

Governor's Black Advisory Commission

2017-2018 Report



Governor's Black Advisory Commission

2018 Report Table of Contents

Letter From the Chair	Page 3
Mission, Purpose & Deliverable	Page 4
Commission Members	Page 5
Executive Summary	Page 6-7
Priorities & Recommendations	Pages 8-13
Statewide Community Listening Sessions	Page 14
Roundtable Panels with Industry Experts	Page 15
Timeline Highlights	Page 16
Executive Order 575: Establishing the Black Advisory Commission	Page 17
Glossary of Key Terms	Pages 18-20

Governor's Black Advisory Commission

Letter from the Chair

On behalf of the members of the Governor's Black Advisory Commission, I'm pleased to present our first set of priorities and recommendations and to discuss our efforts and process during this endeavor.

I'm grateful to Governor Charlie Baker and Lieutenant Governor Karyn Polito for launching the Black Advisory Commission in 2017 through Executive Order 575 and for selecting me as Chair. I'm also appreciative of the commitment of our Vice Chair, Robert Lewis and for each member appointed to serve on the Commission as they employed their time and expertise to better the goals of the Commission. The Commission is thankful for the many residents and community and industry leaders across the Commonwealth who devoted time to host and attend the six statewide community listening sessions and the four roundtable panels with industry experts since the Commission's inception last February.

In 2017-2018, the Commission led an effort to convene a comprehensive and holistic process that includes the rich and diverse contributions and perspectives that strengthen the Commonwealth's Black community. These priorities and recommendations address the importance of preparing the next generation of Black students for success and advancing the Black workforce through business ownership and competition.

Next, we look forward to building on this set of educational and economic priorities with recommendations focusing on health care, housing and public safety. While this set of recommendations is provided to the Commonwealth, we are keenly aware that many can be advantageous to other public entities and the private sector. We stand committed as a partner with the public and private sectors on all aspects of this and other efforts supporting the Black community.

Through the implementation options outlined in the report, the Commission looks forward to receiving updates from the Administration as they work across secretariats to convene these recommendations into full implementation plans.

Deb Enos



Deborah Enos,
Chair

Governor's Black Advisory Commission

Mission, Purpose & Deliverable



Executive Order 575

- **Mission:** Advise the Governor and Lieutenant Governor on issues relating to the Economic Prosperity and Well-Being of the Black community living in Massachusetts.
- **Purpose:** Deliver several specific recommendations on Economic Prosperity and Well-Being by leveraging the Commission's expertise and stewarding a comprehensive process that assesses the paramount priorities of the Commonwealth's Black community.
- **Deliverable:** Every two years deliver a report with various recommendations on each of three selected priorities that promote the Black community's Economic Prosperity & Well-Being. The recommendations will suggest metrics to measure the effects of such recommendations.

Governor's Black Advisory Commission

Members

Deborah Enos, Chair
Robert Lewis, Jr., Vice-Chair

Well-Being Committee

Lead Facilitator

Licy Do Canto, Founder and President of the Do Canto Group

Co-Leads

Myechia Minter-Jordan, President/CEO, The Dimock Center

Henry Thomas, President and CEO, The Urban League of Springfield

Members

Rev. Dr. Conley Hughes, Sr. Pastor, Concord Baptist Church of Boston

Darla DeGrace, Diversity Consultant & Senior Recruiter at Reebok

Elisabeth Jackson, Executive Director, Bridge over Troubled Waters

Imari Paris Jeffries, Executive Director, Parenting Journey

Robert Johnson, Chancellor, University of Massachusetts at Dartmouth

Jacques Parent, Deputy Director of Military Family Programs, Army National Guard

Sharon Scott-Chandler, Chief Operating Officer and Executive Vice President,
Action for Boston Community Development

Azanda Seymour, Director Urban Education Program, Westfield State University

Cheryl Stanley, Dean of Education, Westfield State University

Abdi Yusuf, Executive Director, Somali Development Center

Economic Prosperity Committee

Lead Facilitator

Bithiah Carter, President, New England Blacks in Philanthropy

Co-Leads

Kirk Sykes, Senior VP, New Boston Real Estate Investments

Victor Woolridge, Managing Director, Barings Real Estate

Members

Damon Cox, Asst. Secretary of Technology, Innovation & Entrepreneurship, Executive
Office of Housing and Economic Development

Paul Francisco, Chief Diversity Officer, State Street Corporation

Angela Gomes, Counsel at Skadden, Arps, Slate, Meagher & Flom

Keith Greenway, Managing Director, Greater New England Minority Supplier
Diversity Council

Rachel Kemp, Registered Representative, Pickwick Capital Partners

Chiderah Okoye, Industrial Inside Sales Manager, Northeast Electrical Distributors

Ronia Stewart, President & CEO of Garden of Eden & Associates, Inc.

