

**We Hear You Task Force
Midland County Diversity, Equity, Inclusion Community
Assessment Report**

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We Hear You Task Force
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Introduction

On Sunday, June 7, 2020 an estimated 1,200 people demonstrated at the Rally for Racial Justice at the Ashman Circle in Midland, Michigan to protest the recent murder of Breonna Taylor by Louisville police March 13, 2020, and George Floyd by Minneapolis police May 25, 2020.¹ These police killings came quickly after Ahmaud Arbery, an African American man, was murdered while jogging in Glynn County, Georgia, February 23, 2020. Speakers at the Midland rally shared their own experiences with racism, condemned institutional oppression, and demanded justice. Chanting and carrying signs of “No justice, no peace,” “Say their name,” and “I can’t breathe” – an indicting reminder of the final words of George Floyd and Eric Garner² – protesters walked south along Saginaw Road to Eastlawn Drive. Walking back to Ashman Circle for a vigil, protesters silently laid face-down or sat down on the Saginaw road for nine minutes and twenty-nine seconds, the length of time a Minneapolis police officer kept his knee on George Floyd’s neck.³

We Hear You Task Force

Following George Floyd’s killing, Midland City Council Member Diane Brown Wilhelm spoke with City Manager, Brad Kaye, Mayor Maureen Donker, and Chief of Police, Nicole Ford to issue a public statement and on June 4, 2020, the City of Midland issued a statement condemning the killing of George Floyd, signed by Mayor Donker, Council Member Brown Wilhelm, and Chief of Police Ford.⁴ In addition to issuing the statement, the We Hear You task force was convened to consider the next steps to advance and ensure equity, inclusion and justice in our community.

The We Hear You task force is comprised of

- Jim Branson
- Diane Brown Wilhelm
- Alysia Christy
- Maureen Donker
- Ricky Fields
- Nicole Ford
- Perry Holman
- Kenneth Jolly
- Brad Kaye

¹ “‘Rally for Racial Justice’ draws more than 1,200 to Midland: Organized by group of Midland college students, support from WOMAN” in *Midland Daily News*, Mitchell Kukulka, June 7, 2020, accessed August 13, 2020. See also Dan Chalk, “Hindsight 2020: Midlanders advocate for racial justice,” in *Midland Daily News*, December 19, 2020, <https://www.ourmidland.com/news/article/Hindsight-2020-Midlanders-advocate-for-racial-15814570.php>

² Eric Garner is an African American man choked to death by New York City police, July 17, 2014.

³ On April 20, 2021, the police officer responsible for George Floyd’s death was convicted of second and third-degree murder and second-degree manslaughter. On June 25, 2021 the officer was sentenced to 22 ½ years in prison.

⁴ <https://cityofmidlandmi.gov/1862/We-Hear-You-Coalition>

- Sharon Mortensen
- Scott Noesen
- Evelyn Ravuri
- Billy J. Strawter, Sr.
- Gina Wilson

The task force agreed a diversity, equity, and inclusion community assessment was needed to help direct the task force and City's next steps and identified the following areas of focus:

- Demographics
- Housing
- Socioeconomics
- Healthcare
- Policing and Criminal Justice
- Government Structure/Representation

The *We Hear You* (WHY) study was not tasked with analysis of the local education system and the experiences of students in Midland County schools.

This community assessment includes three pieces – a summary report reflecting analysis of data in these six areas⁵; data collected through the *We Hear You* Community Survey; and Community DEI dashboards. It is important to emphasize that collection and analysis of data in these six areas is a first step within a much larger effort to end inequity, injustice, and bias in our community. This data collection is therefore not an end but a means to help inform the next steps to sustain actions to end disparities, injustice, inequity, and bias. These actions must be ongoing and coupled with assessment and accountability to enhance equity and inclusion in our community.

The *We Hear You* Community Survey was available to respondents in online format from February 6 to March 21. The total number of survey respondents was 2,182. There was a 62% completion rate for the entire survey. Please note, when referencing the WHY Community Survey in this report, “total respondents” refers to total respondents who answered that particular question and does not refer to the 2,182 responses. As is noted throughout the report, conclusions drawn from the *We Hear You* Survey must be regarded with caution as this survey is a convenience survey and is not representative of the population of Midland County. While attempts were made through social agencies and community organizations to contact underrepresented groups (e.g. lower socioeconomics, individuals over age 65), respondents to the *We Hear You* Survey were largely those of higher socioeconomics and individuals under the age of 55. Moreover, because the survey occurred during the COVID-19 pandemic, it was not possible to make the survey available in public locations, perform in-person interviews, or conduct focus groups of underrepresented populations. Following this introduction is an important section on methodology and limitations of data sources and a more detailed comparison between WHY survey demographics and Midland County census data.

The *We Hear You* Community Survey collected quantitative and qualitative responses that share important perceptions of our community in these six areas and provide important personal, first-hand accounts of incidents and experiences. Respondents included personal

⁵ Largely comprised of U.S. Census data and other data sources.

experiences with housing, food security, employment, health care, environmental contaminants, biased treatment and discrimination in businesses and recreation, and interactions with the police and legal system, for example. It is critical for these voices to be heard and for these experiences to be seen – “We Hear You.” Census and survey data are included with this final report and will also be available as digital dashboards to allow greater access, transparency, and visibility of essential information about our community, by our community, for our community. Ultimately these voices and these experiences will help direct the next steps and actions to bring greater equity and inclusion to our community.

Data collection in these six areas – Demographics, Housing, Socioeconomics, Healthcare, Policing and Criminal Justice, and Government Structure/Representation – also reflects the intersecting and systemic nature of systemic inequity located along personal/individual and systemic/institutional levels. This analysis hopes to reveal and expose areas of inequity and bias unnoticed and dismissed in our community, and underscores the overlapping and systemic location of inequity and causes of disparities.⁶ Put simply, this report aims to intentionally focus attention on disparities, inequity, and bias in these six areas to inform and direct the development of sustained and ongoing actions for inclusion and equity and to reach our community’s vision of “together, forward, bold: an exceptional place where everyone thrives.”

The task force also agreed to seek support from the Midland City Council to pursue the diversity, equity, and inclusion community assessment as its immediate next step and on July 8, 2020 City Manager, Brad Kaye summarized these actions in a letter to the City Council,

On May 25, 2020, Mr. George Floyd suffered a preventable death while under the control of a Minneapolis Police Officer. The aftermath of his death, including the public shock and demonstrations that followed, revealed deep pains in our nation, our State and right here in our own community. The reverberations of Mr. Floyd’s death and the resulting call for true and meaningful societal change across our nation continue today.

On June 4, 2020, a public statement was released by Mayor Maureen Donker, Council Member Diane Brown Wilhelm and Chief of Police Nicole Ford... The statement was both an acknowledgement of the senselessness of Mr. Floyd’s death and an acknowledgement of the pain, the anger and the outcries taking place across our country. Perhaps more importantly, it was also an acknowledgement that words are not enough. Rather, it served notice that as a community we are ready to start the difficult discussions that can lead to a deeper understanding of the issues that exist in our own community and help identify a path forward where every member of our community can not only live, but truly thrive.⁷

The July 8 statement also identified several key directions for this initiative,

⁶ See for example Keeanga-Yamahtta Taylor’s *Race for Profit: How Banks and the Real Estate Industry Undermined Black Homeownership*, Chapel Hill: The University of North Carolina Press, 2019; Douglas Massey’s *Categorically Unequal: The American Stratification System*, New York: Russell Sage Foundation, 2007; Douglas Massey and Nancy Denton’s *American Apartheid: Segregation and the Making of the Underclass*. Cambridge: Harvard University Press, 1993.

⁷ <https://cityofmidlandmi.gov/AgendaCenter/ViewFile/Agenda/07132020-2235>

- “Every community is different. Determining whatever might be necessary here in Midland needs to be done locally and not be driven solely by national actions, trends or experiences.”⁸
- Data will be necessary to determine where we might have challenges or concerns as a community. This data will provide for a community assessment of our strengths and needs. We are aware of other organizations and initiatives within the community taking a stance on changes needed, in addition to receiving inquiries regarding how the City plans to address areas that are believed to be of concern. From a City perspective, we prefer to be in a proactive position versus reactive.
- Transparency will be critical. A community dashboard should be made available and be easily accessible to the community. The objective is to create a benchmark of where we are today and show progress moving forward.
- Focus and prioritization on matters of diversity, equity and inclusion will be needed to bring about effective change. Failure to focus on achievable results is likely to result in a lack of any meaningful differences for our community.
- Partnerships will be critical to the success of any initiative. There are existing groups and organizations in the community that should be partnered with to improve the likelihood of success here within our community.
- The coalition will focus for now on the City, although efforts may later expand into Midland County.
- Local political leadership and support will be critical to the success of the coalition.”

The statement went on to note, “At this time, the coalition is asking for two things from City Council. First, a discussion of this topic and feedback on areas which have been identified as critical to obtain data to affirm challenges and opportunities in preparation for discussions, and development of an actionable plan.”⁹

At its meeting Monday, July 13, 2020, the City Council voted unanimously to support this initiative.¹⁰ On Tuesday, September 15, 2020 members of the We Hear You task force met with the Midland County Board of Commissioners asking for a resolution similarly supporting these efforts and October 20, 2020 the Midland County Board of Commissioners passed a resolution supporting this work. (see appendix for both resolutions).

National Context

Midland’s June 7th Rally for Racial Justice and larger movement for justice, inclusion, and equity must also be located within the larger wave of protests against systemic inequity and oppression within recent years. In September 2020, NBC News online stated, “George Floyd’s death on Memorial Day set in motion a national reckoning with the systemic inequity that Black Americans have been subjected to in this country for centuries. Thousands took to the streets in

⁸ However, this report makes comparisons with national data. These national data provide a benchmark for measurement of perceptions, trends, etc. that can be compared with Midland.

⁹ <https://cityofmidlandmi.gov/AgendaCenter/ViewFile/Agenda/07132020-2235>

¹⁰ <https://cityofmidlandmi.gov/AgendaCenter/ViewFile/Agenda/07132020-2235>

protest of anti-Black racism and in support of the Black Lives Matter movement.”¹¹ Earlier in June, NBC News also posted online a national map identifying local protests and demonstrations after George Floyd’s killing.¹² The *Midland Daily News* also explained, “The killing of African American George Floyd by police officers in Minneapolis on May 25, combined with the deaths of other Black Americans at the hands of police in recent years, served as a catalyst for action in Midland, as in many cities throughout the country and beyond.”¹³

Black Lives Matter formed after the killing of Trayvon Martin, a seventeen-year old African American, February 26, 2012 in Sanford, Florida by George Zimmerman.¹⁴ Following Zimmerman’s acquittal, Alicia Garza posted #BlackLivesMatter to Facebook as “a response to the oppression, inequality, and discrimination that devalue Black life every day.”¹⁵ Garza was joined by Patrisse Cullors and Opal Tometi in building the #BlackLivesMatter Movement. According to Garza, “Black Lives Matter is an ideological and political intervention in a world where Black lives are systematically and intentionally targeted for demise. It is an affirmation of Black folks’ contributions to this society, our humanity, and our resilience in the face of deadly oppression.”¹⁶

The Pew Research Center tracked support for Black Lives Matter from June 2020 to September 2020. According to the Pew Research article, “Support for Black Lives Matter Has Decreased Since June but Remains Strong Among Black Americans,” in June 2020, 67% of all U.S. adults “strongly” or “somewhat” supported Black Lives Matter. Three months later, September 2020, that number declined to 55%. In June 2020, 38% of U.S. adults “strongly” supported Black Lives Matter while in September that number also declined to 29%. According to this article, the largest decline in support came from white (60% in June to 45% in September) and Hispanic adults (77% in June and 66% in September) Support of Black Lives Matter among African Americans increased over that time with 86% of African Americans supporting Black Lives Matter in June and 87% supporting Black Lives Matter in September. Yet, according to Pew, African Americans who “strongly” supported Black Lives Matter declined from 71% in June to 62% in September. The survey also noted Asian support dropped from 75% to 69%.¹⁷

In *From #BlackLivesMatter to Black Liberation*, Assistant Professor of African American Studies and Charles H. McIlwain University Preceptor at Princeton University, Keeanga-

¹¹ Kalhan Rosenblatt, “A summer of digital protest: How 2020 became the summer of activism both online and offline,” September 26, 2020. <https://www.nbcnews.com/news/us-news/summer-digital-protest-how-2020-became-summer-activism-both-online-n1241001>

¹² Jiachuan Wu, Nigel Chiwaya and Savannah Smith, “Map: Protests and rallies for George Floyd spread across the country: More than 450 protests across the country have erupted in response to the killing of George Floyd in Minnesota last week,” June 1, 2020, Updated June 12, 2020. <https://www.nbcnews.com/news/us-news/map-protests-rallies-george-floyd-spread-across-country-n1220976>

¹³ Dan Chalk, “Hindsight 2020: Midlanders advocate for racial justice,” in *Midland Daily News*, December 19, 2020, <https://www.ourmidland.com/news/article/Hindsight-2020-Midlanders-advocate-for-racial-15814570.php>. See also NPR’s three-episode series “Summer of Racial Reckoning,” <https://www.npr.org/2020/08/16/902179773/summer-of-racial-reckoning-the-match-lit>

¹⁴ <https://blacklivesmatter.com/>

¹⁵ Keeanga-Yamahatta Taylor, *From #BlackLivesMatter to Black Liberation*, (Chicago: Haymarket Books, 2016), 151. See also <https://blacklivesmatter.com/>

¹⁶ Alicia Garza, “A Herstory of the #BlackLivesMatter Movement,” in *The Feminist Wire*, October 7, 2014. <https://thefeministwire.com/2014/10/blacklivesmatter-2/>

¹⁷ Deja Thomas and Juliana Menasce Horowitz, “Support for Black Lives Matter has Decreased Since June but Remains Strong Among Black Americans,” September 16, 2020, Pew Research Center. <https://www.pewresearch.org/fact-tank/2020/09/16/support-for-black-lives-matter-has-decreased-since-june-but-remains-strong-among-black-americans/>

Yamahtta Taylor also points out early support for Black Lives Matter came initially from the Occupy Wall Street Movement of 2011. Dr. Keeanga-Yamahtta Taylor explains the energy of Occupy Wall Street quickly transitioned a year later to the fight for justice in the killing of Trayvon Martin February 26, 2012.¹⁸ In *Making All Black Lives Matter: Reimagining Freedom in the Twenty-First Century*, Historian Barbara Ransby also emphasizes the importance of Occupy Wall Street in building momentum for Black Lives Matter and a resurgence of resistance to state violence and systemic racism.¹⁹

As the killing of Trayvon Martin helped launch Black Lives Matter, five months after Trayvon Martin's murder, Milton Hall was killed by police in Saginaw, July 1, 2012. Hall's killing was widely condemned, and local protests occurred. Following Hall's killing, the Saginaw Police introduced several changes including the use of body cameras and improved and expanded training.²⁰ A commemoration event for Hall was held in the summer of 2017 while protests also occurred June 5, 2020, following George Floyd's murder.²¹

The Me Too Movement was founded in 2006 by Tarana Burke and gained additional momentum in 2017, with the hashtag #MeToo.²² According to its website, "The 'me too' Movement believes in the radical possibilities of a movement against sexual violence, led by survivors of sexual violence."²³ The website goes on to explain, "Tarana has created and led campaigns which have shone a spotlight on the harm perpetrated against communities of color. Specifically, Tarana's work to end sexual violence has exposed the ugly truths of sexism, has spoken truth to power, has increased access to resources and support for survivors, and has paved the way forward for an expanding and inclusive movement."²⁴ Quoted in *Ebony*, Burke explained, "It was a catchphrase to be used from survivor to survivor to let folks know that they were not alone and that a movement for radical healing was happening and possible."²⁵ Another important movement that has informed our current context is #SayHerName. This movement began "in December 2014 by the African American Policy Forum (AAPF) and Center for Intersectionality and Social Policy Studies (CISPS)" and "brings awareness to the often invisible names and stories of Black women and girls who have been victimized by racist police violence, and provides support to their families."²⁶

¹⁸ Keeanga-Yamahtta Taylor, *From #BlackLivesMatter to Black Liberation*, (Chicago: Haymarket Books, 2016), 148

¹⁹ Barbara Ransby, *Making All Black Lives Matter: Reimagining Freedom in the Twenty-First Century* (Oakland: University of California Press, 2018), 24-25.

²⁰ Cole Waterman, "Saginaw police chief says department changed its policies and culture after Milton Hall shooting," *Mlive*, June 5, 2020, <https://www.mlive.com/news/saginaw-bay-city/2020/06/saginaw-police-chief-says-department-changed-its-policies-and-culture-after-milton-hall-shooting.html>

²¹ See <https://www.justice.gov/opa/pr/justice-department-announces-results-investigation-death-milton-hall>; See also <https://www.mlive.com/news/saginaw-bay-city/2020/06/saginaw-remembers-milton-hall-in-powerful-demonstration-8-years-after-he-was-killed-by-police.html>; See also <https://www.michiganradio.org/post/saginaw-protesters-chant-different-name-anti-police-brutality-march-milton-hall>; See also <https://www.mlive.com/news/saginaw-bay-city/2020/06/saginaw-police-chief-says-department-changed-its-policies-and-culture-after-milton-hall-shooting.html>

²² <https://metoomvmt.org/get-to-know-us/history-inception/>. See also Zahara Hill, "A Black Woman Created the 'Me Too' Campaign Against Sexual Assault 10 Years Ago," October 18, 2017 in *Ebony*, <https://www.ebony.com/news/black-woman-me-too-movement-tarana-burke-alyssa-milano/>

²³ <https://metoomvmt.org/get-to-know-us/history-inception/>.

²⁴ <https://metoomvmt.org/get-to-know-us/tarana-burke-founder/>

²⁵ Zahara Hill, "A Black Woman Created the 'Me Too' Campaign Against Sexual Assault 10 Years Ago," October 18, 2017 in *Ebony*, <https://www.ebony.com/news/black-woman-me-too-movement-tarana-burke-alyssa-milano/>

²⁶ The African American Policy Forum, <https://aapf.org/sayhername>.

This larger context also includes protests in Ferguson, Missouri against the police killing of Michael Brown, Jr., an 18-year-old African American man, August 9, 2014. The following month, the Civil Rights Division of the United States Department of Justice began an investigation of the Ferguson Police Department and in March 2015, issued its report. According to the report, “This investigation has revealed a pattern or practice of unlawful conduct within the Ferguson Police Department that violates the First, Fourth, and Fourteenth Amendments to the United States Constitution, and federal statutory law.”²⁷ The Civil Rights Division of the United States Department of Justice also investigated the Baltimore Police Department following the killing of Freddie Gray, a 25-year-old African American man April 19, 2015, following his arrest April 12, 2015. The Department of Justice released its report on the Baltimore Police Department August 10, 2016.²⁸

These additional events and movements contextualize the more recent anti-racism protests and movement for justice and equity represented locally with the June 7, 2020 Rally for Racial Justice and the work of the We Hear You task force.

More recently, the Pew Research Center examined how the murder of George Floyd affected public attention to race and racial inequality. In its October 2020 report, “Amid National Reckoning, Americans Divided on Whether Increased Focus on Race will Lead to Major Policy Change”²⁹ the Pew Research Center reported 43% of adults “have been paying a lot of attention to these issues” since the killing of George Floyd, 35% have been “paying some attention”, and 22% have been “paying only a little or no attention.” More specifically, 40% of whites responded “paying a lot of attention” to “issues of race and racial inequality” following George Floyd’s murder, 64% of African Americans responded “paying a lot of attention”; 39% of Hispanics responded “paying a lot of attention”; and 40% of Asians responded “paying a lot of attention.” Pew emphasized the murder of George Floyd occurred when the public was also focused on the COVID-19 pandemic, a presidential campaign, and economic turmoil. However, Pew concluded, given these additional issues, “public interest in issues of race and racial inequality has been relatively robust.”³⁰

In his bestselling study *How to be an Antiracist*, Dr. Ibram Kendi asserts, “The opposite of ‘racist’ isn’t ‘not racist.’ It is ‘antiracist.’... One endorses either the idea of a racial hierarchy as a racist, or racial equality as an antiracist... One either allows racial inequalities to persevere, as a racist, or confronts racial inequalities, as an antiracist. There is no in-between safe space of ‘not racist.’”³¹ He adds, “... the only way to undo racism is to consistently identify and describe it – and the dismantle it.”³² Continuing, Kendi explains, “... I’ve come to see that the movement from racist to antiracist is always ongoing – it requires understanding and snubbing racism based on biology, ethnicity, body, culture, behavior, color, space, and class. And beyond that, it means

²⁷ United States Department of Justice Civil Rights Division, “Investigation of the Ferguson Police Department,” pg. 1, March 4, 2015. https://www.justice.gov/sites/default/files/opa/press-releases/attachments/2015/03/04/ferguson_police_department_report.pdf

²⁸ <https://www.justice.gov/crt/file/883296/download>

²⁹ Juliana Menasce Horowitz, Kim Parker, Anna Brown, and Kiana Cox, “Amid National Reckoning, Americans Divided on Whether Increased Focus on Race will Lead to Major Policy Change,” October 6, 2020, Pew Research Center. According to the report, the survey was “nationally representative,” included 10,093 U.S. adults, and was conducted September 8-13, 2020. <https://www.pewresearch.org/social-trends/2020/10/06/amid-national-reckoning-americans-divided-on-whether-increased-focus-on-race-will-lead-to-major-policy-change/>

³⁰ Ibid., 12.

³¹ Ibram Kendi, *How to be an Antiracist* (New York: One World, 2019), 9.

³² Kendi, 9.

standing ready to fight at racism's intersection with other bigotries.”³³ The October 2020 Pew Research Center survey assessed attitudes about confronting racism. According to the Pew study, 38% of whites responded, “it is very important for people in our country to confront other people when they say or do something racist.” 42% of Asians surveyed stated “it is very important for people in our country to confront other people when they say or do something racist” while 43% of Hispanics and 63% of African Americans responded “it is very important for people in our country to confront other people when they say or do something racist.”³⁴

Local Midland Organizations

Local organizations in Midland have also worked to promote, enhance, and support equity, justice, and inclusion. The Cultural Awareness Coalition, originally the Cultural Awareness Committee, was launched in September 1996 as an initiative of the Midland Area Community Foundation. The group developed from the Cultural Awareness Endowment, established in August 1994, following the Midland International Festival June 2, 1991. The International Festival was supported by the Dow Latino/Hispanic Group, the International Women's Club, Mid-Michigan India Association, People to People International, and the Tri-City Chinese Association with funding from the Dow Chemical Company, Dow Corning Corporation, and the Midland Area Community Foundation. While initially envisioned as a sustained annual event, the Festival was unable to continue after its first year and additional funding for the event was used to launch the Cultural Awareness Fund “to support programs, seminars, educational opportunities, and other events or projects which enhance the cultural awareness of the Midland area.” The Cultural Awareness Committee (CAC) supported outreach programs, events, and activities at community events such as Kids Day at the Mall and River Days and helped promoted local speakers and education opportunities. The CAC broadened its outreach to identify October as Cultural Awareness Month and support a month-long schedule of events and activities including the annual Cultural Awareness Creativity Contest for P-12 students. Dozens of entries are submitted to the contest with all submissions displayed at the Grace A. Dow Memorial Library and a reception held at the library for the contest award recipients. Cultural Awareness Month and the Creativity Contest have become mainstays in the community and premier events for the CAC. As the Committee maintained its mission “To promote, encourage, share and sustain cultural awareness throughout Midland” to achieve its vision for an inclusive community, the committee transitions in approximately 2016 from the Cultural Awareness Committee to the Cultural Awareness Coalition. This transition reflected the group's growth and evolution and commitment to maintain an inclusive space to welcome and support a wider collection of advocacy efforts. The coalition continues to support outreach programs, events, and activities including Kids Day at the Mall, River Days, local speakers, education opportunities and workshops, and continues to host October as Cultural Awareness Month and the Cultural Awareness Creativity Contest. The CAC also partners with other local

³³ Kendi 10.

³⁴ Juliana Menasce Horowitz, Kim Parker, Anna Brown, and Kiana Cox, “Amid National Reckoning, Americans Divided on Whether Increased Focus on Race will Lead to Major Policy Change,” October 6, 2020, Pew Research Center. <https://www.pewresearch.org/social-trends/2020/10/06/amid-national-reckoning-americans-divided-on-whether-increased-focus-on-race-will-lead-to-major-policy-change/>

groups to support collaborative initiatives such as Neighboring Week the Visibility Project podcast, and community book reads.³⁵

Several recent graduates of Midland Public Schools formed Anti-Racist Midland (ARM), in the summer of 2020. In their “Vision for the Midland Community,” they state, “We have come together because while we appreciate Midland for its resources, people, and opportunities, we are also aware of the ways our community has and continues to fall short of its potential, namely for its Black and other community members of color. We believe that the only way to counter systemic racism in our community is to realize transformational changes to our existing systems that make them actively anti-racist.”³⁶ ARM issued several proposals focused on local education and public safety and launched a petition focusing on ten items for Midland Public Schools which included

1. Implement curricula focusing on Black History, racism, and white privilege; 2. Carry out mandatory diversity training for staff from an independent organization; 3. Encourage its [district] peers in the area to do the same; 4. Distribute a district-wide statement declaring race as an issue within Midland Public Schools; 5. Ban the Confederate flag on district property; 6. Make a public commitment to hiring more teachers and administrators of color and supporting current faculty members of color; 7. Create a centralized, public, local reporting system to track racial or otherwise prejudicial incidents of discrimination or harassment; 8. Develop workshops and provide resources for at home education of both students and parents; 9. Allocate funds for mental health counselors across all schools in the district; 10. Provide public updates regarding progress towards outlined goals.³⁷

The petition received over 2,000 signatures and changes were implemented at Midland Public Schools.³⁸ ARM also introduced several recommendations for the Midland Police Department and Midland County Sheriff’s Office. According to “A Vision for the Midland Community,” these recommendations include collection, analysis, and publication of police/community interactions; public release of use of force policies; public oversight on current and future use of technologies including a ban on biometric and facial-recognition; public release of the police union contract; greater officer accountability; ban profiling and bias-based policing; improved and enhanced community relations programs to also include mental health awareness; enhance crisis response services and support “alternatives to policing and incarceration as public safety”

³⁵ <https://www.midlandfoundation.org/initiative/culturalawareness/>

³⁶ Anti-Racist Midland, “A Vision for the Midland Community,” July 2020.

³⁷ Courtney Soule, “Anti-Racist Midland Outlines a Path for Long-Term Policy Change and Community Education,” in *Catalyst Midland*, July 9, 2020, <https://www.secondwavemedia.com/midland/features/anti-racist-midland-0070829.aspx>. On July 15, 2020, Midland Public Schools announced the banning of the Confederate flag and the swastika on MPS property. See also Dan Chalk, “Hindsight 2020: Midlanders advocate for racial justice,” in *Midland Daily News*, December 19, 2020, <https://www.ourmidland.com/news/article/Hindsight-2020-Midlanders-advocate-for-racial-15814570.php>

³⁸ See Dan Chalk, “Hindsight 2020: Midlanders advocate for racial justice,” in *Midland Daily News*, December 19, 2020, <https://www.ourmidland.com/news/article/Hindsight-2020-Midlanders-advocate-for-racial-15814570.php>; “Petition to MPS, signed by 2,000-plus, seeks anti-racism reforms,” Dan Chalk, *Midland Daily News*, June 22, 2020, <https://www.ourmidland.com/news/article/Petition-to-MPS-signed-by-2-000-plus-seeks-15356180.php>. As previously noted, the *We Hear You* study was not tasked with analysis of the local education system and the experiences involving Midland County schools.

such as development of Community Safety and Wellness Efforts; improved training in racial bias, problem solving, conflict mediation, and de-escalation tactics.³⁹

The Midland County Inclusion Alliance was formed in 2019 and is comprised of a Community Inclusion Council and Business Inclusion Council. The Community Inclusion Council focuses on its “three pillars: Educate, Connect, and Advocate” while the Business Inclusion Council is “comprised of local business owners dedicated to strengthening the community.” According to its website, “The Midland County Inclusion Alliance is a group of compassionate citizens dedicated to fostering a community where everyone thrives by valuing diversity, ensuring equity and cultivating inclusion in Midland County, Michigan.”⁴⁰ With its focus on education, the Community Inclusion Council website features education resources including books and podcasts and also offers discussions and featured programming. The Community Council has also recently added the Midland Public School (MPS) Engagement subcommittee, which is specially focused on connecting parents and community resources to our local schools and advocating and assisting the MPS Diversity, Equity & Inclusion leadership with school programs.

According to its website, the Business Inclusion Council “is made up of ten representatives from the county’s largest employers to small, locally owned businesses committed to growing a diverse business community” and aims to “educate business leaders about the data-supported importance of DEI to business success; assist area companies in incorporating internal and external DEI policies and best practices; inspire executive leaders to ensure diversity, equity and inclusive leadership at the visioning and decision-making tables that matter; and provides development and sponsorship opportunities for leaders in underrepresented people groups”⁴¹

Continued actions for social justice and equity have emphasized education and an October 2020 Pew study reported 28% of African Americans responded doing “a lot to educate themselves about the history of racial inequality in our country” since the George Floyd murder while 37% have done “some,” 21% have done “not much,” and 15% reported doing “nothing at all.”⁴² 10% of whites responded doing “a lot to educate themselves about the history of racial inequality in our country” while 40% responded doing “some,” 29% reported doing “not much,” and 21% responded doing “nothing at all.” 12% of Hispanics responded doing “a lot to educate themselves about the history of racial inequality in our country” with 37% reported doing “some,” 32% doing “not much,” and 18% doing “nothing at all.” 8% of Asians reported doing “a lot,” 46% responded doing “some,” 30% reported doing “not much,” and 16% reported doing “nothing at all to educate themselves about the history of racial inequality in our country.”⁴³ Pew also surveyed attitudes about the importance of people educating “themselves about the history of racial inequality in our country.” According to the Pew survey, 42% of whites responded, “it is very important for people in our country to educate themselves about the history

³⁹ Anti-Racist Midland, “A Vision for the Midland Community,” July 2020.

⁴⁰ <https://midlandinclusioncouncil.com/>

⁴¹ <https://midlandinclusioncouncil.com/business-council>

⁴² Juliana Menasce Horowitz, Kim Parker, Anna Brown, and Kiana Cox, “Amid National Reckoning, Americans Divided on Whether Increased Focus on Race will Lead to Major Policy Change,” October 6, 2020, Pew Research Center. <https://www.pewresearch.org/social-trends/2020/10/06/amid-national-reckoning-americans-divided-on-whether-increased-focus-on-race-will-lead-to-major-policy-change/>

⁴³ Ibid., 15.

of racial inequality in our country.” 43% of Asians surveyed responded “it is very important,” and 51% of Hispanics and 78% of African American similarly responded.⁴⁴

As the Cultural Awareness Coalition and Midland County Inclusion Alliance have prioritized education within their goals, additional attention and investment in social justice and equity education has been made in other community institutions and organizations including, for instance, Midland Center for the Arts which hosted an event with Dr. Ibram Kendi, November 1, 2020. Dr. Kendi is the Andrew W. Mellon Professor in the Humanities and the Founding Director of the Boston University Center for Antiracist Research and Frances B. Cashin Fellow at the Radcliffe Institute for the Advanced Study at Harvard University and bestselling author of *Stamped from the Beginning: The Definitive History of Racist Ideas in America* (Bold Type Books, 2017) and *How to be an Antiracist* (One World, 2019) Midland Center for the Arts partnered with Saginaw Valley State University to host a regional virtual conversation with Dr. Kendi November 1, 2020.

Yet these more recent local organizations are also part of a longer history of local organizing. In the fall of 1970 a group of African American Midlanders, coalesced to form the Midland Black Coalition (MBC).⁴⁵ According to Dr. Betty Jones, “The Midland Black Coalition was the first organizational effort of Black people in Midland to give expression to an African American presence in the community. In so doing, the MBC set the tone and nurtured a climate of community understanding and readiness for other Black organizations which would follow.”⁴⁶ Dr. Jones noted, late in the summer of 1971, African American residents met with Dr. George Owen, Superintendent of the Midland Public Schools (MPS) and Midland Community Relations Council to urge the hiring of more African American teachers. The first African American teacher in MPS was Ruby Helton Riley who taught third grade at Chestnut Hill from 1966-1972. In 1969, Carolyn Jackson become the second African American teacher in MPS. She taught physical education at Jefferson Intermediate School until 1973. With the start of the 1972 school year, five new African American teachers were hired at MPS.⁴⁷

The MBC began meeting at the United Church of Christ and, by early 1972, developed its organizational identity and structure with Carl Brown serving as the first Executive Committee chair followed by Dr. Linneaus Dorman in September 1972.⁴⁸ The MBC formed six subcommittees addressing the following areas of local concern: consumer products, employment, housing, cultural impact, social, and education. By the summer of 1972 the MBC also began producing its newsletter, held a “welcome wagon” for new residents, and produced the Midland Black Directory of Information which identified forty three African American families and ten single African American households along with four local African American businesses and two organizations for children – The Tiny Tots Club and Young Black Warriors.⁴⁹ Dr. Jones explained, The MBC would serve “as a vehicle for communication among Midland Blacks. It would provide the fabric to bring us together to focus on local problems experienced in common.”⁵⁰ Dr. Jones added, “As the first Black organization in Midland, the MBC set the

⁴⁴ Ibid., 19.

⁴⁵ Dr. Betty B. Jones, “Stories of My people: A Celebration of the African American Community in Midland, Michigan.” See also “Growing Up Black in Midland, Michigan, 1960-2000,” by Dr. Betty B. Jones, March 24, 2013.

⁴⁶ Ibid.

⁴⁷ Ibid.

⁴⁸ Ibid.

⁴⁹ Ibid.

⁵⁰ Ibid.

agenda and established a mode for the Black community to express an African American presence and assert the needs of community membership on behalf of Black citizens.”⁵¹ According to Dr. Jones, by 1978 additional African American organizations developed locally.⁵² By the mid-1980s, these additional organizations included sororities, fraternities, and professional organizations which began to draw support and resources from the MBC.⁵³ During that time African Americans also found additional opportunities to serve the community on local boards and community groups.⁵⁴ In October 1990, the final MBC newsletter was produced.⁵⁵

Ongoing Efforts

Through the fall of 2020, protests continued to confront systemic racism and demand structural transformation and accountability. The police shooting of Jacob Blake in Kenosha, Wisconsin, August 23, 2020 brought massive protests including strikes by professional athletes and postponement of games by the NBA, WNBA, MLB, NHL, and MLS Wednesday, August 26 and for the next several days.⁵⁶ Local protests also continued into September and October with the “Let Peace Reign” event September 19. This virtual event was organized by the Isabella County (Michigan) Human Rights Committee to coincide with the International Day of Peace (September 21) and was to feature speakers including the Mt. Pleasant Mayor, Anti-Racist Midland, and speakers from the Saginaw Chippewa Indian Tribe and Central Michigan University.⁵⁷ Northwood University’s Black Student Union also organized the “Racial Injustice Community March,” October 2.⁵⁸ In October 2020, Pew also surveyed the importance of “attend[ing] protests or rallies focused on issues related to racial equality.” According to the survey, 8% of whites responded, “it is very important for people in our country to attend protests or rallies focused on issues related to racial equality” while 12% of Asians, 19% of Hispanics, and 37% of African Americans similarly responded “it is very important for people in our country to attend protests or rallies focused on issues related to racial equality.”⁵⁹ According to a Pew survey months earlier, June 12, 2020, 5% of white adults, 10% of African American adults,

⁵¹ Ibid.

⁵² Ibid.

⁵³ Ibid.

⁵⁴ Ibid.

⁵⁵ Ibid.

⁵⁶ See Marc Stein, “Led by NBA Boycotts Disrupt Pro Sports in Wake of Blake Shooting,” September 4, 2020, *The New York Times*, <https://www.nytimes.com/2020/08/26/sports/basketball/nba-boycott-bucks-magic-blake-shooting.html>

⁵⁷ Gabrielle Haiderer, “Let Peace Reign event moves virtual, provides a variety of speakers including Anti-Racist Midland,” Thursday, September 17, 2020 in *Catalyst Midland*, <https://www.secondwavemedia.com/midland/features/let-peace-reign-091720.aspx>

⁵⁸ Mitchell Kukulka and Ashley Schafer, “Racial injustice’ march brings Northwood activism to downtown Midland, Dozens march to raise awareness of struggles for Black Americans” in *Midland Daily News*, October 2, 2020, <https://www.ourmidland.com/news/article/Racial-injustice-march-brings-Northwood-15617063.php>; See also Dan Chalk, “Hindsight 2020: Midlanders advocate for racial justice,” in *Midland Daily News*, December 19, 2020, <https://www.ourmidland.com/news/article/Hindsight-2020-Midlanders-advocate-for-racial-15814570.php>

⁵⁹ Juliana Menasce Horowitz, Kim Parker, Anna Brown, and Kiana Cox, “Amid National Reckoning, Americans Divided on Whether Increased Focus on Race will Lead to Major Policy Change,” October 6, 2020, Pew Research Center, pg. 19. <https://www.pewresearch.org/social-trends/2020/10/06/amid-national-reckoning-americans-divided-on-whether-increased-focus-on-race-will-lead-to-major-policy-change/>

9% of Hispanic adults, and 19% of Asian adults responded they “attended a protest or rally about/focused on race or racial equality in the last month”⁶⁰

Pew also surveyed hope and skepticism toward progress. Pew found, “Among those who say our country has not gone far enough in giving Black people equal rights with white people (49% of all adults surveyed; 39% whites, 86% African Americans, 57% Hispanics)”⁶¹ 25% of whites, 65% of African Americans, and 44% of Hispanics “say it not too/not at all likely that Black people in our country will eventually have equal rights.”⁶² On the other hand, 74% of whites, 33% of African Americans, and 56% of Hispanics say it is “very/somewhat likely that Black people in our country will eventually have equal rights.”⁶³ Those who responded “the country hasn’t gone far enough when it comes to giving Black people equal rights with white people” were also asked about what can be done “to reduce inequality between Black people and white people in our country a lot.” In response 45% of whites, 50% of Hispanics, and 55% of African Americans stated, “More people participating in training on diversity and inclusion would do a lot to reduce inequality between Black people and white people in our country.” 42% of whites, 43% of Hispanics, and 49% of African Americans responded, “Redrawing school boundaries to create more racially and ethnically diverse schools would do a lot to reduce inequality between Black people and white people in our country.” 40% of whites, 40% of Hispanics, and 43% of African Americans noted, “Limiting the scope of policing to focus on serious and violent crimes would do a lot to reduce inequality between Black people and white people in our country.” 29% of whites, 32% of Hispanics, and 48% of African Americans responded, “Companies taking race and ethnicity into account in employment decisions would do a lot to reduce inequality between Black people and white people in our country.” 22% of whites, 27% of Hispanics, and 39% of African Americans stated, “Colleges and universities taking race and ethnicity into account in admissions decisions would do a lot to reduce inequality between Black people and white people in our country.” 11% of whites, 18% of Hispanics, and 39% of African Americans responded, “U.S. government paying cash reparations to Black people who are the descendants of slaves would do a lot to reduce inequality between Black people and white people in our country.”⁶⁴

Local efforts must be framed within this larger context of movements for inclusion, equity, and justice. This report aims to locate local efforts to dismantle systemic oppression within this larger context while also revealing the intersecting and systemic nature of institutional inequity in Midland. In *From #BlackLivesMatter to Black Liberation*, Dr. Keeanga-Yamahatta Taylor explains,

⁶⁰ Kim Parker, Juliana Menasce Horowitz and Monica Anderson, “Amid Protests, Majorities Across Racial and Ethnic Groups Express Support for the Black Lives Matter Movement,” June 12, 2020 <https://www.pewsocialtrends.org/2020/06/12/amid-protests-majorities-across-racial-and-ethnic-groups-express-support-for-the-black-lives-matter-movement/#most-americans-say-theyve-had-conversations-about-race-or-racial-equality-in-the-last-month>.

⁶¹ Juliana Menasce Horowitz, Kim Parker, Anna Brown, and Kiana Cox, “Amid National Reckoning, Americans Divided on Whether Increased Focus on Race will Lead to Major Policy Change,” October 6, 2020, Pew Research Center, pg. 20. <https://www.pewresearch.org/social-trends/2020/10/06/amid-national-reckoning-americans-divided-on-whether-increased-focus-on-race-will-lead-to-major-policy-change/>

⁶² Ibid., 22

⁶³ Ibid., 22.

⁶⁴ Ibid., 23.

Institutional racism, or structural racism, can be defined as the policies, programs, and practices of public and private institutions that result in greater rates of poverty, dispossession, criminalization, illness, and ultimately mortality of African Americans. Most importantly, it is the *outcome* [italics in original] that matters, not the intentions of the individuals involved. Institutional racism remains the best way to understand how Black deprivation continues in a country as rich and resource-filled as the United States.⁶⁵

It is beyond the scope of this immediate work to provide a comprehensive discussion of the historical roots and contemporary manifestations of systemic racism, inequity, injustice, and oppression. Many additional studies have informed this work and should be consulted to help advance understanding and guide this work forward. Examples of these studies include Michelle Alexander's *The New Jim Crow: Mass Incarceration in the Age of Colorblindness*; Ibram Kendi's *Stamped from the Beginning: The Definitive History of Racist Ideas in America* and *How to be an Anti-Racist*; Carol Anderson's *White Rage: The Unspoken Truth of Our Racial Divide*; Eduardo Bonilla-Silva's *Racism Without Racists: Color-Blind Racism and the Persistence of Racial Inequality in America*; Keeanga-Yamahtta Taylor's *Race for Profit: How Banks and the Real Estate Industry Undermined Black Homeownership*; and Heather Ann Thompson's extensive work on the carceral state, mass incarceration, and mechanisms of racialized policing and its history.⁶⁶ While these are just a few examples of studies that have helped inform this work, additional studies of healthcare, transportation, food security, education, and environmental justice, for example, should be examined to further expand understanding of systemic racism, inequity, and injustice and to inform next steps to bring greater inclusion, equity, and justice.

Pew also measured the perception of systemic racism in its October 2020 report, "Amid National Reckoning, Americans Divided on Whether Increased Focus on Race will Lead to Major Policy Change."⁶⁷ Pew found 58% of whites stated, "in general in our country these days, Black people are treated less fairly than white people in dealing with the police." 71% of

⁶⁵ Keeanga-Yamahtta Taylor, *From #BlackLivesMatter to Black Liberation*, (Chicago: Haymarket Books, 2016), 8

⁶⁶ Michelle Alexander, *The New Jim Crow: Mass Incarceration in the Age of Colorblindness* (New York: The New Press, 2012). See also Khalil Gibran Muhammad's *The Condemnation of Blackness: Race, Crime, and the Making of Modern Urban America* (Harvard University Press, 2010); Douglas Blackmon's *Slavery by Another Name: The Re-Enslavement of Black Americans From the Civil War to World War II* (Knopf Doubleday, 2009); 13th documentary, (2016) Directed by Ava DuVernay, Nadoo Films, Sherman Oaks, CA. as additional studies that provide critical context and analysis of systemic racism, oppression, inequity, and injustice. See also Heather Ann Thompson's *Blood in the Water: The Attica Uprising of 1971 and its Legacy* (Pantheon Books, 2016); "The Racial History of Criminal Justice in America," in *DuBois Review: Social Science Research on Race* (Spring 2019); "Unmaking the Motor City in the Age of Mass Incarceration," in *Journal of Law and Society* (December 2014); "Why Mass Incarceration Matters: Rethinking Crisis, Decline and Transformation in Postwar American History," in *The Journal of American History* (December 2010). Ibram Kendi, *How to be an Antiracist* (New York: One World, 2019); Ibram Kendi, *Stamped from the Beginning: The Definitive History of Racist Ideas in America* (New York: Nation Books, 2016); Carol Anderson's *White Rage: The Unspoken Truth of Our Racial Divide* (Bloomsbury, 2016); Eduardo Bonilla-Silva's *Racism Without Racists: Color-Blind Racism and the Persistence of Racial Inequality in America* (Rowman & Littlefield Publishers, 2013). Keeanga-Yamahtta Taylor, *Race for Profit: How Banks and the Real Estate Industry Undermined Black Homeownership* (Chapel Hill: The University of North Carolina Press, 2019).

⁶⁷ Juliana Menasce Horowitz, Kim Parker, Anna Brown, and Kiana Cox, "Amid National Reckoning, Americans Divided on Whether Increased Focus on Race will Lead to Major Policy Change," October 6, 2020, Pew Research Center, <https://www.pewresearch.org/social-trends/2020/10/06/amid-national-reckoning-americans-divided-on-whether-increased-focus-on-race-will-lead-to-major-policy-change/>

Hispanic and Asians similarly responded, and 91% of African Americans responded, “in general in our country these days, Black people are treated less fairly than white people in dealing with the police.”⁶⁸ 43% of whites stated, “in general in our country these days, Black people are treated less fairly than white people in hiring, pay and promotions.” 57% of Hispanics, 68% of Asians, and 87% African Americans similarly responded. 41% of whites, 51% of Hispanics, 59% of Asians, and 86% African Americans responded, “in general in our country these days, Black people are treated less fairly than white people when applying for a loan of mortgage.” According to Pew, 34% of whites, 54% of Hispanics and Asians, and 79% of African Americans responded “in general in our country these days, Black people are treated less fairly than white people in stores or restaurants.”⁶⁹

Pew survey data suggests minority groups recognize racial inequities in the United States to a greater extent than whites. Minorities believe the country has not done enough to ensure equal rights and are less optimistic than whites that equality will be advanced. Pew data also suggests different perceptions in how equality can be advanced with minorities more strongly supporting protests/demonstrations and specific and directed actions in hiring, college/university admissions, and DEI training, for example. While minorities recognize inequities to a greater extent than non-Hispanic whites, a significant percent of non-Hispanic white respondents also recognize these inequities. These responses from non-Hispanic whites also show support for policies that address racial/ethnic inequities among a significant percentage of U.S. population.

Michigan Governor’s Executive Orders on Racial Disparities and COVID-19 and Racism

The structural oppression and inequity confronted with this groundswell of activism has been further exposed by the COVID-19 pandemic. On April 20, 2020, Michigan Governor Gretchen Whitmer issued Executive Order No. 2020-55 creating the Michigan Coronavirus Task Force on Racial Disparities. The Executive Order states, “The COVID-19 pandemic has disproportionately impacted communities of color throughout our state. While African Americans represent 13.6% of Michigan’s population, they represent a staggering 40% of the deaths from COVID-19.” The Executive Order goes on to explain, “The task force will act in an advisory capacity to the Governor and study the causes of racial disparities in the impact of COVID-19 and recommend actions to immediately address such disparities and the historical and systemic inequities that underlie them.”⁷⁰ The Executive Order aims to address disparities and inequities in health care and disparities and inequities in housing, transportation, and employment, for example (Covid-19 and inequities in health care are further discussed in Chapter 4 of this report).

After issuing Executive Order No. 2020-55 creating the Michigan Coronavirus Task Force on Racial Disparities, on August 5, 2020, Governor Whitmer responded further by issuing Executive Order 2020-163, which creates the Black Leadership Advisory Council, and Executive Directive 2020-9, “recognizing racism as a public health crisis and taking initial steps to address it within state government. Under the Executive Directive, the governor asked MDHHS to make health equity a major goal, as well as required implicit bias training for all state employees.”⁷¹

⁶⁸ Ibid., 29.

⁶⁹ Ibid., 29

⁷⁰ <https://www.michigan.gov/whitmer/0,9309,7-387-90499-526478--,00.html>

⁷¹ Press Release, “Governor Whitmer Signs Executive Directive Recognizing and Addressing Racism as a Public Health Crisis, Creates the Black Leadership Advisory Council,” August 5, 2020,

We Hear You Task Force, Midland County Diversity, Equity, Inclusion Community Assessment Report, pg. 17.

According to a press release, “The Council will act in an advisory capacity to the governor and develop, review, and recommend policies and actions designed to eradicate and prevent discrimination and racial inequity in Michigan.”⁷² Executive Order 2020-163 explains, “Now, with the unequal effects of COVID-19 – including staggering differences in both the infection and death rates – and incidents of police violence rippling through Black communities across America, we must ensure that the voices of Black Americans are heard at all levels of government, including the governor’s office.”⁷³

We Hear You Report Structure

The following report includes six chapters: 1. Demographics; 2. Housing; 3. Socioeconomics; 4. Healthcare; 5. Policing and Criminal Justice; 6. Government Structure/Representation. Following this introduction is an important section on methodology and limitations of data sources, and a note on health, crime, and other socioeconomic data. Chapter 6 is followed by a conclusion with key findings and recommendations. Proceeding from the conclusion is an appendix which includes *We Hear You* documentation as well as the Governor's related executive orders, and related DEIJ terminology.

The *We Hear You* report is a look at our recent context and is not intended to be comprehensive, static, or definitive. It is not comprehensive in its methodology or approach and caution must be taken when drawing conclusions from this work (additional comments about the methodology and limitations of data sources are noted in the next section). The report aims to provide data in several key areas to encourage larger considerations and understanding of our current context and help inform our next steps. Therefore, this report repeatedly emphasizes the critical necessity of sustaining this work. As previously stated, this report is but one step in a much larger effort. The *We Hear You* initiative reflects our local community’s commitment to diversity, equity, inclusion and justice, to understand and recognize the intersecting and systemic nature of inequity located along personal/individual and systemic/institutional levels, and take intentional, strategic, and sustained action to address these issues to achieve our community’s vision of “together, forward, bold: an exceptional place where everyone thrives.”

https://www.michigan.gov/whitmer/0,9309,7-387-90499_90640-535762--,00.html; see also

https://www.michigan.gov/whitmer/0,9309,7-387-90499_90704-535748--,00.html

⁷² https://www.michigan.gov/whitmer/0,9309,7-387-90499_90640-535762--,00.html

⁷³ https://content.govdelivery.com/attachments/MIEOG/2020/08/05/file_attachments/1511602/EO%202020-163%20Black%20Leadership%20Advisory%20Council.pdf

Notes on Methodology and Limitations of Data Sources

A Comparison of Demographic/Socio-Economic Characteristics of the We Hear You Survey and Midland County:

Any conclusions drawn from the *We Hear You* Community Survey must be regarded with caution. The *We Hear You* Community Survey was available to respondents in online format from February 6 to March 21. This survey is a convenience survey and is not representative of the population of Midland County. While attempts were made through social agencies to contact underrepresented groups (e.g. lower socio-economic class, individuals over age 65), respondents to the *We Hear You* Survey were largely those of higher socio-economic class and individuals under the age of 55. Given the survey also occurred during the COVID-19 crisis, it was not possible to make the survey publicly available, include in-person, one-on-one interaction with participants, or conduct focus groups for underrepresented populations. Actionable strategies for obtaining responses from underrepresented groups are offered in the conclusion of this report with additional strategies offered by the WHY committee.

SurveyMonkey was the platform used for the administering of the WHY Community Survey. The completion rate, defined as the percentage of individuals who began the survey and completed the last question on the WHY survey was 62 percent⁷⁴. SurveyMonkey⁷⁵ has tracked completion rates for surveys and has found an indirect relationship between number of survey questions and completion rates. Surveys with 10 questions had a 89 percent completion rate while those with 40 questions had a completion rate of 79 percent. Given that the WHY Survey had 89 questions, it is not surprising that the rate of completion was only 62 percent.

Please note, of the total 2,182 respondents, 1,758 respondents completed question 2, “What is your race?”; 1,752 answered question 3, “Are you of Hispanic or Latino origin?”; and 1,745 answered question 4, “Are you of Middle Eastern or North African ethnicity?” Again, we urge caution about drawing conclusions based on the WHY Community Survey data as the respondent size was too small and not representative of the larger community to draw conclusions.

Please also note, all percentages provided in the tables presenting WHY Survey data are based on the number of respondents who answered that particular question. These numbers are noted for each table. When referencing WHY Survey data, “total respondents” refers to the total respondents who answered that particular question rather than the total survey responses (2,182).

This section provides demographic and socio-economic characteristics of WHY respondents in comparison to those of Midland County from the Census 2019 estimates.⁷⁶ This

⁷⁴ Almost 20 percent of respondents ended the survey during the first 10 questions. These questions collected demographic data on respondents (e.g. race, age, gender identification, median household income). We advance two possible explanations for this decline to answer the demographic data questions and to complete the survey: 1) respondents were uncomfortable with relating personal information; and 2) respondents were curious about the questions in the survey but did not answer the questions.

⁷⁵ Survey Monkey. Tips for Increasing Survey Completion Rates. <https://www.surveymonkey.com/mp/tips-increasing-survey-completion-rates/#:~:text=The%20chances%20of%20someone%20completing,30%20question%20surveys%20at%2085%25.>

⁷⁶ The 2018 ACS does not provide data on Middle Eastern or North African ancestry. We report results for WHY respondents who indicated Middle Eastern or North African ancestry but counts of these individuals through U.S. Census data will not be available until after 2020 Census results are released.

comparison is necessary as it allows us to compare WHY responses with the census; the only data that are representative of the population of Midland County.

Table 1 displays the racial/ethnic distribution of WHY respondents and Midland County. Note survey responses among minority groups were larger than representation in Midland County while non-Hispanic White survey respondents were less representation in Midland County. The African American response was impressive at 6.7 percent of respondents compared to 1.3 percent of Midland County's population. Hispanics and Multi-Racial WHY respondents were also more represented than the percentages of the Midland County total population. Native-Americans and Asians were about equally represented in the survey as their representation in Midland County.

Table 1. Race and Hispanic Origin, WHY Survey Respondents and Midland County (Question 2 & 3) (1,758 answered, 424 skipped question 2; 1752 answered, 430 skipped question 3).⁷⁷

	WHY Survey Respondents	Midland County Demographics
Non-Hispanic White (N= 1,462)	83.2	91.5
African American (N= 117)	6.7	1.3
Asian (N= 44)	2.5	2.3
Native American (N= 10)	0.6	0.4
Multi-Race (N= 72) ⁷⁸	4.1	1.6
Hispanic (N= 80)	4.6	2.7
Middle Eastern or North African (N=26)	1.49	Not available
Another Race (N= 53)	3.0	0.2

Source: 2021 WHY Survey for Midland County and U.S. Census 2019-one-year estimates (Table B03002).

Table 2 displays the age distribution of WHY respondents and residents of Midland County. Note that ages 25-34, 35-44, and 45-54 were much more prevalent in the WHY survey than their percentages of Midland County's total population. This thirty- year age span accounted for 64.1 percent of WHY survey respondents but only 37.7 percent of Midland County. Conversely, only 11.7 percent of WHY respondents were age 65 or over compared to 18.6 percent for Midland County.

Table 2. Age Distribution of WHY Survey Respondents and Midland County. (Question 7: 1,758 answered and 424 skipped).

Age	WHY Survey Respondents	Midland County Demographics
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⁷⁷ See above note concerning Middle Eastern or North African demographic group.

⁷⁸ Total will not sum to 100 percent because Hispanic is ethnic category.

Age 18-24 (N= 101)	5.8	Not broken down (15-19 category)
Age 25-34 (N= 315)	17.9	12.2
Age 35-44 (N= 416)	23.7	12.7
Age 45-54 (N= 395)	22.5	12.8
Age 55-64 (N= 290)	16.5	14.2
Age 65+ (N= 205)	11.7	18.6
Prefer not to answer (N= 36)	2.1	Not Applicable

Source: 2021 WHY Survey for Midland County and U.S. Census 2019-one-year estimates (Table S0101).

