

Transformation 2025

One. Great. Omaha.



Creating A United Plan for North Omaha Transformation 2025: Closing the Gaps 2021-2025

State of North Omaha Update and Summary Funding Proposal

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Empowerment Network State of North Omaha or State of African-Americans Report 2021-2022

(Created by these lead partners and hundreds of collaborative organizations with the input of 8,000+ residents)



For more information: www.empoweromaha.com and partner web-sites



Formation Meetings and Public Launch

June 2006 to April 27, 2007

Creating a Community-based Plan

North Omaha Village Planning and Approval

2009 to July 2011

Bottom-Up Plan & Unanimous City Council Approval

Omaha 360 VIP

Violence Prevention

74% Reduction

Building on the Collective Framework and Outcomes

The Empowerment Network officially launched on Friday, April 27, 2007. The Transformation 2025 Plan was developed in 2014-2015 and formally launched May of 2015. In 2020, a comprehensive update was completed.

Beginning in June 2006, the Empowerment Network hosted meetings, summits and focus groups with residents and leaders to identify key issues and solutions. The first large leadership meeting was held in September 2006 when 70 leaders convened and agreed to work together. The first State of African-Americans and North Omaha was held in December of 2006 and continues annually with hundreds in attendance. Since that time, over 8,000 youth and adults have provided input into the plans.

In December 2013, the Transformation 2025 goals were outlined to accelerate the pace of rebuilding and transforming the city, with special emphasis on North Omaha and South Omaha. Transformation 2025 was officially introduced in May 2014 at the Empowerment Network's Conference with 10 year goals and annual benchmarks. A comprehensive scorecard is updated each year by participating organizations & businesses.

Collectively, we were able to make measurable progress for African-Americans and North Omaha residents which has had a positive impact on the entire region. Hundreds of organizations and thousands of residents have participated in the work to create the momentum and generate these results:

Collective Results 2009-2019 (Before COVID):

- Reduced African-American unemployment from a high of 20% to a low of 7.5%.
- Connected over 2,000 residents in North Omaha to employment.
- Increased youth employment. Connected over 6,500 youth to career exploration, jobs & internships.
- Increased African-American household incomes. Increased from a low of \$34,170 to a high of \$39,434.
- Reduced African-American family poverty. 31.5% to 21.5%.
- Increased African-American high school graduation rates. 64% to a high of 80%.
- Increased the number of African-Americans with college degrees. 16% to a high of 22%.
- Increased the number of housing units in North Omaha.
- Over 1,000 new mixed-income units developed.
- Launched hundreds of new businesses. A number of businesses have expanded creating hundreds of jobs.
- Reduced gun violence. Decreased as much as -74% in North Omaha before COVID-19.
- Started the process of rebuilding the arts, culture, entertainment and business district at 24th & Lake.
- Increased visits to the North Omaha Village Zone area (16th to 36th, Cuming to Pratt).
- Launched and hosted events like Christmas in the Village attracting over 5,000 to the district and engaging 100+ businesses and organizations.
- Served as catalysts to generate \$600 million in public/private investments for redevelopment in North Omaha.
- Engaged national thought leaders as partners on the journey to close economic and social gaps.

Moving Forward: The Next Five Years 2021 to 2025

With the impact of COVID-19, economic crisis, murder of George Floyd and national and local demonstrations that resulted, the Transformation 2025 team convened a group including city, county and state elected officials, CEOs, foundation executives, OPS Superintendent, Omaha Chief of Police, University Presidents and others to update the Transformation Plan and move forward with Big and Bold Commitments. The foundation of the plan is community input gathered from 8,000+ and updated with the additional recommendations of 300+ leaders and residents through the Transformation 2025 Survey.



Community Engagement & Cradle to Career
Monthly Meetings and Outreach
Graduation Rates from 64% to 81%

Step-Up Employment Collaborative
Public Private Partnerships
Reduced Unemployment 21% to 7.5%

Leadership & Empowerment Conference
Development & Capacity-building
Increasing Household Incomes

A New United Plan for North Omaha Transformation 2025 ARPA Proposal

The Transformation Plan 2025 unites residents, youth, neighborhood organizations, community-based agencies, churches, elected officials, CEOs, foundations and others. There is on-going work to engage more partners.

Transformation 2025 Community-based Survey and Information Gathering

The Transformation 2025 Community-based Plan & Overview incorporates community input, ideas and solutions from 4,000+ adults and 4,000+ youth and young adults through polling, research, door-to-door outreach and neighborhood events.

Recommendations are also incorporated from the original Empowerment Covenant & Plan (introduced on April 27, 2007), North Omaha Village Revitalization Master Plan (approved by the City of Omaha in 2011), Transformation 2025 Plan (introduced in May 2014), Omaha 360 Collaborative, Cradle to Career Education Summits, Economic Summits, Neighborhood Association meetings, Pastors and Faith Leader Meetings, Leadership Conferences, Community Summits, and on-going Village Community Meetings for additional input in 2017, 2018 and 2019.

Additional details, strategies, goals, benchmarks and actions are connected to each of these components. The plan is updated each year with on-going community engagement. A major update was completed in 2020 with input from CEO's, elected and appointed officials, community leaders, residents and youth.

Transformation 2025 Recommendations for ARPA and other funding sources

As ARPA funds are specifically targeted to zip codes like those found in North Omaha, Transformation 2025 deserves the highest level of consideration by elected officials representing the City, County and State.

The areas prioritized within the additional survey results from 300+ leaders and community residents and related to ARPA Funds are as follows:

	<u>1 Year</u>	<u>4 Year</u>
1. Employment, Workforce and Career Advancement	\$24 million	\$98 Million
2. Entrepreneurship (Fund, Launch, Scale, Recruit, Site Prep)	\$27 million	\$108 Million
3. Education	\$78 million	\$312 Million
4. Health (Physical, Behavioral and Access to Healthy Foods)	\$40 million	\$160 Million
5. Safe Neighborhoods and Violence Prevention	\$18 million	\$72 Million
6. Housing, Revitalization and Transportation	\$93 million	\$372 Million
7. Arts, Culture, Public Spaces and Tourism	\$14 million	\$56 Million

Leaders and community residents also prioritized addressing systemic racism and the justice system. The recommended solutions incorporate strategies that will directly address these issues, but are not listed separately.

Transformation 2025 also includes "Big and Bold Commitments" from CEOs, organizational leaders and advisors updated during the past year. Measurable progress is being made in each of the areas identified. In addition, several foundations in the Omaha community and CEO's from the business community are working on matching funds to support these community-based priorities.



