

A Life Course Framework for Improving the Lives of Boys and Men of Color

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FORWARD CHANGE CONSULTING

Overview

- ▶ Why a Focus on Boys and Men of Color (BMOC)?: A Vicious Cycles of Male Disadvantage
- ▶ A Life Course Framework for Improving the Lives of BMOC

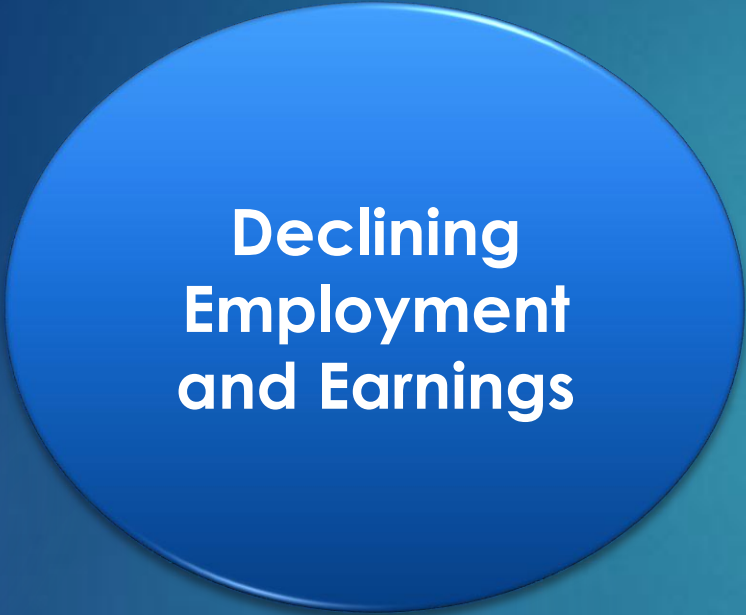
Why Focus on Boys and Men of Color?

Why Focus on BMOC?

- ▶ **Gross disparities in particular negative outcomes:** *Violence victimization and offending, crime and incarceration.*
- ▶ **Males of color are showing negative or stagnant trends in key opportunity outcomes relative to females:** *Employment and Earnings, High school graduation, college enrollment and completion*
- ▶ **A vicious cycle of intergenerational male disadvantage:** *Single parent families are significantly more damaging to male educational outcomes than females.*

Declining Employment and Earnings

Demand-Side Shifts in Employment



**Declining
Employment
and Earnings**

Technological Change

Off-shoring of middle-skill jobs

Decline in Unions

**Suburbanization of low-skilled jobs
("spatial mismatch")**

Legal discrimination against felons

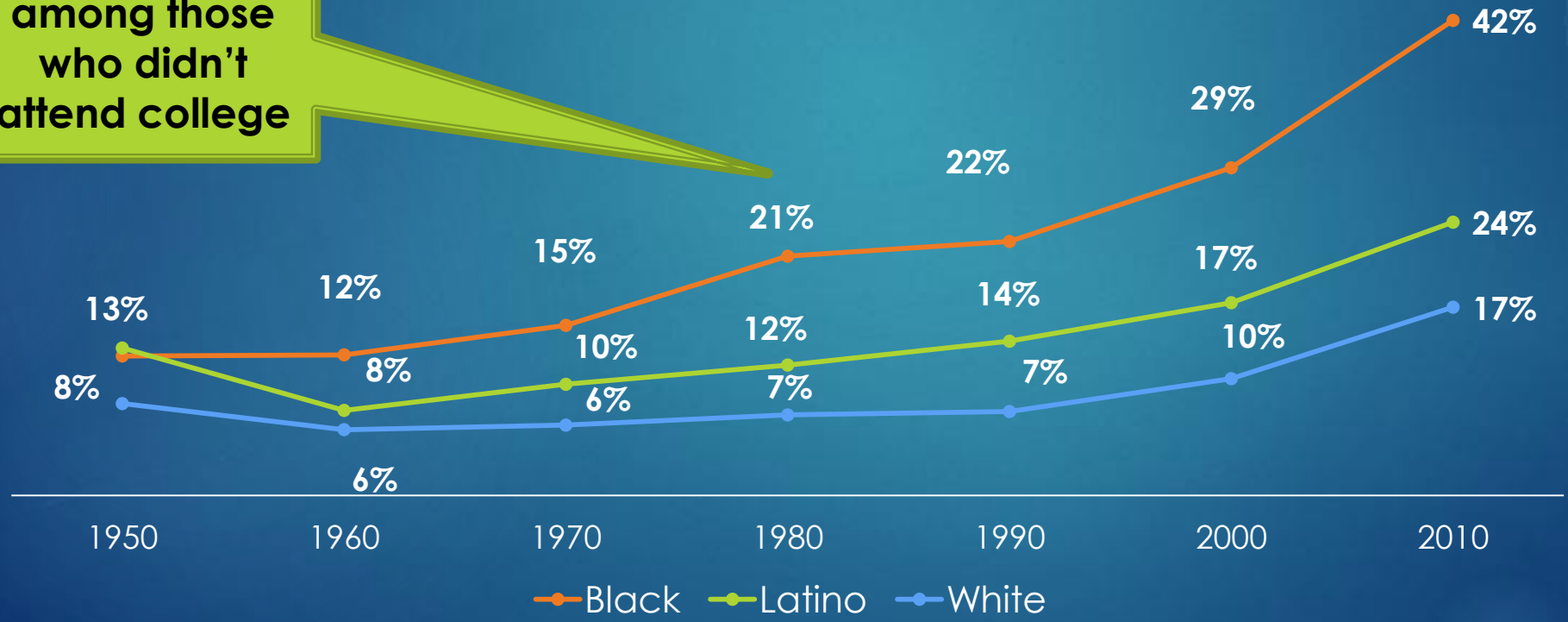
**Illegal Employment Discrimination in
Low-Wage Jobs**

