

# Rochester-Monroe Anti-Poverty Initiative

Led by



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Convened by



## Rochester-Monroe Anti-Poverty Initiative Town Hall Meeting Notes 7.15.15

### JUSTICE

Justice is unequal by race – minorities

- Young black and Latino males
- Minor offenses – arrests
- Profiling of black youth

Sent to jail without record, convicted charged – no retribution for lost wages, etc.

Public defenders in role of pursuing arrests shuffling paperwork – efficiency

Solution – education for men, reduce prison pipeline, keep engaged with families, school, communities

Jails teach people more about crime, no incentive to learn to correct behavior

- People committing minor crimes, in same space as serious criminals

Hold public defenders responsible

Support while in jail

Funding, up caseloads

Prison system taking place of mental health treatment

- Train cops in mental health support

- Connect ex-offenders to support – wrap around services

Jail is place to receive meals

Dysfunctional parole system – never ending cycle

- Does not address root problem. Recidivism up does not look at education, etc.

Ban the box “illegal to deny ex-offenders jobs” – in reality unenforceable

Criminalization of the black body – encouraged by negative stereotypes and media influence

Ban the box still leads to stigma

Child support doesn’t take outside factors into consideration

No communication for deaf while in prison. Barrier – support needed, resources denied, concerted effort needed

Reinvest in restorative justice – get community involved

Utilize civilians, civilian review board

Community that knows offender, not just cops, should be involved

Neighborhood conflict – neighborhood solution

Make state impose GED requirement for inmates – education, jobs

Preventative – crisis center to intervene before crime committed, pipeline to prevent crime through community and support

Need incentive to work, develop work skills in HS

Trade technical training, encourage jobs, not college

Police force live in suburbs, not city – more diversity training needed

Parole system is all white, whites imprisoning blacks

Mental health problems untreated – more NYS involvement

Taking advantage of social services – selling EBT, meds, etc. to pay for illegal drugs. Give support to who needs it

Bail penalizes poor, forced to be imprisoned because of social status. Work on alternative using holistic questionnaire to predict if someone will come back to court

Ban the box, good 1<sup>st</sup> step, need more effort city/state/federal

Veterans – over medicated, shuffling from doc to doc

Fought for rights of citizens, should be granted same rights

Problems in justice system due to economy status

Reparations for wrongly imprisoned, NYS will not admit mistake, look at crime vs punishment, equity in the system lacking

Jail vs. mental health services. Same crime, but some are pushed in one way vs. the other based on socio-econ

Generational differences, families have little say or may only be familiar with jail

Economics, social, judicial - all intertwined. Structural racism especially with criminal record

Prison system is revolving door – prison industrial complex, its own industry – employs millions

Start mental health awareness from birth

Healthcare secondary issue in jail

- Resources scarce
- Untreated diseases – stigmas, worsening conditions
- Creates system of them vs police vs civilians

Youth don't see minorities in positions of power – talk to youth about careers, futures, possibilities early

Prison pipeline – removes incentives to succeed, don't see it as a possibility, look to neighborhood role models, the streets, etc.

Criminal record disproportionately affects minorities when seeking jobs

Youth involved in drug trade, see it as only way to pay for nice things, becomes lifestyle

- Engage youth before they get to jail
- Redirect talents – entrepreneur
- Not selling drugs to rebel/be bad, but to survive

Fulfill basic needs of youth and families - can't focus on aspirations without necessities

Alienate youth at school, not align with identity, culture, values, struggles, traditions

Heads to prison, disengagement at most vulnerable time

Upstate – severe punishment, downstate – slap on the wrist be people of color are in power in justice system

Solution – community court

School internship program in justice system to reduce fear on both sides. Understanding, gain skills, sees other side of justice system

Make them well-known and accessible

More police who live in the neighborhoods they serve and protect

Police do not engage with youth in a positive, respectable manner

## CHILDCARE

Closely connected with early education 0-5 years need child care...is essential to good start for children

State up amount of \$ then county should not lower amount of child care \$ and education for ages 0-5

Roc acts – 2x # children receiving child care subsidies. Service problem subsidies were not at county level when state up \$

Need universal child care, 0-HS and after school care. Key supporting families with high quality care helping all especially working poor who could keep job

If prepare kids for school subvert prison pipeline

Lack of transportation to and from home and child care is a barrier to using child care

Work places could provide child care and work place – easier to get and stay at work if child care and workplace are at same place

Is there a connection between FMLA and this issue?

