



THE INDIANA COMMISSION ON THE SOCIAL STATUS OF BLACK MALES 2007-2008 ANNUAL REPORT





Greetings,

As Governor, I am concerned with the well-being of all Hoosier citizens. But the status and condition of our state's African-American male population merits the attention and focus that the Indiana Commission on the Social Status of Black Males provides in its latest annual report. Clearly, the future of our African-American community depends in large measure on the ability to make substantial improvements in the social indicators documented in this report, improvements that regrettably have not been forthcoming during the Commission's 14 years of effort.

It is an axiom among social scientists that the three keys for avoiding poverty are: 1) graduate from high school; 2) don't have a child until you're married; and 3) don't marry while you're a teenager. Unfortunately, too many African-American men fail to adhere to one or more of these "rules." Fewer than 50 percent of African-American males graduate from our high schools, while the percentage of African-American children born out-of-wedlock in Indiana is a staggering 80 percent. The results are evident in the statistics so carefully assembled by the Commission.

This report includes a variety of recommendations for improving the condition of African-American males. Commendably, many of these recommendations are aimed at the community, rather than at government. Absent a community commitment to affect the roots of these problems, there is little evidence that government can ameliorate the conditions of African-American men. Government can't replace absent fathers and role models. Government can't provide love and discipline and structure to the lives of young African-American children.

Government can, however, provide a quality education to children who come from disadvantaged backgrounds. Schools can't replace parents, but there is clear evidence that well-run, learning-focused schools can fill gaps in learning and help such children achieve at the same level as their better-off peers. I am committed in my second term as governor to working closely with our new Superintendent of Public Instruction to improve the education that all Hoosier students receive, but I hope to effect the most change in schools that serve our African-American children. I hope the African-American community will insist on holding schools accountable for their performance and will demand that school systems re-focus on the needs of their children.

Once again, the Commission on the Social Status of Black Males has done an effective job of highlighting the challenges facing African-American men in Indiana. I hope that this report becomes the basis for the development and implementation of effective solutions to attack the root causes of the serious challenges facing this part of our Hoosier family.

Sincerely,

Mitch Daniels
Governor of Indiana



Greetings!

It is my sincere pleasure to recognize the Indiana Commission on the Social Status of Black Males for its tireless efforts in serving the African-American male population in Indiana. The Commission's work over the past 14 years has been critically important in identifying and developing remedies to remove barriers that often hinder achievement.

The Governor and I care for all Hoosiers, and are committed to providing an environment where every individual has the opportunity to succeed. A quality education is imperative in building a strong foundation for success. We are committed in our second term to improving education by providing smaller classrooms, more and better paid teachers, and better academic opportunities for our children.

But more is needed. It is the responsibility of not only elected officials, but community leaders, policy makers and the faith-based community to work together to find solutions to the challenges that young black males face. The Commission urges commitment from fathers, uncles, mentors, and coaches to become role models.

Indiana's future depends on all of us to play an active role. I look forward to the progress the Commission will continue to make when their great minds and compassionate hearts work together for Indiana.

Sincerely,

Becky Skillman

Lt. Governor of Indiana



Greetings,

It's been a great honor to serve as Commissioner and the Chairperson of the Indiana Commission on the Social Status of Black Males (ICSSBM). In 1993, when the General Assembly established the ICSSBM, a Five-Year Plan was initiated. The Five-Year Plan committed to focusing on five major areas impacting Black males: education, employment, criminal justice, health and social factors. The Commission continues to diligently explore and study the trends that have negatively affected the lives of the Black males within the state.

On October 16 and 17, 2008, we held our 14th Annual Black Males State Conference. The Conference was most rewarding, as our theme was The Total Education of the Black Male. Our aim was to host a conference with outstanding speakers that would relate to the seasoned Black male as well as the young men in our community.

Our conference was graced with featured keynote speakers: the Award-winning actor, Mr. Louis Gossett, Jr. and Indiana University-Purdue University Indianapolis (IUPUI) Men's Basketball Head Coach, Mr. Ron Hunter. I truly believe that every participant left the Conference empowered, inspired and fully motivated. They will take their experiences and new-found knowledge back to their communities and use it to make a difference in someone else's life.