**Autor and
Wasserman,
2013**

Declining Male Employment

Joblessness among Native-Born Males Ages 18-61 1950-2010

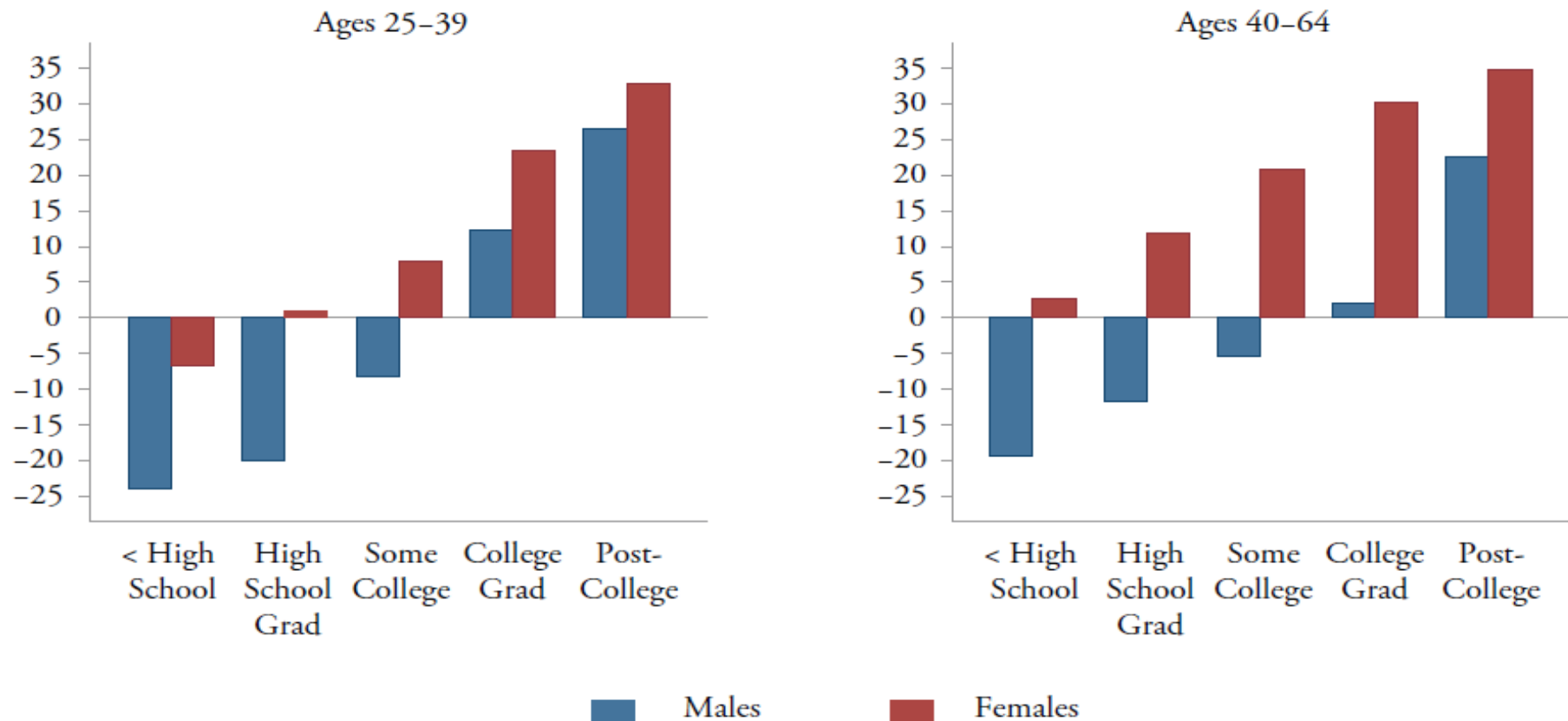
Heavily concentrated among those who didn't attend college



Winters and Hirsch, 2012

Declining Male Earnings

Figure 2: Percent Changes in Real Hourly Wage Levels 1979-2010 (By Education and Sex)⁹



Source: May/Outgoing Rotation Groups Current Population Survey data for years 1979-2010.

