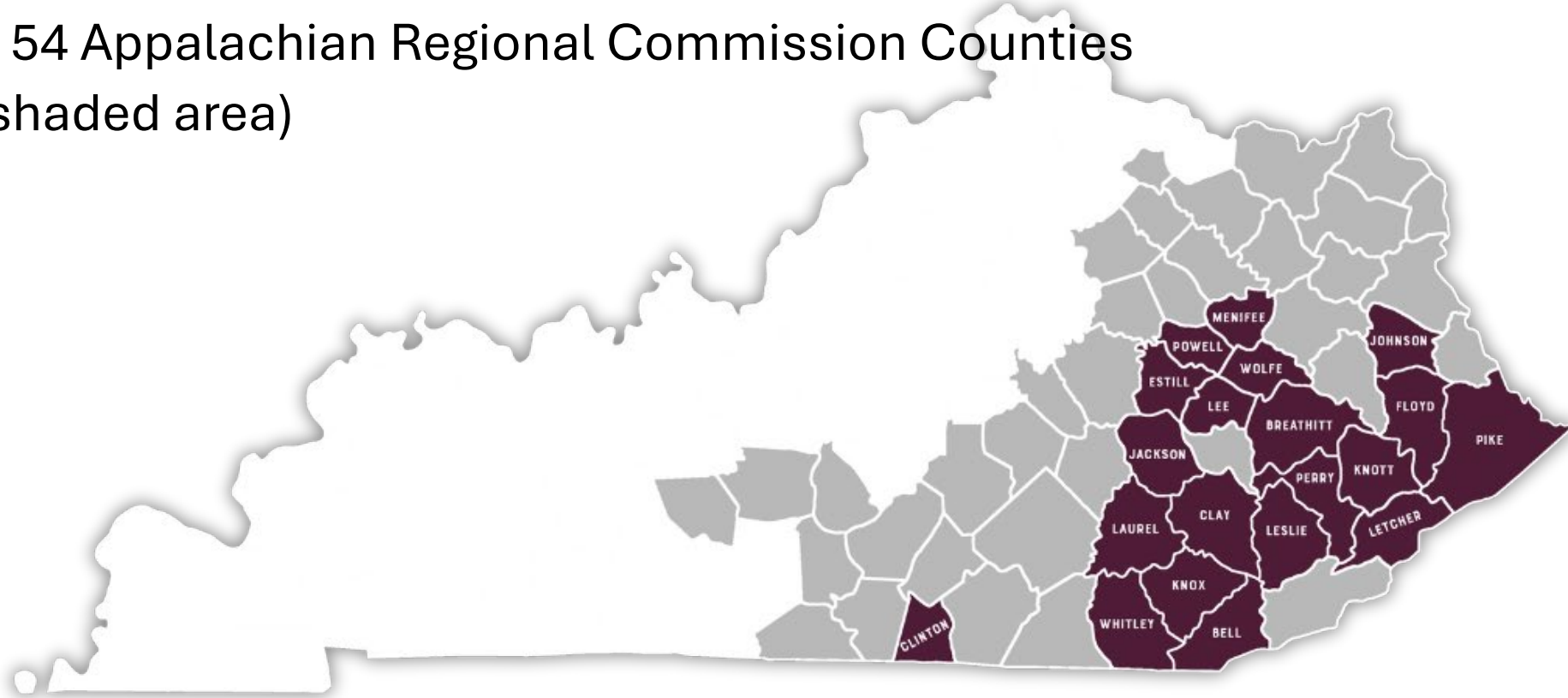
Ketaki Bhattacharyya

Les Roll

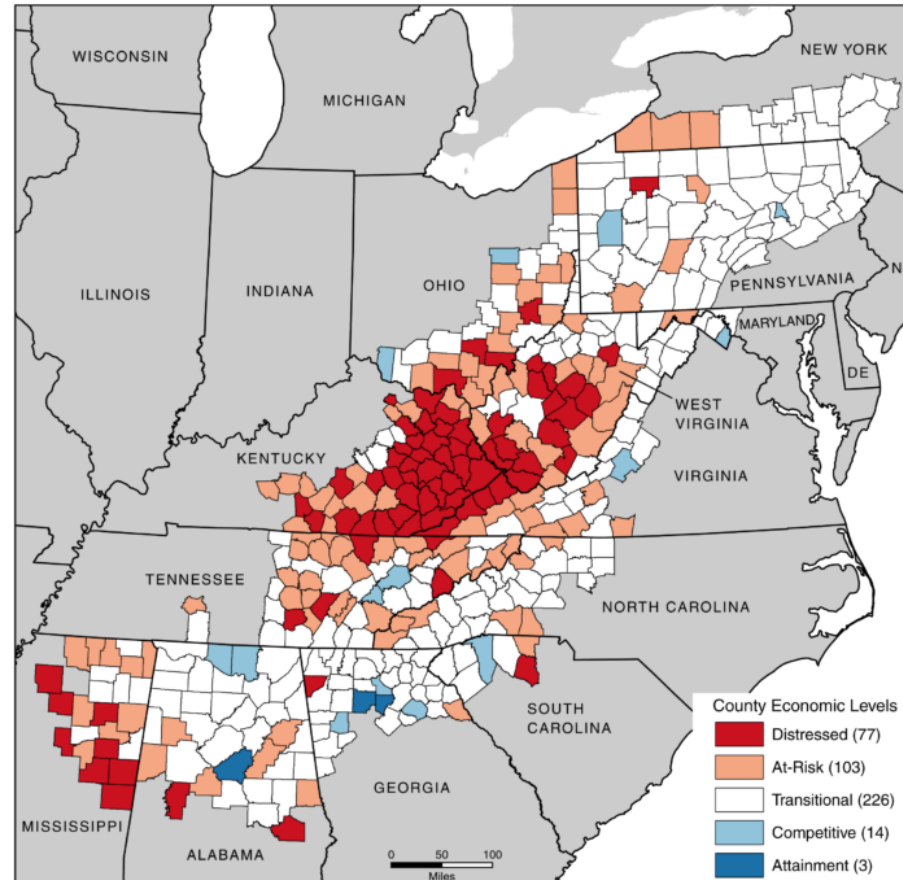
Melissa Bond

Population Snapshot

- Total Community Population: 1,161,263
 - 54 Appalachian Regional Commission Counties (shaded area)



Population Snapshot

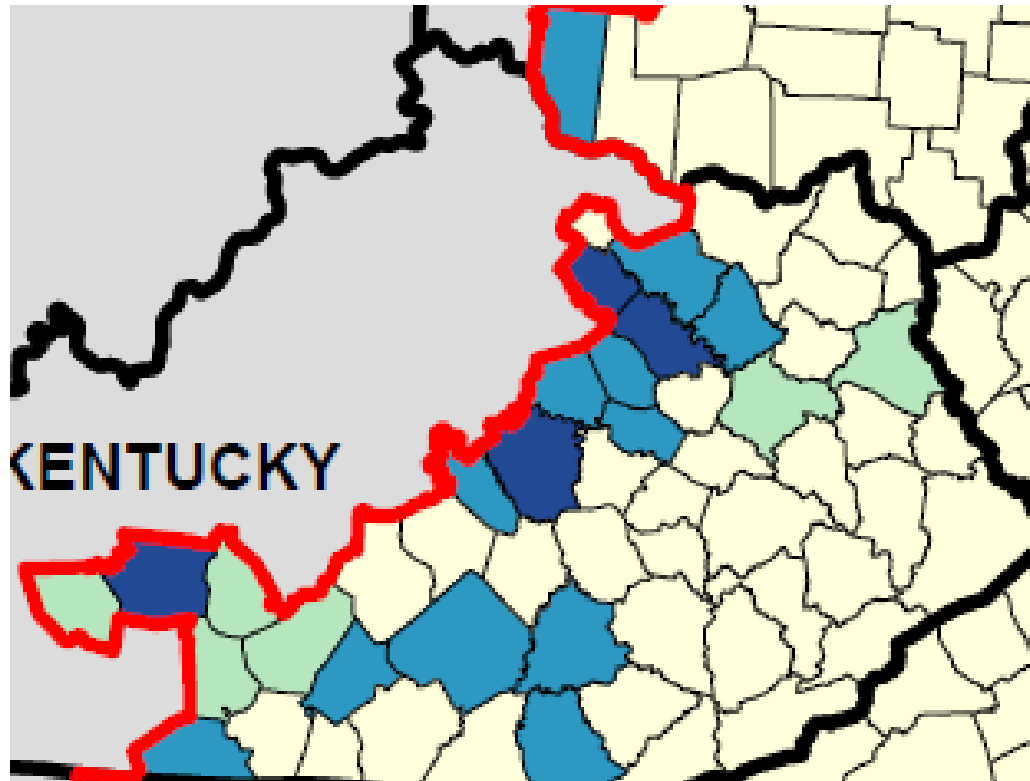


Created by the Appalachian Regional Commission, June 2024
Data Sources:
Unemployment data: U.S. Bureau of Labor Statistics, LAUS, 2020–2022
Income data: U.S. Bureau of Economic Analysis, LAPI, 2022
Poverty data: U.S. Census Bureau, American Community Survey, 2018–2022

Effective October 1, 2024
through September 30, 2025

Population Snapshot

- Growth Trends: Decreasing



**Percent Change in
Population, 2010 to 2022**
U.S. AVERAGE: +7.7 PERCENT
APPALACHIAN AVERAGE: +3.4 PERCENT

- +7.7 percent or more
- +2.9 percent to +7.6 percent
- 0 percent to +2.8 percent
- Decrease



Population Snapshot



Areas of Focus

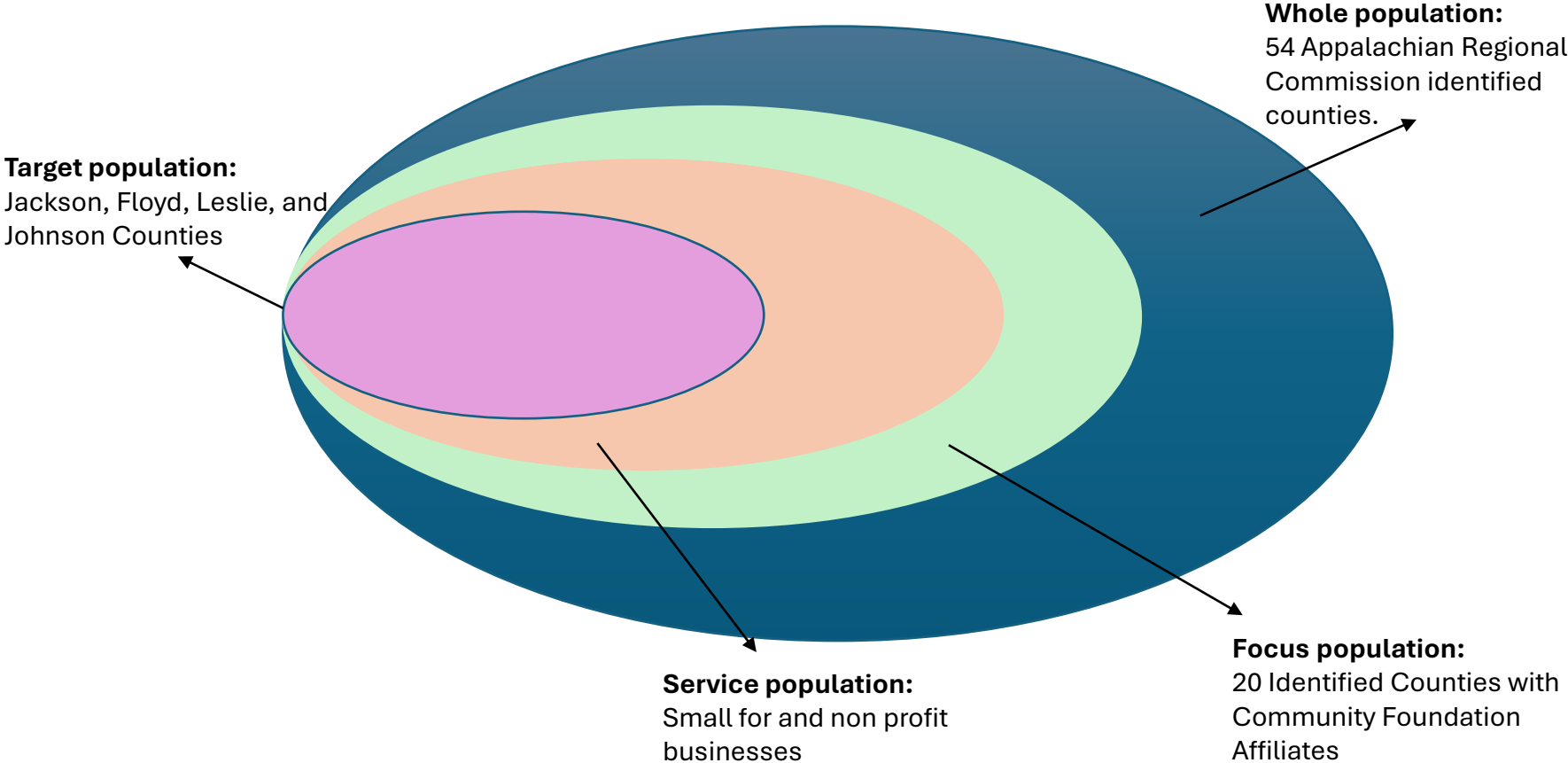
- Entrepreneurship/ Small Business Development
- Economic Development
- Quality, Affordable Child Care
- Food Security
- Arts and Culture
- Education
- Disaster Relief, Recovery, and Resiliency



Learning Challenge

- The Foundation for Appalachian Kentucky is at a pivotal moment, working to address the economic mobility needs of a high-needs, historically under-resourced and built on an extractive economy region. We have strong partnerships with the Mountain Association (MA) for Just Transition strategies and CEDIK for data and small business (for and non profit) support, but we face challenges in securing sustainable funding.
- Our goal is to leverage our Affiliate Boards and partnerships to build out an impact investment program, providing critical "friends and family" capital to help small (for and non profit) businesses and entrepreneurs become bankable. The learning challenge we bring to the network is twofold:
 1. How do we foster a culture of philanthropy in a community with limited donor engagement? and
 2. How do we build a robust support pipeline for small business owners who are not yet ready for CDFI involvement, but need early-stage financial backing to grow?

Narrowing Your Target Population





Racial & Ethnic Composition

Race and Hispanic Origin	Kentucky	Johnson	Floyd	Jackson	Leslie
<u>White alone, percent</u>	86.70%	97.50%	97.80%	97.90%	97.80%
Black alone, percent	8.80%	0.50%	0.80%	0.70%	0.60%
American Indian and Alaska Native alone, percent	0.30%	0.20%	0.20%	0.20%	0.20%
Asian alone, percent	1.80%	0.70%	0.30%	0.20%	0.30%
Native Hawaiian and Other Pacific Islander alone, percent	0.10%	<u>∟</u>	<u>∟</u>	0.10%	0.10%
<u>Two or More Races, percent</u>	2.30%	1.10%	0.90%	0.90%	1.10%
Hispanic or Latino, percent	5.00%	1.00%	0.90%	1.30%	0.90%
<u>White alone, not Hispanic or Latino, percent</u>	82.40%	96.70%	97.00%	96.80%	97.00%

Income & Employment Overview



- Median Household Income: \$41,496
- Unemployment Rate: 7.6%
- Persons in poverty: 25.75%
- Under 65 with a disability: 20.6%



Educational Attainment

- High School Graduates: 84.25%
- Post-secondary Education: 12.75%



Housing and Cost of Living



Median Home
Value: \$100,150



Housing Burden
(renter): 48.5%



Housing Burden
(owner): 22.5%



Community Assets and Gaps



KEY ASSETS: COMMUNITY & TECHNICAL COLLEGES, HEALTHCARE FACILITIES, OUTDOOR RECREATIONAL OPPORTUNITIES, STRONG FAITH-BASED PRESENCE, AND STRONG APPALACHIAN NATURAL AND CULTURAL HERITAGE.



