



Visioneering Wichita Racial Diversity, Opportunity & Harmony Summary of Accomplishments to Date May 2007

Racial, Diversity, Opportunities and Harmony Key Benchmark: In all of the six foundations and strategies of Visioneering Wichita, we will be committed to racial diversity, opportunity and harmony for everyone.

RESULTS OF BIENNIAL ATTITUDE SURVEY to measure changes in perception about racial diversity, opportunity and harmony, conducted in January/February 2006:

- In the **overall index** the biggest variation is in the race demographic sub group. There was little difference on other demographic sub groups, including income, age and education.
- With the **individual questions**, perceptions related to educational and economic opportunity show the greatest variation (education, college, job and start business). There was less variation in perceptions related to racial harmony.
- The two issues of concern that were mentioned the most were “Opportunities and Access” as it relates to education and economic opportunities, and “Socio-Economic” issues.

Discussion Points:

- The majority of those surveyed have perceptions that while we have made progress in some area (social interactions), recognize we are not where we want to be.
- To varying degrees but on the whole, respondents are hopeful we can make progress.
- One area for Visioneering Wichita and the community to focus on first is on **educational and economic opportunity** – the areas of greatest perceived need.

Toward this end the RDOH Alliance has been instrumental in the dissemination of the survey results and some related results:

- Survey presentation and “Code of Inclusiveness” card developed
- Survey findings shared with members of the Leadership teams of all Alliances.
- Leadership team members met with Mid-Continent College Network to present survey findings in December 2006, and to discuss possible strategies to address issues identified in the survey, specifically those related to educational opportunities.
- Entrepreneurs and Small Business Alliance began development of the Minority Business Initiative, a training and mentoring program for minority business owners, to be launched in 2007.
- On February 10, 2007, a survey presentation was made to the Kansas Black Legislative Caucus.
- Additional presentation opportunities are currently being scheduled.
- A presentation of survey findings was made to a core group of area clergy and faith leaders in order to seek guidance and assistance on what role the faith community plays in advancing positive race relations throughout the Wichita MSA.

Next Steps for the Strategic Alliance include:

The Alliance is currently in the process of inviting representatives of organizations and agencies who may have knowledge and resources to address some of the issues regarding access to opportunities and resources for education, employment, and economic development. The Alliance will present information and assist with strategizing ways to improve more broad based information dissemination and access to such resources.

Strategic Alliance Strategy

Understand, celebrate and embrace all cultures and racial diversity and make it evident in everything we do. Encourage interaction among all people and break down barriers.

- a) Create thriving neighborhoods that are both ethnically and racially diverse.
- b) Reduce the earnings gap between minorities and non-minorities.
- c) Increase graduation rates.
- d) Close achievement gap.

Encourage employers to be committed to a racially diverse workforce. Vision Partners will ensure inclusion and racial diversity as they adopt and implement strategies in the six Foundations. Recognize that the Wichita MSA will not succeed in meeting its Key Benchmarks without achieving racial diversity, opportunity and harmony.

Promote the integration and inclusion of immigrants into the community and workforce.

Strategic Alliance Benchmark

Initiate a biannual attitude survey to measure changes in perceptions about racial diversity, opportunity and harmony. Benchmark to include: Attitude survey and improvement in income gap by 2010 and by 2020 eliminate one-half of each minority per capita income gap.

Quality of Life Foundation Vision Supported

By 2024 the Wichita MSA will be a healthy, safe community that has a vibrant recreation, entertainment & arts focus that embraces diversity and builds pride.

Key Benchmark Targeted

In all of the six foundations and strategies of Visioning Wichita, we will be committed to racial diversity, opportunity and harmony for everyone.

- Attitude Survey: Conduct a regular scientific attitude survey to measure changes in perceptions about racial diversity, opportunity and harmony. The survey will establish indices that measure diversity, opportunity and harmony in social interaction, jobs, education, healthcare and leadership (after the initial survey in 2005, expected annual increments of improvement in the indices will be established.)
- Income Gap: Be above the U.S. per capita income for each minority group by 2010 and by 2020 eliminate one-half of each minority per capita income gap.

“Visioning Wichita has ventured boldly into the discussion of community unity within all segments of our regional area. Racial diversity, opportunity and harmony initiatives are integrated into all strategies within the document. We are working together differently and more collaboratively in overcoming the skepticism that perhaps these issues cannot be addressed. In just this short of time progress is being made.”

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