



**Indiana Commission on the
Social Status of Black Males**

2009-2010 Report

Mitchell E. Daniels Jr., Governor

Rebecca S. Skillman, Lieutenant Governor

Table of Contents

Introduction.....3

Executive Summary.....4

Commission Charge.....8

Local Commissions.....9

Social Factors.....10

Education.....12

Employment.....15

Health.....17

Criminal Justice.....19

2010 Commissioners.....22

Glossary.....23

Introduction

The Indiana Commission on the Social Status of Black Males (ICSSBM) is committed to helping improve the quality of life of Black males throughout the state since its inception in 1993. The role of the Commission is to convene partnerships and serve as a collaborator in assisting Black males in Indiana. The Commission ardently submits an annual report to the Governor, the Indiana General Assembly, and the concerned citizens of Indiana who are committed to improving the social factors that adversely affect Black males.

Through a bipartisan effort, ICSSBM was formally established by Public Law 143-1993 to study and recommend remedies to address the critical social problems facing the Black male population in Indiana. To that end, House Resolution 31 was introduced during the 1992 session of the Indiana General Assembly to establish an interim study committee to study the social distress of Black males in Indiana. As a result, an interim committee was appointed and from their study, Engrossed Senate Bill 190 and House Bill 1065 were formally introduced and passed by the Indiana General Assembly, thus establishing Public Law 143-1993. This legislation required the state to create ICSSBM.

The current ICSSBM consists of 18 commissioners and a consortium of volunteer committee members from around the state who are committed to improving the quality of life of Black males in Indiana. The Commission utilizes statistics, both nationally and statewide to confirm the urgent need to develop a strategic course of action to counter the negative circumstances which have contributed to the plight of Black males in Indiana. The latest U.S. Census explains that Blacks in Indiana account for 9.1% (590,026) of the state's total population (6,483,802) with Black males accounting for 47.8% (282,032) of the Black population [US Census, 2010].

This report highlights the disparities and challenges facing Indiana's Black males. It looks at the current literature and state statistical data surrounding the five focus areas of **social factors, education, employment, health, and criminal justice** for Black males and is designed to help provide recommendations for community and legislative decisions while serving as a catalyst in facilitating a common foundation upon which a viable course of action can be initiated. It is important to note that these five focus areas are interrelated often impacting to what extent and degree that each area will affect the Black male in Indiana. The report also seeks to identify recommendations for Commission action in an effort to be more engaging and stimulate local initiatives that serve Black males.

Black males throughout the state continue to have high levels of underachievement. They consistently graduate from secondary and post secondary education institutions at lower rates [Indiana Department of Education, 2008]; have higher rates of unemployment or underemployment [Indiana Department of Workforce Development, 2009]; hold the highest rate of death from preventable diseases than any other social group (NCI, 2010; Indiana State Department of Health, 2009, IMHC, 2010); are sentenced and incarcerated longer than their White male counterparts [IDOC, 2010]; and are more likely to be unmarried and have high rates of divorce [American Community Survey 2009; Dixon, 2010]. These high risk factors impact the success of Black males in Indiana on the social, academic, and economic levels.

In order to positively change these statistics a group effort from government, the faith based community, grass roots organizations, parents, and concerned citizens will need to work collectively and independently to enhance and improve the status for Black males in Indiana.

Executive Summary

Social Factors

Blacks account for 9.1% (590,026) of the total population (6,483,802) and Black males make up 47.8% (282,032) of the entire Black population in Indiana with an average age of 29.5 years [US Census, 2010]. In general, marriage and healthy relationships lead to better health outcomes [Dixon, 2009; McAdoo, 2007]. In Indiana, 52.3% of the population age fifteen and over are married (see reference graph on page 10). Only 29.6% of Blacks are married; the lowest of all ethnic groups identified in the 2009 American Community Survey. With low marriage rates, no other group is adversely affected by the lack of a family structure and healthy relationships than Black males. Societal shifts towards cohabitation relationships have affected the social outcomes of many social groups [Dixon, 2010]. Blacks are more likely to be unmarried having the highest unmarried rate at 47.2%. They also have high rates of divorce and separation at 13.4% and 3.97% respectively [American Community Survey, 2009; Dixon, 2010]. How **social factors, education, employment, health, and criminal justice** are addressed impact the academic, social, and economic success of Black males in Indiana. We must create real changes on a systemic and public level to increase the social status of Black males in Indiana.

Education

Black males continue to have low secondary and post secondary retention and graduation rates as well as disproportionate suspension and expulsion rates on the K-12 education level [Indiana Department of Education, 2010]. Black Males account for the lowest high school graduation rate of all male students in Indiana at 65.06% compared to Hispanic males at 71.85%, multiracial males at 71.92%, American Indian males at 72.32%, white males at 83.47%, and Asian males at 88.80% (see reference graph on page 13). In addition Indiana is even lower when compared to other Midwestern States including Ohio at 77%; Illinois at 76%; Michigan at 73%; and Kentucky at 70% [National Center for Education Statistics, 2010]. And Black males have the highest retention rate of all students at 4.55% [IDOE, 2010]. Of the 126,908 Black males enrolled in Indiana's K-12 education system in 2010, 12% (15,327) received in-school suspension; 22.5% (28,928) out-of-school suspension; and 1% (1,187) were expelled [IDOE, 2010]. The suspension and expulsion rates of Black male students remain higher than any other race (see reference graph on page 13). Low educational achievement factors can result from an absence of specifically targeted student support and youth development programs, and possible direct and indirect discriminatory expulsion and suspension policies at the institutional level. The Indiana Department of Education (IDOE) has developed a cultural competency plan within the course curriculum to help address some of these issues.

Employment

In general, Black males continue to have very high rates of unemployment. Black males account for 18.9% of the unemployment rate for 2010 compared to 10.8% of white males [Bureau of Labor Statistics, 2010]. Underemployment is defined by the Indiana Department of Workforce Development (IDWD), occurs when a worker is employed, but not in the capacity they desire whether in terms of compensation, skill level, hours and experience [IDWD, 2009]. High levels of unemployment and low levels of education lead to low social economic statuses, poor health and increases instances of perpetrating a crime [Grant and Dieker, 2010]. Based upon these facts the perception would be that very few opportunities for advanced training and professional development are available for Black males due to the lack of education and high incarceration rates among the group. At this rate, Black males will continue to have high levels of unemployment and underemployment.

Health

Many Black males in Indiana fail to participate in any form of preventable health maintenance [Indiana State Department of Health, 2007]. Black males in Indiana continue to have the highest death rate at 321.40 per 100,000 [ISDH, 2010]. They also continue to die of preventable diseases like heart disease and HIV/AIDS at higher rates than any other ethnic group [Indiana Minority Health Coalition, 2010; ISDH, 2010]. Black males' health is within their control; however they must reduce unhealthy risks, incorporate health prevention, and monitor their diet and exercise. Black males need to make these changes or the mortality statistics will remain the same. The lack of preventable health maintenance could be due to an inability to afford health care, misconceptions about medical testing, or a lack of awareness about government funded health care programs.

