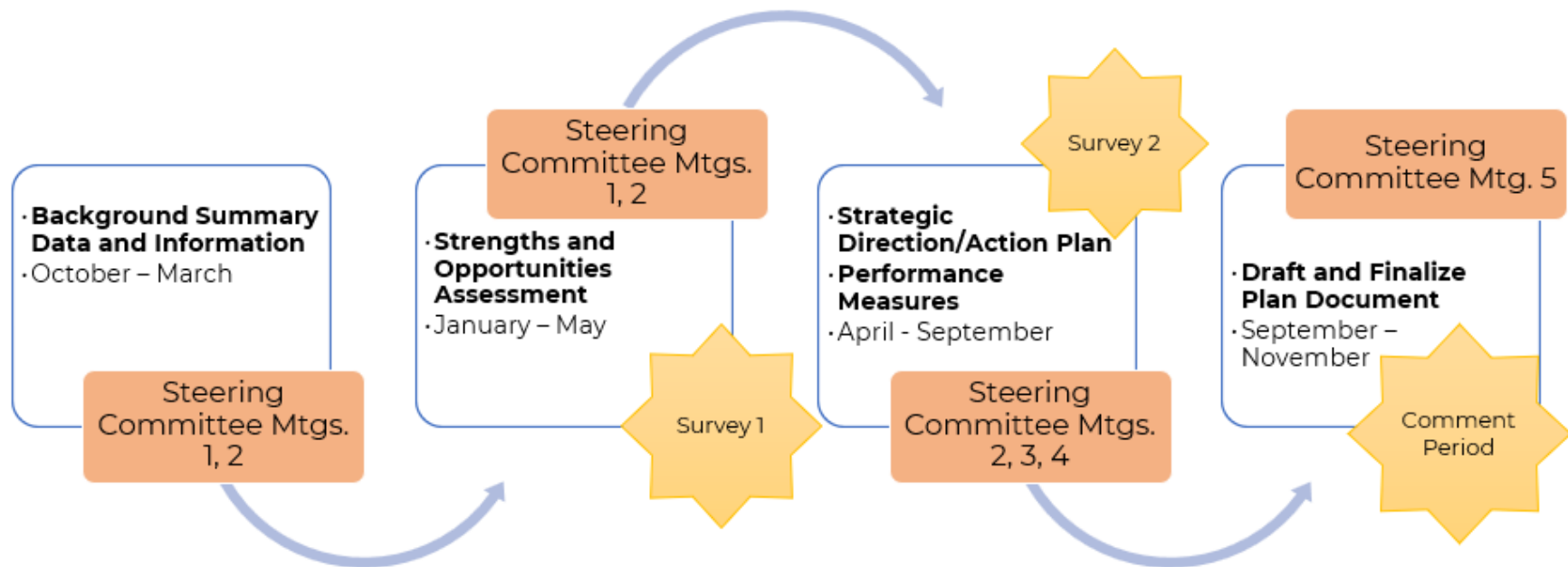


# Appendix C: Community Engagement

This appendix describes the community engagement that took place for the 2025 Richmond Regional Comprehensive Economic Development Strategy (CEDS) and contains the full set of public comments that were received. Exhibit 1 shows the process that took place in 2024 and 2025 to develop the four CEDS components and the final plan document. Exhibit 1 also shows the Steering Committee meetings (brown boxes) and stakeholder/community engagement (yellow stars). The following pages describe the CEDS engagement process in more detail, followed by a complete set of comments from each engagement period. In total, during CEDS community engagement, over 1,000 individuals were engaged at 25 events, with additional engagement that occurred through outreach on social media and via agency newsletters.

Exhibit 1. CEDS Process



## Steering Committee and Community Stakeholders

The project Steering Committee consisted of 18 individuals from each of the region's localities and a range of community stakeholders.

|                 |                     |                   |                                           |
|-----------------|---------------------|-------------------|-------------------------------------------|
| Nora Amos       | Town of Ashland     | Katie McConnell   | City of Richmond                          |
| Cynthia Boone   | Charles City County | Chuck Peterson    | Greater Richmond Partnership              |
| Garrett Hart    | Chesterfield County | Maggie Garinther  | Virginia Economic Development Partnership |
| Dalila Medrano  | Chesterfield County | Jodi Roberts      | Thrive Birth to Five                      |
| Sara Worley     | Goochland County    | Brian Davis       | Virginia Career Works                     |
| Armon Smith     | Hanover County      | Woody Rogers      | Partnership for Housing Affordability     |
| Andrew Larsen   | Henrico County      | Elizabeth Creamer | Community College Workforce Alliance      |
| Roxanne Salerno | Powhatan County     | Omar Faison       | Virginia State University                 |
| Lindsay Hurt    | New Kent County     | Michele Weatherly | ChamberRVA, Workforce Coalition           |

In addition to those listed above, several individuals contributed to the process as representatives for their organizations or attended one or more meetings as presenters or advisors.

- Additional Steering Committee Locality/Organization Contributors: Kelli Franke (Ashland), Daniel Thomas (Ashland), William Morris (Powhatan), Asif Bhavnagri (Richmond), Christina Mastroianni (ChamberRVA), Ann Payes (Thrive Birth to Five), Mychael Lee (Virginia Career Works), Dr. Edward Raspiller (Community College Workforce Alliance)
- Michael Ivey – Greater Richmond Partnership
- Dr. David Naff – Virginia Commonwealth University
- Ann Isbell and Wilson Flohr – GROW Capital Jobs Foundation (GO Virginia)
- Dr. Bill Fiege – Brightpoint Community College

During the process of forming the Steering Committee, organizations that did not opt for participation were included in the set of community stakeholder organizations that were notified of community input opportunities.

The Steering Committee guided the process through input and direction at five Committee meetings. Outside of the Committee meetings, members provided information and perspective during a range of meetings and communications.

Each of the surveys used during the process was informed by information and ideas in the meeting(s) that preceded it, and the survey results were provided and presented to the Committee as the report components were under discussion and development.

CEDS Project Engagement Page

A CEDS Project Engagement Page was created using our online engagement platform. The engagement page hosted the surveys and served as an information resource with project background, timeline, FAQ, and links to relevant documents.

The engagement page is translatable into the ten most-used languages in the region.

Survey 1: Strengths and Opportunities for Growth or Improvement Engagement

### Updates

There are currently **no** news items.



Your Input - A Summary

Overview

FAQs

Toolkit

### Project Overview

Economic development includes education, workforce development, community features that attract or retain workers, and infrastructure and land planning.

A Comprehensive Economic Development Strategy (CEDS), includes all these and provides an economic "state of the region" snapshot and develops a roadmap for economic development effort in the region.

### How?

Steps include gathering and analyzing relevant data, talking with the community, identifying trends, and creating an action plan and evaluation metrics. **The goal is to align economic development efforts**

### Project timeline

✓

**Economic Data Gathering and Analysis**  
October 2024-January 2025

✓

**Assessing Economic Strengths and Opportunities for Improvement + Survey**  
January 2025-May 2025

☆

**Developing Recommended Actions**  
June 2025-August 2025

See more

### Project Documents

**2014 Regional Comprehensive Economic Development Strategy**  
PDF (7.21 MB)

**CEDS Survey 1 Companies Results**  
PDF (1.69 MB)

**CEDS Survey 1 Individual Results**  
PDF (2.41 MB)

**CEDS Survey 2 - Goals Feedback**  
PDF (3.36 MB)

Survey 1 was designed to gather stakeholder and public feedback on the region’s strengths and opportunities for growth or improvement. The survey questions were developed in January and February of 2025 and were informed by initial strengths and opportunities for growth input provided by the Steering Committee at its first (January) meeting. To capture a variety of perspectives, two component surveys were created; the two surveys asked for feedback from an individual perspective and from an organizational or business perspective – respondents could choose to take one or both surveys.

## Marketing/Outreach for Survey 1:

- PlanRVA hosted a Regional Symposium on March 14, 2025. The Symposium was free and open to the public. The regional community was invited to attend the Symposium via a variety of outreach methods, including advertising in the newspaper.

- Comments received from Survey 1 were shared back to the community and with the Steering Committee.

- The full set of comments for Survey 1 are attached.



## Survey 2: Goals and Actions Engagement

Survey 2 was designed to gather stakeholder and public feedback on the goal concepts and potential activities to undertake in the next five years. The survey questions were developed in May and June of 2025 and were informed by input on an initial set of goals and activities concepts provided by the Steering Committee at its third (May) meeting.

Survey 2 was posted on the CEDS Project Engagement Page and was open from June 16, 2025 - July 18, 2025. To assist partners and the wider community with sharing information about the survey, the CEDS Project Engagement Page included a toolkit with social media-formatted text and images.

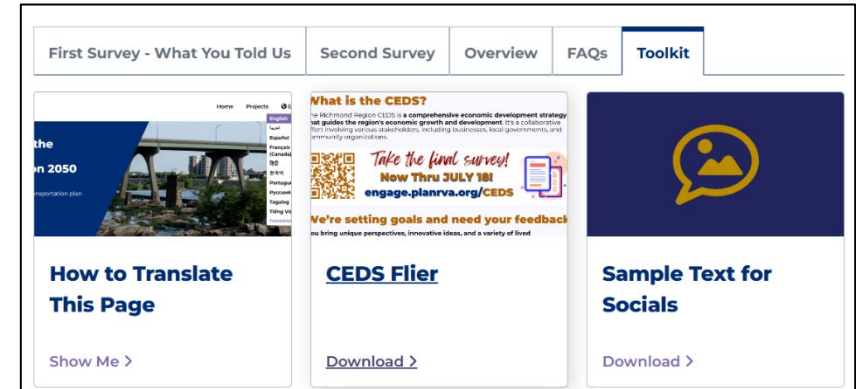
### Marketing/Outreach for Survey 2:

- PlanRVA social media (3 rounds of posts)
- PlanRVA newsletter (June edition)
- Invitation to participate emailed to more than 100 stakeholders (including private sector, government officials, higher education leaders, and community leaders).
- Invitation to participate with in-person gatherings attended by PlanRVA staff.

Comments received from Survey 2 were shared back to the community and with the Steering Committee.

- Community Report-Out: Survey results were posted on the CEDS Project Engagement Page via highlight graphics and a link to the full set of results.
- Steering Committee consideration: Survey results were shared with the Committee at its fourth (July) meeting and informed the Committee discussion and development of the Strategic Direction/Action Plan.

The full set of comments for Survey 2 is attached.



## **Public Comments**

A draft of the Richmond Regional CEDS was posted on the Project Engagement Page for a period of 30 days (October 10, 2025 – November 8, 2025) prior to PlanRVA Commission consideration. The Project Engagement Page included both the full report and appendices, and the ability to review summarized versions of the plan components. The Public Comment period was advertised in a regional newspaper and was also shared via:

- PlanRVA social media
- PlanRVA newsletter
- Emailed invitation to more than 100 stakeholders (including private sector, government officials, higher education leaders, and community leaders).
- In-person community member gatherings attended by PlanRVA staff.

During the Public Comment period, the Project Engagement Page had almost 500 views and the report, appendices, and/or other project documents were downloaded over 300 times. The full set of comments received are listed below.

More emphasis on public transportation and turning the pulse into a light rail system with more frequency and more areas served including but not limited to Mechanicsville in Hanover County from county line on 360 at the swamp to west store. Route 33 service from county line in the west to the staples mill train station and beyond. All of Parham road, route 1. A light rail line or pulse from the airport directly to downtown that also connects to the Taylor farm park. Bulldoze Williamsburg road businesses that are an eye sore. More emphasis on the LGBTQ community and supporting those and families. Free Healthcare for all. Expanding VCU health and have them take over MRMC from bon Secours as that hospital right now is absolutely garbage.

ChamberRVA's is a partner in the VTOP program but it is not our program per se. It is designed to assist employers in creating internship programs for college students - not high school students. In the Workforce Section the Next Generation model is called Next Generation Sector Partnerships not NextGen Sector Model work groups. There may be value in adding the to strategy 2.2 C ChamberRVA talent retention and development programs: YRichmond (not WHY Richmond) Intern program, Leadership Unscripted and Leadership Lab. These are all aimed at retaining and developing talent in our region. Leadership Lab is not restricted to young professionals. I think it is safe to include that ChamberRVA is convening industry led regional sector partnerships in 4 key sectors.

Goal 5 should do a better job of explicitly calling out historic preservation (HP) as an action step. The draft seems to dance around preservation with "adaptive reuse," "Main Street," and "historic lands," but those appear to be the extent of consideration for HP. Older housing stock plays a critical role in providing naturally-occurring affordable housing.

Additionally, historic preservation impacts (directly or indirectly) economic development through: Jobs, Workforce development, Property values, Heritage tourism, Environmental sustainability, and Downtown revitalization. For example, rehabilitation results in more labor-intensive work, which has stronger residual impact in the economy. Heritage tourists bring greater value to a community than visitors for other purposes. Density in historic districts often far outpaces the density in other parts of urban areas. Protection of historic districts has consistently resulted in greater appreciation of home values over time and more resilience during economic downturns. Considering that HP plays a role in almost all the identified goals, at a minimum, a specific strategy should be added.

Additional strategies might include work force development for historic trades, increasing awareness of HP, increasing incentives for HP designations and restoration work, and improving protections for areas identified as historically significant but not covered by regulatory protections. Regarding protections, one example is Richmond's "City Old and Historic District Ordinance." Those historic resources designated as significant but not covered by the ordinance (of which there are many National Register properties and districts within city limits) are not afforded ANY preservation protections from demolition or destructive alterations. I'm sure other areas within PlanRVA face similar threats from lazy new development and lack of meaningful regulatory review. Please consider directly including an HP strategy and action steps.

Yes to increasing tourism! Richmond is refitting what was business space into housing. Look at what's left - may need to protect it. Not all work is virtual. Keep our area green! Work with the Planning Council so they don't recommend the approval of SUPs that tear down existing trees and grass.

Thank you for the considerable effort that has gone into drafting this regional strategy. The document reflects meaningful engagement with community stakeholders and provides a thoughtful framework for action across economic development, infrastructure, workforce, housing, and early childhood systems. I appreciate the recognition of early childhood care and education (ECCE) and K-12 systems (Goal 1) as foundational both to preparing children and enabling caregivers to participate in the workforce. However, the plan omits the critical role of evidence-based home visiting programs in addressing these goals through a two-generation approach. Programs such as Parents as Teachers and Healthy Families strengthen school readiness while supporting parents in achieving stability and employment. Not all families access or prefer center-based childcare. Home visiting offers an effective and equitable way to reach families where they are, providing parenting support, connecting them to community resources, and building the foundation for both child and caregiver success.

Recommendation: Add language recognizing evidence-based home visiting as a strategy under Goal 1 ("Build a Strong Foundation for Regional Growth"). Add a strategy under Action 1.1 to "Expand access to evidence-based home visiting programs that support parents and promote school readiness through two-generation approaches."

Recognize home visiting as a workforce strategy by noting its role in increasing parental employment readiness. Include an action to expand access to evidence-based home visiting programs that promote school readiness and parental workforce participation.

Consider adding a metric such as “families served annually by evidence-based home visiting programs” to the evaluation framework.

Integrating home visiting into the CEDS would ensure a more comprehensive and inclusive approach to early childhood development and workforce readiness, meeting diverse families’ needs.

One element that is missing from this plan is where the aging population and its needs fit in. There is significant data about the impending age wave and the impact this will have on communities. By 2035, the US 80+ population will increase from 14.7 million to nearly 23 million, a growth rate of over 55%. <https://www.nicmap.com/blog/the-impending-age-wave-navigating-the-urgent-need-for-senior-housing> . This demographic shift will significantly impact housing, transportation, healthcare, and workforce systems. Yet, the plan does not include explicit strategies to prepare for this change or to support the home-based care workforce essential to helping older adults age safely in their homes and communities.

Recommendations:

Add a strategy specific to the aging population under Goal 1 (“Build a Strong Foundation for Regional Growth”) or Goal 2 (“Enhance Workforce Resilience”) to ensure the region is prepared for this demographic shift.

Include workforce development for home-based and direct care roles, personal care aides, home health aides, and companion caregivers within the regional workforce strategies. There is already a shortage of this workforce.

Promote aging in place by linking housing, transportation, and broadband goals to accessibility, safety, and service coordination for older adults.

Add evaluation metrics such as the number of trained direct care workers in the region or the percentage of older adults able to remain safely in their homes with community-based supports.

Including these recommendations would make the CEDS more forward-looking, equitable, and responsive to one of the most significant workforce and human service challenges facing our region. Supporting older adults and the caregivers who serve them is essential not only to individual well-being but also to the region’s overall economic resilience and quality of life.

(Suggested Focal Area 4 Revised Language) Central Richmond/Manchester. This Focal Area contains the urban heart of the region, including the region’s downtown commercial corridor (along Broad Street and City Center redevelopment), as well as rapidly developing/redeveloping areas such as the Diamond District, Scotts Addition into Westwood redevelopment in Henrico, the Springline at District 60 development on Midlothian and associated Midlothian commercial corridor extending into Richmond, the Hull Street corridor south of the James River extending into Chesterfield, and southern areas of Henrico and extending into Richmond in the vicinity of Rocketts Landing.

## **Survey 1: Strengths and Opportunities for Growth or Improvement Engagement**

Open

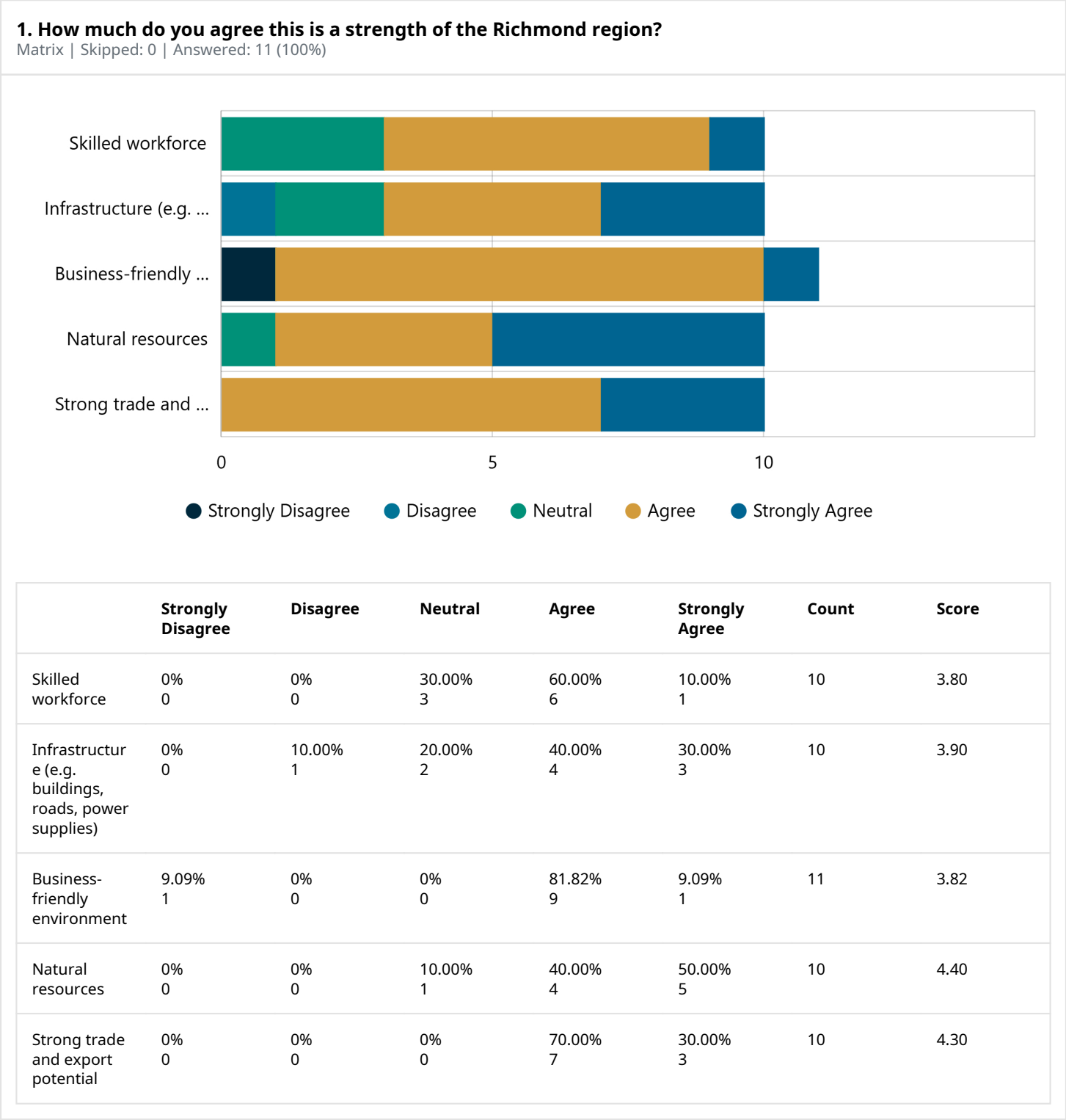
For Companies/Organizations

Economic Development Strategy (CEDS)

