

# PlanRVA Day!

*A day of learning, networking, and collaboration.*





JUNE 13, 2024

# The Upward Mobility Framework

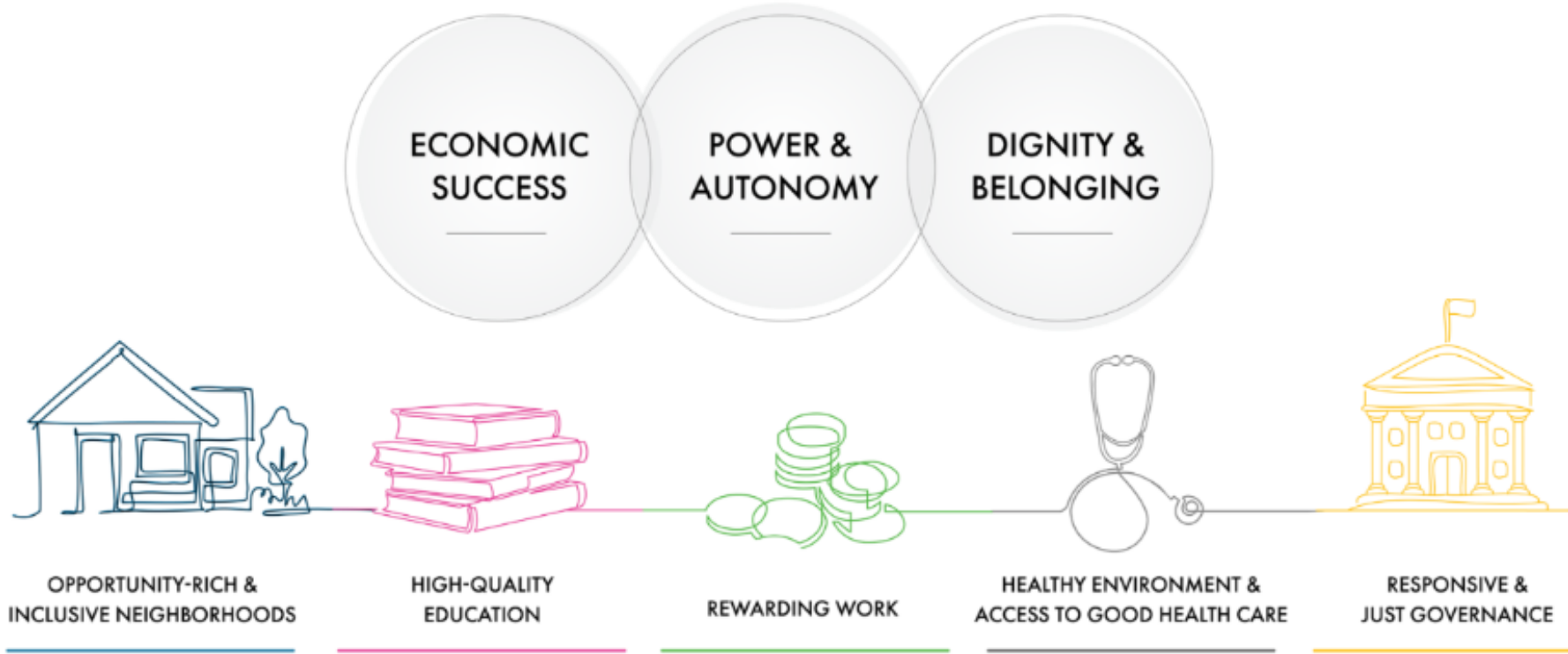


Upward Mobility Framework



# Our mission is to help communities create or improve conditions that advance upward mobility and racial equity.

## UPWARD MOBILITY FROM POVERTY



# History of the Upward Mobility Framework





US PARTNERSHIP ON

**MOBILITY**

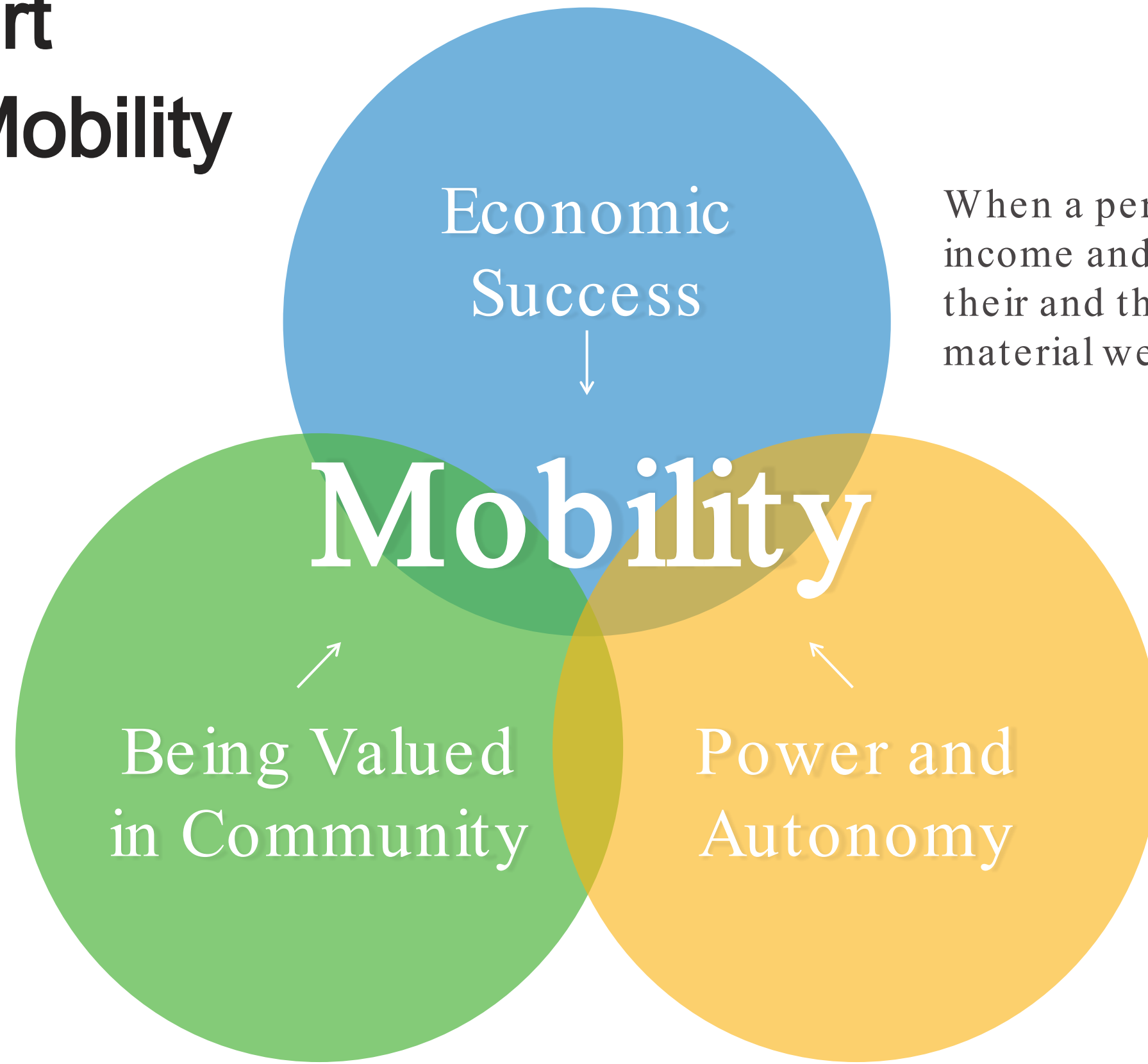
FROM **POVERTY**

What would it take to dramatically  
increase **mobility from poverty** ?



# The Three-Part Definition of Mobility from Poverty

When a person feels the respect, dignity, and sense of belonging that comes from contributing to and being appreciated by people in their community.



When a person has adequate income and assets to support their and their family's material well-being.

When a person has the ability to have control over their life, to make choices, and to influence larger policies and actions that affect their future.

# The Three-Part Definition & Structural Racism: Housing Example

- Barriers to homeownership, devaluation of homes in neighborhoods of color, and residential segregation have led to **less ability to build wealth** and economic success for people of color.
- Discriminatory lending practices, residential segregation, and intentional redlining may limit someone's **ability to feel that they can make choices about their life** and **accomplish their goals**
- Barriers to homeownership may also create more residential instability and thus, less **social connectedness and feelings of rootedness**



# Understanding the Three-Part Definition in Practice

Nurse Family  
Partnership

Educare

YouthBuild

CUNY-ASAP

Moving to  
Opportunity

Family  
Rewards



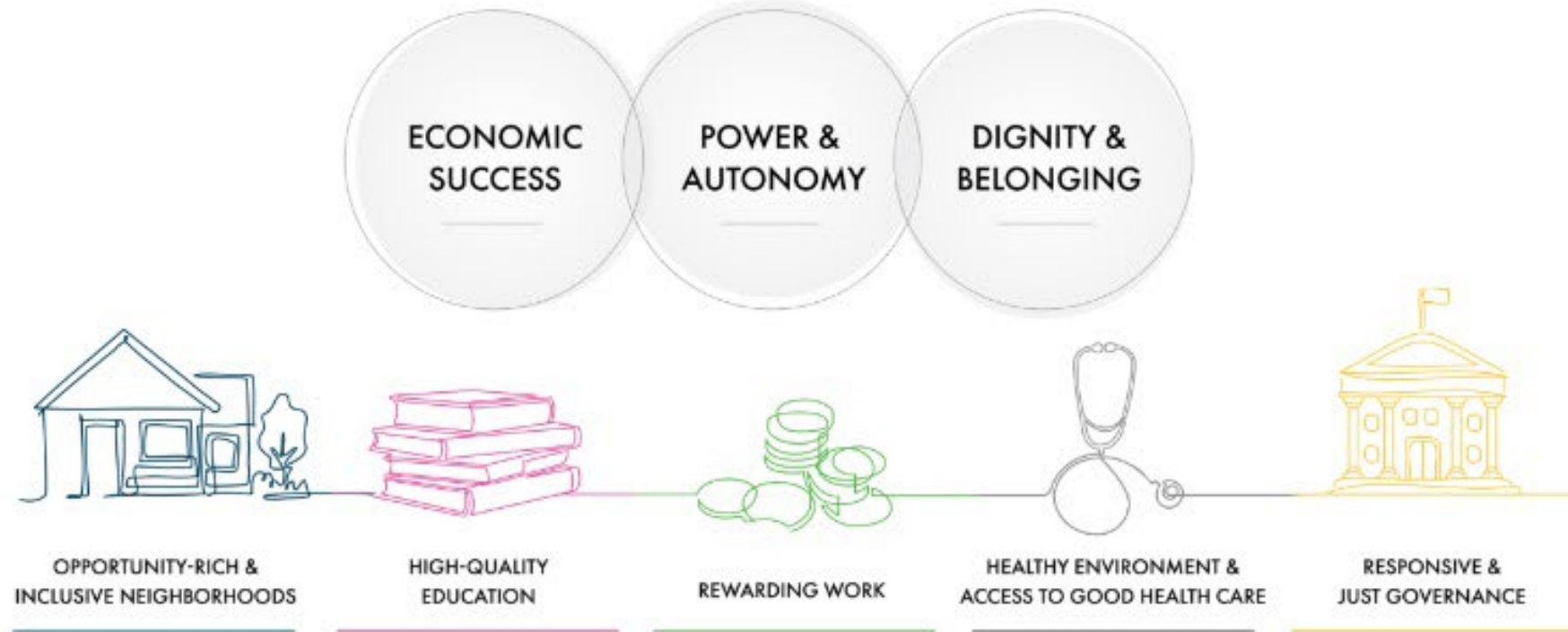


# The Upward Mobility Framework



# The Upward Mobility Framework

## UPWARD MOBILITY FROM POVERTY



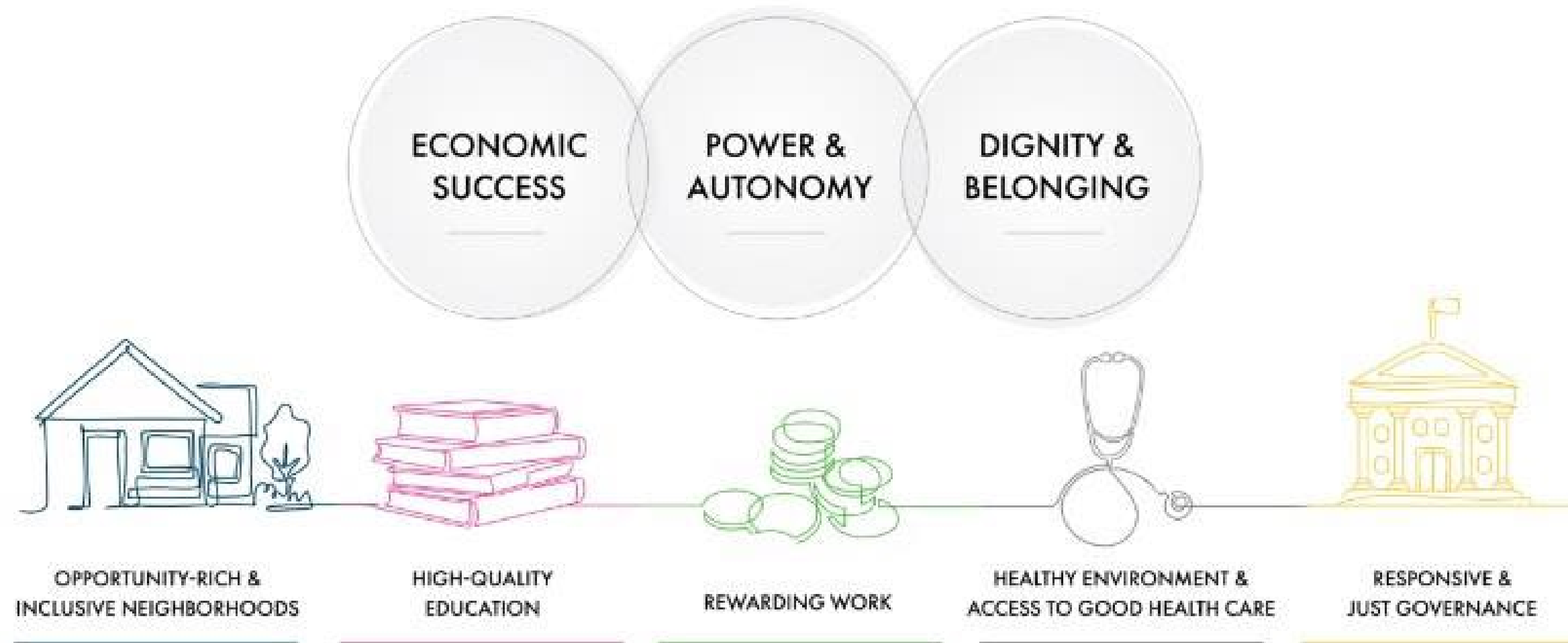
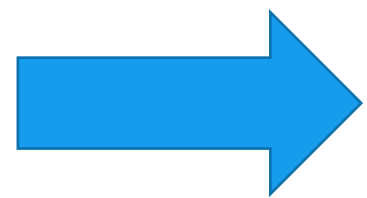
ENSURE EQUITABLE ACCESS FOR ALL,  
INCLUDING PEOPLE OF COLOR & OTHER MARGINALIZED GROUPS

Housing affordability	Access to preschool	Employment opportunities	Access to health services	Political participation
Housing stability	Effective public education	Jobs paying living wages	Neonatal health	Descriptive representation
Economic inclusion	School economic diversity	Opportunities for income	Environmental quality	Safety from crime
Racial diversity	Preparation for college	Financial security	Safety from trauma	Just policing
Social capital	Digital access	Wealth-building opportunities		
Transportation access				



