Overview Workshop
Agenda and Housekeeping

- History and Development of the Upward Mobility Framework
- Overview of the Upward Mobility Framework and the Mobility Metric Data Tables
- The Framework in Practice
- Available Resources and Future Trainings
- Q&A
  - Please use the chat function as questions arise during the presentation
- Today’s presentation will be recorded and shared!
History of the Upward Mobility Framework
What would it take to dramatically increase mobility from poverty?
The Three-Part Definition of Mobility from Poverty

**Economic Success**
When a person has adequate income and assets to support their and their family’s material well-being.

**Mobility**
When a person feels the respect, dignity, and sense of belonging that comes from contributing to and being appreciated by people in their community.

**Power and Autonomy**
When a person has the ability to have control over their life, to make choices, and to influence larger policies and actions that affect their future.
The Three-Part Definition & Structural Racism: Housing Example

• Barriers to homeownership, devaluation of homes in neighborhoods of color, and residential segregation have led to less ability to build wealth and economic success for people of color.

• Discriminatory lending practices, residential segregation, and intentional redlining may limit someone’s ability to feel that they can make choices about their life and accomplish their goals.

• Barriers to homeownership may also create more residential instability and thus, less social connectedness and feelings of rootedness.
The Exemplars Research

- To understand how successful interventions have increased economic success, power and autonomy, and belonging
- To provide our audience with tangible examples of programs that could demonstrate all 3 parts of the definition
- We selected 6 programs with rigorous evidence of economic impact and strong intentionality in improving power and autonomy and/or belonging to study
  - These programs are: Nurse-Family Partnership (NFP), Educare, YouthBuild, The City University of New York Accelerated Study in Associate Programs (CUNY ASAP), Moving to Opportunity, and Family Rewards
Common Attributes Across the Exemplars

- They all intentionally offer some form of material assistance to participants
- They focus on building on human capital
- They tailor their services and supports to participants’ goals
- They boost acceptance and reduce stigma
Although the challenge is daunting, programs and policies being implemented across the US have demonstrated success in supporting people’s upward mobility. Researchers examined six interventions that have been shown through rigorous evaluation to boost economic and social mobility. By exploring these programs, they aimed to better understand how successful interventions have increased economic success, power and autonomy, and being valued in community. They also examined how more proactive application of the mobility dimensions might help to scale what is successful about each exemplar across varied places and even to the level of systems reform.
Mentimeter
Developing the Upward Mobility Framework
Why Mobility Metrics?

- Local leaders can create and bolster conditions that boost upward mobility and narrow racial inequities for children, youth, and adults.
- Communities need actionable metrics they can use to assess current conditions and monitor their progress.
- Our charge: a comprehensive but concise set of metrics that local leaders can use to develop strategies for improving upward mobility and equity conditions.
Upward Mobility Framework Development Process

Developing the Mobility Metrics (2019 to 2020)
- Mobility Metrics Working Group
- Stakeholder vetting labs

Beta Testing the Framework (2021 to mid 2022)
- County cohort TA
- Original survey data collection
- Other feedback from national and local stakeholders

Revising the Framework (late 2022)
- Mobility Metrics Working Group
Upward Mobility Cohort

Data Analysis

The Mobility Metrics show key challenges and opportunities. Local data provide granularity about the people and communities impacted and efforts underway.

Program, Plan, & Policy Analysis

Inventory programs and plans to understand what is currently being done, what data are being collected to understand effectiveness, and what gaps exist.

Stakeholder Engagement

External and internal organizational partners help to understand the data, learn more about current community conditions and efforts underway, and identify possible solutions.

Community Engagement

Community members provide insight on needs, priorities, and solutions.

Mobility Coalition develops, implements, and sustains Mobility Action Plan.
Racial Equity and Upward Mobility

- Equity is both an outcome and a process.
- Data disaggregation is a starting point, not an end point.
  - Who might be missing from the data?
- Root cause analysis can provide insight into the historical and current causes of disparities.
- Community engaged methods can center residents with lived experience of intergenerational poverty and structural racism in both setting priorities and understanding impact.
The Upward Mobility Framework
Components of the Framework

- **The Three-Part Definition**

- **The Pillars**

- **The Predictors**

- **Mobility Metric**

**Focus on Racial Equity**

- Rate of juvenile justice arrests
Breaking Down the Upward Mobility Framework: 5 Essential Pillars

UPWARD MOBILITY FROM POVERTY

ECONOMIC SUCCESS

POWER & AUTONOMY

DIGNITY & BELONGING

ENSURE EQUITABLE ACCESS FOR ALL, INCLUDING PEOPLE OF COLOR & OTHER MARGINALIZED GROUPS
Breaking Down the Upward Mobility Framework: The Predictors

Ensure equitable access for all, including people of color & other marginalized groups.

