City of De Pere, WI
Community Equity and Inclusion Survey
Disparity Analysis

September 15, 2020

Polco　　National Research Center

polco.us　　n-r-c.com

Background

In response to recent national calls for racial justice, inclusivity and equity for historically oppressed and marginalized peoples, Polco developed a Community Equity and Inclusion Survey. The survey results can be used to help local governments assess their community for inclusion. It also empowers underrepresented residents to improve their community by helping shape local policies. The questionnaire includes questions about issues such as safety, fairness, respect and how welcome residents feel inside of their communities. Polco/NRC hope that local governments will use the survey results not only to shape internal policy, but also to partner with the community to bring results to life.

The City of De Pere posted the survey on their Polco platform (an online civic engagement platform) on July 26, 2020 and received responses through August 25, 2020. A total of 279 responses were gathered during that time. The overall results can be viewed on the platform. However, to encourage communities to post the questionnaire and gather responses, Polco offered an additional "disparity analysis" to those jurisdictions who published the survey.

This document displays the results of the disparity analysis for De Pere. One of the questions on the survey asked respondents how welcoming they felt the community was to a variety of groups of people, such as those of lower income, those who had served in the military, those of various racial/ethnic backgrounds, etc. The chart on the next page shows the percent of people who said they believed the De Pere community was "**very welcoming**" to each group. In the green box in the upper left-hand corner is shown the groups to which more than 70% of respondents felt the community was very welcoming. Going clockwise, the next green box shows the groups to which fewer than 70% of respondents but more than half believed the community was very welcoming. In the lower right hand corner are the groups to which 40% to 49% of respondents considered the community very welcoming, while in the lower left hand corner are the groups to which fewer than 40% of respondents thought the community was very welcoming.

The charts on pages 3 to 10 show the percent of respondents of various demographic subpopulations who considered the community **very or moderately welcoming** to the groups displayed. The demographic breakdown shown is related to the groups of interest; for example, on page 7, it can be observed that respondents with lower incomes were less likely to feel the community was welcoming to people with lower incomes compared to respondents with middle and higher incomes. Some of the demographic subpopulations included fewer than 50 respondents, these are marked with an asterisk (*) on the following pages. For two of the groups, whether English was the respondent's first language or not, or whether the respondent's country of origin was the USA or not, there were too few respondents in one of the groups to create breakdowns. For others, multiple categories were combined into an "other" category to allow comparisons to be made.

Welcoming Communities

How welcoming, if at all, do you think your community is for . . .

Men (81%)
People who are White (81%)
People of Christian faith (76%)
People who are veterans or military personnel (75%)
People who are older (71%)

Women (67%)
People who are conservative (61%)
People who are younger (57%)
People who are American Indian or Alaskan Native (52%)
People who are Asian, Asian Indian or Pacific Islander (51%)
People with disabilities (50%)

People who are Arabic or Middle Eastern (39%)
People whose first language is not English (39%)
People who identify as transgender (37%)
People who are of lower income (36%)
People who are not U.S. citizens (36%)
People of Islamic faith (34%)

