



Minneapolis | Saint Paul

My Brother's Keeper

Community Challenge



ACTION PLAN

Mayor Chris Coleman
Mayor Betsy Hodges
May 2015



Thank You

The Twin Cities My Brother's Keeper Action Plan could not have been completed without the input and dedication of the following organizations and city departments.

- | | | |
|--|---|--|
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| Carlson Family Foundation | Minneapolis Civil Rights Department | Northwest Area Foundation |
| Chicano Latino Affairs Council | Minneapolis Community and Technical College (MCTC) | Office of Congressman Keith Ellison |
| City of St. Paul | The Minneapolis Foundation | Office of Congresswoman Betty McCollum |
| Ecolab Foundation | Minneapolis Health Department | Office of Senator Al Franken |
| EMERGE | Minneapolis Mayor's Office | Office of Senator Amy Klobuchar |
| Generation Next | Minneapolis Police Department | Pan African Community Endowment |
| Greater Twin Cities United Way | Minneapolis Public Schools | The Jay and Rose Phillips Family Foundation of Minnesota |
| Grotto Foundation, Inc. | Minneapolis Urban League | Ramsey County Administrator's Office |
| Harvest Network of Schools | Minneapolis Youth Coordinating Board | Ramsey County Attorney's Office |
| Headwaters Foundation for Justice | Minneapolis Youth Violence Prevention Initiative | Ramsey County Community Corrections |
| Hennepin County Attorney's Office | Minnesota Council on Foundations | Ramsey County Community Human Services |
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| Hennepin County Juvenile Detention Alternatives Initiative | Minnesota House of Representatives | Ramsey County Workforce Solutions |
| Hennepin County Probation and Child Welfare | Minnesota Minority Education Partnership | Right Track |
| Hmong American Partnership | Minnesota Office of Higher Education | Saint Paul Chamber of Commerce |
| | | Saint Paul Children's Collaborative |

- Saint Paul College
- The Saint Paul Foundation and Minnesota Community Foundation
- Saint Paul Promise Neighborhood
- Saint Paul Public Schools
- Saint Paul Public Schools Foundation
- Saint Paul Youth Intervention Initiative
- Saint Paul Department of Human Rights and Equal Economic Opportunity (HREEO)
- Saint Paul Mayor's Office
- Saint Paul Parks and Recreation
- Saint Paul Police Department
- Saint Paul Public Library
- Saint Paul Youth Commission
- Sauer Children's Renew Foundation
- Sprockets
- Twin Cities LISC (Local Initiatives Support Corp.)
- Ujamaa Place
- University of Minnesota
- Urban Ventures
- U.S. Attorney's Office, District of Minnesota
- Way to Grow
- Wells Fargo Foundation Minnesota
- Amherst H. Wilder Foundation
- Xcel Energy Foundation
- Youth Coordinating Board, Minneapolis
- Youthprise
- youthrive
- YWCA of St. Paul

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When we accepted President Obama's My Brother's Keeper Challenge last fall we thought it could be a turning point for renewing our communities' belief in boys and men of color. We knew there were great partnerships of civic and community leaders working to create opportunities for boys and young men of color. We knew city departments, our school districts, our counties, organizations and neighborhoods throughout our cities were working to make a difference, often with the thoughtful support of foundations and corporations.

We could also read the numbers. For all our good efforts, the opportunity gaps for boys and young men of color remain persistent and frustrating to us all.

Since accepting the President's challenge a little over six months ago, we have had a chance to hear from many of you about what is working and what we can do better. More importantly, we heard from boys and young men of color. One clear message is that we need to change the narrative that has cloaked young men of color in deficit and disparity, hiding their genius, talent and creativity. We also need to change how we approach our collective efforts to open opportunities for boys and young men of color.

We invite you to join us in realizing the vision our cities share with the President to take action with and on behalf of boys and young men of color to help them achieve their full potential.



Mayor Chris Coleman
City of Saint Paul



Mayor Betsy Hodges
City of Minneapolis



Boys and young men of color in our communities are a vast and under tapped resource. President Obama's call to action encouraged Minnesota's grantmakers to consider new strategies and partnerships to ensure these young men have the opportunity to fully contribute to our community.

The My Brother's Keeper Funders' Learning Table, a group of almost 20 grantmakers, is a unified effort to explore promising strategies, build skills in culturally-competent grantmaking, leverage existing investments and reinforce a positive narrative about boys and men of color. The Minnesota Council on Foundations is proud to host this effort.

We look forward to our continued partnership with the Mayors' Offices, the White House and boys and men of color themselves to determine a new way forward in the Twin Cities.



Trista Harris
President, Minnesota Council on Foundations

My Brother's Keeper Goals

My Brother's Keeper (MBK) is President Obama's initiative to close the opportunity gaps for boys and young men of color. The MBK Community Challenge encourages cities, rural municipalities and tribal nations to develop action plans around six goals that correspond to milestone events in a young person's life that are especially important to later success.

Although the factors that influence achievement of each goal are complex and interdependent, by focusing on what works and removing roadblocks, we can provide boys and young men of color the opportunities and the tools they need to stay on track, think more broadly about their futures and achieve their full potential.

The six MBK goals are:



Get a Healthy Start and Enter School Ready to Learn



Read at Grade Level by Third Grade



Graduate from High School



Complete Post-secondary Education or Training



Gain Employment



Keep Kids Safe and Give Them a Second Chance

Accepting the My Brother's Keeper Community Challenge

President Obama announced the My Brother's Keeper Initiative (MBK) in February 2014 by delivering a call to action for foundations and business leaders to address persistent opportunity gaps and support achievement for more boys and young men of color. A group of almost 20 Minnesota grantmakers heeded the call and joined a Twin Cities MBK Funders' Learning Table hosted by the Minnesota Council on Foundations (MCF).

In September 2014, the President established the MBK Community Challenge. The challenge called upon local governments and tribal leaders to build and execute robust plans to ensure that all young people reach the six challenge goals, no matter where they come from or the circumstances into which they are born.

Minneapolis Mayor Betsy Hodges and Saint Paul Mayor Chris Coleman were early accepters of the challenge. They committed to a joint Twin Cities effort to create systems change and long-term, sustainable transformation. The Mayors hosted a community summit in November 2014, and then convened a community advisory group from January through April 2015 to identify opportunities and challenges and provide advice to develop this action plan. The Mayors also invited the MCF MBK Funders' Learning Table to align its work with that of the MBK Community Challenge.

The Community Challenge Action Plan provides a framework for collective action by the Mayors and other local government partners, grantmakers, and community and civic groups and leaders. It is a framework to make changes in the coming year to **how** we work with boys and young men of color as we advance the goals the President placed before our communities and our nation.

