

DRIVE Idea Wall Responses

7/10/2019

Enablers

- All need to invest in this region. i.e. State, local government, the people, industry, philanthropy
- Missing civic responsibility service to community youth in schools. Adult model – all sectors
- Community economic development partnership. (Artie & Keith rock!)
- Adult Education: digital literacy, financial literacy, ESC
- Broadband: infrastructure access, increase, adoption
- Neighborhood services & code enforcement are great in helping protect our neighborhoods.
- Fresno is shifting from I to we.
- We have to work on education and job placement for African Americans.
- We invest “all in” in our neighborhoods of greatest need.
- High impact practices in education on “learning by doing”
- Preschool for all
- Starting an investment fund in Fresno for Fresno. It could make more capital available for local projects
- We need to come together as a community and develop a plan to open up the 6,500 industrial areas for future growth and jobs in Fresno. We have the space, but we need an EIR underway. Let’s come together and use this investment to solve many of the issues we face. Jobs!!!
- More dual enrollment in High School to allow a two year bachelor attainment
- Develop jobs and neighborhoods for college completers. We need to retain our graduates.
- We have to create more high paying jobs in Fresno, and allow incentives to employers to locate here.
- All students can go forward with education that leads to careers
- We need marketing videos to address these areas/stats!
- Tell high school students about open industries and potential well-paying jobs and paths to get there.
- If we build the proper infrastructure, business will come.
- Recognizing a problem is a start to solving it.
- Build high quality economic diversity, establish a vision as to how all can participate in that diverse economy, and have education support systems which enable it.
- Communication commitment
- Offer loan repayment assistance programs to attract and retain locals who obtain certain types of degrees (maybe all 4 year and up degrees?)
- Tax advantage opportunity zone and tax incentives for small businesses
- Invest in local CBO, CDC, and EDC.
- Workforce development
- Decision making with: multi-level disciplinary, cultural, and socio-economic communities to create a coalition that will make a difference.
- There needs to be a shift to a new path. A game changer led by the private sector.

- How can Fresno build a flourishing economy when the largest percent of jobs and pay is government jobs, which does not create income with taxes? A living wage is necessary.
- Time and health are two precious assets that we don't recognize and appreciate until they have been depleted. He who has health has hope and he who has hope has everything.
- At the core, this is about children, all children "being seen" and creating equitable improvement strategies.
- This can work because it is BIG. BIGNESS needs/can create: awareness, engagement, and execution.
- The likelihood of a goal being achieved is directly proportional to the number of senses one can involve in 'experiencing' that goal.
- Investment
- Must be willing and design the infrastructure to support deeply understanding of realities of circumstances faced by our children and families so solutions are designed to be effective.
- Get our residents involved in the conversations early and often.
- Downtown is finally changing. Keep up the investment.
- We need to treat human capital as an asset and help upskill our community to provide better career opportunities.
- Education is key. We must improve educational outcomes at all levels to improve our community and region.
- 200 people in this room, committed to our neighbors, can make a change.
- Nothing about us without us.
- Getting it right this time will require people of color at the center. This cannot be race neutral.
- Early childhood development
- Let's push ourselves to keep an 'asset based' approach to this work.
- Must have a very specific strategy for how to improve incomes for workers in low wage industries, e.g. Ag, retail, hospitality.
- There is greater collaboration and willingness to address issues than ever before.
- Education success in early grades at high levels in areas of poverty will make change.
- We need to look at data and realize it means Human Capital: our children, families, etc. we all need to work harder to help lift them up and teach them to be self-sufficient.
- Small businesses in urban communities enable resident's access to jobs and resources. We need to magnify their capacity to grow & sustain neighborhoods.
- I'm very interested in the overlap of all data points at the CT level – which neighborhoods have great needs in all areas? Are we investing there? Are they empowered there to be part of the problem solving & solution?
- There are people here who are experts in economic development, neighborhood empowerment and human capital which are all inter-related. This is a start but how do we work together better because we all have a piece of the puzzle but aren't strong separately.
- Birth control must be readily available.
- Urban and rural connectivity.
- Data shows that all these issues are interconnected. Neighborhood Economic Human – It's going to be a huge enabler that we have all these people in a room working together because no individual sector can solve the issues alone.

