
MILWAUKEE MY BROTHER'S KEEPER LOCAL ACTION PLAN

REPORT PREVIEW

March 21, 2016





"Fifty years after Dr. King talked about his dream for America's children, the stubborn fact is that the life chances for the average black and brown child in this country lags behind by almost every measure and it worse for boys and young men... And the worst part is we've become numb to these statistics... We just assume this is an inevitable part of American life, instead of the outrage that it is... But these statistics should break our hearts, and they should compel us to act."

BARACK OBAMA
PRESIDENT
UNITED STATES OF AMERICA

ACTION PLAN OVERVIEW

We will spend the next five years developing the infrastructure(s), capacities, and knowledge that will put us on a path toward achieving our vision of a Milwaukee where boys and men of color are proportionally represented and participating fully in the economic, social, cultural, and political life that the city of Milwaukee offers. In this document, we highlight our MBK Inspired...

15 YEAR VISION

Boys and men of color will be, at minimum, proportionally represented and participating fully in the economic, social, cultural, and political life of Milwaukee city and county.

5 YEAR OBJECTIVE

Develop a city-led institutional change processes (create the norms, procedures, and policies) that will create sustainable pathways communities, with the support of various partners, to continually move toward the 15-year vision.

PRIORITIES & SMART GOALS

We will focus on 10 Priorities and associated SMART goals to help us achieve our 5-year objective

A MESSAGE TO ALL BOYS AND MEN OF COLOR

MILWAUKEE BLACK MALE ACHIEVEMENT ADVISORY COUNCIL





VISION

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

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.

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

INTRODUCTION

Guided by President Obama's executive order establishing My Brother's Keeper (MBK) Community Challenge, the City of Milwaukee's Black Male Achievement Advisory Committee partnered with community stakeholders to develop a comprehensive strategy to improve the Greater Milwaukee region so that it better serves our region's boys and men of color. Our priorities are as follows:

1	Graduate male students of color from high school ready for college and or the workplace
2	Accept, retain, and graduate males of color from post-secondary education or job training programs
3	Make workplaces attractive and accessible to males of color
4	Retain and promote employees who identify as males of color
5	Increase the capacity of males of color to combat violence and victimization
6	Improve the administration of justice for boys and men of color
7	Protect the physical, emotional, mental, and spiritual wellness of boys and men of color
8	Fuel creative and entrepreneurial innovations among boys and men of color
9	Increase the representation and participation of boys and men of color in decision-making bodies and processes across all sectors
10	Establish alternative community-based institutions to sustain BMOC achievement efforts



BOYS AND MEN OF COLOR WILL BE EQUALLY REPRESENTED, PARTICIPATING FULLY, AND ACTIVELY SHAPING MILWAUKEE'S ECONOMIC, SOCIAL, CULTURAL, AND POLITICAL OPPORTUNITIES.

Our vision is to make Milwaukee a more desirable place for boys and men of color and their families to grow up, work, play, and live out their very best future. Milwaukee will be a place where boys and men of color are able to live with a sense of dignity, purpose, and infinite potential. Boys and men of color should feel connected, appreciated, and supported. We will achieve this vision when boys and men of color are equally represented, participating fully, and actively shaping Milwaukee's economic, social, cultural, and political opportunities. Our comprehensive vision focuses on the wide array of policies, services, organizations and institutions that play a critical role in supporting boys and men of color.

PRIORITY NO. 1:

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



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 Historically Black Colleges and Universities' (HBCUs), Tribal Colleges, Community Colleges, and Minority Serving Institutions academic and athletic programs; 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 that are asset based; strengthen the household 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; increase the number of boys and men of color who participate in entrepreneurship programs and entrepreneurial endeavors. Other ideas include: partnering with Milwaukee Area Technical College (MATC) to help youth attain GEDs, working with youth in the court system, expanding wrap around program which focuses on youth, adult, and family, expand alternative school GED program options, focus on reentry youth.



