ABOUT THE CAMPAIGN FOR BLACK MALE ACHIEVEMENT

Established in 2008 as an initiative of the Open Society Foundations, the Campaign for Black Male Achievement (CBMA) is a national membership network that seeks to ensure the growth, sustainability, and impact of leaders and organizations committed to improving the life outcomes of Black men and boys. In 2015, CBMA spun off from the Open Society Foundations as an independent entity which supports a growing network of more than 4,700 individuals representing more than 2,500 organizations across the United States, with resources and services for capacity building, network building, and strategic communications.

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EXECUTIVE SUMMARY

BLACK MEN AND BOYS ARE ASSETS TO THEIR COMMUNITIES AND OUR COUNTRY. As a nation, we cannot truly prosper when any group of people is left behind and forced to exist on the fringes of society. We know that the well-being of Black men and boys has a direct influence on the strength of their families, communities and our nation as a whole. Our communities will only prosper if all of us, including Black men and boys, can succeed and reach our full potential.

The promising news is that a growing movement of city leaders, grassroots and community organizations, concerned residents and government officials around the country are actively pursuing this goal with commitment, hope and strategic action. There is an impressive array of work being done from City Hall offices to individual blocks across the United States. The movement is diverse and includes both those with an explicit focus on Black men and boys, and many that approach their work through a variety of issues such as employment, education, criminal justice reform, poverty alleviation, youth development, and race and gender equity, among many others.

We have seen an unprecedented commitment to ensuring Black men and boys thrive and succeed, including the launch of President Obama’s My Brother’s Keeper Alliance, the growth of the BMe Community, the declaration of mayors through Cities United calling for increased investments to curb early violent deaths of young Black men, and the development of the National League of Cities initiative to promote Black Male Achievement.

But, we must continue to act with urgency!

Black men and boys face unique challenges on the path to success in education, work and life. Statistics about disparities in these areas are widely cited, e.g. 12 percent of Black boys are at or above proficiency in 8th grade reading versus 31 percent of all boys, and the Black male unemployment rate of 15 percent is nearly double the 8 percent rate for all males. Less commonly known, however, is the data illustrating the unique structural challenges and unequal access to opportunity that contribute to these disparities:

- For the same offense, Black students are three and a half times more likely to be suspended or expelled than their White peers. Black students as young as five are routinely suspended and expelled from schools for minor infractions like talking back to teachers or writing on their desks.
- With similar credentials, White job applicants are 50 percent more likely to get a call from prospective employers than Black applicants with “ethnic-sounding” names.
- People of all races use and sell drugs at remarkably similar rates, however, Black youths are 48 times more likely to be incarcerated for drug offenses than their White peers for identical drug crimes.

In the past couple of years, these and other issues have come to the forefront of national challenges about race, law enforcement and access to opportunity, as evidenced in part by the Black Lives Matter movement. These challenges have negative consequences not only for Black men and boys themselves, but also for society at large. Yet, many of the keys to address these challenges and expand opportunities are anchored at the city level. Thus, the nation must ensure all cities are equipped with the tools and resources they need to help Black men and boys overcome these barriers to be able to succeed and reach their full potential.

The Campaign for Black Male Achievement (CBMA) developed this first-of-its-kind report to track and communicate cities’ efforts to advance Black Male Achievement. “The Promise of Place” report unveils the Black Male Achievement (BMA) City Index which scores 50 cities based on their visible level of engagement and committed action on behalf of Black men and boys. The 50 cities scored in this report are home to approximately 5.5 million Black males, more than 30 percent of all Black men and boys in the United States.

The report then spotlights the ten highest scored cities and provides in-depth profiles of how the three

2 The data represented above is a pooled estimate from the American Community Survey 5 year 2007-2011 dataset. https://usa.ipums.org/usa/
3 Kirwan Institute for the Study of Race and Ethnicity, The Ohio State University, Racial Disproportionality in School Discipline, 2014
5 The Kirwan Institute for the Study of Race & Ethnicity, The Ohio State University, African American Male Initiative, 2008
highest scored cities, Detroit, MI, Oakland, CA and Washington, DC, are responding to the needs of Black men and boys to help them achieve their full potential. Lastly, the report sets forth Three Values to Advance Black Male Achievement (BMA Values), and three corresponding Action Steps to enact those values to help all cities make strides toward responding to the needs of our Black men and boys. (See Box to Right).

“The Promise of Place,” BMA City Index, and BMA City Index website are continuing steps in CBMA’s evolving strategy to advance Black Male Achievement in cities across the United States. Along with CBMA’s BMA Life Outcomes Dashboard, these resources provide key baseline data for cities across the country that CBMA hopes will accelerate tangible improvement in the life outcomes for Black men and boys.

The BMA City Index shows we all have a lot more work to do to improve life outcomes for Black men and boys. Even those cities that score highly and are investing resources to carry out initiatives supporting Black men and boys should not see this accomplishment as an end goal in itself, but rather as a point of departure to tangibly improve life outcomes.

Over time, CBMA will expand its due diligence to update these tools, reflect new data on initiatives and efforts, and add new resources. CBMA encourages stakeholders from all sectors to reach out as it seeks to continuously update our data over time. It is CBMA’s hope that measuring engagement, committed action, and life outcomes will help achieve the end goal of all Black men and boys reaching their full potential.

If your city is ready to accelerate its work on behalf of Black men and boys, we ask you to commit to these Three BMA Values in your city: 1) Collective Work and Responsibility: Creating Space For All Concerned, Bound Together By Commitment and Accountability, 2) Respect and Recognition: Affirming and Re-imagining Black Men and Boys as Assets in Communities, and 3) Bold Goals and Outcomes: Setting Aspirational Goals To Guide Collective Work.

We hope the “The Promise of Place” report and BMA City Index together serve as a collective call to action. If Black men and boys achieve and thrive, we all achieve and thrive. Our cities will flourish if we invest the resources required to allow all members of our communities to succeed and reach their full potential.

IN SUPPORT OF THE THREE BMA VALUES, “THE PROMISE OF PLACE” REPORT OUTLINES THREE CORRESPONDING ACTION STEPS ALL CITIES CAN TAKE TO IMPROVE LIFE OUTCOMES FOR BLACK MEN AND BOYS:

1. MOBILIZE A BLACK MALE ACHIEVEMENT STAKEHOLDER COMMUNITY: Join or convene a cross-sectional network to address the specific issues and challenges impacting Black men and boys, and expand their opportunities to achieve in your city. Conduct a mapping of city leaders, citywide and grassroots organizations, systems, institutions, and other stakeholders that should participate.

2. ESTABLISH A RE-IMAGINE CAMPAIGN: Encourage key stakeholders working on behalf of Black men and boys to incorporate an asset-based lens which reframes perceptions of Black men and boys as valuable individuals whose contributions to society create positive impact for their communities and for your city.

3. DEVELOP AND IMPLEMENT A BLACK MALE ACHIEVEMENT AGENDA TO IMPROVE LIFE OUTCOMES FOR BLACK MEN AND BOYS: Drill down, focus in, and place a bulls-eye on specific targets for improved life outcomes in the areas of education, work, family, health, and/or safety for Black men and boys in your city. Promote these targets widely and implement a plan that incorporates concrete goals and evidence-based policy and practices to make progress toward those targets.

Visit cityindex.blackmaleachievement.org to interact with the BMA City Index data, download the full report, and let CBMA know what is happening in your city.
“CBMA AND BME ARE BROTHERS IN A MOVEMENT FOR AMERICA’S FUTURE, ONE WHERE ALL PEOPLE ARE VALUED, BLACK MEN ARE RECOGNIZED AS ASSETS AND WE WORK TOGETHER FOR STRONGER SCHOOLS, SAFER STREETS, A STRONGER ECONOMY AND REAL COMMUNITIES. THEY ARE THE BIG BROTHER. THEY MADE A MOMENT INTO A MOVEMENT AND LITERALLY INSPIRED THE CREATION OF BME, NURTURED OUR DEVELOPMENT AND HELPED FINANCE OUR SPIN-OFF AND GROWTH TO OVER 40,000 MEMBERS AND 143 BME LEADERS WHO HAVE HELPED OVER 1-MILLION PEOPLE SINCE WE LAUNCHED JULY 2013.”

TRABIAN SHORTER, CEO, BMe Community
AS BOARD MEMBERS of the Campaign for Black Male Achievement (CBMA), we believe that we have an unprecedented opportunity to ensure that all Black men and boys can enjoy the dream and promise of America. We believe that all Black men and boys must be seen as essential assets to the cities in which they reside. We also believe that CBMA is the right entity at the right time to forge a national movement for Black Male Achievement and to galvanize our communities around this goal.

Over the past few years as CBMA has expanded, it has been joined by many promising initiatives at both the national and local levels. At the same time, many cities have created robust programs and policy initiatives to boost achievement among Black men and boys and other boys and men of color.

Moving forward, we realize that the city must be the focal point of our efforts, because many of the critical factors that create opportunities for Black men and boys to achieve are based at that level. Educational systems and direct service programs are organized at this level. Employment and housing policies are set within cities. Most advocacy efforts occur at the city and town level. A place-based approach is essential to the creation of the best practices that will have the most positive impact on the lives of Black men and boys. With this report, the first resource of its kind, CBMA is setting benchmarks for what city-level engagement and committed action look like to advance Black Male Achievement in any city or town, and is putting forth CBMA as a partner in accelerating this work in U.S. cities.

Our collective experience has been shaped by the impact of locally targeted, place-based approaches. The Harlem Children’s Zone, with its concentrated focus on 100 square blocks in Harlem, is a nationally celebrated leader in this field, and it inspired the federal Promise Neighborhoods initiative that currently works in 20 states and Washington, DC. The Skillman Foundation is squarely focused on the city of Detroit in its grant-making, support of local My Brother’s Keeper’s efforts, and targeted strategy to increase graduation rates there. Casey Family Programs focuses a significant share of its work on systems improvement, child and family services, and public policy at the city level, and also serves as the lead organization for Cities United, which engages more than 75 U.S. mayors in city-level strategies to reduce violent deaths of Black men and boys.

Joining the great work of city-based initiatives to date, CBMA is proud to be leading the nation to formalize a city-level strategy and methodology for the growing national movement around Black Male Achievement.

We hope this report will stimulate much greater activity in our communities to expand what is working and to identify areas where more needs to be done. We invite you to use this report, the Black Male Achievement (BMA) City Index, the BMA Life Outcomes Dashboard, and other resources to begin or expand the dialogue in your city about the importance of engagement and committed action that will help Black men and boys realize their full potential. Wherever your city lands on the BMA City Index, there is much more work to be done. We urge you to take action to improve your community’s standing in time for CBMA’s next report and BMA City Index.

CBMA stands ready to help move this work forward through a comprehensive city strategy that supports existing and emerging efforts with a strong and growing network and access to resources for capacity building, network building, and strategic communications.

We look forward to working with you to create communities where all Black men and boys are healthy, productive, and empowered to live their lives to the fullest potential, with dignity, and where their achievement is a standard, not an exception.

In solidarity,
The Campaign for Black Male Achievement Board

WENDELL PRITCHETT
Presidential Professor of Law and Education, U. Penn Law School

GEOFFREY CANADA
President, Harlem Children’s Zone

TONYA ALLEN
President and CEO, The Skillman Foundation

WILLIAM C. BELL, PH.D.
President and CEO, Casey Family Programs
“More than 40 years after Dr. King asked, ‘Where do we go from here?’ American society is still grappling with the same sobering question. Social justice and racial equity are particularly problematic today for Black men and boys, given the barriers that prevent them from realizing their full human potential.”

