

MINUTES OF THE BOARD OF SUPERVISORS
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA



2.0

9:00 a.m. being the time set for Joint Board Meeting: Community Action
Commission (CAP).

I hereby certify that the foregoing is a full true, and correct copy of an order made and
entered on October 18, 2010 of Supervisors Minutes.

WITNESS my hand and the seal of the Board of Supervisors
Dated: October 18, 2010
Kecia Harper-Ihem, Clerk of the Board of Supervisors, in
and for the County of Riverside, State of California.

(seal)

By: *Kecia Harper-Ihem* Deputy

AGENDA NO.
2.0

xc: CAP



JOINT MEETING OF
THE COMMUNITY ACTION COMMISSION
AND
THE BOARD OF SUPERVISORS

County Administrative Center
Board Chambers 1st Floor
October 18, 2010
10:00 a.m.

AGENDA

Call to Order

Marion Ashley, Chairman
Riverside County Board of Supervisors

Jenice Haskin, Chairman
Community Action Commission

GREEN TEAMWorks, Foster youth program

Lois J. Carson, Executive Director
Douglas Price, Synergy
Sterling Anaya, Graduate
David Hopkins, Hopkins Painting
Michael Alafa, Graduate

Report on CSBG/ARRA

Jenice Haskin

Foundation for Economic Stability

Gene Walker, President

Racial Equity and Economic Security

Dr. Shelagh Camak, Chairman
Policy Advisory Committee

Partnership with Habitat for Humanity

Gene Walker, Commissioner
Debra Jackson, CCAP

DOE/ARRA-Weatherization

Community Action Month WX Day
Program Outcomes: Jobs/ Production

Rusty Bailey, Commissioner

PROJECT BLISS

Deborah Franklin, Chairman
Guiding Coalition

COOL CENTERS

Dale Cook, Commissioner
Maria Y. Juarez, Assistant Executive Director

CAPMOBILE USE

Claudia Castorena, Commissioner
Maria Y. Juarez



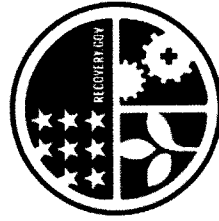
The Mission of Community Action:

We, the Community Action Partnership of Riverside County, with the community, will end poverty for the poor through education, wealth building, advocacy, and community organizing.

How To Make A Difference

Let us know your opinion!

- Sign a Declaration to help end poverty in Riverside County!
- Attend a community dialogue!
- Volunteer at a participating community organization!



This study is property of the Community Action Partnership of Riverside County. This program or service was funded in whole or in part by the American Recovery and Reinvestment Act of 2009 in cooperation with the California Department of Community Services and Development and the Community Action Partnership of Riverside County.



Community Action Partnership of Riverside County & The Fair Housing Council of Riverside County, Inc.

RACIAL EQUITY AND ECONOMIC SECURITY
A Survey of **STRUCTURAL RACISM**

Community Action Partnership of Riverside County
2038 Iowa Ave., Ste. B-102
Riverside, CA 92507

Tel: (951)955-4900
Toll Free: (800)511-1110

Executive Director,
Lois J. Carson, CCAP

www.capriverside.org

Fair Housing Council of Riverside County, Inc.
3933 Mission Inn Ave.
Riverside, CA 92501

Tel: (951)682-6581
Fax: (951)682-0262

Executive Director,
Rose Mayes

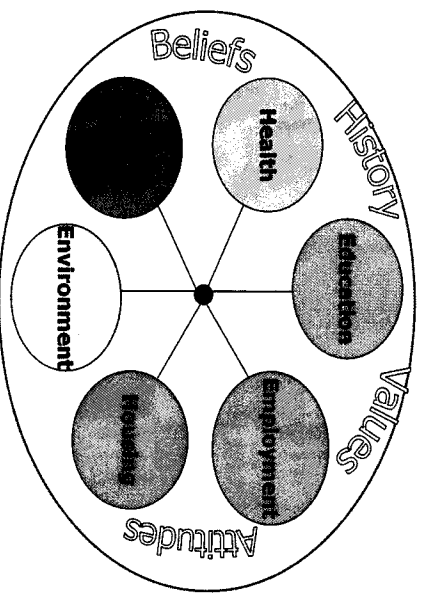
www.fairhousing.net

The Mission of Fair Housing:

Fair Housing Council of Riverside County, Inc. strives to provide comprehensive services which affirmatively address and promote fair housing (anti-discrimination) rights and further other housing opportunities for all persons without regard to race, color, national origin, religion, sex, familial status (i.e. presence of children), disability, ancestry, marital status, source of income, sexual orientation, or other arbitrary factors.

What is Structural Racism?

According to the Aspen Institute Roundtable of Community Change, in their publication, “Structural Racism and Community Building” in June 2004, the term structural racism refers to a system in which public policies, institutional practices, cultural representation and other norms work in various, often reinforcing ways to perpetuate racial group inequity; thereby allowing privileges associated with “whiteness” and disadvantages associated with “color” to endure and adapt.



Racial Equity and Economic Security

In 2008, the Aspen Institute, with funding from the Ford Foundation, partnered with the National Community Action Partnership to study structural racism. Eight Community Action agencies nationwide, including Community Action Partnership of Riverside County (CAP Riverside), were selected to study structural racism in their communities.

CAP Riverside’s representatives, meeting in Aspen, CO, chose to bring this issue to the entire county through “Big View” meetings, initially conducted by the Human Relations & Rights groups in Riverside, Hemet/San Jacinto/Menifee and Palm Springs. Another aspect was to address racial disparity in the availability of child care in Riverside County. A Policy Advisory Committee was established to oversee the entire project, and a Technical Advisory Committee to work on the child care issue.

Using funding from the American Recovery & Reinvestment Act (ARRA), CAP Riverside contracted with Fair Housing Council of Riverside County to conduct a county-wide survey of 3,000 persons to get an accurate snapshot of racial attitudes in the county. ARRA funding was also granted to the Riverside County Child Care Consortium to identify, train and prepare for licensing new family child care providers in the most underserved and needy areas in Riverside County. A mapping survey identified these communities as Highgrove, Perris and Cathedral City.

This Study

The goal of this survey was to find how individuals internalize and respond to racialized structures. The immediate goal was to interact with community groups to administer the survey and obtain signatures on the Community Declaration to End Poverty.

STUDY FINDINGS

Responses to experience questions indicate that among race groups, Hispanic respondents reported the least amount of engagement with other race groups.

Responses to opinion questions and experience questions show that African American and White responses to employment questions were very different. African-American respondents reported more discrimination, while white respondents reported less discrimination in the work place.

Overall, African-American respondents reported the most amount of discrimination, and the least amount of satisfaction living in Riverside County. White respondents were least likely to report discrimination and reported the most satisfaction living in Riverside County.

Our ultimate goal is to help bridge the gap between racial inequities and to declare an end to poverty in Riverside County through both education and awareness by reframing and bringing about change by these means:

- Internal Change
- Public Policy Change
- Practices Change



RACIAL EQUITY & ECONOMIC SECURITY

Report of the Community Survey

September, 2010

Report of the Community Survey

Information Compiled and Analyzed By



Fair Housing Council of
Riverside County, Inc.



Inland Empire Health Plan

A Public Entity

Policy Advisory Committee

- Dr. Shelagh Camak - Chairman**
Riverside Community College
- Mayor Ron Loveridge, PhD**
City of Riverside
- Dr. Bradley Gilbert, M.D.**
Inland Empire Health Plan
- Dr. Carlos Cortes**
Retired Educator, UCR
- Ms. Jennifer Vaughn-Blakely**
The Group
- Dr. Yolanda Moses**
University of California, Riverside
- Mr. Gary Christmas**
Riverside County Executive Office, Retired
- Mr. Kevin McCarthy**
United Way of the Inland Valleys
- Mr. Daniel Foster**
The Community Foundation
- Ms. Deborah Clark-Crews**
REES Technical Advisory Committee
- Mr. Kenneth Young, Superintendent**
Riverside County Office of Education
- Ms. Irene Morales, Esq.**
Inland Counties Legal Services

RACIAL EQUITY AND ECONOMIC SECURITY
Report of the Community Survey

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RACIAL EQUITY AND ECONOMIC SECURITY

Report of the Community Survey

Executive Summary

A. Hypothesis:

According to the Aspen Study, historic structural racism has established a legacy of privilege for some Americans and disadvantage for other Americans. The correlation between race and well being remains powerful. The Community Action Partnership of Riverside County set out to determine the nexus of poverty and race which is manifested by racial disparities in major areas of community life: Housing-Health-Employment-Education and the Justice System. Although some minority Americans are highly successful and many white Americans are desperately poor, the overall pattern of inequity persists. An honest appraisal of racial equity holds the promise of what the Aspen institute calls a just society and a vibrant democracy. The survey seeks to test this hypothesis.

B. Background:

The Community Action Partnership of Riverside County (CAP) contracted with the Fair Housing Council of Riverside County to conduct a survey on Structural Racism. More than 3,000 respondents were polled on their experiences and opinions regarding racial equity/disparity and the issues of housing, education, healthcare, criminal justice, and income/employment.

CAP Riverside is one of eight local agencies selected by the National Community Action Partnership to launch the Ford Foundation/Aspen Institutes initiative called Racial Equity and Economic Security (REES). It is a multiyear project and features uniquely different models at each Community Action site: Syracuse, NY; Jacksonville FL; Milwaukee, WI; Lexington, KY; Atlanta, GA; and the State of New Mexico.

Funding for the project was provided by The American Recovery and Reinvestment Act (ARRA) to advance the work toward racial equity in the County of Riverside. The report was presented to the R.E.E.S. Advisory Committees in September 2010.

The analysis of the survey data was performed by researchers at the Inland Empire Health Plan (IEHP) to identify meaningful differences in responses. Significant agreement can serve as a catalyst to discussions at community meetings. The final report that follows was jointly developed by The CAP of Riverside County and its subcontractor The Fair Housing Council of Riverside County.

RACIAL EQUITY AND ECONOMIC SECURITY

Report of the Community Survey

C. Major Findings

- Responses to experience questions 2, 6, 8, and 10 indicate that, among race groups, Hispanic respondents reported the least amount of engagement with other race groups.
- Responses to opinion questions 2, 3 and 10 and experience questions 1 and 3 show that African American and White responses to employment questions were very different. African-American respondents reported more discrimination, while white respondents reported less discrimination in the work place.
- *Overall, African-American respondents reported the most amount of discrimination, and the least amount of satisfaction living in Riverside County. White respondents were least likely to report discrimination and reported the most satisfaction living in Riverside County.*



A Community Dialogue

RACIAL EQUITY AND ECONOMIC SECURITY

Report of the Community Survey

RACIAL EQUITY AND ECONOMIC SECURITY

Report of the Community Survey

D. Quality Assurance:

All surveys were entered, in their entirety, into a Microsoft Access database. The data entry process was randomly reviewed by a secondary party to ensure that the data was entered accurately. The data was transcribed with a 99% accuracy rating.