COMMUNITY GAPS: LACK OF AFFORDABLE HOUSING OR HOUSING OPTIONS, INADEQUATE BROADBAND ACCESS/COST, NO PUBLIC TRANSPORTATION, INSUFFICIENT INFRASTRUCTURE, SIGNIFICANT AGING/DISABLED POPULATION, AND LACK OF EDUCATIONAL ATTAINMENT.



Key Insights and Strategic Implications

1. Growth in working-age population suggests need for workforce development.
2. High housing burden requires affordable housing investments.

Data-Driven Strategies for Economic Mobility



For example:

1. Small Business (For and Non Profit) Development
2. Disaster Preparedness and Mitigation

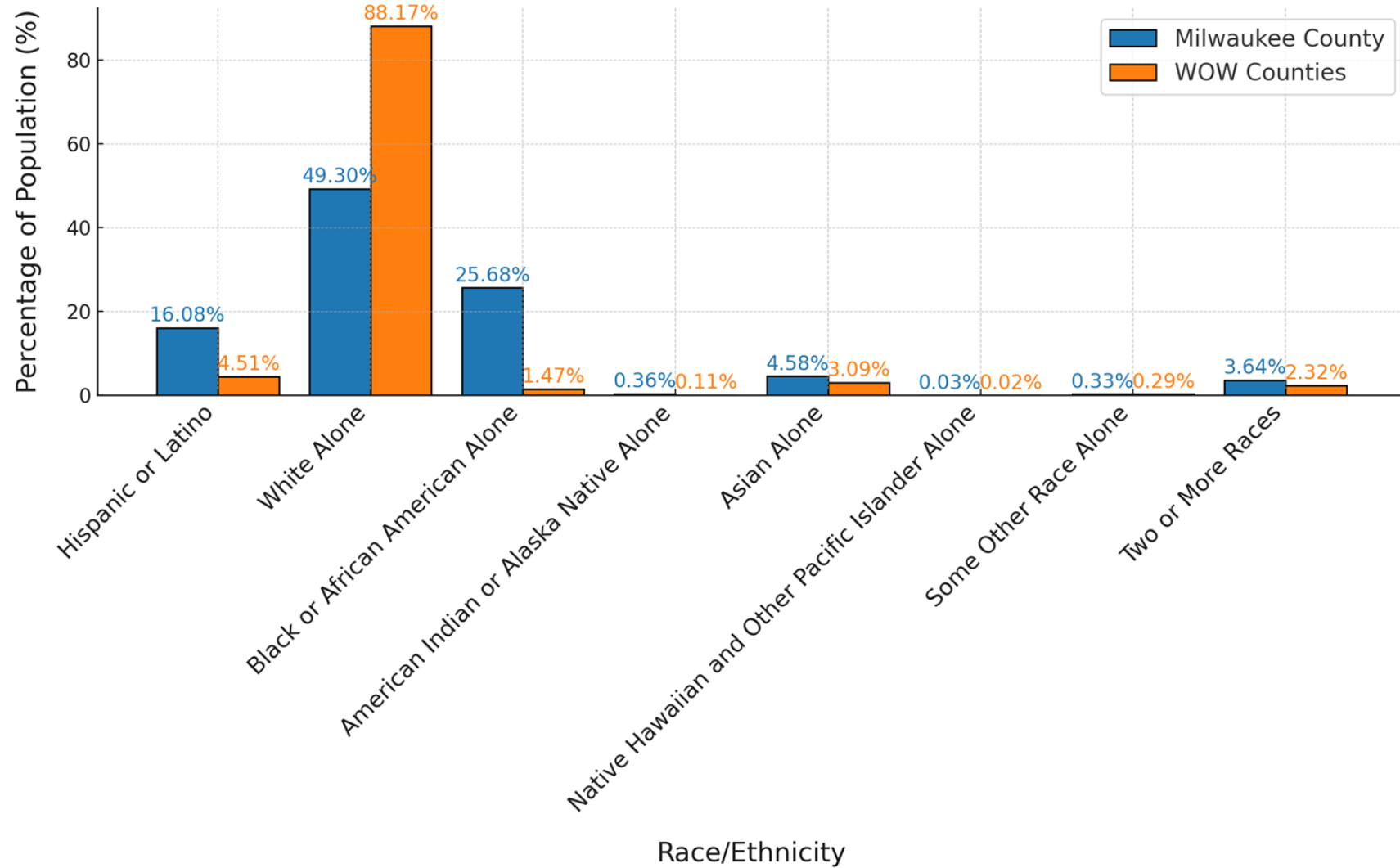
High-Level Questions

- People don't want to, and shouldn't have to leave their communities, how do we keep them from "having" to leave?
- How do we frame 'economic mobility' in persistent poverty rural communities where traditional models are broken: to clients and to donors?

Community Demographic Profile

Guiding Economic Mobility Strategies
for the
Greater Milwaukee Foundation

Population Distribution by Race/Ethnicity Milwaukee vs WOW Counties



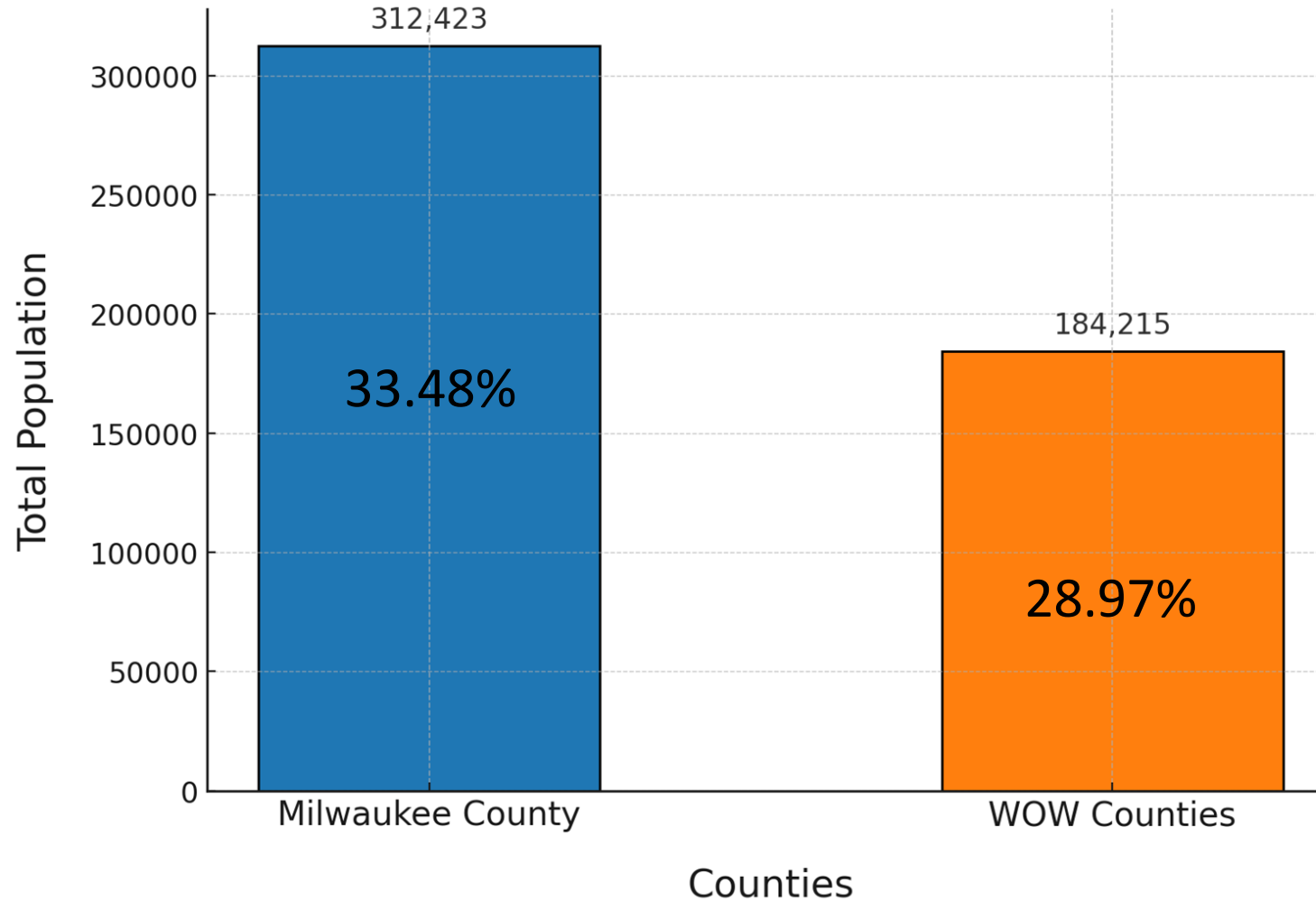
Growth Trends

Population decline

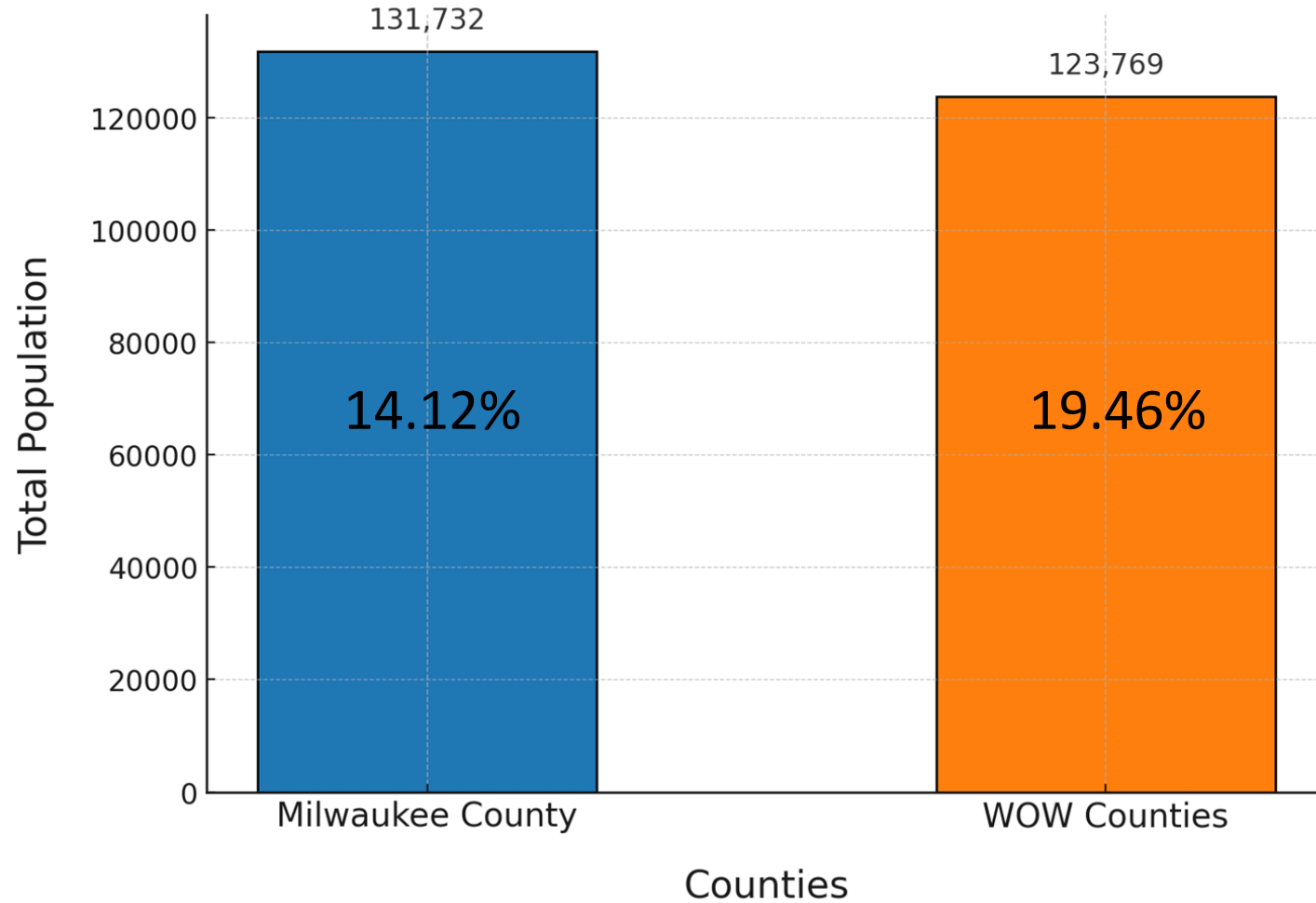
Milwaukee County population has been declining since 2000, with the biggest decline between 2020 and 2021.

- 2010–2022: The population decreased by an average of 0.3% per year.
- 2020–2023: The population decreased by 2.5%, the largest percentage loss in Wisconsin during that time.
- 2020–2050: The population is projected to decrease by 9%.

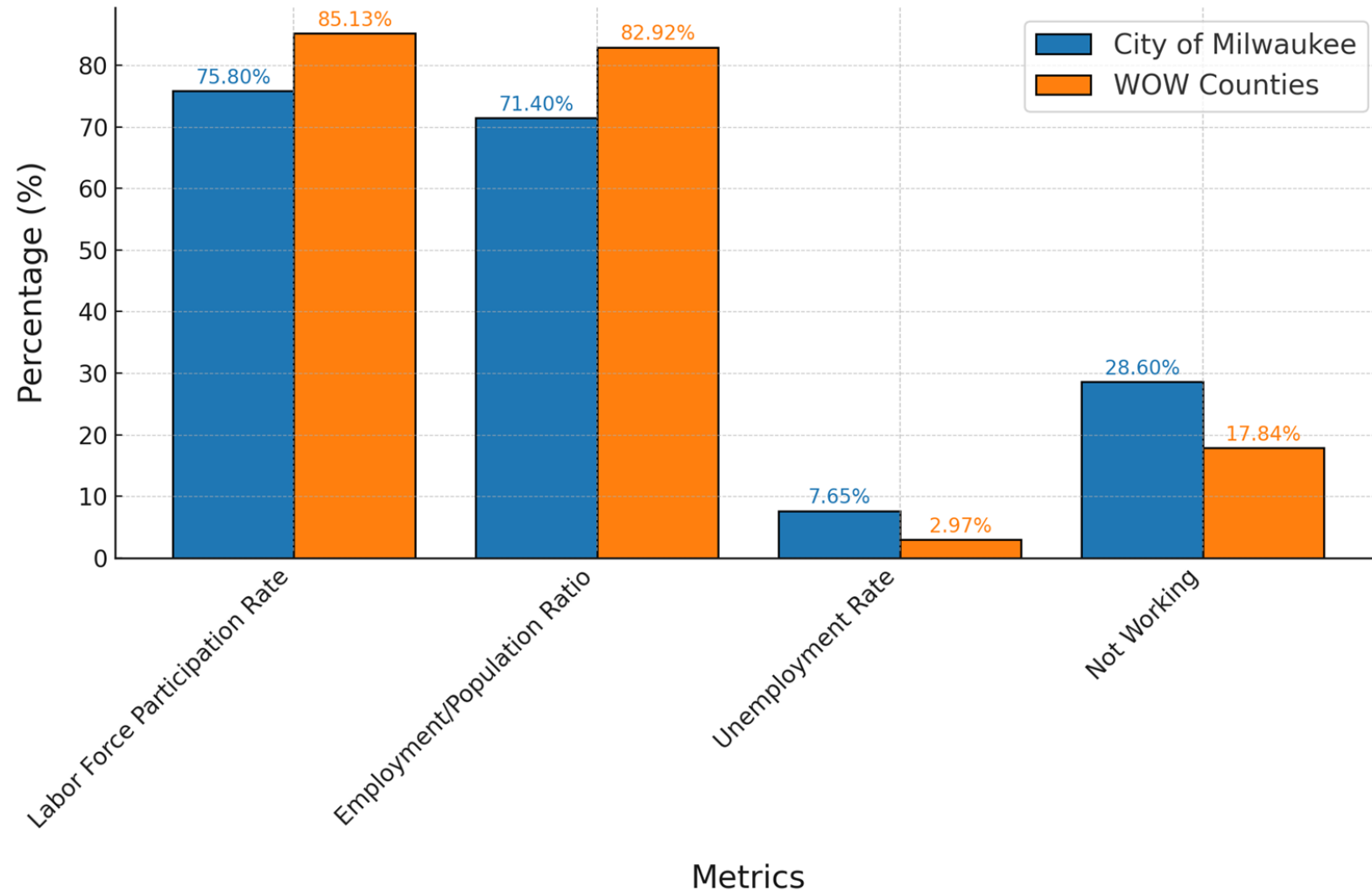
Youth Population (0-24): Milwaukee vs WOW Counties



Senior Population (65 and Over): Milwaukee vs WOW Counties



Workforce: Milwaukee vs WOW Counties



Learning Challenge

Too many in our region are impacted by racial, ethnic and socioeconomic disparities resulting from flawed systems that provide uneven benefits and exacerbate barriers to opportunity. We are engaged in cross-sector systems change efforts that include Milwaukee's Collective Affordable Housing Plan, a data-driven and community-informed plan to advance racial equity by providing a quality, affordable home for every Milwaukeean. By addressing barriers to affordable, dignified housing, we aim to improve housing stability, promote neighborhood cohesion and build generational wealth for families, particularly families of color.

