

Assessing Intersection of Climate Health & Equity in Dane County: Scoping Study Report and Recommendations (2021)

YWCA Madison, Ho-Chunk Gaming Madison, and Sustain Dane

*Funded by Dane County's Office of Energy & Climate Change's
Clean Energy Economic Development Grants Program*

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Grant Overview & Key Takeaways

Background

A truly effective implementation of climate action should represent and reflect all of the communities it serves. There are levels of privilege associated with any change in action that does not target the key demographic most heavily impacted, the BIPOC community. Because the BIPOC community is the most affected, the burden should not lie on their shoulders to solve these problems. Though many people struggle with transportation, accessing health resources, employment, childcare options, and housing, the BIPOC community has the additional layer of racial bias in all of these areas, worsening their situation. The BIPOC community is more likely to be in pure survival mode than their white counterparts. This portrays a false narrative that the BIPOC community does not want to be active, productive members of society. To truly be inclusive and serve community needs, BIPOC voices need to be heard, included in conversations and their opinions respected when decisions are affecting them. When barriers are removed, the result is a healthier and thriving community.

The current landscape of community wellbeing and health in the region is poor. Employment is a concern, and with transportation options proving insufficient, the ripple effect to other areas like childcare, health, and housing is exacerbated. Some possibilities are ensuring adequate funding is allocated toward organizations that focus on this while innovating and improving current resources through an integrated approach to implementing climate solutions simultaneously.

YWCA - Madison, Ho-Chunk Gaming Madison & Sustain Dane collaborated on the Assessing Intersection of Climate Health & Equity in Dane County project. We gathered feedback and discussed the challenges, opportunities and attitudes around climate, health and equity in the county, with focus on feedback from Black, Indigenous, and People of Color (BIPOC) perspectives. We met as a core team monthly to develop an outreach plan, create and conduct community surveys and conversations; and discuss feedback and ideas for building a more equitable and sustainable Dane County. We believe this work is incredibly important as Dane County continues forward with implementing the Climate Action Plan. This grant especially focused on the opportunities around transit accessibility and the value of community-based shared transit such as the YW Transit program. Working together on this project also strengthened our organizational relationships and trust for future opportunities. The project was made possible through the Dane County Office of Energy and Climate Change's Clean Energy Economic Development Grant Program.

Climate Health & Equity Priorities to Consider with the Climate Action Plan

As stated in the guiding principles Equity & Justice section of the Climate Action Plan, "An equity focus is critical to ensure that our climate solutions are not only just, fair, and equitable but also effective" ([2020 Dane County Climate Action Plan](#), Page 36) The below list includes priorities

that as a Core Team we concluded from discussions and engagement with surveys and community conversations.

1. **Collaboration:** well paid and on-going collaboration, visioning and decision making with BIPOC community members guided by BIPOC leaders to help inform the CAP funding allocations
2. **Address and improve foundational needs while implementing climate solutions:** As climate solution projects are implemented, they must be connected to bettering the foundation of people's lives, which was highlighted in this project to be health, housing, food and transportation.
3. **Mental health:** Reduce stigma around mental health and provide resources to community through already established community networks and trusted centers
4. **Transportation:** Invest in and grow already existing systems of community shared transit and support fleets becoming electric vehicles
5. **Eliminate racism:** The CAP needs to be anti-racist in every stage of implementation, and work to deconstruct racist systems and programs that are deeply harmful to BIPOC communities.

Key Takeaways

The Key Takeaways expand on the above priorities, with additional examples and information derived from grant feedback. The subsequent sections of the report further explain specific feedback and reflections for the YWCA and HCGM teams respectively, as their survey and engagement processes were tailored to each team's specific approaches.

- **Collaboration:** Engagement of BIPOC communities in continued feedback for Climate Action Plan should be intentional, on-going, and well paid collaboration
 - If/when local or federal funding becomes available for climate related projects, engagement with BIPOC communities must continue, asking for specific input on allocation of funding and listening to their voices
 - Opportunities need to be tailored to meet people where they are already gathering and working with trusted community organizations
 - Be well paid and collaborative for the time to provide input
 - Follow-ups programs need to ultimately benefit those who participate in giving feedback and communication showing how input was used
 - Connecting with communities of color on feedback for the climate, health, equity action plan is an intensive, lengthy process that touches all aspects of life.
 - Surveys are not necessarily the best way to gather community feedback due to the nuance and intersectionality of the topic. Informal conversations and facilitated discussions/interviews (in groups or one-on-one) are recommended
 - Being specific about how information shared will be used and what follow-up will look like is critical when engaging with communities of color. Engagement can be hurtful if this is not done.

- **Address Foundational Needs** when implementing climate solutions:
 - Framing of the conversation and action of “climate, health & equity” to address climate change can be most beneficial when led with health, housing, food, and transportation as these are the primary priorities identified through this project.
 - Health and housing are very personal topics and immediately felt in many people’s lives. There are basic needs that are not currently being met for people to move from surviving to thriving. As climate solution projects are implemented, they must be connected to the foundation of people’s lives, which was highlighted in this project to be health, housing, food, and transportation . Conversations that led with these topics to then explore climate change connections seemed to be the most accessible and relevant places to start that will make a significant impact on people’s lives as also address climate change in parallel.

- **Mental Health** is a top priority
 - Mental health support and reducing the stigma of receiving mental health support is going to be really important for addressing the intersection of climate, health, and equity. There is a need to link mental health resources with programs that are getting created as part of the climate action plan, such as conservation corps, housing investments, expansion of community transit programs, and other initiatives. This includes both training to managers and participants on how to identify mental health needs and open space for conversations to help others, as well as having trained counselors and therapists available for individuals.
 - Mental health services connected to police departments are not helpful for BIPOC communities. Better funding for existing programs in trusted community based centers, organizations, and businesses will be more effective.

- **Transportation Services:** YW Transit services are essential and has potential to expand to meet community needs
 - This is a key transportation service and in high demand → 52 people on waitlist
 - Maintenance on vehicles is a key cost in running the YW Transit program. With funding for investments in cleaner vehicles, this could reduce costs longer term and allow for funding to go to expansion of services
 - Important for rideshare program to feel welcoming and run by BIPOC community members to serve BIPOC community members
 - Transit accessibility needed especially where metro transit does not reach or does not accommodate schedule. Metro transit can not serve all transportation needs. Alternative community-based solutions are critical as housing further away from jobs is often the affordable housing available.

- **Transportation Technology:** Important to invest in cutting edge climate solutions and technology in already existing community solutions for transportation:
 - Example: Updating YW Transit fleet to electric vehicles. This would improve the long-term maintenance of vehicles and save money while also reducing

emissions that impact respiratory health issues such as asthma which effect non-white communities at higher rates.

- Investment to assist community-based organizations enter the clean fuel economy now will reduce a replication of inequitable systems and access in the future when dealing with more impacts of climate change. Money is often a barrier to making these improvements. It is important for BIPOC led climate solutions to have access to leading technology
 - Long term reduction in emissions can lead to reduction in health impacts of climate change
- **Eliminate Racism:** The CAP needs to be anti-racist in every stage of implementation, and work to deconstruct racist systems and programs that are deeply harmful to BIPOC communities.
 - Racism frequently noted as barrier to community well-being
 - It is important to recognize we are living in a racist system and climate solutions derived from these systems have the potential to add more harm to BIPOC communities
 - Information about impacts of climate change like carbon emissions does not always make it to the people who are most impacted, who are disproportionately low income communities and people of color
 - The white community has ownership over climate change conversation and it is important to expand this conversation to communities of color. Climate conversations must include race, and culturally relevant education around how climate change intersects with aspects of life such as health, housing, transportation, and food.

