



RACIAL EQUITY WEBINAR SERIES

Opportunities at the Intersection of Achievement Gaps & Racial Disparities

Presented by

**Greg Markle, Executive Director,
Operation Fresh Start**

Tuesday, February 21
12 p.m. – 1 p.m. (CST)

Generous support provided by:





FORWARD *community investments*

SPEAKER



Greg Markle
Executive Director,
Operation Fresh Start



At FCI our vision is an equitable and inclusive Wisconsin built on cooperative social action.

Mission

FCI is an investor, connector and advisor for organizations and initiatives that reduce racial inequities and socioeconomic disparities.

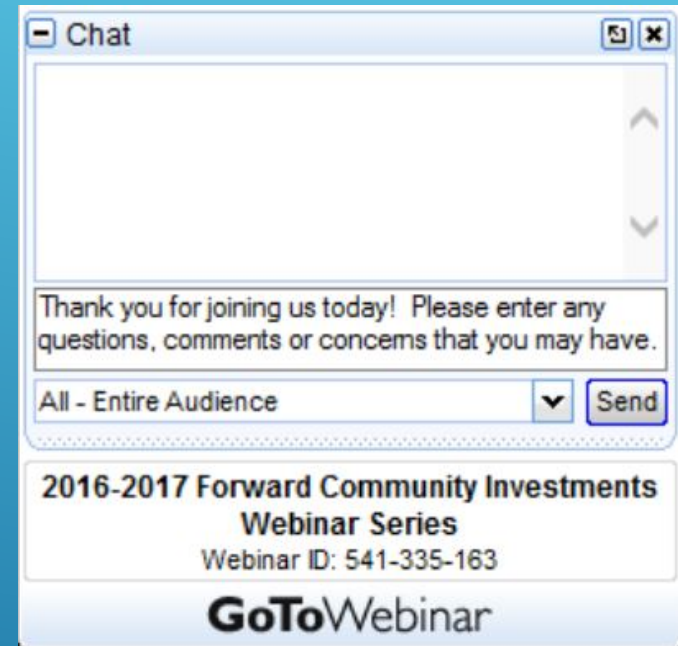
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Housekeeping

- **We will take questions during the webinar. Please submit them using the chat or questions boxes. (See Image to Left)**
- **The recording and presentation will be made available to all registrants on our website following today's presentation. We will send a follow up message to everyone with this link.**





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THANK YOU!

FOR MORE INFORMATION PLEASE VISIT

WWW.FORWARDCI.ORG

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Gregory Markle
Executive Director

What do you know about Operation Fresh Start ?

Which one of the following is not true:

- OFS's mission is to provide affordable housing and do major conservation work for the community.
- There are seven Fresh Start programs throughout the State.
- Operation Fresh Start has been around since before Facebook's inventor was born.

Mission: Provide disconnected youth a path to self-sufficiency

- Been in Dane County for 45 years
- Only Dane County organization focusing specifically on working with youth ages 17 – 24
- 78% of youth served are people of color
- Replicated in seven other communities in Wisconsin

