

Equity in Toledo



“ For America to sustain its vitality, promote opportunity, and create a more equitable society during its second 250 years of existence, we must improve the performance of communities and the people who lead and live in them. ”

Welcome

Lisa McDuffie, President & CEO

YWCA of Northwest Ohio





Agenda

- *Welcome* – Lisa McDuffie, YWCA of Northwest Ohio
- *Our Call to Action* – Wade Kapszukiewicz, City of Toledo
- *Our Strengths & Opportunities* – Randy Oostra, ProMedica
- *The Business Imperative* – Brian Chambers, Owens Corning
- *How we'll get this done* – Sharon Speyer, Huntington
- Q&A



Why We are Here

- The current state
- The historical context
- Toledo leading the way: eliminating racism and racial disparities



Defining Equity

Equity vs. Equality

- Equity involves trying to understand and give people what they need to enjoy full, healthy lives. Equality, in contrast, aims to ensure that everyone gets the same things in order to enjoy full, healthy lives. Like equity, equality aims to promote fairness and justice, but it can only work if everyone starts from the same place and needs the same things.





Defining Inclusion

Inclusion

- Inclusion is the action or state of including or of being included within a group or structure. More than simply diversity and numerical representation, inclusion involves authentic and empowered participation and a true sense of belonging.





Defining Racism

Structural Racism

Structural racism (or structural racialization) is the racial bias across institutions and society. It describes the cumulative and compounding effects of an array of factors that systematically privilege white people and disadvantage people of color.

Since the word “racism” often is understood as a conscious belief, “racialization” may be a better way to describe a process that does not require intentionality. “ ‘Structural racialization’ is a set of processes that may generate disparities or depress life outcomes without any racist actors.”

–Race equity expert, John A. Powell





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*Our Call to Action: Together is
the Way Forward*
Wade Kapszukiewicz, Mayor
City of Toledo





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Our Strengths & Opportunities

Randy Oostra, President & CEO

ProMedica





Our Strengths + Opportunities

- Strengths: proof of impact
- Life outcomes : poverty + race
- Opportunities: work still to be done



Community Report Card

INFANT MORTALITY
RATES (PER 1,000
BIRTHS)

5.9
NATIONAL

7.4
OHIO

9.6
LUCAS COUNTY

HIGH SCHOOL
GRADUATION

83%
NATIONAL

81%
OHIO

69%
LUCAS COUNTY

POVERTY (BELOW
FEDERAL POVERTY LINE)

13%
NATIONAL

15%
OHIO

21%
LUCAS COUNTY

Community Report Card

INFANT
MORTALITY RATES
(PER 1,000 BIRTHS)

4.7
White Babies
Lucas County

13.7
Black Babies
Lucas County

7.4
LUCAS COUNTY

POVERTY
(POPULATION BELOW
FEDERAL POVERTY LINE)

18.7%
White Toledo
Residents

37.6%
Black Toledo
Residents

27.6%
Hispanic Toledo
Residents

HS EDUCATION

89%
White Toledo
Residents

81.1%
Black Toledo
Residents

74.3%
Hispanic Toledo
Residents

HOUSING
(TOTAL OWNER
OCCUPIED HOUSING)