- Housing affordability vs. Access to preschool vs. Employment opportunities vs. Access to health services vs. Political participation
- Housing stability vs. Effective public education vs. Jobs paying living wages vs. Neonatal health vs. Descriptive representation
- Economic inclusion vs. School economic diversity vs. Opportunities for income vs. Environmental quality vs. Safety from crime
- Racial diversity vs. Preparation for college vs. Financial security vs. Safety from trauma vs. Just policing
- Social capital vs. Digital access vs. Wealth-building opportunities
- Transportation access
Upward Mobility Framework

**Opportunity-Rich & Inclusive Neighborhoods**
- Housing affordability
  - Ratio of affordable and available housing units to households with low, very low, and extremely low-income levels

**High-Quality Education**
- Access to preschool
  - Share of children enrolled in nursery school or preschool

**Rewarding Work**
- Employment opportunities
  - Employment-to-population ratio for adults ages 25 to 54

**Healthy Environment & Access to Good Health Care**
- Access to health services
  - Ratio of population per primary care physician

**Responsive & Just Governance**
- Political participation
  - Share of the voting-age population who turn out to vote

**Breaking Down the Upward Mobility Framework: The Mobility Metrics**
Using the Mobility Metrics

- Compare
- Reveal
- Prioritize
- Highlight Interconnections
- Set Targets
- Monitor
Accessing the Mobility Metrics: Data Tables
Measuring Upward Mobility in Counties and Cities Across the US

These mobility metrics data tables are designed to help local leaders in every county and over 450 cities in the United States measure the status of and progress toward increasing upward mobility and equity in their communities.
can be influenced by state and local policy.

Communities can use this suite of metrics along with the Planning Guide for Local Action as they work to develop a strategic plan for upward mobility and monitor progress over time.

For guidance on using the data tables, please watch our video tutorial or a recording of an interactive training.

Please note the following: For county-level data pages, "Household income at the 20th, 50th, and 80th percentiles" and "Employment-to-population ratio for adults ages 25 to 54" values...
MOBILITY METRICS DATA

Select a county or city to explore your community’s mobility metrics.

Note: Data tables will open in a new tab. Data available for all counties in the U.S. and cities with population over 75,000.

Search data by county

Select a state:
- Select -

Search data by city

Select a state:
- Select -

Reset data tables selection
MOBILITY METRICS DATA

Select a county or city to explore your community’s mobility metrics.
Note: Data tables will open in a new tab. Data available for all counties in the U.S. and cities with population over 75,000.

Search data by county
Select a state:
California

Select a county:
- Select a county -

Search data by city
Select a state:
- Select -

Reset data tables selection
MOBILITY METRICS DATA

Select a county or city to explore your community’s mobility metrics.

Note: Data tables will open in a new tab. Data available for all counties in the U.S. and cities with population over 75,000.

Search data by county

Select a state:
California

Select a county:
Fresno County

Search data by city

Select a state:
- Select -

Generate Data Tables
Mobility Metrics for Fresno, California

These mobility metrics data tables are designed to help local leaders in every county and over 450 cities in the United States measure the status of and progress toward increasing upward mobility and equity in their communities.

The Urban Institute’s Upward Mobility Framework identifies five essential pillars that support mobility from poverty and a set of evidence-based predictors that are strongly correlated with the likelihood that a community can create conditions to boost the economic and social mobility of its residents while narrowing racial and ethnic inequities. These predictors were identified by an interdisciplinary group of experts and refined through testing with cross-sector partners. They cover diverse aspects of community, such as affordable housing, living-wage jobs, and political participation, and can be influenced by state and local policy.

Communities can use this suite of metrics along with the Planning Guide for Local Action as they work to develop a strategic plan for upward mobility and monitor progress over time.
Using the Framework
Mobility Action Plans

Improving Upward Mobility in Boone County
Boone County’s Upward Mobility Action Plan

Upward Mobility Action Plan
June 2022
Ramsey County

Summit County
Upward Mobility Action Plan
Summit County, Ohio
https://cos.summitoh.net/coun tyexecutive
(330) 645-2510

Philadelphia
Upward Mobility Action Plan
Philadelphia, Pennsylvania
www.phila.gov

Upward Mobility Framework
Upward Mobility Planning Guide

- A guide to help local leaders better understand impediments to upward mobility and how to build a cross-sector team that can plan, advocate for, and implement a set of systems changes focused on bringing all members of your community out of poverty and creating more equitable results.

- Provides practical advice for people driven to boost mobility from poverty and asking, “Where do I start?”

- Informed by the Boosting Upward Mobility cohort that beta-tested the metrics.
Centering Community Voices in Boone County, MO and Summit County, OH

- To center the goals of residents throughout the mobility planning process, many Upward Mobility Cohort counties conducted Data Walks and applied other community-engaged methods.
  - At a Data Walk in Boone County, community members selected three priority issues: early grade literacy, fair and inclusive housing, and jobs and workforce development.
  - Summit County used an annual pulse survey to ask about community priorities, then engaged residents experiencing hardship through a second survey for feedback on proposed areas of focus.
    - Mental health and juvenile justice were selected as strategic priorities.
Available Resources & Future Trainings

Resources mentioned:
• Upward Mobility Framework
• Boosting Upward Mobility: Exemplars
• Mobility Action Plans (MAPs)
• A Planning Guide for Local Action
• Mobility Metrics Data Tables

Other resources:
• Evidence Resource Library
• Upward Mobility Blog
  • How Policymakers Can Use Measures of Mobility from Poverty Affected by the COVID-19 Pandemic (February 2024)

Future Trainings:
• Mobility Metrics Workshop, Thursday, April 25, 1:00-2:00 PM ET
  • Register Here!

Contact us! Email upwardmobility@urban.org to reach a member of the team
Questions?
Survey!

Scan me! or visit... https://app.smartsheet.com/b/form/aae88e3924f0437aac4f44471127f096