THE ABOVE WORDS, which I first wrote for the foreword of the Foundation Center’s 2012 groundbreaking report, “Where Do We Go From Here? Philanthropic Support for Black Men and Boys,” resonate even more today than they did three years ago.

America presently remains in the midst of a defining moment when it comes to racial, social, and economic change in our nation. For communities of color, this moment is particularly stark and has been most recently magnified by the Black Lives Matter movement, which emerged in response to a long history of police violence against African American women and men. With the growth of this movement and subsequent protests after the police killings of Michael Brown in Ferguson, Missouri, Eric Garner in Staten Island, New York, Sandra Bland in Waller County, Texas and Freddie Gray in Baltimore, Maryland, among many others, the national conversation has focused heavily (and necessarily) around issues of police violence and institutional injustice. During this time, parallel conversations, protests, and advocacy around mass incarceration, mass unemployment, income inequality, the staggering homicide rate of Black men and boys and what it takes to create conditions in which communities of color can succeed and prosper have also taken center stage.

With these critical conversations as a backdrop, CBMA along with organizations and networks like BMe Community, Cities United, the Executives’ Alliance to Expand Opportunities for Boys and Men of Color, the Coalition of Schools Educating Boys of Color (COSEBOC), Root Cause, PolicyLink and most recently President Obama’s My Brother’s Keeper Alliance, have all been engaged in actions to improve life outcomes and expand opportunities for America’s Black men and boys and other young men of color. We have also supported grassroots advocacy efforts like those led by the Black Youth Project and ColorOfChange.org to challenge the negative portrayals and depictions of Black men and boys in mainstream media.

While CBMA is a national membership organization that has helped to catalyze the current Black Male Achievement movement, we have always recognized the promise of place and invested in America’s cities where programs, research, and advocacy to advance Black Male Achievement are creating impact and beginning to build what we see as Beloved Communities6 for Black men and boys.

The Campaign for Black Male Achievement developed the report you are reading, “The Promise of Place: Cities Advancing Black Male Achievement”, to measure what engagement and committed action looks like in cities across the United States, and to catalyze leaders to invest in and propel work forward.

In my travels on the “campaign trail”, I’m witnessing truly promising work in many cities led by courageous and committed intergenerational leaders. I am thrilled that CBMA has seeded, supported, and is continuing to nurture many of the local initiatives driving the ground game for this nascent field. The Center for Urban Families in Baltimore, The Los Angeles Black Workers Center in South Los Angeles, the Eagle Academy Foundation in New York City and Newark, NJ and Don Bosco Hall in Detroit are just a few examples of where the promise of place-based work is percolating to make a change in the lives of Black men and boys, their families and their communities. We must rally around efforts like these, boost their resources and measure and promote their impact. We must commit, with our hearts and heads, to invest and support this work for the long haul.

Engagement and action matter, but we also recognize that these are not end goals in themselves. They represent a starting base and momentum to drive tangibly improved life outcomes for Black men and boys. CBMA believes that improved life outcomes are possible based on the strength of emerging and existing leadership exhibited in cities across the country, and the growing capacity of stakeholders that are integrating policy, practice and social movement actions to make the change this nation desperately needs to see. We must maximize this moment.

I AM ANTICIPATING QUESTIONS from city leaders, community members and advocates across the nation about their city’s score, in some instances asking why their city was not included in the Index, or why their city did not score higher as a place of promise for Black Male Achievement. I welcome these questions and feedback, as it will suggest to me that we have moved to a new place where there is active concern about how Black men and boys are achieving in the places they live.

To use a financial investment analogy, I would emphasize that this report should be viewed more as a prospectus that shows the future promise and potential return to society from making Black Male Achievement investments in cities, rather than a past earnings report on what cities have accomplished to date. We are simply not there yet. While there are pockets of promise across the country, no city is yet in a position where it can claim victory for its work improving the life outcomes of Black men and boys. Yet, if we act with urgency and agency, match resources with smart people and plans—we can win. It is my hope that by the 2020 edition of the BMA City Index, we will be able to replace the subtitle Promise of Place with Power of Place, as a result of our collective work to create the change required for Black men and boys to thrive in the places where they live.

THERE IS NO CAVALRY COMING TO SAVE THE DAY IN OUR CITIES. WE ARE THE ICONIC LEADERS THAT WE’VE BEEN WAITING FOR. We are the curators of the change we are seeking to see. The Campaign for Black Male Achievement stands ready to continue its support of what I like to call the “Hometown Heroes” and “Local Leaders” of the Black Male Achievement movement. CBMA offers to support citywide, organizational and individual efforts through the “The Promise of Place,” the BMA City Index, the BMA City Index website, our BMA Life Outcomes Dashboard, and a set of capacity building, network building, and strategic communications resources and services.

It is my hope and plan that CBMA’s work will serve to strengthen these leaders, their organizations and their networks to accelerate Black Male Achievement in their cities, and to ensure that the elevation of Black men and boys is a national priority.

WITH PROMISE, SHAWN DOVE
CEO, Campaign for Black Male Achievement
BUILDING BELOVED COMMUNITIES
WHERE BLACK MEN AND BOYS ACHIEVE

As a country, we have a long way to go in assuring Black men and boys, collectively, are achieving. In the past few years, we have seen a myriad of challenges encountered at the local level come to the forefront of national movements about race, law enforcement and access to opportunity. These dynamics illustrate the need to ensure that all cities are equipped with the tools and resources required to help the nation’s men and boys succeed and reach their full potential.

The Campaign for Black Male Achievement (CBMA) has spent the past eight years building a legacy of action to help Black men and boys fulfill their potential, while also tackling historic and systemic barriers to opportunity which they encounter. Today there is a growing national movement of leaders, institutions, grassroots and community organizations, and concerned citizens actively advancing Black Male Achievement with commitment, hope, and strategic action. The movement is diverse and includes both those with an explicit focus on Black men and boys, and also many that approach their work through a variety of issues such as employment, education, criminal justice reform, poverty alleviation, youth development, and race and gender equity, among many others.

CBMA has been helping to spur, launch, sustain, and grow numerous national and city-based initiatives that anchor the growing field of Black Male Achievement, including the White House’s My Brother’s Keeper Alliance, Cities United, National League of Cities (NLC) Black Male Achievement Technical Assistance initiative, BMe Community, the Echoing Green Black Male Achievement Fellowship, the Oakland Unified School District’s Office of African American Male Achievement (AAMA) and New York City’s Young Men’s Initiative (YMI) and Expanded Success Initiative (ESI), among others. CBMA has also cultivated a growing national membership network of more than 4,700 leaders and 2,500 organizations working in more than 600 cities across the United States.

In CBMA’s work to improve the life outcomes of Black men and boys, community leaders and organizations have stated the need to measure efforts that are working towards this goal. We have to know where we are and how we are doing to chart a better path for the future. “The Promise of Place: Cities Advancing Black Male Achievement” is an important step toward tracking, scoring, and communicating city level engagement and committed action to advance Black Male Achievement.

Together, we can build a nation where all citizens achieve. If we are to advance toward the beloved community Dr. Martin Luther King, Jr. envisioned—“a global vision in which injustice will not be tolerated because we as a people will not allow it”—then we must assure that Black men and boys are not excluded from an America where ALL have the opportunity to succeed.

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7 These and other leading initiatives in the Black Male Achievement field are described in Appendix B of this report.
“THE CAMPAIGN FOR BLACK MALE ACHIEVEMENT (CBMA) HAS SERVED AS THE ‘CANARY IN THE MINE’ FOR THE BLACK MALE ACHIEVEMENT MOVEMENT. THE ENTIRE CBMA TEAM HAS DONE AN AMAZING JOB HIGHLIGHTING THE CHALLENGES AND OPPORTUNITIES FACING OUR YOUNG BLACK MEN AND BOYS. THIS HAS BEEN VERY HELPFUL TO CITIES UNITED AS WE WORK WITH MAYORS ACROSS THE COUNTRY TO CREATE HEALTHIER, SAFER, AND MORE HOPEFUL COMMUNITIES FOR YOUNG BLACK MEN AND BOYS.”

ANTHONY D. SMITH, CEO, Cities United
ABOUT THE CAMPAIGN FOR BLACK MALE ACHIEVEMENT

The Campaign for Black Male Achievement (CBMA) is a national membership network that seeks to ensure the growth, sustainability, and impact of leaders and organizations committed to improving the life outcomes of Black men and boys.

A GROWING MEMBER NETWORK OF MORE THAN 4,700 LEADERS AND 2,500 ORGANIZATIONS/INITIATIVES

NATIONAL NETWORK, LOCAL FOCUS

The map shows the concentration of individual CBMA members located across the country. CBMA’s robust network represents 605 cities in 42 states across the U.S.

“CBMA has provided the National League of Cities (NLC) an opportunity to offer intensive technical assistance to 11 cities, to recruit and engage 76 mayors and their staff for Cities United and 150 mayors for the My Brother’s Keeper Community Challenge. NLC has cultivated city leadership to promote a Black Male Achievement (BMA) agenda and to use their pulpits and large platforms to raise visibility and prioritize a BMA agenda.”

LEON ANDREWS — Director, Race, Equity and Leadership (REAL), National League of Cities
Since 2008, CBMA has played a catalytic role in defining and helping to build the field and movement for Black Male Achievement. In early 2015, the Open Society Foundations (OSF) provided CBMA with a generous $10 million five-year seed grant to further its work as a stand-alone independent entity ensuring a sustained focus to support the work of the leaders on the ground. CBMA’s work within OSF, and now as an independent entity, has been bolstered by support from The Annie E. Casey Foundation, The California Endowment, Carnegie Corporation of New York, Casey Family Programs, Chicago Community Trust, The Ford Foundation, The Heinz Endowments, JPMorgan Chase Foundation, Kapor Center for Social Impact, Knight Foundation, Robert Wood Johnson Foundation, Silicon Valley Community Foundation, and The Skillman Foundation.

8 Based on CBMA Member Survey, members can select more than one key issue area that their work focuses on.
9 Total investment in Black male achievement as reported by Foundation Center, which hosts the national Black Male Achievement funding database at BMAfunders.org.
10 CBMA investment totals as reported by CBMA internal grantmaking and funding reports.
11 Includes My Brother’s Keeper Alliance, Cities United, Echoing Green Black Male Achievement Fellowship, National League of Cities (NLC) Black Male Achievement (BMA) Technical Assistance Initiative, Executives’ Alliance for Boys and Men of Color and BMe Community.
CAMPAIGN FOR BLACK MALE ACHIEVEMENT RESOURCES AND SERVICES

CBMA offers the following wide array of services and resources to support the growth, sustainability and impact of its members.

CITYINDEX.BLACKMALE ACHIEVEMENT.ORG

The BMA City Index website is designed to complement the “The Promise of Place” report and Black Male Achievement (BMA) City Index, offering a way to interact with the information and an opportunity to provide feedback and insights. At cityindex.blackmaleachievement.org, you can:

• Download the full report
• Quickly gauge your city’s level of engagement and see how it stacks up against other cities across the country
• Browse the BMA City Index, an interactive national map, and download scorecards for all 50 cities
• Learn what your city can do to improve its score
• Engage with CBMA: Inform us of your or other city’s activities, provide comments, and/or ask a question

CBMA RESOURCES

QUANTIFYING HOPE: PHILANTHROPIC SUPPORT FOR BLACK MEN AND BOYS (Foundation Center, April 2015) analyzes U.S. funding trends for Black men and boys and describes recent initiatives in the field of Black Male Achievement. Following up on the analysis in “Where Do We Go From Here? Philanthropic Support for Black Men and Boys,” the 2015 research brief shows a distinct trend toward increased U.S. foundation funding for organizations and programs that are working to improve the life outcomes of Black males.

