

## **Resolution #35**

### **Advocating for the Establishment of Offices of Black Male Engagement**

#### **WHEREAS:**

Black men and boys in the United States continue to face systemic inequities in education, employment, healthcare, housing and justice that prevent them from accessing the foundational supports required to thrive; and

#### **WHEREAS:**

Abraham Maslow's Hierarchy of Needs—commonly used to describe human motivation and the pursuit of self-actualization—was likely influenced by his observations of the Siksika (Blackfoot) Nation, an Indigenous people of North America, whose social systems were rooted in communal well-being, spiritual balance, and intergenerational continuity; and

#### **WHEREAS:**

The Siksika framework offers a holistic paradigm that includes:

- **Self-Actualization** (knowing one's purpose);
- **Community Actualization** (contributing to the wellness and harmony of others);
- **Cultural Perpetuity** (sustaining the values, traditions, and future of one's people); and

#### **WHEREAS:**

This Indigenous model more closely aligns with the collective needs and aspirations of Black communities, providing a framework to strengthen collective efficacy and intergenerational healing; and

#### **WHEREAS:**

Foundational needs like safety, belonging, dignity, and opportunity must be met for Black men and boys to fully realize their purpose and contribute meaningfully to society; and

#### **WHEREAS:**

Some Local governments have created offices of black male management to help address these needs; and

**WHEREAS:**

These are local government structures whose goals are to reduce economic and social disparities for black men and boys; They focus on closing the opportunity divide for men and boys of color; and

**WHEREAS:**

Government-backed Offices of Black Male Engagement have already been implemented in cities such as:

- **Philadelphia, PA:** The Mayor's Office of Black Male Engagement bridges opportunity gaps through mentoring, economic mobility, and civic participation.
- **Baltimore, MD:** The Mayor's Office of African American Male Engagement connects individuals to workforce pathways, public safety resources, and community healing.
- **Boston, MA:** The Office of Black Male Advancement promotes equity in education, economic development, health, and community leadership.

**THEREFORE BE IT RESOLVED:**

That the Coalition of Black Trade Unionists urge its chapters and regions to actively lobby elected officials at all levels to establish Offices of Black Male Engagement within their jurisdictions; and

**BE IT FURTHER RESOLVED:**

That these offices should adopt a culturally informed, community-centered framework rooted in the principles of Self-Actualization, Community Actualization, and Cultural Perpetuity; and

**BE IT FINALLY RESOLVED:**

That CBTU commit to supporting this national advocacy effort by equipping its members with resources, training, and policy guidance to help catalyze local and statewide initiatives.

**Submitted by: New York Chapter CBTU Chapter**