

LOUISVILLE

BE THE ONE TO MAKE A DIFFERENCE

MY BROTHER'S KEEPER #MBKLou


I am indeed, my brother's keeper.

Thank you

Louisville's MBK action plan could not have been possible without the following organizations and city departments







2Not1
55K Degrees
Ali Center
American Institutes for Research
Big Brothers Big Sisters
Campaign for Black Male Achievement
Center for Women and Families
Cities United
Community Foundation of Louisville
Elim Baptist Church
Family & Children's Place
Fifth Third Bank
Interdenominational Ministerial Coalition
Ideas Louisville
Jefferson County Public Schools
Jefferson County School Board
Jefferson Community and Technical College
Job Corps
KentuckianaWorks
Kentucky Department for Community Based Services
Kentucky Governor's Office for Minority Empowerment
Kentucky Jobs with Justice
Kentucky Youth Advocates
Kentucky Youth Career Center
Legal Aid Society
Life Institute
Louisville Central Community Centers
Louisville Forward
Louisville Free Public Library
Louisville Metro Center for Health Equity
Louisville Metro Corrections
Louisville Metro Council
Louisville Metro Department of Community Services
Louisville Metro Department of Public Health and Wellness
Louisville Metro Office of Performance Improvement
Louisville Metro Office of Youth Development
Louisville Metro Parks and Recreation
Louisville Metro Police Department
Louisville Metro Youth Detention Services
Louisville Urban League
ManUp
Metro United Way
Muhammad Ali Institute
National Forum on Youth Violence Prevention
National League of Cities
Office of Public Health Practice & Community
Omega Psi Phi Fraternity, Inc.
Open Society Foundation
Pact in Action
PAL Coalition
Peace Education
PNC Bank
Prevention Institute
Seven Counties Services, Inc.
Shawnee Youth Advocates
St. George's Community Center
U.S. Attorney's Office for the Western District
University of Louisville
University of Louisville Pan African Studies Department

Picture Love is a program offered by the Louisville Visual Art Association through their Open Door program. This program provides an opportunity for the students at Baxter & Southwick Community Center to learn basics of portraiture photography and to photograph family members and loved ones allowing them to tell the their personal story through documentation of important relationships in their own lives. The participants will draw from personal experiences and familiar environments to create an intimate series of photographs.

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Letter from the Mayor:

Louisville, like other cities across the country, experiences an overrepresentation of black men and boys in the criminal justice system, caught in a cycle of violence, instead of living out their dreams. And while we know that education is the key to success, it is also true that young black boy's show up for kindergarten three years behind their peers and rarely catch up. We are working to change that in Louisville. We start with kindergarten readiness programs and encourage mentoring, even allowing our city employees to use two hours of work per week to mentor young people.

There are system level changes that must be made in order to lead us not only to equity but ultimately justice. In today's world we cannot afford to ignore these equity issues. Inattention will be detrimental for us all, and in places where we can't win the moral argument, we certainly will not lose the economic one. For those who believe the raising up of boys and men of color is not their work, look at the impact in cities where the damns have broken and the pain has spilled over. Ask those city leaders how many conferences were cancelled, conventions relocated, businesses established elsewhere. We are in this together.

In Louisville, the work of lifting up black men and boys is led from the recently created Office for Safe and Healthy Neighborhoods, an office that is intentionally positioned in the Office of the Mayor. We work to ensure that a significant portion of the summer jobs created through our public/private partnerships are held by boys of color. We acknowledge that there is a sense of manhood and dignity in holding a job and being able to provide for oneself. We partner for coding classes that will hopefully lead to a skill set that opens a door that once was closed. We provide conflict resolution classes and support restorative justice.

We know that forming partnerships with national and local organizations like the Campaign for Black Male Achievement, Casey Family Programs, National League of Cities, Louisville Urban League, Metro United Way and My Brother's Keeper allow us to implement our local place based initiatives, like "Zones Of Hope," designed to work with communities and systems to create better outcomes for our black men and boys. Our work is informed by boys and men of color that can be found on the neighborhood basketball court and those presiding over the courts of justice. Our work includes felons, students and professors from our distinguished universities. We are in this together.

As Mayors and leaders, regardless of our skin color or party, we have the opportunity to convene stakeholders to connect a city and rid the hopeless feeling that so many of our young black men and boys experience.

Dr. Martin Luther King, Jr. asked more than 40 years ago, "where do we go from here?" Regardless of your answer to this question, it is clear that we will all go together. We are inextricably intertwined and the success of the one is dependent upon the success of the whole.

I am indeed, my brother's keeper.



Greg Fischer
Mayor

MBK's Six Milestones

Louisville Mayor, Greg Fischer, accepted President Obama's My Brother's Keeper challenge in September 2014 to address persistent opportunity gaps faced by boys and young men of color and to ensure that all young people can reach their full potential.[1]

1
All children enter school cognitively, physically, socially and emotionally prepared

2
All children read at grade level by 3rd grade

3
All young people graduate from high school

4
All young people complete post-secondary education or training

5
All youth out of school are employed

6
All youth remain safe from violent crime and have a second chance

Cradle to Career Louisville[2]

Early Childcare and Education/ Kindergarten Readiness:
77% of kindergarten students will enter ready for school by 2020

K-12 Success:
90% youth graduate high school and 70% graduate college or career ready by 2020

High-School to Postsecondary Transition and Completion:
40% of working age adults hold bachelor's degrees or higher and 10% hold associates degree by 2020

21st Century Workforce and talent:
Improve median annual wages to top half of peer cities by 2020

Creating a city of safe neighborhoods where all citizens feel secure, supported and fully prepared for lifelong success!