People who are liberal (49%)
People who are agnostic or atheist (47%)
People who are Black or African American (47%)
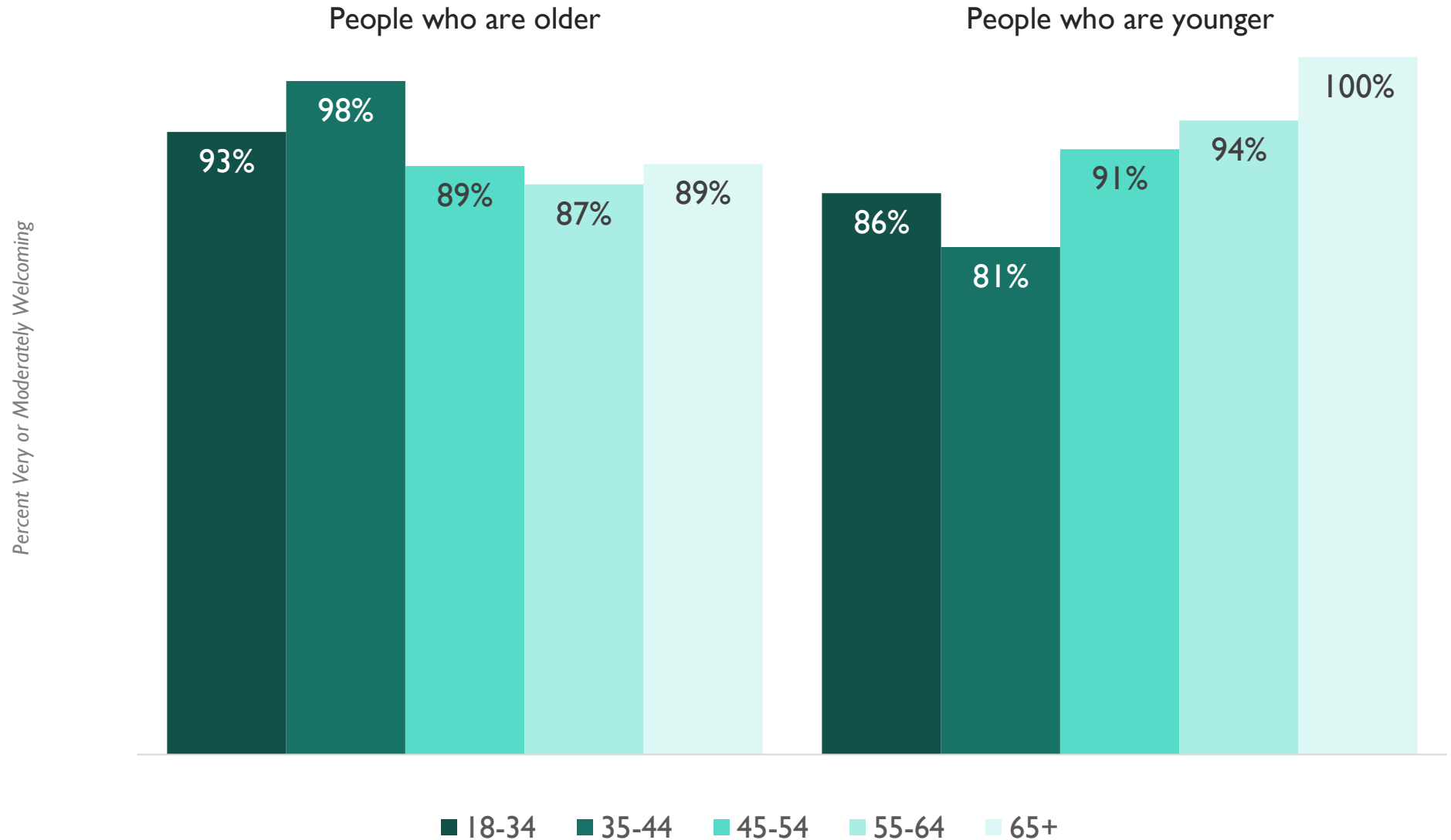People who are Hispanic (46%)
People of other faiths (45%)