E. Interpretive Methods

Frequency analyses were performed on all questions for all respondents and are presented in this report.

The analyses presented only examined race in relation to the specific questions of the survey. Other demographic comparisons did not yield significant results.

F. Concerns

The survey was not fielded on a random sample of Riverside County residents. Therefore all results must be interpreted with caution.

Sample sizes ranged from a low of 43 (Native American, Other) to a high of 1,306 (Hispanic). In addition, different race groups responded to questions at varying rates. This means that when one compares responses to the questions by race, one should do so with caution.

The survey did not test specific hypotheses; rather it sought to find out general information. Therefore all analyses are exploratory and should be interpreted with caution.

Every attempt has been made to achieve complete transparency within this report.

RACIAL EQUITY AND ECONOMIC SECURITY

Report of the Community Survey

III. Findings

A.1. Housing

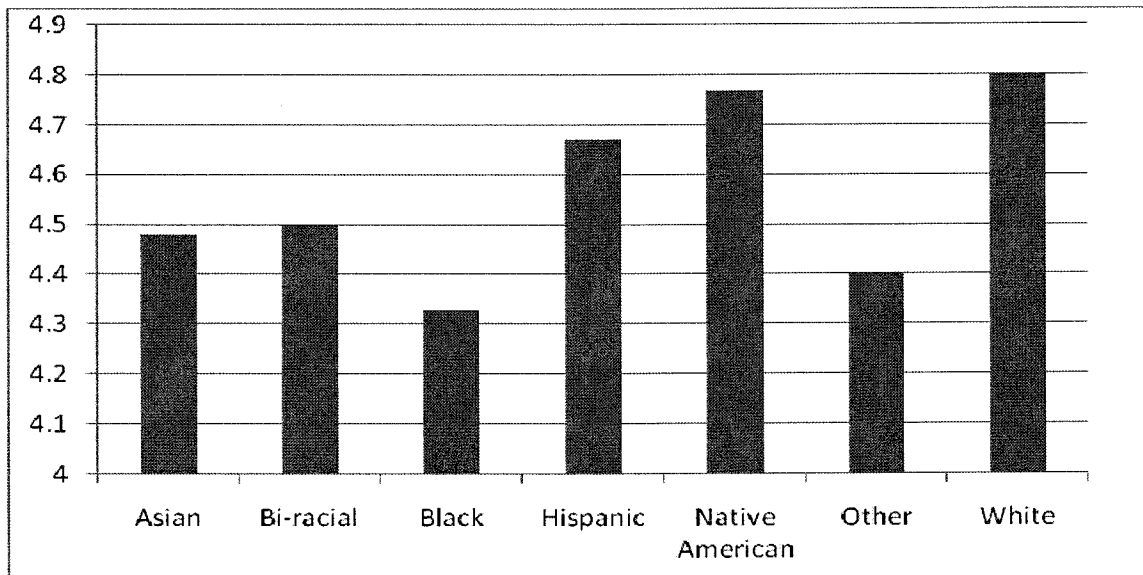
Opinion Question # 1:

I am very satisfied with my life as a Riverside County resident.

The bar graph below compares the average (mean) of responses to the statement “I am very satisfied with my life as a Riverside County resident”. Black respondents indicated less satisfaction living in Riverside County than both White and Hispanic respondents. No meaningful differences were observed between Hispanic and White groups.¹

Overall average score for this question across all race groups was “Moderately Agree” (4.66).

Mean Scores by Race Group



RACIAL EQUITY AND ECONOMIC SECURITY

Report of the Community Survey

A. 2. Housing

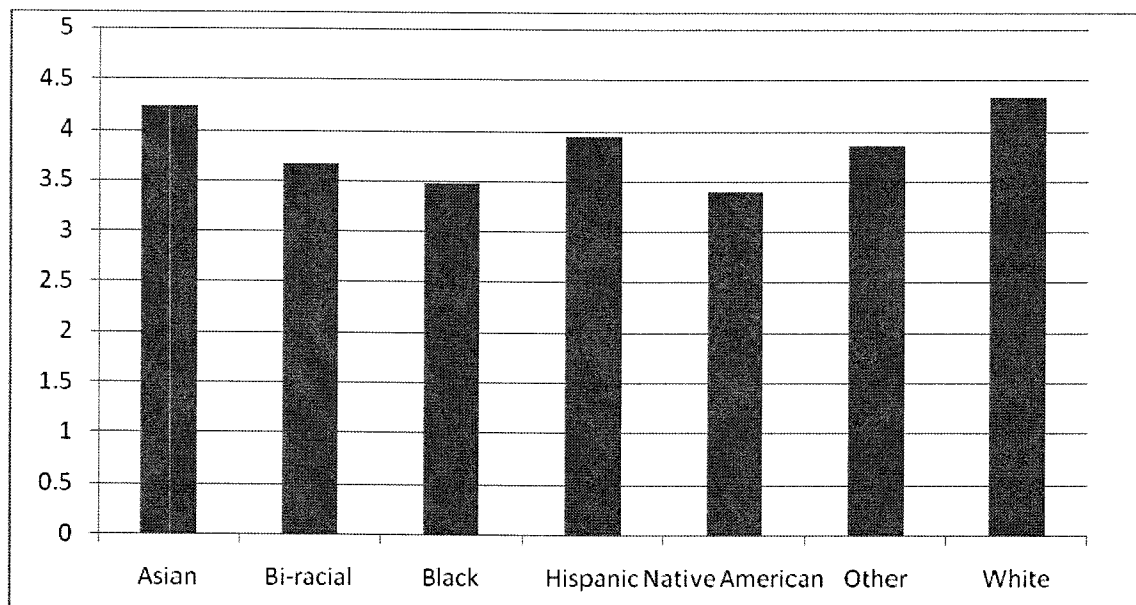
Opinion Question #4:

People of all races and ethnic backgrounds can buy a home anywhere they can afford to live in Riverside County.

The bar graph below compares the average (mean) of responses to the statement “People of all races and ethnic backgrounds can buy a home anywhere they can afford to live in Riverside County”. The results show that Black respondents agreed significantly less often than Asian, Hispanic and White respondents. In contrast, White respondents agreed significantly more often than all groups with the exception of Asian and “other” respondents.ⁱⁱ

Overall average score for this question across all race groups was “Slightly Agree” (4.30).

Mean Scores by Race Group



RACIAL EQUITY AND ECONOMIC SECURITY

Report of the Community Survey

A. 3. Housing

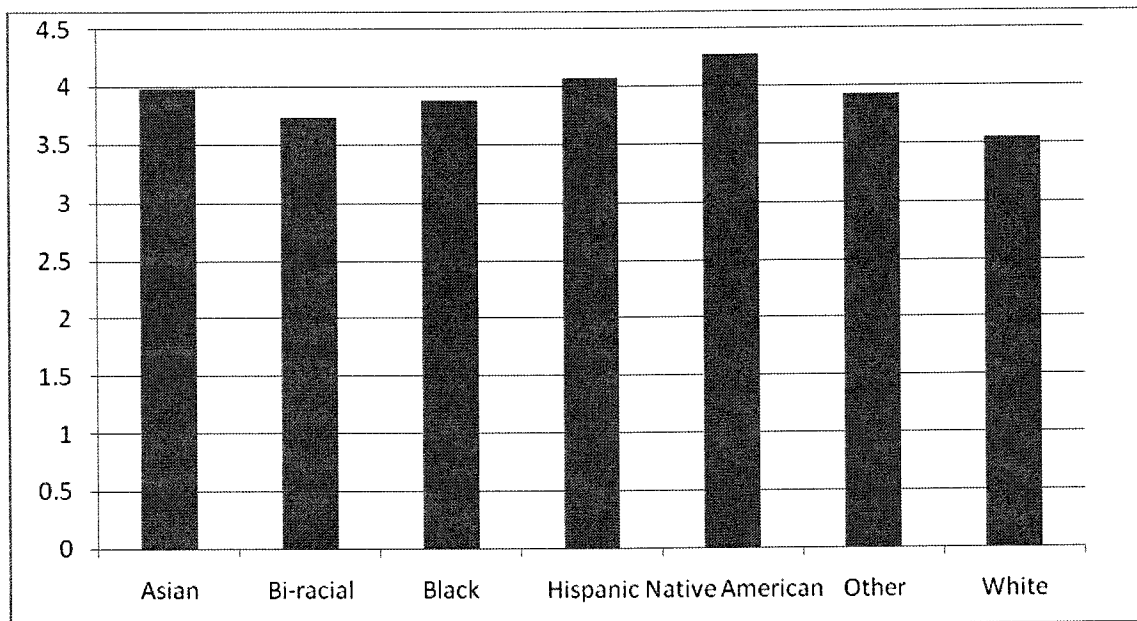
Opinion Question #5:

Housing segregation in my city is a problem that needs serious attention.

The bar graph below compares the average (mean) of responses to the statement “Housing Segregation in my city is a problem that needs serious attention”. The results show significantly less agreement from White respondents compared to each of the following race groups: Black, Hispanic and Native American.ⁱⁱⁱ

Overall average score for this question across all race groups was “Slightly Agree” (4.04).

