



TECHNICAL ASSISTANCE APPLICATION COVER SHEET
City Leadership to Promote Black Male Achievement

City: Milwaukee

Sponsoring Mayor or Councilmember: Mayor Tom Barrett and Alderman Joe Davis, Sr.

NLC Member: Yes No

Mailing Address: 200 East Wells Street, City Hall

City, State, Zip: Milwaukee, WI 53202

Phone: 414-286-2200

Fax: 414-286-3191

E-mail: Mayor@milwaukee.gov

Lead City Staff Contact: Steven L. Mahan

Mailing Address: 200 East Wells Street, Room 606, City Hall

City, State, Zip: Milwaukee, WI 53202

Phone: 414-286-3842

Fax: 414-286-5003

E-mail: steven.mahan@milwaukee.gov



Tom Barrett
Mayor, City of Milwaukee

March 21, 2013

Leon T. Andrews, Jr.
National League of Cities
1301 Pennsylvania Avenue, N.W., Suite 550
Washington, DC 20004

Dear Mr. Andrews:

The purpose of this letter is to offer my support for the City of Milwaukee's application for the City Leadership to Promote Black Achievement Technical Assistance Initiative from the National League of Cities' Institute for Youth, Education and Families.

This opportunity is very important for Milwaukee. The City of Milwaukee leadership is well equipped to utilize the technical assistance provided through this initiative to improve the lives of black men and boys in our community.

I offer my strong commitment to work with Alderman Joe Davis, Sr., the City of Milwaukee Common Council, and the City Departments to spearhead efforts that would increase black male achievement and reduce wide racial disparities in education, work, and family outcomes between African-American males and their peers. We will build on existing partnerships with community leaders and create new ones to frame and raise the visibility of issues related to black male achievement, and develop comprehensive strategies for reducing racial disparities and for engaging black male youth in local government and the community.

The needs in our community are staggering. Milwaukee is one of the top 10 poorest cities in the U.S. with the general poverty rate of 33.3%. 40% of the population is African American. 38.2% of African Americans live below poverty level. Only 44.7 percent of the metro area's working-age black males between the ages 16-64 were employed in 2010. Only 45% of black males in Milwaukee graduate high school compared to 92% of their white peers who reside in Wisconsin. According to the 2011 U. S. Census data, nearly 2 in 3 African American children (64%) live apart from their biological fathers compared to 1 in 4 white children.

The serious challenges facing African American males and closing achievement gaps between them and white males are a priority for me and the City of Milwaukee Common

Council. I have been working with the Council on variety of issues that affect the African American community. The City's budget allocates \$100,000 to initiatives that support black men and boys.

Through the NLC technical assistance initiative Milwaukee will enhance its capacity to develop strong local partnerships, use data more effectively, implement comprehensive strategies in areas of education, work, and family, and promote greater civic engagement of young black men and boys.

I welcome and embrace the chance for Milwaukee to take full advantage of the opportunity presented by the City Leadership to Promote Black Achievement Technical Assistance Initiative from the National League of Cities' Institute for Youth, Education and Families.

Sincerely,

A handwritten signature in black ink that reads "Tom Barrett". The signature is written in a cursive style with a large, sweeping initial "T".

Tom Barrett
Mayor

JOE DAVIS, SR.

Alderman, 2nd District



CHAIR

- Community and Economic Development Committee
- Convenient Lending Task Force
- Sister Cities Committee

CO-CHAIR

- Fireworks Task Force

VICE CHAIR

- National League of Cities' International Council

MEMBER

- Judiciary and Legislation Committee
- Public Safety Committee
- Steering and Rules Committee
- Milwaukee Economic Development Corporation
- Main Street Milwaukee Partners Board

HONORARY CONSUL

- Republic of South Africa – State of Wisconsin

March 20, 2013

Leon T. Andrews, Jr.

National League of Cities

1301 Pennsylvania Avenue, N.W., Suite 550

Washington, DC 20004

RE: NLC/BMA Support Letter

Dear Mr. Andrews:

This is a letter of support, and sponsorship, for the City of Milwaukee's application for the City Leadership to Promote Black Achievement Technical Assistance Initiative from the National League of Cities' Institute for Youth, Education and Families.

As an African American male elder who grew up in the City of Milwaukee, I understand the successes and failures that have occurred regarding the African American males in this city. I am appalled at the negative economic indicators surrounding the outlook for the young men I call my sons and brothers. Day after day, I travel around this city analyzing the shameful legacy we have left these endangered young men and I say; No more!

The needs in our community are staggering. Milwaukee is one of the top 10 poorest cities in the U.S. with the general poverty rate of 33.3%. 40% of the population is African American. 38.2% of African Americans live below poverty level. Only 44.7 percent of the metro area's working-age African American males between the ages 16-64 were employed in 2010. Only 45% of African American males in Milwaukee graduate from high school compared to 92% of their white peers who reside in Wisconsin. According to the 2011 U. S. Census data, nearly 2 in 3 African American children (64%) live apart from their biological fathers compared to 1 in 4 white children.

Through the NLC technical assistance initiative Milwaukee will enhance its capacity to develop strong local partnerships and use data more effectively. We also intend to implement comprehensive strategies in areas of education attainment, employment stability, family values, and promote greater civic engagement of young African American men and boys.



This opportunity is personal for me; my son is one of the negative statistics I previously spoke of, so as a father do I sit back and let society damage the neighborhoods (and the young men) in this City I truly love? Or do I throw all caution to the wind and say, Bring it On?

So Mr. Andrews I choose the latter; Flame on!

