



Gary Commission on the Social Status of Black Males

2017 Annual Report

Bennie Muhammad, Executive Director

Steven Marcus, Board Chair

Gary Commission on the Social Status of Black Males

Mission Statement

The mission of the Gary Commission on the Social Status of Black Males (GCSSBM) is to study the social conditions of the city's Black male population, develop strategies to remedy or assist in remedying serious adversities, and make appropriate recommendations to improve the educational, social, economic, health, employment and other circumstances for Gary. The Commission serves policymakers and public interest groups, as well as the media, community organizations and members of the general public.

About Us

The Gary Commission on the Social Status of Black Males was reestablished in 2016 and has continued to be successful while trying to aid in decreasing the problems that Black males face in the areas of criminal justice, education, employment, health and social factors.

The Gary Commission has been in partnership with elected officials, community leaders, policy makers and the faith based community to serve Black males and resolve issues in these five areas. The Commission seeks out opportunities to partner and enhance existing programs in the community that are working and making a difference for Black males.

The Gary Commission on the Social Status of Black Males is committed to helping to build strong Black men. In the five focus areas of the Commission's mission is to develop strategies and remedies to counter the negative statistics and make recommendations to improve the quality of life for Black males. The by-laws were established in June 2016.

The commission consists of nine (9) members who shall serve without compensation and shall be appointed as follows: One (1) member appointed by the Mayor of the City of Gary, seven (7) members appointed by the Gary Common Council and one (1) member appointed by the President of Ivy Tech Community College – Gary Campus.

The terms of service shall be for a period of two (2) years, provided that the initial terms of appointees under this division shall be for one (1) year and shall thereafter be for two (2) years in order that such expiration of two-year terms under this division shall be staggered with the remaining two-year terms under this division.

Appointments shall be made not later than December 1 of the preceding year of the commencement of new terms, provided that if an appointment or reappointment is not made prior to January 31, the member shall continue as a holdover member for the remainder of the ensuing term.

An Executive Director shall be selected by the Gary Common Council and reasonably compensated by the annual budget of the Common Council in the amount of \$10,000.00.

The Commission was re-established in 2016 and submits an annual report to the Gary Common Council and Gary City Clerk's office, who are committed to improving the social factors that adversely affect Black males.

A. Advisory Council Officers and Members:

- (1) Steven Marcus – Chairman
- (2) Chief Richard Allen – Vice Chairman / Chief of Police GPD
- (3) Dr. Janet Seabrook – Secretary / C.E.O. Community HealthNet
- (4) Dr. Peggy Hinckley – Emergency Manager / Gary Community School Corporation
- (5) Dr. Vanessa Allen – McCloud – President & C.E.O. Urban League of NWI
- (6) Reginald Delk – Student / Ivy Tech Community College
- (7) Steven Mays – President / NAACP; Gary Branch
- (8) Dr. William J. Lowe/ Chancellor, Indiana University Northwest
- (9) Richard Nash – Asst. Officer Manager / WorkOne, Gary, Rensselaer & Hammond Offices

B. Regulations of the commission:

- (1) All individuals appointed shall have an active interest in addressing the overall goals and purposes of the commission.
- (2) Whenever any vacancies shall occur in any office, whether by death, resignation, or removal, the same shall be filled by GCSSBM as follows:
 - (A) The chairperson will notify the appointing or designating authority when there is a vacancy. The appointing or designating authority shall fill the vacancy by appointing a new member for the unexpired term.
- (3) An Advisory Council member may resign at any time by filing his / her written resignation with the chairperson.
- (4) A member shall serve at the pleasure of the appointing or designating authority, and may be removed at any time by the appointing or designating authority, provided that any member appointed by virtue of his or her office as president or director or other office as herein stated, may be removed at any time, after public hearing, for any cause.

C. Executive Committee

- A. The Executive Committee will consist of the chairperson, the Vice chair and the Secretary of the Commission.
- B. The Executive Committee shall meet on the call of the chairperson, and shall report all business to the Commission members prior to the next scheduled Commission meeting.

