EQUITY SUMMIT
COMMUNITY INSIGHTS
OCTOBER 15, 2020
DEAR QUAD CITIES RESIDENTS, LEADERS AND CHAMPIONS,

During one of the most trying times in our country’s history, United Way Quad Cities embarked on a courageous journey to ignite conversations about equity, race relations and social justice.

The Equity Summit wrapped up as hundreds of Quad Cities residents engaged in healthy dialogue around the most pressing topics that impact the most vulnerable citizens. Topics ranged from economic mobility to early childhood education.

In this report, you will find the heartbeat of nearly twenty hours of virtual conversations delving into these very robust and complex topics.

Our team has highlighted the consistent themes, values, and ideas shared by summit participants. Each topic is paired with relevant data and inspiring case studies highlighting innovative approaches from around the country.

This report is an initial step catalyzing social change. Rooted in empathy and action, the goal is clear: a better tomorrow for all Quad Cities residents.

In Service,

Harold Hogue + Lauren Coppedge
CoSpero Consulting
PARTICIPATION OVERVIEW

- **5** EQUITY TOPICS
- **29** BREAKOUT ROOMS
- **23** COMMUNITY HOSTS
- **452** TOTAL PARTICIPANTS

### PARTICIPATION BY TOPIC
- Cultural Trauma: 26.8%
- Economic Opportunity: 15.7%
- DEI in the Workplace: 15.3%
- Youth Development: 27.0%
- Power Sharing: 15.3%

### PARTICIPANTS BY RACE
- White: 76%
- Black: 16%
- Hispanic/Latino: 5%
- Other: 1%
- Prefer not to answer: 2%

### PARTICIPANTS BY AGE
- 18-24: 1%
- 25-34: 8%
- 35-44: 17%
- 45-54: 22%
- 55-64: 31%
- 65+: 18%

### PARTICIPANTS BY COUNTY
- Scott County, IA: 27.0%
- Rock Island County, IL: 63.0%
- Other: 10.0%
By ensuring all youth succeed in school, we will improve our economy, our workforce readiness, and increase the Quad Cities as a preferred place to work and live.

- Summit Participant

**EMPOWER THE NEXT GENERATION**

The Quad Cities community places a clear priority on supporting and engaging youth to better inform the issues of today and equip them to tackle the challenges of the future.

- Engage more youth voice through creating councils, summits, and leadership opportunities
- Offer robust mentorship opportunities such as cross-cultural and peer-to-peer
- Support the aspirational development of QC youth by expanding access to college tours, career exploration, and internships
- Seek feedback from young people on key policy considerations

**QC 3RD-GRADERS PROFICIENT IN READING**

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Black</td>
<td>43%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>57%</td>
</tr>
<tr>
<td>White</td>
<td>73%</td>
</tr>
</tbody>
</table>

**STRENGTHEN FAMILIES**

Conversations regarding parents’ role in creating systemic change hinged on the Quad Cities’ ability to provide more direct access to social services.

- Launch awareness and access campaigns to ensure maximum utilization of existing social services (including pre-k & childcare)
- Expand programs that provide lifeskills “navigators”/mentors
- Invest in training & resources that empower parents to support students academically
- Develop Parent Advisory Boards for education and family-serving institutions to share decision-making power
- Work with private and public sectors to bridge the digital divide
- Improve access to quality early learning/childcare specifically in low-income communities and for single-parent households

**RELATED CASE STUDIES**

- [Equity Now! Manifesto - UW Mass Bay](#)
- [Project getREAL - Center for the Study of Social Policy](#)
- [Dallas County Promise - TX](#)
- [Home Visit Connection - Stand for Children IL](#)
Embrace ongoing, action-oriented dialogue with diverse voices represented across sectors such as: Regional governments, school districts, philanthropy, civic organization, nonprofits, faith leaders, chambers, corporations, etc.

- Set public equity goals for each sector informed by community
- Develop a regional comprehensive strategic plan for philanthropy
- Align providers working to improve early literacy
- Explore the creation of a public facing equity data dashboard to support progress and accountability
- Craft a community manifesto declaring the Quad Cities’ collective value of equity and diversity

Quad Cities’ residents expressed sincere interest in aligning all of its social efforts around a unified manifesto highlighting the region’s renewed commitment to creating equity and valuing diversity.

In the Quad Cities

37% of residents struggle to pay for their basic needs.

We ALL deserve a fair shot in life to be successful and with the disparities among our black and brown communities compared to Whites we have work to do.

- Summit Participant

A dire need to collectively advocate for policy changes that would further the efforts of philanthropic partners working to create better opportunities for low-income families arose across breakout groups.

- Improve the volume and access to affordable housing, including evaluating how land trusts are leveraged
- Directly involve community members in all neighborhood development considerations
- Explore alternate school funding models that prioritize equity
- Consider a common minimum wage for bi-state region
- Create more cooperation, collaboration between Iowa & Illinois to advance policies and big ideas
- Expand predatory lending protection for low income families

We ALL deserve a fair shot in life to be successful and with the disparities among our black and brown communities compared to Whites we have work to do.

- Summit Participant

**RELATED CASE STUDIES**

- Mecklenburg Co Equity Action Plan
- Office of Equity and Human Rights - Portland
- Child Poverty Action Lab - Dallas, TX
- DEI Tools for Grantmakers - Ford Foundation
- Evidence Based Policy - Urban Institute
REIMAGINE WORKFORCE CULTURE

Participants felt strongly that a Quad Cities that works for all must include unbiased and inclusive workplaces along with resources to support minority-owned businesses.