Mean Scores by Race Group



RACIAL EQUITY AND ECONOMIC SECURITY

Report of the Community Survey

B.1. Employment

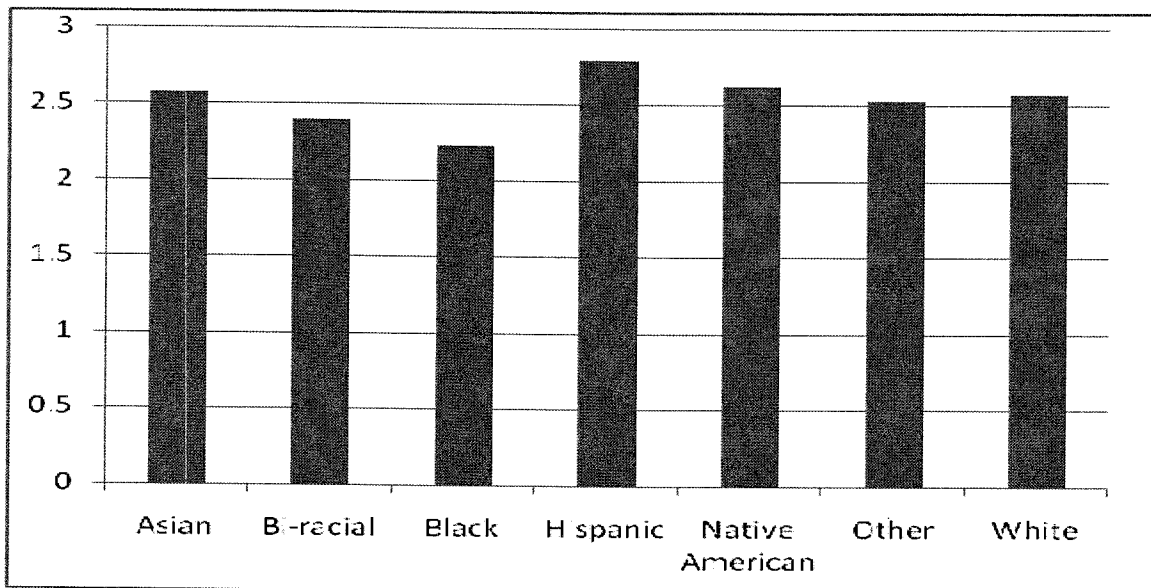
Opinion Question #2:

There are enough jobs for qualified people seeking employment in Riverside County.

The bar graph below compares the average (mean) of responses to the statement “There are enough jobs for qualified people seeking employment in Riverside County”. The results show significant differences between Black and Hispanic respondents and between Black and White respondents. Black respondents disagreed more often than both Hispanic and White respondents. No meaningful differences were observed between Hispanic and White groups.^{iv}

Overall average score for this question across all race groups was “Slightly Disagree” (2.92).

Mean Scores by Race Group



RACIAL EQUITY AND ECONOMIC SECURITY

Report of the Community Survey

B. 2. Employment

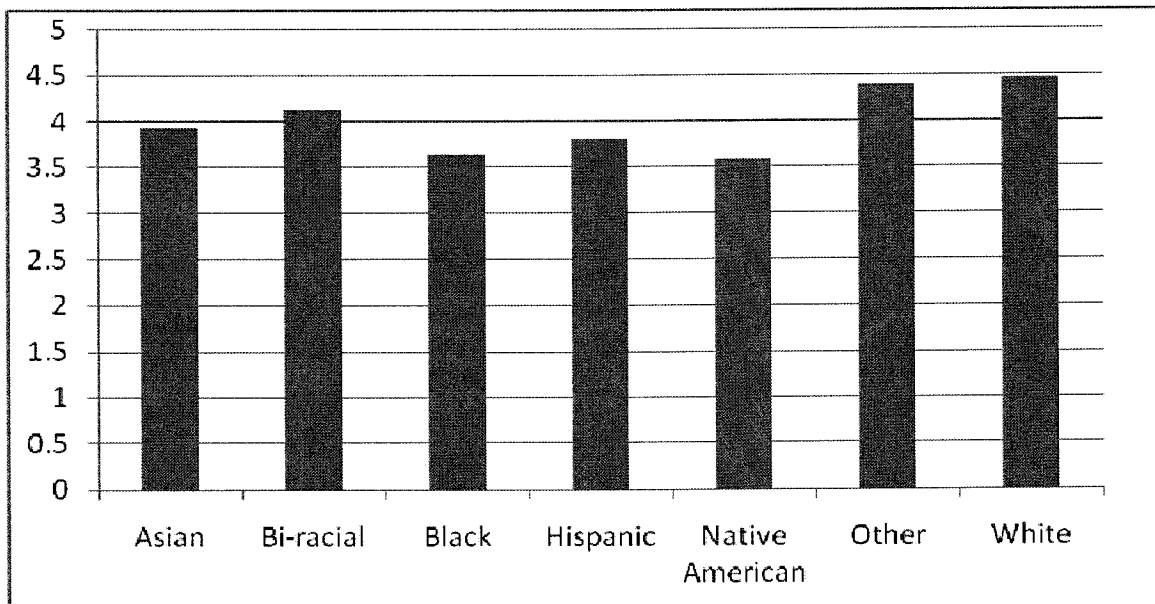
Opinion Question #3:

My employer has fair hiring practices and equal opportunity for promotion and advancement.

The bar graph below compares the average (mean) of responses to the statement “My employer has fair hiring practices and equal opportunity for promotion and advancement”. The results show that overall, White respondents agreed more often than Asian, Black, Hispanic, and Native American respondents.^y

Overall average score for this question across all race groups was “Slightly Agree” (3.78).

Mean Scores by Race Group



RACIAL EQUITY AND ECONOMIC SECURITY

Report of the Community Survey

B. 3. Employment

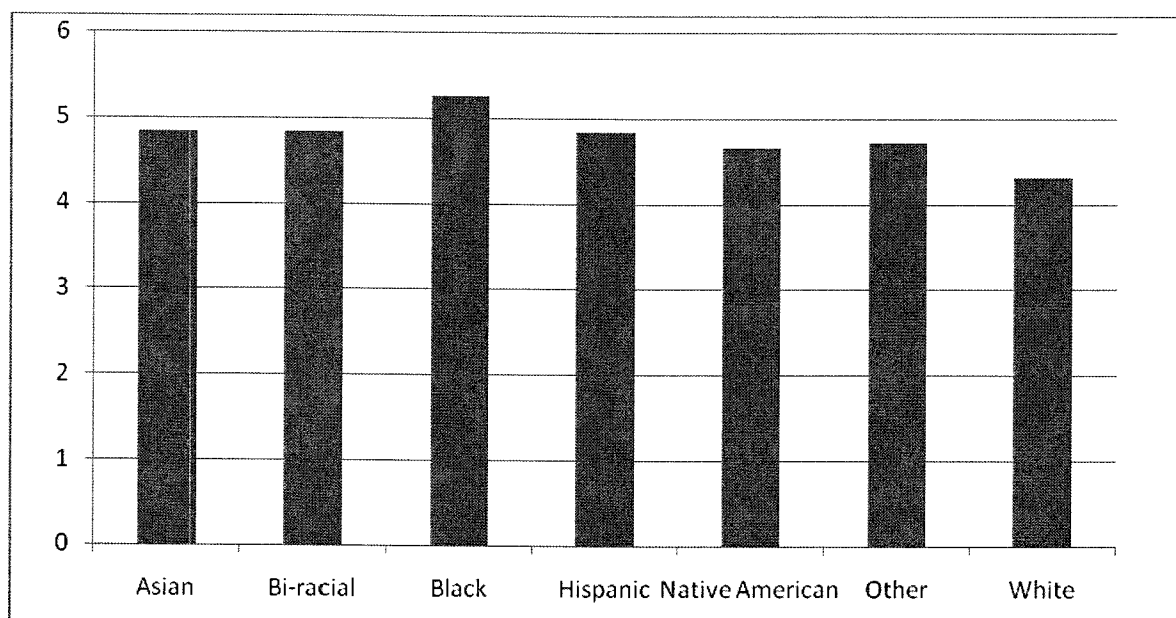
Opinion Question #10:

Affirmative action is still needed to ensure opportunities for historically disadvantaged groups.

The bar graph below compares the average (mean) of responses to the statement “Affirmative action is still needed to ensure opportunities for historically disadvantaged groups”. The results show that Black respondents were more likely to agree than Hispanic and White respondents. In addition, White respondents had significantly lower overall scores compared to Asian, Bi-Racial, Black and Hispanic respondents.^{vi}

Overall average score for this question across all race groups was “Moderately Agree” (4.54).

Mean Scores by Race Group



RACIAL EQUITY AND ECONOMIC SECURITY

Report of the Community Survey

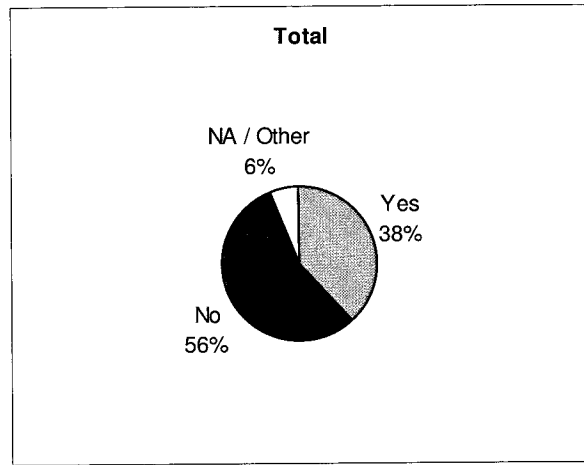
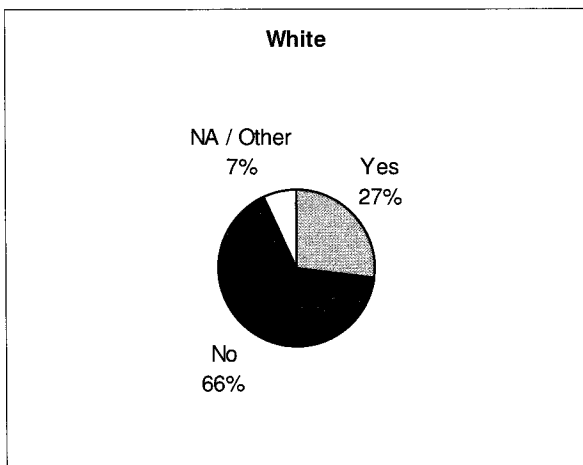
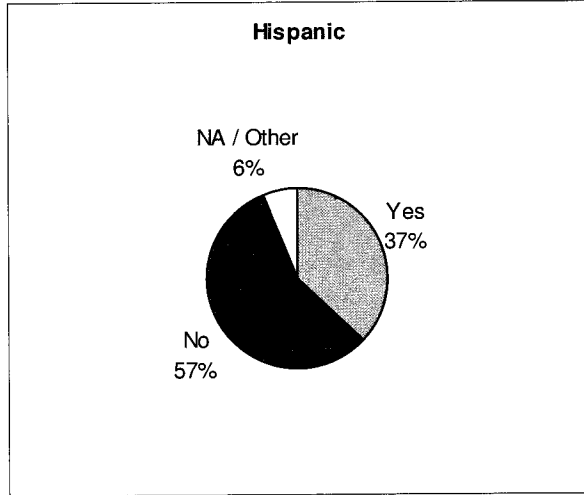
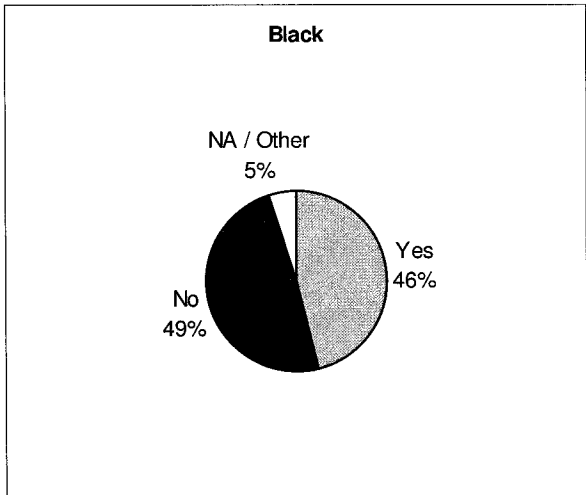
B. 4. Employment

Experience Question #1:

I was not hired for a job for which I was qualified.