Two-thirds of WHY survey respondents resided within Midland City while only one-half of Midland County's residents resided within the city. 41.6 percent of WHY respondents resided in households with children under 18 compared to 21.5 percent for Midland County. Given the high percentage of WHY respondents in the 25 to 54 age range, these results are not surprising. The percentage of WHY survey respondents residing in owner-occupied housing was 86.3 percent compared to a slight lower percentage of Midland County residents (81.2) residing in owner-occupied housing.

Table 3. Percentage of Midland County's Population Residing in Midland City, Percent Household with under Age 18 Children and Percent Living in Owner-Occupied Housing, WHY Respondents and Midland County.

	WHY	Census
Percent of Population in Midland City (1,738 answered, 444 skipped)	66.7 (1,159)	50.3
Percent of Households with Children Under 18 (1,749 answered, 433 skipped)	41.6 (727)	21.5
Percent of Population Living in Owner-occupied versus Rental Housing (1,753 answered, 429 skipped)	86.3 (1,512)	81.2

Source: 2021 WHY Survey for Midland County and U.S. Census 2019-one-year estimates (Table DP05, S0901 and B25003).

Table 4 displays education attainment for WHY survey respondents and Midland County. Less than 0.7 percent of WHY survey respondents had less than high school education compared to 5.7 percent of Midland County's (over age 25) population. In terms of high school diploma or equivalent, only 5.0 percent of WHY respondents had such compared to 28.8 percent of Midland County's (over 25) population. Conversely, 71.8 percent of respondents had a bachelor's degree or higher compared to only 36.3 percent of Midland County's population.

Table 4. Educational Attainment for WHY Survey versus Midland County. (Question 13: 1,756 answered; 426 skipped)

	WHY Survey Respondents	Midland County
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Less than High School (N= 13)	0.7	6.2
High School Diploma or Equivalent (N= 88)	5.0	29.4
Some College/Technical or Associate's Degree (N= 387)	22.0	31.6
Bachelor's Degree (N= 694)	40.0	20.1
Master's/Professional/Doctoral Degree (N= 558)	31.8	12.7
Prefer not to answer (N= 16)	0.9	Not applicable

Source: 2021 WHY Survey for Midland County and U.S. Census 2018-one-year estimates (Table S1501).

Table 5 displays median household income. WHY respondents had median household incomes substantially higher than their counterparts in Midland County. 25.4 percent of WHY respondents had median household incomes exceeding \$150,000 per year compared to only 15.1 percent of Midland County households. Conversely, only 14.2 percent of WHY respondents had median household incomes below \$50,000 compared to 36.7 percent of Midland County households.

Table 5. Median Household Income for WHY Respondents and Midland County. (Question 14: 1,746 answered; 436 skipped).

	WHY Respondents	Midland County
Under 15,000 (N= 35)	2.0	9.3
15,000-49,999 (N= 214)	12.2	27.4
50,000-99,999 (N= 490)	28.0	33.3
100,000-149,000 (N= 386)	22.1	14.9
150,000+ (N= 443)	25.4	15.1
Prefer not to answer (N= 178)	10.2	Not applicable

Source: 2021 WHY Survey for Midland County and U.S. Census 2019-one-year estimates (Table S1901).

Given that WHY respondents were more racially/ethnically diverse, younger, better educated, more likely to live in Midland City, and had higher median household incomes than their counterparts in Midland County, survey responses need to be analyzed with caution. We reiterate: The Midland WHY Community Survey is not representative of the Midland County population. It is a start to understanding a much more complex process.

It is also important to note the 2018 ACS does not provide data on Middle Eastern or North African ancestry. We report results for WHY respondents who indicated Middle Eastern or North African ancestry but counts of these individuals through U.S. Census data will not be available until after 2020 Census results are released.

Limitation of Data Sources:

Census Data:

We Hear You Task Force, Midland County Diversity, Equity, Inclusion Community Assessment Report, pg. 22.

The data for much of this study comes from the U.S. Census. The decennial census is conducted every ten years. Unfortunately, the 2010 census data is a decade out of date and 2020 census data has just been collected and will not be available for public viewing for about two years. This is of concern in a project such as this in that it requires the most up-to-date data in order to draw accurate conclusions and to suggest policy implementations. In 2009, the Census implemented the American Community Survey (ACS). The ACS is undertaken every year and thus presents a more up-to-date account of social, economic, demographic, and housing conditions in the U.S. However, it comes at a cost. The decennial census is a 100⁷⁹ percent count of all people residing in the U.S. on census day. The ACS is a sample of individuals on a rolling average throughout the year⁸⁰. In 2019, 3.5 million households⁸¹ were sampled for the ACS and it is these samples in which inferences are made concerning the general population. Compare this small sample size with the population of the U.S. in 2019 which was 328 million⁸². Because the ACS is a sample it can provide much more detail than a count of the population (and some limited demographic, economic, and housing characteristics). But its margin of error is much higher than that of the decennial census. This is because no two samples are likely to yield the same results. Regardless of these limitations, the ACS is the best available tool for analyzing the myriad characteristics of the U.S. population.

One of the purposes of this study is to analyze change over time. This involves using data from decennial censuses of the past. When analyzing 2010 data, the ACS data is used even though decennial census data is available. This allows us to make a more accurate appraisal of change between two time periods given that the methods of collection of data (full count versus sample) were different. That option is not available for the 2000 census (or censuses before). Data collected by the ACS is comparable to censuses 2010 and 2000⁸³. However, for 2010, only sex, age, race, Hispanic origin, and homeowner status were asked. For anything else, 2010 ACS data must be used. For 2000, differences in question wording, reference periods, and sampling frame⁸⁴ need to be considered.

An additional limitation is encountered when ACS data is used on populations smaller than 65,000. These geographical entities are examined using a five- year average of ACS data. Thus, census block groups and the City of Midland have no data on a yearly basis and conclusions must be inferred from these five- year averages. Midland County's census data is taken on the one- year average, but to be consistent with block groups and Midland City, five-year ACS data for Midland County is used unless specified. It must be stressed that given the limitations of census data that other data must be used to cross-check and augment what is found using census data. This includes discussions with government agencies and other organizations in Midland as well as the community survey.

⁷⁹ This is an attempt at 100 percent count. Homeless individuals, undocumented immigrants and additional population groups are often undercounted.

⁸⁰ U.S. Census. 2019.

<https://www.census.gov/acs/www/methodology/sample-size-and-data-quality/sample-size/>

⁸¹ Ibid.

⁸² U.S. Census. 2020.

⁸³ U.S. Census. Comparing ACS Data.

<https://www.census.gov/programs-surveys/acs/guidance/comparing-acs-data.html>

⁸⁴ The U.S. Census used a 1 in 6 sample in 2000 (and earlier) to estimate many social, economic, and housing characteristics.

Health, Crime, and Other Socioeconomic Data:

There are numerous databases that record health statistics, crime data, and other socioeconomic statistics of the U.S. population. However, disaggregation at the county level by race/ethnicity is still somewhat limited. Often county level or even census tract data for health statistics and other socioeconomic characteristics are available but one must infer how this affects racial/ethnic minorities. For instance, if one knows that specific counties or census tracts have larger minority populations, one can make inferences about experiences in those areas. This method is not acceptable for our study. Midland County was 91 percent non-Hispanic white in 2018 and no census tract had less than 80.0 percent non-Hispanic white. Thus, the non-Hispanic white population would distort the data. It is imperative to gauge the affect that healthcare, policing, housing affordability/condition and other economic indicators of well-being have on specific minority populations. In other cases, data by county and race/ethnicity are readily available but data for certain minorities (or all) are suppressed due to small numbers. For instance, compare Midland with Wayne County. The population for Wayne County is much larger than Midland County and the higher percentage of racial minorities ensures more data for analysis. This is simply not available for Midland.

It is also important to note this is the first racial/ethnic equity study of this nature undertaken by Midland County and there are no prior materials in which to compare the present work. We hope this work provides benchmarks for future studies.

CHAPTER 1

AN OVERVIEW OF MIDLAND COUNTY'S DEMOGRAPHICS

This chapter focuses on demographic characteristics of five racial/ethnic groups in Midland County – Non-Hispanic white, African American, Asian/Asian American, Native American, and those identifying as another race or ethnicity.⁸⁵ The discussion begins with an overview of population change by race/ethnicity from 1980 to 2018. A comparison of the percentage of foreign-born compared to native-born population for the five racial/ethnic groups is provided to illustrate why the Asian/Asian American and Hispanic populations have grown faster than other groups. The age-sex distribution of each of the five groups within Midland County is then examined. Lastly, the geographical distribution of each group within Midland County is presented.

Terms used in this chapter:

Race: The U.S. Census allows respondents to self-identify race. These categories include White, Black or African American, American Indian or Alaskan Native (referred to in this report as Native American), Asian, and Native Hawaiian and Other Pacific Islander. Additional categories in the Census include Two or More Races and Other. Less than 2.0 percent of Midland County's population in 2018 identified as Other Race or Two or More Race.⁸⁶

Ethnicity: All respondents to the Decennial U.S. Census and the annual ACS identify their race. The annual ACS asks a separate question about Hispanic/Latino origin which is identified as an ethnic category. Hispanics can be of any race. What makes them an ethnic group is that they trace their culture and their ancestors back to Spain. The Hispanic category includes, but is not limited to, Central Americans/South Americans/Mexicans (including former parts of Mexico/Spanish New World Empire that are now part of the U.S.)/select Caribbean islands, as well as the Philippines; all of which were colonies of Spain sometime between the 16th and 20th centuries⁸⁷.

Unfortunately, the ACS, which has been conducted annually from 2009-2019, did not ask about Middle Eastern and North African ethnicity. In 2015, the U.S. Census Bureau convened to write a question for the 2020 Census that includes an ethnic category on Middle Eastern or North African and would allow this ethnic group to be identified in census data⁸⁸. Controversy over how to best count Middle Eastern or North Africans, led the Census Bureau to postpone asking

⁸⁵ The WHY Community Survey also included non-Hispanic white, African American, Asian/Asian American, Native American, Hispanic, Middle Eastern and Northern African, Multiple-Race, and Other Race. The ACS yearly data released by the census do not include data on Middle Eastern or North African and thus our racial/ethnic counts from the 2018 ACS (the latest available at the commencement of the project) do not include Middle Eastern or North African. Middle Eastern or North African data was included in the 2020 Census counts. However, as of the writing of this document, 2020 U.S. Census data on Middle Eastern or North African had not been released.

⁸⁶ U.S. Census. 2018 5- year estimates for Midland County, Michigan.

⁸⁷ The Hispanic designation does not apply to individuals who identify as 100 percent Native American. Nor would the Hispanic designation apply to an immigrant living in a Central/South American country to which no ancestral connection exists to Spain.

⁸⁸ Buchanan, Angela; Marks, Rachel; Figueroa, Magdaliz Alvarez. 2016. 2015 Forum on Ethnic Groups from the Middle East and North Africa. U.S. Census Bureau.

<https://www.census.gov/library/working-papers/2015/demo/2015-MENA-Experts.html>

We Hear You Task Force, Midland County Diversity, Equity, Inclusion Community Assessment Report, pg. 25.

this question until a later census⁸⁹. Part of the controversy concerning the 2020 Census form is that it suggests that Middle Eastern or North Africans identify as white on the racial category⁹⁰. We must stress for the WHY Survey that Hispanic and Middle Eastern or North African ethnicity are not related to specific races. (more information provided as requested).

Non-Hispanic White: These are individuals who self-identified as white to the racial question but are not of Hispanic origin. They may be either U.S.-born or immigrants. This is a separate category in U.S. Census data because the majority of Hispanics in the U.S. identify as white⁹¹ but their demographic, economic, and social characteristics tend to be different from that of non-Hispanic whites.

Hispanic: According to the U.S. Census, Hispanic origin can be identified as tracing one's heritage, nationality, lineage, or country of birth to a previous Spanish colonial territory⁹². Hispanics may be U.S.-born or immigrants.

Middle Eastern or North African: The U.S. Census defines individuals of Middle Eastern or North African (MENA) descent as those who can trace their ancestry to one of the following nationalities⁹³: Algerian, Bahraini, Egyptian, Emirati, Iranian, Iraqi, Israeli, Jordanian, Kuwaiti, Lebanese, Libyan, Moroccan, Omani, Palestinian, Qatari, Saudi Arabian, Syrian, Tunisian, and Yemeni. Also included are such transnational ethnic groups from the Middle Eastern or North African region as: Berber, Assyrian, Bedouin, Chaldean, Copt, Druze, Kurdish and Syriac. Also included in this category are pan-ethnic groups such as Arab, Middle Eastern, and North African.

Native-born: These are individuals of any race/ethnicity that were born in the United States (or a territory of the U.S.). Individuals born abroad to U.S. citizens (e.g. military) are considered native-born.

Foreign-born: individuals of any race/ethnicity that were born in a country other than the U.S. (exclusive of U.S. territories) regardless of length of residence in the U.S. and citizenship status.

American Community Survey (ACS): The American Community Survey replaced the decennial census long-form in 2010. It is conducted every year and it contains much more detailed information concerning economic, social, and housing characteristics than can be collected from the decennial census. Throughout this document, the American Community Survey will be referred to as the ACS.

⁸⁹ Alshammari, Yousef. 2020. Why is There No MENA category on the 2020 US Census? Aljazeera. <https://www.aljazeera.com/news/2020/4/1/why-is-there-no-mena-category-on-the-2020-us-census>

⁹⁰ United States Census 2020. Form. https://www2.census.gov/programs-surveys/decennial/2020/technical-documentation/questionnaires-and-instructions/questionnaires/2020-informational-questionnaire-english_DI-Q1.pdf

⁹¹ U.S. Census. 2018 1- year estimates for U.S.

⁹² U.S. Census. Hispanic Origin. <https://www.census.gov/topics/population/hispanic-origin.html>

⁹³ Buchanan, Angela; Marks, Rachel; Figueroa, Magdaliz Alvarez. 2016. 2015 Forum on Ethnic Groups from the Middle East and North Africa. U.S. Census Bureau. <https://www.census.gov/library/working-papers/2015/demo/2015-MENA-Experts.html>

Population Change in Midland County, 1980-2018

In 1980, the non-Hispanic white population comprised 96.7 percent of the total county population. By 2018, the non-Hispanic white population represented 91.6 percent of the total county population. Low fertility rates and low immigration from white dominant regions of the world are some factors that have kept the non-Hispanic white population from growing as fast as other racial/ethnic groups⁹⁴. In fact, the non-Hispanic white population in Midland County declined by 2.5 percent between 2000 and 2018 (See Table 1). Compare that with the Asian and Hispanic populations which grew by 55.7 and 71.9 percent; respectively, between 2000 and 2018 with increased immigration and higher fertility rates (for Hispanics). Overall, Midland County grew by 0.6 percent between 2000 and 2018. Without the growth of the Asian, Hispanic, African American, and Native American populations, Midland County would have experienced a population decline⁹⁵. Projections for Midland County's population by 2045 indicate a population of 86,879⁹⁶ (a projected increase of 4.2 percent over the 2018 population). Given the age structure of the non-Hispanic white population in 2018 and the lower levels of immigration from white dominant source areas, it is likely that all population growth in Midland County will come from a growth of racial/ethnic minorities. This growth will include in-migration for employment opportunities as well as natural increase (more births than deaths) caused by the young age structure of the minority populations.

The rapid growth of the Hispanic population in Midland County between 2000 and 2018 was not a result of immigration from Latin American countries. Only 11.1 percent of Hispanics were born outside of the U.S. as of 2018. This growth is likely the result of the younger age structure of the Hispanic population and higher birth rates than their non-Hispanic white counterparts. Michigan has had a long history of Hispanic (mostly Mexican) population working in agriculture who then settled in cities after the 1950s⁹⁷. Also, within the past three decades, Hispanic populations have left the traditional Hispanic settlement states of the Southwest and have selected small cities or rural areas in Northern states with lower costs of living, lower crime rates, and more housing and employment options⁹⁸.

The growth in the Asian population is likely a result of immigration as over eighty percent of Asians residing in Midland County in 2018 were foreign-born⁹⁹. This is likely a result of Midland's need for a highly educated/trained labor force. The African American population grew by 36.3 percent between 2000 and 2018, likely a result of higher fertility levels of the African American population in comparison to other racial/ethnic groups and possibly in-migration for employment. The modest growth of 21.8 percent for Native Americans is likely a result of increased life expectancy among Native Americans. Note the doubling of Native American population between 1980 and 1990. Recall that these are census estimates and the census has undercounted Native Americans. However, it must be noted that after 1960 in the U.S. in general that self-identification with one's Native American ancestry has increased and

⁹⁴ Snapshot of U.S. Immigration 2019. National Conference of State Legislatures.
<https://www.ncsl.org/research/immigration/snapshot-of-u-s-immigration-2017.aspx>

⁹⁵ U.S. Census.

⁹⁶ Michigan Population Projections by County Through 2045.

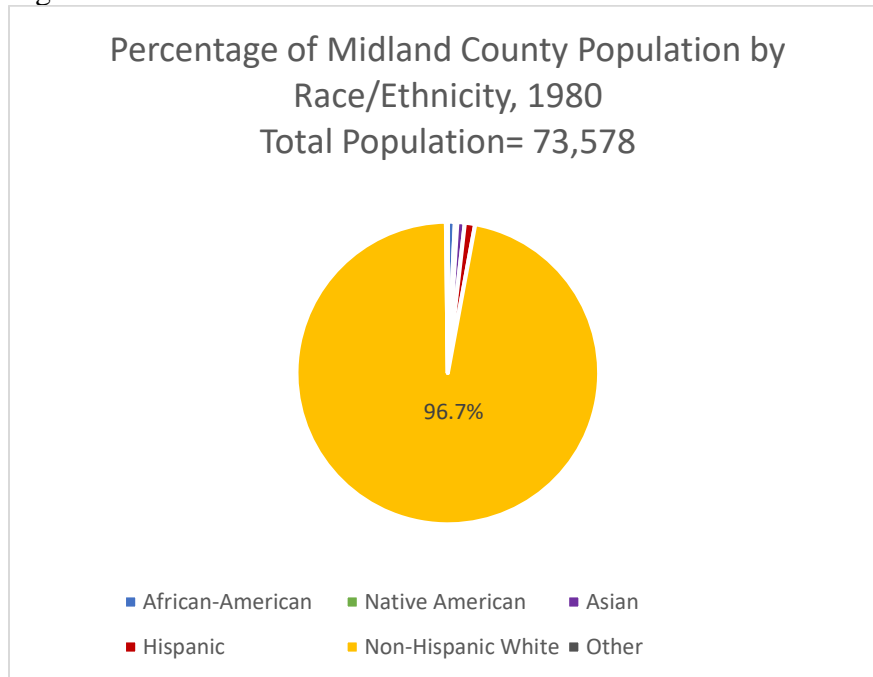
⁹⁷ Alvarado, Rudolph Valier and Sonya Yvette Alvarado. (2003). *Mexicans and Mexican Americans in Michigan*. East Lansing: Michigan State University Press.

⁹⁸ Flores, Antonio. 2015. *Hispanic Population in the United States Statistical Portrait*. Pew Research Center.
<https://www.pewresearch.org/hispanic/2017/09/18/2015-statistical-information-on-hispanics-in-united-states/>

⁹⁹ U.S. Census. ACS 2018 5-yr. estimates.

this self-identification is what the census uses in its estimates¹⁰⁰ Given the small number of Native Americans in Midland County, one must use caution when interpreting the percentage growth of Native Americans as small population increases can result in large percentage increases.

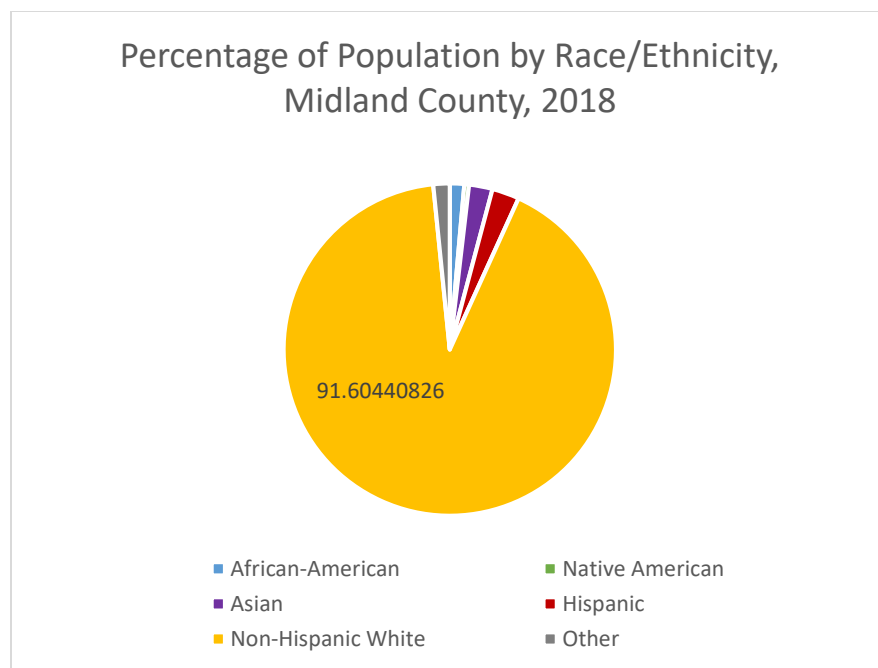
Figure 1A.



Source: U.S. Census. 1982. 1980 Census of Population. Michigan. Table 14.

Figure 1B.

¹⁰⁰Passel, Jeffrey S. 1996. The Growing American Indian Population, 1960-1990: Beyond Demography. In *Changing Numbers, Changing Needs: American Indian Demography and Public Health*. Eds. Gary D. Sandefur, Ronald R. Rindfuss, and Barney Cohen. National Academies Press: Washington, D.C.
We Hear You Task Force, Midland County Diversity, Equity, Inclusion Community Assessment Report, pg. 28.



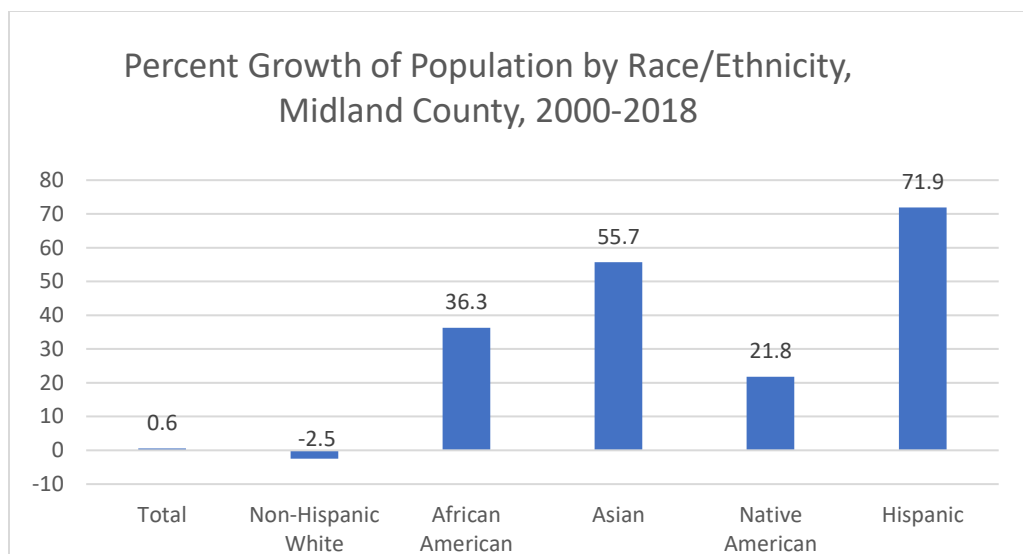
Source: U.S. Census. 2018 5-yr. estimates. Table P3.

Table 1. Population of Midland County by Race/Ethnicity, 1980-2018

	1980	1990	2000	2010	2018
Total	73,578	75,651	82,874	83,629	83,389
Non-Hispanic White	71,300	72,788	78,333	77,846	76,388
African American	553	654	857	1,013	1,168
Asian	587	728	1,225	1,556	1,907
Native American	186	334	312	369	380
Hispanic	810	1,035	1,287	1,704	2,212

Source: Compiled from U.S. Census. General Population Characteristics for 1980, 1990, 2000, and 2010. 2018 data collected from ACS 5-year estimates.

Figure 1C.



Source: U.S. Census. 2018 5-yr. estimates.

How does the racial/ethnic composition of Midland County compare with that of Michigan? Table 2 displays the percentage of five racial/ethnic groups examined in this analysis.¹⁰¹ Midland County has a non-Hispanic white population that is much higher than Michigan's non-Hispanic white population. Conversely, African Americans comprise a much smaller percentage of Midland County's total population in comparison to the state of Michigan. This differential between non-Hispanic white/African American goes back to the exodus of African Americans from the South during the early and mid- twentieth century. Cities with a large percentage of labor force in manufacturing attracted more African Americans than their counterparts with more service- based economies¹⁰².

Table 2. Percentage of Michigan and Midland County Population by Race/Ethnicity, 2018.

	Michigan	Midland County
Non-Hispanic White	75.2%	91.6%
African American	15.2%	1.4%
Asian	3.0%	2.3%
Native American	0.5%	0.5%
Hispanic	5.0%	2.7%
Other	1.1%	1.5%

Source: U.S. Census. 2018. 5 yr. estimates. Table B03002.

Foreign-Born Compared to Native-Born Population in Midland County, 2018:

Whether considering the U.S., Michigan, or Midland County, the non-Hispanic white population is mostly native-born (See Figure 2). Mass immigration from Europe ended seventy years ago. Most of the African American population in Michigan and Midland County is also

¹⁰¹ Middle Eastern or North African was not included in this census data.

¹⁰² Metzger, Kurt and Jason Booza. 2002. African Americans in the United States, Michigan and Metropolitan Detroit. Wayne State University.

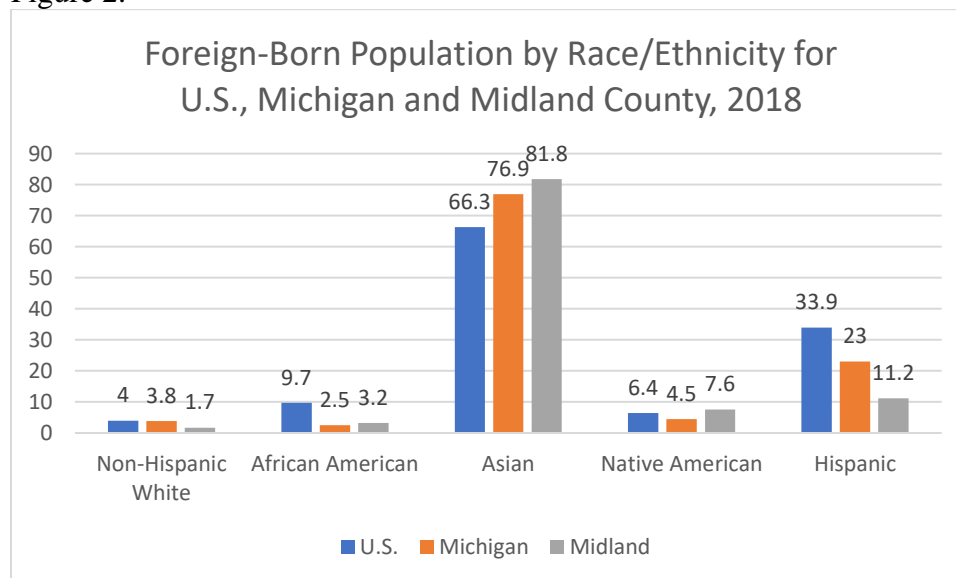
<http://www.cus.wayne.edu/media/1356/aawork8.pdf>

native-born. African American immigrants from the Caribbean and Africa are more apt to select other states (Florida, New York, and Washington, D.C.) than Michigan and thus accounts for the higher percentage of foreign-born African Americans in the U.S.¹⁰³

Latin America and Asia have been the predominant source regions of immigrants to the U.S. since the 1960s¹⁰⁴. The lower percentage of foreign-born Hispanics than Asians is a result of the U.S. long-term migration trends with Mexico and a legacy of U.S. expansion during the 1800s in which large portions of Mexico were taken by the U.S. and subsequently settled by non-Hispanic whites as well as other racial groups¹⁰⁵. Immigration from Mexico was directed to states in the Southwest or as in the case of Cuba, states such as New York and Florida¹⁰⁶. Note that Puerto Ricans, the U.S.'s second largest Hispanic ethnicity after Mexican are classified as native-born. Midland County is much less represented in Hispanic foreign-born than either the U.S. or Michigan. Only 11.2 percent of Midland County's Hispanic population was foreign-born in 2018 compared to 23.0 percent for Michigan and 33.9 percent for the U.S.

Conversely, the foreign-born Asian population in Midland County is greater than Michigan or U.S. This suggests that Midland County's attraction to the Asian population is relatively recent. Asian immigration to the U.S. has had a long history, particularly in the Pacific West, and thus a greater percentage of native-born Asians are found in the Pacific West¹⁰⁷.

Figure 2.



Source: U.S. Census. 5 yr. estimates. Table B01002

¹⁰³ Anderson, Monica. 2015. A Rising Share of the U.S. Black Population is Foreign Born. Pew Research Center. <https://www.pewsocialtrends.org/2015/04/09/a-rising-share-of-the-u-s-black-population-is-foreign-born/>

¹⁰⁴ Snapshot of U.S. Immigration 2019. National Conference of State Legislatures.

<https://www.ncsl.org/research/immigration/snapshot-of-u-s-immigration-2017.aspx>

¹⁰⁵ Gutierrez, Ramon A. 2019. Mexican Immigration to the United States. Oxford Research Encyclopedias.

<https://oxfordre.com/americanhstory/view/10.1093/acrefore/9780199329175.001.0001/acrefore-9780199329175-e-146>

¹⁰⁶ Key Facts About U.S. Hispanics and Their Diverse Heritage. 2019. Pew Research Center.

<https://www.pewresearch.org/fact-tank/2017/09/18/how-the-u-s-hispanic-population-is-changing/>

¹⁰⁷ U.S. Census. 2019. 1 yr. estimates. Table B05003.

Age-Sex Distribution of Midland County's Population by Race/Ethnicity, 2018:

Why examine age-sex distribution of populations? Age-sex population pyramids allow a comparison between different population subgroups. We can examine very quickly the distribution between males and females in different age groups as well as whether a population is mostly young, middle-aged, or elderly. Most importantly for our comparisons, we can see differences in the age-sex structure for race/ethnic groups. This examination starts with a look at the age-sex distribution of the non-Hispanic white population as it is the reference population for this comparison study.

Different age structures require different services. For example, a large percentage of young people indicates a need for schools while a large percentage of elderly likely requires medical services and assisted living facilities. Middle-aged adults usually require different housing types (single-family housing) while young adults may require rental units. When the age-sex structures of racial/ethnic minorities in an area are significantly different from that of the majority population (non-Hispanic white in Midland's case), the needs of some subgroups may not be adequately met.

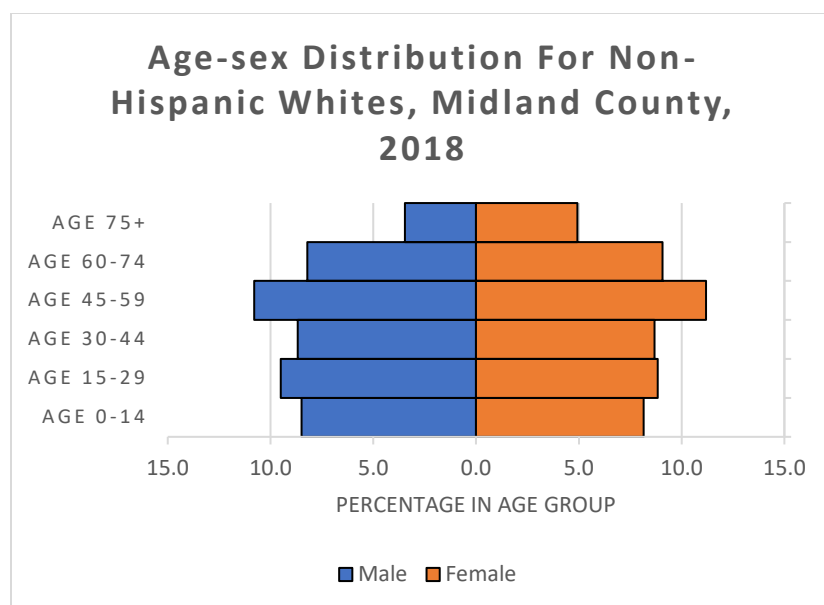
The non-Hispanic white population is an older population. Note that the percentage of the population over 45 is comparable to that under 45. The median age of Midland's non-Hispanic white population in 2018 was 43.2¹⁰⁸. This age-sex structure is comparable to Michigan and the U.S. non-Hispanic white population (43.2 and 43.4, respectively). Non-Hispanic white fertility levels have been low for decades and this has resulted in an aging population¹⁰⁹. Note the high percentage of non-Hispanic whites in the 45-59 and the 60-74 age categories. This can be expected in that these age groups contain the baby-boomers born between 1945-65. Also, Michigan has experienced out-migration of young adults for several decades and this would contribute to the lower percentages of population under 45¹¹⁰. Non-Hispanic white females comprised a greater percentage of the over 75 population than their male counterparts and was comparable to age-sex distribution in this age group nationally. The sex ratio in Midland County was 96.6; comparable to Michigan's sex ratio of 97.7 and 97.2 for the U.S. Sex ratios indicate the number of males to the number of females. Numbers lower than 100 indicate more females in a population while numbers above 100 indicate an excess of males.

Figure 3A.

¹⁰⁸ U.S. Census. 2018-5 yr. estimates.

¹⁰⁹ Mathews, T.J. and Brady E. Hamilton. 2019. Total Fertility Rates by State and Race and Hispanic Origin: United States, 2017. National Vital Statistics Reports. https://www.cdc.gov/nchs/data/nvsr/nvsr68/nvsr68_01-508.pdf

¹¹⁰ Edwards, Chris. 2018. Mapping Interstate Migration. Cato Institute. <https://www.cato.org/blog/mapping-interstate-migration>



Source: U.S. Census. 2018 5-yr. estimates. Table B01001.

Note that the age-sex distribution of the African American population (figure 3B) is remarkably different from that of the non-Hispanic white population. The first discrepancy is the sex ratio. Midland County's sex ratio for its African American population was 117.9, indicating that there were 117.9 African American males for every 100 African American females in the county. The African American population was also younger than the non-Hispanic white population with a median age of 26.5. It is beyond the scope of this work to determine what these vast differences in median age and sex ratio mean for the economic, social, and political lives of the African American population in Midland County. While the percentage of African American males and females under age 15 and over 75 is comparable, major differences appear in the percentages of male-female in the remaining age categories. In the 15-29 age range, males outnumber their female counterparts by 2 to 1 while in the 30-44, the difference is 4 to 1. Conversely, females outnumber males 2.5 to 1 in the 45-59 age range. This unequal distribution between the sexes in the 15-29 age group may be attributed to the relatively large number of African American males who are attending higher education opportunities and reside in campus housing. Census data for 2010 on residence in group quarters (for educational purposes) suggests that this is the case¹¹¹. The relatively small percentage of African Americans of either sex in the 30-44 age range suggests that these individuals leave Midland for opportunities once completing their education¹¹².

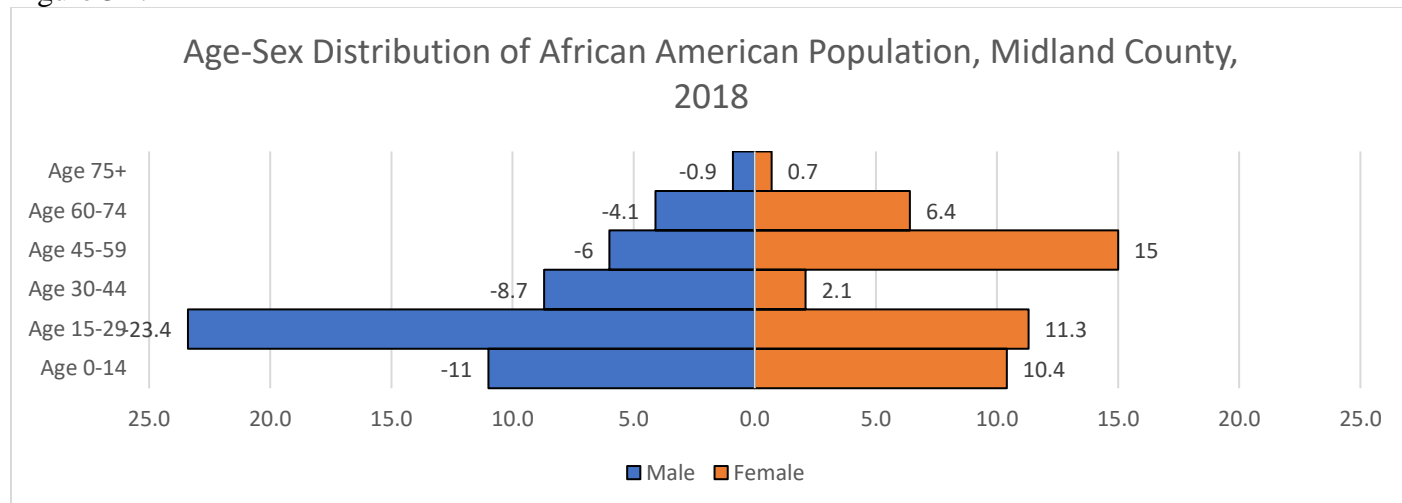
The age-sex structure of the African American population in Midland County was remarkably different from that of Michigan and the U.S. African American population. The average age for Michigan's African American population in 2018 was 34.0, almost a decade greater than Midland County's median age for the African American population. Michigan's sex ratio for the African American population in 2018 was 90.2, indicating more females than males

¹¹¹ Residence in group quarters is not recorded by race/ethnicity for counties in the 2018 ACS estimates.

¹¹² Edwards, Chris. 2018. Mapping Interstate Migration. Cato Institute.
<https://www.cato.org/blog/mapping-interstate-migration>

while that of the U.S. was 91.5. These differences in age-sex structure of the African American population suggest that African Americans in Midland County may face different social, economic, and political issues from those of their counterparts in Michigan or the U.S.

Figure 3B.



Source: U.S. Census. 2018 5-yr. estimates. Table B01001.

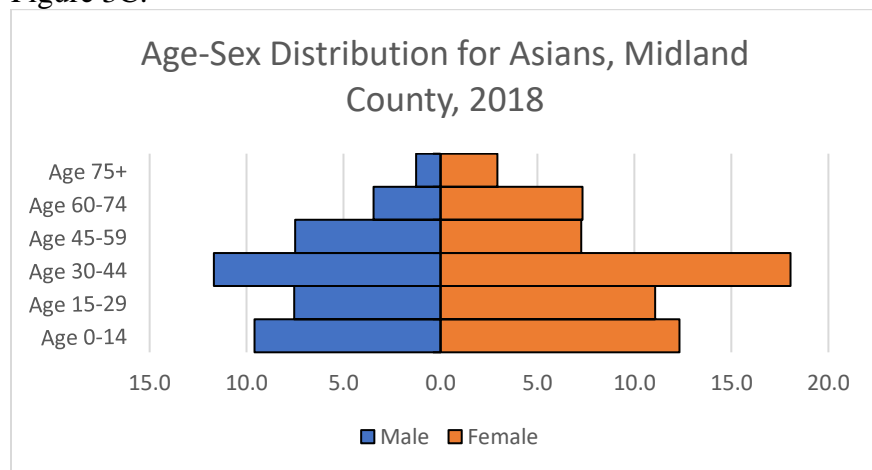
The age-sex distribution for Asians in Midland County shows that a large percentage of the population is in the prime working ages. Given that Midland is the headquarters for Dow with its large percentage of scientific expertise, this is likely a result of in-migration for employment. Females outnumber their male counterparts in the 15-29 and 30-44 age range. Midland's location as a major health care center likely attracts large numbers of Asian health professionals to the county. The age-sex balance equals out in the 45-59 group. The under 15 population accounts for approximately 22.0 percent of the Asian population and is likely due to the high percentage of population in the 30-44 age range who are likely the parents of many of those under age 15. High fertility levels of the Asian population do not explain the high percentage of under 15 population as many Asian subgroups have fertility levels lower than the non-Hispanic white population¹¹³. The median age of the Asian population in Midland County was 37.6 which was comparable to the median age of Asian population in U.S. (36.8) but four years greater than that of Michigan's Asian population (33.4). The younger age of Asians in Michigan is likely a result of the large number of Asians in Michigan's universities. The sex ratio of Asians in Midland County was 69.7 indicating an excess of females. This is radically different from the sex ratio of Asians in Michigan (96.2) and the U.S. (90.4). The lower sex ratios in all three areas are a result of immigration policy focusing on family reunification as well as females coming to the U.S. for educational and employment opportunities¹¹⁴. The large discrepancy in the percentage of Midland's Asian population in the 30 to 44 age range is likely

¹¹³ Cai, Yong and S. Philip Morgan. 2019. Persistent Low Fertility Among the East Asian Descendants in the United States: Perspectives and Implications. *China Population and Development Studies*. 2: 384-400.

¹¹⁴ Batalova, Jeanne. 2020. Immigrant Women and Girls in the United States. Migration Policy Institute. <https://www.migrationpolicy.org/article/immigrant-women-and-girls-united-states-2018>

the result of single Asian women migrants pursuing employment opportunities as well as females who have joined male counterparts but are not in the labor force¹¹⁵.

Figure 3C.



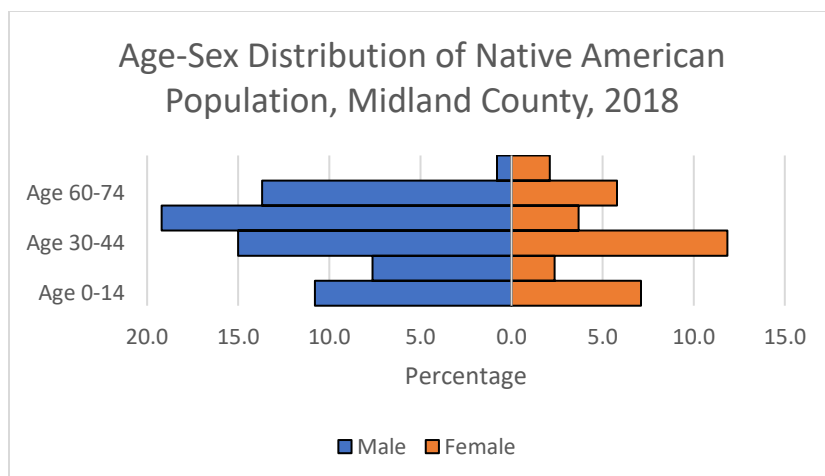
Source: U.S. Census. 2018 5-yr. estimates. Table B01001.

The Native American population is weighted toward the elderly ages. The median age of Native Americans in Midland County in 2018 was 40.9. The median age of Michigan's Native American population was 36.4 and 32.8 for the U.S. Native Americans have fertility rates that are comparable to that of the non-Hispanic white population¹¹⁶ which are relatively low. The higher median age for Midland County and Michigan's Native Americans is likely out-migration of younger Native Americans. The sex ratio is also skewed toward males at 200.4. This is remarkably different from Michigan and the U.S. sex ratios for Native Americans (100.2 and 98.4, respectively). While the under age 15 distribution between male and female is similar (10.8 versus 7.1 percent), there are three times as many males as females in the 15-29 age range. This suggests possible out-migration of Native American females for education or work opportunities.

Figure 3D.

¹¹⁵ Only 44.2 percent of Asian females were in the labor force in 2018 compared to 81.3 percent of Asian males (U.S. Census, 2018 5-yr. estimates).

¹¹⁶ Martin, Joyce A., Brady E. Hamilton, Michelle J.K. Osterman and Anne K. Driscoll. 2019. Births: Final Data for 2018. National Vital Statistics Report. https://www.cdc.gov/nchs/data/nvsr/nvsr68/nvsr68_13-508.pdf

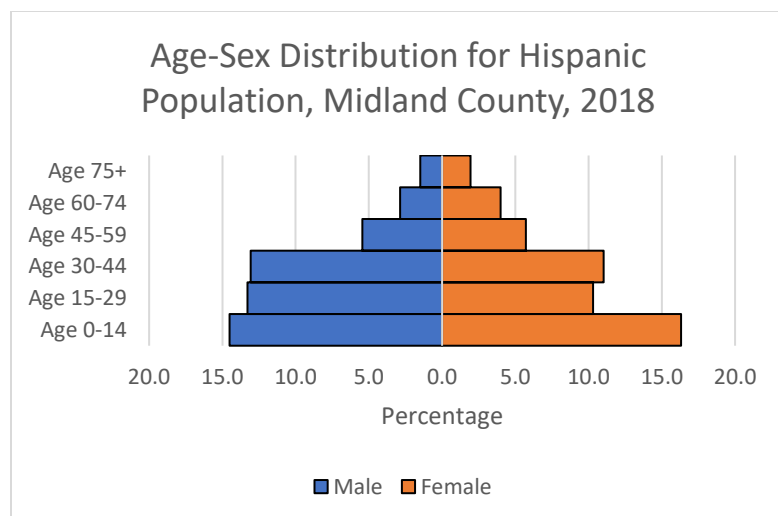


Source: U.S. Census. 2018 5-yr. estimates. Table B01001.

In 2018, the median age of Hispanics was 27.1. This median age was slightly older than Michigan (25.3) but younger than the U.S. Hispanic population (28.9). Immigrants from Latin American countries tend to be younger and have higher fertility levels than native-born individuals¹¹⁷. Unlike the sex ratios of the African American, Asian, and Native American populations, Hispanic sex ratios are at parity (102.7). The sex ratio for Michigan’s Hispanic population was 103.5 and that of the U.S. was 102.1. The age-sex distribution suggests that the 30-44 age group consists of families. Note the high percentage of population under 15 (about 30.0 percent). The comparable median ages and sex ratios between Midland County, Michigan and the U.S. for Hispanics are surprising given that only 11.1 percent of Midland County’s Hispanic population was foreign-born versus 23.0 percent for Michigan and 33.9 percent for the U.S (to be discussed below).

Figure 3E.

¹¹⁷ Livingston, Gretchen. 2016. Foreign-born Moms Have a Different Demographic Profile than U.S. Born Moms, and Among the Foreign-born, There are Sharp Differences Tied to Region of Birth. Pew Research Center. <https://www.pewsocialtrends.org/2016/10/26/foreign-born-moms-have-a-different-demographic-profile-than-u-s-born-moms-and-among-the-foreign-born-there-are-sharp-differences-tied-to-region-of-birth/>



Source: U.S. Census. 2018 5-yr. estimates. Table B01001.

Distribution of Race/Ethnic Groups in Midland County:

Beginning in the 1940s, the process of suburbanization led to an exodus of the non-Hispanic white population from central cities in the U.S. As population relocated to the suburbs, so did retail, manufacturing, office and other businesses¹¹⁸. This exodus drained the financial reserves of many central cities and often those with the least financial resources remained in the city. Those individuals were left settling in older housing stock in central cities. Beginning in the 1930s, many cities in the U.S. participated in the process of redlining in which minorities (mostly African Americans) were not granted housing loans and were forced to settle in worse areas of the city with less resources. Eleven cities in Michigan drafted official plans to practice redlining¹¹⁹, while others ‘unofficially’ instituted this process. These cities included one of the largest cities in the U.S. (Detroit) as well as very small cities in Michigan (Muskegon). What each had in common was a high percentage of African American population. Midland’s very low percentage of African American population does not mean that the African American population from the 1930s onward was not segregated and forced to accept inferior living conditions in the less desirable neighborhoods of Midland.

Figure 4 displays the percentage of population for each racial/ethnic group in Midland County that resided in Midland City in 2018. Note that a little less than half (48.3 percent) of the non-Hispanic white population resided in Midland City in 2018. This is not surprising given that whites have suburbanized over the past seventy years. Each of the racial/ethnic minorities had a greater percentage of their populations within the city limits in comparison to the non-Hispanic white population. The Hispanic population was overwhelmingly U.S. born and it has been noted in general that intergenerational socio-economic mobility of the Hispanic population is more akin to that of non-Hispanic whites than other groups¹²⁰. The Hispanic population was more

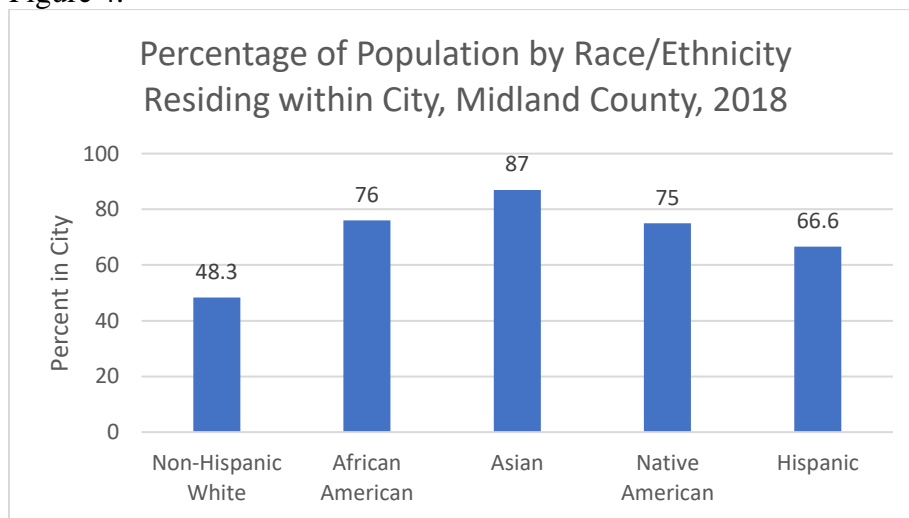
¹¹⁸ Nicolaidis, B. & A. Wiese. 2017. Suburbanization in the United States after 1945. *Oxford Research Encyclopedias*.

¹¹⁹ These cities included Battle Creek, Bay City, Detroit, Flint, Grand Rapids, Jackson, Kalamazoo, Lansing, Muskegon, Pontiac and Saginaw. *Mapping Inequality: Redlining in New Deal America*. <https://dsl.richmond.edu/panorama/redlining/#loc=8/43.537/-85.638>

¹²⁰ Chetty, Raj, Nathaniel Hendren, Maggie R. Jones, and Sonya R. Porter. 2020. Race and Economic Opportunity in the United States: An Intergenerational Perspective. *The Quarterly Journal of Economics*. 135(2): 711-783.

integrated within the suburbs than the African American population. The high percentage of Midland County's African Americans residing within Midland City is puzzling¹²¹. This suggests that the type of housing and the price of housing in Midland County may not be in accordance with the needs of the African American population or additional factors may prevent movement. While the Asian population has the financial resources to locate within the suburbs, it is the most concentrated within the city limits of the five populations. This is not surprising. Immigrants often settle in ethnic enclaves (where previous immigrants have settled) and these enclaves are found in certain areas of cities¹²². The inequitable sex ratios of the Asian population suggest that many single females may be living in apartments in the city. A high percentage (75) of Midland County's Native American population is also located within Midland City. Like their African American counterparts, these individuals may not have the choice of type and affordable housing in the suburbs and are forced to reside in the city.

Figure 4.



Source: U.S. Census. 2018 5-yr. estimates. Table P3.

How are Midland County's racial/ethnic groups distributed within the county? The following maps display the percentage of population in each racial/ethnic group at the block group level. Census geography divides counties into tracts, block groups, and blocks. Tracts have between 2,000 and 8,000 residents. Mapping racial/ethnic groups at the tract level does not provide an adequate picture of location of these populations because the data are too aggregate. Blocks provide an extremely accurate account of population as they consist of only a few hundred residents. Unfortunately, ACS data do not record population by race/ethnicity at the block level (only the decennial census). A compromise between tracts and blocks is block groups which consist of several contiguous blocks with between 600 and 3,000 individuals.

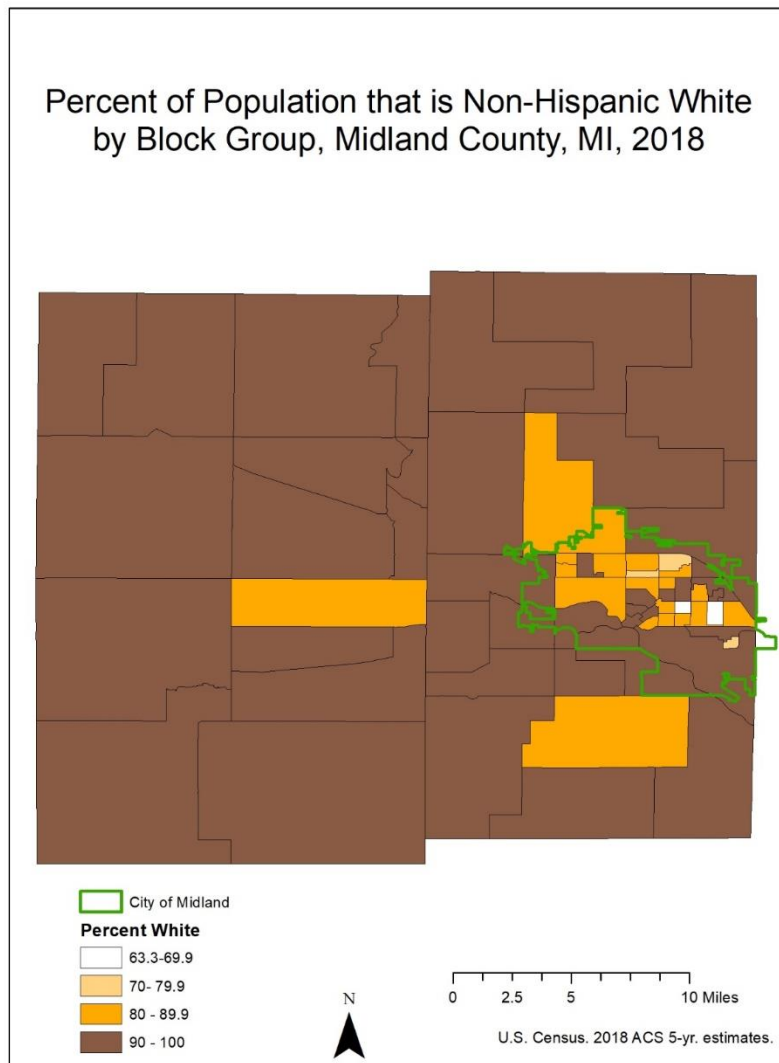
Figure 4A displays the distribution of the non-Hispanic white population within Midland County. The non-Hispanic white population comprises at least ninety percent of all block groups in Midland County except three. Given that a little over 90 percent of Midland County's

¹²¹ Hanlon, Bernadette. 2009. A Typology of Inner-Ring Suburbs: Class, Race and Ethnicity in U.S. Suburbia. *City & Community*. 8(3): 221-246.

¹²² Vicino, Thomas J., Bernadette Hanlon and John Rennie Short. 2011. A Typology of Urban Immigrant Neighborhoods. *Urban Geography*. 32(3): 383-405.

population was non-Hispanic white in 2018, these results are not surprising. Block groups within the city limits had a lesser percentage of non-Hispanic white population than the suburbs. However, there was no block group in which non-Hispanic whites comprised less than 63.1 percent of the population.

Figure 4A.



