



2021 - 2022
ANNUAL REPORT



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ICSSBM COMMISSIONERS



"Thank you to the ICSSBM Commissioners for supporting the ICSSBM mission. Your work and dedication does not go unnoticed!"

- Virgil Giles

EXECUTIVE SUMMARY

Since 1993, ICSSBM has been committed to improve the quality of life for Black males in Indiana. The Commission partners with community stakeholders to remove existing barriers that hinder Black male success. The Commission has a strategic plan to provide grassroots efforts and participate in statewide initiatives that serve Black males.

ICSSBM provides education and resources for Black males in five key-focus areas: Criminal Justice, Education, Health, Employment, and Social Factors. The Commission also partners with legislators to explore possible legislative remedies.

Black males are incarcerated at a higher rate than any other race in the state. Black males in Indiana are admitted into the criminal justice system at disproportionate rates and are sentenced and imprisoned longer compared to other races.

In Indiana, Black males continue to face issues that affect their educational achievement and success. The education disparities experienced by Black males in public school systems across Indiana is alarming. Black males are suspended and placed in special education programs at higher rates in Indiana than all other racial groups based on minor class infractions.

Black males continue to have the highest mortality rate in Indiana. Black men suffer far worse health disparities than other racial or ethnic groups. Black males are disproportionately affected by high blood pressure, diabetes, and heart disease.

In Indiana, Black males continue to have high rates of unemployment and underemployment compared to their white male counterparts. Three pressing concerns confronting Black males in urban communities are the high unemployment rate, lack of job skills, and education.

Many social factors affect Black males in Indiana. Social factors such as poverty not only impact Black males but also are detrimental to the family structure. Social poverty entails more than the lack of income and productive resources to ensure sustainable livelihoods. Its manifestations include hunger and malnutrition, limited access to education and other basic services, social discrimination, and exclusion.

Though there has been some progress through the years, there is still much to be done. The hope is that the information contained in this report will prove to be helpful in bringing about necessary change to make Indiana a better place to live, work, and raise a family for all Hoosiers but specifically Black males. The goal of this report is to provide statistical data and helpful information that will result in the Commission receiving resources to remove barriers that prevent Black males from succeeding.

CRIMINAL JUSTICE

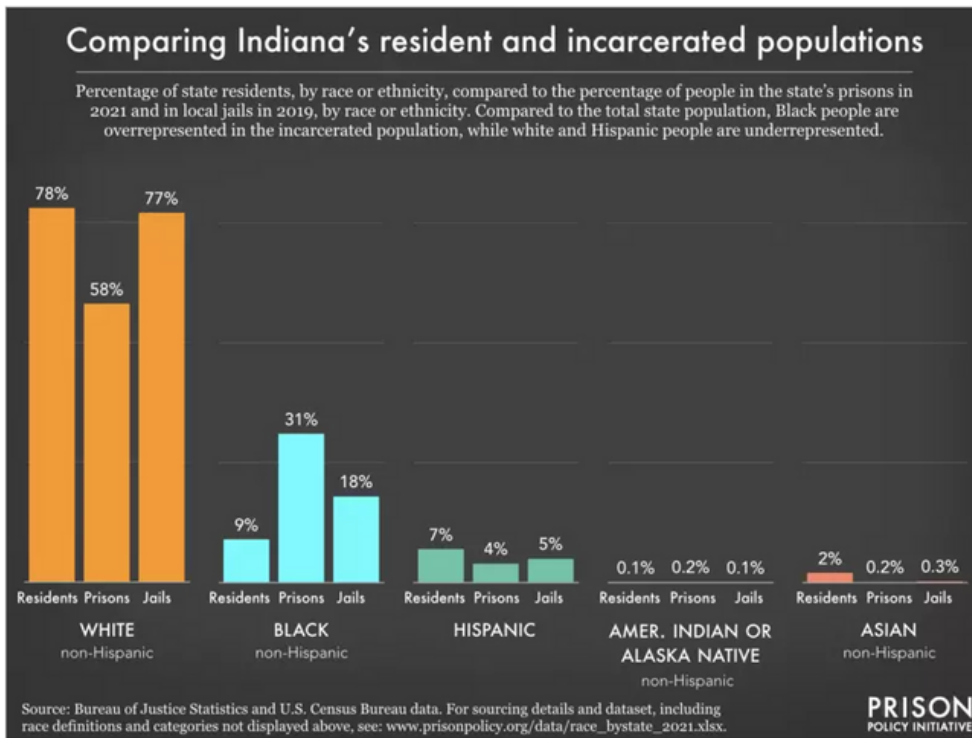
Based on the 2021 chart below, Black males in Indiana are admitted into the criminal justice systems at disproportionate rates and are sentenced and imprisoned longer compared to their white male counterparts. They are sentenced and incarcerated longer than any other racial group. Black males represented 1,206 incarcerated offenders in the state prison system, while only 272 of white males were imprisoned.

