



Durham, North Carolina
#MBKDURHAM



MBK DURHAM COMMUNITY UPDATE & FEEDBACK SESSION

SATURDAY

NOVEMBER 14, 2015

DURHAM COUNTY

HEALTH & HUMAN SERVICES

414 EAST MAIN ST 2ND FLOOR

DURHAM, NC 27701



WELCOME & THANK YOU!

mybrotherskeeper@dconc.gov

2015
MY BROTHERS KEEPER: DURHAM

EVENT NOV 14



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ACKNOWLEDGEMENTS

Health Committee

- Leslie Adams
- Andre Brown
- Nathaniel Crosby
- Chante Keith
- Carolyn Moore
- Wizdom Powell (co-chair)
- Jennifer Richmond
- Xavier Robertson
- Wilson Rodriguez
- Michael Scott (co-chair)
- Tamara Taggart
- Tainayah Thomas
- Paul Weaver

Media and Photography

- Socialotus Media Group
- Steven Paul Whitsitt Photography

Education Committee

- Danielle Allen
- Jaime Carr
- Eldrin Deas
- Chris Faison
- Lizzie Ellis-Furlong
- Phillip Graham (co-chair)
- William Jackson
- Tom Jaynes
- Phyllis Joyner
- Carlton Koonce
- Mike Lee
- Mark McDaniel
- Julie Spencer
- Donna-Marie Winn (co-chair)
- PolicyLink
- Moriah Group

Court Involvement Committee

- DeWarren Langley (co-chair)
- Fungai Bennett (co-chair)
- Judge Leon Stanback
- Kelly Andrews
- Raheem Aleem
- Arnold Dennis
- Tasha Jones-Butts
- Dave Hall
- Angela Nunn
- Gudrun Parmer
- Jim Stuit
- Michelle Young

Durham County Manager's Office

- Dionne Hines
- Dawn Dudley
- Deborah Craig-Ray
- Drew Cummings
- Michael Davis

Job Placement Committee

- Farad Ali (co-chairs)
- Roger Shackleford (co-chairs)
- Atrayus Goode
- Meredythe Holmes
- Max Rose
- Britney McCoy
- Lydia Newman

Additional Volunteer Support

- We appreciate the help of the countless volunteers that contributed to the policy review, recommendations, draft action plan and all of our MBK Durham events. We thank you and look forward to your continued support.





THE CHALLENGE



My Brother's Keeper Task Force



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MBK WHITE HOUSE MILESTONES

- Ensuring all children enter school cognitively, physically, socially and emotionally ready
- Ensuring all children read at grade level by 3rd grade
- Ensuring all youth graduate from high school
- Ensuring all youth out of school are employed
- Ensuring all youth complete post-secondary education or training
- Ensuring all youth remain safe from violent crime





THE CHARGE



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THE CHARGE

- **Awareness**
 - Gather data to inform and drive policy review
 - Community voices
 - Open access data sources
 - Durham Public Schools
 - National and local policy documents
- Responsibility
- Institutionalize Change





THE "STRATEGY" CHALLENGE

- Most BMOC effort are long on vision and mission and short on strategy—*the road map for change*.
 - Explicit actions are required to succeed
 - Key community stakeholders must execute their specific roles
 - Key targets & milestones must be established to assess progress
 - Leaders must be vigilant in executing a strategy and not hesitate to adjust the strategy when necessary.
- Failure to achieve equity for males of color is [almost certain](#) if we are not vigilant in executing our strategy.





21st Century reality: Learning is life long AND job tenure is not . . .

Many careers of the future will consist of a series of jobs = “The Gig Economy”

- Working for 20 years at one company will be very rare!
- Some professions will become obsolete while new ones will emerge!
- Males of color will need to be able to reinvent themselves and retool their skills to remain competitive as new career options emerge.

Adapted from *America's Nonwhite Youths and the Triple Whammy of Geographic Disadvantage*, J. Johnson & W. Davis, The Boule Journal, Vol 79(22) Summer 2015



