



CHICAGO BLACK MEN & BOYS » COMMUNITY OF PRACTICE

Reconvening Strategic Forum

Wednesday, June 17, 2015

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INTRODUCTION

Sequane Lawrence
President, Fathers, Families & Healthy Communities (FFHC)

Dr. Kirk E. Harris
CEO, Fathers, Families & Healthy Communities (FFHC)

Robert McGhee
Vice President of Community Development, Citi



Robert McGhee

Last year Fathers, Families & Healthy Communities (FFHC), in partnership with Citi Community Development, The Chicago Community Trust (CCT) and the Campaign for Black Male Achievement (CMBA), helped to convene a two day forum on improving outcomes for Black men and boys in Chicago.

In addition to key nonprofit organizations and public/private institutions, other national partners in attendance were PolicyLink, National League of Cities, and Root Cause. Other leaders in the philanthropic community participated such as the Woods Fund of Chicago, Pritzker EC Foundation, Polk Bros Foundation, Tribune Foundation, Casey Family Foundations, U.S. Bank, and the Paul Angell Family Foundation.

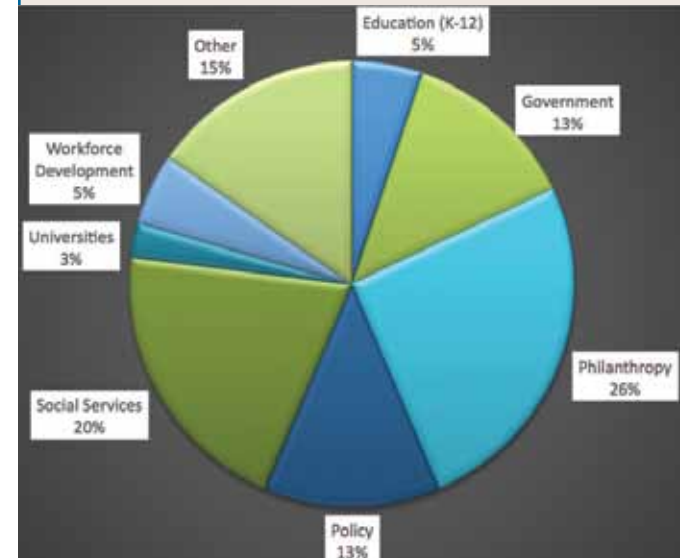
We utilized the Institute for Black Male Achievement (IBMA) Dashboard for Chicago (that identifies indices important to evaluating the success and well-being of Black Men and Boys) to help facilitate a strategic discourse pertaining to key areas of focus and specific and collective approaches to achieve our shared objective, i.e., to dramatically and measurably improve the lives of Black men and boys in Chicago. We also set the stage for capacity building support for CBMA partners in Chicago. The convening was facilitated by Root Cause as a function of the CBMA and supported by the Chicago Community Trust.

On June 17, 2015, with the support of Citi Community Development and The Chicago Community Trust, we reconvened to continue the work of ensuring Black men and boys are able to fulfill their promise. This report is a summary of the activities, priorities and considerations emerging from that meeting, in which a *Community of Practice* began forming to help ensure positive outcomes for Black Men and Boys in Chicago.

What type of stakeholder are you? (Demographic Assignment)

	Responses Percent	Count
Education (K-12)	5.13%	2
Government	12.82%	5
Philanthropy	25.64%	10
Policy	12.82%	5
Social Services	20.51%	8
Universities	2.56%	1
Workforce Development	5.13%	2
Other	15.38%	6
Totals	100%	39*

*The number of participants that voted on keypads for this question





FORUM STRUCTURE

The forum was structured to allow for optimum collaboration among participants. Six tables of 7-10 participants each took part in discussions, deliberated and developed ideas to share with the group. A facilitator was assigned to each table to guide the discussion, reach table consensus on questions, and then share their prioritized responses using a keypad. Using keypads enabled participant feedback to be aggregated and summarized, and allowed the lead facilitator to immediately share the group's results with attendees.

