



# Hartford Foundation

FOR PUBLIC GIVING

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TRUMBULL & MAHONING COUNTIES

## UNMUTE THE UNCOMFORTABLE

A community-wide event to promote change in the Mahoning Valley through education and awareness focusing on racial equity, access and barriers to services, and the stigma associated with mental health treatment.

## Reshaping Our Community

Presented by: Jay Williams  
President and CEO, Hartford Foundation for Public Giving  
Former Mayor of Youngstown, OH  
May 4, 2023

\*\* Unless otherwise cited, Chart Sources may be found in: Greater Hartford Community Well-Being Index 2023, a core program of DataHaven in collaboration with the Hartford Foundation for Public Giving and a Community Health Needs Assessment for Hartford and other Capitol region towns served by St. Francis Hospital, Hartford HealthCare and Eastern CT Health Network.

# The Hartford Foundation for Public Giving

- Established in 1925 to serve as the community foundation for the Greater Hartford, CT region.
- Serving 29 towns, hundreds of nonprofits and more than 760,000 residents.
- Endowed funds of over \$1.2 billion allowed the Foundation to make grants of over \$54 million in 2022, and over \$940 million since 1925.



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# Our Mission

- Putting philanthropy into action to create lasting solutions that result in vibrant communities within the Greater Hartford region.

## Our Commitment

- To achieve our mission and create a truly vibrant region, we must take significant steps to dismantle structural racism and advance equity in social and economic mobility in Greater Hartford's Black and Latinx communities.
  - In Greater Hartford and across the country, Black and Latinx communities as well as other communities of color face persistent disparities, which create barriers to health, wellbeing and wealth building.
  - These disparities didn't happen by accident. They are the result of decades of systemic factors and disinvestment in our communities, many of which are still woven into the fabric of our institutions.



# What does it mean to dismantle structural racism?

- **Shifting power:** Change the makeup of who benefits from opportunity and who makes decisions about practice, policy and allocation of resources.
- **Building equity:** Support and lead efforts to change organizational and systemic policies and practice to advance racial and ethnic equity.
- **Influencing attitudes and beliefs:** Support and lead awareness, education, training and movement building to address individual, organizational and systemic biases.

While dismantling structural racism requires a long-term commitment, the time to act is now. We know it won't be easy, but working together, **we can achieve greater equity in our region.**



# Our Strategies

By listening and engaging with the community, and considering all available research and information, we have identified **five outcome areas** for our work. Each outcome area focuses on the people and places facing the greatest disparities, and contributes to our overall effort to dismantle structural racism.

## OUR OUTCOME AREAS



HIGHER OPPORTUNITY  
NEIGHBORHOODS



EMPLOYMENT  
OPPORTUNITIES



BASIC HUMAN NEEDS



ARTS AND CULTURE



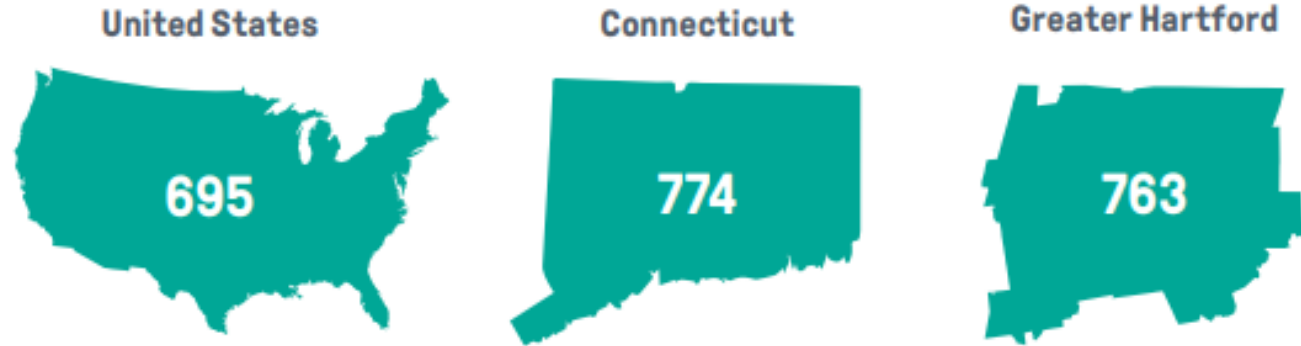
CIVIC AND RESIDENT  
ENGAGEMENT



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# Community Well-Being Index (Mental Health Proxy)