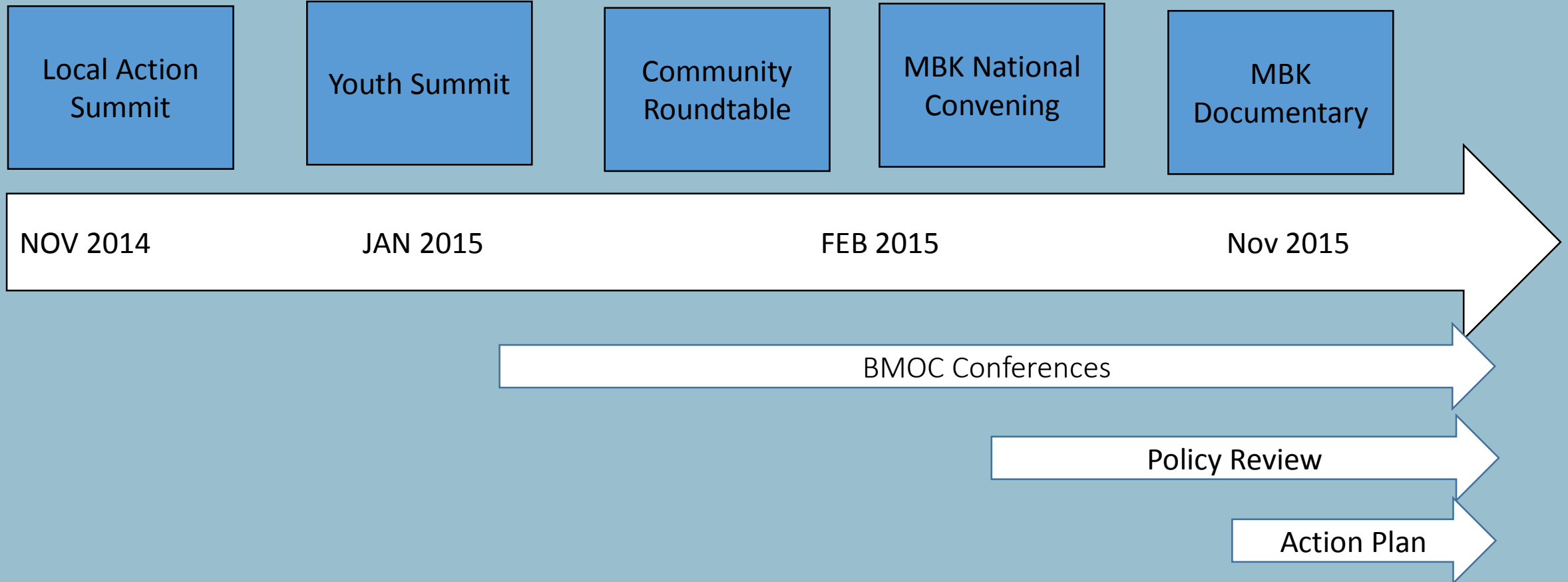


Males of color will need **6 WORK SKILLS** in addition to their degrees and certificates

1. Strategic: Think logically and quickly
2. Creative: Develop innovative solutions
3. Visionary: Identify future trends and issues
4. Exceptional: Have a deep love of self and one's community and stand out
5. Savvy: Communicate effectively and develop relationships
6. Flexible: Continuously learn new information



PROGRESS TO DATE





MBKDURHAM MILESTONES

MBK DURHAM MILESTONE ONE



HEALTH RECOMMENDATIONS

- 01 Revitalize North Carolina Men's Health Report Card and expand data collection to include statistics for younger males and other racial / ethnic minority groups (e.g., Hispanic / Latino males and Native American males).

EDUCATION RECOMMENDATIONS

- 02 Increase the number of boys of color who are enrolled in high-quality early childhood education programs.
- 03 Increase number and percent age of child care providers and school personnel who are proficient in the use of culturally competent and responsive practices and policies for boys of color.
- 04 Increase engagement, advocacy and support of families, peers, and community partners for educational readiness for BMOC.

Ensure BMOC, families, and educators enter school cognitively, physically, socially and emotionally ready

STRATEGIES

WILL THIS PLAN GUIDE US TOWARDS OUR GOAL?



SUPPORTING PROGRAMS

What local programs and organizations are already doing a portion of this work?



EVALUATION

What indicators will we use to track the success of the strategy.



TIMELINE

What is the timeline for implementation?

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MBK DURHAM MILESTONE TWO



Ensure BMOC successfully navigate through and graduate from high school

HEALTH RECOMMENDATIONS

- 01 Revise comprehensive health education curricula in Durham Public Schools to address harmful male social norms and enhance socio-emotional competence.
- 02 Expand training programs for splintered police-community relationships to include school resource and police officers (e.g. implicit racial bias training for front line officers).
- 03 Support the development of community healing circles to address trauma, stress, mental health, and other restorative justice issues.

EDUCATION RECOMMENDATIONS

- 04 Increase the number of boys of color in Post-12 who have access to effective and rigorous school experiences and age appropriate, out of school enrichment activities.
- 05 Ensure that discipline policies and practices among educators, administrators, and staff are proportionate and fair.

