A Report prepared for the Ford Foundation

Why We Can't Wait

A Case for Philanthropic Action: Opportunities for Improving Life Outcomes for African American Males

PRE-PUBLICATION DRAFT

> Our lives begin to end the day we become silent about things that matter.
> —*Martin Luther King Jr.*

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Acknowledgements

Background

The ambit of this paper is the constellation of programs, policies and services that impact the well-being of Afro-descendant males in the United States. The authors intend to connect extant research efforts, policy initiatives, and community organizations explicitly focused on African American men and boys, and in doing so, suggest architecture for the relationships between these elements. This scan identifies programs and initiatives, gathers reflections from the field, and assesses needs and opportunities according to scholars, policymakers, advocates, and organizational leaders. The process of documenting this interest has been informed by a varied field of work, including special initiatives commissioned by elected officials, projects led by faith organizations, and philanthropic funds developed to address issues facing black men and boys. The work documented is presented in four groups:

Public Policy/Advocacy—a scan of public policies that disproportionately affect African American men and boys, and the institutions that advocate around these policies;

Practitioners/Civil Society— reflections from practitioners and data that lay out some of the challenges these organizations face and have faced; profile relevant organizations and initiatives that serve as clear examples of different issue areas, mediums, and/or strategies; collect some lessons learned from organizations that have sustained a programmatic focus on Black men and/or boys.

Academia/Research – identification of some of the pervading trends in research on African American men and boys by tenure-track academia, independent institutions, government agencies, and practitioners; explore some of the challenges to conducting research on Black males; and profile several research initiatives on African American males.

Appendices—catalogue sets of nonprofit, community-based, and national/regional organizations who have programming that is mission-focused on Black men and/or boys; a selected bibliography of research on African American Men and Boys from 1996-2006.

In the last year there have been numerous reports, studies, and media attention devoted to the quality of life of African American males along education, economy, health, and

other key indicators. Possibly, most notable has been Tavis Smiley's "Covenant with Black America" publication and tour, as well as the New York Times coverage spawning from Ronald Mincy's "Black Males Left Behind" (Urban Institute Press, 2006), and Harry J. Holzer, Peter Edelman and Paul Offner's, ''Reconnecting Disadvantaged Young Men'' (Urban Institute Press, 2006). There has been some public debate over whether these publications and press coverage are indicative of an increased public appetite for addressing the plight of marginalized black men. Some in academia, the media and other sectors have questioned whether the latest data, albeit current, defines a new reality or one that has persisted over the life of Africans in America. Regardless of whether or not the latest research depicts a new reality for African American men or a familiar historical narrative, the data clearly communicates that the life trajectories of black men in America face substantial challenges:

- By 2004, fifty percent of black men in their twenties' who lacked a college education were jobless, as were seventy two percent of high school dropouts.[1]

- Forty two percent of all African American boys have failed an entire grade at least once and only eighteen percent of black men ages twenty – twenty one are enrolled in college.[2]

- The HIV/AIDS infection rate among black men is six times that of white men; AIDS now accounts for one in three deaths among Black men aged twenty five to forty four.[3]

- The Bureau of Justice Statistics projected that nine percent of the male population in America will serve some time in state or federal prison; twenty eight percent for black males, sixteen percent for Hispanic males, and four percent for white males.[4]

The research and media coverage of African American males has been presented in various ways. Some have structured their focus from a broad context, connecting the identity of African American males to the concept of "disconnected" men or youth (which is not specific to black men or boys, but identifies them as disproportionately represented among the marginalized population in this country). Others have approached these issues focusing specifically and exclusively on African American men, and how culture, policy, discrimination, governance, and programs impact (positively or negatively) black men in America.

There are institutions, policy and advocacy initiatives, and media campaigns that have developed and begun to implement policy, program, and research strategies that target marginalized men or youth. One example is Public/Private Ventures (P/PV), which is a national nonprofit organization whose

mission is to improve the effectiveness of social policies, programs and community initiatives, especially as they affect youth and young adults. P/PV's Ready4Work initiative serves approximately 5,000 formerly incarcerated people throughout the US by testing the concept that different sectors— faith- and community- based organizations, businesses, and the criminal justice system can collaborate to reduce recidivism. Ready4Work's reentry program does not specifically target African Americans; however, the vast majority of the program's participants are young African American men.

According to our research, "informal" local programs exist in most communities that we explored. The majority of these informal operations do not have websites, some lack mission statements, an articulated "theory of change", or full-time staff. These informal community-based organizations, whose core operations have a significant impact on African American men and boys, range from men's ministries at faith institutions to Boy Scout troops and athletic leagues. These groups also include efforts like a coalition of small grassroots organizations in Philadelphia that developed a rites-of-passage program model for young men in several of the city's most distressed neighborhoods and the Men's Ministry of Brooklyn's Emmanuel Baptist Church which is comprised of over one hundred African American men promoting spiritual development, community

service, and mentoring for black boys. While this scan does not focus on these "informal" programs, nor does extant research offer an assessment of the quality of the efforts, these authors believe it advisable for stakeholders to further assess the extent to which these programs are community assets, and whether and how they can be learned from, built upon, and/or supported.

It is important to note that this report has been supported by the Ford Foundation, as a tool for the greater philanthropic community. The objective is several-fold: a) to compile existing research and frame it so that foundations see the necessity and opportunity to respond by investing strategically in the challenging realities faced by black men and boys; b) to suggest priorities for philanthropic investments that respond to the disparities documented by scholars and highlighted by media; and c) to offer information, analysis, and reflections from the field that provide the philanthropic community with a strategic starting place to mobilize ideas and resources.

Public Policy and Advocacy

Introduction

The purpose of this section is to provide an analysis of the policies, government initiatives and public practices that negatively and often disproportionately impact black males. The phrase "public policy" can have numerous contextual applications. For the purposes of this report, the authors will apply the definition and framework for public policy developed by Ashley Snowdon:[5]

...public policy includes:

- *Legislative actions:* Decisions made by local, state and federal elected officials, such as the passage of bills, executive orders and budget allocations.

- *Initiative actions:* Decisions made directly by voters, such as ballot initiatives and referendums.

- *Administrative actions:* Decisions made by local, state or federal agencies about how policies are implemented. Includes regulations, agency practices, and policy enforcement.

- *Court rulings:* Legal actions which set precedents and interpret existing laws.

The six public policies examined in this report are 1) practices in calculating high-school graduation rates, 2) investment in workforce training programs, 3) child support collections processes, 4) sentencing penalties for crack vs. cocaine, 5) prisoner re-entry, and 6) laws restricting ex offenders from voting.

The authors will also survey current advocacy organizations that work to identify and dismantle these policies, with a special focus on African American advocacy organizations, their scope and accomplishments. While some past studies on Black males have tended to focus on theory, programs, statistics and indicators, this research aims to present and discuss several policies that continue to produce statistical disparities year after year.

Public policies that impede progress for black males can be products of discrimination, design flaws and faulty research in previous studies, poor implementation, political posturing, and a myriad of other factors. These and other

elements have led to discriminatory laws, programs, and practices that often retard progress, waste public resources, and hinder the public will to pursue change.

Philanthropy stands to play a unique role in these and other policies by influencing the available levers for change. This report will highlight some of the significant work that has been done by think tanks, commissions and coalitions, the research findings also indicate that these organizations collectively lack the coordination, organizational blueprint and resources to mount campaigns targeted enough to improve effectively the quality of life for Black males in this country.

Scan of Public Policies that Disproportionately Affect Black Men and Boys

This section highlights several issue areas and polices which research indicates are linked to the life outcomes of black males with specific public policies. This is by no means an exhaustive list; in fact, the examples that follow barely scratch the surface of the impact that local, state and federal policies have on the lives of African American men and boys. However, these examples provide a broad view of several types of policy issues, in an attempt to make a case for the necessity of investment in both advocacy efforts to dismantle such policies

and in institutions to propose and draft new policies to be considered that do not marginalize black men and boys in this country.

1. Different high school graduation rate calculations downplay the extent of educational issues facing Black males.

Policy Overview: Underreporting graduation rates undermines one of the main tools the general public and civil society have to hold government accountable in educating high school students.

The federal government recognized and reinforced the role of graduation rates as a fundamental tool for public accountability in the bi-partisan passing of the No Child Left Behind Act (NCLB) in 2001. This legislation was in part created to provide accountability and transparency with high school graduation rates and test scores, as well as each state's own progress toward those goals. The Government Accountability Office, which serves as the investigative arm of Congress charged with the auditing and evaluating government programs and activities, views graduation rate reporting as a central part of NCLB. On the local level, these figures are used to judge "whether schools meet federal requirements for school progress. If schools do not meet such requirements,

their students may be eligible to transfer to another school or receive tutoring."[6] Public policies are clearly in place to track and intervene when and where public education fails the public.

Schools have adjusted, sometimes unethically, to current accountability mechanisms, incentives and punishments. One recent article notes that schools have "developed a reluctance to classify students as "dropouts" when other categories were available in which to report them, and became creative in reporting why students were no longer enrolled."[7] Likewise the Task Force on Graduation, Completion, and Dropout Indicators, convened by the National Center for Education Statistics in 2003, found that schools are not held responsible for how they track and report students that transfer to other schools, which would inflate graduation figures. The Task Force also found that "a more subtle incentive, not preventable by data definitions alone, would be for schools to pressure students who are in danger of not graduating to transfer, or even transfer them involuntarily."[8]

Evidence of Impact on Black Males: When examining dropout rate calculations through alternative methods, findings reveal that young black males are graduating at significantly lower rates than earlier government reports have shown.

Previously, when the federal government used the National Center for Education Statistic's (NCES) method to calculate a 2001 national graduation rate as well as rates for each sub group, black males were found to be graduating at 80.4 percent. However, the Harvard University Civil Rights Project calculated the 2001 graduation rate for black males at 42.8 percent. The Urban Institute also calculated the 2001 graduation rate with their own methodology and found the rate for Black males to be 56.2 percent.[9] Similarly, the Manhattan Institute counted the Class of 2003 graduation rate for black males at 48 percent. On average, these three prominent researchers found rates that were thirty-one percentage points lower than the rate reported by the government.

One weak area of NCLB policy is that each state is permitted to choose its own methodology for computing graduation rates. Furthermore, states also decide on their own graduation rate targets against which they measure their progress. To illustrate this point, The GAO, in a 2005 study on graduation rate reporting, found that twelve states used a graduation definition that followed a cohort of students over time—the cohort definition. Eighteen states use various other definitions, aiming to adopt the cohort definition by the 2007-08 school year. However, research shows that using a

cohort definition "designed to track individual students over time—from when they enter high school until they leave—could result in a more precise high school graduation rate than one calculated with other definitions." The GAO also found that the departure classification, a method used by many states, produced a graduation rate that was 12 percent greater than when we used the cohort definition."[10] Other factors affecting accuracy of state graduation data include a lack of audits to verify data—which twenty-seven state officials reported their states did not conduct—and not having a unique identifier for every student—which twenty-two state officials who were surveyed did not have.

As the judge and the jury, states have better procedures at their disposal, yet due to costs, complexity, high mobility of certain subpopulations, or priorities, these issues continue to go unaddressed, and Black males continue to fall further behind as their stats fly under public radar. In her insightful commentary on the nation's political will to intervene on behalf of black males' graduation prospects, Dr. Rosa Smith of the Schott Foundation explains how "history tells us that this is the group least likely to be the focus of such efforts, the group most likely to be blamed for their own neglect by those responsible for the education of

all of our children. We know that when it is normal for black male students to graduate on time and college-ready it will be normal for all students to do so."

Watering down the statistical evidence that America's secondary educational system is overtly failing African American boys allows the US government to make false claims about progress in "closing the achievement gap", and frame educational remediation policies around addressing the failure of individual students instead of the breakdown of an inequitable educational system.

2. Underinvestment and disinvestment in federal workforce training programs have significantly impacted black men.

Policy Overview: Current funding levels of workforce training are at an all time low and well short of meeting national demand.

The Workforce Investment Act of 1998 (WIA) reformed federal employment, training, adult education, and vocational rehabilitation programs by creating an integrated "one-stop" system of workforce investment and education services for adults, dislocated workers, and youth. WIA "represents the largest single source of federal employment and training funding, with a congressionally authorized budget in 2002 of about $3.5 billion for adult and youth programs combined."[11] However, according

to numerous experts, WIA serves only a fraction of the need. During the 1990s, experts estimated that between one and two percent of eligible persons were served through WIA's similarly funded predecessor, the Job Training Partnership Act (JTPA).

In 2000, the Department of Labor awarded Youth Opportunity (YO) Grants totaling little more than $1 billion to thirty-six high-poverty communities-urban, rural and Native American. The Youth Opportunity Grants—ranging from $3.1 to $43.8 million over five years—provided the resources to put in place comprehensive approaches at considerable scale, as provisioned in the 1998 WIA legislation. The Department's expressed intent in awarding these grants was to demonstrate that the educational outcomes and economic prospects for young people in high-poverty communities could be dramatically improved by infusing these communities with resources; building capacity and infrastructure; connecting systems; and developing comprehensive, age-appropriate opportunities for youth.

