

1U.S. COMMISSION ON CIVIL RIGHTS (USCCR)

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COMMISSION ON THE SOCIAL STATUS OF
BLACK MEN AND BOYS

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FRIDAY
JULY 8, 2022

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The Commission convened via
Videoconference, at 1:00 p.m. EDT, U.S. Representative
Frederica S. Wilson, Chair, presiding.

COMMISSIONERS PRESENT

U.S. REPRESENTATIVE FREDERICA S. WILSON, Florida.
Chair

U.S. REPRESENTATIVE JOYCE BEATTY, Ohio

U.S. REPRESENTATIVE JAMAAL BOWMAN, New York

JACK BREWER, The Brewer Group

RICHARD CESAR, Department of Labor

KRISTEN CLARKE, Department of Justice

THOMAS M. COLCLOUGH, U.S. Equal Employment Opportunity
Commission

MARSHALL DILLARD, Driller to Driller Foundation

LAURENCE ELDER, Salem Radio

DR. GERALD FOSTEN, USCCR

U.S. REPRESENTATIVE STEVEN HORSFORD, Nevada

U.S. REPRESENTATIVE HAKEEM JEFFRIES, New York

DR. CALVIN JOHNSON, Department of Housing and Urban
Development

DR. JOSEPH E. MARSHALL, JR., Alive & Free

U.S. REPRESENTATIVE LUCY MCBATH, Georgia

DR. LASHAWN MCIVER, Centers for Medicare, and Medicaid
Services

DR. O.J. OLEKA, Kentucky Colleges

CHRISTIAN RHODES, U.S. Department of Education

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STAFF PRESENT

MAURO A. MORALES, USCCR Staff Director
DR. MARVIN WILLIAMS, CSSBMB Program Manager
DAVID GANZ, USCCR General Counsel

ALSO PRESENT

DR. GREGORY C. HUTCHINGS, JR., Superintendent,
Alexandria City Public Schools
DR. ROBERT SIMMONS, Head of Social Impact & STEM
Programs, Micron Foundation
TROY VINCENT, Vice President of Football Operations,
National Football League
TIMOTHY BELCHER, SR., Special Advisor to the City
Manager, City of North Miami Beach

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P-R-O-C-E-E-D-I-N-G-S

1:08 p.m.

I. WELCOME AND CALL TO ORDER

CHAIR WILSON: Good afternoon. The meeting will now come to order. It is 1:09 p.m. Eastern Standard Time, July 8, 2022. This is the fourth quarterly meeting on the Commission on the Social Status of Black Men and Boys. It is a public meeting, and a live broadcast is on YouTube through the National Press Club. I want to extend a warm welcome to the Commissioners, the staff of the U.S. Commission on Civil Rights, and our public audience.

Today, in accomplishing the overall mission of the Commission on the Social Status of Black Men and Boys, we want to exchange ideas and expand our research capacity by exploring preventative strategies that will lead to a comprehensive plan for advancing initiatives that will impact the future outlook for Black males in America.

As I have said in previous meetings, this Commission is not built on politics that divide us. The goal is always to create stronger communities and an equitable society for everyone.

We believe it starts with Black men and

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1 boys. We began our work in January by deeming the year
2 2022 to 2023 as the year of Black men and boys.

3 In keeping with our theme, I am so pleased to
4 announce that today we will be having a roundtable
5 discussion on preventative strategies to mitigation
6 the social disparities of Black men in America,
7 followed by a brief business meeting.

8 I now recognize the Commission's Program
9 Manager, Dr. Marvin Williams, who will conduct the
10 roll call and establish quorum. And I think the
11 technology needs to be adjusted.

12 II. ROLL CALL

13 DR. WILLIAMS: Good afternoon, per the
14 statute, a majority of the members of the Commission,
15 which is 10 members, constitutes a quorum. To
16 establish the quorum, I will call each member by name.

17 Please note your presence by saying here.
18 Of course, chair Wilson?

19 CHAIR WILSON: Here.

20 DR. WILLIAMS: Commissioner Al Sharpton?
21 Commissioner Beatty? Commissioner Bowman? Commissioner
22 Brewer?

23 COMMISSIONER BEATTY: Here.

24 DR. WILLIAMS: Commissioner Colclough?

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1 Commissioner Dillard? Commissioner Elder?

2 COMMISSIONER ELDER: Here.

3 DR. WILLIAMS: Commissioner Fosten?

4 Commissioner Horsford? Commissioner Marshall?

5 COMMISSIONER MARSHALL: Present.

6 DR. WILLIAMS: Commissioner McBath?

7 COMMISSIONER McBATH: Here.

8 DR. WILLIAMS: Commissioner McIver?

9 COMMISSIONER McIVER: Here.

10 DR. WILLIAMS: Commissioner Oleka?

11 COMMISSIONER OLEKA: Here.

12 DR. WILLIAMS: Commissioner Rhodes?

13 Commissioner Cesar?

14 COMMISSIONER CESAR: Here.

15 DR. WILLIAMS: Commissioner Clarke?

16 COMMISSIONER CLARK: Here.

17 DR. WILLIAMS: Commissioner Jeffries?

18 Commissioner Johnson? Madam Chair, please note for the

19 record that a quorum of the Commissioners is present.

20 Turning it back over to you.

21 **III. APPROVAL OF AGENDA**

22 CHAIR WILSON: Thank you so much. The next

23 order of business is the adoption of the agenda. May I

24 have a motion to approve the agenda?

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1 COMMISSIONER BEATTY: I make a motion.

2 CHAIR WILSON: Is there a second for the
3 motion?

4 COMMISSIONER MARSHALL: Second.

5 CHAIR WILSON: We have a motion to approve
6 the agenda, which has been seconded. And do you have
7 any objections? Without objection, the agenda for the
8 meeting is adopted.

9 **IV. ROUNDTABLE DISCUSSION**

10 CHAIR WILSON: I want to thank everybody
11 for joining us today for this important discussion.
12 throughout my tenure in Congress, I have fought to
13 create a Commission on the social status of Black men
14 and boys.

15 I finally achieved my goal when the Senate
16 overwhelmingly passed the bipartisan Commission on the
17 Social Status of Black Men and Boys Act. It is one of
18 the most significant pieces of civil rights
19 legislation that Congress has passed since the Voting
20 Rights Act, and the first in response to the murder of
21 George Floyd and the nationwide protest sparked by
22 that tragedy.

23 The tension between Black men and boys and
24 the police is real and has existed for generations.

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1 And in fact, the American police force was created
2 after slavery ended to control and torture Black men.

3 Our 19-member Commission includes
4 congressional lawmakers, Executive Branch appointees,
5 issue experts, activists, and other stakeholders who
6 will examine social disparities affecting Black men
7 and boys in America.

8 Based on its findings, this Commission
9 will issue an annual report and policy recommendations
10 to Congress, the White House, and federal agencies.

11 I want to thank all the panelists here
12 today for their commitment to doing the work, the work
13 that it will take to ensure that our boys and men will
14 finally be able to experience the kind of America they
15 richly deserve.

16 Let us keep in mind today we are talking
17 about prevention because the individual that is being
18 released from incarceration is not the individual he
19 was when he went in.

20 He is hardened, he is wise, he has learned
21 how to beat the system, and he has learned from the
22 best, other criminals.

23 So, we can either pay now or we can pay
24 later. And today, that is why we are concentrating on

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1 prevention before they become hardened criminals. When
2 the baby is born, the doctor says Ms. Wilson is a boy.

3 They do not say Ms. Wilson is a murderer
4 or thief. So, what happens between birth and when that
5 14-year-old has the courage to pick up a gun and
6 terrorize the community?

7 What can we do? What should we do? We can
8 either pay now or pay later by incarcerating young
9 Black boys.

10 I say immediately create universal pre-K
11 and mandatory K all over the nation, recruit Black
12 male teachers, fund tuition-free HBCUs as a
13 reparations pattern after travel policies, recruit and
14 incentivize Black counselors and mental health workers
15 just for Black males.

16 Establish in-school tutoring, not after-
17 school tutoring, by creating primary learning centers
18 for small struggling groups of boys during the school
19 day. Make every school day an extended school day with
20 sports and chess and music, drama, and technology.

21 We pay \$1 million for schools and yet they
22 close at 3:00 p.m. They should also be able to take a
23 meal home. So, we say we can pay now or pay later.

24 Make uniforms mandatory, issue them just

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1 like textbooks, every boy wears the same outfits, the
2 same sneakers, the same shirts, and the same pants.

3 Study single-sex schools and their
4 long-term outcomes. Not one Black boy should leave
5 high school without a plan; we do not want them all
6 dressed on graduation day with no place to go.

7 Fill young Black boys' summers with field
8 trips outside of their communities, museums, plays,
9 musicals, the zoo, oceanic trips in state, out of
10 state all summer long, exposure.

11 Fill Black boys' summers with internships,
12 summer jobs, tours to state capitals and the nation's
13 capital, and college tours.

14 Teach Black boys how to deal with the
15 police. You say freeze, do not move, never run from
16 the police, never fight the police, remember the badge
17 number and name, and report it to a trusted adult.

18 Annual checkups for the family at a family
19 health center. And you concentrate on your family. If
20 we reach out to our own families and hold them up,
21 because all Black families have a Black boy or man who
22 is challenged by the system. A brother, a cousin, a
23 daddy, a nephew, a son, a grandson.

24 Help them, invest in them. Establish and

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1 expand college classes for incarcerated men around
2 Pell grants, award Pell grants and increase technical
3 vocational skills in prison.

4 Pay prisoners fair wages for their work
5 and save it. And upon release give it to them as they
6 return to society. Now, let us get started.

7 I want to thank and acknowledge our roundtable
8 participants for this national discussion,
9 Commissioner Clarke, our assistant Attorney General
10 for Civil Rights, and amazing scholar at this hour and
11 this time will serve as the moderator and offer
12 introductory comments to set the tone for the
13 discussion.

14 She is our star.

15 Without further ado, let us begin our
16 discussion before turning the meeting over to the
17 moderate, I want to introduce the panelists, Dr.
18 Gregory C. Hutchings Junior, the superintendent for
19 Alexandria City Public Schools and I would like to for
20 Dr. Gregory Hutchins Junior, pictured to be shown on
21 the screen if possible.

22 Technology Commissioner Jack Brewer,
23 founder, and CEO of the Brewer Group. Can we see
24 Commissioner Jack Brewer? Dr. Robert Simmons, Head of

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1 Social Impact and STEM programs.

2 Mr. Troy Vincent, Vice President of
3 Operations for the NFL. Mr. Timothy Belcher, Sr., a
4 former police chief and special advisor to the City
5 Manager of North Miami Beach.

6 Thank you so much for being with us today.
7 We are honored by your presence, and I look forward to
8 the discussion. Now, I am excited to bring forward our
9 moderator and our commissioner.

10 We will call her Commissioner Clarke. I am
11 so proud to serve with her on the Commission. At this
12 time, I will turn the discussion over to Commissioner
13 Clarke for her comments that will lead us into the
14 discussion which she will moderate.

15 Commissioner Clarke?

16 COMMISSIONER CLARKE: Thank you so much,
17 Madam Chair Wilson. It is wonderful to see you and all
18 our fellow Commissioners today. I am incredibly
19 grateful for your leadership and for convening all of
20 us at this important moment in our nation's history.

21 I am proud to be a part of this discussion
22 today as we come together to identify constructive
23 solutions and corrective strategies to address many of
24 the problems and disparities that are facing Black men

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1 and boys all across our country today.

2 We know the challenge is figuring out 21st
3 century approaches to these issues and best practices
4 that can help ensure that Black men and Black boys
5 enjoy full access to every sector of society.

6 I should note that this discussion today
7 is a continuation of the conversation that we began at
8 our April meeting where we examined disparities in the
9 context of the criminal justice system.

10 Very briefly, by way of recap, we heard
11 from Representative Clyburn, who offered up a
12 historical perspective reminding us that disparities
13 that we see today are not new but have manifested
14 themselves in this country for generations.

15 He encouraged us to think about legal and
16 legislative fixes to address the problems that Black
17 men and boys are confronting today.

18 I highlighted in my remarks two criminal
19 justice priorities that I and my colleagues at the
20 Justice Department Civil Rights Division are pursuing,
21 ensuring that there is accountability in the public's
22 interaction with law enforcement.

23 And I will just note that yesterday Derek
24 Chauvin was sentenced to 21 years in our federal

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1 prosecution of Mr. Chauvin for the killing of George
2 Floyd.