COMMUNITY ENGAGEMENT RECOMMENDATIONS

- 06 Conduct research and analysis to create an engagement strategy for students who have dropped out.
- 07 Mandate implicit bias and racial equity training for school administrators, law enforcement, court officials, and others in the juvenile and criminal justice systems to mitigate disparate impact and disproportionate minority contact.
- 08 Develop a web based clearing house for youth events, programs and internships.
- 09 Create a human services infrastructure aimed at connecting school aged youth to resources.
- 10 Annually review the Memorandum of Agreement between the Sheriff's office and DPS to assess whether it disproportionately impacts BMOC in middle and high schools.
- 11 Divert youth offenders from arrest by issuance of civil citations for misdemeanor offenses that are not eligible for the Misdemeanor Diversion Program.
- 12 Collect and analyze school and community based non profit referrals, juvenile complaints and arrest data to determine whether school administrators and School Resource Officers are adhering to student misconduct policies.

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MBK DURHAM MILESTONE THREE



Ensure BMOC complete post-secondary education and achieve career readiness, successful entry into the workforce, and job stability

HEALTH RECOMMENDATIONS

- 01 Support streamlined referral processes within formal and informal systems of care (e.g., peer support networks, primary care, mental health providers, pastoral counseling, etc.) to improve detection of early signs of psychological distress.
- 02 Collaborate with Durham County employers and an employee assistance program coordinator to develop targeted campaigns to address mental health stigma and improve preventive / primary healthcare use for young males of color in Durham.

- 03 Leverage the healthcare workforce expansion initiatives of the Affordable Care Act to emphasize the training of male healthcare workers and advisers.

EDUCATION RECOMMENDATIONS

- 04 Increase the number of males of color who apply, matriculate, and complete college/university education on time.

JOB TRAINING/PLACEMENT RECOMMENDATIONS

- 05 Develop certified regional career pathways for students to enter high-growth regional industries.
- 06 Assist employers and youth in building a racial equity lens into recruitment, hiring, assessment, and retention structures.
- 07 Engage employers and educators to provide career exploration and work-based learning opportunities through which youth can learn about a wide range of jobs while developing employability and life skills.
- 08 Enable career readiness, successful entry into the workforce, and job stability for court-involved youth.

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MBKDURHAM MILESTONE 2

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- 03 Support the development of community healing circles to address trauma, stress, mental health, and other restorative justice issues.

EDUCATION RECOMMENDATIONS

- 04 Increase the number of boys of color in PreK-12 who have access to effective and rigorous school experiences and age appropriate, out of school enrichment activities.
- 05 Ensure that discipline policies and practices among educators, administrators, and staff are proportionate and fair.
- 06 Conduct research and analysis to create a re-engagement strategy for students who have dropped out.

COMMUNITY ENGAGEMENT RECOMMENDATIONS

- 07 Mandate implicit bias and racial equity training for school administrators, law enforcement, court officials, and others in the juvenile and criminal justice systems to mitigate disparate impact and disproportionate minority contact.
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MBK DURHAM MILESTONE TWO

Ensure BMOC successfully navigate through and graduate from high school

STRATEGIES

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MBKDURHAM MILESTONE 3

HEALTH RECOMMENDATIONS

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- 02 Collaborate with Durham County employers and an employee assistance program coordinator to develop targeted campaigns to address mental health stigma and improve preventive / primary healthcare use for young males of color in Durham.
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- 08 Enable career readiness, successful entry into the workforce, and job stability for court-involved youth.

MBK DURHAM MILESTONE THREE

Ensure BMOC complete post-secondary education and achieve career readiness, successful entry into the workforce, and job stability

STRATEGIES

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**SUPPORTING PROGRAMS**

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**EVALUATION**

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[MBKDURHAM.INFO](#)

Ensure BMOC complete post-secondary education and achieve career readiness, successful entry into the workforce, and job stability