Is there a lot of federal \$ in child care?

Is there a way to have medical facility available at child care centers so kids don't miss out on child care and center losses \$

Strong has medical facility within YMCA Penfield. Would this be expanded to child care centers?

Education with Head Start is good

Transportation relates to child care...need to provide transportation to child care. Lack of transportation is a barrier

Have day care houses in every neighborhood before and after school and child care

Technical schools are needed...don't need college for all. Train for jobs.

Train to be babysitters

Grandparents make good babysitters

Child care needed for teen parents so they can complete their education

Put child care centers back in schools so teen parents can get to school

Student teachers could provide child care and education for young children in HS child care center

Start in childhood teaching children how to express themselves...need more high quality child care

Are there ways millennials could assist/help out in child care centers?

Make volunteer opportunity information more available so we would up # of people volunteering in child care centers and afterschool

Working poor may not qualify for subsidies

Need respite/short term child care for emergency situations, need to go to court...etc., more like Crisis Nursery (this is a fast process that works in real time)

Government supported parental leave not dependent upon employers

Angry that low income people have less access to high quality child care

Child care providers need to be paid in living wage

High quality child care foundation for school and work

Webster Avenue Family Resource Center was fabulous...need more high quality places like this effective program – community based programs for adults and youth. Important part of community/neighborhood.

Problem that working poor lose subsidies for child care. Keep subsidies longer and allow for family stability and raise the threshold.

Raise minimum wages

Quality of child care workers – mentally and physically qualified to take care of children

Eligibility levels...need to have more flexibility so keep subsidy and not choose between that and job

Young mothers...say “I made lots of mistakes...wish I could do it over.” Find a way to allow young mothers to go to school with their child...this allows mom to spend time with child, gives hand in class, they also learn in the school and gives them a re-do.

Give young moms free opportunity for birth control

Most important time for child ages 0-5 need many more opps for high quality child care 0-5 years. Raise child care subsidies amounts

Have child care that can accommodate multiple needs of parents and children...example: able to serve special needs child and regular ed. child. Parents need one place for children.

Subsidies are too black and white...need more flexibility for working poor

More facilities with varied hours, example: late hours for people who work in retail (also weekends)

Model for elderly called Program for All – Inclusive Care for Elderly (PACE). Like day care with medical for elderly. Use this kind of model for child care centers. Elder One can be looked at as model.

Biggest barriers to medical care are transportation (lack of) and child care. PAT free child care centers on medical center campus. Jordan Health developing

If mom not have job, implement service in child care where mom can connect with child in the child care center...have skills programs for unemployed parents (\$ at that child care center) also parenting classes, counseling etc. for mom at the child care center

Raise child care subsidies (county and state) to old levels

Child care when children are mildly sick – need place for kids to go...need tele medicine brought to scale

Better subsidies for relatives that provide family child care

Need more centers where parents live so transport not an issue

Need better wages for child care workers so they care not working poor

Need more inclusionary programs like Stepping Stone

NFP needs more funding and expansion so young moms are supported as well as their children

Up access to family planning

Up pay for child care staff

Lost child care provider because county too slow with payment. Need to make this process work better

### **Writing pad:**

If state decrease county should not decrease as well

Need increase overall child care

Child care is related to preschool

Double # of child care subsidiary

If governor gave more county shouldn't do less

Need more child care – vision

More subsidiaries for working family will help bring up whole family

Transportation to child care

Child care at the work place

Work place assistance and child care

Is there a connection between FMLA and child care

Is there federal \$ for child care

Is there a possibility of health care with child care?

Relationship between non-for-profit and child care

YMCA Penfield has health care in with U of R is it possible to use this model for day care

