

INDIANA
COMMISSION
SOCIAL STATUS
OF BLACK MALES



Strategic Plan

Fiscal Years 2015-18

July 1, 2014 – June 30, 2018



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The Indiana Commission on the Social Status of Black Males

The Indiana Commission on the Social Status of Black Males continues to address the challenges confronting black males while trying to aid in decreasing the problems they face in the areas of Criminal Justice, Education, Employment, Health, and Social Factors. The ICSSBM has been in partnership with elected officials, community leaders, policy makers and the faith based community to serve black males and resolve issues in these five focus areas. The Indiana Commission on the Social Status of Black Males has produced and provided to Indiana residents publications, hosted State Conferences and facilitated National Conferences and engaged with local commission and grassroots organizations on targeted initiatives. The Commission seeks out opportunities to partner and enhance existing programs in communities that are working and making a difference for black males.



Black male involvement as fathers, uncles, grandfathers, nurturers, disciplinarians, teachers, coaches, and mentors has been and is critically important to the healthy development and maturation of children. The absence of fathers in the African-American community has severely increased life risks faced by their children. In the future, the ICSSBM will focus energy, time, and resources on preventative measures to prepare young black males to become strong men. They must be prepared to one day pass on their torches by shaping future generations to build strong character among Black males.

The Indiana Commission on the Social Status of Black Males is committed to helping to build strong black men. In the five focus areas, the Commission's mission is to develop strategies and remedies to counter the negative statistics and make recommendations to improve the quality of life for black males. Black males must need to understand that they have been endowed to be men of mission and leadership within the family and community. Now is the time for the Commission to accept the charge and train up the next generation of black males to experience health, prosperity, liberty and the pursuit of happiness.

Mission Statement

The mission of the Indiana Commission on the Social Status of Black Males is to study the social conditions and status of the state's black male population. The Commission is to develop strategies to remedy or assist in remedying serious adversities and make appropriate recommendations to improve the educational, social, economic, employment, health and other material conditions and circumstances for Indiana black males. The Commission may 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.

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Executive Summary

Through a bipartisan effort, the Indiana Commission on the Social Status of Black Males (ICSSBM) was formally established by Public Law 143-1993 to study and recommend legislative remedies to address the critical social problems facing the black male population in Indiana. Since its inception in 1993, ICSSBM has been committed to helping improve the quality of life for black males throughout the state.

The ICSSBM has the statutory responsibility to focus and lead the research and efforts that will alleviate and correct the underlying conditions that affect black men and boys throughout the State of Indiana. The ICSSBM strives to build community and interagency partnerships to bring about an environment that promotes the values of learning, family, prosperity, unity, and self-worth. Commission members commit to their statewide leadership role to identify, plan, and serve as a catalyst for addressing issues, trends, and disparities that may affect black men and boys. As directed by statute, the ICSSBM systematically studies conditions affecting black men and boys, including homicide rates, arrest and incarceration rates, poverty, violence, drug abuse, death rates, disparate annual income levels, school performance in all grade levels, including postsecondary levels, and health issues. The FY 2015-18 Strategic Plan serves as a blueprint for addressing the ICSSBM's statutory mission while cultivating future change.

Each year, the ICSSBM gladly upholds the responsibility, as assigned by the Indiana Legislature, to lead vigorous investigations that seek to reveal and convey greater understanding about the current status of black men and boys; and, more importantly, the means by which Indiana lawmakers can reduce the disparities in the areas of: **Criminal Justice, Education, Employment, Health, and Social Factors.**

As a result of our growing experience with reducing disparate conditions that negatively impact black males in the State of Indiana; the Commission has decided to embark on an ambitious plan with measurable outcomes for remediating such negative conditions. This Strategic Plan will guide the ICSSBM's efforts for the next four years. The Strategic Plan outlines areas for focused efforts to change disparate conditions in Criminal Justice, Education, Employment, Health, and Social Factors in which black males fall behind. It is the hope of the ICSSBM to marshal in positive changes by encouraging black males to achieve their full potential and through partnering with government, law enforcement, the judiciary, community agencies and private business communities to bring together resources to meet our strategic goals.

