

2022

REPORT AND RECOMMENDATIONS

KERNER COMMISSION 2.0
ESTABLISHED WINTER 2020



"Our nation is moving toward two societies, one black, one white--separate and unequal."

~Kerner Commission Report, 1968



2022 REPORT AND RECOMMENDATIONS



SIMMONS
COLLEGE OF KENTUCKY

ESTABLISHED BY:

SIMMONS COLLEGE OF
KENTUCKY
1000 SOUTH 4TH STREET
LOUISVILLE, KENTUCKY 40203

A WORD OF THANKS FROM THE CHAIR



2020 was a tumultuous year. 2021 began with high hopes for a better day in racial justice than in days and years past. As Louisville's local leader of the Federal Reserve of the United States, I've had a vantage point to see and serve toward that better day. As chair of Kerner Commission 2.0, I'm glad and grateful to report that these critical, high-profile commissioners have made a big difference this year.

I look forward to the years to come.

Nikki R. Lanier, J.D.

Chair Nikki Lanier
Chief Executive Officer of HarperSlade



THE CONTEXT

In the summer of 2020, civil unrest in America not seen since the Sixties broke out across the country, ignited by police killings, notably the brutal death of Louisville's own Breonna Taylor. Peaceful demonstrations and corresponding police abuse in the streets went on for months.

The high-profile case possessed striking similarities to the protests of 1967, which encouraged Dr. Kevin W. Cosby, President of Simmons College of Kentucky, to conceive a new commission for new opportunities for education-centric solutions with a strong focus on racial equity and justice. Kentucky governor Andy Beshear shared the vision and offered to help. Twelve (12) civic and community leaders were recruited to serve as commissioners. Kerner Commission 2.0 was born, paying homage to the President Lyndon Johnson 1967 commission.

Kentucky Governor Andy Beshear heard the call. He offered to help convene a Kentucky-centric commission to actualize the Kerner Commission's long-neglected findings. Kerner Commission 2.0 was born.

In the summer of 2020, civil unrest in America not seen since the Sixties broke out across the country, ignited by police killings, notably the brutal death of Louisville's own Breonna Taylor.

Over the next few months, as unrest continued, KC2 took shape. In late 2020, twelve Louisville-area commissioners were selected for both wisdom and power in the communities they serve. They first convened in January 2021 around education-centric solutions to racial diversity, equity, inclusion, commitment, and empowerment.

Over the next twelve months, the commissioners shaped commitments for change, championed those commitments, researched, and brainstormed.

This is their report.

Vision

To lift and sustain Black people within middle-class America, Kerner Commission 2.0 will develop a long-overdue path of opportunity for economic freedom and prosperity by demolishing the concerted efforts of exclusion, discrimination, systematic racism, and overt suppression. We will pick up the mantel of the original eleven Kerner Commissioners of 1968, and carry on our shoulders hope, opportunity, and promise for a future of true equality.

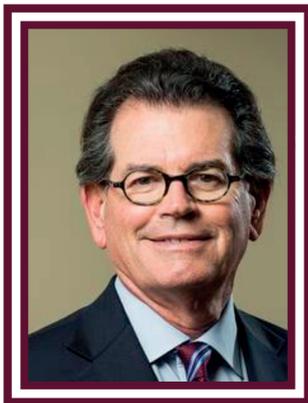


Meet the Commissioners



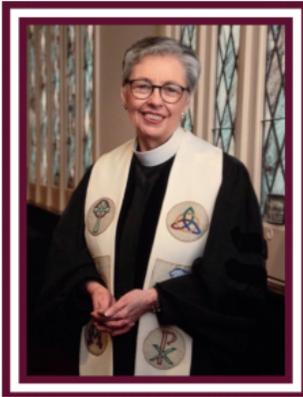
Nikki R. Lanier, Chair

Nikki Lanier is the Chief Executive Officer of HarperSlade, a leading firm consulting with local, regional, national, and international businesses and corporations on diversity, equity, and inclusion. Through most of the commission's work, she was senior vice president and regional executive of the Louisville Branch of the Federal Reserve Bank of St. Louis. Lanier's experience includes serving as personnel cabinet secretary for the Commonwealth of Kentucky, chief human resources officer for Charter Schools USA, vice-chancellor of human resources for Maricopa Community Colleges, and other healthcare and legal positions. Lanier's roles focused on strategic planning, community partnerships, succession planning, recruitment and retention, and labor negotiations in her positions. Lanier earned a J.D. from the University of Miami School of Law and a bachelor's degree in journalism from Hampton University in Virginia.



