



**The National Black Church Initiative  
Crime Prevention Proposal For  
Baltimore, Maryland  
(State of Maryland)**

***Working to Institute a Scientific  
Solution-Based Approach in Solving  
Black on Black Crime***

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## Executive Summary

The National Black Church Initiative (NBCI) is a coalition of 34,000 African American and Latino churches working to eradicate racial disparities in healthcare, technology, education, housing, and the environment. NBCI's mission is to provide critical wellness information to all of its members, congregants, churches and the public. Our methodology is utilizing faith and sound health science.

NBCI's purpose is to partner with major organizations and officials whose main mission is to reduce racial disparities in the variety of areas cited above. NBCI offers faith-based, out-of-the-box and cutting edge solutions to stubborn economic and social issues. NBCI's programs are governed by credible statistical analysis, science based strategies and techniques, and methods that work.

### 1. Crime rates have steadily declined over the past twenty-five years.

(Melissa S. Kearney, 2014)

This proposal by NBCI will illustrate to those who believe, that there is an answer to Black on Black crime. This is a bold scientifically based, crime data generated proposal. This is the type of out of the box, cutting edge solution that the Black Church will offer to stubborn problems that continue to stain the souls of their communities. It will require all responsible civic and legal organizations to do their jobs to reduce Black on Black crime. Black on Black crime is not a trait nor is it characteristic of African American people, but it is a symptom of a greater psycho-socioeconomic racial cloud that hovers on the general society which is driven by poverty and institutional racism.

Is it fair to say that Black on Black crime exists when there are other factors that drives this scenario? This proposal will not generate into a philosophical argument on the definition of Black on Black crime. Those of us who are educated, understand that this is a multidimensional problem that society needs an answer for. The Black Church has come up with an answer and 16 Action Steps that constitute a solution.

The question is will society provide the necessary resources to dissolve this multidimensional problem into manageable sizes. David Wilson, author of *Inventing Black on Black Violence*, in an acute analysis of Black on Black crime argues from more of a more sociological pattern in major cities across the country that emerged in the early 1980's,

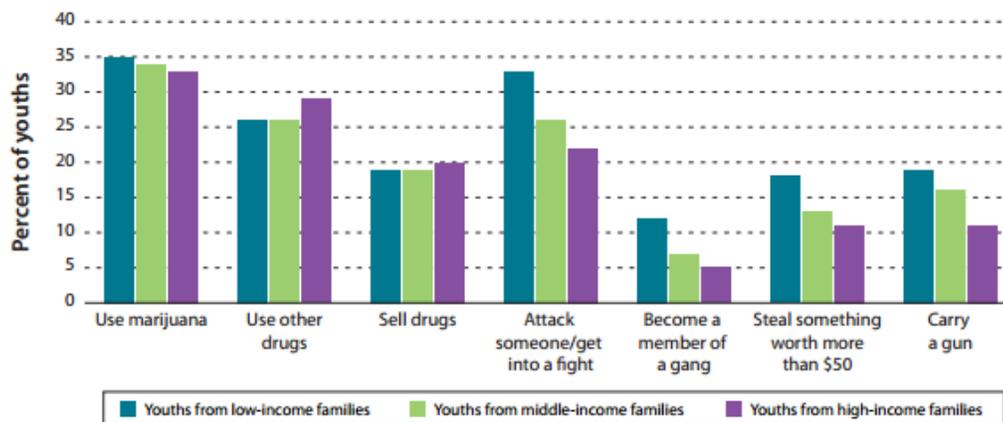
*"Examines the civil invention of a social problem throughout the 1980s and beyond: "black crime." This book explores the societal construction of "black-on-black" referring to the 1980s when violence among African American perpetrators and victims increased. Massive job losses, debased identities, and rampant physical decay made American blacks seem ripe for explosive behavior. Many people blamed black lifestyle, values, and culture. David Wilson shows how America imbued a process of violence with race and accepted it as one of the country's most vexing ills during the Reagan era and afterward. Based on statistics, ethnographies, anecdotal accounts, and national reportage the findings are hard to dispute. Wilson tells of prominent conservative and liberal writers, reporters and politicians who collectively nurtured this issue, then parlayed it into "truth" in the public mind. Mixing memoirs, critical geographical studies, and race theory, the book shows how vulnerable groups of society can become pawns in an acute process of racial demonization. And how, in America, this allowed blacks to be marginalized."* (Wilson D. , 2005)

We will argue and prove persuasively that the answers exist and that the experts have already

FIGURE 4.

### Adolescent Risk Behaviors by Family Income Level

Although youths from low-income families are as likely to use or sell drugs as are their higher-income counterparts, the former are significantly more likely to engage in criminal activities that target other people.



discovered the answers. In the brilliant analysis of Professor William Julius Wilson who is an American sociologist. He taught at the University of Chicago from 1972 to 1996 before moving to Harvard University.

Wilson is Lewis P. and Linda L. Geyser University Professor at Harvard University. He is one of 24 University Professors, the highest professional distinction for a Harvard faculty member. After receiving a Ph.D. from Washington State University in 1966, Wilson taught sociology at the University of Massachusetts Amherst, before joining the University of Chicago faculty in 1972. In 1990 he was appointed the Lucy Flower University Professor and director of the University of Chicago's Center for the Study of Urban Inequality. He joined the faculty at Harvard in July 1996. He is affiliated with the Malcolm Wiener Center for Social Policy at the John F. Kennedy School of Government, Harvard University's Hutchins Center for African and African American Research, as well as Harvard's Department of Sociology. He is a member of the Library of Congress Scholars Council.

Wilson was an original board member of the progressive Century Institute, and a current board member at Philadelphia-based Public/Private Ventures as well as Policy Link and the Center on Budget and Policy Priorities. Wilson, in his ground breaking work *When Work Disappears: New Implications for Race and Urban Poverty in the Global Economy*. (Harvard University, 1998)

In another ground-breaking report authored by Melissa S. Kearney, Benjamin H. Harris, Elisa Jácome, and Lucie Parker, the Hamilton Report echoes Professor Wilson's thesis and gives ten guiding principles around this theme and concludes that the present course of arresting and incarcerating the poor, especially men whether Black, White or Latino is unsustainable and it leads to a permanent poverty class in every major city in the country -- *Ten Economic Facts about Crime and Incarceration in the United States*.

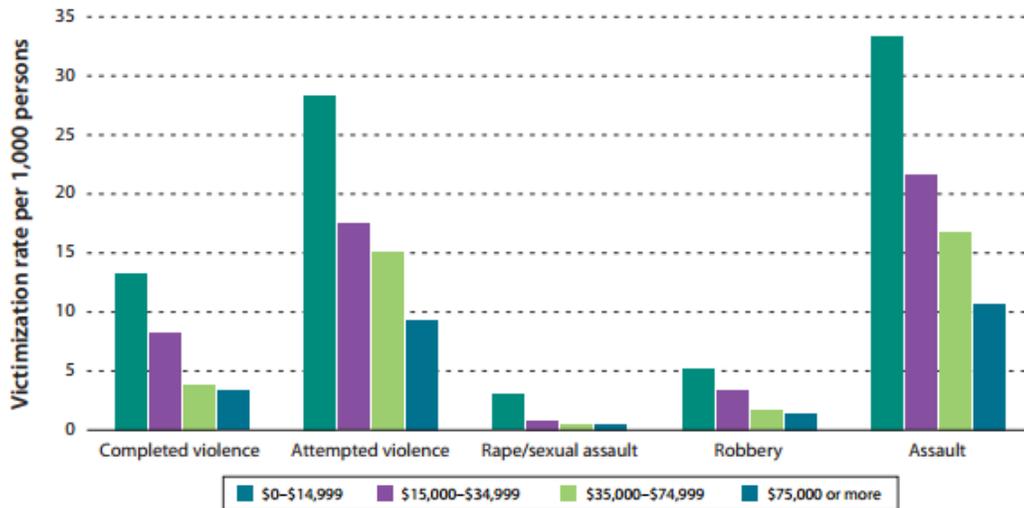
We will note these ten economic and crime facts as the guiding force for this proposal.

In the proceeding pages of this proposal, NBCI will give a road map on how city officials, urban planners, civic organizations, law enforcement agencies, the Attorney General's office and community based groups led by the Black Church can deal and manage a persistent crime pattern unique only to poor families.

FIGURE 2.

### Victimization Rates for Persons Age 12 or Older, by Type of Crime and Annual Family Income, 2008

In 2008, individuals with annual family incomes of less than \$15,000 were at least three times more likely to be victims of personal crimes—such as rape and assault—than were individuals with annual family incomes of \$75,000 or more.



(Melissa S. Kearney, 2014)

We know the issues, we know what is wrong but we have not the will to get the job done. The Black Church is in a unique and powerful position to lead this coalition towards a societal solution. Presently there are 2.5 million people who are in prison because our society has decided the only way to correct crime is to lock them up. The crisis with that approach is that it's unsustainable as we see across the country how prison systems, both federal and state, are coping with the whole notion of reentry programming and utilizing early release as an economic strategy to free up needed dollars for other pressing issues in our general society and in our local communities.

The Black Church will demonstrate in this proposal, how you can cut costs, institute science based preventive crime measures and build stronger communities, as well as reduce crime and recidivism fundamentally transforming our communities into livable communities. The outstanding question is if society is willing to pay for this or build a new sports stadium.

## Introduction

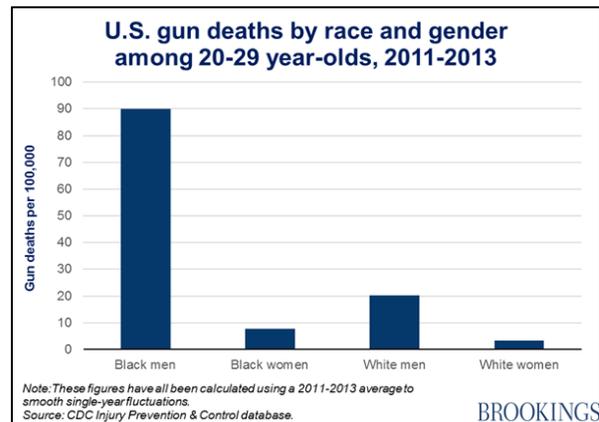
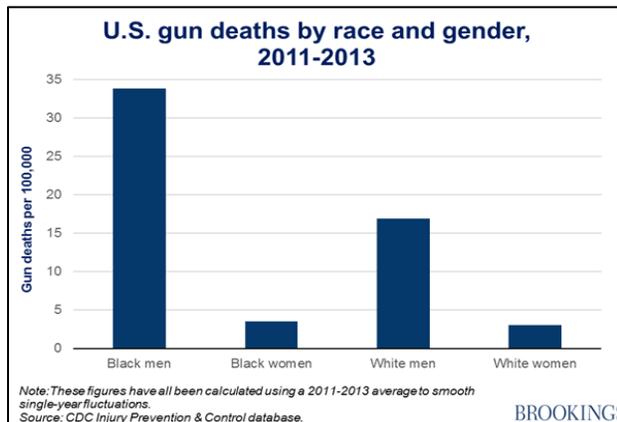
*Since 1980, more than 260,000 black men have been killed in America. If this was happening to white kids, society would have found a more humane approach than incarceration.*

According to William Julius Wilson, a Lewis P. and Linda L. Geysler University Professor at Harvard University and past President of the American Sociological Association, “The nation’s consciousness has been raised by the repeated acts of police brutality against blacks. But the problem of public space violence—seen in the extraordinary distress, trauma and pain many poor inner-city families experience following the killing of a family member or close relative—also deserves our special attention.”

