

# The Youth Police Listening Circle Process:

## Fostering understanding between youth and police officers

*There is much suffering in the world—physical, material, mental...But the greatest suffering is being lonely, feeling unloved, having no one. I have come more and more to realize that it is being unwanted that is the worst disease that any human being can ever experience.*

-Mother Teresa

**Goal:** Promote positive daily interactions by fostering greater understanding between youth and police officers.

### Objectives:

- Build working relationships between youth and police officers who show willingness to understand and relate to each other in positive ways.
- Explore cultural differences within communities that hinder positive relationships between officers and youth.
- Recognize the qualities of positive behavior shown by youth and officers who patrol the community.

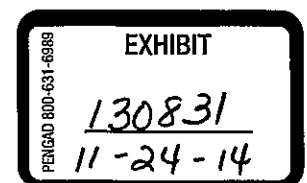
### YPLC Pilot Process: An Overview

The Youth Police Listening Circle Process is a joint effort of several organizations and agencies. These include the Milwaukee Commission on Police Community Relations, Safe & Sound, MPD Districts 3 and 4, Agape Community Center and Neighborhood House.

The YPLCs brought together, primarily African-American, youth from two Safe & Sound Safe Place organizations – Agape and Neighborhood House – and police officers from Districts 3 and 4 under the direction of Captain Michael Bronson and retired Captain Jerome O’Leary. Using a restorative peace Circle process, the listening Circles were highly interactive, involving a series of questions and exercises framed to build relationships between the two groups.

Others completing the Circle were Judges Carl Ashley and Derek Mosley, youth coordinators Shante Brown and Dominic Foster, facilitators Erin Katzfey and Paul Dedinsky, from the District Attorney’s office, 10<sup>th</sup> District Sup. David Bowen and Harriet McKinney, representing the MCPCRs. A total of 23 youth and 20 adults, including 11 law enforcement officers completed a total of three Circles each at the two Safe Place sites. Captains Brunson and O’Leary were among law enforcement personnel to take part in the circle process.

The three Circles were held between the end of January to the end of April. Each participant received a certificate of appreciation for their participation.



## Lessons Revealed

As a result of piloting the Circles in the two police districts, certain lessons were revealed. Some were executed during the pilot and others were suggested for the expansion of the Circles.

□ Circles bring people together in a good way. The guidelines of the Circle are the agreements that participants make to one another about how to behave in the Circle. They establish clear expectations and common ground to provide a space where people feel safe to speak in their authentic voice, connect to others in a good way and ensure a space that is respectful for all. Early on the one central requirement that youth had for the process was that their voices be equal to that of adults. They wanted a process where each group – youth and adults – would teach one another. It was difficult realizing this goal at the start of the Circles as some adults were defensive and most talked more than was appropriate. As the process evolved, some of these issues began to disappear and by the end of the process youth were reaching for the talking piece. Establishing clear guidelines is an essential element of Circles.

□ Before the 2<sup>nd</sup> Circle, a meeting was held with youth at both sites to get their permission and commitment to continue. This process had been used earlier when planning the Circles, but had not occurred before launching the pilot. It became clear early on that this was an important step, and that it needed to be incorporated in the template for expanding the Circles to other police districts.

□ A considerable gap developed between the first and second Circles as a result of meeting with youth. But, scheduling difficulties were the biggest factor in the delays to set up subsequent Circles. Consequently, another lesson was revealed. An agreed upon schedule of dates and times for the Circles should be reached before the series of Circles begin. All parties need to agree to this schedule and commit to participating in all of the Circles prior to launch. This won't eliminate drop-offs, but should help to reduce them, even among youth. It will also ease the problem of conflicts in schedules.

□ Youth participation among the older group was seen as more productive than those among younger one. Questions were raised about the maturity of younger youth and whether or not they could be expressive enough to contribute as well to the Circle process. Challenges arose in staying on task, stretch breaks were necessary, and youth needed to be in frequent motion. The decision was made that for future Circles youth needed to be at least 14 or have the maturity of their mid-teens or older. Younger individuals may be called upon to play a different role in the process, but will not be encouraged to participate in the Circles.

□ Other suggestions to improve the Circles included: (1) establishing a parking lot for ideas; (2) stressing confidentiality and asking permission to use a Circle member's story; (3) developing a stock speech to open the Circle by focusing on the values; (4) re-figuring speaking order as a means of contradicting adultism, racism, sexism, ageism, etc.

## **Reflections**

To be true to the Circle process, the listening Circles needed to create a “safe place” for youth and police to be heard, without fear of judgment or negative consequences. The Circles needed to emphasize relationship building by fostering an environment of respect, confidentiality, listening and truth telling. These are some of the outcomes of the process as summed up by Harriet McKinney in a letter to Chief Ed Flynn:

- Hearing from both youth and adults that after participating in these Circles, their views about the other groups have changed for the better, that they see the humanity in each other.
- The young people not wanting this to be the last Circle and their desire to facilitate future Circles.
- One young man sharing that he had begun talking to the other officers he sees on the street, even those he hadn't liked before.
- The fact that all the adults and youth responded that they would both want to be in other Circles and would encourage their peers to be in a Circle.
- The enthusiastic ways both youth and adults destroyed the myths and misinformation about the others that too readily informs the community's opinions.

## **Expanded Circles**

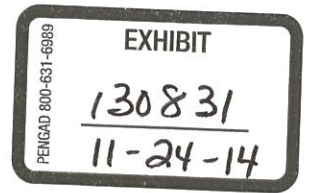
The next step is to organize an expansion of Circles to each of the other police districts in Milwaukee. Since MPD involvement is driven by the consent and cooperation of police captains of the districts, expanding the Circles rests on getting their commitment. The process for expanding the youth police listening Circles has six key steps as follows:

1. Agreement by police captains to participate and identify officers to take part in the Circles;
2. Identifying and working with experienced facilitators;
3. Getting Safe Places and other youth organizations on board to host Circles;
4. Preparing youth and securing their commitment to participate in Circles;
5. Organizing pre-Circle training to prepare police officers;
6. Standardizing a template or framework to guide the Circles.