Criminal Justice

Black males are admitted into the criminal justice system at disproportionate rates and are sentenced and imprisoned longer compared to their White male counterparts (see reference graphs on pages 19 and 20). Numbers of incarcerated Black males between the ages of 21-50 remain high at 38.2% [Indiana Department of Corrections, 2010]. The current recidivism rate, defined as an offender who has returned to the Indiana Department of Correction (IDOC) within 3 years of being released from IDOC supervision, remains at a high percentage amongst Black males at 47.1% compared to 38.4% overall [IDOC, 2010]. This means that nearly half of all incarcerated Black men in Indiana will return to prison. Black males in Indiana are commonly being incarcerated for dealing and possessing drugs, theft, robbery and burglary. The high rates of recidivism and incarceration could be due to the lack of education, employment, and social factors that affect the types of crime committed. Certain criminal laws and enhancements have a disproportionate affect on those who live in urban areas compared to those who live in rural Indiana. Nearly 77% of all felony cases are resolved through plea agreements¹. A plea agreement is an arrangement between the defendant and prosecutor in lieu of litigating the case for a possible worst outcome and is authorized by the local prosecutor who submits the agreement to the court for approval. Admission data for the IDOC appears to indicate the highest incarcerating counties for Black males are those which have heavily populated urban communities or those who have aggressive prosecutorial tendencies and tend to charge above the average state rate for incarceration (see reference graphs on page 20) To accurately determine the cause, an overall comprehensive review of the factors that lead Black males into the criminal justice system needs to be completed.

This Annual Report highlights the disparities and challenges facing Black males in Indiana today. It is important that state and local governments and industries, community organizations, and concerned citizens in the state of Indiana work to find concrete solutions to improve the social status of Black males to increase outcomes for the Black community in general. It will take the efforts of all groups working together to ensure Black males are not left behind socially, academically, and economically.

¹IC 35-35-3-1 defines Plea agreement- means an agreement between a prosecuting attorney and a defendant concerning the disposition of a felony or misdemeanor charge. If the court accepts a plea agreement, it shall be bound by its terms.

What can local, state government, community organizations, and concerned citizens do to improve the social status of Black males in Indiana?

The list below shows the ICSSBM Statewide engagement activities impacting the 5 social factors.

**Indiana Commission on the Social Status of Black Males
Outline of Commission Participation July 1, 2009 – December 30, 2010**

<u>Event</u>	<u>Date</u>
<p>Indiana Black Expo – Health Fair <i>Coordinated the health fair booth in conjunction with IBE and disseminated medical info on the importance of health maintenance and pre-screenings.</i></p>	July 2009
<p>Boys & Girls Club of Northwest Indiana –Rites of Passage <i>Provided mentoring for the Rites of Passage program; promoted, supported and coordinated quality mentoring and positive youth development as well as increased public awareness of the need and benefits of youth mentoring by expanding community collaborations and investments in mentoring.</i></p>	July 2009
<p>Real Men...Real Talk & Sankofa Project <i>Participated in the focus group - African American Men in Social Work & Human Services.</i></p>	August 2009
<p>Back To School Carnival <i>Provided information about the Commission during event.</i></p>	August 2009
<p>Boys Empowerment Conference <i>Provided African American and Latino male students with planning resource documents to assist with planning a future career after graduation.</i></p>	October 2009
<p>Mozel Sanders Foundation Humanitarian Dinner <i>Provided financial support and used the event to speak on humanitarian community activism and engagement on issues and concerns that impact Black males.</i></p>	October 2009
<p>Urban League – Project Ready <i>Engaged students in a conversation on the importance of education, having a plan for college or the workforce, and how to utilize internship and networking opportunities.</i></p>	October 2009
<p>HIV Statewide Awareness Program <i>Provided additional advertisement of annual event to increase the awareness and prevention of HIV/AIDS among school age youth. Participated in a forum and panel discussion.</i></p>	November 2009
<p>National Council on Education Black Children Conference (NCEBC) <i>Developed the Education Blueprint in conjunction with NCEBC to help stakeholders learn how to share best practices on how to educate Black children and close the achievement gap.</i></p>	November 2009

<p>Men & Women of Color Leadership Conference <i>Engaged with Black male college students in a panel discussion on leadership development, academic achievement, career mobility and diversity.</i></p>	November 2009
<p>St. Vincent/Martindale Brightwood Cancer Awareness Health Fair <i>Provided event information to the Commission distribution list to increase attendance and awareness.</i></p>	May 2010
<p>Promotion Ceremony <i>Various Commissioners served as guest speakers at the graduation ceremonies across the state.</i></p>	May 2010
<p>Indiana Statewide Dad's Expo <i>Participated in a panel discussion about the importance of being better fathers and dads. Provided event information to the Commission distribution list to increase attendance and awareness.</i></p>	June 2010
<p>Indiana Black Expo – Health Fair <i>Served as planning/ coordinating committee member for the IBE health fair booth. The Commission disseminated health information about the importance of prostate screenings for black males.</i></p>	July 2010
<p>Mozel Sanders Foundation Humanitarian Awards Dinner <i>Provided financial support and used the event to speak on humanitarian community activism and engagement on issues and concerns that impact Black males.</i></p>	October 2010
<p>Men & Women of Color Leadership Conference <i>Engaged with Black male college students in panel discussion on leadership development, academic achievement, career mobility and diversity.</i></p>	Nov. 12-13, 2010
<p>Indiana Character Council Vision Dinner <i>Participated in a commercial by providing information about the Commission's mission, vision and work to serve black males.</i></p>	November 2010
<p>HIV Statewide Awareness Program <i>Provided additional advertisement of annual event to increase the awareness and prevention of HIV/ AIDS among school age youth. Participated in a forum and panel discussion.</i></p>	December 2010

Commission Charge

The Indiana Commission on the Social Status of Black Males is authorized by IC 12-13-12. By state law the Commission is charged to make a systematic study of the legislative findings under IC 12-13-12-1, which are as follows:

- Statistical studies chronicling the status of black males in American society reveal startling and disturbing conditions and trends.
- By all indicia measuring achievement, success, and quality of life in American society, black males are facing a prodigious struggle for survival while fighting formidable opponents.
- Black males make up only five and one-half percent (5.5%) of the population of the United States but are the victims of forty-four percent (44%) of the nation's homicides annually and comprise forty-six percent (46%) of the nation's prison population.
- Statistics show that one (1) of every twenty-two (22) black males will die as a result of homicide and that one (1) of every six (6) black males will be arrested before becoming nineteen (19) years of age.
- A major proportion of black males in America are virtually trapped in urban areas defined by poverty, violence, and drug abuse.
- Black males suffer from more debilitating health problems, a higher death rate, and a lower life expectancy than males in other ethnic and racial groups.

The Commission should study the reasons for the above conditions, propose measures to alleviate and correct the underlying causes of the aforementioned conditions. The Commission may study other topics suggested by the legislative council or as directed by the chairperson of the commission. The commission shall receive suggestions or comments pertinent to the issues that the commission studies from members of the general assembly, governmental agencies, public and private organizations, and private citizens. The systematic study is required to be submitted in report form on an annual basis to the governor and legislative council.

Local Commissions

The table below lists the local Commission Representation.