Sincerely,

A handwritten signature in black ink, appearing to read "Joe Davis, Sr.", with a stylized flourish at the end.

Alderman Joe Davis, Sr.
City of Milwaukee
Chairman, Community & Economic Development Committee



U.S. Department of Justice

Office of the United States Attorney

Eastern District of Wisconsin

*517 East Wisconsin Avenue
Milwaukee, Wisconsin 53202*

*414/297-1700
TDD-414/297-1088*

March 21, 2013

Mr. Leon T. Andrews, Jr.
National League of Cities
1301 Pennsylvania Avenue, N.W., Suite 550
Washington, D.C. 20004

**SUBJECT: Support for City Leadership to Promote Black Achievement Grant:
Participation of the United States Attorney in Proposed Milwaukee Initiative**

Dear Mr. Andrews:

I write in strong support of the City of Milwaukee's application for the City Leadership to Promote Black Achievement Technical Assistance Initiative from the National League of Cities' Institute for Youth, Education and Families. It is my view that our municipal leadership, including especially Alderman Joe Davis, is well-equipped and highly motivated to use the technical assistance provided through this initiative to improve the lives of black men and boys in our community.

In supplemental support of this grant application, I note that Milwaukee is one of the top ten poorest cities in the United States, with a general poverty rate of 33.3%. Forty percent of our population is African American, and 38.2% of African Americans live below the poverty level. Only 44.7 percent of the metropolitan area's working-age black males between the ages of 16 to 64 were employed in 2010—and only 45% of black males in Milwaukee regularly graduate from high school (compared to 92% of their white peers throughout the State of Wisconsin).

As I have told Alderman Davis directly in our highly focused and productive discussions about these profound challenges, I am committed to serve with him and others to identify practical, productive, and prompt mechanisms for meaningful engagement with our community. Among other, specific efforts, I look forward to developing and implementing comprehensive strategies for reducing disparities between black males and their peers—and, in that undertaking, engaging black male youth in local government offices and functions throughout our community.


To that end, I commit my time, my resources, and my counsel to this critically important work and would be both honored and pleased to serve with Alderman Davis and others to

March 21, 2013

Page 2

implement here in Milwaukee a grant from the National League of Cities through your City Leadership to Promote Black Achievement Technical Assistance Initiative.

Very truly yours,



JAMES L. SANTELLE
United States Attorney



Holy Redeemer Institutional Church Of God In Christ

3500 West Mother Daniels Way • Milwaukee, WI 53209 • (P) 414.466.1800 • (F) 414.466.9294

March 4, 2013

Leon T. Andrews, Jr.
National League of Cities
1301 Pennsylvania Avenue, N.W., Suite 550
Washington, DC 20004

Dear Mr. Andrews:

I strongly support the City of Milwaukee's application for the City Leadership to Promote Black Achievement technical assistance initiative from the National League of Cities' Institute for Youth, Education and Families. This opportunity is very important for Milwaukee and our city leaders are well equipped to utilize the technical assistance provided through this initiative to improve the lives of black men and boys in our community.

Holy Redeemer Institutional Church Of God In Christ sees a great need in Milwaukee for improving education, work and family outcomes for black men and boys and mobilizing the Milwaukee community to respond to the need.

The needs in the community are staggering. Milwaukee is one of the top 10 poorest cities in the U.S. with the general poverty rate of 33.3%. 40% of the population is African American. 38.2% of African Americans live below poverty level. Only 44.7 percent of the metro area's working-age black males between the ages 16-64 were employed in 2010. Only 45% of black males in Milwaukee graduate high school compared to 92% of their white peers who reside in Wisconsin.

Our Institution has been a vital and entrenched bastion of hope in the Milwaukee community for over 25 years. Through an expansive network of interlocking ministries and programs, we provide a veritable inner sanctum of support for a substantial cross-section of families and community constituents. More specifically, we provide a targeted array of direct and wrap-around services crafted specifically around the unique needs of black males in our service footprint—ranging from direct employment, prison re-entry, professional and trades training, educational services, counseling, and family support services all of which are undergirded by an enduring spiritual foundation. As an example, we were a founding organization of the inaugural and innovative Fatherhood Initiative in Milwaukee whereby we hosted and supported thousands of local men and fathers in collaboration with the City of Milwaukee and other supporting Community Based Organizations. The event was a resounding success and provided men in the community with a treasure trove of life tools designed to provide lasting and generational impact.

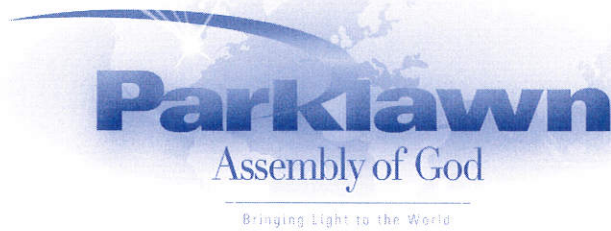
Holy Redeemer Institutional Church Of God In Christ is committed to work with city leaders and other collaborative partners to frame and raise the visibility of issues related to black male achievement and develop comprehensive strategies for reducing disparities between black males and their peers and engaging black male youth in local government and the community.

Holy Redeemer Institutional Church Of God In Christ welcomes the chance for Milwaukee to take full advantage of the opportunity presented by the City Leadership to Promote Black Achievement technical assistance initiative from NLC.