D. Executive Director

- A. An Executive Director shall be selected by the Common Council; and
- B. The executive director shall prepare a calendar for the commission for the upcoming year denoting meeting dates, events and focus area initiatives. The calendar will be provided to Advisory Council members and designees no later than November 30th of each year.
- C. The Executive director shall prepare a draft schedule for the preparation of the annual report.
- D. The annual report will be submitted by May 31st, (in accordance with IC 5-14-6)

E. Executive Director, Officers / Per Diem

The Executive Director, Chairperson, and Vice Chairperson of the GCSSBM shall receive a per diem for any authorized expenses for travel, meals or lodging incurred in connection with the annual conference of the Social Status of Black Males in Indianapolis, IN. Upon prior approval by the council, advisory council members shall be reimbursed for expenses incurred on behalf of the commission, (in accordance with ordinance 8023).

A. Powers and Duties

- A. Advisory Council members will be expected to attend all meetings and serve on one or more of its committees.
- A. Member attending meetings by electronic communication shall be considered present, shall be counted for the purpose of quorum, and may vote at a meeting if:
 - 1. At least four (4) members are physically present; and
 - 2. The meeting adheres to all other requirements of the Open Door law.
 - 3. All votes are done so via roll call
 - 4. Each member must physically attend at least four (4) meetings per calendar year.

A conference call-in line will be made available by the executive committee to all members at least forty-eight (48) hours in advance of any meetings.

B. Subcommittees, Ad hoc committees

- A. Advisory council members will carry out duties as specified in the Enabling ordinance, including but not limited to:
 - 1. The chairperson may designate subcommittees or ad hoc committees to meet as necessary and report back to the full commission.
 - 2. The subcommittee or ad hoc committee shall be chaired by a member of the Commission, appointed by the Commission’s Chairperson.
 - 3. The subcommittee or ad hoc committee Chair may seek may seek advice or counsel from resource individuals who are non-commissioned members. There shall be a minimum of one (1) Advisory Council member on each subcommittee.
 - 4. Develop and coordinate information and programs of public institutions, the private sector, associations, and individuals which address poverty, violence, drug addiction, racism, debilitating health problems, under-education, under-employment, and employment of the Black male.
 - 5. Serve as a catalyst and broker to facilitate a common foundation upon which viable courses of action can be initiated, monitored, evaluated and fine-tuned in order to promote positive public and private remedies to the multi-faceted problems confronting Black males in our community.
 - 6. Network with the African American Male Council, the Indiana Commission on the Social Status of Black Males and all local Commissions and organizations working to identify and uplift the status of the Black male that are operating in the state of Indiana by sharing ideas, information, statistical data and action plans.

C. Additional Committees

The chairperson may create any additional committees as needed.

Education and Awareness Committee

Committee Chair: Dr. Mark McPhail

Committee Members:

Steven Marcus

James Wallace, Jr.

Dr. Peggy Hinckley / Ron Gordon – designee

What Have We Done?

Bennie Muhammad attended a two day Mentoring Workshop at City Life Center in Gary sponsored by Indiana Mentoring Partnership, Indiana Youth Institute and Senator Eddie Melton. Bennie Muhammad received a Certificate of completion. Jan. 27-28, 2017

The Gary Commission on the Social Status of Black Males presented an educational documentary screening with a Q&A session at Westside Leadership Academy. February 14, 2017

Chairman Steven Marcus and Bennie Muhammad attended Gary Re-entry Coalition Meeting. March 24, 2017

Executive director Bennie Muhammad attended a ‘Racial Equity – On the Table’ training forum at Kennedy King College in Chicago. March 28, 2017

Braden Wilson, NAACP – Gary Commission / Black Males designee took two youth to the Indiana State House in Indianapolis on a bus sponsored by Indiana Civil Rights Commission for a Youth Day at the IN State House event. April 12, 2017

Bennie Muhammad and Commissioners Rico Nash and Braden Wilson attended “Boys to Men Conference” at Muhammad University of Islam in Chicago – May 13, 2017

The Commission sponsored Black Women & Girls Forum; Planning Sessions – August 16th & September 1, 2017

GCSSBM participated on National League of Cities Conference Call – Sept. 21, 2017

Bennie Muhammad attended Indiana Commission on the Social Status of Black Males Annual Conference in Indianapolis, IN – Oct. 10, 2017

Bennie Muhammad attended Black Women & Girls Forum at Kennedy King College in Chicago – Oct. 14, 2017

Bennie Muhammad Attended Equity in the Workplace planning session with Haneefah Khaaliq, Dr. Allen-McCloud, Diana Sandlin, LaShawn Brooks – Nov. 2, 1017

The Commission is hosting Juvenile Reentry Assistance Program (JRAP) Legal Clinics in partnership with Gary for Life and Gary Housing Authority at Gary City Court on Thursday evenings and Saturday mornings.

