

Leading on Opportunity

Our children. Their future. Our commitment.



Leading On Opportunity



@OpportunityCLT



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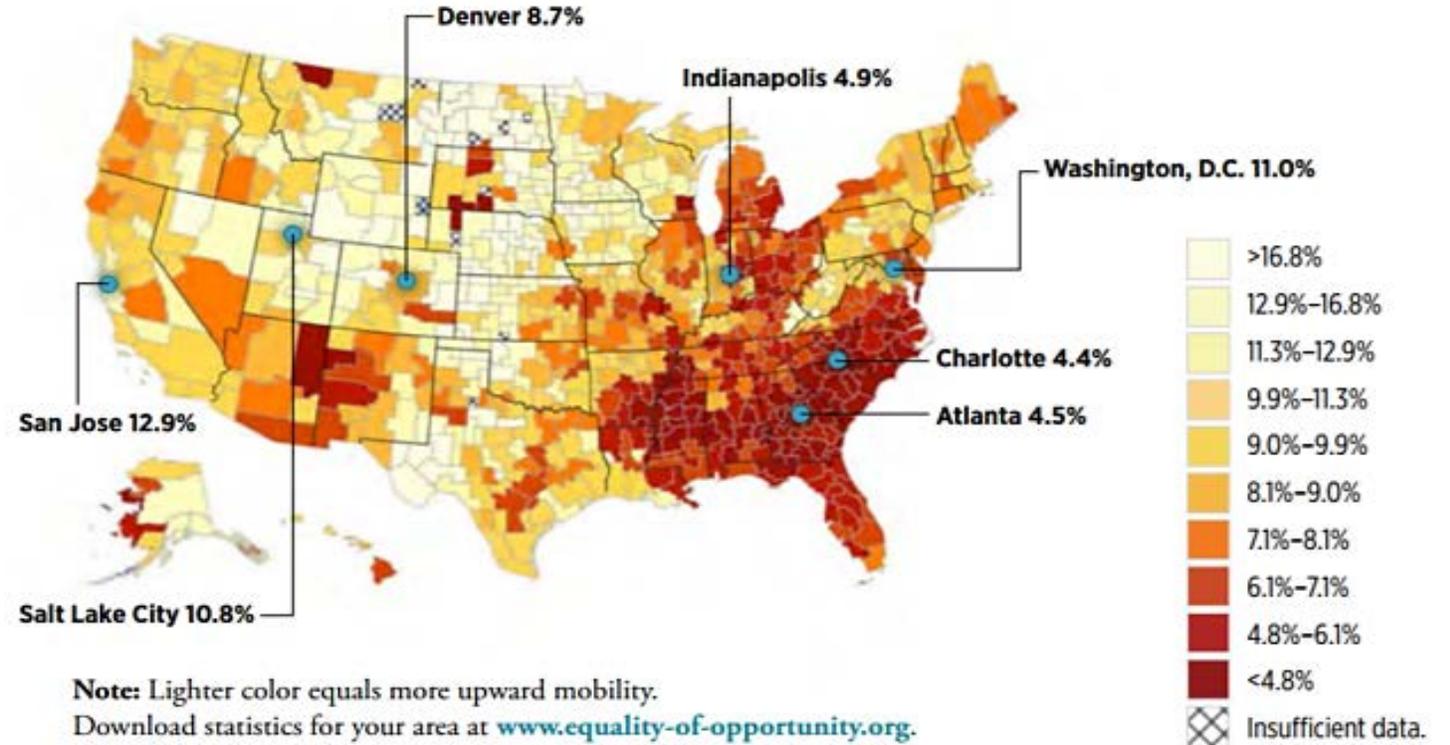


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The Map That Started It All...