Note that the highest percentages of African American population by block group were found within the city limits. The block group with the highest percentage of African American population was block group 2910001 with 11.5 percent. Only one block group outside of the city limits had an African American population between 5.0 and 9.9 percent. There were 40 (out of 65) block groups in which not one African American individual resided in 2018. This suggests that the African American population in Midland County may be highly segregated from the non-Hispanic white population. In order to determine the level of segregation in a geographical

area, the index of dissimilarity can be used¹²³. This is a measure ranging from 0 to 100. Higher numbers indicate more segregation of a population. In general, indices over 60 indicate high segregation, 30 to 60 medium segregation, and under 30 low segregation. Midland's index of dissimilarity for non-Hispanic white versus nonwhite (all other racial/ethnic categories) in 2018 was 31 and that of Michigan was 59¹²⁴. While Midland had a low index of segregation in comparison to Michigan, this was largely a result of the large number of Hispanics and Asians that drove down the index of dissimilarity. Conversely, the index of dissimilarity for African American and non-Hispanic white population in Midland County in 2018 was 55¹²⁵. For comparison, Michigan's index of dissimilarity between African Americans and non-Hispanic was 73 in 2018.

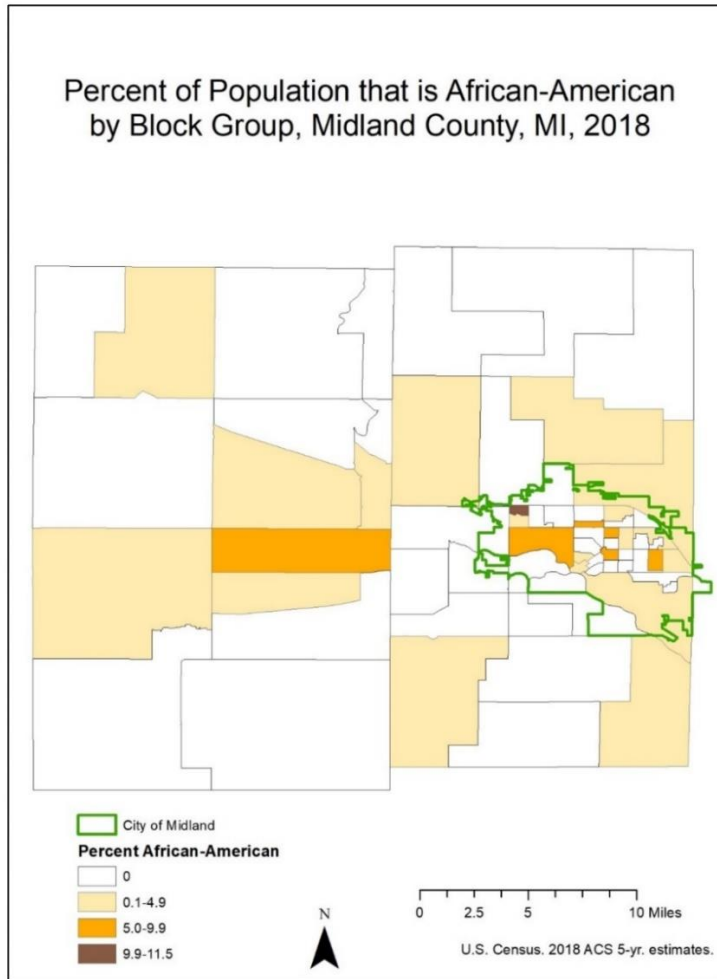
Figure 4B.

¹²³CensusScope. About Dissimilarity Indices.

http://www.censusscope.org/about_dissimilarity.html

¹²⁴ County Health Rankings and Roadmaps. Countyhealthrankings.org

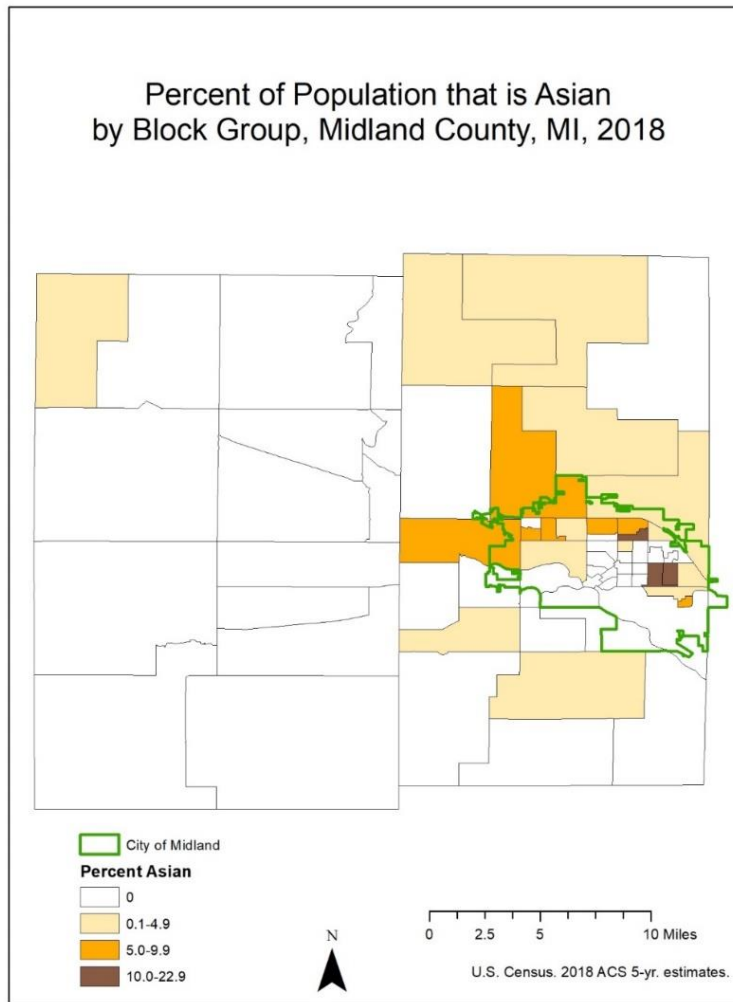
¹²⁵ County Health Rankings and Roadmaps. Countyhealthrankings.org



The Asian population was overwhelmingly concentrated in the Northern part of Midland City and the Northern suburbs. The western half of Midland County housed very little of the Asian population. Three block groups within the city were at least 10.0 percent Asian. Note the relatively high concentrations of Asians in the Northwestern part of the city and extending into the suburbs. This is a typical pattern of immigrant settlement where immigrants first settled in the city where housing is cheaper and where there was better acceptance of immigrants. Over time, immigrants moved outwards from the ethnic enclave. Traditionally this occurred intergenerationally, but the economic resources of Asian immigrants have allowed them to move out of ethnic enclaves in a relatively short time, but they are not necessarily welcomed by others¹²⁶.

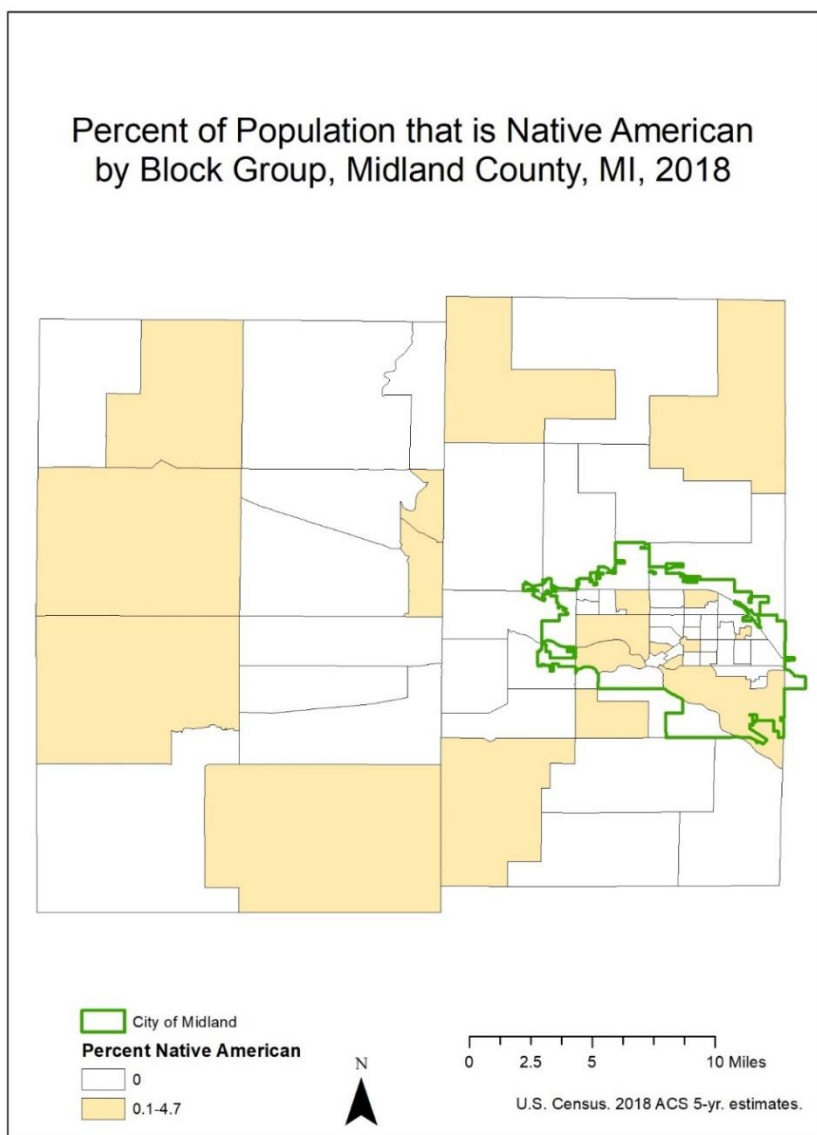
Figure 4C.

¹²⁶ Liu, Michael and Kim Geron. 2008. Changing Neighborhood: Ethnic Enclaves and the Struggle for Social Justice. *Social Justice*. 35(2): 18-35.



The Native American population was not concentrated in any specific block group within Midland County. Native Americans were found within the City of Midland as well as block groups on the outskirts of the county. Given the very small number of Native Americans residing in Midland County, it is not surprising that many block groups have no Native Americans residing within them.

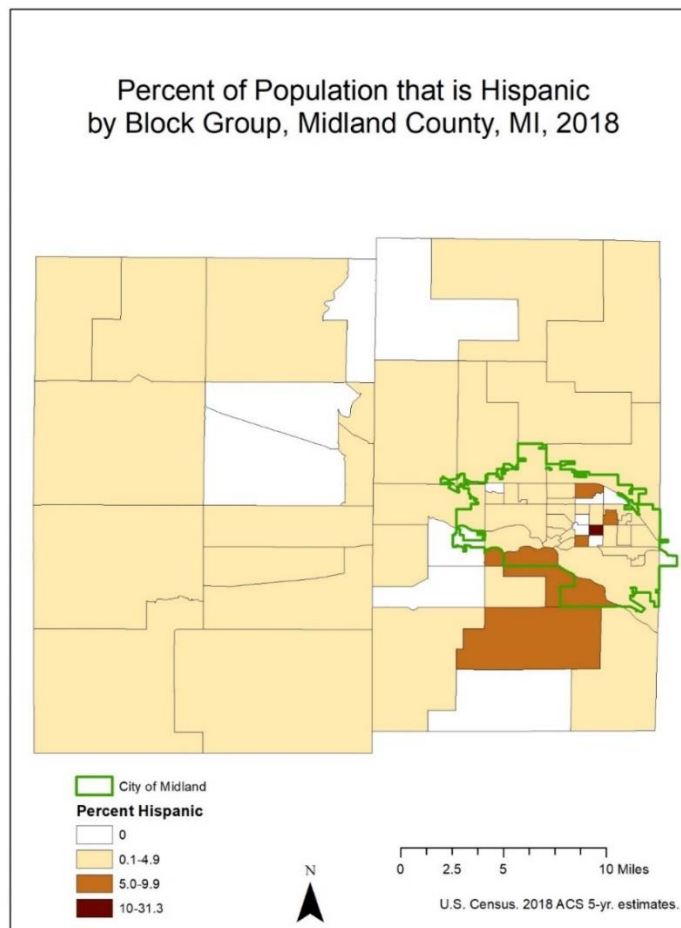
Figure 4D.



The Hispanic population shows the greatest dispersion of the racial/ethnic groups. Hispanics were found in all block groups except seven in the suburbs and nine in the City of Midland. The heaviest concentration of Hispanics was in a few of the block groups in downtown Midland as well as the Southern part of the city and its suburbs. Block group 2902001 was 31.3 percent Hispanic and can be considered as the center of Hispanic population within Midland County. This spatial distribution of Hispanic population is in one sense very dispersed and in another highly concentrated within one block group. They also have median household incomes that are only slightly lower than their non-Hispanic counterparts in Midland County¹²⁷. In contrast, ethnic

¹²⁷ U.S. Census, 2018 5-yr. estimates.

enclaves, no matter how small, allow foreign-born Hispanics or those with less financial resources to interact with other Hispanics and gain leads on employment and housing.



Concluding Comments:

This chapter covered the demographic characteristics of the major racial/ethnic groups in Midland County. Using the non-Hispanic white population as a reference, it was demonstrated that racial/ethnic minorities in Midland County have different population growth rates, age-sex structures, and distributional patterns within Midland County. The following chapter will provide an overview of general housing characteristics in Midland County and then specific housing related characteristics for the racial/ethnic groups will be examined.

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CHAPTER 2

AN OVERVIEW OF HOUSING AND SELECT CHARACTERISTICS RELATING TO HOUSING BY RACE/ETHNICITY, MIDLAND COUNTY

The following section examines housing characteristics in Midland County¹²⁸. The analysis begins with an overview of the distribution of housing within Midland County by median housing value, percentage of housing units that are rented, vacancy rates, median year structure was built, and the percentage of housing that is detached single-family. Where appropriate, reference will be made to the geographical distribution of certain racial/ethnic groups within Midland County (Chapter 1) and the distribution of housing characteristics. The second part of the analysis examines owner-occupancy rates, percentage of households with single occupancy, and residential mobility by race/ethnicity. The discussion is augmented with material from the 2020-2025 Consolidated Plan for the City of Midland and the Housing Affordability Analysis completed in 2018 for Midland County. The final section of the chapter includes data related to housing from the *We Hear You* Community Survey.

A map of Midland City and the Townships in the county is provided below for the reader. This housing analysis will proceed by block group level. Because people do not readily recognize census tracts or block groups by their numbers, reference to general parts of the city or county (mostly cardinal directions) or by township will be made. The block group level of analysis was chosen because it allows more detail than census tracts or zip codes. Block groups average from 600 to 3,000 individuals¹²⁹

Terms used in this chapter:

Median Housing Value: Census respondents are asked to estimate the value of their owner-occupied housing units. The median value is the value where one half of the owner-occupied housing units in that block group are below a certain value and half are above that value.

Median Year Housing Unit Built: This means that one half of housing units in a block group were built before specified year and one half were built later than this year. Vacant units are also included in this figure.

Percentage of Housing Units Rented: This refers to condominiums, apartment complexes, and houses that were rented during specified time.

Single-Family Detached Housing Units: These housing units share no common walls with any other housing units. These units may be owner-occupied or rented.

Vacancy Status: The unit was not occupied at the time enumeration.

Overrepresented/Overconcentrated: This refers to a racial or ethnic group having a greater percentage of its population in a certain area (e.g. the city, block group) than its representation in

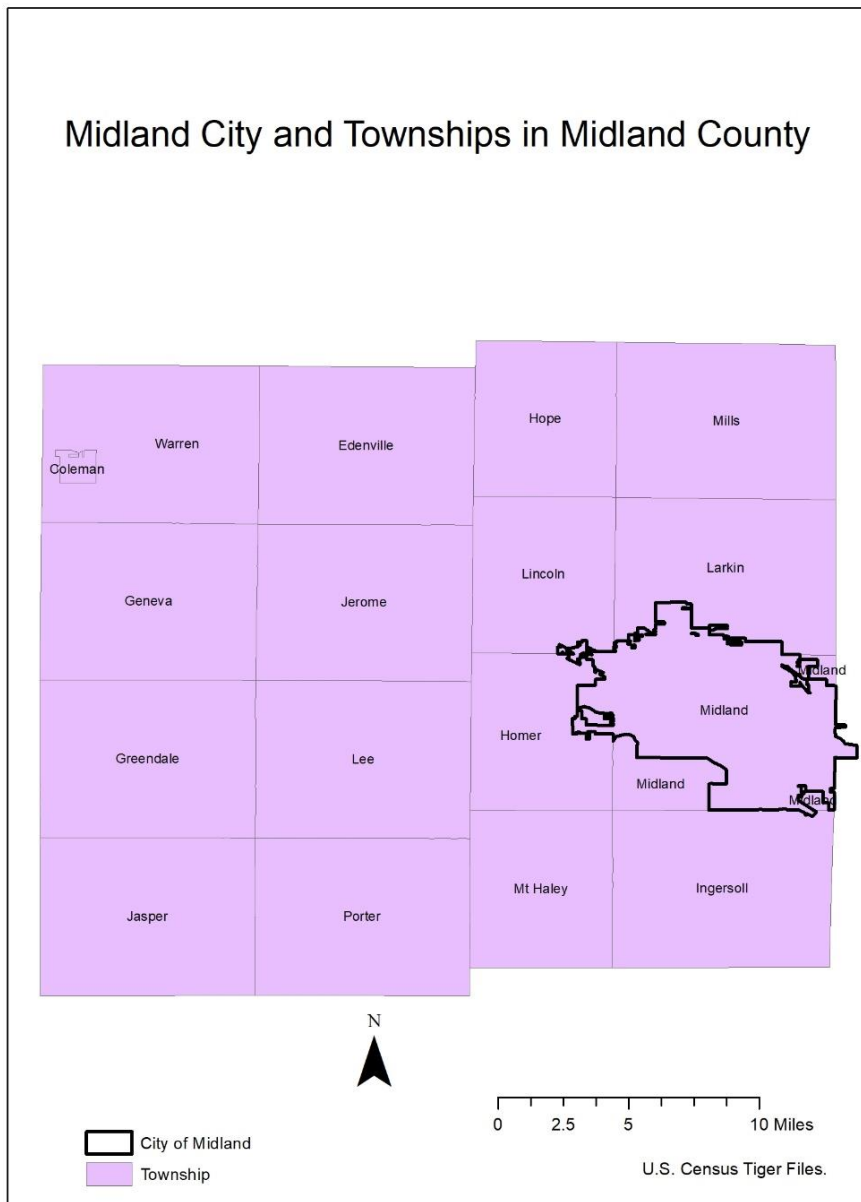
¹²⁸ The Census has a vast amount of data on housing characteristics at the block group level. However, when the data are disaggregated by race/ethnicity, less detailed data is provided by the Census. For example, it is not possible using Census data to determine median housing value for a particular group.

¹²⁹ U.S. Census.

Midland County. For example, the Hispanic population in Midland County comprised 2.7 percent of Midland's total population in 2018. We consider overrepresented/overconcentrated as at least double the percentage of a certain population in a block group. Thus, a block group with 5.4 percent or greater Hispanics in it would be considered overrepresented or overconcentrated in reference to Midland County.

Residential Mobility: This refers to the percentage of population (at least one year old) that was in the same residence as the previous year. High percentages in the same residence indicate low residential mobility.

Figure 1.



Median Housing Values:

Median housing values in any geographical area are a complex array of factors. These factors include, but are not limited to: 1) the square footage of housing units (a good indicator of number of bedrooms and bathrooms); 2) the condition of the interior and the exterior structure (often an attribute of age of housing); and 3) proximity to good schools, recreational

opportunities, libraries and other amenities. In general, housing values¹³⁰ in the U.S. increase as one proceeds outward from the central city. This is often a function of age of housing, square footage of housing unit/lot size and architectural style of housing¹³¹. However, within the past several decades, central cities in the U.S. have once again attracted in-migrants. These in-migrants tend to be childless professionals, empty-nesters, millennials, artists, ethnic/racial minorities, and members of the LGBT community¹³². They often renovate houses or purchase newly built condominiums. They desire ‘walkable’ (pedestrian-friendly) cities with proximity to biking paths, coffee houses, restaurants and other amenities. This is not just a phenomenon occurring in the largest cities of the U.S. but has spread down the urban hierarchy¹³³ and is noticeable in Midland¹³⁴.

The highest median housing values in Midland County in 2018 were found in the northern part of Midland City and the northeastern suburbs (Larkin Township). Conversely, the southeastern sector of Midland City had the lowest median housing values. This is also the location of heavy industry in Midland City¹³⁵ with its associated environmental concerns. For the most part, housing at the city-suburban interface had the highest median values. This is to be expected. Suburbanization in the U.S. occurred as the middle-class moved from older dwellings in the central city to newer housing opportunities in the suburbs. The high median housing values in several block groups in Midland City is likely the result of two factors: 1. older, well-kept housing in attractive areas of the city; and 2. the addition of 750 new housing units between 2000 and 2015¹³⁶. The western townships of Midland County had lower median housing values than the eastern townships. The lower median housing values in the western part of the county may simply be a result of lower land prices than that found in the area around Midland City.

Recall that all racial/ethnic groups (except non-Hispanic white) within Midland County had a greater percentage of their populations in the city limits in 2018 than in the rest of the county. Several of the block groups with low median housing values had some of the highest percentages of minorities. It is likely that block groups with lower median housing values have substandard housing, poor accessibility, and environmental issues that make this housing stock unattractive. An examination of spatial patterns (from Chapter 1) revealed that several block groups in the

¹³⁰ This increase in price is not reflected in price per square foot. These prices are higher in the central city. Homeowners can trade off high square footage land prices in the city for lower land prices outside the central city. This is referred to as the density gradient (see Alonso, William. A Reformulation of Classical Location Theory and its Relation to Rent Theory. *Papers of the Regional Science Association*. 19(1): 22-44, 1967.

¹³¹ Hoover, Edgar M. and Frank Giarratani. *An Introduction to Regional Economics*. University of Pittsburgh: Pittsburgh.

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¹³² Doan, Petra. Chapter 10. Non-Normative Sexualities and Gentrification. Pp. 155-149; Hochstenbach, Cody and Willem Boterman. Chapter 11. Age, Life-Course and Generation in Gentrification Processes. Pp. 170-185; Huse, Tone. Chapter 12. Gentrification and Ethnicity. Pp. 186-204; and Pratt, Andy. Chapter 21. Gentrification, Artists, and the Cultural Economy. Pp. 346-362. In *Handbook of Gentrification Studies*. Edited by Loretta Lees and Martin Phillips. 2018. Edward Elgar Publishing: Northampton, MA.

¹³³ Bereitschaft, Bradley. 2020. Gentrification Central: A Change-Based Typology of the American Urban Core, 2000-2015. *Applied Geography*.

¹³⁴ Midland County Housing Affordability Analysis. 2018.

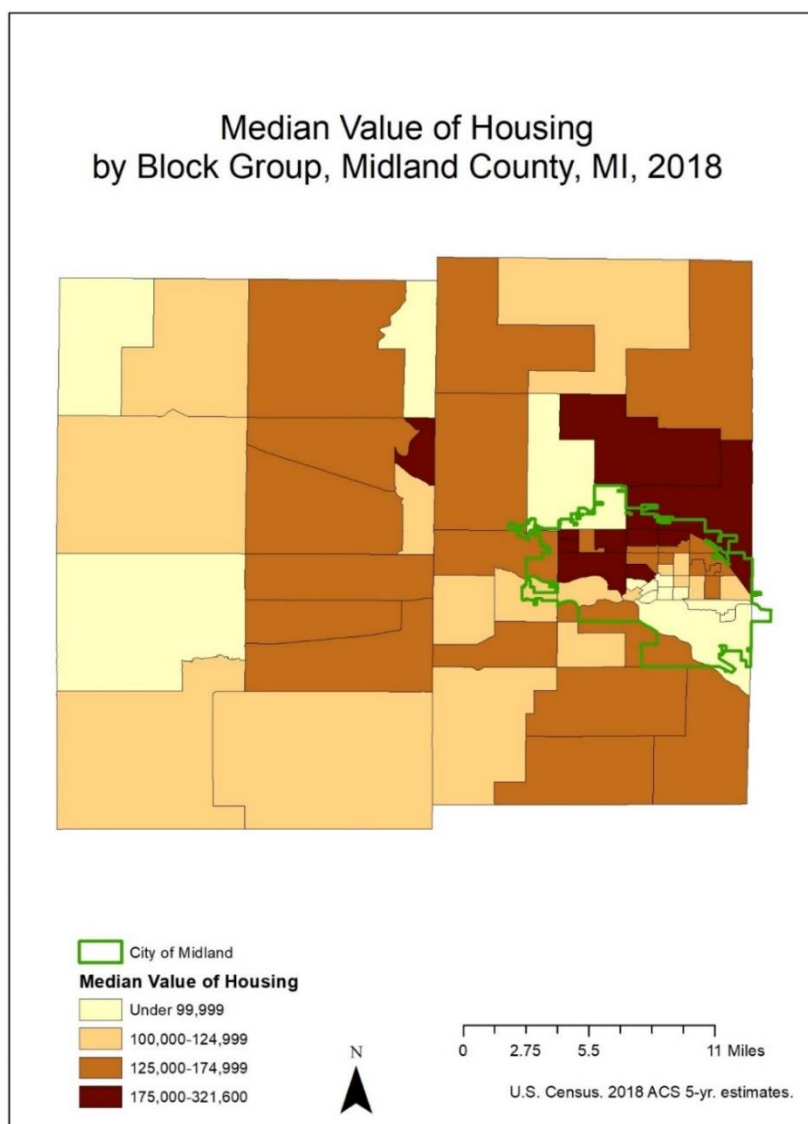
¹³⁵ Midland City Master Plan. 2016. <https://mi-midland.civicplus.com/468/Master-Plan>

¹³⁶ Midland County Housing Affordability Analysis. 2018.

southern half of the city had higher percentages of African Americans, Hispanics, and Native Americans than the county as a whole and could be considered ‘overconcentrated’. However, this does not mean that all racial/ethnic minorities reside in block groups with low housing values. For instance, one block group¹³⁷ (northwest corner of the city) was composed of 11.5 percent African American population (the highest of any block group in Midland County) in 2018 and had the fifth highest median housing value in the county. It is likely that a middle-class African American population resides in this tract. Conversely, one would expect Asians to be ‘overrepresented’ in block groups with the highest median housing values due to the high median household incomes of Asians (Chapter 3). However, this is not the case. While Asians have the financial resources to reside in the block groups with the highest median housing values, their relatively recent arrival in Midland (or U.S.) may have delayed their entry into the owner-occupied housing market or they may have selected block groups in which a large percentage of Asians were already present.

Figure 2.

¹³⁷ This is block group 1 in census tract 2910.



Median Year Structure Built:

The only block groups with a median year that housing units were built earlier than 1960 are found in the City of Midland. This is expected as mass suburbanization in U.S. cities did not begin until the 1950s. Block groups in the southern half of Midland City have the oldest housing stock in Midland County. Older housing also extends into the northern part of Ingersoll Township (south of City of Midland), but the remainder of the township is agricultural to this day¹³⁸. In general, housing is newer further from the city center as a result of waves of

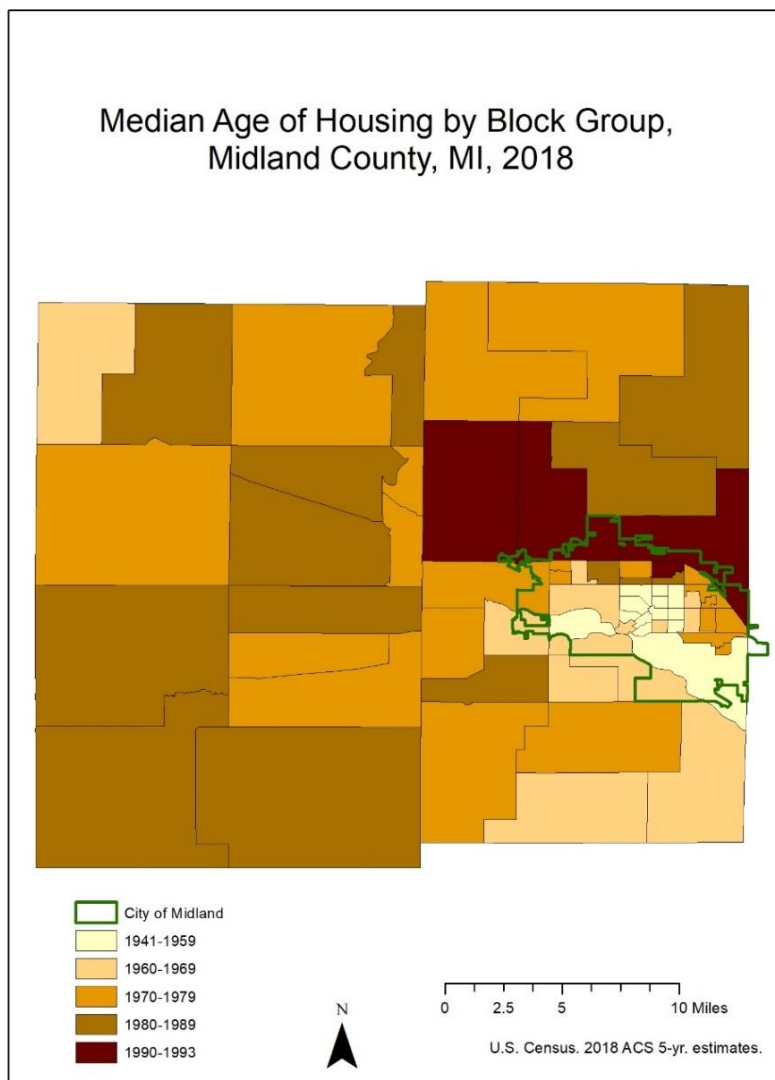
¹³⁸ Ingersoll Township Master Plan. 2014.

<http://www.ingersolltownship.com/downloads/Zoning/Ingersoll%20Master%20Plan%20Adopted.pdf>

suburbanization. An exception occurs in the incorporated City of Coleman in the northwest of the county. Another exception is the newer housing units in select northern block groups of the city as well as Larkin Township and the southeastern quadrant of Lincoln Township.

After viewing Figures 1 and 2, it is obvious that block groups with older housing stock also tend to have lower median values. An exception to the relationship between median housing values and median year structure was built occurs in the northwestern sector of the city and extends into suburban Larkin and Lincoln Townships. Some of the same block groups with the oldest housing and lowest median housings values are block groups in which minorities comprise a higher percentage of the block group than expected. Higher percentage than expected refers to more than 9 percent minority (the average for Midland County).

Figure 3.

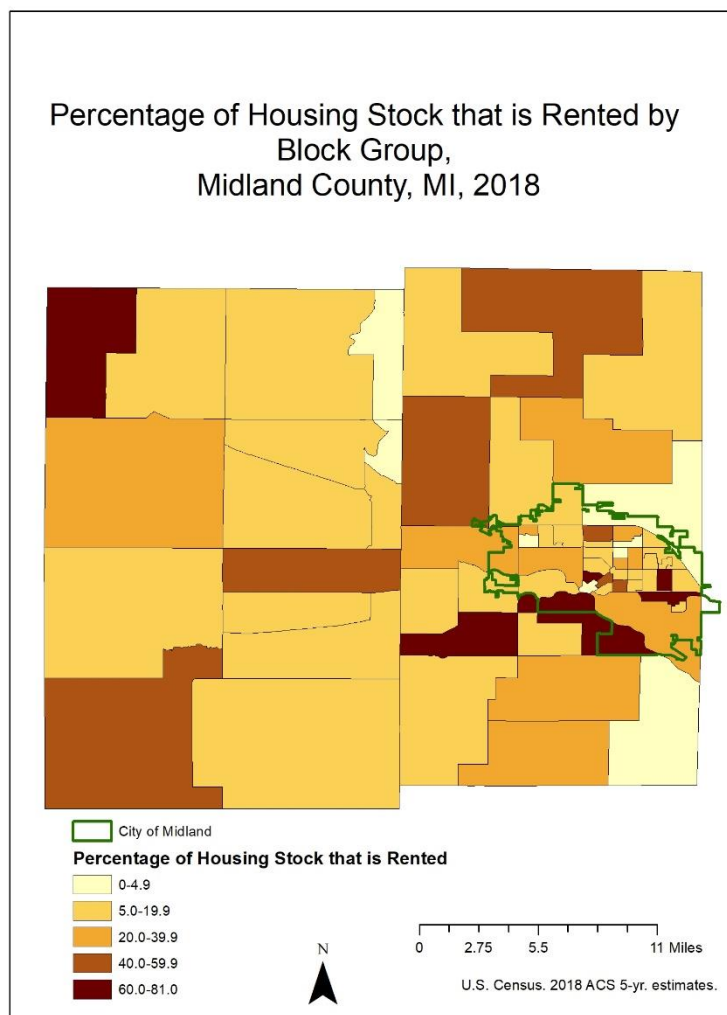


Percentage of Housing Units that are Rentals:

Rentals comprise at least sixty percent of the housing stock in five block groups in the southern half of Midland City. A high percentage of rental housing stock is also found in the Northwestern corner of the county. Conversely, low percentages of rental housing stock are found at the city-suburban interface in the eastern part of the county. One block group each in Edenville and Jerome Townships has low percentage of rental stock (below 5.0 percent). There is no spatial pattern to the percentage of housing stock that are rentals in the 5.0 percent to 59.9 percent categories. Four tracts in the county have a relatively high percentage of rentals and this may be a result of overbuilding (owner-occupied and apartments) as well as the impact of

foreclosures from the Great Recession¹³⁹. In general, African Americans, Hispanics, and Asians/Asian Americans are more concentrated in block groups in the southern half of Midland City and likely reside in rental properties (from Chapter 1). This is discussed in greater detail below.

Figure 4.



Single-Family Detached Housing:

¹³⁹ Lucy, William. *Foreclosing the Dream: How America's Housing Crisis is Reshaping Our Cities and Suburbs*. New York: Routledge, 2017.

The City of Midland has a wide range of housing options as indicated by the different percentages of housing that is single-family detached. According to Midland City Planning Department, 24.7 percent of the city's acreage consisted of single-family detached housing in 2016¹⁴⁰. This type of housing is mostly owner-occupied but may include some rentals. Conversely, condominiums/townhomes are not single-family detached and could be owned or rented. Given Midland City's current land use with heavy industry located in the south, it is not surprising that single-family detached dwellings are not well represented in the south. Conversely, block groups in the central city are the only ones with less than 50.0 percent of the housing units that are single-family detached. One may assume that these are block groups with high percentages of apartments, condominiums, or duplexes. We have noted that median housing values are low, housing is older, a greater percentage of the housing stock consists of rentals, and single-family detached units are low in block groups in the central and southern parts of Midland City. These block groups also have high percentages of minorities. As previously stated, the deficit of affordable rental units¹⁴¹ has caused overcrowding in some rental units and the likely forced acceptance of units with substandard living conditions for many individuals regardless of race/ethnicity.

While single-family detached housing may dominate Midland's landscape, new housing scenarios are being pursued. This is largely because demand for single-family detached units among baby-boomer retirees has declined¹⁴². A seven-year projection on type of housing demand by Michigan State Housing Development Authority found that the market would only support 6,447 new single-detached units (an increase of 23% over the 2016 number by 2023)¹⁴³. Conversely, townhouses referred to as live-work (largely in Midland City) consisted of 1,231 units in 2016 but have a projected demand of 2,154 by 2023 (a 75% increase in demand). Apartments/condominiums demand was even greater; projected to increase by 163.3 percent between 2018 and 2023.

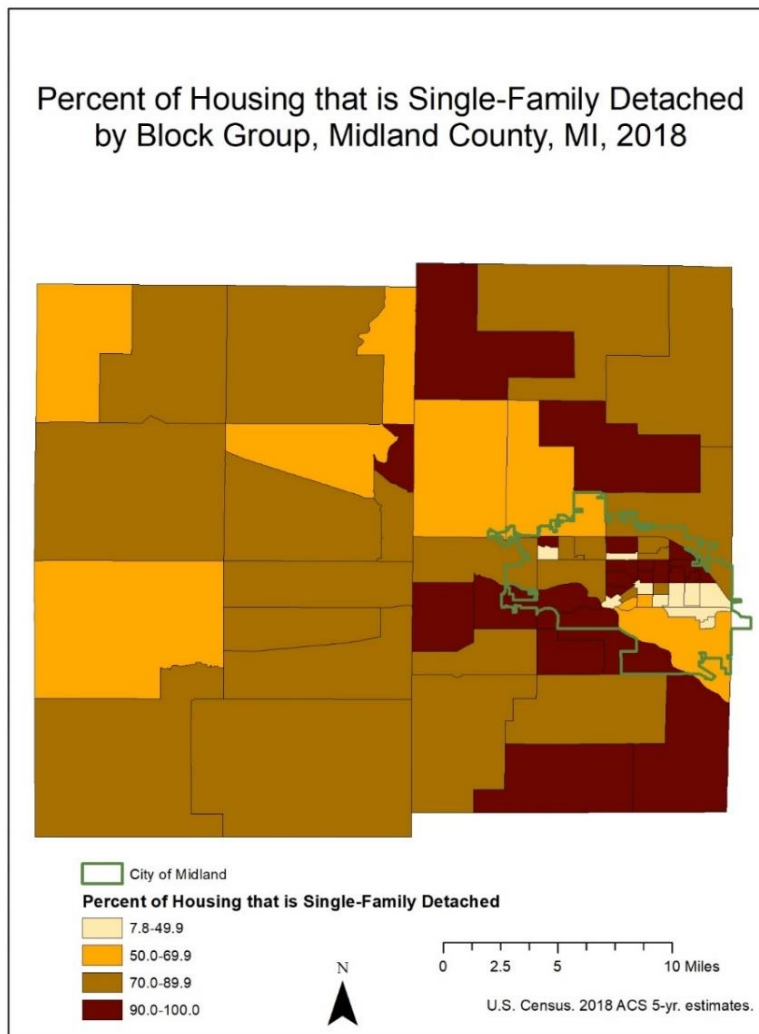
Figure 4.

¹⁴⁰ Midland City Master Plan. 2016. <https://mi-midland.civicplus.com/468/Master-Plan>

¹⁴¹ Ibid.

¹⁴² Kline, Brian. "Downsizing Homes but Upscaling Experiences". Realty Biz News, 2020. <https://realtybiznews.com/baby-boomers-downsizing-homes-but-upscaling-experiences-2/98759584/>

¹⁴³ Michigan State Housing Authority. *TMA Summary Exhibits: Midland County Michigan*, 2016.



Vacant Housing:

The percentage of housing stock that was vacant in 2018 shows no distinct spatial pattern within Midland County. The northern half of Midland City shows block groups with less than 5.0 percent vacancy. This corresponds with higher median housing values and indicates that this housing stock is in good condition. For the most part, the suburbs adjacent to Midland City show low levels of vacancy. These block groups also have higher median housing values than block groups further from the city. Several block groups within the city recorded vacancy rates exceeding 10.0 percent in 2018. These block groups also had lower median housing values suggesting that these properties were in disrepair. Since 2000, some older, owner-occupied housing has been converted to rentals and has resulted in less upkeep of the properties¹⁴⁴. Seven

¹⁴⁴ Ibid.

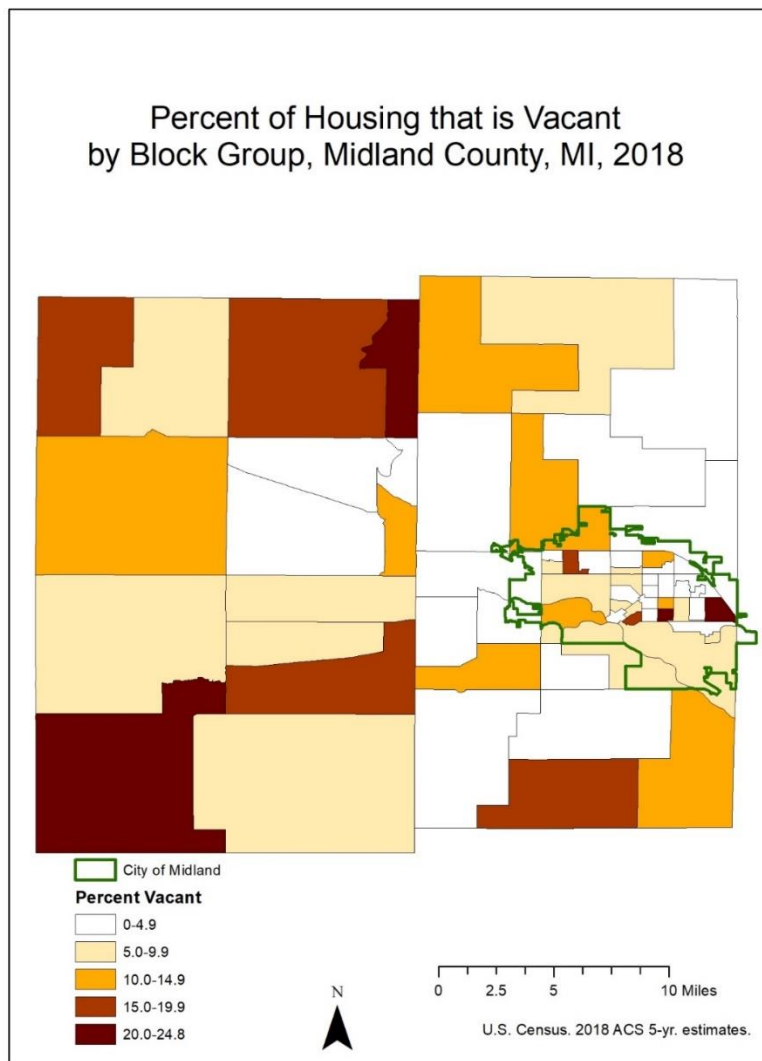
of fifteen block groups in the western half of the county had vacancy rates exceeding 10.0 percent. In general, these block groups had median housing values below that of the eastern part of the county.

The Midland County Housing Affordability Analysis found that overbuilding in Midland County after 1970 resulted in a surplus of housing. However, this was not the case for rental units which aside from high price rentals was insufficient to meet demand¹⁴⁵. In Midland City, this mismatch between affordable rental units and poorer households is likely causing those with limited financial resources to reside in substandard units or to increase household size to pay for the rent. Units that would be vacant in the city are now occupied. Conversely, excess owner-occupied housing added in the suburbs between 2000 and 2015 led to higher rates of vacancy due to lack of demand. A 2018 report from Midland City showed that housing problems (defined as lack of complete kitchen; lack of adequate plumbing; overcrowding, and cost burden which is defined as paying more than thirty percent of household income for housing) was *not* disproportionately borne by certain racial/ethnic groups¹⁴⁶. This may be the case for rentals, but it seems unlikely in the case of owner-occupied housing. Given the low median household income of African Americans (\$24,539) in 2018, it is likely that African American households would only be able to purchase housing in a few block groups. These block groups are overwhelmingly located in poorer areas of the city.

¹⁴⁵ Ibid.

¹⁹ Midland County Housing Affordability Analysis. 2018.

Figure 5.



Owner-Occupied Housing by Race/Ethnic Group:

The remainder of this section turns to a discussion of differences in housing characteristics by racial/ethnic group.

For most Americans, the single greatest investment in their lives is a house. Homeownership is a form of wealth management. When median household incomes are low and poverty levels high, We Hear You Task Force, Midland County Diversity, Equity, Inclusion Community Assessment Report, pg. 60.

certain groups of people can effectively be excluded from participating in homeownership. The non-Hispanic white population in Midland County had the highest rates of owner-occupied housing (77.1 percent) in 2018. Several reasons likely explain this relationship. Non-Hispanic whites have greater economic resources for purchasing houses and are on average older than their counterparts in other racial/ethnic groups giving them more time to form families, settle down, and invest in housing. The rate of homeownership among non-Hispanic whites in Midland County is comparable to Michigan's non-Hispanic white homeownership rates (not shown).

Homeownership rates for African Americans in Midland County was only 26.2 percent in 2018. Compare that with an African American homeownership rate in Michigan of 41.6 percent (not shown). Some of this discrepancy is likely the result of relatively high numbers of African Americans in Midland County residing in university housing¹⁴⁷ which would reduce homeownership rates. However, the vast difference in homeownership rates between African Americans and non-Hispanic whites cannot be attributed solely to age of householders. Even when prospective homebuyers are paired in terms of their income and wealth resources, non-whites are less likely to secure loans from banks than their white counterparts¹⁴⁸. Also, minorities are more likely to be pressured into high-rate loans and steered into certain neighborhoods¹⁴⁹. The Fair Housing Plan 2020 conducted by the City of Midland found that no Fair Housing Complaints had been lodged with the Secretary of State from 2005-17 nor were any suits regarding racial discrimination filed between 2009-17¹⁵⁰ with the Department of Justice. However, the lack of complaints/suits does not ensure that discrimination has not taken place.

The low rate of owner-occupied housing among the Asian population is likely a result of new arrivals in the community who have yet to commit to continued settlement. The rate of homeownership for Hispanics is somewhat low (56.6 percent) but recall that this group is very young (median age of 27.1). It is likely as this group ages that they will move into owner-occupied housing.

The high rate of homeownership for Native Americans is likely the result of NAHASDA (Native American Housing Assistance and Self Determination Act) under Housing and Urban Development which has two programs to help Native Americans secure affordable owner-occupied housing. The Indian Housing Block Grant focuses on affordable housing while the

¹⁴⁷ Communication with Midland Business Alliance indicated that Northwood University had a residential population of about 1500. The 2010 Census indicated a large number of African American students in the 18 to 30 age range (data not disaggregated by race for 2018).

¹⁴⁸ Desilver, Drew and Kristen Bialik. 2017. Blacks and Hispanics Face Extra Challenges in Getting Home Loans. Pew Research Center.
<https://www.pewresearch.org/fact-tank/2017/01/10/Blacks-and-hispanics-face-extra-challenges-in-getting-home-loans/>

¹⁴⁹ Steil, Justin P., Len Albright, Jacob S. Rugh, Douglas S. Massey. 2018. The Social Structure of Mortgage Discrimination. *Housing Studies*. 33(5): 759-776. See also Keeanga-Yamahtta Taylor's *Race for Profit: How Banks and the Real Estate Industry Undermined Black Homeownership*, Chapel Hill: The University of North Carolina Press, 2019.

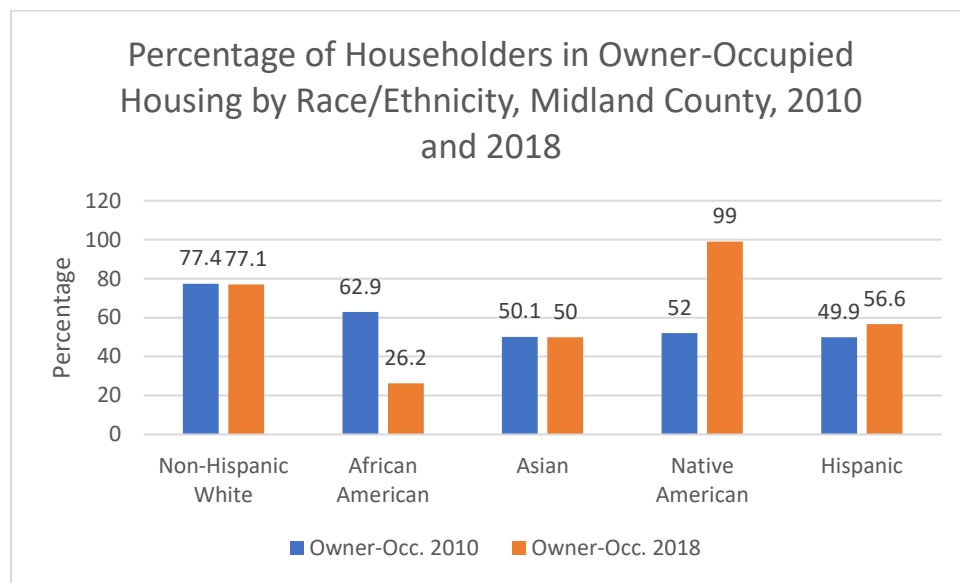
¹⁵⁰ City of Midland. Planning & Development. 2018. Fair Housing Plan 2020 & Analysis of Impediments.
<https://cityofmidlandmi.gov/DocumentCenter/View/12132/Fair-Housing-Plan-2015-2020?bidId=>

We Hear You Task Force, Midland County Diversity, Equity, Inclusion Community Assessment Report, pg. 61.

Title VI Loan Guarantee guarantees financing for private market housing loans¹⁵¹. Also, the median household income of Native Americans (\$42,000) in 2018 would permit homeownership in moderately priced houses.

Comparing rates of owner-occupied housing in 2018 with that of 2010 suggests that African Americans had not recovered from the housing foreclosure crisis that began in 2008 and continue to experience challenges to homeownership. In 2010, 62.9 percent of African American householders were in owner-occupied housing. The Great Recession of 2008 and the massive foreclosure crisis was not borne equitably by all racial/ethnic groups in the U.S.¹⁵² Regardless of loss during the foreclosure crisis, non-Hispanic white, Hispanic and Asian homeowners had recovered their percentages of householders in owner-occupied housing by 2018. According to the Midland Housing Analysis (2018) four census tracts (2901, 2902, 2906, and 2908), located in the eastern half of the City of Midland, experienced at least a 10.0 percent loss of homeownership between 2000 and 2015¹⁵³. These census tracts housed some of the highest percentages of African Americans in Midland County.

Figure 6.



Source: U.S. Census. 2018- 5 yr. estimates. Table B25003.

Percentage of Population Living Alone by Race/Ethnicity:

The purchasing/maintenance of owner-occupied housing or the rental of an appropriate unit often requires or is facilitated by having two wage earners. Figure 7 displays the percentage of householders living alone by race/ethnicity. While these individuals are not responsible for support of dependents in the household, neither do they have the help of an additional income

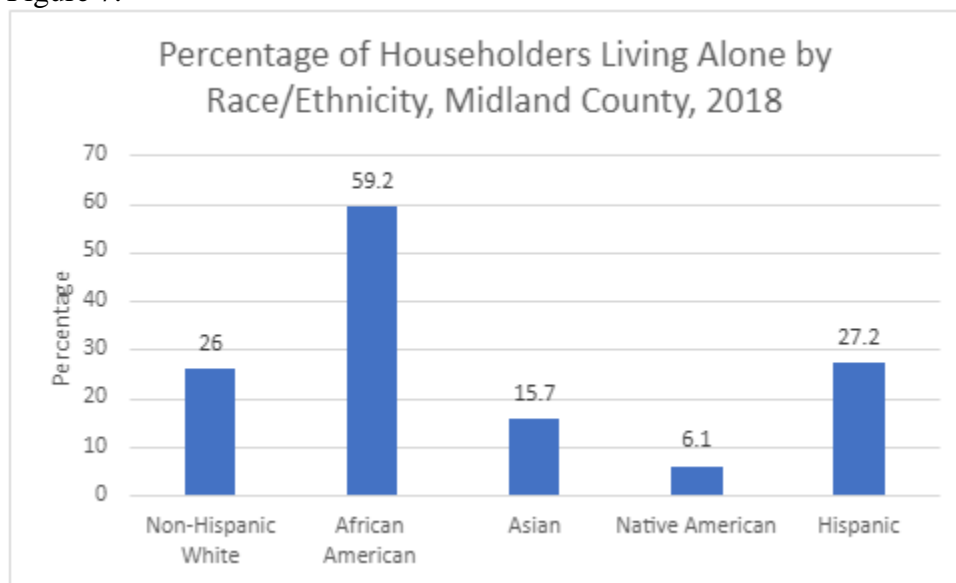
¹⁵¹ HUD. NAHASDA. https://www.hud.gov/program_offices/public_indian_housing/ih/codetalk/nahasda

¹⁵² Wolff, Edward. 2018. The Decline of African-American and Hispanic Wealth Since the Great Recession. <https://voxeu.org/article/decline-african-american-and-hispanic-wealth-great-recession>

¹⁵³ Midland County Housing Affordability Analysis. 2018.

earner. Almost sixty percent of African American householders resided alone in 2018. A major question arises concerning the African American population. Recall from Chapter 1 that the African American population had an age-sex structure that is not conducive to the typical family patterns (married couple-children). The median age of the African American male population in Midland is under age 30 while the median age for the African American female population is over 40.

Figure 7.



Source: U.S. Census. 2018. 5-yr. estimates. Table B11001.

Residential Mobility:

Residential mobility in a neighborhood is determined by a resident's stage in the life cycle (age), family status, economic circumstances, and homeownership status¹⁵⁴. Neighborhoods in which residential mobility is low (not a lot of people moving in or out of the neighborhood) tend to have residents that are more concerned about the social and economic well-being of their neighborhood. These tend to be higher-income neighborhoods and/or those with a higher percentage of owner-occupied housing¹⁵⁵. Residents in lower income neighborhoods tend to consist of younger families, the elderly, and are more likely to be renters¹⁵⁶. Place attachment tends to be less in poor neighborhoods experiencing high turnover-rates (residential mobility) and crime is often higher in these types of neighborhoods¹⁵⁷. Figure 8 displays the percentage of

¹⁵⁴ Long, Larry. 1988. *Migration and Residential Mobility in the United States*. Russell Sage Foundation: New York.

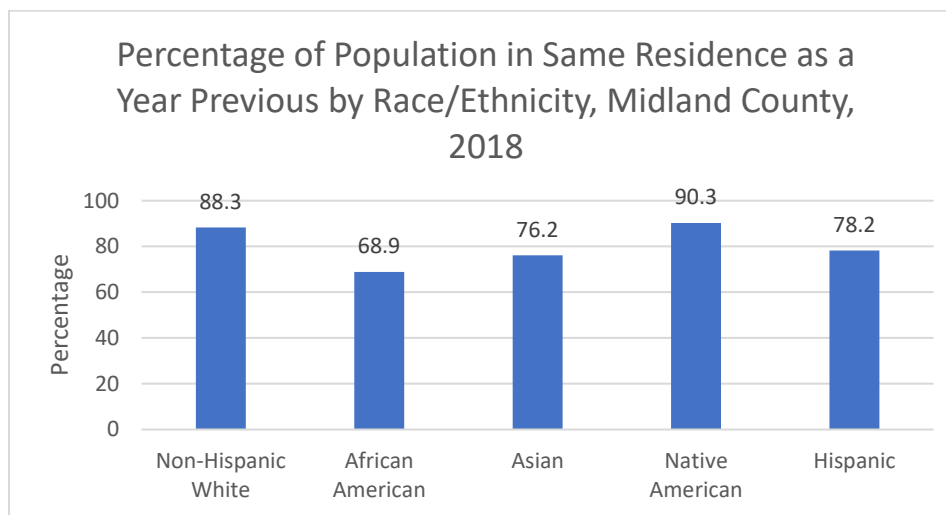
¹⁵⁵ Ibid.

¹⁵⁶ Coulton, Claudia, Brett Theodos, and Margery A. Turner. 2012. Residential Mobility and Neighborhood Change: Real Neighborhoods Under the Microscope. *Cityscape: A Journal of Policy Development and Research*. 14(3): 55-89.

¹⁵⁷ Sharp, Gregory and Cody Warner. 2018. Neighborhood Structure, Community Social Organization, and Residential Mobility. *Socius*. 4:1-14.

population by racial/ethnic group that remained in the same residence as the prior year. Fully 88.3 percent of non-Hispanic whites were in the same residence in 2018 as a year earlier. The older median age of non-Hispanic whites and the high percentage of this group in owner-occupied housing is reflective of lower levels of movement. Native Americans had ninety percent of their residents in the same residence as the previous year and this is likely a result of high owner-occupied housing rates and higher median ages of Native Americans which indicates a more settled population. The discrepancy between residential mobility for Hispanics and non-Hispanic whites is likely a result of the younger median age of Hispanics and likely indicates that many Hispanics are still settling into work and family life. A large percentage of Asians are immigrants as well as renters and this likely explains why this group has a lower percentage of population residing in the same residence as the previous year. For the African American population, low median household incomes, high poverty rates, and high percentage of population in rental units probably explains the lower residential stability.