- From 0 to 1000



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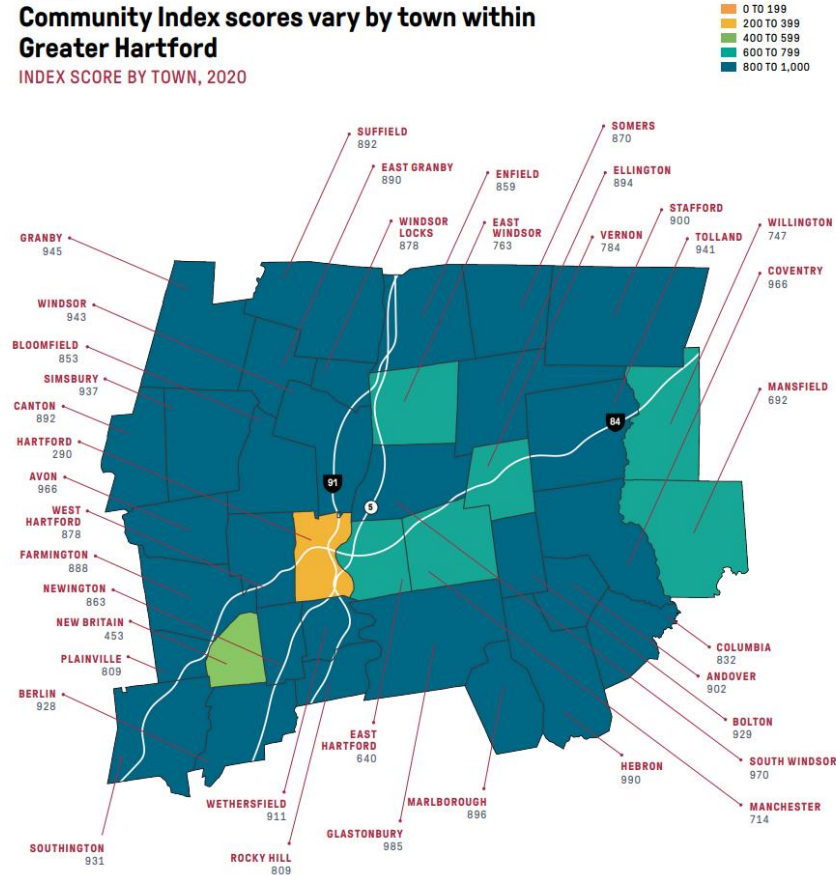
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# Community Well-Being Index

FIGURE 1A

**Community Index scores vary by town within Greater Hartford**

INDEX SCORE BY TOWN, 2020

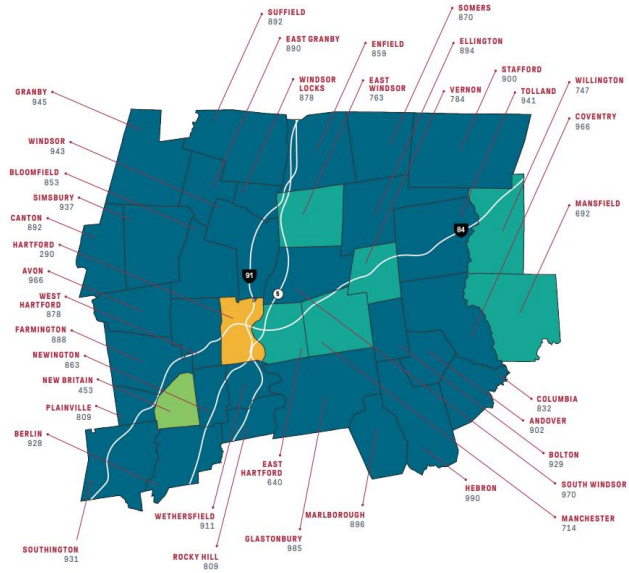


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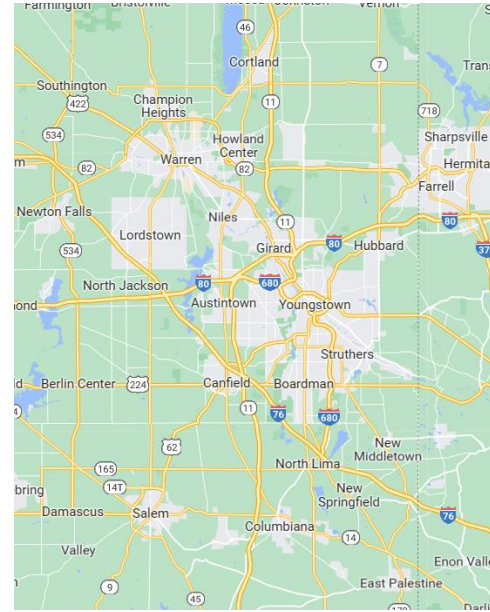
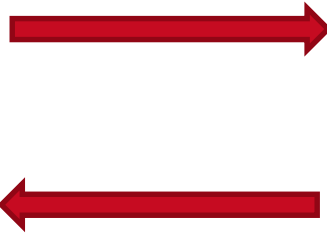
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# You can change the name, but the issues remain!



