

ADOPTED RESOLUTIONS
83RD ANNUAL CONFERENCE OF MAYORS
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JOBS, EDUCATION AND THE WORKFORCE STANDING COMMITTEE

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SUPPORTING COLLEGE SUCCESS THROUGH DUAL ENROLLMENT

WHEREAS, dual enrollment programs allow high school students, usually juniors and seniors, to take college-level classes and earn credit that counts toward both high school and college graduation; and

WHEREAS, in the United States today, we have a crisis of inequality of opportunity in higher education where low-income high school students who could gain admission to college and succeed academically are not pursuing higher education; and

WHEREAS, today, 80% of high income, low performing students attend college. Yet, high performing students from low-income families only have a 20% chance of pursuing a higher education; and

WHEREAS, dual enrollment programs increase college aspiration rates for low-income, first generation students, and ease the transition from secondary to higher education; and

WHEREAS, students who participate in dual enrollment programs begin college having earned college credits in high school, shortening their time to graduation and lowering out-of-pocket cost; and

WHEREAS, participation in dual-enrollment has a statistically significant impact on college going rates, GPA, and graduation rates for students who are traditionally underrepresented in higher education, including low-income, first generation and minority students; and

WHEREAS, in 2013, The United States Conference of Mayors passed the Resolution on College Completion and Affordability which resolved that postsecondary education policies should be designed and implemented to create incentives for the adoption of policies and practices that increase graduation rates and reduce time-to-degree, including dual/concurrent enrollment; and

WHEREAS, Senate Bill 2349, the Supporting College Success through Dual Enrollment Act would increase graduation rates and reduce time-to-degree by addressing many of the barriers low-income and first-generation students face when trying to access dual enrollment programs including:

- Creating a grant program to states that would pay for tuition, books and other costs for high school students from moderate to low-income families who participate in Dual Enrollment programs.
- Requiring states to align K-12, higher education and CTE systems to support dual enrollment, and guarantee that quality dual enrollment programs are available in every high school.
- Fostering relationships between colleges and high schools to create a dual-enrollment pipeline and make college opportunities a reality for low-income students.

- Ensuring students and families receive high quality counseling on dual enrollment options, and that students receive the support they need while participating in dual enrollment courses.

WHEREAS, this legislation has been endorsed by the American Association of State Colleges and Universities (AASCU), the American Association of Community Colleges (AACC), the National Association of Independent Colleges and Universities (NAICU), and the National Association of College Admissions Counselors (NACAC),

NOW, THEREFORE, BE IT RESOLVED, that The United States Conference of Mayors endorses the Supporting College Success Through Dual Enrollment Act as a means of increasing access to post-secondary education and reducing the achievement gap.

Projected Cost: Unknown

SUPPORTING TUITION-FREE COMMUNITY COLLEGE PROGRAMS

WHEREAS, by 2020, an estimated 35 percent of job openings will require at least a bachelor's degree and 30 percent will require some college or an associate's degree; and

WHEREAS, the average tuition at a public four-year college has increased by more than 250 percent over the past three decades, while incomes for typical families grew by only 16 percent; and

WHEREAS, average student borrowers now graduate with over \$26,000 in debt and fewer than 1 in 10 students from low income families complete college; and

WHEREAS, communities across the country, including Chicago, Philadelphia, Los Angeles, Boston, Hartford, West Sacramento, Portland, New York and San Francisco have been strengthening community college programs through partnerships with industry and employers to create tailored training programs that lead to certifications for today's good-paying jobs; and

WHEREAS, forty percent of college students are enrolled at one of America's more than 1,100 community colleges, which offer students affordable tuition, open admission policies, and convenient locations; and

WHEREAS, the City of Chicago and the State of Tennessee both initiated tuition-free community college programs that award scholarships to qualified students, eliminating tuition for two year career-driven training or bachelor preparation programs; and

WHEREAS, the President introduced a nation-wide America's College Promise Proposal that builds on these efforts by making two years of community college free for responsible students attending quality community college programs in states that invest more in higher education and training; and

WHEREAS, if all states participate, an estimated 9 million students could benefit and a full-time community college student could save an average of \$3,800 in tuition per year; expanding access to college and training programs that prepare students for success in today's economy and closing the opportunity gap, so that all students regardless of background can succeed in college and career and life,

NOW, THEREFORE, BE IT RESOLVED, that The United States Conference of Mayors supports local, state and national efforts to increase quality of community college programs through partnerships with employers that lead to targeted training programs that prepare students for today's jobs; and

BE IT FURTHER RESOLVED, that The United States Conference of Mayors urges City, State and National leaders to take steps to make quality community college programs more accessible and affordable for students, including through programs like the proposed American's College Promise program.

Projected Cost: Unknown

SUPPORT FOR THE ADOPTION OF DIGITAL BADGING FRAMEWORKS IN CITIES

WHEREAS, digital badges are an assessment and credentialing mechanism that is housed and managed online allowing residents of all ages to make visible and validate learning in both formal and informal settings, and hold the potential to help transform where and how learning is valued; and

WHEREAS, the Mozilla Open Badge Infrastructure (OBI) is open source allowing government, business and other non-profit organizations to replicate a technology platform based on their code, allowing for the creation, storing, issuing and verification of digital badges; and

WHEREAS, using the OBI, a learner fulfills the issuer specific criteria to earn badges by attending classes, passing an exam or review, or completing other activities; and

WHEREAS, a grantor verifies that the specifications have been met and awards the badge, maintaining a record of it with attendant metadata. This metadata includes:

- The issuer's name
- The recipient's e-mail address
- A link to the criteria
- A short description of the badge
- The issue date
- The expiration date
- A link to the evidence that supports the granting of the badge.