10 Point Summary: Transformation 2025

Transformation 2025: Summary of Strategies included in the Funding Proposal

1. **Connect North Omaha residents to thriving higher wage employment and careers through paid job training and certification programs and working with employers to advance employees into high demand skilled and leadership positions.**
2. **Connect youth and young adults to career exploration, hands on job training, vocational training, internships and entrepreneurship.**
3. **Use incentives and dedicated funds to recruit major employers to North Omaha that hire from the community.**
4. **Create jobs and wealth by launching, building and scaling businesses through creating hubs where training, technical assistance, connections to corporations/supplier diversity efforts and access to credit and capital are made available.**
5. **Increase graduation rates and the number of students prepared for life, careers and post secondary education by investing in high poverty schools, expanding college and career pathways, engaging families, and providing targeted programming to disconnected students.**
6. **Support families with earned income tax credits, financial education, child care and health and keep communities healthy with access to behavioral and mental health services, physical health services and access to healthy foods.**
7. **Invest in the capacity of neighborhood organizations, community-based organizations and churches to connect residents to needed services, resources and opportunities and engage in voting, advocacy and system reform.**
8. **Keep communities safe through innovative violence prevention and intervention programs and help ex-offenders to re-enter society successfully with employment, housing and support services. Engage agencies, churches, neighborhoods and law enforcement.**
9. **Build new mixed-income housing units and renovate current housing while launching and expanding campaigns to directly increase home ownership. Improve transit and transportation options.**
10. **Develop thriving places and innovation districts that can be used by the public that incorporate arts, culture and entertainment, business and housing.**

Transformation 2025: The Next Five Years 2021-2025 SUMMARY

African-American & North Omaha: Collective Strategies

A. Employment and Job Training: Create Jobs and Sustainable, Higher Wage Employment	\$24 Million
<ol style="list-style-type: none"> 1. Link unemployed and underemployed residents in targeted areas to current work opportunities across the metro; address barriers including transportation, cliff effect, etc. (Urban League, HWS, MCC, Metro and others) 2. Bridge the gap of open jobs and future in demand industries with targeted, expanded, and paid job training programs to equip residents with necessary skills. (Urban League, HWS, MCC, EN and others) 3. Increase employment, summer and year round interns for youth and young adults (connect with STEAM/ACE); create and prioritize opportunities for in-state African-American and North Omaha college students, including internships and apprenticeships. (Step-Up Omaha, UL, ANB, CHI, UNMC, OPPD, UP, Mutual and others) 4. Facilitate career advancement opportunities in public and private companies; focus on emerging and sustainable higher wage careers that match their skills and interest (EN/Advance Omaha, RTG; CODE/UL, GOC and others) 5. Use incentives to recruit, launch and develop businesses with higher wage jobs in North/South Omaha; identify opportunities for Section 3 residents to work with in revitalization efforts (ex: HUD/Spencer/Development) 	
B. Entrepreneurship, Contracting and Business Districts: Revitalize Strategic Corridors	\$27 Million
<ol style="list-style-type: none"> 1. Revitalize key corridors and targeted neighborhoods in North Omaha; prepare space for entrepreneurs and small businesses (OEDC, EN, CLC, 75 North, City of Omaha, Malcolm X, BID, 24th Street Corridor, and others) <ul style="list-style-type: none"> • Areas of Focus: North 24th, with focus on 24th & Lake; North 30th, with focus on 30th & Parker/Lake; Malcolm X/Adams Park; Ames Street Corridor (16th Street to 72nd Street) 2. Create or expand fund(s) to improve access to credit and capital NEF, Omaha 100, CLC/ANB and others) 3. Facilitate training for small businesses/small business assistance; business acumen & operations, accounting, etc. 4. Work with businesses and organizations to address equity, diversity, inclusivity, promotions and wages (supplier diversity efforts) (Empowerment Network's Advance Omaha & RTG; MPSDC, Urban League and Chamber CODE) 5. Launch and expand small businesses & contractors by creating or expanding center for entrepreneurship & hubs (Nebraska Enterprise Fund, Carver Legacy Center, Start Center, Shift Omaha, REACH/GOC, BEO; MPSDC) 	
C. Education & Youth Development: Improve Educational Outcomes - Cradle to Career	\$78 Million
<ol style="list-style-type: none"> 1. Create excellence in every neighborhood and invest in High Poverty Schools – 100% academically successful – including expanding Focus School, Dual Language and Innovative School Models: Equity, Family Engagement, Ext. Time, Strong Principals, Excellent Teachers, Challenging/Engaging Curriculum, Student Engagement and Leadership, Integrated Learning Supports, Career Exploration and Internships (OPS, EN/Cradle to Career Strategy) 2. Increase high school graduation rate by investing in College and Career Pathways; assure that 100% of students are prepared for college and career, graduate with marketable skill (OPS, Step-Up, MCC, Colleges/Universities) 3. Improve family and community engagement at all levels of K-12 experience (OPS, EN/Cradle to Career) 4. Provide tailored education programs for: advanced students; at-risk; underachieving; and specifically, including African-American Males, young men of color, veterans, the homeless, disadvantaged groups and returning citizens in need of job training. (EN, UL, 100 Black Men, MBK, Omegas and others.) 	
D. Strong Families and Access to Health Care & Healthy Foods: Create Strong & Healthy Families	\$40 Million
<ol style="list-style-type: none"> 1. Address mental & behavioral health including Post Traumatic Stress Disorder (Trauma) and Violence as public health issue (CD, CHD, CHI Health, NOAH, Omaha 360 and others) 2. Increase access to healthy foods; enhance food security and train on food preparation training/educ. (NMEP, OEDC, FDV, WR, DC and others) Strategies: Corner Stores, farmers markets, SNAP, Urban Ag, Entrepreneurship 3. Expand access to health care (physical) (in person and tele-health; use technology) (CD, DC, CHD, CU, NOAH, CHI Health, UNMC and others) Reduce health disparities (inequity) associated with chronic diseases (CD, CU, UNMC, NOAH, CHD, CHI and others) 4. Expand personal health efforts, increase physical exercise & reduce obesity (CU, CD, Churches, and others) 5. Address bias and racism as a public health issue/distrust of health systems 	
E. Neighborhoods and Safety/Violence Prevention : Reduce Violence & Incarceration	\$18 Million
<ol style="list-style-type: none"> 1. Continue to expand and invest in violence prevention programs 2. Continue to expand and invest in intervention programs 3. Assess and expand reentry programs – behind the walls and in the community - to include vocational training, employment, housing and support services 4. Assess and expand alternatives to detention and incarceration including juvenile justice and prison reform 	
F. Housing, Neighborhoods & Transportation : Create Home Owners and Thriving Neighborhoods	\$93 Million
<ol style="list-style-type: none"> 1. Increase and improve training and education related to financial literacy/well-being (FHAS, Financial Collab, Bridges) 2. Increase home ownership with specific initiatives, support programs and financing tools (FHAS, O100, Carver Legacy) 3. Investments to address dilapidated homes, vacant lots, absentee landlords, and rehab of homes throughout North Omaha and South Omaha (incorporate Land Bank specifically) (City, Habitat, Holy Name, Private Developers) 4. Build and expand mixed-income neighborhoods; include definition for mixed-income and actively engage neighborhood associations (75 North, White Lotus, OEDC, FHAS/Omaha 100 Private Developers) 	
G. Arts , Culture, Tourism and Public Spaces	\$14 Million
<ol style="list-style-type: none"> 1. 24th Street/24th& Lake: Great Plains Black History Museum, Love's Jazz and Arts Center, Omaha Star, OIC, OSBN 2. Malcolm X Foundation Site/International Center/Adams Park/30th Street 	

Transformation 2025: The Next Five Years 2021-2025

African-American & North Omaha: Collective Strategies

Creating Economic Self-Sufficiency for African-Americans North Omaha and Beyond

Facilitated by the Empowerment Network in collaboration w/ Pastors & Faith Leaders, Neighborhoods, Non-Profits, Businesses, Elected Officials & others

SUMMARY OUTLINE: Updated July 2020 – October 2021 (The Plan includes input and engagement with over 8,000 youth and adults)

Vision: Work together to transform Omaha into a great city - **healthy, wealthy, thriving and prosperous** – for African-Americans and every zip code/neighborhood.

