

Introduction

The Journey beyond 38th

The City and the power of policies to
advance economic mobility



City of Charlotte | January 27, 2025



Agenda

Today we will focus on the power of policies to advance economic mobility

- Our history and Charlotte's progress
- From 50 to 38
- Policy recommendations





After Charlotte's "50th out of 50" ranking
*The city responded... it produced numerous investments in childhood programs and changes in local policies and hiring practices, which have in part contributed to a turnaround. **Charlotte is now among the cities in which economic mobility is rising most quickly in America** — demonstrating that opportunity can change. Imagine a similar focus on creating an opportunity economy, but nationally.*

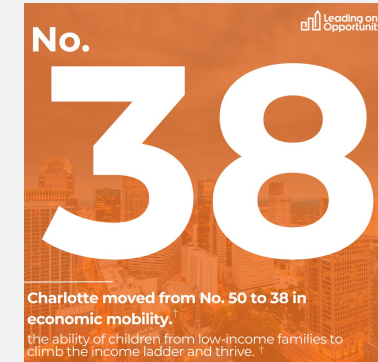
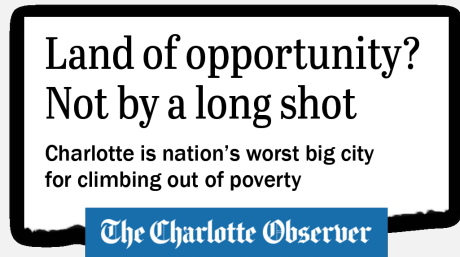
Raj Chetty

New York Times Op-Ed

September 20, 2024



History of Leading on Opportunity



2014

The Chetty Study

Charlotte's dead last ranking kick-starts a conversation on economic mobility

2017

Task Force Report

Civic leaders convene to envision a more equitable Charlotte

2020

Systems Strategy

LOO builds a team to catalyze action through data, strategy, and policy change

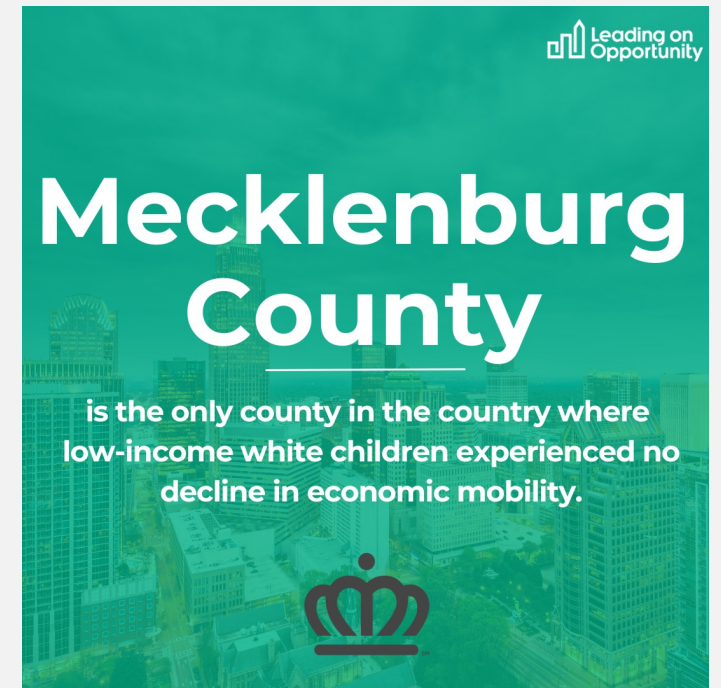
2024

No Longer Last

Ten years later, Charlotte rose from 50th to 38th, becoming 3rd in progress.



We're no longer in last place



Our Vision

*That **each child** has the freedom and chance to dream, pursue those dreams, & live a purposeful life –without exception.*

Our Mission

*To unite **diverse resources**, **embolden leaders** and **ignite civic imagination** toward the liberation and prosperity of the next generation.*

Our Approach

*We will do this by **advising organizations** on how to use **data** and build **cross-sector relationships** that accelerate Charlotte-Mecklenburg's progress and action toward improved economic mobility.*

Our Impact

*We will know we have succeeded when Charlotte & Mecklenburg County has the **shared commitment**, **aligned resources**, and **collective will** to make ongoing strides to improve economic mobility.*



By 2027 Leading on Opportunity will...

*Gather
Data & Knowledge*

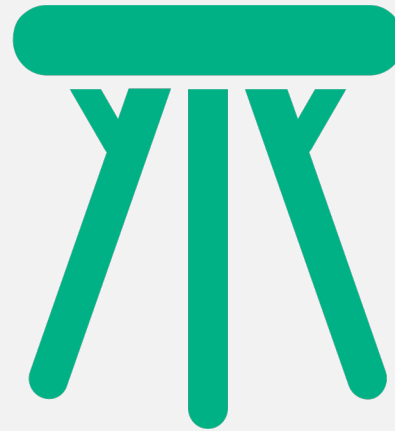
*Inform, Equip, &
Embolden Civic Leaders*

*Advise on Action Toward
Sustained Mobility*

*Create a Sustainable
Organization*



Why have we improved?



