



2019 Strategic Plan



Our Team

Kyle Strickland

Director, MBK Ohio
Kirwan Institute for the Study of
Race and Ethnicity
The Ohio State University

Ken Williamson

MBK Ohio Program Coordinator
Office of U.S. Senator Sherrod
Brown

Leah Jones

Northeast Ohio Regional
Representative
Office of U.S. Senator Sherrod
Brown

Kelly Capatosto

Research Director, MBK Ohio
Kirwan Institute for the Study of
Race and Ethnicity
The Ohio State University

Joe Gilligan

Central Ohio Regional
Representative
Office of U.S. Senator Sherrod
Brown

Jordan T. Pennell

Northeast Ohio Regional
Representative
Office of U.S. Senator Sherrod
Brown

Dr. James L. Moore III

Vice Provost for Diversity and
Inclusion and Chief Diversity Officer
Executive Director, Todd Anthony
Bell National Resource Center on the
African American Male
The Ohio State University

Geoff Daniels

Southern Ohio Regional
Representative
Office of U.S. Senator Sherrod
Brown

Ann Longworth Orr

Northwest Ohio Regional
Representative
Office of U.S. Senator Sherrod
Brown

MBK Ohio Statewide Leadership

Canton**Diedre Stokes-Davis**

Canton City Schools

Cleveland**Stanley Miller**

United Methodist Church

Columbus**Julia Carter**

Columbus Department of Neighborhoods

Dayton**Jeffrey Mims**

Dayton City Commission Office

Lima**Emmanuel Curtis**

Lima City Schools

Lorain**Leah Jones**

Office of U.S. Senator Sherrod Brown

Mahoning Valley**Guy Burney**

Youngstown Community Initiative to Reduce Violence

Mansfield**Kay Smith**

North End Community Improvement Collaborative

Springfield**Chris Wallace**

Springfield City Schools

Summit County**Whitney Spencer**

Summit County

Toledo**Dr. Willie McKether**

University of Toledo

A Letter from U.S. Senator Sherrod Brown



“We need a long-term strategy that allows all our students to reach their full potential—not one that accepts that an entire segment of our citizens will grow up with limited options, simply because of the color of their skin or the neighborhoods they grew up in.

That’s why we launched MBK Ohio, Ohio’s first-ever statewide coalition of My Brother’s Keeper. As part of the Kirwan Institute at The Ohio State University, MBK Ohio will work closely with the Obama Foundation to offer support, resources, and guidance to help Ohio communities sustain and grow their local My Brother’s Keeper chapters.

President Obama launched My Brother’s Keeper (MBK) in 2014, challenging cities across the country to work to combat the persistent opportunity gap between young African American men and their peers.

President Obama’s call to action encouraged communities to implement a cradle-to-college-and-career strategy to ensure that all young people can reach their full potential, regardless of the color of their skin or the zip code they live in. Ohio has risen to that challenge.

In 2015, we launched our first two Ohio MBK programs in Dayton and Columbus. The chair of the Obama Administration’s MBK task force, Broderick Johnson, came to Ohio for both events. Over the next two years, we worked with community partners in cities all over Ohio to launch MBK efforts. We now have 10 chapters across the state, and we’re among the top five states in the country. We brought Broderick Johnson back to Ohio to kick-off efforts in Cleveland and Akron. We held launch events in Mansfield and Springfield, Stark County and the Mahoning Valley. And we brought another Obama administration official, Michael Smith, to Toledo and Lorain, to kick-off their MBK programs.

After President Obama left the White House, we knew we needed to work to keep these efforts going, and coordinate them around the state. We are not going to let President Obama’s work be undone – we’re building on his legacy. Speaking to the My Brother’s Keeper Alliance in 2015 President Obama said, “This will remain a mission for me and for Michelle not just for the rest of my presidency, but for the rest of my life.” We must have that same commitment in Ohio.

This change starts from the ground up, in communities across the state. It’s a youth group at First English Lutheran Church, where boys can talk to older mentors about the problems they see in their communities and their schools. It’s a high-school senior, volunteering at the food bank to take on food deserts in his community. And it’s a local DJ teaching hip-hop and dance to kids at his neighborhood community center.

