

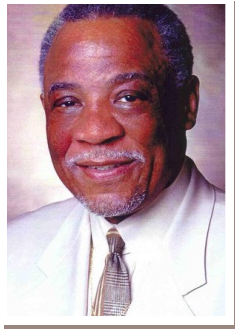
# MAYORS' COMMISSION ON AFRICAN-AMERICAN MALES



## Recommendations Report

February 2014





Historically, Black Philadelphians have been in the forefront of promoting projects and programs for the betterment of African-Americans and have been responsible for many firsts, including:

- The 1797 Petition to Congress from four free African Americans to protect freed slaves from capture and resale (1799)
- The Black Political Convention (1831)
- The Black Power Conference (1969)

As co-chairs of the Mayor's Commission on African American Males (MCAAM), we are honored and excited to continue the legacy of advocacy and service. Philadelphia has the first and country's active Mayoral Commission for African American Males. The Commission and its members have done an outstanding job in preparing the following report, and are to be commended for their enthusiastic service and their unwavering commitment to addressing the problems encountered by Black men and boys, as well as their families, in Philadelphia.

The MCAAM would not have been able to move forward without its members' steadfast support. The Commission gives special thanks to Commission members Eric Grimes and Steve Vassor for their outstanding leadership in developing the work plan and this report, which includes the action recommendations presented to The Honorable Michael A. Nutter.

As we move forward, we must all work together to address the systemic issues facing the African American community in our great city. After generations of being stifled and devalued, this set of recommendations is a strong step toward equaling the playing field for African American males.

Sincerely,

Dr. Rev. W. Wilson Goode, Sr.

Bilal A. Qayyum

Co-Chairs



Philadelphia is a world-class City, steeped in rich history and experiencing a modern Renaissance. For the first time in more than fifty years, the population is growing again. The economy of the city is firmly rooted in a thriving higher education sector, a booming medical technology, hospital and pharmaceutical industry, and a thriving hospitality and tourism market. In addition, there is an ever growing start-up community of young entrepreneurs, looking to carve out their own American dream. But for certain segments of our city, concerns about well-being, adequate preparation for their futures, and access to opportunities undermine their ability to partake in the growth and future direction of our city. If we continue along this pathway, unchanged, it is estimated that 600,000 Philadelphians will lack the basic skills needed to compete in the global economy by 2030. And the truth is that far too many of those most impacted by these realities are Black men and boys.

In 1991, a group of African American men met once a month to discuss issues affecting the Black community, specifically black men. Out of these discussions Mayor W. Wilson Goode, Sr. was presented with the recommendation to create a Commission on African American Men. Its functions would be to focus on studying the negative conditions of Black men in the City of Philadelphia and to make a yearly report of recommendations to the Mayor on how to affect positive outcomes for black men and boys. In December 1991, Mayor Goode signed the Executive Order establishing the MCAAM, but would not be instituted for nearly 20 years.

In 2009, Mayor Nutter convened a small group of stakeholders to begin brainstorming what should the foci be to improve life for African American men and boys in Philadelphia. In 2010, a group of African American men, under the leadership of the Father's Day Rally Committee, developed a ten year plan call *The Agenda....a cooperative approach towards addressing critical issues among Black Men in Philadelphia*. It outlined strategies to address some negative issues affecting the African American males with short and long term solutions in the areas of Criminal Justice, Economic Development, Education and Health. Presented with The Agenda and the original Executive Order for the Commission, in 2011 Mayor Nutter re-established the MCAAM with former Mayor W. Wilson Goode, Sr. (Amachi) and Bilal Qayyum (Fathers' Day Rally Committee) to serve as Co-Chairs. Today, this is the Mayor's advisory group on issues impacting African American men and boys in Philadelphia.

