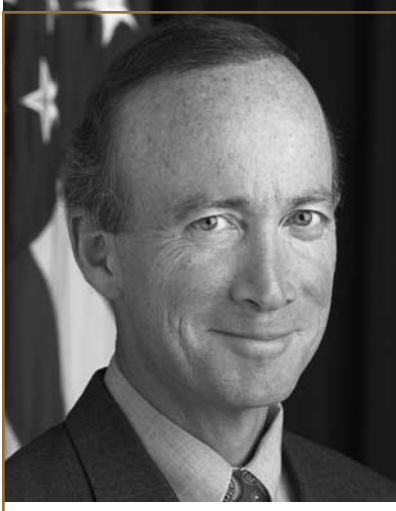


The Indiana Commission on the
Social Status of Black Males
2006-2007 Annual Report



Greetings,

As Governor, I am pleased to recognize the work of the Indiana Commission on the Social Status of Black Males and join with community leaders in presenting the annual report.

Since it was established in 1993, the Commission has focused attention on the economic, educational, health, criminal justice and social status of black males in our state. This report offers detailed information on trends in these areas and makes recommendations for improvement to enable everyone to better understand the problems and come together to seek solutions.

I commend the Commission for addressing these continuing challenges and for working to enhance the quality of life for African-American men and their families, as well as all Hoosiers.

Thank you for your support of the Commission and their dedication to making our state an even better place to live.

Sincerely,

A handwritten signature in gold ink that reads "Mitch Daniels". The signature is written in a cursive, flowing style.

Mitch Daniels

Governor



Greetings,

Since 1993, the Indiana Commission on the Social Status of Black Males has worked hard to reverse trends that affect African-American males here in our state. We appreciate their efforts to effect positive change.

The distinguished members of the Commission are an important part of our efforts to improve the quality of life for African-American families and communities across the state. This annual report provides a road map of the challenges and opportunities we face. We thank all those who had a hand in putting it together.

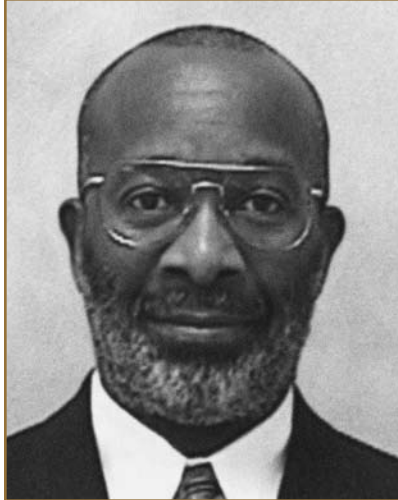
Strong communities are the foundation of a strong Indiana, and that is what we all strive for. I commend the Commission for their efforts to better the lives of those they serve and to better our state as well. All Hoosiers will benefit.

I extend my thanks to the Commission members for their dedication and hard work.

Sincerely,

A handwritten signature in gold ink that reads "Becky Skillman". The signature is fluid and cursive.

Becky Skillman
Lieutenant Governor



Greetings,

It has been an honor to serve as a Commissioner and Chairperson of the Indiana Commission on the Social Status of Black Males. We have been involved in many endeavors during this 14th year.

We have moved forward with the updating of our Five-Year Plan for Indiana Black males. We held a retreat on June 14th at the Adam's Mark Hotel. We made great progress, and have committed to continuing our work toward the completion of the Plan. The Plan includes the following five focus areas: Criminal Justice, Education, Employment, Health and Social Factors. We hope to have the

completed Plan by the end of our 15th year, 2008. The Commission is all on one accord with the importance of working with our Black male student population as early as possible!

To strengthen the Commission, we must continue to collaborate with and form alliances with organizations such as Public Action in Correction Effort and Offender Aid & Restoration (PACE/OAR), United Northeast Second Chance Program (which I had the pleasure of having first hand experience with their graduation this year), and our legislators and policy-makers to address the ex-offender transition back to society and recidivism issues.

On October 18 and 19, 2007, the Commission held its 8th African-American Male National Conference. Our conference was graced by featured speakers and concurrent workshops that were engaging and empowering. It is my hope that which was seen, heard, and learned, were taken back to the respective communities represented.

The major highlight of our Conference was the honoring of Rev. Fr. Boniface Hardin, O.S.B., President and Founder of Martin University. Certainly, this icon was the forbearer of our conference theme, "Investing in the Black Male: Empowerment through Education." I was honored and humbled to be a part of this iconic event. Father Hardin has long been a torch-bearer and drum major, and an inspirational teacher and leader of the community.

I commend the Commission for its diligent work. On behalf of the Commission, I would like to thank all of the volunteers who support our mission. I am encouraged by the energy and commitment of all those involved. Going forward, we have much work to do as part of a continual "community healing" process. Let us move forward into this New Year knowing that we are many members with different gifts and skills working toward the common good of humanity, especially the Black Male.

Respectfully,

A handwritten signature in brown ink that reads "Wayne R. Wellington". The signature is fluid and cursive.

Wayne R. Wellington
Chairman, ICSSBM




Greetings,

In 1993, the Commission on the Social Status of Black Males was established by the General Assembly to consider strategies for the improvement of life for Black males in Indiana. Five focus areas involving Black males were considered: education, employment, criminal justice, health, and social factors. The Commission is committed to actively explore and diligently study all aspects of the focus areas in order to reverse the trends that adversely affect our state's African American male population.

The past 14 years have been both productive and successful for the Indiana Commission on the Social Status of Black Males. We have been instrumental in the passage of several pieces of legislation and brought an increased awareness to the disproportionate numbers of African American males dying with AIDS and gun violence. The Commission has successfully hosted eleven consecutive Indiana Black Male state conferences and three times hosted the African American Male National Conference. And we are still committed to publishing our annual report to give everyone a chance to read, study, and bring to light the increasing negative disparities between Black male Hoosiers and other Indiana males.

