Aspire UNITED 2030

A 10-YEAR BLUEPRINT FOR IMPROVING EDUCATION, INCOME AND HEALTH IN NORTH TEXAS
Fellow North Texans,

In Dallas, our strongest asset is our people. In the face of myriad challenges in the past year alone, they have proven themselves to be strong, resilient, and committed to helping their communities. They always step up when they are needed. We are especially fortunate to have corporate, civic, and community partners that are helping build a brighter and more equitable future for Dallas.

The work of the United Way of Metropolitan Dallas has spanned more than 50 years, which is why I am honored to join with the organization in unveiling the Aspire United 2030 goals. These goals will provide us with a decade-long roadmap to creating a city where all residents have the opportunity to thrive.

As its name suggests, United Way unites resources throughout the North Texas region, serving as a connection point for corporations, civic groups, and nonprofits seeking to make a collective impact on our community’s education, income and health. These are the building blocks that are critical to providing workers with the skills and training to seek new opportunities, earn living wages, support their families, and strengthen neighborhoods.

I hope you will support the Aspire United 2030 goals and that you will join me in pledging your commitment to this work. We need corporations, civic leaders, nonprofits, education leaders, health care systems, and individuals throughout the North Texas community to step up and continue to help us flourish.

Lasting change starts when people are willing to say, “Count me in.”

We are counting on you. And because this is Dallas, we know that you will step up.

With appreciation,

Mayor Eric Johnson, City of Dallas
TOGETHER, WE HAVE THE POWER TO CREATE LASTING CHANGE

At United Way of Metropolitan Dallas, we aspire to make a lasting impact on the lives and communities of North Texas. But change only happens when organizations and communities join together to power the type of impact that improves lives for the long term.

In the North Texas region, we have a vision for change

Every North Texan, regardless of race or zip code, has the opportunity and access needed to develop their full potential.

In these turbulent times, issues of racial equity and social justice have been magnified. But this has been the work of United Way for many decades. We find the root causes of systemic issues facing this community, and form the right programs or partnerships to fix them.

As a community and as individuals, we can join together to support the building blocks that work toward this aspiration, so that:

- All North Texas students will graduate high school prepared for success in college or career.
- All North Texas families are financially stable.
- All North Texans are living long, healthy lives.

And the movement starts today

That’s why we created Aspire United 2030, our community goals for the next 10 years. Aspire United 2030 is a roadmap designed to inform all investments, programs, partnerships and advocacy that will deliver measurable improvements across North Texas in our impact areas of education, income and health.

These long-term goals are the result of 18 months of planning, researching and creating models with corporate, civic, philanthropic and nonprofit partners, as well as community leaders and content experts.
ASPIRE UNITED 2030 GOALS

To achieve these community goals, United Way of Metropolitan Dallas will focus on three key levers to drive progress over the next 10 years:

**INCREASE BY 50%**
the number of North Texas students reading on grade level by third grade

**INCREASE BY 20%**
the number of North Texas young adults who earn a living wage, adding nearly $800M in wages per year to the economy

**INCREASE TO 96%**
the number of North Texans with access to affordable health care insurance

We must address these building blocks together. We know that children who have good early health care are more likely to be prepared for school. And kids who enter school ready to learn are more likely to be “reading to learn” by third grade. Students who read proficiently are more likely to graduate from high school ready for college or career and living-wage jobs, when they can save for the future and cover the costs of healthcare – leading to success in school and life for their own children.

Because when we tackle the root causes of important issues, rather than the symptoms, we improve whole neighborhoods, communities and groups. Through this report, we invite you to explore how we arrived at the Aspire United 2030 goals, and – more importantly – encourage you to sign on to support United Way and your fellow North Texans.
THE FOUNDATION FOR LASTING CHANGE

It is critical that children are healthy, ready to start kindergarten, and reading on grade level by third grade. With this solid foundation, they will be on a path to graduate high school prepared for success in college, career or the military. As they become young adults, they must have the skills and knowledge to attain living wage jobs, so they can earn and save enough to become financially stable. This gives those young adults, and their families, the best chance to live long, healthy, productive lives.