Macken Toussaint, Associate, Riemer & Braunstein Law

Anthony Samuels, Co-Founder and President, Done-Right Building Services

Tanisha Sullivan, Senior Corporate Counsel, Sanofi

Governor's Black Advisory Commission

Executive Summary

The Governor's Black Advisory Commission was launched in February of 2017 via signing of Executive Order 575 to advise the Governor and Lieutenant Governor on matters of well-being and economic prosperity of the Black community in Massachusetts.

During 2017/2018, the Commission stewarded a comprehensive statewide process to assess the paramount challenges and opportunities of the Black community statewide.

Key Elements to Produce Priorities & Recommendations

- ❖ Six Statewide Community Listening Sessions (*321 attendees and 626 comments and ideas*)
- ❖ Four Roundtable Panels with Industry Experts (*combined 100+ comments and ideas*)
- ❖ Seven Commission Meetings (*100+ comments and ideas*)
- ❖ The Baker-Polito administration input and collaboration

Using the Executive Order as a roadmap, the Governor's Black Advisory Commission delivered three priorities with several recommendations for each. The Commission strived to offer compelling and specific strategies that could be implemented and measured by the Baker-Polito Administration for the benefit of the state's Black community. Each recommendation we deliver offers various strategies and programs to consider for implementation efforts as well as some indicators of success to potentially utilize for measurements.

We now shift to next steps by having the Commission closely partner with the Baker-Polito Administration as implementation gets underway for this set of priorities and recommendations. At our future meetings, the Commission will be receiving implementation updates from the Administration and we will look forward to providing feedback and input.

There were many noteworthy and compelling topics that were raised as part of the Commission's public listening sessions and the Commission looks forward to taking a closer look at this rich inventory in the next round of priorities and recommendations in 2019/2020.

Governor's Black Advisory Commission

Executive Summary

➤ Priority: *Expand pathways for success of Black students*

▪ Recommendations:

- Strengthen foundational academic skills in K-12.
- Develop and expand college and career pathways for high school students.

➤ Priority: *Increase the advancement of the Black workforce*

▪ Recommendations:

- Expand targeted workforce development programs to Black youth and young adults.
- Enhance ways for Blacks to competitively pursue and advance in senior level and leadership roles across all sectors.

➤ Priority: *Grow the competitiveness of Black owned businesses*

▪ Recommendations:

- Expand and strengthen the diversity requirements that increase opportunities and prosperity for Black owned businesses.
- Increase competitiveness of Black owned businesses by growing access to capital and capacity building resources.

Governor's Black Advisory Commission

Priorities & Recommendations

Priority: *Expand pathways for success of Black students*

Recommendation: *Strengthen foundational academic skills in K-12*

➤ **Implementation will include:**

- Launch a national marketing campaign to recruit Black teachers to Massachusetts, develop regional systems for proactive recruiting, training, and retaining Black teachers in communities of color (building on best practices from examples such as: Massachusetts Department of Elementary and Secondary Education's [DESE] Diverse and Learner-Ready Teachers Initiative¹, and Teach Western Mass²), and expand proven programs for developing diverse school leaders (build on lessons learned from examples such as: Lynch Leadership Academy³, Building Excellent Schools⁴, and Relay Graduate School of Education⁵).
- Focus on improving early literacy curriculum and instruction in low-income communities, while accelerating data-driven interventions to ensure reading proficiency by 3rd grade (build on best practices from examples such as: Pre-School Expansion Grant program⁶ and Early Literacy Expert Panel⁷).
- Create opportunities for greater school-level autonomy to empower educators to better match programs and school cultures to their students' needs and assets, while deepening out-of-school time partnerships with community-based youth development organizations (build on best practices from examples such as: Springfield Empowerment Zone Partnership⁸ and Lawrence Alliance for Education⁹).

➤ **Measurements and indicators of success include:**

- ✓ Double the number of Black teachers.
- ✓ Increase by 50 percent the number of Black students reading at grade level by 3rd grade.

