



INDIANA COMMISSION ON THE SOCIAL STATUS OF BLACK MALES ANNUAL REPORT

2019--2020



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The Indiana Commission on the Social Status of Black Males was legislatively established in 1993, to identify and recommend public and legislative remedies to improve the economic, educational, health, criminal justice, and social status of Black males in Indiana. The mission of the Indiana Commission on the Social Status of Black Males is to study the social conditions of the state's Black male population, seek to develop strategies to remedy or assist in remedying serious adversities and make recommendations to improve the educational, social, economic, employment, and other circumstances for Hoosiers.

Introduction

The Indiana Commission on the Social Status of Black Males (ICSSBM) has been committed to helping improve the quality of life for Black males throughout the state since its inception in 1993. Through a bipartisan effort, ICSSBM was formally established by Public Law 143-1993 to study and recommend legislative remedies to address the critical social problems facing the Black male population in Indiana.

This report highlights the disparities and challenges facing Indiana's Black males. The report examines the five focus areas and highlights statistical data surrounding Criminal Justice, Education, Employment, Health, and Social Factors. ICSSBM, local commissions, and community partners seek to help provide recommendations for community and legislative decisions while serving as a catalyst in facilitating a common foundation upon which a viable course of action can be initiated. It is important to note that these five focus areas are interrelated, often impacting, and affecting Black males in Indiana. The report also seeks to identify recommendations for Commission action to engage and stimulate local initiatives that serve Black males.

Black males experience disparities compared to the majority population and other ethnic groups. To positively change these disparate statistics, government, educators, the faith-based community, grassroots organizations, and concerned citizens will need to work collectively as well as independently to enhance and improve the status of Black males in Indiana.

Mission Statement

The mission of the Indiana Commission on the Social Status of Black Males is to study the social conditions and status of the state's Black male population. The Commission is to develop strategies to remedy or assist in remedying serious adversities and make appropriate recommendations to improve the educational, social, economic, employment, health and other material conditions and circumstances for Indiana Black males. The Commission may receive suggestions or comments pertinent to the issues that the Commission studies from members of the general assembly, governmental agencies, public and private organizations, and private citizens.

The Commission shall make systematic studies and propose measures to alleviate the underlying causes and conditions described in **Indiana Code 4-23-31-1**.

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. The Commission partners with local commissions and community organizations to improve the lives of Black males. The Commission seeks to be more engaging while stimulating local initiatives that serve Black males.

Prevalent issues impact Black males in the five focus areas of Criminal Justice, Education, Health, Employment and Social Factors. The Commission also seeks to partner with the Black Legislative Caucus and other legislators to explore possible legislative remedies.

Black males are incarcerated in far greater numbers than their percentage of the state population. Black males in Indiana are admitted into the criminal justice system at disproportionate rates and are sentenced and imprisoned longer compared to other ethnic males.

In Indiana, Black males continue to face issues that affect their educational achievement and success. The education disparities experienced by Black males in public school systems across Indiana it is alarming to examine suspension and expulsion rates. Black students are disciplined at higher rates in Indiana than all other ethnic groups.

Black males continue to have the highest mortality rate in the State of Indiana. Black men suffer far worse health disparities than other racial or ethnic groups. Black males are disproportionately affected by obesity, high blood pressure, and diabetes.

Throughout the country and in Indiana, Black males continue to have high rates of unemployment and underemployment compared to the majority population. Two most pressing concerns confronting Black males in urban communities are the high unemployment rate and the lack of job readiness and education.

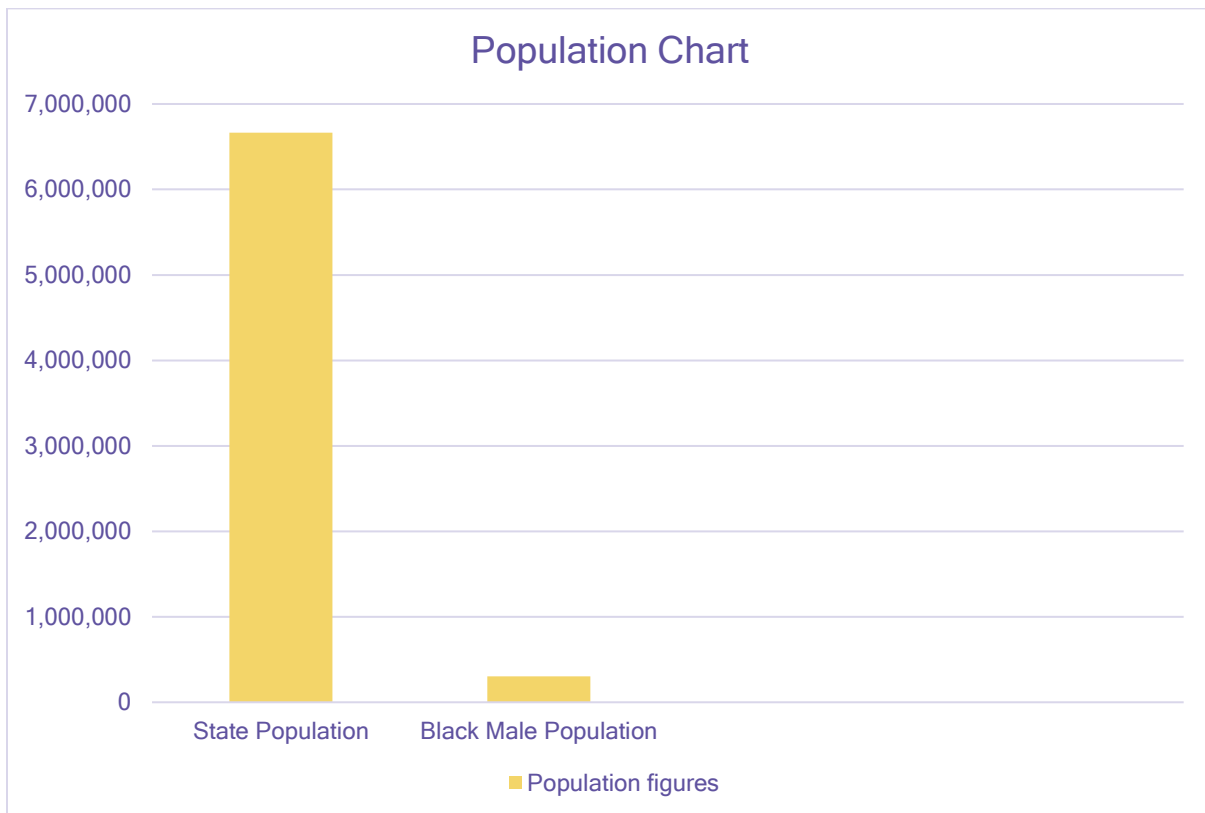
Many social factors impact Black males in Indiana. Social factors such as poverty not only impact the Black males but also are detrimental to the family structure. Social poverty entails more than the lack of income and productive resources to ensure sustainable livelihoods. Its manifestations include hunger and malnutrition, limited access to education and other basic services, social discrimination, and exclusion.

Though there has been some progress through the years, there is still much to be done. The hope is 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. The goal of this report is to provide statistical data, helpful information, and solution based.

Report Summary

The Commission partners with the local commissions and community organizations to improve the lives of Black males. The Commission seeks to be more engaging while stimulating local initiatives that serve Black males. Prevalent issues impacting Black males are trauma associated with violence and homicides, unemployment related to the pandemic, and overall education from pre-Kindergarten through post graduate levels. The Commission also seeks to partner with the Black Legislative Caucus and other legislators to explore possible legislative remedies. The ICSSBM ultimately desires Black males to be equipped to prosper and provide for themselves while seeking to improve their quality of life and excel as students, fathers, husbands, and leaders within their family and community.

The U.S. Census Bureau, American Community Survey 5-year average denotes the black male population in Indiana as **301,759**, with the total state population being **6,665,703**. The black male population represents **4.5%** of the State's total population.



