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.

- 180 Degrees
- 3M Foundation
- African American Leadership Forum
- African Development Corporation
- Asian Americans/Pacific Islanders in Philanthropy (AAPPIP)
- Big Brothers Big Sisters of the Twin Cities
- Black Ministerial Alliance
- Blue Cross and Blue Shield of Minnesota Foundation
- Bush Foundation
- Carlson Family Foundation
- Chicano Latino Affairs Council
- City of St. Paul
- Ecolab Foundation
- EMERGE
- Generation Next
- Greater Twin Cities United Way
- Grotto Foundation, Inc.
- Harvest Network of Schools
- Headwaters Foundation for Justice
- Hennepin County Attorney’s Office
- Hennepin County Commissioners’ Offices
- Hennepin County Juvenile Detention Alternatives Initiative
- Hennepin County Probation and Child Welfare
- Hmong American Partnership
- Karen E. Kelley-Ariwoola Fund of The Minneapolis Foundation
- Liemandt Foundation
- Little Earth
- Lutheran Social Services of Minnesota
- Mark & Charlie’s Gay and Lesbian Fund for Moral Values
- The McKnight Foundation
- The McNeely Foundation
- Medica Foundation
- Minneapolis City Attorney’s Office
- Minneapolis Civil Rights Department
- Minneapolis Community and Technical College (MCTC)
- The Minneapolis Foundation
- Minneapolis Health Department
- Minneapolis Mayor’s Office
- Minneapolis Police Department
- Minneapolis Public Schools
- Minneapolis Urban League
- Minneapolis Youth Coordinating Board
- Minneapolis Youth Violence Prevention Initiative
- Minnesota Council on Foundations
- Minnesota Department of Public Safety
- Minnesota House of Representatives
- Minnesota Minority Education Partnership
- Minnesota Office of Higher Education
- Minnesota Philanthropy Partners
- The Mortenson Family Foundation
- Kevin J. Mossier Foundation
- NAACP
- Neighborhoods Organizing for Change
- New Lens Mentoring Society
- Nexus Community Partners
- Northside Achievement Zone
- Northside Funders Group
- Northwest Area Foundation
- Office of Congressman Keith Ellison
- Office of Congresswoman Betty McCollum
- Office of Senator Al Franken
- Office of Senator Amy Klobuchar
- Pan African Community Endowment
- The Jay and Rose Phillips Family Foundation of Minnesota
- Ramsey County Administrator’s Office
- Ramsey County Attorney’s Office
- Ramsey County Community Corrections
- Ramsey County Community Human Services
- Ramsey County Juvenile Detention Alternatives Initiative
- Ramsey County Workforce Solutions Right Track
- Saint Paul Chamber of Commerce
- 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 (HREECO)
- Saint Paul Mayor’s Office
- Saint Paul Parks and Recreation
- Saint Paul Police Department
- Saint Paul Public Library
- Saint Paul Young Commission
- Sauer Children’s Renew Foundation
- Sprocket
- 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.

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

<table>
<thead>
<tr>
<th>2014</th>
<th>MAY</th>
<th>JUNE</th>
<th>SEPTEMBER</th>
<th>OCTOBER</th>
<th>NOVEMBER</th>
<th>DECEMBER</th>
</tr>
</thead>
<tbody>
<tr>
<td>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.</td>
<td>Four hundred community members attend learning gathering hosted by the Mayors.</td>
<td>The Twin Cities MBK Funders Learning Circle begins meeting; hosted by Minnesota Council on Foundations.</td>
<td>The Mayors accept the President’s MBK Community Challenge.</td>
<td>MCF Learning Circle makes commitment to collaborate with Mayors’ Offices in MBK Community Challenge.</td>
<td>The Mayors host a community forum to develop advice for meeting the MBK Community Challenge.</td>
<td>The Mayors’ Offices form a Community Advisory Group to help prepare the Twin Cities MBK Community Challenge policy review and action plan.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>2015</th>
<th>FEBRUARY</th>
<th>MARCH</th>
<th>APRIL</th>
<th>MAY 19</th>
</tr>
</thead>
</table>

### 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?”
Minneapolis  |  Saint Paul

My Brother’s Keeper
Community Challenge

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.
# Community Challenge Action Plan