BUILDING A BELOVED COMMUNITY: STRENGTHENING THE FIELD OF BLACK MALE ACHIEVEMENT (Foundation Center, May 2014). Building on the groundbreaking report “Where Do We Go From Here? Philanthropic Support for Black Men and Boys,” this companion piece explores the diverse, multidisciplinary, and cross-sector work to advance Black Male Achievement. Based on interviews with 50 philanthropic, nonprofit, government, academic, and business leaders, the report also offers recommendations for what it will take to strengthen the field moving forward.

WHERE DO WE GO FROM HERE? PHILANTHROPIC SUPPORT FOR BLACK MEN AND BOYS (Foundation Center, October 2012). Drawing on eight years of grants data and 20 years of history, this report describes important trends in foundation funding for Black men and boys. It also describes innovative philanthropic efforts in the field. While disparities faced by Black males remain staggering, new partnerships and initiatives based on an assets-based approach and institutional supports may be on the cusp of turning the tide.

Additional reports and resources can be found at www.blackmaleachievement.org/FindResources
CBMA RESOURCES

CBMA WEBSITE: CBMA’s virtual platform where you can stay abreast of Black Male Achievement activities, news and events, insights, resources, careers and internships, webinars, and opportunities to build capacity, make connections, and raise and/or donate funds on behalf of Black Male Achievement. www.blackmaleachievement.org

BMAFUNDERS.ORG WEBSITE: Here you can find insights about philanthropic support of Black Male Achievement across the country, and explore the national funding map showing grants and foundations supporting Black men and boys and young men of color. www.bmafunders.org

CBMA SERVICES

BMA SOCIAL INNOVATION ACCELERATOR: A signature CBMA strategy to showcase and spread what’s working in the field of Black Male Achievement. Through a highly competitive process, the accelerator selects organizations that have shown tangible results in improving the life outcomes of Black men and boys. BMA Innovators receive more than $150,000 in capacity building services over 12 months, including professionally produced and designed materials for funder/investor audiences and are also showcased and introduced to funders. To date, CBMA has selected and is supporting 14 BMA Innovators across the country.

ORGANIZATIONAL AND LEADERSHIP CAPACITY ASSESSMENT: CBMA’s gateway tool and process to help CBMA member organizations strengthen their capacity. The free online assessment, completed by more than 250 leaders, is designed to provide insights into an organization’s strengths and areas to consider for improving performance in financial sustainability, strategy, team and governance, performance measurement and impact, Black Male Achievement lens, and strategic partnerships. Once a member completes the assessment, the organization receives a report that includes a capacity-building action plan with recommendations and resources to address the areas identified for improvement.

CAPACITY-BUILDING SERVICE GRANTS: Awarded through a competitive process, these strategically directed small grants provide access to high quality capacity-building services and technical assistance to elevate the performance and impact of key organizations advancing Black Male Achievement. To date, CBMA has awarded capacity building grants to 20 leading organizations nationally.

BMA LIFE OUTCOMES DASHBOARD: The BMA Life Outcomes Dashboard tracks 17 indicators of opportunity for Black men and boys over the course of their lives in the areas of education, work, family, safety, and health. The Dashboard tracks national-level data, and city-level Dashboards are currently available for the Ten Highest Scoring Cities in the Index and for 12 additional cities. The dashboard anchors CBMA’s efforts to help members: 1) assess how Black men and boys are faring nationally and locally; 2) choose measures that best correspond with their goals; and 3) adopt promising and proven policies and practices to improve life outcomes in the areas of education, work, family, safety, and health.

COMMUNITIES OF PRACTICE (CoPs): Coupled with CBMA’s membership growth efforts, CoPs enhance CBMA’s long-term collaborative infrastructure that supports existing and new networks of leaders at the local, state, and national levels to consistently connect, share knowledge, and align their activities toward shared policy and field-building goals that improve life outcomes for Black men and boys.

BMA FIELD PROMOTION: Supports sharing affirmative stories of BMA leaders and organizations through a wide range of communications channels, including CBMA’s reports and publications, newsletters, monthly member calls, traditional and social media, and local, regional and national seminars, workshops, webinars and conferences.

NARRATIVE CHANGE: CBMA develops and disseminates content, strategies, and tools that define a clear BMA frame and narrative, and portray Black men and boys as assets to their communities and to the nation. In addition to producing its own content, CBMA partners with organizations and provides BMA-specific operating grants to support events designed to leverage media attention and shift perceptions of Black men and boys.
The “Promise of Place: Cities Advancing Black Male Achievement” report is the latest step in CBMA’s evolving efforts to track and communicate work that advances Black Male Achievement in cities across the United States. This report unveils the Black Male Achievement (BMA) City Index, which scores cities based on their level of engagement and committed action to address issues and expand opportunities impacting Black men and boys.

The BMA City Index measures engagement and committed action. These are not seen as end goals in themselves, but reflect strategies, activities, processes, events, and other efforts that existing and new stakeholders actively undertake in cities on behalf of Black men and boys. Together, these efforts provide a critical starting base for dedicated stakeholders who want to accelerate tangible improvements in life outcomes for Black men and boys.

CBMA developed the BMA City Index to encourage leaders across sectors, organizations, neighborhoods, and cities to work together to do more for the nation’s Black men and boys, who urgently require our attention, positive recognition, commitment, and deliberate action. Thus, this report includes clear action steps and resources for cities to propel their work no matter how low or high they currently score, and the report and BMA City Index are intended to serve as a call to action and path forward. America needs all of its leaders and citizens to be powerful stewards of the moment, the momentum, and the movement for Black Male Achievement.
WHAT THE BMA CITY INDEX MEASURES

The BMA City Index uses a telescopic lens, relying on vetted publicly available data and information sources to score a city’s level of engagement and committed action in helping Black men and boys achieve. In doing this, it also sets a benchmark for what strong engagement and committed action looks like in any city or town, and allows individual cities to assess their current status and take action to accelerate their work.

It should be emphasized that this is NOT a scoring of the “best cities” to live in for Black men and boys, nor is it a scoring of how well Black men and boys are faring in cities. The BMA City Index is also not an assessment of the quality of the initiatives being carried out at the city level to improve life outcomes for Black men and boys.

The BMA City Index scores the level of engagement and committed action on behalf of Black men and boys in five categories:

- Demographics around race and gender
- City-led commitment to supporting, and addressing individual and systemic challenges facing Black men and boys
- Number of local organizations and leaders that are members of the CBMA national network
- Local presence of leading national programs, initiatives, and organizations supporting Black men and boys
- Amount of targeted philanthropic funding focused on Black men and boys that is supporting local organizations

THE METHOD FOR SELECTING CITIES

The inaugural BMA City Index includes a selection of all cities in the United States to represent 1) a combination of small, midsize, and large, 2) a significant collective share of the national population of Black men and boys, and 3) active city-level engagement in key national initiatives supporting Black men and boys. Based on these criteria, the CBMA selected 50 cities to score that represent 12 large, 18 midsize, and 20 small cities. These cities are collectively HOME TO MORE THAN 5.5 MILLION BLACK MEN AND BOYS, REPRESENTING MORE THAN 30 PERCENT OF ALL BLACK MEN AND BOYS IN THE UNITED STATES.

The CBMA plans to publish the BMA City Index every two years and to expand the number of cities scored. If you believe a city should be included in the BMA City Index, please complete the form at cityindex.blackmaleachievement.org

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12 Small, midsize, and large cities designated based on total Black population of less than 100K, 100K to 250K, and greater than 250K individuals, respectively.

13 50 was selected as the number of cities for the inaugural Index to represent significant geographic coverage and population of Black men and boys, while also maintaining a manageable number of cities to score in the first year.
THE METHODOLOGY FOR SCORING CITIES

The 50 cities in the BMA City Index were scored using five categories of indicators to determine their level of engagement and committed action helping the cities’ Black men and boys achieve. The scoring methodology is outlined below, based on a total of 100 total points.

**DEMOGRAPHIC MIX**
(10 POINTS)$^{14}$
Presence of Black men and boys as a percentage of the total male population in the city.

**CITY-LED COMMITMENT TO BLACK MEN AND BOYS**
(30 POINTS)
City demonstrates a city sponsored initiative on behalf of Black men and boys (15 points), and/or has accepted the My Brother’s Keeper Community Challenge (10 points), and/or is a partner city of Cities United (5 points).

**CBMA MEMBERSHIP**
(20 POINTS)
Significant presence of leaders and/or organizations in a city working on behalf of Black Male Achievement as measured by: 1) 30 or more CBMA individual members (10 points) and/or 2) 15 or more CBMA organizational member (10 points) per 100,000 residents.

**PRESENCE OF NATIONAL INITIATIVES SUPPORTING BLACK MEN AND BOYS**
(20 POINTS)
Significant presence of: 1) four or more select national programs, initiatives, and organizations directly supporting Black men and boys as part of their mission (10 points) and/or 2) five or more select national programs, initiatives, and/or organizations whose work targets issues impacting Black men and boys in a city (10 points). Please refer to Appendix B of this report for more information on these national initiatives.

**TARGETED FUNDING SUPPORTING BLACK MEN AND BOYS**
(20 POINTS)$^{15}$
Dollar amount of targeted philanthropic investment (per 100,000 residents) supporting locally based organizations to conduct work focused on Black men and boys.

Please refer to Appendix C for more information on the scoring methodology.

### HOW TO INTERPRET THE CITY SCORES

<table>
<thead>
<tr>
<th>CITY SCORE RANGE</th>
<th>DESCRIPTION</th>
<th>RECOMMENDATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>71 TO 100 POINTS</td>
<td><strong>HIGH LEVEL OF ENGAGEMENT AND COMMITED ACTION</strong></td>
<td>Cities show significant level of local engagement and committed action and can leverage the momentum to focus their work toward tangible improvement in specific life outcomes for Black men and boys.</td>
</tr>
<tr>
<td>31 TO 70 POINTS</td>
<td><strong>MEDIUM LEVEL OF ENGAGEMENT AND COMMITED ACTION</strong></td>
<td>Cities could focus more attention on harnessing local stakeholders toward increased engagement and committed action on behalf of Black men and boys, focusing on the suggested steps outlined in the next section, How your City Can Improve Its BMA City Index Score.</td>
</tr>
<tr>
<td>0 TO 30 POINTS</td>
<td><strong>LOW LEVEL OF ENGAGEMENT AND COMMITED ACTION</strong></td>
<td>Cities show a low level of local engagement and committed action. They can look to other cities for how to take immediate steps to increase engagement and also focus on the suggested steps outlined in the next section, How your City Can Improve Its BMA City Index Score.</td>
</tr>
</tbody>
</table>

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$^{15}$ Funding totals are based on a 2008–2012 estimate of grant funding designated to support work focused on either “Black males” or “boys and men of color”, as identified by Foundation Center, which hosts the national Black Male Achievement funding database at BMAFunders.org. Grant funding awarded to organizations and/or projects without a clear city geographic focus were removed from the totals, but the totals may still include some support for regional and/or national projects. For more information, please refer to the CBMA report Quantifying Hope, or contact Seema Shah at the Foundation Center at sms@foundationcenter.org.
HOW YOUR CITY CAN IMPROVE ITS BMA CITY INDEX SCORE

THERE ARE MULTIPLE WAYS FOR YOUR CITY TO IMPROVE ITS SCORE, as summarized below. We also strongly recommend reviewing the Conclusion: A Path Forward section of this report for action steps to dive deeper and drive a more comprehensive strategy in your city.