Bennie Muhammad and Haneefah Khaaliq, executive director of Gary Human Relations Dept. presented a workshop on “Equity in the Workplace” at the Urban League of Northwest Indiana’s “Diversity & Inclusion Symposium” – Nov. 9, 2017

Bennie Muhammad and Atty. Carla Morgan were interviewed on Sargent Lewis’s Community Focus TV Show to discuss Juvenile Reentry Assistance Program – Dec. 21, 2017

Community Engagement and Social Justice Committee

Committee Chair: Currently Vacant

Committee Members:

Chief Richard Allen
Dr. Janet Seabrook
Steven Mays
Steven Marcus

The GCSSBM assisted Zolo Agono Azania in getting his Indiana State Identification Card, food stamps, clothing and personal items. Mr. Zolo Azania was re-entering society after serving thirty-seven (37) consecutive years of incarceration of which twenty-seven (27) years of that time was spent on death row – Feb. 2 thru Feb. 16, 2017

Attended Introduction to Racial Equality Workshop @ 300 E. 51st St in Chicago sponsored by Chicago Community Trust – March 28, 2017

Participated in WorkOne’s Community Collaboration Meeting – May 18, 2017

Participated in Racial Reconciliation Meeting at City Life Center – May 31, 2017

Bro. Bennie Muhammad and GCSSBM Commissioner Mark McPhail did a presentation on the Gary Commission / Black Males at a Rotary Club International Luncheon – June 12, 2017

Bro. Bennie Muhammad and a member of the community attended LaQuan Apará’s pre-trial hearing in Porter County Jail. Laquan has been in County jail awaiting a trial date for three (3) years and ten (10) months. June 12, 2017

Commission members attended Gary for Life meeting at Gary WorkOne Office. June 19, 2017

Bro. Bennie Muhammad attends Reentry Coalition meetings on a monthly basis. Diana Sandlin is the program manager.

The Commission hosted Gary for Life Community Meeting at 839 Broadway. July 18, 2017.

Bro. Bennie Muhammad had a breakfast meeting with Arthur Pane, chairman of the Michigan City Commission on the Social Status of African American Males to discuss strategies for future Commission initiatives. July 8, 2017

Bro. Bennie Muhammad participates in Reentry Coalition community meetings on a monthly basis. July 28, 2017

Commission sponsored the Hip-Hop / Barbecue initiative at Dorie Miller Housing Development for the residents. Sept. 9, 2017

Commission sponsored an educational documentary for the community titled “Vaxxed from Cover-Up to Catastrophe. The documentary highlighted the allegations made by Center for Disease Control and Prevention (CDC) senior scientist and whistle blower Dr. William Thompson who alleges that the MMR-H1 vaccine produces autism in Black boys at a very high rate when administered prior to three (3) years of age. The event was hosted at Gary City Hall, council chambers. Sept. 20, 2017

Bennie Muhammad attended a planning session with Joy Holliday, Atty. Carla Morgan and Mr. Bennett from Gary Housing Authority to discuss presenting Juvenile Reentry Legal Assistance Clinics in Gary. The Commission will host the clinics. Oct. 23, 2017.

Bennie Muhammad attended the Indiana Commission on the Social Status of Black Males Annual Conference in Indianapolis. November 10, 2017

Bennie Muhammad met with Mr. Hubert Morgan of Stan Hope Consulting, Inc. to discuss collaborating with the Gary Commission / Black Males to organize and conduct a “Black Men & Boys – On the Table Discussion” with Black Men & Boys in Gary. This initiative was currently being presented throughout Chicago at various sites on May 10th. May 25, 2017

Gary Commission / Black Males presented a second Black Men & Black Boys – On the Table Discussion at IUN on January 21, 2017.

Gary Commission / Black Males hosted a power point presentation conducted by Mr. Hubert Morgan, facilitator of the Black Men & Boys – On the Table Discussion. Common Council President Ronald Brewer was in attendance. February 1, 2017

Gary Commission / Black Males conducted planning sessions on March 10th, March 19th and April 5th and April 19th for the third Black Men and Black Boys – On the Table Discussion scheduled for April 20, 2017.

