

**Lead Organizations
(Implementation Partners)
for the
City of Milwaukee
My Brother's Keepers
ActionPlan**





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VISION

Boys and men of color will be equally represented, participating fully, and actively shaping Milwaukee's economic, social, cultural, and political opportunities.

The My Brother's Keeper (MBK) initiative is one of the most important initiatives of our time, and I am proud to present a preview of Milwaukee's comprehensive MBK Action Plan in response to President Obama's MBK Community Challenge. It is based on the belief that the members of our community have a shared responsibility to work together to find solutions to ensure that all young people, and especially boys and young men of color, reach their full potential -- and it puts their dignity in the front and center of our work. It is incumbent on everyone who is willing and able to work together to scale up local efforts on this issue and achieve a Milwaukee where every boy and man of color can live life with a sense of dignity, purpose and limitless potential.

MAYOR TOM BARRETT
CO-CHAIR
BLACK MALE ACHIEVEMENT ADVISORY COUNCIL

The My Brother's Keeper (MBK) initiative ranks among the most important initiatives I have led in public life. Over the past year, the Black Male Achievement Advisory Council (BMAAC) and community partners have taken significant steps to address issues and barriers that impede the success of boys and men of color. This preview of our MBK Action Plan builds on our efforts and provides the impetus we need to mobilize all community stakeholders around this important issue through dignity-based approaches. We have work to do, and it is our shared responsibility to create a Milwaukee that honors every resident and creates conditions for full inclusion in the economic, social, cultural and political opportunities that our city offers.

ALDERMAN ASHANTI HAMILTON
CO-CHAIR
BLACK MALE ACHIEVEMENT ADVISORY COUNCIL

5-YEAR MBK OBJECTIVE

Establish a city-led continuous improvement process that will create and institutionalize sustainable pathways to fulfill our vision of a more equitable Milwaukee.

ANNUAL PRIORITIES & SMART GOALS

Act on all ten My Brother's Keeper (MBK)-inspired priorities; work toward achieving the associated SMART goals; continuously learn and refine our efforts; and institutionalize strategies that will help us achieve our 5-year objective.



PUSH PRIORITIES

Push priorities focus on pushing you out of a system or pushing you to engage in an activity or reach a milestone we anticipate will enhance your sense of dignity. Graduating from high school, submitting applications, or completing job training programs are a few examples. We will ask the stakeholder involved in push priorities to get behind you in the race, pushing you with the supports, services, and encouragement you need at any given moment to reach the finish line of a particular milestone.



PULL PRIORITIES

Pull priorities focus on pulling you into a system or engaging you in an activity that is shown to increase your sense of dignity. These activities include making institutions where you might be marginalized or have limited access into more accessible and inviting places. We will ask the stakeholders involved in pull priorities to stand on the other side of the milestone lines and prepare to welcome and support you with open arms when you arrive. These folks will be standing behind the finish line gesturing for you to finish the race.



BARRIER REDUCTION PRIORITIES

Barrier reduction priorities focus on reducing barriers that impede the push-pull process and thus threaten your ability to access the institutions and achieve the milestones that increase your sense of dignity. These include reducing barriers that make milestones, such as graduating from high school, completing a program, or gaining entry into a place of employment or post-secondary opportunity, more difficult. The stakeholders involved in barrier reduction priorities will work to make sure that obstacles are not in the way or to remove obstacles so that the path will be clear and straightforward as you run your race.



FIRE-FUELING PRIORITIES

Fire-fueling priorities focus on giving you stages and multiple avenues to shine so that you can make the very best of the contributions you have to offer. They are intended to add fuel to the light that shines within you for all others to see. The fire-fueling activities include ones such as fostering your involvement in the arts, engagement in decision-making processes, and creative entrepreneurial and development activities. The stakeholders working in the area should collaborate with and support you as you create a new set of rules for running and participating in the race.



SMART GOALS

Each priority area contains a set of 3 to 6 SMART Goals. These goals will be the targets that we will use to determine how to align our work and resources as well as to monitor our progress at reaching these goals. The "S" in the goals refers to specific. The "M" stands for measurable. The "A" refers to achievable, but if we are able to exceed the achievement, we will readjust it by setting a higher bar. The "R" means results-focused. In other words, the goal can be met or not met. We will stay focused on the result. Finally, the "T" refers to time-sensitive, meaning that we are giving ourselves a limited yet realistic time to meet the goals. We decided to include a progress check in on an annual basis. These SMART goals are subject to minor modification and we expect that they will be solidified by the start of year 2.



