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# **REGIONAL ANALYSIS OF IMPEDIMENTS TO FAIR HOUSING**

## **VOLUME TWO TECHNICAL APPENDICES**

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**ISSUED—October 2, 2020**

**PREPARED FOR:  
THE COLLABORATIVE FORMED BY  
CITY OF MILWAUKEE  
CITY OF WAUWATOSA  
CITY OF WEST ALLIS  
JEFFERSON COUNTY  
MILWAUKEE COUNTY  
OZAUKEE COUNTY  
WASHINGTON COUNTY  
WAUKESHA COUNTY**



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**APPENDIX A**  
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**APPENDIX A**  
**ADDITIONAL TABLE EXHIBITS FOR SECTION IV**  
**DEMOGRAPHIC AND SOCIOECONOMIC ANALYSIS**

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**Exhibit A, IV-1.  
Population by Township/Municipality in Milwaukee County  
(2010-2017)**

	<b>2010</b>	<b>2017</b>	<b>% Change</b>
Bayside village	4,227	4,364	3.2%
Brown Deer village	11,867	12,076	1.8%
Cudahy city	18,127	18,350	1.2%
Fox Point village	6,683	6,706	0.3%
Franklin city	34,058	36,295	6.6%
Glendale city	12,791	12,868	0.6%
Greendale village	13,980	14,293	2.2%
Greenfield city	36,214	37,082	2.4%
Hales Corners village	7,647	7,704	0.7%
Milwaukee city	589,697	599,086	1.6%
Oak Creek city	33,069	35,588	7.6%
River Hills village	1,648	1,558	-5.5%
Shorewood village	13,144	13,367	1.7%
South Milwaukee city	20,971	21,185	1.0%
St. Francis city	9,167	9,532	4.0%
Wauwatosa city	46,179	47,687	3.3%
West Allis city	60,009	60,546	0.9%
West Milwaukee village	4,150	4,200	1.2%
Whitefish Bay village	13,988	14,099	0.8%

Source: U.S. Census American Community Survey 5-Year Survey 2010 and 2017 (DP05)

**Exhibit A, IV-2.**  
**Population by Township/Municipality in Waukesha County**  
**(2010-2017)**

	<b>2010</b>	<b>2017</b>	<b>% Change</b>
Big Bend village	1,255	1,251	-0.3%
Brookfield city	38,198	37,943	-0.7%
Brookfield town	6,218	6,142	-1.2%
Butler village	1,808	1,847	2.2%
Chenequa village	745	562	-24.6%
Delafield city	6,987	7,298	4.5%
Delafield town	8,324	8,375	0.6%
Dousman village	2,263	2,452	8.4%
Eagle town	3,446	3,500	1.6%
Eagle village	1,624	1,930	18.8%
Elm Grove village	6,001	6,127	2.1%
Genesee town	7,340	7,336	-0.1%
Hartland village	8,928	9,218	3.2%
Lac La Belle village	334	268	-19.8%
Lannon village	887	1,132	27.6%
Lisbon town	10,044	10,423	3.8%
Menomonee Falls village	35,221	36,411	3.4%
Merton town	8,313	8,478	2.0%
Merton village	3,101	3,574	15.3%
Mukwonago town	7,800	8,098	3.8%
Mukwonago village	7,090	7,604	7.2%
Muskego city	23,726	24,731	4.2%
Nashotah village	1,553	1,305	-16.0%
New Berlin city	39,519	39,779	0.7%
North Prairie village	2,274	2,325	2.2%
Oconomowoc city	15,265	16,450	7.8%
Oconomowoc Lake village	569	586	3.0%
Oconomowoc town	8,278	8,632	4.3%
Ottawa town	3,838	3,893	1.4%
Pewaukee city	12,963	14,112	8.9%
Pewaukee village	8,143	8,214	0.9%
Summit village*	4,665	4,818	3.3%
Sussex village	10,262	10,763	4.9%
Vernon town	7,583	7,667	1.1%
Wales village	2,560	2,558	-0.1%
Waukesha city	69,946	72,173	3.2%
Waukesha town	9,061	8,756	-3.4%

\*Data from 2011 to 2017 used

Source: U.S. Census American Community Survey 5-Year Survey 2010 and 2017 (DP05)

**Exhibit A, IV-3.**  
**Population by Township/Municipality in Washington County**  
**(2010-2017)**

	<b>2010</b>	<b>2017</b>	<b>% Change</b>
Addison town	3,495	3,455	-1.1%
Barton town	2,651	2,610	-1.5%
Erin town	3,754	3,786	0.9%
Farmington town	3,913	4,027	2.9%
Germantown town	212	272	28.3%
Germantown village	19,609	19,956	1.8%
Hartford city	13,747	14,552	5.9%
Hartford town	3,682	3,574	-2.9%
Jackson town	4,043	4,403	8.9%
Jackson village	6,474	6,942	7.2%
Kewaskum town	1,266	1,132	-10.6%
Kewaskum village	3,904	4,098	5.0%
Newburg village	1,133	1,170	3.3%
Polk town	3,981	3,964	-0.4%
Richfield village	11,225	11,539	2.8%
Slinger village	4,870	5,269	8.2%
Trenton town	4,704	4,702	0.0%
Wayne town	1,959	2,107	7.6%
West Bend city	30,764	31,656	2.9%
West Bend town	4,820	4,753	-1.4%

Source: U.S. Census American Community Survey 5-Year Survey 2010 and 2017 (DP05)

**Exhibit A IV-4.  
Population by Township/Municipality in Ozaukee County  
(2010-2017)**

	<b>2010</b>	<b>2017</b>	<b>% Change</b>
Bayside village	57	86	50.9%
Belgium town	1,404	1,591	13.3%
Belgium village	2,207	2,158	-2.2%
Cedarburg city	11,382	11,499	1.0%
Cedarburg town	5,753	5,871	2.1%
Fredonia town	2,337	2,121	-9.2%
Fredonia village	2,041	2,264	10.9%
Grafton town	4,044	4,124	2.0%
Grafton village	11,338	11,576	2.1%
Mequon city	23,097	23,787	3.0%
Newburg village	106	60	-43.4%
Port Washington city	11,146	11,589	4.0%
Port Washington town	1,463	1,534	4.9%
Saukville town	1,921	1,915	-0.3%
Saukville village	4,405	4,460	1.2%
Thiensville village	3,244	3,182	-1.9%

Source: U.S. Census American Community Survey 5-Year Survey 2010 and 2017 (DP05)

**Exhibit A, IV-5.**  
**Population by Township/Municipality in Jefferson County**  
**(2010-2017)**

	<b>2010</b>	<b>2017</b>	<b>% Change</b>
Aztalan town	1,341	1,372	2.3%
Cambridge village	133	44	-66.9%
Cold Spring town	788	836	6.1%
Concord town	1,912	2,227	16.5%
Farmington town	1,263	1,611	27.6%
Fort Atkinson city	12,303	12,429	1.0%
Hebron town	1,204	1,097	-8.9%
Ixonia town	4,141	4,471	8.0%
Jefferson city	7,913	7,975	0.8%
Jefferson town	2,115	2,044	-3.4%
Johnson Creek village	2,553	2,931	14.8%
Koshkonong town	3,669	3,746	2.1%
Lake Mills city	5,602	5,816	3.8%
Lake Mills town	2,192	2,106	-3.9%
Milford town	1,179	1,133	-3.9%
Oakland town	3,121	3,166	1.4%
Palmyra town	1,042	1,294	24.2%
Palmyra village	2,077	1,632	-21.4%
Sullivan town	2,173	2,243	3.2%
Sullivan village	800	723	-9.6%
Sumner town	827	797	-3.6%
Waterloo city	3,339	3,345	0.2%
Waterloo town	956	974	1.9%
Watertown city	15,160	15,445	1.9%
Watertown town	1,829	2,010	9.9%
Whitewater city	3,134	3,119	-0.5%

Source: U.S. Census American Community Survey 5-Year Survey 2010 and 2017 (DP05)

**Exhibit A, IV-6.  
Race and Ethnicity in Milwaukee County (2000-2017)\***

Race	2000		2010		2017	
	Number	Percent	Number	Percent	Number	Percent
Total population	234,665		241,731		249,267	
One race	231,490	98.6%	236,700	97.9%	242,856	97.4%
White	216,572	92.3%	212,025	87.7%	212,717	85.3%
Black or African American	6,441	2.7%	11,568	4.8%	13,830	5.5%
American Indian and Alaska Native	1,026	0.4%	1,201	0.5%	1,328	0.5%
Asian	4,844	2.1%	7,677	3.2%	11,454	4.6%
Native Hawaiian and Other Pacific Islander	78	0.0%	13	0.0%	66	0.0%
Some other race	2,529	1.1%	4,216	1.7%	3,461	1.4%
Two or more races	3,175	1.4%	5,031	2.1%	6,411	2.6%

Ethnicity	2000		2010		2017	
	Number	Percent	Number	Percent	Number	Percent
Hispanic or Latino (of any race)	7,792	3.3%	14,133	5.8%	19,763	7.9%
Not Hispanic or Latino	226,873	96.7%	227,598	94.2%	229,504	92.1%

\*Not including the cities of Milwaukee, Wauwatosa, and West Allis

Source: 2000 U.S. Decennial Census (DP-1); U.S. Census American Community Survey 5-Year Survey 2010 and 2017 (DP05)

**Exhibit A, IV-7.  
Race and Ethnicity in Waukesha County (2000-2017)**

Race	2000		2010		2017	
	Number	Percent	Number	Percent	Number	Percent
Total population	360,767		386,130		396,731	
One race	357,536	99.1%	381,062	98.7%	390,863	98.5%
White	345,506	95.8%	362,765	93.9%	367,228	92.6%
Black or African American	2,646	0.7%	4,591	1.2%	6,000	1.5%
American Indian and Alaska Native	788	0.2%	468	0.1%	870	0.2%
Asian	5,381	1.5%	10,057	2.6%	12,853	3.2%
Native Hawaiian and Other Pacific Islander	87	0.0%	85	0.0%	165	0.0%
Some other race	3,128	0.9%	3,096	0.8%	3,747	0.9%
Two or more races	3,231	0.9%	5,068	1.3%	5,868	1.5%

Ethnicity	2000		2010		2017	
	Number	Percent	Number	Percent	Number	Percent
Hispanic or Latino (of any race)	9,503	2.6%	14,895	3.9%	18,194	4.6%
Not Hispanic or Latino	351,264	97.4%	371,235	96.1%	378,537	95.4%

Source: 2000 U.S. Decennial Census (DP-1); U.S. Census American Community Survey 5-Year Survey 2010 and 2017 (DP05)

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**Exhibit A, IV-8.****Race and Ethnicity in Washington County (2000-2017)**

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Race	2000		2010		2017	
	Number	Percent	Number	Percent	Number	Percent
Total population	117,493		130,206		133,967	
One race	116,722	99.3%	128,883	99.0%	131,973	98.5%
White	114,778	97.7%	125,600	96.5%	127,937	95.5%
Black or African American	465	0.4%	1,100	0.8%	1,514	1.1%
American Indian and Alaska Native	296	0.3%	189	0.1%	234	0.2%
Asian	674	0.6%	1,400	1.1%	1,571	1.2%
Native Hawaiian and Other Pacific Islander	35	0.0%	0	0.0%	16	0.0%
Some other race	474	0.4%	594	0.5%	701	0.5%
Two or more races	771	0.7%	1,323	1.0%	1,994	1.5%

Ethnicity	2000		2010		2017	
	Number	Percent	Number	Percent	Number	Percent
Hispanic or Latino (of any race)	1,529	1.3%	3,078	2.4%	4,127	3.1%
Not Hispanic or Latino	115,964	98.7%	127,128	97.6%	129,840	96.9%

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Source: 2000 U.S. Decennial Census (DP-1); U.S. Census American Community Survey 5-Year Survey 2010 and 2017 (DP05)

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**Exhibit A, IV-9.****Race and Ethnicity in Jefferson County (2000-2017)**

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Race	2000		2010		2017	
	Number	Percent	Number	Percent	Number	Percent
Total population	74,021		82,778		84,586	
One race	73,335	99.1%	81,587	96.8%	82,844	97.9%
White	71,309	96.3%	79,562	96.1%	79,739	94.3%
Black or African American	210	0.3%	516	0.6%	735	0.9%
American Indian and Alaska Native	249	0.3%	112	0.1%	97	0.1%
Asian	333	0.4%	477	0.6%	570	0.7%
Native Hawaiian and Other Pacific Islander	14	0.0%	0	0.0%	35	0.0%
Some other race	1,220	1.6%	920	1.1%	1,668	2.0%
Two or more races	686	0.9%	1,191	1.4%	1,742	2.1%

Ethnicity	2000		2010		2017	
	Number	Percent	Number	Percent	Number	Percent
Hispanic or Latino (of any race)	3,031	4.1%	5,148	6.2%	5,891	7.0%
Not Hispanic or Latino	70,990	95.9%	77,630	93.8%	78,695	93.0%

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Source: 2000 U.S. Decennial Census (DP-1); U.S. Census American Community Survey 5-Year Survey 2010 and 2017 (DP05)

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**Exhibit A, IV-10.  
Race and Ethnicity in Ozaukee County (2000-2017)**

