

Brown County Area LIFE Study 2020 Community Leader Frequency Questionnaire (N=343)

Your completion of this survey is completely voluntary. Your answers to the questions are also completely confidential and will only be released as summaries in which no individual response can be identified or linked back to you as a respondent. All of your contact information is kept in password-protected data files. After you have responded, your email address will be deleted from the mailing list and never connected to your answers. If you have questions about these procedures please contact Dr. Jamie Lynch, Executive Director, SNC Strategic Research Institute, at 920-403-3088. Questions concerning the LIFE Study should be directed to Amber Paluch, Greater Green Bay Community Foundation, amberpaluch@ggbcf.org or 920-432-0800.

1. How long have you lived in the Brown County area?

Less than 1 year.....	1%
1-5 years.....	6
6-10 years	7
11-20 years.....	16
Over 20 years	49
All my life	22

2. Overall, how satisfied or dissatisfied are you with the quality of life in the Brown County area?

1: Very dissatisfied	1%
2	1
3	1
4: Slightly dissatisfied	2
5	1
6	3
7: Slightly satisfied	5
8	36
9	31
10: Very satisfied	19
Not sure.....	<1

3. In terms of the following aspects of life in the Brown County area, how would you rate the Brown County area in terms of...

	Poor	Fair	Good	Excellent	Not sure
A. Providing effective education	1%	6%	50%	42%	2%
B. Meeting the overall needs of the poor	4	42	45	6	3
C. Building a strong economy	1	12	65	21	1
D. Caring for vulnerable persons (like children, the elderly, and persons with disabilities)	3	24	59	12	3
E. The quality of the natural environment	1	11	52	36	1
F. The availability of recreation and leisure time opportunities	1	10	42	47	<1
G. Meeting the health needs of residents	2	12	48	36	2
H. Living together as neighbors	3	21	51	24	1
I. The availability of arts and cultural opportunities	7	30	48	14	1
J. Providing for the safety of our residents	<1	8	49	43	<1

4. Thinking about the Brown County area overall, how would you rate Brown County...

	Poor	Fair	Good	Excellent	Not sure
A. As a place to raise a family	0%	4%	31%	65%	1%
B. As a place for single adults	4	30	40	6	20
C. As a place to retire	3	14	56	21	6
D. As a place for people of minority racial, ethnic, religious or other cultural backgrounds	15	49	25	4	7
E. As a place for children and youth	1	8	50	40	1
F. As a place for young professionals	3	24	53	12	7
G. As a place for persons with disabilities	4	27	42	8	19

5. Overall, during the past TWO years how would you say the Brown County area has changed?
- The Brown County area has become a worse place to live 5%
 - The Brown County area has stayed about the same..... 59
 - The Brown County area has become a better place to live 36
6. Generally speaking, considering where you would like to see the Brown County area in FIVE years, do you feel the Brown County area is currently headed in the WRONG DIRECTION or the RIGHT DIRECTION?
- Wrong direction..... 6%
 - Right direction 73
 - Not sure..... 21
7. What is your race?
- White or Caucasian..... 93%
 - Black or African American..... 2
 - Native American 2
 - Asian or Pacific Islander..... 2
 - Multi-racial 1
 - Other, please specify: _____ <1
- 7b. Are you of Hispanic, Latino or Spanish origin?
- Yes..... 2%
 - No..... 99
8. Which of the following age groups do you fall into?
- 18 - 24 years..... 0%
 - 25 - 34 years..... 6
 - 35 - 44 years..... 19
 - 45 - 54 years..... 27
 - 55 - 64 years..... 29
 - 65 - 74 years..... 14
 - 75 years or over..... 5
9. Are you...
- Female..... 53%
 - Male..... 47
 - Non-binary / third gender 0
 - Prefer not to say 0

10. Which of the following areas best describes your primary field of work or the area you are most closely associated?

- Government..... 13%
- Business and industry 27
- Media..... 1
- Health care 4
- Faith community..... 2
- Nonprofit (other than health care)..... 26
- Education..... 15
- Retired..... 11
- Not currently employed..... 1

11. Are you currently, or in the past five years, have you served in any of the following positions in the Brown County area:

- CEO, owner or management team in business or industry.....23%
- CEO, Executive Director or management team of a nonprofit organization27
- Serve(d) as a member of the Board of Directors for a for-profit organization10
- Serve(d) as a member of the Board of Directors for a not-for-profit organization.....52
- Serve(d) as an elected official12
- Serve(d) as a leader of a civic organization14
- Serve(d) on the management team of a public institution13
- Serve(d) the philanthropic community as a major donor10
- Serve(d) as a community volunteer but generally not as a leader37
- Other, please specify: _____ 4
- None of the above..... 0

12. If you could make THREE CHANGES in the Brown County area that would improve the quality of life in the next five years, what three changes would you make?

- Change 1: _____
- Change 2: _____
- Change 3: _____

LIFE AT WORK

13. Thinking about economic issues in general, how would you rate the Brown County area in terms of...

	Poor	Fair	Good	Excellent	Not sure
A. Providing the infrastructure that businesses need (transportation, water, schools, etc.)	1%	16%	61%	22%	1%
B. Providing the quality of life features that attract businesses and employees to the area	3	19	61	14	2
C. Providing equal opportunities for women in the workplace	3	28	45	13	10
D. The progress of revitalizing downtown Green Bay	2	20	48	27	2
E. Attracting, cultivating, and rewarding talented young professionals	5	38	42	7	9
F. A place that is doing the things necessary to have a strong economy in the future	2	18	64	12	5
G. Retaining experienced professionals and workers	3	26	59	7	5
H. Providing flexible workplace benefit or telework/remote work opportunities	3	20	50	14	13

LIFE OF LEARNING

14. Thinking about educational opportunities in general, how would you rate the Brown County area in terms of...

	Poor	Fair	Good	Excellent	Not sure
A. Overall quality of K-12 schools	2%	14%	48%	34%	2%
B. Overall quality of higher education (technical schools and colleges)	<1	4	41	54	1
C. Opportunities for continuing education for adults	1	9	44	42	5
D. Preparing workers that meet the community's employment needs	1	18	58	18	5
E. Investing needed resources to ensure quality education in the future	4	25	50	16	5
F. Providing quality affordable child care	13	33	32	2	20
G. Ensuring that all youth have opportunities to become involved in positive activities outside of school	8	34	38	9	11
H. Providing educational opportunities for English language learners	4	25	36	5	30
I. Opportunities for K-12 virtual (online) learning	7	21	41	7	25

LIFE OF SELF SUFFICIENCY (BASIC NEEDS)

15. Thinking about our ability to meet people's basic needs in general, how would you rate the Brown County area in terms of...

	Poor	Fair	Good	Excellent	Not sure
A. Promoting the economic well-being of the middle class	2%	23%	63%	10%	3%
B. Maintaining an adequate supply of affordable housing for lower income residents	27	37	26	2	9
C. Providing a public transportation system that meets the needs of low income residents	24	37	24	4	12
D. Addressing local problems that contribute to poverty or prevent its residents from becoming self-sufficient	17	46	27	2	9
E. Providing the services necessary to help the growing number of elderly stay in their homes	7	32	35	3	24

LIFE IN THE NATURAL ENVIRONMENT

16. Thinking about environmental issues in general, how would you rate the Brown County area in terms of...

	Poor	Fair	Good	Excellent	Not sure
A. The quality of air in Brown County	5%	19%	56%	19%	2%
B. Being proactive to address emerging environmental issues	6	28	51	10	5
C. Encouraging energy conservation by residents	12	40	38	4	5
D. Implementing policies for wise use and development of land in the region	7	28	46	5	15
E. The progress in cleaning up the Fox River in the Green Bay area	2	14	48	29	7
F. Encouraging business and industry to use "green" practices	9	32	41	5	12

A SAFE LIFE

17. Thinking about safety issues in general, how would you rate the Brown County area in terms of...

	Poor	Fair	Good	Excellent	Not sure
A. Implementing policies that help prevent crimes	4%	15%	61%	14%	5%
B. Preparing for unexpected major public safety threats like terrorism or a natural disaster	3	17	41	10	30
C. Providing quality emergency services	0	6	54	37	4
D. Preventing abuse or violence within homes	5	32	38	3	21
E. Providing safe and healthy environments for community members who have disabilities	3	24	47	4	23
F. Preventing gang activities	4	24	39	9	25

A HEALTHY LIFE

18. Thinking about health-related issues in general, how would you rate the Brown County area in terms of...

	Poor	Fair	Good	Excellent	Not sure
A. Providing adequate health care to disadvantaged populations	7%	31%	38%	9%	15%
B. Helping people in the area adopt healthy lifestyles	7	36	47	7	4
C. Addressing the health needs of the growing elderly population	2	25	49	6	19
D. Promoting the responsible use of alcohol by residents	36	36	22	2	5
E. Collaboration by health providers, businesses, nonprofits, and governments to address important health care issues	5	26	46	17	6
F. Helping people in the area maintain good mental health	11	42	37	3	7
G. The quality of health care in Brown County	1	12	49	37	1

LIFE OF RECREATION & LEISURE

19. Thinking about opportunities for recreation and leisure, how would you rate the Brown County area in terms of...

	Poor	Fair	Good	Excellent	Not sure
A. Providing a variety of recreational and leisure opportunities for residents	2%	13%	50%	34%	<1%
B. Providing recreation and leisure opportunities that are accessible to persons with disabilities	6	25	35	7	28
C. Providing recreational and leisure opportunities year round	5	22	47	24	2
D. Quality of community parks and playgrounds	0	6	52	41	2
E. Providing facilities for a variety of sports and recreational activities	2	11	49	35	3
F. Providing quality festivals, parades and community events	3	17	50	29	2

LIFE OF ARTS, CULTURE, & ENTERTAINMENT

20. Thinking about arts, culture and entertainment, (including music, drama, visual arts and dance) how would you rate the Brown County area in terms of...

	Poor	Fair	Good	Excellent	Not sure
A. Providing arts and cultural opportunities of interest to diverse population groups	10%	38%	42%	5%	5%
B. Attracting, cultivating, and rewarding creative people in the arts	13	35	38	4	10
C. Offering children and youth of all ages opportunities to engage in the arts or cultural offerings	6	31	46	6	11
D. Providing cultural resources and information through museums and other historical organizations	5	30	50	11	4
E. Providing affordable opportunities to attend dramatic and musical performances	9	36	38	9	8
F. Investing needed resources to ensure the continued viability of arts opportunities for residents	9	38	36	5	13

LIFE IN THE COMMUNITY

21. Thinking about community life in general, how would you rate the Brown County area in terms of...

	Poor	Fair	Good	Excellent	Not sure
A. Effectiveness of local governments	7%	29%	56%	8%	<1%
B. Strength and vitality of nonprofit organizations	1	9	57	31	3
C. Transportation systems keeping up with the pace of growth in the area	19	32	32	8	10
D. Quality of library services	1	8	53	33	5
E. Providing ways that persons with disabilities and the elderly can remain involved in community life	3	26	42	4	25
F. Providing opportunities for spiritual growth for residents	2	11	50	26	12
G. Encouraging integration of residential diversity (e.g. income, racial/ethnic heritages, those with disabilities)	22	39	25	3	11

COMMUNITY LEADERSHIP

22. In this section we ask you to consider the effectiveness of leaders overall in the Brown County area across public and private sectors. Please indicate if you AGREE or DISAGREE with each statement.

	Strongly disagree	Moderately disagree	Moderately agree	Strongly agree	Not sure
A. Leaders from different sectors (like business, government, education, faith, nonprofits, and others) collaborate to address important community issues	2%	11%	57%	29%	1%
B. There is mutual respect among leaders from all sectors of the community	3	15	53	28	2
C. Our leaders are doing the necessary things to strengthen the area in the long term	2	13	62	21	2
D. Media presents good coverage of local issues and events	5	23	50	21	2
E. The Brown County area is open to and encourages creative ideas	5	24	57	10	4
F. There is growing tension between government and business	11	40	22	6	20
G. Our leaders are proactive in addressing major problems	5	21	58	13	3
H. Political polarization is making it more difficult to achieve progress	3	14	28	49	7
I. Persons of color take on leadership roles in the community	10	46	33	3	8
J. Women take on leadership roles in the community	3	24	53	17	3

CURRENT AFFAIRS

23. How much do you agree with the statement "I believe that I can have an impact on the decisions that are made by community leaders here in the Brown County area"?

Strongly agree	24%
Somewhat agree	56
Somewhat disagree	15
Strongly disagree	4
Not sure.....	1

24. Which of the following statements is closer to your own view: "Most people can be trusted" or "You can't be too careful about people"?

Most people can be trusted.....	82%
You can't be too careful about people.....	13
Not sure.....	5

25. Do you have a personal relationship (friend, neighbor, colleague) with a person of a different race other than your own?

Yes.....	90%
No.....	10
Not sure.....	1

26. Do you believe the growing diversity in cultures in Brown County is having a positive impact, negative impact, or no impact at all in the county?

Positive	77%
Negative	6
No impact at all	7
Not sure.....	10

27. On your expected career path over the next 10 years, would you say that there are many, some, few, or no advancement opportunities for you in Brown County?