The Chetty Study

The Harvard/UC Berkeley study ranked Charlotte 50th of 50 cities and Mecklenburg County 99th of 100 counties

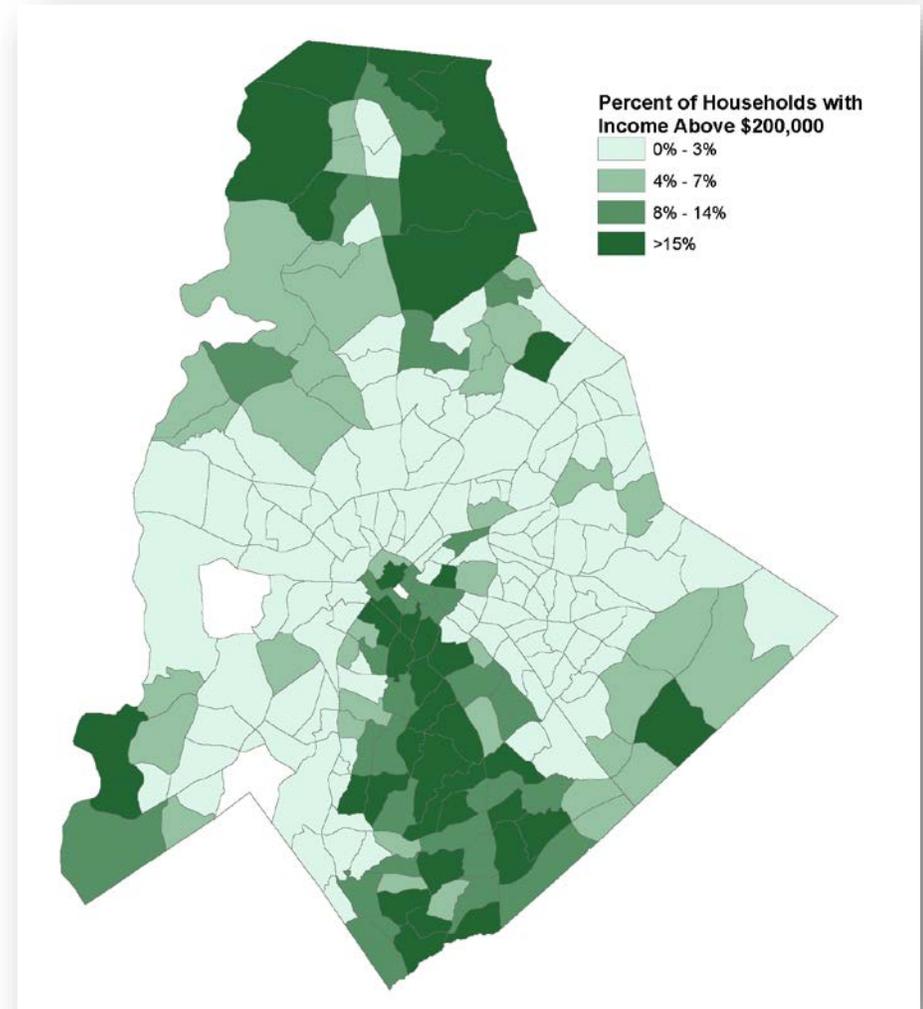
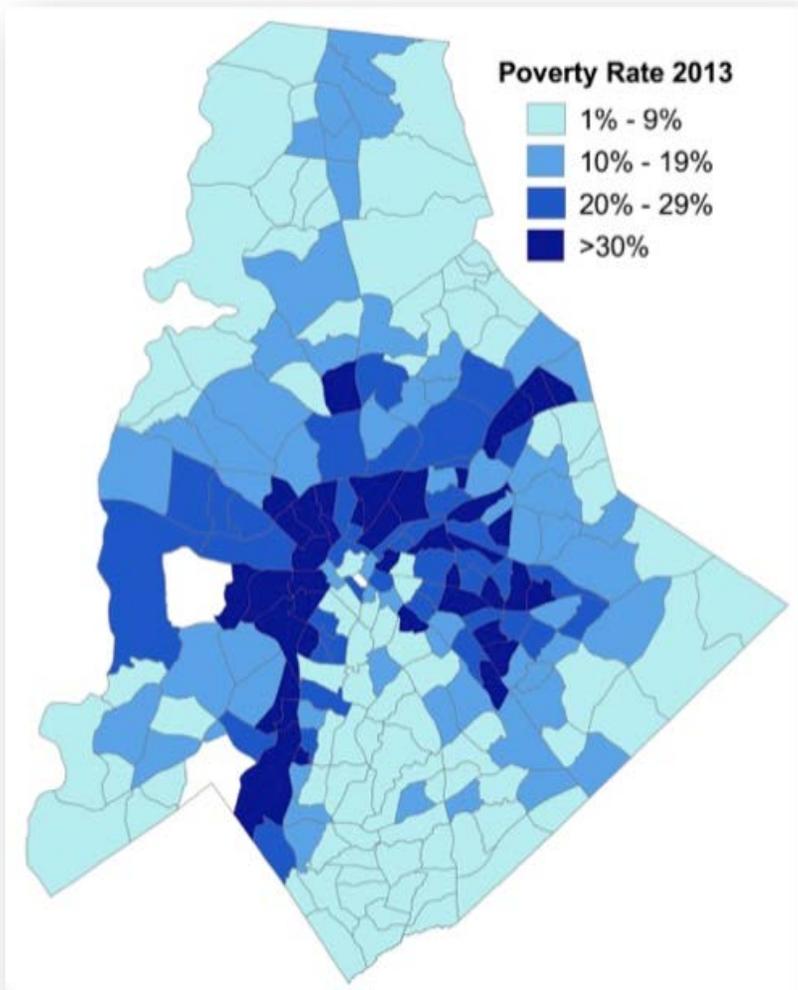