WLTH1390 AM Radio personality Natalie Ammons hosted Gary Commission Chairman Steven Marcus and Executive director Bennie Muhammad on April 7, 2017 to promote the upcoming Annual Black Barbershop Health Initiative sponsored throughout the state by the Indiana Commission on the Social Status of Black Males. The health screenings occurred at participating Barbershops in Lake County on April 15, 2017.

Gary Commission / Black Males in collaboration with Mr. Hubert Morgan from Chicago Community Trust conducted the Black Men and Black Boys Forum at Community HealthNet, Dr. Janet Seabrook, C.E.O. of Community HealthNet is a Commission Advisory Council member.

Gary Commission / Black Males members attended the Urban League’s Diversity Inclusion Awards Luncheon at the Avalon Manor in Merrillville, IN. The Commission was a nominee for the Community Engagement Diversity Award. The GCSSBM did not receive the award. April 25, 2017.

GCSSBM RECOMMENDATIONS

Community Engagement & Social Justice

Criminal Justice:

The GCSSBM is hosting a series of Juvenile Reentry Assistance Legal Clinics in collaboration with the Gary and East Chicago Housing Authorities. The United States Department of Justice issued a grant to Housing and Urban Development (HUD). HUD distributed the monies to housing authorities around the nation. The funding is earmarked to provide FREE legal services to youth between 14 – 24 years of age. The youth must meet specific qualifications:

1. Must live in Public housing, lived in public housing in the past or currently has a family member that lives in public housing.

Free Services provided include expungements, assistance with driver license reinstatement, child support issues and general consultation. The grant reasonably compensates the attorney to process paperwork & appear in court with their clients. Approximately ninety percent (90%) of the individuals that the GCSSBM has encountered who are seeking an expungement are over twenty-four (24) years of age. Criminal backgrounds most often create barriers for reentry citizens seeking employment, housing and education.

Recommendation:

The GCSSBM is requesting the City of Gary to assist the GCSSBM with organizing and sponsoring a full expungement summit. Target date for the summit is 2019. Exact date T.B.A.

We are looking at serving recipients 18 years of age and older. We are requesting the city to assist with;

1. Providing a Venue
2. Identifying Attorneys from Lake County & Kimbrough Bar Associations
3. Securing Corporate Financial Support
4. Assistance with Marketing the Summit
5. Medical Vendors to Provide HIV On-Site Testing
6. City of Gary & Lake County Clerk Office's Assistance
7. Identifying Support from Lake County Prosecutors Office
8. Identifying Social Service Vendors to Aid Reentry Citizens

Education and Awareness Committee:

- The City of Gary, in collaboration with the Gary School Corporation, Indiana University Northwest and Ivy Tech Community College, will convene a College Success coalition as defined by the Indiana Commission on Higher Education that directly addresses the issue of Black student success.
- The Indiana Commission on the Social Status of Black Males, in cooperation with the Indiana Commission on Higher Education, will conduct a comprehensive study of the impact of Performance Based Funding on Black student success in the state's colleges and universities.
- The Indiana Legislative Black Caucus will convene additional Public Forums across the state, to examine the continuing crisis of Black student success in Indiana, and additionally investigate the conditions, the recruitment, retention and promotion of Black staff and faculty at the state's institutions of higher education.

- The GCSSBM in collaboration with the Gary Community School Corporation shall begin to conduct speak-a-thons at select Gary schools by recruiting outside speakers to visit the schools and give presentations to the students on a wide range of educational topics and shared life experiences.

Employment:

- Continue to develop dialog with employers in the Northwest Indiana Community
- Identify challenges faced by employers with giving equity across the board with hiring Caucasians vs Blacks
- Meet with employers to identify why is there such discrimination in the workforce discipline process with Caucasian vs Black males
- Point out demographic discrimination in the workforce hiring process regarding Black males
- Sponsor an education training and outreach “Employer Symposium” provided by the Gary Human Relations Dept. to employers to train biased supervisors and managers in the NW Indiana region
- Enhance ways to increase training and economic growth for Black youth in Gary
 - *Transportation expansion
 - *Increased job trainings and support
 - *Drivers license assistance reinstatement
- Increase a Black male presence in the Gary schools for Black males to experience
- Encourage residents to pool their resources to open and support Black businesses in Gary to increase self-reliance and employment opportunities for blacks
- Identify funding sources to provide free bus passes to men who are actively seeking employment as well as reentry citizens
- The GCSSBM will organize and sponsor reentry circles which is a peer-to-peer self-help group for reentry citizens to convene and discuss their challenges and successes
- Religious leaders must get into the streets and engage Black men in mentorship
- Identify resources to address mass mental health illness amongst Black males
- Provide enhanced sensitivity training for Local, County and State Police Officers
- The community should unite to develop its own mentoring and apprenticeship programs
- Address human rights violations in the state and federal legal systems and by elected officials
- Address local mass media outlets (print and visual) regarding what they are presenting to the public regarding Black males