Race	2000		2010		2017	
	Number	Percent	Number	Percent	Number	Percent
Total population	82,317		85,945		87,817	
One race	81,720	99.3%	84,955	98.8%	86,404	98.4%
White	79,621	96.7%	82,002	95.4%	82,705	94.2%
Black or African American	765	0.9%	1,075	1.3%	1,203	1.4%
American Indian and Alaska Native	162	0.2%	188	0.2%	277	0.3%
Asian	882	1.1%	1,408	1.6%	1,796	2.0%
Native Hawaiian and Other Pacific Islander	14	0.0%	0	0.0%	35	0.0%
Some other race	276	0.3%	282	0.3%	388	0.4%
Two or more races	597	0.7%	990	1.2%	1,413	1.6%

Ethnicity	2000		2010		2017	
	Number	Percent	Number	Percent	Number	Percent
Hispanic or Latino (of any race)	1,073	1.3%	1,904	2.2%	2,429	2.8%
Not Hispanic or Latino	81,244	98.7%	84,041	98.7%	85,388	97.2%

Source: 2000 U.S. Decennial Census (DP-1); U.S. Census American Community Survey 5-Year Survey 2010 and 2017 (DP05)

**Exhibit A, IV-11.  
Race and Ethnicity in the City of Milwaukee (2000-2017)**

Race	2000		2010		2017	
	Number	Percent	Number	Percent	Number	Percent
Total population	596,974		589,697		599,086	
One race	580,824	97.3%	573,381	97.2%	575,478	96.1%
White	298,379	50.0%	274,507	46.6%	274,202	45.8%
Black or African American	222,933	37.3%	232,198	39.4%	233,178	38.9%
American Indian and Alaska Native	5,212	0.9%	4,118	0.7%	3,192	0.5%
Asian	17,571	2.9%	20,883	3.5%	23,888	4.0%
Native Hawaiian and Other Pacific Islander	301	0.0%	324	0.0%	154	0.0%
Some other race	36,428	6.1%	41,351	7.0%	40,864	6.8%
Two or more races	16,150	2.7%	16,316	2.8%	23,608	3.9%

Ethnicity	2000		2010		2017	
	Number	Percent	Number	Percent	Number	Percent
Hispanic or Latino (of any race)	71,646	12.0%	96,519	16.4%	110,388	18.4%
Not Hispanic or Latino	525,328	88.0%	493,178	83.6%	488,698	81.6%

Source: 2000 U.S. Decennial Census (DP-1); U.S. Census American Community Survey 5-Year Survey 2010 and 2017 (DP05)

**Exhibit A, IV-12.**  
**Race and Ethnicity in the City of Wauwatosa (2000-2017)**

Race	2000		2010		2017	
	Number	Percent	Number	Percent	Number	Percent
Total population	47,271		46,179		47,687	
One race	46,718	98.8%	45,122	97.7%	46,356	97.2%
White	44,422	94.0%	41,283	89.4%	41,475	87.0%
Black or African American	965	2.0%	2,324	5.0%	2,291	4.8%
American Indian and Alaska Native	128	0.3%	121	0.3%	165	0.3%
Asian	918	1.9%	1,140	2.5%	2,107	4.4%
Native Hawaiian and Other Pacific Islander	31	0.0%	26	0.0%	0	0.0%
Some other race	254	0.5%	228	0.5%	318	0.7%
Two or more races	553	1.2%	1,057	2.3%	1,331	2.8%

Ethnicity	2000		2010		2017	
	Number	Percent	Number	Percent	Number	Percent
Hispanic or Latino (of any race)	813	1.7%	1,299	2.8%	1,660	3.5%
Not Hispanic or Latino	46,458	98.3%	44,880	97.2%	46,027	96.5%

Source: 2000 U.S. Decennial Census (DP-1); U.S. Census American Community Survey 5-Year Survey 2010 and 2017 (DP05)

**Exhibit A, IV-13.**  
**Race and Ethnicity in the City of West Allis (2000-2017)**

Race	2000		2010		2017	
	Number	Percent	Number	Percent	Number	Percent
Total population	61,254		60,009		60,546	
One race	60,390	98.6%	58,198	97.0%	58,687	96.9%
White	57,600	94.0%	52,837	88.0%	51,188	84.5%
Black or African American	818	1.3%	2,227	3.7%	3,413	5.6%
American Indian and Alaska Native	428	0.7%	498	0.8%	606	1.0%
Asian	812	1.3%	1,080	1.8%	1,675	2.8%
Native Hawaiian and Other Pacific Islander	12	0.0%	46	0.1%	0	0.0%
Some other race	720	1.2%	1,510	2.5%	1,805	3.0%
Two or more races	864	1.4%	1,811	3.0%	1,859	3.1%

Ethnicity	2000		2010		2017	
	Number	Percent	Number	Percent	Number	Percent
Hispanic or Latino (of any race)	2,155	3.5%	5,094	8.5%	7,658	12.6%
Not Hispanic or Latino	59,099	96.5%	54,915	91.5%	52,888	87.4%

Source: 2000 U.S. Decennial Census (DP-1); U.S. Census American Community Survey 5-Year Survey 2010 and 2017 (DP05)

**Exhibit A, IV-14.**

**Age of Individuals in Jefferson County (2000-2017)**

Year	Total	0-17 years old			18-34 years old			35-54 years old			
		Change	Number	Percent	Change	Number	Percent	Change	Number	Percent	Change
2000	74,021	N/A	18,657	25.2%	N/A	16,347	22.1%	N/A	22,886	30.9%	N/A
2010	82,778	8,757	19,811	23.9%	1,154	18,705	22.6%	2,358	23,946	28.9%	1,060
2017	84,586	1,808	18,618	22.0%	-1,193	18,217	21.5%	-488	22,906	27.1%	-1,040
Year	Total	55-61 years old			62-74 years old			75 years old and older			
		Change	Number	Percent	Change	Number	Percent	Change	Number	Percent	Change
2000	74,021	N/A	4,996	6.7%	N/A	6,528	8.8%	N/A	4,607	6.2%	N/A
2010	82,778	8,757	7,211	8.7%	2,215	8,158	9.9%	1,630	4,947	6.0%	340
2017	84,586	1,808	8,873	10.5%	1,662	10,598	12.5%	2,440	5,374	6.4%	427

Source: U.S. Census 2000 (DP1); American Community Survey 5-year estimates 2010 & 2017 (B01001)

**Exhibit A, IV-15.**

**Age of Individuals in Milwaukee County\* (2000-2017)**

Year	Total	Change	0-17 years old			18-34 years old			35-54 years old		
			Number	Percent	Change	Number	Percent	Change	Number	Percent	Change
2000	940,164	N/A	247,825	26.4%	N/A	239,439	25.5%	N/A	261,674	27.8%	N/A
2010	937,616	-2,548 -0.3%	235,544	25.1%	-12,281 -5.0%	248,441	26.5%	9,002 3.8%	250,247	26.7%	-11,427 -4.4%
2017	956,586	18,970 2.0%	232,303	24.3%	-3,241 -1.4%	252,620	26.4%	4,179 1.7%	237,550	24.8%	-12,697 -5.1%

Year	Total	Change	55-61 years old			62-74 years old			75 years old and older		
			Number	Percent	Change	Number	Percent	Change	Number	Percent	Change
2000	940,164	N/A	51,118	5.4%	N/A	78,343	8.3%	N/A	61,765	6.6%	N/A
2010	937,616	-2,548 -0.3%	72,452	7.7%	21,334 41.7%	72,252	7.7%	-6,091 -7.8%	58,680	6.3%	-3,085 -5.0%
2017	956,586	18,970 2.0%	83,380	8.7%	10,928 15.1%	96,396	10.1%	24,144 33.4%	54,337	5.7%	-4,343 -7.4%

\*Includes the cities of Milwaukee, Wauwatosa, and West Allis

Source: U.S. Census 2000 (DP1); American Community Survey 5-year estimates 2010 & 2017 (B01001)

**Exhibit A, IV-16.**

**Age of Individuals in Ozaukee County (2000-2017)**

Year	Total	Change	0-17 years old			18-34 years old			35-54 years old		
			Number	Percent	Change	Number	Percent	Change	Number	Percent	Change
2000	82,317	N/A	21,931	26.6%	N/A	14,059	17.1%	N/A	27,821	33.8%	N/A
2010	85,945	3,628 4.4%	20,717	24.1%	-1,214 -5.5%	14,268	16.6%	209 1.5%	26,794	31.2%	-1,027 -3.7%
2017	87,817	1,872 2.2%	19,168	21.83%	-1,549 -7.5%	16,067	18.3%	1,799 12.6%	23,158	26.4%	-3,636 -13.6%
Year	Total	Change	55-61 years old			62-74 years old			75 years old and older		
			Number	Percent	Change	Number	Percent	Change	Number	Percent	Change
2000	82,317	N/A	6,167	7.5%	N/A	7,630	9.3%	N/A	4,709	5.7%	N/A
2010	85,945	3,628 4.4%	8,936	10.4%	2,769 44.9%	9,064	10.5%	1,434 18.8%	6,166	7.2%	1,457 30.9%
2017	87,817	1,872 2.2%	10,083	11.5%	1,147 12.8%	12,361	14.1%	3,297 36.4%	6,980	7.9%	814 13.2%

Source: U.S. Census 2000 (DP1); American Community Survey 5-year estimates 2010 & 2017 (B01001)

**Exhibit A, IV-17.**

**Age of Individuals in Washington County (2000-2017)**

Year	Total	Change	0-17 years old			18-34 years old			35-54 years old		
			Number	Percent	Change	Number	Percent	Change	Number	Percent	Change
2000	117,493	N/A	31,330	26.7%	N/A	23,856	20.3%	N/A	38,660	32.9%	N/A
2010	130,206	12,713 10.8%	32,537	25.0%	1,207 3.9%	23,127	17.8%	-729 -3.1%	42,153	32.4%	3,493 9.0%
2017	133,967	3,761 2.9%	30,531	22.8%	-2,006 -6.2%	23,847	17.8%	720 3.1%	38,256	28.6%	-3,897 -9.2%
Year	Total	Change	55-61 years old			62-74 years old			75 years old and older		
			Number	Percent	Change	Number	Percent	Change	Number	Percent	Change
2000	117,493	N/A	7,856	6.7%	N/A	9,475	8.1%	N/A	6,316	5.4%	N/A
2010	130,206	12,713 10.8%	11,995	9.2%	4,139 52.7%	12,396	9.5%	2,921 30.8%	7,998	6.1%	1,682 26.6%
2017	133,967	3,761 2.9%	14,633	10.9%	2,638 22.0%	17,275	12.9%	4,879 39.4%	9,425	7.0%	1,427 17.8%

Source: U.S. Census 2000 (DP1); American Community Survey 5-year estimates 2010 & 2017 (B01001)

**Exhibit A, IV-18.**

**Age of Individuals in Waukesha County (2000-2017)**

Year	Total	Change	0-17 years old			18-34 years old			35-54 years old		
			Number	Percent	Change	Number	Percent	Change	Number	Percent	Change
2000	360,767	N/A	94,903	26.3%	N/A	66,851	18.5%	N/A	121,648	33.7%	N/A
2010	386,130	25,363 7.0%	94,650	24.5%	-253 -0.3%	66,252	17.2%	-599 -0.9%	122,658	31.8%	1,010 0.8%
2017	396,731	10,601 2.7%	87,941	22.2%	-6,709 -7.1%	72,292	18.2%	6,040 9.1%	108,657	27.4%	-14,001 -11.4%
Year	Total	Change	55-61 years old			62-74 years old			75 years old and older		
			Number	Percent	Change	Number	Percent	Change	Number	Percent	Change
2000	360,767	N/A	25,633	7.1%	N/A	31,752	8.8%	N/A	19,980	5.5%	N/A
2010	386,130	25,363 7.0%	37,769	9.8%	12,136 47.3%	38,815	10.1%	7,063 22.2%	25,986	6.7%	6,006 30.1%
2017	396,731	10,601 2.7%	44,981	11.3%	7,212 19.1%	53,223	13.4%	14,408 37.1%	29,637	7.5%	3,651 14.0%

Source: U.S. Census 2000 (DP1); American Community Survey 5-year estimates 2010 & 2017 (B01001)