Framework for Action

Minnesotans strive to create a great place for all people to live, work and play. We recognize our future as a region depends upon the strength and well-being of all who live here, especially our young people.

Racial equity in economic development, education, community development, health, criminal justice and civic participation is essential to the Twin Cities' long-term vitality. People of color make up the fastest growing segment of our population and hold a key to our shared future. The majority of our future parents, community leaders and innovators will be people of color.

But persistent opportunity gaps between whites and people of color, especially boys and young men of color, continue. These gaps limit everyone's future prospects.

While the root causes of disparities have historic precedents, many of these gaps can be explained by today's realities of insufficient income, unhealthy living environments, inadequate access to learning opportunities and barriers to civic participation. These are systemic issues. It is in all our best interests, and therefore, our responsibility to address them collectively.

Strong Civic Commitment

Minnesota has a robust tradition of civic leadership through public, private and nonprofit partnerships. We understand we are stronger together. We have brought partners around the table to work on expanding early childhood education, improving education outcomes through comprehensive, cradle-to-career community strategies, increasing employment rates among people of color, improving voter engagement, reforming the juvenile justice system and many more community improvement initiatives.

Our capacity to work through collective action is a valued local asset that does not go without national notice. Many of these groups for collective action, or "tables," are highly developed. They include government officials, are funded by philanthropic partners, engage a cross-section of civic leaders and work toward meaningful, long-term results through systems change. Some of these tables have an explicit or implicit focus on racial disparities, and some also focus specifically on MBK goals.

We have brought together civic partnerships to act. But the fact that racial equity gaps persist draws us to a central question that the Mayors' MBK Community Advisory Group raised: "Is there still something missing in **how** we approach our collective action?"



Twin Cities My Brothers Keeper Community Challenge 16 months of MBK Leadership

2014						
FEBRUARY	MAY	JUNE	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
President Obama launches MBK to address persistent opportunity gaps faced by boys and young men of color and ensure all young people reach their full potential.	The President's MBK task force releases a report with six goals and recommendations for eliminating barriers in each goal area.	Four hundred community members attend a MBK briefing hosted by the Mayors. The Twin Cities MBK Funders Learning Circle begin meeting; hosted by Minnesota Council on Foundations.	The Mayors accept the President's MBK Community Challenge.	MCF Learning Circle makes commitment to collaborate with Mayors' Office in MBK Community Challenge.	The Mayors host a community summit to gather advice for meeting the MBK Community Challenge.	The Mayors' Offices form a Community Advisory Group to help prepare the Twin Cities MBK Community Challenge policy review and action plan.
2015						
JANUARY	FEBRUARY	MARCH	APRIL	MAY 19		
Community Advisory Group meets for MBK orientation and initial recommendations for action. MCF Learning Circle briefed on local initiatives and best practices.	Community Advisory Group meets to prioritize MBK goals and identify strategies and data requirements. MCF Learning Circle prioritizes MBK goals.	Community Advisory Group meets to get additional guidance from boys and young men of color.	Community Advisory Group finalizes recommendations.	Mayors present the Minneapolis/Saint Paul MBK Community Challenge Action Plan. Initiate Year 1 of the MBK Community Challenge Action Plan implementation.		

Twin Cities MBK Community Challenge Action Plan

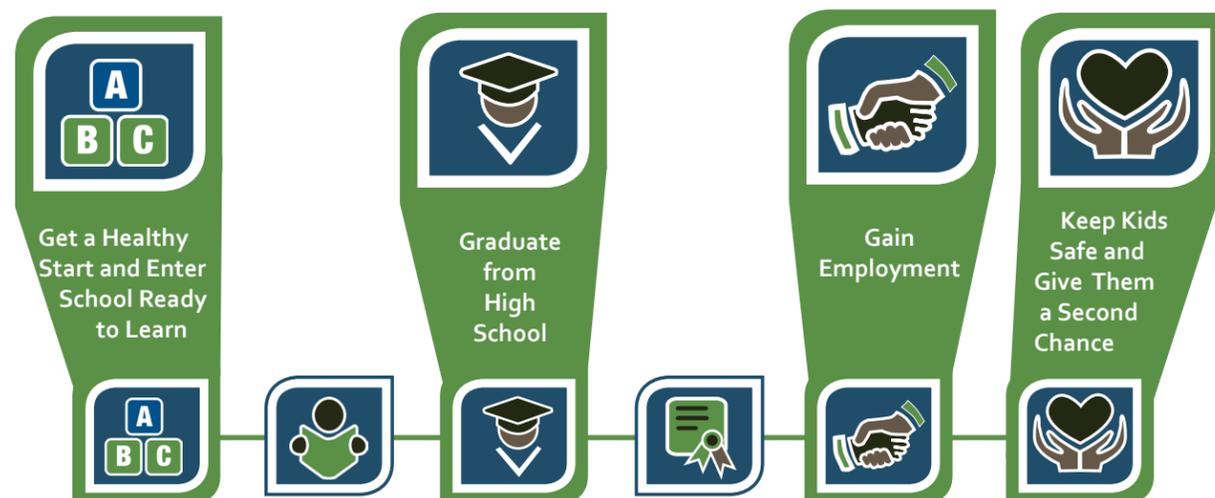
The Twin Cities have what it takes to move forward on the goals of the President's MBK challenge. There are established and committed collective action networks or "tables" working on one or more of the MBK goals. Additionally, community-based efforts are having impact through innovative, community-led approaches. The Minneapolis | Saint Paul Community Challenge Action Plan aims to build on what the community is already doing. While continuing to address all of the MBK goals, the Community Challenge will work more intensively on four. We plan to apply four principles to achieve each of these goals and to use these principles to form specific commitments to action by the Mayors' Offices, grantmakers and community partners. We aim to change what we are able to do with and for boys and young men of color by changing **how** we have been approaching this work.

Goals: Focus for Action

Our Community Challenge embraces all six of the MBK goals. Thoughtful efforts are already underway to achieve each of the goals. However, leadership from the Mayors' Offices, grantmakers and community partners will prioritize work in order to achieve four MBK goals.

- Get a healthy start and enter school ready to learn.
- Graduate from high school.
- Gain employment.
- Keep kids safe and give them a second chance.

MBK Goals: Minneapolis | Saint Paul Community Challenge Priorities



Both the MBK Community Advisory Group and the MCF Learning Circle recommended more intensive focus on these four MBK goals. Several considerations informed the recommendations. They included an interest in leveraging the impact of existing initiatives so we can move quickly, complement collective action efforts that have strong community backing, and change the narrative about boys and young men of color.