Figure 8.



Source: U.S. Census. 2018- 5 yr. estimates. Table B07004.

We Hear You Survey Responses

The *We Hear You* Community survey asked several questions related to housing. These questions asked respondents if they owned or rented their residence and surveyed perceptions of housing affordability and availability. The survey also included numerous written comments which suggested several trends in the perception of housing in Midland County. Many respondents commented on the lack of low-income housing and high cost. There were 111 comments concerning housing affordability and availability (question 24). Approximately 55% of comments (61/111) noted limited availability of affordable housing and/or high cost of ownership or rental.

Question 12 Are you currently residing in a dwelling that is owned or rented? (1,753 answered; 429 skipped)

	Owned	Rented	Other
Total (N= 1,753)	86.25%	12.21	1.54%
Non-Hispanic White (N= 1,453)	88.8%	9.9%	1.3%
African American (N= 115)	73%	25.22%	1.74%
Asian/Asian American (N= 43)	69.8%	25.6%	4.65
Native American (N= 10)	90%	0%	10%
Multi-Race (N= 71)	69%	31%	0%
Another Race (N= 15)	93.3%	6.7%	0%
Hispanic (N= 80)	71.25%	25%	3.75%
Middle Eastern or North African (N= 25)	72%	24%	4%

¹⁵⁸ Total answered will sum to more than 1,753 because Hispanics and Middle Eastern or North African are able to select a racial category as well as an ethnic category. Total number for racial categories (all categories excluding Hispanic and Middle Eastern or North African) will be less as not all survey takers indicated race/ethnicity.

86.25% of total respondents owned their residence while 12.21% rented. Non-Hispanic white, Native Americans, and respondents identifying as Another Race each had homeownership rates exceeding 80.0 percent. African American, Asian American, Hispanic, Middle Eastern or North African, and Multi-Race respondents had homeownership rates below 75.0 percent. When asked about housing affordability, 46% of total respondents identified housing affordability as good and 14% identifying housing affordability as excellent. 25.5% of total respondents identified housing affordability as mediocre while roughly 14% identified housing affordability as poor/very poor. Disaggregated survey results from this question by race and ethnicity are presented in the table below. At least 60.0 percent of non-Hispanic white, African American, Middle Eastern or North African, and Asian respondents rated housing affordability in Midland as excellent or good compared to less than 50.0 percent of Native American, Hispanic, and respondents identifying as Another Race.

Question 24 How would you rate housing affordability in Midland (1,629 answered, 553 skipped).

	Excellent	Good	Mediocre	Poor	Very Poor
Total (N= 1,629)	14%	46.1%	25.48%	9.8%	4.54%
Non-Hispanic White (N= 1,350)	13.3%	47%	25.5%	9.85%	4.3%

African American (N= 103)	22.3%	39%	24.3%	9.7%	4.85%
Asian/Asian American (N= 44)	22.73%	50%	20.45%	4.55%	2.27%
Native American (N= 9)	0%	33.3%	44.4%	22.2%	0%
Multi-Race (N= 67)	13.4%	41.8%	22.4%	13.4%	8.9%
Another Race (N= 12)	16.67%	16.67%	41.67%	8.3%	16.67%
Hispanic (N= 71)	11.3%	38%	33.8%	11.3%	5.6%
Middle Eastern or North African (N= 21)	19%	42.86%	23.81%	4.76%	9.52%

¹⁵⁹ Total will sum to more than 1,629 because Hispanic and Middle Eastern or North African respondents are able to select both racial and ethnic category.

There were 111 written comments for question 24. Many of these comments specifically discussed concerns with high taxes, availability or lack/limited low-income housing, safety, housing quality, high cost/expensive rental housing, general/nonspecific high cost of housing. The following table estimates the number of these written comments. 60 of the 111 written comments or 54% noted concern with availability or lack/limited low-cost housing and the high cost of rental housing. With the 14 additional comments about the general high cost of housing, 74 of the 111 comments or almost 67% expressed concerns with low-income/low-cost housing availability and affordability.

Concern	Number of comments
Availability or lack/limited low-cost housing	31
High taxes	9
Safety	1
Housing quality	6
High cost/expensive rental housing	29
General/nonspecific high cost of housing	14

* Note - numbers are approximated from written comments and some survey comments are open to interpretation.

Question 25 “If I move from my current residence, I am confident I can rent or purchase housing in Midland that I desire and can afford.” (1,644 answered, 538 skipped)

	Yes	Mostly	Somewhat	No	Not Sure
Total (N= 1,644)	45%	19%	17.34%	15.63%	3%
Non-Hispanic White (N= 1,361)	46%	18.6%	17.5%	15%	2.5%
African American (N= 106)	44.3%	15.1%	18%	19%	4%
Asian/Asian American (N= 44)	47.73%	31.8%	11.36%	4.55%	4.55%
Native American (N= 9)	0%	33.3%	33.3%	11.1%	22.2%
Multi-Race (N= 67)	31.3%	14.9%	22.4%	23.9%	7.46%
Another Race (N= 13)	38.46%	15.4%	7.7%	30.7%	7.7%
Hispanic (N= 71)	31.5%	17.8%	17.8%	24.6%	8.2%
Middle Eastern or North African (N= 22)	36.36%	4.55%	22.73%	27.27%	9.09%

¹⁶⁰Total will sum to more than 1,644 because Hispanic and Middle Eastern or North African respondents are able to select both racial and ethnic category.

64% of total respondents were confident or mostly confident they can rent or purchase housing in Midland they desire and can afford while approximately 33% were somewhat or not confident. Asian/Asian Americans respondents (79.53 percent) were most confident about acquiring affordable housing if they moved. Given the high educational attainment and median household incomes¹⁶¹ of Asians in Midland County, this is not surprising. Only 33.3 percent of Native American respondents indicated confidence in acquiring affordable housing if they moved. This lack of confidence is most likely due to the relatively low educational levels, low incomes, and high unemployment rates of Native Americans in Midland County¹⁶². Approximately 41 out of 62 (66%) written comments reflected concerns over ability to rent or purchase housing if respondent moves from their current residence.

¹⁶¹ U.S. Census. 2018. 5-yr. Estimates. Tables B19013B, C15002 and C230002.

¹⁶² Ibid.

Question 28: Consider your household income and your rent/mortgage for the month. Would you say that you spent more than 30 percent of your gross income on housing? (1,640 answered, 542 skipped)

	Yes	No	Not Sure
Total	20.43%	71.95%	7.62%
Non-Hispanic White (N= 1,358)	19.15%	74.01%	6.85%
African American (N= 105)	27.62%	60.95%	11.43%
Asian/Asian American (N= 44)	2.27%	86.36%	11.36%
Native American (N= 9)	33.33%	55.56%	11.11%
Multiple Race (N= 66)	34.85%	56.06%	9.91%
Another Race (N= 13)	30.77%	53.85%	15.38%
Hispanic (N= 73)	24.66%	61.64%	13.70%
Middle Eastern or North African (N= 22)	36.36%	54.55%	9.09%

About 20.0 percent of respondents indicated that they spent more than 30 percent of their gross income on housing. The U.S. Census Bureau considers households spending more than 30 percent of gross income on mortgage/rent as being economically vulnerable¹⁶³

Question 43: Racial/ethnic minorities experience housing inequality within Midland.¹⁶⁴ (1,493 answered, 689 skipped)

	Housing Inequality (Perception of Total respondents-no disaggregation by racial/ethnic group)	Housing Inequality (Perception of racial/ethnic minority respondents as to whether their racial/ethnic group experiences housing inequality)
African Americans	41.44%	48.78%
Hispanics	38.55%	40.90%
Asian Americans	18.5%	17.40%
Native Americans	32.62%	0%

¹⁶³ Schwartz, Mary and Wilson, Ellen. (n.d.). Who Can Afford to Live in a Home? A Look at Data from the 2006 American Community Survey. U.S. Census.

¹⁶⁴ Middle Eastern and North African was not an option for this survey question.

Of the total responses, 41.44% responded that African Americans experience housing inequality in Midland. 38.55% of total respondents identified that Hispanics experience housing inequality in Midland. 18.5% of total respondents noted Asian Americans experience housing inequality in Midland, and 32.62% of total survey respondents identified Native Americans experience housing inequality in Midland.

For African American respondents (N= 83), 48.78% noted African Americans experience housing inequality in Midland, 45.45% noted Hispanics experience housing inequality, 22% noted Asian Americans experience housing inequality, and 40.74% noted Native American experience housing inequality.

For Hispanic respondents (N= 45), 58.14% identified African Americans experience housing inequality, 40.9% noted Hispanics experience housing inequality, 31.6% noted Asian Americans experience housing inequality, and almost 60% noted Native Americans experience housing inequality.

40% of Asian American survey respondents (N= 26) noted African Americans experience housing inequality, 47% stated Hispanics experience housing inequality, 17.4% noted Asian American experience housing inequality, and 50% of respondents stated Native Americans experience housing inequality.

For Native American respondents (N= 7), 14.3% stated African American experience housing inequality, 14.3% noted Hispanics experience housing inequality, 0% stated Asian Americans experience housing inequality, and 0% stated Native Americans experience housing inequality in Midland.

As question 24 indicates, there is a community perception of lack/limited availability of housing especially for lower income residents and concern with high cost of housing.

Concluding Comments:

Not surprisingly, the City of Midland contained the oldest housing and the lowest percentage of single-family detached units. This is common in U.S. cities where dense housing was built prior to the 1950s and then newer, larger housing was built with suburbanization. The prevalence of higher median housing values in the city must be viewed with caution. Gentrification has revitalized central cities and it has also displaced lower-income populations¹⁶⁵. At the same time as revitalization efforts have occurred in some parts of cities, other parts have been left to deteriorate. In many cities in the U.S., central cities have become economically and racially/ethnically segregated and rival the levels of segregation once seen in the city/suburb dichotomy¹⁶⁶. *We Hear You* survey data also strongly indicates a community perception of

¹⁶⁵Richardson, Jason; Bruce Mitchell and Juan Franco. 2019. *Shifting Neighborhoods: Gentrification and Cultural Displacement in American Cities*.

<https://ncrc.org/gentrification/>

¹⁶⁶ Mallach, Alan. *The Divided City: Poverty and Prosperity in Urban America*. Washington, D.C.: Island Press, 2018.

limited availability of housing especially for lower income residents and concern with high cost of housing.

The low homeownership rate of African Americans in 2018 in comparison to their counterparts needs further examination. African American homeownership rates were half that of Asians and Hispanics and one-third that of non-Hispanic whites; and what is worse is that homeownership rates of African Americans declined substantially between 2010 and 2018. Almost two-thirds of African American head of households were in owner-occupied housing in 2010. Homeownership can be considered the hallmark of middle -class status. It appears that Midland County's middle-class African American population suffered a major setback during the economic recession of 2008 and a decade later has not recovered.

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CHAPTER 3

THE ECONOMIC CHARACTERISTICS OF MIDLAND COUNTY BY RACE/ETHNICITY

The following chapter examines the economic characteristics of racial/ethnic groups in Midland County. Where appropriate, economic benchmarks from other counties, the state of Michigan, and the U.S. will be used.

Two of the most important indicators of a household's economic resources are median household income and the percentage of population residing in poverty. These two measures of economic well-being will be examined for the racial/ethnic groups in Midland County. Each racial/ethnic group will then be compared to their counterparts in Bay and Saginaw Counties (the two other counties in the MSB Metropolitan Statistical Area) as well as Michigan. This chapter will conclude with related data from the *We Hear You* community survey.

Terms used in this chapter:

Median Household Income: The sum of income for all individuals in the household aged fifteen and over. Individuals need not be related. The median indicates that one-half of households are above the income level and one-half are below that level.

Poverty: Refers to the percentage of population below the Federal Poverty Level. The Federal Poverty Level is determined by number of individuals in the household. If the income level for the household falls below the FPL all members are considered below the poverty level.

FPL-Federal Poverty Line

ALICE- Asset Limited, Income Constrained, Employed

Median Household Income:

Midland County's Asian/Asian American population had the highest median household income (\$104,653) of all groups in 2018. This may be explained in part by the high educational attainment of Asian/Asian Americans and the large number of high technology jobs found in corporations such as Dow and Dupont. The non-Hispanic white population had the next highest median household income of approximately \$60,000; substantially below that of the Asian/Asian American population. Recall that the non-Hispanic white population is an older population and that many of these individuals may be retired; thus, reducing their income. Hispanic median household income in 2018 was comparable to that of the non-Hispanic white population. Recall that the Hispanic population in Midland County was mostly native-born and were less likely to

be in agriculture and service occupations than foreign-born Hispanics¹⁶⁷. The younger age of the Hispanic population also ensures that a greater percentage of that population was in the labor force. Additionally, Hispanic household size in the U.S. in general is larger than their non-Hispanic white counterparts, providing a better possibility for more wage-earners¹⁶⁸. Native American median household income was only two-thirds that of the non-Hispanic white population while African American median household income was a little over one-third that of non-Hispanic whites. Given this difference in median household incomes, the Native American and African American populations in Midland County are at a disadvantage economically in comparison to the other three groups.

In 2018, Asian/Asian Americans in Midland County had higher median household incomes than their Asian/Asian American counterparts in the rest of Michigan. Midland's need for a highly educated population to fill scientific, academic and health care needs likely explains the higher median household incomes for Asian/Asian Americans. The proximity of Bay County to Midland County may explain the comparable median household incomes between Asian/Asian Americans in these two counties, as some Bay County Asian/Asian American residents may commute to Midland County for employment opportunities. Note that the non-Hispanic white population in Midland County had a 2018 median household income that was comparable to their non-Hispanic white counterparts in Michigan but slightly higher than their counterparts in Bay and Saginaw Counties. Again, we may assume that some of the non-Hispanic white population is employed in highly skilled occupations in science, management and healthcare which comprise a greater percentage of the labor force in Midland County than in Bay and Saginaw Counties¹⁶⁹. Hispanics in Midland County had higher median household incomes than their counterparts in Michigan, Bay and Saginaw Counties. This is not surprising in that Midland County has more native-born Hispanics than other places in Michigan¹⁷⁰. Native-born Hispanics are more likely to have higher educational levels and less likely to work in service occupations or agriculture¹⁷¹. Native Americans in Midland County had 2018 median household incomes that were comparable to Michigan, but much below that of Bay County. For the African American population, median household income does not only trail that of the other racial/ethnic groups in Midland County, but Midland County African Americans are disadvantaged in comparison to African Americans in Michigan as well as their counterparts in neighboring counties of Bay and Saginaw.

Figure 1.

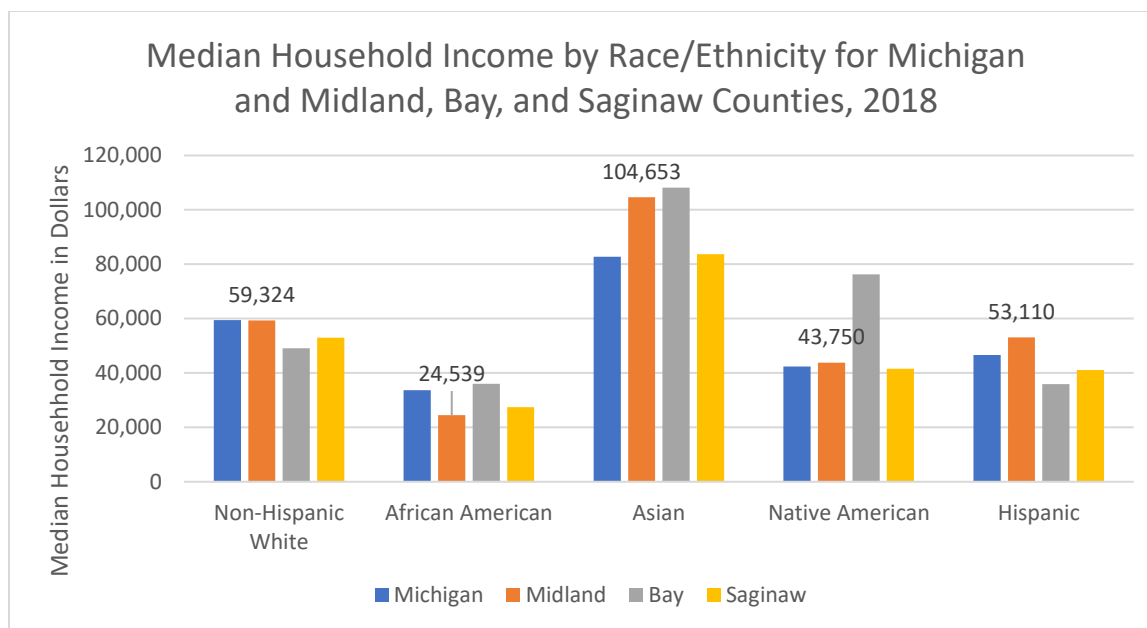
¹⁶⁷ Noe-Bustamante, Luis and Antonio Flores. 2019. Facts on Latinos in the U.S.
<https://www.pewresearch.org/hispanic/fact-sheet/latinos-in-the-u-s-fact-sheet/>

¹⁶⁸ According to U.S. Census, average household size in 2016 for U.S. non-Hispanic whites was 2.50 versus 3.25 for Hispanics. For household members over 18, these averages were 1.90 for non-Hispanic whites and 2.25 for Hispanics. America's Families and Living Arrangements: 2016.

¹⁶⁹ U.S. Census.

¹⁷⁰ U.S. Census. 2018 5-yr. estimates. Table B06004.

¹⁷¹ Noe-Bustamante, Luis and Antonio Flores. 2019. Facts on Latinos in the U.S.
<https://www.pewresearch.org/hispanic/fact-sheet/latinos-in-the-u-s-fact-sheet/>



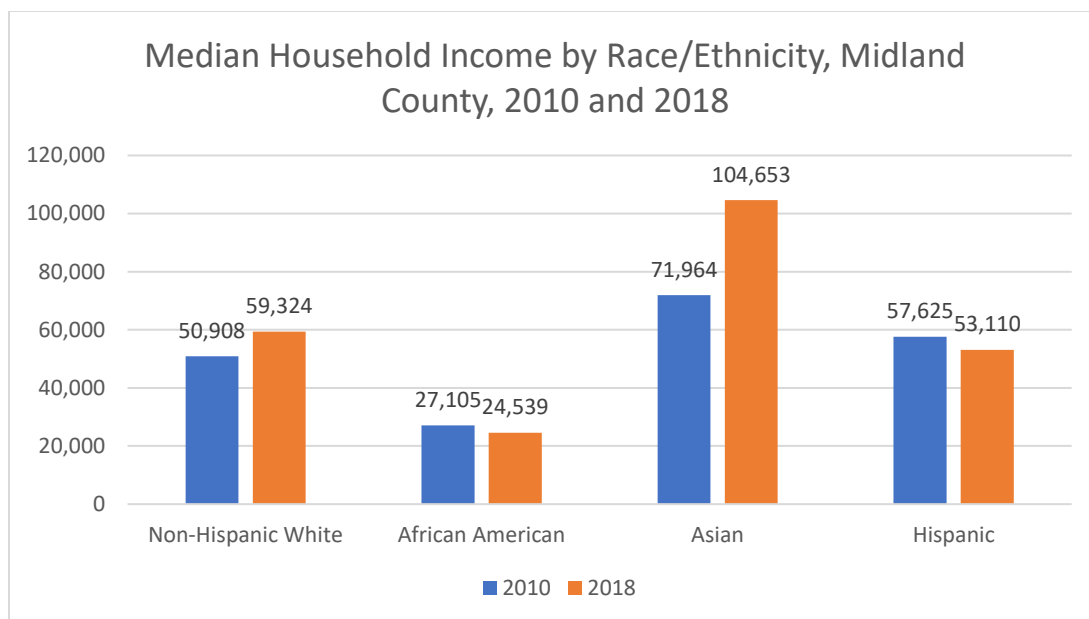
Source: U.S. Census. 2018- 5 yr. estimates. Table B19013.

How have the economic circumstances of Midland’s racial/ethnic groups changed over the past decade? Figure 2 displays median household income by race/ethnicity¹⁷² for 2010 and 2018 for Midland County. Note that the African American and Hispanic population had lower median household incomes in 2018 than in 2010 (10.5 and 7.8 percent lower; respectively). Conversely, Asian/Asian American median household income growth was 45.2 percent over the eight years while non-Hispanic white median household income increased by 16.5 percent. These results are not surprising. The Great Recession and its immediate aftermath adversely affected those with lower educational attainment and lower skills, and added, enhanced, and multiplied additional challenges that disproportionately impacted African Americans and Hispanics than their Asian/Asian American and non-Hispanic white counterparts¹⁷³.

Figure 2.

¹⁷² The U.S. Census ACS data for 2010 did not record median household income for Native Americans.

¹⁷³ U.S. Bureau of Labor Statistics. 2018. Great Recession, Great Recovery? Trends from the Current Population Survey. <https://www.bls.gov/opub/mlr/2018/article/great-recession-great-recovery.htm>



Source: U.S. Census. ACS Estimates for 2010 and 2018. Tables B19013¹⁷⁴.

Poverty:

The census determines poverty according to the number of people in a household and the minimum income needed for food, clothing, shelter, and transportation to support those individuals for a year. How does the percentage of population residing in poverty by race/ethnicity compare to Michigan and Bay and Saginaw Counties (See Figure 3A)? Midland County's African Americans were more likely to live in poverty in 2018 than their African American counterparts in Michigan but less likely to live in poverty than African Americans in Bay and Saginaw Counties. Native Americans in Midland County were much more likely to live in poverty than their counterparts in Michigan and Bay and Saginaw Counties. In fact, the percentage of Native Americans living in poverty in Midland County was almost twice that of Michigan. Conversely, Asian/Asian Americans, Hispanics, and non-Hispanic whites were less likely to live in poverty in Midland County than their counterparts in Michigan and Bay and Saginaw Counties. The dominance of high-tech employment in Midland County likely explains why these three groups were less likely to reside in poverty. Asian/Asian Americans, Hispanics, and non-Hispanic whites were also more likely to have higher educational levels than African Americans and Native Americans in Midland County (to be discussed under education).

10.1 percent of the non-Hispanic households in Midland County resided in poverty in 2018. For Asian/Asian Americans, the percentage in poverty was only 4.1 percent. Given the educational levels of the Asian/Asian American population, this is not surprising. The percentage of households in poverty for Hispanics was double that of the non-Hispanic white population (21.4 percent). This discrepancy between the two can be explained by lower educational levels, higher

¹⁷⁴ The Census did not record a median household income estimate for Native Americans in Midland County in 2010.

unemployment rates, and a greater percentage of single-parent families for Hispanics than the non-Hispanic white population. The African American and Native American populations in Midland County had high percentages of households residing in poverty in 2018; 35.7 and 42.2 percent, respectively¹⁷⁵. Both African Americans and Native Americans had lower levels of education, higher unemployment rates, and a greater percentage of families headed by a single adult than the other groups.

An examination of poverty levels between 2010 and 2018 reveals no real change for non-Hispanic whites. The percentage of population residing in poverty for Hispanics and Asian/Asian Americans came down slightly between 2010 and 2018. Unfortunately, poverty levels for African Americans and Native Americans increased during this time frame. The Great Recession adversely affected African Americans, Hispanics, and Native Americans to a greater extent than non-Hispanic whites and Asians¹⁷⁶. Even during the recovery from the Great Recession, low-skilled jobs were less likely to rebound. This left those without the educational and training credentials with few opportunities for economic viability or upward mobility¹⁷⁷.

The Federal Poverty Line (FPL) used by the U.S. Census to determine the percentage of households in poverty has been criticized for being too conservative. A new measure known as ALICE (Asset Limited, Income Constrained, Employed) was constructed as a poverty level indicator more indicative of the level of poverty in the U.S. For example, poverty level for a family of four using ALICE methodology was 2.5 times that of the Federal Poverty Level in 2018¹⁷⁸. The FPL was \$25,100 using the traditional U.S. Census benchmark while the ALICE figure was \$66,890. The ALICE methodology not only allots more income for housing, food, transportation, and shelter than the FPL but includes child-care, health care, computer access, savings and taxes in its assessment. For Michigan, 40.0 percent of households were below the ALICE survival line in 2018¹⁷⁹. For African Americans in Michigan, the percentage below the ALICE survival line was 63.0 percent. Furthermore, between 2010 and 2018, the percentage of African American households under the ALICE threshold increased by 11.0 percent while that for white households only increased by 1.0 percent¹⁸⁰.

In 2017, 34.0 percent of households in Midland County were below the ALICE survival line. In Coleman City and Warren Township those percentages were 61.0 and 48.0 percent, respectively¹⁸¹. A 2017 ALICE (using 2015 data) report disaggregated poverty levels using the

¹⁷⁵ U.S. Census. 2018 5-yr. estimates.

¹⁷⁶ U.S. Bureau of Labor Statistics. 2018. Great Recession, Great Recovery? Trends from the Current Population Survey. <https://www.bls.gov/opub/mlr/2018/article/great-recession-great-recovery.htm>

¹⁷⁷ Roussanov, Nikolai. "Why Some Jobs Disappear Forever Following Recessions". Wharton. University of Pennsylvania, 2018. <https://knowledge.wharton.upenn.edu/article/recessions-jobs/>

¹⁷⁸ United for ALICE. ALICE Research Methodology: Overview & Rationale. 2020. [file:///C:/Users/eravuri/Downloads/2020ALICE_Methodology_FINAL%20\(1\).pdf](file:///C:/Users/eravuri/Downloads/2020ALICE_Methodology_FINAL%20(1).pdf)

¹⁷⁹ United Way. ALICE in Michigan: A Financial Hardship Study. 2019. https://static1.squarespace.com/static/52fbd39ce4b060243dd722d8/t/5c902a7e971a186c0a29dff2/1552951937149/H_R19ALICE_Report_MI_Refresh_02.26.19b_Final_Hires+%283%29.pdf

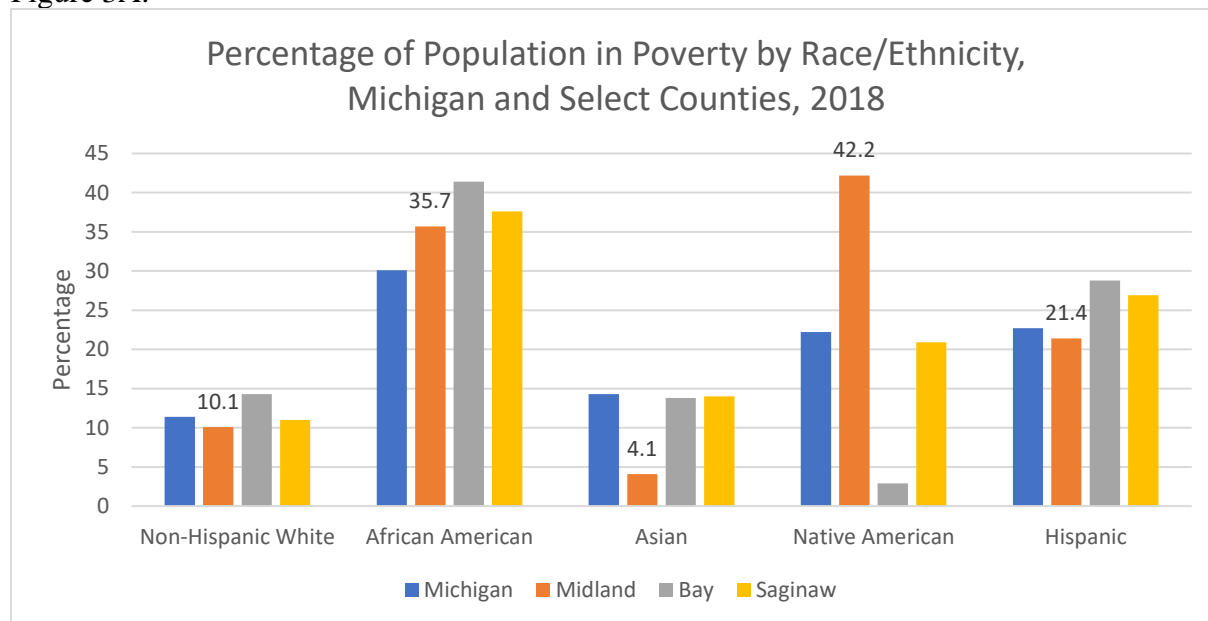
¹⁸⁰ Ibid.

¹⁸¹ Ibid.

ALICE methodology by race/ethnicity for the 83 counties of Michigan. The following were percentages of households by race/ethnicity in Midland County below ALICE survival levels: African Americans, 62 percent; Hispanics, 51 percent; Whites, 35 percent and Asians, 17 percent¹⁸². These are households that struggle daily to make ends meet and likely have income levels that are too high to qualify for government benefits.

Employment projections for Michigan between 2016 and 2026 indicate that jobs that require little education or training will be the ones that are most likely to be replaced by technology¹⁸³. This is likely to have major repercussions on those who already are near or below the poverty line (the FPL or ALICE measures) in the state of Michigan. Going forward, Michigan and Midland County will need to ensure that educational and training opportunities are available to young people of all races/ethnicities as well as workers who have been displaced from jobs due to technological innovations.

Figure 3A.



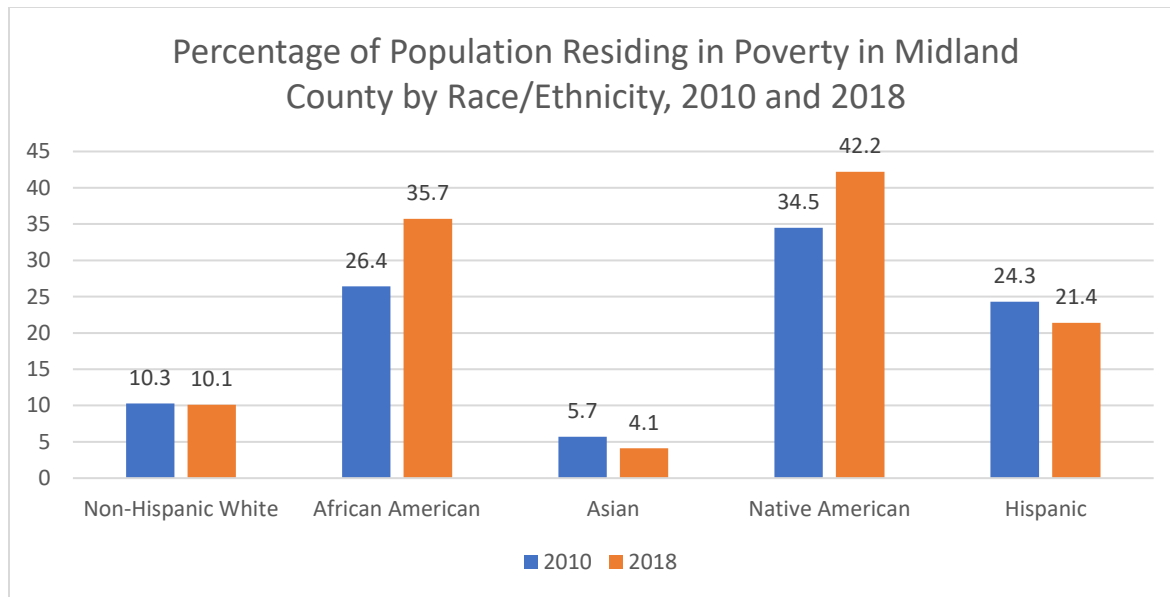
Source: U.S. Census. 2018 5-yr. estimates. Table B17001.

Figure 3B.

¹⁸² Native American data not determined by ALICE.

¹⁸³ United Way. ALICE in Michigan: A Financial Hardship Study. 2019.

https://static1.squarespace.com/static/52fbd39ce4b060243dd722d8/t/5c902a7e971a186c0a29dff2/1552951937149/H+R19ALICE_Report_MI_Refresh_02.26.19b_Final_Hires+%283%29.pdf



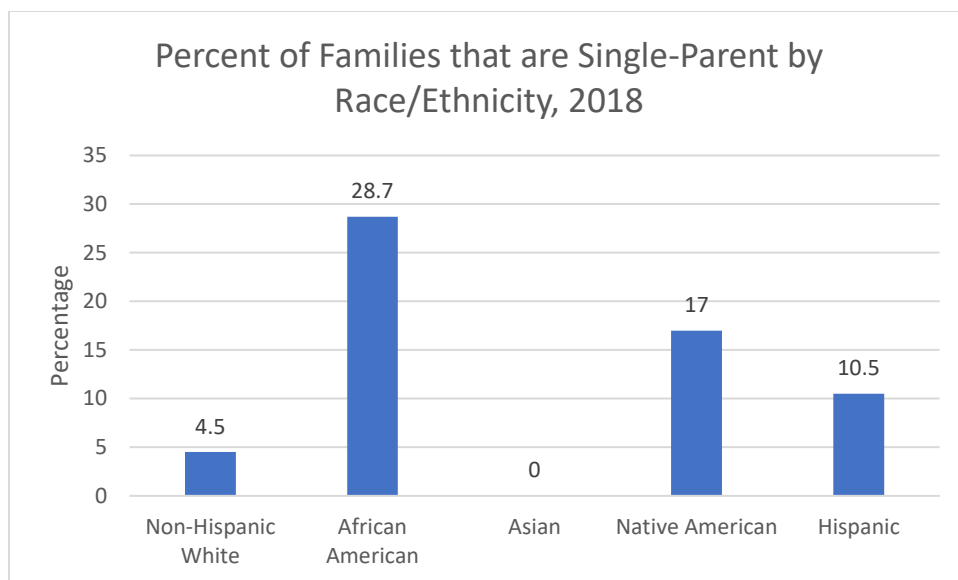
Source: U.S. Census. 2018- 5 yr. estimates. Table B17001.

Single-Parent Families:

An array of social and economic hardships is associated with households headed by single parents. Not only are single parents financially responsible for their children, they need to provide numerous services to the household and likely are the sole provider of child-care. Note that almost thirty percent of African American families in Midland County were headed by a single parent in 2018. Also, recall the low median household income as well as high poverty rates of African Americans in comparison to non-Hispanic whites. Native American families also had a high percentage of single parent families (17.0 percent). For Hispanics, 10.5 percent of families were single parent. Not surprisingly, median household incomes were lower and poverty rates higher for groups with a higher percentage of single parent households. In contrast, only 4.5 percent of non-Hispanic white families were headed by single parents. No Asian families were single parents in 2018¹⁸⁴.

Figure 4.

¹⁸⁴ U.S. Census. 2018-5 yr. estimates.



Source: U.S. Census. 2018-5 yr. estimates. Table B17010.

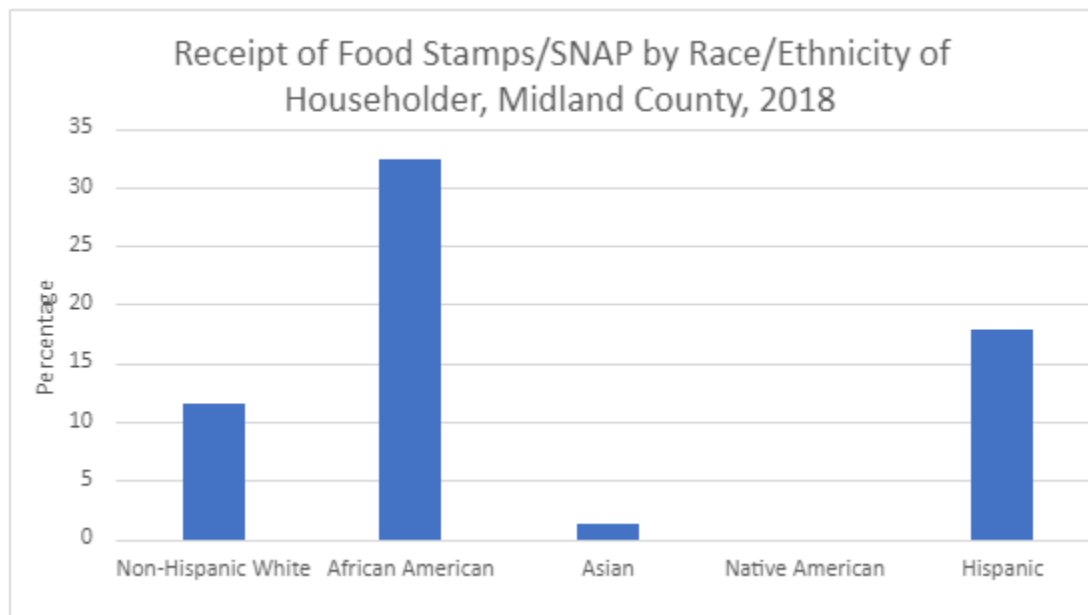
Supplemental Nutrition Assistance Program (SNAP):

Economic inequality in Midland County is further visible in that 32.3 percent of African American headed households received food assistance in 2018. For Hispanics, that percentage was 17.8 percent. Asian households (1.3 percent) were much less likely to receive food assistance than their non-Hispanic white counterparts (11.6 percent). For reasons not detected, Native American households in Midland County did not receive food assistance in 2018. This is perplexing as almost half of Midland County's Native American population resided in poverty in 2018¹⁸⁵. It is possible that Native Americans in Midland County opted for a food assistance program (FDPIR) that provides food options for Native Americans residing on reservations or near reservations.

¹⁸⁵The Urban Institute. 2009. Tribal Food Assistance: A Comparison of the Food Distribution Program on Indian Reservations (FDPIR) and the Supplemental Nutrition Assistance Program (SNAP).

<https://www.urban.org/sites/default/files/publication/28396/412034-Tribal-Food-Assistance.PDF>

Figure 5.



Source: U.S. Bureau of Census. Table B22005.

Educational Attainment:

The educational attainment of Midland County's population in 2018 was considerably different depending on race/ethnicity. One-third of Midland County's African American population and almost one-fifth of Native Americans (19.3 percent) over age 25 lacked a high school education. 1.4 percent of Asian/Asian Americans over 25 had less than a high school education. For non-Hispanic whites this was 5.6 percent. These differences in high school completion may help explain why African Americans and Native Americans were more likely residing in poverty and had lower median household incomes than the other three groups. In terms of completion of higher education, only 1.4 percent of Native Americans in Midland County had a college degree. African Americans and Hispanics attained higher educational credentials than Native Americans (13.6 and 23.0 percent, respectively), but below that of the educational attainment of non-Hispanic whites (33.2 percent completing higher education). Fully 82.6 percent of Asians over age 25 residing in Midland County had at least a bachelor's degree¹⁸⁶.

Approximately half of the jobs in Michigan were considered middle-skilled jobs in 2018¹⁸⁷. These require education beyond high school, but do not require a bachelor's degree. These are important jobs because they pay a 'livable' wage¹⁸⁸. 40.8 percent of Hispanics over age 25 had education beyond high school (but less than a bachelor's degree) and probably accounts for their relatively high median housing incomes (in reference to non-Hispanic white population). Higher

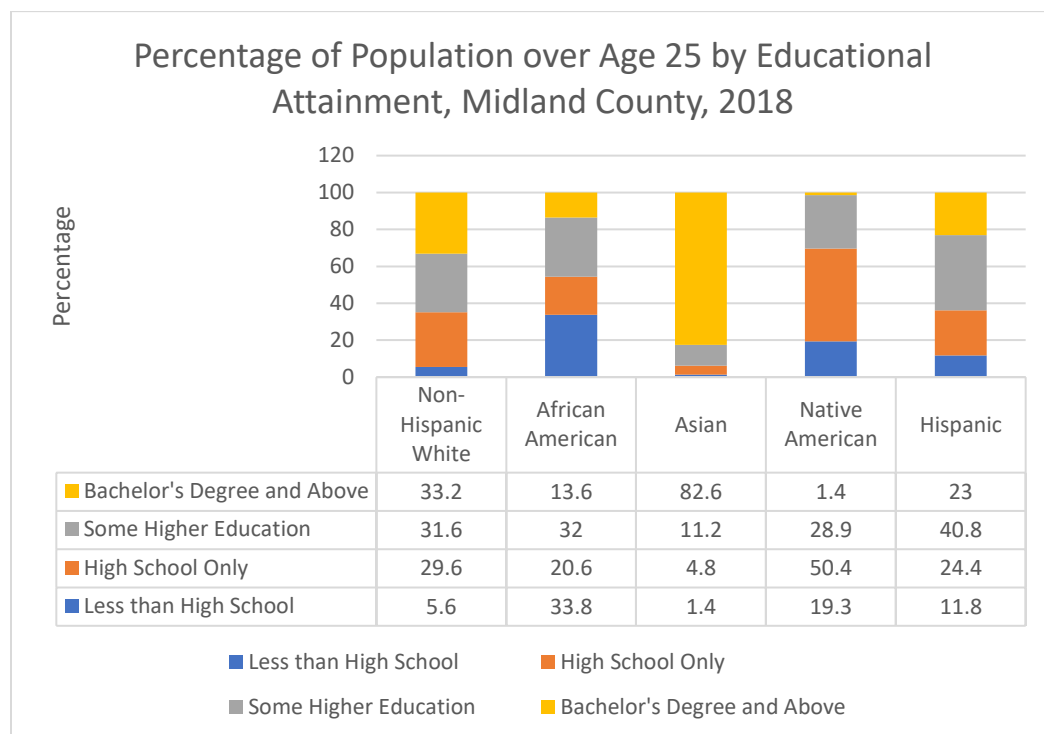
¹⁸⁶ U.S. Census. 2018 5-yr. estimates.

¹⁸⁷ National Skills Coalition. Lack of Access to Skills Training Hurts Michigan's Workers and Businesses. 2020. https://nationalskillscoalition.org/resources/publications/middle-skill-fact-sheets/file/Michigan_skillsmismatch.pdf

¹⁸⁸ Ibid.

educational opportunities for Native Americans in Midland County will likely need to be expanded if they are to acquire middle-skilled jobs in the future. Fully fifty percent of the Native American population had a high school diploma in 2018. Why aren't more Native Americans pursuing higher education? There are likely economic as well as social factors that will need to be examined to understand this issue. African Americans who complete high school are more likely to go on to some type of higher education. Increasing African American high school completion or equivalencies is essential to help address economic and social equity.

Figure 6.



Source: U.S. Bureau of Census. Table C15002.

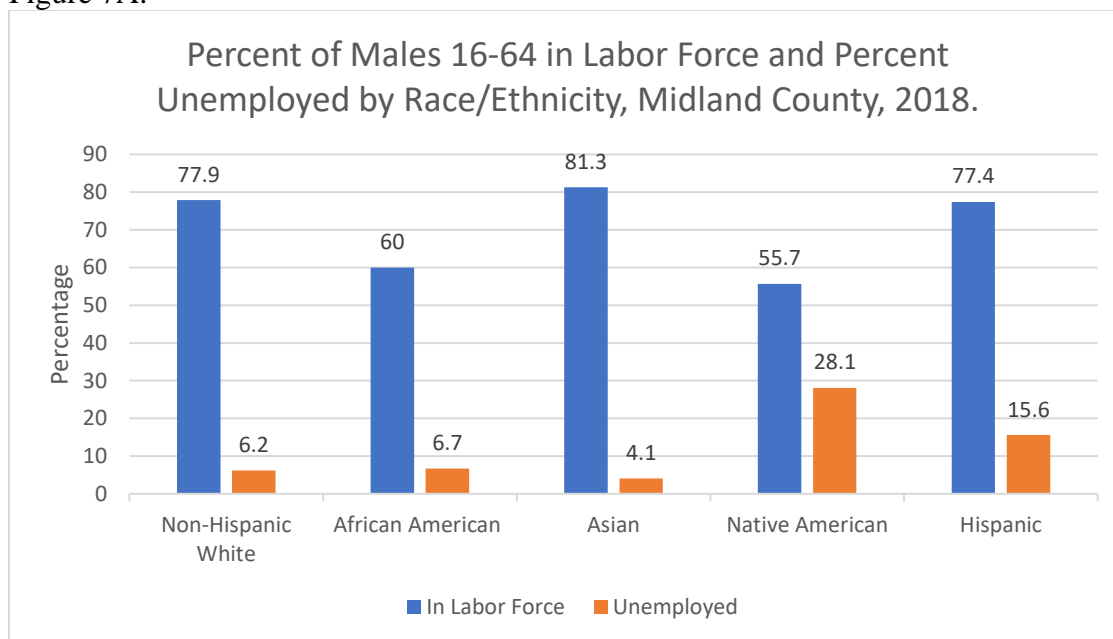
Labor Force Characteristics:

The percentage of working-age males in the labor force varies between different races/ethnicities. The census defines those in the labor force as those employed or those actively seeking employment. About eighty percent of non-Hispanic white, Asian, and Hispanic males in the 16 to 64 age range were in the labor force (employed or unemployed and actively seeking employment) in 2018. Conversely, only sixty percent of African American males and fifty-five percent of Native American males in Midland County were in the labor force¹⁸⁹. It is therefore not surprising that African Americans and Native Americans had median household incomes that were lower and poverty rates that were higher than their counterparts. The unemployment rate for Native American males was nearly thirty percent. Not only was a lower percentage of age 16 to 64 Native Americans active in the labor force (active meaning working or looking for work),

¹⁸⁹ U.S. Census. 2018 5-yr. ACS estimates.

but a high percentage of those individuals were unemployed in 2018. The African American unemployment rate was no higher than that of the non-Hispanic white population. However, given the educational levels of African Americans, they were more likely to be employed in low-wage, low-skilled employment. The relatively high percentage of Hispanic unemployment and the exceptionally high percentage of Native Americans unemployed suggests a skill mismatch. Hispanics and Native Americans may be too qualified for low-skilled employment (a high percentage of these two groups had a high school diploma or some college/technical training), but were not skilled enough for employment in highly-skilled occupations (note the extremely low college completion rate for Native Americans and the relatively low college completion rate for Hispanics). The U.S. has become a two-tiered society since the 1970s: one group of low-skilled/low-wage workers and one of high-skilled/high wage workers¹⁹⁰. The high-school diploma/some post high-school training is often insufficient to secure a well-paying occupation in the 21st century labor force.

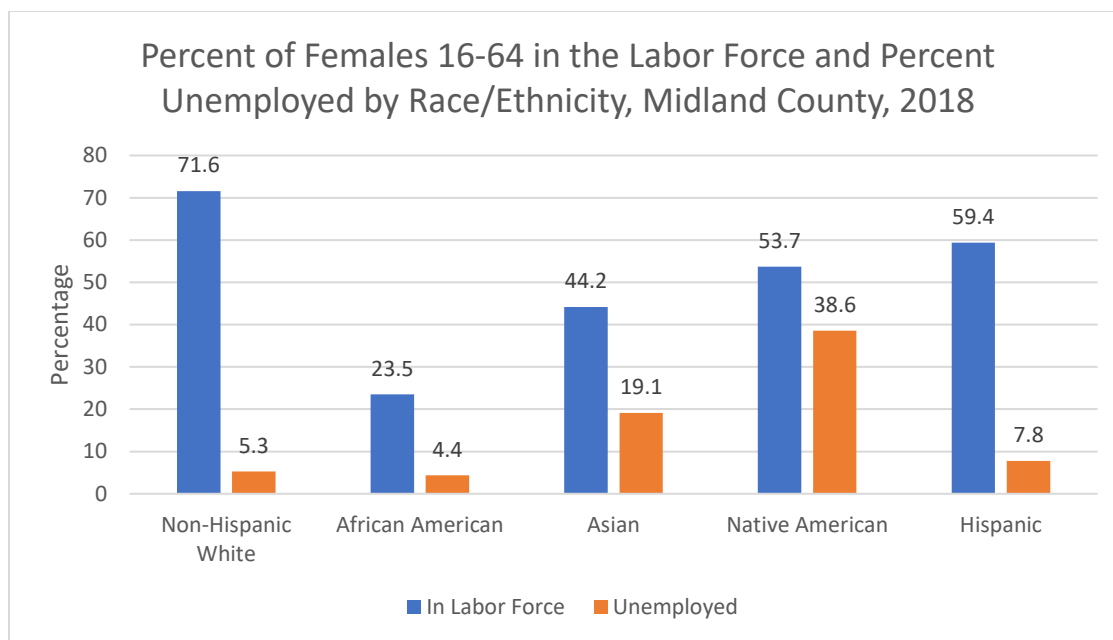
Figure 7A.



Source: U.S. Bureau of Census. Table C23002.

Figure 7B.

¹⁹⁰ Kalleberg, Arne. 2011. *Good Jobs, Bad Jobs: The Rise of Polarized and Precarious Employment Systems in the United States, 1970s-2000s*. Russell Sage Foundation.



Source: U.S. Bureau of Census. Table C23002.

Females in each of the racial/ethnic groups between ages 16 and 64 were less likely to be in the labor force than their male counterparts. It is difficult to draw conclusions on these data. Recall that “in the labor force” refers to individuals actively employed as well as unemployed. This discussion will focus on differences between females in the five racial/ethnic groups. It must also be noted that these data are not disaggregated by full versus part-time employment. Non-Hispanic white and Hispanic females had the highest labor force participation rates (71.5 and 59.4 percent; respectively). Conversely, only 23.5 percent of African American females were in the labor force. While over half of Native American females were in the labor force, 38.6 percent of these individuals were unemployed in 2018. Asian/Asian American females also had a relatively high unemployment rate¹⁹¹. This is perplexing given the educational levels of the Asian/Asian American population. It is possible that there is a skill-mismatch in operation with Asian/Asian American females pursuing too few high-skilled jobs.

Industry and Occupation:

The U.S. Census uses two categories to describe employment: industry and occupation. Industry refers to a group of businesses that produce a product or provide a service. It is the type of activity at a person’s place of work. Occupation describes the kind of work that is conducted by the employed individual. Unfortunately, 2018 U.S. census data are not disaggregated by race/ethnicity for industry. Thus, occupation is used in this discussion. This is an issue in that manufacturing (a category of industry), is a major employer in Michigan and Midland County. Moreover, jobs in the manufacturing sector are disaggregated in the occupation category into scientific, management, and production making the analysis more complicated.

¹⁹¹ U.S. Census. 2018 5-yr. estimates.

The importance of manufacturing as an employer in Michigan has declined substantially. In 1950, 40.7 percent of Michigan's labor force was employed in manufacturing¹⁹². By 2016, only 18.6 percent of Michigan's labor force was employed in manufacturing. However, the decline in number of manufacturing jobs did not occur in all Michigan counties. Between, 1990 and 2016, Midland County added 2,336 manufacturing jobs while Saginaw and Bay Counties lost 9,870 and 1,706; respectively¹⁹³. Manufacturing is slightly more important as an employer in Midland County than in the other three entities. According to the Midland City Urban Planning Report¹⁹⁴ (adopted 2016), future innovations in manufacturing by Dow will bring in additional high-tech jobs. Future plans also include attracting new high-tech firms to a cluster in Midland County.

While the percentage of the labor force employed in manufacturing has declined in Michigan, the state had a shortage of workers in manufacturing jobs that required a high school diploma. It is likely that a skill mismatch is in operation. Those with at least a high school diploma often have additional training and desire more remunerative employment opportunities. Those without a high school diploma do not have the skill set needed to work in 21st century manufacturing given that about half of Michigan's jobs are middle-skilled jobs (require education beyond high school, but less than a bachelor's degree)¹⁹⁵.

Jobs in Midland County are largely comprised of healthcare, science, and education. The dominance of large employees is noticeable in that 34.2 percent of Midland County's labor force is employed in only six companies¹⁹⁶. It is important to note that Midland County residents don't necessarily work in Midland County and that residents from neighboring counties likely occupy some of these jobs. Most of the jobs in these companies would require education beyond the high school diploma.

Table 1. Top Employers in Midland County, 2019.

Business	2019 Employee Count
MidMichigan Health	4,406
Dow	4,000
Dupont	1,200
Midland Public School District	898
Corteva Agriscience	800
Chemical Bank	550

Source: Midland Business Alliance.

The examination of occupation focuses on two categories: the relatively high-paid, high-skill professions and the low-paid, low-skill service sector. Occupation is an important indicator of financial well-being. As previously mentioned, the U.S. has become a two-tiered society in terms of education and skill levels of workers. Those in professional occupations have high

¹⁹² Georgetown University. Center on Education and the Workforce. "The Way We Were: The Changing Geography of U.S. Manufacturing from 1940 to 2016". <https://cew.georgetown.edu/cew-reports/manufacturingstates/>

¹⁹³ Ibid.

¹⁹⁴ City of Midland. "Master Plan", 2016. <https://mi-midland.civicplus.com/468/Master-Plan>

¹⁹⁵ The Workforce Alliance. "Michigan's Forgotten Middle-Skill Jobs: Meeting the Demands of a 21st Century Economy". 2009.

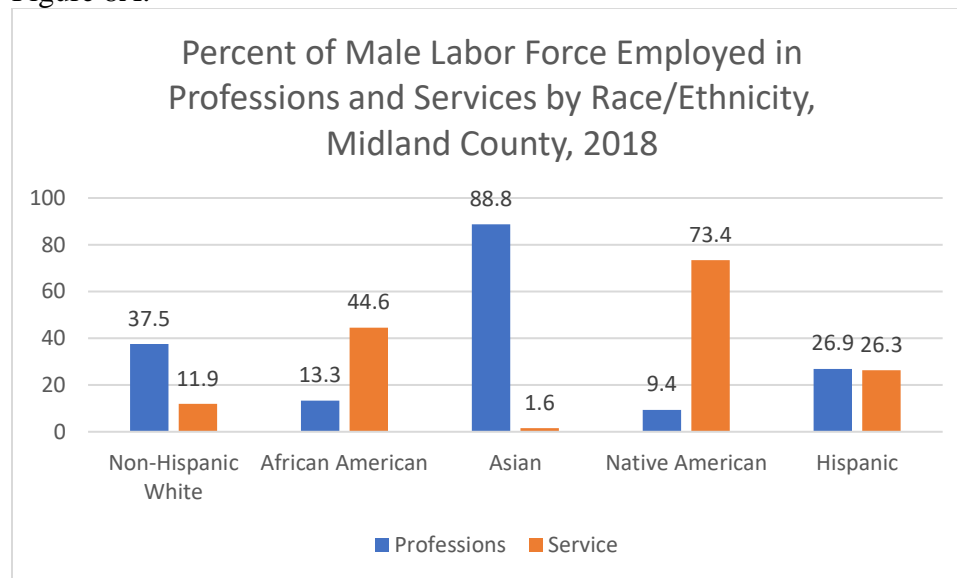
https://m.nationalskillscoalition.org/resources/publications/file/skills2compete_forgettenjobs_mi_2009-10.pdf

¹⁹⁶ U.S. Census. County Business Patterns. 2018. Table CB1800CBP.

education and high skill levels and usually receive higher wages. The service sector is made up of many (but not all) low skilled, low-paying jobs that limit upward mobility. Manufacturing¹⁹⁷ employment, a backbone¹⁹⁸ of financial security for those with low levels of education is of less significance as an employer in the 21st century than it was in the middle of the 20th century. No group has been more affected by the deindustrialization process than the African American population¹⁹⁹.

Asian/Asian American males in Midland County were employed overwhelmingly in high-skilled jobs (88.8 percent). These jobs include scientific, management, and health care. Almost forty percent of Midland County's non-Hispanic white males were employed in high-skilled jobs. Contrast that with the African American and Native American population with less than 15.0 percent in high skilled jobs. Conversely, African Americans and Hispanics were overrepresented in the low skilled low paying service sector. Hispanics were evenly divided between the professions and service occupations.

Figure 8A.



Source: U.S. Census. 2018- 5 yr. estimates. Table C24010.