"The expectation was that YO communities would be at the forefront of a redesigned national delivery system for disadvantaged youth. With the legislative reforms in place, it was anticipated that congressional appropriations would continue and perhaps increase to allow the expansion beyond the original thirty-six communities. However, this was not the case—appropriations for YO grants were dramatically decreased, allowing just enough funding to honor the obligation to the original thirty-six grantees." "As the grantees ended their final year of funding, they expressed concern not just about the impending loss of resources, but also about losing ground in areas where they had significant and meaningful progress."[12]

According to David Browne, Executive Director of the National Coalition for Youth Employment, "All of the full-time federally-funded education, employment, and national service programs combined (Job Corps, YouthBuild, Service Corps, Challenge, AmeriCorps, Workforce Investment Act, Youth Opportunity Grants) are barely scratching the surface of the need and demand. There are less than 300,000 full-time training and educational opportunities for 2.4 million low-income sixteen to twenty-four year-olds who left school without a diploma or got a diploma and can't find a job."

Evidence of Impact on Black Males: Research suggests that shortages in workforce training programs disproportionately affect black males in light of their comparable employment needs. Studies also reveal that the success, welfare, and well-being of black

males in areas such as fathering, housing, health, and economic independence—and avoidance of other less desirable actions such as criminal activity, non-custodial fatherhood, recidivism, and drug use—are directly correlated to the availability of training and workforce development resources and opportunities.

Black males' employment statistics are worse than their white and Latino counterparts from the 1980s through today. After declining throughout the 1980s, employment rates of young, white and Latino men remained flat during the 1990s. During that same time, for black men aged sixteen through twenty-four, employment rates actually dropped. In fact, this group's employment declined more during the 1990s (when it fell from 59 percent to 52 percent) than during the preceding decade (when it fell from 62 percent to 59 percent). By 2000, young black men worked only about two-thirds as much as comparable white and Latino men.[13]

Since 1954, the black male teen employment rate has been on a steady decline, falling to the low forty percent range at the end of the 1950s decade, to the thirty-nine to forty percent range at the end of the labor market boom years of the 1960s, and to twenty-eight to thirty percent in the late 1970s, the late 1980s,

and the end of the labor market boom in 2000. 2000 - 2003 were characterized by a national recession and two years of a largely jobless recovery. In 2003, twenty-five percent of Black males ages twenty to thirty-four were idle—meaning they did not work at all during the entire year source?(p.19).

The disinvestment and underinvestment by the federal government in policies such as WIA, YO Grants, Job Corps, and others are significant policy issues that dictate the allocation of resources toward creating improving systems (and creating new infrastructures) that seek to level or reverse the downward slope of employment opportunities and outcomes for African American males.

3. **Child support orders and penalties do not consider the realities of low-income black men's potential earnings.**

Policy Overview: Low-income non-custodial fathers face few opportunities to make a living wage, yet are often required to pay child support orders that are disproportionate to what little income they do earn. Approximately twenty-five percent of the total non-custodial father population is low-income. Another study found that they are, on average, thirty-four years old.[14] In 2002, slightly over one-third of low-income non-custodial fathers paid child support, although

though their median annual earnings were only $5,000.[15] Furthermore, estimates on the size of child support orders for this population have been between twenty to thirty-five percent of their income.[16]

Past-due child support orders—referred to as arrears—are accompanied by a myriad of penalties of varying sizes. Past-due child support can automatically be reported to credit reporting bureaus. Similarly, financial institutions may freeze accounts and assets. Driving licenses, both professional and recreational, may be suspended. Such actions would clearly impede the efforts of many low-income fathers from obtaining or maintaining legitimate work. The child support enforcement arm of the federal government, the Administration for Children and Families, notes that criminal actions can even be filed against "chronic delinquent parents" with large past-due child support debts.[17]

Elaine Sorenson, from her analysis of 1997 data on non-custodial fathers, found that nearly thirty percent of low-income non-custodial fathers were incarcerated in 1997.[18] Furthermore, a 2004 report by the American Bar Association notes that in many states when men are incarcerated, they continue to accrue child support debt, despite the fact that their earnings cease. The report found that "incarceration is insufficient to

justify elimination or reduction of an existing child support obligation in AZ, AK, DE, FL, IN, KS, KN, LA, MD, NE, NH, NY, OH, PA, SC, SD, UT, VT."[19]

Evidence of Impact on black Males:
Black males are disproportionately impacted by the penalties and policy failures of child support enforcement policy. One-quarter of less-educated black males between the ages of sixteen and twenty-four and nearly half between twenty-five and thirty-four are non-custodial fathers."[20] In 1998, "less-educated young Black men were about four times as likely as other less-educated young men to be non[resident] fathers."[21]

Ron Mincy writes that the participation of young black men in the labor market is highly sensitive to the "perceived risks and returns in the legal and illegal (or 'underground') economies." If child support agencies continue to impose such extreme taxes on the incomes of poor black men, Mincy asserts that this group could just as easily drop out of labor market.[22] The eighteen states that require non-custodial fathers to pay child support during incarceration are essentially creating low-income black males never to dig their way out of child support debts, similar to predatory lending practices. This harms black males as "5 percent of all black men were incarcerated as of 2002, relative to just 2 percent for

Hispanic men and under 1 percent for all white men. Among young black men, the incarceration rate was 12 percent."[23]

This is yet another example of how punitive measures have been *codified resulting in* a greater impact on lower-income people than on those with more economic means. As several research-based reports have pointed out, African American men are in the lowest income and wealth bracket in this country, thus policies such as child support enforcement disproportionately affect Black men.

4. Black males are disproportionately affected by disparities between crack and cocaine sentencing policy.

Policy Overview: The Anti-Drug Abuse Act of 1986 created mandatory minimum penalties in regard to federal drug trafficking offenses "requiring 100 times less crack cocaine than powder cocaine to trigger five and ten-year mandatory minimum penalties."[24] The United State Sentencing Commission found several pieces of evidence supporting policy reform:

i   Crack is not significantly more dangerous than cocaine

ii   Current penalties sweep too broadly and apply most often to lower level offenders

iii   Current quantity-based penalties

overstate the seriousness of most crack cocaine offense

In July of this year the Drug Sentencing Reform Act of 2006 was introduced to Congress, which would reduce the ratio from 100-to1 to 20-to-1.

Evidence of Impact on Black Males: The US Sentencing Commission found large racial disparities in sentencing. "Nationwide statistics compiled by the Commission revealed that blacks were more likely to be convicted of crack cocaine offenses, while whites were more likely to be convicted of powder cocaine offenses." "The overwhelming majority of crack cocaine offenders consistently have been black: 91.4 percent in 1992 and 84.7 percent in 2000."   In 1992, 91.4 percent were black. In 2000, 84.7 percent were black.[25]

This disparity in sentencing along racial lines not only impacts African American males, but more broadly is further evidence of the deep-rooted inequity that exists in the American judicial system.

5. Withholding the voting rights of felony ex-offenders disproportionately impacts black males.

Policy Overview: The United States prohibit inmates from voting while incarcerated for a felony offense. Thirty-six states prohibit felons from voting while they are on parole and thirty-one of

these states exclude felony probationers as well. An estimated 5.3 million Americans, or one in forty-one adults, have currently or permanently lost their voting rights as a result of a felony conviction.[26]

Evidence of Impact on black males: One million, four hundred thousand African American or thirteen percent of black men have been legally disallowed to exercise the right to vote, a rate seven times the national average. In the six states that deny the vote to ex-offenders, one in four black men is *permanently* disenfranchised. Given current rates of incarceration, three in ten of the next generation of black men can expect to be disenfranchised at some point in their lifetime. In states that disenfranchise ex-offenders, as many as forty percent of black men may permanently lose their right to vote.[27] In two states, the data shows that almost one in three black men is disenfranchised. In eight states, the figure is one in four. If current trends continue, the rate of disenfranchisement for black men could reach forty percent in the states that disenfranchise ex-offenders[28].

This is a policy issue that has an incredulous impact on black men in this country. It is important to note that the above data specifies "ex-offenders", thus the African American men that are being

deprived of their right to vote are in many cases working, taxpaying individuals that no longer hold a debt to society. Yet, in many states, these policies have managed to marginalize the citizenship of many black men.

The above section provides just six examples of public policies and policy issues that disproportionately affect African American males. Several of these examples have been well-publicized via the media, others have been the target of advocacy campaigns, and some have been the subject of numerous studies. The authors' primary objective for the section is to state clearly the direct correlations between current policies and the quality of life or access to opportunity and "unalienable" rights of black males as American citizens.

Identifying Gaps in Policy Research on African American Males

This section seeks to document some lessons learned from the authors' process of researching the data for this paper, in particular the above section. It is important to acknowledge information that was not accessible or just may not exist, that would allow for a clearer more accurate picture and data around some of the issues that this paper is exploring. Please consider and apply the following gaps that the authors of this paper observed while gathering data:

1. There is very little state or local policy information on black males, possibly because these reports may not be publicly available, or don't exist. Most state and local information sources on social services, education, or law enforcement policies did not disaggregate by race and gender simultaneously, and where it did, it did not disaggregate on a particular topic across an entire state or across all states. The data presented about how African American males have been disproportionately affected by the disparities between crack and cocaine sentencing policy was gathered from studies that the US Sentencing Commission conducted. This agency establishes sentencing policies and practices for the Federal courts and contains reports to Congress, publications, Federal sentencing guidelines, etc. The numbers that show the ratio of the severity of sentencing of crack cocaine convictions to cocaine convictions are national numbers, and tell a poignant story of marginalizing black males. However, in order to adequately understand or address this issue, it is imperative to understand where such sentencing disparities have been most grossly evident. Yet, many of the states do not make this data publicly available disaggregated by both race and gender.

2. Reports on funding changes, public funding trends and how they affect black males were difficult to find or completely unavailable. The current tendency to focus on static numbers often leaves out an analysis of change over time, which is important for gauging progress, regression, and the success or failure of advocacy efforts. The most comprehensive analysis identified on how funding changes impact black males was a Justice Policy Institute study on funding inequality between higher education and corrections.[29] Monitoring how public funding is allocated and the extent to which allocations target some of these policy issues that are impacting Black males is imperative. For instance, in some states, ex-offenders are made to go through lengthy administrative measures in order to "earn" their voting rights back. Some states make ex-offenders apply for re-instatement of these rights through a state Elections Board. Yet, some of these application processes have a two to three year waiting list. How much state funding is spent in a year for one state to administer this application process which can include paperwork, interviews and personnel? How much and in what ways do state, federal, and local governments allocate funds to prisoner re-entry programs? What have been the returns on these investments? The authors of this report found this information in short supply, but deem it vital to emphasize the necessity of accessing such data in order to more accurately frame these issues.

3. Patterns exist between policy areas that tend to have data, possibly indicating a stronger data collections system, or more political will or public demand for that disaggregated data. The research found the most data on law enforcement, sentencing, and other criminal justice policies. Those areas had the strongest national and state reporting systems. Those areas also tended to have the strongest advocacy organizations. For example, the Sentencing Project, NAACP Legal Defense Fund, Vera Institute for Justice, the Advancement Project, Justice Policy Institute, and other organizations all have clear, targeted, and comprehensive initiatives and/or reports focused on criminal justice policies and African American males. Other areas such as social services, healthcare, economic justice, and education had significantly fewer comprehensive advocacy initiatives and publications that explicitly articulate the public policy impact on black males.

This section looked at the availability and level of organization of data that is necessary to make informed policy decisions that impact a specific demographic; the lack of data on how much public funding has been allocated toward programs and services targeting or largely affecting black males; and an analysis of the efficacy of data collection systems and how public demand, political will, and private interests impact the quality of these systems. These issues and gaps speak to the capacity and infrastructure needs of the public policy sector that is critical in creating more equitable opportunities for African American males. Philanthropy has the capacity and the opportunity to further diagnose and resource creative processes and tools that can address these and other very specific, yet significant policy infrastructure gaps.

Approaches to Policy Advocacy

For the purposes of this report, policy advocacy is defined as "The process by which individuals and organizations attempt to influence public policy decisions."[30] Snowdon divides the range of policy advocacy activities as follows:

- Community Organizing
- Directly Influencing Policymakers
- Litigation
- Media
- Public/Private Partnerships
- Research and Analysis
- Coalition Building

The authors of this report conducted research of periodicals, interviews, and surveys of organizations and public sector officials that are engaged in policy advocacy via one or more of the activities listed above. Each interview and survey explored several common questions and themes:

1. What are the specific issues around which

your institution advocates for black men and boys (education policy, criminal justice issues, health policy, etc.)?

2. What are the specific activities you engage in to affect policy (i.e. community organizing, research and analysis, media campaigns, etc.)?

3. What other organizations that focus on African American policy issues would you suggest be contacted as part of this research?

This section will summarize these research findings by profiling seven advocacy organizations engaged in policy advocacy activities that target life outcomes of African American males, including a description their advocacy activities, issues of focus, and products and publications.

Institute for Urban Research (IUR) at Morgan State University

Advocacy Activities: **Research and Analysis, Directly Influencing Policymakers**

Organizational Profile: The Maryland State Legislature established the Institute for Urban Research at Morgan State University in 1978. The Institute engages in many forms of action research, academic, and community service activities. It provides technical assistance to Morgan State University and the Baltimore urban community. It also allows research opportunities for faculty and students of Morgan State University. Funded grants provide opportunities for outside researchers to be hired on a contractual basis to assist in fulfilling the mandates stipulated in the grants. The Institute continues to collaborate with numerous colleges and universities in holding conferences, seminars, and educational forums.

