

UEDA NEWS

Legislation Reduces Funds for Section 8 Housing

The Senate recently approved legislation funding the Department of Housing and Urban Development for FY 2002. While this bill restores public housing cuts proposed in President Bush's budget, it contains provisions drastically reducing the Section 8 housing voucher program and the project-based Section 8 program. It funds the Section 8 voucher program at a level below the President's request, providing fewer incremental vouchers than the Administration's budget. It also contains a \$640 million reduction in the Section 8 voucher program reserves that the Administration proposed. Finally, the Senate bill contains an unprecedented, far-reaching rescission of Section 8 funds that was not included in the Administration's budget or the House VA-HUD bill. Some 80 percent of the rescinded Section 8 funds would be transferred to non-housing programs.

In addition, the Senate bill cuts the Section 8 reserves by \$640 million, a reduction that was proposed in the Administration's budget and included in the House VA-HUD bill. These reserves provide additional funds to public housing agencies (PHAs) that face budget shortfalls due to escalating rental costs or other factors. When this cut was first proposed, it was not intended to reduce the number of families served by the voucher program. However, without appropriate guidance from Congress, the Section 8 reserve cut could, in fact, reduce the number of families that some PHAs are able to serve. The reserve cut also could deter other PHAs from taking steps to make their voucher programs more effective. The Senate bill fails to provide clear guidance to avoid these adverse outcomes.

Finally, the Senate bill contains an unprecedented rescission of unused Section 8 funds, or "recaptures," that HUD collects from PHAs and from expired Section 8 contracts with private owners.

HUD typically uses these recaptures to offset the cost of funding the Section 8 program in the upcoming fiscal year. Congress typically rescinds a specific portion of Section 8 recaptures that it anticipates HUD will not need to help finance the Section 8 program. However, the Senate bill goes much farther by including an open-ended transfer of future recaptures of unused Section 8 funds from

FY 2002 and prior years to other programs. This would prevent HUD from using these funds as it normally does to help fund the voucher program and the project-based Section 8 program in the coming fiscal year.

By depriving HUD of the use of these recaptured funds for the Section 8 pro-

continued on page 2

Diversity is a \$300 Million Economic Benefit

A study on workforce diversity and economic impact (a collaborative effort) by the Workforce Development Institute of the Metropolitan Milwaukee Association of Commerce, Milwaukee Urban League and the Private Industry Council in conjunction with the Public Policy Forum documents that increasing job diversity to reflect the population of metropolitan Milwaukee would mean a minimum of \$300 million in economic benefit here annually as of the year 2002.

The 1998 report titled *The Economic Impact of Workforce Diversity* states that there is an economic impact of workforce diversity and that it can be measured – just as an economist can measure the economic impact of a new sports stadium, manufacturing plant or convention center. Influencing the competitiveness of each business and of the economy in general are two critical factors about the metro Milwaukee workforce of 2002: 1) the Milwaukee metro area is becoming more diverse and in the year 2002 white males will represent 41% of the workforce (compared to 48% as recently as 1990) and there will be a corresponding increase in the percentage of women and minorities in the workforce; and 2) the majority of future jobs available are those that do not require advanced education or training.

In analyzing the likely impact of greater workforce diversity on the economy, this study examined the employment picture in the Milwaukee area and considered ways of helping businesses more fully diversify their workforces. The objectives of this study were to quantify an important opportunity available to small and medium-sized businesses and to suggest ways these businesses and the metropolitan area can take advantage of this opportunity. The report provides a snapshot of the workforce in the Milwaukee metropolitan area; a look at what a diversified workforce in the metro area would look like in economic terms; examination of changes that can be expected in the makeup of the metropolitan area workforce through the year 2002; exploration of reasons the workforce is not more diverse; and suggestions for businesses and the community at large to promote diversity in the workplace.

