

“We Hear You”

Midland County Diversity, Equity, Inclusion Assessment Report and Action Plans

Together. Forward. Bold.

AGENDA

- | | | |
|---|---------------------------------|-----------------|
| • Welcome, Agenda, Background | Mayor Donker, Chief Ford, Diane | 6:30pm – 6:35pm |
| • DEIJ Conceptual Framework | Ken & Evelyn | 6:35pm – 6:45pm |
| • Midland Community Inclusion Video | | 6:45pm – 6:50pm |
| • Assessment Findings & Actions | | |
| • Demographics | Evelyn | 6:50pm – 7:00pm |
| • Housing | Ken & Sharon | 7:00pm – 7:10pm |
| • Socioeconomics | Evelyn & Perry | 7:10pm – 7:20pm |
| • Healthcare | Evelyn & Rickey | 7:20pm – 7:30pm |
| • Policing & Criminal Justice | Ken & Chief Ford | 7:30pm – 7:40pm |
| • Government Structure & Representation | Ken & Diane | 7:40pm – 7:50pm |
| • Community Story | Guest Speaker | 7:50pm – 8:00pm |
| • Close | Diane | 8:00pm |

We Hear You

Background

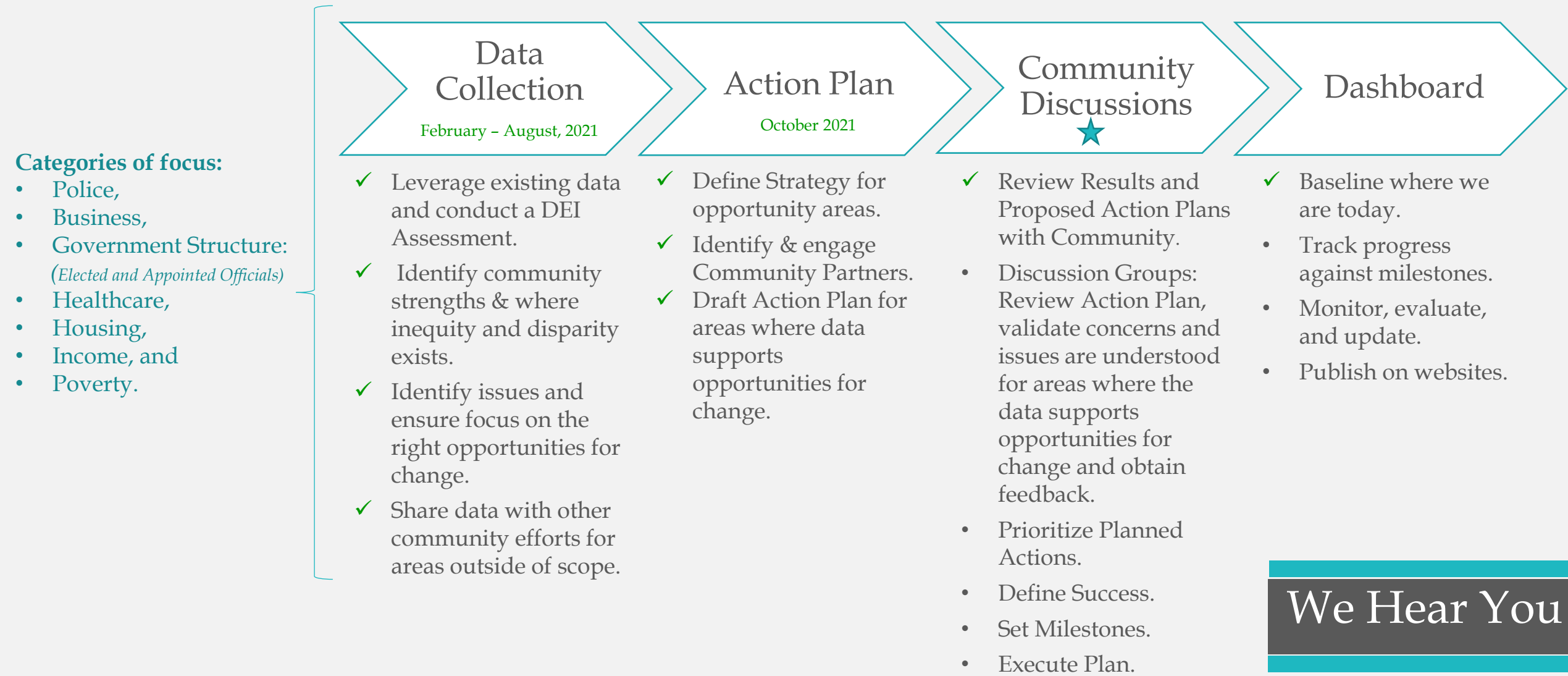
In response to the abhorrent murder of George Floyd, on May 25, 2020:

- The City of Midland proactively responded and delivered a “Message to Our Community – We Hear You”
 - Acknowledging there are issues to be addressed within our community and aspire to:
 - Be in a position where we can honestly say “We have done all we can to support our community and address the issues,”
 - Avoid issues and reactions occurring across the country, and mitigate the risk of violence, destruction of neighborhoods, businesses, and government property that are placing innocent people at risk.
 - Acknowledging “We” as a community are ready to have the uncomfortable discussions regarding racial bias and disparity in order to have creative conversations to implement real and lasting change
 - Acknowledging that change begins with us, our local government and community
- We want to continue the work that has been started:
 - Midland Black Coalition 1972 – 1994
 - Cultural Awareness Coalition 1992 - current
 - Community Success Panel: Diversity Group 2014
 - Our Community has progressed:

Lack of Cultural Identity → **Acceptance** → **Inclusion** → Moving towards **Co-Construction** where everyone that is impacted today or in the future sits at the table and has a voice.

We Hear You

Where are we today?



Diversity, Equity, Inclusion, and Justice Conceptual Framework

We Hear You

We Hear You: Responses to Mentimeter Survey

What does it mean to BELONG?

Mentimeter



The Word Cloud provides a visual representation of attendee responses to the question: What does it mean to BELONG?

The largest text represents the most common feedback.

The most common words describing what it means to BELONG from the Community Review of DEI results::

- Accepted
- Valued
- Included
- Seen
- Welcomed

According to the Midland County DEI survey...

I believe Midland is a welcoming and inclusive community where *I am* respected, supported, valued, and can enjoy my fullest life without barriers (question 38).

| | Strongly Agree | Agree | Neither agree nor disagree | Disagree | Strongly Disagree |
|---------------------------------|----------------|--------|----------------------------|----------|-------------------|
| Total | 29.66% | 39.19% | 13.83% | 12.42% | 4.9% |
| Non-Hispanic White | 29.92% | 42.26% | 13.4% | 11.1% | 3.3% |
| African American | 25.5% | 18.1% | 10.64% | 26.6% | 19.15% |
| Asian/Asian American | 13.5% | 35.1% | 27% | 13.5% | 10.8% |
| Native American | 25% | 50% | 12.5% | 12.5% | 0% |
| Multiple Race | 37.3% | 18.64% | 15.25% | 16.9% | 11.86% |
| Hispanic | 11.67% | 30% | 20% | 25% | 13.3% |
| Middle Eastern or North African | 26.32% | 52.63% | 5.26% | 10.53% | 5.26% |
| Another Race | 45.45% | 27.27% | 0% | 18.18% | 9.1% |

According to the Midland County DEI survey...

I believe Midland is a welcoming and inclusive community where *everyone* is respected, supported, valued, and can enjoy their fullest life without barriers (question 39).

| | Strongly Agree | Agree | Neither agree nor disagree | Disagree | Strongly Disagree |
|---------------------------------|----------------|--------|----------------------------|----------|-------------------|
| Total Survey Responses | 18.77% | 25.4% | 20.5% | 27.3% | 8% |
| Non-Hispanic White | 17.55% | 27% | 20.3% | 28% | 7.1% |
| African American | 20.21% | 12.77% | 14.9% | 33% | 19.15% |
| Asian/Asian American | 10.8% | 21.62% | 40.54% | 18.92% | 8.11% |
| Native American | 12.5% | 50% | 12.5% | 12.5% | 12.5% |
| Multiple Race | 32.2% | 15.25% | 22% | 20.34% | 10.17% |
| Another Race | 63.64% | 0% | 9.1% | 18.18% | 9.1% |
| Hispanic | 11.67% | 13.3% | 21.67% | 38.3% | 15% |
| Middle Eastern or North African | 26.32% | 31.58% | 15.79% | 21.05% | 5.26% |

According to the Midland County DEI survey...