**Pre- and Post-Test Outcomes**

Question	Pre-Test	Post-Test
A police officer is a friend to people in need.	16.7% Disagree-Strongly Disagree 33.3% Agree 33.3% Strongly Agree 16.7% No Opinion	3.7% Strongly Disagree 37% Agree 48.1% Strongly Agree 11.1% No Opinion
More youth & adults agreed with this statement while fewer disagreed by the end of the Circles.	16.6% Disagree-Strongly Disagree 36.7% Agree 40% Strongly Agree 6.7% No Opinion	3.7% Strongly Disagree 48.1% Agree 48.1% Strongly Agree
Police are there to serve the community.	23.3% Agree 26.7% Disagree 36.7% Strongly Disagree 13.3% No Opinion	0% Agree 37% Strongly Disagree 51.9% Disagree 11.1% No Opinion
More youth & adults agreed with this statement while fewer disagreed by the end of the Circles.	3.3% Strongly Disagree 33.3% Disagree 46.7% Agree-Strongly Agree 16.7% No Opinion	3.7% Strongly Disagree 40.7% Disagree 44.4% Agree-Strongly Agree 11.1% No Opinion
Police don't try to help people.	50% Disagree 26.7% Strongly Disagree 10% Agree-Strongly Agree 13.3% No Opinion	37% Strongly Disagree 44.4% Disagree 7.4% Agree-Strongly Agree 11.1% No Opinion
Fewer youth and adults agreed with this statement while more disagreed by the end of the Circles.	34.5% Disagree-Strongly Disagree 37.9% Agree 10.3% Strongly Agree 17.2% No Opinion	25.9% Disagree-Strongly Disagree 48.2% Agree 14.8% Strongly Agree 11.1% No Opinion
Young people can't be trusted to do the right thing.		
More youth and adults disagreed with this statement while fewer agreed by the end of the Circles.		
Police-community relations are better than they used to be.		
More youth & adults agreed with this statement while fewer disagreed by the end of the Circles.		

Note: This data shows that overall the attitudes and perceptions of participants of the Circles improved about one another between the pre- and the post-test.



## Boys and Men of Color Week in Review

Milwaukee's first ever Boys and Men of Color Week – the first of its kind in the nation – took place October 26 through November 1, with a heavy focus on bringing together community and cross-sector leadership, funding, capacity building, strengthening fatherhood and male engagement. The powerful, weeklong series of events and dialogue focused on improving outcomes for minority males – Black/AA, Hispanic/Latino, Asian and Native Indian – and is the only event of its kind to-date to unite local funders, philanthropy, community leaders and policy makers to collectively explore the critical issue of eliminating barriers and building opportunities for boys and men of color in Milwaukee. The week and work following aligns with President Obama's My Brother's Keeper Initiative and resulting MBK Community Challenge, and aims to lay the groundwork for collaborative action and community investment.

### Sunday, October 26<sup>th</sup>

The week kicked off Sunday, October 26 with a **Day of Prayer, Healing and Fellowship** that engaged a number of faith leaders and organizations including church pastors, mosques and synagogues. Participating faith leaders captured video, pictures and audio of their prayers and fellowship activities with their male congregants and their families, and of those with other males within their neighborhoods, and a video specific to faith-based inclusion and engagement is in development.

### Monday, October 27<sup>th</sup>

An awareness event titled "**Creating a Cooperative Vision for Boys and Men of Color in Milwaukee**" on Monday, October 27 was hosted and presented by the UW-Milwaukee African American Males Initiative (AAMI) which joined the partnership spearheading the week's activities to help engage UWM faculty, staff and students in increasing academic discourse and research relating to boys and men of color in the region. Dr. Decoteau Irby, Assistant Professor and Associate Director of the UWM Research Center for Urban Education Leadership Development (RCUELD) was the highlighted speaker and outlined the necessity of rethinking and re-conceptualizing academic thought and participation, and the role of academia ahead in guiding impact for making and sustaining transformative change.

To engage youth, the AAMI also presented "**Finding Us in Ferguson**" a community conversation and series of movement building sessions with youth and grassroots activists and student organizations led by Charlene Carruthers of Chicago, IL, National Coordinator of Black Youth Project (BYP)100, a national network of youth activists and organizers under age 35 based at the University of Chicago. The sessions included dialogue and sharing of demonstrations of the role of youth voice and youth organizing in the work of addressing and eliminating barriers for all youth and communities of color.

### Tuesday, October 28<sup>th</sup>

A **Community Day of Dialogue** social media conversation followed on Tuesday, October 28 on Twitter @BMOCKE and other social media outlets. The day focused on engaging the voice of the broader community in the work ahead.

### Wednesday, October 29<sup>th</sup>

On Wednesday, October 29th a **Leadership Symposium**, hosted by the Burke Foundation and United Way of Greater Milwaukee, featured keynote speaker Shawn Dove, Campaign Manager and leader of

the Open Society Foundations supported Campaign for Black Male Achievement. Dove is well recognized for his significant contributions to the global philanthropic community in advancing the field of Black Male Achievement and is among the key movement leaders behind the creation of the White House My Brother's Keeper Initiative. The event included many of Milwaukee's key political, non-profit and funding leaders and served as Milwaukee's MBK Action Summit. Other noted guests and leadership panelists included Kwabena Antoine Nixon, students Jair Ramirez and Nekel Clay, Mayor Tom Barrett, Reggie Moore Director of the Center for Youth Engagement, Genyne Edwards of P3 Development Group, Victor Barnett Founder of Running Rebels Community Organization, Ricardo Diaz Executive Director of the United Community Center, Vincent Lyles President/CEO of the Boys & Girls Clubs in Milwaukee, Municipal Court Judge Derek Mosley, Cory Nettles Founder of Generation Growth Capital, and a featured intergenerational conversation with Quarles & Brady Chairman-Emeritus Atty. John Daniels II, son John Daniels III and grandson John Daniels IV.

#### **Thursday, October 30<sup>th</sup>**

On Thursday October 30, The Nonprofit Center of Milwaukee hosted **Building Opportunity for Boys & Men of Color**, a day-long event with workshops, speakers and presenters including keynote speakers Eric Grimes of the Institute for Black Male Achievement and Dr. Patricia McManus of the Black Health Coalition of Wisconsin. The day provided the area's nonprofit sector staff and leadership with the information and resources needed to be more impactful in serving boys and men of color. Morning panelist and workshops focused on Building Opportunity for educational success, youth engagement, strong families and healthy relationships, and employment – which highlighted existing best practices and programs from organizations across the city. Afternoon workshops focused on Capacity Building for nonprofits working in the field and included information on responding to the changing culture of funding for BMOC, learning from doing what works, reducing violence and providing second chances, collective impact, and a special workshop on mediation, conflict resolution and healing trauma.

#### **Friday, October 31<sup>st</sup> and Saturday, November 1<sup>st</sup>**

The week concluded with the **9th Annual Milwaukee Fatherhood Summit** hosted by Mayor Barrett's Milwaukee Fatherhood Initiative. The annual summit provided plenaries geared toward various personal and parenting issues, including child support, debt reduction, credit counseling, education and more. Upwards of 800 fathers and guests participated in the two day summit run Friday October 31 and Saturday November 1, followed by an extended **Expungement Summit** hosted by Clean Slate Milwaukee which exceeded capacity attracting over 500 individuals with criminal backgrounds.

#### **BMOC Milwaukee and Collaborators**

Boys and Men of Color Week was presented by a team of collaborators including United Way of Greater Milwaukee, the Burke Foundation, Nonprofit Center of Milwaukee, Milwaukee Fatherhood Initiative, the City of Milwaukee – Black Male Achievement Advisory Council, Community Advocates Public Policy Institute, Center for Youth Engagement, P3 Development Group and UW-Milwaukee.