This part of the Transformation 2025 plans focuses on North Omaha—68111, 68110 & 68104.

(Other zip codes of focus in Midtown and South Omaha have been identified. Will seek confirmation from partners.)

Goals:

1. Omaha will lead the nation in employment, entrepreneurship, education and quality of life
2. Close long-standing economic gaps - historically based on racial & geographic segregation

Objectives:

1. Build **community wealth** through multiple streams of income and business ownership
2. Increase **home ownership** and build thriving mixed-income neighborhoods
3. Create **strong families** including access to insurance, quality healthcare & healthy foods
4. **Prepare children** for success in school, careers and life through cradle to career strategies

Key Economic Benefits: An equitable region will add \$4 Billion in economic activity

1. Create New Jobs: Construction Jobs and Permanent Jobs
2. Create New and Expanded Businesses and Generate Tax Revenues
3. Prepare Omaha Workforce for Current & Future Jobs/Close the Skills Gap
4. Increase Economic Impact (Growth/Consumer Spending)
5. Increase Tourism
6. Improve Services to Residents (Roads, Parks, etc)
7. Reduce Social Costs and Individual Tax Payer Burden

Areas of Focus:

1. **Personal Responsibility, Collective Works, Wealth and Ownership**
2. **Corridor Revitalization** - Entrepreneurship, Contracting and Business Districts
3. **Employment** - Jobs, Job Training and Career Advancement
4. **Education and Youth Development** – Cradle to Career Pathway and Pipeline
5. **Housing, Streets and Transportation** – Create Home Owners & Thriving Neighborhoods
6. **Safety and Justice** – Reduce Violence and Address Justice Reform
7. **Health and Healthy Families** – Create Strong and Healthy Families

Key Principles:

1. Individual, Family and Community Engagement
2. Leadership Engagement, Accessibility and Accountability
3. Comprehensive Collaboration, Alignment and Strategic Investments
4. Bi-partisan (Non-partisan)
5. Focus on Return on Investment (Social and Economic Impact)
6. Shared Decision-making Structure (Residents & Stakeholders engaged at every level)
7. Build engagement (all ages) and increase ownership and wealth in the community
8. Build on the strengths and assets of the community; respectful even when we disagree
9. Build on and respect the cultural and historic legacies of the area
10. Lift up and benefit current residents first and then new residents; include better outreach

(Created by these lead partners and hundreds of collaborative organizations with the input of 8,000+ residents)



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SUMMARY OUTLINE: Updated July 2020 – February 2021 (The Plan includes input and engagement with over 8,000 youth and adults)

Entrepreneurship, Contracting and Business Districts: Revitalize Strategic Corridors

1. Revitalize key corridors and targeted neighborhoods in North Omaha; prepare space for entrepreneurs and small businesses (OEDC, EN, CLC, 75 North, City of Omaha, Malcolm X, BID, 24th Street Corridor)
 - **North 24th, with focus on 24th & Lake** (24th Street Corridor – South to North)
(build and connect economic engines for Arts, Culture, Entertainment & Business)
 - **North 30th, with focus on 30th & Parker/Lake; Malcolm X/Adams Park**
 - **Ames Street Corridor** (16th Street to 72nd Street)
2. Launch and expand small businesses & contractors by creating or expanding center for entrepreneurship & hubs (Nebraska Enterprise Fund, Carver Legacy Center, Start Center, Shift Omaha, REACH/GOC, BEO; MPSDC)
3. Facilitate training for small businesses/small business assistance; business acumen & operations, accounting, etc.
4. Create or expand fund(s) to improve access to credit and capital (#3 and #4: NEF, Carver Legacy Center/ANB)
5. Focus on small business that have the potential to grow and hire employees (NEF, Carver Legacy Center; MPSDC)
6. Work with businesses and organizations to address equity, diversity, inclusivity, promotions and wages (supplier diversity efforts) (Empowerment Network's Advance Omaha & RTG; MPSDC, Urban League and Chamber CODE)
7. Train and assist contractors within the area to successfully compete and achieve development projects/business; remove barriers, break down bids, address cash flow through frequent payment, expanding bonding options (Reach/Greater Omaha Chamber, Davis Companies, MPSDC, Carver Legacy Center, MCC)
8. Create collective investment and ownership strategies using effective and successful models, including joint ventures (Empowerment Network's Legacy Wealth Initiative with Dr. Jolly; Carver Legacy Center; Spark)
9. Create a network and support systems for independent contractors (Reach; Davis Companies; MPSDC)

Employment and Job Training: Create Jobs and Sustainable, Higher Wage Employment

1. Link unemployed and underemployed residents in targeted areas to current work opportunities across the metro; address barriers including transportation, cliff effect, etc. (Urban League, HWS, MCC, Metro)
2. Bridge the gap of open jobs and future in demand industries with targeted, expanded, and subsidized job training programs to equip residents with necessary skills. (Urban League, HWS, MCC, EN)
3. Use incentives to recruit, launch and develop businesses with higher wage jobs in North/South Omaha; identify opportunities for Section 3 residents to work with in revitalization efforts (ex: HUD/Spencer/Development)
4. Increase employment, summer and year round interns for youth and young adults (connect with STEAM/ACE); create and prioritize opportunities for in-state African-American and North Omaha college students, including internships and apprenticeships. (Step-Up Omaha, UL, ANB, CHI, UNMC, OPPD, UP, Mutual and others)
5. Facilitate career advancement opportunities in public and private companies; focus on emerging and sustainable higher wage careers that match their skills and interest (EN/Advance Omaha, RTG; CODE/UL and GOC)
6. Encourage employers to hire local residents and formerly incarcerated (EN, MCC)
7. Create and expand specific efforts to retain talent in Omaha, young professionals and others (EN/ERG, CODE)
8. Address the wage gap for employees; also engage independent contractors (ex: freelance network and assistance for freelancers) (EN/Advance Omaha CEO, CHRO's; UL; HWS)
9. Focus on connecting underemployed residents to emerging and sustainable higher wage careers that match their skills and interest (UL, HWS, MCC)