Barry Allen,
Commissioner

Barry G. Allen joined the Gheens Foundation on March 1, 2015, after serving as President and Chief Executive Officer of the Kentucky Baptist Foundation since 1996. For the previous 25 years, he served in the Kentucky Baptist Convention's Business Division, nineteen of which as its Director and Business Manager. He earned a B.B.A. degree from the University of Mississippi and a Master of Divinity from the Southern Baptist Theological Seminary. Cumberland College, now the University of the Cumberlands, conferred upon him the honorary Doctor of Administration degree in 1998.



Rev. Cynthia
Campbell,
Commissioner

Rev. Cynthia Campbell is the President Emerita of McCormick Theological Seminary in Chicago, Illinois, and retired Pastor of Highland Presbyterian Church, Louisville, KY. A native of Pasadena, California, she was ordained in 1974. She served congregations in Texas and Salina, Kansas, before becoming the first woman to serve as president of a Presbyterian theological seminary from 1995-2011. Rev. Campbell earned a B.A. from Occidental College, an M.Div. from Harvard Divinity School, and a Ph.D. from Southern Methodist University.



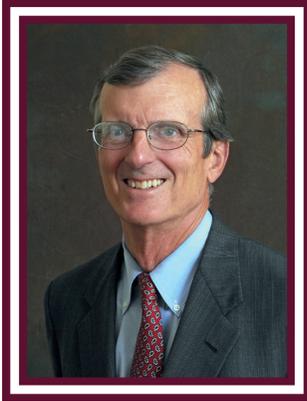
Russell F. Cox,
Commissioner

Russell F. Cox assumed his current position as President and Chief Executive Officer at Norton Healthcare on Jan. 1, 2017. Cox has more than 38 years of executive experience in health care. Cox, a lifelong resident of Louisville, earned his bachelor's and master's degrees from the University of Louisville's College of Education and Human Development. He also attended the Vanderbilt University Owen School of Management in Nashville, Tennessee, and completed certification from its Executive Development Institute.



Jerilan D. Greene,
Commissioner

Jerilan D. Greene is the Global Chief Communications and Public Affairs Officer of Yum! Brands, Inc. and Chairman and CEO of the Yum! Foundation. Greene leads the company's global reputation-building and oversees global communications, government affairs, and the company's citizenship and sustainability strategies. Greene is a two-time graduate of Northwestern University with a Master's in Business Administration from the Kellogg School of Management and a Bachelor of Science from the School of Communication.



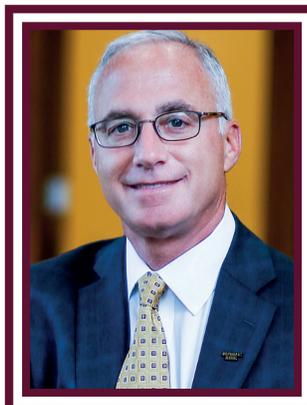
Robert W. Rounsavall,
III, Commissioner

Robert W, Rounsavall, III is the Manager of Dixie Real Properties, LLC. Rounsavall has more than 50 years of experience as a corporate executive and is dedicated to community involvement under various positions such as Chairman, Trustee, and Director for non-profit organizations such as the Regional Cancer Center Corporation, the Brown Cancer Center, the University of Louisville, and KentuckyOne Health. Rounsavall is a graduate of St. Paul's School and Yale University.



Jim Spradlin,
Commissioner

Jim Spradlin has been with Park Community Credit Union since 1995. He began his career with the credit union as the Loan Department Manager. From 2005 through 2008, Spradlin oversaw the mortgage department as the Vice President of Mortgage Lending before joining the Executive Team as a Senior Vice President in 2009. In 2010, Spradlin was promoted to Executive Vice President and was named President and CEO the following year. Spradlin is a graduate of Western Kentucky University, where he earned both a Bachelor of Science Degree in Management and a Masters of Business Administration.