We were also delighted that the conference was held in the Clowes Auditorium in the newly-remodeled Indianapolis Marion County Central Library. The renovation has truly embraced today's emerging technologies and has met the growing needs of our community's educational, business and private sector patrons.

I continue to commend the Commission for its meticulous, hard work. On behalf of the Commission, we would like to thank all the volunteers who have assisted with our vision. We will continue to address challenges impacting Black males and work to enhance the quality of life for Black males and all Hoosiers.

Respectfully,

Tony A. Kirkland
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.

As an African American Hoosier male who is a direct beneficiary of the 15 years of the Indiana Commission on the Social Status of Black Males work, I feel like I owe debt to this great Commission.

It wasn't very long ago that I begged my school administrators and teachers to allow me to participate in the youth portion of the Annual Black Male State Conference. To this date I am very grateful that they agreed to. I can remember coming to Indianapolis just a few years ago for the state wide conference and getting the chance to meet dynamic speakers, educators, and a plethora of policy makers from around the state. Even as a teen I was excited to know that so many people had a vested interested in the status of black males.

Although the commission has had great success we still have much more work to do to improve the lives of African American Males around the state of Indiana. So I commend the current and past staff, commissioners, and supporters for the foundation that was well laid.

Lastly, as you review the data and statistics in our annual report, I ask that you take on and focus on the words of the late Rev. Dr. Martin Luther King Jr. who said: In life there are two kinds of people in the world thermostats and thermometers. Those who change the temperature and those who just measure the temperature? When you have reviewed all of that data in our annual report we hope that you will be one that changes the condition of our African American Males across Indiana.

Yours in service,
Kenneth Allen
Vice Chair, ICSSBM

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Executive Summary

Since 1993, the Indiana Commission on the Social Status of Black Males has been committed to seeking to improve the quality of life for Black male Hoosiers. In accordance with 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.

This report examines the criminal justice, education, employment, health, and social factors focus areas, with statistical data, and information relating to Black males in Indiana. In an effort to be more proactive, this report seeks to identify a problem statement and examine the work of the Commission to address the problem and propose community and legislative recommendations. Though the Commission is not an actual service provider, the charge was to be more engaging and to stimulate local commission efforts to serve Black males. The Commission sees one of its roles as convening partnerships and serving as a collaborator to assist Black males.

Relating to **Education**, Black male students continue to suffer suspension, expulsion and retention in greater percentages than the majority population and other ethnic groups. The report also notes that Black males graduate at just slightly more than fifty percent of their public school enrollment totals. Graduation and maintaining enrollment in school must be the desired outcome for all students, especially Black males who are underserved in the current education process.

The **Criminal Justice** section highlights the need for re-entry initiatives and preparation for young offenders that will be reintegrating back to their families and communities. Black males represent less than 10 percent of the population in the state of Indiana while representing over 30 percent of the individuals incarcerated (Indiana Department of Correction statistics). The challenge becomes ensuring their ability to succeed once released and to avoid recidivism. The Commission held one of its meetings at the Pendleton Juvenile Correctional facility to engage the staff and learn first hand how to assist Black male offenders with transition to their community.

Employment continues to be a constant challenge for Black males. Black males, especially Black males under the age of eighteen, are unemployed or underemployed in far greater numbers than other ethnic groups. Black males' inability to attain suitable employment affects their self worth and diminishes their capacity to provide for their family. One way in which to address the high unemployment problem is to foster more community partnerships and host job fairs to share opportunities and provide assistance with resume writing, job search inquiries and analysis for job trends in new technologies or emerging industries.

The **Health** section of this report highlights the need for Black males to take greater responsibility for their health and to know their status relating to AIDS/HIV. The Commission was aggressive in working with community partners and utilizing opportunities to promote the significance of this epidemic within the Black community. The Black male mortality rate exceeds that of the majority population. Assisting Black males relating to Health requires family, church and community partnerships. It also further necessitates addressing the factors of poverty, lack of insurance and transportation, access to doctors, clinics, medical facilities, screenings, and preventative information.

Finally, the **Social Factors** section of the report touches on the importance of the family unit and the impact limited education and employment has on Black males. Social factors tend to tie together the importance of education, employment, health, and the avoidance of the criminal justice system in order to holistically benefit Black males. The data suggest that marriage or a strong family unit is vital to Black males breaking the barrier of poverty.

