

# MY BROTHER'S KEEPER COMPASS

FLINT

2018





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# MAYOR YOUNG FLINT - MY BROTHER KEEPERS



Greetings,

On behalf of the City of Flint, I am proud to accept and support our community's Action Plan for addressing the critical objectives of My Brother's Keeper. It is my hope through our strong commitment and continued work in building resiliency, athletic programming, character building workshops, and family togetherness programs, all aimed at youth, that we will fulfill the mission of My Brother's Keeper within the City of Flint. We will continue to engage and empower our youth, knowing that our investment in them will lead to brighter futures in which they will achieve their dreams.

Sincerely,

*Karen W. Weaver*

Mayor Karen W. Weaver  
City of Flint

Greetings,

The My Brother's Keeper initiative is directly aligned with Mott Community College's commitment to closing the achievement gap for boys and young men of color, and we have made it an institutional priority to create an environment in which boys and young men of color are receive the support they need to succeed. The college is pleased to serve as convener to the My Brother's Keeper Compass initiative to facilitate this important work.

Sincerely,

*Dr. Beverly Walker-Griffiea*

Dr. Beverly Walker-Griffiea, Ph. D.  
Mott Community College, President





# FLAGSHIP ANCHOR NAME

## Initiative Convener



**MOTT** COMMUNITY  
COLLEGE

## Milestone #1 & 2 Flagship Anchor Name



FLINT & GENESEE  
**Literacy Network**

## Milestone #3 & 6 Flagship Anchor Name



## Milestone #4 & 5 Flagship Anchor Name





# THE START OF A NATIONAL INITIATIVE

The My Brother's Keeper Initiative was launched in February, 2014 by President Obama. The initiative outlined six milestones including

1. **Getting a Healthy Start and Entering School Ready to Learn**
  - All children should have a healthy start and enter school ready – cognitively, physically, socially, and emotionally.
2. **Reading at Grade Level by Third Grade**
  - All children should be reading at grade level by age 8 – the age at which reading to learn becomes essential.
3. **Graduating from High School Ready for College and Career**
  - All youth should receive a quality high school education and graduate with the skills and tools needed to advance to postsecondary education or training.
4. **Completing Postsecondary Education or Training**
  - Every American should have the option to attend postsecondary education and receive the education and training needed for the quality jobs of today and tomorrow.
5. **Successfully Entering the Workforce**
  - Anyone who wants a job should be able to get a job that allows them to support themselves and their families.
6. **Keeping Kids on Track and Giving Them Second Chances**
  - All youth and young adults should be safe from violent crime; and individuals who are confined should receive the education, training, and treatment they need for a second chance.

## THE LOCAL BEGINNINGS

The MY Flint- MBK Flint collaborative began in September, 2014 as a city initiative under then Mayor Dayne Walling. The Imagine Flint master plan had already begun high-impact strategies, including the creation of the Flint and Genesee Literacy Network (FGLN). In May, 2015, the Community Challenge report was generated entitled Youth Are Our Priority: Supporting Boys and Young Men of Color (BYMOC) in Flint. The 34-page report provided an asset inventory of programming in Flint impacting BYMOC. The report revealed that more than 73 programs existed that served BYMOC. A task force made up of residents and community leaders was identified, and a call to action was issued. The goal was to carry out eight assurances in support of the MBK milestones.

## AS POLITICS CHANGE, WORK REMAINS

With a new mayor came a renewed commitment to MBK. Mayor Karen Weaver reignited the initiative in August, 2016. Shortly thereafter, the FGLN, Big Brothers Big Sisters, and the Community Foundation kept the work alive. In March, 2017, a group of established volunteers added more volunteers to bring renewed energy to the work. And in November of 2017, Mott Community College joined the initiative as a convener, providing logistical support. Together, this self-appointed task force developed the COMPASS. Using a nautical theme, the Compass provides a blueprint of the data, strategies and progress related to the MBK milestones. The new task force decided to broaden the initiative to include BYMOC in the entire county, not just Flint. This means that programming and strategies would also be designed to impact school districts bordering the City of Flint. The group also adopted a formal compact statement including the mission, vision, principles, values, and a description of the volunteer personnel (see p. 5).



