



BMA COMPONENT: FORGING A COMMON VISION

Vision statements, when useful, are actionable. Efforts to communicate a set of measurable goals that reflect the vision narrow the view further. Finding indicators against which to track progress in the goals, pushes more things off the table. On the other hand, some vision statements can be too long to remember. They need to be boiled down to a catchy phrase and, some would argue, a single indicator or a very tight, logically connected set of indicators that are used consistently to convey progress toward the vision. Consider two ways to make vision stronger:

- 1. Identify a communicable goal that conveys urgency.
2. Adopt a common language and framework that lends itself to frequent, flexible use

Rate Your City's Common Vision for Black men and boys

Weak.....Strong

Overall in your city, how strong is your current vision? 1 2 3 4 5

Where do you think the vision should be in 2 months? 1 2 3 4 5

Where do you think the vision should be in 6 months? 1 2 3 4 5

Do you feel that your city's BMA team has a concise but compelling vision statement?
If so, what is it?

Has your city made an attempt to quantify the challenge (or to use a research report that does)?
If so, what do you use?

Not Imp.....Very Imp

Given what you feel your city is trying to accomplish, how important do you think it is to have a common vision for Black men and boys? 1 2 3 4 5

Given what your city is trying to accomplish, how important do you think strengthening the common vision for Black men and boys should be within the next 4 to 6 months? 1 2 3 4 5

Based on our discussion, what are some next steps that should be taken to forge a common vision?



BMA COMPONENT: ENGAGING Diverse STAKEHOLDERS

Who needs to be at the table? We are not suggesting a definitive list or set of categories. But, if you think about it by sector, by roles, by the systems and services that touch Black men and boys, do your thoughts about who you are currently engaging or who you need to engage change?

ENGAGE ALL STAKEHOLDERS			
<i>Building tri-sector partnerships that . . .</i>	SECTORS	Public / Private / Nonprofit	
<i>involve both professionals and community members</i>	ROLES	PROFESSIONALS Practitioners Researchers Policy makers/administrators Media/Communications specialists Advocates/Organizers Business leaders Philanthropists	COMMUNITY Young people Parents & Families Volunteers Community members (College Students) (Retirees)
<i>to connect efforts across all of the "allied Black men and boys fields"</i>	SYSTEMS & SERVICES	CHILD/BLACK MEN AND BOYS FOCUSED Childcare After-school Black men and boys-serving organizations Prevention Education Black men and boys employment Child Welfare Juvenile Justice	GENERAL Health care Civil rights Community service Organizing Faith-based Libraries & Museums Parks & Recreation Housing
<i>and engage actors at all levels.</i>	LEVELS	Front-line / Mid-Level / Leadership	

Rate Your City's Stakeholder Engagement	Low.....High				
<i>Overall in your city...</i>					
...how would you rate the level of stakeholder engagement in the BMA process?	1	2	3	4	5
...where do you think stakeholder engagement should be in 2 months?	1	2	3	4	5
...where do you think stakeholder engagement should be in 6 months?	1	2	3	4	5
<i>Given what you feel your city is trying to accomplish through its BMA plan...</i>					
...how important do you think it is to focus on continuing efforts to that engage diverse stakeholders?	1	2	3	4	5
...how important do you think continuing efforts to engage diverse stakeholders should be within the next 4 to 6 months?	1	2	3	4	5



BMA COMPONENT: ENGAGING ALL STAKEHOLDERS

What does the BMA stakeholder engagement landscape look like in your city?

Who is for Black men and boys in your city? Which stakeholder groups are the most engaged and committed? (think about their actions, not their memberships on the commission or action team).

Who are the most sought after? Which stakeholder groups are most frequently invited to (or wished for at) decision-making tables when the topic is children, Black men and boys, education, etc.?

Who are the most ignored? Which stakeholder groups are most frequently left out, even though they really do have a stake in the solutions?

Who have the most capacity? Which groups have structures behind them that make it easier for them to be engaged as a group and easier for them to respond or advocate?

What are opportunities for the mayor and/or other local elected officials to be more engaged?

What steps can be taken to engage young black men and boys in your planning and decision-making process?

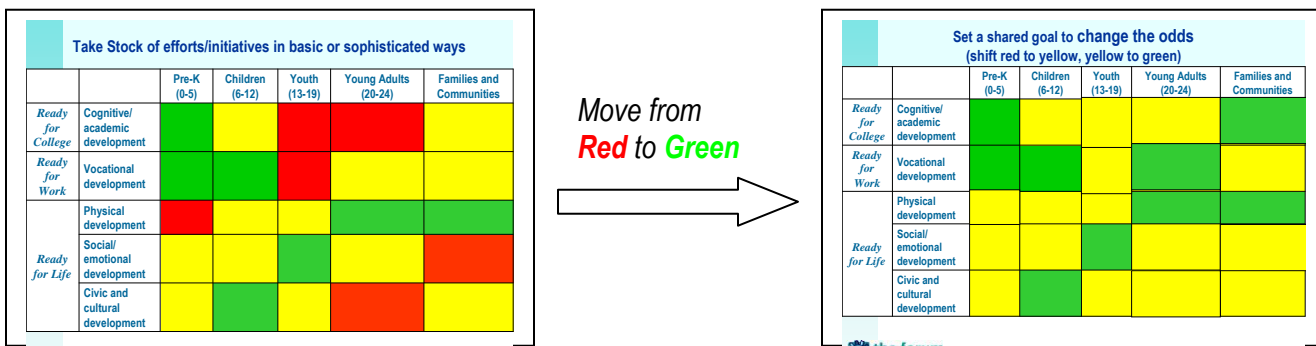
Based on our discussion, what are some next steps that should be taken to continue efforts to engage diverse stakeholders?