The pie charts below compare responses to the statement “I was not hired for a job for which I was qualified”. The results show that Black respondents answered “yes” to this question more often than expected, while White respondents answered “no” more often than expected.^{vii}

Responses by Race Group



RACIAL EQUITY AND ECONOMIC SECURITY

Report of the Community Survey

RACIAL EQUITY AND ECONOMIC SECURITY

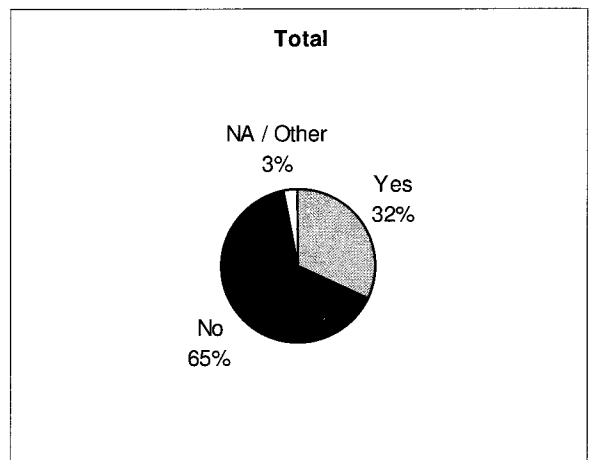
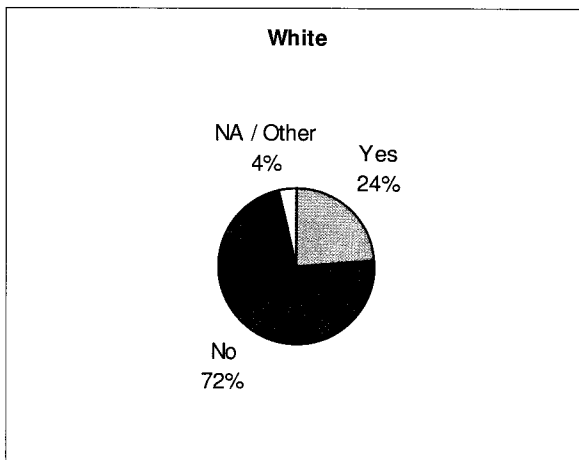
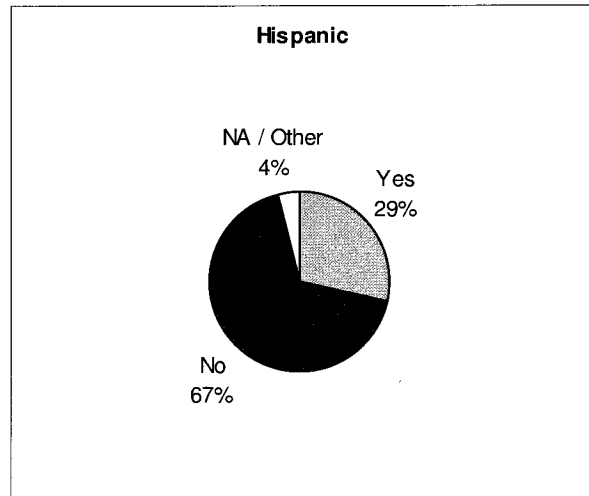
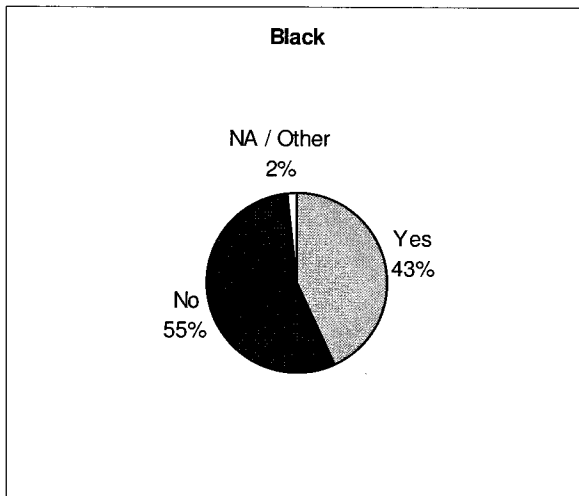
Report of the Community Survey

E.2. Justice System

Experience Question #5:
I was treated unfairly by the police.

The pie charts below compare responses to the statement, “I was treated unfairly by the police”. The results show that Hispanic and White respondents answered “no” to this question more often than expected. While Black respondents answered “yes” more often than expected.^{xii}

Responses by Race Group



RACIAL EQUITY AND ECONOMIC SECURITY

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F.1. Community

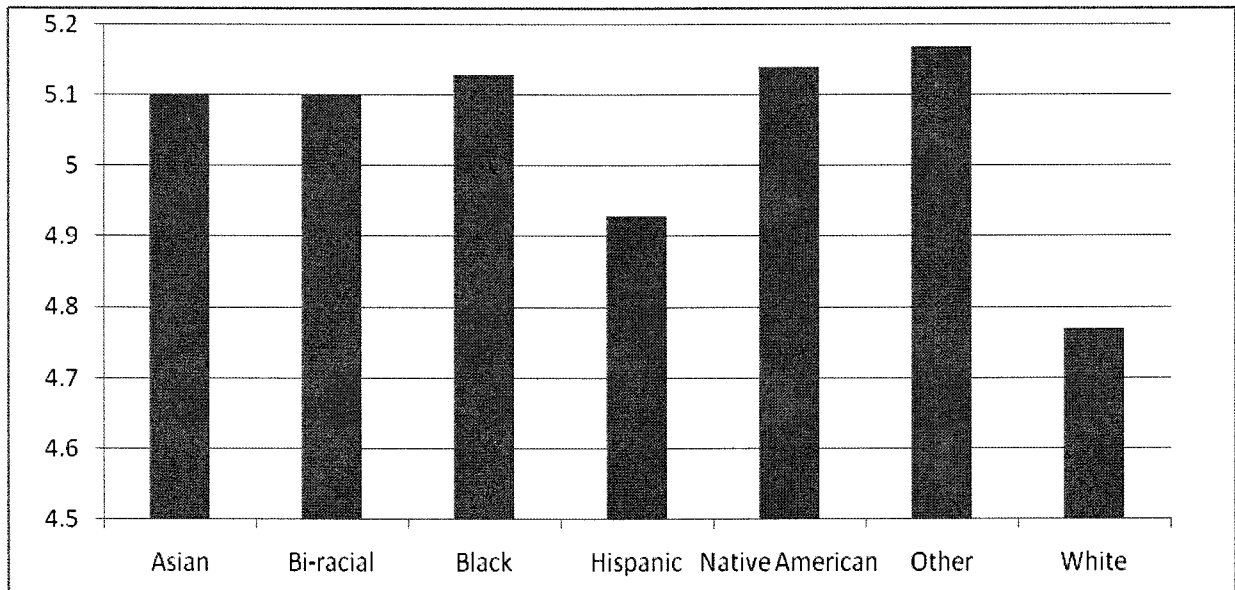
Opinion Question #8:

A sustained community-wide effort is needed to improve racial, ethnic and religious relations among people of different backgrounds.

The bar graph below compares the average (mean) of responses to the statement “A sustained community-wide effort is needed to improve racial, ethnic and religious relations among people of different backgrounds”. The results show that Black respondents agreed more often than Hispanic and White respondents.^{xiii}

Overall average score for this question across all race groups was “Moderately Agree” (4.76).

Mean Scores by Race Group



RACIAL EQUITY AND ECONOMIC SECURITY

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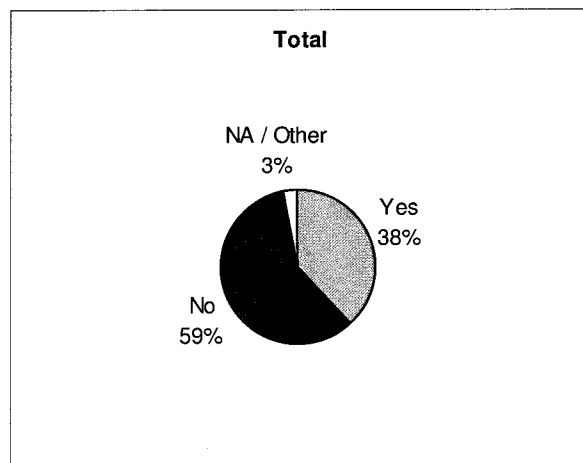
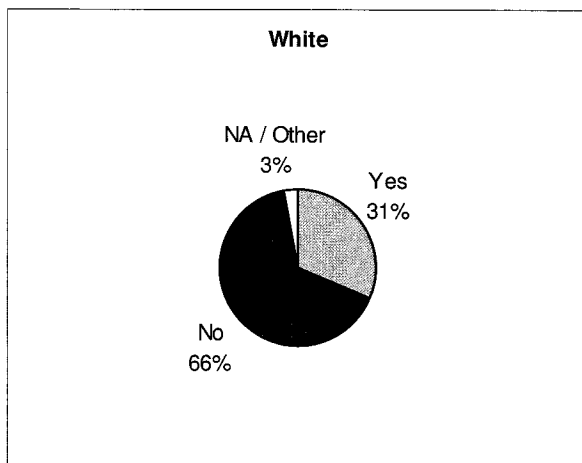
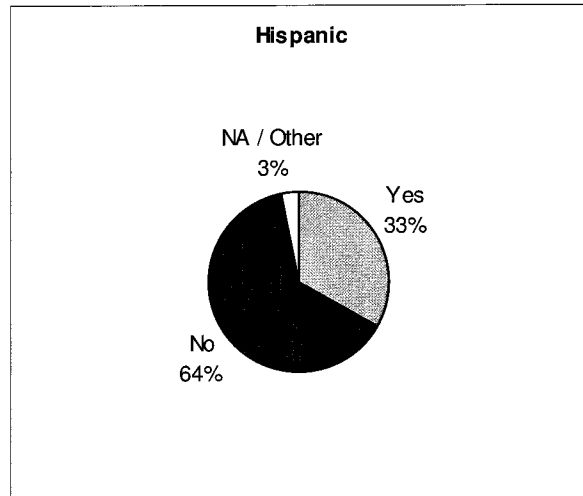
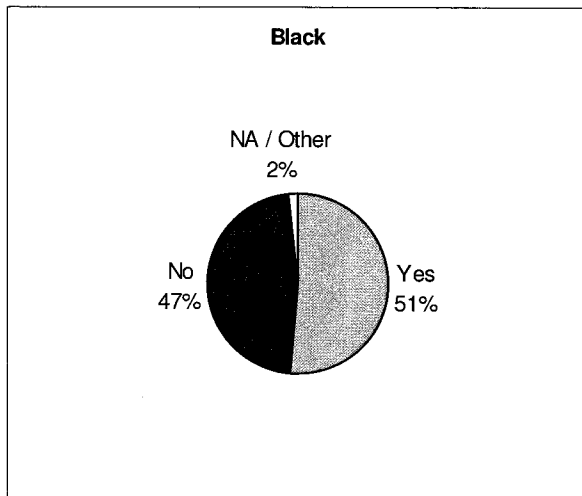
F.2. Community

Experience Question #7:

I was treated disrespectfully in a mall or store.

