

CONTACT INFO**FACEBOOK**

JustifiedAngerDiscussion

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www.madisonjustifiedanger.com

PROJECT NARRATIVE

Wisconsin routinely ranks as the worst state in the nation for social, economic, educational and health disparities among African American children and families. Existing efforts to address these disparities are fragmented and do not adequately serve African American children or adults. Justified Anger (JA) seeks to coordinate community-wide efforts to narrow racial disparities in the City of Madison by identifying key priorities and strategies for empowering African Americans in Dane County and beyond. First, we aim to foster a movement for “Our Madison” that will unite leaders in the community around a shared vision for addressing the unmet needs of Greater Madison’s African American community. Second, we will implement a long-term strategy for improving the lives of African Americans in Madison, expanding the availability of resources, and repairing the state’s damaged image as unfriendly for people of color.

THE PURPOSE OF JUSTIFIED ANGER IS:

- To facilitate productive dialogue and collaboration within African American communities and within the Madison community as a whole
- To convene stakeholders and community members as authentic allies in developing strategies to reduce longstanding racial disparities
- To catalyze the voices of African Americans and to ensure they are heard by the broader community
- To serve as an ally of the African American community by fostering open communication among a diverse range of opinions and perspectives
- To evaluate the effectiveness of efforts to sustain change using sound evidence-based methods to ensure progress and efficiency

After decades of persistent and widening disparities, we expect that well-developed, focused, and collaborative plans are required if the African-American community is to see real and lasting change. As a result, the JA initiative to reduce racial disparities will unfold over three phases:

PHASE I • Assessment and Planning. Listen to and learn from the community. Develop goals and objectives and a framework moving forward.

Completed February 2014 – May 2015

PHASE II • Collaboration and Strategy Development. Construct a plan of action and begin implementation. *Begins June 2015*

PHASE III • Evaluation and Revision. Evaluate progress and revise plans to ensure successful outcomes. *Begins June 2016*

FIVE FOCUS AREAS

During Phase I, after careful analysis and consensus-building among African American community leaders and stakeholders in Madison, several goals and objectives were outlined in Five Focus Areas identified by experts within



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the African American community. These Focus Areas form the backbone of the initiative and its efforts to effect long-term systemic change to reduce Madison’s stark racial disparities.

THESE AREAS INCLUDE:

- 1 **Education**
- 2 **Economic Development**
- 3 **Incarceration**
- 4 **Family & Community Wellness**
- 5 **Leadership & Capacity Development**

STRATEGIES FOR SYSTEMIC EQUITY AND PERSONAL RESPONSIBILITY

Phase II of JA involves dual strategies for effecting change. These are:

- **Aligning the community through innovative interactions & building social capital**
- **Developing collaborative approaches and strategies**

ALIGNING THE COMMUNITY THROUGH INNOVATIVE INTERACTIONS & BUILDING SOCIAL CAPITAL

Many prior initiatives have struggled to create long-term, systemic change because they did not align the community with the goals of its stakeholders. Through education, leadership development, and community interactions such as celebrations, trainings, and competitions to incentivize community-based activity, efforts to eradicate racial disparities will empower unsung heroes in the Madison community and result in more far-reaching and broad-based change. The JA initiative aims to train a grassroots corps of Community & Family Support Specialists who will serve as advocates, educators, and para-social workers in targeted communities. Shared monies will allow us to have shared metrics; we know the key players and we know how to engage and empower them. JA needs the flexibility to establish and incentivize key partnerships.

DEVELOPING COLLABORATIVE APPROACHES AND STRATEGIES

Racial disparities have existed for decades; appropriate time must be devoted for continued consensus building between workgroups and stakeholders. To develop comprehensive implementation plans, JA will conduct facilitated planning sessions with community leaders from businesses, non-profit agencies, service providers, government, and the faith community in each of the five Focus Areas.



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ORGANIZATIONAL STRUCTURE

Justified Anger unites representatives from a variety of organizations, uniquely positioning it to forge collaborative ties between a diverse array of service providers and individuals of all races.

The initiative is housed within the Nehemiah Center for Urban Leadership Development; however, JA is committed to a community-based leadership model, as opposed to government- or corporate-based leadership, and JA will remain independent from any single organization.

Guiding the work of JA is a leadership team consisting of an Advisory Board, community representatives, co-chairs from each of the five Focus Areas, and Rev. Dr. Alex Gee, who serves as the face of the organization in interactions with elected officials and stakeholders. JA is, and will remain, African American-led. Since we are attempting to solve problems in the African American community, it is critical that African Americans stay at the helm. Such a broad, African American-led initiative has never been attempted in Madison’s history.

ADVISORY BOARD • An advisory board of experts and community leaders has convened to oversee the advancement and development of JA.

FOCUS AREA CO-CHAIRS • Exemplary African American community leaders with personal and/or professional expertise in their relevant focus area were selected to serve as co-chairs for each focus area. They are:

- EDUCATION** Chaired by Gloria Ladson-Billings and Dawn Crim
- INCARCERATION** Chaired by Jerome Dillard, Pia Kinney-James and Noble Wray
- ECONOMIC DEVELOPMENT** Chaired by Jack Daniels, III, Annette Miller, and Ray Allen
- FAMILY & COMMUNITY WELLNESS** Chaired by Lisa Peyton Caire and Bill Greer
- LEADERSHIP & CAPACITY DEVELOPMENT** Chaired by Greg Banks, Jessica Strong, and Lilada Gee

WORKGROUPS • Focus Area Co-chairs identified and recruited up to ten community member volunteers to serve on workgroups for each focus area to develop goals and objectives. Many of these individuals will continue to shape this vision in the next phase of JA.

ADDITIONAL HIRED STAFF • JA will employ several full-time staff members to oversee the initiatives of the organization. These include a Focus Area Supervisor, Research/Evaluation Director, Administrative Assistant, Fund Developer, Community Organizer and five Focus Area Team Leaders to oversee activities developed by each workgroup.



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BUDGET NARRATIVE

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START-UP STRATEGY • Tens of millions of dollars have circulated this local community in an attempt to close achievement gaps, eradicate disparities, promote justice and empower disenfranchised African Americans. Sadly, very few of those dollars went to African American-led agencies or efforts and far too few saw the return on investment that was promised.

Justified Anger has outlined a budget of \$1,575,000 for a two year start-up period. The Justified Anger Community Leadership Team will work with City of Madison Mayor, Dane County Executive, local businesses and private donors to raise the necessary dollars to launch this two-year start-up phase by the end of this year.

REQUIRED STAFF (10 FTE AND BENEFITS)	\$1,125,000
TRAINING/SUPPORT/FUNDRAISING/ADMIN	\$225,000
COMMUNITY-BASED INITIATIVES	\$225,000
24 MONTH BUDGET	\$1,575,000