YWCA Madison

Reflections on Process & Overview of Survey Findings:

The CORE team members from YWCA Madison who worked on this 2021 Climate Health Equity project and developed the our survey were:

- Ashley Moncrief, Employment Services & Transit Director
- Saul Cortes, Employment Services Coordinator/Case Manager
- Lexus Anderson-Carter, EC Receptionist/Program Assistant
- Andrea Zea, Grants Management & Strategic Initiatives Director

After brainstorming a general Climate Health Equity (CHE) project survey template in collaboration with Sustain Dane and Ho-Chunk Gaming Madison at our CORE Team monthly

meetings, YWCA Madison team members developed a unique version of the CHE Survey. We were intentional about phrasing questions in a way that left them open-ended to encourage feedback (as opposed to just checking a box or ranking identified priorities) while still providing a framework that would allow us to derive quantitative as well as qualitative data from all survey responses. We also spent time coming up with wording of questions to explicitly define terms that are commonly used with a variety of meanings (i.e., equity, climate change) instead of simply using the common buzzwords. Our goals were to improve data integrity by ensuring respondents understood the questions and were able to answer in a way that was meaningful to each individual.

The YWCA Madison Climate Health Equity (CHE) Survey targeted employee Drivers and participant Riders of our YW Transit program as well as Residents of YWCA Madison's Internal Housing Programs based at our downtown location at 101 E. Mifflin Street on the Capitol Square, which provide subsidized affordable housing for single women and women with children with low household incomes. The YWCA Madison CHE Survey garnered a total of 41 responses. Of the 41 responses: 17 were YW Transit Riders; 11 were YW Transit Drivers; and 13 were YWCA Madison Residents. While 25 of the 41 survey respondents initially indicated they would be interested in a follow-up phone call or conversation to gather additional information about their perspectives and answers, very few individuals returned phone calls in response to our follow-up attempts. Fortunately YWCA Madison's survey format offered respondents the opportunity to provide written responses, providing us with valuable feedback to share.

In the **Programs & Barriers** section of YWCA Madison's CHE Survey, we offered a list of nine areas of interest/concern and asked respondents to rate them in order of importance for two separate questions (Questions 2 and 3). The categories were: Overall, Safety, Equity, Climate Change, Transportation, Food and other basic needs, Technology, Health, and Other area(s) as an open-ended option.

Survey respondents ranked the same three areas of well-being highest as most important to them/their community and facing the greatest challenges or barriers in their community: Food and other basic needs, Transportation, and Housing. Notably the one area of high need identified by both Riders and Residents that did not score high for Drivers was Safety. The remaining areas that were chosen were ranked in the following order by survey respondents: Health, Safety, Equity, Climate Change, and Technology.

Ranking	Area of Wellbeing
1	Food and Other Basic Needs
2	Transportation
3	Housing
4	Health
5	Safety
6	Equity
7	Climate Change
8	Technology

Maslow's hierarchy of needs is a theory of motivation which states that five categories of human needs dictate an individual's behavior. Those needs are physiological needs, safety needs, love and belonging needs, esteem needs, and self-actualization needs. YWCA Madison's YW Transit Drivers and Riders and Housing Residents all identified physiological and safety needs as being the highest priority in their lives. Other life realities take up the majority of time and energy of YWCA Madison's surveyed groups. As a community, we need to provide solutions and relief to these critical, common issues faced in our communities so that people have time and bandwidth to focus on climate change initiatives.

Despite the pressing basic needs that are a priority in their lives, in the survey section on **Climate Change and Climate Health Equity**, the vast majority of respondents (90%) identified climate change as having an impact on their life and community. A few survey respondents made general commentary about climate change that highlights the importance of addressing climate change. One Rider wrote: *Anything being done [about climate change] is good.* And a Resident commented: *[Climate change is] happening now more than anyone cares to believe.* And when asked to share any thoughts on the ways climate change impacts their life and community, two themes emerged. Many respondents identified very obvious impacts of climate change that they have observed. One Rider wrote: *The extremes of climate we experience now and expect to worsen, such as high heat, violent storms, rainfall, flooding, all of that impacts how well we are able to do everyday things like a walk, drive to a friend's place. Climate change affects our whole infrastructure, including supply chains. It's scary.* And from a Driver: *I'm not sure whether I'm breathing in fresh air, not sure when I buy food if it's contaminated. I have some strong thoughts about the world today and not good ones all the time.*

There were several respondents who indicated they are not sure of the exact impact of climate change but expressed concern about the issue despite not having a deep understanding. From one Resident responding to the question about the ways they think we are impacted by climate change (Question 6): *A lot. For one I need more education around this topic in general.* And in the alternative, another resident did not share concern about today but expressed worry about impending impacts of climate change: *None, but it needs to be addressed now, not before it's too late.*

Results of YWCA Madison's CHE Survey highlight how important it is to center equity and health as part of a holistic approach to implementation of a Climate Action Plan. Health disparities are exacerbated by climate change's impact, and healing has to take place before deep communal investment can be made towards protecting our future. Other pressing life realities (housing issues, transportation challenges, barriers to accomplish day-to-day activities) exhaust all of the resources available to the most vulnerable members of our community. We need to provide solutions and relief to other common issues so that people have time, energy, and bandwidth to focus on collective solutions to combat climate change.

So often the acts that are marketed as ways to make a difference in the battle against climate change require expendable income or access to resources (electric vehicle, upgrading to energy efficient appliances, "plant a tree", shop local). Even asking something that may seem simple, such as reducing household energy consumption by turning down the heat in the winter, can be near to impossible if a family lives in a rental unit that is not energy efficient or well-insulated. Furthermore, mass media messaging towards the general public about climate change tends to focus on the "small things each person can do to make a difference" —while remaining relatively silent on the exponentially greater impact that major corporations (in particular fossil fuel producers) have had and continue to have on the environment due to greenhouse gas emissions. Community action to truly combat climate change must also involve educating and organizing the general public to push for creation of local, federal, and international policy and regulatory bodies that have the power to sanction companies that fail to comply. As perfectly summarized by one of YW Transit's Riders: *We need help! The government needs to listen to us! Our community needs a very clean climate, good healthcare and equality for everyone.*

SURVEY FORMAT:

YWCA Madison's CHE Survey was divided into 4 sections with similar questions grouped.

- I. Participant Info: Demographics, Household Income Level, and Commute Length to/from Work or School
- II. Programs & Barriers
- III. Climate Change and Climate Health Equity
- IV. Transportation

Survey Results Analysis:

I. Demographics, Household Income Level, and Commute Length to/from Work or School

Age of Survey Respondents

Age Range	Count
22-34	2
34-44	5
45-54	13
55-64	14
65+	7
Grand Total	41

Gender of Survey Respondents

Gender	Count
Female	37
Male	4
Grand Total	41

Race/Ethnicity of Survey Respondents

Race/Ethnicity	Count
Asian	1
Black/African American	17
East Asian	1
Latinx/Hispanic	2
Middle Eastern	1
Multi-racial	1
South Asian/Indian American	3
Unknown	1
White	14
Grand Total	41

Household Income Level of Survey Respondents

Madison Metro Area Median Household Income*

Households in Dane County, WI have a median annual income of \$77,504, which is more than the median annual income of \$65,712 across the entire United States.