On behalf of the Commission, I would like to deeply thank everyone that has committed time and efforts to make the work of the Commission a success. The past directors, Darren Washington, Stephen Jackson, and Jose Evans, our past commissioners and governors have done a tremendous job paving the way for current staff James E. Garrett Jr., Steven Ingram, and Malika Mays and our future endeavors. Our work continues as we expand our efforts to overcome the challenges facing Black males in our state. We are pleased with our efforts thus far; however, our work is still not done. The Commission remains committed to seeking innovative and workable solutions that will continue to the overall social enhancement of Black males in Indiana.

Respectfully yours,


Dr. Vernon G. Smith
State Representative
House District 14

Executive Summary

Since 1993, the Indiana Commission on the Social Status of Black Males has been committed to improving the plight of Black male Hoosiers. In accordance to P.L. 143-1993, the commission proudly submits this annual report to the Honorable Governor Mitch Daniels, the Indiana General Assembly, and to all concerned Hoosiers committed to alleviating issues that adversely affect Black males.

The goal of this report is to provide statistical data, helpful information, and solution-based recommendations within the five focus areas that the commission has been legislatively mandated to research. Unfortunately, over the past twelve months there has been little change in the numbers; thus, the story remains the same.

Black males continue to be retained, suspended or expelled from our schools at higher rates than their counter-parts. Despite Black males accounting for only 4.16% of our State's population, they account for a disproportionate 37.9% of our State's prison population. According to the 2006 American Community Survey published by the U.S. Census Bureau, Black males in Indiana represent over 18% of Hoosiers living below the poverty level. Black households have the lowest median incomes of all races in Indiana. Black males also have higher mortality rates than white males in all major health categories.

One major thrust of the commission is to inspire meaningful change through legislative action to positively impact the lives of Black males. The Commission is extremely excited about two bills introduced during the 2008 Indiana General Assembly session which addresses two recommendations contained in the Commission's five focus areas. House Enrolled Act 1107 addresses mandatory cultural competency and diversity training for educators within our State school systems. House Enrolled Act 1210 addresses requirements for teacher certification an issue which disproportionately affects minorities and especially Black males seeking to enter into education.

Since the Commission's inception, it has worked diligently to ensure that the story of Indiana Black males is told. The commission continues to serve as a role model exemplar for similar commissions and organizations across the country. Through hard work and committed service, the commission has been a sense of hope for Black males, families, and communities throughout our State.

The Board of Commissioners and staff would like to thank everyone for taking time to read this report. Though there has been some progress through the years, there is still much to be done. It is our hope that the information contained in this report will prove to be helpful in bringing about necessary change to make Indiana a better place to live, work, and raise a family for all Hoosiers.

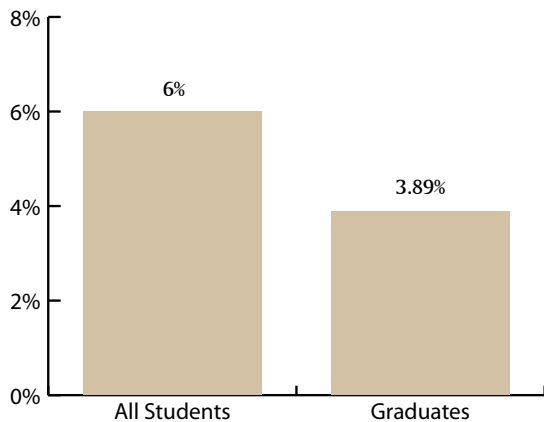
Education

Problem Statement: According to data provided by the Indiana Department of Education, Black males are retained at a percentage nearly three times higher than that of majority population. Additionally, Black males account for nearly double the amount of in-school suspensions, and serve out of school suspensions at a percentage more than three times that of all students.

Parents, family, and the community must push Black males to stay in school, and push the school systems to keep these students in the process longer. Some students are legitimately failing in school, but others are simply being failed by the system. That is not a good result for Black males, the community, or the State.

Research indicates that culturally responsive practices, which include having high expectations and standards for learning, are indeed related to student success, even if few studies have been undertaken to determine whether culturally based education is also a factor in schools.

Black Males in the Student Population, 2006

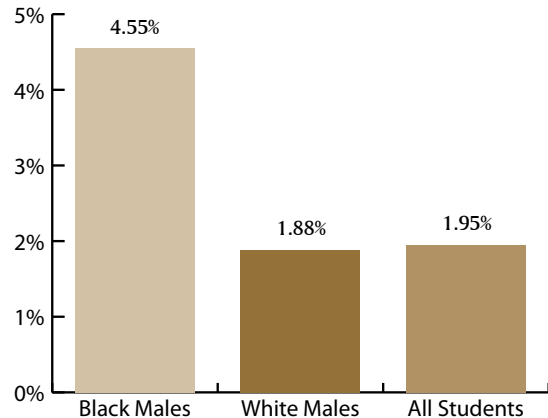


Source: Indiana Department of Education

Definition

Retention: A retained pupil is one who is assigned to the same grade as the prior year. This does not include students who were promoted but who are repeating particular subjects.

Students Retained in Indiana Public Schools, 2007-2008



Source: Indiana Department of Education, Preliminary Data

Fact:

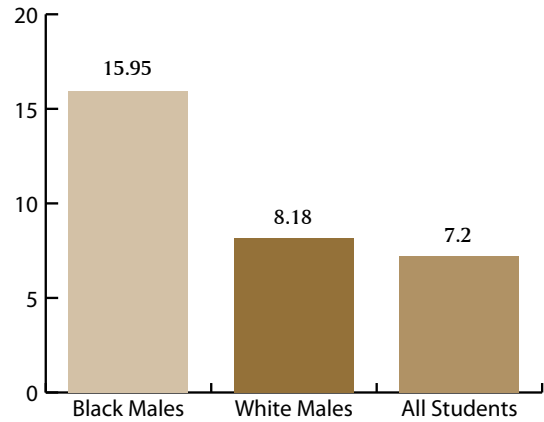
- Black male students are retained at more than double the rate of white male students.

Black males' suspensions continue to exceed the percentage rate of the other ethnic groups while the expulsion rate figures have remained nearly unchanged from the previous school year.