Anderson

Floyd Edwards

Human Relations Department
P.O. Box 2100
120 E. 8th Street
Anderson, IN 46018
(765) 648-6135 Phone
fedwards@cityofanderson.com

Bloomington

David Hummons, Chair

Commission on the Status of Black Males
P.O. Box 100
Bloomington, IN 47402
(812) 349-3471 Work
(812) 349-3483 Fax
brennerc@bloomington.in.gov

Evansville

Diane Clements

Human Relations Commission
One NW Martin Luther King Blvd., ste. 209
Civic Center Complex
Evansville, IN 47708
(812) 436-4927 Phone
(812) 436-4929 Fax
dclements@evansvillegov.org

Fort Wayne

Reverend Joseph Smith

2504 Palisade Dr.
Ft. Wayne, IN 46806
(260) 348-7487

Gary

Benny Muhammad, Executive Director

PO Box 321
839 Broadway, 2nd Flr. S-W
Gary, IN 46402
(219) 880-2284 Office
(219) 427-6883 Cell
gcssbm@yahoo.com

Indianapolis

Dave Rozzell, ICAAM, Executive Director

200 E. Washington St., Ste. 1501
Indianapolis, IN 46204
(317) 327-5775 Direct
(317) 327-4435 Fax
drozzell@indy.gov

Jeffersonville

Phil Ellis

Community Action Center
1613 E. 8th Street
Jeffersonville, IN 47130
(812) 288-6451 x2144 Phone
(812) 284-8314 Fax
pellis@casi1.org

Michigan City

Albertine Allen

Michigan City Commission on the Social Status of Black Males
450 St. John Rd., Suite 452
Michigan City, IN 46360
(219) 879-1712 Phone
(219) 879-9575 Fax
mhclc1940@sbcglobal.net

Muncie

John Young-El, Director

Muncie Waste Water
2304 N. Macedonia Ave.
Muncie, IN 47303
(765) 212-7419 Cell
(765) 747-9008
jyoungel@att.net

South Bend

Tim Rouse

227 W. Jefferson Blvd.
City County Bldg., Rm. 441
South Bend, IN 46601
(574) 235-9321 Phone
(574) 235-9173 Fax
trouse@ci.south-bend.in.gov

Social Factors

The Issue: Black males make up a small percentage of the overall population in Indiana at 282,032 of 6,483,802 residents; however continue to have higher rates of poverty, unemployment, incarceration, and death from preventable diseases. Black males in Indiana are less likely to receive state and government assistance and tend to have high instances of weak family structures due to the lack of marriage and participation in family development programs. Coupled with a weak family structure, without change, Black males will continue to have lower social economic statuses and devastating social outcomes.

Facts

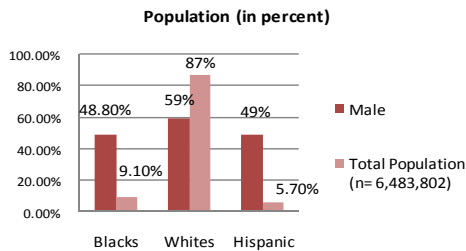
- Blacks account for 9.1% (590,026) of the total population (6,483,802) in Indiana, while Black males make up 47.8% (282,032) of the Black population [US Census, 2010].
- White males make up 59% (3,190,031) of the 5,467,906 males and Hispanic males make up 49% (191,736) of 389,707 Hispanics in Indiana.
- In general, Blacks males are less likely to marry and stay married than any other ethnic group [Dixon, 2009].
- Black males receive government assistance from the Indiana Family & Social Services Administration (IFSSA) at disproportionately lower rates than their White counterparts.²
- Of the 360,896 males living below the poverty level, Blacks represent 18.9% (62,155).
- According to the American Community Survey, nearly 11.9% of Black males ages 18 to 24 and 21.6% of Black males ages 25 to 44 are living below the poverty level³.

Indiana State Marriage Rates by Race
Age 15 and Over

Race	Married	Divorced	Never Married
Total (n= 5,029,130)	52.3%	11.9%	28%
White (n= 4,380,362)	54.7%	11.9%	25.6%
Black (n= 411,158)	29.6%	13.4%	47.2%
American Indian (n= 12,159)	47.4%	17.9%	27.8%
Pacific Islander (n= 1,164)	30.2%	13.8%	45.4%
Asian (n= 67,454)	60.1%	4.3%	32.2%
Hispanic (n= 211,946)	54.8%	12%	25.4%
Multi-racial (59,944)	33.3%	13.8%	47.4%
Other (n= 96,889)	49%	7.9%	37.5%

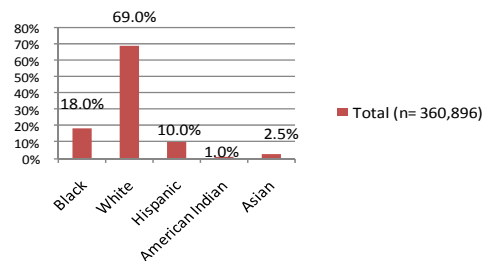
SOURCE: American Community Survey 2009

Indiana Population of Males
CY 2010



SOURCE: US Census Bureau, 2010

Indiana Males Living Below the Poverty Level
CY 2010

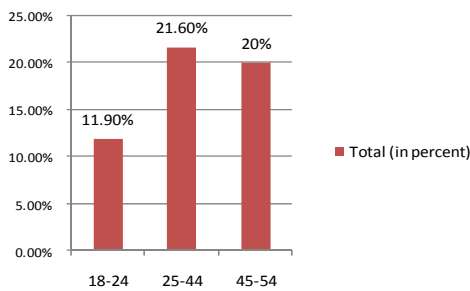


SOURCE: American Community Survey, 2005-2009; US Census 2010³

² Information obtained from the Indiana Family and Social Services Administration in 2010.

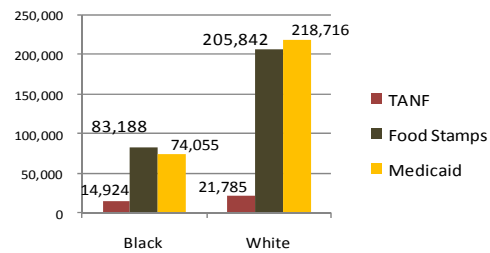
³ National Poverty Level Guidelines have been including in this report to provide accurate comparison.

**Indiana Black Males Living Below Poverty Level
Disaggregated for Age
CY 2010**



SOURCE: US Census Bureau, 2010

**Indiana State Government Assistance
Received by Males age 0-59
July 2009-June 2010**



SOURCE: DWH, IFSSA, 2010

Community Action: Neighborhood groups, community organizations, and churches should consider partnerships with organizations to develop fatherhood initiatives, and social identity awareness. Programs should include a focus on understanding the effects education, employment, health, and levels of criminal justice involvement have on the social status of Black males. An emphasis should be placed on creating stronger bonds and commitments between families. Improvements in the areas of **education, employment, health, criminal justice** and family structure for Black males in Indiana will increase their social status and overall outcomes.

Commission Action: Commission will request the state and its counties to further disaggregate its data on the support given to people in need. It will also partner with educational entities and community organizations to continue to gather research and statistics on the social status of Black males and develop strategic initiatives that focus on increasing the social outcomes of the group. The Commission will continue to establish or facilitate a strong youth council or advisory board to address Black male youth issues.

Recommendation: Social support for Black males should be created to address social issues and foster more parental and family involvement. The Commission urges the Indiana General Assembly to act upon these findings by providing a mechanism to strengthen the family structure.