People of Jewish faith (44%)
People who identify as lesbian, gay, bisexual, or other non-straight sexual identities (43%)
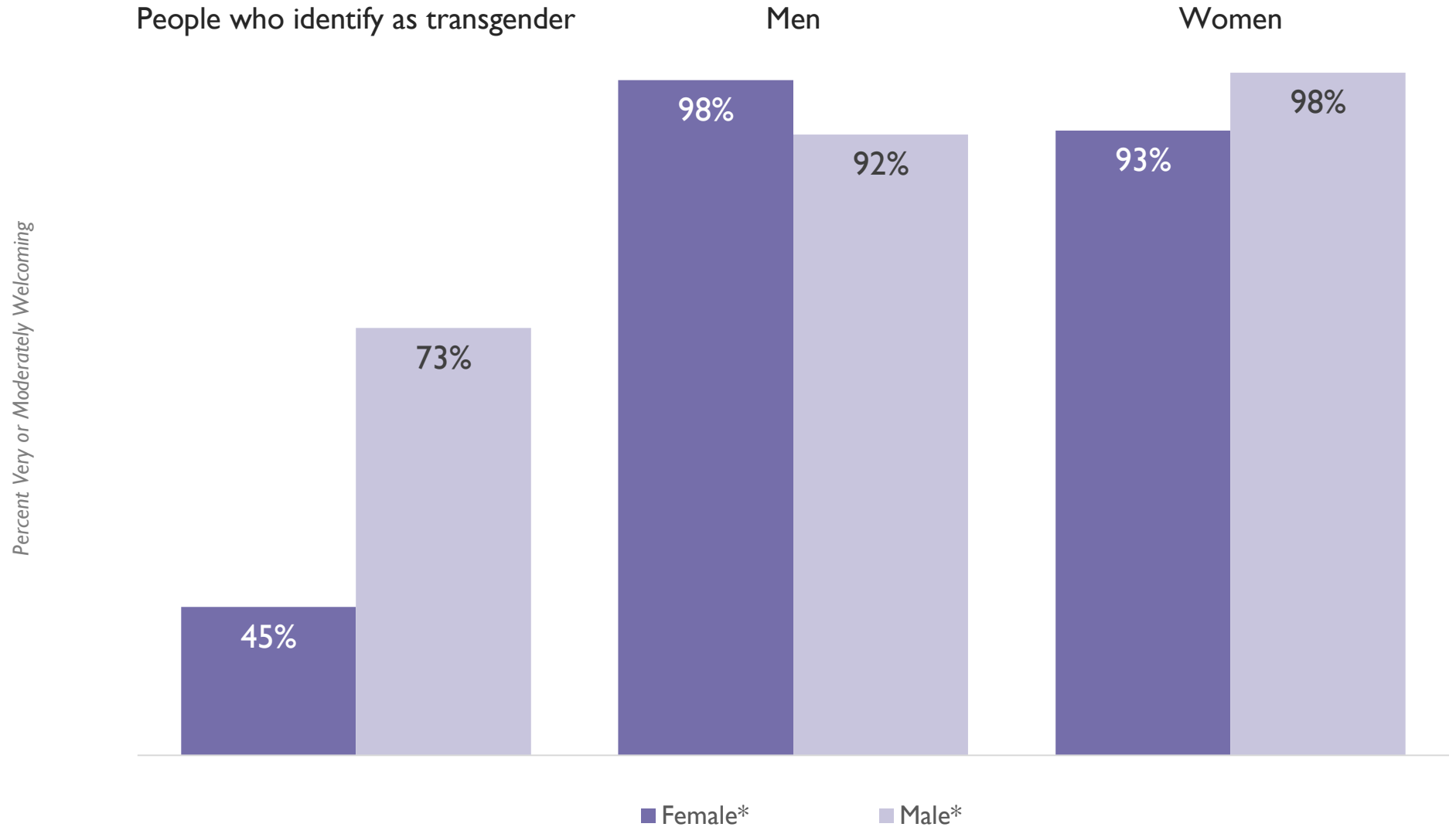
Percent "Very Welcoming"