3 I also talked about our work to address
4 conditions inside our nation's jails and prisons and
5 juvenile detention facilities.

6 Representative Hank Johnson joined us as
7 well to talk about legislative priorities for criminal
8 justice reform with a particular focus on drug
9 policies, which he has championed.

10 And we also heard from Desmond Meade, who
11 spoke passionately about issues facing returning to
12 citizens who are seeking access to the ballot and
13 restoration of voting rights.

14 And finally, we heard from Dr. Raymond
15 Heart, who spoke about the school to prison pipeline
16 and the ways that criminalization of juvenile behavior
17 has a particularly harmful effect on Black boys.

18 So, we have a firm foundation that was
19 laid for us at our last public meeting and today we
20 are going to build on that and expand on that
21 discussion to really dive into talking about
22 strategies.

23 That is what we are going to hear from our
24 panelists today. We are going to focus on strategies

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1 for prevention and mitigation, and I am excited
2 because we have a panel of experts that come to us
3 from a variety of disciplines, who are going to lead
4 us through a discussion on issues that range from
5 addressing the achievement gap between Black boys and
6 other peer groups.

7 We are going to talk about inequities and
8 access to STEM programs for Black boys. We are also
9 going to talk about disproportionately high rates of
10 joblessness and other obstacles to equal opportunity in
11 the workplace for Black men and Black boys.

12 And we will talk about the conditions that
13 must be corrected to ensure that Black men and boys'
14 interactions with the criminal justice system are
15 constitutionally sound and just.

16 As always, our goal is not only to
17 identify the problems contributing to the disparities
18 but again, to really dig deep on strategies for
19 prevention and education.

20 So, without delay, I want to turn the
21 floor over to our panelists and I want to start first
22 with Dr. Gregory Hutchings. It is wonderful to have
23 you here with us, Dr. Hutchings.

24 My question for you to get us started,

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1 there was a recent May 2022 article that appeared in
2 the Public-School Review that outlined strategies for
3 addressing critical areas related to Black boys in
4 school systems throughout the country.

5 And although many school systems have
6 developed strategies aimed at boosting graduation
7 rates, reducing crime and violence, and establishing
8 role model programs, little has been done to close the
9 achievement gap for young Black men.

10 I know that you have experience as a
11 superintendent and as someone who has served as a
12 director of pre-K through 12 programs and special
13 initiatives.

14 So, talk with us about the national
15 strategies that you would propose to address and
16 mitigate the achievement gap that we see among Black
17 boys and young Black men in public education. How
18 would those strategies work or be implemented?

19 DR. HUTCHINGS: Thank you for the
20 question. And first, I just want to thank
21 Congresswoman Wilson as well for hosting this and
22 hosting me and us to have this very important
23 discussion.

24 I think first and foremost as a nation we

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1 need to accept the fact that Black men are human
2 beings, how about that, let us just acknowledge that.
3 We talk about Black Lives Matter, you look at the tail
4 end of the stick, a lot of our Black men have received
5 the tail end for over 400 years.

6 And what we are not doing is we are not
7 dismantling the systemic racism that is occurring all
8 over this nation, particularly in our public
9 educational systems.

10 Right now, unfortunately, I see so many
11 people trying to discredit what public education means
12 and does for children, especially for Black males.

13 Because there are some school systems that
14 are doing exceptionally good things for our Black
15 males but there are many of them that have some
16 challenges that we need to be unapologetic about
17 calling out.

18 I think when we think of the national
19 strategy, I am glad you asked, what do we do as a
20 nation? The first thing is having representation of
21 Black men and Black people in general in education.

22 One thing I have shared with many of my
23 educational colleagues is that we sometimes discredit
24 our own profession. We say, oh, you do not want to be

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1 a teacher, oh, you do not want to go into education,
2 you cannot make that kind of money.

3 And education is, I believe, one of the
4 most impactful professions that are out there, it is
5 very rewarding. Sometimes you may not reap your
6 benefits within a year but 20 years later people come
7 back and say you changed my life.

8 We need to see more Black men in education
9 and not in the superintendency role, which I do want
10 to see more of. Trust me, there's only 3 percent Black
11 people who are superintendents across this nation
12 right now.

13 So, we do need more Black superintendents
14 but we need more Black male teachers in the classroom
15 so these young men can see that representation and see
16 people that can be role models to them.

17 We also need to make sure that we have
18 Black men sitting at the table to make this
19 curriculum.

20 In many states they are putting together
21 their lesson objectives and their state curriculums
22 and developing their assessments for their state to
23 hold schools accountable.

24 We do not see a lot of Black men at the

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1 table to provide feedback on what some of these
2 lessons should look like and what should be actually
3 taught to our Black males in our classrooms across
4 this country.

5 And I also feel, and this is something
6 that I think is a key point that I see many folks
7 around this country right now trying to dismantle,
8 which is having real conversations about our history
9 and the pride of what Black people have done and
10 contributed to the United States of America and being
11 able to talk about our truth.

12 The fact that race is a construct that was
13 put in place to do exactly what it is doing today. And
14 why people do not want us to learn about our history
15 is because if we learn about our history, we are going
16 to be able to change tomorrow for the better.

17 And some people do not want it to be
18 better. Some people want to continue to have the
19 privilege that they are consistently having in public
20 education and also across this nation.

21 So, those are three specific things, I can
22 go through 20 though.

23 I felt like those were three key areas
24 that the nation can do to help our Black boys and that

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1 is having our representation and making sure that we
2 have Black teachers in our classrooms, having Black
3 men at the table to develop our curriculum and making
4 sure that our history is being taught so that our
5 Black men can know where they come from so they can
6 have the pride and know that you stand on the
7 shoulders of so many who molded America to be what it
8 is today.

9 COMMISSIONER CLARKE: Thank you very much
10 for sharing those observations, particularly the
11 importance of representation at every level from
12 teachers all the way up through the leadership roles
13 and leadership ranks.

14 We need to see representation amongst
15 superintendents as well, so thank you for that.

16 I know that you other end your remarks noting
17 that we are better together than apart and having
18 history and full account of our nation's history is so
19 critical to promoting that kind of cohesion.

20 So, thank you. I want to move next to
21 Commissioner Jack Brewer and talk a little bit about
22 the state of our economy and joblessness. In a
23 report that was recently produced by the Center for
24 Economic Policy and Research, it is estimated that

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1 joblessness among Black men cost the American economy
2 about \$50 billion a year.

3 And this estimate only highlights the
4 severity in the unemployment gap for Black men, which
5 has increased over the past 20 years.

6 What I would like to hear from you as
7 someone who is an expert in global economics and
8 someone with deep relationships with multinational
9 companies, what are some of the preventative
10 strategies that you would recommend closing the
11 employment to population ratio gap that we are seeing
12 among Black men in America today.

13 And how might those strategies help to
14 alleviate and reduce poverty for Black men and their
15 families?

16 COMMISSIONER BEATTY: Thank you,
17 Commissioner Clark, and Congresswoman Wilson and
18 everyone who is here. I want to start off just by
19 calling on God to grant me wisdom and discernment as
20 we talk about these issues that are truly spiritual.

21 As we look at numbers this big, you talk
22 about \$50 billion. Our jobless men are costing our
23 economy. I try to break that down; I encourage people
24 to look at the root cause.

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1 And as we look at all of these issues, I
2 do not want the future of our Black men and boys to be
3 depending on what other people think.

4 I do not want to the future employment of
5 our young Black men and boy depending on someone
6 loving Black men or not or accepting Black men into
7 their business or not.

8 I think that we can solve some of these
9 issues from within and I think that when you start to
10 take a deep dive into really what does that \$50
11 billion number come from, you must start by looking at
12 our incarcerated individuals.

13 That number says \$50 billion but if you
14 take the number of Black men that are in prison and
15 jail across America and you combine that with the
16 unemployed Black men in America, that number itself
17 just from the incarcerated population is over \$38
18 billion that it cost our economy right now.

19 And so, we must start looking at that
20 issue and why would we have such a crisis of men who
21 get caught up with law enforcement, who then take on
22 those felonies and those records that prevent them
23 from going and being able to get a job to be a member
24 of society and get a career.

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1 We are not talking about just going and
2 working hourly wage jobs or lower-wage jobs. We are
3 talking about African American men going onto real
4 careers. How do we take t. step forward as a nation?

5 As I have done my research and looked into
6 this, this starts in the home. It starts at the home
7 level. I have been an employer for years; I have owned
8 several businesses and I have had the ability to
9 mentor kids and help kids develop their career path.

10 And the only way that you can do that is
11 if you establish a foundation early on with our
12 children. Our fatherlessness issue is our number-one
13 crisis as Black men and as Black people.

14 We just do not have enough male authority
15 figures in these young Black men's lives. And so, when
16 you look at our gaps and you start seeing that 65
17 percent of kids in single parent homes are African
18 Americans, we should all have a problem with that.

19 Because the chances of that child being
20 able to go on and to be a member of society that goes
21 on a pursuit of a real career, a prosperous career, is
22 dramatically decreased just because they do not have
23 that foundation, that home, because they are five
24 times likely to be in poverty.

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1 And so, I know my parents, my dad could
2 not teach me economics, the only way I learned
3 economic is because God blessed me with the ability to
4 go to college, play football, and go on to earn my
5 master's degree.

6 And I think that if we can get some of our
7 Black men at a young age and break this whole chain
8 that is happening in our public school system right
9 now where our young Black men and boys are not able to
10 read and write and do math on the proficiency level of
11 their grade.

12 We must attack that first. We must change
13 our education system just as Congresswoman Wilson
14 suggested earlier, by increasing programs that are
15 going to teach them basic financial literacy.

16 Financial literacy is needed for every
17 single young African American boy and girl. It should
18 not just be listening to what the culture tells them
19 about how to make money and what money means, we
20 actually need to start discussing wealth again to our
21 young Black men and boys.

22 The second thing, as I move on, would
23 really be culturally. How do we change our
24 conversations when we talk about the culture of being

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1 prepared for work? How do we make it acceptable to put
2 on a suit and tie and look people in their eye?

3 How do we encourage our communities to
4 stop embracing our little boys walking around with
5 their pants falling off their butts? How do we change
6 our culture to actually talk about having pride in
7 yourself, pride in your community, service to one
8 another?

9 We do not hear that enough in our cultures
10 and in our society and it is up to us as leaders to
11 start to talk this way. We must demand that our young
12 Black men are respectable.

13 We talk about issues with police officers
14 all the time, tell our Black men, it does not matter
15 if it is a police officer, a teacher, any grown
16 person, you look them in the eye and say yes, sir,
17 whether you like what they say to you or not.

18 That is how we are going to change this
19 nation for our young Black men and teach them how to
20 be actual productive members of society that someone
21 wants to hire?

22 It is about respecting. We all know this;
23 we look out and see what our community is doing. I
24 drive through all the time, I pick up kids, bring them

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1 to my house, sit them at the table.

2 Many of them have never eaten dinner at
3 the table. So, how do we expect them to be employable?
4 Many of them have never been taught to have manners or
5 how to do things those basic employable human beings
6 know how to do.

7 And that should upset us all because I
8 know my generation that was not the case, and many of
9 you can agree with on that.

10 But we have a culture issue and I think
11 God has put us in a position to where if we can start
12 talking again, we can get to some of these root
13 causes. And I will end on my last pillar by saying
14 this.

15 We must restore policies that promote
16 economic growth and prosperity for this population.
17 And what I mean by that is we must incentivize
18 corporate America; we cannot just beat them down.

19 Many of these corporations do not even
20 understand how to communicate with our population of
21 kids. So, let us teach them, let us incentivize them.

22 When you look at the tax benefits and the
23 tax incentives that are given out to corporations
24 across our country, they should be incentivized to

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1 have job training programs.

2 They should be able to get major tax
3 benefits if they are all willing to go in and open
4 centers of work experience and centers of excellence
5 so that we can start teaching our kids programming.

6 I run programs in prisons across America
7 and I am talking about men, most of them are broken,
8 about 90 percent of my population are fatherless
9 themselves and most of them have kids which they have
10 left to be fatherless.

11 And you look out across our culture, and
12 we almost have a million fatherless Black kids with
13 parents in jail. Think about that, a million
14 fatherless Black kids with parents in jail.

15 What are the chances of those children
16 going out and succeeding and being a productive member
17 of someone's company and a part of the workforce and a
18 taxpayer? It is very unlikely.