- Our learning challenge for the EMAN cohort has two levels:
 1. How to use and integrate data from a racial wealth index under development into program-level data for targeted neighborhoods.
 2. How, in partnership with the community, we use the data to develop and implement strategies while aligning and refining program investments to promote economic mobility in those neighborhoods.

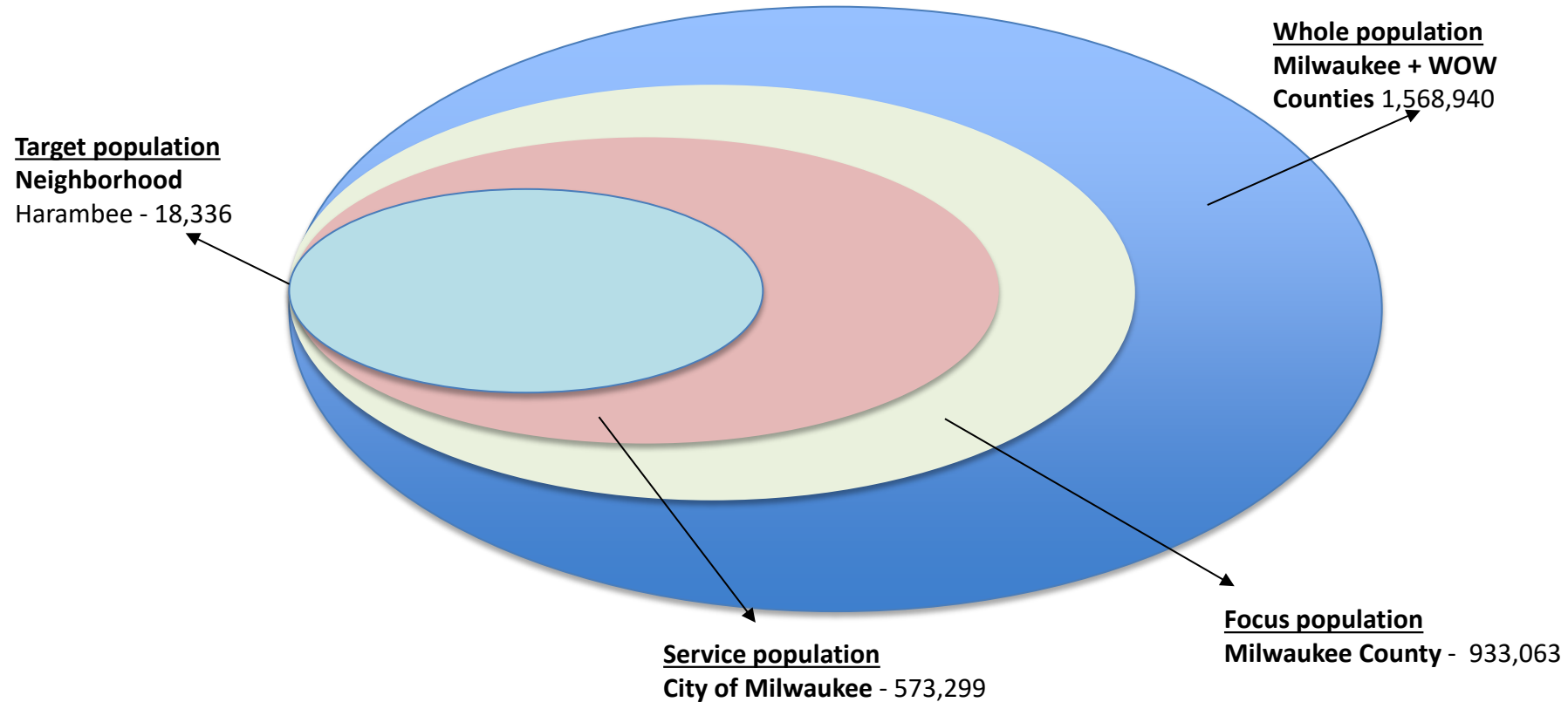
Learning Challenge

Why: Wealth has been proven to help people live longer, better lives. Wealth is unique to other indicators because it impacts not just one generation but multiple generations.

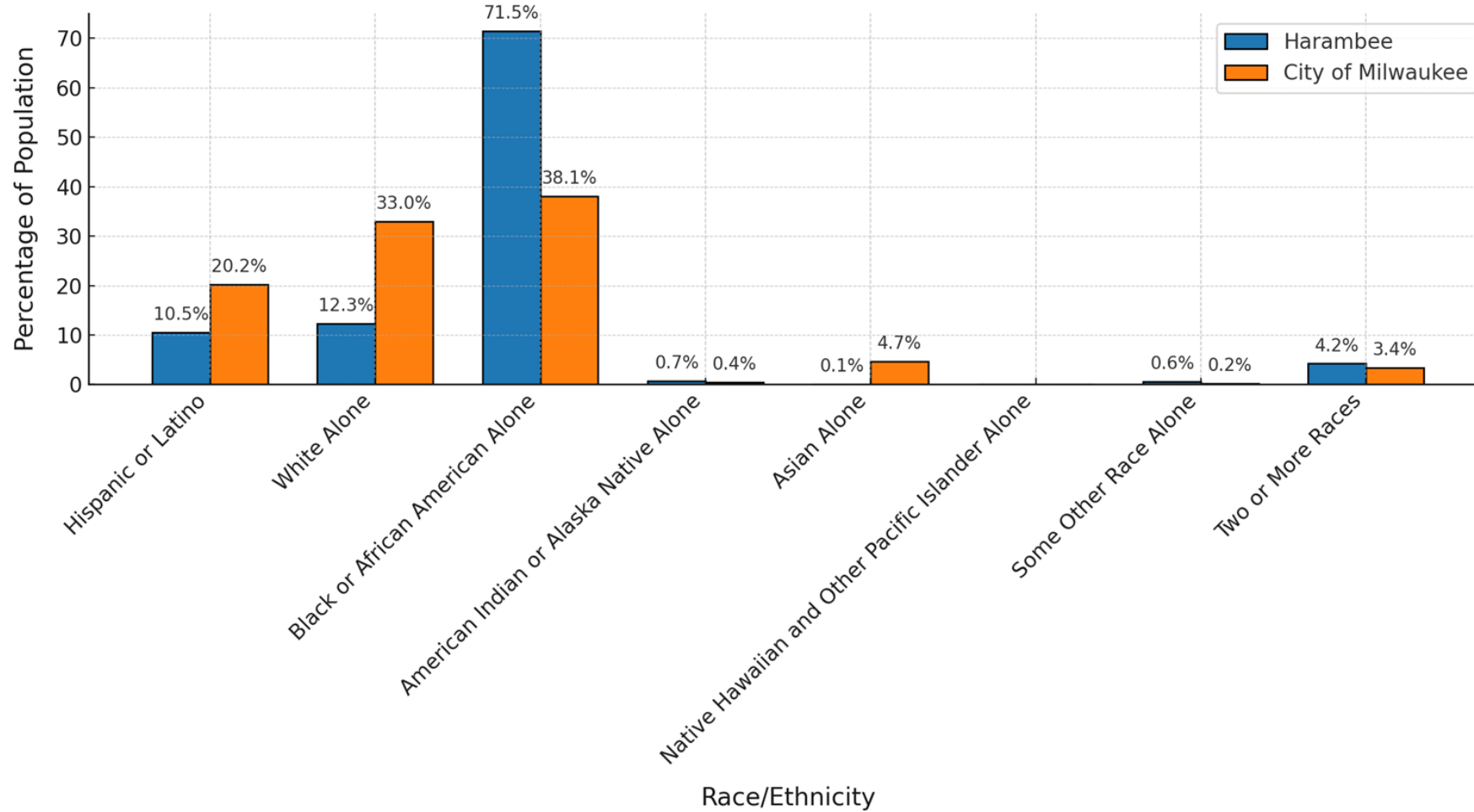
How: The first step to closing the racial wealth gap in Milwaukee is a reliable data source that can measure wealth and wealth disparities annually. The method developed by the data scientists at the Data Center in New Orleans will be used to match the Survey of Income and Program Participation data with census and other data resources to develop a city profile of wealth and wealth disparity. We want to bring that methodology here using local partners.

What: Our goal is to develop a local wealth disparity interface and dashboard for Milwaukee. Unlike census data, which can manageably be digested into dashboards, converting SIPP data into digestible information requires complicated algorithms that can take days to process. Once the system is built, we can measure annually, for example, the correlation between wealth and proximity to Early Childhood Education centers or the correlation between wealth and transportation and housing, etc.

Narrowing Your Target Population



Population by Race





Income & Employment Overview

	Harambee	City of Milwaukee
Median Household	\$31,366	\$49,793
Unemployment	10.1%	7.65

	Harambee	City of Milwaukee
Income Distribution		
0-\$39,999	56.7%	41.21%
\$40,000-\$74,999	27.7%	27.33%
\$75,000-\$124,999	8.4%	19.23%
\$125,000-\$199,999	5.5%	8.85%
\$200,000-Up	1.8%	3.39%

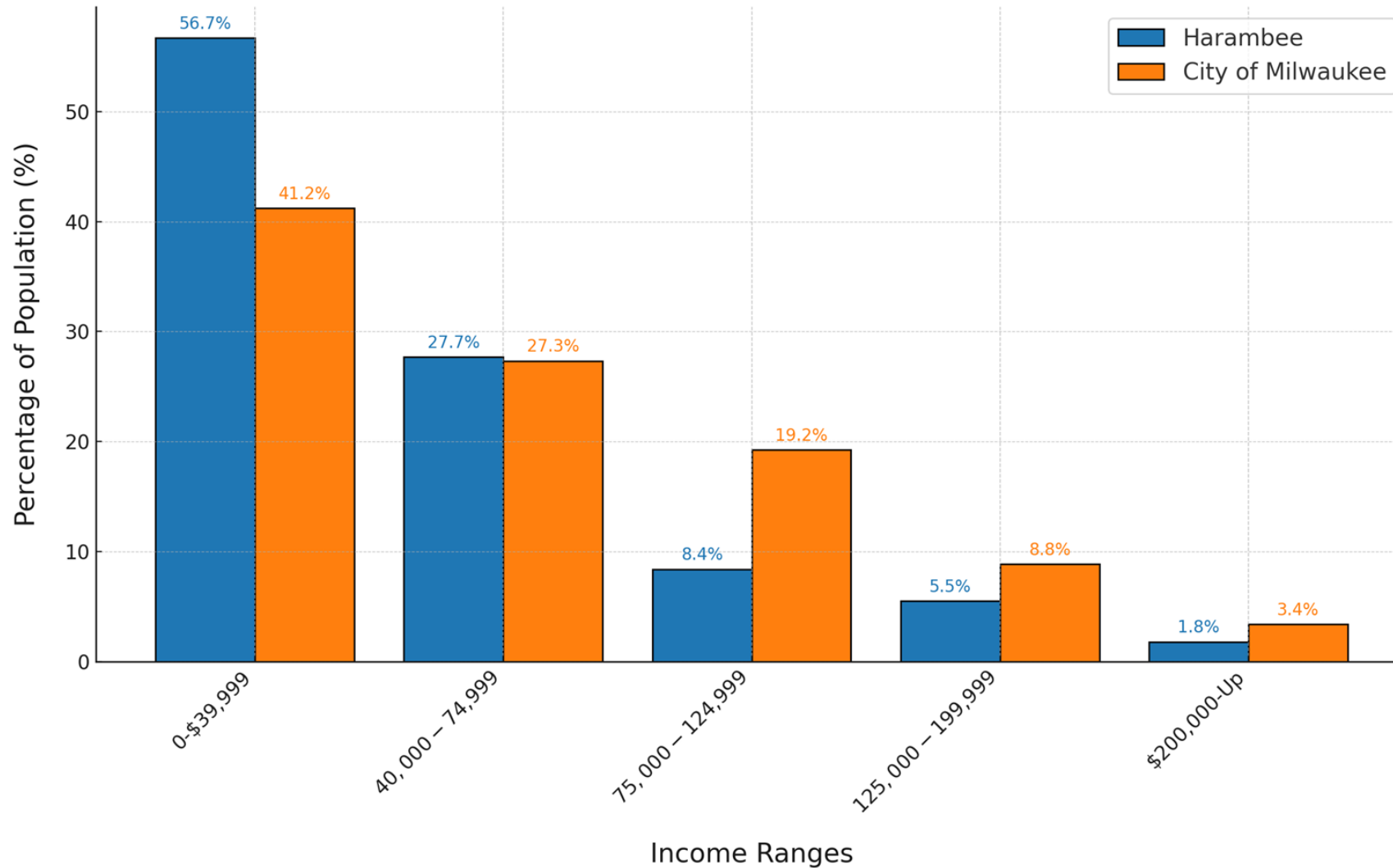


Educational Attainment

18 - 24 year olds		
	Harambee	City of Milwaukee
High School	43.9%	36%
Some College or Associate's Degree	32.4%	39.5%
Bachelors or Higher	4.1%	10.6%
25 year olds and higher		
High School or Higher	85.2%	85.48%
Some College or Associate's Degree	30.2%	28.5%
Bachelors or Higher	19.5%	26.1%



Income Distribution





Housing Burden

60% of Harambee neighborhood households paying rent paid 30 percent or more of their household income towards rent, compared to 51.3% of the City of Milwaukee as a whole. Households that spend 30 percent or more of their household income on rent or housing expenses are considered moderately cost burdened.



