



# City of Cincinnati

801 Plum Street  
Cincinnati, OH 45202

## Agenda - Final-revised Healthy Neighborhoods

*Chairperson, Jan-Michele Kearney*  
*Vice Chairperson, Victoria Parks*  
*Councilmember Reggie Harris*  
*Councilmember Scotty Johnson*

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Tuesday, March 22, 2022

12:30 PM

Council Chambers, Room 300

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### PRESENTATIONS

#### My Brother's Keeper Cincinnati

Terrance Bacchus, President

Austin Railey III, Vice President

#### Women's Fund of the Greater Cincinnati Foundation

Holly Hankinson, Advocacy Director

Adrienne Taylor, Development Director

#### All- In Cincinnati

Denisha Porter, Executive Director

### AGENDA

- [202200698](#) **PRESENTATION**, submitted by Vice Mayor Kearney from Vice President Austin Railey III titled My Brother's Keeper Cincinnati.  
**Sponsors:** Kearney  
**Attachments:** [Presentation](#)
- [202200699](#) **PRESENTATION**, submitted by Holly Hankinson, Advocacy Director, Women's Fund titled Understanding the Historical and Modern Barriers of Economic Mobility for Black Women in the Cincinnati Region.  
**Sponsors:** Kearney  
**Attachments:** [Presentation](#)

3. [202200568](#) **MOTION**, submitted by Vice Mayor Kearney, **WE MOVE** for City Council to designate Festival513 as a “Historical Event” in conformity with the Cincinnati Municipal Code Sec. 765.3(e). (STATEMENT ATTACHED).

**Sponsors:** Kearney

**Attachments:** [Motion](#)

4. [202200729](#) **PRESENTATION**, submitted by Vice Mayor Kearney from Executive Director Denisha Porter titled All- In Cincinnati.

**Sponsors:** Kearney

**Attachments:** [Presentation](#)

ADJOURNMENT

MY BROTHER'S KEEPER  
**MBK**  
CINCINNATI



Growth of Heart, Head, & Hand



# MBK CINCINNATI TEAM



**TERRANCE BACCHUS**



**JOHN ALLBRITTIN**



**RICHARD CARRINGTON**



**JOHN GOETZ**



**IAN ORR**



**ERICKA SIMMONS**



**ILLYA THOMAS**



**MARC WENZEL**



**KENNY WILSON**



**DELORIS BACCHUS**



**AUSTIN RILEY**

**OPEN YOUTH 1**

**OPEN YOUTH 2**

**OPEN YOUTH 3**



**MIKE KELLY - ADVISOR**  
Consultant, Financial  
Planner



**BRUCE JEFFERY - ADVISOR**  
YMCA



**SARA UZ - LEGAL**  
WilmerHale



**AMY SEGAL - LEGAL**  
WilmerHale



**JONATHAN THOMPSON**  
LEGAL - WilmerHale



**JAN-MICHELE LEMON KEARNEY**  
Council Member, Cincinnati

# MBK ALLIANCE

President Obama launched My Brother's Keeper in February 2014 to address persistent opportunity gaps facing boys and young men of color and to ensure all youth can reach their full potential. Today, the work continues as the MBK Alliance, an initiative of the Obama Foundation. Within the Obama Foundation, MBK Alliance focuses on building safe and supportive communities for boys and young men of color where they feel valued and have clear pathways to opportunity.

## **VISION**

Our vision is to make this a reality for all of our nation's boys and young men of color, each and every one of whom is critical to our collective success. By realizing this vision, we are creating a brighter, more promising future, not just for our boys and young men of color, but for our country.

## **MISSION**

MBK Alliance leads a cross-sector national call to action focused on building safe and supportive communities for boys and young men of color where they feel valued and have clear pathways to opportunity.

## THE CHALLENGE

Our country's persistent social inequities are widespread, rooted in structural and institutional racism, and prevent our boys and young men of color from reaching their full potential.

**Poverty:** Black, American Indian, and Hispanic children are between six and nine times more likely than white children to live in areas of concentrated poverty.

**Discipline:** African-American students represent 16 percent of the public school student population, but make up 42 percent of those suspended more than once, and 34 percent of students expelled.

**Graduation:** High school graduation rates for black and Hispanic students are 16 and 12 percentage points lower than white students, respectively. Many districts see 50% graduation rates or worse for boys of color.