Greater Hartford



Mahoning Valley

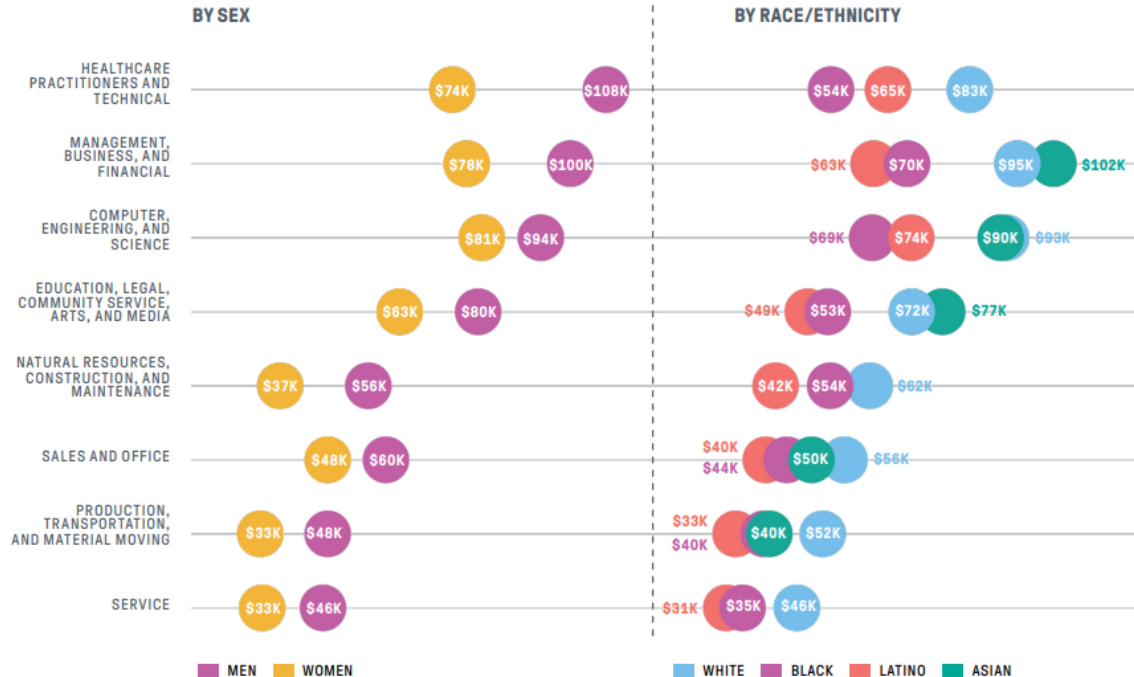




# Wages

## Wide wage gaps exist by sex and race/ethnicity, even within occupational groups

MEDIAN EARNINGS BY MAJOR OCCUPATION GROUP, SEX, AND RACE/ETHNICITY, GREATER HARTFORD ADULTS AGES 25+ WORKING FULL-TIME, 2020