INSTITUTIONAL TARGETS AND AGE GROUPS

Our focus is on improving institutions. The institutional targets will help service providers and stakeholders have a clear sense of where to direct their work and services to best assist us in meeting the goals. The targets are subject to minor modification. The age groups ensures that we are meeting the needs across the pipeline, especially at the ages where boys and men of color are most likely to be disconnected from dignity-cultivating institutions.



SUGGESTED STRATEGIES

The suggested strategies include policies, the formation of alliances, and related efforts that have a demonstrated, emerging, or promising track-record of improving the city's ability to meet its identified priorities. Our initial set of strategies is purposefully far-reaching and encompassing - many ideas are on the table. Through the engagement process, we will refine the strategies as needed. The strategies will have a medium level of variability as the effectiveness of each are determined by changing conditions.



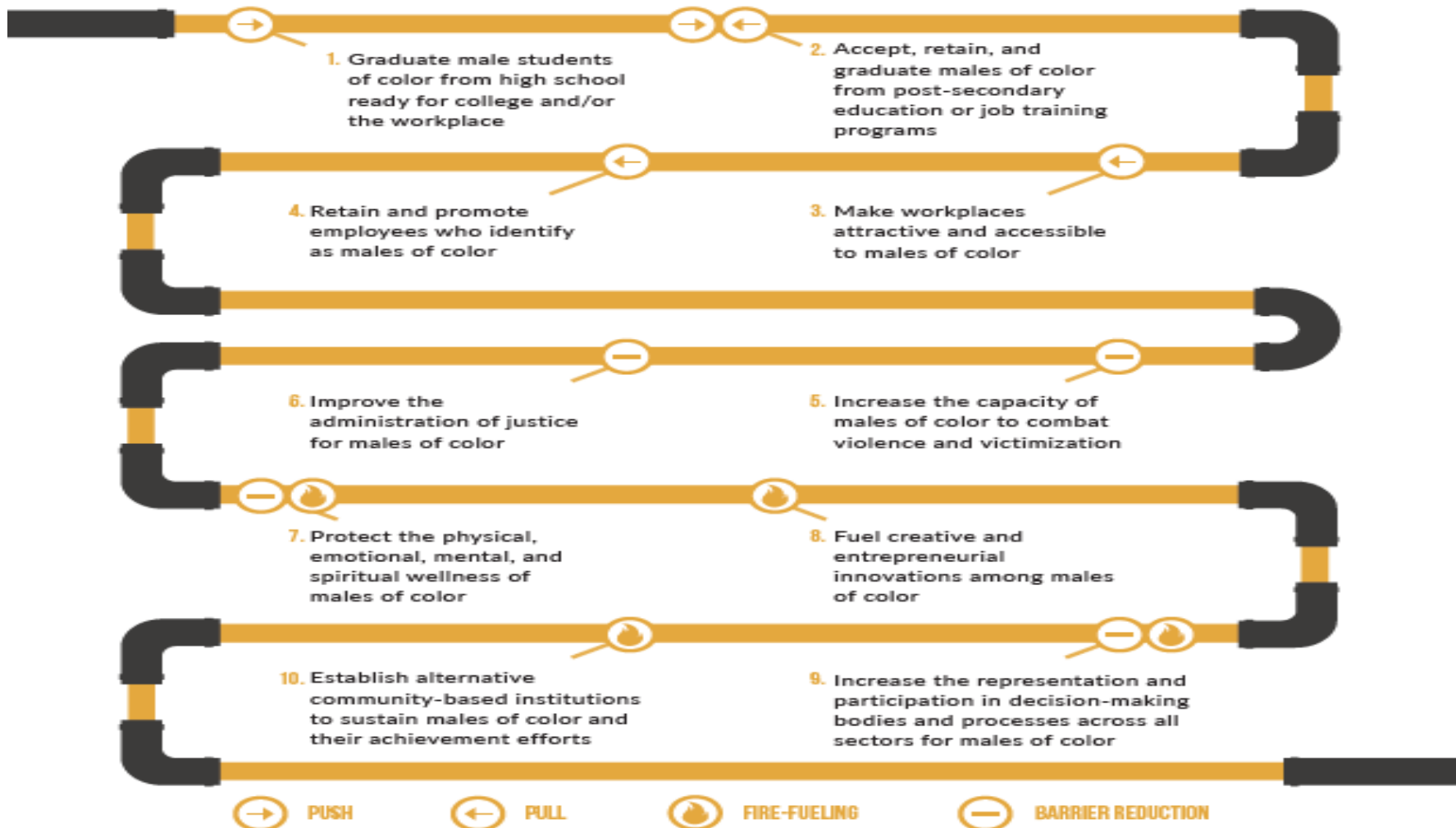
ORGANIZATIONS / PARTNERS, PROGRAMS, AND INITIATIVES

The organizations / partners, programs, and initiatives refer to the agencies, organizations, collaborative groups, and so on, who will commit to carrying out or implementing the suggested strategies. The organizations and partners will have a medium level of variability as the effectiveness of each are determined by changing conditions. However, we expect firm stability by year 3.

PRESENTATION OF PRIORITIES PIPELINE

GOALS, STRATEGIES, AND CURRENT RESOURCES FOR IMPROVEMENT

Now that you know our vision and purpose, guiding principles and theory of change, we want to turn your attention to our immediate priorities and goals. The priorities will be the core focus of our work over the next five years. President Obama's My Brother's Keeper (MBK) Challenge has been a central force driving our thoughts, directions, and actions. Although each priority is inspired and aligned to one or more of the current MBK goals²¹, we developed our priorities based on the unique theory that focuses on institutional change, local knowledge of circumstances and conditions, and our region's available assets and resources. The priorities are as follows²²:





ESTABLISH A CITY-LED CONTINUOUS IMPROVEMENT PROCESS THAT WILL CREATE AND INSTITUTIONALIZE SUSTAINABLE PATHWAYS TO FULFILL OUR VISION OF A MORE EQUITABLE MILWAUKEE FOR BOYS AND MEN OF COLOR.

We designed our plan as a continuous improvement model. We chose this option because we want to learn how to become better and take everything we learn into consideration as we work toward our vision. Our full plan details three 5 year objectives that will lay a foundation for engaging BMOC work for years to come. These expected outcomes of our plan include the following:

- 1** Establish improvement processes that fosters ongoing learning and data-informed decision-making (infrastructure and support)
- 2** Secure resources and develop policy approaches to support BMOC programs