Health:

- Increase health and wellness screenings/conversations
- Implement mandatory HIV/STD education testing and training in the public schools
- Implement Mandatory substance abuse awareness interactive workshops in the schools

Social:

- Coordinating upscale mentoring techniques to make mentoring more effective
- Increased awareness for enhanced political education involvement

The GCSSBM hosted a series of Black Men & Boys – On the Table Discussions with Black males ages 16 and older. The following page highlights a brief overview of the most important challenges that they have to deal with on a daily basis.

Discussion 1: The most important challenges you have to deal with daily...

	What Black Men ages 25 and older said...	What Young Black Men ages 16-24 said...
SOCIAL EMOTIONAL/ WELL BEING (Emotions)	<ul style="list-style-type: none"> • Trust • Burden of representation... example minority versus majority settings • Doubt • White privilege that causes institutional racism • Ignorance of who we are as a people besides our names... example our history • Whether or not I will end up back in prison again... example apathy versus survival • Feelings of hopelessness and anger and the lack of humanity toward black men • Resilience and confidence issue are my challenges • The transition from street life to work life 	<ul style="list-style-type: none"> • Being Hungry—Going to bed hungry and waking up hungry leading to anger and frustration • Lack of motivation—to keep trying and low morale • Lack of father figure or mentor - lack of representation, no one to talk to • The responsibility being the best example becomes overwhelming • Setting a good example, being the person that constantly commits to change can be tiresome • The pressure of responsibility, of being that example and not having a moment to rest
SAFETY	<ul style="list-style-type: none"> • Early demise... example violence—responsibility of being sore provider — safety 	
SOCIAL ENVIRONMENT (Relationships/ Community)	<ul style="list-style-type: none"> • Limited opportunity in leadership • Things don't seem to be improving • No innovative and forward thinking leadership • Participation amongst those who are doing well and those who are not doing well • Lack of emphasis on public service and volunteers and its rewards • Poor City structure and organization • Teaching people how to change • Solutions for the real problems • Supporting a cause with no follow up—no curriculum or structure to institute change • Survival skills • Getting people to take advantage of opportunities • How felon status impacts other rights... example child visitation rights • Relationship between older and younger generation • Passion and empathy for one another • Lack of guidance 	<ul style="list-style-type: none"> • Social Environment (relationship, community) • Tickets - I have a suspended license & the high cost of tickets • Lack of social support system • Trying to fit—knowing yourself finding out who I am and trying to fit, struggling to find your identity • Meeting standards—meeting standards in school, grades, outside activities and sports • Surroundings/Environment—School located in one area and I live in another area, it's dangerous with safety issues • Constant discrimination how you are perceived from all sectors of society • Not knowing how to help your family and friends and placing the responsibility on yourself to care for others • Often worrying about the year and of police brutality
EMPLOYMENT/ EDUCATION	<ul style="list-style-type: none"> • Limited options for the youth in schooling • Limited economic opportunity • Resources limited with jobs • Inability to keep resources inside the City of Gary to support Gary residences • Limited black businesses in Gary that limits self-reliance and employment • Limited training opportunities and limited businesses to do training • Employment opportunities • Black male mentoring and the opportunity to learn from mentors • Lack of male presence in the schools... example volunteers • Employment because a felon status... example past mistakes—opportunities then become limited for jobs or advancement—you're either over or under qualified for opportunities • Skill and ability development - lack of it • Going to work and choosing to do right and setting a good example 	<ul style="list-style-type: none"> • Double standard - I have to be twice as good or smart • Finishing high school and getting into college <ul style="list-style-type: none"> – Academic pressure – Academic challenges - interpersonal issues with instructors and their being disconnected when asking for help
BUILT ENVIRONMENT	<ul style="list-style-type: none"> • Transportation—Lack of transportation, bus passes, lack of support to get to places • Lack of mobility and limited transportation options 	
OTHER	<ul style="list-style-type: none"> • Unconstitutionality of the legal system related to felons 	



Financial Report 2017

The Gary Commission / Black Males functions without a budget. Commission 2017 initiatives were financially supported by Commission members along with in-kind donations from supporters of the commission. A working budget provided by the City of Gary would greatly enable the Commission to expand its research / community engagement activities.