TO IMPROVE CITY-LED COMMITMENT TO BLACK MEN AND BOYS:

• Sponsor a city local ordinance, commission, or policy initiative that supports improved life outcomes for Black men and boys
• Urge your city leadership/mayor to accept the My Brother’s Keeper (MBK) Community Challenge and join Cities United, leading national-level initiatives focused on Black men and boys and other men and boys of color.

TO IMPROVE CBMA MEMBERSHIP:

• Encourage individual leaders and organizations in your city to join the CBMA member network. CBMA’s membership provides access to a rapidly growing national network of more than 4,700 leaders and 2,500 organizations committed to improving the life outcomes of Black men and boys. Members also have access to a wide range of resources to strengthen organizational capacity, sustainability, and best practices for working with Black men and boys.

TO IMPROVE PRESENCE OF NATIONAL INITIATIVES SUPPORTING BLACK MEN AND BOYS:

• Increase local presence and participation in leading national initiatives that explicitly focus on improving well-being and opportunity for Black men and boys: i.e. Concerned Black Men National, 100 Black Men of America, National CARES Mentoring Movement, Coalition of Schools Educating Boys of Color (COSEBOC), BeMe Community, and The Black Star Project-Million Father March.

TO IMPROVE TARGETED FUNDING SUPPORTING BLACK MEN AND BOYS:

• Encourage the philanthropic community in your city to increase its local funding in a way that is targeted toward efforts working on behalf of Black men and boys in your city.
• Ensure that existing funding is recognized and being tracked by Foundation Center for inclusion in the national Black Male Achievement funding database at BMAfunders.org.
• Encourage foundations and donors to strengthen the level and quality of funding data available for all cities by more explicitly indicating the geographic focus of the work that their funding supports their grantees to conduct.

QUESTIONS OR COMMENTS?

If you have any questions or comments about any aspect of “The Promise of Place” report, the BMA City Index, or CBMA’s evolving city strategy, please visit cityindex.blackmaleachievement.org.

16 A federal, city-based initiative directed to improve opportunities for boys and men of color.
17 A city-led, national campaign focused on reducing the violent deaths of Black men and boys.
18 See Appendix B for full list of initiatives and website links. To suggest a nationally led initiative that is currently not listed but should be considered as an addition, please visit cityindex.blackmaleachievement.org.
19 Opportunity Youth Incentive Fund (OYIF) communities include OYIF grantee communities, Opportunity Works Communities, and 100,000 Opportunity Demonstration communities. For more information, please visit www.aspencommunitysolutions.org/the-fund/communities/
THE BMA CITY INDEX: THE 50 CITIES

THE BLACK MALE ACHIEVEMENT (BMA) CITY INDEX SCORES 50 CITIES ACROSS 29 STATES. THESE CITIES ARE HOME TO MORE THAN 5.5 MILLION BLACK MEN AND BOYS, REPRESENTING MORE THAN 30 PERCENT OF ALL BLACK MEN AND BOYS IN THE UNITED STATES.

CITY SCORES OUT OF 100 POINTS

95 DETROIT, MI
95 OAKLAND, CA
95 WASHINGTON, DC
85 NEW ORLEANS, LA
78 BALTIMORE, MD
77 BOSTON, MA
76 CHARLOTTESVILLE, VA
75 PHILADELPHIA, PA
73 NEW YORK, NY
69 PITTSBURGH, PA
68 MINNEAPOLIS, MN
67 ATLANTA, GA
65 INDIANAPOLIS, IN
64 CHICAGO, IL
63 JACKSON, MS
63 MILWAUKEE, WI
59 NEWARK, NJ
58 LOS ANGELES, CA
55 ORLANDO, FL
52 CLEVELAND, OH
51 LOUISVILLE-JEFFERSON, KY*
51 PORTLAND, OR
50 BIRMINGHAM, AL
50 DURHAM, NC
48 AKRON, OH

An interactive national map and detailed scorecards for all 50 cities are available at cityindex.blackmaleachievement.org.

*Indicates metropolitan government or county (or parish) level data. In these instances, a county may be inclusive of multiple cities, however, the city listed is generally the most populous and the primary point of focus for our analysis.
Based on the BMA City Index scoring methodology that measures a city’s level of engagement and committed action helping Black men and boys achieve, the 50 cities received a wide range of scores from a low of 15 to a high of 95 out of 100 points. The average score of 53 indicates that a large number of cities of all shapes and sizes are engaged and committed in work supporting Black men and boys at an exciting and potentially significant level. At the same time, it also indicates the need and opportunity to build further engagement and committed action across cities.

“While the momentum of this movement and the effort to lift up our young men of color has led to meaningful conversations and reform on the federal, state and city levels, we still have much more work to do. It will take grassroots activists, courageous leadership, cross-sector resources and a relentless focus on the systemic, institutional nature of the problem in order to break down long-standing, institutional barriers to quality education, employment, and opportunity.”

MARISA RENEE LEE
Managing Director, My Brother’s Keeper Alliance (MBKA)
WITH AN AVERAGE SCORE OF 82, THE TEN HIGHEST SCORING CITIES in the Black Male Achievement (BMA) City Index demonstrate what engagement and committed action look like for cities of all shapes and sizes in helping Black men and boys achieve. They represent a wide spectrum of cities ranging in size from 43,000 to more than 8 million residents. They are located across most regions of the United States, and have a range of demographic and racial groups among their residents. Each city has a unique political, economic, and social context, yet they all demonstrate a consistent level of engagement and committed action that local leaders and organizations across sectors have been able to initiate.

It is important to note that the higher scores in these cities are not seen as the ultimate end goal, but rather as a powerful starting point to leverage for working toward tangible improvement in the life outcomes for Black men and boys. Detailed city scorecards are available for all 50 cities at cityindex.blackmaleachievement.org.

### TEN HIGHEST SCORING CITIES

<table>
<thead>
<tr>
<th>SCORE</th>
<th>CITY*</th>
</tr>
</thead>
<tbody>
<tr>
<td>95</td>
<td>DETROIT, MI</td>
</tr>
<tr>
<td>10</td>
<td>DEMOGRAPHIC MIX</td>
</tr>
<tr>
<td>TOTAL POPULATION</td>
<td>BLACK MALE POPULATION</td>
</tr>
<tr>
<td>721,459</td>
<td>274,706</td>
</tr>
<tr>
<td>81%</td>
<td>% THAT BLACK MEN AND BOYS REPRESENT OF ALL MALES</td>
</tr>
<tr>
<td>20</td>
<td>CBMA MEMBERSHIP</td>
</tr>
<tr>
<td>INDIVIDUAL (#/PER 100,000)</td>
<td>ORGANIZATION (#/PER 100,000)</td>
</tr>
<tr>
<td>218 (30.22)</td>
<td>141 (19.54)</td>
</tr>
<tr>
<td>20</td>
<td>TARGETED FUNDING SUPPORTING BLACK MEN AND BOYS</td>
</tr>
<tr>
<td>LOCAL FUNDING EST. (2008-2012) ($/PER 100,000)</td>
<td></td>
</tr>
<tr>
<td>$14,734,020 ($2,042,253)</td>
<td></td>
</tr>
<tr>
<td>20</td>
<td>PRESENCE OF NATIONAL INITIATIVES SUPPORTING BLACK MEN AND BOYS</td>
</tr>
<tr>
<td>BMB FOCUS</td>
<td>BMB IMPACT</td>
</tr>
<tr>
<td>5 of 6</td>
<td>6 of 8</td>
</tr>
</tbody>
</table>

**CITY-LED COMMITMENT TO BLACK MEN AND BOYS**

<table>
<thead>
<tr>
<th>MBK</th>
<th>CU</th>
<th>CITY-LED INITIATIVE SUPPORTING BLACK MEN AND BOYS</th>
</tr>
</thead>
<tbody>
<tr>
<td>YES</td>
<td>NO</td>
<td>Black Male Engagement Task Force</td>
</tr>
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</table>

<table>
<thead>
<tr>
<th>95</th>
<th>OAKLAND, CA</th>
</tr>
</thead>
<tbody>
<tr>
<td>5</td>
<td>DEMOGRAPHIC MIX</td>
</tr>
<tr>
<td>TOTAL POPULATION</td>
<td>BLACK MALE POPULATION</td>
</tr>
<tr>
<td>392,890</td>
<td>49,232</td>
</tr>
<tr>
<td>26%</td>
<td>% THAT BLACK MEN AND BOYS REPRESENT OF ALL MALES</td>
</tr>
<tr>
<td>20</td>
<td>CBMA MEMBERSHIP</td>
</tr>
<tr>
<td>INDIVIDUAL (#/PER 100,000)</td>
<td>ORGANIZATION (#/PER 100,000)</td>
</tr>
<tr>
<td>167 (42.51)</td>
<td>84 (21.38)</td>
</tr>
<tr>
<td>20</td>
<td>TARGETED FUNDING SUPPORTING BLACK MEN AND BOYS</td>
</tr>
<tr>
<td>LOCAL FUNDING EST. (2008-2012) ($/PER 100,000)</td>
<td></td>
</tr>
<tr>
<td>$9,994,178 ($2,543,760)</td>
<td></td>
</tr>
<tr>
<td>20</td>
<td>PRESENCE OF NATIONAL INITIATIVES SUPPORTING BLACK MEN AND BOYS</td>
</tr>
<tr>
<td>BMB FOCUS</td>
<td>BMB IMPACT</td>
</tr>
<tr>
<td>4 of 6</td>
<td>5 of 8</td>
</tr>
</tbody>
</table>

**CITY-LED COMMITMENT TO BLACK MEN AND BOYS**

<table>
<thead>
<tr>
<th>MBK</th>
<th>CU</th>
<th>CITY-LED INITIATIVE SUPPORTING BLACK MEN AND BOYS</th>
</tr>
</thead>
<tbody>
<tr>
<td>YES</td>
<td>YES</td>
<td>Oakland Unified School District's Office of African American Male Achievement</td>
</tr>
</tbody>
</table>

*Featured Acronyms: My Brothers Keeper (MBK); Cities United (CU); Black men and boys (BMB)
## Score: CITY

### WASHINGTON, DC

<table>
<thead>
<tr>
<th>Demographic Mix</th>
<th>CBMA Membership</th>
<th>Targeted Funding</th>
<th>Presence of National Initiatives</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Population</td>
<td>Individual</td>
<td>Organization</td>
<td>Supporting Black Men and Boys</td>
</tr>
<tr>
<td>605,759</td>
<td>282 (46.55)</td>
<td>144 (23.77)</td>
<td>$8,152,634</td>
</tr>
<tr>
<td>Black Male Population</td>
<td>140,139</td>
<td>$1,345,854</td>
<td>7 of 8</td>
</tr>
</tbody>
</table>

**City-Led Commitment to Black Men and Boys**

- **Yes**
- **CU**
- **City-Led Initiative Supporting Black Men and Boys**: Empowering Males of Color