- 3** Know what works (and does not work)

As a governmental organization, we realize we are an important lever for setting the improvement process of change into motion. But sustaining change for years to come will require a broad range of stakeholders, especially our local communities. Our continuous improvement approach and our intentional focus on annual priorities and goals will ensure we are moving toward our vision.



PRIORITY NO. 1:

Graduate male boys and young men of color from High School Ready for College and Career



**MILWAUKEE
PUBLIC SCHOOLS**

Implementation Partner, Lead Contact:

Dr. Darienne Driver



PRIORITY TYPE: Push



SMART GOALS:

- 1 Increase the graduation rate of male students of color by .5 to 1 percent annually from the initial year.
- 2 Increase the graduation rates of male students of color who have re-entered school by .5 to 1 percent from initial year.
- 3 Increase male students of color attempts at taking the ACT, SAT, or Job Credentialing examinations by 3 to 5 percent annually from the initial year.
- 4 Increase the amount of college or employment applications submitted by male students of color by 3 to 5 percent annually from the initial year.
- 5 Increase the level of enthusiasm among male students of color to attend college.
- 6 Increase the number of organizations committed to this priority by 10 percent annually from the initial year.



INSTITUTIONAL TARGETS:

9th, 10th, 11th, and 12th grade classrooms, after school programs, summer programs



FOCUS AGES: 14 - 20



INITIAL STRATEGIES:

Develop programs that focus on test preparation; expose males of color to college campuses; develop relationships with academic and athletic programs at Historically Black Colleges and Universities (HBCUs), Tribal Colleges, Community Colleges, and Minority Serving Institutions; provide incentives to students for participation in college preparatory programs; use school breaks as an opportunity to cultivate an interest in higher education or job training; change the narrative around boys and men of color within our systems and institutions to an asset based one; strengthen the household in order to support boys and men of color / support boys and men of color as they contribute to their households; develop apprenticeships, internships, and 2-year technical programs; place boys and men of color in positions of power so that they can be positive examples for youth to see; facilitate the creation of networks and mentoring opportunities for boys and men of color; recruit more classroom teachers who are men of color; and increase the number of boys and men of color who participate in entrepreneurship programs and entrepreneurial endeavors. Other ideas include: working with youth in the court system, expanding wrap around programs that focuses on youth, adult, and family, expand alternative school GED program options, focus on reentry youth, and partnering with the Milwaukee Area Technical College (MATC) to help youth attain GEDs.