## Summary and Timeline

<table>
<thead>
<tr>
<th>Intensive Activity</th>
<th>High Activity</th>
<th>Lower Activity</th>
</tr>
</thead>
</table>

### Mayors Offices

**Objectives:** Change narrative and perceptions; change how decisions are made about city programs and budgets  
**Leadership:** Offices of Mayors Hodges and Coleman

<table>
<thead>
<tr>
<th>Activity</th>
<th>2015</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Change narrative and perceptions</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Collect accomplishment stories</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Develop &amp; introduce MBK lens for programs &amp; budget</td>
<td></td>
<td></td>
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<tr>
<td>Develop data collection reforms</td>
<td></td>
<td></td>
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<tr>
<td>Convene annual progress summit</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Grantmakers

**Objectives:** Develop skills in culturally-competent grantmaking and support systems change through public policy  
**Leadership:** Minnesota Council on Foundations

<table>
<thead>
<tr>
<th>Activity</th>
<th>2015</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Convene MBK Funders’ Learning Circle</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Provide programs for grantmakers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Promote MBK grantmaking tool</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Develop MCF 2016 advocacy agenda</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Serve as Executives’ Alliance liaison</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### 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

<table>
<thead>
<tr>
<th>Activity</th>
<th>2015</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Organize MBK Advisory Network</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Provide network education and support</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Organize focus for public policy advocacy</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Advise Mayors and grantmakers</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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**Minneapolis | Saint Paul**

**My Brother’s Keeper Community Challenge**

**Resources for Action**
The Opportunity
Fifty-two percent of low income children are ready for kindergarten.

The Challenge

<table>
<thead>
<tr>
<th>Household Poverty Status and Race/Ethnicity</th>
<th>Kindergarten Proficiency Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>250% of poverty guideline and under</td>
<td>52%</td>
</tr>
<tr>
<td>Over 250% of poverty guideline</td>
<td>69%</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>44%</td>
</tr>
<tr>
<td>American Indian</td>
<td>44%</td>
</tr>
<tr>
<td>Other</td>
<td>54%</td>
</tr>
<tr>
<td>Black</td>
<td>57%</td>
</tr>
<tr>
<td>Asian</td>
<td>62%</td>
</tr>
<tr>
<td>White</td>
<td>63%</td>
</tr>
</tbody>
</table>


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](http://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](http://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](http://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
Minneapolis | Saint Paul
My Brother’s Keeper Community Challenge

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

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

The Challenge
Read at Grade Level by Third Grade

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.sppsfoundation.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


Boys Meeting Third Grade Reading Standards

<table>
<thead>
<tr>
<th>Race/Heritage</th>
<th>Exceeds</th>
<th>Meets</th>
<th>Partially Meets</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian</td>
<td>0.0%</td>
<td>14.8%</td>
<td>13.0%</td>
<td>13.8%</td>
</tr>
<tr>
<td>Asian American</td>
<td>4.9%</td>
<td>31.7%</td>
<td>17.1%</td>
<td>13.8%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>3.1%</td>
<td>19.1%</td>
<td>17.5%</td>
<td>13.8%</td>
</tr>
<tr>
<td>African American</td>
<td>3.6%</td>
<td>16.0%</td>
<td>13.8%</td>
<td>13.8%</td>
</tr>
<tr>
<td>White (non-Hispanic)</td>
<td>26.0%</td>
<td>45.7%</td>
<td>9.6%</td>
<td>26.0%</td>
</tr>
</tbody>
</table>

Note: Data is from the State of Minnesota (MDH, DHS and MDE), 2013.
Graduate From High School

Our Goals

The Opportunity

The Challenge

Connect for Collective Action

www.minneapoliseducate.org

Graduate From High School

Minneapolis Public Schools

Data is not available by both race and gender.

