

# Men of Color Mission Statement

## **Statement of Purpose**

The negative factors affecting the quality of life for Men of Color have dramatically escalated over the last decade. Poor graduation rates, disproportionate special-education placement, increase in school dropouts, incarceration, felony arrest, school suspension, rise in unemployment and declining healthcare; are systemic indicators that have contributed to a loss in human capital and productivity.

## **Mission**

Our mission is to develop and support the education, and leadership potential of Males of Color throughout their lifespans.

## **Vision**

Our vision is a world where Males of Color thrive, contribute to society, and serve as examples to all.

## **Values**

***Ethical behavior*** - A group of moral principles or set of values that define or direct us to make the right choice, even in the midst of peer and social media pressure.

***Positive Purpose*** - Power of optimism, positive thoughts, and saying positive things equals a positive attitude; allowing you to create limitless possibilities (Leadership and championship).

***Hard Work*** - Having a dedicated and hardworking attitude with any task presented.

## **Goals/Measurements**

1. To increase the exposure of young people to positive Males of Color images both inside and outside the classroom.
  - Introduce/Engage Men of Color into extra curricular activities.
  - Garner resources to fund education for Men of Color.
2. To support the education and development for Males of Color at critical points throughout their lifespan.
  - Recruit at least 100 mentors to address the special needs of young men of color and refer them to established mentor programs.
  - Increase by 50 the number of mentors that are engaged in ongoing mentorship activities (e.g. Girls & Boys club, Mentoring Collaborative, Big Brother and Coaching).

3. To identify and advocate for governmental policies that contribute to the advancement of Males of Color.
  - Change at least one Local, State or Federal Policy directed to improve the life for Men of Color.
  - Organize young Men of Color into local Think Tank chapters.

# MEN of COLOR

## Action Plan



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*The City of Dayton's implementation plan  
for the national My Brother's Keeper Initiative*

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## **Overview - My Brother's Keeper Challenge:**

In February 2014, President Obama unveiled the My Brother's Keeper (MBK) initiative to address persistent opportunity gaps faced by boys and young men of color and to ensure that all young people can reach their full potential. The initiative seeks to organize and capitalize on the commitment of community leaders in order to reach that goal.

The MBK initiative encourages communities (cities, rural municipalities, and tribal nations) to implement a coherent "cradle-to-college" strategy, for improving the life outcomes of all young people to ensure that they can reach their full potential, regardless of who they are, where they come from, or the circumstances into which they were born.

The MBK initiative is not a new federal program, but rather a call-to-action, and a targeted effort to convene leaders, identify effective strategies, and to develop an action plan centered on six goals that reflect the unique needs and challenges faced by boys and young men of color.

### *The 6 Goals of the My Brother's Keeper Initiative are to ensure that:*

1. All children enter school cognitively, physically, socially and emotionally ready
2. All children read at grade level by 3<sup>rd</sup> grade
3. All youth graduate from high school
4. All youth complete post-secondary education or training
5. All youth out of school are employed
6. All youth are safe from violent crime

## **The Issue:**

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**For African American Adolescents to develop into individuals actively engaged in optimal personal and collective development, they must be placed "at-promise" as opposed to "at risk" in order to become contributing members of their families, schools, communities and the broader society.**

**—American Psychological Association Task Force on Resilience and Strength in Black Children and Adolescents, 2008**

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The City of Dayton believes that all youth in our community are not "at-risk," but are "at-promise" and can achieve success in life. By placing our youth "at-promise," we are focused on their strengths rather than their "deficits." We are also recognizing that all youth have the potential to achieve at higher levels than they are currently achieving. By using a comprehensive mentoring model, our community mentors will serve as a vital component in helping students succeed.

## **Rationale:**

Boys and young men of color, regardless of socio-economic background, face disproportionate challenges throughout their journey from their youngest years to college and career. Large disparities remain in reading proficiency, with 86% of African American boys and 82% of Hispanic boys reading below proficiency levels by the fourth grade – compared to 58% of white boys reading below proficiency levels. Additionally, the disproportionate number of African American and Hispanic young men who are unemployed or involved in the criminal justice system undermines family and community stability. These young men are more than six times as likely to be victims of murder than their white peers and account for almost half of the country’s murder victims each year.

In Dayton, we share the desire that youth, especially those within under-represented populations, strengthen their individual capacity to achieve personal and academic goals. National research shows that a strong connection with a mentor and mentoring activities greatly increases the likelihood that a child will achieve success.

