

# My Brother's Keeper Durham and Public Allies North Carolina



This is a presentation of background information for MBK Durham and work completed by the Public Allies in the 2016-17 Fiscal Year for MBK Durham.

Tuesday, September 5, 2017



MY BROTHER'S KEEPER WHITE HOUSE

# MY BROTHER'S KEEPER

## WHITE HOUSE TASK FORCE MILESTONES

### ENTER SCHOOL READY TO LEARN

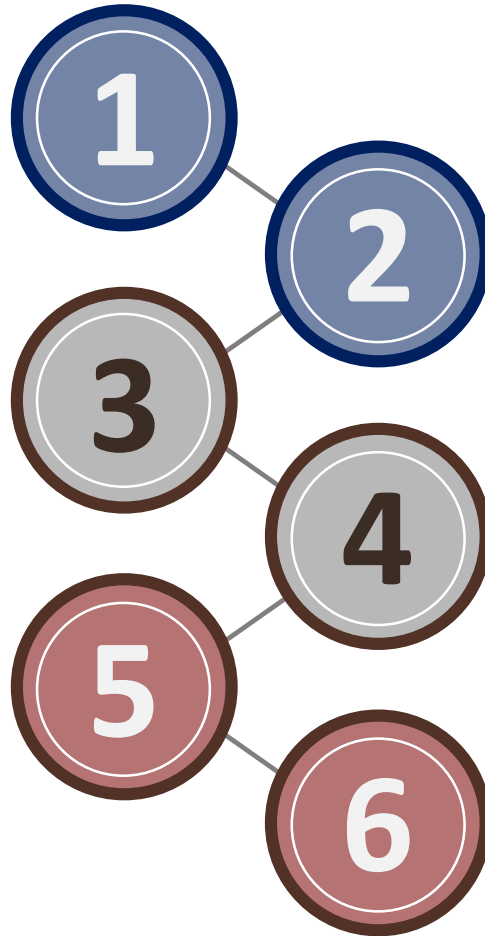
All school aged children should have a healthy start and enter school cognitively, physically, socially, and emotionally prepared to learn.

### GRADUATE FROM HIGH SCHOOL READY FOR COLLEGE AND CAREER

All young adults should have the option to attend postsecondary education equipped with skills for continued success.

### SUCCESSFULLY ENTER THE WORKFORCE

All individuals who want a job should be able to secure and sustain employment that allows them to support themselves and their families.



### READ AT GRADE LEVEL BY THIRD GRADE

All children should be reading at grade level by age 8, the age at which reading is solidified as a truly essential, foundational component of ongoing learning.

### COMPLETE POST SECONDARY EDUCATION OR TRAINING

All young adults should receive the education and training needed for quality jobs of today and tomorrow.

### REDUCE VIOLENCE AND PROVIDE A SECOND CHANCE

All children should be safe from violent crime. Individuals who are confined should receive the education, training, and treatment they need for a second chance.

MY BROTHER'S KEEPER DURHAM

# MY BROTHER'S KEEPER DURHAM



## MY BROTHER'S KEEPER (MBK) DURHAM

We realized early on in Durham's MBK planning process that our ability to achieve the six MBK Milestones depended on several core principles: understanding culture and gender, measuring and evaluating progress, and coordinating and collaborating with key stakeholders.

In Autumn 2014, the Durham Board of County Commissioners adopted President Barack Obama's My Brother's Keeper Initiative as Durham's Youth Initiative. MBK Durham is supported by the Durham City Council and Board of Education and has a specific focus aimed at enhancing life outcomes for boys and men of color. Consistent with the President's charge, MBK Durham was adopted with the six milestones that parallel the national milestones of the White House Task Force with an evidence-based program design. We consolidated the six milestones into three that chronologically follow the early life course of BMOC.

1. **MILESTONE ONE** – Ensure BMOC, families, and educators enter school cognitively, physically, socially and emotionally ready
2. **MILESTONE TWO** – Ensure BMOC successfully navigate through and graduate from high school
3. **MILESTONE THREE** – Ensure BMOC complete post-secondary education and achieve career readiness, successful entry into the workforce, and job stability

# MY BROTHER'S KEEPER DURHAM

NOVEMBER 2014 TO DECEMBER 2015

JAN 2015

## YOUTH SUMMIT

Youth stakeholders provided feedback on the challenges they face as young males of color.



NOV 2014

## LOCAL ACTION SUMMIT

Stakeholders gathered to formally accept and support the MBK challenge locally. Stakeholders provided feedback on the challenges that young males of color face and the institutional support needed for young males to have better outcomes.



FEB 2015

## COMMUNITY ROUNDTABLE

U.S. Secretary of Labor, Thomas E. Perez, hosted a community roundtable in Durham to share with local stakeholders the cross agency support necessary for the success of the MBK effort. He also heard about some of the institutional challenges facing young males of color from local stakeholders.

FEB 2015

## MBK NATIONAL CONVENING

The County Manager and Commission Chair visited the White House with other MBK community representatives to learn about strategies for planning and implementation.



NOV 2015

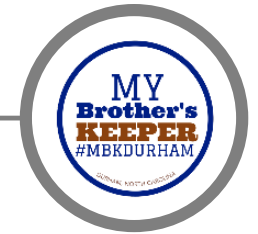
## MBK DOCUMENTARY SCREENING

MBK Durham hosted a community screening for *RISE: The Promise of My Brother's Keeper*. This documentary highlighted a few of the successful MBK initiatives across the county.

NOV 2015

## DRAFT ACTION PLAN

MBK Durham hosted a community update and feedback session to present the MBK Durham Draft Action Plan.



# MY BROTHER'S KEEPER DURHAM

JANUARY 2016 TO AUGUST 2017

**JUN 2016**

## **PUBLIC ALLIES**

Six Public Allies began working with MBK Durham to implement components of the MBK Durham Action Plan.

**OCT 2016**

## **MBK NC / MBK NATIONAL CONVENING**

MBK White House staff convened MBK North Carolina communities in Greensboro to share technical assistance resources available from MBKA, Bloomberg Associates and others. The County Manager went to the last national MBK convening at the White House during the President Obama administration to learn about the transition of work to MBKA and the business partnerships therein.

**AUG 2017**

## **MBKD MANAGER**

MBK Durham hired a manager to move the initiative forward.



**FEB 2016**

## **PUBLIC ALLIES**

MBK Durham and Public Allies of North Carolina began communicating to discuss partnership opportunities.

**SEPT 2016**

## **DURHAM DEPARTMENT DIRECTORS**

MBK Durham hosted a meeting with Durham City and County Department Directors after phase one of REI Racial Equity Training. Leaders from Cities United and the National League of Cities discussed how to incorporate a racial equity lens into policy and programmatic work.

**MAR 2017**

## **CITIES UNITED CONVENING**

MBK Durham hosted a Cities United Regional Convening at the downtown Durham Convention Center.

# MBK DURHAM ACTION PLAN



# MILESTONE ONE

Ensure BMOC, families, and educators enter school cognitively, physically, socially, and emotionally ready.

## M1-01 HEALTH

Revitalize North Carolina Men's Health Report Card and expand data collection to include statistics for younger males and other racial / ethnic minority groups (e.g. Hispanic / Latino males and Native American males).



## M1-02 EDUCATION

Increase the number of boys of color who are enrolled in high quality early childhood education programs.



## M1-03 EDUCATION

Increase the number and percentage of child care providers and school personnel who are proficient in the use culturally competent and responsive practices and policies for boys of color.



## M1-04 EDUCATION

Increase engagement, advocacy and support of families, peers, and community partners for educational readiness for BMOC.



# MILESTONE TWO

Ensure BMOC successfully navigate through and graduate from high school.

## M2-01 HEALTH

Revise comprehensive health education curricula in Durham Public Schools to address harmful male social norms and enhance socioemotional competence.



## M2-02 HEALTH

Expand training programs for splintered police community relationships to include school resource and police officers (e.g. implicit racial bias training for front line officers).



## M2-03 HEALTH

Support the development of community healing circles to address trauma, stress, mental health, and other restorative justice issues.



