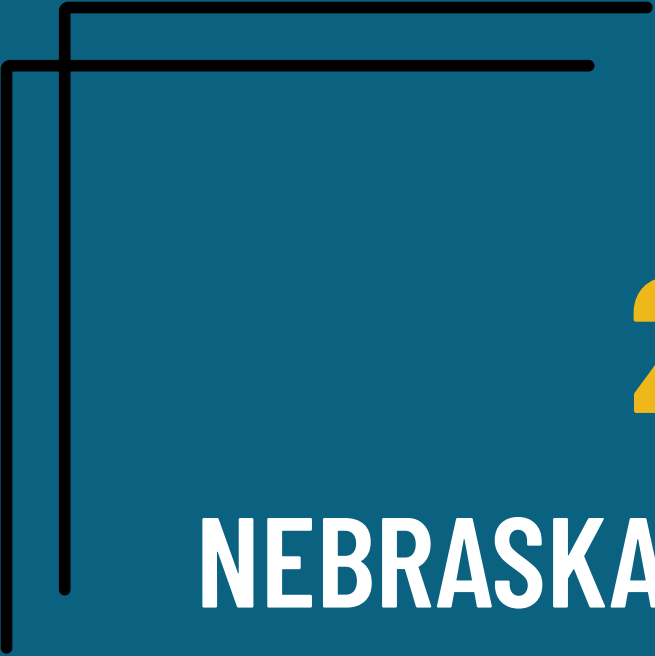




2026

**NEBRASKA COMMISSION ON
AFRICAN AMERICAN AFFAIRS
STRATEGIC PLAN**

NCAAA

NEBRASKA COMMISSION ON AFRICAN AMERICAN AFFAIRS



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About

The Nebraska Commission on African American Affairs was established by the Nebraska Legislature during the 2020 session through LB918 to improve the social, economic, and political status of African Americans in Nebraska. Members are appointed by the Governor to address issues concerning housing, education, and employment.

MISSION

To advance the social, economic, and political well-being of the African American diaspora in Nebraska.

VISION

We envision a state where the African American diaspora thrives, empowered with the resources and opportunities necessary to experience prosperity and uplift their communities.

Strategic Planning Process

The Nebraska Commission on African American Affairs (NCAAA) initiated a strategic planning process in 2025 to define its priorities and chart a deliberate path forward. The process combined internal engagement and community input. NCAAA commissioners participated in surveys to identify key priorities, with additional surveys conducted as new members joined the Commission. In September 2025, a Commission retreat allowed for a comprehensive review of the findings and discussion of next steps. During the fall of 2025, broader input was gathered from African American and diasporic communities throughout the state. In January 2026, the survey results were presented at the Commission's general meeting, providing an opportunity to refine priorities and define measurable outcomes.

African American communities in Nebraska continue to experience significant disparities in economic opportunity, educational attainment, health outcomes, and representation within systems of power. Recent data show persistent gaps in wealth accumulation, educational achievement, access to healthcare, and civic participation. These inequities have been further exacerbated by recent economic disruptions and social movements that have exposed systemic barriers.

In response, the NCAAA has developed a three-year Strategic Plan (2026 to 2029), grounded in the insights and feedback gathered from Commissioners and the African American diasporic communities across Nebraska. The plan establishes a structured framework that translates this collective input into well-defined priorities and measurable goals, ensuring NCAAA's initiatives are rooted in community perspectives and advances the social, economic, and political well-being of Nebraska's African American diasporic communities.

The Commission is committed to implementing this plan in partnership with African American and diasporic communities, state and local agencies, and key stakeholders, ensuring that initiatives are inclusive, impactful, and drive sustainable progress.

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Strategic Priorities

1. Community Engagement and Partnerships

Objective: Actively engage African American and diasporic communities in the work of the Commission and cultivate collaborative partnerships that strengthen participation, and shared ownership of its initiatives statewide.