In 2019, the most recent data for local jail systems, 575 Black males were detained, compared to 300 white males. Just as in the prison system, Black males outnumber all other races in local jails.

Black males are arrested and sentenced at disproportionate rates. In 2021, those numbers more than doubled. Black males made up 1,206 of the prison population in Indiana while 272 white males were in the prison population.

People of color are overrepresented in prisons and jails





Disproportionality in the Juvenile Justice System

Indiana's youth justice data illustrate racial and ethnic disparities of the youth involved with the system, as there is an overrepresentation of youth of color in Indiana's youth justice system. The data for justice-involved youth skew disproportionately towards Black youth as compared to the total representation of white youth in Indiana.

Percentage of Race/Ethnicity of Youth in Justice Facilities as of July 2021		Percentage of Race/Ethnicity of Total Population as of 2020	
Black	33.3%	Black	11.2%
Hispanic/Latino	4.9%	Hispanic/Latino	11.3%
White	51.1%	White	70.2%
All Other	10.6%	American Indian	0.2%
		Asian	2.3%
		Two or more races	6.7%

Source: Indiana Department of Correction and U.S. Census Bureau, ACS Tables B01001A-I
 Note: Data are not disaggregated by the IDOC to include American Indian, Asian, or Two or more races youth.

Recommendations to address this concern include partnering with community stakeholders and reentry organizations to provide education and outreach resource events regarding record concealment or expungement, through the Second Chance Law. The Commission also recommends the Department of Correction, in conjunction with the courts and community correction organizations, ensure probation is used as a true alternative to incarceration, not just a means to institutionalize Black males. In addition, the Commission also seeks to identify programs or training initiatives to help rehabilitate Black males for reintegration into society, community, and their family.

EDUCATION

The education disparities experienced by Black males in public school systems across Indiana is alarming given the role education plays in the quality of life for Black males, employment opportunities, general health wellness, and providing for their families.

In Indiana, Black males continue to face issues that affect their educational achievement and success. The pandemic and schools pivoting to virtual/distance/e-learning profoundly disrupted schooling, raising serious concerns about the impact the pandemic is having on children's learning, especially Black males.

Indiana ranks fourth (4th) highest in the country for disciplinary actions. Indiana also ranks fourth (4th) highest in the country when it comes to the rate of out-of-school suspensions for black teens in middle and high school.

www.civilrightsproject.ucla.edu



Black students are disciplined at higher rates in Indiana than all other racial groups. Black students in Indiana schools are suspended, expelled, and arrested at higher rates than white students, according to federal and state data. Black students in Indiana are nearly four times as likely to get an out-of-school suspension than their white peers, according to state data, and twice as likely to receive an in-school suspension than white students. Black male students are disciplined more frequently and suffer greater consequences.

Twenty-four percent (24%), or nearly a quarter of black middle and high school students in Indiana have been suspended at least once. This high suspension rate causes Black secondary students to miss 111 days of instruction per 100 students enrolled compared to just 23 days for white students.