# Breaking down the Upward Mobility Framework: The 3-part Definition

## UPWARD MOBILITY FROM POVERTY

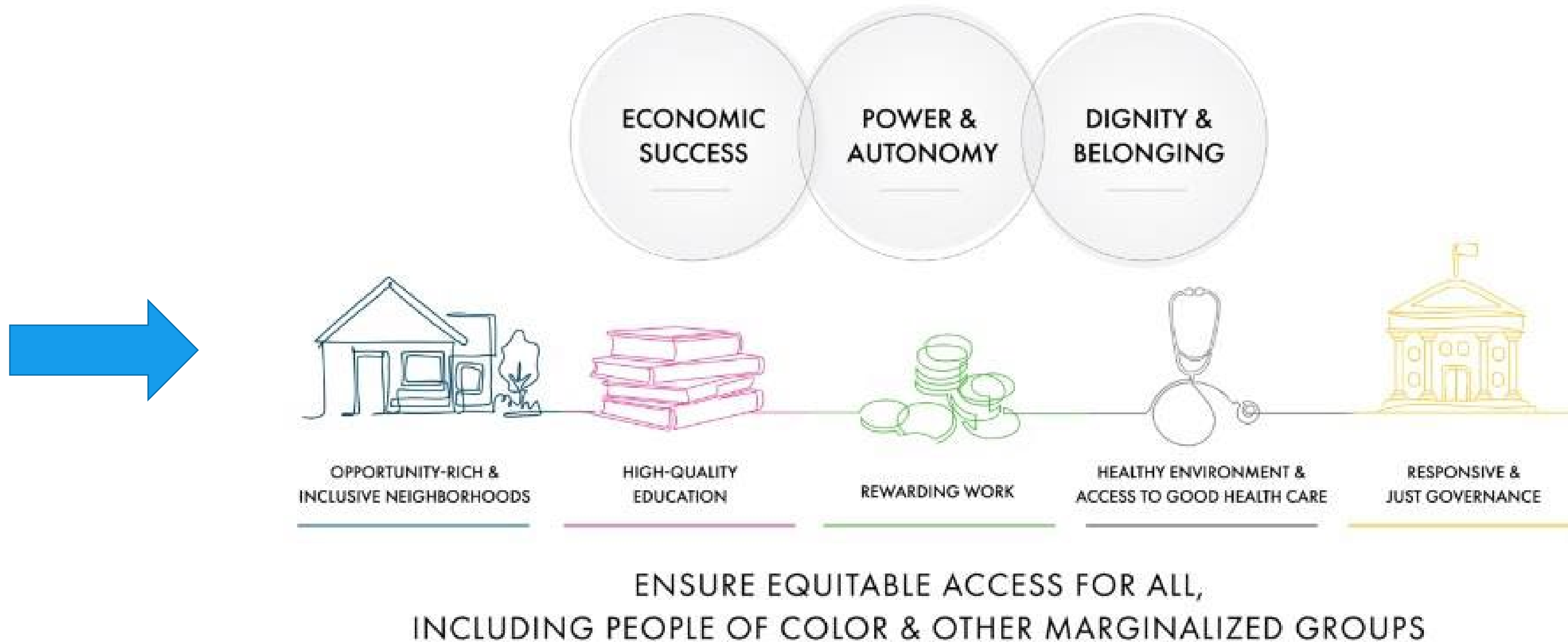


ENSURE EQUITABLE ACCESS FOR ALL,  
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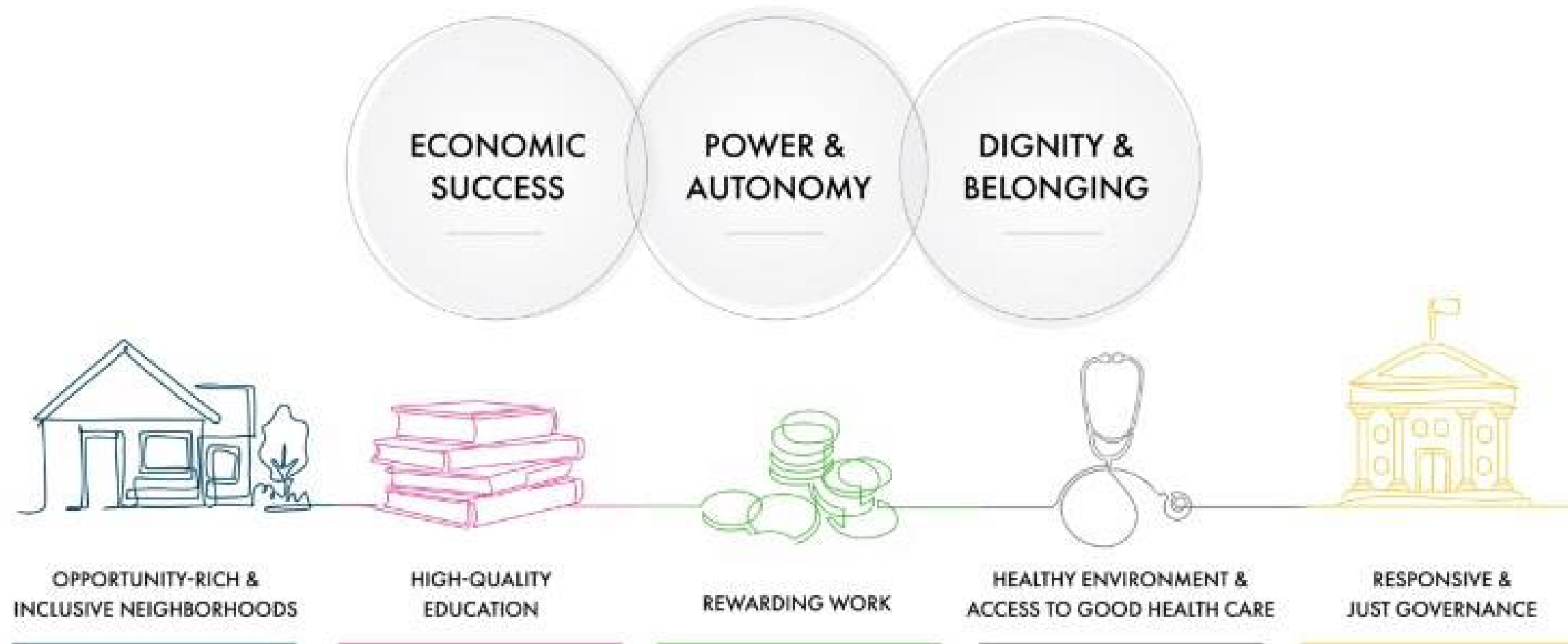
# Breaking down the Upward Mobility Framework: 5 Essential Pillars

## UPWARD MOBILITY FROM POVERTY



# Breaking down the Upward Mobility Framework: Emphasis on Racial Equity

## UPWARD MOBILITY FROM POVERTY

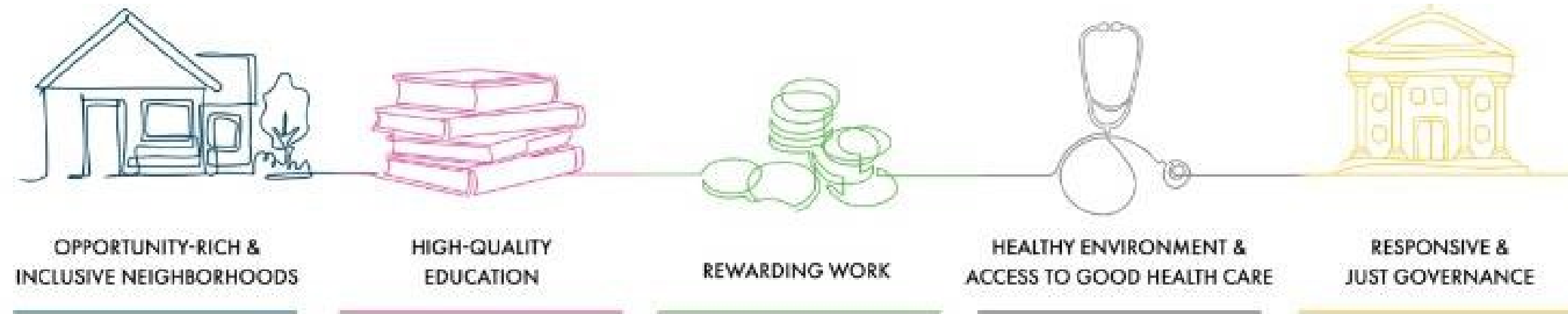


ENSURE EQUITABLE ACCESS FOR ALL,  
INCLUDING PEOPLE OF COLOR & OTHER MARGINALIZED GROUPS





# Breaking Down the Upward Mobility Framework: The Predictors



ENSURE EQUITABLE ACCESS FOR ALL,  
INCLUDING PEOPLE OF COLOR & OTHER MARGINALIZED GROUPS



# Evidence Resource Library

**Evidence Resource Library**

*Learn more about the predictive factors that influence upward mobility over the course of people's lives and how we chose them.*

Search

**ASSESSMENTS**

**Access to Health Services**

Access to and utilization of health services leads to improved physical health, which promotes power and autonomy. Lack of access to health services can lead to unmet health needs for children, adolescents, and adults.

**Access to Jobs Paying a Living Wage**

A living wage is the level of earnings that equals or exceeds the cost of a family's basic needs for food, clothing, shelter, child care, health care, and transportation. Living-wage jobs provide opportunities for work that enable people to meet their families' financial needs, supporting both economic success and feelings of autonomy.

**Access to Preschool**

We focus here on early childhood education that begins before kindergarten for children ages 2 to 5 and highlights how preschool and pre-kindergarten, or pre-K, strengthen academic success and school readiness, particularly in the short term and for children who have experienced poverty. Improving access to preschool in a community can enhance academic success for lower-income children. Preschool enables children to develop critical cognitive skills that set them up for success through higher test scores both in kindergarten and throughout school (Magnuson and Duncan 2016).

**Belongingness**

This predictor assessment describes the relationship between a sense of belonging and socioemotional development and well-being. This predictor is directly related to mobility as a measure of belonging in community itself and having a sense of value.

**College Access**

College access includes accessing higher education after receiving a GED or high school diploma. This predictor assessment explores the relationship between accessing postsecondary education and later-life economic and noneconomic outcomes, such as income and health. Having a college degree broadens career options—for example, by providing greater access to jobs that pay a higher wage—leading to greater economic success.

**Coping with Stress**

This predictor assessment looks at the relationship between coping strategies and the psychological and physical health of children and adolescents. Coping strategies can allow children and adolescents to better regulate their emotions and exert some control over situations that provoke stress or trauma. Children and adolescents who can respond appropriately to and manage stress are more engaged in the classroom and more likely to absorb what they are learning and are therefore more likely to excel in school and beyond.

**Criminal Record**

This predictor assessment describes the relationship between having a criminal record and future employment and economic success. People with a criminal record are often excluded from job opportunities, and that exclusion can limit their options for economic success and their ability to determine their future.

**Depression**

Mental health, including emotional and behavioral well-being, is an important part of overall health. Untreated depression negatively affects how youth and adults handle stress, relate to others, and make choices. Untreated depression can affect memory function, risk-taking behavior, sleep, and adherence to medical plans for other conditions.

**Descriptive Representation**

Descriptive representation among local officials refers to having a racial or ethnic distribution among local officials that matches the distribution of the residents they represent. This predictor describes the effects that being or feeling represented by local officials has on a given person's civic engagement as well as their sense of belonging and empowerment. Having local elected officials whose demographic characteristics (i.e., gender, race, ethnicity, or sexual orientation) broadly reflect those of their constituents correlates with greater feelings of political influence (power and autonomy) and engagement among otherwise underrepresented demographic groups.



## Access to Preschool

December 28, 2021



We focus here on early childhood education that begins before kindergarten for children ages 2 to 5 and highlights how preschool and pre-kindergarten, or pre-K, strengthen academic success and school readiness, particularly in the short term and for children who have experienced poverty. Improving access to preschool in a community can enhance academic success for lower-income children. Preschool enables children to develop critical cognitive skills that set them up for success through higher test scores both in kindergarten and throughout school (Magnuson and Duncan 2016).

DOMAIN



Education

### Evidence of the Relationship between Predictor and Related Outcomes

- Attending pre-K can promote critical brain development among young children (Phillips et al. 2017). Research shows that cognitive development and the supportive environment of pre-K is especially effective for development in children who have experienced poverty (Phillips et al. 2017). Pre-kindergarten enables children to learn, for example, vocabulary, mathematics, and interpersonal skills that contribute to later school success, measured by cognitive skills, achievement, and grade-level performance (Phillips et al. 2017).
- Preschool attendance promotes immediate school readiness for kindergarten and is linked to higher test scores throughout primary education (Ansari 2018; Magnuson and Duncan 2016; Phillips et al. 2017). Barnett and colleagues (2018) use an age-cutoff regression discontinuity design to compare two groups of children: One group had completed pre-K the previous year and were just beginning state kindergarten; the other had missed the birthdate cutoff for pre-K the previous year and were just beginning pre-K. They find that among state-funded pre-K programs, having been in pre-K is associated with a one-year-later increase in language scores of about 0.24 standard deviations (measured using the PPVT-III, or the Peabody Picture Vocabulary Test 3rd edition), an increase in math scores of about 0.44 standard deviations (Woodcock-Johnson Applied Problems 3rd edition), and an increase in emergent literacy skills of 1 standard deviation (Preschool Comprehensive test of Phonological and Print Processing's Print Awareness subtest).

**Related outcome:** Age-appropriate cognitive development and educational attainment

**Mobility dimension engaged:** Economic success



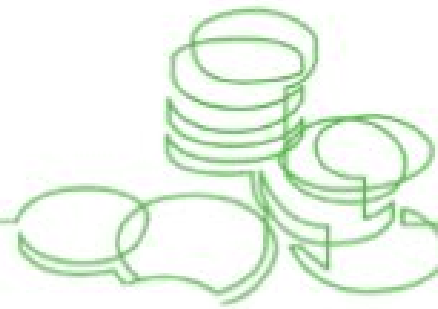
# Breaking Down the Upward Mobility Framework: The Mobility Metrics



OPPORTUNITY-RICH & INCLUSIVE NEIGHBORHOODS



HIGH-QUALITY EDUCATION



REWARDING WORK



HEALTHY ENVIRONMENT & ACCESS TO GOOD HEALTH CARE



RESPONSIVE & JUST GOVERNANCE

Housing affordability

Access to preschool

Employment opportunities

Access to health services

Political participation

*Ratio of affordable and available housing units to households with low, very low, and extremely low-income levels*

*Share of children enrolled in nursery school or preschool*

*Employment-to-population ratio for adults ages 25 to 54*

*Ratio of population per primary care physician*

*Share of the voting-age population who turn out to vote*





# Breaking Down the Upward Mobility Framework: The Mobility Metrics

- Data tables for 26 metrics for each predictor
- All counties
- Cities above 75,000
- Nationally available data

Home Description

On this page

- Pillar: Opportunity-Rich & Inclusive Neighborhoods
- Pillar: High-Quality Education
- Pillar: Rewarding Work
- Pillar: Healthy Environment and Access to Good Healthcare
- Pillar: Responsible and Just Governance

Additional Notes on Data

## Mobility Metrics for Richmond City, Virginia

These mobility metrics data tables are designed to help local leaders in every county and over 450 cities in the United States measure the status of and progress toward increasing upward mobility and equity in their communities.

The Urban Institute's [Upward Mobility Framework](#) identifies five essential pillars that support mobility from poverty and a set of [evidence-based predictors](#) that are strongly correlated with the likelihood that a community can create conditions to boost the economic and social mobility of its residents while narrowing racial and ethnic inequities. These predictors were identified by an interdisciplinary group of [experts and refined through testing](#) with cross-sector partners. They cover diverse aspects of community, such as affordable housing, living-wage jobs, and political participation, and can be influenced by state and local policy.

Communities can use this [suite of metrics](#) along with the [Planning Guide for Local Action](#) as they work to develop a [strategic plan for upward mobility](#) and monitor progress over time.