## M2-04 EDUCATION

Increase the number of boys of color in PreK-12 who have access to effective and rigorous school experiences and age appropriate out of school enrichment activities.



# MILESTONE TWO

Ensure BMOC successfully navigate through and graduate from high school.

## M2-05 EDUCATION

Ensure that discipline policies and practices among educators, administrators, and staff are proportionate and fair.



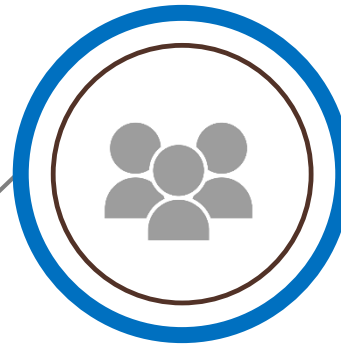
## M2-06 EDUCATION

Conduct research and analysis to create a re-engagement strategy for students who have dropped out.



## M2-07 COMMUNITY ENGAGEMENT

Mandate implicit bias and racial equity training for school administrators, law enforcement, court officials, and others in the juvenile and criminal justice systems to mitigate disparate impact and disproportionate minority contact.



## M2-08 COMMUNITY ENGAGEMENT

Develop a web based clearing house for youth events, programs and internships.



# MILESTONE TWO

Ensure BMOC successfully navigate through and graduate from high school.

## M2-09 COMMUNITY ENGAGEMENT

Create a human services infrastructure aimed at connecting school aged youth to resources.



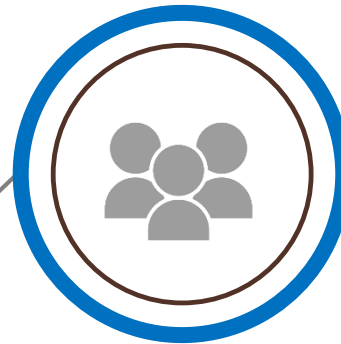
## M2-10 COMMUNITY ENGAGEMENT

Annually review the Memorandum of Agreement between the Sheriff's office and DPS to assess whether it disproportionately impacts BMOC in middle and high schools.



## M2-11 COMMUNITY ENGAGEMENT

Divert youth offenders from arrest by issuance of civil citations for misdemeanor offenses that are not eligible for the Misdemeanor Diversion Program.



## M2-12 COMMUNITY ENGAGEMENT

Collect and analyze school and community based non profit referrals, juvenile complaints and arrest data to determine whether school administrators and School Resource Officers are adhering to student misconduct policies.



# MILESTONE THREE

Ensure BMOC complete post-secondary education and achieve career readiness, successful entry into the workforce, and job stability.

## M3-01 HEALTH

Support streamlined referral processes within formal and informal systems of care (e.g., peer support networks, primary care, mental health providers, pastoral counseling, etc.) to improve detection of early signs of psychological distress.



## M3-02 HEALTH

Collaborate with Durham County employers and an employee assistance program coordinator to develop targeted campaigns to address mental health stigma and improve preventative / primary healthcare use for young males of color in Durham.



## M3-03 HEALTH

Leverage the healthcare workforce expansion initiatives of the Affordable Care Act to emphasize the training of male healthcare workers and advisers.



## M3-04 EDUCATION

Increase the number of males of color who apply, matriculate, and complete college / university education on time.



# MILESTONE THREE

Ensure BMOC complete post-secondary education and achieve career readiness, successful entry into the workforce, and job stability.

## M3-05 JOB TRAINING / PLACEMENT

Develop certified regional career pathways for students to enter high-growth regional industries.



## M3-06 JOB TRAINING / PLACEMENT

Assist employers and youth in building a racial equity lens into recruitment, hiring, assessment, and retention structures.



## M3-07 JOB TRAINING / PLACEMENT

Engage employers and educators to provide career exploration and work based learning opportunities through which youth can learn about a wide range of jobs while developing employability and life skills.



## M3-08 JOB TRAINING / PLACEMENT

Enable career readiness, successful entry into the workforce, and job stability for court involved youth.



MBK DURHAM and PUBLIC ALLIES NC

# PUBLIC ALLIES

Public Allies (PA) is a national movement committed to advancing social justice and equity by engaging and activating the leadership capacities of young people. Public Allies believes that communities already have the leadership they need to create lasting social change. Public Allies seeks to find and cultivate those leaders and connect them to the issues and causes that ignite their passion.

PA is guided by six core values they believe are essential to effective leadership.

1. **DIVERSITY** – We believe leadership is best when it reflects our diverse communities. We listen, learn and work across differences to build the common good.
2. **INTEGRITY** – We believe leaders meet their commitments and act responsibly with public and personal trust.
3. **FOCUS ON ASSETS** – We recognize and catalyze the strengths and natural leadership of everyone to build momentum for social change.
4. **COLLABORATION** – We believe in the strength of the collective and we build consensus and empower each other to achieve common goals.
5. **CONTINUOUS LEARNING** – We believe individuals and institutions must relentlessly seek new information and bold ways to apply that learning.
6. **INNOVATION** – We believe in responding to demographic, political and social shifts by acting in creative ways that generate new solutions.



## PUBLIC ALLIES

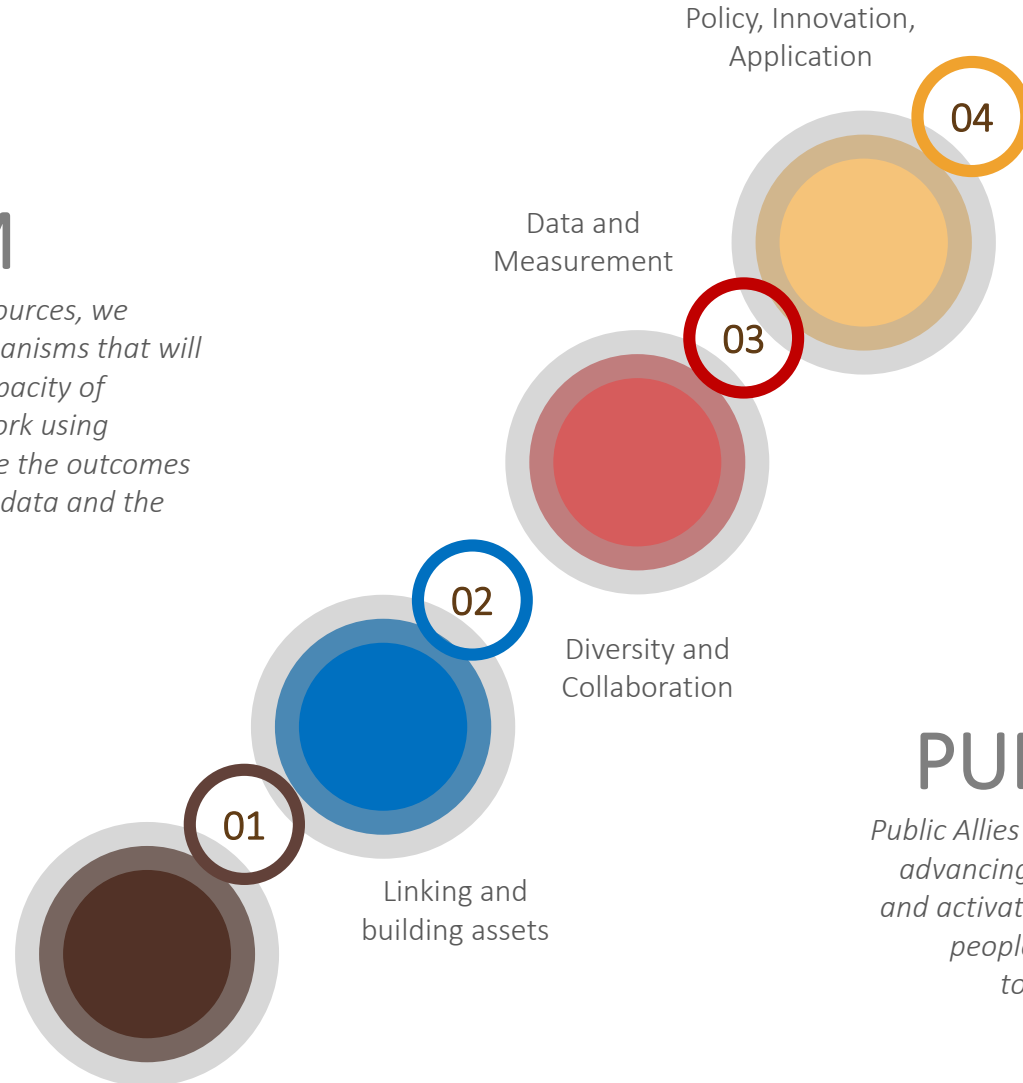
Since 1992, we have helped thousands of underrepresented young leaders serve our country, get on successful pathways to higher education and careers, and bring communities together to work for the common good.



