

Pathways Past Poverty

Helping Families and Individuals on the Road to Self-Sufficiency

Report on Pathways Past Poverty Spring 2008 Public Meetings

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CENTER FOR PUBLIC DELIBERATION

Background on Pathways Past Poverty Project

On October 18, 2007, the CPD, along with the United Way of Larimer County, hosted the initial community meeting for the Pathways Past Poverty project (www.pathwayspastpoverty.org). The project is in response to a sharp increase in poverty in Larimer County over the last several years, as highlighted in a series of articles in the *Fort Collins Coloradoan* from August 29-September 4, 2007. The long term plan for the project is to spark a community mobilization effort to address poverty issues in the county. This initial meeting, facilitated by Dr. Carcasson, and Nicolle Gregg and Mary Atchison of the United Way was attended by 100 community members, including the heads of a number of government agencies, directors of local non-profits, a state legislator, and two city council members. That meeting led to the development of eight “approach committees” that met monthly to examine particular areas within the broader issue. The committees were formed around the following issues:

- Enhance childhood education and achievement
- Create more and better jobs that lead to self sufficiency
- Provide job training and increase skill sets
- Increase individual responsibility for financial stability
- Provide solid foundations for families
- Address diversity and inequality
- Strengthening youth and families
- Enhance safety net through policy change

Over 200 community members were a part of the eight committees that met from December 2007 to April 2008. A CPD student associate served on each of the committees. Each committee was charged to research their area, examine best practices locally and nationally, and propose a short set of goals for the community effort.

The CPD then designed and facilitated two community open houses in April and May 2008 to gather public input on preliminary goals developed by approach committees, which received significant coverage. This report focused on the data from those meetings. A total of 250 community members participated over the two forums. A report on the data was developed and provided to the P3 steering committee, as is available online at the CPD website. The steering committee met over summer to prioritize the goals and in the Fall of 2008 the project will move forward to identify and work to implement specific strategies to achieve the prioritized goals. The CPD will likely be once again involved in facilitating the project as it continues to develop.



gather
the
media
public
forums
The P3
goals,
to
achieve
again

Overview of April 30 and May 7 Events

On April 30, the Center for Public Deliberation hosted an “open house” at the Aztlán Community Center in Fort Collins to gather public input on the goals that had been developed by the approach committees. The meeting was designed to allow participants to join discussions throughout the evening. At 4:30pm, an initial introductory session was held that included presentations by Nicolle Gregg from the United Way, who provided background on the P3 process, and by CPD Director Martín Carcasson, who explained the ground rules and process for the

evening. All participants were provided an agenda explaining the evening's events, a survey to capture demographic data and their opinion on key issues related to poverty, and additional written comment forms to give additional feedback on any of the goals. All those documents are provided in the appendix of this report.

Participants were explained that the P3 project had developed a set of preliminary goals, and were using the meeting to help sharpen and prioritize the goals, and to gather ideas about strategies to implement them. A timeline was shared that explained that the P3 steering committee would meet in May to consider the public input and make plans for the next step of the project, which would like involve focusing in on a smaller set of goals and reconvening the committees to research and suggest specific tactics for their realization. Of particular importance were the surveys that all participants were asked to complete, which listed all the goals and asked participants to rank the five goals they believed should be prioritized. Participants were instructed not to simply choose the "most important" goals, but the goals they believed the P3 project should focus on and could make particular progress. Copies of all the documents used at the meeting are available online at www.cpd.colostate.edu.

Participants then exited the introductory room and entered into the discussion room, where 13 round tables were set up, each designated for one of the key approach committee goals. Small group discussions were held for 30 minutes, with each table focusing on one goal, and the participants choosing tables based on those goals. As the first small group session began at 5:15pm, another introductory session was held for new participants. Over the evening, 4 introductory sessions were held, and four different discussion sessions were held, with every goal covered twice. In other words, each discussion session included half of the goals.

Each small group discussion included a CPD student or community associate as a facilitator and another as a notetaker. Facilitators were instructed to ask three questions during the deliberation:

- A. What do you like about this goal? Why is it particularly important?
- B. What concerns/questions do you have about the goal?
- C. What suggestions/ideas/strategies do you have that could help accomplish the goal?

All the notes from the discussions were compiled by the students and provided to Dr. Carcasson for the analysis presented in the report. Participants were also asked to complete the survey, which included an overall ranking of the importance of each goal.

A total of 165 people signed in at the 4/30 meeting at Atzlan, though roughly another 25 or so likely participated but did not sign in. We received 96 at least partially completed green surveys back.

A total of 36 signed in for the 5/7 meeting in Loveland. We received 30 at least partially completed green surveys back.

Three focus groups with low-income participants were also held, facilitated by Nicolle Gregg of the United Way, one each in Fort Collins, Loveland, and Estes Park. A total of 18 participants completed demographic forms at those focus groups.

A discussion was also held during the Local Legislative Affairs Committee meeting on April 25th at the Fort Collins Chamber of Commerce with local business leaders facilitated by Mary Atchison at the United Way. 18 participants provided completed demographic forms.

This report includes the demographic information from all four groups, as well as the data from the green surveys that were completed during the two public meetings.