Sincerely,

Sedgwick Daniels

Bishop Sedgwick Daniels
Pastor, Holy Redeemer Institutional Church Of God In Christ



March 12, 2013

Leon T. Andrews, Jr.
National League of Cities
1301 Pennsylvania Avenue, N.W., Suite 550
Washington, DC 20004

Dear Mr. Andrews:

I serve as the Senior Pastor of Parklawn Assembly of God. Our organization sees a great need in Milwaukee for improving education, work and family outcomes for black men and boys and mobilizing the Milwaukee community to respond to the need.

The prophet Jeremiah's plea for mourners speaks directly to the condition within many cities in our nation; Milwaukee not withstanding.

"Send for the women who mourn at funerals. Quick! Begin your weeping! Let the tears flow from your eyes. For death has crept in through our windows and has entered our mansions. It has killed off the flower of our youth: Children no longer play in the streets, and young men no longer gather in the squares." (Jeremiah 9:18, 21)

I am writing in support of the City of Milwaukee's application for the City Leadership to Promote Black Achievement technical assistance initiative from the National League of Cities' Institute for Youth, Education and Families. This opportunity is very important for Milwaukee. This is a strategic moment in our city's history; as our city leaders are well equipped; they are also networked with a broader pool of resources; and have utilized these technical, non-profit and educational services successfully in the past. The result has been proven initiatives to improve the lives of black men and boys in our community. Once again, we have an opportunity to build upon these accomplishments with your organizational grant support.

The needs in our community are staggering. Milwaukee is one of the top 10 poorest cities in the U.S. with the general poverty rate of 33.3%. 40% of the population is African American. 38.2% of African Americans live below poverty level. Only 44.7 percent of the metro area's working-age black males between the ages 16-64 were employed in 2010. Only 45% of black males in Milwaukee graduate high school compared to 92% of their white peers who reside in Wisconsin.

Parklawn Assembly of God serves this community through a variety of church sponsored outreach programs, including the Parklawn Christian Leadership Academy (a private K4-8 school); as well as the PRISM Economic Development Corporation. We are addressing the spiritual, economic, social, physical and educational needs of our city.



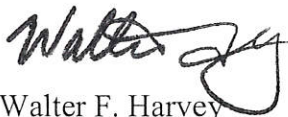
Parklawn
Assembly of God

Bringing Light to the World

Parklawn is committed to work with city leaders and other collaborative partners to frame and raise the visibility of issues related to black male achievement and develop comprehensive strategies for reducing disparities between black males and their peers and engaging black male youth in local government and the community.

We welcome the chance for Milwaukee to take full advantage of the opportunity presented by the City Leadership to Promote Black Achievement technical assistance initiative from NLC.

Sincerely,



Walter F. Harvey
Senior Pastor



Parklawn
Assembly of God

March 14, 2013

Leon T. Andrews, Jr.
National League of Cities
1301 Pennsylvania Avenue, N.W., Suite 550
Washington, DC 20004



Dear Mr. Andrews:

I strongly support the City of Milwaukee's application for the City Leadership to Promote Black Achievement technical assistance initiative from the National League of Cities' Institute for Youth, Education and Families. This opportunity is very important for Milwaukee to build the infrastructure needed to support and improve the lives of Black boys and men in our community.

The Milwaukee Boys to Men Coalition sees a great need in Milwaukee for improving education, employment, health, and life outcomes for Black men and boys and mobilizing the Milwaukee community to respond to the need, in a coordinated, cooperative fashion.

The needs in the community are staggering. Milwaukee is one of the top 10 poorest cities in the U.S. with the general poverty rate of 33.3%. 40% of the population is African American. 38.2% of African Americans live below poverty level. Only 44.7 percent of the metro area's working-age black males between the ages 16-64 were employed in 2010. Only 45% of black males in Milwaukee graduate high school compared to 92% of their white peers who reside in Wisconsin. According to 2011 U. S. Census data, nearly 2 in 3 African American children (64%) live apart from their biological fathers compared to 1 in 4 white children.

The Milwaukee Boys to Men Coalition, established in 2010, is a cooperative intermediary resource organization and provider network of individuals, agencies, and organizations working to strengthen community and organizational capacity for supporting and empowering boys and men- including fathers- of color in Milwaukee.

The Milwaukee Boys to Men Coalition is committed to continue its work with city leaders and other collaborative partners to frame and raise the visibility of issues related to Black male achievement and to develop comprehensive strategies for reducing disparities between Black males and their peers by engaging Black male youth as needed assets within the community.

The Milwaukee Boys to Men Coalition welcomes the chance for Milwaukee to take full advantage of the opportunity presented by the City Leadership to Promote Black Achievement technical assistance initiative as we continue to build pipelines to success for those most in need.

In service,

Jeffery K. Roman, Organizer
Milwaukee Boys to Men Coalition



URBAN UNDERGROUND

URBAN UNDERGROUND

March 12, 2013

Leon T. Andrews, Jr.
National League of Cities
1301 Pennsylvania Avenue, N.W., Suite 550
Washington, DC 20004

Dear Mr. Andrews:

I strongly support the City of Milwaukee's application for the City Leadership to Promote Black Achievement technical assistance initiative from the National League of Cities' Institute for Youth, Education and Families. This opportunity is very important for Milwaukee and our city leaders are well equipped to utilize the technical assistance provided through this initiative to improve the lives of black men and boys in our community.

The needs in the community are staggering. Milwaukee is one of the top 10 poorest cities in the U.S. with the general poverty rate of 33.3%. 40% of the population is African American. 38.2% of African Americans live below poverty level. Only 44.7 percent of the metro area's working-age black males between the ages 16-64 were employed in 2010. Only 45% of black males in Milwaukee graduate high school compared to 92% of their white peers who reside in Wisconsin.