Steve Trager,
Commissioner

After completing undergraduate studies at the University of Texas at Austin, where he received his B.A. degree in finance, Trager received his J.D. degree from the University of Louisville School of Law. Trager has been with Republic Bank since 1987 and now serves as Chairman and Chief Executive Officer where he remains actively involved in the operation and retail management of Republic's forty-two full-service banking centers throughout five states: Kentucky, Indiana, Florida, Ohio, and Tennessee with assets of approximately \$6 billion.



Ashli Watts,
Commissioner

Ashli Watts was named the President and CEO of the Kentucky Chamber, the state's largest business association, in November 2019. Ashli joined the Kentucky Chamber of Commerce in November of 2012. During her tenure as Senior Vice President of Public Affairs at the Chamber, she led efforts in passing significant pieces of legislation. Ashli is a graduate of Campbellsville University with a Bachelor's degree in Political Science and History in 2004 and holds a Master's Degree in Public Policy and Administration from the University of Louisville.



Mary Ellen
Wiederwohl,
Commissioner

Mary Ellen Wiederwohl was recently named the new President & CEO of Accelerator for America, a national "do tank" focused on cities and economic insecurity. She has more than two decades of experience in business, civic leadership, and public affairs. She has been serving as Interim President & CEO of LHOME, Louisville's homegrown community development financial institution (CDFI). She is the founding leader of Louisville Forward, Metro Louisville's economic development arm. Under her leadership from 2014-2020, Louisville Forward was named a Top Economic Development Organization six times by Site Selection Magazine, the leading trade publication for economic development. During the totality of her more than eight years of service in the Louisville Metro Government, Wiederwohl provided leadership for several major initiatives, including the city's strategic plan.

Five Commitments

The commission's work was driven by five (5) education-centric efforts and solutions to racial equity and justice problems. The Five Commitments are:



1

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

2

Increase the type and number of scholarships available for Black students to attend (and maintain enrollment at) Kentucky's Historically-Black Colleges and Universities (HBCUs).

3

Develop and sustain career pathways to promote a thriving Black middle class in Louisville.

4

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.

5

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



The Commission Process

In 2020, protesters across America unified against police brutality upon unarmed black men, women, and children. Louisville gained national media spotlight as Breonna Taylor, a local woman, was brutally murdered by the Louisville Metro Police Department (LMPD).

The high-profile case possessed striking similarities to the protests of 1967, which encouraged Dr. Kevin W. Cosby, President of Simmons College of Kentucky, to structure a new commission to inquire about new options to enhance current education-centric solutions with a strong focus on racial equity and justice. Governor Andy Beshear of Kentucky shared the vision and offered to help. Twelve (12) civic and community leaders serve as commissioners of Kerner Commission 2.0, paying homage to the original Kerner Commission under President Lyndon B. Johnson.

In 2020, protesters across America unified against police brutality upon unarmed black men, women, and children.

In January 2021, Kerner Commission 2.0, also known as KC2, met as a whole each month. After the first gathering, commissioners each selected a single commitment to champion from among the Five (5) Commitments. Two by two, the commissioners championed and engaged the commitments. They loaned their time, wisdom, and talents to each particular education-centric effort. After that, each month, each commitment workgroup presented its issues, efforts, and plan at monthly meetings.

In between monthly meetings, the commitment workgroups met separately. The KC2 project manager and staff managed these gatherings and provided cohesion and direction. Simmons College of Kentucky staff took primary responsibility for work on each commitment in their areas of expertise and service. Last but not least, volunteers, notably from the Humana Corporation, provided valuable energy and expertise to each commitment.