Non-Hispanic white and Asian/Asian American females in Midland County were more likely to be employed in professions than in services. However, the gap between those employed in professions and services was much wider for Asian/Asian American females than non-Hispanic white females. Fully 61.2 percent of Asian/Asian American females in the labor force were employed in professions. Hispanic females were almost twice as likely to be employed in

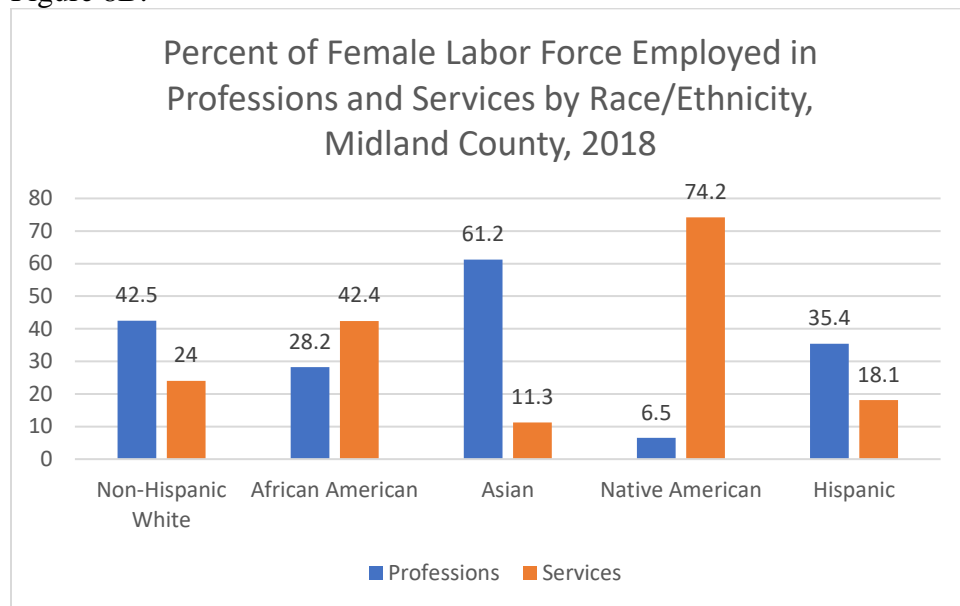
¹⁹⁷ The U.S. Census records manufacturing employment under Industry, not Occupation. It is not possible using the 2018 ACS to determine manufacturing employment by race/ethnicity.

¹⁹⁸ Charles, Kerwin Kofi, Erik Hurst and Mariel Schwartz. 2018. The Transformation of Manufacturing and the Decline in U.S. Employment. National Bureau of Economic Research. <https://www.nber.org/papers/w24468.pdf>; and Feinstein, C. 1999. Structural Change in the Developed Countries During the Twentieth Century. *Oxford Review of Economic Policy*. 15(4): 35-55.

¹⁹⁹ Gould, Eric D. 2018. Torn Apart? The Impact of Manufacturing Employment Decline on Black and White Americans. IZA Institute of Labor Economics. <http://ftp.iza.org/dp11614.pdf>

professions (35.4 percent) than services (18.1) and likely explains why Hispanic median household incomes are comparable to the non-Hispanic white population. Like their male counterparts, African American and Native American females were much more likely to be employed in services than in professions. Given that services generally pay less than professions, it is not surprising that African American and Native American median household incomes are lower than their racial/ethnic counterparts in Midland County.

Figure 8B.



Source: U.S. Census. 2018- 5 yr. estimates. Table C24010.

We Hear You Survey Responses

The *We Hear You* community survey asked several questions related to economic characteristics in Midland County. This data should be considered with additional factors related to socioeconomics including education, housing, healthcare, transportation, and additional factors presented in related chapters. Please also note, conclusions drawn from the *We Hear You* Survey must be regarded with caution as the survey is a convenience survey and is not representative of the population of Midland County. Survey respondents were largely those of higher socioeconomics (see Table 1 below). The survey asked several direct questions to collect data on economic characteristics and surveyed larger perceptions of socioeconomics in Midland County. The survey also included numerous written comments which reflected several trends in the perception of economic characteristics.

Table 1 displays median household income. WHY respondents had median household incomes substantially higher than their counterparts in Midland County. 25.4 percent of WHY respondents had median household incomes exceeding \$150,000 per year compared to only 15.1 percent of Midland County households. Conversely, only 14.2 percent of WHY respondents had median household incomes below \$50,000 compared to 36.7 percent of Midland County households.

Table 1. Median Household Income for WHY Respondents and Midland County.

We Hear You Task Force, Midland County Diversity, Equity, Inclusion Community Assessment Report, pg. 86.

	WHY Respondents	Midland County
Under 15,000 (N= 35)	2.0	9.3
15,000-49,999 (N= 214)	12.2	27.4
50,000-99,999 (N= 490)	28.0	33.3
100,000-149,000 (N= 386)	22.1	14.9
150,000+ (N= 443)	25.4	15.1
Prefer not to answer (N= 178)	10.2	X

Source: 2021 WHY Survey for Midland County and U.S. Census 2019-one-year estimates (Table S1901).

WHY Survey Question 17: Do you believe that Midland has offered enough economic opportunities, resources, and support to allow you to reach your full earning potential? (1,642 answered, 534 skipped)

	Strongly Agree	Agree	Neither agree or disagree	Disagree	Strongly Disagree
Total WHY Respondents (N= 1,642)	29.2%	38.5%	21.2%	8%	3.16%
Non-Hispanic White (N= 1,364)	29.2%	41%	21%	6.7%	2.3%
African American (N= 105)	26.67%	21%	27.6%	18.1%	6.67%
Asian/Asian American (N= 44)	31.8%	34.1%	20.45%	11.36%	2.27%
Native American (N= 9)	22.22%	55.56%	22.22%	0%	0%
Multiple Race (N= 66)	28.8%	24.24%	24.24%	13.64%	9.1%
Another Race (N= 13)	38.46%	30.77%	15.38%	0%	15.38%
Hispanic (N= 75)	22.67%	24%	24%	17.3%	12%
Middle Eastern or North African (N= 22)	36.36%	18.18%	27.27%	4.55%	13.64%

While 67.7% of total respondents strongly agree/agree that Midland has offered enough economic opportunities, resources, and support to reach their full earning potential, the We Hear You Task Force, Midland County Diversity, Equity, Inclusion Community Assessment Report, pg. 87.

disaggregated figures above indicate different perspectives. 70% of Non-Hispanic whites strongly agree/agree that Midland has offered enough economic opportunities, resources, and support to allow them to reach their full earning potential while just under 50% of African Americans, just over 50% of respondents identifying as Multiple Race, and 47% of Hispanic respondents strongly agree/agree with this statement. Differences are clearer with those respondents disagreeing/strongly disagreeing with the statement. 11% of total respondents disagree/strongly disagree with the statement compared to the disaggregated figures presented above. There were no written comments available for question 17.

WHY Survey Question 26: How often do you worry that your total family income will not be enough to meet your family's expenses and bills? (1,646 answered, 536 skipped)

	Always	Often	Sometimes	Never
Total WHY Respondents (N= 1,646)	5%	8.75%	35.66%	50.6%
Non-Hispanic White (N= 1,361)	4.1%	9%	34.5%	52.4%
African American (N= 106)	5.6%	10.4%	32.1%	52%
Asian/Asian American (N= 44)	0%	4.55%	40.91%	54.55%
Native American (N= 9)	11.11%	22.22%	55.56%	11.11%
Multiple Race (N= 66)	16.67%	4.55%	45.45%	33.3%
Another Race (N= 13)	46.15%	0%	30.77%	23.08%
Hispanic (N= 73)	12.33%	13.7%	41.1%	32.88%
Middle Eastern or North African (N= 22)	18.18%	13.64%	27.27%	40.91%

There were 66 written comments for question 26, with most comments noting little worry. However, some respondents noted the following concerns.

Reason for worry	Number of comments
Cost of education/higher education	4
Emergencies	2
Energy costs	2
Everyday necessities	4
Housing costs/rent	2
Illness/Medical costs	5
Job security/unemployment	6

Retirement	7
Taxes	2

* Note - numbers are approximated from written comments and some survey comments are open to interpretation.

WHY Survey Question 27: Can you consistently afford or financially meet your weekly necessities? (1,646 answered, 536 skipped)

	Always	Often	Sometimes	Never
Total WHY Respondents (N= 1,646)	75%	18.5%	5.7%	.79%
Non-Hispanic White (N= 1,364)	77.3%	16.86%	5.1%	0.73%
African American (N= 106)	69%	22.6%	6.6%	1.9%
Asian/Asian American (N= 44)	86.36%	11.36%	2.27%	0%
Native American (N= 9)	44.44%	44.44%	11.11%	0%
Multiple Race (N= 65)	49.23%	41.54%	7.69%	1.54%
Hispanic (N= 73)	60.27%	23.3%	16.44%	0%
Another Race (N= 13)	38.46%	38.46%	23.1%	0%
Middle Eastern or North African (N= 22)	54.55%	27.27%	18.18%	0%

* There were no comments available for question 27.

WHY Survey Question 28: Consider your household income and your rent/mortgage for the month. Would you say that you spent more than 30 percent of your gross income on housing? (1,640 answered; 542 skipped)

	Yes	No	Not Sure
Total WHY Respondents (N= 1,640)	20.43%	71.95%	7.62%
Non-Hispanic White (N= 1,358)	19.15%	74.01%	6.85%
African American (N= 105)	27.62%	60.95%	11.43%

Asian/Asian American (N= 44)	2.27%	86.36%	11.36%
Native American (N= 9)	33.33%	55.56%	11.11%
Multiple Race (N= 66)	34.85%	56.06%	9.91%
Hispanic (N= 73)	24.66%	61.64%	13.70%
Another Race (N= 13)	30.77%	53.85%	15.38%
Middle Eastern or North African (N= 22)	36.36%	54.55%	9.09%

* There were no comments available for question 28.

One-fifth of WHY respondents indicated that they spent more than 30 percent of their monthly household income of mortgage/rent. The U.S. Census considers these households to be housing burdened. Note that all racial/ethnic groups (excepting Asian/Asian Americans) were more housing burdened than the non-Hispanic white population.

WHY Question 29: Are you unable to make repairs on your home due to financial constraints even though those repairs are necessary for your well-being? (1,640 answered, 542 skipped)

	Yes	No	Not Applicable
Total WHY Respondents (N= 1,640)	17.34%	72.14%	10.52%
Non-Hispanic White (N= 1,361)	17.12%	73.99%	8.89%
African American (N= 106)	15.09%	62.26%	22.64%
Asian/Asian American (N= 44)	4.55%	77.27%	18.18%
Native American (N= 9)	22.22%	77.78%	0%
Multiple Race (N= 66)	25.76%	57.58%	16.67%
Hispanic (N= 73)	24.66%	52.05%	23.29%
Another Race (N= 13)	53.85%	30.77%	15.38%

Middle Eastern or North African (N= 22)	27.27%	50%	22.73%
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* There were no comments available for question 29.

WHY Survey Question 43: Racial/ethnic minorities experience employment inequality within Midland. The table below presents total respondents. Disaggregated percentages are noted below the table. (1,110 answered, 1,072 skipped)

	Employment Inequality
African Americans	42.54%
Hispanics	40%
Asian Americans	20%
Native Americans	34.87%

For African American respondents (N= 83), 52.44% noted African Americans experience employment inequality in Midland, 40% noted Hispanics experience employment inequality, 22% noted Asian Americans experience employment inequality, and 40.74% noted Native American experience employment inequality.

For Hispanic respondents (N= 45), 65.12% identified African Americans experience employment inequality, 61.36% noted Hispanics experience employment inequality, 34.21% noted Asian Americans experience employment inequality, and 56.41 % noted Native Americans experience employment inequality.

50% of Asian American (N= 26) survey respondents noted African Americans experience employment inequality, 52.94% stated Hispanics experience employment inequality, 47.83% noted Asian American experience employment inequality, and 50% of respondents stated Native Americans experience employment inequality.

For Native American respondents (N= 7), 28.57% stated African American experience employment inequality, 14.3% noted Hispanics experience employment inequality, 14.3% stated Asian Americans experience employment inequality, and 0% stated Native Americans experience employment inequality in Midland.

Note that African American, Hispanic, and Asian/Asian American WHY respondents found their racial/ethnic group to be more likely to experience employment inequality than WHY respondents in general. While WHY respondents of any race/ethnicity noted that Asian/Asian Americans in Midland were the least likely of the four racial/ethnic groups to experience employment inequality, almost half (47.83 percent) of Asian/Asian American respondents noted employment inequality in Midland. Conversely, Native American respondents did not view their racial group as having experienced employment inequality. Given the small sample size of Native Americans in the WHY survey, we cannot assume that Native Americans in Midland have the same perception of employment (in)equality as Native American WHY respondents.

22.22% of Middle Eastern or North African respondents (N= 9) noted African Americans experience employment inequality, 22.22% noted Hispanics experience employment inequality, and 0% identified Asian Americans or Native Americans experience employment inequality.

As previously mentioned in Chapter 2 Housing, Question 24 asked, How would you rate housing affordability in Midland? There were 111 written comments for question 24. Many of these comments specifically discussed concerns with high taxes, availability or lack/limited low-income housing, safety, housing quality, high cost/expensive rental housing, general/nonspecific high cost of housing. 60 of the 111 written comments or 54% noted concern with availability or lack/limited low-cost housing and the high cost of rental housing. With the 14 additional comments about the general high cost of housing, 74 of the 111 comments or almost 67% expressed concerns with low-income/low-cost housing availability and affordability.

Concern	Number of comments
Availability or lack/limited low-cost housing	31
High taxes	9
Safety	1
Housing quality	6
High cost/expensive rental housing	29
General/nonspecific high cost of housing	14

* Note - numbers are approximated from written comments and some survey comments are open to interpretation.

As question 24 indicates, there is a perception expressed throughout the survey of lack/limited availability of housing especially for lower income residents and concern with high cost of housing. This point was also highlighted in Chapter 2 of this report.

Question 89 of the *We Hear You* survey asked, Is there anything else you would like to comment on concerning racial and ethnic inclusion in Midland County? There were 425 total written responses to this question with approximately 18 comments related to socioeconomic. These numbers are approximated from written comments and some survey comments are open to interpretation. These comments are included below as they appeared on the survey.

- “Stop thinking about people in terms of our race, things like economic resources and education are more important for equal outcomes.”
- “I think Midland needs to look beyond racial and ethnic [sic] inclusion. There is great room for improvement in other areas, such as socioeconomic status, etc. Midland should be a place where all kids have the opportunity to be great, and a playing field made as equal as possible. We're not there.”
- “This is an incredibly complex issue and Midland has the historical image of having a socioeconomic and political inclusion problem more than a racial problem. Understanding that socioeconomic/political inclusion issues could have racial tension as the root cause... i.e. conservative political leadership prevents certain stores from opening because they want to remain 'a nice town'. This is good and bad, it preserves the property values of those who have been able to establish themselves, but i think upon close examination there are racial biases that tell community leaders that more racially, ethnic,

and socioeconomic inclusion results in more crime, lower property value, and a less desirable place to live. For Midland especially, there is Flint and Saginaw just down the road as warning signs of what happens without a watchful eye keeping out the rift raft. I don't know the correct answer here, and I think Midland has quietly survived a long time without bringing any discussions about race to the forefront. Confronting any unseen biases will be a difficult undertaking for the community.”

- “Midland seems to be a community where people are affluent or poor. Not a lot in between. The affluent think everything is perfect in Midland, the poor not so much.”
- “We are very blessed with what we have, but we have everything we do because we have worked for it. The opportunities are available to everyone to work hard and get ahead. We shopped at Salvation Army as a kid, my guardian worked multiple jobs to feed us and keep shelter over us. While we started with nothing, hard work can pay off. We have worked our way up in this town. Renting an apartment and skimping on non-necessities is necessary to move up. I’m very frustrated when inequity continue to be discussed when most of the folks aren’t willing to work to get ahead. We now see I equity with the well off white person because we are so concerned about those that don’t want to get a job.”
- “Pay close attention to the economic divide of responses. Many racial and ethnic minorities in this community are high income professionals, and are somewhat insulated from some of the problems. But the lower income folks...”
- “Midland is strange in it’s [sic] distribution of wealth and opportunity. Rather than being a bell shaped [sic] curve, it is a reverse curve- great wealth and great poverty. It is also strange in its distribution of rural and urban demographics- a great concentration of highly educated persons in a very rural and sometime very poor county. This county also has a racist history in its support of the KKK and present white supremacy groups as evidenced by conversations I have had with total strangers. How prevalent? I don’t know, but these destructive sentiments and belief in white supremacy do exist here.”
- “All lives matter, all races matter and all people living and working at various social economic status matter. I see more discrimination and inequality based on SES than race. White people who are struggling financially versus well paid African Americans. Where is the concern for this group of people????”
- “The government should stop licensing requirements because they disproportionately affect low-income individuals and are a waste of resources.”
- “There is always work to be done here. I think that we ALSO need to include gender and income inclusion.”
- “There is a lot of protection of the excess of privilege in Midland - particularly socio-economic forms.”
- “midland is not welcoming to lower income people, people of color and people who are not heterosexual. Decisions are made mostly by affluent white males who have never had issues with lack of income, being discriminated against because of something basic like gender, orientation or poverty. We choose not to see or want to see these kinds of issues in midland.”
- “Consider strongly the depth of information you are requesting and how that may limit participation. I hope you are also going to do outreach for people of color to complete

this survey as you are likely to get results saying affluent white people think there are no issues.”

- “There is an undertow of racial and economic discrimination in Midland May not be overt but it is present [sic]”
- “If you are not rich, white, and have connections, Midland doesn’t care about you. Everything in this town is catered to rich folks.”
- “We are a multicultural family from metro Detroit. We LOVE Midland. Midland does have a bit of a class issue, but the high standards here also shine when you compare the cleanliness of stores, streets, city parks etc.”
- “I still believe there's still such a huge divide with our impoverished communities. I'd love to see them involved on some of the committees that are making decisions that effect [sic] them. I was on a mental health task force where several people affected with mental illness were instrumental in the research and data collected from that group. We still are pretty much "Stepford" and really have our head in the sand. I loved seeing the variety and diversity of people at the Black Lives Matter event last summer. I didn't know we had such a diverse community, there's not a lot of fun events for diverse audiences. Midland likes to hide there [sic] homeless. The idea of making the Holiday Inn into a homeless or low income housing wouldn't happen, too visible. Instead they create one out in Sanford with no easy access to local resources. Maybe we could be the community that steps up and makes our Alice and impoverished communities our priority, rather than spending thousands on flowers and beautifying our community to attract more affluent people to our community. I love the flowers, I just think there needs to be a balance when we still have A LOT of children going to bed hungry in our community. That's completely insane.”
- “I wonder if there is bias involving economic status, people with prior criminal history”

Conclusion:

There is economic stratification in Midland County that is not unlike that of the U.S. in general. Asians/Asian Americans and non-Hispanic whites have higher median household incomes and lower poverty rates than their African American, Native American, and Hispanic counterparts. This discrepancy is largely a result of higher educational levels of the non-Hispanic white and Asian population which allows these groups to obtain lucrative employment in professions. African Americans and Native Americans with lower educational levels are more likely to be employed in the relatively low paying service sector. Hispanics in Midland County seem to fare economically better than their counterparts in some areas of the U.S. and occupy a middle-rung on the economic stratification. African Americans and Native Americans continue to struggle and for African Americans many are in worse economic situation than they were prior to the Great Recession. Median household incomes declined between 2010 and 2018 for African Americans while poverty rates increased during this time. The *We Hear You* community survey also asked several questions related to economic characteristics and perceptions in Midland County. This data should be approached with an understanding of intersecting factors including education, housing, healthcare, transportation, and additional demographic factors which are presented in related chapters. Throughout the *We Hear You* survey, written comments pointed out a strong recognition of economic stratification in the community, the need for greater

visibility and consideration of poverty and economic stratification, and need for greater supports and resources for low-income residents to address economic inequity and poverty.

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CHAPTER 4

HEALTH CHARACTERISTICS OF MIDLAND COUNTY BY RACE/ETHNICITY

The following section examines differences in access to and utilization of health care provision for Midland County's racial/ethnic groups. Differences in the rate of heart disease, diabetes, and COVID-19 by race/ethnicity is also examined. Due to small sample sizes, not all racial/ethnic groups are examined for every health characteristic. Related data from the *We Hear You* survey is also presented.

Geographic Differences in Health in Midland County:

A report on health for Midland County in 2015²⁰⁰ revealed that 86.8 percent of respondents self-reported their health as excellent, very good, or good. While the study was an excellent overview of health in Midland County by age, income, and gender, the report did not examine self-reported health characteristics by race/ethnicity nor did the study examine spatial differences within the county in health care access or health characteristics. A 2019 follow-up study on the health of Midland County residents disaggregated results by white and non-white respondent²⁰¹. 88.5 percent of white and 83.9 percent of non-white residents reported their health as excellent, very good, or good (comparable to the 2015 study). There was no statistically significant difference in self-reported health by white or non-white respondent. This chapter on health in Midland County will examine several key health indicators by race/ethnicity and provide a point of departure for future studies on health care in Midland County.

The County Health Rankings²⁰² (2020) designated Midland County as ranking number eight out of 83 counties in Michigan according to a health outcomes assessment that included thirty indicators of the overall well-being of a community. These measures were divided into four categories: 1) health behaviors (e.g. smoking, diet and exercise); 2) clinical care (access and quality to healthcare); 3) social and economic factors (e.g. income and community safety); and 4) physical environment (air and water quality; housing). While Midland County ranked high in health in comparison to other Michigan counties, there were several areas of the county where health outcomes were below that of the rest of the county.

Figure 1 shows census tracts in Midland County. According to Health Resources & Service Administration, there are three census tracts in Midland City that have been identified as underserved in terms of primary health care²⁰³. These tracts are 2901, 2902, and 2906. Underserved refers to having too few primary care providers. These tracts have higher infant mortality and/or a higher percentage of elderly population than other tracts in Midland County. Tract 2906 and 2907 were designated by the USDA as containing food deserts which refer to

²⁰⁰ Midland County Health Survey: Final Report, 2015. Saginaw Valley State University.
<https://co.midland.mi.us/Portals/0/Midland%20County/Documents/Health/2014%20Behavioral%20Risk%20Survey.pdf>

²⁰¹ Nicol, Taylor. 2020. Disparities in Health According to Race in Midland County. Saginaw Valley State University.

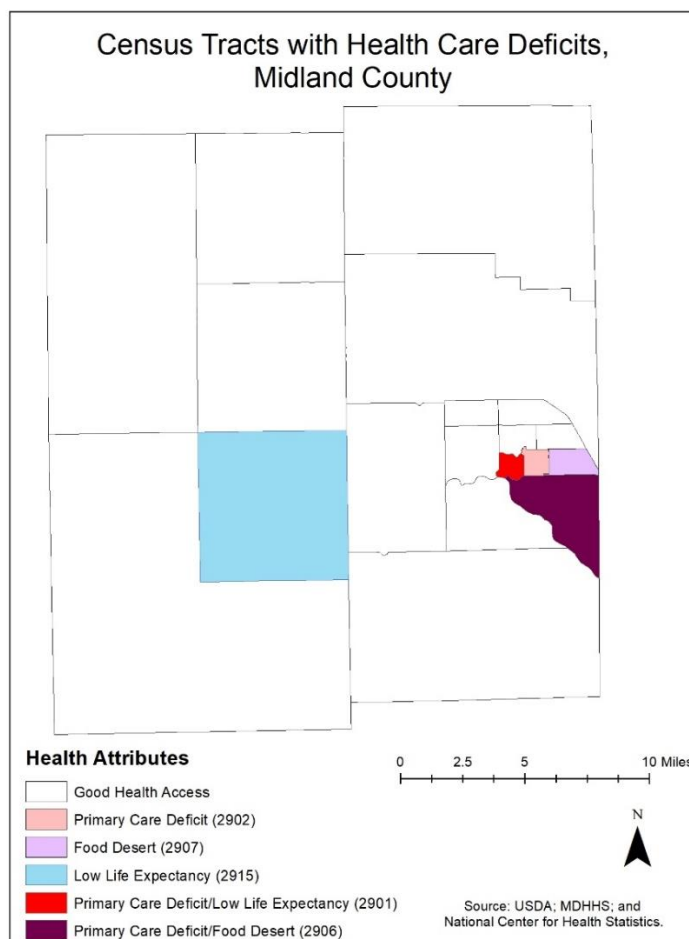
²⁰² County Health Rankings & Roadmaps. 2020.
<https://www.countyhealthrankings.org/>

²⁰³ Health Resources & Service Administration. What is Shortage Designation?
<https://bhwh.hrsa.gov/workforce-shortage-areas/shortage-designation>

We Hear You Task Force, Midland County Diversity, Equity, Inclusion Community Assessment Report, pg. 97.

census tracts in which a large percentage of the population has low income and low access to affordable, healthy food. There are few grocery stores in these tracts, making convenience stores and fast-food restaurants an alternative to healthy foods²⁰⁴. Census Tract 2901 and 2915 had life expectancies that were significantly lower than the state of Michigan²⁰⁵. Thus, residents of these five census tracts (four in the city) and one in Lee Township are at disadvantages in comparison to their counterparts in other census tracts within Midland County. Three of these census tracts (2902, 2906, and 2907) had non-Hispanic white populations less than the County average (91.0 percent) in 2018 suggesting that racial/ethnic minorities are more likely to be found in these tracts.

Figure 1.



²⁰⁴ USDA. Mapping Food Deserts in the United States. 2020.

<https://www.ers.usda.gov/amber-waves/2011/december/data-feature-mapping-food-deserts-in-the-us/>

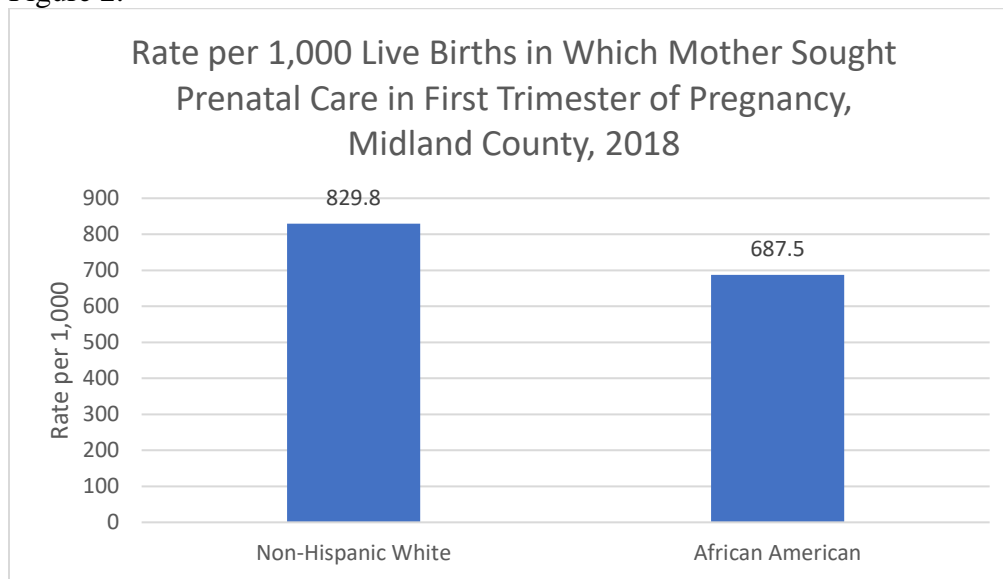
²⁰⁵ National Center for Health Statistics. Life Expectancy at Birth for U.S. States and Census Tracts, 2010-2015.

<https://www.cdc.gov/nchs/data-visualization/life-expectancy/>

Differences in Prenatal Care:

A healthy lifestyle begins before a child is born. In 2018, only two-thirds of African American mothers in Midland County received prenatal treatment for their babies compared to over eighty percent of non-Hispanic white mothers²⁰⁶. Prospective mothers of either race in Midland County were more likely to use prenatal care than their counterparts in Michigan (765.6 for whites and 625.3 for African Americans²⁰⁷). Differences in these disparities may be the result of factors such as educational and income differences, type of insurance, and location of prenatal care facilities²⁰⁸.

Figure 2.



Source: mdch.state.mi.us

Health Insurance:

Michigan and Midland County's population were reasonably well insured in terms of health care as of 2018 (See Figure 3A). Included within these census data are public (Medicaid, Affordable Care Act/"Obamacare") and private sources of healthcare (either provided by employer or purchased by recipient). We do not disaggregate these two forms of healthcare provision in this discussion. A discussion of public and private healthcare will occur later in the chapter. In 2018, there was less than a one percent difference in health insurance coverage for both non-Hispanic whites and Asian/Asian Americans in Midland County with their counterparts in Michigan. Conversely, African Americans in Midland County were less likely to have health insurance than their African American counterparts in Michigan (88.6 and 92.3, percent; respectively). While the African American/non-Hispanic white differential in healthcare

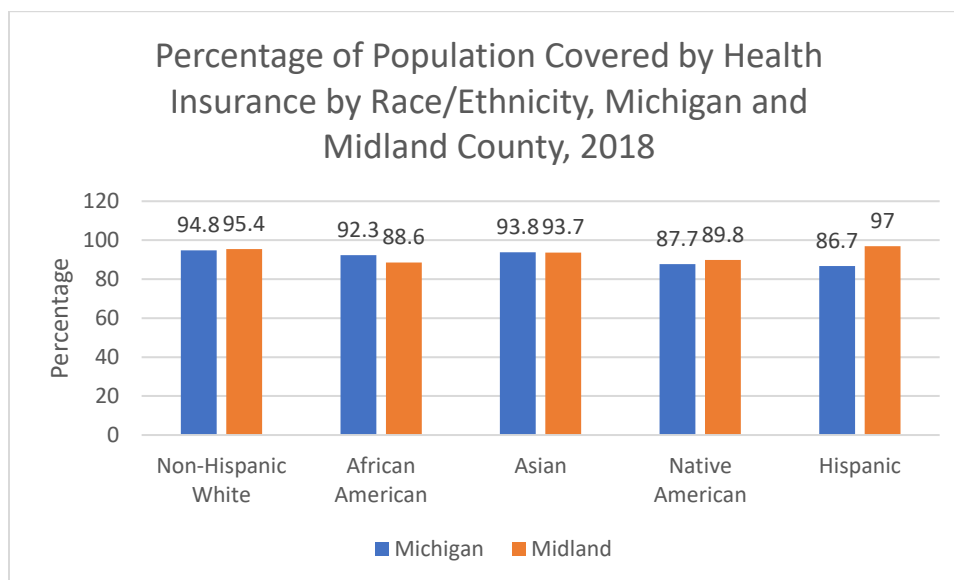
²⁰⁶ Michigan Department of Health & Human Services. County and State Health Statistics Profiles. https://www.michigan.gov/mdhhs/0,5885,7-339-73970_2944_4669---,00.html

²⁰⁷ Ibid.

²⁰⁸ Green, Tiffany. 2019. What Drives Racial and Ethnic Disparities in Prenatal Care for Expectant Mothers? <https://scholars.org/contribution/what-drives-racial-and-ethnic-disparities-prenatal-care-expectant-mothers>
We Hear You Task Force, Midland County Diversity, Equity, Inclusion Community Assessment Report, pg. 99.

insurance provision in 2018 for Michigan was 2.5 percent, that differential for African Americans/non-Hispanic whites in healthcare coverage in Midland County was 6.8 percent²⁰⁹. One possible reason for the lower percentage of healthcare coverage for African Americans in Midland County in comparison to their counterparts in Michigan is that African Americans in Midland County may be more likely to be of the working-poor²¹⁰. These workers are not likely to have coverage through their employers and tend to be too poor to pay for healthcare and too ‘wealthy’ to rely on government assistance or a government health insurance program. Healthcare coverage for Hispanics shows a major discrepancy between Michigan and Midland County. There is a ten percent differential in coverage (86.7 and 97.0 percent, respectively). This is not surprising. As discussed in earlier chapters, Hispanics in Michigan were more likely to be immigrants than native-born, than Hispanics in Midland County²¹¹. Thus, the types of work open to Hispanics in Michigan tend to be agriculture and low-wage services; jobs that do not provide access to healthcare provision²¹².

Figure 3A.



Source: U.S. Census. 2018. 5-yr estimates. Table C27001.

Figure 3B displays the percentage of population under age 65 by race/ethnicity with health insurance as of 2018. The over 65 population relies heavily on Medicare services and will be discussed in the next section²¹³. Note that African Americans under the age of 19 were not as well covered as their racial/ethnic counterparts. Some of this discrepancy is undoubtedly the result of the higher percentage of African American population among the working poor with

²⁰⁹ U.S. Census. 2018. 5-yr. estimates.

²¹⁰ Economic Policy Institute. 2018. Workers of Color Far More Likely to be Paid Poverty-Level Wages than White Workers.

<https://www.epi.org/blog/workers-of-color-are-far-more-likely-to-be-paid-poverty-level-wages-than-white-workers/>

²¹¹ U.S. Census. 2018. 5-yr. estimates.

²¹² Bucknor, Cherrie. 2016. Hispanic Workers in the United States. Center for Economic and Policy Research.

<https://cepr.net/images/stories/reports/hispanic-workers-2016-11.pdf>

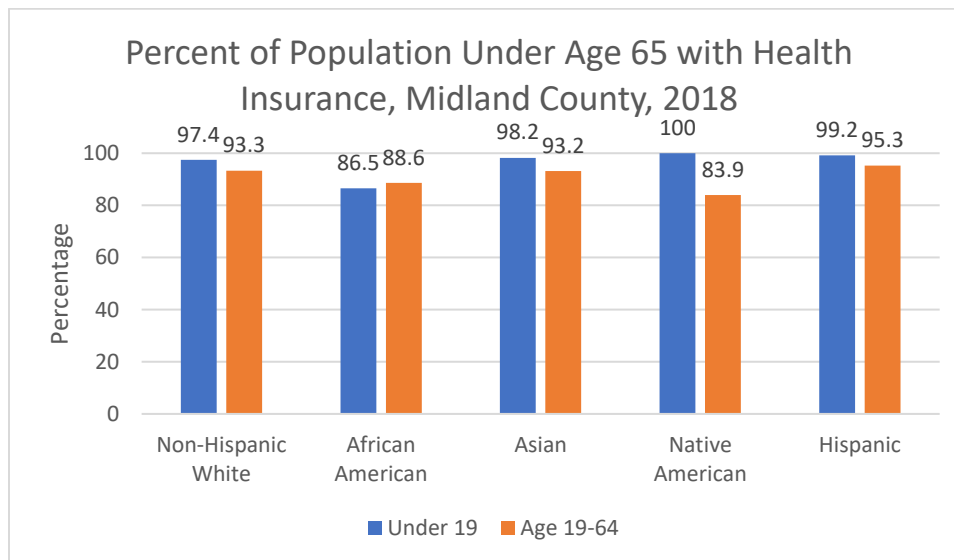
²¹³ Asian and Hispanics over 65 are slightly less likely to be insured and is likely a result of immigration status.

families²¹⁴. These workers may have several jobs that are not full-time or do not provide benefits²¹⁵. These individuals may be marginally above the poverty line and are confronted with numerous economic and social challenges. Even when high percentages of the population are covered by health care plans, quality of health care provision may also not be equitable. Non-Hispanic whites and Asian/Asian Americans are more likely to have health plans through their employer than African Americans, Native Americans, and Hispanics. Conversely, African Americans and Hispanics are more likely to receive Medicaid than non-Hispanic whites and Asian/Asian Americans²¹⁶.

The high percentage of Hispanics in Midland County that were covered by healthcare plans in 2018 is likely a result of high participation in the labor force. Hispanic healthcare coverage is much higher in Midland County than in the U.S. and is likely a result of the low percentage of Hispanic immigrants in Midland County who may be forced to work in low-wage service or seasonal employment²¹⁷.

The 100 percent coverage for Native Americans under 19 is likely due to the Native American and U.S. government agreement that Native Americans should receive healthcare coverage in perpetuity as payment for wrongs enacted in the past; specifically, the taking of lands²¹⁸.

Figure 3B.



²¹⁴U.S. Bureau of Labor Statistics. 2020. A Profile of the Working Poor, 2018.

<https://www.bls.gov/opub/reports/working-poor/2018/home.htm>

²¹⁵O'Donnell, Jayne and Laura Ungar. 2016. Most of Those Without Medicaid are the Working Poor. *U.S. Today*. <https://www.usatoday.com/story/news/nation/2015/12/28/up-75-without-medicaid-working-poor-who-cant-job-related-insurance/75657202/>

²¹⁶ Shadac. Health Insurance Coverage Type.

<http://statehealthcompare.shadac.org/map/29/health-insurance-coverage-type-by-race-ethnicity#9,40/25/57>

²¹⁷ Bucknor, Cherrie. 2016. Hispanic Workers in the United States. Center for Economic and Policy Research.

<https://cepr.net/images/stories/reports/hispanic-workers-2016-11.pdf>

²¹⁸ National Congress of American Indians. Health Care.

<http://www.ncai.org/policy-issues/education-health-human-services/health-care>

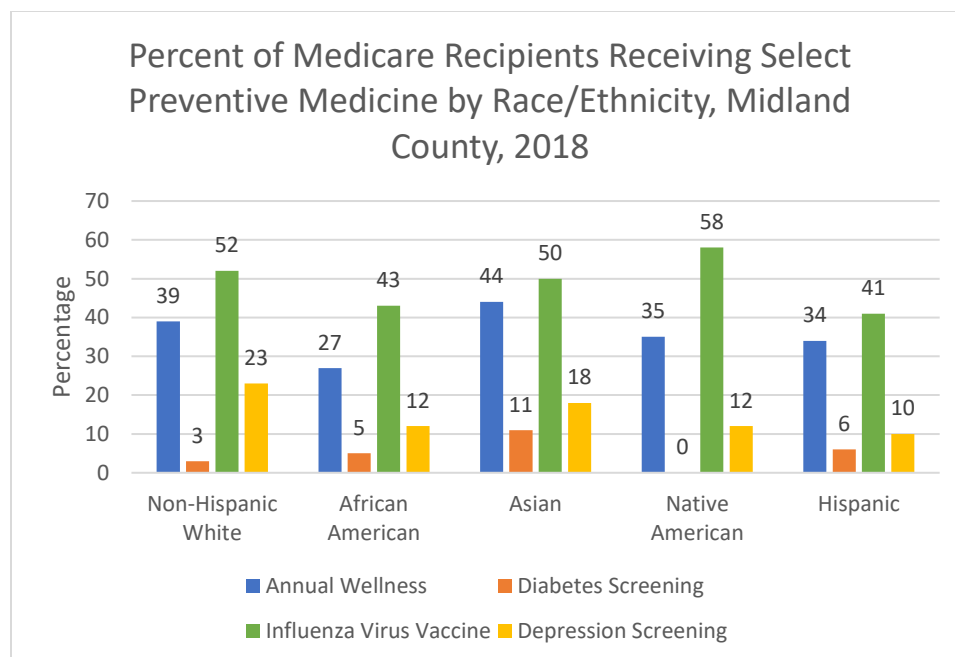
Source: U.S. Census. 2018, 5-yr. estimates. Table C27001.

Health Care Disparities in the Over 65 Population by Race/Ethnicity:

The Mapping Medicare Disparities project has done a good job presenting disparities in healthcare provision at the county level for the five largest racial/ethnic groups in the U.S. While Medicare is available to all U.S. residents at 65, non-Hispanic whites and Asian/Asian Americans are more likely to seek preventive care. What is discouraging about these data is that a large percentage of the over age 65 population does not seek preventive care. This could be a result of many factors. For example, in general, about half of Medicare recipients (regardless of race/ethnicity) recognize the importance of receiving flu shots. The very low percentage over 65 who pursue diabetes screening may be due to a diagnosis of diabetes prior to attaining age 65. Obesity, smoking, inactive lifestyles all contribute to this disease. In 2017, diabetes was the seventh leading cause of death in the U.S. Moreover, African American, Native American, and Hispanic elderly were less likely to pursue depression screening. The low participation in preventive healthcare for African Americans, Native Americans, and Hispanics in comparison to their non-Hispanic white counterparts is unsettling as the latter groups are more likely to have private health insurance plans in addition to Medicare²¹⁹.

Figure 4.

²¹⁹ Bulatao, RA and NB Anderson. 2004. Editors. Understanding Racial and Ethnic Differences in Health in Late Life: A Research Agenda. National Research Council (US) Panel on Race, Ethnicity, and Health in Later Life. Washington, D.C.: National Academies Press.



Source: Mapping Medicare Disparities. Data.CMS.gov.

Diabetes in the over 65 population (those on Medicare) is relatively high among the three racial/ethnic groups in which data is available for Midland County. However, African American and Hispanic prevalence is much higher than that of non-Hispanic whites. Much of this differential may be a result of multiple factors including differences in healthy eating behaviors and physical activity that the over 65 adopted decades prior²²⁰. Hispanics in Midland County had higher rates of diabetes than either group. These higher rates for diabetes in comparison to African Americans and non-Hispanic whites is also present for U.S. Hispanics in general²²¹. According to the CDC's report on diabetes for 2018, 13.0 percent of the U.S. population 18 and over had diabetes. For the 65 and over population, that figure was 26.8 percent²²². Diabetes was the seventh leading cause of death in 2017 in the U.S. for whites.²²³ For African American females, diabetes was the fourth leading cause of death (6th for African American males). For Hispanic males, diabetes was the 5th leading cause of death (6th for females). These data indicate that minorities bare this disease in greater proportions than their non-Hispanic white counterparts. Not surprisingly, a 2019 study on the health of 668 adults in Midland County found that non-whites were statistically more likely to have diabetes than their white counterparts²²⁴.

²²⁰Center for Medicare and Medicaid Services. 2017. Racial and Ethnic Disparities in Diabetes Prevalence, Self-Management, and Health Outcomes Among Medicare Beneficiaries.

<https://www.cms.gov/About-CMS/Agency-Information/OMH/Downloads/March-2017-Data-Highlight.pdf>

²²¹ Arias, Elizabeth, Kenneth D. Kochanek, Robert N. Anderson. 2015. How Does Cause of Death Contribute to the Hispanic Mortality Advantage in the U.S.? <https://www.cdc.gov/nchs/data/databriefs/db221.pdf>

²²²CDC. National Diabetes Statistics Report 2020.

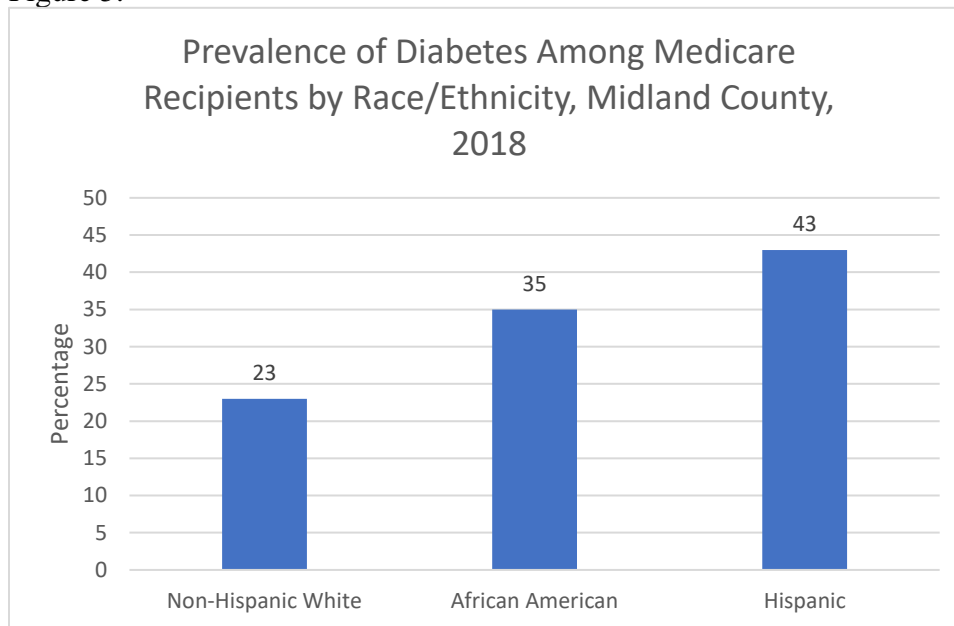
<https://www.cdc.gov/diabetes/pdfs/data/statistics/national-diabetes-statistics-report.pdf>

²²³ CDC. Leading Causes of Death by Race and Hispanic Origin-United States, 2017.

<https://www.cdc.gov/women/lcod/2017/byraceandhispanic/index.htm>

²²⁴ Nicol, Taylor. 2020. Disparities in Health According to Race in Midland County. Saginaw Valley State University.

Figure 5.



Source: Mapping Medicare Disparities. Data.CMS.gov.

Cardiovascular Disease:

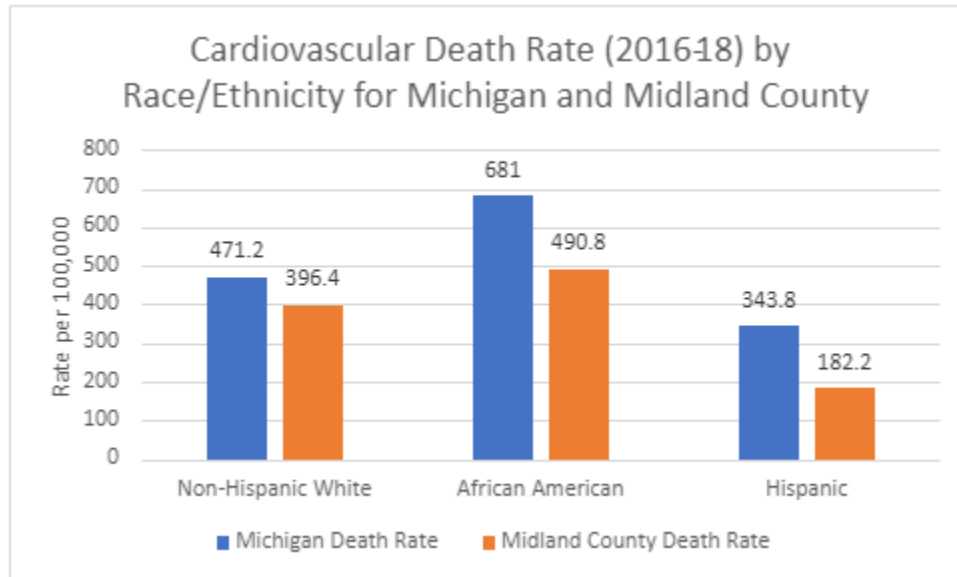
Cardiovascular disease was the number one cause of death in the United States in 2018²²⁵. The disease is degenerative meaning that it appears over a long period of time; in other words, in the later years of life. Lifestyle is a major contributing factor to cardiovascular disease. Smoking, unhealthy eating, and a sedentary lifestyle all contribute to the high incidence of this disease. Non-Hispanic whites, African Americans, and Hispanics in Midland County had lower rates of heart disease than their counterparts in the rest of Michigan. The differential is the least for non-Hispanic whites, most likely because their age, socioeconomic status, and behavioral characteristics are comparable to non-Hispanic whites in Michigan. Hispanics in Michigan had heart disease rates at almost double that of Midland County. Hispanics in Midland County had moderate median household incomes which may lead to healthier lifestyle than their counterparts in Michigan. The heart disease rate of African Americans in Michigan was 1.4 times that of African Americans in Midland County. The overconcentration of African Americans in central cities such as Detroit, Flint, and Saginaw where poverty may prevent health choices and access to healthcare may explain some of this differential. The higher rates of African American heart disease rate in Midland County compared to non-Hispanic whites and Hispanics is likely the result of the health care practices among those with less economic resources. These then lead to risk factors such as hypertension, obesity, diabetes, and high total cholesterol all of which are higher in African American populations nationally than in non-Hispanic whites and Hispanics²²⁶. Note the low rates of heart disease for Hispanics in both Michigan and Midland County. This relationship holds for the entire U.S. Hispanics (for reasons not yet determined) have significantly lower rates of heart disease than non-Hispanic whites and African Americans. In

²²⁵ CDC. Interactive Heart Disease Maps.

²²⁶ CDC. 2019. Health, United States, Spotlight. Racial and Ethnic Disparities in Heart Disease. https://www.cdc.gov/nchs/hsu/spotlight/HeartDiseaseSpotlight_2019_0404.pdf

fact, this advantage is so great that Hispanic life expectancy at birth is higher than either non-Hispanic whites or African Americans²²⁷.

Figure 6.



Source: CDC Interactive Map.

The COVID Crisis:

The COVID-19 crisis is unlike any health crisis the U.S. has faced in the last 100 years. Much attention has been focused on the disproportionate effect this disease has had on minorities. Some of the differential is due to the ability to take precautions to ward off the disease in the first place²²⁸. Minorities are more likely than their non-Hispanic white counterparts to work in frontline industries²²⁹. Other factors include higher rates of poverty, living in crowded conditions, inconsistent access to healthcare, chronic health conditions²³⁰, and reliance on public transportation.

²²⁷ Arias, Elizabeth, Kenneth D. Kochanek, Robert N. Anderson. 2015. How Does Cause of Death Contribute to the Hispanic Mortality Advantage in the U.S.? <https://www.cdc.gov/nchs/data/databriefs/db221.pdf>

²²⁸ Jones, Jeb; Patrick S. Sullivan; Travis H. Sanchez; Jodie L. Guest; Eric W. Hall; Nicole Luisi; Maria Zlotorzynska; Gretchen Wilde; Heather Bradley; Aaron J. Siegler. 2020. Similarities and Differences in COVID-19 Awareness, Concern, and Symptoms by Race and Ethnicity in the United States: Cross-Sectional Survey. *Journal of Medical Internet Research*. 22(7). <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7357692/>

²²⁹ Center for Economic and Policy Research. 2020. A Basic Demographic Profile of Workers in Frontline Industries. <https://cepr.net/a-basic-demographic-profile-of-workers-in-frontline-industries/>

²³⁰ Hill Golden, Sherita. 2020. Coronavirus in African Americans and Other People of Color. Johns Hopkins Medicine. <https://www.hopkinsmedicine.org/health/conditions-and-diseases/coronavirus/covid19-racial-disparities>

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On April 20, 2020, Governor Whitmer signed Executive Order 2020-55 creating the Michigan Coronavirus Task Force on Racial Disparities. Led by Lieutenant Governor Garlin Gilchrist, the Task Force released its interim report December 3, 2020. The report states, “From the beginning of the Covid-19 pandemic, persons of color have faced devastating and disproportionate harm, both nationally and here in Michigan. From health to financial security, racial and ethnic minority populations have experienced more challenges than other populations, and have done so across broad aspects of daily life.”²³¹ The report goes on to emphasize the “deep-seated inequities and systemic racism” which contributed to the “disproportionate harm” of Covid-19 on persons of color.²³² According to the report, the cumulative case rate per million population from March 1, 2020 to October 31, 2020, in Michigan was 28.5K for Hispanic or Latino, 21.9K for African Americans, 15.2K for whites, 12.1K for American Indian/Alaska Native, and 10.7K for Asian/Pacific Islander.²³³ According to the report, the cumulative deaths per million in Michigan was 1,833 for African Americans; 548 for whites; 368 for Hispanic or Latino; 304 for American Indian/Alaskan; 266 for Asian/Pacific Islander.²³⁴ The report points out “the cumulative death rate is lower in Hispanic and Latino populations than in non-Hispanic and non-Latino populations” in Michigan and suggests this is “due to a higher proportion of younger individuals of Hispanic and Latino ethnicity who are infected than in non-Hispanic and non-Latino persons.”²³⁵ Keep in mind this is state-wide data.

The pandemic dramatically impacted many facets of life and revealed additional inequities and disparities. For example, the Michigan Coronavirus Task Force on Racial Disparities interim report points out the unemployment rate for African Americans during Q2 of 2020 (April through June) in Michigan was 35.5% (17.5% for whites), the highest in the country.²³⁶ According to the U.S. Census Bureau Household Pulse Survey, September 16-28, 37% of African American households in Michigan reported “that in the next two months they are ‘likely’ or ‘somewhat likely’ to face foreclosure” while 19% of non-Hispanic white households similarly reported. According to the survey, for renters, 59% of African American households in Michigan reported “that in the next two months they are ‘likely’ or ‘somewhat likely’ to face eviction” while 38% of non-Hispanic whites similarly reported.²³⁷

75.9 percent of total COVID-19 cases in Midland County as of December 4, 2020 were borne by the white population. These data at the county level are not disaggregated by ethnicity (Hispanic or Middle Eastern or North African) and thus some of the white counts are likely Hispanics and Middle Eastern or North African. Thus, we might conclude that the non-Hispanic white burden of this disease is lower than what these figures indicate. Given that the non-Hispanic white population constitutes 91.0 percent of Midland County’s population, this is disconcerting. The African American and Asian/Asian American population do not have percentages higher than

²³¹ Michigan Coronavirus Racial Disparities Task Force, Interim Report, December 3, 2020, pg. 3. https://content.govdelivery.com/attachments/MIEOG/2020/12/03/file_attachments/1616552/COVID-19%20Task%20Force%20on%20Racial%20Disparities%20Interim%20Report.pdf

²³² Ibid.

²³³ Ibid., 5.

²³⁴ Ibid.

²³⁵ Ibid.

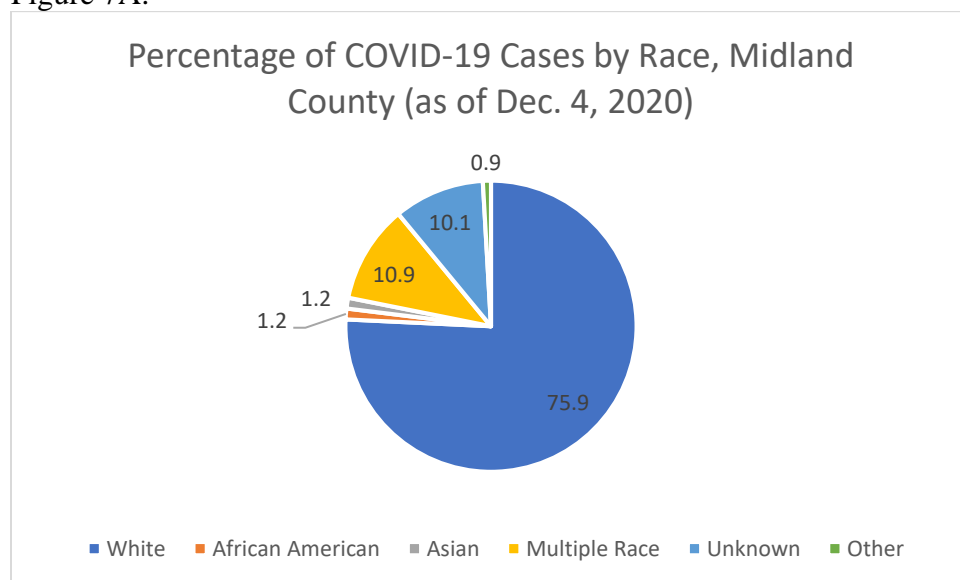
²³⁶ Ibid., 6.

²³⁷ Ibid.

their representation in Midland County, but the category of Multiple Races bore 10.9 percent of COVID-19 cases.