The 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 presented 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

Black males account for only 12% of the Indiana public school male enrollment. However, Black males are suspended, expelled, and retained in far greater percentages by student population than any other ethnic group. As a result, Black males continue to have lower graduation rates as compared to their counterparts.

2007-2009 Public State Enrollment figures

	Indian	Black	Asian	Hispanic	White	Multiracial
Male	1392	64982	6930	35034	408727	19961

- Indiana State Department of Education

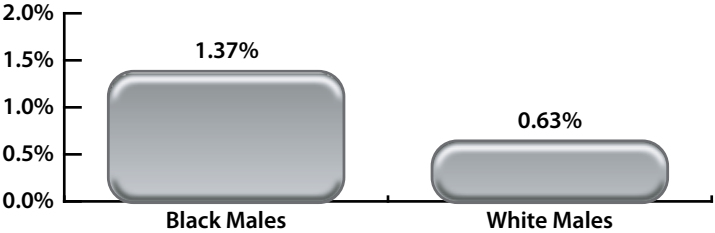


Did You Know

The Graduation Rate statewide for Black males 2006-2007 was 51.61% and totaled 2136 graduates. - Indiana State Department of Education

Black males continue to be suspended, expelled and retained, in far greater percentages than the majority population or even the Hispanic population. The data suggests that Black males percentages in these categories are double their percentage of enrolled students.

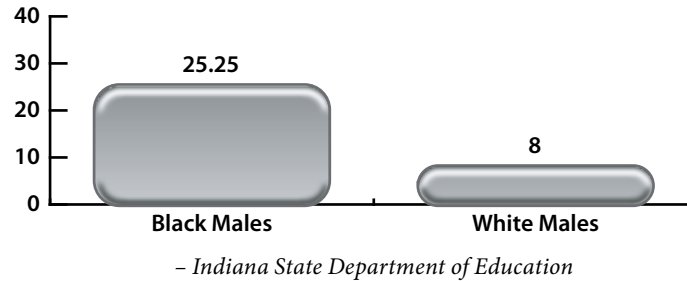
Students Suspended from Indiana Public Schools, 2007-2008



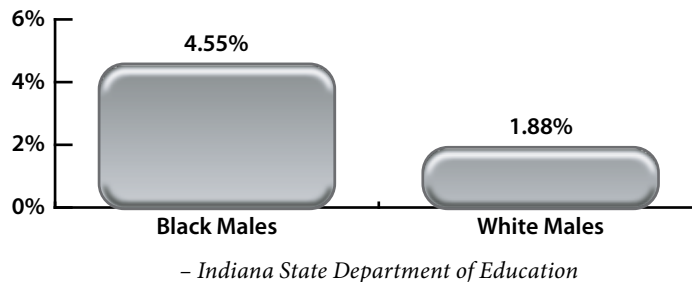
- Indiana State Department of Education

Black males' suspensions are more than twice their percentage of the public school enrollment percent. The Black male suspension percentage is more than double their school enrollment percentage (12%) and Black males are the only ethnic groups with a suspension percentage more than double their enrollment percentage. Black male's suspensions increased from 16251 in 2006-2007 to 16399 for 2007-2008 an increase of nearly 1 percent (0.91%).

Out of School Suspensions per 100 Students in Indiana Public Schools, 2007–2008



Students Retained in Indiana Public Schools, 2007–2008



Commission Action

- In an effort to reduce suspensions and expulsions, the commission has sponsored the Brother-to-Brother youth mentoring program since 2006. The program has moved from school to school, and last year the program was a huge success at the Kipp School. We met with nearly thirty eighth grade boys throughout the second semester of the school year once and sometimes twice a week. The program was designed to challenge the young men to think more critically about community and world events, while encouraging them through the process of self-discovery and accountability. Additionally, the commission established partnerships with organizations that provide mentoring services throughout the State via a networking community called Café.

- The Commission also participated in the 10th Annual Back to School Carnival Celebration sponsored by a diverse group of community organizations and businesses. Throughout the day thousands of educators, students, parents, and community members visited with us to discuss issues, concerns, and to seek information about commission programs to be offered during upcoming school year.

Community Recommendation

- School corporations, parents, extended family members, churches, and community organizations should consider forming a stronger alliance with a renewed sense of urgency to combat issues that deteriorate the education process, adversely affect students, and that interrupts the social and economic growth potential of the community and its members.