Issue areas: Substance Abuse, AIDS, Infant Mortality, Inner City Youth and Development, Single Parent Families, Adolescent Pregnancy, Economic Development and Mental Health.

Products, Publications, Current Initiatives:

• IUR has trained teachers and community leaders across the country on a program model based on a book by one of the Institute's staff—The Warrior Method: A Program for Rearing Healthy Black Boys (New York: Amistad/HarperCollins, 2001). To date IUR has trained nearly 1500 teachers in several school districts, including the following: Baltimore, Columbus, Dallas, and Philadelphia. The core teaching of The Warrior Method is to examine and challenge all institutions that impact black boys and black men.

• The Institute has also hosted public lectures by Dr. Frances Cress Welsing,

held numerous seminars around the country (approximately sixty since 2002) and recently received funding from the Kellogg Foundation on an initiative that will establish a national commission on African American Men and Boys.

- Conferences are planned for 2007 at Morgan State on Black males. Instead of simply citing the data, which is the traditional way of discussing black males, IUR will offer policy makers (primarily school superintendents) solutions to the problems black males face. The State of Maryland recently funded a charter school initiated by a local school administrator that will be based entirely on the principles outlined in The Warrior Method.

The University of Denver Center for African American Policy-

Advocacy Activities: **Research and Analysis, Media**

Organizational Profile: The University Of Denver Center for African American Policy (CAAP) is a unique blend of academics, public policy, and community and public service. The Center was formed to encourage public discourse and to increase the flow of information on issues, policies, and trends that affect African Americans. The goal of the Center is to achieve a positive change in the present and future lives of African Americans through academics, the arena of public discourse, and community and public service. Issues Areas: Public Policy, Political issues relating to African Americans, Black elected officials,

Products, Publications, Current Initiatives:
- ASCENT Live Radio: A unique Internet-based weekly public affairs show, ASCENT Live is a live one hour broadcast consisting of a public policy news roundup from CAAP's correspondent in Washington, DC, exclusive live interviews with leading public personalities, and panel discussions.

- Mental Health Disparities Project: Funded by AstraZeneca and jointly sponsored by the Lt. Governor, the Center for African American Policy held two summits addressing mental health disparities in Colorado. The vision was to build existing work being done in Colorado communities for a better understanding of issues relating to mental health services for minorities

- ASCENT PRESS is a project of the Center for African American Policy (CAAP) at the University of Denver and is a newly established publishing division distributing books focused on public policy issues impacting the African American community. Funded

by the University of Denver, ASCENT PRESS represents a larger effort by CAAP to create a continuum of unique information-driven properties, including publishing and CAAP's BlackPolicy.org project. *Standing in the Gap*, written by Senator Peter C. Groff and Councilman Michael B. Hancock, is the first in a line up launch of cutting-edge titles acquired and promoted by ASCENT PRESS.

- <u>PUBLIC POLICY WEBSITE</u> BlackPolicy.org (<u>www.blackpolicy.org</u>) is an on-line project that encourages public discourse and increases the flow of information, policies and trends affecting African Americans. The website is a clearinghouse of public policy and political information.

- <u>AFRICAN AMERICAN SUMMIT</u>: A town hall meeting was also held entitled "Disparity and Criminal Justice" where participants discussed issues on criminal justice, the background of bills, efforts made nationally, and the history of racial profiling.

Dellums Commission- Joint Center for Political and Economic Studies:

<u>Advocacy Activities</u>: **Media, Public/Private Partnerships, Directly Influencing Policymakers, Research and Analysis, Coalition Building**

<u>Organizational Profile</u>: The Commission, chaired by Congressman Ronald Dellums, is analyzing the impact of several key policies on the physical, emotional, and social health of youth and their communities and recommending corrective actions to be taken by local, state, and national policymakers. The Commission is comprised of national and local leaders, including current and former elected officials, members of the judiciary, educators, representatives from the faith community, the corporate community, and academia. Building on current data, Chairman Dellums and colleagues commissioned fifteen research papers that address critical issues such as correctional policy, education policy and literacy, health policy, family support child welfare, drug policy, and incarceration.

<u>Issues:</u> State Child Health Program (SCHIPP), Federal and State Welfare Reform, State Disinvestment in Mental Health Services, Juvenile Justice, Education

<u>Products, Publications, Current Initiatives</u>:
- In Dellums Commission hosted a joint symposium with the National Bar Association to highlight issues around how juveniles are transferred to adult criminal court and other issues of disproportionate minority confinement.

- In October of 2006 the Joint Center Health Policy Institute released the report, "Dellums Commission: Better

Health Through Stronger Communities: Public Policy Reform to Expand Life Paths of Young Men of Color" (or italicize, depending on the type of work). The Commission's report is a two year study that focuses on policies at the federal, state, and local levels that limit the life options of young men of color.

Africana Criminal Justice Project (ACJP):

Activities: **Community Organizing, Research and Analysis**

Organizational Profile: The Africana Criminal Justice Project was established by Dr. Manning Marable to further develop and stimulate engagement with the intellectual tradition, identify its implications for an "Africana Theory of Justice," and support initiatives seeking to address a response to the contemporary crisis of racialized criminal injustice, especially through the promotion of black civic capacity and leadership in communities impacted by mass criminalization and incarceration. These objectives inform the research, education, and organizing initiatives which comprise the Africana Criminal Justice Project.

Issues: Racial inequity in criminal justice, Mass incarceration,

Products, Publications, Current Initiatives:

• Africana Criminal Justice Project supports two major research projects on crime and justice in the black experience, one focusing on intellectual history (using printed works), and the other on original oral history research. The projects are expected to expand our understanding of crime and justice in the black experience, including how historical and contemporary patterns of racialized criminal social control have impacted African American individuals, families, and communities.

• ACJP conducts organizing civic leadership, especially among former prisoners themselves, and within communities burdened by the staggering collateral consequences of mass criminalization and imprisonment.

• ACJP recently began designing a "Multimedia Educational and Organizing Environment" (MEOE) for Africana Criminal Justice. MEOE will provide users with options for engaging multimedia informational resources (in text, video, photography, and other mediums) on crime and justice in the black experience, through pedagogic strategies suitable for a range of user abilities and interests—for example, by identifying source material and other resources related to public policy, political economy, literature and the arts, women and gender, and youth issues.

National African American Drug Policy Coalition

Advocacy Activities: **Directly Influence Policymakers, Research and Analysis**

Organizational Profile: A unique collaborative initiative to address the problem of drug abuse in the African American community with each member organization contributing distinct intellectual content, practices and procedures for eradicating the deleterious societal effects of drug abuse. The Coalition, initiated by the National Bar Association in 2003, consists of twenty-three member organizations—most of whom are African American professional associations—who in turn represent over 250,000 individuals across the nation.

Issues: Public Health, Criminal Justice, Literacy, Childcare, Mental Health

Products, Publications, Current Initiatives:

- Convene a "National Summit on Drug Policy Involving African Americans" annually with substantial participation by judges, lawyers, doctors, pharmacists, nurses, social workers, sociologists, psychologists and other social scientists.

- Review and monitor federal and state laws and make recommendations for more effective laws and policies,

including alternatives to criminal sanctions, in education, prevention, treatment and research best practices; and train and educate relevant policy makers, judges and community members on implementation of effective programs, including diversion and therapeutic programs.

State of the African American Male Initiative, Congressional Black Caucus (CBC) Foundation:

Advocacy Activities: **Directly Influencing Policymakers, Coalition Building, Research and Analysis**

Organizational Profile: The Congressional Black Caucus Foundation launched the State of the African American Male (SAAM) Initiative in 2003, under the leadership of Rep. Danny Davis, to take a proactive stance in determining policy initiatives to facilitate the economic and social well being and wellness of black men in the United States. SAAM was conceived and implemented as a regional exercise, with conferences taking place in Washington D.C., Houston, Miami, Chicago, Detroit, Memphis, Atlanta, Los Angeles, New York, Oakland, and the Virgin Islands, under the leadership of CBC members representing those areas. Congressman Danny K. Davis and Richard Boykin, a young minister and attorney who serves as his Chief of Staff, began the SAAM Initiative in May 2003. The Initiative seeks to

better understand some of the historical, psychological, economic, and social challenges prohibiting upward mobility for many African American males. In addition, it seeks to assess the impact of the larger society on the current condition of African American males, and the role it should play in empowering these men and boys to overcome barriers. Since its inception, the Initiative has been adopted as a program of the Congressional Black Caucus Foundation (CBCF), a 501c3.

<u>Issues:</u> Health, Education, Economic Empowerment, Criminal Justice and Civic Participation

<u>Products, Publications, Current Initiatives:</u>

- SAAM has convened numerous conferences and meetings on black males.

- SAAM has developed a free, online database of scholarly studies, reports and analysis of policy, and legal and civic conditions that affect this population. Dozens of such articles are available to download for free in PDF format.

Summary

The above advocacy efforts are just a few of many policy initiatives and programs that the researchers came across in this scan. As the aforementioned advocacy efforts verify, the policy advocacy institutions working to address issues that disproportionately affect African American males are varied in structure, issue area, advocacy activities and products. These institutions provide both obvious opportunities and challenges for philanthropy. There are several questions that the philanthropic community must grapple with in an effort to make the most strategic investments in supporting and creating sound policy advocacy initiatives that both dismantle existing oppressive policies, and develop and propose more equitable alternative ones:

- If a community of policy/advocacy institutions already exists, what are the barriers that impede a steady progression of "policy wins" that improve African American males' access to positive life outcomes? How can philanthropy identify opposing forces, strategically allocate funding, etc.?

- If the aggregate infrastructure of policy advocacy institutions extends from civil rights organizations to academic institutions, then is the current policy advocacy apparatus sufficient? How well has philanthropy resourced the current policy advocacy institutions and initiatives?

To be sure, these are important matters to consider for grantmakers and other stakeholders committed to strengthening the nation's capacity to meet the needs of African American males. As clear as the authors have attempted to be in framing some of the public

policy issues and advocacy initiatives and strategies, it is extremely important to encourage strongly the philanthropic community to commit a collective investment of time, thinking, and financial resources to developing a more cohesive and credible infrastructure equipped to respond to these complex policy issues. This calls for more than funding initiatives or campaigns, but rather a long-term commitment to rebuilding broken systems maintained by myopic and capital-driven applications of the so-called ideals of this country.

Practitioners

Introduction

This section of the report will focus on the front line of engagement, namely, nonprofits that are direct service providers to black males. The researchers conducted numerous site visits and interviews, and reviewed sets of publications, periodicals, and articles in order to distill reflections from practitioners and data that lays out some of the challenges these organizations face and have faced. The research findings also allowed the authors to profile relevant organizations and initiatives that serve as clear examples of different issue areas, mediums, and/or strategies and pose important questions about organizational capacity and sustainability; and collect some lessons learned and conclusions.

Who Is "The Field"?

The span of issues that constitute the "field" of African American men and boys is expansive. The sub-field areas can be divided by issues such as criminal and juvenile justice, voting rights, fatherhood, education, health and healthcare, economic development, and empowerment, etc. They can also be segmented by academic disciplines such as psychology, anthropology, sociology, political science or law. Some thought leaders assert that there must be a more collective recognition of connections between the life of black males in America and external factors to which they have not previously been linked. For instance, Alvin Starks, Director of the Racial Justice Initiative at the Open Society Institute contends that the field must look at the connection between who sits on this country's Supreme Court with the quality of life of black men and boys. Others pose the argument that one cannot limit the access to employment opportunities for black males to the American context, but rather that the employment crises and opportunities of black men is an issue inextricably tied to the global economy.

Thus the "field" is robust, complex and extremely varied. "Practitioner" can have a myriad of meanings. For the purposes of this report, practitioners are direct service providers, not researchers, policymakers, or politicians. These are members of civil society – nonprofit organizations, educational institutions, community-based organizations, and funders – that implement programming specifically targeted to connecting black men and/or boys to better social, economic,

character, or educational opportunities and outcomes.

This working definition of a practitioner for the purposes of this report is important. However, it remains essential that one does not ignore the heterogeneity of this broad field. Among the sub-field areas of black males, there exist very identifiable distinctions in how issues are being framed and addressed. For instance, organizations that focus on fatherhood have developed a network across the country. The philanthropic investments from the Ford Foundation, specifically Dr. Ron Mincy, as well as other philanthropic foundations, played a big role in the coalescing and peer cohort development among these institutions that work around fatherhood issues among black males.

The same cannot be said of youth serving organizations that offer more general services to black boys. While there are numerous venues locally, regionally, and nationally, within which youth serving practitioners can develop working and collegial relationships with other colleagues, few of these venues are accessible to organizations working specifically with youth of color. Several practitioners articulated how professionally isolating their work often is. One individual said in an interview,

"I have gone to local nonprofit leader meetings and when I talk about my

work, and our focus on improving the lives of black boys, people ask me why just black boys?....or they say,' We work with all kids regardless of color.' I have no colleagues. I don't have a network. Tell me where to go and I'll find the money to travel wherever I have to go to just get some collegial support, give and take, conversation….."