Education

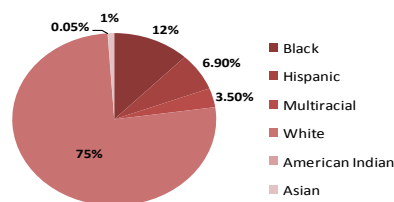
The Issue: Black males continue to drop out from high school at alarming rates, have low graduation from secondary and post secondary education, are retained more, and have the highest suspension and expulsion rates among all students. Incentives within the public school system to maintain enrollment and graduation among Black males are lacking. It appears from the data that the dropout rate and overall school failure of Black males is the frequency of suspensions, retentions, and expulsions these students experience. Personal and environmental factors affect dropout decisions among low income Black males.

It appears that dropping out of high school can lead to negative consequences for Black males. These consequences also negatively impact the five focus areas of this report; **social factors, education, employment, health and criminal justice**. Many teachers are not culturally sensitive to the needs of Black males. Cultural competency or ethnic sensitivity is not prominent in the teaching of Black male students even though schools have been required to address cultural competency in their school improvement plans due to legislation passed in 2004. However, the Indiana Department of Education (IDOE) has released the Cultural Competency Guidance Document; a plan designed to assist schools in their efforts to improve the cultural competency of their staff. Lastly, there is a lack of community and educational support programs for single parent households to assist in the academic development of Black male students.

Facts:

- According to IDOE, Blacks make up 12% of the total K-12 enrollment for 2010, while Whites, Hispanics and multi-racial students account for 80%, 1% and 5% of the total K-12 enrollment respectively.
- Black male secondary education graduation rates of 65.2% in 2010 are significantly lower than the overall average rate for the state at 84.5%.⁴
- According to IDOE, nearly 2 out of every 3 Black male students are NOT graduating or experience suspension, expulsion or retention.
- Although White students are suspended and expelled at higher rates, Black students are disproportionately suspended and expelled.
- In 2010, over 65,000 Black males and over 126,000 Black students total were enrolled in K-12 schools in Indiana compared to 409,205 White males and 773,256 White students overall.
- The retention rate of Black males is higher than any other student group at 4.55%; a total of 2956 students.
- Much like national post-secondary education graduation rates for Black students, Indiana continues to have low overall graduation rates at 37% for the 2009 academic school year.⁵
- The National Center for Education Statistics (NCES) lists of the 1.6 million students graduating with a four year degree in the 2008-2009 academic year only 156,615 were Black; and 53,473 were Black males.⁶
- Graduation rates among males at two-year institutions are at similar levels; however disparities appear at four year post-secondary institutions. Black males graduate from four year institutions as significantly lower rates than their male counterparts.

2009-2010 Indiana State Male Enrollments by Race
K-12 Education Level



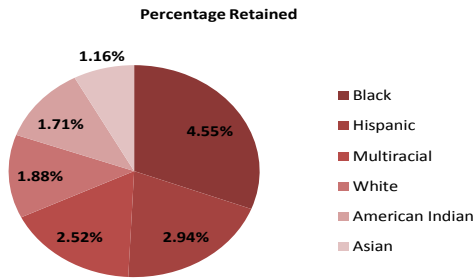
SOURCE: IDOE, 2010

⁴ Statistical data and information in this section was obtained from the Indiana Department of Education (IDOE) unless otherwise indicated. All IDOE data is from 2010 year information collected by the department.

⁵ Integrated Postsecondary Education Data Systems (IPEDS). (2010). State Profiles. Retrieved on 6/01/2011 from http://nces.ed.gov/ipeds/sdc/SP_Profile.aspx

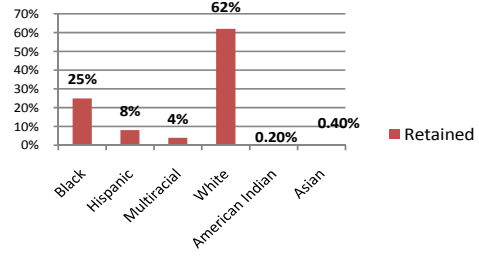
⁶ National Center for Education Statistics (NCES). 2010. Digest of Education Statistics: 2010. Retrieved on 6/01/2011 from http://nces.ed.gov/programs/digest/d10/tables/dt10_296.asp?referrer=report

**Percentage of Males Retained by Race in Indiana
K-12 Education Level
2009-2010**



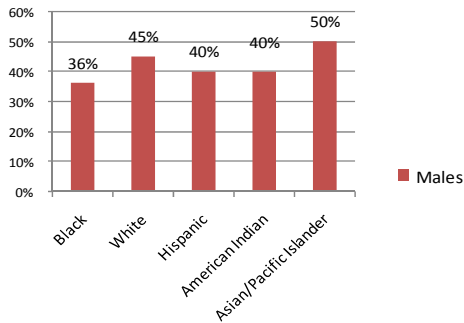
SOURCE: IDOE, 2010

**Number of Males Retained by Race in Indiana
K-12 Education Level
2009-2010**

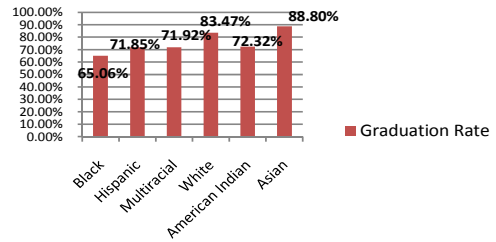


SOURCE: IDOE, 2010

**2009 Indiana State Postsecondary Education
Male Graduation Rates by Race**



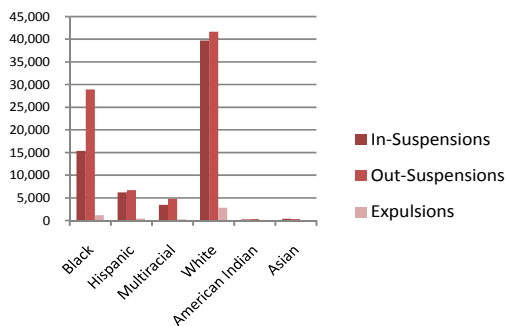
**Indiana State Male Graduation Rate By Race
K-12 Education Level
2010**



SOURCE: IDOE, 2010

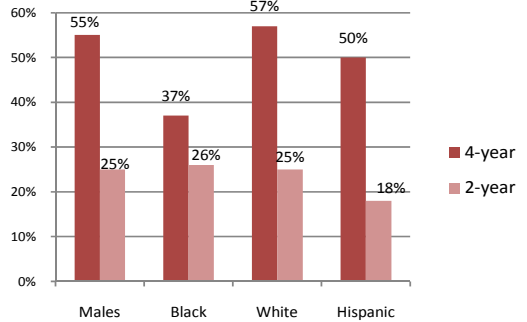
SOURCE: NCES, 2010; Bachelor's degrees conferred by degree-granting institutions by race/ethnicity and sex of student for 2008-2009

**Indiana State Suspension and Expulsion Rates by Race
K-12 Education Level
2010**



SOURCE: IDOE, 2010

**2009 Indiana State Postsecondary Education
Graduation Rates by Race**



SOURCE: IPEDS, 2010

Community Action: It is important that Indiana school districts support specifically targeted programs that foster student engagement and youth development and equip Black males with leadership and social skills, as well as, provide them with varied opportunities for mentorship and learning. It would be wise to invest in Black male student programs that have been scientifically proven to successfully contribute to the graduation and retention of Black male students in Indiana.