Transportation – Head Start Program, lives 2 blocks is not eligible

Greenhouse for child care – neighborhood would have them on streets

Training in HS to be babysitter, pay them enough - pays to be babysitter  
Reward pay grandparents for day care  
Lack of child care options is a barrier to complete education  
Child care in schools  
Child care not taught to be creative  
More quality child care  
Folks who provide child care have training  
Opportunity – regular volunteers for child care, would have a lot of interest if they know about it  
Not eligible for child care subsidiary for working  
Crisis nursery – short term very little room and takes too long, develop process that works in real time  
Government support parental leave not employer supported  
Limiting access for low income  
Quality child care should be available for everyone  
Child care workers need living wage  
Without child care will not be ready to go on to the next step  
Funding goes to corporation and organizations making money  
Need more community based  
Child care providers/workers is qualified – make sure they can handle taking  
Loss of subsidiary once they start earning money  
Keep them on after they reach a point to make sure they stabilized  
Minimum wage is not enough for day care  
Eligibility level for child care subsidiary are cut  
For young mother opportunity to go back if parent attend school with child  
Most important time for child to learn 0-5  
Child care provider higher quality – raise the subsidiary  
Have child care multiple needs for parent ex., child with special needs can go with others  
One facility to have capabilities for child with special needs  
Subsidiary to black and white all or nothing – no overlap once you start working  
More facilities with different hours weekend and nights  
Model for elderly pace program (program for all-inclusive care for elderly)  
Day care for elderly as well medical transportation  
Model to be used for child care  
Transportation and child care combined at health care facility  
Create day care center right at one campus  
If mom doesn't have job mom can learn more skills at center  
Had child care, got job, then child taken way, lost your job then gave her child care to go to a program to get a job  
Child care should be available if you're working or not  
Not enough transportation for child care, provide to work with children with special needs  
Lost child care provider because provider was not being paid on time then was reimbursed after they lost child care

## HOUSING

### What are some of the barriers that prevent the goal

- Bad credit ratings
- Foreclosing instead of negotiating
- Source of income or enough income
- **Rigid zoning laws that do not allow enough mixed use development, so they drive up housing costs**
- **Investors are being allowed to purchase a single family house and convert it to student housing at a higher return on their investment that a homeowner can afford to purchase a house**
- American tax funding
- Evicting people who have paid for their house and getting a cheaper rate than the individual that owns the home.
- We need to check out how we can build homes without government help.
- People don't know how to start the process of housing
- People lose their homes because of financial debt, even if they have paid their mortgages, they can't pay the property taxes.
- Absentee landlords
- Buying a house and can't afford to fix it.
- We buy houses for cash, their predators.
- Certificate of occupancy homes that are run down
- If the bank owns it they should be responsible to fix it.
- Takes too long to take down a condemned house. That has to do with them going to the absentee landlord to close.
- Too much focus on building new projects as opposed to building affordable homes that people can buy and encouraging homeownership.
- Building new housing projects for people who can afford it, instead of rich people who can't.
- DSS sheltering and allowance has not gone up since 1988 and it makes it impossible for families to pay less than 30% of their income.
- If they can build condos they should have the money to fix the zombie houses.
- The city was given \$500,000 for the RMAPI but half the money goes to salaries.
- The structure of green space.
- Shortage of section 8 vouchers.
- Discriminatory housing practices like
- Majority of the housing that valuable with people with disabilities does not accept people with felonies.
- Not enough houses built with wheelchair accessibilities.
- Certain building codes make it too expensive to renovate an existing house.
- The court system that supports the banks on foreclosures



- Not helping the people that are out in the community.
- There is limited protection for families living in neighborhood who live in gentrification
- Stop taking rent and start fixing stuff.
- Go after landlords that don't take care of property, especially those who retaliate against you.
- Absentee landlords who charge high rent in the city and not in the country.
- They have management companies.
- Some way to incentive corporative housing.
- Is it really necessary for charge a \$20 non-refundable to consider renting to someone.
- If you know that you're in a poverty-stricken area and it has a house that is boarded for over a year or two years, then it needs to be taken down.
- If a bank owns a house for more than two years then it needs to be torn down or give it to a non-profit to re-facilitate.
- Bank owned homes should go to homeless individuals.
- We needs larger resources for people who need help with major repairs.
- DSS made people sign over their house when they came for help.
- Relook at who can become a landlord and have a policy.
- People with housing subsidies should have the resources to buy their own homes
- People who do not qualify for traditional subsidy programs, should have other programs to go to.
- There needs to be more protection for tenants because landlords retaliate against the tenants and then they want to evict you.
- Approve energy efficiency problems.
- It's very difficult to buy your own house if you have bad credit.
- We should be training people who are out of the system to make those repairs that are necessary to the houses.
- The day you move out should be the same day you get your security deposit back, not 30 days later.
- Disincentive the stealing of cooper.
- If you do a walk through then the landlord should write you a check at that moment.

