

OPPORTUNITY • ACCESS • EQUITY

MY BROTHER'S KEEPER BOSTON

Recommendations for Action



MBK Boston Advisory Committee
May 2015



Mayor Martin J. Walsh
CITY OF BOSTON



CITY OF BOSTON • MASSACHUSETTS

OFFICE OF THE MAYOR
MARTIN J. WALSH

May 2015

The Honorable Barack H. Obama
1600 Pennsylvania Avenue
Washington, D.C.

Dear President Obama,

Thank you for your leadership and national call to address persistent gaps facing young males of color and all youth. I am honored to submit: **My Brother's Keeper (MBK) Boston – Recommendations for Action** from the City of Boston to support improved outcomes for our youth.

The challenges and barriers hindering success for Black and Latino males touch the lives of all Bostonians. As a community, we need to boost outcomes for boys and girls as well as hard-working adults and families to ensure equal access and opportunity. It is imperative that we serve together as our brother's keeper, sister's keeper, and community's keeper.

In September 2014, I was proud to accept the MBK Community Challenge. I charged the MBK Boston Advisory Committee to engage residents and stakeholders to develop recommendations for action. The accompanying recommendations for action outline a series of policy and programmatic changes across three MBK milestones: 1) Graduating from high school ready for college and career; 2) Successfully entering the workforce; and 3) Reducing youth violence, and providing a second chance.

Yet, our work is not over. The MBK Community Challenge has been and will continue to be an opportunity to embark on action to improve the lives of young people. Making systemic reforms – moving from research, discussion, and recommendations to action and change – requires collective willpower. I am confident the recommendations for action will help to foster a renewed culture in delivering services and support for our youth and ensuring equal opportunity and access for all Bostonians, especially eliminating the obstacles that limit the success for Black and Latino males in Boston.

I thank the MBK Boston Advisory Committee, the MBK Boston Community, and all Bostonians for joining me in paving a positive path for our youth and moving our great City forward.

Sincerely,

Martin J. Walsh
Mayor of Boston

Special Thank You



Felix G. Arroyo	Co-Chair; Chief of Health & Human Services, City of Boston
John Barros	Co-Chair; Chief of Economic Development, City of Boston
Samuel Acevedo	Executive Director, Boston Higher Education Resource Center
Helmshley Alphonse	Student, Wentworth Institute of Technology / Assistant to the Mayor Student, City of Boston
Fred Alvaro	Partner-In-Charge, Gonzalez Saggio & Harlan
Marisol Amaya-Aluigi	Executive Director, La Alianza Hispana
Jennifer Aronson	Senior Director, Program & Nonprofit Effectiveness, The Boston Foundation
Arthur Bernard	Attorney, Cosgrove, Eisenberg & Kiley
Michael Bivins	Founding Member, New Edition, Bel Biv DeVoe
Dr. Carroll Blake	Executive Director, Achievement Gap Department, Boston Public Schools
Julie Burros	Chief of Arts & Culture, City of Boston
Chris Byner	Interim Executive Director, Boston Centers for Youth & Families, City of Boston
Representative Evandro Carvalho	State Representative, 5th Suffolk District, Commonwealth of Massachusetts
Lisa Clauson	Community/Political Director, Unite Here Local 26
Natanja Craig	Manager, Grassroots Programs, The Boston Foundation
Hakim Cunningham	Deputy Director, Boston Workers Alliance
Michael Curry	President, Boston NAACP
Shari Davis	Director, Department of Youth Engagement & Employment, City of Boston
Turahn Dorsey	Chief of Education, City of Boston
Jascha Franklin-Hodge	Chief Information Officer, City of Boston
Jesús Gerena	Director, Family Independence Initiative
Don Gillis	Executive Director & Executive Vice President, Massachusetts Workforce Board Association
Randall Halstead	Superintendent, Boston Police Department
Dion Irish	Director, Office of Fair Housing & Equity, City of Boston
Councilor Tito Jackson	City Councilor, District 7, City of Boston
John Jenkins	President, Comzer Insurance & West Insurance
Robert A. Lewis	Founder/CEO, Pathways to Redemption
Manny Lopes	CEO, East Boston Community Health Center
Marty Martinez	President & CEO, Mass. Mentoring Partnership
Thaddeus Miles	Director of Public Safety, MassHousing
Reinier Moquete	CEO, Advoqt / Leadership Team, Latino STEM Alliance
Bill Moran	President/CEO, Bill Moran & Associates
Dan Mulhern	Senior Advisor, Mayor's Public Safety Initiative
Trinh Nguyen	Interim Director, Mayor's Office of Jobs & Community Service
Lee Pelton	President, Emerson College
Frank M. Ramirez	Executive Director, East Boston Ecumenical Community Council (EBECC)
Jerome Smith	Chief of Civic Engagement, City of Boston
Alejandra St. Guillen	Director, Office of New Bostonians, City of Boston
Giselle Sterling	Commissioner, Veterans' Services, City of Boston
Danielson Tavares	Special Assistant to the Mayor, City of Boston
Emmanuel Tikili	Director, The Grove Hall Youth Outreach Connection
Sheriff Steven Tompkins	Sheriff, Suffolk County, Commonwealth of Massachusetts
Yusufi Vali	Executive Director, Islamic Society of Boston Cultural Center
Keith Williams	Director, Office of Small & Local Business Enterprise, City of Boston
Steven Wright	Partner, Holland & Knight
David Wright	Executive Director, Black Ministerial Alliance of Greater Boston

THANK YOU TO ALL OF BOSTON YOUTH FOR SHARING YOUR VOICE AND OPINION.

A Special Thank You to MBK Boston Advisory Sub-Committee Youth Members:

Jesus Mendoza	Boston Area Health Education Center Member, Health and Human Services Sub-Committee
Justine Morgan	Mayor's Youth Council Member, Civic Engagement Sub-Committee
Mabel Gonzalez	Mayor's Youth Council, Workforce Development Sub-Committee
Mackeny Eduard	Boston Area Health Education Center Member, Health and Human Services Sub-Committee
Malachi Hernandez	Mayor's Youth Council Member, Workforce Development Sub-Committee

Thank you to Michael Smith, Special Assistant to President Barack Obama for My Brother's Keeper, and the Office of Intergovernmental Affairs at the White House for the encouragement and support.

Thank you to the Boston Celtics, City Year, Boston Public Schools, and the Boston Centers for Youth & Families for hosting MBK community engagement forums. Thank you to Mass Mentoring Partnership for collaborating with the City of Boston to create the Mayor's Mentoring Movement.

Thank you to the Black and Latino Collaborative for supporting the design and production of this report.

Most importantly, thank you to all Boston residents for your strong interest and engagement, which will ensure My Brother's Keeper is a successful initiative in the City of Boston.

Table of Contents



Executive Summary	1
About My Brother's Keeper	2
State of Black and Latino Males in Boston	2
City of Boston: Existing Policies, Programs, and Practices	4
City of Boston: Initiatives in Progress	5
Boston Public Schools Superintendent Search and Selection	6
Mayor's Mentoring Movement	7
Mayor's Office of Financial Empowerment	8
Mayor's Summer Jobs Program	9
Violence Interrupters Program	10
City of Boston: My Brother's Keeper Boston Advisory Committee	11
My Brother's Keeper – Boston	12
The Mayor's My Brother's Keeper Boston Advisory Committee	12
Building and Sustaining an MBK Boston Community	13
Connecting with Youth and the MBK Boston Community	15
Developing Recommendations for Action	16
My Brother's Keeper Boston Advisory Committee: Recommendations for Action	17
Milestone: Graduating from High School Ready for College and Career	18
Milestone: Successfully Entering the Workforce	22
Milestone: Reducing Youth Violence, and Providing a Second Chance	25
References	27

Appendix

Appendix A: City of Boston – Scan of Policies, Programs, and Practices	30
Appendix B: Black and Latino Collaborative Commissioned Scan of Identified Community-Based Organizations Programs	42
Appendix C: My Brother's Keeper Boston Advisory Committee (Members, Lead Staff, Sub-Committee Staff, and Youth Members)	50
Appendix D: My Brother's Keeper Boston Recommendations for Action Shaped by Best Practices, Evidence-Based Practices, and Promising Practices and Data Indicators	52

Executive Summary



In September 2014, Mayor Martin J. Walsh established the My Brother's Keeper (MBK) Boston Advisory Committee to address persistent opportunity gaps and challenges facing Black and Latino males in Boston. To accomplish this, the Committee first recognized the barriers especially impacting Black and Latino boys and young men in Boston. By engaging the Boston community, the Committee then developed recommendations to support Black and Latino males as well as all youth and young adults with the understanding that Boston's future success is rooted in the success of all Bostonians.

My Brother's Keeper Boston (MBK) – Recommendations for Action reflects collective work by many stakeholders in the City of Boston. In November and December 2014, Mayor Walsh and the MBK Boston Advisory Committee hosted a community forum and action summit that engaged members of the community to discuss short and long-term visions for the City of Boston. Additionally, the MBK Boston Advisory Committee reviewed best practices, evidence-based practices, and promising practices from effective existing policies and programs locally and nationally to develop recommendations for action along with data indicators to measure future progress and success.

While there are many great local government and community-based programs that support positive outcomes for youth, there is significant value in building effective partnerships and collaborations that share a mission in creating positive pathways to success for Boston's youth and future. In addition to filing this report of recommendations, Mayor Walsh is committed to hearing from the Boston community and continuing to develop ideas over time to ensure the City adapts to changes and seeks opportunities that will lead to improved outcomes.

My Brother's Keeper Boston (MBK) – Recommendations for Action provides an overview of existing policies, programs, and practices in the City of Boston as well as ongoing efforts to engage youth and the MBK Boston community. My Brother's Keeper Boston (MBK) – Recommendations for Action also includes a summary of the City's efforts to engage a growing MBK Boston Community and recommendations for action across three MBK milestones:

- Graduating from high school ready for college and career
- Successfully entering the workforce
- Reducing youth violence, and providing a second chance

The MBK Boston community that helped to shape and develop recommendations for action represents a diverse group of stakeholders across government, academia, the private and public sectors, clergy, families, and neighborhoods, working together to close opportunity gaps and strengthen outcomes for all Bostonians to achieve their full potential.

THE 3 MBK MILESTONES

- 1** Graduating from high school ready for college and career
- 2** Successfully entering the workforce
- 3** Reducing youth violence, and providing a second chance

About My Brother's Keeper



Persistent opportunity and achievement gaps exist among boys and young men of color across the country. In February 2014, President Barack Obama launched the My Brother's Keeper initiative to identify the challenges and barriers boys and young men of color experience, and develop recommendations and action steps to ensure all young people can reach their full potential.

Following the launch of this national initiative, the White House released the "My Brother's Keeper Task Force Report to the President" in May 2014. In addition to its findings and recommendations, the report acknowledges that local and national economic prosperity lies in the success of all young people, especially boys and young men of color.

In September 2014, President Obama created the MBK Community Challenge calling upon municipalities and community leaders to improve positive outcomes for all youth, citing the greatest need among boys and young men of color.

State of Black and Latino Males in Boston

Over the years, the City of Boston has transformed, with people of color comprising 53 percent of the population.ⁱ As a result, Boston's future success will be marked by the success of its residents, especially individuals of color.

Taking a closer look at the City's demographics, Black and Latino males comprise 61% of the total male population 19 years and under in Boston.ⁱⁱ While early childhood and adolescent years are essential to the healthy development of a young person, resources and support are critical for older adults as well; Black and Latino males between the ages of birth to 34 years old, account for 11.2% of Boston's total population.ⁱⁱⁱ In recent years, the Black and Latino Collaborative and Dr. James Jennings of Tufts University have focused on this demographic. Most recently, the Boston Public Schools (BPS) commissioned report, "Opportunity and Equity: Enrollment and Outcomes of Black and Latino Males in Boston Public Schools," acknowledges that inequities within Boston Public schools not only lead to disparities in educational outcomes but also achievement later in life. For example, in a cohort of BPS males:

"The [] graduation rate for Black males was [66.9 percent,] 14.6 percentage points lower than the graduation rate for White males... The cohort graduation rate for Latino males was [60.4 percent,] 21.1 percentage points lower than the graduation rate for White males."^{iv}

The dropout rate for Black and Latino males was 25.3% and 26.7%, respectively, compared to only 14.7% for White male counterparts.^v

Post-secondary degree completion among males 25 years and over included only 19% of Black and 18% of Latino males, compared to 68% of White males.^{vi}

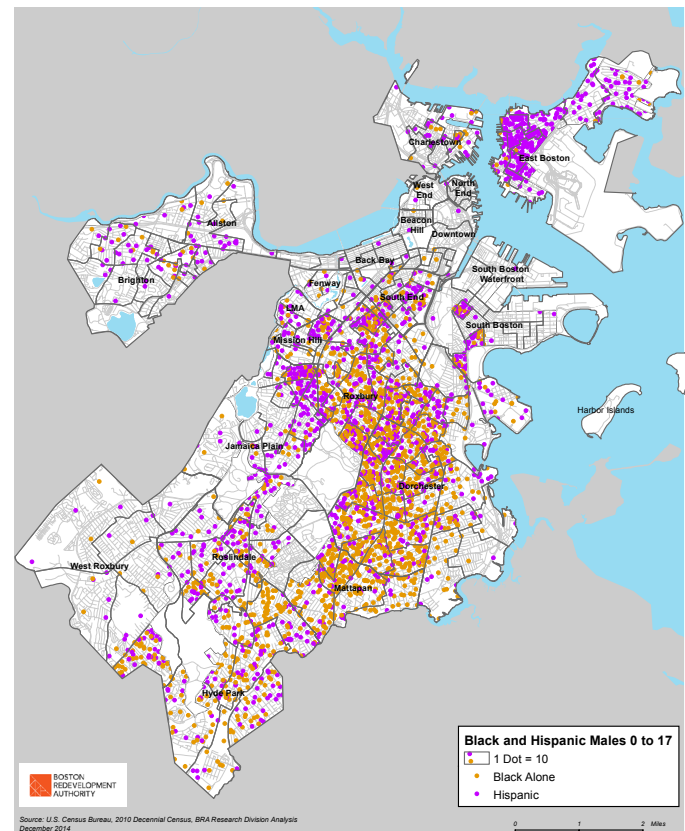
Additional local data details

More than one third of all Black children ages 17 years old and under are impoverished, and 39.8% of Latino children are impoverished; comparatively, 8.6% of all White children are impoverished.^{vii}

Between 2007 and 2011, the average unemployment rate for White males between the ages of 16 and 64 years old was only 6.1% compared to 13.7% for Latino males and 21.1% for Black males between 16 and 64 years old.^{viii}

"Almost half (49.8%) of all Latino children, 1 to 15 years of age receive public assistance; the figure for Black children in the same age category is 44.6%; for Whites who are not Latino, 22.4%."^{ix}

Black and Hispanic Males Ages 0 to 17 Years Old in Boston



CITY OF BOSTON
**Existing Policies,
Programs & Practices**



Existing Policies, Programs, and Practices



The City of Boston worked across local government agencies to scan existing policies, programs, and practices currently serving Boston's youth. As of February 2015, the City tracked 155 policies, programs, and practices across 19 city agencies and departments including:

- Boston Bikes
- Boston Centers for Youth & Families
- Boston Housing Authority
- Boston Police Department
- Boston Public Health Commission
- Boston Public Library
- Boston Public Schools
- Department of Information Technology
- Department of Neighborhood Development
- Department of Youth Engagement and Employment
- Mayor's Office of Arts & Culture
- Mayor's Office of Civic Engagement
- Mayor's Office of Economic Development
- Mayor's Office of Energy, Environment, and Open Space
- Mayor's Office of Fair Housing and Equity
- Mayor's Office of Health and Human Services
- Mayor's Office of Jobs and Community Service
- Mayor's Public Safety Initiative
- Youth Options Unlimited (Y.O.U.)

See Appendix A for complete findings from the scan of existing local government policies, programs, and practices.

Additionally, the City of Boston partnered with the Black and Latino Collaborative, a representation of philanthropic, public, private, and faith-based institutions, to assess programs that support Black and Latino males outside of local government. The Black and Latino Collaborative commissioned a study with the long-term goal of not only mapping organizations purporting to serve young Black and Latino males but the Collaborative also has a desire to measure the deliberateness and efficacy of those services. The Black and Latino Collaborative seeks to identify organizations with an explicit focus on men and boys of color, lift up effective organizations, identify gaps in service, and provide recommendations on how community-based organizations may partner for a stronger sharing of resources toward powerful impact and full enfranchisement of those same men and boys.

See Appendix B for complete findings from the scan of existing community-based programs.



Photo Credit: Thaddeus Miles

CITY OF BOSTON

Initiatives in Progress



Superintendent Search & Selection



In February 2014, Mayor Martin J. Walsh announced a 12-member Superintendent Search Committee to identify desired characteristics in the next superintendent as well as recruit and review candidates. The Committee held the most open and democratic search process in the City of Boston for an appointed official. Over the course of a year, the Committee engaged parents and teachers, experts and leaders – diverse in every way – and held eight community forums across the city to solicit public input.

Beginning in mid-January 2015, the Committee met eight times in Executive Session and conducted more than 40 hours of confidential interviews which yielded robust, thoughtful conversation between a diverse set of highly qualified candidates and committee members. Members of the Search Committee shared one thing in common: a commitment to putting students first, and making Boston a beacon of equity and excellence in public education.

“In the birthplace of American public schools, we wouldn’t have it any other way. But now is a time to find common ground. I call on everyone: parents, teachers, and principals; universities, nonprofits, and business leaders: stand together; stand with our new school leadership, and stand behind our students. They are depending on us. And our future depends on them.”

– Mayor Martin J. Walsh, Address to the Boston Municipal Research Bureau (March 4, 2015)

In March 2015, the Boston School Committee unanimously voted for and ratified a contract with Dr. Tommy Chang to serve as the next Superintendent of the Boston Public Schools (BPS). The five-year contract will take effect July 1, 2015.

“I want to congratulate and welcome Dr. Tommy Chang as Boston’s selection for the new superintendent of public schools. Dr. Chang will provide the leadership that our school system needs and I am confident that his innovative views on education will move our students forward. We need a transformative leader and that is Tommy Chang.”

– Mayor Martin J. Walsh (March 3, 2015)

Dr. Tommy Chang has a record of taking on the toughest challenges and succeeding. Prior to his appointment, Dr. Tommy Chang served as the Local Instructional Superintendent, Intensive Support & Innovation Center (ISIC) at the Los Angeles Unified School District (LAUSD) overseeing 132 schools and approximately 95,000 students. He was also charged with managing LAUSD’s best thinking and resources in schools doing the most challenging and innovative work. Dr. Chang previously served as special assistant to the superintendent of LAUSD. He is a former teacher and principal. He holds an EdD in Educational Leadership from Loyola Marymount University, Meds from the Principals Leadership Institute and Teachers Education Program at University of California, Los Angeles and a bachelor’s degree from the University of Pennsylvania.



Photo Credit: Boston Public Schools

Mayor's Mentoring Movement



“There is nothing better than helping somebody shape the future of their life by being a positive role model, a positive influence in their life so they can reach their dreams.”

– Mayor Martin J. Walsh

Since the launch of the My Brother's Keeper Boston Advisory Committee, Mayor Martin J. Walsh has stressed the need for more mentors to support all of Boston's youth. During the City's MBK Community Summit in December 2014, youth further emphasized this need across all areas from Boston schools and youth employment to public safety, especially understanding effective youth violence prevention models connect youth to caring adults and mentors.

Mayor Walsh and the City of Boston are collaborating with Mass Mentoring Partnership on the Mayor's Mentoring Movement, an exciting initiative to increase the number of empowering relationships for youth in Boston. With the goal of creating consistent and enduring relationships that will help young people succeed, the Mayor's Mentoring Movement aims to recruit at least 1,000 caring adult mentors over the next two years, of which at least 10 percent will be City of Boston employees.

Building on President Obama's My Brother's Keeper national initiative that strives to ensure all young people can reach their full potential, the Mayor's Mentoring Movement will support both boys and girls, ages 7 to 18+, understanding that all youth deserve a caring adult mentor in their lives.

The Mayor's Mentoring Movement officially launched on February 17th. By April 7, 2015, over 700 people answered the Mayor's call by signing up to become a mentor.

www.bostonmentors.org



Photo Credit: City of Boston

Mayor's Office of Financial Empowerment



In October 2014, Mayor Martin J. Walsh announced the formation of the Office of Financial Empowerment (OFE), housed in the Economic Development Cabinet as part of the Mayor's Office of Jobs and Community Services (JCS).

The OFE is part of Mayor Walsh's Economic Opportunity Agenda for Boston, conceived to begin tackling systemic issues of income and wealth inequality. Crafted by community practitioners, industry experts, researchers, community partners, municipal agencies and non-profit partners, the agenda features three areas of focus:

- 1 Increasing the number of quality jobs
- 2 Improving access to such jobs through education and workforce development
- 3 Expanding Financial Empowerment strategies for building assets and stemming cyclical poverty. The OFE has also strategized on goals and metrics for achieving the Administration's objectives in eliminating poverty.

As an initial commitment to a broad economic opportunity agenda that builds economic resilience for Boston families, Boston will soon open two new Financial Opportunity Centers, with the help of funding from United Way and Boston Local Initiatives Support Coalition (LISC). One full-service center will be located in Dudley Square, operated by the Roxbury Resource Center. The second center, slated for the Financial District, will be operated by Jewish Vocational Service. A third center is

planned for South Boston in 2015. These centers will combine job-seeker assistance with financial empowerment services and income maximization strategies. Individuals using the centers will receive help finding immediate employment or obtaining training for future jobs, as well as assistance in getting all benefits they are entitled to, and a range of financial empowerment services to ensure they are managing their growing resources in the best possible way.

The OFE expands JCS' work in helping Bostonians manage financial resources and develop assets through multiple strategies including the Boston Earned Income Tax Credit (EITC) campaign. Each year, over 11,000 households receive free tax preparation, putting \$22 million back into Bostonian's pockets. The OFE expands this work, leveraging partnerships to create a comprehensive financial empowerment strategy to reach all residents in need.

The OFE is part of the national Cities for Financial Empowerment network, and builds on best practices from across the country. Starting with a "Wealth and Financial Stability Learning Circle," chaired by Mayor Walsh, the OFE will develop an integrated approach and implementation plan for expanding services throughout all neighborhoods of Boston, in coordination with relevant statewide non-profit resources. The OFE will also collaborate with city, non-profit, and private sector partners to identify gaps in service delivery, need for policy reform, and opportunities for collaboration.

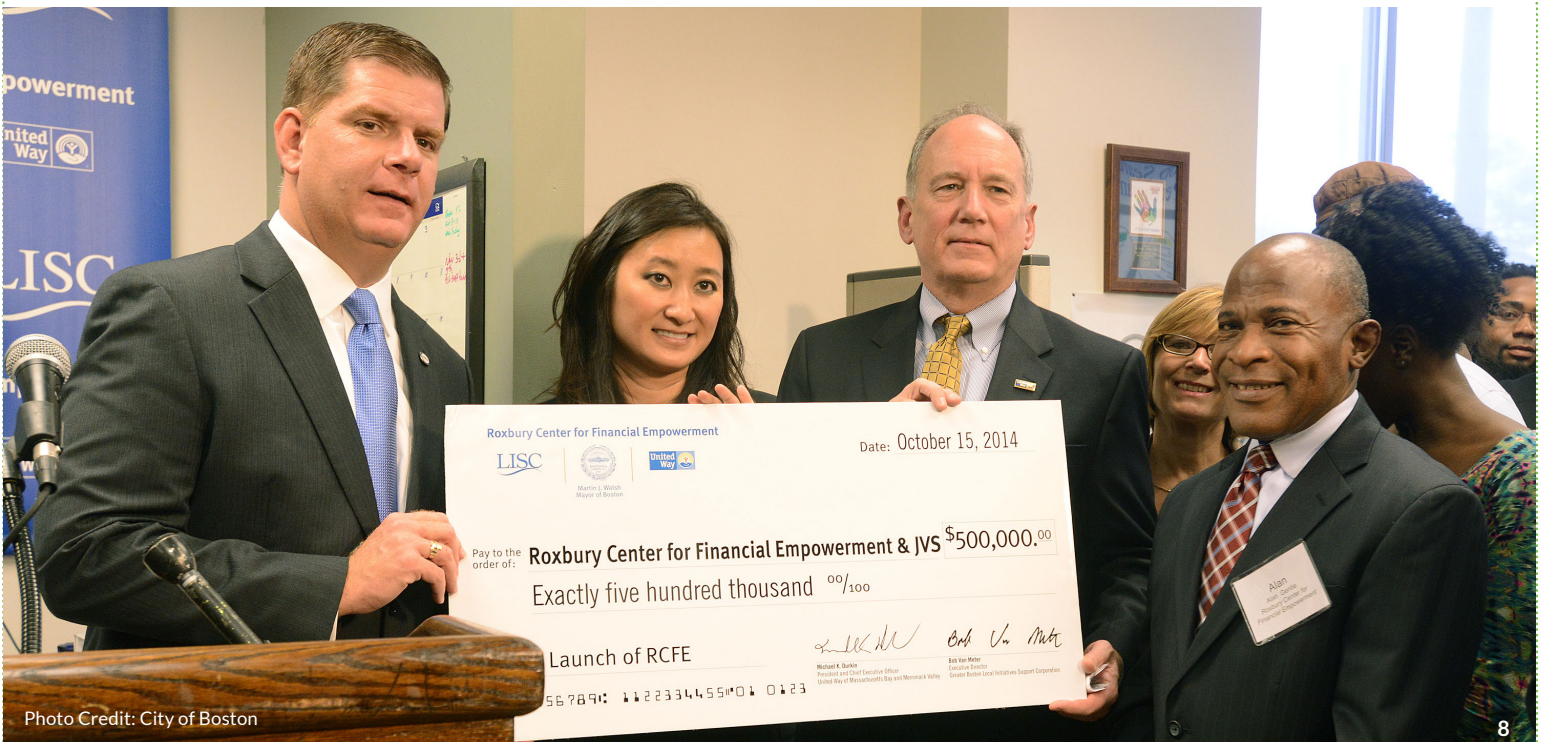


Photo Credit: City of Boston

Mayor's Summer Jobs Program



Increasing youth employment opportunities is a priority for Mayor Martin J. Walsh. Building on the City's tradition of supporting youth summer jobs, the 2014 Mayor's Summer Jobs Program created 10,187 youth jobs, surpassing the 2013 total of 8,811 youth jobs. The Mayor's Summer Jobs Program includes several partnering organizations including the City's Department of Youth Engagement and Employment summer jobs program and a network of 200 community-based organizations, the Boston Private Industry Council and approximately 300 participating businesses, Action for Boston Community Development (ABCD)'s SummerWorks Program, and John Hancock's MLK Scholars Program, among several other supporters.