Housing Burden

43.5% of all owner-occupied units with a mortgage in the Harambee neighborhood pay 35 percent or more of their household income towards housing costs, greater than the City of Milwaukee as a whole (23.5%).



Community Assets and Gaps

ThriveOn King – Restoration and redevelopment of a former department store in the heart of Bronzeville on North Dr. Martin Luther King Jr. Drive. It's community, commercial and residential space with public art and wellness space that offers new resources and opportunities to the neighborhood. The first floor of the building houses Malaika Early Learning Center, JobsWork MKE, Kinship Cafe and Versiti Blood Center of Wisconsin.

Early Childhood Education – A need to increase the number of high-quality early education providers. 31 total providers with the capacity of 599 and most providers are rated 2 or 3 star out of a 5-star quality rating.

Housing - There are a significant number of homeowners applying for mortgages, but in some areas more than 25% are denied.

Key Insights and Strategic Implications

1. High unemployment rates and low income suggests an opportunity for workforce and small business development.
2. High housing burden requires affordable housing investments.
3. Neighborhood profiles needed for Halyard Park and Brewers Hill.



Data-Driven Strategies for Economic Mobility

1. Housing – Creating or enhancing affordable housing options that retain existing residents as well as attract new residents and household types. Increasing the supply of safe, affordable housing options that retain existing residents as well as attract new residents and household types.
2. Education Access Programs - Increasing the supply of quality, affordable, early childhood education providers and building the early childhood teaching workforce.
3. Equitable Economic Opportunity – Supporting entrepreneurs, small business and workforce development. We are working to increase business ownership by providing access to capital, training and other resources.



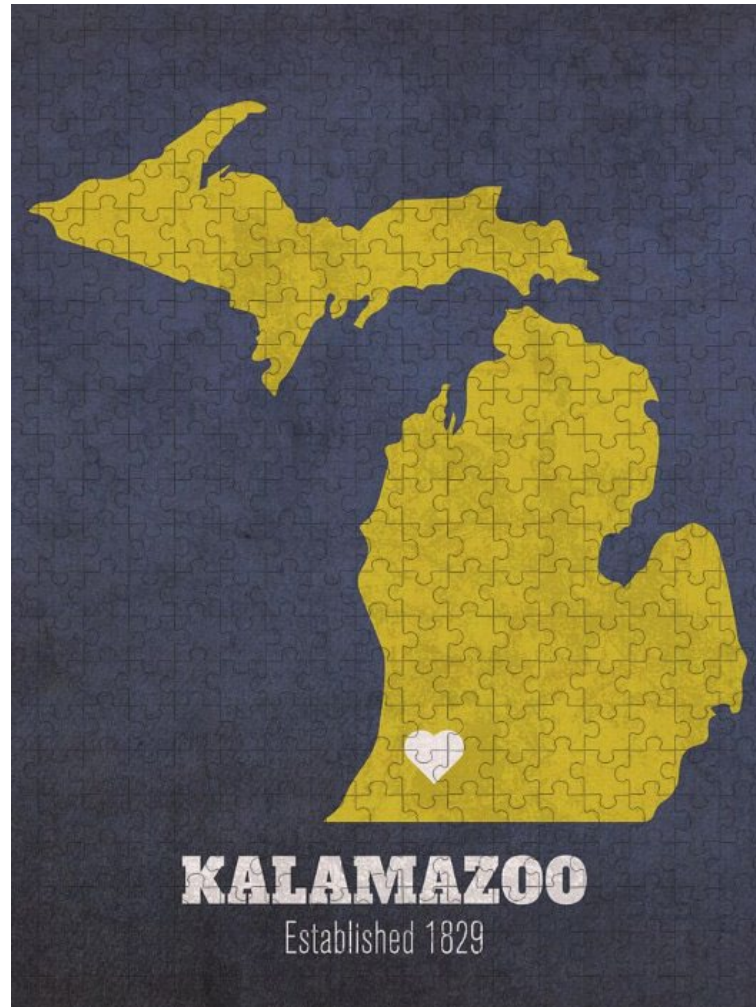
High-Level Questions

1. What are the wealth and debt factors that are causing high debt-to-income ratios that are obstacles to homeownership?
2. Are homeownership efforts increasing overall wealth? How to measure that at a population level?
3. How to quantify population level results for small business development?

Community Demographic Profile

Guiding Economic Mobility Strategies for
Kalamazoo Community Foundation

Kalamazoo County, Michigan



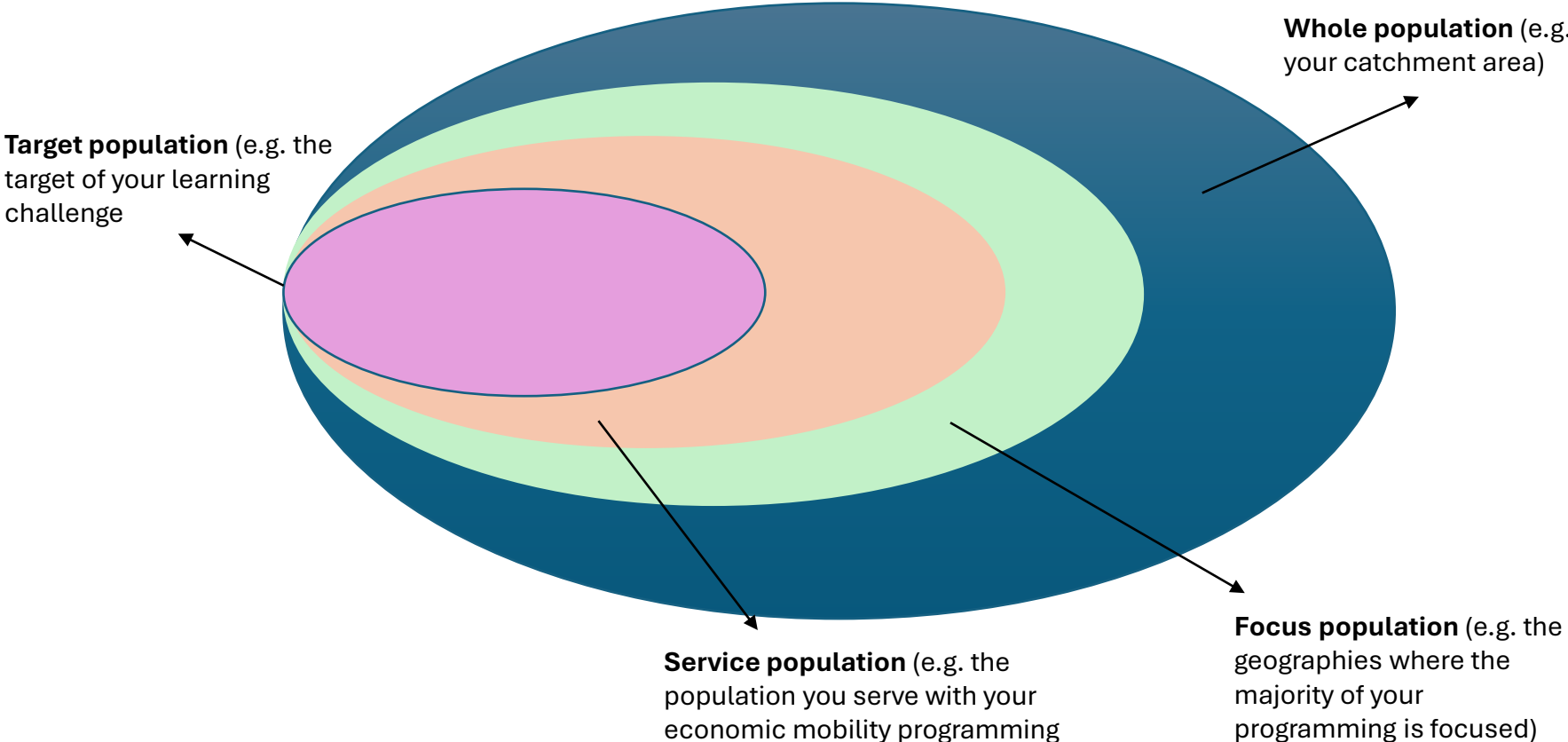
Population Snapshot

	County	Michigan
Population	261,108	10,050,811
% Below 18 Years of Age	21.5%	21.4%
% 65 and Older	15.8%	18.1%
% Non-Hispanic Black	11.3%	13.8%
% American Indian or Alaska Native	0.5%	0.7%
% Asian	2.8%	3.4%
% Native Hawaiian or Other Pacific Islander	0.1%	0.0%
% Hispanic	5.6%	5.6%
% Non-Hispanic White	76.5%	74.2%
% Not Proficient in English **	1%	1%
% Female	50.9%	50.4%
% Rural	17.5%	25.4%

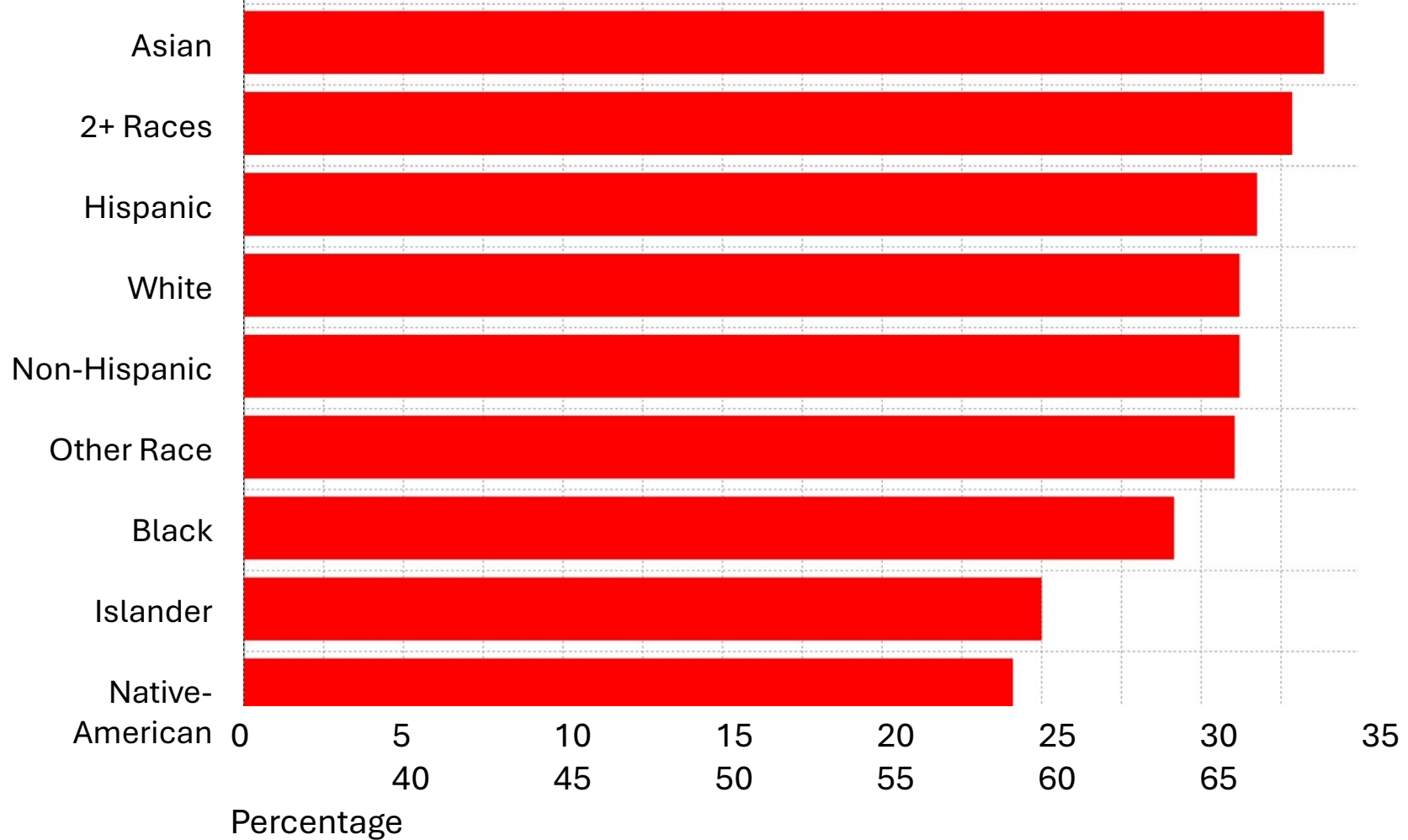
Learning Challenge

- 1) Exploring how guaranteed basic income/direct cash models could work in our community and the role CFs could play in their development and administration. We have spent 100 years making grants to nonprofits, we are excited about exploring parallel opportunities to grant resources directly to individuals. We feel direct cash has the potential to address directly or indirectly all of the economic mobility challenges named by CF Leads in ways that restore power, autonomy and choice to populations that have been systematically denied these things.
- 2) Identifying metrics/data that can meaningfully measure collective efforts around economic mobility.

Narrowing Your Target Population



Employment Rate by Race



Educational Attainment

EDUCATION ATTAINED ^	COUNT	PERCENTAGE
9th to 12th Grade	2,146	5.62%
Associates Degree	3,572	9.36%
Bachelors Degree	8,661	22.69%
Graduate Degree	5,535	14.5%
High School Graduate	8,884	23.27%
Less Than 9th Grade	1,275	3.34%
Some College	8,098	21.22%



Educational Attainment by Race

RACE	TOTAL <small>▼</small>	HIGH SCHOOL	BACHELORS
White	133,175	127,639	56,643
Black	16,037	13,946	3,425
2+ Races	7,089	6,567	2,452
Hispanic	6,457	5,326	1,979
Asian	3,852	3,672	2,855
Other Race	1,680	1,347	329
Native American	619	475	164
Islander	108	108	43

Poverty Rate by Race

NAME	TOTAL	IN POVERTY ▾	POVERTY RATE
White	193,294	20,957	10.84%
Black	27,038	7,040	26.04%
Multiple	17,668	3,185	18.03%
Hispanic	13,715	2,447	17.84%
Asian	6,153	922	14.98%
Other	3,329	843	25.32%
Native	782	99	12.66%

- 26.81% Overall Poverty Rate
- 25.19% Male Poverty Rate
- 28.39% Female Poverty Rate
- Poverty rate amongst full time workers is 4.74% vs. part time workers is 40.92%