In mid-summer, the Commitment workgroups began reporting back at monthly meetings. Monthly meetings also saw timely presentations related to the commitments from outside leaders, including:

- Matthew Barzun, twice an ambassador from the United States, first to Sweden and later to the Court of St. James in Great Britain. Mr. Barzun spoke with the commissioners about the state of racial equity across America and around the globe.
- Dr. Walter Kimbrough, president of historically-Black Dillard University, New Orleans. Dr. Kimbrough spoke at length, complete with an online presentation, on the power of historically-Black colleges and universities to service the success of Black young people, prosper Black communities, and to vitalize cities' economic development.
- Christopher Johnson, then-Director of Inclusion and Diversity of Humana, is now Chief Diversity Officer at Frost Brown Todd, a multi-state law firm. Mr. Johnson presented about the status of Humana's efforts as Louisville's Market City Lead with OneTen. OneTen is a new coalition of Fortune 100 companies dedicated to creating one million family-sustaining jobs for Black Americans over the next ten years. OneTen has identified Simmons College of Kentucky for its important place among the HBCUs offering the associate and bachelor's degrees that are well-suited to the workplaces of today and of the future. Simmons' new staff in career services and community engagement will engage with Humana, OneTen, and other major and middle-sized employers for internships, placement, hiring, retention, and success in the jobs of the future.

Findings & Recommendations

LIFT AND SUSTAIN BLACK PEOPLE WITHIN MIDDLE-CLASS AMERICA

In general, the commissioners affirm the unique and powerful role of Black-led education. As Black-led institutions, historically-Black Colleges and Universities serve the dual roles of educating the underserved and advancing the careers and futures of the best and brightest of the Black community.

Learning and lifting institutions for their students, HBCUs are also vital anchor institutions in Black communities. As with predominately-white colleges and universities in white space, HBCUs mean:

- Talented faculty and administrators
- Bright campuses and grounds
- Research incubators
- Employment hubs
- Alumni networks
- Millions of dollars in public grants and private donor support for the Black communities they serve.

Furthermore, HBCUs are vital to the larger white population in the cities where they reside. Like all higher education centers, HBCUs are economic drivers, research, and cultural hubs that benefit all.

The commissioners recommend prioritizing support of and engagement with Kentucky's HBCUs, Simmons College of Kentucky, and Kentucky State University. Long-neglected, ignored, or misunderstood, it's high time to invest in these educational treasures on the way to racial equity and racial justice.

As to the Five Commitments, the commissioners find and recommend as follows.



COMMITMENT ONE: TEACHER EDUCATION

Historically-Black Kentucky State University in Frankfort, Kentucky's capital city, educates schoolteachers. Historically-Black Simmons College of Kentucky, serving Louisville, was a teacher's college from its earliest days. But it has not produced teachers for decades since the 1930s.

Since the school's overall renewal in the mid-2000s, Simmons College of Kentucky's dilemma in teacher education stems from a lack of recognition of its national accreditation. Unlike national accreditation, regional accreditation's near-monopoly control over colleges and universities is systematically locking HBCUs out of all kinds of support and growth.

Southern Association of Colleges and Schools (SACS) provides accreditation for several Universities and Colleges. SACS accreditation standards require more funding than HBCUs can muster. The lack of funding is due to decades of accumulated historical, systemic racism.

Nevertheless, nationally-accredited Simmons College of Kentucky felt the need to join the effort to produce more

Black schoolteachers. Black students need Black leadership, discipline, and role models. White students do, too. Both Black and white kids need Black teachers, and there aren't nearly enough.

The commissioner champions were advised of the great need for Black schoolteachers in public and private K-12 schools. Thirty-eight percent (38%) of Jefferson County Public Schools (JCPS) students are Black ([Mills, 2021](#)). However, 16% of the JCPS teacher workforce is Black ([Mills, 2021](#)).

Goal

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

Simmons College of Kentucky's efforts for teacher education were stymied because Kentucky state law required regional accreditation. Thankfully, regional accreditation's control over higher education, including teacher education, is against the trend and going away. The progressive trend is to treat regional and national accreditation on equal footing. Both accreditations are equal in the eyes of the US Department of Education. Some states are doing the same, including Kentucky.