ORGANIZATIONS/PARTNERS:

Implementation Partner Lead : Milwaukee Public Schools (MPS)

Center for Youth Engagement, Lakeland College, Marquette University, Milwaukee Area Technical College (MATC), Milwaukee Succeeds, Running Rebels Community Organization, Social Development Commission, University of Wisconsin - Milwaukee (UWM), UW-Parkside, UW-Platteville, and UW-Whitewater (UWW).

PROGRAMS:

Boys and Girls Club of Greater Milwaukee, Milwaukee Area Technical College Promise, Pre-College Programs (UW-Milwaukee and Marquette University), TRIO Programs, Wisconsin Access, and the YMCA Sponsor a Scholar Program.

INITIATIVES

Black Achievers, and Employ Milwaukee

PRIORITY NO. 2:

Accept, retain, and graduate boys and men of color from post-secondary education or job training programs



MILWAUKEE AREA *Technical College*

Implementation Partner, Lead Contact:
Walter J. Lanier, Esq

PRIORITY NO. 2:

Accept, retain, and graduate boys and men of color from post-secondary education or job training programs



PRIORITY TYPE: Push, Pull



SMART GOALS:

- 1 Increase the number of college or job training application completions submitted by male students of color by 3 to 5 percent annually from initial year.
- 2 Increase enrollments of male students of color in post-secondary education or job training programs by 3 to 5 percent annually from initial year.
- 3 Increase the graduation rates of male students of color by 3 to 5 percent annually from initial year.
- 4 Increase the level of enthusiasm among male students of color to attend college by 3 to 5 percent annually from initial year.
- 5 Increase the number of participating organizations by 10 percent annually from initial year.



INSTITUTIONAL TARGETS:

Higher education institutions and job training programs



FOCUS AGES: 18 to 25



INITIAL STRATEGIES:

Provide application fee waivers; increase recruitment in high schools where boys and young men of color comprise a large percentage of the population / ask boys and men of color to apply for institutions of higher education; have job training programs recruit in local high schools; create pipeline programs that attract boys and men of color; provide holistic supports for boys and men of color to be successful in employment pursuits; address economic gaps and socioeconomic challenges between boys and men of color and their peers; create opportunities for organizations and institutions to bolster self-esteem, confidence and perseverance for boys and men of color; strengthen case-management services; improve the process of getting high school students prepared for post-secondary opportunities; create career enhancement opportunities that target and support boys and men of color; research and convert the case management process of the Harlem Children's Zone; create and maintain mechanisms for Community-Based Organizations (CBOs) to assist with case-management; provide opportunities for college exploration, including college tours; develop a city-wide career exploration program for boys and men of color; and improve marketing and communication of city-wide events and improvement efforts.



ORGANIZATIONS/ PARTNERS

Implementation Partner Lead: Milwaukee Area Technical College (MATC)

Black Achievers, Boys and Girls Clubs of Greater Milwaukee, Center for Youth Engagement, College Possible, Lakeland College, Marquette University, Milwaukee Public Schools (MPS), Milwaukee Succeeds, Running Rebels Community Organization, Social Development Commission, Team Up, UW-Milwaukee (UWM), UW-Parkside, UW-Platteville, and UW-Whitewater (UWW).

PROGRAMS

Wisconsin Regional Training Partnership / Big Step.

INITIATIVES

Milwaukee Area Technical College Smart Start.

PRIORITY NO. 3:

Make workplaces attractive and accessible to boys and men of color



Implementation Partner, Lead Contact:
Earl Bufford

**PRIORITY TYPE:** Pull**SMART GOALS:****1**

Increase focused recruitment and job postings by 10 percent annually from initial year.

2

Increase the number of applications submitted by males of color at participating job sites by 10 percent annually from the initial year.

3

Increase the hiring of males of color at participating job sites by 5 to 10 percent annually from the initial year.

4

Increase the number of workplaces who have equity specialist positions that emphasize improving workplace conditions for males of color or support programs by 5 to 10 percent annually from initial year.

5

Increase the number of participating organizations (job sites) by 10 percent annually from the initial year.