Founded in 2000 Urban Underground has developed and implemented a nationally recognized model for engaging youth in effective leadership and civic engagement efforts that build character, leadership, and life-long civic engagement. As an OSF CBMA partner Urban Underground has been a local champion for advancing efforts that increase leadership and service among Black boys in the city.

Urban Underground is committed to work with city leaders and other collaborative partners to frame and raise the visibility of issues related to black male achievement and develop comprehensive strategies for reducing disparities between black males and their peers and engaging black male youth in local government and the community.

Urban Underground welcomes the chance for Milwaukee to take full advantage of the opportunity presented by the City Leadership to Promote Black Achievement technical assistance initiative from NLC.

Sincerely,

Sharlen Moore
Executive Director



CENTER FOR YOUTH ENGAGEMENT

March 13, 2013

Mr. Leon T. Andrews Jr.
National League of Cities
1301 Pennsylvania Ave. NW Suite 550
Washington, DC 2004

Dear Mr. Andrews:

The Center for Youth Engagement is committed to increasing the quality and accessibility of opportunities for under-served youth throughout the country. Headquartered in Milwaukee, WI, we have a strong commitment to ensuring that youth grow up in communities that are safe and full of opportunities to effectively learn and thrive.

We believe that all young people deserve access to quality services, opportunities, and supports needed for them to enter adulthood ready for college, work, and life-long civic engagement. We have partnered with the City of Milwaukee on several initiatives including the development of a citywide youth council and a summer literacy and leadership program for young men of color entering 9th grade.

We believe the City of Milwaukee has the capacity to greatly increase its engagement in coordinating a citywide commitment to Black Male Achievement.

The Center for Youth Engagement is committed to supporting city leaders and other collaborative partners to reduce disparities among Black males in the areas of health, education, employment, and fatherhood. We fully support the City of Milwaukee's application to the National League of Cities technical assistance initiative.

Sincerely,

Reggie Moore
Founder and Senior Strategist.

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BOYS & GIRLS CLUBS
OF GREATER MILWAUKEE

March 4, 2013

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James L. Ziemer

Anne Zizzo

Diane Zore*

Leon T. Andrews, Jr.
National League of Cities
1301 Pennsylvania Avenue, N.W., Suite 550
Washington, DC 20004

Dear Mr. Andrews:

I strongly support the City of Milwaukee's application for the City Leadership to Promote Black Achievement technical assistance initiative from the National League of Cities' Institute for Youth, Education and Families. This opportunity is very important for Milwaukee and our city leaders are well equipped to utilize the technical assistance provided through this initiative to improve the lives of black men and boys in our community.

Boys & Girls Clubs of Greater Milwaukee sees a great need in Milwaukee for improving education, work and family outcomes for black men and boys and mobilizing the Milwaukee community to respond to the need.

The needs in the community are staggering. Milwaukee is one of the top 10 poorest cities in the U.S. with the general poverty rate of 33.3%. 40% of the population is African American. 38.2% of African Americans live below poverty level. Only 44.7 percent of the metro area's working-age black males between the ages 16-64 were employed in 2010. Only 45% of black males in Milwaukee graduate high school compared to 92% of their white peers who reside in Wisconsin. According to 2011 U. S. Census data, nearly 2 in 3 African American children (64%) live apart from their biological fathers compared to 1 in 4 white children.

Boys & Girls Clubs of Greater Milwaukee Community Initiatives:

- *Save Our Sons*- we are designated mentors, working directly with Muhibb Dyer and Kwabena Nixon to help facilitate sessions within the selected sites under the program
- *Saving Black Boys (UW-Milwaukee)*-part of the ongoing executive committee looking at strategies to leverage resources needed to create opportunities geared towards leadership development for black boys
- *St. Charles FOCUS Program*- Implementation of sessions to assist young men develop skills in the areas of; conflict resolution, healthy life styles/relationships, violence prevention, and youth leadership.

GREAT FUTURES START HERE.

*Denotes Past Chairs

Mardak Center for Administration & Training • 1558 North 6th Street • P.O. Box 12486 • Milwaukee, WI 53212

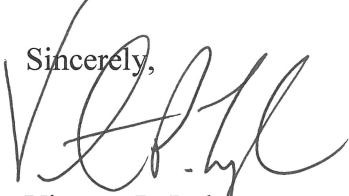
Phone: (414) 267-8100 • Fax: (414) 267-8184 • www.boysgirlsclubs.org

- *B&G Clubs*- weekly discussion groups (when schedule permits) utilizing the book club format. Recently young men participated in a field trip to see author Wes Moore (wrote: *The Other Wes Moore*) and were inspired to read his book. Staff are currently securing resources to purchase books for B&G Club male members, in order to offer them the option of officially having a book club.

Boys & Girls Clubs of Greater Milwaukee is committed to work with city leaders and other collaborative partners to frame and raise the visibility of issues related to black male achievement and develop comprehensive strategies for reducing disparities between black males and their peers and engaging black male youth in local government and the community.

Boys & Girls Clubs of Greater Milwaukee welcomes the chance for Milwaukee to take full advantage of the opportunity presented by the City Leadership to Promote Black Achievement technical assistance initiative from NLC.

Sincerely,

A handwritten signature in black ink, appearing to read 'V. Lyles', written over the word 'Sincerely,'.

