



**Leading on
Opportunity**

#OurChildren

#TheirFuture

#OurCommitment

@OpportunityCLT

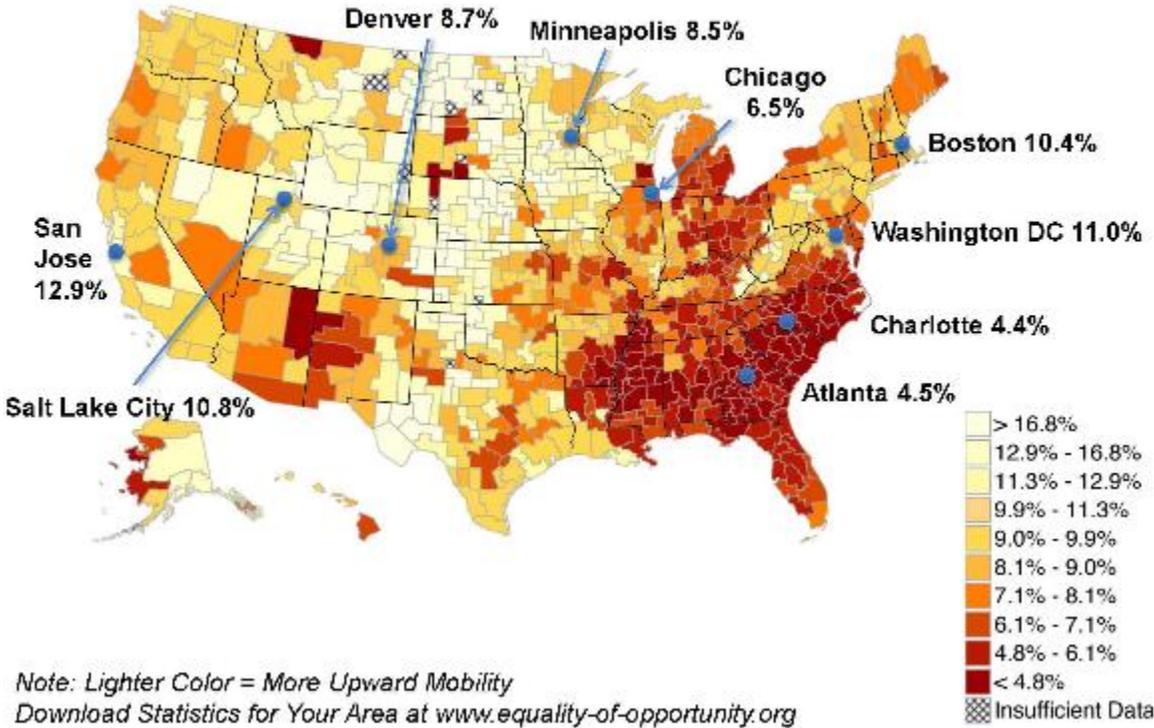
#OpportunityCLT

leadingonopportunity.org

#OURCHILDREN

The Chetty Study

The Geography of Upward Mobility in the United States
Chances of Reaching the Top Fifth Starting from the Bottom Fifth by Metro Area

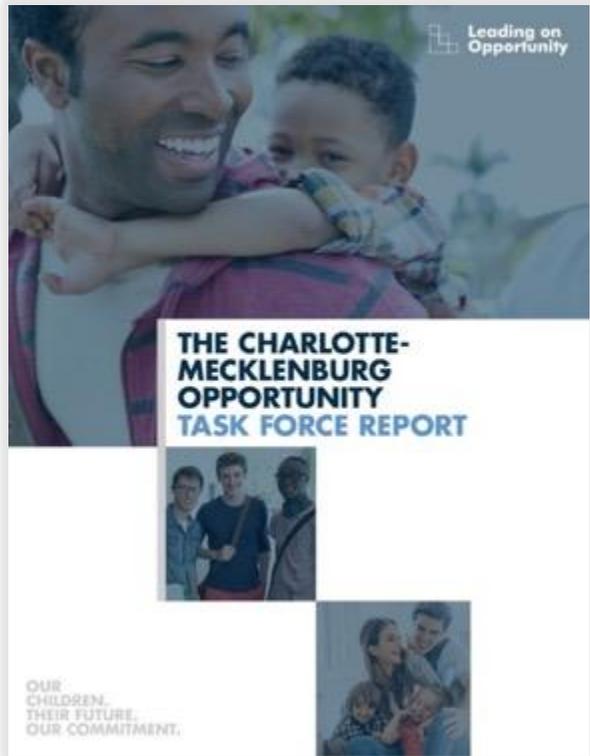


Economic and Social Mobility

The Defining Issue of Our Time

- 25% of Charlotte's children experience poverty.
- 44% of Mecklenburg County children ages 0-5 live in households earning below 200% of the Federal poverty level.
- The poverty rate of working age African Americans and Hispanics is twice that for whites in Charlotte.
- 14.5% of young people ages 16-24 are neither working nor going to school or training.