Five factors most predictive of upward mobility



**We are
segregated
by income.**



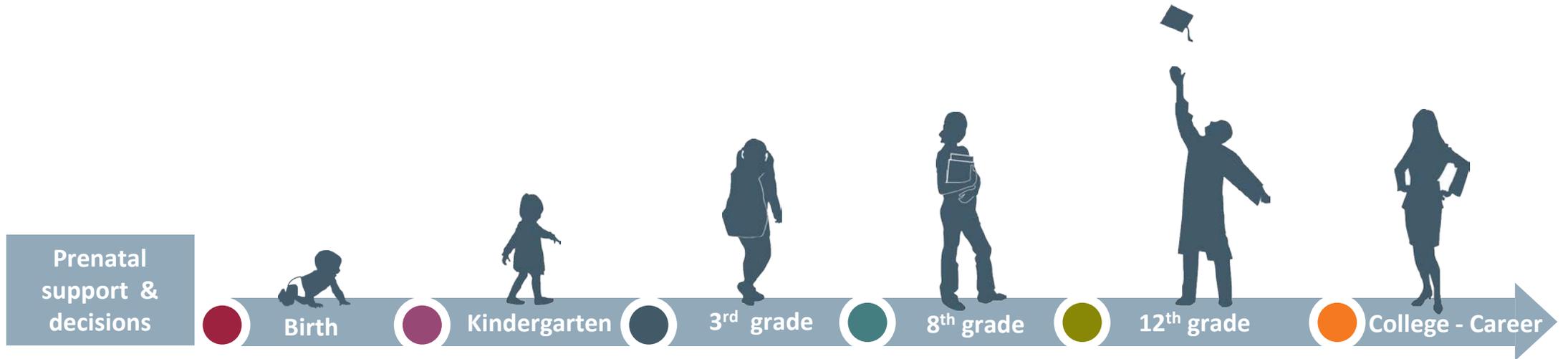
We agreed on the ultimate goal:

Young people—regardless of race or zip code—feel they belong, have big dreams, and find the opportunities to achieve those dreams.

