



Wealth Impact Table Recommendations
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Agenda

1. Contextualizing work of Wealth Impact Table
2. Contextualizing wealth challenges
3. Recommendations to better serve disconnected youth
4. Additional recommendations for wealth building
5. Requirements for success of our recommendations
6. Requested next steps

Wealth Indicators from Oakland Citywide Dashboard

Wealth: Families are economically stable and youth succeed after high school

What our goal is	What we're tracking	Where we are	Change	Target	Are we closing the equity gap?
Our families are economically stable	% residents below poverty level in the past 12 months	20% 2012-2016	NO CHANGE Prior value 20%	Further Research Required*	NO CHANGE
Our youth succeed after high school	% of Oakland youth ages 16-19 not in school and not working (disconnected youth)	9.8% 2011-2015	 Prior value 8.9%	Further Research Required*	CHALLENGES

Additional indicators signal vulnerability, barriers to mobility

- Oakland Households with \$0 in Net Worth*: 22.9%
CA: 16.4% US: 15.9%
- Oakland's Liquid Asset Poverty Rate*: 41.3%
CA: 37.2% US: 36.8%
(Signals % of HH unable to subsist at fed poverty rate for 3 months with no income)
- Liquid Asset Poverty Rates Reflect Deep Racial Inequity

White	19.6%
HH of Color	53.8%
African American	55.9%
Asian	43.8%
Latinx	60.7%
Oakland Avg	41.3%

**Source: ProsperityNow 2018 Scorecard, a resource on household financial well being and related public policies. <http://scorecard.prosperitynow.org/data-by-location#city/653000>*

An image of an iceberg floating in the ocean. The top part of the iceberg is visible above the water, while a much larger, jagged part is submerged below the surface. The sky is blue with some light clouds.

How problems appear

**Wealth Inequity for
Families and Youth**

More accurate problem definition....

Wealth Inequity for Families and Youth

Direct Causes

Systems + Structures

Root Causes

Hidden Contributors

...Reveals a deeper, more complex truth

Wealth Inequity for Families and Youth

Structural Racism

Disinvestment in federal programs and services

40+ years of stagnant wages

Immigration Policies

Redlining

Underinvestment in early childhood development

Gender Inequities

Tax code inequity

How the WIT Crafted Recommendations

1. Fidelity to the Oakland Citywide Dashboard with a focus on disconnected youth between the ages of 16-19
2. A larger vision of what experts across the WIT believe Oakland can do to foster security, mobility and prosperity for Oakland families and youth - related to wealth
3. Considered solutions that are
 - a. Built on what we know works, but open to brand new approaches
 - b. Address root causes in addition to responding to immediate needs
 - c. Based on meaningful evidence - from Democracy Collaborative, ProsperityNow, United Way of the Bay Area, and the voices of Oakland youth themselves
 - d. Reflecting what we heard from Oakland youth engaged directly on wealth issues

Recommendations: Decreasing Oakland's Disconnected Youth

Augment contracting and procurement policies for all JPA and OTLC Partners to offer education and selection incentives to employers which provide:

- 1) High quality employment and training opportunities to low income youth of color, with an emphasis on
 - a) hiring and training African American and Latinx youth and
 - b) hiring and training in Oakland communities with the greatest need
- 2) Opportunities to build financial capability and wealth, including through monetary incentives to youth linked to training and saving milestones
- 3) Hiring and training for youth exiting the justice system, and
- 4) Referrals to and time for employees to learn about programs, products and services that provide social and economic support, and wealth building opportunities to individuals and families

Rationale for Recommendations on Disconnected Youth

- Acknowledges that we cannot solve the disconnected youth program only by incrementally growing existing offerings -
 - We will certainly optimize: Boston, Chicago, Los Angeles, Nashville, Philadelphia, and St. Paul all offer lessons on how we might improve existing youth employment programs
- Aims to leverage existing capacity within JPA partners, some of the largest employers in Oakland
- Draws upon best practices from sources like the Democracy Collaborative, a nationally-recognized leader developing/sharing successful strategies for community wealth building, as well as from supplier diversity leaders like Kaiser-Permanente

Additional Wealth Building Recommendations

1. Ensure that homeless families and youth are urgently sheltered & housed, including in OUSD facilities
2. Explore how we might align this to Oakland's ongoing justice reform efforts, and learn from other leading cities, to reduce and/or eliminate fines and fees that preclude economic security and wealth creation
3. Invest in an array of services and products that help low income youth and families to build wealth

Build on Oakland Strength to Grow Wealth Building

1. Expand opportunities for individual and family savings
 - a. Continue to grow Oakland Promise and Brilliant Babies
 - b. Grow proven experiments in matched savings for families
2. Encourage safe, useful financial products
 - a. Incentivize and support community based financial services that meet the needs of low income youth and families
3. Focus on financial capability, not financial literacy
 - a. Financial coaching is powerful when delivered with focus on competencies not deficits
4. Increase access to higher education and post-secondary training
 - a. Invest in matched accounts that help expand access to post-secondary training and higher education for youth and families
5. Invest in income and employment supports to enable wealth building
 - a. Invest in proven approaches to entrepreneurship programs for youth
6. Meet families and youth where they are
 - a. Family Resources Centers, schools, NPOs, and outside of service providing environments

Requirements for Success

1. Commitment from JPA and OTLC partners to embrace changes to hiring, contracting and procurement, to support youth employment
2. Improve systems and data integration across JPA partners to optimize services
3. Employer commitment to local youth hiring
4. Design and deliver programs, products and policies in ways residents demand, and that meet residents where they are
5. Continue removing wealth building barriers related to justice system
6. Consider re-allocating budgets to fund new initiatives and approaches
7. Continue to lift up and learn from existing, successful efforts to scale what works

Proposed Next Steps

We respectfully request that JPA trustees:

1. Explore feasibility of implementing the WIT's key recommendation on hiring, procurement and contracting, with focus on understanding how specific changes will decrease number of disconnected youth, and by how much
2. Conduct in-depth study of how our additional wealth building recommendations would impact numbers of disconnected youth, liquid asset poverty rates and households with \$0 in net worth
3. Allow WIT members to recommend formal changes to the indicators in the wealth section of the Oakland Citywide Dashboard