Many	17%
Some	42
Few	25
None	5
Not sure.....	11

28. The next questions have to do with relations between people of different races and ethnicities in Brown County. How satisfied are you with...

	Not at all satisfied	Somewhat satisfied	Moderately satisfied	Very satisfied	Not sure
A. Your relations with different ethnic and racial groups in Brown County	4%	23%	40%	30%	3%
B. How people like you are accepted in our society	3	11	30	52	4

29. Overall, how much social acceptance, if any, of gay, lesbian, bisexual, transgender, and queer people do you think is in this country today?

- A lot 18%
- Some 65
- Only a little..... 17
- None at all 0
- Not sure..... 1

30. Overall, how much social acceptance, if any, of gay, lesbian, bisexual, transgender, and queer people do you think is in Brown County today?

- A lot 11%
- Some 48
- Only a little..... 37
- None at all 1
- Not sure..... 2

31. Switching topics now and thinking about the Coronavirus, how concerned are you about each of the following possibilities...

	Not at all concerned	Not too concerned	Somewhat concerned	Very concerned	Not sure
A. The Coronavirus has already had or will have a negative economic impact on you personally	11%	34%	33%	22%	<1%
B. The Coronavirus has already had or will have a negative economic impact on Brown County	1	5	34	60	<1
C. The Coronavirus will have a negative impact on the long-term health of Brown County residents	3	15	40	41	1

32. How do you view each of the following: very negatively, negatively, positively, or very positively:

	Very negatively	Negatively	Positively	Very positively	Not sure
A. Basic needs poverty reduction initiatives	2%	9%	53%	29%	8%
B. Achieve Brown County	2	5	43	25	25
C. Housing and homeless initiatives	3	9	58	23	7
D. Connections for Mental Wellness	2	12	45	27	13
E. Titledown District development	1	5	41	48	5
F. Wello	<1	2	28	22	47

33. Please rank the following in order of importance, "1" would be the MOST helpful in moving Brown County forward and "4" the LEAST?

- _____ Create a better plan for county-wide social services (community health, family support, mental health, etc.)
- _____ Create a better plan for funding public infrastructure (transportation, roads, bridges)
- _____ Create a better plan for funding public facilities (library, arena, museum, etc.)
- _____ Create a better recreation and waterfront development plan along the river and bay
- _____ Other
- _____ Not sure

FUTURE PRIORITIES

34. Every community must address certain important issues in order to thrive in the future.

Below is a list of possible challenges and opportunities that our leaders could choose to work on. Please indicate whether leaders should place a low or high priority on each of the following issues. Please reserve "highest priority" for only a few items.

	Lower priority	Moderate priority	Highest priority	Not sure
A. Strengthening efforts to support the arts, cultural, and entertainment activities throughout the region	20%	65%	15%	0%
B. Expanding efforts to increase the number of jobs that pay higher wages in the region	2	41	57	0
C. Strengthening the education system at all levels	5	43	51	<1
D. Expanding the number of housing opportunities available to households with low incomes	5	50	44	2
E. Expanding efforts to assist persons with low incomes to meet basic needs	3	48	47	2
F. Expanding efforts to create a community that is inclusive of minority racial, ethnic, religious, or other backgrounds	5	36	58	1
G. Expanding efforts to preserve the natural environment of the region (air, water, land)	10	57	33	<1

H. Increasing collaboration between the private sector and other sectors (nonprofits, local governments, faith)	18	52	29	1
I. Increasing collaboration between regional partners to address important issues within the area	22	52	26	1
J. Promoting workforce development for young professionals in the area	14	52	34	1
K. Expanding efforts to ensure healthy development for youth	8	47	44	1
L. Promoting healthy lifestyles of residents	15	57	28	1
M. Strengthening the infrastructure in the region (water system, transportation, physical structures)	12	54	34	<1
N. Developing opportunities that are known to attract and retain young professionals to the area	10	48	41	1
O. Expanding efforts to meet the needs of the elderly	8	63	27	2
P. Expanding efforts to address issues of poverty	5	46	48	1
Q. Expanding efforts to protect safety in the region	18	56	25	1

35. In which of the following Brown County communities do you live?

Allouez.....	10%
Ashwaubenon.....	6
Bellevue	4
Denmark	1
City of De Pere	14
City of Green Bay	29
Ledgeview	7
Hobart	3
Oneida	2
Howard	7
Pulaski	1
Suamico	5
Wrightstown.....	2
Other: _____	7
Not sure.....	0
Refused.....	2

36. What is the highest level of education you have completed?

Less than a high school diploma	<1%
Graduated from high school or GED.....	1
Some college or tech school	9
Graduated from college.....	34
Graduate or professional degree	56

37. What is your combined total family income before taxes?

Less than \$50,000	3%
\$50,000 to less than \$75,000	11
\$75,000 to less than \$100,000.....	13
\$100,000 to less than \$125,000.....	15
\$125,000 to less than \$150,000.....	10
\$150,000 to less than \$175,000.....	8
\$175,000 to less than \$200,000.....	8
\$200,000 or more.....	25
Refused.....	6

38. What is the one most important action that community leaders must take to ensure that our community remains successful in the long term? You probably have many ideas which may or may not have been listed above. Please list the ONE thing that you feel is most important:

39. Is there anything else that you would like to say regarding the quality of life here in the Brown County area?

Join our Brown County LIFE Study Community Conversation!

We would like to invite you to join a Brown County LIFE Study Community Conversation to further discuss quality of life in Brown County. Joining a community conversation will give you an active voice in helping tell the story of our community. All community conversation meetings will happen in early 2021 and will last about two hours.

Are you willing to be contacted to participate in a Brown County LIFE Study Community Conversation?

Please provide the following:

First Name: _____

Last Name: _____

Primary Email: _____

Re-enter Primary Email: _____

Phone Number: _____

Question 7: What is your race? Other, please specify:

- Native/Caucasian

Question 11: Are you currently, or in the past five years, have you served in any of the following positions in the Brown County area? Other, please specify:

- Police Chief
- donor - not major
- self-employed consultant
- Professional practice
- Served as a management level position in local government
- School leadership
- served as Pres and CEO of a publicly held company but more than 5 years ago
- commander American Legion
- President Neighborhood Assoc.
- Am a volunteer Parish Nurse at my church.
- chair, appointed government committee plus several Board of Directors, and committees of not-for-profit
- Served as project manager for a community collaborative
- non-profit Informations Systems Manager and Resource Manager
- Owner of a small business

Question 12: If you could make THREE CHANGES in the Brown County area that would improve the quality of life in the next five years, what three changes would you make?

CHANGE 1:

- Attract Young Professionals
- Equality in gender, race, etc
- School System
- Getting public education to focus on education
- More theater and arts and unique opportunities
- Address environmental issues i.e. water, phosphorus leading to visible improvements.
- Increase recreational opportunities and outing locations for kids and families
- Increase the number of activities for young professionals
- more housing downtown
- Invest more in public education system
- More cultural and art events
- more emphasis on preventing crime
- More help for the mentally ill
- Employment Opportunities for young adults
- Fox River frontage development
- Become more welcoming to other cultural and religions
- Affordable Housing
- Expanded bus service
- lower taxes
- Improved transportation access for seniors and disabled
- assistance for poor and homeless
- Governmental efficiency via Metro services
- Increase available workforce
- More varied, vibrant downtown in De Pere
- education for children in low income neighborhoods
- less gun violence
- Clean up the environment esp large farm contamination
- More opportunities for Fun - Festivals, Arts, Displays, Culture
- Real affordable housing
- more sidewalks in suburban communities
- Better understanding and embracing of diversity and inclusion
- Improve opportunities for affordable technical education
- Better public transportation

- Better bicycling/recreational trail access and connectivity
- Provide education on embracing diversity of our changing community
- loosen restrictions on outdoor seating and drinking downtown
- More diversity
- Look at Duplication of services & support what helps our community - not draw from other communities
- Invest in post pandemic outside opportunities
- adequate healthcare including mental health
- Have a County Wide Equity and Diversity Coordinator and initiatives
- Devote more attention to developing youth leadership
- Expanded bike trails/paths
- Continue to improve cultural opportunities
- waterfront development for community to enjoy
- more mental health services
- More places for youth for recreational activities
- full post-pandemic recovery of downtowns
- Collaborative political culture - less municipalities and more working together among municipalities - we need synergies and savings
- more diversified housing
- Implement Dignity and Respect Program throughout all metro communities
- Social activities for younger adults other than bars
- Understand why businesses are important!
- More inclusive to POC and LGBTQ
- Having elected individuals work together
- more welcoming and appreciative of diverse peoples
- better roads
- Address water quality of Fox/Wolf watershed & lower Bay
- Young Professional opportunities
- establish a complete streets program
- Clean up Downtown crime
- Affordable housing and Homeless must be addressed more aggressively
- Homeless
- more green space for recreation
- Improve diversity and inclusion environment
- Open minds and hearts to change and progress
- Deal with the homeless and disadvantaged
- improved public transportation
- Improve diversity

- More parks
- Increase cultural opportunities/events
- Brown County Human Services philosophy and programming
- Embrace cultural and racial diversity
- kayak launches in more places
- improve the environment of the County, not just cosmetic
- More affordable accessible housing
- More mental health counseling/help
- Attempt to increase citizen volunteer participation and community life
- Continue excellent education
- More culturally diverse
- Create a community that is more inclusive of people from diverse backgrounds.
- More minorities going to school beyond high school
- Construction of the Southern Bridge
- Taxes are high
- More diversification in business economy
- foster collaborative communication among folks who view each other as enemies
- Lower Taxes
- Make area more walkable
- Becoming an anti-racist community
- create a cultural counsel to help better understand and serve the needs of our minority populations
- More social programs
- More affordable housing options
- Replace Mayor Genrich
- More diverse leaders in business and government
- Increased public investments in arts and culture.
- address the issue of affordable housing
- better mental health care for those in need
- More welcoming to people of color
- I would create a cultural festival that is free to all Brown County residents.
- inclusion of all culture, diversity, ethnic backgrounds
- Increase public education accountability
- Become more conservative
- Better flights at the airport
- Dilute the political drama
- Greater cooperation and interaction among Brown County communities
- Close the income disparity between the haves and have nots

- Lowering taxes
- Affordable child care
- Employers pay a livable wage
- reduce significantly or eliminate homelessness and provide for basic needs
- multi-cultural training for businesses
- more affordable and safe housing for low income families
- Acceptance of people of color
- Have our leadership teams better reflect the diversity of our community
- Low income housing
- Improving the populations health
- improve transportation
- For local elected bodies to be made up of the proportionate diversity in the communities they serve
- Improved opportunities and inclusion of minorities across several categories
- Provide programs for individuals with drug/alcohol issues to help guide them and avoid them from suicid
- Address the child welfare system (and the impact of generational trauma)
- less politics in every area
- More leisure activities/places for those 22-40 years old
- Attraction for young adults and their talents
- Transportation Improvement- Roads
- More large Corporations locations aged here
- Increase public safety funding
- Address our homelessness problem
- Better paying jobs.
- Education for those who need more support (not bad enough that they fall through the cracks)
- affordable healthcare for all
- Build more unity across municipal boundaries
- Increasing Housing Options
- work on connecting more bike trails throughout the city
- break down tribalism
- Address environmental concerns more seriously
- Improve cooperation among govt officials for positive decision making
- more affordable healthcare
- Stronger access to Broadband
- Focus on environment, clean air and water initiatives
- improve diversity and inclusion efforts in community

- Access to educational opportunities
- Improve educational systems
- Youth mentorship/work-apprenticeship for black youth, other POC
- More technology companies to attract young people
- Put more into schools so that people of color and lower income people would have the same opportunities. Maybe provide food after school, transportation after events, get more low income and multicultural parents involved in the schools.
- Increased availability of low income housing
- Continue to develop the waterfront in downtown
- Improve Education in the area
- Additional resources for law enforcement when dealing with mental health related calls
- new mayor in Green Bay
- Greater opportunities for Caucasian population to get to know the growing diverse population
- even playing field for women in business
- better balance of work, home life.
- Become a place to raise children to be more diverse and culturally appropriate
- More acceptance of our minority neighbors
- Improve Education
- Addressing racial disparities in the area (particularly w/housing)
- Increase water front venues; restaurants, etc.
- Revitalize downtown. It's pathetic
- more things to do in the winter
- Provide more cultural opportunities for children and families
- Decrease crime in Green Bay
- More investments in arts and culture
- more investments for minority businesses
- More inclusive and welcoming to all races
- Better accessibility for physically disabled
- Continued DEI efforts across sectors
- More focus on caring for vulnerable elderly residents
- I think the GB school district is failing a large portion of our community
- Close opportunity/access gaps for underserved populations
- diversity/equality issues: race, gender, etc
- More diversity
- More diverse entertainment
- Less government
- Better access to basic needs

