

Exploring Factors that Account for African-American Place Attachment in Austin, Texas

By

Ginger M. Okoro

Applied Research Project

gingerlowe@hotmail.com



Submitted to the Department of Political Science
Texas State University-San Marcos
In Partial Fulfillment for the Requirements for the Degree of
Master of Public Administration

**Spring
2014**

Faculty Approval:

Thomas Longoria, Ph.D.

Jayce Farmer, Ph.D.

Dr. Tamela Saldana, MPA

Table of Contents

Acknowledgments	3
About the Author	4
Abstract	5
Chapter 1 Introduction.....	7
Chapter Purpose.....	7
Research Purpose.....	12
Chapter 2 Literature Review.....	13
Chapter Purpose.....	13
Conceptual Framework.....	14
Table 2.1: Conceptual Framework.....	15
Working Hypotheses and Sub-hypotheses.....	16
Chapter 3 Methodology.....	32
Chapter Purpose.....	32
Research Technique.....	32
Operationalizing the Working Hypotheses and Sub-hypotheses.....	33
Table 3.1: Operationalization Tables.....	34
Participant Sample.....	37
Table 3.2: Participant Characteristics.....	38
Interviews: Working with Human Subjects.....	40
Chapter 4 Findings.....	42
Chapter Purpose.....	42
Working Hypotheses Breakdown.....	42
Additional Participant Commentary/Feedback.....	50
Table 4.1: Support Levels for Working Hypotheses and Sub-hypotheses.....	52
Chapter 5 Conclusions.....	53
Chapter Purpose.....	53
Limitations.....	54
Policy Implications.....	54
Recommendations.....	54
Appendices	
Appendix A: Recruitment E-mail.....	56
Appendix B: Participant Consent Form.....	58
Appendix C: Semi-structured Interview Questionnaire.....	60
Appendix D: Institutional Review Board Approval Certificate.....	61

References

Acknowledgements

I would like to first extend my appreciation to the faculty and staff of Texas State University with exhaustive gratitude towards the efforts of the Graduate College, Financial Aid and Scholarships, Student Business Services, Library Services, the Office of the Registrar, and the faculty and staff of the Master of Public Administration Program. Thank you for your willingness to listen, inform, innovate, and inspire. I would also like to thank all the student organizations and other departments and associations that provide a variety of inclusive and multicultural events, speakers, and insightful information sessions, forums, resources, and workshops.

Second, I would like to thank Dr. Longoria. Sir, you have worked tirelessly from the time you set foot on campus. Now that you are the director of the program, I want to encourage you as you continue to motivate students by shaping their experience and helping them realize their potential amid adversity, insecurity, and apprehension. Although I was intimidated by your teaching style when I first took a class (and subsequently dropped) from you a few years back, I'm pleased that I had the opportunity to learn from you during POSI 5335 and POSI 5397. Dr. Longoria, your patience is appreciated, and your wisdom unfounded. I wish you all the best as you continue to inspire graduate students who choose Texas State University.

Next, I want to thank my family and friends for their support. I appreciate all the prayers!

Finally, a big thank you to my husband, Prince Nneji Emmanuel Okoro. Without your strength, wisdom, and support throughout these years, I might have given up. With you by my side, I know we will continue to move forward with our dreams as we motivate our future children and those around us. I am so blessed that you are the only man I have and will ever love. I'm so happy to have become your wife in August.

About the Author

Ginger Maria Okoro (née Lowe) received her undergraduate degree in mass communications, with an emphasis in public relations, and minor in sociology in 2004 from Southern Adventist University. Since 2005, Ginger has resided in Austin, and has worked for the State of Texas at several agencies, as well as The University of Texas at Austin, The University of Texas System, and The Texas House of Representatives.

Ginger is a Spring 2014 candidate for a Master of Public Administration, and has attained certificates in mediation, and professional ethics. Her future goals include pursuing several certificate programs from the Society of Human Resource Management, and the Human Resource Certification Institute, while exploring career opportunities that focus on organizational development, human resource management, public policy, public affairs, communications and ethics.

The idea for this applied research project originated from conversations with peers, colleagues, family members, and sometimes even strangers who expressed concerns about their experience as an African American in Austin. Although this research is exploratory, and ongoing, it is Ginger's intention to not only have a dialogue about African American attachment, but to also provide community leaders with a renewed perspective on effectively engaging and managing outreach efforts that meet the needs of educated African Americans.

After living in six states and multiple cities, Ginger considers Austin home, and wants to extend appreciation for the contributions of individuals regardless of their ethnic background. She values and understand that a community that celebrates its diversity and considers the affective bond of its residents is a compelling one. Ginger and her husband reside in Austin.

Abstract

This Applied Research Project (ARP) explores factors that account for African American place attachment in Austin, Texas. This project directs attention to the importance of community cohesion, by focusing on the needs of social, leisure, and employment opportunities for African Americans living in Austin. The percentage of African Americans in Austin is shrinking compared to any other minority group, with a population projected of less than 5 percent within the next decade. A culturally diverse and vibrant community is essential for sustained economic growth and local governments have a stake in maintaining this diversity. To explore the role of place attachment on cultural diversity in Austin, this ARP finds that increasing place attachment is a viable approach.

Chapter 1

Introduction

In Austin, Texas relocation is one of the most trending aspects of the community (City of Austin, 2013). The study of what factors contribute to relocation can be examined as mechanisms of why individuals stay in a community.

Understanding what makes individuals bond with a community can provide an understanding of the decline in the African American population in Austin. The variance between the percent of growth rates of this segment of the population and other minority groups is striking. Less than 20 years ago, African Americans comprised roughly 15% of the Austin population. Yet, projections are estimating African Americans to only account for 5% of the population within the next 20 years (City of Austin, 2013).

Part of this decline is perhaps due to the rapid increase in the percentages of other racial and ethnic groups (City of Austin, 2013). Some suggest that this decline is perhaps the direct result of African Americans not being drawn to the Austin area at the same rate as other ethnic groups and that they may also be more likely to leave for more inviting cities such as Dallas and Houston that display a stronger African American presence (Texas State Historical Association, 2010).

Why Do People Leave a City?

It has been asserted that people will leave a city when they are dissatisfied with its capacity to fulfill their needs (Tiebout, 1956). However, this is not so obvious as dissatisfaction is not objective. For example, people's needs change as their economic circumstances change (Simons, Janet, et al., 1987). There are five basic needs including: physiological, safety, needs of love, affection and belongingness, needs for esteem, and needs for self-actualization. These

needs are important as Abraham Maslow asserted, these needs are important in evaluating ones actualization. In other words, if these needs are not met, the individual will not be successful. For each need, the individual must have the preceding need met prior to the next need being satisfied (Simons, Janet, et al. 1987).

According to economist, professor, author, Albert Hirschmann, individuals can cope with dissatisfaction with four different actions: exit, voice, loyalty, and neglect. In other words, individuals make decisions in a variety of ways that may result in positive or negative outcomes. For instance, individuals may choose to completely remove themselves from a situation either physically or through avoidance of a particular function. Individuals who do not physically depart become neglectful, are no longer engaged, and present distractions to other individuals who seek to participate and contribute to their respective community or organization. On the other hand, those that seek to voice their concerns and actively participate, are not only involved in the process, but also present loyalty to their respective community or organization, (Hirschman, 1970).

Loyalty to a community is enhanced when people feel "attached." Yet, do these needs address the propensity for an individual to not only stay in a community but effectively bond with a place? The concept of necessity has perhaps become misconstrued as researchers, scholars, and theorists all profess measures of idealism for their respective field. Breakwell's identity process theory, place and identity processes are introduced using four qualifiers: continuity, self-esteem, distinctiveness, and self-efficacy (a fourth item introduced to discuss the capacity to reach one's intended accomplishments). Although Abraham Maslow's hierarchy of needs, Breakwell's identity process theory, and quality of life studies are considered in the

research, the strongest model that represents how individuals connect, attach, and effectively participate in communities is that of place bonding or place attachment.

Place attachment is defined as “an affective bond or link between people and specific places which includes an emotional tie or feeling for a residence and an overall need to have a confidence in said place,” and, “an affective bond between people and places, social relationships, different actors, varying places on varied scales with communities affected at large,” (Hidalgo and Hernandez, 2001; Manzo, Perkins, 2006; Altman, Low, 1992).

Place attachment is an essential component of place bonding in that it constitutes an acknowledged association between the individual and “a variety of positive, social, economic, and natural experiences,” (Nielsen-Pincus, et.al., 2010). Place attachment incorporates attributes of social, behavioral, community, and environmental psychology research connecting self-definers or self-identifiers and any varying differences disrupts this overall bond. Place attachment is a concept that emphasizes the need to stay close to that which one is bonding with.

Place attachment contributes to an overall “affective bond between people and places. It includes different actors, social relationships, and places of varying scale,” (Manzo & Perkins, 2006). Because these concepts are abstract, the next section applies these theories to specific individuals.

Economic, social, and recreational concerns are prompting three families to contemplate geographic changes in their future. Each family strives to improve their opportunities through education, social and professional organizations, community participation, and similar resources. However, not wanting to leave their community connections and extended family behind, the three families consider how their decision to move or stay in their community would affect their respective social, leisure, and employment opportunities. After hearing or experiencing Austin,

Texas, each family researched and evaluated the perceived quality of life, and cost of living, as well as educational and employment opportunities the city claimed to provide. Yet, how would these families connect with the city of Austin? Their respective experiences are explored.

Scenarios

The three African American families discussed below are all actively considering leaving Austin for similar reasons. Each family desires to connect, contribute, and thrive in their communities and Austin is not meeting these needs and undermining their place attachment and making it likely that they will move from Austin.

In 2008, the Collens family moved from their hometown of Detroit, Michigan to Austin Texas. After researching cities across the United States, the Collens were excited by what the city of Austin, Texas had to offer. The family received an information packet from the Greater Austin Chamber of Commerce and similar materials regarding the educational, real estate, and amenities Austin had to offer. However, the Collens family did not consider a variety of other factors that they took for granted in Detroit such as the variety of social and neighborhood organizations (considering relationships), venues that offer a variety of multicultural engagement opportunities (considering leisure activities), and minority leadership in minority-owned businesses (considering employment advancement).

The Samson family is also considering leaving Austin. As prominent members of the Austin community for more than three generations, the Samson family has access to many of the community resources and connections that the Collens family found lacking. The Samson family prides itself in making a significant impact in their community and desires to instill this same sense of accountability in their family.