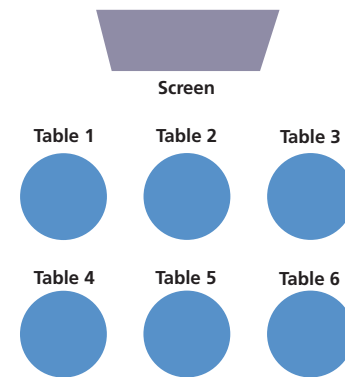
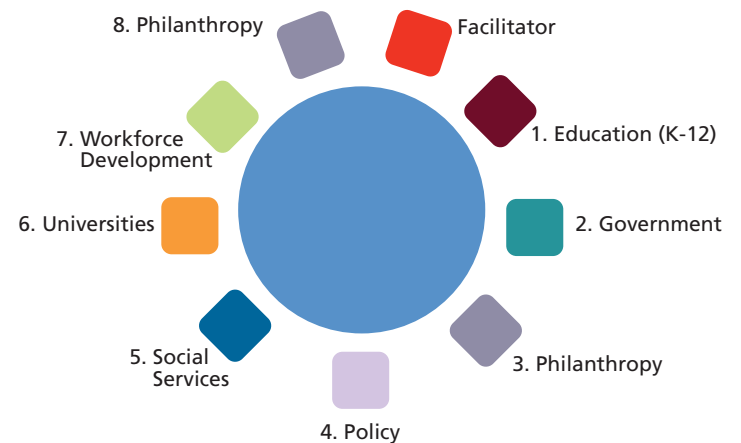


Table Seating

The "Goal" is seating diversity



AGENDA

Forum Goals: To achieve the goals set for this forum, the meeting was designed to allow for presentations covering “Promising Practices” and “What Works” in the field.

Sharing: Sharing the literature and case studies around promising practices and what works

Engaging: Having engaging discussions and deliberations to change the trajectory for Black males in Chicago (the areas of education and work)

Action I: An action agenda shared by a core group of participants/practitioners to serve our strategic partners going forward

Action II: An action agenda for Philanthropic/ Governmental Stakeholders

Welcome: Robert McGhee, VP Community Development, Citi

Introductions and why we’re here today:

Sequane Lawrence, President, FFHC and Dr. Kirk Harris, CEO, FFHC

Table Introductions

Presentation I: “Strategic Partners”
Dr. Kirk Harris

Discussion I: A Values Discussion

Presentation II: “Promising Practices”
Mr. Dan Swinney, Ms. Evelyn Diaz,
Mr. Phil Jackson, and Dr. Kirk Harris

Discussion II: Envisioning our work five years from now

Discussion III: Challenges to overcome in achieving future outcomes

Discussion IV: Priorities going forward

Wrap-up Commentary: Sequane Lawrence and Dr. Kirk Harris

Next Steps/ Adjourn: Sequane Lawrence and Dr. Kirk Harris

SUMMARY OF PRESENTATIONS

Kirk Harris



Mr. Dan Swinney, Ms. Evelyn Diaz, Mr. Phil Jackson and Dr. Kirk E. Harris set the stage for the substantive focus of the day's discussion by advancing ideas related to promising practices in support of strengthening outcomes for Black Men and Boys in Chicago.

Dan Swinney highlighted strategies in support of employment and work for Black Men and Boys. Particular attention was given to “high-tech” manufacturing as an “opportunity” employment sector.

Dr. Kirk E. Harris spoke to the importance of thinking comprehensively in supporting the success of Black Men and Boys. Dr. Harris posited that systems supporting or undermining the success of Black Men and Boys are intertwined in ways that must be appreciated by the families and the communities from which Black Men and Boys emerge. Moreover, the larger society has a role to play in advancing the health and well-being of communities from which Black men and Boys emerge.

Evelyn Diaz addressed the function and role of government intervention and engagement. They provide important leverage for making services available and identifying governmental resources promoting educational and work related support for Black Men and Boys.

Phil Jackson emphasized the context for a supportive educational infrastructure for Black Boys.

Mr. Jackson suggested starting as early as pre-school is essential to helping Black Boys navigate the institutional and societal threats undermining their ability to reach their potential and realize educational success.