## 2. Low-income individuals are more likely than higher-income individuals to be victims of crime.

(Melissa S. Kearney, 2014)

The Black Church hears Professor Wilson’s appeal, and we are responding. There is no other public institution, especially the National Black Church Initiative and its 34,000 members who are at the front line of understanding this traumatic violent impact that it has had on the community. Let me explain, according to the Brookings Institute and others



These two statistical data clearly illustrates an emergency response to this crisis. The data says that from 2011-2013 35,000 African Americans died as a result of gun violence and 90% of those lost were young African American males. Whereby whites have an astonishing 80% suicide rate, 90% of young Black males die from gun violence. Chicago's murder rate soars 72% in 2016; shootings are up more than 88%. The deadliest year in Baltimore history ends with 344 homicides. Murder is up 27.5% in Los Angeles in 2016 — so far. Our crime research reveals the 30 cities in America with the highest number of murders per 1,000 residents. Murder is the willful (non-negligent) killing of one human being by another.

Data used for this research is 1) the number of murders reported to the FBI to have occurred in each city, and 2) the population of each city. 30: Chicago Heights, IL 29: Baton Rouge, LA, 28: Buffalo, NY, 27: Hattiesburg, MS, 26: East Chicago, IN, 25: Birmingham, AL, 24: Desert Hot Springs, CA, 23: Compton, CA. Something is wrong in our nation concerning our young males both black and white and we need to get to the bottom of it. (Wilson W. J., 2015)

These statistics cited above do not shock the reader or the social scientist anymore, what it does is verify a continuous crisis in poor communities. Both William Julius Wilson and David Wilson, two brilliant social scientists, clearly recognize that Black on Black crime is driven by a multitude of social factors, but the one factor that drives all of that is poverty. Poverty in essence limits the individual's opportunities to do well and broadens the avenues for anti-social behavior. Poverty forces the concentration of poorly prepared and poorly educated, poorly motivated people living in close vicinity of one another perpetuating a philosophy that I think, "But I do not know. The knowledge gap is the one factor that separates all of us from being civil and barbaric or between poor and the lack of opportunity. American society, by incarcerating 2.5 million of its people, has shown that its only solution to crime and poverty, with race being a powerful determinant is to lock them up and destroy futures. It also signals a failure of American civic institutions, schools, churches, social services and underscores a lack of imagination to create innovative approaches to old problems. America must find another solution.

Let us illustrate how our society has decided to arrest young folks without understanding the enormous ramifications of doing so. We would argue that most police do not have to make arrests unless there is clearly a felony being committed. There are many other options for both police, courts and the law enforcement community without having to make their first choice a life altering arrest of young people.

For instance, we know from the Federal Bureau of Investigation crime statistics that men get arrested more than women, and blacks more than whites. But what are the chances a black male will be arrested before he turns 23?

It's not something that had ever been studied using a representative slice of the American population, until a group of professors tapped into a gold mine of data from the Bureau of Labor Statistics.

### 3. The majority of criminal offenders are younger than age thirty.

The data draw from surveys of about 9,000 youths who were 12 to 16 years old by the end of 1996. The same group was surveyed about once a year until its members reached adulthood. As part of the survey, the participants were asked whether they had been arrested.

A study published this week in the journal *Crime & Delinquency* found that, by age 18, 30% of black males had been arrested, compared with 26% of Hispanic males and 22% of white males.

By age 23, 49% of black males, 44% of Hispanic males and 38% of white males had been arrested.

The variation among females was less pronounced. At age 18, arrest rates were 12% for white females, 11.8% for Hispanic females and 11.9% for black females.

By age 23, arrest rates were 20% for white females, 18% for Hispanic females and 16% for black females.

The arrests didn't necessarily lead to convictions, and the study excluded arrests for minor traffic violations.

Robert Brame, a professor at the University of South Carolina, Columbia, and co-author of the study, said arrests absent convictions can nevertheless create baggage for young people that they carry when they try to get a job, apply for student loans or seek professional licenses.

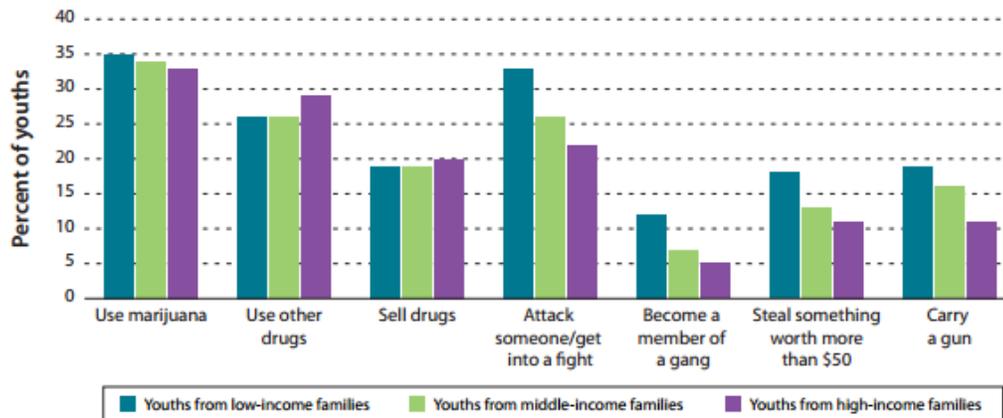
"I think what we want people to understand is these rates are high. There are a lot of kids who are leaving adolescence and entering adulthood who will have to confront their criminal history," said Mr. Brame. The study describes the problem in stark terms:

## 4. Disadvantaged youths engage in riskier criminal behavior.

FIGURE 4.

### Adolescent Risk Behaviors by Family Income Level

Although youths from low-income families are as likely to use or sell drugs as are their higher-income counterparts, the former are significantly more likely to engage in criminal activities that target other people.



There is substantial research showing that arrested youth are not only more likely to experience immediate negative consequences such as contact with the justice system, school failure and dropout, and family difficulties, but these problems are likely to reverberate long down the life

course in terms of additional arrests, job instability, lower wages, longer bouts with unemployment, more relationship troubles, and long-term health problems including premature death.

In the future, Mr. Brame said he hopes to study the types of crimes for which the sample members were arrested and the extent to which the arrests led to convictions.

Mr. Brame's co-authors of the study were Shawn Bushway of the University of Albany, Ray Paternoster of the University of Maryland, College Park, and Michael Turner of the University of North Carolina at Charlotte. (McCormack, 2014)

Society must understand once you have made that arrest, especially of a minority kid you have set into motion a life that is distorted and off course.

## The Hamilton Project

In a remarkable study on the effects of crime, poverty, race and economics Melissa S. Kearney, Benjamin H. Harris, Elisa Jácome, and Lucie Parker produced what is known as the Hamilton Report. The crux of the report looked at all of these factors and concluded that if we continue to lock young males up at the rate that we are doing, especially African Americans and Latinos, that in itself can have devastating economic effect on our ability to move forward as a society. Dr. William Julius Wilson argues the same thesis and argues it from a poverty perspective, that by doing such, Professor Wilson says that we will create a poverty class which we have in our society. NBCI argues that there will in essence be an issue concerning a pipeline problem, as to whether or not we will have qualified laborers who are able to help run society if we do not invest in transforming these mainly young men's behavior into a productive mold.

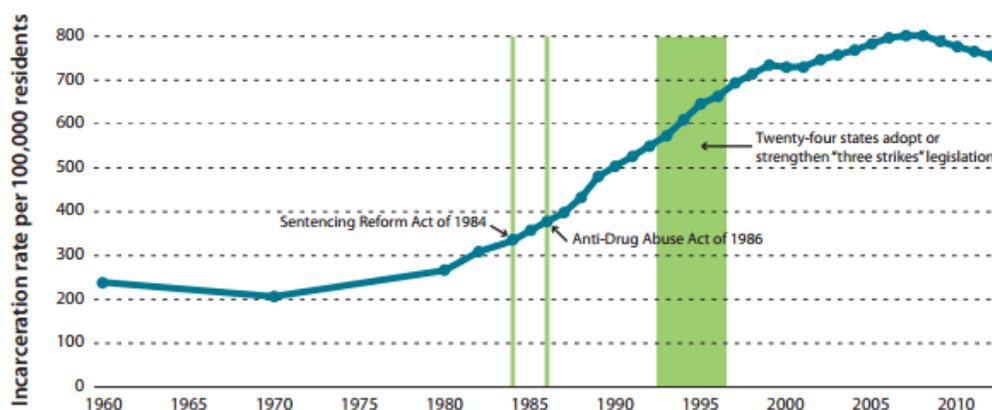
Both William Julius Wilson, David Wilson and the authors of the Hamilton Report argue that this is simply not sustainable, there has to be a better solution, and there has to be a better approach. The National Black Church Initiative in its Crime Prevention Proposal provides a science based solution on how to move forward. The question is, as articulated in the summary of this proposal, is society willing to pay the price necessary to transform these communities which in essence will stop Black on Black crime.

## 5. Federal and state policies have driven up the incarceration rate over the past thirty years.

FIGURE 5.

### Incarceration Rate in the United States, 1960–2012

Federal policies, such as the Sentencing Reform Act, and state policies, such as “three strikes” legislation, were major contributing factors to the 222 percent increase in the incarceration rate between 1980 and 2012.



The Hamilton Project says that this country clearly is not thinking through the process of arresting young people at an early age because it has a direct impact on the economics of themselves and the economics of our society.