# COMPASS COMPONENTS DEFINED

The MBK Flint Compass represents a narrative and data display of the issues facing BYMOC. Graphics and organizational logos are used throughout to help make the document visually appealing and to allow for ease of interpretation. As the Compass suggests, this document represents a metaphor for guiding BYMOC from a place of despair to a land of hope and opportunity. Nautical interpretations for the Compass are provided below.

COMPASS	The blueprint or strategic plan that provides the mission, vision, direction and progress of evidence-based programming and research toward improving outcomes for BYMOC in the greater Flint area. The Compass will be published once every two years beginning in 2018.
ANCHORS	The key organizational players identified as instrumental in moving the needle for a particular MBK milestone. Functional employees from an anchor organization typically assist in gathering, analyzing, monitoring and progress.
FLAGSHIP ANCHORS	A flagship anchor is classified as a significant, long-standing organization in the community such as a hospital, university, college, cultural institution, foundation, or for-profit agency. A single flagship anchor is identified for each milestone as the lead. Flagship anchors are represented by lead administrators, presidents, CEOs or other representatives with decision-making authority from the agency (also known as “Captains”).
FIRST MATES	Committee chair or co-chair of a single milestone. A first mate can call a meeting of sailors to work on a milestone.
SAILORS	Individual members of a milestone committee.
NAVIGATION	The strategy or strategies deemed most likely to yield collective impact based on empirical research.
MASTHEADS (OR CONVENERS)	The masthead or convener serves as the host agency or organization that drives the work and is the liaison with the national MBK network. The convener may call special meetings, provide financial or technical expert support to move MBK forward in the community. Flint convener is Mott Community College.
STORMY WEATHER STATS	Statistics that serve as baseline data indicating a need for improvement. These data are research-based with all resources cited. Some of these data also provide historical context using comparative populations.
CARGO	The context or the background of the milestone. A narrative of the current or previous condition for BYMOC.
BEACON	The future state, outcome or desired goal for a particular milestone.
PURSER	The leader of an already existing local program for BYMOC, usually hosted by a larger organization or agency.
ADMIRAL	The volunteer task force facilitator.



# TWO PARTS, ONE PURPOSE

Given the limited human and financial capital to do the MBK work, the volunteer task force made the decision to divide the milestones into two parts. Beginning in 2017-2018 the task force began focusing on the milestones. This work is expected to continue through 2028. That is the year that strategies will be expected to yield significantly improved outcomes for the targeted population. As the task force reflected on additional plans for the work, they revisited the programs outlined in the May 2015 Community Challenge report. It was then noted that less than half of the programs still existed and are doing impactful work. The purpose of this report is to assess collective program outcomes and to build a framework for continuous improvement through collective impact.

## NOTES ABOUT THE COMPASS



BYMOC is an acronym that stands for Boys and Young Men of Color. Verbally abbreviated as “bi-mock” it includes males from birth to age 25, unless otherwise noted. Racially, it includes African Americans, Hispanics/Latinos and Native Americans. As of the 2016-2017 school year, there were 1,638 students who were either African American, Hispanic/Latino or Native American (male and female) enrolled in kindergarten in Genesee County. These are the students that will benefit most from the work of the Compass.

Baseline data in the Compass are intended to provide comparisons from year-to-year within Genesee County. While most data are provided for the county, some data may focus on the State of Michigan and the City of Flint, where county data are not available.



# MY BROTHER'S KEEPER-FLINT COMPACT

The **mission** of the Mayor Young Flint - My Brother Keeper (MY Flint - MBK) initiative is to propel a convergence of research and robust community practice toward a strong web of collaboration that yields sustainable collective impact among boys and young men of color including African Americans, Hispanic/Latinos and Native Americans.