Phil Jackson



Evelyn Diaz





Discussion 1:

A Values Discussion

Take a couple of minutes to think about this question:

Why is strengthening the work around Black Men and Black Boys so important to you?

A Values Discussion:

Intention: To have an expression of values that provides the foundation for the rest of the day

Outcome I: Strong value statements to use in subsequent discussions and in our work moving forward

Outcome II: Seeking stakeholder table cohesion, looking for consensus from each discussion on the table's, shared values

What does this mean?

Shared values are essential to collective action. Understanding the various values sets amongst the various stakeholders is a vital step in securing the foundation for a common vision derived from a confluence of values. These shared values can then lead to successful collective actions in support of agreed-upon outcomes.



Discussion 2:

A Visioning Discussion

Envision our work five years from now. Based on promising practices and what we know works, where could our efforts lead us by 2020? What kind of Community could we envision in the year 2020? What does a WIN look like for the Community of Black Men and Black Boys in the year 2020?

Visioning Discussion

Instruction: Based on promising practices and what we know works, consider these questions:

- ➔ “Where could our efforts lead us by the year 2020?”
- ➔ “What kind of Community could we envision in the year 2020?”
- ➔ “What does a WIN look like for the Community of Black Men and Black Boys in the year 2020?”

Intention: To create a framework for thinking about future success

Outcome: Generating a range of successful outcomes and how those outcomes could look in 5 years

What does this mean?

Envisioning the future and outlining what prospective success looks like are important exercises. These exercises allowed participants to vocalize their vision for success related to the work in support of Black Men and Boys and share it with the group. This allowed the groups to co-produce the future possibilities related to the achievable outcomes as a function of the collective work and responsibilities they will be upholding and advancing.



Discussion 3:

Challenges to Overcome in Achieving Future Outcomes

Based on where we collectively would like to be in five years, coupled with strategic partners, organizations, and our current capacity.

What major challenges do we face in advocating and strengthening the lives of our Black Men and our Black Boys?

33%	1. Institutional Racism
3%	2. Creating a safe space for sharing/developing narratives
18%	3. Disorganization/creating unity
8%	4. Finding ways to connect to ongoing systems, not create new ones
1%	5. Creating new platforms for doing the work
5%	6. Creating incentives to work with the most vulnerable
15%	7. Funding and policy changes
2%	8. Creating strategies for independent support of community programs
9%	9. Comprehensive approach (including system changes) “inertia”
5%	10. Early childhood intervention

Challenge Discussion

Instruction I: Based on where we collectively would like to be in five years, coupled with the organizations and strategic partners involved (our current capacity):

- ➔ What are the major challenges we face in advocating for and strengthening the lives of our Black Men and our Black Boys?
- ➔ Please review Worksheet – BMA Life Outcomes Dashboard “Education & Work.”

Instruction II: Our Project charge focuses on the areas around “Education & Work.” We have created an “over-arching” category bucket called “Community Health.”

Intention: To categorize in the two buckets “Education & Work” buckets the major challenges *Chicago Black Men & Boys – Community of Practice* will face before future success can be achieved.

Outcome: List of challenges by “Education & Work.”

Discussion 4:

Priorities Going Forward



What priorities should our project work on going forward?

Think about the top challenges we have discussed today. Think about the challenges along a “continuum” of Importance and Difficulty. Long-term challenges might need policy changes; short term challenges might be accomplished with the current resources in place.

As a *Community of Practice*, the group identified institutional racism, lack of organizational unity, and funding and policy barriers as major challenges to addressing the plight of Black Men and Boys in Chicago. The *Community of Practice* also identified areas that should be the focus of the work going forward that include action research*, policy and systemic change, fostering greater mutual support, and collaborative networking.

14% 1. Action Research

19% 2. Policy and systemic change

4% 3. Internal and external communication

7% 4. Pathway programs (education, mentorship)

12% 5. Creating unity and leadership outside of politics

19% 6. Connecting the dots and networks

4% 7. Incentives for collaboration

7% 8. Organization around priorities of education and work

8% 9. Capacity building/increased proficiency

4% 10. Social marketing to address institutional racism

***Action Research** is either research initiated to solve an immediate problem or a reflective process of progressive problem solving led by individuals working with others in teams or as part of a “community of practice” to improve the way they address issues and solve problems.