After living in Austin for ten years, the Platt family has made an assessment regarding the future of their growing family and decided to move. The Platt family longed for some of the connections from their hometown of Atlanta, Georgia. They missed the southern cooking, accessible transportation, and the variety of family activities. The Platt's do not feel that these connections are available in Austin, they are considering moving back to Atlanta. In particular, the Platt family observed that with fewer African Americans as a percentage of the community every year, they feared their sense of place and community would diminish.

Why Care?

Diversity has become a prominent discussion in city and urban planning. Diversity not only represents a progressive city, it provides an inclusiveness amongst a variety of multicultural individuals with broad ideas, living spaces, and social structures (Jacobs, 1985). Successful city planning must consider all these facets in order to attract and retain residents who will actively participate in their community, and contribute to a quality workforce. Many scholars have theories that directly relate to the "full development of the individual," (Nussbaum, 2000). One such theory is from Martha Nussbaum who asserts, that democracy, equity, diversity, growth, and sustainability are the principles that must shape public policy planning. As reviewed in the forthcoming chapters, other such ideologies and theories emerge from political science, sociology, psychology, social identity research, and community development. Although these concepts provide sufficient research to understand why individuals connect or bond to a city, place attachment research is reviewed for the purpose of the ARP.

Why is this a Public Administration Issue?

Individuals consider geographic relocations or changing their communities for various reasons, the research purpose for this project is to explore how individuals make personal bonds

and attachments. Through the concept of place attachment, multiple dimensions are considered. The significance of diversity within a society with the goal of incorporating place attachment in public administration programs and policy can be of value to promoting the willingness of African Americans to stay in a community.

Research Purpose

The first purpose is to explore the factors affecting the attachment of the African-American community to Austin. The second purpose is to consider these factors to provide suggestions or considerations of improving the African American attachment in Austin. Because the research proposed is exploratory, the use of working hypotheses is combined in the conceptual framework. The working hypotheses are utilized to enable the data collected to prove the case or research. The purpose of this study is to explore the factors that account for African American place attachment in Austin, Texas.

Chapter 2

Literature Review

This research examines scholarly literature that explores why individuals develop personal bonds or "place attachments" that make it more likely they will stay in a community. The literature is organized into a conceptual framework and a series of working hypotheses are developed. There are hundreds, perhaps thousands of reasons that individuals leave or stay committed to a community. The research conducted explores the influence of affective bonds measured using the concept of place attachment. First, this chapter provides pertinent definitions that offers insight for the group that is being explored in the literature, and the indicators that affectively bond groups within the concept of place attachment.

Definitions Relevant to the Research

The amount of research on self-identification, classification, and distinction is vast. First, the term African American is defined. Generally, individuals of African descent have been categorized by their ethnic predisposition. Preceded by such monikers as Black, Colored, Negro and other more disparaging terms, this paper will use African American to describe Black Americans of the African diaspora.

Historically, individuals of African descent have been exposed to disparity in regards to certain opportunities. It is imperative that administrators and city officials seek to provide an inclusive environment that benefits all individuals as, institutional racism (although not necessarily intentional), "is the type of racism experienced by African Americans as a result of social and institutional policies that exclude them from full participation in the benefits offered to other members of society," (Utsey, et. al, 2000, 72). Although this paper does not specifically focus on the historical components of racism, and segregation, the ARP does seek to address

how bridging potential disparities can contribute to an enhanced feeling of satisfaction and connection amongst African American residents and contribute to their willingness to stay in a community.

Conceptual Framework

Table 2.1 presents the conceptual framework. The research examines the association between place attachment and the willingness of staying in a community. The research focuses on the social, leisure, and employment dimensions of place attachment. A review of the literature identified three contributing factors that potentially contribute African Americans having an affective bond to a place and their subsequent willingness to stay in that place. The literature supports the following three needs: social opportunities, leisure opportunities, and employment opportunities as factors that influence the willingness of African Americans to stay within a community. The purpose of the ARP is to decipher if these factors actually affect African American place attachment.

The research is exploratory in nature and uses three working hypotheses and nine sub-hypotheses developed from the literature. These working hypotheses are not developed to "prove" a theory, but rather they are an introductory step or "preliminary" (Shields & Tajalli, 2006, 320) and intended to shed light on place attachment as it applies to African-Americans.

Table 2.1: Conceptual Framework	
Working Hypothesis	Scholarly source
<p>WH1: Social opportunities increase the willingness to stay in a community.</p> <p>WH1a: Social organizations increase willingness to stay.</p> <p>WH1b: Interpersonal relationships increase willingness to stay.</p> <p>WH1c: Community engagement increases willingness to stay.</p>	<p>Baker and Palmer, 2006; Baumeister and Leary, 1995; Bernstein and Norwood, 2006; Eisenhauer, et.al., 2010; Grayman-Simpson and Mattis, 2012; Hildalgo and Hernandez, 2001; Holt, et.al, 2012; Hummon,1992; Ittelson, et.al., 1974; Low, 1992; Merz and Consedine, 2012; Nielsen-Pincus, et.al., 2010; Parkes and J.Stevenson-Hinde (ed)., 1982; Raymond, et.al, 2010; Speer, et. al, 2012; Trentelman, 2009; Weidemann and Anderson, 1985</p>
<p>WH2: Leisure opportunities will increase willingness to stay in a community.</p> <p>WH2a: Visual art options increase willingness to stay.</p> <p>WH2b: Access to public space increases willingness to stay.</p> <p>WH2c: Cultural engagement increases willingness to stay.</p>	<p>Armenta, et al., 2011; Baker and Palmer, 2006; Banerjee, 2001 ; Breakwell, 1992, 1993; Eckhoff, 2008; Eisenhauer, et.al., 2010; Franck and Paxson, 1989; Gustafson, 2001; Hankins and Powers, 2009; Hildalgo and Hernandez, 2001; Iveson, 2007; Jaakson, 1986; Kyle, et.al., 2004 ; Lalli, 1992; Low, 2002; Marris, 1991. Mamur, 2012; Nielsen-Pincus, et.al., 2010; Putnam,1995, 1996; Raymond, et al., 2010; Rosenfield, 1989; Simons, et.al., 2009; Stets and Burke, 2000; Tigges, 2006; Trentelman, 2009</p>
<p>WH3: Employment opportunities increase willingness to stay in a community.</p> <p>WH3a: Employment improvement and advancement opportunities increase willingness to stay.</p> <p>WH3b: Job satisfaction increases willingness to stay.</p> <p>WH3c: Higher levels of family income increases willingness to stay.</p>	<p>Akranaviciute and Ruzevicius, 2007; Armenta, et al., 2001) Baker and Palmer, 2006; Bretherton, 1992 Broman, 1997; Brown and Brooks, 2006; Fairlie, 1999; Gurin, et. al., 2002; Harms, 2011; Manzo and Perkins, 2006; Marcouyeux and Fleury-Bahi, 2010; Marshall and Stahura, 1979, 2001; Mikulincer and Shaver, 2007; Morgan, 2010; Nielsen-Pincus, et.al., 2010; Speer, et. al, 2012; Stets and Burke, 2000; Sundaray and Sahoo, 2013; Tigges, 2006; Twigger-Ross and Uzzell, 1996</p>

Working Hypotheses and Sub-hypotheses

Social Opportunities

Social opportunities connect individuals in meaningful ways. For example, social opportunities promote interactions, inclusion, cultural connections, and thereby enhance the overall sense of well-being (Merz & Consedine, 2012, 404). Logically, social opportunities are a dimension of place attachment (Raymond, et al., 2012). Two dimensions of place attachment; social identity and place identity; are especially vital to understanding the positive social bonds that individuals form in the context of community. Social identity, defined as a member of a group who socially identifies with the location, plays a significant role in the propensity for an individual to be attracted to and subsequently stay in a place (Twigger-Ross, Uzzell, 1996). Social identity is associated with “positive or negative feeling that occupants have for where they live,” (Weidemann & Anderson, 1985) and how individuals are emotionally attached to places (Hummon, 1992) and further defined as “the belief that a place is reflected in the self. It is the degree to which a place satisfies psychological, social, and cultural needs and desires,” (Nielsen-Pincus, et al., 444, 2010). Such beliefs are also extended to the “social system” or inherent need to be socially connected with others for some portion of time (Cassidy, et al., 9).

Social identity is enhanced by “civic formations,” groups, clubs, associations and similar opportunities to enhance personal interaction. “Civic formations” or civic groups have a number of benefits for the individual and society (Banjeree, 2001, 12). Civic formations provide individuals with access to a variety of social opportunities in their area are more likely to contribute to their community which enhances social identification with place (Trentelman, 2009). After all, “places are repositories and contexts within which interpersonal, community

and cultural relationships occur, and it is to those social relationships, not just to place qua place, to which people are attached” (Hidalgo and Hernandez, 2001).

Thus, social opportunities within a community allow for social engagement, the formation of a distinct identity as well as an inclusive identity that contribute to the social bonding and affective place identity. After consideration of these factors, the following working hypothesis is presented:

WH1. Social opportunities increase willingness to stay in a community.

Next, the literature will explore the importance of social organization opportunities, interpersonal relationships, and community engagement.

Social organizations

Opportunities for social interaction occur through social organizations. The focus now shifts to why social opportunities also impact individuals through social identifiers. Social identity is a form of place identity described as a social distinction or division, (Twigger-Ross & Uzzell, 1996). The components of social and place identity work together to distinguish self-identity. Although self, place, and social identity are often used interchangeably, social identity will be used to describe how individuals socially connect with a place.

Individual relationships with one’s heritage can also significantly impact connection with a community. Connections may include a sense of identity, acceptance, belonging, and understanding of individual background. Social identifiers may also include professional or personal clubs, organizations, chapters, associations, and societies. The reflection of culturally social advantages contributes to diversity in a community. This also includes personal standards or expectations inclusive of where one resides.

Stemming from the overall ‘bond’ or ‘closeness’ one may feel for a place is reflective of an individual social identity. This type of loyalty may extend to the component of inclusion, a factor that further necessitates the obligation a community has to its citizens. The effectiveness of social organizations is vital to the social identity of residents. The breakdown of social needs must consider social identity as a preface to address social bonds within a community. Within much of social identity research, “social attachment is greater than physical attachment in all cases,” as social attachment allows social identity to ask the question, ‘do I feel at home here?’ (Hidalgo & Hernandez, 2001, 275).