Fact:

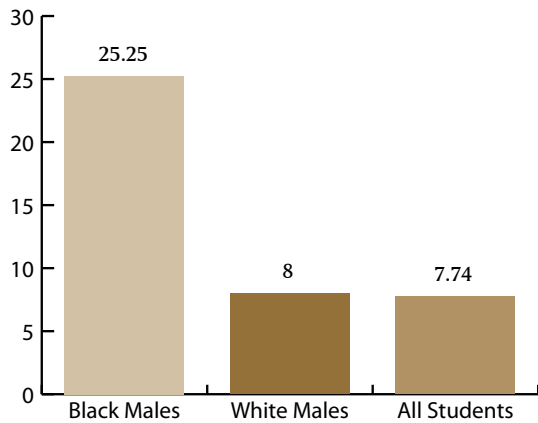
- Black male students are over three times as likely as other students to be given an out of school suspension.

In-School Suspensions per 100 Students, Indiana Public Schools, 2007-2008



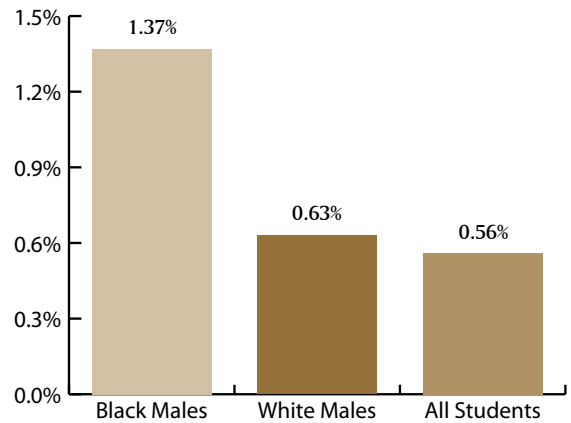
Source: Indiana Department of Education, Preliminary Data

Out of School Suspensions per 100 Students, Ind. Public Schools, 2007-08



Source: Indiana Department of Education, Preliminary Data

Students Expelled from Indiana Public Schools, 2007-2008



Source: Indiana Department of Education, Preliminary Data

Commission Education Conclusions

Black male students continue to lag behind in academic achievement compared to the majority population. This report illustrates that Black males continue to be retained, suspended and expelled at higher percentages than their counterparts. High educational attainment and achievement must be the desired outcome for all students, especially Black males who appear to be underserved in the current education system. The statistics and data bear witness that education is one of the best ways to help Black males reach their potential and improve their lives.

The burgeoning complexity of our times calls upon educators to embrace the challenge of becoming a more culturally diverse society. Closing the achievement gap and correcting educational inequities are compelling reasons for school systems to become more culturally responsive to Black male students. Mandatory annual cultural competency training must become a reality if addressing retention, suspensions and expulsions, and increasing Black male graduation rates; while decreasing Black male drop-out rates are important. It is imperative that Indiana be known as a State that rigorously seeks to improve its educational services and opportunities for all students.

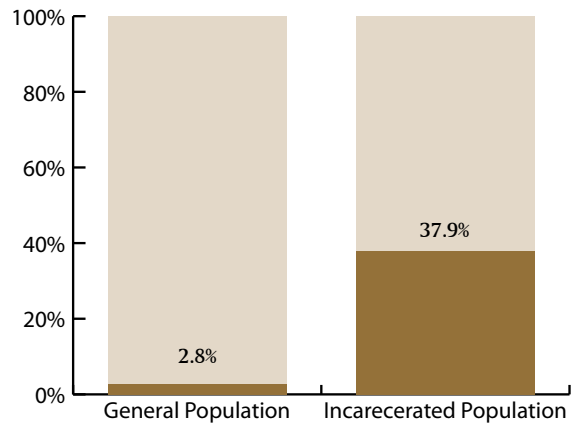
Criminal Justice

Problem Statement: Adult Black males are represented in the Indiana incarcerated population at a margin nearly fourteen times that of the total population. Similarly, juvenile Black males represent nearly one third of the total juvenile incarcerated population.

Black males continue to enter Indiana prisons at an alarming rate. Although some individuals commit crimes which deservingly call for incarceration, grassroots organizations, nonprofit organizations, faith-based institutions, and local citizenry must become a voice against laws and sentencing practices that disproportionately affect Black males.

Citizens must diligently assess whether county ordinances and local law enforcement practices increase the likelihood of adversely impacting Black males. For instance, laws that contain enhancements based on foot or distance restrictions (i.e. laws which regulate activity within a certain area) disproportionately affect metropolitan communities. There are greater concentrations of young Black males in metropolitan communities. Thus it appears that such practices can have a damaging affect on the communities where Black males reside.

Ind. Adult Black Male Population



Source: Indiana Department of Correction

Prison Population Breakdown

Category	Total
ADULT Prison Population	25,849
% Male	91.7%
% Black Male	37.9%
JUVENILE Prison Population	1094
% Male	83.3%
% Black Male	29.9%

Breakdown as of July 2007

Source: Indiana Department of Correction

Black Male Offenders by Age

Age Group	Percentage of Total
Under 18	0.36%
18-24	17.61%
25-34	36.75%
35-44	25.46%
45-54	15.34%
Over 54	4.48%

Source: Indiana Department of Correction

Controlled substances often play a primary or an underlying role in the activities which send Black males to prison. Communities must play a greater part at intervention. The tolerance for controlled substances in the Black communities has seemed to have altered the value system to care more about depreciable material items instead of making sure Community centers have the necessities to run after school tutoring or crime deterrent programs.

Fact:

- On average, over 500 Black males are released from the Department of Correction per month.

Larger communities have to be even more cognizant of how laws impact Black males. The numbers of Black males being sent from these communities cripple the chances of the Black community and Black family to sustain themselves while their loved one is incarcerated.