EDUCATION

The ability to read is the door to whatever future path a child decides to take later in life, whether college, career, military, or other type of vocation. Recent research indicates that students reading proficiently by the end of third grade are five times more successful at achieving college readiness as their non-proficient peers.¹

Third graders reading on level² in United Way Metropolitan Dallas service area

Black: 35%  Latinx: 41%  White: 62%  Asian: 73%

3rd Graders reading on level by county³

<table>
<thead>
<tr>
<th>County</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Denton</td>
<td>49%</td>
</tr>
<tr>
<td>Collin</td>
<td>61%</td>
</tr>
<tr>
<td>Dallas</td>
<td>44%</td>
</tr>
<tr>
<td>Collin</td>
<td>53%</td>
</tr>
</tbody>
</table>

45% is the total for the entire state of Texas
College readiness by race\(^4\)
in United Way Metropolitan Dallas service area

<table>
<thead>
<tr>
<th>Race</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Black</td>
<td>15%</td>
</tr>
<tr>
<td>Latinx</td>
<td>17%</td>
</tr>
<tr>
<td>White</td>
<td>42%</td>
</tr>
<tr>
<td>Asian</td>
<td>69%</td>
</tr>
</tbody>
</table>

Students who are college-ready by county\(^5\)

- **Denton**: 44%
- **Collin**: 55%
- **Dallas**: 26%
- **Rockwall**: 45%

Over 70% of students in our service area are **not** college-ready.\(^6\) Couple this with the datapoint that 71% of Texas jobs by 2036 will require at least some post-secondary education.\(^7\)

These rates are affected dramatically for students living in poverty. According to a study from the American Educational Research Foundation, students who are both not reading proficiently by third grade and living in poverty are 13 times less likely to graduate from high school on time compared to their proficient, more affluent peers.\(^8\)
INCOME

A community where residents enjoy long, productive lives also requires financial stability. As the North Texas region continues to grow, it will require an economy that supports living wage jobs that enable workers to build savings and secure credit.

According to Boston Consulting Group, by doubling living wage attainment for Dallas County residents ages 25-34 from 25% to 50% by 2040, regional GDP can increase by an additional 1.5% annually, or $3.9 billion, while substantially lifting tens of thousands out of poverty.

The Aspire United 2030 goal, however, presents a more modest scenario, wherein 30,443 North Texans are moved to living wage worker status. This conservative goal – just under 10% - reflects an unsettled economy in the wake of the COVID19 pandemic.

Achieving the 2030 goal of 30% of those aged 25 to 34 earning a living wage will produce an additional $778.5 million in gross wage income each year. For each of the 30,443, it will increase their gross wage income by $25,000, which is significant to their family and will have a profound effect on their quality of life.

- Workers will be less reliant on consumer credit for their basic needs, such as food and clothing, decreasing the real cost of these items. They will increase savings to be more prepared for emergencies, and will be less reliant on consumer credit for their basic needs, such as food and clothing, decreasing the real cost of these items.
- Increased access to employer-sponsored health coverage may reduce out-of-pocket medical expenses, freeing up resources for other necessities.
- Approximately 60% of the non-living wage workers identified above currently rent their homes. On average, their rent is 45% of their household income. Moving their wage income to $50,000 decreases their housing burden from 45% to 25%, and provides much-needed flexibility for savings and other costs.
- In 2016, in Dallas County, there were 38,028 eviction filings and 6,808 evictions -- nearly 19 evictions every day.
In Dallas County, over 40% of families are working hard but are not financially stable: nearly half a million families (477,494) are working hard but still don’t earn enough to cover basic needs.\textsuperscript{13}

### Young adults earning a living wage by county\textsuperscript{16}

<table>
<thead>
<tr>
<th>County</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Denton</td>
<td>27%</td>
</tr>
<tr>
<td>Collin</td>
<td>32%</td>
</tr>
<tr>
<td>Dallas</td>
<td>24%</td>
</tr>
<tr>
<td>Rockwall</td>
<td>19%</td>
</tr>
</tbody>
</table>