Autor and Wasserman, 2013

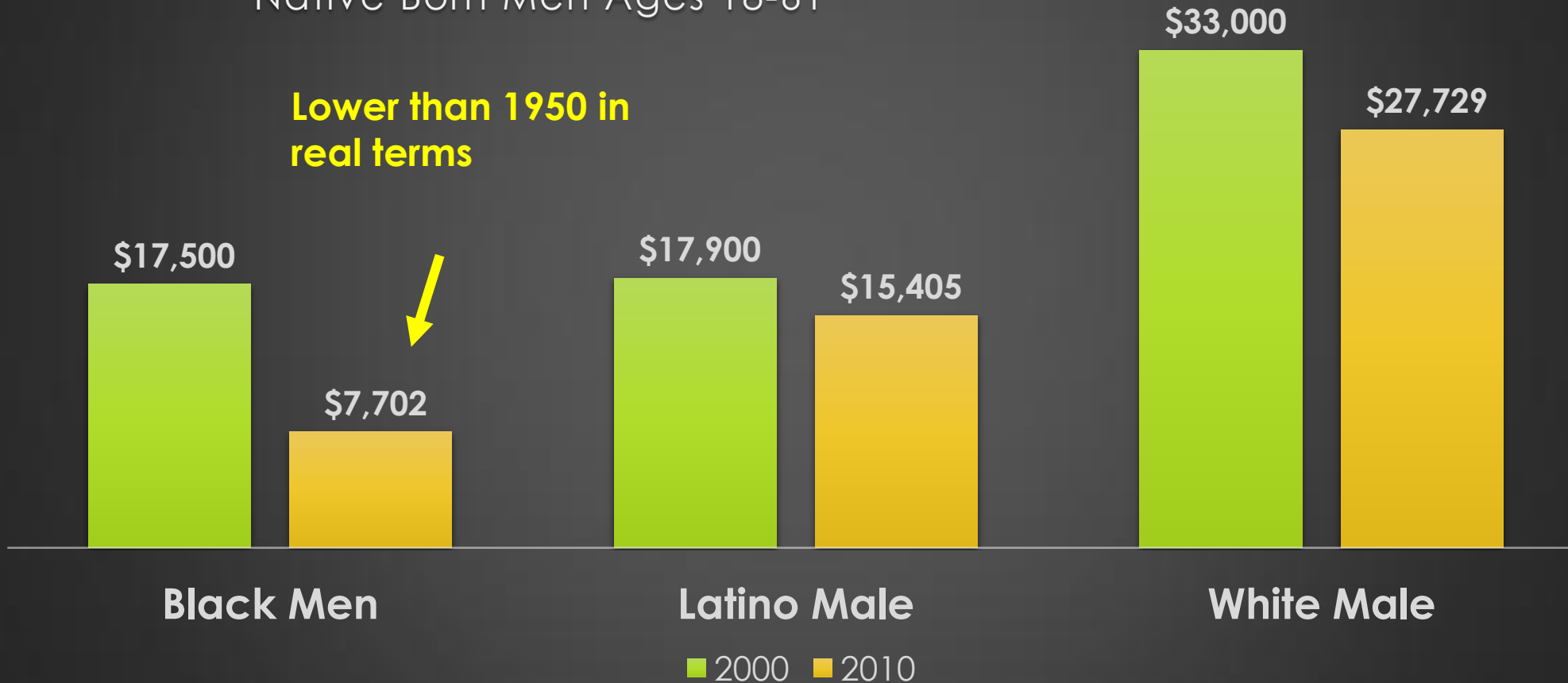
Declining Male Earnings...

Real Median Earnings 2000 and 2010

(1999 Dollars)