Executive Summary of Key Themes from the Discussions

Key general overall themes from small group discussions and written comments:

- Need to know what other agencies are doing, existing services need to know and work together better/coordinate of existing services
- Don't duplicate/reinvent the wheel, look at what is already being done
- Increasing overall awareness and understanding is critical
- Need to start earlier with youth
- Need to get more information from the people in poverty, involve them in planning
- Need better info on current numbers and needs
- Goals aren't inclusive enough – do not address people with disabilities or seniors
- Many also expressed excitement and appreciation for the initiative overall

Key Themes from Individual Goal Discussions and Survey Data

A1 – Child care

Top overall goal from survey (received 15% of goals)

Goal seen as critical, particularly for working poor to be able to work toward self-sufficiency

Goal does not clearly address quality, and child care must be available for both work and education

Goal fits P3 well due to need for community/policy mix

A2 – Health care

Seen as critical issue; health often a major source of poverty

Significant concern that local “bandaid” effort would harm long term reform effort

Mixed views concerning the integrated “connections” model

Many specifically mentioned need for single payer plan

Tied for highest number of people expressing interest in helping

A3 – Housing

Had the most individuals interested in discussing the issue at the Fort Collins Open House (tables were full for this topic, and an additional “overflow” table was required).

Received the most #1 votes (18), and second most votes overall

Seen as a critical fundamental/preliminary issue that impacts all other goals.

Goal impacts very broad audience (working poor, children, elderly, disabled, etc.)

Many expressed concern with 3 unrelated law

A4 – Transportation

Seen as critical for many other goals (mentioned as a key issue during discussions of other goals)

Important for overall community, but particularly low income workers

Current situation seen as particularly problematic (lack of routes, time f

Significant support for public transportation, including light rail

Identified a tension between need for more demand before costly improvements, but need for improvements before more demand

B1-3 – Job training

Participants discussed many appreciations

Goal seen as a good fit for P3 (individual/community/policy combination)

Importance of soft skills emphasized

Significant support for the need for a skills assessment prior to the development of new programs

Support for idea of entrepreneurial mentoring, helping low-income start businesses
Some disagreement concerning value of specific job training, and who should be responsible for it (concern that businesses move, and “cookie-cutter” training may not be useful long term)
Third in number of people interested in helping

C1 – Increased awareness of diversity and poverty

Clear support for the need for awareness, but also concern that “awareness” is too limited
Concern expressed over meaning of diversity and scope of goal
Concern expressed concerning the particular lack of understanding of diversity or poverty in Northern Colorado
CSU seen as an untapped potential resource
Several potential partners identified

D1 – Individual resource development/mentoring

Significant appreciation for the empowerment aspect of this goal, and the balance between individual and community responsibility
Unsure how those in poverty would react
Received third most #1 votes, and sixth most points overall
Tied for highest number of people expressing interest in helping

D2 – Community awareness concerning economic benefits

Some appreciated the economic framing (“spoke the language of business”), but others felt that focus was inappropriate
Many saw the importance of engaging businesses in the issue
Fits the overall concern with the need for greater awareness

D3 – Engage broad range of stakeholders

Some back and forth concerning importance and limits of “engaging” others
Support for need to start with early childhood and do more preventative work

E1 – Better jobs

A number of recommendations and discussion of potential partners
Need for employer education expressed
Received the second most #1 votes, and third most points overall
Understanding of the difficulty of expecting wage increases

F1 – School readiness and participation

Significant discussion of tensions between public and private schools and need for both to work together better
A number of recommendations for potential partners

F2 – Government prioritizes children

Some appreciated governmental/policy focus, others felt that it disempowered community
Concerns over lack of clarity
A number of broad suggestions were made, ranging from Tabor to cliff effect to CSAP tests.

F3 – Increased academic success

Drew limited attention at forums, and only received 1% of vote points.
Discussion of goal was very broad and somewhat disconnected

G1 – Increased savings

Table at Fort Collins Open House for this goal did not draw participants for either session, only goal to not have any conversations tied to it.

2nd lowest rated goal in survey.

G2 – Increased financial literacy

Importance was recognized, but difficulty of drawing people to these conversations also expressed.

Numerous interesting suggestions, would seem to fit P3 well (individual/community effort)

G3 – Level the playing field

Least rated goal.

Some confusion concerning goal description.

Appreciation for the need to undo institutional barriers that keep people in poverty

Concern over limits of the goal, and the middle-class assumptions

Prioritization of Goals from 4/30 Fort Collins Meeting

	Priority Votes					Pts.
	1	2	3	4	5	
Goal A1: Ensure families in Larimer County have access to child care that they can afford, that supports their children’s development, and supports their ability to be present and productive at work (including when children are sick).	7	12	11	10	2	138
Goal A2: Develop and implement a multifaceted integrated health care/wellness/preventative system to help ensure that every resident of Larimer County has access to quality mental, dental, physical, and vision services throughout their lifespan.	6	10	8	5	3	107
Goal A3: Develop and implement a multi-dimensional approach to low-income housing to help ensure that no persons or families lack access to adequate housing.	12	6	5	8	13	128
Goal A4: Develop and implement a seamless, affordable, integrated multi-modal transportation system, providing uninterrupted coverage for the area from Wellington to Berthoud and including Timnath, Windsor and Johnstown.	0	3	1	8	6	37
Goal B1: Identify critical skill sets required for living wage employment in Larimer County; Goal B2: Identify and increase living wage job training opportunities which teach critical skill sets and increase the participation in this job training; Goal B3: Identify and create synergistic support systems which enable members of our community to successfully participate in essential skill set job training	7	7	8	7	8	109
Goal C1: Increase awareness of diversity and poverty to create an inclusive and involved community that honors the value of all people in Larimer County	5	2	7	3	9	69
Goal D1: Ensure that families facing poverty with the opportunity to take part in a community supported process that enhances their own individual and family resources. In this process, individuals take responsibility for building their future as they identify their goals and assess their resources (financial, emotional, mental, spiritual, physical, support systems, relationships and role models, and knowledge of the hidden rules of class). They continue with the process by making choices and creating plans to enhance their resources. (Definition of families includes, but is not limited to two parent families, single parent families, grandparents raising grandchildren, foster families)	5	2	8	5	2	69
Goal D2: Raise community awareness of the economic benefits of investing in and supporting children, youth and families.	0	0	3	1	4	15
Goal D3: Engage a broad range of community stakeholders in examining policies and implementing best practices that support children, youth and families.	2	1	3	1	3	28
Goal E1: Provide Better Jobs in Larimer County (better jobs are jobs that have a sustainable wage; value employees as people; and are long-term, career oriented)	14	10	6	4	1	137
Goal F1: Provide supportive programming for children and their families to improve school readiness and participation, as well as to insure that schools have necessary supports to educate children and families in poverty.	1	5	5	4	4	52
Goal F2: To have every governmental body in Larimer County place the health and well-being of children and youth as a top priority, demonstrated through budgetary processes, policy decisions and awareness efforts.	3	0	2	4	4	33
Goal F3: Increase the academic success of all youth in Larimer County.	1	1	1	2	1	17
Goal G1: Encourage people to have savings of 3 – 6 months of expenditures to create a cushion for emergencies such as job loss or health issues.	0	0	2	1	2	10
Goal G2: Increase the level of financial literacy in the community.	1	2	3	1	2	26
Goal G3: Level out the playing field for those in poverty.	0	1	0	1	3	9