Source: Minnesota Report Card. Students in the Class of 2014

<table>
<thead>
<tr>
<th>Race</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Students</td>
<td>75.6%</td>
<td>70.6%</td>
</tr>
<tr>
<td>White</td>
<td>83.6%</td>
<td>77.9%</td>
</tr>
<tr>
<td>Asian</td>
<td>77.3%</td>
<td>71.9%</td>
</tr>
<tr>
<td>American Indian</td>
<td>55.7%</td>
<td>53.1%</td>
</tr>
<tr>
<td>American (non-Hispanic)</td>
<td>77.6%</td>
<td>73.7%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>58.7%</td>
<td>52.3%</td>
</tr>
<tr>
<td>African</td>
<td>58.7%</td>
<td>53.9%</td>
</tr>
<tr>
<td>Male</td>
<td>75.6%</td>
<td>70.6%</td>
</tr>
</tbody>
</table>

4-Year High School Graduation Rate

Saint Paul Public Schools

- Connect for Collective Action
- Achieve GradMN on-time graduation rate of 90%
- Increase rates of boys of color in Minneapolis and Saint Paul who graduate from high school
- Work with partners to narrow the opportunity gap for boys of color
- Work in networks to promote equity in education outcomes
- Strengthen college access and readiness efforts in high opportunity communities
- Address discipline disparities
- Promote success for English Language Learners
- Address the achievement and opportunity gap for boys of color
- Provide resources and support to educators and schools

Source: Minnesota Report Card. Students in the Class of 2014

Graduated

- American Indian: 29.2%
- Asian: 77.6%
- Hispanic: 45.1%
- African American: 47.3%
- White: 77.3%
- Male: 75.6%
- All Students: 75.6%
- American (non-Hispanic): 77.6%

The Opportunity:

- Minneapolis Public Schools
- Saint Paul Public Schools
- Northside Achievement Zone
- Sprocketssaintpaul.org
- Generation Next
- Minnesota Education Equity Partnership
- Minneapolis Public Schools
- Saint Paul Public Schools
Minneapolis | Saint Paul

My Brother's Keeper

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

Complete Post-secondary Education or Training

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

The Opportunity

Achieve higher graduation rates from 2-year and 4-year post-secondary education institutions between young men of all racial classifications 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

Minnesota College Graduation Rates, 2012

Minimum earnings or transfer rates from 2-year college

6-year graduation rates from 4-year colleges

Rate at 150% of Normal Time

0%
20%
40%
60%
80%
100%

American Indian
Black
White
All Students
Asian
Hispanic
Two or More Races

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
Our Goals

1. Increase access of young men of color who graduate from high school with a pathway plan.
2. Close the gap in unemployment rates between whites and young men of color.
3. Reverse the trend of increasing unemployment rates for young men of color.
4. 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.righttrack.stpaul.gov

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

www.hiremn.org

Gain Employment

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

My Brother's Keeper

Minneapolis | Saint Paul

San Francisco: MBK-SanFrancisco.com


Graph: Employment by Selected Race or Ethnicity


UNEMPLOYMENT RATE (PERCENTAGE)

White

Hispanic

Black

The Opportunity

The Challenge

Gain Employment
Minneapolis | Saint Paul
My Brother’s Keeper
Community Challenge

The Opportunity

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

The Challenge

Keep Kids Safe and Give Them a Second Chance

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

For more information, visit the following websites:

- Minnesota’s Adult Prison Population by Ethnicity
- Minnesota’s Second Chance Coalition
- The Minneapolis Blueprint for Action to Prevent Youth Violence
- The Saint Paul Youth Intervention Initiative
- Minnesota’s Adult Prison Population by Ethnicity

Source: Minnesota Council on Crime and Justice, 2012
My Brother's Keeper

The Minneapolis-St. Paul region has some hurdles to overcome, his story is an example of how engaging the voices of young people and engaging the voices of young people is developing a series of actionable recommendations. Later this spring, we'll invite the community to join us to launch the work of the Twin Cities MBK Community Challenge Action Plan.

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 — focusing on his studies and having a mentor. But don't wait until then. Join us now by getting involved in student council, football, basketball, baseball, or whatever it is that you love. Join the Twin Cities MBK Community Challenge.

Young men like Isaiah succeed because they recognize and develop their potential. But that support is most successful when we have recognized and engaged the voices of young people and teachers all have a role in helping kids from where we need it to be. Join the Twin Cities MBK Community Challenge.

It was there he was recruited to interview for an after-school program at the YMCA. His older siblings had helped him develop his own potential. His friends, community workers, faith leaders and St. Paul, we have enthusiastically heard those stories. We need to hear more about young men of color who are succeeding. But don't wait until then. Join us now by getting involved in student council, football, basketball, baseball, or whatever it is that you love. Join the Twin Cities MBK Community Challenge.

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