# MCAAM ACCOMPLISHMENTS



**Listening Sessions:** In October/November 2012, MCAAM convened citizens from several sections of the City (West, South, Central, and Germantown) to participate in "Listening Sessions". The objectives were to introduce MCAAM to the community and to provide an opportunity for these community members to inform the Commission on what they felt could improve conditions for African American men and boys in Philadelphia. These sessions yielded preliminary information which helped to frame MCAAM's foci.

**2013 MCAAM Retreat:** In January 2013, the MCAAM held a retreat at the United Way of Greater Philadelphia and Southern New Jersey (UWGPSNJ) to determine its direction, its function, and how best to move forward. The Mayor participated and closed the retreat with a charge – within six weeks, deliver a set of recommendations that he could present as part of his budget and ongoing policy platform. The policy framework was unveiled, and the Ad-Hoc Policy Subcommittee was given the charge of compiling, clarifying and delivering the MCAAM subcommittee recommendations. From this work, 20 recommendations were submitted to the Mayor. Mayor Nutter accepted four.

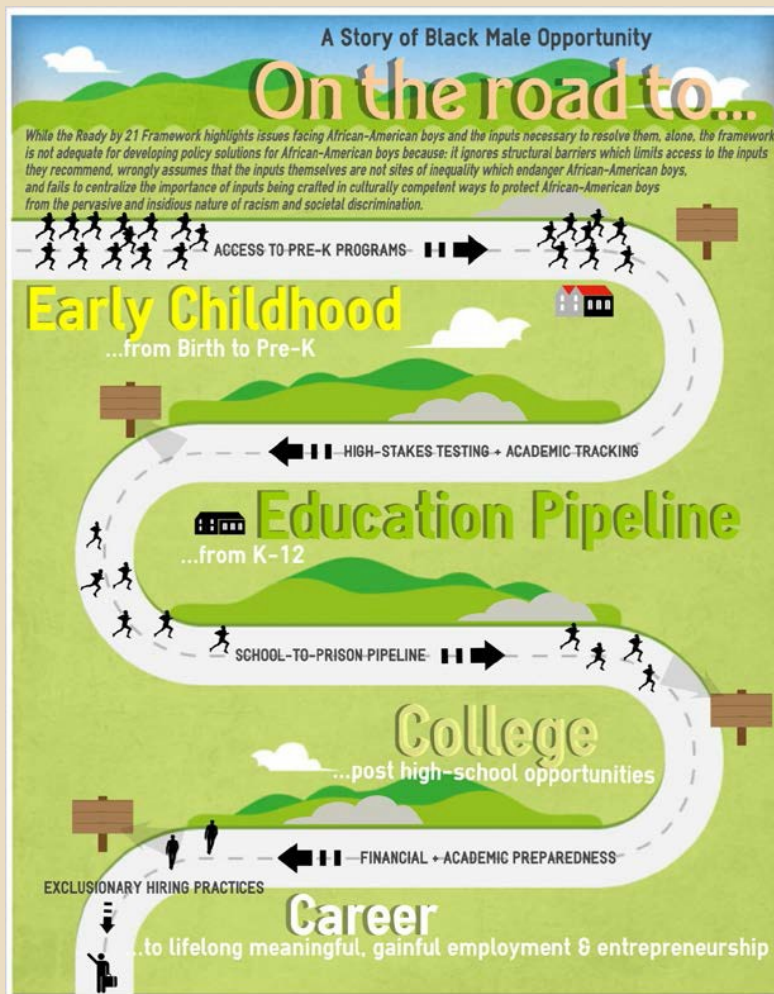
**Opportunity Pipeline Introduced:** In December of 2012, students from University of Pennsylvania, as a part of their Independent Study, presented the "Birth to Opportunity Pipeline" infographic to the MCAAM. The students created as a visual depiction of the challenges and supports needed for African American men and boys to succeed and thrive from birth to young adulthood. Originally sitting within the Education subcommittee, it was immediately adopted by the MCAAM (See Figure)