Criminal Justice

Black males in Indiana are admitted into the criminal justice systems at disproportionate rates and are sentenced and imprisoned longer compared to their white male counterparts. They are sentenced and incarcerated longer than any other ethnic group. Although white males comprise fifty-seven percent (57%) of the inmate population, black males, while representing less than five percent (5%) of the total state population, represent thirty-seven percent (37%) of the incarcerated offenders (Indiana Department of Correction 2012 Annual Report).

The high rates of recidivism and incarceration among black males in Indiana may in part be due to the lack of education and employment opportunities. In an effort to assist black males the ICSSBM seeks to support and identify best practices in reentry and helping black males with

records concealment or expungement. The ICSSBM also seeks to identify programs and training to help rehabilitate black males for reintegration into society, community and their family.

Education

In Indiana, black males continue to face issues that affect their educational achievement and success. The lack of quality education affects many other facets of one's life: employment, health, criminal justice, and other communal and cultural factors like family structure. Black males in Indiana continue to have low secondary and post secondary retention and graduation rates and disproportional suspension and expulsion rates compared to their white male counterparts (Indiana Department of Education's 2012 Annual Report). Black males consistently graduate from secondary and post secondary education institutions at lower rates than the majority population in Indiana.

Employment

Throughout the country, black males continue to have very high rates of unemployment and underemployment compared to the population at large. For the purposes of this report, underemployment occurs when a worker is employed, but not in the capacity they desire or that is commensurate with their training or experience. (Indiana Department of Workforce Development's 2012 Annual Report). In an effort to assist black males, the Commission will work with employers to create programs specifically targeted to increase the employment rates of black males in Indiana. ICSSBM also plans to coordinate and partner with Work One offices and organizations hosting job fairs and employment forums.

Health

Many black males in Indiana fail to participate in any form of preventable health maintenance. In fact, black males have the highest death rate, and die of preventable diseases like heart disease and HIV/AIDS at a greater rate than any other ethnic group. (Indiana State Department of Health's 2012 Annual Report). ICSSBM believes that black males' health is within their control. However, the crisis of the African American male is further complicated by ongoing health care disparities. Early detection and intervention are necessary to address this growing trend.

Social Factors

Many social factors affect the social status of black males in Indiana. Those factors principally impact the family structure and social poverty. Marriage as identified in the 2012 American Community Survey Census Report (ACSCP), leads to better overall health outcomes and fewer instances of children living in poverty. The importance of the family structure cannot be discounted, as shifts towards cohabitation relationships have affected the social outcomes of black males in a negative way. The ACSCP denotes that black males are more likely to stay unmarried and have higher rates of divorce. These negative factors for black males impact their success on many levels.