Income Level: % of Madison Metro Area Median Income for Household*	Count
Extremely Low Income Limits (30% of Area Median Income)	6
Very Low Income Limits (50% Area Median Income)	29
Low Income Limits (80% of Area Median Income)	5
Unreported	1
Grand Total	41

***2020 ADJUSTED HOME INCOME LIMITS - Madison, WI HUD Metro FMR Area**

U.S. Department of Housing and Urban Development

Household Size	Extremely Low Income Limits (30%)	Very Low Income Limits (50%)	Low Income Limits (80%)
1 Person	\$21,700 or less	\$21,701 – 36,100	\$36,101 – 55,950
2 Person	\$24,800 or less	\$24,801 – 41,250	\$41,251 – 63,950
3 Person	\$27,900 or less	\$27,901 – 46,400	\$46,401 – 71,950
4 Person	\$30,950 or less	\$30,951 – 51,550	\$51,551 – 79,900
5 Person	\$33,450 or less	\$33,451 – 55,700	\$55,701 – 86,300
6 Person	\$35,950 or less	\$35,951 – 59,800	\$59,801 – 97,700
7 Person	\$40,120 or less	\$40,121 – 63,950	\$63,951 – 99,100
8 Person	\$44,660 or less	\$44,661 – 68,050	\$68,051 – 105,500

Respondents were provided the chart copied below in the body of the survey to assist them in self-reporting household income:

Household Income			
In the chart below, find your family size, then circle the income level for your family's current annual (yearly) income. Total family income includes income from all sources (wages, unemployment, social security, public assistance, worker's comp, etc.) for all members of your family who are at least 18 years of age.			
Household Size			
1 Person	\$21,050 or less	\$21,051 – 35,050	\$35,051 – 54,950
2 Person	\$24,050 or less	\$24,051 – 40,050	\$40,051 – 62,800
3 Person	\$27,050 or less	\$27,051 – 45,050	\$45,051 – 70,650
4 Person	\$30,050 or less	\$30,051 – 50,050	\$50,051 – 78,500
5 Person	\$32,500 or less	\$32,501 – 54,100	\$54,101 – 84,800
6 Person	\$35,160 or less	\$35,161 – 58,100	\$58,101 – 91,100
7 Person	\$39,640 or less	\$39,641 – 62,100	\$62,101 – 97,350
8 Person	\$44,120 or less	\$44,121 – 66,100	\$66,101 – 103,650
My family income is higher than the amounts listed above for my family size. (Check the box only if it applies)			
My family income is:			
Income:	Household size:		

*The version of the income chart included in YWCA Madison's survey was derived from the 2020 ADJUSTED HOME INCOME LIMITS guidelines offered by the U.S. Department of Housing and Urban Development (HUD) - Madison, WI HUD Metro FMR Area (copied above, and available at: <https://www.huduser.gov/portal/datasets/HOME-income-limits.html>). We made the decision to remove the headers categorizing income levels (Extremely Low, Very Low, and Low Income) from the version of this chart in the survey, and used the HUD HOME formula for family sizes in excess of 8 persons, which are calculated by adding 8% of the four-person income limit for each additional family member.

Commute: Miles Traveled to Work or School from Home (one-way only)

Number of Miles to Work	Count
0 - 4 miles	11
4.1 - 6 miles	9
6.1 - 9 miles	5
10 - 14 miles	4
15 - 24 miles	2
25 - 54 miles	1
50+ miles	1
Not employed	7
No response	1
Grand Total	41

II. Programs & Barriers

- 1. There are great solutions happening to promote community well-being right now. What are some of the most important/best programs you are seeing in your community right now that are making a positive impact? Please provide specific examples for as many of the areas listed below as you can.**

Our survey offered the following categories to provide framework to help guide survey respondents:

Overall , Health, Safety, Equity, Climate Change, Transportation, Housing, Food and other basic needs, Technology, Other area(s)

Riders

Respondents highlighted existing solutions to promote healthier communities and community well-being most frequently in the area of Transportation (6 respondents) and Food and other basic needs (5 respondents), followed by Housing (3 respondents).

Health – Free COVID vaccination, health programs and support for those without health insurance

Climate Change – Anything being done is good (*only one response*)

Transportation - Low cost/ free transportation for seniors and people with disabilities.

Programs that provide free bus passes.

Housing: Public housing, more shelters for homeless people, lots more affordable housing!

Food and Other Basic Needs: Food pantries mobile food pantries that come to those who can't easily get about. sundries pantries that offer things like soap, toilet paper. The temporary expansion of EBT benefits

Technology: Education assistance for GED. Federal programs to expand low cost internet.

Drivers

Respondents highlighted existing solutions to promote healthier communities and community well-being most frequently in the area of Transportation (7 respondents) and Food and other basic needs (7 respondents), followed by Housing (6 respondents).

Overall: Government stimulus checks.

Health: BadgerCare Plus; Free COVID shots. Foundation for Black Women's Wellness.

Safety: Mask wearing.

Climate Change: Electric buses, solar

Transportation: YW Transit, fuel efficient vehicles

Housing: Section 8, CDA, and other low income housing programs

Food and Other Basic Needs: Knights of Columbus, Second Harvest and The River Food Pantry

Other Areas: "With the high amount of homelessness/food insecurity right now, I have seen many individuals without a specific program affiliation bringing communities together to fundraise and donate food/ supplies for people in need."

Residents

Respondents highlighted existing solutions to promote healthier communities and community well-being most frequently in the area of Housing (6 respondents), Health (5 respondents), and Food and other basic needs (5 respondents).

YWCA Madison focused responses from residents who identify our building downtown (101 E. Mifflin St) as their community.

Overall: YWCA Madison's IT Fridays [tech programming and support for residents]; trying to keep all things in the building

Health: Venus Washington transportation program, Badger Care, CCS, mask mandate

Equity: Summit Credit Union

Climate Change: "It's happening now more than anyone cares to believe."

Transportation: Madison Metro; Women's Care Center transportation services; The Beacon

Housing: YWCA, Porchlight's Dwelling Intervention Grants & Sustenance program (DIGS), Freedom, Inc., federal rental assistance, Tenant Resource Center

Food and Other Basic Needs: CAC, FoodShare

2. Please tell us how important each of these areas of well-being is to you.

Survey respondents were asked to score each area of wellbeing on a scale from 1-5, with Very Important = 5, Important = 4, Somewhat Important = 3, Little Important = 2, Not Important = 1. The table below shows compiled rankings of the areas of wellbeing.

Ranking	Area of Wellbeing	Score
1	Food and Other Basic Needs	176
2	Transportation	175
3	Housing	170
4	Health	169
5	Safety	169
6	Equity	153
7	Climate Change	148
8	Technology	123

3. Please choose the areas of well-being that face the greatest challenges or barriers for you and your community?

Below is a summary of the highest scoring areas identified by each group surveyed (riders, drivers, and residents).

All 3 groups who responded to YWCA Madison's CHE Survey identified three common areas of well-being that face the greatest challenges or barriers in their community: Transportation, Housing, and Food and other basic needs. The area(s) of high need identified by both Riders and Residents that did not score high for Drivers was Safety.