**Black CAPs Philly:** Envisioned as an opportunity to highlight the academic achievements of Philadelphia's African American men graduating from college, Reaching Out For The Brothers, in conjunction with MCAAM, AAKT Concepts LLC, Black Male Development Symposium, Black Male Engagement, Philadelphia College Prep Roundtable, Phi Beta Sigma Fraternity, Incorporated, the Mayor's Office, and the UWGPSNJ produced the inaugural Black CAPs Philly event. On Sunday, May 19, 2013, nearly three dozen black men graduating from local colleges and universities gathered in the interior courtyard of City Hall served as the centerpiece. Approximately 100 spectators, guests and family members celebrated their accomplishments. The intent is to make Black CAPs Philly an annual event.

# BIRTH TO OPPORTUNITY PIPELINE

*"The issue is constricted opportunity – where opportunities and attainable visions of a future are constricted, people react with despair, a loss of aspiration and violence. If you open up equitable access to educational, economic, health, justice and other opportunities, you have found the key to the other issues that plague Black male life in our cities. A mayor can (and must) be at the forefront of this charge"*

## - MCAAM Policy Committee Framing Statement



*"Birth to Opportunity Framework" and graphic developed by students in UPENN PEIBM 575 Independent Study (Spring 2013)*

The Commission was charged with advising, and recommending to the Mayor, actions on policy issues to improve outcomes for African American boys and men in Philadelphia. The MCAAM is comprised of several subgroups (Committees) of the full Commission, which meet regularly to formulate policy recommendations in the areas of Education, Criminal Justice, Jobs and Economic Development, Communications and Health.

As work began, the need for a Black male-focused policy lens, or review framework emerged. With the new policy frame as a filter, while the intent of the MCAAM was clear, the language framing the EO that established the MCAAM was rooted in negative views of Black men. The Policy Subcommittee proposed, and the Committee of the Whole unanimously adopted the new introductory language . which opened the way for the MCAAM to turn its attention to providing recommendations to the Mayor.

Specifically, the Commission used the concept of a "birth to opportunity pipeline" as its strategic framework for researching and recommending solutions to improving the lives of African American males. Our focus remained on:

The essential roles that equitable access to effective education, jobs, economic development, health, and justice delivery systems, coupled with a communications infrastructure that affirms and does not systemically negate the value and contributions of Black men, play in the development of African American men from birth to preschool, through school and into adulthood.



## WELLNESS

Provide pathways and access to preventive and corrective health practices and to opportunities that assist with attainment of health insurance, screenings and holistic supports (gym membership discounts, mental health programs, etc.). Additionally, promote opportunities for enhanced nutritional practices and healthy food access.

## ACHIEVEMENT

Provide multiple viable pathways to ensure that members of this population have equitable, open and efficient access to opportunities to attain the education, competency and skills necessary to be prepared for opportunities and challenges as they arise.

## ACCESS

Economic Development - Assure that information and opportunities are open to Black males for internships, apprenticeships, mentorships and memberships; gain the requisite certifications and credentialing; and, have equal access to, and gain benefit from existing and future entry-level and high-level jobs, retention and advancement ladders, as well as self-employment and entrepreneurship.

**AFRICAN AMERICAN MALES**

## WELLNESS

**Recommendation:** Promote healing and wellness circles in communities that consider the impact of intergenerational trauma and constricted opportunity access on African American males who struggle to live up to traditional manhood standards.

**Action:** Mayor Nutter will establish Healing Empowerment Zones in all areas of Philadelphia with high incidents of violence and crime. The Healing Empowerment Zones will develop *Stations of Hope* where community institutions can refer or provide evidenced based services needed to help African American males affected by violence and intergenerational trauma.

## ACHIEVEMENT

**Recommendation:** Proper monitoring and advocacy regarding academic/credentialing pursuits to assure equitable access, delivery, opportunity- decrease achievement gaps on standardized tests, grade-level proficiency in reading and math, and consideration and integration of national common core.