11Contributors

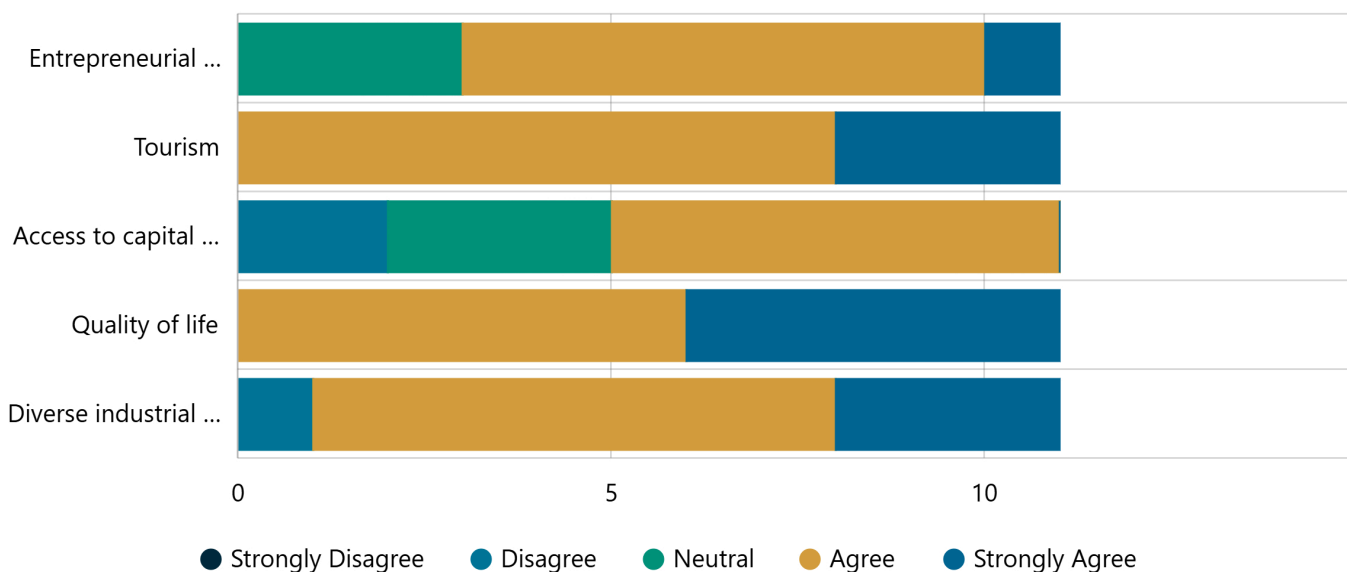
11Contributions

Contribution Summary



## 2. How much do you agree this is a strength of the Richmond region?

Matrix | Skipped: 0 | Answered: 11 (100%)



|                                                                                | Strongly Disagree | Disagree    | Neutral     | Agree       | Strongly Agree | Count | Score |
|--------------------------------------------------------------------------------|-------------------|-------------|-------------|-------------|----------------|-------|-------|
| Entrepreneurial culture (developing products/services/ideas, often innovative) | 0%<br>0           | 0%<br>0     | 27.27%<br>3 | 63.64%<br>7 | 9.09%<br>1     | 11    | 3.82  |
| Tourism                                                                        | 0%<br>0           | 0%<br>0     | 0%<br>0     | 72.73%<br>8 | 27.27%<br>3    | 11    | 4.27  |
| Access to capital (wealth in the form of money or other assets)                | 0%<br>0           | 18.18%<br>2 | 27.27%<br>3 | 54.55%<br>6 | 0%<br>0        | 11    | 3.36  |
| Quality of life                                                                | 0%<br>0           | 0%<br>0     | 0%<br>0     | 54.55%<br>6 | 45.45%<br>5    | 11    | 4.45  |
| Diverse industrial base (an economy with a variety of industries)              | 0%<br>0           | 9.09%<br>1  | 0%<br>0     | 63.64%<br>7 | 27.27%<br>3    | 11    | 4.09  |

**3. Share your thoughts on these or any other regional strengths you feel are most important.**

Short Text | Skipped: 8 | Answered: 3 (27.3%)

**Sentiment**

No sentiment data

**Tags**

No tag data

**Featured Contributions**

No featured contributions

Economic Development Strategy (CEDS)

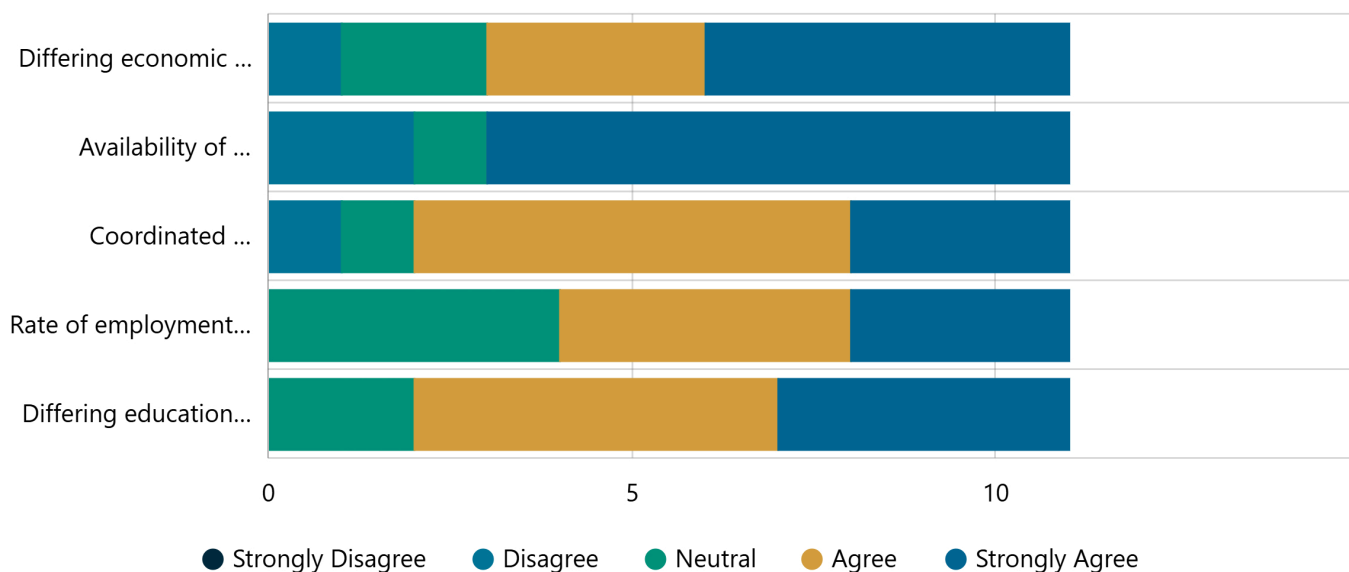
**Share your thoughts on these or any other regional strengths you feel are most important.**

Question 3

|                                                                                                                                                                                                                                                 |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Access to the correct capital has to become a reality for all business owners.                                                                                                                                                                  |
| Logistically, the Richmond Region provides businesses superior access to both domestic and international markets.                                                                                                                               |
| While we have good infrastructure, the airport needs more connections for business purposes. In regards to capital, we have very little VC in the area which is significantly impacting start up ecosystems especially in pharma/life sciences. |
| Diversification of resources, industries and talent is our secret sauce.                                                                                                                                                                        |

#### 4. How much do you agree these are opportunities for improvement?

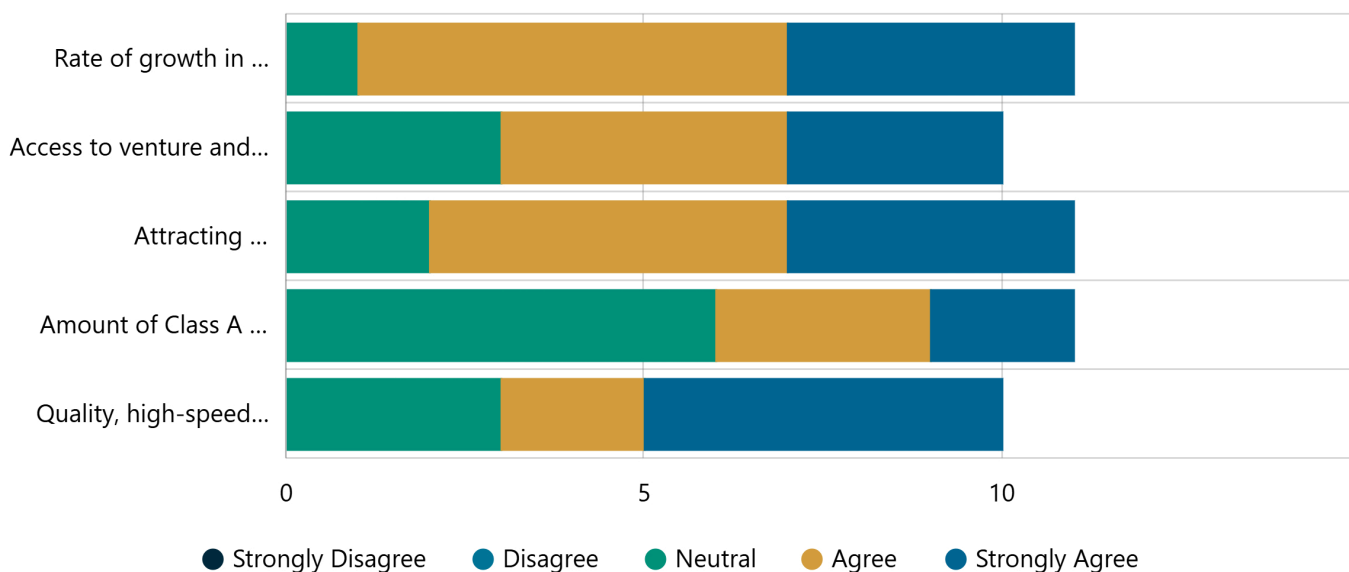
Matrix | Skipped: 0 | Answered: 11 (100%)



|                                          | Strongly Disagree | Disagree    | Neutral     | Agree       | Strongly Agree | Count | Score |
|------------------------------------------|-------------------|-------------|-------------|-------------|----------------|-------|-------|
| Differing economic mobility              | 0%<br>0           | 9.09%<br>1  | 18.18%<br>2 | 27.27%<br>3 | 45.45%<br>5    | 11    | 4.09  |
| Availability of affordable housing       | 0%<br>0           | 18.18%<br>2 | 9.09%<br>1  | 0%<br>0     | 72.73%<br>8    | 11    | 4.27  |
| Coordinated workforce development system | 0%<br>0           | 9.09%<br>1  | 9.09%<br>1  | 54.55%<br>6 | 27.27%<br>3    | 11    | 4.00  |
| Rate of employment growth                | 0%<br>0           | 0%<br>0     | 36.36%<br>4 | 36.36%<br>4 | 27.27%<br>3    | 11    | 3.91  |
| Differing education outcomes             | 0%<br>0           | 0%<br>0     | 18.18%<br>2 | 45.45%<br>5 | 36.36%<br>4    | 11    | 4.18  |

## 5. How much do you agree these are opportunities for improvement?

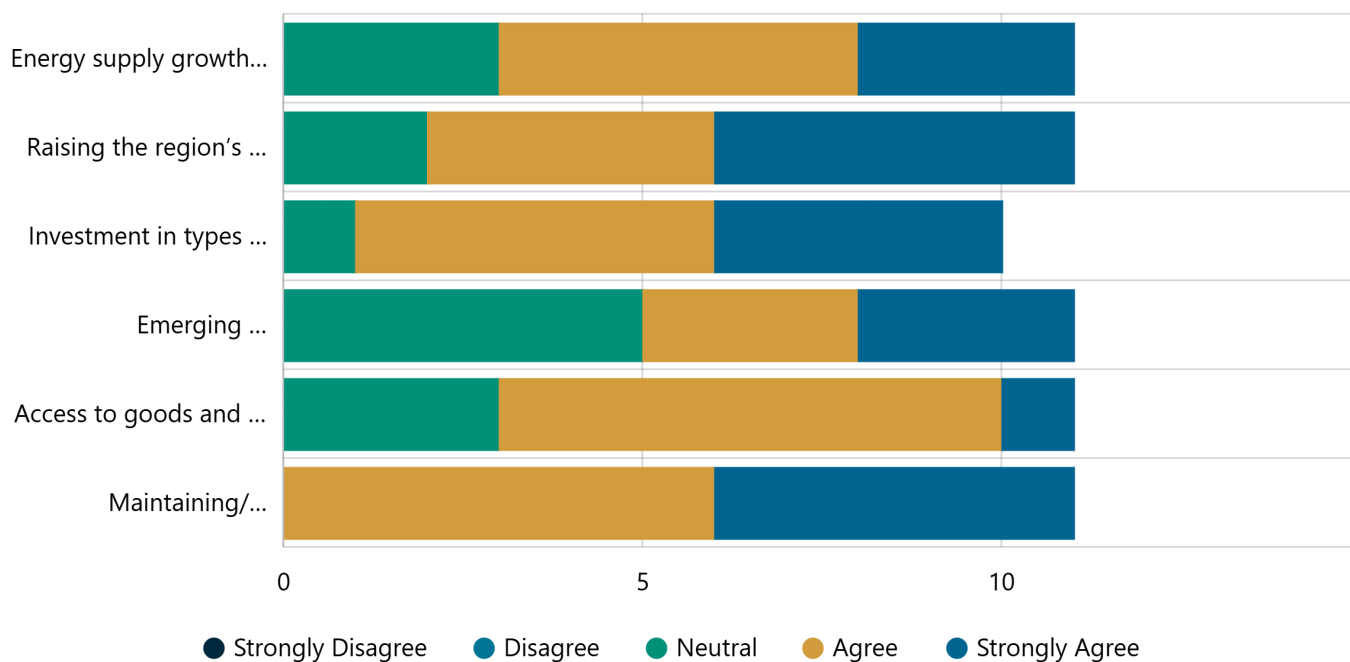
Matrix | Skipped: 0 | Answered: 11 (100%)



|                                                       | Strongly Disagree | Disagree | Neutral     | Agree       | Strongly Agree | Count | Score |
|-------------------------------------------------------|-------------------|----------|-------------|-------------|----------------|-------|-------|
| Rate of growth in household income (i.e. wage growth) | 0%<br>0           | 0%<br>0  | 9.09%<br>1  | 54.55%<br>6 | 36.36%<br>4    | 11    | 4.27  |
| Access to venture and other capital                   | 0%<br>0           | 0%<br>0  | 30.00%<br>3 | 40.00%<br>4 | 30.00%<br>3    | 10    | 4.00  |
| Attracting additional knowledge workers               | 0%<br>0           | 0%<br>0  | 18.18%<br>2 | 45.45%<br>5 | 36.36%<br>4    | 11    | 4.18  |
| Amount of Class A office space                        | 0%<br>0           | 0%<br>0  | 54.55%<br>6 | 27.27%<br>3 | 18.18%<br>2    | 11    | 3.64  |
| Quality, high-speed broadband                         | 0%<br>0           | 0%<br>0  | 30.00%<br>3 | 20.00%<br>2 | 50.00%<br>5    | 10    | 4.20  |

## 6. How much do you agree these are opportunities for improvement?

Matrix | Skipped: 0 | Answered: 11 (100%)



|                                                                                       | Strongly Disagree | Disagree | Neutral     | Agree       | Strongly Agree | Count | Score |
|---------------------------------------------------------------------------------------|-------------------|----------|-------------|-------------|----------------|-------|-------|
| Energy supply growth and predictability                                               | 0%<br>0           | 0%<br>0  | 27.27%<br>3 | 45.45%<br>5 | 27.27%<br>3    | 11    | 4.00  |
| Raising the region's profile nationally and globally                                  | 0%<br>0           | 0%<br>0  | 18.18%<br>2 | 36.36%<br>4 | 45.45%<br>5    | 11    | 4.27  |
| Investment in types of transportation and mobility connections (e.g. planes, transit) | 0%<br>0           | 0%<br>0  | 10.00%<br>1 | 50.00%<br>5 | 40.00%<br>4    | 10    | 4.30  |
| Emerging technology's impact on workforce                                             | 0%<br>0           | 0%<br>0  | 45.45%<br>5 | 27.27%<br>3 | 27.27%<br>3    | 11    | 3.82  |
| Access to goods and services                                                          | 0%<br>0           | 0%<br>0  | 27.27%<br>3 | 63.64%<br>7 | 9.09%<br>1     | 11    | 3.82  |
| Maintaining/upgrading aging                                                           | 0%<br>0           | 0%<br>0  | 0%<br>0     | 54.55%<br>6 | 45.45%<br>5    | 11    | 4.45  |

infrastructur  
e

7. What other opportunities for growth or improvement do you feel this region needs to address?

Short Text | Skipped: 9 | Answered: 2 (18.2%)

Sentiment

No sentiment data

Tags

No tag data

Featured Contributions

No featured contributions

Economic Development Strategy (CEDS)

Question 7 **What other opportunities for growth or improvement do you feel this region needs to address?**

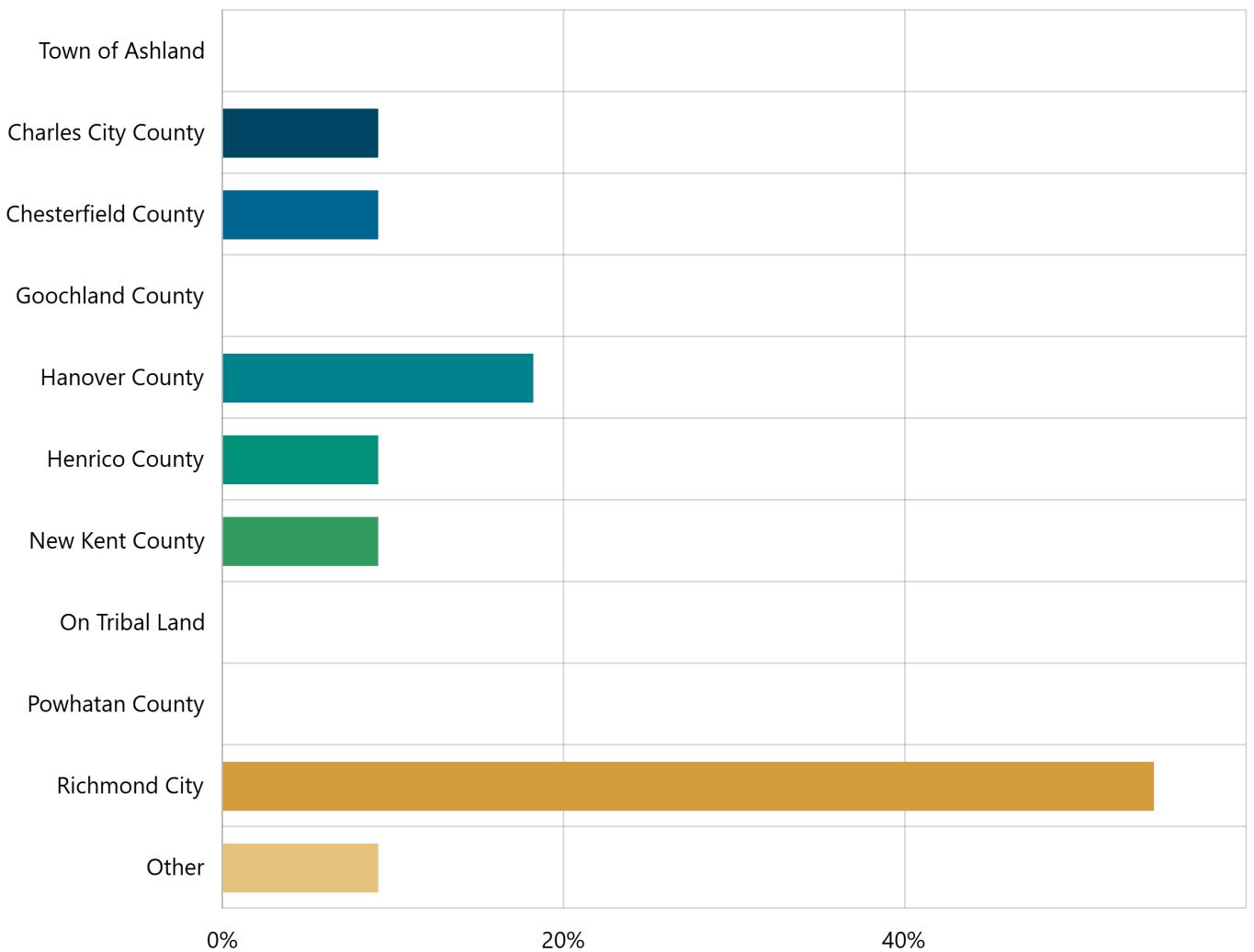
Attracting and retaining new talent is great, but capitalize on the existing, dedicated, matured workforce native to RVA.

Rising housing costs is a major issue and needs strong regional leadership to address. Richmond is still "unknown" nationally yet performs well against "cool" cities; need to increase the visibility.

Stop kicking the can down the road and invest in regional utilities and transportation infrastructure.