The community of practitioners whose work and programs target black males share a common experience in the criticality of their work, and in the unpredictable and often unsupportive external environment. Yet, these practitioners that share the same target demographic differ in significant ways in terms of the sub-issues, geography, and access to colleagues, etc. This field is expansive, complex, and dynamic by nature, thus it is important that philanthropy not add another level of ambiguity and complexity. Foundations must be clear in their message, strategic in their communications, and targeted in their intended points of impact.

Reflections from the Field

Dozens of practitioners were engaged via face to face meetings, phone interviews, and email correspondence as part of the data collection process for this report. The interactions between the researchers and the practitioners were broad-reaching in the information gathered. Although each conversation took on a healthy life of its own,

each interview explored several common questions and themes:

1. Organizational Profile – *Who does the program serve? What is the history of the organization? What is the institution's scope of services? What is the geographic scope of the organization or initiative? How many individuals staff the program? How is the organization funded?*

2. How connected is the institution to other organizations with a similar constituent focus? – *Who are other organizations that are engaged in this work (nationally, regionally, and locally)? Whom do you consider your colleagues? Who are your professional mentors? From what venues do you seek professional development?*

3. What are the greatest internal challenges that your institution faces in carrying out your mission around black men and boys? What are the greatest external challenges?

It warrants repeating that each interview was very distinct. The stories of how institutional leaders became engaged in their work with African American males ranged from poignant personal testimonies articulating the motivation resulting from stories of one individual's own developmental challenges, to former academicians who responded to their own personal guilt from spending years studying black males without investing any

part of ones life to empowering them. However, as varied as the stories, and as distinct each of the programs are that the authors explored, there did arise a set of common themes from the interviews conducted:

1. The Capacity Catch 22 –

It was very striking, the way in which practitioners talked about issues such as capacity building and technical assistance. Perhaps surprisingly, institution leaders' view of internal challenges most often took on a different vantage point than that of funders. Most interviewees spoke clearly about their capacity challenges and needs. One leader said,

> *"Our organization didn't start eight years ago because our infrastructure was as together as it could be, or because we knew where our funding was going to come from for the next three years. We responded to a need that our neighborhoods had…And of course we know that we need to utilize technology better, train staff more, and evaluate our work. And now as we try to grow and expand and keep our doors open, we find our good intentions and zeal for being responsive to our people not always enough to keep up with technology, or raise funds and pay bills,, or*

satisfy the Board…By the grace of God, we figured out how to start an organization, but maintaining it is a whole other story. We started out just wanting to help young brothers get off the streets…..now we're trying to figure out how to evaluate our work and a fundraising strategy. We'd be in better shape if we didn't start out just looking to start a program…we should have been looking to build an institution from the beginning. Now we're trying to play organizational catch-up [AND] keep our young brothers off the street."

It is important to note that the researchers did not use the word "capacity" when talking with practitioners, but instead talked in terms of internal challenges. Yet, nearly every interview often centered on capacity issues: most notably, fund development, technology, and succession planning.

The practitioners interviewed for this report revealed the complexity of broadly asserting that organizations need "capacity". It is important that philanthropy take a long view in how to support institutions and programs working with African American males. Philanthropy has helped start a number of good programs; however, it is also vital for foundations to invest in tools and systems that are resources to the healthy growth of these programs and institutions. This section of the report looks further at the issue of capacity in following sub-sections.

2. The Necessity of Networks –

Many of the larger, more established institutions with the more substantial annual budgets articulated how important and beneficial colleague organizations and networks have been to their organizations' ability to achieve their mission. However, the majority of the organizational leaders with whom the authors interacted expressed a sentiment of professional isolation and the need for support and learning networks. While some said that they were not aware of the venues that exist to plug-in with colleagues, others explained the barriers of budgets and proximity. One institution leader said, "I have read books and articles about powerful work being led by powerful men, but they are in California and Philadelphia and Chicago….I'm in rural Georgia. I don't exactly run into those guys." Similarly, one executive director talked about the difficulty of prioritizing allocating limited budget monies toward going on site visits or to conferences, when he passes young black males on his block everyday who need "suits for job interviews, a warm meal, or a major health concern without the money to see a doctor."

Practitioners mentioned two types of

topical spaces which they have found to be extremely useful in tapping into relevant networks:

i   Disconnected Youth (and other populations) – Several of the practitioners interviewed mentioned conferences, summits, and/or affinity groups that work around "disconnected youth" as venues within which they have been able to develop partnerships and meet other institution leaders with whom they have developed collegial relationships.

ii   Fatherhood and Prisoner Re-entry Organizations – Many of the interviewees said local and neighborhood policy and advocacy convenings around prisoner re-entry have been effective venues to link up with other institutions whose work targets African American males. Similarly, the national network of institutions working on fatherhood issues has been a network that several practitioners referenced as an example of a strong, useful network

iii   Philanthropy may be one of the best examples of a field that has utilized and benefited from learning and support networks via strategic convenings, conferences, and

affinity groups. However, philanthropy's ability to build effective networks is not merely the product of smart and committed philanthropy professionals that have been strategic in designing these tools for the field. Philanthropy's capacity to develop these tools has been largely a product of the financial resources and related privilege that philanthropy as a field inherently possesses. Therefore, it is important that philanthropy is reflective about its own field, thus helping it to recognize the necessary investment and tangible benefit of developing networks, learning communities, and opportunities for professional development for African American male service providers. Funders indeed have the opportunity to allocate funds to build institutional capacity; however, in a larger context, it is imperative to the building of this field that philanthropy invest in creating and strengthening learning and support networks for institutions that are working to connect black men and boys to positive life outcomes.

3. Sector Silos –

As stated earlier, this report divides the work on connecting African American

males to greater opportunity into three sectors: policy, practice, and research. As the authors spoke to numerous actors in each of these sectors, practitioners were the most outspoken about their working relationship (or in many instances their lack of relationship) with policymakers, advocates, and academicians. Academicians most often indicated working closely with local practitioners and policymakers. Policymakers often cited research of academicians in the field, and mentioned practitioner organizations in their local constituency. In some instances the assertions of working effectively across sectors were validated by the local practitioner community. However, many practitioners spoke about being disconnected from policymakers and elected officials. Some practitioners talked about the inaccessibility of expert academicians whose institutions are just blocks from the distressed communities in which some of these practitioners work.

One of the greatest sources of the power of philanthropy is its unique ability to bridge divides. A chasm between policymakers and practitioners or between practitioners and academicians is not a new phenomenon, nor is it specific to work concerning black men and boys. However, according to the practitioners that were engaged as part of this research, the silos of these sectors is a tangible issue that should be addressed, and philanthropy has the opportunity and the

wherewithal help deal with this matter. The practitioners engaged as part of the research for this scan were extremely articulate and astute in their assessments about their greatest challenges and needs. The capacity challenge, importance of networks, and sector silos were all issues that the interviewees mentioned: however, there was no issue more discussed than capacity and capacity building. Thus, the remainder of this section of the report will continue to explore this issue.

Capacity, Capacity, Capacity…

Numerous interviews were conducted with practitioners and with some funders in the research for this report. Several interviewees talked about the issue of organizational capacity in a conflicted way. While acknowledging the apparent necessity to build the capacity of organizations serving black males, one practitioner candidly asked the question, "….but what does that mean?" Similarly, one of the funders that was interviewed talked about the importance of "an uncompromising and focused effort to build, support, and sustain strong institutions as opposed to a vague, nonspecific typical funder *capacity building* initiative."

One practitioner offered the following response to the question of his organization's capacity needs,

 "Capacity is subjective. According to

whom or what standard is an organization deemed 'strong'? What are the measures? My institution has won numerous community awards for our work; we've been featured in numerous media outlets; and whenever there is a study or story or book about black males, the phone rings to speak to one of the staff here. But, we barely met payroll last month. We serve 30 percent more kids than we have the space and staff to manage. And I don't really have the time to groom others on my staff to take my place or to develop some sort of succession plan, because we're all doing the jobs of two people already. But, does my organization have capacity? You tell me! All I know is we're opening our doors tomorrow, just like we did today, and we'll keep being youth developers, leadership developers, social workers, tutors, mentors, and even fathers…because that's what we do, capacity or no capacity."

Paul Connolly, Peter York and others have contributed important research and writings on the topic of organizational capacity. These scholars have developed and adapted models that explore organizational capacity and its linkage to an organization's lifecycle. This report will briefly present the four components of Connolly and York's organizational capacity model in order to more specifically frame findings about the capacity of black male serving institutions

and programs.

"Capacity is an abstract term," according to Connolly, "that describes a wide range of capabilities, knowledge, and resources that nonprofits need in order to be vital and effective in staying true to its mission."[31] Connolly and York's Nonprofit Organizational Capacity Model has four interrelated components: adaptive capacity, leadership capacity, management capacity, and technical capacity. They also note that an organization's culture, resources, and external environment influence its capacity. Connolly defines each of the four components as follows:

- Adaptive Capacity – the ability to monitor, assess, respond to, and stimulate internal and external change.

- Leadership Capacity – the ability of all organizational leaders – both senior executives and board members – to inspire, prioritize, make decisions, provide direction, and innovate in a concerted effort to achieve the organizational mission.

- Management Capacity – the ability of a nonprofit to ensure the effective and efficient use of organizational resources – human and financial.

- Technical Capacity – the ability to perform key operation functions and deliver programs and services.

Connolly further describes these four components of capacity with the following illustration:

"Think of it as the core abilities that allow one to drive a car in order to reach a chosen destination: Leadership capacity is the driver's ability to determine where he wants to go and to set a course to get there. Adaptive capacity is his proficiency in making adjustments – and even changing directions – when weather, traffic, or fuel availability shift. Management capacity is the driver's ability to address problems as they arise, such as running low on gas or getting a flat tire. Finally, technical capacity is the driver being licensed and knowing the rules of the road, as well as having some mechanical skills necessary to diagnose and repair a vehicle competently."

The authors of this report are not advocating for or endorsing Connolly's organizational assessment tools, but rather are asserting the existence of these and other well thought out frameworks as essential tools for philanthropy to consider and utilize as it develops strategic sets of investments in practitioner organizations.

Appendix 1 is a non-exhaustive listing of numerous institutions that serve African American men and/or boys. It lists the organization's name, the specific programming that targets black male youth, the geographic scope of the program, the sub-issue area, and the institution's contact information. The section that follows this one will scan the research and academia sector of institutions that are working and researching issues pertaining to life outcomes of black men and boys. There are numerous studies concerning why nonprofits don't work, organizational lifecycles, and capacity building. James Irvine Foundation, Kellogg Foundation, Twenty-first Century Foundation, Annie E. Casey Foundation, C.S. Mott Foundation, and even the defunct Village Foundation all offer lessons on funding initiatives that have focused on either organizational capacity building or institutions serving black males. Philanthropy has a tremendous opportunity, as it is the only venue that can take all of these segments of information, best practices, and knowledge resources and creatively develop strategic frameworks to both build strong effective institutions that connect black males in America to greater opportunity, and build tools that enable these institutions to sustain over time.

Pfizer Foundation Example

The Pfizer Foundation committed three million dollars over three years beginning in 2003, to support a targeted domestic HIV/AIDS grantmaking initiative called the Southern HIV/AIDS Prevention Initiative.[32] The initiative was designed in response to

data that indicated a change in the HIV/AIDS epidemic in the US, which is disproportionately impacting the American South. Beginning in 2003, the Pfizer Foundation has funded twenty-two prevention programs in the American South, and has been implementing a strategy to strengthen the capacity of these community-based organizations to better serve their constituents and communities. Priority was given to small to mid-size organizations that worked in vulnerable communities, utilized culturally appropriate approaches, and utilized education and prevention programmatic approaches.

Grantees each received financial support, capacity building services, and registration to the US Conference on AIDS. Pfizer hosts a conference for grantees and finalists annually. In 2004, and again in 2005, each of the grantees was funded to participate in an organizational assessment to determine their specific capacity needs. The tool used was an organizational assessment tool based on the Connolly research cited previously in this session. Connolly's organizational capacity model was explained to each of the grantees at the annual conference that Pfizer hosts for them. Each organization received the findings from their assessment, and worked with an intermediary institution to determine their most critical capacity building needs. In January of 2006, the intermediary institution solicited proposals to provide grantees with executive coaching and

consulting on specific topics such as strategic planning, succession planning, human resource policies, marketing, and financial management. In February of 2006 the intermediary provided each participating organization with a set of proposals, so that the organizations could select one consultant or technical assistance provider. Then, in April of 2006 the intermediary institution contracted with the selected providers to make consulting services available for the organization(s) that selected the specific service providers.

This example offers several important characteristics from which the greater philanthropic community can learn when designing a capacity building initiative:

1. *Be specific about the characteristics of the organizations that the grantmaker wants to target in the initiative.* Note that Pfizer specified the size of the organization, the types of programs (education and/or prevention), the environment in which the organization operated (vulnerable communities), and organizations that were in a specific geographic region (nine Southern states: Alabama, Florida, Georgia, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, and Texas).

2. *Provide multi-year support to institutions in which the grantmaker is investing in building capacity.* Capacity

building (no matter how you define it) is generally a multi-year process, thus necessitating a multi-year investment. Pfizer Foundation committed to supporting its cohort of grantees for at least three years.

3. *Communicate clearly with the nonprofit organizations about the standards and measures by which their capacity is being assessed.* Pfizer used an organizational assessment tool, and the intermediary organization explained to each of the organizations the components of adaptive, leadership, management, and technical capacity. This is an important characteristic of Pfizer's capacity building initiative.