- Creating an environment of 'warm hand-holding' of our City's residents. What supports do our residents need? Where are the transition places? High school to college?
- Fresno is such a huge influencer on the region. Is this a Fresno City effort or an effort that takes in the Fresno sub-region and surrounding towns?
- All this data goes out the window if and when High Speed Rail goes live.
- Community members participating that truly care about our community.
- Young population
- Under-resourced families thrive best in caring communities that can walk and support over years and years.
- DRIVE participants are deeply concerned with the well-being of the community.
- There is civic infrastructure that has not been fully leveraged. This is untapped resource.
- Entrepreneurship
- Enabling people with education is an underlying theme. What are the stats in average degrees?
- Higher levels of lead in children's blood than in Flint, Michigan.
- Progress starts with self-reflection; holding up the mirror continuously.
- People willing to have real and honest conversations about the real issues – including race and inequalities.
- R&D and IP/start up investment requires talent and capital. Talent comes from research universities and capital comes from the Silicon Valley VC arriving by High Speed Rail. Finish the job Gavin!

Ah Ha Moment!

- We need a lot more good/high quality jobs to drive long-term growth
- What are we doing to get kids ready for kindergarten, especially in rural areas? (Do we have preschool for non-English speakers?)
- Racial/economic disparities – 59th out of 59th metro areas – our challenge must be addressed across sectors/communities.
- Fresno is already a great community. Imagine how much greater it will be once this DRIVE initiative is implemented.
- I know this data! I've lived this reality! Welcome to the transformation TEAM!
- I'm surprised and disappointed at how ignorant some of our leaders are about race, equity, and equality. During our table discussion, a powerful business leader said he didn't believe that women and people of color earn less for the same work. WTF? He also said that people "choosing not to work" are why black and Hispanic people are poor. He said he had never been part of any conversation about race, and he doesn't understand what equity means. Or how/why it matters for this conversation. He suggested we take out "reduce racial disparities" from the goal sheet because it doesn't inform differences in wages/employment. He believes it's the other way around... wages first, then race! I am SHOCKED at how uninformed he is. And how resistant he was to hearing other points of view. Sadly, he will be whether or not we address equity so he has no incentive to learn. We have a lot of work to do to educate people on the why and how (BTW it's not enough to say "it's not my job to teach white people") b/c they are not going to learn in their own worlds. So let's work together to enlighten and show them how to be a good white (powerful) ally.

- Rigor, Relevance, Relationships
- Individual choices, rooted in emotion (often fear), sit under economic segregation and disparities we see. How can DRIVE work at the individual level to create connections and increase trust.
- Must have a community wide campaign for strengthening family stability.
- There is a lot of work that needs to be done to create action based on everything we learned or already know.
- How can I “move” the Black community into just one data point from negative to positive – MBP
- “It gets really uncomfortable really quickly when you’re being real.” – Oliver Baines
- One day, the success of Fresno (& California) will be measured by the wellbeing of its youngest children.
- We need to support our pregnant women for full-term deliveries of healthy babies. Being born healthy is a gift for a lifetime. Everything begins with a foundation.
- An investment into your community is really an investment in yourself.
- Fresno is at the table and will NEVER be on the menu again!
- Racial disparities are tied to land use policies. We all contributed by allowing and continuing to not review or change policies.
- Change has to start by disrupting the status quo of neighborhoods!
- We perform at a high level of mediocrity – and we accept that. Have to reduce mediocrity
- Creating change has to start from the root cause. Not the small indicators.
- “Structure function” relationship between neighborhood affection, education, and economic opportunities.
- Local investment is key to progress
- Ag Biotech can be gateway into other biotech investment in the Valley!
- Everything we do should be measured by how much it lofts the chairs off of people to live up to their full potential. We should always start with who is pushed down and imprisoned the most in society.
- Make Fresno a Blue Zones city.
- RACE cannot define OPPORTUNITY
- “People don’t invest in pity, they invest in success.” STOP using so much energy continually exposing our gaps. Asset-based leadership.
- All of our problems are interconnected.
- Three keys: education, workforce development, neighborhood improvement.
- Fresnoans are willing to address racial economic disparity. It’s the first step. – Shantay
- Love for Fresno will take those who were born here to stay here.
- Increase in 20% the number of college graduates will make significant change
- Provide a space/forum for resident’s voices and experiences to be reflected in initiative.
- Issues are multifactorial with many implications for a domino effect. Solutions must be broad based and have the same domino effect to produce the greatest impact.
- What can Fresno do to invest more in R&D? This helping hand what is working and perhaps finding innovative ways to address our biggest issues.
- We are a City with many disadvantaged people, but most of what we build is designed for advantaged people. This makes it hard to get ahead.
- We need to do something(s) that are interesting.