## 8. Where is your company/organization located? Required

Multi Choice | Skipped: 0 | Answered: 11 (100%)



| Answer choices      | Percent | Count |
|---------------------|---------|-------|
| Town of Ashland     | 0%      | 0     |
| Charles City County | 9.09%   | 1     |
| Chesterfield County | 9.09%   | 1     |
| Goochland County    | 0%      | 0     |
| Hanover County      | 18.18%  | 2     |
| Henrico County      | 9.09%   | 1     |
| New Kent County     | 9.09%   | 1     |
| On Tribal Land      | 0%      | 0     |
| Powhatan County     | 0%      | 0     |

|               |        |   |
|---------------|--------|---|
| Richmond City | 54.55% | 6 |
| Other         | 9.09%  | 1 |

Open

For Individuals

Economic Development Strategy (CEDS)

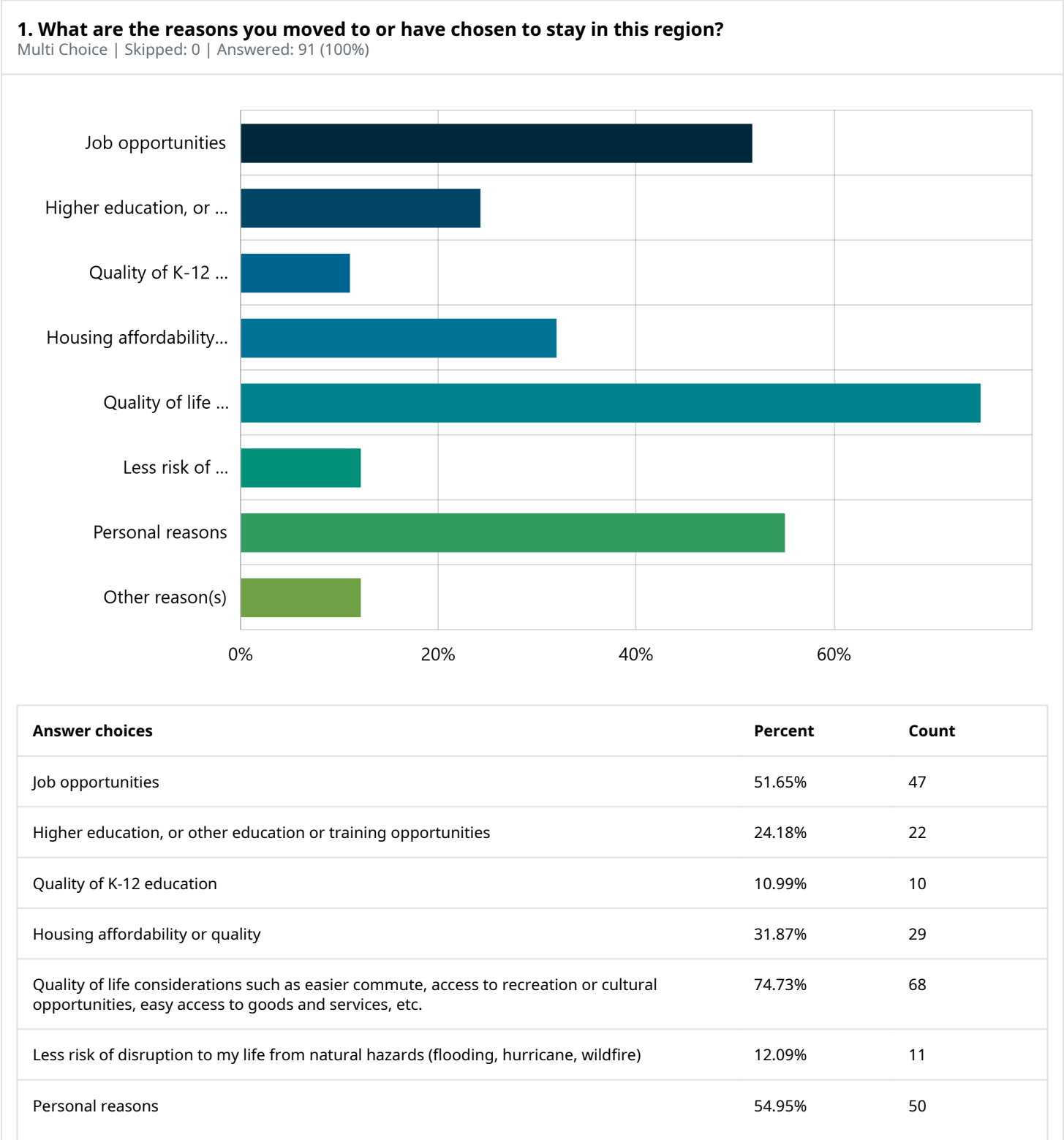
83

Contributors

91

Contributions

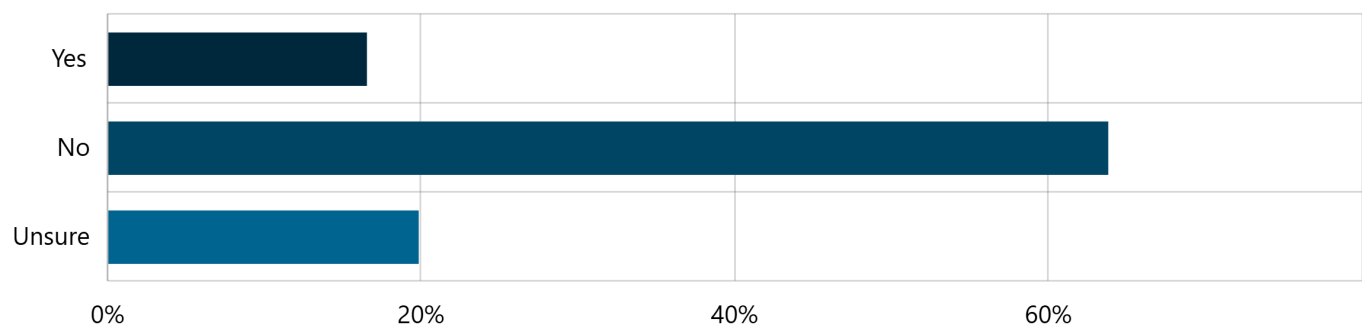
Contribution Summary



|                 |        |    |
|-----------------|--------|----|
| Other reason(s) | 12.09% | 11 |
|-----------------|--------|----|

2. Are you considering leaving this region?

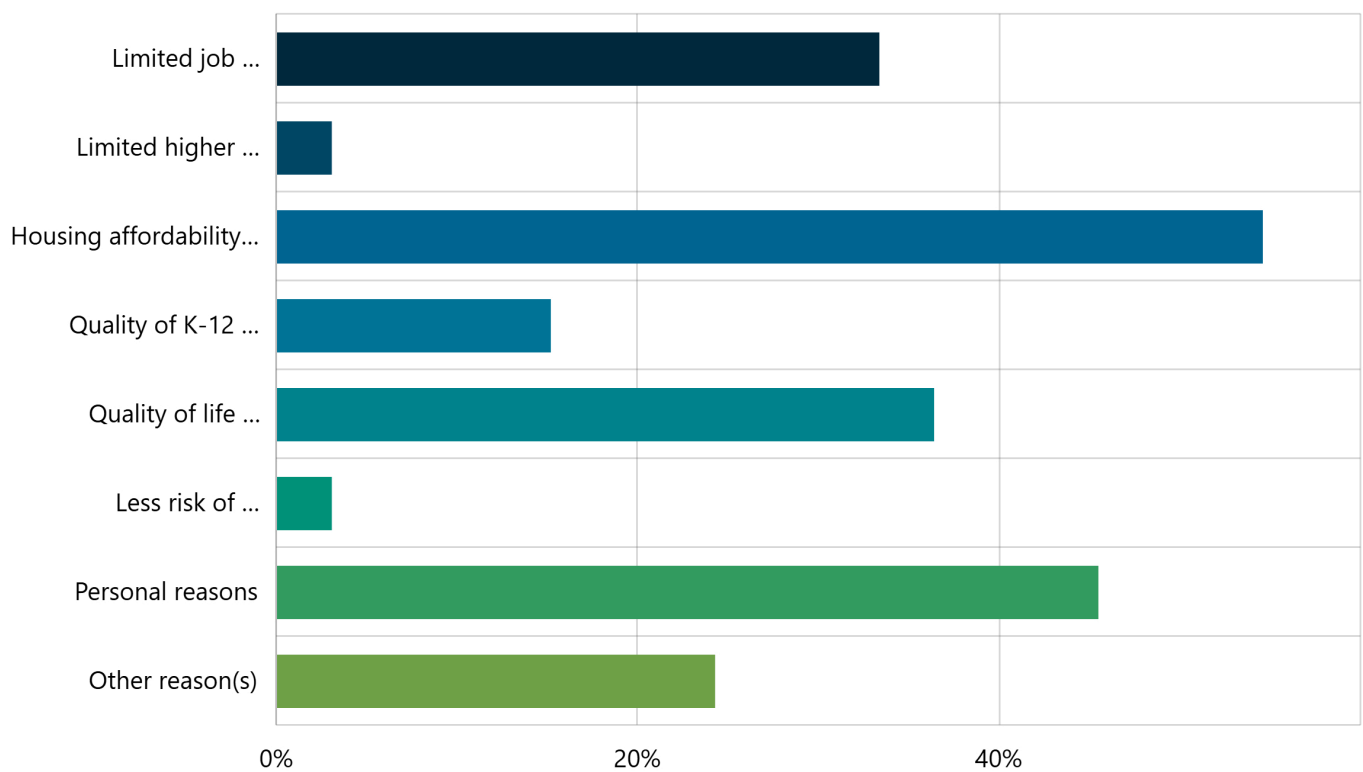
Multi Choice | Skipped: 0 | Answered: 91 (100%)



| Answer choices | Percent | Count |
|----------------|---------|-------|
| Yes            | 16.48%  | 15    |
| No             | 63.74%  | 58    |
| Unsure         | 19.78%  | 18    |
| Total          | 100.00% | 91    |

### 3. If you are considering leaving the region, what are your reasons?

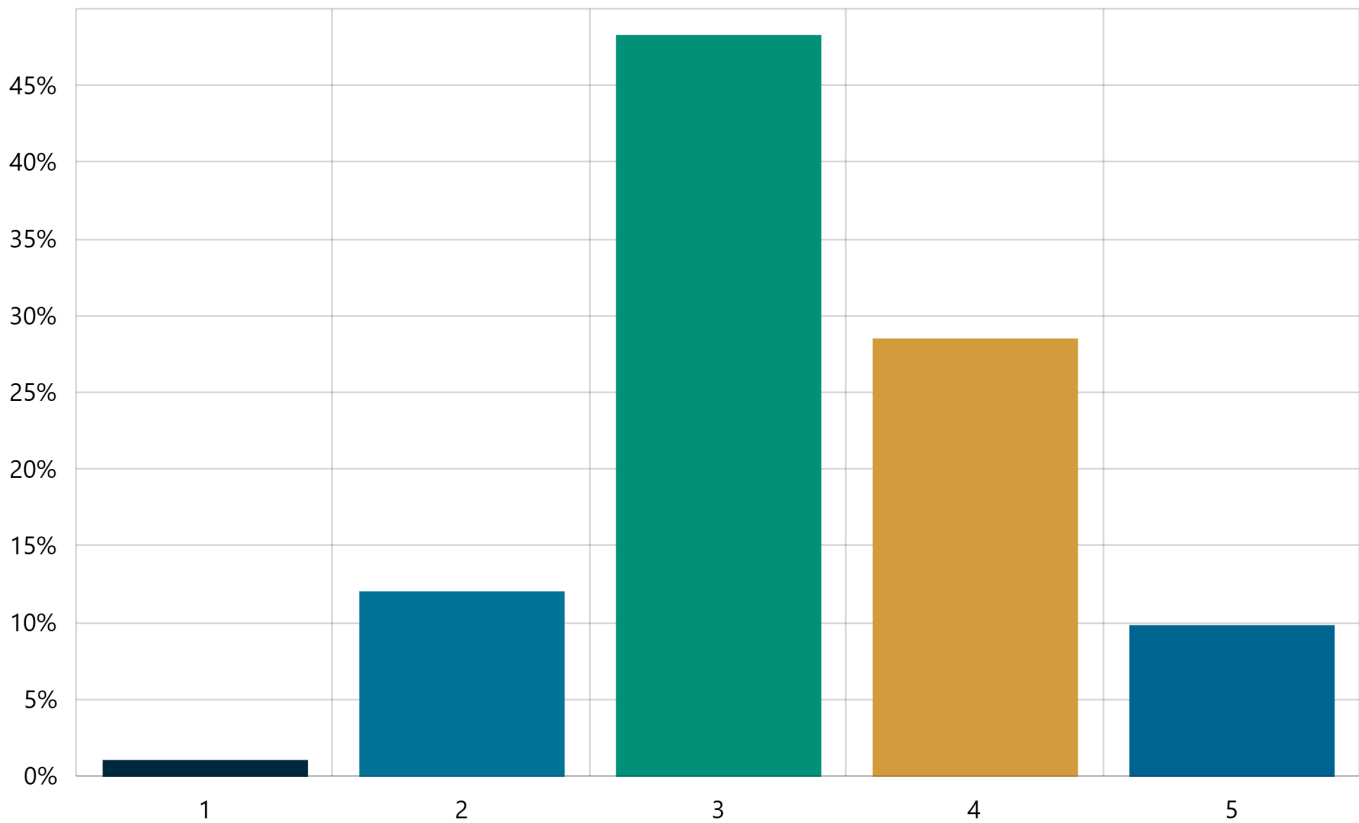
Multi Choice | Skipped: 58 | Answered: 33 (36.3%)



| Answer choices                                                                                                                                   | Percent | Count |
|--------------------------------------------------------------------------------------------------------------------------------------------------|---------|-------|
| Limited job opportunities                                                                                                                        | 33.33%  | 11    |
| Limited higher education opportunities, or other education or training opportunities                                                             | 3.03%   | 1     |
| Housing affordability or quality                                                                                                                 | 54.55%  | 18    |
| Quality of K-12 education                                                                                                                        | 15.15%  | 5     |
| Quality of life considerations such as easier commute, easier access to goods and services, access to recreation or cultural opportunities, etc. | 36.36%  | 12    |
| Less risk of disruption to my life from natural hazards (flooding, hurricane, wildfire)                                                          | 3.03%   | 1     |
| Personal reasons                                                                                                                                 | 45.45%  | 15    |
| Other reason(s)                                                                                                                                  | 24.24%  | 8     |

4. How would you rate the job opportunities in the region generally? Required

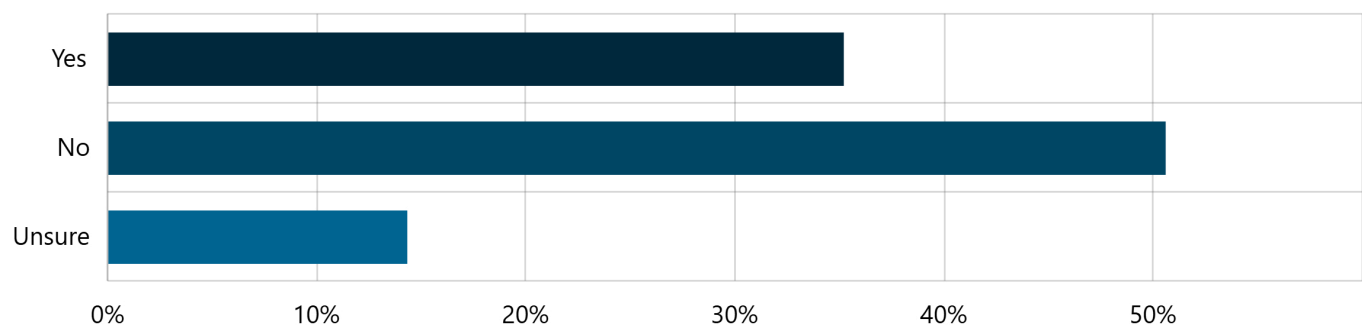
Rating | Skipped: 0 | Answered: 91 (100%)



| 1     | 2      | 3      | 4      | 5     | Count | Weighted average |
|-------|--------|--------|--------|-------|-------|------------------|
| 1.10% | 12.09% | 48.35% | 28.57% | 9.89% | 91    | 3.34             |
| 1     | 11     | 44     | 26     | 9     |       |                  |

5. Do you feel limited in employment opportunities? Required

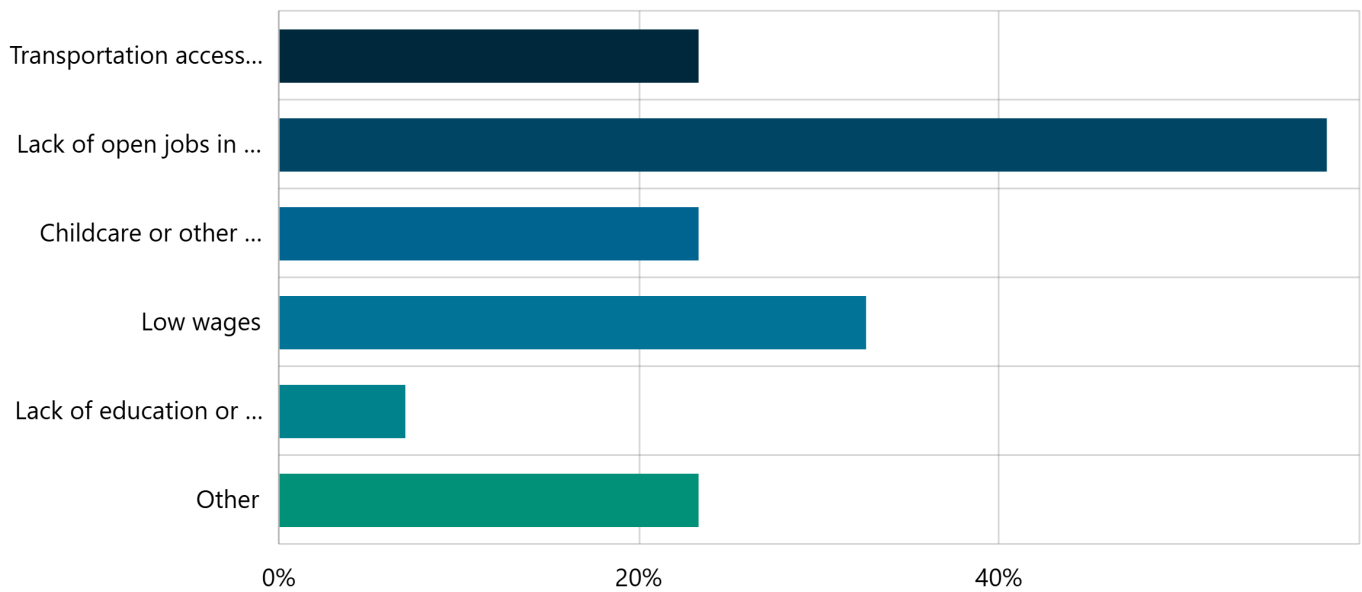
Multi Choice | Skipped: 0 | Answered: 91 (100%)



| Answer choices | Percent | Count |
|----------------|---------|-------|
| Yes            | 35.16%  | 32    |
| No             | 50.55%  | 46    |
| Unsure         | 14.29%  | 13    |
| Total          | 100.00% | 91    |

## 6. If you feel limited in your employment opportunities, why?

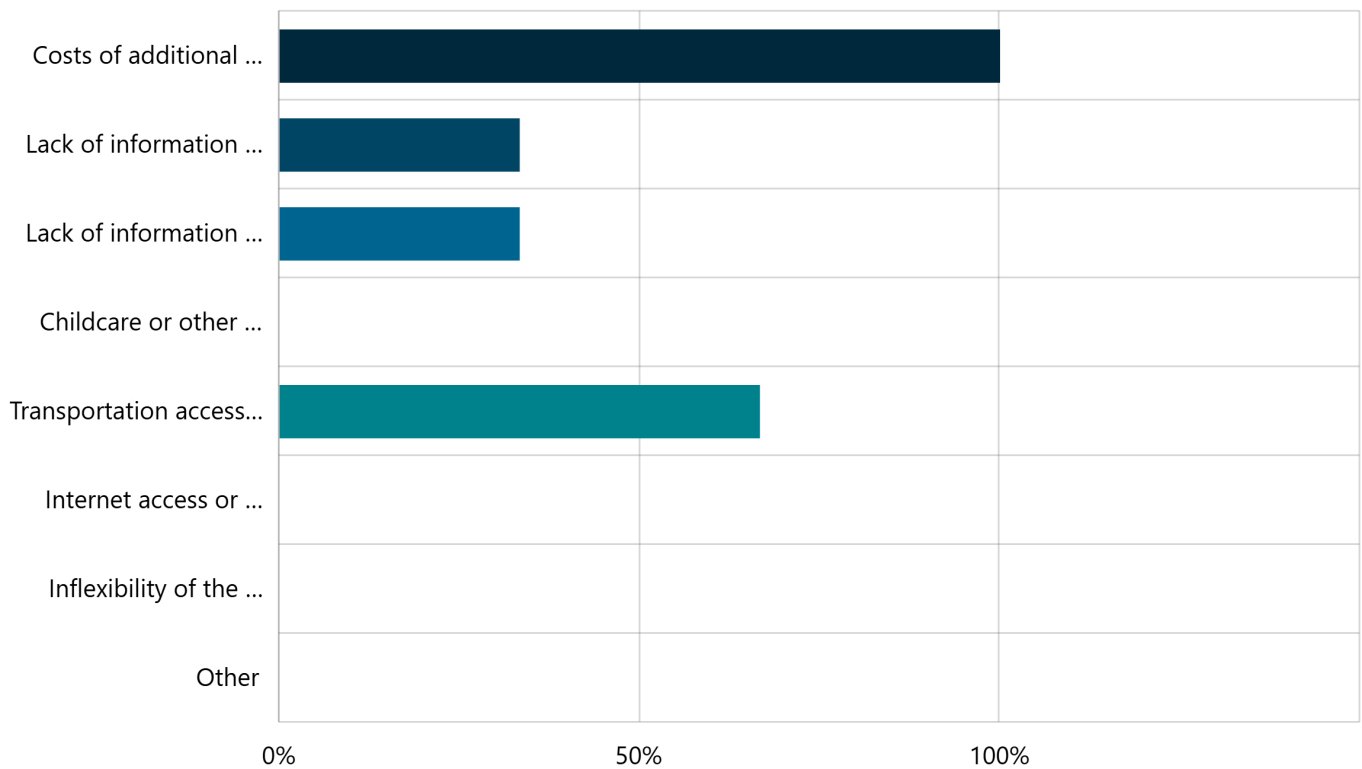
Multi Choice | Skipped: 48 | Answered: 43 (47.3%)



| Answer choices                                 | Percent | Count |
|------------------------------------------------|---------|-------|
| Transportation access to jobs                  | 23.26%  | 10    |
| Lack of open jobs in my field                  | 58.14%  | 25    |
| Childcare or other family needs                | 23.26%  | 10    |
| Low wages                                      | 32.56%  | 14    |
| Lack of education or certification credentials | 6.98%   | 3     |
| Other                                          | 23.26%  | 10    |