Sequane Lawrence



A Priorities Discussion

Instructions: Let me recap.

- ➔ Based on “who’s in the room”
- ➔ The High Performing Organizations and Partners commitment
- ➔ What and Why we value this body of work
- ➔ The Promising Practices and What Works presentation
- ➔ Where we collectively would like to be in five years, coupled with
- ➔ The challenges facing the project getting to 2020

Note: A list of your top challenges is on the screen

Instruction II: What are the priority issues our project should work on?

Intention: To categorize in the areas of “Education & Work” the priorities the *Community of Practice* should work on for future success

Outcome: List of priorities by “Education & Work.”

What does this mean?

We asked participants to identify what type of stakeholder they were participating as today (keypad polling question). We then analyzed the answers they provided when voting, and tabulated the answer according to their stakeholder type.

As the facilitated discussions focused on the domains of “Work” and “Education,” during Discussion Three (Challenges to overcome in achieving future outcomes), participants prioritized the major challenges the *Community of Practice* faces.

The table on the next page illustrates the cross-tabulation by “Stakeholder Type,” and how the stakeholders (as they identified themselves earlier during the demographic polling) answered the keypad polling question.

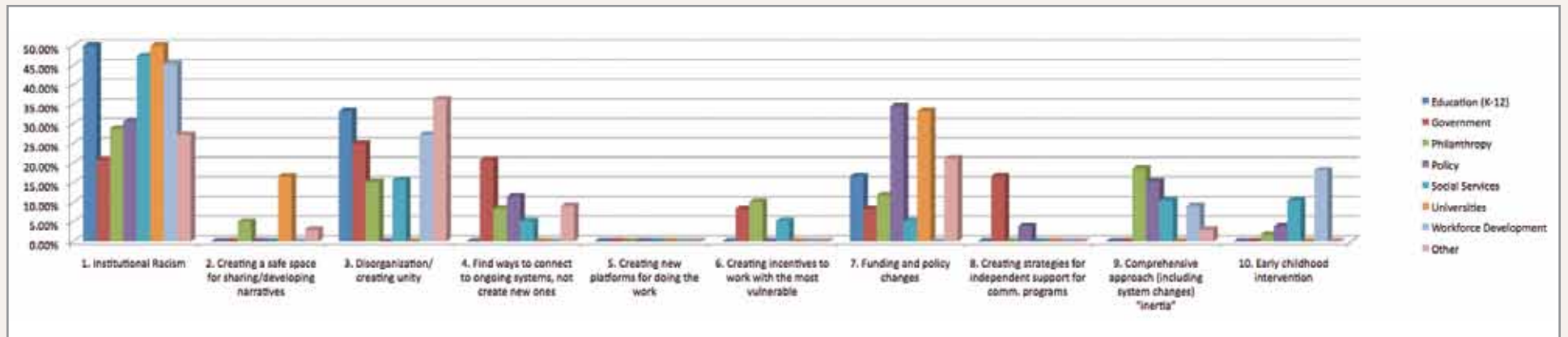
For example: 50% of the “Education” Stakeholders voted for “Institutional Racism” while 45% of “Workforce” Stakeholders voted for the same challenge.

ANALYSIS – CROSS TABULATION

Lets see how Stakeholders answered these questions.