WHEREAS, a badge repository might be the Mozilla-hosted Badge Backpack, or it might be a backpack hosted by any provider using the OBI specifications; and

WHEREAS, badge recipients using the Mozilla Badge Backpack or similar badge repository using OBI specifications can choose to keep their awards private or display some or all of them on selected websites, social media tools, platforms, or networks; and

WHEREAS, a collection of badges can function as a distributed portfolio that may eventually lead to an apprenticeship, certificate, work-based learning opportunity or post-secondary degree; and

WHEREAS, there was a pre-convening of the Jobs, Education and the Workforce Standing Committee co-sponsored by The United States Conference of Mayors and the Bill & Melinda Gates Foundation held at the Microsoft Innovation and Policy Center on January 20th 2015, before the 83rd annual winter meeting in Washington D.C. establishing:

- Digital badging frameworks are a system for transformative change in the Next Economy through driving educational achievement, equity and spurring workforce development.
- Employers as critical partners in this effort as they are both issuers and consumers of virtual credentials.

- The Cities of Learning model is the most advanced framework for digital credentialing.
- Mayors must act as architects and curators of badging systems in order for them to be successful and have acceptance and relevance in various municipalities across the United States.
- Chicago, Los Angeles and Dallas are examples of successful implementation of badging systems implemented by Mayors.

NOW, THEREFORE, BE IT RESOLVED, that The United States Conference of Mayors recognizes the potential for online badging frameworks to increase educational achievement, improve equity and drive economic and workforce development in cities; and

BE IT FURTHER RESOLVED, that The United States Conference of Mayors Standing Committee on Jobs, Education and the Workforce will work towards creating policy that allows for the adoption of a scalable and replicable digital badging framework.

Projected Cost: Unknown

U.S. CONFERENCE OF MAYORS IN SUPPORT OF ESTABLISHING STATEWIDE SCHOOL REPORT CARDS

WHEREAS, there are over 48.5 million students being educated in over 89,500 K-12 public schools in the United States; and

WHEREAS, all parents deserve high quality, easy to understand information about the academic quality and overall culture and climate of the schools in their communities; and

WHEREAS, to ensure all parents are empowered with this information, sixteen states have adopted school report cards with clear A-F letter grades; and

WHEREAS, despite these efforts, too many families in states across the country struggle to get adequate information about the quality of schools in their communities; and

WHEREAS, without this information, parents and families are not empowered to meaningfully engage in their students' educational experience; and

WHEREAS, the U.S. Conference of Mayors has played a longstanding national leadership role in improving the quality of education, improving student academic excellence, and closing the achievement gap,

NOW, THEREFORE, BE IT RESOLVED, that The United States Conference of Mayors supports the following policy priorities for empowering parents and families and improving transparency through school report cards:

- Supporting state policies that increase transparency and empower parents and families with information about the quality K-12 public schools in their communities.
- When appropriate, promoting policies that require states produce an easy to understand school report card for each K-12 public school in the state that includes an accessible summative rating and is based on multiple measures, not test scores alone.
- Ensuring that school reports cards provide families with information on the academic quality of a school by including measures of student learning and academic growth, achievement gap closure, college and career readiness, and graduation rates for high schools.
- Guaranteeing that families are also given information on the quality of the school climate by including on school report cards measures of school culture such as: student, parent, and teacher surveys of school climate, student attendance and expulsion rates, teacher turnover and absenteeism, and principal tenure.
- Identifying schools that need supplemental support.

Projected Cost: Unknown

INCREASING SCHOOL LEADER EFFECTIVENESS AND DIVERSITY

WHEREAS, our cities need school leaders who can establish a vision for excellence, build staff and community investment in that vision, and translate that vision into real results for students of all backgrounds; and

WHEREAS, effective and diverse school leaders build and sustain strong instructional teams, strive for ambitious results, and foster relationships in which staff and students thrive, accounting for 25 percent of a school's total influence on student achievement; and

WHEREAS, despite the growing research base demonstrating the importance of effective school leadership, the current state of educational administration preparation programs is inadequately preparing the principals our communities need:

- In one survey, 96 percent of principals agreed that on-the-job experience provided better training than their graduate programs.
- Two-thirds indicated that their preparation programs were “out of touch” with the skills principals needed, such as using data as a living tool to inform staff decisions, instruction and teacher supports.

WHEREAS, the lack of effective and diverse principals remains one of the most pressing challenges for school districts—with low-income students most likely to experience the negative effects:

- Over one-fifth of new principals will leave within two years, and those placed in high-poverty schools are more likely to leave.
- Effective school leaders tend to migrate to schools with higher income levels, higher achieving students, and fewer students of color.
- It can take the next principal up to three years to regain positive momentum in math and English language arts performance.