Community Action: Student support programs should increase their outreach and awareness among Black males in elementary and middle school. The community must have more of a presence at the Twenty-first Century Scholars Day of Awareness. The community should promote and market the program by coordinating with faith based and community organizations that serve Black males. The Twenty-first Century Scholars program should increase college readiness support to scholars on the secondary level to decrease the gap in program support they receive from primary and secondary to post-secondary institutions.

Recommendation: School corporations should consider forming a customized orientation or bridge program specifically targeted to Black males. This includes learning communities and orientations at secondary and post secondary institutions. School corporations, parents, and community organizations should consider forming an orientation and mentoring program for Black males both in and out of school that fosters increases in student development, parental involvement in the school, and more intense parental orientation both on the secondary and post secondary education levels. School systems should also provide data and information on after school and early career programs to further examine how effective the programs are at increasing the five focus areas this report focuses on.

Professional development of faculty and staff will help in evaluating data and highlighting external factors and internal administrative processes that lead to disproportionately higher numbers of Black male students receiving suspension and expulsion, and low graduation rates. Key stakeholders should also collaborate with community and state agencies to attract Black males to the teaching profession. As part of a comprehensive educator quality effort, they should also increase the cultural competency and sensitivity skills among current administrators and teachers. Indiana must address the needs of low income secondary and post secondary education students in order to increase their access and graduation rates from high school as well as colleges and universities.

State colleges and universities should focus on educator effectiveness, which includes coursework designed to improve teaching skills, multicultural education, and cultural competency and sensitivity among teachers entering the workforce. Transition to Teaching and the Rules for Educator Preparation and Accountability (REPA) program can be leveraged further to help create alternative certification programs for Black males in an effort to encourage them to enter into teaching careers.

Parents must be encouraged to be involved in their child's, especially Black males, education. This involvement should be a prerequisite for receiving aid to dependent children, as well as tax credits for businesses that develop family academic support programs.

Employment

The Issue: There are disproportionate unemployment rates for Black males which are in part due to the lack education and employment opportunities being made available for those without a high school diploma, with prior convictions, or without experience in a skilled trade. For Black males, high unemployment rates encourage instances of income generation through criminal or illegal activities. Young Black males are the hardest hit as unemployment among the group climbing from 17.1% in 2009 to 18.9% in 2010 (Bureau of Labor Statics, 2010). Access to educational and vocational training opportunities for Black males has been limited. There is a lack of apprenticeship programs for Black males to obtain hands-on experience in interested career fields which has seriously affected their ability to secure and sustain employment.

Facts:

- According to the Indiana Department of Workforce Development (IDWD,) the average income of Black males age 16 and older was \$25,866 per year; just \$76 above the poverty level for a family of 5 at \$25,790.⁷
- The annual average unemployment rate has increased in 2010; however Blacks have the second highest unemployment rate at 19.8%, with Whites being higher⁸
- Black males have low employment rates at 90,000 compared to 1.4 million males overall, and continue to have high unemployment rates at 21,000.⁹
- The employment to civilian non-institutional population ratio of Black males is at 51.8% compared to 63.3% of White males.¹⁰
- The gap in unemployment rates between White males and Black males stand at 8.1%
- According to IDWD Black males are underemployed, hold many positions in factory work; have low numbers in construction and maintenance occupations; and are virtually non-existent in management and professional positions.

Indiana State Annual Unemployment Rates by Race 2009-2010 Comparison by Race

	Males Only	
	2009	2010
Annual Average	11.8	11.4
Total Unemployment	21.8	18.9
Blacks	11.1	10.8
Whites	20.2	16.5
Hispanics		

SOURCE: Annual average estimates from CPS Survey Data, 2010

Employment Population Ratios and Annual Average Employment Rates for Men in Indiana, 2010

	Employment to Pop. Ratio	2010 Annual Average Unemployment
Total Men	62.1%	11.4%
Black	51.8%	18.9%
White	63.3%	10.8%
Hispanic	70.7%	16.5%

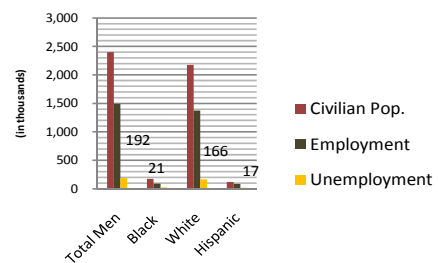
SOURCE: Annual average estimates from CPS Survey Data, 2010

Civilian Non-Institutional Population by Race and Gender (Males Only) 2010 Annual Averages in Indiana (in thousands)

	Total Men	Black	White	Hispanic
Civilian Non-Inst. Population	2,401	174	2,172	120
Employment	1,491	90	1,374	85
Unemployment	192	21	166	17
Employment to Population Ratio	62.1%	51.8%	63.3%	70.7%

SOURCE: Annual average estimates from CPS Survey Data, 2010

Employment Status of Civilian Non-Institutional Population by Race (Men Only) 2009-2010 Annual Averages in Indiana



SOURCE: Annual average estimates from the CPS Survey 2010

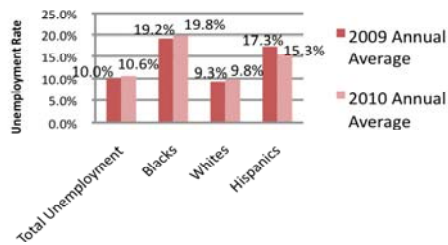
⁷ Statistical data and information in this section was obtained from the Indiana Department of Workforce Development unless otherwise indicated.

⁸ Information obtained from the Civilian Population 2009-2010 Survey (CPS).

⁹ CPS 2009-2010 Annual average estimates from survey, which may not match benchmarked published data from IDWD.

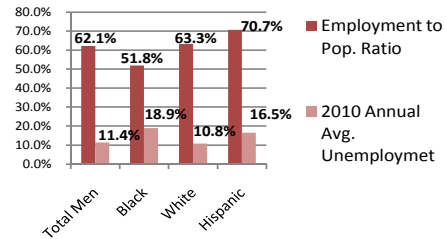
¹⁰ The US Census Bureau defines the civilian non-institutional population as excluding persons living in institutions such as mental hospitals, jails, prisons, juvenile correction facilities and nursing homes.

Indiana State Annual Unemployment Rates by Race
2009-2010



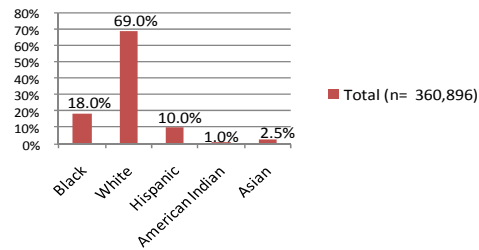
SOURCE: CPS Survey Data, 2010

Employment to Population Ratios and Annual Average Unemployment Rates for Men in Indiana, 2010



SOURCE: Annual average estimates from the CPS 2010 Survey

Indiana Males Living Below the Poverty Level
CY 2010



SOURCE: American Community Survey, 2005-2009; US Census 2010?

Community Action: Employer involvement should take place in the schools to develop strong employer/education collaboration partnership. The Commission recommends company employers work directly with school districts to create programs that provide Black males with advanced field training and develop life-long learning. This will provide companies with direct access to qualified employees and structured opportunities to train students on company processes.

Commission Action: Commission will work directly with employers to create employment programs specifically targeted to increase the employment rates of Black males in Indiana.