# MBKD AND PANC

## MBK DURHAM

*In recognizing our proliferation of resources, we realized the need for evaluation mechanisms that will allow us to support and assess the capacity of organizations as they execute their work using evidence based practices and measure the outcomes of organizations using disaggregated data and the appropriate performance indicators.*

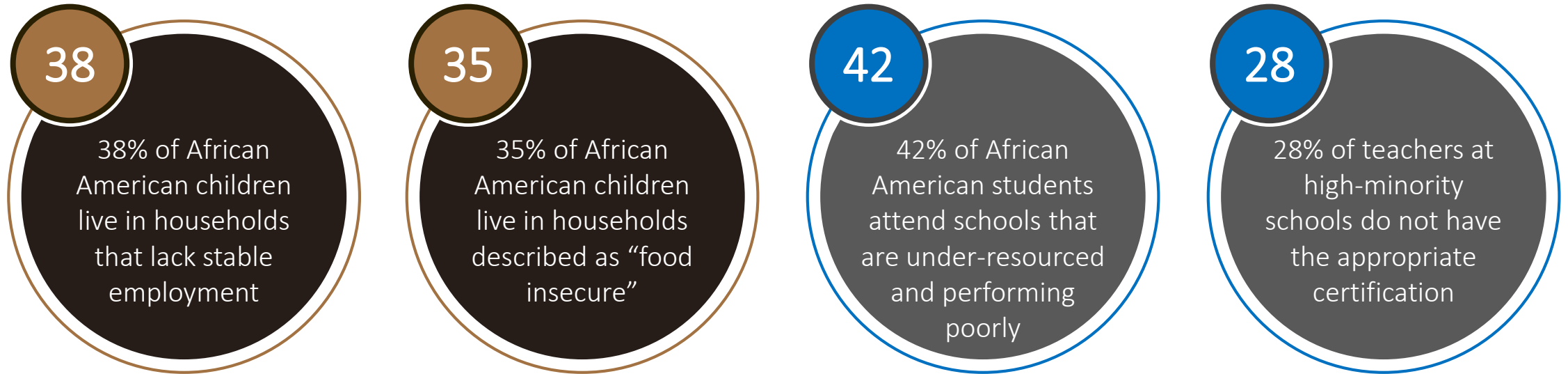


## PUBLIC ALLIES NC

*Public Allies is a national movement committed to advancing social justice and equity by engaging and activating the leadership capacities of young people. PA believes in bringing communities together to work for the common good.*

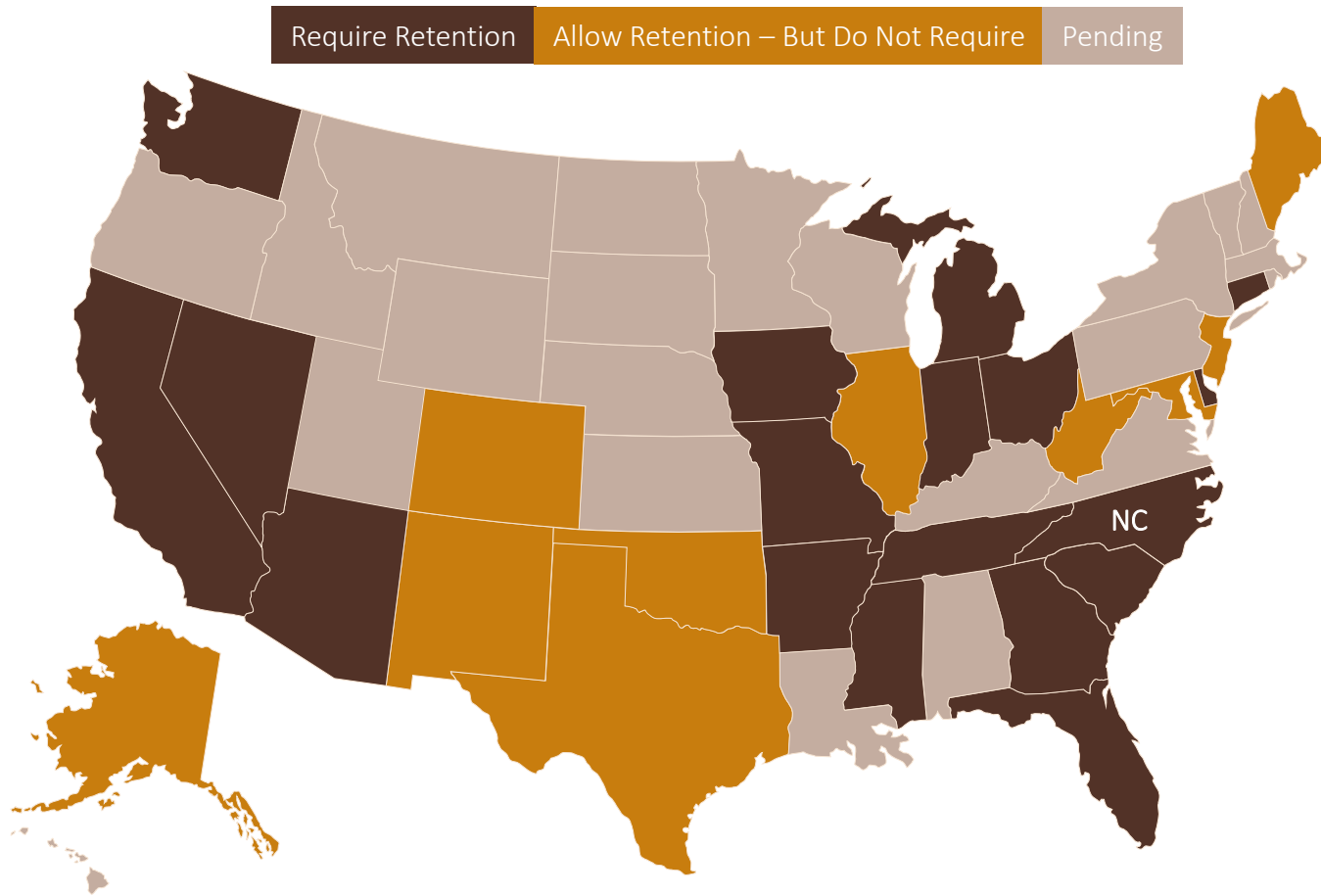
# NATIONAL BMOC INDICATORS

# Too many BMOC, families and educators enter school unready



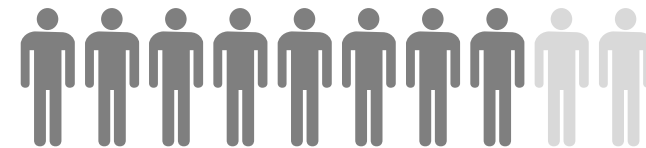
Too many BMOC do not read at grade level by 3<sup>rd</sup> Grade

Of the states that require retention of students not reading at proficiency by the end of third grade, many allow for conditional promotion



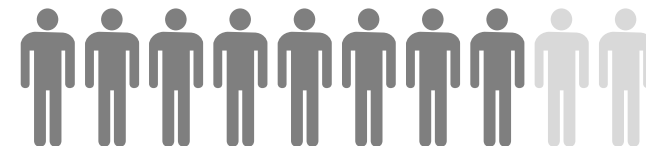
## READING BELOW GRADE LEVEL PROFICIENCY

In 2015, 82% of African American fourth graders read at levels below proficiency, 79% of fourth graders who received free or reduced price lunch read at levels below proficiency.