The distribution of race and gender in executive, administrative and managerial job categories are that 52.38% of those jobs are held by White males as opposed to 2.65% African American males in those positions; 39.65% are held by White females and

continued on page 6

CHRYSPAC/Outsource Assembly and Distribution Merge

Chrysalis Packaging & Assembly Corporation, dba CHRYSPAC, announced its merger with Outsource Assembly and Distribution, LLC according to CHRYSPAC's President, William Beckett and Rob Namowicz, owner of Outsource. Mr. Namowicz is also owner of JNA Temporary Services in Milwaukee and specializes in placement of temporary industrial workers.

CHRYSPAC is located at 2701 South 1st Street, Milwaukee, Wisconsin; the plant formerly operated by Outsource. The company wraps, bags, labels, sorts, assembles, disassembles, performs quality inspection and distributes products manufactured by others. According to Mr. Beckett, Outsource has an excellent workforce and is highly regarded by its customers for quality of services.

"CHRYSPAC's business strategy is to provide a solution to the labor shortage in outlying industrial areas by drawing upon the large pool of underutilized workers in Milwaukee's urban center," said Beckett,

Mr. Beckett started CHRYSPAC two years ago in response to the demand of area manufacturers for low-cost local labor services. He said, "The merger further

enhances CHRYSPAC's management and presence in the marketplace." Under the August 1st merger, Outsource is a minority shareholder in CHRYSPAC, with several individual investors. Mr. Beckett remains as President, CEO and the majority shareholder in CHRYSPAC.

Mr. Beckett, who is African American, said, "We utilize some equipment, but the work tends to be very labor intensive and provides employment opportunity for low-skilled, entry level workers. We currently have about 46 workers who live in the surrounding community and are within a few minutes walk, bus ride or drive from our plant."

"CHRYSPAC's business strategy is to provide a solution to the labor shortage in outlying industrial areas by drawing upon the large pool of underutilized workers in Milwaukee's urban center," said Beckett, adding "We want local manufacturers who are shipping off shore for services to realize they have a realistic alternative here in Milwaukee with CHRYSPAC. The low wages paid in Asia and Latin America can be off-set by improved quality, greater productivity, faster delivery, and reduced freight costs. We located CHRYSPAC in the central urban area of Milwaukee because we believe the people who live here are a tremendous business

resource. Many suburban businesses are paying for transportation to import workers to jobs.

CHRYSPAC's location brings jobs to workers and helps address a social and economic problem; the convenience of these jobs and the income they provide helps strengthen families and the surrounding neighborhood."

William Beckett was formerly President of Future Value Ventures, Inc., and served in that capacity for over sixteen years. Future Value Ventures was a venture capital fund that provided equity and subordinated debt financing to start-up and expanding early-stage businesses owned by minorities and women. The fund financed twelve companies and became fully invested in 1998.

For additional information contact: William P. Beckett, President & CEO, CHRYSPAC, 2107 South 1st Street, Milwaukee, Wisconsin 53207 Phone: (414) 744-8550; Fax: (414) 744-8605; Email address: CHRYSPAC@aol.com

Independent Sector Reports Number of Charities Increased Dramatically in 1990s

A new report released by Independent Sector (IS), a national coalition of nonprofits, foundations, and corporations dedicated to strengthening philanthropy, shows that the nonprofit sector in the United States grew by 74 percent over the last ten years, with the number of 501(c)(3) organizations increasing from 422,000 in 1987 to 734,000 in 1998.

The report, "New Nonprofit Almanac IN BRIEF: Facts and Figures on the Independent Sector 2001," presents data gathered from various private and government sources and also includes detailed financial information on 501(c)(3) organizations provided by the National Center for Charitable Statistics at the Urban Institute.

Among its highlights, the report found that the independent sector employed 10.9 million people in 1998, the highest level since 1977. The number of people who volunteered increased from 93 million in 1995 to 109 million in 1998, while revenues generated by the sector jumped from \$211.9 billion in 1982 to \$664.8 billion in 1997.

"The phenomenal growth in nonprofits speaks volumes about the civic spirit of Americans," commented Sara E. Melendez, president and CEO of Independent Sector. "IN BRIEF illustrates the vibrant role nonprofits have in our society."