Top 6 Counties with the Most Incarcerated Adult Black Males

County	Offenders
Marion	4200
Lake	840
Allen	759
St. Joseph	629
Elkhart	510
Vanderburgh	399

Source: Indiana Department of Correction

Top 5 Offense Categories for Adult Black Male Offenders

Category	Percentage of Total
Crimes Against Person	40.4%
Controlled Substance	29.24%
Property	13.88%
Substantive Criminal*	7.02%
Weapons	4.27%

*Substantive Criminal = attempt, conspiracy, aiding
 Snapshot Date: 12/03/07
 Source: Indiana Department of Correction

Top 5 Offense Categories for Juvenile Black Male Offenders

Category	Percentage of Total
Crimes Against Person	36.84%
Property	36.49%
Public Administration	11.57%
Public Order	5.96%
Controlled Substance	5.26%

Snapshot Date: 12/03/07
 Source: Indiana Department of Correction

Top 6 Counties with the Most Incarcerated Juvenile Black Males

County	Offenders
Marion	79
St. Joseph	55
Lake	49
Vanderburgh	20
Elkhart	19
Allen	18

Source: Indiana Department of Correction

Commission Criminal Justice Conclusions

The Commission focuses on Corrections during this review of the Criminal Justice component of the 5 year plan. Typically the lack of variables such as employment and education increase the chances for an individual to enter the criminal justice system. This correlation would appear to be true amongst adult Black Males in Indiana who comprise approximately 2.8% of the state's total population but 37.9% of the total prison population. Over 75% of the Black Male prison population is between the ages of 18 and 44. This represents a significant number of Black Males during the time frame when they would be contributors to the Black male workforce. This also represents the time frame in which most parents raise their children. A direct result is that Black youth are growing up in the absence of the number one role model-their father.

While 40% of the crimes committed by Black Adult Males were crimes against a person, a close second category was controlled substance offenses at 29%. Although there are instances when crimes against a person do not interrelate with controlled substances, often times abstract of judgments detail that controlled substances played an underline part as to why the individual committed the crime against a person. The Commission acknowledges the frustrations with the educational and employment arenas mixed with absences of delayed gratification often lends Black males to seek a level of achievement on their own terms. Eric Eckholm suggests, "Terrible schools, absent parents, racism, the decline in the blue collar jobs and a subculture that glorifies swagger over work have all been cited as causes of the deepening ruin of black youths." (*Plight Deepens for Black Men, New York Times, March 20, 2006*)

Communities must play a more active part in providing reentry avenues for those reentering from incarceration. Ninety-seven percent of the total population within the Department of Correction will be released from state custody. This means our local communities must be ready to provide services such as health, housing, employment, transportation, substance abuse treatment, etc. A large part of the exiting offenders' possibilities are centered on how ready the local communities are to accept them-meaning support and employment. Often, when these two avenues fail, it is easier for the ex-offender to resort back to the same illegal activities which led him to prison. The statistics are even more staggering amongst Black Males returning to Indiana's larger metropolitan cities. While adult recidivism rates are right at 40% for the Adults as a whole in the Department, the recidivism rates for this group of men are higher. The battle to keep Black men out of the Department of Correction has to be fought both inside prison walls as well as outside in our local communities. The Commission recognizes the importance of community support and intervention in Corrections. In conclusion, the Commission will end the Criminal Justice section with a question. Without everyone's support are we setting Black male ex-offenders re-entering society from prison up for failure against insurmountable odds? Only your individual commitment to service can answer this question.

Employment

Problem Statement: In 2006 Black households had the lowest median income of all races in Indiana. Additionally, Black males ages 16 and older were employed at a lower rate than white males.

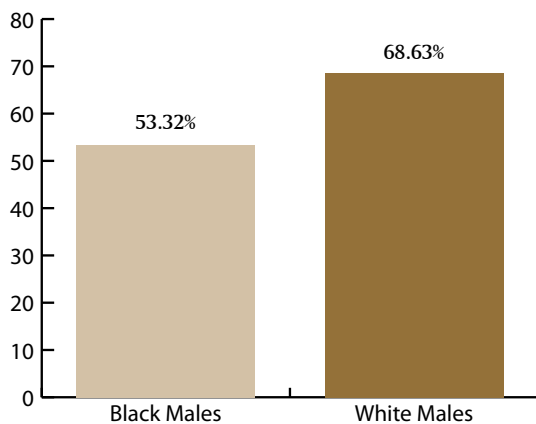
Black males were represented in all occupations, but were more likely than the majority population to hold jobs in service, transportation, and material moving. However, Black males were under-represented in management and professional occupations. In Indiana just over eleven percent (11.6%) of Black males between the ages of twenty-five and thirty four are reported as unemployed, while over nine percent (9.45%) of Black males in this same group have income below the poverty level. (Source: U.S. Census Bureau, 2006 American Community Survey)

According to the 2000 US Census Bureau and the Indiana Department of Workforce Development data, the percentage of Blacks in the labor force was equal to or slightly higher than the total population however the unemployment rate was more than double that of the total population. The total population unemployment rate was 4.7% while the rate for Blacks was 10.5%. Also Blacks were employed at a rate more than five percent less than the total population.

Fact:

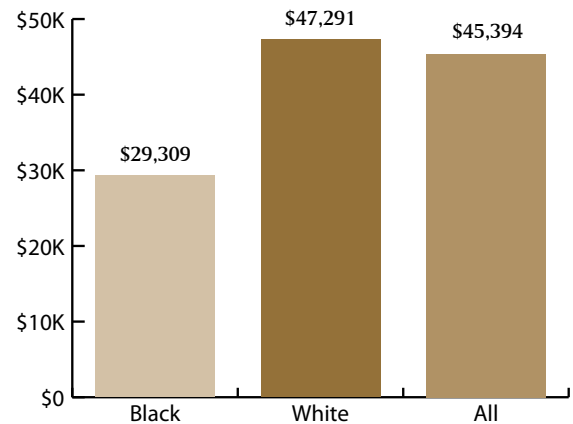
- Black households have the lowest median income of all races in Indiana.

Percentage of Males, Ages 16 and Older, who were Employed in 2006



Source: U.S. Census Bureau, 2006 American Community Survey

Median Household Income in Indiana by Race in 2006



Source: U.S. Census Bureau, 2006 American Community Survey

Commission Employment Conclusions

Limited employment opportunities have assisted in creating many of the social ills that adversely impact Black males throughout the State Indiana. As a result, Black families are being devastated by earning \$16K less than the median income. Though the current state of the economy can be blamed for some of these short comings, a better job must be done in creating more employment opportunities at livable wages. More importantly, Black males must have access to these opportunities to better their lives, as well as, the lives of their families.