But to make a lasting impact throughout Ohio, we need statewide coordination to identify what works, and share ideas and resources. That’s what MBK Ohio will do. I’m grateful to our local chapters for their hard work and The Ohio State University for helping make MBK Ohio a reality.

While there is still important work to be done, this is one step toward following through on our commitment to setting all Ohio children up for success.”

MBK OHIO OVERVIEW

Since 2015, U.S. Senator Sherrod Brown has helped local leaders launch MBK chapters in more than 10 regions throughout the state. In order to build upon this initiative and share best practices across the state, the Kirwan Institute for the Study of Race and Ethnicity at The Ohio State University has stepped up to lead the coordination of a statewide MBK network. The Kirwan Institute will work in partnership with the university's Office of Diversity and Inclusion to help MBK communities build capacity, implement evidence-based strategies, and measure progress in closing opportunity gaps faced by Ohio's youth.

The Kirwan Institute is an interdisciplinary engaged research institute at The Ohio State University with the mission of creating a just and inclusive society where all people and communities have the opportunity to succeed. Established in May 2003, the Kirwan Institute has 15 years of experience conducting exemplary research, engaging Ohio communities, building the capacity of social justice organizations, and investing in efforts that support equity and inclusion at the local and national-level.

In December 2017, Kirwan released the “Renewing Our Call to Action” report, which outlines the landscape of youth vulnerability in Columbus and serves as a blueprint for how other cities can work together with local organizations to build out their own MBK communities by setting goals and measuring progress for success.

In addition to this foundational report, Kirwan’s body of work speaks to our longstanding alignment with the values and mission of the National MBK Alliance and partnering chapters across the state of Ohio. Moreover, the Kirwan Institute's national reputation as a leader in youth racial equity research and engagement demonstrates our commitment to coordinate MBK initiatives to close educational and economic gaps among Ohio’s youth.



“MBK Ohio will help us empower the next generation of leaders to create long-lasting positive change in their communities.”

-Kyle Strickland, MBK Ohio Director

MISSION AND VALUES

MISSION

My Brother's Keeper (MBK) Ohio is a statewide coalition of advocates and communities dedicated to improving outcomes for boys and young men of color and creating opportunities for all of Ohio's youth.

VALUES

Collective Impact

MBK Ohio will serve as a coordinator and resource for existing My Brother's Keeper communities across the state. Ohio's MBK communities have already committed to provide local services and supports to ensure that boys and young men of color and other marginalized youth are given access to opportunities needed for success. We will further support these communities by leveraging strategic partnerships and community assets toward systemic change.

Innovation & Best Practices

MBK Ohio will pilot innovative, evidence-based solutions to addressing the institutional barriers that boys and young men of color face with an intersectional and inclusive lens. In collaboration with research partners and community stakeholders, we will offer technical assistance, resources, and convening opportunities designed to support statewide network operations and showcase local and national best-practices.

Advocacy & Empowerment

MBK Ohio will mobilize communities to promote action, investment, and policies that create tangible opportunities for youth of color across Ohio. MBK Ohio will ensure that impacted youth and family voices are involved in all stages of the decision-making process and are empowered to help lead institutional change efforts.

Equity & Justice

We commit to moving the needle on some of society's most stubborn challenges by tackling issues on a systemic level rather than just an individual one. We cannot just support programs. We must also devise solutions in order to dismantle structural inequities in our society by focusing on policies and historical barriers. Challenging institutional racism, sexism, and economic disinvestment requires an intersectional and inclusive approach. While MBK Ohio has an emphasis on boys and young men of color, we recognize the need to lift up the voices of all youth, including girls and young women. We also acknowledge that many youth-focused efforts have failed to address the specific issues faced by LGBTQ youth and those who are impacted by social-emotional health issues. We will prioritize approaches that promote equity and justice for all aspects of youth identity and experiences.

STRATEGIC FOCUS AREAS

Ohio is home to more than 11.6 million residents, with youth ages 0-25 representing approximately 32% of the total population. When considering outcomes for youth across the state, we see stark racial and economic divides.

Ohio Demographic Snapshot (2016)

Total Population	11,614,200
Total Youth Population	3,758,500
Total Youth of Color Population	864,000
Total Boys and Young Men of Color Population	437,100

Across Ohio, 1 in 5 children and nearly half of all African-American children are living in poverty. We owe these very different pictures of youth opportunity to a history of systemic economic disinvestment--most of which has taken place in predominantly Black and Latino communities. This problem plays out in our schools, where 51% of Ohio's student population is economically disadvantaged, a nearly 40% increase since 2008.