Income & Employment Overview

- Median Household Income: \$66,734
- Unemployment Rate: 8.1%

Top 5 Employers

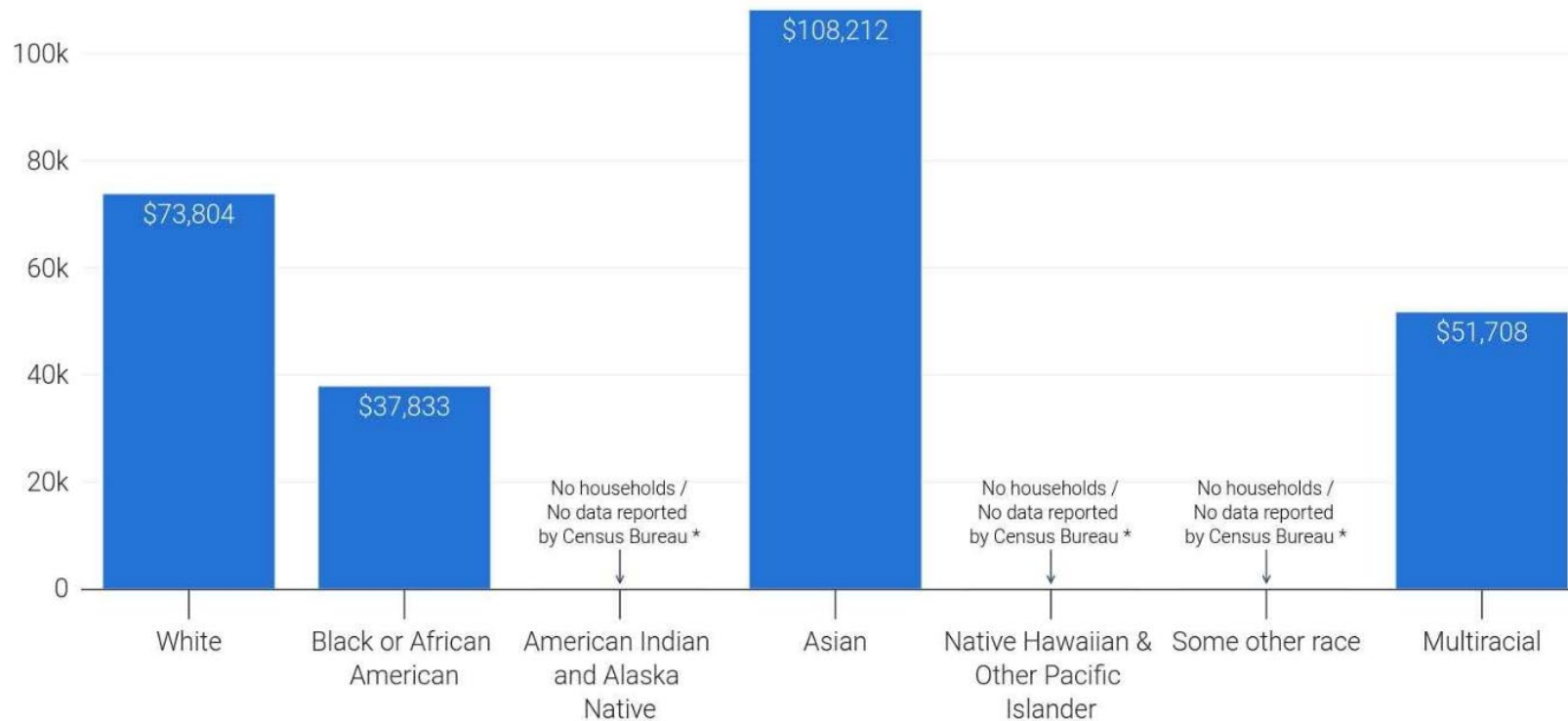
- Pfizer 6,100
- Bronson Hospital 3,000
- PNC Bank 2,922
- Western Michigan University 2,887
- Borgess Health Alliance 2,410



Income & Race

Kalamazoo County, MI median household income diversity across racial categories

In 2022, Asian households had the highest median income of \$108,212.



Housing and Cost of Living



Median Home
Value: \$209,700



Housing Burden:
53.86%



Homelessness
Rates: 3.37%



Eviction Rates:
6.59%



Community Assets and Gaps

Key Assets:

- Resource rich
- Kalamazoo Promise
- Rx Kids
- World class Career Technical Education Center (In Progress)
- 24-hour daycare, drop in childcare
- Reproductive health fund
- Public- private partnership in funding initiatives is common
- Issue specific collaboratives
- Presence of some large corporations (Pfizer, Stryker, Bronson)
- Higher Education Institutions (WMU, KVCC, K College, Medical School)



Community Assets and Gaps

Community Gaps:

- Segregation and geographic concentration of violence in core urban neighborhoods
- Consistent racial disparities, lack of racial justice
- Access to jobs, economic mobility
- Public education quality (K-12)
- Lack of coordination and access to available resources
- Housing availability and affordability, homelessness
- Access to affordable healthcare
- Food insecurity
- College affordability
- Crisis/Disaster Supports
- Limited childcare seats, especially workforce childcare (3rd shift, weekends)
- No existing collective effort around wealth building, economic mobility and economic justice
- Lack of true collaboration between sector initiatives/experts, lacking holistic, lifecourse and multi-generational community approach and implementation

Key Insights and Strategic Implications

1. Our community is lacking holistic approaches, which is contributing to disparate outcomes. This suggests a need for creating new models of collaboration.
2. Racial disparities are pervasive and require sustained, focused interventions and systems change.
3. K-12 experiences and higher education access vary significantly throughout the County.



Data-Driven Strategies for Economic Mobility

1. Workforce Development
2. Direct cash and wealth building strategies (child savings accounts, cooperative land purchases, etc.)
2. Affordable Housing Initiatives
3. Education Access Programs

Sources

- [Kalamazoo, MI - Profile data - Census Reporter](#)
- [Kalamazoo County, MI Median Household Income By Race - 2024 Update | Neilsberg](#)
- [See how home values in Kalamazoo County have changed in 10 years - mlive.com](#)
- [Analysis of Impediments to Fair Housing City of Kalamazoo](#)
- [Kalamazoo County Housing Plan final 8.15.22.pdf](#)
- [Kalamazoo, MI Median Household Income By Race - 2024 Update | Neilsberg](#)
- [U.S. Census Bureau QuickFacts: Kalamazoo County, Michigan](#)
- [Kalamazoo County, Michigan Population 2024 Kalamazoo County, MI | Data USA](#)
- [Kalamazoo County, MI Median Household Income By Race - 2024 Update | Neilsberg](#)
- [Kalamazoo: Economy - Major Industries and Commercial Activity, Incentive Programs New and Existing Companies](#)



Community Demographic Profile

Guiding Economic Mobility Strategies for The Pittsburgh
Foundation



Learning Challenge

Two years into a five-year strategic plan anchored in a commitment to racial equity and justice and with a targeted focus on BIPOC communities and institutions, ***a priority to support women, particularly black women and single mothers, has emerged.***

Our participation in EMAN will help refine our strategy to accelerate economic mobility as we seek to deepen our investments, partnerships and advocacy – ***placing a primary focus on financial health and security interventions (e.g. income/wage growth, credit improvements, debt reduction and asset acquisition) that can lead to poverty reduction and wealth-building.***

Our learning challenge will focus on three objectives:

1. Explore data-driven, financial mobility frameworks useful for identifying challenges, evaluating opportunities, and assessing impact
2. Understand innovative methods to identifying and investing in promising and impactful models of financial intervention and mobility for women of color
3. Brainstorm new ways to scale our investments and interventions through policy and advocacy and non-grantmaking supports.

Service Area: Allegheny County

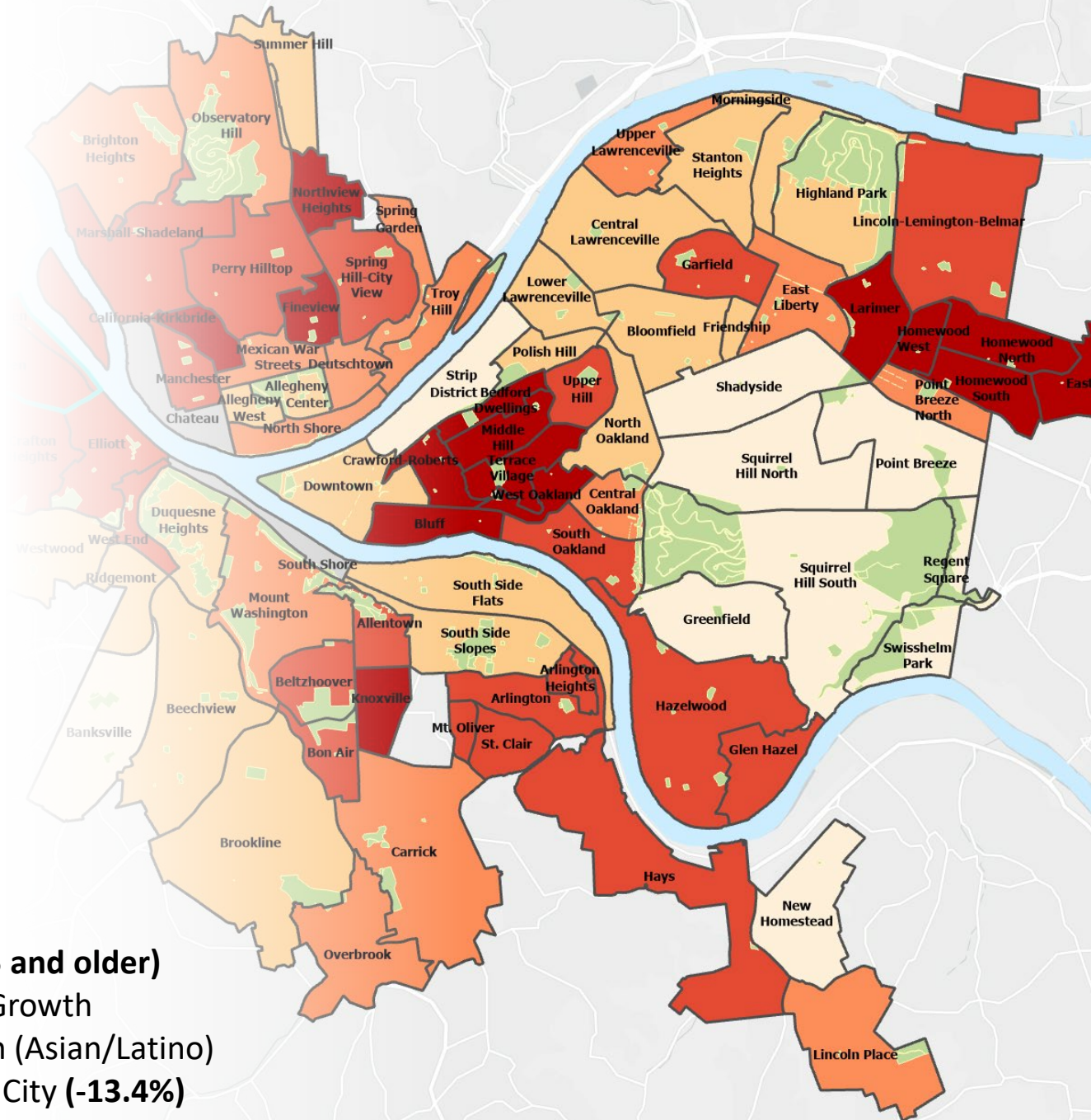
Total Population
1,230,208

By Race:

- **74.6%** White
- **13%** African American
- **4.9%** Asian
- **3.1%** Hispanic/Latino
- **1.4%** Other Race

Growth Trends:

- Aging Population (**20.8% 65 and older**)
- Steady County Population Growth
- Growing Diverse Population (Asian/Latino)
- Black Population Decline in City (**-13.4%**)





Community Assets and Gaps



KEY ASSETS:

Highly Educated
Healthcare, Education and Retail Primary Sectors
Growing Tech, Robotics and Manufacturing
Philanthropic Dollars



KEY GAPS:

Lack of Affordable Housing
Rising Cost of Living
Segregated & Concentrated Poverty
Slow Employment Growth Regionally

Housing, Poverty and Cost of Living

Median Home Value:
\$219,787, up 3.0% over year

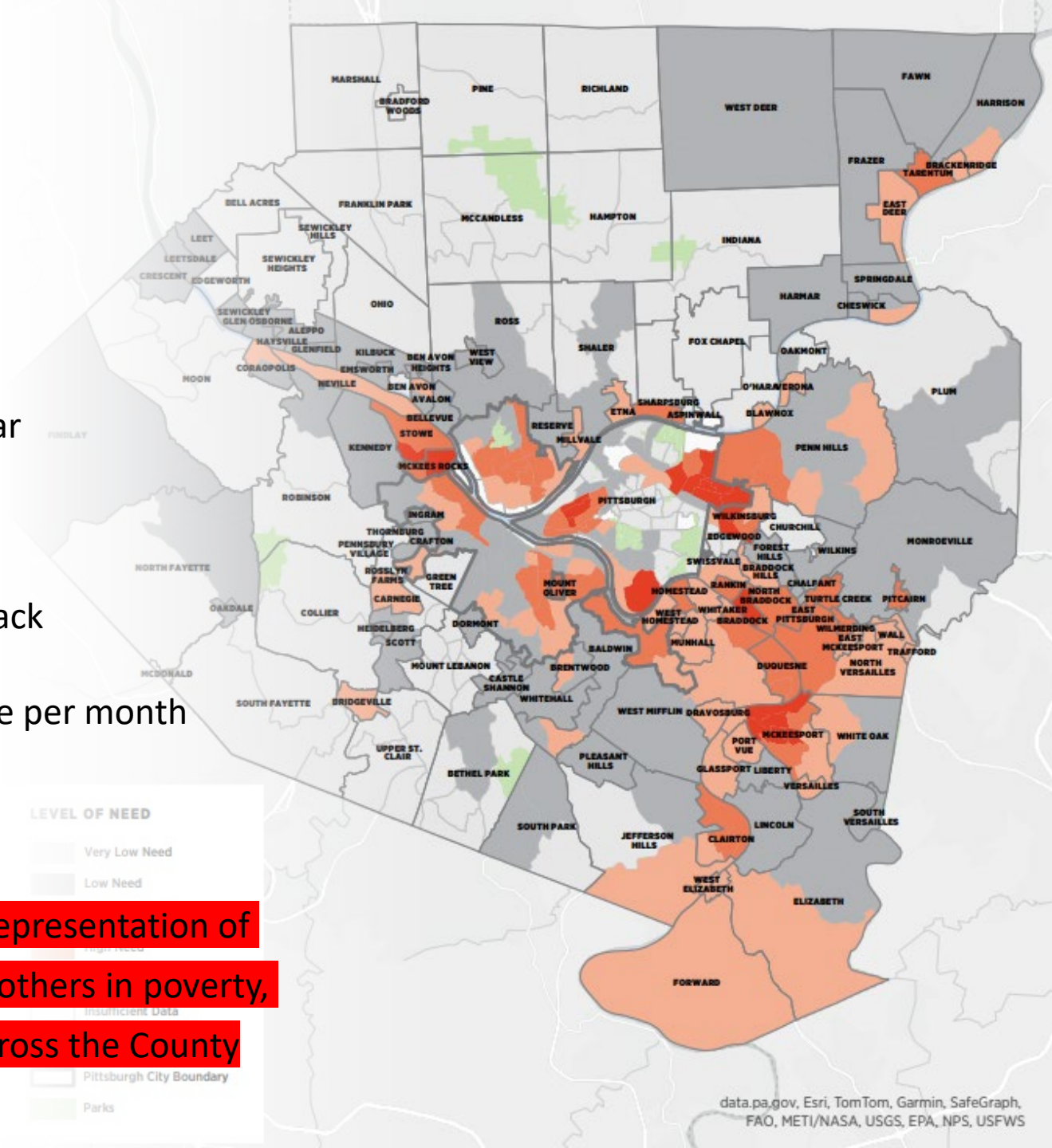
Housing Burden:
26% households

Homelessness Rates:
61% Women/Child, 69% Black

Eviction Rates:
1,114 cases filed on average per month

Poverty Rate
11.1%

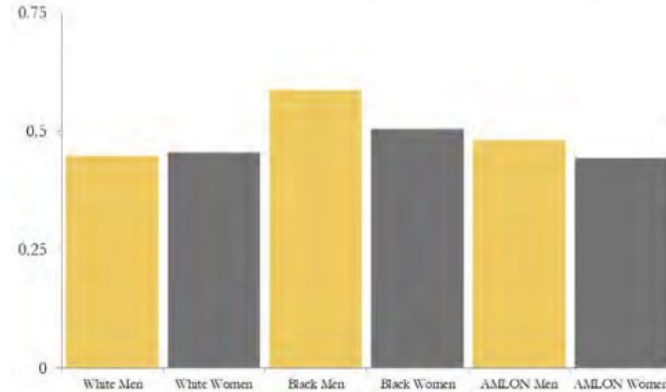
There's an overwhelming representation of black/women and single mothers in poverty, living in high need areas across the County