Vincent P. Lyles
President & CEO

NLC TECHNICAL ASSISTANCE APPLICATION: PROPOSAL NARRATIVE

The **City of Milwaukee** has a great need for technical assistance to mobilize all community stakeholders including elected officials, business leaders, faith-based groups, community-based organizations, civic leaders, academic institutions, and community members to improve education, work, and family outcomes of black men and boys. Technical assistance will help frame and raise the visibility of issues related to black male achievement in Milwaukee and engage the community to produce better results.

With technical assistance, the city leadership of Milwaukee will be uniquely positioned to promote black male achievement in more effective ways. Milwaukee has an infrastructure to build upon. Milwaukee offers:

- evidence of need to improve outcomes for black men and boys
- high-level commitment from City government leaders and major partners
- readiness for technical assistance
- commitment to core project components

Through the NLC technical assistance initiative, Milwaukee will work in each of the following areas: 1) development of strong partnerships of local government officials, community and faith-based leaders, families, youth, funders, and other stakeholders; 2) effective utilization of data; 3) implementation of comprehensive strategies in areas of educational attainment, employment opportunities, family strengthening, prevention of violence; 4) promotion of greater civic engagement of young black men and boys.

There is a strong commitment from the Mayor of Milwaukee, Tom Barrett, and members of the City of Milwaukee Common Council to spearhead efforts to improve black male achievement and reduce wide racial disparities in education, work, and family outcomes between African American males and their peers. There is a need to engage diverse stakeholders across the community, help the city build a strong local team, and identify key leadership opportunities for stimulating and supporting cross-system collaboration. The technical assistance project will help identify local challenges and opportunities, explore policies and strategies with the potential to make an impact on outcomes for black males, and develop mechanisms to evaluate and sustain progress over time.

This opportunity is very important for Milwaukee and our city leaders are well-equipped to utilize the technical assistance provided through this initiative to improve the lives of black men and boys in our community.

Selection of Milwaukee for the NLC technical assistance will provide **a unique opportunity for our peer cities to collectively share best practice strategies which will be of great value.** The visibility this opportunity would bring to **Milwaukee could open doors for collaborative partnerships with other regional, state, and national partners.** The City of **Milwaukee will gladly become a trainer-to-trainer partner with our peer cities for lessons learned** through our NLC-sponsored technical assistance project.

I. Problem statement/need

Milwaukee is one of the Top 10 poorest cities in the U.S., with a general poverty rate of 33.3%. 46.1% of children live in poverty. 40% of the Milwaukee population is African American. 38.2% of African Americans live below the poverty line.

Since 1970, like most cities with a history of manufacturing and heavy industry, Milwaukee has witnessed severe loss in the labor market for black males. Once an area with black male employment rates above the national average, by 2010 Milwaukee's black male employment rate plunged to among the lowest in the country. For prime working-age males employed (ages 25-54), Milwaukee registered the largest percentage decline (32.1%) in employment over the 40-year period of all the metro areas in the nation.

Racial disparities in male employment have also grown wider in Milwaukee than in any metropolis in the nation. The gap in employment rates between African American working-age males (16-64) and their white counterparts almost tripled: it grew from 11.5% in 1970 to 32.7% in 2010. This dire employment situation deeply distresses other aspects of life for African Americans. It is reflected in broken families, poor health, underachievement in education, over representation in incarceration, and recidivism. All of these factors deeply affect and stunt black male achievement in our city.

The needs of African American males in Milwaukee are staggering. **The NLC "Scorecard for Black Male Achievement" adapted for Milwaukee** shows the following indicators:

1. **Family well-being**

- Nearly 2 in 3 African American children (64%) live apart from their biological fathers compared to 1 in 4 white children (2011 *U.S. Census* data)
- 49% of African American children live below the poverty line versus 6% of white children (*American Community Survey 2011 5-year estimates*)
- 2011 infant mortality rate is 14.03 per 1,000 live births or three times higher for African Americans, compared to the rate of 4.64 for whites (*City of Milwaukee Health Department, 2011*)
- African Americans comprised 50% of reported cases of HIV infection in Milwaukee County during 1983-2011 (*Wisconsin Department of Health Services, 2012*)

2. **Employment**

- In 2010, only 44.7% of the Milwaukee metro area's working-age black males (ages 16-64) were employed while the employment rate for the white males was 77.4% - a gap of 32.7% (*U.S. Census, American Community Survey, 2010*)

- During the period 1970-2010, the employment rate plunged 28.7% for black males ages 16-64: from 73.4% in 1970 to 44.7% in 2010 (*U.S. Census, Census of Population, 1970-2000; American Community Survey, 2007, 2010*)
- Among 40 large metropolitan areas, Milwaukee held the position of the lowest employment rate for prime working-age black males (ages 25-54) or just 52.7% in 2010 (*U.S. Census of Population, 1970-2000, American Community Survey 2010*)

3. Education

- In 2010, only 45% of black males in Milwaukee graduated high school, compared to 92% of their white peers who reside in Wisconsin – a gap of 47% (*Urgency-of-Now, The Schott 50 State Report on Public Education and Black Males, 2012*)
- In 2011, only 9% of black boys in Wisconsin were at or above the 8th grade reading proficiency level, in comparison to 34% of their white counterparts – a gap of 25% (*Urgency-of-Now, The Schott 50 State Report on Public Education and Black Males, 2012*)