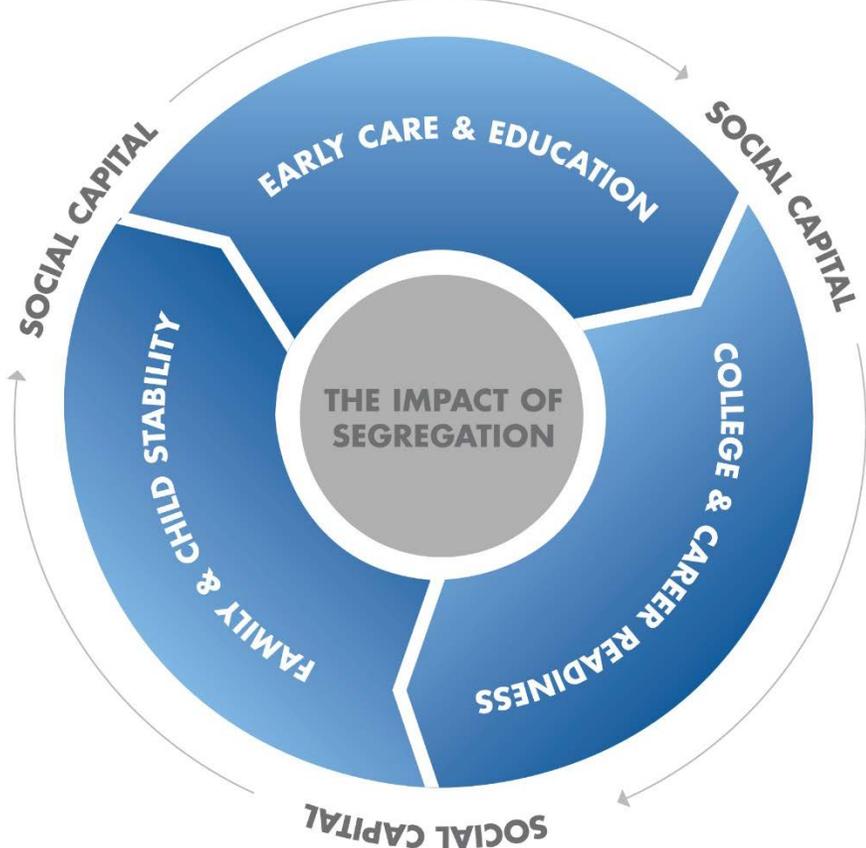




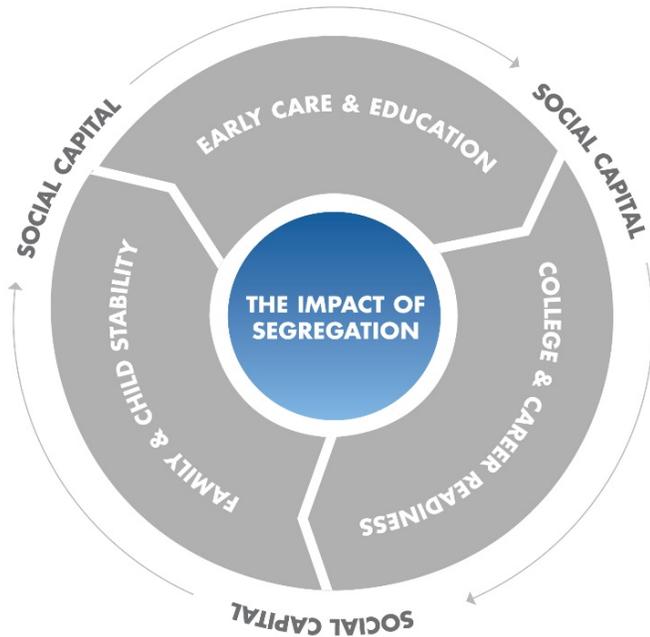
From: Cradle to Career To: *Prenatal to Career*



Opportunity “System” Strategy



Cross Cutting: Impact of Segregation

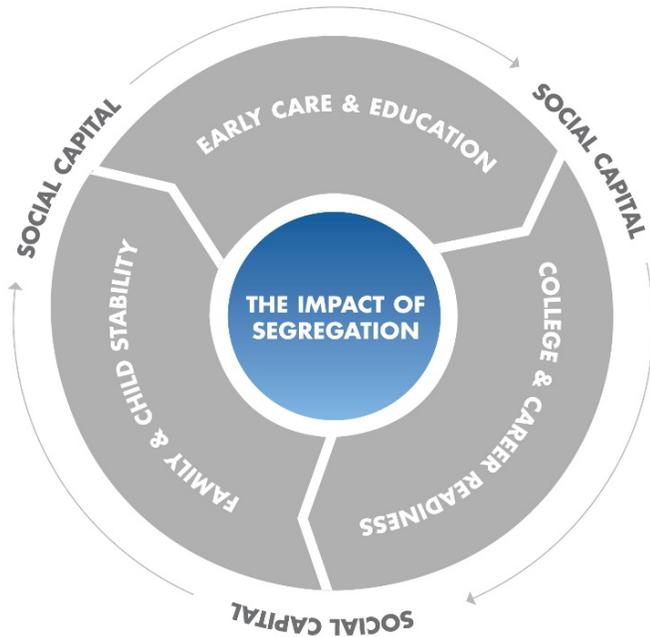


Key Issues

- Char-Meck's unique segregation pattern
 - Grounded in intentional decisions
- Commuting patterns mask reality
- Infiltrates all areas: schools, housing, food, transportation, digital access, etc.