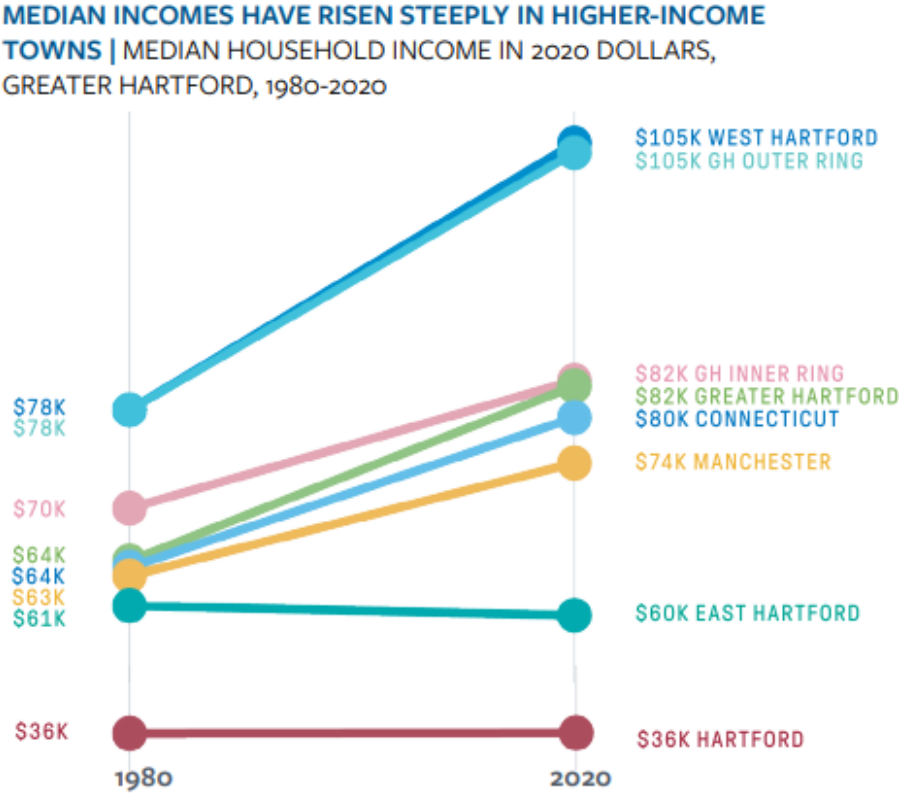


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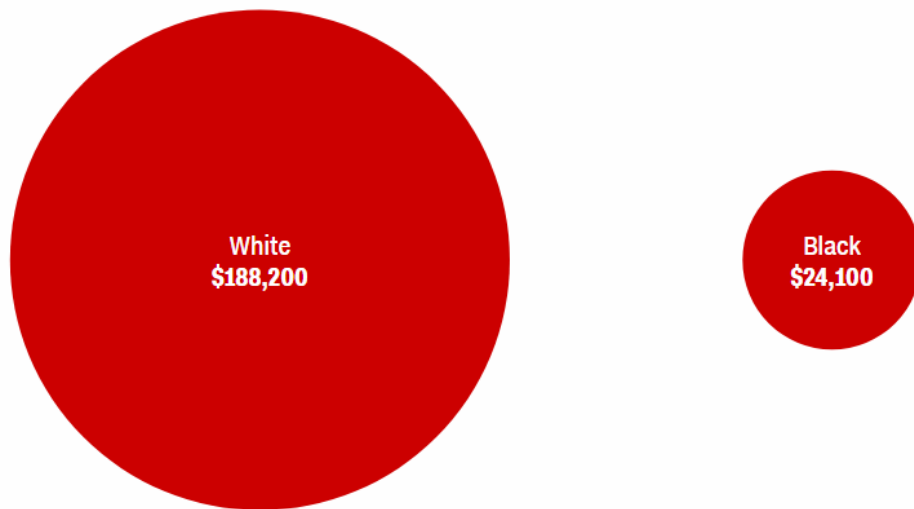
# Median Incomes



# Wealth Gap

## White families have substantially more wealth than Black families

The median net worth of Black households was less than 15% that of White families in 2019.



Note: Figures are for non-Hispanic White families and non-Hispanic Black families