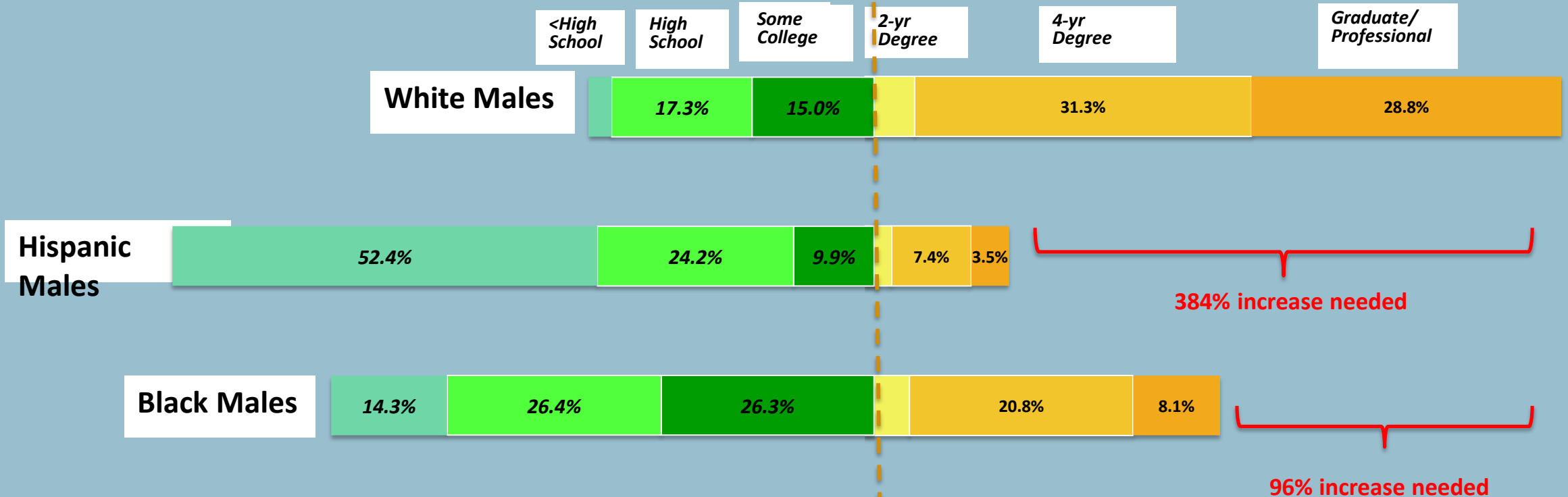
CROSS CUTTING THEMES

- Improved data collection
- Implicit Bias
- Supporting youth from multiple levels





There are huge disparities in the rates of **males with college degrees** in Durham . . .

