YOUR LIFE MATTERS

REPORT TO THE MAYOR FROM THE YLM TASKFORCE

NOVEMBER 2014
Background
Background:
- 1st quarter 2014: Meetings with community leaders
- April, 2014: Appointment of Tanya Bell & Jamal Smith as co-chairs of Task Force
- June, 2014: Announcement of full bi-partisan task force

Task Force Assignment:
- Research and review programs and policies in Indianapolis and other cities that break down barriers to success for young Black men and boys
- Provide recommendations on programmatic and policy changes

Methodology and Process:
- Collection and review of data to understand challenge
- Consultation with experts, service providers, nonprofits and others
- Research of evidence-based models and programs
- Survey of organizations (via meetings and survey data instrument) in Indianapolis to understand gaps in service and program needs
- Review of several reports, including the Community Crime Prevention Task Force Report
Early Childhood Education Collaborative Community Effort

Focus of Task Force Review: The review was focused on programs that directly target disconnected Black men between the ages of 12-24 who are:

- Not enrolled in school;
- Academically struggling and at risk for dropping out of school or not graduating;
- Middle or high school students or adults whose reading skills are below grade level;
- On probation, parole, alternative-to-placement program, court-involved, recently discharged from jail or housed in jail;
- Receiving mental health treatment;
- At risk of placement into foster care; or
- Unemployed.
Task Force Members:

- Tanya Bell, President and CEO, Indiana Black Expo, Inc.
- Jamal Smith, Executive Director, Indiana Civil Rights Commission
- Michelle McKeown, General Counsel, Indiana Charter School Board
- Greg Taylor, Senator, State of Indiana
- Michael Huber, President, Indy Chamber
- Pastor James Jackson, Lead Pastor, Fervent Prayer Church
- Ontay Johnson, Executive Director, 100 Black Men of Indianapolis
- Darcey Palmer-Shultz, CEO, Big Brothers Big Sisters of Central Indiana
- Judge Marilyn Moores, Judge, Marion Superior Court Juvenile Division
- Steve Quick, President, AFSCME (Local 725)
- Frankye E. Johnson-Shelby, Administrator, Social Work, Marion County Health Department; President, Black Social Workers. Central Indiana Chapter
- Jimmy Brown, President and CEO, HealthNet, Inc.
- Patricia Roe, Senior Program Officer, USA Funds
- Martha Lamkin, Retired President and CEO, Lumina Foundation
- Steve Jefferson, Crimebeat Reporter, WTHR – Channel 13
- Rafael Sanchez, Consumer Reporter and Investigator, WRTV, Channel 6
Task Force Subcommittee members (see Appendix A in the full report)

**Sector Subcommittees:**
- Education
- Justice & Re-Entry
- Employment
- Health
- Mentoring

**Resources Subcommittee:**
- Led by Martha Lamkin and Pat Roe
- Comprised of community leaders, philanthropists, and education specialists
- Assessed programs based on infrastructure, funding, and measured outcomes
- Met with program directors
Media Professionals:

- Identification of ways the news media can cover more positive stories of Black men and boys to combat negative public perceptions.

The Challenge:

- In virtually every arena that counts – poverty, employment, education, criminal justice, access to health care, and exposure to violence – young Black men and boys come out worse in Indianapolis.
  - 40% of Black children in Indianapolis live in poverty
  - 60% of Black children live in single-parent households
  - Unemployment rate for Black youth 16-19 in Marion County is triple the average youth unemployment rate for the state of Indiana
  - Black youth are 30% less likely to have a mentor than their white counterparts
  - 40% of 601 children currently on the waiting list to receive a mentor through Big Brothers Big Sisters are Black boys
The Challenge:

- In virtually every arena that counts – poverty, employment, education, criminal justice, access to health care, and exposure to violence – young Black men and boys come out worse in Indianapolis.
  - Black students in Indiana are overrepresented in special education and underrepresented in gifted and talented programs.
  - Greater percentage of Black students are receiving general diplomas rather than Core 40 – equates to less rigorous courses
  - Black students are disproportionately in need of remediation upon entrance to college (55% compared to 35% of white counterparts)
  - A young Black boy has a 1 in 3 chance of going to prison in his lifetime compared to a 1 in 17 chance for his white male counterpart
  - In 2013, out of 125 murders, Black males made up 66% of victims and 64% of murder suspects. Black males make up less than 2% of population in Marion County.
Resources Subcommittee:

- **Primary Gaps Identified:**
  - Once Black males are disengaged from school (dropped out, suspended or expelled), there are limited ways of identifying and reaching this population (particularly ages 14-17).
  - Many effective programs exist, but they need to be scaled up to reach a larger population.
  - Access and knowledge of programs is a hurdle.
  - Metrics and evaluation of outcomes is a gap in program design, reporting, and stakeholder support.
  - Several program model approaches were considered that aligned services for disconnected young Black men and boys.
Resources Subcommittee:

- **Recommendations:**
  - It is critical to emphasize the importance of programs, initiatives, and policies that enforce engagement and retention of young Black boys in the Pre-K – 12 education system.
  - Prioritize funding for programs that meet multiple needs of the targeted group. Examples of programs that provide “comprehensive” services to “disconnected” Black males:
    - YouthBuild Indy
    - Fathers & Families Center
    - Reach for Youth, Inc.
    - Prescription for Hope
  - Encourage funders to fund programs that are rich in data and that have measurable outcomes.
  - Involve youth in the planning and implementation of programs.
  - Encourage funders to provide organizational capacity to track and evaluate program data.
Discipline should help foster learning.

Education

Justice & Re-Entry

Employment

Health

Mentoring
Research and Findings:

- Racially Disparate School Discipline/OCR Report
- Due Process Rights for Suspensions & Expulsions in Indiana
- School Discipline Data for Marion County
- Required Report by Schools to Indiana Department of Education (IDOE) on Suspensions & Expulsions
- Common Reasons for Out of School Suspensions in Marion County:
  - “Other”: 27%
  - Defiance: 22%
  - Fighting: 17%
  - Verbal aggression: 11%
  - Attendance: 7%
- Suspensions & Expulsions in Special Education
- Negative Effects of Exclusionary Discipline
Recommendations:

- Emphasize and support early childhood education.
- Modify IC 20-33-8-12 to specify that all public schools, including charter schools, must have a written discipline policy that addresses Positive Behavioral Intervention Support and Restorative Justice to minimize the number of discipline practices.
- Require additional information to be provided when the term “other” is used by schools completing the state report for suspensions and expulsions.
- Prohibit out of school suspensions for attendance problems.
- Modify the current APR requirement in IC 20-20-8-8 to include disaggregation of academic performance and discipline data as well as special education proceedings where a school has been found to have committed a due process violation.
- Require the collection and reporting of data for the number of requests for police dispatch and arrests.
- Provide statutory right to alternative education for expelled students.
- Ensure access to rigorous instruction in alternative schools.
Re-Entry includes barriers that discourage successful integration.
Research and Findings:

- Black males are six times more likely to be incarcerated in Indiana than their white male counterparts.
- Disparate number of Black males incarcerated is a national trend (1 million out of 2.3 million in the U.S.)
- Upon release, ex-offenders are confronted with many collateral consequences of having a criminal record: stigma, loss of dignity and respect, and loss of necessities to live a quality life, including transportation, housing, and employment.
- IDOC defines recidivism as a return to incarceration within three years of the date of release from a state correctional institution.
- The most recent data shows the recidivism rate in 2013 for Black offenders is 40.7%.
- The Indianapolis Marion County City County Council Re-Entry Policy Study Commission released a report in 2013 that included an assessment of current re-entry programs and practices in Indianapolis and provided comprehensive recommendations.
- Changes to HEA 1006 went into effect July 2014. Under this law, offenders who commit low-level nonviolent felonies will benefit from alternative sentencing, and offenders who commit higher level felonies will serve longer sentences and receive a lesser amount of credit for time served.
Research and Findings:

- Black youth are disproportionately overrepresented in the Marion County Juvenile Detention Center.
- In 2013, the average daily population of the Marion County Juvenile Detention Center was comprised of 70% Black youth.
- Two plausible contributors to the overrepresentation of Black youth in juvenile detention centers:
  - Alarmingly disproportionate number of young Black boys being suspended and expelled
  - The underdiagnosed and lack of awareness of Reactive Attachment Disorder (RAD) and brain underdevelopment
- RAD is caused by an infant or young toddler’s lack of health attachments or traumatic incidents.
- Behaviors of RAD include aggression, lack of empathy or poor impulse control and developmental delays.
Recommendations:

- Scale programs to afford opportunity for all incarcerated offenders to receive services and treatment (Focus on 1st day in and not 1st day out).
- Work to support Indianapolis Marion County Council Re-Entry Policy Study Commission’s policy recommendations, including the enhancement and development of best-practice re-entry programs.
- Work to establish incentives to allow inmates the opportunity to work off re-entry fees.
- Work to develop and implement alternative programming in lieu of school to police contact.
- Amend IC 35-50-8 to change the requirement that juvenile courts must report to schools that children have a “true” finding for a felony even if the conviction is a non-school related offense.
- Work to develop a longitudinal study on effects of Reactive Attachment Disorder and brain development and its impact on child to adult behavior.
Lack of education & lack of employment are tied to increased juvenile crime.
Findings

- Unemployment among Black residents ages 16-19 is nearly triple the average unemployment rate for the State of Indiana.

- Why?
  - Fewer jobs
  - Available jobs have increasing demand for higher skills
  - Manufacturing jobs require more technical training and some level of college or career technical education
  - Young people living in poverty find fewer employment opportunities compared to their peers
  - The youth unemployment problem goes beyond a “skills deficit” for disconnected Black males. These young men need help developing life skills
Gaps

- We do not have a youth unemployment problem; we have a youth “work readiness” problem.
- The community lacks a large-scale pathways to employment initiative, in spite of effective standalone youth employment programs.
- Publicly funded grants for youth employment are limited.
- Most employers lack awareness of the magnitude of Indianapolis’ youth employment problem.
- A lack of logistical tools is a current obstacle to growing a community-wide youth employment initiative.
- Youth unemployment could fill gaps in specific job categories for which Central Indiana must currently import workers from out of the market.
Recommendations

- Create an ambitious, regional, cross sector youth employment initiative which provides multiple pathways to success (i.e., YouthWorks).
- Identify community youth employment programs that are already working in our community, and scale those efforts.
- Promote careers that are projected to be in high demand in Central Indiana that do not require a four year college degree.
- Provide incentives for existing small business and social enterprise programs to hire youth.
Violence is a major public health issue.
Findings and Research:

- Public health is the science of protecting the safety and improving the health of our community through education, policy making, and research for disease and injury prevention.
- Violence is an epidemic and major public health issue.
- Blacks are at significantly higher risk.
- Violence is the number one killer of children and young adults between the ages of 15-24.

Data Collection
- Survey Responses
- Males Served
- Access to Care
- Federally Qualified Health Centers
- School-based Clinics
- Parental Situation
- Contact with Law Enforcement
- Mental Health Treatment
Recommendations:

- Health care organizations and social service agencies must work collectively and individually on effective program offerings, outreach, and marketing strategies.
- Convene a meeting to establish a framework for coordination of activities and services targeted for Black youth.
- Encourage local funders (1) to emphasize the importance of data collection, tracking and sharing; and (2) to provide support to health care providers and social service agencies to gather, track and report data.
- Mandate that health care professionals receive training in the recognition of factors that contribute to youth violence including poverty, truancy, and mental health.
- Encourage the Central Indiana Leadership Council, Indiana Minority Mental Health Professionals Association, local social services agencies, and other health care providers to work collaboratively and focus on best practices to determine how best to provide health care and social services to underrepresented communities.
Education
Justice & Re-Entry
Employment
Health

Mentoring

Mentoring is a cost effective intervention for youth.
Findings and Research:

- National data shows that disconnected youth face many challenges and are in need of mentoring.
- One in three young people do not have a mentor.
- Four of five youth who struggle with attendance, behavior, and course performance do not have a structured mentor.
- Mentoring is considered a best practice because it is cost-effective.
  - Mentoring program estimated costs range from $1,000 to $1,500 a year per mentor.
  - Mentoring costs are much lower than intensive remedial programming and more comprehensive service programs.
  - Mentoring is considerably lower than the cost of incarcerating one juvenile for a year ($43,000 - $64,000).
- Our research revealed that a variety of mentoring, outreach, and afterschool programs exist in Indianapolis.
Recommendations:

- Advance initiatives to encourage corporate, government, and other employees to mentor.
- Support awareness and outreach initiatives that promote the value and need for mentoring.
- Integrate mentoring into holistic approaches to drive achievement and increase opportunity at school, home, and in the workforce.
- Develop strategic collaborations and explore new funding sources for mentoring programs.
- Encourage funders to fund capacity building efforts of mentoring organizations to align themselves with evidence-based standards of practice, including the Indiana Quality Mentoring Standards.
Thank You.

See the full report from the task force at www.indy.gov/YourLifeMatters.