**Employment:** A black baby boy born 25 years ago has a 1 in 2 chance of being employed today.

**Crime:** While only 6% of the overall population, Black males account for nearly half of all murder victims.

## THE OPPORTUNITY

**Improving life prospects and outcomes for young people, including young men of color, is the right thing to do for our economy.**

**Closing the Education Gap:** If we closed the gap in educational attainment between working-age (25-64) men of color and non-Hispanic white men of the same age, the share of working-aged men of color who have a bachelor's degree or above would double and the total U.S. GDP would increase by 1.8 percent (\$350 billion).

**Closing the Labor Force Gap:** If we closed the gap in labor force participation between 16-to-54 year-old men of color and non-Hispanic white men of the same age, total U.S. GDP would increase by 2 percent.

## NATIONAL IMPACT COMMUNITIES - OVER 300

**NACA INSPIRED SCHOOLS NETWORK**  
Albuquerque, NM

**MASS MENTORING PARTNERSHIP, INC.**  
Boston, MA

**BLACK FAMILY DEVELOPMENT, INC.**  
Detroit, MI

**YOUTH GUIDANCE (BAM) AND THRIVE CHICAGO**  
Chicago, IL

**CHANGE HAPPENS**  
Houston, TX

**LIBERTY HILL FOUNDATION**  
Los Angeles, CA

**THE CENTER AT SIERRA HEALTH FOUNDATION**  
Sacramento, CA

**PUERTO RICO COMMUNITY FOUNDATION**  
San Juan, PR

**THE MENTORING CENTER (TMC)**  
Oakland, CA

**NEPPERHAN COMMUNITY CENTER, INC.**  
Yonkers, NY

## OHIO IMPACT COMMUNITIES



We are a statewide coalition of advocates and communities dedicated to improving outcomes for boys and young men of color and creating opportunities for all of Ohio's youth

### **INCLUDES**

COLUMBUS, CLEVELAND, DAYTON, LIMA, **LINCOLN HEIGHTS**,  
MANSFIELD, SPRINGFIELD, STARK COUNTY, SUMMIT COUNTY,  
TOLEDO, YOUNGSTOWN

### **UNDERREPRESENTED**

#### CINCINNATI

- 3<sup>rd</sup> largest city in Ohio
- Population of 306k (2019)
- Black or African American represent 125k (2019) or 41%
- Poverty rate over 20%

In 2021, a **passionate** and **humble** team of community leaders led by *Terrance Bacchus* launched **My Brother's Keeper Cincinnati** and joined the **Ohio** coalition of advocates and communities.





# 2021 WEALTH ACHIEVERS PILOT

## Partners

### Cincinnati Public School - Pilot School

- Aiken High School

### Financial Partners

- UC Health
- Fifth Third Bank
- Personal Donors

### Pro Bono Partners

- Xavier University
- WilmerHale Law Firm

### Cultural Immersion

- Cincinnati Reds



## Financial Literacy Program

### 12 In-Class Sessions - 20 Students

- Envision Your Best Life
- Money

### 3 Field Visits

- UC Health - meet Black Doctors
- Freedom Center - History
- Cincinnati Reds Host MBK Ohio with Senator Sherrod Brown

### Mentoring

- 1:1 mentoring
- 2 hours per month minimum

### Personal Story

Copy of *Financially Empowered: Achieving Success Through Sacrifice*



FIFTH THIRD BANK



TERRANCE M. BACCHUS

# 1

## HEART = HOW THEY FEEL

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Emotions around money such as having over confidence or lack of confidence, fear, greed, Emotional Intelligence, and many other aspects impact how someone engages with financial literacy. Thus, a significant part of the program design includes components to impact “heart” related dimensions (e.g., mentoring relationships, trust building, risk taking, testimonials/sharing, etc)

# 2

## HEAD - HOW THEY THINK

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The second high level competency area in financial literacy involves what they know. So almost half of the program is geared toward boosting knowledge around key financial literacy topics (e.g., 6 financial muscles of banking, saving, budgeting, investing, etc.).