Louisville's Progress (to date)

2012

March
Mayor Fischer convenes a diverse group of citizens to discuss community issues

June
Mayor Fischer forms the Violence Prevention Workgroup

October
Violence Prevention Workgroup (VPWG) releases report with 42 recommendations

2013

March
Mayor Fischer appoints first director for the OSHN; Louisville joins Cities United

April
The National League of Cities Institute selected Louisville to receive Black Male Achievement assistance

October
OSHN releases Phase I: Moving Louisville to Action

2014

September, 2014
Mayor Fischer accepts President's MBK Challenge

2015

January
OSHN attends MBK convening at the White House

Healing possible Quorum issues recommended solutions to racial inequity in Louisville

OSHN releases *Phase II: One Love Louisville*

September
Weekend of Hope which launched the Zones of Hope Initiative in four neighborhoods: California, Newburg, Parkland and Russell (Shawnee added later)

MAYOR FISCHER ACCEPTS PRESIDENT'S MBK CHALLENGE

Louisville selected to join the National Forum on Youth by the U.S. Department of Justice

2016

MY BROTHER'S KEEPER CHALLENGE

President Obama's My Brother's Keeper Challenge

In September 2014, President Obama issued the My Brother's Keeper (MBK) Challenge with the intent to improve outcomes for young men and boys of color by providing them the supports they need to live a bright and vibrant future. The challenge probes local leaders to convene members of their communities to build a local MBK Community, conduct a policy review, form recommendations for action and lastly, to implement a MBK action plan. Mayor Greg Fischer accepted the challenge in September 2014 understanding that Louisville was uniquely positioned to move forward with the challenge due to our Black Male Achievement activities and our public health approach to violence prevention lead by the Office for Safe and Healthy Neighborhoods. This Action Plan serves as a framework for Louisville's past and future commitments to make sure all children succeed.

Louisville's Challenge

Louisville is the largest city in the Commonwealth of Kentucky[3], with a population over 741,000. Blacks comprise approximately 20% of the population. In 2012 roughly 10% of the population was Black male, who accounted for 77% of all homicides and 67% of homicide victims[4]. Similarly, 43% of those booked into Louisville Metro Corrections were Black and approximately 60% of homicide victims were between the ages of 18 and 34 years of age. It is clear that, like in other cities across the country, Black boys and young men in Louisville are overrepresented where they can least afford to be which is reflected in our education system.

We have the 28th largest school district in the United States and our school poverty levels range from a low of 15% to a high of 97%, with black students more likely to be enrolled in extreme poverty schools. There is a significant correlation between poverty concentration levels and reading proficiency. In our extreme poverty schools, 28% of students are proficient in reading versus 66% in low poverty schools. There is a 74% gap between the lowest and highest reading proficiency school in Jefferson County. Across the district, only two in ten black students on free and reduced-price meals are proficient in reading. Students in poverty, particularly black students on free and reduced priced meals, represent the highest rate of all district suspensions. Furthermore, 85% of all students suspended in JCPS are not proficient in reading. Close to half of the black student population (43%) was suspended at least one time during middle school, compared with only 14% for white students. Disturbingly, 40% of those suspended were suspended more than once, thus substantially increasing the risk of drop out[5].

Louisville's MBK Action Plan

The MBK Challenge issues 6 milestones which define the framework for Louisville's MBK Action Plan. Louisville's Office for Safe and Healthy Neighborhoods' Phase II Action Plan[6] (colloquially titled *One Love Louisville*) is structurally aligned to the 6 MBK milestones. *One Love Louisville* is our strategy to increase positive outcomes for residents who experience or are at higher risk of experiencing homicide, suicide or overdose by focusing on prevention, intervention, enforcement and offender re-entry efforts on community building, education, employment and economic development, social health and wellness and juvenile and criminal justice.

One Love Louisville has the ability to mobilize the 6 milestones of the challenge along side Louisville's Cradle to Career Pipeline, that begins with kindergarten readiness and ends with a goal of 21st Century Workforce Talent. These existing strategies have lead organizations, clear and identifiable objectives and target outcomes. Louisville's MBK Action Plan utilizes the existing partnerships while identifying new opportunities for partnerships to fill the gaps outlined by the MBK 6 milestones.

The Role of the Mayor

The Fischer administration is committed to partnering internally across agencies, the community and our country to holistically address and combat the challenges that black boys and men face, thereby ensuring the best outcomes. We recognize that there is much work to be done, but we celebrate what is right in our community and hope to replicate any effort that has successful and measurable outcomes. Our Office for Safe and Healthy Neighborhoods has the role of scanning our community and identifying the gaps between the needs and resources, push the collaboration among public, private and non-profit partners to reduce and eliminate those challenges and lastly, to influence local organizational and city policy and understand the beneficial and adverse impacts of state level and city policies as related to the office. This work is comprehensive and our response has not been to rely solely on increased police presence but instead to focus on ways to promote an increase in economic, social, and educational opportunities. Our work has been heavily concentrated in the geographical areas of the city most impacted by violence.

Important Insights

Louisville's work towards improving outcomes for Black young men and boys began in 2012 following a triple homicide involving two Black young men and one young woman. Over the last few years we have experienced many downs, many more ups and even more lessons. We have identified three of the lessons we have learned. One of the primary lessons being the importance of communication. Communication is the glue that has created and continues to hold our collaborative groups together. Communication is also very important for telling our successes and our failures which has proved to be a difficult task. Lastly, communication is vital to gaining and maintaining youth involvement at multiple stages of the work. We believe that communication with our partners and residents has allowed our community to respond in new ways to happenings in our community.
For example, we experienced a youth "uprising" in our community, which led to attacks on several innocent individuals and property destruction in the downtown business area. The call for action was swift because the violence was not contained to the so-called "bad" areas. Traditionally, our community would have solely responded by requesting more police, however, our community did not only call for increased enforcement but they also requested more intervention and prevention programs and activities. As a result, we were able to allocate additional funding and extend community center hours and our ability to provide quality programming.

Coordinating the Efforts: One Love Louisville & MBK

One of the three objectives of the *One Love Louisville* Action Plan is homicide reduction. As previously noted, in Louisville, Black young men and boys make up a large percentage of the victims of homicide and thus we have aligned initiatives to focus on increasing positive outcomes for this population as does the 6 MBK milestones. Louisville is a member of the Cities United[7] collaborative which focuses on eliminating violence related deaths of Black men and boys. We are also one of eleven cities selected to receive Black Male Achievement assistance from the National League of Cities (NLC[8]). Due to our coordinated efforts, Louisville was chosen to join the National Forum on Youth Violence Prevention[9].

Our activity with NLC, Cities United and the Forum assisted in the development of our place based strategy to increase opportunities in five of our neighborhoods most exposed to violence and largely populated by Black residents. This place based strategy is called "Zones of Hope" and it is the Office for Safe and Healthy Neighborhoods' principle homicide reduction strategy (in collaboration with the Louisville Urban League and the Interdenominational Ministerial Coalition). As a result of these activities, we understand that the MBK milestones and our *One Love Louisville* action plan are closely aligned and thus our MBK action plan supports the vision of the *One Love Louisville* action plan. When truly coordinating efforts we must take policy and funding into consideration, as explained on the succeeding pages.