Education & Youth Development: Improve Educational Outcomes - Cradle to Career

1. Create excellence in every neighborhood and invest in High Poverty Schools – 100% academically successful – including expanding Focus School, Dual Language and Innovative School Models: Equity, Family Engagement, Ext. Time, Strong Principals, Excellent Teachers, Challenging/Engaging Curriculum, Student Engagement and Leadership, Integrated Learning Supports, Career Exploration and Internships (OPS, EN/Cradle to Career Strategy)
2. Address funding for high poverty schools; equity funding formulas – state and districts (BEO, OPS Board, State)
3. Increase high school graduation rate by investing in College and Career Pathways; assure that 100% of students are prepared for college and career, graduate with marketable skill (OPS, Step-Up, MCC, Colleges/Universities)
4. Expand Advanced Placement, Dual Enrollment, College Prep, Vocational Training, Scholarships, Career Exploration, Internships and Apprenticeships (OPS, MCC, EN/Step-Up, UL)
5. Improve family and community engagement at all levels of K-12 experience (OPS, EN/Cradle to Career)
6. Provide tailored education programs for: advanced students; at-risk; underachieving; and specifically, including African-American Males, young men of color, veterans, the homeless, disadvantaged groups and returning citizens in need of job training. (EN, UL, 100 Black Men, MBK, Omegas)
7. Investment in Early Childhood Education to ensure youth are prepared for kindergarten – 100% prepared for kindergarten – include Home-based, Center-based and School-based (Learning community, OPS, Educare, Ctrs.)
8. Build strong relationships with youth and address sub-groups (including youth voice/leadership)
9. Address disproportionate suspensions and over representation (OPS, MX, EN/Cradle to Career)

African-Americans & North Omaha: Collective Strategies

Creating Economic Self-Sufficiency for African-Americans North Omaha and Beyond

Facilitated by the Empowerment Network in collaboration w/ Pastors & Faith Leaders, Neighborhoods, Non-Profits, Businesses, Elected Officials & others

SUMMARY OUTLINE: Updated July 2020 – February 2021 (The Plan includes input and engagement with over 8,000 youth and adults)

Strong Families and Access to Health Care & Healthy Foods: Create Strong & Healthy Families

1. Address mental & behavioral health including Post Traumatic Stress Disorder (Trauma) and Violence as public health issue (CD, CHD, CHI Health, NOAH, Omaha 360)
2. Increase access to healthy foods; enhance food security and train on food preparation training/educ. (NMEP, OEDC, FDV, WR, DC) Strategies: Corner Stores, farmers markets, SNAP, Urban Ag, Entrepreneurship...
3. Expand access to health care (physical) (in person and tele-health; use technology) (CD, DC, CHD, CU, NOAH, CHI Health, UNMC) Expand Earned Income Tax Credits, IDA's, Deposit at birth and other financial literacy programs (FHAS)
4. Reduce health disparities (inequity) associated with chronic diseases (CD, CU, UNMC, NOAH, CHD, CHI)
5. Address bias and racism as a public health issue/distrust of health systems; bring all health care systems into the strategy and include social determinants health (education, housing, employment, etc.)
6. Expand personal health efforts, increase physical exercise & reduce obesity (CU, CD, Churches)
7. Review safety net policies (ex: SNAP, WIC, medical) (BEO)
8. Address the STD/HIV crisis/epidemic and reduce teen pregnancy (CD, WF, CHF, Churches)
9. Focus on improving relationships and increase marriage rate (Churches, CHF)

Safety/Violence Prevention and Justice/Prison/Reentry Reform: Reduce Violence & Incarceration

1. Continue to expand and invest in violence prevention
2. Continue to expand and invest in intervention programs
3. Assess and expand reentry programs – behind the walls and in the community - to include vocational training, employment, housing and support services
4. Expand community policing and community engagement
5. Assess and expand alternatives to detention and incarceration including juvenile justice and prison reform
6. Invest in trauma informed care and address PTSD, mental health and other health related issues
7. Address disproportionate justice system involvement and incarceration
8. Reform juvenile justice and prison system
9. Remove illegal guns; focus on most violent offenders; bring police department to full staffing (Are we at full staff?)

Stronger Police Community Relations

1. Diversify Police Force and Criminal Justice System
2. Implement police training on Culture/Racial Bias; include more and better bias screening in the hiring process (additional questions to assess racial background?)
3. Institute police training to address mental health issues/situations
4. Continue to improve & make complaint process more transparent; Hold officers accountable/Accountability
5. Monitor and address racial profiling/use of force (officer's report incident)
6. Create more venues where police and community can interact consistently
7. Expand training for youth (and adults) on how to best engage with police
8. Continue to implement and use Body Cameras (standards/penalties)
9. Address disproportionate stops, arrests, sentencing & incarceration
10. Independent review/process for officer involved shootings

Justice System Reform

1. Remove barrier of waiting two years to vote for returning citizens
2. Address the pardon process; remove listing from record if pardon is approved
3. Introduce and implement expungement
4. Review and reform the bail process
5. Create and expand community education regarding the court system
6. Develop specific strategies similar to Omaha 360 partnerships with police to address courts, jails (County) and prisons (State Corrections)
7. Specific strategies needed to address juvenile court
8. Diversifying prosecuting office and other areas; boards and commissions
9. Bystander protection law (witness can do what they need to do to help, not receive charges)

Transformation 2025: The Next Five Years 2021-2025 EXTENDED PRIORITIES

African-Americans & North Omaha: Collective Strategies

Creating Economic Self-Sufficiency for African-Americans North Omaha and Beyond

Facilitated by the Empowerment Network in collaboration w/ Pastors & Faith Leaders, Neighborhoods, Non-Profits, Businesses, Elected Officials & others

SUMMARY OUTLINE: Updated July 2020 – February 2021 (The Plan includes input and engagement with over 8,000 youth and adults)

Housing, Neighborhoods & Transportation : Create Home Owners and Thriving Neighborhoods

1. Increase and improve training and education related to financial literacy/well-being (FHAS, Financial Collab, Bridges)
2. Increase home ownership with specific initiatives, support programs and financing tools (FHAS, Carver Legacy)
3. Address housing stability of vulnerable populations; veterans, foster youth, the homeless, and disadvantaged groups including immigrants, refugees within the area (MAACH, FHAS, OPS, Open Door, Sienna Francis)
4. Investments to address dilapidated homes, vacant lots, absentee landlords, and rehab of homes throughout North Omaha and South Omaha (incorporate Land Bank specifically) (City, Habitat, Holy Name, Private Developers)
5. Build and expand mixed-income neighborhoods; include definition for mixed-income and actively engage neighborhood associations (75 North, White Lotus, OEDC, Private Developers)
6. Increase availability of quality affordable housing throughout the city, formally define affordable (City, Non-P, For P)
7. Revitalize Targeted Neighborhoods in North Omaha and actively engage residents (EN, NONA, 24th Street, BID, Spark)
8. Improve streets (City of Omaha)
9. Invest in multi-modal transportation (Metro, Spark)