Source: Federal Reserve Survey of Consumer Finances, 2019

Graphic: Christopher Hickey and Curt Merrill, CNN



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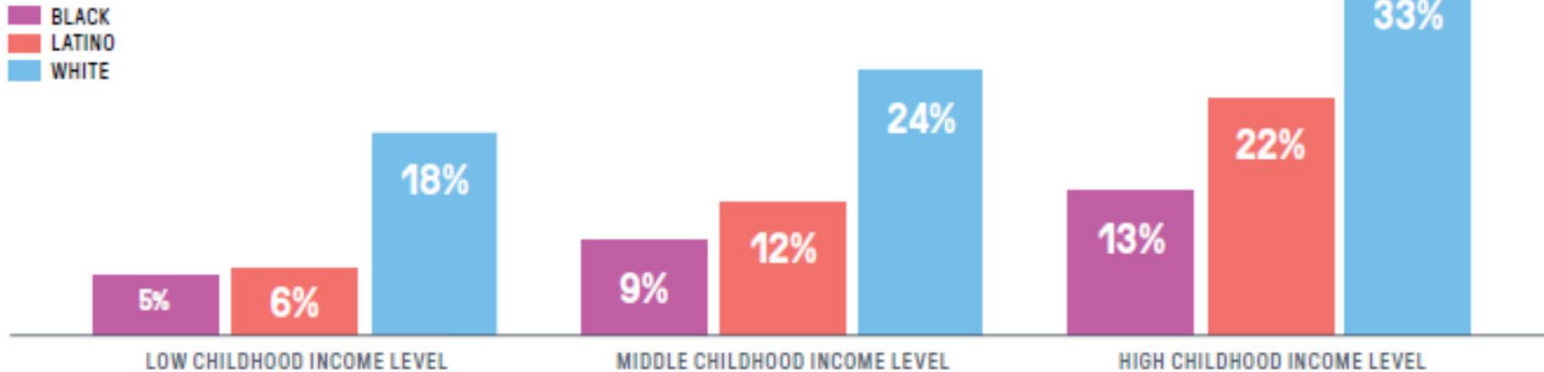
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# Economic Mobility

FIG 2.26

**White children from low-income homes in Greater Hartford can expect greater upward economic mobility than Black children from high-income homes**

PROBABILITY (%) OF REACHING TOP 20% OF HOUSEHOLD INCOMES AS ADULTS  
BY RACE AND CHILDHOOD HOUSEHOLD INCOME, HARTFORD & TOLLAND COUNTIES



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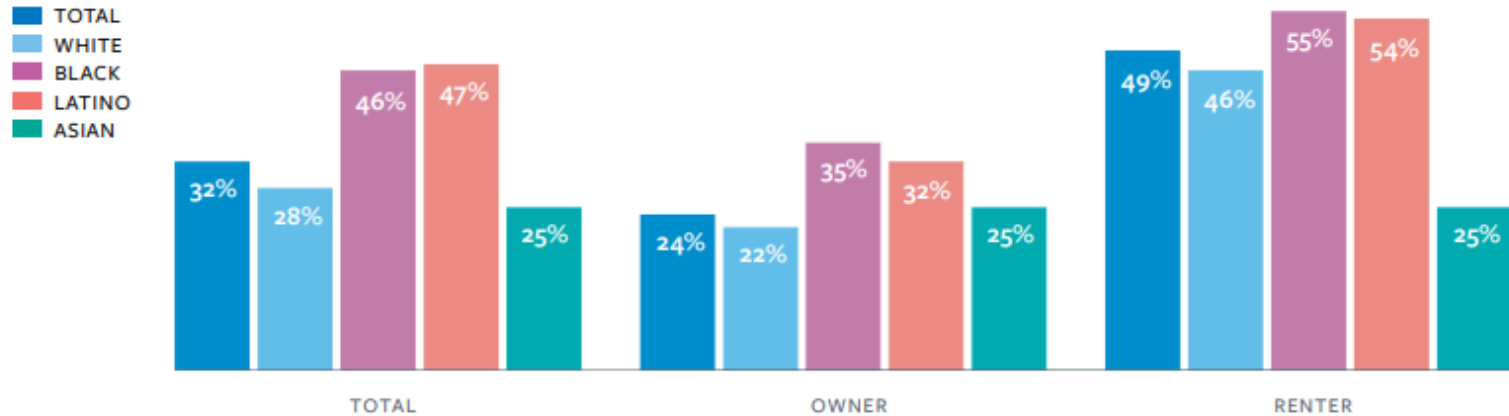
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# Housing Costs