Disparity Analysis by Age of Respondent

How welcoming, if at all, do you think your community is for . . .

People who are older

People who are younger

Percent Very or Moderately Welcoming

93% 98% 89% 87% 89%

86% 81% 91% 94% 100%

■ 18-34 ■ 35-44 ■ 45-54 ■ 55-64 ■ 65+

Disparity Analysis by Gender of Respondent

How welcoming, if at all, do you think your community is for . . .

| People who identify as transgender | Men | Women |

Percent Very or Moderately Welcoming

■ Female* ■ Male*

*As very few respondents identified another way, their responses are not shown

Disparity Analysis by Sexual Orientation

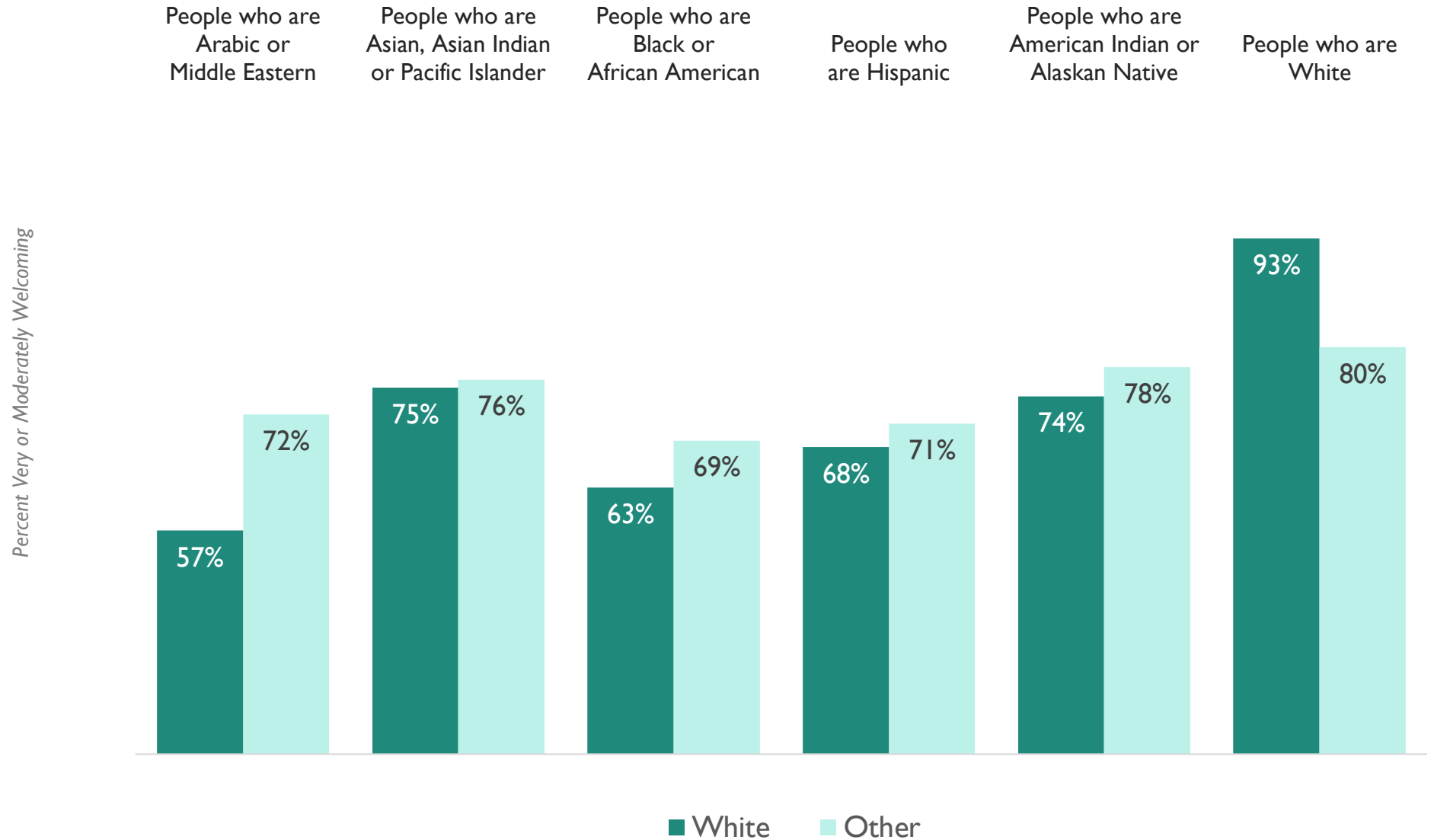How welcoming, if at all, do you think your community is for . . .

People who identify as lesbian, gay, bisexual, or other non-straight sexual identities