Principles: New Approaches for Collective Action

The MBK Community Advisory Group made it clear the emphasis for our Community Challenge plan should be on changing **how** we address these goals. They recognize that changing **how** we work will change **what** we do and result in strategies that are culturally-specific.

Our Community Challenge will incorporate four principles into any effort to achieve a MBK goal. The principles include changing systems, adopting culturally specific strategies, changing perceptions and making boys and young men of color visible in the data.

1. Change Systems

We will accomplish our MBK goals by widening the circle of leaders from communities of color, ensuring boys and young men of color are involved in making decisions about strategies, programs and practices. They will provide the input we need to make the right systems changes to get the results we want.

Leaders from organizations that typically fill the seats at our collective action tables need to stay involved, but we also need people from community-based and community-led organizations where many have been doing important work out of the civic spotlight. The fact that an organization may be small and tight on staff and time, less experienced with civic processes, unable to demonstrate the value of their work in conventional ways or simply hard to reach through traditional recruitment efforts should not keep us from receiving and valuing knowledge that can change the life of a boy or young man of color.

Most importantly, we have very few collective action tables where young people have meaningful roles as decision makers. Notable exceptions include the Minneapolis Youth Coordinating Board, Minneapolis Youth Violence Prevention Initiative, Saint Paul Youth Commission and Sprockets. These efforts provide strong models for engaging youth as decision-makers about issues that affect their lives and futures.

2. Adopt Culturally-specific Strategies

We will apply the concept of targeted universalism to our efforts to accomplish the MBK goals. The MBK Community Advisory Group observed that many of our tables for collective action or public practices and programs that are intended to address these goals are not specifically focused on communities of color. Fewer still are focused on the particular needs of boys and men of color. The idea of targeted universalism, working toward universal goals using focused strategies to reach marginalized communities, will improve our shared strategies. Minnesota's late Sen. Paul Wellstone often reminded us, "We all do better, when we all do better." While we aspire for universal results, we need to develop strategies, policies and practices that acknowledge that different people need different supports to "do better."

3. Change Perceptions

We value boys and young men of color for their strengths, assets, and as “makers” of both their own futures and prosperous futures for us all. This is who boys and young men of color really are. Recognizing their importance to our communities is a principle guiding our response to the President’s MBK Community Challenge. It is also an underappreciated reality. We hear a lot about the disparities and gaps and we see a lot of negatives in the headline news, but we do not do enough to recognize the accomplishments of boys and young men of color in our community. When we change the conversation and the perceptions, we will not only be able to create opportunities that are culturally-specific and produce real results, but we will be lifted up as a community by all the newly-tapped genius and talent. Through the Community Challenge, we will share stories about the assets and capacities of our boys and young men of color, and we will bring their knowledge to the tables and into the decision-making to shape their futures.

4. Make Boys and Young Men of Color Visible in the Data

We will improve data collection and reporting to support our collective efforts. Just as there are empty seats at our collective action tables, we have gaps in the data that describe boys and young men of color. Both Minnesota COMPASS and Generation Next have created valuable data collection systems to help us monitor key health, education, workforce and public safety indicators. The reporting includes useful geographic and racial breakdowns. However, as we move forward with our MBK efforts, it will be useful to report, where possible, data by race, ethnicity, gender and age. Our MBK Community Advisory Group brought to light that boys and young men of color comprise important racial and ethnic subgroups that are invisible in the current data. We need to better “see” and understand them by making sure they are counted. We will adjust and improve current data collection to help us understand how different communities of boys and young men of color need different supports in order to achieve our universal goals.



Commitments to Action: Mayors, Grantmakers & Community Partners

Thoughtful efforts are well underway in Minneapolis and Saint Paul that bring together community leaders, nonprofit organizations, businesses, schools, public health and others to close the opportunity gaps for boys and young men of color throughout the age and developmental spectrum. Any group doing this work is welcome to join our Minneapolis | Saint Paul MBK Community Challenge. Each of these efforts is important to meeting the challenge of advancing the MBK goals. However, the offices of the Mayors of Minneapolis and Saint Paul, the MCF Funders’ Learning Circle and community partners participating in the MBK Community Advisory Network are making special commitments to action.

The Mayors’ Commitment to Action

Mayors Coleman and Hodges commit to changing how each of their cities makes decisions about programs that affect boys and young men of color, and to using the strength of their voices and offices to change conversations and perceptions of boys and young men of color.

Objectives:

- Use a racial equity lens and MBK goals in city program planning and budgeting.
- Change how we all understand and talk about the lives of boys and young men of color.

The Mayors will apply the MBK goals and a racial equity lens in their respective city’s annual program planning and budgeting processes. This will include asking purposeful questions of relevant city departments, such as: “What do we do that is helpful, causes harm or is not effective?” “How do we change our plans to do better?” “Have we substantively involved the community and boys and young men of color in collecting this information and making these decisions?” and “Can we collect some program data so it is disaggregated, whenever possible, to reveal the similarities and differences of dynamics facing Black, Hispanic, Native American and Asian communities and sub-populations?” While initial steps can be taken in the short term, these changes will not be fully implemented until at least the 2017 program and budget development cycle.

The Mayors also commit to using the unique influence of their “bully pulpits” to draw attention to the strengths and talents that boys and men of color bring to the Twin Cities. When we only focus on disparities and crime stories, we miss the skills, leadership, compassion and many other talents of boys and young men of color. The community can support this effort by sharing stories about the positive accomplishments of boys and men of color. Currently, stories are being collected through the Mayors web sites, but other opportunities will become available in the coming year. The Mayors will share these stories in their public appearances and through local media outlets, and they will use the information to influence future policies, practices and programs in their cities.

MCF Funders' Learning Circle Commitment to Action

Participants in the MCF MBK Funders' Learning Circle commit to changing how they approach grantmaking to increase impact on boys and young men of color.

Objectives

- Promote use of culturally-specific grantmaking processes.
- Support system change through public policy.
- Build capacity in community-based, community-led organizations.

MCF will provide education, training and implementation tools to help grantmakers change practices to embrace these objectives and will align its public policy advocacy efforts to advance MBK goals. It will continue convening the Funders' Learning Circle to guide these efforts and connect Minnesota grantmakers with the Executives' Alliance to Expand Opportunities for Boys and Men of Color, a network of national, regional and local foundations focused on supporting boys and young men of color.

Community Advisory Network Commitment to Engagement

Participants in the MBK community advisory process commit to leveraging the impact of existing collective action tables. The Mayors' Offices and MCF will convene a similar Community Advisory Network with support from the Minneapolis Youth Coordinating Board and the Saint Paul Children's Collaborative. The Network will have an open membership model, with a focus on engaging leaders from community-based organizations and boys and young men of color.

