

Black Male Achievement, My Brother's Keeper, and Building Opportunity for Boys and Men of Color

**Update to Milwaukee Black Male
Achievement Advisory Council**

April 27, 2015

BMOC in Milwaukee (2010 US Census)

BOYS/MEN OF COLOR IN MILWAUKEE	Under 5	Age 5 – 9	Age 10 – 24	Age 25 – 55	55+	TOTAL BY RACE/ETHNICITY
Black/AA	11,000	11,000	31,000	38,500	14,500	106,000
Hispanic/Latino	6,500	6,000	14,500	22,000	4,000	53,000
Asian	1,000	1,000	3,000	4,000	1,000	10,000
Native Indian	200	200	500	900	300	2,100
Two or more Races	2,000	1,500	3,000	3,000	500	10,000
TOTAL BY AGE	20,700	19,700	52,000	68,400	20,300	181,000

- 92,400 are under age 25
- 59% are Black/African American
- 29% are Hispanic/Latino

- 6% are Asian
- 6% are two or more races
- 1% is American Indian.

BMOC Milwaukee Initiative

Vision for Milwaukee

- A city and region where *all* boys and men of color are ***healthy, productive, and empowered*** to live their lives to the fullest potential, and to do so with ***dignity***.



BMOC Focus Areas

- Community Engagement
- Linkage and Coordination
- Policy Advocacy, Review and Analysis
- Funding and Philanthropy
- Research, Data and Evaluation
- Strategic Communications and Awareness
- Capacity Building
- BMA/MBK Alignment

My Brother's Keeper Community Challenge

- Call to action for cities, Tribal Nations, towns, and counties to build and execute cradle to career strategies that ensure all young people—especially young men of color—achieve their full potential
- Launched in September 2014 as response to President Obama's February 2014 call to action through White House My Brother's Keeper Initiative
- 200 localities have accepted MBK challenge and working to become MBK Communities
- White House MBK Summit (February 2015)

6 MBK Milestone Goals

Goal 1 – Entering school ready to learn

Goal 2 – Reading at grade level by third grade

Goal 3 – Graduating from high school ready for college and career

Goal 4 – Completing post-secondary education or training

Goal 5 – Successfully entering the workforce;

Goal 6 – Reducing violence, violent crime, and providing second chances.

BMAAC and MBK Alignment

Family	Education	Employment	Health and Wellness	Criminal Justice
Strengthening Black families and increasing involvement of Black fathers	Improving access to quality education and learning opportunities pre-k through higher ed	Improving access to quality, supportive wage employment, job training and pathways to wealth creation	Improving the social, emotional, mental and physical well-being of Black men and boys and addressing the culture of violence and trauma	Strengthening reentry supports and addressing disproportionate law enforcement contact and confinement of Black men
Aligning MBK Community Challenge Milestone Goals				
Goal 1 Goal 6	Goal 2 Goal 3 Goal 4 Goal 5	Goal 3 Goal 4 Goal 5	Goal 1 Goal 6	Goal 2 Goal 3 Goal 4 Goal 5 Goal 6

April 8th BMOC/MBK Planning Day

- Full day of planning with BMOC planning team, BMA/MBK city leads, funders and key partners (local MBK action planning group)
- Facilitated by Eric Grimes from PolicyLink and Campaign for Black Male Achievement
- Developing a foundational base for the work and identifying successes to-date; Defining role of core planning/implementation team; Establishing operational framework for Milwaukee (leadership, roles and governance)

Moving from Planning to Implementation

6 key objectives and indicators of success

(April – December, 8 months)

OPERATIONAL BUCKETS

- Backbone and Leadership
- Theory of Change
- Authority and Organizational Development
- Conceptual Lens and Dignity Framework
- Engagement and Communications
- Steering/Shared Governance

Backbone and Leadership

Key decisions made:

- Community Advocates Public Policy Institute to serve as lead agency for Milwaukee BMOC planning and transition to implementation
- Lead entities established for each identified success targets (CYE, CA, UWM, P3, NPC, City)
- Lead entities to work with identified members and supporters to make progress on success target by defining and measuring indicators

Theory of Change

- **GOAL:** Development of a comprehensive ToC to guide the work of BMOC/MBK actors with a clear vision, goals and core concepts
- **LEAD:** Center for Youth Engagement with UW-Milwaukee Research Center for Urban Education Leadership Development (RCUELD)
- **POC:** Reggie Moore, Decoteau Irby
- **DEADLINE:** August 2015

Authority and Organizational Development

- **GOAL:** Secure dedicated funding and legitimizing authority to coordinate and actualize BMOC/MBK work across Milwaukee (planning and implementation)
- **LEAD:** CA-Public Policy Institute with City of Milwaukee and BMOC Funders Group
- **POC:** Jeff Roman, Rob Cherry
- **TIMELINE:** June – October 2015

Conceptual Lens and Framework: Toward a Dignity-based Paradigm

- **GOAL:** Further development of Dignity framework and identification of pilot sites to integrate into all BMOC/MBK work across Milwaukee
- **LEAD:** RCUELD and Center for Youth Engagement, Support from CYE and CAPPI
- **POC:** Dr. Decoteau Irby
- **TIMELINE:** September – December 2015