WHEREAS, minority students now compose the majority of students in public schools, yet more than 80 percent of the nation's school leaders and teachers are white; and

WHEREAS, diverse principals are vital to creating inclusive school communities as connected leaders, positive role models, and influential decision-makers; and

WHEREAS, innovative programs have demonstrated success removing barriers to school leadership, improving the quality and diversity of our principals, recruiting more highly effective teachers of color to administrative ranks, and bolstering traditional programs:

- New Leaders has trained over 1,600 principals nationwide, reaching more than 350,000 students who consistently achieve at higher levels and have higher high school graduation rates than their peers.

- New York City’s Leaders in Education Apprenticeship Program (LEAP) trains dozens of new school leaders annually through a 12-month, school-based, on-the-job mentorship experience focused on developing future principals with demonstrated leadership skills.
- Pathways to Leadership in Urban Schools (PLUS) programs operated by the nonprofit organization TNTP in Philadelphia and Camden will have provided rigorous, job-embedded training to more than 100 principals by the end of the 2015-2016 school year, reaching 350 teachers and more than 10,500 students in just three years.

WHEREAS, The United States Conference of Mayors has played a longstanding national leadership role in improving the quality of education, improving student academic excellence, and closing the achievement gap; and

WHEREAS, The United States Conference of Mayors supports the leadership of the Obama Administration in encouraging the development of new strategies to address school leadership needs in the U.S.,

NOW, THEREFORE, BE IT RESOLVED, that The United States Conference of Mayors supports the following policy priorities for increasing the number of highly effective and diverse principals in U.S. schools:

- Improving the diversity of new and traditional principal preparation programs through targeted recruitment of minority candidates with a demonstrated track record of effectiveness in the classroom; and
- Improving the quality of principal preparation through the creation of programs that focus on job-embedded training in instructional leadership, talent management and culture building; and
- Removing barriers to school leadership by advocating for the elimination of state requirements that principals can only be certified through university programs; and
- Expanding principal preparation programs that favor demonstrated effectiveness in leadership over less direct measures of quality such as academic qualifications or degrees; and
- Creating career ladders and leadership opportunities within the teaching ranks to encourage teachers of color to take on new roles as school leaders; and
- Supporting equity policies that incentivize highly effective principals of color to staff the most disadvantaged schools and classrooms; and
- Focusing initial efforts in the highest-need districts and schools.

Projected Cost: Unknown

PUBLIC CHARTER SCHOOL FACILITIES SUPPORT

WHEREAS, today, there are more than 2.9 million students attending more than 6,700 public charter schools across the nation; and

WHEREAS, 43 states and the District of Columbia have enacted charter school laws; and

WHEREAS, more than 10% of students attend public charter schools in more than 150 communities and public charter school enrollment exceeds 30% in 12 U.S. cities; and

WHEREAS, there are currently more than 580,000 individual students on waiting lists to attend public charter schools across the country and the number of schools would need to increase by nearly 25% in order to accommodate all of these students; and

WHEREAS, public charter schools continue to receive only 72% in average per-pupil funding nationally compared to traditional district schools; and

WHEREAS, access to adequate facilities in which public charter schools can operate remains one of the greatest challenges to the continued growth, development and success of high-performing public charter schools; and

WHEREAS, of the 44 states and jurisdictions that have a charter school law, only 15 provide a per-pupil allotment specifically for facilities to defray the costs of leasing or purchasing classroom space; and

WHEREAS, most public charter schools cannot raise funds through tax levies and bonds; and

WHEREAS, although being public schools that are financed with public funds, public charter schools are routinely denied access to existing public school buildings, even in cities with declining district enrollment and lots of vacant and abandoned public space; and

WHEREAS, public charter schools are forced to use money for brick and mortar facility acquisition, leasing and purchase that should be spent on teacher salaries and training, instructional materials, curriculum development and extracurricular student offerings,

NOW, THEREFORE, BE IT RESOLVED, that The United States Conference of Mayors supports the following policy priorities for improving high-quality public charter school facility acquisition, funding and access:

- Ensuring that all public school children - district and high-quality public charter - have access to adequate school buildings;
- Ensuring equal facilities funding for all public school children;
- Ensuring that high-quality public charter schools have the “right of first refusal” to purchase or lease underused school district buildings as a means of putting existing shuttered taxpayer-funded properties back in operation; and

- Supporting the strengthening of federal incentives for public and private investment in high-quality public charter school facilities.

Projected Cost: Unknown

IN SUPPORT OF A NATIONAL COMMITMENT TO BUILD PATHWAYS TO TECH EMPLOYMENT

WHEREAS, on March 9, 2015 President Obama and his administration launched TechHire, a multi-sector effort and call to action to create career pathways for Americans to obtain training and employment in the technology sector, funded with \$100 million through the Department of Labor; and

WHEREAS, there are five million jobs open today, and over half a million of those openings are in information technology fields such as software development, network administration, and cybersecurity; and

WHEREAS, American jobs that require technology skills pay 50 percent higher, with a median earning of \$44.29 per hour, than average private sector jobs; and

WHEREAS, with support from the federal administration, cities across the U.S. have the unique opportunity to develop fast track technology training programs that move lower skilled community members with barriers, including disconnected youth, long-term unemployed, underemployed, dislocated workers, older adults, veterans, English learners, and people with disabilities, into training and employment on a fast path to well-paying jobs; and