Legislative Recommendation

- The Indiana General Assembly should consider legislation that supports a higher quality of data collection and transparency within school corporations. Additionally, the Indiana General Assembly should consider legislation that focuses on improving cultural competency, student discipline, teacher recruitment programs and raising educational standards for all educators.

Criminal Justice

The Criminal Justice focus area encompasses the system of law enforcement, the bar, the judiciary, corrections, and probation that is directly involved in the apprehension, prosecution; defense, sentencing, incarceration, and supervision of those suspected of or charged with criminal offenses. This report only examines the incarceration segment, with Indiana Department of Correction data as it impacts Black males.

Black males represent only 4.08 % of the total Indiana population and just 8.31% of the male population in the state, yet comprise 30.88% of the inmate population and Black males under the age of eighteen represented over sixty percent of the total incarceration population.

**Black Males Admitted to IDOC
2006 and 2007 Admissions by Commitment Age**

Age Group	Black Males in Age Group	Age Group in Total Population (All Races)	% of Total Population
Under 18	97	158	61.39%
18 to 24	2559	7174	35.67%
25 to 34	2774	9595	28.91%
35 to 44	2001	7055	28.36%
45 to 54	1056	3473	30.41%
55 or Above	213	719	29.62%
Total	8700	28,174	30.88%

- Indiana Department of Correction

The economy and limited employment opportunities contribute to the numbers of Black males incarcerated. Declining social conditions and the deterioration of the family also are factors that affect Black males and add to the incarceration numbers. Clearly, positive social nurturing of all Black males, especially juveniles must occur and intervention strategies need to be implemented in order to reduce Black male incarceration figures.

Problem Statement

According to the 2007 Indiana Department of Correction Juvenile Recidivism Report, 37.8% of African-American juvenile male offenders were re-incarcerated within three years of the time that they were released.

Juvenile Admissions to IDOC by Race and Sex - 2006

Race	Female	Male	Total	Total %
Black	41	289	330	31.31%
Mixed Race	1	3	4	0.38%
Other	14	81	95	9.01%
White	119	506	625	59.30%
Total	175	879	1054	100.00%

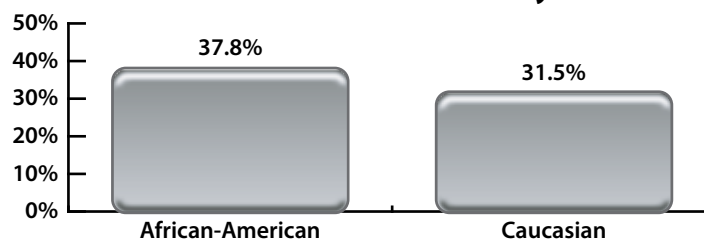
- Indiana Department of Correction

Juvenile Admissions to IDOC by Race and Sex - 2007

Race	Female	Male	Total	Total %
Black	61	314	375	28.85%
Other	26	102	128	9.85%
White	183	614	797	61.31%
Total	270	1030	1300	100.00%

- Indiana Department of Correction

Juvenile Recidivism Rates by Race



- 2007 IDOC Juvenile Recidivism Report



Did You Know

The younger the offender is at the time he is released, the more likely he is to return to IDOC. – *2007 IDOC Juvenile Recidivism Report*

Commission Action

- On May 21, 2008 the commission conducted its monthly board meeting at the Pendleton Juvenile Correction Center. Following the meeting, board members and staff were able to tour the facility, learn more about the programs and services being offered, and speak with the young men. Shortly thereafter, the commission established a partnership with Indy Parks and Recreation to offer summer job opportunities to juvenile ex-offenders. Additionally, the commission established a partnership with the Department of Correction for youth offenders in transition to attend the Commission's State conference.

Community Recommendation

- Community organizations, neighborhood groups, churches, and local business owners should consider partnerships that target programs, services, activities, and employment opportunities for African-American males in their respective communities.

Legislative Recommendation

- The Indiana General Assembly should consider legislation that introduces new community grant opportunities supporting re-entry initiatives, after-school/weekend programs, and youth employment. The legislature should also consider increased funding for community correction programs.