## 7. If you selected lack of education or certification credentials, what challenges affect you?

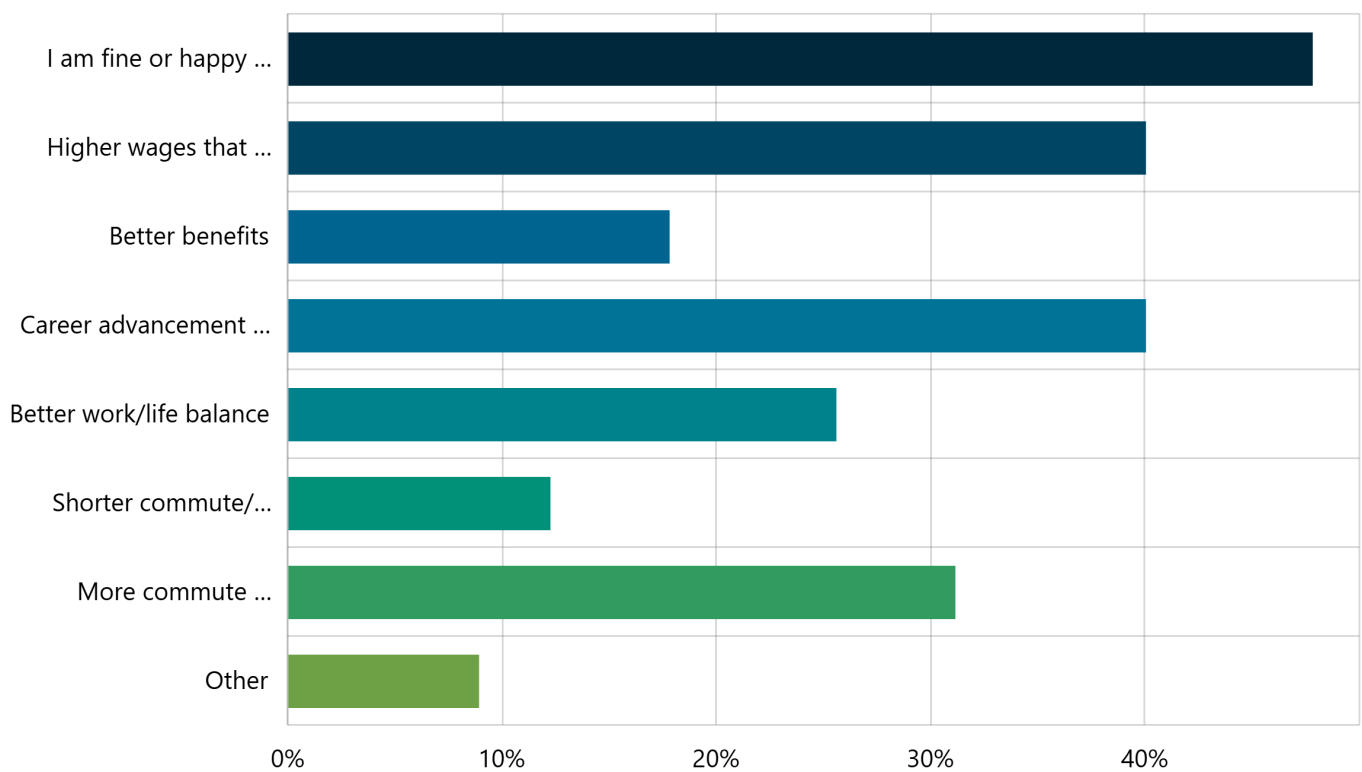
Multi Choice | Skipped: 88 | Answered: 3 (3.3%)



| Answer choices                                                                                   | Percent | Count |
|--------------------------------------------------------------------------------------------------|---------|-------|
| Costs of additional education or training                                                        | 100.00% | 3     |
| Lack of information about what education or certification I need for the jobs that are available | 33.33%  | 1     |
| Lack of information about who offers education or certification programs                         | 33.33%  | 1     |
| Childcare or other family needs                                                                  | 0%      | 0     |
| Transportation access to education or training sites                                             | 66.67%  | 2     |
| Internet access or other technology issues                                                       | 0%      | 0     |
| Inflexibility of the education or training system                                                | 0%      | 0     |
| Other                                                                                            | 0%      | 0     |

## 8. If you could make changes in your employment situation, what would they be?

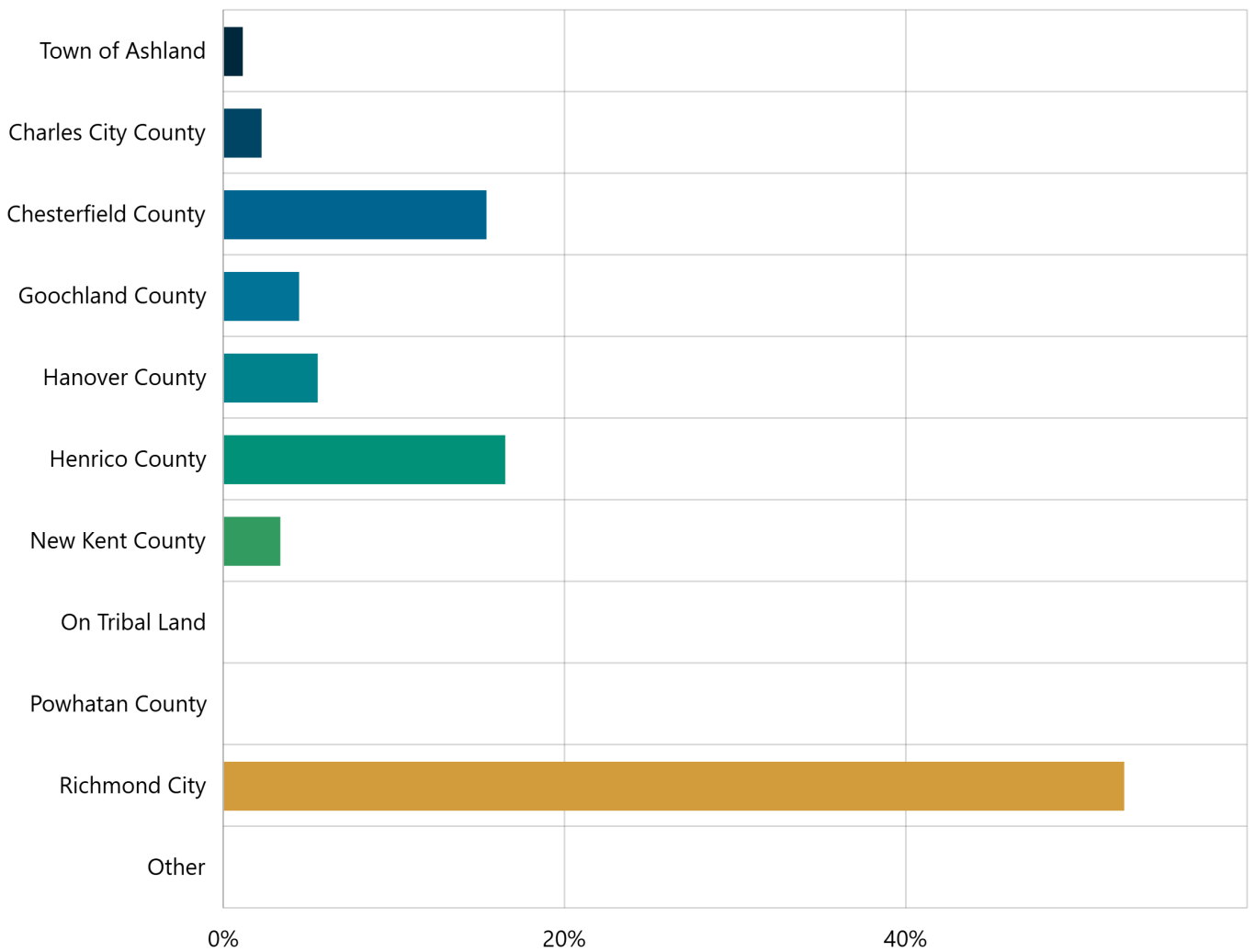
Multi Choice | Skipped: 1 | Answered: 90 (98.9%)



| Answer choices                                                            | Percent | Count |
|---------------------------------------------------------------------------|---------|-------|
| I am fine or happy with my current employment situation                   | 47.78%  | 43    |
| Higher wages that enable my family to better meet its needs               | 40.00%  | 36    |
| Better benefits                                                           | 17.78%  | 16    |
| Career advancement opportunities                                          | 40.00%  | 36    |
| Better work/life balance                                                  | 25.56%  | 23    |
| Shorter commute/work closer to where I live                               | 12.22%  | 11    |
| More commute options (safe bike lane, bus stop in walking distance, etc.) | 31.11%  | 28    |
| Other                                                                     | 8.89%   | 8     |

## 9. Where do you live? Required

Multi Choice | Skipped: 0 | Answered: 91 (100%)

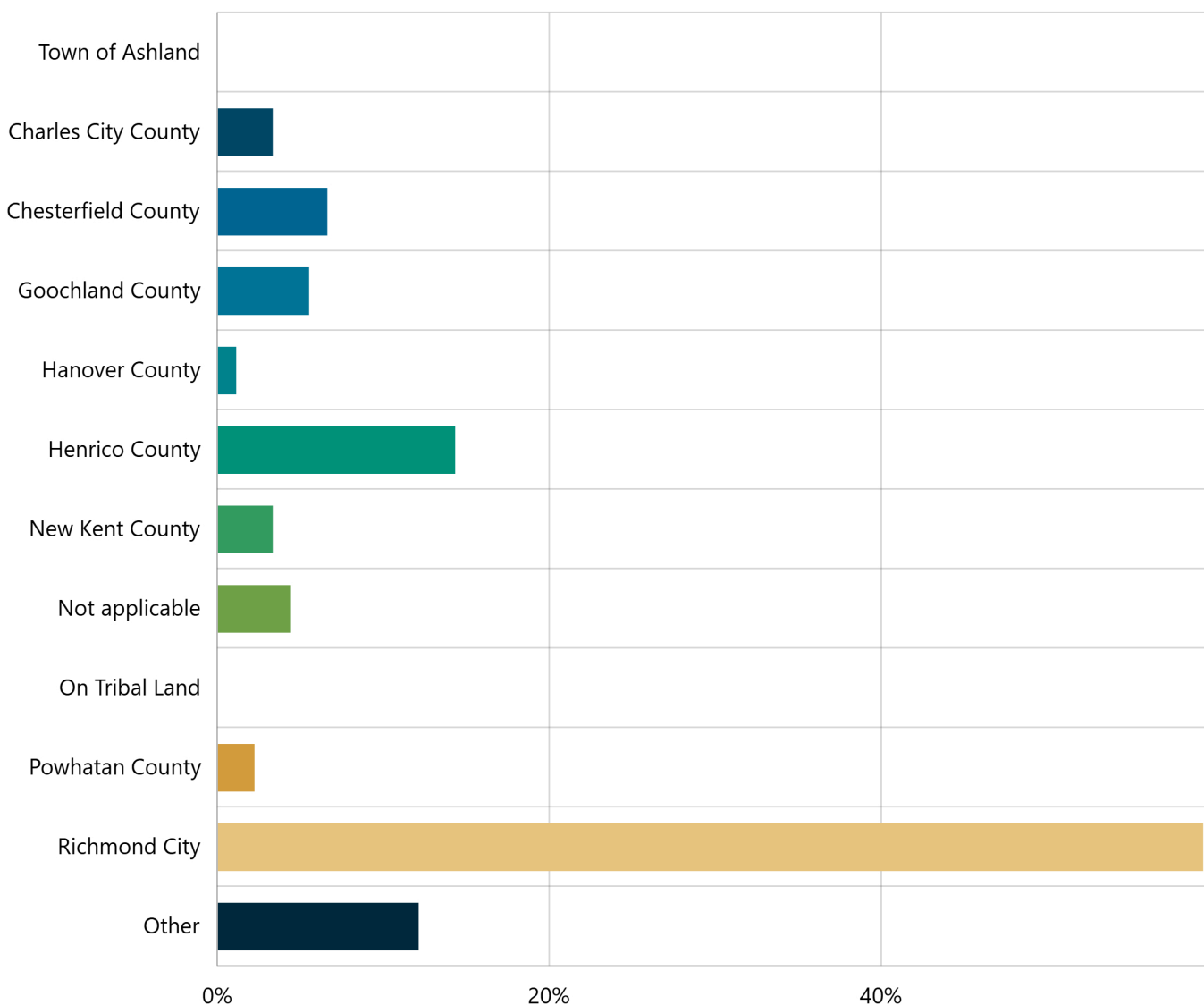


| Answer choices      | Percent | Count |
|---------------------|---------|-------|
| Town of Ashland     | 1.10%   | 1     |
| Charles City County | 2.20%   | 2     |
| Chesterfield County | 15.38%  | 14    |
| Goochland County    | 4.40%   | 4     |
| Hanover County      | 5.49%   | 5     |
| Henrico County      | 16.48%  | 15    |
| New Kent County     | 3.30%   | 3     |
| On Tribal Land      | 0%      | 0     |
| Powhatan County     | 0%      | 0     |

|               |        |    |
|---------------|--------|----|
| Richmond City | 52.75% | 48 |
| Other         | 0%     | 0  |

## 10. Where do you work? Required

Multi Choice | Skipped: 0 | Answered: 91 (100%)

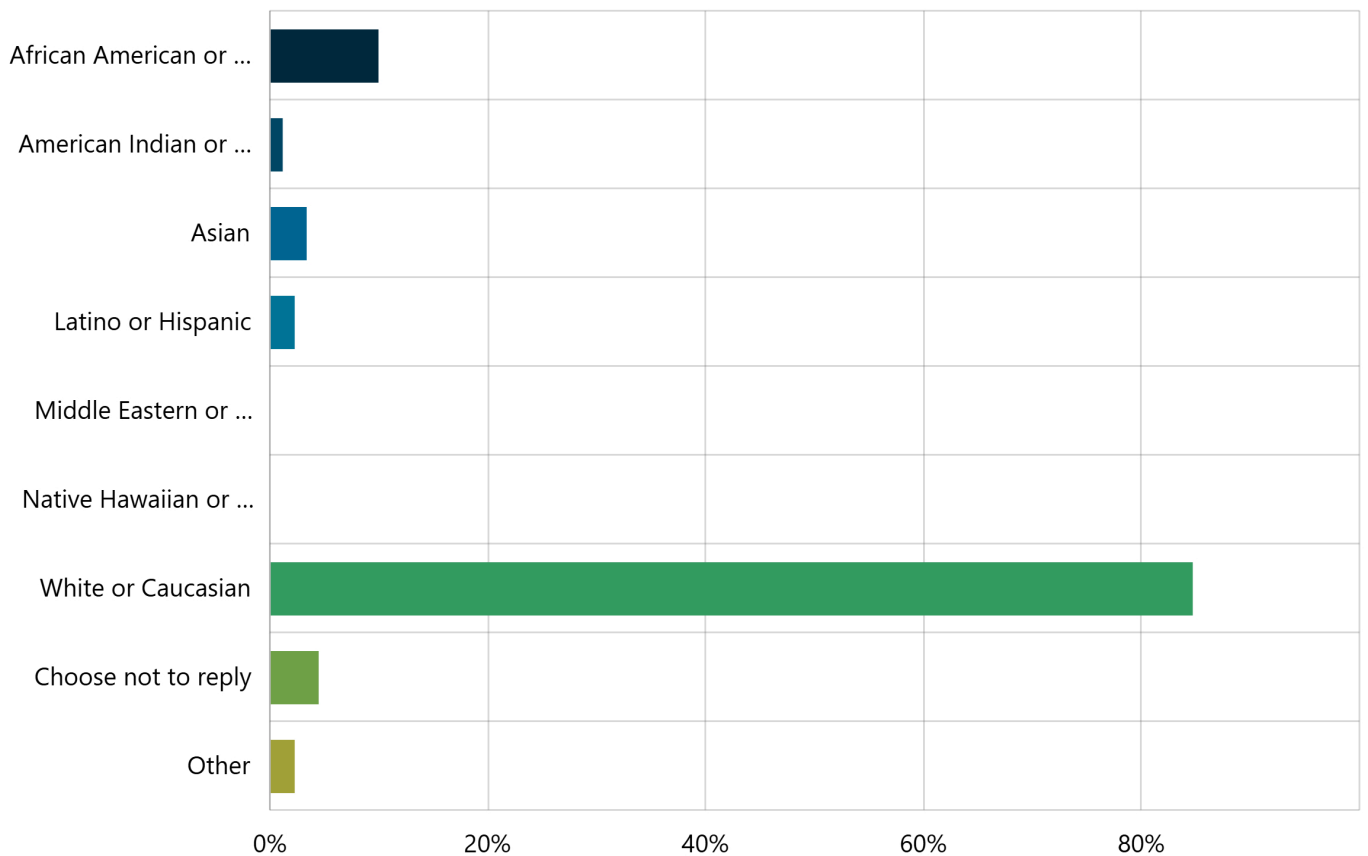


| Answer choices      | Percent | Count |
|---------------------|---------|-------|
| Town of Ashland     | 0%      | 0     |
| Charles City County | 3.30%   | 3     |
| Chesterfield County | 6.59%   | 6     |
| Goochland County    | 5.49%   | 5     |
| Hanover County      | 1.10%   | 1     |
| Henrico County      | 14.29%  | 13    |
| New Kent County     | 3.30%   | 3     |
| Not applicable      | 4.40%   | 4     |

|                 |        |    |
|-----------------|--------|----|
| On Tribal Land  | 0%     | 0  |
| Powhatan County | 2.20%  | 2  |
| Richmond City   | 59.34% | 54 |
| Other           | 12.09% | 11 |

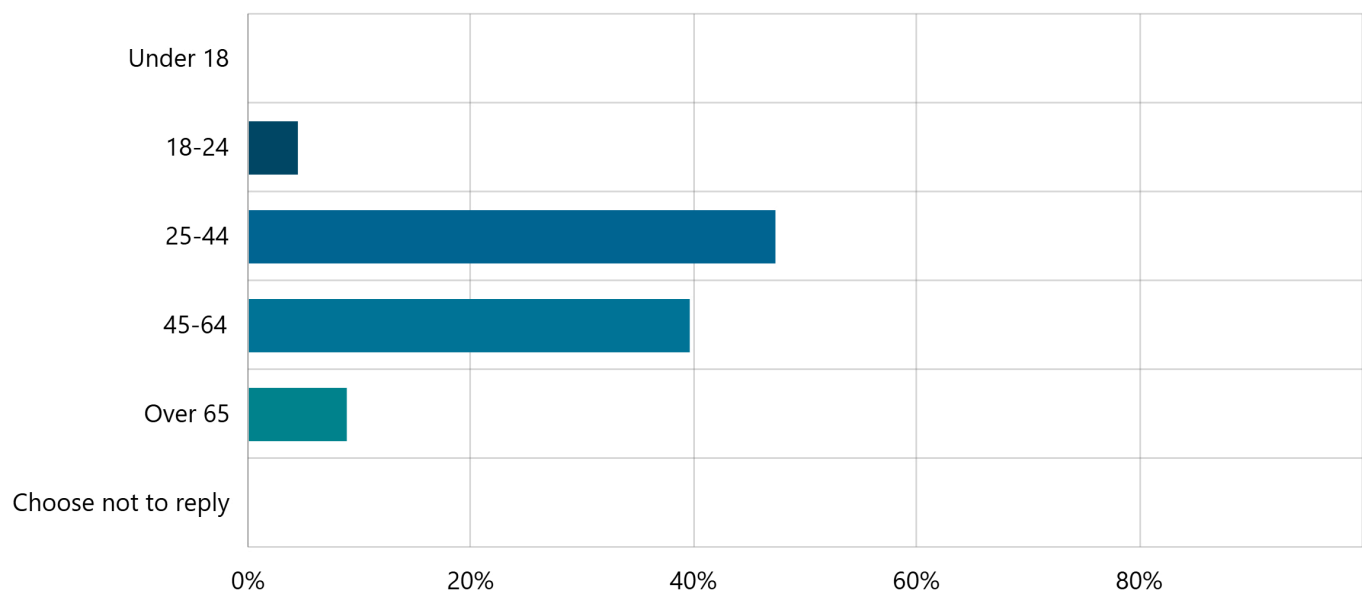
## 11. What is your race/ethnicity? Required

Multi Choice | Skipped: 0 | Answered: 91 (100%)



| Answer choices                      | Percent | Count |
|-------------------------------------|---------|-------|
| African American or Black           | 9.89%   | 9     |
| American Indian or Alaskan Native   | 1.10%   | 1     |
| Asian                               | 3.30%   | 3     |
| Latino or Hispanic                  | 2.20%   | 2     |
| Middle Eastern or North African     | 0%      | 0     |
| Native Hawaiian or Pacific Islander | 0%      | 0     |
| White or Caucasian                  | 84.62%  | 77    |
| Choose not to reply                 | 4.40%   | 4     |
| Other                               | 2.20%   | 2     |

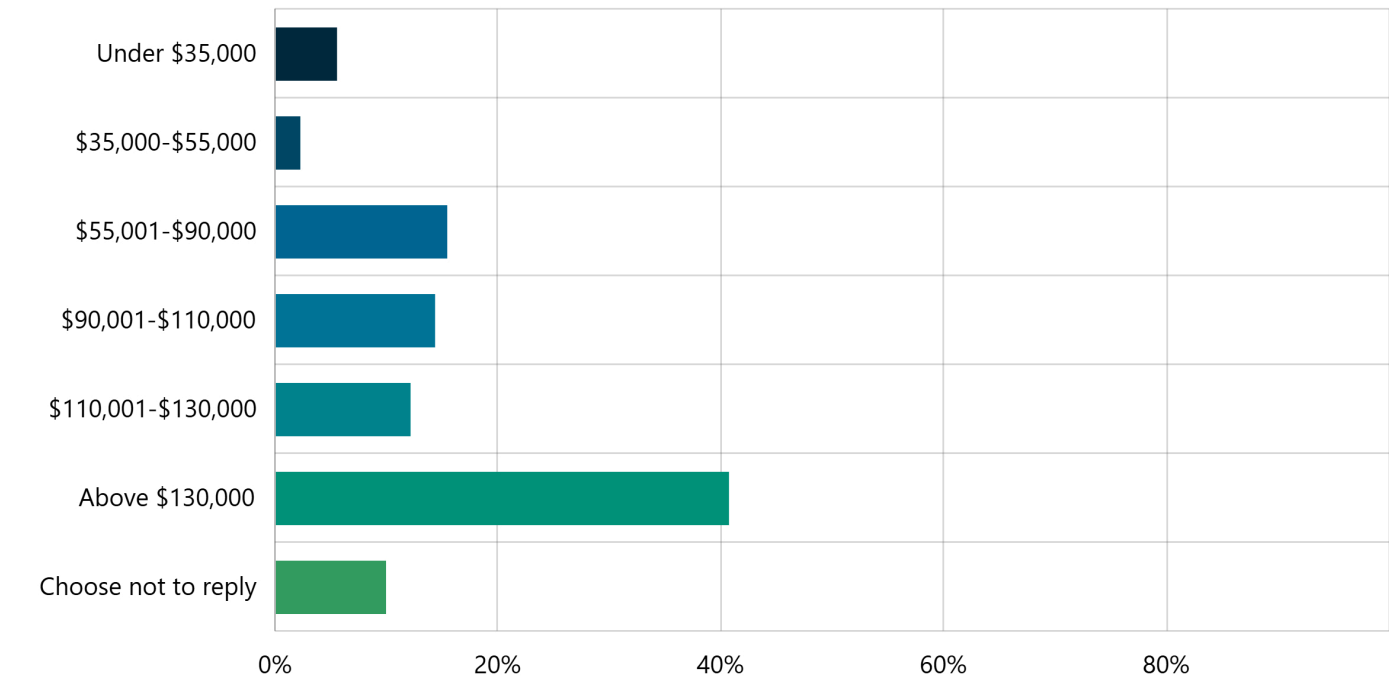
12. What is your age? Required  
Select Box | Skipped: 0 | Answered: 91 (100%)



| Answer choices      | Percent | Count |
|---------------------|---------|-------|
| Under 18            | 0%      | 0     |
| 18-24               | 4.40%   | 4     |
| 25-44               | 47.25%  | 43    |
| 45-64               | 39.56%  | 36    |
| Over 65             | 8.79%   | 8     |
| Choose not to reply | 0%      | 0     |
| Total               | 100.00% | 91    |