Arts , Culture and Media

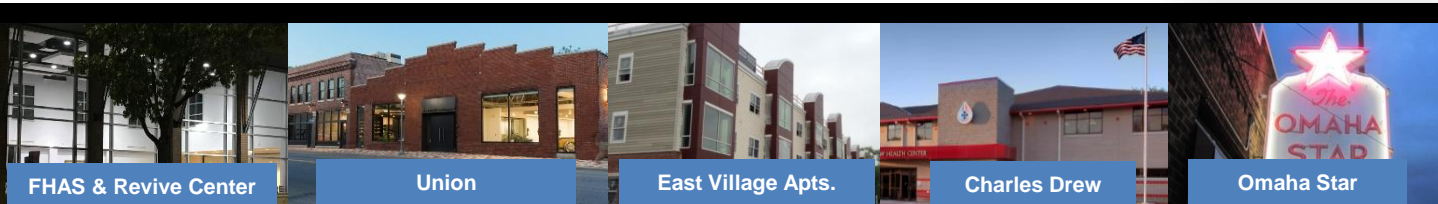
1. Great Plains Black History Museum
2. Malcolm X Foundation Site/International Center
3. Love's Jazz and Arts Center
4. Omaha Star/Mildred Brown Center
5. Historic Churches, Buildings
6. OIC Building
7. Historic Homes
8. Location for Black Sports & Music – Hall of Fame
9. Native Omahan Building
10. The Union for Contemporary Art

24th and Lake Revitalization

1. OIC Redevelopment
2. Bryant Center/Basketball Court
3. Loves Jazz Center (in the process of relaunching)
4. Businesses – North End, Styles of Evolution, and others
5. Outdoor Music/Dreamland Park
6. OSBN Redevelopment/Village Square/Food Trucks
7. OEDC/Jewel Building/Great Plains/ Fair Deal Village MarketPlace
8. Carver Legacy Center/Financial Collaboration Center
9. Lake Point Building/Revive Center

Corridors and Projects of Focus for Revitalization (Areas)

1. North 24th Street and 24th and Lake Revitalization
2. Ames Street 42nd Street to 72nd
3. 30th and Ames
4. Lake 30th to 45 Street
5. North 30th Street Revitalization and 30th and Lake/Kennedy Revitalization
6. 16th Street
7. 56th and Sorenson (including Wintergreen Site)
8. 72nd and Ames/Sorenson
9. Sorenson Revitalization



FHAS & Revive Center

Union

East Village Apts.

Charles Drew

Omaha Star

Transformation 2025: Empower African-Americans

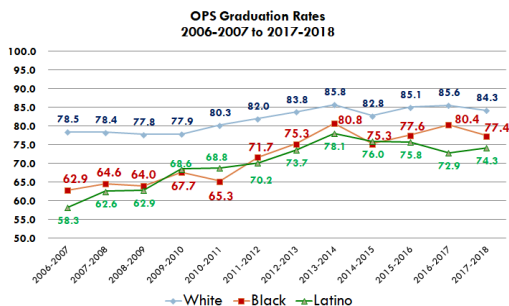
Trends for African-Americans in Omaha

Working together to transform Omaha into a great city, thriving and prosperous, in every zip code and for every race!

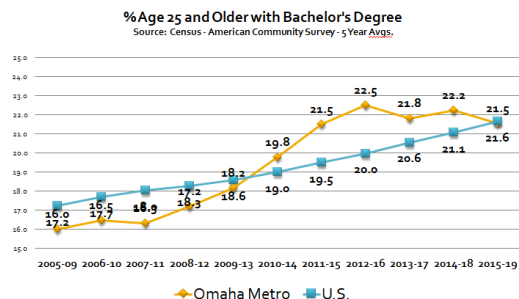
	<u>2009 to 2019</u>	<u>2025 Goal</u>
Decreased Unemployment	16.7% to 8.2%	4%
(Source: American Community Survey, Census; Compiled by David Drozd, UNO)		
Jobs for Youth & Young Adults	150 to 500+	750
(Source: City of Omaha, Step-Up, Urban League, Hope Center, HWS)		
New or Expanded Businesses	100+	250
(Source: NEF, OEDC, Start Center, Revive Black Business Network, Shift Omaha and Others)		
Revenue for Black Businesses	\$300 Million	\$1 Billion
(Source: Census, Economic Report)		
High School Graduation Rate	64% to 81%	95%
(Source: Omaha Public Schools, State Department of Education)		
Bachelor's Degrees	16% to 22%	25%
(Source: American Community Survey, Census; Compiled by David Drozd, UNO)		
Home Ownership Rate	38% to 33%	40%
(Source: American Community Survey, Census; Compiled by David Drozd, UNO)		
Families – Lifted out of Poverty	1,000+ Hhlds	2,500
(Source: American Community Survey, Census; Compiled by David Drozd, UNO)		
Household Income	\$35,134 to \$39,434	\$45,000
(Source: American Community Survey, Census; Compiled by David Drozd, UNO)		

Key Trends and Remaining Gaps 2009-2019: African-American

The African-American high school graduation rate in OPS has increased from 63% to 80%.

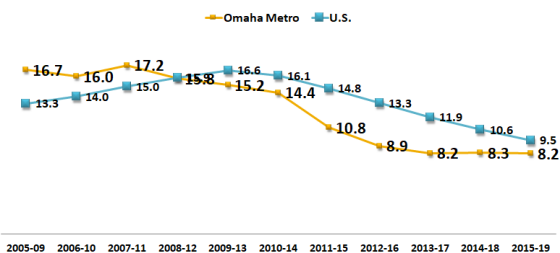


% of African-Americans in Omaha with a Bachelor Degree increased from 16% to 21.5%



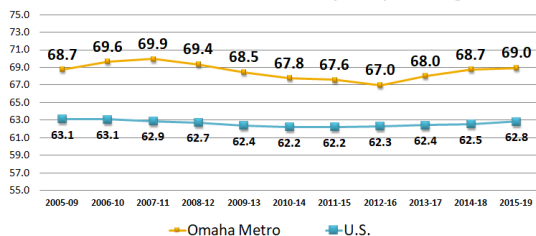
African-American Unemployment in Omaha has decreased from 17.2% to 8.2%.

African-American Unemployment Rate
Source: Census - American Community Survey 5 Year Averages.



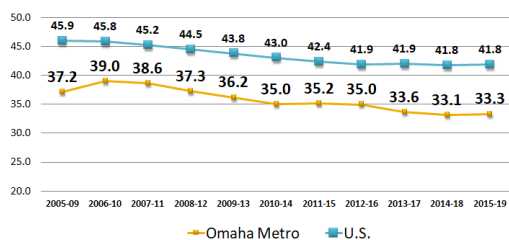
In Omaha, the African-American Labor Force participation rate is higher than the national avg

African-American Labor Force Participation
Source: Census - American Community Survey 5 Year Averages.