The reality is that employment is one of many dominoes in the cycle of Black poverty. In most cases, Black males have limited earning potential based on limited education, training, and experience. Just as we mentioned in the education section of this report, necessary changes within our education system will result in fewer suspensions, expulsions, and ultimately drop-outs. Doing a better job at preparing Black males for post-secondary education will result in more Black males continuing their education, seeking vocational training, and ultimately, increasing their earning potential. However, more must be done for those who have fallen through the cracks. Employment opportunities must be made available to ex-offenders so that they successfully reintegrating into society.

We are also finding that more youth are in search of employment. While some seek jobs for extra spending cash, others must find employment to assist their families. Just as with the adult job market, youth employment opportunities are few and far between. It must be understood that employment has a direct affect on crime rates. In most cases, by solving one problem, other problems can be positively affected.

Health

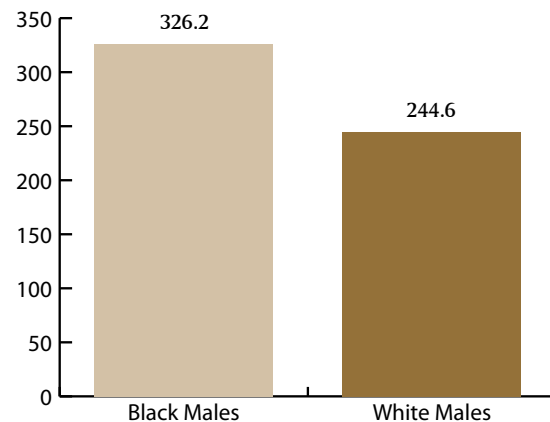
Problem Statement: Black males have higher mortality rates than White males in all the major health categories.

The health disparity and age adjusted death statistics compiled by the Indiana State Department of Health conveys this dilemma. The Indiana State Department of Health incorporates an **age-adjusted death rate** when figuring death rates for ethnic populations.

A population with an older age distribution will have more deaths from a given disease, so we compensate with the age-adjusted death rate. This is determined by dividing a population in small age groups, calculating the mortality rate for each group, and applying these rates to a standard population. The age-adjusted death rate allows us to compare death rates of different populations as though they had the same age structure. This is important when comparing death rates from specific health causes.

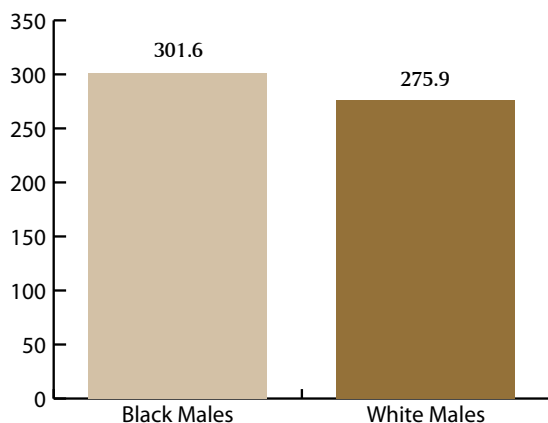
The Health disparity impacting Black males is shown in the following charts for Cancer, Heart Disease, Diabetes, AIDS, Stroke, Homicide, and all causes. The age adjusted death rate for Black males is considerably and statistically higher than for White males.

Age Adj. Death Rate: Cancer



Source: Indiana State Department of Health, 2005

Age Adj. Death Rate: Heart Disease

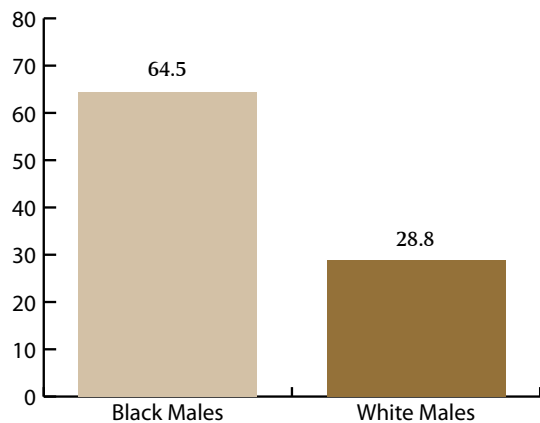


Source: Indiana State Department of Health, 2005

Facts:

- The cancer mortality rate for Black males is one third higher than the rate for White males.
- The heart disease mortality rate for Black males is significantly higher than the rate for White males.

Age Adj. Death Rate: Diabetes



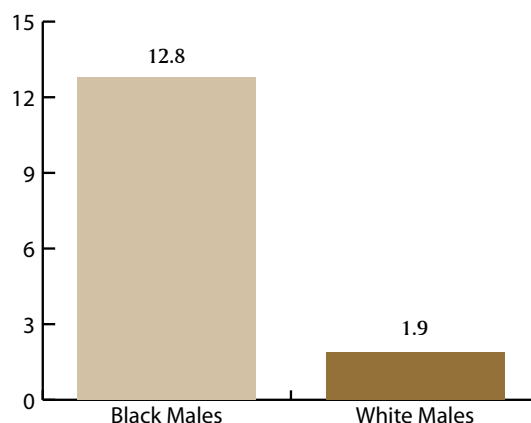
Source: Indiana State Department of Health, 2005

Facts:

- Black males are at a higher risk to be diagnosed with diabetes than Whites, and have a mortality rate more than double that of White males.
- Black males are five times more likely to become infected with HIV than the majority population in Indiana.

Black males face serious challenges in the prevention of HIV and AIDS due to late diagnosis and limited use of prevention measures. The fact remains, Black males must get tested and embrace HIV/AIDS information to avoid high risks associated with the disease. Nationally, Black males accounted for 47% of all HIV/AIDS cases diagnosed in 2005. Black males are more than nine times more likely to die of AIDS than non-Hispanic White men. In Indiana, the HIV prevalence rate for Black males in 2005 was 7.3 per 1,000 Black male population while the prevalence for White males was 1.4 per 1,000 population. Black males are five times more likely to become infected with HIV than the majority population in Indiana. The one positive statistic to report is that the mortality rate from HIV/AIDS for Black males decreased to its lowest level in the five years reported to 12.78 per 100,000 populations.