- Infrastructure
- Further invest in DEI Initiatives
- Help people become more accepted of people that are different than they are.
- More efforts for diversity and inclusion
- Improve the schools
- Housing issues
- Identifying racism as a public health crisis
- Arts
- Housing for families
- Address social inequities in housing, banking, healthcare, workplace, justice systems and more
- Clean up blighted areas within communities where rental properties are not managed by the owners
- Increased amount of recreational activities.
- More public green space along the river
- Greater ethnic diversity, particularly in the professional ranks
- Elementary and secondary education
- Have more open thinking on issues in the community
- Make a targeted effort at addressing the affects of intergenerational poverty
- More cultural events - music festival - folk festival celebrating ethnic cultures
- Offer more family centered activities.
- Create more opportunities for adults with disabilities
- Everyone would become more welcoming and accepting of minorities.
- Increasing accountability in educational systems
- Affordable housing, not section 8 but affordable single income housing
- Complete entertainment district
- Expanding the Green Bay School System
- Youth Education as it relates to raising the graduation % rate
- More connected bus system with more frequent routes throughout Brown County
- More diversity in hiring in the county and municipalities
- Southern bridge in De Pere
- needs to be more consolidation among municipalities
- More incentives for BIPOC Businesses
- Acceptance of all people
- Have the members of the community understand that in order for a community to function all members of the community need to participate. Too many inactive members or only interested slightly if it directly affects them.
- More walking/biking trails

- Diversity education/activism
- Increase diversity in leadership and reduce economic inequality
- Improved transportation corridors that support pedestrian and bike routes
- Attracting a more diverse population
- Improve & expand trail systems
- More acceptance of people of color
- Reinvigorate downtown
- More investment in education
- be more inclusive
- Perhaps this is top of mind due to the news coverage, but let's get rid of the coal piles and develop the river front.
- Racial justice and equity
- Dining options. High quality food is too expensive. There needs to be something middle of the line for families too.
- education has become to political
- More Business Investment
- Equitable access to resources for marginalized communities
- Bring the railroad to Green Bay from Milwaukee-this is HUGE
- Serving the vulnerable: homeless, fostered youth, those aging out of foster care, youth with risk factors
- Opportunities to learn about and network with businesses and nonprofits from marginalized communities (Black, Hispanic, Native American, Hmong, LGBT)
- access to housing
- More biking and walking accessibility
- Social Services "Mental Health"
- Better public transportation & bike lanes
- Make more bike trails
- Increased government cooperation assisting underserved
- Job Opportunities
- Dedicated and multi layered investment into the complexity of homelessness.
- Consolidation or coordination of resources that serve the poor - especially homeless
- Fix the roads
- Better support for low socioeconomic communities
- more mental health facilities and advocates
- Stability - improving people's lives
- Diversity, equity and inclusion improvements at all levels
- Increase civility
- Bring attractions other than housing to downtown

- More mental health services, especially for poor and school age
- Add more opportunities for the arts
- more opportunities for youth and family activities at no low cost
- West side version of Fox River Trail
- Improved and expanded public transportation
- Offer more culture and arts
- Improve air quality
- Reduce the duplication of services among non profits and encourage more collaboration.
- Cultural integration for refugees and immigrants
- Affordability of health care
- Invest in and support low-income housing options.
- I would invest in more outdoor venues to support youth and young professionals social lives.
- Affordable and accessible housing
- less polarized politically
- Brown County, and in particular, Green Bay, is not very pleasant to look at. Many major streets & neighborhoods look tired, poor, rundown and just plain awful. It needs more green space, aesthetic beauty, parks, incentives for prettier neighborhoods, outdoor dining, clean up the ugly & rundown streets, more urban space for families & friends to gather & spend time, more trees, flowers, greenery, charm, etc.
- address housing quality and housing segregation
- Become more welcoming for non-white residents
- More explicit and sustained work for racial justice and equality
- strengthen child victim rights-PTSD Recovery Programs for victims, more reviews/check-ins on daycares, and Family oriented events (non-alcoholic)
- More emphasis on racial disparities
- more school district - community partnerships
- More mental health services for those in need
- Diversity
- Racial Equity
- Close the economic gap
- Increased public support for public schools and staff
- Great improvement in mental health resources and care
- Address how the community reaches out to minorities
- Expand restaurant options to attract other surrounding areas
- Improve race relations
- Expand school choice

- more cultural activities
- Quality / affordable / conveniently located housing
- Increase diversity in leadership
- Increase opportunities for entertainment and leisure
- MORE ART
- improve equity for children and those seeking employment
- More Cultural Events
- enhanced approach to promoting diversity
- Better grocery shopping , ie Trader Joe's
- more funding for housing
- More inclusive
- Better transit systems and routes to connect communities outside of Green Bay.
- a more vibrant downtown area for all age and diversity groups
- more funding for public schools
- Affordable and equitably positioned Housing
- The roads-we look so ghetto

CHANGE 2:

- Retain Executive Talent in the area
- Inclusiveness
- Housing
- Improving the sense of community
- More cohesion between the Green Bay suburbs
- Address racism, equality, inclusiveness
- Promote more diversity, not just at times it's highlighted in the media
- Increase the number of activities for retirees
- grocery store downtown
- Continue to build what is necessary to attract and retain workforces
- More housing and shopping downtown
- covid is effecting quality of life and it is the key to everything right now
- More help for young people in that "at risk" population
- Improve race relations
- Bay shoreline development
- Improve the diversity in our community and local government
- diversity of locally owned restaurants
- More community opportunities in the winter
- smaller government

- Improved racial relations
- Increased role, size & visibility of GGBCF
- More entertainment and dining options
- More outdoor opportunities
- homeless population - housing, opportunities, healthcare
- more police and law enforcement support
- Be considerate of Lake Michigan clean water health
- Growth in the infusion of minorities into the whole county, not just Green Bay City
- Term limits on locally elected officials
- access to public transportation in all of Brown County
- More support for our educational institutions
- Green Bay should capitalize on business opportunities near Lambeau, across Lombardi ave.
- Change to increase equity at GBAPS
- Better cultural opportunities
- Support nonprofit capacity building and collaborative efforts
- more variety in types of entertainment brought to area
- More economic development stimulus
- More things to do year round
- Invest in zoo, parks and cultural facilities
- micro company start-ups
- Increase affordable accessible housing
- Increase post-secondary opportunities for minority group members
- One large regional airport between Green Bay and Appleton
- Support a more diverse community
- Get rid of the coal piles on the river. We could have a beautiful waterfront like other cities.
- get rid of the stinky Sanimax factory
- Improved educational programs, curriculums and technology equipment
- increased funding for mental health crisis response
- Economic Development and Growth
- more public investment in our downtowns
- Change district boundaries for state and federal elections to provide non-partisan districts
- Completion of the southern bridge to aid transportation
- better access to mental health professionals
- Increase intra structures
- more affordable housing

- bay beach island into an attraction
- Act on and invest in early childhood development knowledge
- Cultural amenities for young professionals
- establish a plan to connect to passenger rail in Milwaukee
- Southern bridge project
- Poverty and appropriate resources for schools need more targeted attention
- Education on the trades in schools
- continue to turnover local government officials, term limits
- Attract new businesses
- Open minds and hearts to "other" people not like them
- Increase public recreation opportunities
- accessible and affordable childcare
- Work on racial intolerance
- More bike trails
- Encourage diversity
- Education programming adjustments in our school districts
- Better address homelessness
- clean up the medians along highway-very overgrown
- Cultural offerings
- Expand hours of accessible transportation
- More progress towards income equity/equality
- Increase coverage of local governments and county government
- Infrastructure
- Invest in quality of life initiatives
- Create more affordable, accessible, integrated housing opportunities.
- Erasing political divides!
- Continue improving the water quality of the Fox River & Green Bay
- Not cultural enough
- More recreational opportunities
- continue to develop safe parks & recreation
- Less Housing Vouchers for people out of county
- Make area more bikeable
- Close opportunity gaps for under resourced youth
- focus on early childhood education (pre-K through 5)
- More recreational activities
- Improved public transportation
- Continue to streamline non-profit community to avoid duplication
- Mov beyond a homeless task force to an action plan.

- improve and address health care inequality
- More availability of affordable housing
- More opportunities to build talent pipeline that focuses on retention rather than recruitment.
- more women in leadership
- Move toward a county wide governmental cost sharing and policy system
- Fund public safety
- County wide public transportation
- Reduce overall number seats to elected government boards
- Better news coverage
- Pass affordable living wage legislation
- Improving streets for runners/walkers and biking
- Support of early childcare educators
- Availability of affordable housing
- economic / job growth
- more pre-school facilities
- Be more inclusive as a community to diversity (race, culture and sexual orientation)
- Continue to increase investment in downtown Green Bay
- Decrease poverty and homelessness
- More diversity
- More support for local business
- improvement of our park systems
- increase resources dedicated to reinforcing local foods infrastructure and culture
- Better services for those who are underprivileged - more support for homelessness and hunger
- Help transition children who age out of the foster programs to help them become self-sufficient
- Add true affordable housing
- Bringing people of all kinds together
- Better accessibility for those with disabilities
- Decrease on homelessness
- Combined Services- Police-Fire-EMS
- More small business opportunities
- Stop focusing on the Packers and diversify.
- affordable housing for elderly and poor
- More quality, affordable housing.
- A swimmable Green Bay and healthy groundwater
- Build more unity across school district boundaries

- Celebrate Diversity
- Continue to invest in the downtown
- break down privatism, increase open community
- Grow towards bipartisan approaches in politics
- Focus on mental wellness, positivity, resilience, starting with youth
- Safer schools for kids growing up in Green Bay
- Increase enrollment at all post secondary inst..
- Increased mental health services for children and individuals
- Employment opportunities
- Improve roads
- Expand school or police resources to better reach truant/misbehaving youth
- More things for young adults
- Make sure people with physical disabilities can get everywhere anyone else can get: Improve access. This might look like improved transportation as well as improvements to physical spaces.
- Increased evening mental health services
- Move the coal piles just south of the Mason Street Bridge
- Provide more recreation activities in the area
- Greater options for criminals instead of incarceration
- Continue Lowering Property Taxes
- Greater planning for the future by city and government officials
- improved equity and inclusion
- not sure how you create more warmth and kindness in an area
- Become team players in the community
- Increased awareness of our individual communities to work together
- Improve Arts and Culture
- A greater focus on the arts
- Increase public beaches on the Bay
- Drastically increase AFFORDABLE housing options
- support for small business after COVID
- More vibrant entertaining
- More inclusive community in which all people experience belonging (not othering)
- improve education outcomes
- Less emphasis on a culture of drinking
- More accessibility for affordable public transportation
- Living wage and benefits
- education
- Increase program opportunities for youth of color

- increase quality of education
- Preserve green spAce
- More Ethnic Diversity in institutional roles (school, boards, finance)
- NEW water needs a fiscally responsible board
- Better access and affordable options for working families and child care
- Affordable Housing
- Coordinate the actions of social service/non profits for greater impact
- Increase accessible quality child care for families
- More support of arts and cultural activities
- Increase the awareness of people in need
- Neighborhood relations
- Fair maps when redistricting
- Waterfront recreation
- Community Activities for children
- create competitive environment for minority owned business to come to Brown County
- Find ways to decrease expenses by allowing private companies to provide services
- Continued improvement in health care.
- affordable, quality fitness options
- More affordable housing stock
- Competitive wage jobs
- Be more inclusive. Native residents are not very receptive of newbees
- Find ways to address diversity and inclusion
- Less political fighting - willingness to consider other views
- Promote neighborhoods
- Address the internet infrastructure
- Everyone would become more tolerant of differences of opinion.
- Continue to build opportunities for entrepreneurs
- Continue to grow in the area of diversity and inclusion
- Expand early childhood learning opportunities
- More diverse dining
- Improving health and wellness in the lives of families
- More cultural events and more publicity of them so we can all learn and celebrate the different cultures in our community
- More diversity in local government (elected officials)
- Take care of the homeless
- need of more law enforcement
- More investment and wealth development programs for BICOP orgs

- Better support for people with disabilities
- The residents have to look at taxation with a broader view. Having a \$25.00 lowering of taxes as something they can jump up and down for is backward and will not advance or maintain the services they expect. \$9.00 will only pay for 2 Old Fashions once in a year, not a week, not a month, a YEAR! Could that money not make for better roads, municipal services, quicker response, housing possibilities, libraries, schools, parks? We are all in this together. It is unrealistic to think that local foundations and individuals will be able to continue to prop up necessary services. Exiting north or west every weekend and not observing the community is like sticking your hand in the sand. The second set of property taxes paid supports a different community than where you ultimately live and where your demand for service is higher.
- Connect communities together
- Improve housing
- Increase available housing options
- Improved and coordinated planning and zoning that supports development that is sustainable
- Attracting more arts and culture opportunities
- Use sand rather than chemicals in winter
- Comprehensive Solution for homelessness
- Have more recreation on the riverfront beyond downtown
- Continued review of land use plans along the Fox River and around Lambeau Field
- invest time in economic disadvantaged individuals
- Let's find a balance for racial equality -- not EVERYTHING is a race issue, nor will eliminating racism solve every problem we have, but there are issues to be resolved.
- Greater well-being
- More opportunities for entertainment that don't revolve around alcohol, both for adults and family.
- there are few opportunities for the youth 12-17
- Expansion of Innovation Ecosystem
- Increased community cohesion and sense of belonging for all
- Rebuild the arts community
- develop a more cohesive, working government that truly cares about the community at large
- Additional resources to combat homelessness and mental health needs.
- access to supportive services (overall)
- More access to the arts, increased opportunities or attractions
- Social Services "Drug Addiction"
- Create opportunity to reduce economic, ethnic and other demographic segregation
- Bring back the Performing arts at UWGB