13. What is your annual household income? Required

Select Box | Skipped: 0 | Answered: 91 (100%)



| Answer choices      | Percent | Count |
|---------------------|---------|-------|
| Under \$35,000      | 5.49%   | 5     |
| \$35,000-\$55,000   | 2.20%   | 2     |
| \$55,001-\$90,000   | 15.38%  | 14    |
| \$90,001-\$110,000  | 14.29%  | 13    |
| \$110,001-\$130,000 | 12.09%  | 11    |
| Above \$130,000     | 40.66%  | 37    |
| Choose not to reply | 9.89%   | 9     |
| Total               | 100.00% | 91    |

| Strengths: Regional Symposium Feedback                                                                                    |
|---------------------------------------------------------------------------------------------------------------------------|
| Multiple jurisdictions working together to collaborate and ensure success of the entire region.                           |
| Tourism! Our hotels, attractions and venues all drive tourism to our area which supports our residents in multiple ways.  |
| Location                                                                                                                  |
| Human capital                                                                                                             |
| Coordinated, data-driven regional coalition working to address homelessness                                               |
| A sense of community and collaboration                                                                                    |
| PlanRVA                                                                                                                   |
| We have wonderful smart talent                                                                                            |
| Centralized location.                                                                                                     |
| Great people                                                                                                              |
| Small enough to act                                                                                                       |
| Great parks & trails for outdoor activities                                                                               |
| Family friendly activities                                                                                                |
| Free public transit                                                                                                       |
| Growth opportunities                                                                                                      |
| Strong economy                                                                                                            |
| Historic city with walkable neighborhoods and charm                                                                       |
| Nature + culture                                                                                                          |
| Sense of Richmond identity and culture                                                                                    |
| Large population.                                                                                                         |
| Locality collaboration                                                                                                    |
| Collaboration, hopefulness, excitement, a path forward                                                                    |
| Natural resources                                                                                                         |
| Outdoor brand                                                                                                             |
| The port                                                                                                                  |
| River                                                                                                                     |
| Good public parks and natural areas                                                                                       |
| Natural resources, strong business community, easy to get around                                                          |
| Our diversity, we have smart people from all over the world and vast experiences and                                      |
| Free bus                                                                                                                  |
| The region is resilient, diverse, and full of potential. It also includes a lot of history and opportunities for all ages |
| Robust and professional non-profit providers                                                                              |
| Free transit!                                                                                                             |
| Improving transit                                                                                                         |
| Interconnected recreation                                                                                                 |
| Good food                                                                                                                 |
| Art                                                                                                                       |
| Opportunity for growth.                                                                                                   |
| Free transit                                                                                                              |
| Convenient to everything but still small town feel                                                                        |
| Capital Trail                                                                                                             |
| Faith communities                                                                                                         |
| People who love it!                                                                                                       |
| A giant university full of creative young minds                                                                           |

|                                                                                                                                                                                                       |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Choices                                                                                                                                                                                               |
| Pulse line                                                                                                                                                                                            |
| Nearness to DC                                                                                                                                                                                        |
| The river                                                                                                                                                                                             |
| Togetherness                                                                                                                                                                                          |
| Universities and colleges                                                                                                                                                                             |
| Music/art scene                                                                                                                                                                                       |
| Historic architecture                                                                                                                                                                                 |
| Good geographic position - between the mountains and beach!                                                                                                                                           |
| A diverse and inclusive community                                                                                                                                                                     |
| People who care about their community.                                                                                                                                                                |
| Arts community                                                                                                                                                                                        |
| Great recreation                                                                                                                                                                                      |
| Good county schools                                                                                                                                                                                   |
| Food                                                                                                                                                                                                  |
| Great restaurant culture                                                                                                                                                                              |
| Willingness to partner together across regions                                                                                                                                                        |
| Free Transit System, Economic Magnetism, a wonderful city culture, and delightful small city vibes                                                                                                    |
| Our wealth of diversity in industry/job opportunities, backgrounds, things to do, neighborhoods each with their own identities                                                                        |
| Reggie Gordon!                                                                                                                                                                                        |
| PlanRVA                                                                                                                                                                                               |
| The arts and environmental resources!                                                                                                                                                                 |
| Nature and an abundance of rain                                                                                                                                                                       |
| Free bus/transit system                                                                                                                                                                               |
| The river!                                                                                                                                                                                            |
| Close knit collaboration amongst business leaders and community leaders.                                                                                                                              |
| First recognized recovery city in the US                                                                                                                                                              |
| Diversity, community activities (festival central), and river/trail system!                                                                                                                           |
| Trees                                                                                                                                                                                                 |
| Regional collaboration on transportation                                                                                                                                                              |
| Historic communities.                                                                                                                                                                                 |
| Music and Arts Scene                                                                                                                                                                                  |
| Accepting if many types of people!                                                                                                                                                                    |
| Craft beer                                                                                                                                                                                            |
| Fun things to do (concerts, events, parks)                                                                                                                                                            |
| High quality of life (well, for some)                                                                                                                                                                 |
| Diversity - skills and backgrounds                                                                                                                                                                    |
| The region has a great location just a couple hours away from the Northeast corridor, along with a business friendly climate. The James River is a vital asset that keeps and attracts people to RVA. |
| Great colleges and universities                                                                                                                                                                       |
| Fare free transit!                                                                                                                                                                                    |
| 45 minute one way commute                                                                                                                                                                             |
| Architecture of buildings/ housing                                                                                                                                                                    |
| THE RIVER                                                                                                                                                                                             |

|                                                                                                               |
|---------------------------------------------------------------------------------------------------------------|
| free transit                                                                                                  |
| Beautiful parks                                                                                               |
| Sense of community                                                                                            |
| History of regional cooperation                                                                               |
| Food scene                                                                                                    |
| Location along I-95 and easy access to beach and mountains.                                                   |
| The river!                                                                                                    |
| Density                                                                                                       |
| Private, public, nonprofit and philanthropic partners who care about our people and places                    |
| Lots of green spaces                                                                                          |
| The cannon creek greenway, cap trail, and other safe outdoor spaces                                           |
| Desire for collaboration. Restaurant scene. Arts scene. The river.                                            |
| Opportunities to build out but more importantly opportunity for INFILL DEVELOPMENT to improve the urban vibes |
| Proximity to all kinds of landscapes (beach, mountains, etc)                                                  |
| National Parks                                                                                                |
| Open minded residents                                                                                         |
| Accessibility to resources                                                                                    |
| VCU as an anchor institution, and the state capital and state employees                                       |
| Capitol city                                                                                                  |
| Inland port, the river, the culture, deeply passionate people, diversity, down-to-earth nature                |
| Bike Monday bros                                                                                              |
| Lots of historic charm                                                                                        |
| Legacy                                                                                                        |
| Connectivity                                                                                                  |
| Neighborhood character                                                                                        |
| Easily accessible to beaches, mountains, and DC (museums)                                                     |
| Good public education systems                                                                                 |
| Dog friendly.                                                                                                 |
| VCU basketball                                                                                                |
| So many great people and organizations that care about our future!                                            |
| Free transit                                                                                                  |
| The James river                                                                                               |
| Regional collaboration, foodie, awesome art scene, PlanRVA,                                                   |
| Niche activities                                                                                              |
| Community organizations                                                                                       |
| History and community members                                                                                 |
| Great family entertainment                                                                                    |
| Rivers and natural resources                                                                                  |
| Not as much traffic as Nova                                                                                   |
| The James                                                                                                     |
| Culture                                                                                                       |
| History                                                                                                       |
| Great place to raise a family.                                                                                |
| Unique recreation opportunities                                                                               |
| Wonderful PDC to the south.                                                                                   |
| Good health care                                                                                              |

|                                                                                                                   |
|-------------------------------------------------------------------------------------------------------------------|
| Higher education choices                                                                                          |
| Nearness to DC                                                                                                    |
| Central location to all types of landscapes                                                                       |
| Passionate dedicated groups and individuals!                                                                      |
| Opportunity                                                                                                       |
| cultural attractions, a growing arts scene, and good food                                                         |
| Great workforce practitioners                                                                                     |
| Great schools                                                                                                     |
| Several small clusters of walkable areas                                                                          |
| Festivals                                                                                                         |
| History                                                                                                           |
| Short commute times                                                                                               |
| Amtrak                                                                                                            |
| Support entrepreneurs                                                                                             |
| RVA Bike Month                                                                                                    |
| RVA rising                                                                                                        |
| Cultural activities                                                                                               |
| Free transit                                                                                                      |
| The River                                                                                                         |
| Food                                                                                                              |
| Nature near by                                                                                                    |
| Community activists                                                                                               |
| Something for everyone                                                                                            |
| Great climate                                                                                                     |
| Parks and rec free programs! They're the best!                                                                    |
| Transit options regionally.                                                                                       |
| Opportunity to educate and include community members                                                              |
| Sits in the middle of the East coast                                                                              |
| Less than three degrees of separation between people in the region                                                |
| Corporation between RVA and cpdc                                                                                  |
| Strong urban core. Only major city in VA that has maintained a traditional street grid and urban form in the core |
| Location and Proximity                                                                                            |
| International airport                                                                                             |
| Charming and interesting neighborhoods                                                                            |
| Free GRTC                                                                                                         |
| The Folks Festival                                                                                                |
| Not much congestion                                                                                               |
| Seaport, airport, and train stations                                                                              |
| History                                                                                                           |
| RVA sustainability focus                                                                                          |
| Capital Trail                                                                                                     |

|                                                                                              |
|----------------------------------------------------------------------------------------------|
| diversity, the hard talk about systemic racism... if we can do it here we can do it anywhere |
| natural environment- river in a city                                                         |
| murals!                                                                                      |
| friendly people                                                                              |
| lots of new people                                                                           |
| small size more connection                                                                   |
| Local farmers markets                                                                        |
| Location/ accessibility                                                                      |
| Unique Neighborhoods                                                                         |
| Access to passenger rail transportation                                                      |
| The Transit app                                                                              |
| Strong faith based communities willing to assist underserved populations.                    |
| The BRT!                                                                                     |
| Infrastructure                                                                               |
| Beautiful parks                                                                              |
| Two Ikeas within 2 hours east or north                                                       |
| seaport, airport & train stations                                                            |
| Walkable neighborhoods in city                                                               |
| Adaptive reuse of historical buildings                                                       |
| Museums, particularly the VMFA                                                               |
| James river for natural setting, water as a resource for industry, tourism, and transport.   |
| I-95 a blessing and a curse!                                                                 |
| Not too big, not too small of a city                                                         |
| The nation's best state economic development group                                           |
| Agencies invested in training workforce                                                      |
| Great Regional Leaders!!!                                                                    |
| Good weather- miss most of the hurricanes and most of the winter storms                      |
| James River                                                                                  |
| Tourism                                                                                      |
| Military based                                                                               |
| Great community organizations                                                                |
| Great music                                                                                  |
| Close to mountains and beaches and DC                                                        |
| VMFA                                                                                         |
| Richmond is already great, but the future is bright!                                         |
| City / county collaboration                                                                  |
| Diversity                                                                                    |

## Opportunities: Regional Symposium Feedback

Be an urban forest  
Improve infrastructure  
Increased reliability and timeliness of transportation  
Teach local history!  
Education  
Regional cooperation  
Affordable housing  
High speed rail to connect with other cities/economic hubs  
Better bike and ped infrastructure  
More forums that bring people together from different backgrounds to collaborate (like this!)  
National, State, and Regional Heavy & Light Rail Connections  
Quarterly collaboration  
Richmond public schools  
Improved communication  
Affordable multifamily housing  
High speed rail  
Increased bike-ped infrastructure  
Regional authority for housing  
More regional bikeways for tourism  
Mass transit to the airport  
Grow smarter  
A great opportunity for regional rail.  
High speed rail opportunities  
Better infrastructure  
More mixed-use design  
To learn from other communities  
Education on newly implemented bike/ped infrastructure  
Densification, end pedestrian fatalities  
Growth  
Opportunity for collaboration  
Tourism  
More respect and appreciation for public transportation  
Housing  
AI

| External Forces That Could Affect the Region: Regional Symposium Feedback |
|---------------------------------------------------------------------------|
| Tariffs                                                                   |
| Federal funding                                                           |
| The Devilry of Elon Musk                                                  |
| Environment                                                               |
| Economic Recession                                                        |
| Partnerships                                                              |
| Retirement                                                                |
| Climate change                                                            |
| Funding instability                                                       |
| Education requirements                                                    |
| Inequality                                                                |
| Impact of federal dollars                                                 |
| Teleworking                                                               |
| Decentralized federal gov                                                 |
| Economy                                                                   |
| Education                                                                 |
| Federal funding                                                           |
| immigration barrier                                                       |
| Perception of the south weather, real or imagined                         |
| Loss of democracy                                                         |
| Bad vibes                                                                 |
| VCU buys all land in city                                                 |
| Resistance to Tyranny                                                     |
| Federal funding uncertain                                                 |
| Ethnic reconciliation                                                     |
| Sanctuary city                                                            |
| Historical legacy                                                         |
| Deficits                                                                  |
| There positives of DOGE                                                   |
| Droughts                                                                  |
| Federal Funding                                                           |
| Clean energy                                                              |
| Federal policy                                                            |
| State policy                                                              |
| Other regions in state                                                    |
| Aging population                                                          |
| Federal funding                                                           |
| Federal funding                                                           |
| Mental health crisis                                                      |
| Money Resources                                                           |
| Governors priorities                                                      |
| Impact of federal dollars                                                 |
| AI                                                                        |
| Discomfort around race                                                    |
| Rebuke of DEI                                                             |

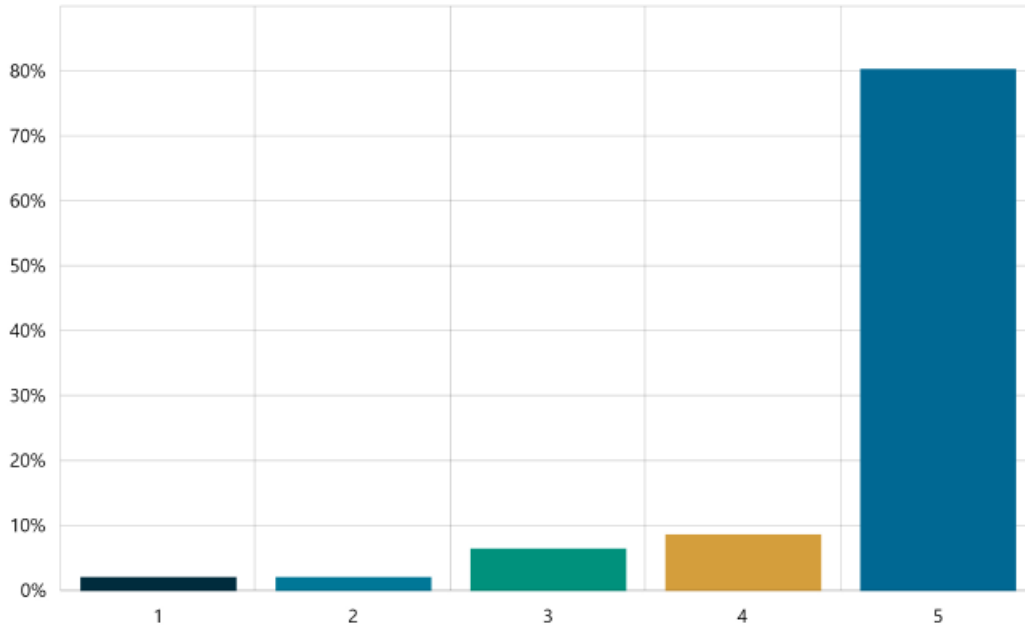
|                                      |
|--------------------------------------|
| Bad infrastructure                   |
| Federal funding                      |
| Weather                              |
| Not duplicating efforts              |
| Climate change                       |
| Partnership                          |
| Climate change                       |
| Greenhouse Funding collaboration     |
| Rethinking car-centric culture       |
| Political instability                |
| Another pandemic                     |
| Privatization                        |
| Federal Layoffs                      |
| Inflation                            |
| Climate change                       |
| Federal policies                     |
| Ability to implement                 |
| Housing inventory                    |
| The unknown                          |
| Silo thinking                        |
| NIMBYs                               |
| Climate                              |
| Immigration                          |
| Federal funding                      |
| Global perception                    |
| White male privilege                 |
| Russia                               |
| Federal government                   |
| People relocating                    |
| Gang violence                        |
| Credit                               |
| Industries changing                  |
| Lack of gov transparency             |
| Infrastructure                       |
| Sea level rise                       |
| Artificial Intelligence              |
| Community Arts Exhibition Peer Group |
| Climate migration                    |
| Air pollution                        |
| Erosion of democracy                 |
| Transportation Connectivity          |
| Federal funding                      |

## **Survey 2: Goals and Actions Engagement**

## Education

This concept is being considered for this topic's goal language: **Support policies and programs that improve and strengthen local school districts to prepare students for the workforce.**

Please indicate your level of support for this as a possible goal (higher number is stronger support):



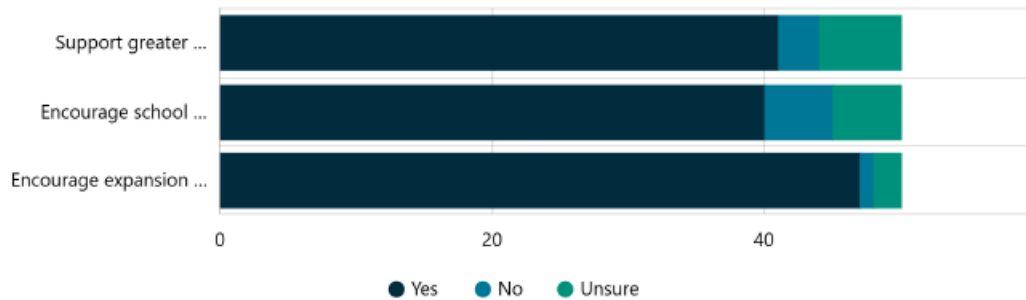
| 1          | 2          | 3          | 4          | 5            | Count | Weighted average |
|------------|------------|------------|------------|--------------|-------|------------------|
| 2.17%<br>1 | 2.17%<br>1 | 6.52%<br>3 | 8.70%<br>4 | 80.43%<br>37 | 46    | 4.63             |

What would you change or add to this?

|                                                                                                                                                                                                                                                              |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Add a transportation method for students to commute easily back and forth.                                                                                                                                                                                   |
| Add the Scouting America program to schools                                                                                                                                                                                                                  |
| "...strong education systems and infrastructure, such as school buildings..."                                                                                                                                                                                |
| Prepare students for life and the workforce. Widespread ignorance is a huge problem in the U.S. and contributes to crime and poor quality of life.                                                                                                           |
| More focus on real world skills and training. This includes STEM and trade roles. Teach kids to focus and solve problems in front of them.                                                                                                                   |
| Adequate compensation + affordable cost of living are key for attracting and retaining the talent needed to achieve this goal                                                                                                                                |
| strong "public" education systems. Education should be available and accessible to all, regardless of income level.                                                                                                                                          |
| Schools should prepare kids for life. Beyond that, they should prepare them to be innovative and creative and entrepreneurial and hardworking and solution-oriented and free-thinking, not for becoming someone's employee.                                  |
| prepare students not just for the workforce but for life                                                                                                                                                                                                     |
| A direct link between Education and Economic Development                                                                                                                                                                                                     |
| I would argue that education is about more than workforce preparation. It should include helping kids grow into emotionally intelligent, well adjusted adults capable of functioning in a democratic society. Education should not be just a means to an end |
| I like this orientation (pragmatic), I do think we should prepare individuals to appreciate the humanities and arts too (what is the point working for a society that is hostile towards culture/empathy/expression?)                                        |
| Also: Recognize the importance of education for broader skills training in this preparation                                                                                                                                                                  |
| Strengthen it: Make education and workforce development the highest priorities for the region. Make the investments necessary to make the region known nationally for the high quality of its workforce.                                                     |
| Working should not be the goal of education, at least not it's only goal - we should educate so we can fully participate in society, which is much more than your ability to hold a job                                                                      |
| More emphasis on health/physical education courses. Classes on how to handle finances, classes on current topics and challenges that fall outside traditional subjects (e.g. digital media literacy), and more support towards civics courses.               |

Do you agree the items below are important to work on in the next five years (Yes/No/Unsure)?

- Support greater opportunities for publicly provided pre-school recognizing the value of early childhood education.
- Encourage school district investments in Science, Technology, Engineering and Mathematics (STEM) education.
- Encourage expansion of secondary school (middle/high school) Career and Technical Education and dual degree programs for certificate attainment.