Policy

We understand that in order to create long lasting results, we must pay special attention to organizational, local, and state level policy that supports our work of creating better outcomes for all of our youth and young adults. To support our efforts, we have strategically placed ourselves to help make the necessary changes to the Jefferson County Public Schools' (JCPS) Student Code of Conduct[10], the City Ordinance on Equal Employment Practices-Ban the Box[11], Minimum Wage Increase[12], Louisville Metro Police Department's Body Cameras[13], as well as to help create the Louisville Metro Government's Metro Mentors Policy[14]. And work with partners like Metro United Way to reallocate funding to support citywide initiatives.

- JCPS's Student Code of Conduct had revisions approved by the school board during the summer of 2014 to create a more restorative and less punitive behavior modification system. The revisions also provided a more consistent measure for how all teachers, administrators and schools throughout JCPS handled punishing students for misbehavior. All assistant principals and student resource officers have been trained on how to utilize and implement the new Code of Conduct. One of the specific additions following the revisions is the restorative justice circles in schools.
- Ban the Box (Ordinance No. 216, Series 2014) was passed by Louisville Metro Council in March 2014 which banned the box that asks employment applicants to check if they have any felony convictions. This ordinance prohibits city agencies from inquiring into an applicant's conviction history until after the applicant has been found "otherwise qualified". The ordinance also states that the City prefers to do business with vendors who have adopted policies that are consistent with the City, and that consideration of vendors' criminal history will be a part of the performance criteria used when the City is awarding contracts.
- The minimum wage increase (Ordinance No. 046, Series 2014) was passed by Louisville Metro Council in December 2014; it will rise from $7.25/hr. to $9.00/hr. over a course of 3 years.
- Louisville Metro Police Department will pilot body cameras in the 5th Division and then to all sworn officers following the successful pilot.
- Metro Mentors is a new policy instituted by Mayor Fischer that allows Louisville Metro Government employees the opportunity 2 hours of paid time a week to mentor a youth in the community. The intent is to increase the number of youth who are connected to a caring adult by starting with metro employees. Mayor Fischer has set a goal to have 10% (600) of metro employees signed up as mentors. This policy is included in the Louisville Metro Government Personnel Policies, in section 1.21 (1).
- Metro United Way is committed to a goal of uncovering promising practices in our community that change the odds for African American boys and young men, and established a Black Male Innovation Fund to that end. The fund will invest in Early Education and Out-of-School time programs that deliver results for African American males. Metro United Way also raises community awareness, and support for Black Male Achievement, by recruiting Readers, Tutors, and Mentors to work directly with youth.

Where we do not have the ability to implement or influence policy, we use policy to guide and inform our work, such as the case with Kentucky's Senate Bill 200[15] and Kentucky's House Bill 70[16]. Senate Bill 200 seeks to reduce the number of youth who are sent to out-of-home detention for misdemeanors and low-level offenders. House Bill 70 seeks to allow an individual convicted of certain felony's the right to vote after the expiration of probation, parole or their maximum sentence. We understand that these two policies will heavily impact the population that we have committed and invested our resources and thus we must continue to push for their success.

Funding

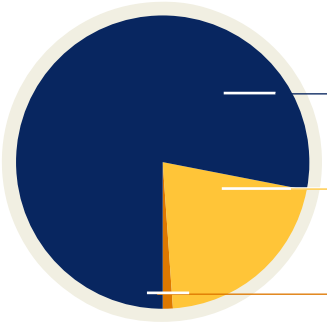
Funding allocation, such as policy influencing and awareness, plays a large role in our efforts to enhance and increase positive outcomes for all children. We have been able to re-allocate general funds as a direct result of our work in the following areas:

- **$800,000** to community centers
- **$100,000** to restorative justice practices
- **$1.5 million** to community center upgrades

YOUTH IN LOUISVILLE



Demographics



Louisville's Population: approx. **741,000**

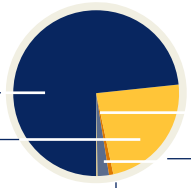
Louisville's Youth Population: approx. **197,382**

Opportunity Youth
(not in school and not working) est. **9,100**

RACE

71.5% White

22.7% Black



0.1% American Indian or Alaskan Native

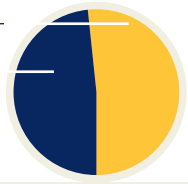
2.2% Asian

0.8% Other Race

GENDER

48.4% Male

51.6% Female



Community Safety

Youth Homicide Victims	avg. 18/yr. (53 deaths from 2012–2014)
Youth Shooting Victims	avg. 102/yr. (307 injured from 2012–2014)
Aggravated Assaults	avg. 751/yr. (2,253 injured from 2012–2014)
Children Exposed to Violence	(March 2014–Feb. 2015): 996 children

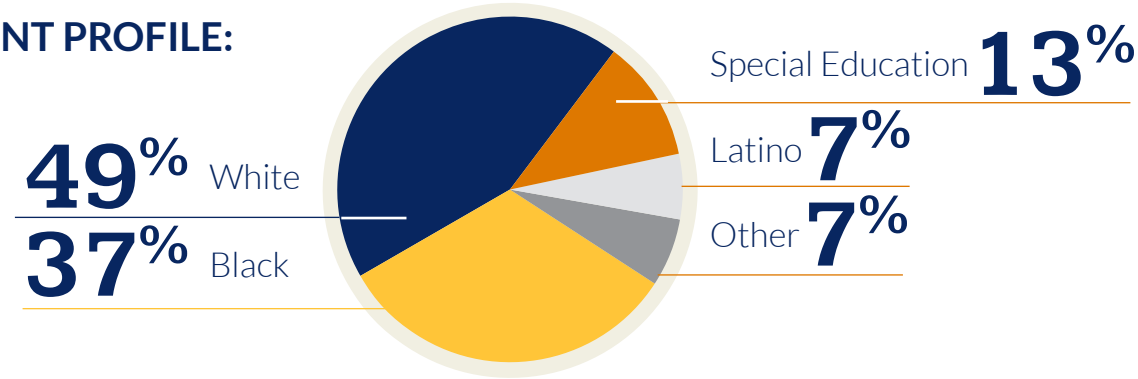
Employment/Economic

Louisville's Unemployment rate	4.9%
% youth in poverty	approx. 28% (2012–2013)
% youth enrolled in public school receiving free/reduced lunch	62.9% of students (2012–2014)
Children in Single Parent Homes	46% children under 18 yrs. (2013)

Education

28th largest district in the U.S. (155 schools, 101,328 students and 6,196 teachers)

STUDENT PROFILE:



12,276 homeless students

School Poverty ranges **15%** to **97%** with an average **67%**

- 82 out of 133 schools have higher levels of poverty than the district average
- Black students more likely to attend extreme poverty school than white students

Kindergarten Readiness: **51.9%** ready

Reading Proficiency: Elementary School low – **19%** high – **83%**
Middle School low – **13%** high – **79%**
High School low – **18%** high – **92%**

- 74% gap between the lowest and highest reading proficiency school
- 2 in 10 Black students on free and reduced lunch are proficient in reading
- 85% of suspensions are students on free/reduced lunch not reading proficient
- Approx. 43% black student population was suspended at least one time during middle school, compared with only 14% for white students. Disturbingly, 40% of those suspended were suspended more than once, thus substantially increasing the risk of drop out.