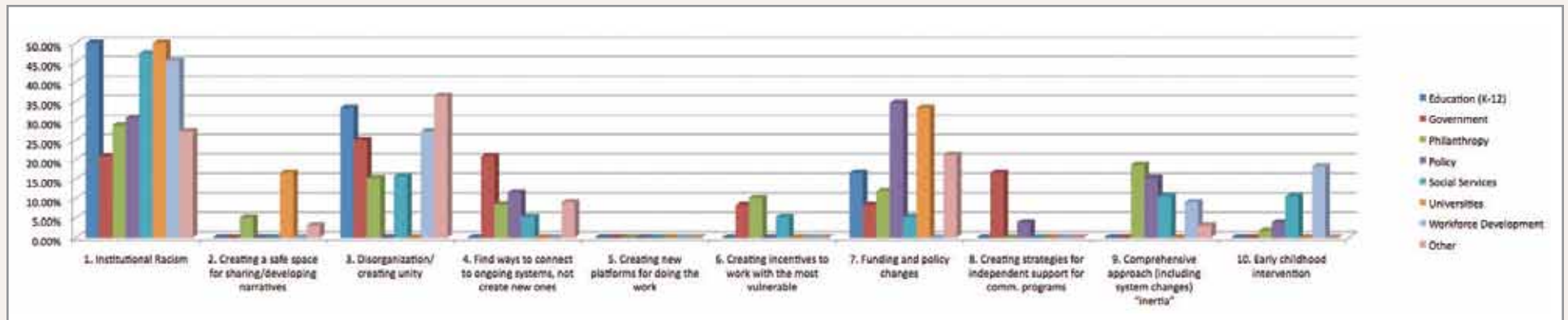
What are the major challenges that we face in advocating for and strengthening the lives of our Black Men and Boys? (Priority Ranking)

	Education (K-12)	Government	Philanthropy	Policy	Social Services	Universities	Workforce Development	Other
1. Institutional Racism	50.00%	20.83%	28.81%	30.77%	47.37%	50.00%	45.45%	27.27%
2. Creating a safe space for sharing/developing narratives	0.00%	0.00%	5.08%	0.00%	0.00%	16.67%	0.00%	3.03%
3. Disorganization/creating unity	33.33%	25.00%	15.25%	0.00%	15.79%	0.00%	27.27%	36.36%
4. Finding ways to connect to ongoing systems, not create new ones	0.00%	20.83%	8.47%	11.54%	5.26%	0.00%	0.00%	9.09%
5. Creating new platforms for doing the work	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
6. Creating incentives to work with the most vulnerable	0.00%	8.33%	10.17%	0.00%	5.26%	0.00%	0.00%	0.00%
7. Funding and policy changes	16.67%	8.33%	11.86%	34.62%	5.26%	33.33%	0.00%	21.21%
8. Creating strategies for independent support for communications programs	0.00%	16.67%	0.00%	3.85%	0.00%	0.00%	0.00%	0.00%
9. Comprehensive approach (including system changes) “inertia”	0.00%	0.00%	18.64%	15.38%	10.53%	0.00%	9.09%	3.03%
10. Early childhood intervention	0.00%	0.00%	1.69%	3.85%	10.53%	0.00%	18.18%	0.00%
Totals	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%



What priorities should our project work on going forward? (Priority Ranking)

	Education (K-12)	Government	Philanthropy	Policy	Social Services	Universities	Workforce Development	Other
1. Action Research	16.67%	12.50%	15.79%	22.22%	17.95%	50.00%	9.09%	9.09%
2. Policy and systemic change	33.33%	0.00%	8.77%	37.04%	23.08%	33.33%	27.27%	12.12%
3. Internal and external communication	0.00%	4.17%	0.00%	3.70%	5.13%	16.67%	0.00%	9.09%
4. Pathway programs (education, mentorship)	0.00%	8.33%	10.53%	0.00%	7.69%	0.00%	0.00%	12.12%
5. Creating unity and leadership outside of politics	0.00%	8.33%	17.54%	14.81%	10.26%	0.00%	0.00%	18.18%
6. Connecting the dots and networks in this room	50.00%	25.00%	15.79%	14.81%	17.95%	0.00%	27.27%	18.18%
7. Incentives for collaboration	0.00%	8.33%	3.51%	0.00%	0.00%	0.00%	0.00%	6.06%
8. Organization around priorities of education and work	0.00%	16.67%	5.26%	0.00%	7.69%	0.00%	18.18%	9.09%
9. Capacity building/increased proficiency	0.00%	16.67%	14.04%	7.41%	2.56%	0.00%	18.18%	0.00%
10. Social marketing to address institutional racism	0.00%	0.00%	8.77%	0.00%	7.69%	0.00%	0.00%	6.06%
Totals	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%



What does this mean?

The facilitated discussions continued to focus on the domains of “Work” and “Education,” during Discussion Four (What priorities should our project work on going forward?). Participants prioritized the major challenges the *Community of Practice* faces.