19 And the way we fix that is we incentivize
20 these corporations to take these population and train
21 them.

22 We have businesses like Amazon, we have
23 businesses that need programmers and need drivers,
24 truck drivers, transportation industry, construction

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1 industry, culinary, hospitality.

2 We have a workforce that is about a 11
3 million folks short of being fulfilled. And I think
4 our population, I believe our untapped market is our
5 Black men in America.

6 And the only way that we are going to
7 bridge that gap is if we change the way we speak and
8 we start putting in some accountability. There must be
9 accountability, accountability to the corporations,
10 but more importantly, accountability to our own Black
11 boys.

12 They have to start acting right and we
13 have to hold them accountable, and our schools need to
14 stop being so easy on these kids. When these kids get
15 in trouble they need to be spoken to directly.

16 If they do not have daddies at home, those
17 schools need to be identifying those children and
18 addressing that rehabilitation. By going out and
19 incentivizing Black men to come in and partner with
20 these schools to mentor these kids.

21 That is the only way we are going to fill
22 this gap. The schools do not have the capacity to do
23 it themselves.

24 They need men, Black men, to start

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1 volunteering their time, not talking about it, but
2 actually going in, volunteering their time, and
3 helping to raise these young boys.

4 The bible teaches us in Isaiah 1:17 to
5 defend the fatherless. James wrote pure religion is
6 undefinable for God is this to serve the fatherless
7 and move with them when they are in trouble.

8 Everywhere we look across the board, God
9 says that he will curse our name if we do not take
10 care of our fatherless kids. And Black men in America,
11 right now we are the cancer of this nation, but we can
12 heal it.

13 The only way we do it is through our
14 hands, not through devices like talk and speech. I
15 tell every one of my boys when you see a police
16 officer, you tell them thank you for their service.

17 And if you do that and they disrespect
18 you, shame on them, but I do not want to sit here and
19 highlight what other folks do to us so long and so
20 hard that we forget about fixing ourselves.

21 Ladies and gentlemen, I appreciate the
22 time, I thank God for being on this Commission.

23 Congresswoman Wilson, you know how much respect
24 I have for you and your courage and your unwavering

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1 work trying to heal one of the longest-lasting
2 disparities in this nation.

3 God bless you all.

4 COMMISSIONER CLARKE: Thank you,
5 Commissioner Brewer, for your observations, which are
6 especially timely today. There is a lot of focus on
7 the economy.

8 The Bureau of Labor statistics just
9 released new data today on unemployment, which is
10 holding steady at 3.6 percent, but we know we still
11 see disparities when it comes to Black men and so this
12 is a key focal point today.

13 And I think your focus on the need for job
14 training programs is a nice segue to our next
15 panelist, Dr. Robert Simmons, because we need job
16 training programs that focus on every sector of our
17 economy, particularly in the science and technology
18 sectors.

19 Dr. Simmons is someone who began his
20 career as a middle school STEM teacher in Detroit
21 public schools and has extensive experience in this
22 area, so I am look forward to hearing his insights.

23 Dr. Simmons, as you are aware, social
24 scientists have pointed out a growing concern for

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1 educational systems and providing access to science
2 careers for Black men, especially in our urban areas.

3 We also know that access to STEM programs
4 is critical to identifying our nation's future
5 scientists and to providing a pathway for young Black
6 men to pursue their dreams.

7 So, we are again focusing prevention
8 strategies today. I would love to hear your thoughts
9 and observations on ways that our educational system
10 can be reformed to promote wider access to STEM
11 programs for young Black boys and young Black men.

12 And we would love to also hear your
13 thoughts on national programs that might be a model
14 for creating more of a balance and equity in the
15 educational system for Black men and Black boys.

16 DR. ROBERT SIMMONS: Thank you for having
17 me. I want to thank Representative Wilson for her work
18 on this issue and others.

19 I want to give her a special shout-out for
20 her five thousand Role Model work, which is something
21 that she and her team and I have talked about in the
22 past when I worked with Sean Dubb at the Campaign for
23 Black Male Achievement.

24 So, I also want to honor the ancestors on

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1 the shoulders of those that came before us to take on
2 this work.

3 In terms of workforce development, when I
4 think about STEM, there are models that are out there
5 that are doing well and have done well for quite some
6 time.

7 I do not want to necessarily go too far in
8 the weeds on data and statistics, but I will say that
9 for Black men, the problem is not that Black men do
10 not do STEM, the problem is that Black kids do not see
11 them.

12 So, there is a narrative that is out there
13 that has to be adjusted, that is, using an asset
14 framing as opposed to a deficit framing of the ways in
15 which Black men show up not just in STEM but in
16 society.

17 And so, I think as someone who is a
18 trained social scientist and was a tenured professor
19 at Loyola University Maryland, and a trained
20 researcher, it is important to keep in mind when we
21 think about STEM that the narrative of how we talk
22 about how we show up in these spaces is important.

23 And I think similarly, we can also talk
24 about a narrative around Black fathers and using data

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1 to guide our thought process and based on everything
2 we know, Black fathers are actually the most involved
3 group with their children of any other racial group in
4 America.

5 It is a statistical fact based on research
6 at the Urban Institute and other places. The point of
7 the matter is that we can apply the same type of
8 conversation and dialog to STEM because there are
9 models.

10 One of the things that we must do from
11 both a policy and a practice standpoint is really
12 support out of school time programs that are going to
13 support the progress that is being made at so many
14 amazing schools and shout-out to my brother Dr.
15 Hutchings for his work in Alexandria and throughout
16 his career.

17 There is progress being made in many
18 schools, but we also must understand that we need to
19 support our research base, out of school time
20 programs, we need to have conversations with the
21 federal government about increasing funding to support
22 out of school time programs that will partner with
23 school districts as one piece.

24 The other thing that it's important as we

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1 think about STEM in the workforce, we also need to
2 make sure that in the world of teacher training we are
3 diversifying the percentage of Black men who are going
4 to in the classroom but we also need to make sure that
5 we upscale elementary school teachers' ability to
6 teach STEM and teach preparation programs.

7 They spend a lot of time on literacy and
8 rightfully so.

9 However, we also need to upscale and make
10 sure that we are training the next generation of
11 elementary school teachers to be scholars and leaders
12 around STEM pedagogies that are both culturally
13 relevant as well as sustainable in our schools.

14 The second or third piece I want to
15 highlight is the Meyerhoff Stem Scholars Program at
16 UMBC under the leadership of Freeman Hrabowski. We
17 need to replicate that across the country and think
18 about what does it look like to do those types of
19 things?

20 And there is a path forward. And then when
21 we think about Black male teachers, it is important to
22 keep in mind that there is a national conversation
23 around recruiting more Black teachers.

24 It's actually not a new conversation, it

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1 is generations old but the thing about it is that when
2 we recruit Black male teachers, it's important for
3 those in education, when we think about the Department
4 of Ed and others, that we need to hold folks
5 accountable not for simply recruiting Black male
6 teachers but about where you place them early in their
7 career.

8 So, in other words, if you place a Black
9 male teacher in X school district in a school where
10 they are going to be by themselves, the data tells us
11 that they are much more likely to go out the backdoor
12 and leave not just education but the profession
13 because they're coming into a very isolated situation.

14 So, part of it is really saying to folks
15 how do we incentivize cluster placing and creating
16 cohorts of Black male teachers who enter the
17 profession in our school districts as opposed to
18 sprinkling them all over the place.

19 The other piece I want to highlight that
20 Congresswoman Wilson mentioned around universal pre-K.
21 Pre-K should be free and a human right in the United
22 States of America if we are serious about elevating
23 our progress in STEM.

24 Part of the challenge is that in the

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1 workforce, people will say to companies like Micron,
2 we need to increase the diversity of engineers at
3 Micron, and that is true, and Micron is working on
4 that and has been committed to that.

5 The point that I also want to make is that
6 you must go further upstream. We cannot start STEM
7 education in 9th and 10th grade. You must start it in
8 pre-K.

9 So, we must invest resource to ensure that
10 pre-K is free in our public school system for young
11 folks that we believe, and we know have the ability,
12 the brilliance, and the genius to excel in science,
13 technology, engineering, and mathematics.

14 I want to highlight three things that are
15 happening. The Hidden Genius project focuses on Black
16 boys in STEM out of Oakland, California. I want to
17 highlight them because they do amazing work.

18 We need to make sure that as a community,
19 we are highlighting these amazing programs and
20 projects that are happening.

21 And I want to put that on accountability
22 on philanthropy to also come to the table and
23 highlight some of the organizations that we are
24 funding.

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1 The Benjamin Banneker Association is
2 another example. They are launching the first time a
3 mathematics program to basically elevate the skills
4 and knowledge of young Black boys and mathematics,
5 right?

6 That is important. And then there was the
7 Changing Expectations coding maker space that took
8 place in Texas. This was last year or two years ago
9 that is super important to remember. Lastly,
10 it is important for us to work with colleges and
11 universities to ensure that we are getting more Black
12 men into these STEM programs.

13 From 2001 to about 2016, the percentage of
14 Black folks in general, regardless of gender, has not
15 increased from 2001 to about 2016. NSF tells us that
16 it is about 9 percent. The solution should not
17 come from the universities, but we must go further
18 upstream and work in close concert with those who are
19 experts in K12 education.

20 Lastly, we need to support the National
21 Math and Science Initiative led by Dr. Bernard Harris,
22 who was the first African American to conduct the
23 spacewalk.

24 They work deeply with HBCUs to increase

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1 the number of Black STEM educators, organizations like
2 the Center for Black Educator Development with Sharif
3 El-Mekki, are critically important. So, from an out of
4 school time perspective, we need to make sure that we
5 are investing in those particular programs.

6 And the last, last thing I want to say is
7 that we need to make sure we are supporting experts in
8 the field, right? And I say this because there are
9 people in our community who are experts in
10 understanding what works when it comes to Black men
11 and boys in education, in STEM, et cetera.

12 We need to make sure that we are ensuring
13 that they have a seat at the table because we have
14 some of the most brilliant minds in the world who can
15 help us solve these problems.

16 I always say to folks, just because you
17 are passionate about Black men and boys does not mean
18 you're an expert on Black men and boys; it just means
19 you're passionate. And Dr. Hutchings will tell you,
20 you can be passionate about kids but that does not
21 mean you should instruct children, right? There are
22 other ways in which you can support young people.

23 And so, I just want to encourage folks to
24 really investigate some of these out of school time

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1 programs, most of them are nonprofits. We need to make
2 sure that we are investing our resources in those
3 particular spaces.

4 So, thank you for holding space for this
5 particular conversation and I really want to make sure
6 that folks understand that Black men and boys are not
7 a problem. We need to stop problematizing Black men
8 and boys but understand that they are critical
9 scholars and intellectuals in the world. Thanks.

10 COMMISSIONER CLARKE: Thank you for that,
11 and I want to especially thank you for calling out the
12 model programs that you think are working and that are
13 worth replicating across communities in our country.
14 Hidden Genius, the Benjamin Banneker program, Changing
15 Expectations.

16 So, thank you for your work and as we
17 segue to our next panelist, I want to share a
18 statistic from 2017 so it may be a little bit dated,
19 but one study indicated that Black people made up
20 about 7 percent of the tech sector but make up about
21 65 percent of the NFL.

22 So, you are going to hear next from Troy
23 Vincent, who is the Vice President of Operations for
24 the NFL. And this is an important layer to add into

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1 this conversation today.

2 Social scientists are increasingly
3 starting to look at and explore the NFL and its unique
4 influence among Black men. And it is fair to say that
5 the NFL and many of our professional leagues play a
6 major role in our society.

7 There are several studies that are
8 starting to focus on race-norming and are looking at
9 how Black men are perceived in professional sports to
10 see if there is a larger issue at play here.

11 And it is no secret that millions of Black
12 boys across our country dream of playing in the NFL
13 and in other professional sports leagues, but the
14 reality is that many of them will not end up in those
15 roles.

16 So, to promote those aspirations, I'd like
17 to ask Mr. Vincent about the preventative strategies,
18 the proactive strategies that you believe the NFL
19 could advance and employ to help level the playing
20 field for millions of Black men and boys across our
21 country who will never play professional football, but
22 who are nonetheless well-positioned to become
23 significant contributors to society.

24 MR. VINCENT: Commissioner Clarke, I want

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1 to thank you for allowing me to be part of this
2 discussion today. Congresswoman Wilson, thank you for
3 allowing me to be part of this just fascinating
4 discussion.

5 I will just begin with I want to be
6 upfront with the three things that I believe that we
7 as the National Football League, we understand this is
8 our issue, each of our issues, and we all share a
9 responsibility.