**INSTITUTIONAL TARGETS:**

Workplaces & Employers; Human Resources Departments; Job Training Programs

**FOCUS AGES:** 17 to 25**INITIAL STRATEGIES:**

Create incentives for employers to focus on accessibility through strategies like car pools; hire people in supervisory positions who possess capacities and dispositions for working successfully with males of color; hire equity directors; hire ombudsmen; create and promote ride-share programs; bring more jobs into central Milwaukee; improve public transport to large job sites; support and expand public transit voucher benefit programs/options for employees; provide soft skills job training; develop and deliver empowerment training tailored to boys and men of color; and sustain programs to increase transportation to hiring.

**ORGANIZATIONS/PARTNERS:****Implementation Partner Lead : Employ Milwaukee**

Dombrowski Landscape Training Initiative, Earn and Learn Youth Employment Program, Johnson Controls, Milwaukee Area Workforce Funding Alliance, Milwaukee Area Workforce Investment Board, Milwaukee Builds, Milwaukee Job Corps, Northwestern Mutual, Pipeline to Promise, Strengthening Diversity in Urban Forestry, and Youth Build.

PROGRAMS:

Milwaukee Builds, Youth Build , Earn and Learn , Milwaukee Fellows

INITIATIVES

Compete Milwaukee , Transform Milwaukee

PRIORITY NO. 4:

Retain and promote employees who identify as males of color



Implementation Partner, Lead Contact:

Earl Bufford

PRIORITY NO. 4:

Retain and promote employees who identify as males of color



PRIORITY TYPE: Pull



SMART GOALS:

- 1 Decrease the turnover of male of color employees by 5 to 10 percent annually from the initial year.
- 2 Increase the number of supervisory positions held by males of color by 5 to 10 percent annually from the initial year.
- 3 Increase the number of male employees of color working in jobs making a living wage by 5 to 10 percent annually from the initial year.
- 4 Increase the number of participating organizations by 10 percent annually from the initial year.



INSTITUTIONAL TARGETS:

Workplaces & Employers; Human Resources Departments; Job Training Programs



FOCUS AGES: 21 - 30



INITIAL STRATEGIES:

Create opportunities for men of color to provide feedback and solutions in order to thrive; develop and strengthen policies that support fathers of color; increase the number of organizations that sign on to Ban the Box efforts; increase personal and professional on-the-job growth opportunities; decrease the amount of employees who work in temporary positions; create leadership opportunities for and by men of color; enhance mentoring programs; provide Conflict Resolution Training (TIC); bring companies back to Milwaukee; create bold expectations for businesses; provide technology training; provide Deconstruction Business Training; increase contract accountability; create high level internship programs; create management-in-training programs; increase the use of Department of Vocational Rehabilitation services.



ORGANIZATIONS/PARTNERS:

Implementation Partner Lead : Employ Milwaukee

Center for Self Sufficiency, City of Milwaukee, Dombrowski Landscape Training Initiative, Earn and Learn Youth Employment Program, JobWorks, Milwaukee Area Workforce Funding Alliance, Milwaukee Area Workforce Investment Board, Milwaukee Builds, Milwaukee Inner-City Congregations Allied for Hope, Milwaukee Job Corps, Pipeline to Promise, Strengthening Diversity in Urban Forestry, WRTP/Big Step, Operation D.R.E.A.M. and Youth Build.

PROGRAMS:

Face Forward (Center for Self Sufficiency), Norse Adolescence Center, Pro-Trade Job Development.

INITIATIVES:

Big Step - Ready for work program, Fight for 15, Living Wage Ordinance, Milwaukee Fatherhood Initiative, Transform Milwaukee.



PRIORITY NO. 5:

Increase the capacities of boys and young men of color to combat violence and victimization

City of Milwaukee

Health Department

Office of Violence Prevention

Implementation Partner, Lead Contact:

Reggie Moore

PRIORITY NO. 5:

Increase the capacities of boys and young men of color to combat violence and victimization



PRIORITY TYPE: Barrier reduction



SMART GOALS:

1

Increase the use of research-based conflict resolution programs among organizations by 5 to 10 percent annually from the initial year.

2

Reduce victimization among boys and men of color by 5 to 10 percent annually from the initial year.

3

Reduce the number of violent offenses committed by boys and men of color by 5 to 10 percent annually from the initial year.

4

Increase the number of boys and men of color trained to facilitate restorative justice processes by 5 to 10 percent annually from the initial year.

5

Increase the number of participating organizations by 10 percent annually from the initial year.



INSTITUTIONAL TARGETS:

Equal Rights Commission; Fire and Police Commission; Police and law enforcement; Courts; Street gangs & crews; Adjudication programs; Re-entry organizations; Alternative schools; and Families.