As research suggests, the answer to that question is different for everyone. However, individuals distinguish themselves from other groups by determining how they socially identify with and belong in a social category. Such determinations are influenced by analyzing social accessibility, presence, demeanors, and acceptable social similarities. After consideration of these factors, the following hypothesis is presented:

WH1a. Social organizations increase willingness to stay in a community.

As the research asserts, social organizations are important to individual bonds within a community. Next, the literature will explore the value of how interpersonal relationships help individuals bond.

Interpersonal Relationships

People-to-people attachments (used hereafter as interpersonal relationships), defined as a “range from the individual alone, to face-to-face groups, to aggregates” (Ittelson, et al., 1974). Individual attachment is further described as a form of bonding exhibited in interpersonal relationships that, “usually appears in relationships with peers,” (Parkes, et.al., 1982). These face-to-face relationships are crucial in affective interpersonal development and then explain the

connection to place attachment. Individuals who have fewer personal bonds are more likely to have disruptions within their community attachment thus affecting their attachment to place as well, (Parkes, et.al., 1982). Such disruptions may have a significant impact on “health, adjustment, and well-being,” (Baumeister & Leary, 1995, 497).

People have a need of interpersonal relationships. As adult relationships continue, the need for a stronger attachment increases because interpersonal relationships are constructed within social bonds of belonging and attachment. Although individual motivation to develop interpersonal relationships may vary, the overarching behavior involves a consistent pattern of quality, positive interactions that satisfy an overall need for belonging. Such belongingness stems from interpersonal relationships built on regular interactions that do not require great effort. In other words, social bonds, social attachment, and interpersonal relationships can naturally progress through groups of two or more individuals with or without commonalities (Baumeister & Leary, 1995, 501). Once interpersonal bonds are formed, it is also more difficult to break these bonds and as a result, individuals are compelled to maintain lasting interpersonal relationships by eliminating distractions, (Baumeister & Leary, 1995, 503).

Overall, individual bond are associated with interpersonal relationships and these interpersonal relationships promote place attachment. Without this opportunity for reciprocal social discourse, individuals may be less willing to stay in community. The development of interpersonal relationships are indeed meaningful forms of attachment. After consideration of these factors, the following hypothesis is presented:

WH1b. Interpersonal relationships increase willingness to stay in a community.

Community Engagement

The previous sections discussed social organizations and interpersonal relationships. Community engagement is different than these two other dimensions because the concept seeks to incorporate a sense of place as well as promote active participation as a means of social and individual accountability. Community engagement is roughly defined as the process of working in cooperation with and through groups of like-minded individuals that desire changes in their community outreach through a blend of multiple disciplines, (McKnight John L., 1990). Community engagement extends from outreach groups, forums, and neighborhood associations that seek to provide accessible resources, informative processes, and community education.

Community engagement extend to the motivation one will feel compelled to participate in a place. Place attachment functions as an assessment tool of how one might categorize themselves in a reflective participatory role in a community. Extracted from those categories is sense of community and community attachment, or how one feels connected and valued. A community has a variety of contexts, “including community attachment, belongingness, rootedness, and familiarity” (Raymond, et.al., 2010, 423).

Understanding the effect of community engagement on place identity provides insight on the effectiveness of community outreach and planning. The focus for this section is to understand the overall role of community attachment as a component of place attachment. Place attachment within a community is an essential factor that shapes individual and neighborhood cohesion. Neighbors that engage in the community process have strengthened participation and effective progress amongst differing groups.

The use of community engagement within cities are utilized to maintain a cohesive, hands on approach to community, local-government, organizational and city-wide entities. Community engagement transforms the everyday citizen into a stakeholder and as a result builds

a sense of accountability. The investment of time, skill, and resources in a community is a direct indication of community engagement and this increases place attachment because it allows individuals to connect with their community and offer their personal feedback or sense of loyalty (Manzo & Perkins, 2006). Individuals with low or attachment to their community are less likely to be concerned about their individual impact or participation in a city's performance or future and consider their engagement as limited or unnecessary.

Community engagement occurs when people become involved in activities to improve their community. For example, participating in community clean-up and revitalization efforts, are ways to be formally engaged in the community. The relationship to place or place-related dispositions, actions, and emotions is an essential factor in successful community engagement planning efforts (Manzo & Perkins, 2006). Therefore, place attachment has been directly linked to the dynamics of impacting individual commitment and community attachment. Adding the concept of place attachment to community development allows for a stronger basis of understanding the how the connection of individual bond to place affects how communities focus, react and work towards cohesive planning and development (Manzo & Perkins, 2006).

The literature further explains that an overall “cross-disciplinary analysis” or “holistic view” will enable collaborations. Place attachment emphasizes that sense of community is understood to be a bond or attachment that incorporates an emotional connection that motivates participation, because an overall link to community is inclusive to active engagement, strengthened efforts, neighborhood cohesion, and the building of overall community engagement and inclusiveness (Manzo & Perkins, 2006).

Overall, social identity is an essential factor in the individual bonding process between inhabitants and their respective social, interpersonal, and community attachments in the self-

identification process. Social identity draws psychological, social, cultural and environmental factors that provide a “meaning and purpose to life,” (Nielsen-Pincus, et.al, 2010, 444).

After consideration of these factors, the following hypothesis is presented:

WH1c. Community engagement increases willingness to stay in a community.

Although individuals choose to participate in their communities in different ways, social organizations, interpersonal relationships, and community engagement are vital to place attachment. The next section examines literature that supports the necessity of leisure opportunities within a community through visual art options, access to public spaces, and cultural engagement.

Leisure Opportunities

The literature has explored individual attachment to identity, place, people, and community. Now, the research explores literature on individual attachment on leisure, public spaces, and culture. Place attachment research describes leisure attachment as the connection of how, “an individual values or identifies with a particular natural setting,” (Kyle, et al., 2004). Much of the research indicates individual attachment to leisure by offering a background of literature based on overall personal contentment and requirement amongst outdoor enthusiasts and extends to other forms of leisure attachment. Aside from the aforementioned place identity and place attachment, is the concept of place dependence. Taken from identity and environmental and recreational literature, place dependence is described as the value one places on accessibility to necessary environmental and other options.

Leisure opportunities improve inclusiveness by linking individuals with a place or recreational activity that provides a feeling of belonging (Hammitt, et al., 2006, 17). Leisure opportunities within a community may include a large scope of opportunities that incorporate

public space, socializing, access, and community resource. Resources may include utilizing aspects of natural resources through activities that impact communities and the environment. Yet, the emphasis within the literature is not only place on the natural environment, but also the associated personal experiences and individual bonds (Hammitt, et al., 2006). Such options are expanded in the sub-hypotheses discussion of visual arts, public spaces, and cultural engagement.

After consideration of these factors, the following hypothesis is presented:

WH2. Leisure opportunities increase willingness to stay in a community.

Visual Arts

Visual art options provides individuals with forms of expression that may include exposure to visual concepts like photography, filmmaking, museum exhibits, and art galleries. Visual arts may be formal or informal art displays, observational experiences or personal art projects (Eckhoff, 2008). Visual arts specifically cater to the personal senses by providing aesthetically-centered art forms. The literature emphasizes the importance of exposure to a variety of visual arts including multi-cultural examination. This type of “visual culture” can be both personally and educationally beneficial and introduces an enriched experience (Mamur, 2012; Eckhoff, 2008). Visual arts relate societies and individuals in reflect art forms and strengthens communities by providing inclusive opportunities.

After consideration of these factors, the following hypothesis is presented:

WH2a. Visual art options increase willingness to stay in a community.

Continued exploration of literature for this section will allow for more supportive research. Next, the literature will focus on access to public spaces and individual implications.

Public Spaces

To further understand the connection of place attachment and social needs, the concept of sense of place (used hereafter as public space) is evaluated. Public space is often described as individual relationships “between people and their spatial-environmental settings,” (Nielsen-Pincus, et al., 2010) or include such terms as “access, agency of control, and interest” to differentiate public and private use and access (Franck and Paxson, 1989). Although there are differences or potential constraints in the overall accessibility of these public spaces, they are considered available for public use (Franck and Paxson, 1989). Therefore, the bond an individual has to a place is manifested in physically accessible public and private resources. The literature discusses the importance of open urban spaces and recreational activities as a “public good” for society and asserts that a connection to nature, public parks, and open spaces has a significant influence on biological health and well-being (Banerjee, 2001).

Public spaces allow communities to interact socially, think critically, and offer considerable equality in a diverse environment (Low, 2002). Public space opportunities allow a diverse sense of place and an essential attachment to a place; an integral component of everyday life. However, the literature also suggests the unfortunately aspect of public space forcing exclusion within groups (Low, 2002). With the demand for such public space likely to increase with time, city officials need to ensure that the sense of place need is fully addressed (Banerjee, 2001). It has been contended in further research that one may appropriately self-identify within the confines of exclusion resulting in varying self-definition (Jaakson, 1986). In other words, similar to social and place identity, individuals categorize and self-identify themselves based on the proximity to certain resources. This distinction is as a result of one’s accessibility as well as the physical location of one’s residence.

The sense of place includes pride, access, quality, and contentment which all echo the essential need to provide the community with public spaces (Gustafson, 2000). These self-identifiers extend to individuals both socially and physically. Physical attachments to places is an extension of place attachment but is influenced by a number of factors including accessibility, personal connection, distance, location, and safety (Hidalgo & Hernandez, 2001).

To further the argument of physical attachment to places, public space literature contends that there should be transition of thought on the connection of the individuals involved with that which is deemed public, as there is a bigger dynamic that should be evaluated outside of individuals meeting in a place (Iveson, 2007; Hankins & Powers, 2009).

After consideration of these factors, the following hypothesis is presented:

WH2b. Access to public space increases willingness to stay in a community.

Access to public space is an essential component that allows individuals to bond to their communities in a socially varied, ethnically diverse, and democratic interchange. The proximity to such public space is a consideration in shaping individual attachment bonds. Next, how cultural engagement impacts individual bonds is discussed.

