

**ILLINOIS AFRICAN-AMERICAN
FAMILY COMMISSION**



**FY2015 - FY2020
Strategic Plan**

MISSION STATEMENT

The Illinois African American Family Commission develops, evaluates and advocates for public policies, plans, research and programs that will strengthen and preserve families, family economics, workforce participation, health status, safety, education and training, and quality of life for African Americans.



VISION STATEMENT

"The Commission is a catalyst that facilitates partnerships between governments and communities to ensure a safe, healthy and secure environment for African American children and families, throughout the state of Illinois."

What do African Americans want? The question was posed in response to growing public concern of both the economic and social state of African American Communities across the nation and in Illinois. One response to the question was “we want an America who is as good as its’ promise.”

The United States was founded on the ideal that “all men are created equal, that they are endowed by their Creator with certain unalienable rights that among these are life, liberty and the pursuit of happiness.” The Illinois African American Family Commission agrees the promise of America should be demonstrated by the equitable treatment of all citizens in every aspect of life including economics, education, healthcare, and the administration of justice. Equality is the focus of our 2015-2020 strategic plan and the impetus of the work engaged by the IAAFC.

The Illinois African American Family Commission envisions an Illinois in which African American families:

- * Are grounded by the values that sustain thriving communities including self-determination, collective identity, economic cooperation, unity, and reciprocity;
- * Have access to the knowledge and resources necessary to sustain thriving communities;
- * Are prepared and equipped to advance opportunity for future generations;

Core Deliverables of the IAAFC 2015-2020 Strategic Plan

- * The development or improvement of programs serving the African American community.
- * Working with African American communities to strengthening assets, and raise partnerships that propel African American communities.
- * Promoting public, private, and corporate investment in Illinois' African American communities for the purpose of strengthening entrepreneurs, growing businesses, and increasing local employment opportunities.
- * Increasing living wage employment opportunities for African Americans.
- * Assuring the sustainability of "safety net" services that provide critical support to families.
- * Increasing cultural competency in policy design, program development and implementation in the delivery of state funded initiatives, programs, or services.
- * Supporting prevention investments that improve outcomes for youth, at risk families, and exoffenders.
- * Engaging African American Illinoisans on the impact of public policy upon their everyday lives.

IAAFC Statute
Public Act 098-0693

Section 15. Purpose and objectives.

- (a) The purpose of the Illinois African American Family Commission is to advise the Governor and General Assembly, as well as work directly with State agencies, to improve and expand existing policies, services, programs, and opportunities for African American families. The Illinois African American Family Commission shall guide the efforts of and collaborate with State agencies, including: the Department on Aging, the Department of Children and Family Services, the Department of Commerce and Economic Opportunity, the Department of Corrections, the Department of Human Services, the Department of Healthcare and Family Services, the Department of Public Health, the Department of Transportation, the Department of Employment Security, and others. This shall be achieved primarily by: to improve and expand existing human services and educational and community development programs for African Americans.

This will be achieved by:

- (1) Monitoring and commenting on existing and proposed legislation and programs designed to address the needs of African Americans in Illinois;
- (2) Assisting State agencies in developing programs, services, public policies, and research strategies that will expand and enhance the social and economic well-being of African American children and families; and
- (3) Facilitating the participation of and representation of African Americans in the development implementation, and planning of policies, programs, and community-based services; and
- (4) Promoting research efforts to document the impact of policies and programs on African American families.

Organizational Goals and Objectives

Goal 1: Facilitate IAAFC's guidance, support and collaboration with State agencies to improve positive impact on the African American community

Objective 1.1: Promote changes in public policy and programming that ensure the alignment of public programs and services with the address of disparate needs within African American communities.

Objective 1.2: Work with state agencies to monitor and evaluate the impact of state programming that impacts the African American community.

Goal 2: Implement the African American Communities Initiative (AACI)

Objective 2.1: Determine and launch the AACI in densely populated areas of African American populations throughout the state.

Objective 2.2: Determine priority issues for African Americans statewide.

Objective 2.3: Promote public awareness of developed solutions, opportunities, and sustained concerns impacting the African American community

Goal 3: Improve the educational & developmental outcomes of African American students (Illinois State Board of Education, Illinois Board of Higher Education, Board of Community Colleges, Department of Human Services)

Objective 3.1: Increase the public's awareness of the dropout, and suspension rate(s) for African American students across Illinois' public school systems.

Objective 3.2: Support the inclusion of African American professors, administrators, and senior level staff within higher learning institutions.

Objective 3.2: Address the decline in enrollment for African American students in Illinois Colleges.

Objective 3.3: Address the educational pipeline for African American students in Illinois.

Objective 3.4: Facilitate the development of nontraditional opportunities to deliver STEM programming to African American students across the state.

Objective 3.5: Focus on the role of early childhood (pre-k to third grade) as a critical period for improving academic performance.

Goal 4: Economic Empowerment of African Americans (DCEO, CMS, IDOT, ISBE, IHE, DCFS, Tollway)

Objective 4.1: Engage quantifiable and demonstrative effort to improve procurement opportunities for black owned businesses with the State of Illinois.

Objective 4.2: Work with CMS to implement the Sheltered Market Program in the Information Technology sector.

Goal 5: Create a comprehensive approach to Criminal Code Reform.

Objective 5.1: Determine specific policies and legislative initiatives that result in a reduction of African Americans impacted by

Goal 6: Research and Data Creation and Information Collection

Objective 6.1: Create a body of written work that reflects the status, concerns, and goals of Illinois African Americans communities.

Goal 7: Promote changes in public policy that result in quantifiable improvement in both healthcare disparities and health equity opportunities.

Objective 7.1: Work to increase African American participation in healthcare delivery and other related services.

Goal 8: Family Reunification - Focus on reunification of African American children and families.

Objective 8.1: Examine DCFS policies, procures, rules, and training that may contribute to the disproportionate number African American children in the child welfare system.

Objective 8.2: Examine HFS policies that may contribute to the disproportionate number of African American fathers not in relationship with their children.

Objective 8.3: Examine DOC policies that may contribute to the disproportionate number of African American fathers not in relationship with their children.

African American Communities Initiative (AACI)

The Illinois African American Family Commission (IAAFC) will implement the African American Communities Initiative (AACI). The AACI is a vision for the future of the Illinois' African American communities that is focused on strengthening the mechanisms that drive thriving communities.

The AACI will engage community residents, businesses, nonprofits, faith-based organizations, and other stakeholders in the critical work of building strong local communities.

The AACI process is demonstrated in the flowchart below:

