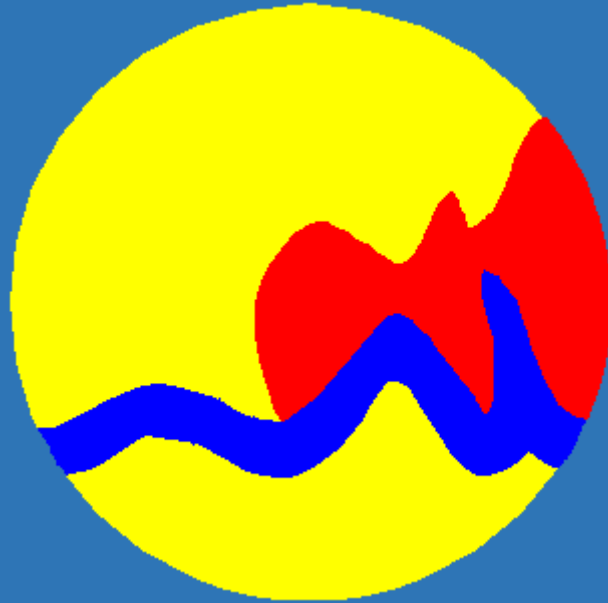
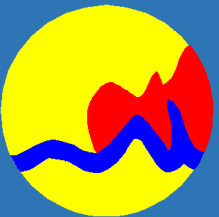


Grand Rapids, Michigan



GR Video

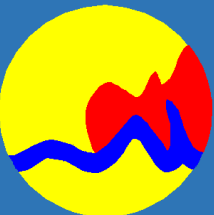
<https://www.youtube.com/watch?v=llakr9wkiKI>



Demographics

Our City's racial makeup is:

- 59% Caucasian
- 19% African-American
- 18% Hispanic
- 2% Asian and Pacific Islander

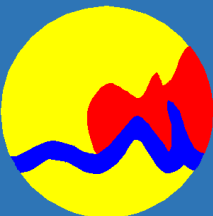


City's Workforce

The City's workforce does not represent the racial diversity of our community:

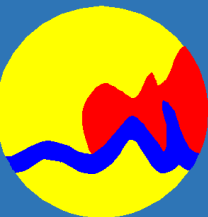
- 89 percent of City employees are Caucasian
- 6.6% African-American
- 2.3% Hispanic
- 1.4% Asian and Pacific Islander

Appointed boards and commissions have similar breakdowns.



Top Management

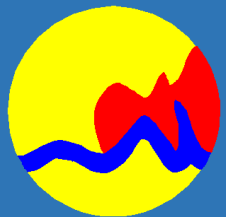
Deputy City Managers, Managing Directors,
Department Directors and Division Managers
– does not include any African-American
males, Hispanic females, Asian females,
American-Indian males and females or
Multiracial males and females



Significant Racial Disparities

Grand Rapids ranks among the worst cities in the U.S. economically for African-Americans

- 42% of African-Americans in Grand Rapids live in poverty – almost four times the rate for the Caucasian population
- 25% of African-Americans in our city are unemployed
- The typical African-American household in Grand Rapids earns less than half of what the typical white household does
- 35% of Hispanics and Latinos live in poverty
- 17% are unemployed

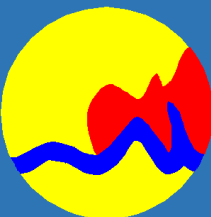


Racial Disparities

Hispanics and Latinos are not faring any better in our city

- 35% of Hispanics and Latinos live in poverty
- 17% are unemployed

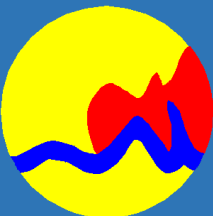
Countless stories from residents who shared their experiences



Concentrated Poverty

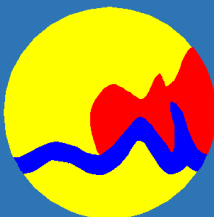
Our city has concentrated poverty in neighborhoods where one-third of our residents live – and where 48 percent of those who are impoverished live

- 56% of Grand Rapids' impoverished African-Americans live in these neighborhoods and 68% of impoverished Hispanics or Latinos live in these areas
- Residents in these neighborhoods often lack assets, education and training, and access to opportunities
- More than 27% of the population ages 25 and older in these neighborhoods has less than a high school degree – nearly twice as high as Grand Rapids as a whole



Eliminating Racial Disparities

- Top priority as Mayor – focus at State of the City
- Recognizing it's difficult to know where we're going if we don't know where we've been, the community has joined me in reading "A City Within a City" by Todd Robinson, which is the Mayor's Book of the Year
- Committed to becoming a more diverse workforce
- Committed to increasing diversity on boards and commissions
- Yet knowing that was not enough....



Government Alliance on Race and Equity

Racial Equity Here provides valuable support in:

- Understanding deeply racialized systems
- How to use a racial equity framework
- Assess organization and develop clear goals
- Implement racial equity tools
- Create partnerships within the community

Most valuable for me: having support, learning from others, having a sounding board and knowing you are not alone.