Governor's Black Advisory Commission

Priorities & Recommendations

Priority: *Expand pathways for success of Black students*

Recommendation: *Develop and expand college and career pathways for high school students*

➤ **Implementation will include:**

- Develop a statewide media campaign using well-known public figures with credibility in communities of color to promote the importance of education and career planning, especially in Science, Technology, Engineering and Math (STEM) fields.
- Increase access in high school to college-level courses through Early College and Advance Placement (AP), with proactive recruitment of under-represented populations and additional supports to improve outcomes, in partnership with nonprofit organizations like Mass Insight¹⁰ and Equal Opportunity Schools¹¹.
- Expand investments into cohort-based college readiness and success programs for first-generation students (build on best practices from examples such as: 100 Males to College¹², Posse Foundation¹³, Bottom Line¹⁴, and One Goal¹⁵).
- Strengthen career planning and coaching in urban middle and high schools and expand career pathways and vocational-technical programs in urban high schools, including academic supports, integrated with job readiness and work-based learning experiences (build on best practices from examples such as: Worcester Innovation Pathways¹⁶ in partnership with Worcester Technical High School).

➤ **Measurements and indicators of success include:**

- ✓ Grow availability and access to these programs in communities of color.
- ✓ Increase college completion rates of Black students by 10 percentage points.
- ✓ Attain 100 percent of Black high school graduates with a college and career plan.
- ✓ Double the number of Black high school students enrolled in a "high-quality" college or career pathway.

Governor's Black Advisory Commission

Priorities & Recommendations

Priority: Increase the advancement of the Black workforce

Recommendation: Expand targeted workforce development programs to Black youth and young adults

➤ Implementation will include:

- Engage quasi public entities, such as Mass Life Sciences Center¹⁷ to help increase diversity within internship programs in the Life Sciences Sector.
- Engage more private sector companies for youth employment (build on best practices from examples such as: private sector employment campaigns) which will allow the Executive Office of Labor & Workforce Development (EOLWD) to direct qualified youth to private sector employment opportunities, including youth that have successfully completed the YouthWorks Program.¹⁸
- Support the EOLWD apprenticeship expansion strategy which will focus on 1) pre-apprenticeship programs that feed diverse youth into existing apprenticeship programs (especially in the construction trade); and 2) engage more high schools, vocational tech schools, parents and companies to understand the opportunity of apprenticeships in non-traditional fields.
- Develop and expand internships and apprenticeships in STEM industries, targeting opportunity youth and under-represented adult learners (build on best practices from examples such as: Year Up¹⁹ and Apprenti²⁰).
- Leverage successful practices from Learn To Earn²¹ pilot and create targeted career pathways, aligned education, training and proactive coaching to develop and expand partnerships with local workforce organizations in low-income communities of color.
- Strengthen incentives for adult basic education providers to develop career pathways with integrated instruction, including expanded after-hours access to local vocational-technical schools.

➤ Measurements and indicators of success include:

- ✓ Increase in Black students and young adults attaining internships and apprenticeships through these programs.
- ✓ Greater employment placement rates for Blacks by these programs into the STEM sectors and trades.
- ✓ More outreach and availability and access to these programs in communities of color.
- ✓ Increased number of degree and certificates or industry credentials awarded to Blacks.

Governor's Black Advisory Commission

Priorities & Recommendations

Priority: Increase the advancement of the Black workforce

Recommendation: Enhance ways for Blacks to competitively pursue and advance in senior level and leadership roles across all sectors

➤ Implementation will include:

- Encouraging all sectors, including government, to more intentionally increase the number of Blacks in leadership and executive positions.
- Increasing the recruitment efforts of competitive Black candidates from outside state government into leadership roles that become available.
- Pursue a greater number of Black candidates for appointments onto state Boards and Commissions.
- Invest in leadership talent development programs that increase the pipeline of Black employees who are increasingly ready for next-level promotions (build on best practices from examples such as: New Manager Program [CORE]²² and Senior Leader Development Program²³).
- Leverage and partner with the diverse professional associations and the private sector on innovative ways in which Black candidates are recruited and selected for top executive and leadership roles.

➤ Measurements and indicators of success include:

- ✓ Increase in the number of Blacks serving as state employees in leadership roles.
- ✓ Increase the number of Blacks selected to serve on Boards & Commissions.
- ✓ Increase strategies to collaborate with the private sector to engage Black diverse professional associations

Governor's Black Advisory Commission

Priorities & Recommendations

Priority: *Grow the competitiveness of Black owned businesses*

Recommendation: *Expand and strengthen the diversity requirements that increase opportunities and prosperity for Black owned businesses*

➤ Implementation will include:

- Leverage the Open for Business²⁴ cross-agency efforts to develop a targeted strategy and approach that increase the participation of Black owned businesses.
- Incubate pilots within the Open for Business program and explore opportunities in other programs that can utilize the innovative procurement diversity and inclusion methodology introduced in recent years by Massachusetts Port Authority (Massport) to grow and scale the participation of diverse firms.
- Continue to increase the state's supplier diversity benchmarks for spending with Minority Business Enterprises (MBEs).
- Introduce a new section into the Supplier Diversity Annual Report that summarizes compliance and audit activities on various components of the Massachusetts Supplier Diversity Program²⁵, including the supplier diversity commitments by state contractors and vendors.