FOCUS AGES: 14 - 21



INITIAL STRATEGIES:

Build the capacity of local organizations to use peace building and conflict resolution skills; provide opportunities for restorative justice practices to be used; provide opportunities for families to address physical, mental, and emotional trauma; strengthen community capacity to address neighborhood conflicts; create policies to reduce access to guns; use a population health perspective to address internalized racism and resilience as a protective factor; create and support peer-led restorative justice circles; use research-based conflict resolution practices; strengthen families and communities to be involved in the process of combating violence and victimization; and use culturally relevant definitions of victimization.



ORGANIZATIONS/PARTNERS:

Implementation Partner Lead : Milwaukee Health Department-Office of Violence Prevention

Black Health Coalition of Wisconsin, Milwaukee County Criminal Justice Council, Running Rebels Community Organization.

PROGRAMS:

Milwaukee Community Resiliency Project (Black Health Coalition of Wisconsin)
Violence Free Zones, and Youth sports leagues.

INITIATIVES

Milwaukee County Criminal Justice Council,
Milwaukee Fatherhood Initiative

PRIORITY NO. 6:

Improve administration of justice for boys and men of color



Implementation Partner, Lead Contact:

David Pifer, Esq



PRIORITY TYPE: Barrier Reduction



SMART GOALS:

- 1 Increase the courts' use of alternative sentencing for boys and men of color by 5 to 10 percent annually from the initial year.
- 2 Increase the number of participating organizations by 10 percent annually from the initial year.



INSTITUTIONAL TARGETS:

Equal Rights Commission; Fire and Police Commission; Police and law enforcement; Courts; Schools; Religious Institutions



FOCUS AGES: All ages



INITIAL STRATEGIES:

Improve the capacity of wraparound service providers to connect with schools to make sure that students do not fall behind academically; focus on developing school capacity to internally support students instead of suspending them and expelling them; educate boys and men of color on resources that support opportunities to find employment; create peer mentoring programs for incarcerated boys and men of color whose mentors (peers) are successfully off of papers; increase the number of employers who are accepting of young boys and men who have come out of the correctional or prison system; educate the communities that support boys and men of color about the prison system and how people are put into the system unjustly; reform three strikes, mandatory minimums, drug laws, etc.; identify and utilize early interventions for those who are experiencing achievement gaps; promote literacy initiatives for adults.



ORGANIZATIONS/PARTNERS:

Implementation Partner Lead: Legal Action of Wisconsin
 ACLU, The Boys & Girls Clubs of Greater Milwaukee, Children's Court, Clean Slate, Coalition of Justice, Correctional Systems, Faith Based organizations (Pastors United), Justice Point, the Milwaukee Area Workforce & Investment Board, the Milwaukee Police Department, the Milwaukee Public School system, NEU-Life, Running Rebels, Saint Charles, STEP, Urban Underground, WARTP, Walnut Way, Wisconsin Community Services, YES!, and the YWCA.

PROGRAMS:

Big Brothers & Big Sisters, Community Supervision, Driver's License Recovery Program, Job Corps, Northcott Neighborhood House, STOP Program, UMOS, and Word of Hope Ministries.

INITIATIVES:

Beyond the Bell, Compete Milwaukee, Earn & Learn, Expungement (Clean Slate), Fair Vote, I Will Not Die Young Campaign, Marquette Restorative Justice, the Milwaukee Fatherhood Initiative, Revamping Zero Tolerance, Wrap Around, and Youth Works Milwaukee.



PRIORITY NO. 7:

Protect the physical, emotional, mental, and spiritual wellness of boys and men of color

City of Milwaukee
Health Department

Office of Family Community Health

Implementation Partner, Lead Contact:

Darryl Davidson, MS

**PRIORITY TYPE:** Barrier Reduction, Fire fueling**SMART GOALS:**

- 1** Increase participation of boys and men of color in health and wellness programs by 5 to 10 percent annually from the initial year
- 2** Increase the number of boys and men of color who work in positions intended to support the mental and/or physical health of the population by 5 to 10 percent annually
- 3** Decrease the prevalence of preventable diseases in boys and men of color by 5 to 10 percent annually from the initial year
- 4** Increase the number of participating organizations by 10 percent annually from the initial year.