Operation Fresh Start's role in the community

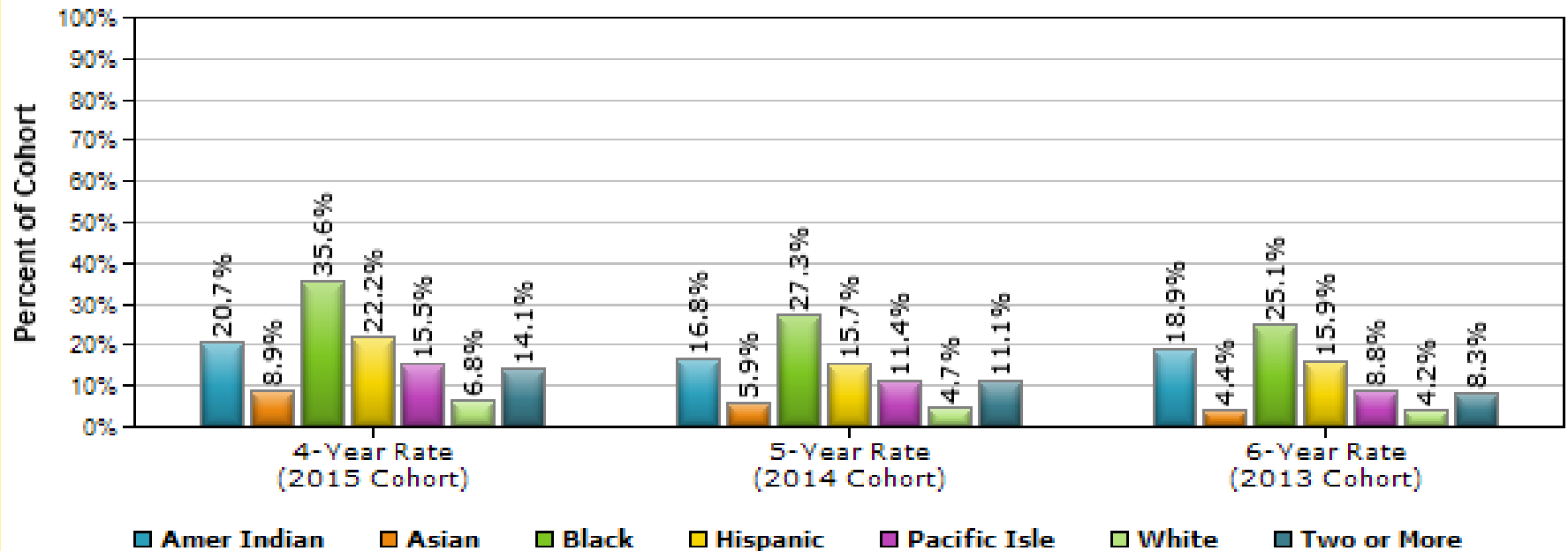
Achievement
Gap

***Operation
Fresh
Start***

Racial
Disparity in
Employment
and Income

Achievement Gap

(as measured in youth not completing high school)



In Wisconsin in 2015, 25% of Black students (4,819) as compared to 4.2% of White students (2,125) did not complete high school Source: Wisconsin DPI

Through what age can a youth earn a high school diploma?

- 18
- 21
- 24
- Any age

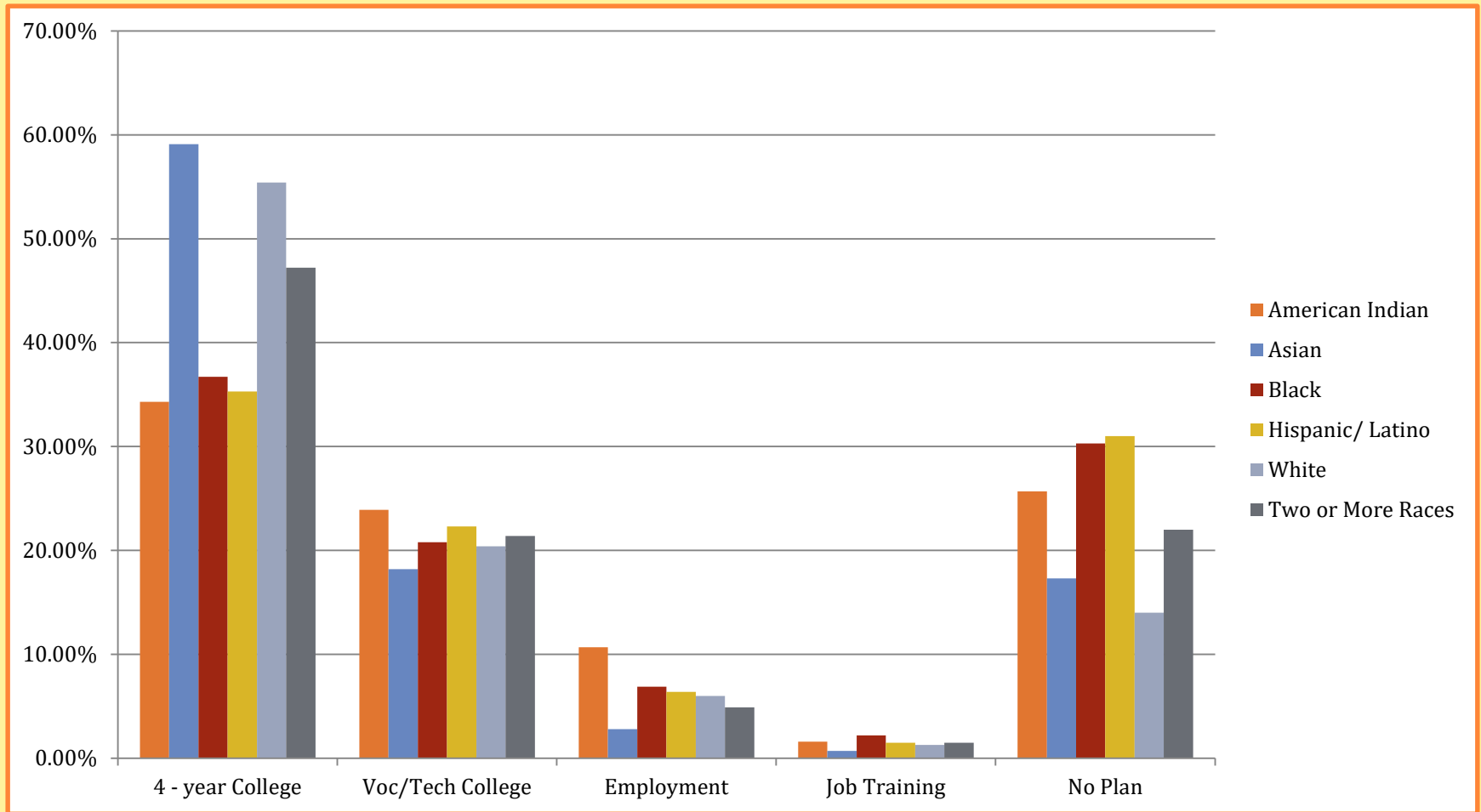
What is the cost to the community
of a youth not attaining a
high school diploma?