4. *Capacity building involves more than merely giving grant money.* In some instances, funders have merely asked organizations what their capacity needs are without establishing an agreed upon definition of capacity, and then provided financial resources to the nonprofit so they can modify their capacity. The design of Pfizer's initiative involved so much more than grant monies. They developed a cohort of colleagues, provided membership to a key national/international network (US Conference on AIDS), provided research-driven tools through which the organizations could assess their capacity needs, *and* provided financial resources for organizations to allocate

towards custom-made capacity building tools and assistance providers.

The Sustainability Crisis: A Kellogg-funded study 10 years later

The section continues to look at the issue of capacity, by looking at a study of black male service providing institutions that was conducted 10 years ago. During the process of conducting the research for this report, the authors identified a notable report that was published in 1995 by the Urban Institute entitled *Programs that Serve African American Male Youth.* This section will take a closer look at this publication, and will in particular make some observations about the organizations that the Urban Institute investigated just over ten years ago and track their current work with African American males.

In 1995, the Urban Institute published this report with Kellogg Foundation funding, to scan a set of programs that serve black boys. The report utilized a two-fold methodology, including the results of a mail survey of 282 programs, and more in-depth case studies of fifty-one programs in ten cities around the country. The report summarizes a set of "fundamental needs" that respondents agreed on as important to young black males. These needs, say the report authors, are security, love, high expectations, time to listen and to trust, relevance, alternatives for choice, and time and commitment over the long run. The

report also outlines several program areas "critical in developing African American male youth for the future". These program components focus on entrepreneurship, financial management, computer technology, interpersonal skills, "negotiating the system," and teen father sessions. The report also outlines four different perspectives that underlie the approaches of these programs: Afrocentric approaches, spirituality and the black church, apprenticeship, and the surrogate model.

The report identifies four barriers to program success: funding and staffing, institutional racism and discrimination, neighborhood environment and lack of parental involvement, and 'kids coming with their own baggage.' Interestingly, only one of these barriers deals directly with the program and its staff. Rather, each of these factors deals with environmental difficulties external to the actual program. The report talks at length about the financial barriers to program success, asserting that many program staffers lack knowledge of fundraising and time to prepare good proposals for funding. Also noted in the report is that the funding environment does not cater to newer, innovative approaches to working with African American males, and encourages competition, rather than cooperation, between programs.

Sixteen percent of the programs in the case study targeted only African American male youth. The programs that served only males focused on a relatively narrow range of services: mentoring, education, counseling, sports, and health. Programs that served both males and females added job/career preparation, advocacy/legal services, and other components. These programs were spread throughout ten major cities: Los Angeles, Oakland, and San Francisco, CA; Madison and Milwaukee, WI; Minneapolis and St. Paul, MN; Newark, NJ; Philadelphia, PA; and Washington DC.

After reading the Urban Institute publication, the authors determined it to be important to ascertain the current operational status and programmatic focus of each of the fifty-one programs to which Urban Institute conducted a site visit as part of its 1995 research. Each of the organizations fell into one of three categories. Just over a quarter of the organizations studied in the Urban Institute report no longer exist. (The organizations that no longer exist could not be contacted via telephone or email, nor did they have a current web or telephone directory presence.) Approximately fifty percent of the organizations are still in operation, but less than a quarter of the organizations studied, have programming that target black male youth. Thus, just less than a quarter of the organizations studied currently have programming that focus on African American boys.

There are volumes of reports and periodicals

that present and explain sets of data that indicate great social and economic disparities among black men and boys. However, it is also a significant finding that approximately 75 percent of the 51 organizations that the Urban Institute study profiled are not currently engaging in programming that focus specifically on black male youth. This alarming finding evidences a grave disproportion of a different kind. The lifecycles and capacity of organizations that serve African American men and boys are significant issues that the philanthropic community must pay attention to.

This cursory scan of these fifty-one organizations, ten years after the Kellogg-funded report, does not attempt to produce hard data that shows why so many of these institutions are either no longer in existence or no longer targeting black male youth in their work. Nor do the authors attempt to measure the level or nature of philanthropy's support of the fifty-one groups over the last ten years, and thus make judgments about the "responsibility" of philanthropy to these and other like institutions. However, in asking the question, "where are they now?" regarding this sample of organizations, the findings echo the voices of numerous practitioners that cite operating in crisis mode as normative. These issues of capacity, the reflections from field leaders are similar to some of the reflections offered by some of the leaders of the 51 organizations that Urban Institute studied. How can philanthropy

strategically invest in building the capacity of these institutions to combat the current organizational and programmatic sustainability crisis that institutions and initiatives serving black males are facing?

Organizational Profiles

In conducting this scan, the authors met and read about such an array of innovative institutions and their leaders. Even as this section has framed challenges that many of these institutions have faced, it is important to emphasize that in spite of these challenges there are numerous examples of innovative practitioners and unique program approaches to connecting African American men and boys to tools and opportunities that lead to more positive life outcomes. This report does not offer an assessment of specific programs or assign a qualitative value of which programs are "good". However, the authors did indeed learn from all of the organizations that were engaged as part of this research. This section will profile several of these organizations and share some of the lessons learned from these practitioners.

Mentoring Center

The Mentoring Center (TMC) is direct service and training organization that focuses on developing effective models for working with most highly at-risk youth, and on sharing those insights with other mentoring programs

in the Bay Area and beyond. Founded in 1991, TMC was created to serve as a technical assistance and training provider for Bay Area mentoring programs. TMC has served more than 800 mentoring programs in its twelve years of operation in the Bay Area.

TMC's direct service work with black men and boys centers on the African American Male Transition Program (AAMTP), a group-mentoring program that has worked with youth incarcerated by the California Youth Authority (CYA) since 1994. The AAMTP serves groups of twenty-five to thirty-five youth ages fifteen to twenty-five, for twenty-four-week sessions. Upon their release from CYA, TMC continues to serve graduates of the program. Case workers help them find housing, employment, and further their education.

The AAMTP curriculum addresses aspects of the personal, social and psychological state of the African American male experience and condition. TMC's transition program curriculum consists of eight foci or topics, which are:
1) Why Do We Act the Way We Act
2) Who Are We Really: The Foundation of Human Culture, Conduct & Purpose
3) Life's Developmental Process: Manhood, Responsibility, Perseverance
4) African & African American History and Cultural Precepts
5) The World of Work and Personal Industry
6) Character Development and Life's Purpose
7) Transitioning Back Into Society
8) Practical Application

TMC was created at a time when some researchers were suggesting that mentoring programs were not effective. Indeed, says TMC director David Muhammed, "the basic one-on-one model doesn't work for the highly at-risk black male population." Instead, TMC pioneered what they now called transformative mentoring. This mentoring model begins with an intensive group curriculum that focuses on changing destructive thought patterns. Participants can then transition organically to one-on-one relationships with facilitators. Transformative Mentoring has proved successful in effectively addressing the program's core goals of reducing violence and recidivism. TMC's belief is that programs for black males only work if they do more than simply provide employment or training. "If all I do is get you a job," says Muhammad, "you may not be robbing someone on the streets, but you may be stealing from the register… We want them to do more than just get a job and have goals; we want them to be excellent and to have character." This commitment to personal transformation and excellence has made the Mentoring Center a national leader in working with highly at-risk black males.

The Cross-Cities Learning Circle to Improve Educational Achievement Outcomes for Young Urban Males of Color

The Cross-Cities Learning Circle (CCLC) is an Initiative of the DC Children and Youth Investment Trust Corporation in collaboration with The After-School Institute, The National Organization of Concerned Black Men, United Way of Southeastern Pennsylvania, and other partner organizations.

The work of the CCLC expressly targets the cities of Philadelphia, Baltimore and Washington DC, seeking to improve graduation rates and increase the educational attainment of young males of color by examining data and partnering with the public education system, public and private sectors, philanthropy, political leaders, non-profit community-based organizations, and concerned citizens. Other factors linked to education will be examined, including the juvenile justice, foster care, and employment/training systems in those cities.

- The main activities of the Cross-Cities Learning Circle are to:Convene local political, education, business, philanthropic and other leaders to raise awareness of the issue and discuss possible solutions.

- Develop an "asset map" highlighting local efforts that have successfully provided programs and services working with young males of color.

- Convene various segments of the general target population and engage them in a series of focus groups to better understand their needs and preferences.

- Engage fraternal organizations, professional organizations and professional sports players/franchises to discuss how each can contribute to remedying the problem.

- Provide mini-grants to community-based organizations for professional development opportunities to learn more about the issue.

- Craft an implementation plan on how community-based organizations in each city can implement programs specifically designed to address the issue.

- Develop and implement a parent training module that combines the best practices of effective parenting that is culturally specific and infused with youth development principles. In this module, the intermediaries would train the staff of the community-based organizations in each city, which would in turn deliver the training to parents.[33]

On December 1, 2005, DC Children and Youth

Investment Trust (DCCYIT) released its 2006 Request for Proposals for out-of-school time providers to address the achievement gap of young males of color between the ages of twelve and eighteen in Washington, DC. Grants were awarded for the purpose of incorporating youth development principles and academic enrichment components. Through the Cross-Cities Learning Circle, DC Children and Youth Investment Trust funded seventeen grantees with mini-grants of up to $10,000 for the grant period of January 31st through September 30th, 2006.

The United Way of Southeastern Pennsylvania is issuing a Request for Proposals for out-of-school time providers to recruit and match professional male mentors of color, and to share best practices in effectively engaging young males of color. The United Way will convene, build capacity, as well as disseminate research and best practices in supporting the work of the Learning Circle.

Twenty-first Century Foundation

The Twenty-First Century Foundation (21CF) is a national, public foundation with a mission to advance strategic black philanthropy aimed at having a positive impact on social and economic issues in the black community. 21CF has funded more than 350 community-based organizations throughout the country that work on issues facing African American communities. In 2004, the Foundation received initial funding from the Ford Foundation to begin the Black Men and Boys Initiative (BMB). The initiative has initially targeted four major cities: Chicago, Los Angeles, New York City, and Oakland. The primary objectives of the BMB initiative are to:

1. Provide strategic grants aimed at addressing the root causes of problems facing black men and boys;

2. Raise the visibility of critical issues facing black men and boys nationally in a way that leads to substantive action; and

3. Leverage additional financial support dedicated to strategies that view black men and boys as assets.

The initiative is composed of several phases, each of which includes a series of activities. The initial planning and exploration phase consists of doing research, holding conventions, and developing a Black Men and Boys Fund. In May of 2005, 21CF released the report, *Community Returns: Investing in Black Men and Boys Final Report*. On October 4th, 2005 and July 10th, 2006 the Foundation partnered with the National Urban League, the NAACP Legal Defense Fund, and Public/Private Ventures and convened parts one and two of a *Black Men and Boys National Conversation*. These convenings brought together leaders from national and local organizations to:

• Build and develop strategic actions with and on behalf of black men and boys;

• Dialogue with youth and young adults about national solutions; and

• Create cooperative strategies that will lead to visible changes for black men and boys in the areas of incarceration, media, employment, and high school graduation rates.

According to the 21CF website, the Black Men and Boys Fund has invested in ten community organizations thus far. Additionally, in partnership with the Charles Hayden Foundation, 21CF has developed a Black Men and Boys National Resource Center website (www.bmbnrc.org). The goal of this website is to "compile a 'living' list of organizations that provide proven, effective programming for black men and boys, and to share best practices with all who are interested."

21CF's work in the area of African American males has been important over the last two years. They have strategically utilized the power that philanthropy has to convene important stakeholders, raise the profile of important issues, and provide a venue for civil society to coalesce, learn, and develop networks vital for effective organizations and initiatives. 21CF's BMB initiative is perhaps one of the most explicit and targeted grantmaking initiative targeting black males in operation today.

21CF's leadership is evident, yet its limitations are further evidence of the need for the greater philanthropic community to invest in developing a stronger field infrastructure to be a resource for practitioners. For example, while the existence of the Black Men and Boys National Resource Center is a significant step for the field, its utility, maintenance, and capacity is noticeably and considerably challenged. Although it lists organizations working on black male issues, many of the organizations listed do not indicate any specifics regarding their work. The best practices section of the website has a profile of just one organization, and does not clearly distill lessons learned.

21CF is attempting to provide leadership in the philanthropic community around issues facing black men and boys, but their efforts can only be effective if more foundations join them in this important work.

Research

Introduction

Despite significant societal and institutional challenges, researchers continue to produce valuable contributions to the field of African American men and boys. This research takes place within the often less-than-supportive structure of academia, and within the often apathetic confines of American society at large. Thus, this research must at once serve two purposes: In addition to providing critical insight into the challenges black males face, research must also assert the importance of addressing these challenges to society at large. In the past ten years, researchers have been successful in both of these areas. However, despite the recent successes of both crisis literature and other research on African American males, the field of research on African American males still lacks a robust interdisciplinary conversation and a central clearinghouse for delivery of research to policy makers, practitioners, and advocacy groups.

The following description and analysis draws on interviews with leaders in the field, and leans heavily both on their analysis of which publications are particularly important contributions the field. Appendix 2 provides a selected bibliography of research on African American Men and Boys from 1996-2006.