The disparity is also prevalent with Black male students arrest. State data shows Black students make up 12% of the state's student population yet comprise 26% of arrests on school property.

At the largest school district in central Indiana, Indianapolis Public Schools (IPS), 48% of the student body is Black, according to federal data. Yet, Black IPS students make up 64% of in-school suspensions, 71% of out-of-school suspensions, and 73% of expulsions.

The School-to-Prison Pipeline in Indiana study shows students who get in trouble in school are more likely to end up in the criminal justice system. Students who are suspended early in their educational career are ten times more likely to experience academic failure, drop out of high school, and face incarceration.

WWW.WRTV.COM/NEWS/CALL-6-INVESTIGATORS/BLACK-STUDENTS-DISCIPLINED-AT-HIGHER-RATES-IN-INDIANA-SCHOOLS

Due to bias within the education system students of color can be misidentified as needing special education and are then placed in more restrictive settings and experience harsher discipline because of the intersectionality of race and special education.

Research indicates that factors such as test bias, poverty, poor general education instruction, and insufficient professional development for working with diverse students can cause this overrepresentation.

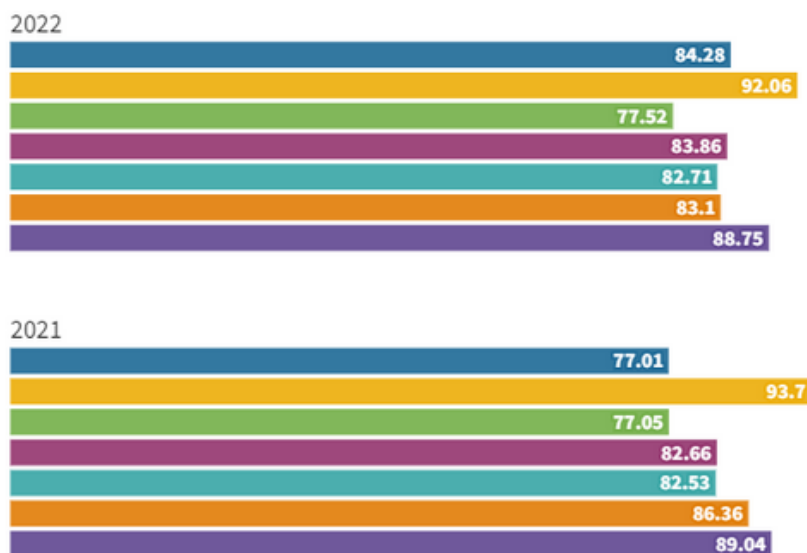
Overrepresentation of Minorities in Special Education, <https://fisherpub.sjf.edu>

Black male’s graduating continues to be an issue as Black males have the lowest graduation rate of all racial groups. Graduation rates for Indiana’s 2022 high school class remained mostly unchanged compared to the year prior, but certain student groups still lag behind their peers.

Data shows 86.61% of Hoosier students in the Class of 2022 reached graduation, according to the Indiana Department of Education (IDOE).

Although some graduate numbers are showing improvement, economic and racial disparities still persist between student groups. Statewide, graduation rates increased by roughly a half-point for Black students and just more than a full point for Hispanic students.

■ American Indian
 ■ Asian
 ■ Black
 ■ Hispanic
 ■ Multiracial
■ Native Hawaiian/Pacific Islander
 ■ White



About 78% of Black students, 84% of Hispanic students and 83% of Pacific Islander students graduated as expected in 2022. That’s compared to 92% of Asian students and 89% of white students.

<https://indianacapitalchronicle.com/2023/01/03/indianas-2022-graduation-rates-stagnant-but-disparities-persist-among-student-groups/#:~:text=Other%20student%20groups%20still%20trail,and%2088.8%25%20of%20White%20students.>

When Black students fail to graduate and get jobs, all Hoosiers pay for it — especially if they end up in jail or prison. Hoosier taxpayers pay \$77,427 a year to confine a single young person — that’s more than it costs to send a child to college for a year.