What can be some solutions to these barriers?

- 80% of homes in one neighborhood should be actual home-owners.
- There should not be that many houses for people to stop in and just buy.
- There shouldn't be a one-year lease you should have to sign
- Support for community land trusts to keep land more affordable
- Landlords should be licensed
- How do we get young-people who want to go into property to go about getting the necessary resources
- Provide mediation for income combining
- Review tenant rights when it comes to judicial and civil law

- Poor section 8 housing for poor single women
- No down payment, lower interest loans, mortgages
- Tax subsidies or tax embankment for homeowners who are on disability
- If the landlord can't take care of the property then they should be forced to sell the property to someone who can afford to take care of it.
- More opportunities for people who want to rent with the option to buy.
- Landlords should be required to save a portion a portion of a tenants rent so they are able to purchase that property over time.
- There should be a program for people's homes that are in foreclosure to help them to stay there.
- Welfare shelter allotment should be increased to meet fair market value.
- Eliminate the requirement to have a dependent to receive services
- A landlord should not rent out a property until everything is inspected by housing and health, not just passable to live in but rather livable
- Landlords should be held accountable for violations, they get away with it and then they evict you.
- More affordable housing for seniors and disabled people.
- Marshals and police should adopt anti-eviction policies for people in foreclosure with dignity.
- We need some sort of a mediation period during foreclosure because the whole system is biased.
- Change housing council and the way that they help people.
- Advocates for housing for people with mental challenges.
- City should stop selling properties for taxes and sell them to various companies and not caring about us.
- The banks should not use mortgages and taxes as assets.
- The county should have a solution for people who are going through foreclosures to help long-standing citizens who have had their houses for years.
- How do you find out what violations certain properties have. A lot of times you don't know until after.
- Just cause prevention for renters
- Be able to tie housing to education throughout the whole community and the whole county. Expanding educational opportunities for our community. Assistance with transportation.
- Housing first for the homeless
- The Catholic bishops believe decent, safe, and affordable housing is a human right. Catholic teaching supports the right to private property, but recognizes that communities and their government have an obligation to ensure the housing needs of all are met, especially poor and vulnerable people and their families. At a time of rising homelessness and when many workers' wages are stagnant and living expenses are rising, it is important to ensure housing security.
- From disability standpoint when I came to Rochester I had one choice for housing. It isn't accessible, especially apartments. I had one choice at 44 Exchange and that had wait time.

## HEALTH AND NUTRITION

- Welfare examiner w DHS – has seen this is a big problem
- Effect on Mental Health
- Connect mental and physical health issues
- Kids with PTSD, mental health issues as a result of jail time and juvenile justice system
- After school programs
- Focus on nutrition early, building block for childhood development
- Reproductive services, educating kids on importance of waiting
- Social determinants of health, not just healthcare
- Resources vs. ability, information – lack of access
- Be able to get services easily – too many obstacles to getting help, lose hope
- Waiting periods are problematic (getting mental health help)
- Cuts in funding, healthcare system is limited – not enough time to spend with individuals to get to heart of issue
- Inconsistency, get sent to so many people
- Culturally sensitive therapists are necessary – need to form a connection, relate to issues rather than cookie cutter responses
- Diagnose mental health issues at a younger age
- Quicker service
- Therapists of color, want to feel comfortable
- Therapists not able to find jobs
- Relation to homelessness
- Behavioral health
- Perpetuated by justice system
- Need more care providers – double the number available to cut back on wait times

### Nutrition

- Educate about proper nutrition
- Impact of organic foods, low cost foods that are nutritious
- How can we change fast food options?
- Foodlink has good presence – collaborate with other organizations
- Samaritan Harvest – puts food from Wegmans back into community
- Better impact at home – need healthy habits within the family so children get used to it
- Teach habits to parents so they can bring it back to the home. Follow up!
- Difficult to keep foods fresh – health foods ex. Veggies go bad quickly
- Wasted food and hungry kids – disconnect
- Get leftovers from supermarkets into hands of kids
- Is ROC school system educating nutrition
  - Grow gardens, etc. collaborate with other communities