The first Boys and Men of Color Week in the nation, Milwaukee steps to the front of the line in being a model for the country in narrowing negative disparities for boys and men of color. Responding to the President Obama's call to action, BMOC Week demonstrated a readiness and capacity in Milwaukee to work collaboratively in extending reach into the public, private, philanthropic, grassroots and nonprofit sectors to align resources and coordinate action. The work started during

the week will continue through a broader BMOC Milwaukee strategy designed to resource and integrate infrastructure that leverages expertise from a broad variety of stakeholders to positively impact health and life outcomes of boys and men of color in Milwaukee, and do so in measurable and sustainable ways. Next steps include engaging additional collaborators, identifying gaps and assets, and exploring creative opportunities to coordinate and collaborate on the six identified focus areas outlined by the White House My Brother's Keeper Taskforce. Those areas include:

1. Entering school ready to learn;
2. Reading at grade level by third grade;
3. Graduating from high school ready for college and career;
4. Completing post-secondary education or training;
5. Successfully entering the workforce;
6. Reducing violence and providing second chances.

Through these goals, BMOC Milwaukee will work to advance a shared vision – a Milwaukee where all boys and men of color are healthy, productive, and empowered to live their lives to the fullest potential.

### **MBK Community Challenge and Timeline**

The My Brother's Keeper Community Challenge is a call to action for cities, Tribal Nations, towns, and counties to build and execute action plans to ensure that all boys and men of color no matter who they are, where they come from, or the circumstances in which they are born, can achieve their full potential. The MBK Challenge encourages communities to convene leaders, identify effective strategies, and work together in creating and implementing a coherent and comprehensive strategy.

Within **120 days** (January 23, 2015) of accepting the challenge and hosting an action summit, MBK communities are directed to conduct a policy, programs, and practices review and produce a preliminary report with recommendations for action including process for tracking and sharing data and assessing impact.

Within **180 days** (March 20, 2015) MBK communities are encouraged to publically launch a plan of action and implementation timeline for achieving identified goals from the conducted policy, programs, and practices review. Implementation plans should serve as a roadmap for addressing inequities and inequality, eliminating barriers, building opportunity, and improving outcomes for boys and men of color, and should include protocols for transparent communications and evaluation, benchmarking success, assessing and retooling ineffective strategies and a blueprint for staffing, organizing and resourcing the effort, and engaging all sectors of the community.

It is anticipated BMOC Milwaukee through its collaborators will serve as a resource to all efforts, organizations and initiatives working on BMA/BMOC causes and help to engage and facilitate collective investment and shared ownership in Milwaukee's standing as a leading MBK Community. Creating resourced infrastructures with accountability, vision and direction, and thoughtful involvement of the voices and experiences of boys and men of color and those who serve them in the process will lead to a better understanding and appreciation of the resilience, skills and assets young men bring to bear. Through BMOC Milwaukee, Milwaukee can be the model for the country by working better together.

# BMOC Milwaukee Timeline (Aligned w/ MBK Community Challenge)

OCT 2014

MAY 2015

Local Action Summit		Policy Review/Recommendations for Action		Action Plan Formation/Review		Implementation	
November	December	January	February	March	April	May	
Engagement, Awareness and Education	Engage BMOC and learning communities Monthly updates and creation of strategic communications plan BMOC website and heavy social media presence						→
Policy, Programs and Practices Review and Action Recommendations	Asset mapping and policy review ----- <b>Data Jam (Early Jan)</b> Develop recommendations for action ----- <b>(Due 1/23)</b> Develop implementation plan ----- <b>(Due 3/20)</b>						→
Staff Support and Leadership	Infrastructure design and selection process for coordinating agency ----- <b>(May 2015)</b> <b>Current Capacity</b> ----- <b>Identify additional capacity needs; create sustainable support infrastructure; hire staff</b> Milwaukee BMA Advisory Council PPI Benchmark Coordinator Jeff Roman PPI Director Rob Cherry PPI Communications Manager Melissa McGaughey UWM Researchers Decoteau Irby, Monique Liston Genyne Edwards Dominique Samari Reggie Moore Tracy Johnson Joyce Mallory/NPC staff						→
Leveraging Resources/Funding	Identify and organize early adopter supporters and engage philanthropy, funders and foundations ----- <b>Develop blueprint for funding and resourcing implementation</b> -----						→
Research and Evaluation	Data collection and ongoing needs/readiness assessment <b>(UWM Survey)</b> ----- Design evaluation protocol for tracking data, benchmarking, and retooling ineffective strategies -----						→



## Feedback from Leadership Summit

*“Wonderful event; inspiring, informative and action focused; Every speaker, presenter and the panel were excellent and thoughtfully chosen; The focus on the collaboration and a positive mentality about shared work and funding was important.”*

*“Thank you for this event. I wasn't sure how this was going to impact my life, work or opportunity but after listening to the Key Note Speakers and the panel I am empowered to do more, to listen, and act in a way of improving relations with individuals groups and community to enhance BMOC.”*

*“Build the bridges to the smaller organizations that are working directly with the community; Hold each other and us accountable; We are charged but we are limited in capacity; we all need to collaborate and minimize competition over resources.”*

*“Wonderful - Start with what works and have an asset-based perspective; The ONLY way to foster the kind of collaboration required to move this work is through a new entity; A cooperative organizational structure would work best because it embodies principles of collaboration, consensus, trust, and inclusive broad based democratic participation...”*

*“Better outcomes will result from more coordinated efforts.”*

*“This experience was eye opening and powerful; the statement of looking outside grant cycles for this work resonated deeply with me; We as a city are primed for leadership development and collaborative strategic planning to effectively tackle this as a city, region and state. We must do it and can start today”*

*“This was a great forum. Thank you to everyone involved for putting the event together. I look forward to mobilizing myself and others into action after leaving today; I will ask my peers and colleagues to hold me accountable and continue to work tirelessly to destroy the silos we continue to operate in.”*

*“Milestone moment - I am curious how this summit can be different from all other such events - is this a movement? If MKE were the healthiest city in America for black boys and men what are the meters for success? What do we monitor? We are the leaders we have been waiting for! When we align our ways and means to grow great leaders for the vitality of black boys and men of color, Milwaukee will move forward.”*

## Feedback from Nonprofit Center Conference

*“Refreshing to hear a collective understanding of community from key note speakers. For so long this community has been pitted against each other for crumbs of money and resources. I appreciate this effort to create a cooperative vision for BMOC in Milwaukee region.”*

***“Address and eliminate discrimination against those who have been through the criminal justice system - in employment, housing and higher education. We need to create an organized process for youth, youth serving organizations and people connected to systems to weigh in on legislative and other policy considerations.***

*We need to coordinate with businesses and politicians that share our concerns. Nonprofits and philanthropic organizations aren't enough. We need training on how to sustain collaborations between organizations.”*

***“Give the BMOC and MBK challenge high priority; We need a BMOC think tank”***

*“Inspired as an African-American woman; I am going to go back to my office and program and talk to my colleagues about what we can do to foster better outcomes for boys and men of color now, today!”*

***“Organizations and businesses and individuals need to work together in building collaborations and advocacy groups that will encourage those in positions of power to join the fight in changing the story for boys and men of color.”***