### Young adults earning a living wage by race\textsuperscript{17}

<table>
<thead>
<tr>
<th>Race</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Latinx</td>
<td>12%</td>
</tr>
<tr>
<td>Black</td>
<td>19%</td>
</tr>
<tr>
<td>Asian</td>
<td>34%</td>
</tr>
<tr>
<td>White</td>
<td>39%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Year</th>
<th>Estimated Number of Living Wage Workers</th>
<th>Goal</th>
</tr>
</thead>
<tbody>
<tr>
<td>IN 2018</td>
<td>165,817</td>
<td>IF OUR GOAL IS ACHIEVED WE’LL INCREASE THE NUMBER OF LIVING WAGE WORKERS BY: 30,443</td>
</tr>
<tr>
<td>IN 2030</td>
<td>196,260</td>
<td>30.3%</td>
</tr>
</tbody>
</table>

IF OUR GOAL IS ACHIEVED WE’LL INCREASE THE NUMBER OF LIVING WAGE WORKERS BY: 30,443

The total increase in gross wage income will be $778.5 Million.

20% is the total for the entire state of Texas.
The health of a community depends directly on the health of its residents. Aspire United 2030 aims to make a positive impact through programs and partnerships that bring about:

- Affordable health coverage;
- Physical and mental health and wellness; and
- Prenatal and early healthcare.

Positive health outcomes and access to affordable high quality health care is as critical to the lives of North Texans as they are to the economic health of our community.

Even before the pandemic, the cost of caring for uninsured patients in Texas hospitals was more than $7 billion a year, says John Hawkins, the senior vice president for advocacy and public policy at the Texas Hospital Association.18

Physical and mental health builds the foundation for school success for children and economic outcomes for adults. Yet, health remains one of our most significant challenges, largely because of our large uninsured population, particularly for Black and Latinx residents.

**Affordable Health Coverage**

Increase the annual rate of insured residents in North Texas.

- In Dallas County, Black and Latinx households uninsured rates are nearly 25% higher than white households.19
- In Collin County, Latinx residents lead the rate of uninsured with only 75% covered compared to over 93% of White residents.20

**Residents with health insurance coverage**21 in United Way Metropolitan Dallas service area

<table>
<thead>
<tr>
<th>Group</th>
<th>Coverage (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Latinx</td>
<td>67%</td>
</tr>
<tr>
<td>Black</td>
<td>85%</td>
</tr>
<tr>
<td>Asian</td>
<td>89%</td>
</tr>
<tr>
<td>White</td>
<td>91%</td>
</tr>
</tbody>
</table>

**People with health insurance by county**22 in United Way Metropolitan Dallas service area

- Denton: 89%
- Collin: 89%
- Dallas: 78%
- Rockwall: 85%
- Overall: 82%
HYPERTENSION

- Hypertension is the leading cause of stroke and a major cause of heart attacks. In the UWMD service area, nearly 1 in 3 adults have hypertension with only half of these individuals having their condition under control.\textsuperscript{23} In Texas, 31% of people suffer from hypertension.\textsuperscript{24}

- Nationally, 42% of Black adults over the age of 20 suffered from hypertension compared with 28.7% of non-Latinx Whites in 2018.\textsuperscript{25}

DIABETES

- Diabetes – In the United Way Service Area, diabetes affects 10.8% of the population, which is 0.6% lower than the state average of 11.4% and 0.3% higher than the national average of 10.5%.\textsuperscript{26}

- In Texas non-Latinx Blacks (17%) and Latinx (12.2%) have a higher prevalence of diabetes than the Texas average (11.5%), whereas the disease's prevalence is lower among non-Latinx Whites (10.2%), non-Latinx Others (7.9%), and non-Latinx Multiracial individuals (3.2%).\textsuperscript{27}

ASTHMA

- 12.6% of Black children had asthma compared with 7.7% of non-Latinx White children in 2018.\textsuperscript{28}