Recommendation: The Indiana General Assembly should consider proposing legislation that enhances vocational resources for Black male middle and high school students and incorporates pre-employment and/or “job ready” skills into public high school curriculum, i.e., resume writing, interview techniques, and communication. The Indiana General Assembly should consider a bill that requires IDWD to provide the group with current and disaggregated data regarding the employment, unemployment, underemployment and participation of Black males in job training and placement programs.

Businesses, corporations and executives should diversify their succession management training programs in an effort to increase the number of Black males in leadership and professional management positions.

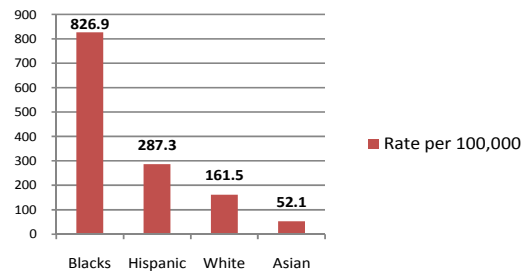
Health

The Issue: Black males have the highest mortality rates and continue to die at higher rates from preventable diseases like cancer and HIV/AIDS. The health problems of Black males are preventable and best solved by avoiding them through prevention. There is a need to develop healthier lifestyles and diets for Black males. Black males' health are within their control; however, they must reduce unhealthy risks, incorporate health prevention, watch their diet, and exercise. Black males must engage in health screenings and take care of themselves so as not to manage their health by emergency or in crisis mode to close the life expectancy gap.¹¹

Facts:

- Medicaid is a federally funded health care plan for low-income residents in Indiana; however fewer Black males (74,055) enrolled for Medicaid than their White counterparts (218,716).¹²
- Despite the decline in death from all causes, Black males had the highest age-adjusted death rates of any population from 2003-2007 at 995.1 to 1,173.2 deaths per 100,000.¹³
- In 2007, approximately 2,179 Black males died. Black males have higher mortality rates than White males for all the leading causes of death.¹⁴
- By the end of 2008, nearly 9,282 Indiana residents were living with HIV/AIDS with prevalent rates highest among males of all racial and ethnic populations.
- From 2005 to 2008, Black males (791.2 to 826.9 per 100,000) had the highest rates of HIV/AIDS among the total male population.¹⁵

Prevalence Rate of HIV/AIDS by Race Males in Indiana, 2009



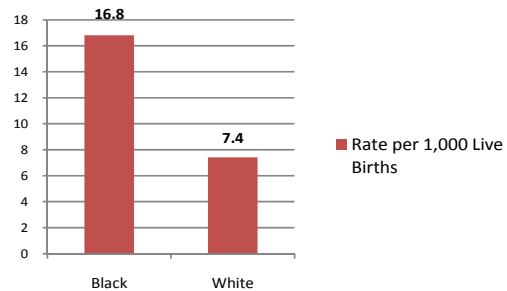
SOURCE: Indiana State Department of Health, Office of Minority Health, July 2010 Original data obtained from the ISDH, Epidemiology Resource Center, Data Analysis Team

Mortality Data for All Causes of Death for Black and White Male Indiana Residents 2003-2007

	Black		White	
	Deaths	Age-Adjusted Death Rate (per 100,00)	Deaths	Age-Adjusted Death Rate (per 100,000)
2003	2,392	1,452.91	24,604	1,056.50
2004	2,249	1,315.22	23,958	1,004.94
2005	2,319	1,332.12	24,571	1,010.87
2006	2,390	1,348.44	24,840	1,007.34
2007	2,179	1,196.67	24,085	960.82

SOURCE: Indiana State Department of Health, Office of Minority Health, July 2010 Original data obtained from the ISDH, Epidemiology Resource Center, Data Analysis Team

Indiana State Infant Mortality Rates by Race in Indiana, 2007



SOURCE: Indiana State Department of Health, Office of Minority Health, July 2007 Original data obtained from the ISDH, Epidemiology Resource Center, Data Analysis Team

¹¹ It is important to note the information contained in this section of the Annual Report is based on 2003-2007 mortality and 2008-2009 Behavioral Risk Factor Surveillance Survey (BRFSS) data. The most current year available for mortality data at the time of publication is 2007 and the most current year available for the BRFSS data is 2009.

¹² Statistical data and information obtained from the Indiana Family and Social Services Administration (IFSSA) 2010.

¹³ Statistical data and information in this section was obtained from the Indiana State Department of Health (ISDH) in 2010 including 2003-2007 data unless otherwise indicated.

**Causes of Death Among Black Males in Indiana
2007**

Rank	Cause of Death	Number	Age-Adjusted Rate per 100,00
#1	Heart Disease	552	321.40
#2	Cancer	468	281.13
#3	Homicide	152	51.73
#4	Accidents	114	46.51
#5	Stroke	112	67.87
#6	Diabetes	89	54.39
#7	Chronic lower respiratory diseases	64	43.31
#8	Kidney diseases	58	35.78
#9	Certain conditions originating in pre-natal period	57	14.67
#10	Blood infection (septicemia)	43	23.44

SOURCE: Indiana State Department of Health, Office of Minority Health, July 2010 Original data obtained from the ISDH, Epidemiology Resource Center, Data Analysis Team

Community Action: State and local health agencies, along with public and private health systems should increase the distribution of information on TANF, Medicaid, and Food Stamp programs to address the lack of awareness and access among Black males. Neighborhood groups, community organizations and churches should provide informational forums, health literacy fairs and more resources to their respective communities. They should partner with hospitals and health programs to increase a greater participation in health fairs targeted to Black males. Improving the number of Black males that seek preventable health maintenance on a regular basis can be accomplished by increasing the awareness and enrollment of more Black males in health care plans, like Medicaid. Health care organizations should help host community forums that educate Black males on the importance of staying healthy, seeking out, and participating in preventable health maintenance tests and procedures. Black males should take more initiative toward engaging in healthier lifestyles that include eating healthier and receiving regular check-ups.

Commission Action: Commission will partner with hospital and health organizations to host community forums and conferences that focus on Black male health to increase awareness surrounding health issues and risk factors as well as available resources.

¹⁴ Statistical data and information obtained from the Indiana State Department of Health (ISDH) 2007 Mortality Rates.

¹⁵ Indiana State Department of Health, Office of Minority Health (ISDMH), 2010; other data obtained from the ISDH, 2005, 2007; Epidemiology Resource Center, Data Analysis Team 2010

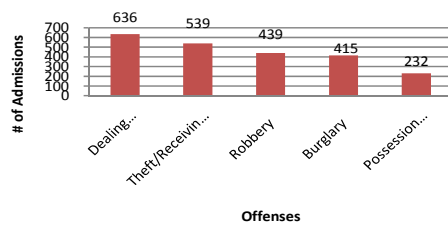
Criminal Justice

The Issue: There continues to be a large admission of Black males into the criminal justice system for crimes that are associated with low social economic statuses, education and employment rates. The recidivism, sentencing, and incarceration rates of Black males continue to remain high. It is likely that some of the other five focus areas are contributing factors as to why state corrections is so disproportionately impacted by Black Males. These five focus areas (**social factors, education, employment, health, and criminal justice**) are also some of the same factors as to why those Black males who are being released, recidivate at such high rates. The information contained in this report only provides the end result of the criminal justice system as it focuses on state corrections. This means that by this point if there is a disparity in state corrections data as it relates to Black males, it involves a criminal justice system which has initiated similar disparities to the data contained in this report.