Traditionally, many solutions to issues of inequity have placed the burden of responsibility on the individuals who are most impacted, rather than challenging the systemic barriers that are the root of the problem. The lack of opportunities available for youth of color and other marginalized youth is a statewide problem that requires a targeted, systems-level solution. We plan to develop a unified series of strategies and success metrics as a way to track progress and move the needle forward on an institutional level.

This is a coordinated effort that will include the involvement of partners and key stakeholders at both the local and state-level. Through our approach, outlined below, MBK Ohio will support community leaders as they plan programs, design interventions, and track progress in the following three strategic focus areas:

Strategic Focus 1: Ensuring Equitable Access to High Quality Educational Experiences and Programs Pre-K Through College

Strategic Focus 2: Facilitating Economic Empowerment and Reducing Wealth Gaps

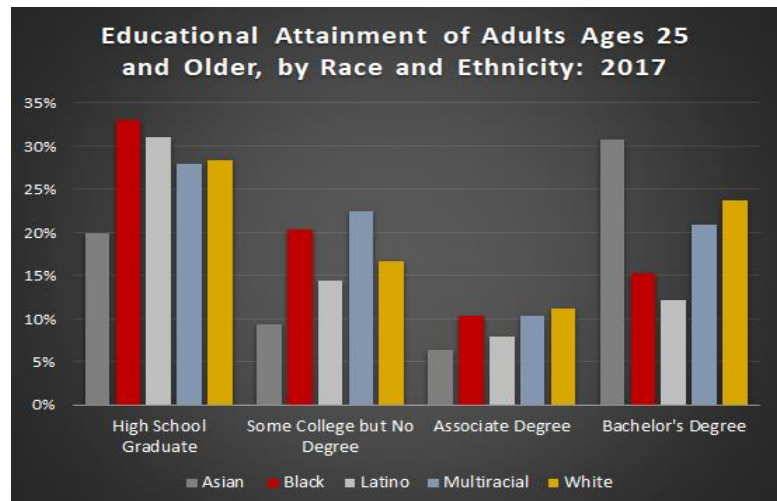
Strategic Focus 3: Increasing Mentorship and Social Emotional Supports in MBK Communities

Strategic Focus 1: Ensuring Equitable Access to High Quality Educational Experiences and Programs Pre-K Through College

The Challenge

In Ohio, racial and economic gaps in educational attainment are well-documented before youth even enter Kindergarten and persist into the college experience.

Systemic barriers, such as the high cost of obtaining a degree or utilizing college prep services, make students less likely to consider college as an option for their futures. To address the persistent racial gaps and institutional barriers that exist along the education pipeline, we have to consider the cumulative experience from pre-K to through college.



Recommendations for Success:

- Expand access to high quality Pre-K experiences for all youth
- Support early literacy and the needs of multilingual youth through family outreach and engagement
- Promote the use of fair and equitable discipline practices through restorative justice
- Increase access and enrollment for gifted and talented programming
- Reduce economic barriers for college prep services and tutoring
- Remove social and economic barriers that prevent students from being successful in higher education institutions

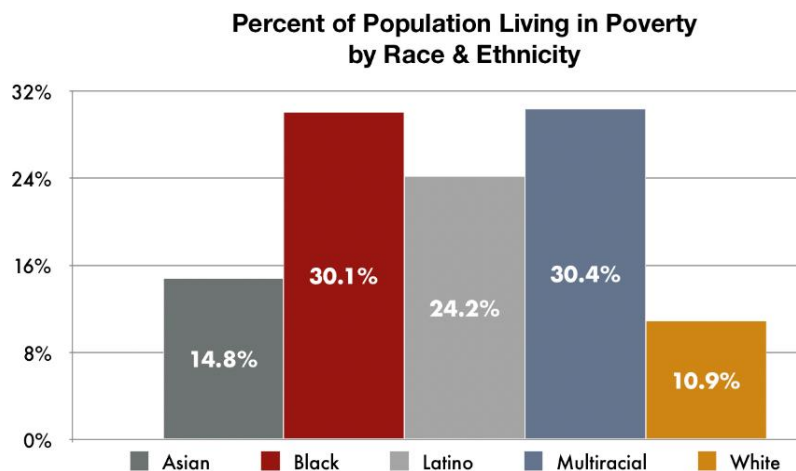
Measuring Progress:

- Performance on Kindergarten Readiness Assessments disaggregated by race
- High school graduation rates in MBK Community schools districts
- Enrollment data on students of color across Ohio universities

Strategic Focus 2: Facilitating Economic Empowerment and Reducing Wealth Gaps

The Challenge

Significant differences exist for those living in poverty in Ohio by race & ethnicity. The highest percent of Ohio residents living in poverty by race are Black and Multiracial individuals at 30.1% and 30.4% living in poverty, respectively. These economic conditions are indicative of larger systemic issues, which include the continued disinvestment in communities of color and denied opportunities for families to build wealth.



In today's economy, there is a deficit of skilled workers in high-paying fields, and building a strong economic future for the state of requires a strong commitment to diversify the workforce through expanded access to opportunities.

Recommendations for Success:

- Promote apprenticeships and workforce development opportunities
- Provide youth with job skills coaching for competitive fields
- Reduce barriers to re-entry and promote fair chance hiring practice
- Invest in local efforts to bridge race-based wealth gaps such as increased access to affordable housing, childcare, and health services

Measuring Progress

- Percent of age-eligible youth matched with internships and jobs
- Number of youth who are employed at a living wage
- Number of formal partnerships to create employment pipelines within the public and private sector

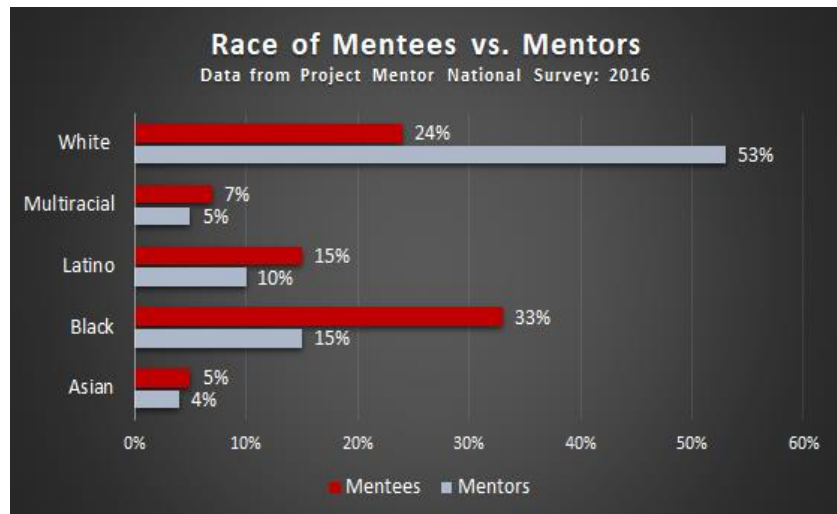
Strategic Focus 3: Increasing Mentorship and Social Emotional Supports in MBK Communities

The Challenge

Youth who experience chronic stress have an increased likelihood of socio-emotional and physical health problems such as substance abuse, and depression. Negative social and emotional conditions that create stress are often a product of community- or systemic-level dynamics.

There is an increased need to understand how youth and families utilize services and resources to reduce vulnerability

in all domains of well-being through trauma-informed approaches. As part of a trauma-informed lens, we must acknowledge the protective benefits of mentorship for youths' social and emotional development, especially when students are mentored by individuals who look like them and have similar backgrounds and experiences.