Put simply...

- Survey results suggest very different experiences and perceptions of **race/ethnic relations in our community...**
- Survey results suggest very different experiences and perceptions of **belonging and inclusion in our community.**

Community Belonging and the We Hear You (WHY) Initiative

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."

- 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.
- 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.

WHY Community Survey

The WHY Survey was available online February 6, 2021, to March 21, 2021

- 2,182 responses
- 62% completion rate
- 89 questions
- Quantitative and qualitative data:
 - Demographics
 - Race/Ethnic Relations
 - Housing
 - Socioeconomics
 - Healthcare and well-being
 - Police and criminal justice system
 - Local government representation

Limitations of WHY Survey Data

- 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?”
 - 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.*

Limitations of WHY Survey Data

- Survey respondents were largely those of higher socioeconomics, individuals under the age of 55, more racially/ethnically diverse, higher-educated, more likely to live in Midland City, and had higher median household incomes than their counterparts in Midland County
- Minority groups were “overrepresented” in the WHY Survey in comparison to their representation in Midland County.
 - For example, 1.3 percent of Midland County’s total population was African American in 2018, but African Americans accounted for 6.7 percent of WHY respondents.
- Challenges imposed by COVID-19

According to the “Racial Equity Toolkit: A Roadmap for Government, Organization and Communities,” by the Michigan Department of Civil Rights’ (MDCR)

The MDCR Toolkit notes, “Intentional strategies aimed at acknowledging the impact of structural marginalization and discrimination are needed to create meaningful and long-lasting change.”

(“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)

Diversity, Equity, Inclusion, and Justice

- Inclusion must be sustained, active, intentional, assessed, practiced, and accountable.
- 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.”
- The MDCCR concludes, “We must take proactive steps to create and sustain inclusion, recognizing that diversity does not necessarily lead to integration and inclusive practices.”

Diversity, Equity, Inclusion, and Justice

- “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)
- “... 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>)



EQUALITY



EQUITY

Midland Community Inclusion Video

[We Hear You Inclusion Day \(midland-mi.org\)](http://midland-mi.org)

We Hear You

Midland County Diversity, Equity, Inclusion Assessment Findings and Actions

We Hear You

Demographics

We Hear You

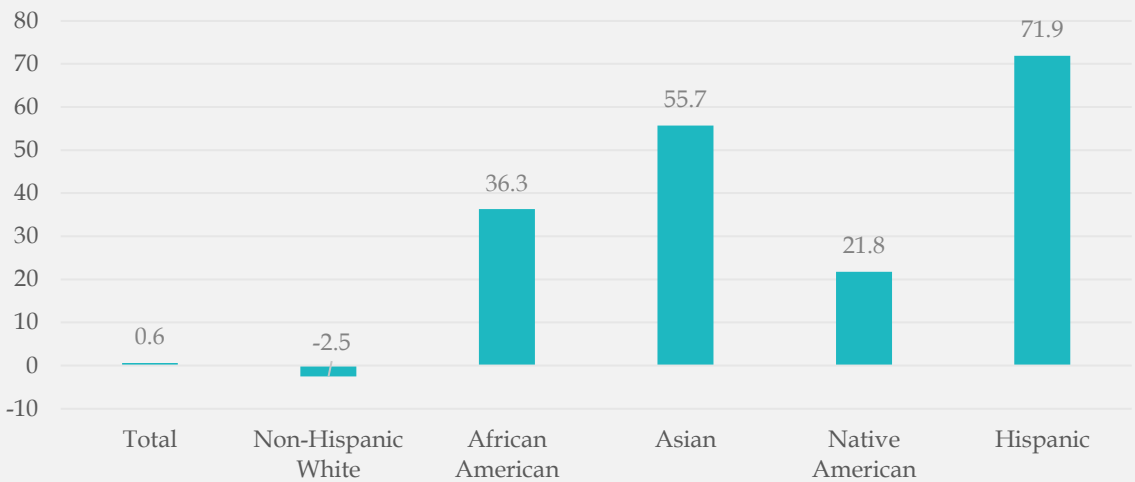
Demographics

As we begin, it is important to understand the racial/ethnic groups residing in Midland County: Non-Hispanic white, African American, Asian/ Asian American, Native American, and Hispanic.

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 |

Percent Growth of Population by Race/Ethnicity, Midland County, 2000-2018



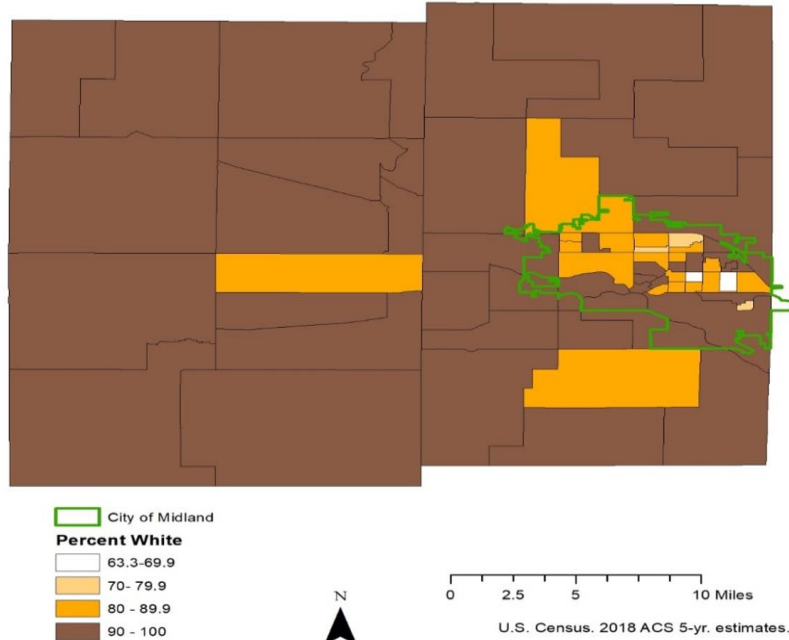
We Hear You

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

Demographics_{, cont.}

Census geography divides counties into tracts, block groups, and blocks. The following maps display the population of each racial/ethnic group in Midland County at the block group level. Block groups consist of several contiguous blocks with between 600 and 3,000 individuals.

Percent of Population that is Non-Hispanic White
by Block Group, Midland County, MI, 2018

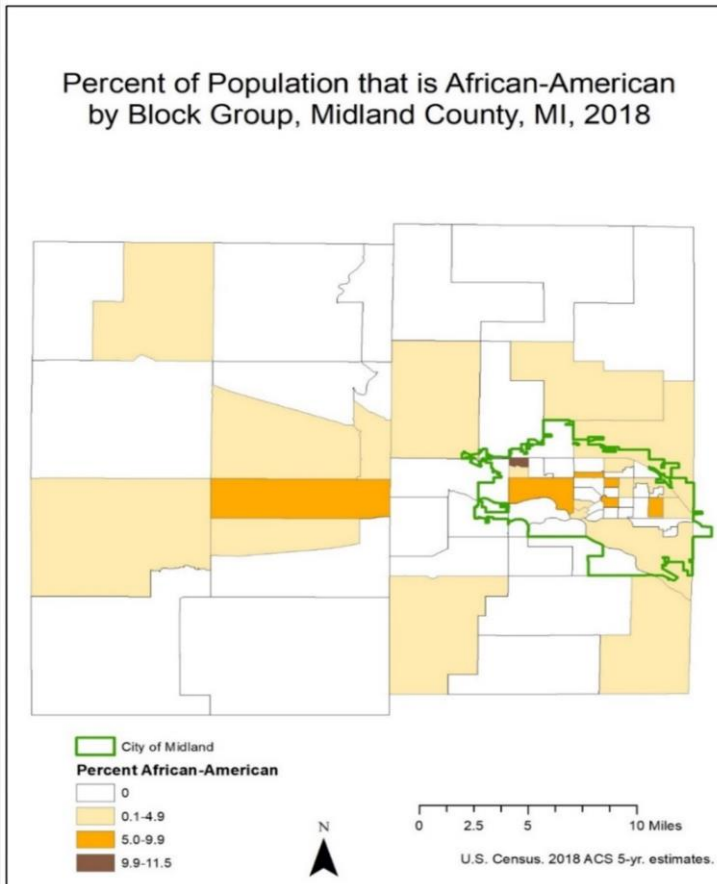


- The non-Hispanic white population comprises at least ninety percent of all block groups in Midland County (outside city limits) except three.
- Block groups within the city limits had a lesser percentage of non-Hispanic white population than the suburbs.
- There are no block groups in which non-Hispanic whites comprised less than 63.1 percent of the population.
- Given that a little over 90 percent of Midland County's population was non-Hispanic white in 2018, the results are not surprising.