Facts:

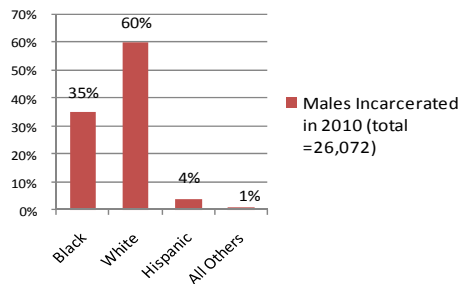
- More White males are arrested than Blacks; however, Black males experience higher recidivism rates and longer sentencing rates.¹⁶
- Young Black males experience similar rates of incarceration and sentencing as their adult counterparts.
- The top five offenses for Black males remained the same since 2009. A large number of admissions appear to center around substance abuse issues.
- 66.3% of incarcerated Black males reported to have literacy level of someone with a GED or High School diploma while 24% refused testing.
- Of the total male population (26,072), 13.18% or 3437 offenders have mental health designations. Black males make up 3.71% or 966 of this total.
- Adult male mental health admissions for 2010 to IDOC are high at 11.43% or 15,014 Black males admitted with mental health issues is significantly low at 3.88% or 583 (IDOC, 2010).
- Six of Indiana's 92 counties account for more than 70% of all incarcerated Black males.

**Top 5 Offenses for Adult Black Males Based on Most Serious Offences at Time of Admission
CY 2010**



SOURCE: IDOC 2010

**Snapshot Male Population who were Incarcerated at IDOC in 2010
Disaggregated by Race**



SOURCE: IDOC, 2010

**Admissions to IDOC by Race and Gender
CY 2010**

Race	Male	Total
American Indian	7	10
Asian	19	21
Black	4,234	4767
Hispanic	640	68
Multiracial	9	24
Pacific Islander	1	2
Unknown	197	224
White	7,869	9,700
Total	12,976	15,429

SOURCE: IDOC 2010

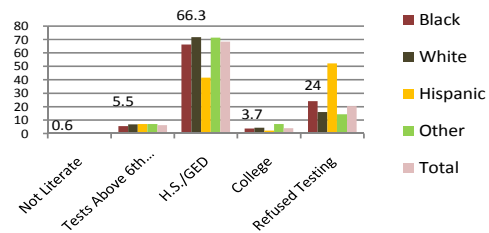
¹⁶ Statistical data and information for this section was obtained from the Indiana Department of Corrections (IDOC) in 2010 unless otherwise indicated.

**Total Criminal Cases Disposed by Guilty Plea/Admission
CY 2010**

	Total	Disposed	Percentage
Class C	9,052	7,134	79%
Class D	51,157	37,673	74%
Total	60,209	44,807	74%

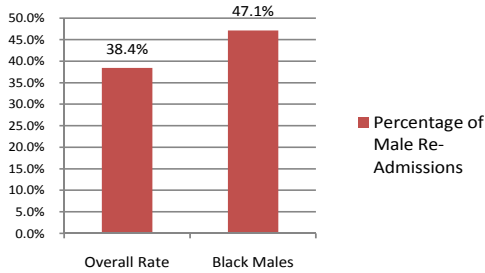
SOURCE: IDOC 2010

**Adult Male Admissions to IDOC Literacy Levels
CY2010**



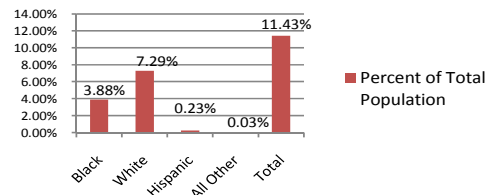
SOURCE: IDOC 2010

IDOC 2010 Recidivism Rate for Black Males



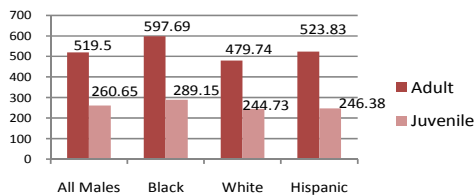
SOURCE: IDOC 2010

**Adult Male Mental Health Admissions to IDOC
CY 2010**



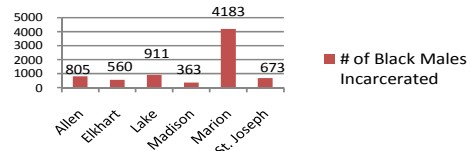
SOURCE: IDOC 2010

**Average Length of Stay-2010 Adult and Juvenile Male Releases
from IDOC (In Total Days)**



SOURCE: IDOC 2010

**Top Six Indiana Counties with the Highest Black Male
Incarceration Rates
CY 2010**



SOURCE: IDOC 2010

Community Action: Indiana Criminal Code should be reviewed to reflect strides towards making systemic change in sentencing practices and procedures to ensure equal sentencing. The Commission, community organizations, churches, and businesses should work in conjunction with organizations to increase awareness about sentencing equities. The Commission will collaborate with stakeholders to build a consensus amongst lawmakers and help work toward a solution that leads to equal sentencing in the criminal justice system regardless of race.

Recommendation: As a Commission our focal point is to improve the other four focus areas and reduce the disparities upon those entering into the criminal justice system so that there is an overall reduction on Black males who enter into state corrections. A much more in-depth study is needed to analyze the entry into the criminal justice system. In order for this type of analysis to be complete one has to begin at arrest, through the prosecution phase, sentencing and conviction phase. For instance, could a reason for disproportionate Black male arrests be because of racial profiling or is it because there is an increased concentration of officers

in a particular area as a result of some recent event? Do certain prosecutors or judges tend to approve lighter plea agreements for White males as compared to similarly situated Black males arrested for the same offense with a similar criminal history? A more overall comprehensive analysis has to be made and collected at the point of entry.

The Indiana General Assembly is encouraged to require all points of contact in the criminal justice system to disaggregate their data by race and gender; specifically data that involves arrests, plea agreements, diversion programs and any other alternative sentencing and conviction methods. A unified reporting mechanism should be created which reports disaggregated data from arrest through conviction and from incarceration to release to the community from prison. If data collected from the first legislative action item warrants, equal justice initiatives needs to be enacted to ensure equal time is served for the same crime regardless of race or age.

Indiana Commission on the Social Status of Black Males

2010 Board of Commissioners

Kenneth Allen
kaffeinc@hotmail.com
Appointed by: Speaker Bosma

Superintendent Tony Bennett
IN Dept. of Education
tbennett@doe.in.gov

Rep. Tim Brown, M.D.
District 041
H41@in.gov

Mike Carr, Interim Director
Division of Family Resources
Michael.Carr@fssa.in.gov

Gina Eckart, Director
Division of Mental Health
Gina.Eckart@fssa.in.gov

Gregory Larkin, MD, Commissioner
IN Dept. of Health
gnlarkin@isdh.in.gov

Bruce Lemmon, Commissioner
IN Dept. of Correction
BLemmon@idoc.in.gov

Mindy Lewis
lewmcfamilyfdtn@yahoo.com
Appointed by: Speaker Bosma

Robert L. Marshall Jr.
rob.marshall.jr@gmail.com
Appointed by: Senator Long

Elijah Neal Jr.
elijahnealjr@comcast.net
Appointed by: Senator Long

Sen. Scott Schneider
District 030
s30@iga.in.gov

Lt. Governor Rebecca Skillman
Lt. Governor's Office
www.in.gov/lg/2935.htm

Jamal Smith, Director
IN Civil Rights Commission
jasmith1@icrc.in.gov

Rev. Joe Smith
joeandphyllis@verizon.net
Appointed by: Senator Long

Rep. Vernon G. Smith
District 014
h14@in.gov

Sen. Greg Taylor
District 33
s33@iga.in.gov

Wayne Wellington
wellingw@ips.k12.in.us
Appointed by: Speaker Bosma

Rob Wynkoop, Commissioner
IN Dept. of Administration
rwynkoop@idoa.in.gov

Glossary

Social Factors

Temporary Assistance to Needy Families or TANF: is a welfare program that provides limited income support and access to Medicaid for low income adults with children.