- In Texas, 7.4% of people have asthma.\textsuperscript{29}

GENERAL POOR HEALTH

- 13.8% of Blacks reported having fair or poor health compared to 8.3% of non-Latinx Whites in 2018.\textsuperscript{30}
LOW BIRTH WEIGHT
- While fewer babies are born with low birth weight in the United Way service area compared to the United States, there is significant racial disparity with 6.2% of White babies being born with low birth weight and 13.8% of Black babies being born with low birth weight. That is more than 2 times as many Black babies experiencing this difficulty at birth.31

HIV/AIDS
- White residents in Dallas county are 5 times more likely to have HIV/AIDS than white residents of Collin county.32
- Within the UWMD service area, Black residents are 3.8 times more likely to have HIV/AIDS than their White counterparts, and 2.7 times more likely than Latinx.33

MENTAL HEALTH
- 130,226 North Texas kids have emotional disturbance or addictive disorders.34
- Mental health concerns are increasing with COVID19, impacting children and adults.
- In 2018, 8.7% of Black adults received mental health services compared with 18.6% percent of non-Latinx white adults nationally.35
- Nationally, 6.2% of Black and Latinx adults received prescription medication for mental health services compared with 15.3% of White adults in 2018.36
- 1,919,350 Texans live with a serious and persistent mental illness such as Schizophrenia, Bipolar Disorder, or Major Depression.37
The babies of 2020 will be the third graders of 2030. We want every one of them to be living in a racially equitable society where they are reading proficiently, and the only thing they should be hungry for is learning.

The third graders of today will be the high school graduates and college students of 2030. We want every one of them to be living in a racially equitable society ready for success in the next stage of their lives—and prepared to take on the world in college and career.

The high school seniors of today will be a significant part of the workforce in 2030 and the parents of our next generation of young children. We want each of them to be living in a racially equitable society with the resources to invest in their family’s financial security and health and well-being.

United Way was built to lead the programs and partnerships to power this type of change. We Lead United. We Work United. And we Achieve United. In the next 10 years, the North Texas community can come together to work toward achieving the specific, measurable goals that we have established.

United, we can transform the North Texas region into a community that serves as a model for other urban areas across the nation. We invite you to explore this report to learn more, and to provide a point of entry for you to engage with United Way and our partners in this endeavor over the next decade.

Your commitment is essential. Please join with these community leaders who have signed on to Aspire United 2030. Go to https://unitedwaydallas.org/aspire2030/ to add your support.

Aspire United 2030 is more than a hope. It is a set of achievable goals to build a stronger community, delivering on our vision where “Every North Texan, regardless of race or zip code, has the opportunity and access needed to develop their full potential.”
OUR PARTNERS*

*as of September 10
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*as of September 10
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*as of September 10
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*as of September 10
REFERENCES


2. IUPR Analysis of Texas Education Agency (TEA) Texas Academic Performance Report (TAPR) Data for the 2018-2019 Academic Year

3. Ibid.


5,6. Ibid.


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11. Ibid.


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15,16,17. Ibid.


19. UPR Analysis of US Census Bureau 2018 American Community Survey (ACS) 1-Year Public Use Micro Sample (PUMS) Data

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23. IUPR Analysis of US Centers for Disease Control and Prevention (CDC) Behavioral Risk Factor Surveillance Survey (BRFSS) Data for 2017, estimated in the CDC’s 500 Cities and Selected Metropolitan Area Risk Trends (SMART) tools, as well as the Centers for Medicare and Medicaid Services (CMS) Chronic Disease Surveillance System.


26. IUPR Analysis of US Centers for Disease Control and Prevention (CDC) Behavioral Risk Factor Surveillance Survey (BRFSS) Data for 2017, estimated in the CDC’s 500 Cities and Selected Metropolitan Area Risk Trends (SMART) tools, as well as the Centers for Medicare and Medicaid Services (CMS) Chronic Disease Surveillance System.


31. IUPR Analysis of data provided by Ad Hoc report from Texas Department of State Health Services (DSHS).

32. IUPR Analysis of US Centers for Disease Control and Prevention ATLAS HIV monitoring data.

33. Ibid.


36. Ibid.