The **vision** of the Mayor Young Flint - My Brother Keeper initiative is to shape a community that boasts the highest concentration of black male scholars in science, technology, finance and engineering who are either entrepreneurs, educators, bankers, attorneys or politicians. These scholars will help lead the revitalization of Michigan in unprecedented ways including creating jobs, wealth and quality housing for traditionally underserved populations. They will model a bold standard of civility, creativity and hospitality. They will be modest in illustrating their talent and intellect, but will publicly fuel philanthropic efforts to continuously improve the quality of life for Flint residents. These young black men shall themselves become visionaries, and will use the 2015 Flint water crisis as a catalyst for engaging in necessary change to build and sustain an attractive, safe and economically sound city.

**Principles:** The Mayor Young Flint - My Brother Keeper vision shall be built on principles of clarity, simplicity and regularity in order to sustain momentum.

**Values:** Respect for all voices. Trust of leaders with track records. Action over perpetual planning. Reflection as a means of continuous improvement. Ubiquitous communication and sharing. The marriage of research with reality for the purpose of shaping creativity. Cultural competence and caring. Social justice surrounded by honesty.

## **Milestones**

1. Getting a healthy start and entering school ready to learn
2. Reading at grade level by 3rd grade
3. Graduating from high school ready for career and college
4. Completing postsecondary education or training
5. Successfully entering the workforce
6. Keeping kids on track and giving them second chances



# Milestone 1: BYMOC Get a Healthy Start and Enter School Ready to Learn





# MILESTONE #1: BYMOC Get a Healthy Start and Enter School Ready to Learn

## Milestone #1 Flagship Anchor Name

### Flint & Genesee Literacy Network

## Milestone #1 Goal

Work with early learning providers and researchers to develop a community wide baseline of kindergarten readiness indicators for BYMOC.

The Flint community has been managing a variety of challenges for many years: a declining population in the county, lack of access to healthy food and cuts to state funding, which is true for Michigan cities in general. All of these issues have affected community literacy in Flint. The Flint Water Crisis demanded that we respond to the profound outpouring of local and national support for Flint's children exposed to lead. It also shined a bright spotlight on Genesee County's need for high-quality early childhood learning and literacy programs. The Flint & Genesee Literacy Network recognizes that there is currently no standard kindergarten readiness assessment existing across early childhood learning and literacy programs. Fortunately, our community-building efforts before the Water Crisis gave us a strong foundation, as we were better organized, experienced and already working together to address barriers facing the lives of our early learners. Leveraging our current collaborative momentum to develop a kindergarten readiness snapshot for BYMOC will be first step toward providing families teachers, and school leaders with rich information to make informed decisions in the learning, instruction, policy, and funding of early learning environments.



# MILESTONE #1: BYMOC Get a Healthy Start and Enter School Ready to Learn

## Milestone #1 Data



**9,511**

Children ages 0-5 are  
currently living in Flint



**56%**

Of 3 and 4-year-olds  
living in Flint are not  
enrolled in pre-school



## Milestone #1 Strategy

1. Flint and Genesee Literacy Network will work to develop a Kindergarten Readiness Snapshot for BYMOC



# Milestone 2:

BYMOC are  
reading at  
grade level by  
third grade



# MILESTONE #2: BYMOCs are reading at grade level by third grade

## Milestone #2 Flagship Anchor Name

### Flint & Genesee Literacy Network

## Milestone #2 Goal

Identify ways to engage parents of early learners, grades K-3rd, as experts, equal partners, and leaders in co-creating programs and policies for their child's success.

Education remains one of the most critical tools that children and people have to reaching financial security. Higher levels of education also tend to lead to better health outcomes. While Michigan was once a national leader in education for its residents, the outcomes for the state's children rank it in the bottom 10 nationally.<sup>1</sup> More disturbing are the significant disparities that exist by race and ethnicity and income, especially in our most vulnerable communities within the state. The mission of Flint and Genesee Literacy Network is to improve the life outcomes of children and families of Genesee County by radically and permanently improving literacy levels. Recognizing that parents play the most powerful and influential role in their children's lives, we understand that two-generational approaches provide the best opportunities for and address the needs of vulnerable children and the adults in their lives together. Working to engage parents of BYMOC teachers, brain builders, tech navigators, advocates and coaches, will set the stage for success in the early years and early grades.