### NEW ORLEANS, LA

<table>
<thead>
<tr>
<th>Demographic Mix</th>
<th>CBMA Membership</th>
<th>Targeted Funding</th>
<th>Presence of National Initiatives</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Population</td>
<td>Individual</td>
<td>Organization</td>
<td>Supporting Black Men and Boys</td>
</tr>
<tr>
<td>341,407</td>
<td>47 (13.77)</td>
<td>28 (8.20)</td>
<td>$2,300,000</td>
</tr>
<tr>
<td>Black Male Population</td>
<td>94,894</td>
<td>$673,683</td>
<td>5 of 8</td>
</tr>
</tbody>
</table>

**City-Led Commitment to Black Men and Boys**

- **Yes**
- **CU**
- **City-Led Initiative Supporting Black Men and Boys**: NOLA for Life

### BALTIMORE, MD

<table>
<thead>
<tr>
<th>Demographic Mix</th>
<th>CBMA Membership</th>
<th>Targeted Funding</th>
<th>Presence of National Initiatives</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Population</td>
<td>Individual</td>
<td>Organization</td>
<td>Supporting Black Men and Boys</td>
</tr>
<tr>
<td>620,644</td>
<td>146 (23.52)</td>
<td>89 (14.34)</td>
<td>$13,185,348</td>
</tr>
<tr>
<td>Black Male Population</td>
<td>180,800</td>
<td>$2,124,462</td>
<td>7 of 8</td>
</tr>
</tbody>
</table>

**City-Led Commitment to Black Men and Boys**

- **Yes**
- **CU**
- **City-Led Initiative Supporting Black Men and Boys**: N/A

### BOSTON, MA

<table>
<thead>
<tr>
<th>Demographic Mix</th>
<th>CBMA Membership</th>
<th>Targeted Funding</th>
<th>Presence of National Initiatives</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Population</td>
<td>Individual</td>
<td>Organization</td>
<td>Supporting Black Men and Boys</td>
</tr>
<tr>
<td>619,662</td>
<td>102 (16.46)</td>
<td>53 (8.55)</td>
<td>$3,139,900</td>
</tr>
<tr>
<td>Black Male Population</td>
<td>71,546</td>
<td>$506,712</td>
<td>8 of 8</td>
</tr>
</tbody>
</table>

**City-Led Commitment to Black Men and Boys**

- **Yes**
- **CU**
- **City-Led Initiative Supporting Black Men and Boys**: Special Committee on the Status of Black and Latino Men and Boys
# The Promise of Place: Cities Advancing Black Male Achievement

## Table of Cities

<table>
<thead>
<tr>
<th>City</th>
<th>Score</th>
<th>Demographic Mix</th>
<th>CBMA Membership</th>
<th>Targeted Funding</th>
<th>Presence of National Initiatives</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>NEW YORK, NY</strong></td>
<td>73</td>
<td>3</td>
<td>8</td>
<td>12</td>
<td></td>
</tr>
<tr>
<td><strong>PHILADELPHIA, PA</strong></td>
<td>75</td>
<td>5</td>
<td>12</td>
<td>8</td>
<td></td>
</tr>
<tr>
<td><strong>PITTSBURGH, PA</strong></td>
<td>69</td>
<td>3</td>
<td>20</td>
<td>20</td>
<td></td>
</tr>
<tr>
<td><strong>CHARLOTTESVILLE, VA</strong></td>
<td>76</td>
<td>3</td>
<td>18</td>
<td>16</td>
<td></td>
</tr>
</tbody>
</table>

**Demographic Mix**
- Total Population
- Black Male Population
- % That Black Men and Boys Represent of All Males

**CBMA Membership**
- Individual
  - #/Per 100,000
- Organization
  - #/Per 100,000

**Targeted Funding**
- Men and Boys Local Funding
  - #/Per 100,000
- Total Funding
  - #/Per 100,000

**Presence of National Initiatives**
- Focused
- Impact

**City-Led Commitment to Black Men and Boys**
- MBK: Present
- CU: Present
- City-Led Initiative:

**Example:**
- **NEW YORK, NY**
  - Total Population: 8,199,221
  - Black Male Population: 922,666
  - % That Black Men and Boys Represent of All Males: 24%
  - City-Led Initiative: NYC Young Men’s Initiative
  - CBMA Membership:
    - Individual: 644 (#/Per 100,000: 7.85)
    - Organization: 376 (#/Per 100,000: 4.59)
  - Targeted Funding:
    - Men and Boys Local Funding: $36,255,616 (#/Per 100,000: 442,184)
    - Total Funding: $2,416,545 (#/Per 100,000: 158,378)
  - Presence of National Initiatives:
    - Focus: 5 of 6
    - Impact: 7 of 8

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**Note:**
- **MBK** refers to the presence of Black Male initiatives.
- **CU** refers to the presence of city-led initiatives.
- **N/A** indicates not available.
THE MOTOR CITY BOASTS a significant presence of national initiatives supporting Black men and boys, with representation of 11 of the 14 initiatives as measured by the BMA City Index. Detroit is home to over 228 CBMA individual members committed to improving the life outcomes of Black men and boys, including 2014 Black Male Achievement Innovator Don Bosco Hall, Inc. and 2016 BMA Innovators Detroit Black Community Food Security Network, Detroit Parent Network, Green Door Initiative, Neighborhood Service Organization-Youth Initiatives Project, and The Yunion. Detroit is also a key city of the national BMe Community. Detroit demonstrates a dedicated city-led commitment to work on behalf of Black men and boys via its initiative Task Force on Black Male Engagement.

City-Led Initiative Supporting Black Male Achievement—Task Force on Black Male Engagement: The Task Force on Black Male Engagement is Detroit’s homegrown effort to impact the lives of Black men and boys in the city. The Initiative, launched in 2014, works with community stakeholders to deliberate on the socioeconomic challenges facing African American youth and men residing in the city, and create a strategic plan of action to provide strong leadership and mentoring where needed. The many areas of concern for the Task Force on Black Male Engagement include cultural awareness, community service, family responsibility, health/disease prevention, character building, career preparation, education advancement, and financial literacy.

Organizations and Initiatives Supporting Black Male Achievement on the Ground: As part of Detroit’s evolving stakeholder network, there are several nonprofit organizations doing great work: Minority Males for Higher Education “Barber Shop Chat” provides cultural life skill discussions to Black youth; Flip the Script provides innovative job readiness services to formerly incarcerated men; Brothers on Patrol coordinates safe routes to schools for students; the Neighborhood Service Organization’s Youth Initiatives Project leads a life skills and mentoring program for at-risk males, the Manhood Project provides mentoring services to black youth; and The Milestones Project coordinates youth forums to strengthen support services for Black men and boys.

PROMISE POINT: In Detroit, from 2010 and 2014, high school graduation rates for Black boys have increased from 63 to 71 percent and from 67 to 79 percent for Latino boys in the neighborhoods in which Skillman is investing. The improvement is outpacing the remainder of the city’s high schools, where rates for Black boys increased from 62 to 65 percent and from 66 to 71 percent for Latino boys.
Oakland's commitment to empowering Black men and boys is one example of how we are working to right the wrongs of the past and build a brighter future for our residents by ensuring that they have the best possible educational, health and economic outcomes. I am so proud that the work partners in this community have been doing to achieve this end has been recognized. We know there is so much more work to be done and will use this acknowledgement to help spur us on.”  

Mayor Libby Schaaf

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**Oakland is one of the anchor cities** of the Alliance for Boys and Men of Color, a California state-based coalition of change agents committed to improving the life chances of California’s boys and young men of color, funded by The California Endowment and Open Society Foundations. Additionally, Christopher Chatmon, Executive Director of the Oakland Unified School District (OUSD) Office of African American Male Achievement is a 2016 Black Male Achievement Innovator.

**City-Led Initiative Supporting Black Male Achievement—OUSD Office of African American Male Achievement (AAMA):** OUSD is the first public school district in the United States to create a dedicated department that specifically addresses the needs of African American male students. Some of the core elements of the Office are: 1) Man Up! Conferences, 2) parent engagement: provide leadership development for parents to support college readiness and a college-going culture in the home; and 3) school-day academic mentoring course via the Manhood Development Program. Since its launch, grade point averages are now 25 percent higher for students in the Manhood Development Program (MDP) than for Black male students who have not taken the course. Also, district-wide, the graduation rate for Black men and boys has improved from 42 to 57 percent since the MDP was introduced.

**Organizations and Initiatives Supporting Black Male Achievement on the Ground:** There is a significant commitment to creating a shift in Oakland in how it approaches improving life outcomes for Black men and boys, including work being done by: youth serving organizations like the East Oakland Youth Development Center; foundations such as The California Endowment, Kaiser Permanente, and San Francisco Foundation; and networks like the Alliance for Boys and Men of Color, facilitated by PolicyLink. Additionally, the East Bay College Fund provided over $300,000 last year to graduating African American male students; the Ile Omode School, an independent African centered school, along with the Brotherhood of Elders Network, an intergenerational network of men of African descent are also active in these citywide efforts.

**Promise Point:** The OUSD Office of African American Male Achievement has increased the Manhood Development Program cohort graduation rate for African American male students by 17 percent and reduced suspension rates for African American male students by 22 percent since 2010.
WASHINGTON, DC, IS A CENTER OF INITIATIVES and activities focused on Black men and boys, with 12 of the 15 national initiatives as measured by the BMA City Index currently present. Additionally, DC-based Advancement Project’s Judith Browne-Dianis was selected as a 2014 Black Male Achievement Innovator. In addition to its demonstration of these initiatives, Washington, DC, has shown a particularly high level of commitment to Black men and boys through its own city-led initiative Empowering Males of Color.

City-Led Initiative Supporting Black Male Achievement—Empowering Males of Color: Mayor Muriel Bowser and District of Columbia Public Schools (DCPS) Chancellor Kaya Henderson launched Empowering Males of Color in January 2015 to ensure that every DCPS school provides a world class education that prepares ALL of their students, including males of color, for success in college, career, and life. While the District’s overall efforts in these areas are improving, the Bowser Administration will invest $20 million over the next three years in Empowering Males of Color to target the most urgent and persistent challenges. DCPS will use three key strategies to address the urgent needs of male students of color: 1) Mentoring Through Literacy: improve literacy by enlisting trained mentors to help struggling Black and Latino readers; 2) Proving What’s Possible Grants: invest in grants to improve academic and social outcomes for Boys and Young Men of Color; and 3) All-Male College Prep High School: open a high school dedicated to guiding male students toward graduation and college.

Organizations and Initiatives Supporting Black Male Achievement on the Ground: DC Trust is among the numerous partners who have raised the profile of the challenges and the promise of Black men and boys in Washington, DC. Along with The Shop Talk Storytelling Series, the Youth Perception Social Awareness Campaign (#cme4me) a citywide social awareness campaign designed to generate positive mental models, promote holistic narratives and develop a pipeline of youth leadership, challenges viewpoints by uplifting the humanity and diversity of experiences of our young people. As part of our evolving stakeholder network committed to improving the chances for Black men and boys, there are several nonprofit organizations that are also doing great work. Of note are Life Pieces to Masterpieces, Men Can Stop Rape and Concerned Black Men.