Attendance Rates: **94.3%**

Out of school Suspensions: average **4,221** /yr.

High School Graduation Rate (2013-2014): **77.75%**

2013–2015 GED Attainment within Jefferson County Public Schools (16-24yrs): **1,636** graduates

2013–2014 Average Grade level at time of GED enrollment: **4.0-5.9**

41.5% adults have associate's degree or higher

2009–2013 census data found that **86.7%** of Louisville adults ages 25 and up have graduated high school or higher and **26.9%** have a bachelor's degree or higher

Protective Factors

47.2% active voting population

Mentor Opportunities: **700** open slots within multiple agencies

Approx. Number of houses of faith signed up in Mayor's Faith Forum: **929**

MBK Milestone 1

All children enter school cognitively, physically, socially and emotionally prepared

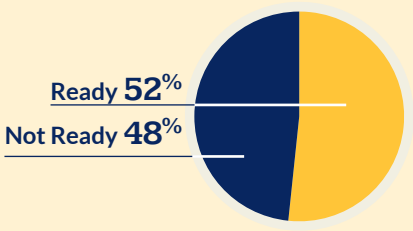
We firmly believe that education is key to the success for all residents. According to the Equity Scorecard recently published by Louisville's Jefferson County Public School system (JCPS), we have the 28th largest school district in the United States with 155 schools and 6,196 teachers. Our school poverty levels range from a low of 15% to a high of 97%, with black students more likely to be enrolled in extreme poverty schools. Current poverty literature asserts that poverty is linked to a number of indicators such as comparatively low life expectancy, high exposure to crime and violence and hindered quality of life. Environmental factors such as these do play a role in a student's readiness to enter and succeed academically.

In Louisville, 48% of kids entering kindergarten are not ready to enter school[17]. School readiness means that each child enters school ready to engage in and benefit from early learning experiences that best promote the child's success. JCPS defines school readiness based on the following five developmental learning areas:

1. Approaches to learning;
2. Health and physical well-being;
3. Language and communication development;
4. Social and emotional development; and
5. Cognitive and general knowledge



SCHOOL READINESS



Metro United Way

leads Louisville's early childhood initiatives to increase the amount of children kindergarten ready by 77% have outlined the following objectives:

- Increase the number of children involved in quality early care settings and education programs and experiences
- Increase the quality of early care and education programs
- Increase parents' and caregivers' knowledge of and involvement in helping their children become ready for kindergarten

LEAD ORGANIZATION

LIVE UNITED

United Way

Metro United Way

metrounitedway.org

Mission: To improve lives and our community by engaging people to give, advocate and volunteer



MBK Louisville Initiatives



Excellence Academy-Early Learning Centers: a Metro United Way program that guides and rewards preschool teachers who are working hard to grow high quality curriculum in classrooms.

1000 Books Before Kindergarten: encourages all families and caregivers to read at least 1000 books with their young children before they enter Kindergarten.

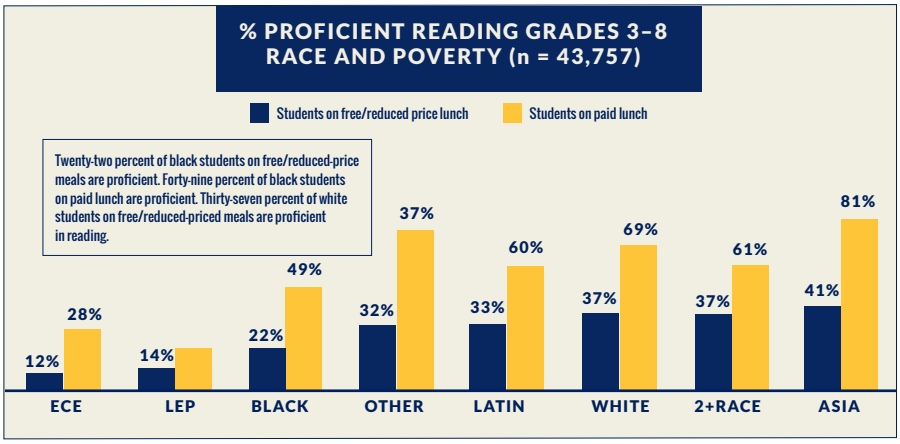
Cradle to career pipeline: Louisville's citywide accountability for a cradle-to-career system (semiannual convening by the Mayor to provide connectivity across the system). This pipeline illustrates that adults have the capabilities to ensure children are prepared which in turn builds adult capabilities to improve outcomes for children. Pipeline begins with kindergarten readiness and leads up to 21st century workforce and talent creation.

Children Exposed to Violence: collaboration of 40 community partners using the collective impact model to lead an effort to develop a comprehensive, multi-system plan to effectively interrupt the cycle of violence.

BOUNCE- Building Resilient Children and Families (formerly the Coalition for Louisville Youth): a five-year initiative known as Investing in Kentucky's Future which uses trauma informed care in the elementary school setting and is currently in one elementary school so far (partnership between LMPHW, KYOne Health, JCPS & Seven Counties).

Kindergarten Countdown: a partnership between Metro United Way, Louisville Metro, LFPL, JCPS, and PNC Bank with support from cultural and educational institutions throughout the county to support children's transitions into kindergarten.

MBK Milestone 2
All children read at grade level by 3rd grade



Recent data from the Jefferson County Public Schools' (JCPS) Equity Scorecard illustrates a significant correlation between poverty concentration levels and reading proficiency[18]. In our extreme poverty schools, 28% of students are proficient in reading versus 66% in low poverty schools. There is a 74% and reduced-price meals are proficient in reading. Students in poverty, particularly black students on free and reduced priced meals, represent the highest rate of all district suspensions. Furthermore, 85% of all students suspended in JCPS are not proficient in reading.