# 3

## HANDS - WHAT THEY DO

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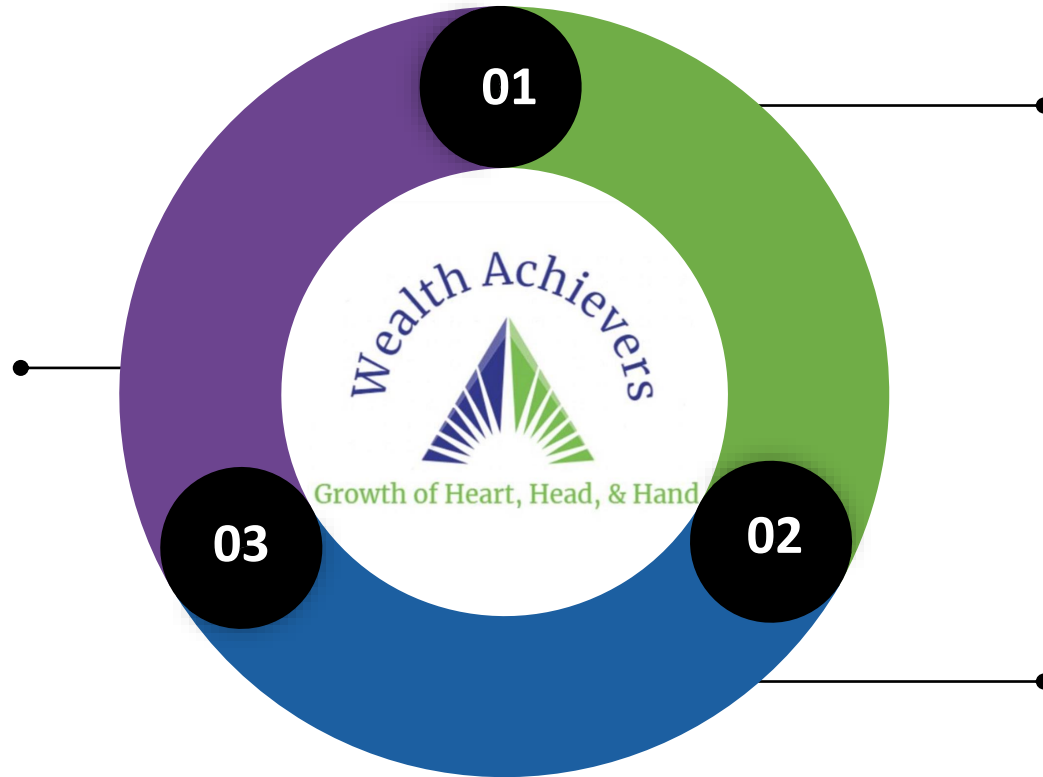
Our Wealth Achievers program design also relies heavily on experiential learning in order to impact the “head” and “heart” areas in regards to financial literacy. Exercises such as discussions on a field trip (e.g., Freedom Center), vision board, an account to manage, and table exercises are all included to leverage experience as a key learning methodology.





**Our Focus**

“Men are critically important in the foundation of the family.” We will talk about how to **build wealth.**



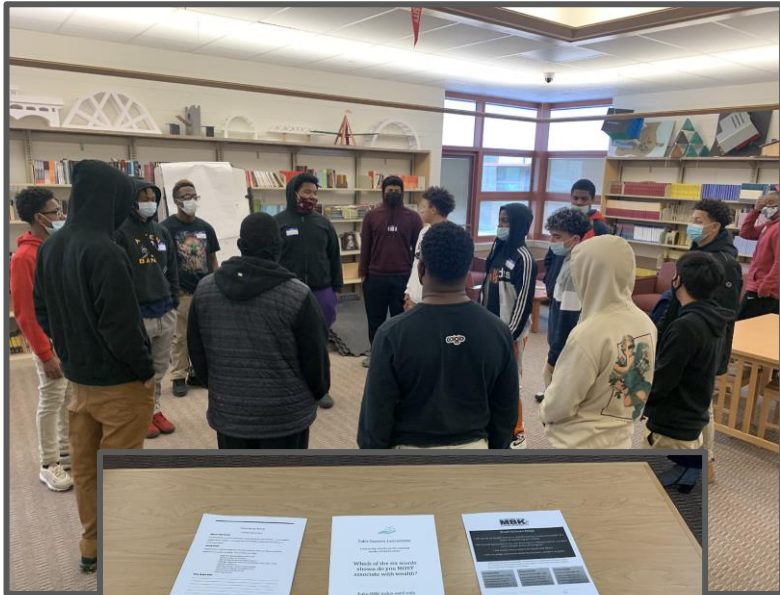
**Our Expectation**

We want you to not only **learn**, but we want you to have a chance to **earn \$1,000**. This will require you to show up for each session, come to learn, engage in facilitate discussions and be respectful.