In early 2021, while KC2 was conducting its review, the Kentucky General Assembly passed Senate Bill 270, thanks to Senator Morgan McGarvey and Senate President Robert Stivers' bipartisan leadership and legislative guidance from KC2 commissioner Mary Ellen Wiederwohl. The revision to Kentucky's teacher-education statute allows Kentucky's private, nationally-accredited HBCU to educate teachers and involves Kentucky State in Louisville's West End educational opportunities.

Commitment 1 champion Russ Cox, Simmons staff, and volunteers addressed the challenges for teacher education in conjunction with the Simmons College of Kentucky teacher workgroup (and the corresponding workgroup at Jefferson County Public Schools).

Simmons College of Kentucky staff are in the midst of an ambitious and doable plan to create a Department of Education. Elements of the plan include:

- By 2024, a stand-alone program Department of Education, depending on approval by Kentucky's Educational Professional Standards Board.

The commissioners urge Simmons College of Kentucky to adopt ambitious goals to grow Kentucky's Black teacher workforce, with time targets of:

- 1st year from 16% to 18%
- 3rd year from 18% to 21%
- 5th year from 21% to 36%

The commissioners further urge Simmons College of Kentucky to adopt ambitious goals for Black advancement in principals and administrators.

- 1st year to 5%
- 3rd year to 9%
- 5th year to 15%

Longer-term, the commissioners urge Simmons College of Kentucky to engage student recruitment into teaching, cultivating school-age students, college-age students, and career-changers for careers in education, in partnership with Jefferson County Public Schools and collaboration with other postsecondary schools.



COMMITMENT TWO: SCHOLARSHIPS

Historically-Black Colleges and Universities' two-fold mission is to serve the underserved and advance the best and brightest of the Black community. Learning and lifting institutions, HBCUs serve Black students well if they can afford college. Unlike many predominately-white schools, HBCUs have a very small endowment and consequently not enough to offer student scholarships.

Metro Louisville has recently focused on the importance of Black Student Scholarships for higher education in our community. The following partners have made commitments to address the need for both need-based and merit-based scholarships:

Community organization Evolve 502: Pledged that the first two (2) years of college would be virtually free at Simmons College of Kentucky and other schools.

Commitment 2 Champions like Barry Allen, Steve Trager, Bob Rounsavall, Simmons staff, and corporate volunteers from Humana have addressed the challenges and opportunities with student scholarships. Commitment 2 workgroup developed a findings report available for public review.

The Simmons College of Kentucky donor community is responding to the need for student support. In 2021, Simmons raised nearly \$250,000 in scholarships.

Commitment Two Goals for Simmons College of Kentucky:

- Academic Year 2022 Enrollment - 250
 - Scholarship Fundraising Goal - \$500,000
- Academic Year 2023 Enrollment - 319
 - Scholarship Fundraising Goal - \$700,000
- Academic Year 2024 Enrollment - 385
 - Scholarship Fundraising Goal \$1,000,000
- Determine what investments are needed next to make all four years "free."

Goal

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



COMMITMENT THREE: BUILDING THE BLACK MIDDLE CLASS

Education is turning toward the workforce development needs of the twenty-first century. Employers seek to hire individuals with both grounding in the liberal arts and recognized certified skills. Individuals with both will succeed.

Certificates, two-year as well as four-year degrees, and lifelong learning are in demand. Schools attuned to all three will succeed. HBCUs nimble enough to change with these demands will succeed in creating the Black graduates in demand in today's diverse workforce. Employers and corporate cultures that finally understand there is no going back will succeed as they multiply their efforts and reach for HBCU graduates.

Some employer groups already understand, and they are leaning in. OneTen is composed of dozens of Fortune 100 companies dedicated to employing one (1) million Black individuals in family-sustaining work in ten (10) years.

Their concentration on these metrics, oriented to over twenty (20) major cities, has focused on HBCUs. Note that OneTen's independent research selected Simmons College of Kentucky from among hundreds of schools around the country as a critical HBCU provider.

In Metro Louisville, Yum! Brands is heavily involved in the OneTen effort. Humana is taking the lead in the Metro Louisville market as Market City Lead and is already well underway. Humana will launch its market-city campaign in early 2022, with skills-based hiring hundreds of Black individuals annually.

Goal

Develop and sustain
career pathways to
promote a thriving
Black middle class in
Louisville.