BMA COMPONENT: SHARED ACCOUNTABILITY

In order to lay the groundwork for a strong, shared accountability system there are two possible things to consider: 1) Common definitions of outcomes, of services/supports and 2) Public ownership of big picture goals in each area. Mark Friedman has been successful at helping cities understand how to implement Results Based Accountability and offers many exercises for thinking through this process (i.e., A Tool for Choosing a Common Language).

The Forum also offers the “Dashboard” Process that leads to a series of decisions about the desired results for children and Black men and boys (outcomes, goals) and the desired performance measures for systems. The chart visually summarizes the process but working through the details helps cities avoid the “forest/trees” problem.



Rate Your City's Shared Accountability

Weak.....Strong

Overall in your city, how strong are steps taken to achieve shared accountability?

1 2 3 4 5

Where do you think the efforts to achieve shared accountability should be in 2 months?

1 2 3 4 5

Where do you think the efforts should be in 6 months?

1 2 3 4 5

What does it take to create a climate for **sharing accountability**?

What does it take to have people take it seriously? What does it take for there to be consequences – both positive and negative?

What is the focus of your city's efforts around sharing accountability for your BMA plan?

Not Imp.....Very Imp

Given what you feel your city is trying to accomplish for Black men and boys, how important do you think it is to focus on the issue of shared accountability?

1 2 3 4 5

Given what your city is trying to accomplish, how important do you think focusing on the issue of shared accountability should be within the next 4 to 6 months?

1 2 3 4 5

Based on our discussion, what are some next steps that should be taken to achieve shared accountability?



BMA COMPONENT: COMPREHENSIVE STRATEGIES

This is a critical but difficult component to a Black men and boys planning process – understanding and articulating the strategies within a lens that all stakeholders can agree makes sense. The National League of Cities created an Action Guide for Black Male Achievement and described strategies in four areas:

1. Improving educational attainment
2. Expanding job opportunities
3. Strengthening families
4. Reducing violence

As your city advances a comprehensive strategy for Black men and boys, the landscape should also include efforts to:

1. Improve and coordinate systems and services
2. Align policy and resources (public and private)
3. Increase demand for support
4. Engage young people and their families

Rate Your City's Strategy for Black men and boys		Weak.....Strong				
In the efforts to develop a Black men and boys master plan for your city, how strong are the efforts to articulate a broad strategy for Black men and boys?		1	2	3	4	5
Where do you think the efforts should be in 2 months?		1	2	3	4	5
Where do you think the efforts should be in 6 months?		1	2	3	4	5
What does the strategy landscape for Black men and boys look like in your city?						
Using the frameworks above, what aspects of your city's strategy for Black men and boys is stronger and what aspects are weaker?						
		Not Imp.....		Very Imp		
Given what you feel your city is trying to accomplish, how important do you think it is to develop comprehensive strategies for Black men and boys?		1	2	3	4	5
Given what your city is trying to accomplish, how important do you think developing comprehensive strategies for Black men and boys should be within the next 4 to 6 months?		1	2	3	4	5

Based on your discussion, what are some next steps that should be taken to define broad strategies for Black men and boys?



BMA COMPONENT: COORDINATING INFRASTRUCTURES

When your city is ready to implement their Black men and boys plan, strong consideration must be given to identifying individuals and organizations that have the capacity, motivation, and mandate to monitor and report on the efforts taking place to implement the Black men and boys plan. These individuals or organizations must work across issues, systems, and stakeholder groups to accomplish two things:

1. Create the coordination, communication, and accountability systems and structures needed to manage and sustain a long term commitment to the BMA process
2. Align and strengthen existing efforts essential to the strategies for Black men and boys articulated in the BMA plan

Potential Coordinating Infrastructures By Age Group	Improving Systems	Aligning Resources	Mobilizing Demand	Engaging Black men and boys and Families
Early Childhood (Head Start Coalition)	X		X	
Elementary Age (After school For All)	X	X		
Middle School (Healthy Kids Coalition)	X		X	X
High School (Local Education Fund)	X			
Young Adults (Black men and boys Transitions Interagency Group)	X	X		
Families/ Communities (Community Builders Network)	X		X	X

The coordinating infrastructure could involve engaging a community collaborative, using an intermediary organization, or establishing a coordinating body. If a decision is to create multiple structures, then careful attention should be paid to how the coordinating infrastructure meets the goals of the strategies for Black men and boys that was established through the Black men and boys planning process (see chart).

Rate Your City's Coordinating Infrastructure	Weak.....	Strong
How strong are the coordinating infrastructures for Black men and boys?	1 2 3 4 5	
How strong should these infrastructures be in 2 months?	1 2 3 4 5	
How strong should these infrastructures be in 6 months?	1 2 3 4 5	
	Not Imp.....	Very Imp
Given what you feel your city is trying to accomplish, how important do you think it is to focus on coordinating infrastructures?	1 2 3 4 5	
Given what your city is trying to accomplish, how important do you think coordinating infrastructures for Black men and boys should be within the next 4 to 6 months?	1 2 3 4 5	

Based on your discussion, what are some next steps that should be taken to coordinate infrastructures for Black men and boys?