Riders

Transportation (11)

Housing (9)

Safety (7)

Food and other basic needs (6)

Health, Equity, and Technology (each with 4)

Drivers

Housing (6)

Food and other basic needs (5)

Equity and Transportation (both with 4)

Residents

Health and Housing (both with 10)

Food and other basic needs (9)

Safety (8)

Transportation (6)

4. Based on the challenges or barriers you identified, what do you want local government and/or the community to think about when planning programs and services in these areas?

[This question was asked on the survey as an open-ended question only. Please see below a selection of quotes from each group who responded to the survey, representing a variety of the types of responses received.]

Riders

- *I hope the government [provides] help to all races. Not discrimination. Equality. Health good services. Help people when one need it. Health to all! If planning programs, we need to be included in all programs too.*
- *To keep housing affordable, stop landlord from going up every year. To give people a raise (from \$7.50 to \$15 an hour) The cost of living goes up every year.*
- *Expanded transportation would also be good. More bus routes and spots, more specialized transportation for people with disabilities, and people needing to get to work and to shop, go to library, doctor, office and so on. Better public information about what is available to people would help too.*
- *More bus, shelters, jobs for more disabled people who are able to work, higher paying salary.*

Drivers

- *It would be nice to have affordable public transport connecting areas, town, cities with Madison. More internet options that are affordable.*

- *We need actual affordable housing, grocery stores within neighborhoods so people can access them and a better more efficient public transportation service which includes out living communities.*
- *More accessible and affordable housing. Holding landlords accountable for updating properties. Full service grocery store in the Allied and South Madison neighborhood (food access). Plumbing streets in South Madison in winter.*

Residents

- *The government puts programs and opportunities out there and I want to participate however if you have to worry about basic needs or how you're going to get from place to place it makes your life 10x harder, for example if you go to a class or program and you haven't eaten for the day you can't really concentrate like that or if you can't eat lunch because you spent your money on bus fare.*
- *How to include low income people in your programs.*
- *To give people that have made a mess of their lives more of a chance.*

III. Climate Change and Climate Health Equity

5. How much do you think climate change impacts your life and community?

Of the 41 survey respondents, 40 answered this question about the effect of climate change on their life and community. The five options provided for the response were: 'High impact', 'Impact', 'Some impact', 'A little impact', and 'Doesn't have impact'.

The majority of respondents chose Impact (12 responses, or 30%) or High impact (12 responses, or 30%), while Some impact (17.5%) and A little impact (12.5%) were selected in another 12 responses (total 30%). The final 4 individuals (10%) responded that climate change 'Doesn't have impact' on their life and community. Please see the chart below for a breakdown of responses by group of survey respondents.

	Doesn't have impact	A little impact	Some impact	Impact	High impact
Riders	1	1	4	3	7
Drivers	1	1	2	5	2
Residents	2	3	1	4	3
TOTALS	4	5	7	12	12

6. In what ways does climate change impact your life and community? Please share any thoughts that cross your mind.

[This question was asked on the survey as an open-ended question only. Please see below a selection of quotes from each group who responded to the survey, representing a variety of the types of responses received.]

Riders

- *I have been in Wisconsin for over twenty years. I have seen the lakes deteriorate exponentially and seen the youth moving away due to this. I think is sad to see the conditions of the lakes.*
- *Decreased air quality, decreased water quality, extreme weather temperatures, viruses, diseases and people who are homeless.*
- *Absolute impact over community. The air is not clean. The pollution in the air affects us. We need to take care of the world. Especially the kids.*
- *Not sure.*
- *The extremes of climate we experience now and expect to worsen, such as high heat, violent storms, rainfall, flooding, all of that impacts how well we are able to do everyday things like a walk, drive to a friend's place. Climate change affects our whole infrastructure, including supply chains. It's scary.*

Drivers

- *I'm not sure whether I'm breathing in fresh air, not sure when I buy food if it's contaminated. I have some strong thoughts about the world today and not good ones all the time.*
- *Having housing that is up to code, allowing for heating and cooling systems to work properly and bills to reflect that. Access to clean air and water*
- *Killing our fish or become uneatable. Air quality ozone causing breathing problems. Garbage on ground.*
- *Harvesting and use of fossil fuels is bad for the environment of the planet. Air soil and water are affected as is the health of the people.*
- *I heard from my great, grand, and parents that climate has always changed, and the government should not make a big deal about it.*
- *The quality of air and water we use has declined. More extreme weather like drought, flooding has impacted our family farms.*

Residents

- *The weather is different. There are droughts, too much rain in some places. Too many wildflowers. I believe that weather impacts some people more than others **This could be the reason people are killing a lot... and why people are wandering around with no purpose giving up on life and have no regard for ones life**. Also my allergies as bad as they have ever been.*
- *A lot. For one I need more education around this topic in general.*
- *Transportation availability.*
- *If it's rainy or super cold or if the busses don't run I can't go to school because I have no way to get there.*
- *None, but it needs to be addressed now, not before it's too late.*

7. What do you think is necessary to create a clean, healthy, just community?

[This question was asked on the survey as an open-ended question only. Please see below a selection of quotes from each group who responded to the survey, representing a variety of the types of responses received.]

Riders

- *Everyone's participation. Do their part whatever it may be. Community involvement. More government funding.*
- *Communication, equality and funding for programs to help people.*
- *I am sure preservation of what makes Dane County great, is a good start.*
- *Make sure everyone has a home, make programs more accessible without having to jump through a lot of hoops and different protocols to where it makes it near impossible to have a home in the USA.*
- *We need help! The goverment needs to listen to us! Our comminity needs a very clean climate, good healthcare and equality for everyone.*
- *Health coverage for all. More mental health professional involvement in matters not suited to police only involvement. Address racism. Clean enviroment for all, especially the younger kids and elderly.*

Drivers

- *Access to basic needs like good paying jobs, housing, food and transportation would give people more stability to worry about other things like climate change and a clean healthy enviroment.*
- *Organizing meetings to discus together what the main problems are and how to address those problems, with less gonverment intervention. (people-referendums)*

- *Ride sharing, 90% vaccinations for covid, free healthcare, raise minimum wage.*
- *Community programs for the people in the neighborhoods run by people who live in the neighborhoods. Local government seeking to hear from new voices, not having the same people on community boards. Funding local programs.*
- *Respect, honesty. More ads showing this. More ads showing clean water, air and ground.*
- *Clean energy sources are needed. Less fertilizers and chemicals. Stop the use of single use plastics like shopping bags and straws.*

Residents

- *Education, less cars, more equity from community leaders. and institutions. Also, I wish the YWCA would report monthly rent payments on our credit report.*
- *Keep doing the little things that can be done, like recycling plastic and not dropping cigarette butts on the ground because they get into our water system.*
- *Education/ exposure to real life struggles.*
- *Everything stated in this survey is super important, however food and laundry money.*
- *More people need to wear masks.*
- *Everyone must take care and look after ones own community. Protect, clean, abide by law, pay attention to the do's and dont's by law.*

IV. Transportation

8. Do you ever use shared transit (carpooling, YWTransit, bus, etc) to get to work?

Of the 41 survey respondents, 24 said they use shared transit to get to work.