The Cost of Youth Incarceration <https://www.ctjja.org/blog/jpi-report>
 sticker[1]shock#:~:text=According%20to%20Sticker%20Shock%202020,day%2C%20or%20%20%24214%2C620%20per%20year

As compared to Black women, white men, and white women, Black men have lower levels of educational attainment. Only about 28% of Black men (aged 25-29) have a bachelor's degree or higher, while about 30% of Black women, over 40% of white men, and nearly 50% of white women do.

(https://nces.ed.gov/programs/digest/d19/tables/dt19_104.20.asp)

Comparatively, Black men have fewer opportunities to receive higher education because those with a felony record face limited access to federal student loans. Moreover, many of the service providers within the educational system do not cultivate the full potential of Black male students. This includes grading biases, higher suspension and expulsion rates, higher rates of in-school arrests, lack of Black male role models within the school, and other forms of overt and covert racism.

To improve the economic outcomes for Black men, there needs to be a policy response to these educational disparities. First, federal student loans should be made available to those with a felony conviction because it will provide many Black males with the opportunity to further their education. Second, the infrastructure of the education system should be improved to better support Black male students so that they can achieve their full academic potential.

<https://www.brookings.edu/articles/the-challenges-facing-black-men-and-the-case-for-action/>



The Commission recommends training for teachers and school administrators on topics like implicit bias, trauma informed learning, and cultural competency. Currently, the Indiana Department of Education offers implicit bias training to schools, however, it's optional for schools to take the training.

BLACK MEN'S HEALTH

There are approximately 21 million black men in the United States. Black men suffer far worse health than any other racial group in America. There are a number of reasons for this, including racial discrimination, a lack of affordable health services, poor health education, cultural barriers, poverty, employment that does not carry health insurance, and insufficient medical and social services catering for black men.

Black men have higher death rates than women for all leading causes of death.



23% of black men 18 years of age & over smoke cigarettes.

40% of black men 20 years of age & over have hypertension.



40% of black men die prematurely from heart disease as compared to 21% of white men.

38% of black men 20 years of age & over are obese.



DID YOU KNOW?

The leading causes of death for black men are:

1. Heart disease
2. Cancer
3. Stroke

Black men live 7.1 years less than other racial groups.

Black men are 5 times more likely to die of HIV/AIDS.

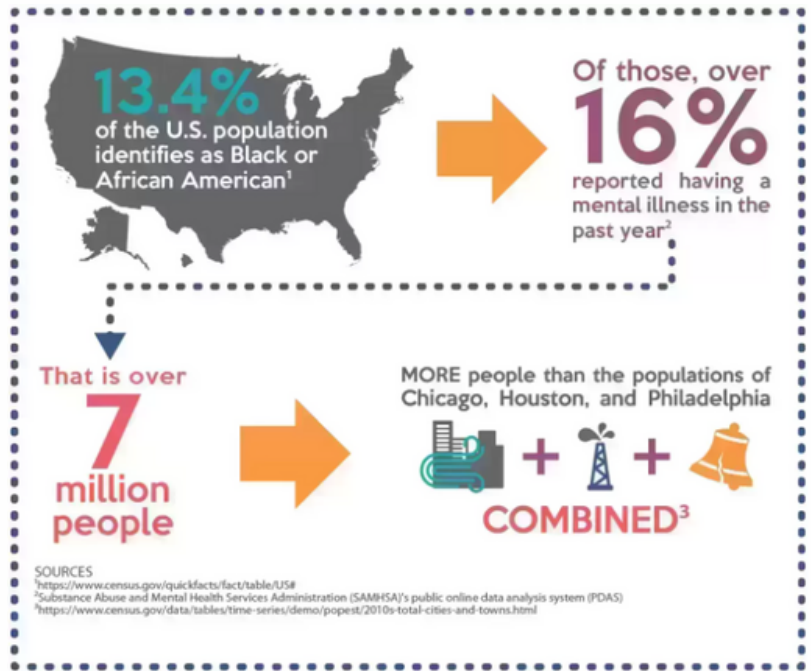
RESOURCES

For more information, visit www.cdc.gov/nchs/fastats/black-health.htm or <http://blackdemographics.com/>

This informational handout is distributed by the Center for Health of Minority Males. If you have any questions, contact Dr. Marino A. Bruce at: mbruce@umc.edu or 601-984-4182.