4. Justice

- Even though African Americans comprise 6.5% of the population of Wisconsin, 48% of the prison population is black
- In 2012, black males led as homicide perpetrators (65% of all arrests) and victims (74%) as well as offenders in other crimes including: motor vehicle theft (84%), robbery (80%), aggravated assault (60%), burglary (79%) (*Milwaukee Police Department Office of Management Analysis and Planning, 2013*)
- According to the U.S. Bureau of Justice Statistics, black males historically lead in all arrests in Milwaukee:
 - for homicides: 85.7% in 2005, 89.7% in 2009, 79% in 2010
 - for motor vehicle theft: 82.5% in 2005, 83.6% in 2009, 82% in 2010
 - for robbery: 86.3% in 2005, 84.3% in 2009, 87.8% in 2010
 - for aggravated assault: 79.2% in 2005, 75.9% in 2009, 81.7% in 2010
 - for burglary: 77.3% in 2005, 83.1% in 2009, 84.1% in 2010

II. Intended results/indicators

The City views the NLC technical assistance initiative as a catalytic opportunity to bring City leaders together and mobilize the Milwaukee community to solve the many serious challenges facing African American men and boys and improve education, work, and family outcomes in measureable ways. We also believe the visibility this opportunity would bring to Milwaukee could open doors for collaborative partnerships with other regional, state, and national partners. Although Milwaukee has a host of initiatives designed to advance black male achievement, it is primarily a decentralized strategy. By advancing an initiative under the umbrella of the Office of the Mayor and City government and using the collective force of many partners across sectors and in a centralized way, we believe we can make meaningful gains in black male achievements within the next five years and sustain progress for decades to come. This initiative will help us to utilize data more effectively and allow for promotion of greater engagement of young men and boys.

Our results will be measured by rates as indicators. Our initiative will strive to achieve reductions in the following areas:

- poverty rates
- teen pregnancy rates
- juvenile delinquency rates
- truancy rates
- crime/arrests/incarceration rates
- unemployment rates

We aim to impact and increase:

- high school graduation rate for African American male students
- reading scores for African American 8th grade students (boys)
- number of jobs created in Milwaukee
- number and range of training programs

III. City priorities

The **mission** of the City of Milwaukee government is “to enhance the safety, prosperity, and quality of life of all of our citizens working directly and through partnerships with our community stakeholders.” One of the City’s six broad goals is “to promote racial, social, and economic equity for all citizens.” Consistent with our mission and goals, the **City has created and implemented many collaborative initiatives that foster diversity and inclusiveness and improve education, work, and family outcomes for black men and boys.**

Most recently, on February 27, 2013, the City of Milwaukee Common Council adopted Resolution 121596 in support of the City’s application for the NLC Black Male Achievement Technical Assistance Initiative.

The NLC-sponsored project will strategically align the City and all of our committed stakeholders (community, business, education, faith, health, criminal justice, and youth) under one umbrella that can be described as the **Black Male Achievement Alliance.**



This graph illustrates the alliance of the components in Milwaukee

Below is a description of several of the **anchor initiatives and partners that fit into our project.**

In July of 2012, the City approved the **Milwaukee Jobs Act – Transitional Jobs Program**, a collaborative effort between the City of Milwaukee and Harley-Davidson Inc. This program dedicates \$700,000 toward initiatives aimed at helping city residents develop job skills and hire unemployed or under employed city residents in various entry level positions with expressed effort directed toward black males. In addition to focusing on the manufacturing sector, the program provides funding to expand summer jobs for youth.

In 2011, the Common Council established the **African American Male Unemployment Task Force** for the purpose of identifying solutions relating to African-American male unemployment in the City of Milwaukee.

Under the leadership of the Mayor, **City departments work in partnerships with the community** on a variety of initiatives that impact African Americans, oftentimes focusing on black males and boys.

In January of this year, Mayor Tom Barrett directed the **Milwaukee Fatherhood Initiative (MFI)** to align with the City of Milwaukee Department of Administration (DOA) to elevate efforts on black male achievement with the goal of improving education, work, and family outcomes. The 2013 City Budget allocates \$100,000 to the MFI to be used to support black men and youth achievement initiatives under the direction of DOA. The MFI was launched in 2005, along with many partners, and has connected thousands of fathers (including incarcerated parents) to services in the areas of employment, education, driver’s license recovery, child support, health care, domestic violence prevention, and more. More than 95% of the MFI’s clients are African American. The annual MFI summit is the largest gathering of men in the state, drawing nearly 1,000 men annually. This year’s summit will focus on black male achievement.

The **Housing Authority of the City of Milwaukee (HACM)** is a key MFI strategic partner and serves over 10,000 families – over 85% are African American-headed households. As part of its new strategic plan, the MFI is concentrating outreach on HACM households. Financial empowerment programs such as HACM’s “Make Your Money Talk” will be expanded to reach more fathers.

The **Milwaukee Police Department (MPD)** works tirelessly to build effective partnerships with the community and is involved in several crime prevention projects, youth outreach, and other community initiatives that involve black males including **Students Talking it Over with Police (S.T.O.P.)** for youth ages 12-17, **Milwaukee Police Department Explorer Program** for ages 14-21, and **L.E.A.P (Learn, Earn, and Achieve, with Police)**.

The **Milwaukee Public Library (MPL)** provides a robust series of programs and services to address the needs of the community, including those of black men and boys. Services center on the need for early and adult literacy, computer skills, job search, reading skills, and academic achievement. The MPL has the **Teen Advisory Board** which promotes youth leadership and involvement, and includes African American teenagers.