**Exhibit A, IV-19.**  
**Income Groups by Race/Ethnicity, Jefferson County (2017)**

	Total:	Less than \$10,000	\$10,000 to \$14,999	\$15,000 to \$19,999	\$20,000 to \$24,999	\$25,000 to \$29,999
<b>Race/Ethnicity</b>						
White	96.6%	95.9%	96.2%	97.8%	94.6%	98.0%
Black	0.5%	0.0%	0.0%	1.3%	0.5%	0.7%
Asian	0.5%	1.3%	1.3%	0.0%	2.3%	0.2%
Native Hawaiian or Other Pacific Islander	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%
American Indian/Alaskan Native	0.1%	0.0%	0.4%	0.2%	0.0%	0.2%
Other Race	1.4%	0.0%	0.0%	0.4%	1.5%	0.4%
Two or More Races	0.9%	2.6%	2.1%	0.4%	1.1%	0.5%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Hispanic/Latino	4.4%	7.1%	0.8%	7.8%	5.3%	3.2%
	Total:	\$30,000 to \$34,999	\$35,000 to \$39,999	\$40,000 to \$44,999	\$45,000 to \$49,999	\$50,000 to \$59,999
<b>Race/Ethnicity</b>						
White	96.6%	96.8%	98.1%	92.9%	96.1%	95.2%
Black	0.5%	0.9%	0.0%	3.2%	0.0%	0.0%
Asian	0.5%	0.4%	0.0%	0.3%	0.0%	0.7%
Native Hawaiian or Other Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
American Indian/Alaskan Native	0.1%	0.0%	0.0%	0.2%	0.0%	0.1%
Other Race	1.4%	1.7%	1.3%	3.2%	3.9%	2.7%
Two or More Races	0.9%	0.2%	0.5%	0.2%	0.0%	1.3%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Hispanic/Latino	4.4%	9.1%	4.4%	9.0%	7.8%	5.9%
	\$60,000 to \$74,999	\$75,000 to \$99,999	\$100,000 to \$124,999	\$125,000 to \$149,999	\$150,000 to \$199,999	\$200,000 or more
<b>Race/Ethnicity</b>						
White	96.1%	96.9%	97.2%	99.2%	98.9%	96.5%
Black	0.5%	0.2%	0.3%	0.0%	0.0%	0.0%
Asian	1.1%	0.4%	0.0%	0.4%	0.0%	0.6%
Native Hawaiian or Other Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
American Indian/Alaskan Native	0.0%	0.1%	0.0%	0.1%	0.0%	1.3%
Other Race	1.7%	1.4%	1.3%	0.0%	0.0%	0.0%
Two or More Races	0.6%	0.9%	1.3%	0.3%	1.1%	1.6%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Hispanic/Latino	3.1%	4.2%	2.0%	0.0%	0.7%	0.2%

Source: 2013-2017 American Community Survey 5-Year Estimates (B19001A,B,C,D,E,F,G)

**Exhibit A, IV-20.**

**Income Groups by Race/Ethnicity, Milwaukee County\* (2017)**

	Total:	Less than \$10,000	\$10,000 to \$14,999	\$15,000 to \$19,999	\$20,000 to \$24,999	\$25,000 to \$29,999
<b>Race/Ethnicity</b>						
White	66.3%	44.1%	46.7%	53.3%	57.2%	58.0%
Black	24.7%	44.9%	43.8%	36.7%	32.9%	32.5%
Asian	3.0%	2.9%	2.7%	2.6%	2.1%	2.3%
Native Hawaiian or Other Pacific Islander	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%
American Indian/Alaskan Native	0.5%	0.5%	0.7%	0.6%	1.0%	0.4%
Other Race	3.6%	5.2%	3.6%	4.5%	4.9%	4.8%
Two or More Races	1.9%	2.3%	2.4%	2.2%	1.9%	1.9%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Hispanic/Latino	15.5%	11.5%	11.3%	12.1%	14.0%	13.8%

	Total:	\$30,000 to \$34,999	\$35,000 to \$39,999	\$40,000 to \$44,999	\$45,000 to \$49,999	\$50,000 to \$59,999
<b>Race/Ethnicity</b>						
White	66.3%	60.0%	60.8%	66.0%	68.3%	69.6%
Black	24.7%	29.0%	29.1%	24.9%	23.6%	20.5%
Asian	3.0%	3.0%	3.1%	2.5%	2.2%	2.8%
Native Hawaiian or Other Pacific Islander	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%
American Indian/Alaskan Native	0.5%	0.4%	0.5%	0.4%	0.5%	0.6%
Other Race	3.6%	4.8%	5.0%	3.9%	3.8%	4.5%
Two or More Races	1.9%	2.8%	1.4%	2.4%	1.5%	2.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Hispanic/Latino	15.5%	14.4%	14.0%	11.4%	10.9%	10.5%

	\$60,000 to \$74,999	\$75,000 to \$99,999	\$100,000 to \$124,999	\$125,000 to \$149,999	\$150,000 to \$199,999	\$200,000 or more
<b>Race/Ethnicity</b>						
White	73.9%	78.5%	82.1%	83.4%	86.7%	87.3%
Black	18.0%	13.6%	11.2%	9.9%	6.5%	5.7%
Asian	2.9%	3.4%	3.0%	4.5%	4.5%	5.2%
Native Hawaiian or Other Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
American Indian/Alaskan Native	0.4%	0.4%	0.6%	0.0%	0.5%	0.1%
Other Race	2.8%	2.6%	1.5%	1.3%	0.9%	0.8%
Two or More Races	2.1%	1.5%	1.7%	1.0%	0.8%	1.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Hispanic/Latino	9.1%	9.2%	5.4%	5.8%	4.3%	3.4%

\*Includes the cities of Milwaukee, Wauwatosa, and West Allis

Source: 2013-2017 American Community Survey 5-Year Estimates (B19001A,B,C,D,E,F,G)

**Exhibit A, IV-21.**  
**Income Groups by Race/Ethnicity, Ozaukee County (2017)**

	Total:	Less than \$10,000	\$10,000 to \$14,999	\$15,000 to \$19,999	\$20,000 to \$24,999	\$25,000 to \$29,999
<b>Race/Ethnicity</b>						
White	96.1%	97.5%	98.8%	93.8%	98.2%	98.0%
Black	1.0%	0.0%	0.0%	1.9%	1.8%	0.0%
Asian	1.4%	0.9%	1.2%	3.8%	0.0%	0.0%
Native Hawaiian or Other Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
American Indian/Alaskan Native	0.4%	0.0%	0.0%	0.0%	0.0%	0.6%
Other Race	0.3%	0.0%	0.0%	0.0%	0.0%	0.9%
Two or More Races	0.8%	1.6%	0.0%	0.5%	0.0%	0.6%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Hispanic/Latino	2.0%	0.0%	6.3%	2.6%	4.0%	1.7%
	Total:	\$30,000 to \$34,999	\$35,000 to \$39,999	\$40,000 to \$44,999	\$45,000 to \$49,999	\$50,000 to \$59,999
<b>Race/Ethnicity</b>						
White	96.1%	97.7%	95.7%	99.3%	96.9%	98.5%
Black	1.0%	0.6%	3.3%	0.0%	0.0%	0.0%
Asian	1.4%	1.6%	0.0%	0.7%	0.0%	0.0%
Native Hawaiian or Other Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.5%	0.0%
American Indian/Alaskan Native	0.4%	0.0%	0.3%	0.0%	0.9%	0.3%
Other Race	0.3%	0.0%	0.0%	0.0%	0.0%	0.3%
Two or More Races	0.8%	0.1%	0.7%	0.0%	1.7%	1.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Hispanic/Latino	2.0%	2.0%	1.9%	2.7%	2.0%	2.6%
	\$60,000 to \$74,999	\$75,000 to \$99,999	\$100,000 to \$124,999	\$125,000 to \$149,999	\$150,000 to \$199,999	\$200,000 or more
<b>Race/Ethnicity</b>						
White	95.1%	96.7%	96.8%	97.3%	91.9%	93.0%
Black	0.4%	0.7%	1.0%	0.1%	2.6%	2.5%
Asian	1.1%	1.4%	0.6%	1.8%	2.7%	3.1%
Native Hawaiian or Other Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
American Indian/Alaskan Native	1.3%	0.2%	0.3%	0.0%	1.2%	0.2%
Other Race	0.4%	0.0%	1.0%	0.7%	1.0%	0.0%
Two or More Races	1.7%	0.9%	0.3%	0.1%	0.6%	1.2%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Hispanic/Latino	2.7%	1.5%	1.6%	1.7%	3.0%	0.3%

Source: 2013-2017 American Community Survey 5-Year Estimates (B19001A,B,C,D,E,F,G)

**Exhibit A, IV-22.**

**Income Groups by Race/Ethnicity, Washington County (2017)**

	Total:	Less than \$10,000	\$10,000 to \$14,999	\$15,000 to \$19,999	\$20,000 to \$24,999	\$25,000 to \$29,999
<b>Race/Ethnicity</b>						
White	97.3%	99.1%	98.6%	98.6%	99.2%	97.9%
Black	0.7%	0.9%	0.0%	0.0%	0.0%	0.0%
Asian	0.7%	0.0%	0.0%	1.1%	0.0%	0.0%
Native Hawaiian or Other Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
American Indian/Alaskan Native	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
Other Race	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%
Two or More Races	0.8%	0.0%	1.4%	0.3%	0.8%	2.1%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Hispanic/Latino	1.8%	1.2%	2.4%	4.7%	2.7%	0.0%

	Total:	\$30,000 to \$34,999	\$35,000 to \$39,999	\$40,000 to \$44,999	\$45,000 to \$49,999	\$50,000 to \$59,999
<b>Race/Ethnicity</b>						
White	97.3%	97.3%	98.5%	94.5%	96.6%	97.0%
Black	0.7%	2.2%	0.0%	1.1%	0.8%	0.5%
Asian	0.7%	0.2%	0.6%	1.1%	0.6%	0.6%
Native Hawaiian or Other Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
American Indian/Alaskan Native	0.1%	0.0%	0.0%	0.0%	0.0%	0.4%
Other Race	0.3%	0.0%	0.0%	0.8%	0.8%	0.7%
Two or More Races	0.8%	0.3%	0.9%	2.5%	1.1%	0.9%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Hispanic/Latino	1.8%	3.2%	0.7%	4.3%	1.7%	2.2%

	\$60,000 to \$74,999	\$75,000 to \$99,999	\$100,000 to \$124,999	\$125,000 to \$149,999	\$150,000 to \$199,999	\$200,000 or more
<b>Race/Ethnicity</b>						
White	94.9%	97.0%	97.9%	98.9%	98.6%	97.0%
Black	2.7%	1.1%	0.0%	0.0%	0.5%	0.0%
Asian	1.3%	0.5%	1.2%	0.3%	0.2%	2.7%
Native Hawaiian or Other Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
American Indian/Alaskan Native	0.0%	0.3%	0.0%	0.3%	0.0%	0.0%
Other Race	0.8%	0.1%	0.0%	0.0%	0.4%	0.0%
Two or More Races	0.3%	1.0%	0.9%	0.5%	0.2%	0.3%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Hispanic/Latino	2.7%	1.1%	0.4%	2.5%	0.9%	0.6%

Source: 2013-2017 American Community Survey 5-Year Estimates (B19001A,B,C,D,E,F,G)

**Exhibit A, IV-23.**

**Income Groups by Race/Ethnicity, Waukesha County (2017)**

	Total:	Less than \$10,000	\$10,000 to \$14,999	\$15,000 to \$19,999	\$20,000 to \$24,999	\$25,000 to \$29,999
<b>Race/Ethnicity</b>						
White	94.7%	91.6%	91.6%	91.2%	95.6%	94.5%
Black	1.1%	3.6%	5.5%	3.9%	3.4%	0.2%
Asian	2.5%	2.2%	1.3%	1.9%	0.4%	1.9%
Native Hawaiian or Other Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.8%
American Indian/Alaskan Native	0.2%	0.1%	0.3%	0.7%	0.1%	0.1%
Other Race	0.6%	1.2%	0.3%	1.1%	0.0%	1.5%
Two or More Races	0.8%	1.2%	1.0%	1.1%	0.5%	1.1%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Hispanic/Latino	3.2%	4.8%	3.6%	4.8%	4.2%	4.6%

	Total:	\$30,000 to \$34,999	\$35,000 to \$39,999	\$40,000 to \$44,999	\$45,000 to \$49,999	\$50,000 to \$59,999
<b>Race/Ethnicity</b>						
White	94.7%	96.2%	95.9%	95.7%	95.6%	95.2%
Black	1.1%	1.1%	0.5%	0.4%	1.5%	1.6%
Asian	2.5%	1.2%	1.5%	2.1%	1.8%	1.0%
Native Hawaiian or Other Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
American Indian/Alaskan Native	0.2%	0.0%	0.3%	0.1%	0.1%	0.4%
Other Race	0.6%	1.3%	1.0%	0.8%	0.0%	0.9%
Two or More Races	0.8%	0.2%	0.8%	1.0%	1.1%	0.9%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Hispanic/Latino	3.2%	3.4%	5.6%	5.1%	3.9%	4.1%

	\$60,000 to \$74,999	\$75,000 to \$99,999	\$100,000 to \$124,999	\$125,000 to \$149,999	\$150,000 to \$199,999	\$200,000 or more
<b>Race/Ethnicity</b>						
White	96.8%	95.1%	95.7%	93.9%	94.6%	92.2%
Black	0.6%	0.7%	0.8%	0.6%	0.8%	0.3%
Asian	0.9%	2.6%	2.1%	4.0%	3.8%	6.4%
Native Hawaiian or Other Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
American Indian/Alaskan Native	0.1%	0.1%	0.2%	0.1%	0.0%	0.2%
Other Race	0.6%	0.6%	0.4%	0.5%	0.0%	0.1%
Two or More Races	0.9%	0.8%	0.8%	0.8%	0.7%	0.8%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Hispanic/Latino	3.1%	3.2%	2.8%	1.9%	1.5%	1.6%

Source: 2013-2017 American Community Survey 5-Year Estimates (B19001A,B,C,D,E,F,G)

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**Exhibit A, IV-24.****Population of Persons with a Disability Jefferson County (Noninstitutionalized Population) 2017**

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	Under 5		5 to 17 years old		Under 18 years old	
	Number	Percent	Number	Percent	Number	Percent
Without a Disability	4,443		13,400		17,843	
With a Disability	9	0.2%	763	5.4%	772	4.1%
With a hearing difficulty	9	0.2%	31	0.2%	40	0.2%
With a vision difficulty	2	0.0%	96	0.7%	98	0.5%
With a cognitive difficulty					666	3.6%
With an ambulatory difficulty					20	0.1%
With a self-care difficulty					56	0.3%
With an independent living difficulty						
	18 to 64 years old		65 years and older		Total	
	Number	Percent	Number	Percent	Number	Percent
Without a Disability	47,810		9,129		58,911	
With a Disability	4,966	9.4%	3,613	28.4%	9,351	11.1%
With a hearing difficulty	920	1.7%	1,517	11.9%	2,477	2.9%
With a vision difficulty	580	1.1%	388	3.0%	1,066	1.3%
With a cognitive difficulty	2,263	4.3%	818	6.4%	3,747	4.5%
With an ambulatory difficulty	2,372	4.5%	2,192	17.2%	4,584	5.4%
With a self-care difficulty	1,296	2.5%	881	6.9%	2,233	2.7%
With an independent living difficulty	2,019	3.8%	1,465	11.5%	3,484	4.1%

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Source: U.S. Census American Community Survey 5-Year Survey 2017 (S1810).