U.S. Census Bureau, American Community Survey <https://www.census.gov/programs-surveys/acs>
<https://data.census.gov/cedsci/table?q=&text=B01001&g=0400000US18,18.050000&tid=ACSDT5Y2019.B01001>

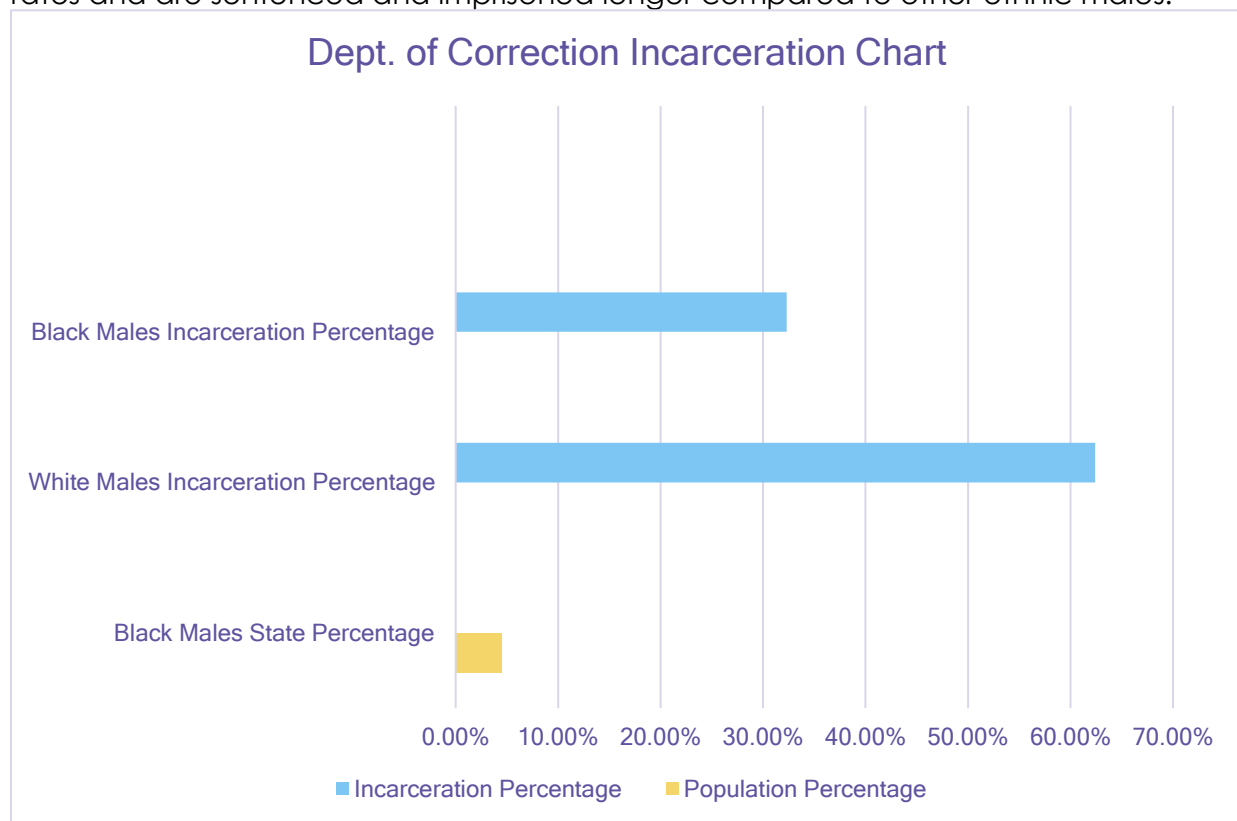
The ICSSBM strives to build community and interagency partnerships to bring about an environment that promotes the values of learning, family, prosperity, unity, and self-worth.

This report is not designed to be an exhaustive examination of the Social Status of Black Males in Indiana; rather a survey of key issues and information that will encourage healthy discourse and dialog with key stakeholders from all walks of life.

Criminal Justice

Black males in Indiana are admitted into the criminal justice systems at disproportionate rates and are sentenced and imprisoned longer compared to their white male counterparts. They are sentenced and incarcerated longer than any other ethnic group. Although White males comprise sixty-two-point four percent (**62.4%**) of the inmate population, Black males represent thirty-two-point three percent (**32.3%**) of the incarcerated offenders, while only comprising four-point-five percent of State population (**4.5%**). The juvenile figures are slightly lower but substantially greater than their population percentage. White male juveniles, forty-nine-point six percent (**49.6%**) to Black males thirty-three-point three percent (**33.3%**). Unfortunately, the numbers and percentage for juvenile Black males increased slightly from the last report.

Black males in Indiana are admitted into the criminal justice system at disproportionate rates and are sentenced and imprisoned longer compared to other ethnic males.

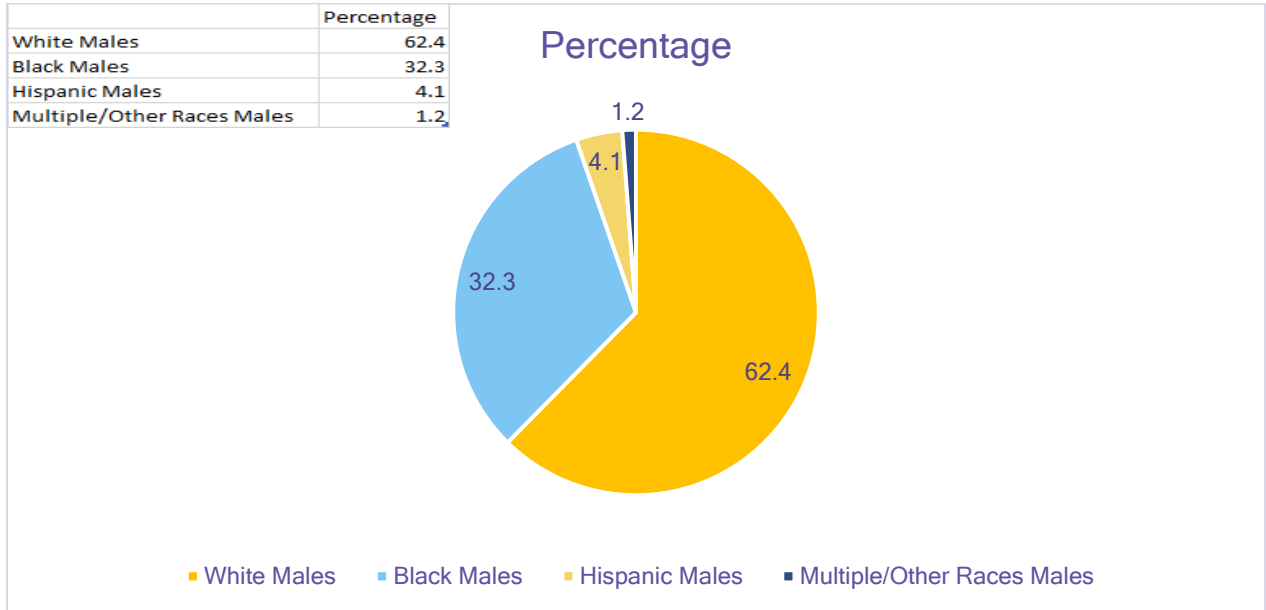


Data source, Dept of Correction <https://www.in.gov/idoc/data-and-statistics/statistical-data/total-population-summary-reports/>

The percentage figure for Black males incarcerated, declined from the previous report from **33.8% to 32.3%**. The juvenile figures unfortunately are trending upward as the Black male juvenile incarceration rate increased from **31.3%** in the previous report to

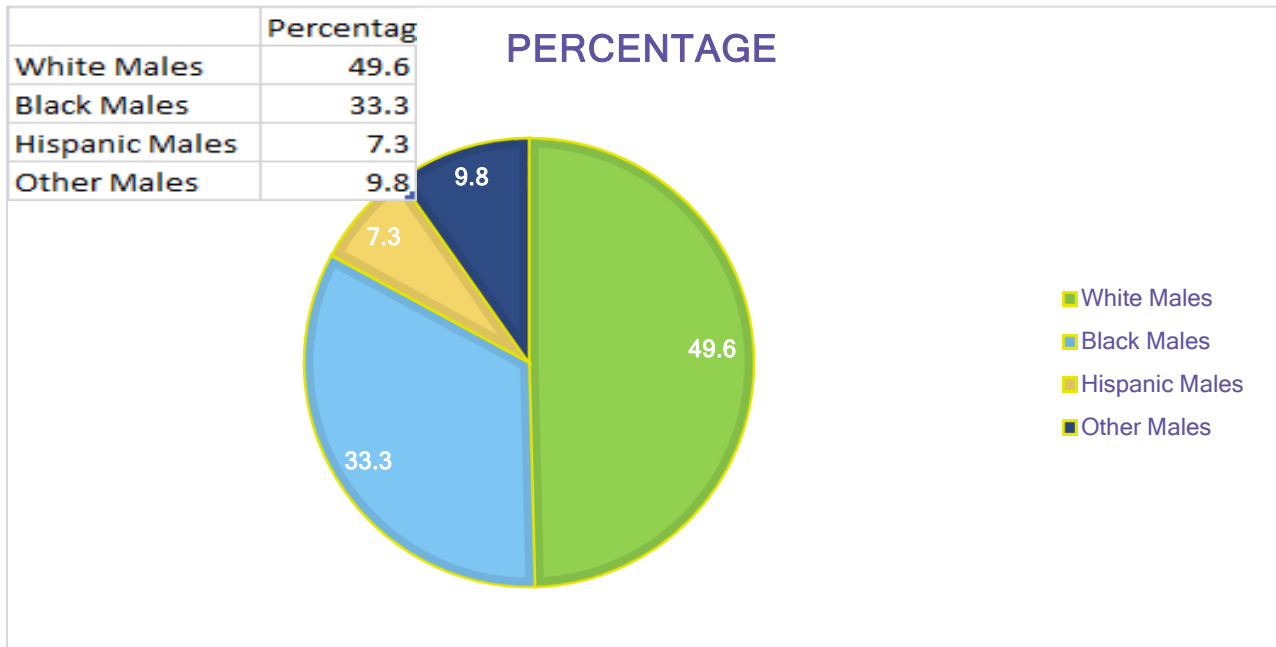
33.3%. Again, the Black male juvenile incarceration rate is substantially greater than their population percentage. White male juveniles, forty-nine-point six percent (**49.6%**) to Black males thirty-three-point three percent (**33.3%**).