Age Adj. Death Rate: AIDS

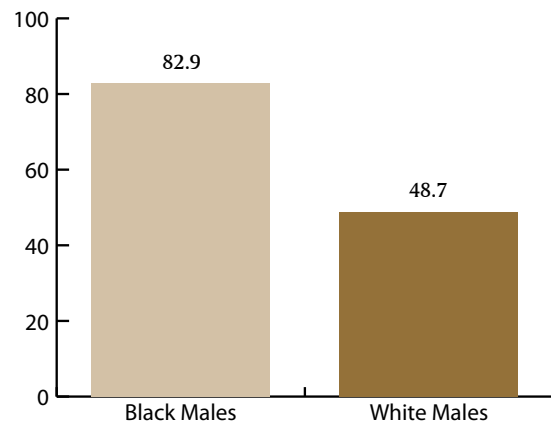


Source: Indiana State Department of Health, 2005

Facts:

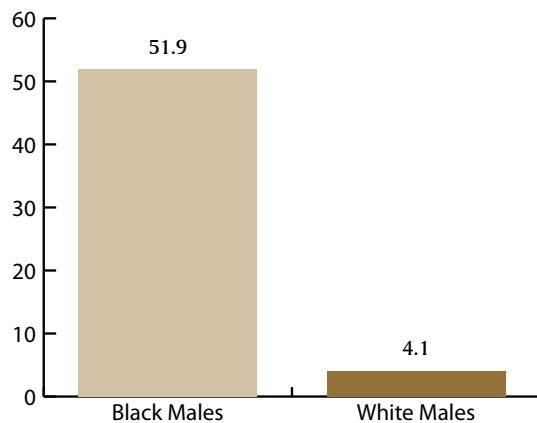
- Black males are almost twice as likely to die from stroke than White males in Indiana.
- Deaths of Black males caused by homicide continue to occur at a disproportionate rate nearly thirteen times that for White males. On the positive side, mortality from homicides is trending downward for Black males compared to previous years.
- The mortality rate from all causes for Black males is nearly one third higher than the rate for White males.

Age Adj. Death Rate: Stroke



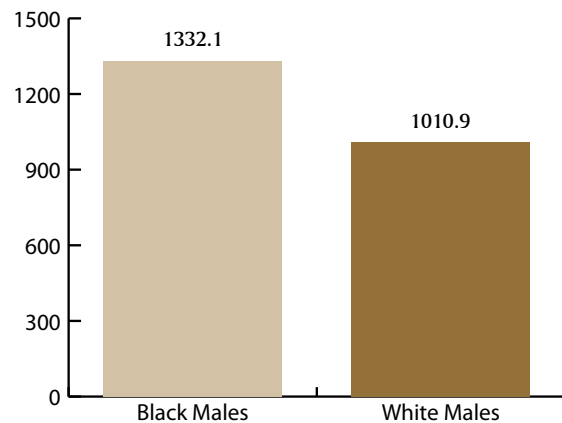
Source: Indiana State Department of Health, 2005

Age Adj. Death Rate: Homicide



Source: Indiana State Department of Health, 2005

Age Adj. Death Rate: All Causes



Source: Indiana State Department of Health, 2005

Commission Health Conclusions

Health disparities cannot be addressed until they are identified and there are many contributing factors impacting Black males. Likewise, in order to address health disparities, it is imperative to understand that there are many contributing factors that influence an individual's health, such as environment, lifestyle choices, cultural beliefs, poverty, past experiences, insurance status, and employment. Improved efforts in data collection, better access to care, essential preventative care, and community involvement will be necessary to improve current health status and conditions of all racial and ethnic minority groups, especially Black males.

Black males experience barriers to health including but not limited to: access to care; no continual source of health care; health education; assumptions; and lack of diverse employment skills. Therefore, customized, targeted intervention strategies must be developed and new models to bridge the health disparities gap should evolve.

Specific emphasis should be placed on Diabetes, HIV/AIDS and Homicides. The Indiana State Department of Health in their focus for 2007 identified three areas of focus for the 2007 council year. The disease areas chosen were: heart disease, obesity, and addictions (specific emphasis on smoking and substance abuse). Greater awareness, attention to cultural diversity, health support and counseling network plans must be developed to help Black males live longer and lessen the statistical figures contained in the age adjusted death rates. Violence coupled with behavioral risks dramatically influences the mortality rates for Black males as exhibited in the previous charts.

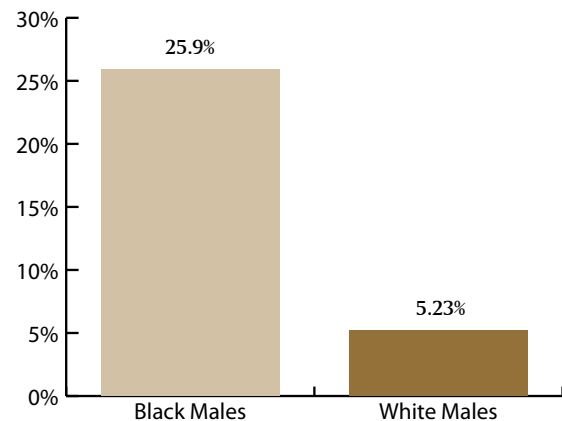
Social Factors

Problem Statement: According to the data provided by the Indiana Family and Social Services Administration, Black males are five times more likely to receive Food Stamp assistance than White males, further verifying the correlation between poverty and the plight of Black males.

According to the United States Census Report, Blacks have a smaller percentage of family households and nearly half the percentage of married couple households thereby validating the notion of more female headed households and fewer two adult wage earner households (*Source: U.S. Census Bureau Report*). In relation to poverty statistics, Black male children reside in homes occupied by both parents at a rate of 34.62% or in slightly more than one third. The majority of Black males however reside in homes with a single parent, principally the mother, 51.16% of the time. More than half of Black children live in single parent households with a considerable number living in homes well over 100% of the poverty level. According to the *State of Our Black Youth 2007* report recently presented by Indiana Black Expo, nearly eight of ten births of Black children are to unmarried parents. This fact ties into the number of children and Black males living below the poverty level and impacts their physical, mental and emotional development.