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**Exhibit A, IV-25.****Population of Persons with a Disability Ozaukee County (Noninstitutionalized Population) 2017\***

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	Under 5		5 to 17 years old		Under 18 years old	
	Number	Percent	Number	Percent	Number	Percent
Without a Disability	4,448		14,316		18,764	
With a Disability	0	0.0%	404		404	2.1%
With a hearing difficulty	0	0.0%	14		14	0.1%
With a vision difficulty	0	0.0%	34		34	0.2%
With a cognitive difficulty					331	2.2%
With an ambulatory difficulty					46	0.3%
With a self-care difficulty					44	0.3%
With an independent living difficulty						
	18 to 64 years old		65 years and older		Total	
	Number	Percent	Number	Percent	Number	Percent
Without a Disability	49,372		11,865		80,001	
With a Disability	3,225	6.1%	3,677	23.7%	7,306	8.4%
With a hearing difficulty	920	1.7%	1,609	10.4%	2,543	2.9%
With a vision difficulty	266	0.5%	557	3.6%	857	1.0%
With a cognitive difficulty	1,310	2.5%	678	4.4%	2,319	2.7%
With an ambulatory difficulty	1,260	2.4%	2,187	14.1%	3,493	4.0%
With a self-care difficulty	428	0.8%	901	5.8%	1,373	1.6%
With an independent living difficulty	1,210	2.3%	1,597	10.3%	2,807	3.2%

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Source: U.S. Census American Community Survey 5-Year Survey 2017 (S1810).

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**Exhibit A, IV-26.**

**Population of Persons with a Disability Milwaukee County (Noninstitutionalized Population) 2017\***

	Under 5		5 to 17 years old		Under 18 years old	
	Number	Percent	Number	Percent	Number	Percent
Without a Disability	66,550		153,264		219,814	
With a Disability	789	1.2%	11,459	7.0%	12,248	5.3%
With a hearing difficulty	468	0.7%	799	0.5%	1,267	0.5%
With a vision difficulty	471	0.7%	2,016	1.2%	2,487	1.1%
With a cognitive difficulty					8,903	5.4%
With an ambulatory difficulty					724	0.4%
With a self-care difficulty					1,195	0.7%
With an independent living difficulty						
					Total	
	18 to 64 years old		65 years and older		Number	Percent
	Number	Percent	Number	Percent		
Without a Disability	531,123		72,785		823,722	
With a Disability	67,616	11.3%	43,691	37.5%	123,555	13.0%
With a hearing difficulty	10,291	1.7%	15,181	13.0%	26,739	2.8%
With a vision difficulty	12,469	2.1%	7,746	6.7%	22,702	2.4%
With a cognitive difficulty	30,471	5.1%	11,705	10.0%	51,079	5.4%
With an ambulatory difficulty	34,367	5.7%	28,270	24.3%	63,361	6.7%
With a self-care difficulty	15,854	2.6%	12,336	10.6%	29,385	3.1%
With an independent living difficulty	28,081	4.7%	20,860	17.9%	48,941	5.2%

\*Includes the cities of Milwaukee, Wauwatosa, and West Allis

Source: U.S. Census American Community Survey 5-Year Survey 2017 (S1810).

**Exhibit A, IV-27.**

**Population of Persons with a Disability Washington County (Noninstitutionalized Population) 2017**

	Under 5		5 to 17 years old		Under 18 years old	
	Number	Percent	Number	Percent	Number	Percent
Without a Disability	7,166		22,230		29,396	
With a Disability	40	0.6%	1,086	4.7%	1,126	3.7%
With a hearing difficulty	23	0.3%	206	0.9%	229	0.8%
With a vision difficulty	26	0.4%	189	0.8%	215	0.7%
With a cognitive difficulty					819	2.7%
With an ambulatory difficulty					76	0.2%
With a self-care difficulty					315	1.0%
With an independent living difficulty						
	18 to 64 years old		65 years and older		Total	
	Number	Percent	Number	Percent	Number	Percent
Without a Disability	74,703		15,079		119,178	89.5%
With a Disability	6,685	8.2%	6,162	29.0%	13,973	10.5%
With a hearing difficulty	1,796	2.2%	708	3.3%	2,733	2.1%
With a vision difficulty	785	1.0%	1,043	4.9%	2,043	1.5%
With a cognitive difficulty	2,747	3.4%	1,043	4.9%	4,609	3.5%
With an ambulatory difficulty	2,818	3.5%	3,688	17.4%	6,582	4.9%
With a self-care difficulty	928	1.1%	1,063	5.0%	2,306	1.7%
With an independent living difficulty	1,988	2.4%	2,218	10.4%	4,206	3.2%

Source: U.S. Census American Community Survey 5-Year Survey 2017 (S1810).

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**Exhibit A, IV-28.****Population of Persons with a Disability Waukesha County (Noninstitutionalized Population) 2017**

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	Under 5		5 to 17 years old		Under 18 years old	
	Number	Percent	Number	Percent	Number	Percent
Without a Disability	20,236		64,334		84,570	
With a Disability	123	0.6%	2,979	4.4%	3,102	3.7%
With a hearing difficulty	43	0.2%	239	0.4%	282	0.3%
With a vision difficulty	80	0.4%	380	0.6%	460	0.5%
With a cognitive difficulty					2,166	3.2%
With an ambulatory difficulty					221	0.3%
With a self-care difficulty					586	0.9%
With an independent living difficulty						
	18 to 64 years old		65 years and older		Total	
	Number	Percent	Number	Percent	Number	Percent
Without a Disability	223,682		47,243		355,495	
With a Disability	16,819	7.0%	18,837	28.5%	38,758	9.8%
With a hearing difficulty	4,057	1.7%	8,333	12.6%	12,672	3.2%
With a vision difficulty	2,608	1.1%	2,571	3.9%	5,639	1.4%
With a cognitive difficulty	6,905	2.9%	3,527	5.3%	12,598	3.2%
With an ambulatory difficulty	6,788	2.8%	11,532	17.5%	18,541	4.7%
With a self-care difficulty	2,383	1.0%	3,697	5.6%	6,666	1.7%
With an independent living difficulty	5,530	2.3%	7,257	11.0%	12,787	3.2%

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Source: U.S. Census American Community Survey 5-Year Survey 2017 (S1810).

**Exhibit A, IV-29.**  
**Language in Jefferson County (2017)**

	Total		Speak English "very well"		Speak English less than "very well"	
	Number	Percent	Number	Percent	Number	Percent
Population 5 years and over	80,134	N/A	78,492	98.0%	1,642	2.0%
Speak only English	74,951	93.5%	N/A	N/A	N/A	N/A
Speak a language other than English:	5,183	6.5%	3,541	68.3%	1,642	31.7%
Spanish	4,108	5.1%	2,774	67.5%	1334	32.5%
Other Indo-European languages	767	1.0%	629	82.0%	138	18%
Asian and Pacific Island languages	290	0.4%	124	42.8%	166	57.2%
Other languages	18	0.0%	14	77.8%	4	22.2%

N/A means the value is not applicable

Source: 2013-2017 American Community Survey 5-Year Estimates (S1601).

**Exhibit A, IV-30.**  
**Language in Milwaukee County (2017)\***

	Total		Speak English "very well"		Speak English less than "very well"	
	Number	Percent	Number	Percent	Number	Percent
Population 5 years and over	889,247	N/A	830,419	93.4%	58,828	6.6%
Speak only English	743,357	83.6%	N/A	N/A	N/A	N/A
Speak a language other than English:	145,890	16.4%	87,062	59.7%	58,828	40.3%
Spanish	90,740	10.2%	52,847	58.2%	37,893	41.8%
Other Indo-European languages	22,810	2.6%	15,909	70%	6,901	30.3%
Asian and Pacific Island languages	23,253	2.6%	12,489	53.70%	10,764	46.3%
Other languages	9,087	1.0%	5,817	64.0%	3,270	36.0%

\*Includes the cities of Milwaukee, Wauwatosa, and West Allis

N/A means the value is not applicable

Source: 2013-2017 American Community Survey 5-Year Estimates (S1601).

**Exhibit A, IV-31.  
Language in Ozaukee County (2017)**

	Total		Speak English "very well"		Speak English less than "very well"	
	Number	Percent	Number	Percent	Number	Percent
Population 5 years and over	83,369	N/A	81,940	98.3%	1,429	1.7%
Speak only English	78,512	94.2%	N/A	N/A	N/A	N/A
Speak a language other than English:	4,857	5.8%	3,428	70.6%	1,429	29.4%
Spanish	1,683	2.0%	1,296	77.0%	387	23.0%
Other Indo-European languages	2,124	2.5%	1,522	71.7%	602	28.3%
Asian and Pacific Island languages	788	0.9%	515	65.4%	273	34.6%
Other languages	262	0.3%	95	36.3%	167	63.7%

N/A means the value is not applicable

Source: 2013-2017 American Community Survey 5-Year Estimates (S1601).

**Exhibit A, IV-32.  
Language in Waukesha County (2017)**

	Total		Speak English "very well"		Speak English less than "very well"	
	Number	Percent	Number	Percent	Number	Percent
Population 5 years and over	376,372	N/A	368,982	98.0%	7,390	2.0%
Speak only English	349,297	92.8%	N/A	N/A	N/A	N/A
Speak a language other than English:	27,075	7.2%	19,685	72.7%	7,390	27.3%
Spanish	10,854	2.9%	7,771	71.6%	3,083	28.4%
Other Indo-European languages	9,408	2.5%	7,322	77.8%	2,086	22.2%
Asian and Pacific Island languages	6,016	1.6%	3,996	66.4%	2,020	33.6%
Other languages	797	0.2%	596	74.8%	201	25.2%

N/A means the value is not applicable

Source: 2013-2017 American Community Survey 5-Year Estimates (S1601).

**Exhibit A, IV-33.  
Language in Washington County (2017)**

	Total		Speak English "very well"		Speak English less than "very well"	
	Number	Percent	Number	Percent	Number	Percent
Population 5 years and over	126,761	N/A	125,170	98.7%	1,591	1.3%
Speak only English	121,858	96.1%	N/A	N/A	N/A	N/A
Speak a language other than English:	4,903	3.9%	3,312	67.6%	1,591	32.4%
Spanish	2,308	1.8%	1,537	66.6%	771	33.4%
Other Indo-European languages	1,695	1.3%	1,159	68.4%	536	31.6%
Asian and Pacific Island languages	773	0.6%	534	69.1%	239	30.9%
Other languages	127	0.1%	82	64.6%	45	35.4%

N/A means the value is not applicable

Source: 2013-2017 American Community Survey 5-Year Estimates (S1601).

