On the Table MKE is an initiative led by the Greater Milwaukee Foundation that provides a unique opportunity for civil conversation among people interested in building new relationships, generating ideas and igniting action for the benefit of the community and its future.

In its pilot year, thousands of people across the four-county, metro Milwaukee region gathered in small groups on Oct. 17, 2017, to share a meal and discuss topics that matter as well as corresponding action - both individual and collective - that can improve quality of life in our community.

More than 150 discussion topics
The widespread adoption of On the Table across geography and affinity led to conversations encompassing more than 150 unique interest areas and priorities. Yet within that diversity, three prevailing themes permeated a significant number of table discussions.

**1. CONNECTING & COLLABORATING**

The value and act of community engagement, collaboration and respectful dialogue were among the most frequently discussed table topics. Not only were the power of connecting and working together cited regularly as key factors in positive change, participants reported that On the Table itself helped them build new relationships and establish groundwork for future cooperation.

- 96% more motivated to work with others
- 9 out of 10 people met someone new

**2. EDUCATION**

Education was a theme woven through many conversations, manifested in a variety of contexts. Ensuring quality and access across the continuum of early childhood education, K-12 schools, higher education and workforce training was frequently noted, as was the impact of transportation, poverty and other systemic issues. Participants also often referenced the importance of being educated on community issues and history.

- Higher education
- K-12
- Early childhood education

**3. RACE, EQUITY & INCLUSION**

Regardless of site or sector, issues of race arose at a majority of tables, painting a picture of the region’s disparities, while also outlining the potential for growth and prosperity that greater equity and inclusion might bring. Race entered conversations in terms of segregation, equity and access, racism, the value of diversity, criminal and social justice, and community narratives.

- 81% tables where race/equity topics emerged

**WHO CAME TO THE TABLE?**

More than 5,400 people engaged in face-to-face On the Table conversations at over 200 locations throughout Milwaukee, Waukesha, Washington and Ozaukee counties. People of all ages participated in conversations, and the race and ethnicity of respondents reflect the diversity of the regional population.

- Nonprofits
- Fortune 500 companies
- Universities
- Hospitals
- Schools
- Professional associations
- Local government
- Police and fire personnel
- Neighborhood groups
- Other local businesses

**SECTORS**

Hosts and participants represented a wide cross section of the community and engaged with On the Table through a variety of affiliations, including:

- Agencies
- Individual interest
- Museums
- Religious organizations

**PEOPLE**

- Male 31%
- Female 69%

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American/Black</td>
<td>23%</td>
</tr>
<tr>
<td>Asian</td>
<td>4%</td>
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<tr>
<td>Hispanic/Latino</td>
<td>13%</td>
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<tr>
<td>White</td>
<td>58%</td>
</tr>
<tr>
<td>Other</td>
<td>2%</td>
</tr>
</tbody>
</table>

Results based on several hundred survey responses and feedback forms.
OPPORTUNITY FOR POSITIVE IMPACT

The predominant discussion themes of connecting and collaborating; education; and race, equity and inclusion were also identified by survey respondents as the primary avenues for community change. Beyond these overarching concepts, a bevy of other opportunities surfaced as potential levers for positive impact.

10 MORE FOCUS AREAS FOR CHANGE

☐ Mentoring and youth
☐ Personal efforts or mindset
☐ Health and well-being
☐ Media and community perception
☐ Economic opportunity
☐ Housing and homelessness
☐ Family focus and support
☐ Government & civic participation
☐ Philanthropy/Nonprofit sector
☐ Transportation

INSPIRING ACTION

The community valued On the Table as an instrument for recognizing how best to personally make a difference and for demonstrating the benefit of joining in collective effort. Converting that energy into ownership, over half of respondents made specific plans to collaborate with at least one other person from their table.

Many groups who identified opportunities to further work together have either engaged in or are planning subsequent conversations, while some are taking individual action on ideas explored during On the Table. The Foundation welcomes open communication about community efforts.

WHAT’S NEXT

In response to the community’s enthusiastic turnout in October and continued desire to connect, the Foundation will build on the relationships and ideas generated through On the Table. The Foundation pledges to effectively partner with the community to ensure participation among residents most clearly impacted by racism and inequity over generations. Among next steps:

• The Foundation will invite all those who served as table hosts to convene in early 2018 to help potential partners connect with one another, align and expand their efforts.

• The dominant themes from On the Table affirm the urgency of the Foundation’s focus and increased financial investment in cradle-to-career education, neighborhoods and economic opportunity, especially in areas where generational disinvestment has created racial disparities and inequity.

• On the Table MKE will return in 2018 with an eye to accessibility for youth and individual households. Details to come.

97% would participate in On the Table again

82% better understand how to personally make a difference

52% made specific plans to work with someone from their table
By popular demand... On the Table MKE WILL RETURN in 2018

Your voice matters.
onthetableMKE.org | #onthetableMKE

Greater Milwaukee Foundation
greater together

Words cannot express how fortunate and grateful I am to have been part of #onthetable with the Greater Milwaukee Foundation, hosted by NEWaukee at City Hall last night. This event brought difficult, but necessary, conversations on the table to continue the process of bettering our community for everyone. ~ DJ Shawna