OPPORTUNITY-RICH & INCLUSIVE NEIGHBORHOODS    HIGH-QUALITY EDUCATION    REWARDING WORK    HEALTHY ENVIRONMENT & ACCESS TO GOOD HEALTH CARE    RESPONSIVE & JUST GOVERNANCE

[https://upward -mobility.urban.org/mobility-metrics-data](https://upward-mobility.urban.org/mobility-metrics-data)





REWARDING WORK

# Potential Outcome

# Mobility Metric

# Mobility Dimension(s)

Employers pay living wages and provide benefits that enable stability

Ratio of pay on avg job to the cost of living.

- **Economic Success**
- **Dignity & Belonging**
- **Power & Autonomy**

Employment opportunities

Jobs paying living wages

Opportunities for income

Financial security

Wealth-building opportunities

Henrico, Virginia

Ratio of pay to living wage	0.74
Data quality	<i>Strong</i>

**Source:** US Bureau of Labor Statistics Quarterly Census of Employment and Wages (QCEW) data, 2021; Massachusetts Institute of Technology Living Wage Calculator, 2022. (Time period: 2021)

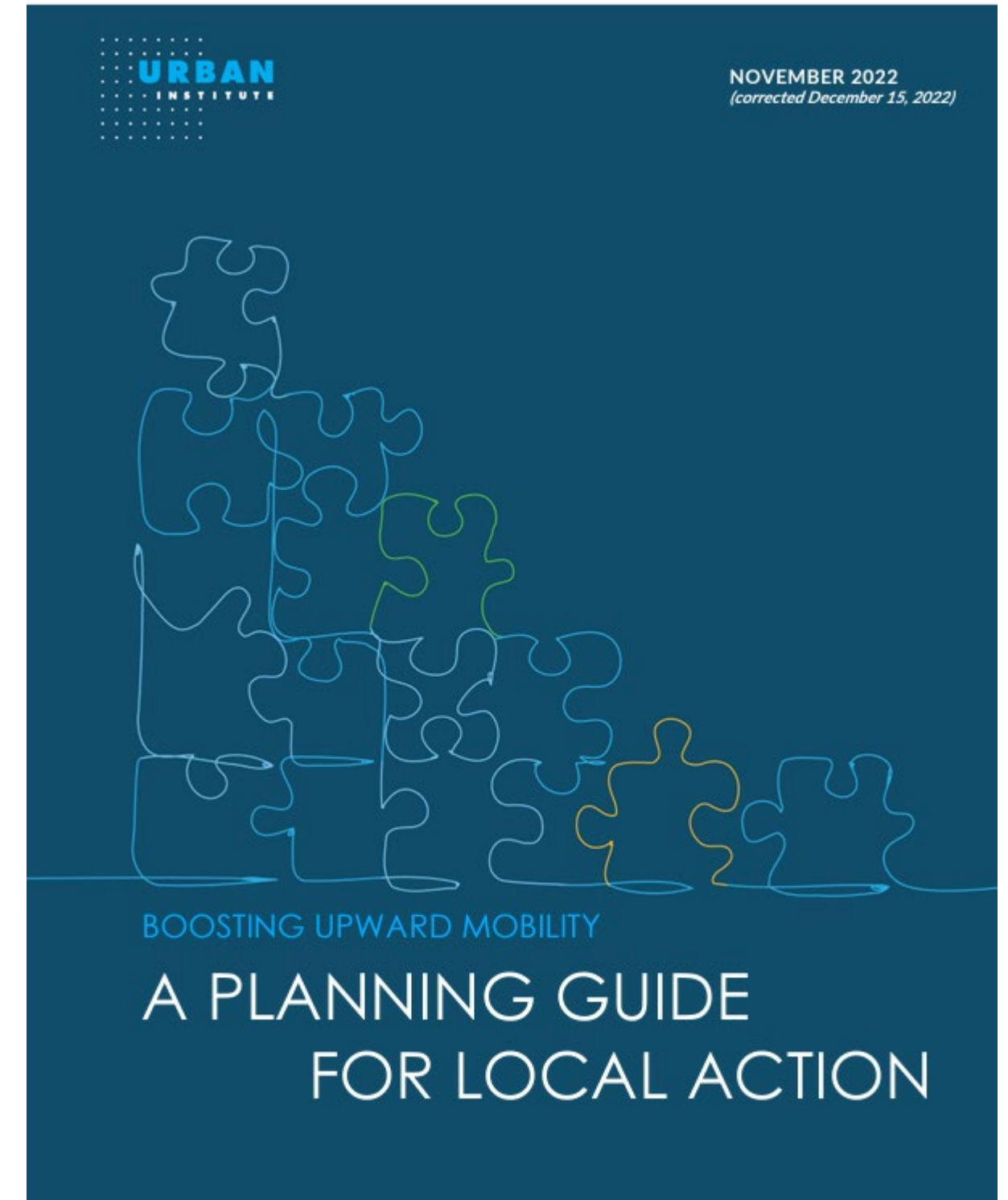


# Applying the Framework



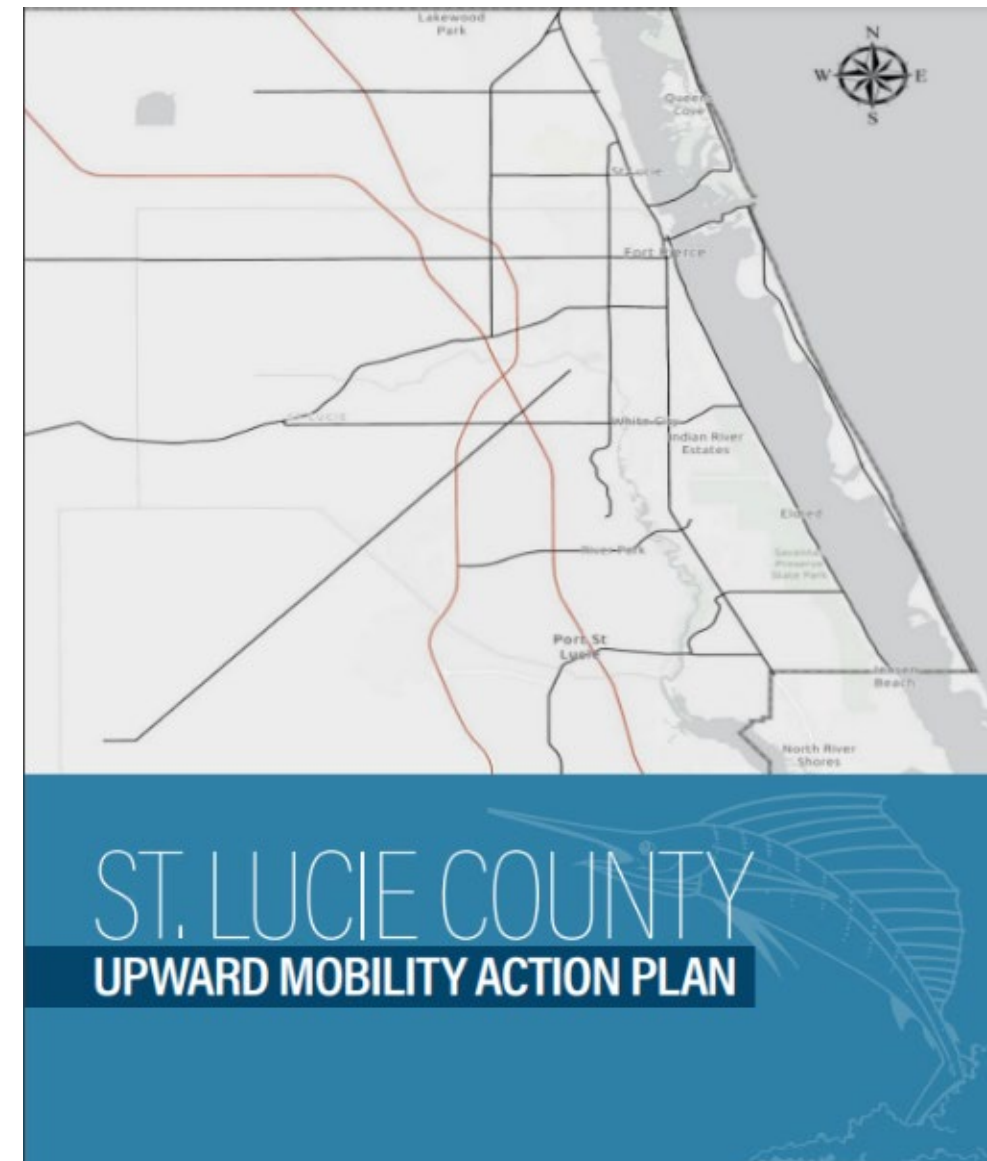
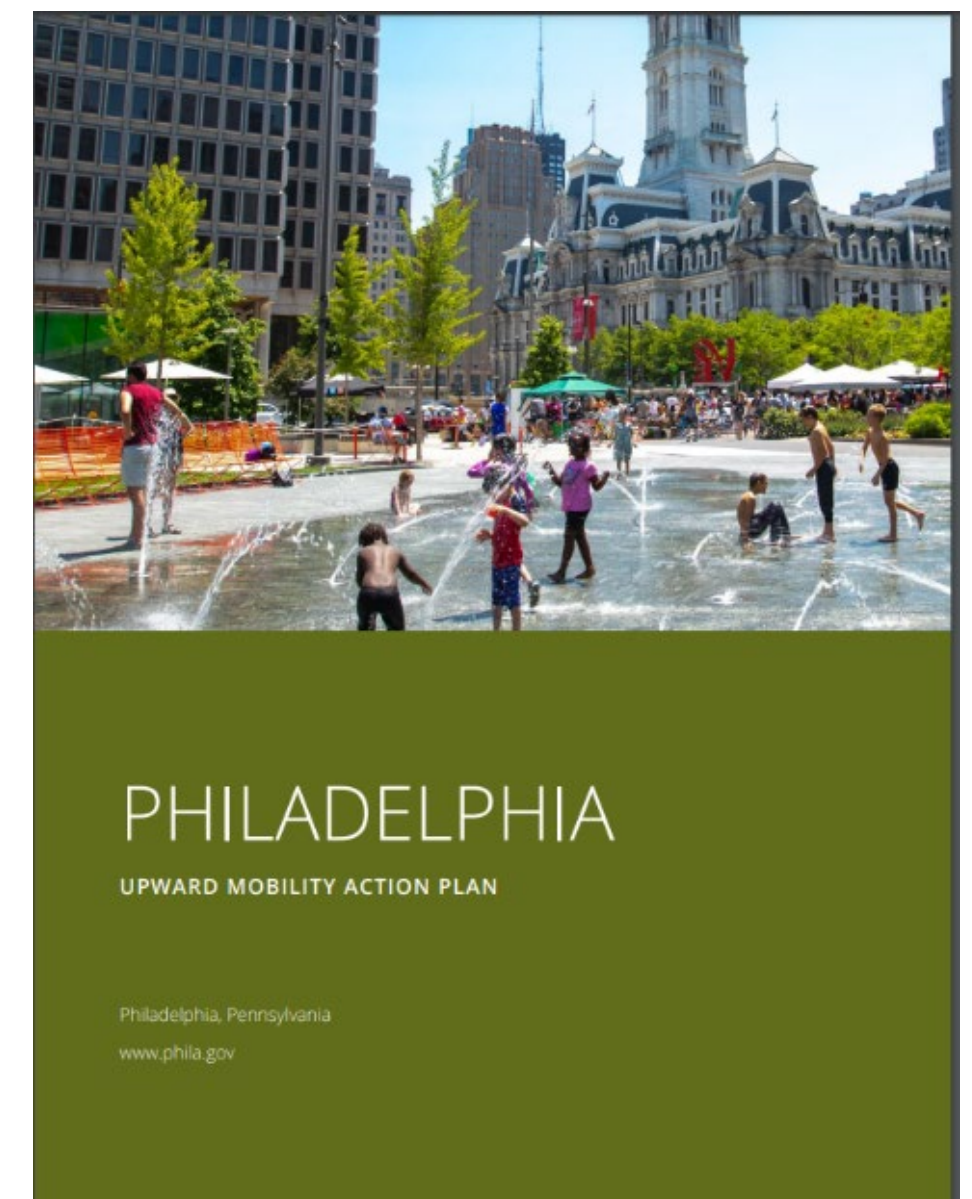
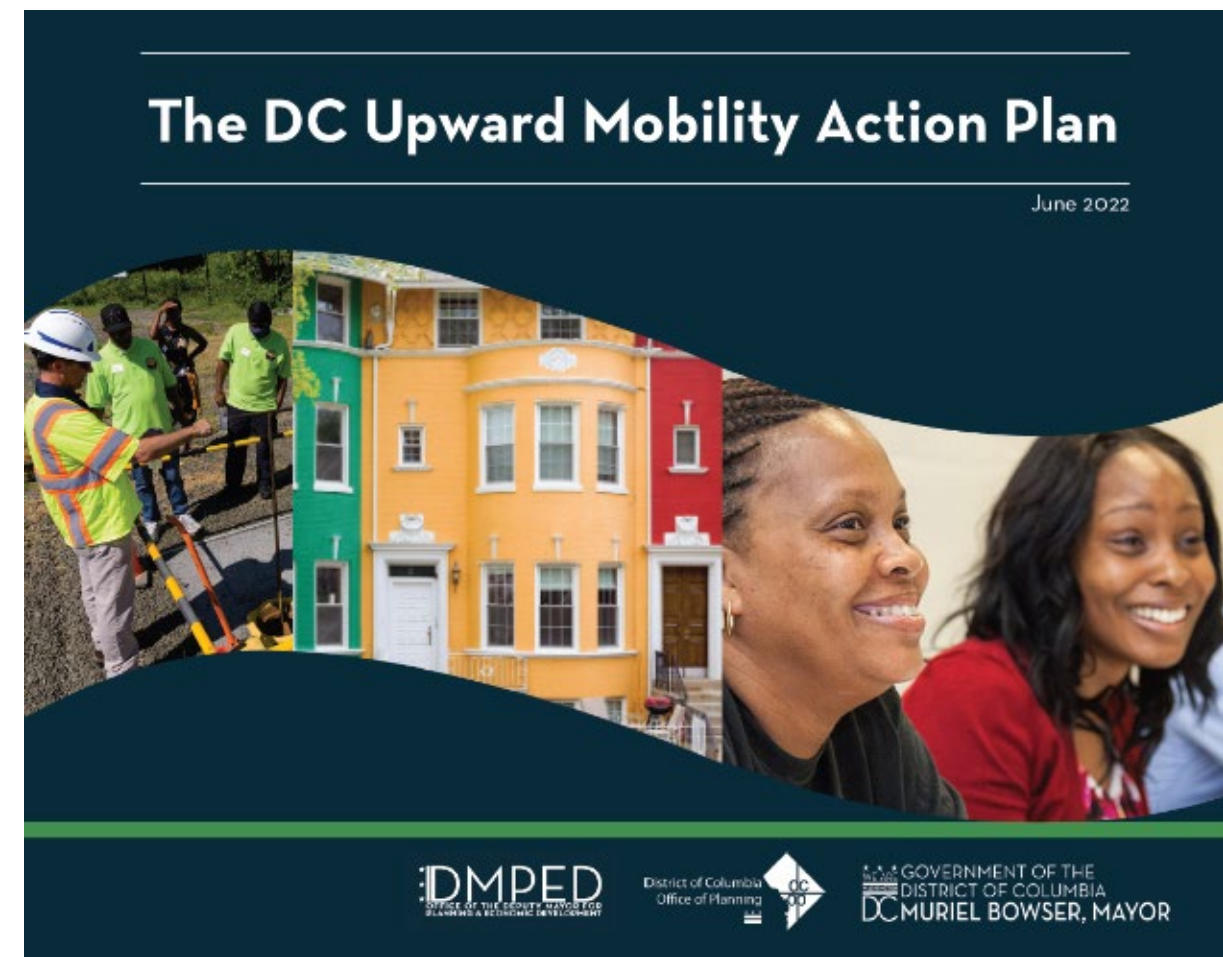
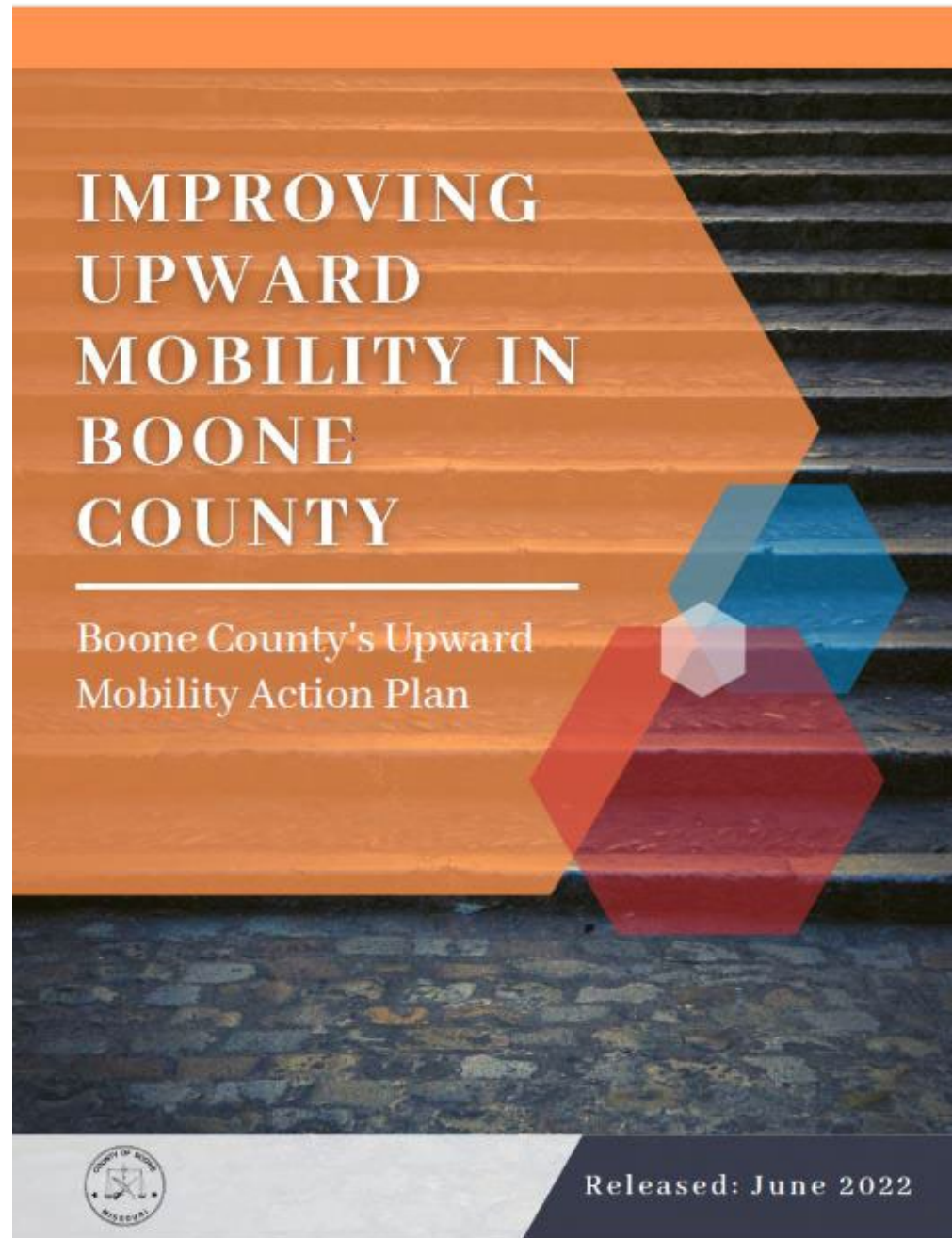
# Upward Mobility Planning Guide