Riders

17 total: 16 yes (94%); 1 no (6%) (this rider uses YW Transit for services other than JobRide)

Drivers

11 total: 1 yes (9%); 10 no (91%)

Residents

12 total: 7 yes (58%); 5 no (42%)

9. If you answered "yes" to question Number 8, Why do you use shared transit?

Reason	Count
Do not have access to a personal vehicle	12
Affordability	9
No driver's license	10
Bus line not accessible / high number of transfers or long ride times	11
Other	6

Information provided in the "Other" category as one reason survey respondents do use shared transit to get to work were varied.

Riders

- *A lot of buses don't have 24/7 service, and In and Out lying access that is very important for accessibility.*
- *I don't drive anymore because I am 75.*
- *I am legally blind and it is more safe for me.*
- *No buses late at night.*
- *Very low income.*

Drivers

- *Just being mindful with our community.*

Residents

- *Necessity. Bus line is not accessible to some of the employers I would like to work for.*

10. What would encourage you to use shared transit more often?

[This question was asked on the survey as an open-ended question only. Please see below a selection of quotes from each group who responded to the survey, representing a variety of the types of responses received.]

Riders:

- *Nothing. I am very comfortable and safe. I love my transit ride. Everybody is friendly. Spectacular community and lovely people. I feel in family.*
- *More drivers so we can have more scheduled transportation.*
- *Affordability.*
- *Due to health condition, very low income, very accessible, affordable, timely, compassionate and kind drivers: and it's very helpful.*

Drivers:

- *My disability makes it not possible for me sharing transit with anybody.*
- *If it was available [in the area I live outside of Dane County] I would use it.*
- *Quicker commute times and more access in outlying communities.*
- *To save money, keep clear roads and parking spots.*
- *If I was not able to drive my own car.*
- *Convenience. Call, get ride. [referring to on-demand ride services]*
- *If there was more of it. YW Transit does a lot of work, but the demand heavily outweighs the capacity of what we are able to deliver.*

Residents:

- *Better notification of services for singles. Include scheduled service for areas stores/pantry, schools when requested.*
- *A program like the YWCA JobRide, expanding its income limits, like a 'step up' program, so you can get ahead by getting a better job, but still need transportation to that job.*
- *I would like to see the women's transit line back up and running for people like me that need rides back and forth to the store and laundromat.*
- *Buses running later at night and to Sun Prairie more often.*
- *More city bus routes.*

YW Transit Services Summary

YW Transit Basics:

YWCA Madison supports equity in transportation and offers a variety of specialized transportation services to the community. The overarching goal of the YW Transit program is to provide equitable access to jobs, health care, and community life by offering a variety of subsidized and free transportation services to low income community members. Rides are free for some services; all other services, including the JobRide alternative employment transportation service, are offered at subsidized shared ride rates for low income riders.

YW Transit Service Categories:

JobRide: YW Transit's JobRide is an alternative employment transportation program serving Dane County that provides 24 hours/7 days a week rides for low-income people going to/from work and employment-related activities such as job training programs. YW Transit JobRide provides curb-to-curb services 24/7; the program fills the gaps in services of more mainstream and public transportation options.

Specialized Transportation & Community Connections: These services enable seniors, people with disabilities, and other low income riders (in particular, those also enrolled in our JobRide program) to access their communities and needed services. Affordable and reliable transportation allows seniors and individuals with disabilities access to important opportunities in education, employment, health care, housing, and community life.

Sexual Assault Prevention: YW Transit provides safe night rides for potential victims of sexual assault and those in domestic violence situations. Crisis calls are always prioritized and the program operates 365 days a year from 9:00pm-1:00am. The program coverage area includes the City and Town of Madison, and rides are free to the community. All sexual assault prevention related rides are driven by female drivers.

Contracted Community Rides: YW Transit provides contracted rides for community agency programs and groups. Coordinated Community Transportation bridges a service gap, allowing community agencies to connect with their client base by providing affordable group transportation.

YW Transit in 2021 and Impact of Dane County Climate Health Equity Grant Funding:

As of September 30, 2021 (end of the third quarter), YW Transit had provided 11,338 one-way rides to 56 Dane County residents. YW Transit vehicles covered 59,501 miles to provide 11,338 one-way rides, and YW Transit Drivers provided 9,885 hours of service to deliver this critical community program. Thanks to the \$10,000 of Direct Services funding received through this 2020 Clean Energy Economic Development grant from Dane County, YWCA Madison was able to cover the costs of 510 hours of YW Transit Driver time (part-time hourly employees).

Approximately 70% of current YW Transit riders are continuing JobRide riders, enrolling year after year due to permanent or large financial barriers that prevent them from being able to secure a driver’s license and/or vehicle; most JobRide riders use YW Transit services to get to/from work 4 or more days each week. The other services provided by YW Transit have more “turnover” in riders throughout the year and year-to-year.

The COVID-19 pandemic has had a sizeable impact on YW Transit’s operations and service outcomes. For example: In Quarter 3 of 2021 (July 1 - Sep 30, 2021), YW Transit provided 3,804 rides. The program’s pre-COVID, Quarter 3 of 2019 number of rides provided was 8,588. Reducing the number of riders per vehicle as a public health/safety measure has *temporarily* reduced the number of riders we are able to serve within the current budget. We would need funding to acquire additional vehicles and to hire more drivers in order to provide more rides/serve more individuals.

Total of One-way Trips - YW Transit (2021)

Service Type	Q1	Q2	Q3
JobRide	3370	3683	3553
Other Service Type	279	202	251
Total One-way Trips	3649	3885	3804

Combined Program Data (2021)

Metric	Q1	Q2	Q3
Total service miles	25905	26543	7053
Total service hours	3370	3523	2992

Other Service Type - Purpose of Ride (2021)

Purpose	Q1	Q2	Q3
Medical	26	42	34
Employment Search	166	50	72
Education/Training	0	0	0
Social/Recreational	8	25	37
Shopping/Personal Business	79	83	46
Adult Day Programming	0	0	0
Crisis	0	2	0
Other	0	0	62
Total One-way Trips Other Service Type	279	202	251

YWCA Madison is actively compiling final annual agency demographics for 2021. However, in 2020, the gender of YW Transit participants was 78% female and 22% male. The race/ethnicity of 2020 program participants, as self-identified, was: 38% Black/African American; 10% Latinx/Hispanic; 17% Asian; 10% Multi-racial; and 25% White. And 100% of 2020 participants' household income was self-reported at or below 200% of the Federal Poverty Level.

Program Highlights - "Sucess Stories" and Collaborations of the YW Transit program:

Success Stories

José lives in the downtown Madison area and works in DeForest. He applied for JobRide because his car had broken down and he was unable to afford the high cost of a taxi service to get to and from work. YW Transit was able to accommodate José's ride request and added him to a route quickly. He has said that without JobRide, he probably would have lost his job because he did not have access to a car or someone who could provide him with a ride to/from work, and Madison Metro does not have routes to DeForest. Thanks to the JobRide program, José has been able to save money over the past few months and recently ordered one of the final parts he needs before starting the repairs on his vehicle. José called about a week ago to let us know that his car should be up and running within the next couple weeks, at which point in time he will exit JobRide and will have maintained employment.