- One thing to needed changes → Surplus jobs vs. Shortages

Questions/Comments

- Rural community integration and connectivity
- Is the nature of higher education changing? Emphasis on higher degrees vs. skills?
- The San Joaquin Valley is on the rise, yet still lacks the respect and attention it deserves and needs.
- Lots of valid talk about our challenges – more talk needed about our strengths and opportunities!
- I hope we get something done with this
- Food insecurity AND lack of supermarkets very closely related.
- Walt Disney stated it best: “The way to get started is to quit talking, and begin doing.”
- Fixing development from 50 years ago does not equal equitable. Equity needs to be part of the discussion.
- Racial equity needs to be front and center
- Being able to do a deep dive on sectors to show what degrees are moving out of the area. Where can we concentrate as a community/education providers?
- To transition our community, we need to mechanize inclusion through policy and people. Change the culture in business and government/institution policy, and be willing to provide access.
- Break the cycle – go to the root of the problem – start there. Example: Education is a 3rd grader isn’t reading at an acceptable level back up to the beginning – is that pre-school. And if it is, make it available, not \$800.00 a month for 3 mornings a week.
- This work cannot be a ‘let’s fix Fresno’ body of work and focus. We must look beyond city boundaries and make this a regional effort!
- There are so many ‘invisible’ people that aren’t on anyone’s radar. Obviously, they bring the data point in a downward direction.
- Fresno the Region
- We look at a million maps and stats and we already know the outcome, so what are we to do to change it?
- We need to get comfortable with economic mobility for LMI/POC throughout our City. Access to transportation, workforce and skills building entrepreneurship.
- People are judgment of others, and it closes the doors for people of color to have an opportunity to become successful.
- When do we, and how do we, include the voices of those actually creating the statistics?
- An individual’s health plays a major role in their future roles and success: parent, worker, spouse, child.
- This is complex, and we need new creative solutions!
- Inclusiveness must address assimilation of responsible undocumented immigrants and distinguishing them from bad actors.
- Where is information on criminal justice and its effect on perpetuating racism/poverty?
- Addressing these issues won’t truly happen unless all segments are included. Where’s the biggest employers? Where are the people who are currently putting folks to work in Fresno?

- What areas in Fresno MSA are having success? Can we build on that?
- Concern: Let's start measuring human capital from the moment a child is born in Fresno.
- Do we have the will and skill to aggressively disrupt the inequities in our region? We know and have known is this time different?
- Where are the Asians and API serving orgs in the room?
- Make more of a line between highways and sprawl and poverty and fiscal stress.
- Fear of each other slows or halts progress. Undocumented folks fear for their livelihood and don't speak out and affluent folks fear crime and unknown and take flight to north Fresno.
- How do we include the people at the bottom who are not here? (Someone else wrote on the sticky note that they second this comment).
- Post-data walk: Now that we know, what will we do? How far will we go? What sacrifices (ideological, financial, and political) will we make? – Ashley Swearingin
- Rural connectivity
- Our greatest foe in the battles ahead are the rates of math and reading literacy in our children. – Paul Gibson
- To close wealth gaps, the wealth has to come from somewhere. And we don't have the industries that make this possible.
- Elected officials who throw grenades in the form of provocative sound bites designed solely to create a stir without offering useful solutions. Where is the leadership??
- In order for businesses to invest, there has to be a business friendly environment. Having extreme EI / social justice / anti-development positions will hinder economic development.
- U.S. economic and tax system
- Health is missing from every lens in a meaningful way!
- The region is more than the City of Fresno. The 'health' of every community in this county matters.
- Status Quo Leadership
- How do we inspire others to care enough about our challenges so we all row in the same direction? Call to action.
- Stop thinking of people as 'them' are the problem and 'us' are the solution.
- The road to shared prosperity is paved not with good intention but innovation.
- Elected officials whose re-election platforms thrive on divisiveness.
- Diverse people with different backgrounds, experiences, expertise getting out of their comfort zone to listen, and understand the root causes that are leading the difficulties in the Fresno area. From that comes solutions.
- I heard: We need to actively work on reducing disparities through our hiring practices. I thought: We need to start with actively promoting colleges or higher education in our lower income neighborhoods.
- How will the low income families be aware of the impactful resources being developed to help succeed and thrive in their neighborhoods? How to set more engagement?
- We cannot create an inclusive and vibrant economy without addressing underlying causes of inequity, which requires policy change and new and different ways of doing things. Not necessarily funding ongoing projects without modification.
- Fresno (the Central Valley) has a tremendous amount of adults with some college. How do we create capacity and resources to help them finish their degrees?