*"2017 KIDS COUNT Data Book: Michigan Trends in Child Well-Being." The Annie E. Casey Foundation. June 13, 2017*



# MILESTONE #2: BYMOCs are reading at grade level by third grade

## Milestone #2 Data



**78.4%**

Of Third-graders in Flint  
are not proficient in  
English Language Arts (M-STEP)



**39%**

Of Third-Grade students in Flint  
suffer the effects  
of chronic absenteeism



*"2017 KIDS COUNT Data Book: Flint Trends in Child Well-Being." The Annie E. Casey Foundation. June 13, 2017  
Michigan Student Data System (MSDS) (2017)*

## Milestone #2 Strategy

1. Flint and Genesee Literacy Network will work to engage Parents of BYMOCs as Leaders and Advocates.

# Milestone 3: Graduating from high school ready for career and college & Civil Engagement





# **MILESTONE #3:** Graduating from high school ready for a career and college

## **Milestone #3 Flagship Anchor Name**

### **Big Brothers Big Sisters of Flint and Genesee County**

## **Milestone #3 Goal**

**Ensure that BYMOC have access to resources and opportunities to graduate from high school ready for college and career.**

In 2015-2016, 64% of all Flint students graduated from high school within four years, compared to an overall statewide rate of 79%. In other words, out of 396 students in the class of 2016, 254 graduated and 142 students were considered off-track, earned a GED, or dropped out (mischooldata.org). The good news is that in 2016, 95.8% of the 642 black males who completed Career and Technical Education (CTE) programs in Genesee County were placed in postsecondary institutions, advanced training, employment, or in the military one year following graduation (Source: MDE). CTE enrollments consisted of programs such as culinary arts, business administration, and radio and television broadcasting. No black students were enrolled in computer programming, drafting and design, engineering technology or construction trades.

Watson & Hodges, Georgia Dept. of Education suggests that positive school climate is associated with higher academic achievement, increased student engagement and positive social skill development. They also noted that:

- Climate and Culture are often used interchangeably.
  - Climate emphasizes shared perceptions of those within the organization
  - Culture focuses on shared assumptions, shared meanings, and shared beliefs
- Climate measures are based on student, teacher, and administrator perceptions or personal experiences.
- Culture measures are based on the rooted organizational values.
- Climate is the measure and culture is the change agent.

# MILESTONE #3: Graduating from high school ready for a career and college

## Milestone #3 Data

The metric examined Evidence-Based Reading and Writing and Mathematics for 11th grade students starting with the 2012-13 school year and concluding with the 2016-17 school year. It is important to note that although the standardized test to measure if students met or exceeded grade level changed, the core notion of meeting grade level expectations did not. 2012-13 through 2014-15 used the ACT as the standard for measuring competence.

### Reading and Writing Results:(Graphic 1)

White students, at best have averaged approximately a 40% failure to meet or exceed grade level rate. Their Hispanic counterparts have hovered around the 50% mark for this measure. The most pronounced and egregious set of statistics are reserved for the African-American male population. African-American males, on average fail to meet or exceed grade level at a rate of almost 80% (79.28%).