PROMISE POINT: Legislatively, DC was one of the first jurisdictions in the country to adopt “Ban The Box” legislation, restricting DC employers from requiring job prospects to indicate if they had prior arrests during the application process, which took effect in December, 2014.
“AS INVESTORS IN A MAJOR TEN-YEAR CALIFORNIA CAMPAIGN THAT FOCUSES ON HEALTH EQUITY AT THE LEVEL OF COMMUNITY, WE FULLY APPRECIATE AND WELCOME THE WISDOM THAT CBMA WILL BRING TO THE MATTER OF ‘PLACE’ IN ITS’ WORK IN CITIES ACROSS OUR NATION. IN PURSUING THE GOALS OF EQUITY AND ACHIEVEMENT IN AFRICAN-AMERICAN MALES, ‘PLACE’ AND ‘NEIGHBORHOOD’ MUST BE FRONT AND CENTER. PLACE IS WHERE MATTERS OF RACE, MARGINALIZATION, STIGMATIZATION, HOPE, ADVOCACY, CREATIVITY, AND COURAGE ALL PLAY OUT. THE PROBLEMS REVEAL THEMSELVES IN PLACE, BUT SO DO THE ASSETS. CBMA WILL HELP COMMUNITIES UNLEASH THE POTENTIAL OF AN ‘ASSETS’ APPROACH.”

DR. ROBERT ROSS, CEO of The California Endowment and Co-Chair of the Executives’ Alliance to Expand Opportunities for Boys and Men of Color
THE DATA

DEMOGRAPHIC MIX
50 CITIES BY BLACK MEN AND BOYS AS % OF ALL MALES IN CITY

- Detroit, MI and Jackson, MS have the highest % representation of Black men and boys in their cities at 81% and 78% respectively.

CITY-LED COMMITMENT TO BLACK MEN AND BOYS

- Efforts to support Black Male Achievement are happening in cities of all sizes (from 43,000 up to 8 million residents). These efforts are also occurring in cities where Black men and boys represent from as little as 6 percent up to more than 80 percent of all males in the city.

- 32% of cities have a city-led initiative focused on Black men and boys.
- 68% of cities are partner cities of Cities United.
- 88% of cities have accepted the MBK Community Challenge.

- 14 cities have the highest level of city commitment with a city-led initiative in place and with city leadership participating in the MBK Community Challenge and Cities United:
  - Boston, MA
  - Charlottesville, VA
  - Fort Wayne, IN
  - Indianapolis, IN
  - Louisville, KY
  - Milwaukee, WI
  - Minneapolis, MN
  - New Orleans, LA
  - New York City, NY
  - Oakland, CA
  - Orlando, FL
  - Philadelphia, PA

There is an overall high level of city-led commitment to Black men and boys. Nearly all of the 50 cities have signed onto MBK Community Challenge (88 percent) and a significant majority of them have signed on to Cities United (68 percent). However, more cities should see an opportunity to launch and sustain their own city-led initiative focused on Black men and boys (32 percent).
CBMA MEMBERSHIP

NEARLY 2,800 INDIVIDUAL CBMA MEMBERS, 60% OF ALL MEMBERS, are located in the 50 cities rated in this report. CBMA membership is one indication of the number of local stakeholders committed to improving the life outcomes for Black men and boys by signing up as a member.

5 CITIES WITH THE HIGHEST CONCENTRATION OF INDIVIDUAL CBMA MEMBERS ARE:
(PER 100,000 RESIDENTS)
• Charlottesville, VA
• Detroit, MI
• Oakland, CA
• Pittsburgh, PA
• Washington, DC

5 CITIES WITH THE HIGHEST NUMBER OF INDIVIDUAL CBMA MEMBERS ARE:
• Detroit, MI
• New York City, NY
• Oakland, CA
• Philadelphia, PA
• Washington, DC

Membership in the CBMA national network is widespread, with more than 4,700 individual leaders and 2,500 organizations working in 605 cities. Seven cities have more than 20 individual members and more than 15 organizations engaged as CBMA members, per 100,000 residents. However, an improvement opportunity is further increasing the number of leaders and organizations engaged in the CBMA network, given that the median across the 50 cities is far lower, at 4 individual and 3 organization members per 100,000 residents. Given the CBMA member network’s role as a key vehicle for increasing engagement and commitment to Black Male Achievement and the ready access it provides to capacity-building, network-building, and strategic communications resources, there is still a need and opportunity for many more to engage in the movement and strengthen their work.

TARGETED FUNDING SUPPORTING BLACK MEN AND BOYS

THE CITIES WITH THE HIGHEST LEVEL OF PHILANTHROPIC FUNDING ($ PER 100,000 TOTAL RESIDENTS) FOCUSED ON BLACK MEN AND BOYS ARE:
(TOP THREE FUNDERS LISTED)

ATLANTA
$5,034,837
• The Corella & Bertram F. Bonner Foundation, Inc.
• The Ray Charles Foundation, Inc.
• Howard Hughes Medical Institute

OAKLAND
$2,543,759
• The California Endowment
• W. K. Kellogg Foundation
• The California Wellness Foundation

PITTSBURGH
$2,335,507
• The Heinz Endowments
• Eden Hall Foundation
• Richard King Mellon Foundation

BALTIMORE
$2,124,462
• The Harry and Jeanette Weinberg Foundation, Inc.
• Foundation to Promote Open Society
• The Abell Foundation, Inc.

NEWARK
$2,083,880
• Victoria Foundation, Inc.
• The Nicholson Foundation
• The Robert Wood Johnson Foundation

Currently six cities representing a wide spectrum of sizes and demographic mixes are setting a high bar with more than $2 million dollars in funding per 100,000 residents, while the majority of the 50 cities exhibit far less with a median of $160,000 per 100,000 residents. Increasing local philanthropic funding targeting Black men and boys is a focus area with potential for improvement among cities.

20 Funding totals are based on a 2008–2012 estimate of grant funding designated to support work focused on either “Black males” or “boys and men of color”, as identified by the Foundation Center, which hosts the national Black Male Achievement funding database at BMAsfunders.org. Grant funding awarded to organizations and/or projects without a clear city geographic focus were removed from the totals, but the totals may still include some support for regional and/or national projects. For more information, please refer to the CBMA report Quantifying Hope, or contact Seema Shah at the Foundation Center at sms@foundationcenter.org.

21 Atlanta’s level of philanthropic funding represents a large share of funding allocated to Morehouse College. For more information, please refer to the CBMA report Quantifying Hope, or contact Seema Shah at the Foundation Center at sms@foundationcenter.org.
PRESENCE OF NATIONAL INITIATIVES SUPPORTING BLACK MEN AND BOYS

NUMBER OF CITIES WITH A PRESENCE OF NATIONAL INITIATIVES DIRECTLY SUPPORTING BLACK MEN AND BOYS

<table>
<thead>
<tr>
<th>Initiative</th>
<th>Number</th>
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<tbody>
<tr>
<td>Black Star Project Million Father March</td>
<td>43</td>
</tr>
<tr>
<td>100 Black Men of America</td>
<td>40</td>
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<tr>
<td>National CARES Mentoring Movement</td>
<td>28</td>
</tr>
<tr>
<td>Concerned Black Men National</td>
<td>14</td>
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<tr>
<td>BMe Community</td>
<td>6</td>
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<tr>
<td>COSEBOC</td>
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</table>

PHILADELPHIA IS THE ONLY CITY WHICH SHOWS A PRESENCE OF ALL OF THE INITIATIVES.

NUMBER OF CITIES WITH A PRESENCE OF NATIONAL INITIATIVES TARGETING ISSUES IMPACTING BLACK MEN AND BOYS

<table>
<thead>
<tr>
<th>Initiative</th>
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<tr>
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</tr>
<tr>
<td>Association of Black Foundation Executives</td>
<td>40</td>
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<tr>
<td>Choice Neighborhoods</td>
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</tr>
<tr>
<td>National Action Network</td>
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<tr>
<td>Promise Neighborhood</td>
<td>17</td>
</tr>
<tr>
<td>Black Lives Matter</td>
<td>14</td>
</tr>
<tr>
<td>Opportunity Youth Incentive Fund</td>
<td>13</td>
</tr>
</tbody>
</table>

4 CITIES SHOW A PRESENCE OF ALL OF THE INITIATIVES: BOSTON, MA CHICAGO, IL NEW YORK CITY, NY PHILADELPHIA, PA

There is a strong local presence of national initiatives directly supporting Black men and boys or targeting issues impacting them in various cities; e.g. 80 to 100 percent of the cities show local presence of the NAACP (100 percent), the Black Star Project - Million Father March (86 percent), National Urban League (80 percent), 100 Black Men of America (80 percent), and/or Association of Black Foundation Executives Philanthropic Institutional Member and Black Philanthropic Network (80 percent). The need to sustain affiliations and partnerships with these organizations, as well as many others focused on Black men and boys and the issues important to their improved life outcomes, is important to advance Black Male Achievement.
INSIGHTS ABOUT CITY COMMITMENT TO BLACK MALE ACHIEVEMENT

The Black Male Achievement (BMA) City Index shows a range of engagement and committed action on behalf of Black men and boys among the 50 cities scored, each of which vary widely in size and demographic profile. To help cities increase their engagement and committed action, the following analysis of the data illustrates how cities tend to perform when considering their total population, Black population, and percent that Black men and boys represent of all males.

LOOKING AT CITY SCORES BASED ON TOTAL POPULATION


On average, SMALL CITIES have the highest total scores and are the strongest performers in the categories of both CBMA Membership and Targeted Funding Supporting Black Men and Boys.

MIDSIZE CITIES are the best performers in the category of City-Led Commitment to Black Men and Boys, with small cities in close second place.

LARGE CITIES are the best performers in the category of Presence of National Initiatives Supporting Black Men and Boys.

INSIGHTS

SMALL AND MIDSIZE CITIES in the 250,000 to 1 million population range may be in a fortunate situation where they are large enough to have a critical mass of organizations and philanthropic institutions that can focus their work on Black men and boys, but do not have an overly large city population to spread those resources across.

NATIONAL INITIATIVES supporting Black men and boys appear to generally target larger cities, but may want to consider their potential for impact in smaller and midsize cities.
LOOKING AT CITY SCORES BASED ON BLACK POPULATION
(Small: <100K, Midsize: 100K–250K, Large: 250K+)

LARGE CITIES have the highest total score on average, and are the best performers across all indicator categories, with midsize cities in second place.

INSIGHTS
LARGE CITIES with more than 250K Black residents demonstrate a greater level of engagement and committed action on behalf of Black men and boys, with an average total score of 62.6. While all cities have room to improve their score, there is an opportunity for midsize cities with 100K-250K Black residents (average score 56.1) and small cities with less than 100K Black residents (average score 45.4) to increase their level of engagement across the five indicator categories, even though Black men and boys may represent a relatively smaller demographic.

LOOKING AT CITY SCORES BASED ON PERCENT THAT BLACK MEN AND BOYS REPRESENT OF ALL MALES
(Less than 50%, 50% and Higher)

CITIES IN WHICH Black men and boys represent 50 percent and higher of all males show a total score only slightly higher than those where they represent less than 50 percent (56.3 versus 52.3).

CITIES IN WHICH Black men and boys represent less than 50 percent of all males show a higher score in the category of City-Led Commitment to Black Men and Boys (18.4 versus 13.1).

INSIGHTS
ONLY 15 PERCENT OF CITIES where Black men and boys represent half or more of all males demonstrate a city-led initiative focused on Black men and boys, versus 38 percent of cities where they represent less than half. Similarly, 46 percent of cities where Black men and boys represent half or more of all males are Cities United partner cities, versus 76 percent of cities where they represent less than half.