Adults Male Incarceration Percentages



<https://www.in.gov/idoc/data-and-statistics/statistical-data/>

Juvenile Male Incarceration Percentages



<https://www.in.gov/idoc/data-and-statistics/statistical-data/>

After the first year of COVID-19, juvenile justice population is smaller but more unequal.
(data provided by Indiana KIDS COUNT Data Book)

The Indiana Department of Correction notes that Juvenile incarceration is **93%** male and **7%** female. Students who are suspended early in their educational career are ten (10) times more likely to drop out of high school, experience academic failure and face incarceration.

Half of the youth (**50.9%**) in the justice system are a racial or ethnic minority, though only one in three youth (**34.1%**) in Indiana are a race or ethnicity other than white. The average age at intake into a juvenile facility is slightly older than age 16, and the average length of stay is eight (8) months.

The Indiana Department of Correction breakdown is: Adult males 24,294, Juvenile males 325.

The Indiana Department of Correction (IDOC) defines recidivism as a return to incarceration within three years of the offender's release from a state correctional institution. According to data, thirty-three-point-seventy eight percent (**33.78%**) of offenders were recommitted to IDOC within three (3) years of their release date, for either a new conviction or a violation of post-release supervision.

Recommendations to assist Black males include the Commission helping Black males with records concealment or expungement, through the Second Chance Law and partnering with community partners and reentry organizations. The Commission also recommends the State Department of Correction in conjunction with the courts and community correction organizations ensure that probation be used as a true alternative to incarceration, not just a means to institutionalize Black males. Additionally, a recommendation would be to continue to advance the Second Chance law to seal or expunge certain Black male conviction records. The Commission also seeks to identify programs or training initiatives to help rehabilitate Black males for reintegration into society, community, and their family.

Education

The education disparities experienced by Black males in public school systems across Indiana is alarming given the role that education plays in the quality of life for Black males, employment opportunities, general health wellness, and providing for their families.

In Indiana, Black males continue to face issues that affect their educational achievement and success. The pandemic and schools pivoting to virtual/distance/e-learning has profoundly disrupted schooling, raising serious concerns about the impact the pandemic is having on children's learning, especially Black males.

Indiana ranks fourth (**4th**) highest in the country for disciplinary actions. Indiana also ranks fourth (**4th**) highest in the country when it comes to the rate of out-of-school suspensions for black teens in middle and high school, according to the Center for Civil Rights Remedies at UCLA.



Black students are disciplined at higher rates in Indiana than all other ethnic groups. Black students in Indiana schools are suspended, expelled, and arrested at higher rates than white students, according to federal and state data. Black students in Indiana are nearly four **(4)** times as likely to get an out-of-school suspension than their white peers, according to state data, and twice as likely to receive an in-school suspension than white students. Black male students are disciplined more frequently and suffer greater consequences.

Twenty-four percent **(24%)** or nearly a quarter of black middle and high school students in Indiana have been suspended at least once. This high suspension rate causes Black secondary students to miss one hundred eleven **(111)** days of instruction per one hundred (100) students enrolled compared to just twenty-three **(23)** days for white students.

The disparity is also prevalent with Black male students arrested too. State data shows Black students make up **12%** of the state's student population yet comprise **26%** of arrests on school property.

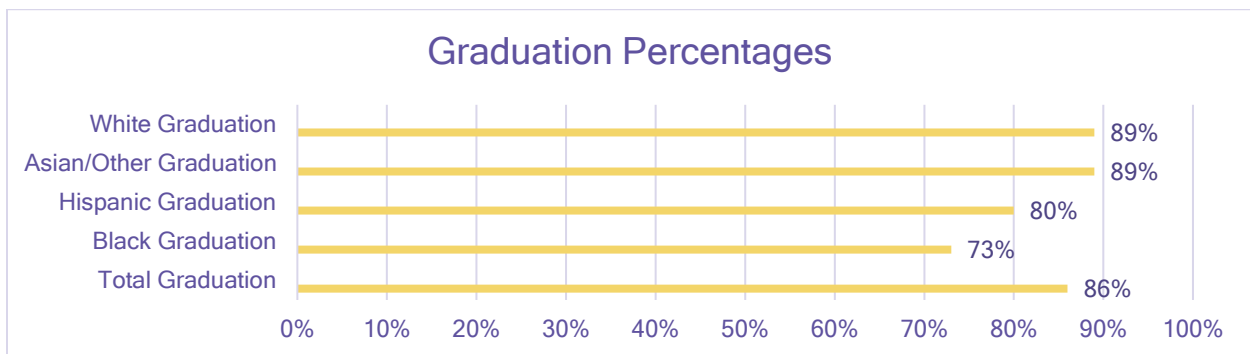
The School-to-Prison Pipeline in Indiana study shows students who get in trouble in school are more likely to end up in the criminal justice system. Students who are suspended early in their educational career are ten **(10)** times more likely to experience academic failure, drop out of high school, and face incarceration.

Black male's graduating continues to be an issue as Black males have the lowest graduation rate of all ethnic groups. Estimated Black male graduates are calculated

from the number of black graduates based on the proportion of black male to black female enrollment.

Indiana's high school graduation rate fell in 2019 to eighty-seven-point twenty nine percent (**87.29%**), according to data released from the Indiana Department of Education, continuing a stagnation in the rate that peaked in 2014. The rate was slightly higher in 2018, at eighty-eight-point eleven (**88.11%**).

The state also saw its non-waiver graduation rate – the number of students who complete all their diploma requirements, without receiving a waiver from any of them – dip. The number of graduates who received a waiver jumped 50% from 2018, up to 9,000 students.



Data Source: U.S. Census Bureau, American Community Survey 5-Year Average, Tables B15002, C15002B <https://data.census.gov/cedsci/table?q=&text=B15002&g=0400000US18,18.050000&tid=ACSDT5Y2019.B15002>

Graduation rates vary greatly by state and race. Nationwide, black students graduated at a rate of **69 percent**; Hispanics graduated at **73 percent**; whites graduated at a rate of **86 percent**. Fortunately, Indiana graduation rates are higher than the national rates.

When students fail to graduate and get jobs, all Hoosiers pay for it — especially if they end up in jail or prison. Hoosier taxpayers pay **\$77,427** a year to confine a single young person — that's more than it costs to send your child to college for a year.

Justice Policy Institute Sticker Shock 2020: The Cost of Youth Incarceration

<https://www.ctjja.org/blog/jpi-report-sticker-shock#:~:text=According%20to%20Sticker%20Shock%202020,day%2C%20or%20%24214%2C620%20per%20year.>

ear.

Recommendations should include training and teaching school leaders to focus on why students behave the way they do. Suggested recommendations for resolving discipline issues should include ensuring under-resourced schools have the resources students need to be successful. Understanding the need for counselors, school resource officers, and support staff in schools and lessening the police presence within the building. Part of the solution could be training for teachers and school administrators on things like implicit bias, trauma informed learning, and cultural

competency. Currently, the Indiana Department of Education offers implicit bias training to schools, however, it's optional for schools to take the training.