Mayor Walsh has heard directly from Boston youth that having a summer job is important to them, and it's also important to him. In February 2015, the City of Boston launched "SuccessLink," replacing the "Hopeline" to allow Boston teens ages 15 to 18 years old to register for employment and also access the Department of Youth Engagement and Employment's full menu of services including career development training, life skills assistance, and connection to resources and opportunities for youth. Following the launch of this new registration tool, the City hosted its 3rd Annual Teen Job Fair reaching 700 youth in just one day. In 2014, the City directly hired and placed 3,336 youth in community-based organizations throughout Boston. Through the Department of Youth Engagement and Employ-

ment, the City of Boston is introducing and teaching young people to a wide variety of professional opportunities and experiences that can lead to employment and/or success during their teenage years and beyond. Throughout the year, the Department of Youth Engagement and Employment works to educate Boston youth about these opportunities by offering an array of workshops and programs for young people, preparing them to successfully obtain and maintain employment, and build skills that will help them succeed in life.

The City's commitment is complemented by partnering organizations that also support youth employment such as the Boston Private Industry Council, ABCD and John Hancock's MLK Summer Scholars Program. For example, the City's partnership in 2014 with the Boston Private Industry Council supported 3,248 youth summer jobs thanks to the participation of approximately 300 businesses that hired Boston youth. Mayor Walsh is committed to further engage the business community in 2015 and going forward. In early March 2015, Mayor Walsh and members of his cabinet called more than 150 Boston area businesses currently not participating in the summer jobs program. Within just an hour, seven new companies committed to hire and 32 new companies expressed strong interest to learn more about the program. Outreach within the private sector will continue as part of the Mayor's Summer Jobs program campaign.



Photo Credit: City of Boston

Violence Interrupters Program



CITY OF BOSTON
Martin J. Walsh, Mayor

In December 2014, Mayor Martin J. Walsh with the support of The Boston Foundation announced the launch of a strategic and comprehensive city-wide public safety plan that builds upon the Boston Centers for Youth and Families' (BCYF) Violence Interrupters program and the Boston Foundation's innovative StreetSafe Boston Initiative. The Boston Foundation pledged \$3.1 million in funding for this effort over three years, which allowed for the integration of the StreetSafe program into a city-wide expansion of on-the-ground outreach to youth at risk of violent crime, in coordination with the Boston Police Department (BPD) and the Mayor's Public Safety Initiative.

"Engaging with youth, and giving them the tools to succeed, has been shown to have a significant impact on their future outcomes. Expanding the number of Violence Interrupters in Boston's communities through a coordinated effort will make our neighborhoods stronger and safer. I want to thank the Boston Foundation for this generous contribution that will make a difference in the lives of many Boston youth."

– Mayor Martin J. Walsh (December 6, 2014)

This integrated strategy, which went into effect January 2015, applies to all neighborhoods, with a focus on the top 45 gangs. The Violence Interrupters program targets at-risk, proven-risk, and high-risk individuals ages 14 to 24 years old, and will grow from five existing BCYF Violence Interrupters, to a fully-staffed program including 16 Violence Interrupters, two Senior Violence Interrupters, one case manager, and one outreach coordinator, and partnerships with programs that offer wraparound services such as job training and trauma support. Each of Boston's 19 housing developments will have a Violence Interrupter assigned.

The Violence Interrupters complements BCYF's Streetworkers program, bringing a total of 48 individuals in Boston communities providing on the ground community support for at-risk youth. In collaboration with BPD, BCYF, and the Mayor's Public Safety Initiative, metrics and accountability will be fully integrated along with a report that will be provided annually to the Mayor. The report will explore metrics around positive education and workforce outcomes, and data about the number of youth who turn to Violence Interrupters for Support, and number of youth interventions and gang mediations conducted. BCYF will partner with relevant city agencies to measure use of the City's assets, such as parks and playgrounds, and public transportation.



MY BROTHER'S KEEPER BOSTON
Advisory Committee



My Brother's Keeper - Boston



On a national level, President Obama's Task Force on My Brother's Keeper acknowledged the need to collaborate and coordinate to support "expected life outcomes for boys and young men of color." The City of Boston joins in the perspective of the Task Force, recognizing that the "challenges facing boys and young men of color affect others as well," therefore making it even more imperative "to break down barriers wherever they exist and identify means of creating ladders of opportunity for all."^{xi}

There is great diversity among boys and young men of color in Boston including a range in ethnicity, language, and income, among other factors.^{xii} For the success of Black and Latino males in Boston, it is imperative that the City of Boston improves access and opportunity for all of its residents so every Bostonian will succeed.

The Mayor's My Brother's Keeper Boston Advisory Committee

Building on President Obama's My Brother's Keeper national initiative, Mayor Martin J. Walsh created the My Brother's Keeper Boston Advisory Committee in September 2014 to engage the community and identify recommendations to support positive outcomes for all youth, especially Black and Latino males. Recognizing the disparities that exist among the Black and Latino male population, the Advisory Committee evaluated opportunities and recommendations for the success of Black and Latino boys, young men, and adults in Boston's schools, workforce, and neighborhoods.

Through the work of the Advisory Committee, Boston has focused on reaching milestones relative to many areas of local government and the community. Sub-committees were formed to extend the network of interested stakeholders including: Education, Economic Development (including Workforce Development and Business Development), Health and Human Services (including Public Health, Youth Employment, and Human Services), Civic Engagement, and Public Safety. Within each of these sub-committees, youth were also actively engaged. Recommendations are also connected to data and performance measurement with the support of the Research and Data sub-committee.

Chaired by Felix G. Arroyo, Chief of Health and Human Services, and John Barros, Chief of Economic Development, the Advisory Committee is comprised of local leaders and experts representing government, the private sector, community-based organizations, academia, clergy, and elected officials (*See Appendix C*).

THE ADVISORY COMMITTEE INCLUDES THE FOLLOWING SUB-COMMITTEES AND LEADERSHIP:

Arts and Culture^{xiii}

Chief Julie Burros

Office of Arts & Culture

Civic Engagement

Chief Jerome Smith

Office of Civic Engagement

Education

Chief Turahn Dorsey

Office of Education

Health and Human Services

Chief Felix G. Arroyo, Co-Chair

Office of Health and Human Services

Public Safety

Dan Mulhern, Office of Public Safety

Chris Byner, Boston Centers for Youth & Families

Research and Data

Chief Jascha Franklin-Hodge

Chief Information Officer

Workforce and Business Development

Chief John Barros, Co-Chair

Office of Economic Development

Youth Employment

Shari Davis

Department of Youth Engagement and Employment

Building and Sustaining an MBK Boston Community



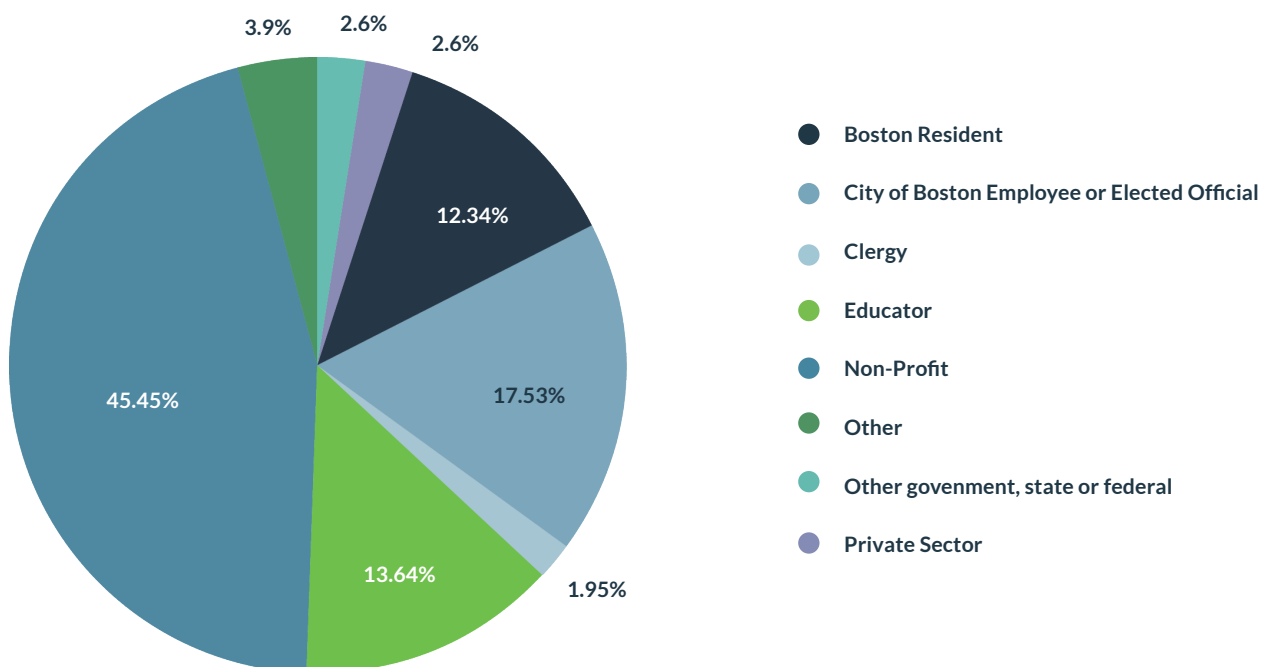
Since the launch of the My Brother's Keeper Boston Advisory Committee and the MBK Community Challenge, Boston has actively engaged stakeholders and residents of the City to build a committed MBK Community. Following the launch of the MBK Advisory Committee, the Co-Chairs joined the Boston Public Schools (BPS) and the Boston Celtics to welcome U.S. Secretary of Education Arne Duncan for a forum with Boston youth on My Brother's Keeper at the Mildred Avenue K-8 School in Mattapan. The forum began the groundwork in developing and executing the City's first MBK Community Summit in November.

On November 13, 2014, Mayor Martin J. Walsh joined BPS for the release of a BPS commissioned report entitled "Opportunity and Equity: Enrollment and Outcomes of Black and Latino males in Boston Public Schools." Marked as the City's first MBK Community Summit, the event included remarks by Mayor Walsh and a panel highlighting the findings of the report by the Center for Collaborative Education and the Annenberg Institute for School Reform at Brown University, followed by a community forum featuring members of the Mayor's Cabinet to discuss beginning stages of My Brother's Keeper in Boston.

Following the first summit, Boston was proud to welcome and host Michael Smith, Special Assistant to President Barack Obama on My Brother's Keeper, for a day-long summit attended by approximately 500 members of the Boston community. The summit included several breakout sessions attended by stakeholders and residents to discuss recommendations across several areas including: Business Development, Civic Engagement, Education, Human Services, Public Health, Public Safety, Workforce Development, and Youth Employment. Mayor Walsh also announced \$3.1 million in funding provided by the Boston Foundation to support a comprehensive strategy for youth violence prevention through the enhanced Violence Interrupters program.

Participants who attended the community forum and action summit represent a range of sectors. In a survey following the two summits, 154 participants self-identified in one of eight categories; an overwhelming 45.45% of participants self-identified as representing the non-profit sector, followed by educators representing the next largest sector.

Summit Participants by Sector^{xiv}



Building and Sustaining an MBK Boston Community



The City will work towards sustaining an engaged MBK Boston Community through the following strategies:

1 Foster civic engagement through youth-led councils

The Mayor's Youth Council, the Mayor's ONEin3 Advisory Council, the Boston Student Advisory Council, the Boston Centers for Youth & Families (BCYF) Youth Council, and the Boston Area Health Education Center's Youth Advisory Board are only a few examples of existing councils and boards coordinated within city government that encourage and support youth leadership and engagement. These councils also provide an introduction to civic engagement, government, and public service.

2 Engage youth through the Participatory Budget process

In 2014, Mayor Walsh and the Mayor's Youth Council launched the nation's first-ever youth participatory budget process, known as Youth Lead the Change. The second year for participatory budgeting was launched

by the City in early 2015. In its first year, this initiative allocated \$1 million from the City's capital budget to spend on projects throughout the city reviewed and voted by youth; 75% of voters identified as Black or Latino and 45% of voters surveyed were male. As a result of this engagement, upgrades are coming to the Franklin Park Playground and Picnic Area, 15-20 security cameras will be installed for Dr. Loesch Family Park, and lighting improvements are coming to Howes Playground and Mount Pleasant Park. A second round of funding and participation is underway.

3 Host community conversations

Through the MBK Civic Engagement Sub-Committee, the Mayor's Office of Civic Engagement, and partnering community organizations, the City will continue to engage the MBK Boston community especially youth ages 10 to 24 years old with themes focused on advocacy, community engagement, and community service, among other themes.

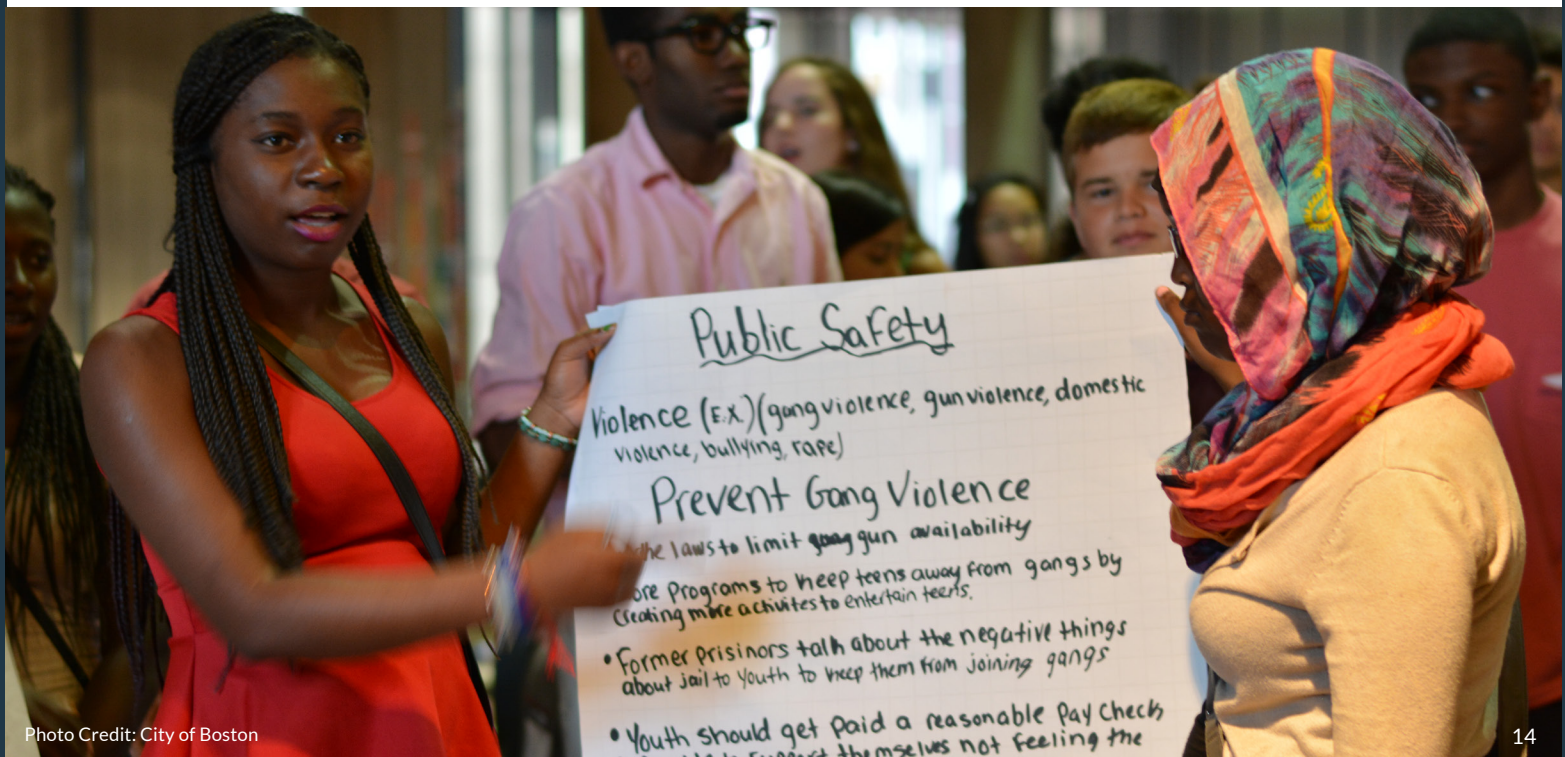


Photo Credit: City of Boston

Connecting with Youth and the MBK Boston Community



Developing strategies to reach traditionally underserved or disenfranchised young residents will continue to be paramount in building healthy and thriving communities. This is a process that will require consistent effort, development, innovation and most importantly input from young experts such as the Mayor's Youth Council, members of the MBK Boston Advisory committee, and community partners.

Among its responsibilities, the City's Department of Youth Engagement and Employment is charged with connecting young people to resources and opportunities. In February 2014, under Mayor Martin J. Walsh's leadership, the department completed a major reorganization to bring all resources into one place that is easy for young people to access. This one-stop shop supports employment, engagement, and outreach initiatives focused on young people.

To complement efforts of building and sustaining an MBK Boston community, the City will engage and inform youth of opportunities by continuing to:

1 Connect with young people where they are:

Young people on the Mayor's Youth Council and the MBK Boston Advisory Committee have made it clear that getting information to young people is important, and the delivery of this information is imperative. Visiting young people in environments where they are comfortable offers the best results. The Department of Youth Engagement and Employment's outreach teams use a peer-to-peer model by visiting young people in schools, at MBTA train stations during peak hours, high school athletic events, community based events and more. This strategy has and will continue to allow the City to reach many young people by building trust in a comfortable setting.

2 Operate the Department of Youth Engagement and Employment Resource Center, Open to All:

The Department of Youth Engagement and Employment is a "one-stop shop" for youth and families looking for opportunities or ways to get involved in their community. Peer Listeners operate a call center from 10 a.m. to 7 p.m. for residents to find out and learn about programs, free things to do, scholarships, and more. Career Peers are teen educators that lead development workshops which include formal hours and drop in hours.

3 Develop appropriate and culturally competent materials:

Young people are involved in the development and approval process of all materials from the initial brainstorm to the final signature. Department of Youth Engagement and Employment staff and Mayor's Youth Council members are challenged to include elements of culture and activate community networks to infuse art, music, tradition, learning, and cultural exploration into programming and events.

4 Use partnership networks to reach youth and families:

The Department of Youth Engagement and Employment maintains the City of Boston's youth employment program with over 200 community based organizations as partners. In addition to the partnership networks through employment, the Department includes an outreach strategy that surveys programs to obtain and provides information to young people. Between employment partnerships, community partners supporting the Mayor's Youth Council, and general partners looking to share information regarding community engagement, the City has a deep and broad youth serving network.

5 Deliver innovative engagement through technology:

Medium is important to consider when discussing outreach and engagement. Young people recommend to be contacted via text message, social media, or email. The Department of Youth Engagement and Employment maintains young social media experts to guide social media engagement through YouTube, Facebook, Snapchat, and Twitter for not only announcements but also contests, survey tools, and conversation. The outreach team and Mayor's Youth Council are working together to explore a youth engagement mobile application that would allow young people access to youth resources constantly, track civic engagement, and earn points for community engagement. Recently, participatory budgeting specialists began developing a web series to highlight the Youth Lead the Change process and invite others to participate.

6 Consider user friendly tools for youth opportunities:

While the City of Boston currently offers the Boston Navigator tool, an online site originally designed to connect programs to residents searching for activities outside of school, the City is reviewing this resource to ensure improved community awareness of program opportunities for Boston youth.

Developing Recommendations for Action



Boston's MBK community recognizes a plethora of programs and initiatives supported by the City and its partnering stakeholders.^{xv} Along with collecting a directory of programs and identifying opportunities to assess the effectiveness of these programs, it is imperative that the City review existing policy and recommend potential policy reform.

While there have been great strides in the City to improve life outcomes and opportunities for all residents, Boston recognizes that barriers still exist in the City, creating greater challenges for Black and Latino boys and young men. To change the narrative in the City of Boston, the My Brother's Keeper Boston Advisory Committee set forth a framework to develop recommendations that will work towards eliminating identified barriers and implement policy and program reform to provide a lasting, sustainable impact.

Charged by Mayor Martin J. Walsh to develop recommendations and action plans to support improved positive outcomes for Boston youth, especially Black and Latino boys and young men, the MBK Boston Advisory Committee narrowed many ideas that were shared by the community, brainstormed during community summits, and developed in Advisory Committee meetings to provide a set of recommendations focused on three milestones. Each recommendation for action is supported by best practices, evidence-based practices, and promising practices from effective existing policies and programs locally and nationally. Each recommendation is also supported by data indicators to measure future progress and success.^{xvi}

MY BROTHER'S KEEPER MILESTONES

Each of these milestones aligns with ideas and recommendations developed by the sub-committees of the Advisory Committee.

- 1 Graduating from high school ready for college and career
- 2 Successfully entering the workforce
- 3 Reducing youth violence, and providing a second chance



MY BROTHER'S KEEPER BOSTON
ADVISORY COMMITTEE

Recommendations For Action



Graduating from High School Ready for College & Career

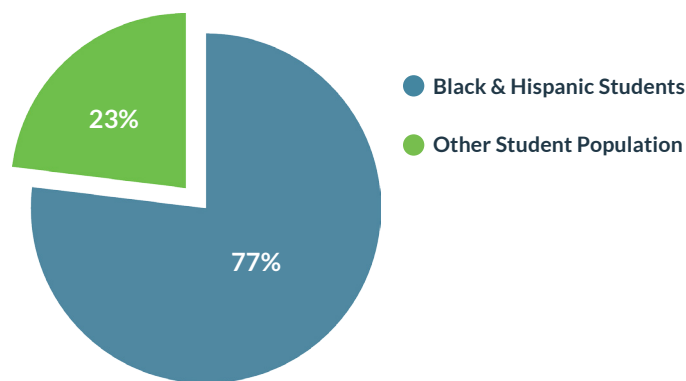


Despite the Boston Public Schools (BPS) seven year trend of improved proficiency rates in both English Language Arts (ELA) and Math state assessments,^{xvii} and implementation of equity and access reform practices, including weighted student funding and restorative justice into the code of conduct, more work needs to be done.^{xviii}

A recent report commissioned by BPS shed light on work the City of Boston and BPS must collectively do to address the achievement and opportunity gaps that exist for Black and Latino male within BPS. The report also illuminated the need for a comprehensive look at not only performance outcomes, but opportunity and access across all public schools in the City. Specifically, the report showed that graduation rates, access to rigorous coursework, disciplinary action, and special education designation rates continue to differ dramatically and negatively for Black and Latino males, as compared to their White and Asian counterparts.^{xix}

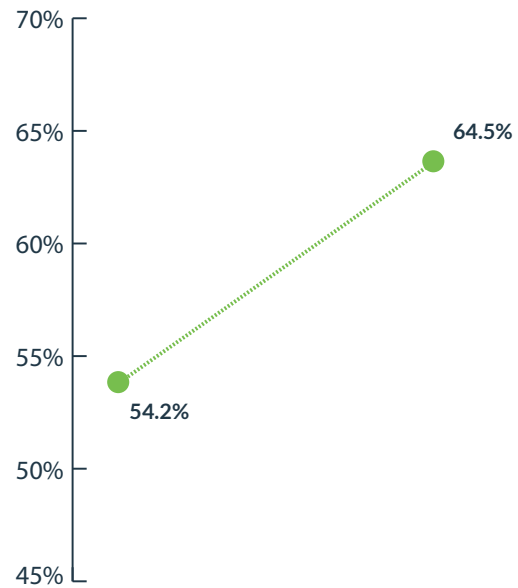
In the City of Boston, Black and Latino students represent the majority of the student population within BPS, the City's public education system. Among the male student population, Black and Latino males account for approximately 77.8% of male students.^{xx} The student population is also extremely diverse with Black male students not only including mostly African American males (74.3% of Black males) but also Black Caribbean males (13.6%) and Black African males (11.5%).^{xxi} Similarly, Latino male students accounted for a majority Latino-White (65.3% of Latino males) as well as Latino-Black males (29.9%) and Latino-Other males (4.8%).^{xxii} Within this diverse population, BPS supports a high number of English language learners.^{xxiii}

BPS Student Population (including males and females)



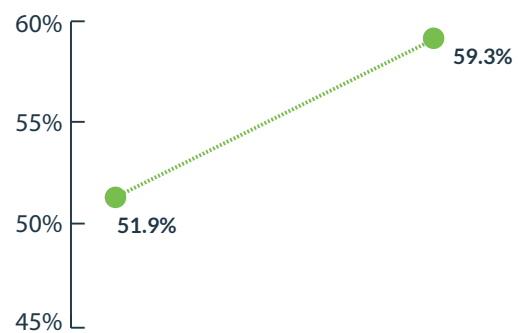
Of the 57,230 Boston Public Schools School Year 2015 student enrollment, Black and Hispanic students account for 77% of the total population, or 44,067.1 students including 20,602.8 and 23,464.3 students, respectively.^{xxiv}

Graduation Rate Among All African American BPS Students, 2007 versus 2014



Between 2007 and 2014, the graduation rate among all African American BPS students, including both males and females, increased from 54.2% to 64.5%.^{xxv}

Graduation Rate Among BPS English Language Learners, 2013 versus 2014



In 2014, the graduation rate among BPS English Language Learners experienced the greatest increase within a year in school history, jumping from 51.9% to 59.3% since 2013.^{xxvi}

Graduating from High School Ready for College & Career



CITY OF BOSTON
Martin J. Walsh, Mayor

The City of Boston is committed to transforming the lives of all students with a high-quality education – through all stages of life. As the birthplace of public education in America, Boston’s public school system was born to foster a forward-thinking culture. Over many years, Boston has developed a portfolio of initiatives that address equity for all students; however, disproportionality in access to educational opportunities and in student outcomes by race, gender, and class is still a problem.