Pittsburgh's Gender Equity Report

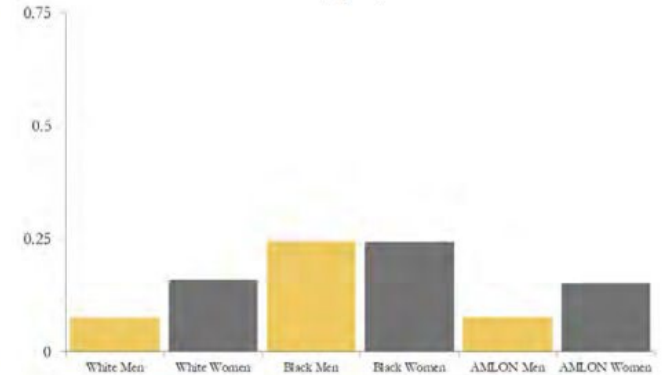
Occupations with Median Income between \$30,000 and \$50,000

- Construction Workers
- Contractors
- Farmers and Fishers
- Teachers
- Social Service Workers
- Sales
- Office Administrators
- Maintenance
- Fire Fighters
- Transit Workers
- Factory Workers



Occupations with Median Income less than \$30,000

- Health care support
- Personal care workers
- Cooks
- Servers
- Caterers
- Custodians



Pittsburgh's Black adult women are **5 times more likely** to live in poverty than White adult men

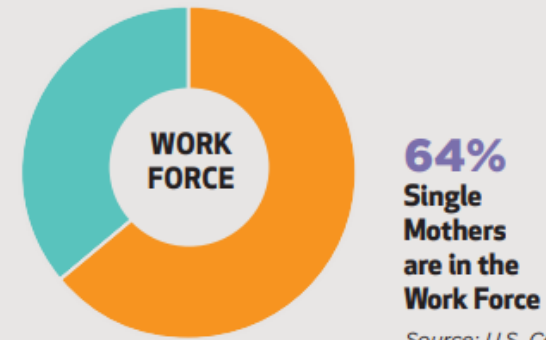
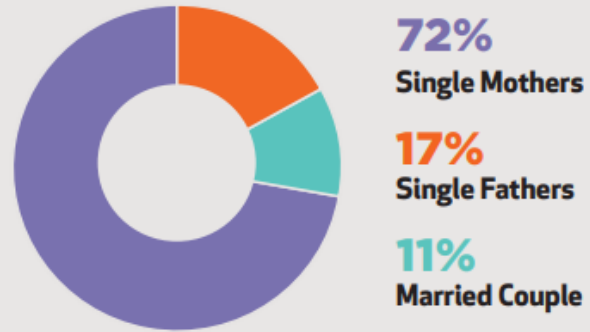
Black women's poverty is higher in Pittsburgh than 85 percent of cities. In other words, Black children in virtually all U.S. cities are less likely to live in poverty than Pittsburgh's Black children.

Although Pittsburgh's Black women are similarly educated to Black women in other cities, **they are much more likely to be under or unemployed**

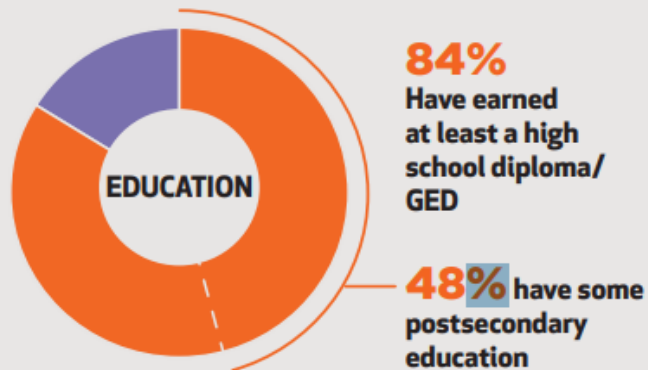
Pittsburgh has **more Black women out of the labor force than 97 percent of cities.**

Single Mothers in Allegheny County

Families Living Below the Poverty Line in Allegheny County



Source: U.S. Census



Single Mothers account for ALL poor households in some **32 Allegheny County Communities**



Target Population: Black Women Economic Indicators

Median Household Income (County)	\$76,393
Median Black Household Income	\$39,048
Black Education Attainment	22%
Poverty Rate: Female with Children Under 18	33%
TANF Adult Workers, Black Participation	91%

Unemployment Rate (County)	5.54%
Female	5%
Female w/ Children 6 – 17 years old	7%
Black or African American	10%
Under poverty line	23%

Wealth Asset Rate – Black Families (City)	54%
Household Zero Net Worth	14%
Income Poverty Rate	28.7%
Unbanked, Underbanked	18%, 21%
Homeownership Rate	30.4%



Key Insights & Questions

- ? **Mobility via Labor, Wages & Education**

Black women are more likely than any other group to be actively looking for work and to be out of the labor force, illustrating that some inequality in poverty and income is due to Black workers not being hired.
- ? **Determinants of Health Intersection**

The overrepresentation of black women/single mothers in poverty facing economic hardship impacts mental health and wellbeing, revealing the need and burden of social service supports
- ? **Targeted Geographic Intervention**

Historic geographic segregation and persistent poverty welcomes targeted, neighborhood level intervention and place-based investment and advocacy to include bold systemic change
- ? **Financial & Wealth Mobility Indicators**

There's needed infrastructure for shared learning around data, particularly how best to track the mobility of black women and impact on programmatic interventions



Data-Driven Strategies for Economic Mobility

Reduce the racial wealth gap and move families out of poverty

\$18/hour wages / ***Career Advancement***: strengthen pathways to entry-level jobs and advanced training in high-wage occupations

% increase in black lending / ***Homeownership***: scale pre- and post-purchase homebuyer education and housing counseling, as well as down payment and closing cost assistance to households.

% increase in revenue / ***Entrepreneurship***: providing access to capital and market for black/women entrepreneurs including wrap around social supports

Increased access / ***Post-Secondary Access***: enable students to earn college credit while in high school; admissions navigation support; re-engagement strategies for "non-traditional" students.

Community Demographic Profile

Guiding Economic Mobility Strategies for
The Winston Salem Foundation



Population Snapshot

- Total Community Population: 389,157
- Growth Trends: From 2020 – 2023 2.9%
 - 2022 – 2040 project 16% growth rate
- Key Segments: Older youth (high school) and Opportunity Youth and working-age adults
 - 57.3% of population ages 20 - 64
 - Opportunity Youth Rate: 12.4% (2022)



Learning Challenge

- “How can the Winston-Salem Foundation effectively foster authentic community engagement in its economic mobility strategy, and measure the positive impact this approach has on our community?”
- It is timely and essential that we develop a community engagement strategy that aligns with our mission, informs our grantmaking, and builds on the strengths and assets of the communities we serve. WSF seeks to build community leadership strategies that empower community members and seek to create more opportunities for dialogue and collaboration to address the root causes and systemic barriers to economic mobility. By participating in EMAN, we can build our relationship with the People’s Research Council community-based research and pair its expertise with community members participating with the Asset Building Coalition. We hope to learn from our peers and experts about best practices for how to demonstrate the impact of taking a community-led approach and ways to communicate the impact with our diverse stakeholders.



Narrowing Your Target Population

Target population (e.g. the target of your learning challenge)

Individuals directly impacted and the nonprofits engaged in identifying community-led solutions

The Nonprofits engaged in supporting community leadership and engagement

Whole population (e.g. your catchment area)

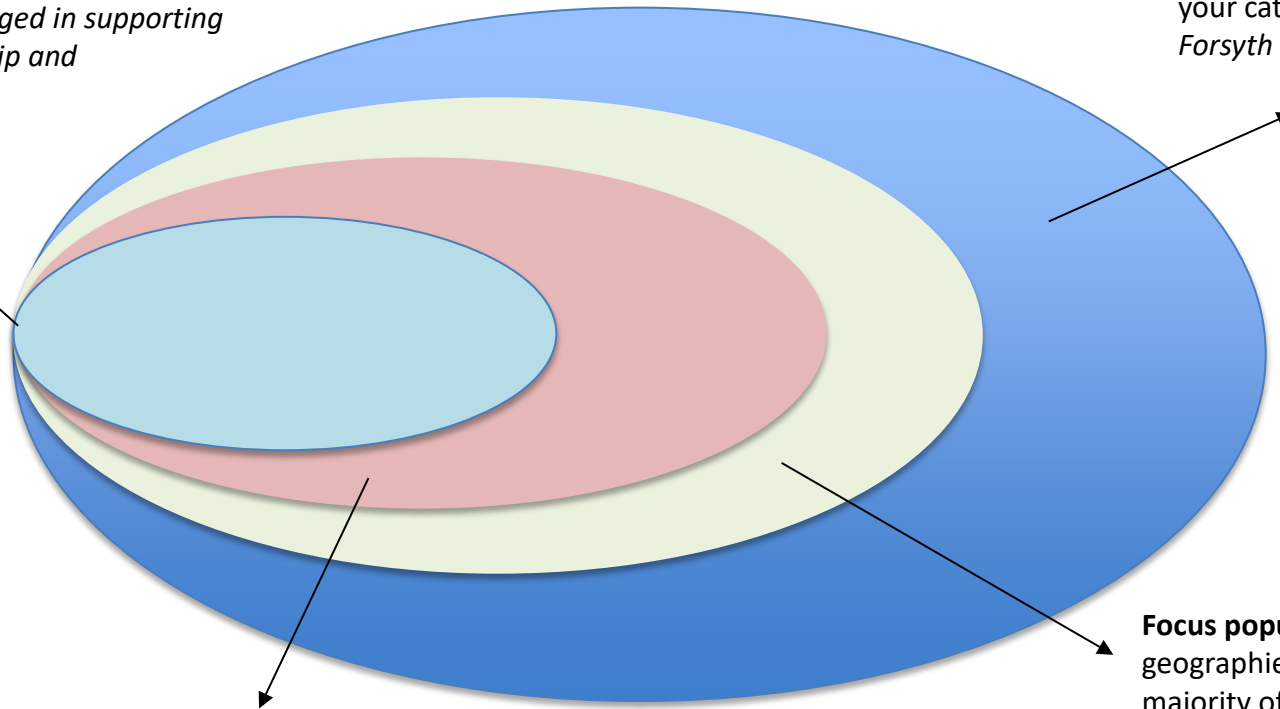
Forsyth County

Service population (e.g. the population you serve with your economic mobility programming)

Primarily older youth and adults seeking employment/wealth building opportunities, people facing the benefits cliff, and employed adults seeking living wage employment

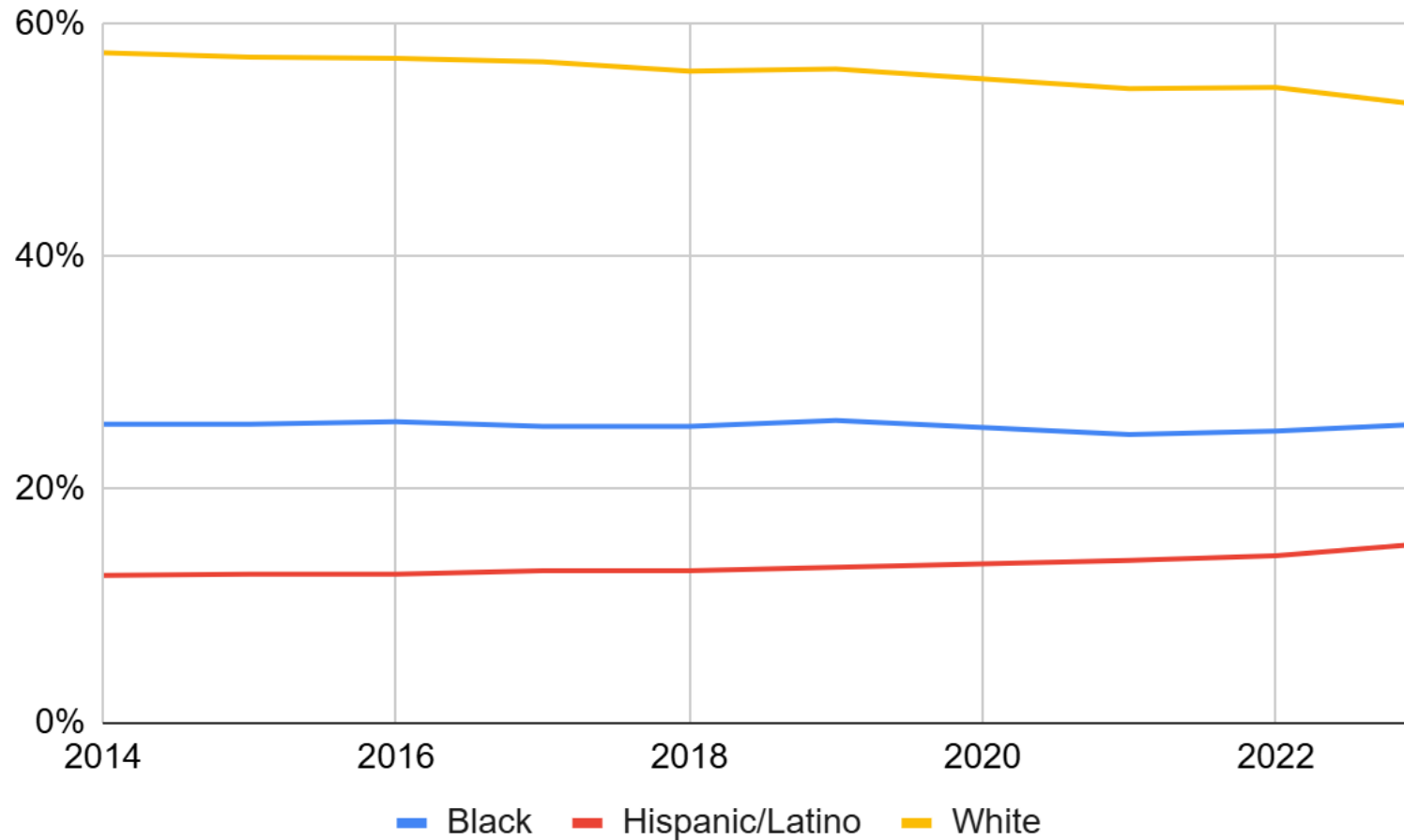
Focus population (e.g. the geographies where the majority of your programming is focused)