Employment

Problem Statement

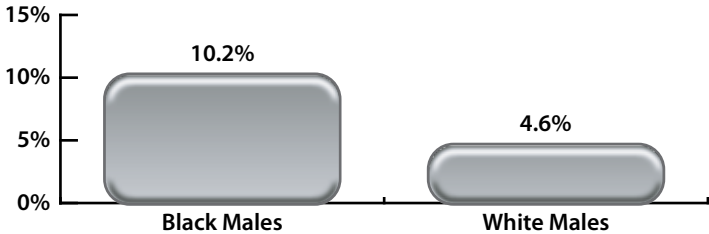
Black males have consistently remained underrepresented as compared to White males in the Indiana workforce. In 2008, Black males were unemployed at more than twice the rate than that of White males. According to the Indiana employment status civilian non-institutional population figures Black male unemployment was 10.2% compared to 4.6% for White males. – U.S. Bureau of Labor Standards

Employment Status by Gender, Race, and Hispanic Origin
2007 Annual Averages (numbers in thousands)

Group	Civilian Non-institutional Population	Labor Force	Employed
Total	4876	3207	3059
Men	2372	1732	1646
White Men	2147	1578	1505
Black Men	187	125	113
Hispanic Origin Men	109	94	90

– Current Population Survey (CPS), U.S. Bureau of Labor Standards

Indiana Civilian non-Institutional Unemployment Rates



– Current Population Survey (CPS), U.S. Bureau of Labor Standards



Did You Know

Black males represent only 4.8% of the population of Indiana, but account for 15.1% of all unemployed males. – *CPS, U.S. Bureau of Labor Standards*

Commission Action

- The Commission supported a program called “Second Chance” through the United Northeast Community Development Corporation. The Commission was able to mentor and encourage Black males in this program and participate in their graduation ceremonies. This inspired the Commission to prepare a draft proposal Jobs Fair, Outreach initiative to include local commissions and Work One offices. This initiative was designed to explore opportunities for ICSSBM to partner with the local commissions to initiate Job Fairs or other targeted initiatives to address the pressing needs affecting Black males in conjunction with the efforts of the local Work One offices.

Community Recommendation

- Community organizations, groups, churches, and businesses should consider partnerships with social service agencies to provide basic job skills training and employment assistance in their communities.

Legislative Recommendation

- The Indiana General Assembly should consider legislation that contains additional funding for programs that incorporate vocational training in public school curriculums, and grants geared toward the development and enhancement of minority businesses and study incentives for business and industry to hire Black males.

Health

The mortality rate for Black males is statistically higher than the majority population in the categories tracked by the Indiana State Department of Health. The Commission chose the one area of HIV/AIDS to focus on in this section due to its efforts and partnerships. Below are the statistics for the other mortality categories.

Age Adjusted Death Rates by Race

(Rate is the number of deaths per 100,000 population)

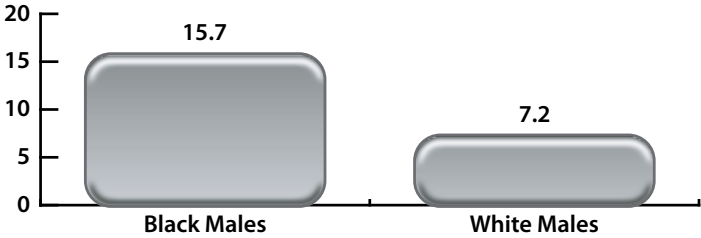
Cause of Death	White Males	Black Males
Cancer	97	158
Heart Disease	2559	7174
Stroke	2774	9595
Hypertension*	2001	7055
Diabetes	1056	3473
Homicide	213	719
HIV/AIDS	8700	28,174

*Essential (primary) hypertension and hypertensive renal disease
 - Indiana State Department of Health, Data Analysis Team

Problem Statement

Recent data suggest that there continues to be rapid growth in reported cases of HIV/AIDS in the African-American community. Though African-Americans represent nearly 9% of the State’s population, they account for 35% of the HIV/AIDS cases in the State. -Indiana State Department of Health

AIDS/HIV: Age Adjusted Death Rate per 100,000 People



- Indiana State Department of Health



Did You Know

African Americans represent less than 10% of the State population, yet they account for 35% of all HIV/AIDS cases. – *Indiana State Department of Health*

Commission Action

In an effort to bring more awareness to this epidemic, the commission partnered with agencies and organizations across the State to conduct two events focused on educating and encouraging individuals to know their status.