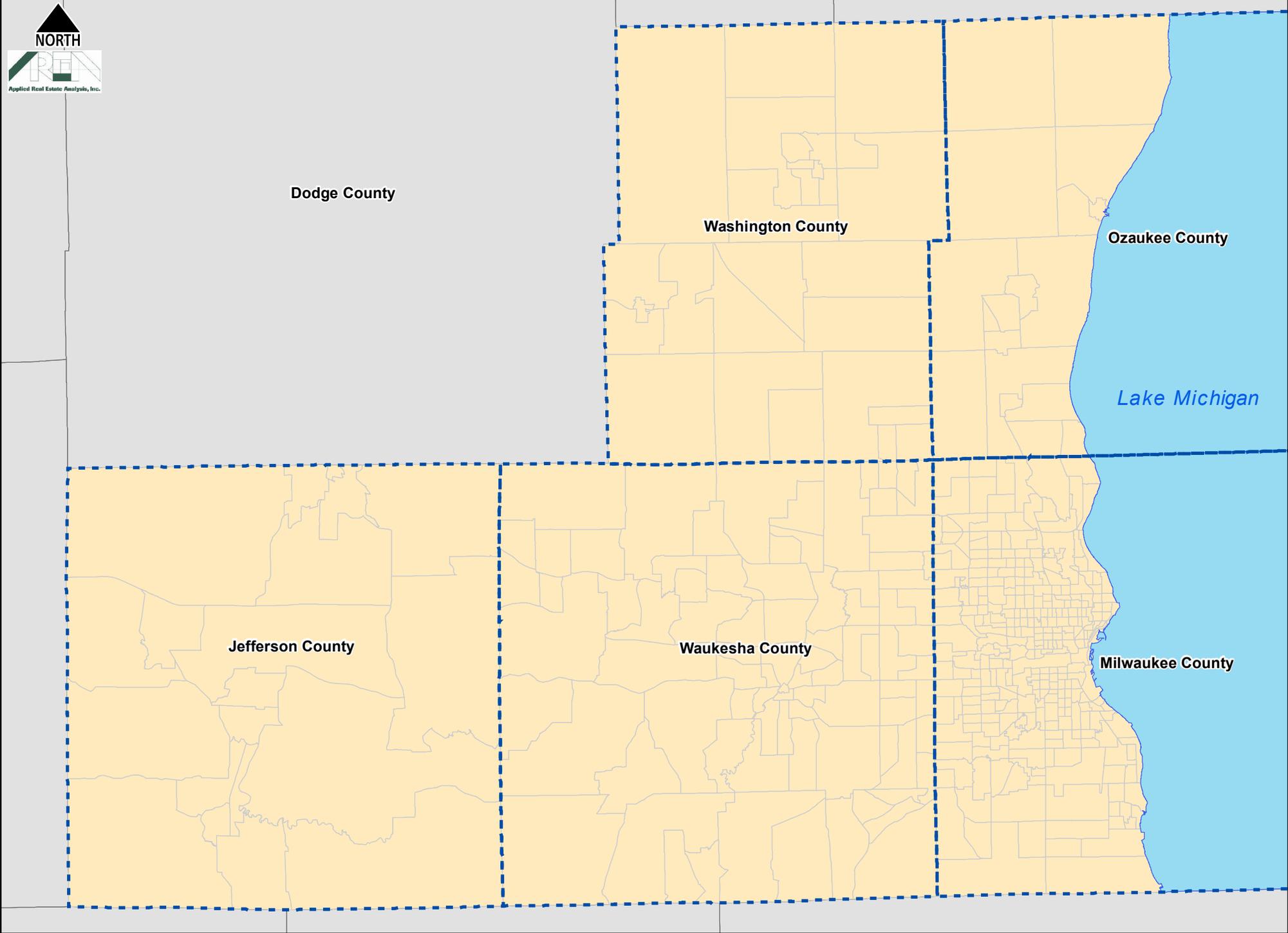
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**APPENDIX A (CONTINUED)**  
**ADDITIONAL MAP EXHIBITS FOR SECTION IV**  
**DEMOGRAPHIC AND SOCIOECONOMIC ANALYSIS**

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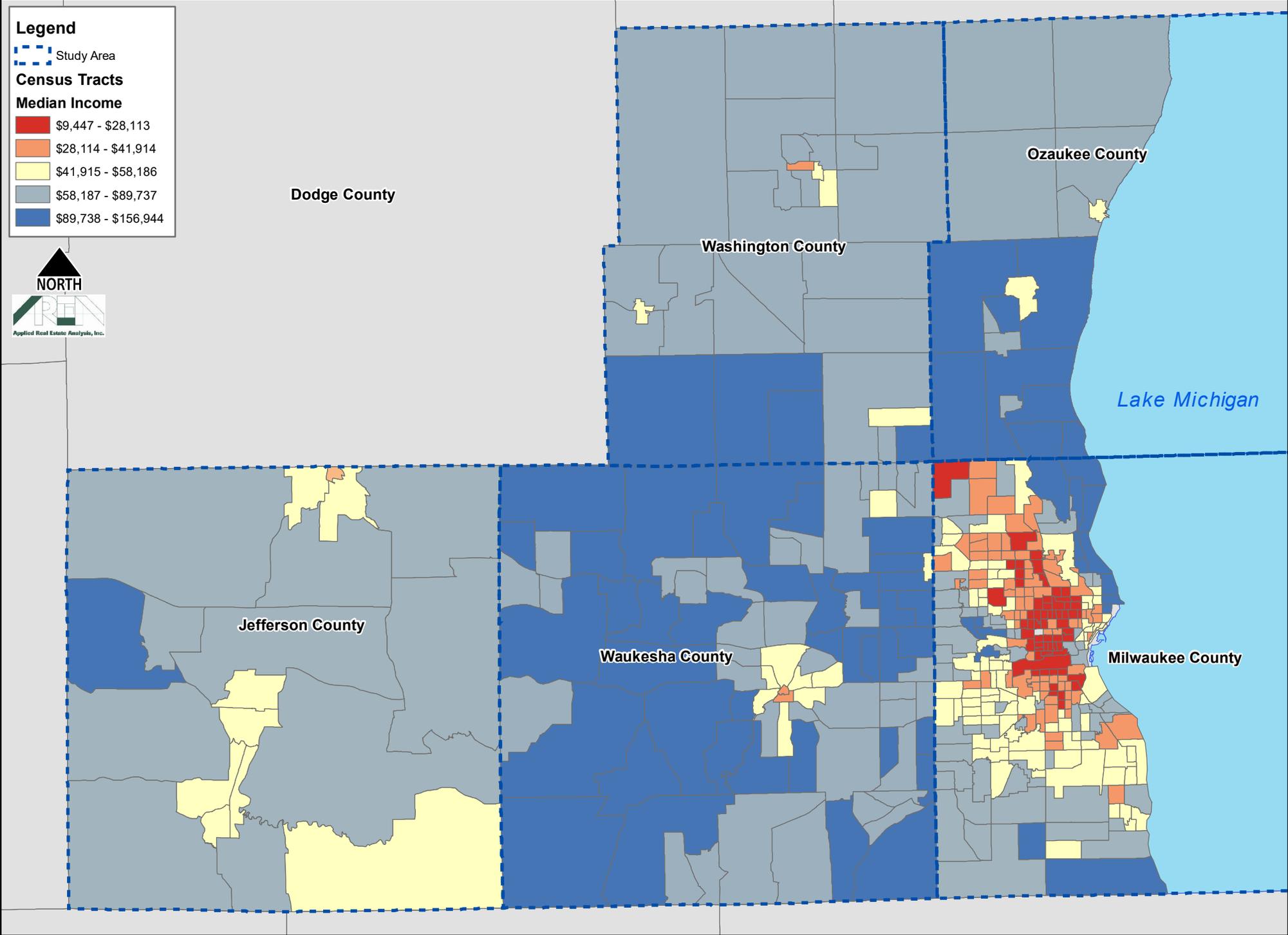


**Exhibit A, Map IV-1.  
Study Area Census Tracts**



Source: U.S. Census Bureau American Community Survey; Applied Real Estate Analysis, Inc.

**Exhibit A, Map IV-2.  
Study Area Median Income**



Source: U.S. Census Bureau American Community Survey; Applied Real Estate Analysis, Inc.

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**APPENDIX B**  
**ADDITIONAL EXHIBITS FOR SECTION V**  
**HOUSING SUPPLY AND**  
**FACTORS AFFECTING FAIR HOUSING ACCESS**

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**Exhibit B, V-1.****Race and Ethnicity of Householder by Units in Structure,  
Jefferson County (2017)**

<b>Units in Structure</b>	<b>Total</b>	<b>White</b>	<b>Black</b>	<b>Asian</b>	<b>Hispanic/Latino</b>
1 Detached	69.7%	70.7%	14.7%	53.3%	31.6%
1 Attached	4.6%	4.5%	7.3%	1.7%	10.3%
2 to 4 Units	9.4%	8.9%	54.7%	19.4%	24.8%
5 to 9 Units	5.6%	5.3%	16.0%	0.0%	14.8%
10 to 19 Units	2.8%	2.6%	7.3%	21.7%	6.8%
20 to 49 Units	3.5%	3.6%	0.0%	3.9%	3.6%
50 or More	0.7%	0.8%	0.0%	0.0%	0.0%
Mobile Home	3.6%	3.6%	0.0%	0.0%	8.1%

Source: 2013-2017 American Community Survey 5-Year Estimates (B25032A, B, D, I).

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**Exhibit B, V-2.****Race and Ethnicity of Householder by Units in Structure,  
Milwaukee County (2017)**

<b>Units in Structure</b>	<b>Total</b>	<b>White</b>	<b>Black</b>	<b>Asian</b>	<b>Hispanic/Latino</b>
1 Detached	47.4%	53.3%	34.6%	38.3%	38.9%
1 Attached	5.6%	4.5%	8.8%	6.9%	4.7%
2 to 4 Units	21.6%	17.8%	29.1%	18.4%	35.8%
5 to 9 Units	6.4%	5.4%	9.1%	8.0%	6.6%
10 to 19 Units	4.1%	3.8%	4.9%	6.7%	4.2%
20 to 49 Units	6.5%	6.5%	6.3%	9.7%	4.8%
50 or More	7.8%	8.1%	7.0%	11.9%	4.4%
Mobile Home	0.5%	0.6%	0.2%	0.1%	0.7%

Source: 2013-2017 American Community Survey 5-Year Estimates (B25032A, B, D, I).

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**Exhibit B, V-3.****Race and Ethnicity of Householder by Units in Structure, Ozaukee County (2017)**

Units in Structure	Total	White	Black	Asian	Hispanic/Latino
1 Detached	70.2%	70.7%	54.0%	56.2%	40.9%
1 Attached	7.7%	7.7%	15.3%	5.0%	12.6%
2 to 4 Units	6.4%	6.1%	2.7%	20.7%	17.2%
5 to 9 Units	6.5%	6.4%	6.6%	10.5%	15.4%
10 to 19 Units	3.2%	3.1%	6.6%	4.3%	7.0%
20 to 49 Units	3.5%	3.4%	14.8%	3.3%	3.4%
50 or More	2.1%	2.2%	0.0%	0.0%	2.0%
Mobile Home	0.4%	0.4%	0.0%	0.0%	1.4%

Source: 2013-2017 American Community Survey 5-Year Estimates (B25032A, B, D, I).

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**Exhibit B, V-4.****Race and Ethnicity of Householder by Units in Structure, Washington County (2017)**

Units in Structure	Total	White	Black	Asian	Hispanic/Latino
1 Detached	69.9%	70.3%	36.8%	60.9%	67.1%
1 Attached	8.1%	8.1%	2.7%	8.7%	5.4%
2 to 4 Units	7.3%	7.1%	22.6%	4.2%	9.8%
5 to 9 Units	5.6%	5.6%	13.9%	13.7%	5.7%
10 to 19 Units	3.3%	3.2%	7.0%	8.5%	2.1%
20 to 49 Units	2.3%	2.1%	16.9%	0.0%	2.1%
50 or More	2.3%	2.3%	0.0%	4.0%	3.7%
Mobile Home	1.2%	1.2%	0.0%	0.0%	4.0%

Source: 2013-2017 American Community Survey 5-Year Estimates (B25032A, B, D, I).

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**Exhibit B, V-5.****Race and Ethnicity of Householder by Units in Structure,**

Units in Structure	Total	White	Black	Asian	Hispanic/Latino
1 Detached	71.0%	72.0%	35.7%	62.5%	47.2%
1 Attached	5.9%	5.9%	7.2%	3.9%	5.0%
2 to 4 Units	5.7%	5.3%	23.1%	4.4%	21.7%
5 to 9 Units	5.3%	5.2%	7.1%	5.8%	9.7%
10 to 19 Units	3.3%	3.2%	6.7%	5.0%	6.3%
20 to 49 Units	4.6%	4.2%	10.8%	14.7%	5.8%
50 or More	3.7%	3.6%	9.4%	3.4%	2.5%
Mobile Home	0.5%	0.5%	0.0%	0.0%	1.6%

Source: 2013-2017 American Community Survey 5-Year Estimates (B25032A, B, D, I).

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**Exhibit B, V-6.**  
**Occupancy by Race, Jefferson County (2017)**

	All Households		White		Black		Asian		Hispanic/Latino	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total	32,739		31,629		150		180		1,430	
Owner Occupied	22,806	69.7%	22,368	70.7%	22	14.7%	70	38.9%	572	40.0%
Renter Occupied	9,933	30.3%	9,261	29.3%	128	85.3%	110	61.1%	858	60.0%

Source: 2013-2017 American Community Survey 5-Year Estimates (B25003A,B,D,I).

**Exhibit B, V-7.**  
**Occupancy by Race, Milwaukee County\* (2017)**

	All Households		White		Black		Asian		Hispanic/Latino	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total	382,027		253,360		94,439		11,466		39,305	
Owner Occupied	189,686	49.7%	151,404	59.8%	26,080	27.6%	4,911	42.8%	14,024	35.7%
Renter Occupied	192,341	50.3%	101,956	40.2%	68,359	72.4%	6,555	57.2%	25,281	64.3%

\*Including the cities of Milwaukee, Wauwatosa, and West Allis

Source: 2013-2017 American Community Survey 5-Year Estimates (B25003A,B,D,I).

**Exhibit B, V-8.**  
**Occupancy by Race, Ozaukee County (2017)**

	All Households		White		Black		Asian		Hispanic/Latino	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total	35,044		33,666		365		484		697	
Owner Occupied	26,368	75.2%	25,488	75.7%	247	67.7%	288	59.5%	335	48.1%
Renter Occupied	8,676	24.8%	8,178	24.3%	118	32.3%	196	40.5%	362	51.9%

Source: 2013-2017 American Community Survey 5-Year Estimates (B25003A,B,D,I).