## HIGH SHARES OF BLACK AND LATINO RENTERS ARE BURDENED BY HOUSING COSTS

COST-BURDEN RATES BY TENURE AND RACE/ETHNICITY OF HEAD OF HOUSEHOLD, GREATER HARTFORD, 2020



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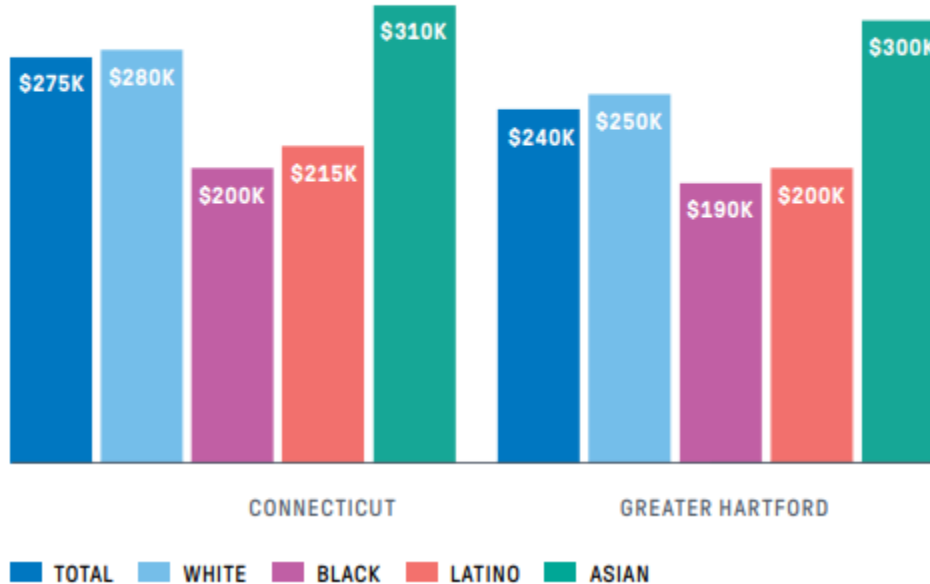
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# Housing Values

## Housing values vary substantially by race

MEDIAN HOUSING VALUE BY RACE/ETHNICITY OF HEAD OF HOUSEHOLD, GREATER HARTFORD, 2020



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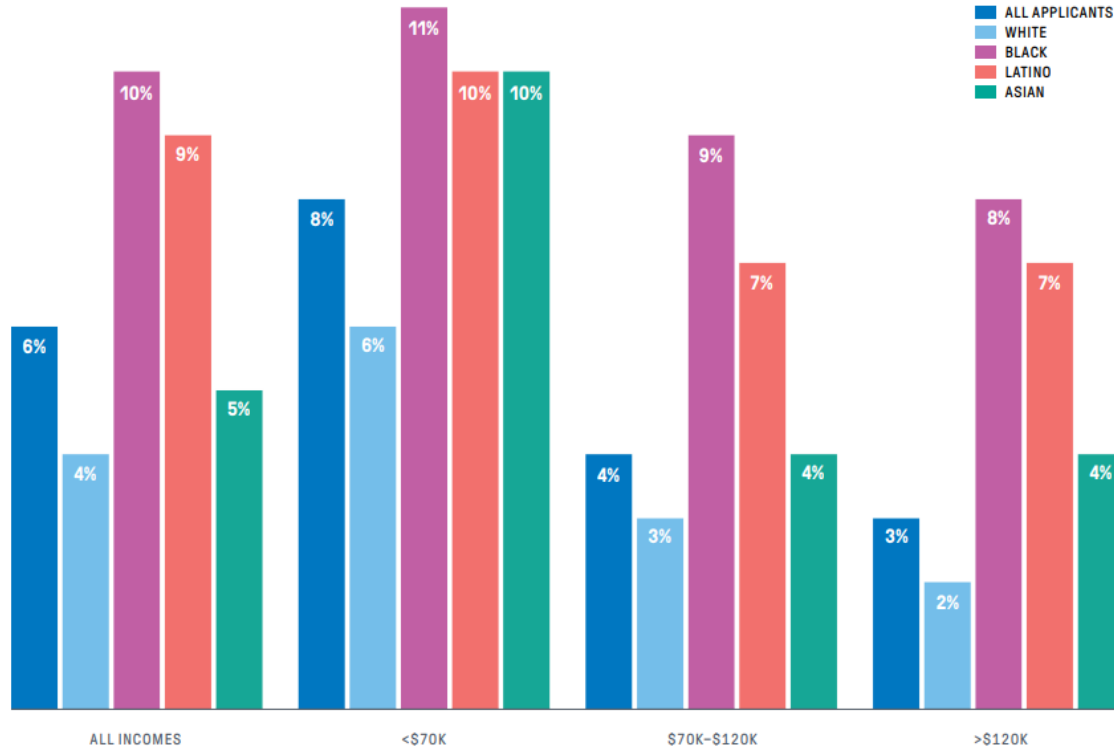
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# Mortgage Applications