10 And then we always talk about it
11 internally, I say we, what is our role in this? And
12 when Congresswoman Wilson had asked about
13 participating here and listening to this discussion.

14 There are three things, one, we must
15 continue we as an entertainment and media property,
16 which is so important that our young people and all,
17 that is where we are. We are a media and entertainment
18 property.

19 But we must continue to partner with
20 organizations, academic institutions, that are doing
21 the work and it has been acknowledged the institutions
22 that are doing the work, the messaging.

23 We as an institution, which is what we do
24 best. We bring people together; we can facilitate

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1 conversation because we can push out a message. And
2 hearing what I am hearing today, these are things that
3 we can share in on what is actually working?

4 And then third, Mr. Simmons has said this,
5 and I want to note this, supporting experts, we are
6 not experts in this field. We are experts in preparing
7 men, young men who are student athletes, to play ball.

8 Those three things, continue partnering
9 with local organizations, academic institutions, the
10 messaging that comes out of the Commission. The work
11 that is coming from out of this group will allow us to
12 help amplify.

13 And then third, supporting experts. I
14 would also like to just reference -- you talked about
15 the number, and most of the young men, I was once one
16 of those young men, student athletes.

17 They have a million young men who are
18 playing high school football every year, 67,000 will
19 play at the collegiate level, 67,000. 5000 will
20 actually be scouted to play at the professional level.

21 There will be a little less than 400, 500
22 that would be invited to the Combine. Of that million,
23 133 will play 3 or more years in the National Football
24 League. That is a fact.

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1 That number has not changed, and we have
2 to continue to share that with the young men, parents,
3 coaches. We do not want to be dream-killers but the
4 probability of you playing on the playing surface, you
5 have a better chance of being struck by lightning.

6 But what we can share and what we are not
7 sharing is the other opportunities that exist in we
8 would say a career in sports, engineering, journalism,
9 analytics, lawyers, the medical profession. We are not
10 sharing that with our young men.

11 And Mr. Simmons said this, I know what I
12 can be and what I see. I grew up on that principle. I
13 know what I can be by what I see.

14 We must continue to message and put images
15 of what career opportunities look like, and the
16 National Football League offers those.

17 And our partnership with the HBCUs, where
18 we are partnered with 42 institutions, we will call it
19 career and sport forum with internships, experience
20 ships, getting young men and women an opportunity to
21 see and experience what's data analytics.

22 You are a journalism major, that applies
23 to the National Football League.

24 That science and engineering major, it

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1 applies to the National Football League. So, I will
2 share as Commissioner, we want to be part of telling
3 the story and the great work from the Commission.

4 But the chances of playing in the National
5 Football League, again, they are great. 133 from every
6 high school year will play 3 or more years in the
7 National Football League. That is an experience, which
8 is not a career.

9 So, I just thank you for allowing me to be
10 part, allowing the National Football League to be
11 part, and then driving the message.

12 And the concern that so many have but we
13 share in on the responsibility of changing, frankly,
14 the perception of who Black men are and our
15 responsibility of leading them to the future.

16 COMMISSIONER CLARKE: Thank you for your work.

17 We are just scratching the surface on this
18 issue and the statistics that you shared are so
19 worrying but it is heartening and encouraging to hear
20 about some of the work that the League is undertaking
21 to make sure that we are channeling our young people
22 into careers and other off-field opportunities.

23 So, we are going to come back to you, but
24 I want to move to our next panelist, Timothy Belcher,

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1 Sr., and bring into this discussion a focus on law
2 enforcement.

3 Frankly, this is an issue that keeps me up
4 at night, thinking about law enforcement,
5 accountability, on the one hand, and the need to
6 address the problems of misconduct, the use of deadly
7 and extensive force.

8 But then the other side of that coin is
9 changing the culture of policing and confronting the
10 reality that Black people are very much
11 underrepresented in policing at many levels.

12 I want to bring you into the discussion
13 and talk about your experiences. Leaning on your
14 experience as a law enforcement executive, you are
15 somebody who is deeply familiar with the long history
16 of disparities in policing when it comes to Black men
17 and boys in our country.

18 And while we cannot escape or shed our
19 history for the sake of progress, I want to
20 nonetheless ask you today to talk a little bit about
21 the strategies that you see Police Departments being
22 situated to undertake to create an atmosphere of trust
23 and respect among Black men and boys.

24 We know that is a big challenge and when

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1 there is no trust, we know that we do not have
2 effective policing and talk a little bit about how
3 these strategies might help to reduce some of the
4 incidents and interactions between police officers and
5 the communities they serve. Because we know when we
6 have incidents and interactions that are unnecessary,
7 they can have tragic outcomes.

8 MR. BELCHER: Thank you, Commissioner
9 Clarke. And I would definitely like to thank
10 Commissioner Wilson for this opportunity. We talk
11 about disparities; I was one of those who went through
12 disparities, and I still do go through disparities
13 because of who I am.

14 I have been in law enforcement for 30
15 years and had the opportunity to move around and move
16 up the ranks. And my purpose for getting into law
17 enforcement was because I saw a lot of disparities as
18 a young man.

19 I am talking about starting at 7 years
20 old, where I saw police treating young Black males in
21 the wrong way. So, I decided that for myself I wanted
22 to be a change agent, not only in the community but in
23 the police, law enforcement profession.

24 So, that is what made me become part of

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1 the law enforcement profession because I saw those
2 things going on, how we were being treated, how we
3 were being disrespected. And I wanted to be a change
4 agent for that.

5 So, my thing is that what I look at is
6 what was in play when I came in schools and what's in
7 play now for those when I say white men or white boys
8 compared to what Black men and Black boys get whether
9 they're at school, whether they're at work and they're
10 in a profession, at a job, a lot of things are not
11 given to us.

12 And we need to start at the very
13 beginning, the very beginning is preschool, talking to
14 these young Black males as they grow, putting it in
15 their minds and their heads.

16 We do it through mentorship, through
17 fatherhood, through science, through commercials, ads,
18 these things that we are not seeing ourselves as far
19 as those good promising opportunities for us until we
20 are told by men that's part of a mentor group when we
21 get older.

22 Now, in elementary school to middle school
23 to senior high school and you still must find a
24 mentor. But we need to start in preschool to where we

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1 start grinding this stuff into young men's heads or
2 young boys' heads that they can be somebody else,
3 though.

4 And the program, 5000 Role Models of
5 Excellence, I've been there for over 25 years talking
6 to thousands of young men, pushing thousands of young
7 men out to colleges where we get thousands of
8 scholarships each year to these young men.

9 And now the program has spread throughout
10 Miami-Dade County, Broward and Ellis County, Duval
11 County in Jacksonville, and now in Detroit, giving it
12 the opportunity to dig into the other young men across
13 this nation.

14 And I know there's other programs besides
15 the mentor programs that are positive that is doing
16 things, that are driving young men to be successful
17 and build those relationships not only with the
18 community and with the police, but we still have so
19 many of them out there that we do not get the
20 opportunity to talk to.

21 And it is very important that we get the
22 opportunity to talk to those young men who are
23 missing, who have been part of the gangs, who have
24 joined the drugs issue that we're having across the

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1 nation, who are out there killing each other, bringing
2 our numbers down as far as living bodies of good Black
3 men.

4 Intelligent Black men that I see every day
5 in school but now I see them walking on the street
6 committing crimes, how can we fix that? So, we start
7 back in preschool and start building these positive
8 relationships with these young men.

9 We as the Black males and the fathers get
10 out there and build these relationships. We see young
11 men stand on the corner, hey, pull up, we need to talk
12 to them, have a conversation with them.

13 Whether we say one or two words, just
14 great advice to make them think about what they are
15 doing or what they are getting ready to do when they
16 are hanging around with somebody who is trying to drag
17 them down the wrong path.

18 And just like I tell the young men when I
19 speak to them, our path is already set and sometimes
20 and a lot of times in our life we get disrupted or we
21 get distracted, and we get knocked off that path.

22 Now, only a few of us get the opportunity
23 to be strong enough to jump back on the path and keep
24 moving and make it and keep on going.

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1 But there is many of us that get stuck off
2 that path and become statistics, whether they get
3 killed, whether they go to jail, whether they drop out
4 of school, whether they get strung out on drugs, or
5 whether they just become a bad issue for the nation to
6 where they're causing a problem, where they're having
7 mental issues.

8 All these things can be addressed, and
9 they can be addressed through positive programs like
10 the 5000 Role Models. 5000 Role Models, just to talk
11 about that for a little bit, have many men from many
12 different professions.

13 And when we stand before those young men
14 in those red signature neckties and white shirts and
15 Black pants and we tell them, hey, you all are
16 entrepreneurs. You all are the businesspeople in our
17 next generation to lead this nation.

18 So, we want to make sure that we help you.
19 We want to make sure that we bring men in front of you
20 to present to you to let us know that you have the
21 opportunity to be any one of us, because all of us up
22 here have our story to tell.

23 All of us up here dealt with disparities
24 and continue to deal with them in certain places. So,

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1 the 5000 Role Models was very important because it
2 gives us the opportunity to dig into these young men
3 and have these young men to look back at us and have
4 somebody to believe in.

5 To give them dignity about themselves and
6 make them believe in themselves and that they should
7 be respected, yes, shake hands, look the person in
8 their eyes, say excuse me, open the door for women.

9 If somebody steps on your shoe you say
10 excuse me. Just to let that person know say, hey, we
11 are somebody and they can realize the next time when
12 they step on somebody's shoes, they will say excuse
13 me.

14 So, those things to me are very important
15 with us reaching out to them, contacting them and like
16 I said, I have contacted thousands of young men, some
17 of them have become police officers through my
18 mentorship.

19 When they were in middle school when I was
20 a school resource officer and some of them just have
21 become good citizens. And when they see me, they show
22 me that they have done something and who does that
23 make feel good?

24 The parents, we as the mentors, it makes

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1 us feel good that we see this young man that we spoke
2 to trying to build his courtesy, be a good father, a
3 good husband, a good uncle, a cousin, a brother.

4 We see them progress to be somebody of
5 success and we can look back and say thank you, you
6 did a great job, and you continue to do a great job.
7 We must continue giving our young men that positive
8 feedback, that recognition that sometimes we do not
9 get.

10 We have to be the ones that these
11 companies and these police agencies around or in the
12 schools to pull a young man in or a group of young men
13 into the room and sit down with them after school,
14 during school, at work, after work and advise him and
15 tell him, say, hey, this is what you need to do. We
16 do not get enough of that, and I can tell you that
17 because I have experienced that, and I have addressed
18 that.

19 At the agency that I worked at previously,
20 it was like I tell them, I say we do not get the
21 opportunity to get pulled in the room to get advised,
22 to get told how to move up or how to move on and what
23 you need to do.

24 Only a few of us get the opportunity to do

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1 that and it is not given to us so much to tell us
2 that, hey, you need to be a doctor. I remember when I
3 was in elementary school, they were always asking us
4 what you want to be in life.

5 But I do not think now they are asking. I
6 tell the young men make five or six goals for yourself
7 because every time you make a success on one goal, you
8 are going to want something else. And that is what it
9 was for me becoming a police officer.

10 I became a police officer to make sure to
11 change things and straighten things out, not knowing
12 that I wanted to be a Sergeant, a Lieutenant, a Major,
13 a Chief.

14 But that is the way we are, we grow as
15 people to want more, to do better, to make sure we
16 lift up the ones behind us to do better and do great
17 in life. So, the program, we talk about what programs
18 would make a difference.

19 Right now, I can only think, and I have
20 been part of many mentor programs, whether it was
21 mentor programs at school, at churches, leading youth
22 programs. The 5000 Role Models of Excellence project
23 has been greatest projects that I have been a part of
24 because I had the opportunity as a Black man to meet

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1 other Black professionals who boost me up, who made me
2 who I am.

3 And then on top of that, like I tell the
4 young men, I do not care how old you are, whether you
5 are older than me or you are younger than me, I took a
6 nugget from anybody, anybody that could help me move
7 forward.

8 And I shared that nugget and I shared it
9 with those young men, making sure that they are
10 successful through school, through life, through
11 college, through their next career, through
12 entrepreneurship.

13 And that's what we need from a lot of
14 Black men and my hat is off to every Black male on
15 this call and on this Commission who is looking to try
16 to make a change to make sure that our young Black
17 males don't get in trouble with the police, don't go
18 to jail, don't make bad decisions, look to lead and
19 not follow in a bad way.