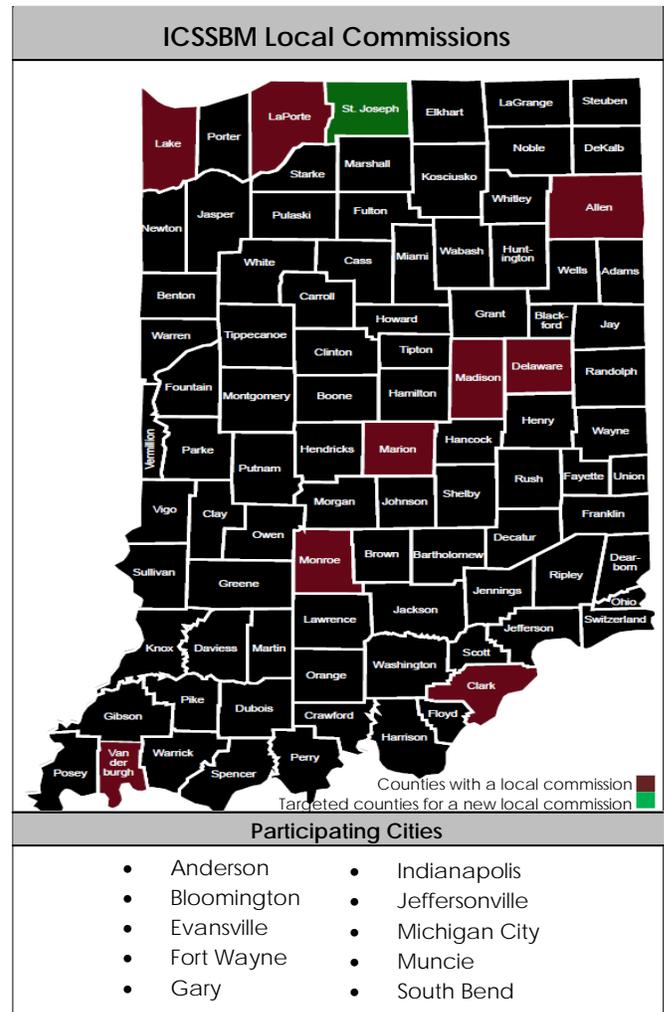
FY 2015-18 Strategic Objectives

Strategic Objective #1: Encourage the development of local commissions.

The Indiana Commission on the Social Status of Black Males (ICSSBM) understands that in order to meet the mission, objectives and initiatives set forth in this plan their must be strong local support. Which is why having a local presence in targeted communities throughout the state is imperative. To gain this presence, ICSSBM has encouraged municipalities to establish a local ICSSBM commission.

To help assist local municipalities in the process of establishing a local commission, ICSSBM has developed a comprehensive set of guidelines and instructions. This guidance outlines the steps needed in order for the local municipality to develop an ICSSBM local commission.

The ICSSBM has successfully encouraged 9 Indiana cities to establish a local commission and is looking to make South Bend, Indiana their 10th city. The degree to which these local commissions are involved and engaged in the initiatives and programs set forth by the ICSSBM varies dramatically. Which is why in FY 2015-18, ICSSBM will focus not only on the development of new commission, but to enhance the work and capacity of current commissions.



The 10 counties which have or will have an ICSSBM local commission are home to 43.3% of Indiana's total population (2,844,931). **These counties also account for 83.7% of Indiana's African American population** – including all five counties where African Americans account for 10% or more of the total population (Allen, Lake, LaPorte, Marion and St. Joseph). (*U.S. Census Data – 2013*).

Measure #1: Number of active local commissions

The first measure of this strategic objective is to determine and assess the capacity and activity of the local ICSSBM commissions. A local commission will be considered active if they are meeting regularly and engaging in community engagement activities.

FY 2015	FY 2016	FY 2017	FY 2018
5	7	9	10

Measure #2: Number of local commissions engaged in ICSSBM's statewide initiatives

The second measure of this strategic objective is the number of local commissions engaged with ICSSBM's statewide initiatives. As stated previously, in order to truly meet the mission, objectives and initiatives laid out in this plan there has to be community support. Understanding this fact, the ICSSBM will work closely with local commissions on implementing initiatives in communities throughout the state. Interactive dialogue with these communities is necessary to determine what initiatives and programs are most needed. Working with local commissions will allow the ICSSBM to provide the appropriate information and services to these communities.

FY 2015	FY 2016	FY 2017	FY 2018
4	6	8	10

Strategic Objective #2: To address the challenges that exists in the five focus areas.

Each year, the Indiana Commission on the Social Status of Black Males (ICSSBM) gladly upholds the responsibility, as assigned by the Indiana Legislature, to lead vigorous investigations that seek to reveal and convey greater understanding about the current status of black men and boys; and, more importantly, the means by which Indiana lawmakers can reduce the disparities in the areas of: **Criminal Justice, Education, Employment, Health, and Social Factors.**

Criminal Justice

Black males in Indiana are admitted into the criminal justice systems at disproportionate rates and are sentenced and imprisoned longer compared to their white male counterparts. They are sentenced and incarcerated longer than any other ethnic group. Although white males comprise fifty-seven percent (57%) of the inmate population, black males, while representing less than five percent (5%) of the total state population, represent thirty-seven percent (37%) of the incarcerated offenders. (Indiana Department of Correction's 2012 Annual Report).