- downtown redevelopment - residential and entertainment
- Support for small businesses
- Dedicated and multi layered investment into the complexity of cultural diversity-- specifically supporting community efforts for transparency and embracing others different than ourselves.
- Become a more bike and walking friendly community.
- Fix the roads
- Broadband infrastructure improvement
- better access to counseling and therapy
- affordable housing
- Greater alignment in public/private approaches to community issues
- Establish perception of being a progressive community based on actual results
- Continue cleaning the Fox River
- Increase active participation community activities
- engage our young professionals in the community outside of their work
- Access to waterfront for recreation
- Greater walking/biking possibilities
- Increase community connectiveness
- Celebrate Diversity and recognize it's advantages
- Increase investment from financial institutions, private investors, and businesses in affordable housing.
- Creation of culturally customized services for refugees/immigrants
- Increased support of local businesses
- Focus on sustainability and green initiatives.
- I would consider a consolidated Northern region airport to support more direct flights.
- Affordable accessible transportation throughout rural Brown county
- more affordable housing, not apartments
- Better business & tax incentives for needed small businesses that attract wholesome families and people to want to stay in our community.
- address school segregation between districts (DePere, GB, Howard)
- Provide more family activity options
- More investment in education (all sectors)
- connect community elderly events, more reviews/check-ins on nursing care/homes, better background checks/standards school assistance/sign up bonuses to get proper rn/rn care
- More emphasis on children and reducing trauma in their life's, especially at an early age.
- increase availability if activities for seniors
- more healthcare for low income and underinsured

- Entertainment
- Collaboration with other counties
- Affordable Housing
- Better serving our poorest residents
- Continued improvement in our support/resources for homelessness and issues that come with being homeless
- Address the source of water quality degradation in lower Green Bay
- Develop more comprehensive waterway for recreational activities
- Increase diversity in law enforcement
- Enhance public transportation
- more community involvement
- More formal coalition (example joint venture) between health systems and community organization (United Way, non-profits, technology organizations, etc.). A joint venture (financial commitment) will create stronger commitment.
- Increase opportunities for diverse citizens to interact
- Increase amount of available nature to enjoy
- acknowledge/celebrate the contributions of non-white persons in Brown County
- More community recreational opportunities
- enhanced array of opportunities for pastimes (nightlife, events, shopping centers, etc.)
- Higher level entertainment
- more funding for public art
- Continued expansion of programs to offset poverty
- Increase route maps for transit systems
- Affordable quality Housing options
- more affordable housing
- Child Care availability, affordability
- Improvements grants to homeowners to upgrade in older neighborhoods

CHANGE 3:

- Improve the overall quality of life
- Fair wages
- Having government officials be actual leaders
- Better public transportation options
- Grow and diversify economy
- Creation of good paying jobs for young professionals to want to stay in the Green Bay area upon graduating. Too much local talent leaving the area for better jobs.
- Develop the downtown area

- more inclusive & increased diversity
- Increase celebrations of and exposure opportunities for diversity and inclusion
- More opportunities for young professionals
- keeping the Zima mentality of opposing everything in trying to make the City of Green Bay better.
- More outdoor family activities
- Mental health programs
- Increase bicycle lanes, trails, etc.
- utilize the water ways for recreational sport
- Increased community connections - connected neighborhoods
- fix the roads
- Adequate funding for pikice
- Better agribusiness practices to improve water quality
- More activities for children
- Reduce number of bars in the area
- develop ways for young people to be able to critically think through issues
- more affordable recretational and free options
- continue river clean up
- More Bicycle lanes and paths
- Grocery options downtown
- more affordable housing options (rental and section 8) outside of Green Bay proper
- Vastly improved child care options for working parents
- Cities should seek opportunities to maintain and increase green space and parks.
- Provide culturally authentic pedagogy to students
- Better retail / commercial stores, restaurants
- Offer more affordable childcare (daycare) options
- term limits for elected officials
- A more vibrant downtown
- more affordable housing, better streets, mayor that is present
- Continue efforts for community safety & community building
- attracting out of area talent to industry
- increase opportunity for social connections especially for older adults and adults with disabilities
- Increase the future thinking of organizations: 10 years out
- Continued economic development
- Provide more affordable housing
- Have more multicultural events to bring people together and get to know how beautiful our differences are.P

- a nice beach
- More cultural engagement events
- increased social capital to build mixed socioeconomic neighborhoods,
- We need to become more efficient in our municipalities - tax revenues will be down, need to do more with less through technology and efficiency, as industry has to do during these trying times
- more tech startups
- Merge towns into cities to eliminate cost for government service disparities
- Joint agreement between Green Bay and Appleton airports to get more direct flights with combined resources
- improve the quality of air and water
- Combine services
- more access to mental health resources
- revitalizing Downtown GB and Broadway
- Invest in bringing nature to our citizens thru conservation and access
- Non -profit alignment of services toward helping the marginalized and poor
- establish more mixed affordable housing in the inner city
- Move the coal piles
- Continue to expand downtown and other areas
- fill unoccupied commercial real estate
- Attract young professionals
- Develop a robust educational/intellectual engagement program for seniors
- creating a vibrant downtown for young professionals
- growth of understanding and acceptance of minority cultures
- Some changes to county board
- Better harbor and boater recreation
- Bring UWGB to downtown area
- Increased business involvement in social needs specifically regarding the force the business employs
- Develop more professional employment opportunities
- Improve inclusivity
- More affordable mental health
- More progress on minority/disadvantage children's education
- Increase public access to the banks of the Fox River
- Attract new businesses
- All communities working together
- Decrease social and political polarization
- More specialty court programs to reduce jail population

- Bring back Great Entertainment to the Weidner Center - for All Ages
- Schools have regressed
- Stronger downtown for Green Bay
- more money to continue education/schools
- Repair Streets
- More affordable housing
- Ensure accessible and affordable housing for all
- More venues for events
- More integration of people of racially/culturally different backgrounds
- more intentionality regarding attracting and retaining professionals
- Implementing free, stable and accessible WiFi across the County.
- engage in real, meaningful discussion about inclusion & racism in our community
- Better public transportation options that work for the elderly, especially to Aurora Health
- stronger downtowns
- Develop strategy that will sustain and improve viability of small businesses.
- More shoreline fishing spots
- Local government should consider strategies to hiring and retaining best and brightest staff
- Stronger support for public education
- Better access to affordable housing
- Paying for street improvements (Bellevue)
- More walking and hiking trails
- Motivation of people to seek self-sufficiency instead of reliance on others
- create a new political party that really works for the people - we must work to compromise and quit the divisiveness
- encourage higher education for high school graduates
- More entertainment and cultural exposure to draw more young professionals
- Lower taxes by merging all 8 school district to 1 to get rid of duplicative overhead
- Increase relationship building across diverse populations
- Less homelessness
- More support for diverse populations
- the continued help/support of the less fortunate
- county and municipality programs that would build trust between non-white residents and law enforcement
- Continued growth of services for those with health issues of all kinds
- Continue to improve housing availability to housing for those in need

- Support the faith community in addressing needs-- currently, faith organizations are not funded when addressing social justice needs
- Better roads
- More efficient County Services(Crisis-Mental Health)
- New Mayor
- Enough housing for adults with disabilities.
- More quality, affordable childcare.
- minimum wages that sustain a household
- Focus on providing more opportunities for ALL (be more inclusive)
- Increase arts/cultural offerings
- highlight the immense cultural diversity of the area
- improve race, color, gender relations
- Listen to scientists rather than your neighbor or political figure
- Continue with Downtown development for business opportunities
- Make people even more aware of Mental Health
- Achievement gap and HS graduation improvement
- more collaborative bi partisan political climate
- Cultural and recreational opportunities
- Improve resources for underserved
- Further incentivize reclamation/rehab of older in-city neighborhoods
- Helping people find safe affordable housing in a variety of neighborhoods and connecting neighbors to one another
- Living wages
- Have a actual beach by Bay Beach
- Better housing options for low and moderate income families
- Greater affordable housing options for lower income families
- More Tech businesses
- Continued expansion of opportunities for the poor, homeless and diverse population
- less political divisiveness
- be more accepting of all - continue to work on changing that mindset
- Become more innovative in thinking
- Increased support for our outdoor recreational opportunities (trails, for example).
- Improve Downtown
- Enhancing the area parks
- Relocate river front business/industry & other eye sores
- Improve the Green Bay school system. I am working with high school students who are at a 3rd or 4th grade level in reading, writing, and math.
- Better schools in GBAPS

- Greater coordination of workforce development/career resources to reduce/remove barriers for folks seeking employment opportunities
- tackle the environment issues we are facing
- Continue growth in festivals, farmers markets, community activities
- More affordable housing for lower income
- Affordable Housing option
- Provide more affordable housing for low/middle income
- improve perception of police force
- Improve schools
- Less health department interference
- Safer environment for inner city GB
- Greater focus on inclusion events versus larger "same old" events
- Solutions for homeless families that include children
- More collaboration among the many nonprofits
- Invest in mental wellness
- Public school restructure
- Shopping
- Have 'minority owned' businesses come up with housing solutions
- Establish task forces where members of the community can provide feedback on issues
- Better and higher paying job opportunities for young people.
- more farm to table options
- More people with post-secondary degrees
- Alcohol and drug abuse
- Look at Brown County more as a metro area as opposed to silo communities
- Continue to foster a business environment that will allow larger businesses to grow and thrive
- More shopping opportunities
- Keep working on the downtown area.
- Our communities would see the incredible value of our education system and our teachers.
- Continue to provide attractions for young adults and families
- We are a very well off area but we need to realize we do have a poor population more than we all may think and we need to provide more options and help
- Expand early childhood nutrition opportunities
- Communication around the strategic plan for areas outside the city of Green Bay
- More opportunities for mental health in our community
- Stronger support system for our local nonprofits and more connection between them to move families and individuals out of poverty

- Better food accessibility in urban areas
- Support ailing non-profits as a result of the pandemic
- lower taxes
- More (newer) BIPOC leaders involved in the future of the community development, investments and new opportunities.
- Improved support for education (primary and secondary)
- I actually have two here; 1) Rightly so, we worry about children and learning to read. It will affect the rest of their education. However, part of the problem is parents who cannot read well. How can they assist their children? We need a larger focus on adult reading capabilities. From my understanding the Literacy Center's focus is for people who are new to the United States. Maybe evening/Saturday reading classes should be a goal, through the schools, churches, community organizations, YWCA, YMCA, Boys and Girls Clubs, Park & Rec. Depts., the more availability the better. 2) Civic responsibility, volunteers are needed. I have heard that when the local high schools required students to put in a required amount for volunteer hours as a graduation requirement, it was the parents who complained about it. Apparently they were unaware of the requirements their children needed to fulfill.
- More retired communities
- Focus on a sustainable food system
- Build collaborative leaders across industry and government
- Better definition of the roles and responsibilities of the public and private sector related to health care and services to vulnerable populations
- More support for vulnerable populations
- Spot light locals businesses on the news
- More bike friendly
- More for young families to do
- More emphasis on sustainability/environment
- more cultural community events
- Let's make sure we understand the economic levels which need to be pulled to ensure we remain a growing and vital area.
- More openness and inclusion towards people who did not grow up here.
- More jobs for people of different abilities. And make Syble Hopp School open to Brown County residents who also live in Green Bay. How offensive is that?
- More cutting edge technology adoption
- Health inclusion in all policies
- Engage churches to deepen their participation in the community
- transportation: bussing to be more efficient, downtown parking has caused so many problems for people that they do not desire to come to businesses downtown.
- Elect officials who are more representative of the diversity in the community

- Increase in outdoor activities, outdoor markets and less fast food and bars
- Employment Support
- Create a wider variety of cultural opportunities (Not all festivals with drinking features)
- retain young professionals and university students
- Pre-school education
- Continue public discourse on diversity within our community.
- Improve access to health care for underserved population
- Fix the roads
- Push to improve education of populace
- additional entertainment and dining options
- Less divisiveness, maybe through more communication opportunities
- Harsher laws on drunk/influenced driving (specifically multiple counts)
- Decrease overall focus on alcohol
- more true collaboration among government, non profits, funders, businesses to address the issues in our community, less silos and groups working on the same issues but without talking with others doing the same thing
- increase desirability of living in Green Bay city limits
- More affordable and accessible childcare
- More options and opportunities for our youth and young adults
- Reduce alcohol dependence for social events
- Increase entrepreneurship and investment in our downtown districts.
- Encourage refugees talents and skills through business
- Invest in and support need-based childcare resources.
- I would continue to emphasize the efforts to create more inclusion and diversity in our region supported by employment opportunities, housing opportunities and cultural curiosity by all.
- Increased access to mental health services for adults and youth
- more cultural diversity acceptance
- Government leaders who are moral and ethical individuals
- improve childcare access, quality including in summer
- Work toward justice and unity, especially political divide and rancor
- open discussions w/public about Addictions/Mental Health-Preventative Programs/PTSD Programs
- Look at Iceland program for reducing AODA issues.
- food programs for those in need
- more activities for younger single people
- Better neighborhoods
- More affordable housing

- Financial Literacy Education for Youth
- Continued improvement in evolving in diversity, equity and inclusion
- Collaborate business, government, education on improving our start-up ecosystem infrastructure
- Collaborate with Greater Green Bay communities to develop a vision that supports the suburban areas. (i.e. Broadband across the county)
- Improve quality of schools in low income communities
- Better coordination between municipalities
- Increase education about social determinants of health
- improve public transportation
- enhanced commerce -- we can do a lot better; create more business opportunities that are progressive and grow our local economy
- More indoor activities during cold weather
- more support for public education
- Safe, affordable housing
- Increase route maps and have more affordable available transportation systems available
- more opportunities/events for people from different backgrounds to get to know each other and interact
- More free recreation spaces
- All assisted programs should communicate together. Too many people cheating the system.