Single copies of the report are available at no charge from the IS website www.independentsector.org or through a toll-free number (888-860-8118).

Section 8 Funds cont. from page 1

gram, the Senate bill risks setting up the voucher program and the project-based Section 8 program for future funding squeezes. The rescission may result in fewer vouchers for low-income families. In addition, if HUD does not have sufficient funds to make adjustments in private owners' contracts when they encounter unanticipated cost increases, such as the recent escalation of utility bills, more owners may decide to opt-out of the Section 8 program. Only 20 percent of the funds would be retained for housing purposes. The remaining 80 percent of the recaptured funds would be transferred to other agencies, primarily the National Aeronautics and Space Administration.

Source: Center on Budget and Policy Priorities

For a copy of the full report go to www.centeronbudget.org/8-15_01hus2.htm

Federal Home Loan Bank of Chicago Awards 6.5 million

On August 1st of this year, the Federal Home Loan Bank of Chicago announced it has awarded \$6.5 million in Affordable Housing Program (AHP) subsidy funds through its member financial institutions in Illinois and Wisconsin for 36 development projects. The projects will provide low cost housing for low and moderate-income households,

creating or retaining 1,315 affordable housing units. More than half of the units are targeted toward households earning less than 50% of area median income.

The AHP awards range from \$5,000 to \$500,000 per project for 19 rental projects and 17 ownership projects. They will serve a variety of housing needs, including

seven projects targeted toward senior citizens, four targeted toward the disabled community, and seven Habitat for Humanity projects.

The following Wisconsin communities will benefit from these awards: Alma Center; Augusta; Beloit; Centuria; Eau Claire; Janesville; LaCrosse; LaFarge; Loyal; Madison; Mercer; Milltown; Milwaukee; Minong; Montello; Mt.Horeb; Muscola; New Lisbon; Racine; Rhinelander; Rice Lake; Superior; Tomah; Union Grove; Wautoma and Woodruff.

Milwaukee projects are Meta House Permanent Housing (sponsored by Meta House); Good Samaritan Homeownership Program (sponsored by ACTS Community Development Corporation); and Ezekiel Heights (Continuation) & West Brown Street (sponsored by Ezekiel Community Development Corp).

M & I Marshall and Ilsley Bank, Milwaukee, will receive a \$58,000 AHP subsidy to assist Meta House with the construction of five units of permanent housing for homeless families headed by women in recovery from a substance abuse disorder. The facility will contain two and three bedroom units along with storage and laundry facilities. The residents will receive individualized supportive services to help them maintain their recovery and achieve independence. This facility is the second of three permanent housing facilities planned for this site.

M & I Marshall and Ilsley Bank, Milwaukee will receive a \$50,000 AHP subsidy for ACTS Community Development Corporation's homeownership program in central Milwaukee. The AHP subsidy of \$5,000 per unit will provide additional downpayment funds or rehab funding for 10 low-income households purchasing homes.

M & I Marshall and Ilsley Bank, Milwaukee will receive a \$50,000 AHP subsidy to reduce the purchase price of 10 single-family homes developed by Ezekiel Community Development Corporation. The homes will be constructed in Milwaukee for low-income homeowners. The City is providing lots in Ezekiel Heights and West Brown Street at a cost of \$1.00. Homeowners have been pre-approved for financing through WHEDA.

Success in the Information Age

The Progressive Policy Institute (PPI) and Case Western Reserve University's Center for Regional Economic Issues released a report this year entitled The Metropolitan New Economy Index: Benchmarking Economic Transformation in the Nation's Metropolitan Areas, which assesses the degree to which each of the 50 largest US metropolitan areas are making the transition to succeed in the "Information Age." The report is co-authored by Robert D. Atkinson, vice-president and director of PPI's Technology and New Economy Project, and Paul D. Gottlieb, associate director of Case Western Reserve University's Center for Regional Economic Issues.