JCPS leads the initiative to insure that all students graduate prepared and are dedicated to creating a coordinated system of early learning interventions that span pre-K through third grade to ensure all primary students are performing at grade level. JCPS is currently updating it's strategic plan for 2015-2020 and new objectives are likely to follow; currently the following objectives have been set to further reach this goal:

- Increase the average combined reading and math Kentucky Performance Rating for Educational Progress (K-PREP) scores for elementary and middle school students from 44.6 percent in 2014 to 56 percent in 2015
- Increase the average combined reading and math proficiency ratings for all students in the non-duplicated gap group (African American, Hispanic, Native American, With Disability, Free/Reduced-Price Meals, Limited English Proficiency) from 34 percent in 2014 to 51.2 percent in 2015

LEAD ORGANIZATION

Jefferson County Public Schools
Shaping the Future

www.jefferson.k12.ky.us

Mission: To provide relevant, comprehensive, quality instruction in order to educate, prepare, and inspire our students to learn.

MBK Louisville Initiatives

Share 100 Stories Before 4th Grade: a school-partnership program that encourages students, kindergarten through 3rd grade, to read aloud with their families and discuss what they are reading.

40210 Little Free Libraries Project: the creation of little libraries by the Bingham Fellows, a local leadership group and the Metro United Way, a Hands on Affiliate and residents of the 40210 zip code.

Cultural Pass Challenge: a program that allows free general admission access to child and chaperone (if child is less than 16 years of age) into participating institutions including the Louisville Zoo, the Stage One Family Theatre and multiple museums.

Every 1 Reads: a bold community-wide effort to have every child in Jefferson County Public Schools reading at or above grade level.



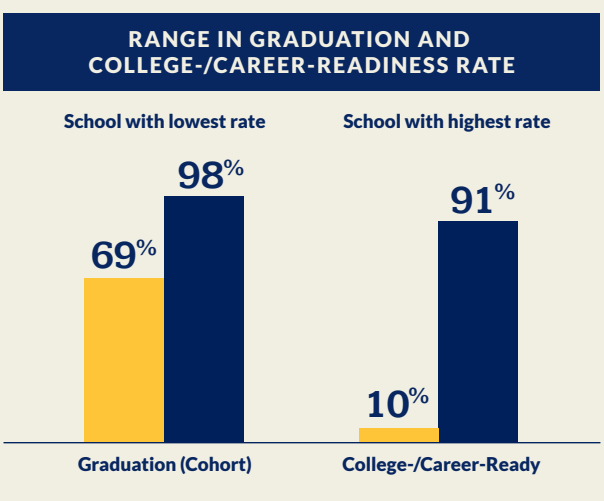




MBK Milestone 3
All young people graduate from high school

The four-year adjusted cohort graduation rate for Jefferson County Public Schools (JCPS) is 79% in 2014 and 76.5% in 2013. JCPS' Vision[19] is that "All students will graduate prepared to reach their full potential and contribute to society throughout life". Similarly, the JCPS 2015 Strategic Plan stated that one of their goals is for every student to graduate prepared with enduring twenty-first century skills and dispositions for his or her postsecondary choices and life.

The cradle to career pipeline acknowledges the efforts being accomplished as well as addresses education the need to increase the percentage of youth graduating from high school. While the Mayor has no authority over JCPS or the school board, he interprets his role as being the conscience of the community. As a result of his leadership and the cooperation received from JCPS, the Office of the Mayor has formed a partnership with the school system that promotes accountability and supports those initiatives that can work to make a difference. It is worth noting that JCPS has developed specific initiatives to positively target and intervene with boys of color in the school system.



The following objectives have been set in the Cradle to Career Pipeline:

- Increase percent of students graduating to 90% by 2020
- Increase percent of graduates that are college or career ready to 70% by 2020
- Increase extended learning opportunities (i.e. OST programming)

LEAD ORGANIZATION

Jefferson County Public Schools
Shaping the Future

www.jefferson.k12.ky.us

Mission: To provide relevant, comprehensive, quality instruction in order to educate, prepare, and inspire our students to learn.



MBK Louisville Initiatives



JCPS Equity Scorecard: a navigation device that seeks to make clear the inequalities within the Jefferson County Public School District to promote institutional change; the scorecard incites a critical review of system structures, practices, policies and access.

Out of School Time (OST) Coordinating Council: community partnership convened to create a coordinated system for the enhancement of out-of-school time youth services and the alignment of out of school time providers

Street Academy: Louisville Urban League and JCPS out of school time program for African-American boys in grades 4th-6th grade that focuses on academic, social and cultural well-being; this program has recently been expanded in the five Zones of Hope

Men of Quality: an Omega Psi Phi Fraternity, Inc., program where local leaders come to schools and mentor young men throughout Louisville

Males of Color Resolution: JCPS commitment to increase the pipeline of males of color who are exceeding academically and socially in their schools

» Boys of Color Celebration: recognizing males of color who are graduating with a cumulative GPA of 3.0 or higher

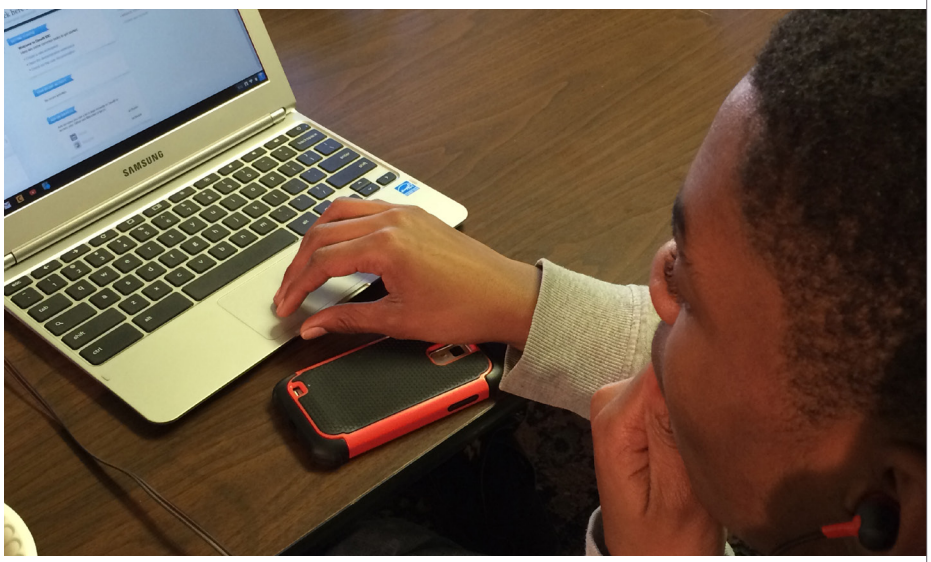
Kentucky Youth Career Center: open to youth, ages 16 to 21, for the purpose of providing resume building and interview preparation, career counseling, college preparation, job training, financial assistance and cash incentives for passing GED and other program components