## Black and Latino mortgage applicants have higher rejection rates

REJECTED SHARE OF MORTGAGE APPLICATIONS BY INCOME AND RACE/ETHNICITY OF MAIN APPLICANT, HARTFORD COUNTY, 2021



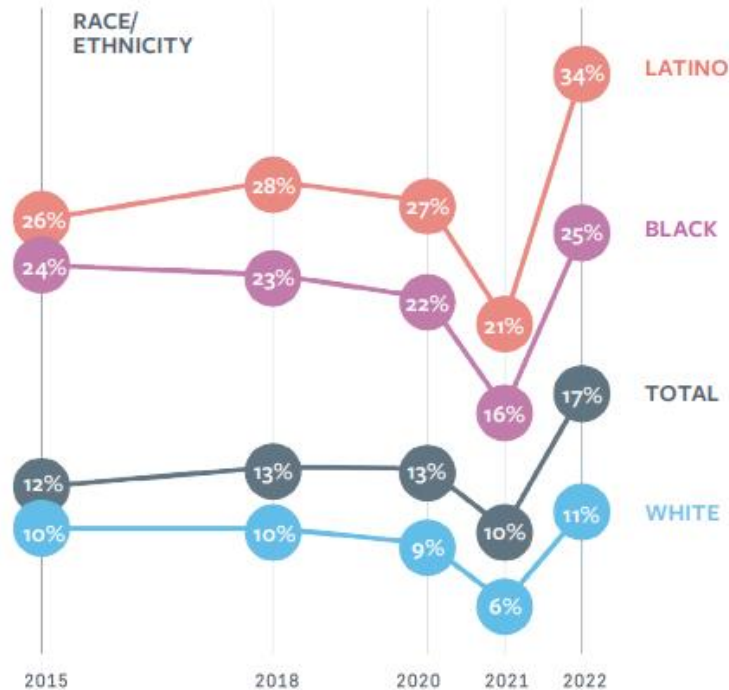
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# Basic Needs

AS PANDEMIC RELIEF PROGRAMS FADE, BLACK AND LATINO ADULTS ARE HIT BY FOOD INSECURITY | SHARE OF ADULTS REPORTING FOOD INSECURITY BY RACE/ETHNICITY, CONNECTICUT, 2015-2022



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# Academic Achievement

## K-12 ACHIEVEMENT

SUSPENSIONS AND GRADUATION RATES BY RACE/ETHNICITY, ELIGIBILITY FOR FREE/REDUCED PRICE MEALS (FRPM), SPECIAL EDUCATION (SPED), ENGLISH LANGUAGE LEARNER STATUS (ELL), AND SCHOOL DISTRICT (SD), 2020-21 AND 2021-22 SCHOOL YEARS

| LOCATION                               | SUSPENSIONS PER 1K STUDENTS * | GRADUATION RATE † |
|--|-------------------------------|-------------------|
| Connecticut                            | 88                            | 90%               |
| Greater Hartford                       | 72                            | 90%               |
| BY DEMOGRAPHIC WITHIN GREATER HARTFORD |                               |                   |
| White                                  | 40                            | 94%               |
| Black                                  | 138                           | 83%               |
| Latino                                 | 108                           | 80%               |
| Asian                                  | 15                            | 96%               |
| FRPM                                   | 124                           | 80%               |
| Not FRPM                               | 36                            | 96%               |
| SPED                                   | 131                           | 69%               |
| Not SPED                               | 60                            | 93%               |
| ELL                                    | 92                            | 72%               |
| Not ELL                                | 71                            | 82%               |
| Hartford SD                            | 125                           | 72%               |
| Inner Ring                             | 78                            | 90%               |
| East Hartford SD                       | 127                           | 91%               |
| Manchester SD                          | 117                           | 81%               |
| West Hartford SD                       | 39                            | 95%               |
| Outer Ring                             | 39                            | 96%               |
| Glastonbury SD                         | 35                            | 97%               |
| Southington SD                         | 47                            | 96%               |

\* 2021-22 school year † 2020-21 school year



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# Experiences of Discrimination