In order to build a truly equitable education system, Boston must create a shared citywide vision that guarantees every student the opportunity to experience success and also reforms policies, programs, and practices that currently segregate educational opportunities. Boston’s city government and school leadership intends to build on a history of collaboration with students, community members, and school workforce to develop and deliver high-quality services and learning opportunities that previous generations of students, especially young males of color, have missed.

Boston is working urgently to ensure that hours spent in school and the remaining hours outside of the school environment allow students to take full advantage of learning. In 2014, Mayor Martin J. Walsh set a bold vision for 21st century learning in Boston.

To date, initiatives aligned with this goal include:

- Expanding access to high-quality Pre-K for all 6,300 four year olds in Boston by 2020^{xxvii}
- Making BPS the nation’s premier Digital District by 2020^{xxviii}
- Lengthening the school day in 60 schools within the BPS system over the next three years^{xxix}
- Investing in a major capital plan to improve all 133 BPS facilities by 2024^{xxx}

Recommendations

To ensure that males of color graduate from BPS high schools ready for college and career, the City of Boston commits to the elimination of achievement and opportunity gaps through several strategies, including the implementation of the following.

1 Expanded School-Community Partnerships

All communities and institutions in Boston must contribute to change the city’s landscape for learning, ensuring that high quality learning opportunities are available at nearly all times of day, anywhere in the City, and throughout the year.^{xxxi} In Boston, efforts have intensified over the past decade to create a smart system of school-community partnerships that better provide academic, social-emotional, financial, and physical support for all students. Taking an “upstream focus,”^{xxxii} these partnerships integrate youth development practices with high-quality academic instruction during the school day; strengthen student supports; align pedagogy and practice in school and afterschool settings; and provide relevant, applied learning opportunities that reinforce content and help students build tangible skills in and outside of school. Many evidence-based programs like City Year, Action for Boston Community Development (ABCD), Freedom House, and Citizens Schools are succeeding in collaboration with BPS by providing near-peer mentoring, “second shift” instruction, youth development and leadership experiences, and college and career guidance.

- By integrating school-based and community-based learning partnerships, it is imperative that performance measurements are transparent to help policy makers and funders better direct resources to proven and promising programs and partnerships. BPS and community stakeholders will build upon existing partnerships to expand learning opportunities for all students with intensified support and accountability for those subgroups that are consistently found in the achievement and opportunity gaps:
- BPS will continue efforts to develop a partnership registry that allows BPS to better inventory and manage its partnerships. Registration will also require adherence to a set of program quality and performance metrics that will allow both BPS and its partners to gauge the effectiveness of partners’ efforts to implement gap closing strategies and supports.

Graduating from High School Ready for College & Career



In collaboration with external partners, BPS and the City will facilitate the identification and monitoring of quality and performance metrics for afterschool and summer programs. Common measures and data sharing strategies will better enable all stakeholders to see who is (or is not) being served and to assess the impact of programs for youth learning.

In collaboration with Boston Afterschool and Beyond and its 70-member Partnership Council (made up of local nonprofits, funders, and BPS), the City seeks to further develop the “Boston Learns Together” initiative. Established two years ago, “Boston Learns Together” is a compact among Partnership Council members to adopt consistent “whole-child” approaches in their academic and youth development programs. The initiative’s next phase will use web-based visualizations and program data to better illustrate where learning opportunities are available throughout the city, more systematically market programs, identify access patterns, and assess performance trends. This adds to current efforts in experimenting with the development of a “badging” system that will allow young people to earn skill-based credentials through community-based programs.

2 Increase Access to Rigorous Curriculum and Instruction

The vision is to have young men of color in today’s classrooms receiving a public school education that prepares them to lead, improve, sustain, and support Boston as we transform our education system through innovation, collaboration, and positive disruption. Boston should continue to leverage the strength of neighboring higher education institutions and businesses. Promising practices like RoxMAPP^{xxxiii} and C-Town Tech^{xxxiv} offer high school students hands-on experience while earning free college credits toward industry-recognized degrees. By expanding pathway-oriented learning, all of Boston’s students will graduate ready to reach their full potential in the city’s growing economy.

To provide all students with a contemporary education that will lead to lifelong success and love of learning, with a specific focus on students of color who are consistently identified in the gaps, the City will:

- Rethink the design of the City’s education model.^{xxxv} Key redesign efforts include (i) expansion of early learning opportunities; (ii) transformation of the school day and year; reconstructing the City high school portfolio. The objectives are to engage students in the learning process before first grade to help provide a solid foundation for successful transition into elementary school; increase the structured learning time accessible to all students; and to bring greater real-world relevance to learning, improve postsecondary and career preparation and create more direct pathways to postsecondary and career opportunities. This work will include input from many stakeholders, especially young male students of color, to develop visions for learning to help Boston deliver a more equitable system that guarantees access to relevant, rigorous course work for all students.^{xxxvi}
- Explore opportunities to implement “rigor for all” strategies that provide all students greater access to advanced coursework at all levels of learning. This includes Advanced Placement and IB courses, as well as building upon promising initiatives like RoxMAPP and C-Town Tech which offer high school students access to college level coursework and expose them to economically sustaining career opportunities.
- Drive curriculum improvements and the integration of culturally relevant instruction through school-community partnerships and explore ways to use technology to help students become more directive in their learning. As an example, in 2008, Facing History and Ourselves (FHAO) partnered with BPS to produce materials to complement the school system’s civil rights movement curriculum.^{xxxvii} By expanding modern curricula models like FHAO, all students will be empowered to apply what they learn to their own lives; and in 2014, Boston received the U.S. Department of Education’s “Investing in Education” (i3) grant, which will allocate \$3 million towards blended learning at the Dever-McCormack Middle School and Washington Irving Middle School.^{xxxviii}

Graduating from High School Ready for College & Career



3 Increase Diversity and Cultural Proficiency of Administration and Staff

The learning experience of all students is enhanced when students have the opportunity to engage with a diverse, culturally responsive, and effective school faculty and staff. Although BPS is under federal court order to maintain minimum thresholds of diversity among its teachers and administrators, requiring that BPS maintains staffing levels of at least 25% Black teachers and administrators and 10% “other minority,” Boston celebrates that its diversity has drastically changed over the past 40 years, and as such, is committed to the court order and beyond. To that end, BPS will continue to build upon the following strategies to ensure the City meets its aspirational goals of having a workforce that exceeds court mandates and is reflective of the racial, ethnic, and linguistic diversity of BPS students; and that BPS is providing the appropriate levels of support and accountability to leverage culturally relevant curriculum and instructional practices that engages students

- Open Post/Early Hire: This initiative was based on the theory of action that if principals and headmasters are given the opportunity to hire the staff of their choosing, then they will hire a high quality, diverse staff.
- The Office of Equity will actively monitor and review hiring requests to help ensure that the district is held accountable for recruiting, developing, and retaining a diverse workforce. The Office of Equity will build upon the work by leveraging its evaluation system to hold managers accountable for hiring, developing, and retaining a diverse staff.
- Both BPS Human Capital and Equity Offices are rethinking teacher development strategies and prioritizing the need for central and school based educators to demonstrate cultural proficiency in their practice. Planned training reforms will focus on culturally responsive and relevant instruction, and will call on educators to demonstrate an understanding and use of research-based strategies to engage students who are disproportionately found in the gaps.^{xxxix}



Successfully Entering the Workforce



Building on the City's successful youth employment programs, Boston is committed to providing meaningful employment opportunities. To further advance a young person's workforce development skills, Boston also strives to engage the business community and partnering organizations to support positive pathways for career success.

Youth Employment

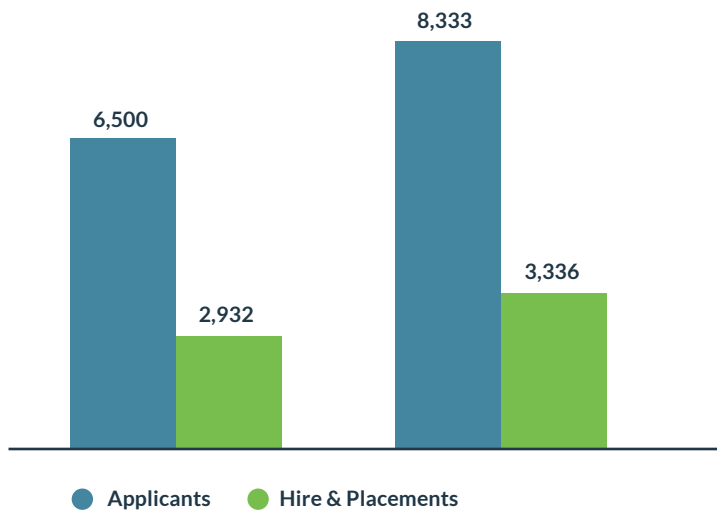
Boston is a leader in providing meaningful youth employment through its annual summer jobs program. As part of the 2014 Mayor's Summer Jobs Program, over 10,000 Boston youth were employed in coordination with the City of Boston and partnering organizations in the private and non-profit sectors. Boston emphasizes meaningful employment opportunities for young people to not only provide paid work experience, but also quality supervision, a well-designed learning plan, and supportive services by supervisors.^{xl} Youth also have access to school year employment programs supported by the City of Boston and partnering organizations.

In addition to providing early steps in career development, national studies indicate youth summer employment offers a violence prevention tool within the community. A 2014 trial study tested youth participating in Chicago's summer jobs program, which included a control and treatment group from 13 high-violence schools in Chicago.^{xli} All participants received job mentors, and half of the treatment group of youth received social-emotional learning support.^{xlii} During the 16-month follow up period, "violent crime arrests among the treatment group decreased by 43% relative to the control group."^{xliii} Results of this Chicago-based study implied "low-cost, well-targeted programs" lead to a "substantial difference" in the lives of young people.^{xliv} Similarly, evidence from another recent study recognized participation in New York City's summer jobs program decreased the likelihood of incarceration and mortality among youth.^{xlv}

In Boston, several partnering organizations are part of the Mayor's Summer Jobs Programs. The City's Department of Youth Engagement and Employment, Boston Private Industry Council (PIC), Action for Boston Community Development (ABCD), and John Hancock's MLK Scholars Program accounted for 8,317 of the 10,187 youth summer jobs in 2014.

According to data from the City of Boston's Department of Youth Engagement and Employment, while 8,333 youth applied for the City's summer jobs program in 2014, only 3,336 youth were hired by this program within the Mayor's Summer Jobs Program. This widening gap demonstrates the need for more partnering organizations, including the private sector, to hire youth for the summer.

City of Boston Youth Summer Employment Program^{xlvi}



Within the private sector, the Boston PIC has a long-standing partnership with the Boston Public Schools in connecting and supporting public school students with employment opportunities sponsored by local businesses. Boston PIC career specialists are located within the public schools, and provide career development training throughout the year in preparation for summer and year round employment opportunities. Through this effort, the Boston PIC annually places more than 3,000 public high school students in meaningful employment opportunities at approximately 300 businesses as part of the Mayor's Summer Jobs Program.

Successfully Entering the Workforce



Recommendations

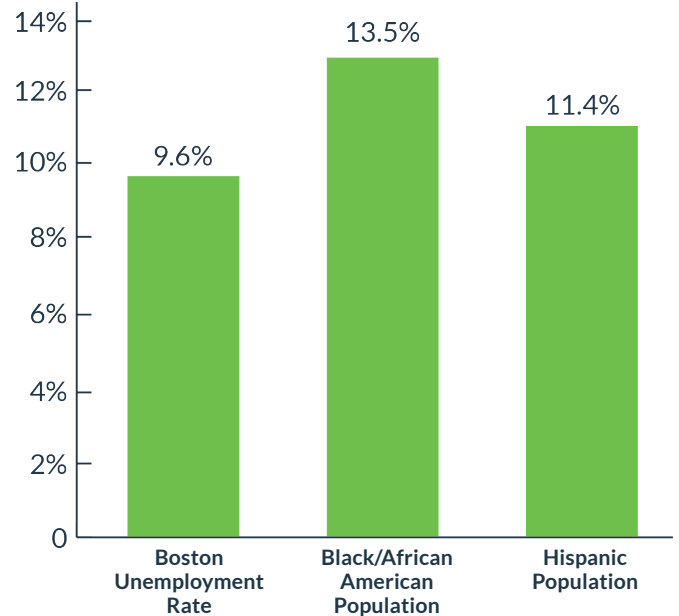
To support enhanced youth employment opportunities for Boston's youth, especially Black and Latino boys and young men, the City of Boston in collaboration with partnering organizations and stakeholders should:

- 1 Develop pilot-based mentoring initiatives between supervisors and youth employees for summer jobs to foster caring adult mentoring relationships within the business community for Boston's youth. The long-term goal of such a pilot-based mentoring initiative will aim to increase formal mentoring within youth employment practices.
- 2 Scale up trauma-informed practices and training to reach all supervisors managing youth employees within the Department of Youth Engagement and Employment's summer and year round employment programs, a unique meaningful employment strategy that integrates youth violence prevention. By bringing this initiative to scale, the Department aims to train 100% of its supervisors to increase support for youth through employment programming and reach more youth during out of school time. The training currently involves the City of Boston, Youth Violence Prevention Collaborative Fund and their partnering organizations.
- 3 Identify new sources of funding and increase private sector participation with the goal of ensuring every youth who wants a job, has a job.

Workforce and Business Development

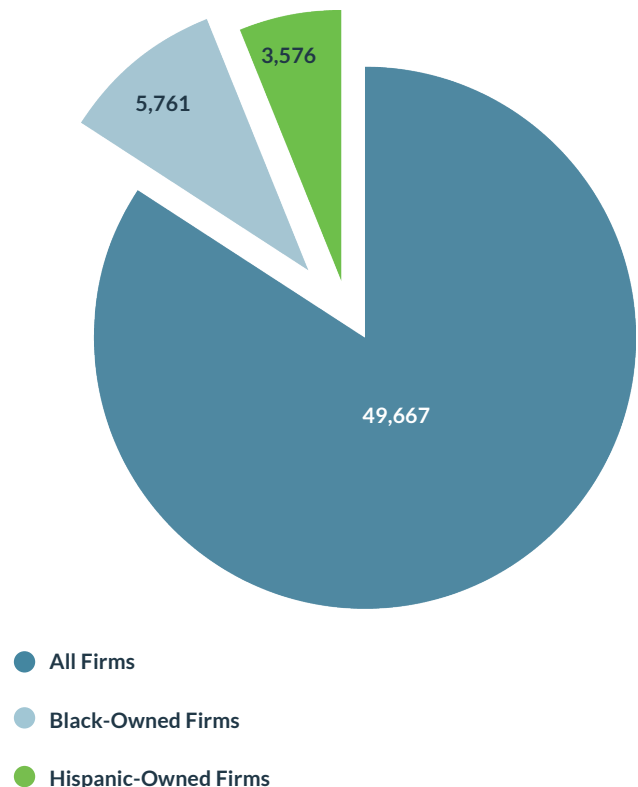
While best practice models link youth to summer and year round employment opportunities, the current unemployment rates among Black and Latino males demonstrate the need to improve the connection between workforce training opportunities and this targeted population. In doing so, the relationship between industry and business leaders and young and older adults, especially Black and Latino males, beyond high school should be strengthened to support professional growth.

Boston Unemployment Rate – March 2014^{xlvii}



Black and Latino business owners also only account for a small portion of Boston-based firms:

Black and Hispanic Owned Firms in Boston, 2007^{xlviii}



Successfully Entering the Workforce



Recommendations

- 1 Increase resources and policy support for the development of award-winning vocational and technical training within Boston public high schools to support a pipeline of talented Black and Latino youth as well as all youth.
- 2 Leading by example, re-examine the City of Boston's hiring policies to build a focused strategy for investing in and employing Black and Latino residents for construction and permanent jobs.
- 3 Launch a new Disparity Study to assess the City of Boston's record and formal practice of engaging Minority-Owned & Women-Owned Business Enterprises (MWBs/WBs & MBEs) in its contracts and procurement. Study results will guide the City's official engagement strategy for leveraging its spending power for economically disadvantaged entrepreneurs and business owners.
- 4 Educate and train industry leaders and elected officials to serve as allies in building a pipeline of talented Black and Latino youth.
 - Enhance relationships with Boston's world-class business schools and community colleges to teach entrepreneurial skills and business development strategies for youth of color.
- Develop a partnership between chamber leaders and the business community to encourage mentorship, leadership, and support of enterprises in Boston owned by people of color and immigrants.
- Highlight and support Black and Latino entrepreneurs through positive events and engagements, linking aspiring and seasoned entrepreneurs with investors, mentors, and service providers for meeting, networking, and collaborating to create vibrant and innovative communities.
- 5 Improve the coordination of resources and data collection within the business community to support building a pipeline of talented Black and Latino youth.
 - Design a data-driven process for ranking businesses based on their employment of Black and Latino young adults including tracking based on employment, health, and educational attainment outcomes with the goal of providing a benchmark in determining industries and firms to engage for city-wide youth employment opportunities.
 - Create an online directory of all local government and non-government business development programs and resources accessible to all youth adults to increase access and understanding for potential business owners.



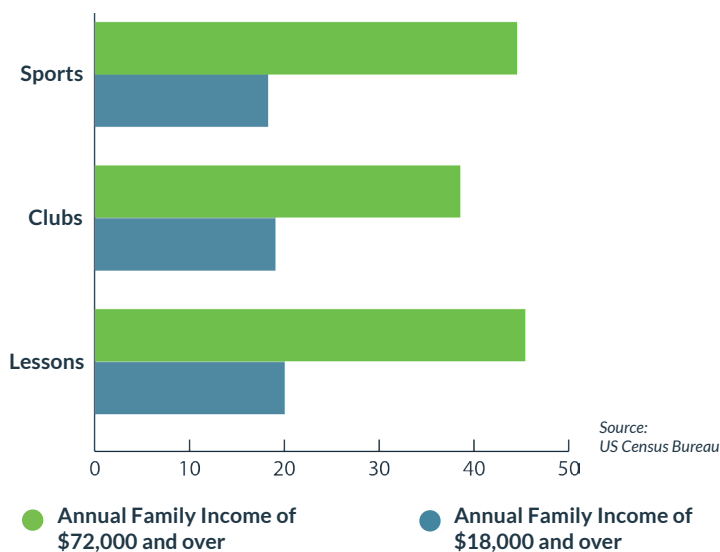
Reducing Youth Violence, and Providing a Second Chance



Boston is committed to reducing youth violence and providing individuals with a second chance. Effective prevention and intervention models demonstrate that bridging service and resource gaps along with enhanced targeted programming will provide impacted youth, especially young men of color, with valuable support critical to staying or being redirected to positive pathways towards success.

Prevention Services

Participation of Children Ages 6-11 in Enrichment Activities



Boston community stakeholders have identified the ages between 10 and 14 years old as the pinnacle age range for decision making for youth. While Boston is home to a wide range of programming and services directly addressing the needs of youth across the city, improved access is needed. According to Boston After School & Beyond, a major class disparity exists for access to after-school enrichment programming with a child in a middle-income household likely to spend 6,000 more hours of learning than a child in a low-income household upon entering 6th grade.^{xlix} Youth in households earning \$18,000 or less tend to not have access to supportive enrichment programming such as the arts, sports, lessons, and clubs.^l

Among local government based programming, Boston Centers for Youth and Families (BCYF) operates 35 facilities, including 29 community centers, 17 pools, and one beach to accommodate the estimated 60,000 youth living in Boston. In fiscal year 2014, 19,528 males between the ages of 6 and 21 years old accessed BCYF community centers.

Additionally, the Boston Police Department's School Police Unit, comprised of a Commander and 20 police officers, is dedicated to the needs of Boston Public School students in 143 schools, programs, and facilities reaching over 60,000 individ-

uals throughout Boston neighborhoods.^{li} The Boston Police School Unit provides an informal strategy of prevention and intervention with students; while officers do not always interact with just students who have a criminal record or previous experience with law enforcement, the School Police Unit's involvement helps students avoid possible criminal activity prior to a potential arrest.^{lii}

In addition to directly supporting high risk youth, models like the Parenting Wisely program adopted by the Boston Public Health Commission incorporates parents and guardians as well as youth "at risk for or are exhibiting behavioral problems."^{liii} Recognized as an evidenced-based strategy by the U.S. Substance Abuse and Mental Health Services Administration, the Boston families that participated in the Parenting Wisely program in 2014 are currently expanding the model through a project known as Strengthening Families.

Intervention Services

Intervention is a multi-pronged effort that requires a myriad of resources including but not limited to housing, employment, and education to support improved outcomes for impacted individuals.

To support comprehensive intervention services, Boston has adopted a public health approach to address gun violence perpetration and victimization. Through the Massachusetts Safe and Successful Youth Initiative (SSYI), Boston's PACT program targets services including case management, job training, and mental health treatment has proven effective to high risk youth.^{liv} Specifically, the statewide study noted that among the 2,198 youth surveyed across the nine participating communities, youth un-enrolled in SSYI were "37% more likely to be currently incarcerated than SSYI youth who received services."^{lv}

In 2014, Boston also successfully launched Operation Exit, a pilot initiative aimed at providing employment access and opportunity for re-entry and high risk populations. In its first phase, Operation Exit brought together 16 of Boston's most high risk individuals and provided an intense three week pre-apprenticeship program, serving as a pipeline to enter various labor unions and case management support. Among the first 16 participants, 15 individuals were placed in permanent employment.

Other working models in Boston include the Boston Re-entry Initiative (BRI) and Youth Opportunities Unlimited (Y.O.U.). For example, BRI brings together various stakeholders including the Suffolk House of Corrections and Boston Police Department to provide critical case management, resources, and services to returning citizens. From 2012 to 2014, BRI served 228 men, of which 222 of these men were Black or Latino.^{lvi}

Reducing Youth Violence, and Providing a Second Chance



Recommendations

Building on locally based prevention programming and intervention initiatives, Boston is well positioned to work collaboratively with partnering organizations to target resources that will improve access and opportunity to both prevention and intervention services.