**Action:** Mayor Nutter will issue an executive order proclaiming that program serving Philadelphia's African-American boys under the age of 18 will be monitored and assessed based on the early warning indicators framework (Johns Hopkins University). In the proclamation, Mayor Nutter will call on the community to serve as caring adult mentors to students identified through early warning indicators to support them in meeting the rigor of the Common Core standards to graduate high school.

**Action:** Mayor Nutter will require all mentoring programs that receive city money to integrate evidence based practices that focus on academic achievement into their mentoring programming.

**Action:** Mayor Nutter will convene quarterly nonprofits, educators, community leaders, and city government to coordinate a comprehensive and collaborative system to build the capacity of culturally competent caring adult mentors to support African American boys to graduate high school on a path to opportunity.

## ACCESS

**Recommendation:** Develop and nurture partnerships with area colleges and universities.

**Action:** Because of the significant economic and social footprint the higher education institutions have in our city, Mayor Nutter will convene colleges and universities, businesses, civic leaders and neighborhood/city stakeholders to develop a blueprint and action plan for how these institutions can proactively support African American males along 4 Opportunity Pathways to increase and enhance:

Their preparedness, entrance, matriculation and completion at higher educational institutions.

Their awareness, utilization and completion of non-matriculating, certification, credentialing, career/professional development and other non-degree educational services and supports (ie, Small Business Development Centers, Veterans Upward Bound, Business Seminars, libraries, technology supports, etc.)

Their full-time, part-time, consulting and subcontracted employment at all levels of work at area colleges and universities (administration, faculty, staff and other)

Their purchasing, retail and contracting relationships with African American businesses, professional services and self-employed individuals.

**Recommendation:** Cultivate a Black Technology community & integrate emerging Black Male-Developed tech into the wider ecosystem

**Action:** Mayor Nutter will have the small business technical assistance support centers target support for African American male led technology companies.

**Action:** Mayor Nutter will organize the small business capital community to increase the amount of financing African American male led technology companies receive.

**Action:** Mayor Nutter will build an African American male technology network to drive interest, connection and collaboration among African Americans and other communities of color in building a technology eco-system in Philadelphia.

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# Conclusion:

## *Where Do We Go From Here?!*

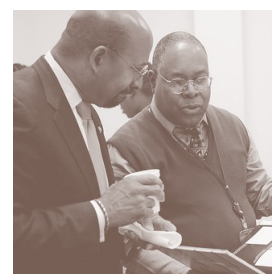
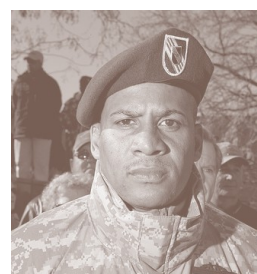
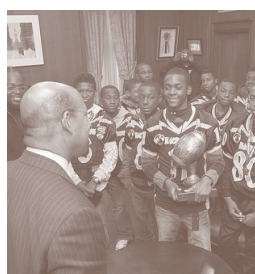
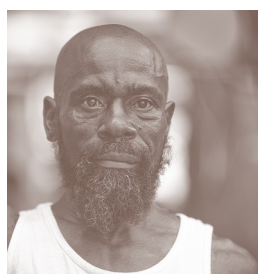
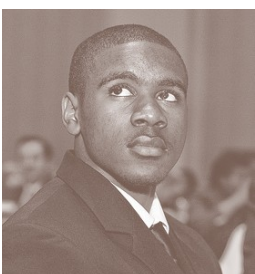
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The work of the Mayors Commission on African American Males has up to this point focused on developing a set of recommendations and policy actions that ultimately were accepted and supported by the Mayor of Philadelphia. The commission will now enter a new phase of its work to support implementation, monitoring and reporting on the outcomes of the recommended policy actions. It is the intention of the commission to engage the community in its work moving forward and sustain its work past the current Mayor's administration. To begin the Commission will be taking two immediate actions:

**Implementation Plans:** The Commission will be developing implementation plans for each action associated with the recommendations. The action plans will include specific objectives to be met during 2014 as well as short term measures of success.