We Hear You

Demographics_{, cont.}

Population of each racial/ethnic group in Midland County at the block group level, _{cont.}

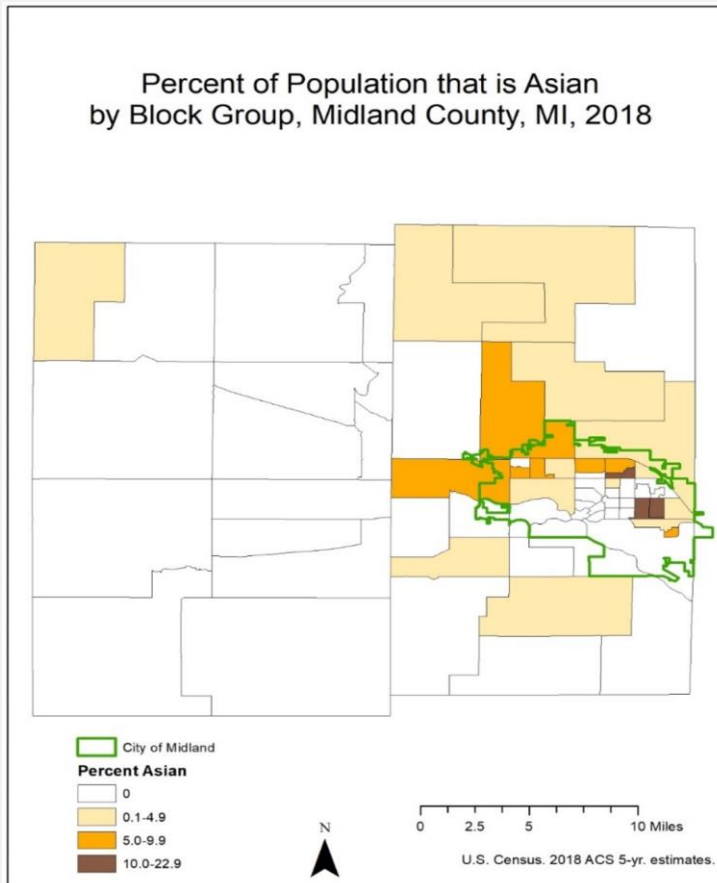


- The highest percentages of African American population by block group were found within the city limits.
- The block group with the highest percentage of African American population was block group 2910001 (northern portion of Midland City) with 11.5 percent.
- There were 40 (out of 65) block groups within Midland County in which not one African American individual resided in 2018.
- The data indicates the African American population in Midland County is highly segregated from the non-Hispanic white population.

We Hear You

Demographics_{, cont.}

Population of each racial/ethnic group in Midland County at the block group level, _{cont.}

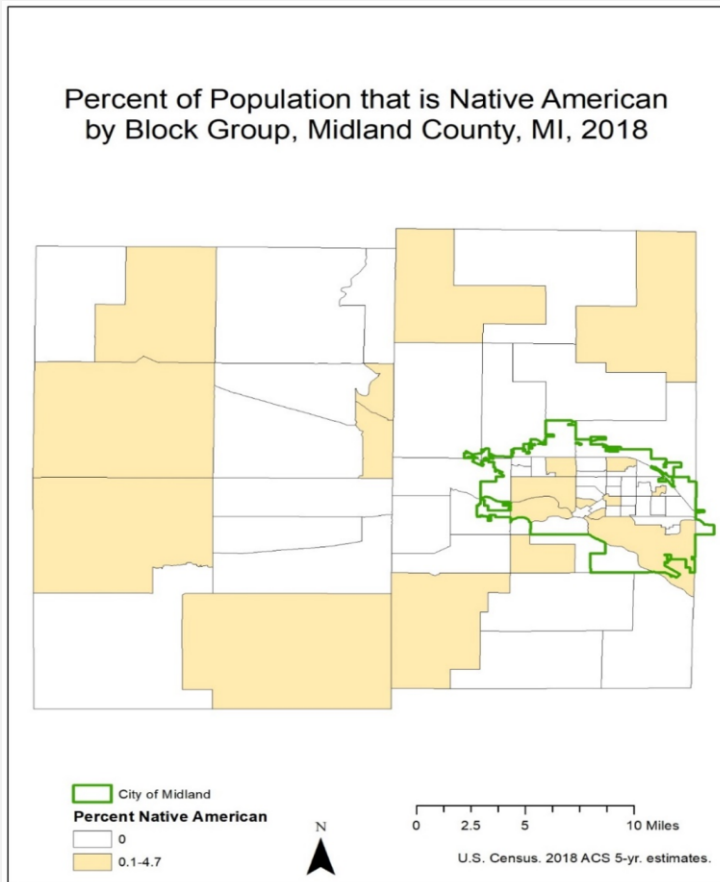


- The Asian population was overwhelmingly concentrated in the Northern part of Midland City and the Northern suburbs.

We Hear You

Demographics_{, cont.}

Population of each racial/ethnic group in Midland County at the block group level, _{cont.}

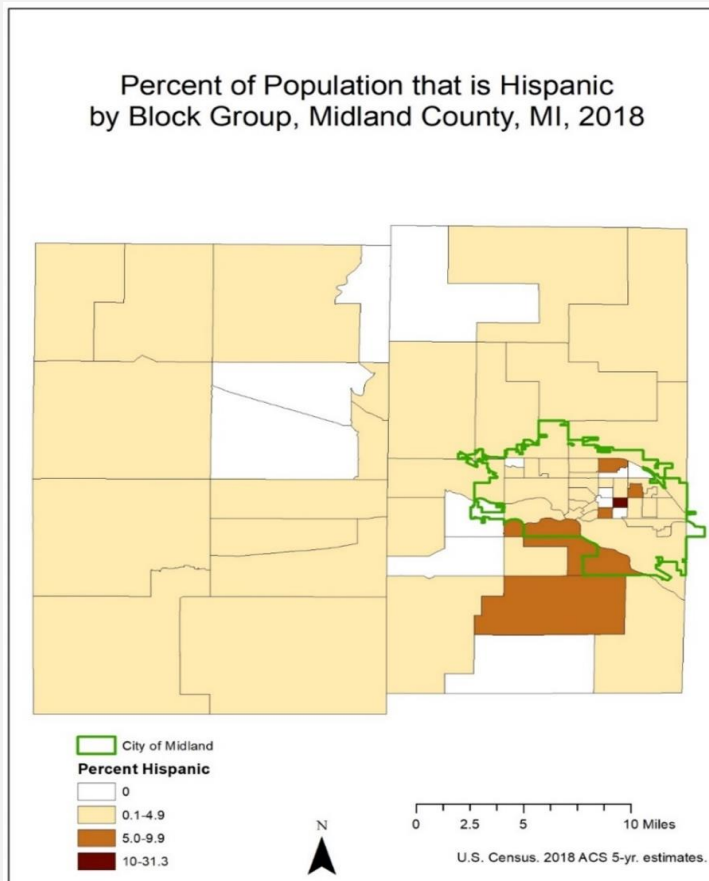


- The Native American population was not concentrated in any specific block group within Midland County.
- Native Americans were found within the City of Midland as well as block groups on the outskirts of the county.
- Given the very small number of Native Americans residing in Midland County, it is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

We Hear You

Demographics_{, cont.}

Population of each racial/ethnic group in Midland County at the block group level, _{cont.}



- 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.
- The spatial distribution of Hispanic population in one sense is 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 County.