- 1 Enhance parental engagement as supports for adolescent children through a preventive program aimed at children ages 10 to 14 years old and their parents in high risk neighborhoods, building on the evidence-based model of the Strengthening Families Program.
- 2 Develop a strategic plan for the Boston Centers for Youth & families, outlining short and long term goals to increase engagement and use of its facilities, especially supporting youth and families from low-income households.
- 3 Through the Mayor's Public Safety Initiative, create a quality assurance system to streamline coordination and communication to improve the delivery of trauma response within the community and accountability for safer streets and neighborhoods. In tandem, this quality assurance system should include standard programming to provide outreach and communication within the community regarding available resources and services.
- 4 Scale up effective re-entry employment programs, including the City of Boston's successfully launched pilot, Operation Exit, and leverage employment policies that provide access and opportunity for employment among CORI-carrying and court-involved populations.
- 5 Identify key community partners to create and launch a marketing campaign to highlight individuals in urban neighborhoods who positively contribute to Boston and society to encourage positive imagery among young men of color.
- 6 Collaborate across public safety, housing, and human service agencies to evaluate and improve housing policies that will support stability in the lives of returning citizens and reduce the rates of recidivism.
- 7 Create a task force of local community health centers and Boston Centers for Youth & Families community centers with the goal of formalizing a partnership between the two networks to increase the delivery of mental health services within Boston communities. The Boston Public Health Commission estimates that of the 120 schools in the district, at least 25 of them do not have partners to provide services to their students. A partnership between the community health centers and community centers will help to fill this void.



References



- ⁱPeter Schworm and Matt Carroll. "In census, a decade of growth by state's minorities." *Boston Globe*, 23 Mar. 2011. Web. 18 Mar. 2015 http://www.boston.com/news/local/massachusetts/articles/2011/03/23/bay_state_minorities_numbers_increase_census_says/.
- ⁱⁱJames Jennings, PhD. *Social, Demographic, and Economic Profile of Young Black and Latino Males Boston, Massachusetts 2010 – 2018*. April 2014. Tufts University, MA
- ⁱⁱⁱU.S. Census Bureau, 2010 Decennial Census, Boston Redevelopment Authority (BRA) Research Division Analysis.
- ^{iv}Helena P. Miranda, Christina Mokhtar, et. al. *Opportunity and Equity: Enrollment and Outcomes of Black and Latino Males in Boston Public Schools*. November 2014, Center for Collaborative Education and the Annenberg Institute for School Reform at Brown University.
- ^vHelena P. Miranda, Christina Mokhtar, et. al.
- ^{vi}Helena P. Miranda, Christina Mokhtar, et. al.
- ^{vii}James Jennings, PhD. *Social, Demographic, and Economic Profile of Young Black and Latino Males Boston, Massachusetts 2010 – 2018*. April 2014. Tufts University, MA.
- ^{viii}James Jennings, PhD.
- ^{ix}James Jennings, PhD.
- ^x"My Brother's Keeper Task Force Report to the President." White House, May 2014.
- ^{xi}"My Brother's Keeper Task Force Report to the President." White House, May 2014.
- ^{xii}Helena P. Miranda, Christina Mokhtar, et. al. *Opportunity and Equity: Enrollment and Outcomes of Black and Latino Males in Boston Public Schools*. November 2014, Center for Collaborative Education and the Annenberg Institute for School Reform at Brown University.
- ^{xiii}The Arts & Culture Sub-Committee, led by Chief Julie Burros, was created in March 2015 in response to interest by the MBK Community to incorporate the arts in youth programming. Policy recommendations will be provided in the near future.
- ^{xiv}Survey conducted by the Mayor's Office of Health and Human Services including 154 responses from participants attending the first and second community action summits.
- ^{xv}See Appendix A for a directory of local government-based programs, policies, and practices and Appendix B for a directory of community-based programs focused on supporting Black and Latino youth.
- ^{xvi}See Appendix D: My Brother's Keeper Boston Recommendations Shaped By Evidenced-Based, Promising, or Best Practices and Data Indicators.
- ^{xvii}"Boston MCAS Results: Efforts to boost 3rd grade reading, mathematics are showing progress." Boston Public Schools, BPS Communications Office, 19 Sept. 2014. Web. 4 Mar. 2015: <http://www.bostonpublicschools.org/site/default.aspx?PageType=3&DomainID=4&ModuleInstanceID=14&ViewID=047E6BE3-6D87-4130-8424-D8E4E9ED6C2A&RenderLoc=0&FlexDataID=5727&PageID=1>
- ^{xviii}"Rights and Responsibilities: BPS Code of Conduct." Boston Public Schools, Communications Office, Sept. 2014. Web. 4 Mar. 2015: <http://www.bostonpublicschools.org/Page/708>
- ^{xix}Helena P. Miranda, Christina Mokhtar, et. al. *Opportunity and Equity: Enrollment and Outcomes of Black and Latino Males in Boston Public Schools*. November 2014, Center for Collaborative Education and the Annenberg Institute for School Reform at Brown University.
- ^{xx}Helena P. Miranda, Christina Mokhtar, et. al.
- ^{xxi}Helena P. Miranda, Christina Mokhtar, et. al.
- ^{xxii}Helena P. Miranda, Christina Mokhtar, et. al.
- ^{xxiii}Helena P. Miranda, Christina Mokhtar, et. al.
- ^{xxiv}"Boston Public Schools at a Glance." Boston Public Schools, Communications Office. Oct. 2014. Web. 4 Mar. 2015 <http://www.bostonpublicschools.org/cms/lib07/MA01906464/Centricity/domain/187/publications/At%20a%20Glance/BPS%20at%20a%20Glance%2014-1030.pdf>
- ^{xxv}Helena P. Miranda, Christina Mokhtar, et. al. *Opportunity and Equity: Enrollment and Outcomes of Black and Latino Males in Boston Public Schools*. November 2014, Center for Collaborative Education and the Annenberg Institute for School Reform at Brown University.
- ^{xxvi}Helena P. Miranda, Christina Mokhtar, et. al.
- ^{xxvii}Mayor Walsh Announces Universal Pre-Kindergarten Advisory Committee." City of Boston, Mayor's Press Office, 6 May 2014. Web. 4 Mar. 2015 <http://www.cityofboston.gov/news/Default.aspx?id=8613>.
- ^{xxviii}Mayor Martin J. Walsh. "Greater Boston Chamber of Commerce, Government Affairs Forum." 29 Apr. 2014. Web. 4 Mar. 2015 <http://www.cityofboston.gov/news/default.aspx?id=8603>.
- ^{xxix}"Boston Public Schools/Boston Teachers Union Extended Learning Time (ELT) Proposal." Boston Public Schools, Communications Office, 2 Jan. 2015. Web. 4 Mar. 2015 <http://bostonpublicschools.org/cms/lib07/MA01906464/Centricity/Domain/1366/ELT%20Agreement%20Questions.pdf>
- ^{xxx}"BPS 10 Year Education and Facilities Master Plan." Boston Public Schools, Communications Office, Sept. 2014. Web. 4 Mar. 2015 <http://www.bostonpublicschools.org/Page/4278>
- ^{xxxi}"Mayor Walsh Announces Cabinet-level Chief of Education." City of Boston, Mayor's Press Office, 3 Sept. 2014. Web. 4 Mar. 2015 <http://www.cityofboston.gov/news/Default.aspx?id=14787>.

References



^{xxxii} Michael D. Smith remarks at the “MBK Boston Community Summit.” 6 Dec. 2014. Address. “We call it an ‘upstream moment’ because we’re falling in love with the issues we’re going upstream to solve.”

^{xxxiii} Commonwealth of Massachusetts. Executive Office of Education. Roxbury Massachusetts Academic Polytech Pathway. Governor’s Press Office, Mar. 2014. Web. 4 Mar. 2015 <http://www.mass.gov/edu/docs/eoe/roxmapp/roxmapp-brochure.pdf>.

^{xxxiv} “Mayor Walsh Announces Creation of Early College Pathway at Charlestown High School.” City of Boston, Mayor’s Press Office, 22 Jan. 2015. Web. 5 Mar. 2015 <http://www.cityofboston.gov/news/Default.aspx?id=18954>.

^{xxxv} Mayor Martin J. Walsh. “Mayor Walsh Lays Out Plan To Build A Thriving, Healthy And Innovative Boston In State Of The City Address.” City of Boston, Mayor’s Press Office, 13 Jan. 2015. Web. 4 Mar. 2015. <http://www.cityofboston.gov/news/Default.aspx?id=18938>.

^{xxxvi} “Boston Public Schools Civil Rights Curriculum”. Facing History and Ourselves. Web. 4 Mar. 2015 <https://www.facinghistory.org/for-educators/educator-resources/lessons-and-units/boston-public-schools-civil-rights-curriculum>.

^{xxxvii} “13 Projects Receive \$18 Million in Matching Funds from Private Sector.” U.S. Department of Education, 20 Dec. 2011. Web. 4 Mar. 2015. <http://www.ed.gov/news/press-releases/i3-projects-receive-18-million-matching-funds-private-sector>.

^{xxxix} “BPS Workforce Diversity Presentation to School Committee.” Boston Public Schools, Communications Office, 15 Jan. 2014. Web. 4 Mar. 2015 <http://www.bostonpublicschools.org/cms/lib07/MA01906464/Centricity/Domains/4/2014-01-15%20Workforce%20Diversity%20presentation%20FINAL.pdf>.

^{xi} Youth Violence Prevention Funder Learning Collaborative: Meaningful Youth Employment Initiative Guide (2014).

^{xli} Sara B. Heller. “Summer Jobs Reduce Violence Among Disadvantaged Youth.” *Science*, Dec. 5, 2014 vol. 364, issue 6214.

^{xliii} Sara B. Heller.

^{xliiii} Sara B. Heller.

^{xliiv} Sara B. Heller.

^{xliv} Alexander Gelber, Adam Isen, and Judd B. Kessler. “The Effects of Youth Employment: Evidence from New York City Summer Youth Employment Program Lotteries.” The National Bureau of Economic Research, Dec. 2014.

^{xlvi} City of Boston, Department of Youth Engagement and Employment, 2014.

^{xlvii} U.S. Census Bureau, 2008 – 2012 American Community Survey.

^{xlviii} U.S. Census Bureau, 2007: <http://quickfacts.census.gov/qfd/states/25/2507000.htm>

^{xlix} U.S. Census Bureau as cited by Boston After School & Beyond, Board of Directors Meeting (May 6, 2014).

ⁱ U.S. Census Bureau as cited by Boston After School & Beyond, Board of Directors Meeting (May 6, 2014).

ⁱⁱ Boston Police Department: Bureau of Field Services, School Police Unit.

ⁱⁱⁱ Boston Police Department: Bureau of Field Services, School Police Unit.

ⁱⁱⁱⁱ S. Substance Abuse and Mental Health Services Administration’s National Registry of Evidence-based Programs and Practices: Parenting Wisely. Retrieved Feb. 11, 2015. <http://www.nrepp.samhsa.gov/ViewIntervention.aspx?id=35>.

^{liv} “2014 Safe and Successful Youth Initiative Summary of Findings from a Study Comparing Outcomes Between SSI Youth and Non-SSI Youth.”

^{lv} “2014 Safe and Successful Youth Initiative Summary of Findings from a Study Comparing Outcomes Between SSI Youth and Non-SSI Youth.”

^{lvi} FY 2013 SCA Adult Reentry Demonstration Project, PMT Narrative January – June 2014. City of Boston.



Photo Credit: Thaddeus Miles



MY BROTHER'S KEEPER BOSTON

Appendix

A

City of Boston
Scan of MBK Policies, Programs, and Practices

B

Black and Latino Collaborative Commissioned Scan of
Identified Community-Based Organization Programs

C

My Brother's Keeper Boston Advisory Committee

- Members
- Lead Staff
- Sub-Committee Staff
- Youth Members

D

My Brother's Keeper Boston Recommendations for
Action Shaped by Best Practices, Evidence-Based
Practices, or Promising Practices and Data Indicators



Appendix A: Scan of MBK Policies, Programs & Practices



Program	Description	City of Boston Department
Arts & Culture		
Poet Laureate	The City of Boston recently appointed a new Poet Laureate, and the Office of Arts & Culture strives to maintain and develop relationships with arts organizations including ones focused on hip-hop youth programming and spoken word.	Mayor's Office of Arts & Culture
Mayor's Mural Crew	The Mayor's Mural Crew creates murals for City departments, schools, community groups and businesses. The Mural Crew is also a part of the Mayor's Summer Jobs Program through placement by the Department of Youth Engagement and Employment. Since 1991, the Mayor's Mural Crew has employed hundreds of Boston's youth, including disconnected youth, as Boston artists. Mural Crew participants learn painting skills, team building and civic engagement under the direction of professional artists.	Mayor's Office of Arts & Culture, Department of Youth Engagement and Employment
Business Development (including Young Adults)		
2014 Boston's Immigrant Entrepreneurs Research project	2014 Survey of Boston's Immigrant Entrepreneurs is designed to understand the needs of Boston's immigrant entrepreneurs and propose policies, processes and programs to meet those needs.	Department of Neighborhood Development, Boston Redevelopment Authority, and Office of New Bostonians
Small and Local Business Enterprise	Advocates on behalf of minority-owned and woman-owned business enterprises to help them compete successfully for City contracts as well as in the Boston area economy as a whole.	Office of Small and Local Business Enterprise
ONEin3	One-third of Boston's population is between the ages of 20-34. The City launched ONEin3 in 2004 to connect Boston's young adult population with resources related to: housing, professional development, financial health, entrepreneurship and civic engagement.	Boston Redevelopment Authority
Civic Engagement		
Mayor's Youth Council	The Mayor's Youth Council provides a real voice in government and connects young people from every neighborhood to Mayor Walsh and other city leaders. A recent redesign significantly increased the allotment of representatives from Dorchester, East Boston, Hyde Park, and Roxbury. In Dorchester, outreach was targeted to ensure representation from Bowdoin-Geneva, Codman Square, Fields Corner, Uphams Corner, Savin Hill, and Neponset.	Department of Youth Engagement & Employment
Participatory Budgeting Boston	The nation's first ever youth-led participatory budgeting process, Youth Lead the Change, put \$1 million dollars into the hands of young people in Boston. The entire process from rule-making to idea collection and project selection to the vote was designed by young people.	Department Youth Engagement & Employment
Mayor's Youth Council Neighborhood Forums	The Mayor's Youth Council is in the process of conducting a series of neighborhood youth forums throughout the 2014-2015 school year. While the exact topics of the forums will be decided by the neighborhoods representatives, topics highlighted during interviews include educational inequities, youth violence prevention, and substance abuse prevention.	Department of Youth Engagement & Employment
Monthly Newsletter	Our monthly newsletter goes out to 33,000 youth, youth workers, and parents. It connects Boston youth and families to pages filled with timely free and low-cost events, programs, jobs, contests, scholarships, and more.	Department of Youth Engagement & Employment
Social Media Outreach	In order to better reach our young demographic, we have delegated our social media outreach to youth staff at our resource center. The same resources we cover in our newsletter are further highlighted on Twitter, Facebook, and Instagram.	Department of Youth Engagement & Employment
Eugene Johnson Project Collaboration	Community Call, BYSN, and the Mayor's Youth Council hosted a "reality check" on issues facing homeless youth in the City of Boston. Mayor's Youth Council Representatives facilitated discussion on Housing, Jobs, Education, and Health and Safety.	Department of Youth Engagement & Employment

Education		
City of Boston Scholarship	The department recently began overseeing the City of Boston Scholarship Fund which awards over 30 \$2,500 new scholarships to Boston residents pursuing an education at a 2 or 4-year college or university in MA. We aim to revitalize this scholarship with a close review of the scholarship committee, greater community connection, and a greater focus on outreach.	Youth Engagement & Employment
Northeastern University Scholarship	Graduating high school seniors or transfer students living in BHA public housing (including HOPE VI sites) are eligible to apply for this scholarship, which provides full-time undergraduate studies at Northeastern University's Residential College for the duration of the program. Each year, BHA checks eligibility for each student living in public housing. In November and December, BHA and Northeastern University host special Information Sessions for public housing residents that are interested in applying for the scholarships. Interested residents are strongly encouraged to attend one of these sessions. This scholarship is currently open to public housing residents only.	Boston Housing Authority
Housin Authority Insurance Group, Inc. Resident Scholarship Program	The Resident Scholarship Program is sponsored by the HAIG Inc., one of BHA's insurance providers. The program offers BHA residents scholarships to attend college, university or technical school. Residents living in public housing or Section 8/leased housing for at least six months prior to the application deadline (April 30) can be entered into a drawing for a chance to be awarded one of 50 scholarships, worth \$2,500 each. This process occurs yearly. The scholarship may be used to pay for tuition, books or school supplies and the funds are deposited in a special account that goes directly to the school or college.	Boston Housing Authority
Fair Housing Poster Contest	Annually, the Office of Fair Housing & Equity promotes a poster contest for Boston students in grades 1 - 12 to highlight "Fair Housing Month" and diversity within the City of Boston.	Office of Fair Housing & Equity
Smart from the Start	Smart from the Start is a family support, community engagement and school readiness program designed to empower low-income families with young children overcome the achievement gap and chronic poverty. This program is available to public housing and Section 8 residents in Charlestown, Roslindale, Mattapan, Dorchester, Jamaica Plain, Lower Roxbury and the South End.	Boston Housing Authority
Junior Reserve Office Training Corps (JROTC)	The Junior Reserve Officer Training Corps (JROTC) is a program offered to high schools that teaches students character education, student achievement, wellness, leadership, and diversity. It is a cooperative effort between the military and the high schools to produce successful students and citizens, while fostering in each school a more constructive and disciplined learning environment.	Veterans' Services
Early Childhood Education		
Universal Pre-K	In 2014, in support of universal pre-K (or K1), Mayor Walsh included a \$1 million, 100 seat expansion of the BPS early education (K1) program, which studies have shown is among the most effective in the nation at closing achievement gaps.	Boston Public Schools / Mayor's Office
Universal Pre-K Advisory Committee	In May 2014, the Mayor announced the UPK Advisory Committee to recommend a city-wide strategic framework and action plan to double the enrollment of four-year-olds in high quality, full-day pre-kindergarten programs by 2018. To create the framework and action plan for the expansion of full-day pre-kindergarten programs, the Universal Pre-Kindergarten Advisory Committee will look at many factors including class space requirements, teacher qualifications, funding requirements, and potential partnerships for before school, after school, and summer wrap-around services. Thrive in 5, a partnership between the Mayor's Office and the United Way of Massachusetts Bay and Merrimack Valley, and other community partners will conduct a series of stakeholder focus groups across Boston, and offer online surveys to gather input about the strengths and needs of all of the City's neighborhoods for high-quality pre-kindergarten. The Advisory Committee will make its recommendations for a mixed delivery system to Major Walsh in November 2014.	Mayor's Office
Full Day Kindegarten	The City of Boston's goal is to provide all children with a strong and early start to their formal education. In 1998, Boston opened three new early education centers, providing "surround care" to students ages 3 through 6, including those with and without disabilities. Since then, Boston Public Schools also has guaranteed a full-day kindergarten seat to every five-year-old in the city. In recent years, the district has expanded early childhood programs for four-year-olds, known as Kindergarten 1 or K1, with more than 2,300 "K1" seats available in September 2013, up from 700 seats in 2005.	Boston Public Schools
Acceleration Agenda	As part of the Acceleration Agenda, BPS is implementing uniform math and literacy programs across K1, including teacher training and coaches. For even younger children, Boston offers several free parent-child play groups for children ages 1-3 and their caregivers. They are led by an early childhood educator and include time for free play, circle time, snack, and gross motor/sensory play.	Boston Public Schools
Countdown to Kindegarten	Partnership with community-based organizations to help families and students prepare for a successful transition to school.	Boston Public Schools

Thrive in Five	Among the City's efforts to support early childhood education. Boston's birth-to-five school readiness initiative, which is a comprehensive and inclusive strategic planning process dedicated to strengthening Boston's commitment to early care and education and improving the health of Boston's children and families, thereby improving the quality of and family engagement in the public schools which young children enter, and much more. United Way is also a partner for this initiative with the City.	Boston Public Schools, Mayor's Office
Reading at Grade Level by 3rd Grade		
English Language Arts, Literacy	Implementing academic and disciplinary literacy specific to English language arts and literacy using standards-focused instruction focus on basic and intermediate literacy	Boston Public Schools
English Language Arts, Literacy	Implementation of culturally responsive pedagogy using complex text and its academic vocabulary	Boston Public Schools
English Language Arts, Literacy	Supporting reading comprehension and build critical analysis skills by using text based questions	Boston Public Schools
English Language Arts, Literacy	Drawing evidence from literary and informational texts to support analysis, reflection, and research	Boston Public Schools
English Language Arts, Literacy	Implementation of new BPS created units of study aligned to the Massachusetts Curriculum Framework for ELA and Literacy	Boston Public Schools
Teacher Professional Development	Professional development for teachers to support the implementation of the Massachusetts Curriculum Framework for ELA and Literacy	Boston Public Schools
Fundations	Fundations is an explicit and highly systematic word study program designed to be combined with Reading Street, our literature-based reading system. Fundations instruction is delivered for 30 minutes a day in place of the word study component of Reading Street. Fundations is targeted to K-3 general education and at-risk students with the aim of improving student performance in the areas of phonemic awareness, decoding, and spelling. Fundations also includes vocabulary, fluency, handwriting and aspects of comprehension	Boston Public Schools
Implementation of the Core Aligned Literacy (CALM) Modules	Each of the CALM Modules was written by Expeditionary Learning (EL) provides interdisciplinary content. These modules afford students opportunities to build and expand their knowledge and deepen their understanding of the world	Boston Public Schools
Implementation of Literacy Collaborative (LC)	LC is a research-based comprehensive instructional method to increase student achievement, empower teachers, and develop school cultures that are rich in language. LC is support by the work of Lesley University faculty Irene Fountes and Guy Sue Pinnell	Boston Public Schools
Reading Recovery	A highly effective short-term intervention of one-to-one tutoring for low-achieving first graders. The intervention is most effective when it is available to all students who need it and is used as a supplement to good classroom teaching	Boston Public Schools
Graduating from high school ready for college and career		
English Language Arts, Literacy	Implementing academic and disciplinary literacy specific to English language arts and literacy using standards-focused instruction: Intermediate and Advanced literacy	Boston Public Schools
English Language Arts, Literacy	The implementation of new BPS created units of study aligned to the Massachusetts Curriculum Framework for ELA and Literacy and the district core texts	Boston Public Schools
English Language Arts, Literacy	Implementation of culturally responsive pedagogy using complex text and its academic vocabulary	Boston Public Schools
English Language Arts, Literacy	Supporting reading comprehension and build critical analysis skills by using text based questions	Boston Public Schools
English Language Arts, Literacy	Drawing evidence from literary and informational texts to support analysis, reflection, and research	Boston Public Schools
Teacher Professional Development	Professional development for teachers to support the implementation of the Massachusetts Curriculum Framework for ELA and Literacy	Boston Public Schools
English Language Arts, Literacy	Implementation of core instructional routines for reading and writing, Close Reading units, curriculum embedded tasks (CET), and McDougal curriculum units with professional development for tier 1 supports, and the implementation of Wilson Just Words intervention a tier 2 support	Boston Public Schools
English Language Arts, Literacy	The tier 1 supports will provide targeted research-based instructional materials and supports aligned to the new Massachusetts Curriculum Framework for English Language Arts and Literacy	Boston Public Schools
English Language Arts, Literacy	The tier 2 Intervention Wilson Just Words is based on Orton-Gillingham principles. WJW is a highly-structured remedial program that directly teaches the structure of the language for older students, who have been unable to learn with other teaching strategies, or who may require multisensory language	Boston Public Schools
Teacher Professional Development	Wilson Just Words will provide on-going initial training to 20 schools across grades 4-12. WJW will provide coaching to elementary, middle, and high school general education and special education teachers. The Wilson consultants will provide job-embedded professional development using instructional practices that enhance learning opportunities for students who struggle with decoding, vocabulary, and reading comprehension	Boston Public Schools