Percent Very or Moderately Welcoming

72% 71%

■ Heterosexual   ■ Other**

**Other included asexual, bisexual, gay, lesbian, queer, questioning, prefer to identify another way
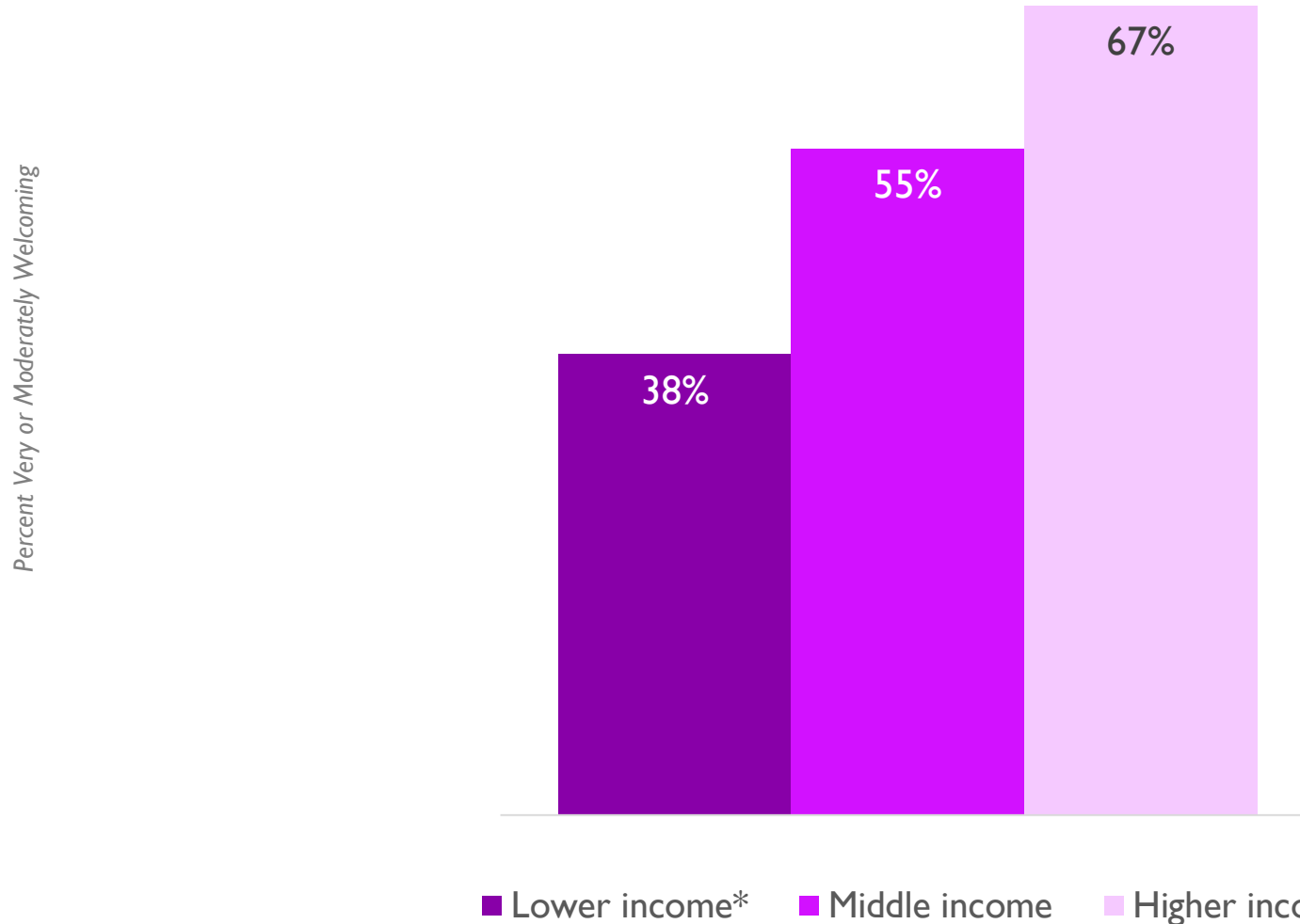
Disparity Analysis by Respondent Race/Ethnicity

How welcoming, if at all, do you think your community is for . . .

People who are Arabic or Middle Eastern: White 57%, Other 72%

People who are Asian, Asian Indian or Pacific Islander: White 75%, Other 76%

People who are Black or African American: White 63%, Other 69%

People who are Hispanic: White 68%, Other 71%

People who are American Indian or Alaskan Native: White 74%, Other 78%

People who are White: White 93%, Other 80%

Percent Very or Moderately Welcoming

■ White ■ Other

Disparity Analysis by Respondent Annual Income

How welcoming, if at all, do you think your community is for . . .