*“Crime and high rates of incarceration impose tremendous costs on society, with lasting negative effects on individuals, families, and communities. Rates of crime in the United States have been falling steadily, but still constitute a serious economic and social challenge. At the same time, the incarceration rate in the United States is so high—more than 700 out of every 100,000 people are incarcerated—that both crime scholars and policymakers alike question whether, for nonviolent criminals in particular, the social costs of incarceration exceed the social benefits.*

*While there is significant focus on America’s incarceration policies, it is important to consider that crime continues to be a concern for policymakers, particularly at the state and local levels. Public spending on fighting crime—including the costs of incarceration, policing, and judicial and legal services—as well as private spending by households and businesses is substantial. There are also tremendous costs to the victims of crime, such as medical costs, lost earnings, and an overall loss in quality of life. Crime also stymies economic growth. For example, exposure to violence can inhibit effective schooling and other developmental outcomes (Burdick-Will 2013; Sharkey et al. 2012). Crime can induce citizens to migrate; economists estimate that each nonfatal violent crime reduces a city’s population by approximately one person, and each homicide reduces a city’s population by seventy persons (Cullen and Levitt 1999; Ludwig and Cook 2000). To the extent that migration diminishes a locality’s tax and consumer base, departures threaten a city’s ability to effectively educate children, provide social services, and maintain a vibrant economy.*

*The good news is that crime rates in the United States have been falling steadily since the 1990s, reversing an upward trend from the 1960s through the 1980s. There does not appear to be a consensus among scholars about how to account for the overall sharp decline, but contributing factors may include increased policing, rising incarceration rates, and the waning of the crack epidemic that was prevalent in the 1980s and early 1990s.*

*Despite the ongoing decline in crime, the incarceration rate in the United States remains at a historically unprecedented level. This high incarceration rate can have profound effects on society; research has shown that incarceration may impede employment and marriage prospects among former inmates, increase poverty depth and behavioral problems among their children, and amplify the spread of communicable diseases among disproportionately impacted communities (Raphael 2007). These effects are especially prevalent within disadvantaged communities and among those demographic groups that are more likely to face incarceration, namely young minority males. In addition, this high rate of incarceration is expensive for both federal and state governments. On average, in 2012, it cost more than \$29,000 to house an inmate in federal prison (Congressional Research Service 2013). In total, the United States spent over \$80 billion on corrections expenditures in 2010, with more than 90 percent of these expenditures occurring at the state and local levels (Kyckelhahn and Martin 2013). A founding principle of The Hamilton Project’s economic strategy is that long-term prosperity is best*

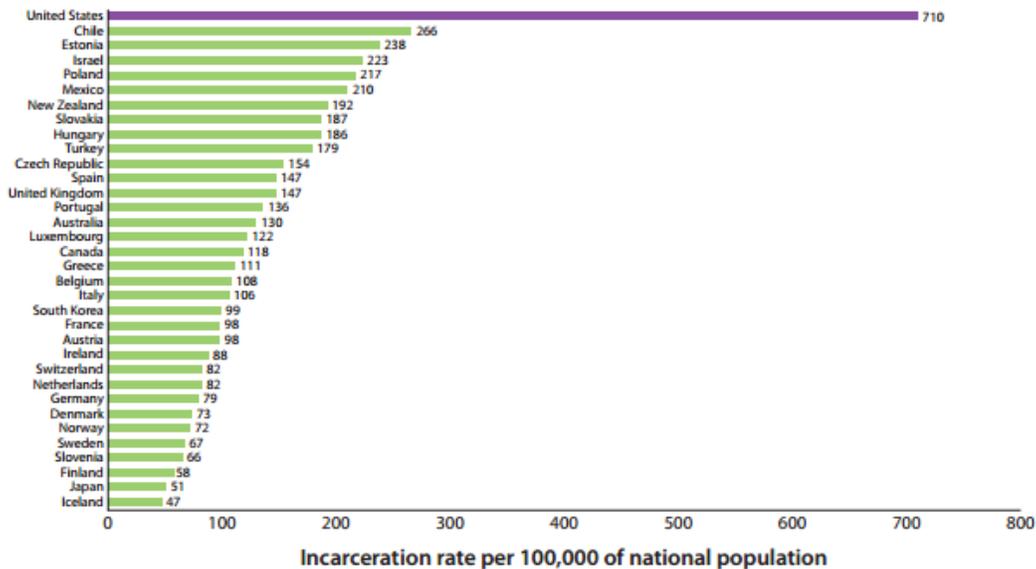
*achieved by fostering economic growth and broad participation in that growth. Elevated rates of crime and incarceration directly work against these principles, marginalizing individuals, devastating affected communities, and perpetuating inequality. In this spirit, we offer “Ten Economic Facts about Crime and Incarceration in the United States” to bring attention to recent trends in crime and incarceration, the characteristics of those who commit crimes and those who are incarcerated, and the social and economic costs of current policy.”*

## 6. The U.S. incarceration rate is more than six times that of the typical OECD nation.

FIGURE 6.

### Incarceration Rates in OECD Countries

With an incarceration rate of 710 inmates per 100,000 residents, the United States stands in stark contrast to the typical incarceration rate of 115 among OECD nations.



### Professor William Julius Wilson, Brookings Institution

For a more in-depth analysis, in a paper published by Professor William Julius Wilson in 1998, NBCI will use this paper as a guiding post to illustrate a viable solution to the present crisis that is raging in urban Americans throughout the country, particularly in poor neighborhoods, this is why one has coined the phrase Black on Black crime which can be enormously misleading when it is evaluated in light of the present conditions that faces blighted communities in this country.

Professor Wilson discusses the impact of growing joblessness and dwindling work opportunities on inner-city areas in America. The lack of low-skilled manual work in the inner city is linked to poverty, crime, family dissolution and the social life of neighborhoods. The paper discusses this impact at a neighborhood-wide, family and individual level, noting the interaction between these levels and the intergenerational repercussions that result.

He goes on to look at race in this context, identifying a new form of cultural racism. It examines the way race becomes an issue as black people become disproportionately represented in neighborhoods where there is a high ratio of joblessness and very few work opportunities. The

paper shows how this segregation plus its interaction with other changes in society, escalates rates of neighborhood joblessness and compounds existing problems in these neighborhoods.

Finally he examines the role of public policy, the way it has exacerbated inner-city joblessness and how it attempted to resolve the problem, but failed. The paper concludes by pointing to a way forward to improve work opportunities for all sectors of society that are struggling to make ends meet, including the inner-city poor and the working and middle classes.

One major impact whenever there is an economic transformation in this country, somehow men in general, black men in particular get hit the hardest economically. In this past housing recession, a crystalized mishypothesis concerning work aged young men and their chances of poverty. According to the New York Times, men of working age, across racial lines are having a difficult time finding significant, substantive and high working jobs to sustain themselves, many economists have concluded that the last two recessions have had a devastating impact on working aged men of all races.

“As the economy slowly recovers from the Great Recession, many of those men and women are eager to find work and willing to make large sacrifices to do so. Many others, however, are choosing not to work, according to a New York Times/CBS News/Kaiser Family Foundation poll that provides a detailed look at the lives of the 30 million Americans 25 to 54 who are without jobs.

## **The Issue of Men and Crime, Black Men in Particular**

Many men, in particular, have decided that low-wage work will not improve their lives, in part because deep changes in American society have made it easier for them to live without working. These changes include the availability of federal disability benefits; the decline of marriage, which means fewer men provide for children; and the rise of the Internet, which has reduced the isolation of unemployment.

**7. There is nearly a 70 percent chance that an African American man without a high school diploma will be imprisoned by his mid-thirties.**

At the same time, it has become harder for men to find higher-paying jobs. Foreign competition and technological advances have eliminated many of the jobs in which high school graduates like Mr. Walsh once could earn \$40 an hour, or more. The poll found that 85 percent of prime-age men without jobs do not have bachelor's degrees. And 34 percent said they had criminal records, making it hard to find any work.

The resulting absence of millions of potential workers has serious consequences not just for the men and their families but for the nation as a whole. A smaller work force is likely to lead to a

slower-growing economy, and will leave a smaller share of the population to cover the cost of government, even as a larger share seeks help.

“They’re not working, because it’s not paying them enough to work,” said Alan B. Krueger, a leading labor economist and a professor at Princeton. “And that means the economy is going to be smaller than it otherwise would be.”

## 8. Per capita expenditures on corrections more than tripled over the past thirty years.

### High Costs

The trend was pushed to new heights by the last recession, with 20 percent of prime-age men not working in 2009 before partly receding. But the recovery is unlikely to be complete. Like turtles flipped onto their backs, many people who stop working struggle to get back on their feet. Some people take years to return to the work force, and others never do. And a growing body of research finds that their children, in turn, are less likely to prosper.

“The long-run effects of this are very high,” said Lawrence F. Katz, a professor of economics at Harvard. “We could be losing the next generation of kids.”

### Unemployed

Articles in this series will examine the decline of work in the United States and its consequences, for individuals and society.

For most unemployed men, life without work is not easy. In follow-up interviews, about two dozen men described days spent mostly at home, chewing through dwindling resources, relying on friends, strangers and the federal government. The poll found that 30 percent had used food stamps, while 33 percent said they had taken food from a nonprofit or religious group.

They are unhappy to be out of work and eager to find new jobs. They are struggling both with the loss of income and a loss of dignity. Their mental and physical health is suffering.

Yet 44 percent of men in the survey said there were jobs in their area they could get but were not willing to take.

José Flores, 45, who lives in St. Paul, said that after losing a job as a translator for the University of Minnesota’s public health department in 2011, he struck a deal with his landlord to pay \$200 a month instead of \$580, in exchange for doing odd jobs. He has a cellphone that costs \$34 a month and an old car he tries not to drive, and “if I really need clothes or shoes, I go to the thrift

store.” He picks up occasional work translating at hospitals, but he has not looked for a regular job since August.

“If for some reason I cannot live in the apartment where I live anymore, then that will be basically a wake-up call for me to wake up and say for sure I need a full-time job,” Mr. Flores said. He added, “If I start working full time the rent will increase” — because he would no longer be available for odd jobs.

## **A Changing Society**

Men today may feel less pressure to find jobs because they are less likely than previous generations to be providing for others. Only 28 percent of men without jobs — compared with 58 percent of women — said a child under 18 lived with them.

A study published in October by scholars at the American Enterprise Institute and the Institute for Family Studies estimated that 37 percent of the decline in male employment since 1979 could be explained by this retreat from marriage and fatherhood.”

This New York Times article corresponds with what CNN has said concerning the arrest statistics around young men. It also paralleled the cause of effect approach of young men being without adequate employment and at an age where they have unbelievable energy. It seems as though this society is willing to punish those who have not figured out a road map for their lives. This is a major factor that underlines urban poverty and crime which some will call Black on Black crime.