Evolve502 is making college very affordable, as close to free as college can be, on the scale for Black students across Metro Louisville. A relatively new effort, it has already demonstrated results. In 2021, the commissioners noted that Evolve502 had taken the affordable college to even more excellent opportunities for students. Evolve502, like the major employers, is also leaning into supporting students who wish to attend an HBCU.

In late November 2021, Governor Beshear announced “Everyone Counts,” an initiative for students in education, including HBCUs. Evolve502 and four (4) major local employers- Ford, GEA/Haier, Kroger, and UPS- partner for paired lucrative employment and college education for thousands of students in Metro Louisville. The governor’s announcement featured Simmons College of Kentucky President Kevin Cosby to emphasize education for Black students at Louisville’s HBCU.

OneTen and Everyone Counts are laudable efforts that will likely make a difference in Black employment and success for years to come. The commission recommends tracking employment trends for OneTen, and Everyone Counts for maximum effect.

Still, much remains to be done. Commission Chair Nikki Lanier repeatedly drew the commission’s attention to systemic problems with retaining Black executives and other employees in area corporations. Black individuals still face systemic hurdles in recruiting, hiring, advancement, promotion, and success. Thus, Black talent who already live here or are recruited to come to town don’t stay: they leave Metro Louisville for better opportunities in more welcoming cities. Metro Louisville loses talent.

The commission noted that 2021 was the year of Diversity, Equity, and Inclusion (DEI). Several businesses and nonprofits stepped up with new hires into newly-created DEI positions. DEI in 2020 focused on anti-bias training, a valuable effort to its credit. The commission also pointedly recognized that DEI is the sole area of corporate culture that lauds itself just for making an effort. Local DEI must devote itself to measurably reversing the terrible talent drain that is sapping Metro Louisville of its diversity, talent, and creativity.

The commission recommends going beyond DEI to DEI-CE, that is, Diversity, Equity, Inclusion, Capital, and thus Empowerment (Cosby, 2021). DEI as a human-resources strategy standing alone will not succeed and create empowerment without large infusions of capital into Black-led, Black-controlled businesses, schools, nonprofits, and wealth. DEI goes beyond training to culture. Corporations need to hold and retain black talent. Corporate DEI-CE must also advocate for private-sector and public-sector capital investment beyond their investment.

The commission also recommends a new DEI-CE Institute at Simmons College of Kentucky to research, study, and report on the activities and effects of these new DEI-CE efforts. Use the best metrics and find the best practices to improve for years to come.



COMMITMENT FOUR: ASSET MAPPING

Asset mapping will elevate Black Louisville's unknown assets through recognition, stories, and celebration of traditional landmarks, vibrant people, thriving businesses, beautiful neighborhoods, attractive schools, and powerful nonprofits.

Commitment four was led by commissioners Cynthia Campbell, Mary Ellen Wiederwohl. With funding from Frank Harshaw, Simmons College of Kentucky faculty, Dr. Nancy Seay and Jecorey Arthur conducted a pilot asset-mapping project in the Parkland neighborhood by engaging students through hands-on experiential learning projects. An essential aspect of the research was the inclusion of a Parkland community member in all phases of the asset mapping process. The Simmons College of Kentucky students established findings presented to the Commissioners. The asset mapping presentation is available for public review.

Asset mapping will change the view, frame, and perception of the West End. Imagine hearing people say, "We used to think," and then say, "If you only knew about...." Imagine people saying, "Now I understand," and then saying, "I wish everyone knew." Imagine many people saying, "Now we all get it" about the West End.

SOME STEPS

- Make the Simmons College of Kentucky Parkland map The Map of Parkland
- Expanding The Map to all Nine Neighborhoods
- Promoting The Map as the go-to source for economic development
- Resourcing The Map at Simmons College of Kentucky annually to continue to serve

Goal

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



COMMITMENT FIVE: ELEVATE KENTUCKY'S HBCUS

To Elevate Kentucky's HBCUs:

Metro Louisville must develop the Kentucky Street corridor from 4th to 18th Street. Several years ago, the city designed, planned, and vetted a comprehensive plan. It will improve and re-work these several blocks that coincide with the Simmons College of Kentucky footprint. Improvements that will connect the Simmons College of Kentucky buildings and grounds will dramatically improve the students, housing, faculty, sports and arts, and administrative needs.