Approach: The Commission will create structured and meaningful opportunities for community engagement across all aspects of its work by cultivating partnerships with community organizations, faith institutions, advocacy groups, and policymakers. It will host engagement activities aligned with its strategic priorities and keep communities informed through clear, consistent communication and opportunities for meaningful input. Community perspectives will be incorporated into planning, implementation, and evaluation.

Strategic Focus: Strengthen the Commission's connection to African American and diasporic communities by building trust, fostering collaborative partnerships, and ensuring opportunities for consistent and inclusive engagement.

Measurable Goals

- 01** By the end of 2026, the Commission will formalize partnerships (in writing – MOU or written agreements) with at least 15 Nebraska based organizations (churches, faith-based organizations, advocacy groups, fraternities/sororities, nonprofits, cultural centers).
- 02** Host at least 6 regional listening sessions annually to be both urban and rural (two in Lincoln, four in the Omaha and Sarpy County area, two in greater Nebraska). Publish a summary of findings within 30 days of each session on each social media platform and the NCAAA website.
- 03** Annually host, co-host and/or participate as an advertised sponsor at least ten community activities that support positive awareness and historical preservation of the African American and African Diasporic Culture & Community (festivals, Martin Luther King, Jr. Day activities, Black History Month, community events,) with at least 1-2 activities outside of the Lincoln and Omaha areas.
- 04** Improve public awareness score of NCAAA from 2.84 to at least 4+ by the end of 2027.
- 05** Create a survey to gather data and feedback for all events – have links and QR codes at each event to generate feedback.

Strategic Priorities

2. Economic Empowerment & Wealth Building

Objective: Expand access to resources, programs, and opportunities that foster economic empowerment, entrepreneurial growth, and long-term financial stability for African American communities.

Approach: The Commission will leverage partnerships with state agencies, financial institutions, community organizations, and business leaders to create pathways that connect African American and diasporic communities with resources, programs, and opportunities supporting economic advancement. Focus on building networks, increasing awareness of available tools, and removing barriers to access, ensuring equitable participation in workforce development, entrepreneurship, and wealth-building initiatives.

Strategic Focus: Improve conditions that foster economic participation, entrepreneurial growth, and pathways to long-term resilience for African American and diasporic communities statewide.

Measurable Goals

- 01** Establish a Black Economic Roundtable by end of 2026 by convening at least five leaders from business, banking, workforce, and government and host at least one meeting(s) annually.
- 02** Publish an annual Economic Equity Report tracking employment, business growth, and contracting access.
- 03** Annually the Commission will sponsor, co-sponsor or coordinate at least two workforce development or entrepreneurship events (job fairs, resume and interviewing workshops, how to start a business, setting up bookkeeping for your business, etc.) with at least 150 participants statewide.
- 04** Annually, the Commission will collaborate with at least three financial institutions or nonprofit providers to deliver at least four financial literacy workshops (credit, savings, home ownership, business finance) with at least 200 participants.

Strategic Priorities

3. Health & Wellness

Objective: Serve as an advocate to address health disparities by promoting conditions that ensure access to quality, affordable healthcare and holistic community support.

Approach: The Commission will collaborate with community partners, healthcare providers, and key stakeholders to advance policies that promote equitable access to quality, affordable healthcare while supporting holistic wellness initiatives that address preventive care, mental health, nutrition, and fitness through strategic outreach, education, and policy engagement.

Strategic Focus: Empower African American and diasporic communities by ensuring equitable access to quality, affordable healthcare and comprehensive wellness support, while amplifying their voices in shaping health policy and community health initiatives.

Measurable Goals

- 01** Bi annually host at least one regional health forums in partnership with the Nebraska Department of Health and Human Services, hospitals, medical clinics, and providers focusing on maternal health, chronic disease, mental health, and other pressing medical areas to the Community with at least 200 participants annually.
- 02** Partner with at least three mental health organizations to host at least two statewide mental health and wellness forums with at least 200 attendees over the course of this strategic plan (2026-2029).
- 03** Sponsor or co-sponsor at least one community health fairs annually with screenings for certain diseases/illnesses in Omaha and Lincoln with a combined attendance of at least 500 participants.
- 04** Develop and publish a publicly accessible culturally competent provider directory for the African American Community by the end of 2026 and provide annual updates.