Alternative Education		
Action for Boston Community Development	ABCD's University High School provides alternative education for 16-21 year olds to obtain their Boston Public Schools diploma. Services include case management, counseling, work readiness, and follow-up.	Mayor's Office of Jobs & Community Service (Grant Funding)
Bridge Over Troubled Waters	Bridge provides alternative education for youth 16-24 years old to obtain their HiSET. Bridge primarily serves homeless and runaway youth. Services include case management, counseling, work readiness, and follow-up.	Mayor's Office of Jobs & Community Service (Grant Funding)
EDCO Youth Alternative	EDCO provides alternative education for youth 16-21 to obtain their Boston Public Schools diploma. Services include case management, counseling, work readiness, and follow-up.	Mayor's Office of Jobs & Community Service (Grant Funding)
ESAC GED Plus	GED Plus provides alternative education for youth 16-24 to obtain their HiSET. Services include case management, counseling, work readiness, and follow-up.	Mayor's Office of Jobs & Community Service (Grant Funding)
College Bound Dorchester	College Bound Dorchester provides alternative education for youth 16-21 years old to obtain their HiSET. Services include case management, counseling, work readiness, and follow-up.	Mayor's Office of Jobs & Community Service (Grant Funding)
Mujeres Unidas Avanzando	Mujeres provides alternative education for young women 16-21 to obtain their HiSET. Services include case management, counseling, work readiness, and follow-up.	Mayor's Office of Jobs & Community Service (Grant Funding)
Notre Dame Education Center	Notre Dame provides alternative education for youth 16-21 to obtain their high school diploma. Services include case management, counseling, work readiness, and follow-up.	Mayor's Office of Jobs & Community Service (Grant Funding)
Housing		
Boston Home Center (BHC) Financial Assistance Program	The BHC Financial Assistance Program for first time homebuyers offers eligible applicants up to 3% of the purchase price towards the down payment and or closing costs for 1-2 unit properties and condominiums and 5% for 3 unit properties. The buyer receives a zero interest, deferred payment, 10 year term loan, forgivable at the end of the 10 year term. This program helps to provide families and individuals an opportunity to purchase a home in Boston when without it, they may not have been able to. The majority of constituents served in this program are in communities of color.	Department of Neighborhood Development
Boston Home Center (BHC) Classes	BHC offers several classes such as Homebuying 101, Your Strategic Money Management Plan and Budgeting for Homeownership: Before and After which work to prepare individuals for the realities of homeownership. Many first time homebuyers include families, indirectly supporting positive outcomes for youth in Boston.	Department of Neighborhood Development
Boston Home Center (BHC) Deleading	As part of BHC's Home Repair Programs, BHC works to assist income eligible homeowners with loans and technical assistance to repair their homes including deleading assistance for households with children under the age of six with some loans as forgivable.	Department of Neighborhood Development
Boston Home Center (BHC) 3D Program	As part of BHC's Home Repair Programs, BHC's 3D program specifically targets eligible, owner occupied triple-deckers for repairs to their structures. These programs allow families and individuals to make much needed repairs to their properties thus allowing them in many cases to address an emergency, such as no heat, or to address deferred maintenance. In many cases, without our help, individuals and families would not be able to stay in their homes.	Department of Neighborhood Development
Boston Home Center (BHC) on Foreclosure Prevention	BHC provides consumer outreach, information and counseling to help Boston homeowners avoid predatory lending and foreclosure. Services include counseling, intervention, and workout strategies.	Department of Neighborhood Development
Public Housing Self-Sufficiency Program	The Public Housing Family Self-Sufficiency Program (FSS) is designed to help families receiving rental assistance become self-supporting. This program is voluntary and open to all families living in BHA federal family public housing. The only requirements are a desire to become self-sufficient and a willingness to take the steps to make this happen. The FSS Program provides support and assistance to the entire family for up to five years.	Boston Housing Authority
Human Services (including After-School Enrichment Programming)		
Mayor's Summer Jobs Program	The Mayor's Summer Jobs Program includes the City's Department of Youth Engagement and Employment Summer Jobs Program as well as external partnering organizations to provide over 10,000 summer jobs for Boston's youth. The City's own summer jobs program places over 3,000 youth in employment opportunities for 6 to 7 weeks each summer. In 2014, Mayor Walsh complemented the City's program with an inaugural enrichment summit.	Mayor's Office of Health & Human Services, Department of Youth Engagement & Employment, External Partners
Year Round Employment	Through the Department of Youth Engagement and Employment, approximately 600 youth are employed by the City for after-school employment opportunities between December and May.	Department of Youth Engagement & Employment
Mayor's Mentoring Movement (Mentoring)	Through the Mayor's Mentoring Movement, the City of Boston is collaborating with Mass Mentoring Partnership will recruit 1,000 new caring adult mentors over the next two years. The initiative formally launched in January 2015.	Mayor's Office of Health & Human Services, Mass Mentoring Partnership

Mayor's Youth Council (Mentoring)	This year, the Mayor's Youth Council will have 21 mentors to help guide discussion, share content knowledge, and ensure clear communication among the 86 youth representatives.	Department of Youth Engagement & Employment
Teen Resource Line (Mentoring)	The City's teen resource line (formerly known as the Mayor's Youthline) serves as a internship site for Summer of Opportunity (SOO). After completing 6 weeks of employability training, teens may intern at our site and be mentored by our full-time staff for a period of 8 months. 3 of our full-time staff members are SOO alums who are able to demonstrate the benefits of fully engaging in their school- year internship experiences.	Department of Youth Engagement & Employment
Career Peer Teens (Mentoring)	The City's cohort of 12 peer education teens are trained and mentored not only by our Youth and Career Development Coordinator, but also by former career peers and older teen supervisors. They learn valuable skills around professionalism, public speaking, workshop facilitation, and career development.	Department of Youth Engagement & Employment
Fair Housing Education	The Office of Fair Housing and Equity (FHE) currently provides workshops on housing discrimination. FHE will focus Fair housing education towards Black and Latino residents. Mayor Walsh's recently released housing plan "Housing a Changing City" found that black and Latino home seekers were denied mortgage loans at twice the rate of white borrowers. Research indicates that homeownership is associated with better outcomes in education, employments and other factors important for success. To expand homeownership opportunities to black and Latino families, FHE will establish a fair lending initiative to further investigate lending disparities and improve opportunities for Black and Latino young men.	Office of Fair Housing & Equity
Alliance for Inclusion and Prevention	Through federal grant funding, the City supports this program that provides a therapeutic after school program for high-risk middle school students, ages 11-15. Participants have access to intensive tutoring, homework help, and other academic supports.	Mayor's Office of Jobs & Community Service (Community Development Block Grant)
Allston/Brighton APAC	Through federal grant funding, the City supports the Fidelis After-School Program which offers academic enrichment to youth ages 5-12, primarily residents of the Allston and Brighton neighborhoods. The program concentrates on activities that supplement and complement regular school educational endeavors, allowing their parents to pursue employment and education opportunities.	Mayor's Office of Jobs & Community Service (Community Development Block Grant)
America Scores New England	Through federal grant funding, the City supports the SCORES Program for elementary and middle school public school students offers soccer, creative writing, and leadership development to youth ages 8-14, living in Dorchester, East Boston, Mattapan, Jamaica Plain, Roxbury, and Allston. A summer camp is also offered in Dorchester.	Mayor's Office of Jobs & Community Service (Community Development Block Grant)
Boston Asian Youth Education Services	The Education First program provides after-school academic support, life-skills training, college and career exploration and readiness, and case management services to at-risk Asian youth, ages 12-21.	Mayor's Office of Jobs & Community Service (Community Development Block Grant)
Boston Chinatown Neighborhood Center	Through federal grant funding, the City supports the Red Oak After-School Program, housed in the Josiah Quincy Elementary School, to provide year-round structured activities to improve the literacy skills and academic achievement of youth, ages 5-13. Activities include drama, art, creative play and project-based learning. Families receive case management, parenting support, advocacy and other resources.	Mayor's Office of Jobs & Community Service (Community Development Block Grant)
Boys and Girls Clubs of Dorchester	Through federal grant funding, the City supports this education program that offers academic support and literacy tutoring, technology workshops, and college and career counseling to youth, ages 5-18, in a drop-in afterschool program, open year-round.	Mayor's Office of Jobs & Community Service (Community Development Block Grant)
Brookview House for Youth Development	Through federal grant funding, the City supports Above & Beyond Youth Development with the Brookview House to provide after-school and recreational program that offers a family-centered model, helps youth, ages 6-19, and their parents develop tangible skills, and address cognitive, behavioral and social factors that impact academic performance.	Mayor's Office of Jobs & Community Service (Community Development Block Grant)
Center for the Development of Teen Empowerment Programs	Through federal grant funding, the City supports this youth organizing initiative involving youth organizers, ages 14-21, working together with diverse groups of youth to identify issues they consider most critical in their school or community, design an action strategy that will involve others in having a positive impact on these issues, and implement the strategy.	Mayor's Office of Jobs & Community Service (Community Development Block Grant)
Community Providers of Adolescent Services (COMPASS)	Through federal grant funding, the City supports the After School Action Program (ASAP) that serves students in K-12 grade, attending two Boston Public Schools, Middle School Academy and Orchard Gardens, who have documented educational, social or emotional needs. Academic activities include remediation, test preparation and homework help; enrichment activities include field trips and high school visits; and social/emotional support involves mentoring and parent/guardian engagement.	Mayor's Office of Jobs & Community Service (Community Development Block Grant)

Congregacion Leon de Juda / Boston Higher Education Resource Center	Through federal grant funding, the City supports HERC's Passport to College program is a college advising and academic enrichment program that supports high school juniors and seniors, ages 14-18. Students explore career goals, develop leadership skills, visit colleges and develop skills to enter and successfully complete college.	Mayor's Office of Jobs & Community Service (Community Development Block Grant)
East Boston Social Centers	Through federal grant funding, the City supports East Boston's Social Centers, a youth network that provides educational support activities including MCAS preparation, homework assistance and college readiness; as well as life skills including budgeting, nutrition, healthy lifestyles, relationship-building, conflict resolution, and substance abuse prevention to youth, ages 13-18, attending school in East Boston.	Mayor's Office of Jobs & Community Service (Community Development Block Grant)
Ecumenical Social Action Committee	Through federal grant funding, the City supports a GED Plus program with the Ecumenical Social Action Committee to provide educational preparation, mental health counseling, career readiness and support services to enable students, ages 16-21, to effectively navigate the program, sustain employment and allow for increased earning potential.	Mayor's Office of Jobs & Community Service (Community Development Block Grant)
Generations	Through federal grant funding and with Generations, the City supports reading coaches which recruits Experience Corps volunteers serving as literacy tutors, providing intensive assistance to young readers, ages 5-10, building students' vocabulary, reading comprehension and self-esteem, in community-based after-school programs in Dorchester, Roxbury/South End, and South Boston.	Mayor's Office of Jobs & Community Service (Community Development Block Grant)
Haitian American Public Health Initiatives	The Haitian School Success Program (HSSP) offers after-school tutoring and mentoring from bilingual teachers on English, math and MCAS preparation to Haitian youth, ages 11-17, attending Tech Boston Academy. Youth also have access to workshops and action projects on leadership development.	Mayor's Office of Jobs & Community Service (Community Development Block Grant)
Hawthorne Youth and Community Center	The Positive Youth Development program offers academic support, summer activities and camp referrals, youth training and employment opportunities, and recreational activities for youth, ages 5-22, and their families in the Highland Park neighborhood of Roxbury.	Mayor's Office of Jobs & Community Service (Community Development Block Grant)
Hull Lifesaving Museum	The Home Waters program, an after-school recreation, academic support, and character education program based in Boston Harbor, serves youth ages 11-18. Participants develop fitness, leadership, and rowing skills; receive tutoring and academic support; study a maritime and conservation/renewable energy curriculum, and travel throughout New England to participate in events. Home Waters strengthens young people's self-confidence, academic and communication skills, and sense of social responsibility toward the goal of staying and succeeding in school.	Mayor's Office of Jobs & Community Service (Community Development Block Grant)
Hyde Park Municipal Building Community Center	Through federal grant funding, the City supports After-School Tutoring & Enrichment at the Hyde Park Municipal Building Community Center to offer remedial and enrichment reading, and math activities for Hyde Park youth ages 6-13, in grades 1 through 8.	Mayor's Office of Jobs & Community Service (Community Development Block Grant)
Hyde Square Task Force	Through federal grant funding, the City supports Hyde Square Task Force's Youth in Action / Jóvenes en Acción program offers after-school enrichment and evening tutorial programs to help youth, ages 14-18, implement strategies to succeed in school, become aware of college and career options, and develop specific skills to engage their Hyde Square and Jamaica Plain communities through dance and literacy workshops.	Mayor's Office of Jobs & Community Service (Community Development Block Grant)
Inquilinos Boricuas en Accion	Through federal grant funding, the City supports the Youth Development Program and IBA's College and Workforce Development Program that serves at-risk youth, predominantly Latino and African-American youth, ages 13-18, from Villa Victoria and the surrounding neighborhood. Project-based learning activities include academic support, violence prevention, life skills and employment workshops and ancillary services. Through the College and Workforce Development Program, South End/Lower Roxbury neighborhood youth have access to adult education and college-level classes; academic advising and case management; free childcare services; job readiness and workforce development opportunities.	Mayor's Office of Jobs & Community Service (Community Development Block Grant)
Jackson Mann Community Center	Through federal grant funding, the City works with the Jackson Mann Community Center to support an After-School Program that offers tutoring, homework assistance, literacy-based activities, math, enrichment activities including art, music and dance; and recreational activities during school vacation for children, between the ages of 5-12 and up to age 16 for children with disabilities, from low-income families that are in need of childcare, so that their parents are able to work, attend school, or participate in training programs.	Mayor's Office of Jobs & Community Service (Community Development Block Grant)
KeySteps	Through federal grant funding, the City supports KeySteps for Teen Parents program, a school-based program that helps expectant, parenting, and other at-risk youth, ages 14-25, to succeed in school, graduate and go on to higher education, post high school training and gainful employment. Operating out of several Boston public middle and high schools, the program provides counseling, case management, information, referral, outreach, and educational services in human growth and development, parenting, and life options.	Mayor's Office of Jobs & Community Service (Community Development Block Grant)

Laboure Center	Through federal grant funding, the City supports the Laboure Center's Family Intervention Program (FIP) which provides flexible outreach counseling and case management services, working closely with local schools and other community resources, to support youth in South Boston, ages 10-20, who struggle with poor academic achievement, poor school attendance and increased dropout rates.	Mayor's Office of Jobs & Community Service (Community Development Block Grant)
Mattapan Community Center	Through federal grant funding, the City supports the Mattapan After-School Collaborative to offer homework assistance, literacy coaching with ReadBoston-trained staff, creative writing, computer instruction, along with fitness, nutrition, and artistic projects to children, ages 6-13, to support their overall academic progress and healthy development at the Mattapan Community Center.	Mayor's Office of Jobs & Community Service (Community Development Block Grant)
Mission Hill Community School Council (Tobin)	Through federal grant funding, the City supports the Tobin After-School program that serves youth, ages 6-16, through educational, physical and social development opportunities including homework help, fitness activities, computer instruction and daily enrichment activities such as chess club, computer lab, visual arts, music, cooking, etc.	Mayor's Office of Jobs & Community Service (Community Development Block Grant)
Nazzaro Recreation Center	Through federal grant funding, the City supports the Nazzaro Recreation Center's youth program that offers a summer day camp and recreational and support services in a drop-in after-school setting for youth, ages 6-19, primarily residents of the North End/Waterfront neighborhood. Children take part in homework assistance, sports leagues, field trips, and family events. Teens have space to exercise and socialize, and also attended workshops offered by the Health Center. Teens have employment opportunities at the center, in summer camp, or at the Mirabella pool.	Mayor's Office of Jobs & Community Service (Community Development Block Grant)
Partners for Youth with Disabilities	Through federal grant funding, the City supports the Youth Entrepreneurs Project that partners with inner-city Boston schools to serve students with disabilities, ages 11-21, through a unique work-readiness program, in which students participated in work-based learning experiences to prepare for post-secondary education, employment and independent living.	Mayor's Office of Jobs & Community Service (Community Development Block Grant)
South Boston Neighborhood House	Through federal grant funding, the City supports the Education and Career Development program at the South Boston Neighborhood House that serves youth, ages 11-24, living in South Boston. Program activities include employment and co-op internships; leadership development, and educational support including SAT Prep and college readiness activities.	Mayor's Office of Jobs & Community Service (Community Development Block Grant)
Teen Center at Saint Peter's	Through federal grant funding, the City supports the Teen Center at Saint Peter's which targets youth between the ages of 12-19 and offers support services to help teens succeed in school, develop needed life skills, selecting, applying and getting into college. Activities range from academic support services, including tutoring and test preparation, to recreational activities and job readiness skills.	Mayor's Office of Jobs & Community Service (Community Development Block Grant)
United South End Settlements (USES)	Through federal grant funding, the City supports the USES After School Program operates year-round and offers homework help, individual tutoring and various activities in math, cooking, science, literacy, visual and performing arts, athletics and technology to youth, ages 5-12, living in the South End/Lower Roxbury neighborhood of Boston. All children participate in monthly violence prevention education and conflict resolution activities.	Mayor's Office of Jobs & Community Service (Community Development Block Grant)
Uphams Corner Community Center	Through federal grant funding, the City supports Uphams Corner Community Center's youth development program offers homework help, one-on-one tutoring, math support, college experiences at Boston College and Suffolk University, college tours, assistance with college applications; as well as leadership and workforce development activities for youth between the ages of 10-22.	Mayor's Office of Jobs & Community Service (Community Development Block Grant)
Viet-Aid	Through the federal grant funding, the City supports Viet-Aid's Family and Youth Initiative which serves at-risk elementary and middle school students, ages 8-14, to help them develop academic, social and cultural competencies to succeed in school. Youth receive tutoring in English and math; and participate in enrichment activities involving community service, cultural events, life skills workshops, and fitness/physical activities. Parents receive support to overcome socioeconomic barriers, improve their ability to discipline and communicate with the students, and to work with the teachers and schools to better advocate for their children's educational needs.	Mayor's Office of Jobs & Community Service (Community Development Block Grant)
West End House Boys and Girls Club	The West End House Boys and Girls Club's Project Learn program offers academic support, college preparation and career development opportunities for youth between the ages of 7-18. Through partnerships with local schools and the Jackson Mann Community Center, youth gain skills necessary to succeed in school, graduate high school, earn a post-secondary degree and become gainfully employed. The program also offers targeted reading intervention for elementary students reading below grade level, and college preparation activities for all teens.	Mayor's Office of Jobs & Community Service (Community Development Block Grant)

Youth & Family Enrichment Services	Through federal grant funding, the City supports the Youth Builders After-school and Summer Program which assists youth, ages 7-18, and their families in navigating the education system and accessing health, financial, housing, employment and other needed resources. After-school services are provided to middle and high school youth and summer programming to middle and upper elementary youth. Activities include skill-building and homework help, health education related to sexuality, substance abuse, violence prevention and healthy development, as well as recreational and cultural awareness community service projects.	Mayor's Office of Jobs & Community Service (Community Development Block Grant)
ZUMIX	Through federal grant funding, the City supports ZUMIX's Hands-On Youth Development Program which engages youth, between the ages of 7-18, in personal growth, artistic development, and civic responsibility. Activities involving music and technology help youth improve their communication skills, interpersonal skills, and provided valuable job training opportunities.	Mayor's Office of Jobs & Community Service (Community Development Block Grant)
Boston Centers for Youth & Families (BCYF) After-School Programming	BCYF offers after-school programming at its 29 community centers, spanning neighborhoods throughout the City of Boston. For a complete and updated listing of after-school programming, see also the BCYF Fall/Winter and Spring Guides.	Boston Centers for Youth & Families
Boston Neighborhood Basketball League	Through BCYF, the nation's oldest neighborhood basketball program, Boston Neighborhood Basketball League brings youth between the ages of 11 and 18 together to compete in twice weekly games in three age divisions.	Boston Centers for Youth & Families
Mayor's Cup Pop Warner Football Jamboree	Through BCYF, teams from across Boston kick off the football season during this championship competition for youth between the ages of 6 and 15 in their respective age divisions.	Boston Centers for Youth & Families
Basketball Programs	BCYF offers a large number of youth basketball programs and leagues, from Pee-Wee Development leagues to youth and high school age levels. Some examples include Ball til you Fall at BCYF Gallivan Community Center and Back to School Basketball at BCYF Tobin Community Center	Boston Centers for Youth & Families
Boys Groups	Several centers host programs to support healthy development of boys, including Boys Group at BCYF Curtis Hall and Boys Self-Empowerment Program and Cotillion at BCYF Perkins.	Boston Centers for Youth & Families
Father's Group	BCYF Shelburne Community Center engages fathers in its Nurturing Father Program for men 21 and over.	Boston Centers for Youth & Families
Coaching Boys into Men Curriculum	Athletic Staff at all BCYF sites have been trained to deliver the Coaching Boys into Men Curriculum, designed to teach youth about healthy relationships and dating violence prevention.	Boston Centers for Youth & Families
Summer Programming	See Also BCYF Summer Guide for a complete listing of summer programming.	Boston Centers for Youth & Families
Fun Stops and Super Fun Stops	Through BCYF, this drop in program provides structured games, sports activities and art projects at ten locations citywide and is an affordable, flexible option for parents looking for summer activities a couple hours on weekdays.	Boston Centers for Youth & Families
Sports Centers	These free drop-in summer programs provide youth with the opportunity to stay engaged and active during the summer months by learning and developing the fundamental skills to participate in a variety of sports and athletic activities. The BCYF Sports Centers occur at three locations throughout Boston: White Stadium in Franklin Park, Moakley Park in South Boston, and Sartoti Stadium in East Boston. White Stadium offers additional math and reading enrichment opportunities on Mondays.	Boston Centers for Youth & Families
Boston Centers for Youth & Families (BCYF) G.I.R.L.S. Program	Growth, Intervention, Respect, Leadership & Service (GIRLS) Program through BCYF is committed to providing high quality programs and services to meet the unique needs of Boston's girls. Gender specific programming helps meet girls' developmental needs in an empowering, supportive and welcoming environment. The goal of G.I.R.L.S. is to help Boston's girls meet their full potential and become healthy, strong, self-confident, and successful women through their participation in high-quality, meaningful programs that meet their interests and needs. BCYF provides programming that is inclusive of girls of all ages, interests and backgrounds.	Boston Centers for Youth & Families
Information Technology		
Tech Goes Home	Tech Goes Home serves Boston Public School students, the community, and small businesses who serve low income neighborhoods with access to skills, hardware, and access to 21st century success. Additionally, Tech Goes Home is coordinating a citywide campaign to connect more residents to internet access. Programs are developed specifically for Tech Goes Home School, Tech Goes Home Community, Tech Goes Home Small Business, Tech Goes Home Early Childhood, Tech Goes Home Volunteers, and Tech Goes Home Boston.	Department of Information Technology

Boston Public Computing Center	The Boston Public Computing Center is a partnership between BHA, Boston Centers for Youth & Families, Boston Public Library and the City of Boston's Department of Innovation and Technology. Beginning in 2009, this effort created new and/or upgraded existing computer labs throughout the City of Boston. The purpose is to provide low-income Boston residents, particularly BHA residents, access to high speed Internet and up-to-date software with the intent to learn how to use technology for education, employment and improved access to vital resources. BHA has 10 computer centers in collaboration with some of its local tenant organizations and other community based organizations. Some centers are operated by BHA partners, and other are run directly by BHA. The centers are open to the public and have varying business hours.	Department of Information Technology, Boston Housing Authority, Boston Centers for Youth & Families, and Boston Public Library
Public Health		
The Father Friendly Initiative	The Father Friendly Initiative (FFI) is a family-focused service program that provides men of color the skills and resources to become active members to their families and to their community, offering a supportive space for men to discuss ways they can be more involved in their child(ren)'s lives, encouraging emotional connections and identifying approaches to providing resources for to improve the quality of life for their child(ren). FFI also provides case management services for fathers with child support, assistance with insurance enrollment, increased access to counseling and treatment, and opportunities for employment or continued education.	Boston Public Health Commission
Start Strong: Engaging Men and Boys	The Boston Public Health Commission, in partnership with the Boston-based non-profit Close To Home, was awarded a grant by the Office of Violence Against Women (OVW) to create a public education and community organizing campaign designed to engage boys and young men in addressing teen dating violence. The goal of the project is to reduce teen dating violence and support healthy teen relationships by changing community and gender norms. This goal will be accomplished by engaging boys and young men of color from low-income Boston neighborhoods in leadership training as well as public awareness and community organizing activities.	Boston Public Health Commission
Violence Intervention Advocacy Program (VIAP)	The Violence Intervention Advocacy Program (VIAP), developed under Boston Medical Center, receives support services for victims of community violence from the Commission by helping victims of violence recover from physical and emotional trauma develop the skills and find the strength they need to move forward and create positive changes in their lives, support and strengthen other victims of violence in order to foster safer communities.	Boston Public Health Commission
Partners Advancing Communities Together (PACT)	The Boston Partners Advancing Communities Together (PACT) is a partnership among 5 youth-serving organizations in Boston committed to reducing the number of youth most at risk from becoming victims to gun violence. Partners work to build a strong professional network to increase accountability and provided effective services for PACT clients, which include subsidized employment opportunities, case management and mental health, as well as trainings and skill-building opportunities for agencies serving this population.	Boston Public Health Commission
Men's Health and Recovery Program	Based on the implementation of a six-year federally funded program for young Latino and African American men re-entering their communities after incarceration, the BPHC identified an unmet need for substance abuse services and HIV prevention in these populations. As a result of the project findings, the Commission developed a new outpatient treatment program for Latino and African American men. The treatment approach incorporates evidence-based approaches including cognitive-behavioral interventions, motivational interviewing, case management and wrap around services.	Boston Public Health Commission
Partnerships to Improve Community Health (PICH)	The Commission, in collaboration with the Boston Alliance for Community Health (BACH), will lead efforts to support policy and systems changes that encourage healthy choices in physical activity, nutrition and smoke-free housing. The three-year funding began in September 2014 and the work plan is being finalized. Efforts will include: a citywide approach; focused strategies that reach low-income residents and public school students; and neighborhood-specific initiatives in Mattapan and North Dorchester.	Boston Public Health Commission
Boston REACH: Partners in Health and Housing (Boston PHH)	The Partnership in Health and Housing (PHH) coalition is a four-way partnership among the Commission, Boston Housing Authority, Boston University School of Public Health and the Community Committee for Health Promotion (composed of public housing residents and community representatives). Through resident engagement, the mission of PHH is to improve the health and well-being of public housing residents and families. Initiative components include: increased tobacco free environments and reduce use of menthol cigarettes; increased access to healthy beverages, including tap water, as alternatives to soda and other sugar-sweetened beverages and; increased access to opportunities for chronic disease prevention, risk reduction or management through clinical-community linkages for smoking cessation, particularly in Roxbury and Dorchester.	Boston Public Health Commission