Question 33: Please rank the following in order of importance, “1” would be the MOST helpful in moving Brown County forward and “4” the LEAST. Other:

- don't become a city with "Milwaukee problems"
- low cost mixed housing
- non profit collaboration
- add passenger rail
- Support changes in the education system
- Improve Schools
- Address housing issues- affordable housing for all
- Create a better plan for addressing the needs of homelessness in our community
- Create a plan for affordable living wages
- race relations training
- Create more diverse leadership teams within the community (elected officials, boards, committees, etc.)
- Education
- Interventions to help struggling K-8 students, especially POC
- Create community wide inclusive mindset
- affordable housing
- Improve public education
- Do work to embed a more antiracist culture through education, actions, and coaching
- Public Education
- BIPOC fund/Incentives focused on creating new business/industry
- Invest in D & I with metric based learning. Teach bias recognition.
- improve quality of life for County Employees
- Sustainability initiatives
- Including access for people with disabilities in all the I-4.
- Invest in public/private education participation and attainment
- prior listed items-Will help people to see WI as a long term retirement area-To keep Strong Professionals in Green Bay
- Closing the Economic Gap
- Public Education
- Create county-wide DEI educational opportunities

Question 35: In which of the following Brown County communities do you live?

Other:

- Rockland
- Town of Green Bay
- Kewaunee
- scott
- Rockland
- Pittsfield
- Lawrence
- Town of Scott
- Town of Lawrence
- just North of Brown County, but activities and life centered in GB
- Town of Green Bay
- Scott
- Lawrence
- Lawrence
- Door
- New Franken
- Lawrence
- Lawrence
- Lawrence
- Pittsfield
- Door County
- New Franken

Question 38: What is the one most important action that community leaders must take to ensure that our community remains successful in the long term? You probably have many ideas which may or may not have been listed above. Please list the ONE thing that you feel is most important.

- Improve the ability to attract and retain young professionals in our community
- Having an open mind about people unlike yourself, proactively learn diverse and inclusive ideals to ensure equality
- Education and job training
- Community leaders at various levels need to develop plans to move the community forward and broadly share those plans. IF there are plans at the county, city, or non-profit level in place for homelessness or poverty or education or the waterfront development, it's not clear what those plans are and therefore it is difficult to support those plans or align to the plans.
- I believe it is vital that community leaders in Brown County look at more ways to effectively assist those residents who are often "left out" of the conversation regarding bettering our community. The poor, racial minorities, the disabled, the elderly. Our leaders need to more effectively search out the opinions of those in ALL of these categories before making decisions that will affect the community.
- Growing and diversifying local/regional economy with jobs that pay a living wage.
- It is important to have organizations that bring people together continue to work on the issues of the region where a variety of voices are heard.
- attract and retain talent
- Don't allow the area to eventually experience the same problems as big cities and that is what is happening. I am originally from Boston and then Milwaukee and I am seeing Green Bay slip into the problems that plague those cities
- I feel the most important issue we face in Brown County is drug and alcohol abuse. We need to stop this abuse and it will trickle down to other crimes. My understanding is more crimes are committed because of this abuse. And more unemployment because of the inability to pass drug testing.
- Retaining our young adults with good paying jobs. I have 2 collage age kids and they and their friends do not have much hope to find a career here in Brown county. Unfortunately I do not know the solution for this.
- affordable housing
- Equal access to physical and mental health care
- get our children back in school. GBUSD is failing our children. Follow the science, not the teachers unions.
- Help community accept and appreciate racial differences and minimize negatives of poverty, gangs and poor job opportunities for non-white residents.
- Economic development

- We need greater cooperation/less redundancy in government, education, health care, social services, not-for-profits. This would allow us to become far more efficient w/o compromising outcomes, proving resources to be directed to pressing yet underfunded community needs.
- Attract and retain professionals
- Work together, public and private, to solve real problems
- address all of the children that have lost a year of education, especially in the low income neighborhoods because of Covid-19 because of lack of support in the families, access to technology and increase of abuse in the homes. I am afraid that there will be irreparable damage to these children in achieving future goals.
- safety of residents - too much gun and gang violence throughout the city and not enough support and funding for the police department.
- Make Green Bay a fun - Hip happening place- for all. Football is the base, then festivals, Arts, Displays, Winter Activities, Bike trails, alternative uses in Parks - Frisbee Golf, Adult Leagues, etc. Also, some should be race based.
- Providing housing, livings wage jobs and opportunities for all demographics.
- Local govt's listening, validating, and executing the needs/feedback received from their community.
- Attracting and retaining young professionals
- Expand opportunities for affordable technical education.
- Make community attractive to young people.
- Improve the quality and quantity of cultural and lifestyle amenities.
- Create a community-wide, coordinated approach for supporting homeless and/or low income families.
- Reimagine what it means to be deemed a "community leader" and mix up the makeup of some of the bigger initiatives in the region. We need more people that aren't C-suite level at the design phase of the work.
- Public/Private collaboration
- Stop enabling the people coming in from other communities for housing and other basic needs. If you go past St. John's park there is a MESS and all these people won't stay at shelters that have rules and wait until the other shelter opens and that shelter is a point of contention - they duplicate services, take resources, lie about what they do, and pamper people which draws even more to the community. If we would look for organizations that really are leaders in doing good to help city officials and funding sources we might have less problems.
- Continue to engage the public for feedback for better decision making that is inclusive and transparent
- tackle racial and political divide

- Expand all efforts to educate and retain diverse populations. They will be significant for the future of the greater Green Bay area.
- Economic Development
- mental health -- prevention & care
- Inclusion of diversity and cultures
- Recruitment and retention of young talent through attention to continuing education, good jobs, lifestyle amenities.
- We need our municipals to come together, merge, and collaborate - we don't need the number of silos we have in terms of municipalities - shared services, leverage resources
- economic development
- Diversify the regions population (religion, race, culture, lifestyle, etc.)
- Support the business community to allow them to create jobs for our citizens.
- Be nationally competitive in business innovation and growth!!!!
- Economic Development
- Collaborate. We waste precious resources fighting for support and money when many services overlap in the community.
- Working together
- Find creative and meaningful ways to invite and involve young adults and people of color to the planning and visioning for this community. The typical "are you interested, join us" approach doesn't work for persons not used to being asked for their insights. Leaders in the different communities should be asked to "buy into" the effort and then convince their peers. Until now surveys, questionnaires, reports still seem to get responses from the same basic group. There should be a concerted effort to bring together a few leaders from the Latino, Black, Hmong/Asian, Somali residents--and their youth-- to specify ways that they can get more representative feedback from their communities.
- Making sure that all races in our community feel safe and feel like they can make a positive impact in our communities.
- We must ensure that all of the infrastructure is in place to create high quality jobs, early childhood education 1-3 years old, robust entrepreneurial ecosystem, high quality education system ensuring STEM capable, community and regional infrastructure in place that sustains young talented workers.
- Collaboration for strategic align to address the needs of our city
- Implementing a "Complete Streets" plan that is county based will promote a kinder, safer community. Planning for integration on a regional basis of the reintroduction of passenger rail will ensure that we can compete with the larger cities for talent in the job market. Promoting higher density housing will interface well with a focus on mobility.

- Be Progressive and look to the future, getting stuck in a rut will cause failure to move forward in our thinking and planning.
- Action needs to be taken NOW to tackle affordable housing and the growing homelessness issue. Someone needs to take responsibility and accountability for it. Stop working in the same old system with the same people that are not having an impact. Step outside the box, shake things up. A collaborative effort between nonprofits, the community, businesses and the mayors office is what is needed. Other communities have done it, we can too. Get rid of the egos, sacred cows, and get some fresh blood that is not afraid to take a needed leadership role on this issue. There are resources in this community that can do this! We are stronger together, so let's act like it.
- Political leaders need to focus on the good of the community and personal agendas. Leadership also needs to turnover more
- Open minds to change
- focus on ways to build a more inclusive community of diverse cultures so that people of all abilities, races, and ages are supported and feel safe and a part of our community.
- Our community has to work hard at making our community a more accepting community of diversity., racial equality, less partisan politically. It must be a community of love of neighbor where all can be included.
- Too many non profits that deal with housing, get them together to not duplicate effort
- Work together and be inclusive in decision making. Avoid making community decisions political- make the right decisions based on what is best for the community.
- I strongly encourage an increase in the interaction between business and government in solving community issues. Businesses can provide a strong platform of support for the current workforce and their significant others and be a source of support for change as needs shift in the community. Stronger businesses provide more jobs and income which translates into a more vibrant community.
- Think and act more as a region, promoting a greater Green Bay extending to the surrounding counties
- Keep our streets safe.
- deal with poverty systemically.
- Removing barriers for persons in poverty to get ahead
- To bring in high paying quality jobs that provide opportunities for families to thrive.
- Continue to provide quality education that prepares students for the jobs that they want and that are available
- Protect the environment.
- Continue excellent education for K-12.
- Mutual respect for all people and property. Tolerance for differences in opinions.
- Leaders work together to make the region better

- Increasing the level of community engagement with the opportunities and challenges of our community. This would increase the level of volunteer engagement.
- Promote education opportunities beyond high school for students. The number of minority students going on to college i.e. NWTC etc. is decreasing.
- Elect a mayor that is truly in touch with the needs of the community.
- Property values are being negatively impacted by the quality of education in Green Bay
- Green Bay is a special place. We need to spread that word and to encourage an appreciation for how unique we are.
- Make sure BLIGHT is addressed.
- Not only root out discrimination and racism - but take action to close equity gaps in leadership, education, housing, employment, health, etc.
- Focus on pre-school prep for success in school
- Continue to promote a strong economy (businesses that pay self-sufficient or even excellent wages)
- The most effective form of social justice is a well paying and fulfilling job.
- Hire/promote/recruit for diversity
- Community wide understanding of the causes of homelessness and proactive plans to aid the community in developing new methods to address and support.
- Housing! We need a solid plan for affordable housing. We need to be able to not only have jobs and activities for both young and old, but there needs to be places to live and grow in the community. There also needs to be accessible housing for persons with disabilities. Important to be an inclusive community for everyone regardless of race, age or abilities. It would help if we could help address income inequality and not separate neighborhoods by your social/economical class.
- Making sure we build enough affordable housing to meet the full need
- Build and implement opportunities for individuals from underrepresented populations to gain relevant skills and further their education in the area. If we shift the focus from recruitment of professionals of color from outside the community instead to retention and building up of those already here, we can diversify our workforce and empower individuals to become more financially stable.
- Developing more recreation and restaurants on the waterfront. Outside seating and activities for all times of day. Coffee/breakfast spots.
- Local government and businesses need to prioritize whether this region should become the upper Midwest's Las Vegas with a sports district, professional football team, casinos, tourist destinations, etc. OR expend efforts to increase manufacturing and light industry. The two visions are not mutually exclusive, but priorities need to be made. It was the latter vision that served this area for generations and made possible what we enjoy today.
- We have to embrace the nature around us.

- Local government leaders need to collaborate more, create meaningful outcomes and take employee recruitment and retention seriously.
- Focus on the needs of families including high quality education
- Make sure citizens within the lower economic segment are well represented within this survey. Past surveys seemed to represent the perspectives of the traditional white middle and upper class citizens, and not representative of the community at large. I share this with full understanding how difficult it is to accomplish this.
- Open the schools. develop a long term plan to catchup all the education that has been lost in the past year in our K-12 schools
- Promote fitness, improve roads and trails for exercise
- Would love to see early education made a priority - affordable, quality care that supports workforce development and families. Especially during this pandemic, it is obvious how important quality care is for parents AND children. How can parents work if they have no care options? How do they work from home with young children to care for and educate? How do children best learn and develop their brain potential if not in an appropriate environment?
- Respect and support our police.
- More collaboration between organizations to achieve better results
- Work together for the good of all - there is simply too much divisiveness. We MUST come together with support and respect!!!!
- Diversity is here to stay, our white population must understand we live in the 21st century...we must instill diversity awareness in our youth in our schools...Longtime GB residents, those who have lived here all their lives, don't get it.
- We need to address the shortage of housing options for low income families and individuals in our area.
- Make racial diversity top priority and acceptance of people of other colors, races and religions. I know people of color in professional roles that are considering moving to Appleton as they feel it is a more inclusive community!
- We must strive to make our leadership more reflective of the diversity of our population. By incorporating more diversity in all conversations, actions and priorities will be clearer and stronger.
- Attention to the collective mental health of the community.
- Creating a safe and healthy community
- Green Bay's waterfront
- Infrastructure
- Develop a culture of inclusion in every facet of community, public and private.
- Working together - being respectful, compromise for the good of all. Get rid of infighting at the City and County level. Collaboration and being humble in the process

vs. the idea of only a couple people know what's right. Get input form the community and give it true consideration when working on what needs to be done.

