





Charter Document

Revised February 2021

Five Commitments



Through key partnerships with Simmons College of Kentucky, Kentucky State University, and other relevant stakeholders, we implore Louisville to adopt a 25-year- commitment to:

Commitment One: Prepare, train, and employ Black educators annually for teaching career tracks across public and private k-12 school systems.

In partnership with Simmons College of Kentucky, Kentucky State University, JCPS, and Louisville's Private School systems, develop a plan with the following components:

Prepare: Simmons College of Kentucky and Kentucky State University recruit and educate students, pursuant to curricula approved by KDOE and in keeping with JCPS and private schools first-year hiring standards.

Train: With Key partners, establish appropriate internship, co-op, and in-class shadowing opportunities in furtherance of job placement preparedness post-graduation.

Employ: Develop written commitments to employ, retain, evaluate, and promote Simmons College of Kentucky and KSU graduates.

Commitment Two: Increase the type and number of scholarships available for Black students to attend (and maintain enrollment at) Kentucky's HBCUs.

Increase Private and public funding to support scholarships for Black students to attend Simmons College of Kentucky and Kentucky State University. Key actions in this work:

HBCUs: Develop suggested categories, areas of study, criteria, and administrative infrastructure to govern the scholarship process.

Commissioners: Help Identify perpetual funding sources for scholarships, public and private, local and national. Need help exploring persistence support (financial and otherwise) for students to remain enrolled.



Commitment Three: Develop and sustain career pathways to promote a thriving middle class in Louisville.

Minorities will be the majority of the population by 2045. Louisville will need a robust middle class (income earners between \$45k-\$150K) to rely upon for its economic footing and taxing revenue. We propose the aggressive development of career development pathways by Louisville employers, via a written agreement with Simmons College of Kentucky, Kentucky State University committing to the following:

Increased competitively paid internships for Black high school and college students.

Goal:-----

Increased hiring of Black college graduates into positions with career ladders.

Goal:-----

Hiring employers commit to ----- hours of bias/diversity/anti-racism training for all managers or those managers having direct supervision over employees hired pursuant to the Statement of Principles.

Since career services are vital to success, address design and hiring models for career services strategy, envision access points and competencies for interacting with the employer community. Identify and describe the values and skills needed for career services staff. Participate in the hiring of the next Simmons College of Kentucky career services director.

Commitment Four: Utilize the soon-to-be developed Black Asset Map as a means to advance economic equity for Black Louisvillians; integrate the same in the execution of Louisville's future economic and community development strategic priorities.

Simmons College of Kentucky is undertaking a comprehensive study of Louisville's Black communities' many assets (people, structures, history, etc.). Simons College of Kentucky will utilize the Asset Based Community Development approach recognizing the inherent value located within all communities. This research could help advance corporate and community goals if relied upon for strategic planning purposes.



Commitment Five: Establish a deeper relationship with and support of Kentucky's two HBCUs, as both are the only higher education institutions in the state best positioned to:

Garner/Court: Federal funding and allocation of time, attention, and resources from President Elect-Biden's administration.

Develop: Black talent pipeline as a funnel to meet Louisville's workforce demands.

Of critical import are Louisville's public and private community and corporate leaders' need to establish a presence, visible support, advocacy, and endorsement of Kentucky State University and Simmons College of Kentucky as key strategic levers in the workforce development ecosystem. Advocacy assistance with Southern Association of Colleges and Schools (SACS) accreditation fundraising.



Structure



COMMISSIONERS: Kerner Commission 2.0 will be comprised of no more than twelve (12) Commissioners and one chair.

- Commissioners will serve as the thought and advisory leaders providing guidance, oversight, and provision for the creation of the Kerner Commission 2.0 Statement of Principles.
- Commissioners execute Statement of Principles for their respective organizations in furtherance of Kerner Commission 2.0 commitments.
- Commissioners provide access to contacts and connections to help further and facilitate:
 - friend and fundraising for scholarship support
 - intern, shadowing, mentoring, and full-time position attainment for black HBCU students
- Advocacy for appropriate legislative and governmental executive action in furtherance of economic equity goals for black Louisvillians
- Appropriate conduit/pathways for Commission 2.0 work to similarly situated and sanctioned work streams across Louisville focused on addressing dismantling racism, advancing equity, and focusing on black wealth strategies.
- Each Commissioner will champion (provide oversight and leadership for) a dedicated Commission commitment. This will require driving separate workstream initiatives to research and ultimately develop the appropriate language for inclusion in the Statement of Principles.
- The Commission Chair presides over meetings and serves as the primary interface with the Commission project management team/staff.



COMMITMENT CHAMPIONS: Each of the Five Commitments will have its own Champions, staffer/researcher, and dedicated meeting. Others, particularly those already immersed in related organizations and initiatives, are invited to engage/partner appropriately. Each committee will focus on that Commitment as its work priority. The committees are:

Commitment One: Prepare, Train, and Employ black educators for teaching career tracks across public and private K-12 school systems.

- **Champions:** Russell Cox & Dr. M. Christopher Brown II
 - Researcher/Support Staff: Dr. Chris Caldwell, Michelle Pennix, & KSU staff member.
 - Community Participants: Richard Pickren, Jefferson County Public School, and a Private school representative
 - Relevant documents: Current JCPS MOU and Courier-Journal article on the impact of Black teacher.