Bethany has been participating in other YW Transit programs for over 5 years. She was recently added to the JobRide Program about a year ago. Bethany is contracted as an in-home caregiver, for which transportation is necessary to get to the homes of many of her clients. Because of

this, Bethany was limited to the clients that she could serve as she would have to wait for a client that lived on a bus line to become available. Last year when Bethany was added to JobRide, was able to gain consistency in her employment by securing a client in Sun Prairie. Bethany said that this would not have been possible if it was not for JobRide as she lives on the west side of Madison. Bethany stated, "I feel safe getting to and from work. Previously I would have to catch the bus late at night to get to and from work. As a survivor of domestic violence, I always had anxiety about catching the bus at night. JobRide has allowed me to keep my job, so that I am able to provide for myself."

Ms. Kennedy was referred to YW-Transit by her Employability Coach through DVR. At the time she had just become employed, but was recommended by her doctor to stop taking public transportation due to chronic pain that she was having from health issues. Walking to and from the bus stop increased the pain for Ms. Kennedy and also her health condition put her at greater risk for Covid-19. While she did qualify for ParaTransit, Ms. Kennedy was not able to afford the service with the income that she was bringing in. We were able to add her to our JobRide program to ensure that she safely gets to and from work, and also added her to our Senior Transportation program so that she can take care of daily errands such as going to and from the grocery store and doctors' appointments as she needs to. Recently Ms. Kennedy sent this message to YWCA Madison's Transit staff, stating: " I just wanted to say thank you for the accommodation that I have been receiving from the YWCA JobRide. My deepest gratitude for it all. Praying that the lord will continue to bless you all for all of this great opportunity that you all have arranged for people like me. Also hoping and praying that god continues to see you all through it all and keep giving you all much more opportunities ahead. Many thanks to you."

Collaborations

YWCA Madison's YW Transit program collaborates with local government and non-profit entities to coordinate and avoid duplication of services and innovate new transportation solutions to meet emerging community needs. A few examples of the organizations we have partnered with over the past several years to best serve the community include:

- WI Dept of Health Services: IRIS (Include, Respect, I Self-Direct) is a self-directed program for Wisconsin's frail elders and adults with disabilities; an individual must be eligible for Medicaid to participate. IRIS is built on the principles of self-determination and self-direction, and every IRIS participant has an IRIS consultant agency and fiscal employer agent to help support self-direction. IRIS has a broad set of services available, and YW Transit contracted rides is one of the authorized transportation providers. (For more information on IRIS, visit: <https://www.dhs.wisconsin.gov/iris/index.htm>)

- Madison Metropolitan School District (MMSD): YW Transit staff receive calls from MMSD school counselors, sports coaches, social workers from the Transition Education Program (TEP) for youth experiencing homelessness, and other staff regarding coordination of transportation for low income youth whose needs cannot be met by Madison Metro Transit. We have provided transportation to/from school as well as for after school programs and activities.
- Dane County Department of Human Services (DCDHS) and Forward Service Corporation (FSC): Our JobRide program provides rides and has created temporary routes to serve individuals enrolled in FoodShare Employment and Training (FSET) and W-2 job training and educational programs. We also receive new rider referrals from DCDHS and FSC for JobRide, Community Connections/Specialized Transportation Services, Night Safe Rides, and IRIS.
- Verona School District: Recently reached out to YW Transit due to having difficulty filling admin and other staffing support positions; hoping to recruit residents of the City of Madison who are willing to commute to Verona for work but would need transportation services in order to accept jobs in areas not served well by Madison Metro Transit or other public transportation services.
- McFarland School District: To provide rides to high school students to/from classes at Madison College (i.e., enrolled in the Running Start program).

YWCA Madison's Recommendations and Program Ideas

During the Core Team Meetings, we discussed recommendations for programs and possibilities if future funding was available. The list below details the priority ideas:

1.) Expansion of YW Transit services:

Grow the YW Transit fleet to add at least an additional vehicle and 2 additional drivers. This would help expand our sexual assault prevention rides and senior citizen access to groceries and basic needs. There are 52 people on YTransit waitlist, so there is a demonstrated interest and need for expanded service provision.

Estimated costs to expand YW Transit service capacity by roughly 15%—or an increase of 2,200-2,700 additional one-way rides annually:

- Year 1 costs include vehicle purchase and would range from \$82,045 (standard new vehicle) - \$100,920 (new electric vehicle), and
- Year 2-5 costs would range from \$48,230 (for electric vehicle) - \$57,120 (for standard vehicle)
- Note that savings in fuel expenses alone over a 5 year period would make purchase of an electric vehicle the less expensive option.

Cost breakdown:

- Purchase of 1 additional YW Transit fleet vehicle:
 - Standard: 2022 Ford Transit Connect XL Cargo Van, base price ranges from \$24,925 - \$27,915
 - Electric: 2022 Ford E-Transit All-Electric Van, base price ranges from \$43,295 - \$52,690
- Hire 2 additional YW Transit Drivers (part-time, hourly staff)
 - \$38,670 in wages/taxes/fringe
- PLUS Insurance, fuel, maintenance, vehicle depreciation, and other overhead expenses (facilities, program management, and other administrative staff that support the YW Transit program with compliance, reporting, etc.)
 - \$9,560 - 18,450

We are also working with MGE to do an analysis to gauge impact of converting the YW Transit fleet to Electric or part Electric. We are partnering with MGE to lay out a comparison of an electric vehicle to what YWCA currently has and the usage of YW Transit vehicles to assess the savings associated. Analysis breaks out different categories of charging times, up front cost etc.

Will take about 6 months to gather info & get the report. When this is collected, we will share data with the county. County funding could help cover the difference in cost as YW Transit buys new cars and would help them buy electric. There is a significant cost that currently goes to maintenance (ex: lots of transmission work) and converting to electric would remove this cost.

Additionally, current software is old, limited in ability, and doesn't work that well. Updating software would provide much easier scheduling and ride mapping: This would require ~\$750 per month. If funding were available to cover at least 3 years of funding for this technology, this would be ~\$45,000.

2.) Create a centralized County Transit Office equipped with Mobility Management Software to support coordination across all public transit and rideshare programs

YWCA Madison advocates for the collaborative creation of a centralized County Transit Office that could meet the needs of public and alternative transit service customers and providers throughout Dane County. The purchase of a commercial "software as a service" centralized mobility management system to centralize dispatch, fleet management, call-taking, and mobility payment integration functions for multiple transportation provider types using a single, online platform would be critical to improve operations of local transportation programs as well as accessibility of services to the public. There would also need to be funding for staffing to handle community requests for transportation assistance, coordination with the variety of transit providers, maintain/update centralized software, and produce reports.

Currently, if a Dane County resident has public transportation needs, their only options for centralized information are to contact Dane County's Transportation Call Center or United Way of Dane County's 211. And when an individual reaches out to either of these resources, they will be provided with phone number(s) to call to verify eligibility and availability of services with any area transit providers that may be able to assist them. There is virtually no coordination between alternative transit provider agencies in attempts to maximize route efficiency and reach additional potential customers.

Once multiple transit and human services transportation providers all have access to a robust, centralized mobility management software, all programs should be able to achieve route efficiencies, collaborate more effectively to meet current and emerging community needs, and serve more riders. Ideally this software could handle trip booking, payment, notifications, special requirements, etc. through an online portal available to the public, while providing the option for riders to use a central County Call Center if they are uncomfortable using the available technology online. And with all County transit providers using the same software, data

collection would be streamlined, leading to consistent reporting formats, encouraging collaboration among providers and creating transparency to existing and potential funders, government agencies, and the Dane County community.