- A guide to help local leaders better understand **impediments to upward mobility** and how to build a **cross-sector team** that can plan, advocate for, and implement a **set of systems changes** focused on bringing all members of your community out of poverty and creating more equitable results.
- Provides practical advice for people driven to boost mobility from poverty and asking, **“Where do I start?”**
- Informed by the **Boosting Upward Mobility cohort** that beta-tested the metrics.





# Mobility Action Plans

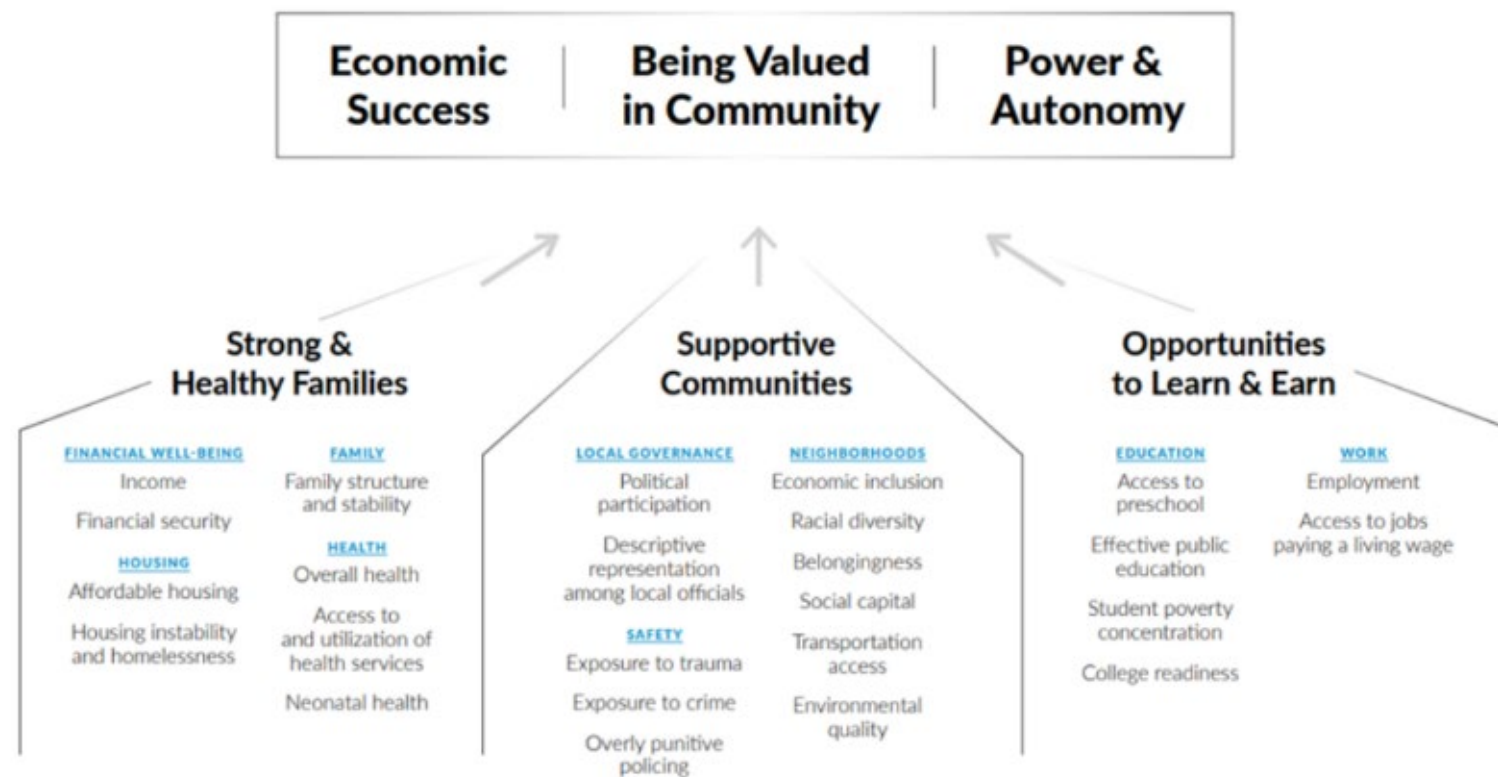




# Philadelphia, Pennsylvania



## Key Predictors



## Strategic Actions

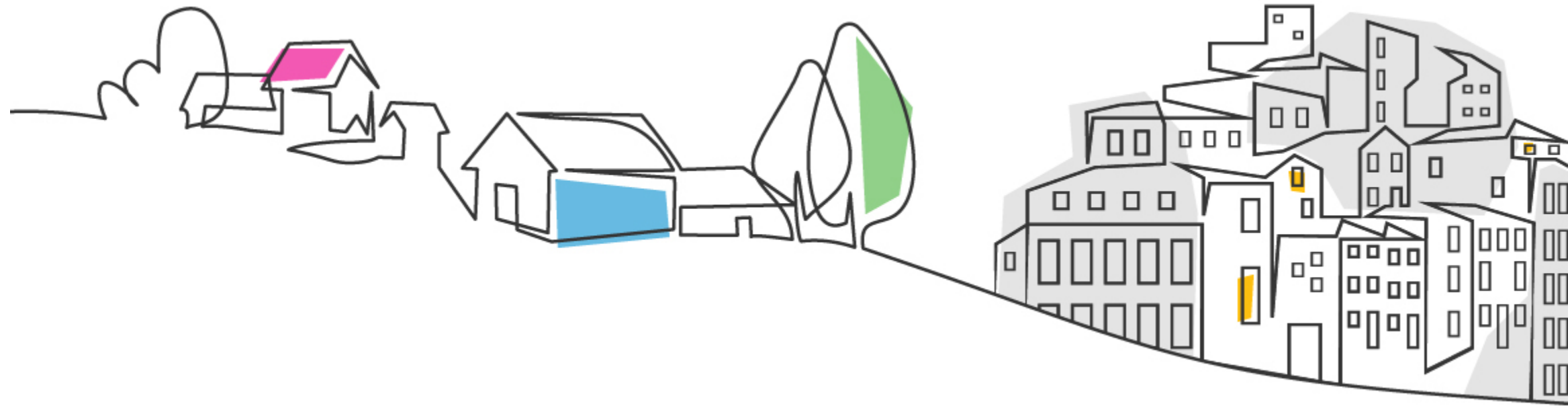
**Housing:** The current supply of affordable housing in Philadelphia is gravely insufficient, particularly for extremely-low income households. Further, well over half of low-income renter households, and two-thirds of extremely-low income renter households, are housing cost burdened, meaning they spend over 50 percent of their income on rent.

**Financial well-being:** Over half of Philadelphia residents living in predominantly nonwhite zip codes have debt in collections compared with less than a quarter of residents living in majority non-Hispanic white zip codes.

**Neighborhoods:** Philadelphia has high rates of income segregation relative to comparison cities. About 35 percent of residents experiencing poverty live in high-poverty neighborhoods. This rate is worse for Black and Hispanic residents.

**Work:** In 2018, only 74.2 percent of Philadelphians ages 25 to 54 were employed. The employment rate is even worse for Black and Hispanic Philadelphians: only 67.1 percent of Black Philadelphians and 63.9 percent of Hispanic Philadelphians between ages 25 to 54 were employed in 2018.





2024

# Mobility Action Learning Network



Upward Mobility Project



# The Mobility Action Learning Network

- A cohort of **26 teams of local leaders** across the US creating and bolstering locally driven programs, policies, and actions that promote upward mobility from poverty and racial equity.
- Network Goal: equip members with **data, promising practices, and opportunities to learn from each other** to address local challenges related to upward mobility and racial equity work.
- Network members will leave the network with an **increased capacity and understanding** of how to apply the Upward Mobility Framework, tools, and resources to address local challenges.



# Measuring Impact

This track demonstrates how mobility action teams can **measure progress toward upward mobility and racial equity goals in their community**. Teams gain a better understanding of program assessment tools and measurement plans that focus on systems changes and benchmarks for impact. The localities in this track are:

- Charlotte, NC
- Dayton, OH
- Fairfax County, VA
- Memphis, TN
- Pima County, AZ
- Providence, RI
- **Richmond, VA**
- Rochester, NY



# Available Resources

- [Upward Mobility Framework](#)
- [Boosting Upward Mobility: Exemplars](#)
- [Mobility Action Plans \(MAPs\)](#)
- [A Planning Guide for Local Action](#)
- [Mobility Metrics Data Tables](#)
- [Evidence Resource Library](#)
- [Upward Mobility Blog](#)
  - [How Policymakers Can Use Measures of Mobility from Poverty Affected by the COVID-19 Pandemic \(February 2024\)](#)



# PlanRVA Day!

*A day of learning, networking, and collaboration.*





# Data in Philanthropy

June 20 24: PlanRVA Day

# Agenda

## 01

### Regional Data

- Initial Working Group
- Mobility Action Team

## 02

### Data in Philanthropy

- Integrated Framework
- Community Foundation
- United Way

# How We Got Here

Initial Working Group

## Organizations

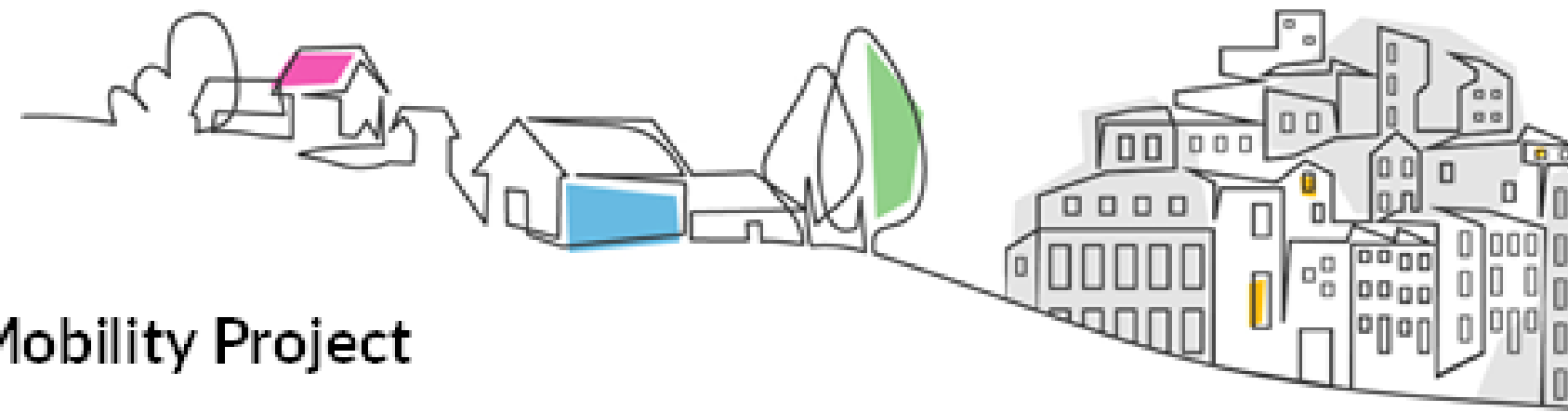
- Community Foundation for a greater Richmond
- PlanRVA
- United Way of Greater Richmond & Petersburg

## Our Goal

- The creation of a comprehensive and collaborative data framework for our region.



## Upward Mobility Project



## Mobility Action Learning Network

- Awarded grant in late 2023.
- 26 localities chosen.
- Coaching, training, technical assistance, peer learning.
- Focus: develop and implement measurable strategies specific to our region.
- “Measuring Impact” track.

