

**TASK FORCE ON BLACK AND LATINO YOUNG MEN
AND BOYS**

COUNCIL OF THE GREAT CITY SCHOOLS

Task Force on Black and Latino Young Men and Boys

2020-2021

Task Force Goal

To assist urban public-school systems in improving academic outcomes of Black and Latino young men and boys by supporting the implementation of evidence-based strategies to educate students from different racial, cultural, national, and linguistic backgrounds.

To improve the learning environment and school climate in urban schools by addressing the implicit and explicit bias that hinders the progress of Black and Latino young men and boys.

To improve the social, emotional, and cultural competency of educators through professional learning opportunities that foster a deeper understanding of the support systems needed to ensure academic and life-long success for Black and Latino young men and boys.

To keep data and establish protocols to monitor the progress of Black and Latino young men and boys in our member districts.

Task Force Chairs

Michael Hinojosa, Dallas Superintendent
William Hite, Philadelphia Superintendent

ACTIVITIES UPDATE



Task Force on Males of Color October 2020

Overall Goals/Priorities for the Task Force on Males of Color

Goals for the Task Force on Males of Color approved by the Board of Directors in March 2018.

Task Force Goals

To assist urban public school systems in improving academic outcomes of Males of Color by supporting the implementation of evidence-based strategies to educate students from different racial, cultural, national, and linguistic backgrounds.

To improve the learning environment and school climate in urban schools by addressing the implicit and explicit bias that hinders the progress of Males of Color.

To improve the social, emotional, and cultural competency of educators through professional learning opportunities that foster a deeper understanding of the support systems needed to ensure academic and life-long success for Males of Color.

To keep data and establish protocols to monitor the progress of Males of Color in our member districts.

Males of Color Initiative

Overview

In October 2010, the Council of the Great City Schools released *A Call for Change*, which attempted to summarize our findings and the analyses of others on the social and educational factors shaping the outcomes of Black males in urban schools. *A Call for Change* documented the many challenges facing our Black male youth, and the Council's Board of Directors has agreed to move forward aggressively on solutions.

In July 2014, the Council joined President Barack Obama's "My Brother's Keeper" initiative to address opportunity gaps faced by boys and young men of color. Sixty-one Council districts have signed *A Pledge by America's Great City Schools* to ensure that pre-school, elementary, middle, and high school educational efforts better serve the academic and social development of Males of Color.

In Fall 2017, the Council released a full report on the challenges and recommendations stemming from the rich discussion of the policy pre-conference is in progress and scheduled for release in the Fall of 2017. The report is titled *Supporting Environments of Excellence for Males of Color in the Great Cities*, and the elements of the report include a collection of research literature supporting the report's recommendations for schools and districts.

Update on Projects

Tracking the Performance and Progress of Males of Color Across Council Member Districts

Telling Our Story: Share your Experience with Racism

In the wake of the killing of George Floyd, several employees from Council member districts have started to share their stories of racism and discrimination. We decided to post their experiences on the Council of the Great City Schools' "[Urban Educators Speak Out About Racism](#)" blog. Many district staff are working to eradicate racism in schools and the workplace. We invited them to share their stories in response to the following questions:

1. How has racism impacted you, or
2. How have you worked to unveil the forces that marginalize citizens of color?

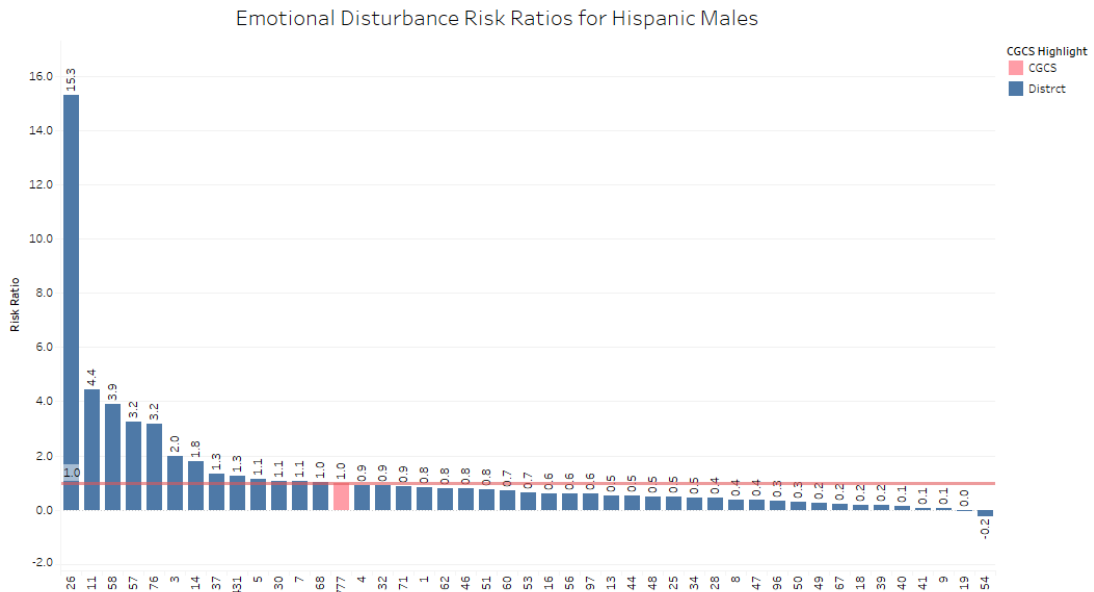
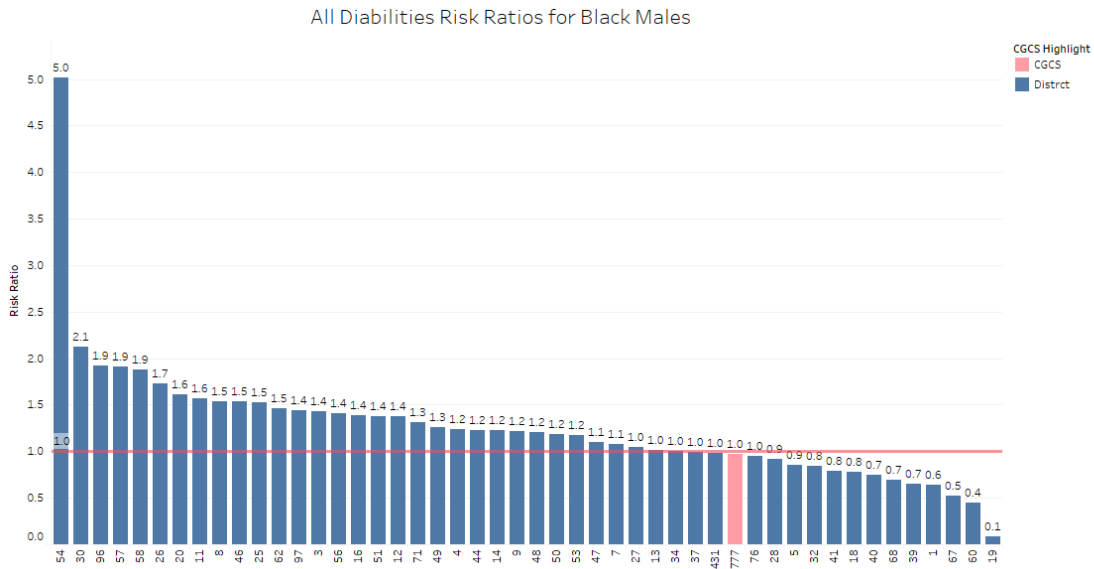
No story was too small or too trivial, and if individuals wanted to publish their story anonymously, their identity was kept private. Our goals for the blog were to shed light on the abnormal treatment of men and women of color in society, provide a glimpse into the life-altering effects of racism, examine our current reality, and help urban school district leaders begin to think critically about interrupting implicit bias in their respective communities. We are still collecting and posting stories should any district staff be willing to share.