Next: Housing characteristics related to racial/ethnic groups.

We Hear You

Housing

We Hear You

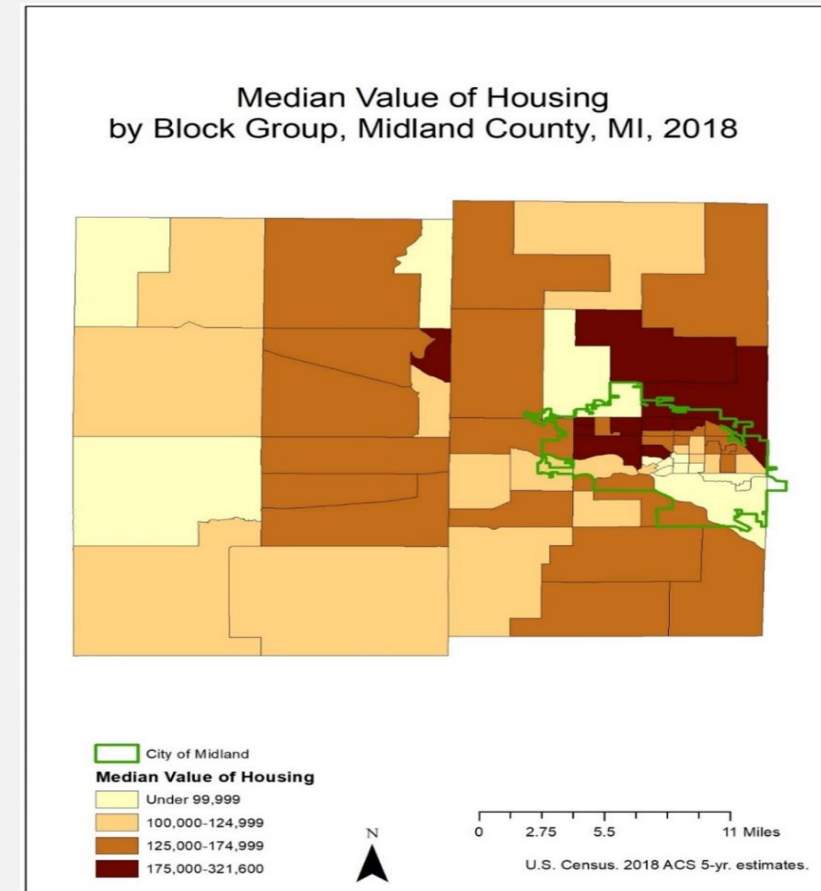
Housing

Now that we have an understanding of the racial/ethnic groups and populations residing in Midland County at the block group level, we are ready to review housing data. The housing analysis includes Census Data, geographical distribution of certain racial/ethnic groups within Midland County, housing characteristics, and data related to housing from the *We Hear You* Community Survey.

- 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).
- The southeastern sector of Midland City had the lowest median housing values. This is also the location of heavy industry in Midland City with its associated environmental concerns.

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.

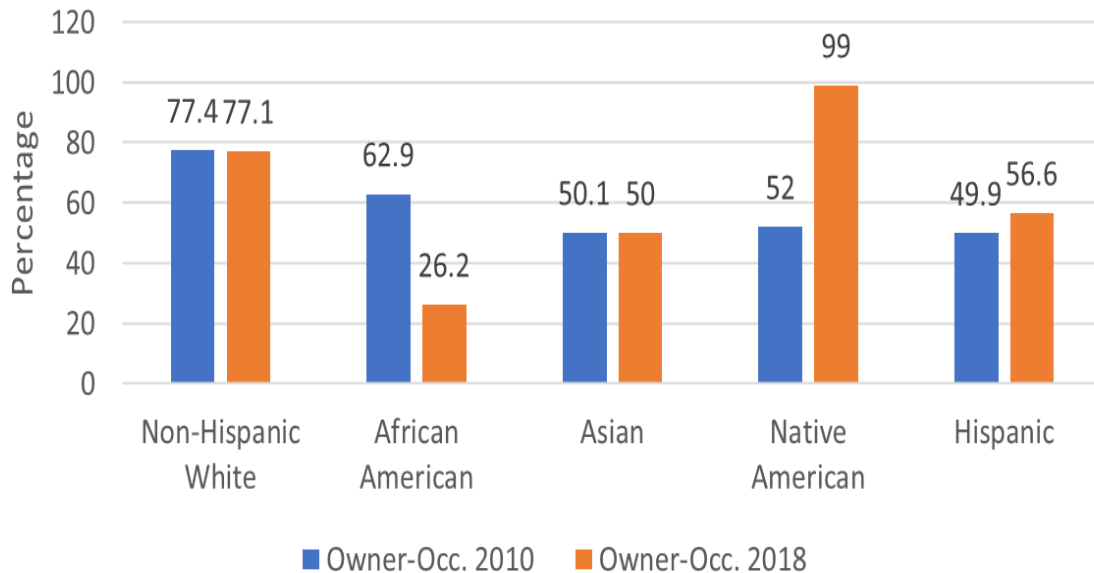
- According to Census data, several block groups in the southern half of the city had higher percentages of African Americans, Hispanics, and Native Americans than the county as a whole and could be considered 'overconcentrated' and likely reside in rental properties.



Housing, cont.

For most Americans, the single greatest investment in their lives is owning a home, which is a form of wealth management. When median household incomes are low and poverty levels high, certain groups of people can effectively be excluded from participating in homeownership.

Percentage of Householders in Owner-Occupied Housing by Race/Ethnicity, Midland County, 2010 and 2018



- 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. 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.

We Hear You

Housing: We Hear You Survey Data, cont.

Are you currently residing in a dwelling that is owned or rented? (question 12).

| | 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% |

- 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.

Housing: We Hear You Survey Data, cont.

How would you rate housing affordability in Midland (question 24).

| | 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% |

There were 111 written comments for question 24.

- 67% expressed concerns with low-income/low-cost housing availability and affordability,
- 12% - general/nonspecific high cost of housing, safety and housing quality.

Housing: We Hear You Survey Data, cont.

“If I moved from my current residence, I am confident I can rent or purchase housing in Midland that I desire and can afford.” (question 25).

| | 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% |

- 64% of total respondents were confident or mostly confident they can rent or purchase housing in Midland they desire and can afford.
- ~33% were somewhat or not confident.
- Asian/ Asian Americans respondents (79.53 percent) were most confident about acquiring affordable housing if they moved.
- ~66% written comments reflected concerns over ability to rent or purchase housing if respondent moves from their current residence

We Hear You

Housing: We Hear You Survey Data, cont.

Racial/ethnic minorities experience housing inequality within Midland. (question 43).

| | Housing Inequality | |
|-------------------|---|--------|
| African Americans | 41.44% | 48.78% |
| Hispanics | 38.55% | 58.14% |
| Asian Americans | 18.5% | 17.4% |
| | <ul style="list-style-type: none">• First figure reflects total respondents' perception• Second figure reflects racial/ethnic group's perception | |

Of the total responses:

- 41.44% of total respondents noted that African Americans experience housing inequality in Midland, whereas 48.78% of African American respondents noted experiencing housing inequality in Midland.
- 38.55% of total respondents identified that Hispanics experience housing inequality in Midland, whereas 58.14% of Hispanic respondents noted experiencing housing inequality in Midland.
- 18.5% of total respondents noted Asian Americans experience housing inequality in Midland, whereas 17.4% of Asian American respondents noted experiencing housing inequality in Midland.

In conclusion, *We Hear You* survey data strongly indicates a community perception of limited availability of housing especially for lower income residents and concern with high cost of housing.

Next: Economic characteristics related to racial/ethnic groups.