The high rates of recidivism and incarceration among black males in Indiana may in part be due to the lack of education and employment opportunities. In an effort to assist black males the ICSSBM seeks to support and identify best practices in reentry and helping black males with records concealment or expungement. The ICSSBM also seeks to identify programs and training to help rehabilitate black males for reintegration into society, community and their family.

Initiative #1: Second Chance Expungement Forums

On July 1, 2013 Indiana Code 35-38-9 went into effect allowing the sealing and expunging of certain conviction records. The law is commonly referred to as Indiana's "Second Chance Law". In order to educate and allow ex-offenders to take advantage of this new law, the ICSSBM will partner with local commissions, service providers and ministerial groups to host Second Chance Expungement Forums throughout the state. The principal purpose of the forums is to clarify the Second Chance law and the process by which to initiate a petition for expungement. Success of this initiative will be determined by the following metrics:

Measure #1: The number of forums

Throughout the state organizations are providing Second Chance Law forums to educate the public on this new law. The ICSSBM will identify and be involved with current programs as well as work with local commissions and other community organizations on the development of Second Chance Law forums in targeted communities where they don't currently exist.

FY 2015	FY 2016	FY 2017	FY 2018
3	4	5	6

Measure #2: The number of participants

Nearly one in three African American males aged 20-29 are under some form of criminal justice supervision whether imprisoned, jailed, on parole or probation. These same young people will struggle to find work because of their criminal history. Because of this widespread need, the ICSSBM will work closely with local commissions, community organizations and media, to achieve strong community participation at the Second Chance Law forums.

FY 2015	FY 2016	FY 2017	FY 2018
150	200	250	300

Measure #3: The number of Second Chance petitions initiated

The final measure that will determine the success of the Second Chance Expungement Forums Initiative is the number of petitions initiated. It is important that attorneys and legal professionals are present at the Second Chance Law forums so that they can assist ex-offenders with the petition process. Although the process of petitioning the court isn't terribly complicated, it is suggested that individuals allow an attorney to assist with the petition. Failure to complete the petition correctly could force the court not to grant the expungement request or for the individual to wait up to three years to file another petition.

FY 2015	FY 2016	FY 2017	FY 2018
50	100	150	200

Education

The educational disparities experienced by black males in the public school system across Indiana is alarming given the role that education plays in producing job skills and in the quality of life one achieves. According to data from the Indiana Department of Education (IDOE) in 2013, 77.0% of African Americans graduated high school. This is the lowest percentage of any ethnic group. Although specific data for the graduation rate of African American males in Indiana is not available, it is estimated to be close to the nationwide percentage of 60%.

Job skills, within this context, refers to the knowledge, skills, and social attributes that allow an individual to perform successfully in the workforce. In a global economy, education from early childhood and throughout life is the new currency and is inseparable from the development of the skills necessary for ensuring young black men are college and career ready by the time they graduate high school.

Initiative #1: Youth Empowerment Summits and Conferences

The ICSSBM in partnership with local commissions, Indiana Black Expo (IBE), Bloom Project, Urban Leagues, 100 Black Men and other community partners will collaborate and facilitate Youth Empowerment Summits and Conferences for young black men. The goal of these events is to enhance and encourage education, provide peer networking, share educational resources and programs such as the 21st Century Scholars Program, incorporate mentoring or more adult engagement and to motivate the youth with a dynamic positive model presenter. Success of this initiative will be determined by the following metrics:

Measure #1: The number of forums

Throughout the state organizations are hosting events and conferences for young black males. The ICSSBM will identify and be involved with current programs as well as work with local commissions and other community organizations on the development of Youth Empowerment Summits and Conferences in targeted communities where they don't currently exist.

FY 2015	FY 2016	FY 2017	FY 2018
1	2	3	4

Measure #2: The number of participants

Only about 60% of African American males will graduate high school. These same young people will struggle to find work because of they lack job skills and education. Because so many black males are at risk of not graduating high school it is imperative that these events reach as many students as possible. The ICSSBM will work closely with local commissions, community organizations and media, to achieve strong community participation.