The index uses 16 economic indicators grouped in five subcategories -knowledge jobs, globalization, economic dynamism, transformation to a digital economy, and technological innovation capacity – to rank the metro areas on the extent to which they have made the transformation to the "New Economy." These metros account for approximately 60% of the nation's workforce. Some of the indicators used in the study include the number of initial public offerings (IPOs), workforce education levels, broadband telecommunication providers, dot-com domain names, patents issues, and the number of science and engineering graduates from area colleges and universities.

"This is the first benchmarking report to develop a comprehensive theory of the new economy that includes not only technology jobs, but also key development factors like digital infrastructure and entrepreneurial culture" states Gottlieb.

Along with the rankings, the report recommends an innovative public policy framework that metropolitan economic developers and community developers should follow to succeed in the new economy. In particular, the report argues that it's time to replace the old economy goal of simply getting bigger, with the new economy goal of becoming more prosperous.

The report is targeted at an audience of national and regional policy makers, in hopes of better advancing the metropolitan agenda in this new economy and advises metropolitan governments and economic developers to 1) know your region's economic function in the global economy; 2) create a skilled workforce; 3) invest in infrastructure for innovation; 4) create a great quality of life; 5) foster an innovative business climate; 6) reinvent and digitalize government; and 7) take regional governance seriously. The report lists the 20 largest metropolitan areas who are best adapting to the new economy as being San Francisco, CA; Austin, TX; Seattle, WA; Raleigh-Durham, NC; San Diego, CA; Washington DC; Denver, CO; Boston, MA; Salt Lake City, UT; Minneapolis, MN; Atlanta, GA; Dallas, TX; Miami, FL; Houston, TX; Portland, OR; Phoenix, AZ; New York, NY; Philadelphia, PA; Chicago, IL; and Los Angeles, CA. Milwaukee scored 40 out of a possible 100 points.

To view the full report go to www.ppionline.org

On June 28th of this year, "The Metropolitan New Economy Index...Challenges & Opportunities for Southeast Wisconsin and Metropolitan Milwaukee" presentation was made by Dr. Rob Atkinson. Participants learned why Milwaukee placed 40th out of the top 50 regions in the country and were reminded that the goal of this report was not to crown winners or stigmatize losers but to help regions focus on developing a strategic framework aimed at promoting fast and widely shared income growth. This consortium was co-sponsored by Metropolitan Milwaukee Association of Commerce, Wisconsin Electric Power Company and UW-Milwaukee.

For Your Information

Philanthropy:

- Six of the 10 largest corporate donors in America explicitly prohibit or restrict donations to religious groups.

Source: www.thedailycamera.com 6/21/01

- Consensus at a recent Aspen Institute conference on faith-based charity included the idea that religious organizations should form separate 501(c)(3) organizations to administer social services.

Source: www.independentsector.org

- The Foundation Yearbook reports that Western Foundations (\$107.1 billion in assets) have passed Midwestern (\$101.5 billion in assets) and Southern (\$94.0 billion) foundations for the first time on record. The Northeast continues to lead the nation with \$146 billion (32.6% of the national average) dedicated to charitable giving. Community Foundations play a larger role in the west, accounting for 10% of all assets.

- Many new high-tech donors put a higher premium on quantitative results simply because quantitative evaluation is a fundamental part of their academic and professional experience.

Source: www.usnews.com

Corporate Trends:

- Reynold Levy, author of "Give and Take: A Candid Account of Corporate Philanthropy" said he expects to see

many more nonprofit alliances in the future because of the growing power and influence of the nonprofit sector.

Source: *New York Times*

- 81% of marketing directors believe that companies should actively address current social issues affecting people's lives.

Source: *Clearwater Strategic Community Investing*

- Municipalities are seeking corporate sponsorship as a way to increase revenues without increasing taxes. In exchange for a projected \$500,000, only Coca-Cola products will be sold on Oakland City Property. Verizon is San Diego's official wireless partner, raising \$200,000 a year for 5 years.

Source: *S.F. Chronicle* 6/2001

- * "The workplace has replaced Woodstock," says Chip Conley, author of "The Rebel Rules: Daring to Be Yourself in Business." Conley says that Gen-Xers and Baby Boomers alike want to work for and buy from companies that demonstrate values as well as profitable business models.