*“My experience was eye-opening; Things like test preparation, stressing literacy and wanting to see a positive shift towards a genuine focus on improving one person, then the household, and hopefully the neighborhood could be highly successful.”*

***“My experience was awesome; I learned so much and made many connections to build my organization; I enjoyed the workshops and presenters and will invite young men of color to hear more of their wants, desires, and changes they want to see for their community.”***

*“Inspiring to be among such a committed, passionate, and diverse group of people; I think this could be the right start the process; I look forward to a continuation of this work and positive visioning for boy and men of color in Milwaukee?”*

## **BMOC Week Follow-up**

Wednesday, November 19<sup>th</sup>, 2014  
Community Advocates, 8:30-11am

### **Attendees**

John Steinmiller, Milwaukee Bucks  
Walter Lanier, Milwaukee Area Technical College  
Ronald Fancher, Milwaukee Area Technical College  
Genyne Edwards, P3 Development  
Dominique Samari, P3 Development  
Vincent Lyles, Boys and Girls Clubs of Milwaukee  
Lenzy Crawford, City Year Milwaukee  
Anthony Caples, Medical College of Wisconsin  
Monique Liston, UW-Milwaukee  
Patricia McManus, Black Health Coalition of Wisconsin  
Nicole Angresano, United Way of Greater Milwaukee  
Melissa McGaughey CA-Public Policy Institute  
Rob Cherry, CA-Public Policy Institute  
Jeff Roman, CA-Public Policy Institute  
Kari Lerch, CA-Public Policy Institute  
Marquez Guzman, Milwaukee Public Schools  
Capt. Xavier Johnson, US Army  
Matthew Johnson, FELLAS Magazine  
David Crowley, Office of State Senator Nikiya Harris-Dodd  
Rayna Andrews, Office of County Executive Chris Abele  
Cliff Crump, Office of the Mayor Barrett  
Steve Mahan, City of Milwaukee  
Joyce Mallory, Nonprofit Center of Milwaukee  
Dan Ullrich, Nonprofit Center of Milwaukee  
MacCanon Brown, Brown Homeless Sanctuary  
Daryl Davidson, Milwaukee Health Department  
Deanna Singh, The Burke Foundation

### **Meeting Recap/Summary**

On November, 19<sup>th</sup> BMOC Week collaborators held a follow-up meeting with key partners and stakeholders at Community Advocates to continue planning and dialogue on creating capacity and infrastructure to support new and existing efforts working to build opportunities and improve outcomes for boys and men of color in Milwaukee. Individuals and representatives from organizations and public sector offices signed on to the White House My Brother's Keeper Initiative attended to discuss direction, next steps and collaboration around moving forward a coordinated BMOC agenda aligned with the MBK Community Challenge timeline and the City of Milwaukee's Black Male Achievement (BMA) Initiative.

### **MBK 101**

Reggie Moore opened the follow-up meeting with a general overview of the history and movement leading to the creation of My Brother's Keeper including the OSF Campaign for Black Male Achievement started in 2008 and the death of Trayvon Martin in early 2013. Reggie also gave an update on the national MBK strategy. Since MBK was launched, a National Convening Council has been focused on building a long-term vehicle to sustain the

federal movement through a new national non-profit to be launched in early 2015. While planning is underway, NCC Tables focused on youth, corporations, philanthropy, state and local government, faith, and nonprofit organizations, respectively have been focused on maintaining momentum across the country through the MBK Community Challenge. To-date the challenge is building buy-in at the community level through providing TA to MBK Communities, developing engagement playbooks for local government, corporations and key stakeholders, launching community-based data tracking and engaging Mayors and MBK/BMOC leaders through webinar meetings and events. The NCC Tables currently serve as intermediaries for key stakeholders in supporting each of MBK's coordinated pillars:

1. Uniting BMOC actors around a common agenda;
2. Mobilizing new resources and funding;
3. Building data infrastructures and scaling "what works";
4. Strengthening local communities efforts
5. Elevating the conversation and changing perceptions of BMOC; and
6. Successfully enacting key policy changes to remove structural barriers facing BMOC.

Things to come to support MBK Communities include a National Summit for local MBK Community Challenge leaders, launching of a data dashboard and data acquisition and management guide to help local communities and stakeholders track and report progress, and additional TA support and resources to build local capacity and BMOC leadership.

### **National Youth Table Recommendations**

Reggie, who also co-convenes the NCC's National Youth Table, also gave an overview of the table's recommendations for inclusion in the ongoing work for BMOC and national MBK strategy. Three guiding principles have emerged believed to ensure all MBK and BMOC initiatives truly make impact. Guiding principles for MBK Communities include:

1. Ensuring active participation and leadership of boys and young men of color at all levels of decision-making;
2. Investing deeply in programs and strategies that build the power of communities to eliminate structural inequities that impact boys and young men of color; and
3. Recognizing the diversity of boys and young men of color as well as the importance of engaging, empowering and improving the lives of girls and young women of color.

Additionally, the Youth Table reviewed the recommendations developed by the White House MBK Taskforce and philanthropic leaders and offer additional recommendations for ensuring the success of the work including supporting youth organizing, building leadership pipelines, ending the school to prison pipeline, and supporting undocumented youth and their families.

Overall the National Youth Table offers a comprehensive set of recommendations to MBK communities, policy makers, and funders as they develop strategies to improve the lives of boys and young men of color specifically – nationally and at local/community level. Missing from the conversation are four critical areas of opportunity to expand the frame:

1. Youth leadership and organizing
2. Systemic and structural change
3. Considering intersecting identities (race, ethnicity, special needs, and circumstance)
4. Expanding the norms of masculinity through an expanded gender and sexuality lens

## **BMA, BMOC Milwaukee, and MBK Timeline**

Jeff Roman took the group through an overview of the national MBK goals and their relevance to the work of the paralleling BMA and BMOC activity happening in Milwaukee. The purpose behind BMOC Milwaukee is to use MBK to align all local BMA/BMOC actors, get them on the same page, and encourage them to support and coordinate where possible.

The MBK Challenge is a call to action for cities, counties, and Tribal Nations across the country to build and execute action plans to ensure that all boys and men of color no matter who they are, where they come from, or the circumstances in which they are born, can achieve their full potential. It encourages communities to convene leaders, identify effective strategies, and work together in creating and implementing a coherent and comprehensive strategy within a specific timeline.

An estimated 106,000 of the identified 181,000 boys and men of color in Milwaukee proper are Black males. As so, the role and leadership of the City's BMA Advisory Council is critically important to the work ahead as Milwaukee responds to the MBK Community Challenge.

Together both the BMA and BMOC efforts can work to conduct an environment analysis and identify policies and programs that can address a number of indicator areas across communities of colors including family stability; health and wellness; education; employment and economic opportunity; public safety; criminal justice; and community and faith-engagement. Working together and supporting each initiative collaboratively can result in Milwaukee achieving each of the MBK goals and being a model for the country.