#THEIRFUTURE



Our Vision

Charlotte-Mecklenburg is a community that cares about all our children and youth – regardless of income, race or zip code – where all children belong, have big dreams and find opportunities to achieve their dreams.

Opportunity System Strategy

For Children, Youth and Families

Cross-Cutting Factors

1. Segregation
2. Social Capital

Key Determinants

1. Early Care and Education
2. College and Career Readiness
3. Child and Family Stability



Our Timeline

- 2014: - Chetty Study Released.
- 2015: - Foundation For The Carolinas Announces Opportunity Task Force Co-Chairs Dr. Ophelia Garmon-Brown and Dee O'Dell.
- 2016: - Opportunity Task Force Formed.
 - Community Listening Sessions and Ongoing Research by Task Force.
 - September Charlotte Uprising/Race Matters for Juvenile Justice Workshop.
- 2017: - March Release of Charlotte Mecklenburg Opportunity Task Force Report, Leading On Opportunity Created, Leading on Opportunity Co-Chairs James E. Ford and Andrea B. Smith Selected.
 - Leading on Opportunity Council Members Announced in September.
- 2018: - Leading on Opportunity Executive Director Announced in January to Begin February 20 to Listen, Engage Community, Build Infrastructure and Team.

Our Leadership: The Council



James E. Ford, *Co-Chair*

Erin Barbee

Laura Clark

Jesse Cureton

Kandi Deitemeyer, Ed.D.

Dena Diorio

Jim Dunn, Ph.D.

Miriam Espaillat

Ophelia Garmon-Brown, M.D.

Marcus Jones



Andrea B. Smith, *Co-Chair*

Michael Marsicano, Ph.D.

Ray McKinnon

Edwin Peacock

Dee O'Dell

Federico Rios

Mike Rizer

Clayton Wilcox, Ed.D.

Stephanie Cooper-Lewter, Ph.D.,

Executive Director (Ex-Officio)

Our Core Values



Diversity & Inclusion

We honor differences and include diverse community voices to shape and inform our work.

Empathy

We recognize our shared humanity and inherent dignity, working towards shared understanding.

Trust

We authentically connect and build relationships across all sectors of our community.

Challenge the Status Quo

We courageously disrupt systems to create new possibilities for opportunity.

Equity

We acknowledge everyone starts in different places and commit to improving outcomes so all children, youth and families rise.



Our Team: Agents of Change



**Yuly Rodriguez, *Community Impact Director*; Kevin Loux, *Community Impact Director*;
Stephanie Cooper-Lewter, *Executive Director*; Don Thomas, *Community Impact Director*.**

#OURCOMMITMENT



Our Commitment: Tangible Results



Aligned economic mobility strategies to report with \$13 million investment.



Raised minimum pay for bus drivers to \$15 per hour; Ensured 2,500 additional students received industry certifications in 2 years through new CTE program.



Created awareness and provided resources to address childhood trauma.



Increased early care budget by \$15 million, added 33 new Pre-K classrooms serving 600 additional children.



Helped under-represented students achieve post-secondary education through programs like Year Up Charlotte.



Our Commitment: Tangible Results



Mapped City budget to Report's recommendations; Increased affordable housing bonds from \$15 to \$50 million with Mayor Lyles, City Council and voters support.



Jointly committed \$20 million to support economic mobility organizations addressing 3 determinant areas.



Created Leading on Opportunity staff position to directly align library's work to report's 21 strategies.



Established Dorothy Counts-Scoggins Community Accelerator Grants to invest \$1 million in 3 determinant areas aligned with report recommendations.



Our Commitment: Tangible Results



Launched the Opportunity Scholarship Initiative for low-income CMS graduates

Charlotte Executive Leadership Council

Focused efforts in Early Care and Education along with College and Career Readiness, programs like Generation.



Invested \$1 million to create scholarships for students attending CPCC and invested in Charlotte Opportunity Insights through the Foundation For The Carolinas leadership.



Invested \$5 Million in affordable housing, raised a total \$31 million of private sector funds to support affordable housing,



Our Commitment: Tangible Results



CAROLINA YOUTH COALITION

Established to help high school students excel at, and graduate from, college.



Communities
In Schools
Charlotte-Mecklenburg

Launched “All in for Social Capital Campaign” and hired 2 Social Capital staff.



Established new bus grid system reducing commute times by 15%.



Launched program to train young people for customer service and construction roles.



Partnered with Charlotte Opportunity Insights; hosted 2019 & 2018 Opportunity Showcases



Released 2019 & 2018 State of the City Report which Included Focus on Economic Mobility

Our Commitment: Many More!



Our Commitment: Many More!