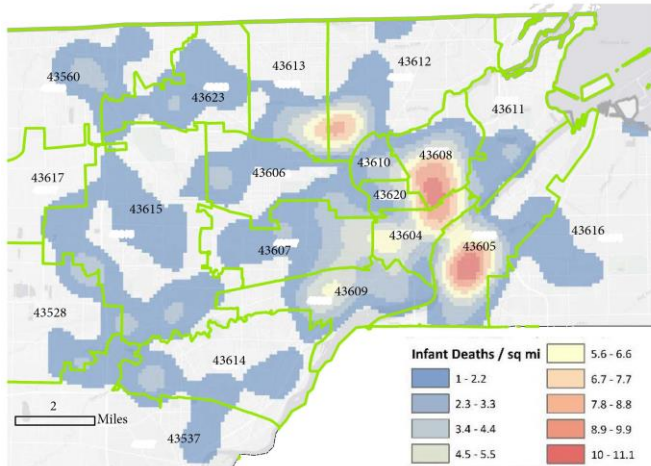
75.2%
White Toledo
Residents

16.8%
Black Toledo
Residents

6.4%
Hispanic Toledo
Residents

Mortality, Race, Income

Toledo-Lucas County Infant Mortality



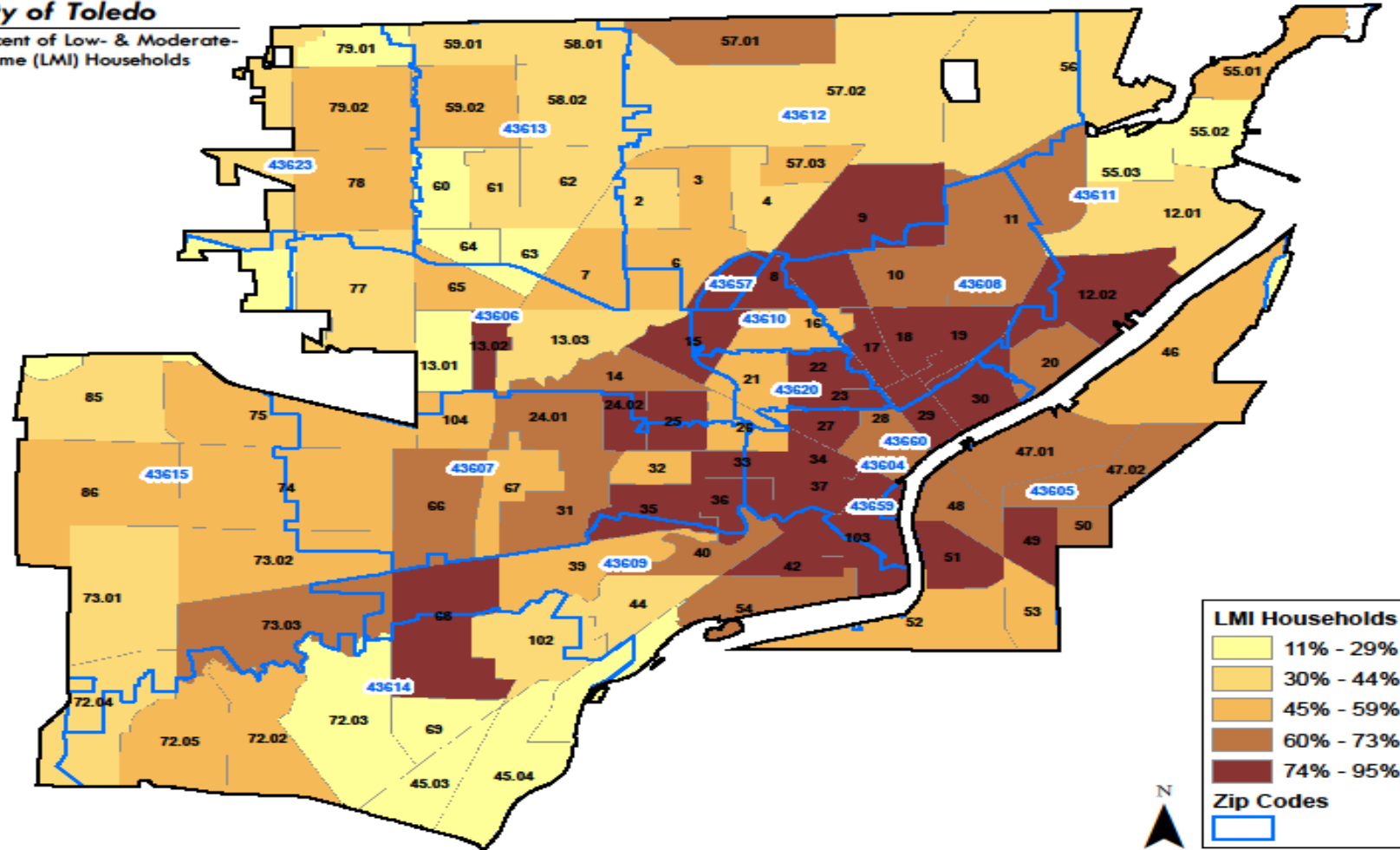
Map Courtesy of the Kirwan Institute (2007-2011)



43604 ≈ 36% White/61% Black
 43605 ≈ 16% Black/72% White
 43607 ≈ 27% Black/68% White
 43608 ≈ 67% Black/29% White

City of Toledo

Percent of Low- & Moderate-Income (LMI) Households



Data source: FY 2020 ACS 5-Year 2011-2015 Low- and Moderate-Income Households

Produced by the Toledo-Lucas County Plan Commission on 09-25-2020.