Objectives

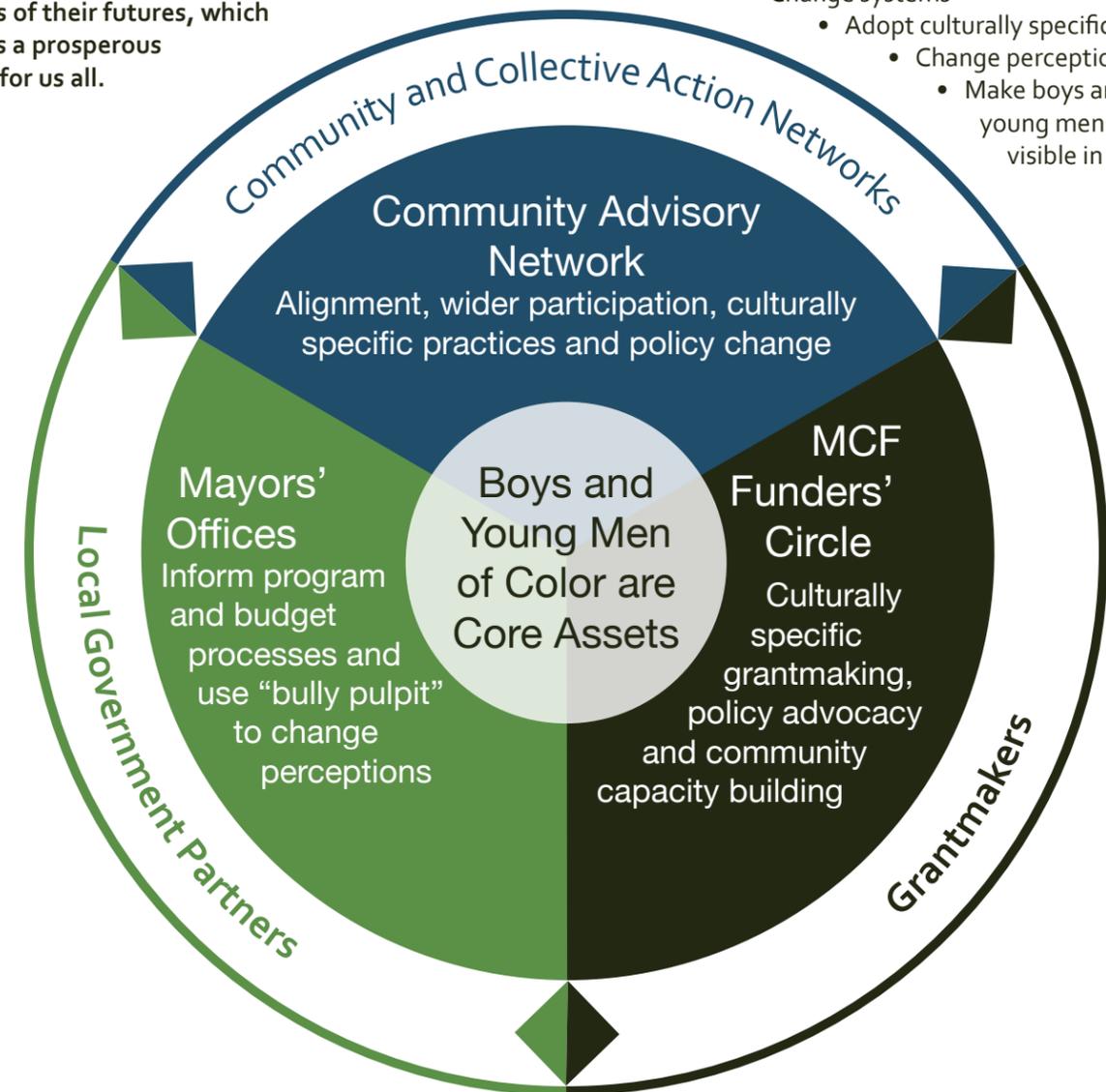
- Align the work of existing collective action tables with MBK goals.
- Increase participation at collective action tables by representatives of community-based organizations and boys and young men of color.
- Elevate the visibility and adoption of culturally-specific practices.
- Develop recommendations for policy change.

The Community Advisory Network will organize "MBK Liaisons" who will help guide the work of collective action tables around MBK goals and principles. The Network will also share information about strategies and lessons learned, especially culturally-specific practices, identify opportunities for public policy advocacy and provide ongoing advice and consultation to the Mayors and grantmakers to advance our Community Challenge work.

We value boys and young men of color for their strengths and assets and as makers of their futures, which creates a prosperous future for us all.

Principles

- Change systems
 - Adopt culturally specific strategies
 - Change perceptions
 - Make boys and young men of color visible in data



Goals



Community Challenge Action Plan Summary and Timeline

Community Challenge Action Plan Summary and Timeline												
	2015						2016					
	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May
Mayors Offices Objectives: Change narrative and perceptions; change how decisions are made about city programs and budgets Leadership: Offices of Mayors Hodges and Coleman												
Change narrative and perceptions												
Collect accomplishment stories												
Develop & introduce MBK lens for programs & budget												
Develop data collection reforms												
Convene annual progress summit												
Grantmakers Objectives: Develop skills in culturally-competent grantmaking and support systems change through public policy Leadership: Minnesota Council on Foundations												
Convene MBK Funders' Learning Circle												
Provide programs for grantmakers												
Promote MBK grantmaking tool												
Develop MCF 2016 advocacy agenda												
Serve as Executives' Alliance liaison												
MBK Community Advisors Network Objectives: Align work of existing collective action tables with MBK goals; expand involvement of representatives from community-led organizations and boys and young men of color Leadership: Mayors' Offices and MCF with support from the Minneapolis Youth Coordinating Board and the Saint Paul Children's Collaborative												
Organize MBK Advisory Network												
Provide network education and support												
Organize focus for public policy advocacy												
Advise Mayors and grantmakers												