## Implementation Team

Sarin Adhikari, Ph.D  
Plan RVA

Isabel Eljaiek, MSW  
Community Foundation  
for a greater Richmond

Frank Cardella  
United Way of Greater  
Richmond &  
Petersburg

Christina  
Mastroianni  
ChamberRVA

Woody Rogers  
Partnership for Housing  
Affordability

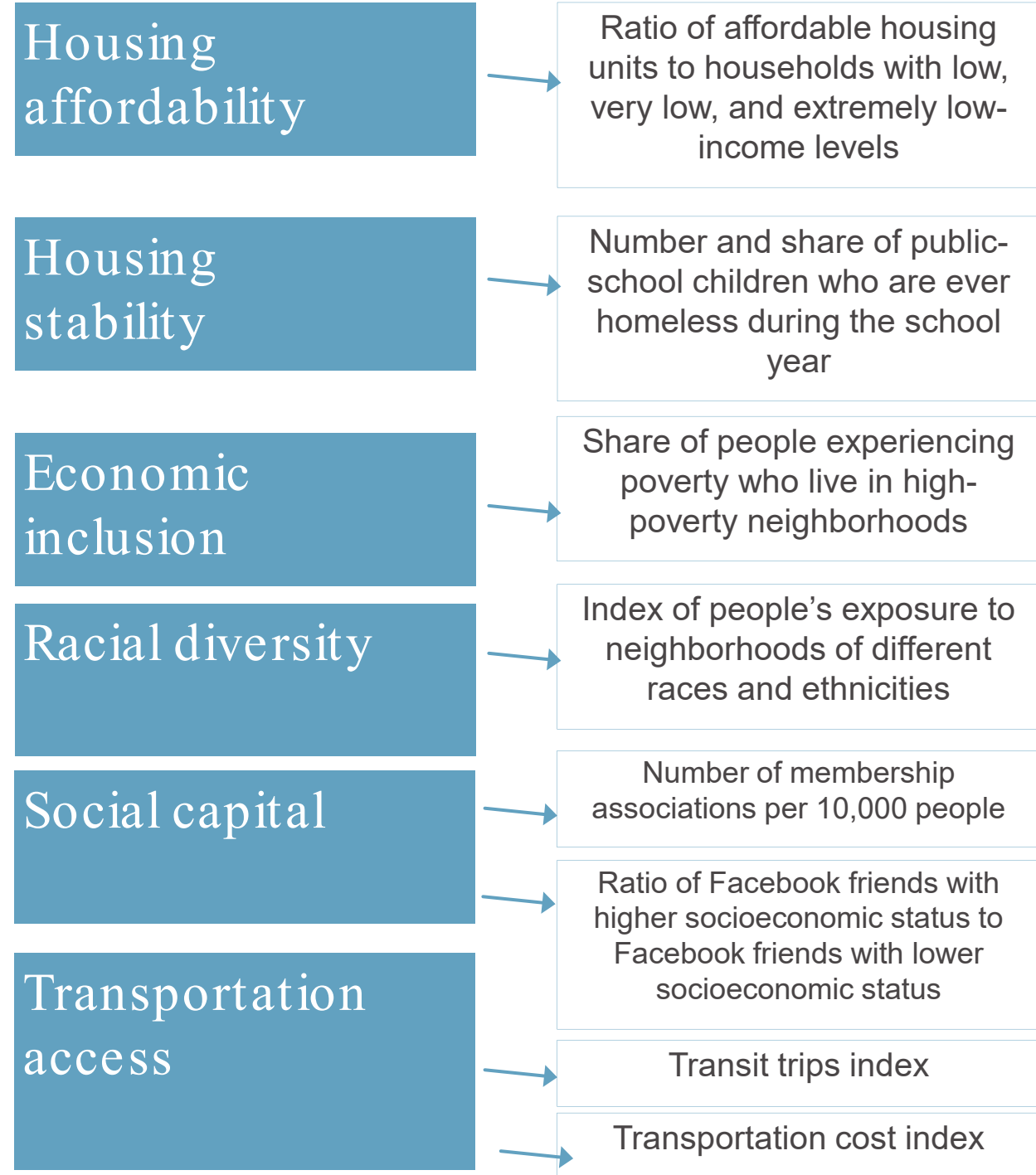


# Mobility Action Plan

- Analysis of current mobility conditions.
- Review of Urban Institute mobility metrics and analysis of additional metrics.
- Define strategic actions for how change could occur in our community.
  - Systems-change logic model.
- Measurement plan.



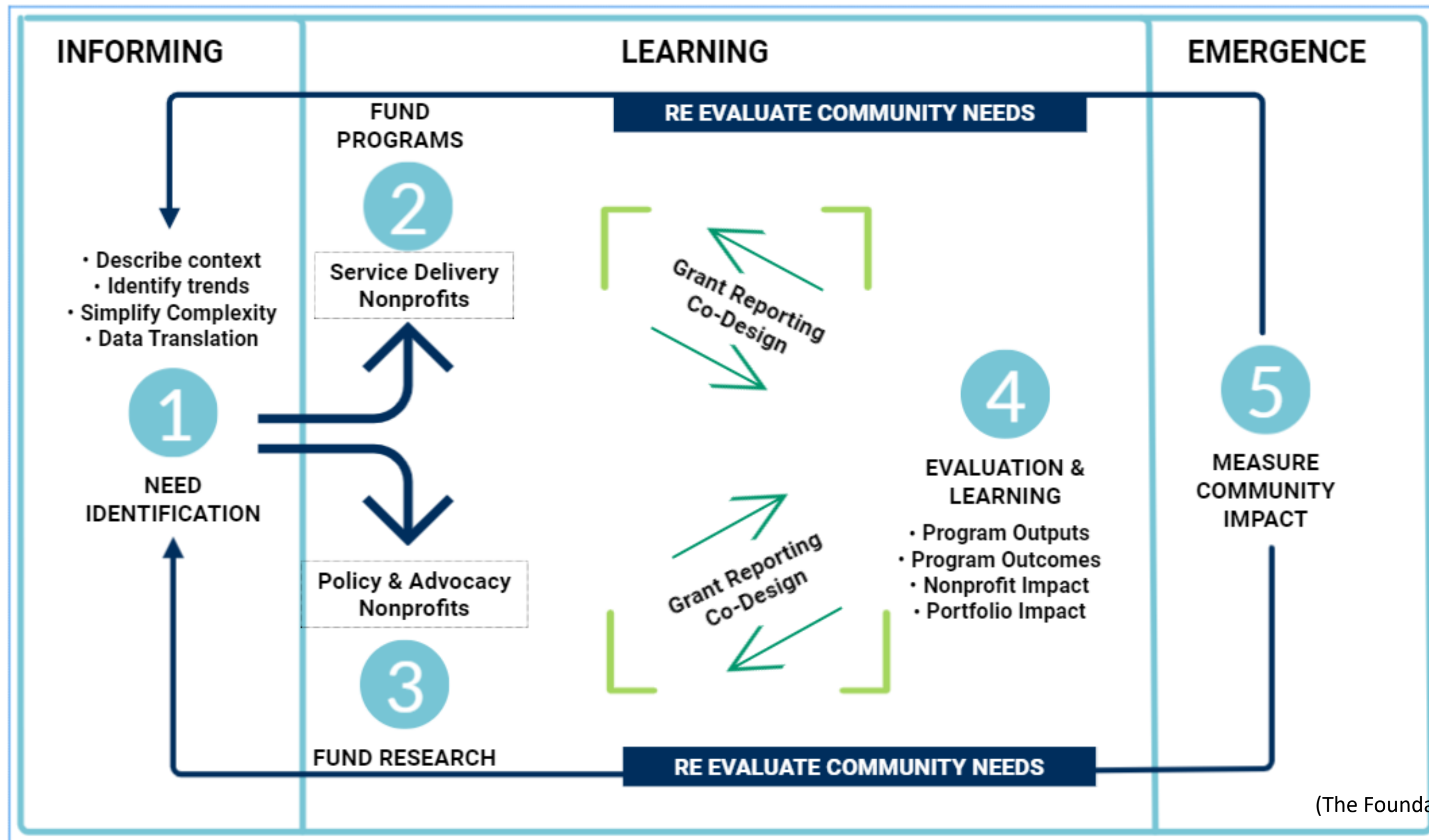
OPPORTUNITY-RICH & INCLUSIVE NEIGHBORHOODS



# Data in Philanthropy

## An Integrated Framework

### DATA FOR....



(The Foundation Review, 2018)

# Data-Driven Decisions

Community Foundation for greater Richmond



## Enhanced Impact

- Data-driven measurements ensure efforts are aligned with strategic goals.

## Bias Mitigation

- Demographic data ensures fair resource distribution.

## Informed Decision-Making

- Data-based decision-making targets resources where disparities exist.

# Data - Driven Decisions

United Way of Greater Richmond & Petersburg



## Indicators of Community Strength

- Provide critical information to community leaders and organizations to better understand the areas where change is needed most.

## Targeted Funding

- Work with partner organizations to develop solutions that actually move the needle.

## Shared Responsibility

- Common language around data to convene providers and community champions at the neighborhood level or within service sectors.



# Shining Light on the Unseen

United Way of Greater Richmond & Petersburg



## WHO IS ALICE?

### ASSET LIMITED



ALICE has no safety net  
in times of crisis

### INCOME CONSTRAINED

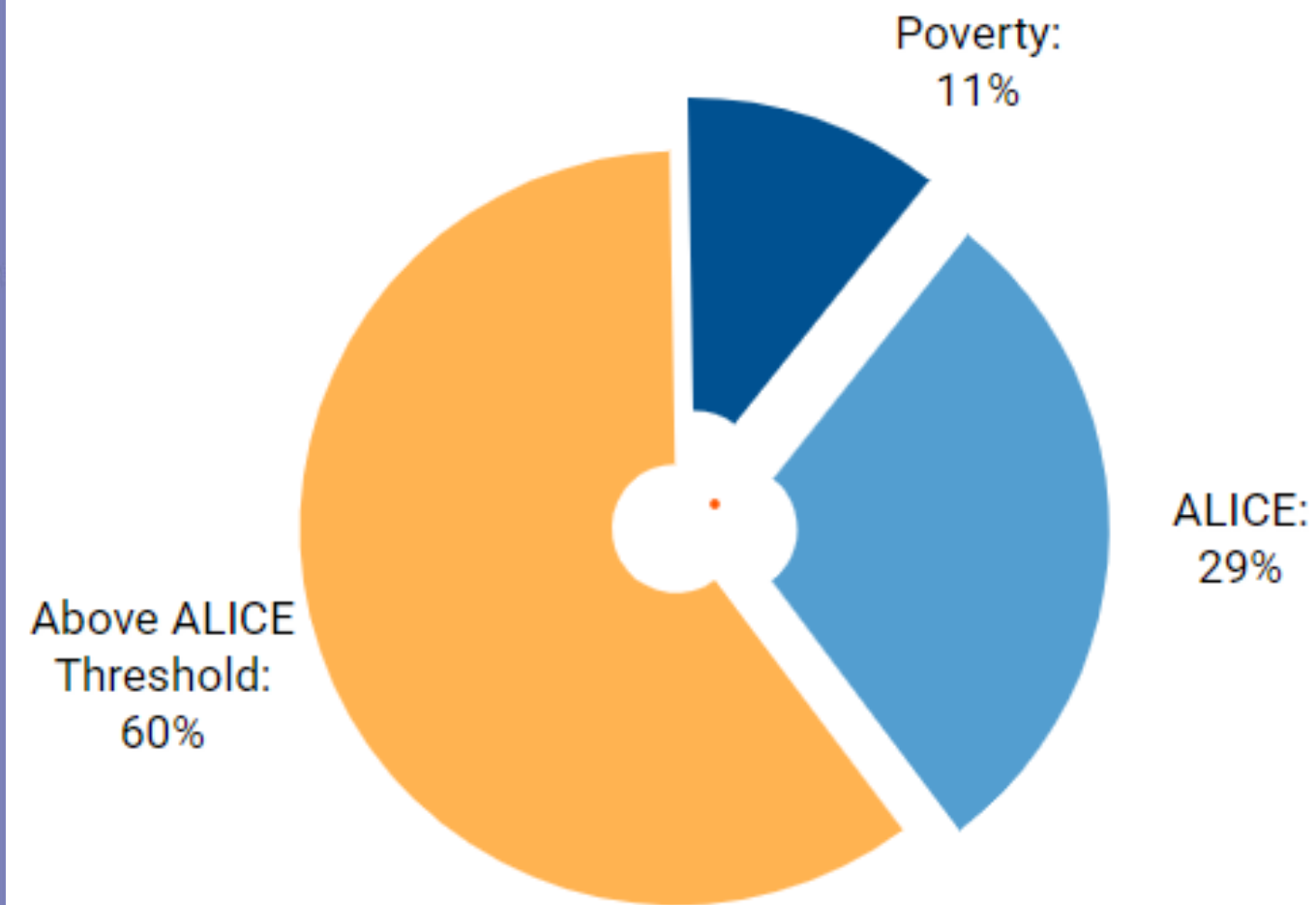


ALICE's income falls  
short of essentials

### EMPLOYED



ALICE is working, yet  
not earning enough



# PlanRVA Day!

*A day of learning, networking, and collaboration.*



# Introduction to PlanRVA's Efforts in Developing Richmond's Regional Indicators

PlanRVA Day: Data Panel

June 13, 2024

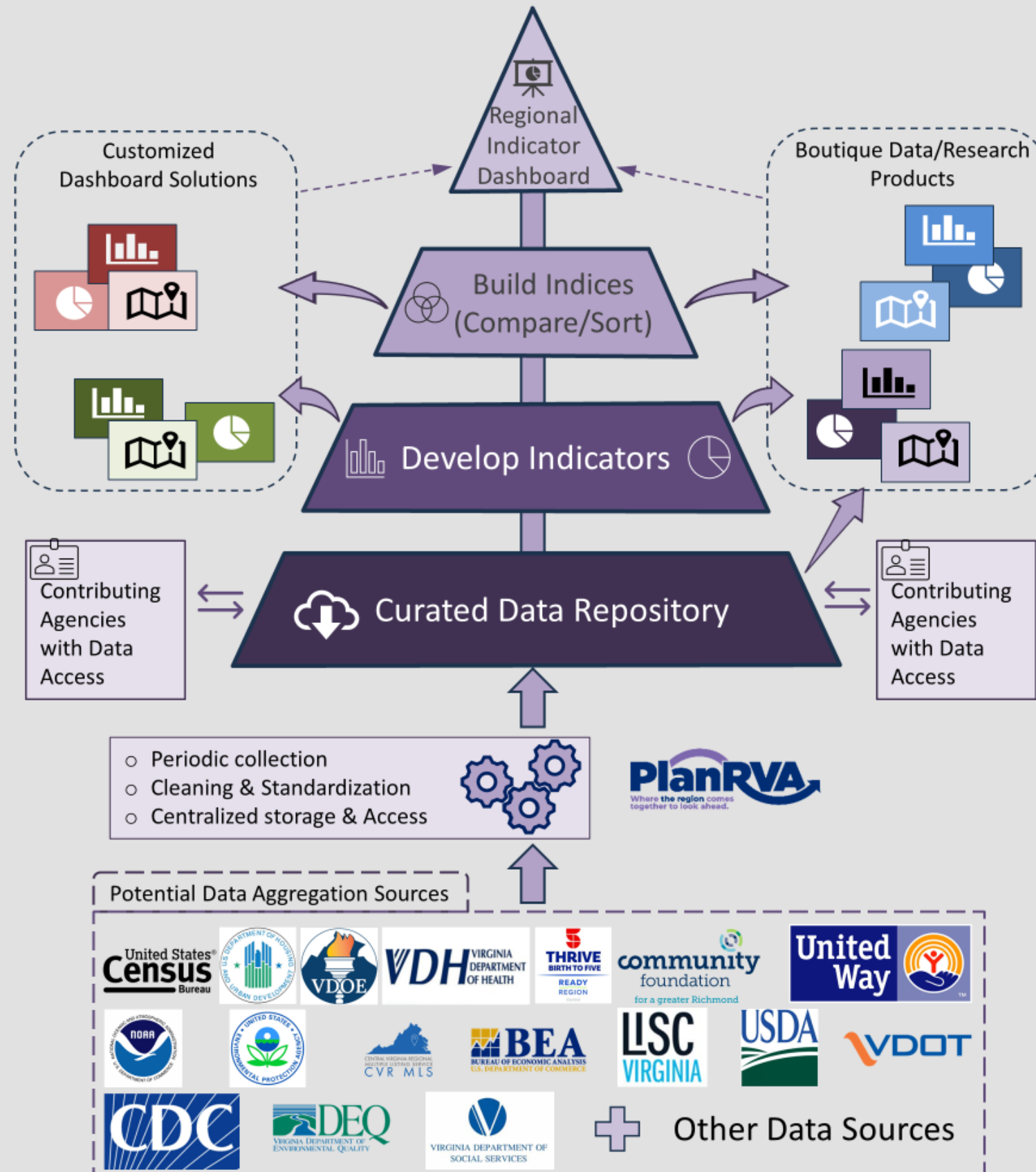
Sarin Adhikari  
Principal Data Manager  
PlanRVA  
[sadhikari@planrva.org](mailto:sadhikari@planrva.org)



# Regional Framework : The Concept

- Regional Framework
  - The Concept
  - References
- Inclusive Growth Areas
  - Indicators
- Stages of Development
- Flow: Macro-to-Micro
  - Region
  - Locality
  - Neighborhood
- Interactive Dashboard

## Data Development



## Story Telling

- Highlight real issues and stories
- Lived experiences of impacted communities
- Its not about the indicators, but the people impacted by the outcomes

## Highlight Ongoing Initiatives

- Highlight initiatives focused towards fixing what is wrong.
- Celebrate success stories.