Source: *Stanford Business* May 2001

Leadership Test

To find out if you're a true leader, see if you posses these qualities:

- Leaders start projects by asking, "What has to be done?" instead of "What do I need?"
- Leaders next ask, "What do I have to

do to make a real contribution?" The answer best suits the leader's strengths and the needs of the project.

- Leaders continually ask, "What are my organization's purposes and objectives?" and "What qualifies as acceptable performance and adds to the bottom line?"

- Leaders don't want clones of themselves as employees. They never ask "Do I like or dislike this employee?" But they won't tolerate poor performance.

Source: Peter F. Drucker, cited in *Forbes ASAP*, *Forbes*, Inc., 60 5th Ave., New York, NY 10011.

Public Point of View:

- * Americans increasingly believe that we live in a divided nation. A recent poll shows 44% believe that the nation is divided between "haves" and "have-nots." This is up from 39% in 1999, and 26% who believed this in 1988.

Source: www.people-press.org/June01rpt.htm

- 62% of Americans believe that nonprofit organizations are more effective today than they were 5 years ago, the highest-confidence rating in the 14-year history of the survey. 76% believe nonprofits play a major role in improving communities, and 69% believe nonprofits are important advocates for issues. The same study found only 29% had a high level of confidence in corporations.

Source: www.independentsector.org

The "Best in the Midwest" for an Unprecedented 6th Consecutive Year!

"The Hispanic Chamber of Commerce of Wisconsin is simply elated to have been selected once again, as the USHCC Region 4 Chamber of the Year.* This is a recognition that is not taken lightly. Instead it strengthens our determined efforts to champion and to advance the upward mobility of Hispanics and accelerates our momentum of connecting Hispanics with opportunity," stated President & CEO, Maria Monreal-Cameron. She further added, "The HCCW Board of Directors join me in accepting this honor as a tribute to the confidence and support of our membership, community, corporate citizenry and elected officials. It is stellar support that makes a great organization better!"

As regional winner, the HCCW is among six finalists vying for the prestigious National Hispanic Chamber of the Year Award to be announced at the USHCC 22nd Annual Gala Awards Banquet scheduled for Saturday, September 22, 2001 in Atlanta, GA.

The Awards Gala is the culmination of a four-day national convention and business expo.

*Region 4 Hispanic Chambers (30) include those in Iowa, Illinois, Kentucky, Michigan, Minnesota, Ohio and Wisconsin.

SBA, IRS offer CD-ROM for Small Business

The Small Business Resource Guide 2001 is available through Internet access from www.sba.gov by clicking on "Online Library" and then "Publications."

Through the Internet, users can subscribe to a multi-agency e-mail newsletter, view updates to the CD-ROM and link to other government agency and non-profit Web sites. The CD-ROM is also available free by calling 1-800-TAX-FORM or 1-800-U-ASK-SBA, or by contacting one of SBA's Business Information Centers, One Stop Capital Shops, Women's Business Centers or Small Business Development Centers. All locations are listed at www.sba.gov/services

Bipartisan Commission Recommends Overhaul of U.S. Electoral System

A bipartisan commission has recommended a wide-ranging overhaul of the nation's electoral system following last year's post-presidential election uncertainty.

Led by former presidents Jimmy Carter and Gerald Ford, the American National Election Studies for 1996 and 2000 (<http://www.reformelections.org/>) reported that in 1996, three-quarters of the population thought the election had been at least somewhat fair. After 2000, that proportion fell to about one-half with close to three-quarters of Democrats, 24 percent of Republicans, and 40 percent of Independents doubting the fairness of the process.