Cultural Engagement

Membership in an ethnic group stems from self-identification research. Value, social esteem, traditions, beliefs, and norms associated with cultural backgrounds provides a sense of identity, or classification within a community (Stets & Burkes, 2000). By relating with other individuals, groups self-identify and form essential bonds. After self-identification occurs, groups seek to relate to societal roles which help decide how they will then participate or exhibit the group socially (Stets & Burkes, 2000). Such a display may include culturally-centered events,

historic centers, landmarks, or similar commemorative activities that cultivate cultural engagement.

The experience of cultural engagement allows immersion, cohesion, and inclusiveness for groups that may not otherwise associate or connect. The literature on cultural identity within groups suggests that self-identifying with one's cultural group may lead to increased contribution to their respective society by "engaging in more cooperative and prosocial behaviors" (Armenta, et al.,2011, 107).

After consideration of these factors, the following hypothesis is presented:

WH2c. Cultural engagement increases willingness to stay in a community.

Overall, visual art options, access to public spaces, and cultural engagement are critical components of leisure attachment literature. These components seek to bond individuals with their communities. Continued exploration of literature for this section will allow for more supportive research. Lastly, employment opportunities are discussed as a final dimension of place attachment literature.

Employment opportunities

Quality of life and attachment theory research are considered within this section in order to understand affective workplace bonds. For the purpose of exploring, a combination of attachment theory and quality of life research found security as a resounding element that corresponded with individual bonds. Derived from the research of John Bowlby, attachment theory incorporates multiple concepts that offer a foundation of individual attachments (Bretherton, 1992). Taken from attachment theory and quality of life, employment and workplace dynamics are evaluated.

Employment opportunities offered within a community are a vital component in the process of individual bonds and personal attachments. Literature reviewed regarding workplace and employment bonds incorporated intrapersonal, interpersonal, personal growth, and personal goals. This section will explore attachment to employment through overall opportunities offered, improvement and advancement of such opportunities, job satisfaction for employment opportunities offered, and compensation that relates to said opportunities.

Within attachment theory research, the transitions between life cycles are analyzed. From conception, birth, childhood, adolescence, adulthood, and the final stages of life, attachment theory research describes certain needs that must be met during each phase (Bretherton, 1992; Mikulincer & Shaver, 2007; Stets & Bruke, 2000). On the other hand, quality of life research seeks to evaluate important individual factors and meaningful elements that express “an individual’s satisfaction with his or her life dimensions comparing with his or her ideal life” (Akranaviciute & Ruzevicius, 2007, 44, 45)

After consideration of these factors, the following hypothesis is presented:

WH3. Employment opportunities increase willingness to stay in a community.

The first dimension will discuss how employment improvement and advancement opportunities provide a quality of life and set a standard for attachments.

Employment Improvement and Advancement

Career development is a component of individual growth through the life stages. Through employment and advancement opportunities, academic and professional goals form an identity that incorporates the evaluation of individual skills, capabilities, commitments, experience, and future planning. Individuals that are familiar with their respective personal attachments and quality of life are expected to have fewer distractions (Harms, 2011; Mikulincer & Shaver,

2007). As previously stated, employment and career improvement seek to integrate security as a necessary component in shaping career paths.

As exhibited in other stages of life, once the life stage exists (here, employment age), individual attachment will likely align with the security that will then increase individual motivation for career improvement and advancement (Harms, 2011). It must be stated that attachment security; built throughout the life stages; is most affective in communities that produce strong economic opportunities. In other words, individuals who progress in their respective career will be more inclined to bond with a community that offers an equivalent opportunity.

After consideration of these factors, the following hypothesis is presented:

WH3a. Employment improvement and advancement opportunities increases willingness to stay.

Further exploration of the research may result in the utilization of organizational behavior literature. The next component will discuss the quality of work life and attachment theory aspect of job satisfaction.

Employment satisfaction

With further consideration of attachment theory, supportive literature contends that individuals with attachment security exhibit a strong satisfaction with their employment opportunity, career path, or workplace (Harms, 2011, 290). On the other hand, quality of work life research describes a balance of “workplace strategies, processes, and environment combination,” as affective indicators of job satisfaction.

While there are many dynamics that contribute to individual employment satisfaction, some of the components outlined in the research include: employment considerations, personal

considerations, career advancement and improvement, social bonds within the organization, and overall feeling of security (personal and physical) (Akranaviciute & Ruzevicius, 2007).

Aside from those factors, the quality of work life research asserts that considerations for the changing structure of the workforce must continue to expand as organizational shifts are redirecting work life balance (Sundaray & Sahoo, 2013, 26). After all, employees are more likely to display “greater job satisfaction, higher productivity, adaptability, and overall effectiveness,” when their respective work life balance needs are met (Sundaray & Sahoo, 2013, 26).

After consideration of these factors, the following hypothesis is presented:

WH3b. Employment satisfaction increases willingness to stay.

Although there are a variety of factors that motivate individuals in their employment opportunities, having job satisfaction increases the likelihood that individuals will become attached to the employment opportunity and will seek to affectively bond as quality of work life and attachment needs are met.

The next section will discuss the impact of attachment with employment income as the unit of analysis.

Higher Levels of Family Income

As was found in the previous sections, available employment opportunities that incorporate improvement, advancement, and job satisfaction in a quality work environment are essential to a strong workforce. The addition of comparable or higher levels of family income is another possible way of enhancing productivity, increasing loyalty and workplace bonds, as, “higher levels of family income and greater education are associated with greater life satisfaction,” (Broman, 1997, 37). Higher levels of family income serve a larger purpose than simply access to monetary funds. Higher levels of family income not only impacts access to

certain resources but also educational achievement (Dahl and Lochner, 2012). In other words, not only does

Research results suggest that higher levels of family income also impacts individual community contributions. Individuals who have higher levels of income are more likely to participate in their community and form affective bonds through associations, organizations, or similar resources. Furthermore, there was a significant impact of participation and emotional or individual empowerment amongst those with higher levels of family income, (Speer, et.al., 2012).

Finally, research has shown that higher levels of income directly effects educational achievement, individual participation, and access to resources. City planners and public administrators must consider these factors, as “economic and social changes represent a special challenge to many communities, rural and urban alike,” (Tigges, 2006, 140). City officials must consider the relationship of higher levels of income on individuals in their community.

After consideration of these factors, the following hypothesis is presented:

WH3c. Higher levels of family income increases willingness to stay.

Summary

Although the literature; which is drawn from a variety of fields including sociology, political science, environmental psychology, demography and others; expresses the general impact of place attachment on individuals, there are important questions raised from the literature regarding cultural differences within place attachment and attachment theories. Specifically, this literature discusses place attachment, a concept derived from attachment theory research. The research seeks to explore the connection of attachment on individuals within a community. The next step will incorporate how public policy is affected. Public officials that

emphasize the importance of a strongly structured society must preserve personal experiences of attachment, lessen distractions, and value familial bonds. All this must be achieved without regard for social status or advantage (Marris, 1991). By facilitating this process, the concept of place attachment and attachment theory levels the playing field in public policy concerns within communities.

As cities administer public policy that seeks to provide community cohesion, public administrators and city officials must consider how it is essential to understand those impacted by such collaborations. After all, the importance of “attachment relations has public policy and moral implications for society,” (Bretherton & Inge, 1992, 460). A review of the literature identified key dimensions that potentially influence personal bonds and individual attachment and supports the personal necessity of social, leisure, and employment bonds as factors that account for the willingness of individual place attachment.

Again, the purpose of this research is exploratory, and utilizes working hypotheses developed from the literature. The next section will discuss the methodology process for this research purpose.

Chapter 3

Methodology

This chapter discusses the methods utilized to explore factors that account for African American place attachment. First, the use of working hypotheses were established through an extensive literature review. Second, the working hypotheses were operationalized to formulate related questions to evaluate place attachment amongst African Americans living in Austin. Next, these questions were introduced to participants through semi-structured interviews.

Research Technique

The research explores the factors that affect place attachment in the African-American community in Austin, Texas. The research explores social, leisure, and employment needs; all factors that account for place attachment. Defined as, “an affective bond between people and places,” (Manzo and Perkins, 2006, 337), place attachment may assist public officials by exploring how individuals bond to a community.

Semi-structured interviews

The research, characterized as exploratory, utilized working hypotheses as a means to establish an issue that may not otherwise be understood. To achieve this, an analysis of literature was conducted, and semi-structured interviews were utilized to gather information in order to partially analyze a segment of the population (Babbie 2010, 254). Interview questions were directly connected to the research purpose by examining the likelihood or willingness of individuals to stay in a community. The purpose was to see how the concept of place attachment provides insight into the factors that affect the African-American community. Participants were provided with a complete overview of the research purpose, and asked to respond to questions based on the working hypotheses developed through the literature that directly associated with factors that potentially affected their place attachment. Although specific questions were asked

of participants, the semi-structured interview style allowed the potential to expand other areas of inquiry participants might have had (Babbie 201, 320).

Operationalization of the Working Hypotheses

Table 3.1 provides an overview of the conceptual framework which links the working hypotheses and sub-hypotheses to questions utilized in the semi-structured interviews. The working hypotheses are supported by the sub-hypotheses and interview questions. The semi-structured interview approach also allowed for extended dialogue in regards to factors affecting African American place attachment in Austin.