To address these issues the Commission plans, sponsors and helps facilitate youth empowerment events, support for the Twenty-first Century Scholars Program, and coordinate with other organizations hosting conferences, symposiums, or workshops. Ensure Black males are exposed to the best of who they are via role models and images of success and forums, opportunities, and conferences. Provide mentoring and tutoring programs for Black male students. Mandate professional development and training for educational stakeholders, including lay staff and board members. Ensure the development and training is culturally based, and covers anti-racist practices, diversity, and constructive conversation dialogue on race, gender, and sexuality.

The pandemic identified the gap and disparity on electronic devices and too many students unable to access high speed internet access. So, a definite recommendation must be to ensure electronic devices and access to internet for e-learning, distance learning or the virtual education option. There also needs to be better reporting with a strong emphasis on race and gender disaggregation to understand the pressures and constraints that are facing school leaders, teachers, resource officers, and police officers, because no one wants to go into a job where they're ill-equipped and poorly trained.

Another recommendation could be training through the Positive School Discipline Institute to address social and emotional learning and discipline. Establish and promote school-community partnerships that create a context for Black males and community members to cross borders and build trust across diverse community groups including age demographics.

Other suggestions or recommendations could be:

State Department of Education, Positive Behavior Discipline Guide ensuring disaggregation by race and gender

Office of School Improvement (OSI) on culturally responsive teaching
Implicit Bias Training

Comprehensive Support and Improvement and Targeted Support Improvement for school improvement plans for both academic and behavioral strategies

Indiana Standards for Ethnic Studies as suggested by the State NAACP

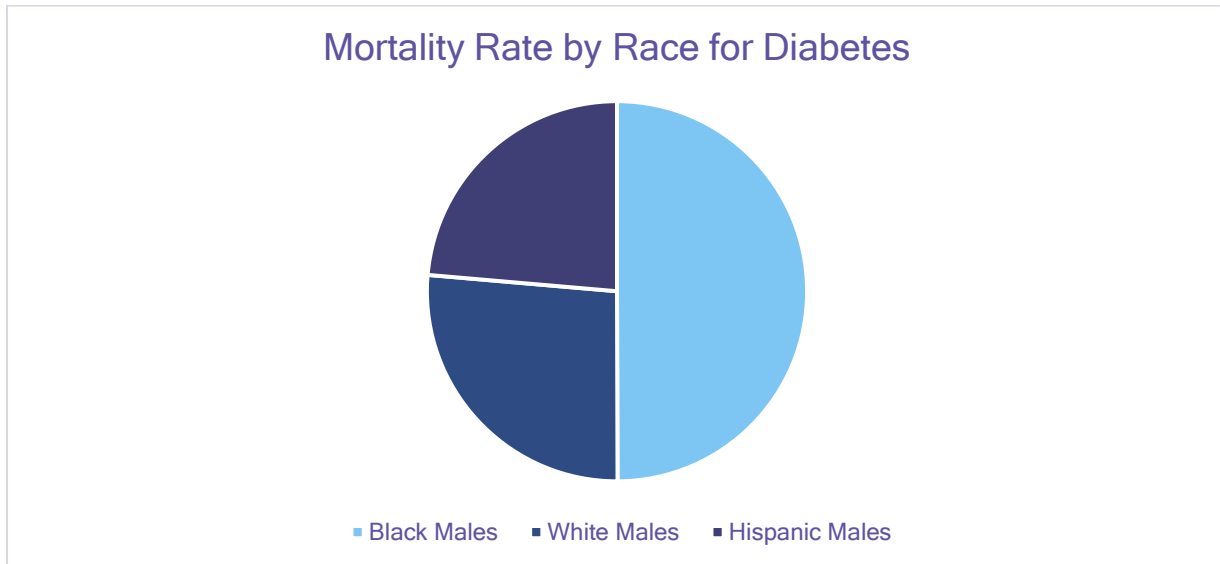
And Legislative recommendations from the Indiana Black Legislative Caucus

Health

Black men suffer far worse health disparities than any other racial or ethnic groups in the State of Indiana. These disparities include racial discrimination, a lack of affordable healthcare, poor health education, cultural barriers, poverty, and lack of social services catering to Black men. Black males are disproportionately affected by obesity, high blood pressure, and diabetes. Black males deal with high amounts of stress, suffer from Post-Traumatic Stress Disorder (PTSD), and mental illness unknowingly. In fact, Black males have the highest mortality rate, and die of preventable diseases like heart

disease diabetes, and HIV/AIDS at a greater rate than any other ethnic group (Indiana State Department of Health). The Indiana Black Barbershop Health Initiative is the principal initiative of the Commission to address this serious health concern.

Indiana's racial and ethnic minorities and underserved populations experience health disparities at great rates. Black males maintain the highest rate of death from preventable diseases of all ethnic groups.



Source: 2019 Indiana BRFSS, from <https://secure.in.gov/isdh/25194.htm>

The Indiana Black Barbershop Health Initiative is designed to change the paradigm from health crisis to health prevention. To assist Black males in exercising health prevention, the Commission through collaborations with barbershops and local health providers facilitate the annual initiative. The initiative has expanded from a one-day event to the entire month of April utilizing every Saturday for screenings in barbershops and a few beauty salons for blood pressure, blood glucose, body mass index and prostate health information along with additional health information and locations of local health resources.



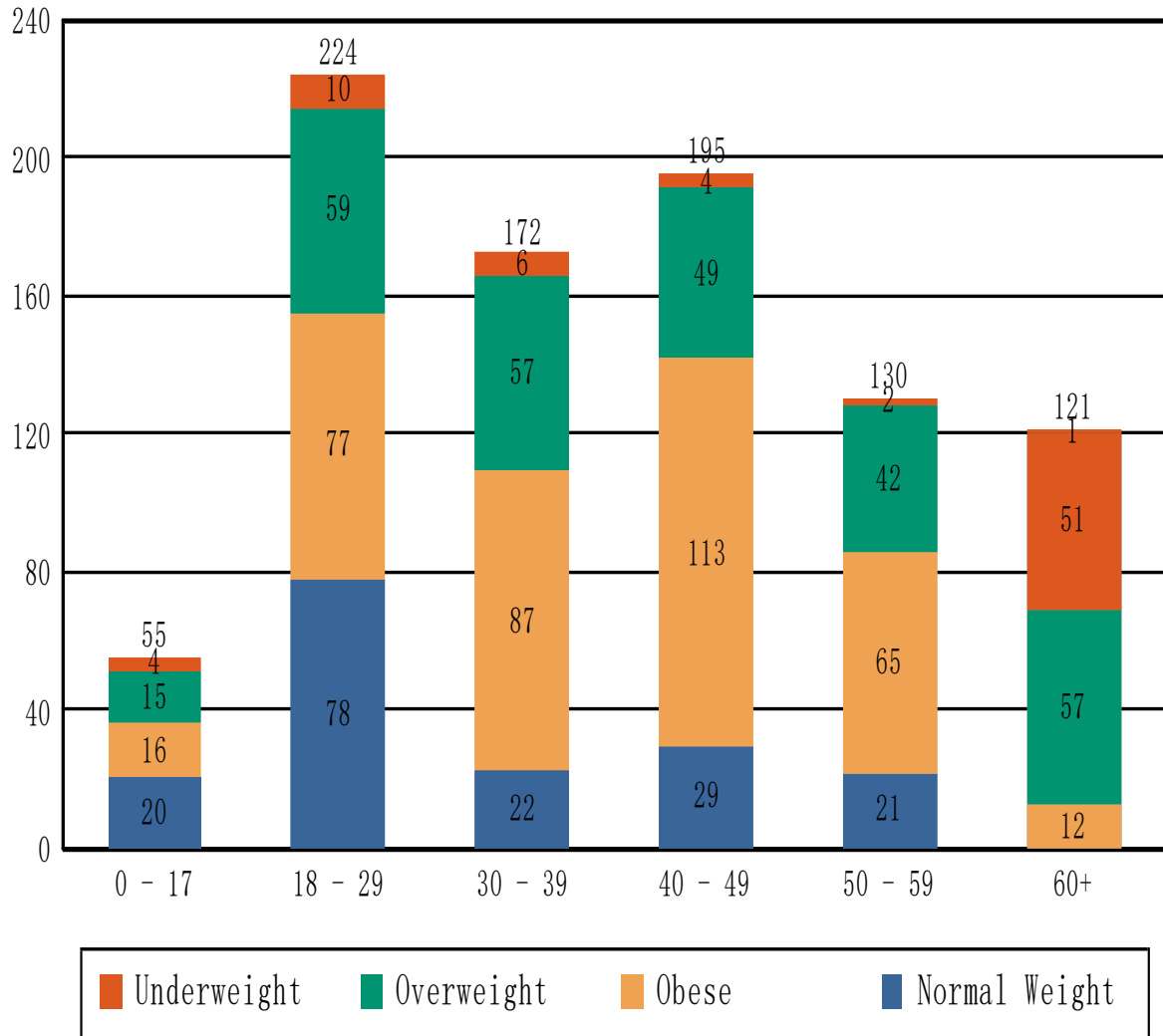
In 2019, the Indiana Black Barbershop Health Initiative saw participation from **15** cities across Indiana, screening a total of **942 individuals**. Changes in city participation included the re-addition of Kokomo and Terre Haute, while Bloomington did not directly participate with IBBHI opting to hold its own independent event. The complete list of participating cities includes Bloomington, East Chicago, Elkhart, Evansville, Fort Wayne, Gary, Hammond, Indianapolis, Jeffersonville, Kokomo, Merrillville, Michigan City, New Albany, South Bend and Terre Haute. Unfortunately, the pandemic prompted the cancellation of the initiative in 2020. The initiative sponsored a health education webinar entitled "COVID-19 Precautions & Safety Measures" on June 16, 2020 with Dr. Lindsay Weaver.