**Our Program**

Our curriculum includes a combination of in-class and offsite, **fun and interactive** learning. It also includes hours of **mentorship**.

# WEALTHER ACHIEVER ENGAGEMENT



Black Men in Medicine Panel

8 Stream of Wealth Discussion



Dr. Chris Lewis, Dr. Alvin Crawford, Dr. Mike Brooks, Dr. Abraham Aray

## How Can You Help?

- Monetary Support
- Providing Space and Access
- Using Networks to push events and connect with partners
- Making Space in Youth Employment Programs
- Providing Spots for Internships
- Supporting Events in Person
- Convening of resources in City

# MBK CINCINNATI TEAM



## **TERRANCE BACCHUS**

MBK Cincinnati President  
President, CEO Bacchus Empowered  
Coaching, LLC, Author of Financially  
Empowered  
Cincy Recovery Board Member

## **AUSTIN RAILEY**

MBK Cincinnati Vice President  
Government Affairs Manager, Cincinnati USA  
Regional Chamber

## **JOHN ALLBRITTIN**

MBK Cincinnati Board Member  
Youth Chief Operating Officer & Whiz Kids  
Director at City Gospel Mission

## **DELORIS BACCHUS**

MBK Cincinnati Board Member  
Vice President, Bacchus Empowered  
Coaching, LLC

## **RICHARD CARRINGTON**

MBK Cincinnati Board Member  
MBK Cambridge Task Force Member  
President, CEO Beafather, LLC  
President, CEO Rehoboth Publishing, LLC

## **JOHN GOETZ**

MBK Cincinnati Board Member  
Cincy Recovery Board Member  
Global Practice Leader

## **IAN ORR**

MBK Cincinnati Board Member  
Account Executive

## **ERICKA SIMMONS**

MBK Cincinnati Board Member  
Elementary Principal & Director of Equity and  
Inclusion

## **ILLYA THOMAS**

MBK Cincinnati Board Member  
Citylink Center Board of Directors  
Wyoming City Schools Board Member

## **KENNY WILSON**

MBK Cincinnati Board Member  
Financial Advisor

## **MARC WENZEL**

MBK Cincinnati Board Member  
Commercial Director

## **BRUCE JEFFERY**

MBK Cincinnati Team Board Advisor  
Vice President of Community Action &  
Executive Director of Cradle to Career  
Cincinnati at YMCA of Greater Cincinnati

## **JORGE PEREZ**

MBK Cincinnati Team Board Advisor  
CEO, YMCA of Greater Cincinnati

## **MIKE KELLY**

MBK Cincinnati Team Board Advisor  
Founder, Principal Advisor, Kelly Financial  
Planning, LLC

## **SARA UZ**

MBK Cincinnati Legal Team  
WilmerHale, Boston, MA

## **AMY SEGAL**

MBK Cincinnati Legal Team  
WilmerHale, New York, NY

## **JONATHAN THOMPSON**

MBK Cincinnati Legal Team  
WilmerHale - Dayton, OH

Understanding the Historical and Modern Barriers of Economic Mobility  
*For Black Women in the Cincinnati Region*





# ***The Black Women's Economic Mobility Project***

**Phase 1:** Literature review of the historical context of labor trends and systemic barriers to Black women's employment.

**Phase 2:** Quantitative analysis to understand Black women in the workforce and their economic mobility status in Cincinnati region.

**Phase 3:** Qualitative study to determine the factors fostering or deterring Black women's economic mobility.





## Phase 2

# *Realizing the Potential of an Equitable Economy: Centering Black Women's Upward Mobility in the Cincinnati Region*

# *Key Findings*

- The industries with a significant portion of the Black female workforce are also the growing industries in the Cincinnati MSA.
- There is a high desire to participate in the workforce by Black women, and they have a disproportional harder time gaining employment.
- Black women are predominantly in jobs that do not pay a living wage, and wage gaps are experienced in every occupation group.
- Black women are not seeing the economic returns for increased educational attainment.