Section 1: Trends in Research on African American Men and Boys

Crisis Literature

Crisis literature on black men and boys is characterized by quantitative analysis highlighting the grim opportunities and outcomes black men and boys face. This literature has been absolutely critical in attempting to keep the issues facing black males in the public imagination. Over the past twenty years, this crisis literature, rather than engaging specifically with the issues facing black males, has often been focused on larger umbrella groups like "disadvantaged," "at risk," "disconnected," or "out-of-school" youth. As a result, these studies influence the distribution of government and philanthropic resources under those umbrella terms. While African American males figure largely within each of those groups, the challenges unique to African American males are often not addressed by these policies. As expert on African American fatherhood, Ron Mincy noted in an interview for this report, "often, these programs do not effectively reduce

problems for African American males." A concrete example of this dilemma is the initiative Moving to Opportunity, which gave mothers vouchers to move from forty percent poverty areas to twenty percent poverty areas. As Mincy noted, "the moms did better, the girls did better, but the boys did worse."

Moving to Opportunity and countless similar efforts demonstrate the need to develop research specifically targeted to the unique situations of black men and boys in the U.S. Such crisis literature highlights the importance of addressing black males as a population, and seeks to bring the issue to the forefront of the popular imagination. The most recent exemplar of this black male specific crisis literature, *Black Males Left Behind*, demonstrates the critical importance of this kind of work. This edited volume served as the impetus for the recent media attention around the crisis of the black male, which in turn helped spur a concerted response within the philanthropic and policy-making arenas around this issue.

Analytical Research

While crisis literature utilizes academic methods to call attention to the challenges facing African American men and boys, much of the research on black males does not fall neatly into this category. In particular, some exciting trends in research focus on understanding individual agency and of the social and cultural contexts surrounding

disconnected black males. Alford A. Young's *The Minds of Marginalized Black Men*, focuses on the lives of twenty-six low-income African American males. Young explores the diverse ways these men conceptualize their life opportunities, drawing connections between life experiences and the extent to which these men see institutional racism and class privilege as of critical importance. Young concludes that, perhaps counter-intuitively, belief in the American dream is undermined, rather than reinforced, by men who regularly leave their neighborhoods for work. While these individuals have more opportunities, they also have a more in-depth experience of the racism and hostility that provide institutional barriers for African American males.

This important work on the intersection of race and class was pioneered by scholars like William Julius Wilson, who asserted the increasing significance of class and urban geography in determining the life outcomes of low-income African Americans. Wilson's landmark works *The Declining Significance of Race: Blacks and Changing American Institutions* (1978) and *The Truly Disadvantaged: The Inner City, the Underclass, and Public Policy* (1987), created increased awareness around the unique set of issues facing the urban poor. His notions of spatial mismatch and salary expectations are widely used and debated concepts in much of the more recent work on black males.

Similarly detailed, complex understandings of the inner-workings of the lives of low-income black males have been offered by scholars like Sudhir Venkatesh (gangs and the local economy), Devah Pager (employment discrimination), Marc Mauer (incarceration), Bruce Western (incarceration), Jeremy Travis (incarceration), Lee Baker (immigration), Gary Orfield (education), Charles Payne (education), Kevin Michael Foster (education), Ron Mincy (Fatherhood) Vivian Gadsen (fatherhood), Harry Holzer (employment), and Bill Rogers (employment). A more comprehensive bibliography of research on African American males can be found in Appendix 2.

Research by Practitioners

Service providers produce some of the most innovative, engaging, and practical research on black men and boys. As people working "on the ground," practitioners are motivated to produce research that has immediate practical application. Likewise, the subset of service providers that take the time to develop and publish curriculum, best-practices, and institutional philosophies tend to be innovative thinkers concerned with continually refining their approach to working with youth. To cite one example, "Best Practices Guide for Organizations Serving Highly At-Risk Youth," created by a team led by David Muhammad of The Mentoring Center (Oakland, CA), presents ten in-depth practices for successful programs. The publication is clear and concise, focusing on providing maximum practical impact while being as brief as possible.

There have also been a few examples of research-based models produced *for* practitioners. This is by no means the same as service providers conducting practical research themselves however, it is important to note the existence of publications such as Dr. Jim Hyman's "Men in Communities – African American Males and the Well Being of Children, Families and Neighborhoods." In this publication, Hyman proposes a framework to explore "factors that affect how men *themselves* develop, and to examine the implications of that development – and of men's subsequent behaviors – for the process by which child, family, neighborhood, and community well-being outcomes may be affected."

Section 2: Challenges for Research on African American Men and Boys

Despite consistent and valuable contributions, the field of research on African American men and boys remains limited in its ability to effectively impact the experience of black males. Scholars are often discouraged from producing impactful research by academic institutions, and are largely disconnected from academicians in other disciplines and geographic areas. Practitioners are often too busy to publish

research and best practices, and are sometimes disconnected from the research produced by academicians. Additionally, problems persist with the deliverability of research to practitioners, advocacy groups, and policy-makers.

Lack of Institutional Support

While the significant time for research afforded tenure-track academicians promotes thorough and thoughtful work, academic institutions are often very hostile environments in which to produce work that has immediate policy or practical application. As Ron Mincy noted, universities utilize an "incentive structure which poses very high costs for scholars to do policy work." Mincy's own work, which is now considered groundbreaking, was at first discouraged by even well-meaning colleagues, who warned that it "wouldn't count for tenure." In an academic environment where "up or out" policies eliminate as much as fifty percent of hired faculty by design, competitive pressure to conform remains significant.

Lack of Interdisciplinary Connection

Despite gestures toward interdisciplinary, tenuring practices may actually discourage connection between scholars in different disciplines. In order to gain influence in their respective disciplines, scholars are required to be conversant in cutting-edge research on subjects within their disciplines but outside their areas of expertise. As a result, scholars often have little time for reading research and developing connections with scholars who share their focus on black males but work within different disciplinary frameworks. This lack of interdisciplinary synergy presents serious problems to the development of holistic research. For example, a sociologist interviewed for this report lamented a lack of synergy between debates on black fatherhood taking place in sociology, and research done by developmental psychologists. "We have all sorts of theories for what a mother contributes to a child," he noted, "but I am not aware of a psychological theory for what a father contributes. I think we can all agree that fathers provide something valuable to their children, but the theory from the developmental side just isn't there yet."

Given the fact that no interdisciplinary working group or professional association for scholars working exclusively on black males exists, the space for such critical interdisciplinary discussions is often severely limited.

Lack of Practitioner Input

Practitioners face several limitations in providing influential and informative published research. Most importantly, the demands of keeping a direct service organization running monopolize a tremendous amount of time for non-profit

executives. This reality leads to a research reality in which, as one practitioner put it, "folks who do the work don't publish, and folks who publish don't do the work." Additionally, the demands of on-the-ground leadership often prevent non-profit executives from consistently engaging with the vast field of published research. Likewise, practitioners may lack savvy about academic publishing, as well the contacts in academia to effectively pursue publication in leading research venues. The dearth of practitioner input in the body of research on African American men and boys constitutes the loss of a critical voice in this work, a voice that could greatly encourage the creation of practically applicable work by their tenure-track counterparts.

Lack of Research Deliverability

While the quality of research produced may suffer somewhat due to the lack of working groups and other venues specifically targeted toward black males, the impact of that research is perhaps most greatly limited by deliverability. While policy advocates may be able to remain abreast of trends in current research, practitioners and policy-makers often struggle to keep up with the steady flow of research produced by academicians. This problem is compounded by the fact that no central clearinghouse or database exists for research on African American men and boys. The Twenty-First Century Foundation's Black Men and Boys National Resource center, for

example, does not attempt to provide a listing of current research. As this research is published in literally dozens of different academic journals, the lack of a central clearinghouse provides a significant determinant to engaging with this body of scholarship. As a result, academicians often feel unable to provide direct impact on the lived experiences of black males due to the limited circulation of their work. As one researcher put it, "I'm as close as most academics get to [policy] conversations, but I don't think that's very close at all."

Section 3: Success Stories in Building Synergy for Research on African American Men and Boys

The Center for African American Research and Policy- Brothers of the Academy Institute

Brothers of the Academy (BOTA) is an organization designed both to provide support for African American males in tenure-track positions, and to provide a venue for the production of collaborative scholarship. BOTA is committed to the personal and professional development of its members as well as the continued uplift of the greater African American community. Toward that end, the research arm of BOTA, The Center for African American Research and Policy (CAARP), seeks to impact policy along the full spectrum of issues facing African Americans. The group conducts

national conferences on higher education, hosts graduate student colloquiums, and publishes journals, occasional papers, and policy briefs. While the members of BOTA are black men, the research produced by this group reflects a diversity of interest in issues pertaining to African Americans more generally. BOTA is housed at Morehouse College and Auburn University, but its members span the United States.

BOTA is an affinity group *of researchers* primarily, and is not an affinity group *for research*. The organization provides an important opportunity and venue to support black males in the academy, who are grossly underrepresented. It is important to note that BOTA has fostered important collaborative research, however, they are not designed, nor is it their current mission to be a working group for all (black, white, Latino) scholars working on black male issues. However, it is also essential to highlight the existing institutional infrastructure of organizations such as BOTA, and the potential opportunity to support their potential to become a leading research venue for scholarly work around issues pertaining to African American males.

Call Me Mister

The Call Me MISTER (Men Instructing Students Toward Effective Role Models) program is an effort to address the critical shortage of African American male teachers particularly among South Carolina's lowest performing schools. Program participants are selected from among under-served, socio-economically disadvantaged and educationally at-risk communities. The program seeks to place 200 African American males in South Carolina elementary schools, more than double the number currently practicing in elementary schools statewide to date. By successfully placing 200 MISTERs in elementary schools, it will impact over 4,000 school children annually or 20,000 children over just a five year period.

According to the National Education Association, only 2.4 per cent of the nation's three million K-12 public school teachers are African American men. In South Carolina, which leads the nation in placing the fewest number of men in the classroom, less than one per cent of the elementary teachers serving among the more than 600 elementary schools are African American men.

The project provides:

- Tuition assistance for admitted students pursuing approved programs of study at participating colleges;

- An academic support system to help assure their success; and

- A cohort system for social and cultural support.

The program is housed at Clemson University, and is a collaboration between

Clemson, private, historically black colleges (Benedict College, Claflin University, and Morris College) and two-year technical colleges. Approximately 160 students are currently enrolled in the program at one of these institutions.

As a direct result of a national conference hosted by Clemson University in March 2005 attended by 300 individuals and institutions from fifteen states, the Call Me MISTER program has actively explored creating opportunities to share its model beyond South Carolina.

Call Me MISTER is a striking example of the multiple roles that academia can play, in that Clemson University provides research support to the program, disseminates lessons learned by hosting conferences, and engages with other research organizations to explore model replication.

Research Recommendations for Philanthropy

Similar to policy advocates and practitioners, there does exist infrastructure within academic institutions and other research venues for playing an important role in connecting black males to positive life outcomes. Academia also has noticeable gaps in its infrastructure. And just as is the case in the aforementioned sectors, philanthropy has tremendous opportunity to strengthen the research infrastructure. The

authors recommend the following issues and needs of the research sector for the philanthropic community to consider:

• Fund grants for African American males research (Universities are responsive to fields that appear fundable). Most of the studies and data that have come out of academia around black males has not been a result of host academic institutions validating or incentivizing this work. Thus, accordingly, few academic grants exist to support such research.

• Create a national research center to be a central clearinghouse for research (useful to academicians, practitioners, advocates, funders and policy makers). There is currently no central clearinghouse for information and data.

• Develop a forum for scholarly exchange.

• Support opportunities for scholars to transmit their research into policy briefs that could benefit local, state, and federal policymakers and lawmakers.

Conclusion

This report covers just a few of the key areas and vantage points through which the well being of American males of Afro-descent can be framed. Everything from public policies, institutional biases to destructive behavioral patterns and the consequences of a slave-based capitalist society in this country have contributed to the current challenges that Black men and boys country face. The progress, or power base from which the aforementioned range of causal issues and realities are addressed vary from the remnants of the civil rights movement, and current local organizing efforts, to practical progressive research, dynamic institutions and leaders, and the faith of many fathers, sons, mothers, daughters, and elders. African American males face global, national, and local challenges yet embody strengths and assets that the world envies. Whether one frames these complex paradoxes, issues, relationships etc. as poverty alleviation, asset-based community development, or cultural anthropology, the writers of this paper are asserting that both the challenges Black males face as well as the assets they exemplify present just cause for substantial, thoughtful yet urgent philanthropic investment.

The authors are not attempting to define the role of philanthropy, but rather this report seeks to provide information, offer frameworks, and most importantly highlight and encourage opportunities for philanthropy to invest in three key communities that we contend are vital to substantial community change: the community of organizers, advocates, and policymakers, the community of practitioners, and the community of academicians and researchers.

The authors do not attempt to provide answers, but rather hope that this report plays the role of a springboard for ideas, strategies and programs that smart committed philanthropy professionals, nonprofit leaders, and civil society generally can nurture to the point of outcomes that improve the quality of life for Black men and boys. Dr. King asserts that, "Our lives begin to end the day we become silent about things that matter." We contend, what America's history and actions dispute…..that males of Afro-descent matter.

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Appendix 1

The following are a set of organizations, programs, and initiatives that the authors researched or interviewed while preparing this report. (This listing is in no way a complete list, but rather it is a partial list comprised of just some of the initiatives targeting creating positive life outcomes for Black males in this country.)