REACH	The REACH Obesity and Hypertension Project enables the Commission in partnership with local community-based organizations, advocacy groups, and academic institutions to continue its work in reducing obesity and hypertension among Black and Latino residents living in high-risk neighborhoods through increased opportunities for physical activity among youth of color, greater access and improved safety to outdoor space, and education to promote healthy food and beverage consumption.	Boston Public Health Commission
Men's Health CREW	The Men's Health Community Resources for Empowerment and Wellness (CREW) is a 12-month internship program for African-American and Latino males between ages 18 to 25 that aims to relieve health disparities among men of color, improve access to healthcare services, providing the skills and knowledge to improve or maintain their own health through prevention as they pursue career goals in the health field.	Boston Public Health Commission
Boston Area Health Education Center	The Boston Area Health Education Center (BAHEC) aims to diversify the pool of health professionals in Boston by encouraging youth to pursue careers in health and public health. BAHEC develops, implements, and evaluates in-school and after-school enrichment programs and events for middle and high school aged youth from Boston. The Peer Leadership Institute (PLI) trains and supports high school students to become role models and leaders who promote positive behavior change in their schools and communities. Grounded in youth development principles, the program prepares young people to be peer leaders in health promotion and public health practice. The issues PLI focuses on include sexual health, substance abuse, and fitness and nutrition.	Boston Public Health Commission
Lead Initiative	Mayor Martin Walsh announced the launch of multi-city agency collaboration between FHE, BPHC, DND, and ISD to protect our children and city from the dangerous effects of lead exposure and housing discrimination. The initiative is coordinated by the FHE and has established the following measurable goals over the next five (5) years: Department of Neighborhood Development Lead Safe Boston will "de-lead" 400 housing units (80/year); Fair Housing and Equity will educate 2,500 at risk residents on fair housing and lead awareness (500/year); Inspectional Services Department will conduct 325 lead determinations in high risk units (65/year); Boston Public Health Commission will train and license 500 contractors (100/year) and 250 homeowners (50/year) in lead safe renovation.	Fair Housing & Equity, Department of Neighborhood Development, Inspectional Services Department, Boston Public Health Commission
Boston Public Schools (BPS) Health & Wellness Policy	The Boston Public Schools (BPS) aims to actively promote the health and wellness of all students to advance both their healthy development and readiness to learn. Student wellness is a core value of the Boston Public School District. The Comprehensive Health & Wellness Policy which took effect in September 1, 2013, is inclusive of all students, staff and families. This includes but is not limited to individuals' identities that are related to culture, race, ethnicity, sexual orientation, gender, and ability.	Boston Public Schools
Boston Schoolyard Initiative (BSI)	The Boston Schoolyard Initiative (BSI) has been transforming Boston's schoolyards from barren asphalt lots into dynamic centers for recreation, learning and community life. School-by-school, neighborhood-by-neighborhood, BSI has reached children, families, community members and teachers with vibrant outdoor spaces for increased physical activity and creative new approaches to using the schoolyard for teaching and learning. The 35 Outdoor Classrooms and 90 Schoolyards built over the last 20 years provide urban schools with varied natural eco-system features, weather stations, vegetable and herb beds, and safe play spaces. These resources promote physical activity for our students and the Outdoor classrooms provide outdoor learning spaces that nurture an awareness and stewardship for the natural environment as well as provide students real connections back to curriculum that improve student learning.	Boston Public Schools, Office of Energy, Environment and Open Space
BEST Clinicians in BPD districts	The BPD has been partnering with the Boston Medical Center's (BMC) Boston Emergency Services Team (BEST)—the Boston-area Emergency Service Program (ESP) Provider—in order to improve our response to emotionally disturbed persons (EDPs). BEST clinicians are embedded in a few of our busiest district stations so that these clinicians can co-respond with officers to calls involving EDPs and provide on-site assistance.	Boston Police Department and BEST
Youth Cycling Program	Boston Bikes provides on-bike training to 6,000 youth per year, with 60% of the youth being male. Ages range from elementary through high school, with middle school being the primary age range	Boston Bikes
Roll it Forward	Boston Bikes provides bikes for low-income Boston residents. While not focused specifically on youth, a large number are youth, including numerous young adults.	Boston Bikes
Parenting Wisely	Parenting Wisely incorporates parents and guardians as well as youth "at risk for or are exhibiting behavioral problems." Recognized as an evidenced-based strategy by the U.S. Substance Abuse and Mental Health Services Administration, the Boston families that participated in the Parenting Wisely program in 2014 are currently expanding the model through a project known as Strengthening Families.	Boston Public Health Commission

Public safety		
Boston Police Department (BPD) School Unit	The program expansion of the Boston Police Department's school unit to include elementary aged Boston Public School students to enhance community and school based positive relationships with the Boston Police Department that does/will include collaboration with a variety of non-profit partners. Boston Police are currently involved in eight elementary schools and will expand further.	Boston Police Department
Re-Entry Coordination	The City recently created a position and hired a Re-Entry Coordinator based in the Mayor's Office of Jobs and Community Service. This position works with the Mayor's Office of Jobs and Community Service and the Mayor's Public Safety Initiative to centralize and coordinate re-integration efforts of those incarcerated and returning to the City of Boston. Those efforts include evaluation of current BHA policies and review of active vendor list of city contracts for potential employment opportunities. Additionally, a potential "city hall" pilot apprenticeship/internship program is currently in the early development stage (doesn't have final approval) that would utilize professional development and mentorship models for career success.	Mayor's Public Safety Initiative, Mayor's Office of Jobs and Community Service
Trauma Response	In addition to the Boston Public Health Commission's trauma response plan and team, the City recently created and hired a program coordinator position within the Mayor's Public Safety Initiative to centralize and coordinate the City's response to trauma. This coordinator's primary focus is to collaboratively work with city agencies and non-profits to develop a sustained and seamless programmatic response to violence and trauma within the City.	Boston Public Health Commission, Mayor's Public Safety Initiative
Operation Exit	The creation of "Operation Exit" through the Mayor's Public Safety Initiative in collaboration with Cabinet of Health and Human Services and Cabinet of Economic Development. "Operation Exit" is a pre-apprenticeship partnership with trade unions that identified young men and woman gang involved or at significant risk of involvement/violence. The program launched in September 2014 with 16 participants, and includes a "call in" with young men and woman and presentation through the Mayor's Office of 7 business agents and the general agent of the trade unions about the meaningful employment and career opportunities, pension and annuity benefits, etc. The program length is 3 weeks with guaranteed union placement upon completion. Inaugural class graduated with program successfully completed and employment placement is currently underway. This pre-apprenticeship program exemplifies public and private collaboration.	Mayor's Public Safety Initiative / YOU Boston
Re-Entry / Boston Reentry Initiative for SCHOC Inmates & Overcoming the Odds for MA DOC inmates returning to the City of Boston	Boston Re-entry Initiative has expanded to collaborate with the Department of Corrections newly established "Overcoming the Odds" pilot, this includes but not limited to, a partnership with the Boston Police Dept., Suffolk County Sheriff's Dept., the Office of Probation and Parole and a number of additional non-profit and city agencies to address continued challenges of re-entry and re-integration.	Boston Police Department / Office of Research and Development
Boston Police Department / Homicide and Firearms	In an effort to address the long standing challenges of unsolved homicides, the Boston Police Homicide Unit are in the implementation stages of engaging city, non-profit agencies and the community to address the root causes of disengagement and distrust in the neighborhoods most impacted by homicide and firearms.	Boston Police Department
Boston Centers for Youth & Families (BCYF) Streetworker Program	BCYF's Streetworker Program plays a critical role in keeping neighborhoods safe through youth violence prevention and intervention. Streetworkers form relationships with at-risk youth, connect youth to resources, and mediate conflicts.	Boston Centers for Youth & Families
Youth Link	Youth Link offers prevention and early intervention programs in partnership with police departments, housing authorities and dedicated business leaders who support eliminating crime by offering new possibilities to youth at risk of violence and gang involvement. The program has offered programs to youth living in BHA's Franklin Field Development since 2008.	Boston Housing Authority
Youth Leadership Institute	The Boston Housing Authority's (BHA) Youth Leadership Institute (YLI) is a youth mentorship and work experience program established in the summer of 2010 in partnership with the City of Boston and various community partners. The purpose is to prepare BHA resident ages 15 through 21 the necessary skills for the work force.	Boston Housing Authority
Educating the Mind and Leaving Drugs and Violence Behind	Educating the Mind is a five-week mentorship basketball league and clinic that takes place over five weeks in the summer. Boston Housing Authority (BHA) residents ages 8 through 18 are encouraged to cultivate their skills on the court – and not engage in violence and substance abuse. Participants are transported to the Boys & Girls Club in Roxbury and attend conflict resolution and drug prevention workshops prior to basketball practice.	Boston Housing Authority

The Boston Police Explorers Program	The Boston Police Explorers Program is a career exploration program partnership between the BPD and the Boy Scouts of America. The program is open to young men and women ages 14 (and completed the 8th grade) and not yet 21 years old with an interest in learning more about careers in the field of Law Enforcement. Law Enforcement Exploring provides educational training programs for young adults on the purposes, mission, and objectives of law enforcement. The program provides career orientation experiences, leadership opportunities, and community service activities. The primary goals of the program are to help young adults choose a career path within law enforcement and to challenge them to become responsible citizens of their communities and the nation.	Boston Police Department, Area B District 2, Community Service Office
National Forum on Youth Violence Prevention	The City of Boston has been a member of the Obama Administration's National Forum on Youth Violence Prevention since 2010. Boston was one of the original six cities selected to be part of this learning community of cities and federal agencies regarding best practices, challenges, and strategies to prevent and reduce youth violence. Led federally by the Department of Justice, the Forum has since grown to 14 cities from across the country. Locally, it has been led by the Boston Police Department.	Boston Police Department, Mayor's Office of Public Safety Initiatives, Boston Centers for Youth and Families, Boston Public Schools, Youth Options Unlimited, and the Boston Public Health Commission
Workforce Training & Apprenticeship Programming (including Young Adults)		
Action for Boston Community Development	ABCD's career exploration programs introduces youth 16-21 to jobs in the Culinary Arts, Health, Building Trades, and Early Childcare industries. Also included are case management, counseling, work readiness, and follow-up.	Mayor's Office of Jobs and Community Service
Marine Apprenticeship Program	The Marine Apprenticeship Program provides youth 16-21 years old with an introduction to careers in the marine trades. Also included are case management, counseling, work readiness, and follow-up. The program targets court-involved youth.	Mayor's Office of Jobs and Community Service
Sociedad Latina	Sociedad Latina provides youth 16-21 with an introduction to careers in the Health industry. Also included are case management, counseling, work readiness, and follow-up.	Mayor's Office of Jobs and Community Service
YouthBuild Boston	YouthBuild Boston provides youth 16-21 with an introduction into careers in the Building Trades and a HiSET. Also included are case management, counseling, work readiness, and follow-up.	Mayor's Office of Jobs and Community Service
East Boston Neighborhood Health Center	E.B.N.H.C. provides training for youth 18-21 as a Home Health Aide and as a Certified Nurse's Assistant. Also included are case management, counseling, work readiness, job placement, and follow-up.	Mayor's Office of Jobs and Community Service
Boston's Criminal Record Employment Initiative	Through this new initiative, Launched in 2014, this initiative is aimed at helping those with a convictions history obtain meaningful employment by requiring city's vendors adopt hiring practices that do not overly rely on criminal background checks for non-sensitive positions. The Office of Fair Housing and Equity (FHE) also currently provides workshops to educate job seekers on this policy, posts a list of current city vendors to their website, provides technical assistance in adopting CORI friendly hiring practices to City of Boston vendors, conducts an annual vendor compliance survey, and investigates allegations of city vendor non-compliance with CORI friendly hiring practices for non-sensitive positions.	Office of Fair Housing and Equity
DREAYM Program (Developing Resources by Educating Adult and Youth Minds)	The DREAYM Program provides adult and youth Boston Housing Authority (BHA) residents with skills and education necessary for career advancement. Case Coordinators provide help with job search skills and placements, GED, English as a Second Language (ESL) and post-secondary education classes. The program offers structured after-school and summer activities and childcare, transportation and healthcare support services.	Boston Housing Authority
Building Pathways	Building Pathways is a seven-week pre-apprenticeship program to prepare participants for a career in the building and construction trades. This program is open to all Boston Housing Authority (BHA) residents and City of Boston residents who meet Section 3 requirements for low and very-low income. Participants will receive coordinated case management and job placement services.	Boston Housing Authority
Resident Health Advocate (RHA) Training Program	The RHA program is a 10-week community health worker training program sponsored by the BU School of Public Health Partners in Health & Housing Prevention Research Center. Residents of the BHA's family public housing developments are eligible to apply. Each session focuses on a specific health topic and graduates of the program are eligible to apply for a limited number of paid internships, which last approximately six months. The program is ideal for residents interested in a career in the healthcare field.	Boston Housing Authority
Charlestown Adult Education Program (ESL/GED)	This program offers preparatory GED and GED classes to young adults and adults (18 years and older) who wish to complete their high school education. The program also offers English as a Second Language (ESL) classes. In addition to classroom instruction, students may also access individualized tutoring and computer skills classes. Preference is given to BHA residents of the Charlestown development. Classes are held at 76 Monument Street in Boston.	Boston Housing Authority

Appendix B: Black and Latino Collaborative Commissioned Scan of Identified Community-Based Organization Programs



Organization	Mission	Relevant Programming	Area of Focus										Community Served				
			Direct Service	Advocacy/Community Organizing/Grassroots	Citizenship/	Dual Language	Family Support	Employment	Disability	Health	Supplemental	Age or Grade	Black	Latino	Male	Female	Other descriptor
Alternatives for Community and Environment (ACE)	ACE builds the power of communities of color and low income communities in Massachusetts to eradicate environmental racism and classism, create healthy, sustainable communities, and achieve environmental justice.	Roxbury Environmental Empowerment Project (REEP): environ justice curric, after school youth leadership prog, youth-led organizing projects	x														communities of color
Artists For Humanity, Inc.	Founded in 1991, Artists For Humanity's mission is to bridge economic, racial and social divisions by providing under-resourced youth with the keys to self-sufficiency through paid employment in the arts.	High School Credit; Arts/STEM; literacy; tutoring; college prep; college retention	x				x						13 to 19				underserved
BAGLY	The Boston Alliance of Gay, Lesbian, Bisexual and Transgender Youth, is a youth led, adult supported social support organization, committed to social justice, and creating, sustaining and advocating for programs, policies and services for the LGBTQ youth community.	advocacy for LGBT youth	x				x										
Big Brothers Big Sisters Mass Bay	The Big Brothers Big Sisters of Massachusetts Bay Mission is to provide children who lack positive adult role models with strong and enduring, professionally supported one-to-one relationships with caring, responsible adults that change their lives for the better, forever.	Mentoring -- community, school, and campus based													X	X	
Bird Street Community Center	To provide low income high-risk youth with all of the critical programs and services that allow inner city children and youth to rise above poverty, to become the first in their families to graduate from college, to lead the community as a place of peace and prosperity, and to thrive as the adults of tomorrow. Bird Street provides these programs and services in an environment that is youth-friendly, safe, and supportive of the potential that is possible when families schools, and agencies work together to nurture the young.	School Age Program (before and aftercare, homework support, math/literacy, phys activity, health/nutrition/wellness, arts/humanities, critical thinking, technology). Youth Development Program (Academic, Leadership, Workforce dev,arts/humanities, life skls, financial lit, tech, gender specific, mentoring, comm service, violence prev, case management, sports/rec)	X				x					5 to 13; 10-22			X	X	
Boston After School and Beyond	To provide opportunities for all of Boston's children and youth to develop to their full potential by implementing a systemic approach to youth development in Boston.	umbrella/coordinating organization		x													advocacy and support
Boston Childrens Chorus	The Boston Children's Chorus (BCC) harnesses the power and joy of music to unite our city's diverse communities and inspire social change. Our singers transcend social barriers in a celebration of shared humanity and love of music. Through intensive choral training and high-profile public performance experience (locally, throughout the U.S. and around the world), they learn discipline, develop leadership skills, and proudly represent the city of Boston as ambassadors of harmony. - See more at: http://www.bostonchildrenschorus.org/about_us#sthash.efiGLk9.dpuf																X
Boston Childrens Theater	Boston Children's Theatre's (BCT) mission is to provide access to exceptional theatrical experiences dedicated to fostering the artistic and personal development of diverse youth, with a focus on professional training and the development of new works.	Theater classes, workshops, performances	x														
Boston Debate League	To measurably improve students' academic achievement and their expectations of themselves by engaging as many BPS high school and middle school students as possible through academic debate.																urban students of color
Boston HERC	The Higher Education Resource Center (HERC) is a ministry of the Congregación León de Judá that serves under-represented urban students in grades 6-12 and their families through out-of-school academic enrichment, academic support and retention services to help them graduate from high school, and college and career advising. HERC awakens vision and purpose in the lives of the participants. HERC equips and empowers them to achieve their vision, to realize their potential and to transform their lives and communities.	faith based college advising, mentoring, academic enrich; SAT prep; ESOL & Computer Lit for adults	X			x	x			x		Grades 6-12					under-represented urban
Boston Youth Organizing Project (BYOP)	We are an organization of youth, led by youth and supported by adults, who are united by a common purpose: to increase youth power and create positive social change. To do this, we develop counter-cultural values, build relationships across differences, train and develop leaders, identify key issues of concern and take action for justice. Our goals are to improve the lives of young people, increase real political participation and build community.	Organizing campaigns	X														
Boston Youth Sanctuary	Specializing in the implementation of sustainable community support networks and the teaching of lifelong coping skills for at-risk youth building self esteem and pride in the community providing excellent clinical care in one multi-functional facility giving youth adn families hope for the future.	art therapy, yoga, cultural identity group, family support, nutrition, therapy, enrichment groups (cooking, problem solving, performing arts), educational advocacy	x	x			x										at-risk
Boston Youth Service Network	Our mission is to strengthen and align a community-based system of education, workforce development and youth development services to positively engage proven risk youth and move them towards economic self-sufficiency.	Career, AltDiploma, GED, Emergency, Professional: for other youth serving orgs						x	x			16 to 24					low income, disconnected, off track, out of school
Boston Youth Symphony Orchastra	The Boston Youth Symphony Orchestras (BYSO) encourages musical excellence in a professional and supportive environment by providing the highest quality orchestral training and performance opportunities to qualified musicians, grades K-12, while making its programs accessible to under-served communities through financial assistance and outreach.	Concert Production; Orchestra Training	x									Grades K to 12					

Organization	Mission	Relevant Programming	Type	Area of Focus							Community Served					
				Direct Service	Advocacy/Community Organizing/Grassroots	Citizenship/Dual Language	Family Support	Employment	Disability	Health	Supplemental	Age or Grade	Black	Latino	Male	Female
Bowdoin St Health Center	Bowdoin Street Health Center offers comprehensive primary and specialty care with specialized expertise in the careful management of chronic disease, especially diabetes. The Center is also an innovator in transforming its practice into a Patient-Centered Medical Home, improving patient outcomes through stronger provider-patient partnerships in co-managing one's health. Bowdoin's approach includes a self-care program, a multidisciplinary care team, group medical visits, screenings for depression and home visits - See more at: http://bidmc.org/CentersandDepartments/Departments/CommunityHealthCenters/BowdoinStreetHealthCenter.aspx/#sthash.vW2oqhtH.dpuf	Clinical Services, Community Health, Adolescent Case management	x						x							
Boy Scouts of America - Minuteman Council	The Mission of the Boy Scouts of America is to prepare young people to make ethical choices over their lifetime by instilling in them the values of the Scout Oath and Law.	Cub Scouts, Boy Scouts, Scoutreach (low income/at risk prog)	X							5 to 18			x			low income/at risk
Boys and Girls Clubs of Boston	Boys & Girls Clubs of Boston is a 501(c)3 whose mission is to help young people, especially those who need us most, build strong character and realize their full potential as responsible citizens and leaders. - See more at: http://www.bqcb.org/about-us/#sthash.ReiNIQTh.dpuf	Arts, Education, Leadership, Life Skills, Sports, Fitness and Recreation	X						x	6 to 18						
Boys and Girls Clubs of Dorchester	To inspire and enable all young people, from diverse circumstances, to realize their full potential by providing opportunities for personal growth to become contributing, caring and responsible members of the community.	Aquatics, Art, Early Ed/Care, Education, Film, Enrichment, Afterschool, recreation	X							5 to 18						
Brookside Community Health Center	To provide high quality, comprehensive, multi-disciplinary, family-oriented care to those who live and work in Jamaica Plain and the city of Boston, regardless of ability to pay.	Clinical services, Youth wellness programs	x						x							
Brookview House, Inc	The agency's mission is to help homeless families and families at risk of homelessness learn the skills necessary to break the cycle of homelessness and poverty.	Youth Dev Program: After school, school based, teen prog, girls group, boys group	X			x				5 to 19			x	x		
Catholic Charities of the Archdiocese of Boston	Catholic Charities of the Archdiocese of Boston programs serve the poor and working poor in your community with dignity and compassion. For over 100 years, Catholic Charities has helped families as they struggle to put food on the table, secure child care for their children and seek out better opportunities through education. Last year alone, Catholic Charities served over 200,000 of your neighbors of all faiths across Eastern Massachusetts. At Catholic Charities, we strive to help people become self-sufficient.	GED Program, ESOL, Childcare, Teen Center at St. Peters; mentoring	x		x	x	x	x		0 to 19						poor, working poor; youth exposed to violence
Childrens Services of Roxbury	We strive to provide high quality services to economically disadvantaged children, youth, families, and individuals thereby promoting and strengthening family life and individual growth.	Youth and Family services: foster care, family residence foster home, adoption, family visitation, youth& police in partnership	x			x										
City Mission Society Boston	City Mission Society unites communities and transforms individuals through service, education, and advocacy. Our programs help youth and adults achieve their full potential while providing opportunities for congregations and communities to engage in social action and change.	homelessness prev; Urban Outreach; community events	x	x												impoverished residents in boston neighborhoods
Codman Square Health Center	At Codman Square Health Center (CSHC) we go beyond providing clinical solutions to clinical conditions - our goal is promote a culture of health in our community. CSHC opened in 1979 with the mission to serve as a resource for improving the physical, social, and mental health of the community.	School Based Health; LAUNCH (early childhood mental health services)	x			x	x	x								
Dimock Community Health Center	Our mission is to heal and uplift individuals, families and our community.								x							
Dorchester House Multi-Service Center	At Dorchester House, we believe that the health of the individual, the family and the community are all related. The services we offer draw on the strength of these connections and are aimed to provide comprehensive care for our patients.	Generation Next Academy Teen Center							x							
Dorchester Youth Collaborative	The mission of the Dorchester Youth Collaborative is to help low-income and at-risk urban youth who live in areas of high crime and unemployment to succeed through education, positive youth development, arts, sports, and mentoring.	Center for Urban Expression(mentoring, rec, media, perf arts, counseling); Democracy club; Quantum Program (mentoring/academic support), Safe City Academy (alt ed prog)	x				x			13 to 19		x	x			
Dudley Street Neighborhood Initiative	DSNI's mission is to empower Dudley residents to organize, plan for, create and control a vibrant, diverse and high quality neighborhood in collaboration with community partners.	ArtPlace Initiative; Saturday School; Stronger Leaders Brighter Future; Youth employment	x	x		x	x			13-19						
East Boston Ecumenical Community Council	Founded in 1978 to promote racial harmony, East Boston Ecumenical Community Council (EBECC) is a neighborhood-based organization that today promotes the advancement of Latino immigrants of all ages through education, services, advocacy, community organizing, and leadership development. By participating in EBECC programs, newcomers build support networks and acquire information and skills to achieve their own goals. By participating in EBECC organizing initiatives, individuals engage in collective action to improve the quality of life in East Boston and to advance immigrant rights at the local, state, and national levels.	Immigration assistance, ESL, adult ed; Youth: homework help, computer access, English class, field trips, workshops, counseling; parent & community organizing	x	x		x	x			x	youth program for high school ages		X			
East Boston Neighborhodd Health Center	n/a	CATCH (special healthcare needs)	x						x							
Ellis Memorial	For over a century, Ellis has worked to strengthen Boston's inner-city working families with high quality education and care for children, youth and vulnerable adults. The goal of all our programs is to engage, educate andempower.	Early Ed, AfterSchool, Family support services, inter-generation (children and elderly project), nutrition program	X						x	5 months to 13 (also adult)						