**Exhibit B, V-9.**  
**Occupancy by Race, Washington County (2017)**

	All Households		White		Black		Asian		Hispanic/Latino	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total	53,756		52,321		402		402		946	
Owner Occupied	41,682	77.5%	40,924	78.2%	91	22.6%	261	64.9%	519	54.9%
Renter Occupied	12,074	22.5%	11,397	21.8%	311	77.4%	141	35.1%	427	45.1%

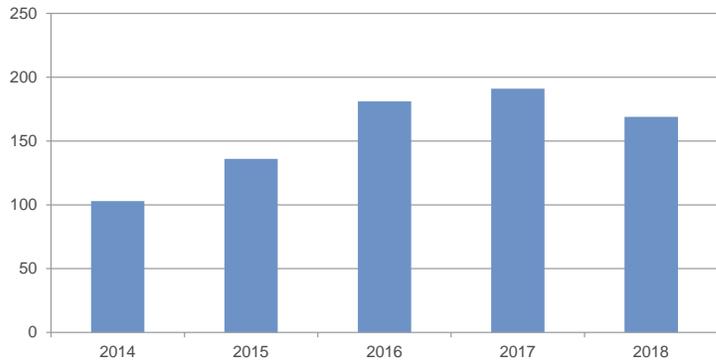
Source: 2013-2017 American Community Survey 5-Year Estimates (B25003A,B,D,I).

**Exhibit B, V-10.**  
**Occupancy by Race, Waukesha County (2017)**

	All Households		White		Black		Asian		Hispanic/Latino	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total	156,996		148,743		1,785		3,993		4,950	
Owner Occupied	119,721	76.3%	115,230	77.5%	556	31.1%	2,587	64.8%	2,624	53.0%
Renter Occupied	37,275	23.7%	33,513	22.5%	1,229	68.9%	1,406	35.2%	2,326	47.0%

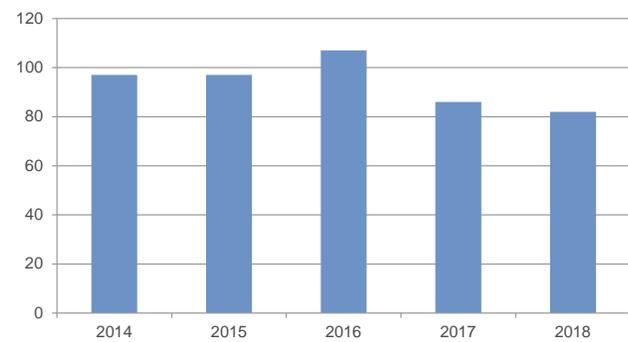
Source: 2013-2017 American Community Survey 5-Year Estimates (B25003A,B,D,I).

**EXHIBIT B, V-11.**  
**JEFFERSON COUNTY SINGLE-FAMILY BUILDING PERMITS (2014-2018)**



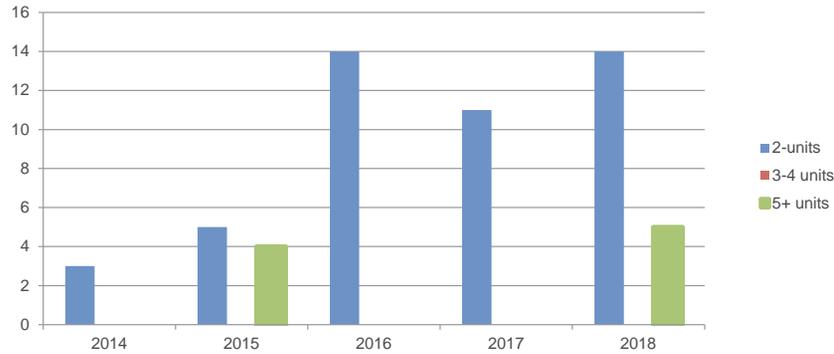
Source: U.S. Census Bureau Building Permits Survey, 2014-2018

**EXHIBIT B, V-13.**  
**MILWAUKEE COUNTY\* SINGLE-FAMILY BUILDING PERMITS (2014-2018)**



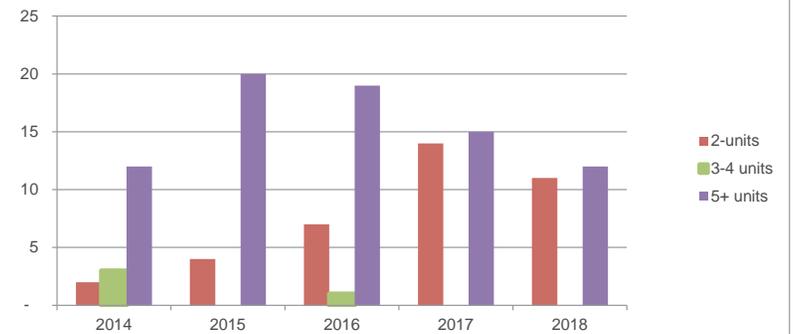
\*Not including cities of Milwaukee, Wauwatosa, and West Allis  
 Source: U.S. Census Bureau Building Permits Survey, 2014-2018

**EXHIBIT B, V-12.**  
**JEFFERSON COUNTY MULTIFAMILY BUILDING PERMITS (2014-2018)**



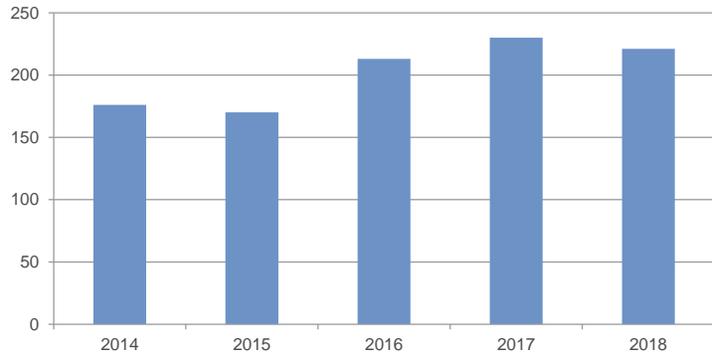
Source: U.S. Census Bureau Building Permits Survey, 2014-2018

**EXHIBIT B, V-14.**  
**MILWAUKEE COUNTY\* MULTIFAMILY BUILDING PERMITS (2014-2018)**



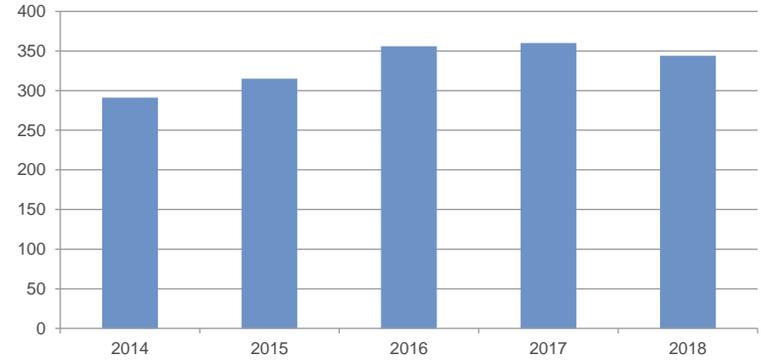
\*Not including cities of Milwaukee, Wauwatosa, and West Allis  
 Source: U.S. Census Bureau Building Permits Survey, 2014-2018

**EXHIBIT B, B-15.**  
**OZAUKEE COUNTY SINGLE-FAMILY BUILDING PERMITS (2014-2018)**



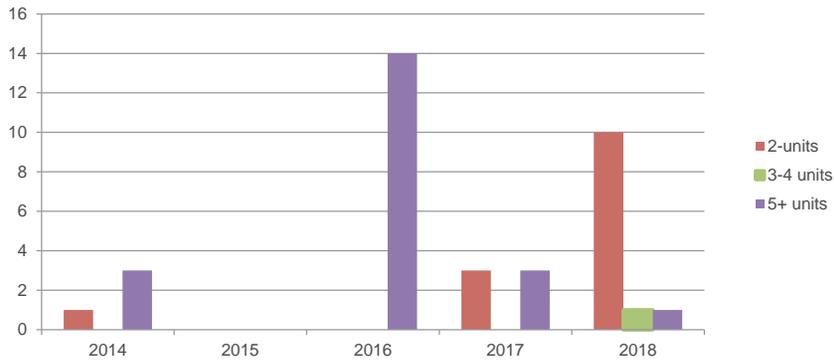
Source: U.S. Census Bureau Building Permits Survey, 2014-2018

**EXHIBIT B, V-17.**  
**WASHINGTON COUNTY SINGLE-FAMILY BUILDING PERMITS (2014-2018)**



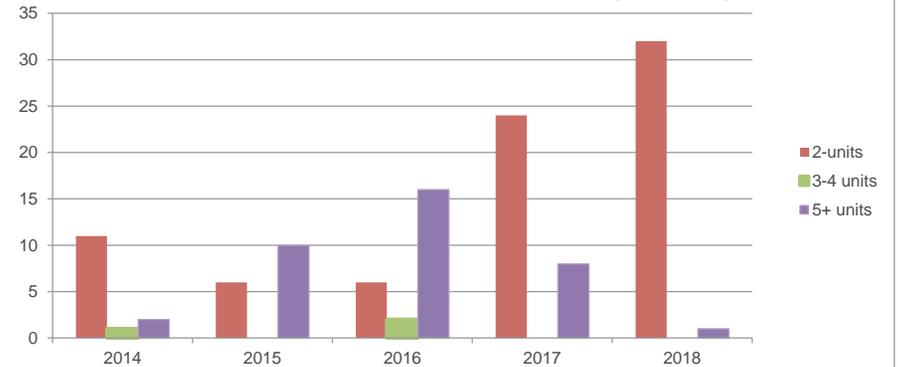
Source: U.S. Census Bureau Building Permits Survey, 2014-2018

**EXHIBIT B, B-16.**  
**OZAUKEE COUNTY MULTIFAMILY BUILDING PERMITS (2014-2018)**



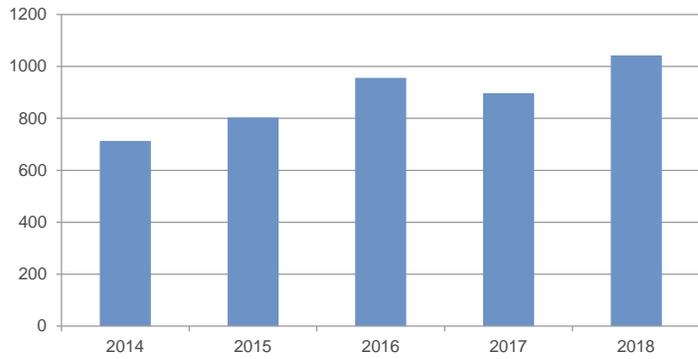
Source: U.S. Census Bureau Building Permits Survey, 2014-2018

**EXHIBIT B, V-18.**  
**WASHINGTON COUNTY MULTIFAMILY BUILDING PERMITS (2014-2018)**



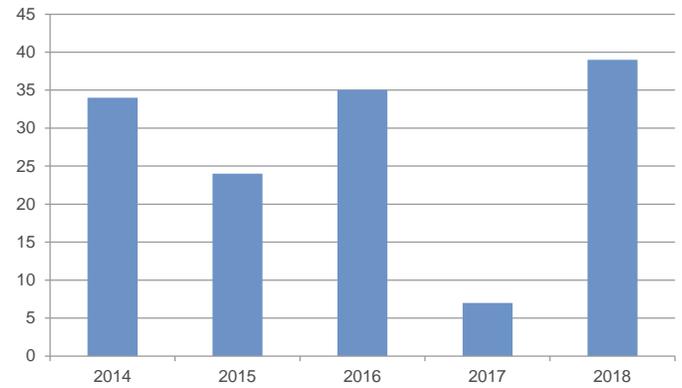
Source: U.S. Census Bureau Building Permits Survey, 2014-2018

**EXHIBIT B, V-19.**  
**WAUKESHA COUNTY SINGLE-FAMILY BUILDING PERMITS (2014-2018)**



Source: U.S. Census Bureau Building Permits Survey, 2014-2018

**EXHIBIT B, V-21.**  
**CITY OF MILWAUKEE SINGLE-FAMILY BUILDING PERMITS (2014-2018)**



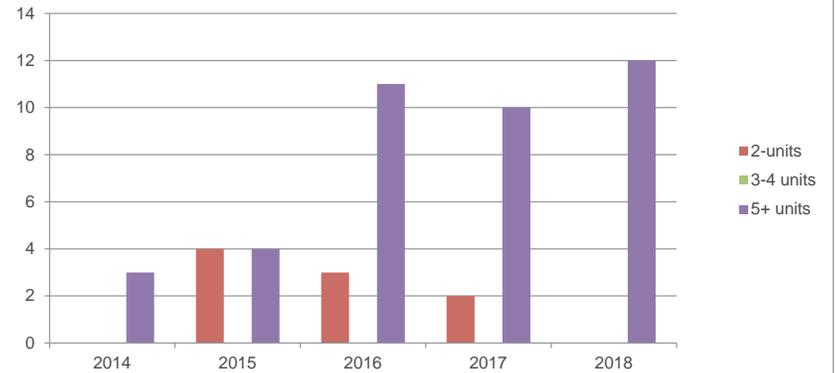
Source: U.S. Census Bureau Building Permits Survey, 2014-2018