Just recently, the City of **Milwaukee Health Department (MHD)** was awarded a \$400,000 grant from the University of Wisconsin School of Medicine and Public Health through its Wisconsin Partnership Program. These funds will be used to implement the Direct Assistance for Dads (DAD) Project designed to positively impact infant mortality, improve birth outcomes, and strengthen African American families and communities by increasing father involvement. The project provides intensive, evidence-based, and participant-driven fatherhood-focused home visitation services to expectant and parenting fathers in a targeted area in Milwaukee. MHD also works with black men and boys through its **Milwaukee Men’s Health Resource Network**, **MHD Men’s Health Office**, **Office of Violence Prevention-Domestic Violence Commission**, and **BrainBrawnBody.com** (online health resource).

The emerging focus of the **City of Milwaukee Equal Rights Commission** is on expanding access to employment opportunities for black males who are ex-offenders, and on re-entry population.

The City will continue creating job training and business capacity building programs within the context of Tax Incremental Financing (TIF). The \$500,000 **Urban Trade Partnership Initiative** resulted from TIF financing approved for the new Manpower Inc. headquarters office. This program exposed city residents to the building and construction trades during the building phase. Over 90% of the participants were African American males and over 80% went on to secure employment after the training ended. The North End Apartments’ TIF deal with the Mandel Group has primarily benefitted African American business owners. Most of the \$500,000 designated for this program will go toward providing \$40,000 forgivable loans to business owners who successfully complete the program in June.

Programs such as **Milwaukee Builds** and **YouthBuild** have provided black men, including young adults, with hands-on training in building and rehabilitating homes, and with securing full-time jobs. The City's **Urban Forestry Program** offers job training to primarily African American males, and has opened doors for careers in urban forestry for dozens of black males.

Milwaukee Public Schools (MPS) utilizes the MPS Mentor Network and Alumni Programs and has several initiatives designed to close achievement gaps between black/minority men and boys and their counterparts including:

- **Save Our Sons** – Partnership between MPS, Boys & Girls Clubs, and other community groups. Launched in January 2013, it is a new campaign aimed at supporting young male minority students. It focuses on increasing attendance, academic achievement, and school engagement of at-risk minority students, while reducing suspension and incident rates.
- **Be the Change** – Partnership between the MFI, MPS, and other youth-serving organizations. Mentoring, leadership, and literacy support for targeted Milwaukee youth to reduce truancy, improve academic achievement, and expose them to arts and culture.

There are **many other stakeholders involved in current efforts including faith- and community-based organizations, networks and coalitions, churches, social service agencies, health providers, sports groups, academic community, schools, businesses, concerned citizens, and black men and boys themselves.** These efforts include:

- **Earn & Learn** Youth Employment Program (City of Milwaukee Department of Community Development, Milwaukee Area Workforce Investment Board, business community)
- **Milwaukee Boys to Men Coalition** (network of community, faith-based, nonprofit organizations serving boys, men, fathers)
- **Milwaukee Men's Health Hub Cooperative** (City of Milwaukee Health Department, Milwaukee Boys to Men Coalition, Milwaukee Fatherhood Initiative, MATC, University of Wisconsin-Milwaukee)
- **Milwaukee Healthy Boys-Healthy Men Initiative** (City of Milwaukee Health Department, United Way of Greater Milwaukee, Milwaukee Boys to Men Coalition, University of Wisconsin-Milwaukee)
- **UWM Saving Black Boys Initiative** (University of Wisconsin-Milwaukee Schools of Education, Public Health, Social Welfare, Letters & Sciences, Urban Planning, and Research Centers)
- **Transform Milwaukee City** Initiatives (WHEDA/City of Milwaukee)
- **Milwaukee Life-course Initiative** (MCW, University of Wisconsin Healthier Wisconsin Partnership Program, United Way of Greater Milwaukee, City Infant Mortality/Healthy Birth Outcomes Initiative Partners)
- **Milwaukee Black Men Standing Initiative** (MPS, Milwaukee Boys to Men Coalition, 100 Black Men of Greater Milwaukee, Fondy-North Ave EDC, Milwaukee NPHC Fraternities)
- **Milwaukee School Choice Initiative** (MPS, City of Milwaukee, University of Wisconsin-Milwaukee, Voucher Schools)

Several community-based organizations in Milwaukee serve youth and work with black males, often in partnerships with the City. **Urban Underground** and **Center for Youth Engagement** focus on black youth leadership initiatives and civic engagement efforts. **Running Rebels** offers expertise, personnel, and deep commitment to the effort of improving black male achievement. **Asset Builders, Inc.** collaborates with businesses and organizations to empower black men and boys by teaching them financial literacy skills.

The **faith-based community** is very strong and important in Milwaukee in helping black men and boys, especially in the areas of justice, diversity, and support. There are several churches, faith-based organizations, coalitions, and networks that are entrenched in the African American neighborhoods, responsive to the needs, and bringing help. The leaders include **Holy Redeemer Institutional Church of God In Christ** and **Parklawn Assembly of God**, and coalitions such as **MICAH (Milwaukee Inner-City Congregations Allied for Hope)**, **BASICS (Brothers and Sisters in Christ Serving) Milwaukee**, and **Common Ground**. They work with African American males, particularly in the aspects of re-entry into society after release from prison, through mentoring programs and family support services.