A goal ranked #1 was given 5 votes, #2 was given 4 votes, #3, 3 votes, #4 2 votes, and #5 1 vote.

Prioritization of Goals from 5/7 Loveland Meeting

	Priority Votes					Pts.
	1	2	3	4	5	
Goal A1: Ensure families in Larimer County have access to child care that they can afford, that supports their children’s development, and supports their ability to be present and productive at work (including when children are sick).	2	4	7	4	6	61
Goal A2: Develop and implement a multifaceted integrated health care/wellness/preventative system to help ensure that every resident of Larimer County has access to quality mental, dental, physical, and vision services throughout their lifespan.	3	2	6	2	5	50
Goal A3: Develop and implement a multi-dimensional approach to low-income housing to help ensure that no persons or families lack access to adequate housing.	6	4	2	2	2	58
Goal A4: Develop and implement a seamless, affordable, integrated multi-modal transportation system, providing uninterrupted coverage for the area from Wellington to Berthoud and including Timnath, Windsor and Johnstown.	0	1	2	4	3	21
Goal B1: Identify critical skill sets required for living wage employment in Larimer County; Goal B2: Identify and increase living wage job training opportunities which teach critical skill sets and increase the participation in this job training; Goal B3: Identify and create synergistic support systems which enable members of our community to successfully participate in essential skill set job training	0	1	2	4	3	21
Goal C1: Increase awareness of diversity and poverty to create an inclusive and involved community that honors the value of all people in Larimer County	1	0	2	0	1	12
Goal D1: Ensure that families facing poverty with the opportunity to take part in a community supported process that enhances their own individual and family resources. In this process, individuals take responsibility for building their future as they identify their goals and assess their resources (financial, emotional, mental, spiritual, physical, support systems, relationships and role models, and knowledge of the hidden rules of class). They continue with the process by making choices and creating plans to enhance their resources. (Definition of families includes, but is not limited to two parent families, single parent families, grandparents raising grandchildren, foster families)	7	3	3	2	0	60
Goal D2: Raise community awareness of the economic benefits of investing in and supporting children, youth and families.	0	1	0	1	0	6
Goal D3: Engage a broad range of community stakeholders in examining policies and implementing best practices that support children, youth and families.	0	1	0	0	0	4
Goal E1: Provide Better Jobs in Larimer County (better jobs are jobs that have a sustainable wage; value employees as people; and are long-term, career oriented)	3	2	2	2	2	35
Goal F1: Provide supportive programming for children and their families to improve school readiness and participation, as well as to insure that schools have necessary supports to educate children and families in poverty.	0	3	5	2	1	32
Goal F2: To have every governmental body in Larimer County place the health and well-being of children and youth as a top priority, demonstrated through budgetary processes, policy decisions and awareness efforts.	0	0	0	1	0	2
Goal F3: Increase the academic success of all youth in Larimer County.	0	0	0	1	0	2
Goal G1: Encourage people to have savings of 3 – 6 months of expenditures to create a cushion for emergencies such as job loss or health issues.	0	0	1	0	1	4
Goal G2: Increase the level of financial literacy in the community.	0	1	1	0	0	7
Goal G3: Level out the playing field for those in poverty.	0	1	0	0	1	5