The pie charts below compare responses to the statement, “I was treated unfairly by the police”. The results show that Hispanic and White respondents answered “no” to this question more often than expected. While Black respondents answered “yes” more often than expected.^{xiv}

Responses by Race Groups



RACIAL EQUITY AND ECONOMIC SECURITY

Report of the Community Survey

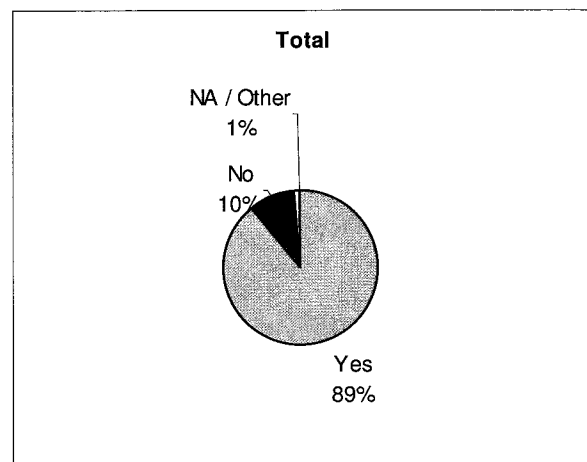
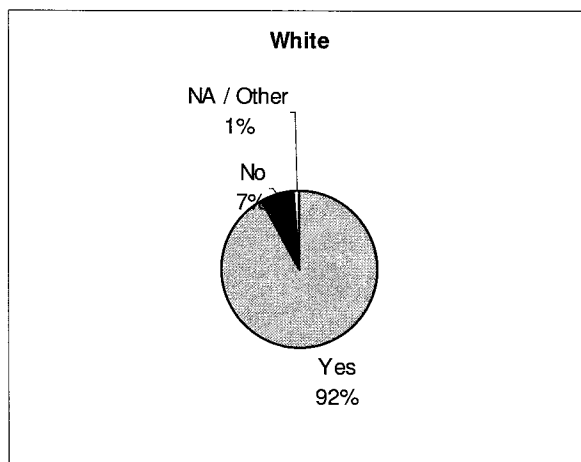
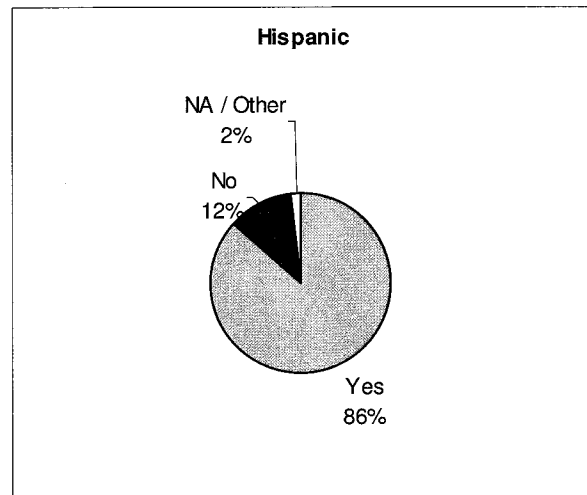
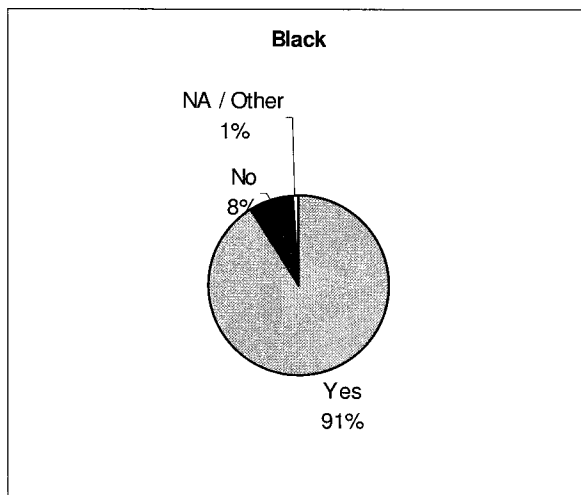
G.1. Personal Relations

Experience Question #2:

I have made friends outside of my race, religion, or ethnic background.

The pie charts below compare percentages of responses to the statement, “I have made friends outside of my race, religion, or ethnic background”. The results show that Black and White respondents answered “yes” to this question more often than expected. Hispanic respondents answered “no” more often than expected.^{xv}

Responses by Race Group



RACIAL EQUITY AND ECONOMIC SECURITY

Report of the Community Survey

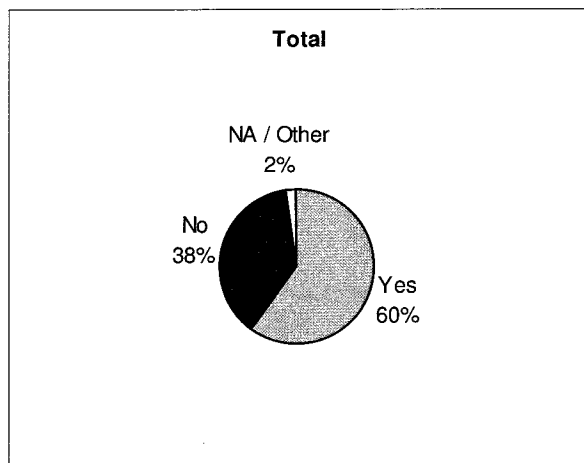
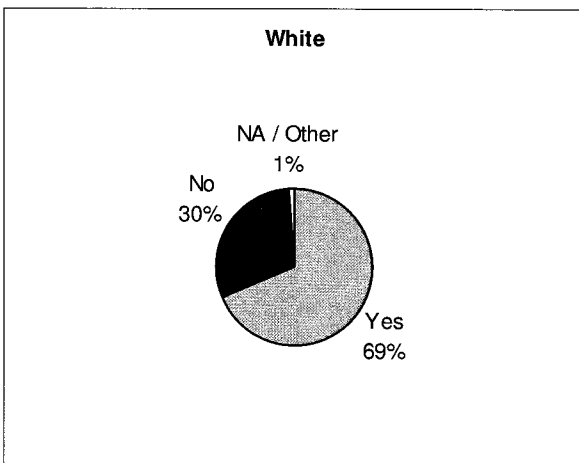
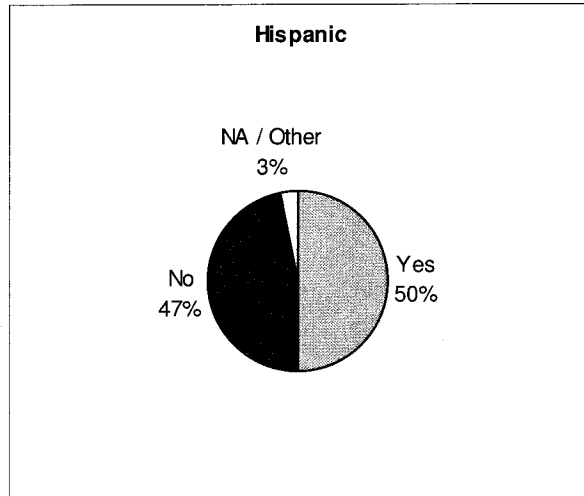
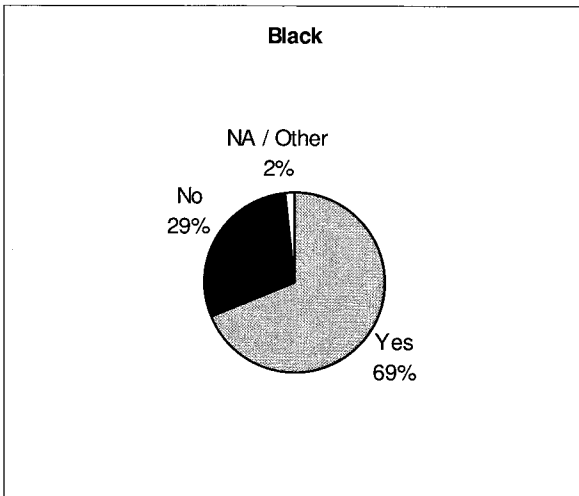
G.2. Personal Relations

Experience Question #4:

I was denied a promotion for which I was qualified.