FY 2015	FY 2016	FY 2017	FY 2018
40	80	120	160

Measure #3: The number of workshops and educational presentations

The selection of workshop presenters and topics is challenging for these events. Working with local commissions and other community organizations the ICSSBM will build programming specifically geared towards young African American males. This will ensure a high level of engagement and that the workshops and educational presentations are well received.

FY 2015	FY 2016	FY 2017	FY 2018
3	6	9	12

Initiative #2: Statewide Black Male Youth Day at the Indiana Statehouse

The Statewide Black Male Youth Day is designed to provide middle and high school students a better understanding of the workings of the three branches of government and state agencies. Ensuring that black male students have a full appreciation for the roles played by lawmakers and agency personnel is an important component to ensure full civic participation and greater appreciation for the governmental process. This event requires partnering with local commissions to identify and select black males for this opportunity. ICSSBM seeks to make sure that African American affairs and concerns are shared and presented at the state level and hopefully build a long-term investment in developing a sense of leadership and civic duty. Success of this initiative will be determined by the following metrics:

Measure #1: Number of state legislators and state agency personnel participating

To ensure black male students gain a full appreciation for the roles played by lawmakers and state agencies it is important that they hear from multiple legislators and state agency personnel. That is why the ICSSBM will work closely with the Indiana legislature and Indiana executive branch agencies on securing dynamic and engaging speakers which have a wide variety of background and personal experiences to share with students.

FY 2015	FY 2016	FY 2017	FY 2018
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3	4	5	6
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Measure #2: Number of participants

Due to the capacity at the Indiana Statehouse and Indiana Government Center complexes the maximum amount of participants at the Statewide Black Male Youth Day is 250. In addition to reaching more than 200 young people, we hope to attract students not only from Indianapolis and Marion County but throughout the state.

FY 2015	FY 2016	FY 2017	FY 2018
250	250	250	250

Employment

Throughout the country, black males continue to have very high rates of unemployment and underemployment compared to the population at large. For the purposes of this report, underemployment occurs when a worker is employed, but not in the capacity they desire or that is commensurate with their training or experience. (Indiana Department of Workforce Development’s 2012 Annual Report). In an effort to assist black males, the Commission will work with employers to create programs specifically targeted to increase the employment rates of Black males in Indiana. ICSSBM also plans to coordinate and partner with Work One offices and organizations hosting job fairs and employment forums.

Initiative #1: Job Fairs and Skill and Resume Building Workshops

The two most pressing concerns confronting black males in urban communities are the high unemployment rate and the lack of job readiness and education. To help address these concerns, the ICSSBM will work with local commissions, Ivy Tech Community Colleges, Work One Offices and other employment and training community partners across the state to develop job fairs and skill and resume building workshops to address the pressing needs affecting black males. Success of this initiative will be determined by the following metrics:

Measure #1: The number of Job Fairs

There are dozens of job fairs which occur every year throughout the State of Indiana. The ICSSBM will identify and be involved with current Job Fairs as well as work with local commissions and other community organizations on the development of Job Fairs in targeted communities where they don’t currently exist. Where the role of the ICSSBM, and partner organizations becomes crucial, is in the outreach and marketing of these events to black males.

FY 2015	FY 2016	FY 2017	FY 2018
1	2	3	4

Measure #2: The number of Skill and Resume Building Workshops

Working closely with Ivy Tech campuses, Work One offices and other groups that offer employment training throughout the state, ICSSBM will help to facilitate Skill and Resume Building Workshops for black males. As stated earlier, one of the most pressing concerns faced by black males is a lack of job readiness. Which is why these workshops are crucial in not only addressing the lack of job readiness but the high unemployment rate faced by black males.

FY 2015	FY 2016	FY 2017	FY 2018
2	4	6	8

Measure #3: The total number of people served

The ICSSBM will work closely with local commissions, community organizations and media, to achieve strong community participation in job fairs and Skill and Resume Building Workshops throughout the state. As the ICSSBM expands the number of locations and workshops there should also be an increase in the total number of people served.