WHEREAS, multiple employers currently engaged with workforce programs focused on technology training and the growth of their local tech ecosystems, such as TechSF in San Francisco and the Tech Talent Pipeline in New York City, have committed to continued partnerships with local governments, community colleges, not-for-profits, and private educational institutions to develop job driven training strategies that meet business needs and provide more workers a path to the middle class; and

WHEREAS, sixty to seventy percent of these employers have identified internships and apprenticeships as cost effective strategies to build a pipeline of qualified local workers to meet their needs; and

WHEREAS, over twenty cities have committed to work with national and local employers to develop best practices that accelerate opportunities for all job seekers,

NOW, THEREFORE, BE IT RESOLVED, that The United States Conference of Mayors supports fostering necessary partnerships between local governments, employers, public and private educational institutions, not-for-profits, and faith-based organizations to build a successful workforce ecosystem that accelerates opportunities for community members; and

BE IT FURTHER RESOLVED, that The United States Conference of Mayors pledges to:

- Assess employer demand using data-driven methods that ensure training programs meet needs of industry; and
- Use shared best practices to develop and expand innovative fast track technology training for community members to readily access through community colleges, private educational institutions, and not-for-profits; and
- Seek commitments from employers to develop on-the-job training opportunities through paid internships/apprenticeships; and
- Engage employers to develop partnerships and jointly strategize on best recruitment and hiring practices that promote increased diversity in the tech sector.

Projected Cost: Unknown

SUPPORTING THE IMPLEMENTATION OF CLIMATE EDUCATION IN HIGH SCHOOLS ACROSS THE UNITED STATES

WHEREAS, global climate change is already having observable effects on the environment and negatively impacting our communities, natural resources, ecosystems, economies, and public health in cities throughout the country; and

WHEREAS, the climate crisis is wreaking havoc all around us, with droughts and forest fires affecting the southwest, heavy downpours increasing in the midwest and northeast, hurricanes becoming stronger in the Atlantic and Gulf Coast regions, sea level rise threatening coastlines, and heat waves increasing across the country; and

WHEREAS, educating young people is among the most important steps we can take for our climate's future and it is vital that tomorrow's scientists, politicians, entrepreneurs, and consumers have the tools to understand climate change and the knowledge to create the innovative solutions needed to meet the challenge; and

WHEREAS, climate science is not being adequately taught in our nation's classrooms; and

WHEREAS, the Alliance for Climate Education, a nonprofit that works to educate youth about climate change and inspire them to create solutions, has educated over two million high school students across the United States since 2009 at no cost to cities; and

WHEREAS, experts from Yale University, George Mason University, and Stanford University surveyed 2,847 students in 49 high schools nationwide before and after viewing an assembly presented by the Alliance for Climate Education, and then issued a report that concluded that "the net impact of [ACE's work] could be a population shift in knowledge and positive engagement in the issue of climate change...[and] can inspire youth for deeper engagement in school programs, personal action, and political and consumer advocacy",

NOW, THEREFORE, BE IT RESOLVED, that The United States Conference of Mayors calls on cities across America to support the urgent implementation of climate education in high schools across the United States; and

BE IT FURTHER RESOLVED, that The United States Conference of Mayors encourages cities and mayors to bring climate education to their schools, at no charge to cities, to teach students about the effects of climate change and give students the resources to create solutions to tackle this national and global crisis.

Projected Cost: Zero

RESOLUTION FOR THE U.S. CONFERENCE OF MAYORS “SUMMER JOBS FOR YOUTH”

WHEREAS, The United States Conference of Mayors is committed to promoting the well-being and positive development of the nation’s youth; and

WHEREAS, the nation’s mayors have long advocated for strong summer jobs programs; and

WHEREAS, across the nation young people face an employment crisis; and the unemployment rate for young adults between the ages of 16 -19 is more than twice the national unemployment rate; and

WHEREAS, unemployment rates for African American youth is 27.5 percent and Latino youth is 18.9 percent; and

WHEREAS, the value of work experience for youth has been well documented, and national studies have demonstrated that youth employment has positive impacts on high school graduation rates, college-going rates, and future earnings; and

WHEREAS, summer jobs programs have the added benefit of reducing violence in cities and communities as evidenced by a rigorous evaluation in Chicago which showed that when combined with mentoring, summer jobs participants were 43% less likely to be arrested for a violent crime compared to a similar peer group sixteen months after the program's end; and

WHEREAS, according to the Bureau of Labor Statistics, youth who miss out on an early work experience are more likely to endure future unemployment; and

WHEREAS, summer jobs programs provide teachable moments for youth receiving a paycheck to learn how to manage their finances; and

WHEREAS, many cities have invested local funds to expand these important programs even with limited federal funding; and

WHEREAS, many cities have more applicants than job openings in their annual summer jobs programs, meaning youth who want to engage in job programs are being turned away,

NOW, THEREFORE, BE IT RESOLVED, that The United States Conference of Mayors urges Congress to restore its long term commitment for a strong summer jobs program, by providing funding for year round youth activities and by ensuring that youth summer jobs are part of the Workforce Innovation and Opportunity Act (WIOA) strategy to close the skills gap and prepare the future workforce for good paying-high skilled jobs; and

BE IT FURTHER RESOLVED, that The United States Conference of Mayors urges Mayors to invest in summer jobs programs, including new programs that combine mentoring and social and emotional support for at-risk youth, and

BE IT FURTHER RESOLVED, that The United States Conference of Mayors calls on business leaders to:

- Invest in workforce education and career exploration counseling for high school students; and
- Encourage employees to participate in workforce development programs available in high schools; and
- Work with education and local leaders to develop appropriate curriculum that is responsive to workforce trends; and
- Collaborate with state education and workforce leaders to identify high-growth job trends.