➤ Measurements and indicators of success include:

- ✓ Increase the participation of Black owned businesses in the Open for Business program.
- ✓ Increase in the benchmarks for spending participation by Black owned businesses.
- ✓ Roll out of several specific projects and procurements that utilize the diversity and inclusion framework developed by Massport.

Governor's Black Advisory Commission

Priorities & Recommendations

Priority: Grow the competitiveness of Black owned businesses

Recommendation: Increase competitiveness of Black owned businesses by growing access to capital and capacity building resources

➤ Implementation will include:

- Leveraging efforts of the Executive Office of Housing & Economic Development and Massachusetts Office of Business Development²⁶, as well as public private partnerships, to promote and increase resources that enable Black owned businesses to grow and thrive by building capacity and providing access to capital and technical support (build on best practices from examples such as: Community Development Capital Program²⁷, Small Business Technical Assistance Grant Program²⁸, and Massachusetts Small Business Development Centers²⁹).
- Increasing the collaboration between state agencies and business support organizations to increase targeted outreach to ensure that Black owned businesses are aware of the various business tools and resources that are available for their region or in their business sectors.
- Working with established community organizations to assist in increasing the participation rates of Black owned business in business development programs to grow their businesses.
- Creating opportunities for Black owned business to increase their social and business networks, which can then be leveraged to support greater business partnerships. These can be convened by larger Black owned business and/or established business resource organizations, such as small business development centers and chambers of commerce in various regions of the state.

➤ Measurements and indicators of success include:

- ✓ Increase in funding dedicated to building the capacity of Black owned businesses.
- ✓ Increase in percent of Black owned businesses with access to capital for growth.
- ✓ Increase in number of Black owned businesses that compete for state contracts.
- ✓ Increase in number of Black owned businesses that win state contracts.

Governor's Black Advisory Commission

Statewide Community Listening Sessions

Dates and Times	Region	Location	Total Attendees	Total Comments
9/21/17 6pm-8pm	Springfield	Naismith Memorial Basketball Hall of Fame	72	62
10/3/17 6pm-8pm	Worcester	Boys & Girls Club of Worcester	60	76
10/10/17 6pm-8pm	Brockton	Brockton Public Library	40	103
10/17/17 6pm-8pm	New Bedford	Sergeant William H. Carney Elementary School	30	78
11/2/2017 6pm-8pm	Boston	The BASE	43	117
11/14/2017 6pm-8pm	Boston	Action for Boston Community Development (ABCD, Inc.)	76	190
		Totals	321	626