## **Crime Patterns**

Another way to view the thesis of this proposal is to look at crime patterns in major cities that will verify the thesis of this proposal. In the quote above by the National Black Church Initiative we looked at 3 major cities. Our crime research reveals the 30 cities in America with the highest number of murders per 1,000 residents. Murder is the willful (non-negligent) killing of one human being by another. We limited our research to cities with 25,000 or more people. Data used for this research are 1) the number of murders reported to the FBI to have occurred in each city, and 2) the population of each city. 30: Chicago Heights, IL 29: Baton Rouge, LA, 28: Buffalo, NY, 27: Hattiesburg, MS, 26: East Chicago, IN, 25: Birmingham, AL, 24: Desert Hot Springs, CA, 23: Compton, CA. Something is wrong in our nation concerning our young males both black and white and we need to get to the bottom of it.

This proposal is geared towards helping major police departments around the country manage a defined criminal areas. The word manage should be interpreted, for this proposal’s sake, as eliminating the wrong elements in the community and transforming that community with new visions of a community.

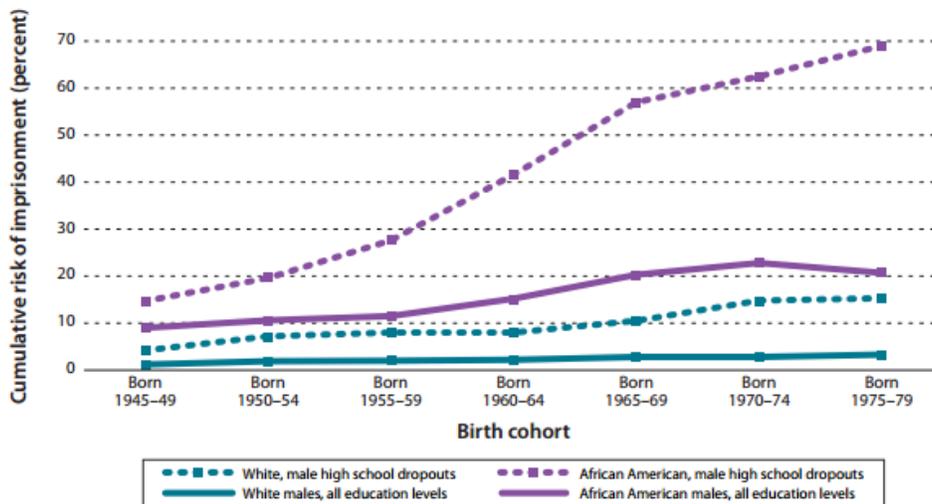
## Black Pain

# 9. By their fourteenth birthday, African American children whose fathers do not have a high school diploma are more likely than not to see their fathers incarcerated.

FIGURE 7.

### Cumulative Risk of Imprisonment by Age 30–34 for Men Born Between 1945–49 and 1975–79, by Race and Education

Among men born between 1975 and 1979, an African American high school dropout has nearly a 70 percent chance of being imprisoned by his mid-thirties.



Terrie Williams, a renowned Public Relations executive out of LA penned the title called *Black Pain*. The book speaks to the pain, fear, the acceptance, the unacceptance and just the raw nature of being Black in America and constantly being judged by every aspect of your character, even down to your last verb or adverb. Every young person feels this pain from birth and depending on whether or not they have a legitimate outlet for this pain, it will determine the course of their lives. The science is clear. Unless mommy and daddy are present, offering a balanced offering of love and encouragement, the child has about an 80% chance of success. When either parent is absent from the balance equation of a young African American male or female their chances of succeeding, of becoming a stable psychological adult is cut by 50%. Racism, whether it is covert or prevalent, it takes care of the other 30% of that child's existence in America. It also determines whether the child will be healthy, whether they will have obesity, diabetes, heart disease or even cancer. All of this can be traced back to an ever present pain that has existed in Black people since the 1400's, since the first slave hit this shore. This proposal will deal squarely with that pain by providing new techniques and strategies on how to cope, overcome and sustain oneself and on top of that be a good model citizen.

The Black Church, over its 400 years of existence has been extremely successful in managing and providing relief for that Black pain that affects not only the psyche but the entire body of Black people. Given the onslaught of trauma the Black Church needs to call forth professionals in the area of conflict resolution and mental health. We have done this in the course of this proposal, in Action Steps 7 and 11. This proposal will have a tremendous impact on the issue of trauma, psychological deficiencies, powerlessness, hopelessness and other issues that cause pain in one's life. The question still remains, does the city of Baltimore willing to provide the resources that it takes to begin to lessen the pain of its African American citizens.

## Baltimore, Maryland

Were you shocked at the disruption in Baltimore? What is more shocking is daily life in Baltimore, a city of 622,000 which is 63 percent African American. Here are ten numbers that tell some of the story. In 2016, Baltimore a major metropolitan city, is going through a social metamorphosis. They experienced a traumatic lack of social and political leadership, they have a permanent poverty class of over 30% of their population, there's virtually no trust between the police and African American men given the incident of the Freddie Gray case, tension has been raw for at least a year and a half in this city and there seems to be no abatement. The city fathers have exercised an offhanded approach and there is no commitment to capital and inner-city neighborhoods or the expansion of the middle class. There is also a significant portion of poor whites, the largest group of poor whites in the Washington metro area. The following ten points underscores the need for this proposal by the Black Church and what they can do to transform Baltimore, not into an oasis but into a living, function-able, law-abiding living community.

**One:** Blacks in Baltimore are more than 5.6 times more likely to be arrested for possession of marijuana than whites even though marijuana use among the races is similar. In fact, Baltimore county has the fifth highest arrest rate for marijuana possessions in the USA.

**Two:** Over \$5.7 million has been paid out by Baltimore since 2011 in over 100 police brutality lawsuits. Victims of severe police brutality were mostly people of color and included a pregnant woman, a 65 year old church deacon, children, and an 87 year old grandmother.

**Three:** White babies born in Baltimore have six more years of life expectancy than African American babies in the city.

**Four:** African Americans in Baltimore are eight times more likely to die from complications of HIV/AIDS than whites and twice as likely to die from diabetes related causes as whites.

**Five:** Unemployment is 8.4 percent city wide. Most estimates place the unemployment in the African American community at double that of the white community. The national rate of unemployment for whites is 4.7 percent, for blacks it is 10.1.

**Six:** African American babies in Baltimore are nine times more likely to die before age one than white infants in the city.

**Seven:** There is a twenty year difference in life expectancy between those who live in the most affluent neighborhood in Baltimore versus those who live six miles away in the most impoverished.

**Eight:** 148,000 people, or 23.8 percent of the people in Baltimore, live below the official poverty level.

**Nine:** 56.4 percent of Baltimore students graduate from high school. The national rate is about 80 percent.

**Ten:** 92 percent of marijuana possession arrests in Baltimore were of African Americans, one of the highest racial disparities in the USA.

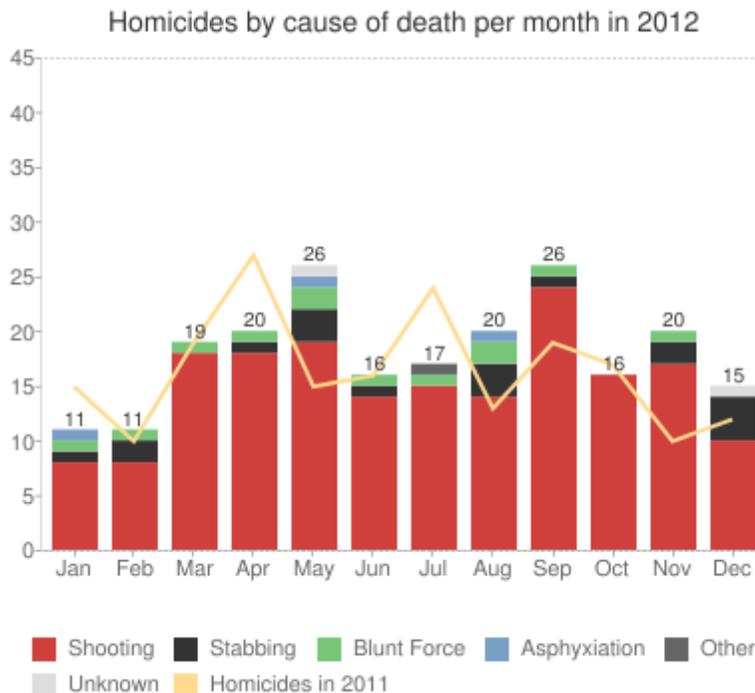
These statistics should shock anybody but they're just statistics. The question is are we going to do anything about this to transform the situation that presently exists in Baltimore as of today. There are even more shocking statistics than this.

## Baltimore Crime Data Graphs 2012-2016

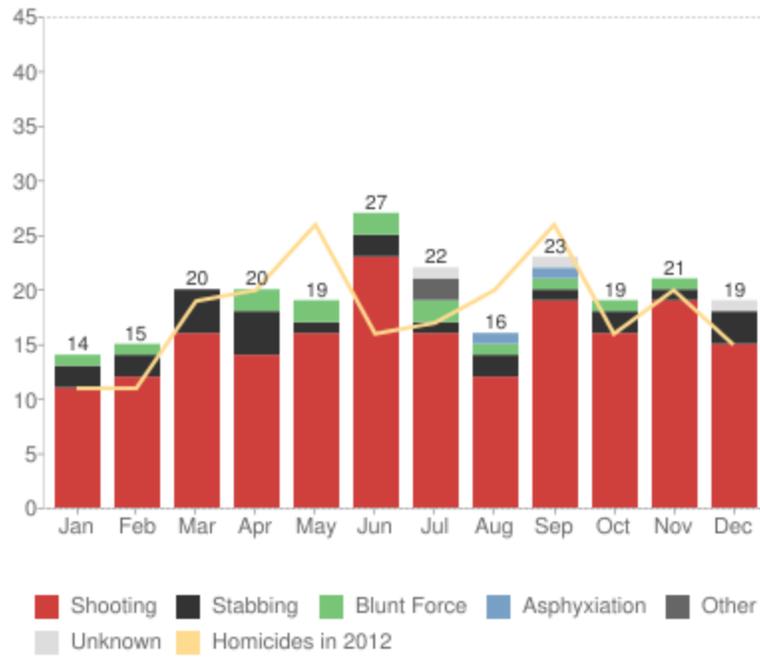
The Following is crime data generated from Baltimore over the last 5 years involving African Americans

[http://data.baltimoresun.com/news/police/homicides/index.php?show\\_results=UPDATE+MAP&range=2015&district=all&zipcode=All&cause=all&age=all&gender=all&race=black&article=years](http://data.baltimoresun.com/news/police/homicides/index.php?show_results=UPDATE+MAP&range=2015&district=all&zipcode=All&cause=all&age=all&gender=all&race=black&article=years)

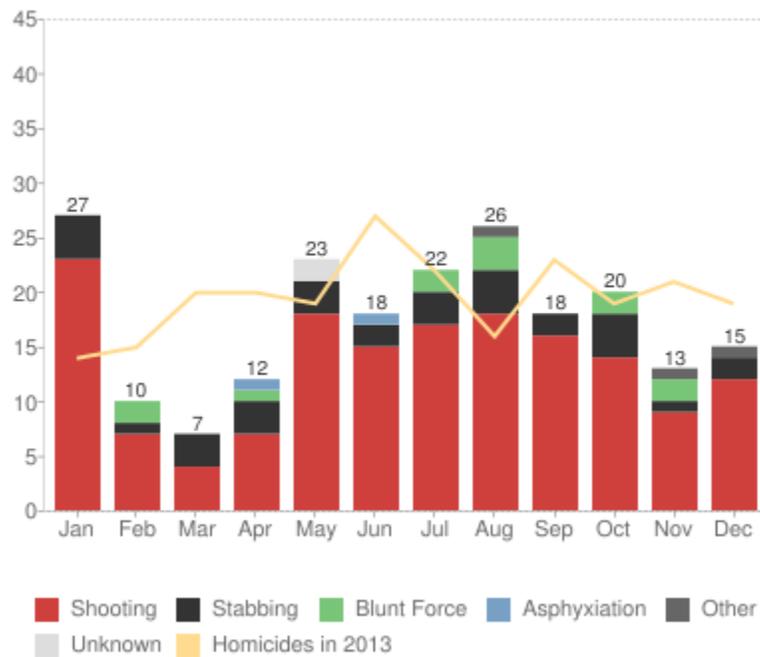
This website which is compiled by the Baltimore Sun is a summary of homicides of mainly young African American males by years and various factors that contribute to their deaths.