Equity in Toledo

Toledo becomes the Inclusive Capital of the U.S. Achieving racial equity and eliminating poverty. Creating opportunity and a thriving community of excellence for everyone.



Agenda

- *The Business Imperative* – Brian Chambers, Owens Corning
- *How we'll get this done* – Sharon Speyer, Huntington
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The Business Case is Imperative

Brian Chambers, CEO

Owens Corning





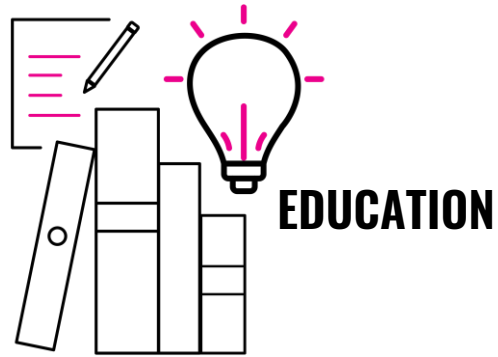
Actions taken within Our Company: OC Journey

- **Creating an inclusive** environment where our people are **heard** and **appreciated** for their **unique and inherent value**
- **Committed to pay equity** with comprehensive external partner review biannually
- **Investing** in internal practices to retain, develop and promote our **diverse** talent
- **Establishing a Minority Supplier** Program - forming strategic partnerships with minorities, women, veterans, and disadvantaged enterprises
- **Continue working** to ensure **our workforce** reflects the communities where we work, serve and live (i.e., all levels of organization, **remove barriers**)

SOCIAL and RACIAL JUSTICE INITIATIVE

MISSION STATEMENT

Toledo is a model for inclusion and diversity where all people are valued and connected within our community. Working together, we will achieve racial equity and social equality through coordinated and effective public, private, and non-profit partnerships.





The Business Case is Imperative – For Racial Equity

According to 2018 Kellogg Foundation study, closing the racial equity gap in the U.S. would generate substantial **economic benefits** for **everyone**

\$109
billion
spent on
food

\$147
billion on
transportation

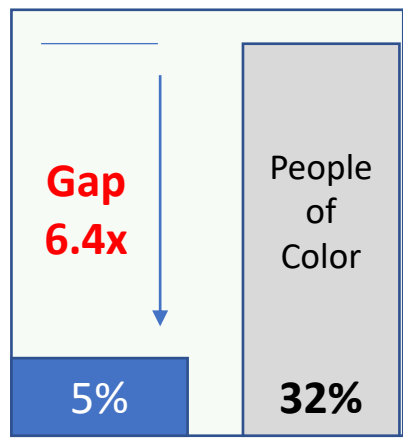
\$30
billion on
apparel

\$286
billion on
housing

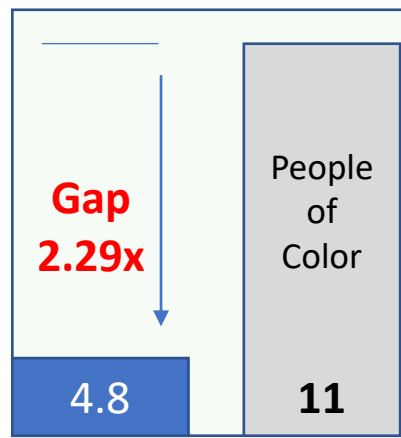
9 million potential jobs created by businesses owned by people of color, if ownership rates were comparable to White rates



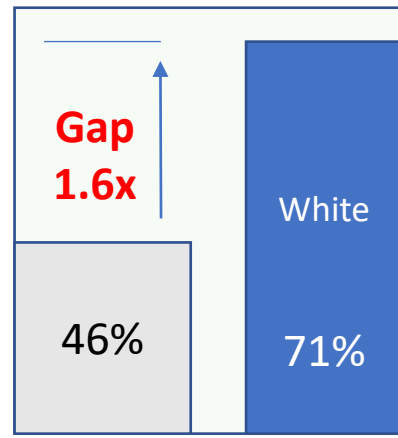
“**Closing the gap**” means lessening, and ultimately eliminating, disparities and opportunity differentials that limit the human potential and the economic contributions of people of color.