Regardless of race, single parenthood is strongly associated with poverty. Poverty has many negative effects on Black males, ranging from poor school achievement, emotional and behavioral problems and impaired overall health (*Source: U.S. Census Bureau Report*). Family status, household standing and low wage earning contribute to many Black children living at or below the poverty level.

Males Who Receive Food Stamps



Source: Indiana FSSA Division of Family Resources

Fact:

- Black males in Indiana represent over eighteen percent of Indiana's poor, those persons below the poverty level.

Commission Social Factors Conclusions

There are many social factors that contribute to the plight of Black males; such as, the lack of mentoring, after school programs, peer pressure, television, music, single parent house holds, and the list goes on. One constant that we find in the Black community is poverty. It seems to be that a large number of Black families can be categorized as either the working poor, or those who receive some form of governmental assistance as a means of living. The reality is that poverty has been an issue within the Black community for many years. Unfortunately, times are getting harder and this is an issue that has yet to be completely addressed.

If Black males are disproportionately represented in the State prison population, are unemployed, and account more than 18% of Hoosiers living below the poverty level, then who is taking care of Black families? More importantly, if we know the answers to those questions, then why has nothing been done to address them? We have found that issues that adversely affect Black males are connected. They all need each other to maintain the power that they have. By making positive changes in some, positive outcomes will be manifested through others.

The 26th President of the United States of America, Theodore Roosevelt once said “*what a man does for himself dies with him, but what a man does for his community shall live on well after he is gone.*” That is the vision through which we all must see our world. If we are to become a better state, a better nation, and a better world; then we must do right by all citizens. By improving the social status of Black males, we inherently improve the lives of our families, communities, cities, and this state.

Indiana Local Commissions

Anderson Commission on African American Males

Bloomington Commission on the Status of Black Males

Evansville Commission on the Social Status of African American Males

Fort Wayne Commission on the Social Status of African American Males

Gary Commission on the Social Status of Black Males

Indianapolis Commission on African American Males

Jeffersonville Commission on the Social Status of Black Males

Michigan City Commission on the Social Status of African American Males

Muncie Commission on the Social Status of Black Males

South Bend Commission on the Social Status of Black Males

Commission Recommendations

These recommendations, from the original Five Year Plan, remain relevant based on current statistical data relating to Black males.

EDUCATION

Problem Statement

There is a lack of incentives within the public school system to retain and graduate Black male students. Low graduation rates for Black males are alarming.

Black male students drop out of the educational system at a much higher rate than White students. A major contributor to the Black male dropout rate is the frequency of Black male suspensions, retentions, and expulsions. Many Black male students are forced out of school. Their failure in school also contributes to absenteeism, thus leading to dropping out.

Community Action

- School corporations should expand the role and level of activities of parent/teacher organizations. The PTO's activities should include:
 1. Ensuring that self-esteem, language, and math skills are taught effectively;
 2. Ensuring that college options are accessible and encouraged;
 3. Assisting in identifying Black male teachers for their local school corporations;
 4. Providing tutoring and support for Black male students; and

5. Assisting in identifying after-school and summer job opportunities for Black male students.

Legislation

- Legislation should provide grants available to Black male students interested in teaching.

Problem Statement

Teachers have low academic expectations of Black male students. Black males are systematically placed in remedial or special education classes that stifle their progress throughout their educational lifetimes.

Community Action

- School corporations should redefine and expand the duties of the counselor to include counseling time not directed toward scheduling and attendance.

CRIMINAL JUSTICE

Problem Statement

Many young Black males lack the skills to handle conflict constructively.

Community Action

Community organizations, local school corporations, churches, law enforcement agencies, and youth-oriented groups should offer programs on conflict resolution skills for young Black males.

Community organizations, social services, youth-oriented agencies, and school corporations should offer after-school programs promoting self-awareness through socially acceptable behaviors.

Legislation

The Indiana General Assembly should support legislation to incorporate conflict resolution courses in the educational curriculum.

Problem Statement

Black males lack access for alternative programs for the male juvenile incarcerated and released offenders.

Legislation

The Indiana General Assembly should require courts to institute alternative programs to juvenile adjudication decisions which use incarceration as a last resort. Programs should be designed where they do not impact Black male juvenile offenders in a disproportionate manner.

Problem Statement

Black males' lack of involvement of adult male role models in their lives, leading to a

violent street culture, gang activities, and drug trafficking.

Community Action

Community organizations, school corporations, churches, and the private and public sectors should:

1. Advocate for volunteer participation of Black male adults in programs targeting young Black males;
2. Aggressively promote community programs targeting Black male youths;
3. Develop role modeling programs which target preschool Black males, ages one through five;
4. Create more school/community partnerships that target Black male children, ages one through five;
5. Create more programs for unattended, or latchkey, Black male youths; and

EMPLOYMENT

Problem Statement

There is not enough community support for Black businesses.

Community Action

- Black business support groups should develop marketing promotions to increase the visibility of Black businesses to the general consumer market.
- Black business support groups and the general business community should promote introductory training programs and workshops regarding entrepreneurship, with a special emphasis on Black males.
- Black businesses and the public and private sectors should continue efforts to develop economic partnerships.

Legislation

The Indiana General Assembly should pass legislation for development funding of Black businesses.

Problem Statement

There is a lack of available funding for start-ups and continued operation of Black businesses.

Community Action

- Black business support groups and the public and private sectors should encourage banks to increase credit and capital start-ups for Black businesses.
- Black business support groups should encourage existing Black businesses to develop self-help programs such as a development fund to provide loans, credit, resources, training, and mentor networks for new Black businesses.

Legislation

- The Indiana General Assembly should pass legislation for subsidized start-up loans to aid Black businesses.
- The Indiana General Assembly should pass legislation to invest larger portions of tax revenues in urban growth programs and Black business development.