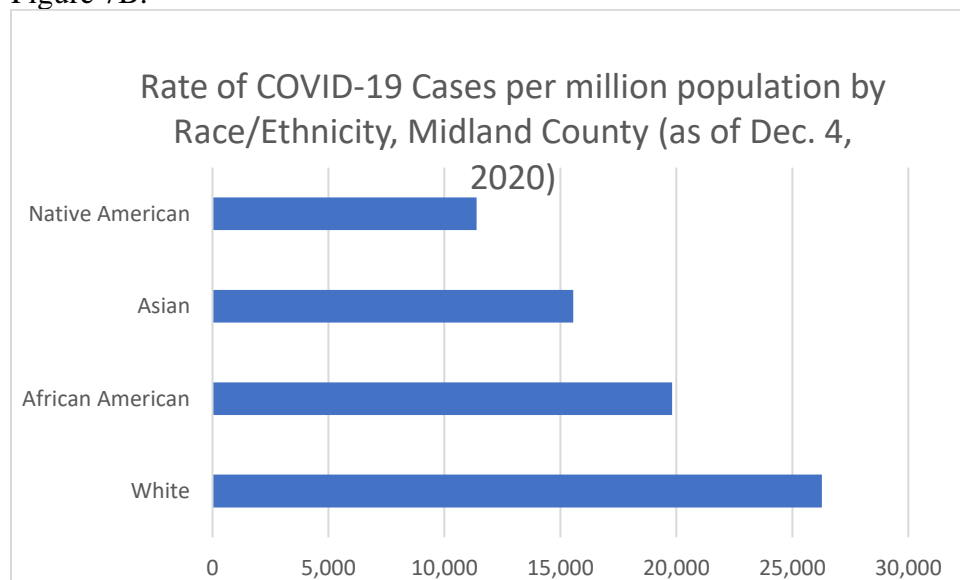
A better picture emerges when the rate of COVID-19 cases per million population by race is presented. Given that the categories Multiple-Race and Unknown comprise 20.9 percent of COVID-19 cases, conclusions drawn concerning how this disease has affected the non-white population in Midland County must be viewed with caution.

Figure 7A.



Source: michigan.gov/coronavirus/0,9753,7-406-98163_98173---,00.html

Figure 7B.



Source: michigan.gov/coronavirus/0,9753,7-406-98163_98173---,00.html

We Hear You Survey Data

The *We Hear You* survey inquired about community perspectives and experiences concerning health and wellbeing. As previously noted, this data should be considered with additional factors including socioeconomics, education, housing, employment, and additional demographic factors presented in related chapters.

Please keep in mind the age distribution of WHY respondents was not representative of residents of Midland County. Note that ages 25-34, 35-44, and 45-54 were much more prevalent in the WHY survey than their percentages of Midland County's total population. This thirty- year age span accounted for 64.1 percent of WHY survey respondents but only 37.7 percent of Midland County. Conversely, only 11.7 percent of WHY respondents were age 65 or over compared to 18.6 percent for Midland County.

Age Distribution of WHY Survey Respondents and Midland County.

Age	WHY Survey Respondents	Midland County Demographics
Age 18-24 (N= 101)	5.8	Not broken down (15-19 category)
Age 25-34 (N= 315)	17.9	12.2
Age 35-44 (N= 416)	23.7	12.7
Age 45-54 (N= 395)	22.5	12.8
Age 55-64 (N= 290)	16.5	14.2
Age 65+ (N= 205)	11.7	18.6

Source: 2021 WHY Survey for Midland County and U.S. Census 2019-one-year estimates (Table S0101).

We Hear You survey question 18 asked, Do you consider your neighborhood to be free of environmental contaminants (e.g. water quality, lead paint, landfills, etc.). (1,652 answered, 530 skipped)

	Yes	Mostly	Somewhat	No	Not Sure
Total WHY Respondents (N= 1,652)	52.6%	24.46%	10.23%	8.54%	4.18%
Non-Hispanic White (N= 1,367)	52.6%	25.82%	9.88%	7.61%	4.1%
African American (N= 105)	53.33%	17.14%	12.38%	12.38	4.76%
Asian/Asian American (N= 44)	54.55%	18.18%	15.91%	11.36%	0%
Native American (N= 9)	66.67%	0%	11.11%	22.22%	0%

Multiple Race (N= 68)	50%	20.59%	11.76%	8.82%	8.82%
Another Race (N= 13)	53.85%	15.38%	0%	30.77%	0%
Hispanic (N= 75)	42.67%	28%	12%	10.67%	6.67%
Middle Eastern or North African (N= 23)	47.83%	21.74%	8.7%	17.39%	4.35%

The majority of WHY respondents (regardless of race/ethnicity) found their neighborhoods to be free or mostly free of environmental contaminants. This ranged from 78.4 percent of non-Hispanic white WHY respondents to 69.57 percent for Middle Eastern or North African respondents.

There were 56 written comments for question 18. Most common concerns for environmental contaminants are noted below.

Concern	Number of comments
Local industry	17
Flooding	9
General pollution	3
Water quality	8

* Note - numbers are approximated from written comments and some survey comments are open to interpretation.

We Hear You survey question 20 asked, Can you easily access health care facilities? (1,651 answered, 531 skipped)

	Yes	Mostly	Somewhat	No	Not Sure
Total WHY Respondents (N= 1,651)	77.1%	14.9%	4.48%	2.67%	.85%
Non-Hispanic White (N= 1,365)	78.68%	14.21%	4.25%	2.34%	.51%
African American (N= 105)	74.29%	15.24%	1.9%	4.76%	3.81%
Asian/Asian American (N= 44)	70.45%	22.73%	2.27%	2.27%	2.27%
Native American (N= 9)	66.67%	22.22%	0%	11.11%	0%
Multiple Race (N= 68)	70%	16.18%	8.82%	4.41%	0%

Another Race (N= 13)	61.54%	15.38%	15.38%	7.69%	0%
Hispanic (N= 75)	65.33%	20%	9.33%	2.67%	2.67%
Middle Eastern or North African (N= 23)	65.22%	13.04%	13.04%	8.7%	0%

The majority of WHY respondents (92.0 percent) indicated that they always or mostly had access to health care facilities. This ranged from 93.2 percent for WHY Asian/Asian American respondents to 78.2 percent for Middle Eastern or North African.

There were 47 written comments for question 20. The table below identifies the most common themes of the comments.

Comment Theme	Number of comments
Concern with local access for primary care and/or specialists	15
Concern with wait times to see doctors (i.e. scheduling and availability)	8
Issues with providers taking insurance	5

* Note - numbers are approximated from written comments and some survey comments are open to interpretation.

WHY Question 21: Can you easily access affordable healthcare in Midland (includes mental and physical health). (1,649 answered, 533 skipped)

	Yes	Mostly	Somewhat	No	Not Sure
Total WHY Respondents (N= 1,649)	57.31%	20.98%	10.79%	7.58%	3.34%
Non-Hispanic White (N= 1,364)	57.77%	21.70%	10.12%	7.33%	3.08%
African American (N= 105)	64.76%	11.43%	10.48%	7.62%	5.71%
Asian/Asian American (N= 44)	54.55%	20.45%	15.91%	4.55%	4.55%
Native American (N= 9)	66.67%	11.11%	11.11%	11.11%	0%
Multiple Race (N= 68)	48.53%	22.06%	20.59%	7.35%	1.47%
Another Race (N= 13)	53.85%	7.69%	0%	30.77%	7.69%

Hispanic (N= 75)	42.67%	21.33%	17.33%	13.33%	5.33%
Middle Eastern or North African (N= 22)	40.91%	31.82%	9.09%	13.64%	4.55%

The majority of WHY respondents (78.3 percent) indicated that they could easily afford health care (includes yes and mostly category). This ranged from 79.5 percent non-Hispanic white respondents to 61.6 percent for respondents of Another Race and 64.0 percent for Hispanic respondents. These data suggest that meeting healthcare expenses are more of a challenge for Midland survey respondents who identified as Another Race and Hispanic.

There were 86 written comments for this question. 81 comments (94%) expressed concerns with healthcare in Midland and/or the Nation at large. These concerns focused on access, quality, availability, and cost. Five comments were neutral about these concerns. 39 comments (45%) note concern with local access – quality, cost, availability of professionals/specialists. 26 comments (30%) express concerns about access, availability, insurance coverage, quality, and cost for local mental health specifically. 34 comments (39%) acknowledged they had access to affordable healthcare only because they have insurance. One comment also mentioned the need for mental health advocacy. Responses to this question indicate strong concern with access to affordable healthcare with mental health a particular concern. Comments however also indicate these concerns are not unique to Midland but are a national problem.

The *We Hear You* survey also asked, Do you have access to supermarkets that provide healthy affordable food (question 22). (1,652 answered, 530 skipped)

	Yes	Mostly	Somewhat	No	Not Sure
Total WHY Respondents (N= 1,652)	82.14%	11.5%	4.96%	.97%	.42%
Non-Hispanic White (N= 1,367)	83.25%	11.78%	4.02%	.73%	.22%
African American (N= 106)	79.25%	10.38%	8.49%	.94%	.94%
Asian/Asian American (N= 44)	77.27%	11.36%	9.09%	0%	2.27%
Native American (N= 9)	77.78%	11.11%	11.11%	0%	0%
Multiple Race (N= 68)	73.53%	10.29%	10.29%	4.41%	1.47%
Another Race (N= 13)	84.62%	7.69%	0%	7.69%	0%

Hispanic (N= 75)	68%	13.33%	10.67%	5.33%	2.67%
Middle Eastern or North African (N= 22)	68.18%	9.09%	9.09%	9.09%	4.55%

There were 39 total comments for question 22 with 7 comments specifically mentioning concern with affordability and cost.

We Hear You survey question 33 asked, Keeping in mind the unprecedented challenges that the world has faced during the COVID-19 crisis, have you been satisfied with the response to the crisis by Midland agencies? (1,591 answered, 591 skipped)

	Very Satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very Dissatisfied
Total WHY Respondents (N= 1,591)	16.84%	38.78%	30.30%	9.43%	4.65%
Non-Hispanic White (N= 1,328)	17.17%	40.21%	29.59%	9.26%	3.77%
African American (N= 96)	18.75%	29.17%	35.42%	9.38%	7.29%
Asian/Asian American (N= 42)	11.9%	47.62%	28.57%	11.9%	0%
Native American (N= 8)	12.5%	37.5%	25%	25%	0%
Multiple Race (N= 63)	14.29%	33.33%	31.75%	7.94%	12.70%
Another Race (N= 13)	7.69%	7.69%	38.46%	15.38%	30.77%
Hispanic (N= 67)	13.43%	37.31%	29.85%	8.96%	10.45%
Middle Eastern or North African (N= 22)	0%	22.73%	40.91%	22.73%	13.64%

There were also 194 written comments for question 33. Most comments related to the following general themes.

Comment theme	Number of comments
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Criticism of local response (e.g. criticism and reaction to “lockdown”/“shutdown” and reaction to additional local mitigation efforts)	11
Criticism of state or federal response (e.g. criticism and reaction to “lockdown”/“shutdown” and reaction to additional state/federal mitigation efforts)	17
Deny or reject COVID-19 is an issue or concern	18
Positive/support for local response	14
Local government should do more (e.g. more resources, information, communication, more testing, vaccine distribution, mask mandate, stronger enforcement of mitigation efforts)**	79
Not sure/Not aware of local response	15

* Note - numbers are approximated from written comments and some survey comments are open to interpretation.

** 40% of total comments (79 comments) noted local government should do more for COVID-19 mitigation. The two most common comments concerned the need for a local mask mandate and stronger local enforcement of mitigation efforts. 22% of total comments (43 comments) noted disappointment and frustration with lack of local mask mandate and lack of local enforcement of mitigation efforts specifically mask wearing. While 46.15% of respondents who identified as Another Race were dissatisfied/very dissatisfied with the local response (6/13 total responses to the question), there was only one written comment which stated, “They were forced to close for too long to no fault of their own though.” 36.37% of survey respondents who identified as Middle Eastern or North African were dissatisfied/very dissatisfied with local response (8/22 total responses to the question), there were 4 written comments.

- “Not sure I have only really been to my house, work, and grocery store”
- “Closing parks was very damaging to parents and special needs children. Also, foster parents suddenly had no safe place to meet bio parents, so many children went months without seeing their families.”
- “The state is not providing Midland Co. diffident vaccine [sic], Midland Co. is not doing enough to remedy this intentional discrimination by the Whitmer Administration.”
- “Midland PD's lack of mask wearing is viewed as dangerous while setting a poor example.”

55.62% of total WHY survey respondents were very satisfied/satisfied with the local response to the COVID-19 crisis. However, except for Asian/Asian Americans (59.52% very satisfied/satisfied), respondents who did not identify as non-Hispanic white, were less satisfied with local response than non-Hispanic white respondents. 57.38% of non-Hispanic white respondents were very satisfied/satisfied with local response. 13.03% of non-Hispanic whites were dissatisfied/very dissatisfied with local response while 11.9% of Asian/Asian American respondents were dissatisfied/very dissatisfied with local response. Written responses

disaggregated by race/ethnicity do not suggest any patterns or consistencies by race or ethnicity to reach any conclusions concerning satisfaction with local response.

Conclusion:

Five census tracts in Midland County could be considered lagging in the provision of health and well-being in comparison to the remaining census tracts in Midland County. Four of these tracts (2901, 2902, 2906, 2907) are found in the southern half of Midland City and one is found in Lee Township (2915). These five tracts have non-white populations exceeding the average percentage non-white for Midland County, suggesting that the non-white population does not have access to adequate health care and healthy food options to the same extent as that of the non-Hispanic white population.

An examination of health characteristics of Midland County residents suggests inequalities in the health of racial/ethnic minorities in Midland County in comparison to their non-Hispanic white counterparts. This discrepancy begins at pregnancy where only one-third of African American mothers-to-be receive prenatal care compared to over eighty percent of their non-Hispanic white counterparts. For the under 19 population, African American children have health care coverage about ten percent below that of non-Hispanic white children (86.5 and 97.4, respectively). African American residents of Midland under age 65 were less likely to have health insurance coverage than their non-Hispanic white counterparts in 2018. These discrepancies return later in life in that minorities are less likely to utilize Medicare resources to the same extent as their non-Hispanic white counterparts.

Lastly, a 2019²³⁸ study on the health of 668 adults in Midland County found that non-whites were statistically more likely to smoke cigarettes/e-cigarettes and marijuana as well as to consume greater quantities of alcohol than their white counterparts. The long-term health, social, and economic problems associated with these practices will need to be addressed.

We Hear You survey responses also reveal strong concern with access to affordable healthcare and mental health in particular. Comments however also indicate these concerns are not unique to Midland but are a national problem.

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CHAPTER 5

Policing and Criminal Justice

This chapter begins with an overview of arrest rates for both juveniles and adults by race/ethnicity in Midland County. Using data from the Midland County Sheriff's Office, the percentage of violent crimes disaggregated by race for both offender and victim is examined for the 2014 to 2019 timeframe. This is followed by the percentage of property crimes by race of offender and victim. Lastly, interactions with police through traffic stops by race/ethnicity is examined. Due to Midland County's small percentage of non-white population, most analysis focuses on differentials in the criminal justice experience of whites and African Americans. Where available, we disaggregate the crime data by Asian American, Native American, and Hispanic classification. The last part of the chapter examines perceptions and experiences of Midland residents with law enforcement as measured from the *We Hear You* Survey.

Methodology and terms used for comparison purposes in this chapter:

Our purpose in this chapter is to discern if different racial/ethnic groups in Midland County have a greater interaction with law enforcement. We do this in two ways. One way to approach this is through comparing crime rates for different racial/ethnic groups within Midland County. The crime rate is defined as the number of crimes by race of perpetrator or victim divided by the entire population of that race and multiplied by 1,000²³⁹. The rate allows a comparison of two or more groups that controls for the different sizes of these populations. For large populations such as the U.S. and Michigan, crime rates are expressed per 100,000 residents²⁴⁰. The FBI does not recommend using a rate of 100,000 for populations less than 100,000 as it inflates the crime rate in comparison to entities with greater than 100,000 population (e.g. Michigan and the U.S.)²⁴¹. Given that Midland County's 2018 population was less than 100,000 we use a rate of 1,000 which is standard practice in crime reporting²⁴².

Secondly, a series of pie charts show the percentage of perpetrators of violent and property crimes in Midland County by race between 2014 and 2019. This is duplicated with pie charts of victims of violent and property crimes by race. A final pie chart shows the percentage of traffic stops in Midland County by race for 2019. These charts are then compared with the racial composition of Midland County to discern if a group is over or underrepresented in its interactions with law enforcement.

We use the following terms to discuss the relationship between the composition of Midland County's total population by race and the race of perpetrators, victims, and interactions from traffic stops:

²³⁹Uniform Crime Report: Calculation of Rates and Trends.

https://www.njsp.org/info/ucr2000/pdf/calc_ucr2000.pdf

²⁴⁰Computational Formulas.

<https://oag.ca.gov/sites/all/files/agweb/pdfs/cjsc/prof10/formulas.pdf>

²⁴¹ Ibid.

²⁴² Urban and Rural Victimization. 2017.

https://www.ncjrs.gov/ovc_archives/ncvrw/2017/images/en_artwork/Fact_Sheets/2017NCVRW_UrbanRural_508.pdf

We Hear You Task Force, Midland County Diversity, Equity, Inclusion Community Assessment Report, pg. 118.

Overrepresented: refers to a racial group having a greater percentage of perpetrators, victims, or traffic stop incidents than their percentage composition of Midland's population.

Underrepresented: refers to a racial group having a lesser percentage of perpetrators, victims, or traffic stop incidents than their percentage composition of Midland's population.

Overview of Discrepancies in U.S. Arrests by Race:

Nationwide, 69.4 percent of arrested persons in 2019 were white²⁴³ while 26.6 percent were African American²⁴⁴. In 2019, U.S. Census estimates recorded a white population of 72.0 percent and an African American population of 12.8 percent²⁴⁵. African American arrests comprise a greater percentage of the total arrests in the U.S. than African American composition of the U.S. population. These arrests translated into a 2019 crime rate of 2,750.4 per 100,000 population for whites compared to a 5,723.3 per 100,000 population for African Americans²⁴⁶.

The Juvenile Justice System:

It is well known that certain minority groups are overrepresented in the criminal justice system. A 2019 report estimated that the lifetime likelihood of a male born in the U.S. in 2001 going to prison was 1 in 3 for African Americans, 1 in 6 for Hispanics, and 1 in 17 for whites²⁴⁷. The rates for females were 1 in 18 for African Americans, 1 in 45 for Hispanics, and 1 in 111 for whites²⁴⁸. These sobering statistics need to be addressed. The discrepancy in crime rates by race/ethnicity for the U.S. start with the nation's youth. In 2019, the juvenile arrest rate (aged 10-17) for the U.S. was as follows: 454.7 for Asians; 1,748.3 for whites²⁴⁹; 2,558.3 for Native Americans; and 4,249.5 for African Americans²⁵⁰.

Figure 1 displays the juvenile crime rate for Michigan and Midland County as of 2017²⁵¹. These rates cannot be directly compared with the national rates previously discussed as these arrest rates are per 1,000 population while the U.S. arrest rates are per 100,000 population. Michigan's juvenile crime rate was higher for all racial/ethnic categories (except Native Americans) in comparison to Midland County. The very high rate of juvenile Native Americans in the justice system must be viewed with extreme caution. The Native American population in Midland County was less than 400 individuals in 2017 and the population was skewed toward the elderly adult range²⁵². Thus, one incarcerated Native American juvenile would exert a great pull on Midland County's crime rate. Michigan's African American juvenile arrest rate (24.2) was

²⁴³ White includes many individuals of Hispanic origin.

²⁴⁴ U.S. 2020. Department of Justice. 2019 Crime in the United States.

²⁴⁵ U.S. Census. 2019 1-yr estimates.

²⁴⁶ U.S. Department of Justice. 2020. Statistical Briefing Book. Office of Justice Programs.

²⁴⁷ Criminal Justice Facts. The Sentencing Project.

²⁴⁸ Ibid.

²⁴⁹ Includes Hispanic in category.

²⁵⁰ U.S. Department of Justice. 2019. Juvenile Arrest Rates. Office of Juvenile Justice and Delinquency Prevention. https://www.ojjdp.gov/ojstatbb/crime/JAR_Display.asp?ID=qa05261

²⁵¹ Recall that Midland County's crime rate is likely inflated in comparison to Michigan given the differences in their total populations.

²⁵² U.S. Census. 2018. Population Counts by Age and Race.

almost five times that of Midland County's African American juvenile arrest rate (5.2), while non-Hispanic white juveniles in Michigan had crime rates four times that of their counterparts in Midland County. The differences in the juvenile arrest rates for Michigan and Midland County reveal what we already know about Midland County crime rates in general: that it has lower crime rates than other areas of Michigan²⁵³.

Note that Michigan's African American juveniles had crime rates almost three times that of Michigan's white juveniles. The differential between juvenile crime rates for African Americans and whites is slightly better in Midland County at 2.5. Still, African American juveniles are overrepresented in both Michigan's and Midland County's juvenile justice system. This is also comparable to the discrepancy in arrest between African Americans and whites in the U.S.

Michigan's Asian and Hispanic juveniles had the lowest crime rates in Michigan. Recall from Chapter 1 that a greater percentage of Asians and Hispanics in Michigan and Midland County were foreign-born than their non-Hispanic white, African American and Native American counterparts²⁵⁴. Immigration is selective of individuals with higher education (in comparison to their origin country counterparts) and has been offered as a reason why incarceration rates of immigrants are low in comparison to native-born individuals²⁵⁵. A major problem for Michigan (and 39 other states) is that Hispanics are not always identified in arrest records²⁵⁶. Hispanics are often placed in the white, African American, or "other" racial category which makes analysis problematic.

The *We Hear You* study was not tasked with analysis of the local education system and the experiences of students in Midland County schools. Consequently, it is beyond the scope of this work to include analysis of interactions between students and police in the local school system. However, an analysis of student interactions with police in the school system along with a review of policing in the schools, school discipline policies and practices, collection of student/police interaction data, and public sharing of these policies, practices and data are strongly recommended.

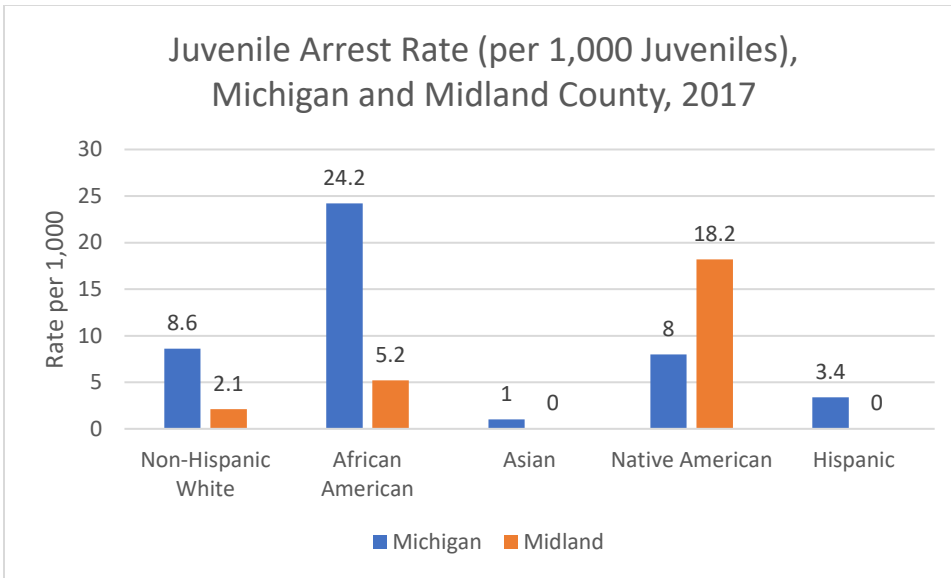
Figure 1.

²⁵³Michigan Incident Crime Reporting. 2019 Offences by County/Agency.
https://www.michigan.gov/msp/0,4643,7-123-1586_3501_4621-534634--,00.html

²⁵⁴ U.S. Census. 2018 Estimates on Foreign-born.

²⁵⁵ Butcher, Kristin F. and Anne Morrison Piehl. 2007. Why Are Immigrants' Incarceration Rates So Low? Evidence on Selective Immigration, Deterrence, and Deportation. NBER Working Paper Series.

²⁵⁶ The Alarming Lack of Data on Latinos in the Criminal Justice System.
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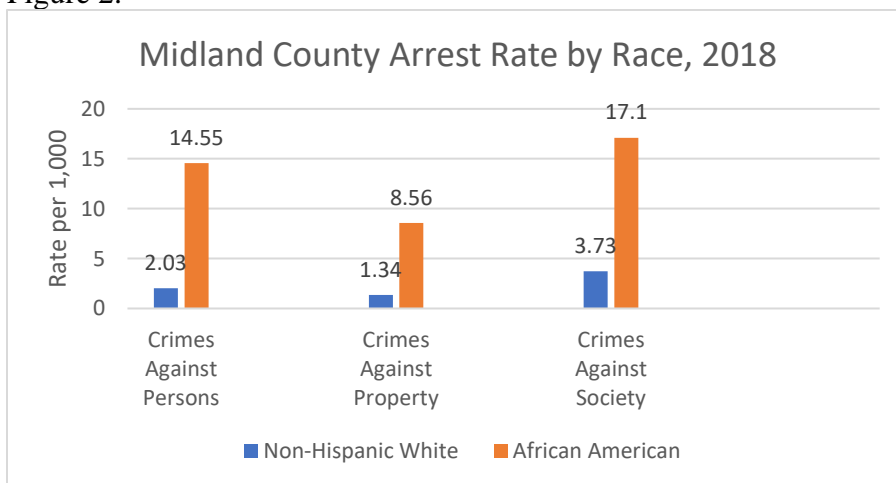


Source: Michigan Committee on Juvenile Justice, Michigan Arrest Rate Data by County.

Arrest Rates for Adults:

Figure 2 displays Midland County arrest rates for non-Hispanic White and African American adults for 2018. The African American arrest rate was over seven times that of non-Hispanic whites for crimes against persons; over six times that of non-Hispanic whites for property crimes; and 4.5 times that of non-Hispanic whites for crimes against society (e.g. disorderly conduct). Like African American juveniles, African American adults in Midland County are overrepresented in arrests in comparison to their non-Hispanic white counterparts.

Figure 2.



Source: Michigan Incident Crime Reporting.

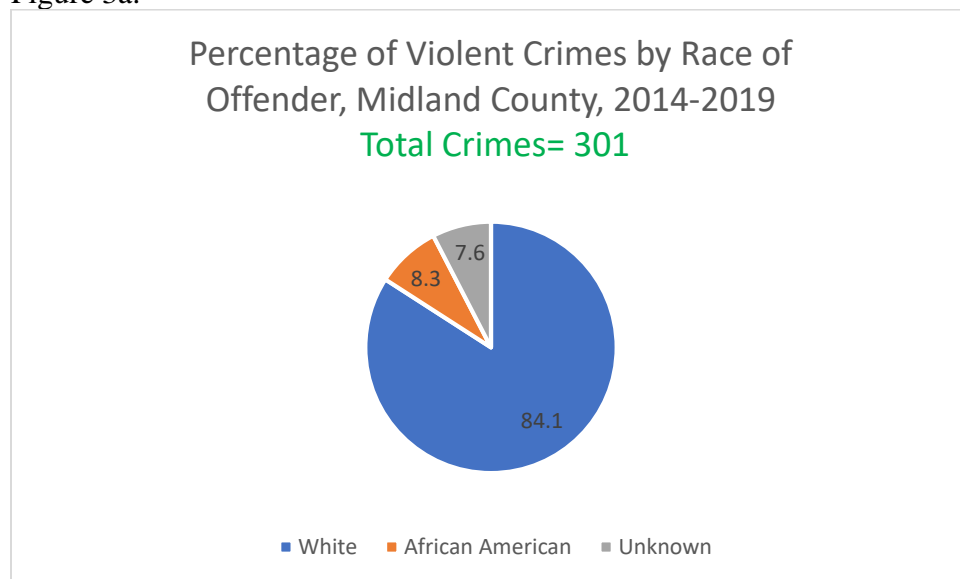
Percentage of Offenders and Victims of Violent Crime by Race, Midland County, 2014-2019:

We Hear You Task Force, Midland County Diversity, Equity, Inclusion Community Assessment Report, pg. 121.

Figure 3a displays a pie chart for the percentage of violent crimes committed by non-Hispanic white and African American offenders in Midland County between 2014-2019 as recorded by the Midland County Sheriff's Department. Caution must be utilized in interpreting these data. Violent crimes include at one scale murder and rape and at the other end assault. Given the small size of the population (and consequently the relatively small number of occurrences of violent crime) in the County of Midland, it is not beneficial to disaggregate by type of violent offense (e.g. murder, physical assault, etc.).

According to the FBI crime explorer database, there were 301 violent crimes committed in Midland County between 2014 and 2019. 84.1 percent of these offenders were non-Hispanic white. Given that the non-Hispanic white population comprised 91.6 of Midland's 2019 population, non-Hispanic whites were underrepresented in violent crimes. Conversely, African American offenders accounted for 8.3 percent of Midland County's violent crimes and comprised only 1.4 percent of the county's population. Thus, African Americans are almost six times more represented as offenders of violent crimes than their representation in the county.

Figure 3a.

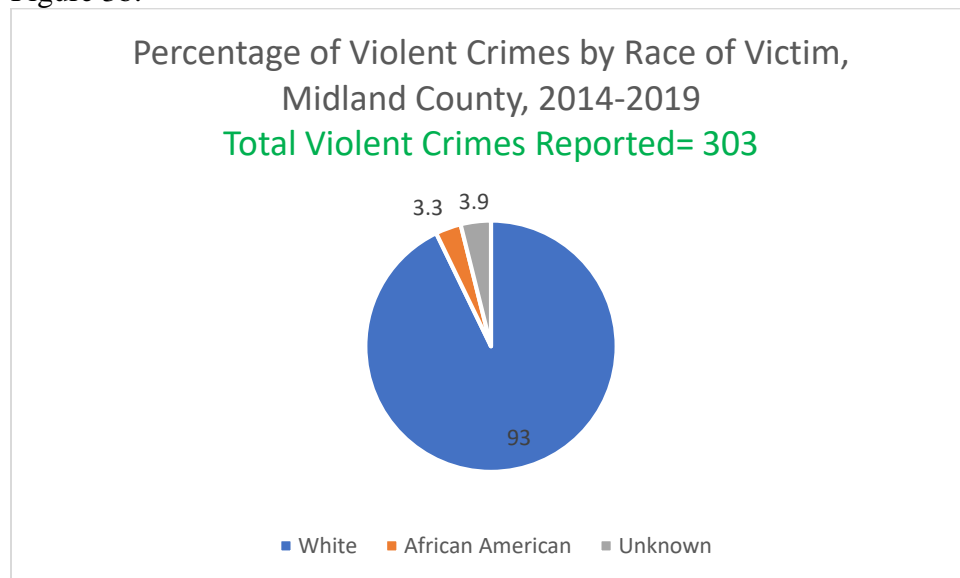


Source: Crime-data-explorer and U.S. Census population estimates by race.

Figure 3b shows that there were 303 violent crimes reported to the Midland County Sheriff's Department between 2014 and 2019. Non-Hispanic whites made up a slightly greater percentage of victims than their composition of Midland County's total population (93.0 compared to 91.6 percent, respectively). African Americans only made up 3.3 percent of victims who reported crimes, but this was 2.5 times their representation of Midland's population. We may conclude from these data that African Americans in Midland County are more likely to be victims of violent crime than their non-Hispanic counterparts. We can turn to national studies on victimization to gauge the actual and/or perceptual differential in the reporting of and the fear of violent crime by race.

A national representative survey conducted by the U.S. Department of Justice in 2019 found that only two out of five victimizations concerning violent crime were reported to the authorities²⁵⁷. African Americans and Hispanics reported 49 percent of victimizations to the police in contrast to whites who only reported 37 percent. A 2019 Pew Research Center national survey on violent crime found that 75 percent of African Americans were concerned about violent crime compared to 46 percent of white respondents²⁵⁸.

Figure 3b.



Source: Crime-data-explorer and U.S. Census population estimates by race.

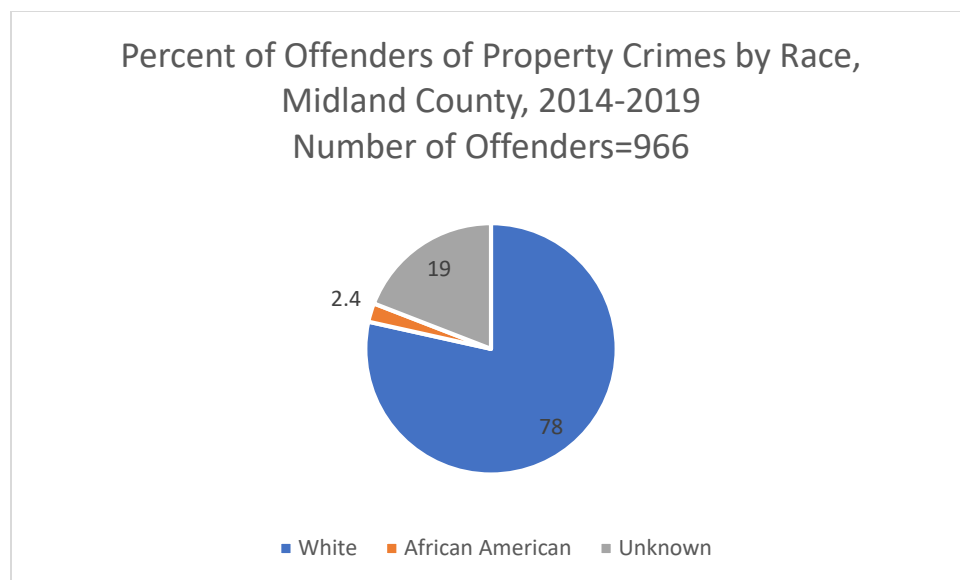
Percentage of Offenders and Victims of Property Crime by Race, Midland County, 2014-2019:

Figure 4a shows the percentage of offenders for property crimes in Midland County by race between 2014 and 2019. There were 966 incidents of property crime during this timeframe. Unfortunately, these data are of limited use given the high percentage of property crimes with unknown offenders (19.0 percent). Given that property crimes are generally less egregious than violent crimes, these crimes often do not warrant the police person hours that violent crimes warrant. Note that there were 1,883 victims of property crime between 2014-2019. This is almost twice the number of apprehended offenders. Non-Hispanic whites were underrepresented in property crimes (comprising only 78.0 percent of offenders) while they comprised 91.6 percent of Midland's population. African American offenders were slightly overrepresented as offenders in comparison to their percentage of Midland County's population (2.4 versus 1.4 percent).

Figure 4a.

²⁵⁷ Morgan, Rachel E. and Jennifer L. Truman. 2020. Criminal Victimization, 2019. U.S. Department of Justice.

²⁵⁸ Gramlich, John. 2019. From Police to Parole, Black and White Americans Differ Widely in Their Views on Criminal Justice System. Pew Research Center.



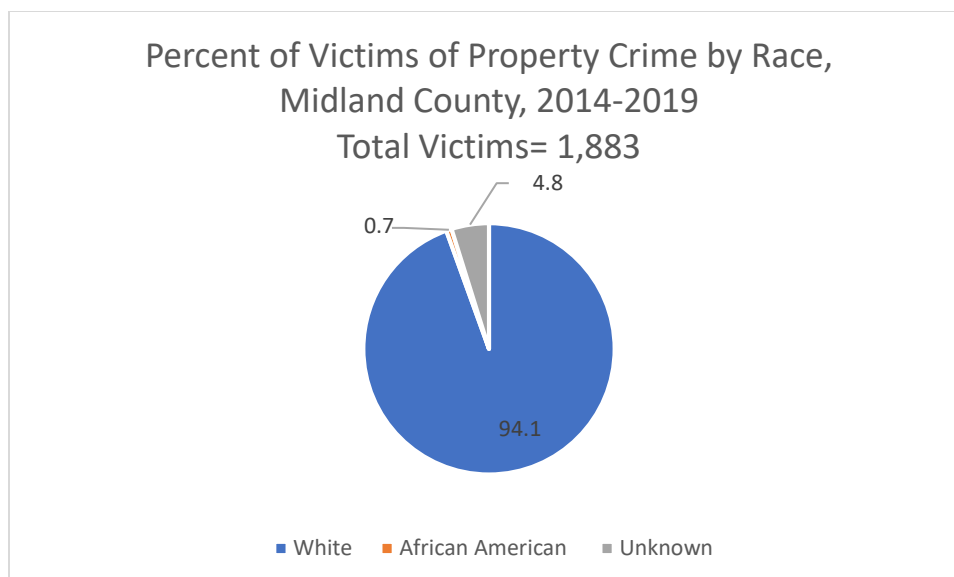
Source: Crime-data-explorer and U.S. Census population estimates by race.

Figure 4b shows that 94.1 percent of reported victims of property crimes in Midland County between 2014 and 2019 were non-Hispanic white, while only 0.7 percent of victims were African American. The African American victim rate is below the 1.4 percent of Midland County's population who were African American. It may be that African American reporting of property crime in Midland County is below that of their white counterparts. While the U.S. Department of Justice (2019)²⁵⁹ found that African Americans were more likely to report violent crime than their white counterparts, other studies on the reporting of property crime have shown that African Americans are far less likely to report property crime to the authorities than their white counterparts²⁶⁰.

Figure 4b.

²⁵⁹ Morgan, Rachel E. and Jennifer L. Truman. 2020. Criminal Victimization, 2019. U.S. Department of Justice.

²⁶⁰ Baumer, Eric P. and Janet L. Lauritsen. 2010. Reporting Crime to the Police, 1973-2005: A Multivariate Analyses of Long-Term Trends in the National Crime Survey (NCS) and National Victimization Survey (NCVS). *Criminology*. 48 (1): 131-185.



Source: Crime-data-explorer and U.S. Census population estimates by race.

Traffic Stops:

According to a U.S. Department of Justice survey administered in 2018 to respondents over age 16, the most frequent police-initiated contact with the public was through traffic stops²⁶¹. This DOJ survey found that at the national level, there was no statistical difference in the probability of a white individual being stopped than a non-white individual²⁶². Pierson et. al. take issue with this approach to analyzing traffic stop behavior. Surveys are subject to selection bias and thus these researchers have turned to a new database headquartered at Stanford University. This database contains data for 95 million traffic stops during the period 1999 to 2020 by race²⁶³. Pierson et. al. found that African Americans were almost 50 percent more likely to undergo a traffic stop than their white counterparts. One of the interesting findings from this analysis was that African American individuals were less likely to be stopped after dark (when it would be more difficult to gauge skin color) than their white counterparts. The authors suggest that this speaks directly to racial profiling²⁶⁴. Regardless of race of the individual in a traffic stop, one survey found that individuals were less likely to seek assistance from the police for non-crime emergencies²⁶⁵. This suggests that law enforcement encounters during traffic stops are perceived negatively by a large percentage of the American populace.

²⁶¹ Harrell, Erika and Elizabeth Davis. 2020. Contacts Between Police and the Public, 2018. 2020. U.S. Department of Justice. *Policing and Society*.

²⁶² Ibid

²⁶³ The Stanford Open Policing Project. 2020. Stanford University.
<https://openpolicing.stanford.edu/data/>

²⁶⁴ Pierson, Emma; Camelia Simoiu, Jan Overgoor, Sam Corbett-Davies, Daniel Jenson, Amy Shoemaker, Vignesh Ramachandran, Phoebe Barghouty, Cheryl Phillips, Ravi Shroff, and Sharad Goel. 2020. A Large-Scale Analysis of Racial Disparities in Police Stops Across the United States. *Nature Human Behavior*. 4: 736-745.

²⁶⁵ Chenane, Joselyn L., Emily M. Wright, and Chris L. Gibson. 2020. Traffic Stops, Race, and Perceptions of Fairness.

Data from 2006-2014 on police agencies in 16 states disclosed that African Americans were twice as likely to be searched during a traffic stop than their White counterparts²⁶⁶. When it comes to the use of force during a traffic stop, evidence has shown that police are more likely to use force on African Americans²⁶⁷ than their white counterparts.

New data from the Michigan State Police has found that traffic stops in which the driver was African American made up a greater percentage of traffic stops than the percentage of African American population in the state of Michigan²⁶⁸. In 2019, 20.5 percent of traffic stops were of African Americans compared to their representation of 14.1 percent of Michigan's over 16 population. Conversely, whites made up 73.3 percent of all traffic stops and accounted for 74.7 percent of Michigan's over 16 population. Figure 5 shows that almost 90 percent of traffic stops in Midland County were of non-Hispanic whites. Given that the share of the non-Hispanic white population in Midland County was 91 percent in 2019, we may conclude that whites are equally represented in traffic stops in terms of their composition of Midland's population. However, 6.7 percent of traffic stops in 2019 were of African Americans with only a 1.4 percent total of Midland's population. Caution needs to be used when interpreting these results. The age profiles of these two groups are different. The African American population in Midland County is younger than the non-Hispanic white population. Also, within this young age group, males represented a greater percentage of Midland County's African American population than their female counterparts. National traffic stop data has indicated that 16 to 24 is the prime age for traffic stops and that males are more likely to be stopped than their female counterparts²⁶⁹. Census estimates for 2018²⁷⁰ revealed that about 23 percent of Midland County's African American population comprised males within the 15 to 30 age group. Compare that with the non-Hispanic white population with 9.5 percent of its population in this age/sex category. Unfortunately, we have no data on the outcomes of these traffic stops.

Figure 5.

²⁶⁶ Baumgartner, Frank R., Leah Christiani, Derek A. Epp, Kevin Roach, and Kelsey Shoub. 2017. Racial Disparities in Traffic Stop Outcomes. Duke University.

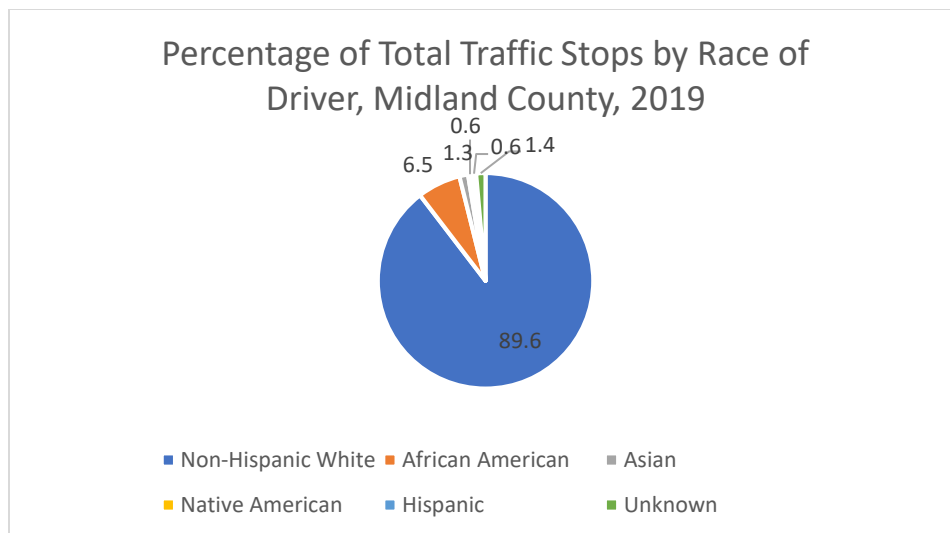
²⁶⁷ Kramer, Rory and Brianna Remster. 2018. Stop, Frisk and Assault? Racial Disparities in Police Use of Force During Investigatory Stops. *Law & Society Review*. 52(4).

²⁶⁸ MSP Publishes Data Showing Racial Disparities in Traffic Stops. 2020.

<https://www.woodtv.com/news/michigan/msp-publishes-data-showing-racial-disparities-in-traffic-stops/>

²⁶⁹ Harrell, Erika and Elizabeth Davis. 2020. Contacts Between Police and the Public, 2018. 2020. U.S. Department of Justice. *Policing and Society*.

²⁷⁰ U.S. Census. 2018 estimates.



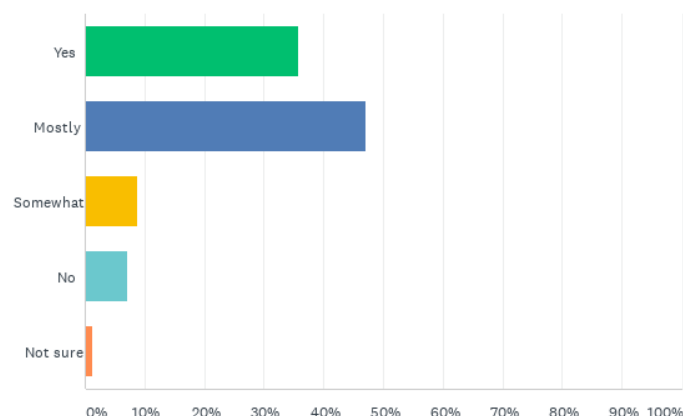
Source: Michigan State Police.

Comments from the *We Hear You* Survey:

The following is a selection of survey questions from the interactions with law enforcement section of the *We Hear You* survey. Even though 37 questions dealt with law enforcement, most respondents skipped all or many of these questions. This is because of a process called skip-logic that is built into the survey. In the Midland DEI survey, the skip-logic was used to ask a yes/no question concerning law enforcement and if the respondent answered no, it automatically skipped over several related questions as they were not relevant. The low number of respondents for most questions precluded the disaggregation of these data by race/ethnicity.

Figure 6. Perceptions of Crime in Neighborhood.

Q19 Do you consider your neighborhood to be crime free?



Answered: 1,654

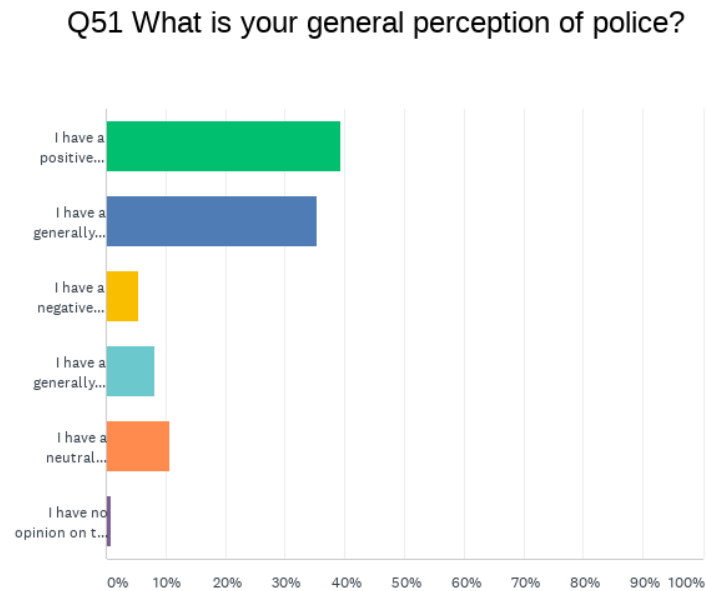
Skipped: 528

Disaggregation of Question 19 by Race/Ethnicity.

	Yes	Mostly	Somewhat	No	Not Sure
Non-Hispanic White (N=1,367)	34.8	49.2	8.5	6.7	1.0
African American (N=106)	42.5	33.0	10.4	10.4	3.8
Asian/Asian American (N=44)	45.6	30.0	20.5	4.6	0
Native American (N=9)	44.4	33.3	11.1	11.1	0
Multi-Race (N=68)	30.9	44.1	10.3	13.2	1.5
Another Race (N=13)	61.5	23.1	7.7	0	7.7
Hispanic (N=75)	42.7	37.3	8.0	8.0	4.0
Middle Eastern or North African (N=23)	30.43	39.13	4.35	17.39	8.7

For the entire sample (all races/ethnicities), 35.7 and 47.0 percent of respondents perceived their neighborhoods as either crime-free or mostly crime-free; respectively. Only 7.1 percent of all respondents did not consider their neighborhoods crime-free. A greater percentage of African American respondents (42.5 percent) perceived their neighborhoods to be crime-free in comparison to non-Hispanic white respondents (only 34.8 percent).

Figure 7. Perceptions of Police.



Total Answered: 1,467

Total Skipped: 715

Disaggregation of Question 51 by Race/Ethnicity.

	Positive	Generally Positive	Negative	Generally Negative	Neutral	No Opinion
Non-Hispanic White (N=1,223)	40.4	36.9	4.5	7.2	10.3	1.0
African American (N=90)	27.8	21.1	17.8	14.4	15.6	3.3
Asian/Asian American (N=37)	24.3	37.8	5.4	16.2	16.2	0
Native American (N=8)	25.0	50.0	12.5	0	12.5	0
Multi-Race (N=57)	43.7	31.6	8.8	10.5	5.3	0
Another Race (N=11)	45.5	9.1	0	18.2	27.3	0
Hispanic (N=58)	32.8	25.9	10.3	10.3	20.7	0

Middle Eastern or North African (N= 18)	44.44	27.78	5.56	0	22.22	0
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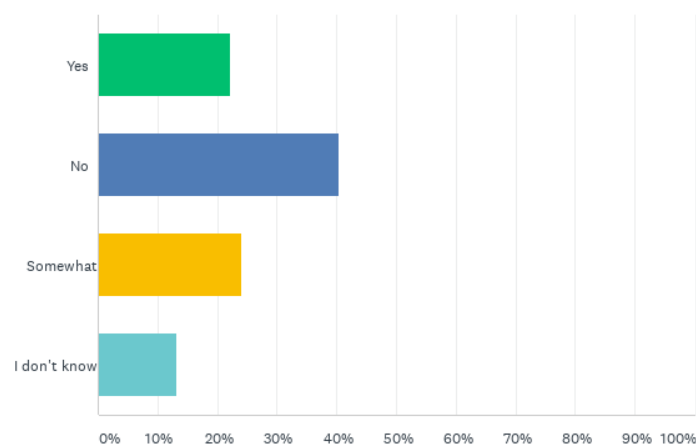
74.8 percent of respondents answered that they had a positive or generally positive perception of police. Only 13.7 percent of respondents had a negative or generally negative perception of the police. 77.3 percent of non-Hispanic whites had a positive perception of police while 11.7 percent had a negative perception. For African American respondents, only 48.9 percent had positive perceptions of police while 32.2 percent had negative perceptions.

There were 185 written comments by non-Hispanic white respondents. Twenty-five (13.5 percent) of these comments stated that minorities were not treated the same as non-Hispanic whites. Due to the wording of this question, some responses focused on police force in general in the U.S. and some respondents focused on Midland. In general, non-Hispanic whites supported Midland law enforcement, although respondents recognized that there were some exceptions.

There were 90 African American respondents to this question and 22 respondents offered written comments. Seven (33.3 percent) comments could be perceived as negative feelings to police and most of these referenced biased treatment of police toward minorities. The other 14 comments regarded the Midland Police (and police in general) as providing an important service to the community (country).

Figure 8. Perceptions of Prejudice from Police.

Q52 Do you believe the police are prejudiced or biased?



Answered: 1,461

Skipped: 721

Disaggregation of Data from Question 52 by Race/Ethnicity.

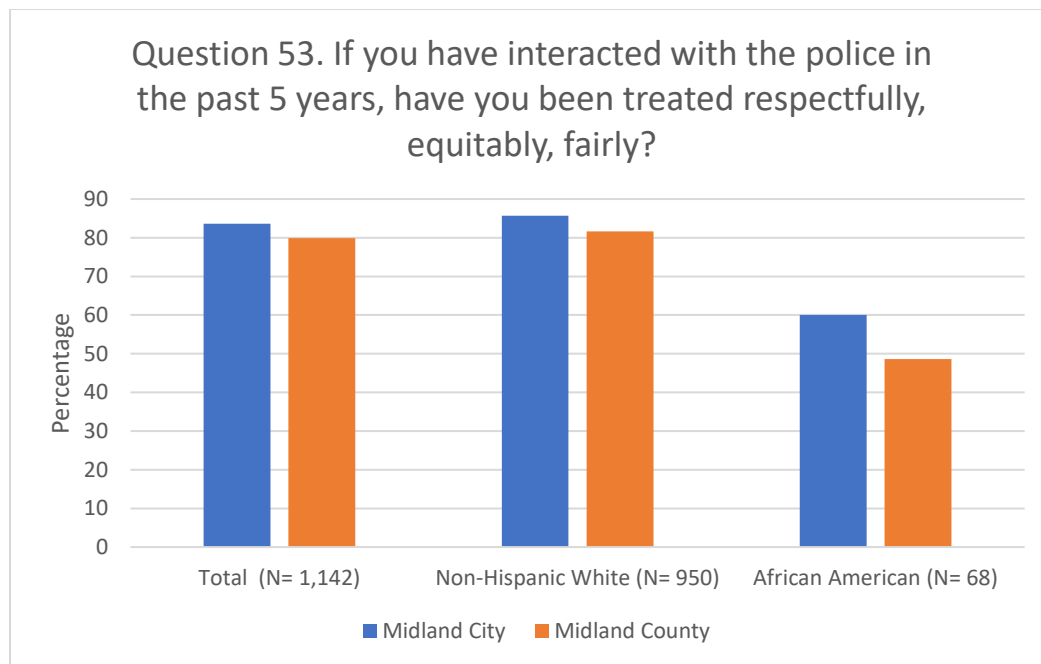
	Yes	No	Somewhat	I Don't Know
Non-Hispanic White (N=1,218)	20.9	41.1	24.4	13.6
African American (N=89)	46.1	31.5	15.7	6.7
Asian/Asian American (N=37)	21.6	18.9	37.8	21.6
Native American (N=8)	12.5	50.0	12.5	25.0
Multi-Race (N=57)	15.8	49.1	26.2	8.8
Another Race (N=11)	9.1	36.4	36.4	18.2
Hispanic (N=58)	24.1	22.4	43.1	10.3
Middle Eastern or North African (N= 18)	5.56	33.33	38.89	22.22

22.1 percent of respondents found police to be prejudiced or biased compared to 40.5 percent who did not. There were 316 comments. Regardless of race of respondent, it was noted that there are both 'good' and 'bad' individuals in law enforcement. Many respondents indicated that officials needed more training in explicit and implicit bias prevention. In fact, a large percentage of comments indicated that everyone (not just law enforcement) have prejudices and biases.

One's response varied widely depending on whether the respondent was non-Hispanic white or African American. There were 89 African American respondents and 46.1 percent of these respondents found police to be prejudiced or biased while only 20.9 percent of non-Hispanic white respondents indicated this response. Only 31.5 percent of African American respondents did not find police to be prejudiced or biased compared to 41.1 percent of white respondents.

Figure 9. Interactions with Law Enforcement.

The reader will note that in the Interactions with Law Enforcement section of the survey that the number of respondents who skipped certain questions far outnumber the number of respondents who answered that question. This is a result of skip logic which is designed to prevent the respondent from viewing questions that are not relevant to their experiences.



Percentage of Respondents to Question 53 that they were treated respectfully by Midland Law Enforcement by Race/Ethnicity. (1,142 answered, 1,040 skipped)

	Midland City	Midland County
Non-Hispanic White (N=950)	83.7	81.7
African American (N=68)	60.0	48.6
Asian/Asian American (N=21)	68.8	42.9
Native American (N=8)	100.0	100.0
Multi-Race (N=51)	74.4	77.8
Another Race (N=11)	88.9	80.0
Hispanic (N=47)	76.5	75.0
Middle Eastern or North African (N= 14)	85.71	64.29

To better represent a large amount of data in an easily readable and understandable format, question 53 was reformatted from its original chart in Survey Monkey. Responses for Question 53 totaled 1,142 while 1,040 respondents skipped this question. Over 80 percent of non-Hispanic white respondents indicated that they were treated respectfully, equitably, fairly by Midland Police (85.7 for Midland City and 81.6 percent for Midland County). Compare this with the African American respondents with only 60.0 percent answering that they were treated respectfully, equitably, fairly by Midland City Police and 48.6 percent for Midland County. There were 296 written comments from non-Hispanic white respondents. 274 of those comments could be considered positive or neutral. Based on survey data, there is great support for the Midland City and County Police among the non-Hispanic white population with many noting Midland's law enforcement agencies act professionally and provide a valuable service to the community. Twenty-two (7.4%) comments could be perceived as negative. Several respondents perceived the police to be 'rude' or 'disinterested'. Given that most interactions with law enforcement were a result of traffic infractions or the summoning of police to a residence for minor infractions, it is difficult to gauge the 'rude' and 'disinterested' comments. There were 26 written comments submitted by African American respondents. 21 of these could be considered positive and cited that police were courteous and professional. Five (19.2 percent) responses were negative. Three of these responses suggested that police were racially biased while two respondents declined to offer details due to possible repercussions. This likely indicates that some respondents are distrustful of surveys.