Projected Cost: \$1 billion

MY BROTHER'S KEEPER

WHEREAS, on February 27, 2014 President Obama launched the My Brother's Keeper initiative to address persistent opportunity gaps faced by boys and young men of color and ensure that all young people can reach their full potential; and

WHEREAS, through this initiative, the Administration has joined with cities and towns, nonprofit organizations, businesses, and foundations that are taking steps to connect young people to mentoring, support networks, and the skills they need to find a good job or go to college and work their way into the middle class; and

WHEREAS, in June 2014 Conference of Mayors President and Sacramento Mayor Kevin Johnson, announced the establishment of the Conference's My Brother's Keeper Task Force and asked the Task Force to pay particular attention to four specific areas to further the aims of My Brother's Keeper: 1) Launch public-private campaigns to actively recruit mentors for youth and improve the quality of mentoring programs; 2) Increase awareness about youth summer employment and use of pre-apprenticeships as good entry-level jobs; 3) Increase access to high-quality pre-K education; and 4) Eliminate suspensions and expulsions in preschool and other early learning settings; and

WHEREAS, the Conference Task Force began its efforts with collection of basic information on MBK-related efforts underway and/or planned in the Task Force cities and the roles that the mayors of these cities were playing and found that Mayors were playing a leadership role both within government and with community leaders and the public relating to My Brother's Keeper and that a wide range of activities are underway in the six specific MBK focus areas:

- Entering school ready to learn;
- Reading at grade level by third grade;
- Graduating from high school ready for college and career;
- Completing postsecondary education or training;
- Successfully entering the workforce;
- Reducing violence and providing a second chance; and

WHEREAS, in late September 2014 the White House launched the MBK Community Challenge, announcing then that more than 200 mayors, tribal leaders, and county executives across 43 states and the District of Columbia had accepted it in partnership with more than 2,000 individual community-based allies, and

WHEREAS, currently 227 cities have accepted the MBK Community Challenge, and these "MBK Communities" are working to design and implement cradle-to-college-and-career action plans, and have agreed to review local public policy, host action summits, and start implementing their locally tailored action plans to address opportunity gaps within six months of accepting the Challenge; and

WHEREAS, foundations, corporations and their partners have committed nearly \$500 million to invest in evidence-based interventions that are working to address persistent opportunity gaps facing boys and young men of color and ensure all youth can reach their full potential; and

WHEREAS, on May 4, President Barack Obama announced the establishment of the My Brother's Keeper Alliance, a new independent non-profit with a board composed of a diverse group of philanthropic, community, and private-sector leaders and other prominent private citizens and an Advisory Council that includes three mayors all of whom are Conference of Mayors leaders; and

WHEREAS, the Alliance was launched with more than \$80 million in private sector commitments that are to be used to expand opportunities for youth, strengthen the American workforce, and fortify the economic stability of communities across America,

NOW, THEREFORE, BE IT RESOLVED, that The United States Conference of Mayors commends President Obama and his Administration for the establishment and implementation of the My Brother's Keeper initiative and its substantial efforts to involve cities across the nation and provide resources to them to carry out its purposes; and

BE IT FURTHER RESOLVED, that The United States Conference of Mayors pledges to continue to work through its My Brother's Keeper Task Force with the Obama Administration on its efforts to bolster opportunity for boys and young men of color in cities nationwide and with the MBK Alliance to help assure that its resources are made available to cities to support their activities relating to achieving the six MBK focus areas.

Projected Cost: Unknown

ACCELERATING WOMEN'S ECONOMIC EMPOWERMENT

WHEREAS, women's participation in the workforce is nearly on par with men and 70% of all women with children are in the labor force; yet working women face numerous challenges; and

WHEREAS, nationally, women earn just \$.78 to the \$1 that men earn, and while the number of women-owned businesses has grown at a faster rate than the national average since 1997, the average revenue of women-owned businesses is just 27% of businesses owned by men; and

WHEREAS, science, technology, engineering, and math (STEM) careers pay 1/3 more than other careers and the gender pay gap between women and men is narrower, women occupy only 26% of technology and math jobs; and

WHEREAS, the U.S. remains the only industrialized country without a national paid family leave policy to cover workers welcoming new children to their families; paid family leave is available to only 11% of all private industry workers and just 16% of public employees, except in California, New Jersey, and Washington where state law mandates paid family leave, and, as of January 2015, to all federal employees by President Obama; and

WHEREAS, family friendly workplace policies, such as flexible or alternative schedules, job-sharing, and scheduling predictability, contribute to increased participation by women in the workforce and to improved employee performance, productivity, and satisfaction; and

WHEREAS, the economic security of seniors is critical for older women, who are nearly twice as likely to live in poverty than older men, receive on average \$4,000 less in Social Security annually than men, and often do not have sufficient pensions and private retirement plans; and

WHEREAS, a lack of quality affordable childcare to sufficiently meet demand is a major obstacle for women with children wanting to enter the workforce; and

WHEREAS, Mayors have a critical role to play in advancing women's economic empowerment and opportunity and developing policy solutions that address the many barriers to women's full engagement in our local economy; and

WHEREAS, The United States Conference of Mayors adopted a resolution in support of the Cities for CEDAW campaign, an initiative to engage cities in local efforts to advance the human rights of women as expressed in the United Nations Convention on the Elimination of All Forms of Discrimination Against Women,

NOW, THEREFORE, BE IT RESOLVED that The United States Conference of Mayors urges its members to accelerate women's economic empowerment and opportunity by developing policy solutions such as advancing equal pay in the private sector, fostering female entrepreneurship, encouraging girls and young women in STEM education, establishing family friendly workplace policies, expanding childcare availability, and ensuring economic security for seniors.