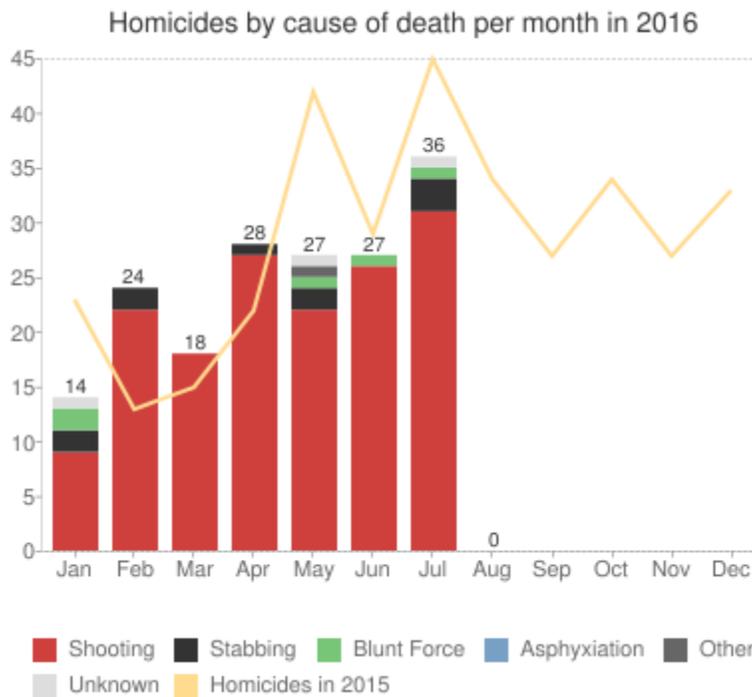
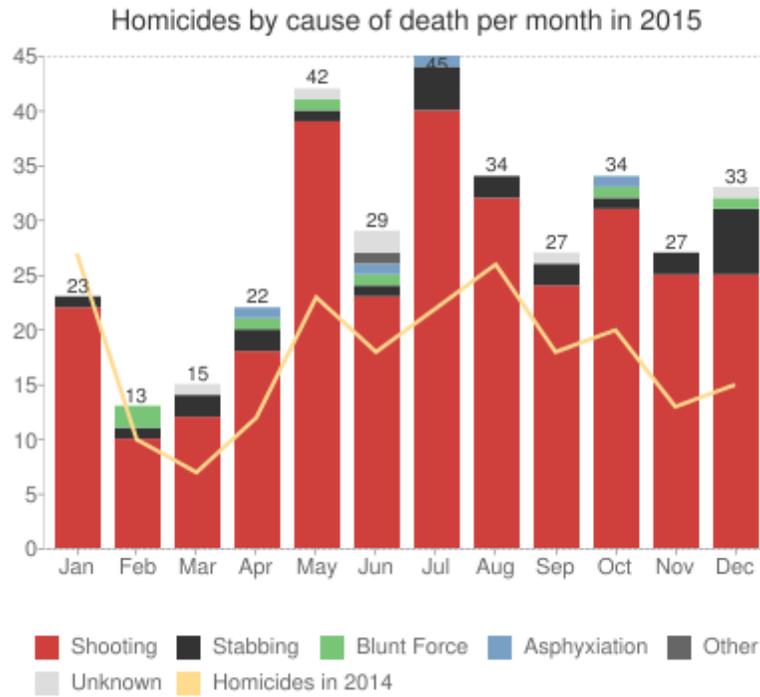


Homicides by cause of death per month in 2013



Homicides by cause of death per month in 2014





**This Graph shows the different ways African Americans of both genders have been murdered from 2012 through 2016 so far**

Baltimore's neighborhoods conjure up too many stereotypes to count. You've got hipster areas, preppy places, neighborhoods where college kids thrive, and of course, ghettos.

It seems as if there's a neighborhood for everyone in Baltimore.

And while the city consistently ranks as one of the best places to live in the country thanks in part to a strong economy and tons of entertainment, it's not all rainbows and sunshine in Baltimore. Some neighborhoods aren't as great as others.

So the question arises, which Baltimore neighborhoods are the worst, and which are the best?

Today, we'll use science and data to determine which Baltimore hoods need a little tender loving care – the sore thumbs of the area if you will. Realistically, you can't expect all the neighborhoods to be amazing, although Chinquapin Park-Belvedere ranks way above the rest.

We examined 54 of Baltimore's neighborhoods to find out the worst places to live. These ten places don't quite measure up to Baltimore's reputation:

- 1 Monument Street Area
- 2 Fairfield
- 3 Orangeville
- 4 Cherry Hill
- 5 Greenmount East
- 6 Greater Rosemont
- 7 Madison-Eastend
- 8 Berea
- 9 Grove Park
- 10 West Baltimore

How we determined the worst Baltimore hoods

To figure out how bad a place is to live in, we only needed to know what kinds of things people *like* and then decide what places have the *least amount* of those things. We threw the following criteria into this analysis in order to get the best, most complete results possible. Using data from AreaVibes, we used this set of criteria for each neighborhood in Baltimore:

- High unemployment (Less jobs)
- Low median income (Less pay)
- Low population density (No things to do)
- Low home values (No one's willing to pay to live here)

This proposal by the Black Church clearly understands its strength in solving issues like Baltimore in the ten neighborhoods cited above. One of the most compelling reasons as to why the Black Church can do this is because it's the only functioning ethical institution in those neighborhoods and it's the only institution capable of generating an ethical, crime generated data proposal system that is going to respect the science. The proposal will seek to heal those ten communities by permanently instituting employment programs for black men and youth, dealing with the issue of domestic violence, create an ethical character for both the individual and the community, spur economic academic activities, transform the physical imaging and environment of the community, create a community mission objective and get the buy in of 80% on the residents.

## Solution

After a philosophical analysis of Black on Black crime the National Black Church Initiative would like to propose a comprehensive solution to the issue of urban crime in general, Black on Black crime in particular. There's about 16 action steps that have to be employed in order to arrest the urbanization of what is known as Black on Black crime. As we have eloquently argued in this proposal, you can either call it crime driven by poverty or Black on Black crime, it really doesn't matter what name you give it. What matters is if there is an entity in this society that has the scientific fortitude and approach to solve this problem. The answer is yes, it is the Black Church and the Church is willing to use a scientific approach to deal with the stubborn issues that surround poverty, crime and race.

### 10. Juvenile incarceration can have lasting impacts on a young person's future.

Critical to the success of this proposal is the ability to establish clear and critical lines of communications between all groups that are involved. There must be an opportunity to meet face to face with law enforcement officials so that the community will know what their approach to policing in their community is. A relationship will be critical towards the success of this approach.

The first thing that must take place in each of the geographic communities that have been highlighted with crime patterns over the last 10 years, whether it is east or west or north or south, all of these communities have to be evaluated on its merits and a particular question needs to be posed to each and every resident of that community, and the question is very simple, what type of community do you want to live in?

Central to that thought is the point of education, every woman, man and child in those communities must be engaged in some form of formal education. Illiteracy in those communities can run up to 50%. That becomes a critical problem. A parent of a school aged child cannot teach that child to read if they do not know how to read themselves, therefore, in the 25,000 and greater people we will impact in this program we will monitor each child that is formally enrolled in school. This means we will know where that child goes to school, what are their educational challenges and work with the school to make a motivational improvement plan so that the child can succeed. We will encourage mothers to have a relationship with the child's school, this program will arrange transportation to school meetings. We will also encourage mothers to meet with their children's teacher. We will also introduce comprehensive tutoring through our mentoring program which is found in one of the Action Steps below.

We will also deal with the individuals in that community who have dropped out of school. We will be giving them our greatest attention because we understand the connection between school and success. Most school system dropout programs are vastly ineffective. Through this proposal

the NBCI will employ the latest proven strategies and techniques that will impact this particular dropout population by 30% over the next 3 years.

The National Black Church Initiative (NBCI), a faith-based coalition of 34,000 churches comprised of 15 denominations and 15.7 million African Americans declares an education emergency and call for higher standards and advance proven evidence-based practices for African Americans in early childhood education and for all students. NBCI plans to recruits and training over 350,000 mentors to build the academics framework to support this new effort.

The National Black Church Initiative is launching a Comprehensive Educational Strategy: A Pathway Forward for African Americans in the 21st Century, to address academic pathways and priorities for African Americans in K-12 public schools and higher education. Since the Black Church historically has served as epicenter for educating African Americans through pedagogical and content-focused efforts, a prevailing imperative exists to re (establish) these foundational relationships to generate smoother matriculation and competitive outcomes of African Americans in the K-20 and beyond pipeline.

The Rev. Anthony Evans, president of the National Black Church Initiative Black Church says, “We have the blessings and support of the entire black church global leadership for NBCI Comprehensive Educational Strategy: A Pathway Forward for African Americans in the 21st Century. One of our first steps is to call African American academicians and scholars together to set higher standards for all African American Children at every grade levels. We plan to build news partnerships and to conduct an in-depth evaluation of current partners to see if there are still affinity issues in move forward under this new strategy. We are currently conducting an educational evaluation in 200 communities around this nation to simply answer the question. Are these communities doing all they can do with the resources they have and do they benefits blacks students? We plan to release these observations of those 200 communities in early 2017. In addition, we plan to conduct the largest education survey of African American parent attitudes and expectations ever in the history of the black community. This crucial data will give us the information we need to understand the challenges at ground level and the ability to write and shape educational policies for the African American community going forward over the next fifty years. This is why the black church has declared an education emergency.