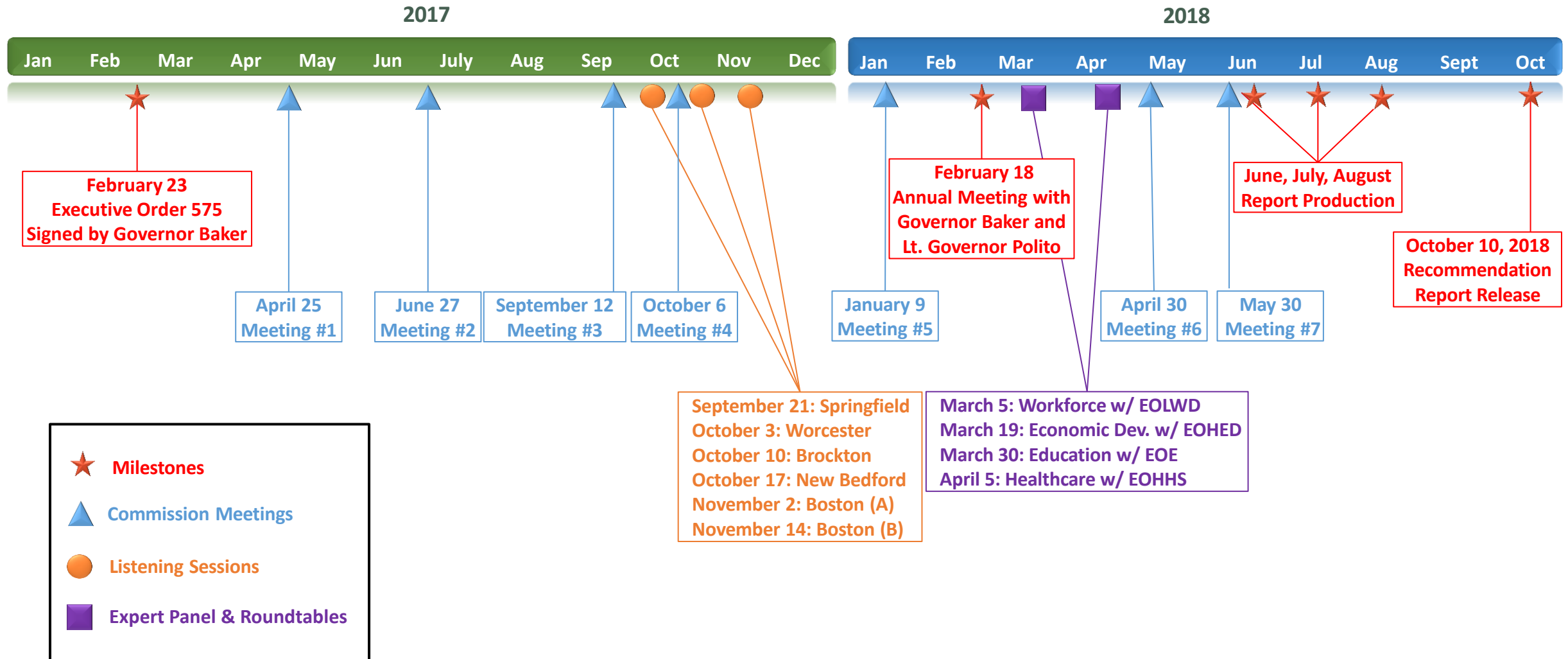
Governor's Black Advisory Commission

Roundtables (Co-Production with Governor's Latino Advisory Commission)

Roundtable	Title	Description	Panelists
Partners Healthcare Monday 3/5/18 2:00p – 4:00p Attendees: 55	Removing Barriers to Employment and Increasing the Competitiveness of Black & Latino Adults in the Workforce	<ul style="list-style-type: none"> Reducing barriers to train and incent unemployed and underemployed adults towards high-demand fields Retraining adults to pursue upgraded employment pathways while overcoming barriers Enhancing ways for adults to competitively pursue roles in high-demand sectors 	Moderator: <ul style="list-style-type: none"> Secretary Rosalin Acosta, EOLWD Panelists: <ul style="list-style-type: none"> Jeff McCue, Commissioner, MA DTA Travis McCready, CEO, MA Life Sciences Jill Griffin, Director, MA Gaming Commission Mary Jane Ryan, Director, Partners Health Care David Gadaire, President & CEO, Career Point Re-Entry Beth Babcock, President & CEO, EMPATH
Eastern Bank Monday 3/19/18 5:00p – 7:00p Attendees: 45	Expanding Support and Resources for the Growth of Black & Latino Owned Businesses	<ul style="list-style-type: none"> Support the competitiveness for Black & Latino businesses statewide via access to capital, capacity building training, and supplier diversity opportunities Highlighting the state's various efforts as well as public/private partnerships and best practices 	Moderator: <ul style="list-style-type: none"> Secretary Jay Ash, EOHED Panelists: <ul style="list-style-type: none"> Quincy Miller, President, Eastern Bank Bill McAvoy, Deputy Assistant Secretary, SDO Bob Nelson, MA District Director, SBA Peter Hurst, CEO, GNEMSDC Alison Moronta, Grant Program Manager, MA Growth Capital Corp Zamawa Arenas, Founder & CEO, Flowetik
State House Friday 3/30/18 8:00a – 10:00a Attendees: 40	Increasing Pathways to College and Careers for Black & Latino Students	<ul style="list-style-type: none"> Featuring more vocational, dual enrollment and other cutting edge programs for career pathways Promoting internship and alignment with employers in high-demand roles 	Moderator: <ul style="list-style-type: none"> Secretary Jim Peyser, EOE Panelists: <ul style="list-style-type: none"> Christina Royal, President, Holyoke Community College Javier Cevallos, President, Framingham State University Maureen Binienda, Superintendent, Worcester Schools Milly Arbaje-Thomas, CEO, METCO Paul Francisco, Boston Wins, State Street
Dimock Center Thursday 4/5/18 2:30p – 4:30p Attendees: 30	Addressing Health Disparities for Black & Latino Communities	<ul style="list-style-type: none"> This panel highlights efforts that the state and its public, private, nonprofit network of partners are conducting to address the health disparities Topics will include health equity frameworks, Addiction, mental health strategies and culturally competent delivery of care 	Moderator: <ul style="list-style-type: none"> Dr. Monica Bharel, Commissioner, DPH Panelists: <ul style="list-style-type: none"> Craig Andrade, Director of BFHN, DPH Gary Bailey, Professor, Simmons College Lisette Blondet, Executive Director, MA Association of Health Workers Dr. Audra Meadows, Obstetrics & Gynecology, Brigham and Women's Dr. Henry Julio East-Trou, Exec Director, Gandara Mental Health Center Dr. Kathy Sanders, Deputy Commissioner, DMH