We Hear You

Housing: Workshop Participants' Feedback

| Obstacles | Existing Work | Additional Work Needed |
|---|---|---|
| Exclusionary Federal Lending Policies | Housing agencies including Affordable Housing Alliance, Habitat for Humanity, Home to Stay, Mid-Michigan Community Action Agency. | Address bias associated with affordable housing |
| Reduce duplication of nonprofits engaged in housing issues | | Reduce restrictive building/zoning policy |
| Lack of walkability, need increased transportation | Fair housing analysis work through Legal Services of Eastern Michigan | Educate landlords on bias: Hold landlords accountable for bias and comments, harassment and actions that are bias |
| Over restrictive zoning/building | Midland County Housing Study and outcomes | Better community current work around housing analysis, studies and fair housing practices |
| Builders/flippers push market upward | Midland County Local Planning Body Midland County Housing Task Force (representatives include bankers, developers, real estate agents, individuals from government, housing agencies, philanthropy, builders) City of Midland Housing Commission | Ensure affordable housing is not being concentrated or has a cap. This can be accomplished through policy implemented into practice |
| Under-resourced nonprofits and local government when it comes to low-income housing | | Escrow account for renters to be able to save for purchase of home |
| Neighboring social campaigns does not seem to show much diversity, seems like low-hanging fruit | | Incentives for landlords to maintain properties vs. letting them go |

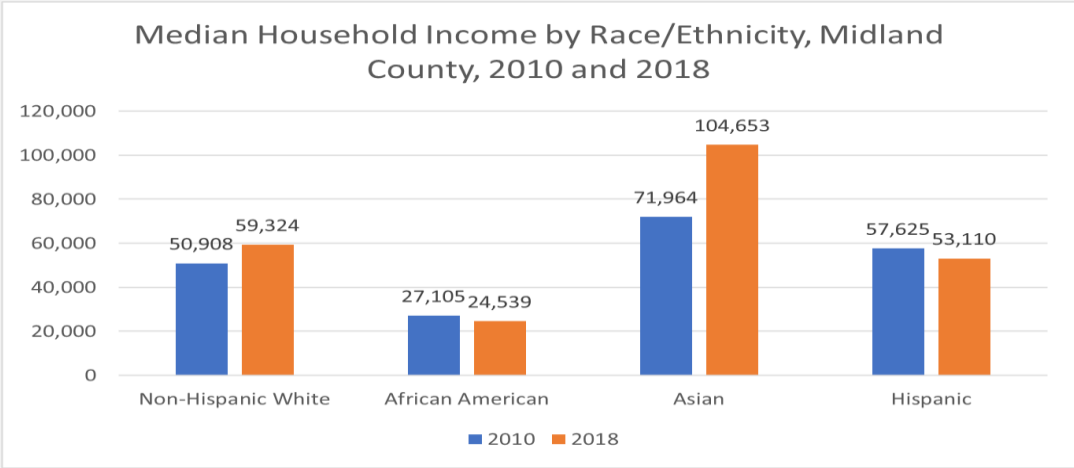
Socioeconomics

We Hear You

Socioeconomics

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 have been examined for the racial/ethnic groups in Midland County.

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- Note the decline of median household income for African Americans and Hispanics from 2010 to 2018.
- The Recession of 2008 and its aftermath adversely affected those with lower educational attainment and lower skills, and multiplied challenges that disproportionately impacted African Americans and Hispanics than Asian/Asian American and non-Hispanic white counterparts¹⁷³.

| | 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 |

Why respondents had median household incomes substantially higher than their counterparts in Midland County.

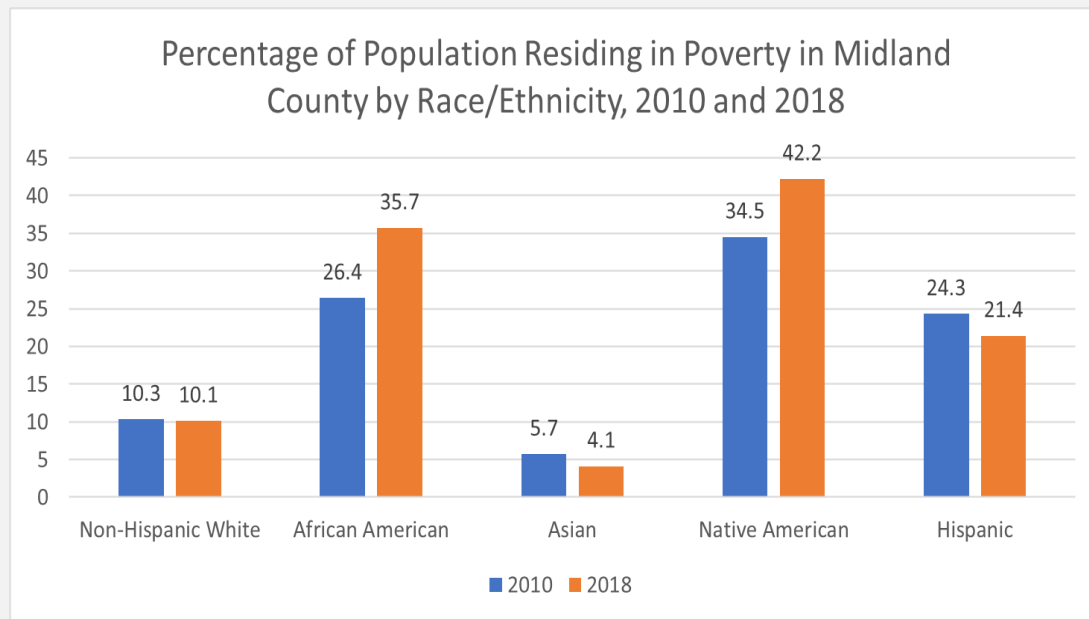
- 25.4 percent of WHY respondents had median household incomes exceeding \$150,000 per year compared to only 15.1 percent of Midland County households.
- Conversely, only 14.2 percent of WHY respondents had median household incomes below \$50,000 compared to 36.7 percent of Midland County households.

We Hear You

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>

Socioeconomics

The U.S. 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. The Federal Poverty Line (FPL) used by the U.S. Census 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.



Households by race/ethnicity in Midland County below ALICE survival levels:

- African Americans – 62%;
- Hispanics - 51%;
- Whites – 35%, and
- Asians – 17%.

These are households that struggle daily to make ends meet and likely have income levels that are too high to qualify for government benefits.

Note: Native American data not determined by ALICE.

We Hear You

Socioeconomics: We Hear You Survey Data, cont.

Do you believe that Midland has offered enough economic opportunities, resources, and support to allow you to reach your full earning potential? (question 17).

| | 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% |

Respondents strongly agree/agree with this statement:

- 70% of Non-Hispanic whites
- 66% of Asian American
- 54.5% of Middle Eastern or North African
- Under 50% of African Americans
- Over 50% of respondents identifying as Multiple Race
- 47% of Hispanic

We Hear You

Socioeconomics: We Hear You Survey Data, cont.

How often do you worry that your total family income will not be enough to meet your family's expenses and bills? (question 26).

| | 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% |

66 written comments received noting the following concerns:

- Cost of education/higher education
- Emergencies
- Energy costs
- Everyday necessities
- Housing costs/rent
- Illness/Medical costs
- Job security/unemployment
- Retirement
- Taxes

We Hear You

Socioeconomics: We Hear You Survey Data, cont.

Question 89 provided an opportunity for additional comments concerning racial and ethnic inclusion in Midland County. There were 425 written responses and approximately 18 related to socioeconomics in the full report with a few listed below.

- “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.”
- “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.”
- “There is always work to be done here. I think that we ALSO need to include gender and income inclusion.”
- “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.”
- “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.”

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.

Next: Healthcare characteristics related to racial/ethnic groups.