**Total Prioritization of Goals from 4/30 and 5/7,
Sorted by Goal**

	Priority Votes					Pts.	Commit- tee Total
	1	2	3	4	5		
Goal A1: Ensure families in Larimer County have access to child care that they can afford, that supports their children’s development, and supports their ability to be present and productive at work (including when children are sick).	9	16	18	14	8	199	
Goal A2: Develop and implement a multifaceted integrated health care/wellness/preventative system to help ensure that every resident of Larimer County has access to quality mental, dental, physical, and vision services throughout their lifespan.	9	12	14	7	8	157	
Goal A3: Develop and implement a multi-dimensional approach to low-income housing to help ensure that no persons or families lack access to adequate housing.	18	10	7	10	15	186	
Goal A4: Develop and implement a seamless, affordable, integrated multi-modal transportation system, providing uninterrupted coverage for the area from Wellington to Berthoud and including Timnath, Windsor and Johnstown.	0	4	3	12	9	58	600
Goal B1-B3: Identify critical skill sets required for living wage employment in Larimer County; Goal B2: Identify and increase living wage job training opportunities which teach critical skill sets and increase the participation in this job training; Goal B3: Identify and create synergistic support systems which enable members of our community to successfully participate in essential skill set job training	7	8	10	11	11	130	130
Goal C1: Increase awareness of diversity and poverty to create an inclusive and involved community that honors the value of all people in Larimer County	6	2	9	3	10	81	81
Goal D1: Ensure that families facing poverty with the opportunity to take part in a community supported process that enhances their own individual and family resources. In this process, individuals take responsibility for building their future as they identify their goals and assess their resources (financial, emotional, mental, spiritual, physical, support systems, relationships and role models, and knowledge of the hidden rules of class). They continue with the process by making choices and creating plans to enhance their resources. (Definition of families includes, but is not limited to two parent families, single parent families, grandparents raising grandchildren, foster families)	12	5	11	7	2	129	
Goal D2: Raise community awareness of the economic benefits of investing in and supporting children, youth and families.	0	1	3	2	4	21	
Goal D3: Engage a broad range of community stakeholders in examining policies and implementing best practices that support children, youth and families.	2	2	3	1	3	32	182
Goal E1: Provide Better Jobs in Larimer County (better jobs are jobs that have a sustainable wage; value employees as people; and are long-term, career oriented)	17	12	8	6	3	172	172
Goal F1: Provide supportive programming for children and their families to improve school readiness and participation, as well as to insure that schools have necessary supports to educate children and families in poverty.	1	8	10	6	5	84	
Goal F2: To have every governmental body in Larimer County place the health and well-being of children and youth as a top priority, demonstrated through budgetary processes, policy decisions and awareness efforts.	3	0	2	5	4	35	
Goal F3: Increase the academic success of all youth in Larimer County.	1	1	1	3	1	19	138
Goal G1: Encourage people to have savings of 3 – 6 months of expenditures to create a cushion for emergencies such as job loss or health issues.	0	0	3	1	3	14	
Goal G2: Increase the level of financial literacy in the community.	1	3	4	1	2	33	
Goal G3: Level out the playing field for those in poverty.	0	2	0	1	4	14	61

Total Prioritization of Goals from 4/30 and 5/7, Sorted by Rank

	Priority Votes					Pts.	%
	1	2	3	4	5		
Goal A1: Ensure families in Larimer County have access to child care that they can afford, that supports their children’s development, and supports their ability to be present and productive at work (including when children are sick).	9	16	18	14	8	199	15%
Goal A3: Develop and implement a multi-dimensional approach to low-income housing to help ensure that no persons or families lack access to adequate housing.	18	10	7	10	15	186	14%
Goal E1: Provide Better Jobs in Larimer County (better jobs are jobs that have a sustainable wage; value employees as people; and are long-term, career oriented)	17	12	8	6	3	172	13%
Goal A2: Develop and implement a multifaceted integrated health care/wellness/preventative system to help ensure that every resident of Larimer County has access to quality mental, dental, physical, and vision services throughout their lifespan.	9	12	14	7	8	157	12%
Goal B1: Identify critical skill sets required for living wage employment in Larimer County; Goal B2: Identify and increase living wage job training opportunities which teach critical skill sets and increase the participation in this job training; Goal B3: Identify and create synergistic support systems which enable members of our community to successfully participate in essential skill set job training	7	8	10	11	11	130	10%
Goal D1: Ensure that families facing poverty with the opportunity to take part in a community supported process that enhances their own individual and family resources. In this process, individuals take responsibility for building their future as they identify their goals and assess their resources (financial, emotional, mental, spiritual, physical, support systems, relationships and role models, and knowledge of the hidden rules of class). They continue with the process by making choices and creating plans to enhance their resources. (Definition of families includes, but is not limited to two parent families, single parent families, grandparents raising grandchildren, foster families)	12	5	11	7	2	129	9%
Goal F1: Provide supportive programming for children and their families to improve school readiness and participation, as well as to insure that schools have necessary supports to educate children and families in poverty.	1	8	10	6	5	84	6%
Goal C1: Increase awareness of diversity and poverty to create an inclusive and involved community that honors the value of all people in Larimer County	6	2	9	3	10	81	6%
Goal A4: Develop and implement a seamless, affordable, integrated multi-modal transportation system, providing uninterrupted coverage for the area from Wellington to Berthoud and including Timnath, Windsor and Johnstown.	0	4	3	12	9	58	4%
Goal F2: To have every governmental body in Larimer County place the health and well-being of children and youth as a top priority, demonstrated through budgetary processes, policy decisions and awareness efforts.	3	0	2	5	4	35	3%
Goal G2: Increase the level of financial literacy in the community.	1	3	4	1	2	33	2%
Goal D3: Engage a broad range of community stakeholders in examining policies and implementing best practices that support children, youth and families.	2	2	3	1	3	32	2%
Goal D2: Raise community awareness of the economic benefits of investing in and supporting children, youth and families.	0	1	3	2	4	21	2%
Goal F3: Increase the academic success of all youth in Larimer County.	1	1	1	3	1	19	1%
Goal G1: Encourage people to have savings of 3 – 6 months of expenditures to create a cushion for emergencies such as job loss or health issues.	0	0	3	1	3	14	1%
Goal G3: Level out the playing field for those in poverty.	0	2	0	1	4	14	1%

Demographic Information from Meetings

Age	Fort Collins (4/30)	Loveland (5/7)	Total from community forums	%	Low income Focus Groups	LLAC	Overall Total	%
20 or younger:	10	1	11	9%	0	0	11	7%
21 to 26:	3	1	4	3%	0	2	6	4%
27-44:	23	6	29	25%	5	6	40	26%
45-64:	39	17	56	47%	12	8	76	49%
65 +:	16	2	18	15%	1	2	21	14%
Total	91	27	118		18	18	154	

Gender	Fort Collins (4/30)	Loveland (5/7)	Total from community forums	%	Low income Focus Groups	LLAC	Overall Total	%
Male:	19	6	25	20%	4	12	41	25%
Female:	77	23	100	80%	15	6	121	75%
Total	96	29	125		19	18	162	