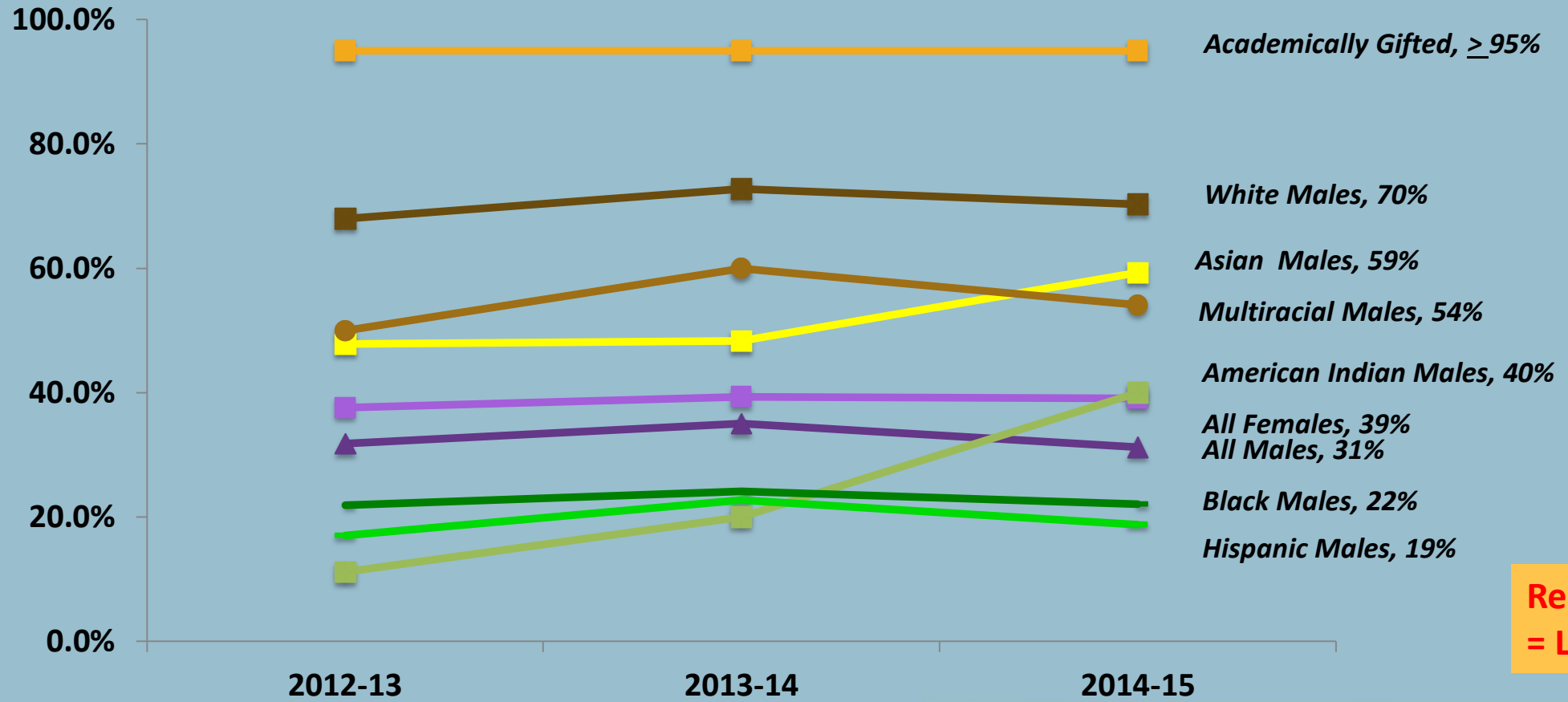


US Census Bureau, American Community Survey, 2014; 10/31/15





When it comes to being college and career ready, **some of Durham's children** are much more on track by 3rd grade than **others**



Reading EOG
= Level 4 or 5





Some groups of Durham's males get suspended more often than others (2015)

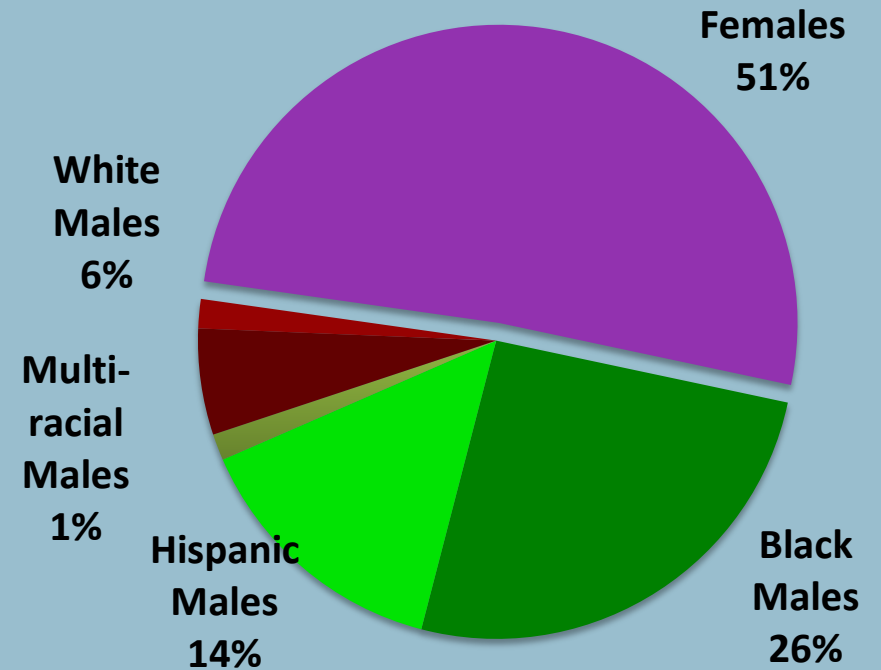
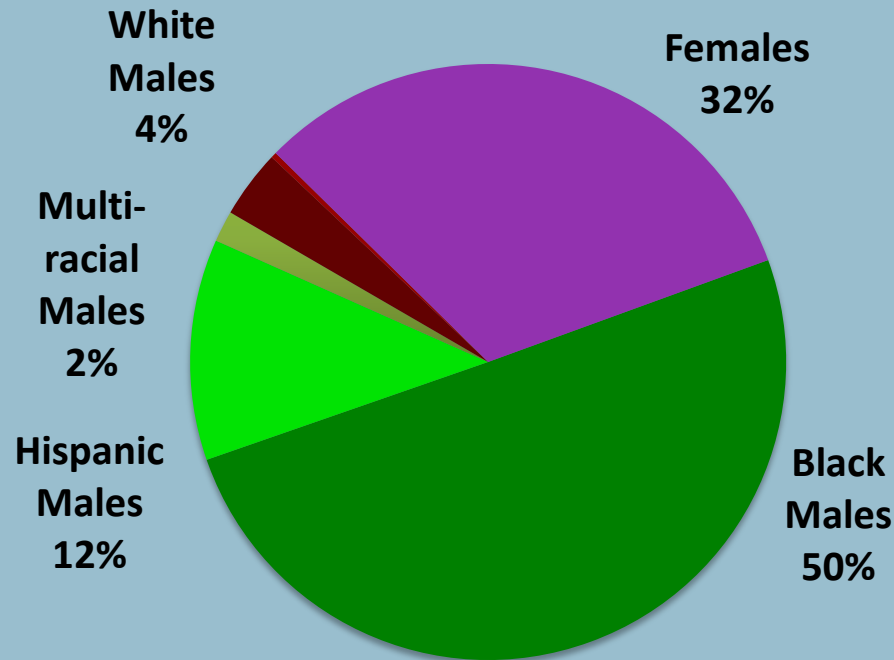
K-12 Suspensions