As we know, the persisting gap or uncertain stance between the vital institutions of church and education for African Americans has been negated and under-utilized for many years. Historically, the longstanding impact and tradition of these two institutions have produced generations of successful African Americans who received initial education and teachings in the church. With the launching of the Comprehensive Educational Strategy: A Pathway Forward for African Americans in the 21st Century, the National Black Church Initiative recognizes concerted efforts are needed to remedy the uncertain stance and persisting gap between the institutions of church and education. Unless such efforts are taken, for generations to come, the trajectory of African Americans in childhood and adulthood becomes dependent upon incomplete approaches devoid of the unique character and capacity found in this formidable relationship. Hence, the readiness of African Americans at each of these stages is critical to the viability of our colleges, our community, and our country.”

What we intend to do here is not reinvent the wheel, but use creative, proven models that exist within City and State government or the private sector, to improve on what has already been done. What has never done before, and what we are experts in doing is to apply these models to the cited communities over the next 5 years with sufficient funding. We will institute some of the most strenuous, cost saving strategies ever applied to social programs in carrying out this proposal.

## **Action Step Number 1 – Vision of Community**

They must be given a verbal and written chance to answer that question. This is not in itself an academic exercise in dreaming, it is if taken seriously and applied, an exercise for every single residence of that particular community to verbalize both with their own words and through their writing the type of community that they want to live in. The next question that must be asked is, what are you willing to do to bring about change in that particular community? These particular exercises will bring about no more than 2 months of hard work by NBCI staff and then we will display either in words or in pictures, on every single corner working with the city planning, a visual picture of the community they have described that they want. The third thing is that every resident will be given a one page paper clearly spelling out what would it take for them to have the type of community that they have verbally and through writing, articulated and it will tell every resident what sacrifice each must be willing to suspend in order to realize that type of community.

This particular exercise would clearly divide and disturb the community because they believe that they are doomed to the community in which they live and that their children are doomed to that same area because the city has decided to place its resources in other parts of the city instead of in their neighborhood. This proposal will teach, educate, inspire and motivate the residents of any crime ridden blighted community that is experiencing continuous criminal enterprise outside their front door, how to transform it, but not without great sacrifice by them and their families. It is important to get that community on the record. There will be community meetings at NBCI churches so that everyone can see everyone who has said what type of community they wish to live in. Church members will recommit themselves to make sure they are doing everything possible to ensure they are holding up the tenants and ethics of their faith and to help them realize the type of community they have placed on paper.

The last factor of this action step one is that they, the residents of that community, must inform everyone that visits that community, what kind of community that they are aspiring to be. NBCI churches in those communities and surrounding those communities within a 5 mile radius, east, west and north will constitute the faith prevention shell over those communities and commit themselves to carrying out every single part of the vision that the residents have for those communities. This would engulf over 200 of NBCI's churches to be working with each crime ridden community throughout the city of Baltimore.

## **Action Step Number 2 – Your Community and the City**

What the community does not understand is how critical the information about their community and its future is to city officials. The community must have an acute understanding about its demographics, its strategic location and the vision of the city planners for their community.

The growth of their community must not be in isolation of the city, but it must grow with the city's vision of community.

Members of that community must form a commission and this commission will compile essential information for the community so they will all know what future developments are slated for their community. This will help them more acutely realize their vision for their community and to immediately find out whether any of the components that they wish for their new community is running parallel to the city's plans or against the city's plans going forward. This is not a community for 6 months this is a community to be established for decades.

Another portion of gathering the information is that every community organization must be convinced and committed to the vision moving forward. Every community organization must be entitled to any of the accolades, program moneys and other tangible items for a commitment to the vision moving forward.

### **Action Step Number 3 – Community and the Youth**

There must be a very clear assessment of the programs geared towards the youth of that particular community. One of the crises of inner-city violence is that the youth of that community from ages 8-30 must have adequate recreational and job opportunities moving forward so that the youth feel that they are a part of the growing community and not a hindrance. (*See Introduction*) The community based organizations including NBCI churches will sit down and draw up a list of recreation and employment opportunity that must exist in that community for every young person. We must provide hope when there is no hope, we must provide opportunities where there is no opportunity.

### **Action Step Number 4 - Community Dynamics and Stakeholders**

In order for this to be a successful program, there must be science based training of community stakeholders and organizations. Everybody must be on the same page, moving in the same direction towards making the community that the residents have envisioned (*See Action Step Number 1*), a reality. Everyone must understand the dynamics of those communities moving forward. This cannot take place unless there is adequate training for key stakeholders and community members who say they are leaders in this movement. So there will be in place a yearlong training for every stakeholder and community leader that is a part of a designated crime ridden, urban poor neighborhood. This training will be critically important in letting everybody know that they are part of the solution and what is expected of them and their organization moving forward.

### **Overall Technical Support and Training for Youth Organizations**

The State of Maryland Youth Initiative will provide each youth organization in the State of Maryland with comprehensive training and technical support. This new training will create a sense of urgency to identify troubled youth and to provide them with all necessary services in

order for them to get back on the right path of life. This can only be accomplished if we change the training priorities of all youth groups and provide them proven evidence based techniques and strategies that have worked throughout the country. These strategies will be driven by two factors: data and their effectiveness.

***We will provide a 10-point level of training***

- How to interpret the current youth data in the State of Maryland
- Does the data and your program mission match or at odds?
- Are there sufficient leadership model match youth concerns and priorities of your organization?
- Do you have a sufficient number of volunteers to carry out your organization's mission and meet the concerns of the youth you are serving?
- Is your budget sufficient to carry out your mission? The three steps that you must take immediately
- Does your community support your organization mission? Is your organization prepared to deal with the issue of reentry of our young people who are being incorporated back into our community?
- Tapping into the vast resource of your faith-based community
- Are there any sharing, collaboration of data and resources with other youth organization to meet the needs of the youth in that community?
- What is your organization relationship to the schools, libraries and local government?
- Are you familiar with the concept of youth identification, youth assistance and youth monitoring strategies?

These trainings will transform how the State of Maryland youth organizations whether private or public deals with youth in the future. The number of success stories around the issues of intervention and prevention will be apparent because of the scientific approach of the Maryland Youth Initiative, which we are proposing.

**Statewide Mentoring Programming**

The State of Maryland Youth Initiative will provide overall training and guidelines to existing mentoring programs. The objective here is to inform the parents and youth organizations throughout Maryland mentoring opportunities that exist within their zip code. We will create a real time computer based model that will be able to marry the mentoring program with the needs in a given zip code. The goal is to make sure there are sufficient mentoring programs for the youth who seeks or needs mentoring.

### At-Risk Youths

- NBCI will work closely with 5 school-based programs ran by the city of Baltimore.
- NBCI will work in an inter-disciplinary approach (city of Baltimore, principal of the schools, parents, key school personnel and youth based organizations in the County) to motivate and redirect any and all youths identified by school personnel.
- NBCI will visit the home of the troubled youth to speak with parents and relatives concerning baseline concerns or problems of the child.
- NBCI will utilize an ethical based approach as a means of refocusing the child's energy onto his/her academic life. This includes but is not limited to coordinating academic after-school and social programming.
- NBCI will utilize present day technological devices to monitor these groups of kid's behavior for the explicit purpose of keeping them crime free. We will do this with the permission of the child's family and the child without violating any constitutional or privacy rights. For instance, we will have the child text or phone NBCI staff or a designated responsible adult that that they have arrived to their destination or home safely.
- All of the above bullets will constitute an early warning system in order to safeguard the physical and mental well-being of the child.
- Each of the students and parents that NBCI is responsible for will be provided appropriate lifestyle counseling.
- NBCI staff will provide the child as well as their family spiritual enrichment through a faith-based organization at their consent.
- NBCI will provide a written status report on its activities three times over the 6 month period.

### ***These are the steps that we will take to guarantee sufficiency in the system:***

- Consolidate and guarantee the accuracy of the number of mentoring programs in the state.
- Create a training module for mentoring programs
- Help to rewrite new guidelines based on the actual need of mentoring programs
- Underline the imbalance of mentoring programs between the program itself and the need.
- Document a web-based map concerning the imbalance by zip codes and counties

- Create new mentoring programs where there are none based upon zip codes utilizing the National Black Church Initiative communities as starters.
- Create regional meetings with key stakeholder to guarantee that the imbalance of programming and youth needs are a part of that community's priorities.

### **Program Documentation, Coordination and Data Collection**

For the first time in the State of Maryland this youth initiative will pull together critical data and begin to coordinate all youth services toward the issues or problems youth face in Maryland face. The data collected will be shared on a real time basis with our funding agency.

We will be prepared to share these insights with the Office of the Governor and key state legislators and committees being directed by the State Executive and funding agency. For instance, if there is no response to young adolescence boys and girls who are engaged in smoking marijuana in rural pockets of Maryland where there is no existing youth services, this initiative create a mobile and web-based response to that particular issue.

We will organize parents, churches, state officials, drug officials, law enforcement and other affinity organizations that are geographically close to the impacted area. The reason for this response is to demonstrate that we care about them and most importantly not to let this issue become a statewide problem.

### **Strategic Separation**

Experts say that 80% of youth killing in the inner-city is the result of revenge killing. In essence, if someone has a problem with another person, the problem would result in one of them being injured or killed with a gun which is the root cause of revenge killing because once that individual has recovered from whatever wound they may have as a result of the conflict to that particular youth there is no other option but to kill that other youth from the sense of an underlying respect. This is why it is critical that mental health services be readily available through a community based approach utilizing professional ethics to build those services. The chief mission of this proposal is to transform the individual and the community and give them new options of dealing with conflict.

In about 20% of the cases, we would employ what is called strategic separation. This is for an individual who has upset or victimized another individual and the other young person feels it's necessary who seek revenge. If the individual knows they are being hunted and stalked because the individual wants to retaliate, this program will have the means of providing strategic separation for that individual from that physical community for an average of 6 months.

In that time we will help that individual mediate the dispute whereby retaliatory force is not used once the individual is located. The space of time is essential for both parties to realize and help

both of those individuals understand the nature of the dispute, to resolve the emotions around the dispute and to come up with peaceful or nonlethal options in resolving the dispute.

This initiative will coordinate with state local and county officials, going after juveniles who have been in the penal system and believe that they can benefit from a structured sport environment. We will also work with professional teams, the Oreos and the Ravens to engage these young people into the importance of developing a sport character that is based upon citizenship.