Political affiliation	Fort Collins (4/30)	Loveland (5/7)	Total from community forums	%	Low income Focus Groups	LLAC	Overall Total	%
Independent/Moderate/Unaffiliated:	17	6	23	25%	5	3	31	27%
Democrat/Liberal:	45	12	57	63%	3	2	62	53%
Republican:	8	1	9	10%	2	10	21	18%
Green:	2	0	2	2%	0	0	2	2%
	72	19	91		10	15	116	

Ethnicity	Fort Collins (4/30)	Loveland (5/7)	Total from community forums	%	Low income Focus Groups	LLAC	Overall Total	%
African-American:	1	0	1	1%	1	0	2	1%
Caucasian:	74	26	100	87%	14	15	129	86%
Asian:	1	0	1	1%	0	2	3	2%
Hispanic:	6	1	7	6%	1	0	8	5%
Native American	1	1	2	2%	2	0	4	3%
Multi	1	1	2	2%	0	0	2	1%
Other	1	1	2	2%	0	0	2	1%
	85	30	115		18	17	150	100%

Income	Fort Collins (4/30)	Loveland (5/7)	Total from community forums	%	Low income Focus Groups	LLAC	Overall Total	%
<20,000	14	5	19	18%	14	0	33	23%
20-39k:	12	4	16	15%	5	1	22	15%
40-59k:	11	7	18	17%	0	1	19	13%
60-74k:	11	4	15	14%	0	0	15	11%
74K+:	34	4	38	36%	0	15	53	37%
	82	24	106		19	17	142	

Zip code:	Fort Collins (4/30)	Loveland (5/7)	Total from community forums	%	Low income Focus Groups	LLAC	Overall Total	%
80525:	22	4	26	22%		5	31	21%
80521:	20	2	22	19%		3	25	17%
80524:	17	0	17	15%	4	2	23	15%
80537:	2	14	16	14%	3		19	13%
80526:	13	0	13	11%		2	15	10%
80538:	4	6	10	9%	3		13	9%
80522	1	2	3	3%			3	2%
80528	1	0	1	1%		1	2	1%
80015:	1	0	1	1%			1	1%
81212:	1	0	1	1%			1	1%
80634:	1	0	1	1%			1	1%
80549:	1	0	1	1%			1	1%
80013:	1	0	1	1%			1	1%
80127:	1	0	1	1%			1	1%
80920:	1	0	1	1%			1	1%
80517:	0	1	1	1%	8		10	7%
80534:	0	1	1	1%			2	1%
Total	87	30	117		18	13	150	

What do you believe are the most important causes of poverty and/or barriers to individuals becoming more self-sufficient?

Lack of Education (28)
Low paying jobs/wages (11) or lack of “living/sustainable” wages (13), min wage too low (2) (total of 26)
Lack of affordable housing (25)
Lack of affordable child care/child care costs (25)
Health issues/lack of affordable health care (19)
Transportation (14)
Lack of job skills (13)
Good jobs/lack of job opportunities (11) lack of primary jobs (2) (total of 13)
Lack of affordable/accessible training & educational programs (10)
Generational poverty (5), culture of poverty (2), (7)
Mental health issues (6)
Negativity/negative people/no hope/no faith/no love (5)
Increasing cost of living (housing, utilities, phone, transportation, food, etc.) (4)
Cliff effect (4)
Substance abuse issues (4)
Family culture/structure/disintegration (4)
Lack of “soft skills” (4)
Lack of financial education/understanding/poor money management (3)
The “system.” People are set up to fail and its hard to break out of the poverty barriers, systemic patterns of distribution injustice (2), capitalism (1) (3)
Federal poverty guidelines is out of date, it should reflect the real cost of living in today’s world (2)
Language/cultural differences (2)
Lack of visibility of poverty in F.C. (2)
Educational and child care support from birth on up (2)
Job search skills (2)
Single income families (2)
Domestic violence (2)
Public policy (3) (not conducive to assist people in poverty who wish to move up)
Cost of education (3)
Adequate safety nets (2)
Worsening economy (2)
Individuals not being held responsible for their actions (pregnancies, drugs, etc.) / Personal accountability and responsibility (2)
Lack of healthy relationships (2)

Lack of available programs (long waiting lists)
Multi-dimensional needs (housing, hc, jobs, trans, child care) all impound one another
Objectification of the poor
Tolerance of poverty, lack of political will to address
Unforeseen accidents or injury (no insurance → debt)
Unrealistic planning (i.e. become impoverished upon retirement)
Lack of resources
Frustration/giving up of “jumping through all the hoops” to get available assistance
Social systems that make it difficult to break the cycle—sometimes generational—of poverty
Perception that individuals want to be in poverty
Callous indifference from policy makers and politicians who make decisions about how resources are utilized
Lack of safe environment
Need for retraining for those whose jobs have been outsourced
Pay day loan lenders
Bad credit, can’t get a bank account
Lack of information
Apathy
Cycle of needing housing for employment but needing employment in order to find housing
The resources are disproportionately controlled & there is a prevailing attitude that those who have less somehow “deserve it”
Lack of options
Need for a one-stop approach on a community-wide basis
Upbringing
Socio-economics
Dropping wages with increasing cost of living
Lack of work supports like child care, transportation, housing
Local Chamber of Commerce promotes poverty, poor education, and poor health care. It needs to change it s anti-labor, anti-education, and anti-public health care policies
Skills in all areas of life – health, relationships, parenting, responsibility for one’s life
Financial basics
Lack of access to technology
Parenting
Lack of healthy living