FY 2015	FY 2016	FY 2017	FY 2018
150	300	500	750

Health

Many black males in Indiana fail to participate in any form of preventable health maintenance. In fact, black males have the highest death rate, and die of preventable diseases like heart disease and HIV/AIDS at a greater rate than any other ethnic group (Indiana State Department of Health’s 2012 Annual Report). ICSSBM believes that black males’ health is within their control. However, the crisis of the African American male is further complicated by ongoing health care disparities. Early detection and intervention are necessary to address this growing trend. In order to address these disparities, ICSSBM has developed the following initiatives:

Initiative #1: Indiana Black Barbershop Health Initiative (IBBHI)

The Diabetic Amputation Prevention Foundation launched The Black Barbershop Outreach Program in December 2007 to address the at-risk African American male population throughout the country for cardiovascular disease. Black-owned barbershops represent a cultural institution that regularly attracts large numbers of black men and provides an environment of trust and an avenue to disseminate health education information. Beginning in 2010, ICSSBM launched this initiative in Indiana. During the Indiana Black Barbershop Health Initiative (IBBHI), volunteers measure blood pressures and screen for diabetes. Customers with abnormal findings are referred to participating partners and community health centers for follow-up treatment. Success of this initiative will be determined by the following metrics:

Measure #1: The number of participating cities

Working closely with local commissions and other community partners, the ICSSBM will identify new cities and encourage past participating cities to host the IBBHI. When selecting a city to participate in the IBBHI, the ICSSBM will look at the number of African American males in the community, the availability of local health care volunteers and the interest by local commissions and community partners to become a host city for the initiative.

FY 2015	FY 2016	FY 2017	FY 2018
12	14	16	18

Measure #2: The number of participating barbershops

Once a host city is selected for the IBBHI, the ICSSBM with support from local commissions and other community partners identifies barbershops to participate in the initiative. The number of barbershops participating in each city varies based on the needs of the community. When

considering barbershops to participate in the IBBHI the ICSSBM looks at the interest by the shop owners to host the initiative and promote it to their patrons and community.

FY 2015	FY 2016	FY 2017	FY 2018
50	53	56	60

Measure #3: The number of people screened

During the one day IBBHI event in April, participating barbershops with support by local medical volunteers, conduct free blood pressure and blood glucose screenings. The goal of this initiative is to screen as many individuals during this day and provide follow up treatment to individuals exhibiting high blood pressure and elevated blood glucose levels.

FY 2015	FY 2016	FY 2017	FY 2018
1,000	1,150	1,325	1,500

Measure #4: The percentage of participants with high blood pressure

African American males suffer from high blood pressure and die of preventable diseases at a higher rate than any other group. The ICSSBM, through support of local commissions and community partners, hope to see a steady decrease in the amount of individuals screened that have high blood pressure and elevated blood glucose levels.

FY 2015	FY 2016	FY 2017	FY 2018
40%	35%	30%	25%

Measure #5: The percentage of participants with an elevated blood glucose level

FY 2015	FY 2016	FY 2017	FY 2018
40%	35%	30%	25%

Initiative #2: Annual Statewide HIV/AIDS Awareness Program

African Americans are the racial group most affected by HIV in the United States. To help address this epidemic, the ICSSBM with support of local commissions and community partners hosts the Annual HIV/AIDS Statewide Awareness Program at Crispus Attucks Medical Magnate High School one day each year. This event provides critical information to students on the HIV/AIDS virus. In addition to students at Crispus Attucks attending, students from other high schools are invited to attend. Success of this initiative will be determined by the following metrics:

Measure #1: The number of participants

In addition to reaching young people from Indianapolis and Marion County, the ICSSBM with support of local commissions and other community partners will seek to provide the critical information on HIV/AIDS to African American students throughout the state.

FY 2015	FY 2016	FY 2017	FY 2018
200	250	300	350

Measure #2: The average quality of program evaluation (1=poor, 5=excellent)

An important variable to the success of this event is the perception of the program by young people. This is why each participating student will be asked to complete a program evaluation. This evaluation will provide great insight into the success as well as guide the direction of the program moving forward.