Native Born Men Ages 18-61

Lower than 1950 in
real terms

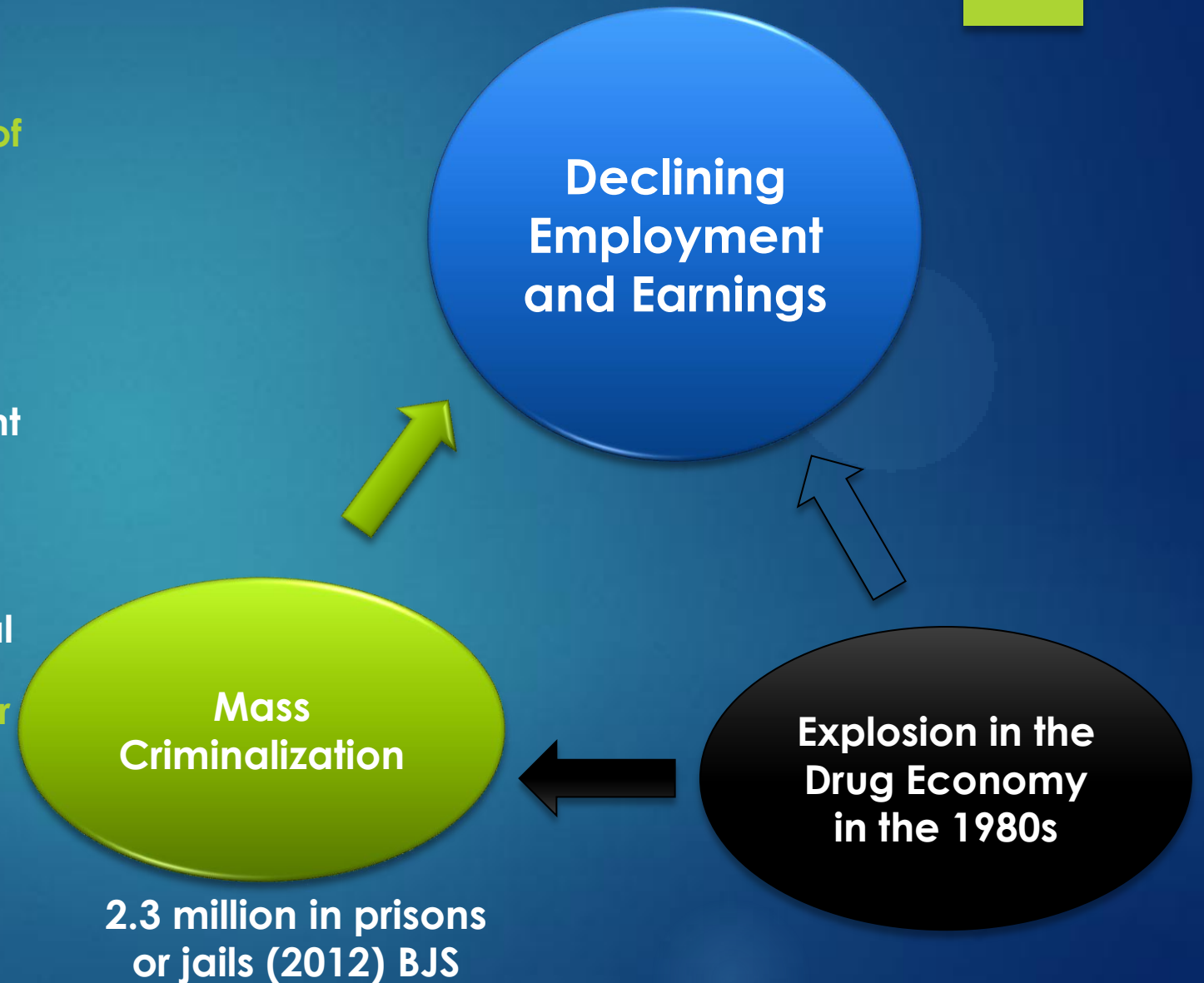


Winters and
Hirsch, 2012

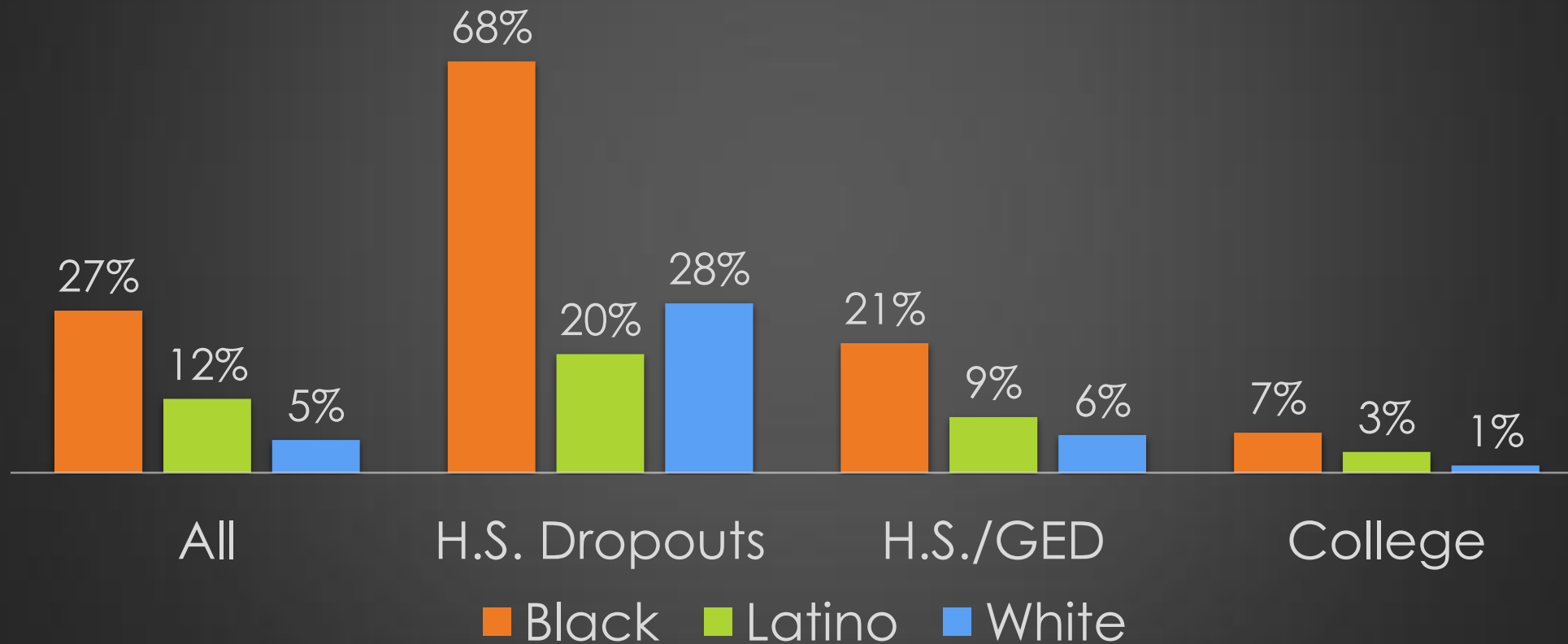
Mass Incarceration and Declining Employment and Earnings

Rise of Mass Criminalization

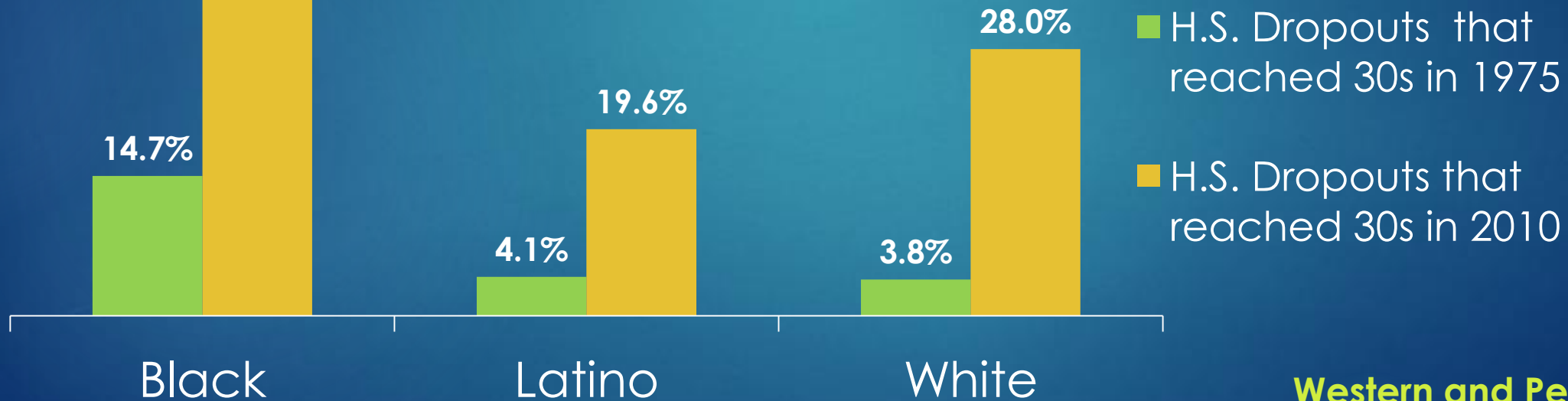
- ▶ Imprisonment increased by 430 percent between 1973 and 2010 largely because of changes in policy that increased prison admissions and sentence lengths, particularly for drugs (Travis and Western, 2014)
- ▶ Felony conviction and/or imprisonment reduces lifetime earnings and employment by 10-30 percent. (Travis and Western, 2014)
- ▶ The explosion in the market for crack cocaine in the 1980s increased withdrawal from high school and the labor force, particularly among black males. Together cocaine, heroin, marijuana and meth comprised a \$109 billion industry in 2010. (RAND, 2014)