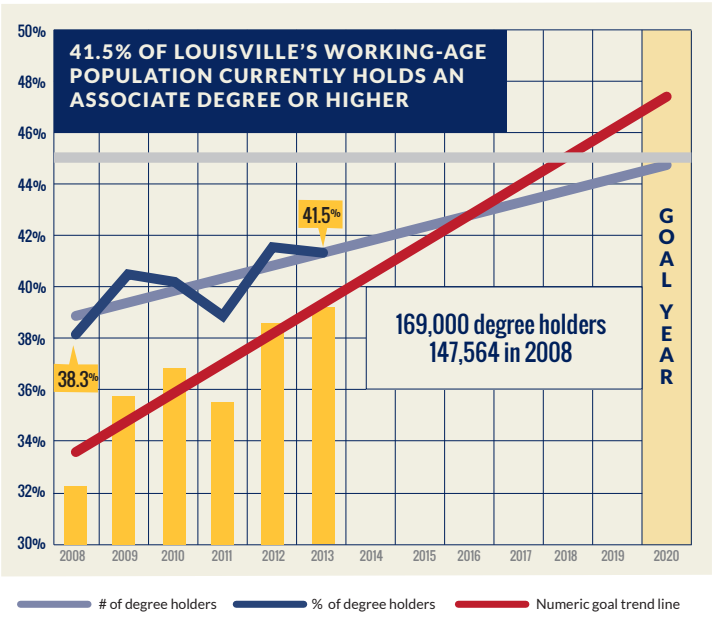
MBK Milestone 4

All young people complete post-secondary education or training

Greater Louisville's Education Scorecard-2014 illustrated that 41.5% of adults currently have an associate's degree or higher[20]. The 2009-2013 census data found that 86.7% of Louisville adults ages 25 and up have graduated high school or higher and 26.9% have a bachelor's degree or higher.

The cradle to career pipeline seeks to increase the percentage of post-secondary education and/or training. Specifically the goal is to have 40% of working age adults earn bachelor's degree or higher and 10% earn associates degree by 2020. The primary lead for this goal is the 55K Degrees Initiatives.





This initiative on the cradle to career pipeline has the following objectives:

- Create college-going and completion culture
- Increase college readiness
- Increase access and affordability
- Increase persistence and completion
- Use business leverage, particularly to increase adult enrollment and completion

The Office of the Mayor is deeply invested in the goal of increasing the number of degrees in our community by 55,000 by 2020. There is a more specific commitment of an increase of 15,000 degrees in the Black community by that year. Achieving these goals should attract better economic opportunities and support better outcomes for our young people.

LEAD ORGANIZATION

www.55000degrees.org

55,000 Degrees

15K DEGREES INITIATIVE
Our Education, Our Community, Our Goal.

MBK Louisville Initiatives



Coalition Serving Young Adults: focuses on bringing the community together to focus on young adults 16 to 24 years of age

15, 000 Degrees Initiative: subset of the 55, 000 Degrees organization and goal that focuses on increasing the number of degrees attained by African Americans by year 2020.

ACT boot camps (JCPS): activity sponsored by the Louisville Urban League and JCPS' Department of Diversity, Equity and Poverty Programs to support the college and career readiness of males of color

Coding at the Beech: KentuckianaWorks and JCPS program that offers computer programming training and job skills to high school aged youth Housing and Urban Development (HUD) housing

Financial Aid workshops for boys of color: series of educational activities to support the college and career readiness of males of color in support of the Males of Color Resolution signed by JCPS

MBK Milestone 5
All youth out of school are employed

Approximately 24% of youth in Louisville live in poverty, according to the Kids Count Data Center[21]. In 2013, there were 1,000 youth ages 16-19 years who were not in school and had not received a diploma or GED and in the same year, 7% of persons 16–19 years were not in school and not working and 18% of persons age 18–24 years of age were not attending school, not working and currently had no degree beyond high school.

Louisville's Cradle to Career Pipeline addresses this challenge with its goal to improve median annual wages to top half of peer cities by 2020. Louisville Metro Civic Innovation leads this charge for the city overall; however, when it comes to employment specifically for youth,KentuckianaWorks leads the charge.



Mayor's SUMMER WORKS

Our goal for youth employment is to increase the number of youth employed within the SummerWorks Program by 400. The objectives that support this goal are:

- Increase training, apprenticeships, and education programs that lead to high growth jobs at or above living wage
- Create a culture that supports career pathways from high school to post-secondary education to workplace
- Increase pipeline of skilled employees to regional employers
- Improve labor market intelligence to gather and communicate key economic and jobs trend data
- Improve capacity to connect qualified job seekers to the best jobs

LEAD ORGANIZATION

KENTUCKIANAWORKS

www.kentuckianaworks.org

Mission: To provide public leadership on the goal setting, performance measurement and system building needed to achieve the Board's vision while running and overseeing programs that complement that vision.

MBK Louisville Initiatives

Kentucky Youth Career Center: offices open to youth, ages 16 to 21, for the purpose of providing training to help find employment now, while planning for their future. Youth receive the following: resume building and interview preparation, career counseling, college preparation, job training, financial assistance and cash incentives for passing GED and other program components.

SummerWorks: KentuckianaWorks program that provides summer employment for more than 2,100 young people through local general funds and private dollars (goal for 2015 is 2500 employed). Not only can youth earn money, but they can also learn important skills that prepare them for future jobs.

Mayor's Youth Opportunity Showcase: an annual job fair focusing on young adults was Feb. 14 in Louisville. Hundreds of young people, ages 16–21, met with more than 40 employers who have summer jobs and part-time jobs after school, as well as full-time jobs for out-of-school youth, 18–21.

LMG Commitment to Increasing Employment Opportunities: the City of Louisville has made a commitment to focusing economic development efforts on zip codes and police divisions challenged by low employment levels.

Right Turn: focuses on 500 youth ages 16-19 who have had experience with the criminal justice system so that they may receive career and educational guidance through career coaching and 1:1 mentoring.

Youth Build: an education, job training and leadership program designed to capitalize on the energy of young adults to develop young, active community leaders and an educated workforce for Louisville.