**EXHIBIT B, V-20.**  
**WAUKESHA COUNTY MULTIFAMILY BUILDING PERMITS (2014-2018)**



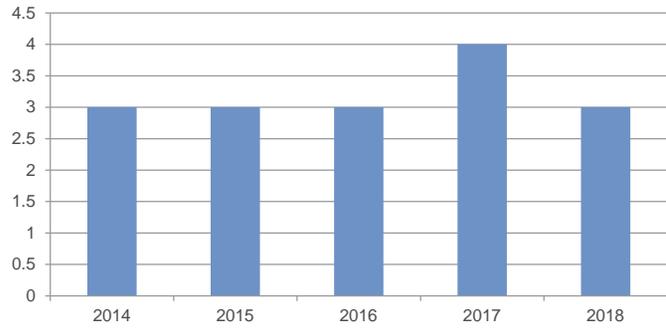
Source: U.S. Census Bureau Building Permits Survey, 2014-2018

**EXHIBIT B, V-22.**  
**CITY OF MILWAUKEE MULTIFAMILY BUILDING PERMITS (2014-2018)**



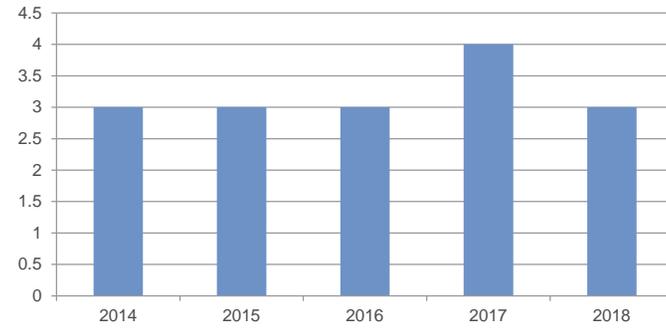
Source: U.S. Census Bureau Building Permits Survey, 2014-2018

**EXHIBIT B, V-23.**  
**CITY OF WAUWATOSA SINGLE-FAMILY BUILDING PERMITS (2014-2018)**



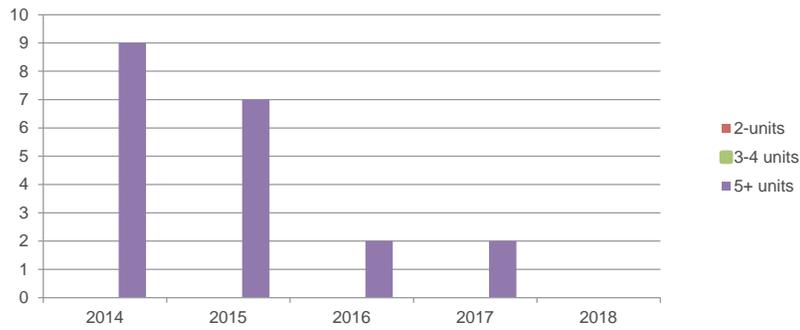
Source: U.S. Census Bureau Building Permits Survey, 2014-2018

**EXHIBIT B, V-25.**  
**CITY OF WAUWATOSA SINGLE-FAMILY BUILDING PERMITS (2014-2018)**



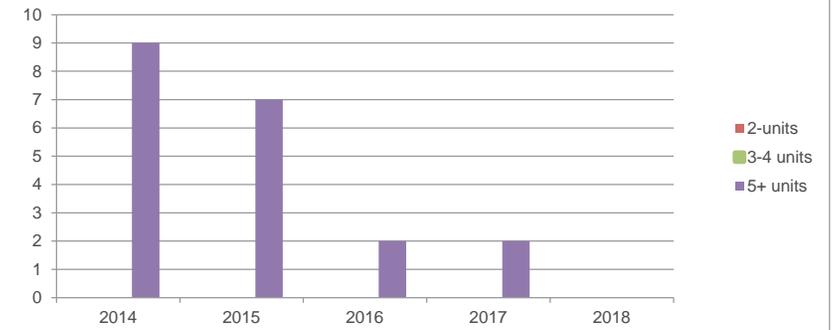
Source: U.S. Census Bureau Building Permits Survey, 2014-2018

**EXHIBIT B, V-24.**  
**CITY OF WAUWATOSA MULTIFAMILY BUILDING PERMITS (2014-2018)**



Source: U.S. Census Bureau Building Permits Survey, 2014-2018

**EXHIBIT B, V-26.**  
**CITY OF WAUWATOSA SINGLE-FAMILY BUILDING PERMITS (2014-2018)**



Source: U.S. Census Bureau Building Permits Survey, 2014-2018



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**APPENDIX C**  
**ADDITIONAL EXHIBITS FOR SECTION VI**  
**EMPLOYMENT AND TRANSPORTATION**

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**Exhibit C, VI-1.****Workforce Demographics by Race/Ethnicity in Jefferson County (2010-2017)**

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	2010		2017		Change	
	Number	Percent	Number	Percent	Number	Percent
White Alone	29,824	96.6%	31,296	95.0%	1,472	4.9%
Black or African American Alone	476	1.5%	831	2.5%	355	74.6%
American Indian or Alaska Native Alone	112	0.4%	140	0.4%	28	25.0%
Asian Alone	268	0.9%	347	1.1%	79	29.5%
Native Hawaiian or Other Pacific Islander Alone	10	0.0%	22	0.1%	12	120.0%
Two or More Race Groups	185	0.6%	324	1.0%	139	75.1%
Hispanic/Latino	1,842	6.0%	2,356	7.1%	514	27.9%

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Source: U.S. Census On the Map, 2010-2017.

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**Exhibit C, VI-2.****Workforce Demographics by Race/Ethnicity in Milwaukee County\* (2010-2017)**

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	2010		2017		Change	
	Number	Percent	Number	Percent	Number	Percent
White Alone	388,000	80.4%	382,362	75.6%	-5638	-1.5%
Black or African American Alone	72,869	15.1%	91,729	18.1%	18,860	25.9%
American Indian or Alaska Native Alone	2,791	0.6%	3,184	0.6%	393	14.1%
Asian Alone	13,751	2.8%	19,843	3.9%	6,092	44.3%
Native Hawaiian or Other Pacific Islander Alone	331	0.1%	365	0.1%	34	10.3%
Two or More Race Groups	5,126	1.1%	8,060	1.6%	2,934	57.2%
Hispanic/Latino	33,445	6.9%	46,764	9.3%	13,319	39.8%

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\*Includes the cities of Milwaukee, Wauwatosa, and West Allis

Source: U.S. Census On the Map, 2010-2017.

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**Exhibit C, VI-3.****Workforce Demographics by Race/Ethnicity in Ozaukee County (2010-2017)**

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	2010		2017		Change	
	Number	Percent	Number	Percent	Number	Percent
White Alone	34,387	92.3%	38,356	87.9%	3,969	11.5%
Black or African American Alone	1,793	4.8%	3,355	7.7%	1,562	87.1%
American Indian or Alaska Native Alone	134	0.4%	163	0.4%	29	21.6%
Asian Alone	663	1.8%	1,262	2.9%	599	90.3%
Native Hawaiian or Other Pacific Islander Alone	20	0.1%	26	0.1%	6	30.0%
Two or More Race Groups	255	0.7%	458	1.0%	203	79.6%
Hispanic/Latino	1,381	3.7%	2,153	4.9%	772	55.9%

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Source: U.S. Census On the Map, 2010-2017.

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**Exhibit C, VI-4.****Workforce Demographics by Race/Ethnicity in Washington County (2010-2017)**

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	2010		2017		Change	
	Number	Percent	Number	Percent	Number	Percent
White Alone	47,140	95.6%	51,216	92.8%	4,076	8.6%
Black or African American Alone	1,209	2.5%	2,305	4.2%	1,096	90.7%
American Indian or Alaska Native Alone	135	0.3%	225	0.4%	90	66.7%
Asian Alone	545	1.1%	978	1.8%	433	79.4%
Native Hawaiian or Other Pacific Islander Alone	14	0.0%	15	0.0%	1	7.1%
Two or More Race Groups	242	0.5%	475	0.9%	233	96.3%
Hispanic/Latino	1,201	2.4%	2,166	3.9%	965	80.3%

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Source: U.S. Census On the Map, 2010-2017.

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**Exhibit C, VI-5.****Workforce Demographics by Race/Ethnicity in Waukesha County (2010-2017)**

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	2010		2017		Change	
	Number	Percent	Number	Percent	Number	Percent
White Alone	207,192	92.2%	223,718	88.7%	16,526	8.0%
Black or African American Alone	10,389	4.6%	17,126	6.8%	6,737	64.8%
American Indian or Alaska Native Alone	829	0.4%	1,077	0.4%	248	29.9%
Asian Alone	4,731	2.1%	7,319	2.9%	2,588	54.7%
Native Hawaiian or Other Pacific Islander Alone	109	0.0%	125	0.0%	16	14.7%
Two or More Race Groups	1,580	0.7%	2,977	1.2%	1,397	88.4%
Hispanic/Latino	10,162	4.5%	16,178	6.4%	6,016	59.2%

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Source: U.S. Census On the Map, 2010-2017.

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**APPENDIX D**  
**ADDITIONAL EXHIBITS FOR SECTION IX**  
**FAIR HOUSING SURVEYS, PUBLIC MEETINGS,**  
**ROUNDTABLES AND INTERVIEWS**

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**APPENDIX D**  
**ADDITIONAL EXHIBITS FOR SECTION IX**  
**SAMPLE RESIDENT SURVEY WAUKESHA COUNTY**  
**ONE OF FIVE COUNTY RESIDENT SURVEYS**

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The City of Milwaukee, Milwaukee County, City of West Allis, City of Wauwatosa, and Waukesha County has hired Applied Real Estate Analysis (AREA), Inc., to conduct a housing study for communities across the county. As part of the study, the County would like to have a stronger understanding of any potential challenges faced by residents (or potential residents) in finding housing.

This survey focuses on Waukesha County and its municipalities.

In particular, we want to learn about challenges faced by residents because of perceived discrimination based on a person's race, color, sex, age, religion, disability, national origin, ancestry, sexual orientation, marital status, parental status, military discharge status, source of income, gender identity, or housing status.

This is not a test, and there is no such thing as a wrong answer. You do not have to answer any question with which you feel uncomfortable. There will be an opportunity at the end of the survey to provide additional comments if you feel they were not addressed in the survey. Your response is confidential.

1. What city do you live in (Waukesha County)?

- Big Bend village, Wisconsin
- Brookfield city, Wisconsin
- Butler village, Wisconsin
- Chenequa village, Wisconsin
- Delafield city, Wisconsin
- Dousman village, Wisconsin
- Eagle village, Wisconsin
- Elm Grove village, Wisconsin
- Hartland village, Wisconsin
- Lac La Belle village, Wisconsin
- Lannon village, Wisconsin
- Menomonee Falls village, Wisconsin
- Merton village, Wisconsin
- Mukwonago village, Wisconsin
- Muskego city, Wisconsin
- Nashotah village, Wisconsin
- New Berlin city, Wisconsin
- North Prairie village, Wisconsin
- Oconomowoc city, Wisconsin
- Oconomowoc Lake village, Wisconsin
- Okauchee Lake CDP, Wisconsin
- Pewaukee city, Wisconsin
- Pewaukee village, Wisconsin
- Summit village, Wisconsin
- Sussex village, Wisconsin
- Wales village, Wisconsin
- Waukesha city, Wisconsin
- I do not have permanent place of residence

2. What zip code do you live in Waukesha County?

- 53005
- 53007
- 53017
- 53018
- 53029
- 53036
- 53045
- 53046
- 53051
- 53058
- 53066
- 53069
- 53072
- 53089
- 53103
- 53118
- 53119
- 53122
- 53146
- 53149
- 53150
- 53151
- 53153
- 53183
- 53186
- 53188
- 53189
- 53702
- I do not have permanent place of residence

## Current Community Section

3. How long have you lived in your selected community?

- Less than one year
- 1–2 years
- 3–4 years
- 5–6 years
- 7–8 years
- 9–10 years
- More than 10 years
- I do not currently live in Waukesha County, but I'm looking for housing in the county

4. Is your place of residence in:

- An incorporated area
- An unincorporated area
- Unsure

5. What are the reasons that you have chosen to live in the community indicated above? **(Select all that apply.)**

- Availability of desired housing type
- Close to work
- Close to transport
- Close to family
- Close to friends
- Community support
- It is a place I can afford to live
- Close to parks and recreation
- Close to school
- I can't afford to move
- Other (please specify)

6. If you do not live in your desired community, in which of these communities do you WANT to live?

- I already live in my desired community
- Big Bend village, Wisconsin
- Brookfield city, Wisconsin
- Chenequa village, Wisconsin
- Delafield city, Wisconsin
- Dousman village, Wisconsin
- Eagle village, Wisconsin
- Elm Grove village, Wisconsin
- Hartland village, Wisconsin
- Lac La Belle village, Wisconsin
- Lannon village, Wisconsin
- Menomonee Falls village, Wisconsin
- Merton village, Wisconsin
- Mukwonago village, Wisconsin
- Muskego city, Wisconsin
- Nashotah village, Wisconsin
- New Berlin city, Wisconsin
- North Prairie village, Wisconsin
- Oconomowoc city, Wisconsin
- Oconomowoc Lake village, Wisconsin
- Okauchee Lake CDP, Wisconsin
- Pewaukee city, Wisconsin
- Pewaukee village, Wisconsin
- Summit village, Wisconsin
- Sussex village, Wisconsin
- Wales village, Wisconsin
- Waukesha city, Wisconsin

7. What are the reasons that you do not live in the community indicated above? (Select all that apply.)

Lack of desired housing type

Distance from work

Lack of transportation

Distance from family

Distance from friends

Distance from community support

Unable to afford housing

Distance from parks and recreation

Only recently considered a move

I can't afford to move

Other (please specify)

## Housing Discrimination Section

8. Do you feel that housing discrimination is common in Waukesha County?

- Yes, it is extremely common
- Yes, it is somewhat common
- No, it is not common
- Don't know
- Prefer not to answer

9. Do you feel you have experienced discrimination while looking for housing or while living in housing in Waukesha County?