3.) Computer Lab available for community to use

As a Core Team, we discussed how limitations to the internet pose a barrier to accessing basic needs, like accessing MyChart and making appointments. Everything is online, and especially with the pandemic, many basic services have transitioned to online forms. Libraries often have limits on computers that make it more difficult to use for longer time periods. It would be important for this space to have a printer and some private space booths. There is potential for a community computer lab to be housed at YWCA, or another community space downtown.

Funding could come from a combination of grants, public and private donations. Computer technology could include support from computer companies such as [HP's commitment for Digital Equity](#) and/or donated computers from technology companies.

4.) Community-based mental health support that is separated from the police

Important for people to talk to someone from similar background when they call for mental health assistance for themselves or others in the community. It is important to uplift already existing examples of community based mental health and community wellbeing programs. Additional funding and staff for these programs could expand their reach.

- Mt. Zion Baptist Church has free drop in services to speak to a professional, and crisis intervention support. If more funding could support this, there could be potential to expand this service that is already coming from a trusted organization.
- EOTO: Each One Teach One - provides mental health and substance use wellness support. They provide quick access support services at a sliding scale/affordable rates.\
- Goodman Center has an intergenerational perspective on programs and services that support the entire family

5.) Co-collaboration rather than soliciting feedback from BIPOC communities

Agencies, businesses and organizations need to be very conscious of how much BIPOC communities get surveyed and then feel used for their time and ideas. Make sure that people are actually benefiting (in immediate compensation and longer term impact) by providing their input, experiences and ideas, and included as part of a collaborative, creative process. Location for community engagement should be convenient to where people are already gathering. Participants should be well paid, including stipends of at least \$100 per hour of involvement.

Ho-Chunk Gaming Madison

The CORE team members from YWCA Madison who worked on this 2021 Climate Health Equity project and developed our survey were:

- Laura LaMere Environmental Services Manager, Ho-Chunk Gaming Madison
- Missy Tracy Municipal Relations Coordinator, Ho-Chunk Gaming Madison
- Kyla Beard Cage Manager, Ho-Chunk Gaming Madison

Reflections on Process & Overview of Engagement/Survey Findings

The survey conducted was targeted toward Ho-Chunk Gaming Madison employees, as well as Ho-Chunk Nation community members. There were a total of 31 respondents that took the survey, with six people interviewed for a follow-up conversation. The six people that agreed to have follow-up conversations were employees, and it was given in-person, one-on-one. This is not a representative sample of the entire Ho-Chunk community, but rather a sampling of employees of HCGM and community members who voluntarily took the survey and participated in conversations.

Reflections on Survey Process:

- Language: The language used in the survey did not reflect the general public's understanding of the topic of sustainability. The use of more lucid verbiage might have produced more respondents for the survey, as well as for the follow-up interviews.
- Format: Paper surveys were provided; however, the language may have been a deterrent for some peoples' decision to participate. In addition, the ease of use with online respondents did not accommodate elder community members' familiarity with technology, nor some peoples' accessibility to access the QR code provided to take the survey.
- Timing: The time between initial survey responses and follow-ups appeared to work against us; any future surveys would have to address this issue, and ideally have follow-up conversations sooner after the initial survey.
- COVID-19: The pandemic likely played a small role in the low number of community responses. The branch office where the surveys were located operates limitedly, making the traffic flow almost non-existent.
- Replication: The process of surveying the community and the employees could be worth replicating, provided some adjustments are made to the issues encountered in the process, and acknowledgement of the significant amount of coordination time and effort it takes to run a survey process. Despite the low response rate, the quality of the feedback was valuable.

Key Findings from Feedback Survey & Conversations:

We listed six categories in areas of interest/concern and asked respondents to rate them in order of importance. The data extracted from the survey displayed that **health ranked as the number one priority**, with 8 out of 31 respondents ranking it as their highest priority. Within the health category lies the subcategory of mental health being of concern to respondents.

The follow-up questions were influenced by answers in the initial survey. This prompted the incorporation of the subcategories of mental health and transportation.

Transportation:

- During one follow-up interview, an employee in the security department mentioned how important and beneficial improving transportation would be, not only for employees but for guests as well. From their personal experience, the lack of a bus route or other means of public transportation did not provide a sustainable option in commuting to work at Ho-Chunk Gaming Madison, one of the only tribally-owned enterprises in Dane County. In addition, based on repeated occurrences from patrolling, guests were observed using taxis to get to and from the facility.
- While there are always some people that may never be convinced to take public transportation options, as seen in our responses, others simply need better access and affordable options. Thirty-nine percent of respondents stated they would not be convinced to take a Park and Ride or other public transportation option. Accessibility/convenience came in a close second, with **thirty-two percent stating they would opt for public transportation if it were more convenient and accessible to use.**
- Based on the survey data, it may be concluded that some priorities the county should bear in mind are that poor employment opportunities can affect alternate transportation options. There are safety concerns of the Park and Ride off of Stoughton Rd close to the Beltline.
- Among the 25 respondents that have not used shared transit, they commented that “Nothing goes to my work place besides cabs,” “I need flexibility to pick up my son,” and “I have a car, no use for shared transit.”

Mental Health:

Mental health was a big concern for many; sixteen percent of respondents cited resources aimed at mental health to be most important. This number was only contrasted by those that did not specify or had other suggestions including, employment, housing, or other. One respondent mentioned: “I consider the user or person in need not acknowledging they need help or not talking about their issues as a top challenge.”

Racism:

Throughout the survey responses the concern of racism was raised frequently:

- **The most common answer to the open ended question about top challenge/barrier to community well-being was racism/unconscious bias (6 responses).**
- The concern is not only from the BIPOC community; others that have seen people of colors' struggles have raised this as an issue. Multiple respondents that identified as white or Caucasian expressed concern over racism/social justice.

In terms of interest in learning more about programs/services:

- Housing was the topic that interested the most number of people (6 respondents).
- Two respondents were interested in health and two others in mental health.
- Only one person was interested in more information about climate.
- Overall, nine people said they did not have interest in learning more about any of the topics.

Only a small number of respondents feel that the needs of community are being met:

- 3 respondents said yes, 10 respondents said no, and the 18 remaining said it was both depending on the situation and context. Some of the noteworthy comments include: "to get by yes but to be fruitful no" and "No, but it never will."

Ho-Chunk Survey Results Analysis

Below is a breakdown of demographic information, as well as survey questions and analysis of responses for each question.

Demographic Overview:

The HCGM CHE survey garnered 31 responses. Of the 31 total responses, 3 were general community members and 28 were employees at HCGM. Twelve survey respondents said they would be interested in a follow-up phone call to share more information about their perspectives and answers. Six people ended up doing follow-up conversations.

Age: Age of respondents were recorded based on ranges with 9 respondents between the ages of 22 -24, 7 respondents between 34-44 years old, 7 respondents between 45-54 years old, 6 respondents between 55 - 64 years old, and two respondents 65+ years old.

Category	Count
22-34	9
34-44	7
45-54	7
55-64	6
65+	2

Gender: Of the 31 respondents, 18 identified as male and 13 identified as female

Race/Ethnicity: The majority of the survey respondents (17 people) identified as American Indian or Alaskan Native. Eleven respondents identified as White/Causasian and one respondent identified for each race/ethnicity of Black or African American, Hispanic or Latino, and Native Hawaiian.