Governor's Black Advisory Commission

2017 & 2018 Highlights



Governor’s Black Advisory Commission

Executive Order No. 575

By His Excellency
CHARLES D. BAKER GOVERNOR
EXECUTIVE ORDER NO. 575
ESTABLISHING THE BLACK ADVISORY COMMISSION
Revoking and Superseding Executive Order No. 362

WHEREAS, it is a priority of this Administration to foster global inclusion and equal opportunity for all who call Massachusetts home irrespective of race, color, age, gender, ethnicity, sexual orientation, gender identity or expression, religion, creed, ancestry, national origin, disability, veteran's status, or socio-economic background;

WHEREAS, the black community in Massachusetts is rich in diversity, and includes persons who identify as African-American, Cape Verdean, Haitian, Jamaican, Somali, Ethiopian, or by reference to a wide range of other ethnicities and national origins;

WHEREAS, the Massachusetts black community represents a unique population that brings traditions, perspectives, and cultures which significantly shape and influence all aspects of the Commonwealth’s development and standing;

WHEREAS, the Massachusetts black community has and continues to make outstanding achievements on behalf of the Commonwealth, advancing its economic, educational, social, cultural and technological progress;

WHEREAS, the black community living in Massachusetts has made such contributions despite having faced and fought to overcome the lasting inequities arising from slavery, discrimination and racism;

WHEREAS, those challenges, however, continue to impede economic and social equality for many members of the black community here in the Commonwealth, creating unacceptable disparities in access to educational opportunity, good jobs, and employment and housing stability;

WHEREAS, this Administration recognizes that statewide collaboration with black leaders, experts and other stakeholders will help produce solutions to those challenges, and, accordingly, will advance the interests of the Commonwealth; and

WHEREAS, this Administration re-affirms its commitment to address the critical concerns of the black community and promote its economic prosperity and well-being across Massachusetts.

NOW, THEREFORE, I, Charles D. Baker, Governor of the Commonwealth of Massachusetts, by virtue of the authority vested in me by the Constitution, Part 2, c. 2, § 1, Art. I, do hereby revoke Executive Order No. 362 and order as follows:

Section 1. The Black Advisory Commission is hereby established to advise the Governor and Lieutenant Governor on issues relating to the economic prosperity and well-being of the black community living in Massachusetts.

Section 2. The Commission shall consist of up to thirty-eight (38) members, including a Chair, a Vice-Chair, members representative of the geographical regions of the Commonwealth and, serving in their *ex officio* capacity, the Secretaries of the Executive Offices of Education, Health and Human Services, Housing and Economic Development, Public Safety and Security, and Labor and Workforce Development, or their designees. Each member, including the Chair and Vice-Chair, shall be appointed by the Governor and shall serve at his pleasure, without compensation, in an advisory capacity for a term of four years.

Section 3. The Commission shall review and assess the paramount priorities of the black community on a statewide basis and make recommendations to the Governor and Lieutenant Governor, with a particular focus on how to promote the community’s economic prosperity and well-being.

To achieve this objective, the Commission’s members shall first identify up to three priorities to be addressed by the Commission over the course of the next two years. Such topics could include, for purposes of example only, educational opportunities, economic prosperity drivers such as public and private economic development, health care and housing access, public safety, and job training and long term career development. Upon submission of the report required in Section 4 below, the Commission will promptly convene to select up to three priorities for its consideration for the next two-year period.

The Governor’s Office of Access, Opportunity and Community Affairs will provide staffing to support the work of the Commission, and may ask the executive office secretariats to supply data, reports and other relevant information and assistance.

Section 4. The Commission shall meet at least quarterly each year at the direction of the Chair, including at an annual meeting with the Governor and the Lieutenant Governor. The Commission shall submit a formal written report every two years to the Governor and Lieutenant Governor, summarizing the Commission’s work, methodology, findings and recommendations on each of its priorities selected pursuant to Section 1 above, and providing metrics to measure the effect of such recommendations, if implemented, on the lives of members of the black community residing in Massachusetts.