The following page presents a report of monies raised to finance two (2) GCSSBM sponsored community events in September 2017.

**GARY COMMISSION ON THE SOCIAL STATUS OF BLACK MALES
SEPTEMBER 2017 COMMUNITY EVENTS FINANCIAL REPORT**

ACCOUNTS RECEIVABLE

- 1. Dr. Janet Seabrook - \$250.00 (cash)**
 - 2. State Farm Ins. Co. - \$100.00 (check) #7541**
 - 3. Braden Wilson \$100.00 (cash)**
 - 4. Isaac Hunt (Goodwill) \$100.00 (cash)**
 - 5. Manny Hawkins \$20.00 (cash)**
 - 6. Sen. Eddie Melton 240 Hot Dogs, Buns, 7 Cases Of Assorted Chips & Paper Items**
- Total Cash Donations - \$570.00**

ACCOUNTS PAYABLE

- 1. SAM'S CLUB \$223.00 (Beef Patties, Chips, Paper Products, Charcoal, Buns, Water & Condiments)**
 - 2. DJ CHESTER LEE \$200.00**
 - 3. DOLLAR TREE \$10.70 (Paper Towels, Napkins, Aluminum Foil)**
 - 4. SUBWAY \$128.40 (Cold Cuts & Cookies)**
 - 5. RULER FOODS \$3.98 (2 Cases Of Water)**
- Total Expenses \$566.08**

Donations: \$570.00

Expenses: -\$566.08

Ending Balance: \$3.92

Note: All receipts were submitted to GCSBAM advisory council member/secretary Dr. Janet Seabrook.

Strategic Plan for Fiscal Years 2019 - 2021

Black male involvement as fathers, uncles, grandfathers, nurturers, disciplinarians, teachers, coaches and mentors has been and is critically important to the healthy development and maturation of children. The absence of fathers in the Black community has severely increased life risks faced by their children. In the future the GCSSBM will focus energy and time on presenting preventative measures to young black males to enable them to become strong men. They must be prepared one day to pass on their torches by shaping future generations to build strong character among Black males.

Develop a working budget for the Gary Commission / Black Males

The GCSSBM will continue to network and develop working relationships with local and regional organizations that have a focus on enhancing the overall status of Black males.

The GCSSBM will continue to encourage and work with the City of Gary administration and service providers to open doors to continued education, employment and housing opportunities for reentry citizens.

The GCSSBM will continue to promote and assist local groups in developing strong Black male mentorship in the City of Gary.

The GCSSBM will strive to identify providers in the workforce who will provide entrepreneurial opportunities / skilled on the job training to young black males in Gary.

The GCSSBM will work with Gary Community School Corporation and other youth affiliated agencies in an effort to develop and implement substance abuse awareness training workshops to the youth in light of the ongoing opiate epidemic in the State of Indiana.

Conclusion

By creating this strategic plan, the GCSSBM has shown its recognition that a systematic yet innovative approach is needed to address the challenges faced by Black males in the City of Gary. The challenge will be to keep the momentum going to insure continuous improvement. Continual review and revision of strategic planning documents, including the mission statement, is a vital component of the strategic planning process. Policy makers and planners need to continue the dialogue begun with service providers and stakeholders, in order to insure that their needs and concerns are being addressed. In addition, as new programs and initiatives are implemented in response to this initial planning process, new weaknesses and threats will develop. This is especially true of addressing the challenges of Black males, which evolves and changes at an especially rapid pace.

The plan aims to be comprehensive, addressing both practical needs at the local, and policy and planning needed at the state level. As a result, the list of initiatives is extensive and complex, particularly working without a budget. It is essential that the leadership commitment exhibited to date continue, and that commissioners provide the support and guidance necessary to bring this plan to fruition.

This plan should be viewed as the first step in a long-term process. Such an ongoing commitment will present Black males in Gary greater possibilities to succeed.