Organization	Mission	Relevant Programming	Type		Area of Focus						Community Served				
			Direct Service	Advocacy/Community Organizing/Grassroots	Dual Language	Family Support	Employment	Disability	Health Supplemental	Age or Grade	Black	Latino	Male	Female	Other descriptor
Family Service Association of Greater Boston	Family Service promotes self-sufficiency and well-being of at-risk families, children and youth through innovative, culturally competent, and integrated health and social services, thereby contributing to healthy communities. Serving principally low-income residents of Boston's urban communities, struggling with emotional, psychological, physical and economic impact of poverty, abuse, violence and parental neglect, we target prevention/harm reduction; pee/family education; social-emotional competency; parenting skill-building; and behavioral health and trauma—to prevent/alleviate factors which could lead to family or community crisis. Our core expertise is disrupting the cycle of inter-generational family disadvantage and advancing clients' potential for life-altering change.	Behavioral Health; Family Independence/Teen Living; Helping Fathers be Fathers; Men in the Making; Strong start	x			x		x							
Fenway Community Health Center	The mission of Fenway Health is to enhance the wellbeing of the lesbian, gay, bisexual and transgender community and all people in our neighborhoods and beyond through access to the highest quality health care, education, research and advocacy.							x							
Friends of the Children	Friends of the Children-Boston (Friends-Boston) creates generational change by engaging children from high-risk communities in 12 years of transformative mentoring relationships. We call the children we serve Achievers to demonstrate our belief in their potential for success; our long-term goal is that Achievers will graduate from high school and succeed in college. We select children from high-risk Boston communities in kindergarten and provide them with 20 hours a month of comprehensive mentoring and advocacy services every year for 12 years, from 1st grade through high school graduation.	Mentoring	x			x				grade 1 to 12				high risk neighborhoods	
Geiger Gibson Community Health Center	GGCHC provides its patients with access to an array of services including Medical and Dental Care, Same Day Access for sick visits and minor injuries, Behavioral Health, Laboratory Services, Podiatry, Optometry, Social Services, HIV Services, Suboxone Treatment, Clinical & Retail Pharmacy Services.							x							
Greater Roslindale Medican & Dental Center	the health center's mission is to offer comprehensive primary health care services to area residents.							x							
Harvard St Neighborhood Health Center	HSNHC's philosophy that quality health care should be made available, accessible, and acceptable to all people, and rendered in a dignified manner as a right rather than a privilege.							x							
Higher Ground	Higher Ground is dedicated to achieving excellent outcomes for children, youth and their families in Roxbury, Dorchester and Mattapan, by connecting residents with existing programs and services, by helping to improve the outcome of service providers, and by encouraging the establishment of new partnerships that will ensure that needed opportunities and better services are available to all residents of the target communities.	early child ed/dev; education; youth dev/leadership/health, engaging communities/ housing	x	x		x	x	x	x						
Hyde Square Task Force	The mission of Hyde Square Task Force is to develop the skills of youth and their families so they are empowered to enhance their own lives and build a strong and vibrant urban community.	Arts, culture, education, health	x	x				x		6 to 25	x	x			
IBA-Cacique After School Program	The Cacique After School Program serves children ages K2-13 primarily from Villa Victoria in the South End of Boston. The program helps children enhance their learning capacity by providing the following activities: technology training, homework assistance, performance and visual arts, cultural pride, literacy development and recreation. The program leverages existing community resources and assets—a tight-knit community, the El Batey Technology Center, the Center for Latino Arts, Emerson College, the Museum of Fine Arts, local businesses and volunteers—to provide children with a safe and fun place to be after school.	tech training, homework assistance, perf/visual arts, cultural pride, lit dev, recreation	x							Kto 13		x			
JFY Networks	JFY's mission is to build the capacity of America's schools to use digital resources to provide the level of skills students need in order to reach their full potential as lifelong learners, productive workers, and engaged citizens.	Blended learning academic support progs in high schools, middle schools and community colleges.								high school, middle school, community college					
Joseph M. Smith Community Health Center	Our mission is to improve the health and well-being of the communities of Allston, Brighton, Waltham and surrounding areas by providing quality, comprehensive, coordinated care.							x							
MA Appleseed Center for Law and Justice	To identify and develop innovative and collaborative solutions to legal problems not currently being addressed by the public or private sectors, such as educating homeless children, keeping kids in school, and reducing the incidence of juvenile delinquency.	Keep Kids in Class: School to Prison Pipeline	x							5 to 19	x	x	x		
Massachusetts Advocates for Children	Massachusetts Advocates for Children is a child advocacy organization whose mission is to be an independent and effective voice for children who face significant barriers to equal educational and life opportunities. MAC works to overcome these barriers by changing conditions for many children, while also helping one child at a time.	Autism Special Ed Legal Support Center; Boston School Reform Project; Childrens Law Support Project; Trauma and Learning Policy Initiative				x	x								
Massachusetts Alliance on Teen Pregnancy	The Massachusetts Alliance on Teen Pregnancy advocates statewide and mobilizes communities to prevent teen pregnancy, to increase opportunities for youth and young parents and to empower young people to make healthy decisions about relationships, sex, parenting and life.	Young Men Matter Too ** only springfield and Holyoak	x												

Organization	Mission	Relevant Programming	Type Direct Service/ Advocacy/Community Organizing/Grassroots	Area of Focus							Community Served				
				Dual Language	Family Support	Employment	Disability	Health Supplemental	Age or Grade	Black	Latino	Male	Female	Other descriptor	
Massachusetts Childrens Alliance	The Massachusetts Children's Alliance (MACA) ensures that children and their families have access to high quality, comprehensive, specialized and culturally competent services of a Children's Advocacy Center (CAC).	Legislative Advocacy	x (legal advocacy)							0 to 19					
MathPOWER (Boston Algebra in Middle Schools A I M S Project Incorporated)	MathPOWER's mission is to transform the lives of urban youth by developing proficiency in mathematics and personal resiliency.	Algebra Plus Summer Academy; After school prog; Math Coaching; Integrated Learning	x							K to 12					Urban
Mattapan Community Health Center	The mission of Mattapan Community Health Center is to improve the quality of life for residents of mattapan and surrounding communities by providing comprehensive, accessible, affordable, and culturally appropriate community health care services, including primary and preventive health services.							x							
Mens Health CREW- BPHC	The mission of the Health Community Resources for Empowerment and Wellness (CREW) is to address health equity issues among African American and Latino males by empowering them to take control of their health by engaging in preventive practices, ensuring access to health care services and advocating for their own health needs.	Health equity: Participants complete a 9-month training component followed by a 6-month internship in a public health, community or hospital setting.	x		x	x				18 to 25	x	x	x		
MissionSAFE	MissionSAFE is a 13-year-old organization that works with trauma-impacted, disengaged young people from challenged situations and communities to overcome the impacts of trauma, live healthy personal lives, and gain the skills and confidence they need to succeed in their communities and the world at large. Even against the backdrop of challenging odds, each of the young people we work with is filled with promise; our objective is to help them uncover their full potential and live a life of purpose.	Youth Leadership Service Corps; MissionSAFE Futures; Explorers Academy; Youth/Parent & School Outreach; Individual and Group Counseling	x		x		x (mental)			12 to 24					at-risk
More than Words	More Than Words (MTW) empowers youth who are in foster care, court-involved, homeless, or out of school, to take charge of their lives by taking charge of a business.	Employment	x		x										at-risk
Morgan Memorial Goodwill (Youth Initiative)	Morgan Memorial Goodwill Industries' mission is to help individuals with barriers to self-sufficiency to achieve independence and dignity through work. Not charity, but a chance.	After School Academy; Youth Mentoring; summer camp; jobs	x		x					12 to 18					
Music and Youth	We believe that every young person should have the opportunity to experience the magic of music. Music has the power to build academic and social skills; unleash	free music lessons	x							preteens; teens					underserved, urban
Neponset Health Center	Neponset Health Center (NHC) provides preventive and chronic medical and behavioral health care to residents in Dorchester and the surrounding communities. All NHC physicians and nurse practitioners are Board Certified or Board Eligible in their specialty.						x								
New Boston Pride Committee	Boston Pride produces events and activities to achieve inclusivity, equality, respect, and awareness in Greater Boston and beyond. Fostering diversity, unity, visibility, and dignity; we educate, communicate, and advocate by building and strengthening community connections.	Youth Pride, Latino Pride	x	x						13 to 19		x			
North End Waterfront Health	North End Waterfront Health is committed to improve the quality of life for the residents of Boston's North End and for the people we serve by providing high quality healthcare that is consumer oriented, culturally appropriate, neighborhood-based, affordable, and produces positive outcomes.						x								
Partners for youth with disabilities	Partners for Youth with Disabilities (PYD) empowers youth with disabilities to reach their full potential by providing transformative mentoring programs, youth development opportunities, and inclusion expertise. We motivate youth to reach their personal, educational, and career goals and guide organizations in becoming more inclusive.	mentoring, group connections, theater, young entrepreneurs	x				x			13 to 24					
Peace First	Peace First is a national nonprofit organization that exists to create the next generation of peacemakers. We view children as natural problem solvers and creative thinkers, and invest in their ability to see themselves as leaders.	Peace Curriculum; Peace Prize								early elementary to high school					
Roxbury Multi-Service Center	Roxbury Multi-Service Center, Inc. (RMSC) provides behavioral health, education programs and housing. For over 50 years, RMSC has been guided by the belief that fostering resilience and self-determination in young people ultimately strengthens and enriches our communities.	Behavioral Health, Education, Housing	x		x		x								
Roxbury Presbyterian Church Social Impact Center Inc.	The mission of Roxbury Presbyterian Church Social Impact Center (SIC) is to create and implement educational and economic development programs to strengthen the Roxbury community. SIC is the 501(c)3 affiliate of Roxbury Presbyterian Church; all services are provided without regard to religious beliefs. Using both direct service programs and a community organizing approach, SIC's goal is the long-term transformation of Roxbury.	Project MCAS Success; Trinity Education for Excellence Program; Summer Saturdays with Big Business Network	x							5 to 19					
Roxbury Youthworks	Roxbury Youthworks, Inc. (RYI) is a community-based nonprofit organization. Our mission is to help youth caught in cycles of poverty, victimization, and violence to transition successfully to adulthood.	Our agency's primary goal is to keep youth safe by strengthening their engagement with their families and community. Our staff members work within a positive youth development framework and utilize their knowledge of, and relationships with community resources, to access what is needed for a youth and his/her family. Dos (post DYS transition), GIFT (sexual exploitation support); DCF placement	x		x										

Organization	Mission	Relevant Programming	Type	Area of Focus							Community Served						
				Direct Service	Advocacy/Community Organizing/Grassroots	Citizenship/Dual Language	Family Support	Employment	Disability	Health	Supplemental	Age or Grade	Black	Latino	Male	Female	Other descriptor
Salvation Army	THE SALVATION ARMY RAY AND JOAN KROC CORPUS COMMUNITY CENTER of Boston is a once-in-a-lifetime investment that will change the lives of Boston's neediest families for generations to come. At the Kroc Center children will play. Learners will discover. Parents will dream. Troubled spirits will find healing. Families will come together. A community will have a place. Our goal is within reach - with your help. The Kroc Center will bring hope to people who need it, new life to a community in need and a vision for the next generation of our city.	kids FEAST (food, enrichment, arts, spiritual dev, teaching); boys club; bridging the gap; ELL	x		x							6 to 12; 12 to 17		x			
Sociedad Latina--Mission Enrichment Prog, Health Educators	Through educational, cultural, social, emotional and professional supports rooted in the community, Sociedad Latina empowers youth to succeed at school, build critical 21st century and workforce development skills, take pride in their culture, and engage in their community. Youth and families in the Pathways grow long-term relationships with staff who consistently hold youth to high standards and connect them with needed support services, whether within Sociedad Latina or through our wide referral network.	Education, Workforce Dev; Civic Engagement; Art/Culture	x			x						10 to 21		x			
South Boston Community Health Center	N/A	Teen Clinic								x							
South Cove Community Health Center	Our mission is to improve the health and well being of all medically underserved in Massachusetts, with a special focus on Asian Americans. This mission is accomplished by providing high quality, community-based health care and health promotion programs that are accessible and linguistically and culturally competent for these populations.									x							
South End Community Health Center	The South End Community Health Center is a board governed non-profit, comprehensive health care organization for all residents of the South End and the surrounding communities. We are committed to providing the highest quality, culturally and linguistically sensitive, coordinated health care and social services to every patient, regardless of their ability to pay.									x							
South Street Youth Center	The mission of the South Street Youth Center (SSYC) is to provide a safe, educational, and engaging space during out-of-school time for young residents of the South Street Development. Through its broad-based programs, participants learn a happy, healthy, resilient attitude toward life that will help sustain them through adulthood.	After School Program; Homework help; Teen Program (Ed, employment, leadership, comm building)	x									Grade 1 to 12					
Southern Jamaica Plain Health Center	Our mission is to provide personal, quality health care with respect and compassion to our diverse community.	Racial Justice and Health Equity; Racial Reconciliation and Healing; Get Health Information Project (young men of color focus)	x	x						x				x	x	x	
St. Stephen's Youth Programs	Our goal is to transform disadvantaged communities one young person at a time by bridging the learning gap between low-income students and their affluent peers. We provide them with a comprehensive "circle of care" that meets their academic, emotional, and physical needs. We also support their families and schools.	B-READY after school prog; B-SAFE summer prog	x			x						5 to 19					disadvantaged communities
Unitarian Universalist Urban Ministry	The UU Urban Ministry is a social justice organization based in the Roxbury neighborhood of Boston. Our mission is to unite communities and transform individuals through education, service, and advocacy. We engage communities in social action and change, with programs that empower youth and adults to realize their full potential.	Afterschool prog; Weekend Prog; Summer Prog (teen employment, kids camp, ELL)	x		x							Elementary school age; grade 8-12					
United South End Settlements (USES)	The mission of United South End Settlements is to build a strong community by improving the education, health, safety, and economic security of low-income individuals and families in Boston's historic South End/Lower Roxbury and to serve as a national model of successful neighborhood engagement.	After School Prog; Childrens Art Center; workforce ed	x			x						0 to 19; 19+					
United Way of Massachusetts Bay and Merrimack Valley	United Way of Massachusetts Bay and Merrimack Valley brings our communities together to help improve people's lives and strengthen the neighborhoods in our region.	Nonprofit network: Family Financial Stability; Healthy Child Dev, Increasing Youth Opportunities				x	x					0-19					
Uphams Corner Health Center	The Upham's Corner Health Center is committed to provide high quality, low cost, culturally sensitive, community-based health and social services to the residents of Dorchester.																
Urban League	The mission of the Urban League of Eastern Massachusetts is to be a champion of civil rights dedicated to helping people improve their lives and to build stronger communities by providing local residents with education, job training and placement at no cost. For nearly 100 years, ULEM's programs and services have given hope to our members and made a lasting, positive impact in the community.	Camp/Youth Program	x							x		0 to 19		x			
Urbano Project	The Urbano Project (Urbano) brings together teens and professional artists from across the Boston area to ignite social change through participatory works of contemporary art and performance. Projects result in large-scale, collaborative and multidisciplinary installations, performances, and public art projects in Urbano's exhibition space and partnering venues around Boston. Our work is based in collaboration, risk taking, and border crossing, the essential foundations of creative thinking. We challenge our teens to carry what they learn at Urbano beyond our space, thinking about the boundaries of art and lived experience, and the ways in which artistic intervention can spark and reshape public discourse.	Artists Project; School based prog; Urbano Fellows										13 to 19					

Organization	Mission	Relevant Programming	Type	Area of Focus							Community Served				
				Direct Service	Advocacy/Community Organizing/Grassroots	Citizenship/ Dual Language	Family Support	Employment	Disability	Health	Supplemental	Age or Grade	Black	Latino	Male
weatoc Inc.	WEATOC's mission is to prevent damaging outcomes--teen pregnancy, violence, substance abuse, AIDS and other STD's, racism, obesity, and suicide--that result when teens, especially inner-city teens, make shortsighted choices. As important as avoiding negatives is striving for positives: self-esteem, career and educational goals, and community service.	Peer Health educators; Summer peer institute; Peer and adult support initiative; Brother2Brother Sister2sister							x	0 to 19	x	x	x	x	
West End House (Boys and Girls Club)	Our mission is to inspire and enable youth from all backgrounds to realize their full potential as productive, responsible and caring citizens.	Academic Success/College Prep; Leadership/Career Dev; Visual/Perf Arts; Fitness/Nutrition	x							Elementary, Middle, High School ages			X	X	
Whittier St Health Center	The mission of Whittier Street Health Center is to provide high quality, reliable and accessible primary health care and support services for diverse populations to promote wellness and eliminate health and social disparities.	Whittier Youth Services Enrichment Program; Defending Childhood; Screening services for Developmental Disabilities; Boston Health Equity program			x		x	x							
Write Boston	The mission of WriteBoston is to promote deep learning through writing. The organization offers training and coaching for teachers, along with writing opportunities for students, built on the premise that powerful thinking and writing are inseparable.	Teacher Training; Newspaper; Writing Centers; Writing Coaches	X							13 to 19					
YMCA of Greater Boston	The YMCA of Greater Boston is dedicated to improving the health of mind, body and spirit of individuals and families in our communities. We welcome men and women, boys and girls of all incomes, faiths and cultures.	Youth Devt (Early Care and Ed, Enrichment/Leadership, Swim/Sport, Camp, Teens); Healthy Living (Health/Wellbeing/Fitness, Sports/Rec; Family time, Lifeguarding/CPR, Community Ed, ESL; Social Responsibility (Social Services, Global Services, Giving, Advocacy, ESL)	X	X		x	x	x	x	x					
YMCA Achievers	The YMCA Achievers program is dedicated to helping all urban youth reach their fullest potential. Many of Boston's youth graduate high school and are left to navigate the college process by themselves. From College Path to the Summer Institute, we provide educational enrichment opportunities to prepare for college & career. We are proud to be part of the YMCA of Greater Boston, the largest provider of social services in MA.	College Prep/Ed enrichment													Urban
YMCA Training, Inc.	YMCA Training, Inc.'s Computerized Office Skills is a 20-week, full-time professional training program. Working in a business environment, participants gain office and computer skills that prepare them to thrive in skilled employment.	workforce dev through professional skills training and employment						x							People in poverty
Young Audiences of Massachusetts, Inc.	Young Audiences of Massachusetts' (YAMA) mission is to initiate a life-long involvement in the arts by making them integral to every child's education. We believe that regardless of background, talents, or special needs, all children deserve access to the rich educational opportunities provided by the arts!	Arts Ed; Healing Arts for Kids	x						x	0 to 19					
Youth Design Inc	Youth Design empowers talented urban youth to pursue a path to higher education and promising equitable careers by engaging the professional design community to	Youth Design Studio; Summer Immersion	x						x	13 to 19					Urban
Youthbuild Boston	The mission of YouthBuild Boston (YBB) is to empower and assist underserved young people from the Boston area with the essential social, vocational, academic, and life skills necessary to navigate a positive pathway to self-sufficiency and neighborhood responsibility.	High school equivalency/vocational training; pre-apprentice prog; the designery (afterschool urban architecture program); uBuild (service project);	x						x	13 to 26					low income; underserved
YWCA Boston	YWCA Boston is dedicated to eliminating racism, empowering women, and promoting peace, justice, freedom and dignity for all.	Youth Leadership Initiative; Youth Police Dialogues; Community Dialogues	X	X?						13 to 19					race lens
Department of Youth Engagement and Employment	The Department of Youth Engagement & Employment is the place to find youth job opportunities, activities, after-school programs, and other fun things for Boston's youth to do. Also, find tips on finding a job, resume guides, scholarships, and money-saving information. Stay connected through Facebook, Twitter, Instagram, and check out events on the Youth Zone calendar.	Work, internship, volunteer facilitation; summer and school year employment							x	15-18					
Private Industry Council	The PIC connects the youth and adults of Boston to education and employment opportunities. The PIC identifies labor and skill shortages, then crafts innovative initiatives that respond to the needs of employers and local residents	youth employment (in school and out of school); Re-engagement; Career Exploration; Youth transitions task force;	x						x						
Write Boston	WriteBoston promotes deep learning through writing. We offer training and coaching for teachers, along with writing opportunities for students, built on the premise that powerful thinking and writing are inseparable.	teacher training; writing centers; newspaper; summer journalism institute; Caroline Knapp Scholars	x							high school (writing centers)					
Jobs and Community Services- Youth Programs	JCS works with many partners in acting as a funding agency and direct service provider to help the youth of Boston. In our network there are non-profits, service providers, intermediaries, and government agencies.	Alternative Ed; Career Exploration/Summer Jobs; Alternative Ed Initiative; Youthworks Jobs; funding agency	x						x	14-21					
Health Resources in Action	For over fifty years, Health Resources in Action has been a leader in developing programs that advance public health and medical research. Through our Community Health and Medical Foundation divisions, we work with governments, communities, scientists, and nonprofit organizations that share an imperative for resolving today's most critical public health issues through policy, research, prevention, and health promotion.	Youth Programs: the84 tobacco prevention; peer leadership training;	x												
ABCD	ABCD has been helping low-income youth prepare for college and work for 50 years through its signature SummerWorks program. During the school year, youth can also participate in Career Exploration programs, which introduce younger workers to career fields and job skills that teach the importance of work and contribute to family income and stability.	Career Exploration; Alternative High School; youth engaged in action (summer prog for 13 year olds); family services; immigraiton services; health	x		x	x	x	x	x						low income

Organization	Mission	Relevant Programming	Area of Focus										Community Served						
			Direct Service	Advocacy/Community Organizing/Grassroots	Citizenship/	Dual Language	Family Support	Employment	Disability	Health	Supplemental	Age or Grade	Black	Latino	Male	Female	Other descriptor		
Project Hip Hop	Project HIP-HOP (Highways Into the Past-History, Organizing & Power) is a youth-led organization. Hip hop culture and the history of resistance to injustice are our primary tools for engaging and developing young people as artists and organizers. We provide opportunities for young people to work together to gain skills and experiences necessary to educate and organize for social justice in their schools, communities and in the broader society.		x	x			x							Youth Led	x	x	x	x	membership based. Target Black and Latino youth
Union Of Minority Neigh.	Union of Minority Neighborhoods works across Boston and across Massachusetts to ensure that communities of color can effectively organize around the issues facing them. UMN trains and empowers people of color to address the problems in their neighborhoods, in their regions, and in their country, and to work successfully for change. Our efforts are designed to strengthen democracy and to rebuild communities of color, in which the pernicious and linked effects of racism and lack of economic opportunity continue to perpetrate violence. Through building leadership and power within our communities, our goal is to create a unifying force to deal with the threats to our civil liberties and the discriminatory practices that limit our access to political, economic and social power	Leadership training for young adults; Special Moms & Dads -- statewide organizing in support of black and brown children with special needs	x	x			x	x	x	x			x	youth, adult, intergenerational	x	x	x	x	Special Mom and Dads of Mass focuses on Black and Latino students who have been identified as special needs. The Busing/Desegregation Project focuses on African American families. Leadership Training project focuses on Black and Brown community in the political system.
CSIO-Center to Support Immigrant Organizing	CSIO works to strengthen the leadership of those most affected by social and economic injustice so that they can more effectively organize with fellow workers, neighbors and parents to improve conditions at work, at school, and in their communities.	youth leadership initiative	x	x			x	x					x	Youth leadership Initiative	x	x	x	x	Immigrant issues lead the work
Encuentro Diaspora Afro	Addressing the black-brown issue has been the core of EDA's work. The youth project is an extension of the work and a way of going deeper into addressing our collective history from a point of commonality and not difference. The youth go through a process of understanding the difference between the cultural identity and the racial identity with the hope of seeing the empowerment of embracing their identity as Afro descendants. By moving from a historical and community empowerment place, the youth become empowered in their own identity and become more aware in navigating the complexity of their identity and the perception of race	HIS and HER project; CHICA project - young women; La Pinata (dance).	x	x			x							Community Served	x	x	x	x	HIS-young men HER-young women. Mission focuses is on Black and Latino youth and community.
Doc Wayne- Do the Good	Doc Wayne is a 501(c)(3) non-profit that connects with youth through sports, utilizing our sports-based therapeutic curriculum, do the good® (DTG). Our mission is to fuse sport and therapy to heal and strengthen youth.	sports based therapeutic curriculum	x	x										at risk youth	x	x	x	x	
Bikes not Bombs	We use the bicycle as a tool to foster young people's leadership, development, and sense of individual and collective power to transform their own lives, strengthen communities and build a just and sustainable planet.	Youth employment, organizing; voc ed; girls in action; earn a bike	x	x			x	x	x					Youth Leadership Initiative					community transformation. Earn a Bike 12-18, Girls in Action- 12-18, youth employment 15-18.
Franklin Park Coalition	The Franklin Park Coalition's mission is to serve as a voice for Franklin Park, a 527-acre historic greenspace located in the geographic heart of Boston and surrounded by some of the city's most diverse neighborhoods. We work to engage all park users and community members through advocacy, programs, and restoration.		x	x										youth/adults	x	x	x	x	youth in the park- 7 different programs. Black and Latino initiatives.
Sociedad Latina	Through educational, cultural, social, emotional and professional supports rooted in the community, Sociedad Latina empowers youth to succeed at school, build critical 21st century and workforce development skills, take pride in their culture, and engage in their community. Youth and families in the Pathways grow long-term relationships with staff who consistently hold youth to high standards and connect them with needed support services, whether within Sociedad Latina or through our wide referral network.	Education, Workforce Dev; Civic Engagement; Art/Culture	x	x			x	x	x	x	x		x	youth	x	x	x	x	Latino youth focused
P. A. C. E.	PACE aims to encourage young people to Achieve by recognizing the value of education, and by embracing their cultural heritage as people of african descent. The Vision of PACE is to serve at risk youth through its Straight A's Initiative and its Community & Youth Development Projects.		x	x									x	17-24	x	x	x		education and social development