# 2018 Total Prime Working-Age Population by Employment & Poverty

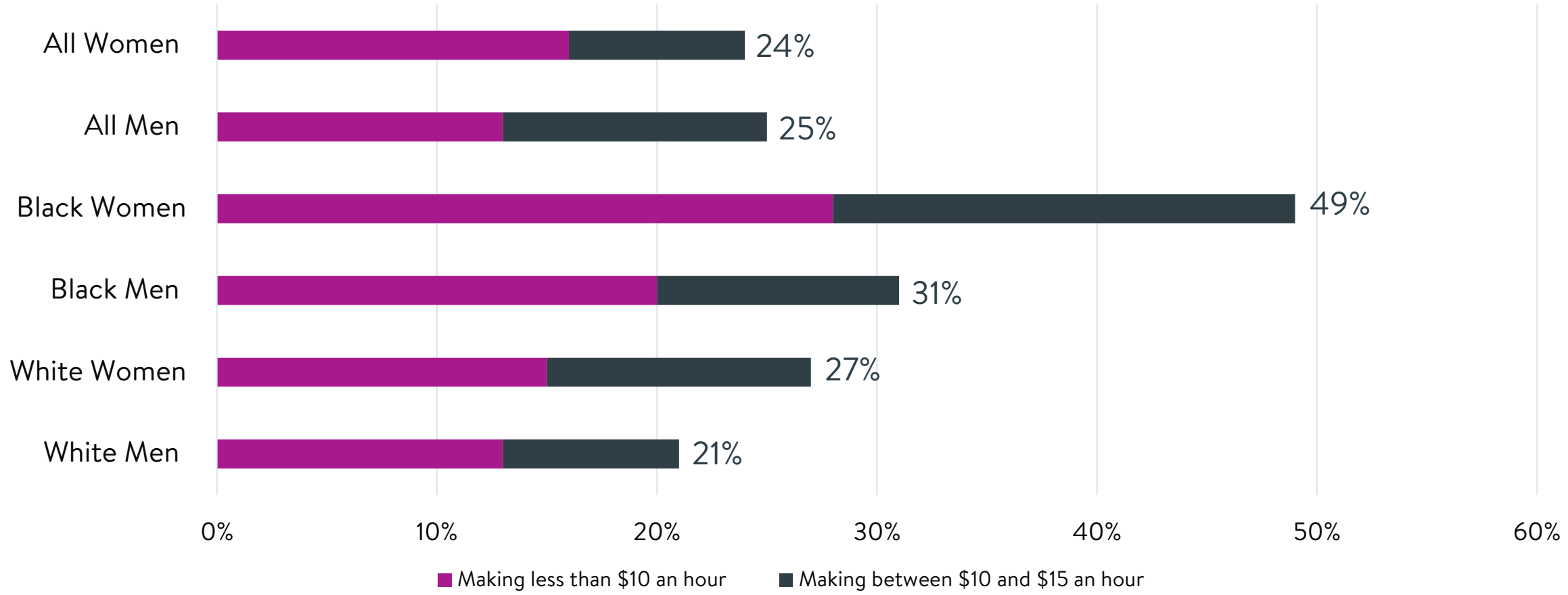
	Black Women	White Women	Black Men	White Men
<b>Total Prime Working-Age Population</b>	58,572	335,915	49,801	334,964
<b>Employment</b>				
Labor Force Participation	78.3%	79.9%	75.4%	90.7%
Unemployment Rate	4.5%	2.1%	2.4%	3.5%
<b>Poverty &amp; Public Assistance</b>				
Percentage with Annual Earnings below 100% FPL	26.2%	9.4%	18.8%	8.3%
Percentage Receiving Public Assistance	6.7%	1.3%	0.9%	0.5%

**Labor Force Participation:** A measure of an economy’s active workforce (all workers employed and actively seeking employment).

**Unemployment Rate:** A measure of the share of workers in the labor force who do not currently have a job but are actively looking for work.



# *Percentage of Employed Individuals Making Less than \$10 and \$15 an Hour*





# *Percentage of Employed Individuals Making Less than \$15 an Hour by Educational Attainment*

	No Formal Education	High School Diploma/ GED	Some College	Associate's Degree	Bachelor's Degree	Master's Degree	Doctoral Degree
Black Women	71%	43%	47%	37%	32%	9%	0%
White Women	67%	38%	37%	20%	13%	9%	8%
Black Men	55%	38%	36%	36%	10%	13%	0%
White Men	52%	29%	26%	11%	11%	5%	3%



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## Phase 3

# *The Influence of Gendered Racism and Understanding Economic Fragility for Black Women in the Cincinnati Region*

# *Methodology*

- ▶ This study interviewed 32 self-identified Black or African American women
- ▶ Qualitative, one-on-one interviews, several hours each
- ▶ Interviews were anonymized and compensated
- ▶ Conducted between December 2020 and January 2021

# *Gendered Racism Framework*



Gendered racism refers to the ways in which racism manifests differently based on gender and how racism and sexism intertwines.