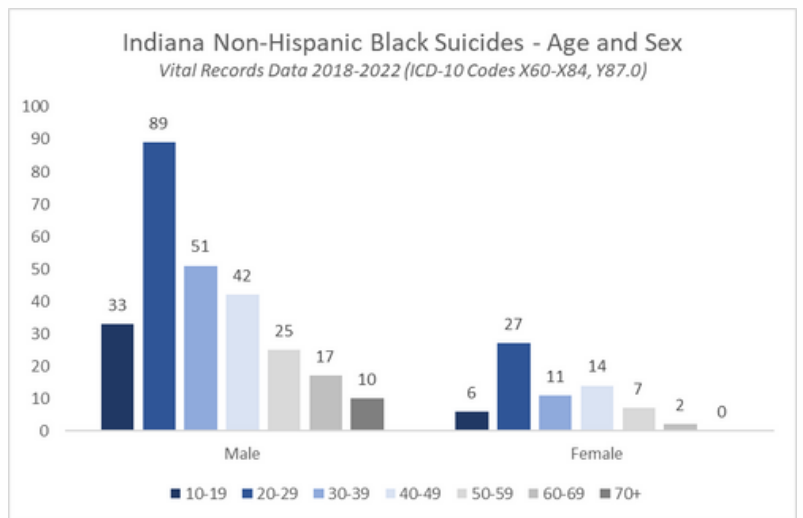
A recent concern for Black males is mental health. The decline of Black male mental health has had a direct affect on social factors resulting in additional barriers impacting success.



There were a total of 334 suicides among Non-Hispanic Black individuals in Indiana between 2018-2022.

Eight-point-seven percent (8.7%) of Non-Hispanic Black suicide deaths in Indiana between 2018-2022 were ages 18 or younger.

Eighty-percent (80%) of Non-Hispanic Black suicide deaths during this time period were male.



Source, Mallory Lown, Epidemiologist
 Division of Fatality Review and Prevention,
 mobile: 260-271-5129
mllown@health.in.gov
health.in.gov

According to the Centers for Disease Control and Prevention, suicide is a serious public health challenge. "Suicidal behavior is influenced by negative conditions in which people live, play, work, and learn. These conditions, called social determinants of health, can include racism and discrimination in our society, economic hardship (high unemployment), poverty, limited affordable housing, lack of educational opportunities, and barriers to physical and mental healthcare access."

<https://www.cdc.gov/suicide/facts/disparities-in-suicide.html>

EMPLOYMENT

Throughout the country and in Indiana, Black males continue to have high rates of unemployment and underemployment compared to the majority population. In the wake of the pandemic in 2020, unemployment skyrocketed across the US.

(<https://www.finder.com/black-unemployment-rate>)

However, job losses did not affect all Americans equally, and by June 2020, the gap in the unemployment rate between Black and white people grew to a five-year high, according to Reuters.

(<https://www.reuters.com/article/us-usa-economy-unemployment-race/gap-in-u-s-black-and-white-unemployment-rates-is-widest-in-five-years-idUSKBN2431X7/>)

In the 2022 data study by the U.S. Bureau of Labor and Statistics, Black males in all age groups still have a higher unemployment rate than any other racial group in the same age category.