- Affordable Housing/Poverty Reduction Initiatives
- I am looking for Community leaders to be collaborative in addressing both the short and long time needs of the entire community. Community leaders best serve the community by looking at the “total return on community” rather than the focus on the growth of their organization.
- Acceptance of everyone, especially minorities.
- As a resident of the Village of Pulaski, we do not get the Brown County Services that other neighboring communities are offered.
- Strength & Leadership in local government City needs a new Mayor badly....
- Ensure the leaders are listening to their people. Sometimes the best ideas come from grass roots.
- Affordable Housing and jobs for the homeless or impoverished individual's.
- Increasing efforts to collaborate within the region and between sectors will be the most important way to create capacity and best utilize our available resources and knowledge.
- Decrease political polarization, scapegoating, stereotyping and fear.
- Increase collective impact of business/non-profit organizations
- Create a community culture that supports, celebrates and provides opportunities for ALL individuals. There are still far too many barriers for success for individuals from marginalized populations.
- Increase in listening and collaborating with others despite differences
- Attracting jobs with higher pay. This has to be a community that people want to move to, not just relying on locals who have never left.
- Need to develop a comprehensive post-pandemic action plan that energizes and enlists the community to move forward, establishing new working relations among private and public sectors.
- Quality Healthcare (to include; mental healthcare) accessible for everyone
- Find common ground in political scene in order to get things done!
- Healthy Living
- Its important to keep the violence and gang talk out of the schools. And add mandatory mental health assistance in schools.
- Education at all levels must grow and improve. K-12 must have better students graduating and higher percentages and our post secondary schools need to increase overall numbers to provide for stronger workforce pipeline.
- Environment - clean air and clean water
- A collaborative approach to identifying and addressing issues in the community is essential to seeing movement in all critical areas.

- Relatively high dropout rate, especially for students of color and for students from single-parent homes and financially struggling homes, is a looming threat. Given today's labor shortages -- especially shortages of high-skill workers -- we need every K-12 student to graduate from high school prepared to enter the work force. Not to mention, the toll on crime rates and health/mental health issues associated with poverty and broken families when you have a seemingly permanent "underclass." The Green Bay area needs to avoid the fate that has befallen too many large American cities that have a wealthy suburban-dwelling professional class but struggling older neighborhoods.
- Connecting neighbors and neighborhoods so that people feel a sense of community.
- Affordable housing
- Bringing more high paying jobs to the area. If you do that, the benefits will cascade down to the other areas on need.
- Increase diversity at all levels of government leadership. We are no longer a small, rural community and need to recognize the changing nature of our society.
- Term limits for city and county government positions.
- Supporting lower income families with basic needs including education, budgeting, childcare, and jobs with a viable wage.
- Green Bay and DePere to work with the rest of the communities including Brown County exec.
- The need to help non-profits, government, education and business how to look for signals of change and develop techniques for long term planning and implementation in their own sectors, among each other and for the community as a whole.
- Put aside partisan politics and find common ground to address public health crisis.
- Supporting mental health awareness and accessible affordable qualified professionals that can make a positive difference for these individuals lives.
- We need to have young professionals want to stay here for challenging employment and to maintain the desire to raise their families here.
- Leaders need to commit to working together and end the political divisiveness that has been increasing to extremely detrimental levels.
- Improve the quality of life in area to retain younger professionals to ensure the economic future.
- This is an area that's easy to live in if you know people and have connections. A real foundational embrace of diversity and inclusion needs to be made to truly transform this community.
- We must work to become the "best small community in America". We need to provide all the elements that will attract families, young professionals, etc. to want to live and work here.
- Affordable housing options
- Attract young professionals to the area and get them involved in government.

- It's critical that our leaders think regionally and not shy away from bold ideas.
- Putting party politics aside and tackling the pressing issues here in Brown County
- Competitive pay to keep the people that are educated here stay here and become engaged members of the community.
- We need to address the needs of the most vulnerable in our society
- Safety
- I think the GBPSS is failing kids thru Covid. There are many non quantifiable consequences that will emerge over the years. Anecdotally I hear many parents upset and feel teachers are not putting kids 1st. Health care workers have figured out how to be safe and do their job and I think teachers are not doing so
- To elevate the work of inclusion, equity and access by providing opportunities for all members of our community, especially the underserved, to be successful in areas of wellness, employment, basic needs, safety and quality of life.
- Equality issues - race, gender, LGBTQ status, etc.
- Diversity
- Figuring out how to continue to improve the inclusivity of this area and how to retain young talent.
- I urge community leaders to take steps to create the ideal Green Bay, even if it feels like it will be unattainable. Ideal would be an economically thriving city actively promoting cultural events, promoting the strength of diversity as people connect, getting the community healthy, and providing every opportunity to enjoy large events and the arts.
- Our leaders need to learn to work together to solve the problems that our county is facing. I am often embarrassed by their behavior. I am also extremely disappointed with how the County Board handled the coronavirus. When Governor Evers hands were tied regarding a lockdown, they should have taken it upon themselves to enact mandates on a local level that would keep Brown County residents safe. It's obvious that the tavern league governs our county as well as our entire state.
- The only reason I say excellent in your trick question survey is so "leaders" stop spending money in these areas that government has no right to be in
- Collaboration and communication. Transparency.
- Treat systemic racism as a public health, business health, economic health issue. Too many people speak about it, not enough are involved and fighting it.
- We have to look at child care and access to quality child care as an economic development issue.
- Workforce development for young professionals in particular
- Alignment
- Greater conversation promoting diversity with Neighborhood initiatives
- Leaders, especially at the local level need to continue to invest in their infrastructure (parks, roads, community centers).

- Get diverse leadership in positions where they have a voice (non profit boards, govt agencies, business, etc). Create a sense of urgency to build relationships and support communities will be needed to make this happen. STAY with it - through the ups and downs, doing something and not following through for the long haul could be extremely detrimental.
- Attracting and maintaining a quality base of young, professional leaders.
- Collaboration and partnership
- Promote racial and social justice
- Collaboration and working on important priorities in a collaborative, collegial way. The current divide and conquer/win lose approaches we have seen at the state and federal level must not infiltrate our leadership community. Focus on the problem-not the person. EWe have the energy and intellect in our community to solve major issues if we listen to one another and identify a direction that gets our community to the goal.
- Programs for all age groups
- Develop a creative, well-rounded plan to address intergenerational poverty to create opportunities for the most disadvantaged members of our community.
- Strengthen quality of life through cultural amenities - live music venues - art - attractions - will also attract visitors to our area - they bring money with them!
- Keep doing activities to bring our growing diverse Community closer.
- Bring our community together after the last four years of our country's political polarization. Work together collaboratively to support all members of our area communities.
- I truly feel that untreated mental health issues are at the root of many of our problems: poverty, abuse, etc.
- Work together to create programs to assimilate english as a second language residents and help them with opportunities to obtain family supporting skills and jobs.
- Think long term
- Focus on the school system and at-risk kids. Emphasis needs to be placed on changing the direction of getting kids out of poverty through good choices and education.
- Health and wellness for families.
- Promoting diversity
- We need to be actively seeking out and lifting up voices from our residents who are Black, Indigenous, and People of Color. Our growing diversity is such an amazing opportunity, but at so many organizations I participate with -- especially local government -- BIPOC voices are not included -- or not included enough -- and I believe it's a missed opportunity if we don't begin to better include these diverse voices and perspectives in leadership positions throughout the county. To be clear, we have some amazing BIPOC leaders doing great work here in Brown County, but there are still too

many spaces and organizations that have leadership that is almost exclusively white, and I don't think this reflects the reality of the county.

- Strengthen our public schools to assist students for successful learning outcomes - especially as we deal with the pandemic.
- Invest in BIPOC communities increasing competency and value related to building and wealth.
- Provide an open and inclusive community that welcomes everyone regardless of their beliefs and affiliations. Avoid polarization like the plague.
- Diversity in smaller communities! We need more people on boards with new ideas!
- Working together to address issues that reduce inequality
- We think our region is inclusive but it is not. It is welcoming of difference, only if that difference falls inline with the established hierarchy - not to expand it and adapt it.
- Supporting initiatives that promote equity amongst all community members
- Developing a shared vision for the community that is formed by the local elected officials, non-profit leaders, and business leaders.
- Encourage unity among political parties.
- Improving relationships and support for our families of color and families living in poverty
- Continue to embrace the changes that will occur in Green Bay related to diversity and the increasing advancement of technologies - new businesses/industries that will be created through the efforts of Tittetown Tech, etc.
- reverse national image of Green Bay as frozen, over weight and drunk
- Would be great to see a balanced approach, where we don't swing too far to "fix" one problem, and leave others to fester. Are there racial equality issues in this area? Sadly, yes. Is that THE most important aspect of our overall wellness? Not in my mind. (Thought I am not a person of color.) How about a balanced approach ... this survey will be a great tool to get the perspective of the community. Let's have an "and" approach ... how do we best approach the all of the issues identified (and hopefully there is data beyond the input from this survey) without jumping on the latest bandwagon that news coverage would have us believe is the issue?
- Be more proactive. Safety net services are needed, and we need to have a greater focus and investment in preventive strategies. Look at changing policies, systems and environments. Otherwise, we will continue to cycle in putting band-aids on issues preventing people and our community from thriving.
- Create a cohesive community. There are too many smaller communities in Green Bay, which are constantly competing with each other instead of working together.
- Economic Development activities to support higher wage earning jobs

- To look not just at the perceived symptoms of concerns in our community, but to dig deeper to identify the root causes (basic economic stability, racism, and more) in the social determinants of health.
- Bring the railroad to Green Bay and reconnect Milwaukee and Green Bay. The opportunities would be limitless...medical professionals would see culture available-easy commute to head to Chicago for arts ie: opera. Young professionals have further educational opportunities available beyond Brown County borders. It opens up economic development from the obvious connection to Lambeau Field but goes beyond that with the connection to Door County. Winter sports become an easy access...hotels, car rentals, restaurants etc. are desired...overall tourism expands. Businesses no longer feel isolated...the list goes on and on. Also has environmental impact....this could be a game changer for this entire arena.
- Serving the homeless, low-income, fostered/aging out of foster care.
- Bring as many voices to the table to solve problems. Engage the various communities to collaborate on solutions. This diversity needs to be represented in local elected officials and boards of directors.
- provide long term, stable, housing opportunities
- Community leaders must work together. We have a very high level of healthcare in our county, but the big 3 (Prevea, Bellin and Aurora) do not seem to collaborate. Looking at the leaders from all sectors, I believe to truly have a great community they all need to work together.
- Strength of our economy solves many problems and issues. There needs to be a lot more available resources through Social Services to support our community.
- Integrating a variety of demographics into the community through basic needs, cultural understanding and opportunities, and in daily life (integrated neighborhoods, business employment, etc.)
- Right now I think it is helping our small businesses get through the economic impact of Covid.
- Private/government/ non profit cooperation to assist those in need
- Invest in programs that promote job growth.
- Collaboration and no duplication of efforts or competing for the same pools of funding.
- Invest in supporting the infrastructure needed for a thriving economy. That will provide the resources needed to address many of the other issues.
- Infrastructure, particularly longer-lasting road repairs.
- We must predict the long term impacts of the pandemic and be proactive in reacting to them and mitigating the negative impacts that could result.
- Being creative to support initiatives - work together for the common good of the people and the community

- As our community becomes more diverse, we must find ways to encourage that diversity and broaden our efforts to support the whole community, not just certain demographics within the community.
- Continually communicate to the general population that the community needs to be deliberate in creating and maintaining a vibrant community. People need to listen to each other; appreciate differences; and collaborate together to achieve what they want the community to be.
- Stop cutting taxes to save a buck now and sticking future generations with the bill.
- Be proactive about making sure we're competitive.
- Economic poverty and the various problems it brings to families, children and the elderly.
- We must work together
- Recruitment and retention of young professionals. This will drive the other things that seem crucial- innovation, excellent schools, continually improving recreation and arts.
- I think to be viable long term, we must invest in a public transportation system that is accessible to all. Transportation is an equalizer. Residents with disabilities could access more employment opportunities, our residents with no car or youth with no ability to drive yet, could get around and access resources and employment opportunities. We need to look at ways to connect our far east and far west sides of our town via speedy, reliable and efficient transportation. Something that also connects and draws students from UWGB, NWTC and SNC campuses into our Green Bay downtown so we can continue to revitalize that area and build up. In a dream world, I would love to see a street car system running down mason and across Monroe and Fort Howard/Broadway streets.
- Look outward to the most successful models across the world that excel in labor, healthcare, social protections, tech access and education policies. Currently the US does not rank as first in any of these categories.. If Brown County were to create an environment that is globally competitive it could capture more of the young professionals and build a stronger more sustainable economy.
- I would rather see one change in the philosophy of our community leaders than one sole action. Which would be the thought that by creating a better economic and living environment for those who are marginalized and living in poverty you are in turn creating a better economic and living environment that will benefit all.
- Attracting and supporting expansion of businesses
- Addressing the low-income housing needs.
- Our local government and lawmakers must find a way to work together in the best interest of the people in this region. The animosity by county supervisors toward public health during the pandemic has been tragic. A spirit of collaboration would have been so much better for our county.