Organization	Mission	Relevant Programming	Direct Service	Type Advocacy/Community Organizing/Grassroots	Area of Focus							Community Served				
					Dual Language	Family Support	Employment	Disability	Health	Supplemental	Age or Grade	Black	Latino	Male	Female	Other descriptor
Hyde Square Task Force	The mission of Hyde Square Task Force is to develop the skills of youth and their families so they are empowered to enhance their own lives and build a strong and vibrant urban community.	Arts, culture, education, health	x	x		x	x	x		x		x	x	x	4 youth led programs, Black and Latino youth mission focused	
Freedom House	To transform the economic and cultural fabric of high-need communities through education and leadership development.	college access and community change	x	x		x				x		x	x	x	education outcomes	
DSNI	DSNI's mission is to empower Dudley residents to organize, plan for, create and control a vibrant, diverse and high quality neighborhood in collaboration with community partners.	ArtPlace Initiative; Saturday School; Stronger Leaders Brighter Future; Youth employment	x	x		x	x	x				x	x	x	Black and Latino focus in their mission and vision	
Centro Presente	Established in 1981, Centro Presente is a member-driven, state-wide Latin American immigrant organization dedicated to the self-determination and self-sufficiency of the Latin American immigrant community of MA.	organizing, leadership development, services	x	x		x	x					x	x	x	Immigrant issues lead the work, voting and voting rights	
Louis D Brown Peace Institute	The Louis D. Brown Peace Institute serves as a center of healing, teaching and learning for families and communities dealing with murder, trauma, grief and loss.	restorative justice programs service, training	x	x		x	x					x	x	x	violence prevention, Black and Latino focused and build bridging	
Lenny Zakim Fund	The mission of The Lenny Zakim Fund is to identify, listen to, support and connect grassroots community organizations and programs operating "below the radar screen" of large charitable groups and government grants. The Lenny Zakim Fund provides assistance to those who demonstrate the will and potential to make a difference, but lack the necessary resources.		x	x											youth/adult	
Youth & Family Enrichment Services	We are Youth & Family Enrichment Services, Inc. also known as YoFES, a tax-exempt 501(c)(3) nonprofit. Our mission is to help build strong families in Greater Boston's Haitian community by enriching youth.	after school, music education, summer enrichment, health ed, parent counseling	x	x		x		x	x			x	x	x	after school/music program/health initiatives	
Teens Lead at Work	Teens Lead @ Work, provides an empowering environment where teens develop their organizing skills, reach out to other teen workers, and promote safe, healthy work and strong enforcement of the Child Labor Laws. The program builds bridges among native-born, documented and undocumented teens in the fight for young worker rights.		x	x		x	x				x				young workers organizing	
The Resilient Sisterhood Project			x	x					x						women reproductive health	
Theater of the Offensive	The Theater Offensive's Mission is to present the diversity of lesbian, gay, bisexual, and transgender lives in art so bold it breaks through personal isolation, challenges the status quo, and builds thriving communities.		x	x											to high school theater/resilient/lgbt	
COSEBOC	The mission of the Coalition of Schools Educating Boys of Color (COSEBOC) is to connect, inspire, support and strengthen school leaders dedicated to the social, emotional and academic development of boys and young men of color.		x	x						x					boys of color	
Center for Teen Empowerment	The mission of the Center for Teen Empowerment is to empower youth and adults as agents of individual, institutional, and social change.	Youth Organizing; Special Projects (implementation/consulting?); Peace Conferences	x	x											intergenerational/ intergenerational	
City School	The City School develops and strengthens youth to become effective leaders for social justice.	leadership, youth outreach, social justice education, prison empowerment project	x	x		x	x			x					diversity focus and race relations	
IBA	IBA - Inquilinos Boticas en Acción empowers individuals through education, workforce development and arts programs and creates vibrant affordable housing communities.		x	x		x	x			x					youth and adult latino focused in their founding but has a diversity of staff and program participants	
Youth Build Boston	The mission of YouthBuild Boston (YBB) is to empower and assist underserved young people from the Boston area with the essential social, vocational, academic, and life skills necessary to navigate a positive pathway to self-sufficiency and neighborhood responsibility.	High school equivalency/vocational training; pre-apprentice prog; the designery (afterschool urban architecture program); uBuild (service project);	x	x		x				x					serves youth 14-24 career training, youth of color, underserved youth	

Appendix C: My Brother's Keeper Boston Advisory Committee



Felix G. Arroyo*	Chief of Health and Human Services	City of Boston
John Barros *	Chief of Economic Development	City of Boston
Alejandra St. Guillen	Director	Mayor's Office of New Bostonians
Arthur Bernard	Attorney	Cosgrove, Eisenberg & Kiley
Bill Moran	President & CEO	Bill Moran & Associates
Chris Byner	Interim Executive Director	Boston Centers for Youth & Families
Tito Jackson	City Councilor	City of Boston, District 7
Dan Mulhern	Senior Advisor	Mayor's Public Safety Initiative
Danielson Tavares	Special Assistant to the Mayor	Mayor's Office
David Wright	Executive Director	Black Ministerial Alliance of Greater Boston
Dion Irish	Director	Office of Fair Housing & Equity, City of Boston
Don Gillis	Executive Director & Executive Vice President	Massachusetts Workforce Board Association
Dr. Carroll Blake	Executive Director	Achievement Gap Department, Boston Public Schools
Emmanuel Tikili	Director	The Grove Hall Youth Outreach Connection
Frank M. Ramirez	Executive Director	East Boston Ecumenical Community Council (EBECC)
Fred Alvaro	Partner-In-Charge	Gonzalez, Saggio & Harlan
Giselle Sterling	Interim-Commissioner	Department of Veterans' Services, City of Boston
Hakim Cunningham	Deputy Director	Boston Workers Alliance
Helmsley Alphonse	Student, Assistant to the Mayor	Wentworth Institute of Technology, Mayor's Office
Jascha Franklin-Hodge	Chief Information Officer	City of Boston
Jennifer Aronson	Senior Director, Program & Non-profit Effectiveness	The Boston Foundation
Jerome Smith	Chief of Civic Engagement	City of Boston
Jesus Gerena	Director	Family Independence Initiative
John Jenkins	President, Chair	Comzer Insurance & West Insurance, MassDOT Board of Directors
Julie Burros	Chief of Arts & Culture	City of Boston
Keith Williams	Director	Office of Small & Local Business Enterprise
Lee Pelton	President	Emerson College
Lisa Clauson	Community/Political Director	Unite Here Local 26
Manny Lopes	CEO	East Boston Community Health Center
Marisol Amaya-Aluigi	Executive Director	La Alianza Hispana
Marty Martinez	President & CEO	Mass Mentoring Partnership
Michael Bivins	Founding Member	New Edition, Bel Biv DeVoe
Michael Curry	President	Boston NAACP
Turahn Dorsey	Chief of Education	City of Boston
Randall Halstead	Superintendent	Boston Police Department
Reinier Moquete	CEO, Leadership Team	Advoqt, Latino STEM Alliance
Evandro Carvalho	State Representative	5th Suffolk District, Massachusetts
Robert A. Lewis	Founder & CEO	Pathways to Redemption
Sam Acevedo	Executive Director	Boston Higher Education Resource Center
Steven Tompkins	Sheriff	Suffolk County, Massachusetts
Steven Wright	Partner	Holland & Knight
Thaddeus Miles	Director of Public Safety	MassHousing
Trinh Nguyen	Interim Director	Mayor's Office of Jobs & Community Service
Yusufi Vali	Executive Director	Islamic Society of Boston Cultural Center

Lead Staff

Lauren Jones Policy Director,
Mayor's Office of Health and Human Services

City of Boston

* Co-Chair of the MBK Boston Advisory Committee

Sub-Committee Staff

Christopher Moore	Manager, International Relations and Marketing	City of Boston
Elizabeth O'Brien	Advisor to the Chief of Education, Mayor's Office of Education	City of Boston
Francesco Tena	Manager, Mayor's Youth Council	City of Boston
Gina Patterson	Senior Policy Analyst, Mayor's Public Safety Initiative	City of Boston
Karilyn Crockett	Director of Economic Policy & Research, Mayor's Office of Economic Development	City of Boston
Rui Santos	Director of Special Initiatives, Mayor's Office of Health and Human Services	City of Boston
Shaina Aubourg	Neighborhood Coordinator, Mayor's Office of Neighborhood Services	City of Boston
Thomas Johnston	Director of Programs, Mayor's Office of Arts and Culture	City of Boston

Youth Members

Jesus Mendoza	Boston Area Health Education Center	Health and Human Services Sub-Committee
Justine Morgan	Mayor's Youth Council	Civic Engagement Sub-Committee
Mabel Gonzalez	Mayor's Youth Council	Workforce Development Sub-Committee
Mackeny Eduard	Boston Area Health Education Center	Health and Human Services Sub-Committee
Malachi Hernandez	Mayor's Youth Council	Workforce Development Sub-Committee

Appendix D: My Brother's Keeper Boston Recommendations for Action Shaped by Best Practices, Evidence-Based Practices, or Promising Practices and Data Indicators



Milestone: graduating from high school ready for college and career¹		
Evidence-Based, Promising, or Best Practices	Many evidence-based programs like City Year, Action for Boston Community Development (ABCD), Freedom House, and Citizens Schools are succeeding in collaboration with BPS by providing near-peer mentoring, “second shift” instruction, youth development and leadership experiences, and college and career guidance.	
Recommendations	Data Indicators (in addition to baseline indicators)	Status of Recommendation
1) Expand School-Community Partnerships	By integrating school-based and community-based learning partnerships, it is imperative performance measurements should be transparent to help policy makers and funders better direct resources to proven and promising programs and partnerships.	Pending MBK Action Plan
1a) BPS will continue efforts to develop a partnership registry that allows the BPS to better inventory and manage its partnerships.	Registration will also require adherence to a set of program quality and performance metrics that will allow both BPS and its partners to gauge the effectiveness of partners’ work with BPS students.	Pending MBK Action Plan
1b) In collaboration with external partners the BPS and the City will facilitate the identification and monitoring of quality and performance metrics for afterschool and summer programs.	Common measures and data sharing strategies will better enable all stakeholders to see who is (or is not) being served and to assess the impact programs are having on young people’s learning.	Mayor Walsh’s Education Cabinet is working with Boston After School and Beyond to develop a system of summer learning in Boston.
1c) In collaboration with Boston Afterschool and Beyond and its 70-member Partnership Council (made up of local nonprofits, funders and BPS), the City seeks to further develop the “Boston Learns Together” initiative.	The initiative’s next phase will use web-based visualizations and program data to better illustrate where learning opportunities are available throughout the city, to more systematically market programs, identify access pattern and assess performance trends. This adds to current efforts in experimenting with the development of a “badging” system that will allow young people to earn skill-based credentials through community-based programs.	Pending MBK Action Plan

Evidence-Based, Promising, or Best Practices	<p>Promising practices like RoxMAPP and C-Town Tech offer high school students hands-on experience while earning free college credits toward industry-recognized degrees. By expanding pathway-oriented learning, all of Boston’s students will graduate ready to reach their full potential in the city’s growing economy.</p> <p>In 2008, Facing History and Ourselves (FHAO) partnered with BPS to produce materials to complement the school system’s civil rights movement curriculum. By expanding modern curricula models like FHAO, all students will be empowered to apply what they learn to their own lives.</p>	
Recommendations	Data Indicators (in addition to baseline indicators)	Status of Recommendation
2) Improve School Curriculum	See 2a – 2c indicators below	Pending MBK Action Plan
2a) Rethink the design of the City’s education model.	High school graduation rates	Pending MBK Action Plan
2b) Explore opportunities to implement “rigor for all” strategies that provide all students greater access to advanced coursework at all levels of learning.	Enrollment in rigorous coursework among Black and Latino male students	Pending MBK Action Plan
2c) Drive curriculum improvements and the integration of culturally relevant instruction through school-community partnerships and explore ways to use technology to help students become more directive in their learning.	Number of school-community partnerships that explore ways to use technology to help students become more directive in their learning.	Pending MBK Action Plan
Evidence-Based, Promising, or Best Practices	<p>Boston’s school system workforce has not achieved the level of diversity mandated by court order and, by many accounts, does not uniformly exhibit the cultural proficiency needed in highly diverse urban settings.</p>	
Recommendations	Data Indicators (in addition to baseline indicators)	Status of Recommendation
3) Improve Diversity and Cultural Proficiency of Administration and Staff	The federal court order sets minimum diversity requirements for district teachers and administrators.	<p>The district has implemented a recruitment plan designed to increase the diversity of our applicant pool.</p> <p>The district has improved its relationships with HBCUs and other schools with higher representation of Black and Latino students.</p> <p>The district has revised its retention initiatives to help retain educators of color.</p> <p>The district has implemented pipeline develop programs to help increase diversity.</p> <p>The district is implementing a cultural proficiency training and accountability framework for the development of current staff.</p> <p>The district has implemented monitoring systems through the Equity Office for both diversity and cultural proficiency.</p>

Milestone: Successfully Entering the Workforce

YOUTH EMPLOYMENT

Evidence-Based, Promising, or Best Practices	A 2014 trial study tested youth participating in Chicago’s summer jobs program, which included a control and treatment group from 13 high-violence schools in Chicago. All participants received job mentors, and half of the treatment group of youth received social-emotional learning support. During the 16-month follow up period, “violent crime arrests among the treatment group decreased by 43% relative to the control group.” Results of this Chicago-based study implied “low-cost, well-targeted programs” leads to a “substantial difference” in the lives of young people. Similarly, evidence from another recent study recognized participation in New York City’s summer jobs program decreased the likelihood of incarceration and mortality among youth.	
Recommendations	Data Indicators (in addition to baseline indicators)	Status of Recommendation
1) Develop pilot-based mentoring initiatives between supervisors and youth employees for summer jobs to foster caring adult mentoring relationships within the business community for Boston’s youth. The long-term goal of such a pilot-based mentoring initiative will aim to increase formal mentoring within youth employment practices.	Number of youth matched with mentors from the workplace; Tracking of success for mentored youth during and after summer jobs (high school graduation, college enrollment, public safety).	Pending MBK Action Plan for summer 2015
2) Scale up trauma-informed practices and training for supervisors managing youth employees within the Department of Youth Engagement and Employment’s summer and year round employment programs.	Survey supervisors of young people and the young people who report to supervisors at the beginning and end of the program; data collection for those who participate in trauma informed practice training (provided by RootCause).	Expected to begin July 2015.
3) Identify new sources of funding and increase private sector participation with the goal of ensuring every youth who wants a job, has a job.	Defining the number of youth applicants by unique applicant number across partnering programs; Number of youth placed in jobs versus applicants	Pending MBK Action Plan

WORKFORCE AND BUSINESS DEVELOPMENT

Evidence-Based, Promising, or Best Practices	Regional workforce development achieves the best employment outcomes when training, employer needs and worker skills are aligned. Worcester Technical High School serves as a national model of effective integration of academic and technical curricula that increases employment and career pathways for youth from under-resourced communities.	
Recommendations	Data Indicators (in addition to baseline indicators)	Status of Recommendation
1) Increase resources and policy support for the development of award-winning vocational and technical training within Boston public high schools to support a pipeline of talented Black and Latino youth as well as all youth.	High School graduation rates in vocational technical programming; Post-graduation employment in school-identified career pathway fields	Began January 2015
2) Leading by example, re-examine the City of Boston’s hiring policies to build a focused strategy for investing in and employing Black and Latino residents for construction and permanent jobs.	Number of Black and Latino residents employed by the City of Boston	Began January 2015

3) Launch a new Disparity Study to assess the City of Boston's record and formal practice of engaging Minority-Owned & Women-Owned Business Enterprises (MWBs/WBs & MBs) in its contracts and procurement. Study results will guide the City's official engagement strategy for leveraging its spending power for economically disadvantaged entrepreneurs and business owners.	Revised strategy for increasing the number of businesses owned by people of color and women doing business with the City of Boston	Expected to begin May 2015
4) Educate and train industry leaders and elected officials to serve as allies in building a pipeline of talented Black and Latino youth.	Number of industry leaders and elected officials as supportive allies; Post-secondary attainment for Boston's Opportunity Youth as defined by the Boston Opportunity Agenda: 1) Percent of high school graduates enrolling in postsecondary education and completing in six years, and 2) Percent of 25 – 65 year olds with post-secondary credentials.	Pending MBK Action Plan
4a) Enhance relationships with Boston's world-class business schools and community colleges to teach entrepreneurial skills and business development strategies for youth of color.	Number of partnerships with business schools and community colleges; Number of youth participating in programs for entrepreneurial skills; Number of youth graduating from high school with entrepreneurial skills; Number of young adults (18+) gaining entrepreneurial skills.	Pending MBK Action Plan
4b) Develop a partnership between chamber leaders and the business community to encourage mentorship, leadership, and support of enterprises in Boston owned by people of color and immigrants.	Number of mentor matches placed by chamber members and Boston youth and young adults; Number of mentor matches placed by chamber members and minority-owned business owners in Boston.	Pending MBK Action Plan
Evidence-Based, Promising, or Best Practices	With hiring partners in Boston, NYC, Berlin, Chicago and London, Boston's StartUp Institute offers a bold model for providing eager entrepreneurs with the training, network and experience to enter and lead the innovation sector.	
Recommendations	Data Indicators (in addition to baseline indicators)	Status of Recommendation
4c) Highlight and support Black and Latino entrepreneurs through positive events and engagements, linking aspiring and seasoned entrepreneurs with investors, mentors, and service providers for meeting, networking, and collaborating to create vibrant and innovative communities.	Number of events and engagements with high attendance by seasoned entrepreneurs and novice Black and Latino entrepreneurs; Number of mentors matched from this networking.	Pending MBK Action Plan
Evidence-Based, Promising, or Best Practices	Best Corp, YearUp and Skillworks provide exceptional, career-targeted workforce development outcomes by connecting youth and adults to ready employers and delivering long-term relationship support to both. Cutting-edge tech companies (including Amazon, Google, Apple and Yahoo) have sought to distinguish themselves among their competitors by releasing diversity scorecards to the public. These scorecards are effective tools for raising public dialogue and can drive transformative private actions.	
Recommendations	Data Indicators (in addition to baseline indicators)	Status of Recommendation
5) Improve the coordination of resources and data collection within the business community to support building a pipeline of talented Black and Latino youth.	See 5a indicators below	Pending MBK Action Plan

5a) Design a data-driven process for ranking businesses based on their employment of Black and Latino young men including tracking based on employment, health, and educational attainment outcomes with the goal of providing a benchmark in determining industries and firms to engage for city-wide youth employment opportunities.	Number of businesses ranked employing Black and Latino young men; Number of corporate partners who increase hiring rates for black and Latino males	Pending MBK Action Plan
Evidence-Based, Promising, or Best Practices	Informed by best practices of state-level career resources such as MassCIS and MAJobQuest, an online directory promoting youth-led entrepreneurship would fill the city's current information resource gap.	
Recommendations	Data Indicators (in addition to baseline indicators)	Status of Recommendation
5b) Create an online directory of all local government and non-government business development programs and resources accessible to all young adults to increase access and understanding for potential business owners.	Use of the online director: number of high schools and adult education programs, guidance counselors, adult learners and students using the online directory.	Pending MBK Action Plan

Milestone: Reducing youth violence and providing a second chance

Evidence-Based, Promising, or Best Practices	Models like the Parenting Wisely program adopted by the Boston Public Health Commission incorporate parents and guardians as well as youth "at risk for or are exhibiting behavioral problems." Recognized as an evidenced-based strategy by the U.S. Substance Abuse and Mental Health Services Administration, the Boston families that participated in the Parenting Wisely program in 2014 are currently expanding the model through a project known as Strengthening Families.	
Recommendations	Data Indicators (in addition to baseline indicators)	Status of Recommendation
1) Enhance parental engagement as supports for adolescent children through a preventive program aimed at children ages 10 to 14 years old and their parents in high risk neighborhoods, building on the evidence-based model of the Strengthening Families Program.	Measuring Violence-Related Attitudes, Behaviors, and Influences Among Youths	Pending MBK Action Plan
Evidence-Based, Promising, or Best Practices	Analyzing other city structures such as Seattle that has successful after school and sports programming.	
Recommendations	Data Indicators (in addition to baseline indicators)	Status of Recommendation
2) Develop an updated strategic plan for the Boston Centers for Youth & families, outlining short and long term goals to increase engagement and use of its facilities, especially supporting youth and families from low-income households.	Track the total number of youth accessing programs; breakdown also for males by ethnicity	Pending MBK Action Plan
Evidence-Based, Promising, or Best Practices	Models such as Boston Police Department, Comstat meeting used to structure meetings and outcomes.	
Recommendations	Data Indicators (in addition to baseline indicators)	Status of Recommendation
3) Through the Mayor's Public Safety Initiative, create a quality assurance system to streamline coordination and communication to improve the delivery of trauma response within the community and accountability for safer streets and neighborhoods.	Success of collaboration: monthly meetings to be held beginning in February 2015 to increase coordination and communication.	Mayor's Office of Public Safety Initiatives launched monthly Safety City Co-op meetings in February 2015 to include over 25 city and community agencies.

Evidence-Based, Promising, or Best Practices	<i>Operation Exit</i> pilot program successfully graduated participants and placed them in full time employment opportunities.	
4) Scale up effective re-entry employment programs, including the City of Boston's successfully launched pilot, <i>Operation Exit</i> , and leverage employment policies that provide access and opportunity for employment among CORI-carrying and court-involved populations.	Track the number of participants versus graduates and placements in full-time employment; Track progress over 6 months, 1 year, 2 year periods	Mayor's Office of Public Safety Initiatives will launch <i>Operation Exit</i> part 2 this spring
Evidence-Based, Promising, or Best Practices	According to Hoodfit based in Boston, the concept of "Hood" or "home" has evolved into a negative connotation over the years, particularly in Black and Latino, urban communities. Hoodfit was recently launched to amplify the positive attributes in ones' hood that has allowed them to grow strong, experience resilience and exercise strategic problem solving. When they are then able to transfer those same skills to experiences outside of their "homes" they are "fit". Hoodfit recognizes there are many examples of individuals who are now successful in the non-profit, public and private sectors who all pay homage to their fortitude of being "home-grown." The Black and Latino Collaborative is also exploring positive imaging among young men of color as a focus area.	
Recommendations	Data Indicators (in addition to baseline indicators)	Status of Recommendation
5) Identify key community partners to create and launch a marketing campaign that highlights individuals in urban neighborhoods who positively contribute to Boston and society to encourage positive imagery among young men of color.	Number of positive media clips and articles; Number of community leaders spotlighted in a positive way on a monthly basis Number of youth spotlighted in positive ways on a monthly basis	Mayor's Office of Public Safety Initiatives is currently partnering with the Hood Fit movement and the Black and Latino Collaborative to strategize the best approach
Evidence-Based, Promising, or Best Practices	Mayor's Taskforce on Individual Homelessness; Engaging Boston Housing Authority and other housing entities to review and establish policies and procedures that accommodate vulnerable populations.	
6) Collaborate across public safety, housing, and human service agencies to evaluate and improve housing policies that will support stability in the lives of returning citizens and reduce the rates of recidivism.	Tracking by JCS Re-Entry Office and Public Safety Initiatives Office	Mayor's Office on Public Safety Initiatives and JCS has started the process of analyzing the specific state, city and agency housing policies to determine next steps
Evidence-Based, Promising, or Best Practices	In response to the input of medical and other community partners, the Boston Public Health Commission formed the Trauma Response and Recovery Program to provide services to victims of violence, their families and communities to cope with trauma and increase community awareness of the effects of trauma and resources to address it. The Trauma Response Resource Directory provides a single, regularly updated source of information for residents and advocates seeking violence and trauma-related services. The Boston Public Health Commission believes that improving access to services for victims of violence and trauma will improve their quality of life and also decrease the potential for violence for the individuals, families and communities of Boston.	
7) Create a task force of local community health centers and Boston Centers for Youth & Families community centers with the goal of formalizing a partnership between the two networks to increase the delivery of mental health services within Boston communities. The Boston Public Health Commission estimates that of the 120 schools in the district, at least 25 of them do not have partners to provide services to their students. A partnership between the community health centers and community centers will help to fill this void.	Increased responses, services, and resources shared by the Boston Public Schools, Boston Centers for Youth and Families, and local community health centers.	Pending MBK Action Plan



Photo Credits: Top and Middle Row - City of Boston
Bottom Row: Thaddeus Miles