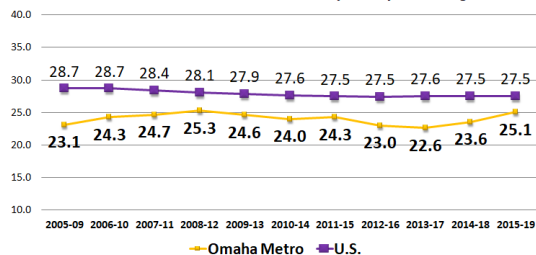
African-American Home Ownership declined from 39% to 33.1%; leveled out before COVID

African-American Home Ownership
Source: Census - American Community Survey 5 Year Averages.



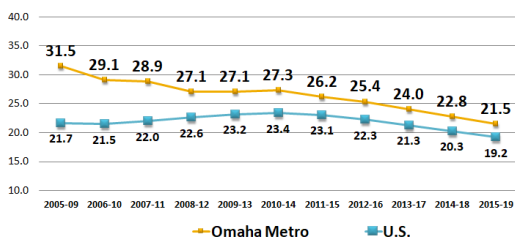
In Omaha, the % of African-American hlds w/ a Married Family has increased slightly

% of African-American Families are Married
Source: Census - American Community Survey 5 Year Averages.



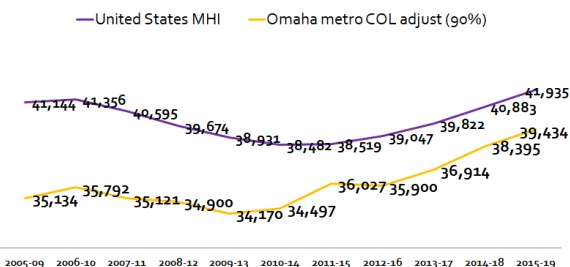
While still much too high, African-American poverty rates have declined; 31.5% to 21.5%

African-American Family Poverty Rate
Source: Census - American Community Survey 5 Year Averages.



African-American Household Incomes in Omaha have started to increase the past seven years.

Median Household Income



Key Trends and Remaining Gaps 2009-2019: African-American

Transformation 2025: African-American

Progress through Collaboration

Poverty, Employment, Education and Home Ownership

African-Americans City-wide in Omaha: 2008 to 2019 (5 Yr Avgs)

- Families in Poverty** ↓ Decreased from 32% to 22%
Source: ACS, American Community Survey - Census (UNO)
- Unemployment** ↓ Decreased 16.7% to 8.2%
From high of 20.7% to low of 7.5% (1 yr data)
Source: ACS, American Community Survey - Census (UNO)
- Graduation Rate** ↑ Increased from 64% to 81%
Source: ACS, American Community Survey - Census (UNO)
- Bachelor Degrees** ↑ Increased from 16% to 22%
Source: ACS, American Community Survey - Census (UNO)
- Home Ownership** ↓ Decreased from 38% to 33%
Source: ACS, American Community Survey - Census (UNO)

State of African-Americans Summary 10 Key Findings with Census Data Update

1. Number with Bachelor Degrees increased
2. Unemployment has been reduced; **Wage gaps exist**
3. Labor force participation has improved
4. Poverty rates have decreased
5. Household Incomes increased
6. **Home Ownership has decreased (stabilized in 2019)**
7. Homes with Vehicles have increased
8. Homes with Insurance have increased
9. **% of households w/ married couples has slightly increased**
10. AA Business Ownership (increasing, only 200 w/ employees)

2020-2021 State of North Omaha and State of African-Americans Report
Data Source: American Community Survey, U.S. Census Bureau, 5 Year Report 2006-2010 to 2015-2019 (released by Census Dec. 2020)
Compiled and Prepared by: David Drozd - Research Coordinator - UNO and Willie Barney - Empowerment Network

A Key Issue: Circulation of Funds...



National Estimates:

- How Long Does it Circulate?
 - Asian Communities 30 Days
 - Jewish Communities 20 Days
 - White Communities 17 Days
 - Black Communities 6 Hours
- Rotation (Circulation)
 - Other Communities 6 to 9x
 - Black Communities 0 to 1x

There are 191 Black owned businesses in the state of NE with Employees. (Business Survey)

Current State

- 191 Businesses with Employees
- \$300 Million in Revenue
- 1,800 Employees

Goal

- Grow to \$1 Billion in Revenue
- Potential Impact
- 3,600+ Employees

REVIVE!

REVIVE!

GAPS: HOW DO WE ALL FAIR? STATUS OF DIVERSE POPULATIONS IN THE OMAHA METRO



% AGE 25+ WITH HIGH SCHOOL+

88.0%	61.2%	95.4%
BLACK	LATINO	WHITE, NON-HISPANIC



% INDIVIDUALS IN POVERTY

24.8%	20.1%	7.0%
BLACK	LATINO	WHITE, NON-HISPANIC



% FOREIGN BORN (IMMIGRANTS)

11.4%	32.2%	1.2%
BLACK	LATINO	WHITE, NON-HISPANIC



% NO HEALTH INSURANCE

14.1%	22.9%	4.9%
BLACK	LATINO	WHITE, NON-HISPANIC



% UNEMPLOYED

8.2%	5.8%	2.8%
BLACK	LATINO	WHITE, NON-HISPANIC



% HOME OWNERS

33.3%	50.6%	70.9%
BLACK	LATINO	WHITE, NON-HISPANIC

As the minority portion of the population rises, these types of variables are influenced, so for analyzing change over time it is important to compare the totals along with each race separately.

Transformation 2025: NORTH OMAHA 2025!

Trends, Results & Goals for North Omaha

Working together to transform Omaha into a great city, thriving and prosperous, in every zip code and neighborhood.

	Phase 1: 2015-2019	Phase 2: 2021-2025 2025 Goal
Connected to Living Wage+ Jobs & Careers Source: UL, MCC, HWS and ACS Census (UNO)	2,000+	5,000
Annual Jobs for Youth & Young Adults (Source: Step-Up, City of Omaha, UL, Hope Center, HWS)	1,100+	2,000
New and/or Expanded Businesses (Source: Nebraska Enterprise Fund, OEDC, Start Center, Shift Omaha, Revive Black Business Network)	328+	250
Graduation Rate/Prepared for College & Careers (Source: Omaha Public Schools and State Department of Education)	77%	95%
New and/or Improved Housing Units (Source: 75 North, Holy Name, Habitat, City of Omaha, OEDC)	1,000+	2,500
Neighborhood Engagement (Source: Neighborhood Associations/Groups/Alliances, EN)	N/A	50%
Safer and Healthier Community (Source: Omaha Police Department)	74%	80%
Families – Lifted out of Poverty (Source: FHAS and ACS Census)	300 1,500 EITC	2,500
Annual Visitors to the N.O. Village Zone (Source: Loves, Malcolm X, EN, NAACP, Native Omaha Days, Union)	55,000+	250,000
Voting in Local and National Elections (Source: Douglas County Election Commission)	56%	65%

The Transformation 2025 Plan was developed in 2014 and formally launched in 2015. Goals and strategies developed with the input of over 4,000+ residents and leaders & 4,000+ youth & young adults. Annual benchmarks have been established. The goals and strategies are reviewed and updated each year with input from residents and leaders.