Table 3.1: Operationalization of the Working Hypothesis		
Working Hypothesis	Method	Question
WH1: Social opportunities increase the willingness to stay in a community.	Interview	Tell me about your social opportunities.
WH1a: Social organizations increase willingness to stay.	Interview	<p>In your experience, are there a variety of social organizations for you to participate in?</p> <p>Do these organizations align with your ethnic background?</p>
WH1b: Interpersonal relationships increase willingness to stay.	Interview	Does Austin offer opportunities to develop diverse interpersonal relationships? Please explain.
WH1c: Community engagement increases willingness to stay.	Interview	<p>Do you feel community participation is necessary to sustain a city? Why or why not?</p> <p>Do you have opportunities to participate in the community?</p> <p>Tell me about your active participation in the community.</p> <p>Do you feel your opinions are properly represented in Austin?</p>
WH2: Leisure opportunities will increase willingness to stay in a community.	Interview	Does Austin offer you leisure opportunities?
WH2a: Visual art options increase willingness to stay.	Interview	<p>Do the visual art options in Austin reflect your interests?</p> <p>Are the cultural events held in Austin representative of your background and</p>

		interests?
WH2b: Access to public space increases willingness to stay.	Interview	<p>Are there safe, accessible, and clean parks near your neighborhood?</p> <p>Are there other public spaces (i.e. plazas, walking trails, libraries, lakes, etc.) that reflect your interests?</p>
WH2c: Cultural engagement increases willingness to stay.	Interview	Is there enough cultural engagement in Austin?
WH3: Employment opportunities increase willingness to stay in a community.	Interview	<p>Tell me about your employment experience in Austin.</p> <p>Are there opportunities to advance?</p>
WH3a: Employment improvement and advancement opportunities increase willingness to stay.	Interview	<p>Are there competitive employment opportunities available in Austin?</p> <p>Is your current workplace diverse? Is there minority leadership within your immediate department?</p> <p>Does your current employer encourage professional growth?</p>
WH3b: Job satisfaction increases willingness to stay.	Interview	What is your definition of job satisfaction?
WH3c: Higher levels of family income increases willingness to stay.	Interview	<p>Are the salaries of employment opportunities comparable to the cost of living in Austin?</p> <p>Are the employment opportunities comparable to your education background and work experience?</p>

Additional follow-up questions	Interview	<p>Are you from Austin? If not, how long have you lived in Austin?</p> <p>Why did you decide to live in Austin?</p> <p>Tell me what you think about the changes (demographic and otherwise) that are changing Austin.</p> <p>Considering your overall social, leisure, and employment opportunities, how willing are you to stay in Austin for the next 1-5 years?</p>
--------------------------------	-----------	--

Sample

The sample population was inclusive of the following criteria: (1) are of African, African-American, or Black descent, (2) have obtained at least a bachelor's degree, and (3) live in Austin, Texas. A total of 30 participants were asked to answer semi-structured interview questions. An e-mail recruitment letter was utilized to provide complete information to participants. The interview subjects were a variety of colleagues, peers, and fellow graduate students. Each interview had a completion time of 45 minutes to 1 hour or more, depending on respondent's answers, and any subsequent follow-up questions.

Characteristics of Interview Participants

Table 3.2 offers an overview of the participants. An item of note: educational, (bachelor's degree to PhD/doctorate degrees) employment, and experience levels (graduate students and entry-level to mid-career practitioners and directors) varied amongst participants.

Table 3.2: Characteristics of Interview Participants

Participant	Gender	Age range	Ethnic Background
Respondent 001	Male	Late 30s	African
Respondent 002	Male	Late 40s	Black/African American
Respondent 003	Male	Early 30s	African
Respondent 004	Male	Mid 30s	Black/African American
Respondent 005	Male	Early 50s	Black/African American
Respondent 006	Male	Mid 60s	Black/African American
Respondent 007	Male	Early 40s	Caribbean
Respondent 008	Male	Early 40s	Black/African American
Respondent 009	Male	Late 40s	Caribbean/West Indian
Respondent 010	Male	Early 30s	African
Respondent 011	Male	40s	Afro-Cuban/Caribbean
Respondent 012	Male	Late 50s	Black/African American

Table 3.2: Characteristics of Interview Participants

Participant	Gender	Age range	Ethnic Background
Respondent 013	Female	Early 30s	African
Respondent 014	Female	50s	Black/African American
Respondent 015	Female	Late 20s	Bi-racial/multi-racial
Respondent 016	Female	Late 30s	Caribbean/West Indian
Respondent 017	Female	Mid 40s	Black/African American
Respondent 018	Female	Early 30s	African
Respondent 019	Female	Mid 30s	Black/African American
Respondent 020	Female	Early 30s	Caribbean
Respondent 021	Female	40s	African
Respondent 022	Female	Late 30s	Afro-Cuban/Caribbean
Respondent 023	Female	Early 30s	Black/African American
Respondent 024	Female	Late 20s	African
Respondent 025	Female	30s	Black/African American
Respondent 026	Female	Early 40s	Black/African American
Respondent 027	Female	Early 40s	Black/African American
Respondent 028	Female	Early 30s	Black/African American
Respondent 029	Female	Mid 20s	Black/African American
Respondent 030	Female	Early 30s	Black/African American

Interviews

All semi-structured interviews were conducted in person at a neutral location in Austin metropolitan area. Semi-structured interviews are comprised of a series of questions that allow for follow-up questions based on the responses of participants. The first interview was conducted Monday, March 3, 2014, and concluded on Monday, March 31, 2014. Multiple interviews were scheduled each week according to the schedules of the principal investigator and respective participants.

One of the biggest challenges of this study was perhaps the limitation of resources including time, extended participant outreach, and any monetary assistance. Such a limitation caused a cap on the amount of research subjects at thirty total participants. Without such a weakness, the scope of population size would have extended, allowing for further research with a greater participatory base.

Human Subjects Protection

All participation was anonymous, voluntary, and a complete research purpose was provided to all participants. Completed interviews will be retained until June 2014, but only the principal investigator will have access to the confidential results. Individual participant answers will never be disclosed, but generally discussed within the results section of the research project.

According to leading researchers such as Babbie, working with human subjects within social research offer some ethical concerns such as deceptive practices, confidentiality, potential for participant harm, and voluntary participation. To circumvent any foreseeable issues or concerns regarding human subject protection, training from Collaborative Institutional Training Initiative, and a formal review from the Texas State University Institutional Review Board (IRB) were completed.

For the purpose of the research, all applicants were informed that participation was voluntary, all the data collected will be anonymously coded to remain confidential, and were provided with resources for professional help for any distressing questions. Participants were also notified that there was no obligation to complete the interview or answer any distressing questions.

The IRB review was approved on Monday, 24th February, 2014. The certificate of approval application number for this ARP is 2014A1005.

Chapter 4

Findings

The purpose of this chapter is to present the findings from semi-structured interviews with African American participants. Contributing factors that potentially affect place attachment amongst African American participants are evaluated based on the conceptual framework developed in Chapter 2. The results presented within this chapter are summarized from the semi-structured responses from those interviewed. The results are summarized to present information collected as a means of support for the working hypotheses and sub-hypotheses.

Social Opportunities, Social Organizations, Interpersonal Relationships, Community Engagement

A contributing factor to place attachment found within the literature was that of social opportunities. It can be assumed that individuals that have a reasonable variety of social opportunities are more likely to participate in a community through social organizations, building of interpersonal relationships, and community engagement. As dimensions of place attachment, these factors contribute to the overall well-being and collaborative efforts of individuals.

The WH1 and WH1a-c hypothesized that available social opportunities, social organizations, interpersonal relationships, and community engagement would affect an individual's place attachment. With support from the literature and respondents, WH1 proved to be a significant influence on whether individuals would stay in a community. However, when asked whether social organizations effectively contributed to their affective bond with the community, there was only moderate support. For instance, Respondents 002, 008, and 011 found that the available social organizations were not at all comparable to those found in previous cities they resided in. Such social organizations as 100 Black Men of America, Inc.,

certain fraternity chapters and similar Black social or professional organizations were simply unavailable in Austin. On the other hand, when females were asked if there were available social organizations, the response was almost opposite. For example, Respondents 014, 016, and 020, all stated that Austin did offer a large variety of social organizations both ethnically-related and general opportunities. Based on these findings, WHI1 is supported while WHIa is also supported with 20 respondents that believe that social organizations are an important factor of staying in a community.

However, when asked about diverse interpersonal relationships, as respondents believe there are opportunities to build interpersonal relationships, and subsequently feel these relationships contributed to their willingness to stay in the community. More specifically, Respondents 006, 008, 010, 007, 029, and 030 in particular believed the opportunity to build diverse interpersonal relationships were lacking due to what they feel are a ‘segregated’ neighborhoods. The respondents went on to elaborate that Austin has pockets of minorities spread throughout the city as well as the metropolitan region (Bastrop, Cedar Park, Manor, Pflugerville, Round Rock, etc.), which potentially makes it difficult to connect to multiple socioeconomic structures.

Based on these findings, WH1b is rejected as 15 total respondents believe that interpersonal relationships that diverse interpersonal relationships are accessible in Austin. This evidence shows that interpersonal relationships do not necessarily impact the likelihood of individuals staying in Austin. The respondents’ lack of support for opportunities for diverse interpersonal relationships shows that interpersonal relationships may not be the best measurement for bonding with a community or the best factor in predicting the willingness to stay in a community.

Lastly, the research supported effective community engagement as a contributing in place attachment. Given the support in the literature, it was hypothesized in WH1c that individuals that had community engagement opportunities were more willing to stay in a community, thus enhancing their place attachment. When asked about the importance, available opportunities, and an overall impression of individual impact/community support, 25 of the participants had positive feedback. According to Respondents 003, 004, 005, 010, 014, 016, 018, 019, and 025, all felt that community participation along with an opportunity to have an active voice contributed to their belief that community engagement affectively influences place attachment. Most participants expressed that in order to effectively contribute to a community, individuals must actively take part in volunteer efforts, outreach programs, neighborhood associations, forums, public meetings, and similar opportunities. The majority of respondents believed that the efforts of active participation and contribution to the community, the outcome led to a stronger presence or impact in the community.

However, 5 respondents did not believe that these types of community engagement efforts led to a voice in the community. Respondents 006, 011, 012, 023, and 026 did not feel that their opinions were properly represented in Austin, citing organizational, geographical, political/political, employment, and community/neighborhood structures as barriers to proper representation or an active voice. However, based on the overall findings, WH1c is supported as 25 respondents attested to the importance of community engagement efforts as a factor of place attachment. As evidenced by these results, it indeed is valuable to ensure accessible community engagement opportunities are available to individuals. Yet, the goal must be to not only provide the community engagement opportunities, but to offer a mechanism of cohesion by incorporating the available opportunities with the needs of the community.

Leisure Opportunities, Visual Arts, Public Space, Cultural Engagement

According to the literature, available leisure opportunities are a contributing factor in assessing place attachment. Given the support in the place attachment literature, it was hypothesized in WH2 and WH2a-c that available leisure opportunities, visual art options, accessible public space, and cultural engagement are important factors in the willingness to stay in a community. With the exception of WH2c, the sub-hypotheses all received moderate support. For instance, when asked if Austin offers leisure opportunities, 19 respondents felt that there were adequate options, thus affecting their willingness to stay in the community. This was a significant finding, as many respondents indicated that although Austin did offer general leisure options, that these options did not necessarily reflect their interests. To this response, a follow-up question was asked that requested respondents to cite the concerns with the available leisure activities. The majority of respondents believe there are no specific places for leisure activities. In other words, there were no venues, clubs, restaurants, or similar centralized places that offer professional, safe, versatile, or 'upscale/class' entertainment or leisure options. Continuing with moderate support was that of visual art options, and public space.

