



Ideation Title: Transformational Leadership from the Inside Out Institute

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Category: Practitioner

The Campaign for Black Male Achievement has been a leader in the field for the past nine years. As a national membership organization singularly focused on improving the life outcomes for Black men and boys, CBMA has hosted such groundbreaking convenings as Black Male Reimagined, Rumble Young Man Rumble and MLK Now. In responding to the call from RISE for innovative solutions to the crisis state of the relationship, and interactions, between far too many boys and men of color and the police, it's important to reflect on extant literature that has suggested that these interactions are the manifestation of fear intersecting with racism, privilege and power. Yet we must only turn on the television or peruse the internet to find those who would argue that "those" boys are causing trouble. CBMA situates our worldview whereby boys and men of color are critical scholars and intellectuals in the world.

As such, the Transformational Leadership from the Inside Out Institute builds on our learnings from Rumble Young Man Rumble (RYMR) and our BMA Health and Healing Strategies (HHS). Inspired by the life and legacy of Muhammad Ali, RYMR is the preeminent gathering of cross-sector leaders working to improve the life outcomes for Black men and boys across intersecting areas. Similarly, CBMA's BMA HHS convenes cross-sector leaders to provide them with innovative self-care practices to fortify their resilience in their communities. With those convenings in mind, the Transformational Leadership from the Inside Out Institute aims to build the change that we are seeking to see while sharing a communal space that allows for dialogue, resting and healing. To that end, the goal of the Transformational Leadership from the Inside Out Institute is to provide a safe space for individuals and families victimized by police brutality to recharge, while also giving those associated with the victimization (police, city officials, etc.) a space to heal their implicit biases and wrestle with their own racial and cultural issues.

Transformational Leadership from the Inside Out Institute intends to merge identity development theory, the six principles of Ali's life and Health and Healing Strategies to create a community of practice and healing in communities. We believe that by gathering people from all parts of the community, Emdin's reality pedagogy can provide a framework to recalibrate the relationships between those who have been victimized by police brutality and members of the police community. Using our experience supporting and working with Question Bridge to create a intergenerational platform for Black men and boys to ask and answer critical questions on race, identity, masculinity, etc., this part of the institute has strong potential. We are proposing two action steps to ground the work.



COLLECTIVE WORK AND RESPONSIBILITY

To ensure collective work and responsibility are foundational to this innovation, we intend to mobilize a stakeholder community. Based on our preexisting relationships with mayors and municipalities, we will host twice-monthly gatherings to address the specific issues and challenges related to BYMOC and their interactions with the police. Accordingly, we will use our experience with Question Bridge to create a similarly organized activity that can travel across the country that engages communities in common questions, with some specific to localities, while also generating useable data to support relationship building and solutions oriented discussions. Certainly our emphasis on doing this nationally is very ambitious. In a effort to scale this work up, it is our intention to start with our five Promise of Place communities—Baltimore, Detroit, Louisville, Milwaukee and Oakland.

RESPECT AND RECOGNITION

In order to respect the amazing work BYMOC are doing in communities, and recognize the criminalized narrative that drives far too many of the their interactions with police we intend to establish a Re-Imagine Campaign (RIC). Building on our expertise using arts and culture, vast social media and strategic communications reach and membership, the RIC would situate itself as a narrative change tool while also encourage key stakeholders to incorporate an asset-based lens to reframe perceptions of BYMOC. Based on our experiences with Black Male Reimagined and MLK Now, it is our intention to use these experience as a capacity building tool whereby we work with communities to create their own RIC, deeply rooted in using qualitative data collection to gather the stories, while empowering young people to author the new narrative during the RIC. In fact, we believe that this effort would be innovative and impactful if key cities around the city took this on and delivered their performances or exhibitions at the same time. In support of this effort, CBMA will showcase the stories and images from this campaign during RYMR