Intensive Activity
 High Activity
 Lower Activity

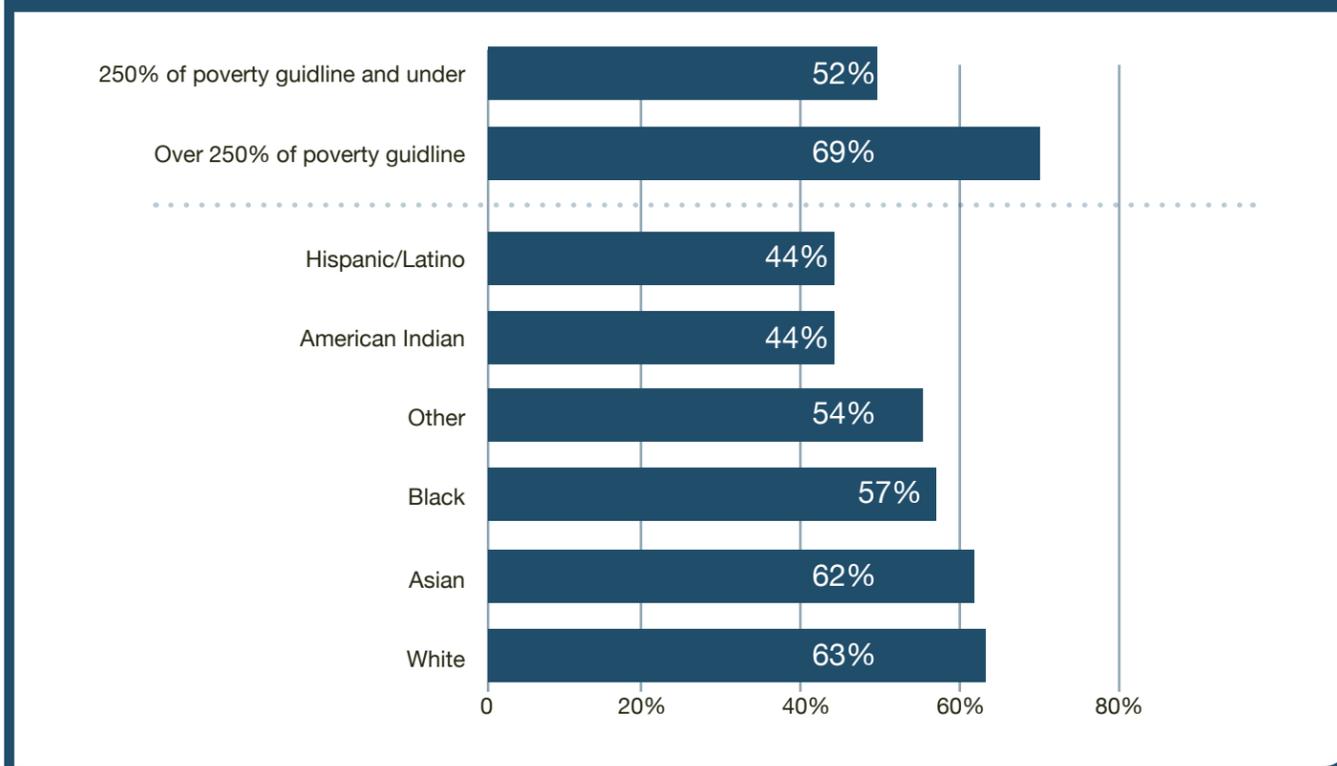


The Opportunity

Fifty-two percent of low income children are ready for kindergarten.

The Challenge

Overall kindergarten proficiency rate by household poverty status and race/ethnicity, 2010



Source: Statewide Readiness Report Card, State of Minnesota (MDH, DHS and MDE), 2013.

Our Goals

Increase rates of boys of color in Minneapolis and Saint Paul who:

- Receive early childhood screening before age 5
- Enter kindergarten ready to learn

Connect for Collective Action

Twin Cities' Promise Neighborhoods — The Northside Achievement Zone in Minneapolis and the Saint Paul Promise Neighborhood are working to close the gap for low-income children of color.

www.northsideachievement.org

[www.wilder.org/Community-Leadership/Saint-Paul-Promise\[Neighborhood/Pages/default.aspx](http://www.wilder.org/Community-Leadership/Saint-Paul-Promise[Neighborhood/Pages/default.aspx)

City of Minneapolis Cradle to K Cabinet – Formed by Mayor Hodges, the cabinet and community have developed and are implementing a plan to prevent and eliminate disparities for children prenatally to age three.

www.ci.minneapolis.mn.us/mayor/cradle

MinneMinds — A statewide coalition leading the campaign to increase public funding for access to high quality early child care and education opportunities to ensure all children are prepared to succeed in school and in life.

www.minneminds.com



Share your stories about the achievements of boys of color and information about other collective action or collaborative networks at:

Minneapolis: MBK-Mpls.com

Saint Paul: MBK-StP.com



Read at Grade Level by Third Grade

The Opportunity

One-third of boys of color in Twin Cities meet third grade reading standards.

The Challenge

Boys Meeting Third Grade Reading Standards

Minneapolis Public Schools					
	American Indian	Asian American	Hispanic	African American	White (non Hispanic)
Exceeds	0.0%	4.9%	3.1%	3.6%	26.0%
Meets	14.8%	31.7%	19.1%	16.0%	45.7%
Partially Meets	13.0%	17.1%	17.5%	13.8%	9.6%
Saint Paul Public Schools					
	American Indian	Asian American	Hispanic	African American	White (non Hispanic)
Exceeds	3.8%	1.6%	2.0%	3.5%	26.2%
Meets	38.5%	22.5%	22.5%	27.7%	50.3%
Partially Meets	7.7%	21.7%	19.1%	15.0%	8.4%

Source: Statewide Readiness Report Card, State of Minnesota (MDH, DHS and MDE), 2013.

Our Goals

Increase rates of boys of color in third grade in Minneapolis and Saint Paul who:

- Meet key benchmarks for success in reading and reading comprehension

Connect for Collective Action

Generation Next - Partnership of organizations and leaders from Minneapolis and Saint Paul dedicated to educational excellence and narrowing the achievement and opportunity gaps. Works to address a continuum of developmental milestones with third grade reading readiness as a current priority.

www.gennextmsp.org

The Saint Paul Children's Collaborative (SPCC) - Partnership of Ramsey County, the City of Saint Paul, Saint Paul Public Schools, Head Start and the community. SPCC works to create an integrated system of service delivery to children and families and avoid duplication of services.

www.saintpaulkids.org

The Tutoring Partnership - Network of tutoring programs that provide students with academic support during and after school.

www.spsfoundation.org/what-we-do/tutoring-partnership

The Education Transformation Initiative - Coalition of education and philanthropic leaders committed to transforming K-12 education in Minneapolis.

www.minneapolisfoundation.org



Share your stories about the achievements of boys of color and information about other collective action or collaborative networks at:

Minneapolis: MBK-Mpls.com

Saint Paul: MBK-StP.com



The Opportunity

Minnesota's high school graduation rate is on par with the national average of 81 percent. While trending upwards, the graduation rates for Black and Hispanic students are around 60 percent and just above 50 percent for American Indians.