Lower socio-economic neighborhoods; Populations at 80%AMI & Below



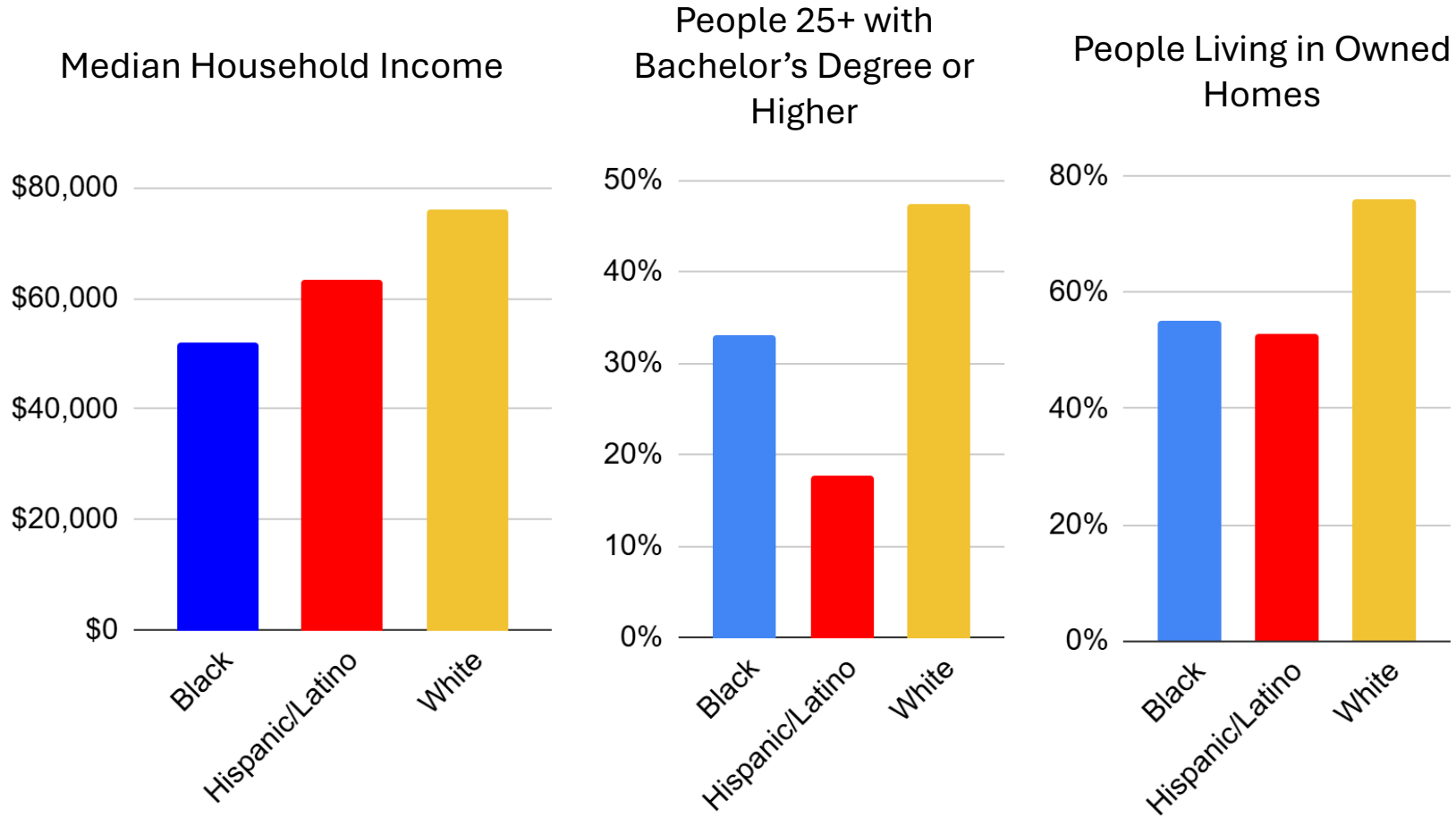


Racial & Ethnic Composition





Racial & Ethnic Disparities





Income & Employment Overview

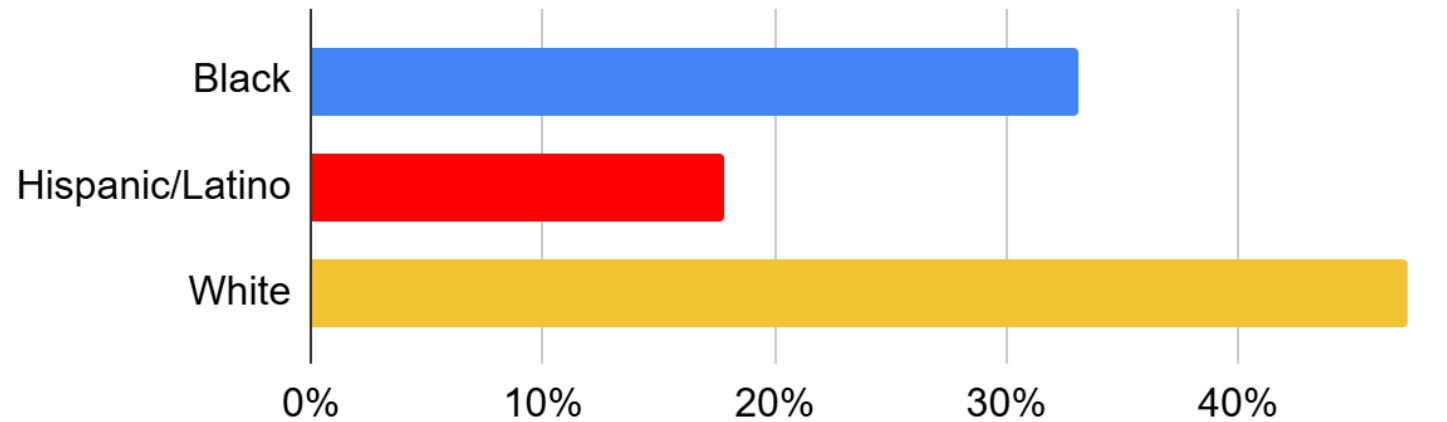
- Median Household Income: \$65,062 (2023)
- Unemployment Rate: 3% (2023)
- Income Distribution by Quintile.

Percentile	2021 Income Level
20th	\$23,970
40th	\$46,026
60th	\$75,559
80th	\$120,918
95th	\$235,564



Educational Attainment

- Adults 25+
 - High School Graduate or Higher: 92%
 - Bachelor's Degree or Higher: 41%
- Bachelor's Degree or Higher, Race/Ethnicity





Top Sectors by Employment (% employed, 2023 Q2)

- Health Care and Social Assistance 21.3%
- Retail Trade 11.7%
- Accommodation/Food Svs 9.8%
- Education Services 8.7%
- Manufacturing 8.6%



Housing and Cost of Living



Median Home Value: \$267,800 (2023)



Housing Cost Burden: 18% of Homeowners; 44% of Renters; 24.2% of renters are severe housing cost burdened (50%+ of income) (2022)



Homelessness Point in Time Count: 485 (2024)



Eviction Rates: 3,173 evictions in 2016 in Winston-Salem; 7 out of 100 renter households evicted each year (2016)



Other Social Determinants of Health

- Health Access: 89.7% Insured (2023)
- Transportation:
 - 7% of households have no vehicle available (2023)
 - Walk score of 22 (0-100) - car-dependent
- Internet: 9% of households have no internet subscription (2023)



Community Assets and Gaps



KEY ASSETS:

Forsyth Tech; Goodwill; Greater Winston-Salem Inc (chamber); Black Chamber of Commerce; Asset Building Coalition (ABC); CDCs and Enterprise Center; THRIVING TOGETHER (CIVIC INFRASTRUCTURE)



COMMUNITY GAPS:

- Equitable Transportation
- Alignment needed among existing providers
- Entrepreneurial eco-system lacks cohesion – inequitable access to coaching and capital
- Community-informed data related to economic mobility



Key Insights and Strategic Implications

1. Lack of data from community
2. Emerging collaboration among workforce development providers
3. Emerging network of entrepreneur supporting organizations



Data-Driven Strategies for Economic Mobility

1. Workforce Development for working age adults, focused on sectors that provide living wage employment
2. Foster collaboration to strengthen pipeline and leverage of existing resources
- 3. Strengthen community-based data capacity to better inform economic mobility strategies and effective ways to address barriers**



High-Level Questions

- How do we build data-driven strategies that are informed by community-based research data (beyond public/population-based data)?
- How can the Thriving Together framework support this effort – while ensuring economic mobility indicators/outcomes?
- What is / how do we measure the readiness of community, what were the elements of success for taking community-based data and community leadership to policy change? What are the factors necessary for successful political strategy?
- How have CFs played a role in building civic muscle to advance policy change?



Guiding Economic Mobility Strategies

Prepared for EMAN 2025

Population Snapshot

Total Population: 798K

Growth Trends

- Steady but Modest Growth
- Aging Population
- Diverse Demographics
- In- Migration
- Regional Competitiveness
- Suburban Expansion

Key Segments

- Youth
- Working-Age Adults
- Elderly Population
- Persons with Disabilities
- Minority Communities

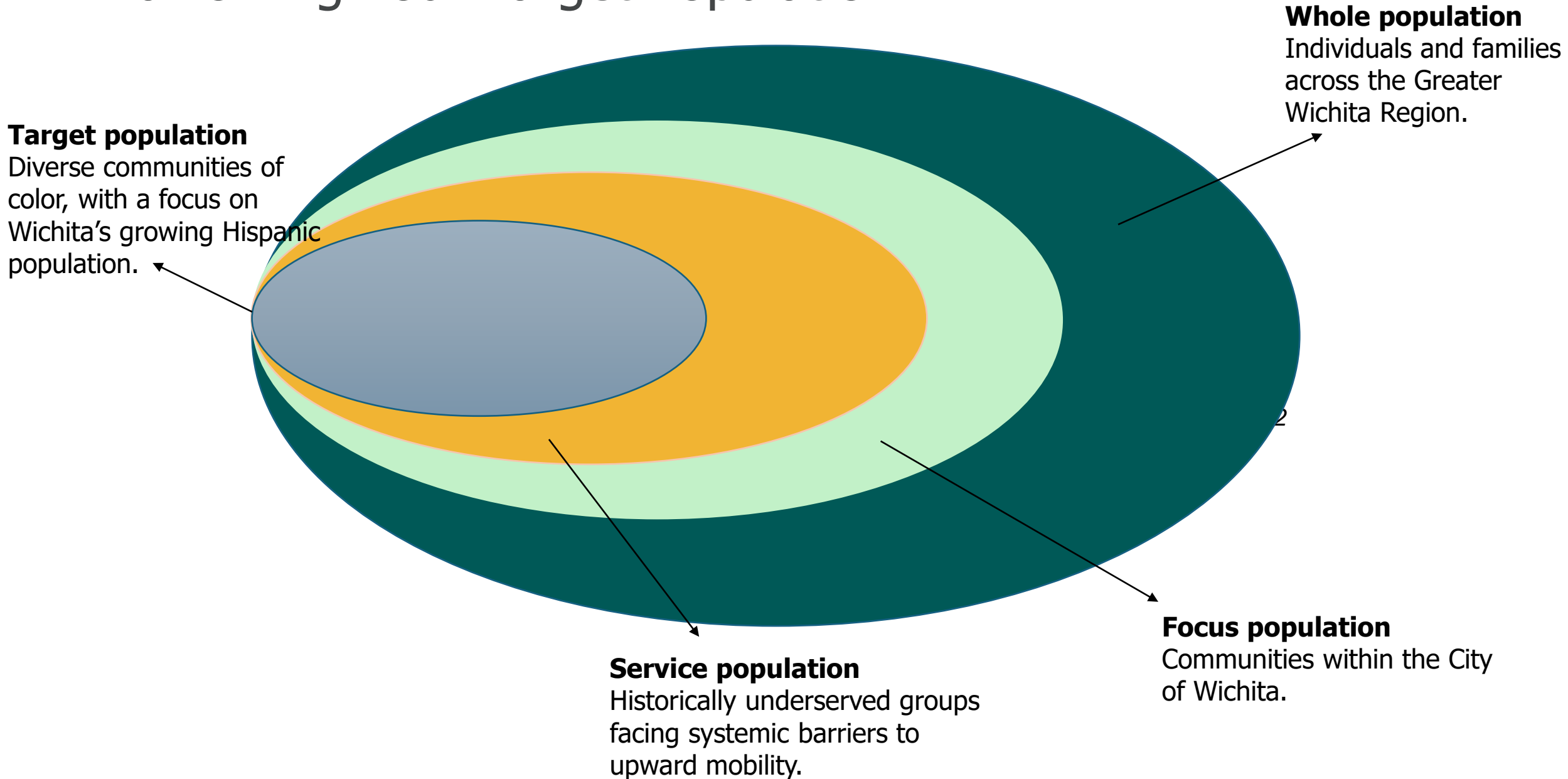
Learning Challenge

Our foundation has reached a pivotal moment in our efforts to advance upward mobility. While our focus has primarily been on workforce development and education, we now aim to pinpoint a population-level outcome to better direct our strategy.

Our key challenge is aligning our resources and stakeholders toward a

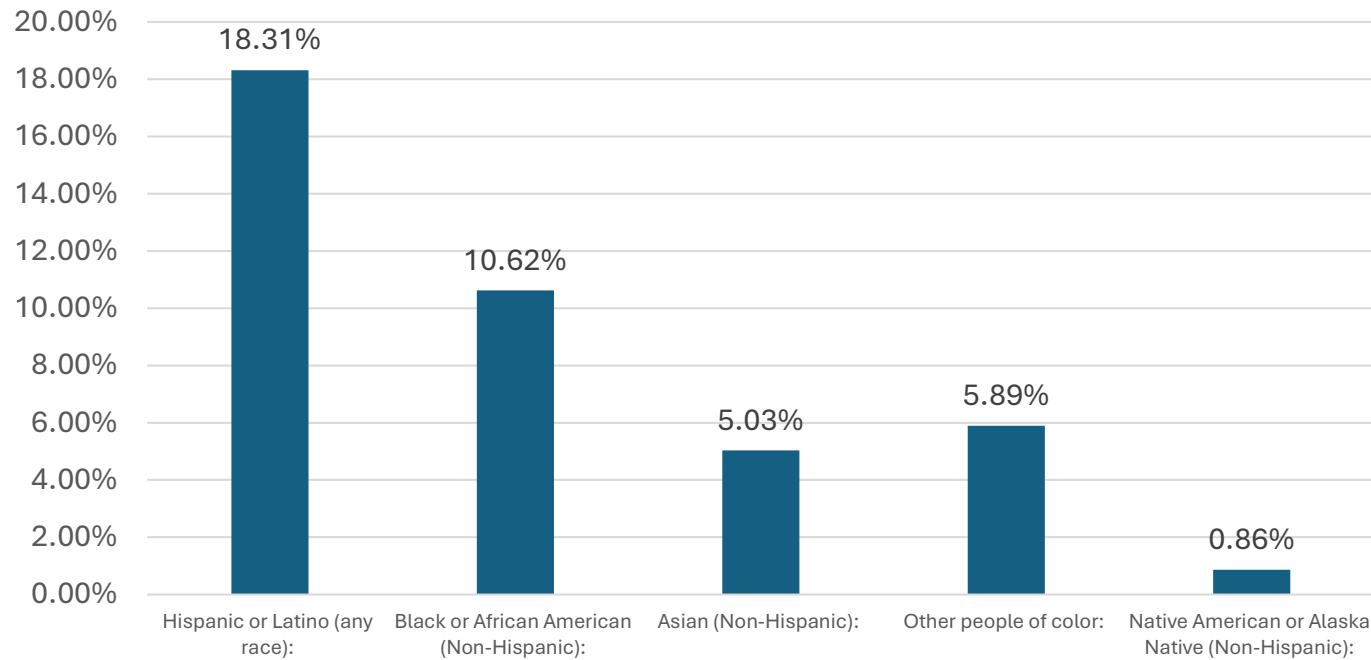


Narrowing Your Target Population



Racial & Ethnic Composition

Breakdown of racial/ethnic composition



Key Disparities

Income Disparity

Black households: ~\$37,019

Hispanic households: ~\$38,426

White households: ~\$61,956

Education Disparity

Lower completion rates in Hispanic & Black communities

Housing Disparity

Higher renter-occupied rates, lower homeownership

Wealth Disparity

White families have greater wealth accumulation

Workforce Disparity

Higher unemployment & underemployment in communities of color

Income & Employment Overview

- **Median Household Income**

- Asian (Non-Hispanic): \$78,563
- White households: \$61,956
- Other people of color: \$53,155
- Hispanic or Latino (any race): \$39,317
- Black or African American (Non-Hispanic): \$28,048

- **Unemployment Rate**

- Civilian Employed Population (Age 16+): 269,304 individuals
- Unemployment Rate: 6.8%

- **Income Distribution by Quintile**

- First Quintile (Lowest): Below approximately \$25,000
- Second Quintile: \$25,000 - \$40,000
- Third Quintile: \$40,000 - \$60,000
- Fourth Quintile: \$60,000 - \$100,000
- Fifth Quintile (Highest): Above \$100,000

Educational Attainment


- **High School Graduates**

- Overall Graduation Rate: 80.4%
- Hispanic or Latino (Any Race): 76.2%
- Black or African American (Non-Hispanic): 67.7%
- Specific data not provided for Asian and Native American or Alaska Native (Non-Hispanic).