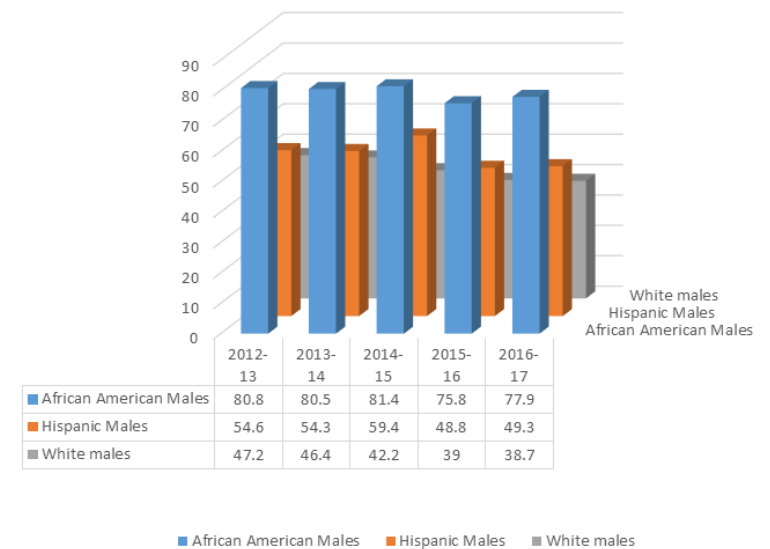
### Math Results:( Graphic 2)

As poorly as all male students (particularly African-American students) performed on the grade level proficiency test for reading and writing, the math scores are more alarming. As a group African-American males failed to meet or exceed grade level in math at a rate of 90.7%. The math proficiency picture on the whole is poor, however the AfricanAmerican students (male and female) are consistently scoring significantly lower than their white and Hispanic counterparts.

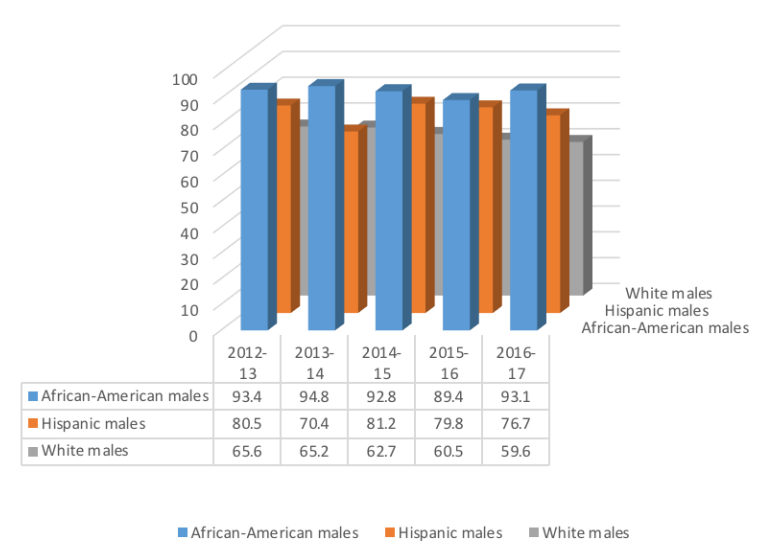
## Milestone #3 Strategy

Mobilize an effective Community Education Coalition to help shape expectations, accountability, and positive career and college outcomes. Freeman A. Hrabowski, III promotes a combination of “loving, pushing, listening, disciplining when necessary, and never giving up...” (Beating the Odds: Raising Academically Successful African American Males, 1998, p. xi).

Graphic 1: Percentage of males by race who fail to meet grade level in English and Language Arts



Graphic 2: Percentage of Male Students by Race Who Failed to Meet or Exceed Grade Level in Math





# Milestone 4:

Completing  
postsecondary  
education or  
training





# MILESTONE #4: Completing postsecondary education or training

## Milestone #4 Flagship Anchor Name

Flint & Genesee Chamber of Commerce

## Milestone #4 Goal

**Increase the number of men of color enrolling in, and completing postsecondary education or training.**

According to an April, 2017 report from Jobs for the Future, 65 percent of all jobs in the U.S. will require a postsecondary degree or credential by 2020. Michigan is among the bottom half of states for educational attainment, with rates for men of color consistently lower.