### **MBK Goals**

1. All children enter school ready to succeed
2. All children read at grade level
3. All students graduate high school prepared for college and/or career
4. Post-secondary education and training opportunities for all
5. Access to jobs and valuable work experience
6. Safety from violence and second chances
7. Call to action for mentors

Within 120 days of accepting the MBK challenge and hosting an action summit (held October 29<sup>th</sup> during BMOC Week), MBK communities are directed to conduct a policy, programs, and practices review and produce a preliminary report with recommendations for action. That date for Milwaukee is January 23, 2015.

Within 180 days MBK communities are encouraged to publically launch a plan of action and implementation timeline for achieving identified goals from the policy, programs, and practices review. Implementation plans should serve as a roadmap for addressing inequities and inequality, eliminating barriers, building opportunity, and improving outcomes for boys and men of color. Plans should also and should include a process for tracking and sharing data, protocols for transparent communications and evaluation, benchmarking success, assessing impact and retooling ineffective strategies, a blueprint for staffing and resourcing the effort, and engaging all sectors of the community. That date for Milwaukee is March 20, 2015.

The anticipated role of BMOC Milwaukee is to serve as a convener and resource to all efforts, organizations and initiatives working on BMA/BMOC efforts, and to help engage and facilitate collective investment and shared ownership in Milwaukee's response to the MBK

Community Challenge. Creating a resourced infrastructure with transparent accountability, vision and direction, and thoughtful involvement of the voices and experiences of boys and men of color and those who serve them can lead to a better appreciation of the resilience, skills and assets young men bring to bear in Milwaukee.

### **BMOC Week Feedback**

Melissa McGaughey from CA-PPI provided an overview of BMOC Week commitment card responses and feedback from participants who attended the week's leadership symposium and/or nonprofit sector conference. A total of 178 responses were aggregated representing just under half of the nearly 400 who participated in either or both days. A total of 15% of participants identified themselves as funders/philanthropy, 63% identified as from the nonprofit sector/grassroots orgs, 7% identified as business/private sector leaders, 2% identified as youth/students, and 10% identified as other.

BMOC Week commitment cards asked participants and attendees to select the areas they would commit to help move the conversation and work forward. Commitment areas and number of responses are recorded below. In the coming weeks, all BMOC Week participants will receive direct communication sharing opportunities to engage in each of the areas.

---

#### **What will you commit to do to improve opportunities for all boys and men of color in Milwaukee?**

---

	<i>Number Responding</i>	<i>Percentage Responding</i>
<i>1. I will allocate funds to initiatives that work for boys and men of color.</i>	43	24%
<i>2. I will talk to others in my network about this issue.</i>	155	87%
<i>3. I will join a working group to work on building opportunities for boys and men of color.</i>	88	49%
<i>4. I will participate in a future planning session addressing this topic.</i>	102	57%
<i>5. I will support my coworkers and programs in building opportunities for boys and men of color.</i>	129	73%
<i>6. I will involve boys and men of color in decision-making processes for initiatives that impact and support them.</i>	104	58%
<i>7. I will be a mentor for a boy or young man of color.</i>	75	42%
<i>8. I will advocate for policy changes that impact boys and men of color.</i>	114	64%
<i>9. I will read the information that has been included in the event materials.</i>	128	72%
<i>10. I will use the Reflection Questions (included in event materials) in discussions with my colleagues.</i>	94	53%
<i>11. Other – I will (fill in blank)</i>	47	26%

---

Generally, all responses and feedback from the week are positive and indicate an inspired and motivated community of leaders and practitioners willing and ready to advance the work of addressing barriers and building opportunities to improve life chances and outcomes for boys and men of color in Milwaukee.

A general point for improvement for next year is increasing representation of youth voice and participation of boys and men of color in the next steps, planning and action. It is important that youth engagement and inclusion of BMOC in decision making is part of the process moving forward. As a first step, BMOC Week was specifically intended to bring together community, public, business, and nonprofit staff and leaders to challenge to and support them in assessing their institutional cultures, practices, and effectiveness in serving and supporting boys and men color, and their families, schools, and communities.

### **Next Steps and Process**

The remaining time of the follow-up meeting was spent identifying immediate next steps and determining the work and capacity needed to move a shared BMOC plan forward. Participants were separated into five groups to outline strategy and need.

1. **Engagement, Awareness, and Education** – to outline a strategic communications plan that 1) engages and informs the broader community of the BMOC work and process, and 2) creates a campaign to change the narrative of BMOC in Milwaukee
2. **Policy/Programs/Practices Review and Data Jam** – to outline an expedited process to asset map; conduct a review programs and policies that identifies gaps in service, opportunities for innovation, and points of advocacy; and prioritize recommendations for action within the specified MBK Community Challenge timeline
3. **Research and Evaluation** – to update and engage stakeholders in the current data collection efforts and BMOC research currently conducted by UW-Milwaukee and outlining protocol and process for tracking and sharing data, benchmarking success, and transparent assessment and retooling of implementation strategies
4. **Leveraging Resources and Capacity** – to outline a sustainable blueprint for structuring, staffing and resourcing the overall BMOC/MBK efforts in Milwaukee and region.
5. **Inclusion of Lifecourse Theory, Cultural Competence, Spirituality, Analysis of Resilience, and Family Support in BMOC planning and action**

### **Upcoming Events**

There are a number of events and happenings all relating to improving outcomes for boys and men of color in Milwaukee. Part of the BMOC Milwaukee work and strategy is to identify all of the various activities with potential connectivity to boys and men of color and/or capacity to immediately address low-hanging fruit to achieve the identified MBK goals and those set by BMA/BMOC actors and other related groups. Small wins can be achieved if all engaged support current efforts underway, and align and coordinate as needed or when and where possible. An updated calendar of meetings and events with details and organizer contact info can be found at [www.bmocmilwaukee.org/events](http://www.bmocmilwaukee.org/events).

#### **Monday, December 1**

Beyond the Bell December Gathering  
Manpower Group  
9am-12pm  
[www.beyondthebell.org](http://www.beyondthebell.org)

**Tuesday, December 2**

Healthy Communities Milwaukee Regional Summit  
Italian Community Center  
7:30am-5pm

**Tuesday, December 2**

YWCA's An Evening to Promote Racial Justice Featuring Julian Bond  
Potawatomi Hotel & Casino  
5-8pm

**Wednesday, December 3**

Milwaukee Community Justice Council Meeting  
Clinton Rose Senior Center  
9:30-11am

**Wednesday, December 3**

MY MASCULITY HELPS – UWM Intersections Film Screening and Discussion  
UW-Milwaukee, Bolton Hall- Room 196  
1-3pm  
[www.mymasculinityhelps.com](http://www.mymasculinityhelps.com)

**Wednesday, December 10**

Coming Together Youth Violence Prevention Summit  
UW-Milwaukee Student Union  
9am-3:30pm

**Wednesday, December 17**

UWM Summit on Black Male Youth - Milwaukee  
UW-Milwaukee Student Union  
9am-2:30pm