20 Yes, you may follow for a short period of
21 time, but follow to be a leader. And then once you get
22 there, you lead people appropriately, properly,
23 respectfully, and with dignity, not being a bad
24 leader, a drug dealer, or a gang member that's out

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1 there robbing and stealing and killing people, who are
2 not only just killing anybody, you're killing our own
3 who are trying to do better in life, who are trying to
4 be successful, doing the very things that we're trying
5 to get all our Black males to do and be as fathers,
6 husbands, uncles, cousins.

7 So, those things are very important. In
8 the Police Department as far as building a
9 relationship, we get that opportunity to do that in
10 the 5000 Role Models program.

11 We have police officers from all across
12 Dade-County, Broward County or we are called on to
13 come out and speak to young men.

14 And it is not just role model standing
15 before these young men, you have five and six role
16 models at a session.

17 And some of them are from different
18 professions, whether they are doctors, attorneys,
19 police officers, postal workers, correction officers,
20 they are all they are giving those men the opportunity
21 and they are all telling their story, letting the
22 young men know that it was not a cakewalk to get where
23 we have gotten.

24 We had to work hard, we had to struggle,

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1 we had ups and downs, we had pitfalls, we had people
2 to distract us and knock us off our path. And we had
3 to get back on it and get back to running it.

4 So, those stories are told to those young
5 men and that build that relationship between the
6 police and those young men who then go off and be
7 successful, they graduate, they get scholarships, and
8 they go off to college.

9 But most importantly, a lot of them, if
10 they do not get focused on careers and
11 entrepreneurship and somewhere else, they come back
12 and they give back.

13 They either come back to the program or
14 they come back and speak to the young men and tell
15 them, hey, this is what I went through, and this is
16 what you all need to do.

17 So, us as men and part of this Commission,
18 we need to make sure we start before elementary
19 school, start in preschool, start with the fathers,
20 start with the responsible parties, the families.

21 You go to families and when we see
22 families we shake their hands, we do things for them
23 that will make them change their mindset, make them
24 change their character, make them change their heart

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1 to want to do better in life.

2 Because if the parents do not know what
3 they need to know to make their young son be
4 successful, be respectful, be the loving grateful one
5 they look at when they are in elementary school and
6 hope that they do not change when they get into middle
7 school.

8 If they do not know the information to do
9 that, then we are going to keep going through this
10 thing in a circle over and over and over again.

11
12 So, I say we need to reach out and make
13 sure we reach out to these young boys when they are
14 real young, and when the fathers drop them off at
15 preschool, if we are there, shake that father's hand
16 and tell him good job for what you are doing.

17 Because that is where it starts at right
18 there. That is when the kids start working hard,
19 making little fingerprints on paper, when they bring
20 it home to the parents and they say, great job, I love
21 it, and it puts a big great smile on their kid's face.

22 When they go to elementary school and they
23 bring home that grade, that C or that A, and the
24 parents say, oh, I am proud of you, I am happy, put a

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1 great big smile on the kids' face and on the parents'
2 face.

3 But now you must go through that moment of
4 middle school when challenges start because now, you
5 are around multiple kids that are not getting that
6 same discipline from their parents or from their
7 household because they do not know.

8 So, we have to now put something in place
9 whether it be on the billboards, whether it be on
10 commercials.

11 I look at a lot of the commercials and I
12 see how happy everybody else is with mom, with dad,
13 with son and I don't see enough of us in those
14 positions, showing our young men that, hey, this is
15 how it can be and this is how it should be with dad
16 and father happy, smiling, doing things.

17 On the TVs, on movies, they have to show
18 us as criminals, as this, that, and the other and we
19 are stereotyped just as that.

20 If I am not in uniform, I am in plain
21 clothes, I walk across the street, I am going to get a
22 door locked on me just like any other regular Black
23 male. And does that bother me? of course it does.
24 Should it be? No, it should not be.

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1 So, we must find a way to put things out
2 there, positive things, which are going to address our
3 Black boys and our Black men, especially the ones who
4 are fathers, who are absent in the household.

5 We need to build things that that are
6 going to make them present from the onset when that
7 child comes out, that they are there spending time,
8 they are teaching.

9 Whether they have custody of them or not,
10 they need to still be there because it makes a
11 difference.

12 And if they cannot be there, one of us as
13 mentors need to step into play, whether it is the
14 Police Department when they are driving around the
15 communities.

16 Speaking to the young males, I tell the
17 police officers all the time do not ride around with
18 your windows rolled up, especially now with the tinted
19 windows. Who are you benefitting? Yourself.

20 Speak to people, speak to the young men,
21 get out and shake their hand, spend a couple of
22 seconds there with them, it makes a difference.

23 It will make a difference in their
24 direction in life instead of them going over there to

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1 hang out with Ed and Tom on the corner to sell drugs
2 or to plot to steal something, break into something,
3 or put themselves in a position where somebody else is
4 going to control their life.

5 And when I say somebody else control their
6 life, when we run from the police and the police,
7 whether they are nervous, whether they are afraid,
8 whether that is all they know, whether they do not
9 mind getting judged by 12 and not care about 6, they
10 pull out their guns and they pull the trigger.

11 And they pull the trigger multiple times
12 just because, just because.

13 So, we have to make sure that in the
14 Police Department we do something there, make sure the
15 ones that are going to be serious about our young men
16 are put into these schools and into these programs,
17 being school resource officers, so they're not just
18 there sitting outside in their car doing nothing, just
19 waiting for somebody to get into trouble.

20 We would like to see them in the schools,
21 having a building relationship with the kids. And that
22 is what I did as a school resource officer when I was
23 in that position, and thousands of kids can tell you
24 they know me.

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1 They would call me to speak to their kids.
2 But how many of me are there around the nation? We
3 have plenty but we do not have enough. We have men in
4 suits, but we do not have enough.

5 We have men in uniform, but we do not have
6 enough, and just like you all have been saying, we
7 have some in the schools, but we definitely do not
8 have enough.

9 When I had spent time as a schoolteacher
10 and they took me in at a school over a town in Miami,
11 Florida, they were grateful to get me as another Black
12 male teacher to be able to communicate with our Black
13 students, whether they were male or female.

14 But when we get in those jobs, we must
15 take it so seriously, they really believe in what we
16 are saying, they really feel the genuineness about us
17 to where they can follow those footsteps and be
18 willing to move forward in life and be successful.

19 If they cannot be successful because they
20 are not educated enough or not smart enough like
21 everybody else, we all have been given a gift to get
22 past this.

23 And I can tell you, I am it. I do not call
24 myself intelligent or smart, but I have been given a

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1 gift to be persevering about what I do or what I want.

2 And I move in that direction, and as I
3 move, I bring my character, I bring my respect, but I
4 bring my dignity and I bring my passion to each person
5 that I talk to, whether it is a male or female.

6 And each one of us as Commissioners and
7 males and the fathers that are out there need to do
8 just the same.

9 If they do that, we can start bettering up
10 our young Black males and our Black boys to be
11 successful young men, not out there getting in
12 trouble, not bringing their intention to pull that
13 trigger on themselves with police officers who do not
14 really care about them.

15 Now, we do have thousands of officers who
16 care about our young men, but we have some bad apples,
17 just like we have the stain in our communities.

18 So, I would say the 5000 Role Models
19 program is the greatest program that I have been a
20 part of, and it would be the best program to build our
21 relationship between our young Black males and our
22 Black people. Thank you.

23 COMMISSIONER CLARKE: I want to thank you
24 for your work, your advocacy, your leadership, and for

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1 also again highlighting a program that might be a
2 model and might be one worth replicating in other
3 communities across our country.

4 And I also just want to thank you for
5 helping to bring this conversation full circle because
6 we talked about the need for more representation.

7 We want to see more Black men both as
8 teachers and as superintendents, more Black men and
9 boys represented in STEM fields.

10 And we are closing out by talking about
11 the need for representation in the law enforcement
12 sector.

13 And I firmly believe that as we talk about
14 the need for constitutional policing, as we talk about
15 racial disparities that affect our criminal justice
16 system, as we talk about police misconduct, a lot of
17 these issues are tied to whether or not we have law
18 enforcement agencies that represent the diversity of
19 the communities that they serve.

20 And so, this I think is part of a larger
21 conversation about how we promote constitutional
22 policing and effective policing in our country. And it
23 is getting more diversity into the rank and file of
24 Police Departments.

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1 Just as wrap this discussion up, I want to
2 share some statistics from a recent New York Times
3 article that looked at diversity in Police
4 Departments, this is from a 2020 article, Which Police
5 Departments are as Diverse as Their Communities?

6 And the article notes that 467 local
7 Police Departments with at least 100 officers that
8 reported data for both 2007 and 2016, more than two-
9 thirds became wider relative to their communities
10 between those years based on their analysis of the
11 data.

12 So, we have work to do here, and our
13 nation would be better served, communities would be
14 better served by having more diversity in the law
15 enforcement sector.

16 Commissioner Wilson, our panelists have
17 concluded, and I would like to open the floor for
18 Commissioners and others to participate in a dialog
19 and reaction.

20 I would like to defer to you on whether or
21 not we take a break before we do that.

22 CHAIR WILSON: Proceed with your
23 questions.

24

1 **V. CSSBMB COMMISSIONER REMARKS ON**

2 **ROUNDTABLE DISCUSSION**

3 COMMISSIONER CLARKE: Excellent. I thought
4 this was a fascinating discussion and I would like now
5 to open the floor for Commissioners to react and share
6 their responses to the discussion that we've all been
7 participating in.

8 COMMISSIONER ELDER: Is it okay if I say
9 something?

10 COMMISSIONER CLARKE: Absolutely.
11 Commissioner Elder?

12 COMMISSIONER ELDER: First of all, I want
13 to thank Congresswoman Wilson for setting up this
14 very, very important Commission and I want to thank
15 President Donald Trump for suggesting that I be part
16 of it.

17 I also appreciate all the remarks that
18 have been made by all the Commissioners and I want to
19 say that we are all here because we are people of some
20 degree of high achievement.

21 We've all had different backgrounds, we've
22 all had different struggles, but we are here because
23 we have persevered despite the obstacles that we have
24 now pointed out.

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1 Frederick Douglass said it is easier to
2 build strong children than to repair broken men. And
3 as they say in real estate, it is about location,
4 location, location; regarding the social status of
5 Black men and Black boys, it is about fatherlessness,
6 fatherlessness, and fatherlessness.

7 I have been on the radio for 30 years, I
8 am from the inner city, I grew up with a mother and
9 father who were married for 54 years, my dad never
10 knew his biological father, he was thrown out of the
11 home when he was 13 years old.

12 I have invited a lot of people on my radio
13 show over the years, one of whom was Kwesi Mfume, at
14 the time who was President of the NAACP. Before that,
15 he was a Member of Congress, now he is a Member of
16 Congress again.

17 And the first question I asked him was Mr.
18 Mfume, if between the presence of white racism or the
19 absence of Black fathers, which poses the bigger
20 threat to the Black community?

21 Without missing a beat, he said the
22 absence of Black fathers. And in 1965 25 percent of
23 Black kids enter the world without a father married to
24 the mother. That number is now 70 percent today.

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1 There is no way you can tell me that
2 America is more racist today than it was in 1965.

3 What happened in the mid-1960s is Lyndon
4 Johnson launched a so-called war on poverty and in my
5 opinion, it incentivized women to marry the government
6 and incentivized men to abandon their financial and
7 moral responsibility.

8 We have 13 public high schools involved or
9 more, whereas 0 percent of the kids, these are 13
10 public high schools in the inner city where 0 percent
11 of the kids are math proficient. And there are
12 another 6 involved where only 1 percent are, that is
13 almost half of the public schools involved or more
14 where either 0 percent or only 1 percent of the kids
15 are math profit.

16 And most of these, again, are in the inner
17 city. The problem is not the amount of money we need
18 to spend. We are spending more money on K through 12
19 than virtually any other country in the world, I
20 think.

21 The only one that spends more is
22 Luxembourg and we are getting awful, awful results. I
23 am in California, 75 percent of Black third graders in
24 California cannot read at s. e proficiency levels and

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1 those levels are low because they keep lowering them
2 in order for them to be met.

3 And the math scores are not much better.
4 We need to have school choice, so the money falls to
5 the child rather than the other way around. I could
6 not agree more with Commissioner Porter, who says we
7 have a spiritual problem.

8 I do not believe we are helping kids by
9 telling them there is something called the school to
10 jail pipeline and that systemic racism is going to
11 hold you back. A few years ago, for any grade died in
12 police custody in that band involved in war, Baltimore
13 had a Black mayor.