IV. Data capacity

Each department within the City of Milwaukee collects data to document its activities through the **Accountability in Management (AIM)** program. AIM is the Mayor's primary tool for managing the operations of City government and holding managers accountable for results based on performance-driven data. **Through AIM, the City analyzed data in 2005** showing unacceptable Milwaukee Public Schools (MPS) immunization rates and created strategies to address the problem including establishing special vaccination clinics and a community outreach plan involving parents and health providers. As a result, **immunization rates rose from 64% in 2005 to 86% in 2012.** The majority of MPS students are African American. The **Milwaukee Promise** is the **City government's social responsibility tool.** It was created two years ago and required all key City departments to develop specific quantifiable metrics to be used to evaluate progress on how City dollars are being used to reduce poverty, disparities, and inequalities in the community. In 2011, the City identified \$85.4 million in budget line items allocated for these purposes out of a total budget of \$1.5 billion. The next round of reports by departments are due in May 2013 and October 2013. As a Participating Jurisdiction, the **City compiles and submits the Consolidated Annual Performance and Evaluation Report (CAPER)** to the U.S. Department of Housing and Urban Development. CAPER highlights and details activities and initiatives that benefit low income persons, and address the urgent needs or problems within the community.

The technical assistance initiative will allow us to review the existing system and procedures, and see how we can improve and strengthen our capacity to collect and use data in order to: 1) document needs; 2) target resources; 3) assess the effectiveness of strategies and programs; 4) measure progress in improving outcomes for black men and boys.

The City is considering a web-based system such as *SynergyScope Platform for Data Collection*, an internet platform that can allow for data collection and reporting in an effective, innovative, and attractive way. For example, it will provide the ability to collect data from qualitative assessments, stakeholder questionnaires, and end-user profiles and to visualize the data collected.

At this time, we are also working on centralized grants database. We will investigate the possibilities of accessing program data across departments. The City will also utilize ongoing efforts in the Milwaukee academic community. The University of Wisconsin-Milwaukee Zilber School of Public Health has already committed to provide resources to support data collection and analysis.

V. Youth engagement

Milwaukee presents a unique opportunity and shows a path to leadership for young black men. The City of Milwaukee Common Council has strong African American male representation that includes Council President Willie L. Hines, Jr., Alderman Joe Davis, Sr., Alderman Ashanti Hamilton, and Alderman Willie C. Wade.

Milwaukee has a Youth Council that engages youth in local government. It was enacted by the City of Milwaukee Common Council on July 7, 2004. The legislation was sponsored by Alderman Joe Davis, Sr. who has been active in mentoring the Youth Council members since. The Council consists of 15 members (ages 14-18) and includes African American males. Each Council member represents young people in one of the 15 Aldermanic Districts of Milwaukee. The Youth Council is a powerful and diverse group of young leaders committed to making a difference in Milwaukee. They work on issues important to youth, talk to peers, family, and neighbors about their concerns, and take action to address them. They meet with leaders like the Mayor, Common Council, School Superintendent, business owners, and community groups to advocate for youth. The community is invited to attend all Youth Council meetings and most meetings are broadcast on [City Channel 25](#).

The City is supportive of youth civic engagement. **Recently, encouraged by the Common Council, the Youth Council sent a delegation to the 2013 National League of Cities Congressional City Conference.** The delegates had a unique opportunity to participate, engage, and discuss important topics on a national level and “brought back to Milwaukee an understanding of the importance of engaging at the national level, of working with fellow representatives, and to get a better understanding of local government services and how local government entities must manage competing priorities under tight financial constraints”, said Alderman Davis.

VI. Local challenges

Milwaukee’s greatest challenges to promoting black male achievement come from: 1) substantial job shortage, particularly in the inner city, predominantly African American neighborhoods; and 2) failure of private investment markets and government incentives to business to promote adequate job growth in the city of Milwaukee.

Factory closings in the 1980s and beyond exacted a huge social and economic toll on cities like Milwaukee and contributed significantly to problems including increasing poverty, crime, and the feelings of hopelessness. The impact of globalization was especially devastating on African Americans and central city neighborhoods not equipped to adapt and adjust to the rising tide of globalization. In the 1970s, African Americans were solidly middle class and jobs were readily available. Today, the dynamics have changed. Milwaukee now ranks among the Top 10 poorest cities in America.

However, unlike many other cities that have a history of manufacturing and heavy industry and that have become depopulated, Milwaukee’s population remains stable. Milwaukee remains a city where people still want to live, work, and do business. In fact, the final count of the 2010 census concluded that the number of people residing in Milwaukee declined by less than four-tenths-of-one-percent from the previous census. Many attribute this to the fact that Milwaukee is a compassionate city and rich in non-profits.

On February 25, 2013, in his *State of the City* address, Mayor Barrett outlined his vision for Milwaukee and his commitment to business development and job creation in the city. There is significant progress in how the City attracts private business.

Milwaukee is a city that is striving to rebuild itself, and in full recognition that we cannot bring back the jobs we have lost due to globalization. We also realize success is not possible without diversity and making central city neighborhoods the core of plans for revitalization. The City has created a business climate supportive to new investments and new industries, such as green enterprises and fresh water projects, and is in a process of updating its infrastructure to attract new ventures. Several neighborhoods in the downtown area, such as the 3rd Ward, have undergone revitalization and promoted small business development.

The City has undertaken an ambitious effort to transform the 30th Street Corridor into a modern employment and economic hub for the Near North neighborhood – a neighborhood that was once home to some of the biggest factories in America before they closed their doors. The goal of the 30th Street Corridor Master Plan is to provide a realistic, market-feasible and implementable vision to achieve transformation. Projects like the 30th Street Corridor are the key to reversing negative indicators including those that affect black males.

We believe that our efforts will improve educational attainment, expand job opportunities, strengthen families, and reduce violence for black men and boys. The impacts will last long into the future and advance black male achievement.

The technical assistance from the YEF Institute will be critical to the City’s efforts and will enhance them significantly.