



DOUGLAS COUNTY COMMUNITY HEALTH PLAN TO REDUCE POVERTY

Douglas County Human Services Coalition Anti-Poverty Workgroup

OVERVIEW: ANTI-POVERTY FOCUS AREA

Goal Statement

Foster an equitable Douglas County economy by implementing systems based solutions to reduce local poverty and discrimination and to expand access to opportunities so all can participate, prosper, and reach their full potential.

Overall Objective:

By 2023, create policy, system, and environmental changes that results in an environment in which the percentage of BIPOC children living in poverty does not increase.

Priority Populations:

- Black/African American families with children under 18
- Indigenous/Native American/American Indian/Alaskan Native families with children under 18
- Latinx/Hispanic families with children under 18
- Asian Pacific Islander families with children under 18
- Middle Eastern and North African families with children under 18
- Justice-involved/formerly incarcerated residents with children under 18
- Single-parent, female-headed households



CROSS-CUTTING FOCUS AREA: TRANSPORTATION

Developmental Objective #1:

By 2023, develop strategies to impact safe, affordable, and accessible transportation opportunities and address barriers driving poverty for low-income households.

Strategies:

1. Establish a multisector transportation workgroup of the Human Services Coalition
2. Study local needs, barriers, opportunities, and evidence-based practices for low-income BIPOC and rural families and other priority groups to access safe, affordable, dependable and timely transportation options for work and basic needs.
3. Develop county-wide transportation priorities for the Community Health Poverty Reduction Plan to address access to work, childcare, criminal justice proceedings, and access to basic needs.



CROSS-CUTTING FOCUS AREA: DATA DASHBOARD

Developmental Objective #2:

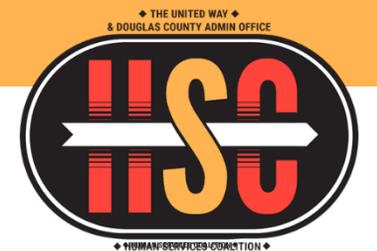
By 2023, establish county health equity data dashboard with cross-cutting disaggregated data on race, ethnicity, income & outcomes

Strategies:

1. Establish a data infrastructure that supports the collection of common measures across the community settings that would allow for disaggregation of key data by race and ethnicity to support the availability of transparent and actionable information.

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FOCUS AREA #1: CHILDREN & CHILDCARE



FOCUS AREA #1: CHILDREN & CHILDCARE

Convener: Rich Minder, Success by 6 Coalition

Overarching Objectives: Childcare Workforce

1. **By 2023, increase the percentage of the childcare workforce who are BIPOC by 10%**
2. **By 2023, increase the number of BIPOC-owned or managed childcare facilities (including homes and centers) by 10%**
3. **By 2023 increase the percentage of the childcare workforce who are BIPOC and who are paid a living wage by 10%**



FOCUS AREA #1: CHILDREN & CHILDCARE

Workforce Objective Strategies:

1. Launch a minimum viable concept pilot for children to provide high quality and affordable early care and education for 0-K BIPOC children/families. The pilot is designed to build initial capability which will inform us on how the model can scale to our entire target market.
2. Establish /Expand business and instructional leadership coaching program available to BIPOC early care & education programs.
3. Develop a coordinated early care & education system to maximize childcare industry resource acquisition and efficiency.
4. Develop a low/no interest micro loan program for operating capital, plant & equipment
5. Implement a wage supplement program for BIPOC early childhood educators
6. Advocate for refundable tax credits for early childhood educators tied to quality measures
7. Increase the BIPOC providers in Douglas County who enrolled DCF subsidies



FOCUS AREA #1: CHILDREN & CHILDCARE

Convener: Rich Minder, Success by 6 Coalition

Overarching Objective: Cost Burden of Care

1. **By 2023 increase the percentage of BIPOC families with infants and toddlers paying less than 7% of income for quality childcare from by 10%**
2. **By 2023, Increase the percentage of Douglas County employers offering paid parental leave by 10%**



FOCUS AREA #1: CHILDREN & CHILDCARE

Cost Burden of Care Strategies:

1. Establish or expand a campaign to increase the number of qualifying BIPOC families enrolled & accessing DCF childcare subsidies.
2. Create community fund to fill tuition gaps when waiting for DCF subsidy payments
3. Increase community infant/toddler childcare financial aid funds for BIPOC families
4. Create a public/private partnership income replacement fund for BIPOC birthing/adopting families
5. Launch a cross sector paid leave policy initiative



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**FOCUS AREA #2:
DECRIMINALIZATION OF POVERTY**



FOCUS AREA #2: DECRIMINALIZATION OF POVERTY

Conveners: Jill Jolicoeur, Douglas County, and Hugh Carter, Chamber of Commerce

Related Objective:

Reduce the incarceration of Black and American Indian/Alaska Native residents

Strategies:

1. Establish a uniform criminal justice reporting resource for law enforcement contacts, bookings, charging and dispositions by race and other demographic indicators.
2. Review and reform fines, fees and drivers licenses revocation
3. Expand holistic, low to no cost community resource navigation for BIPOC that is client-centered with a focus on advocacy and engagement of multisector organizations, utilizing interdisciplinary models of legal and non-legal services to meet client needs.



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**FOCUS AREA #3:
JOBS**



FOCUS AREA #3: JOBS

Conveners: Melissa Fisher Isaacs, Lawrence Public Library, and Anju Mishra, Housing & Credit Counseling

Priority Focus Area: Reduce barriers to employment for BIPOC residents

Objectives:

1. By 2023, decrease the percentage of BIPOC individuals experiencing discrimination in employment in Douglas County by 5%
2. By 2023, increase the number of targeted jobs trainings programs and investments for BIPOC community members.



FOCUS AREA #3: JOBS & EMPLOYMENT

Strategies:

1. Establish a baseline measure for community experiences of discrimination in employment
2. Create and incentivize employer participation in a Fair Chance Business Pledge
3. Increase affordable and accessible job training opportunities for BIPOC community members
4. Develop and implement a communication network to facilitate connections between employers and social service agencies working with BIPOC families
5. Improve job retention by fostering diverse, equitable and inclusive (DEI) work cultures through the development and implementation of DEI and trauma-informed employer education
6. Research, develop and implement a no- or low-interest personal loan program for loans of \$500-\$1500 targeting BIPOC community members



FOCUS AREA #3: JOBS

Priority Focus Area: BIPOC Entrepreneurship

Objective:

1. **By 2023, increase the number of BIPOC-owned businesses in Douglas County by 5%**

Strategies:

1. Increase BIPOC representation among leadership in the Douglas County entrepreneurial ecosystem
2. Increase affordable and accessible opportunities for training and support for BIPOC entrepreneurs
3. Research, develop and implement a no- or low-interest microloan program for loans of \$50,000 or less targeting BIPOC entrepreneurs



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<https://www.unitedwaydgco.org/anti-poverty-committee-sign>