Please email your stories to: ourstories@cgcs.org

Males of Color Performance Report

In addition to reports, such as *Supporting Environments of Excellence for Males of Color in the Great Cities*, the Council has committed to annually reporting on the academic and social emotional performance and progress of our Males of Color. The research team finalized a performance report for publication after our Fall Conference on the performance of Black and Hispanic males on the 2019 National Assessment of Educational Progress and the Council's annual Key Performance Indicators Report for 2020.

The Council research team also launched the Academic KPI Data Dashboard in October 2019. The dashboard is an interactive tool that allows districts to manipulate the KPI data and focus on issues specific to their district across student and district demographic factors. This performance report is expected to become an annual update on the progress of young men of color across Council member districts. The Council is currently adding special education indicators to the report, and shared specific disability areas where males of color are likely to be over-identified in member districts. An example of the Risk Ratio addition is provided below. A value of three, for example, indicates that a male of color in the district is three times as likely as his peers to be identified for a specific disability.



Sharing Best Practice Across Council Member Districts

Males of Color Initiatives

In 2016, the Council compiled a list of the plans and initiatives across districts designed to support young men of color. The compilation was a response to the *A Pledge By America's Great City Schools* to improve the academic achievement of males of color. The Council has continuously updated and shared district initiatives and implementation plans for males of color across the country. This year, the Council focused on specific districts sharing their activities and plans. Three districts, Dallas Independent School District, Jefferson County (Louisville, KY) Public Schools, and Cleveland Metropolitan School District presented their current efforts.

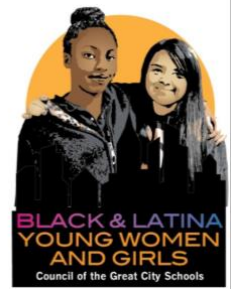
The Council staff will work to continue to share best practices across member districts via our website and in person conferences during the year. We will continue to update the Males of Color Website to include new material, and we have improved the search process for those visiting the website to make it easier to navigate and locate information by topic. We keep these plans and initiatives updated on our website (<https://www.cgcs.org/Page/811>) and share the updates at our Males of Color Task Force meetings. All reports, activities, and presentations related to our males of color initiative are available on our Males of Color webpage: malesofcolor.org.

TASK FORCE AGENDA

COUNCIL OF THE GREAT CITY SCHOOLS



Joint Task Forces Meeting on Black and Latina Young Women and Girls And Males of Color October 13, 2020 Virtual Fall Conference



3:15 – 4:15 PM Eastern Time

Meeting Agenda

Introduction of Task Force Chairs

Black and Latina Young Women and Girls

Sharon Contreras, Superintendent, Guilford County Public Schools

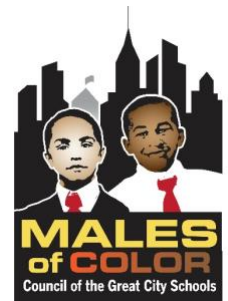
Kelly Gonez, School Board Member, Los Angeles Unified School District



Males of Color

William R. Hite, Jr., Superintendent, School District of Philadelphia

Michael Hinojosa, Superintendent, Dallas Independent School District



Agenda

- **Establishing A Successful School for Girls and Young Women**
Ronda Cosby, Principal
Grace James Academy of Excellence
Jefferson County Public Schools
Louisville, KY
- **Building a Successful Program for Males of Color**
Stacy Worley, Coordinator
Males of Color Program
Dayton Public Schools
Dayton, OH
- **Questions and Answers**
- **Participant Discussion and Next Steps**

CGCS Staff: Black and Latina Young Women and Girls
Tonya Harris
Julie Wright Halbert
Gabriela Uro
Renata Lyons
Joanne Coley

Males of Color
Ray Hart
Moses Palacios
Eric Vignola
Renata Lyons