Cross Cutting: Impact of Segregation



Selected Recommendations

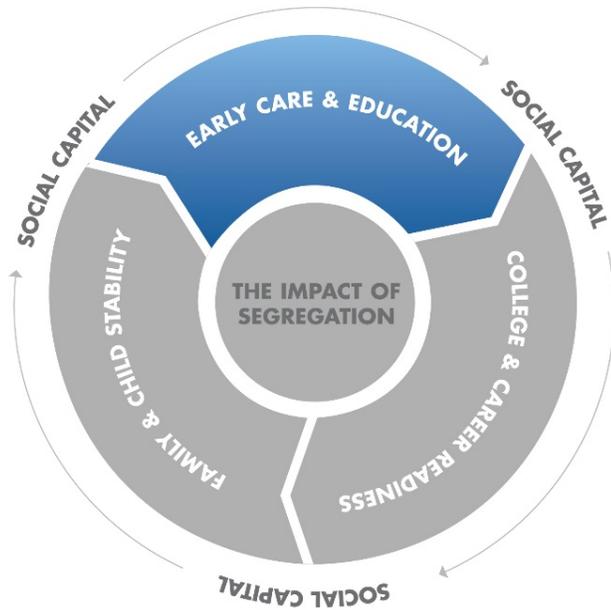
- Encourages new strategies for mixed income housing
- Increased private sector support for rental subsidies
- De-concentration of high-poverty schools
- Overhaul of transportation routes
- Ensure digital access, devices & literacy
- Expanded use of racial equity lens



Determinant

1 Early Care & Education

Key issues

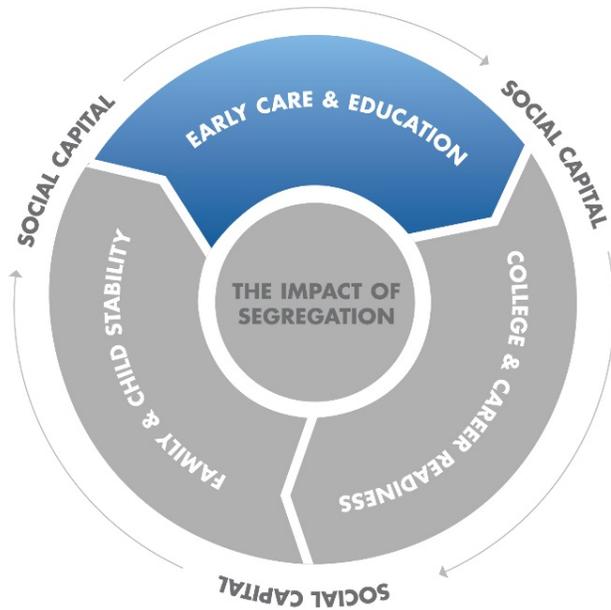


- **THE** priority determinant: ROI clear
- Child care waitlist of 3,000+
- Annual cost avg. \$9-11K per child/per year
- Workforce highly transient & underpaid
- Families often lack understanding of importance



Determinant

1 Early Care & Education



Selected Recommendations

- Support parents as first teacher
- Goal of universal access to care age birth to 5
- Strengthen early childhood workforce
- Look at pay & professional development
- Brain development awareness campaign
- Expand Read Charlotte systems approach



Determinant

1 Early Care & Education

Example

- Support CELC funded work group
- First step: eliminate the ~3,000 child wait list
- Identifies financing options including sales & property taxes



Selected Recommendations

- Support parents as first teacher
- **Goal of universal access to care age birth to 5**
- Strengthen early childhood workforce
- Look at pay & professional development
- Brain development awareness campaign
- Expand Read Charlotte systems approach



Key issues

- Research supports stable households & delayed pregnancy
- Families in poverty challenged to balance work, children, housing, other basic needs
- 34k unit shortage of affordable housing
- Cumulative impact leads to toxic stress