- Affordable accessible housing.
- To allow the public good to be the most important factor in all decisions-not business, personal interests, or money.
- Pride in our county/city needs to return. The atmosphere & aesthetics are very important. A beautiful, calm, inviting and warm city will attract families and businesses in the future and beyond. Clean up our streets. Plant trees, etc and create a place where healthy, happy, contributing and valuable residents can thrive.
- Develop a better survey. Some of these questions are poorly worded - for instance, framing inclusion of women and people of color in leadership as if it is only whether they choose to participate rather than naming barriers to participation. The one important action is to address institutional racism in across domains in the county - education, housing, employment, health care. This will help to retain more youth in the region, improve educational outcomes, provide safe and viable places to live, and improve the economy. But having majority-white, middle-and-upper class decision makers is not the way to solve this problem.
- We must improve participation, achievement, and degree attainment of education at all levels and all sectors. Better cohesion among primary, secondary, and higher education is essential as is collaboration across sectors of public and private.
- We need to keep professionals here and in order to do that we need to have a community that helps them see themselves retiring here. Family Foundations, Connected Community seen in the Public eye, Open discussions on mental Health, and elderly/children who are well cared for and looked at as priority; with dignity and respect. Substance Abuse/Addictions/Physical/Sexual Abuse; needs to be addressed publically; as it is very active in our community. In order to do so, we have to be open with the public without shaming those struggling with addictions. In order to thrive, we need to diversify and add additional culture to inspire this community to move forward with progress.
- Elected officials work together to come up with solutions and support each other
- Ensuring the development of families in the area supports the growth in industry in the area. We need to have the jobs to support the families to continue the growth and expansion of our communities as well as bringing in the professional industries to keep our communities alive.
- To bring all minority groups together for the better of all..
- I'd like to see leaders do some long-term thinking as we begin to come out of the pandemic. My work is such that we were turned down for assistance because we didn't provide an immediate resolution to the pandemic (food, clothing, mortgage assistance, etc). It is absolutely understandable that this was the case. However, the work we do could absolutely lessen the negative affects of future challenges. It would be great to have some support set aside for more future focused organizations.

- Addressing our serious gap in quality mental health services availability to ALL who need it regardless of income, race, social economic background.
- Expand efforts to increase jobs that pay high quality wages and salaries
- Truly listen to the residents of Brown County when planning. To grow our area we need to have a bigger vision instead of trying to keep Brown County the same.
- We need a county wide collaborative planning approach that encompasses development of commercial/industrial and housing to meet the needs of a growing and evolving business and resident population. It often feels that communities within the county are competing with each other and we take a scattershot approach to development. The consolidation of public safety services into a unified entity should continue. Downtown Green Bay development is still showing only modest success. The need to develop the Monroe corridor as well as the former Port Plaza/BayLake property could be a critical step. Downtown housing needs other services besides bars/restaurants. No grocery store. We need further waterfront development and the move of the coal piles could be a critical next step. We should demolish the Mason Street bridge and rebuild at grade to reopen those neighborhoods which were broken up by the bridge. Ditto for the Ashland Avenue overpass. Tear it down and reopen the neighborhood.
- Inclusion for all
- Connected efforts the the community coalitions. Organizations cannot work in silos to address the social needs to the community.
- Community leaders must create a common/shared language and safe opportunities for addressing the disparate impact of racism and other oppressions on the growing number of minority community members.
- It is important to develop exciting opportunities for people to come to and live in Brown County.
- We need more art!
- Ensure that all residents of Brown County feel they belong here, that they are welcome here, that they are recognized as contributors to their community.
- consider the possibility of connecting our largest Midwest cities (Minneapolis-Green Bay-Madison-Milwaukee-Chicago) via train system to 1.) grow our region's economy and enhance its position; 2.) address environmental challenges in cutting fossil fuel emissions; 3.) facilitate a greater exchange of ideas, talent, etc.
- Attract and maintain young professionals
- Inclusiveness and equity for all regardless of race, gender, socioeconomic status, or orientation.
- Transportation services need to be expanded to meet the need of the growing communities and where residents are living. Housing is expanding but this housing is expanding in areas that do not provide a city bus route or are on a route for other door to door transportation providers. If employers need employees, these employees are

living in areas where there is no transportation, how can they get to work. And how can these residents participate in any recreational activities as well.

Question 39: Is there anything else that you would like to say regarding the quality of life here in the Brown County area?

- The current condition of k-12 education in the brown county area is concerning.
- In general, Brown County is slowly improving and meeting the day-to-day, most urgent challenges the county is facing. However, more proactive steps need to be taken to better serve ALL the residents of our growing community.
- I think it is a great place to live and work.
- I believe that it is gradually slipping. i.e. it was "better ten years ago.
- Please help create more outdoor family and adult friendly activities
- Mental health is a growing issue and I think it is going to get worse with Covid 19
- Great educational opportunities
- It's generally far better than we "locals" may realize and I've noted some significant advances over the past decade! That said, it can certainly be improved and we must constantly strive to do so.
- It is still very provincial; if you weren't born here it's hard to make inroads
- Great place to live, but we can get better.
- We need real affordable and accessible housing and someone needs to dive into the unacceptable care and options for long term residential facilities.
- Somehow change the focus to US and not ME - not sure how to do that. We need to think about our obligations as a community, not focus on our individual rights.
- Embracing and encouraging acceptance of diversity is slow going; would like to see more leadership in this area.
- Community leaders need to lead the way in welcoming and appreciating diversity before we become a hardened community.
- Quality of life will only get better when we speak clearly and directly about the things that ill us. We also need a commitment from local media not to engage in sensationalized reporting of events and topics that can be touchy.
- No
- The previous mayor was great at improving things like the downtown and other districts in the city. He was seen at many events and lead the way on so many initiatives. He had respect for leaders that in all business that support working hard, that knew what it was to do things the right way. The current mayor has been terrible through the pandemic and through all the racial tensions. He doesn't care that the catholic homeless shelter is making the city a dumping ground. There needs to be more done with mental health...the county needs more resources. There really needs to be more to do.
- Been a great place to raise a family!
- Brown County is a safe and beautiful place to raise a family-if you are white. Our parks, waterway, low unemployment are all very positive. Older adults and adults with disabilities are not always able to enjoy all Brown County has to offer due to

transportation limitations and accessibility issues. It has been encouraging to see younger diverse county board supervisors run for office so decision making and priorities will shift-we need even more women and people of color to sit in decision making chairs.

- I feel that there's a lack of children and youth recreational events and places in Brown County.
- Political divides are worsening and we must learn better ways to communicate, respect and live with one another. We are "the battleground of the battleground" and it is beginning to show. One of the important things that always brought us together, no matter what, was the Green Bay Packers. Now they, too, are being used (by both sides) to divide us.
- It's a great place to live
- The Green Bay Mayor needs to divorce from partisan politics. It's hurting our community.
- The area has tremendous assets and future opportunities. The downside I have noticed over the past 20 years of living here is it is very difficult for new residents to feel accepted socially by residents whose families been here for one or more generations. I have also noticed that the majority of individuals in leadership positions seem to be catholic, particularly for elected positions (former catholic elected officials seem to promote other catholic citizens more than citizens of other religions or no religious affiliation to run for office). This stifles diversity of thought and culture.
- Great place to live and to raise a family
- We need to work on equity.
- I have lived here all my life, worked, raised a family. The number and type of individuals that continue to come into our community seem to be the ones causing most the problems. Those who are arrested for all types of crimes have not been in our communities for a long period of time. Riots for the first time have appeared in Green Bay with damage being done to businesses. Government gives too much stuff to those that do not deserve it.
- I love this community and find it to be very caring and generous. The many agencies and service providers are truly committed to the best interest of community members. But I do believe that the average person who feels safe here could be invited to offer even a short-term commitment to helping the community improve even more.
- I love living in this area, but I do see room for improvement.
- I feel that we have been talking about improvement for many years. I see only a small amount of progress. We need young professionals to tell us what it would take for them to settle here. That should be the starting point. Those of us who have been in this community for 30+ years are too comfortable and less likely to see the need for

change. The best we have to offer relates to the next alcohol serving establishment opening.

- Brown County has been a great place to Live for my entire life, I travel around the state for work and I feel at home when I com back to Brown County.
- I very much appreciate the change in leadership in the Mayor's office. I believe that there is more cooperation and willingness to acknowledge and work on issues that we have in Brown County. Additionally I think the work that the United Way has done recently to adopt and work toward the goal of getting people housed in our area is a step in the right direction.
- BC has done a good job thus far but continued growth from this point forward will require an enhanced community vision and it is a shame that some of the government officials have yet to grasp the good of the community as the primary goal.
- I do believe that Brown County has many good people who very altruistically are working very hard to improve the quality of life for everyone in Brown County. I thank them for their efforts. But there still are too many that are working contrary to this goal.
- Excellent lifestyle
- I have witnessed the toxic effects of different sectors of leadership in our county impact us in negative and wasteful ways. Better collaboration and cooperation will produce a much healthier society.
- You'll like it once you've experienced it. You'll appreciate it once you've left it.
- Brown County continues to fall below the offerings of regional counties. The County continues to be closed to many of the citizens and closed to the notion of progress overall.
- Overall the quality of life in Brown County is good. The City of Green Bay appears to be in decline, however the rest of Brown County is doing well.
- Children are our future. May we grow and nutrrire the most well-rounded, considerate, and compassionate students that will become our next leaders.
- Better cooperation among government!
- Needs to be less concerned about creating diversity, and more concerned about promoting harmony.
- Gang activities are a growing concern
- Brown County is a wonderful place to live for families and individuals who have incomes above ALICE thresholds. We have work to do in addressing systemic issues that perpetuate inequities among residents who struggle with housing instability, access to healthcare and mental health services, and historical trauma. For example, we need to change the way that the incarceration system works and provide better supports (including removing financial barriers) for individuals transitioning out of the criminal justice system so they have a chance to be rehabilitated and successful.

- In general, I am extremely satisfied with the quality of life. I feel safe and fulfilled living here.
- Quality of life is very high. We need to do a better job of highlighting that....
- There are so many positive things in our community but there has to be the employment, education and housing to help us keep the young talent stay here long-term.
- It seems there is a 'Tale of Two Cities' here in Brown County. There is the entrepreneurial, progressive wing which is moving the area in the direction of greater diversity and opportunity, but there is still a strong entrenchment of citizens clinging to the traditional world of white privilege who are at best unaware or apathetic and at worst fearful of losing any of their established accumulation of power and wealth.
- n/a
- It is close to being really good place to live..
- A great area of the country, a lot of private sector opportunity. Probably the biggest obstacle is local government leaderships ineptness.
- Good community in many ways and beginning to be more inclusive.
- Just visited Rogers Arkansas. Brown County has such beautiful natural resources, and yet, the development of these resources as places for recreation and activity lags what I experienced.
- Family support and structure must be strengthened - it's tied to so many of our social issues we are facing
- Quality education is key to make the community a 21st century community... Our leaders have a better understanding of what must be done in our community...we need to expand our labor force, which means we must be open to a very diverse workforce, it is just a fact of life
- We live in a safe community and our school system is great. I would love to see our community become more open minded and inclusive to all levels of diversity.
- Offer additional recreation and housing downtown and bring higher education campus there (UWGB, ST Norbert, NWTC). Continue to develop downtown as a healthy downtown leads to strong and growing business culture. Suburbs are great (i currently live in one), but you can't be a suburb of nothing....you need a healthy and vibrant downtown area. Not joining below as I am already engaged in adequate community conversation for future path of Greater Green Bay area.
- Improve community member's connection to each other.
- My family and I feel the tension between the newer paradigm of thinking, leading ,visioning and the older, entrenched way of making decisions. There are too few spaces where these two ways of thinking must civically and constructing engage.
- Overall I am pleased with the quality of life in Brown County. I believe there is more work to do for our changing demographic and those that need our support to move

forward and make their lives stronger. More diversity at the government and leadership level and then working collaboratively would be great. I am pleased with the efforts of the county and most of the communities that make up our area to work with public and private health during these challenging times. I am less happy about people that only see things through their lens and don't think about the greater good even while being smart as a county financially.

- I truly believe there is a lot of untapped power in the faith community. Government/public/private sectors are so afraid to engage with faith communities rooted in Christian tradition but will engage with communities of other faiths. The Christian churches in the area have a passion for social justice and equality as well. Supporting their initiatives- through funding opportunities but also by bringing their voices to the table- would strengthen this entire community.
- Brown County has done som very many things right over the long term. Some areas of focus that I suggest: Do no ignore the potential for significant socio-economic-racial tension in our community. Focus on the integration of our growing minority population. Focus on Education, job opportunities, cross racial understanding/acceptance. Work to find meaningful education and employment for racially and socially disadvantaged.
- Brown County is moving in the right direction and is an overall decent place to live, but there are loud nay-sayers that add toxicity to the community.
- I would like to have been able to add comments to explain some of my answers.
- Overall, very happy with the quality of life in Brown County.
- We need to make sure that we attempting to address the needs of everyone (poverty, lower income, middle income etc) within our county. Everyone should have access to "opportunities" for self-sufficiency, advancement; whether that is education, access to physical/mental healthcare, quality housing, quality/affordable childcare. We cannot build more "affordable" housing unit, unless we consider paying people the wages so they can afford housing. The minimum wage is \$7.25. There are still many employers paying close to this rate. A single adult could not meet their basic needs working full time at minimum wage.
- The staggering whiteness of our community is overwhelming, especially in positions of power.
- Accessibility (transportation) for low income youth for vital programs related to their development (non school related)
- More bike lanes and places to park bikes
- Overall, Brown County is on a positive track and the future looks optimistic. Workforce shortages and new start-ups need to be addressed in order for our region to retain this current growth.