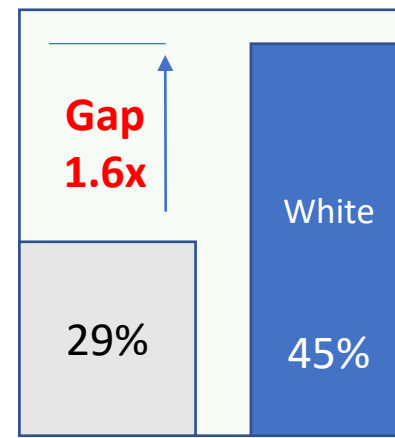
Live in Poverty



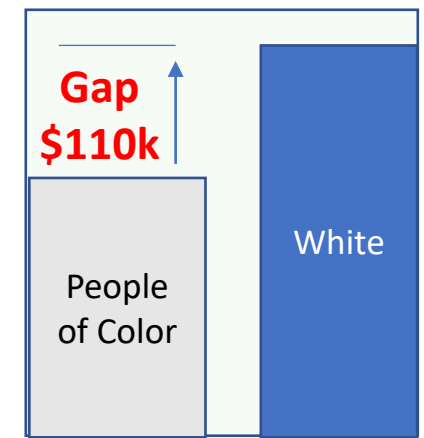
Infant Mortality
(1 per 1,000)



Home Ownership



Bachelor's Degree
or Higher*



Median Net Worth

Closing the **Educational achievement gap** can be one of the most beneficial strategies for producing economic, human, and social gains. Long-term return of **\$13 for every \$1 spent** on quality early childhood education

*Source: Education Attainment Statistics, 2019, EDUCATIONDATA.ORG



Working Together for More Leverage in Toledo

- Leveraging our collective best practices and learnings to create more inclusive and diverse companies with greater community reach.
 - Businesses can **evaluate internal practices** in recruitment, hiring, retention, and advancement to **identify** and **break down biases** and create a diverse and inclusive work environment.
 - Businesses can also **explore** new products and markets that better **meet the needs of people of color** and that also make good business sense.
- Working together in more cohesive way to build a more inclusive and more racially equitable community.
 - Private and public organizations **investing directly in workforce** and economic development efforts that target **underrepresented** groups.



Agenda

- *How we'll get this done* – Sharon Speyer, Huntington
- Q&A

How We'll Get This Done

**Sharon Speyer, Regional President
The Huntington National Bank**





Toledo Objectives

Engage the business sector to join *cross-sector stakeholders* in the development of a *community strategy* that improves key *economic* and *racial* equity indicators and community outcomes in areas such as:

- Health + Well-Being
- Education
- Workforce + Economic Development
- Infrastructure + Government
- Arts, Culture + Recreation
- Housing

Effectively deploy a Results Based Accountability and Data-Driven Strategy that is:

- *Inclusive and community informed*, bringing the best of strategies already being used
- Adoption of a *shared* vision with buy in from all stakeholders
- Not duplicative, but *holds everyone accountable*



Next Steps:

Lean In

- Inspire and sustain **BOLD** leadership
- **ADOPT** inclusive policies and programs
- Invest in **IDENTIFYING** young and diverse leadership for board opportunities, and **MENTOR** young leadership
- Act **NOW** with respect to bringing diversity to boards we serve on
- **COLLABORATE** on opportunities to make an impact

Success will require sustained commitment, coordination, transparency, structure and accountability.



Quick Wins

Corporate sector leaders sign on to CEO Action Coalition for Diversity & Inclusion™ (www.ceoaction.com) – largest CEO driven business commitment to advance diversity & inclusion in the workplace

Share best practices and provide assistance to others

Opportunities for investment in existing initiatives



Q&A



Thank you.

How to connect?

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