

# ALLIANCE FOR Boys and Men of Color

Invest in the Health and Success  
of California's Future

Our state's future prosperity and health depends on all Californians having a fair chance to thrive and succeed. Young people are one of our greatest assets and the best indicator of our state's future prosperity and health. As California becomes increasingly diverse, it will be especially critical to nurture and harness the talent, skills, and hope of young people of color – and boys and young men of color in particular.

Yet too many of our young people are growing up without a fair shot to be healthy and to succeed. This is especially true for boys and young men of color who are more likely to confront significant barriers on the road to adulthood.

Teenage boys, regardless of race and ethnicity, are more likely than girls to take risks as they shape their masculinity and exert independence. These actions, which for other young men would be treated as youthful mistakes, are judged far more severely and often result in harsh punishment for young men of color, making it difficult for them to succeed in school, get a job, and contribute to the well being of their families and communities.

There is good news. All of the barriers facing boys and young men of color are human-made, which means that humans have the capacity to remove these barriers to health and success.

Alliance members across the state are already making health and success happen for all Californians. The Alliance is working with youth, community advocates, school-district administrators, public health officials, law enforcement officers, and others to identify approaches to ensure that boys and young men of color grow up healthy and ready to contribute to the state's economy.

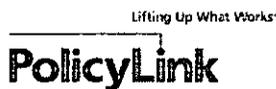
Now, our job is to make sure we can expand these innovative programs so that more young men of color can thrive and succeed. As one of the fastest-growing segments of California's population, they have a vital role to play in building a prosperous future for California.

The numbers in California and the nation tell the story of a harsh reality for many boys and young men of color as they move from childhood to adulthood. Compared with their white peers:

- Latino boys and young men are 4 times more likely to suffer from post-traumatic stress disorder (RAND Corporation);
- African-American young men's homicide death rate is 16 times greater (RAND Corporation); and
- African-American students were 4 times more likely and American Indian students were almost 2 times more likely to be suspended in the 2010 school year (Department of Ed.)

**Who is the Alliance?**

We are an alliance of change agents committed to improving the life chances of California's boys and young men of color. The Alliance includes youth, community organizations, foundations, and systems leaders – like education, public health, and law enforcement officials. We are active at the local and state levels, with a particular focus on Oakland, Los Angeles, and Fresno. Our work is supported by a variety of funders.



# ALLIANCE FOR Boys and Men of Color

Invest in the Health and Success  
of California's Future

## OUR GOALS

The Alliance is working to ensure that California's boys and young men of color:

- Are physically and mentally healthy;
- Live in safe neighborhoods;
- Succeed in school and work; and
- Possess the knowledge, skills, and leadership capacity to contribute to their families, communities, and the state's social and economic well being.

## OUR STRATEGY

Working at the local and state level, with a focus on Oakland, Fresno, and Los Angeles, the Alliance is actively pursuing reforms that will:

- Increase access to health services that recognize the strengths and assets of boys and young men of color while also responding to the trauma and chronic adversity that many face;
- Achieve 100 percent high-school graduation rates among boys and young men of color by strengthening the performance of public schools and reducing expulsion rates;
- Ensure boys and young men of color live in safe neighborhoods and can attend safe schools;
- Reduce the numbers of youth who enter the juvenile justice system and ensure that those who leave the system have the skills needed to succeed; and
- Increase access to the types of education and training that lead to meaningful employment.

## OUR VISION

All Californians stand to benefit by doing everything possible to ensure that young men of color have the chance to grow up healthy, to get a good education, and to make positive contributions to their communities.

We will reap the rewards of this investment. Boys and young men of color can make our neighborhoods safer and stronger and they can work hard, innovate, and keep California competitive in the global economy. They can make health and success happen for all Californians. It's time for California to renew its commitment to making sure that all young people have a fair shot to grow up healthy and successful.

## STAY CONNECTED

- Like us on Facebook: [www.facebook.com/AllianceforBMOC](http://www.facebook.com/AllianceforBMOC)
- Follow us on Twitter: [www.twitter.com/AllianceforBMOC](http://www.twitter.com/AllianceforBMOC)
- Visit the Alliance for BMOC website: <http://www.allianceforbmoc.org>
- Email us: [bovsandmenofcolor@policylink.org](mailto:bovsandmenofcolor@policylink.org)



# Oakland Alliance for Boys and Men of Color

## Alliance for Boys and Men of Color

The Alliance for Boys and Men of Color includes change agents from across the state of California who are committed to improving the life chances of California's boys and young men of color. The Alliance includes youth, community organizations, foundations, and systems leaders from education, public health, law enforcement and economic development. The Alliance is active at the local and state levels, with a particular focus on Oakland, Los Angeles, and Fresno.

### Alliance for Boys and Men of Color Goals

The Alliance is working to ensure that California's boys and young men of color are:

- ▶ Are physically and mentally healthy;
- ▶ Live in safe neighborhoods;
- ▶ Succeed in school and work; and
- ▶ Possess the knowledge, skills, and leadership capacity to contribute to communities, and the state's social and economic well being.