Divorce
Larimer County seems clique-ish, companies and employers seem to require applicants to have contacts and connections. Single parents don't have the time to network.
Child expenses
Growing and accelerating disparity in income
Age discrimination
Ethnic discrimination
Address prevention as well as poverty amelioration
Racism, classism, and greedy government legislation
NAFTA
Republicans
Insurance, and medical pharmaceutical corporations
Lack of sharing among the poor
Opportunity
Iraq war draining public funding
People who are not in need/do not know what poverty is like. People that believe if people just work harder they would not be poor, they are just lazy people
Insufficient access to financial literacy resources
Local economic power and decision-making
USA Federal gov policies and practices

Coldness, misunderstanding of people in poverty, giving people a break
Lack of support system (HC, trans, decent entry level jobs)
3 unrelated
Individual and corporate greed and a government that supports/allows it
Lack of knowledge
Lack of calm/safety/community
There always has to be a poverty level because there needs to be a group to blame
Lack of knowledge of middle class rules that are hidden
Low self esteem
Why bother they can live off the system
Lack of democracy/accountability with elected/public officials
Property tax structure
Disabilities
Bad luck
Lack of communication and understanding
Inability for poor to focus on long term

As you consider the various goals listed on the back of this page, what is missing? What do we need to incorporate in our discussions that currently is not included?

Nothing missing! / Looks complete. / I don't think anything is missing/Strong list/ Nothing (5)
Awareness: Media coverage; We need consistent exposure to tackling poverty instead of looking at it, Show our proactive communities; Put a face on poverty... avoid using only stats, use real people who face/have faced this issue to help engage our community; Educate the FC/Larimer County community about this (3)
Include low-income in planning/More inclusion of those living in poverty in the process such that their voices and perspectives are heard and that opportunity to learn new social roles (leaders) are available to them which can transfer to job skills; Bring low income people to decision-making. Listen to them. Support them; Phil DeVol stressed that people in poverty and business leaders need to be involved in planning, not just an academic approach (3)
Substance abuse/addiction; Increased programs for people afflicted with substance abuse (3)
Domestic violence (2)
Policy changes (2)
Single parent needs - cost of everything, housing, childcare, etc., juggling work with only one adult; Widowed/divorced/single women (2)
Older adults; Seniors also have needs, many trapped in poverty (2)
Mental health and substance abuse
How are you going to ensure the youth make it through high school? I see you want to increase academic success, but so many of these kids get diverted through gangs, work, parenthood, etc.
Sex ed/pregnancy prevention
Early childhood care available in neighborhoods supported by public funds if necessary; neighborhood centers for 1, 2, 3, 4, 5 goals
Worker owned businesses like Mondragon (out of Basque area)
There are so many goals that I fear non will get accomplished. Do we need to stagger the goals over a 20 year

period?
Federal and state level public policy
Better support system of citizens coming out of detention/jail so they can integrate them into the community in a positive way
The plan sounds very grounded. Great Work. Thank you so much. It makes me proud of the community we live in that we are being so pro-active.
Building an ethic of individual responsibility – each and every one who lives in this community has a role and a responsibility in addressing the issue. We can add this value and instill as part of the “Fort Collins” way
Emergency care and community support
Self-esteem building
Better pay for teachers and nurses
Care housing
I’m concerned that people from the neighborhood are being excluded from the Northside Community Center because fees are now charged for teenagers participation and fees are being charged for use of rooms for family events like funerals and weddings, this seems counterproductive
Engage all people
There are few viable job opportunities for educated people. Personally I’d be better off here if I didn’t have a degree.
Has an evaluation been undertaken to examine what has gone on in Fort Collins (economically, politically, socially) over the past 8 years that has caused such an extreme increase in poverty? Looking for the root causes.
The goals are very comprehensive and cover the major issues on how poverty impacts individuals and the community
Volunteers to help families and individuals
Addressing environments of status-quo and challenging their usefulness and their relevancy toward the empowerment of individuals and their well-being and livelihood (environments in this context refer to political and financial structures)
Parental training and family planning
How do we educate those with talent and treasure to work for the common good of all.
I would like to see an effort for a guaranteed family income.
Support – food, clothing, shelter – for those in need
The diversity area should be expanded to include more detailed solutions for non-dominant group members. Meaning, they should be more than one category/strategy/goal to address the needs of marginalized people
Education of public on how issues interrelate
Education should be fully funded and cover early childhood (preschool through college, P-16) and trade school training for those not wanting or affording college
Partnerships between the university and the area schools to research and develop innovative approaches to improving schooling and training for low-income families
Emergency help (food, meal, gas, match with those that can help) They don’t to know each other or even meet each other
Terrible omission on A2 – no mention of single-payer health care as exists in all but one advanced nation with better health care that we have in the USA
Who is doing the work, where funding will come from. What will actually happen?
Language
Some goals are narrow (G1) and some are broad (A4), which is fine, however, obtainable objectives would be easier to discuss and more practicable when we are trying to discuss next steps for PP.
Tax code current rewards homes/houses as a financial commodity but not as a home for a family. This encourages turnover, not stability
Community must look at becoming significantly self-sufficient in primary resource needs, not impacted y outside markets as much