**Establish a Black Male Achievement Life Outcomes Dashboard:** This will be the leading source of data on a select set of indicators that track opportunity during the life course of black males in Philadelphia. The following is a first draft set of measures that will be further developed by the Commission.

It is the responsibility of the City of Philadelphia to ensure all citizens live healthy and productive lives. The Commission recognizes that black men and boys are an integral part of the American families and to the City of Philadelphia overall; their consistent, positive, and productive presence strengthens families and communities. African American males in our city, and nationally, face myriad challenges to their viable and stable presence in their families and communities; because of this they warrant a connected, comprehensive system of supports that effectively engages and prepares them to take advantage of the opportunities or overcome these challenges erected before them. The Commission will continue to work with the Mayor and the community to ensure improved life outcomes for African American males in our city. We believe that the City of Philadelphia is on precipice of wrapping our arms around improving the overall well being of black men and boys. This work will be epic to the legacy of leadership in Philadelphia, the City of Brotherly Love.



# of Black Males and as % of Total Male Population by Age	Philadelphia City	
	Total	Percent
Less than 10 years old	49,220	16%
10 to 14 years old	24,770	8%
15 to 19 years old	28,577	10%
20 to 24 years old	25,486	9%
25 to 44 years old	74,317	25%
45 to 64 years old	70,705	24%
Age 65+	26,269	9%
Total	299,344	100%
# and % of Black children ages 3 and over enrolled in nursery school, preschool or kindergarten	Philadelphia City	
	Total	Percent
	22,394.00	11.3%
# and % of Black Males with a high school diploma, GED, or equivalent (age 18+)	Philadelphia City	
	Total	Percent
	87,690.00	42.7%
# and % of Black Males with an Associate's degree or higher (age 25+)	Philadelphia City	
	Total	Percent
	87,690.00	15.7%
Percent of Black Boys at or above Proficiency levels at Grade 4 Math	Philadelphia City	
	Percent	
	13.0%	
Percent of Black Boys at or above Proficiency levels at Grade 4 Reading	Philadelphia City	
	Percent	
	8.0%	
# and % Out of School Black Males in the Labor Force Who are Employed	Philadelphia City	
	Total	Percent
	14,578	51.8%
16-24		
25-44	48,221	83.5%
Median Household Income of Black Male-Headed Households	Philadelphia City	
	Total	
	\$24,706	



## **Executive Order No. 13 – 11 Mayor’s Commission on African American Males**

WHEREAS, African American males are an integral part of the fiber in African-American families, communities and to the City of Philadelphia overall; and

Whereas, their consistent and positive presence promotes family and community stability and contributes to the growth of Philadelphia; and

Whereas, African American males in our city face myriad challenges to their viable and stable presence in families, communities and our city overall; and

Whereas, because of these challenges, Mayor W. Wilson Goode, through Executive Order No. 7 – 91, established a Commission on African-American Males to assist the City in addressing these and other issues;

Whereas, the formation of that Commission was a positive step toward improving the situation of African-American males within the City; and

Whereas, it will be useful at this time to re-constitute and re-vitalize that Commission and further define its goals and duties;

Now, therefore, I, Michael A Nutter, Mayor of the City of Philadelphia, by the powers vested in me by the Philadelphia Home Rule Charter, do hereby ORDER as follows:

### **Section 1. Establishment**

The Mayor’s Commission on African American Males is hereby established.

### **Functions**

The functions of MCAAM shall be to encourage the development and implementation of policies, programs and practices specifically intended to improve conditions affecting the cultural, social, economic, political, education, health and general well-being of African American males residing in Philadelphia. The Commission shall be empowered to make recommendations to all relevant and appropriate stakeholders relating to the improvement of conditions in Philadelphia for African American Males.