The *We Hear You* survey also asked about potential incidents during police interactions. These incidents could include shouting and cursing; searches; threat to be arrested and/or ticketed; threat to use force; being pushed, grabbed, kicked, or hit; handcuffed; pepper/chemical sprayed; use of electroshock device; having a gun pointed at them; police placing their hand on their gun²⁷¹; use of any other type of force; making other threats; confiscating personal items. These incidents come from questions 59, 64, 69, 82, 87 which relate to being stopped while driving (question 59); stopped in a public place or parked vehicle (question 64); incidents involving the driver or passenger of the vehicle during a traffic stop (question 69); police arriving at the respondent's residence unannounced (question 82); police arriving unannounced at a residence the respondent was visiting (question 87)

The following provides the number of incidents for each racial/ethnic group (rather than percentage). The first number is incidents involving Midland City Police. The second number is incidents involving Midland County Police. The third number are those incidents respondents could not differentiate between Midland City and County police.

Question 59*, "Did the police do any of the following when you were stopped while driving?" (respondents could check all that applied). (420 answered; 1,762 skipped).

²⁷¹ The Chief of the Midland Police Department and We Hear You committee member explained it is common practice for an officer to place their hand on their gun when making routine traffic stops. This practice is likely to elicit different responses from individuals who have been stopped by the police depending on several factors such as their perceptions of the police and previous incidents and experiences.

	Non-Hispanic white (N= 470)	African American (N= 23)	Asian/Asian American (N= 8)	Native American (N= 2)	Multiple Race (N= 26)	Hispanic (N= 17)	Middle Eastern or North African (N= 3)	Another Race (N= 3)
Shouting/cursing	7/5/1	2/3/0	0/0/0	0/0/0	1/0/0	1/0/0	0/0/0	0/0/0
Searching you or your items	9/6/2	2/2/1	0/0/0	0/0/0	1/1/0	1/1/0	0/0/0	0/0/0
Threaten to arrest you	4/4/2	2/2/0	0/0/0	0/0/0	2/1/0	3/1/0	0/0/0	1/0/0
Threaten with ticket/additional ticket	29/6/8	3/5/2	0/0/0	0/0/0	4/1/1	5/1/0	0/0/0	1/0/0
Threat to use force	2/4/2	1/0/0	0/0/0	0/0/0	1/1/0	2/1/0	0/0/0	1/0/0
Push, grab, kick, or hit	1/2/1	0/0/0	0/0/0	0/0/0	0/1/1	0/1/1	0/0/0	0/0/0
Handcuff	5/5/1	0/0/0	0/0/0	0/0/0	0/1/0	0/1/0	0/0/0	0/0/0
Pepper/chemical sprayed	1/1/1	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0
Use of electroshock device	0/1/1	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0
Point a gun	2/2/1	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0
Placed their hand on their gun	20/10/5	4/3/2	0/0/0	0/0/0	2/0/1	3/0/0	0/0/0	1/0/0
Use of any other type of force	1/4/1	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0
Make other Threats	4/4/1	1/1/0	0/0/0	0/0/0	0/2/0	1/2/0	0/0/0	1/0/0
Confiscate personal items	3/3/1	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0
Police did none of the above	236/92/58	11/6/3	6/5/3	1/0/1	17/5/6	7/5/5	2/1/1	2/2/2

*First number indicates Midland City, second number Midland County, and third number unsure whether Midland City or County.

There were 43 total written comments for question 59. Four comments noted when interacting with an officer during a traffic stop, the officer placed their hand on their gun. Four comments noted a specific incident, sixteen comments noted positive interactions with police and/or support for police, and nineteen comments open to additional interpretation. These numbers are approximated from written comments and some survey comments are open to interpretation.

Question 64*, “Did the police do any of the following when you were stopped in a public place or a parked vehicle? (respondents could check all that applied) (38 answered; 2,144 skipped)

	Non-Hispanic white (N= 25)	African American (N= 6)	Asian/Asian American (N= 0)	Native American (N= 0)	Multiple Race (N= 4)	Hispanic (N= 3)	Middle Eastern or North African (N= 0)	Another Race (N= 1)
Shouting/cursing	2/4/1	1/1/0	0/0/0	0/0/0	1/0/1	1/0/0	0/0/0	0/0/0
Searching you or your items	5/4/1	0/0/0	0/0/0	0/0/0	1/0/1	1/0/0	0/0/0	0/0/0
Threaten to arrest you	3/3/1	0/1/2	0/0/0	0/0/0	0/0/2	0/0/1	0/0/0	0/0/0
Threaten with ticket/additional ticket	4/2/1	0/0/1	0/0/0	0/0/0	0/0/2	0/0/0	0/0/0	0/0/0
Threat to use force	1/3/1	0/0/0	0/0/0	0/0/0	0/0/1	0/0/0	0/0/0	0/0/0
Push, grab, kick, or hit	0/1/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0
Handcuff	1/2/1	0/0/0	0/0/0	0/0/0	0/0/1	0/0/0	0/0/0	0/0/0
Pepper/chemical sprayed	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0
Use of electroshock device	0/1/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0
Point a gun	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0
Placed their hand on their gun	3/4/1	0/1/0	0/0/0	0/0/0	0/0/2	0/0/1	0/0/0	0/0/0
Use of any other type of force	0/1/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0
Make other threats	1/3/0	0/0/0	0/0/0	0/0/0	0/0/1	0/0/1	0/0/0	0/0/0
Confiscate personal items	0/1/1/	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0
Police did none of the above	13/6/6	3/1/1	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/1

*First number indicates Midland City, second number Midland County, and third number unsure whether Midland City or County.

There were 9 total written comments for question 64. These comments are included below as they appeared on the survey.

- “The officer was very polite and nice and professional. It was a nice interaction and I appreciate him asking me.”
- “None - but I wondered why I needed to give Id even AFTER I answered his question about what I was doing there (parked in a parking place in a parking lot), and he could clearly see my dog in the back and it was clearly plausible that we were resting after our walk and enjoying the shade before heading home. However, given the fact that you're asking about being stopped while stopped, I take it you folks know that this is happening here, hunh?”
- “No”
- “Police always grab their gun when they are near me and folks that look like me.”
- “All happened when I was fishing and harasser [sic] by cop”
- “I've been given rides or tracked down by police for running away from home or walking in areas that I shouldn't have (unaware ofc)”
- “Just a verbal warning to let us know we were there too early.”
- “We were playing Pokémon go down at the fridge[sic] and we were sitting in our cars. It was me my husband my friend and my daughter at the time. It was 730pm. And officer said we looked suspicious. And made us get out. Put my husband and friend in handcuffs while I held my daughter. Searched our car and us. Tore my daughters diaper bag apart throwing everything on the ground. Brought the k9 dog and searched our car and again found NOTHING.”
- “I was playing pokemon GO”

Question 69*, “Did the police do any of the following to the driver or passenger of the vehicle during the stop?” (respondents could check all that applied) (89 answered; 2,093 skipped)

	Non-Hispanic white (N= 60)	African American (N= 9)	Asian/Asian American (N= 1)	Native American (N= 3)	Multiple Race (N= 9)	Hispanic (N= 8)	Middle Eastern or North African (N= 2)	Another Race (N= 2)
Shouting/cursing	0/1/2	1/0/0	0/0/0	0/0/0	1/0/0	1/0/0	0/0/0	0/0/0
Searching you or your items	2/1/1/	1/2/1	0/0/0	0/0/0	1/0/0	1/0/0	0/0/0	0/0/0
Threaten to arrest you	0/1/1	0/0/1	0/0/0	0/0/0	0/0/0	1/0/0	0/0/0	1/0/0
Threaten with ticket/additional ticket	3/3/2	1/1/1	0/0/0	0/0/0	0/0/1	1/0/0	0/0/0	1/0/0
Threat to use force	0/1/0	0/0/0	0/0/0	0/0/0	0/0/0	1/0/0	0/0/0	1/0/0
Push, grab, kick,	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0

or hit								
Handcuff	1/2/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0
Pepper/chemical sprayed	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0
Use of electroshock device	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0
Point a gun	0/1/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0
Placed their hand on their gun	1/2/2	1/0/0	0/0/0	0/0/0	0/0/0	1/0/1	0/0/0	1/0/0
Use of any other type of force	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0
Make other threats	0/2/0/	0/0/0	0/0/0	0/0/0	0/0/0	1/0/0	0/0/0	1/0/0
Confiscate personal items	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0
Police did none of the above	32/16/13	5/2/1	1/1/1	2/2/1	4/2/3	2/0/3	2/1/0	1/1/1

*First number indicates Midland City, second number Midland County, and third number unsure whether Midland City or County.

There were 4 total written comments for question 69. These comments are included below as they appeared on the survey.

- “none”
- “At this point in the survey I am alarmed to see Force outlined as it has been. For someone marginalized even if it isn't by race the mere sight of [sic] a police officer is threatening Force.”
- “just considered suspicious”
- “Totally professional police force.”

Question 82*, “Did the police do any of the following when they arrived at your residence announced?” (respondents could check all that applied). (101 answered; 2,081 skipped)

	Non-Hispanic white (N= 79)	African American (N= 11)	Asian/Asian American (N= 1)	Native American (N= 0)	Multiple Race (N= 4)	Hispanic (N= 9)	Middle Eastern or North African (N= 1)	Another Race (N= 2)
Shouting/cursing	0/0/2	1/2/1	0/0/0	0/0/0	0/1/0	0/1/0	0/0/0	0/0/0

Searching you or your items	0/0/1	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0
Threaten to arrest you	2/0/1	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0
Threaten with ticket/additional ticket	3/0/1	2/0/1	0/0/0	0/0/0	0/0/0	1/0/1	0/0/0	0/0/0
Threat to use force	1/0/1	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0
Push, grab, kick, or hit	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0
Handcuff	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0
Pepper/chemical sprayed	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0
Use of electroshock device	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0
Point a gun	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0
Placed their hand on their gun	4/0/1	1/1/1	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0
Use of any other type of force	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0
Make other Threats	0/0/0	1/0/1	0/0/0	0/0/0	0/1/0	0/1/0	0/0/0	0/0/0
Confiscate personal items	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0
Police did none of the above	46/20/17	5/1/1	1/1/1	0/0/0	1/0/1	2/1/3	1/1/1	0/0/2

*First number indicates Midland City, second number Midland County, and third number unsure whether Midland City or County.

There were 12 total written comments for question 82. These comments are included below as they appeared on the survey.

- “They were amazing - caring, respectful and concerned.”
- “None of the above”
- “They did some of those things to my son, but not to me”
- “Again, the police could have done better to diffuse the situation by listening”
- “we were not home at the time and touched base via phone.”
- “none of the above, the officer was simply on my property without permission”
- “Every interaction I have had with officers in Midland and elsewhere they always have there had resting on the butt of their gun. This comes across as intimidating.”

- “Again, if these are the only options when you meet up with the cops, you are starting in the wrong place.”
- “They we super helpful. Glad those guys are patrolling.”
- “The police may not physically act but they act in an intimidating manner sometimes.”
- “See above”
- “Nongermane questions in serarch[sic] of nonanswers[sic]!”

Question 87*, “Did the police do any of the following when they arrived at the residence where you were visiting?” (respondents could check all that applied). (38 answered; 2,144 skipped).

	Non-Hispanic white (N= 34)	African American (N= 3)	Asian/Asian American (N= 0)	Native American (N= 0)	Multiple Race (N= 1)	Hispanic (N= 1)	Middle Eastern or North African (N= 0)	Another Race (N= 0)
Shouting/cursing	0/1/1	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0
Searching you or your items	0/0/1	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0
Threaten to arrest you	2/1/2	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0
Threaten with ticket/additional ticket	1/1/1	1/1/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0
Threat to use force	1/1/1	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0
Push, grab, kick, or hit	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0
Handcuff	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0
Pepper/chemical sprayed	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0
Use of electroshock device	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0
Point a gun	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0
Placed their hand on their gun	2/3/1	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0
Use of any other type of force	1/1/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0
Confiscate	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0

personal items								
Police did none of the above	26/12/4	2/1/0	0/0/0	0/0/0	1/1/0	1/1/0	0/0/0	0/0/0

*First number indicates Midland City, second number Midland County, and third number unsure whether Midland City or County.

There were 5 total written comments for question 87. These comments are included below as they appeared on the survey.

- “Very professional and polite and well informed of the law”
- “they were there only in response to house fire, they were ECELLENT[sic]”
- “Unsure I did not come to the door.”
- “They were trying to cover up crimes”
- “Again, not the person they're ever looking for. Consider me a neutral observer.”

WHY Survey Question 89 asked, “Is there anything else you would like to comment on concerning racial and ethnic inclusion in Midland County?” There were 59 written comments that specifically mentioned the words “police,” “cops,” or “law enforcement.” The following presents the most common themes and the number of times the theme was mentioned.

Comment	Frequency
Respondent noted, identified, or referenced a specific incident	3
Positive general statement and support about police	12
Negative general statement about police	3
Suggest improved training for police (e.g. mental health)	5
Suggest increased resources for police	3
Suggest increased transparency and access to police data	1
Suggest increased diversity of police	4
Need greater consideration of socioeconomic and other local issues	3
General support but need to do more	3
Criticism of survey and Midland’s DEI efforts	14

* Numbers are approximated from written comments and some survey comments are open to interpretation.

Moving Forward:

We Hear You Task Force, Midland County Diversity, Equity, Inclusion Community Assessment Report, pg. 140.

In her extensive research on the carceral state, mass incarceration and racialized policing and its history²⁷², Historian Heather Ann Thompson explains how mass incarceration and the “criminalization of urban spaces” contributed to the decline and devastation of U.S. cities in the postwar period.²⁷³ Thompson and many others point to changes in drug laws, for instance, as a central mechanism in the expansion of the carceral state which disproportionately impacted communities of color.²⁷⁴ Yet along with drug laws, additional factors have contributed greatly to mass incarceration and expansion of the carceral state including pre-trial detention and cash bail; failure to pay fees and fines; sentencing laws; school policing, and additional policing practices²⁷⁵, for instance.

The Drug Policy Alliance (DPA), is a nonprofit organization “committed to exposing discrimination and disproportionate drug law enforcement, as well as the systems that perpetuate them.” The group aims “to eliminate policies that result in the unfair criminalization of communities of color by rolling back harsh mandatory minimum sentences and by addressing on[sic] the rampant over-policing of these communities.”²⁷⁶ According to the organization, “The drug war has produced profoundly unequal outcomes across racial groups, manifested through racial discrimination by law enforcement and disproportionate drug war misery suffered by communities of color.” The DPA also points out, “Higher arrest and incarceration rates for these communities are not reflective of increased prevalence of drug use, but rather of law enforcement’s focus on urban areas, lower income communities and communities of color.”²⁷⁷ In “The Drug War, Mass Incarceration and Race,”²⁷⁸ the DPA explains, “Misguided drug laws and harsh sentencing requirements have produced profoundly unequal outcomes for people of color.” The DPA goes on to point out, “People of color experience discrimination at every stage of the judicial system and are more likely to be stopped, searched, arrested, convicted, harshly sentenced and saddled with a lifelong criminal record. This is particularly the case for drug law violations.”²⁷⁹ Interestingly, in its report, “Incarceration and Poverty in the United States,” the “center-right” policy institute, American Action Forum, also concluded, “Without reducing poverty and income inequality, racial bias, and the overcriminalization of activities related to poverty, the United States will not meaningfully reduce its prison population.”²⁸⁰

²⁷² See for instance Heather Ann Thompson’s *Blood in the Water: The Attica Uprising of 1971 and its Legacy* (Pantheon Books, 2016); “The Racial History of Criminal Justice in America,” in *DuBois Review: Social Science Research on Race* (Spring 2019); “Unmaking the Motor City in the Age of Mass Incarceration,” in *Journal of Law and Society* (December 2014); “Why Mass Incarceration Matters: Rethinking Crisis, Decline and Transformation in Postwar American History,” in *The Journal of American History* (December 2010)

²⁷³ Heather Ann Thompson, “Why Mass Incarceration Matters: Rethinking Crisis, Decline and Transformation in Postwar American History,” in *The Journal of American History* (December 2010), 706.

²⁷⁴ *Ibid.*, 708.

²⁷⁵ See for instance the Supreme Court decision *Terry v. Ohio* (1968); Alexander, 63-64; Thompson (2010), 712

²⁷⁶ <https://drugpolicy.org/issues/race-and-drug-war>

²⁷⁷ <https://drugpolicy.org/issues/race-and-drug-war>

²⁷⁸ Drug Policy Alliance, “The Drug War, Mass Incarceration and Race,” January 25, 2018, <https://drugpolicy.org/resource/drug-war-mass-incarceration-and-race-englishspanish>

²⁷⁹ *Ibid.*

²⁸⁰ Tara O’Neill Hayes and Margaret Barnhorst, “Incarceration and Poverty in the United States,” American Action Forum, June 30, 2020, https://www.americanactionforum.org/research/incarceration-and-poverty-in-the-united-states/#_edn1

In *The New Jim Crow: Mass Incarceration in the Age of Colorblindness*, Michelle Alexander asserts, “A new social consensus must be forged about race and the role of race in defining the basic structure of our society, if we hope ever to abolish the New Jim Crow. This new consensus must begin with dialogue, a conversation that fosters a critical consciousness, a key prerequisite to effective social action.”²⁸¹

We have demonstrated that the crime rate in Midland County is higher for African Americans than whites. As data from the juvenile crime rate shows, this differential begins in the pre-teen years and is carried over into adulthood. We have shown that African Americans made up a greater percentage of traffic stops in Midland County in 2019 than their composition of Midland’s population. We do not attempt to explore the historical, economic, social, or political factors that may explain these differentials in crime/traffic stops between different racial/ethnic groups. Nor do we provide an exhaustive overview of the arguments advanced toward the inequitable treatment of racial groups by the justice system. The Midland Racial Equity and Inclusion survey probes differences in treatment by the police/justice system by race/ethnicity and will provide a point of departure for future work on racial equity. Perceptions of law enforcement varies greatly by whether the WHY respondent was non-Hispanic white or African American. African Americans tended to view law enforcement as more prejudiced than their white counterparts and reported that they were not treated as respectfully, equitably, or fairly by law enforcement.

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²⁸¹ Michelle Alexander, *The New Jim Crow: Mass Incarceration in the Age of Colorblindness* (New York: The New Press, 2012), 15.

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Chapter 6

Government Structure and Representation

This final chapter examines government structure and representation in Midland County. Using the demographic data from Chapter 1, we examine whether racial/ethnic minorities are equally proportioned in positions bearing responsibility and leadership as well as in occupations that have the potential for providing an income level that provides the household with the ability to acquire housing, clothing, food, medical care, and transportation that Americans have traditionally identified as middle-class. The second part of this analysis examines responses from the *We Hear You Survey* that offer perceptions on Midland government's role in racial/ethnic relations.

The Census and Political Representation:

The U.S. Census provides the official population counts that determine political representation for our electoral system. One issue with relying on census counts is that African Americans, Native Americans, and Hispanics tend to be undercounted in the census²⁸² and thus monetary and non-monetary resources are not appropriately allocated to certain areas of a municipality. The undercount of the African American population has a long history. In 1960, this undercount was 6 percent for the African American population while it was only 3 percent for the non-African American population²⁸³. While the census has tried to address the undercount issues over the past half-century, 2 percent of African Americans were still undercounted in the 2010 Census compared to a small overcount of non-African American population²⁸⁴. An overcount is a problem because non-Hispanic white, middle-class individuals are more likely to be overcounted and jurisdictions with higher percentages of non-Hispanic whites are allocated more financial

²⁸² Gao.gov/raceinamerica#education. Factors that contribute to undercounting of minority groups compared to non-Hispanic whites may include likelihood to change residence, incarceration, homelessness, and poverty.

²⁸³ Following a long history, the 2020 Census risks undercounting the African American population. Urban Institute

²⁸⁴ Ibid.

resources²⁸⁵. In the 2010 Census, several census tracts in Midland County had undercounts around 27 percent (meaning a little over one-fourth of residents did not respond to the census)²⁸⁶. Unfortunately, this source did not identify the specific tracts that experienced the undercount.

The U.S. Census uses the term voting districts as a generic term to indicate election districts, wards, or precincts²⁸⁷. These voting districts need to be contiguous and to have roughly equal population. After the decennial census counts, boundaries are reconfigured by municipalities. Gerrymandering is a term that refers to the purposeful manipulation of voting districts and has had a long history in American politics²⁸⁸. It gives ‘undue influence to a candidate, community, or political party’²⁸⁹. Cracking is a process where the power of a minority group is diluted by splitting the districts between two or more majority-white districts²⁹⁰. Packing occurs when boundaries are drawn to keep a minority group within the same district²⁹¹. This minimizes the number of seats in the election from which minorities elect representatives. Thus, two problems arise in the U.S. political system that can directly affect minorities: Census undercount and the redistricting process.

Michigan’s voting districts will be redrawn by a commission of thirteen Michigan citizens by November of 2021²⁹². This is a departure from the previous decades where political parties influenced the drawing of voting districts. While this may alleviate some of the redistricting problems at the state level, local municipalities must also redraw their political representation boundaries. As of 2010, Midland County had 50 voting districts²⁹³. The City of Midland contained 24 voting districts (precincts) that are aggregated to 5 wards. The ward is an improvement over the at-large alternative that has historically underrepresented minorities. At-large systems dilute the power of minorities as the majority population elects most representatives for city councils, school boards, and municipal boards and these agencies have a profound impact on decisions concerning the funding of education, urban planning policies, transportation systems, and economic development²⁹⁴. As of 2012, 64% of the cities in the U.S. used at-large systems for local elections²⁹⁵.

Voting Districts in Midland:

²⁸⁵ Ibid.

²⁸⁶ Ailles, Lauren. 2019. Midland CCC Kicks Off 2020 Census Campaign. NewsWest9. <https://www.newswest9.com/article/news/midland-ccc-kicks-off-2020-census-campaign/513-11435716-ed18-4147-bfe5-ea97f36bd996>

²⁸⁷ U.S. Census. Voting Districts. <https://www2.census.gov/geo/pdfs/reference/GARM/Ch14GARM.pdf>

²⁸⁸ Bunge, William. 1966. Gerrymandering, Geography, and Grouping. *Geographical Review*. 56(2): 256-263.

²⁸⁹ A commissioner’s guide to redistricting in Michigan. 2019. Princeton University. https://gerrymander.princeton.edu/assets/docs/Princeton_MI_report.pdf

²⁹⁰ Ibid.

²⁹¹ Ibid.

²⁹² Michigan selects 13 commissioners to redraw census lines. <https://www.clickondetroit.com/news/local/2020/08/18/michigan-selects-13-commissioners-to-redraw-voting-lines/>

²⁹³ U.S. Census. 2010.

²⁹⁴ Abbott, Carolyn and Magazinnik, Asya. 2020. At-Large Elections and Minority Representation in Local Government. *American Journal of Political Science*. 64(3): 717-733.

²⁹⁵ Ibid.

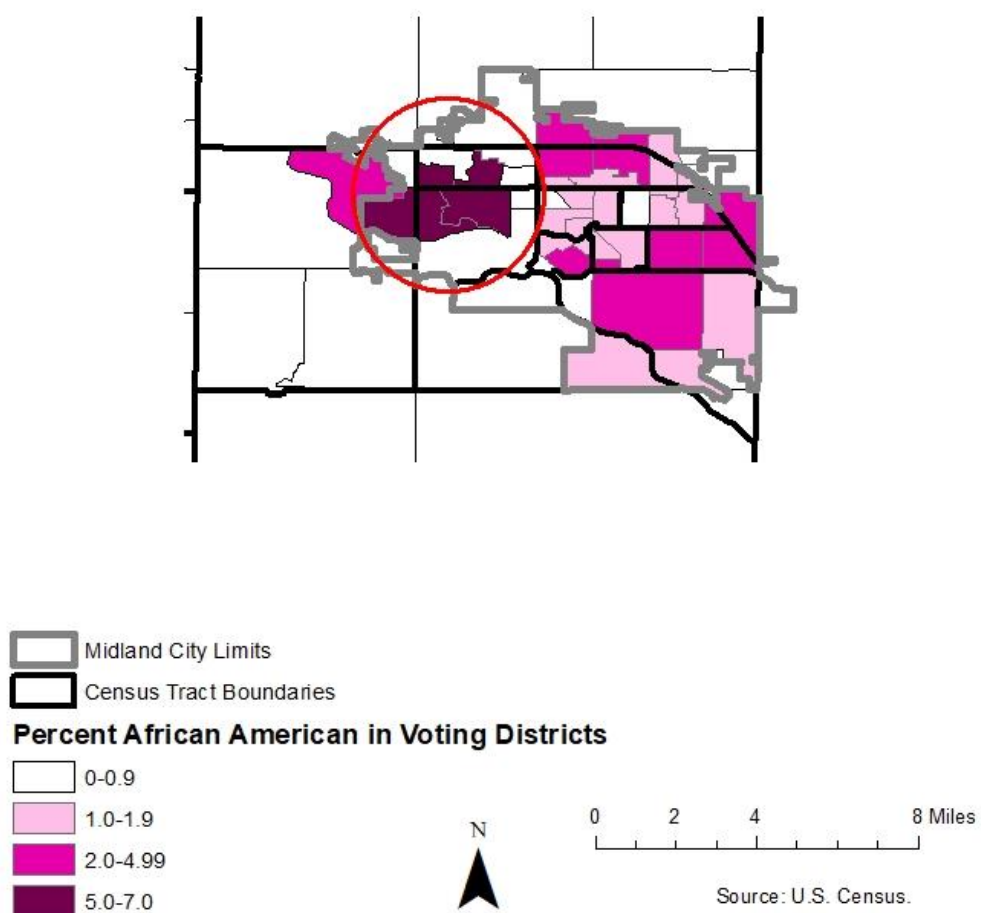
Figure 1 displays the percent of African Americans in the voting districts of Midland City and surrounding census tracts. While only a little over 2.0 percent of Midland City's population was African American in 2018, about sixty percent of African Americans in Midland County resided in Midland City²⁹⁶. Unfortunately, the data in this map are a decade out of date but redistricting from the 2020 Census has not yet occurred. Note the red circle to the west of the city. Two census tracts²⁹⁷ (outline in black) show an interesting situation. Tract 2904 has four voting districts. Two of these voting districts have under 1.0 percent African American population while two of these districts have between 5.0 and 7.0 percent African American population. While the Tittabawassee River to the south is a natural divider for voting districts (and the blocks that are aggregated to make up the voting districts), no such natural border exists in the east and south of this area. In other words, the voting districts in Census Tract 2904 were arbitrarily configured from the aggregation of census blocks. Going forward, that is after the final counts of Census 2020, it is suggested that minority populations have a seat at the redrawing of these voting districts for Midland County (assuming this is not already the case).

Figure 1.

²⁹⁶ U.S. Census. ACS. 2019-estimates.

²⁹⁷ Voting districts follow the boundaries of census blocks. Each census tract has dozens of census blocks and would make the appearance of a map as this scale hard to read.

Percent African American by Voting District, City of Midland and Environs, 2010



Government Employment:

During most of the 20th century, minorities could attain middle-class standard of living through manufacturing employment which often did not entail high levels of education or training²⁹⁸. Since the 1960s, manufacturing operations in the U.S. have relocated to developing countries or have implemented labor-saving devices eliminating many well-paying jobs for those with lower education and skill levels²⁹⁹. One of the best ways to secure a middle-class lifestyle in the late 20th/early 21st century for minorities is to obtain government employment³⁰⁰ and public sector employment is a way to enhance racial equity in U.S. municipalities. According to the Economic Policy Institute, “Historically, the state and local public sectors have provided more equitable opportunities for women and people of color. As a result, women and African Americans constitute a disproportionately large share of the state and local public-sector workforce.”³⁰¹ For example, 1 in 5 African American workers in the U.S. in 2020 were employed in the public sector³⁰². However, public sector jobs were particularly impacted by the Great Recession and COVID-19 pandemic and remain vulnerable to state and municipal budget crises.³⁰³ Because minorities are disproportionately employed in the public sector, they are particularly impacted by job losses in the public sector and disproportionately face these vulnerabilities.³⁰⁴

Being in the public employment system is not enough to ensure equity. Minorities must also serve and be represented in positions of power within government organizations. The

²⁹⁸ Unmade in America: Industrial flight and the Decline of Black Communities. 2016. Alliance for American Manufacturing.

<https://s3-us-west-2.amazonaws.com/aamweb/uploads/research-pdf/UnmadeInAmerica.pdf>

²⁹⁹ Movahed, Masound. 2019. The Persistence of Manufacturing in Deindustrialized America. *The Harvard Economic Review*.

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³⁰⁰ Nelson, Julie and Tyrell, Syreeta. (2015). Public Sector Jobs: Opportunities for Advancing Racial Equity. Local and Regional Government Alliance on Race and Equity.

³⁰¹ David Cooper, Mary Gable, Algernon Austin, “The public-sector jobs crisis: Women and African Americans hit hardest by job losses in state and local governments,” Economic Policy Institute, May 2, 2012, <https://www.epi.org/publication/bp339-public-sector-jobs-crisis/>; See also David Cooper and Julia Wolfe, “Cuts to the state and local public sector will disproportionately harm women and Black workers,” Economic Policy Institute, July 9, 2020, <https://www.epi.org/blog/cuts-to-the-state-and-local-public-sector-will-disproportionately-harm-women-and-black-workers/>; See also Michael Madowitz, Anne Price, and Christian E. Weller, “Public Work Provides Economic Security for Black Families and Communities,” Center for American Progress, October 23, 2020, <https://www.americanprogress.org/issues/economy/reports/2020/10/23/492209/public-work-provides-economic-security-black-families-communities/>

³⁰² Morowitz, Price and Weller. (2020). Public Work Provides Economic Security for Black Families.

³⁰³ See David Cooper, Mary Gable, Algernon Austin, “The public-sector jobs crisis: Women and African Americans hit hardest by job losses in state and local governments,” Economic Policy Institute, May 2, 2012, <https://www.epi.org/publication/bp339-public-sector-jobs-crisis/>; See also David Cooper and Julia Wolfe, “Cuts to the state and local public sector will disproportionately harm women and Black workers,” Economic Policy Institute, July 9, 2020, <https://www.epi.org/blog/cuts-to-the-state-and-local-public-sector-will-disproportionately-harm-women-and-black-workers/>; See also Michael Madowitz, Anne Price, and Christian E. Weller, “Public Work Provides Economic Security for Black Families and Communities,” Center for American Progress, October 23, 2020, <https://www.americanprogress.org/issues/economy/reports/2020/10/23/492209/public-work-provides-economic-security-black-families-communities/>

³⁰⁴ Ibid.

Government Alliance on Race and Equity (GARE) states that ‘this diversity should exist across the breadth (functions) and depth (hierarchy) of government’³⁰⁵.

Table 1 shows the gender and race/ethnicity of elected officials in Midland County for entities in which data was made available. Elected positions range from 13 in Midland County to 5 for most of the Townships, the City of Coleman, and the City of Midland. Outside of Midland City, all elected officials are non-Hispanic white.

Table 1. Midland County Elected Officials by Gender and Race/Ethnicity (as of March 2021):

Municipality	Number of Elected Officials	Male	Female	Non-Hispanic White	Non-White	Unsure
Midland County	13	8	5	13	0	
Edenville Township	5	2	3	5	0	
Geneva Township	5					
Greendale Township	5	2	3	4		1
Homer Township	7	6	1	7	0	
Hope Township	5	1	4	5	0	
Ingersoll Township	5	4	1	5	0	
Jasper Township	5	1	4	5	0	
Jerome Township	9					
Larkin Township	7	1	4	5		2
Lee Township	5	1	4	5	0	
Lincoln Township	6	3	0	3		3
Midland Township	7	5	1	7	0	
Mills Township	5					
Mt. Haley Township	5	4	1	5	0	

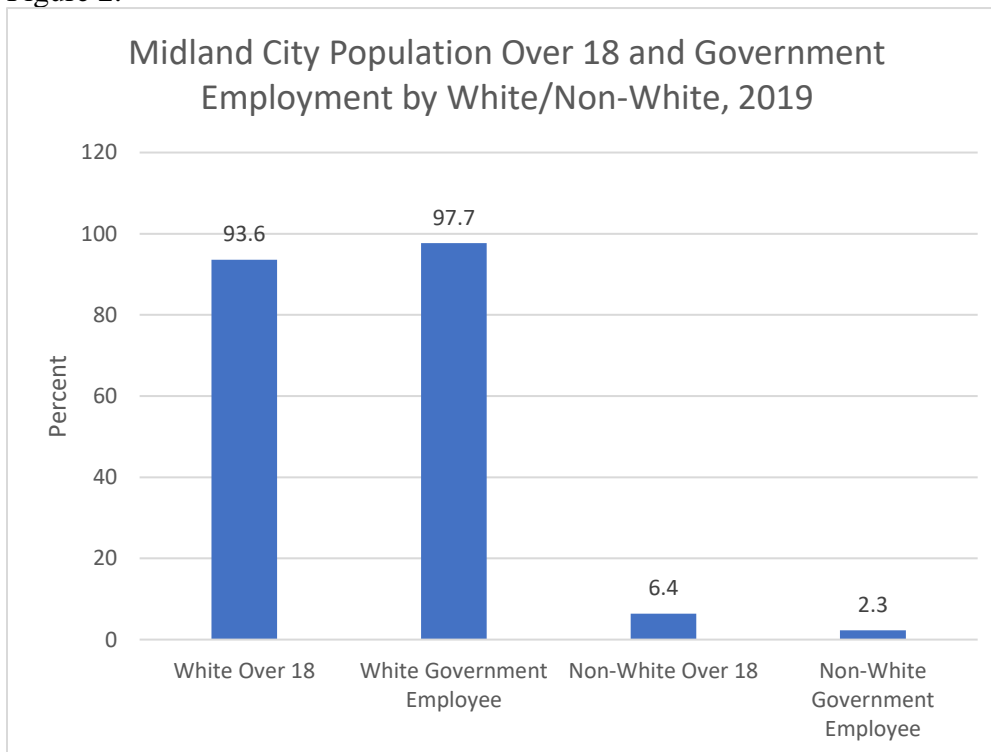
³⁰⁵ Nelson, Julie and Tyrell, Syreeta. (2015). Public Sector Jobs: Opportunities for Advancing Racial Equity. Local and Regional Government Alliance on Race and Equity.

Porter Township	5	2	3	4		1
Warren Township	5	2	3	5	0	
City of Coleman	7	6	1	7	0	
City of Midland	5	2	3		1	

Source: Personal Communication with Midland County government officials.

Figure 2 displays the percentage of Midland City's population that is over age 18 by non-Hispanic white/ non-white as well as the non-Hispanic white/non-white in government positions within the City of Midland for 2019. The over age 18 non-Hispanic white population is slightly more represented in government employment than its representation in the city (97.7 and 93.6 percent; respectively). Conversely, the non-white population is underrepresented in Midland City government employment. Non-whites comprised 6.4 percent of Midland City's over 18 population in 2019, but only 2.3 percent of government positions. Note that only 7 full-time positions in city government were occupied by non-whites.

Figure 2.

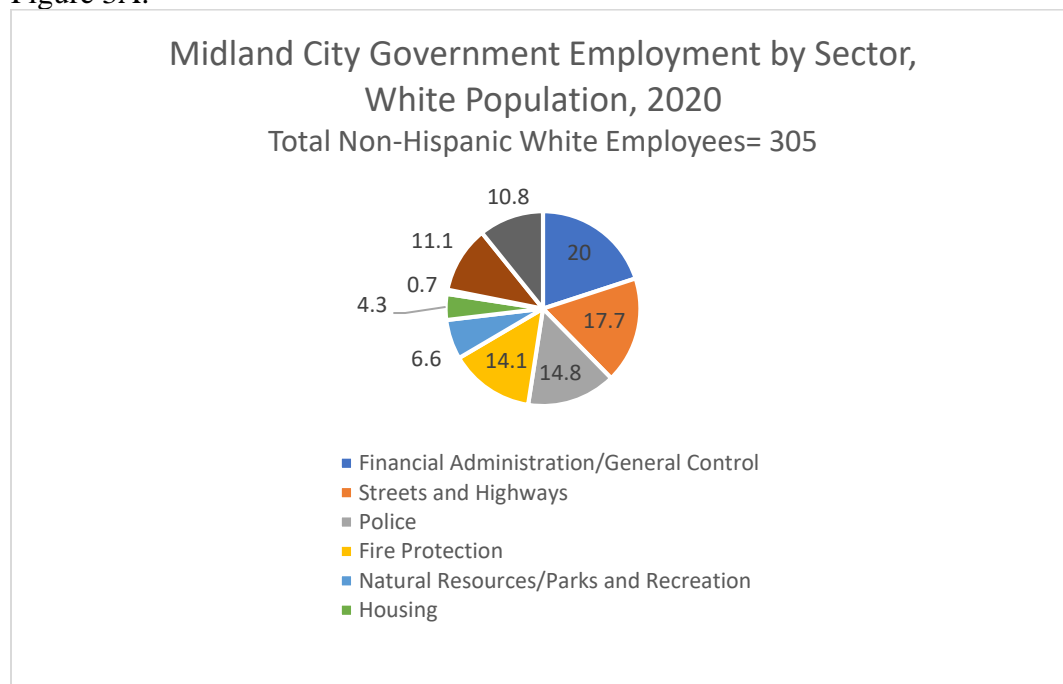


Source: U.S. Census. 2019 5-yr. estimates and City of Midland. 2020. Form 164. State and Local Government Information.

Figures 3A and B display type of government job by non-Hispanic white and non-white Midland City employees. The largest segment of employment for whites is Financial

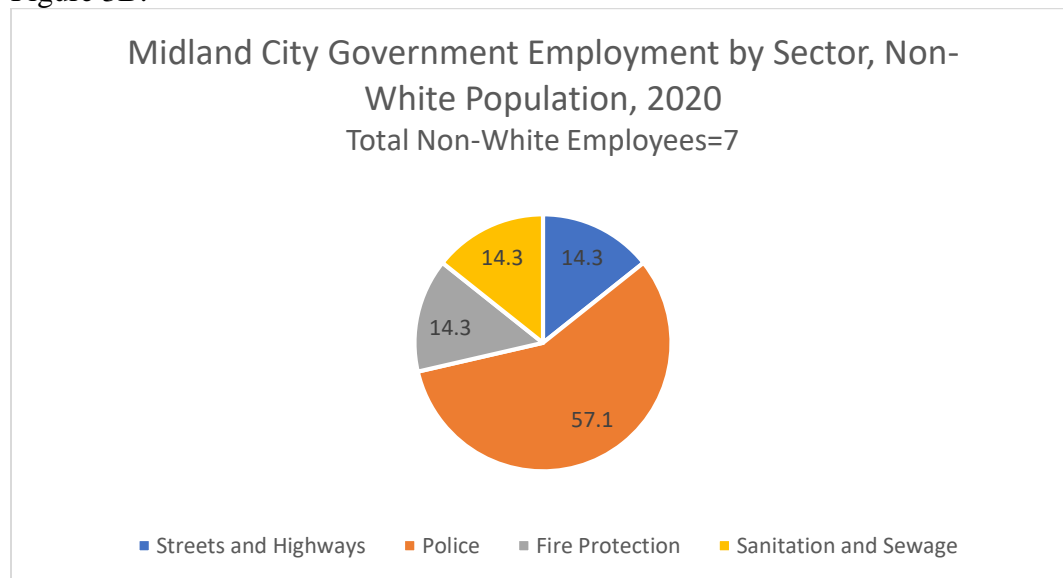
Administration/General Control (20.0 percent). These are also some of the highest paid jobs in the city government sector³⁰⁶ and some of the safest (in comparison to law enforcement and fire protection). Keep in mind that we only have seven city government workers who are non-white and 57.1 percent (4) of these employees were in law enforcement (less remunerative and more dangerous than financial positions).

Figure 3A.



Source: City of Midland. 2020. Form 164. State and Local Government Information.

Figure 3B.



³⁰⁶ City of Midland. 2020. Form 164. State and Local Government Information

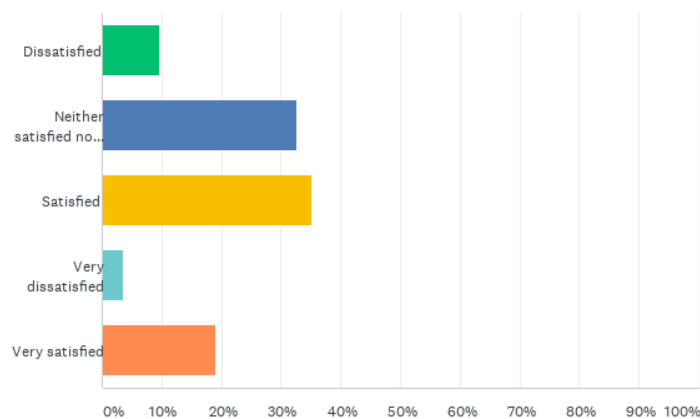
Source: City of Midland. 2020. Form 164. State and Local Government Information.

Data/Comments on the *We Hear You* Survey Concerning Midland Government:

The *We Hear You* community survey asked several questions related to local government. These questions surveyed public satisfaction with local government response to the 2020 flood; public satisfaction with local agencies' response to the COVID-19 pandemic; perceptions if Midland has done enough to ensure equality in the community; perceptions of the responsibility of local government to address equal rights; and perceptions of public representation in local decision-making positions.

Figure 4A.

Q32 I am satisfied with Midland government response to the 2020 flood.



Answered: 1,584

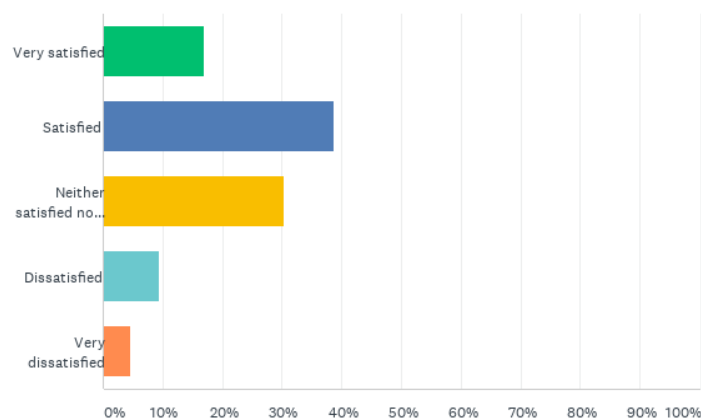
Skipped: 596

54.1 percent of respondents were very satisfied/satisfied with Midland government's response to the Midland Flood of 2020 while 13.1 percent were very dissatisfied/dissatisfied (Figure 4A). Many respondents stated that Midland government was very reactive up to and during the flood crisis. Authorities alerted the public to the impending danger and averted what could have been loss of life in addition to property. However, many respondents felt that Midland government needs to be proactive when it comes to flood control. Several comments referenced pre-2020 studies on flooding in the Midland Area and noted that no preventive actions were taken. There was a definite sense that this failure should never have occurred. Another concern was the shutdown of the Moorland Pumping Station which caused flooding in residences that were not previously flooded. While this shutdown was necessary to prevent even more flooding, it did create some resentment toward Midland government. Midland government was also criticized for its inadequate sewer system and the 'green-lighting' of continued building in areas that contribute to excessive run-off and sewage usage.

Note that many respondents were not in the floodplain and as such did not experience damage to their property. 97.16% of respondents had no impact to their place of residence while 70.02% had no impact on their neighborhood. Given the high percentage of respondents in this survey with median household incomes well above the Midland average, these results are not surprising. It is common for poorer residents in any city to be forced into the floodplain where property values/rents are lower³⁰⁷. The exception to this is the habitation of vacation homes along attractive bodies of water (oceans and lakes)³⁰⁸.

Figure 4B.

Q33 Keeping in mind the unprecedented challenges that the world has faced during the COVID-19 crisis, have you been satisfied with the response to the crisis by Midland agencies?



Answered: 1,591

Skipped: 591

55.6 percent of respondents were very satisfied/satisfied with Midland agencies' responses to the COVID-19 crisis. African American respondents were less likely to be very satisfied/satisfied than their non-Hispanic white counterparts (48.0 compared to 57.4 percent; respectively). This is not surprising given that minorities in the U.S. have fared poorly during the COVID pandemic (in terms of rate of infection and access to treatment/prevention) than their non-Hispanic white counterparts³⁰⁹. Please see previous chapter on healthcare for additional discussion of COVID-19 and racial disparities.³¹⁰

³⁰⁷ Qiang, Y. 2019. Disparities of Population Exposed to Flood Hazards in the United States. *Journal of Environmental Management*. 232: 295-304.

³⁰⁸ Ibid.

³⁰⁹ Jones, Jeb; Patrick S. Sullivan; Travis H. Sanchez; Jodie L. Guest; Eric W. Hall; Nicole Luisi; Maria Zlotorzynska; Gretchen Wilde; Heather Bradley; Aaron J. Siegler. 2020. Similarities and Differences in COVID-19 Awareness, Concern, and Symptoms by Race and Ethnicity in the United States: Cross-Sectional Survey. *Journal of Medical Internet Research*. 22(7).

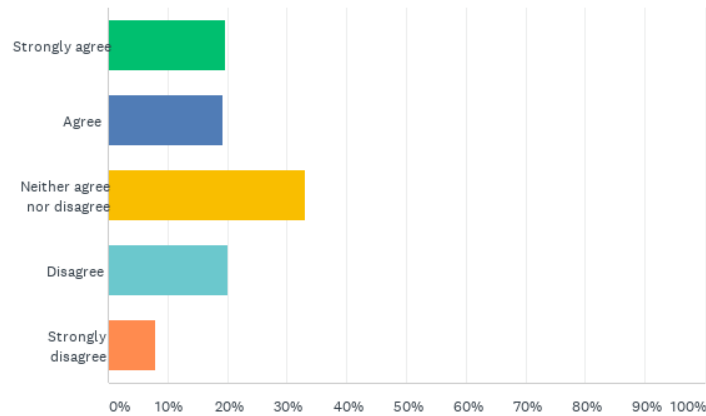
<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7357692/>

³¹⁰ Center for Economic and Policy Research. 2020. A Basic Demographic Profile of Workers in Frontline Industries.

There were 194 written comments on Midland’s response to COVID-19. These comments divided into three groups. The first group of comments criticized Midland authorities (government) for lax enforcement of wearing of masks throughout the pandemic. Another complaint was that vaccination information was confusing and that the Midland government could have done a better job at providing information concerning vaccinations. The second group of comments either denied the existence of the COVID crisis or expressed that Midland government agencies have no part in enforcing compliance. The last group of comments acknowledged that COVID was a major health concern, but the economic damage and educational disruption caused by the pandemic outweighs the health risks from the disease. These respondents advocated for Midland government agencies to reopen businesses and schools. Please see previous chapter for more detailed discussion of survey results.

Figure 4C.

Q37 Midland has done enough to ensure that racial/ethnic minorities have equal rights.



Answered: 1,480

Skipped: 701

	Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree
Non-Hispanic White (N= 1,232)	17.86%	20.7%	34.17%	20.37%	6.9%
African American (N= 94)	24.5%	3.2%	26.6%	25.5%	20.2%
Asian/Asian American (N= 37)	8.1%	21.6%	46%	16.2%	8.1%

<https://cepr.net/a-basic-demographic-profile-of-workers-in-frontline-industries/>

Native American (N= 8)	25%	37.5%	0%	25%	12.5%
Multiple-Race (N= 59)	35.6%	15.25%	23.7%	17%	8.5%
Another Race (N= 11)	45.45%	18.18%	18.18%	0%	18.18%
Hispanic (N= 60)	11.7%	20%	36.7%	18.3%	13.3%
Middle Eastern or North African (N= 19)	36.84%	26.32%	26.32%	10.53%	0%

38.9 percent of respondents strongly agreed/agreed that Midland has done enough to ensure that racial/ethnic minorities have equal rights while 28.2 percent of respondents strongly disagreed/disagreed (Figure 4C). There is a vast difference between the level of satisfaction with Midland's response to ensuring that racial/ethnic minorities have equal rights. Only 27.7 percent of African American respondents strongly agreed/agreed with this statement compared to 63.16 percent of Middle Eastern or North African respondents and 38.5 percent for non-Hispanic white respondents. Conversely, 45.7 percent of African American respondents strongly disagreed/disagreed with this statement compared to only 10.53 percent of Middle Eastern or North African respondents and 27.2 percent of non-Hispanic white respondents. Only eight African American respondents offered written comments on this question and thus the summary of comments largely captures the views of non-Hispanic white respondents. Most respondents who commented on question 37 claimed they had no reference for discerning this concern as they were not a racial/ethnic minority. Other respondents commented that Midland has made progress addressing racial/ethnic injustices, but still has much work to do. Some of these comments were directed at Midland government's responsibility to ensure racial/ethnic equity within the public schools. Others claimed that the police and fire departments need better education and implicit bias training.

The large number of respondents that neither agree or disagree suggests opportunities and potential action to promote or raise the visibility and awareness of Midland's efforts in the community and responses from question 44 indicates strong support for these efforts.

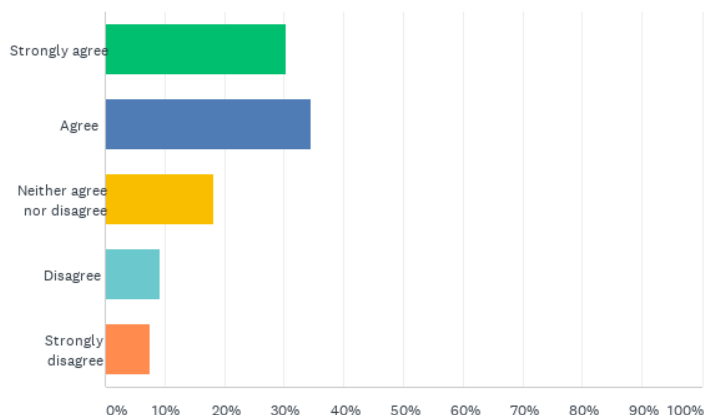
Numerous comments also blamed minorities for their lack of success and unemployment. Comments also noted that it is not the responsibility of Midland government to ensure equal access to opportunity. Many respondents commented that 'reverse discrimination' has prevented them or people they know (mostly non-Hispanic white males) from gaining employment opportunities in government agencies.

Respondents also consistently emphasized the limited racial and ethnic diversity of Midland's population. Respondents noted their limited knowledge of Midland government's efforts to enhance and support diversity, equity, and inclusion in the community. However, as previously

noted, responses from question 44 indicate, there is support among survey respondents for these efforts.

Figure 4D.

Q44 Addressing racial/ethnic equality is a responsibility of the local Midland government.



Answered: 1,483

Skipped: 699

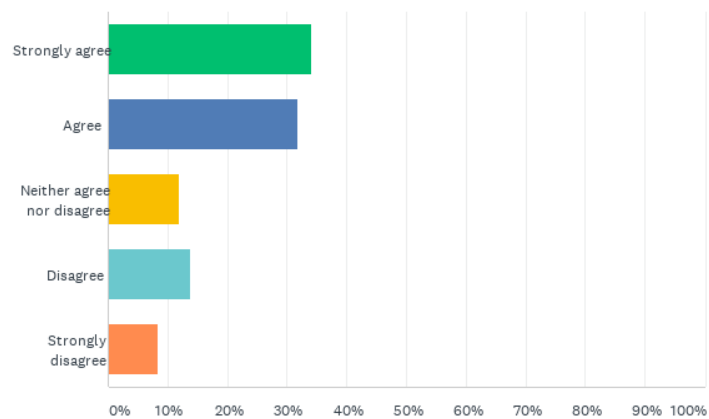
65.0 percent of respondents strongly agreed/agreed that addressing racial/ethnic equality is a responsibility of the Midland government while 16.7 percent strongly disagreed/disagreed (Figure 4E). The disaggregated data below indicate (at least among the respondents of this survey) that Midland government has a cadre of support for advancing racial/ethnic equality.

	Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree
Non-Hispanic White (N= 1,238)	30.37%	35.86%	18.42%	8.72%	6.62%
African American (N= 92)	41.3%	25%	10.87%	9.8%	13%
Asian/Asian American (N= 37)	43.24%	43.24%	5.4%	5.4%	2.7%
Native American (N= 8)	12.5%	25%	62.5%	0%	0%
Multi-Race (N= 58)	15.5%	34.5%	20.7%	17.24%	12%

Another Race (N= 11)	27.27%	0%	45.45%	9.1%	18.18%
Hispanic (N= 60)	35%	38.3%	11.7%	10%	5%
Middle Eastern or North African (N= 18)	16.67%	38.89%	33.33%	11.11%	0%

Figure 4E.

Q41 I see people like me represented in decision-making positions throughout Midland.



Answered: 1,485

Skipped: 697

	Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree
Non-Hispanic White (N= 1,237)	37.27%	35.08%	11.5%	11.8%	4.4%
African American (N= 94)	17%	10.6%	10.6%	28.7%	33%
Asian/Asian American (N= 37)	2.7%	8.1%	16.2%	27%	46%
Native American (N= 8)	0%	50%	25%	25%	0%

Multiple-Race (N= 59)	23.73%	17%	22%	18.64%	18.64%
Another Race (N= 11)	45.45%	0%	9.1%	18.18%	27.27
Hispanic (N= 60)	13.3%	8.3%	18.3%	30%	30%
Middle Eastern or North African (N= 18)	33.33%	11.11%	33.33%	22.22%	0%

65.8 percent of respondents strongly agreed/agreed that they see people like themselves in decision-making positions in Midland while 22.1 percent strongly disagreed/disagreed (Figure 4D). For African American respondents, only 27.6 percent strongly agreed/agreed compared to 72.3 percent for non-Hispanic white) with this statement compared to 61.7 percent of African Americans who strongly disagreed/disagreed (16.2 percent for non-Hispanic white). No space was available for written comments on this question. Compared to government employment and representation figures presented above and given that the high percentage of survey respondents were non-Hispanic white with household incomes over 100,000 dollars per year and educational levels exceeding a bachelor's degree, these results are not surprising.

Conclusion:

Racial and ethnic minorities are underrepresented in Midland County's and Midland Township's political structure. For City of Midland government employment, minorities are also underrepresented in comparison to their percentage of the City population. *We Hear You* survey respondents noted the limited racial and ethnic diversity of Midland's population and also pointed out their limited knowledge of Midland government's efforts to enhance and support diversity, equity, and inclusion in the community. Yet 65.0 percent of respondents strongly agreed/agreed that addressing racial/ethnic equality is a responsibility of the Midland government. These comments suggest a need for greater visibility of local government diversity, equity, and inclusion efforts which will be supported by the community dashboards. Data also points to the need to examine additional ways to diversify local government including appointments and hiring practices in city and county government.