ORGANIZATIONS/PARTNERS:

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

PROGRAMS:

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

INITIATIVES

Black Achievers, Milwaukee Area Workforce Investment Board

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 male students of color's college or job training application completions 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 male students of color's graduation rate 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 comprise large percentage of population, ask Black males 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 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 career enhancement opportunities; research and improvise 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; improve marketing and communication of city-wide events and improvement efforts.



ORGANIZATIONS

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

PROGRAMS

Wisconsin Regional Training Partnership / Big Step.

INITIATIVES

Milwaukee Area Technical College Smart Start.

GUIDING PRINCIPLE

DIGNITY IN MIND AND PRACTICE.

Our plan centers on recognizing, cultivating, and preserving human dignity as a guiding principle and indicator of success. Four assumptions inform our use of this guiding principle in theory and practice. First, boys and young men of color are human beings. They should be treated as such. Too often they are not. Second, boys and men of color are disproportionately vulnerable to humiliation and mistreatment across all areas of their lives. Third, society's governing bodies and institutions systematically strip away at boys and young men of color's sense of dignity from birth throughout life. Fourth, governing bodies and institutions have the power to create conditions whereby boys and men of color can improve their own lives. They can do this by focusing on creating institutions that cultivate, maintain, and preserve boys and men of color's sense of dignity.

THEORY OF CHANGE

IMPROVE EXISTING INSTITUTIONS AND CREATE NEW ALTERNATIVE INSTITUTIONS.

Our plan focuses primarily on institutional responsibility for eradicating racism and expanding opportunities for boys and men of color from all walks of life. We recognize that this approach is different from traditional ideas focused on personal responsibility and self-determination. Personal responsibility is important and necessary; however, this attribute alone is insufficient to create thriving communities. In our full report, we outline the ways that institutional accountability can serve to cultivate and enhance collective determination within marginalized communities.



OBJECTIVE

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.

BLACK MALE ACHIEVEMENT ADVISORY COUNCIL:

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Black Male Achievement Advisory Council (BMAAC). (2016). Milwaukee MBK Local Action Plan Report Preview. Milwaukee: Derute Consulting Cooperative.

Milwaukee.gov/BMA



Official Website of the City of Milwaukee

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Message from Milwaukee Black Male Achievement (BMA) Advisory Council

Dear Fellow Milwaukeeans:



Mayor Barrett



Alderman Hamilton

As the Honorary Co-Chair and Co-Chair of Milwaukee Black Male Achievement (BMA) Advisory Council and on behalf of the entire BMA Advisory Council, we are pleased to launch this official website. It is designed to keep residents engaged as we embark on an ambitious effort to advance black male achievement through the collective input and efforts of all community stakeholders.

We are deeply grateful to have the support of the National League of Cities (NLC) and Open Society Foundations' Campaign for Black Male Achievement (CBMA), two prominent national organizations

dedicated to building better communities through black male achievement. Milwaukee is one of 11 cities selected by the NLC to receive critical assistance and CBMA support to advance black male achievement. Milwaukee was chosen because the data presented in our application makes it clear that there are wide racial disparities in education, work and family outcomes between black males in our community and their peers. We also have clearly demonstrated that Milwaukee is well-positioned to mobilize key community stakeholders including government, business, faith-based, academic and community-based organizations and members around a common BMA agenda and can align efforts using common measures of success.

The formation of the BMA Advisory Council is an important first step, but we have much more work to do when it comes to addressing the multiple challenges that place black men and boys in our community at a significant educational, economic and social disadvantage compared to their peers. These problems will not go away by themselves, and it is up to this generation to right the ship.

Join our growing list of community stakeholders and pledge your help and support!

Sincerely,

Mayor Tom Barrett and Alderman Ashanti Hamilton.



Milwaukee My Brother's Keeper Action Plan Draft & Feedback Form

Thank you for your interest in the Milwaukee My Brother's Keeper Challenge. After reading the local **MBK Action Plan Draft**, please take 5-10 minutes to complete the online **Feedback Form**.



At the end of the form, you will have the opportunity to provide your contact information. If you provide it, we will enter your information into a local database and keep you updated on our engagement process and progress.

Community Voices

BLACK MALE ACHIEVEMENT