E-16. Unemployment rates by age, sex, race, and Hispanic or Latino ethnicity
[Percent]

Age and sex	Total		White		Black or African American		Asian		Hispanic or Latino	
	3rd 2022	3rd 2023	3rd 2022	3rd 2023	3rd 2022	3rd 2023	3rd 2022	3rd 2023	3rd 2022	3rd 2023
Total, 16 years and over	3.6	3.8	3.2	3.4	6.3	5.8	2.7	2.9	4.1	4.6
16 to 19 years	11.1	12.0	10.0	10.1	17.7	21.5	9.7	12.8	15.1	15.0
16 to 17 years	10.5	11.8	9.6	10.5	15.9	18.3	7.5	9.9	18.3	17.3
18 to 19 years	11.5	12.1	10.3	9.8	18.8	23.3	10.7	13.9	13.4	13.9
20 years and over	3.3	3.4	2.9	3.1	5.8	5.2	2.6	2.7	3.6	4.1
20 to 24 years	6.9	7.2	5.6	6.3	12.8	11.7	10.1	5.3	7.1	8.2
25 years and over	2.9	3.0	2.6	2.8	5.0	4.5	2.0	2.4	3.1	3.5
25 to 54 years	3.1	3.2	2.6	2.9	5.5	4.7	2.1	2.7	3.1	3.5
25 to 34 years	3.7	3.9	3.1	3.4	6.9	5.7	2.4	3.7	3.4	4.3
35 to 44 years	2.9	3.0	2.6	2.7	5.1	4.2	2.0	1.9	3.2	3.2
45 to 54 years	2.4	2.6	2.2	2.4	3.9	3.7	1.8	2.5	2.6	2.9
55 years and over	2.6	2.6	2.5	2.5	3.5	3.8	1.8	1.7	3.2	3.2
55 to 64 years	2.4	2.4	2.3	2.2	3.1	3.7	1.6	1.5	3.3	3.1
65 years and over	3.0	3.1	2.8	3.0	4.6	4.1	2.4	2.2	2.9	3.5

https://www.bls.gov/web/empsit/cpsee_e16.htm

A recommendation to consider is to partner with the Indiana Workforce Development agency to create professional skill based programs to assist Black males in today's job market. In addition, ICSSBM recommends challenging structural impediments to employment, educational attainment, criminal convictions, and transportation access. The Commission is planning on conducting career and resource fairs across the state in 2023 to address these disparities.

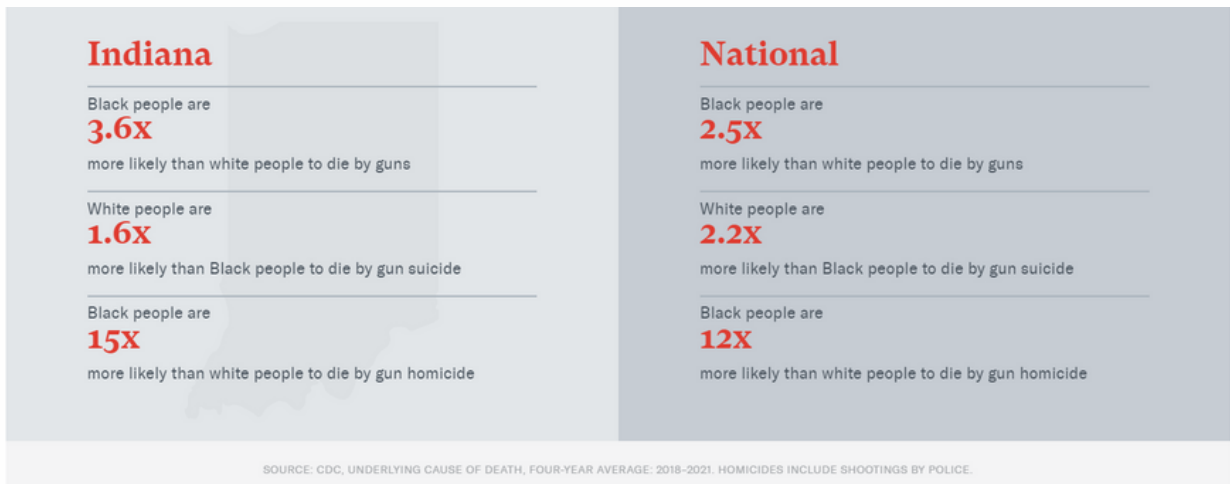
SOCIAL FACTORS

One major social factor for Black males in Indiana is gun violence.