Medicaid: is a program that offers health insurance to certain low-income families, individuals with disabilities, and elderly individuals with limited financial resources. Medicaid is jointly funded by the federal and state government. Medicaid programs vary from state to state though there are some services that are required by the federal government. Optional services can be offered by each state.

Supplemental Nutrition Assistance Program or SNAP: is a federal-assistance program that provides assistance to low- and no-income people and families. Food-stamp benefits are distributed using cards, to be used to purchase any prepackaged edible foods.

Education

Retention: A retained pupil is one who is assigned to the same grade as the prior year. This does not include students who were promoted but who are repeating particular subjects.

Graduation: A high school graduate is a student who received a Regular Diploma, a Core 40 Diploma, or an Academic Honors Diploma. This does not include students who receive Certificates of Achievement or Course Completion. To earn a diploma, students must pass a Graduation Qualifying Exam, or GQE. A student who does not pass the GQE can still receive a diploma through the GQE appeals process, or with a Core 40 Waiver.

Types of Diploma

Regular diploma: meets the minimum standards required for graduation.

Core 40: diploma reflects 40 credits of basic college prep courses. Most colleges expect incoming students to have completed the Core 40.

Academic Honors: requires additional credits and a higher grade point average. This is the most prestigious diploma.

Core 40 Waiver: A student who does not pass the GQE may be eligible for a diploma with a Core 40 Waiver. The waiver requires a grade of at least “C” in all required and directed elective courses.

[IDOE, 2010]

What constitutes an in-school suspension?

An in-school suspension occurs when a student is removed from an assigned class or activity to another setting for any length of time, in order to maintain an orderly and effective educational system. During this removal to another setting, activities that occur during the suspension must meet the definition of “instructional time,” pursuant to IC 20-30-2-1. Instructional time is time in which students are participating in an approved course, curriculum, or educationally related activity under the direction of a teacher. The suspension should be counted as an in-school suspension and the student should be counted in attendance.

What constitutes an out-of-school suspension?

An out-of-school suspension occurs when instruction is not provided to a student or when instruction in the general education curriculum does NOT meet the definition of “instructional time,” pursuant to IC-20-30-2-1, during a student’s removal to another setting (even if that setting is located within the school building or corporation). Even if the student is still located in a school corporation building, but the school or corporation determines that the suspension did not meet the definition of instructional time, the suspension is an out-of-school suspension and the student should not be counted in attendance.

What is the difference between a detention and suspension?

A detention is when a student experiences a disciplinary action at a time other than during instructional time (e.g., before school, after school, and weekends) in order to maintain an orderly and effective educational

system whereas a suspension (either in-school or out-of-school) occurs during the regular school day. Because detentions do not occur during instructional time, they are not counted in reports to the state.

Expulsion IC 20-33-8-3: A disciplinary or other action whereby a student:

(1) is separated from school attendance for a period exceeding ten (10) school days; (2) is separated from school attendance for the balance of the current semester or current year unless a student is permitted to complete required examinations in order to receive credit for courses taken in the current semester or current year; or (3) is separated from school attendance for the period prescribed; which may include an assignment to attend an alternative school, an alternative educational program, or a homebound educational program.

Underachievement: To perform worse or achieve less success than expected.

Employment

Civilian Non-institutional Population: excludes persons residing in institutions like prisons, jails, juvenile correction facilities, nursing homes, and mental hospitals.

Underemployment: occurs when a worker is employed, but not in the capacity they desire whether in terms of compensation, skill level, hours and experience.

Health

Acquired Immune Deficiency Syndrome (AIDS): is an infectious disease caused by HIV.

According to the CDC, AIDS is stage 3 HIV infection (AIDS), based on the 2008 CDC case definition.

Human Immunodeficiency Virus (HIV): is a laboratory confirmed case of virus infection, regardless of the stage of disease at diagnosis (e.g., if they have progressed to AIDS)

<http://www.cdc.gov/hiv/topics/surveillance/basic.htm#def>

Death or Mortality Rate: is a measure of the frequency of occurrence of death among a defined population during a specified time interval. The mortality rate is calculated by dividing the number of deaths per year by the population. It is usually expressed as the number of deaths per 100,000 population. The rate may refer to deaths in a specific group or to deaths from a specific cause, or to all deaths in the entire population. The rate may be adjusted for the age composition of the group (see "Age-adjusted Rate," below) or it may be the observed (or "crude") rate.

Age-adjusted Death Rate: is a good way to compare death rates between counties, states and the U.S. The Indiana State Department of Health uses the direct method to age-adjust. In this method, the age-specific rates are first calculated for the various age groups (e.g. <1, 1-4, 5-14, 15-24, etc.). The age-specific rates are then weighted according to the U.S. standard million. The standard million is the proportion of the total U.S. population for the same age groups used to determine the age-specific death rates. The year 2000 standard million is used for calculating rates in the Indiana State Department of Health's mortality reports for 1999 forward.

Behavioral Risk Factor Surveillance Survey (BRFSS): is an annual random digit-dial telephone survey of adults aged 18 years and older. The survey is conducted through a cooperative agreement with the Centers for Disease Control and Prevention (CDC). All 50 states and the District of Columbia participate. The BRFSS relies on self-reported data. This type of survey has certain limitations that should be understood when interpreting the data. Many times, respondents have the tendency to underreport behaviors that may be considered socially unacceptable (e.g., smoking, heavy alcohol use). Conversely, respondents may over report behaviors that are desirable (e.g., physical activity, nutrition).

Incidence Rate: is the number of new cases of disease in a given (exposed) population in a given time.

Rate: is a measure of the frequency of an event per population unit.

Statistically Insignificant or Unstable Rate: The Epidemiology Resource Center (ERC) at the Indiana State Department of Health follows the "Rule of Twenty" when producing and examining rates. There should be at least twenty events in the numerator in order to produce a stable rate. While the ERC uses the rule for vital statistics events, it is also recommended for calculating rates for other areas of interest, such as traffic accidents or playground injuries. In order to protect personal privacy, and to prevent revealing information that may identify specific individuals, small data values are not available in some circumstances. Incidence counts and corresponding rates and other measures are not revealed when the count falls below a ratio of the representative demographic population.

When the numerator is less than 20, the rate is unstable, meaning that a small change in the numerator can lead to a large change in the rate from one year to the next. Unstable rates do not lend themselves to being used to make decisions.

Criminal Justice

Recidivism: Definition by the Indiana Department of Correction is based off of a three year release. Those individuals who have returned to the IDOC from a violation or new criminal felony within three years counts against the recidivism rate, while those who never return or return to state incarceration after three years are not counted against IDOC's recidivism rate.