SHARE OF ADULTS REPORTING BEING TREATED UNFAIRLY IN THE PAST 3 YEARS BY SCENARIO,  
GREATER HARTFORD, 2021

| LOCATION                               | ACCESSING HEALTH CARE | AT WORK OR LOOKING FOR WORK | INTERACTING WITH POLICE |
|--|-----------------------|-----------------------------|-------------------------|
| Connecticut                            | 7%                    | 9%                          | 4%                      |
| GH                                     | 8%                    | 9%                          | 6%                      |
| Hartford                               | 11%                   | 14%                         | 12%                     |
| BY DEMOGRAPHIC WITHIN GREATER HARTFORD |                       |                             |                         |
| Male                                   | 5%                    | 7%                          | 6%                      |
| Female                                 | 10%                   | 11%                         | 6%                      |
| Age 18–34                              | 11%                   | 16%                         | 10%                     |
| Age 35–49                              | 7%                    | 9%                          | 5%                      |
| Age 50–64                              | 9%                    | 8%                          | 4%                      |
| Age 65+                                | 4%                    | 3%                          | 2%                      |
| White                                  | 4%                    | 7%                          | 3%                      |
| Black                                  | 16%                   | 13%                         | 9%                      |
| Latino                                 | 13%                   | 18%                         | 12%                     |
| Under \$30K                            | 15%                   | 20%                         | 13%                     |
| \$30K–\$100K                           | 9%                    | 9%                          | 6%                      |
| \$100K+                                | 3%                    | 6%                          | 3%                      |



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# Mental Health

TABLE 1D

## DataHaven Index scores

PERSONAL WELLBEING INDEX (2021) AND COMMUNITY INDEX SCORES (2020), GREATER HARTFORD

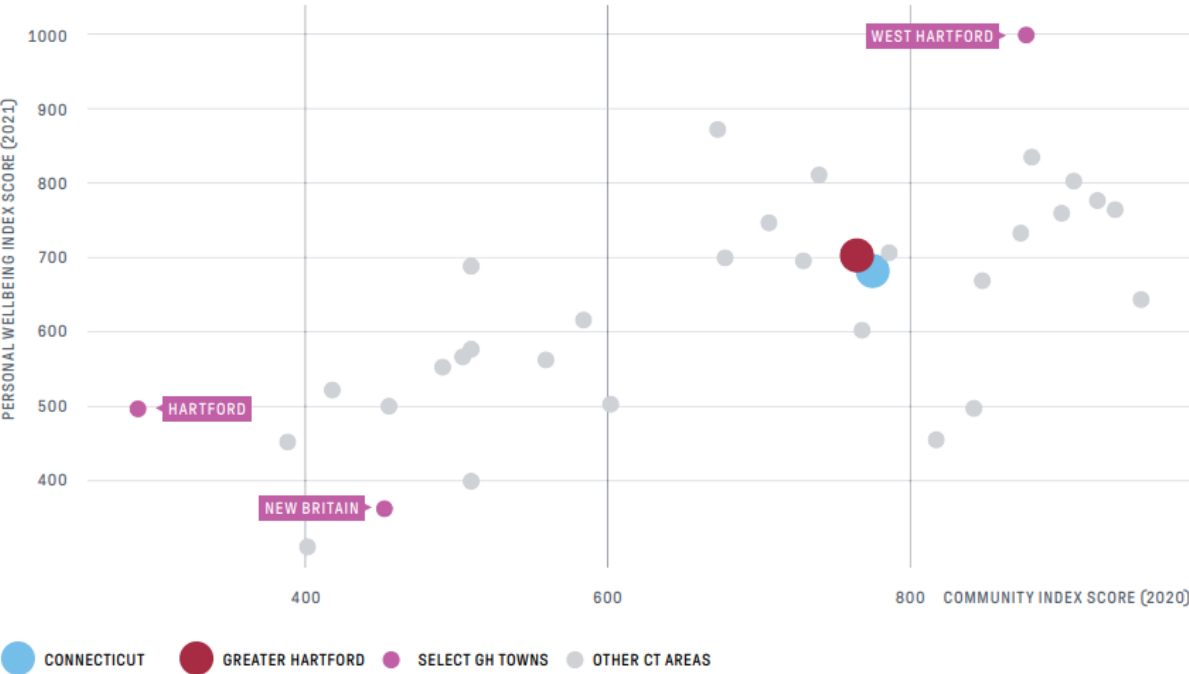
| LOCATION                               | PERSONAL WELLBEING INDEX | COMMUNITY INDEX |
|--|--------------------------|-----------------|
| CT                                     | 696                      | 774             |
| GH                                     | 717                      | 763             |
| BY DEMOGRAPHIC WITHIN GREATER HARTFORD |                          |                 |
| White                                  | 824                      | 909             |
| Black                                  | 638                      | 584             |
| Latino                                 | 542                      | 490             |
| BY TOWN                                |                          |                 |
| Hartford                               | 500                      | 290             |
| New Britain                            | 360                      | 453             |
| West Hartford                          | 1000                     | 878             |



# Mental Health

Personal well-being tends to improve with overall community well-being

PERSONAL WELLBEING INDEX (2021) VERSUS COMMUNITY INDEX SCORES (2020)





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**Q&A**