14 The number one and number two running the
15 Police Department were Black. Three of the six
16 officers who were charged were Black. The state
17 attorney who brought the charges against the state was
18 Black, the City Council was all democrat majority
19 Black.

20 At the time, the Attorney General of
21 America, Loretta Lynch, is Black, as was the President
22 of the United States. So, you have Black people
23 running the entire system from top to bottom when we
24 are talking about systemic racism.

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1 You are not, in my opinion, helping people
2 by telling them anything other than despite these
3 obstacles, despite your circumstances, life ultimately
4 is a series of choices.

5 You make good choices; you are going to
6 end up with a better result. A poor Black kid raised
7 by two parents will have a better result in life than
8 a middle-class white kid raised by one.

9 So, we ought to be talking about what is
10 causing so many kids to be brought into the world
11 without fathers, and in the situation, we are at, what
12 can we do about it?

13 And the answer is more and more mentoring,
14 there are many mentor programs, one of which was
15 mentioned, the 5000 Role Model program.

16 There are many here in L.A. that I am
17 involved in, many across the country, they all have
18 one thing in common.

19 It is causing people to look at themselves
20 in the mirror and say you are responsible for your
21 behavior, you are not responsible for your
22 circumstances, but you are responsible for your
23 behavior.

24 Every child needs a mentor and that is the

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1 job of a parent and if you do not have a parent, then
2 that person needs to have somebody he or she can look
3 up to, to provide the kind of guidance necessary.

4 We are not doing kids a positive service
5 by telling them that you are a victim, that the system
6 is going to suck you in, no matter what your
7 circumstances are you have a moral obligation to pick
8 up those cards and play them to the best of your
9 ability.

10 When you do that, people will see that you
11 are trying, that you are struggling, and they will
12 help you.

13 COMMISSIONER CLARKE: Thank you,
14 Commissioner Elder. Commissioner Marshall?

15 COMMISSIONER MARSHALL: Thank you, can you
16 hear me?

17 COMMISSIONER ELDER: Yes.

18 COMMISSIONER MARSHALL: Just a few
19 observations and I want to thank the panel that
20 touched on all of my buttons, you really did.

21 First, I have to say one of those out of
22 school nonprofits is doing work, I heard Commissioner
23 Simmons do one, I have just got to say that. So, I
24 have worked with young men all of my adult life and

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1 just a few observations that I've heard from young
2 people.

3 And I was a teacher, so I got the teacher
4 thing, and I am a father, so I got the father thing. I
5 just want to say I built my career on having young
6 people and men be successful.

7 And as early as the 3rd grade and I hear
8 this consistently through the 12th grade when I ask
9 young people -- because when they go in as they begin,
10 you go to kindergarten class and these kids, you
11 cannot shut them up. You raise their hand; you cannot
12 shut them up.

13 By the time they get to the 4th grade, it
14 is almost like the academic pilot life has been turned
15 off. So, here is what they tell me as early as the 3rd
16 grade when they start off with this light roaring,
17 they tell me three things.

18 They do not like us, somehow, they have
19 sensed that early on, that this system does not like
20 us, these people do not like us. The second thing the
21 suspect is they do not think we can do it.

22 So, somewhere along the line they get this
23 idea that you really cannot be successful in this
24 academic world. This is the message they pick up.

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1 And the third thing they told me -- so,
2 that's expectations and the biggest predictor of
3 academic achievement is really expectations.

4 And I think Commissioner Dillard could
5 tell you that, he is a principal. And the third thing
6 is they do not teach us anything about ourselves.
7 Those are the three things that I always hear from
8 young people when I end up engaging with them.

9 Now, at the same time, they are getting
10 messages from popular culture, from their friends and
11 all these other things, so I have to combat all of
12 that moving them forward.

13 And I do know that if young people get the
14 wrong information early, turning that around is very,
15 very difficult. So, I sort of built everything on the
16 success I had, people I see had, with Black males is
17 those three things.

18 They believed in them, they do like them,
19 and they do teach them things about themselves. I am a
20 big believer in history and culture. I heard a young
21 man say one time, I told a young man, if you knew what
22 I knew you would not do what you do.

23 A lot of young Black males collude in
24 their own oppression because they do not know their

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1 full story. I cannot tell you how many times young
2 Black men have said we do not have these conversations
3 in school like we have in your program.

4 So, all of those things are necessary,
5 certainly fathers, your fathers, however, I will say
6 this to sum this whole conversation up, the marriages
7 are not going to work out.

8 You can still be a father whether you are
9 in the home or not, you have to be because mom is
10 going to be mom, she is always going to be mom. So,
11 there are obstacles that our young men face because
12 they are not in the home but that does not mean they
13 cannot be a dad.

14 You can be a dad in your obligations, and
15 I know a lot of men who are dads who are not in the
16 home, and nobody is going to argue about fathers but
17 just as being a father is important, it is just as
18 important to be a mother.

19 So, dealing with men, helping them be
20 fathers, whether they are with the mother or not,
21 because that is not always going to work. But they can
22 be and are going to be and will be fathers, and that
23 is the most important thing.

24 So, you mentioned programs that work, I

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1 heard you talk about Hidden Genius, great, great,
2 great program, Brandon Nicholson will like that you
3 said that I will tell him that.

4 And like you, Commissioner Elder, I have
5 been on the radio for years up here, saying something
6 a little different, and I love to come on the show and
7 talk about it but the biggest things I have heard is
8 the positivity that young people have gotten from me.

9 They have never met me, but they say the
10 message you put out about being positive, about
11 history, about culture, about doing the right thing,
12 about believing in yourself, those messages are key.

13 And the problem is one of the issues is
14 they do not get those messages from popular culture,
15 they do not get it from television, they do not get it
16 from anywhere else.

17 They only way they are going to get it is
18 from people like us who are willing to go in and
19 invest their time and their energy in these young
20 people.

21 Because there is somebody in there all the
22 time, somebody is in there all the time, whether it be
23 somebody from the streets or the music they listen to.

24 And I have just got to say this, social

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1 media is a huge problem for these young people right
2 now because it has taken things to the next level. So,
3 everything you are saying is great, all of this works,
4 I am a firm believer in teams.

5 Some of us do things better than others, I
6 know what I am good at. I think each of one of us can
7 pick the centerfield, the rightfield, the point guard,
8 whatever you want to play on this team and invest in
9 all of that.

10 So, all of this is great, all of this is
11 wonderful, we need to harness it, put it into
12 position, and keep things moving.

13 COMMISSIONER CLARKE: Thank you, Commissioner
14 Marshall. Others?

15 COMMISSIONER OLEKA: I have a quick
16 comment, if I may, Commissioner Clarke?

17 COMMISSIONER CLARKE: Yes, Commissioner
18 Oleka?

19 COMMISSIONER OLEKA: Thank you, and my
20 apologies for going off screen for a bit. I do not
21 have any Black boys at home, but I had a little girl
22 who is about four months who needed me to put me down
23 for her nap.

24 So, my apologies for stepping away for a

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1 second. But I just want to comment two things, one, I
2 appreciate everybody who was able to offer their
3 perspective about the importance of this issue.

4 This certainly is a wide range of
5 thoughts. I particularly like the idea of lifting up
6 community organizations that are doing this well.
7 Obviously, we are a national group, we are a federal
8 commission, so our charge ought to be focused on what
9 the federal government can do.

10 Part of it, I think, is uplifting local
11 organizations and local groups that are doing this as
12 well, not necessarily to receive government funds but
13 to receive, as the speaker put, dollars from
14 philanthropy, local business leaders, local
15 governments potentially who are really invested in
16 this, folks who understand it on the ground. That is
17 incredibly important for what we are doing.

18 From the federal perspective, I think what
19 we can do is try to incentivize different grants and
20 different federal agencies to provide resources in a
21 way that will uplift those particular organizations
22 and encourage other organizations to behave that way.

23 So, again, it is not necessarily going out
24 or creating some new federal bureaucracy. I would not

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1 prefer the bigger government; I would prefer the
2 smaller one. But what we could do with those
3 particular dollars is with grants.

4 Obviously, I think many of us have heard
5 of a success sequence, it is the idea that you finish
6 high school first, then you get a full-time job after
7 high school before you get married and have children.

8 As somebody put it, that's not always
9 going to be the perfect instance but I think if it was
10 possible, what we could do is begin to incentivize
11 organizations based on how grants are written at the
12 federal level through administrative regs and so on so
13 that they begin to fashion themselves as an
14 organization on the ground that promotes that type of
15 behavior.

16 So, as an example, if an organization is
17 working with Black boys, they can say their focus is
18 to get those boys to finish high school and find a
19 career path. It could be college, it could be a job,
20 it could be the military, but to do so explicitly with
21 a culture that suggests do that without having
22 children.

23 Again, we know this is not going to be a
24 perfect ladder or tool but if you promote them, it

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1 becomes a part of the culture, a part of the local
2 organizations because there is an incentive from
3 federal funding, then that can begin to create this
4 groundswell of a lot of the things we are talking
5 about.

6 I agree, Black men and Black boys are not
7 the problem. It is also though a fact that we are
8 problematized, and I think that if you can do a few
9 things, one, as a brother put earlier, uplift the
10 local organizations who are doing this well.

11 But then, two, shift the culture and the
12 way the federal government could help shift the
13 culture is to incentivize that success sequence which
14 focuses on graduating high school, getting a good job,
15 and then getting married and having kids in that
16 order.

17 Whatever stage an organization is in, if
18 they could do those things, I think we would be better
19 off. Those are my comments and again, I appreciate you
20 all letting me be with you today.

21 COMMISSIONER CLARKE: Thank you for that
22 reaction.

23 COMMISSIONER ELDER: I am going to have to
24 leave. I mentioned earlier that I am going to have to

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1 leave early but I really applaud what you just now
2 said. You are right about the
3 linear success sequence, finish high school, do not
4 have a kid until you get married, get married, avoid
5 the criminal justice system, get a job, any job, keep
6 that job, do not quit that job until you get another
7 job.

8 That is the path towards leading poverty
9 going at least to the middle class. God bless you all,
10 thank you.

11 COMMISSIONER CLARKE: Thank you,
12 Commissioner Elder. Others?

13 COMMISSIONER BEATTY: Commissioner Clarke,
14 I wanted to quickly comment based off what my brother
15 said earlier, Mr. Oleka.

16 When we look at these issues, I think
17 sometimes I have been in a unique situation, I have
18 been able to work in prisons and jails and juveniles
19 for well overview a decade.

20 My programs touched tens of thousands of
21 Black men across America, Africa, Haiti, and there is
22 one thing that I have noticed. It is that you cannot
23 approach every part of our demographic the same.

24 And so, for us to sit here and not really

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1 separate each individual category, when we are talking
2 about our juvenile justice system, we cannot approach
3 that the same way as we approach just our general
4 public-school kids.

5 These kids have different issues, these
6 kids need a different approach. It requires deeper
7 thought than just coming with this blanket approach to
8 Black men and boys. And it also comes with the need
9 for truth.

10 As a Black man, for me to sit here and say
11 that we have a population of our Black kids that are
12 not a problem to our nation is a lie, we know that.

13 I go into these juveniles and talk to
14 these poor kids who have been abused half of their
15 lives and had not had anybody, no support system.

16 They are menaces, a lot of them, and they
17 need our help, but we cannot help them if we do not
18 admit that we have a problem. In 2019 to 2020, there
19 was 700,000 juveniles arrested.

20 41 percent of juveniles in prison are
21 Black boys, 41 percent. Think about that number when
22 we are 6 percent of the population. I am not talking
23 about all Black kids; I have a couple of Blac. boys in
24 my house that are amazing young men.

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1 And I have some poor Black boys down the
2 street that I take care of that are amazing young men,
3 but that doesn't take away from the problem that we
4 have and the fact that right now, if you go -- I'm not
5 sure if any of you have been in juveniles lately, but
6 the last three to four years I have seen such a spike
7 in home break-ins, armed robberies, and burglaries.

8 It is becoming a culture to that
9 demographic. And so, I encourage us, if we really want
10 to get to the root cause of some of these problems,
11 let us look at every demographic in its own silo, try
12 to get to the root cause to see how we can service
13 those individuals who need our help and support.

14 We cannot just solve it all through
15 education, some of them need rehabilitation because
16 when you look and see that 71 percent of every high
17 school dropout is fatherless, 71 percent, which is a
18 big number.