Transformation 2025

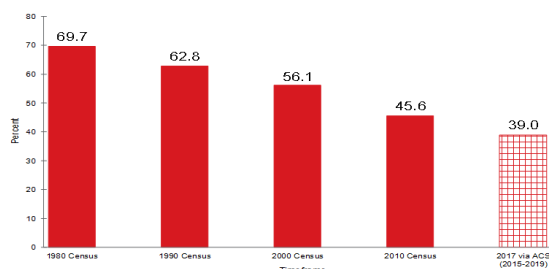
One. Great. Omaha.

THE  **EMPOWERMENT NETWORK**
Working **Together** to Rebuild the **Village**

Key Trends and Remaining Gaps 2008 to 2019: North Omaha

Changing Demographics: North Omaha

The Omaha metro's Black population is not as concentrated in North Omaha today
Percentage of 8-county Omaha metro Black population living in zip codes 68104, 68110, 68111

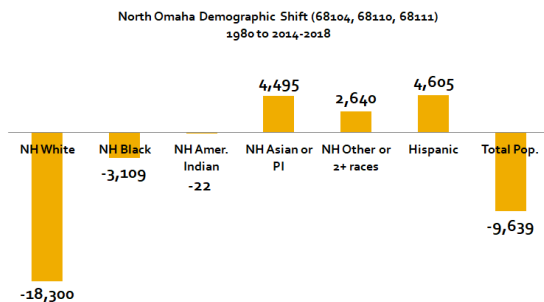


Sources: Tables 12 and P12, 1980 and 1990 Censuses (STP3 via Social Explorer);
Table P008, 2000 Census (SF1); Table P9, 2010 Census (SF1); Table B03002,
2015-2019 American Community Survey, U.S. Census Bureau
Prepared by David Drozd



Demographic Shifts: 1980-2018

North Omaha: 68104, 68111, 68110



2019-2020 State of North Omaha and State of African-Americans Report
Source: American Community Survey, U.S. Census Bureau 1980 and 5 Year Report 2013-2018 (Released by Census Dec. 2019)
Compiled and Prepared by: David Drozd - Research Coordinator - UNO and Willie Barney - Empowerment Network



North Omaha Demographics 68110, 68111 and 68104

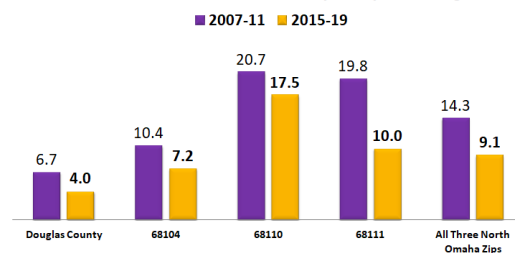
Race/Ethnicity	2018	2019
African-American	40.6%	39.3%
White	38.8%	37.6%
Hispanic	8.5%	10.4%
Asian	7.0%	7.6%
American Indian	.9%	.9%
2 or More	4.2%	4.3%

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Source: American Community Survey, U.S. Census Bureau 2013-2018 (Released by Census Dec. 2019)
Compiled and Prepared by: David Drozd - Research Coordinator - UNO and Willie Barney - Empowerment Network



The unemployment rate has dropped measurably Douglas County vs. North Omaha (3,000 in N.O. are unemployed)

Unemployment Rate: Douglas County vs. North Omaha
Source: Census - American Community Survey - 5 Year Avgs.

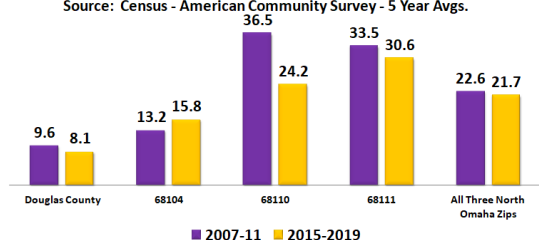


2020-2021 State of North Omaha and State of African-Americans Report
Data Source: American Community Survey, U.S. Census Bureau 5 Year Report 2005-2009 to 2015-2019 (released by Census Dec. 2020)
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The % of families in poverty was stagnant overall Douglas County vs. North Omaha (3,200 N.O. families are in poverty)

Family Poverty Rates
Source: Census - American Community Survey - 5 Year Avgs.

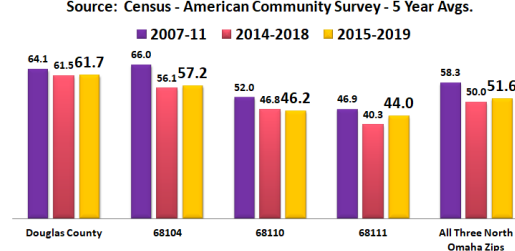


2020-2021 State of North Omaha and State of African-Americans Report
Data Source: American Community Survey, U.S. Census Bureau 5 Year Report 2005-2009 to 2015-2019 (released by Census Dec. 2020)
Compiled and Prepared by: David Drozd - Research Coordinator - UNO and Willie Barney - Empowerment Network



After years of decline, homeownership rates were starting to stabilize (N.O. has 13,233 owners)

Home Ownership Rates
Source: Census - American Community Survey - 5 Year Avgs.



2020-2021 State of North Omaha and State of African-Americans Report
Data Source: American Community Survey, U.S. Census Bureau 5 Year Report 2005-2009 to 2015-2019 (released by Census Dec. 2020)
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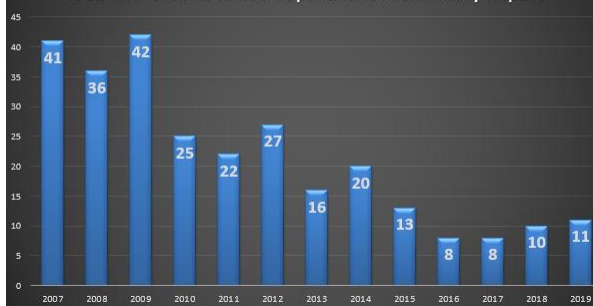
Step Up Omaha: Youth Employment City-wide: Summer, Year Round & Coaches

Growth of Step-Up Omaha! Positions
(Summer Positions, Coaches and Year Round)



Gun Assault Victims: Northeast Summer June-July: 2007 to 2019 (73% Decrease)

Gun Assault Victims: Northeast Precinct June-July
Source: Omaha Police Department Preliminary Report



Key Trends and Remaining Gaps 2008-2019: North Omaha

Over 1,000 Housing Units have been built in North Omaha in the past 5 years. District II

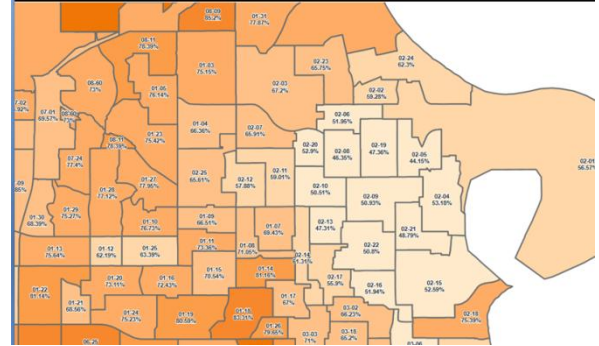
North Omaha Voter Turnout increased to 56% in November 2020, but still lagged the county.