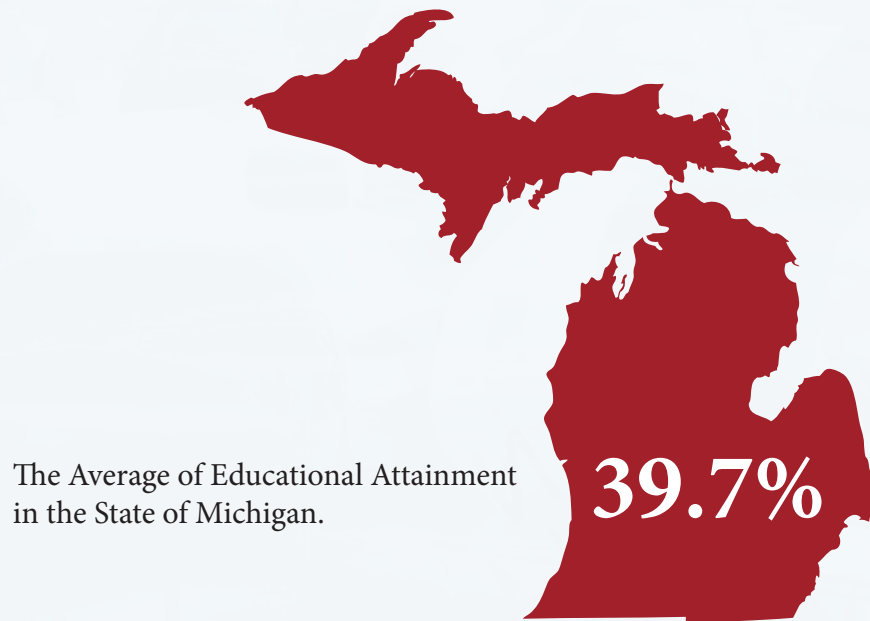




# MILESTONE #4: Completing postsecondary education or training

## Milestone #4 Data

Data on educational attainment specifically for men of color in Genesee County is not readily available. It should be noted that a growing proportion of learners are minorities, but there are still troubling gaps between their attainment levels and that of non-minority peers. The state average is 39.7%, while people of color in Michigan average 22%.



## Milestone #4 Strategy

1. Increase the number of boys and young men of color enrolling in post-secondary educational institutions through the implementation of Flint Promise, a last dollar scholarship program for residents and graduates of high schools located in the city of Flint. This program also provides supports to ensure the non-financial barriers to educational attainment are decreased.
2. Increase the number of job shadowing experiences to help young men discover their passion.
3. Reinforce use of the collective impact model, across educational institutions, employers, and post secondary institutions to offer a network of services for students at-risk of dropping out of high school.

# Milestone 5:

Successfully  
entering the  
workforce





# MILESTONE #5: Successfully enter the workforce

## Milestone #5 Flagship Anchor Name

**Flint & Genesee Chamber of Commerce**

## Milestone #5 Goal

**Increase employment and employment retention rates for young men.**

According to an April, 2017 report from Jobs for the Future, 65 percent of all jobs in the U.S. will require a postsecondary degree or credential by 2020. Michigan is among the bottom half of states for educational attainment, with rates for men of color consistently lower.



# MILESTONE #5: Successfully enter the workforce

## Milestone #5 Data

At the national level youth disconnection rates. Disconnection is defined as not in school and unemployed:

21.6% African Americans

27.8% Native Americans

16.3% Latin Americans

11.3% African Americans

*(Zeroing In On Place and Race: Youth Disconnection in America's Cities; Measure of America Report, June 2015, p.3).*



## Milestone #5 Strategy

1. Connect young men of color to training and employment opportunities that will enable them to earn a living wage, partnering with local programs and organizations that provide employability skills training.
2. An underutilized funding stream is SNAP Employment and Training. These funds can be used to support a variety of education and training activities as well as support services. Career Coaching and Job Search activities can be paid for, as well as tuition and fees (JFF, April 2017, Framing the Opportunity report, p. 26).
3. Work to change perceptions and encourage area business leaders to recognize the available talent represented by Opportunity Youth, by conducting and presenting a cost-benefit analysis and encouraging acceptance through an aggressive marketing campaign.