- Rethink recruitment strategies to improve how job descriptions are drafted and marketed to more diverse communities
- Identify key leaders and influencers across unconventional channels to support hiring outreach
- Review job qualifications and interview processes for implicit bias
- Promote diversifying recruitment and hiring teams
- Create robust supports for minority business development
- Make finding and hiring Minority- and Women-Owned Business Enterprise (MWBE) vendors simple and transparent
- Highlight stories of entrepreneurs of color across media channels

RELATED CASE STUDIES

- Leadership ISD - TX
- PepsiCo's Black Initiative
- Diversity Inc Hall of Fame Companies

The person closest to the problem is closest to the solution but doesn't have the resources to enact change.
- Summit Participant

In the Quad Cities there is a $24,377 gap in median annual household income between White and Black families.

DIVERSIFY POSITIONS OF INFLUENCE

Creating pathways for marginalized voices to assume decision making roles was raised as a critical driver in developing a more holistic understanding of the opportunities and challenges facing the community.

- Ensure board service opportunities are shared across professional networks made up of underrepresented populations
- Create more professional networks and affinity groups for people of color and members of the LGBTQIA community
- Intentionally recruit emerging leaders into influential networking circles to expand their social capital
- Develop elected leadership training pipelines for people of color

It’s our duty to refuse any position on a board that is not diversified.
- Summit Participant
Incentivize Corporate Engagement

Innovative approaches to leverage public-private partnerships were shared as a possible response to a number of challenges.

- Expand partnerships between businesses and schools to create more career centers
- Scale college-career-military readiness resources to support 10-12th-grade high school students
- Develop a variety of apprenticeship/internship programs to support career exploration for K-12 students
- Increase access to trade programs for everyone via scholarships and hiring multi-lingual instructors
- Explore government incentives for higher wage jobs
- Advocate for employer-provided child care subsidies
- Create pathways for increased corporate engagement in education such as Campus Advisory Councils
WE ARE DEDICATED TO SUSTAINED ACTION.

Together, with partners at Quad Cities Community Foundation, Visit Quad Cities and Quad Cities Chamber as well as dozens of generous investors, we’re ready to turn courageous conversations into action.

We’re proud of our work to date, but we know it is just the beginning. We aspire to make lasting impact on the lives and communities of the Quad Cities. But change only happens when organizations and communities join together to power the type of impact that improves lives for the long term. In the next several months, here are a few things you will see:

**November 2020** - Share summit insights with community and Equity Investment Panel determines funding priorities

**December 2020** - Open Equity Grant Process with priorities verified by Equity Investment Panel

**January 2021** - Deliver memos to Elected Officials that reflect policy priorities and community’s desired actions (from this report)

**February 2021** - Award up to $200,000 in equity-focused grants

**June 2021** - Report out on goal updates

We hope that you will stay engaged and bring others to the table. Together, we can turn this moment into a movement and build a stronger, more equitable Quad Cities.

In Collaboration,

Rene Gellerman
President & CEO, United Way Quad Cities
GLOSSARY OF TERMS

- **Affordable Housing**
  Housing that does not exceed 30% of the occupants’ gross income.

- **Cultural Trauma**
  Occurs when members of a collectivity feel they have been subjected to a horrendous event that leaves indelible marks upon their collective consciousness, marking their memories forever and changing their future identity in fundamental and irrevocable ways.

- **DEI Training**
  Diversity, Equity, and Inclusion training is any program designed to facilitate positive intergroup interaction, reduce prejudice and discrimination, and generally teach individuals who are different from others how to work together effectively.

- **Diversity**
  Diversity has come to refer to the various backgrounds and races that comprise a community, nation or other grouping. In many cases the term diversity does not just acknowledge the existence of diversity of background, race, gender, religion, sexual orientation and so on, but implies an appreciation of these differences.

- **Early Childhood Education**
  Relates to the teaching of children from birth up to the age of eight or the equivalent of third grade.

- **Economic Mobility**
  Economic mobility is the ability of an individual, family or some other group to improve (or lower) their economic status—usually measured in income.

- **Equity vs. Equality**
  Equality is typically defined as treating everyone the same and giving everyone access to the same opportunities.
  Equity refers to proportional representation (by race, class, gender, etc.) in those same opportunities.

- **Implicit Bias**
  Attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual’s awareness or intentional control.

- **Inclusion**
  Inclusion ensures differences are welcomed, different perspectives are respectfully heard, and every individual feels a sense of belonging.

- **Land Trusts/Banks**
  Land banks are quasi-governmental entities created by counties or municipalities to effectively manage and repurpose an inventory of underused, abandoned, or foreclosed property.

- **LGBTQIA+**
  The letters LGBTQIA refer to lesbian, gay, bisexual, transgender, queer or questioning, intersex, and asexual or allied.

- **Predatory Lending**
  Any lending practice that imposes unfair or abusive loan terms on a borrower, which convinces a borrower to accept unfair terms through deceptive, coercive, exploitative or unscrupulous actions for a loan that a borrower doesn't need, doesn't want or can't afford.

- **Restorative Justice**
  An approach to justice in which one of the responses to a crime is to organize a meeting between the victim and the offender, sometimes with representatives of the wider community.

- **Systemic Inequity/Structural Racism**
  Public policies, institutional practices, cultural representations, and other norms that work in reinforcing ways to perpetuate racial group inequity.
  Structural racism is not something that a few people or institutions choose to practice. Instead it has been a feature of the social, economic and political systems in which we all exist.

- **Wrap-around Services**
  Services that are ancillary but critical to one’s success in the main program or service. For example, offering transportation to participants in a job training program, or providing in-school counseling support for students.

**SOURCES**

https://www.aspeninstitute.org/blog-posts/structural-racism-definition/
http://kirwaninstitute.osu.edu/
http://restorativejustice.org/#sthash.tfrCezUv.dpbs
https://www.debt.org/credit/predatory-lending
https://www.wssu.edu/
https://hr.umich.edu/