## Oakland Alliance for Boys and Men of Color

The Boys and Men of Color work in **Oakland** is focused on convening Oakland and Alameda County public systems and non-profit leaders to develop their support and on action agenda for working together to achieve the goals of the Boys and Men of Color (BMoC) Initiative.

### Oakland Boys and Men of Color Goals

Goals for Oakland Boys and Men of Color include significantly improving:

- ▶ Educational outcomes including academic performance, graduation and readiness for careers and/or post-secondary education;
- ▶ Participation in the labor force in "high quality" jobs and careers; and
- ▶ Utilization of a fully-integrated "health home" that improves health outcomes.

### Public Systems Leadership Table:

The Public Systems Leadership Table is comprised of Alameda County and City of Oakland public systems leaders and TCE staff. This table will implement several projects throughout the span of the BMoC initiative. The first project is focusing on supporting 100% graduation for all BMoC in Oakland through support for full service community schools. Objectives of this project include:

### Oakland Boys and Men of Color Partners:

#### Systems Leaders

- ▶ Alameda County Health Core Services Agency
- ▶ Alameda County Probation Department
- ▶ Alameda County Social Services Agency
- ▶ Oakland Unified School District
- ▶ Oakland Human Services Department
- ▶ Oakland Police Department
- ▶ Oakland Office of Economic and Workforce Development

#### Oakland Community Partners

- ▶ Allen Temple Baptist Church
- ▶ East Bay Asian Youth Center
- ▶ East Oakland Building Healthy Communities
- ▶ Black Organizing Project
- ▶ Ella Baker Center
- ▶ Intertribal Friendship House
- ▶ Oakland-Community Organizations
- ▶ Street Level Health Project
- ▶ The Unity Council
- ▶ The Mentoring Center
- ▶ Youth Uprising
- ▶ Youth Alive

#### Regional Convener

- ▶ Urban Strategies Council

#### The California Endowment Staff

#### Statewide Partners

- ▶ 95+% attendance for all students
- ▶ Meaningful internship or paid employment for all high school students
- ▶ 100% access and appropriate use of health care and social services by OUSD students



In addition to high school graduation, the Leadership Table is working on inter-agency data sharing; a BMoC portfolio highlighting evidence-based policies, practices and programs to improve outcomes for BMoC; development of a system of individualized education and wellness plans for boys of color; and economic and workforce development programs.

### **Community Partners' Table:**

The Oakland Boys and Men of Color Community Partners' Table is composed of nonprofits and faith groups committed to improving life outcomes for African American, Latino, Asian and Pacific Islander, and Native BMoC in **Oakland**. The table has identified several opportunities for action in Oakland in the areas of:

#### Education

- ▶ Implementing Full Service Community Schools as vehicles for improving education and health outcomes for boys of color
- ▶ Reducing school push-out, drop-out and suspension by reforming discipline policies and practices to emphasize restorative justice practices, trauma-informed interventions and culturally appropriate youth development programs

#### Criminal and Juvenile Justice

- ▶ Advocating for criminal and juvenile justice reform under California's criminal justice realignment laws (AB109)

#### Workforce Development and Employment

- ▶ Leveraging public employment and procurement policies to create business and job opportunities for boys and men of color
- ▶ Creating quality employment for BMoC through creation of alternative business models which build community wealth and ownership
- ▶ Linking economic development projects to requirements for job creation for BMoC

In addition to the collective work, partners also conduct individual organizational work related to boys and men of color. Examples include: the Unity Council has implemented a mentoring program for Latino males to increase their access to and usage of health care services through school-based health clinics; the Oakland Unified School District has implemented Manhood Development Programs for African American male students at several middle and high schools; Alameda County Health Care Services Agency has implemented an Emergency Medical Technician Program, drawing from youth involved in the juvenile justice system, which guarantees employment with the local EMT provider upon completion of the program and state certification.

### **Joining Community Partners and Public Systems:**

In addition to coordinated work that each of the BMoC tables engages in, the Initiative looks forward to joint projects and efforts. The first such effort is joint work on a community communication plan to more effectively communicate within public systems and organizations, across communities of colors, and to the public and policy makers the importance of improving the outcomes for BMoC and to actively contribute to changing the narrative around BMoC to include stories about their many successes and contributions to family, community and society.

### **Urban Strategies Council's Role:**

To support our public systems and community partners to build a local, regional and statewide network of organizations and individuals committed to improving outcomes for BMoC through policy advocacy and systems reform.

For more information contact Alicia Olivarez, Program Associate, Urban Strategies Council at (510) 893-1379 or [alicio@urbanstrategies.org](mailto:alicio@urbanstrategies.org) or visit <http://www.urbanstrategies.org/bmoc/bmoc.php>