4. Education & Youth Development

Objective: To improve educational outcomes and career readiness for African American and diasporic youth in Nebraska.

Approach: The Commission will focus its efforts on strengthening collaboration among schools, post-secondary institutions, and businesses to expand access to mentorship, educational resources, career readiness, and skill-building programs, while advocating for policies that remove systemic barriers to academic and career success.

Strategic Focus: Empower African American and diasporic youth by improving conditions that advance academic achievement, strengthen career readiness, and remove systemic barriers to long-term success.

Measurable Goals

- 01** By August 2026, the Commission will convene at least one education stakeholder roundtables (including K-12, higher education, and community organizations) and identify five actionable policy or program recommendations to improve academic achievement, address a lagging education indicator (ex. – improve % of African American students reading at appropriate grade level) and college/ career readiness for African American students to be implemented by September 2027.
- 02** Build partnerships with schools and community organizations to connect at least 200 African American students annually to structured mentorship programs.
- 03** By January 2027, the Commission will publish a resource guide of scholarships, internships, or pipeline programs targeted to or accessible for African American students in Nebraska and distribute to at least 25 schools and community organizations across Nebraska.
- 04** Host at least two annual college and career readiness summits for African American students to include assistance with applications, preparing materials, and basic skills to be successful.
- 05** By the end of 2026, partner with the Nebraska Department of Education and local school districts to develop an action plan for increasing recruitment and retention of African American educators.

5. Criminal Justice & Public Safety

Objective: To create conditions that advance fairness, accountability, and trust in the justice system while fostering opportunities for successful community reintegration.

Approach: The Commission will build partnerships with law enforcement agencies and community organizations, promote community-police dialogue initiatives, advocate initiatives that expand reentry and second change programs; engage policy makers to implement equitable justice reforms.

Strategic Focus: Reduce disparities in policing, sentencing, and incarceration, expand access to reentry and second-chance programs, and strengthen community-police trust through dialogue, accountability, collaborative initiatives and advance policies that promote fairness in the justice system.

Measurable Goals

- 01** By October 2026, the Commission will support or help initiate at least two community-police dialogue sessions, documenting next steps and release publicly on all social media platforms and NCAAA website.
- 02** By March 2027, the Commission will collaborate with at least three organizations working on criminal justice reform to host at least two public forums or listening sessions focused on policing, sentencing, reentry and/or public awareness of critical safety & welfare issues impacting the African American community, with a cumulative attendance of at least 250 participants.
- 03** By April 2027, the Commission will compile and publish a report on racial disparities in the criminal justice system and presented it to the Governor and members of the Legislature.
- 04** Annually support 2-3 workforce reentry partnerships and track success of the program.

Strategic Priorities

6. Policy & Advocacy

Objective: To serve as THE primary voice for African American and diasporic communities in Nebraska in policy decisions.

Approach: The Commission will build and strengthen relationships with elected officials and community stakeholders, facilitate dialogue on issues affecting African American and diasporic communities in Nebraska, and actively engage both policymakers and the public in its legislative advocacy efforts.

Strategic Focus: Ensure African American and diasporic communities have impactful representation in policy decision that impact their lives.

Measurable Goals

- 01** Host quarterly community roundtables centered on the Commission's core pillars (Crime and Restoration, Education, Economic Development, Healthcare, and Housing Affordability) to identify and prioritize issues most important to African American and diasporic communities across Nebraska.
- 02** Develop and publish the Commission legislative Agenda prior to the start of the legislative session annually.
- 03** Enhance the Commission's online platform and social media presence to increase community engagement in its legislative advocacy efforts.
- 04** Provide an annual "working with your elected officials" training for community members to help engage in the process.
- 05** Develop and publish a legislative "Impact Report" summarizing the Commission's advocacy efforts, community-driven priorities, and outcomes affecting African American and diasporic communities in Nebraska annually.

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