Section 5. The Chair, as needed, may establish subcommittees comprised of members of the Commission and non-members drawn from various groups and organizations committed to issues that are important to the Massachusetts black community or who possess expertise necessary to accomplish the purposes of this Executive Order. All subcommittees shall be chaired by a member of the Commission designated by the Chair. Subcommittees shall meet from time to time, as scheduled by the Chair or the Chair’s designee.

Section 6. This Executive Order shall take effect upon execution and shall continue in effect until amended, superseded or revoked by subsequent Executive Order.

Given at the Executive Chamber in Boston this 23rd day of February in the year of our Lord two thousand seventeen and of the Independence of the United States of America two hundred forty-one.

CHARLES D. BAKER, GOVERNOR, Commonwealth of Massachusetts
WILLIAM FRANCIS GALVIN, Secretary of the Commonwealth

GOD SAVE THE COMMONWEALTH OF MASSACHUSETTS

Governor's Black Advisory Commission

2017-2018 Report

Glossary of Key Terms



Governor's Black Advisory Commission

2017-2018 Report

Glossary of Key Terms

- 1. Massachusetts Department of Elementary and Secondary Education (DESE) Diverse and Learner-Ready Teachers Initiative:** This is a Massachusetts Department of Elementary and Secondary Education (DESE) set of standards that can be used to support school and/or district efforts to recruit, train and develop cultural proficiency of a diverse educator workforce.
- 2. Teach Western MA:** Representing 27 schools, including those in the Springfield Empowerment Zone Partnership, the Holyoke public schools and area charter schools, Teach Western MA focuses on providing every classroom with an effective educator as a vehicle to overall school improvement and providing all students access to a vibrant education that will prepare them for college and career.
- 3. Lynch Leadership Academy (LLA):** LLA at Boston College draws on expertise and resources of both the Carroll School of Management and Lynch School of Education to offer essential learning programs for school principals to become effective instructional leaders and executive managers.
- 4. Building Excellent Schools (BES):** BES focuses on entrepreneurial leadership by training individuals to take on the demanding and urgent work of leading successful, college preparatory urban charter schools in communities of need.
- 5. Relay Graduate School of Education:** Relay Graduate School of Education prepares teachers and principals through methods of practice, feedback, and dedication. Relay works closely with graduate students to equip them the training necessary to develop in all students the academic skills and strength of character needed to succeed in college and life.
- 6. Pre-School Expansion Grant (PEG) Program:** Expansion Grant Program supports States to enhance the delivery and expansion of high-quality preschool services and programs. Approximately 850 Massachusetts 4-year olds participate in EEC licensed programs operated in coordination with 5 public school districts under the PEG program.
- 7. Early Literacy Expert Panel:** The Early Literacy Expert Panel makes recommendations to state education agencies regarding the alignment, coordination, implementation and improvement of current efforts to improve children's literacy.
- 8. Springfield Empowerment Zone Partnership (SEZP):** Encompasses 11 public schools in Springfield and was created by a partnership agreement between the Springfield School Committee, the Springfield Education Association and the state Department of Elementary and Secondary Education. The Zone is designed to promote educational innovation and decentralized governance and management authority of the schools within the Zone.
- 9. Lawrence Alliance for Education:** The six-member Lawrence Alliance for Education serves as a receiver for the Lawrence Public Schools and has broad governance authority over the district in its role as receiver. As a board, the Alliance is able to bring additional educational and community expertise to the work of the receivership that was overseen by a single educational administrator in the early years of the receivership.
- 10. Mass Insight:** This nonprofit provides leadership in closing the achievement and opportunity gaps for underserved students by focusing on system transformation and student academic success. The Mass Insight College Success program currently supports nearly 10,000 students at 75+ to promote broader participation in AP participation and higher performance by those who participate.
- 11. Equal Opportunity Schools:** An organization that collaborates with school districts to increase equitable enrollment in Advanced Placement (AP) and International Baccalaureate (IB) classes, so more students can excel.
- 12. 100 Males to College:** The program works to increase college access, enrollment, retention, and success for low-income males and males of color by leveraging resources in a community and harnesses collective impact modeling. The promotes local partnerships to offer mentoring, dual enrollment, remediation, wrap-around services, and more to junior and senior students from area high schools.
- 13. Posse Foundation:** This organization that identifies, recruits, and trains student leaders from public high schools to form cohorts that are then prepared, through an intensive eight-month Pre-Collegiate Training Program, for enrollment at top-tier universities nationwide to pursue their academics, help promote cross-cultural communication and become leaders on college campuses. Each Posse Scholar is awarded a full-tuition scholarship.
- 14. Bottom Line:** An organization that helps low-income and first-generation-to-college students get to and through college by building strong connections with students. Bottom Line runs both Access (pre-college) and Success (in-college) programs to provide students with individual support, and ensuring they have the guidance they need to persist and complete a college degree.
- 15. One Goal:** This is an organization that starts as a credit-bearing class during students' junior and senior year of high school—then, when fellows enter college, program directors bridge the transition from high school to college by providing one-on-one intensive coaching. The organization utilizes both technology and data analysis to support students through a three year process.
- 16. Worcester Innovative Pathways at Worcester Technical High School:** This program will provide students the opportunity to explore a technical area of interest while also earning a certification that is marketable in the job field and would enhance their future plans and opportunities in the field of choice.