# Milestone 6:

Keeping kids  
on track and  
giving them  
second chances





# MILESTONE #6: Keeping kids on track and giving them second chances

## Milestone #6 Flagship Anchor Name

### Big Brothers Big Sisters of Flint & Genesee County

## Milestone #6 Goal

Provide opportunities to keep boys and young men of color on track before they become involved in the juvenile justice system and create opportunities for youthful male offenders of color to reintegrate into society and experience success in life.

The Holmes Youth Training Act (HYTA) allows offenders to gain a second chance by serving two years in a juvenile facility with no lifetime record. In Genesee County during 2016, only one offender benefitted from this law. “In 2010, black men were more than six times as likely to be incarcerated as white men, and Hispanic men were more than 2.5 times more likely to be incarcerated. Black youth are five times more likely than white youth to experience juvenile residential placement, and Hispanic youth are twice as likely to be confined” (Jobs for the Future, April 2017, p.7). The WIOA requires that 75 percent of WIOA youth funds be spent on out-of-school youth and increases the maximum age of eligibility for these funds from 21 years to 24 years (Framing the Opportunity, JFF, April 2017).



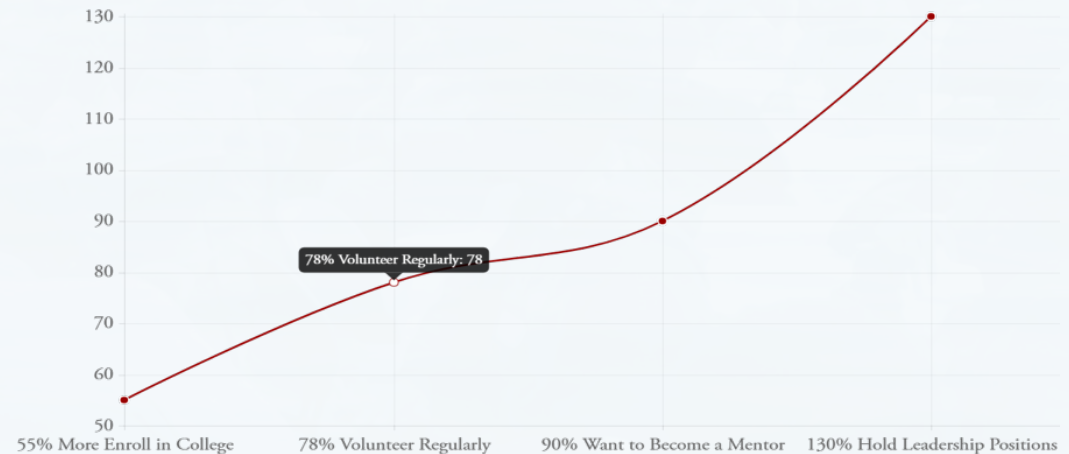


# MILESTONE #6: Keeping kids on track and giving them second chances

## Milestone #6 Data

### THE DIFFERENCE THAT MENTORING MAKE FOR AT-RISK YOUTH

There are 46 million young people, aged 8 - 18, living in America. 16 million of them are growing up without a mentor. That's one out of every three young people who, outside of their family at home, don't have a trusted adult who they believe they can turn to for advice and guidance. Of those young people, 9 million face a variety of day-to-day challenges that put them at-risk for falling off track.



- Students who meet regularly with their mentors are 52% less likely than their peers to skip a day of school and 37% less likely to skip a class.
- Youth who meet regularly with their mentors are 46% less likely than their peers to start using illegal drugs and 27% less likely to start drinking.
- Seventy-six percent at-risk young adults who had a mentor aspire to enroll in and graduate from

## Milestone #6 Strategy

Cultivate of interagency relationships that seek to identify at risk youth before they enter the criminal justice system and use targeted and intentional intervention strategies to get them back on track. Concomitantly, this strategy is designed to help youthful offenders successfully navigate the criminal justice system (where success is measured by skill acquisition and opportunities to be productive members of society upon release) and minimize chances of recidivism through educational and job opportunities. Mentoring is a key youth development and restorative strategy for this population of BYMOC.

# NOTES

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