19 We know that is a problem because we have
20 over 1.2 million dropouts every year in America, every
21 year over 1.2 million. And I think in 2018, 2019 we
22 had 2.1 million high school dropouts. Those are big
23 numbers of population that we are putting out there
24 that need specialized treatment and rehabilitation.

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1 And I will end by saying this, when you
2 look at our Federal Bureau of Prisons, the budget was
3 \$826 billion in 2020, less than 2 percent of that
4 entire budget went towards rehabilitation and
5 programming. And you must remember the vast majority
6 of those in prison are fatherless, a big majority are
7 fatherless. So, we are doing nothing to help
8 reintegrate them into society.

9 We are not doing them any real programming
10 to help them become father figures, mentors, preparing
11 them to enter the workforce. We must spend our money
12 better.

13 If we are spending that type of money, we
14 should hold our institutions accountable to actually
15 go in and treat the most vulnerable.

16 And so that is my two cents on it, I am
17 passionate about it, my passion pours out of me.

18 But I will tell you what, the words in my hands
19 speak for themselves and we are on the right page, we
20 just need to identify each individual category and
21 find some solutions.

22 God bless you all.

23 COMMISSIONER MARSHALL: Commissioner
24 Brewer if I could just amplify what you are saying? If

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1 you look at medicine, for example, that is a phrase I
2 use, preventative medicine is what everybody is into.

3 That does not mean people are not going to
4 get sick, you have to do it all. You must do
5 prevention, you must do intervention, you must do
6 rehabilitation. I am lucky because I get to do it all.

7 So, you have to do all three, there is no
8 way. If we only get preventative medicine and we did
9 not operate in the emergency room, it is not going to
10 help.

11 And I think we can do that; I think we
12 have just got to say all of this important -- that is
13 what medicine says.

14 However, this was about prevention today,
15 this was about prevention, and there are things you
16 can do in place so that young people do not get off on
17 the wrong track in the first place.

18 And there are things you can do for those
19 people who got off on the wrong track to get them back
20 so that they will not reoffend and come out and be
21 considered a nuisance to society. So, I agree, you
22 must do it all, that is why these conversations are
23 taking place.

24 And let me just say one other thing,

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1 where's Mr. Jenson? I want to say this.

2 I always marvel at how young people really
3 get into athletics and I have young people that are
4 looked upon -- I was never really good as a basketball
5 player but I had coaches look at me because I was 6
6 foot 3 and said I could make you good, I can make you
7 good, I can make you good.

8 And the attitude that athletics have
9 towards young Black men is an entirely different
10 attitude. Even if they believe in you, probably
11 because they are going to get a return on their
12 investment and are going to win.

13 We do not have that same attitude when it
14 comes to other areas of life.

15 And if we can develop that same attitude
16 towards academic and working with everything else with
17 young Black men, and it is not just young Black men
18 believing they can succeed in athletics and there is
19 going to be a reward for it, it is that athletics gets
20 something out of them.

21 We need that same attitude when it comes
22 to every other phase of young Black men's lives.

23 Celebrities are athletes and entertainers
24 because they see them as somebody that that is a great

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1 thing to be. If we had the same attitude when it came
2 to academic and everything else, our young men would
3 benefit.

4 So, my return on investment, we have to
5 have our own ROI for these young people and our own
6 ROI for these young people is you are successful no
7 matter what, and we have to take that same across all
8 spectrums, not just in athletics.

9 COMMISSIONER CLARKE: Thank you,
10 Commissioner Marshall. I know that Commissioner Cesar
11 wanted to come into the conversation.

12 COMMISSIONER CESAR: Yes, thank you so
13 much and thank you, Commissioner Clarke, for
14 moderating this great discussion.

15 Thank you, Congresswoman Wilson for
16 bringing us all together, thank you to all my fellow
17 Commissioners for your great comments today.

18 This is a really critical discussion and I
19 wanted to just emphasize the question Commissioner
20 Clarke you asked Commissioner Brewer about closing
21 strategies to close the employment gaps for Black men
22 and boys.

23 And to just share that I think that's a
24 critical solution to advancing conditions for Black

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1 men and boys in this country, and something that in my
2 work in the Department of Labor and in the
3 Administration and the community, we're really focused
4 on doing just that, as I'm sure many of you on this
5 call are in your various lines of work.

6 But I wanted to just share that at the
7 Department, at the Administration through President
8 Biden, Vice President Harris, it is a major priority.
9 As you may recall, on Day 1, President Biden's
10 administration, he released an executive order titled
11 advancing racial equity in the federal government.

12 So, at the Department of Labor we are
13 looking at all the federal agencies. We are looking at
14 ways to advance conditions for communities that have
15 been underrepresented in the past.

16 So, Black men and boys are certainly a
17 major priority in the work that we do. And so, really,
18 in all our programs at the Department, from workforce
19 development to labor participation, I know
20 Commissioner McBath mentioned that.

21 In today's job day, the labor numbers
22 where you see Black men have twice that employment
23 rate continually of white men in America.

24 I think a major focus on what we can do is

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1 this moment where we have gone through a pandemic,
2 where we have seen the economic disparities
3 exacerbated and exposed even further, what can we do
4 to right those wrongs?

5 And so that is something that we are
6 laser-focused on. There are a few specific things in
7 the workforce and labor realm that we can do, and it
8 has been touched on in some of the comments.

9 One, obviously is investing in the public
10 workforce system and in those partnerships that are
11 needed to get people and specifically Black men and
12 boys into career pathways, as Commissioner Brewer
13 mentioned, definitely not just jobs but career
14 pathways.

15 And I want to thank my colleagues, some of
16 whom are on this call, from the House, such as
17 Congresswoman Wilson and Congresswoman McBath under
18 the leadership of Chairman Scott in the House and in
19 Labor for passing a reauthorization of WIOA, which
20 would invest billions of dollars into the public
21 workforce system, where there's an opportunity to
22 serve Black men and boys across this country and other
23 populations.

24 But definitely Black men and boys and

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1 increase career opportunities, training opportunities
2 that will most definitely advance a lot of the
3 conditions.

4 I think in number two, we need to
5 continue, all of us in our different career paths, to
6 improve wages and opportunities for good jobs. All too
7 often, Black men and boys are overrepresented in low-
8 wage careers, low-wage jobs.

9 We saw during the pandemic retail,
10 hospitality, we saw those jobs disappear.

11 We saw folks also leaving those jobs and
12 saying, hey, those aren't the jobs that are stable and
13 will provide for my family so we as leaders have to
14 find a way to increase those wages and support good
15 jobs by engaging employers, community partners, and
16 advancing wage policies and practices that are going
17 to promote those opportunities to help increase the
18 wages.

19 When someone has a good job, obviously, as
20 we all know, it provides a lot of dignity, it provides
21 a sense of purpose, do not we need to do our part to
22 advance those.

23 Number three, I think starting with youth,
24 as has been said, Commissioner Simmons called for some

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1 investments in STEM programs from the federal
2 government. That is something we are very focused on.

3 We start young in schools, there is a lot
4 of opportunity there and we can seize that
5 opportunity. Commissioner Brewer, you mentioned that
6 Black men and boys are the untapped labor market, and
7 I could not agree more with that comment.

8 I think, as you see from the federal
9 government, all these investments coming in,
10 infrastructure, a \$1.2 trillion infrastructure package
11 was passed. You have massive energy and climate
12 investments forthcoming in states and localities
13 across the country.

14 You have a growing healthcare industry,
15 you have a growing tech industry, those are all
16 opportunities for us to find career pathways, promote
17 opportunities for young men, Black men, and boys to
18 get into those career pathways where there are
19 abundant job opportunities forthcoming in the next
20 several years.

21 And where, quite frankly, there are not
22 enough people to fill a lot of those job
23 opportunities.

24 So, we really need to think about how we

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1 can create an environment ecosystem in cities, towns,
2 states to really push folks into those job
3 opportunities through investments in community-based
4 organizations that do that work on the ground.

5 As Commissioner Oleka mentioned, through
6 investments in community colleges, through investments
7 in other kind of partnerships that are going to help
8 those Black men and boys in other communities get into
9 those career pathways.

10 And along with those investments,
11 investments in support of services, right? Because we
12 know sometimes helping these communities and helping
13 our Black men and boys is going to take a little bit
14 more than just investment in job training.

15 It is going to need support services for
16 transportation to buy suits, to take care of childcare
17 needs as we have seen through the pandemic.

18 So, we need to take a holistic approach
19 and definitely invest, but I wanted to just say those
20 few comments to echo the importance of career pathways
21 and a good quality job as a solution to advancing
22 conditions for Black men and boys.

23 COMMISSIONER CLARKE: Thank you,
24 Commissioner Cesar, thank you for your observations,

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1 thoughts, and for your service at the Department of
2 Labor.

3 I know we are coming to the end of this
4 conversation, but we have Commissioner, Dr. McIver,
5 and Commissioner Fosten in the queue.

6 COMMISSIONER MCBATH: Thank you,
7 Chairwoman Wilson, and Commissioner Clarke for
8 facilitating such an outstanding conversation today
9 and to our panelists for our continuing to bring such
10 relevant and thought-provoking information to this
11 condition as we look to achieve our mission.

12 This is a question, and any one of the
13 panelists, please feel free to answer this, one of the
14 threads that I thought about as I heard each of these
15 presentations is that a person's health impacts their
16 level of educational attainment.

17 A person's health impacts their economic
18 ability or mobility, a person's health is impacted or
19 impacts their connection to the criminal justice
20 system. Health is a thread across these different
21 things that we talked about today.

22 And one of the things someone had
23 mentioned about not necessarily always focusing on
24 what is wrong but what we are doing right.

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1 And in the health sphere, my question to
2 any one of the panelists is from the perspectives that
3 you presented today, we are we doing that is working
4 to promote health in young Black men and boys in the
5 educational sphere or in the economic sphere?

6 What are we doing that is working because
7 health plays a major role in all these different
8 areas? I would be happy to hear from any Commissioner
9 on that.

10 Thank you.

11 CHAIR WILSON: Madam Commissioner, this is
12 Congresswoman Wilson and I just want to say that the
13 Congressional Black Caucus has poured billions of
14 dollars into community health centers and especially,
15 all of that was increased during the pandemic, and
16 CARES 1, CARES 2, the American Rescue Plan.

17 And I personally have built two in my
18 community, one in Little Haiti and one in the inner
19 city of my community so that children can walk to
20 these centers. They do not even have to catch public
21 transportation.

22 We also put in the American Rescue Plan
23 moneys for school districts to hire a nurse in every
24 school. The problem is we do not have enough nurses to

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1 hire so we must build up that infrastructure to hire
2 these nurses.

3 We also, if you heard me at the beginning
4 of what we needed to do as prevention, is to make sure
5 that every Black boy has a personal examination every
6 year, every summer before school starts. We must make
7 sure that they have that.

8 And then we must incentivize our Black
9 boys, and I want to give you all permission to talk
10 about Black men and boys, so you do not have to say
11 Black and brown boys, you do not have to say Black
12 people and sometimes girls or sometimes women.

13 We are just talking about Black boys, and
14 this is what we need to do. We need to incentivize
15 them to take the COVID-19 vaccine, to incentivize
16 them. How you incentivize them, it depends on the
17 local community.

18 And while we are talking about healthcare,
19 I want to talk a little bit about poor Black women who
20 will be saddled with so many unwanted children because
21 of the assault on a woman's right to choose.

22 So, we are talking about, the whole realm
23 of this conference has been about, fatherless
24 children, the father absent. We are going to

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1 exacerbate that with what we are doing.

2 So, I am writing a bill for contraception
3 for Black., and I am not going to say all men because
4 this is the Commission on the Social Status of Black
5 Men and Boys.

6 And I think that if we had a contraception
7 available, it does not have to be a pill, it could be
8 other things. I am not talking about vasectomies; I do
9 not know what it should be but that is something that
10 needs to be studied. so that we can help.

11 But we must make sure that all our little
12 children have every vaccination and their series of
13 shots, that well baby care and everything, and that is
14 why we invest so much money in these family health
15 centers.

16 COMMISSIONER MARSHALL: If I may, let me
17 just say one other thing that I have not heard.

18 COMMISSIONER CLARKE: Commissioner
19 Marshall, my apologies but I want to bring
20 Commissioner Dr. Fosten who has been patiently
21 waiting.

22 COMMISSIONER MARSHALL: She asked about
23 health, so I was just going to mention another aspect
24 that you hear more and more from young men is mental

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1 health. I hear this more and more than I have ever
2 heard before.