K-12 Population

Actual K-12 MALES suspended

Black	= 1306
Hispanic	= 312
White	= 96
Multi-racial	= 44
As/PI/Am. In	= 8
TOTAL Males	= 1766

TOTAL Females = 834



DPS data, Received 11/12/15





Black boys have been the only group disproportionately suspended from Kindergarten (2012 to 2015)

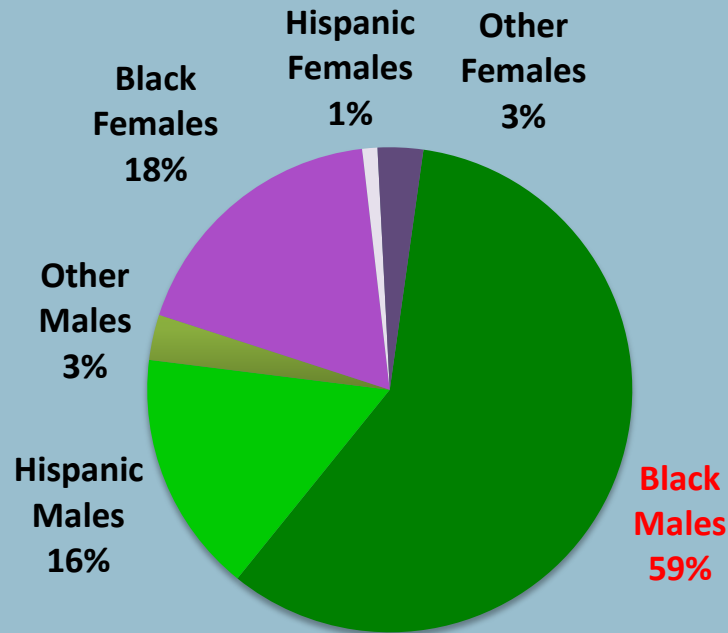
Actual Kindergarten MALES suspended

Black = 58
Hispanic = 16
Other males = 3
TOTAL Males = 77

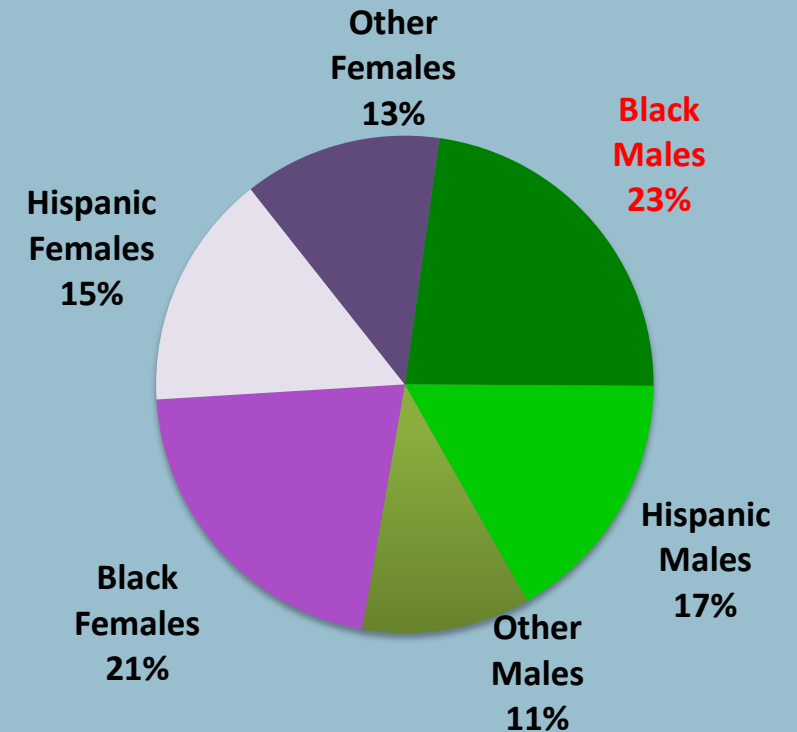
TOTAL Females = 22