## **Action Step Number 5 – Community Beautification**

One of the things that has to take place in all communities that underscores the beauty of all of those communities is a weekly cleanup of the community. There should be no paper or empty cans or graffiti or trash anywhere in that community. Graffiti needs to be banned, the community should offer opportunities for young people to express their artistic talent. In cleaning up the community there should be an emphasis on economic reinvestment. In other words the community should have a recycling program based on cans, plastic bottles and other recyclable items as a means of economics to pay for the programming in that particular community. Every young person should commit two years of community cleanup from the ages of 8 to 18. At the end of their 2 year tenure they should be recognized for how well they keep the community clean.

Each community should be adorned and accented with flowers. Communities must plant colorful flowers to illustrate the beauty of the community and also the sustaining portion of that community. Not just a flower garden for that community but an individual flower pot on every person's property. The community could decide that they wish to grow a particular rose, a tulip, a blossom any colorful plant that would decorate that community that would send a clear message that beauty is a part of who we are.

Economic development has to be the central driving act of this particular program, it will provide necessary economic tentacles in sustaining this program. This particular action step is geared towards those individuals between 8 and 18 so they can have a specific option between employment, crime or school. This action step is critical because it must be linked to the school system. The focus will be, not on those who are attending schools and doing well but towards the 50% of young people who drop out. This is the population that eventually goes to prison because there is a lack of education, a lack of vision, and a lack of participation which leads to a life time of crime. To engage them at the community level with an economic opportunity and giving them a choice between something legitimate or illegitimate which does not exist in the ten neighborhoods cited above

## **Action Step Number 6 – Focusing on Employment**

All economists, social scientists as well as Dr. William Julius Wilson and David Wilson understand clearly that there must be a community based and driven employment opportunity option for adult individuals in that community who lack sufficient skill sets in education. This is the true factor that drives Black on Black crime or crime generated through poverty.

What this proposal will do is connect State, City and County employment efforts with these ten communities cited above. But we will create satellite offices with the community based staff who will connect to the State Employment Offices. If the same task is done in those communities that the State Employment Offices do, you may have a 1% increases of employment in those communities but it will be insufficient in affecting the crime rate.

Therefore, these community based offices which are to be placed directly within the ten identified communities will create an entrepreneur employment based office that provides the following services:

- 1) Resume building
- 2) Clothing
- 3) Interviewing skills
- 4) Micro-loan programs
- 5) Helping clients get licensed to operate cart or truck like businesses that sell items to the community directly
- 6) Financial and banking support
- 7) Individual and group counselling
- 8) How to manage paperwork
- 9) How to take inventory
- 10) How to sustain an ethical life once you are a business owner

## **Action Step Number 7 – Conflict Resolution Centers**

Every community should utilize one of NBCI's churches as a conflict resolution center. The purpose of conflict resolution is to resolve conflict without violence and to minimize misunderstanding, false facts and unbelievable claims. The resolution center should be headed by someone with some integrity, not the local pastor but a central person in that community. They should have a 3 member board to hear each dispute. All disputes are important despite whether they seem ridiculous or not, it is important everyone is heard and everyone gets a chance to air their point of view in any dispute. Individuals who are appointed to run the conflict resolution center should do so with some training. NBCI through this initiative will provide comprehensive training as stated in *Action Step Number 4*.

The conflict resolution center should be available to all residents in that community. Every dispute should be without violence either physical or with words. It will be forbidden to bring any weapon to the conflict resolution session and there should be at least 6 male security guards

at every conflict resolution session. The focus of conflict resolution is helping residents resolve problems without violence, without suspicion and the opportunity for everyone to air their points of view. Every conflict does not have to result in calling law enforcement. Conflict resolution centers should serve as an alternative but also should respect the legal system that is presently set up. The Church should be the sole moral arbitrator in disputes.

Each community should have 2 different conflict resolution centers so that no one has to wait in a lengthy queue to be heard. In connection to these conflict resolution centers, we will create a Mental Health Strategy Council who will help us provide mental health services by mental health professionals on a pro bono basis. When we talk about conflict it is not necessarily about conflicts with other individuals but also about conflict within one's own life. Through pastoral counselling and the Mental Health Strategy Council, the individual will have at a community based level all tools necessary to resolve their conflict whether personal or otherwise.

### **Action Step Number 8 – Micro-Loan Bank**

Each community should have a microloan bank whereby residents can get up to \$500 to start a business. The crisis of being underemployed is when the economy does not provide adequate opportunities for you depending on your skill and educational level. We know through statistical data that African American males are less likely to complete high school, so their chances of obtaining adequate employment to meet their economic necessity of food, shelter and clothing falls tremendously in a depressed economy that requires technological skills and a college education. To remedy this situation, NBCI will create a microloan bank and help, particularly African American males, set up their own business so that they can meet their economic necessities in life. We will provide comprehensive training on how to run a business, how to handle money and how to reinvest it in one's business. We will also provide training in terms of city registration and licensing. This approach would alleviate issues around unemployment for males which we talked about extensively in the body of this proposal and also help them to understand that self-employment has just as much dignity as one someone is working for a company or corporation.

### **Action Step Number 9 – Economic Development**

NBCI will also create employment opportunities and employ those particular individuals who are more likely to commit crime out of boredom and a serious lack of knowledge and motivation. We will train them to understand the purpose of their lives and the value of work. Much of the seed money that we will ask for in this area will contribute to the overall general economy of Baltimore and particularly in Maryland in general. The state must be willing to take creative means in order to provide employment for this particular group of individuals. Everyone knows that if you have a felony it will be virtually impossible to find employment and the only way out

of that scenario is if you start a business yourself or find adequate employment through means like the Church.

We will also provide training around getting to work on time, dressing, right attitude, life skills. We will create in one of our centers a life skills institute that will provide all of the prerequisites in terms of attitudinal and mental approaches to maintain employment. We will also provide food and clothing. This is why this initiative will be supported by over 200-300 churches in each of the designated areas if funded. We will combine *Action Step Number 6* with *Action Step Number 9* in providing a comprehensive approach to resolving the issue of unemployment and economic development.

### **Action Step Number 10 – Technology and Coding**

Part of our economic enterprise, which we will create to support the objectives of this initiative, is that we will provide training in the area of coding and computer science, for instance how to create an app, how to create a game on the computer, we will also teach the ethical use of computers. Teaching the core concepts computer science and software engineering comes with a variety of new skills for these youth when faced with the prospect of coding. This includes problem solving, efficiency ratios and a teamwork mindset to get to a finished product. The gaming industry in particular is one of the fastest growing markets in this economy. Video games are a billion-dollar business and have been for many years. In 2011, video and computer game spending in the United States amounted to 16.6 billion U.S. dollars. Newzoo, a market research firm specializing in video games, estimates that 145 million Americans played some sort of video game in 2011, more importantly 63 million Americans were actually willing to spend money on video games. Moreover, as the first generation of gamers is growing up, video games can no longer be considered child's play: In 2012, 37 percent of American video game players were older than 36 years of age and only 32 percent were younger than 18. (Statista, 2016)

### **Action Step Number 11 – Revitalizing Foreclosure Businesses and Properties**

This initiative of revitalizing foreclosed and abandoned properties to NBCI Redevelopment Corporation is the essential revitalizing lynch pin of reclaiming those communities cited above. The focus is fairly simple, to work with existing nonprofits and the city housing, utilizing private and public business funds to bring to life properties that have been abandoned for more than five years. This particular Action Step, over the next ten years, would not only pay for itself, but it would never need another dime of city funding going forward. In addition to that and most importantly, it will create new home owners and business owners in those affected communities.

One of the most exciting benefits here is that this Action Step will employ over 200-500 workers over the next five years. Working with the City Trade Associations, carpentry, plumbing, construction, etc...We will also be able to train over 3,000 individuals. This is the type of innovative, out of the box, solution that this particular proposal will bring to bear.

## **Action Point 12 – Domestic Violence**

At the same time the Black Church, will not from this moment on, tolerate violence against our girls and women anymore. We will not tolerate the arbitrary killing and violence against our young mothers, wives and sisters. The recent case of actor Michael Jace clearly highlights the ongoing problem of black males killing black women. This must stop. And it must stop now. Actor Michael Jace, who played a police officer on the hit FX drama "The Shield," was convicted Tuesday of shooting his wife at their Los Angeles home in front of the couple's two young sons.

A jury of six women and six men deliberated about two hours before finding Jace, 53, guilty of second-degree murder in the May 19, 2014, death of April Jace, according to the Los Angeles County District Attorney's Office. Jurors also found true the special allegation that Jace used a firearm. Jace received up to 40 years to life in prison for this crime.

Domestic violence is a crime that cuts a painful swath across all races, socioeconomic levels and cultures. But experts in the field say that one set of victims — black women — is at a far greater risk to experience the grimmest of all domestic violence statistics: They are about three times more likely to die at the hands of a partner or ex-partner than members of other racial groups. Intimate-partner homicide is also among the leading causes of death for black women ages 15 to 35. The Black Church confesses that this must stop.

And, the experts add, their plight may not change anytime soon because of complex underlying causes that in some cases stretch back generations: unemployment, poverty, lack of education, and violent environments.

According to the Violence Policy Center, "The disproportionate burden of fatal and nonfatal violence borne by black women has almost always been overshadowed by the toll violence has taken on black men. In 2000, black women were murdered at a rate more than three times higher than white women: 3.18 per 100,000 versus 1.01 per 100,000. In single female victim/single male offender homicides reported for 2000, 10 percent of the black victims were less than 18 years old (60 victims) and five percent were 65 years of age or older (27 victims). The average age of black female homicide victims was 33 years old.

Compared to a black man, a black woman is far more likely to be killed by her spouse, an intimate acquaintance, or a family member than by a stranger. More than 10 times as many black females were murdered by a male they knew (492 victims) than were killed by male strangers (48 victims) in single victim/single offender incidents in 2000. Of black victims who knew their offenders, 54 percent (267 out of 492) were wives, common-law wives, ex-wives, or girlfriends of the offenders. Ninety-five percent (575 out of 603) of the homicides of black women where the race of the male offender was known were intra-racial."

### **Program:**

#### Domestic Violence

- We will produce a web based printed directory of every possible service that can be accessed covering prevention and after services of potential domestic violence citizens of Baltimore and Baltimore County. We will distribute this handbook to individuals in hot spot areas.