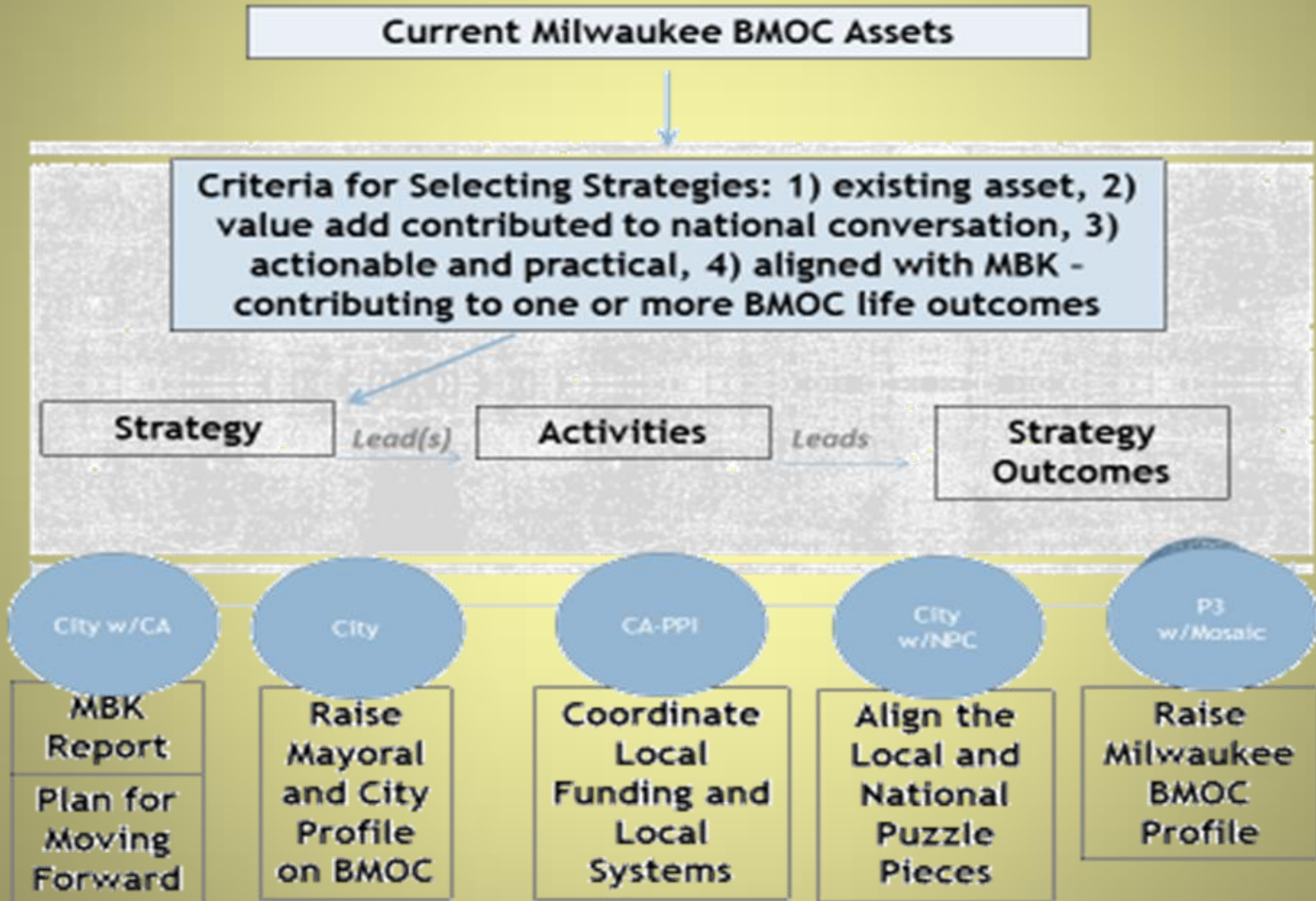
Community Engagement and Communications

- **GOAL:** (1) Development and implementation of a community engagement, outreach and inclusion process with representation of key voices in planning and implementation; (2) Development of a communications platform to better receive, process and promote BMOC/MBK information and activities
- **LEAD and POC:** P3 Development Group
- **TIMELINE:** Summer 2015

Steering and Shared Governance

- **GOAL:** (1) Clear and agreed upon levels and roles of leadership, governance and on-boarding to organize and structure BMOC/MBK work across Milwaukee (2) Transition of work from planning team to steering group (planning team intended to expand into BMOC steering group)
- **LEAD:** Nonprofit Center with CA-PPI and City of Milwaukee
- **TIMELINE:** As soon as possible

Critical Next Steps



Upcoming Events

- **April 29-May 1st** – 2015 Cities United Convening in Philadelphia, PA (City team)
- **May 7th** – NPC BMOC Conference Follow-up w/ Eric Grimes
- **May 12th** – Part 2 Critical Issues Forum “Changing the Narrative for BMOC” 9-10:30am @CA
- **May 27th** – CUIR Urban Initiatives Conference “Achieving Collective Impact” – key note speakers Paul Schmitz and Michael Smith, Special Assistant to President Obama and Director of Cabinet Affairs for My Brothers Keeper, The White House

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