When asked if there were available visual art options that reflects their interests, respondents emphatically believe that there were limited or no African American, ethnic or historical landmarks, or multi-cultural dance, theatre, museum, or similar options. However, Respondents 002, 004, 005, 012, 014, 016, 019, and 025 did cite the new African American Cultural and Heritage Facility, The George Washington Carver Museum and Cultural Center, and Ballet Afrique as sources of visual art options.

Although WH2 and WH2a-b received moderate support, based on the findings, all hypotheses and sub-hypotheses are supported, as at least half of respondents felt that leisure

opportunities, visual art options, and accessible public space does affect their place attachment. As evidenced by these results, providing more leisure, visual art, and public space options or opportunities would not only enhance a sense of belonging, but also place attachment.

The final sub-hypothesis, WH2c, was supported as 29 respondents believe that cultural engagement is a contributing factor to their place attachment. The single participant that did not feel cultural engagement affected her place attachment, Respondent 029, stated that it was not a factor because of the length (graduate student) of time she planned to stay in Austin. As this was one of the youngest participants, her response indicates that cultural engagement perhaps did not affect her place attachment or willingness to stay in Austin.

Based on these findings, WH2 and WH2a-c are all supported with moderate to strong support of the necessity of strengthened leisure opportunities, visual art options, accessible public space, and cultural engagement. Given this support, there must be more emphasis on these programs in the African American community. As evidenced by the results of this research, leisure opportunities, visual art options, accessible public space, and cultural engagement are indeed factors that affect respondent's place attachment.

It should be noted that at least three respondents mentioned the Division of Diversity and Community Engagement (DDCE) at The University of Texas at Austin, as an effective resource for community engagement. However, one participant, Respondent 012, mentioned that the efforts of DDCE lacked cohesion amongst African American residents and community engagement or outreach programs at higher education institutions such as Huston-Tillotson. Respondent 012 also noted that this lack of connection might prove to be detrimental to a stronger cultural impact.

Employment Opportunities, Employment Improvement and Advancement, Job Satisfaction, Higher Levels of Family Income

According to the literature, employment opportunities are a contributing factor in assessing place attachment. Given the support in the literature, it was hypothesized in WH3 and WH3a-c that available employment opportunities, employment improvement and advancement, job satisfaction, and higher levels of family income are important factors in determining the willingness to stay in a community. Not surprisingly, the working hypotheses and sub-hypotheses all received strong support. With support from the literature and interviews, WH3 and WH3a proved to be a significant influence on whether individuals would stay in a community. When asked about overall experience of employment and improvement or advancement opportunities, the response from participants was very positive. This indicated a direct impact on individual place attachment, as the majority of respondents noted their employment experience as a contributing factor to why they stay in Austin.

The single participant that did not feel employment affected her place attachment, Respondent 020, stated that it was not a factor because she was not currently employed due to a change in her residential status from a student visa to a permanent resident, and that her spouse currently worked full-time. Her response indicated that she was not currently invested in a career, thus, this item did not necessarily affect her place attachment. One interesting outcome of the interviews was the assertion by Respondents 001, 008, 011, 013, 016, 019, and 021 that their employment opportunities, employment improvement, and employment advancement opportunities all strengthened their overall sense of ‘loyalty’ to Austin, as employment was the major reason why they are even in Austin. For example, Respondents 008, 011, and 021 were all transferred to Austin through their respective employer. As a result, they not only experienced immediate advancements in their career, each one also expressed the willingness to stay with

their employer because of the advancement and promotion opportunities they received. Each also noted that their education and experience resulted in comparable and competitive employment opportunities. However, Respondent 029 stated that although she worked full-time and completed an internship following her graduate studies, she found that Austin did not have competitive, comparable employment opportunities based on her specialized, education, and experience. She has also found there is a lack of diverse workplaces, and has subsequently decided to leave Austin.

Based on these findings WH3 and WH3a are both supported as each received affirmative support from 29 respondents, and 28 respondents, respectively. As evidenced by these results, it is highly important to ensure employment opportunities are not only available but comparable and competitive. One significant detractor from the support was the fact that many workplaces lacked diversity in upper management leadership. This outcome indicates the necessity to ensure adequate minority leadership opportunities are available. Companies, agencies, and city officials should ensure strengthened minority leadership opportunities as a component of their respective strategic and operational planning with supported minority and diverse leadership initiatives. The challenge will perhaps arise in making more inclusive opportunities for African Americans with advanced education. However, if educated candidates match comparable opportunities, the results of the study suggest that African Americans place attachment will be affected.

Continuing with employment opportunities, given the support found for employment, it was hypothesized in WH3b and WH3c that job satisfaction and higher levels of income contribute to individual place attachment. When asked about job satisfaction, the majority of respondents asserted that their personal impact and desire to be at the job, directly contributed to their overall contentment for the employment opportunity. Respondent 004 asserted that as a

minority leader, he has been fortunate to have many opportunities that have not only contributed to his job satisfaction, but have also allowed him to triple his salary in less than 10 years of employment. Such a statement indicates that job satisfaction and higher levels of income may actually complement one another. When asked a follow up question if his employer encourages professional growth, he affirmed that yes, his employer offered considerable training, mentorship, progressive initiatives, and opportunities for promotion. This was also affirmed by many participants including Respondent 014 and 016 who stated they had continuous opportunities to advance. Respondent 014 stated she is currently contemplating a director position, while Respondent 016 indicated she was set to advance to an executive director role.

However, although receiving strong support, when asked if salaries of employment opportunities were comparable to the increased cost of living for Austin, five respondents did not agree. The participants that did not feel that available salaries were comparable to the cost of living for Austin are also state employees. When asked a follow up question of whether there were perhaps jobs in the private sector comparable to the cost of living, two of the five respondents did not agree. Two of the three respondents stated that if they searched for a comparable employment opportunity, their state experience would not necessarily translate into a private sector specialty, and thus, they felt trapped in their salary range.

Based on these findings, WH3b and WH3c are both supported as each received affirmative support from 29 respondents, and 25 respondents, respectively. As evidenced by these results, there is a strong need to have employment opportunities that match the needs of employees, as well as provide a sufficient opportunity for professional growth and a higher level of income. It is imperative that both of these sub-hypotheses are regularly evaluated in strategic and operational planning.

Overall, with the increase of individuals moving to Austin, human resources professionals within the public and private sector must ensure that effective research is conducted to successfully recruit, and retain professional African Americans. Private and public sector companies and agencies will need to invest in outreach and institutional diversity programs that also evaluate salaries for the cost of living increases. There is significant evidence that city officials and policy planners must consider the implementation of place attachment research into public programs, and outreach efforts as a way to connect African Americans.

Additional Commentary/Feedback: Repetitive Comments from Participants

An additional outcome of the interviews was the continuous assertion regarding two issues experienced in the African American community. The two recurring comments were concerning the gentrification as well as the recurrence of police shootings in the African American and minority communities in Austin.

These comments were significant in that more than 20 of the participants mentioned both concerns. Some of the participants discussed gentrification when participants were questioned about employment opportunities and comparable salaries, while the remaining comments were brought up during the final questions regarding the demographic changes that are shaping Austin. A few participants also brought up these concerns when the topic of accessible public space was discussed. Respondents 002 and 030 felt that because they live in neighborhoods that are now seen as profitable areas, (Mueller area and East 11th); many of their neighbors are being forced to sell and leave these historically African American areas. The statements concerning police shootings were generally discussed when participants were questioned about community engagement with the remaining comments brought up during the final questions regarding the demographic changes shaping Austin.

Although neither gentrification nor police shootings in the African American communities in Austin were researched or used to build the hypotheses and sub-hypotheses, the fact that over half of the respondents mentioned these experiences should be of great concern to city officials. These items will be discussed in the conclusions and further research sections as they might contribute to place attachment.

Lastly, with full consideration of their social opportunities, leisure opportunities, and employment opportunities, participants were asked if they were willing to stay in Austin. Twenty-two respondents emphatically stated that although there were definite areas of improvement and growth that Austin must consider, they were overall willing to stay. Five of the eight remaining respondents stated that although they were not planning to stay long-term in Austin, they would work with their respective concerns, and research a geographic location that perhaps met their social, leisure, and employment needs. The three remaining participants, Respondents 008, 021, and 029 stated they have plans to leave in the next one to two years once they have finished graduate school, or their children graduate from high school and go to college. As previously mentioned, Respondent 029 has departed Austin since the interview.

Support Level for the Working Hypotheses and Sub-Hypotheses

Table 4.1 offers an overview of the responses by the 30 participants (12 men, 18 female). Each question within the semi-structured interview was directly attributed to the working hypotheses and sub-hypotheses. There were also some follow-up questions that were incorporated in the results but did not necessarily have a means to measure as part of a fully supported or non-supported working or sub-hypotheses. Responses from direct questions asked during the semi-structured interview are listed. Each respondent answered all questions as reported below.

Table 4.1: Support Level for the Working Hypotheses and Sub-Hypotheses		
Working Hypothesis	Supportive Responses (of 30)	Support Level
WH1: Social opportunities increase the willingness to stay in a community.	30	Very Strong Support
WH1a: Social organizations increase willingness to stay.	20	Moderate Support
WH1b: Interpersonal relationships increase willingness to stay.	15	Low Support
WH1c: Community engagement increases willingness to stay.	25	Very Strong Support
WH2: Leisure opportunities will increase willingness to stay in a community.	19	Moderate Support
WH2a: Visual art options increase willingness to stay.	15	Moderate Support
WH2b: Access to public space increases willingness to stay.	15	Moderate Support
WH2c: Cultural engagement increases willingness to stay.	29	Very Strong Support
WH3: Employment opportunities increase willingness to stay in a community.	29	Very Strong Support
WH3a: Employment improvement and advancement opportunities increase willingness to stay.	28	Very Strong Support
WH3b: Job satisfaction increases willingness to stay.	29	Very Strong Support
WH3c: Higher levels of family income increases willingness to stay.	25	Very Strong Support
Considering your overall social, leisure, and employment, how willing are you to stay in Austin for the next 1-5 years?	22	Strong Support

Chapter 5

Conclusions

The final chapter of this Applied Research Project summarizes results obtained through exploratory research. The purpose of this research was to explore factors that account for African American place attachment in Austin, Texas. This is a relevant topic as the population of Austin increases daily, yet the African American community in Austin continues to decline. In the next twenty years, the percent of African Americans living in Austin is projected to decline to 5% or less of the population.