- Systematic approach to nutrition throughout school district
- Getting kids interested in nutritious meals
- Teach how to read labels
- Learn how to utilize a small budget and still make healthy choices
- Need more programs that people are aware of
- Disconnect between parents and teachers and kids – all need to be involved
- Cultural differences in food and address healthy ways you can be healthy and still honor your culture
- Health of infants – teach older kids and teens to be ‘medullas’ to take care of children – this could create jobs for teens
- Importance of integration of organizations and services, collaboration
- Marketing issues? Getting people resources
- Food deserts – need to work together and create systematic approach
- Effect on disabled community – different challenges

#### Reproductive Health

- Ensuring kids understand parenthood
- Prepare for economic and emotional implications
- Get young people involved in conversations
- Community Health campuses/hubs
- Culturally sensitive discussions
- Food stamps – learn how to use for healthy choices. Program/training before they are given out?
- There seems to be a lot of resources available that people do not know about
- Public market options, more tokens - take advantage of diverse, healthy options
- Trauma – experiencing abuse, impact on youth
- Social workers at rec centers, people available
- References, get kids help they need – good for lack of funds
- More community gardens, get kids involved

*Input received by a community member sent to the facilitator (Candice Lucas)*

#### Mental health:

- How can we work together as a community to lower the stigma of Mental health? I feel that a lot of people do not receive treatment because of stigma of being labeled "crazy" as well as I also believe that a lot of cultural stigma stands in the way of people seeking proper treatment.
- Also, how is or does the U of R promote the research of and/or the distribution of information regarding Infant and Toddler Mental health? This research surrounding this is fairly new, at least within the last decade. I've done extensive research about this and would like to see more exposure of this information within the community. I feel that this can provide great knowledge and impact on prevention on later developmental disabilities as well as lower the in school social emotional distress. Because the sooner we can get to the children of the community regarding this the sooner we can make a positive impact.

## EDUCATION

Written on note pad paper

CTE Beginning in middle school as student reach 6<sup>th</sup> read, if they are 2 years behind – they only continue to fall further behind. This leads to high school drop-outs. Skills/Trades need to begin in middle school

Mandatory summer ready for all grade levels – Currently our summer reading programs is optional, surrounding districts have mandatory ready summer reading – families are responsible for ensuring the reading is completed over the summer

Provide funding to the support a fatherhood initiative in the RSCD. Research clearly shows when fathers are engaged student perform and behave better, which will result in better academics performances, which will yield students coming out of poverty

Adopt a co-leadership model: Principals focus on instruction and directors of operations focus on everything else. Support and teachers

Clearly many people talk about the need for education as a fluid process including adults, parents.

Teachers in the city school district to be better educated and equipped to work with **Autism** – Thank you Deborah T. Smith

We need to know in in real time that each student is learning and make correction in the student program before time runs out. We can't wait for testing to know we have become successful. Tutoring is a failure. We need to succeed the first time. I know of a system that will answer most of the concerns expressed at this meeting. It is different than any I know. It is called "Help Desk" – John C.

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### **Summary Page**

Education Report Out

- Implement trade and vocational education programs that ling to jobs – living wage
- End social promotion
- Need more parental involvement – more welcoming schools
- Attendance up but school must be inviting – no metal detectors
- Teachers, staff and administration needs to reflect the community – increase diversity
- Curriculum needs to be rewritten to be culturally accurate & responsive
- Neighborhood schools – reduce bussing
- Students need to be treated with respects; focus on kids with special needs but not at the expense of other students

• Many questions about how well the RSCD budget is being used & whether or not it's effective

- Implement culturally responsive PD for all RSCD staff

## Education 1

- Developmentally, mentally appropriate, not age appropriate
- Parents must be involved
- Primary schools – city needs neighborhood stop bussing
- Secondary schools – need continuity w/element – trade schools here too law and gov't programs in every middle school
- High schools – need to focus on earning a **living**
  - more trade schools education needed
  - get employers involved
- Education starts when a child is born – focus on zero – 5!!!
- Parents need to be held accountable for what's happening at school – parents need to reinforce skills-need to value education
- Need school board, PTA all need to be **aligned**, on same page RCSD too administrative heavy.
- Adult continuing Education important to learn new
  - \*\*\*\*\*Skills – look at educational needs
  - Counter the high drop-out rate – bring adults back for specific training to connect to jobs.