ORGANIZATION	SERVICES PROVIDED TARGETING BLACK MEN/BOYS	ISSUES	GEOGRAPHY / SCOPE	CONTACT
100 African American Men	The mission of African American Family Services is to help the African American individual, family and community reach a greater state of well-being through the delivery of community-based, culturally specific chemical health, mental health, and family preservation services.	Social Services, health	Minneapolis	2616 Nicollet Ave Minneapolis, MN 55408 (612) 871-7878 ph.
A Father Forever	Promotes responsible fathering to African American men. Mission: Dedicated to educating, motivating and inspiring men of all ages to be productive and responsible fathers.	Fatherhood	Los Angeles, CA - Local	P O Box 470143 Los Angeles, CA 90047 www.afatherforever.org
AAMUAA - African American Men United Against AIDS	Community Health Outreach Workers' African American Men United Against AIDS program provides community-based HIV prevention services and capacity building assistance to organizations serving African American gays, bisexuals, and transgender at risk for HIV infection.	Health	National	323-810-1952 http://www.aamuaa.org/ contact.cfm
African American Images	Under the direction of Dr. Jawanza Kunjufu, AAI publishes books and hosts conferences on Black male issues, such as the 2006-2007 "Educating the African American Male Child" national seminar series.	Advocacy, Youth Development	National	1909 W. 95th ST. Chicago IL 60643 http://www.africanameri canimages.com
African American Leadership Institute	Expanding the Visions - statewide program (usually held in March) for African-American male students in grades 5 - 12, their parents, guardians, teachers and counselors, which increase interest in post-high school education and career planning.	Education, Mentoring	Denver, CO Local	700 East. 24th Ave., Suite 8 Denver, CO 80205 tel (303) 299-9055/9035 fax (303) 299-9064 www.aali-rockymtn.org aali@aali-rockymtn.org
Africana Criminal Justice Project	Africana Criminal Justice Project supports two major research projects on crime and justice in the black experience, one focusing on intellectual history (using printed works), and the	Juvenile Justice, Criminal Justice	National	http://www.columbia.ed u/cu/ccbh/acjp/

	other on original oral history research. The projects are expected to expand our understanding of crime and justice in the black experience, including how historical and contemporary patterns of racialized criminal social control have impacted African American individuals, families, and communities.			
American Cancer Society	Let's Talk About It (LTAI) is a free community-based program developed by the American Cancer Society and 100 Black Men of America to increase awareness and knowledge of prostate cancer among African-American men. The program helps communities organize prostate cancer awareness events to empower African-American men and to reduce their risk of prostate cancer and make informed decisions about detecting and treating the disease.	Health	National	American Cancer Society 1-800-ACS-2345 www.cancer.org
Black Aids Institute	Gay Men's Initiative - The Black Gay Men's Mobilization Retreat is an annual three-day meeting in which Black gay and bisexual men who are leaders in their respective fields come together to share their experiences and ideas on improving the health of their community. In between retreats, participants remain together through the Black Gay Men's Mobilization Network. The Network forms a structure through which participants can move from discussion to action, be it responding to breaking political or social developments or supporting the work of individuals and organizations in the community.	Health	National	1833 W 8th Street, Suite 200 Los Angeles, CA 90057 (213) 353-3610 Tel (213) 989-0181 Fax www.blackaids.org
Blackstar Project	The Father's Club - The mission of the Fathers Club is to consistently, substantially and successfully educate Black children, and all children, with the involvement, investment, support and advocacy of their fathers, grandfathers, foster fathers, stepfathers, uncles, cousins, big brothers and other significant male caregivers.	Fatherhood	Chicago, IL - Local / Community-based	1333 S. Wabash Ave. Box 20 Chicago, IL 60605 tel 312.842.3527 www.blackstarproject.org
Brotherhood Sistersol	Youth organization that adheres to a leadership model that seeks to ultimately develop a cadre of youth who are informed and critically aware; who have positive, mutually supportive relationships with their peers and elders; and who have reflected on their beliefs and goals, including responsibility for self and their community. Brotherhood has academic assistance tutoring, a mentoring program, summer programing, a venue for community	Mentoring, Tutoring, Activism	New York City - Local	512 W. 143rd Street NY, NY 10031 www.brotherhoodsister sol.org tel 212.283.7044

	organizing, and community service opportunities for Black and Latino youth (some of the programming is specific to males).			
Brothers Against Guns	Brothers Against Guns provides an intensive job skills training program to black men and San Francisco's Bay View/Hunter's Point area	Incarceration, Job Training	San Francisco, CA Local	8 West Point Road San Francisco, CA 94124 415-920-7030
Call Me Mister	The Call Me MISTER program is an effort to address the critical shortage of African American male teachers particularly among South Carolina's lowest performing schools.	Education	South Carolina, Statewide	203 Holtzendorff Clemson University Clemson, SC 29634 MISTER@clemson.edu 1-800-640-2657
Chesapeake Center for Youth Dev.	Alternative School, After School Program	Incaceration, Education	Baltimore, MD Local	301 East Patapsco Ave. Baltimore, MD 21225 tel: 410.355.4698 fax: 410.354.8160 www.ccyd.org
Chicago Urban League	Local Urban League in Chicago has a program called the Boys Leadership Institute (BLI). This program operates as a Saturday school for 60 African American males in grades K-4 at the University of Chicago's Donoghue Charter School, in partnership with the University of Chicago's Center for Urban School Improvement. The mission of the Boys Leadership institute is to insure the healthy development of every African American boy so that each has the knowledge and skills to be successful in an ever-changing world. The Urban League also has a larger Male Involvement Program.	Education, Tutoring	Chicago, IL - Local	4510 S. Michigan Ave. Chicago, IL David McCaskill, Male Involvement Coordinator 773-624-8807 dmcaskill@ cul-chicago.org www.cul-chicago.org
Community College of Allegheny County	CCAU's African American Male Initiative provides funding for black males to is available to provide opportunities for African American males to prepare for entry-level careers in high-demand fields. Students can train to become biotech lab technicians, court reporters, certified nursing assistant, and paralegals among other opportunities. The grant also provides assistance for textbooks, mentoring, tutoring, and job placement.	Education, Employment and Training	Allegheny County, PA	Office of Multicultural Affairs, CC of Allegheny Co., Allegheny Campus 808 Ridge Avenue, Pittsburgh, PA 15212, Annie Pettway, Director 412.237.4659 apettway@peoplepc.com http://www.ccac.edu/def ault.aspx?id=138090
Congressional Black Caucus Foundation	State of the African American Male (SAAM) Initiative in 2003, under the leadership of Rep. Danny Davis, to take a proactive stance in determining policy initiatives to facilitate the economic and social well being and wellness of black men in the United States.	Health, Economic Development, Education	National	1720 Massachusetts Avenue, NW Washington, DC 20036
DC Children's Investment Trust	The Trust's Cross-Cities Learning Circle to Improve Educational Achievement Outcomes for Young Urban Males of Color aims to improve graduation rates	Education, Mentoring, Advocacy, Youth Development	Philadelphia, PA; Baltimore, MD, Washington, DC	1400 16th Street NW, Suite 500 Washington, DC 20036 202-347-4441

	and increase the educational attainment through examing relevant social systems, establishign key cross-sectorial partnerships, and issues RFP for local providers.			mail@cyitc.org
Dellums Commission	Building on current data, Chairman Dellums and colleagues commissioned fifteen research papers that address critical issues pertaining to African American males such as correctional policy, education policy and literacy, health policy, family support child welfare, drug policy, and incarceration.	Policy, Research, Public Health, Education, Juvenile Justice	National	www.jointcenter.org
Eagle Academy for Young Men	Eagle Academy for Young, an urban charter school of mostly African American boys, offers one-on-one mentoring program that matches up students, based on their career interests and or social needs, with a member of One Hundred Black Men for the duration of high school.	Education	Bronx, NY	Eagle Academy for Young Men, 244 E 163rd St Bronx, NY 10451 (718) 410-3952
Edward Waters College	EWC's Black Male College Explorers Program is a pre-college intervention program for black males in 7th - 11th grade who are at-risk or likely to drop out of high school. The program provides year-round Saturday tutoring in math and English on the college's campus as well as summer enrichment and cultural activites.	Education	Jacksonville, FL	College Explorers Program 1658 Kings Rd. Jacksonville, FL 32209 (904) 470-8001 http://www.ewc.edu/
Endowment for Youth Committee	Yes I Can Scholarship and Mentoring program: This program was initially developed to assist a target population of youth at most risk - African-American males at the elementary school level. Students in the program are provided with tutorial services, college field trips, mentoring, educational conferences and ultimately scholarship funding for college or vocational school.	Mentoring, Education,	Local, Santa Barbara	Endowment for Youth Committee P.O. Box 41229 Santa Barbara, CA 93103 tel: (805) 730-3347 email: eyc4kids@eyc4kids. org
Endowment for Youth Committee	Yes I Can Scholarship and Mentoring Program -developed to assist African-American males at the elementary school level. Students in the program are provided with tutorial services, college field trips, mentoring, educational conferences and ultimately scholarship funding for college or vocational school.	Mentoring, Tutoring, Education,	Santa Barbara, CA - Local	Main Contact: Executive Director Denise M. Daniels tel: 805-730-3347 Fax: 805-730-3349 ddaniels@eyc4kids.org www.eyc4kids.org
Fatherhood and Families	The Fatherhood & Families Engagement Program is part of a network of thirteen (13)programs in South Carolina dedicated to the re-engagement of fathers in the lives of their children.	Fatherhood	Florence, Darlington & Marion Counties of South Carolina, Local	843.679.5350 www.flofathers.com
Forwardever Media Center	The Forwardever Media Center is 100 percent committed to providing	Media, Mentoring	Oakland, CA Local	1221 Preservation Park, Suite 200,

				Oakland, CA 94612
	unconventional writing workshops and media literacy training to "at-risk" Black youth, particularly males, ages 14 through 24.			
Future Black Men of American, Inc.	FBMA's Project Brotherhood works with Black males between 7 and 17 to teach acknowledgment of self-worth, conflict resultion and combating peer pressure. Through life skill sessions, group mentoring and educational field trips, teens learn to develop discipline and career plans.	Mentoring, Youth Development	Raleigh, NC and Washington, DC	Future Black Men of America, Inc. (919)210-3516 www.futureblackmen. org/brotherhood.htm
Harvard University	Harvard's Black Men's Forum is a student group concerned with political, social, and cultural issues regarding black men on Harvard University's campus and beyond. The group both fosters a supportive atmosphere of brotherhood among the black male community on campus and promotes greater awareness and understanding of these issues both at Harvard and beyond, through all appropriate means, including publications, meetings, seminars, and active engagement with the community.	Advocacy, Education	Cambridge, MA	http://www.hcs.harvard. edu/~bmf/bmf@hcs. harvard.edu
Hennepin County, MN	Hennepin County's African American Men Project (AAMP) is a strategic initiative that strives to enhance and empower African American men and their families through leadership, policy-making and infrastructure building in the areas of education, housing, family structure, health, economic empowerment, criminal justice, community involvement, fundraising and communications. The Project serves men between the ages of 18 and 35 in Hennepin County, Minnesota.	Community Development	Hennepin County, MN	African American Men Project aamp@co.hennepin.mn. us 612-302-4694
Indiana Commission on the Status of Black Males	The mission of the Indiana Commission on the Social Status of Black Males is to study the social conditions of the state's black male population, develop strategies to remedy or assist in remedying serious adversities, and make recommendations to improve the educational, social, economic, employment, and other circumstances for Hoosiers. The Commission serves policymakers and public interest groups, as well as the media, community organizations and members of the general public.	Advocacy	Indiana	402 W. Washington Street, Rm. W392 Indianapolis, IN 46204 tel: (317) 234-1389 Fax: (317) 232-4490 http://www.IN.gov/icssbm
Indianapolis Commission on African American Males	The Commission seeks to convene and facilitate organizations and individuals in the community, identifying issues affecting local African-American males, organizations currently providing	Advocacy	Indianapolis	200 East Washington St., Suite 1501, City County Building, Indianapolis, IN 46204 (317) 327-5262

	services to this group, as well as organizations that should be, and facilitating the coordination of services and resources to collectively provide remedies to the problems affecting African-American males in Indianapolis.			www.icaam.org
Institute for Urban Research (IUR) at Morgan State University	IUR has trained teachers and community leaders across the country on a program model based on a book by one of the Institute's staff-The Warrior Method: A Program for Rearing Healthy Black Boys (New York: Amistad/HarperCollins, 2001). To date IUR has trained nearly 1500 teachers in several school districts, including the following: Baltimore, Columbus, Dallas, and Philadelphia. The core teaching of The Warrior Method is to examine and challenge all institutions that impact black boys and black men.	Substance Abuse, AIDS, Adolescent Pregnancy, Economic Development, and Mental Health	Local, Regional, National	http://www.morgan.edu/ academics/special/IUR/
John Hope Franklin Scholars Program	The John Hope Franklin Scholars Program is designed to empower mid-range students to become intellectual leaders over the course of a two and a half year curriculum.	Mentoring, Education	Durham, NC Local	2204 Erwin Road, Box 90252 Durham, NC 27708 tel: 919.684.2830 fax: 919.684.2832
Kappa Alpha Psi	Kappa Alpha Psi is one of the nation's oldest Black fraternities. Guide Write, KAP's national service program, provides programming, role models, mentors, and financial assistance for young men between the ages of 5 and 25.	Mentoring, Youth Development	National	Craig J. Pierre, Chairman 8332 Stoneshire Dr. Baton Rouge, LA 70818 225.261.6416 (h) guideright1911@bellsouth.net www.kappaalphapsi1911.com/committees/guideright.asp
Kennesaw State Unviersity	The KSU African American Male Initiative (KSUAAMI) focuses on increasing enrollment, retention, and graduation rates of Black men at KSU through mentoring, leadership development, and the celebration of academic and leadership achievements. The Distinguished Black Gentlemen is the official student organization under this initiative.	Education	Kennesaw, GA	Minority Student Retention Services, 1000 Chastain Road Kennesaw, GA 30144 http://www.kennesaw.edu/stu_dev/msrs/ksuaami.shtml
Leadership Excellence	Leadership Excellence provides an African-centered learning curriculum, racism and sexism awareness camps, and community development trip to Ghana for Oakland-area youth	Racism, Sexism	Oakland, CA Local	1924 Franklin St #201 Oakland, CA 94612 (510) 267-9770 www.leadershipexcellence.org
Loyola University of Chicago	The Black Men's Initiative (BMI) is a retention effort spearheaded by the Office of Student Diversity in collaboration with other offices throughout the university community. The goal of the initiative is to increase the retention and matriculation of Black Men at Loyola University Chicago.	Education	Chicago, IL	Black Men's Initiative Benjamin Harris bharri7@luc.edu www.luc.edu/diversity/ Black_men.shtml