- There's a tendency among some to bash Brown County as too parochial or too blue-collar, compared I suppose to the "enlightened" neighbors down the road, but those stereotypes are 50 years out of date, at least. The Green Bay area has much to offer.
- The quality of life has been improving all of the time, and I am very proud to live here. I did not put excellent for everything because there is always room for improvement. Our leadership is taking improvements seriously and I am sure they will continue to make this a wonderful community for everyone.
- We have been stagnant. We need new progressive ideas. The old way of doing things no longer works in our ever-changing society.
- The quality of life in Brown County is generally pretty good, but COVID has put a damper on everything including how we view life and interpersonal relations.
- Continued efforts to work with the minority cultures including the Hmong, Hispanic and Oneida people and businesses.
- I have moved here more than once and find it a great place to live. We have good hard working community.
- Too much influence by Tavern League and bar scene negatively impacting health, culture, downtown experiences, etc.
- Schools mental health support. Also, we have many amazing teachers that give above and beyond and some that should not be teaching anymore. Is it possible the teaching union may be helping protect these unqualified teachers a bit too much? How can we get a system that allows teachers to be assessed for their abilities and contributions to our kids. Let the school teachers teach values and morals seeing in many cases it does not seem to be taught at home anymore nor do some teachers step in and teach these valuable skillsets at school.
- It was a wonderful place to live and raise our family. We both have had wonderful careers in the community and a great experience raising our family here.
- As a fairly recent retiree, my personal life is excellent, with many opportunities available to me. Unfortunately I know that is not true for many of my neighbors here in Brown County. We have many things to work on and can be successful if we work together.
- It has been a great place to raise a family; healthcare, safety, public schools, recreation. I wouldn't want to live here as a young unmarried person; other than the bars and church, there are few non-Packer venues to meet other young people. My four children left the area for college and none have come back.
- There is more to Green Bay/Brown County than the Packers. We have a struggling downtown. Let's make our downtown a place people want to visit!
- I am a relatively new transplant to the Brown County area and am thrilled to be here. My family and I are all excited and glad to call this region our home and feel that Brown County's future shines bright.
- the need to accept all persons living in our community and helping them to thrive

- Brown County has so many wonderful assets and reasons to live here but I'm not sure how well they are marketed.
- Great quality of life overall, but we need to continue to show empathy to our growing diverse populations
- I have witnessed the positive movement and growing partnerships lead to collective impact of non-profits over the past several years and while there is still much work to be done, it is incredibly encouraging and hopeful to see leaders breaking down barriers and supporting collaboration to serve those in our community. We are rich with resources if only we can continue to work together to accomplish positive outcomes!
- No
- Earned income is high and the city is safe - further development to make our city even better is the right path.
- I do love Brown County, but its thinking at the government and business levels are often time antiquated. The population is changing, yet the faces that are making decisions are not.
- Great basis to start working toward a more inclusive society.
- I believe we have all the amenities to attract professionals to this community. The cost of living, the excellent investment in public safety and the educational system makes Brown County one of the best places to live in this Country.
- We enjoy living here with the numerous recreational and educational opportunities.
- We are at a fork in the road - will be move in the direction of greater diversity and economic well-being or will we go down the path of increasing achievement and income gaps between racial and socioeconomic groups
- We have a lot to do to improve our community but we live in a pretty darn good place! Build on our successes and learn from our shortcomings. We have to keep trying and learn from our failures.
- This report is extremely helpful for community leaders, individuals, philanthropy, businesses, etc. Please continue to do this for the community.
- Overall, Brown County is an excellent place to live. We have wonderful, thoughtful people, who for the most part, care greatly about the community and about those who live here. However, we are still a very traditional community which likes to pretend that certain problems only exist in larger communities.
- It is getting better, but could still be more vibrant.
- I have lived in Brown County for over 40 years and worked in Brown County 47 years before I retired two years ago. It is a great place to live and I stay here even though my relatives live in IL and in Washington State. I like it here!
- I love living here. It's a great place to raise my kids. But, we need to welcome more diversity to our area, and then be welcoming and inclusive of that diversity. Everyone bringing their differences creates a more vibrant and thriving community.

- Great place to live.
- I believe the Brown County area has a tremendous quality of life, but there will always be improvements that can be made.
- I worry that as the economic impacts of COVID hit local government and organizations, there will be a rush to cover funding gaps by pulling money away from less "essential" services like the arts, community education, and recreation. In my opinion, this would be a huge mistake. Brown County has made incredible progress in promoting these opportunities since I grew up here, and it would be a step backward to allow these services, programs, and events fall apart due to a temporary and short-term situation. I hope the community comes together to protect the arts and recreation services that have so improved the quality of life in Brown County.
- This is a place originally designed for white people by white people and it still feels that way (check the stats).
- This is a fantastic community, but watching elected officials, non-profit and community leaders peddle in disinformation about the election, racial injustice or COVID-19 was a low point for this community in 2020. This community is incredible and we cannot allow for troubling actors to keep stirring the pot for political gain, while people suffer.
- Want our region to be proactive in the changing demographics....our HS graduation rates continue to fall for minority children, yet we turn a blind eye. The very concept of our school financial system being funded almost exclusively on the wealth of the neighborhood is in and of itself criminal...yet I have no idea how to change this deeply established system.
- Continue to expand and improve trail systems.
- It can be a great place to live, work, and play. And we all play a role in that. Every person in the community needs to be on board to ensure this occurs. I appreciate the survey, and the community leaders playing a role. However -- they alone cannot make this happen.
- Quality of life in Brown County is good if you are in the majority group. If not, it is a really tough place to live. Being outside the majority could be not growing up here, not being in the majority race/ethnicity, political or spiritual beliefs, gender, sexual orientation, etc. We should celebrate the good things here, and be willing to have honest, challenging conversations about who our decisions are serving; are the perpetuating the status quo or moving us forward to a community that is open and inclusive of all types of people?
- Excellent
- We have so much potential - we are a systems-rich community. Alignment of efforts and non-duplicative initiatives to build collective impact will be crucial if we want to be successful.

- It would be wonderful to improve and expand lakefront access for the general public like other major cities ie: Chicago. Even going to Bay Beach doesn't provide the opportunity to picnic at the lake...you have to drive outside of Green Bay and even at that, the beach opportunities are limited.
- It seems our community has funding available, but it is not offered to faith-based organizations that are serving diligently to meet many pressing needs. I think having funding available to all non-profits who are doing the work would make a well rounded community. If we discredit the importance of faith in people, we will have a disadvantage at meeting the needs of the poor and at risk.
- I grew up in Green Bay and Brown County, but I have also lived in Madison, Minneapolis, and Superior. I chose to move back to Green Bay to raise my kids and be close to family. US News and World Report recently reported Green Bay (metro) as being the safest place in America to live, and high marks in many other categories. I think that more work can be done around embracing and valuing diversity and providing resources to combat homelessness and provide for the mental health needs of the community. All in all, though, Brown County is a great place to live and has great potential as we head into a generational shift with Baby Boomers starting to retire.
- Most of the answers I had were middle of the road, however, I think in most cases I could of used the option "better". I can see strides are being made, but lack of the culture and arts, accessibility of bike trails and walking trails to connect our city need attention. Much progress has been made, however, to combat COVID-19 we will need to better to stay on track and make up for lost ground.
- I believe that as a county we offer a great deal of opportunities that have a positive impact on our residents quality of life. I also feel that many do not take advantage of the opportunities and I am not sure how to engage those individuals.
- Many residents of Brown County have not had many experiences outside of the community leading them to believe that certain types of people, activities, and values are "best". By creating opportunities for people of all demographics and cultures to live near each other and be exposed to different things will help create more comfort to those who have not had exposure to others and create a better place to live that will attract a variety of people, young professionals and those with higher degrees. As it stands now, if you have any curiosity in the world and would like to advance professionally or intellectually, Brown County is not necessarily the best place to live unless you have family ties.
- We have so much water surrounding the area it would be nice to see some changes making the water ways more useful.
- I feel government of the local towns and villages are doing well to support their constituents. However governments like City of GB, Brown County, GB School District are still dysfunctional and more concerned with political power than the needs of their citizens.

- I returned to Green Bay 17 years ago after spending almost two decades in Chicago. I've been pleased with the improvements I've seen since moving back, and the arts & culture scene have provided opportunities to perform with community groups while having a career.
- There is a lot of unrealized potential in Brown County. There is a provincial attitude in many aspects of the County and collaboration will be key to its long term success.
- The LIFE Study Community Conversation listed below is excellent! I had this in mind when I was completing the survey. I participated in one of these before elsewhere in the State. However, since I do not live in Brown County and it has been over six years since I worked full time in Brown County, I would prefer not to participate.
- Negative personalities sure get a lot of air time. We should do all that we can to focus positive energy and voices on improving the quality of life.
- Municipal broad band would be a real asset. It would create a more level playing field across economic classes, It would also have the potential to increase remote working, connecting citizens to town services, connect local manufacturers and retailers to the global market, capture and analyze over a wide geographic area over a long period, and create visual experiences; bringing outside services to the population and citizens closer to outside opportunities. Municipal broadband gives cities a competitive edge and attracts young professionals
- Overall I am satisfied with our community. If I wasn't I would have left years ago. Is there room for improvement? Absolutely. Are the challenges insurmountable? I don't believe they are. I am excited to continue working to improve the quality of life in our community.
- There is so much pride and ownership among community leaders that makes this a very special place.
- It is relatively good. But housing costs are escalating with all the new apartments going up with higher rent. It leaves our residents with disabilities and seniors who are low income at risk of finding affordable housing when needed. This places that population at risk as they forgo necessary health care and food to pay rent.
- My husband often consider moving to other communities where there are more like minded individuals, cultural diversity, opportunities, less conservative, and more inclusive communities. I do believe that if the community does not improve or declines we will make the decision to move.
- It's a very, very tough time. We need to keep fighting the good fight and doing the work to maintain the quality of life that exists in Brown County and to improve it. Because once we lose it, it will be hard to recapture it.
- It's somewhat frightening to live in such a Trumpy place and to have neighbors be so aggressively racist. My family is multi-racial in our composition and it's a definite concern for us. We are highly educated and contribute a lot to our community, but we'd

definitely move if the right opportunity presented itself so we could live in a less aggressively conservative place. It's not welcoming and it often doesn't feel safe.

- Equity, diversity, and inclusion efforts must receive more sustained and non-incremental attention and progress in order for the region to flourish.
- I do enjoy Brown County and I moved back from Washington DC, because of the family values. When I moved back I did see a change that started with family-friendly events that turned more into non-family-friendly events(one example: 4th of July-Fireworks Downtown-I won't bring my children to it/does not feel safe with how drunk ppl get; we drive out of town to see fireworks in another county). I think bringing in some non-alcoholic or regulated drinking/family-friendly events would be good for the community. I have seen improvements in downtown with the businesses added; that I think were wonderful additions. There has been improvement art/cultural events being added.
- We are fortunate to have the quality of life that we experience - always working to make it better
- Overall, I really enjoy living in the area with my family. I think there is a lot to like about the area. We are a growing community, both in population and diversity. It will be important that we continue to think of our population in terms of the greater diversity in our population.
- I am very proud to have lived my life in this community. This is an incredibly generous community and together we can and do make a difference to our neighbors, colleagues, and loved ones living here every day. I also know we have things we must continue to improve upon like every community, and we have social economic gaps that continue to widen here and across our country that too many won't admit exist, that we must continue to make progress on. I am very proud of the growing collaboration across all sectors that has been taking shape here over the last several years. Together is the only way we will truly support the whole.
- Brown County has great potential to attract and retain professionals, families, and attract new business. We need to be broadening our views and look for ways to develop comprehensive opportunities for work and leisure for young professionals.
- Green Bay is an awesome place to live with incredible leadership dedicated to improve life. While I do not have many "excellent" rankings, its only because there is opportunity to make this community a best in the nation place to live.
- Tons of good citizens are scared to address the things they know are right and good for the entire community. We have to tip the scales so that that voice drowns out fear and the alternative voices creating division.
- I'm very hopeful for Brown County's future. I think, for its greatest success, we need to increasingly embrace the ideas of young leaders, women and people from diverse backgrounds.
- I cannot stress enough about transportation. The Howard, Suamico, Hobart, DePere, Ledgeview areas are all expanding very rapidly. It is time that the public transit system

has changed along with it. All the different leaders in these communities need to get together and figure out how to do this for the overall best of the economy.