THERE IS POTENTIAL LEARNING from cities where Black men and boys represent less than half of all males about establishing city-led commitment to Black men and boys, possibly because in these cities this demographic represents a relatively smaller, distinct segment of the population versus the majority.
THE INAUGURAL BLACK MALE ACHIEVEMENT (BMA) City Index measures a city’s level of engagement and committed action to helping Black men and boys achieve. Although the scores are not end goals in themselves, they are important because a city’s level of engagement and committed action represent critical starting points to drive improved life outcomes for Black men and boys.

As seen throughout this report, there is a growing national movement from city hall offices to foundation board rooms to individual city blocks to help expand opportunities and increase achievement for Black men and boys. This is the work of building beloved communities. Many city leaders, grassroots organizations, systems, and institutions within the growing Black Male Achievement field are pursuing this work with commitment, hope, and strategic action. CBMA sees building beloved communities as an essential step to improve educational, employment, family, and health and safety life outcomes for Black men and boys in America’s cities.

The report and BMA City Index are living and evolving documents that represent a starting point to establish baseline data. Over time, CBMA will update the report and BMA City Index to reflect new data on initiatives and efforts. CBMA hopes that encouraging engagement and committed action will help us all move toward the end goal of improved life outcomes for Black men and boys. As you reflect on increasing your city’s score, consider that there are many immediate ways to do this, as described in the BMA City Index: How It Works—How Cities Can Improve Its BMA City Index Score section of this report.

As a city increases its level of engagement and committed action, a path forward to a comprehensive vision of Black Male Achievement can be set by embracing the following BMA Values in your city:

**Collective Work and Responsibility: Creating Space for All Concerned, Bound Together by Commitment and Accountability**

Sustained advancement of Black Male Achievement will require a beloved community committed to this cause; efforts directed at positively changing the life outcomes, issues and environments that impact the lives of Black men and boys can no longer remain in silos. Whether we have cooperated, competed or were in conflict in the past, stakeholders committed to this work must come together collectively, to challenge and change the current trajectory for Black men and boys in America’s cities. We must all commit to being capable stewards of the moment, momentum, and movement at hand.

**Respect and Recognition: Affirming and Re-imagining Black Men and Boys as Assets in Communities**

Sustained advancement of Black Male Achievement will require us to fearlessly address the past and present of racism in the United States, particularly the negative perceptions of Black men that comprise the foundational narrative of this country. We can no longer ignore or gloss over these crucial conversations in our commitment to forward the movement on behalf of Black men and boys. At its root, respect means to “look again” and recognize means to “know again”. We all must come to see and know Black men and boys anew, and as assets to our communities.

**Bold Goals and Outcomes: Setting Aspirational Goals to Guide Collective Work**

Sustained advancement of Black Male Achievement requires a clear “bulls-eye” of success by setting aspirational targets for improving clearly specified life outcomes for Black men and boys, and the targets must be shared by all stakeholders that are committed to the effort. Far too often, committed leaders with the best of intentions fail to establish a clear statement and definition of their goals. We must commit to stating and pushing toward clear targets of progress and success that define Black Male Achievement.

As your city works to improve its score and dive deeper into the above three BMA values, consider the following three corresponding action steps that all cities can take to better improve life outcomes for Black men and boys. Additionally, contact one of the many nationally led initiatives listed in Appendix B.

If you have any questions about the BMA City Index please visit cityindex.blackmaleachievement.org.
3 ACTION STEPS TO ADVANCE BLACK MALE ACHIEVEMENT IN YOUR CITY

<table>
<thead>
<tr>
<th>ACTION STEPS</th>
<th>SPOTLIGHTS: HOW TO IMPLEMENT THE ACTION STEPS</th>
<th>RESOURCES AND GUIDES FOR FULFILLING THE PROMISE</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>COLLECTIVE WORK AND RESPONSIBILITY</strong></td>
<td><strong>MILWAUKEE BLACK MALE ACHIEVEMENT ADVISORY COUNCIL (MBMAAC)</strong></td>
<td><strong>City Leadership to Promote Black Male Achievement</strong>: Municipal Action Guide (National League of Cities)</td>
</tr>
<tr>
<td>Mobilize a Black Male Achievement Stakeholder Community: Join or convene a cross-sector network to address the specific issues and challenges impacting Black men and boys, and expand their opportunities to achieve in your city. Conduct a mapping of city leaders, citywide and grassroots organizations, systems administrators, and other stakeholders that should participate.</td>
<td>The MBMAAC was created and empowered by the City of Milwaukee Common Council and Mayor Tom Barrett to lead the city’s efforts to advance Black Male Achievement through the collective input and efforts of dedicated community stakeholders. <a href="http://city.milwaukee.gov/bma">http://city.milwaukee.gov/bma</a></td>
<td><strong>The Black Sonrise</strong>: Oakland Unified School District’s Commitment to Address and Eliminate Institutionalized Racism (Oakland Unified School District Office of African American Male Achievement, UC Davis)</td>
</tr>
<tr>
<td><strong>RESPECT AND RECOGNITION</strong></td>
<td><strong>BME COMMUNITY</strong></td>
<td><strong>Messaging Memo: Changing Media Coverage and Public Perceptions of African-American Men &amp; Boys</strong>: (The Opportunity Agenda)</td>
</tr>
<tr>
<td>Establish a Re-Imagine Campaign: Encourage key stakeholders working on behalf of Black men and boys to incorporate an asset-based lens to reframe perceptions of Black men and boys as valuable individuals whose contributions to society create positive impact for their communities and for your city.</td>
<td>The BMe Community credo states: 1) Black men are assets to society; 2) valuing all members of the human family is the most prosperous way forward for our diverse America; 3) we reject narratives that denigrate and prejudice one against another; and 4) we work together in asset-oriented ways to build more prosperous communities. <a href="http://www.bmecommunity.org">www.bmecommunity.org</a></td>
<td><strong>Transforming Perception: Black Men and Boys</strong>: (The Perception Institute)</td>
</tr>
<tr>
<td><strong>BOLD GOALS AND OUTCOMES</strong></td>
<td><strong>CITIES UNITED: 14 DOWN AND COUNTING</strong></td>
<td><strong>Black Male Re-Imagined</strong>: (American Values Institute, Ford Foundation, Knight Foundation, Open Society Foundations)</td>
</tr>
<tr>
<td>Develop and Implement a Black Male Achievement Agenda to Improve Life Outcomes for Black Men and Boys: Drill down, focus in, and place a bulls-eye on specific targets for improved life outcomes in the areas of education, work, family, health, and/or safety for Black men and boys in your city. Promote these targets widely and implement a plan that incorporates concrete goals and evidence-based policy and practices to make progress toward those targets.</td>
<td>Cities United is committed to providing current research and other information on violence-related deaths that can be translated into practice as well as technical assistance resources for Cities. The 14 Down and Counting effort provides 14 steps cities can take to stop the violence and improve safety for Black men and boys. <a href="http://www.citiesunited.org">www.citiesunited.org</a></td>
<td><strong>A Life Course Framework for Improving the Lives of Boys and Men of Color</strong>: (Arnold Chandler, Forward Change Consulting)</td>
</tr>
</tbody>
</table>

Additional reports and resources can be found at [www.blackmaleachievement.org/FindResources](http://www.blackmaleachievement.org/FindResources)
## APPENDIX A

### SCORES FOR ALL 50 CITIES

The following table summarizes the scores for all 50 cities scored in the BMA City Index. Detailed scoring data for all 50 cities can be found at cityindex.blackmaleachievement.org.

<table>
<thead>
<tr>
<th>CITY</th>
<th>TOTAL POPULATION</th>
<th>DEMOGRAPHIC MIX</th>
<th>CITY-LED COMMITMENT TO BLACK MEN AND BOYS</th>
<th>CBMA MEMBERSHIP</th>
<th>PRESENCE OF NATIONAL INITIATIVES SUPPORTING BLACK MEN AND BOYS</th>
<th>TARGETED FUNDING SUPPORTING BLACK MEN AND BOYS</th>
<th>TOTAL</th>
</tr>
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<tr>
<td>Detroit, MI</td>
<td>721,459</td>
<td>10</td>
<td>25**</td>
<td>20</td>
<td>20</td>
<td>20</td>
<td>95</td>
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<td>Oakland, CA</td>
<td>392,890</td>
<td>5</td>
<td>30**</td>
<td>20</td>
<td>20</td>
<td>20</td>
<td>95</td>
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<td>Washington, D.C.</td>
<td>605,759</td>
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<td>20</td>
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<td>20</td>
<td>95</td>
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<td>New Orleans, LA</td>
<td>341,407</td>
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<td>30**</td>
<td>12</td>
<td>20</td>
<td>16</td>
<td>85</td>
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<td>Baltimore, MD</td>
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<td>16</td>
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<td>Boston, MA</td>
<td>619,662</td>
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<td>30**</td>
<td>12</td>
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<td>16</td>
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<td>Charlottesville, VA</td>
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<td>18</td>
<td>9</td>
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<td>Philadelphia, PA</td>
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<td>Pittsburgh, PA</td>
<td>306,430</td>
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<td>Jackson, MS</td>
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<td>Los Angeles, CA</td>
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<td>Orlando, FL</td>
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**"** Indicates that the city has a city-led initiative committed to supporting Black men and boys. The asterisks are hyperlinked for more information about the city’s initiative, and information in this report about these initiatives was obtained from these sites.
<table>
<thead>
<tr>
<th>CITY</th>
<th>TOTAL POPULATION</th>
<th>DEMOGRAPHIC MIX</th>
<th>CITY-LED COMMITMENT TO BLACK MEN AND BOYS</th>
<th>CBMA MEMBERSHIP</th>
<th>PRESENCE OF NATIONAL INITIATIVES SUPPORTING BLACK MEN AND BOYS</th>
<th>TARGETED FUNDING SUPPORTING BLACK MEN AND BOYS</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cleveland, OH</td>
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<td>5</td>
<td>15</td>
<td>6</td>
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<td>3</td>
<td>30**</td>
<td>6</td>
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</tr>
</tbody>
</table>
APPENDIX B
NATIONAL INITIATIVES SUPPORTING BLACK MEN AND BOYS

CBMA CATALYZED INITIATIVES

CBMA National Membership Network: A national membership network that seeks to ensure the growth, sustainability, and impact of leaders and organizations committed to improving the life outcomes of Black men and boys. CBMA’s membership provides access to a rapidly growing national movement of more than 4,700 leaders and 2,500 organizations committed to improving the life outcomes of Black men and boys, and also to a wide range of resources to strengthen organizational capacity, sustainability, and best practices for working with Black men and boys. www.blackmaleachievement.org

BMe Community: BMe Community is a growing network of all races and genders committed to building better communities across the U.S. BMe is built upon Black fathers, coaches, businessmen, and students who lead by example to strengthen neighborhoods, mentor young people, and create businesses. www.bmecommunity.org

Cities United: Cities United is a national movement focused on eliminating the violence in American cities related to African American men and boys. They are committed to restoring hope to their communities and building pathways to justice, employment, education, and increased opportunities for residents. www.citiesunited.org