- Fresno is like Rome. These efforts are around Rome. How about the rest of the Empire (Country)?
- Lots of strong voices in the room.
- Brave conversations
- The awareness of others is not limited to the clear areas of struggle but to the other people sitting next to us in this room. Being able to not only fight for the change you want to see, but seeing my value or others need for change. And then ultimately living that as an individual.
- What city or cities can be looked to as role models?
- Limited funds to appropriate targeted areas. Flexibility for services to be provided to ALL Fresno county zip codes that are identified low-income under federal poverty income.
- The farther away you are from the problem the easier it is to philosophize about it.
- Nice to know: Who is in the room? We are assuming business is not in the room?
- Too many categories on the poll.
- How can we add value and elevate non-college trade jobs and needed vocations to our communities?
- How does low rate of math and reading scores in high school result in a diploma? What is in place now to address mentoring/tutoring?
- Addressing mental health in our community is paramount.
- What about rural communities? They play an integral role when discussing a regional approach.
- Pick something and get behind it, even if it's not your thing.

Disablers

- Will the community members we serve and represent be willing to join us in the DRIVE to a better future? Who and how will we bring them along?
- A focus on individual level assumptions about root causes (self-destructive behaviors, not valuing education) vs. looking at systematic blaming to job/education access, including systematic racism (redlining, policing, etc.)
- Power to change circumstances in Fresno is not given – and likely not shared – it must be developed through organization by those who want to create real change.
- Working in silos.
- High cost of transportation including disproportionate price of gasoline compared to other states.
- Healthcare: “One of the biggest problems in healthcare is we pay for treatment of illness but we don’t pay for the advancement of health.” – Diana Dooley
- Internet access is a barrier to education and economic growth.
- Be willing to be comfortable with being uncomfortable
- Inclusion? Why leave out the Asian?
- We need to address redlining, bank CRA evaluations, report cards on lending and to whom, mortgage and small business, etc.
- Not including most impacted in dialogue for development of their own communities and city.
- We need stronger families.
- Lack of high quality jobs across education levels. Without can’t create prosperity for locals or attract outside talent to make Fresno their home.