Local self-sustaining community (Dr. David Kortin) is the future
Access to justice/legal system
Developmentally disabled
One of the eight P3 approach committees focused on “Enhancing the Safety Net through Policy Change.” It is on a different time frame from the others, as they work to educate themselves on relevant policies and wait to see what specific goals the project focuses on first. We do want to hear your thoughts on policy issues, however. Do you have any specific suggestions, either at the local, county, state, or national level, concerning governmental policies that impact low-income residents?
Cliff effect (5)
Promote single payer for medical care @ the federal level; National health care program – single payer (2) Support universal health care; National health care for all; National Health Care (3) (5)
Deal with the Tabor amendment restrictions; Get rid of Tabor! (2)
Statutory changes that would allow protection orders based on “good cause shown” rather than “imminent danger” gov support for DV safehousing
Tax \$! CO is 49 th in K-12 spending (<i>actually higher ed</i>), until we have the revenues, we will not have the levels of service necessary to effectively address the issue, this filters down to local economies
Local level of community/government needs to understand poverty
Leadership training for families that could help families advocate for themselves and promote positive policy change
I only know of one training place – Vocational Rehab – there needs to be more training, what does a man do when he is too old to do the only job he knows?
Fed needs to reprioritize issues such as education, health, and affordable housing
Public benefits programs need better work incentives to help families/individuals transition to work
Change property tax structure
Research shows affordable child care in rural areas in a key to improved economic development and increased jobs. This to might be a direction for local govt support
Encourage presumptive eligibility for Medicaid programs
Economy in general (foreign relations, gas prices)
Free or subsidized child care
Legal support for local agriculture via grandfather laws taxation on land → greenbelt around the cities
Policy is critical. Only improving legislation will get to some of these problems.
Policy on payday loan lenders
Public school programs for pre-schools
Coordinate the programs and agencies better. Hire enough staff so the work can be done more promptly
Federal TANF regulations
Put the unemployed construction industry to work making low income housing
Expand early childhood education
FC hands out tickets for everything and everyone is supposed to be perfect and fit it. Diversity is needed among city officials. Don’t just give lip service, etc. I’m from the southwest, and I see real differences here as far as mentality. The powers that be aren’t ready for the influx of immigrants.
FC city government has spent a lot of money to gain a reputation of being “business friendly.” A balance needs to be restored. A policy approach would be to ask who pays, who benefits, and is it sustainable? Another policy change – city government needs to find additional ways of funding itself other than sales tax. The need for more & more sales taxes drives pushing high end developments which raises property/housing costs.
Fed gov must enact legislation that guarantees a living wage for all who perform honest and useful work
Local FC exterior maintenance code – this needs to be voted down
Get rid of CSAPs (but first identify another funding stream for our schools)
Identify areas of replication
Increase funding for programs other than college

Make hc available to everyone and affordable, this enables those in poverty to be as healthy as possible and be able to work, or study, or care for their children, etc.
Where funding for education comes from (P-20)
Ensuring equal rights for GLBT communities (i.e. domestic partnerships, employment rights, etc.)
Local Food Policy Council
Be more inclusive – people who happen to not have children need assistance too!
Do away with the 3 unrelated rule. It is homophobic and prevents low income folks from working together.
Life long learning, citizen learning college bound and vocational for all
We need a university community (UW) school task force to rethink policy on education, e.g. schools of choice
More programs on connection between nutrition and disease and cure
Find ways to prevent wealthy people from buying governmental policies which concentrate power and wealth into their own hands
We need to work on giving low income residents a voice
Finding long-term solutions that will help people sustain → not just band aid approaches
Statutory change is needed to limit the fees charged for “payday” loan services and credit counseling. Banks should be encouraged to monitor account patterns that indicate the account holder may need some counseling or financial literacy.

Data from “Would You Like to Get Involved?” Forms

Participants at the meetings had the option of completing yellow forms to indicate their interest in getting involved with P3 as it moves forward. 25 of these forms were completed in Fort Collins, and 8 in Loveland. Participants could check off which goals they would be interested in helping with, and most of the forms had multiple goals checked. The overall results of which goals people identified that they would be interested in helping with were:

<u>Goal</u>	<u>Times Chosen</u>
Goal A1: Ensure families in Larimer County have access to child care that they can afford, that supports their children’s development, and supports their ability to be present and productive at work (including when children are sick).	9
Goal A2: Develop and implement a multifaceted integrated health care/wellness/preventative system to help ensure that every resident of Larimer County has access to quality mental, dental, physical, and vision services throughout their lifespan.	11
Goal A3: Develop and implement a multi-dimensional approach to low-income housing to help ensure that no persons or families lack access to adequate housing.	8
Goal A4: Develop and implement a seamless, affordable, integrated multi-modal transportation system, providing uninterrupted coverage for the area from Wellington to Berthoud and including Timnath, Windsor and Johnstown.	4
Goal B1: Identify critical skill sets required for living wage employment in Larimer County; Goal B2: Identify and increase living wage job training opportunities which teach critical skill sets and increase the participation in this job training; Goal B3: Identify and create synergistic support systems which enable members of our community to successfully participate in essential skill set job training	10 (1) *
Goal C1: Increase awareness of diversity and poverty to create an inclusive and involved community that honors the value of all people in Larimer County	8 (1)
Goal D1: Ensure that families facing poverty with the opportunity to take part in a community supported process that enhances their own individual and family resources. In this process, individuals take responsibility for building their future as they identify their goals and assess their resources (financial, emotional, mental, spiritual, physical, support systems, relationships and role models, and knowledge of the hidden rules of class). They continue with the process by making choices and creating plans to enhance their resources. (Definition of families includes, but is not limited to two parent families, single parent families, grandparents raising grandchildren, foster families)	11 (1)
Goal D2: Raise community awareness of the economic benefits of investing in and supporting children, youth and families.	3
Goal D3: Engage a broad range of community stakeholders in examining policies and implementing best practices that support children, youth and families.	4
Goal E1: Provide Better Jobs in Larimer County (better jobs are jobs that have a sustainable wage; value employees as people; and are long-term, career oriented)	7
Goal F1: Provide supportive programming for children and their families to improve school readiness and participation, as well as to insure that schools have necessary supports to educate children and families in poverty.	8
Goal F2: To have every governmental body in Larimer County place the health and well-being of children and youth as a top priority, demonstrated through budgetary processes, policy decisions and awareness efforts.	4
Goal F3: Increase the academic success of all youth in Larimer County.	6 (1)
Goal G1: Encourage people to have savings of 3 – 6 months of expenditures to create a cushion for emergencies such as job loss or health issues.	3
Goal G2: Increase the level of financial literacy in the community.	6 (1)
Goal G3: Level out the playing field for those in poverty.	3
Policy Change (write in votes)	2

Number in parenthesis shows the number of times the goal was the only goal chosen on a specific form.