# Regional Framework : How we got here

## Regional Framework

The Concept

References

Inclusive Growth Areas

Indicators

Stages of Development

Flow: Macro-to-Micro

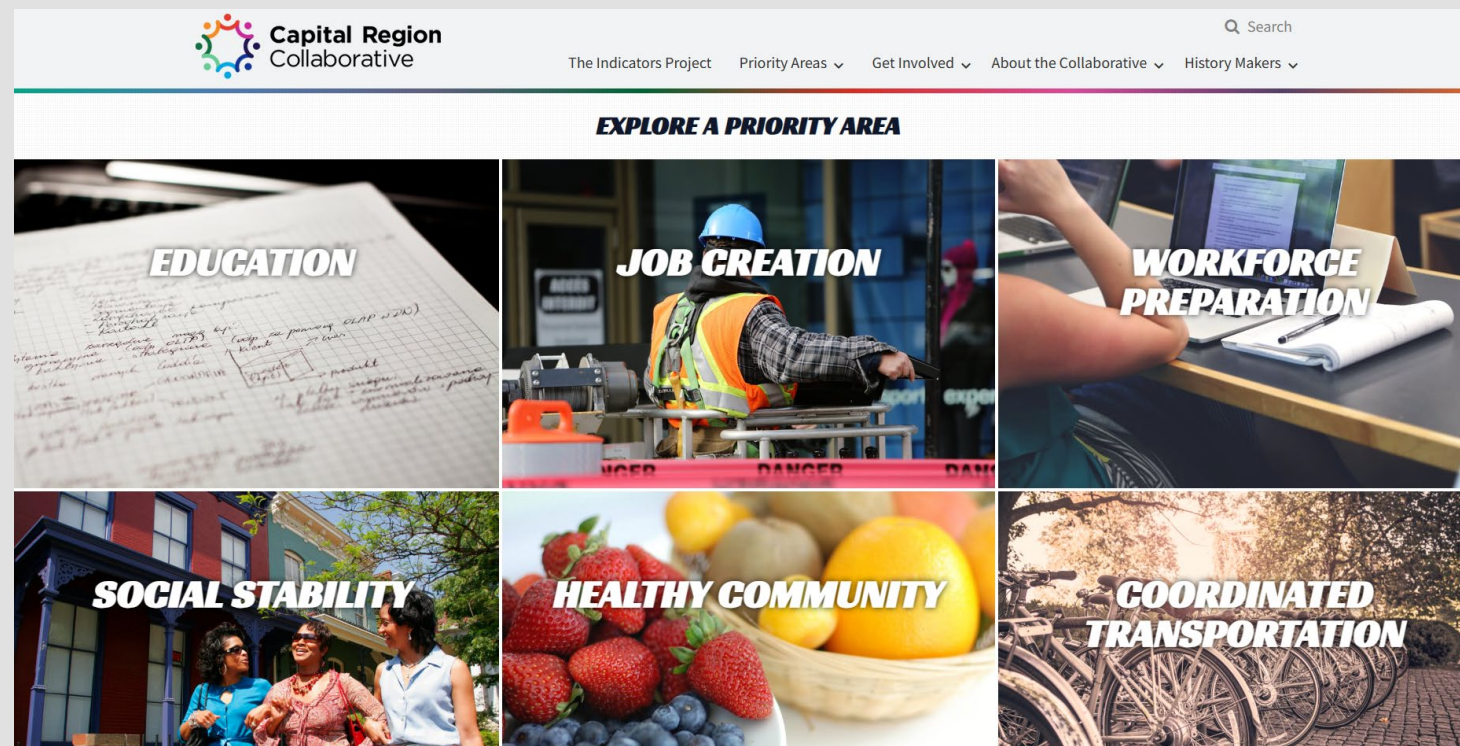
Region

Locality

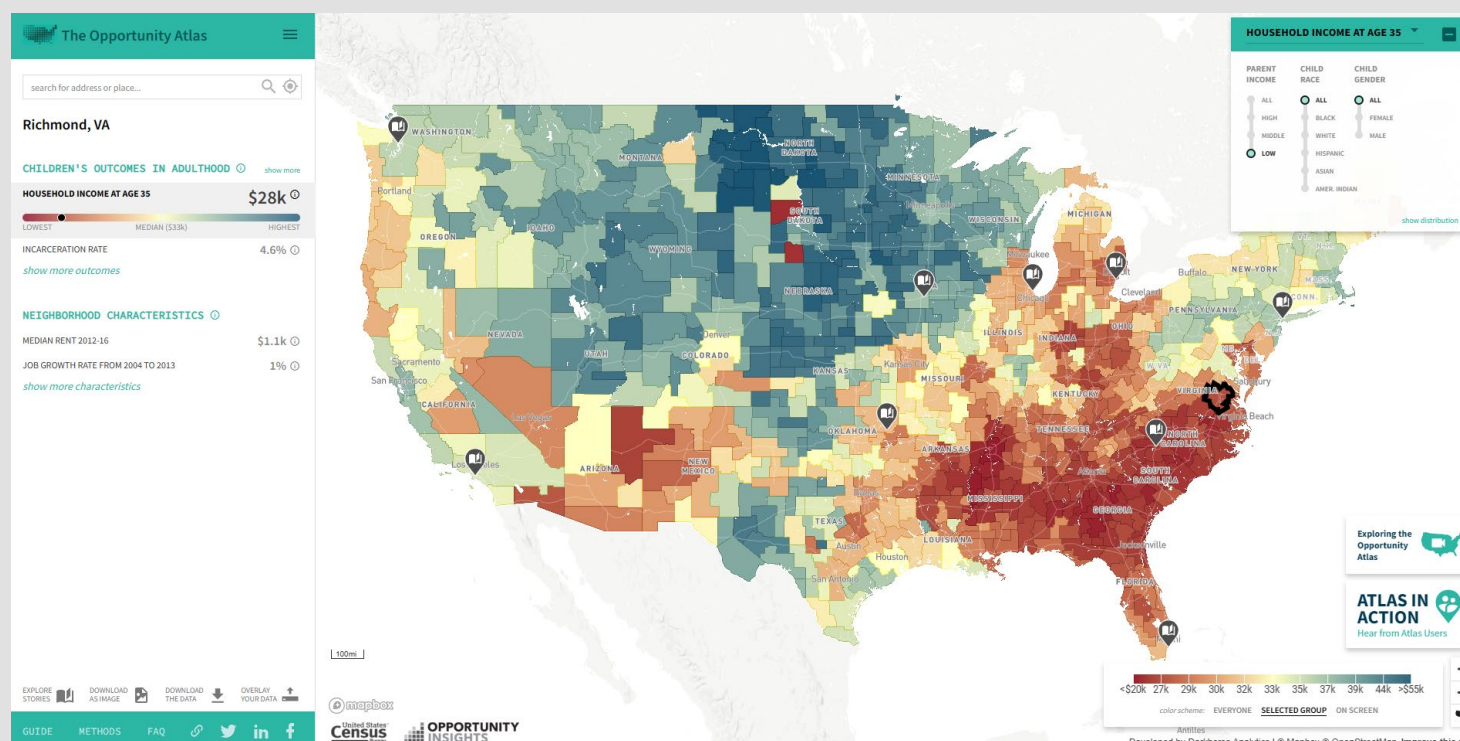
Neighborhood

Interactive Dashboard

## CRC Indicators Project



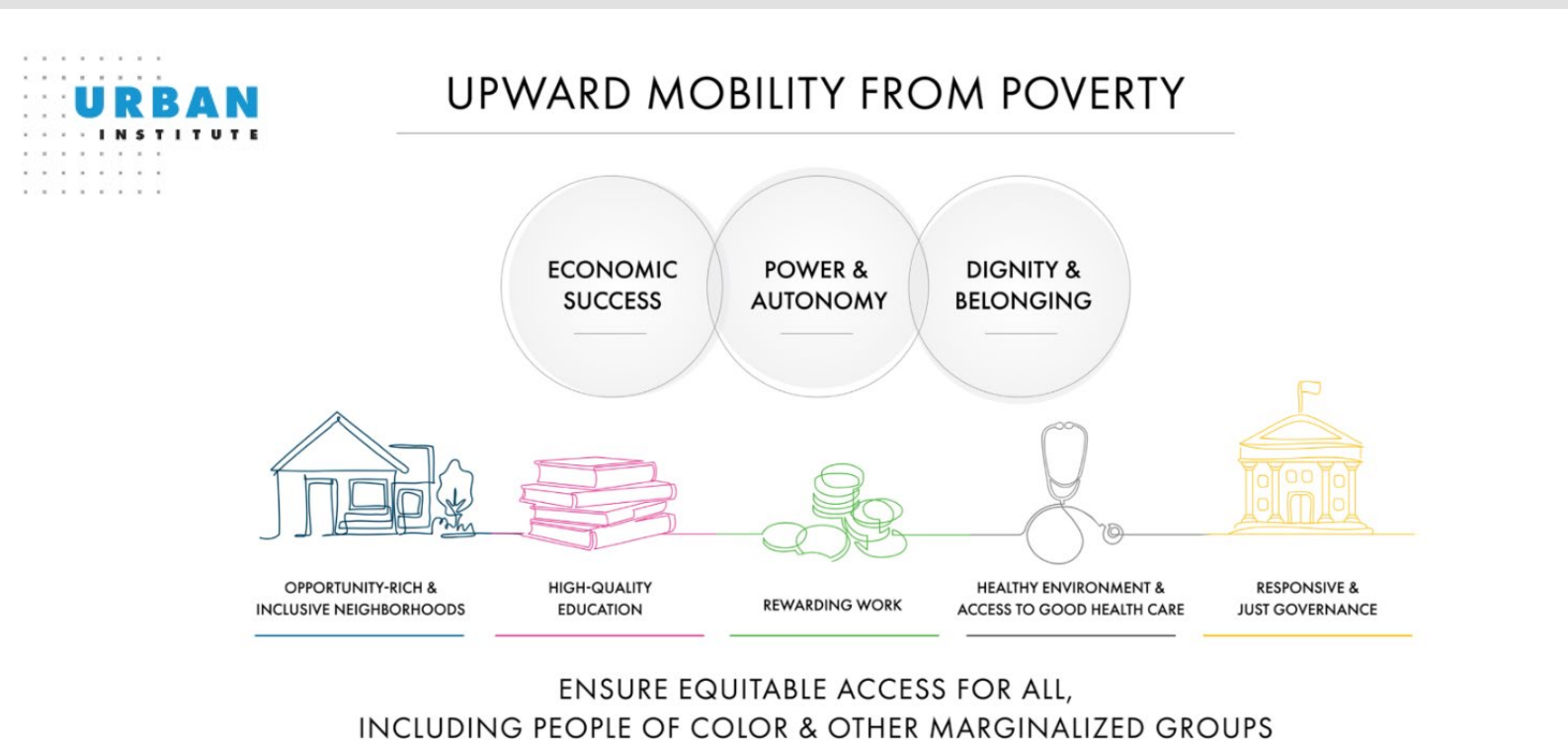
## Opportunity Insights – The Opportunity Atlas



## GWP Inclusive Growth Dashboard



## Urban Institute Upward Mobility Framework



# Key Categories

- Regional Framework
  - The Concept
  - References
- Inclusive Growth Areas
  - Indicators
- Developing Indicators
- Flow: Macro-to-Micro
  - Region
  - Locality
  - Neighborhood
- Interactive Dashboard

DEMOGRAPHICS	HOUSING	EDUCATION	ECONOMY	TRANSPORTATION	HEALTHCARE
Population	Homeownership	Educational opportunities	Labor pool	Transportation Cost-burden	Health outcomes
Race/Ethnicity	Cost burden	K-12 Educational outcome.	Labor supply-demand gap	Access to jobs	Social determinants of health.
Age Groups	Affordable housing	Educational attainment	Employment	Mode choice	Access to health care
Growth rate	Displacement pressure	School diversity	Internship opportunities	Safety	Mortality rates
	Access to credit	Digital access	Occupation-wages	Bike-ped, transit access	Environmental risk factors
	Inclusive neighborhoods	College readiness	Household income at various AMI levels.	Jobs-Housing (Im)balance.	Food insecurity
	Disinvestment	Job readiness			