82%

Race / Ethnicity



79%

## Family Income

# Too many BMOC experience the affects of parent incarceration

25

25% of African American children have experienced an incarcerated parent by age 14

33

1 in 3 African American men will be imprisoned at some point in their lives

55

African American boys ages 11-14 are more likely to drop out of school due to imprisonment

75

3 of 4 imprisoned African American men ages 18-25 lack a high school diploma

# BMOC are disproportionately victimized

**86% Male**

## HOMICIDE VICTIMS AGES 10-24

Homicide is the 3<sup>rd</sup> leading cause of death for young people ages 10 to 24 years old. Among homicide victims 10-24 years old in 2014, 86% were male and 14% were female.

**80% (20 X HIGHER)**

## AFRICAN AMERICAN MALE HOMICIDE RATE COMPARED TO WHITE MALE HOMICIDE RATE

Homicide rates in 2014 among non-Hispanic, African American males 10-24 years of age exceeded those of Hispanic males and non-Hispanic, White males in the same age group.

**61% (6 X HIGHER)**

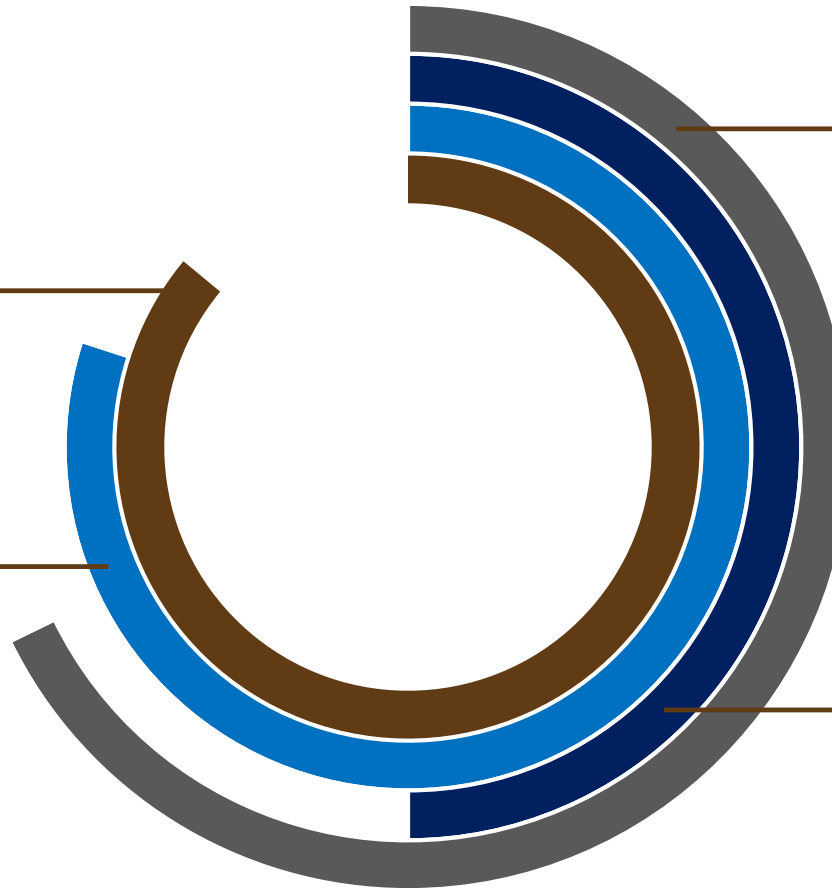
## AFRICAN AMERICAN MALE INCARCERATION RATE COMPARED TO WHITE MALE INCARCERATION RATE

As of 2014, African Americans were incarcerated at a rate of approximately 2,200 per 100,000 African American residents. Hispanics were incarcerated at a rate of approximately 1,000 per 100,000 and whites were incarcerated at a rate of approximately 400 per 100,000.

**50% Longer**

## JAIL / PRISON TERMS

Young African American men are no more likely to use or sell drugs than young white men, but they are nearly **three times as likely to be arrested** for drug uses or sale; once arrested, they are more likely to be sentenced; and once, sentenced, their jail or prison terms are 50% longer on average.



# Generational effects of incarcerated parents

33

Imprisonment due to violent crime, drug offenses, property crimes or technical violations

50

Before incarceration, over 50% of inmates were the primary income providers for their families

53

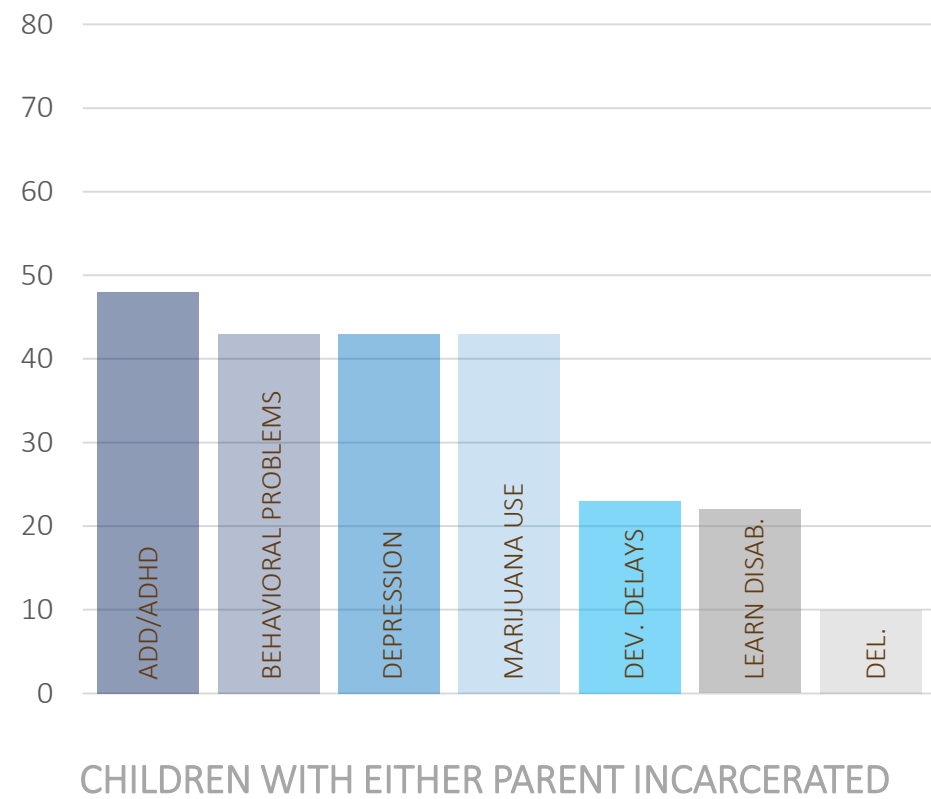
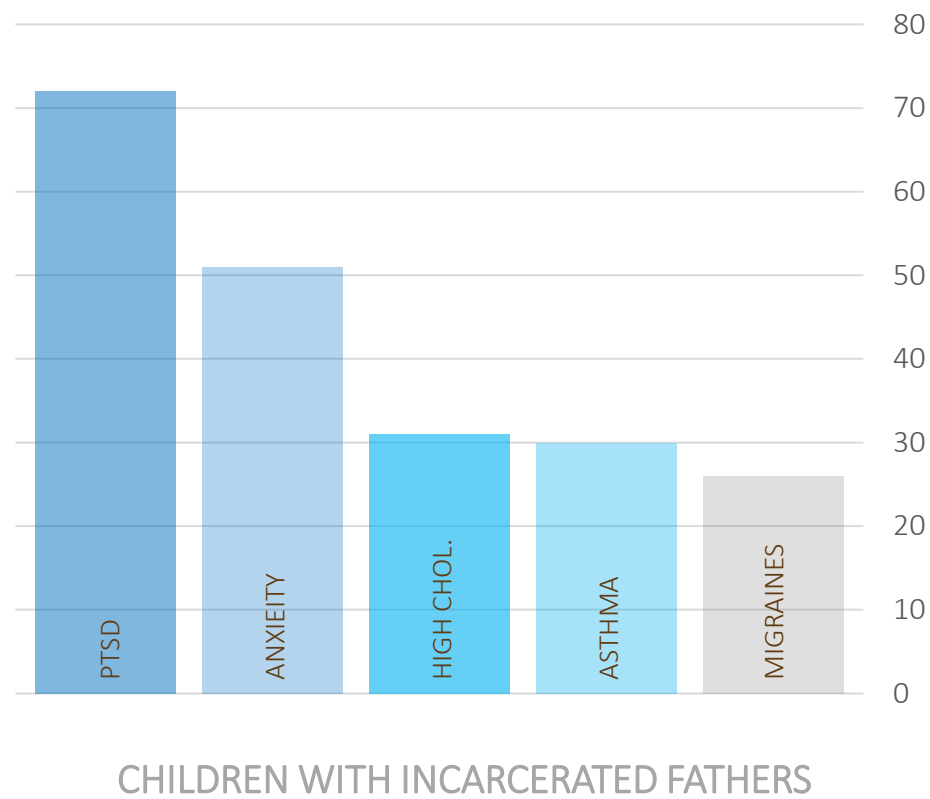
53% of African American children born to low income parents become low income adults