- \$25,000
- \$100,000
- \$250,000

Does your community have a plan to re-engage youth that haven't completed high school by age 18?

- Yes
- No

What are the plans for those that do complete high school?



State of Wisconsin Senior Survey Results 2015

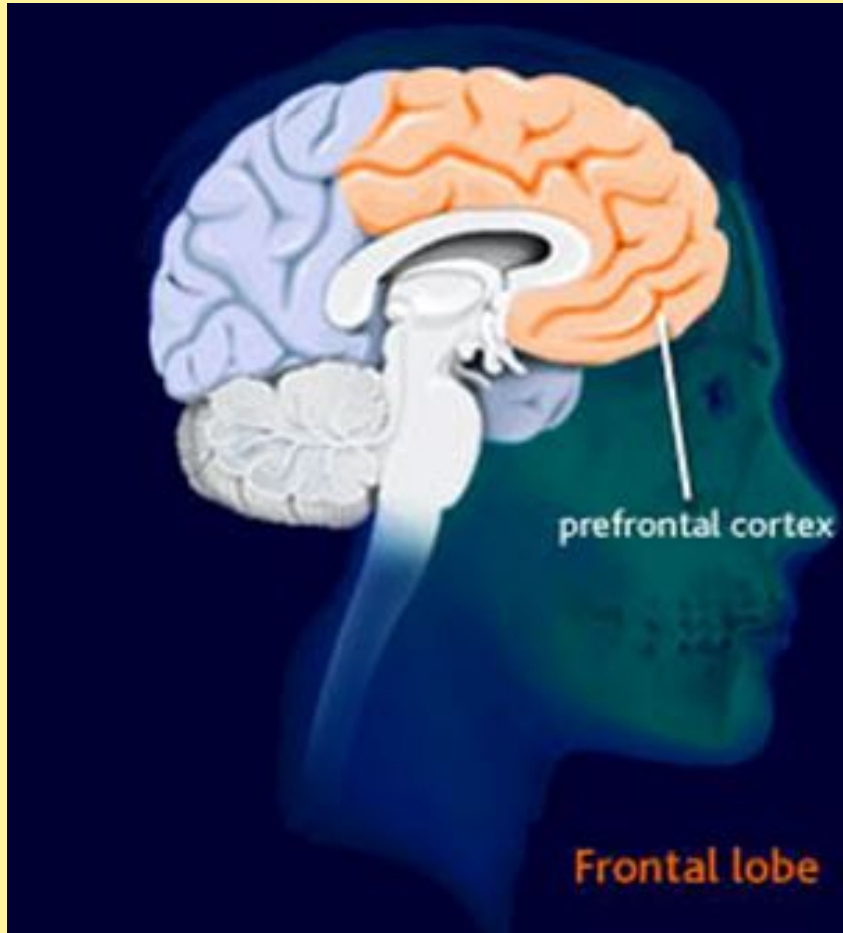
What percent of Black youth leave high school without either a high school diploma or a plan?