Data from Purple Comment Pages

<u>Goal</u>	<u>Times Goal was Discussed</u>
Goal A1: Ensure families in Larimer County have access to child care that they can afford, that supports their children’s development, and supports their ability to be present and productive at work (including when children are sick).	7
Goal A2: Develop and implement a multifaceted integrated health care/wellness/preventative system to help ensure that every resident of Larimer County has access to quality mental, dental, physical, and vision services throughout their lifespan.	8
Goal A3: Develop and implement a multi-dimensional approach to low-income housing to help ensure that no persons or families lack access to adequate housing.	18
Goal A4: Develop and implement a seamless, affordable, integrated multi-modal transportation system, providing uninterrupted coverage for the area from Wellington to Berthoud and including Timnath, Windsor and Johnstown.	5
Goal B1: Identify critical skill sets required for living wage employment in Larimer County; Goal B2: Identify and increase living wage job training opportunities which teach critical skill sets and increase the participation in this job training; Goal B3: Identify and create synergistic support systems which enable members of our community to successfully participate in essential skill set job training	2
Goal C1: Increase awareness of diversity and poverty to create an inclusive and involved community that honors the value of all people in Larimer County	3
Goal D1: Ensure that families facing poverty with the opportunity to take part in a community supported process that enhances their own individual and family resources. In this process, individuals take responsibility for building their future as they identify their goals and assess their resources (financial, emotional, mental, spiritual, physical, support systems, relationships and role models, and knowledge of the hidden rules of class). They continue with the process by making choices and creating plans to enhance their resources. (Definition of families includes, but is not limited to two parent families, single parent families, grandparents raising grandchildren, foster families)	0
Goal D2: Raise community awareness of the economic benefits of investing in and supporting children, youth and families.	4
Goal D3: Engage a broad range of community stakeholders in examining policies and implementing best practices that support children, youth and families.	0
Goal E1: Provide Better Jobs in Larimer County (better jobs are jobs that have a sustainable wage; value employees as people; and are long-term, career oriented)	2
Goal F1: Provide supportive programming for children and their families to improve school readiness and participation, as well as to insure that schools have necessary supports to educate children and families in poverty.	0
Goal F2: To have every governmental body in Larimer County place the health and well-being of children and youth as a top priority, demonstrated through budgetary processes, policy decisions and awareness efforts.	0
Goal F3: Increase the academic success of all youth in Larimer County.	1
Goal G1: Encourage people to have savings of 3 – 6 months of expenditures to create a cushion for emergencies such as job loss or health issues.	0
Goal G2: Increase the level of financial literacy in the community.	2
Goal G3: Level out the playing field for those in poverty.	1

General Overall Comments Made during Small Group Discussions

- Need to know what other agencies are doing, need to know and work together
- Don't duplicate!, look at what is already being done
- Need to start earlier with youth (not teens)
- Need to get information from the people in poverty
- Nutrition missing
- Need to get information from children in poverty, listen to the youth
- Need to deal with Tabor, broader funding issues
- Need for individual responsibility – stay in school, no kids until marriage, stay away from trouble → not in poverty
- Organizations need to work together more for the common good
- Better coordination of existing services
- Need better info on current #s and needs
- Don't reinvent the wheel, build on existing programs
- Need a needs assessment
- Goals aren't inclusive enough – do not address people with disabilities or seniors

General Comments made on purple forms

- The more democracy, the more participation. Start locally
- Cliff effect
- Involve people in poverty to the table. It is difficult to ask for help.
- This building (Aztlán) has Hispanics in the outside looking in, Change is good as long as people are not excluded. People who had funeral receptions here now are asked to pay. They can't even bury their dead. Having a place in the community where people could gather for a meal because they couldn't pay is no longer available.
- Deal with Tabor Amendment and Amendment 23
- Creative approaches that include faith and business community are key, can't depend on schools and government alone
- Involve the working poor in the development of goals and plans to attain them
- Where are all the employers, business owners, and executives today? Most of us here today are educators or non-profit folks
- Mondragon (Basque areas) – cultural-economic-development.
- Google it
- Very difficult to find the goal that seniors and persons with disability fit into. Pretty much, these individuals are not able to get training, get jobs to move past poverty – they will remain in their situation, need a safety net to maintain the situation or improve it.
- Get churches involved in changing values/attitudes
- Change cliff effect to support move upward
- Change public assistance cliff effect
- Get more input from folks who are impoverished
- (in Spanish) – Mucha gracias por pedir mi opinion (thanks for requesting my opinion)
- The absence of poor people speaking to their own needs at this event
- This is great progress—and—I fear that we are still missing what would be most effective at turning poverty around. Although each family indeed needs access to this list of opportunities and services, each family first needs the chance/support to understand their own reasons for living in poverty (which can be as diverse as low education levels, mental illness, family history of violence, substance abuse, lack of opportunity, language, etc., etc., etc. – every family is different), and the comprehensive assistance that would help them escape (not just a referral to a program or two) when they need a variety of help opportunities, strategically timed). I hope we will consider how to provide change as much as what to provide.
- Free birth control, including sterilization, nonjudgmental, easy access
- Research ideas around “maximum ratio” where highest wages in company can only be at a certain set ratio of lowest wage