- Yes
- No
- Don't know

10. What community were you in when you experienced discrimination?

- Big Bend village, Wisconsin
- Brookfield city, Wisconsin
- Butler village, Wisconsin
- Chenequa village, Wisconsin
- Delafield city, Wisconsin
- Dousman village, Wisconsin
- Eagle village, Wisconsin
- Elm Grove village, Wisconsin
- Hartland village, Wisconsin
- Lac La Belle village, Wisconsin
- Lannon village, Wisconsin
- Menomonee Falls village, Wisconsin
- Merton village, Wisconsin
- Mukwonago village, Wisconsin
- Muskego city, Wisconsin
- Nashotah village, Wisconsin
- New Berlin city, Wisconsin
- North Prairie village, Wisconsin
- Oconomowoc city, Wisconsin
- Oconomowoc Lake village, Wisconsin
- Okauchee Lake CDP, Wisconsin
- Pewaukee city, Wisconsin
- Pewaukee village, Wisconsin
- Summit village, Wisconsin
- Sussex village, Wisconsin
- Wales village, Wisconsin
- Waukesha city, Wisconsin

11. Were you looking for housing or living in housing?

- Looking for housing
- Living in housing
- Don't know
- Prefer not to answer

12. If you have experienced housing discrimination, what do you believe it was based upon?(**Select all that apply.**)

- Race
- Color
- Sex
- Age
- Religion
- Disability
- National origin
- Ancestry
- Sexual orientation
- Immigration status
- Marital status
- Parental status
- Military discharge status
- Source of income
- Gender identity
- Housing status
- Section 8/Housing Choice Voucher
- Prefer not to answer
- Other (please specify)

13. If you have experienced housing discrimination, were you:

- Looking to rent a unit to live in
- Looking to rent a unit to someone
- Looking to buy a unit
- Looking to sell a unit
- Prefer not to answer
- Other (please specify)

14. Which of the following best describes the person who discriminated against you?

- Landlord/property manager
- Real estate agent/broker
- Banker or mortgage loan officer
- Homeowner's insurance agent
- Local government staff
- Other (please specify)

15. If you have experienced housing discrimination, did you do any of the following?

- Contacted a lawyer
- Contacted a housing or non-profit organization
- Contacted my local government
- Contacted the City or County
- Contacted Department of Housing and Urban Development (HUD)
- Prefer not to answer
- Other, please specify

16. If you did not take any action regarding the housing discrimination, why not?(Select all that apply.)

- Did not have time
- Did not know where to report the information
- Afraid of retaliation
- Would not make any difference
- Housing easier to find/sell/rent somewhere else
- Wouldn't want to live near/rent from/purchase from the person discriminating
- Did not think I would be able to prove discrimination
- It costs too much to pursue
- Discrimination was not that serious
- Prefer not to answer
- Other (please specify)

## Respondent Demographics Section

17. Do you own or rent the place in which you live?

- Rent
- Own
- Live with family (no rent or mortgage payment)
- Do not have a permanent place of residence
- Prefer not to answer

18. Do you identify yourself as:

- Female
- Male
- Prefer not to answer

19. What is your current age?

- 18 years of age and younger
- 19–29 years old
- 30–39 years old
- 40–49 years old
- 50–59 years old
- 60–69 years old
- 70–79 years old
- 80 years of age and older
- Prefer not to answer

20. What is your marital status?

- Never married
- Married
- Civil union
- Widowed
- Divorced/separated
- Prefer not to answer

21. Do you identify yourself as a member of any of the following groups?(**Select all that apply.**)

- African American/Black
- American Indian/Alaskan Native
- Asian
- Native American or Other Pacific Islander
- White
- Hispanic/Latino
- Other racial/ethnic group
- Gay, lesbian, bisexual, or transgendered
- Born outside of the United States
- A person with a disability
- An active, retired, or discharged member of the armed forces

22. Do any of your household members identify themselves as a member of any of the following groups?  
(**Select all that apply**)

- African American/Black
- American Indian/Alaskan Native
- Asian
- Native American or Other Pacific Islander
- White
- Hispanic/Latino
- Other racial/ethnic group
- Gay, lesbian, bisexual, or transgendered
- Born outside of the United States
- A person with a disability
- An active, retired, or discharged member of the armed forces

23. What is your household income?

- Less than \$10,000
- \$10,000 to \$14,999
- \$15,000 to \$24,999
- \$25,000 to \$34,999
- \$35,000 to \$49,999
- \$50,000 to \$74,999
- \$75,000 to \$99,999
- \$100,000 to \$149,999
- \$150,000 to \$199,999
- \$200,000 or more

24. Is there anything else you would like us to know on these topics? (Optional written response.)

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**APPENDIX D**  
**ADDITIONAL EXHIBITS FOR SECTION IX**  
**SAMPLE REAL ESTATE PROFESSIONALS SURVEY**  
**MILWAUKEE COUNTY**  
**ONE OF FIVE COUNTY REAL ESTATE**  
**PROFESSIONALS SURVEYS**

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## Milwaukee County Real Estate Professionals Survey

The City of Milwaukee, Milwaukee County, City of West Allis, City of Wauwatosa, and Waukesha County has hired Applied Real Estate Analysis (AREA), Inc., to conduct a housing study for communities within the study area. As part of the study, the County would like to have a stronger understanding of any potential challenges faced by residents in finding housing.

This survey focuses on Milwaukee County and its municipalities.

This is not a test, and there is no such thing as a wrong answer. You do not have to answer any question with which you feel uncomfortable. There will be an opportunity at the end of the survey to provide additional comments if you feel they were not addressed in the survey.

1. Please select your primary professional function as it relates to the residential real estate industry.

- Residential real estate agent/Broker
- Appraiser
- Property manager
- Property owner/Investor
- Residential developer
- Banker
- Mortgage broker
- Other profession in the financial industry
- Insurer
- Consultant
- Lawyer/Attorney
- Housing counselor or educator
- Nonprofit housing provider
- Housing rights professional
- Other (please specify)

2. How many years have you been involved in the residential real estate industry?

- Less than 1 year
- 1–5 years
- 6–10 years
- 11–15 years
- 16–19 years
- 20 or more years

3. Which of the following communities does your business serve in Milwaukee County? **(Check all that apply.)**

- Bayside village, Wisconsin
- Brown Deer village, Wisconsin
- Cudahy city, Wisconsin
- Fox Point village, Wisconsin
- Franklin city, Wisconsin
- Glendale city, Wisconsin
- Greendale village, Wisconsin
- Greenfield city, Wisconsin
- Hales Corners village, Wisconsin
- Milwaukee city, Wisconsin
- Oak Creek city, Wisconsin
- River Hills village, Wisconsin
- Francis city, Wisconsin
- Shorewood village, Wisconsin
- South Milwaukee city, Wisconsin
- Wauwatosa city, Wisconsin
- West Allis city, Wisconsin
- West Milwaukee village, Wisconsin
- Whitefish Bay village, Wisconsin
- Other community (Provide name of community)

4. What is the community location of the main business office in which you work ?

- Bayside village, Wisconsin
- Brown Deer village, Wisconsin
- Cudahy city, Wisconsin
- Fox Point village, Wisconsin
- Franklin city, Wisconsin
- Glendale city, Wisconsin
- Greendale village, Wisconsin
- Greenfield city, Wisconsin
- Hales Corners village, Wisconsin
- Milwaukee city, Wisconsin
- Oak Creek city, Wisconsin
- River Hills village, Wisconsin
- Francis city, Wisconsin
- Shorewood village, Wisconsin
- South Milwaukee city, Wisconsin
- Wauwatosa city, Wisconsin
- West Allis city, Wisconsin
- West Milwaukee village, Wisconsin
- Whitefish Bay village, Wisconsin
- Other community (Provide name of community)

5. Where are the **top three** zip codes you work in?

- 53110
- 53129
- 53130
- 53132
- 53154
- 53172
- 53202
- 53203
- 53204

- 53205
- 53206
- 53207
- 53208
- 53209
- 53210
- 53211
- 53212
- 53213
- 53214
- 53215
- 53216
- 53217
- 53218
- 53219
- 53220
- 53221
- 53222
- 53223
- 53224
- 53225
- 53226
- 53227
- 53228
- 53233
- 53235
- 53295

6. Have you ever attended a training/class/information session focused exclusively or primarily on housing rights?

- Yes
- No
- Prefer not to answer

7. When did the most recent training/class/information session occur?

- Less than 1 year ago
- 1–5 years ago
- 6–10 years ago
- 11–15 years ago
- 16–19 years ago
- 20 or more years ago
- Prefer not to answer

8. In general, how would you rate your industry's understanding of fair housing laws and best practices?

- Very strong
- Strong
- Somewhat strong
- Somewhat poor
- Poor
- Very poor
- Don't know
- Prefer not to answer

9. In general, how would you rate your clients' understanding of their housing rights under fair housing laws?

- Very strong
- Strong
- Somewhat strong
- Somewhat poor
- Poor
- Very poor
- Don't know
- Prefer not to answer

10. Have you had any clients who have raised a housing discrimination complaint? The complaint could have been raised against anyone or any entity.

- Yes
- No
- Prefer not to answer

11. Did the client take any action to report or address this claim?

- Yes
- No
- Don't know
- Prefer not to answer

12. In your opinion, is housing discrimination common in the counties and/or communities that are the focus of this analysis of fair housing?

- Yes, it is extremely common
- Yes, it is somewhat common
- No, it is not at all common
- No opinion/don't know

13. Do you feel like discrimination is more common in:

- Milwaukee County
- Ozaukee County
- Waukesha County
- Jefferson County
- Washington County
- Other community in Milwaukee County

14. Please indicate how strongly you agree or disagree with the following statements. In your response, please focus on Milwaukee County.

	Strongly Agree	Agree	Neutral/Neither Agree nor Disagree	Disagree	Strongly Disagree
Real estate industry professionals are undertaking more activities to encourage equal access to housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Financial industry professionals are undertaking more activities to encourage equal access to housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Local government officials are undertaking more activities to encourage equal access to housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
State of Wisconsin government officials are undertaking more activities to encourage equal access to housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Federal government officials are undertaking more activities to encourage equal access to housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

15. We would now like to ask you some questions regarding the ability to access housing by all persons regardless of their race, religion, marital status, or other characteristics. Unequal access to housing is known as an “impediment.” Impediments include any actions, lack of actions, decisions, or lack of decision made because of a person’s race, color, sex, age, religion, disability, national origin, ancestry, sexual orientation, marital status, parental status, military discharge status, source of income, gender identity, or housing status.

Please rate whether or not you think any of the following are impediments or barriers to equal housing access in the study area.

	Very Strong Barrier	Strong Barrier	Somewhat of a Barrier	Minor Barrier	Not a Barrier	Don't Know/No Opinion
Lack of awareness of housing rights by residents	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of awareness of housing rights by real estate agents	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Very Strong Barrier	Strong Barrier	Somewhat of a Barrier	Minor Barrier	Not a Barrier	Don't Know/No Opinion
Lack of awareness of housing rights by landlords and property managers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of awareness of housing rights by banks and mortgage companies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of awareness of housing rights by property insurance companies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of awareness of housing rights by appraisers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of awareness of housing rights by local government staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of focus on housing rights by local judicial system	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Impact of judicial system on tenants as a result of evictions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Impact of judicial system on landlords as a result of evictions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Land use, zoning laws, and building codes that make developing housing difficult and/or expensive	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Prevalent "fear of others" by county residents, including NIMBYism	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People being denied mortgages at a higher rate because of their background	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Jobs, housing, and transit are not located near each other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The housing crisis and recession have impacted minorities more than others	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Very Strong Barrier	Strong Barrier	Somewhat of a Barrier	Minor Barrier	Not a Barrier	Don't Know/No Opinion
The housing crisis and recession have impacted renters more than owners	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The housing crisis and recession have impacted lowerincome households more than higherincome households	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Certain county policies and procedures do not encourage equal access to housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
An insufficient supply of affordable housing in the Milwaukee County	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There are highly segregated communities in the counties and communities that are the focus of this survey	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

16. Do you identify yourself as:

- Female
- Male
- Prefer not to answer

17. What is your current age?

- 18 years of age and younger
- 19–29 years old
- 30–39 years old
- 40–49 years old
- 50–59 years old
- 60–69 years old
- 70–79 years old
- 80 and older
- Prefer not to answer

18. Do you identify yourself as a member of any of the following groups? **(Select all that apply)**

- African-American/Black
- American Indian/Alaskan Native
- Asian
- Native American or Other Pacific Islander
- White
- Hispanic/Latino
- Other racial/ethnic group
- Gay, lesbian, bisexual, or transgendered
- Born outside of the United States
- A person with a disability
- An active, retired, or discharged member of the armed forces

19. Do you have any additional comments on access to housing that you would like to share? If so, please list below.