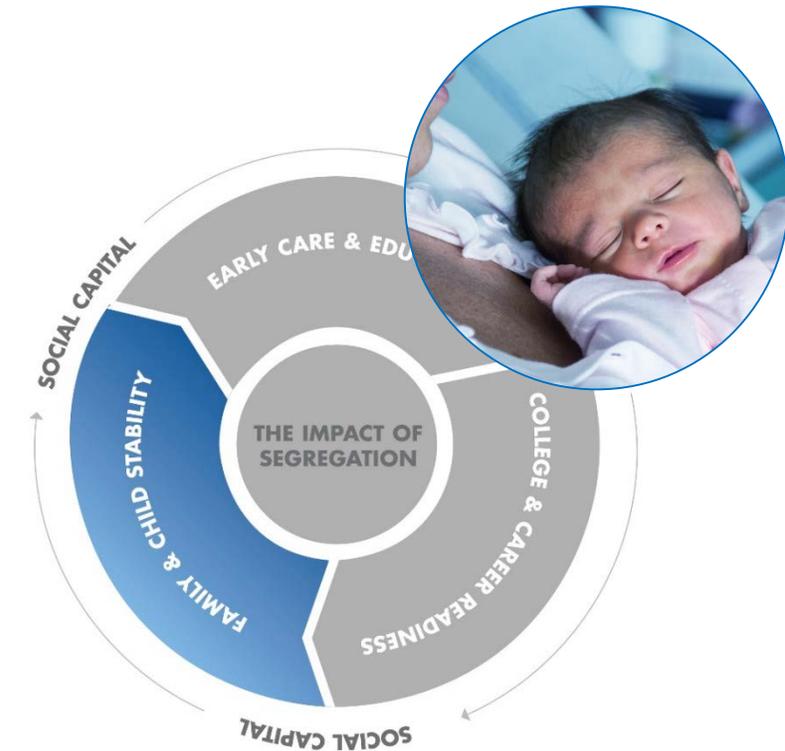


Selected Recommendations

- Identifies strategies to aggressively address lack of affordable housing
- Increase access to mental health services
- Educate on benefits of two parents & delaying pregnancy; provide access to effective methods
- Create pathways to living wages

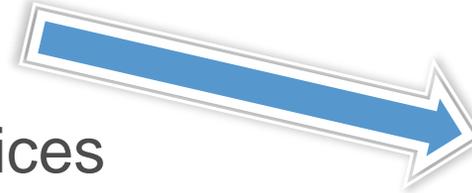
Determinant

2 Family & Child Stability



Selected Recommendations

- **Identifies strategies to aggressively address lack of affordable housing**
- Increase access to mental health services
- Educate on benefits of two parents & delaying pregnancy; provide access to effective methods
- Create pathways to living wages



Determinant

2 Family & Child Stability

Example

- Increase bond referendum from \$15M to up to \$50M every two years
- Prioritize housing when disposing of public property
- Create a private investment fund
- Convene developers to explore options such as tax abatement, overlay districts, etc.



Key Issues

- Disconnect between employer needs & K-12 curriculum/understanding/skills
- Historically, not a priority for Chamber or Regional Partnership
- Business sector concerns about CMS capacity to scale
- Lack of career pathways information
- Negative stigma of vocational education & certifications
- Lack of counselors + inadequate understanding of college/career information
- Importance of understanding alternatives to traditional four year college path
- Real + perceived barriers to attending & completing college

Determinant
3 College & Career Readiness



Selected Recommendations

- Ensure ALL students have access to a range of career & college pathway opportunities
 - Expand/improve career academies
 - Provide funding for student certifications
 - Partner with businesses/Chamber to raise awareness
 - Increase # of students in college prep courses
- Improve student/parent information & guidance:
 - Early exposure to college & career options
 - Increase number & quality of counselors
 - Leverage nonprofit & business resources
- Expand support for 1st gen & low income college students