FY 2015	FY 2016	FY 2017	FY 2018
4.0	4.1	4.2	4.3

Social Factors

Many social factors affect the social status of black males in Indiana. Those factors principally impact the family structure and social poverty. Marriage as identified in the 2012 American Community Survey Census Report (ACSCP), leads to better overall health outcomes and fewer instances of children living in poverty. The importance of the family structure cannot be discounted, as shifts towards cohabitation relationships have affected the social outcomes of black males in a negative way. The ACSCP denotes that black males are more likely to stay unmarried and have higher rates of divorce. These negative factors for black males impact their success on many levels. In order to address this challenge, ICSSBM has developed the following initiatives:

Initiative #1: Statewide Dad's Expo

The Statewide Dad's Expo focuses on the importance of fathers and works to increase the ability of black men to be effective parents through education and bonding opportunities. ICSSBM partners with the Indiana Dads Expo Coalition, a group of local and statewide organizations that seek to connect dads, grandfathers, uncles and mentors as family leaders, on the annual program. Attendees of the expo select from a wide variety of workshops on issues that matter to fathers and their children, such as: being involved in your child's school, social media "sexting", gang prevention, mentoring, custodial parenting and child support. Success of this initiative will be determined by the following metrics:

Measure #1: The number of workshops

To ensure dads gain a full appreciation for their role as a dad careful attention is paid to developing quality workshops. That is why the ICSSBM will continue to work closely with local commissions and other community organizations on securing dynamic and engaging speakers which have a wide variety of background and personal experiences to share with dads.

FY 2015	FY 2016	FY 2017	FY 2018
4	4	5	5

Measure #2: The number of participants

During the one day Statewide Dad's Expo in Indianapolis, participating organizations provide resources and support to not only dads but all males that play a significant role in the life of a

child. The goal of this initiative is to empower dads and encourage them to be more involved in the lives of their child. In addition to dads in Indianapolis, the ICSSBM with support of local commissions and community partners will look to engage dads from as many communities as possible from around the state to strengthen the discussion.

FY 2015	FY 2016	FY 2017	FY 2018
150	200	250	300

Measure #3: The average quality of program evaluation (1=poor, 5=excellent)

An important variable to the success of this event is the perception of the program by dads. This is why each participating student will be asked to complete a program evaluation. This evaluation will provide great insight into the success as well as guide the direction of the program moving forward.

FY 2015	FY 2016	FY 2017	FY 2018
4.0	4.1	4.2	4.3

Initiative #2: The Million Father March

The Million Father March encourages fathers to take their children to school on the first day. Last year, 800,000 fathers in over 600 cities took their children to school on the first day. The Million Father March also encourages black men to make a yearlong commitment to:

- Improve their work and life skills
- Acquire more education for themselves and become lifelong learning role models
- Support their children academically, spiritually, emotionally and financially
- Dedicate themselves to their family
- Build, clean and maintain their community

The ICSSBM, along with support from local commissions and community partners, will work to encourage as many black men in Indiana as possible to participate in the Million Father March. Success of this initiative will be determined by the following metrics:

Measure #1: The number of communities represented

Working closely with local commissions and other community partners, the ICSSBM will identify new cities and encourage past participating cities to host the Million Father March Initiative. When selecting a city to participate in the Million Father March, the ICSSBM will look at the number of African American males in the community and the interest by local commissions and community partners to become a host city for the initiative.

FY 2015	FY 2016	FY 2017	FY 2018
4	6	8	10

Measure #2: The number of participants

The ICSSBM and local commissions and other community partners will encourage black men to participate in the Million Father March. The goal is to get as many black men in Indiana as possible to participate in this initiative.

FY 2015	FY 2016	FY 2017	FY 2018
150	200	250	300

Strategic Objective #3: The establishment of an annual conference or symposium

ICSSBM, in support with local commissions and community partners, will establish an annual conference or symposium that will provide training workshops and information for black men and youth. The purpose of this event is to create positive and supportive relationships and discuss issues common amongst black males throughout Indiana. Success of this strategic objective will be determined by the following metrics:

Measure #1: The number of workshops

To ensure black male students gain a full appreciation for the roles played community leaders it is important that they hear from multiple speakers and attend several workshops. That is why the ICSSBM will work closely with local commissions and other community partners on securing dynamic and engaging speakers which have a wide variety of background and personal experiences to share with students.