Projected Cost: Unknown

SUPPORTING THE WHITE HOUSE TASK FORCE ON NEW AMERICANS RECOMMENDATIONS

WHEREAS, today 41.3 million foreign-born residents live in the United States and are contributing to the vitality of our country and their communities, over the next 20 years, immigrants and their children will account for 85 percent of the net growth in the U.S. labor force, and immigrants are entrepreneurial, starting 28 percent of all new businesses; and

WHEREAS, a 2011 study by the Partnership for a New American Economy found that immigrants or their children have founded more than 40 percent of Fortune 500 companies, which collectively employ over 10 million people worldwide and generate annual revenues of \$4.2 trillion; and

WHEREAS, in November 2014, President Obama created the White House Task Force on New Americans (“Task Force”), a formal interagency body to further strengthen the federal government’s immigrant integration efforts by making them more strategic and deliberate, and building on the civic, economic and linguistic integration pillars identified over six years ago, the Task Force outlined the federal government’s goals to strengthen its integration efforts nationwide and build welcoming communities; and

WHEREAS, these immigrant integration goals encompass 1) Building Welcoming Communities; 2) Strengthening Existing Pathways to Naturalization and Promoting Civic Engagement; 3) Supporting Skill Development, Fostering Entrepreneurship and Small Business Growth, and Protecting New American Workers; and 4) Expanding Opportunities for Linguistic Integration and Education; and

WHEREAS, by working with local, state, federal, private sector, labor and education partners to expand workforce development, employment and small business opportunities, support high quality English language acquisition, and increase opportunities for postsecondary education and training, states and localities will strengthen their economic infrastructures and ability to compete in a global economy,

NOW, THEREFORE, BE IT RESOLVED, that The United States Conference of Mayors endorses the findings of the White House Task Force on New Americans; and

BE IT FURTHER RESOLVED, that The United States Conference of Mayors encourages philanthropic and corporate partners to invest in the nation’s future workforce and join states and localities in creating welcoming places for New Americans to participate fully and contribute to the economic success of all; and

BE IT FURTHER RESOLVED, that The United States Conference of Mayors calls on states and localities to support these efforts as part of implementation and planning for the new Workforce Innovation and Opportunity Act.

Projected Cost: Unknown

SUPPORT FOR YOUTHBUILD

WHEREAS, there are 2.4 million young low-income adults in the United States between the ages of 16 and 24 who have left high school without a diploma or who are unemployed and another 300,000 behind bars; and

WHEREAS, in YouthBuild programs, unemployed and undereducated young people ages 16-24 work toward their GED, high school diploma or recognized credential while learning job skills by building affordable housing for homeless and low-income people; and

WHEREAS, strong emphasis is placed on leadership development, community service, and the creation of a positive mini-community of adults and youth committed to success; and

WHEREAS, in YouthBuild programs the most disadvantaged youth are brought into the productive workforce and prepared for post-secondary education; and

WHEREAS, in 2015 there are more than 260 YouthBuild programs in 45 states, Washington, D.C., Puerto Rico, and the Virgin Islands, engaging approximately 9,000 young adults; and

WHEREAS, in 2014, 95 percent of YouthBuild students entered the program without their GED or diploma, 32 percent had been adjudicated, nearly 30 percent were parents and over half received public assistance prior to joining YouthBuild and, in spite of these overwhelming odds, over 80 percent completed the program, 77 percent attained a diploma, GED or industry recognized certifications, and over 60 percent of graduates went on to college or jobs soon after graduation; and

WHEREAS, YouthBuild is a public-private partnership in which each YouthBuild program secures its own funding, generally a mix of government (federal, state, and local) and private support and it is NOT an earmark; and

WHEREAS, federal support for YouthBuild was first authorized under the U.S. Department of Housing and Urban Development in 1992 and reauthorized within the Workforce Investment Act under the U.S. Department of Labor by the YouthBuild Transfer Act (Public Law 109-281) in September 2006, when it passed by unanimous consent in both Houses of Congress and was signed into law by President George W. Bush; and

WHEREAS, since 1993 more than 130,000 YouthBuild students have produced over 28,000 units of low-income housing and performed over 40 million community service hours; and

WHEREAS, the nation's ability to reconnect unemployed and undereducated young adults is critical to workforce development, crime prevention, and economic development; and

WHEREAS, the reduction in funding of the federal YouthBuild program since 2010 has decreased the number of grantees funded by the Department of Labor, despite most programs turning away 3 or more young people seeking to reconnect to education, work and community service,

NOW, THEREFORE, BE IT RESOLVED, that The United States Conference of Mayors affirms its support for YouthBuild as a critically important program to the federal-local partnership; and

BE IT FURTHER RESOLVED, that The United States Conference of Mayors supports expansion of funding for YouthBuild and supports restoration to its FY10 level of \$102.5 million.