We Hear You

Socioeconomics: Workshop Participants' Feedback

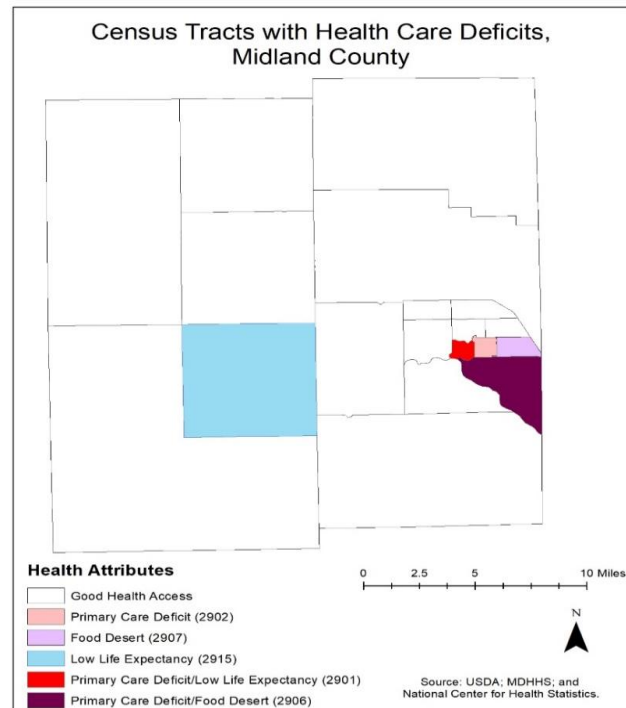
| Obstacles | Existing Work | Additional Work Needed |
|--|--|--|
| Poor public transit options | GLB Michigan Works | Invest in public transit/improve public transit |
| Access to affordability of childcare and transportation | Midland County Career and College Access Network | Access to Wi-Fi |
| Affordable quality broadband | Greater Michigan Construction Academy | Get information related to post-secondary, job opportunities, etc. and educational resources into the community |
| Income eligibility for emergency assistance. Often not available for those falling in ALICE | STEM and Great Start Collaborative | Apprenticeship, internship, mentorship programs for minorities and people with disabilities – not sure if this is happening? |
| Education is key to providing livable wage jobs but challenges like childcare and transportation make attainment difficult | Human Service Agencies in Midland County | Develop strategies to connect people groups to supports/services while acknowledging and accommodating their unique obstacles. |
| Housing costs | 211 Northeast Michigan | Post all educational programs to 211. Allow for community to have ONE single place to go for information |
| Ever increasing healthcare costs | | Financial planning and investment opportunities for retirement |

Healthcare

We Hear You

Healthcare

A combination of County Health Rankings and Roadmaps²⁰² along with We Hear You Survey responses were used to assess 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 were also examined and details are in the Full Report. For the purposes of this presentation, focus will reside on data provided by survey respondents.



- 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 care. Underserved refers to having too few primary care providers.
- Two tracts were designated by the USDA as containing food deserts which refer to census tracts where a large percentage of the population has low income and low access to affordable, healthy food.
- 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 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.

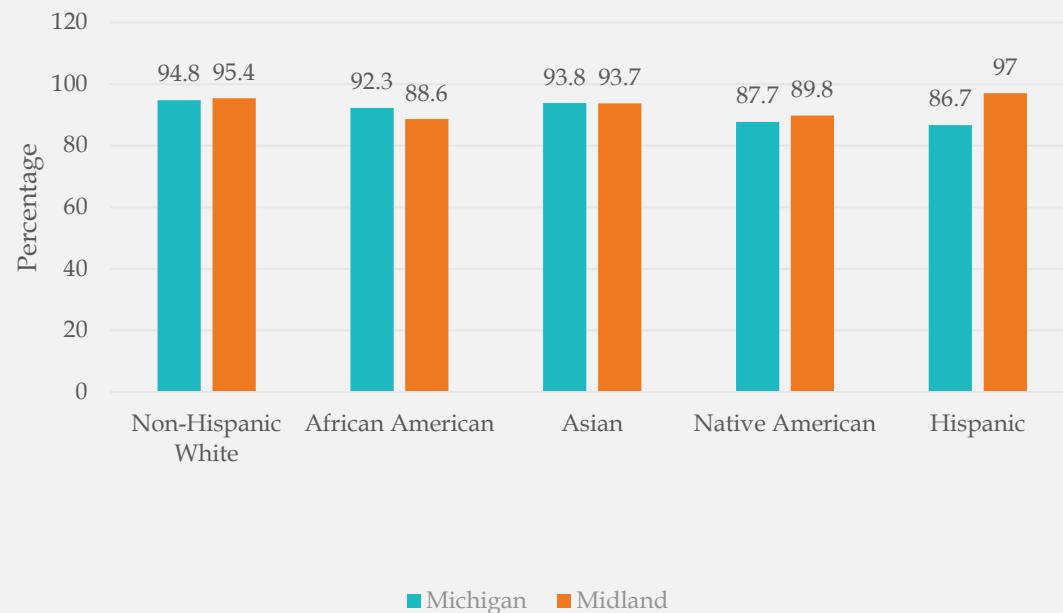
We Hear You

²⁰²Health Resources & Service Administration. What is Shortage Designation? <https://bhwh.hrsa.gov/workforce-shortage-areas/shortage-designation>

Healthcare, cont.

Michigan and Midland County's population were reasonably well insured in terms of health care as of 2018, however data does reveal areas of concern.

Percentage of Population Covered by Health Insurance
by Race/Ethnicity, Michigan and Midland County,
2018



- 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).
- 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).

We Hear You

Healthcare: We Hear You Survey Data, cont.

Can you easily access health care facilities? (question 20).

| | 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.
- 47 written comments received aligned to the following themes:
- Concern with local access for primary care and/or specialist
 - Concern with wait times to see doctors (i.e. scheduling and availability)
 - Issues with providers taking insurance

Healthcare: We Hear You Survey Data, cont.

Can you easily access affordable healthcare in Midland: includes mental and physical health? (question 21)

- 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% non-Hispanic white respondents to 61.6 percent for respondents of Another Race and 64.0 percent for Hispanic respondents.

Data suggests 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.

These comments indicate strong concern with access to affordable healthcare with mental health a particular concern. Comments also indicate these concerns are not unique to Midland but are a national problem.

| | 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% |

We Hear You

Healthcare: We Hear You Survey Data, cont.

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? (question 33)

| | 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% |

Very Satisfied / Satisfied with local response to COVID-19:

- 55.62% of total WHY survey respondents
- 57.38% of non-Hispanic white respondents
- 59.52% of Asian/ Asian American
- 50.74% of Hispanic respondents and 47.92 of African American respondents were very satisfied/satisfied with local response to COVID-19

194 written comments were received aligned to the following themes:

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

We Hear You

Healthcare: We Hear You Survey Data, cont.

In Conclusion:

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.

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.

Next: Policing and Criminal Justice characteristics related to racial/ethnic groups.

We Hear You

Healthcare: Workshop Participants' Feedback

| Obstacles | Existing Work | Additional Work Needed |
|--|--|--|
| Lack of insurance | Working to increase access via virtual care options | Educating our community about resources already available (federally qualified healthcare center, etc) |
| Transportation | There are mobile services in the area | Providing bias training for health system |
| Lack of awareness of programs and help available through Health Dept. and Mid Michigan; Stigma around mental health | County broadband effort | Representation matters. People want to seek providers who look like them Recruit diverse candidates to work in field |
| Information and education to help minority populations feel like they can access healthcare | MiHOPE portal and 211 are available to assist with finding affordable medical and mental health services | We must have diverse demographics ... AND, we also have to ensure we have clear standards around equity and inclusive practices among all populations and people |
| Help minority groups to build trust to the health system by having a standard service for all and not Cadillac treatment | Messiah Lutheran working on affordable clinic with MidMichigan | Work with legislature |
| Not enough providers | MidMichigan screens for social determinants of health and asks 211 to connect with vulnerable people | Knowledge of programs available for needed assistance |
| Ever increasing healthcare costs | Midland Area Wellbeing Coalition | Creating Health Equity- as defined by the Robert Wood Foundation |

Policing & Criminal Justice

We Hear You

Policing & Criminal Justice

Data from the FBI has been utilized to examine the percentage of violent crimes disaggregated by race for both offender and victim for the 2014 to 2019 timeframe. Interactions with police through traffic stops by race/ethnicity has also been 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, crime data has been disaggregated by Asian American, Native American, and Hispanic classification. *We Hear You* Survey data examines and measures perceptions and experiences of Midland residents with law enforcement.