# BOYS & MEN OF COLOR WEEK QUESTIONS FOR REFLECTION



*Milwaukee's boys and men of color (BMOC) need better outcomes now. What needs to change to get us there? Please take the time and effort to explore whether answering some or all of these questions gets you closer to improving outcomes, creating avenues of opportunity, and appreciating the inherent assets of these important boys and men.*

## QUESTIONS FOR FUNDERS

1. What would it look like if your organization was best positioned to impact outcomes for boys and men of color in Milwaukee? What would need to change to get you there? What would those changes make possible?
2. What would need to change for your **board of directors** to be best positioned to impact BMOC, both in their demographic makeup and in their knowledge and skill base?
3. What would need to change for your **staff** to be best positioned to impact BMOC, both in their demographic makeup and in their knowledge and skill base?
4. What would need to change for your **grantees** to be best positioned to impact BMOC, in their staff demographic makeup, their service population, and in their knowledge and skill base?
5. What assets do boys and men of color bring to your community and organization? What is working in your community and organization for boys and men of color? Why is this work important to you?
6. Are there ways your organization can get further in opening avenues of opportunity for BMOC, and in appreciating the assets that they bring to Milwaukee? What is further work that could be done?
7. How can you support your grantees in making real improvements in outcomes for BMOC?
8. What will you do to make sure that the dollars allocated to improve the achievement of BMOC are being strategically used to address all of the issues and not just the "low hanging fruit"?
9. Do you have all of the information you need to understand and quantify the impact your organization has on boys and men of color? If not, what would need to change in data collection and program evaluation?
10. When you assess grantee effectiveness, can you commit to include impact on boys and men of color in that assessment?
11. What specific help do you need from other partners to take meaningful action? From nonprofit leaders and elected officials? From community members and youth? From businesses and universities?
12. Given the pronounced needs and disparities impacting BMOC in Milwaukee, can your organization commit to be a part of ongoing efforts to address these needs, including future meetings?
13. How do you commit to hold your organization accountable?

For more information and/or to continue your involvement, please visit [www.bmocmilwaukee.org](http://www.bmocmilwaukee.org) and contact Jeffery Roman at (414) 270-6959 or [jroman@communityadvocates.net](mailto:jroman@communityadvocates.net).

# BOYS & MEN OF COLOR WEEK QUESTIONS FOR REFLECTION



*Milwaukee's boys and men of color (BMOC) need better outcomes now. What needs to change to get us there? Please take the time and effort to explore whether answering some or all of these questions gets you closer to improving outcomes, creating avenues of opportunity, and appreciating the inherent assets of these important boys and men.*

## QUESTIONS FOR NON-PROFIT LEADERS

1. What would it look like if your organization was best positioned to impact outcomes for boys and men of color in Milwaukee? What would need to change to get you there? What would those changes make possible?
2. What would need to change for your **board of directors** to be best positioned to impact BMOC, both in their demographic makeup and in their knowledge and skill base?
3. What would need to change for your **staff** to be best positioned to impact BMOC, both in their demographic makeup and in their knowledge and skill base?
4. Do your current **service population demographics** reflect the proportion of BMOC who could benefit from your programming? If not, what needs to change?
5. What assets do boys and men of color bring to your community and organization? What is working in your community and organization for boys and men of color? Why is this work important to you?
6. How can you support your staff and programs in making real improvements in outcomes for BMOC? What may need to change?
7. How can you support BMOC in your organization to analyze and translate their life experiences into meaningful programming?
8. Do you have all of the information you need to understand and quantify the impact your organization has on BMOC? If not, what would need to change in data collection and program evaluation?
9. When you assess your organization's effectiveness, can you commit to include impact on BMOC in that assessment?
10. Are there ways your organization can get further in opening avenues of opportunity for BMOC, and in appreciating the assets that they bring to Milwaukee? What is further work that could be done?
11. What specific help do you need from other partners to take meaningful action? From funders and elected officials? From community members and youth? From businesses and universities?
12. Given the pronounced needs and disparities impacting BMOC in Milwaukee, can your organization commit be a part of ongoing efforts to address these needs, including future meetings?
13. How do you commit to hold your organization accountable?

For more information and/or to continue your involvement, please visit [www.bmocmilwaukee.org](http://www.bmocmilwaukee.org) and contact Jeffery Roman at (414) 270-6959 or [jroman@communityadvocates.net](mailto:jroman@communityadvocates.net).

# BOYS & MEN OF COLOR WEEK QUESTIONS FOR REFLECTION



*Milwaukee's boys and men of color (BMOC) need better outcomes now. What needs to change to get us there? Please take the time and effort to explore whether answering some or all of these questions gets you closer to improving outcomes, creating avenues of opportunity, and appreciating the inherent assets of these important boys and men.*

## QUESTIONS FOR ELECTED OFFICIALS & POLICY MAKERS

1. What would it look like if your body of government was best positioned to impact outcomes for boys and men of color in Milwaukee? What would need to change to get you there? What would those changes make possible? How can you take action on those changes?
2. What would need to change for your constituents and stakeholders to be best positioned to impact BMOC? How can you support your community and constituents in making real improvements in outcomes for BMOC?
3. What assets do boys and men of color bring to your community? What is working in your community for boys and men of color? Why is this work personally important to you?
4. What does it look like to assess and revise laws and policies that have a disparate impact on BMOC? Do you have a process to measure disparate impact?
5. What efforts can be made to encourage boys and men of color to become civically engaged at all levels of government?
6. Do you know all of the information you need to understand and quantify the impact your government has on BMOC? If not, what would you need to know?
7. When you assess government effectiveness, can you commit to include impact on boys and men of color in that assessment?
8. Are there ways your government body can get further in opening avenues of opportunity for BMOC, and in appreciating the assets that BMOC bring to Milwaukee? What is some further work that could be done?
9. What specific help do you need from other partners to take meaningful action? From nonprofit leaders and funders? From community members and youth? From businesses and universities?
10. Given the pronounced needs and disparities impacting BMOC in Milwaukee, can you commit to continue to be a part of ongoing efforts to address these needs, including future meetings?
11. How do you commit to hold yourself and your body of government accountable?

For more information and/or to continue your involvement, please visit [www.bmocmilwaukee.org](http://www.bmocmilwaukee.org) and contact Jeffery Roman at (414) 270-6959 or [jroman@communityadvocates.net](mailto:jroman@communityadvocates.net).