The pie charts below compare percentages of responses to the statement, “I have made friends outside of my race, religion, or ethnic background”. The results show that Hispanic and White respondents answered “no” to this question more often than expected. Black respondents answered “yes” more often than expected.^{xvi}

Responses by Race Group



RACIAL EQUITY AND ECONOMIC SECURITY

Report of the Community Survey

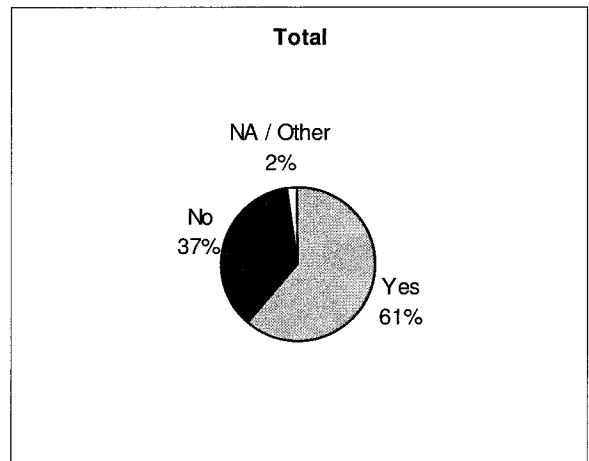
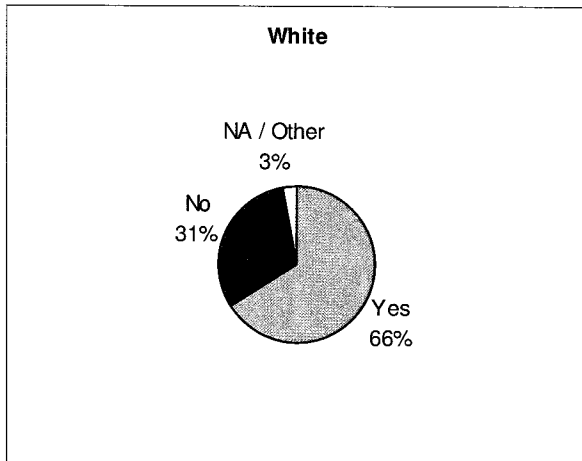
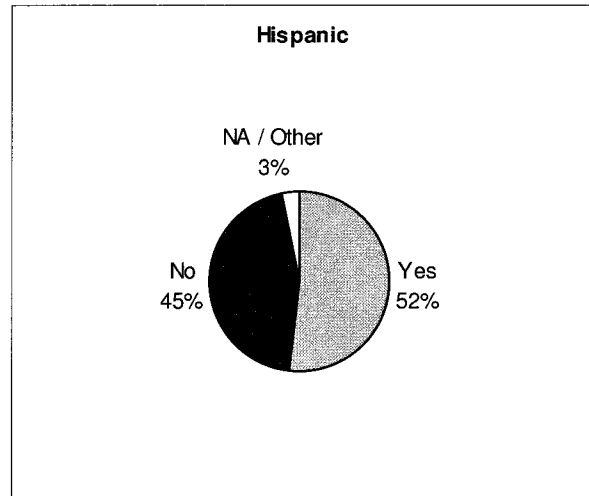
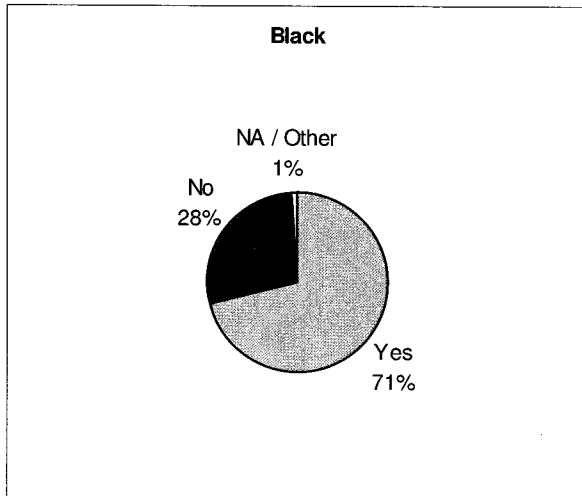
G.3. Personal Relations

Experience Question #6:

I have openly disagreed with prejudicial/discriminatory comments or jokes made in my presence.

The pie charts below compare percentages of responses to the statement, “I have openly disagreed with prejudicial/discriminatory comments or jokes made in my presence”. The results show that Black and White respondents answered “yes” to this question more often than expected, while Hispanic respondents answered “no” more often than expected.^{xvii}

Responses by Race Group



RACIAL EQUITY AND ECONOMIC SECURITY

Report of the Community Survey

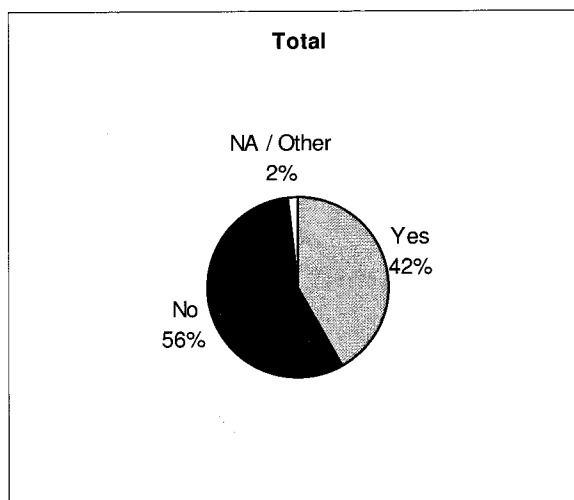
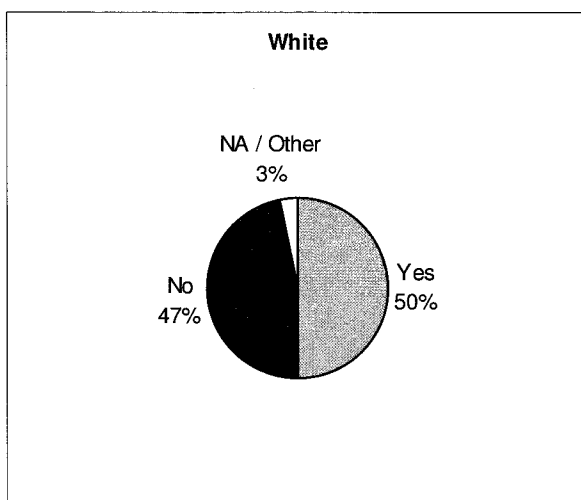
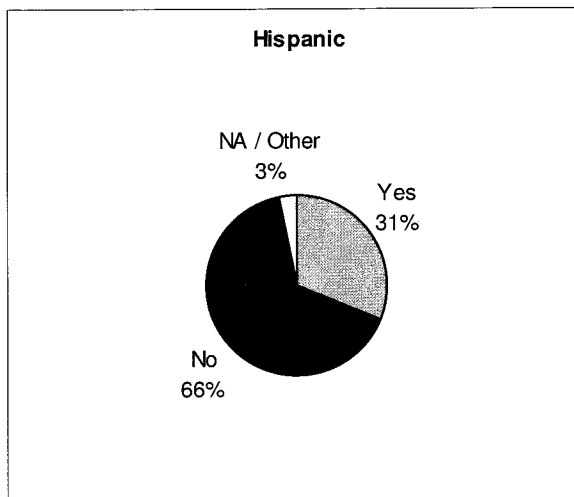
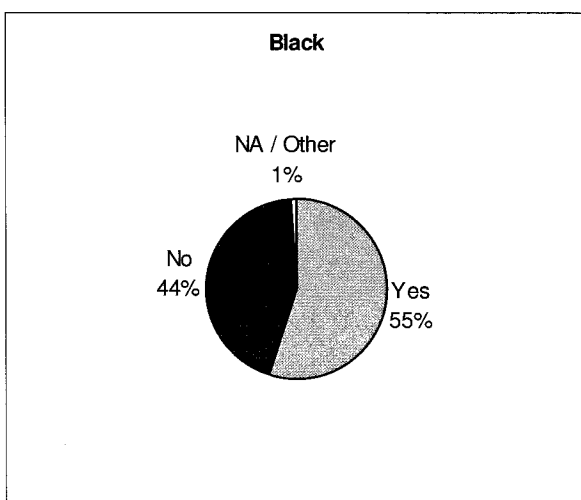
G.4. Personal Relations

Experience Question #8:

I have volunteered my time or made a contribution to an agency or program that actively confronts prejudice or discrimination.

The pie charts below compare percentages of responses to the statement, "I have volunteered my time or made a contribution to an agency or program that actively confronts prejudice or discrimination". The results show that Black and White respondents answered "yes" to this question more often than expected.^{xviii}

Responses by Race Group



RACIAL EQUITY AND ECONOMIC SECURITY

Report of the Community Survey

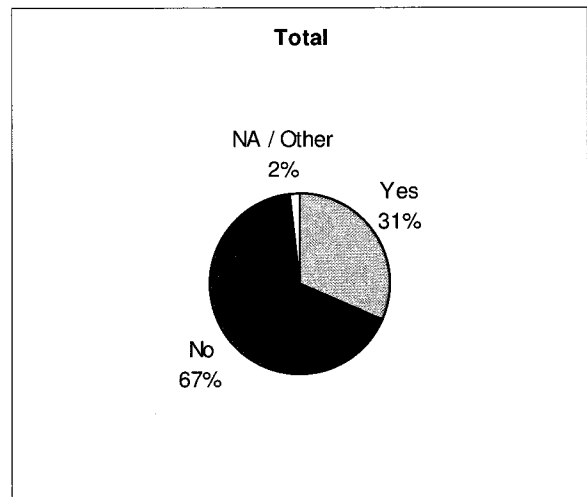
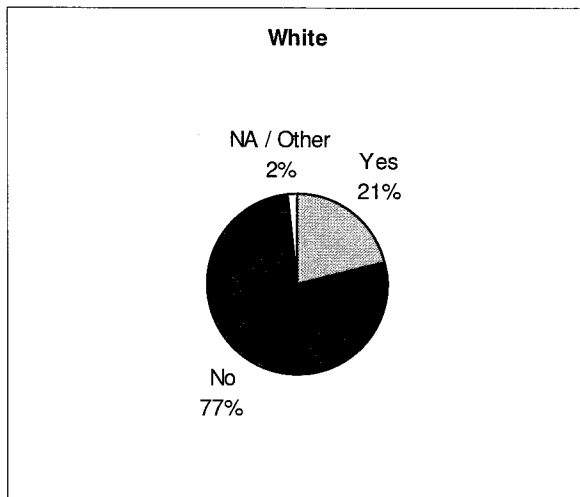
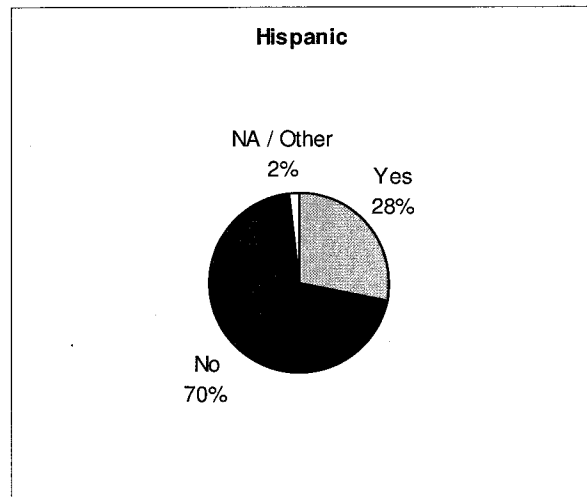
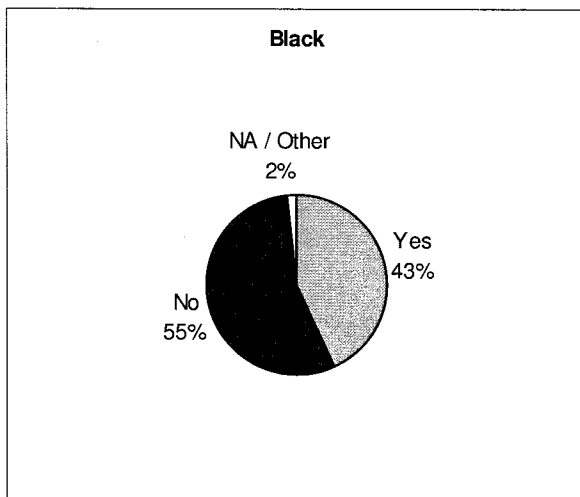
G.5. Personal Relations

Experience Question #9:

I was harassed because of my race, religion or ethnic background.