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Conclusion

According to the “Racial Equity Toolkit: A Roadmap for Government, Organization and Communities,” by the Michigan Department of Civil Rights’ (MDCR) “Racism – a system of advantage based on race – is pervasive, yet it can be dismantled through strategies that promote systemic change along with real conversations about shared values and principles.”³¹¹ The MDCR Toolkit goes on to note, “Too often we try to address these racial disparities through ‘color blind’ and/or ‘race neutral’ approaches that do not take into account the impact of unconscious biases influenced by racialized societal messages.” The guide concludes, “Intentional strategies aimed at acknowledging the impact of structural marginalization and discrimination are needed to create meaningful and long-lasting change.”³¹²

Just days after the May 25, 2020 killing of George Floyd by Minneapolis Police, Midland City Council Member Diane Brown Wilhelm, Mayor Maureen Donker, and Chief of Police, Nicole Ford issued a public statement on June 4, 2020, condemning the killing of George Floyd.³¹³ In addition to issuing the statement, the We Hear You (WHY) task force was convened to develop strategies and consider actions to advance and ensure equity, inclusion and justice in our community. The task force agreed a diversity, equity, and inclusion community assessment was needed to help inform these actions. The assessment focused on the following six areas

- Demographics
- Housing
- Socioeconomics
- Healthcare
- Policing and Criminal Justice
- Government Structure/Representation

The *We Hear You* study was not tasked with analysis of the local education system and the experiences of students in Midland County schools.

This community assessment includes three pieces – a summary report reflecting analysis of data in these six areas³¹⁴; data collected through the Community Survey; and diversity, equity, and inclusion dashboards.

As has been emphasized throughout this report, collection and analysis of data in these six areas is a first step within a much larger effort to end inequity, injustice, and bias in our community. This data collection is therefore not an end but a means to help inform the next steps to sustain ongoing action to end disparities, injustice, inequity, and bias in our community. Analysis of these six areas reflects the intersecting and systemic nature of institutional inequity located along personal/individual and systemic/institutional levels. This analysis intentionally exposes areas of

³¹¹ “Racial Equity Toolkit: A Roadmap for Government, Organization and Communities,” Michigan Department of Civil Rights, pg. 2.

https://www.michigan.gov/documents/mdcr/racial_equity_toolkit_web_new4_628923_7.pdf

³¹² Ibid., 2.

³¹³ <https://cityofmidlandmi.gov/1862/We-Hear-You-Coalition>

³¹⁴ Largely comprised of U.S. Census data and other data sources.

inequity and bias and calls attention to the intersecting and systemic location of inequity and the causes of disparities to help guide the development of sustained actions for inclusion, justice, and equity.³¹⁵

As previously noted, Dr. Keeanga-Yamahtta Taylor explains,

Institutional racism, or structural racism, can be defined as the policies, programs, and practices of public and private institutions that result in greater rates of poverty, dispossession, criminalization, illness, and ultimately mortality of African Americans. Most importantly, it is the *outcome* [italics in original] that matters, not the intentions of the individuals involved. Institutional racism remains the best way to understand how Black deprivation continues in a country as rich and resource-filled as the United States.”³¹⁶

In *White Fragility*, Robin DiAngelo explains racism “encompass[es] economic, political, social, and cultural structures, actions, and beliefs that systematize and perpetuate an unequal distribution of privileges, resources and power between white people and people of color.” DiAngelo adds, “This unequal distribution benefits whites and disadvantages people of color overall and as a group.” Further explaining, DiAngelo points out, “The direction of power between whites and people of color is historic, traditional, normalized, and deeply embedded in the fabric of U.S. society.”³¹⁷

While it is beyond the scope of this work to provide a comprehensive discussion of the historical roots and contemporary manifestations of systemic inequity, injustice, and oppression, additional studies have directly informed this work and should be consulted for additional direction forward. For example, Michelle Alexander’s seminal book, *The New Jim Crow: Mass Incarceration in the Age of Colorblindness*³¹⁸ has helped expose mass incarceration and its role in the development of a new racial caste. Alexander defines racial caste as “a stigmatized racial group locked into an inferior position by law and custom. Jim Crow and slavery were caste systems. So is our current system of mass incarceration.”³¹⁹ According to Alexander, this system maintains people in “a permanent second-class citizenship” and “permanently locks a huge percentage of the African American community out of the mainstream society and economy.”³²⁰ Ultimately, Alexander concludes, “A new social consensus must be forged about race and the role of race in defining the basic structure of our society, if we hope ever to abolish the New Jim

³¹⁵ See for example Keeanga-Yamahtta Taylor’s *Race for Profit: How Banks and the Real Estate Industry Undermined Black Homeownership*, Chapel Hill: The University of North Carolina Press, 2019; Douglas Massey’s *Categorically Unequal: The American Stratification System*, New York: Russell Sage Foundation, 2007; Douglas Massey and Nancy Denton’s *American Apartheid: Segregation and the Making of the Underclass*. Cambridge: Harvard University Press, 1993.

³¹⁶ Keeanga-Yamahtta Taylor, *From #BlackLivesMatter to Black Liberation*, (Chicago: Haymarket Books, 2016), 8

³¹⁷ Robin DiAngelo, “White Fragility,” in *International Journal of Critical Pedagogy*, Vol 3 (3) (2011), 56.

³¹⁸ Michelle Alexander, *The New Jim Crow: Mass Incarceration in the Age of Colorblindness* (New York: The New Press, 2012).

³¹⁹ Alexander, 12.

³²⁰ Alexander 13.

Crow. This new consensus must begin with dialogue, a conversation that fosters a critical consciousness, a prerequisite to effective social action.”³²¹

Historian Heather Ann Thompson, for example, has also provided considerable in-depth study and analysis of the carceral state, mass incarceration, and mechanisms of racialized policing and its history.³²² In her recent study, “The Racial History of Criminal Justice in America,” Thompson examines development of the carceral state from enslavement to Reconstruction, through the Second World War, the postwar period and the 1960s, to the present day. Thompson highlights President Lyndon Johnson’s 1965 Law Enforcement Assistance Act (LEAA) as launching a War on Crime and marking a critical moment in the dramatic shift in mass incarceration and policing.³²³ Alexander also highlights the Personal Responsibility and Work Opportunity Reconciliation Act of 1996 and additional laws and federal spending in the 1990s that similarly contributed to expansion of the carceral state and mass incarceration.³²⁴ Like Alexander, Thompson’s extensive work exposes development of the carceral state through sentencing and drug laws, for instance, and the reveals mechanisms of racialized policing and mass incarceration.

Ibram Kendi’s award winning books *Stamped from the Beginning: The Definitive History of Racist Ideas in America* and *How to be an Anti-Racist*, along with Carol Anderson’s *White Rage: The Unspoken Truth of Our Racial Divide* and Eduardo Bonilla-Silva’s *Racism Without Racists: Color-Blind Racism and the Persistence of Racial Inequality in America* are just a few additional studies that have also greatly advanced understanding of systemic racism and provided critical insight and direction for anti-racist work.³²⁵ As previously mentioned, Kendi was a special speaker for a regional virtual event hosted by the Midland Center for the Arts in partnership with Saginaw Valley State University November 1, 2020.

Keeanga-Yamahtta Taylor’s *Race for Profit: How Banks and the Real Estate Industry Undermined Black Homeownership*³²⁶, for example, also exposes the mechanisms of housing

³²¹ Alexander 15. See also Khalil Gibran Muhammad’s *The Condemnation of Blackness: Race, Crime, and the Making of Modern Urban America* (Harvard University Press, 2010); Douglas Blackmon’s *Slavery by Another Name: The Re-Enslavement of Black Americans From the Civil War to World War II* (Knopf Doubleday, 2009); 13th documentary, (2016) Directed by Ava DuVernay, Nadoo Films, Sherman Oaks, CA. as additional studies that provide critical context and analysis of systemic racism, oppression, inequity, and injustice.

³²² See for instance Heather Ann Thompson’s *Blood in the Water: The Attica Uprising of 1971 and its Legacy* (Pantheon Books, 2016); “The Racial History of Criminal Justice in America,” in *DuBois Review: Social Science Research on Race* (Spring 2019); “Unmaking the Motor City in the Age of Mass Incarceration,” in *Journal of Law and Society* (December 2014); “Why Mass Incarceration Matters: Rethinking Crisis, Decline and Transformation in Postwar American History,” in *The Journal of American History* (December 2010)

³²³ Heather Ann Thompson, “The Racial History of Criminal Justice in America,” in *DuBois Review: Social Science Research on Race* (Spring 2019), 228-230.

³²⁴ Heather Ann Thompson, “The Racial History of Criminal Justice in America,” in *DuBois Review: Social Science Research on Race* (Spring 2019); Alexander, *The New Jim Crow*, 56-58.

³²⁵ Ibram Kendi, *How to be an Antiracist* (New York: One World, 2019); Ibram Kendi, *Stamped from the Beginning: The Definitive History of Racist Ideas in America* (New York: Nation Books, 2016); Carol Anderson’s *White Rage: The Unspoken Truth of Our Racial Divide* (Bloomsbury, 2016); Eduardo Bonilla-Silva’s *Racism Without Racists: Color-Blind Racism and the Persistence of Racial Inequality in America* (Rowman & Littlefield Publishers, 2013).

³²⁶ Keeanga-Yamahtta Taylor, *Race for Profit: How Banks and the Real Estate Industry Undermined Black Homeownership* (Chapel Hill: The University of North Carolina Press, 2019).

segregation and systemic racism and inequity. Taylor discusses housing exclusion through FHA loans, redlining, and restrictive covenants – mechanisms designed to maintain segregation and exclude African Americans and additional minority groups from housing – and “predatory inclusion,” a term Taylor employs to describe the processes by which “African American homebuyers were granted access to conventional real estate practices and mortgage financing, but on more expensive and comparatively unequal terms”³²⁷

While these are just a few examples of studies that have helped inform this work, additional studies of healthcare, transportation, food security, education, and environmental justice, for example, should be examined to further expand understanding of systemic racism, inequity, and injustice to inform next steps to bring greater inclusion, equity, and justice.

The work of the We Hear You initiative aims to intentionally identify and focus attention on disparities, inequity, and bias to inform and direct sustained, ongoing, assessed, and accountable actions for greater inclusion, justice, and equity to reach our community’s vision of “together, forward, bold: an exceptional place where everyone thrives.”

Inclusion must be sustained, active, intentional, assessed, and accountable. Professor of Faculty Education and Associate Director of the Centre for Education, Law and Society at Simon Fraser University, Özlem Sensoy, and Affiliate Associate Professor of Education at the University of Washington, Robin DiAngelo, state, “Just agreeing that social justice is important is not enough without the *practice* of social justice. [italics in original]”³²⁸ The MDCR’s “Racial Equity Toolkit: A Roadmap for Government, Organization and Communities” notes, “... diversity simply points to difference. On the other hand, inclusion describes the need to incorporate these differences on a shared platform where they are accepted and valued. At times, the concept of diversity is used to imply something positive, yet the term by itself is neutral as there are many environments that are diverse but not necessarily inclusive.”³²⁹ The MDCR concludes, “We must take proactive steps to create and sustain inclusion, recognizing that diversity does not necessarily lead to integration and inclusive practices.”³³⁰ Sensoy and DiAngelo add, “Those who claim to be for social justice must also be engaged in self-reflection on their own socialization into patterns of oppression and continually seek to counter those patterns. This is a lifelong project and is not achieved at the completion of an article or workshop.”³³¹ The We Hear You initiative follows this approach recognizing that direct, intentional, sustained, ongoing actions, coupled with assessment and accountability, must be taken to enhance equity, justice, and inclusion in our community.

As noted in the Introduction, the *We Hear You* report is a look at our recent context and is not intended to be comprehensive, static, or definitive. It is not comprehensive in its methodology or

³²⁷ Ibid., 4.

³²⁸ Sensoy and DiAngelo, “Developing Social Justice Literacy: An Open Letter to Our Faculty Colleagues,” in Phi Delta Kappan, January 2009, pg. 348

³²⁹ “Racial Equity Toolkit: A Roadmap for Government, Organization and Communities,” Michigan Department of Civil Rights, pg. 4.

https://www.michigan.gov/documents/mdcr/racial_equity_toolkit_web_new4_628923_7.pdf

³³⁰ Ibid.

³³¹ Sensoy and DiAngelo, “Developing Social Justice Literacy: An Open Letter to Our Faculty Colleagues,” in Phi Delta Kappan, January 2009, pg. 350

approach and caution must be taken when drawing conclusions from this work. The report aims to provide data in several key areas to encourage larger considerations and understanding of our current context and help inform our next steps. Therefore, this report repeatedly emphasizes the critical necessity of sustaining this work. As previously stated, this report is but one step in a much larger effort. The *We Hear You* initiative reflects our local community's commitment to diversity, equity, inclusion and justice, to understand and recognize the intersecting and systemic nature of inequity located along personal/individual and systemic/institutional levels, and take intentional and strategic actions to address these issues.

This study used both quantitative and qualitative data to identify differences and disparities in housing, socio-economics, healthcare, policing and criminal justice, and government structure/representation among racial/ethnic groups (non-Hispanic white, Black, Asian, Native American, Middle Eastern or North African³³², and Hispanic) in Midland County as well as the perceptions and experiences of respondents regarding racial/ethnic equity and inclusion. Quantitative data came from the U.S. Census, the Michigan State Police, the CDC, and other government agencies with databases on demographic, economic, healthcare and law enforcement. These data allowed us to structure the six chapters (demographics, housing, socio-economics, healthcare, policing and criminal justice, and government structure/representation) and compare these characteristics for six racial/ethnic groups in Midland County.

The second component of the initiative is the We Hear You Community Survey to measure perceptions and experiences of the racial/ethnic climate in Midland. The optimal method for conducting a survey is to ensure that different groups of people are represented in proportion to their representation in the general population³³³ (Midland County for the WHY Survey). Surveyors can conduct a random sample by obtaining postal addresses or by random digit dialing. Postal distribution was not pursued as the length of the WHY survey would have likely dissuaded potential respondents from completing the survey as it was longer than the recommended four pages for written surveys³³⁴. Random digit dialing, a much-used technology in the past, is mostly obsolete today as people screen their calls³³⁵. Despite the drawbacks of online surveys, we opted for this methodology and stress that our conclusions are really a beginning to addressing racial equity in Midland County. One of the major drawbacks of conducting an online survey is that there is no database of internet users or email addresses within Midland County or the U.S.³³⁶. This requires that surveyors contact their potential interviewees by another method and invite them to take the online survey. The second drawback of online surveys is that they are not representative of the entire population³³⁷. Respondents self-

³³² The 2018 ACS does not provide data on Middle Eastern or North African ancestry. We report results for WHY respondents who indicated Middle Eastern or North African ancestry but counts of these individuals through U.S. Census data will not be available until after 2020 Census results are released.

³³³ Sampling. Pew Research Center.

<https://www.pewresearch.org/methods/u-s-survey-research/sampling/>

³³⁴ National Public Research. 2017. Mail Surveys.

<https://nationalpublicresearch.com/services/mail-surveys/>

³³⁵ Cohn, Nate. 2019. No One Picks Up the Phone, but Which Online Polls Are the Answer? The New York Times. <https://www.nytimes.com/2019/07/02/upshot/online-polls-analyzing-reliability.html>

³³⁶ Pew Research Center. Internet Surveys.

<https://www.pewresearch.org/politics/methodology/collecting-survey-data/internet-surveys/>

³³⁷ Pew Research Center. Internet Surveys.

<https://www.pewresearch.org/politics/methodology/collecting-survey-data/internet-surveys/>

select in terms of taking these types of surveys. It tends to be a polarized group of respondents who have specific views on an issue³³⁸. An additional selection bias occurs with online convenience surveys as they tend to overrepresent younger, better educated, and wealthier respondents.³³⁹ These issues were further complicated by conducting our survey during the COVID-19 crisis. We were unable to distribute the survey in-person, conduct focus groups or one-on-one interviews with underrepresented members of the Midland community.

Data collected through the We Hear You study will be publicly available on the Community DEI Dashboards, the third component of the We Hear You initiative. These dashboards will present data from these six areas of focus and include tools for comparisons and additional analysis.

Launching the Survey:

The WHY Survey contained 89 questions. The first 16 questions collected demographic/socio-economic data on the respondents so that disaggregation of data would be possible. The remaining questions asked about respondents' experiences/perceptions concerning race/ethnic relations, bias, justice, and equity in Midland. The WHY survey was launched on February 6, 2021 and closed on March 21, 2021. The final respondent count was 2,182. Respondents needed to be at least 18 years of age to participate in the survey.

As noted in the earlier section, Notes on Methodology and Limitations of Data Sources, the WHY Survey completion rate, defined as the percentage of individuals who began the survey and completed the last question, was 62 percent³⁴⁰. It was also pointed out, of the total 2,182 respondents, 1,758 respondents completed question 2, "What is your race?"; 1,752 answered question 3, "Are you of Hispanic or Latino origin?"; and 1,745 answered question 4, "Are you of Middle Eastern or North African ethnicity?" With this in mind, we urge caution when drawing conclusions based on the WHY Community Survey data as the respondent size was too small and not representative of the larger community to draw conclusions. It was also noted all percentages provided in the tables presenting WHY Survey data are based on the number of respondents who answered that particular question. These numbers are noted for each table. When referencing WHY Survey data, "total respondents" refers to the total respondents who answered that particular question rather than the total survey responses (2,182).

Advertisement for the survey was accomplished through the City of Midland Website, City of Midland Email Newsletter, City of Midland Facebook, City of Midland Twitter, and Midland

³³⁸ Lehdonvirta, Vili; Oksanen, Atte; Rasanen, Pekka; Blank, Grant. 2021. Social Media, Web, and Panel Surveys: Using Non-Probability Samples in Social and Policy Research. *P & I: Policy & Internet*. 13(1): 134-155. <https://onlinelibrary.wiley.com/doi/full/10.1002/poi3.238>

³³⁹ Goodwin, Catherine. What are the Pros and Cons of Online Survey Research? <https://meetingst.com/what-are-the-pros-and-cons-of-online-survey-research/>

³⁴⁰ Almost 20 percent of respondents ended the survey during the first 10 questions. These questions collected demographic data on respondents (e.g. race, age, gender identification, median household income).

TV/Radio outlets³⁴¹. Members of the WHY committee also contacted community organizations to participate in the survey.

Racial/Ethnic Relations:

Responses to the WHY Community Survey from non-Hispanic whites suggest the community is polarized on diversity, equity, and inclusion in our community and reflect two general positions. On the one hand, respondents were critical of DEI efforts and suggested racial/ethnic equity was a non-issue for Midland County and that resources should not be used to examine it. On the other hand, respondents supported these efforts and recognize that not all racial/ethnic groups experience belonging, inclusion, and equity in Midland County.

When asked about racial/ethnic relations in the U.S., 60.7 percent of WHY respondents indicated that race/ethnic relations were poor or very poor.³⁴² A greater percentage of African American respondents (71.2 percent) indicated that racial relations were poor/very poor. The Gallup Poll is a representative sample of people in the U.S. concerning their opinions on political, social, or economic issues. In 2020, the Gallup Poll on race relations found that 54 percent of whites and 64 percent of African Americans considered relations between African Americans and Whites as poor or very poor³⁴³. Recall that the WHY survey was not representative of Midland's population, but perceptions from our respondents were close to the Gallup Poll's national representative sample. When asked about racial/ethnic relations in Midland, only 29.6 percent of respondents indicated that they were poor or very poor; substantially less than what these respondents indicated for the U.S. in general. The perception of economic/political/social issues occurring nationally may vary substantially by different racial/ethnic groups for a variety of reasons which we do not elaborate on in this study. There were 187 written comments to Question 36, 'In general how do you rate racial/ethnic relations in Midland'. Approximately 122 or 65% of these written comments reflect negative perceptions of race/ethnic relations, reference incidents, and/or note the lack of diversity in the community.

While 27.3 percent of non-Hispanic white respondents and 26.3 percent of WHY respondents of Middle Eastern or North African ancestry³⁴⁴ indicated poor/very poor relations in Midland, 52.2 percent of African American, 49.1 percent of Hispanic and 45.9 percent of Asians indicated this to be the case. Data suggests non-white WHY respondents experience racism, bias, inequity, and racial/ethnic tension in Midland that is not as perceptible or recognized by their non-Hispanic white or Middle Eastern or North African counterparts.

³⁴¹ *Midland Daily News, Catalyst Midland* (Secondwave Media), WNEM-TV 5, ABC 12, Mid-Michigan Now (FOX 66 and NBC 25), MLive, WCFX (CFX 95.3 FM), WKCQ (KCQ 98.1 FM), WSGW (790 am & 100.5 FM), WCEN (Moose 94.5 FM), WCMU

³⁴² De Witte, Melissa. 2021. Stanford Scholars Examine Systemic Racism, How to Advance Racial Justice in America. Stanford News.

<https://news.stanford.edu/2021/02/16/examining-systemic-racism-advancing-racial-equity/>

³⁴³ Gallup Poll. 2020. Race Relations.

<https://news.gallup.com/poll/1687/race-relations.aspx>

³⁴⁴ The WHY Survey had 26 respondents of Middle Eastern or North African ancestry.

WHY respondents varied greatly on their responses to the following question: ‘Midland is a welcoming and inclusive community where *I am* respected, supported, valued, and can enjoy my life to the fullest without barriers (Question 38)’. While we record results by *race/ethnicity*, the question does not specifically address *race/ethnicity*. Thus, respondents may also consider gender, sexual orientation, religious affiliation, age, socio-economic status, and disability as factors that affect their responses. Even with this caveat, it appears that non-Hispanic whites experienced greater fulfillment as 72.2 percent of non-Hispanic white respondents agreed with this statement. Middle Eastern or North African respondents recorded the highest satisfaction with 78.9 percent agreeing with Question 38. Conversely, only 43.6 percent of African Americans, 48.6 percent of Asians, and 41.7 percent of Hispanics agreed with this statement. When asked about Midland being a community where *everyone* is respected, 57.9 percent of Middle Eastern or North African respondents and 44.6 percent of non-Hispanic white respondents indicated yes compared to only 32.9 percent of African American, 32.4 percent of Asian and 24.9 percent of Hispanic respondents. Over half of non-Hispanic white respondents recognized that not everyone in Midland is respected or treated fairly. Again, the wording of this question did not specifically reference race/ethnicity and any plan moving forward will need to consider gender identity, gender expression, sexual orientation, religious identity, age, socio-economic status, disability, additional identities, and the intersection of these identities.

When asked if Midland has done enough to ensure that racial/ethnic minorities have equal rights, 38.85 percent of total respondents strongly agreed/agreed while 28.14 percent disagreed/strongly disagreed. This number was similar to non-Hispanic white respondents (38.56 percent strongly agreed/agreed and 27.27 percent disagreed/strongly disagreed) while 27.7 percent of African Americans strongly agreed/agreed and 45.7 percent disagreed/strongly disagreed. 29.7 Asian/Asian Americans strongly agreed/agreed while 24.3 percent disagreed/strongly disagreed. 31.7 percent of Hispanic respondents strongly agreed/agreed as 31.6 percent disagreed/strongly disagreed. For Native American respondents, 62.5 percent strongly agreed/agreed while 37.5 percent disagreed/strongly disagreed. For Middle Eastern or North African respondents, 63.16 percent strongly agreed/agreed with 10.53 disagreeing.

There were 147 written comments for this WHY survey question with approximately 97 written comments (approximately 66%) reflected four responses,

- recognize effort has been or is being made but more work needs to be done
- do not know or see what has been or is being done
- note the lack of diversity in the community
- disagree/strongly disagree enough has been done to ensure racial/ethnic minorities have equal rights in our community

Fourteen percent of non-Hispanic white respondents indicated that they have considered moving out of Midland because of biased or discriminatory treatment. For African American (42.7), Hispanic (35.6), Middle Eastern or North African (26.3) and Asian (21.6) respondents, the percentages were much higher. Our results show that a large percentage of Midland’s racial/ethnic minorities are dissatisfied with their daily experiences in Midland. A 2017 national survey on discrimination in the U.S. by the Robert Wood Johnson Foundation found that 13.0 We Hear You Task Force, Midland County Diversity, Equity, Inclusion Community Assessment Report, pg. 168.

percent of non-Hispanic whites, 23.0 percent of African Americans, 16.0 percent of Hispanics, and 10.0 of Asians considered moving out of their community due to discrimination³⁴⁵. Note the similarity in responses for non-Hispanic whites (14.0 for Midland and 13.0 percent for the U.S). Conversely, African American, Hispanic, and Asian WHY respondents were almost twice as likely as their counterparts in the U.S. to consider moving from their community because of discrimination.

There were 216 written comments for WHY survey question 49, “Considering the past 5 years, do you know of anyone who left Midland because that person(s) perceived Midland to be unwelcoming to racial/ethnic minorities or because they experienced biased or discriminatory treatment?” The following table estimates the largest number of reasons specifically mentioned in the written comments of question 49.

Reason	Number of Survey Comments
Lack of diversity in the community	39
Feeling unwelcomed	44
Incident(s)	49

* Note - numbers are approximated from written comments and some survey comments are open to interpretation.

One encouraging finding from the survey was that almost two-thirds (65.5 percent) of WHY respondents reported an awareness of local organizations in Midland promoting racial equity, anti-racism, and social justice. When asked about participation in organizations promoting inclusion, justice, and equity, 51.9 percent of respondents indicated that they were involved in Black Lives Matter activities. This is not surprising in that Midland had a major Black Lives Matter event in summer 2020. Keep in mind that WHY respondents are not representative of Midland’s population and it may be likely that the majority of Midlanders may not be acquainted with organizations that address racial/ethnic inequities.

Housing:

According to Census data, several block groups in the southern half of the city had higher percentages of African Americans, Hispanics, and Native Americans than the county as a whole and could be considered ‘overconcentrated’. One block group (northwest corner of the city – block group 1 in census tract 2910) was composed of 11.5 percent African American population (the highest of any block group in Midland County) in 2018 and had the fifth highest median housing value in Midland County. In general, African Americans, Hispanics, and Asians/Asian Americans are more concentrated in block groups in Midland City (compared to block groups in the townships) and likely reside in rental properties. Median housing values are low, housing is older, a greater percentage of the housing stock consists of rentals, and single-family detached units are low in block groups in the central and southern parts of Midland City. These block groups also have high percentages of minorities.

³⁴⁵ Robert Wood Johnson Foundation. 2017. Discrimination in America.

<https://www.rwjf.org/en/library/research/2017/10/discrimination-in-america--experiences-and-views.html>

When asked about housing affordability in Midland, at least 60.0 percent of non-Hispanic white, African American, Middle Eastern or North African and Asian WHY Survey respondents indicated that it was excellent or good. Only 49.3 percent of Hispanic respondents indicated that housing affordability in Midland was excellent or good. Given that WHY respondents indicated median household incomes (14.2 percent under \$50,000) on average that were greater than the U.S. Census figures for Midland County (36.7 percent under \$50,000 in 2019), it is almost certain that housing affordability is a major concern. Written comments, regardless of race/ethnicity, indicated that affordable housing (owner-occupied or rentals) is in short supply and not enough is being done by non-profits and government agencies to address this issue. WHY respondents indicated that 41.4 percent of African Americans; 38.6 percent of Hispanics; and 18.5 percent of Asians experienced housing inequality in Midland³⁴⁶. African American (48.8) and Hispanic (40.9) respondents were more likely to indicate that they experienced housing inequality than what was perceived by respondents in general. Asian (17.4) respondents were less likely to identify their racial group as facing housing inequity in Midland in comparison to the rest of the respondents.

Socio-Economics:

Census data and WHY Survey responses reveal economic stratification in our community. Census data reveals specific areas of focused need at the block group level. WHY Survey respondents similarly expressed great need to address poverty. Census data also points to the need for greater support for education and training for higher wage employment.

WHY respondents had different opinions concerning their finances and economic potential in Midland. While 70.2 percent of non-Hispanic white respondents, 65.9 percent of Asian respondents and 54.6 percent of Middle Eastern or North African respondents indicated that there were enough economic resources in Midland to reach their full economic potential, less than fifty percent of African Americans and Hispanics (46.7 percent for both) felt this to be the case. While the majority (93.5 percent) of respondents indicated that they could consistently afford to meet weekly necessities, several groups worry that they will not be able to meet those expenses. When asked whether racial/ethnic minorities in Midland experience employment inequity, respondents indicated the following: African Americans (42.5 percent); Hispanics (40.0 percent); and Asian (20.0 percent). When paired with the race/ethnicity of respondent, African American respondents indicated 52.4 percent of African Americans experience employment inequity; Hispanic respondents indicated that 61.4 percent of Hispanics experienced employment inequity while 47.8 percent of Asians responded that Asians experienced employment inequity. What this indicates is that there is the perception that minorities experience employment inequity by all racial/ethnic groups (including non-Hispanic white), but that the perception for employment inequity for one's own minority group is greater than the perceptions from their counterparts in the other racial/ethnic groups.

Health Care:

³⁴⁶ Middle Eastern or North African was not a category included for this question.

Analysis reveals disparities in health and wellness and points to a need for prenatal and preventive care, as well as mental health in particular. WHY respondents (as indicated by their median household incomes) are wealthier than Midland County as a whole and yet when asked ‘Can you easily access affordable health care in Midland (Question 21)?’; 7.3 percent of non-Hispanic white, 4.6 percent of Asian, 7.6 percent of African American, 13.6 percent of Middle Eastern or North African and 13.3 percent of Hispanic respondents answered no to this question.

Given the paucity of responses to the WHY Survey from the over 60-years of age population and lower socio-economic households, affordable healthcare in Midland is likely more acute than indicated in the WHY survey; a problem that has been noted nationwide. A recent poll about Americans’ attitude on healthcare found that 66 percent of Americans feared that they would be unable to afford healthcare in 2021³⁴⁷. Given the magnitude of the healthcare problem in both Midland and the U.S., it is hard to prescribe cost-effective solutions. If not already in place, an inventory of healthcare programs and providers for economically- disadvantaged Midland residents should be collected. Community partnerships with MidMichigan Medical Center-Midland and the Midland County Health Department could also facilitate the opening of new programs that focus on affordable healthcare for all residents of Midland County.

Policing and Criminal Justice:

In her 2012 study, *The New Jim Crow: Mass Incarceration in the Age of Colorblindness*, Michelle Alexander points out the United States “has the highest rate of incarceration in the world.”³⁴⁸ According to Pew’s 2009 report, “One in 31: The Long Reach of American Corrections,” in the United States “one in 31 adults is in prison or jail, or on probation or parole.”³⁴⁹ The Pew report adds, “Correctional control rates are highly concentrated by race and geography: 1 in 11 black adults (9.2 percent) versus 1 in 27 Hispanic adults (3.7 percent) and 1 in 45 white adults (2.2 percent); 1 in 18 men (5.5 percent) versus 1 in 89 women (1.1 percent).”³⁵⁰ According to the Pew report, one in 27 adults are under correctional control in Michigan.³⁵¹ Understanding the current and historical context of the carceral state, mass incarceration, and policing is critical for the development of next steps to end inequity, bias, and injustice in our community.

Analysis of Midland County arrest rates for non-Hispanic white and African American adults for 2018 reveals the African American arrest rate was over seven times that of non-Hispanic whites

³⁴⁷ Leonhardt, Megan. 2021. 66% of Americans Fear They Won’t Be Able to Afford Health Care This Year. <https://www.cnbc.com/2021/01/05/americans-fear-they-wont-be-able-to-pay-for-health-care-this-year.html>

³⁴⁸ Michelle Alexander, *The New Jim Crow: Mass Incarceration in the Age of Colorblindness* (New York: The New Press, 2012), 6; 180

³⁴⁹ Pew, “One in 31: The Long Reach of American Corrections,” March 2, 2009, <https://www.pewtrusts.org/en/about/news-room/press-releases-and-statements/2009/03/02/one-in-31-us-adults-are-behind-bars-on-parole-or-probation>

³⁵⁰ Pew, “One in 31: The Long Reach of American Corrections,” March 2, 2009, <https://www.pewtrusts.org/en/about/news-room/press-releases-and-statements/2009/03/02/one-in-31-us-adults-are-behind-bars-on-parole-or-probation>

³⁵¹ https://www.pewtrusts.org/-/media/legacy/uploadedfiles/pes_assets/2009/pspp1in31factsheetmipdf.pdf

for crimes against persons; over six times that of non-Hispanic whites for property crimes; and 4.5 times that of non-Hispanic whites for crimes against society (e.g. disorderly conduct). African Americans in Midland County are overrepresented in arrests in comparison to their non-Hispanic white counterparts.³⁵²

Moreover, Michigan State Police found state-wide, that traffic stops in which the driver was African American made up a greater percentage of traffic stops than the percentage of African American population in the state of Michigan. Locally, data reveals in 2019, almost 90 percent of traffic stops in Midland County were of non-Hispanic whites who comprise 91% of the population in Midland County. African Americans comprise 1.3 percent of Midland County's population yet were 6.7 percent of traffic stops in 2019.³⁵³

General perception of the police varied greatly by WHY respondents' race/ethnicity. Over three-fourths (77.3 percent) of non-Hispanic white respondents had a positive or generally positive perception of police compared to 72.2 for Middle Eastern or North African, 62.1 for Asians, 58.6 for Hispanics and 48.9 percent of African Americans. Given the historical context and current incidents between African Americans and law enforcement, it is not surprising that African American WHY respondents considered law enforcement to be more prejudiced/biased (46.07 percent) than their non-Hispanic white counterparts (20.9 percent). African American respondents were also less likely to indicate that they were treated respectfully, equitably, fairly by Midland City and County Police than their non-Hispanic white counterparts. These results parallel perceptions of treatment of minorities nationwide. For example, 67 percent of respondents to a 2019 survey on racial perceptions in the U.S. found that African Americans were treated less fairly by the police than their white counterparts³⁵⁴. What is interesting is that many non-Hispanic white respondents in the WHY survey noted that being white gave them a layer of protection against mistreatment by law enforcement. Most interactions with law enforcement reported by WHY respondents, regardless of race/ethnicity, were traffic violations. WHY survey data suggests the need for implicit bias training and greater resources to address mental health, greater visibility of policing and criminal justice data, and greater diversity of police.

Government Structure and Representation:

Data reveal non-Hispanic whites over the age of 18 comprise 93.6% of the City population and 97.7% of government employees. Non-whites over the age of 18 comprise 6.4% of the City population and 2.3% of government positions. 7 full-time positions in City government were occupied by non-whites. This data is reflected in perceptions offered by WHY Survey respondents. While 72.4 percent of non-Hispanic white respondents agreed to the statement 'I see people like me represented in decision-making positions throughout Midland, only 44.4 percent of Middle Eastern or North African, 27.6 percent of African American, 21.6 percent of Hispanic and 10.8 percent of Asian respondents agree with this statement.

³⁵² MI Incident Crime Reporting

³⁵³ MI State Police

³⁵⁴ Horowitz, Juliana Menasce; Brown, Anna; Cox, Kiana. 2019. The Role of Race and Ethnicity in Americans Personal Life. Pew Research Center.

<https://www.pewresearch.org/social-trends/2019/04/09/the-role-of-race-and-ethnicity-in-americans-personal-lives/>
We Hear You Task Force, Midland County Diversity, Equity, Inclusion Community Assessment Report, pg. 172.

We Hear You survey respondents consistently pointed out the lack of racial and ethnic diversity of Midland’s population and also pointed out their limited knowledge of local efforts to enhance and support diversity, equity, and inclusion in the community. Yet it is important to point out, 65.0 percent of respondents strongly agreed/agreed that addressing racial/ethnic equality is a responsibility of the Midland government. These responses suggest a need for greater visibility of local diversity, equity, and inclusion efforts, strong support for those efforts, and indicate the need and support for community initiatives to elevate visibility of those efforts.

Suggestions:

As has been emphasized throughout this report, collection and analysis of data is a first step within a much larger effort to end inequity, injustice, and bias in our community. This data collection is therefore not an end but a means to help inform the next steps to sustain ongoing, assessed, and accountable actions to end disparities, inequality, and bias in our community. As previously noted, the *We Hear You* report is not intended to be comprehensive, static, or definitive. It is not comprehensive in its methodology or approach and caution must be taken when drawing conclusions from this work. This report intentionally identifies and focuses attention on disparities, inequity, and bias to direct sustained actions for greater inclusion and equity in our community. Sensoy and DiAngelo state, “Proclamations of support [for social justice] without a foundation of action undermine the work and render it meaningless.”³⁵⁵ They add, “Social justice requires active and intentional promotion” and must include specific goals, progress assessment, and accountability.³⁵⁶

Moving forward, the Racial Equity Toolkit: “A Roadmap for Government, Organizations and Communities,” published by the Michigan Department of Civil Rights (MDCR)³⁵⁷ is suggested as another possible guide for next steps. Below is an example of this strategy applied to Midland. *The MDCR 6 Steps to Racial Equity*:

Step 1 (Accomplished): Begin a conversation about race: Form a diverse and inclusive committee to discuss racial/ethnic inequities within Midland. The WHY Committee initially represented the beginning of this step and there are additional initiatives among local organizations committed to this step (see below step 4).

Step 2 (Accomplished): Understand the state of your community’s racial/ethnic equity: This includes surveying responses on racial equity from community members (WHY Survey) and a community profile from census data that compares different racial/ethnic groups within community (Midland County) to the state and to the U.S. in general (the demographic, housing, economics, healthcare, law enforcement and government structure chapters).

³⁵⁵ Sensoy and DiAngelo, “Developing Social Justice Literacy: An Open Letter to Our Faculty Colleagues,” in *Phi Delta Kappan*, January 2009, pg. 348.

³⁵⁶ *Ibid.*, 349.

³⁵⁷ Racial Equity Toolkit: “A Roadmap for Government, Organizations and Communities,” Michigan Department of Civil Rights.

https://www.michigan.gov/documents/mdcr/racial_equity_toolkit_web_new4_628923_7.pdf

Step 3 (To be Accomplished): Develop your racial equity strategic plan: Identify community partners. Include commitment to DEI in City/County strategic plan and embed DEI action items and goals in all departments with accountability. Develop community-wide diversity, equity, and inclusion statement that will be shared, supported, and promoted throughout the community. Have statement physically visible and on websites. Identify inputs, measurements, outputs, and outcomes using the following examples.

Example A. Objective (census data).

Input (agency)	Measurement Indicator	Output	Outcome/Goal
Affordable Housing Alliance	Percent of households with housing cost burden (monthly rent/mortgage exceeds 30 percent of monthly median household income)	Reduce percentage of Hispanic, African American, and Native American households that pay more than 30 percent of median household income on housing by 10 percent	Eliminate housing cost disparities between racial/ethnic groups in Midland

Example B. Subjective (survey data of perceptions).

Input (agency)	Measurement Indicator	Output	Outcome/Goal
Midland City Government Midland County Government	Responses to the statement ‘I see people like me in positions of responsibility in Midland’.	Increase strongly agree and agree responses by 15 percent for racial/ethnic minorities Diversify local government	Racial/ethnic minorities serve and are better represented in positions of responsibility in Midland City and County government

Step 4 (In Process): Seek approval: The path forward will need community-wide support. This will require a communication strategy which will also include education opportunities and ongoing community conversations and dialogue. The Cultural Awareness Coalition, an initiative of the Midland Area Community Foundation, has developed a Community Conversations initiative to help support this goal. Facilitated conversation events will occur quarterly. Participants will learn, and practice important DEI skills. Community Conversations will help develop and sustain an environment that embraces diversity, equity, and inclusion where everyone is respected, welcomed, valued, and supported; where everyone belongs and can reach their full potential. Community Conversations will help develop a growing cohort of people to expand, spread, and extend DEI work and share their experiences and skills throughout the community.

Step 5 (To be Accomplished): Implement Strategic Plan: Coordination and support among community partners and government agencies necessary to ensure goals are met. Data collection and community DEI dashboards must be maintained.

Step 6 (To be Accomplished): Evaluate and communicate your impact. This involves continued data collection and communication strategy.

Additional Suggestions:

- Include underrepresented groups in Midland County in data collection. This includes, for example, population over age 55; under age 18 population; the LGBTQ community; groups of lower socio-economic status; and people with disabilities.
 - Focus groups
 - On-on-one interviews
 - Focus groups and one-on-one interviews may not be any more representative of Midland's population than our online survey, but it will intentionally include many individuals who did not take the online survey.
- Engage in new community and business partnerships and/or enhance, support, and strengthen community partnerships already in place.
- Address healthcare and wellness disparities including disparities in prenatal and preventive care as well as mental health.
- Partner with school system to support, enhance, and strengthen DEI initiatives in the school system.
- Encourage employers and additional organizations in Midland to perform internal DEI studies and develop and promote equity programs.
- Work in partnership with additional local, regional, and national groups such as Anti-Racist Midland (ARM), the Cultural Awareness Coalition (CAC); and the Midland County Inclusion Alliance (MCIA), and additional state and federal agencies to develop and guide a comprehensive plan to address public safety, policing, and criminal justice. See for instance ARM's "A Vision for the Midland Community" (July 2000) and the 2019 "New Era of Public Safety: An Advocacy Toolkit for Fair, Safe, and Effective Community Policing" of the Leadership Conference on Civil and Human Rights.
- The non-Hispanic white population is slightly more represented in Midland City government employment than its representation in the city while the non-white population is underrepresented in Midland City government employment. Non-whites comprised 6.4 percent of Midland City's over 18 population in 2019, but only 2.3 percent of government positions. Examine ways to diversify local government including elected officials, appointments, and hiring practices in Midland City and County government.
- Support high school completion and higher education and training opportunities for higher wage employment.

- Additional focus on economic stratification and poverty; gender identity, gender expression, and sexual orientation.
- Further study of disparities at the block group level.

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Appendix

1. *We Hear You* documentation

- a. https://cityofmidlandmi.gov/AgendaCenter/ViewFile/Agenda/_07132020-2235
- b. <https://cityofmidlandmi.gov/1862/We-Hear-You-Coalition>
- c. County statement and resolution below

2. Michigan Governor Gretchen Whitmer's Executive Orders

- a. **Executive Order No. 2020-55**
https://www.michigan.gov/whitmer/0,9309,7-387-90499_90705-526476--,00.html
- b. **Executive Order 2020-163**
https://content.govdelivery.com/attachments/MIEOG/2020/08/05/file_attachments/1511602/EO%202020-163%20Black%20Leadership%20Advisory%20Council.pdf
- c. **Executive Directive 2020-9**
https://content.govdelivery.com/attachments/MIEOG/2020/08/05/file_attachments/1511606/ED%202020-9%20Addressing%20Racism%20as%20a%20Public%20Health%20Crisis.pdf

3. **Diversity, Equity, Inclusion, and Justice Terms**

The following provides a brief introductory list of terms. There are many more terms, definitions, explanations, and examples but we offer the following as an initial introduction to encourage further work.

Anti-Racism:

“The work of actively opposing racism by advocating for changes in political, economic, and social life.” (<https://www.racialequitytools.org/glossary>)

“Active process of identifying and challenging racism, by changing systems, organizational structures, policies and practices and attitudes, to redistribute power in an equitable manner.” (CSSP, 2019, “Key Equity Terms & Concepts: A Glossary of Shared Understanding. Washington, DC: Center for the Study of Social Policy, <https://cssp.org/wp-content/uploads/2019/09/Key-Equity-Terms-and-Concepts-vol1.pdf>)

Bias:

“... A preference in favor of, or against a person, group of people, or thing. These initial human reactions, which are often unconscious, are rooted in inaccurate information or reason and are potentially harmful. Biases are also part of being human. (“Talking About Race,” National Museum of African American History & Culture, <https://nmaahc.si.edu/learn/talking-about-race/topics/bias>)

Unconscious bias, hidden bias, implicit biases: “... negative associations that people unknowingly hold. They are expressed automatically, without conscious awareness. Many studies have indicated that implicit biases affect individuals’ attitudes and actions,

thus creating real-world implications, even though individuals may not even be aware that those biases exist within themselves. Notably, implicit biases have been shown to trump individuals' stated commitments to equality and fairness, thereby producing behavior that diverges from the explicit attitudes that many people profess. (<https://www.racialequitytools.org/glossary>)

Discrimination:

"The Unequal treatment of various groups based on race, ethnicity, gender expression, socioeconomic class, sexual orientation, physical or mental ability, religion, citizenship status, a combination of those identifies, and/or other categories." (CSSP, 2019, "Key Equity Terms & Concepts: A Glossary of Shared Understanding. Washington, DC: Center for the Study of Social Policy, <https://cssp.org/wp-content/uploads/2019/09/Key-Equity-Terms-and-Concepts-vol1.pdf>)

Diversity:

The "Racial Equity Toolkit: A Roadmap for Government, Organization and Communities" of the Michigan Department of Civil Rights notes, "... diversity simply points to difference. On the other hand, inclusion describes the need to incorporate these differences on a shared platform where they are accepted and valued. At times, the concept of diversity is used to imply something positive, yet the term by itself is neutral as there are many environments that are diverse but not necessarily inclusive." ("Racial Equity Toolkit: A Roadmap for Government, Organization and Communities," Michigan Department of Civil Rights, pg. 4. https://www.michigan.gov/documents/mdcr/racial_equity_toolkit_web_new4_628923_7.pdf)

The MDCR concludes, "We must take proactive steps to create and sustain inclusion, recognizing that diversity does not necessarily lead to integration and inclusive practices." (Ibid.)

The Center for the Study of Social Policy also explains, "'Diversity programs and cultural celebrations/education programs are not equivalent to racial justice or inclusion. It is possible to name, acknowledge, and celebrate diversity without doing anything to transform the institutional or structural systems that produce, and maintain, racialized injustices in our communities.'" (CSSP, 2019, "Key Equity Terms & Concepts: A Glossary of Shared Understanding. Washington, DC: Center for the Study of Social Policy, <https://cssp.org/wp-content/uploads/2019/09/Key-Equity-Terms-and-Concepts-vol1.pdf>)

Equality:

"The effort to treat everyone the same or to ensure that everyone has access to the same opportunities. However, only working to achieve equality ignores historical and structural factors that benefit some social groups and disadvantages other social groups in ways that create differential starting points. (CSSP, 2019, "Key Equity Terms & Concepts: A Glossary of Shared Understanding. Washington, DC: Center for the Study of

Social Policy, <https://cssp.org/wp-content/uploads/2019/09/Key-Equity-Terms-and-Concepts-vol1.pdf>)

Equity:

“Equality is often associated with justice and sameness, yet when its practice and implementation lack an equity lens through which physical, structural and historical differences are acknowledged, inequitable outcomes are created and sustained. Equity takes into consideration how the past has shaped the present and assesses social advantages/disadvantages in order to promote justice and fairness...” (MDCR “Toolkit,” 4)

“Equity is the state, quality or ideal of being just, impartial and fair. Equity is achieved when systemic, institutional and historical barriers based on race are dismantled and race no longer predicts socioeconomic, educational and health outcomes.” (United Way of Central Carolinas, <https://uwcentralcarolinas.org/racialequity/>)

“The effort to provide different levels of support based on an individual’s or group’s needs in order to achieve fairness in outcomes. Working to achieve equity acknowledges unequal starting places and the need to correct the imbalance.” (CSSP, 2019, “Key Equity Terms & Concepts: A Glossary of Shared Understanding. Washington, DC: Center for the Study of Social Policy, <https://cssp.org/wp-content/uploads/2019/09/Key-Equity-Terms-and-Concepts-vol1.pdf>)

Racial equity is when “Race is no longer a predictor of outcomes, leading to more just outcomes in policies, practices, attitudes, and cultural messages.” (CSSP, 2019, “Key Equity Terms & Concepts: A Glossary of Shared Understanding. Washington, DC: Center for the Study of Social Policy, <https://cssp.org/wp-content/uploads/2019/09/Key-Equity-Terms-and-Concepts-vol1.pdf>)

Inclusion:

“... The action or state of including or of being included within a group or structure. More than simply diversity and numerical representation, inclusion involves authentic and empowered participation and a true sense of belonging.” (“Race Equity and Inclusion Action Guide: Embracing Equity, 7 Steps to Advance and Embed Race Equity and Inclusion Within Your Organization,” The Annie E. Casey Foundation, 2014, p. 5, https://assets.aecf.org/m/resourcedoc/AECF_EmbracingEquity7Steps-2014.pdf#page=7)

Actively or intentionally “bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power...” (WWW.RACIALEQUITYTOOLS.ORG)

The Michigan Department of Civil Rights’ “Racial Equity Toolkit: A Roadmap for Government, Organization and Communities” notes, “... diversity simply points to difference. On the other hand, inclusion describes the need to incorporate these

differences on a shared platform where they are accepted and valued. At times, the concept of diversity is used to imply something positive, yet the term by itself is neutral as there are many environments that are diverse but not necessarily inclusive.” (MDCR “Toolkit,” 4) The MDCR concludes, “We must take proactive steps to create and sustain inclusion, recognizing that diversity does not necessarily lead to integration and inclusive practices.” (Ibid.)

“A state of belonging, when persons of different backgrounds and identities are valued, integrated, and welcomed equitably as decision-makers and collaborators. Inclusion involves people being given the opportunity to grow and feel/know they belong. Diversity efforts alone do not create inclusive environments. Inclusion involves a sense of coming as you are and being accepted, rather than feeling the need to assimilate.” (CSSP, 2019, “Key Equity Terms & Concepts: A Glossary of Shared Understanding. Washington, DC: Center for the Study of Social Policy, <https://cssp.org/wp-content/uploads/2019/09/Key-Equity-Terms-and-Concepts-vol1.pdf>)

Justice:

“The process required to move us from an unfair, unequal, or inequitable state to one which is fair, equal, or equitable, depending on the specific content. Justice is a transformative practice that relies on the entire community to respond to past and current harm when it occurs in society. Through justice, we seek a proactive enforcement of policies, practices and attitudes that produce equitable access, opportunities, treatment and outcomes for all regardless of the various identities that one holds.” (CSSP, 2019, “Key Equity Terms & Concepts: A Glossary of Shared Understanding. Washington, DC: Center for the Study of Social Policy, <https://cssp.org/wp-content/uploads/2019/09/Key-Equity-Terms-and-Concepts-vol1.pdf>)

“... the systematic fair treatment of people of all races that results in equitable opportunities and outcomes for everyone. All people are able to achieve their full potential in life, regardless of race, ethnicity or the community in which they live. Racial justice — or racial equity — goes beyond ‘anti-racism.’ It’s not just about what we are against, but also what we are for. A ‘racial justice’ framework can move us from a reactive posture to a more powerful, proactive and even preventative approach.” (“Race Equity and Inclusion Action Guide: Embracing Equity, 7 Steps to Advance and Embed Race Equity and Inclusion Within Your Organization,” The Annie E. Casey Foundation, 2014, p. 5, https://assets.aecf.org/m/resourcedoc/AECF_EmbracingEquity7Steps-2014.pdf#page=7)

Microaggression:

“Racial microaggressions are the everyday slights, insults, putdowns, invalidations, and offensive behaviors that people of color experience in daily interactions with generally well-intentioned White Americans who may be unaware that they have engaged in racially demeaning ways toward target groups (Sue et al., 2007). In addition to being

communicated on an interpersonal level through verbal and nonverbal means, microaggressions may also be delivered environmentally through social media, educational curriculum, TV programs, mascots, monuments, and other offensive symbols. Scholars conclude that the totality of environmental microaggressions experienced by people of color can create a hostile and invalidating societal climate in employment, education, and health care (Clark, Spanierman, Reed, Soble, & Cabana, 2011; Neville, Yeung, Todd, Spanierman, & Reed, 2011; Solorzano, Ceja, & Yasso, 2000; Sue, 2010).” [Source: Sue, D. W., Alsaidi, S., Awad, M. N., Glaeser, E., Calle, C. Z., & Mendez, N. (2019). “Disarming Racial Microaggressions: Microintervention Strategies for Targets, White Allies, and Bystanders.” *American Psychologist*, 74(1), 128-142. <http://dx.doi.org/10.1037/amp0000296>]

Privilege:

“Unearned social power accorded by the formal and informal institutions of society to all members of a dominant group (e.g., white privilege, male privilege, etc.). Privilege is usually invisible to those who have it because we’re taught not to see it, but nevertheless it puts them at an advantage over those who do not have it.” (Source: Colours of Resistance Archive, <http://www.coloursofresistance.org/definitions/privilege/>)

Racism:

In *White Fragility*, Robin DiAngelo explains racism “encompass[es] economic, political, social, and cultural structures, actions, and beliefs that systematize and perpetuate an unequal distribution of privileges, resources and power between white people and people of color.” DiAngelo adds, “This unequal distribution benefits whites and disadvantages people of color overall and as a group.” Further explaining DiAngelo points out, “Racism is not fluid in the U.S.; it does not flow back and forth, one day benefiting whites and another day (or even era) benefiting people of color. The direction of power between whites and people of color is historic, traditional, normalized, and deeply embedded in the fabric of U.S. society. (“White Fragility,” in *International Journal of Critical Pedagogy*, Vol 3 (3) (2011) 56)

“The systematic subjugation of members of targeted racial groups, who hold less socio-political power and/or are racialized as non-White, as means to uphold White supremacy. Racism differs from prejudice, hatred, or discrimination because it requires one racial group to have systematic power and superiority over other groups in society. Often, racism is supported and maintained, both implicitly and explicitly, by institutional structures and policies, cultural norms and values, and individual behaviors.” (CSSP, 2019, “Key Equity Terms & Concepts: A Glossary of Shared Understanding. Washington, DC: Center for the Study of Social Policy, <https://cssp.org/wp-content/uploads/2019/09/Key-Equity-Terms-and-Concepts-voll.pdf>)

Systemic or Institutional Racism:

According to Dr. Keeanga-Yamahtta Taylor, “Institutional racism, or structural racism, can be defined as the policies, programs, and practices of public and private institutions that result in greater rates of poverty, dispossession, criminalization, illness, and

ultimately mortality of African Americans. Most importantly, it is the *outcome* [italics in original] that matters, not the intentions of the individuals involved. Institutional racism remains the best way to understand how Black deprivation continues in a country as rich and resource-filled as the United States.” (Keeanga-Yamahtta Taylor, *From #BlackLivesMatter to Black Liberation*, Chicago: Haymarket Books, 2016, 8)

“The practices that perpetuate racial disparities, uphold white supremacy, and serve to the detriment and harm of persons of color and keep them in negative cycles.

Institutional/systemic racism also refers to policies that generate different outcomes for persons of different race. These laws, policies, and practices are not necessarily explicit in mentioning any racial group, but work to create advantages for white persons and disadvantages for people of color.” (CSSP, 2019, “Key Equity Terms & Concepts: A Glossary of Shared Understanding. Washington, DC: Center for the Study of Social Policy, <https://cssp.org/wp-content/uploads/2019/09/Key-Equity-Terms-and-Concepts-vol1.pdf>)

“Historical, social, political, institutional, and cultural factors that contribute to, legitimize, and maintain racial inequities. Structural racism is not something that a few people or institutions choose to practice, it is the confluence of racist concepts and theories that control our economic, political, and social systems” (CSSP, 2019, “Key Equity Terms & Concepts: A Glossary of Shared Understanding. Washington, DC: Center for the Study of Social Policy, <https://cssp.org/wp-content/uploads/2019/09/Key-Equity-Terms-and-Concepts-vol1.pdf>)

White privilege:

“Refers to the unquestioned and unearned set of advantages, entitlements, benefits and choices bestowed on people solely because they are white. Generally white people who experience such privilege do so without being conscious of it... The accumulated and interrelated advantages and disadvantages of white privilege that are reflected in racial/ethnic inequities in life-expectancy and other health outcomes, income and wealth and other outcomes, in part through different access to opportunities and resources. These differences are maintained in part by denying that these advantages and disadvantages exist at the structural, institutional, cultural, interpersonal and individual levels and by refusing to redress them or eliminate the systems, policies, practices, cultural norms and other behaviors and assumptions that maintain them.” (Minnesota Education Equity Partnership, “White Privilege,” by wedgejack, October 4, 2018, <https://www.mneep.org/word/white-privilege/>)

4. WHY Survey