# BOYS & MEN OF COLOR WEEK QUESTIONS FOR REFLECTION



*Milwaukee's boys and men of color (BMOC) need better outcomes now. What needs to change to get us there? Please take the time and effort to explore whether answering some or all of these questions gets you closer to improving outcomes, creating avenues of opportunity, and appreciating the inherent assets of these important boys and men.*

## QUESTIONS FOR COMMUNITY MEMBERS

1. What would it look like if you and/or your community was best positioned to impact outcomes for boys and men of color in Milwaukee? What would need to change to get there? What would those changes make possible?
2. What additional skills and knowledge are needed in the community in order to best position us to take action? How can that be achieved?
3. What is working in your community for BMOC? What assets do boys and men of color bring to your community? Why is this work personally important to you?
4. How can you support your community in making real improvements in outcomes for BMOC?
5. What types of information do you need to understand and quantify the impact your community has on BMOC? How would that information be best communicated, and by whom?
6. When you assess the wellness and success of your community, can you commit to include the wellness and success of BMOC in that assessment, as well as your community's ability to impact outcomes for BMOC?
7. What specific help do you need from other committed partners to take meaningful action? From funders? From nonprofits? From elected officials? From businesses? From youth? From colleges and universities?
8. What can you commit to do to get further in opening avenues of opportunity for BMOC, and in appreciating the assets that BMOC bring to Milwaukee? For instance, can you commit to be a mentor? A volunteer?
9. Given the pronounced needs and disparities impacting BMOC in Milwaukee, can you commit to continue to be a part of ongoing efforts to address these needs, including future meetings?
10. How do you commit to hold yourself and your community accountable?

For more information and/or to continue your involvement, please visit [www.bmocmilwaukee.org](http://www.bmocmilwaukee.org) and contact Jeffery Roman at (414) 270-6959 or [jroman@communityadvocates.net](mailto:jroman@communityadvocates.net).

# BOYS & MEN OF COLOR WEEK QUESTIONS FOR REFLECTION



*Milwaukee's boys and men of color (BMOC) need better outcomes now. What needs to change to get us there? Please take the time and effort to explore whether answering some or all of these questions gets you closer to improving outcomes, creating avenues of opportunity, and appreciating the inherent assets of these important boys and men.*

## QUESTIONS FOR YOUNG MEN OF COLOR

1. What would it look like if you were best positioned to seize opportunity and become a healthy and successful man? What changes are needed to help you get there? What would those changes make possible?
2. Do you feel safe and supported at school? In what ways?
3. If you're struggling with your homework or school work, who do you ask for help?
4. Is there someone on your block or in your neighborhood who you know looks out for you and others in your neighborhood? Is there a "safe space" you can turn to in your neighborhood?
5. Do you need or want a mentor?
6. What assets do you and other boys and men of color bring to your community?
7. What is working in your school, community and organization for boys and men of color? Why is this important to you?
8. Do you have goals in your life for what you want your career and family to look like when you are an adult? Who or what can help you set and achieve those goals?
9. Do you feel like you are supported and have a good understanding of what it takes to graduate high school and get accepted to college?
10. Are you interested in summer job opportunities which can prepare you for the workforce?
11. Are there ways your community can better open avenues of opportunity for boys and men of color? What more could be done?
12. What specific help do you need from adults and other committed partners to take action? From nonprofit leaders and organizations? From funders? From elected officials? From community members? From businesses? From colleges and universities?
13. Given the needs and disparities impacting boys and men of color in Milwaukee, can you commit to continue to be a part of ongoing efforts to address these needs, including future meetings?

For more information and/or to continue your involvement, please visit [www.bmocmilwaukee.org](http://www.bmocmilwaukee.org) and contact Jeffery Roman at (414) 270-6959 or [jroman@communityadvocates.net](mailto:jroman@communityadvocates.net).

# BOYS & MEN OF COLOR WEEK QUESTIONS FOR REFLECTION



*Milwaukee's boys and men of color (BMOC) need better outcomes now. What needs to change to get us there? Please take the time and effort to explore whether answering some or all of these questions gets you closer to improving outcomes, creating avenues of opportunity, and appreciating the inherent assets of these important boys and men.*

## QUESTIONS FOR THE BUSINESS COMMUNITY

1. What would it look like if your business was best positioned to impact outcomes for boys and men of color in Milwaukee? What would need to change to get you there? What would those changes make possible?
2. What would need to change for **decision makers** in your companies or industry, or for your **board of directors** to be best positioned to impact BMOC, both in their demographic makeup and in their knowledge and skill base?
3. What would need to change for your **leadership and staff** to be best positioned to impact BMOC, both in their demographic makeup and in their knowledge and skill base?
4. What assets do boys and men of color bring to your community and business? What is working in your field or business for boys and men of color? Why is this work important to you?
5. Are there ways your organization can get further in opening avenues of opportunity for BMOC, removing or minimizing barriers, and in appreciating the assets that they bring to Milwaukee? What is further work that could be done?
6. How can your business use internships, job shadowing, job fair events, and community volunteer opportunities as ways to intentionally engage boys and men of color, open avenues of opportunity, and reduce barriers? Is this something you would like assistance with?
7. When you assess your business' culture, practices and effectiveness, can you commit to include impact on and inclusion of boys and men of color in that assessment?
8. What specific help do you need from other committed partners to take meaningful action? From nonprofit leaders and funders? From elected officials/policymakers? From community members? From colleges and universities?
9. Given the pronounced needs and disparities impacting BMOC in Milwaukee, can your business commit to continue to be a part of ongoing efforts to address these needs, including future meetings?
10. How do you commit to hold your business accountable?

For more information and/or to continue your involvement, please visit [www.bmocmilwaukee.org](http://www.bmocmilwaukee.org) and contact Jeffery Roman at (414) 270-6959 or [jroman@communityadvocates.net](mailto:jroman@communityadvocates.net).

# BOYS & MEN OF COLOR WEEK QUESTIONS FOR REFLECTION



*Milwaukee's boys and men of color (BMOC) need better outcomes now. What needs to change to get us there? Please take the time and effort to explore whether answering some or all of these questions gets you closer to improving outcomes, creating avenues of opportunity, and appreciating the inherent assets of these important boys and men.*

## QUESTIONS FOR COLLEGES & UNIVERSITIES

1. What would it look like if your college or university was best positioned to impact outcomes for boys and men of color in Milwaukee? What would need to change to get you there? What would those changes make possible?
2. What assets do boys and men of color bring to your community and institution? What is working in your community and institution for boys and men of color? Why is this work important to you?
3. How can research and collaborative work involving or led by colleges and universities potentially impact Milwaukee's boys and men of color? What are some gaps that need to be addressed?
4. If academia were to be further linked to both established and grassroots efforts to impact BMOC in Milwaukee, in what ways could your contributions drive their work to greater impact?
5. Given the severity of need in Milwaukee, what is the appropriate role for academia?
6. What are some barriers academia faces in impacting BMOC in Milwaukee? What are some ways to overcome those barriers, and what help is needed?
7. What are some barriers BMOC may face as students in your institution? What is currently being done to impact this, and what more may need to be done?
8. Do you have all of the information you need to understand and quantify the impact your college or university has on BMOC? If not, what would need to change in data collection and information sharing?
9. When you assess your institution's culture, practices and effectiveness, can you commit to include achievement and retention of BMOC in that assessment?
10. What are some ways your institution can further open avenues of opportunity for boys and men of color and provide needed support?
11. What specific help do you need from other committed partners to take meaningful action? From funders and non-profits? From elected officials and policymakers? From community members? From businesses? From youth and students?
12. Given the pronounced needs and disparities impacting BMOC in Milwaukee, can you and/or your college or university commit to continue to be a part of ongoing efforts to address these needs, including future meetings?
13. How do you commit to hold yourself and your institution accountable?