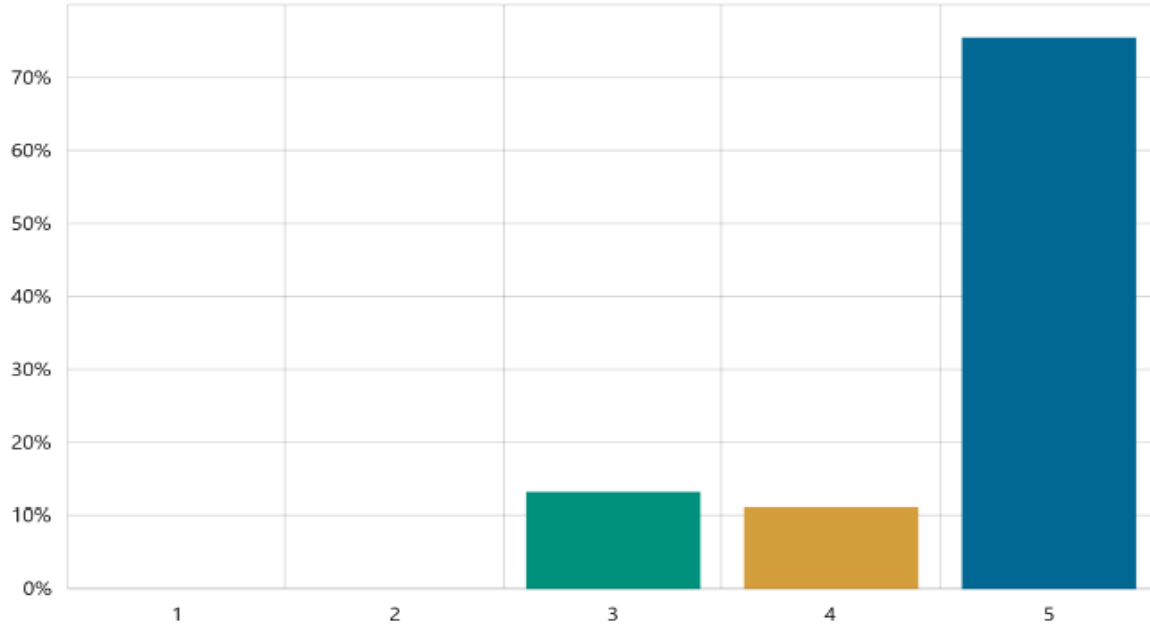
## What activities are missing?

|                                                                                                                                                                                                                                                                 |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Arts (STEAM), free or reduced cost after-school programming for kids safety                                                                                                                                                                                     |
| I feel students need to focus primarily on graduating. Any other sort of certification can be done at a city college with an instructor who understand the values of a certificate to pursue a trade career.                                                    |
| Continue arts education to encourage ambiguous thinking.                                                                                                                                                                                                        |
| Please add The Arts (ie, STEAM) for visual and performing arts [dance, music, theater]                                                                                                                                                                          |
| Scouting America                                                                                                                                                                                                                                                |
| Career dev. is not the only important aspect of education. Improvements need to first be made in basic education as Americans are leaving the school system with vast holes in their knowledge, both practical and academic. Some even leave not fully literate |
| Teaching children basic computer skills; Windows, Microsoft, typing, etc.                                                                                                                                                                                       |
| (1) 'Figure it out' training. (2) Robotics (3) Business and financial acumen in high school                                                                                                                                                                     |
| STEM is great and should see investment, but I hope it doesn't come at the cost of arts and humanities, as these are critical disciplines for creating well-rounded future citizens                                                                             |
| Are we preparing students for jobs that we need filled in the Richmond Region? We should educate our own to be able to stay in the region upon HS and/or college graduation.                                                                                    |
| Provide more wrap around services that that we don't deepen educational divides. We meet the challenges of tomorrow by ensuring more students have the support necessary to develop completely.                                                                 |
| Pre-school is also a way to combat the rising cost of childcare as well as prepare children for education.                                                                                                                                                      |
| Liberal arts teach critical thinking and are imperative for a well-educated and well-informed citizenry.                                                                                                                                                        |
| Arts, Music, the Humanities                                                                                                                                                                                                                                     |
| Music & Fine Arts                                                                                                                                                                                                                                               |
| Connection with Community/Civics                                                                                                                                                                                                                                |
| Again, there needs to be a balance and recognition of the humanities/arts. Burnout for our students are real and they need ways to express themselves (I know this because I went to STEM schools/magnet schools) and ended up going to a prestigious college   |
| It's fair to ask/reflect on where private, charter, and homeschooling fits in as part of a solution/positive outcome.                                                                                                                                           |
| Make more explicit connections between school curriculum - including ALL subjects like history, English, and the humanities - and workforce success. Employers want a broad range of skills, including collaboration and communication skills.                  |
| Support greater school-community involvement                                                                                                                                                                                                                    |
| Practical, on-the-job experience for every child beginning no later than middle school. Business commitment to developing meaningful internal career ladders.                                                                                                   |
| There has been a large focus on STEM for the past many years - neglecting music, arts, and humanities - we need both!                                                                                                                                           |
| Mentorship, apprenticeship, other opportunities to meaningfully guide students in career exploration.                                                                                                                                                           |

## Workforce Development

This concept is being considered for this topic's goal language: **In coordination with employers, train and upskill the local workforce - across all members of our communities, including the full age spectrum.**

Please indicate your level of support for this as a possible goal (higher number is stronger support):



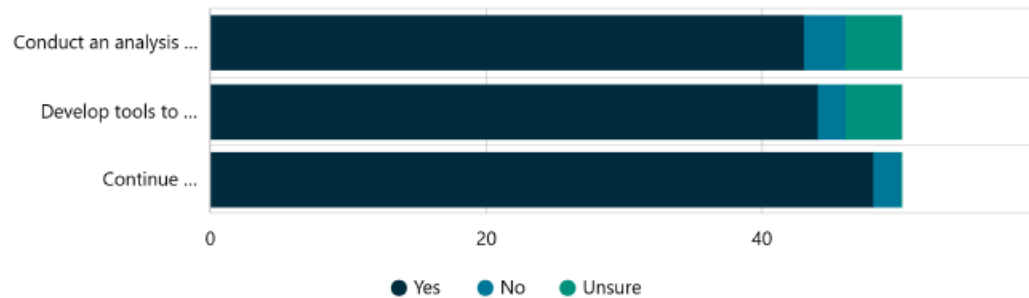
| 1  | 2  | 3      | 4      | 5      | Count | Weighted average |
|----|----|--------|--------|--------|-------|------------------|
| 0% | 0% | 13.33% | 11.11% | 75.56% | 45    | 4.62             |
| 0  | 0  | 6      | 5      | 34     |       |                  |

What would you change or add to this?

|                                                                                                                                                                                                                                                          |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Add an attendance meter to make sure employees are actually attending training and keep training in-person.                                                                                                                                              |
| Add a pathway in schools                                                                                                                                                                                                                                 |
| Local institutions like libraries and schools could be great "hubs" for continuing education and certification programs                                                                                                                                  |
| I don't think people know what upskill is                                                                                                                                                                                                                |
| I don't like that this is so focused on people as a resource for employers, because treating people as a resource often becomes exploitative. Instead, I'd like to focus on growing and supporting small businesses, rather than subsidizing large ones. |
| Go beyond employers, include schools/academic settings for attaining skillsets and employers to practice/use                                                                                                                                             |
| I'd add the words "mentorship," "coaching," and apprenticeship. I'd also recognize paid internships.                                                                                                                                                     |
| I would emphasize PORTABLE workforce skills - not being trained to do jobs that will be automated or converted to AI next year.                                                                                                                          |
| Perhaps don't specify age so closely?                                                                                                                                                                                                                    |
| Excellent - this is what I wrote in the last question. In addition, more training should be matched with meaningful internal career ladders.                                                                                                             |
| The phrasing, "full age spectrum" seems odd to me - also some definition around upskill would be helpful                                                                                                                                                 |
| Businesses need to work in conjunction with local universities and higher education centers to provide affordable training opportunities. If employers want skilled labor, and training is behind a pay wall, there won't be a workforce to hire.        |

Do you agree the items below are important to work on in the next five years (Yes/No/Unsure)?

- Conduct an analysis of existing workforce programs to identify unmet workforce development needs in our region.
- Develop tools to make workforce development resources easier to use by workers, businesses, and others.
- Continue collaborations between education institutions and industry to train students to meet specific workforce needs with a focus on creating on-the-job training and apprentice programs.



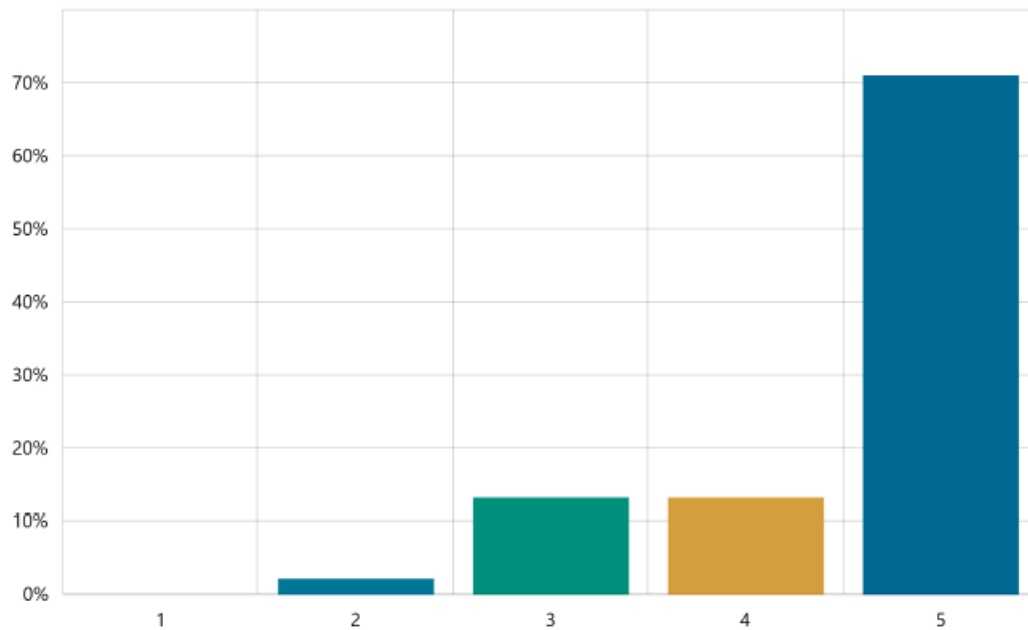
What activities are missing?

|                                                                                                                                                                                                                                                     |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| I would also like for the trainers to be more mature in age and tenure to emphasis what the support on workforce training is.                                                                                                                       |
| AI                                                                                                                                                                                                                                                  |
| The first option (conduct an analysis of existing workforce programs to identify unmet workforce development needs in our region) should be informed by other recent planning efforts in this area (referenced in a later question) in recent years |
| Provide incentives for companies to provide on-the-job training. Most companies expect job seekers to be young but fully trained with years of experience and willing to work for low pay.                                                          |
| provide hi-speed internet, digital access (or whatever its next iteration is called) for distance learning                                                                                                                                          |
| Think about how to develop business acumen to support entrepreneurs and small businesses                                                                                                                                                            |
| Ensure these programs are local, accessible, and affordable; Ensure they're advertised so people know to take advantage                                                                                                                             |
| resource development to support bridge funding or other supportive services for participants.                                                                                                                                                       |
| Specific tools and resources to promote small businesses that are embedded in and committed to our communities. "Industry" shouldn't determine how our kids are educated or how public dollars are spent.                                           |
| Increase vocational training opportunities at a high school level                                                                                                                                                                                   |
| Feedback loop from economic development to county administration to education.                                                                                                                                                                      |
| Career Services (high school)/ Counselor. Better education on how the market is changing for young people                                                                                                                                           |
| Provide adequate financial support so that everyone can afford the time to get advanced training. Establish stronger, personal linkages between training providers, trainees and businesses. Handing out certificates is inadequate.                |

## Infrastructure

This concept is being considered for this topic's goal language: **Strengthen and expand the connected networks of transportation, utility, and broadband infrastructure throughout the region, focused on investment in employment and mixed-use centers for greater regional impact.**

Please indicate your level of support for this as a possible goal (higher number is stronger support):



| 1  | 2     | 3      | 4      | 5      | Count | Weighted average |
|----|-------|--------|--------|--------|-------|------------------|
| 0% | 2.22% | 13.33% | 13.33% | 71.11% | 45    | 4.53             |
| 0  | 1     | 6      | 6      | 32     |       |                  |

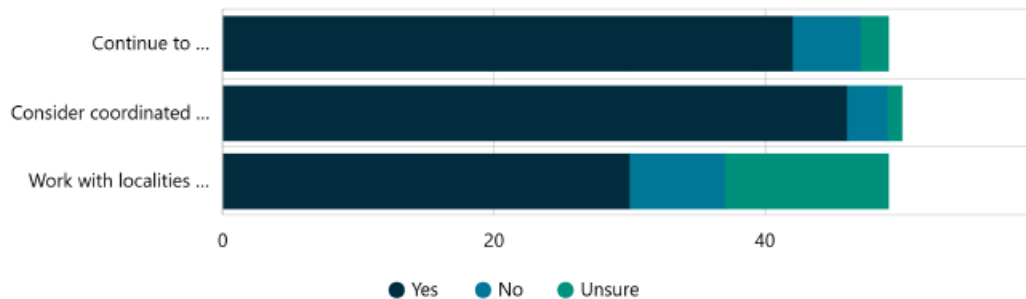
What would you change or add to this?

|                                                                                                                                                                                                                                 |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| I would make transportation more realistic, trips would need to be timed and recorded to make sure employees are going on and off of shift. q                                                                                   |
| More public transportation that connects the counties within the region                                                                                                                                                         |
| The importance of maintaining our infrastructure systems, especially with the amount of growth in Richmond and surrounding counties.                                                                                            |
| Every house must be able to be connected. Using the rural electricity project as a pathway to make this happen.                                                                                                                 |
| "...regional impact and energy efficiency. Develop community own utility options (such as community owned broadband, community owned solar, etc. ) to defray costs to community members and to serve as a wealth building tool. |
| ...while protecting sustainability and community resources. Development must benefit existing communities, and if new development intends to drain resources/infrastructure, deny them.                                         |
| Infrastructure needs to be improved overall as structures and systems are antiquated and crumbling to a degree of failure and threat to public health. Renew and renovate structures first.                                     |
| Need to add two points. (1) to support the low carbon transition (2) to ensure climate resilience.                                                                                                                              |
| Affordable, reliable, equitable, dignified                                                                                                                                                                                      |
| I would add reference to green spaces as infrastructure. Air, groundwater, and green stormwater systems (like swamps) are currently not valued at all, but are critical assets. We can't just focus on human-made structures.   |
| Ensure utilities (water, sewer and electric) are delivered with the highest of standards and flexibility to deliver the highest possible quality, especially water.                                                             |
| transportation investments should NOT add any car capacity...the transportation systems we need are transit, non-motorized, walkable , not more highways and parking.                                                           |
| Would increase inter jurisdictional cooperation.                                                                                                                                                                                |
| We need diversified infrastructure system providers and services.                                                                                                                                                               |
| All utilities, including high-capacity broadband, need to be of top quality and provided universally throughout the region, not just in centers.                                                                                |
| Again, I'm concerned about the inclusion of employment here - does this mean we are prioritizing businesses over individuals? I can't tell. YES to more transportation and infrastructure.                                      |
| Utilities should be listed first as solving the extensive water issues should be the top priority.                                                                                                                              |
| Focus on transportation, and less on data centers and other wasteful constructions. A data center doesn't help when housing is unavailable and transportation needs to be expanded and protected.                               |

Do you agree the items below are important to work on in the next five years (Yes/No/Unsure)?

- Continue to coordinate regionally on transportation project planning and funding, working to enhance freight (products) movement and people's ability to access jobs via transit and active transportation modes.
- Consider coordinated analysis to assess the region's energy, water supply, and broadband infrastructure needs.

- Work with localities to make sites ready for use by commercial and industrial users.



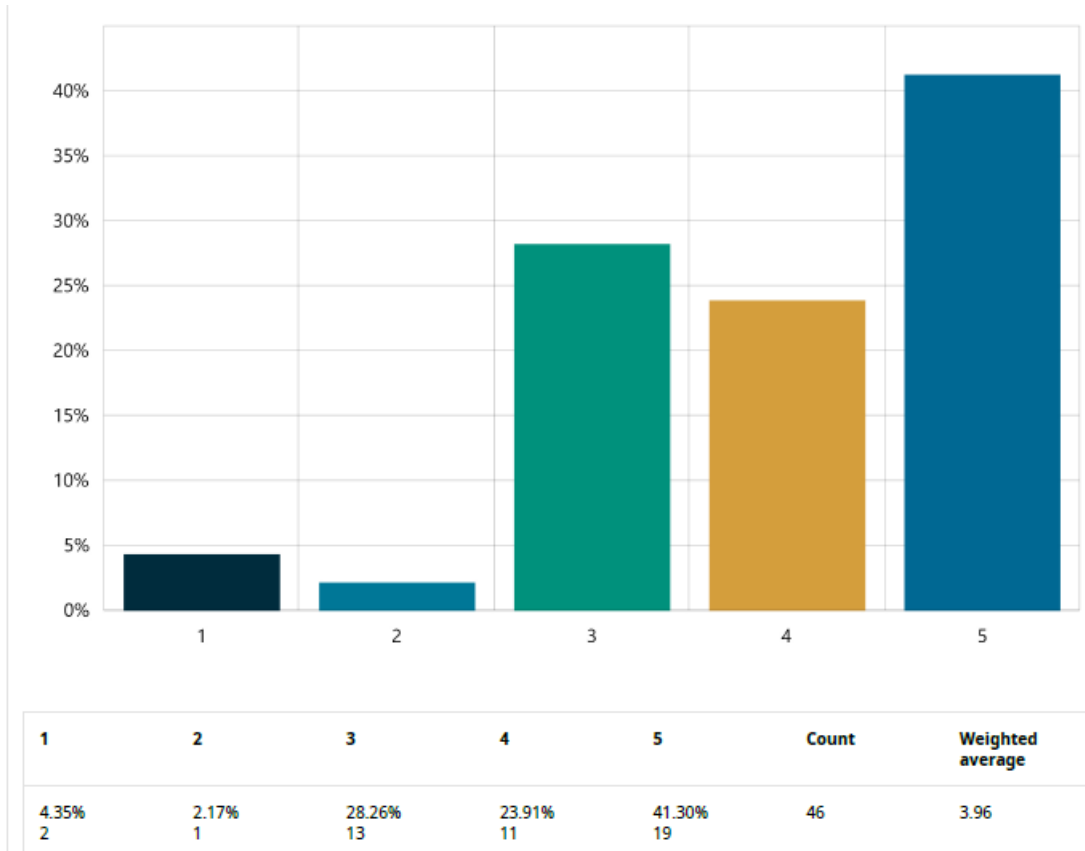
What activities are missing?

|                                                                                                                                                                                                                                                          |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Working with localities to make sites more available for residential use as well as commercial.                                                                                                                                                          |
| Specific data on how our infrastructure is impacted by the volume of housing/mixed-used units being built. Also, what does affordable housing look like in the near future?                                                                              |
| Turn the pulse into a light rail system                                                                                                                                                                                                                  |
| Invest in community owned utilities - such as broadband and energy (solar) to help with price controls and wealth building for community members                                                                                                         |
| Sites should be ready for use by local residents before commercial and industrial users, which they are not. Take care of basic functionality before expanding to loftier goals.                                                                         |
| consider residents quality of life to ensure commercial/industrial/ does not cause resident exodus, as in NOVA                                                                                                                                           |
| need to address Climate change by transitioning over time to a low carbon economy (2050) and climate resilience.                                                                                                                                         |
| Free transit reduces friction and opens up new economic opportunities                                                                                                                                                                                    |
| There's no mention of studying what green spaces and natural resources do for our communities in terms of moving around and staying healthy. I'm tired of planning orgs only seeing concrete and asphalt as useful and committing to keep building more. |
| "regional" does not mean big...we need better local access to jobs, services etc so we dont have to drive.                                                                                                                                               |
| coordination                                                                                                                                                                                                                                             |
| Bike lanes!!! Renewable and sustainable energy investment                                                                                                                                                                                                |
| Also living spaces (with buffer zones). So many residential spaces are in commercial/industrial areas (that pose threat to their health).                                                                                                                |
| I love this, especially the water component                                                                                                                                                                                                              |
| We should be prioritizing more than work and industry, we should be able to access transportations and be expanding our green and public spaces to support us in all areas of life, not just work.                                                       |

### Advance the Region's Key Economic Sectors

This concept is being considered for this topic's goal language: **Build strong, vibrant support systems that enable business and industry to innovate and thrive in these targeted sectors.**

Please indicate your level of support for this as a possible goal (higher number is stronger support):

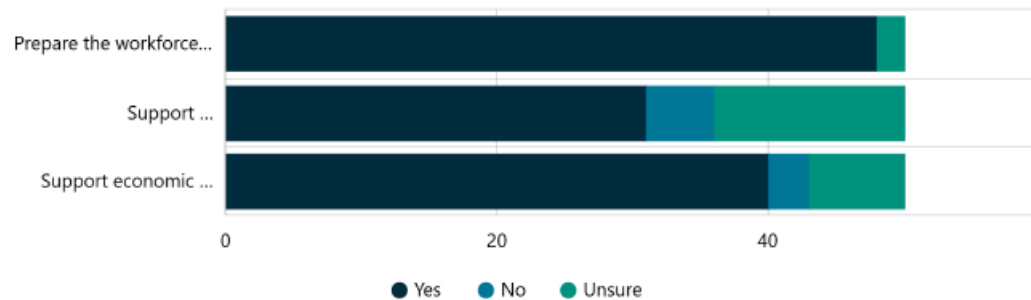


What would you change or add to this?

|                                                                                                                                                                                                                                                              |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Will this infrastructure be placed in underserved communities putting them in harms way?                                                                                                                                                                     |
| What is the balance between corporate and business interests and people-centered interests?                                                                                                                                                                  |
| Adding a roster of musicians or entertainers that can compliment the innovative changes towards tourism to support it as an ecosystem.                                                                                                                       |
| Be willing to hire folks that maybe don't have certificates                                                                                                                                                                                                  |
| Topic seems too broad. Be more clear and precise in the wording.                                                                                                                                                                                             |
| Highlighting innovation. This includes technology, business models, and all other aspects. being static will cause the community to fall behind                                                                                                              |
| I have concerns with the phrasing based on past historical precedent. I hope these investments will focus more on smaller businesses and innovators, especially from disadvantaged groups, rather than just giving tax breaks to large and established corps |
| Add "local" before "business and industry". I'm tired of localities competing to see how much they can give away to corporations in exchange for unenforceable "economic growth" promises. Focus on small and local, folks accountable to their neighbors.   |
| What do you mean by "support systems"? It may be helpful to provide examples or list exactly what you mean by this.                                                                                                                                          |
| I would add "... while maintaining the charm and "ruralness" of Goochland County."                                                                                                                                                                           |
| I like highlighting the region's economic sector, but universities, nonprofits, philanthropy also are worth sharing too                                                                                                                                      |
| Add the worker component. We want to ensure support for workers in these specific industries, who may have certain unique needs.                                                                                                                             |
| Strengthen the language -- build competitive clusters.                                                                                                                                                                                                       |

Do you agree the items below are important to work on in the next five years (Yes/No/Unsure)?

- Prepare the workforce for target and emerging industries and related supporting sectors such as the trades (carpentry, plumbing, electrical, etc.).
- Support site-readiness efforts for target and emerging industries, including exploring additional approaches to property and infrastructure development.
- Support economic growth in other sectors important to the region, including tourism (agritourism, ecotourism, sports tourism, etc.) and agriculture/agribusiness.