### **Section 2. Composition**

The Commission shall be comprised of not less than thirty persons, to be appointed by the Mayor, as follows:

- A. The Commission shall include, but not be limited to, representatives from the following sectors:  
Government, Business, Education, Labor, health, and Civic organization with an emphasis on service.
- B. A minimum of three (3) appointees shall be between the ages of 18 and 25 years.
- C. The Chair and/or the Co-Chairs of the Commission shall be designated by the Mayor.

- D. The Chair and/or the Co-Chairs may jointly designate committees comprised of subsets of Commission members to focus on particular aspects of its mission.
- E. Members of the Commission shall serve without compensation and at the pleasure of the Mayor.

### **Section 3. Powers and Duties**

The commission shall be responsible for advising the Mayor on the initiation, development and implementation of policies and programs throughout City government and relevant agencies to achieve the purposes of this executive order.

- A. Ensure equitable treatment of the African American community by City agencies;
- B. Work with City departments to promote hiring, retention, and promotion practices that ensure equal opportunities for African American males;
- C. Provide a focus for issues of concern facing African-American males, including but not limited to the issues set forth in the 2011 Black Male Agenda created by the Father's Day Rally Committee;
- D. Advise the Administration on policies affecting African-American males and report to the Mayor on the status of African American males affairs in Philadelphia;
- E. Hold an annual open community forum to report its work and accomplishments of the previous year;
- F. Under direction of the Mayor and as coordinated through the office of the Deputy Mayor for Administration and Coordination/managing Director, have access to all relevant City Departments and Agencies, the personnel of which are hereby directed to co-operate with requests from the Commission;
- G. It shall be the responsibility of the Commission and the Mayor's Office to see that the policies, programs and services recommended by the Commission and approved by the Mayor are implemented.

### **Duties and Expectations**

- A. Convene regularly at such times and places as it may designate
- B. Hold informational hearings, as necessary, in order to evaluate the effectiveness of City services and programs, soliciting input from relevant stakeholders and citizens on issues of particular concern to African-American males.
- C. Submit annually to the Mayor a report on the state of African-American males in Philadelphia with proposed action steps, recommendations and information summarizing the Commission's work.
- D. Monitor the impact of City policies and programs on the quality of life of the African American community and make recommendation to the Mayor regarding improvement that should be made to such policies and programs.
- E. Assist community organizations in developing strategies and programs that will expand and enhance the social, cultural and economic status of African American males.
- F. The Commission shall adopt its own rules of procedure and internal organization. Such rules shall become effective only after approval by the MCAAM and will be consistent with the provisions of this Executive Order.

# MEMBERS OF THE MCAAM

**Joel Austin, Daddy University Inc.**

**Brandon Brown, BRB Consulting**

**Spencer Bruce, Kappa Alpha Psi Fraternity, Inc.**

**Thomas Butler**

**Darryl Coates**

**Gregory Corbin, Philadelphia Youth Poetry Movement**

**Kevin Covington, Community College of Philadelphia - Center for Male Engagement**

**Sharif El-Mekki, Mastery Charter School**

**V. Shayne Frederick**

**Rev. Dr. W. Wilson Goode, Sr., AMACHI**

**Eric Grimes, AAKT Concepts LLC**

**Kevin Harden, District Attorney's Office**

**Alain Joinville, City of Philadelphia-Parks and Recreation**

**Chad Dion Lassiter, Red Cross of Philadelphia**

**Anthony Murphy, Town Watch Integrated Services**

**Alex Peay, Rising Sons**

**Bilal Qayyum, Father's Day Rally Committee, Inc.**

**Ric Ramsey, City Year Philadelphia**

**Wadell Ridley, Jr., St. Joseph's University**

**Michael Robertson**

**Howard Stevenson Ph.D., University of Pennsylvania**

**Darin Toliver**

**Steve Vassor, MENTOR: The National Mentoring Partnership**

**Patrick Walsh, VILLA**

**Tyronne Werts, The Inside-Out Prison Exchange Program**