Lifetime Risk of Imprisonment by Age 35 for Males in 2010 (by Education Level)



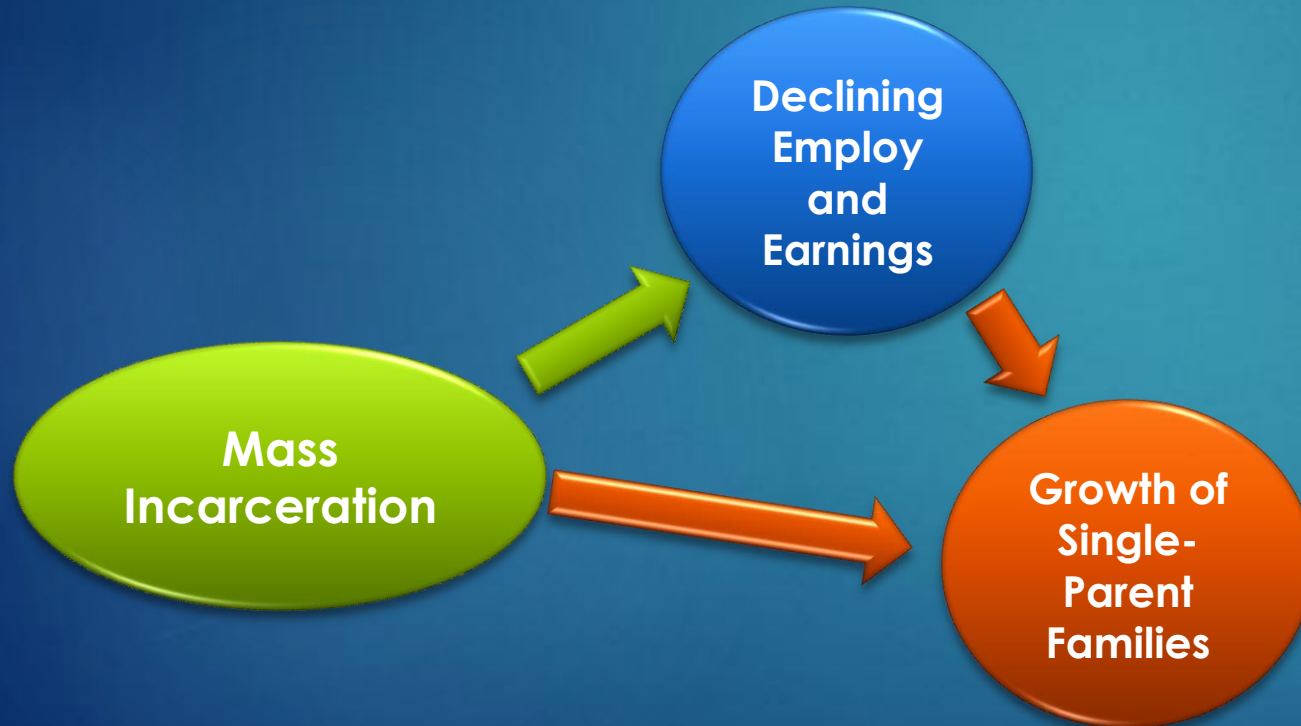
Change in Lifetime Risk of Imprisonment for Male H.S. Dropouts by Age 35 (1975 vs. 2010)



Western and Pettit, 2010

Rise of Single Parent Families

Rise of Single Parent Families



- ▶ Decline of “marriageable males”
- ▶ Declining economic returns to marriage for women
- ▶ Incarceration reduced and continues to reduce male parental involvement

Children Living in Single Parent Families

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In 2012, the percentage of children living in single parent families:

- **20.7** percent of **white children**
- **31.3** percent of **Latino children**
- **55.2** percent of **black children**

Gender-Specific Effects of Family Disadvantage on Educational Outcomes

Gender-Specific Effects of **Family Disadvantage** on Educational Outcomes

▶ Growing up in a single-parent family:

- ▶ Reduces college attendance for boys, but not for girls (Jacob, 2002)
- ▶ [Father absence] increases juvenile delinquency among boys, but not girls (Cobb-Clark, 2011)
- ▶ Increases behavior problems significantly more among boys than girls (Bertrand and Pan, 2011)

▶ Growing up in a low-income family:

- ▶ Reduces boys expectations of college graduation significantly more than girls (Jacob and Wilder, 2011)

Gender-Specific Effects of **Family Disadvantage** on Educational Outcomes

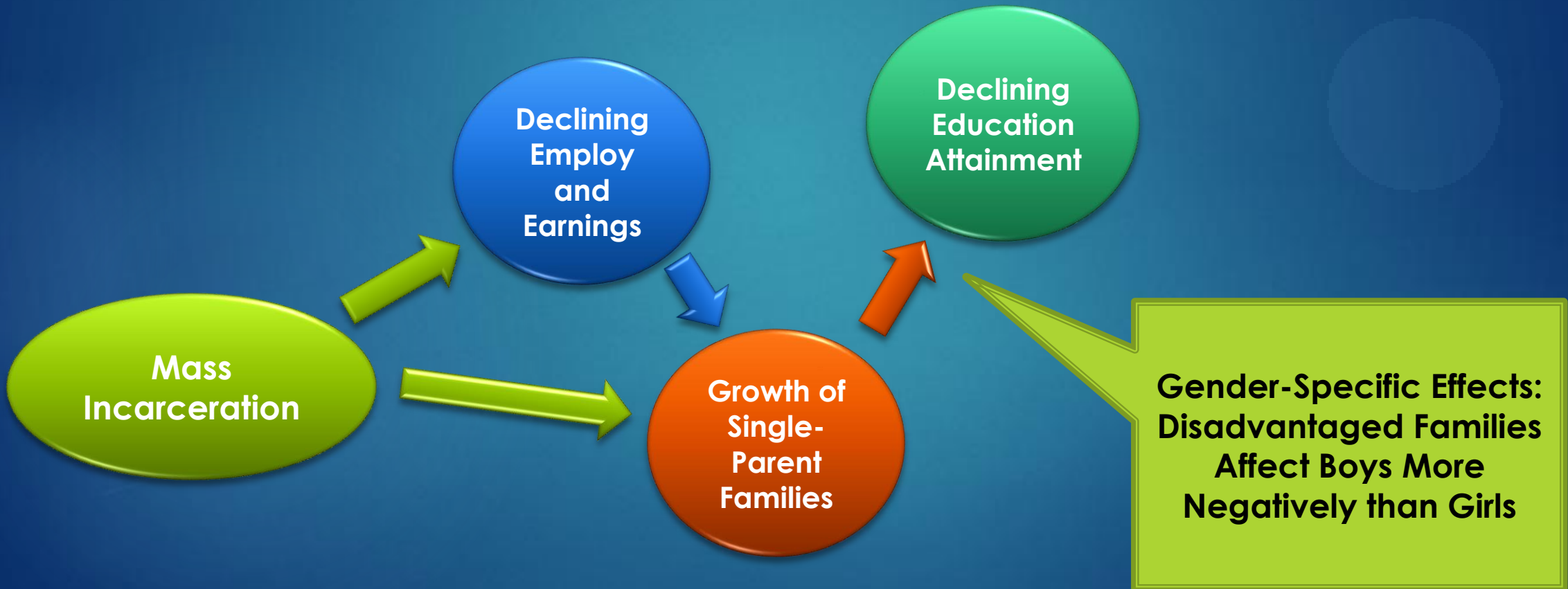
▶ **Father's Education Matters a Lot for Boys**

- ▶ A father who graduates from high school reduces juvenile delinquency for boys, but not for girls (Kalb and Williams, 2003)
- ▶ Boys are less likely to complete college than their sisters if their father is absent or less-educated than their mother (Buchman and Diprete, 2006)

▶ **Father's Incarceration Impacts Boys More Negatively than Girls**

- ▶ Boys are twice as likely as girls to show an increase in aggressive behavior when their fathers are incarcerated (Wakefield and Wildeman, 2013)