The aim of the ARP was to go beyond the assumptions of why individuals, specifically African American, choose to move away from Austin. The research sought to identify potential factors that affected individual place attachment amongst African Americans in the anticipations that the evidence or results might be considered in management of effective programs, outreach efforts, and initiatives specific to the African American community.

The research prompted additional questions that formed into three categories, or working hypotheses and sub-hypotheses. The results of the thirty semi-structured interviews contributes some support to the evidence suggesting that available social, leisure, and employment opportunities as important contributors to place attachment.

Although employment opportunities were available with improvement, advancement, job satisfaction, and comparable pay, there are definite areas for improvement. Given the importance of these opportunities, the findings present a challenge to city officials, as it indicates a need to approach or re-evaluate available programs and outreach efforts or initiatives based on the unmet needs in the area of social and leisure.

Limitations

The ARP was limited in several ways. Although each of the thirty participants answered each question, met the overall criteria listed in the sample and characteristics chapters, presented a balance of male and female participants, and age groups; the response rate does not reflect the entire African American population. The ARP, however, does offer an overview of how available social, leisure, might indeed affect place attachment.

Policy Implications

There is a potential for several policy recommendations based on the ARP findings. First, there must not only be an emphasis on attracting new residents, but retaining those currently reside in Austin. The majority of the thirty highly educated, highly qualified individuals that participated in this study asserted that they had many employment opportunities. However, their social and leisure opportunities were limited. In order to meet these needs, these assertions must be addressed at a local level through strengthened available programs and outreach efforts or initiatives.

Recommendations for Future Research

To fully understand the importance of place attachment, future research is recommended. With less limitations, research might be conducted on a larger scale through surveys, forums, interviews, or panel discussions from a variety of socioeconomic statuses and African American or minority backgrounds. This may be beneficial to first identify the level of place attachment per individual. Not only will the research provide city officials with a foundation of understanding place attachment, it may indicate other factors not addressed in this ARP. Place attachment is essential in the foundation of a stronger community and impacts public administrators, programs, initiatives, community development efforts, and policy. All factors that

shape the future endeavors of Austin, including a consideration of the impact of program funding. For instance, closer examination of the concept of social capital can perhaps be beneficial to enhanced participation, community contribution, and attachment (Coleman, 1988). Defined as the accessibility to certain benefits or assets according to an established group dynamic, social capital enables individuals to individually and collectively invest in communities through a compilation of economic, cultural, human capital resources. (Bourdieu, 1985). Yet, when these concepts are not accessible or established, “poorer connections” prove to be a barrier to community progression. (Lesser, 2000).

Overall, improving cohesion in the African American community is essential to progress, contribution, and retention of this population segment. This responsibility falls not only on the African American community and public officials, but on organizations and associations that promote engagement, outreach efforts, and community programs. As previously suggested, the research is exploratory and continuously evolving.

Appendix A

EMAIL RECRUITMENT MESSAGE

Recruitment Email Message

To: [Grouped message]
From: gl1070@txstate.edu
BCC: BCC e-mail group
Subject: Research Participation Invitation: African American Place Attachment in Austin, Texas

This email message is an approved request for participation in research that has been approved or declared exempt by the Texas State Institutional Review Board (IRB).

Dear Prospective Participant:

My name is Ginger M. Lowe, and I'm a graduate student at Texas State University—San Marcos. As a master's student studying public administration, I'm required to complete an applied research project (which is not funded institutionally, individually, publically or privately).

The purpose of this notice is to request your participation in a semi-structured interview lasting 30-45 minutes as part of my research findings. I have asked you to participate because the study seeks to evaluate experiences of educated African Americans living in Austin, Texas.

Allow me to first provide you with a little background information. The African American community in Austin is diminishing. Currently, the percentage of African Americans living in Austin is approximately 9% compared to 11% about 5 years ago, and 15% prior to that; while the percentage of African Americans living in Austin is estimated to decline to only 5%. Although many quality of life initiatives and similar studies have been conducted, the purpose of my research is to explore factors that are perhaps being overlooked. These factors may assist public administrators with insight to plan new initiatives and programs specific to African Americans.

Having said this, the purpose of my research is to explore the factors that account for African American place attachment in Austin, Texas. Exploring the concept of place attachment (the bond of people to place) through scholarly research will provide a more balanced approach that evaluates the needs of African Americans.

Lastly, I want to thank you for the opportunity to share my research topic with you. If in your review you agree to participate in this project, please see the consent form with further details. If you need any other information regarding this project, please do not hesitate to contact me.

This project [2014A1005] was approved by the Texas State IRB on Monday, 24th February 2014. Pertinent questions or concerns about the research, research participants' rights, and/or research-related injuries to participants should be directed to the IRB chair, Dr. Jon Lasser (512-245-3413 -

lasser@txstate.edu) and to Becky Northcut, Director,
Research Integrity & Compliance (512-245-2314 -
bnorthcut@txstate.edu).

Questions about this research should be addressed to: Ginger M. Lowe, ###-###-#### (full number was provided to participants), or gl1070@txstate.edu.

Appendix B

Consent Form

Principal Investigator: Ginger M. Lowe

E-mail: gl1070@txstate.edu

Cell: ###-###-#### (full number was provided to participants)

Purpose statement: the purpose of my research is to explore the factors that account for African American place attachment in Austin, Texas. Exploring the concept of place attachment (the bond of people to place) through scholarly research will provide a more balanced approach that evaluates the needs of African Americans.

As a participant in this project, I understand the following conditions:

- The project seeks to explore factors that account for African American place attachment in Austin, Texas
- For this purpose semi-structured interviews will be conducted with key informants (those residing in Austin, colleagues, classmates, peers)
- Interviews will last 30-45 minutes and questions will deal with place attachment amongst African-Americans
- The interview questions and related research will be used solely for the purposes defined by the project
- The researcher understands that although there is minimal to no risk for participants, this may be a sensitive topic for some participants. Therefore, I have the option to contact mental health professionals as needed for any participation-related distress. Contact information is as follows:
 - Clare Duffy, Ph.D., Psychologist, Texas State University, 512.245.2208
 - Pam Moore, Ph.D., Assistant Training Director/Practicum Coordinator/Supervising Psychologist, Texas State University, 512.245.2208
 - Shawne Ortiz, Psy.D., Postdoctoral Resident, Texas State University, 512.245.2208
 - Limited sessions are free to registered Texas State University students

At any time during the semi-structured interview I may:

- Refuse to answer certain questions
- Refused to discuss certain topics
- Withdraw participation without further explanation, prejudice, or jeopardize my academic standing at Texas State University, Texas Department of Motor Vehicles, or any association or organization of which I am affiliated

Data collected:

- Will be handled in a manner that protects my identity, and respects my confidentiality
- Will be coded, which will remove use of participant names
- Once coded, paper and electronic data will be stored in a locked file cabinet at researcher's residence
- Will be only accessible to researcher
- At the completion of the project (by June 1, 2014), all data collected will be destroyed

Results of the study will be available on the Texas State University located here:
<https://digital.library.txstate.edu/handle/10877/105>

Appendix B (continued)

Consent Form

Principal Investigator: Ginger M. Lowe

E-mail: gl1070@txstate.edu

Cell: ###-###-#### (full number was provided to participants)

Confidentiality:

I, the undersigned, agree to the following:

All data at the individual record level obtained or acquired by Ginger M. Lowe, principal investigator, and graduate student at Texas State University, will be coded or de-identified. Under no circumstances will the identifiers be made available to any individuals at Texas State University, other participants, institutions, organizations, affiliations or other public or private entities. In addition, any breach or suspected breach of data confidentiality shall be reported immediately.

Participant's signature: _____

Date: _____

Interviewer's signature: _____

Date: _____

This project [2014A1005] was approved by the Texas State IRB on Monday, 24th February, 2014. Pertinent questions or concerns about the research, research participants' rights, and/or research-related injuries to participants should be directed to the IRB chair, Dr. Jon Lasser (512-245-3413 - lasser@txstate.edu) and to Becky Northcut, Director, Research

Integrity & Compliance (512-245-2314 - bnorthcut@txstate.edu).

Questions about this research should be addressed to: Ginger M. Lowe, ###-###-#### (full number was provided to participants), or gl1070@txstate.edu.

Appendix C		Semi-structured interview questions	
Hello, my name is Ginger Lowe, and I would like to ask you some questions regarding your opportunities in Austin.			
During the interview, I would like to discuss the following: available social, leisure, and employment opportunities, your perception of said opportunities, and your overall assessment of how you might feel about Austin in the next 1-5 years.			
Social opportunities			
Tell me about your social opportunities.		Do you feel community participation is necessary to sustain a city? Why or why not?	
In your experience, are there a variety of social organizations for you to participate in?		Do you have opportunities to participate in the community?	
Do these social organizations align with your ethnic background?		Tell me about your active participation in the community.	
Does Austin offer opportunities to develop diverse interpersonal relationships? Please explain.		Do you feel your opinions are properly represented in Austin?	
Leisure opportunities			
Does Austin offer you leisure opportunities?		Is there enough cultural engagement in Austin?	
Do the visual art options in Austin reflect your interests?		Are there safe, accessible, and clean parks near your neighborhood?	
Are the cultural events held in Austin representative of your background and interests?		Are there other public spaces (i.e. plazas, libraries, lakes, etc.) that reflect your interests?	
Employment Opportunities			
Tell me about your employment experience in Austin.		Are the salaries of employment opportunities comparable to the cost of living for this city?	
Tell me about your advancement opportunities.		What is your definition of job satisfaction?	
Are there competitive employment opportunities available in Austin?		Does your current employer encourage professional growth?	
Is your current workplace diverse? Is there minority leadership within your immediate department?		Are the employment opportunities comparable to your educational background and work experience?	
Final questions:			
Are you from Austin? If not, how long have you lived in Austin? Why did you decide to live in Austin?			
Tell me what you think about the changes (demographic and otherwise) that are changing Austin.			
Considering your overall social, leisure, and employment, how willing are you to stay in Austin for the next 1-5 years?			