3 I ask young men who say how is my mental
4 health. That is something that is emerging, that is
5 something I have pay attention to, I just want to
6 throw that in, not just physical health but mental
7 health that young men are talking about over and over
8 again today.

9 COMMISSIONER ELDER: Thank you,
10 Commissioner Marshall. Commissioner Fosten?

11 COMMISSIONER FOSTEN: Good afternoon,
12 fellow Commissioners, Chair Wilson, thank you for your
13 tremendous vision.

14 You said it best, Commissioner Clarke, at
15 the beginning when you said 21st century policy
16 approaches and 21st century ways of looking at our
17 issues. There is a saying that says those who forget
18 history are doomed to repeat it.

19 We must remind ourselves that most of us
20 on this Commission and most. us people of color, Black
21 men and boys in this nation are from descendants of
22 slaves, are from descendants of the civil rights Jim
23 Crow issues.

24 So, if we do not forget remembering that

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1 that means we are an oppressed class, an oppressed
2 minority in a nation that is the most powerful nation
3 in the history of humankind.

4 So, we have a history of by an oppressed
5 people and we are still not approaching that we still
6 have a fight to finish, a race to go. We have not even
7 reached the promised land yet.

8 I heard once someone mention the war on
9 poverty. The war on poverty was matched by the war on
10 crime and so what happened with the war on crime?

11 The war on crime led to disproportionate
12 numbers of Black men going into the come in justice
13 system right after civil rights.

14 Does anyone think that is a coincidence,
15 coming from a nation with a history of enslavement of
16 Black people? So, when we think about that, these
17 disparities, we must think about what are the civil
18 rights violations that lead to this mass incarceration
19 of Black men?

20 This is at the same time in correlation to
21 the missing Black men in the homes. Like we said, 70-
22 plus percent of Black men were in the home and in 2-
23 parent homes prior to that.

24 Now, look at what happened after that,

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1 look where we are at now, now it is reversed, 70
2 something percent of Black babies are born into single
3 homes.

4 So, when we talk about approaches, we must
5 look at the totality of where we are at and not forget
6 our history because we ask ourselves --

7 Like I said, you can change the law,
8 Martin Luther King said, but you cannot change
9 somebody's heart. So, why do we have private prisons
10 in the United States? What good does a private prison
11 serve?

12 To have a private prison, you must have
13 some type of an agreement to make a profit, how are
14 you going to make a profit? You have to fill those
15 beds, so who are those people filling those beds?

16 Statistics tells us who those are. So, we
17 need to look at these things from a wide, wide policy
18 approach and continue looking at this as a struggle of
19 a minority people who have been oppressed
20 historically.

21 That explains a lot of the interconnected
22 things we are speaking of, our education levels, our
23 family household dynamics. So, we must not forget
24 that. I must stress this.

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1 There are civil rights violations that
2 must be occurring. We talk about racial profiling,
3 stop and frisk, those things, they fill this mass
4 incarceration phenomenon with Black men and Black
5 boys.

6 It is not a moral issue per se because
7 there is no statistics that I have been showing you
8 that Black men have done drugs more than any other
9 demographic in this nation.

10 So, if Black men are doing drugs equally
11 within this nation around the penitentiaries right now
12 filled with meth addicts.

13 If there is a drug war, why is it filled
14 with the heroin addicts right now? That is not
15 happening. Crime was perceived as a public safety
16 issue. Now today, the drug problem is perceived as a
17 health issue.

18 So, we must keep examining those things.

19 If we are going to going to fix the issues
20 we have in our community, we cannot put a band aid on
21 that, we have to still hold the justice system
22 accountable, look at what it is doing, address it
23 properly so we can get to these issues of where we are
24 today.

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1 Like I said, there's misinformation out
2 there, disinformation, that Black men are not involved
3 in the lives of their children. And that is a lie, the
4 CDC tells us we are more involved than any demographic
5 out here.

6 So, how is this narrative allowed to
7 persist? And with that being said, since the Black
8 household has changed, it is usually led by a single
9 parent, and not only just a single mother, but there
10 is also lots of Black single fathers out there who are
11 holding it down.

12 So, how can we provide support systems for
13 this new dynamic, this new characteristic of
14 households? That is just what I wanted to say, I could
15 talk forever, I just wanted to lay that out in
16 layman's terms as best I could.

17 But we must not forget that we are
18 historically oppressed and if you do not agree, I want
19 somebody to give me the date when we came and all of
20 the sudden, we reached the promised land.

21 If not, we should approach this like
22 people who have historically been oppressed and a
23 minority class, and we should continue with that
24 mindset and that approach going forward. Thank you.

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1 COMMISSIONER CLARKE: Thank you,
2 Commissioner Fosten. As you said, we could speak
3 forever.

4 I think we have had a really spirited
5 discussion this afternoon and that is in no small part
6 because of our panelists who come from many different
7 sectors and brought a range of important perspectives
8 to our discussion today.

9 And we are continuing to lay important
10 groundwork and we are really starting to build a
11 roadmap to help identify those 21st century strategies
12 to help us tackle the problems gripping Black men and
13 boys in our country today.

14 Madam Chair Wilson, we certainly could
15 continue this conversation but in the interest of
16 time, I want to respectfully turn the floor back over
17 to you. Thank you to everyone for your participation
18 today.

19 CHAIR WILSON: Thank you so much,
20 Commissioner Clarke, and to all the panelists, this
21 has been just fantastic.

22 I am so proud of this Commission. I just
23 wanted to add one editorial note, I do not think we
24 mentioned Attorney Benjamin Crump, who came on at the

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1 last roundtable that we had to speak to us about
2 police brutality.

3 So, let us add that into the record.

4 And I think that many of us -- let's keep
5 in mind that this particular forum was about
6 prevention and before Mr. Troy Vincent left, I did
7 want to bring up to him because I've had this
8 conversation with him before, that one of the reasons
9 that we have a lot of crime in our communities,
10 believe it or not, is sneakers, S-N-E-A-K-E-R-S, for
11 Black boys.

12 So, I have approached him, and I am going
13 to approach the NBA about providing every Black boy in
14 America at the beginning of every schoolyear a pair of
15 sneakers, all alike.

16 We had a congressman, representative Danny
17 Davis, out of Chicago, whose son was killed in his
18 house by a young boy who wanted his sneakers. He
19 actually came to his house and shot him dead in the
20 living room because he wanted his sneakers.

21 And that happens more than we know because
22 that did not make the national news, I am sure it made
23 the Chicago news, but this happens every day.

24 So, that is something we are going to talk

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1 about, and we are going to also list all of what you
2 have indicated today, like private prisons, which
3 every state legislature has tried to stop. And we
4 cannot do it.

5 And you are right, they must meet a
6 certain percentage of occupancy, or the state must pay
7 them for empty beds, which is like \$15 a day. So, even
8 if they are not filled, they must still pay them.

9 So, the goal of law enforcement is to fill
10 the prisons so they can get reimbursement from the
11 state legislature to pay these private prisons. So, it
12 is a gimmick, it is a game.

13 And another thing when we are talking
14 about prevention, I want you to know that 70 percent
15 of our HBCUs are all 70 percent female. Just let that
16 sink in. The only HBCU that is not 70 percent female
17 is Howard, who is 60 percent female, and Morehouse, of
18 course, which is 100 percent female.

19 The rest of them, trust me, 70 percent
20 female, I serve as Chair of education, and I speak
21 with the presidents of our HBCUs daily. And we are
22 trying as hard as we can to recruit Black boys to go
23 to college, and in so many instances, free.

24 So, if you know of Black boys with at

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1 least a 3.5 GPA who you feel would want to go to
2 college, please call me and let me know. They are
3 begging for Black boys to go to college.

4 Also, our community colleges, we are
5 incentivizing them to institute something we call
6 Rising Black Scholars. These are for young boys who
7 have a 2.50 average, who can go to a community college
8 without paying any money.

9 These are preventative strategies, and you
10 have to help me put pressure on Congress to make
11 universal pre-K the law of the land, because by the
12 time our children get to 1st grade without universal
13 pre-K, without K, they are thousands and thousands of
14 words behind just in vocabulary.

15 So, they are already behind before they
16 even get into school, and they have no one at home to
17 really help them. So, we have to catch up on all of
18 this. We will now turn our attention to the business
19 portion of the meeting.

20 VI. BUSINESS MEETING

21 CHAIR WILSON: We're just going to be
22 quick. The minutes from the Commission's April 2022
23 meeting is in the meeting packet sent by the program
24 manager. Are there any corrections to the minutes as

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1 distributed?

2 If there are no further corrections, may I
3 have a motion to approve the previous meeting minutes?

4 COMMISSIONER MARSHALL: So, moved.

5 CHAIR WILSON: Is there a second?

6 COMMISSIONER CLARKE: I second.

7 CHAIR WILSON: There is a second. All in
8 favor? The minutes stand approved as distributed.

9 For the record, please find in your packet
10 the program manager's report and I want you to know
11 that the program manager and the Executive Director of
12 the Commission on Civil Rights came to Miami to the
13 5000 Role Models academic signing, where we have young
14 boys who sign for scholarships to go to college the
15 same way they sign to go to the NFL and the NBA.

16 So, that was something. And now, any
17 matters or new business the Commissioners will want to
18 bring up at this time? Any matters of new business? We
19 are planning a White House summit and we will keep up
20 posted on that.

21 We are looking at September 1st. Our goal
22 is to get the White House involved in the Commission's
23 work as we move forward.

24 COMMISSIONER BEATTY: Madam Chairwoman, I

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1 would like to just say I know there were some issues
2 raised regarding private prisons. I work in public
3 prisons and private prisons, state-run, and have
4 worked in federally run and saw both of those.

5 I think it would be highly informative and
6 enlightening if our Commission could actually do a
7 deep dive research on the impact of Black men and boys
8 in private prisons as well as state and federally run
9 facilities.

10 I think that we would all learn a lot
11 from, and I am happy to help.

12 CHAIR WILSON: Thank you so much. We know
13 that private prisons are for profit, 100 percent, and
14 a some of our actual stakeholders in our states own
15 stock in those prisons.

16 So, remember when we first started, we
17 said that we were going to visit a prison, a federal
18 prison, and we want to visit death row. We have not
19 gotten to that yet because we are in prevention right
20 now and we still have a pandemic roaring across this
21 nation.

22 So, I do not want to any of us to be put
23 at risk and I do not want anything to happen to
24 anyone, but as soon as we get to that point, those are

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1 the kinds of field trips that we will be taking to
2 observe what we are talking about.

3 DR. WILLIAMS: Madam Chair, this is
4 Marvin. I just want to let everybody know,
5 Commissioners, I will be taking your comments that you
6 are floating to the Chair. I will definitely meet with
7 you to take those comments.

8 In particular, Commissioner Fosten and
9 myself will definitely be doing those. So, ma'am, we
10 just wanted to let you know and the Commissioners know
11 that we will note those comments, such as those you
12 brought up, Commissioner Brewer.

13 Since we have 19 Commissioners, we just
14 want to make sure that we field all the thoughts and
15 priorities of the Commissioners and then we go back
16 and meet with the Chair to talk about those
17 priorities, ma'am.

18 **VII. CHAIR COMMENTS/ADJOURN**

19 CHAIR WILSON: Thank you. As adopted
20 earlier in April, our next quarterly meeting will be
21 somewhere in November.

22 We cannot say November 4, 2022, because
23 that is election day, so that is not a good day, but
24 we will let us know in time when our next meeting will

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1 be.

2 Dr. Williams will circulate the list of
3 Subcommittee Members and other items requested by the
4 Commissioners. You will receive an email reminder
5 including all correspondence related to the quarterly
6 meeting from the program management.

7 In the interim, if you have any questions,
8 please feel free to contact me directly or Marvin. At
9 this time, I would like to thank each and every one of
10 you for your commitment to this Commission.
11 Commissioner Clark, you are outstanding.

12 All our panelists, you were thought-
13 provoking and just over the top. I cannot tell you how
14 proud I am to have all of you on this mission with me
15 as we try to solve this problem.

16 This is an age-old problem since slavery
17 and this is the first time, we have ever had a
18 Commission to even say Black men and boys in the
19 federal government, and to just talk about them and
20 just to put emphasis on them.

21 So, this is a blessing and all of you are
22 part of this blessing and all of you are a part of the
23 solution. Thank you and I will see you soon. Thank
24 you, thank you so much.

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(Whereupon the above-entitled matter went
off the record at 3:19 p.m.)

UNFILED