Projected Cost: 102.5 million

CONTINUANCE OF THE EXISTING MOVING TO WORK PROGRAM AND ABILITY TO MAKE LOCAL DECISIONS

WHEREAS, Mayors are committed to ensuring affordable housing opportunities for low-income families and individuals, including the elderly and disabled, in our nation's cities; and

WHEREAS, there are a number of programs funded through the Department of Housing and Urban Development (HUD) that provide a continuum of housing assistance to our nation's most vulnerable citizens, including public housing assistance, housing choice voucher assistance, project-based contracts, and others; and

WHEREAS, in 1996, the United States Congress established the Moving to Work (MTW) Demonstration Program to provide housing authorities with the ability to flexibly combine funding sources into an MTW Block Grant, streamline the administration of housing programs, and develop local solutions for addressing the housing and social service needs of low-income individuals and families, in order to create opportunities to achieve self-sufficiency; and

WHEREAS, the MTW Program has been proven to be successful and enable housing authorities to operate more cost-effectively in accordance with needs of their residents and communities; and

WHEREAS, other benefits of MTW participation include the ability to provide families with children, seniors, and persons with disabilities, who reside in public and assisted housing, with essential maintenance, public safety services and a wide range of supportive service programs, such as education, job training and placement, and financial literacy to assist on the path to self-sufficiency and independent living; and

WHEREAS, despite a letter from HUD to participating agencies in March 2014 stating that MTW agreements would be renewed for 10 years without significant change to their financial terms, HUD has arbitrarily reversed its position; and

WHEREAS, HUD is attempting to implement a new and inflexible MTW program, in complete opposition of the spirit and intent of the MTW program, which will result in housing authorities nationwide making significant cuts to locally-designed, proven programs; and

WHEREAS, the Public Housing Capital Fund supports the capital needs of public housing; and

WHEREAS, there is an estimated backlog of capital improvement needs for public housing between \$20-30 million; and

WHEREAS, funding allocated by Congress for the Capital Fund has decreased consistently over the past 15 years despite the burgeoning backlog of capital needs; and

WHEREAS, the flexibility afforded to public housing authorities participating in the MTW program has served as a catalyst for redeveloping housing projects in the absence of adequate

capital funding, which provide quality housing and services that lead to outcomes such as achieving homeownership and self-sufficiency; and

WHEREAS, ending chronic homelessness remains a priority of HUD and the United States Interagency Council on Homelessness; and

WHEREAS, Mayors throughout the country have signed on to end veterans homelessness by the end of 2015; and

WHEREAS, ending chronic homelessness requires coordination at all levels of government, together with community institutions to determine how best to provide a continuum of housing opportunities, many of which are only made possible by the flexibility of MTW participation, that enable families and individuals to transition out of homelessness to independence; and

WHEREAS, the changes proposed by HUD to the current MTW program would have a devastating effect on existing partnerships, planned revitalization and development plans across the country, potentially displacing elderly, disabled and family households alike; and

WHEREAS, Congress should take action to maintain current funding levels and flexibility in fiscal year 2028 for MTW housing programs to ensure low-income households retain the needed housing assistance for the entirety of the 10-year extension period,

NOW, THEREFORE, BE IT RESOLVED that The United States Conference of Mayors supports the extension and expansion of the Moving to Work Program under the same terms and conditions to enable housing authorities to respond flexibly to the needs of their residents and local communities and operate more cost-effectively in today's tight fiscal environment; and

BE IT FURTHER RESOLVED, that The United States Conference of Mayors supports a delay in the implementation of a revised Moving to Work Program until the new program can be tested and proven to be effective and adequate guarantees are made that the most vulnerable populations of our nation are not negatively affected by the proposed changes to the program.

Projected Cost: Unknow

SUPPORT SOCIAL ENTERPRISE BUSINESSES TO CREATE JOBS AND TRAINING FOR PEOPLE FACING BARRIERS TO WORK, THEREFORE BENEFITING LOCAL ECONOMIES BY GENERATING TAXPAYER SAVINGS AND A STRONG RETURN ON INVESTMENT FOR SOCIETY

WHEREAS, social enterprises address chronic joblessness in a cost-effective way by employing hundreds of thousands of people in communities across the United States while earning and reinvesting revenue to provide more people with jobs that build skills and a career path; and

WHEREAS, social enterprises are mission-driven businesses focused on hiring and assisting people who are willing and able to work, but have the hardest time getting a job, including people who have been homeless, in prison, suffer from addiction, or have mental or physical disabilities; and

WHEREAS, social enterprises sell high-quality goods and services that represent a variety of industries, including general contracting, manufacturing, facilities management, temporary staffing, electronic-waste recycling and production of home goods and gourmet foods while providing jobs and training in these fields; and

WHEREAS, evidence shows social enterprise improves lives and benefits society – employees have greater economic self-sufficiency and life stability, and society’s return on investment more than doubles; and

WHEREAS, a first-of-its-kind jobs study by Mathematica Policy Research commissioned by REDF shows social enterprise works; one year after employees started a job at a social enterprise: 62% were working, average monthly wage and salary income increased by 268%, government benefits dropped from 71% to 24% and the number of people renting or owning a home throughout the year tripled; and