FY 2015	FY 2016	FY 2017	FY 2018
N/A*	4	6	8

*FY 2015 will be spent building the subcommittee and planning for FY 2016.

Measure #2: Number of participants

Due to the capacity at the Indiana Statehouse and Indiana Government Center complexes the maximum amount of student participants at the Annual Conference is 400. In addition to reaching 400 young people by FY 2018, we hope to attract students not only from Indianapolis and Marion County but throughout the state.

FY 2015	FY 2016	FY 2017	FY 2018
N/A*	150	250	400

*FY 2015 will be spent building the subcommittee and planning for FY 2016.

Measure #3: The average quality of program evaluation (1=poor, 5=excellent)

An important variable to the success of this event is the perception of the program by young people. This is why each participating student will be asked to complete a program evaluation. This evaluation will provide great insight into the success as well as guide the direction of the program moving forward.

FY 2015	FY 2016	FY 2017	FY 2018
N/A*	4.1	4.2	4.3

*FY 2015 will be spent building the subcommittee and planning for FY 2016.

Strategic Objective #4: Dissemination of information to key stakeholders

ICSSBM is committed to helping improve the quality of life for Black males throughout the state. In addition to the strategic objectives outlined above, ICSSBM will continue to its aggressive push to garner earned media and greater opportunities to connect with a variety of parent groups, non-profit organizations, and governmental agencies at all levels through other outreach events an opportunities to engage black males in Indiana. In FY 2015-18, ICSSBM will seek to enhance its statewide presence through partnerships with the other cultural commissions, video and public service announcement and local commissions and community partners. ICSSBM will begin disseminating a quarterly newsletter, and enhance their use of social media. All of these activities will help the ICSSBM achieve the overall goal of improving the quality of life for black males and to reduce the disparate statistics that are reported annually.

Measure #1: Successful submission and release of the agency's Annual Report

In accordance with Indiana Code 4-23-31-10 the ICSSBM shall issue an annual report stating the findings, conclusions, and recommendations of the commission. The commission shall submit the report to the governor and the legislative council. The report submitted under this section to the legislative council must be in an electronic format under Indiana Code 5-14-6.

FY 2015	FY 2016	FY 2017	FY 2018
October 2015	October 2016	October 2017	October 2018

Measure #2: Successful release of the agency's Quarterly E-Newsletter

Providing regular and consistent communication to key stakeholders is necessary in order for the ICSSBM to gain greater visibility and awareness in communities throughout the state. Which is why the ICSSBM, with support from local commissions and other community partners, will disseminate a quarterly E-Newsletter. This newsletter will highlight the Commission's activity as well as provide key updates and information regarding black males in Indiana.

FY 2015	FY 2016	FY 2017	FY 2018
September 2014	September 2015	September 2016	September 2017
December 2014	December 2015	December 2016	December 2017
March 2015	March 2016	March 2017	March 2018
June 2015	June 2016	June 2017	June 2018

Conclusion

By creating this strategic plan, the ICSSBM has shown its recognition that a systematic yet innovative approach is needed to address the challenges faced by black males in the State of Indiana. The challenge will be to keep the momentum going to ensure continuous improvement. Continual review and revision of strategic planning documents, including the mission and vision statements, is a vital component of the strategic planning process. Policy makers and planners need to continue the dialogue begun with service providers and stakeholders, in order to ensure that their needs and concerns are being addressed. In addition, as new programs and initiatives are implemented in response to this initial planning process, new weaknesses and threats will develop. This is especially true of addressing the challenges of black males, which evolves and changes at an especially rapid pace.

This plan aims to be comprehensive, addressing both practical needs at the local level, and policy and planning needed at the state level. As a result, the list of initiatives is extensive and complex. It is essential that the leadership commitment exhibited to date continue, and that commissioners provide the support and guidance necessary to bring this plan to fruition.

This plan should be viewed as the first step in a long-term process. The development of a formal system to allow for systematic, periodic review of the plan and the collection of customer feedback, is necessary to ensure continued effective and responsible management of the ICSSBM. Such an ongoing commitment will provide the black males in Indiana the best service possible.



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