Gender-Specific Effects of **Family Disadvantage** on Educational Outcomes



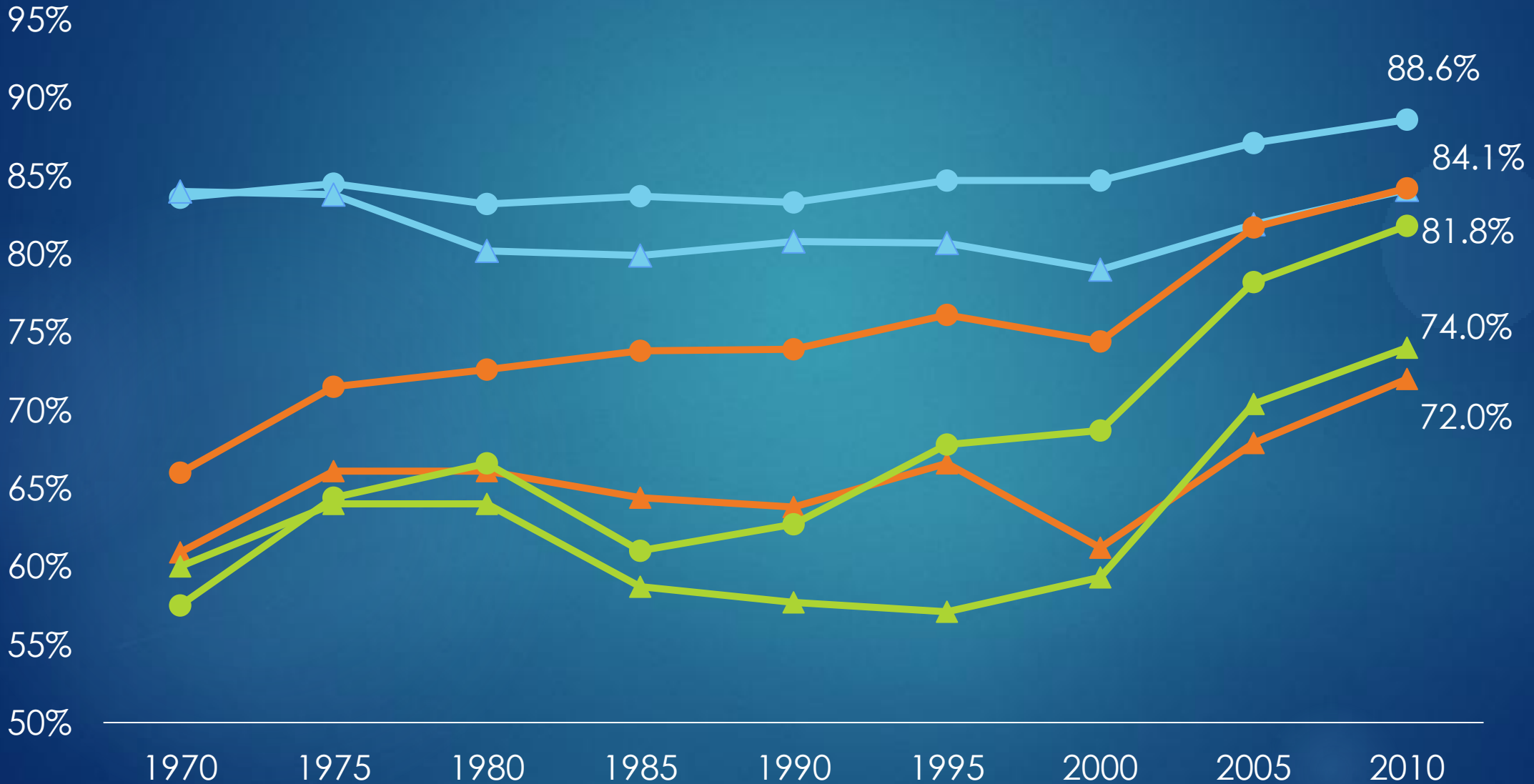
Declining Male Educational Attainment

High School Graduation Trends by Race & Gender

1970-2010, Ages 20-24

22

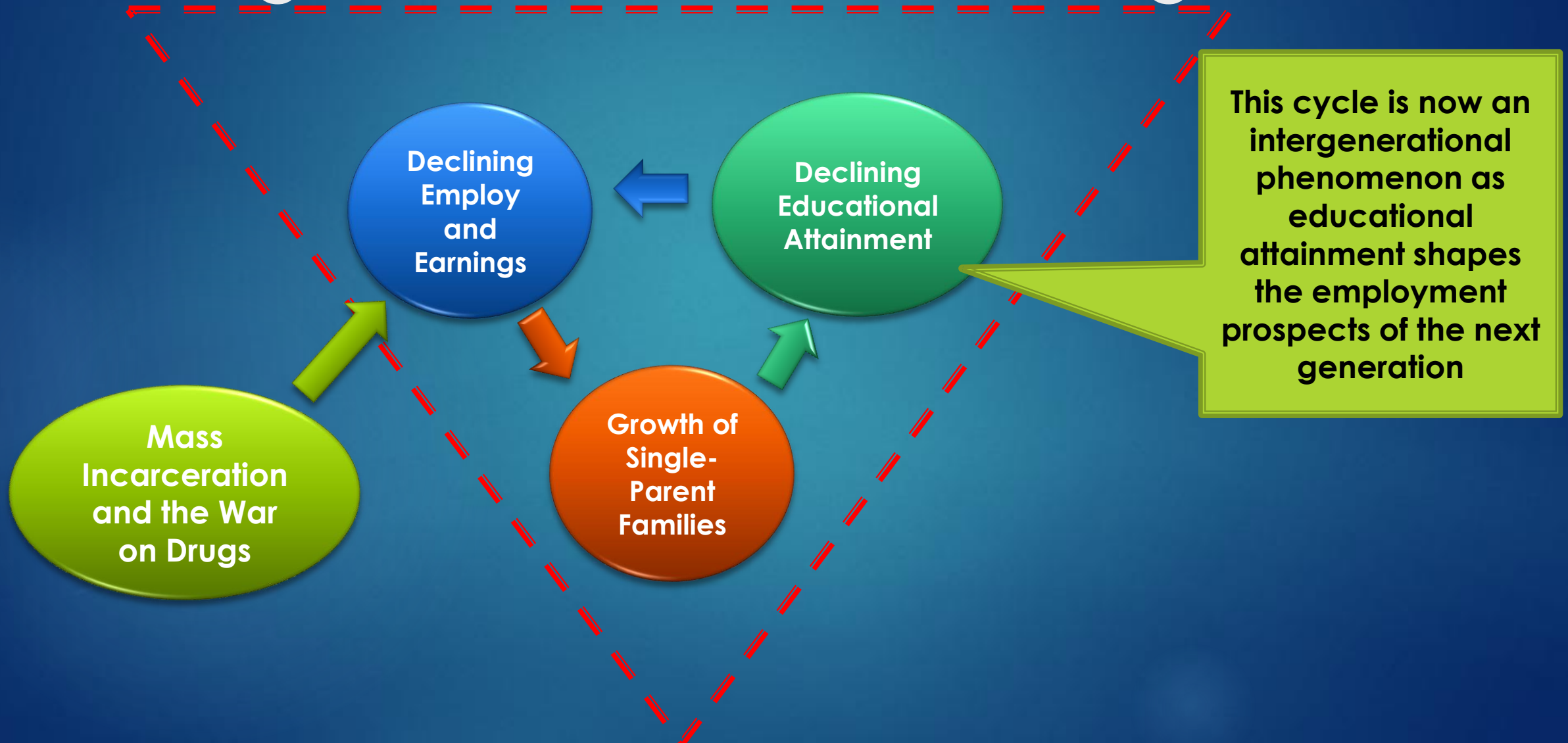
White Females White Males Black Females Black Males Latino Females Latino Males