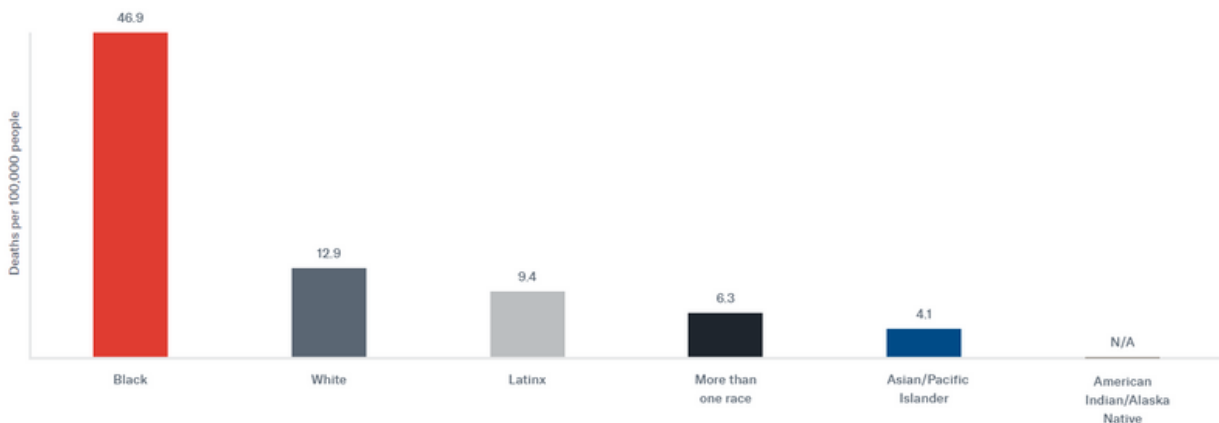
Important statistics regarding gun violence in Indiana:

- In an average year, 1,021 people die and 1,512 are wounded by guns in Indiana.
- Guns are the leading cause of death among children and teens in Indiana, and an average of 110 children and teens die by guns every year, of which 31% are suicides and 63% are homicides.
- Communities of color disproportionately bear the burden of our country's gun violence crisis every single day. Black people in Indiana are 14 times more likely than white people to die by gun homicide.
- In Indiana, 58% of gun deaths are suicide and 39% are homicides. This is compared to 59% and 39% nationwide, respectively.
- Gun violence in Indiana costs \$1,964 per person each year. Gun deaths and injuries cost Indiana \$13.2 billion each year, of which \$293.1 million is paid by taxpayers.

<https://momsdemandaction.org/recent-incidents-of-gun-violence-across-indiana-including-the-killing-of-violence-interrupter-youth-football-coach-richard-donnell-hamilton-highlight-need-for-gun-safety-measures-across-the-state-a/>



All Firearm Deaths per 100,000 people in Indiana



SOURCE: CDC, UNDERLYING CAUSE OF DEATH, FOUR-YEAR AVERAGE: 2018-2021.

INDIANA BLACK BARBERSHOP HEALTH INITIATIVE SUBCOMMITTEE

The Indiana Black Barbershop Health Initiative (IBBHI) is designed to change the paradigm from health crisis to health prevention. To assist Black males in exercising health prevention, the Commission, through collaborations with barbershops and local health providers facilitates the annual initiative. The initiative has expanded from a one-day event to now includes the entire month of April, utilizing every Saturday for blood pressure, blood glucose, and body mass index screenings as well as sharing prostate health and other health information along with local health resources.



**THE INDIANA BLACK
BARBERSHOP
HEALTH** *Initiative*

ACKNOWLEDGEMENTS

Thank you, Executive Director Gregory L. Wilson, Sr. and the Indiana Civil Rights Commission for your continued support of ICSSBM.





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