The recommendations contained within this Action Plan are designed to inspire our youth, creating a sense of hope; supporting their well-being and emotional needs, helping them develop essential life skills and overcoming obstacles, as they pursue personal and professional goals.

## **City of Dayton: A Collaborative Approach**

City of Dayton Mayor, Nan Whaley and Commissioner Jeffrey J. Mims Jr., are leading the local efforts to evaluate how community services and programs can shift outcomes toward the attainment of the My Brother’s Keeper goals. In early 2014, Mayor Nan Whaley launched the City of Learners initiative as a citywide effort to support Dayton's schools and students in achieving new levels of success and to build a stronger workforce for the future. The City of Learners Committee is composed of 58 community leaders and volunteers who are committed to ensuring that all young people in the City of Dayton are receiving a high quality education. In order to seek input from the community, a series of Listening Sessions were held to allow residents, parents and others to share ideas about improving education in Dayton. Mayor Whaley and a group of City of Learners committee members attended meetings throughout Dayton, gathering information from parents, neighborhood residents, students, educators, business

leaders and others. Because Mayor Whaley's City of Learners initiative shares goals with My Brother's Keeper, the two initiatives will work cooperatively in the Dayton community.

Within our City, the Mentoring Collaborative of Montgomery County has been at the forefront of shaping the "mentoring landscape" for the past 15 years. More than 20,000 youth received support through the Collaborative as a result of thoughtful matches, caring volunteers, strong agency partnerships and their commitment to help every child reach their full potential. Since the Collaborative has capacity, infrastructure and support to lead our comprehensive mentoring efforts, we will seek input from this organization to begin engaging more mentors and youth.

### **Men of Color: MBK Launch**

On December 10, 2014, under the leadership of Commissioner Jeffrey J. Mims Jr., in collaboration with Mayor Whaley's City of Learners Initiative, Dayton Public Schools, United Way of the Greater Dayton Area and the Dayton Education Association; the City of Dayton launched its My Brother's Keeper Initiative with the "Men of Color Go Back to School" event. Along with men from the community and teachers and staff from Dayton Public Schools, the day-long program provided an opportunity to introduce positive men of color and role models to students in classrooms across Dayton. Volunteers spent the day assisting teachers in daily activities and sharing information relative to their careers. This was our first step in the local effort to bring President Obama's My Brother's Keeper initiative to the Dayton region.

## Men of Color Action Plan

Recommendations	Timeframe	Action Steps	Resources
1. Identify African American youth requiring mentors, with particular attention to providing mentoring assistance to students who have issues with attendance, truancy and/or self-discipline	Short-term 2015-2016	Designate the Montgomery County Mentoring Collaborative as lead organization  Establish a clearinghouse that includes access, monitoring and updating the needs of students transitioning to high school  Create a proactive approach in support of young men of color transitioning to high school	Agreement to allow access and information  Funding for organizational review/audit for increasing engagement  Funding for school-based Coordinator to respond to mentee needs, support, innovative approaches to mentoring; follow-up
2. Conduct asset mapping to identify community mentoring organizations and/or mentoring opportunities	Short-term 2015-2016	Obtain information on services provided, type of mentoring program, site information, population served, reported outcomes, number of youth impacted, training and development opportunities, capacity for increased services	Financial and implementation support for survey design, dissemination and compilation  Funding for maintaining information, certification criteria and agreed upon metrics
3. Create a support system for mentors; focus recruitment of additional mentors, on high standards, procedures and evaluation – includes recruitment, development, meaningful matches, safety, accountability, research, information sharing and feedback	Short-term 2015-2016	Establish a clearinghouse to capture the qualifications, interest of mentors, design and delivery of mentoring services	Funding for development, networking opportunities, materials, required background checks, communication campaign, marketing, promotion and recognition
4. Develop a central data management system to maintain and track mentors, mentees and mentoring organizations and systems	Long-term 2016-2018	Designate the Mentoring Collaborative of Montgomery County as the lead organization in the long term planning	Funding for infrastructure requirements – spacing, staffing, training, supervision, software capacity
5. Design a plan in support of increased capacity for the Mentoring Collaborative and additional partner agencies	Long-term 2016-2018	Increase the number of youth being served and needed mentoring volunteers and/or activities  Streamline overhead expenses of partner agencies	Identification of new resource pool and/or re-distribution of current resources