Key Facts and Takeaways from the Indiana Black Barbershop Health Initiative:

- 15 participating cities: Bloomington, East Chicago, Elkhart, Evansville, Ft. Wayne, Gary, Hammond, Indianapolis, Jeffersonville, Kokomo, Merrillville, New Albany, South Bend and Terre Haute.
- 3 cities had 100+ participants registered. **Elkhart, Evansville, and Gary** all had greater than 100 participants registered. Evansville had the largest number with 153, followed closely by Gary at 142 and Elkhart at 121.
- In terms of screening results, body mass index (BMI) was once again the biggest risk factor across the board for participants.
- The most concerning screening for 2019 was BMI – with more participants screened for BMI falling into the obese category than any other.
- Obesity was most prevalent in individuals aged 18-29 at 34.4%, 50-59 at 50%, 30-39 at 50.6% and 40-49 at 57.9%. Overall, 46% of participants screened were obese and 76.7% were overweight or obese.

Body Mass Index Screens by Age Range

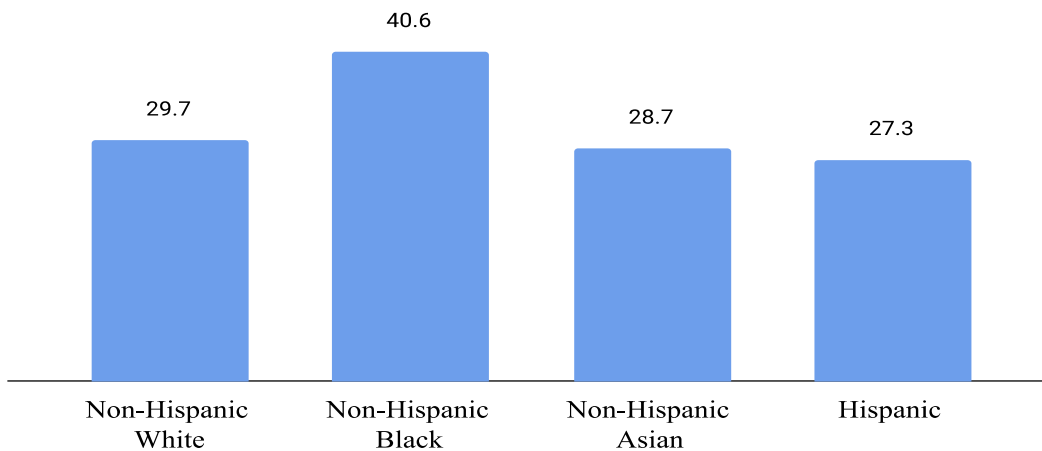


Screen data results provided by Techserv, <https://techserv.io/>

Obesity continues to plague the United States and Indiana, as the Hoosier state ranks thirty ninth (**39**) for adult obesity. Black males battle obesity as highlighted in the Body Mass Index screens from the Indiana Black Barbershop Health Initiative. Again, the prevalence of obesity among Black adults was thirty-nine-point four percent (**39.4%**) compared to white adults at thirty-three-point six percent (**33.6%**) and Hispanic adults at thirty-nine-point three percent (**39.3%**) according to the Indiana Department of Health.

African Americans have a higher risk of developing hypertension than other racial and ethnic groups. Three in four African Americans are likely to develop hypertension by the age of 55.

Risk of Hypertension in Males



Source: 2019 Indiana BRFSS, from <https://secure.in.gov/isdh/25194.htm>

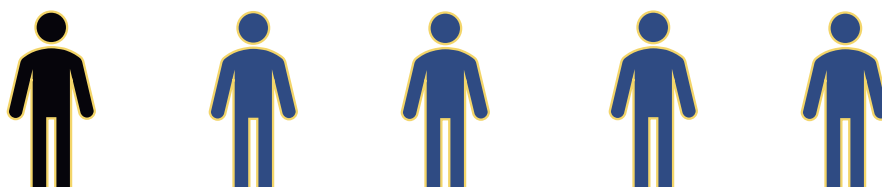
African Americans are **20%** more likely to develop a mental illness during their lifetime in comparison to the general population.

According to the World Health Organization (WHO), mental health is defined as “a state of psychological, behavioral, and emotional well-being in which an individual realizes his or her abilities to cope with the normal stresses of life.”

While WHO's definition seems ideal, the “state of psychological, behavioral, and emotional well-being” in the Black communities of America is not easily defined. Simply put, in today's atmosphere of heightened hatred, discrimination, violence, and poverty, all rooted in systemic, blatant, and unadulterated “racism,” the “state of well-being” for far too many Black people is one of depression, hopelessness, anxiety, post-traumatic stress disorder, suicidal thoughts, and other mental conditions.

<https://www.who.int/health-topics/mental-health>

1 in 5 African Americans suffer Mental Illness



**Prevalence of Select Risk Factors, Diseases, and Conditions among Adults by
Gender, Race, and Ethnicity – Indiana 2019**

Adult Respondents	Smoking %	Obesity %	Diabetes %	Hypertension %	Asthma %
Total Population	19.2	35.3	12.4	34.8	9.8
Gender					
Male	21.2	34.9	13.6	37.1	6.9
Female	17.3	35.7	11.3	32.5	12.5
Race					
Non-Hispanic Black	19.6	36.7	17.9	44.5	12.7
Non-Hispanic White	19.5	34.9	12.1	35.1	9.8
Ethnicity					
Hispanic	13.8	46.2	9.0	20.5	5.1
Gender and Race					
Non-Hispanic Black Male	22.7	31.9	17.7	47.8	11.2
Non-Hispanic White Male	20.8	34.4	13.3	37.3	6.6
Gender and Ethnicity					
Hispanic Male	19.7	49.5	9.8	23.9	2.8

*Hispanic can be of any race. The percent of adult respondents considered to be obese based on a BMI of ≥ 30 calculated from self-reported height and weight.
 Source: 2019 Indiana BRFSS, from <https://secure.in.gov/isdh/25194.htm>

**Age-Adjusted Mortality Rates for Select Diseases by
 Gender, Race, and Ethnicity - Indiana 2019**

Demographic	Diabetes	Heart Disease	Stroke	Asthma/COPD
Total Population	25.0	178.7	41.5	56.1
Gender				
Male	32.0	226.7	43.3	61.6
Female	19.5	140.9	39.5	52.0
Race				
Black	42.9	208.2	54.1	46.7
White	23.7	176.9	40.4	57.0
Ethnicity				
Hispanic	19.6	93.7	36.3	16.7
Gender and Race				
Black Male	57.3	282.4	56.3	60.6
White Male	30.3	223.5	41.9	62.0
Gender and Ethnicity				
Hispanic Male	27.1	112.1	45.2	17.0

*Hispanic can be of any race.
 All mortality rates in this table are expressed as rates per 100,000 population.

**The information contained in this document is based on 2019 Indiana mortality and Behavioral Risk Factor Surveillance System data, which is the most current year available at the time of publication.
 For an explanation of the processing birth and death certificate data, see the link below <http://www.in.gov/isdh/23980.htm>

Death or Mortality Rate is a measure of the frequency of occurrence of death among a defined population during a specified time interval. The mortality rate is calculated by dividing the number of deaths per year by the population. It is usually expressed as the number of deaths per 100,000 population. The rate may refer to deaths in a specific group or to deaths from a specific cause, or to all deaths in the entire population. The rate may be adjusted for the age composition of the group (see "Age-adjusted Rate," below) or it may be the observed (or "crude") rate.