The pie charts below compare percentages of responses to the statement, “I was harassed because of my race, religion or ethnic background”. The results show that Black respondents answered “yes” to this question more often than expected, while Hispanic and White respondents answered “no” more often than expected.^{xix}

Responses by Race Group



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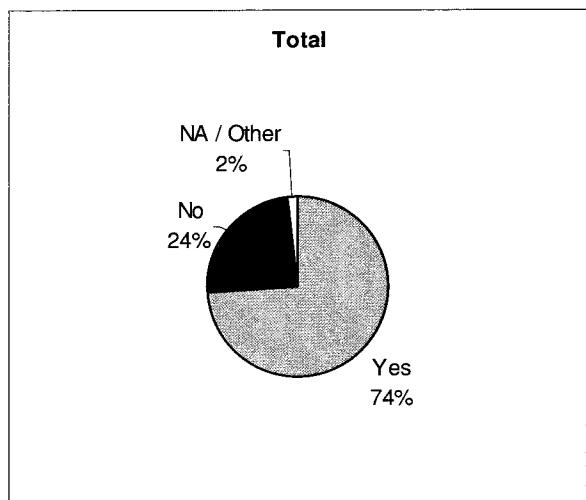
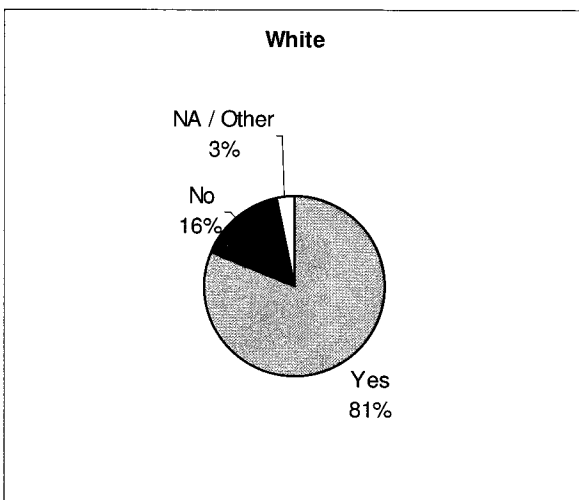
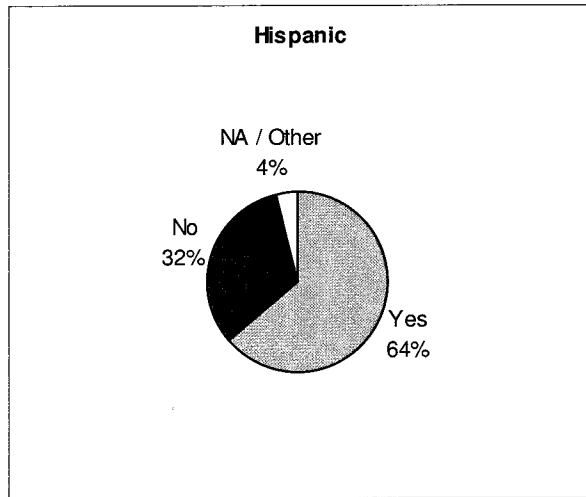
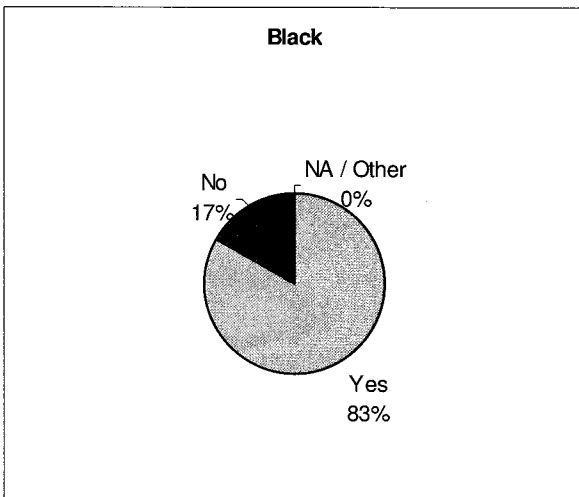
G.6. Personal Relations

Experience Question #10:

I have increased my awareness of the richness of the traditions of other races, cultures or religions.

The pie charts below compare percentages of responses to the statement, "I have increased my awareness of the richness of the traditions of other races, cultures or religions". The results show that Black and White respondents answered "yes" to this question more often than expected, while Hispanic respondents answered "no" more often than expected.^{xx}

Responses by Race Group



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VI. Recommendations

The following list of recommendations were made by the Policy Advisory Committee upon review of this document.

A. Distribution of Reports

1. Distribute reports to the following entities:

- The Board of Supervisors
- Western Region Council of Governments
- Coachella Valley Association of Governments
- The Workforce Development Board
- The City of Temecula
- Superintendants of schools throughout the county
- The Mayor
- Human Relations Commissions
- The Hemet/San Jacinto Human Relations Council
- The City of Palm Springs Human Relations Commission

2. Develop a brochure of the major findings for distribution to respondents who requested feedback, local Community Based Organizations and the public at large.

B. Utilization

1. Use the Healthy Cities Model to map findings to zip codes in order to achieve further significance of findings.
2. Develop outreach inserts for church bulletins.
3. Utilize findings as a catalyst to community dialogues to continue the REES efforts.
4. In order to have a greater impact upon communities, cities within Riverside County should be encouraged to adopt a bold policy/ declaration to eliminate the barriers of racial inequality identified within this report.

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VII. Acknowledgements

Community Action Partnership subcontracted the distribution of the survey and its results to Fair Housing Council of Riverside County, Inc. We would like to especially thank Inland Empire Health Plan (IEHP) for professionally analyzing our data, the policy advisory committee for providing recommendations and guidance, and the three test groups (City of Palm Springs Human Rights Commission, The Human Relations Council of Hemet-San Jacinto, and the City of Riverside Human Relations Commission).

Many local organizations and individuals were crucial to the successful completion of this project. We would like to thank everyone who filled out a survey and everyone who worked with us to find venues to distribute the survey.

VIII. Distribution

This information has been published and distributed to both local and national organizations and leaders, including: Nation Community Action Partnership, the Ford Foundation, and the Aspen Institute. We also have published and distributed summaries of our findings to those individuals who indicated that they would like to be informed of further information regarding structural racism.

APPENDIX A:
THE SURVEY INSTRUMENT

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Community Action Partnership of Riverside County

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Community Survey



1. I am very satisfied with my life as a Riverside County resident.	Strongly Agree	Moderately Agree	Slightly Agree	Slightly Disagree	Moderately Disagree	Strongly Disagree
	6 <input type="radio"/>	5 <input type="radio"/>	4 <input type="radio"/>	3 <input type="radio"/>	2 <input type="radio"/>	1 <input type="radio"/>
2. There are enough jobs for qualified people seeking employment in Riverside County.	Strongly Agree	Moderately Agree	Slightly Agree	Slightly Disagree	Moderately Disagree	Strongly Disagree
	6 <input type="radio"/>	5 <input type="radio"/>	4 <input type="radio"/>	3 <input type="radio"/>	2 <input type="radio"/>	1 <input type="radio"/>
3. My employer has fair hiring practices and equal opportunity for promotion and advancement.	Strongly Agree	Moderately Agree	Slightly Agree	Slightly Disagree	Moderately Disagree	Strongly Disagree
	6 <input type="radio"/>	5 <input type="radio"/>	4 <input type="radio"/>	3 <input type="radio"/>	2 <input type="radio"/>	1 <input type="radio"/>
4. People of all races and ethnic backgrounds can buy a home anywhere they can afford to live in Riverside County.	Strongly Agree	Moderately Agree	Slightly Agree	Slightly Disagree	Moderately Disagree	Strongly Disagree
	6 <input type="radio"/>	5 <input type="radio"/>	4 <input type="radio"/>	3 <input type="radio"/>	2 <input type="radio"/>	1 <input type="radio"/>
5. Housing segregation in my city is a problem that needs serious attention.	Strongly Agree	Moderately Agree	Slightly Agree	Slightly Disagree	Moderately Disagree	Strongly Disagree
	6 <input type="radio"/>	5 <input type="radio"/>	4 <input type="radio"/>	3 <input type="radio"/>	2 <input type="radio"/>	1 <input type="radio"/>
6. Police protection in my city is administered fairly and impartially.	Strongly Agree	Moderately Agree	Slightly Agree	Slightly Disagree	Moderately Disagree	Strongly Disagree
	6 <input type="radio"/>	5 <input type="radio"/>	4 <input type="radio"/>	3 <input type="radio"/>	2 <input type="radio"/>	1 <input type="radio"/>
7. Most families cannot afford the cost of health care today which can pose a serious threat to community.	Strongly Agree	Moderately Agree	Slightly Agree	Slightly Disagree	Moderately Disagree	Strongly Disagree
	6 <input type="radio"/>	5 <input type="radio"/>	4 <input type="radio"/>	3 <input type="radio"/>	2 <input type="radio"/>	1 <input type="radio"/>
8. A sustained community-wide effort is needed to improve racial, ethnic and religious relations among people of different backgrounds.	Strongly Agree	Moderately Agree	Slightly Agree	Slightly Disagree	Moderately Disagree	Strongly Disagree
	6 <input type="radio"/>	5 <input type="radio"/>	4 <input type="radio"/>	3 <input type="radio"/>	2 <input type="radio"/>	1 <input type="radio"/>