## Gendered Racism

Category	Economic Fragility Status	Attributes
Downwardly Mobile	High	While making advancements in education and earnings, they are experience economic disruption
Immobile	Constant	Immobile are generationally stuck in place. They rarely or never really had a chance to move upward.
Upwardly Mobile	Less	Persons who are or have acquired wealth often at a higher economic position class than their parents. Individuals in this category often had advanced education and steady employment.

# *Key Findings*

- Black women are vulnerable to gendered racism in the workplace and at home, and this impacts their economic mobility opportunities.
- Many women report episodic experiences with physical and sexual violence.
- All the women interviewed have too little external and familial support, and many of the participants reported being the person everyone else calls on for help.
- Child support is a huge barrier for Black women's economic stability, irrespective of their mobility status.
- Interviewees reported a generational wealth deficit due to the lost family home.
- Reproductive injustice is a pronounced component of life for Black women across the three economic mobility categories. Maternal and infant mortality is not the problem of being poor but rather a problem of being Black in America.

## *Recommendations for All Sectors*

- ▶ All interventions need to be better resourced.
- ▶ Address racism and sexism and how it holds us all back from participating, prospering and reaching our full potential as a community.
- ▶ Include more community/employee voice in all decision making

# *Actionable Recommendations*

- ▶ Policy Makers - Apply a racial & gender lens to all new legislation; conduct a racial & gender impact analysis for all policy.
- ▶ Employers - Implement supportive and stabilizing benefits that meet the needs of lower wage workers.
- ▶ Educational Institutions - Address barriers to student success outside of the classroom; transportation, childcare, emergency expenses
- ▶ Funders - Invest in projects creating social capital and creating supportive peer networks



***Thank You!***

***Questions?***



Understanding the Historical and Modern Barriers of Economic Mobility  
*For Black Women in the Cincinnati Region*





**Jan-Michele Lemon Kearney**  
*Councilmember*

March 2, 2022

## MOTION

WE MOVE for City Council to designate Festival513 as a “Historical Event” in conformity with the Cincinnati Municipal Code Sec. 765.3(e).

Jan-Michele Lemon Kearney

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## STATEMENT

Festival513 is an annual event celebrating the culture, history, and traditions of Cincinnati and occurs during the third weekend of July each year. Nearly 20 years ago in July 2007, Festival513 debuted as a complementary event to the Cincinnati Music Festival (CMF). Festival513 is vibrant experience for concert goers and guests visiting Cincinnati during the music festival weekend. As an African American owned business, Festival513 provides a centralized merchandise and food vending area along Freedom Way across from the Paul Brown Stadium. The nearly 60,000 music festival patrons have access to Festival513. Festival513 is free and open to the public.

CAL

→ Healthy Neighborhoods  
J-mck

**ALL-IN**  
CINNATI



## VISION

Everyone in Hamilton County successfully participates and prospers in a just, fair, and inclusive community.

## MISSION

All-In Cincinnati is a coalition working to dismantle racial inequities in health, housing, education, economic mobility, and justice by focusing on Black women in Hamilton County.

## PURPOSE STATEMENT

The purpose of the All-In Cincinnati Equity Coalition is to co-create an equitable community in which Black women can live in healthy, safe, opportunity-rich neighborhoods reflecting their culture; connect to economic opportunities; and have influence in decisions shaping their neighborhoods.

# HOW IT WORKS



## EXECUTIVE DIRECTOR DENISHA PORTER

Over **15** years of experience in coalition building, policy and advocacy development, and community mobilization

## CORE TEAM

Approx. **20** leaders from each sector of health, housing, education, economic mobility, and justice

## COALITION MEMBERS

Approx. **75** community members addressing policy issues using a multi-sectoral approach. The only coalition creating change with policy makers, community members, and decision makers all at the same table.

Completed **50%** of the Strategic Plan in 2 years

Over **1500** people have attended All-In Cincinnati meetings

Over **1750** people have been trained in racial equity

# OUR GOALS BY DECEMBER 2023

## TRUTH

### Goal 1:

Hamilton County will increase the number of platforms in which Black women can tell their stories and the truth about racial equity.

## RACIAL HEALING

### Goal 2:

The All-In Cincinnati Coalition will commit to engage people from all racial, ethnic, religious and identity groups in genuine efforts to increase understanding, communication, caring and respect for one another.