36

36% of African American children live in poverty

# Parental Incarceration Provokes and Exacerbates Poverty

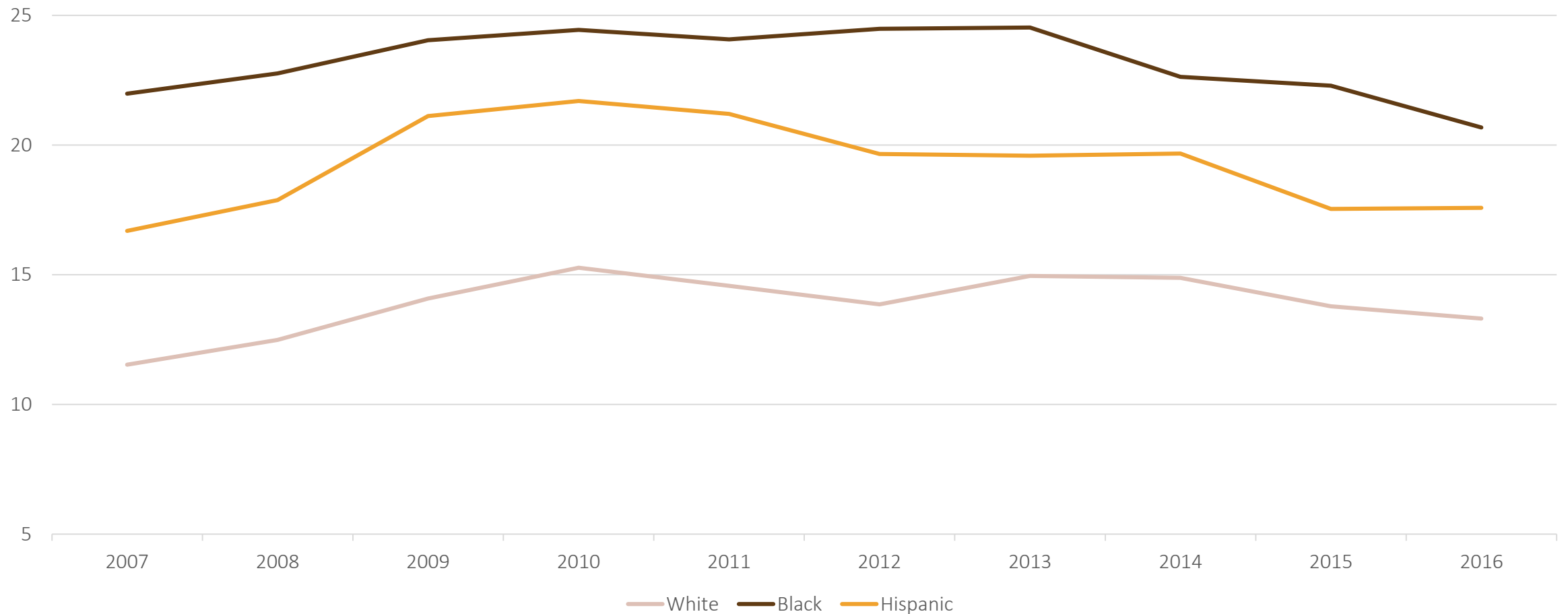
Children with incarcerated parents are more likely to suffer from physical and mental health problems.





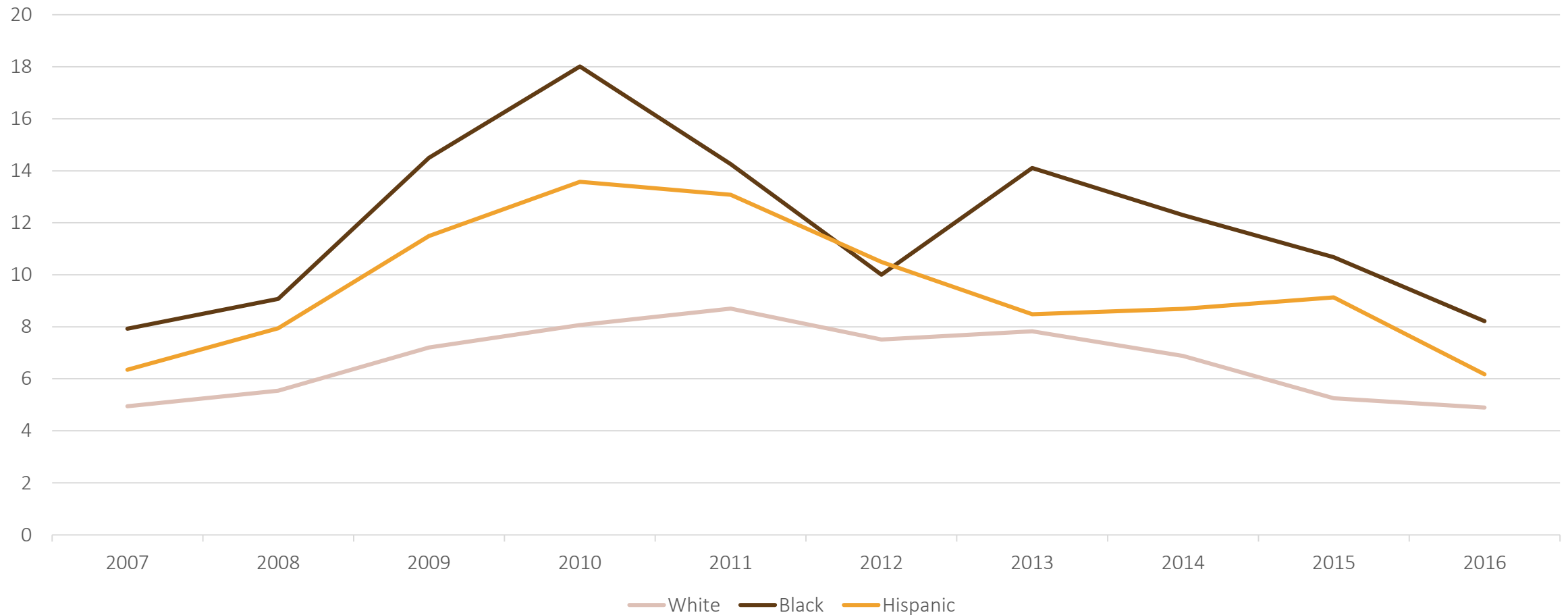
# Unemployment Rates by Race / Ethnicity

Unemployment rate of young high school graduates (ages 17-20) not enrolled in college and not employed