Recommendations for Success:

- Recruit and retain a diverse cohort of mentors
- Promote community-based trauma and healing models
- Expand access to comprehensive support services for youth and families
- Promote emotional competence and cultural humility and in the classroom and beyond
- Provide dedicated ambassadors or mentors to help children and families navigate unfamiliar systems

Measuring Progress

- Number and demographics of mentorship participation in MBK Communities
- Documentation of professional development around equity, cultural humility, and trauma informed care.
- Scan of comprehensive service options and service provider interviews

IMPLEMENTATION APPROACH & OPERATIONAL GOALS

MBK Ohio seeks to increase the effectiveness, capacity, and sustainability of programs that advance opportunities for youth of color and other marginalized youth across the state. This requires a collaborative approach with MBK community leaders, youth, and families, which will help to improve life outcomes and revitalize neighborhoods. To accomplish the strategies set forth in this plan, MBK Ohio will focus on the following operational goals:

Systems Coordination & Thought Leadership

- Coordinate the deployment of 11 AmeriCorps VISTAs to MBK communities and monitor progress toward goals
- Assist MBK communities with the development of a statewide Youth Leadership Coalition
- Work with MBK communities to develop local action plans
- Develop fact sheets and research advocacy tools related to Key Strategies
- Launch MBK Ohio Advisory Board

Data Collection & Evaluation

- Develop MBK Scorecard and Community Data Dashboard
- Develop an online data resource portal for access to state and national best practices
- Ensure that MBK communities are collecting data to track and evaluate equitable outcomes

Technical Assistance & Professional Development

- Assist with grant writing and identify collective opportunities to generate local and national resources for MBK communities
- Connect MBK communities to opportunities for professional development on topics related to equitable and inclusive interventions, such as trauma-informed care
- Convene MBK community leaders for annual educational summits

Communications and Outreach

- Build and maintain MBK Ohio website
- Recognize accomplishments of MBK communities via MBK Ohio statewide newsletter
- Report of MBK Ohio Youth Landscape and Research Findings

Special Initiatives: AmeriCorps VISTA & Youth Leadership Coalition

By Fall 2019, VISTA members will help MBK communities establish a Youth Leadership Coalition (YLC) to provide young people the opportunity to enroll in a statewide peer network and to have a platform to discuss issues most relevant to their community. This coalition will provide youth leaders between the ages of 16-24 opportunities to meet, learn, and create solutions alongside their peers, mentors, and leaders in their field.

The YLC will provide a transformative and immersive experience that will cultivate the next generation of leaders to become educators, entrepreneurs, storytellers, and community advocates. MBK Ohio representatives and mentors will work alongside youth to develop innovative ideas to tackle poverty and other issues that are most pressing to their communities. Youth leaders will have the opportunity to develop their own local advocacy agenda and speak on behalf of the coalition with elected officials and other leaders within their own communities. Additionally, youth will be matched with mentors to help them learn skills related to education and job readiness, set attainable goals for community action, and develop plans for community engagement.

YLC Statewide Convening at The Ohio State University

- Youth will meet and learn from academic leaders and government officials
- Youth leaders will collaborate on projects to promote equity with members from their peer network
- Youth will be given a platform to speak about issues that most impact their community
- Youth will meet with and showcase their skills with potential employers and higher education representatives

Building Educational and Economic Pipelines in Each MBK Community

- Youth will receive job training and skill development services
- Youth leaders will participate in a series of coalition meetings to address issues related to career readiness and educational opportunities
- MBK Chapters will connect youth with mentors for education and job coaching
- MBK Chapters will form strategic partnerships with employers in high-wage industries to build career pipelines for youth leaders
- MBK Chapters will develop and distribute a directory of local apprenticeship and career opportunities

AMERICORPS VISTA PILOT

In February 2019, the Corporation for National and Community Service (CNCS), the federal agency for volunteering and service, awarded a three year grant of more than \$450,000 for 11 AmeriCorps VISTA members to support the work of My Brother's Keeper Ohio.

11 AmeriCorps VISTA members will be placed in MBK communities across the state to help improve education and economic outcomes for youth and their families. VISTA members will focus on building the organizational capacity of MBK Ohio communities and will help provide technical assistance, collect data, and capture trends in order to establish best practices for improving outcomes for marginalized youth across the state.



Conclusion

MBK Ohio represents a unique cohort of young people, who face tremendous challenges. The stakes of success or failure for these young people is not just academic or economic success, but risk of victimization, the long-term effects of untreated trauma, or risk for entanglement in the criminal justice system. MBK Ohio understands there are many potential barriers to program success that naturally arise when working with historically marginalized populations. However, we also represent a network of communities that have a trusted reputation for devising solutions for issues that these students and families face. Our goal is to create a transformative impact in the life trajectory of youth. MBK Ohio represents a critical investment, not just for our youth and families, but for Ohio as a whole.