The Commission's report makes thirteen policy recommendations, including: the adoption of a statewide voter registration system by every state; a ban on the reporting of election results until after polls have closed in all forty-eight contiguous states; states should permit provisional voting by any voter who claims to be qualified and then verify the voter's eligibility at a later date; holding national elections on a national holiday to increase availability of poll workers and suitable polling places and to make voting easier for some workers; the restoration of voting rights for otherwise eligible citizens who have been convicted of a felony once they have fully served their sentence; and statewide standards for defining a vote in advance of an election should be uniform and as objective as possible. The National Commission on Election Reform convened four public hearings across the country in preparation for the report. Topics covered included citizen participation, election administration, legal requirements, and international electoral systems. Each hearing was designed to investigate ways to improve the electoral process and restore public confidence in U.S. elections.

"The Commission has tried to give very practical recommendations for Congress, the public, and the news media to consider methods that we believe would address almost all of the problems so evident in the last election," said President Carter.

The Commission's work was funded by the John S. and James L. Knight Foundation, the William and Flora Hewlett Foundation and Lucile Packard Foundation.

Source: "Knight-supported Commission Proposes Electoral System Reform" John S. and James L. Knight Foundation Press

More Young People Pursuing Careers that Make a Difference

More and more young people are turning to careers that offer social value – either through nonprofit organizations, or through a wide variety of business options, according to the Christian Science Monitor.

That trend, which accelerated across the country, during the 1990s, is expected to increase as the so-called "Millennial Generation" (sometimes defined as those born after 1982), comes of age and enters the job market. According to a recent Harris poll, 90 percent of college seniors at more than 100 colleges and universities across the United States said helping others is more important than helping oneself. The poll also found that doing work that allows them to have an impact on the world is important to 97 percent of those seniors. Across the country, some 250 colleges and universities now offer courses, and, in some cases, degree programs, for students interested in work in the nonprofit sector, which currently employs about 10 percent of the nation's workforce.

Source: Terry, Sara. "Seeking jobs with social value." Christian Science Monitor

DeFoe Promoted!

Roxanne DeFoe has been with UEDA since early 1999 and is now the Project Coordinator. Roxanne is American Indian and has lived and worked in the Milwaukee area for over 30 years. Prior to joining the team at UEDA, she worked as an administrator for the Indian Community School of Milwaukee, and assisted Volunteers of America – Minnesota in the start up of a culturally based alternative school in Minneapolis.

Since Roxanne has been with UEDA, she has coordinated UEDA projects such as The Money Conference (2000, 2001), played key roles in the production of Marketplace 99: Governor's Conference on Minority Business Development; the 2001 Community Development Summit; and the 10th Annual NOHIM meeting. Roxanne currently is working with several American Indian groups in the Milwaukee area on the feasibility study of an Urban American Indian CDC, and also works with the Milwaukee American Indian Resource Network.

As Project Coordinator for UEDA, Roxanne will be responsible for, among other duties, managing and facilitating projects (i.e. the National Development Council's Housing Development Finance Professional certification training), the UEDA newsletter and research and development.

UEDA Welcomes Josie Weishaar

Josie Weishaar was recently hired as UEDA's Administrative Manager. Josie's responsibilities include managing UEDA's office in addition to maintaining their website and looks forward to working with UEDA members.

Before joining UEDA as a project consultant a few months ago, Josie was the Office Manager at Hunger Task Force for over 8 years and has worked in office environments for over 20 years. She has also been teaching computer classes locally for the past 4 years. Josie earned her degree in Business Administration from Mount Mary College, is a Master Gardner with UW-Extension and enjoys quilting and gardening in her spare time.

Housing Development Finance Professional Certification

UEDA is bringing the National Development Council's (NDC) acclaimed Housing Development Finance Professional Certification Program to the metro Milwaukee area and Week One of the series is scheduled for October 22-25, 2001.

NDC was organized in 1969 and NDC Certification is recognized nationally as the premiere training in economic and housing development finance. The courses are attended by nonprofit organizations, public sector professionals, and private sector lenders and developers involved in the financing and development of affordable housing and economic development projects. More than 40,000 economic and housing development practitioners have attended NDC training.