Age-adjusted death rate is a good way to compare death rates between counties, states, and the U.S. The Indiana State Department of Health uses the direct method to age-adjust. In this method, the age-specific rates are first calculated for the various age groups (e.g., <1, 1-4, 5-14, 15-24, etc.). The age-specific rates are then weighted according to the U.S. standard million. The standard million is the proportion of the total U.S. population for the same age groups used to determine the age-specific death rates.

Health recommendations

The health of Indiana's people could greatly benefit from institutionalized processes for local collection of diverse, demographic consumer data, and the disaggregation of behavioral health data, addiction data, and other types of health data. When data can be broken down into smaller groups or subpopulations, then often issues appear that were not apparent with comprehensive data. Disaggregated data can be very helpful for identifying issues that exist for 16 groups that have experienced disadvantage regarding their race/ethnicity, tribal affiliation, immigrant status, socioeconomic status, gender, sexual orientation, gender identity, and expression. Ultimately, the goal is to build the infrastructure for equitable practices of access and use of services, as well as improved care and treatment, for all consumers to experience better health outcomes.

Indiana continues to make strides towards improving the health disparities of minority and underserved populations with the support of legislation. The Council plans to continue to provide current data to push Indiana in the direction of equitable change. Areas of infant and maternal mortality, obesity, mental health, adult smoking, and substance misuse and opioid misuse, long-term and kinship care are the most critical areas of health in Indiana. In this report, recommendations are given to advocate for change, in efforts to reduce the rates of health disparities in Indiana.

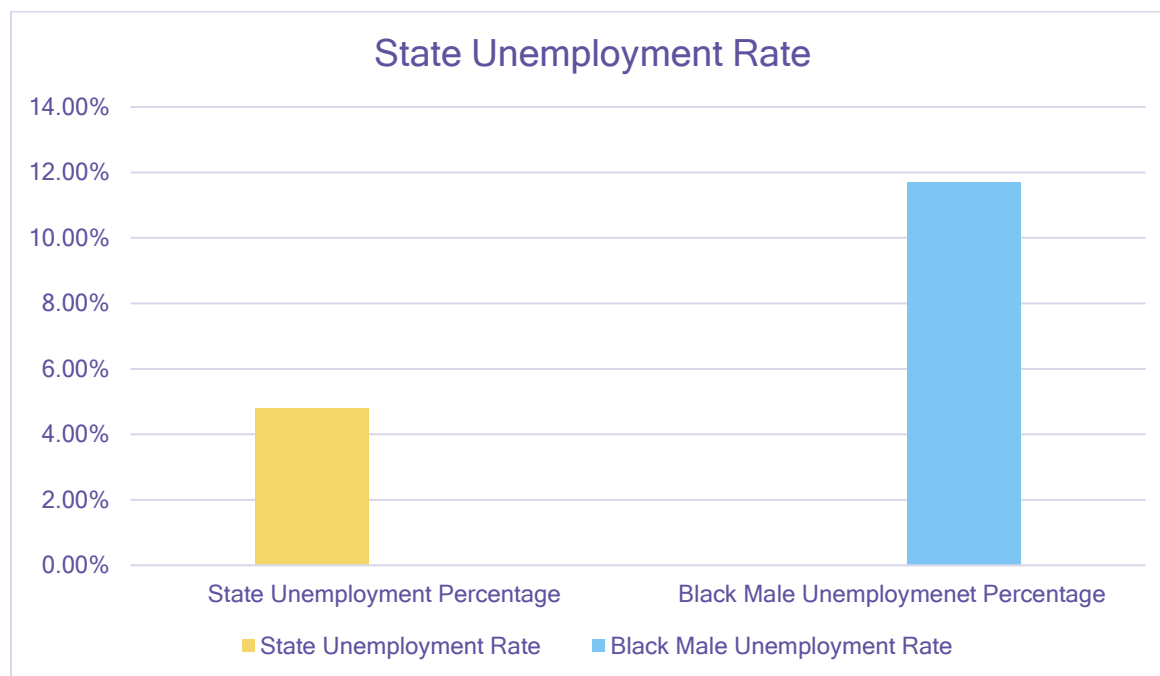
Conclusion

Indiana must continue to intentionally strive to improve health for all Hoosiers and address the health disparities of minority and underserved populations with the support of legislation. Increase access to healthy and affordable food for all residents. Standardize the quality of food within all areas. Establish a chronic disease registry. Assist organizations and agencies confronting health disparities in mortality, obesity, mental health, adult smoking, and substance misuse and opioid misuse, long-term and kinship care are the most critical areas of health in Indiana. Establish a College Success Coalition of two- and four-year institutions, K to 12 school partners, and local education leaders that directly addresses the issue of Black male student success.

Employment

Throughout the country and in Indiana, Black males continue to have high rates of unemployment and underemployment compared to the majority population at large. For the purposes of this report, underemployment occurs when a worker is employed, but not in the capacity they desire or that is commensurate with their training or experience. (Indiana Department of Workforce Development). To assist Black males, the Commission reached out to the Department of Workforce Development (DWD) to develop strategies to help engage Black males in the progressing economy and preparation for career growth in changing job fields. ICSSBM continues to coordinate and partner with Work One offices, EmployIndy, and organizations such as Love Life Outreach Vocational Training, and the Urban League to serve Black males.

Black males continue to have high rates of unemployment and underemployment compared to the majority population and other races in Indiana.



Data Source: U.S. Census Bureau, American Community Survey 5-Year Average, Tables B23001, C23002B, C23002A, <https://data.census.gov/cedsci/table?q=&text=B23001&q=0400000US18,18.050000&tid=ACSDT5Y2019.B23001>
<https://data.census.gov/cedsci/table?q=&text=C23002B&q=0400000US18,18.050000&tid=ACSDT5Y2019.C23002B>

Two most pressing concerns confronting Black males in urban communities are the high unemployment rate and the lack of job readiness and education. The ICSSBM to resolve these concerns works with local commissions, Ivy Tech Community Colleges, Work One Offices, EmployIndy, Love Life Outreach Vocational Training and the Indianapolis Urban League along with other employment and training community partners to develop

employment fairs training initiatives, and skill and resume building workshops to address these concerns affecting Black males.



Data Source: U.S. Census Bureau, American Community Survey 5-Year Average, Tables B23001, C23002B, C23002A

<https://data.census.gov/cedsci/table?q=&text=B23001&q=0400000US18,18.050000&tid=ACSDT5Y2019.B23001>

<https://data.census.gov/cedsci/table?q=&text=C23002B&q=0400000US18,18.050000&tid=ACSDT5Y2019.C23002B>

In Indiana Black male unemployment is nearly three times the rate compared to white males. The impact from the shutdown of the economy due to the pandemic and slow re-opening influences these percentages and it remains to be seen how long it takes for the economy to return to pre-COVID 19 levels.