MBK Milestone 6

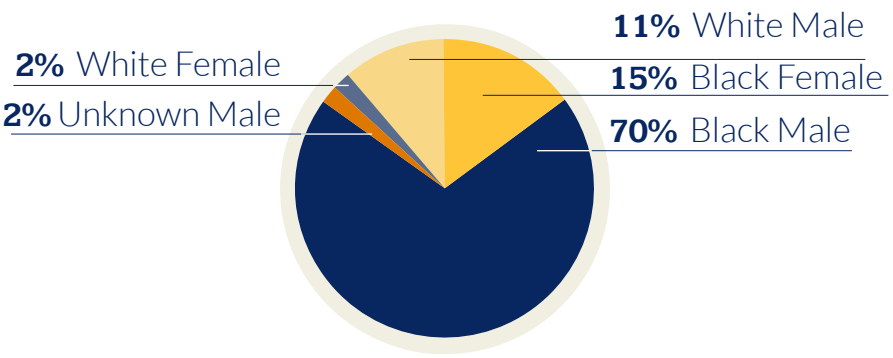
All youth remain safe from violent crime and all have a second chance

According to data provided by the Louisville Metro Police Department's Crime Data Center, from 2012–2014 85% of homicide victims ages 0-24 years were Black and similarly, 74% of shooting victims ages 0-24 years were Black male[22].

The Office for Safe and Healthy Neighborhoods (OSHN) out of Mayor Fischer's Office takes the lead on reducing community violence throughout the city. The OSHN utilizes the public health approach to violence prevention and thus works with numerous city departments, agencies, organizations, faith groups and residents to create a city of safe neighborhoods by reducing overall city homicides, suicides and overdoses.

One Love Louisville is OSHN's strategic action plan within the Phase II Blueprint to create and support safe and healthy neighborhoods. The action plan includes 13 goals and 42 initiatives along with Be the One to Make a Difference Tip Sheets that will help individuals and groups see how they can Be the One to prevent violence in our community.

Homicide victims by race and gender



One Love Louisville utilizes the PIER Tactics continuum (Prevention, Intervention, Enforcement & Re-Entry) to move the following objectives, which are closely aligned to the 6 MBK Milestones:

- Create and promote opportunities for civic engagement
- Improve conditions that hinder education attainment
- Support economic growth with a focus on the most economically challenged neighborhoods
- Enhance the quality of intervention with individuals and families at the first sign of risk
- Restore youth who have gone down the wrong path
- Restore youth who have gone down the wrong path

LEAD ORGANIZATION

OFFICE FOR
SAFE AND HEALTHY
NEIGHBORHOODS

louisvilleky.gov/government/safe-neighborhoods

Mission: To create a city of safe neighborhood where all citizens feel secure, supported and fully prepared for lifelong success.

MBK Louisville Initiatives





Zones of Hope: place based strategy focused on five neighborhoods that aims to restore a sense of place and connection for some of our most "disconnected" neighborhoods, families, and young Black men and boys

Metro Mentors: policy that allows Louisville Metro employees two hours of paid time a week to work with disconnected youth and help them develop the skills, confidence and personal vision to make the right choices in their lives

Be the One Mentor Challenge: encourage all citizens to "Be The One" to make a difference in a young person's life by signing up to be a mentor with one of the mentoring agencies

JCPS & LMPD Liaison: Louisville Metro Police Department & Jefferson County Public Schools and Liaison: position created to notify school of children exposed to violence in the home. Since its creation in March 2014, this partnership has intervened for approximately 996 children

Fatherhood Programming at Metro Corrections: helps individuals experiencing or at risk of family dissonance resulting from the individual's physical and/or emotional separation

JCPS Mental Health Counselors: 15 mental health counselors help high-risk students — who suffer from things like anxiety, grief and anger problems outside of simple disciplinary issues — and their families



Psychological First-Aid Training: teaches individuals how to respond to community disasters, including shootings, to assist those impacted by the incident. Community crisis response teams can be an asset to the community by attending to the non-medical care needs of those impacted by violence.

PAL Coalition - Youth Mental Health First Aid: teaches individuals early intervention and support to foster recovery and resiliency and is based on the belief that individuals experiencing these challenges can and do get better, and can use their strengths to stay well.

One Love Louisville: MBK



MBK MILESTONES	ONE LOVE LOUISVILLE OBJECTIVES
MBK MILESTONE 1 All children enter school cognitively, physically, socially and emotionally prepared	Create and promote opportunities for civic engagement Enhance the quality of intervention with individuals and families at the first sign of risk
MBK MILESTONE 2 All children read at grade level by third grade **MBK MILESTONE 3** All young people graduate from high school **MBK MILESTONE 4** All young people complete post-secondary education or training	Improve conditions that hinder education attainment
MBK MILESTONE 5 All youth out of school are employed	Support economic growth with a focus on the most economically challenged neighborhoods
MBK MILESTONE 6 All young people are safe from violent crime	Restore youth who have gone down the wrong path

ONE LOVE LOUISVILLE OUTCOMES AND IMPACTS

DESIRED OUTCOMES	DESIRED IMPACTS:
More Youth Connected to a Caring Adult	Reduction in Youth Violence
Increase Opportunities for Returning Citizens	More Resilient, Empowered Youth
Decrease in Shootings	Fewer Youth Exposed to Violence
Decrease in Homicides	Higher Employment Among Youth and Young Adults
Decrease in Suicides	Better Educated Young People
Decrease in Overdoses	
Increase in High School and College Graduation Rates	

Current Accomplishments

COMMUNITY BUILDING

Received a **$226,400** grant from the James Graham Brown Foundation for the "Zones of Hope" initiative which supports the Black Male Achievement initiative in Parkland, California, Russell, Shawnee and Newburg

Received **$40,000** from anonymous local foundation to provide conflict resolution training to community center staff, youth and families

Increased youth development funding by **$800, 000** to support youth development which increased staff and program capacity

Mayor's Faith Forum: used to engage the faith community in crisis response work.