- On Friday, June 27, 2008 the commission along with the State Department of Health, the Bethlehem House, Hot 96.3 (Radio One), and a list of community partners hosted a huge event at Amber Woods apartments on 42nd and Post Road. More than two hundred came out for information on HIV/AIDS, food, fun, giveaways, and music. We were truly excited to test more individuals than in any other year of “get tested” day events. Additionally, we are pleased to announce that there were “get tested” day events conducted by our local commissions around the same time as ours.
- The commission was one of several co-sponsors of the 5th Annual HIV Statewide Awareness Program held on November 14, 2008 at the Walker. More than five hundred students from across the State filled the historic Madame CJ Walker Theatre for an informative, yet interactive experience in HIV/AIDS education. Some of the biggest names in movie, music, and show business have graced the State of Indiana over the past four years for this extremely important event. Last year we were pleased to add a phenomenal college president, and a passionate activist/author to our esteemed list of participants. The event was heavily covered throughout the State by a diverse group of media outlets, and the response has been overwhelming. As a result of this event and its success, a grant will be awarded to another community in our State to sponsor a similar program in 2009.

Community Recommendation

- Community organizations, neighborhood groups, churches, and local social service agencies should establish working partnerships to make available more programs, services, and educational opportunities regarding the realities of the HIV/AIDS crisis.

Legislative Recommendation

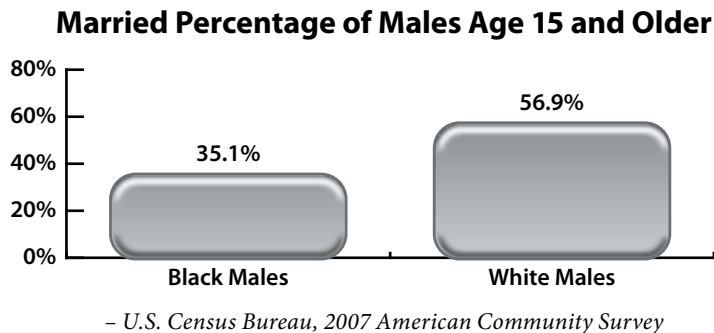
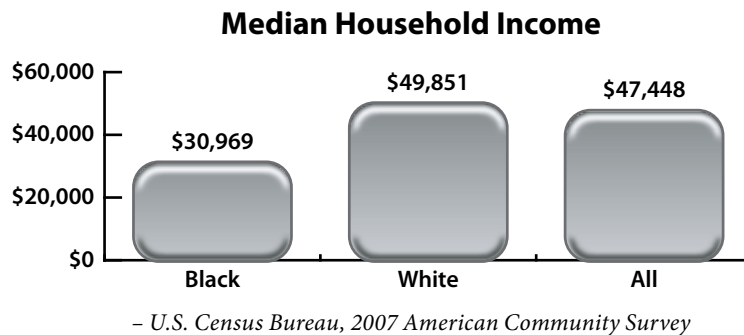
- The Indiana General Assembly should consider legislation that introduces additional grant opportunities for organizations to begin, or continue providing HIV/AIDS education and support services for communities throughout the State.

Social Factors

Problem Statement

According to the Indiana Family Institute, minorities benefit economically from marriage. The institute also suggests that Black child poverty would be almost twenty percent lower today if the proportion of children living in married homes had not fallen below 1970 levels. The fact is, in 2008 only thirty-five percent of Black males married versus nearly fifty-seven percent of White males, and Black families earn the lowest median income than any other race in the State of Indiana.

Black males lag behind White males in the categories of marriage, and income earning. The Commission in light of this data and the statistic reported by Indiana Black Expo in their “State of the Black Youth” that nearly eight in ten Black children are born to unwed parents initiated a Fathering Initiative. The Fathering Initiative looked to partner with the Father Resource Center to address Black males parenting and marriage concerns through the “It takes Two” program.





Did You Know

Nearly eight in ten Black children are born to unwed parents. – *Indiana Black Expo, “State of Our Black Youth” report*

Though Black males represent only 4.08% of the population of Indiana, Black males represent over 18% of Indiana’s poor, those persons living below the poverty level.