This certification program is a demanding three-course training series that concentrates on the financing of affordable housing projects in real communities. HD 410 – Single Family Home Ownership Finance is Week-One of this series and a four-day course. Weeks two and three are five-day courses and will be offered in 2002.

HD 410 examines the skills required to succeed in developing single family housing that is affordable for low and moderate-income families. The focus is on financing, especially the relationship between a development and the affordability for a home buyer, and you need to know the impact of financing on sale price and the buyer's monthly mortgage payment.

Topics include:

- * affordable housing and the public interest
- * home ownership as an element of a community's economic growth
- * participants in developing affordable single family homes
- * role of non-profit organizations and governmental agencies
- * selection and development of a site
- * construction costs and financing them
- * how to qualify home buyers and evaluate credit reports

- * barriers to home buyers
- * federal mortgage programs
- * how to work with banks and other private lenders

If you would like to register for this course, please contact Roxanne DeFoe, UEDA Project Coordinator at (414) 225-0550 or email her at roxanne@execpc.com. Discounts and scholarships will be available. Class size is limited and registration is on a "first come, first served basis" so we encourage you to register ASAP!

Financial support provided by: Helen Bader Foundation, U.S. Department of Housing and Urban Development, and the H.O.M.E. Program of Milwaukee Metropolitan Fair Housing Council.

NCCED Launches NEW Policy Website

NCCED's New Policy Website helps CDCs connect to legislators and media! If you need to know the phone number or website of a federal government agency, find contact information for a local reporter or send out a press release, or send a letter or email to your Senator, Representative, or Governor, NCCED's new policy website can get you that information in seconds.

"Our site offers those interested in community development with contacts and content," explained Roy O. Priest, President and CEO of NCCED. "It will allow those interested in community revitalization, job creation, and affordable housing to monitor the voting records and contact their legislators on issues important to low-income and minority residents in their districts," he adds.

The site is located at <http://www.capwiz.com/ncced/home/> or can be reached at <http://www.ncced.org> and click on the Policy button.

Diversity cont. from page 1

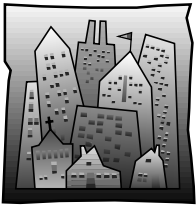
2.50% held by African American females. Professional position percentages are 44.90% held by White males, 4.82% by African American males, 42.18% White females and 4.82% African American females. If job distribution mirrored workforce distribution for the metro Milwaukee area, a major shift in occupations would occur. For example, 4,613 managerial positions would be held by African American males instead of 2,389. In addition, 2,569 managerial positions for Hispanic males instead of 959. This pattern would be repeated for females. The most dramatic shifts would occur in moving male minorities from semi-skilled and unskilled occupations to professional, managerial and skilled trades. For minority females, the shift would be from service and administrative support positions to managerial and skilled trades positions.

If jobs were shuffled so that all occupational categories were distributed based solely on the representation by race and gender in the workforce, the hypothetical redistribution of jobs would assign 56% of managerial positions to women and minorities. That would result in a shift of \$229 million in wages to women and minorities from white males who currently hold those positions. The largest gain in the managerial occupations would be made by African American females, \$92 million; followed by African American males, \$67 million. Hypothetical redistribution of jobs in the professional occupations would mean a shift of \$149 million from White females to minority groups with the largest gain being made by African American males -- \$103 million.

An array of suggestions to promote workforce diversity focus on education, soft skills, transportation, child care, employee retention, company image, management of diversity and the roles of other institutions such as schools, local government and the media.

The report concludes that companies that will be most competitive and profitable in the next century are likely to be those that embrace diversity and learn to cultivate the growing parts of the labor pool. For the metropolitan community as a whole, the path to making our region more competitive globally includes low unemployment for minorities and women with a labor force infrastructure whose elements are sensitive to the education, training, transportation and personal needs of tomorrow's workers.

You can download a copy of this report in pdf file format by visiting the Public Policy Forum's website at www.publicpolicyforum.org



**Urban
Economic
Development
Association
of Wisconsin,
Inc.**

Please Join UEDA!