# Developing Indicators

Regional Framework

The Concept

References

Inclusive Growth Areas

Indicators

**Developing Indicators**

Flow: Macro-to-Micro

Region

Locality

Neighborhood

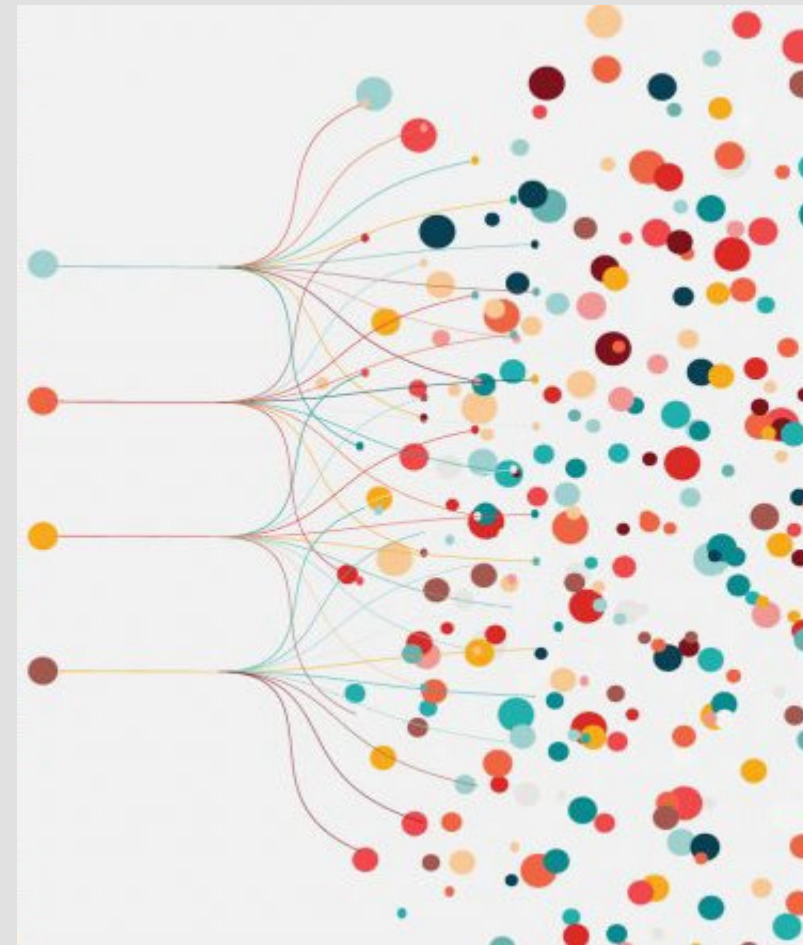
Interactive Dashboard

## Stages in Indicators Development

### Building Data Pipelines



### Developing Metrics



### Visualizations & Deep Dive



# Information Flow: Macro-to-Micro

Regional Framework

The Concept

References

Inclusive Growth Areas

Indicators

Developing Indicators

**Flow: Macro-to-Micro**

**Region**

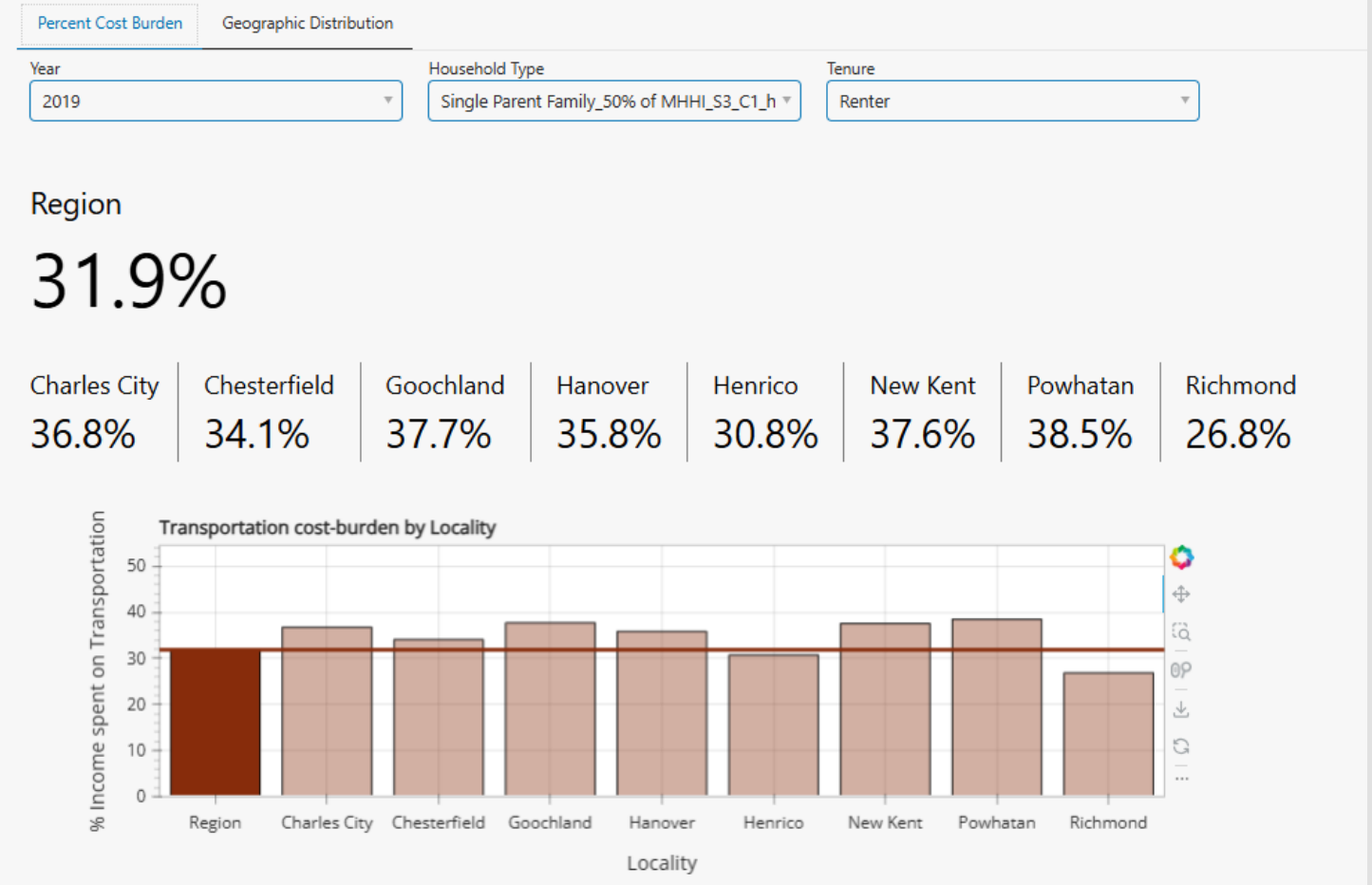
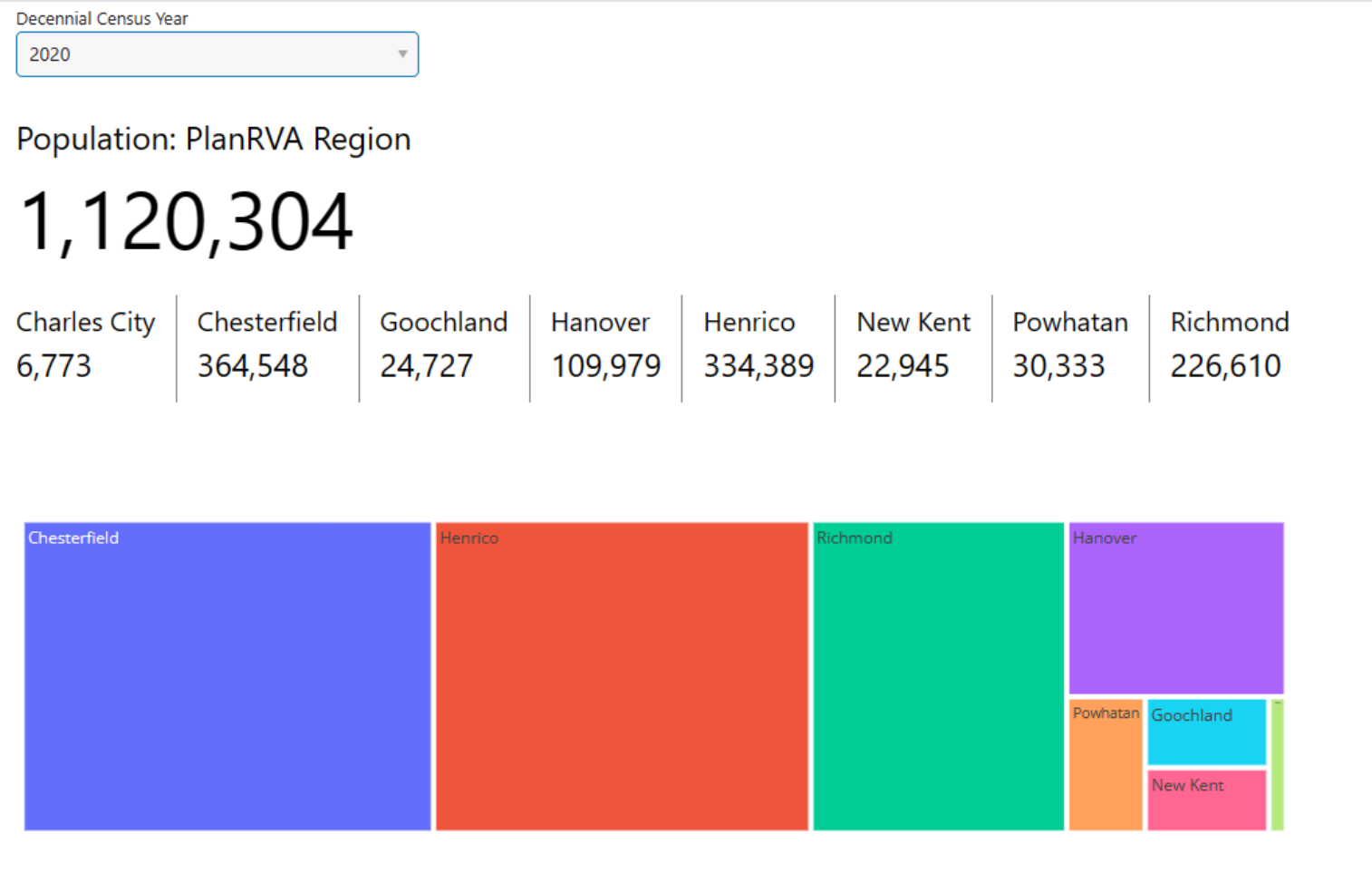
Locality