People who are of lower income

Percent Very or Moderately Welcoming
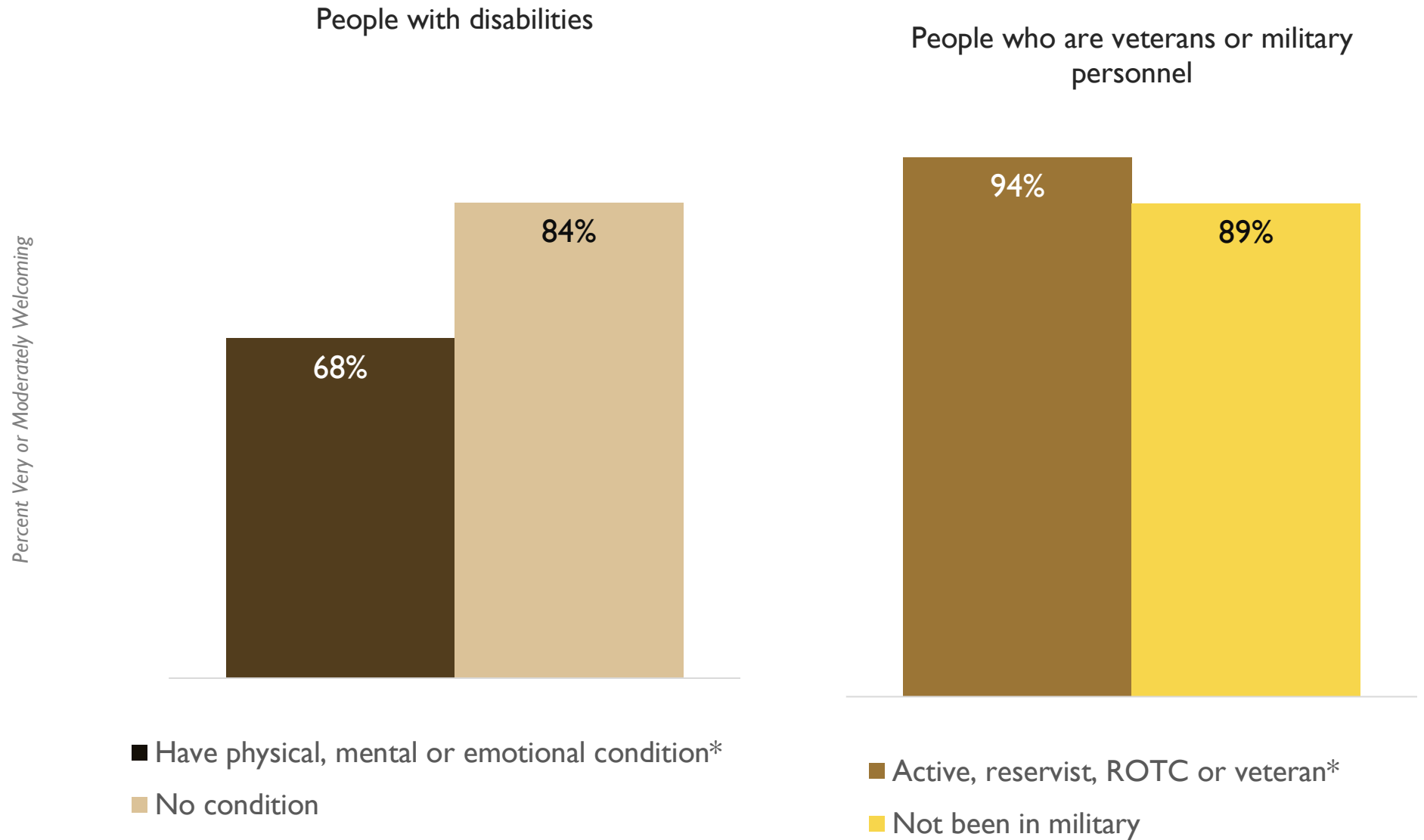
- 38%
- 55%
- 67%