The Challenge

4-Year High School Graduation Rate							
Minneapolis Public Schools							
	American Indian	Asian American	Hispanic	African American	White (non Hispanic)	Male	All Students
Graduated	29.2%	77.6%	45.1%	47.3%	77.3%	55.7%	58.7%
Saint Paul Public Schools							
	American Indian	Asian American	Hispanic	African American	White (non Hispanic)	Male	All Students
Graduated	51.5%	77.9%	69.4%	68.8%	83.6%	70.6%	75.6%

Data is not available by both race and gender
 Source: Minnesota Report Card, Students in the Class of 2014

Our Goals

Increase rates of boys of color in Minneapolis and Saint Paul who:

- Achieve GradMN on-time graduation rate of 90%

Connect for Collective Action

Minnesota Education Equity Partnership — Convenes networks to promote equity in education outcomes (Race Equity & Excellence in Education Network), end discipline disparities (Solutions Not Suspensions), address under-education of Minnesota Black young men (Minnesota Black Male Achievement Network), promote success for English Language Learners, and strengthen college access efforts in high opportunity communities (Minnesota College Access Network).

<http://www.mneep.org>

Northside Achievement Zone – Working to close the gap for low-income children of color using the Promise Neighborhood “cradle to career” model.

www.northsideachievement.org

Sprockets – Works with youth to recognize and achieve their potential by improving quality, availability and effectiveness of out-of-school time learning for all youth in St. Paul through collaborative and innovative efforts.

www.sprocketssaintpaul.org

Generation Next — Partnership of organizations and leaders from Minneapolis and Saint Paul dedicated to educational excellence and narrowing the achievement and opportunity gaps. The High School Graduation Network focuses on mentoring, career and college readiness and addressing “on-track” success and risk indicators.

www.gennextmsp.org

Share your stories about the achievements of boys of color and information about other collective action or collaborative networks at:

Minneapolis: MBK-Mpls.com
 Saint Paul: MBK-StP.com





Complete Post-secondary Education or Training

Minneapolis | Saint Paul

My Brother's Keeper

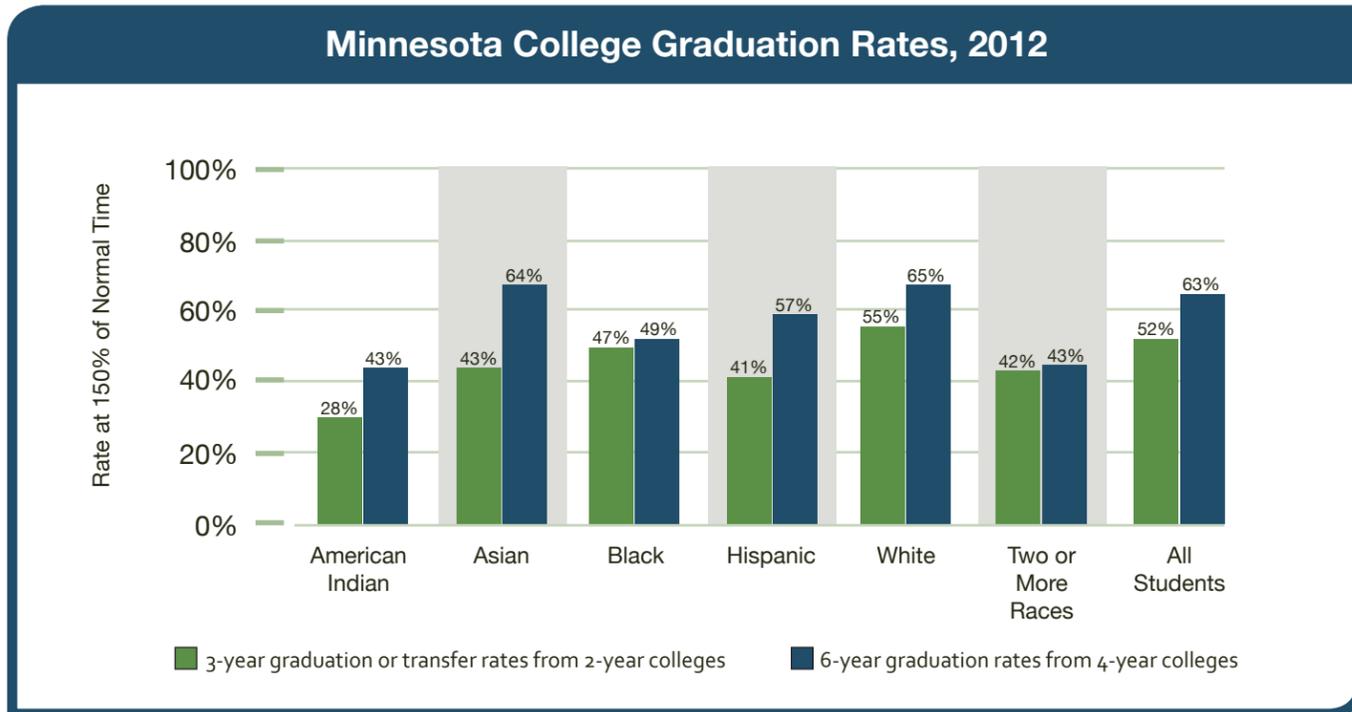
Community Challenge

The Opportunity

All racial classifications of students in Minnesota showed increased college graduation rates between 2002 and 2010.

The Challenge

Gaps between graduation rates from 2-year and 4-year post-secondary education institutions between young men of color and whites persist.



Source: SLEDS, Minnesota Office of Higher Ed

Our Goals

Increase rates of young men of color in Minneapolis and Saint Paul who:

- Earn a post-secondary degree or certificate within six years of high school graduation
- Achieve three-year graduation or transfer rate at 2-year institutions

Connect for Collective Action

MSPWin (Minneapolis / Saint Paul Workforce Innovation Network) — A philanthropic collaborative committed to dramatically increasing the number of adults earning family-sustaining wages, especially people of color, in the seven-county Minneapolis Saint Paul region and promoting statewide systemic and policy change through its MNWIN initiative.

www.mspwin.org

AchieveMpls — Provides personal support and strategic guidance to help Minneapolis high school students plan for success after graduation.

www.achievempls.org/career-college-centers

AVID (Advancement Via Individual Achievement) — Provides academic supports and mentoring to prepare students, especially those without a college-going tradition, for college eligibility and success.

www.avid.spps.org

Northside Funders Group — A collaborative of private, public and corporate funders aligning investments and strategies to catalyze comprehensive, sustainable change in North Minneapolis.