■ **Past 5 Years** **1,472**

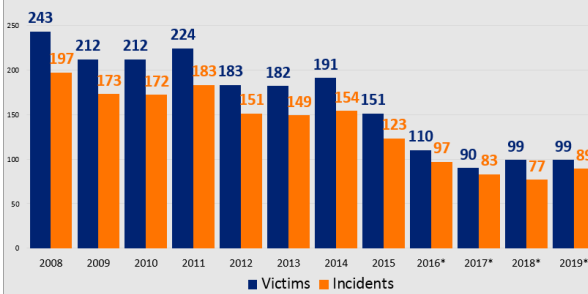
Core Zip Codes 1,000+

■ **Past 10 Years** **2,117**

Source: City of Omaha Planning Department

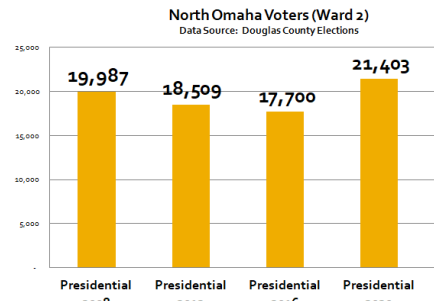


City-wide Gun Violence has decreased dramatically. 2020 had a spike during COVID.



* The criteria used to define gun assaults were modified by the FBI in 2016 and forward reflects the modified FBI criteria. All files used to compile this report are dynamic. Dynamic files allow continuous data entry, which could result in additions, deletions, and/or modifications at any time. Due to the dynamic nature of the data, numbers may vary in previous or subsequent reports. Compiled by Omaha Police Department (OPD) 1/9/2020

North Omaha Voter Turnout increased to 21,403 in the November Presidential Election.

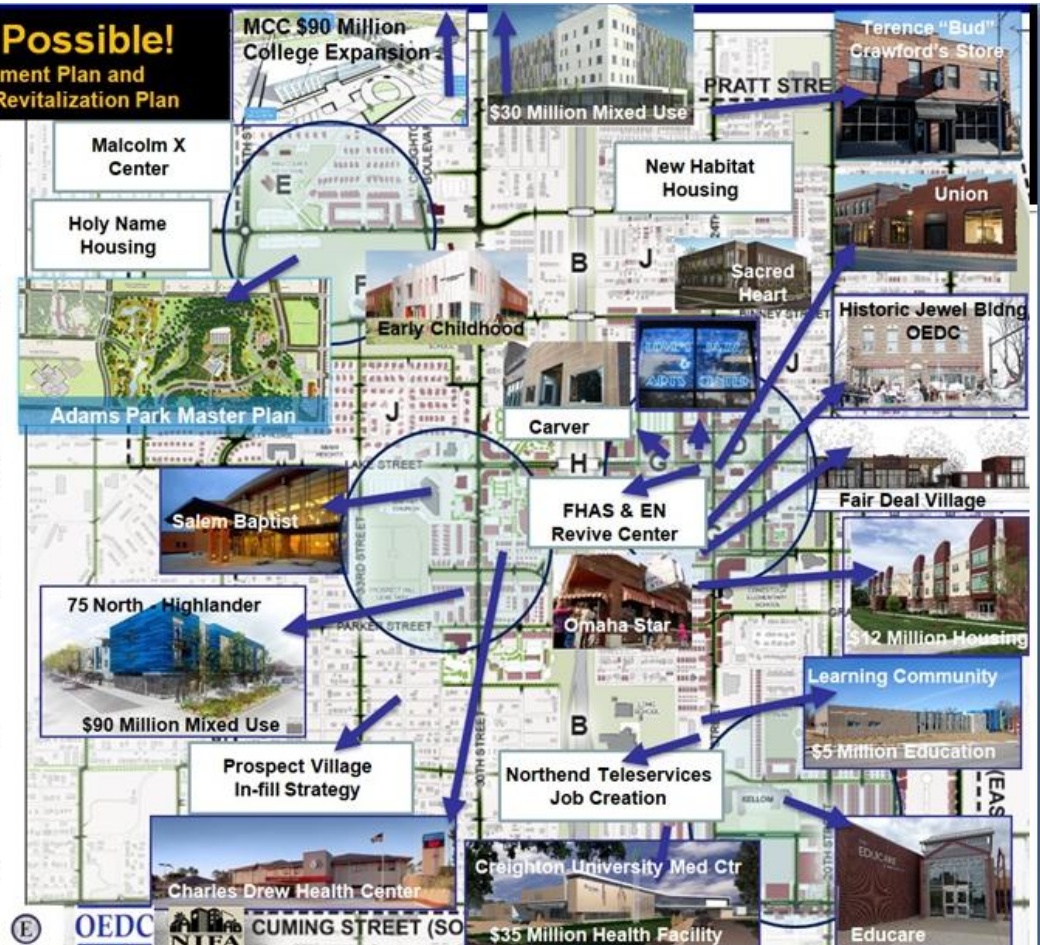


North Omaha Voters (Ward 2)
Data Source: Douglas County Elections

Progress is Possible!

North Omaha Development Plan and North Omaha Village Revitalization Plan

- Create a new front door to North Omaha at Cumming Street.
- Embrace the North Freeway corridor as new entrance to North Omaha.
- Develop 16th Street as a new green edge and open space amenity.
- Create a new heart for North Omaha at 24/Lake Street
- Celebrate the Malcolm X Memorial Birthplace and International Center as a nationally-significant destination.
- Celebrate Adams Park as major neighborhood amenity.
- Create a new cultural spine along Lake Street and 24th Street.
- Enhancing existing bridge connections between East and West Village.
- Connect north to 30/ Ames-Metro South commercial district, Fort Omaha, and Prospect Hill Cemetery.
- Build new affordable and market rate infill housing with a diversity of housing types



Transformation 2025/North Omaha 2025: Closing the Wealth Gap

(Partial list of organizations working towards the North Omaha 2025 Revitalization goals as of January 2022)

Employment



Entrepreneurship



Education



Housing, Neighborhoods & Transportation



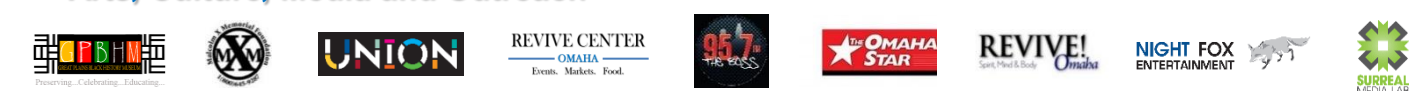
Violence Prevention and Justice



Health and Healthy Families



Arts, Culture, Media and Outreach



Philanthropic and Funding Supports



Collaboration & Capacity-Building



For more information: www.empoweromaha.com