Commission Action

- The Commission established a partnership with the Indiana Head Start Collaboration Office to create a healthy marriage initiative that would educate, promote, and encourage Black males to consider marriage. Additionally, the commission partnered with Indiana Black Expo to assist in the planning and execution of a statewide Boy’s Empowerment Conference, and to produce the second “State of Our Black Youth” report.

Community Recommendation

- Community Organizations, groups, churches, schools, local businesses, and direct service providers should consider establishing partnerships to offer an expansion of activities, programs, and services that educate, empower and uplift the members of their respective communities.

Legislative Recommendation

- The Indiana General Assembly should consider legislation that offers grants for healthy marriage initiatives, and outcome based programs and services provided through community collaboration.

14th Annual Black Male State Conference

The commission sponsored the 14th Annual Black Male State Conference on October 16 – 17, 2008 at the newly renovated Downtown Indianapolis Central Library. More than 800 attendees participated in the two-day conference that was headlined by Academy Award winning actor Mr. Louis Gossett Jr. For his participation, Mr. Gossett received a citation from the Indiana Black Legislative Caucus naming him an honorary state representative. Mr. Gossett also received a special recognition award from the ICSSBM board of commissioners.

In addition to hearing Mr. Gossett, conference attendees were able to attend four dynamic workshops. The commission partnered with the State Department of Health, Indiana Black Expo, Indiana University, and motivational speaker/author Mr. Robert Jackson to facilitate our workshops on day one. On day two, our featured speaker was Coach Ron Hunter of Indiana University Purdue University at Indianapolis, (IUPUI), while the workshops were presented by the Kenneth Allen Foundation for Entrepreneurship, Inc. (KAFFE), Inc., Indiana University, Big Brothers/Big Sisters of Central Indiana, and Minister Corey Duncan.

Over the past few years, we have continued to see greater participation and interest in our conferences. We are proud to say that we are doing something different in Indiana. Each year we try to reinvent ourselves as we look to build on the success of previous years, and 2008 was no different. From hosting the event in a new multi-million dollar facility, headlined by an Academy Award winning actor, to completely changing our conference format to become more youth friendly, we truly had something for everyone. We are extremely excited about all that we have accomplished, and we look forward with great anticipation to all that 2009 may bring.



'08 State Conference School Attendees

Vigo County – Terre Haute South, Terre Haute North, McLean Alternative School, Sarah Scott Middle School, Chauncey Rose Middle School, Woodrow Wilson Middle School

Evansville School Corp. – Reitz High School, Central High School, North High School, Harrison High School, Bosse High School

Mt. Vernon Community School Corp. – Mt. Vernon Jr. & Sr. High School

Perry Township – Perry Meridian Middle School, Southport High School, Perry Meridian High School

Ft. Wayne Community Schools – Lakeside Middle, Kekionga Middle, Shawnee Middle, Snyder High, Wayne High, South Side High, Elmhurst High, North Side High, Northrop High Schools

Ben Davis High School

Ben Davis Ninth Grade Center

Warren Central High School

Anderson High School

Indianapolis Metropolitan High School

Lincoln Middle School

Pacer Academy

Jeffersonville High School

Southport Academy

Adult & Child Center, Inc.

Goodwill Industries Central IN

Indiana Department of Corrections

Lawrence Early College High School

Guide Our Descendants, Inc. (Michigan City)



Commission Membership

Tony Kirkland, Chairman
Executive Director
Indiana Civil Rights Commission

Kenneth Allen, Vice Chairman
Indianapolis

Becky Skillman
Lt. Governor of Indiana

Senator Gary Dillon
(R) Columbia City

Senator Samuel Smith
(D) East Chicago

Representative Tim Brown, MD
(R) Crawfordsville

Representative Dr. Vernon G. Smith
(D) Gary

Dr. Suellen Reed
Superintendent of Public Instruction
Indiana Department of Education

Zach Main
Director
Division of Family Resources

Cathy Boggs
Director
Division of Mental Health

Judith A. Monroe, MD
Commissioner
Indiana Department of Health

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The Indiana Commission on the Social Status of Black Males

**2007-2008 Annual Report is submitted to the
Indiana General Assembly and the Governor
pursuant to P.L. 143-1993.**

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