Problem Statement

Most Black males are unaware of employment options and opportunities.

Community Action

- Local businesses should develop internships for at-risk Black male students.

Legislation

- The Indiana General Assembly should pass legislation to incorporate vocational education and job training partnerships in the academic curriculum.
- The Indiana General Assembly should pass legislation to incorporate employment-related, vocational-based courses in the academic curriculum.

- 6. Create more recreational activities and programs for Black male youths.

HEALTH

Problem Statement

The prevalence of HIV/AIDS among Indiana's Black males is on the rise.

Community Action

- Promote Indiana's "Get Tested" for HIV campaign and other HIV prevention interventions and other public awareness campaigns to the top 11 populated cities of Indiana where HIV rates are the highest and where the percentages of Black male residents are the greatest. (Indianapolis, Gary, South Bend, Fort Wayne, Evansville, Terre Haute, Anderson, Jeffersonville, Muncie, Kokomo, and Richmond)
- Expand opportunities and venues to educate unmarried Black males on the necessity of practicing safe sex, including the importance of condom use and the consequences of using illicit drugs and other STDs.

Problem Statement

There is a lack of emphasis on the special needs of mental health and developmental disabilities in the Black community.

Community Action

- Local mental health centers should conduct campaigns regarding mental health and physical and developmental disabilities within the Black community.
- Local health care providers should promote treatment and assessment services to the Black male population.
- Local mental health centers should con-

sistently provide services to low income persons and their families.

SOCIAL FACTORS

Problem Statement

One tragic symptom of the plight of the Black male is the disintegration of the Black family. Currently, the structure of most Black families is nontraditional or single-parent households.

Community Action

- Churches, in conjunction with social service and family support agencies, should:
 1. Encourage the development of effective parenting programs for Black parents, and
 2. Encourage the Black community to become actively involved in the lives of Black male children.

Examples of such efforts include: Light of the World Christian Churches; the Brotherhood International, Indianapolis; 100 Black Men Coalition of Indianapolis; and the African-American Achievers Corporation, Inc., Gary.
- Community organizations should:
 1. Develop, in conjunction with social service and family support agencies, constructive Afrocentric family crisis support programs, and
 2. Pool their talents and resources to raise the substantial resources needed to fund male self-development programs.
- Private and Public community entities should:
 1. Aggressively promote the spirit of volunteerism and giving back,

2. Develop and fund community support programs to reclaim the virtues of the extended family, and
3. Increase informational and promotional efforts targeting the Black community, highlighting the high number of Black male children who are in need of adoption.

Examples of such efforts include: the Indiana One Church - One Child Program and Homes for Black Children of Indianapolis.

- Neighborhood associations should establish partnerships with churches and family and youth oriented agencies to develop programs such as For Parents Only.

Legislation

The Indiana General Assembly should:

1. Mandate the appointments of more Black and ethnic minority judges who are sensitive to the cultural realities of the Black family,
2. Require all judges in the state to take racial/cultural sensitivity training,
3. Pass legislation affirming that parents are presumed innocent, until proven otherwise, in cases alleging child abuse resulting from discipline imposed by parents or guardians,
4. Pass legislation to revise the definition of family to recognize the historical realities of extended families (not limited to custodial, biological parents or guardians, but also inclusive of the persons providing financial, emotional, and other necessary support),
5. Mandate culturally competent and sensitivity training for juvenile/family judges, caseworkers, prosecutors and

all persons involved in decision making regarding the investigation and filing of child abuse allegations resulting from discipline imposed by parents, and

6. Pass legislation to provide ample funding of major state initiatives and efforts that address the social inequities of the Black male.

Problem Statement

There is a lack of adult Black male participation in the lives of young Black males.

Community Action

- Public and private community entities should:
 1. Actively encourage Black male adults to participate in intervention and prevention programs for at-risk young Black males, and
 2. Develop community-based mentoring programs targeting young Black males.
- School corporations, in conjunction with public and private community entities, should:
 1. Establish tutoring and mentoring programs linking Black male adults with Black male students,
 2. Develop role modeling programs targeting Black male children ages one through five, and
 3. Develop programs teaching the cultural experiences and role of the Black family.
- Churches, in conjunction with public and private community entities, should establish Rites of Passage programs for young Black males.
- Social service agencies and Health coalitions should establish community outreach programs to teach young Black fathers effective parenting skills and responsibility.

Commission Membership

Elected Officials



Lieutenant Governor
Becky Skillman
Proxy: Virgil Madden



Senator
Gary Dillon



Senator
Samuel Smith



Representative
Tim Brown



Representative
Dr. Vernon G. Smith



Superintendent
Dr. Suellen Reed
Proxy: Dallas Daniels

Commissioners

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Chairman
Indianapolis Public Schools

Cathy Boggs
Director, Division of Mental
Health
Proxy: Lynn Smith

J. David Donahue
Commissioner, Indiana
Department of Correction
Proxy: Tim Brown

Judith A. Monroe, M.D.
Indiana Department of
Health
Proxy: Laura Heinrich

Gregory Scott
Director, Indiana Civil
Rights Commission

Kenneth Allen
KAFFE Inc.
Indianapolis, Indiana

Carrie Henderson
Director, Indiana
Department of
Administration

Zach Main
Director, Division of Family
Resources
Proxy: Jackie Cissell

Rudy Hightower
Chairman/CEO,
Christ Community
Development Corp.
Greenfield, Indiana

Mindy M. Lewis
Community Member
Columbus, Indiana

Carolyn Rogers
Councilwoman
Gary, Indiana

Governor's Liaison
Tony Kirkland
Executive Assistant,
Office of the Governor

Commission Staff
James E. Garrett Jr.
Executive Director

Steven L. Ingram
Deputy Director

Malika Y. Mays
Administrative Assistant



The Indiana Commission on the Social Status of Black Males

**2006-2007 Annual Report is submitted to the
Indiana General Assembly and the Governor
pursuant to P.L. 143-1993.**

**Indiana Government Center South, W392
402 West Washington Street
Indianapolis, Indiana 46204**

**(317) 234-1389
Fax: (317) 232-4490**

www.IN.gov/icssbm