- Address response “You can’t give us less!”
- No representation of S/E Asians.
- How willing are we to reckon with our past, heal, and move differently? Unlearning institutionalized inequity?
- Lack of capital investment in Fresno.
- The statistics only show a partial picture of what really is happening in our fragmented Fresno.
- ACES and mental health
- Let’s get over this idea that we have to compete amongst ourselves for resources – when one segment of our community is lifted, the WHOLE community is lifted.
- What are we doing about training those ‘unemployable’ residents to fill the gaps in our industry jobs?
- Funding & publicity for entrepreneurs and hubs. LACK OF
- Meaningful conversations on racism and discrimination HAVE TO BE followed by real changes in how we do things.
- We have to continue to openly speak about racial disparities, structural oppression in the same conversations as we speak about economic access and success. It’s not about wanting pity! But a chance for SUCCESS!
- Embrace innovation and quit over-restricting everything in CA.
- Success is for everyone but you must have a desire. Equal opportunities through all networks.
- Prioritizing all of Fresno or too many regions might be too ambitious. Use data; assess the condition that would fast track improvement for the neighborhoods of the greatest need.
- We’re missing representatives from the Health sector today.
- Failing is not an option
- Block: mental health issues – ACES. Need increased providers – issues don’t follow school year.
- African Americans and Hispanics should move to be more supportive of each other... not sure why this separation is being fueled.
- Old guard attitudes/ resistance to change
- Poor self-image
- Recognize that those who hold power are likely benefiting from the status quo. How to reshape/reallocate power?
- Certain institutions and/or individuals benefit from current status, how do we educate them on the value of change?
- Blockers: Policy changes needed at levels beyond our control.
- In order for our region to prosper and to thrive economically we have to foster dialogue with and between everyone. This includes those that are benefitting from the current state of oppression.
- Fresno’s current economy depends on food and ag and that depends on water – water that’s rapidly disappearing because of climate change and the Brown water overdraft. What happens to Fresno once the water disappears?
- We are potentially asking families to choose a path that would offer less and less assistance and further down the road/pathway as families begin to approach/attain a livable wage, they would begin to stop qualifying for various assistance programs. There is a sense of security families have with the assistance they regularly receive. Maybe they don’t know what it’s like to not

have any assistance from programs. Supporting families through this type of transition would be vital.

- Every organization adopts DRIVE principles. Each Board, Council on their agenda items acknowledge compliance or non-compliance with the DRIVE principles. – Joe Prado
- Conversations of racial equity are hard for government systems, no one wants to be seen as racist, but you have to take ownership and corrective action to solve the problem. – Eric Payne
- How are we addressing the impact of the criminal justice system on all 3 impact sectors?
- Economic inclusion, what opportunities are we growing in Fresno.
- This work is about people. Too often we focus on faceless system (education, economic development). It's about both.
- That white vs. colors is still 'alive and well'
- Engineering jobs pay the most. Most engineering students drop out because the math is too hard. Math is too hard because the level of math instruction is poor because we pay teachers crap. Increase pay to increase economy. \$\$
- General Fund, City of Fresno. We do not have the general fund resources to maintain what we have built. We must find ways to increase/reallocate general fund and create new streams of revenue.
- K-12 counseling needs to focus on promoting higher education opportunities in Fresno rather than counseling top tier students to head north or south to 'prestigious' universities. Excellent higher education opportunities exist here.
- If we believe social determinants are totally predictive of future success, we could fall into a trap of waiting until all of those are addressed and move too slowly.
- Working against apathy and lack of concern from people in north Fresno.
- The fact that we measure data in comparison to white population outcomes indicates race is the foundation of economic success. Racism is very much prevalent and is the main barrier.
- POLITICS
- We are an anathema to venture capital because we are deficit-based thinkers. People back those they feel are soon to be winners.
- Our own agendas hold us back from doing the real work.
- If we truly are concerned about race, let's truly look at equity across all entities.
- We need a community "data cloud" we can utilize to build a stronger understanding of the challenges we face and the solutions we promote.
- Not recognizing and respecting what the community has been saying for decades of what doesn't work. Respect, support, and elevate community knowledge, expertise and level experiences.
- Need a vehicle for investing in our own community.
- "US" It's one thing to say we are committed to change, it's another thing for 'US' to remember the commitment.
- Access to opportunities outside of educational system. Relationships, jobs, diverse skills, apprenticeships.
- Because underemployment is harder to see via empirical data it's harder to gauge and address.
- Stop subsidizing industries/companies that haven't yielded results we desire.

- Feels there are large programs/organizations who command large money but those P's/O's aren't moving the needle. How do we redistribute those monies where the money goes to real, measurable outcomes and not simply organizations with the best grant writers?
- Many times the money given for the community never reaches the community.
- Fresno has an over-concentration of low-wage jobs and keeps attracting these – forcing people to be underemployed.
- Venture capital investment per capita: Fresno: \$33, CA: \$6,997 – Why?! How do we fix this?
- White segregation has worsened since 1980! Not 1950! This is a current pattern based on current values. Not a thing of the past, but alive and well.
- What could block us is not being ambitious enough. We need to think big and far reaching.