WHEREAS, one year later, people employed by social enterprise had a 19 percentage point higher employment rate than those that were not hired and only received job support services; and

WHEREAS, 90% of people employed by social enterprises received training to build soft, vocational or technical skills and nearly 80% received material work support such as clothing, transportation or housing assistance; and

WHEREAS, every dollar spent by the social enterprise produced benefits worth \$2.23 for society, including savings to taxpayers with reduced public benefits and avoided incarceration,

NOW, THEREFORE, BE IT FURTHER RESOLVED, that The United States Conference of Mayors support and promote the social enterprise business model in their communities by encouraging city contracts and the purchasing of quality goods and services from social enterprises, and the hiring of hard-working and dedicated social enterprise employees in long-

term jobs by both public and private entities, leading to the creation of local jobs and economic and social benefits; and

BE IT FURTHER RESOLVED, that The United States Conference of Mayors promote investment in social enterprise as a cost-effective and sustainable way to solve chronic joblessness.

Projected Cost: Unknown

SUPPORTING FEDERAL FAIR CHANCE HIRING

WHEREAS, almost one in three adults in the United States has a criminal record that will show up on a routine background check; and

WHEREAS, a criminal record creates a barrier to employment; and

WHEREAS, communities of color are impacted by unfair hiring practices concerning past convictions; and

WHEREAS, a federal fair chance hiring initiative will expand fairness and opportunity in the hiring process and will build stronger families and communities; and

WHEREAS, 15 states and more than 100 local jurisdictions have adopted “ban the box” and other fair chance hiring reforms, many with the strong bipartisan support, including reforms embraced by Governors Nathan Deal of Georgia, Governor Chris Christie of New Jersey, and Governor Terry McAuliffe of Virginia; and

WHEREAS, public and private sector employers, and a growing number of the nation’s largest retailers, including Walmart and Target, have adopted fair chance hiring measures; and

WHEREAS, the cabinet-level Reentry Council, formed by Attorney General Eric Holder in 2011, prioritized efforts to make the federal government a “model employer” of people with criminal records; and

WHEREAS, in May of 2014, the My Brother’s Keeper Task Force strongly endorsed fair chance hiring reforms because they “give applicants a fair chance and allow employers the opportunity to judge individual job candidates on their merits,

NOW, THEREFORE, BE IT RESOLVED, that The United States Conference of Mayors urge executive action to ensure that both federal agencies and federal contractors are leading the way to open up employment opportunities for qualified job-seekers who have an arrest or conviction in their past.

Projected Cost: Unknown

CELEBRATING NATIONAL ARTS IN EDUCATION WEEK

WHEREAS, the U.S. House of Representatives in July of 2010, passed [Congressional Resolution 275](#) designating the second week of September as “Arts in Education Week.” 2015 marks the fifth anniversary of the Congressional Resolution originally introduced by Rep. Jackie Speier from California and members of the Congressional Arts Caucus; and

WHEREAS, the Congressional Resolution stated arts education, comprising a rich array of disciplines including, but not limited to dance, music, theatre, media arts, literature, design and visual arts, is a core academic subject and an essential element of a complete and balanced education for all students; and

WHEREAS, arts education enables students to develop critical thinking and problem solving skills, imagination and creativity, discipline and collaboration, alternative ways to communicate and express feelings and ideas, and cross-cultural understanding, which supports academic success across the curriculum as well as personal growth outside the classroom; and

WHEREAS, according to the Conference Board, creativity and innovation are two of the top skills that business leaders demand, but often are traits that they cannot adequately find in potential employees; and

WHEREAS, the integration of arts and design, broadly defined, into federal STEM (science, technology, engineering and mathematics) programming, research, and innovation activities, known as STEAM (science, technology, engineering, arts and mathematics), is an effective approach to increasing student’s engagement in the STEM Fields and thus maintaining the United States’ competitiveness in both workforce and innovation; and

WHEREAS, to succeed in today’s economy, students must masterfully use words, images, sounds, and movement to communicate; and

WHEREAS when schools and communities deliver high quality learning opportunities in, through, and about the arts for children, extraordinary results occur; and

WHEREAS students who receive an arts education are four times less likely to drop out of high school, score on average 100 points higher on their SATs across all social economic classes, four times more likely to be recognized for academic achievement, three times more likely to win an award for school attendance, four times more likely to participate in a math and science fair, and more than twice as likely to graduate college; and

WHEREAS, arts are integral to the lives of United States citizens and essential to the health and vitality of communities of the nations; and

WHEREAS, the Congressional Resolution calls on governors, mayors, and other elected officials from across the United States to issue proclamations to raise awareness of the value and importance of arts in education; and

WHEREAS, the U.S. Department of Education, National Endowment for the Arts, Americans for the Arts, the Arts Education Partnership, and thousands of schools and arts organizations across the country recognize and celebrate National Arts in Education Week on an annual basis,

NOW, THEREFORE, BE IT RESOLVED that The United States Conference of Mayors reaffirms the importance of the arts as an essential part of a complete and competitive education; and

BE IT FURTHER RESOLVED that The United States Conference of Mayors encourages member cities to promote National Arts in Education Week (September 13-19, 2015) by working with their local school board, local arts agencies and parents.

Projected Cost: None