Appendix D



Institutional Review Board Application

Certificate of Approval

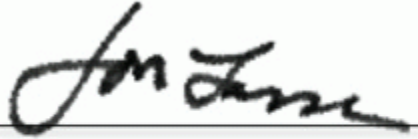
Applicant: Ginger M. Lowe

Application Number : 2014A1005

Project Title: Exploring Factors that Account for African-American Place Attachment in Austin, Texas

Date of Approval: 02/24/14 16:13:45

Expiration Date: 02/24/15

	
_____ Assistant Vice President for Research and Federal Relations	_____ Chair, Institutional Review Board

References

- Akranaviciute, Dalia and Juozas Ruzevicius. 2007. Quality of Life and its Components Measurement. *Engineering Economics*, 2: 52, 44-49.
- Altman, Irwin and Ervin H. Zube, ed., 1989. *Public Places and Spaces*. New York & London: Plenum Press.
- Armenta, Brian E. et al. 2011. The Relation Between Ethnic Group Attachment and Prosocial Tendencies: The Mediating Role of Cultural Values. *European Journal of Social Psychology*, 41: 1, 107-115.
- Babbie, Earl. 2010. *The Practice of Social Research*. Belmont: Wadsworth.
- Baker, Dwayne A. and Robert J. Palmer. 2006. Examining the Effects of Perceptions of Community and Recreational Participation on Quality of Life. *Social Indicators Research*, 75, 395-418.
- Banerjee, Tridib. The Future of Public Space: Beyond Invented Streets and Reinvented Spaces. 2001. *Journal of the American Planning Association*, 67:1, 9-24.
- Baumeister, Roy F. and M.R. Leary. 1995. The Need to Belong: Desire for Interpersonal Attachments as a Fundamental Human Motivation. *Psychological Bulletin, American Psychological Association, Inc.* 117: 3, 497-529.
- Bourdieu, Pierre. 1985. The Forms of Capital. In *Handbook of Theory and Research for the Sociology of Education*, 241-258. New York: Greenwood.
- Bretherton, Inge. (1992). The Origins of Attachment Theory: John Bowlby and Mary Ainsworth. *Developmental Psychology*, 28, 759-775.
- City of Austin. Top Ten Demographic Trends in Austin, Texas. (2013).
<http://www.austintexas.gov/page/top-ten-demographic-trends-austin-texas>,
<http://www.austintexas.gov/demographics>, and
http://www.austintexas.gov/sites/default/files/files/Planning/Demographics/CoA_ACS_Profile_2012.pdf.
- Coleman, James S. 1988. "Social Capital in the Creation of Human Capital." *The American Journal of Sociology*, 94, 95-120.
- Dahl, Gordon B., & Lance Lochner. 2012. The Impact of Family Income on Child Achievement: Evidence from the Earned Income Tax Credit. In *American Economic Review*: 102:5, 1927-1956.

Dulaney, W. Marvin "AFRICAN AMERICANS," *Handbook of Texas Online* (<http://www.tshaonline.org/handbook/online/articles/pkaan>), accessed May 07, 2014. Uploaded on June 9, 2010. Modified on June 20, 2013. Published by the Texas State Historical Association.

Eckhoff, Angela. 2008. The Importance of Art Viewing Experiences in Early Childhood Visual Arts: The Exploration of a Master Art Teacher's Strategies for Meaningful Early Art Experiences. *Early Childhood education Journal*, 35, 463-472.

Eisenhauer, Brian W., et al. 2000. Attachments to Special Places on Public Lands: An Analysis of Activities, Reason for Attachments, and Community Connections. *Society & Natural Resources: An International Journal*, 13:5, 421-441.

Franck, Karen & Lynn Paxson. 1989. "Women and Urban Public Space." In *Public Spaces and Places. Human Behavior and Environment*, 10. 121-146.

Gustafson, Per. 2000. Meanings of Place: Everyday Experience and Theoretical Conceptualizations. *Journal of Environmental Psychology*, 21, 5-16.

Hammit, William E., et al. 2006. Place Bonding for Recreation Places: Conceptual and Empirical Development. *Leisure Studies*, 25:1, 17-41.

Hankins, Katherine B. and Emily M. Powers. 2009. The Disappearance of the State from "Livable" Urban Spaces. *Antipode*, 41 (5), 845-866.

Harms, P.D. 2011. Adult Attachment Styles in the Workplace. *Human Resource Management Review*, 21, 285-296.

Hidalgo, M.C. and B. Hernandez. 2001. Place Attachment: Conceptual and Empirical Questions. *Journal of Environmental Psychology*, 21, 273-281.

Hirschman, Albert O. 1970. *Exit, Voice, and Loyalty: Responses to Decline in Firms, Organizations, and States*. Cambridge, MA: Harvard University Press.

Hummon, D. M. 1992. Community attachment: local sentiment and sense of place. In I. Altman & S. Low (eds), *Place Attachment*, New York: Plenum.

Irvine, Annie, et. al. 2013. Am I not Answering your Questions Properly? Clarification, Adequacy, and Responsiveness in Semi-Structured Telephone and Face-to-Face Interviews. *Qualitative Research*, 13: 87. Originally published online April 5, 2012.

Jaackson, Reiner. 1986. Recreational-home Domestic Tourism. *Annals of Tourism Research*, 13: 367, 391.

- Jacobs, Jane. 1985. *Cities and the wealth of nations*. New York: Vintage.
- Kyle, Gerard, et al. 2004. An Examination of Recreationists' Relationships with Activities and Settings. *Leisure Studies*, 26 (2), 123-142.
- Lesser, Eric L. 2000. Knowledge and Social Capital: Foundations and Applications. Woburn, MA: Butterworth-Heinemann.
- Low, Setha M. 2000. *On the Plaza: The Politics of Public Space and Culture*. Austin: UT Press.
- Low, Setha M. 1992. Place attachment: A Conceptual Inquiry. In I. Altman & S. Low (eds), *Place Attachment*, New York: Plenum.
- Low, Setha M. 1992. Symbolic Ties that bind: place attachment in the plaza. In I. Altman & S. Low (eds), *Place Attachment*, New York: Plenum Press.
- Low, Setha M., and Denise Lawrence-Zuniga, ed., 2003. *The Anthropology of Space and Place: Locating Culture*. Malden, MA: Blackwell Publishing.
- Low, Setha M. and Neil Smith, ed., 2006. *The Politics of Public Space*. New York & London: Routledge, Taylor & Francis Group.
- Mamur, Nuran. Interaction Between Cultures via Art Review: Understanding Multiculturalism. *International Journal of Human Sciences*, 9(2), 354-373.
- Manzo, Lynne C. and Douglas D. Perkins. 2006. Finding Common Ground: The Importance of Place Attachment to Community Participation and Planning. *Journal of Planning Literature*, 20: 335-350.
- Marcouyeux, Aurore and Ghoslane Fleury-Bahi. 2011. Place-Identity in a School Setting: Effects of the Place Image. *Environment and Behavior*, 43, 344-362.
- Marris, Peter 1991. The Social Construction of Uncertainty. In *Attachment Across the Life Cycle*, 77-90. London: Routledge.
- McKnight John L., Kretzmann J. *Mapping community capacity*. Evanston (IL): Center for Urban Affairs and Policy Research, Northwestern University; 1990.
- Merz, Eva M. and Nathan S. Consedine. 2012. Ethnic Group Moderates the Association Between Attachment and Well-being in Later Life. *Cultural Diversity and Ethnic Minority Psychology*, 18:4, 404-415.
- Mikulincer, Mario and Phillip R. Shaver. 2007. *Attachment in Adulthood: Structure, Dynamics, and Change*. New York & London: Guilford Press.

- Morgan, Paul. 2010. Towards a developmental theory of place attachment. *Journal of Environmental Psychology*, 30, 11-22.
- Morganthau, Hans. 1962. Love and Power. *Commentary*, 33, 247-251.
- Nussbaum, Martha C., 2000. *Women and human development*. Cambridge: Cambridge Univ. Press.
- Parkes, Colin M. and Joan Stevenson-Hinde, ed. 1982. *The Place of Attachment in Human Behavior*. New York: Basic Books.
- Nielsen-Pincus, Max, et al. 2010. Sociodemographic effects on place bonding. *Journal of Environmental Psychology*, 30, 443-454.
- Putnam, Robert D. 1995, January. Bowling alone: American's declining social capital. *Journal of Democracy* 6:1, 65-78.
- Raymond, Christopher M., et al. 2010. The Measurement of place attachment: Personal, community, and environmental connections. *Journal of Environmental Psychology*, 30, 422-434.
- Rosenfield, Lawrence W. 1989. Central Park and the celebration of civic virtue. In T. Benson (ed), *American rhetoric: Context and criticism* (221-266). Carbondale: Southern Illinois Press.
- Shields, P., and Tajalli, H. (2006). Intermediate Theory: The Missing Link to Successful Student Scholarship. *Journal of Public Affairs Education*, 12 (3): 313-334.
- Simons, Janet, et al. 1987, October. "Maslow's hierarchy of needs."
- Speer, Paul W., et al. 2012. The Influence of Participation, Gender, and Organizational Sense of Community on Psychological Empowerment: The Moderating Effects of Income. *American Journal of Community Psychology*, 51: 1-2, 103-113.
- Stets, Jan E. and Peter J. Burkes. 2000. Identity Theory and Social Identity Theory. *Social Psychology Quarterly*, 63:3, 224-237.
- Sundary, Bijaya K. and Chandan K. Sahoo. 2013. Impact of Strategic Industrial Relations Measures on Quality of Work Life: The Indian Experience. *Employment Relations Record*, 13:1, 25-44.
- Tiebout, Charles. 1956. A Pure Theory of Local Expenditures. *Journal of Political Economy*, vol. 64: 5, 416-424.

Trentelman, Carla K. 2009. Place Attachment and Community Attachment: A Primer Grounded in the Lived Experience of a Community Sociologist, *Society & Natural Resources: An International Journal*, 22:3, 191-210.

Twigger-Ross, Clare L. and David L. Uzzell. 1996. Place and Identity Processes. *Journal of Environmental Psychology*, 16, 205-220.

Utsey, Shawn O., et. al. 2000. Racial Discrimination, Coping, Life Satisfaction, and Self-Esteem Among African Americans. *Journal of Counseling & Development*, Winter 2000, 78, 72-80.

Weidemann, Sue and James R. Anderson. (1985). A conceptual framework for residential satisfaction. In I. Altman & C.H. Werner (eds), *Home Environments*, New York: Plenum Press.