Charlotte Executive Leadership Council



**BUT WE AREN'T THERE,
*YET.***



Leading on Opportunity

DASHBOARD



The Impact of Segregation

Child and Family Stability



Early Care and Education

College and Career Readiness



Social Capital

THE ICEBERG

A Tool for Guiding Systemic Thinking

EVENTS

*What just happened?
Catching a cold.*

React

PATTERNS/TRENDS

*What trends have there been over time?
I've been catching more colds
when sleeping less.*

Anticipate

UNDERLYING STRUCTURES

*What has influenced the patterns?
What are the relationships between the parts?
More stress at work, not eating well, difficulty
accessing healthy food near home or work.*

Design

MENTAL MODELS

*What assumptions, beliefs and values do people hold
about the system? What beliefs keep the system in place?
Career is the most important piece of our identity,
healthy food is too expensive, rest is for the unmotivated.*

Transform

#THEIRFUTURE

Our North Star Goal

**Within a generation,
every child in Charlotte-Mecklenburg
will have an equal chance to achieve
social and economic success.**

Reimagine A Future of Possibilities

Within a generation,

**every child in Charlotte-
Mecklenburg**

will have an equal chance

to achieve social and

economic success.

By 2050,

every child from any zip code, gender, race, ethnicity, background in Charlotte-Mecklenburg, especially those from low-income families

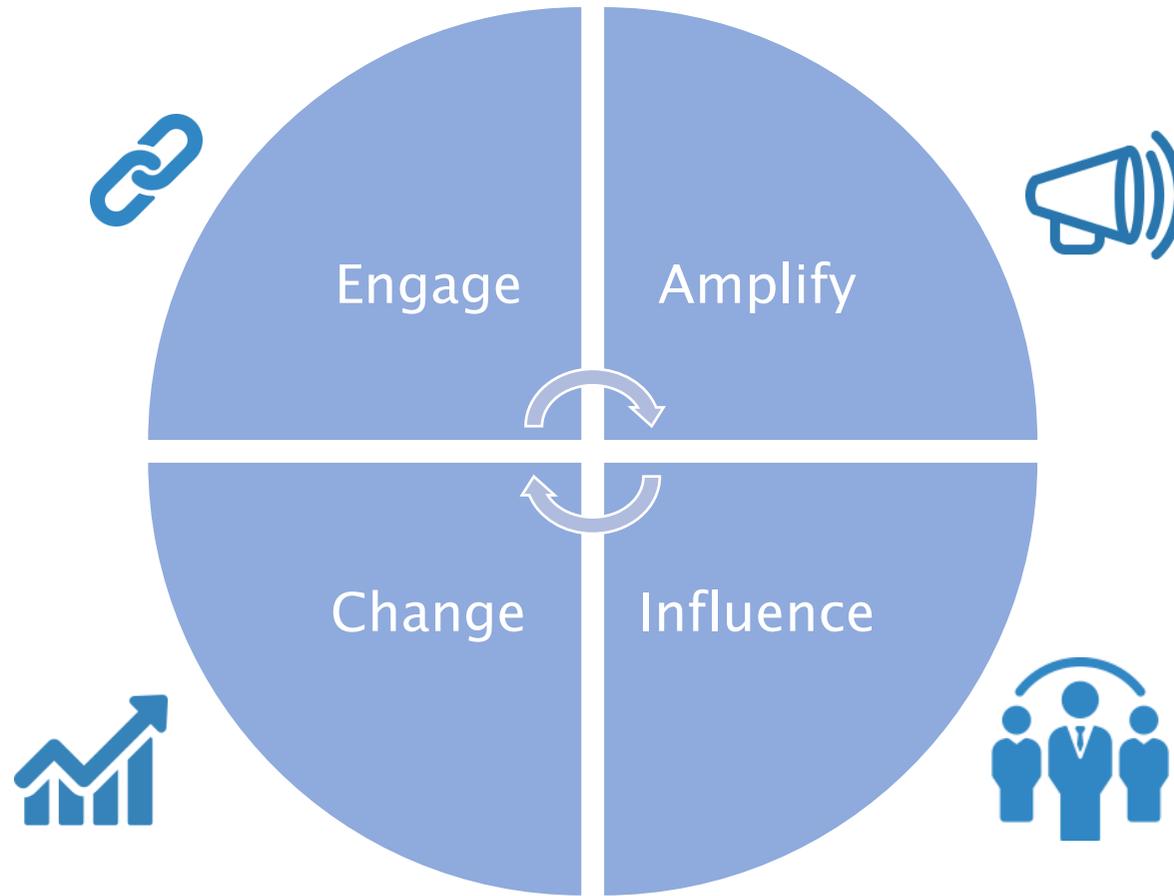
to access equitable opportunities by closing racial, ethnic and gender mobility gaps across the income distribution

to ensure holistic social-emotional health and well being for youth

in order to achieve family sustaining wages by their mid-thirties.

#OURCOMMITMENT

Our Role: How We Work



Our Path Forward

**Expand the Opportunity Movement
showing alignment, collaboration and action
around recommendations in the
Opportunity Task Force report.**



Justice. Love.

Reverend Dr. Martin Luther King Jr.

In 2050

We want to have a different story to tell.

How Charlotte moved the needle and boldly bridged the opportunity gap, changing the trajectory for our children, youth and families.

Join Our Opportunity Movement

Become an Opportunity Ambassador
and Agent of Change!

www.leadingonopportunity.org/join

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