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	Strongly Agree	Moderately Agree	Slightly Agree	Slightly Disagree	Moderately Disagree	Strongly Disagree
9. The media plays a key role in shaping attitudes concerning race and equity.	6 <input type="radio"/>	5 <input type="radio"/>	4 <input type="radio"/>	3 <input type="radio"/>	2 <input type="radio"/>	1 <input type="radio"/>

	Strongly Agree	Moderately Agree	Slightly Agree	Slightly Disagree	Moderately Disagree	Strongly Disagree
10. Affirmative action is still needed to ensure opportunities for historically disadvantaged groups.	6 <input type="radio"/>	5 <input type="radio"/>	4 <input type="radio"/>	3 <input type="radio"/>	2 <input type="radio"/>	1 <input type="radio"/>

	Strongly Agree	Moderately Agree	Slightly Agree	Slightly Disagree	Moderately Disagree	Strongly Disagree
11. A community wide effort is needed to improve education and equity for all children in K-12.	6 <input type="radio"/>	5 <input type="radio"/>	4 <input type="radio"/>	3 <input type="radio"/>	2 <input type="radio"/>	1 <input type="radio"/>

Part II: Your experiences

Based on your personal experiences **over the last three years**, please check the appropriate response:

- | | YES | NO |
|---|-------|-------|
| 1. I was not hired for a job for which I was qualified. | _____ | _____ |
| 2. I have made friends outside of my race, religion, or ethnic background. | _____ | _____ |
| 3. I was denied a promotion for which I was qualified. | _____ | _____ |
| 4. I have attended at least one activity sponsored by a racial, ethnic or religious group different from my own. | _____ | _____ |
| 5. I was treated unfairly by the police. | _____ | _____ |
| 6. I have openly disagreed with prejudicial/discriminatory comments or jokes made in my presence. | _____ | _____ |
| 7. I was treated disrespectfully in a mall or store. | _____ | _____ |
| 8. I have volunteered my time or made a contribution to an agency or program that actively confronts prejudice or discrimination. | _____ | _____ |
| 9. I was harassed because of my race, religion or ethnic background. | _____ | _____ |
| 10. I have increased my awareness of the richness of the traditions of other races, cultures or religions. | _____ | _____ |

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Part III: General Information (to help us determine how different groups respond)

Black/African American _____ Asian/Pacific Islander _____ Hispanic _____ Native American _____
White/Caucasian _____ Other (Please Indicate) _____
Female _____ Male _____
Age: 18 – 29 _____ 30 – 39 _____ 40 – 49 _____ 50 – 59 _____ 60 – 69 _____ 70+ _____
City of Residence _____
Protestant (Baptist, Methodist, Lutheran, Pentecostal, Presbyterian, Church of God, etc.) _____
Catholic _____ Jewish _____ Muslim _____ Other (please indicate) _____
No religious affiliation _____

Part IV: Contact Information (optional)

Yes! I want to find out more about what's being done to improve race/ethnic relations in Riverside County.
(Please print or write legibly)

Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Phone: _____ Email: _____

***Mail your completed survey to:**

**Fair Housing Council of Riverside County Inc.
3933 Mission Inn Avenue
Riverside, CA 92501**

**Please hand in completed surveys at the Big View Meeting*

APPENDIX B:
ENDNOTES

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Endnotes

ⁱ The ANOVA was significant, $F(7, 6041) = 6.534$, $p < 0.001$, however, the strength of the relationship between Race and responses to this question, as assessed by η^2 , was weak, with Race accounting for 1.5 % of the variance seen in the responses to this question. Since the F test was significant, follow up tests were conducted to evaluate pair-wise differences among the means. Since equal variances were not observed, the Dunnett's C test was used to control for Type I error across the multiple pair-wise comparisons.

ⁱⁱ The ANOVA was significant, $F(7, 3026) = 16.195$, $p < 0.001$, however, the strength of the relationship between Race and responses to this question, as assessed by η^2 , was weak, with Race accounting for 3.6 % of the variance seen in the responses to this question. Since the F test was significant, follow up tests were conducted to evaluate pair-wise differences among the means. Since equal variances were observed, the Tukey HSD test was used for multiple pair-wise comparisons.

ⁱⁱⁱ The ANOVA was significant, $F(7, 2994) = 6.858$, $p < 0.001$, however, the strength of the relationship between Race and responses to this question, as assessed by η^2 , was weak, with Race accounting for 1.6 % of the variance seen in the responses to this question. Since the F test was significant, follow up tests were conducted to evaluate pair-wise differences among the means. Since equal variances were not observed, the Dunnett's C test was used to control for Type I error across the multiple pair-wise comparisons.

^{iv} The ANOVA was significant, $F(7, 3038) = 25.240$, $p < 0.001$, however, the strength of the relationship between Race and responses to this question, as assessed by η^2 , was weak, with Race accounting for 2.4 % of the variance seen in the responses to this question. Since the F test was significant, follow up tests were conducted to evaluate pair-wise differences among the means. Since equal variances were not observed, the Dunnett's C test was used to control for Type I error across the multiple pair-wise comparisons.

^v The ANOVA was significant, $F(7, 2751) = 31.744$, $p < 0.001$, however, the strength of the relationship between Race and responses to this question, as assessed by η^2 , was weak, with Race accounting for 3.1 % of the variance seen in the responses to this question. Since the F test was significant, follow up tests were conducted to evaluate pair-wise differences among the means. Since equal variances were not observed, the Dunnett's C test was used to control for Type I error across the multiple pair-wise comparisons.

^{vi} The ANOVA was significant, $F(7, 2992) = 24.820$, $p < 0.001$, however, the strength of the relationship between Race and responses to this question, as assessed by η^2 , was weak, with Race accounting for 5.5 % of the variance seen in the responses to this question. Since the F test was significant, follow up tests were conducted to evaluate pair-wise differences among the means. Since equal variances were not observed, the Dunnett's C test was used to control for Type I error across the multiple pair-wise comparisons.

^{vii} A two-way contingency table analysis was conducted to evaluate whether different race groups had different experiences related to job hiring practices. Race and responses to this question were found to be significantly related, Pearson $\chi^2(21, N = 3081) = 683.33$, $p < 0.001$, Cramer's $V = .272$.

^{viii} A two-way contingency table analysis was conducted to evaluate whether different race groups had different experiences related to being denied a promotion. Race group and responses to this question were found to be significantly related, Pearson $\chi^2(21, N = 3081) = 743.56$, $p < 0.001$, Cramer's $V = .284$.

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^{ix} The ANOVA was significant, $F(7, 3012) = 3.321$, $p = 0.002$, however, the strength of the relationship between Race and responses to this question, as assessed by η^2 , was weak, with Race accounting for <1% of the variance seen in the responses to this question. Since the F test was significant, follow up tests were conducted to evaluate pair-wise differences among the means. Since equal variances were not observed, the Dunnett's C test was used to control for Type I error across the multiple pair-wise comparisons.

^x The ANOVA was significant, $F(7, 2999) = 4.749$, $p < 0.001$, however, the strength of the relationship between Race and responses to this question, as assessed by η^2 , was weak, with Race accounting for 1.1 % of the variance seen in the responses to this question. Since the F test was significant, follow up tests were conducted to evaluate pair-wise differences among the means. Since equal variances were not observed, the Dunnett's C test was used to control for Type I error across the multiple pair-wise comparisons.

^{xi} The ANOVA was significant, $F(7, 3019) = 37.539$, $p < 0.001$, however, the strength of the relationship between Race and responses to this question, as assessed by η^2 , was weak, with Race accounting for 3.3 % of the variance seen in the responses to this question. Since the F test was significant, follow up tests were conducted to evaluate pair-wise differences among the means. Since equal variances were not observed, the Dunnett's C test was used to control for Type I error across the multiple pair-wise comparisons.

^{xii} A two-way contingency table analysis was conducted to evaluate whether different race groups had different experiences related to openly disagreeing with prejudicial comments. Race group and responses to this question were found to be significantly related, Pearson $\chi^2(21, N = 3081) = 839.89$, $p < 0.001$, Cramer's $V = .301$.

^{xiii} The ANOVA was significant, $F(7, 3018) = 5.150$, $p < 0.001$, however, the strength of the relationship between Race and responses to this question, as assessed by η^2 , was weak, with Race accounting for 1.2 % of the variance seen in the responses to this question. Since the F test was significant, follow up tests were conducted to evaluate pair-wise differences among the means. Since equal variances were not observed, the Dunnett's C test was used to control for Type I error across the multiple pair-wise comparisons.

^{xiv} A two-way contingency table analysis was conducted to evaluate whether different race groups had different experiences related to being treated disrespectfully in a mall or store. Race group and responses to this question were found to be significantly related, Pearson $\chi^2(21, N = 3081) = 843.42$, $p < 0.001$, Cramer's $V = .302$.

^{xv} A two-way contingency table analysis was conducted to evaluate whether different race groups had different experiences related to making friends outside of one's race. Race group and responses to this question were found to be significantly related, Pearson $\chi^2(21, N = 3081) = 848.02$, $p < 0.001$, Cramer's $V = .303$.

^{xvi} A two-way contingency table analysis was conducted to evaluate whether different race groups had different experiences related to attending an activity sponsored by a racial or ethnic group different from their own. Race group and responses to this question were found to be significantly related, Pearson $\chi^2(21, N = 3081) = 848.44$, $p < 0.001$, Cramer's $V = .303$.

^{xvii} A two-way contingency table analysis was conducted to evaluate whether different race groups had different experiences related to openly disagreeing with prejudicial comments. Race group and responses to this question were found to be significantly related, Pearson $\chi^2(21, N = 3081) = 839.89$, $p < 0.001$, Cramer's $V = .301$.

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^{xviii} A two-way contingency table analysis was conducted to evaluate whether different race groups had different experiences related to volunteering for programs confronting prejudice. Race group and responses to this question were found to be significantly related, Pearson χ^2 (21, $N = 3081$) = 869.04, $p < 0.001$, Cramer's $V = .307$.

^{xix} A two-way contingency table analysis was conducted to evaluate whether different race groups had different experiences related to harassment because of one's race. Race group and responses to this question were found to be significantly related, Pearson χ^2 (21, $N = 3081$) = 841.31, $p < 0.001$, Cramer's $V = .302$.

^{xx} A two-way contingency table analysis was conducted to evaluate whether different race groups had different experiences related to increased awareness of other races. Race group and responses to this question were found to be significantly related, Pearson χ^2 (21, $N = 3081$) = 873.84, $p < 0.001$, Cramer's $V = .307$.



This study is property of the Community Action Partnership of Riverside County. This program or service was funded in whole or in part by the American Recovery and Reinvestment Act of 2009 in cooperation with the California Department of Community Services and Development and the Community Action Partnership of Riverside County.