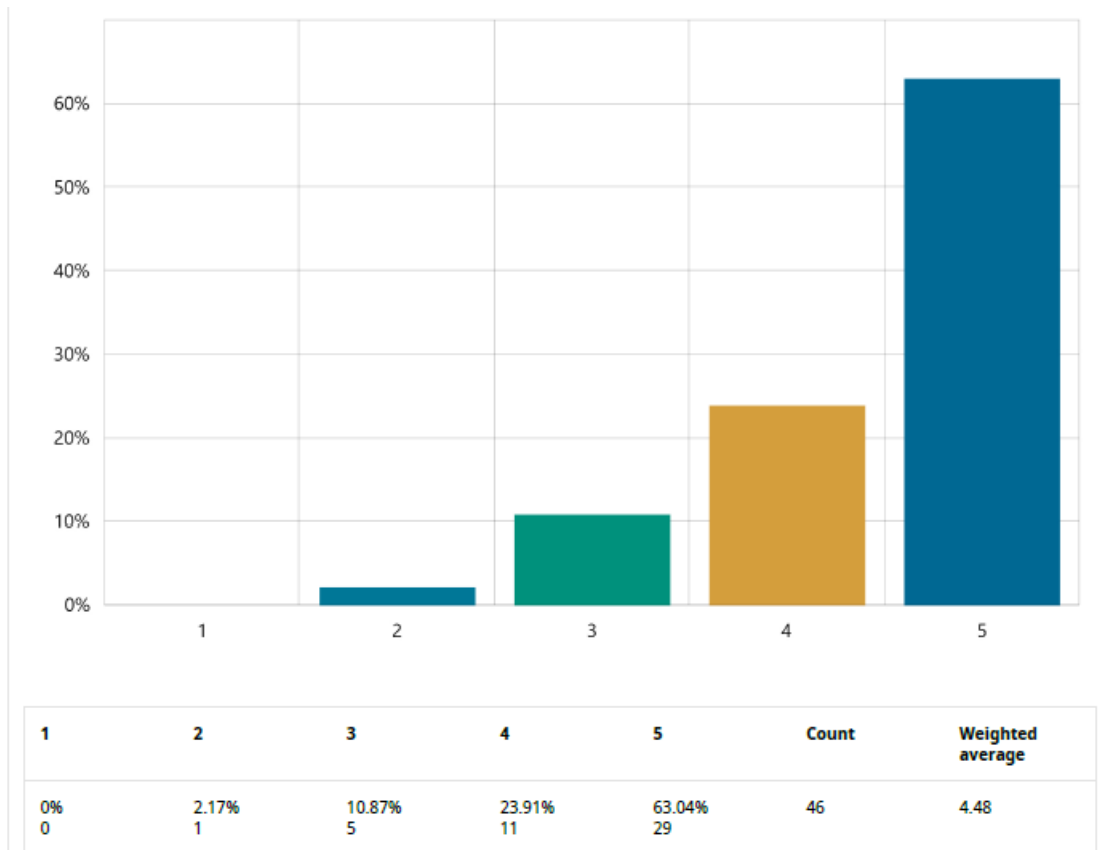
What activities are missing?

|                                                                                                                                                                                                                                                                 |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Creating a program for convicted felons and the current homeless to become the workforce for carpentry and plumbing to receive support for the local government.                                                                                                |
| Encourage businesses in the arts to help attract more tourism to go along with the other options.                                                                                                                                                               |
| Vocational education should be seamless across city and county public schools in order to train a diverse workforce regardless of race and gender.                                                                                                              |
| Work with Scouting America and other young people to make this happen                                                                                                                                                                                           |
| Site-readiness efforts should be a major focus here. Other parts of the state have seen success using regional industrial facility authorities - PlanRVA would be well positioned to take this approach as a trusted convener with highly skilled staff         |
| Goochland : sudden interest in business tax income, but needs to evaluate & plan carefully                                                                                                                                                                      |
| Better advertising and sponsorship of events to act as innovation and idea "hubs", connecting people and offering networking opportunities; Accelerate collaboration                                                                                            |
| We need to reform the old EDA model of giving away massive amounts of public resources (land, infrastructure, tax cuts, incentives) to attract big corporations that never deliver and never have accountability. We don't need more "jobs", we need businesses |
| Host events that showcase the excellent work being done here in our region & state. I'm thinking small scale like TEDTalks and big scale like expositions that show off our innovations (highlighting how the contribute QOL and econ dev for region and world) |
| not so much activities that are missing but a specific focus on doing all those things within the existing developed footprint of the region and without gifting sports team owners billions of cash                                                            |
| Focus on broad support and infrastructure for current and emerging industries, but that can be adaptable for future industries as yet to emerge                                                                                                                 |
| And build the housing and the services in proximity to the employers. The CEDS in general needs to state this more forcefully. Otherwise, it sounds a bit like we're planning for the 1970s.                                                                    |
| Care should be taken to ensure businesses are not given incentives to come to Richmond that ultimately hurt individual tax payers                                                                                                                               |

### Support Small Businesses, Entrepreneurship, and Innovation

This concept is being considered for this topic's goal language: **Support start-ups, small-to-medium-sized businesses, and entrepreneurs.**

Please indicate your level of support for this as a possible goal (higher number is stronger support):

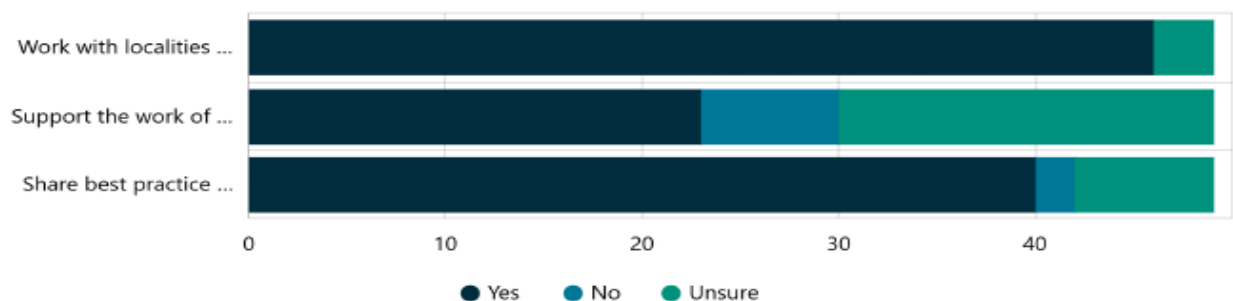


What would you change or add to this?

|                                                                                                                                                                                                                                                              |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| To include support of diverse of businesses, owners and entrepreneurs                                                                                                                                                                                        |
| What is being invested, so that the Black community is able to benefit from the building of this nation on our backs? What intentional investment will be make, so we can have an advantage instead of historical disadvantage?                              |
| Emphasize what self-funding means as an entrepreneur. Yes it's okay to provide assistance however entrepreneurship is a self-pursued which needs to be emphasized as is. If internal conflict at work arises primarily with management than a support system |
| Ensure that the LGBTQ community is represented                                                                                                                                                                                                               |
| assure they aren't swallowed up by Amazon, AI, Fed Govt budgets, etc                                                                                                                                                                                         |
| Highlighting innovation. This includes technology, business models, and all other aspects. being static will cause the community to fall behind                                                                                                              |
| Small businesses drive innovation and help build robust communities, very important to reduce bureaucracy and red tape to help them get started                                                                                                              |
| Add "local". We shouldn't be giving away our resources to "entrepreneurs" and "startups" from NoVA or California, folks with no connection or commitment to our communities.                                                                                 |
| Love it!                                                                                                                                                                                                                                                     |
| "Support" is vague. Find out what they need -- the right kind of capital, technical assistance, workforce upskilling, etc.                                                                                                                                   |

Do you agree the items below are important to work on in the next five years (Yes/No/Unsure)?

- Work with localities across the region to provide greater support to entrepreneurs and small businesses with access to customers, services and capital.
- Support the work of the Advanced Pharmaceutical Manufacturing Tech Hub and the Talent Pathways Initiative to build strategic partnerships in research and development.
- Share best practice resources for research and innovation among entrepreneurs across the region, including a focus on underserved communities.



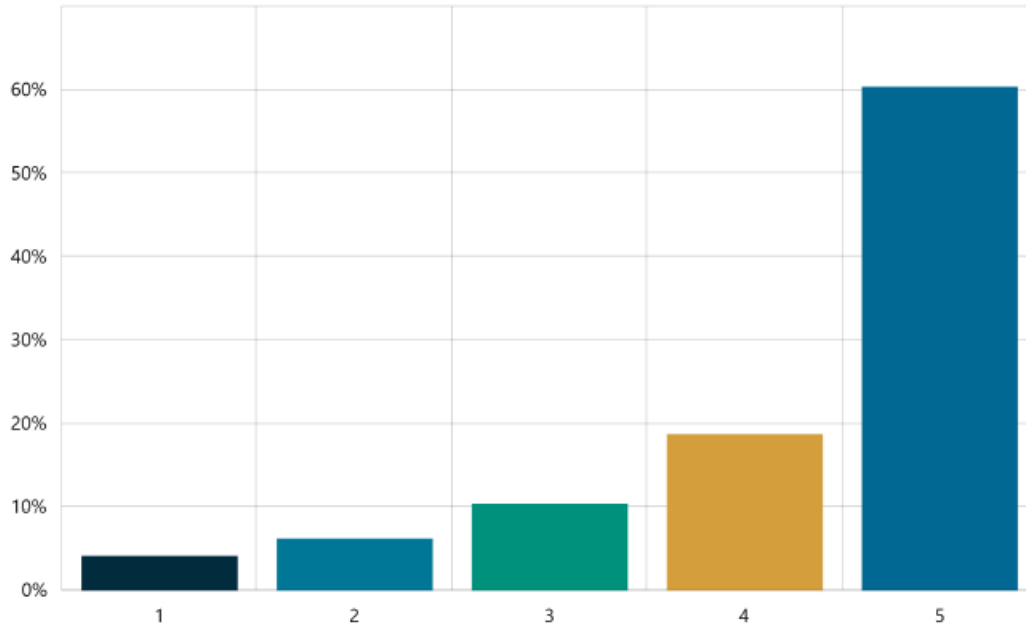
What activities are missing?

|                                                                                                                                                                                                                                                            |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Emphasizing the correct employers and resources to use for underserved communities to emphasize the importance of college and tenure with an employer.                                                                                                     |
| The best practices must be available online for free download and sharing with the greater 804 advanced Pharma Manufacturing technology hub?? where?                                                                                                       |
| Evaluate & audit existing regulations, processes, and practices to ensure they still meet our goals; Streamline where possible, w/o sacrificing values                                                                                                     |
| Pharmaceutical companies spend a great deal on advertisement. They should divert some of these dollars to support the initiative to build strategic partnerships in research and development. I don't need to see advertising telling me to ask my doctor. |
| Work with localities and regulators to reform laws and regulations that unfairly benefit large corporations and make things harder for small businesses. (e.g. VDACS regs and zoning codes that essentially ban many small growers and food producers)     |
| Yes, yes, yes! Great! And access to technical assistance, relationships/networks, and equal opportunity.                                                                                                                                                   |
| Incentivize adaptive reuse of infrastructure within the existing built environment and especially along transit and active travel corridors, routes, infrastructure                                                                                        |
| What about our crafts people? My partner is a furniture maker (owns his own business) and has found the region to be very inhospitable. He has a SCORE MENTOR too.                                                                                         |
| Partner with educational institutions to promote and teach entrepreneurship through curriculum, co-curricular programs, and internship/apprenticeships                                                                                                     |
| Greentech research and development                                                                                                                                                                                                                         |
| Healthcare! The exchange is still too expensive, we can take bigger risks if we have better supports and aren't afraid of losing our health, housing, etc.                                                                                                 |

### Community Fabric and Quality of Life

This concept is being considered for this topic's goal language: **Strive to retain and attract workers and businesses by collaborating on efforts that maintain or improve the region's quality of life.**

Please indicate your level of support for this as a possible goal (higher number is stronger support):



| 1          | 2          | 3           | 4           | 5            | Count | Weighted average |
|------------|------------|-------------|-------------|--------------|-------|------------------|
| 4.17%<br>2 | 6.25%<br>3 | 10.42%<br>5 | 18.75%<br>9 | 60.42%<br>29 | 48    | 4.25             |

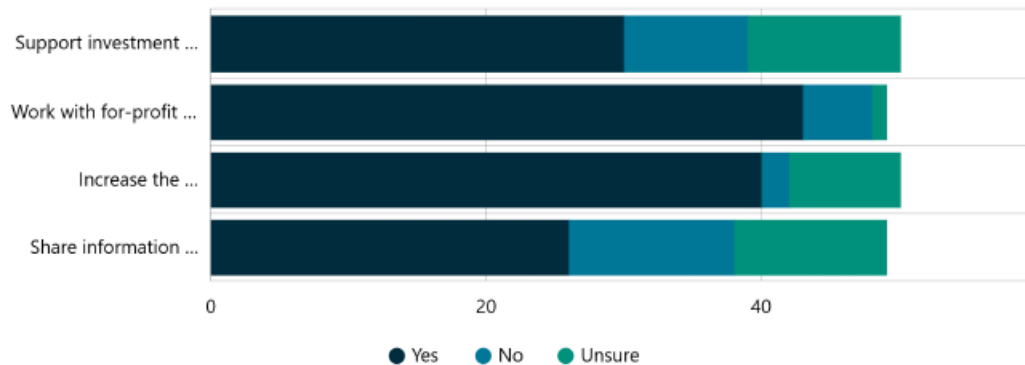
What would you change or add to this?

|                                                                                                                                                                                                                                                               |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| What types of businesses are we attracting? Who will these companies support? Are they diverse business?                                                                                                                                                      |
| Adding realistic businesses for employees to work at and attainable housing that is reliable and non-dilapidated.                                                                                                                                             |
| Be more open to LGBTQ community                                                                                                                                                                                                                               |
| What about residents? They deserve a good quality-of-life. The wording is weird.                                                                                                                                                                              |
| Make sure we invest in diverse mixed-use communities that allows Richmond to be a place where people can live and thrive throughout all major stages of life                                                                                                  |
| I would put more emphasis on increasing housing                                                                                                                                                                                                               |
| Why are we trying so hard to attract more people to live here when we are already struggling to deliver on goods and services for the people who already live here? I'm frustrated about everything being oriented toward people who don't live here.         |
| Businesses and industry are not the only drivers of economic development. What people do outside of their jobs plays a big role in producing the character and culture that attracts people to our region. Please recognize these reasons for QOL maintenance |
| it's also families that come with workforce that's important.                                                                                                                                                                                                 |
| There needs to be a recognition of affordable housing. I am in mid-30s. Dual income household, no kids. And am living paycheck to paycheck. Despite having work, our quality of life is subpar because the cost of living is out of control.                  |
| Can we work to ensure breadth - expanding reach of amenities and necessities (like green space) for all instead of depth - creating playgrounds for the rich?                                                                                                 |
| businesses of all sizes                                                                                                                                                                                                                                       |
| What's missing from this element is a statMake it a "region of short distances." Establish maximum travel times from each residential area to goods and services, schools, recreation and employment and make it a priority to achieve them.                  |
| Develop what and who are here already. Attracting outside enterprises and investors is shallow thinking and fragile efforts to bolster a region.                                                                                                              |

Do you agree the items below are important to work on in the next five years (Yes/No/Unsure)?

- Support investment or reinvestment in downtowns and commercial corridors, such as through establishing business district or corridor organizations that can jointly pursue marketing and coordinated management.
- Work with for-profit and non-profit developers of housing to increase the supply, and thereby affordability.
- Increase the availability of affordable childcare by working to reduce barriers for childcare providers to enable them to establish, operate, and grow.

- Share information about this region's quality of life through marketing efforts and targeted outreach to the region's many secondary and post-secondary students.



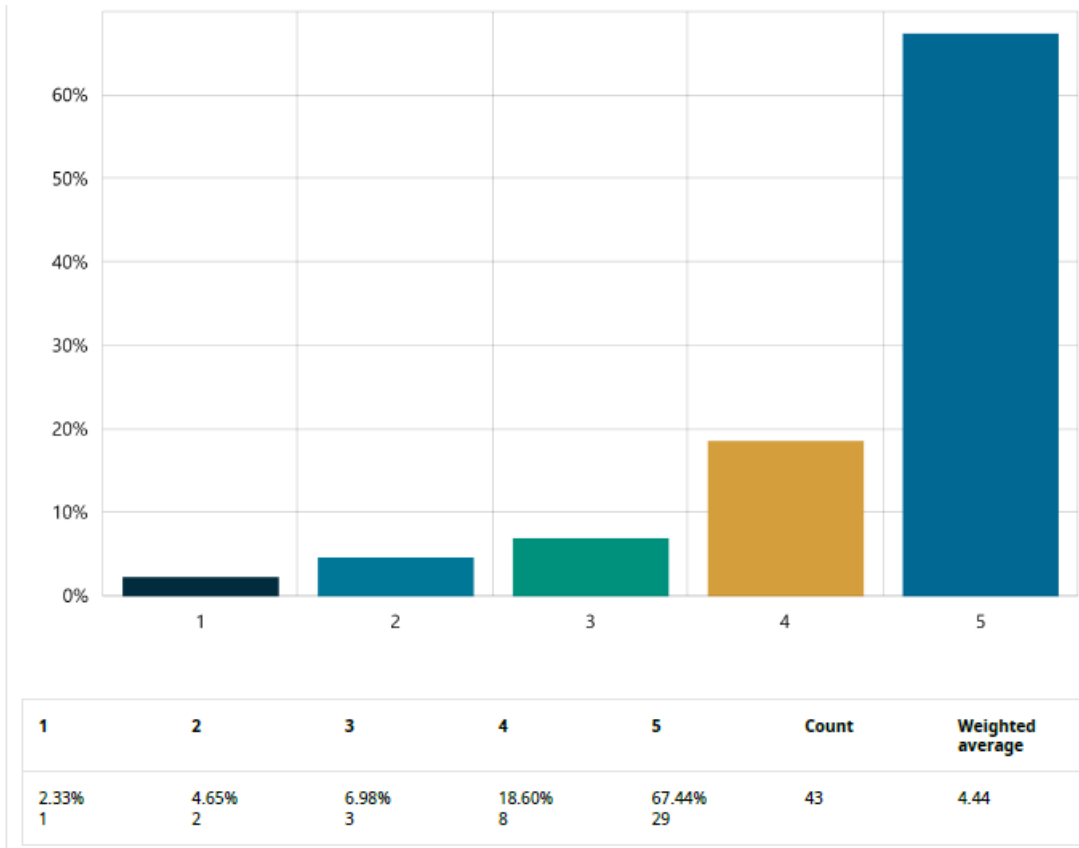
What activities are missing?

|                                                                                                                                                                                                                                                                |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Instead of building more houses let's start redoing what we already have if possible. Then if not possible then build new.                                                                                                                                     |
| In addition to childcare - also elder care and care for disabled family members                                                                                                                                                                                |
| Invest in culture and arts.                                                                                                                                                                                                                                    |
| Metro Richmond hasn't heard much from or about Goochland over many decades, so a lot to catch up on                                                                                                                                                            |
| Make sure we invest in high-quality and beautiful public spaces, where people feel welcome to be there. Public parks and resources are critical for maintain high quality of life and making the City desirable                                                |
| Focus on supporting small, local businesses, not using our resources to pay (incentivize) already-rich corporations who often leave as soon as someone else offers them more. Stop marketing our area to others to move here, we already can't afford housing. |
| Item: Help our K-12 students realize the amazing QOL already present here by sponsoring events and trips right here in our region, for them to get exposure to. (River, zoo, ballet, theater, Agecroft Hall, Hollywood Cem, Pocahontas State Park, NASCAR)     |
| Lean into Richmond's ability to re-invent places instead of inexorably gobbling up greenfield sites [that require driving]                                                                                                                                     |
| Parental Leave. There is enough research that supports that childcare (for                                                                                                                                                                                     |
| Help to expand the reach of existing programs into new communities                                                                                                                                                                                             |
| I disagree with concentrating development in corridors, but downtowns are fine                                                                                                                                                                                 |
| Once you get to a place, it should be walkable. Make high-quality places, not just reinvestment in downtowns, a priority.                                                                                                                                      |
| Barriers to childcare are mostly around costs - childcare is expensive to operate with much of the costs going to overhead and not workers. Encouraging employers to subsidize childcare or provide free childcare for workers would be more effective.        |

## Economic Resilience

This concept is being considered for this topic's goal language: **Proactively prepare the business community and components of our regional supply chains for possible economic and environmental disruptions.**

Please indicate your level of support for this as a possible goal (higher number is stronger support):

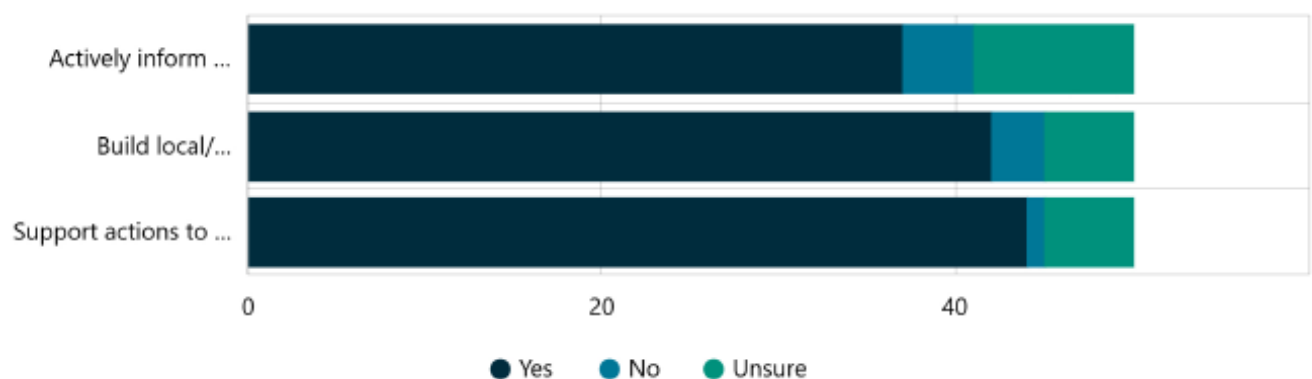


What would you change or add to this?

|                                                                                                                                                                                                      |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Actively explain the difference between a healthy and disrupted economic system.                                                                                                                     |
| Fix Richmond water plant                                                                                                                                                                             |
| Economic and environmental disruptions always happen (historically have always impacted businesses), how will solutions/recommendations be be novel?                                                 |
| Include "distribute risk", because that is the big problem with being dependent on a limited number of "big employers" or industries, that economic shocks can't be absorbed.                        |
| and do what we can to prevent the need for this at all?                                                                                                                                              |
| Build and plan with resilience in mind to avoid disruptions                                                                                                                                          |
| Good, but it needs to go well beyond this. Major changes are occurring right now -- heat, water, AI -- We need to be rethinking how the local economy will work as these changes continue to unfold. |
| What about supporting individuals?                                                                                                                                                                   |

Do you agree the items below are important to work on in the next five years (Yes/No/Unsure)?