DPS data, Received 11/12/15

2012-15 Kindergarten Suspensions



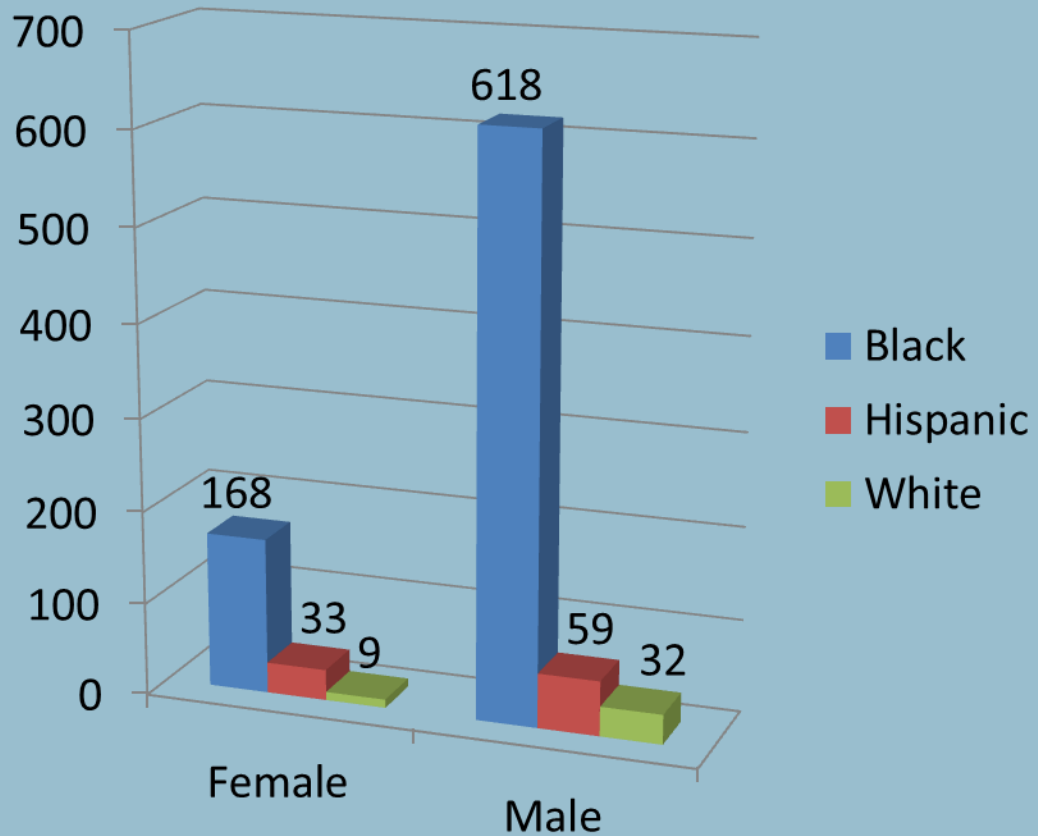
2012-15 Kindergarten Population



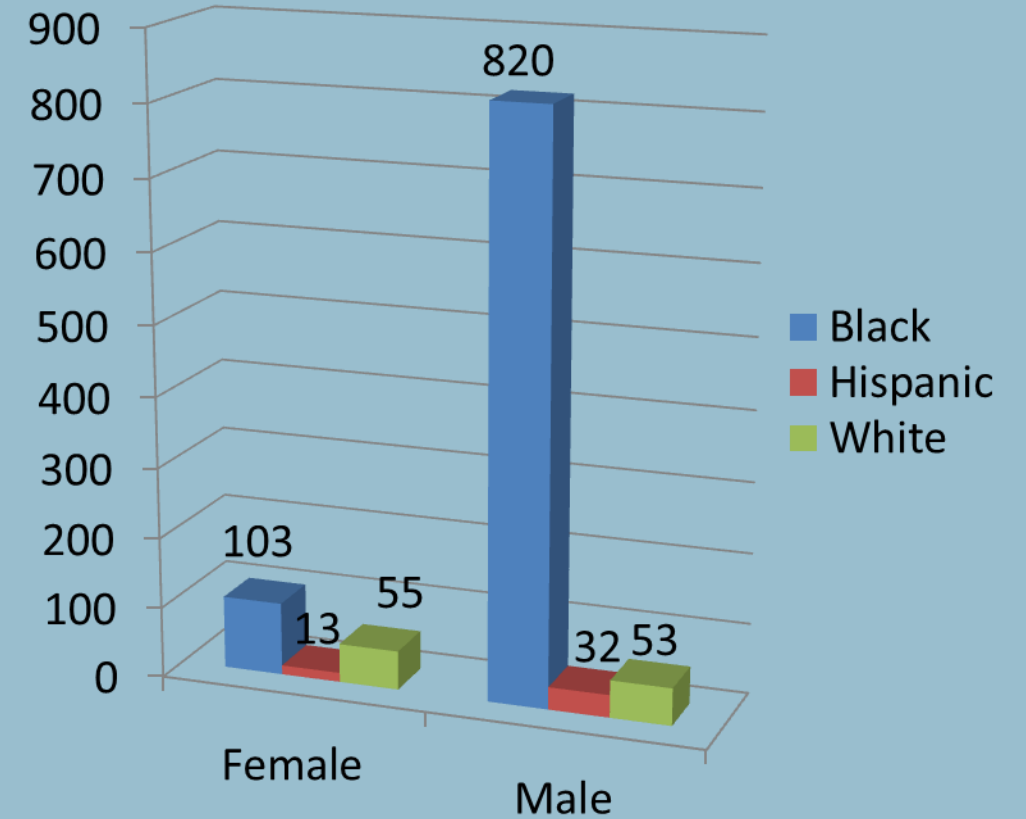


JUVENILE COMPLAINTS

FY 2012-2013



FY 2013-2014





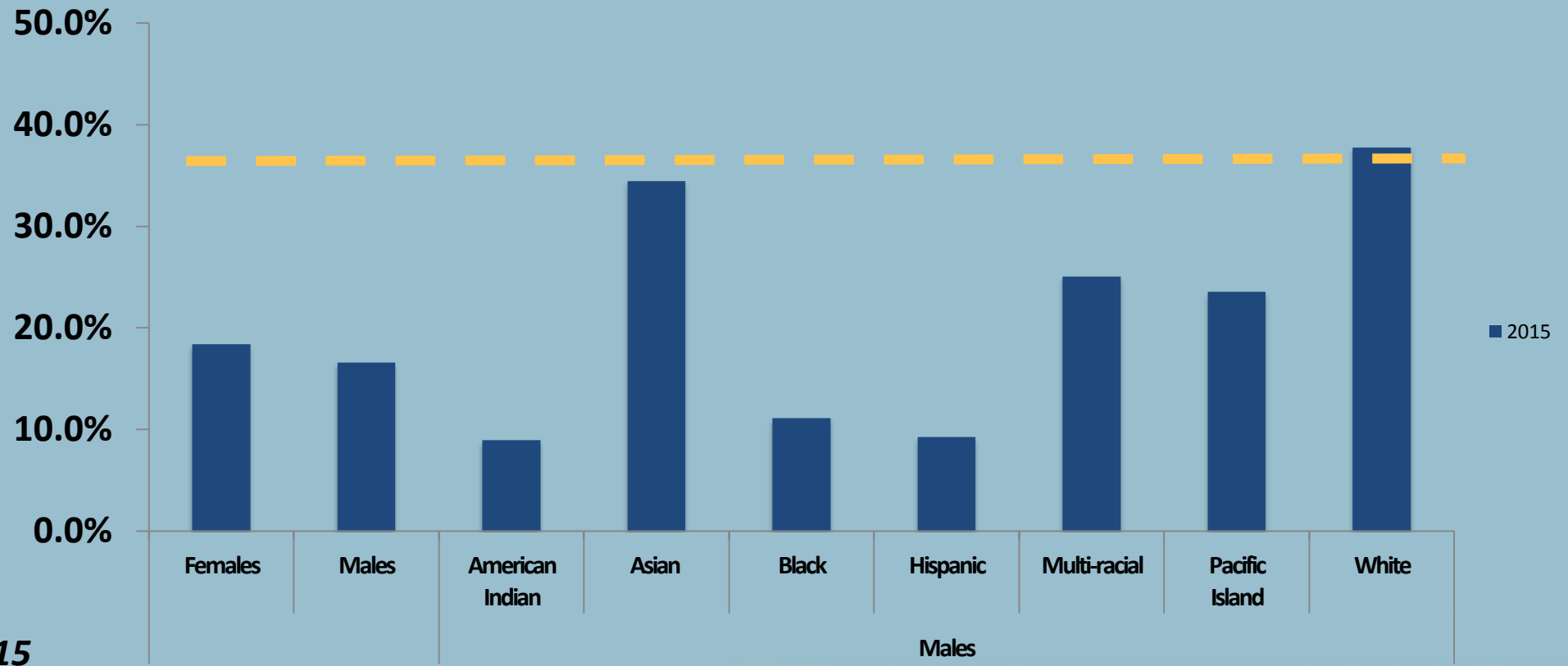
Can we create a Durham where 38% of every male group is identified as academically gifted (AIG)?

2015

Number of AIG MALES in 2015

Black = 911
Hispanic = 442
White = 1222
Multi-racial = 115
Asian = 146
PI/Am. In = 11

TOTAL Males = 2847
TOTAL Females = 3080



DPS data, Received 11/12/15

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UPCOMING AGENDA

9:15am – 9:25am

Performance by Year of the Crowned

9:45am – 11:00am

Breakout Sessions

- Background: Brief Review of Milestone and Background of Recommendations (15 minutes)
- Feedback: Participants (60 minutes)

11:00am – 11:15am

- Break

11:15am – 11:30am

- Additional Feedback, Next Steps and Thank you

11:30am – 12noon

- Engage vendors