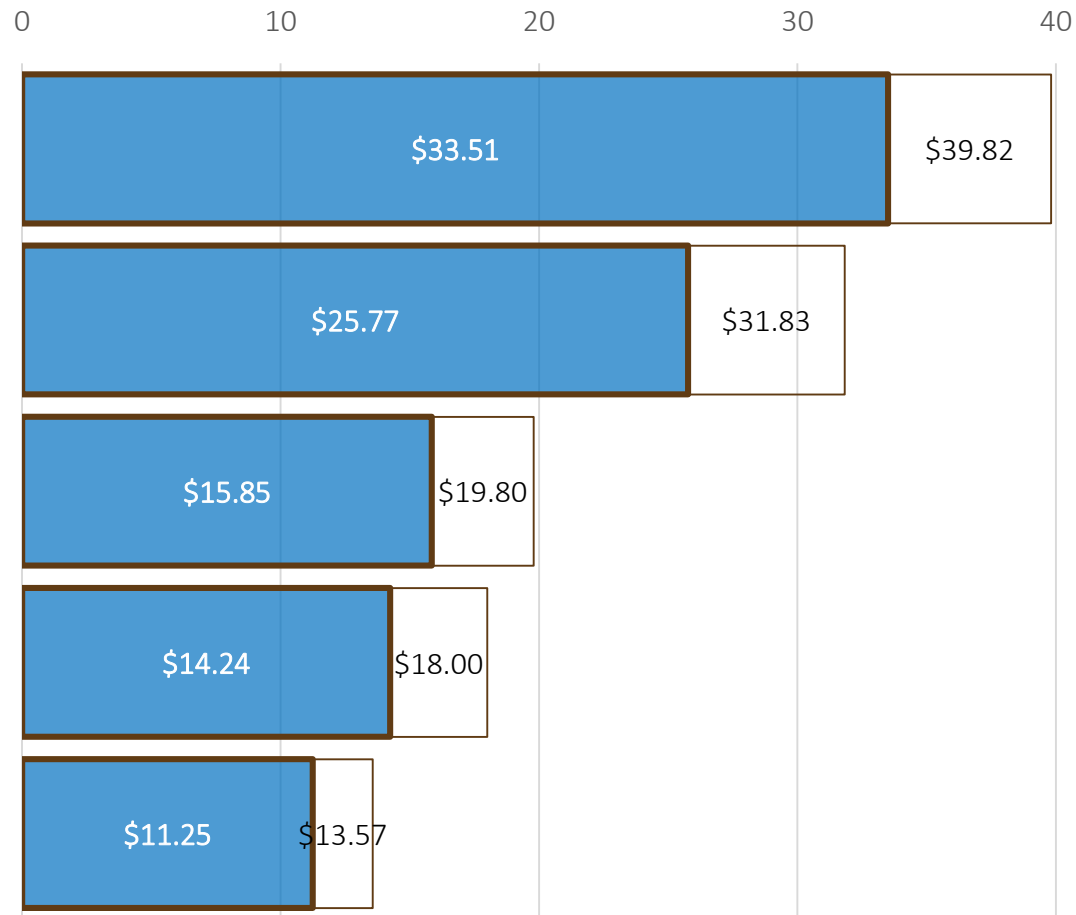
# Unemployment Rates by Race / Ethnicity

Unemployment rate of young college graduates (ages 21-24) without a graduate degree and not enrolled in further schooling



# Education and Employment Earnings by Race

In 2014, the annual income necessary in Durham, NC to maintain a modest yet adequate SOL for a two parent, two child family was \$64,953.



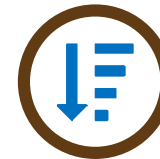
## ADVANCED DEGREE

The average hourly wage for African Americans who earned an advanced degree is **\$6.31 less** than the average hourly wage for White Americans with the same education level.



## COLLEGE

The average hourly wage for African Americans, ages 18-64, who earned a college degree is **\$6.06 less** than the average hourly wage for White Americans with the same education.



## SOME COLLEGE

The average hourly wage for African Americans, ages 18-64, with some college education is **\$3.95 less** than the average hourly wage for White Americans with the same education.



## HIGH SCHOOL

The average hourly wage for African Americans, ages 18-64, who earned a high school diploma is **\$3.76 less** than the hourly wage for White Americans with the same education.



## LESS THAN HIGH SCHOOL

The average hourly wage for African Americans who earned less than a high school diploma is **\$2.32 less** than the average hourly wage for White Americans with the same education.

# MBK DURHAM PANC ACTION STEPS

# COMMUNITY HEALING CIRCLES

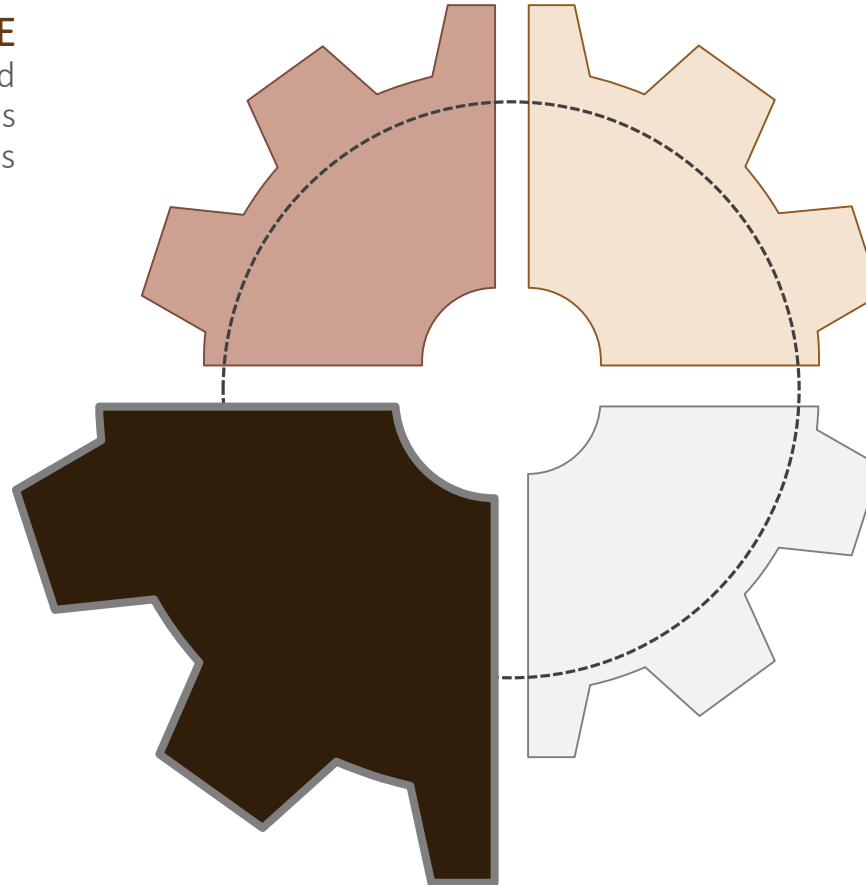
M2-03 Support the development of community healing circles to address trauma, stress, mental health, and other restorative justice issues.

## OBJECTIVE

Determine individual and community-level experiences discussed in the healing circles

## CURRENT CONDITION

Unrecognized/untreated trauma and other mental health problems are often at the root of poor academic performance, dropouts, and disruptive behavior.



## ACTION STEPS

Identified experiences discussed in formal and active healing circles (e.g. Religious Coalition for a Nonviolent Durham), formal inactive healing circles (e.g. BECOMING youth focus groups, It's My Life Resource Group, Future of Tomorrow Council, Managing Negativity and Utilizing Potential), and informal and active healing circles (e.g. local nonprofits serving BMOC).

## RESULTS

Within healing circles BMOC and their families discuss stress and trauma experienced as a result of homicide and incarceration; stereotypes associated with being a male of color and the resultant interactions with educators, law enforcement, society, etc.; and the obstacles in accessing academic, career and health and wellness resources.

Partnered with the Men's Health Council in coordinating the *Men on the Move* kickoff event in January 2017 that honored a local Paralympian and US Army Veteran to reinforce the benefits of physical and mental health. Assisted with coordinating a stress management event led by local psychologists for about 40 males of color that was organized by the Men's Health Council in partnership with Omega Psi Phi Fraternity, Inc.

# Alliance for Boys and Men of Color – California

A disproportionate number of California's BMOC experience failing schools, run-down neighborhoods, poor health, inadequate social support, and limited job opportunities. All Californians stand to benefit by investing in young men of color so they have the chance to grow up healthy, get a good education, and make positive contributions to their communities.