Math & Science Club of Shaker Heights Ohio	The Math & Science Club of Shaker Heights exists to encourage African-American males to take more advanced math and science courses while in high school.	Education, Training	Shaker Heights, Ohio	Eileen Blattner Shaker Heights Schools (216) 295-4213 blattner e@shaker-heights.k12.oh.us
Medgar Evers College Center for Black Male Development	study the problems Black men have in college and to offer seminars to address their problems	Education	New York City - Local	718.270.6051
Michigan Department of Community Health - African American Male Initiative	DCH created the African American Male Initiative as a response to the Statewide task force formed to suggest actions to combat the alarming health status ofMichigan's African American male citizens.	Health	Michigan, Local	Tel: 517-373-3740 Capitol View Building 201 Townsend St Lansing, Michigan 48913
Moorehouse College	The Leadership Center at Moorehouse College combines education, training and research components to identify and cultivate leadership among Morehouse's Black male student body and build partnerships with the larger leadership community.	Education, Training	Atlanta, GA	The Leadership Center 830 Westview Dr, SW Atlanta, GA 30314 404-614-8565 (phone) leaders@morehouse.edu
National African American Drug Policy Coalition	A unique collaborative initiative to address the problem of drug abuse in the African American community with each member organization contributing distinct intellectual content, practices and procedures for eradicating the deleterious societal effects of drug abuse.	Public Health, Substance Abuse	National	2900 Van Ness St., N.W., Suite 400 Washington, D.C. 20008 tel: (202) 806-8600
National Alliance of African American Athletes	The goal of the National Alliance of African American Athletes ("The Alliance"), established in 1989, is to empower young African American males through athletics, education and public programs.	Education	National	P.O. Box 60743 Harrisburg, PA 17106-0743
National Organization of Concerned Black Men	The Peer Education and Reproductive Counseling For Young Men (PERCY) project is the CBM's teen pregnancy prevention program, and one its few programs designed specifically for boys. PERCY seeks to encourage young men to take personal responsibility for their sexual behavior, funded by the U.S Department of Health and Human Services (Office of Family Planning) and the Freddie Mac Foundation.	Mentoring, Youth Development	National	CBM National Office The Thurgood Marshall Center 1816 12th St. NW, Suite 204 Washington, DC 20009 tel: 202-783-6119 Toll Free: 888-395-7816 Fax: 202-783-2480 info@cbmnational.org
Ohio Commission on African American Males	The Commission was created to serve the African-American male population throughout the State of Ohio who are experiencing problems and/or difficulties within the health care, unemployment, education, and criminal justice areas. CAAM is also responsible for conducting community education	Advocacy	Ohio	Commission on African-American Males 35 East Chestnut St., 5th Floor Columbus, Ohio 43215 800-370-4566 http://caam.ohio.gov/

	and public awareness programs, as well as hold public hearings.			
Ohio State University	The Bell Resource Center for the African American Males' mission is to understand and facilitate academic achievement, professional, leadership and personal development in pre-collegiate, undergraduate, post-graduate African American males. It offers regular group meetings, frequent personal interaction with individual undergraduates, invited guest speakers, and academic support services. The Center also houses the African American Male Leadership Institute to train its participants in advanced leadership skills.	Education	Columbus, Ohio	Office of Minority Affairs 190 West 17th Ave. 131 Brown Hall Columbus, Ohio 43210 (614) 247-4765 http://oma.osu.edu/brc/
Omega Boys Club	The Omega Boys Club/Street Soldiers mission is to keep young people alive and unharmed by violence and free from incarceration. The Omega Leadership academy provides youth with opportunity and support to build positive lives for themselves, and move into contributing roles in society.	Mentoring	San Francisco, CA Local	1060 Tennessee St San Francisco, CA 94107 Mailing Address: P.O. Box 884463 San Francisco, CA 94188-4463 1-800-765-3437 www.street-soldiers.org
Omega CHAMPS Youth Mentoring Program	The mission of the Omega C.H.A.M.P.S. Mentoring Project is to expose young African-American men, grades four through eight, who are at risk of academic failure, drug use and poor life skills to positive role models and experiences. The overall goal is to provide primary prevention and early intervention efforts to facilitate the positive growth and development of the community's youth.	Mentoring	Raleigh, NC Local	P.O.Box 14112, Raleigh, NC 27620 Office: 919.743.5433 Fax: 919.743.5434
Phelps Stokes Fund	Mission is to address the educational needs of the urban and rural poor of Afirca, the African Diaspora, and the US with particual attnetion to the needs of people of color and Indians of the Americas.	Education	National	1420 K Street NW Suite 800 Washington, DC 20005 202-371-9522 www.pfsdc.org
Schott Foundation	The Black Boys Initiative exists to create a movement to improve the educational experiences of black boys to ensure that they graduate from high school with the confidence to become successful members of society. Through this initiative, Schott has held workshops, conferences and by Dr. Rosa Smith's leadership has published state report cards on high school graduation rates across for Black boys as well as numerous other reports and public events.	Education, Advocacy	National	The Schott Foundation for Public Education 678 Massachusetts Avenue, Suite 301 Cambridge, MA 02139 Phone: 617-876-7700 Fax: 617-876-7702 info@schottfoundation.org

St. Joseph /Candler Hospital	The St. Joseph's/Candler's African American Men's Health Initiative seeks to partner with community groups/organizations to reduce the incidence of health conditions that adversely affect African American males by utilizing education, screenings, and networking by community citizens on a grass roots level.	Health	Savannah, GA	5353 Reynolds St. Savannah, GA 31405-6013 (912) 819-6000 http://www.sjchs.org/ body.cfm?id=408
St. Petersburg College	Brother to Brother serves African-American males at St. Petersburg College. The programs emphasizes high levels of involvement in college life and positive interactions with college faculty and staff. Students are provided opportunities to experience concerts, films, and other cultural activities to support African American males. In addition, the program provides career planning and community-service activities, and strict monitoring of academic progress. Monthly social/business gatherings are also held as luncheon seminars, centering on a topic related directly to African-American males.	Education, Training	St. Petersburg, FL	Davie Gill St. Petersburg College, Florida (727) 341-3529 gilld@spjc.edu
The Mentoring Center	African American Male Transition Program (for Incarcerated Youth)	Incarceration, Job Training	Oakland, CA Local	1221 Preservation Parkway, Suite 200 Oakland, CA 94612 tel: (510) 891-0427 fax: (510) 891-0492 www.mentor.org
The University of Denver Center for African American Policy	The Center was formed to encourage public discourse and to increase the flow of information on issues, policies, and trends that affect African Americans. The goal of the Center is to achieve a positive change in the present and future lives of African Americans through academics, the arena of public discourse, and community and public service.	Public Policy, Research	National, Local	2199 S. University Blvd. Mary Reed Bldg Room 107 Denver, CO 80208 303-871-4195
Triangle Lost Generation Task Force	Seeks to reduce incarceration rates among black and latino men and boys	Incarceration	Raleigh, NC Regional	Raleigh Safety Club Complex 513 Branch Street Raleigh, NC 27601 (919) 949-7794
Twin Cities Rise	Project Re-Entry is a program which focuses on helping men transition from incarceration to long-term living-wage employment in the Twin Cities. The primary goal of Project Re-Entry is to train incarcerated men with the soft and hard skills needed to earn and retain living-wage employment, thus reducing the recidivism rate among these men. Project Re-Entry brings the	Incarceration	Minneapolis	800 Washington Ave. North, Suite 203 Minneapolis, MN 55401 (612) 338-0295 FAX (612) 338-0191

	Empowerment training from our Twin Cities RISE! curriculum to incarcerated men approaching their release date. We encourage them to enroll in the Twin Cities RISE! program directly following their release. This provides them with a clear and continuous path to successful post-incarceration employment.			
University of Louisville	The Black Male Rap Session exists to provide a supportive environment for the discussion of current issues and concerns relevant to black males at U of L.	Education	Louisville, KY	U of L, Multicultural Academic Enrichment Programs, Edward Laster, Director: ellast01@gwise.louisville.edu http://www.louisville.edu/provost/diversity/multicultural/malerap.html
University System of Georgia	The four goals of USG's African American Male Initiative are to 1.) form a task force of members of the Board of Regents, University System staff, and education experts to examined pertinent issues regarding the low enrollment of African-American males in the USG; 2.) identify barriers to participation in the USG by African-American males through a state-wide interview effort; 3.) fund six pilot initiatives on USG campuses to create or expand programs to encourage African-American males to consider, enroll in, and graduate from college; and 4.) develop a marketing plan to raise the college aspirations and expand the enrollment of African-American males in the USG	Education	Georgia	http://www.usg.edu/aami/
Urban Prep Academies	Urban Prep is Chicago's only all-male academy and has a faculty consisting of 70 percent Black males.. Located in Chicago's South Side, UP currently has a freshman class of 150 students and plans to add one more grade a year until it reaches a full enrollment of 600 in 2009.	Education	Chicago, IL	Urban Prep Academies 420 N. Wabash, Suite 203 Chicago, IL 60611 tel: 312-276-0259 fax: 312-755-1050 www.urbanprep.org
W. Haywood Burns Institute	The Burns Institute works intensively with local jurisdictions to reduce the overrepresentation of youth of color in their juvenile justice systems. The Institute also spearheads the Community Justice Network for Youth (CJNY), a national network of grass-roots community-based programs working to serve proven-risk youth of color in their communities. The goal of CJNY is to enhance the capacities of these community-based organizations by equipping them with the skills they lack so they are free to do what they do best -- serve youth.	Incarceration	San Francisco, CA National	180 Howard Street, Suite 320 San Francisco, CA 94105 Phone: 415-321-4100 Fax: 415-321-4140 www.burnsinstitute.org

Wilberforce Unviersity	The Black Male Coalition seeks to bring unity among Black males on the campus and the uplifting of the Wilberforce community.	Civic Engagement	Wilberforce, Ohio	Wilberforce Unviersity Student Activities: http://www.wilberforce. edu/student_life/clubs_c ampus.html
Woodlawn Health Center	Project Brotherhood: A Black Men's Clinic seeks to provide primary, holistic health care and improve health awareness in black men by creating a culturally and gender specific environment. To accomplish this goal Project Brotherhood provides the medical and social services necessary to improve the overall health and well being of the black men in our community. The clinic session meets every Thursday evening from 4-7pm. Medical care is not dependent solely on appointments; patients can walk in and be seen. Understanding the disenfranchisement of Black men and the health care system we at Project Brotherhood have developed innovate strategies to recruit and retain black men into primary care. Free haircuts and food, as well as transportation assistance are made available for every clinic session	Health	Chicago, IL	Business Hours: Thursday 4pm - 7pm 6337 S. Woodlawn Ave. Chicago, IL 60637 (773) 753-5500 ProjectBrotherhood @hotmail.com
Young Leaders Academy	The Young Leaders' Academy of Baton Rouge, Inc. works with at-risk African-American boys as early as third grade. After participants are referred by their principal, they attend Saturday math classes, English assistance and public speaking skills. Field trips are provided cities such as Chicago, New York, and Washington, D.C and the last four years of the ten year program are spent in the senior academy, where the boys focus on college and life skills preparation and participation in a corporate internship. Initially funded by the Baton Rouge Area Foundation, the academy has been featured on the Oprah Winfrey Show and Essence magazine.	Education	Baton Rouge, LA	Kirt Bennett Young Leader's Academy (225)346-1583 mail@youngleaders. org
Young Men Building for the Future	Mentoring Program that works with yong men, and trains young fathers	Mentoring, Fatherhood	Sumter County, Alabama	Chris Spencer - 205.499.8924

Appendix 2

The following is a selected bibliography of research on African American Men and Boys from 1996-2006.

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