**The workstream will focus on SOP language development extending the hiring commitment to private schools, identify the private schools to participate, and identify the language to cover career progression.*

Commitment Two: Increase the type and number of scholarships available for black students to attend Kentucky's HBCUs

- **Champions:** Barry Allen, Steve Trager, and Bob Rounsavall
 - Researcher/Support Staff: Von Purdy
 - Community Participants: Evolve 502 and Marleen Cole
 - Relevant documents: Existing scholarships demand vs. supply, any data on scholarship trends, and potential scholarship opportunities for distance learners.

**This workstream will focus on the creation, deployment, and repository for newly created scholarship opportunities specifically for HBCU students. This would focus on tuition, books, room and board, and gap/retention needs.*

Commitment Three: Develop and Sustain Career pathways to allow a Black Middle Class to thrive in Louisville.

- **Champions:** Ashli Watts and Jerilan Greene
 - Researcher/Support Staff: Phyllis Clark and TBA
 - Community Participants: Humana, Norton, Greater Louisville Inc. (GLI) team members
 - Relevant documents: GLI/BCER pledges, A Path Forward, and Advancing Racial Equity for Black Louisville.



**This workstream will focus on goal development for increasing competitively paid internships for black high school and college students and black college graduates hired into positions with career ladders. The SOP language will reference that hiring employers commit to a designated number of hours for bias/diversity/anti-racism training for all managers or those managers having direct supervision over employees hired. The workstream will also help identify and describe the values and skills needed for career services staff and participate in hiring the next Simmons College career services director.*

Commitment Four: Utilize the soon-to-be developed Black Asset Map as a means to advance economic equity for Black Louisvillians.

- Champions: Cynthia Campbell and Mary Ellen Wiederwohl
 - Researcher/Support Staff: Dr. Nancy Seay, Dr. Frank Smith, and selected Simmons College of Kentucky students.
 - Community Participants: Cynthia Knapek
 - Relevant Documents: A case study of the utilization of asset maps.

**This workstream will focus on the utilization (not creation) of West Louisville neighborhood asset maps as a way of advancing equity for Black Louisville and assuring the maps are relied upon by appropriate public and private entities responsible for Louisville's strategic growth.*

Commitment Five: Establish a deeper relationship with, and support of, Kentucky's two HBCUs.

- Champions: Jim Spradlin and Walter Woods
 - Researcher/Support Staff: Glen Davis, Dr. Ken Jobst, and Chris Sanders
 - Community Participants: Jill Horn, Kentucky State University, and Simmons College of Kentucky Board of Trustees and President. We need a resource who can discuss the economic benefit of having an HBCU in the city. Peer city leaders who can come and talk about the impact of HBCUs.
 - Relevant documents: The University of Georgia Study, the multiplier effect document, summary of current Coronavirus Stimulus bill, and Omnibus Spending Deal.

**This workstream will focus on deepening relationships with the business and philanthropic community to advance the profile of historically-Black Colleges and Universities (HBCUs) as a critical asset for city and state economic development. The workstream will focus on HBCUs' mutual economic benefits to the local community and region, recognizing that financial investment in HBCUs is a financial investment in the state and its cities.*



VISION LEADERS (EX OFFICIO): Simmons College President Kevin W. Cosby, with Executive Vice-President Frank Smith and Sociology Department chair Nancy Seay, drive the vision, have primary relationships with commissioners and committee members, especially in their program areas, and direct staff. (May add KSU representative)

STAFF: Under the direction of the visionary leaders and chair, the staff does the primary work of the Commission: research, data gathering, minute taking, and resource gathering and sharing. These manage the direction, form meeting agendas, drive the work between meetings, track Commitment work in the committees, and advise on deliverables.

Chris Sanders, Esq., Project Manager

Candice Holt, M.Ed, Administrative

Simmons staff and/or faculty are assigned to committees per their expertise in each commitment area.

PROCESS



Meetings: Eight-ten (8-10) scheduled meetings through 2021

- Focus on Commitment and Statement of Principles language development, socialization, and adoption of commitments with community stakeholders
- Annual Review Meetings: Focus on review and assessment of Statement of Principles

Agreements: This work will be demonstrably distinguished from the Kerner Commission of 1968 in that there will be specific, measurable, and documented outcomes resulting from this work. Commissioners are facilitators of the commitments and ultimately annual monitors over the execution of the commitments. Statement of Principles, in furtherance of Kerner Commission 2.0, will be developed and executed via a city-wide signing ceremony.

Meeting Format:

- Ninety (90) minutes
- Agendas to be sent in advance of each monthly meeting
- Meeting minutes, with stated commitments and due dates, follow each meeting.

Resources Materials: As appropriate, vision leaders, chairs, and staff will select and distribute resources supporting documentation to Commissioners in advance of or following Commission meetings. These include:

- Opening Kerner Commission vision PowerPoint (part I)
- Opening economic impact PowerPoint (part II)
- Opening video
- Vice President-elect Harris' video on HBCUs
- 1968 Kerner Commission summary
- President Joseph Biden's "Lift Every Voice" plan, especially regarding HBCU funding.
- Articles on America's changing demographics
- Research on the economic power of HBCUs

Vision Leaders and Staff Recommendations: The Simmons vision leaders and staff will serve as researchers and executive coordinators for each commitment area and compile and develop the materials upon which Commissioners will rely on discussions and direction-setting. (Need to determine if KSU ought to be represented)



Implementation: Implementation belongs to the city of Louisville, both private and public sector-led entities and leaders. The Commissioners commit to champion their respective commitment areas to assure full implementation and realization of equitable outcomes for Black Louisville by and through 2045. After the first year of development, Commissioners meet annually to assess commitment to and progress against the Statement of Principles that will emerge from this work.