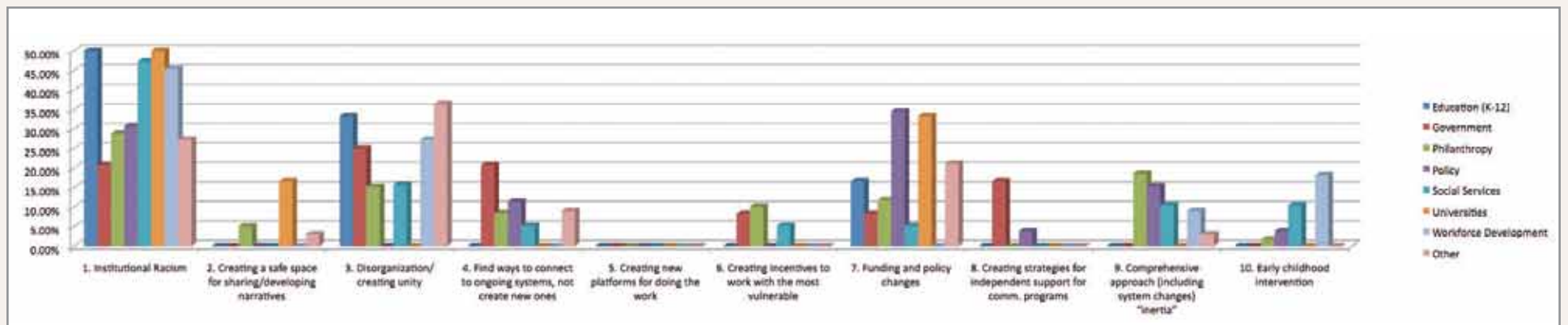
The table above illustrates the cross-tabulation by “Stakeholder Type,” how the stakeholders (that identified themselves earlier during the demographic polling) answered the keypad polling question.

For example: 50% of the “Education” Stakeholders voted for “Connecting the dots and networks in this room” while 27% of “Workforce” Stakeholders voted for the same priority (tied with Action “Research”).



What are the priority areas in which we should focus our efforts over the next 12 months? (Priority Ranking)

	Education (K-12)	Government	Philanthropy	Policy	Social Services	Universities	Workforce Development	Other
1. Education (K-12)	50.00%	16.67%	19.64%	22.73%	18.75%	0.00%	0.00%	20.69%
2. Government	0.00%	25.00%	17.86%	22.73%	18.75%	0.00%	0.00%	0.00%
3. Philanthropy	33.33%	16.67%	8.93%	0.00%	15.63%	0.00%	33.33%	6.90%
4. Policy	0.00%	0.00%	23.21%	45.45%	31.25%	0.00%	11.11%	34.48%
5. Social Services	0.00%	16.67%	8.93%	0.00%	0.00%	0.00%	0.00%	0.00%
6. Universities	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
7. Workforce Development	16.67%	25.00%	14.29%	9.09%	3.13%	0.00%	55.56%	10.34%
8. Other	0.00%	0.00%	7.14%	0.00%	12.50%	0.00%	0.00%	27.59%
Totals	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%	100.00%



What does this mean?

The facilitated discussions continued to focus on the domains of “Work” and “Education,” during the evaluations keypad polling questions (“What are the priority areas in which we should focus our efforts over the next 12 months?”). Participants prioritized the major challenges the *Community of Practice* faces.

The table above illustrates the cross-tabulation by “Stakeholder Type,” and how the stakeholders (that identified themselves earlier during the demographic polling) answered the keypad polling question.

For example: 50% of the “Education” Stakeholders voted for working on “Education” while 56% of “Work” Stakeholders voted for working on “Workforce Development.”



ACKNOWLEDGMENTS

(BMB REPORT SECTION)

Campaign for Black Male Achievement

Casey Family Foundation

Citi Community Development

City of Chicago

Fathers, Families & Healthy Communities Members (Fathers)

McCormick Tribune Foundation

Policy Link

Polk Bros. Foundation

Pritzker EC Foundation

The Chicago Community Trust

Woods Fund



Photography: Cole Morgan