Neighborhood

Interactive Dashboard

## Region

- Indicators represented at the Regional level





# Information Flow: Macro-to-Micro

Regional Framework

The Concept

References

Inclusive Growth Areas

Indicators

Developing Indicators

**Flow: Macro-to-Micro**

Region

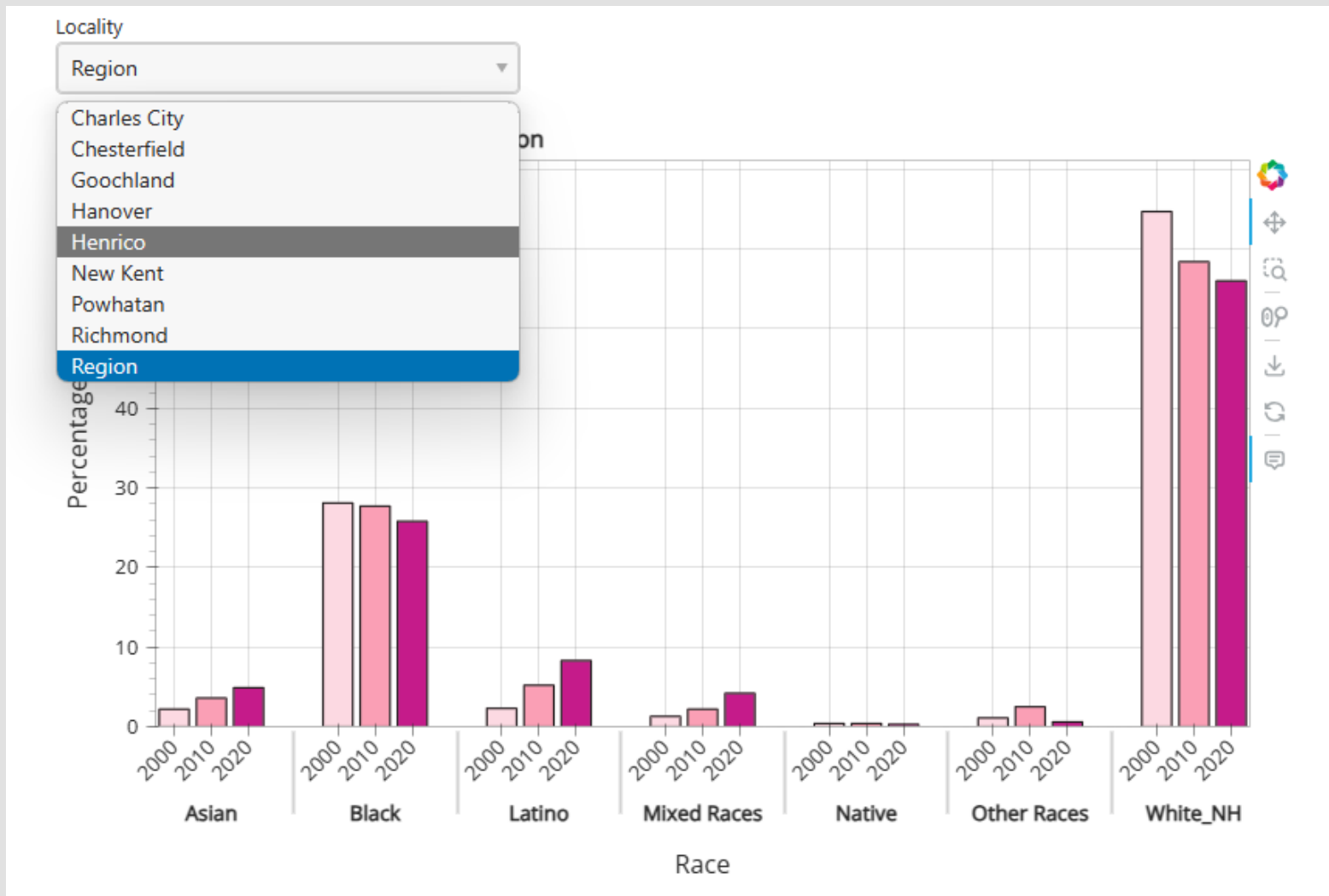
**Locality**

Neighborhood

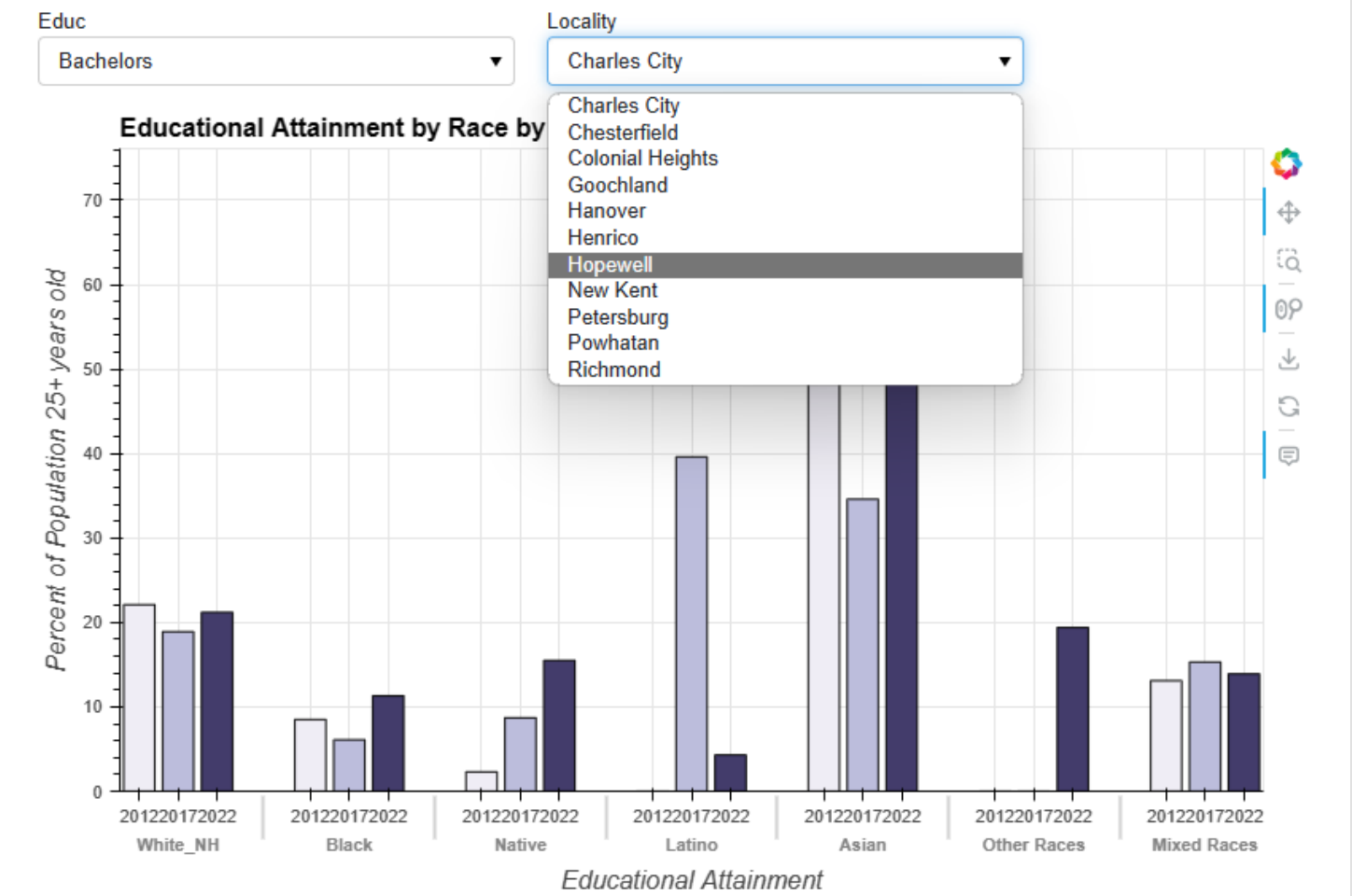
Interactive Dashboard

## Locality

- Followed by Locality-level comparisons



## Trend by Race and Locality



# Information Flow: Macro-to-Micro

Regional Framework

The Concept

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Indicators

Developing Indicators

**Flow: Macro-to-Micro**

Region

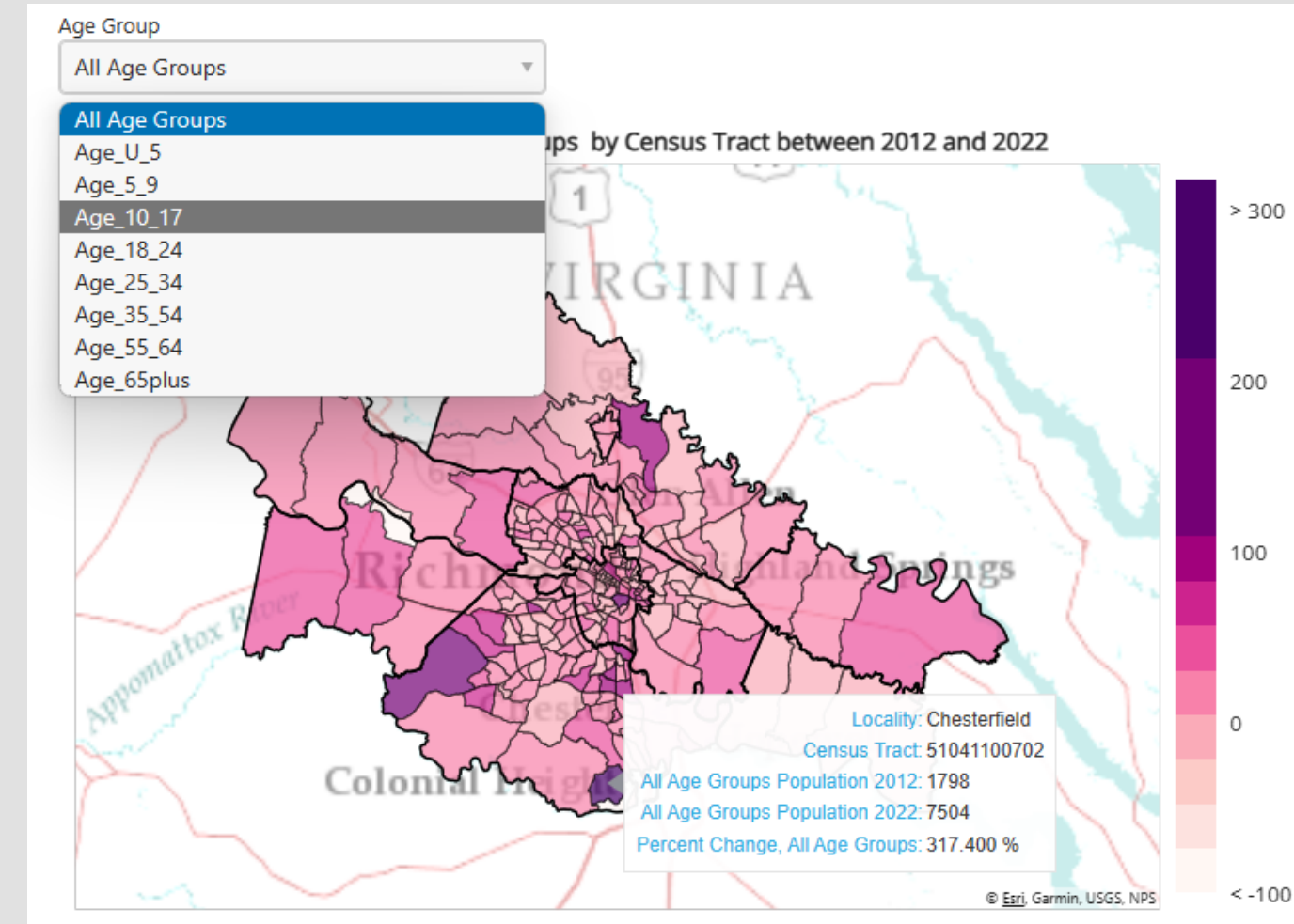
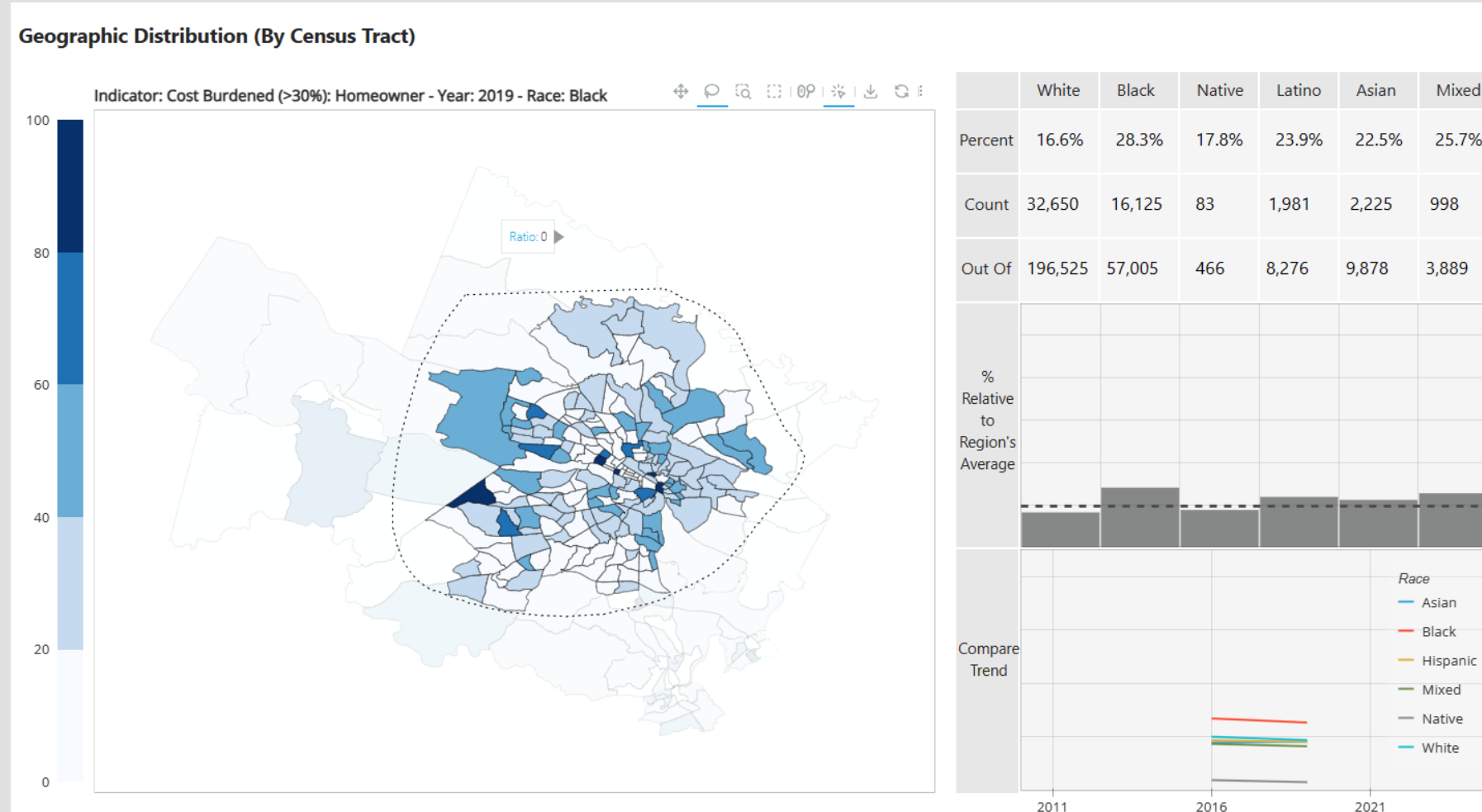
Locality

**Neighborhood**

Interactive Dashboard

## Census Tract

- Census Tract level data available through tooltips and selection on the map



# Interactive Dashboard

- Regional Framework
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- Developing Indicators
- Flow: Macro-to-Micro
  - Region
  - Locality
  - Neighborhood
- Interactive Dashboard**

## Demographic Indicators

### About Demographic Indicators

Demographic data is essential for understanding population dynamics and making informed decisions in policy and planning. Key metrics include population trends, race, and age.

*Population trends* reveal growth or decline patterns, indicating the need for infrastructure, services, and resources. Monitoring these trends helps in anticipating future demands and addressing current challenges.

*Race* data is crucial for assessing diversity and equity within communities. It highlights racial composition and can uncover disparities in areas such as education, employment, housing, and healthcare, guiding policies towards inclusivity and fairness.

*Age distribution* data provides insights into the population's age structure, impacting everything from school planning to retirement services. Understanding age demographics helps tailor services to different age groups, ensuring that both young and elderly populations receive adequate support.

[Data sources](#)

[Acknowledgments](#)



Decennial Census Year

Population: PlanRVA Region

# 1,120,304

Charles City	Chesterfield	Goochland	Hanover	Henrico	New Kent	Powhatan	Richmond
6,773	364,548	24,727	109,979	334,389	22,945	30,333	226,610



## Population Trend

Regional Trend | **Share of Population by Locality** | Population change between Decennial Censuses | Geography of Population Change



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☰ Housing Indicators

About this indicator

What indicators are presented here? Why were those selected? What are the methods? Any highlights, etc.

Global Filters

Indicator: Owner Occupied

Year: 2021

Additional Map Filter

Race: White

Data sources

References

Acknowledgments, etc.

### Selected Indicator: Owner Occupied

**Overview**

Regional Average

# 64.8%

This is a dynamic text box. The current number value is: 64.8%. This box will have explanatory details about the detail this box that change according to what filters have been selected in the widgets on the left hand pane. I am trying to do some complicated maneuvering. Will come back to it later. For now, I need to focus on the other data elements and

**By Race**

White  
75.2%

Black  
47.7%

Native  
56.5%

Latino  
44.5%

Asian  
65.6%

Mixed  
55.0%

**Geographic Distribution (By Census Tract)**

Indicator: Owner Occupied - Year: 2021 - Race: White

	White	Black	Native	Latino	Asian	Mixed
Percent	75.2%	47.7%	56.5%	44.5%	65.6%	55.0%
Count	204,072	62,942	520	9,979	11,187	7,880
Out Of	271,333	131,933	921	22,438	17,044	14,326



# Interactive Dashboard

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### Education Indicators

#### About Education Indicators

Tracking education data is vital for evaluating the effectiveness of educational systems and identifying areas for improvement. Key metrics include *K-12 educational outcomes* and *educational attainment*.

*K-12 educational outcomes* provide insights into the performance of schools and students. Metrics such as graduation rates, standardized test scores, and dropout rates help assess the quality of education and highlight disparities among student groups from different race, ethnicity, and socio-economic background. Monitoring these outcomes ensures that students receive the support they need to succeed academically and prepares them for higher education and the workforce.

*Educational attainment* measures the highest level of education completed by individuals in a community. This data is crucial for understanding the overall educational landscape and its impact on economic opportunities and social mobility. Higher educational attainment is strongly linked to better job prospects, higher earnings, and improved quality of life.

[Data sources](#)

[Acknowledgments](#)



No High School

9.0%

High School Graduate

23.4%

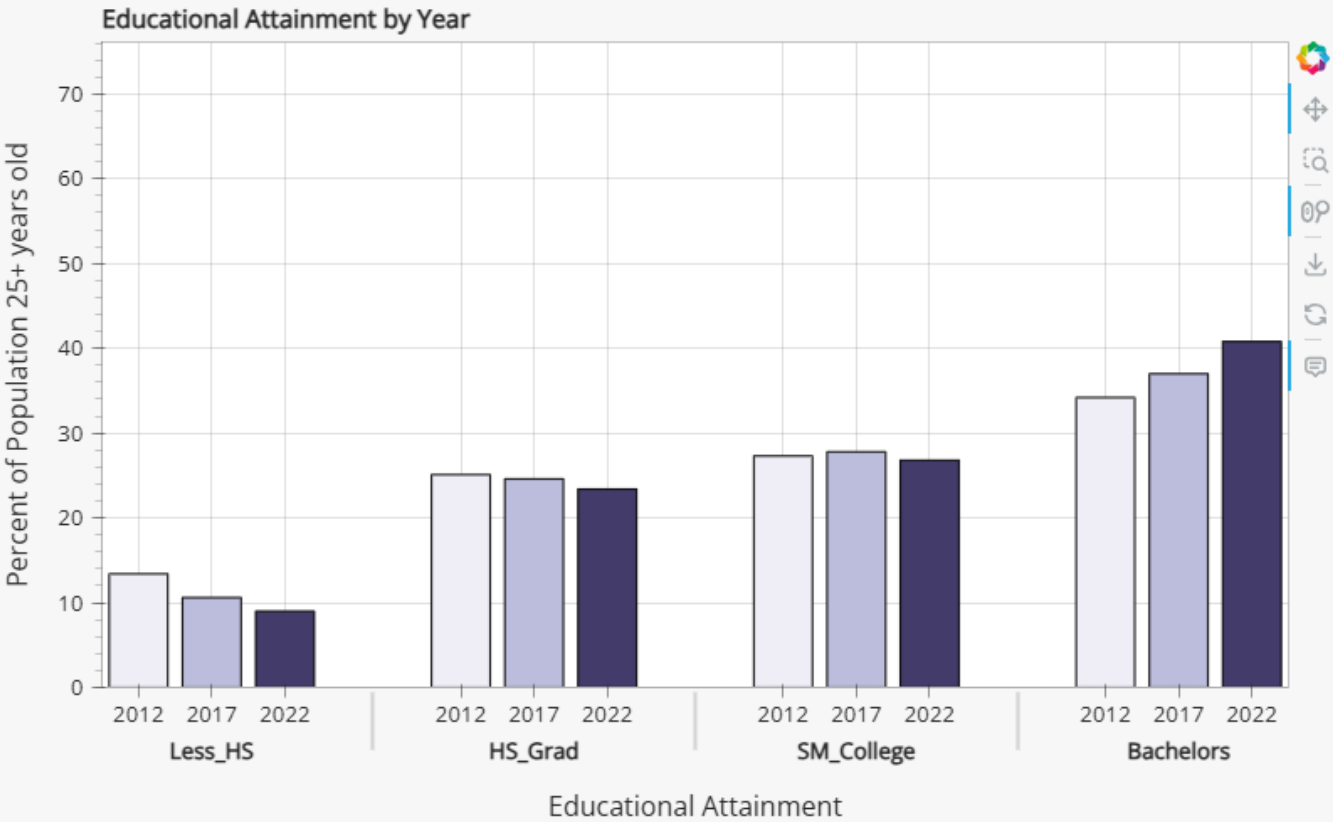
Some College

26.8%

Bachelors

40.8%

#### Regional Trend



#### Locality Trend



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## ☰ Transportation Indicators

### About Transportation Indicators

Understanding transportation indicators is crucial for assessing the accessibility and efficiency of transit systems. Two key metrics are the *transportation cost burden* and *average transit trips*.

The *transportation cost burden* measures the percentage of household income spent on transportation, providing insight into the affordability of commuting options. High transportation costs can significantly strain low-income households, limiting their access to jobs, education, and essential services.

Tracking *average transit trips* helps evaluate the usage and effectiveness of public transportation. Frequent use of transit options indicates a reliable and accessible system, while low usage may highlight areas needing improvement.

[Data sources](#)

[Acknowledgments](#)



## Transportation Cost Burden ?

Percent Cost Burden | Geographic Distribution

Year:

Household Type:

Tenure:

### Region

# 31.9%

Charles City	Chesterfield	Goochland	Hanover	Henrico	New Kent	Powhatan	Richmond
36.8%	34.1%	37.7%	35.8%	30.8%	37.6%	38.5%	26.8%



# Thank you!

Questions | Comments | Suggestions | Ideas

*Please contact:*

sadhikari@planrva.org



PlanRVA is where the region comes together to look ahead.

# PlanRVA Day!

*A day of learning, networking, and collaboration.*