## Education 2

- Academic curriculum needs to be consistent///with the student body – we need to understand who we are as a people – revise curriculum, tech
- \*\*\*Parents are overwhelmed, so need to link to outside community programs – bring them into schools – foodlink, wrap around services – mental health
- \*\*Early childhood education **integrate** w/early child **care**
  - Increase
- Expand urban – suburban programs – unified school districts!!! Across Monroe County
- Diversified teaching staff
- Schools need to collaborate, share best practices & professional development opportunities
- Reading is one of the most important things - give them their own books – they need to choose – motivating
- Change oppressive language of education to focus on children's gifts and talents instead of disabilities.

## Education 3

- Begin at home – parent accountability – teachers are not babysitters
- Law NY in some schools – need to increase accessibility to wrap around programs
- \*\*\*Expand mandatory learnings like **financial literacy** (teach in schools)

- Curriculum that reflects the culture & teaching staff must also reflect the community-have to address RACISM
- \*\*\*Address SCHOOL SAFETY is a continued issue & kids don't feel safe – loading docks open and teachers use unlocked exits [students can exit & enter]
- If students don't succeed – don't promote them – give them support instead [Social promotion]

#### Education 4

- Support parents, not replace parents
- Free community SAT & ACT test prep that anyone can access
- Time management in schools o- student can learn if they have enough time – Eliminate IEPs concentrate on help them learn;
- Teen moms back in school – give them a second chance with their babies
- Education committees need to be more reflective of the community more diverse
- Current schools are eliminating mental health counseling – many kids need this – homeless kids, roots in poverty. No longer offered GEDS to these kids – broken system
- Eliminated alternative high schools so kids drop out.

#### Education 5

- Special needs children are not getting the resources/support they need – seems more attention given to troubled children
- School should be open to parents & adults to continue their education
- Rethink grades – 1-3<sup>rd</sup> grade has basic skills that must be learned so do not segment by age (Montessori Model)
- Suburbs do not offer services needed by homeless/those in poverty – they come to the city
- Children that don't succeed often have discipline problem – need parent volunteers to support teachers.
- New teachers lose passion: not able to engage children – focus on memorizing for tests – “behavior problems” would respond to more interaction & engagement/creativity.

#### Education 6

- Students need to be treated with respect; not as potential criminals, i.e.: use of mental detectors.
- How can additional practitioners get involved in this effort? We need real time; experienced people to get involved.
- Raise dropout age from 16-19
- 51% lottery money instead 2-5% needs to get that \$\$.
- Faster evaluations for children w/learning disabilities & services – need special classrooms.
- High % dropouts - have them to take specialized training & skills that move them to a job.
  - Interim path to good paying jobs

- Attendance is a huge issue – student & parents are working the system. Schools need to take a stand, & follow thru with
- How are we going to keep the kids once they show up? Need to decriminalize schools

#### Education 7

- Establish policies that give more minority teachers jobs in city
- Focus on change administration, staff, teachers “thinking “ about the kids – the children are clean slates and teachers should not make suppositions about the kids
- \*\*\*Full day school – later hours should focus on creative ways of learning EXTEND DAY/EXTEND YEAR
- Mobilize parents - schools with Hispanic populations should have staff/leadership that understand culture – Appropriate & effective professional development
- Quality Education is a route out of poverty
- Summer enrichment for gifted and talented students
- Teachers ***relationships*** critical home visitation with students stay in touch and be invested.
- Teachers need to help students understand the importance of current education to future success – real life examples make it relevant

#### Education 8

- Why is the RCSD budget \$800 million & we’re still a failing system/district?
- Get rid of common core – use enriched, performance based educational curriculum – make it interesting culturally relevant too
- Propose that we end summer school they should be getting it during the regular academic year – metrics should be based on this
- Test not necessarily inappropriate - you can teach in an engaging way & get quality
- Students perception & relationships with teacher is critical – teacher needs to be culturally aware
- Any teacher who teaches in RCSD should have extra training on cultural issues – including white privilege
- Potential RCSD applicants need to hold our values & principles
- Professional development plan to bring teachers into students home & develop relationships – plan still hasn’t been approved.

#### Education 9

- Pay teachers a lot of \$\$ at the beginning of their careers
- Parents are unprepped to teach their kids & support their learning. TASC is gone – need adult education programs.
- Need to deal with the drug problems – kids see drugs being sold on the way to school
- Schools need to be more welcoming to parents
- Programs needed to encourage African-American men to go into teaching.