Governor's Black Advisory Commission

2017-2018 Report

Glossary of Key Terms

- 17. Mass Life Sciences Center:** The organization supports life sciences through innovation, education, research & development, and commercialization. It offers comprehensive set of incentives, collaborative programs targeted to the ecosystem, and creates new models for collaboration and partners with organizations, both public and private, around the world.
- 18. YouthWorks Program:** A youth employment program that helps teens and young adults get the skills and experience needed to find and keep jobs. Participants take part in paid short-term work placements during the summer and/or school year at public, private, and nonprofit work sites. They receive training in core soft skills so they can practice professional behaviors and learn how to relate to supervisors and co-workers at their work sites. They also learn how to take the next steps in their education and career pathways.
- 19. Year Up:** The program is designed to provide young adults, aged 18-24, with the skills, experience, and support to access professional careers and higher education. The holistic approach offers students both internship opportunities and technical/academic training to place young adults on a viable path to economic self-sufficiency.
- 20. Apprenti:** Is an organization that offers internship and training opportunities within the tech industry to offer a reliable pipeline for underrepresented groups such as minorities, women and veterans to gain training, certification and placement within the those high demand fields.
- 21. Learn to Earn:** A grant program designed to build career pathways models that also support individuals who are receiving assistance from public benefit programs to secure and keep employment in occupations for which employers have persistent demands.
- 22. New Manager Program (CORE):** The program offers a learning experience that provides a framework to align leadership readiness strategies with business priorities. Program participants receive fundamental operational business knowledge, HR acumen and interpersonal competencies needed to take on the responsibilities of being an effective leader in the Commonwealth.
- 23. Senior Leader Development Program:** The program is designed to provide continuous learning and development opportunities for senior leaders. Opportunities are offered to enhance the competencies necessary for effective leadership at the senior level, including the Office of Personnel Management (OPM) Executive Core Qualifications (ECQs) along with additional LOC-specific qualifications.
- 24. Open for Business:** The Commonwealth as the largest landowner in Massachusetts, launched a business opportunity initiative called "Open for Business" in 2015 where state agencies across government aim to protect natural resources, create economic opportunity, build housing, manage these lands with professionalism and creativity, and to generate appropriate revenue from leases and other partnerships.
- 25. Massachusetts Supplier Diversity Program:** SDP was established to promote supplier diversity in public contracting. The program encourages the award of state contracts in a way that strengthen and increase business opportunities for Minority Business Enterprises (MBEs), Women Business Enterprises (WBEs), Service-Disabled Veteran Business Enterprises (SDVOBEs).
- 26. Massachusetts Office of Business Development:** MOBD helps businesses that are relocating to Massachusetts and businesses expanding their operations in Massachusetts connect with resources in both the private and public sectors through a range of services and programs.
- 27. Community Development Capital Program:** Seeks to spur job creation across the Commonwealth, support entrepreneurship and small business growth, and build community wealth, by lowering the barriers to capital access faced by small businesses. Provide matching grants to eligible nonprofit lenders, including certified Community Development Financial Institutions (CDFIs) and Community Development Corporations (CDCs). The program works to extend credit to small businesses and seeks to increase the flow of capital into Massachusetts's small businesses.
- 28. Small Business Technical Assistance Grant Program:** The program leverages community and economic development non-profits to help small businesses create and preserve jobs. Grants are awarded to community development corporations, chambers of commerce, and similar non-profits. They use the funds to provide crucial services, such as technical assistance, training in business skills, and access to financing, to their local businesses.
- 29. Massachusetts Small Business Development Centers:** The program provides free, confidential, one-to-one business assistance and free or low-cost educational training programs to prospective and existing small businesses throughout the Commonwealth. The MSBDC fosters the start, growth and sustainability of small business by providing high-quality, in-depth advising, training and capital access.