**The Alliance for Boys and Men of Color is a coalition of change agents committed to improving the life chances of California's boys and young men of color. The Alliance includes youth, community organizations, foundations, and leaders in government, education, public health, and law enforcement.**

The Alliance for BMOC has four strategic focus areas: state and local campaigns, youth leadership, community of practice, and changing the conversation. The Alliance for Boys and Men of Color's *Community of Practice* is a forum where Alliance members can share knowledge and learning, strengthen partnerships, and collectively identify strategies to influence practices, systems, and policies to improve conditions and outcomes for boys and men of color. *RYSE Center* is a member organization that creates safe spaces, grounded in social justice, that build youth power for young people to love, learn, educate, heal and transform the lives and communities. RYSE notes that "everybody is susceptible to trauma but white kids get help and children of color get jail time".



# Data for Equity Intelligence

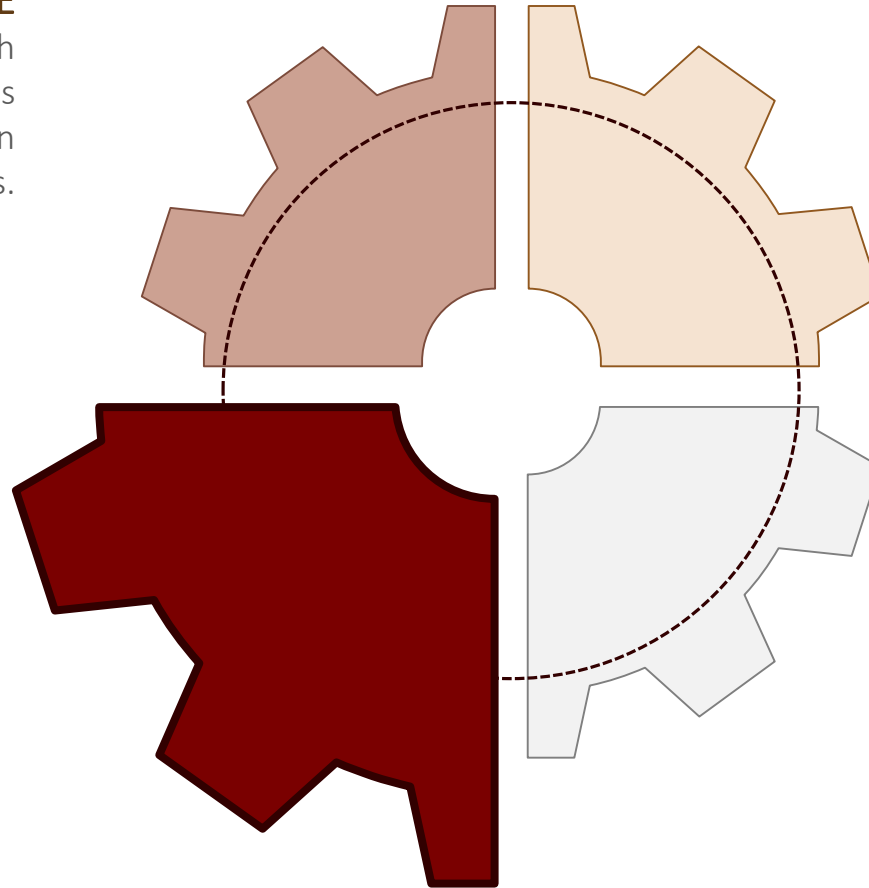
M2-07 Mandate implicit bias and racial equity training for school administrators, law enforcement, court officials and others in the juvenile and criminal justice systems to eliminate disparate impact and disproportionate minority contact.

## OBJECTIVE

Use data to identify schools with disproportionately high rates of court referrals for minor offenses and develop plans of action to help reduce those referrals.

## CURRENT CONDITION

BMOC perceive the disciplinary measures they receive to be disproportionate and unfair. In Durham, the expulsion rate for African American students is nearly 50% higher than their population rate.



## ACTION STEPS

Requested disaggregated data from the Department of the Sheriff for all incidents within the 2010 to 2016 academic year where an SRO had to engage students in a disciplinary manner and complete a report. Data was requested to review demographic data among the total, type and results of incidents. Data was received but was not disaggregated by race, gender, age or grade. The same request was made of DPS. Attended SRO training and shadowed SROs at all DPS locations with SROs for six months. Completed a Citation Review.

## RESULTS

Connected SROs to racial equity trainings sponsored by Durham County Government. Four of 22 SROs completed phase one of racial equity training.

The citation review revealed that some young males of color who were eligible for diversion programs were not referred to those programs.

# Equity Intelligence Platform – MBK Oakland

Oakland is the first U.S. city to pilot the program focusing on health, education, workforce and criminal justice data.

**Bloomberg Associates, MBK Alliance and Policy Link conceived and developed the EIP to provide cities, community based organizations, philanthropic organizations and local leaders the ability to measure and track progress in improving outcomes for boys and young men of color.**

The EIP will be built to standardize the process of collecting, organizing and presenting local administrative data, then connecting it across agencies. The EIP creates a standard template for entering and presenting data, and will generate a set of governance guidelines and legal and administrative agreements for localities to use that protect privacy rights and data policies. The baseline data platform will create a standardized data reporting approach, provide attractive visualizations to assist in presenting the information, including geo-spatial visualizations, and offer capacity for city-to-city and city-to-national data comparisons to allow users to understand their own experiences in the context of performance in other cities and to national performance.

MY BROTHER'S KEEPER



## Equity Intelligence Platform



# INCREASE BMOC COLLEGE READINESS AND GRADUATION

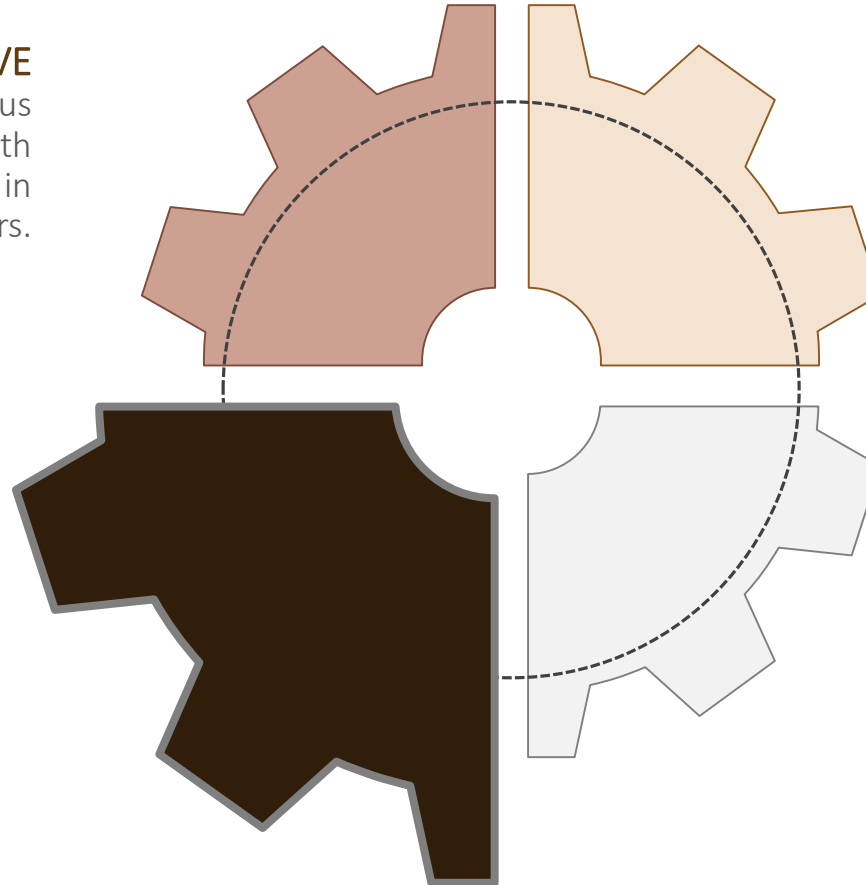
M3-04 Increase the number of males of color who apply, matriculate and complete college/university education on time.

## OBJECTIVE

Coordinate supportive campus services / host events with departments to expand interest in college majors.