www.northsidefunders.org



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Minneapolis: MBK-Mpls.com

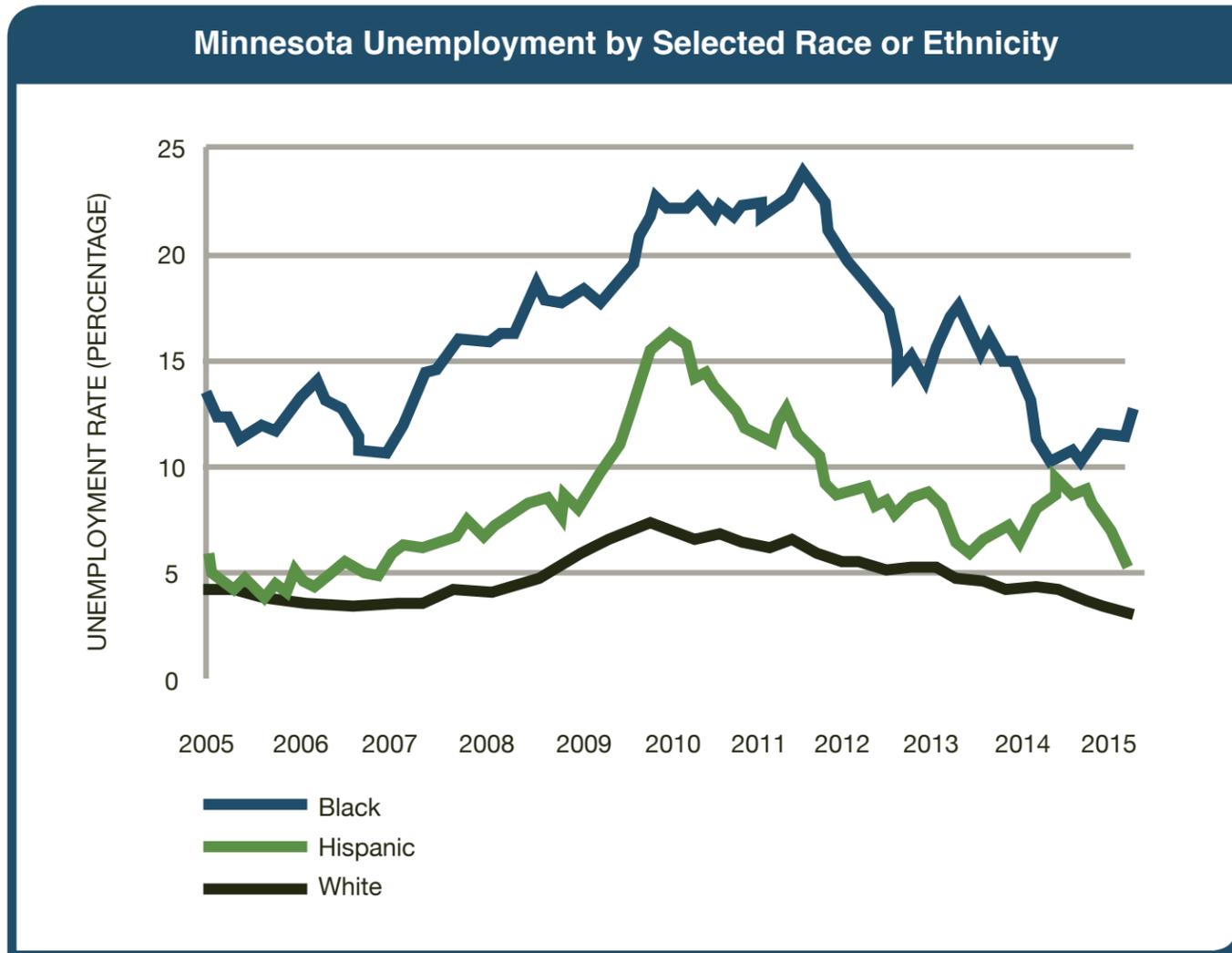
Saint Paul: MBK-StP.com



The Opportunity

Minnesota's relatively low unemployment rate is 3.9%. Rates are dropping for some – but not for all young men of color.

The Challenge



Source: mn.gov/deed/data/current-econ-highlights/alternative-unemployment.jsp

Our Goals

Reduce unemployment rates for young men of color in Minneapolis and Saint Paul:

- Reverse the trend of increasing unemployment rates for young men of color
- Close the gap in unemployment rates between Whites and young men of color
- Increase rates of young men of color who graduate from high school with a pathway plan

Connect for Collective Action

STEP-UP — A partnership of the City of Minneapolis, AchieveMpls, Minneapolis Parks and Recreation Board, Project for Pride in Living and area businesses that matches Minneapolis youth with paid summer internships and provides work readiness training.

www.minneapolismn.gov/cped/metp/step-up_home

Right Track — A partnership of the City of Saint Paul, Saint Paul Public Schools and Saint Paul Area Chamber of Commerce that connects youth and young adults in Saint Paul with meaningful training, work and career exploration opportunities.

www.rightrack.stpaul.gov

HIRE Minnesota — A coalition of organizations and activists working together to end employment disparities in Minnesota.

www.hiremn.org



Share your stories about the achievements of young men of color and information about other collective action or collaborative networks at:

Minneapolis: MBK-Mpls.com
Saint Paul: MBK-StP.com



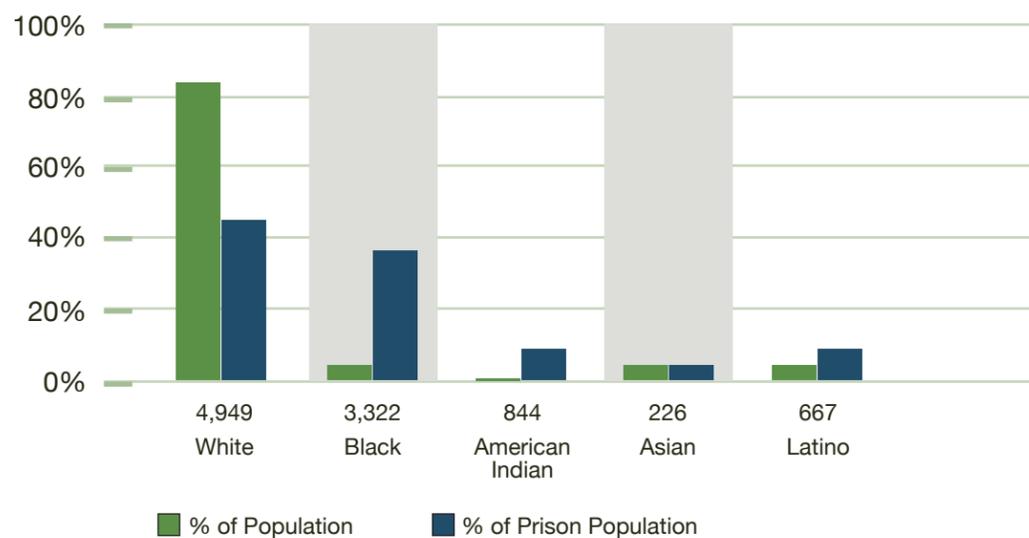
Keep Kids Safe and Give Them a Second Chance

The Opportunity

Violent crime rates and incidents involving youth and guns in Minneapolis and Saint Paul are on the decline.