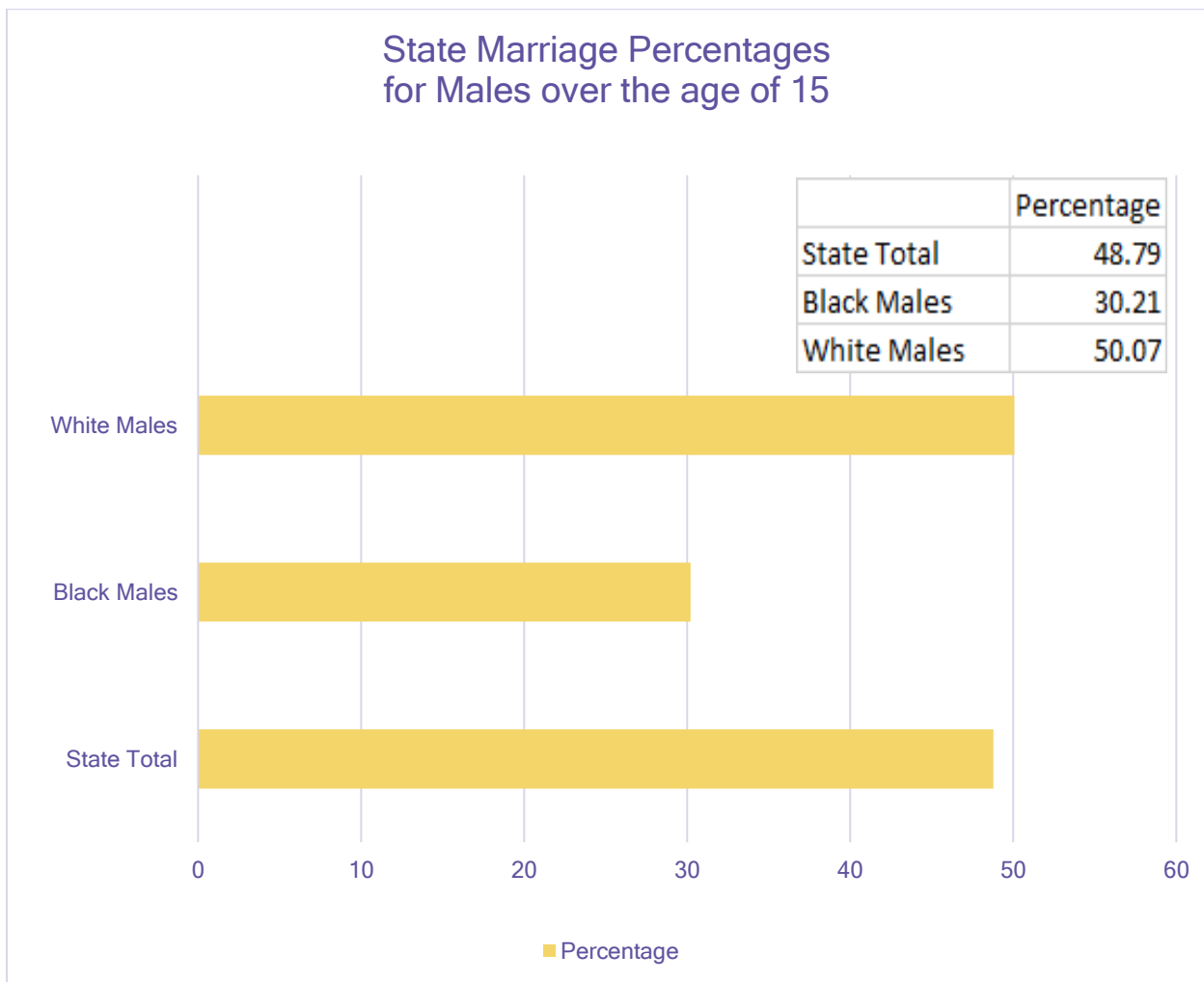
To assist Black males in the Employment focus area the Commission will work with the Indiana Workforce Development agency (IWD) and employers to create employment programs specifically targeted to increase the employment rates of Black males in Indiana. ICSSBM also plans to coordinate and partner with Work One offices of IWD and organizations such as Love Life Outreach Vocational Training, and the Urban League to serve Black males.

Economists have stressed the importance of employment and full employment across diverse economies. The Commission recommends challenging structural impediments to employment, educational attainment, criminal convictions, and transportation access. Another suggestion is Internship/Shadowing programs for Black male students

with an aim to expose young men to possible careers and to let them know people who look like them are succeeding.

Social Factors

Many social factors affect the social status of Black males in Indiana. Social factors not only impact the Black males but also are detrimental to the family structure and promote social poverty. The Commission also has identified the importance of fathers and their vital role within the family as a key social status indicator. One factor of assessing Black males' role within the family is Marriage. Less than one third (**33%**) of Black males are married, compared to over fifty percent (**50%**) for white males. The total state percentage for males over the age of fifteen (15) is just under fifty percent at forty-eight-point seventy-nine (**48.79%**).

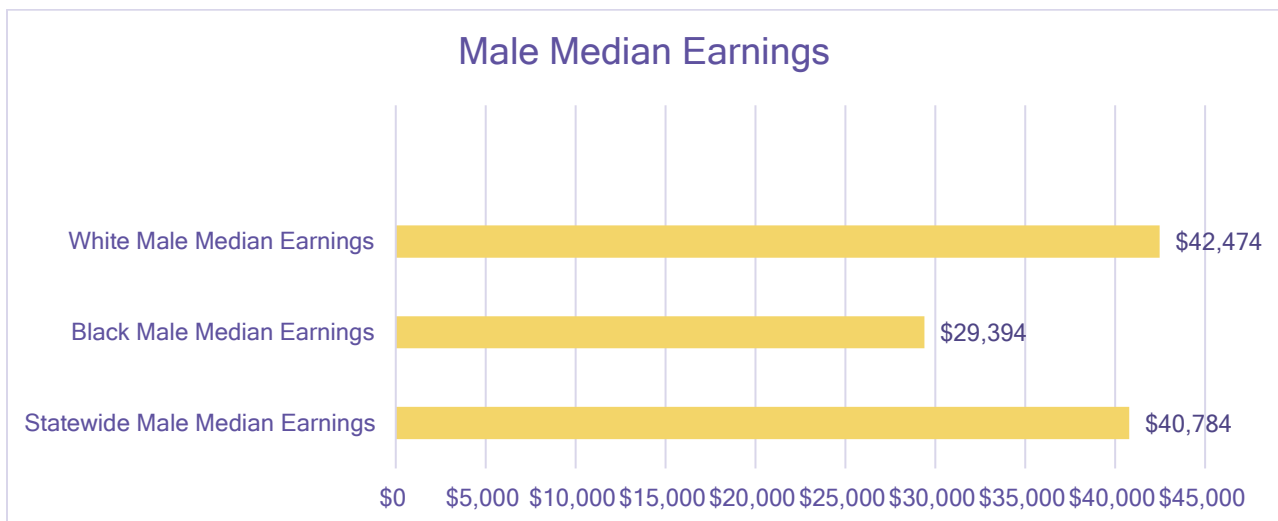


Data Source: U.S. Census Bureau, American Community Survey 5-Year Average, Tables B12002, B12002B
<https://data.census.gov/cedsci/table?q=&text=B12002&g=0400000US18,18.050000&tid=ACSDT5Y2019.B12002>

Many factors affect the social status of Black males in Indiana. Those factors principally impact the family structure and poverty levels.



According to the American Community Survey Census Report (ACS), marriage union leads to better overall health outcomes and fewer instances of children living in poverty in the Black community. Negative factors for Black males in Indiana impact their success on many levels and social factors. ICSSBM is closely involved with the Dad's Safe Sleep work group and the Fathers and Family Center to increase public awareness on the importance of fathers within the family, help fathers be more effective and better parents, and identify resources locally and statewide to assist dads. The Commission also celebrates dads in the annual Million Father Marches across the state for back to school, although the pandemic negated the events in 2020.



Data Source: U.S. Census Bureau, American Community Survey 5-Year Average, Tables B20017, B20017B, B20017A

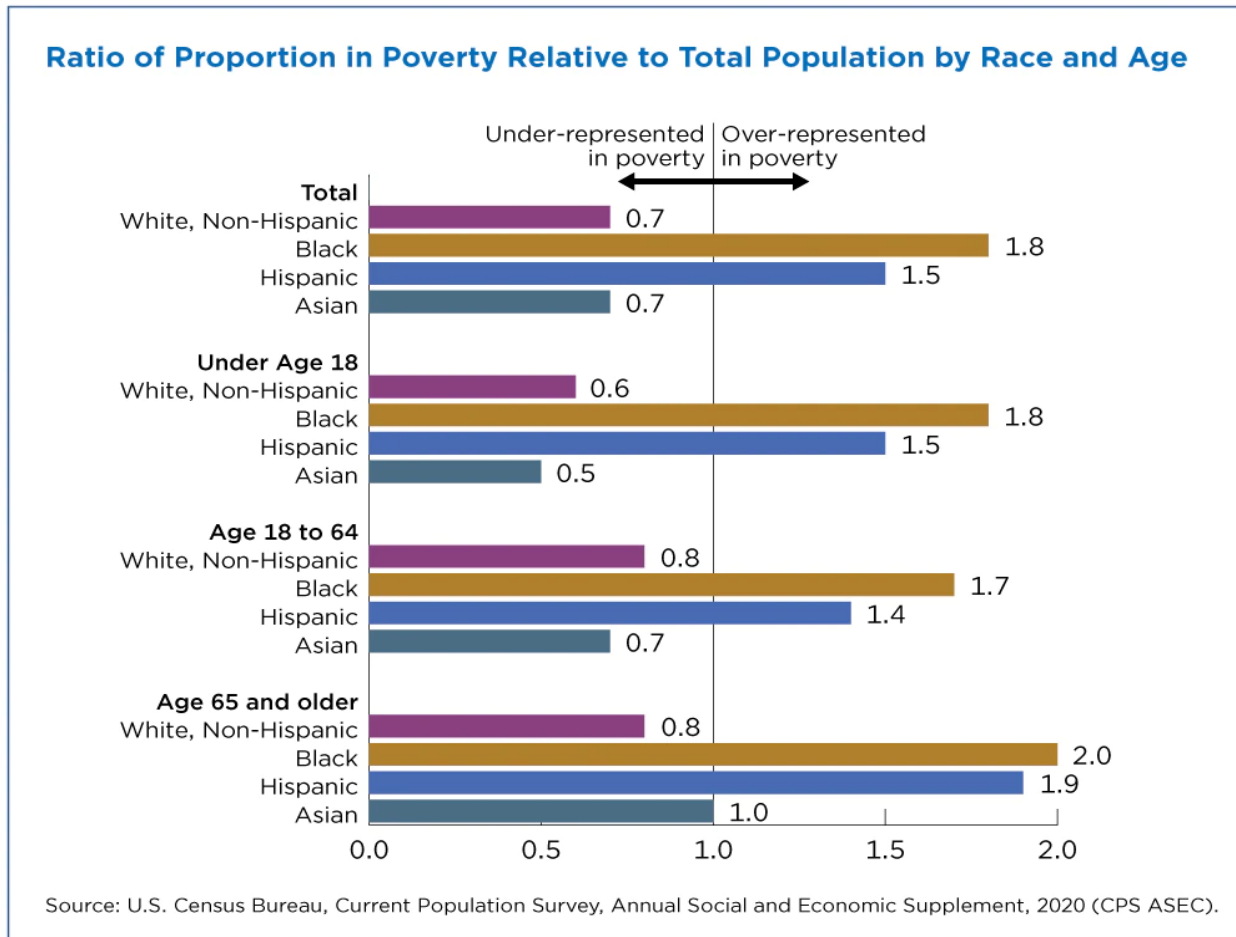
<https://data.census.gov/cedsci/table?q=&text=B20017&g=0400000US18,18.050000&tid=ACSDT5Y2019.B20017>