## CURRENT CONDITION

Most BMOC aspire to careers that require degrees or certificates beyond high school. Having adults help them pick the right courses in high school, enter into and graduate from college is important. According to a national database on college/university completion (IPEDS), Durham post-secondary institutions produce males of color who graduate, but few full-time, first time students are complete their undergraduate degrees or certificates on time.



## ACTION STEPS

Coordinated a speed interviewing event with the Men's Achievement Center at NCCU to connect males of color in college with local professionals of color.

Co-wrote a grant for a Spring 2017 Protein Science Workshop within the STEM Scholars Program at NCCU.

Coordinated with Lakeview High School staff and families to connect male students of color to the Explorer Program for Architecture hosted by the Boy Scouts of America and Perkins + Will.

## RESULTS

Two employers at the NCCU MAC event offered internships to the young men. High school participants received college preparation material.

Awarded a grant that funded a Spring 2017 Protein Science Workshop within the STEM Scholars Program at NCCU. Another workshop was scheduled for the summer but State budget cuts dictated that rising NCCU freshmen would not be recruited for the STEM Scholars Summer Research Program.

Two students from Lakeview High School completed the Explorer Program for Architecture.

# Grow Detroit's Young Talent – Detroit, MI

With the help of local political, philanthropic and corporate support, Detroit is expanding this program to employ more young people, provide stronger work readiness training, more employer support and better coordination across summer job opportunities in Detroit.

Grow Detroit's Young Talent (GDYT) is a citywide summer jobs program that trains and employs young adults between the ages of 14 and 24 for 6 weeks in July and August. The Detroit Employment Solutions Corporation and City Connect Detroit have partnered to employ 8,000 youth this past summer.

GDYT Jobs placements are based on a developmentally appropriate, tiered model for summer employment: **Tier 1: Career Exploration** – The Career Exploration tier introduces young people to first-time work and career opportunities through community service, team projects, and job shadowing. This tier is for youth with little to no previous work experience (typically 14-16 year olds). **Tier 2: Ready for Work** – Developed for young people with some previous work experience, the Ready for Work tier places youth with a host employer or in a vocational training experience, while continuing to build career readiness skills. (typically 16-24 year olds). **Tier 3: Career Pathway Internships** – The competitive Career Pathways Internship tier is for young people with previous work experience and a desire to focus on a specific career pathway with a host employer (17 years or older).



**GROW DETROIT'S  
YOUNG TALENT**



# CONNECTING CAREER RESOURCES TO BMOC

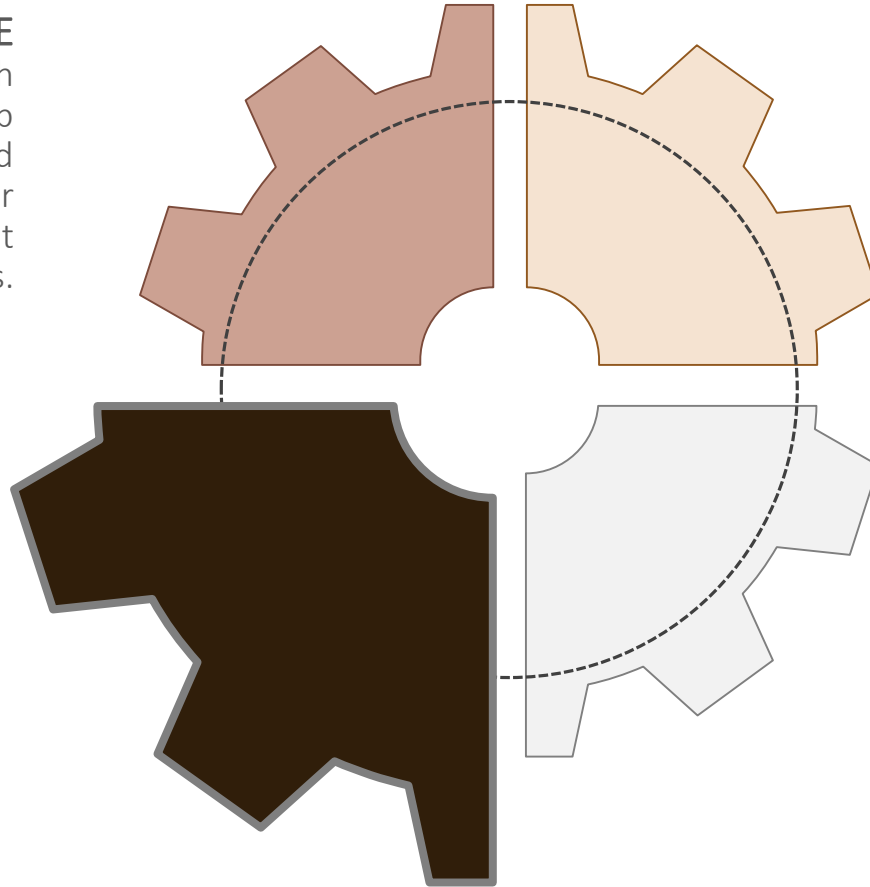
M3-07 Provide career exploration and work-based learning opportunities through which youth can learn about a wide range of jobs while developing employability and life skills.

## OBJECTIVE

Provide males of color with enrichment opportunities, leadership skills training, and positive gender and racial identities in preparation for future job training and placement opportunities.

## CURRENT CONDITION

Made in Durham conducted small focus groups with Career Development Counselors and youth of color. The youth said that they need more opportunities to learn about careers starting in middle school. They requested more work based learning tools and activities like career fairs and expos, job shadowing, company tours, online career tools, and internships.



## ACTION STEPS

Worked with MID to connect young males of color to career exploration workshops (STEM disciplines) at the Cities United Regional Convening hosted in Durham in March 2017. Surveyed each of the nine NC Works sites in Durham to assess the use of the NC Works software.

## RESULTS

Workshops at the CU Convening were led by MID partners. Approximately 30 BMOC participated. Developed video content containing employability and life skills information for young males of color. Developing partnership opportunities with IBM to connect BMOC to work based learning opportunities.

Four of the satellite locations (W.D. Hill, Holton Career and Resource Center, CAARE, and Oxford Manor) were found to need either technical support, administrative training, or more computers. In the process of arranging meetings with NC Works to discuss and improve these conditions.

Identified eight local barbershops whose clients are largely males of color to host professional development resources.

Worked with the Racial Equity Institute to develop consolidated race equity trainings for BMOC at recreation centers and local mentoring organizations.



# MBKA Career Summit with Barbershop Chat – Detroit, MI

“These events are about more than connecting talent to jobs. It’s about providing the resources and support these young men need to achieve long-term personal and professional success despite the barriers they often face.”

My Brother’s Keeper Alliance (MBK Alliance) hosted its Pathways to Success: Boys and Young Men of Color Opportunity Summit on November 14 at the Cobo Center, providing nearly 1,100 attendees opportunities to engage with more than 40 local and national employers for on-the-spot hiring and career exploration activities. The Summit, designed to eliminate barriers to success and prepare boys and young men of color for gainful employment, ultimately resulted in 578 interviews and 358 job offers and conditional offers.

*Barbershop Chat* provided services and support to the MBKA Career Summit. *Barbershop Chat* serves a minimum of 700 youth annually. The program’s services include haircuts, professional development, workforce development, resume assistance and mock interviews.



**MBK DURHAM** NEW MANAGER



# Edmund P. Lewis

MBK DURHAM MANAGER

Edmund is well versed in the challenges facing young Boys and Men of Color and was responsible for designing cutting edge strategies in the City of Detroit aimed at changing life outcomes. His work has been recognized by former President Barack Obama as well as the national My Brother's Keeper Alliance (MBKA). Additionally, Edmund was the founder of *Minority Males for Higher Education* in Detroit Michigan where his work included increasing college access and career exploration opportunities for African American and Latino males.

Edmund is a graduate of North Carolina Central University where he earned a BA in Social Work in 2008. He also earned a Masters of Social Work from the University of Michigan, Ann Arbor in 2009 and completed course work for Nonprofit Senior Executives from Harvard's Kennedy School of Executive Education in March 2017.

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