

OpportuniNDY: DECISION-MAKING RUBRIC

Our Five Big Outcomes:

- *High school graduation rate among African American boys at all Marion County schools is rising*
- *Employment status among Black men ages 16-24 is improving throughout Marion County*
- *Relative risk of referral to Marion County juvenile court for African American boys ages 14-17 is decreasing*
- *The percentage of young Black men ages 16-24 who are released from incarceration and return to IDOC within 12 months is decreasing*
- *Death by homicide among young African American men ages 15-24 in Marion County is decreasing*

	Focus Area Teams	Communication Team	Advocacy Team	Leadership Team	Advisory Team	Backbone org (staff, consultants)	Anchor Entity (Indiana Black Expo)
ROLES							
	<p>Change data-driven practice on ground</p> <p>Implement strategies and complete actions to impact outcomes</p> <p>Commit to integrating indicators into their own practice/program</p>	<p>Create and coordinate central public messaging and methods across platforms</p> <p>Help partners embed OI public messaging into own organizations</p>	<p>Develop advocacy tools for partners</p> <p>Advocate on behalf of partners on state, local, institutional policy changes</p> <p>Advise partners on internal institutional policy change</p> <p>Organize policy educational opportunities</p>	<p>Coordinate efforts between focus area teams, advocacy team and communication team</p> <p>Implement lessons learned, help remove operational barriers between teams, improve collective function</p> <p>Communicate with advisory team and staff on behalf of focus area teams</p>	<p>Strategic decision making and guidance</p> <p>Eliminate disparities in community</p> <p>Resource support for backbone and data-driven actions</p> <p>Remove political and financial barriers and leverage financial and social capital to advance outcomes</p> <p>Public champions</p>	<p>Convene partners and community leaders at all levels</p> <p>External and internal communication (including collective website)</p> <p>Internal communication between all teams</p> <p>Data access, analysis, coaching (including platforms for full body and focus areas)</p> <p>Remove operational barriers for teams-reduce silos, deliver results</p> <p>Connect community resources with actions and broader initiatives</p> <p>Continuous Improvement systems</p>	<p>House partnership (physical address)</p> <p>Backbone support</p> <p>Fiscal agent for backbone initiatives</p> <p>Leverage own neutral role in community for OI outcomes</p>

DECISION POINTS

	Focus Area Teams	Communication Team	Advocacy Team	Leadership Team	Advisory Team	Backbone org (staff, consultants)	Anchor Entity (Indiana Black Expo)
5 Big Outcomes, 4 Focus Areas, Focus Area Strategies	Input Execute		Input Execute	Decide Execute	Approve Execute	Decide Execute	Input
Strategy Actions	Input Execute	Input (relative to messaging)	Input Execute	Decide	Approve	Decide	
Public Messaging, Data, Reports (includes negative trends that might impact public perception of one or more partners)	Input Execute	Input Decide Execute	Input Execute	Input Decide	Approve	Input Decide Execute	Input
Organization and Community Policy Change	Input (both) Decide (org) Approve (org) Execute (in own)	Input (both) Execute (both, communication strategy)	Input (org) Decide (community) Execute (strategy)	Input (org) Decide (community)	Input (org) Approve (community) Execute (in own)	Input (both) Decide (community)	Input (both) Execute
Changes in Strategic Performance Indicators	Input (sources/indicators) Execute	Input (relative to messaging)	Input	Decide (sources/indicators)	Approve	Input Decide (sources/indicators) Execute	
Data Collection, Platforms Continuous Improvement Processes, Tools, lessons	Input Execute	Input Execute	Input Execute	Input Decide Execute	Input Approve	Input Decide Approve Execute	
Funding for specific focus area actions inc. shared data platforms for providers in focus area	Input Execute (on behalf of focus area/OI action, one partner)	Input Execute	Input Execute	Decide	Input Execute (help w pursuing)	Decide Approve (inc who pursues and when) Execute	

Funding, allocating resources for broader work Human resources made available from community for specific or broad help (company, gov, university, volunteers)	Input Approve (depending on resource/offer) Execute	Input	Input	Decide Approve (depending on resource/offer) Execute	Approve (depending on resource) Execute (own orgs)	Approve (depending on resource) Approve (helping funders and others re-align financial resources to support broad outcomes or OI work specifically)	Input
Financial support, resourcing backbone (inc adding staff to better support work of collective and other initiatives)	Input	Input	Input	Decide	Approve	Decide Execute	Input
Partners	Input all	Input all	Input all	Advisory team (I) 6 leads (I) 6 knowledge experts (I) Strategy leads (D/A) Team members (D/A)	Advisory team (D/A) 6 leads (I) 6 knowledge experts (I) Strategy leads (I) Team members (I)	Advisory team (D/A) 6 leads (D/A) 6 Knowledge experts (D/A) Strategy leads (I) Team members (I)	Input all
	<p>Input: consultation is needed from this group before decisions are made Input at focus team level also comes from data generated at that level + direct input from Black men ages 14-24 where immediately relevant</p> <p>Decide: determine the action to be taken or the decision to be made</p> <p>Approve: final authority on a decision or action, support/agreement is needed from this group to take action</p> <p>Execute: carries out the action once decision is made and approved</p>						