UEDA is working hard to serve individuals and organizations who work to enhance the quality of life in Wisconsin's communities. In addition to the monthly publication of UEDA News, some of our other activities include:

- Breakfast Meetings highlighting current issues, and encouraging discussion and networking,
- a variety of training opportunities in economic development and affordable housing,
- the new "Welcome to Community Development" luncheon connecting newcomers with resources and new colleagues,
- Professional Roundtables provide a chance to share what works and what doesn't in a setting characterized by mutual support and solution building.
- our Advocacy Committee, which provides a forum where you can join with others interested in improving programs and systems, form a common view and voice, and influence public policy.
- Working with LISC, on the Steering Committee on Milwaukee Communities, we are leading the effort to publicize community development successes, in an effort to raise the visibility of community development on civic agendas.
- establishing a UEDA web site, which will have a searchable community development database.
- Group email postings and discussion.

Organizational membership entitles your group to receive multiple issues of the newsletter, and to have multiple staff people attend our breakfasts and lunches - at no additional charge. If you have an organizational membership, anyone from your organization can take advantage of our free or discounted training sessions.

UEDA Membership Form

Name _____ Organization _____

Address _____

City _____ State _____ Zip _____

Phone _____ Fax _____ Email _____

2nd Contact / Voting Name (Complete if this is an organizational membership)

Please check each box that describes your activities or classification:

- | | |
|---|---|
| <input type="checkbox"/> Business Assistance | <input type="checkbox"/> Education |
| <input type="checkbox"/> Housing Development | <input type="checkbox"/> Housing Services |
| <input type="checkbox"/> Job Training/Placement | <input type="checkbox"/> Commercial Redevelopment |
| <input type="checkbox"/> MBE Purchasing | <input type="checkbox"/> Business Purchasing |
| <input type="checkbox"/> Corporation (for-profit) | <input type="checkbox"/> Consultant (for-profit) |
| <input type="checkbox"/> Financial Institution | <input type="checkbox"/> Foundation/Funder |
| <input type="checkbox"/> Nonprofit Service Provider | <input type="checkbox"/> Quasi-government |
| <input type="checkbox"/> Elected Official | <input type="checkbox"/> Appointed Official |
| <input type="checkbox"/> Nonprofit Organization | <input type="checkbox"/> Civil Service |

Type of Membership:

- Individual \$35.00
- Nonprofit Corporation \$100.00
- Corporation / Government Agency \$250.00

Benefits of Membership:

- Monthly newsletter
- Free attendance at breakfast meetings
- Reduced rates at other UEDA training sessions, conferences and programs
- New staff entitled to attend free "Welcome to Community Development" luncheon
- Membership Directory
- Vote at Annual Meeting (2 votes if organizational membership)

**Make check payable to: Urban Economic Development Association of Wisconsin, Inc.
Send Membership Form and check to:**

Urban Economic Development Association of Wisconsin, Inc.
161 West Wisconsin Avenue, Suite 3166
Milwaukee, WI 53203

Put UEDA on Your Press List!



What's going on in YOUR organization? Do you have a fundraising event or a new program you'd like to publicize? A ground-breaking? A ribbon-cutting? A job opening? Please add UEDA to your press release list and send us your announcements.

Please email your information to: roxanne@execpc.com, fax it to (414) 225-0559, or mail it to Roxanne DeFoe, UEDA, 161 W. Wisconsin Avenue, #3166, Milwaukee, WI 53203.

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Miller Brewing Company

Vincent Lyles
Robert W. Baird, Inc.

Glenn Mathews
American Cancer Society

Julius Morgan
Community Enterprises of Greater Milwaukee

Ken Pinckney
U.S. Bank

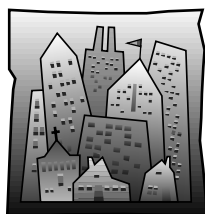
Perfecto Rivera
M & M Bancorp

Randy Roth
The Endeavour Company

Bruce Spann
Edwards & Associates

Denise Wise
Walker's Point Development Corp.

Robert Wynn
Wisconsin Department of Financial Institutions



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