Metro Mentors: new policy that allows every Metro employee two hours a week to mentor

Ten community work groups were convened to develop SMART goals and initiatives to combat violence

Received **$20,000** from Homeland Security to build capacity of Neighborhood Watches

EDUCATION

JCPS created the **Equity Scorecard** and the Boys of Color Resolution

Participated in the revisions made to the JCPS **Code of Conduct**

College and Career Corners are under development at all Metro Community Centers

Created an intervention for children exposed to violence by convening **partnership between LMPD, JCPS and Metro**

LMPD secured Community Oriented Policing Services funding to deploy five additional **School Resource Officer** in JCPS & working with LMPD to ensure equity

Louisville Free Public Library issued the **1,000 books** before kindergarten challenge

EMPLOYMENT AND ECONOMIC

KentuckianaWorks SummerWorks expanded outreach efforts to targeted youth and employed a total of **2,180 youth**

Received **$2.25 million** for the Right Turn program to connect 500 youth (ages 16-19 years) to educational and employment opportunities and to an adult mentor

Louisville Metro Dept. of Public Health & Wellness employed **25 youth** in the Healing Future Fellows program summer 2014

Metro Parks employed a total of **82 youth** during summer of 2014

HEALTH AND SOCIAL WELLNESS

Kentucky **Crisis Response Team** has been deployed to connect community members impacted by homicide to resources that will assist in minimizing the impact of a traumatic event

Developed partnership between University Hospital, Health Department and Mayor's Office to implement a **hospital-based intervention program** for shooting and stabbing victims

Released the **Healthy Louisville 2020** report which reinforces violence as a public health issue

Provided Psychological First Aid training to **60** community members

JUVENILE AND CRIMINAL JUSTICE

Expanded support for Restorative Justice Louisville by **$100,000**

Received **Right Turn grant for adult mentorship**, juvenile record expungement and resources for youth involved in the criminal system

Convenes **monthly meetings with incarcerated males** ages 18 – 26 to discuss community problems and potential solutions

Staff was reassigned to oversee a **pilot program for citizens returning from custody**

LMPD created **Real Time Crime Center**

LMPD **enhanced camera system**, adding additional cameras

Received a **$300,000** Project Safe Neighborhood Grant for two years to address violent crime in the Parkland neighborhood

Youth Detention Services started an **Evening Reporting Center** to provide more intensive supervision for at risk youth

Council passed resolution to support HB 70 **(restoration of voters' rights for ex-felons)** signed by Mayor Fischer

Partnership with Human Relations Commission and HR to work with Council on **Ban the Box**

One Love Louisville: MBK 2015 Milestone Calendar



Milestone 1	JCPS Releases New Kindergarten Readiness Website | **April 2015**
Milestone 2	Kindergarten Readiness Challenge Reissued | **Aug. 2015**
Milestone 2	Kindergarten Kickoff | **Aug 2015**
Milestone 3	Boys of Color Celebration | **April 2015**
Milestone 3	Men of Quality Lifestyle Choices Forum | **March 2015**
Milestone 3	JCPS to release Strategic Plan 2020 | **Aug 2015**
Milestone 4	55,000 Degrees/15, 000 Degrees College Fair | **March 2015**
Milestone 4	Coding at the Beech Graduation | **April 2015**
Milestone 5	Mayor's Opportunity Youth Showcase
Milestone 5	Summer Works Begins | **June 2015**
Milestone 6	Zones of Hope hires community organizers | **March 2015**
Milestone 6	Metro Mentors will have 10% of employees signed up to mentor | **Dec 2015**
Milestone 6	Zones of Hope holds monthly community meetings | **Jan-Dec 2015**
Milestone 6	*One Love Louisville* monthly implementation and accountability meetings open to the public | **Jan-Dec 2015**
General	2nd policy review conducted | **Dec 2015**

References

1-MBK's Six Milestones- See "My Brother's Keeper Task Force: One-Year Progress Report to the President" (February 27, 2015). Available at: https://www.whitehouse.gov/sites/default/files/docs/mbk_one_year_report_2.pdf

2-Cradle to Career: Louisville-See complete pipeline at: https://portal.ksba.org/public/Meeting/Attachments/DisplayAttachment.aspx?AttachmentID=250582

3-Louisville population, education and economic demographics retrieved from U.S. Census Bureau, 2009-2013 5-Year American Community Survey. Available at: http://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?src=bkmk

4-Crime data including homicide and corrections demographics retrieved from Louisville Metro Crime Data Center.

5-JCPS District data retrieved from the Envision Equity: JCPS Equity Scorecard. Available at: http://www.jefferson.kyschools.us/Programs/mcconnections/EquityScorecard/

6- Louisville's Blueprint for Safe and Healthy Neighborhoods Phase II: One Love Louisville available at: http://louisvilleky.gov/government/safe-healthy-neighborhoods/one-love-louisville

7-Cities United-learn more at: http://citiesunited.org/

8-National League of Cities-learn more at: http://www.nlc.org/

9-National Forum on Youth Violence Prevention-learn more at: http://findyouthinfo.gov/youth-topics/preventing-youth-violence/about-national-forum

10-JCPS Student Code of Conduct-Read policy at: http://www.jcpsky.net/Pubs/codeofconduct.pdf

11-Louisville Bans the Box (Ordinance No. 046, Series 2014) –Read policy at: http://louisvilleky.gov/sites/default/files/metro_council/pdf_files/ord0462014banthebox.pdf

12-Louisville Minimum Wage Increase (Ordinance No. 216, Series 2014)-Read policy at: http://louisvilleky.gov/sites/default/files/metro_council/pdf_files/ord_216_2014.pdf

13-LMPD Body Cameras-Read news stories at: http://www.courier-journal.com/story/news/crime/2014/12/05/police-body-cameras-pushed-wake-ferguson/19963195/

14-LMG Metro Mentor's Policy-For more information see: https://louisvilleky.gov/government/safe-healthy-neighborhoods/mayors-mentors

15-Kentucky's Legislature's Senate Bill 200-Read policy at: http://www.lrc.ky.gov/record/14RS/sb200.htm

16-Kentucky Legislature's House Bill 70-Read policy at: http://www.lrc.ky.gov/record/08rs/hb70.htm

17- Kindergarten readiness- Jefferson County Public Schools' Brigance: Fall 2014 Results Readiness by Zip Code (January 26, 2015)

18-See note5

19-Read the JCPS Strategic Plan 2015 at: http://issuu.com/jcps-ky/docs/vision2015_8.3.12_1_?e=3222915/2022051

20-Read 55,000 Degrees' Greater Louisville's Education Scorecard-2014: http://www.55000degrees.org/wp-content/uploads/2014/12/55K_PR14_WhitePaper_Web.pdf

21-Youth in Poverty-information retrieved from Kids Count Data Center at: http://datacenter.kidscount.org/data#KY/3/0

22-All crime data provided by Louisville Metro Police Department Crime Data Center; data subject to change based on investigative findings and subsequent reclassification of crimes

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www.louisvilleky.gov/safeneighborhoods