- **Post-secondary Education**

- High School Graduate or Higher: 89.6% of residents aged 25 and older
- Bachelor's Degree or Higher: 31.2% of residents aged 25 and older

- **Disparities by Race/Ethnicity**

- Access to quality education, mentoring programs, and/or language support
 - Family income
 - Neighborhood conditions
 - Under-resourced schools
- 

Housing and Cost of Living



Home Ownership:

Hispanic or Latino (Any Race): 64.5%

Black or African American (NH): 38.2%

Asian (NH): 67.4%

Native American or Alaska Native (NH): 61.7%

Other People of Color (NH): 59.1%



Households with Children:

50% of the Hispanic Households have Children (vs 26% of Non-Hispanic)



Homelessness Rates:

Native American or Alaska Native (NH):

23 (15 ES, 1 TH, 7 U)

Asian (NH):

11 (11 ES, 0 TH, 0 U)

Black or African American:

192 (134 ES, 29 TH, 29 U)

Hispanic or Latino (Any Race):

38 (22 ES, 1 TH, 15 U)

Key: ES = Emergency Shelter, TH = Transitional Housing, U = Unsheltered

Community Assets and Gaps



KEY ASSETS

AFFORDABLE HOUSING INITIATIVES
CULTURAL DIVERSITY
COMMUNITY CENTERS
CIVIC ENGAGEMENT OPPORTUNITIES
EDUCATIONAL INSTITUTIONS
ENTREPRENEURSHIP SUPPORT
HEALTH & SOCIAL SERVICES
NONPROFITS & ADVOCACY GROUPS
WORKFORCE DEVELOPMENT PROGRAMS



COMMUNITY GAPS

AFFORDABLE HOUSING SHORTAGES
CULTURAL & LANGUAGE BARRIERS
LIMITED ACCESS TO QUALITY EDUCATION
LIMITED JOB OPPORTUNITIES FOR CAREER GROWTH
LIMITED MENTAL HEALTH RESOURCES
LACK OF FAMILY SUPPORT SERVICES
LOW CIVIC ENGAGEMENT
PUBLIC TRANSPORTATION
SHORTAGE OF QUALITY JOB TRAINING PROGRAMS

Key Insights and Strategic Implications

1. Future-focused
2. Invest in community growth
3. Support diverse communities
4. Support and strengthen our economy

**Catalyze
Innovation**



**Promote
Collaboration**



**Strengthen
Our
Economy**

Data-Driven Strategies for Economic Mobility

1. Equitable access to high-quality education
2. Job opportunities
3. Remove barriers to progress
4. Support and strengthen our economy

High-Level Questions

1. How can we strategically partner with local organizations to ensure no community is left behind as we work to be inclusive and future-focused in supporting Wichita's growing and diverse population(s)?
2. What approaches can we develop or support to drive long-term stability and sustainable growth in underserved communities in Wichita?
3. How can we invest in sustainable solutions that address the unique needs of these populations, fostering greater upward mobility across Wichita?
4. What approaches can we take to collaborate effectively with community groups, businesses, and other stakeholders to ensure lasting impact and inclusive economic progress?



Community Demographic Profile

Guiding Economic Mobility Strategies for
The Yellow Springs Community Foundation

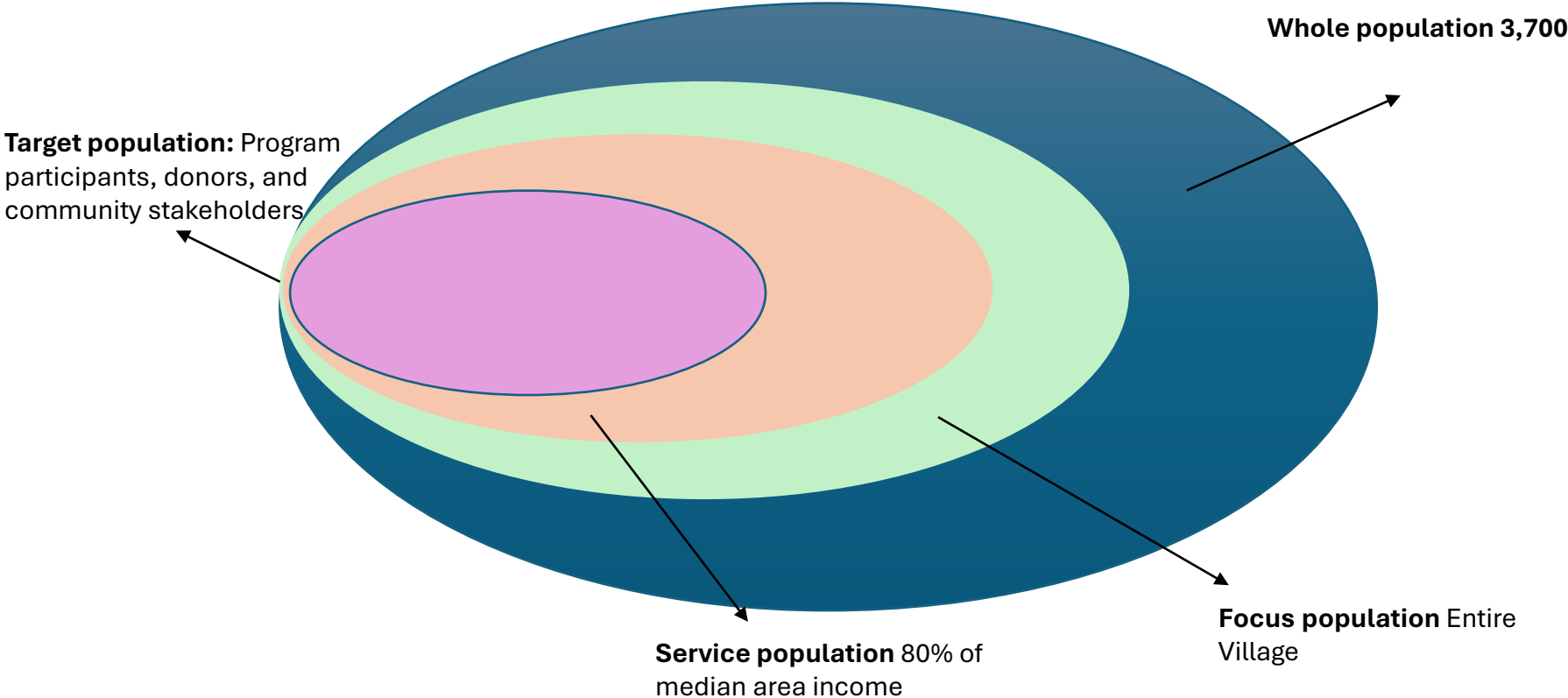
Population Snapshot

- Total Community Population: 3,697
- Growth Trends:
 - Increase in senior population
 - Decrease in student population
 - Increase in white population
 - 28% BIPOC population in 1970
 - 13.9% BIPOC population today
- Key Segments:
 - 32.6% over 65
 - Current median age = 55.6
 - Median age in 1990 = 35.6
 - 20.3% Disabled
 - 24.1% of children in poverty

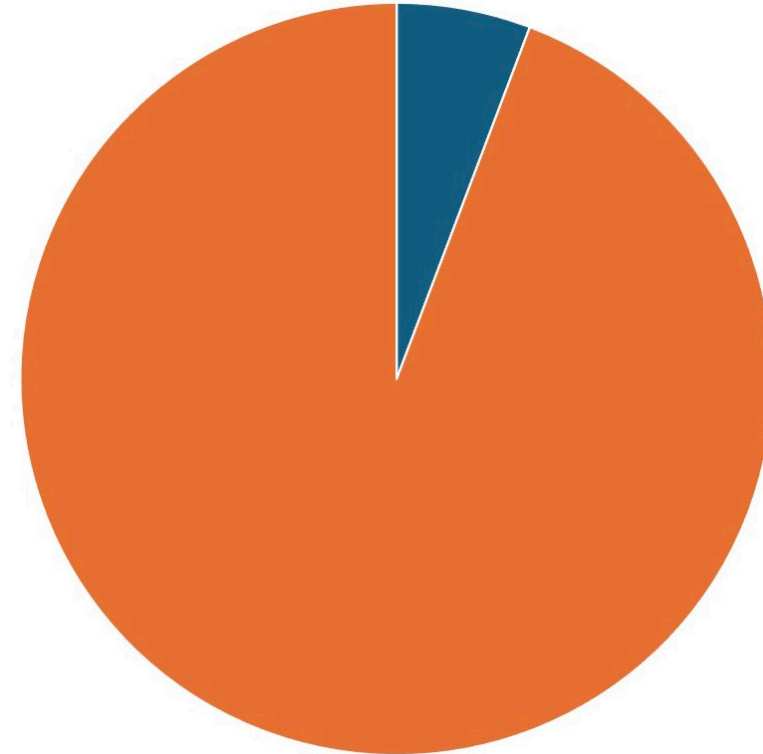
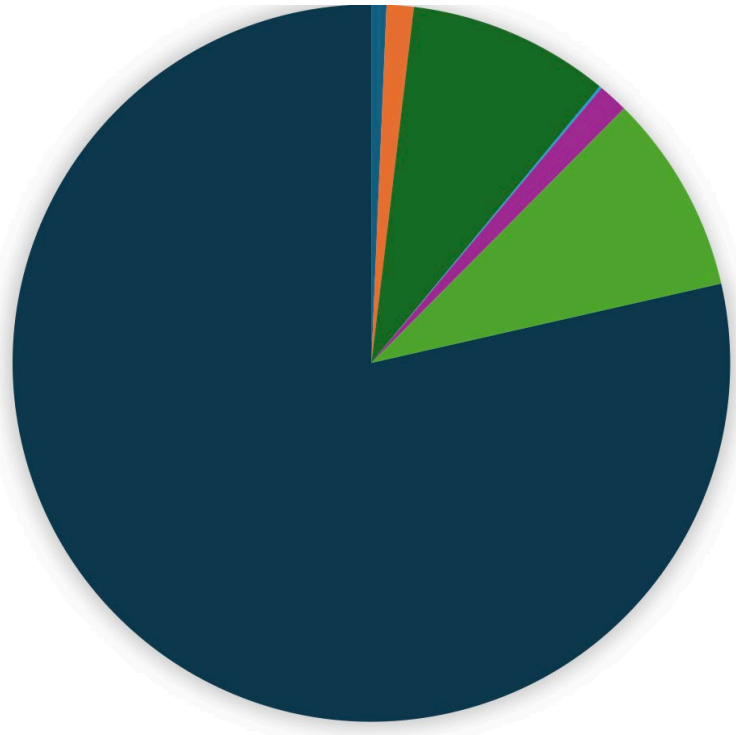
Learning Challenge

Yellow Springs, a village of 3,600, faces a critical challenge: preserving its inclusive spirit while tackling rising unaffordability and mitigating the effects of gentrification. As the Community Foundation, we believe our resources and creativity can drive meaningful change, but our path forward needs refining. We're exploring how to expand our guaranteed income program, how to best support affordable housing initiatives, and how to ensure those affected by poverty can build power in decision-making. Our goal is to make Yellow Springs a place where diversity thrives, long-time residents can stay, and newcomers are welcomed. This moment calls for bold, collaborative action to shape a future where all villagers can flourish. Our learning challenge as we enter the EMAN cohort is – what strategies should we act on to ensure maximum impact on affordability in our small community?

Narrowing Your Target Population



Racial & Ethnic Composition



■ American Indian and Alaska Native	1%	■ Natic Hawaiian and Other Pacific Islander	0%
■ Asian	1%	■ Some Other Race	1%
■ Black or African American	9%	■ Two or More Races	9%
■ White	79%		

■ Hispanic or Latino	6%	■ Not Hispanic or Latino	94%
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Income & Employment Overview

- Median Household Income: \$77,750
 - Northeast of Village = \$43,550
 - Southwest of Village = \$82,500
 - 40% of YS population makes at or below 80% of median area income (considered low to moderate)
- Unemployment Rate: 3%
- Income Distribution by Quintile.

• \$15k-\$29k	12.4%
• \$29k-43k	20.4%
• \$43k-59k	23.1%
• 59k-87k	24.2%
• 87k-141k	20%

Educational Attainment

- High School Graduates: 96.8
- Post-secondary Education: 62.3

Housing and Cost of Living



Median Home Value: 346,000



Housing Burden:

251 rental households are cost-burdened (>30% of income). About 700 rental units total.

40% of renter households make <25k/year

Demand for 205 rental units for households making < 50k/year

Over 350 households on Home, Inc waiting list



Homelessness Rates:

Minimal due to size of population. YS has community policing - there is a transient homeless population at all times.



Eviction Rates:

N/A



Community Assets and Gaps



KEY ASSETS: VIBRANT PUBLIC & PRIVATE SCHOOLS, STRONG SOCIAL JUSTICE HISTORY, FLOURISHING DOWNTOWN, PARKS AND RECREATION, WALKABLE COMMUNITY, STRONG SOCIAL SERVICES WITH OVER 100 NONPROFITS, COMMUNITY POLICING AND VILLAGE OUTREACH. COMMUNITY LAND TRUST AFFORDABLE HOUSING, TOURISM, GUARANTEED INCOME PROGRAM, STRONG COMMUNITY FOUNDATION!



COMMUNITY GAPS: LACK OF TRUST, DIFFICULTY ACCEPTING CHANGE, NEED FOR MORE AFFORDABLE HOUSING, INCREASING WEALTH GAP, DECLINING LOCAL INDUSTRY, COST OF LIVING DISPROPORTIONATE TO LOCAL SERVICE WAGES

Key Insights and Strategic Implications

1. We are a small town. Because of this, we have the ability to make significant change.
2. A lack of trust among community members and elected officials has historically halted progress. We can help increase trust so change can happen.
3. We have a high housing burden. We can more effectively engage in supporting affordable housing initiatives.

Data-Driven Strategies for Economic Mobility

1. Increase wealth re-distribution
2. Create strategic communication plan
3. Support affordability initiatives (including affordable housing)

High-Level Questions

- Historically, many change-based collaborative initiatives in our community have not succeeded. There is a lack of trust among stakeholders. How do we balance creating effective programming *and* communicating strategies effectively - creating both buy-in and trust?
- How do we help community members develop an urgency around actions that create a more affordable, diverse, and inclusive Village? How do we help folks be invested in change?
- We know that building economic diversity will make our community stronger. What are the best actionable programs to create and promote?