## TRANSFORMATION

### ECONOMIC MOBILITY – ECONOMIC/WORKFORCE DEVELOPMENT

### Goal 3:

Hamilton County will increase access to jobs that provide pathways to the middle class and will increase the economic security and mobility of vulnerable families and workers, especially Black women facing barriers to employment.

## EDUCATION

### Goal 4:

Hamilton County will cultivate homegrown talent through a strong cradle-to-career pipeline.

## HEALTH

### Goal 5:

Hamilton County will create healthy, opportunity-rich neighborhoods for all.



# OUR GOALS BY DECEMBER 2023

## TRANSFORMATION

### HOUSING

**Goal 6:**  
Hamilton County will increase access to high-quality, healthy affordable homes and prevent displacement.

### JUSTICE

**Goal 7:**  
Hamilton County will expand democracy and justice.

### COALITION

**Goal 8:**  
The All-In Cincinnati Coalition will be a high functioning coalition.

### EQUITY ASSESSMENTS

**Goal 9:**  
The All-In Cincinnati Coalition will perform two Equity tool assessments and determine the improvements in racial equity factors and outcomes over the 5-year Strategic Plan.





# ALL-IN CINCINNATI HEALTH SUCCESSES

- 1**

Partnered with Kroger for a low-contact, convenient service that allows customers to shop online for groceries using SNAP benefits or EBT cards and pick up their order curbside at a nearby Kroger store.
- 2**

Partnered with 84.51° to update the food distribution map to include an overlay of Black women in poverty to address food access.
- 3**

The Hamilton County Board of Commissioners declared Racism a Public Health Crisis. Their resolution outlines action steps to address systemic racism and promote justice, including supporting All-In Cincinnati and other local orgs driving racial equity issues.
- 4**

Partnered with The Health Collaborative to address COVID-19 community testing, education and awareness, vaccinations, and data sharing.
- 5**

Partnered with Health Care Access Now to place Community Health Workers within non-traditional systems such as housing authorities and the judicial system.

# The Future of Public Health: Systems Level Change

## Who is doing the work?

### Health Equity Policy Director

- The Health Equity Policy Director leads the public health policy efforts of All-In Cincinnati including creating and implementing a multi-dimensional advocacy agenda and strategies, creating collaborative partnerships for impact, educating policymakers about our core issues, and mobilizing our coalition members to advance our public health policy efforts.
- Work with community members and internal and external stakeholders to establish short and long-term policy/advocacy agenda for health, including issue identification, alignment with our strategic plan, key focus areas, and pillars (truth, racial healing, and transformation) and development of accountability measures.
- Lead the development and management of effective working relationships with key public officials at the federal, state and local levels.
- Lead the All-In Cincinnati Health Subcommittee. Train and mobilize volunteers to support strategy.
- Establish partnerships with statewide policy and advocacy organizations such as Health Policy Institute of Ohio and Groundwork Ohio

## What does success look like?

### Outcomes

- Increased partnerships amongst public health entities in Hamilton County to support Black women
- Higher life expectancy and improved quality of life for Black women living in Hamilton County
- Increased opportunity for Black women to champion and implement public health policy



# Healthy Neighborhoods

- **Identify policy and systems changes that can be championed at the local, state and federal levels**
  - Integrate Community Health Workers into multidisciplinary health teams to reduce/improve control hypertension, diabetes, lung disease, COVID-19 and infant mortality (ex. Health Care Access Now and Cradle Cincinnati)
  - Implement best practices for multi-cultural engagement such as translation services and provision of childcare during meetings, etc (ex. Austin, Chicago, and San Jose)
    - Establish Racism as a Public Health Crisis Declaration at the state and federal levels
  - Increase access to community health workers by working with non-traditional health hubs such as the Cincinnati Metropolitan Housing Authority, Judicial Systems, Cincinnati Recreation Centers, and YMCA's to host community health workers
  - Engage All-In Cincinnati members in mapping current assets and developing a plan to leverage existing resources for greater awareness, impact and to garner funding for coalition activities
- **Foster collaboration to create placed-based initiatives in Hamilton County to support Black women**



# THANK YOU

**DENISHA PORTER, MPH, RS, HHS**

Executive Director of All-In Cincinnati  
Greater Cincinnati Foundation

513-768-6141  
[denisha.porter@allincincinnati.org](mailto:denisha.porter@allincincinnati.org)