The Challenge

Minnesota's Adult Prison Population by Ethnicity



Source: Minnesota Council on Crime and Justice, 2012

Our Goals

Reduce violence for boys and young men of color in Minneapolis and Saint Paul:

- Increase positive connections with trusted adults
- Restore youth who have gone wrong
- Protect youth from violence

Connect for Collective Action

The Minneapolis Blueprint for Action to Prevent Youth Violence – Led by the Minneapolis Department of Health, Minneapolis Police Department, Minneapolis Public Schools and Minneapolis Mayor’s Office, this network organizes community-driven, grassroots responses to youth violence.

www.minneapolismn.gov/health/youth/yvp/

The Saint Paul Youth Intervention Initiative — Led by the YMCA of Saint Paul, Saint Paul Police Department and Saint Paul Mayor’s Office to keep youth out of crime and connect them with jobs and community support systems.

www.stpaul.gov/index.aspx?NID=5457

Minnesota Second Chance Coalition —

A partnership of over 50 organizations that advocate for fair and responsible laws and practices that allow those who have committed crimes to redeem themselves, support themselves and their families and contribute to their communities.

www.mnsecondchancecoalition.org

Share your stories about the achievements of boys and young men of color and information about other collective action or collaborative networks at:

Minneapolis: MBK-Mpls.com

Saint Paul: MBK-StP.com



Mayors: We are all our brother's keepers

Minneapolis and St. Paul are heeding call to lift up boys and young men of color.

By Chris B. Coleman And Betsy Hodges

Star-Tribune
 FEBRUARY 27, 2015

Isaiah grew up on the North Side of Minneapolis. He felt the responsibilities of helping to provide for his family as a child. By age 10, Isaiah had a job sweeping up hair at a barber shop to help put food on the table.

He tried hard to follow the right path — getting involved in student council, focusing on his studies and having a mentor who helped him develop his own potential. But life still presented many obstacles. Isaiah said that to stay on the right path he learned from his older siblings' mistakes.

Isaiah became the first in his family of seven children to graduate from high school on time and go to college. He even got a scholarship to Minneapolis Community and Technical College. He also got involved with an after-school program at the YMCA. It was there he was recruited to interview for BUILD Leaders, a collaborative effort that targets 18- to 24-year-olds and trains them to facilitate gang and violence prevention among their peers.

Today, Isaiah's gifts are flourishing. As a BUILD leader, he works in his community to prevent youth violence. While he still has some hurdles to overcome, his story of triumph is an example of how engaging older young people in community-based activities and city programs can benefit that person, other young people and his

community. It is inspiring and hopeful to hear a story like Isaiah's. We need to hear more about young men of color who are succeeding in the face of challenges and barriers, seen and unseen.

The Minneapolis-St. Paul region has some of the starkest disparities in the nation — including disparities in employment, education and health. In Minneapolis, the on-time graduation rate for African-American boys is only 39 percent; in St. Paul, the trend line is better, with a graduation rate of 59.5 percent in 2013, but this is still far from where we need it to be.

Young men like Isaiah succeed because they dedicate their hearts and minds to living a different way. But this isn't the whole story. Most often, they are supported by individuals and organizations who believe in their capacity to succeed: Parents, friends, community workers, faith leaders and teachers all have a role in helping kids and young men recognize and develop their potential. But that support is most successful when we have recognized and removed the often-unintentional barriers of institutional racism we may perpetuate.

That's why, as the mayors of Minneapolis and St. Paul, we have enthusiastically accepted President Obama's My Brother's Keeper Community Challenge. My Brother's Keeper is an ambitious initiative to fully include boys and young men of color in our cities' success and in America's promise. Its

six goals are that every boy and young man of color be ready for kindergarten, read by third grade, graduate from high school, complete postsecondary education, be fully and productively employed, and live free from violence.

Our work on My Brother's Keeper began as soon as Obama announced this initiative, a year ago this weekend. At the community level, we recognize that many in our cities have been working hard and for a long time to achieve the goals of My Brother's Keeper. It is not intended to create a new infrastructure on top of the many initiatives we already have, but to harness the collective efforts of the partners already doing this work and focusing, amplifying and lifting up issues as well as successes, while removing institutional policies and barriers to that success.

Last summer, our offices hosted a briefing for the community, then we both answered the president's call to action by hosting a summit in November with top Obama administration officials and community stakeholders. Currently, a joint planning team comprising nonprofits, education, government and young people is developing a series of actionable recommendations for our Twin Cities, building on existing strong work and collaborations, and engaging the voices of young people themselves in framing the recommendations. Later this spring, we'll invite the community to join us to launch the work of this planning team.

But don't wait until then. Join us now by raising up your positive stories, raising up stories like Isaiah's. Share those stories with your neighbors, share them with the news media and share them with us. One day those stories will be our communities' norm.

Acknowledgements

Twin Cities MBK Community Challenge Action Plan Leadership Team

Nicole Archbold and Diane Haulcy
 Office of Minneapolis
 Mayor Betsy Hodges

Jane Eastwood
 Office of Saint Paul
 Mayor Chris Coleman

Bob Tracy
 Minnesota Council on Foundations

Twin Cities MBK Community Challenge Action Plan Advisory Group

Dave Ellis and Barbara Epps,
 facilitation consulting,
 Dave Ellis Consulting, LLC

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Alfonso Wenker
 Minnesota Council on Foundations

Twin Cities MBK Community Challenge Action Plan

Writers:
 Trista Harris, Susan Stehling and
 Bob Tracy, Minnesota Council on
 Foundations

Research Assistance:
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Consultation: PolicyLink

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Copies of the document available at:

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Saint Paul: MBK-StP.com

Join the Twin Cities MBK Community Challenge

Office of Minneapolis

Mayor Betsy Hodges

(612) 673-2100 – Lead Contact: Nicole Archbold
 nicole.archbold@minneapolismn.gov

Office of Saint Paul

Mayor Chris Coleman

(651) 266-8510 – Lead Contact: Jane Eastwood
 jane.eastwood@ci.stpaul.mn.us

Community Advisory Network

Minneapolis Youth Coordinating Board

(612) 673-2060 – YCB@ci.minneapolis.mn.us

Saint Paul Children's Collaborative

(651) 266-4266 – SPCC@advance-consulting.com