**INSTITUTIONAL TARGETS:**

Human resource departments, Milwaukee Health Department, Local Hospitals and Mental Health Agencies

**FOCUS AGES:** All ages**INITIAL STRATEGIES:**

Align current programming to serve boys and men of color across the life-course; provide opportunities for mental health wellness checks for boys and men of color; provide culturally responsive training around suicide prevention; hold depression screenings; Partner with other Organizations (St. A's); work with men who are reentering the community from prison (WCS); Offer Community Building- Empathy Building workshops; increase self-realization (WCS); Spiritual Enrichment (City on a Hill); Offer employment as initiative (B&G); expand Place-Based efforts (UNCOM); develop city-wide campaign to address stigma and reduce negative perceptions of mental health services; and integrate mental health screenings into mentoring programs and other opportunities

**ORGANIZATIONS/PARTNERS:****Implementation Partner Lead : Milwaukee Health Department**

Black Health Coalition of Wisconsin, Milwaukee County Criminal Justice Council, and Running Rebels

PROGRAMS:

Milwaukee Community Resiliency Project (Black Health Coalition of Wisconsin), Violence Free Zones, and Youth sports leagues

INITIATIVES:

Milwaukee County Criminal Justice Council, and the Milwaukee Fatherhood Initiative

PRIORITY NO. 8:

Fuel creative and entrepreneurial innovations among males of color



Legacy Redevelopment Corporation

Implementation Partner, Lead Contact:
Ngozie Omegbu



PRIORITY TYPE: Fire Fueling



SMART GOALS:

- 1
- 2
- 3
- 4
- 5
- 6

Increase number of males of color enrolled in small businesses training, entrepreneurship programs, and support groups by 5 to 10 percent annually from the initial year
 Increase enrollment and graduation of boys and men of color from entrepreneurship programs by 5 to 10 percent annually from the initial year
 Increase the number start-ups led by boys and men of color by 5 to 10 percent annually from the initial year
 Increase number of boys and men of color engaged in arts and culture programming by 5 to 10 percent annually from the initial year
 Increase number of men of color who are members of cooperative or collective economic enterprises by 100 percent annually from the initial year.
 Increase the number of participating organizations by 10 percent annually from the initial year



INSTITUTIONAL TARGETS:



FOCUS AGES: 14 - 35

Corporations and Businesses; Business Start-up Community; Business schools; Chambers of Commerce; Entrepreneurial Groups



INITIAL STRATEGIES:

Increase the number of boys and men of color who serve on boards of cooperative economic enterprises to learn about cooperative development and maintenance; seed fund cooperatives / seed fund service exchanges; provide capital to promising grassroots business competitions for boys and men of color, technology, etc.; incentivize collective business start-ups; Develop the business skills of boys and men of color to profit from their own talents; assess how many businesses exist that are run by males of color; get 1099 data and compare to W2 data to see how many independent businesses exist; determine ways to encourage gender representation and cooperation in business start-ups; create an arts incubator for artists; strengthen grassroots efforts improve small business; increase the number of boys and men of color that serve on boards of cooperatives in the area; create incentives for cooperative business start ups; develop working ideas of what an entrepreneur is; share knowledge of resources and research surrounding entrepreneurship; encourage current entrepreneurs mentoring young men/creating new entrepreneurs; create markets for existing services and products delivered or created by boys and men of color; business model and organization exploration; provide education on business legal requirements (licenses, registration forms, reporting dates, income reporting, and tax responsibilities, etc.); increase the number of boys and men of color who serve on boards of cooperative or collective businesses so they can gain knowledge about cooperative and collective business models and how to start, manage, and sustain businesses using these models; support subsidies and other incentives for cooperative and collective business start-ups.



ORGANIZATIONS/PARTNERS:

Implementation Partner Lead : Legacy Redevelopment Corporation

African American Chamber of Commerce, Business Improvement Districts, Derute Consulting Cooperative, Neu-Life, Outpost Cooperative, Prism Technical, Riverwest Cooperative Alliance, Running Rebels Community Organization, Small Business Administration, Social Development Commission, Solar Bayview, and Solar Riverwest.

PROGRAMS:

City Office of Milwaukee Small Business Development Summit, the Social Development Commission, and the Wisconsin's Women's Business Initiative Corporation program (provides support on how to run a business).

INITIATIVES:

Unknown

PRIORITY NO. 9:

Increase the representation and participation in decision-making bodies and processes across all sectors for boys and men of color



Implementation Partner, Lead Contact:

Robert Meiksins

PRIORITY NO. 9:

Increase the representation and participation in decision-making bodies and processes across all sectors for boys and men of color



PRIORITY TYPE: Fire Fueling, Barrier Reduction



SMART GOALS:

1

Increase the number of boys and men of color registered to vote by rate of 3 to 5 percent annually from the initial year.