■ Lower income* ■ Middle income ■ Higher income*

*Only 30 or 32 respondents were in these categories

Disparity Analysis by Disability and Veteran Status

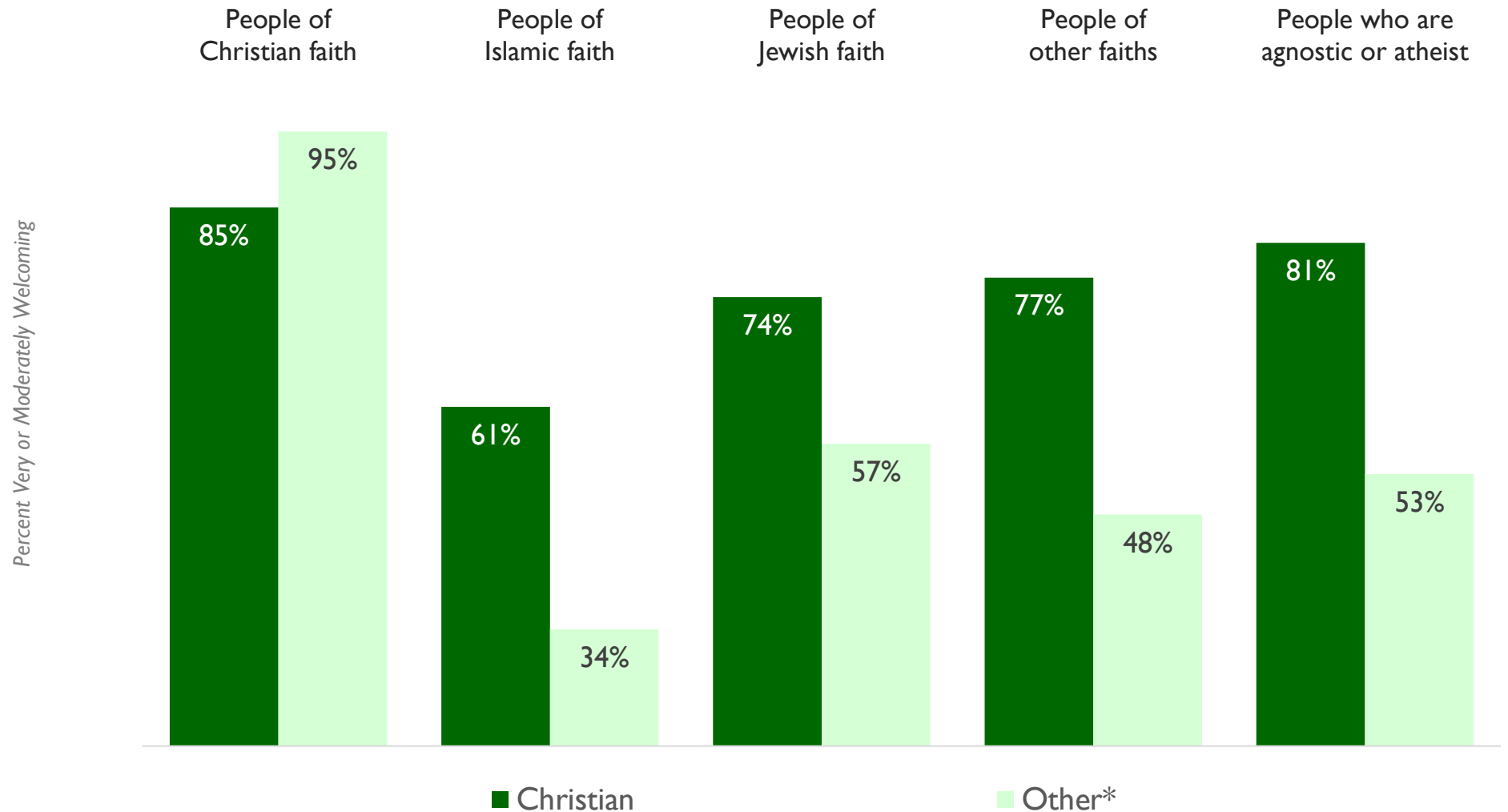How welcoming, if at all, do you think your community is for . . .

People with disabilities

People who are veterans or military personnel

Percent Very or Moderately Welcoming

68%

84%

94%

89%

■ Have physical, mental or emotional condition*

■ No condition

■ Active, reservist, ROTC or veteran*

■ Not been in military

Fewer than 50 respondents were in these categories

Disparity Analysis by Religious/Spiritual Identity

How welcoming, if at all, do you think your community is for . . .

People of Christian faith — Christian 85%, Other 95%

People of Islamic faith — Christian 61%, Other 34%

People of Jewish faith — Christian 74%, Other 57%

People of other faiths — Christian 77%, Other 48%

People who are agnostic or atheist — Christian 81%, Other 53%

Percent Very or Moderately Welcoming

■ Christian   ■ Other*

* The other category included Buddhist, Hindu, Jewish, Muslim, Sikh, Other, agnostic/atheist, no affiliation and spiritual but not religious