Similarly, Metro Louisville is actively developing the 18th Street corridor north to south, from Broadway on down. That corridor intersects with the Kentucky Street corridor described above and with Dumesnil Street, the site of Simmons College of Kentucky's newly-renovated Axton Hall.

Connecting the Russell neighborhood and the California neighborhood north, south, east, and west will be transformative. These roadways will increase Simmons College of Kentucky's value as a visible, valued anchor institution for the neighborhoods and the entire West End. Single and multi-family housing for students and neighbors, retail, restaurants, and other amenities will spring up and grow around Simmons.

Kentucky State University and Simmons College of Kentucky together have an important relationship with the Commonwealth of Kentucky's public sector, especially state government in Frankfort. With proper public investment, teacher education will grow our HBCUs to become unique, valued schools in the local post-secondary education landscape.

Goal

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



In the private sector, Simmons College of Kentucky will thrive when it:

- Increases student enrollment to 385 by 2024
- Build two new buildings for student and community success. One is for affordable housing. The other is for student services to stand up existing and new degree offerings, notably in teacher education and science, technology, engineering, and mechanical (STEM) education.
- Endows faculty chairs in priority disciplines, and
- Achieves dramatic endowment growth through community support.
[View Simmons College of Kentucky's case for support.](#)

Conclusion

The work of Kerner Commission 2.0 going forward will change with this report.

The Commissioners and supporters intend to keep watch in the coming years. They will also drive more progress toward education-centric racial justice in our communities.

Options and opportunities for work inspired by KC2 include:

- Collaborating between our HBCUs and community, corporate, nonprofit, and leadership partners
- Supporting the inclusion of HBCU representatives on all community boards, workgroups, and more
- Advocating for Metro Louisville support for our HBCUs with the allocation of federal funds
- Insisting on more and more Black teachers in area classrooms
- Promoting annual scholarship drives
- Advocating for the rapid growth of our HBCUs' student body with school-to-work incentives for Black-led education (ex., Everybody Counts)
- HBCU student internships with every medium-to-major area employer
- Monitoring improvement in Black employment and retention targets
- Advocating for academic research concerning the burgeoning corporate growth in Diversity, Equity, Inclusion, Capital, and Empowerment (DEI-CE)
- Collaborating on Black employment and success with OneTen and Humana
- Urging asset-mapping across all Nine Neighborhoods of West Louisville and used all around Louisville, and
- Inspiring Louisville to turn first to our HBCUs as go-to institutions to build Louisville's Black middle class.

KC2 may conduct annual Commission public check-ins about the state of progress on the Five Commitments toward education-centric results in racial equity. Their report is complete, but the work goes on.



Acknowledgements

The Commission thanks several exemplary leaders and volunteers for their service. First and foremost, Walter Woods, former president of the Humana Foundation. Also, Christopher Brown, former president of Kentucky State University.

Special thanks to William Summers, vice-president, Republic Bank, for his valuable insights and faithful service.

Several Simmons College of Kentucky staff spent hours researching and executing the KC2 commitments. They are:

Candice Holt, VP of Research & Planning
Von Purdy, VP of Community Engagement
Dr. Erica Gray, Director of Career Development
Courtney Standard, Employment Engagement Coordinator
Dr. Nancy Seay, Department Chair of Sociology
Jecorey Arthur, Professor of Music & Sociology
Dr. Chris Caldwell, Dean of the Faculty

Humana volunteered several employees to assist with the Commitments. They are:

Sandra Marshall	Corey Blakey
Page Packer	Dior Cotton
Carmen Pantoja-Evans	Greta Guzman
Nipa Patel	Keturah Jenkins
Talley Russell	Katie Giles
Holli Turner	Marvin Hill
Natalie White	Logan Howard
Chris Wray	Brittany Kongkran

Last but not least, Attorney Chris Sanders and legal assistant Jonna Hogan managed the KC2 project throughout.

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