The objective is to discern if different racial/ethnic groups in Midland County have a greater interaction with law enforcement. Two approaches have been utilized:

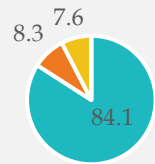
1. Comparing crime rates for different racial/ethnic groups within Midland County, and
2. Examine the percentage of perpetrators of violent and property crimes in Midland County by race between 2014 and 2019. Then, compare the racial composition of Midland County to discern if a group is over or underrepresented in its interactions with law enforcement.

Policing & Criminal Justice, cont.

According to the Midland County Sheriff's Department, there were 301* violent crimes committed in Midland County between 2014 and 2019.

Percentage of Violent Crimes by Race of Offender, Midland County, 2014-2019

Total Crimes= 301



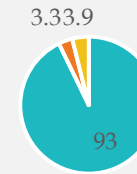
■ White ■ African American ■ Unknown

Offenders:

- 84.1% of 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.
- African American offenders accounted for 8.3% of Midland County's violent crimes and comprised only 1.45% of the county's population. African Americans are almost six times more represented as offenders of violent crimes than their representation in the county.

Percentage of Violent Crimes by Race of Victim, Midland County, 2014-2019

Total Violent Crimes Reported= 303



■ White ■ African American ■ Unknown

Victims:

- Non-Hispanic whites made up a slightly greater percentage of victims than their composition of Midland County's total population (93% compared to 91.6%, respectively).
- African Americans made up 3.3% of victims who reported crimes, but this was 2.5 times their representation of Midland's population.

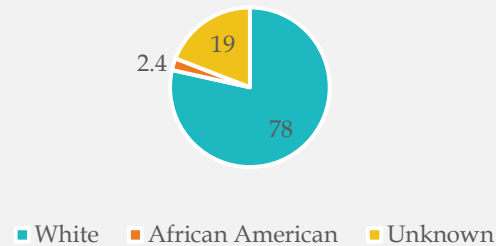
- Denotes 2 of the offenders are unidentified, therefore numbers aligned to Offenders and Victims differ.
- Source: <https://crime-data-explorer.app.cloud.gov/pages/explorer/crime/crime-trend>

We Hear You

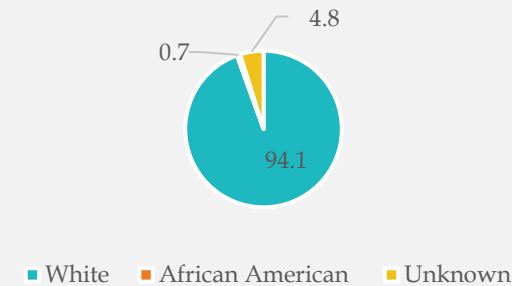
Policing & Criminal Justice, cont.

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

Percent of Offenders of Property Crimes
by Race, Midland County, 2014-2019
Number of Offenders=966



Percent of Victims of Property Crime by
Race, Midland County, 2014-2019
Total Victims= 1,883



Offenders:

- 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 78% of offenders) while they comprised 91.6% 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%).

Victims:

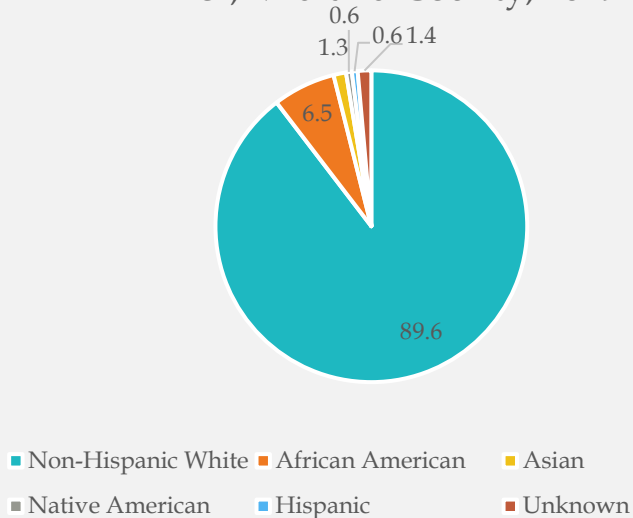
- 94.1% of reported victims of property crimes in Midland County between 2014 and 2019 were non-Hispanic white, while only 0.7% of victims were African American.
- The African American victim rate is below the 1.4% of Midland County's population who were African American.

We Hear You

Policing & Criminal Justice, cont.

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.

Percentage of Total Traffic Stops by Race of Driver, Midland County, 2019



- In 2019, almost 90% of traffic stops were of non-Hispanic whites. As the non-Hispanic white population in Midland County was 91% in 2019, we may conclude that whites are equally represented in traffic stops in terms of their composition of Midland's population.
- 6.5% of traffic stops in 2019 were of African Americans with only a 1.4 percent total of Midland's population.

We do not have data on the outcomes of these traffic stops.

We Hear You

²⁶⁸MSP Publishes Data Showing Racial Disparities in Traffic Stops. 2020.
<https://www.woodtv.com/news/michigan/msp-publishes-data-showing-racial-disparities-in-traffic-stops/>.

Policing & Criminal Justice: We Hear You Survey Data , cont.

What is your general perception of police? (question 51)

| | 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 |

- 77.3% of non-Hispanic whites had a positive perception of police while 11.7% had a negative perception
- 48.9% of African Americans had positive perceptions of police while 32.2% had negative perceptions.

There were 185 written comments by non-Hispanic white respondents.

- 13.5% stated minorities were not treated the same as non-Hispanic whites.

There were 22 written comments by African Americans.

- 33.3% could be perceived as negative feelings to police and most of these referenced biased treatment of police toward minorities.
- 66.7% regarded the Midland Police (and police in general) as providing an important service to the community (country).

We Hear You

Policing & Criminal Justice: We Hear You Survey Data , cont.

Do you believe the police are prejudice or biased? (question 52)

| | 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 |

Responses varied widely depending on whether the respondent was non-Hispanic white or African American.

- 46.1% of the 89 African American respondents noted police to be prejudiced or biased while only 20.9% of non-Hispanic white respondents indicated this response.
- 31.5% of African American respondents noted police are not prejudiced or biased compared to 41.1% of white respondents.

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.
- A large percentage of comments indicated that everyone (not just law enforcement) have prejudices and biases.

We Hear You

Policing & Criminal Justice: We Hear You Survey Data , cont.

If you interacted with the police in the past 5 years, were you treated respectfully, equitably, fairly?
(question 53)

| | 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 |

Responses 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 (83.7 for Midland City and 81.7 percent for Midland County).
- 60% of African American respondents answered that they were treated respectfully, equitably, fairly by Midland City Police and 48.6 percent for Midland County.

We Hear You

Policing & Criminal Justice: We Hear You Survey Data , cont.

In conclusion, *We Hear You* responses suggest all community members are not necessarily treated respectfully, equitably, or fairly by law enforcement.

Next: Government Structure and Representation characteristics related to racial/ethnic groups.

We Hear You

Policing & Criminal Justice: Workshop Participants' Feedback

| Obstacles | Existing Work | Additional Work Needed |
|--|--|--|
| Lack of qualified applicants | Education to community about law enforcement practices and training required | Transparency in law enforcement statistics - there is a perception that things get "hidden" in Midland |
| Perception on how the public views police officers | Community and School resources officers in place | Increased visibility of the Chief and departments expectations |
| Lack of leadership to address the issues | Implicit bias training scheduled | More diversity (visible and non) in the police force, city and county |
| Everyone in the organization isn't on the same page to address the issues | Bridge the Gap has expanded to Midland County | Implicit bias training for judges, etc. (data shows that the darker a person is, the longer their sentences) |
| Failures to discipline individuals in violation of policies | De-escalation training provided to department and is now being presented to City upon request. | Ability to differentiate between County and City Law Enforcement |
| Representation and a more diverse law enforcement | Crisis intervention training has been and is being provided to law enforcement | Bridging the gap between law enforcement and the community |
| Policing of police needs to be a thing that is conducted to ensure policy and equitable practices are being upheld | Partnerships with organizations like Shelterhouse and CMH | Police oversight commission |

Government Structure & Representation

We Hear You

Government Structure & Representation

Government Structure and Representation examines racial/ethnic representation in positions bearing responsibility and leadership in Midland County. In addition, part of the analysis examines responses from the *We Hear You Survey* that offer perceptions on Midland government's role in racial/ethnic relations.