American Indian or Alaskan Native	17
White/Caucasian	11
Black or African American	1
Hispanic or Latino	1
Native Hawaiian	1

Survey Questions & Responses:

- 1. There are great solutions to promote healthier communities and community well-being right now. What are some of the most important/best programs you are seeing in your community right now? (For ex. The Behavioral Resource Center connects people to resources for mental health and/or substance use needs.)**

Respondents highlighted existing solutions to promote healthier communities and community well-being most frequently in the area of mental health (6 respondents) and food (5 respondents). For mental health, this included reference to Behavior Health Ho Chunk and Family Services of Madison which helps families and individuals adjust to mental issues. For food, respondents highlighted existing solutions such as CSA share through tribe, food share program through tribe and MMSD, food pantries, Feed Wisconsin, and community gardens.

Other areas of note include Public Health Madison and Dane County’s Immunization Coalition and healthy water programs for household water, well, and septic programs and services, the Boys & Girls Club, Middleton Outreach Ministry, Tenant Resource Center, and Social Justice Center.

2. What do you consider to be a top challenge/barrier to community well-being?

The most common answer to the open ended question about top challenge/barrier to community well-being was racism/unconscious bias (6 responses). Respondents said COVID 3 times, ‘time and effort people put into helping themselves’ stated in varying forms 3 times, drug/substance abuse, and communication 2 times each. Two quotes of note include:

“I consider the user or person in need not acknowledging they need help or not talking about their issues as a top challenge.”

“Not only taking collective action but also empowering and enlightening individual action and responsibility.”

3. Rank your priorities of what else you'd want municipal government and/or the community to know about your perspective on climate, health and/or equity? [1st Choice - 6th Choice]

Respondents were given six options to rank for their priorities related to climate, health, and equity. For the response to what is respondent’s first choice of priority, the options ranked in the following order: health (8), housing (6), child care (6), equity (4), climate (4), employment (3). We combined the data for the first and second choice rankings and then for the first, second, and third ranking to see if priorities stayed the same or shifted. In all of those calculations, health, housing, and child care remained the position 1, 2, & 3 in varying order, and equity, climate, and employment remained in the position 4, 5, & 6 in varying order. In the follow-up phone conversations, we discussed the intersection of climate with health, housing, and child care priorities in more depths.

1st Choice	
Health	8
Housing	6
Child Care	6
Equity	4
Climate	4
Employment	3

4. Would you be interested in learning more about these programs/services? And if so, which interests you?

In terms of interest in learning more about programs/services, housing was the topic that interested the most number of people (5 respondents). Two respondents were interested in health and two others in mental health. Only one person was interested in more information about climate. Overall, nine people said they did not have interest in learning more about any of the topics.

5. How many miles from work do you live?

22 of the respondents live 20 miles or less away from work and 9 respondents live 21 miles or more away.

0-5	8
6-10	7
11-20	7
21-40	6
41+	3

6. Do you ever use shared transit (ex. carpooling, YWTransit Bus, etc.) to get to work?

7 respondents have used shared transit before and 24 respondents have not used shared transit.

7. Why or why not? Could it be expanded, filling a gap that would be meaningful to you?

Among the 7 people who have used shared transit, they shared feedback that they “save money on commute” and “parking is expensive and healthier for planet.”

In comparison, among the 24 respondents that have not used shared transit, they commented that “Nothing goes to my work place besides cabs,” “I need flexibility to pick up my son,” and “I have a car, no use for shared transit.”

8. Have you ever used a Park & Ride process to get to work?

Three respondents had used a Park & Ride and 28 respondents had not.

9. What would encourage you to take a Park & Ride to work (or other events)?

Comments about what would encourage respondents to take Park & Ride include:

- "Have transportation that runs out to Hcg-Madison "
- "Punctuality"
- "Compensation"
- "To save money and gas to get to an event with some friends. Also can avoid finding parking at said event."

Comments about the challenges that respondents have that would not encourage them to use a Park & Ride include:

- "Not much, don't trust leaving vehicle unattended."
- "I take care of my father in my time off."
- "4am ride lol"

10. Are the needs of the community being met?

In terms of if community needs are being met, 10 respondents said no, 3 respondents said yes, and 18 respondents said it was both depending on the situation and context.

Some of the noteworthy comments include:

- "to get by yes but to be fruitful no"
- "No, but it never will."
- "I would like to see more rail transit to more routes."

11. Do you have any thoughts on how transit services/transportation could be improved?

10 people responded that they did not have additional thoughts on how transit service/transportation could be improved. Comments from people who did have comments that were noteworthy include:

- "bus line to the casino would be great many employees have quit because of no transport"
- "more stops and a better app"
- "lower fares"
- "More routes from the city to here"
- "No, I haven't used transit services years. When I did, it seemed fine. I tend to use Uber if I have to, which is usually readily available"
- "Group services for people who are unable to commute themselves."

12. What, if anything, is being overlooked or not considered?

Three areas mentioned that were not considered in other areas include:

- Elderly and Veterans
- Homeless problem, public transportation to outer areas of the city
- Job wages

HCGM Recommendations & Program Ideas

1.) Add metro route & YW Transit route to HCGM

As heard in feedback from employees and conversations at HCGM, having additional alternative transit that includes a bus stop at HCGM would be beneficial for employees and guests.

Especially for 2nd & 3rd shift support, having additional transit at night would provide more options for getting to work, and avoid costs and excess driving of taking ubers to work. The Core Team brainstormed potential for buses to stop at the Yahara Golf Course. In addition to a metro transit bus stop at HCGM, it would also be beneficial for additional YW Transit routes to HCGM, as some employees use these routes, but due to timing of driver and van availability those employees who use YW Transit can only work certain shift times.

2.) Native American Center

It would be valuable to have a physical space for indigenous people to gather that also serves as a center for services like mental health services and traditional healing for indigenous people. There are groups like Wunk Shiek geared towards college students, but there is not a welcoming space for adults with programming. While there is a Ho-Chunk center, it is not open to other indigenous people.

Planning and funding for a Native American Center would take significant time, funding and personnel, and would need to center and employ indigenous leaders to be part of the planning and implementation process.

3.) Ecological council to advise the Climate Action Plan

With the goal of developing an indigenous perspective for a climate change adaptation guide, we envision a group of indigenous people paid to serve on a council to bring ecological knowledge and feedback to guide the Climate Action Plan. This group would be external from HCGM and open to all tribes, detached from just the Ho-Chunk nation. Would not be reservation based, could connect at the national level and meet with national climate advisors.

Funding needed for a full time lead position to guide the council would be at least \$100,000.

4.) Expand mental health services

Current tribal behavioral health services are mostly focused on substance abuse, and need additional support for non substance related mental health. People don't know where to go for support and feel like there isn't support available. Ideally, there would be free and accessible mental health support as part of Tribal Health Services. For example, they could offer 5 free therapy sessions for anyone, and create affinity groups for ho-chunk people in various age brackets as support groups. They would need to increase staff to better serve needs for mental health support.

At HCGM, expansion of mental health could involve communications and training to HCGM managers around mental health. With this training there could be communication to employees that while managers are not specialists, they do have training in crisis prevention and could help connect people to resources.