Echoing Green Black Male Achievement Fellowship: Echoing Green believes in investing in and supporting the right people relative to the right ideas and ability to execute. The Black Male Achievement Fellowship is the first fellowship in the world for social entrepreneurs dedicated to improving the life outcomes of Black men and boys in the United States. The Fellowship was founded and is supported in partnership with the Open Society Foundations since 2012. There are 14 Black Male Achievement Fellows in the 2015 cohort dedicated to improving the life outcomes of Black men and boys in the U.S. www.echoinggreen.org/fellowship

My Brother’s Keeper (MBK) Alliance: The challenges facing boys and men of color are pervasive and enduring, and MBK Alliance knows what it takes to achieve lasting change: a sustained driving force. MBK Alliance will be that force by uniting leaders across philanthropic, nonprofit, and private sectors to improve life outcomes of boys and men of color; by mobilizing resources and generating commitment from private sector partners; and by providing an infrastructure to support a national movement. www.mbkalliance.org

National League of Cities’ (NLC) City Leadership to Promote Black Male Achievement: The City Leadership to Promote Black Male Achievement project is part of NLC’s growing effort to help cities improve the life chances for one of the nation’s most disenfranchised groups. In the past four years, NLC has published a municipal action guide on the issue of Black Male Achievement (BMA), provided intense technical assistance to a cohort of 11 BMA cities and helped advance Cities United, a national partnership to eliminate violence-related deaths of Black young men. www.nlc.org/find-city-solutions/youth-education-and-families/at-risk-youth/city-leadership-to-promote-black-male-achievement

New York City’s Young Men’s Initiative (YMI): The mission of YMI is to connect Black and Latino young people to opportunities and support that can lead them to success and allow them to participate in New York City’s recovery. YMI is a local initiative, nationally recognized for its potential to replicate and spread. www.nyc.gov/html/ymi/html/home/home.shtml

Oakland Unified School District Office of African American Male Achievement: The Office of African American Male Achievement was launched in 2010 and creates the systems, structures, and spaces that guarantee success for all African American male students in OUSD. AAMA is leading the school district by analyzing the patterns and processes that are producing systemic inequalities. AAMA is a local initiative, nationally recognized for its potential to replicate and spread. www.ousd.org/Page/495

NATIONAL INITIATIVES DIRECTLY SUPPORTING BLACK MEN AND BOYS23

100 Black Men of America, Inc.: The mission of the 100 Black Men of America, Inc., is to improve the quality of life within our communities and enhance educational and economic opportunities for all African Americans. www.100blackmen.org

The Black Star Project (TBSP) Million Father March: TBSP accomplishes its mission by educating, organizing, and mobilizing parents and volunteers, and working with community partners to facilitate a wide variety of solid programs, high-visibility campaigns, and other special initiatives. The Million Father March is an opportunity for Black men to show their commitment to the educational lives of their children on the first day of school and throughout the school year. Since the march began in 2004, fathers and other significant male caregivers across the

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23 To suggest a nationally led initiative that is currently not listed, please visit cityindex.blackmaleachievement.org.
country and around the world have been asked to take their children to their first day of school. The Million Father March is the beginning of a year-long commitment of men to their children’s educational success. [www.blackstarproject.org/index.php/category1/101-final-list-of-2015-million-father-march-cities.html](http://www.blackstarproject.org/index.php/category1/101-final-list-of-2015-million-father-march-cities.html)

Coalition of Schools Educating Boys of Color (COSEBOC): The mission of COSEBOC is to connect, inspire, support, and strengthen school leaders dedicated to the social, emotional, and academic development of boys and young men of color. [www.coseboc.org](http://www.coseboc.org)

Concerned Black Men (CBM) National: Concerned Black Men National (CBM) has been providing youth development services to children and families from disadvantaged communities for over 35 years. Through the work of a nationwide network of chapters located in 34 U.S. cities, and in Pretoria, South Africa, and an experienced and credentialed staff located in the national office in Washington, DC, CBM conducts evidence-based programs and “best practice” projects to support youth and strengthen their families. Their national level programs have rigorous evaluation components that monitor and assess our progress and effectiveness. [www.cbmnational.org](http://www.cbmnational.org)

Executives’ Alliance to Expand Opportunities for Boys and Men of Color: The Executives’ Alliance is a national philanthropic alliance that will evaluate promising approaches, advocate for effective public policy and systems change, and invest in young men as assets for America’s future. [www.bmafunders.org/ alliance](http://www.bmafunders.org/ alliance)

National CARES Mentoring Movement: The National CARES Mentoring Movement was founded in 2005, in the wake of Hurricane Katrina, as Essence CARES while Susan L. Taylor was chief editor of Essence magazine. The mission of the National CARES Mentoring Movement is to transform the lives of Black children by inspiring, recruiting and mobilizing masses of caring Black men and women to mentor and nourish them. CARES is the recognized national leader in the recruitment, training and engagement of Black mentors. Our programs address the severe shortfall of Black mentors nationally, and we are sought after by hundreds of organizations that look to us for desperately needed trained and committed volunteers. [www.caresmentoring.org](http://www.caresmentoring.org)

**NATIONAL INITIATIVES TARGETING ISSUES IMPACTING BLACK MEN AND BOYS**

Association for Black Foundation Executives (ABFE): ABFE is a membership-based philanthropic organization that advocates for responsive and transformative investments in Black communities. Partnering with foundations, nonprofits and individuals, ABFE provides its members with professional development and technical assistance resources that further the philanthropic sector’s connection and responsiveness to issues of equality, diversity and inclusion. [www.abfe.org](http://www.abfe.org)

Black Lives Matter: #BlackLivesMatter was created in 2012 after Trayvon Martin’s murderer, George Zimmerman, was acquitted for his crime, and dead 17-year old Trayvon was posthumously placed on trial for his own murder. Rooted in the experiences of Black people in this country who actively resist our de-humanization, #BlackLivesMatter is a call to action and a response to the virulent anti-Black racism that permeates our society. Black Lives Matter is a unique contribution that goes beyond extrajudicial killings of Black people by police and vigilantes. [www.blacklivesmatter.com](http://www.blacklivesmatter.com)


ColorOfChange.org: ColorOfChange.org exists to strengthen Black America’s political voice. Our goal is to empower our members, Black Americans and our allies, to make government more responsive to the concerns of Black Americans and to bring about positive political and social change for everyone. [www.colorofchange.org](http://www.colorofchange.org)

National Action Network (NAN): NAN is one of the leading civil rights organizations in the Nation with chapters throughout the entire United States. Founded in 1991, NAN works within the spirit and tradition of Dr. Martin Luther King, Jr. to promote a modern civil rights agenda that includes the fight for one standard of justice, decency and equal opportunities for all people regardless of race, religion, nationality or gender. [www.nationalactionnetwork.net](http://www.nationalactionnetwork.net)

National Association for the Advancement of Colored People (NAACP): The mission of NAACP is to ensure the political, educational, social, and economic equality of rights of all persons and to eliminate race-based discrimination. [www.naACP.org](http://www.naACP.org)

National Urban League: The mission of the Urban League movement is to enable African Americans to secure economic self-reliance, parity, power, and civil rights. [nuliamempowered.com/](http://nuliamempowered.com/)

Aspen Institute’s Opportunity Youth Incentive Fund (OYIF): The Opportunity Youth Incentive Fund was designed with adoption and scale in mind. The goals of the Fund are two-fold: 1) to build strong evidence of success for utilizing the collective impact community collaboration strategy to build and deepen pathways that achieve better outcomes in education and employment for Opportunity Youth, and 2) to make the case for increased adoption of the collective impact and community collaboration strategy as an effective model for community change. [www.aspencommunitysolutions.org/the-fund/opportunity-youth-network](http://www.aspencommunitysolutions.org/the-fund/opportunity-youth-network)

Promise Neighborhoods: The vision of the program is for all children and youth growing up in Promise Neighborhoods have access to great schools as well as strong systems of family and community support that will prepare them to attain an excellent education and successfully transition to college and a career. [ed.gov/programs/promiseneighborhoods/index.html](http://ed.gov/programs/promiseneighborhoods/index.html)
### APPENDIX C

## SCORING METHODOLOGY

The 50 cities in the BMA City Index were scored using five categories of indicators to determine their level of engagement and committed action helping the cities’ Black men and boys achieve. The scoring methodology is outlined below, based on a total of 100 total points.

The goal is straightforward and attainable—hundreds of cities across the United States should be scoring 100 points on future versions of the BMA City Index!

<table>
<thead>
<tr>
<th>CATEGORY</th>
<th>DESCRIPTION</th>
<th>INDICATORS</th>
<th>PROCESS NOTES AND SOURCES</th>
</tr>
</thead>
<tbody>
<tr>
<td>DEMOGRAPHIC MIX (10 POINTS)</td>
<td>Demographic profile of presence of Black males in city</td>
<td>Presence of Black males as % of total male population in the city 75% or more 10 pts.</td>
<td>Calculations based on 2012 ACS Housing &amp; Demographic 5-Year Estimates</td>
</tr>
</tbody>
</table>
| CITY-LED COMMITMENT TO BLACK MEN AND BOYS (30 POINTS) | City-led, demonstrated engagement and committed action to address issues facing Black men and boys | City leaders have created an initiative designed to improve life outcomes for Black males and boys and men of color 15 pts.  
City accepted the MBK Community Challenge 10 pts.  
Mayor has signed on to Cities United 5 pts. | Conducted online research for Black men and boys or Black Male Achievement initiatives for each city name (October 2015)  
Researched each city administrative, city council and/or school district website for each city for any noted initiatives (October 2015)  
Conducted follow up calls for each city without designated initiatives to gain further information and confirmed presence of designated initiatives (October 2015)  
Reviewed MBK Alliance and Cities United websites for participating cities (October 2015) |
| CBMA MEMBERSHIP (20 POINTS)           | Number of local organizations and leaders that are members of the CBMA national network | CBMA Individual Members (per 100,000 residents) 30 or more: 10 pts.  
CBMA Organizational Members (per 100,000 residents) 15 or more: 10 pts. | Using CBMA membership database, calculated ratio of number of individual CBMA members per 100,000 residents in each city (October 2015)  
Using CBMA membership database, calculated ratio of number of organizational CBMA members per 100,000 residents in each city (October 2015) |
<table>
<thead>
<tr>
<th>CATEGORY</th>
<th>DESCRIPTION</th>
<th>AS MEASURED BY</th>
<th>PROCESS NOTES AND SOURCES</th>
</tr>
</thead>
<tbody>
<tr>
<td>PRESENCE OF NATIONAL INITIATIVES SUPPORTING BLACK MEN AND BOYS 24 (20 POINTS)</td>
<td>Local presence of national initiatives or organizations focused on Black men and boys</td>
<td>Concerned Black Men National</td>
<td>100 Black Men of America</td>
</tr>
<tr>
<td></td>
<td>Local presence of select national initiatives or organizations targeting issues impacting Black men and boys</td>
<td>ABFE Philanthropic Institutional Members and Black Philanthropic Network</td>
<td>Black Lives Matter</td>
</tr>
<tr>
<td>TARGETED FUNDING SUPPORTING BLACK MEN AND BOYS (20 POINTS)</td>
<td>Amount of targeted philanthropic investment supporting locally based organizations to conduct work focused on Black men and boys</td>
<td>$ funding allocated to local BMA field/ total city population (per 100,000 residents)</td>
<td>$1M or more: 20 pts.</td>
</tr>
</tbody>
</table>

TOTAL 100 POINTS

---

24 To suggest a nationally led initiative that is currently not listed but should be considered as an addition, please visit cityindex.blackmaleachievement.org.