Determinant

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Determinant

**3 College & Career
Readiness**

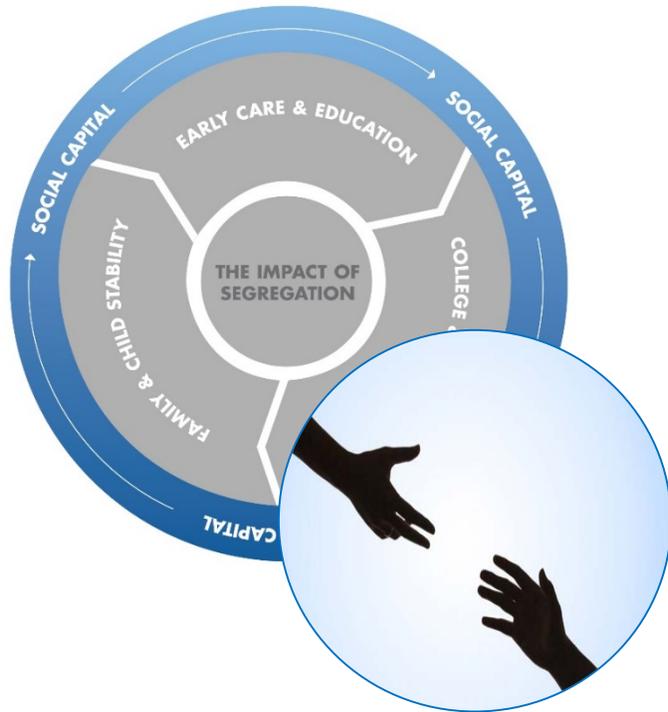
Example

Build CMS & business partnership to increase workplace based learning capacity:

- 1,000 slots by 2018
- 4,000 by 2020
- Ultimate goal: 10K+



Cross Cutting: Social Capital

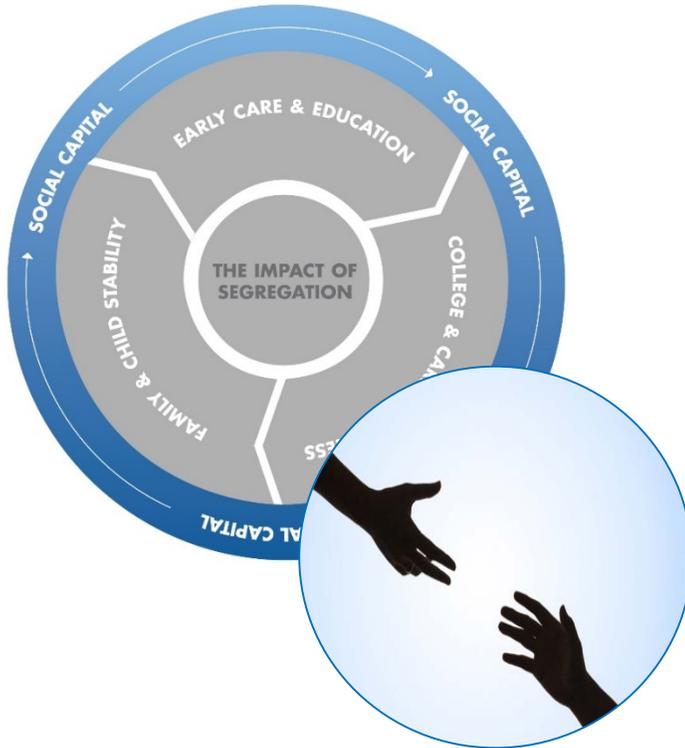


Key issues

- Networks & relationships have economic value
- Lack of strong/diverse connections undermines other efforts
- Helps transform “dreams” to tangible pathways
- Students: We want “Life Navigators”
- Many in the community: “We want to feel respected and valued”



Cross Cutting: Social Capital



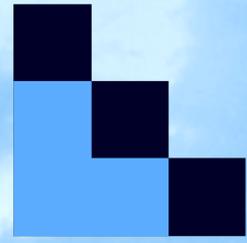
Selected Recommendations

- Implement “life navigator” concept starting no later than 7th grade
- Develop volunteer army to connect children/families
- Tangibly demonstrate a “culture of caring”
- Encourage use of economic opportunity lens for key decisions & investments



If every house of faith, elected official, civic group, employer, foundation, institution or organization asked this one simple question before making significant decisions—
“How will this decision impact the opportunity trajectory of our children, youth and families?”*—the actions taken as a result would tangibly impact all children, youth, and families.*





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