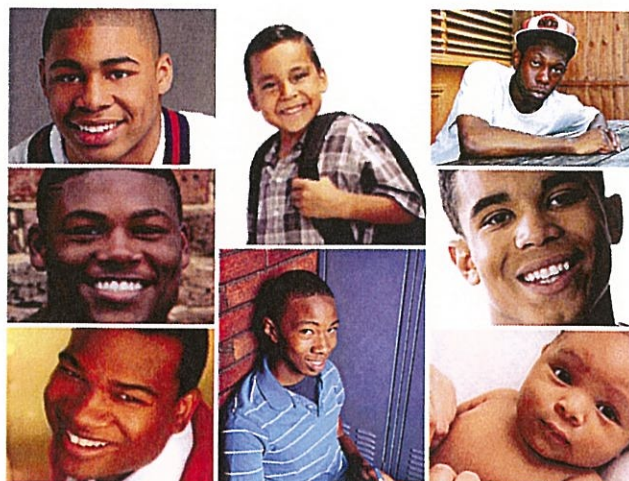
For more information and/or to continue your involvement, please visit [www.bmocmilwaukee.org](http://www.bmocmilwaukee.org) and contact Jeffery Roman at (414) 270-6959 or [jroman@communityadvocates.net](mailto:jroman@communityadvocates.net).





# HELP SHAPE A COOPERATIVE VISION FOR BOYS AND MEN OF COLOR IN MILWAUKEE!

The University of Wisconsin – Milwaukee’s Research Center for Urban Education Leadership Development (RCUELD) is conducting a research project entitled - *Shaping a Cooperative Vision for Boys and Men of Color: A Study of Southeast Wisconsin Organizational Resources and Priorities*. The purpose of this research project is to inform a collective vision for boys and men of color in Southeast Wisconsin.



**WHO SHOULD COMPLETE THE SURVEY?** Anyone who works for Milwaukee area organizations that provide direct services to youth and families of color including Black/African-American, Latino/Hispanic, Asian/Pacific Islander, and Native American. All members of your organization are welcomed to complete the survey, including volunteers, board members, and employees.

**WHAT WILL I BE ASKED TO DO?** Two simple things! Sign up for a site visit from our research team and complete an online survey!

- 1) To sign up for a site visit, email: [rcueld@uwm.edu](mailto:rcueld@uwm.edu).
- 2) To complete the online survey, visit: <https://goo.gl/7x85MV>

**For more information:**  
Decoteau J. Irby, Ph.D.  
Monique Liston, MPA  
[rcueld@uwm.edu](mailto:rcueld@uwm.edu)  
Phone: 414-229-4740



School of Education



PLEASE JOIN THE

# Milwaukee Community Justice Council



TO DISCUSS:

## THE IMPACT OF RACE WITHIN THE CRIMINAL JUSTICE SYSTEM

On October 17<sup>th</sup>, several hundred judges and commissioners, prosecutors, defense lawyers, probation officers, and others gathered at Marquette University's Varsity Theatre to have an open and honest discussion about the impact of race within the criminal justice system.

Milwaukee County Circuit Court Chief Judge Jeffrey Kremers will present an overview of the event, contextual data on the criminal justice system, and an update on current efforts within the system to address this critical issue.

**DATE:** Wednesday, December 3, 2014

**TIME:** 9:30-11:00 a.m.

**LOCATION:** Clinton Rose Senior Center @  
3045 North Dr. Martin Luther King Drive

To RSVP and for more information, please contact [nholton@publicpolicyforum.org](mailto:nholton@publicpolicyforum.org).





## **UW-Milwaukee African American Male Initiative**

---

### **Background**

UWM is working to change the stereotypes and the prospects for young men of color through a collaborative effort called the UW-Milwaukee African American Male Initiative.

UWM's African American Male Initiative (UWM-AAMI) joins in the effort to engage and empower the broader community to change the public image, discourse and biases that plague boys and men of color on a daily basis.

UWM-AAMI started with the Saving Black Boys initiative in 2012 to address challenges such as a soaring high school dropout rate, a pipeline that often runs straight from school to jail for many; few job opportunities; and a society that often views young men of color as intimidating or uneducable. After hosting the Summit on Black Male Youth - Milwaukee in 2013, the initiative reestablished itself as the UWM African American Male Initiative.

The goal of AAMI is to combine the efforts of UWM faculty, staff and students with those of other community initiatives to engage and empower the community to change biases and empower young men to help reshape their future. The initiative, comprised of a group of campus and community leaders is committed to working closely with faculty, staff, and students in empowering Black and other males of color in the community through successful matriculation at the university level.

A presenting partner of Milwaukee's first ever Boys and Men of Color Week, one of the key areas UWM is providing support to the effort is in data collection, research and evaluation. Related research projects on black/minority male joblessness, black male incarceration and organizing local resources and priorities are already underway through the UWM Center for 21st Century Studies, the Research Center for Urban Education Leadership Development, the UWM Center for Economic Development and the UWM Employment and Training Institute.

UWM-AAMI is committed to looking for innovative ways to support and empower all male youth and students and hopes that the important work of academia will help all sectors in Milwaukee become stronger partners in improving social outcomes for boys and men of color.

For more information, visit [www.uwm.edu/aamaleinitative](http://www.uwm.edu/aamaleinitative).

### **UWM African American Male Initiative**

# DREAM. PLAN. ACT.

## 2014 SUMMIT ON BLACK MALE YOUTH - MILWAUKEE

### SPONSORSHIP OPTIONS

#### BACKGROUND

This is the 2nd annual Summit designed to explore the concerns and issues facing young African-American/Black males and other men of color in Milwaukee and southeastern Wisconsin.

The Summit will offer speakers and workshops that focus on solutions for improving the life chances of these young men. All sponsor and underwriting funds go to cover the cost of the event including: food and beverage, facilities, transportation, featured speakers and workshops and follow-up resource and "help" materials.

#### EVENT DETAIL

The Summit is scheduled for Wednesday, December 17th from 9AM to 3:30PM at the UWM Student Union-2200 E. Kenwood Blvd Milwaukee, WI 53211. Estimated participation is 400 to 500 young men and 50 to 100 school administrators, parents and mentors.

#### SPONSORSHIP OPTIONS

PRESENTING SPONSOR	GOLD SPONSOR	SILVER SPONSOR	BRONZE SPONSOR
<b>\$5000</b>	<b>\$2500</b>	<b>\$1500</b>	<b>\$500</b>
Media Recognition	Workshop Host	Marketing Table	Website Logo
Opening Comments	Marketing Table	Website Logo	Event Signage
Workshop Host	Website Logo	Event Signage	
Marketing Table	Event Signage		
Website Logo			
Event Signage			
Breakfast / Lunch Sponsor			

#### PAYMENT

Payment may be made by check or credit card C/O the UWM Foundation. All sponsor proceeds go exclusively toward event costs.