Public-Private
Partnerships

Nonprofit
Navigation

Expanding
Economy



Chetty's recommendations for policy focus

Focus on Childhood Environment



Provide opportunity-rich environments from birth to adulthood

Social Communities as Unit of Change



Target communities that have historically lacked opportunity

Invest in Social Capital






Connect those who don't have opportunity to those who do



We analyzed 37 evidence-based strategies and 127 tactics which will be available in Compass 2.0.

Aligning these to city committees, here's what we found...

| | | | |
|---|---|---------------------------|-----------------------|
|  | Transportation, Planning & Development | 2 strategy, 3 tactics | 67% of tactics in use |
|  | Jobs & Economic Development | 14 strategies, 45 tactics | 44% of tactics in use |
|  | Budget, Governance & Intergovernmental Relations | 4 strategies, 12 tactics | 67% of tactics in use |
|  | Housing, Safety & Community | 18 strategies, 67 tactics | 78% of tactics in use |



We analyzed 37 evidence-based strategies and 127 tactics which will be available in Compass 2.0.

| | | | | | | | |
|------------------------------|---|---|--|-------|--|--------|-------------|
| Protecting worker well-being | Helping residents balance work, health, and caring for family | Child care subsidies | Financial assistance for child care to working parents | FALSE | | Proven | Partnership |
| Protecting worker well-being | Helping residents balance work, health, and caring for family | Child care subsidies | Financial assistance for child care to working parents | TRUE | | Proven | Partnership |
| Protecting worker well-being | Helping residents balance work, health, and caring for family | Paid sick leave laws | Requires all or most employers operating within a jurisdiction to provide workers with paid time off to care for themselves or a loved one when sick | FALSE | | Strong | Policy |
| Protecting worker well-being | Helping residents balance work, health, and caring for family | Predictable scheduling laws | Requires businesses to provide hourly workers (primarily in fast food restaurants and retail chains) with schedules at least 14 days in advance | FALSE | | Strong | Policy |



Where does the Compass tell us to focus: HSC & TPD

Transportation and Safety



Proven practices:

- **We have:** Complete streets and streetscape design
- **Opportunity:** Automated speed enforcement cameras

What would that look like:

Montgomery County, Maryland's automated speed camera and red-light program, SafeSpeed, focuses on residential areas and school zones, issuing \$40 civil citations to the registered owner of vehicles traveling 12 miles per hour or more over the speed limit.



Ranked as having the highest level of evidence.

*This ranking is assigned to programs which have demonstrated **positive results in multiple studies** studies with strong research designs.*

Source: Results for America



Where does the compass tell us to focus: **HSC & TPD**

Housing stability and displacement prevention



Strong practices:

- **We have:** Addressing homelessness*
- **Opportunity:** Legal support for tenants facing eviction

What would that look like:

Funding: Charlotte Center for Legal Advocacy and Legal Aid NC



*Ranked as having the **second-highest level of evidence**.*

*This ranking is assigned to programs which have demonstrated **positive results in a single study**, or in multiple studies with less rigorous research designs.*

Source: Results for America



Where does the compass tell us to focus: **BGIR Advocacy**

Protecting Family well-being & Wealth Building



Strong practices:

- **We have:** Child care subsidies
- **Opportunity:** Predictable Scheduling Laws

What would that look like:

Requires businesses to provide hourly workers (primarily in fast food restaurants and retail chains) with schedules at least 14 days in advance



*Ranked as having the **second-highest level of evidence**.*

*This ranking is assigned to programs which have demonstrated **positive results in a single study**, or in multiple studies with less rigorous research designs.*

Source: Results for America

Where does the compass tell us to focus: JED

Wealth Building

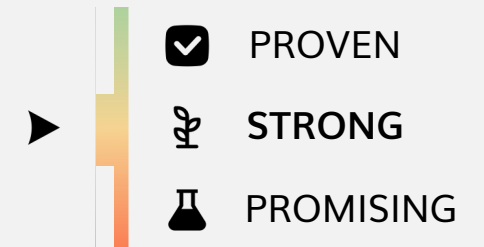


Strong practices:

- **We have:** Micro-loans for entrepreneurs
- **Opportunity:** Paycheck Plus Program

What would that look like:

State or local version of federal EITC. A refundable tax credit program of up to \$2000 for low-income adults without dependent children.



*Ranked as having the **second-highest level of evidence.***

*This ranking is assigned to programs which have demonstrated **positive results in a single study**, or in multiple studies with less rigorous research designs.*

Source: Results for America

Where does the compass tell us to focus: JED

Job placement services and supports



Strong practices:

- **We have:** Summer youth employment
- **Opportunity:** Senior Community Service Employment Program

What would that look like:

Providing employment opportunities for older Americans



*Ranked as having the **second-highest level of evidence.***

*This ranking is assigned to programs which have demonstrated **positive results in a single study**, or in multiple studies with less rigorous research designs.*

Source: Results for America

Policy has the power to advance economic mobility in Charlotte

- **Stay focused:** We are already executing on a large percentage of evidence-based recommendations.
- **Close the gap:** Opportunities range from bold (like Paycheck Plus and homelessness) to nibbling on the edges (like predictable scheduling laws)
- **Policy is the best lever:** Chetty says his research is intended to inform solutions and influence policy decisions



A blue-tinted background image of a space shuttle launching from a launchpad, with large plumes of smoke and fire. The shuttle is ascending vertically, leaving a trail of white smoke. The launchpad structure is visible on the right side of the image.

Questions? Thank You!