2

Increase number of boys and men of color representing and participating in civic decision-making bodies by rate of 3 to 5 percent annually from the initial year.

3

Increase number of boys and men of color representing and participating in political (elected and appointed) decision-making bodies by rate of 3 to 5 percent annually from the initial year.

4

Increase number of boys and men of color representing and participating in Philanthropic decision-making bodies by rate of 3 to 5 percent annually from the initial year.

5

Increase number of boys and men of color representing and participating in arts and culture institutions' decision-making bodies by rate of 3 to 5 percent annually from the initial year.

6

Increase number of boys and men of color representing and participating in other boards decision-making bodies not listed above by rate of 3 to 5 percent annually from the initial year.

7

Increase the number of participating organizations by 10 percent annually from the initial year.



INSTITUTIONAL TARGETS:

All institutions.



FOCUS AGES: All ages



INITIAL STRATEGIES:

Increase the number of boys and men of colors on boards of local non-profit organizations; increase the number of boys and men of colors on boards of local cooperative organizations; create specific committees on boards of foundations, non-profits, and cooperatives that address boys and men of color, led by boys and men of color; provide opportunities for boys and men of color to get involved in city appointed leadership positions; reduce policy barriers for boys and men of color to vote in local elections; and re-establish the Wisconsin Chapter of the Center for Progressive Leaders.



ORGANIZATIONS/PARTNERS:

Implementation Partner Lead : Nonprofit Center of Milwaukee

Association of Black Foundation Executives; Center for Progressive Leadership; Riverwest Cooperative Alliance; and The Nonprofit Center

PROGRAMS:

Nonprofit Center Executives of Color Leadership Program

INITIATIVES

Unknown

PRIORITY NO. 10:

Establish alternative community-based institutions to sustain males of color and their achievement efforts



Implementation Partner, Lead Contact:

Victor Barnett

PRIORITY NO. 10:

Establish alternative community-based institutions to sustain males of color and their achievement efforts



PRIORITY TYPE: Fire Fueling



SMART GOALS:

1

Increase the number of 7th and 8th grade boys of color who participate in rites of passage programs by 10 percent annually from the initial year.

2

Increase the number of 10th and 11th grade boys and young men of color who participate in rites of passage programs by 10 percent annually from the initial year

3

Increase the number of young men of color (18 to 24) who participate in rites of passage programs by 10 percent annually from the initial year.

4

Increase the number of men of color 30+ who participate in rites of passage programs by 10 percent annually from the initial year.

5

Increase number of males of color returning to live, work, and invest in Milwaukee by 3 to 5 percent annually from initial year.



INSTITUTIONAL TARGETS:

All institutions



FOCUS AGES: All ages



INITIAL STRATEGIES:

Create city-wide rites of passage programs, develop a list of essential readings for boys and men of color and work with schools to integrate into curricula across all grades; create inter-generational councils / create foundations that cater specifically to the needs of communities of color / create community-based financial institutions; strengthen communication strategies that focus on positive information regarding boys and men of color; create community investment groups; create a shark tank for males of color to pitch and garner support for their business ideas to business elders in communities of color; strengthen advocacy for youth across all sectors; provide incentives for community involvement and service; create mentoring councils for boys and men of color; develop organizational and community capacity to focus on assets instead of deficits; focus on trade skills with MATC at an early age; create specific foundations to provide financial and intellectual capital to boys and men of color; create independent financial institutions; create sports-based businesses.



ORGANIZATIONS/PARTNERS:

Implementation Partner Lead :Running Rebels
Black Male Collaborative, Flood the Hood with Dreams

PROGRAMS:

CHOICE Schools Network, Community Warehouse/MKE Working-Employment Program, the Greater Milwaukee Center for Self Sufficiency Project 180, the Milwaukee Brewers Fatherhood Initiative, the Milwaukee Bucks, the Milwaukee Christian Fellowship Athletic Program, Milwaukee Police Department, MPS' Perfect Attendance Program, Operation Dream (for academic achievement - grade school to high school), Operation Dream Works (for high school employment), Pathways-focus on educational achievement and the transition from high school to college), Salvation Army's 100+ chaplains, Riverwest Harambee Credit Union, Social X (professional networking and development), the University of Wisconsin-Milwaukee's 3rd Black Male Summit, and the Urban League's Young Professionals

STARTING INITIATIVES:

300 Strong Initiative, I will not Die Young Campaign