- Need additional training a curriculum to work with inner-city children. Training for teachers to determine their interest/passion for teaching
- Reduce # of days off from school
- Critical for parent involvement e.g. (open house) (role model)

## TRANSPORTATION

Top Themes: - Magic Wand

Buses would be free

### Summary

1. Need a “family” bus pass: one price for parent + kids to make getting to work/daycare more affordable
2. More direct routes – less “spoke” map (bus)
  - a. User friendly for Bikers – need more Bike racks so people can lock-up their bikes.
3. Not an easy system to understand, maps & routes not accessible to a lot of people
  - a. Times of stops @ stops
  - b. More frequent busses needed people can get to work in suburbs, but not home – evenings/weekends \*\*\*Jobs
4. Handicapped bus riders are not given as easy of access to the system as other riders
5. Re-branding of bus system to encourage all to ride it
6. Alternative transportation in the city:
  - a. Zip cars
  - b. Bike sharing, safer bike paths
7. Rochester is made for cars – cars are expensive for a lot to own
8. Need more safety on the bus & Transit Center
9. Shuttle service for employers/healthcare company incentives/subsidies

### Challenges w/current transportation system:

- Employment in suburbs – busses don’t run at all times
  - 2<sup>nd</sup> shift – can get there but not home
- Main system is cars – they are too expensive for a lot of people (barrier)
- Need more mass transit/bikes/foot routes for convenience
  - need more alternatives
- Busses come every ½ hr. – need more stops more frequently
- Even if you have a car – the maintenance is hard to afford -\$ for gas, oil, inspection, insurance etc.
- You can lose your job if you’re late to work – leads to poverty.
- Have to pay for bus everyday if you’re not assigned for a program
  - Programs end, so do bus passes
- Single moms, need to get kids to daycare, then work, then groceries, then daycare again
- One day passes
- Knowledge of bus system is not well known
- Even if parents have bus passes, kids don’t – based on height for pass
- Family pass would be helpful
- Bringing more to the city for people in poverty – shows/events are too much \$\$
- More business owner incentives in the city

- More convenient listings of times stops etc
- Out of the way traveling to get to your destination
- More point to point, not coming to the city to go right back out
- For working poor, cost sharing, care pooling, could be helpful
- Out transit systems are not designed for convenience
- If you don't have transportation in the city – is it possible to overcome poverty
- Personal motivation is huge
- More livable neighborhoods is imperative
- Single more w/3kids, daycare 1<sup>st</sup>, then work, then kids again – overwhelming, not feasible
- RTS bus – doesn't take you where you need to go – where you "want" to go
- Homeless help? – free pass could help them to reach services
  - U of R, Park Ridge
- Handicapped not helped on bus –busses have passed by b/c they don't want to put down ramp
  - Need to rely on others to get to where they need to go
  - Not enough access esp. suburbs
- High frequency bus network – "magic-wand"
- Not go downtown for everything
- All day pass is \$3
- Mobility mgt. – combine silos to create better system, works w/all providers/agencies
- Agencies should be connected w/public transit - make it easy as possible
- Education & training-not hard to understand
- Our culture is subsidized on a lot of levels

#### "Magic Wand"

- Catering more to bikers – both wealthy & poor rider bikes
    - Families to bike in safe areas
    - Streets should be safer for bikers
  - Reduced wait times
  - Move by pass through dt – move to suburbs
  - Avoid multiple bus trips when necessary
- 
- Bus can get to places, but not everywhere
  - RTS to do what they do, but also need more involvement from businesses
    - Ride Share –zip cars
  - Bike share, "rent a car" (short periods of time)
    - Some insurance companies will contribute \$ to this – health benefit
  - Busses need more people to ride before they can get more rides/routes
  - In other cities, "everyone" takes the bus
  - Euro/Asia – completely different transportation systems
  - Not enough busses – don't run late enough

- Cut out stops
  - Need to rework routes
- “Car culture” – narrative of “bus” riders needs to change
- A lot of people could take the bus – people would rather drive
- Holiday/weekend schedule
- Re-branding – need to change experience of riding the bus – maps more accessible
- Renewing neighborhoods & businesses
- Changing local & subsystems: point 2 point, is that going to cost \$ for the company or the city?
- Bus system – opaque, route by route, no system full map – not easy to understand, no map on the bus o- better, clearer, streamlined info.
- Don’t know where to start if a “new” bus rider
- If we can’t get the transportation to come to neighborhoods, we need services to get to people
- “mobile” services