<https://data.census.gov/cedsci/table?q=&text=B20017B&g=0400000US18,18.050000&tid=ACSDT5Y2019.B20017B>

Poverty is a major factor impacting Black males in Indiana. Poverty is defined as the lack of means for providing material needs or comforts. According to U.S. Census data, Blacks in all categories and age levels experienced poverty in greater percentages than the total populations. Black families are nearly three times more likely to live in poverty than the majority population and Black males' median earnings are thirty percent (30%) less than white males. Poverty has many negative effects on Black males ranging from poor school achievement, emotional and behavioral problems, and impaired overall health. (U.S. Census Bureau Reports)

The five dimensions of poverty are:

- Income Level**
- No Employment in Family**
- Living in Concentrated Neighborhood of Poverty**
- Education Level**
- Health Insurance**



<https://www.census.gov/programs-surveys/saie/guidance/model-input-data/cpsasec.htm>

The Commission's recommendation is to take a holistic approach to breaking down institutional barriers to address housing, transportation, education, and criminal justice through the efforts of the conference.

Require housing providers to give a fair chance to applicants with a conviction that is less than three years old by conducting an individualized assessment, considering factors such as the nature of the offense; evidence of rehabilitation; and an applicant's demonstrated ability to be a good renter, neighbor, and community member. Also provide consumer education to provide education and good spending practices.

Due to disparities in the criminal justice system, housing restrictions based on arrest and conviction records disproportionately impact Black and Brown families and people with disabilities. These policies are often an avenue for race and disability-based discrimination.

The Commission also partners with the Fetal Infant Mortality Review (FIMR) group and has a Safe Sleep Men's Work Group that host events to engage soon to be and new fathers on the importance of the A, B, Cs for safe sleep for babies. The events are held quarterly under the safety guidelines proscribed by the county with fathers learning how to set up Pack 'n Play playards, sharing of resources and testimonies from dads and grandfathers. Ultimately, the goal is to reduce the number of infant death and to help dads learn ways in which to be a better father, husband, uncle, or grandfather.

FATHERS: THE REAL MVP
A CELEBRATION OF APPRECIATION AND RECOGNITION OF DADS

December 12, 2020
11 AM to 1 PM
JTV Hill Center
 1806 Columbia Ave, Indianapolis, IN

An afternoon with lunch, gifts, games, prizes and speakers. Connect with community resources. **We will be enforcing proper social distancing and precautions.**

MASK REQUIRED. NO EXCEPTIONS.

Must register at safebaby@iu.edu to attend. **HURRY, ONLY 15 SLOTS AVAILABLE**

Local Commissions Strategy

An objective of the Indiana Commission on the Social Status of Black Males (ICSSBM) has been the re-launch and re-engagement of local commissions. The Commission understands that to meet our mission, and initiatives, there must be strong local support.

Initially, ICSSBM had successfully encouraged 9 Indiana cities to establish a local commission. The degree to which these local commissions are involved and engaged in the initiatives and programs set forth by the ICSSBM varies dramatically. ICSSBM will focus not only on the development of new commissions and work to enhance the work and capacity of current commissions. Through the work of the Commission and engagement with local community leaders Indianapolis was successful in relaunching their local commission in 2020.

Local Commissions

The ICSSBM has local Commissions addressing concerns of Black males across the state. There are now 9 Indiana cities with local Commissions:

Anderson (inactive)
Human Relations Department
P.O. Box 2100
120 E. 8th Street
Anderson, IN 46018
765-648-6135 phone

Bloomington (active)
Commission on the Social Status of Black Males
P.O. Box 100
Bloomington, IN 47402
812-349-3471 phone
812-334-2344 fax

Evansville (active)
Human Relations Commission
1 Northwest MLK Blvd., Room 209
Evansville, IN 47708
812-436-4927 phone
812-436-4929 fax

Fort Wayne (active)
Commission on African American Male
McMillen Park Community Center
3901 Abbott Street
Fort Wayne, IN 46806
260-427-5965 phone

Gary (active)
Gary Commission on Black Males
839 Broadway, 2nd Floor SW
Gary, IN 46402
219-880-2284 phone

Indianapolis (active)
Office of the Mayor
200 E. Washington Street, Room 2501
Indianapolis, IN 46204
317-327-4346 phone
317 327-3980 fax

Jeffersonville (inactive)
Community Action Center
1613 E. 8th Street
Jeffersonville, IN 47130
812-288-6451 phone
812-284-8314 fax

Michigan City (active)
M C Commission on Social Status of Black Males
100 E. Michigan Blvd.
Michigan City, IN 46360
219-874-9165 phone
219-873-1451 fax

Muncie (inactive)
City of Muncie
Third Floor, 300 N. High Street
Muncie, IN 47305
765-747-4845 phone

South Bend (inactive)
City of South Bend
227 W. Jefferson Blvd, Room 441
South Bend, IN 46601-1830
574-235-5985 phone

20th Annual Black Males State Conference

The conference took place in a three-webinar series covering the topic areas of Criminal Justice, Health and Education.

CONFERENCE HIGHLIGHTS:

- Virtual format for the first time with recordings viewed through social media
- Greater exposure by not being in-person at a select venue
- Three days of webinars with more panelists from across the state

Commissioners

Kenneth Allen, Chairman
Indianapolis, Indiana

Elijah Neal,
Indianapolis, Indiana

Superintendent Dr. Jennifer McCormick
Tarrell Berry, proxy
Indiana Department of Education

Adrienne Shield, Director
Tony Cross, Proxy & Vice Chair
Division of Family Resources

Andre Patterson
Fort Wayne, Indiana

Rep. Cindy Kirchhofer (Dist. 089)
Beech Grove, Indiana

Greg Wilson, Executive Director
Indiana Civil Rights Commission

Dwayne Sawyer
Brownsburg, Indiana

Lt. Gov. Suzanne Crouch
David Stewart, proxy
Lt. Governor's Office

Dr. Kristina Box, Commissioner
Laura Heinrich, proxy
Indiana Department of Health

Jay Chaudhary, Director
Alexis Pless, proxy
Division of Mental Health

Robert E. Carter Jr., Commissioner
Michael Parker, proxy
Indiana Department of Correction

Lesley Crane, Commissioner
Indiana Department of Administration

Shanel Poole
Indianapolis, Indiana

Rep. Vernon G. Smith (Dist. 014)
Gary, Indiana

Sen. Vaneta Becker, (Dist. 050)
Evansville, Indiana

Ron Wilson
Indianapolis, Indiana

Sen. Greg Taylor (Dist. 033)
Indianapolis, Indiana

Reginald Jones
Indianapolis, Indiana

James E. Garrett Jr. Executive Director
IN Comm. on the Social Status of Black Males

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