- We will create a strategic “hot spot map” where domestic violence occurs in Baltimore. The purpose for this map is to illustrate where incidences are occurring, what resources exist in that area, and demographic data of victims. In addition, it will allow the inter-disciplinary team to understand patterns, scenes and the nature of the client and conflict.
- Such data will be critical to share with emergency response personnel, law enforcement, researchers and the courts to create early warning systems that will avoid domestic homicides.
- NBCI will provide community based education along with domestic violence experts to any community where the data indicates “hot spots” exist. We will do this along with the inter-disciplinary team. This will be considered a prevention tactic.
- NBCI will contact 1,000 churches in Baltimore to provide emergency temporary shelter to victims in their community. The purpose of this is to get the victim out of the environment of harm and to allow him or her weeks to assess their personal domestic setting. During this time the victim will receive written information and contact with the county wraparound social service network.
- NBCI will create and distribute a comprehensive handbook on domestic violence to those 1,000 churches as well as create a website of those resources and the directory.
- NBCI hopes to persuade over 250 congregations to become faith dwelling places for domestic violence victims
- NBCI will create and maintain a social media list of about 5,000-10,000 key citizens who are concerned with both domestic violence and youth at risk issues in Baltimore and Baltimore County and turn those individuals and organizations as key stakeholders and advocates for the office of the sheriff’s use.
- The above bullet points are to build upon the already proven and effective Baltimore Domestic Violence Program. It is also to create and institutionalize an effective early warning system that will have as its goal to illuminate homicide from domestic violence disputes.
- NBCI will provide a status report on its activities three times during the 6 months demonstration project

The National Black Church Initiative understands the importance of family and keeping families together, this is why we will provide comprehensive counseling and training on how to resolve domestic spousal issues. Part of our mission in this particular proposal is to reduce violent crime.

### **Action Step Number 13 – Community Social Media Hub**

This proposal will create a technology social media hub where everybody can get basic information regarding the progress or issues concerning their community. This will also be a critical way of communication with members of that community who do not like to come out to community meetings. The social media hub will provide critical information on success of the community, the community mission statement, employment opportunities, information on the leadership of the community, show the long range issues that confront the community and the ability to offer viable and critical suggestions on how to overcome certain community concerns. This will be an invaluable tool. We also plan to utilize this tool in a special way to interact with law enforcement on the areas of prevention.

### **Action Step Number 14 – Neighborhood Patrol and a Gun Free Zone**

No one wants guns or crime as a part of their overall community, therefore, critical to the success of this proposal is that each community member would agree to patrol their community to protect the interests of their community after they have decided on what type of community they want to live in. Each of the residents must make a sacrifice and investment in their community by patrolling their community. This particular task should fall primarily to the men of the community which will send a specific message to the criminal element. And of course women and children will be welcome, but that would depend on the nature of the crime patterns in that community.

It will be critical that the community work with law enforcement and share information and crime prevention tips to the overall community. In addition, the commission which is Action Step Number 2 of this proposal will provide the necessary crime prevention data so that everybody will be well aware of what is going on in the community and how to undermine the criminal element. Critical in keeping the community safe will be establishing the community as a gun free zone. This would mean that everyone in that neighborhood would agree that the presence of a gun is neither welcome nor is it helpful and one should discourage all use of firearms other than by the police. This will be a bold step by the community to disarm given the conflict of law enforcement and African American men in the present environment. This is why the Church will be leading this particular movement. This will not happen overnight, this will be a long term initiative.

### **Action Step Number 15 – Community Art Revitalization**

Part of the deep problem that African American youths face in cities, no matter whether it is a large, medium or small city, is how they spend their idle time. Idle time has been a deadly killer for African American youth, especially those who have dropped out of school. The focus of their lives, at that point, is what's up, what is going on and what can I get into?

This initiative will action each of those burning questions for our youth through the magic and important tool of community art education. Through this project we would engage African American and Latino youth in utilizing their artistic skills in a positive way.

We will allow them to cover the grotesque graffiti in our community and turn it into spectacular public art murals and their projects. We will always engage them in our 200 churches, we will bring back our recitals whether it is piano, organ or voice recitals. We will open up our churches Mondays through Sundays allowing young people to practice their art. Everybody in this country knows that art education has been eliminated in some places and extremely limited in others. In the African American community it is almost nonexistent. With this new explosion of community based art projects and art events our youth will not have time to get in trouble because they would be so busy in fine tuning their artistic voice.

### **Action Step Number 16 – Spiritual Mental Health Program**

This grant proposal will build upon the existing mental health apparatus that exists in the city of Baltimore and enhance it to a point where it will be open to all the communities we have identified in this grant proposal. Mental health services are key to gaining control of the pre-criminal behavior of our young people and also it is key to arresting the crisis around domestic violence which is a plague in our society.

In our 200 churches we will set up a spiritual mental health program to address individuals, family, and group mental health needs. We will consult with experts in the field of setting up mental health services to address immediately the concerns of those communities. The recent scientific discovery in the issue of trauma in the lives of young people by witnessing violent acts at such an early age constitutes a more immediate response to that issue. We do understand that poverty may also contribute significantly to the area of trauma in doing so. What we are arguing is that the whole community that has been identified in those ten communities have experienced a form of trauma because of the level of violence and they utilize violence as a solution based technique because this is what they know.

This initiative will transform the use of violence in the African American community through this scientific program that will confront and evaluate critical mental health issues that lead to violence. This mental health program will be connected to our conflict resolution centers as in interdisciplinary approach in solving some of the complex issues around violence and trauma. This session will be headed by a psychiatrist with a team of volunteer clinical psychologist and other appropriate related individuals.

## Budget Explanation

The National Black Church Initiative is requesting a budget of \$20,160,000 a year for the next 5 years which amounts to \$100,800,000 in total. This may seem like a large amount of money but when compared to what the City of Baltimore and the State of Maryland shelled out for the Orioles Stadium, the M&T Bank Stadium where the Ravens play and their infrastructure (roads, tax incentives, etc...) this is a miniscule amount to solve a problem that is devastating not only the image of the State of Maryland and its perceptions but it also impacts the lives of its citizens. This does not count for the tens of millions of dollars that the State and the City gives to the art community that never impact the individuals in the 10 neighborhoods cited here. How much has the State and localities like Baltimore allocated to fine arts, Civic centers, and other essential city landmarks whereby the minority of the City rarely accesses them for various reasons. There is simply no comparison when it comes down to human lives. Again let me state what was previously said in the *Executive Summary*, "***The question is will society provide the necessary resources to dissolve this multidimensional problem into manageable sizes.***"

To solve a persistent problem that has at least been going on in Baltimore for the last 40 years and billions of dollars that have been spent trying to find a solution to Black on Black crime, we propose to spend \$806.40 on 25,000 residents each in ten of the worse crime ridden neighborhoods in Baltimore to transform those communities. Everybody from politicians to the Church to social outlets to the University Professors talk about how much worse the issue of crime is in Baltimore. We have cited it in the body of this proposal. The Black Church has answered, it will cost the city \$100,800,000 to implement the 16 action steps in this proposal

The Black Church will employ over 600 churches to this project, opening their doors, providing van service, utilizing their industry sized kitchen, offer comprehensive individual and family counselling and help the city of Baltimore control the rage and the trauma that exists within African American children and families due to the continuous crime environment they are forced to live in. The Black Church would also contribute on a yearly basis up to 20,000 volunteers. This contribution we will consider as indirect cost. Indirect cost defined for this particular project is cost that will be given to the project and recorded, but there will be no expectation for payment. Once the indirect cost has been calculated with the overall budget, the Church on an annual basis will contribute 5 hours a week at the rate of \$15 an hour, \$1,500,000 on a weekly basis for the volunteers. On a yearly basis the Black Church would have contributed \$78,000,000 in indirect costs.

This means that the Black Church will contribute five times (20,160,000) the amount being requested on a yearly basis. Over the life of this initiative of five years the Black Church will contribute \$309,000,000 in volunteer hours. This is the commitment that is necessary to make sure that the city of Baltimore will be able to survive into the next millennium if it makes the necessary investment into minority communities going forward.

One thing we did not compare in this particular budget analysis is the amount of money that the city provides for sports stadiums, art exhibits, and other venues in the city of Baltimore where there is little to no African American participation in those venues due to where they are being

held and who is sponsoring them. The city gives to the majority communities who already have substantial resources of their own, over \$200,000,000 on an annual basis as opposed to investing that money into the neighborhoods that are cited in this proposal so one could argue if the city really wanted to make a difference in these neighborhoods they could have but they choose not to.

The National Black Church initiative is willing to give a detailed budget analysis and judgment over the next five years if the city will take us seriously. We have produced this proposal because everyone has argued that there is no solution to Black on Black crime. They are wrong, here it is and the Black Church is willing to pay for it. The Black Church is willing to pay \$309,000,000 over the next five years to make this a reality.

The savings for the State of Maryland and the City of Baltimore, according to our analysis which we will prove in the following categories, will be tremendous.

The reduction of police cost to that community, counting man power and medical assistance, \$6,700,000.

The reduction of human services focused on the particular population that we have identified in those communities, \$18,600,000.

The increase of taxes that the residence themselves will be paying as a result of the proposal being fully implemented, \$25,700,000. That is in counting sales as well as payroll taxes and other relevant taxes usually placed on these individuals. The reason for this, is that these individuals will be working which most of them or not currently doing and therefore they will be paying taxes.

And most importantly the increase in property value due to the beautification of those areas as specified in the proposal will amount to an excess of \$50,000,000 over the next 5 years. The only way to prove these numbers is for the State of Maryland as well as the City of Baltimore to give the National Black Church Initiative enough resources to solve this problem.

This comes down to a savings of over \$101,000,000. And if you add in the indirect cost that the churches will give doing this particular project over the next year, that would be an additional savings of \$410,000,000. This is the type of savings that proves this particular proposal. We are not saying that these are scientific numbers, these are projections, but according to our projections the City will save money, communities will be healed and we will have a proven model of how to rid our communities of crime while restoring hope.

## Budget

*\*We will provide a detailed program budget as well as a time table upon the negotiation of this proposal*

Overhead		\$1,000,000
President		\$145,000
Executive Director		\$100,000
Deputy Director		\$85,000
Financial Director		\$100,000
Deputy Audit		\$85,000
10 Administrative Assistants	(\$35,000 each)	\$350,000
20 Program Developers	(\$55,000 each)	\$1,350,000
Micro-Loan Bank		\$800,000
Youth Programming		\$1,000,000
Program Material		\$1,000,000
Employment Program		\$500,000
Financial Literacy		\$350,000
Security		\$750,000
Health Consultants and Experts		\$500,000
Conflict Resolution Centers	(\$30,000 each)	\$600,000
Mental Health Experts and Councils		\$1,000,000
Social Media Hub		\$200,000
Web Support		\$100,000
Graphic Support		\$100,000
Printing		\$500,000
Entrepreneurship		\$800,000
Rent		\$750,000
Technological Support		\$800,000
Domestic Violence		\$500,000

Economic Development	\$500,000
Community Beautification	\$500,000
Community Art Education	\$695,000
NBCI Redevelopment Corporation	\$5,000,000
<b>TOTAL</b>	<b>\$20,160,000</b>

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