## JOBS & WORKFORCE DEVELOPMENT

### Summary Themes

#### 1. Policy Advocacy

- Discrimination (age, race, employment gap, criminal record)
- Living Wage
- Minimum Wage – Eliminate poverty index, replace w/self-sufficiency index
- Incentivize creation of jobs in city and employing residents – create venture capital to support
- Employer practices
- Right to organize
- Support for small & community-based businesses (restore state funding)
- Revise Bond policy

#### 2. Programs

- Vocational & Life Skill training & pathways to higher paying positions
- City-funded co-op programs (focus on youth & re-entry)
- Employee owned co-ops (residency required for employment)
- Review long-term City plan for job creation & training
- Tools for small business/community-based businesses to recruit, hire, and train community residents for higher paying positions
- Living wage jobs
- Right to organize
- Stop discrimination against unemployed people (age and gaps in employment)
- **PROPOSAL:** Eliminate “Federal Poverty Index”, create “Self-Sufficiency Index” (Dept. Labor & Federal Reserve Board have)
- Raise minimum wage to around \$20, utilizing elected officials to advocate (index to cost of living) – NOTE: minimum wage & living wage are 2 separate issues – advocate for living wage first
- Raise child care subsidy to ensure workers w/living wage are eligible
- **PROPOSAL:** Support employers w/incentives & proper reimbursement rates to support paying living wage to employees
- **PROPOSAL:** Collaborate with Educ, Focus on increased vocational training for certifications & more mid-level wage employment
- Reinstate state funding for Apprentice Programs and better linkage for employ placement
- Better public transportation to where jobs are!
- Stronger link between demand & supply for higher paying jobs where vocational training is needed

- Guidance counselors more focused on connecting students to higher paying vocational education & opportunities
- Cite employment opportunities IN CITY (bring work into neighborhoods where residents are)
- Address employ process for people who need assistance with writing; provide application training
- Address racist employer practices
- Jobs creation program: City employ youth, give baseline skills they can build on
- Create more entry-level job opportunities that allow employees to build on skills – create a career pathway for entry-level positions
- Create conduit for this committee to receive creative job ideas & promote community wide
- Create/Promote more opportunities for small businesses to recruit employees from community
- Job fair opportunities at HS level for students
- City-funded co-ops w/focus on re-entry workers & youth
- Career training in HS
- Hire people who are genuinely interested in youth to develop reading, employment, and life skills to be employable & successful in life
- Financial literacy training & grant writing for small business employers
- Percentage requirements for businesses to hire employees from communities they operate in
- Create more incentives for residents to start businesses in their neighborhood
- People who receive benefits be allowed to earn degrees (certs w/o losing benefits)

## SAFE NEIGHBORHOODS

- Disability – safety is utmost importance
- Solution – neighborhood watch; task force
- More police presence in the neighborhoods walking the streets; feet on the ground
- NW side – harassed – shootings – drug houses → city zoning needs improvement
- Stores selling items – alcohol, etc – stores owned by those in the neighborhoods – changing the environment (corner stores – not groceries)
- (Gov't) monies to build up the community are not getting to the places that truly need it; going to the same orgs year after year; control community jobs – NOT non-profit
- Helping the young people w/mentoring; lead them to a better life (disengaged)
- failed by the city ; alternatives needed – 20's – 30's
- Pathway to real sustainable jobs
- Educate, skills, lack of parenting
- Broken homes – leads to drop out, leads to poverty – community must lead
- Teach skills = rec center – money must go there – use what we have BETTER!
- Too much money downtown; put in neighborhoods
- Mentoring – comes from many people – show you the path to success; building relationships
- VILLAGE – let you know you are worth it!
- More youth sports; activities – KPAA
- Safe neighborhoods, close reasonable times – traffic; unsafe areas – lower speeds; family friendly designs – curfew – street furniture; greenery; sidewalks
- Educate community to approach groups to feel safe
- Police – friends w/some; friendly w/ALL
- Unfair application of the law – in certain areas & neighborhoods – daughter being arrested – bargain chip
- Stop bussing kids – adults hired to escort children through neighborhoods – job creation opportunity
- Young adults/Millennials WANT TO HELP!