Background:

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.

Government Structure & Representation, cont.

| 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 | |
| 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 | |

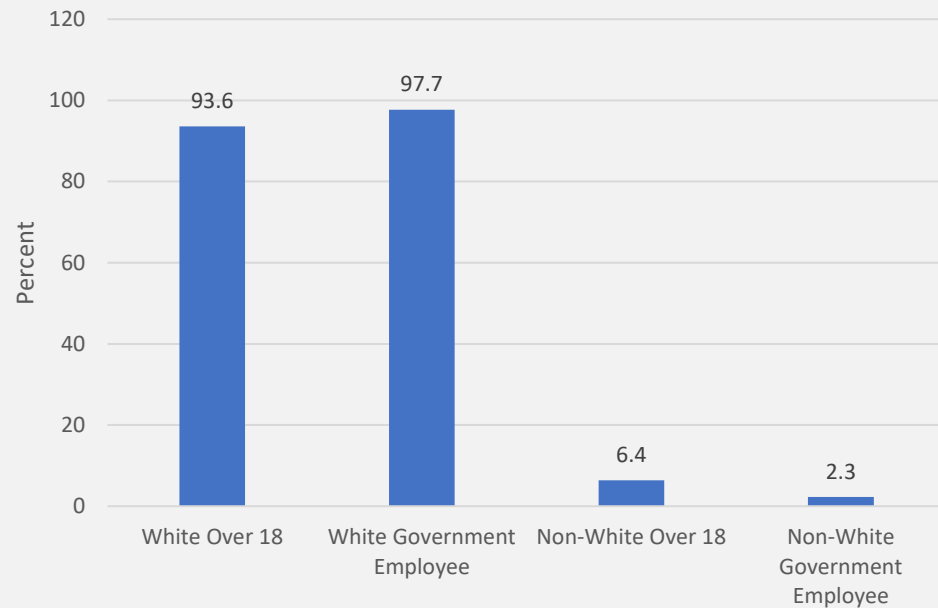
Midland County Elected Officials by Gender and Race/Ethnicity (as of March 2021)

- Outside of Midland City, all elected officials are non-Hispanic white (based on data provided).

We Hear You

Government Structure & Representation, cont.

Midland City Population Over 18 and Government Employment by White/Non-White, 2019



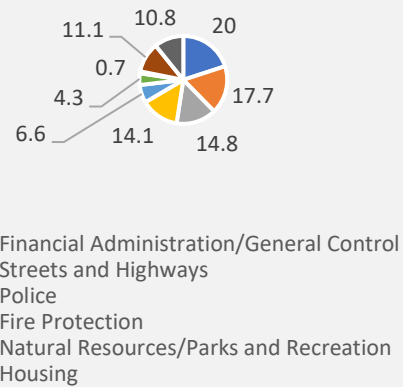
- The over age 18 non-Hispanic white population is slightly more represented in government employment than its representation in the city (97.7 and 93.6, respectively).
- The non-white population is underrepresented in Midland City government employment.
- Non-whites comprised 6.4 percent of Midland City's over 18 population in 2019, but only 2.3 percent of government positions.
- Only 7 full-time positions in city government were occupied by non-whites.

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

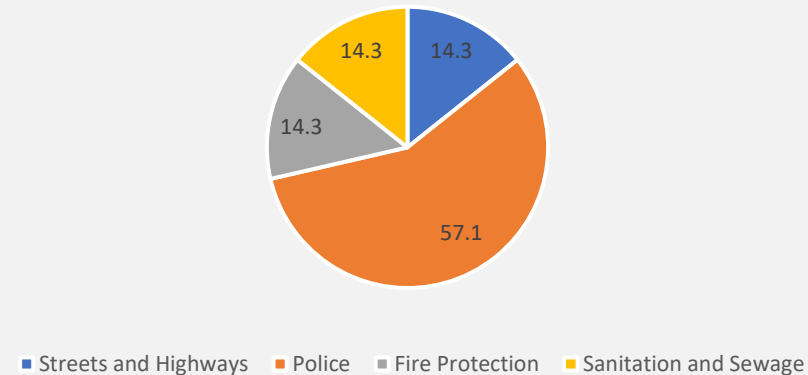
We Hear You

Government Structure & Representation, cont.

Midland City Government Employment by Sector, White Population, 2020
Total Non-Hispanic White Employees= 305



Midland City Government Employment by Sector, Non-White Population, 2020
Total Non-White Employees=7



- The largest segment of employment for whites is Financial Administration/General Control (20%).
- These are also some of the highest paid jobs in the city government sector and some of the safest (in comparison to law enforcement and fire protection).
- There are only 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).

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

We Hear You

Government Structure & Representation: We Hear You Survey Data, cont

Midland has done enough to ensure that racial/ethnic minorities have equal rights. (question 37)

| | 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% |
| 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% |

- 27.7% of African American respondents strongly agreed/agreed compared to 63.16% of Middle Eastern or North African respondents and 38.5% for non-Hispanic white respondents
- 45.7% of African American respondents strongly disagreed/disagreed compared to 10.53% of Middle Eastern or North African respondents and 27.2% of non-Hispanic white respondents.

Written Comments:

- Most respondents who commented 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.

We Hear You

Government Structure & Representation: We Hear You Survey Data, cont

Addressing racial/ethnic equality is a responsibility of the local Midland Government. (question 44)

| | 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% |

- 65% of respondents strongly agreed/agreed that addressing racial/ethnic equality is a responsibility of the Midland government
- 16.7% strongly disagreed/disagreed

The disaggregated data indicates (at least among the respondents of this survey) that Midland government has support for advancing racial/ethnic equality.

Government Structure & Representation: We Hear You Survey Data, cont

I see people like me represented in decision-making positions throughout Midland. (question 41)

| | 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% |

- 27.6% of African American respondents strongly agreed/agreed compared to 72.3% for non-Hispanic white
- 61.7% of African Americans strongly disagreed/disagreed compared to 16.2% for non-Hispanic white.

We Hear You

Government Structure & Representation: We Hear You Survey Data, cont

In 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% 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.

Government Structure & Representation: Workshop Participants' Feedback

| Obstacles | Existing Work | Additional Work Needed |
|--|---|--|
| Reactive public policy to the people who show up to meetings and complain (generally white and older in age), ex- farmers market, Buttles and Indian road diet, sewer improvements | Citizenship Academy | Increase racial and ethnic and age diversity on City and County boards and commissions Increase minorities in all areas of government |
| Time and transportation barriers make difficult for ALICE and underserved citizens to have the luxury of being able to participate | Henry Marsh Institute for Public Police (teaching people how to run for office) | Non-partisan county officials |
| Cancel Culture- people see what happens to those that run for office and don't want to get involved | Michigan Political Leadership Program (through MSU) | Implicit bias trainings for city and county staff, elected officials and appointed officials on boards, commission, city council |
| Access, ability to vote - some people think public office is for the elite | Leadership Midland | Non-discrimination ordinance, cannot discriminate on race, ethnicity, history, etc. |
| Is Midland welcoming and inclusive? Do citizens feel safe, respected and comfortable in being themselves and expressing all aspects of their identity | Business and nonprofit efforts to engage public in local decisions and dialogue | Some positions don't have to limit people living here on a daily basis |
| Why is the community not diverse? Historic reasons? Redlining? Know and acknowledge our history of Midland County | | Include DEI questions in interviews. Helps to develop level of understanding and indicates the importance to the organization |

Next Steps...



Diversity, Equity, & Inclusion

Community Story

We Hear You

CLOSING:

- *We Hear YOU* Survey Results presentation and full report will be available on the following websites: City of Midland, Midland Area Community Foundation, and Midland County.
- There will be an online FAQ published for answers to questions received.
- Watch the various community websites for Focus Group Session dates, times, and locations.

THANK YOU!