- Actively inform businesses of potential risks within different parts of our region and equip them through educational workshops and other preparedness resources.
- Build local/neighborhood-level community capacity to seamlessly connect businesses to assistance (and vice versa) when disruptions occur.
- Support actions to build systems and supply chains that recycle used materials (such as critical minerals from retired digital devices) for reuse.

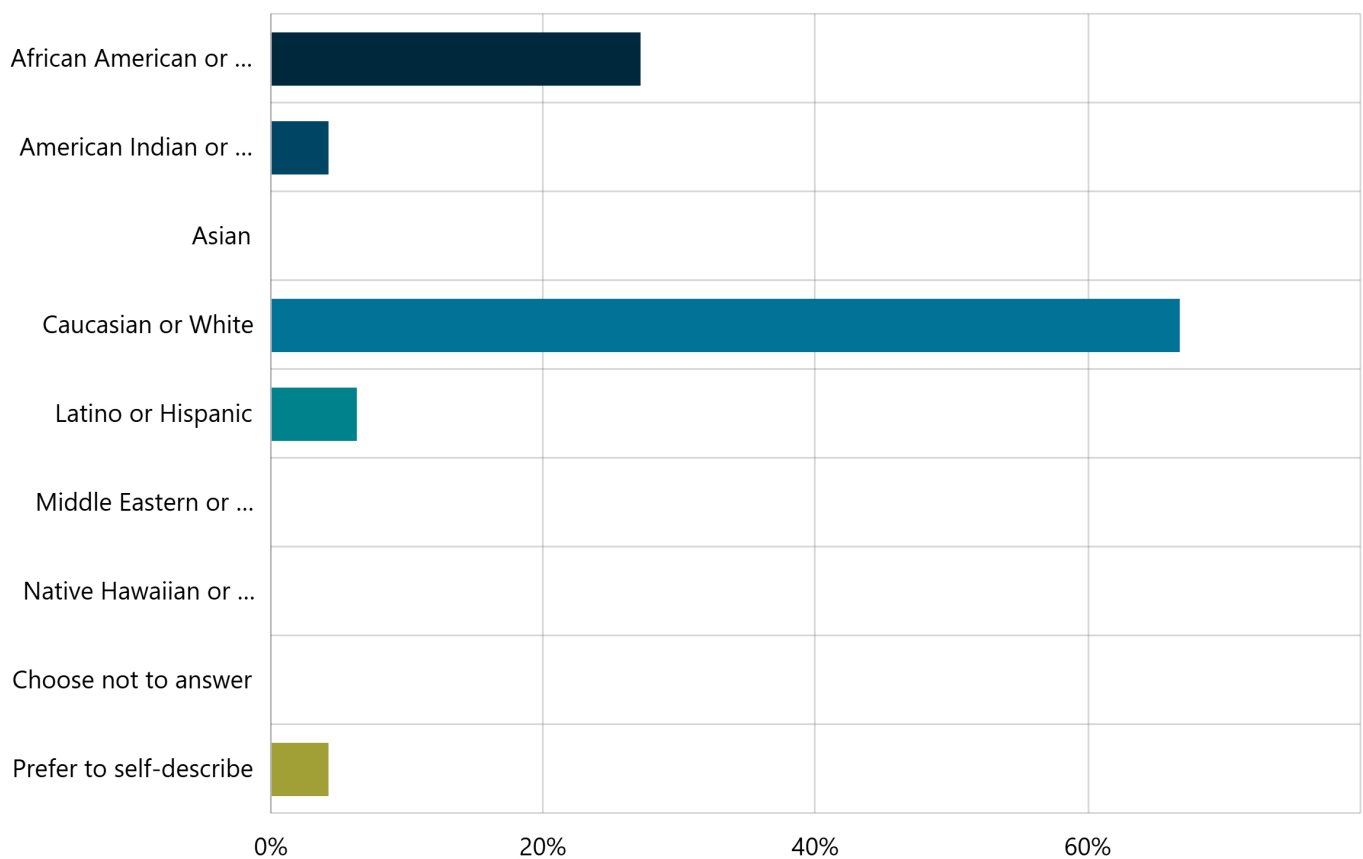


What activities are missing?

|                                                                                                                                                                                                                                                                 |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Multiple points of access for business assistance                                                                                                                                                                                                               |
| Have an open line of communication with the original manufacturer to maintain warranty status and coverage information for retired digital devices.                                                                                                             |
| Support local businesses that recycle the digital devices                                                                                                                                                                                                       |
| More free recycling such as bottle returns in stores and libraries                                                                                                                                                                                              |
| recycle critical minerals, etc seems lower on the priority list for Goochland right now                                                                                                                                                                         |
| I love the middle Activity, more support for local on-the-ground operations will help ensure resources get deployed more efficiently and better tailored                                                                                                        |
| Support more facets of the circular economy. Why the focus on critical minerals? Do we want our workforce exposed to those?                                                                                                                                     |
| Actively inform localities about potential risks and tools to prevent shocks, such as decommissioning plans for industry and enforceable contracts that can claw back incentives.                                                                               |
| And also seamlessly connect businesses to community members in need of assistance/support in the event of a crisis, so that available businesses respond at a moment's notice when crisis strikes. (Walmart donating bottles of water in a boil water advisory) |
| prevention                                                                                                                                                                                                                                                      |
| I'm very confused that there's no mention of individuals. What are you all doing to make Richmond more affordable? That was listed as a reason people are leaving the region yet you've done nothing to address that concern here.                              |

## 29. Race/Ethnicity (choose all that apply)

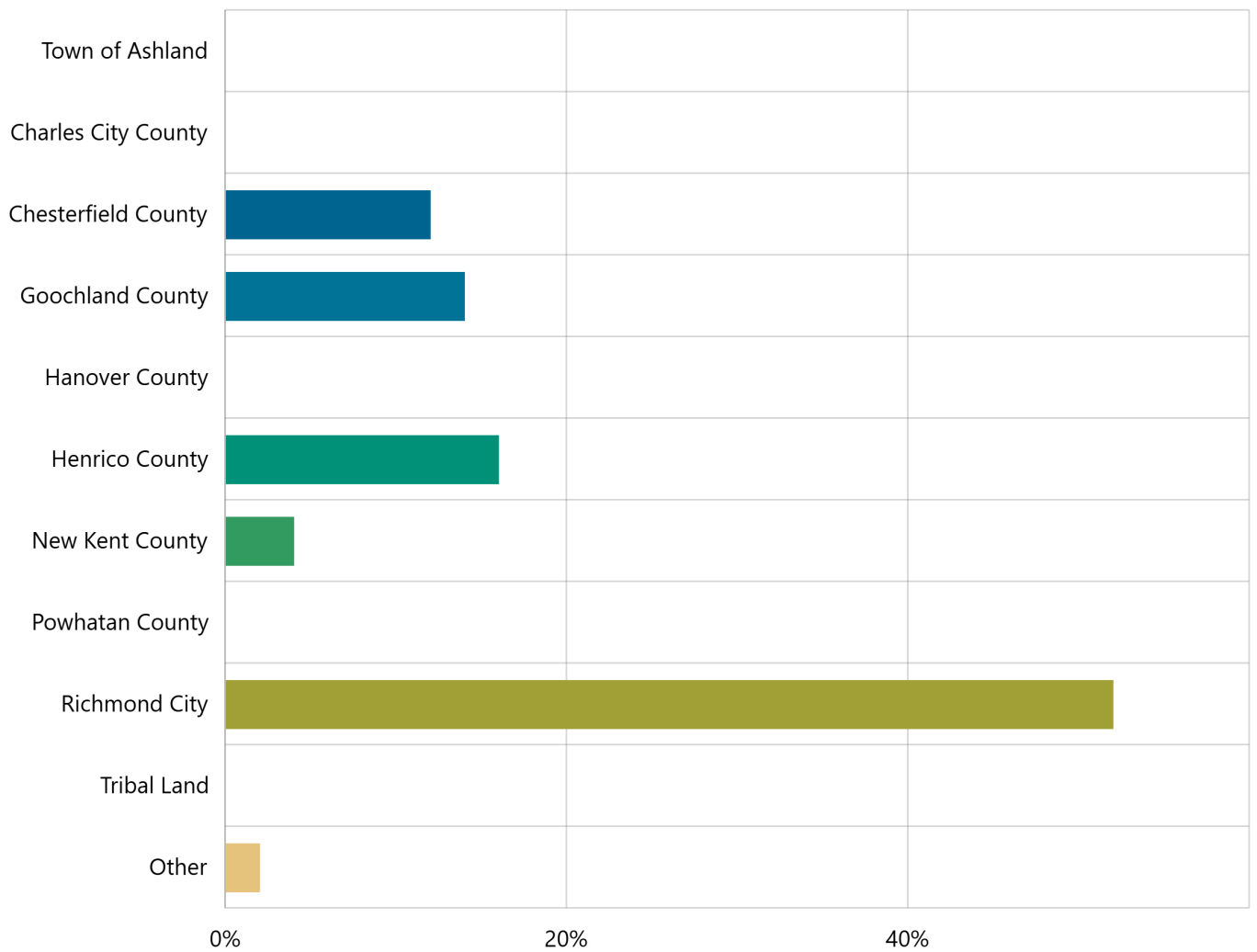
Multi Choice | Skipped: 2 | Answered: 48 (96%)



| Answer choices                      | Percent | Count |
|-------------------------------------|---------|-------|
| African American or Black           | 27.08%  | 13    |
| American Indian or Alaskan Native   | 4.17%   | 2     |
| Asian                               | 0%      | 0     |
| Caucasian or White                  | 66.67%  | 32    |
| Latino or Hispanic                  | 6.25%   | 3     |
| Middle Eastern or North African     | 0%      | 0     |
| Native Hawaiian or Pacific Islander | 0%      | 0     |
| Choose not to answer                | 0%      | 0     |
| Prefer to self-describe             | 4.17%   | 2     |

### 30. Where do you live?

Multi Choice | Skipped: 0 | Answered: 50 (100%)

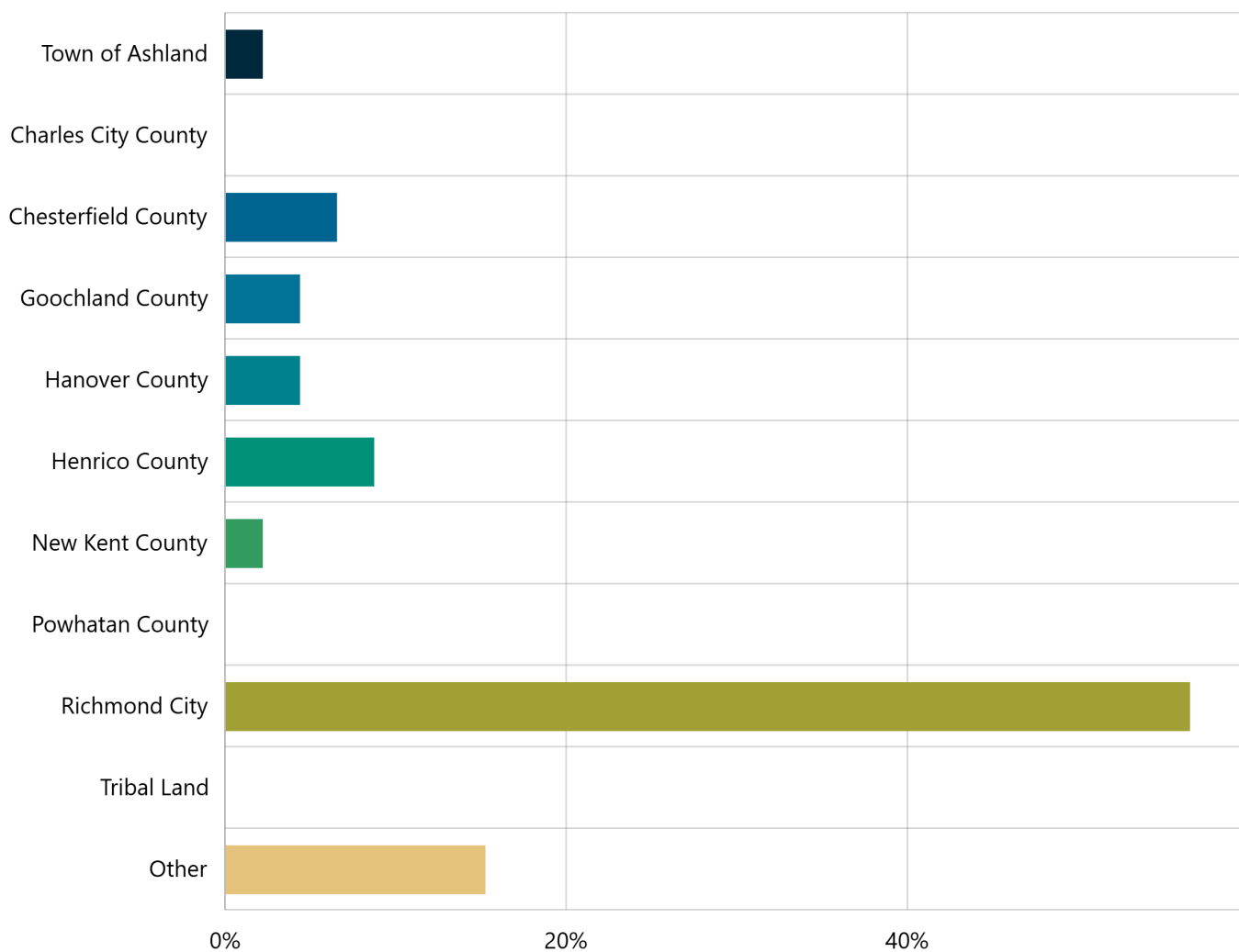


| Answer choices      | Percent | Count |
|---------------------|---------|-------|
| Town of Ashland     | 0%      | 0     |
| Charles City County | 0%      | 0     |
| Chesterfield County | 12.00%  | 6     |
| Goochland County    | 14.00%  | 7     |
| Hanover County      | 0%      | 0     |
| Henrico County      | 16.00%  | 8     |
| New Kent County     | 4.00%   | 2     |
| Powhatan County     | 0%      | 0     |
| Richmond City       | 52.00%  | 26    |

|              |                |           |
|--------------|----------------|-----------|
| Tribal Land  | 0%             | 0         |
| Other        | 2.00%          | 1         |
| <b>Total</b> | <b>100.00%</b> | <b>50</b> |

### 31. Where do you work?

Multi Choice | Skipped: 4 | Answered: 46 (92%)

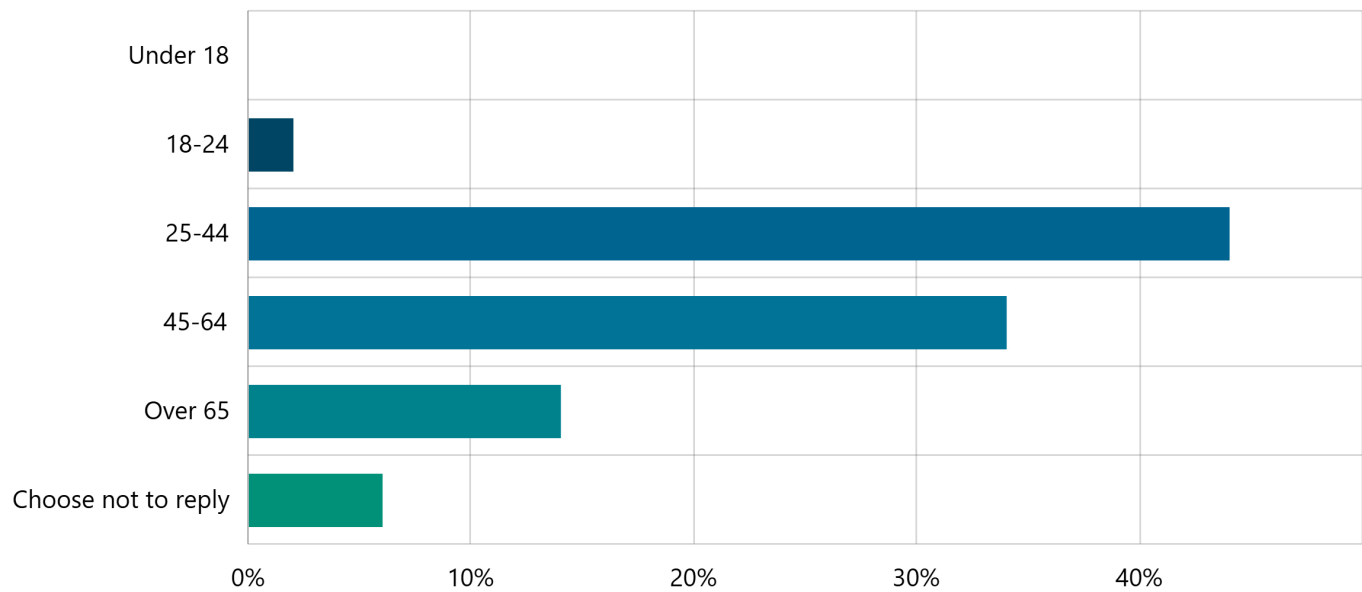


| Answer choices      | Percent | Count |
|---------------------|---------|-------|
| Town of Ashland     | 2.17%   | 1     |
| Charles City County | 0%      | 0     |
| Chesterfield County | 6.52%   | 3     |
| Goochland County    | 4.35%   | 2     |
| Hanover County      | 4.35%   | 2     |
| Henrico County      | 8.70%   | 4     |
| New Kent County     | 2.17%   | 1     |
| Powhatan County     | 0%      | 0     |
| Richmond City       | 56.52%  | 26    |

|              |                |           |
|--------------|----------------|-----------|
| Tribal Land  | 0%             | 0         |
| Other        | 15.22%         | 7         |
| <b>Total</b> | <b>100.00%</b> | <b>46</b> |

32. What is your age?

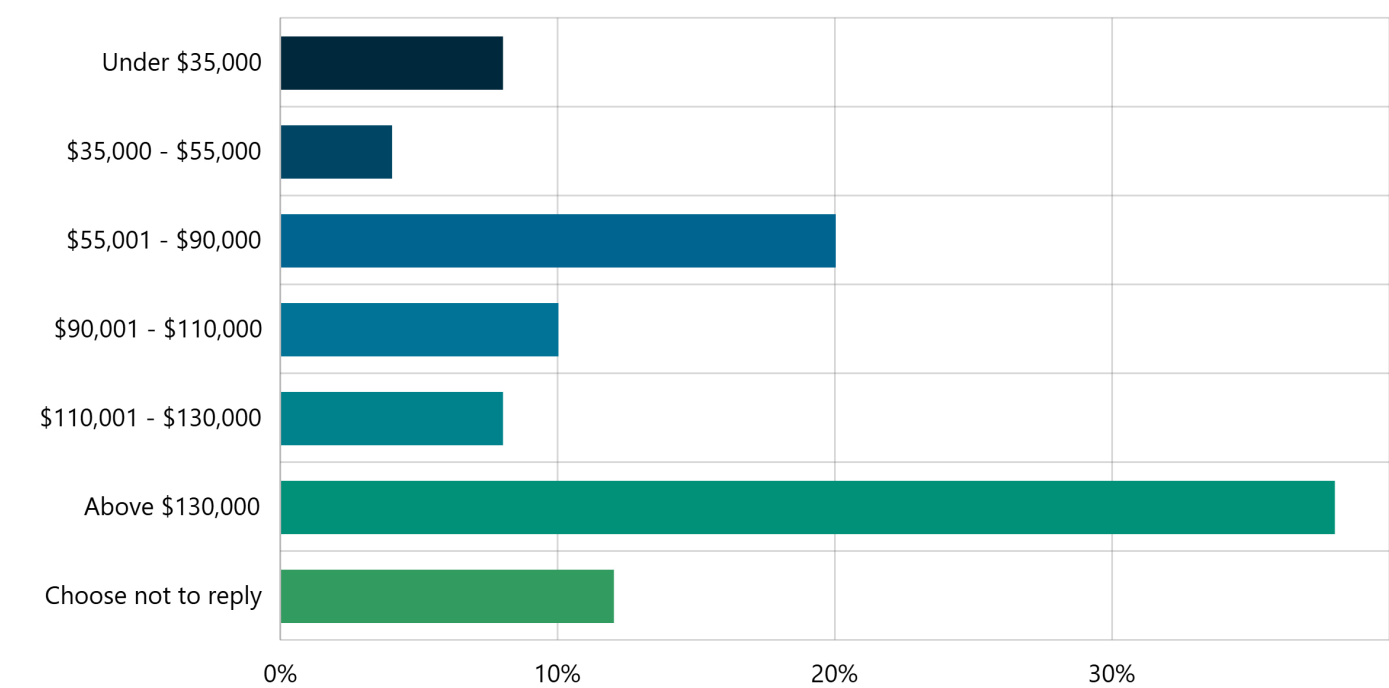
Multi Choice | Skipped: 0 | Answered: 50 (100%)



| Answer choices      | Percent | Count |
|---------------------|---------|-------|
| Under 18            | 0%      | 0     |
| 18-24               | 2.00%   | 1     |
| 25-44               | 44.00%  | 22    |
| 45-64               | 34.00%  | 17    |
| Over 65             | 14.00%  | 7     |
| Choose not to reply | 6.00%   | 3     |
| Total               | 100.00% | 50    |

33. What is your annual household income?

Multi Choice | Skipped: 0 | Answered: 50 (100%)



| Answer choices        | Percent | Count |
|-----------------------|---------|-------|
| Under \$35,000        | 8.00%   | 4     |
| \$35,000 - \$55,000   | 4.00%   | 2     |
| \$55,001 - \$90,000   | 20.00%  | 10    |
| \$90,001 - \$110,000  | 10.00%  | 5     |
| \$110,001 - \$130,000 | 8.00%   | 4     |
| Above \$130,000       | 38.00%  | 19    |
| Choose not to reply   | 12.00%  | 6     |
| Total                 | 100.00% | 50    |