- 35%
- 48%
- 66%
- 75%

The Paths Youth Take:

- Even as 30% of Blacks plan to attend a 4-year college, only 4% of UW System students are Black
- Within the Wisconsin Technical College System 4.6% of 2015 program graduates were Black

The Brain Development of the Older Youth



- Prefrontal Cortex is still growing and developing
- The levels of dopamine produces shifts during adolescence

Brain Development Impacts Youth Behaviors

- Greater willingness to take risks
- More likely to seek pleasure through actions and consumption
- Lower ability to understand consequences and make long range plans

Wisconsin Policies in Youth Development

Over \$1 billion of State funds are invested in programming where older youth can make mistakes, gain skills and prepare for success in the workforce

**The University
of
Wisconsin
System**

State investment in youth-specific employment training not in college is under \$1 million annually

Why This Matters to Youth in My Neighborhood

- Lack of Opportunities in the Neighborhood

- Limited employers
- Limited training for life after high school
- The decrease in basic needs and social support at age 18
- Lack of affordable path to a driver's license

- Criminal Behavior and Recidivism

- Tickets create roadblocks
 - Truancy
 - Minor drug offences
 - Illegal driving
- How minor violations are handled is different
- The recidivism rate for older youth is nearly 50%

But we will have Jobs Jobs Jobs

- Five out of the top thirty growth careers in the next ten years require at least a Bachelor's degree
- Ten require on-the-job training
- Five require an internship or apprenticeship
- Five require an Associate's degree

Have you learned anything?

- Yes, this is different way of looking at racial disparity
- Yes, this fills in my perceptions with data
- Yes, a little but most of this I already knew
- No, I knew all of this
- I am doing three other things while I attend this webinar and these polls are annoying

What can our community do?

- Young adult specific career training
- Restorative justice for older youth
- Driver's license attainment
- Cross-cultural assistance
- High School re-engagement efforts

Youth Specific Employment Training

- Youth learn differently
- Practical hands-on experience for tactile learners
- Wrap-around services for transition into adulthood (housing, food, transportation)
- Connection with employer and/or post-secondary
- Successful 78% of the time
- Local programs: YouthBuild, Corps Network, Jobs Corps, AmeriCorps

Restorative Justice for 18 – 24 Year Olds

- Dane County Community Court program began in 2015 with a focus on South Madison and Fitchburg areas
- 75% success rate in clearing cases
- Focus on nonviolent and non-drug related cases
- Expanding countywide in 2017

Cross Cultural Counseling

- Employer training
- Employability training
 - Interviewing
 - Attire
 - Workplace culture
 - Retention assistance

High School Re-engagement

- Effective outreach by a third party
- Alternative programming for completion
- Case Management to overcome barriers
- Continual caring support

Driver's License Attainment

- In Dane County, of jobs listed at the Job Center, a driver's license is the second most often listed requirement
- Truancy and ordinance infractions make it difficult to get a license
- Foray into the great White world:
 - 64% of White males and 74% of White females age 18–24 have a license
 - 22% of Black males and 34% of Black females have a license

What Else Can You Do?

- Ban the other box (the driver's license box)
- Provide an opportunity
- Mentor
- Engage in change -- flip the economic development mantra

Building Futures



Everyone needs a path to self-sufficiency

Building Futures

- Provide a path forward for twice as many youth
- Greater variety of industry specific training
- Youth Job Counseling for transition to the workplace

Every youth is an asset to our community

Questions?

I have a question

I don't have a question