Murnane,
2013

A Vicious Cycle of Intergenerational Male Disadvantage

A Vicious Cycle of Male Intergenerational Disadvantage



Oakland, CA

- Poor neighborhoods are **over-policed** through aggressive street-level drug/harassment ("stop and frisk") enforcement and **under-protected** from violence
- **Mass incarceration is also concentrated**

Mass Criminalization
(War on Drugs and Incarceration)

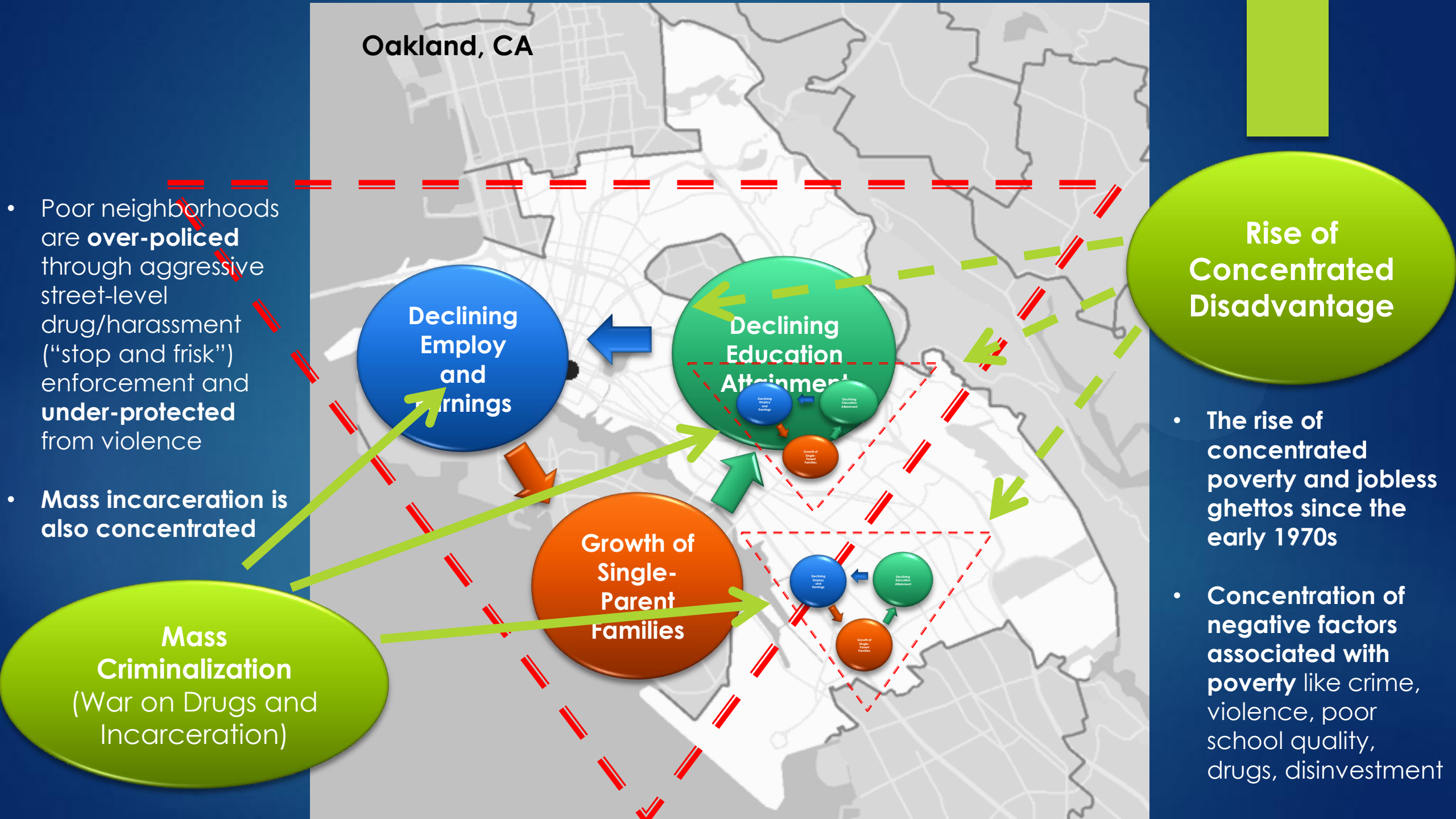
**Declining
Employ
and
Earnings**

**Declining
Education
Attainment**

**Growth of
Single-
Parent
Families**

**Rise of
Concentrated
Disadvantage**

- The rise of concentrated poverty and jobless ghettos since the early 1970s
- Concentration of negative factors associated with **poverty** like crime, violence, poor school quality, drugs, disinvestment



Key Takeaways from the life course framework

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- ▶ **The vicious intergenerational cycle described is not inevitable:** At every step, policy and resource decisions were and are being made that can either amplify or dampen the impact of big, impersonal forces like structural shifts in the economy
- ▶ It's unlikely that we can interrupt this intergenerational cycle without directly addressing **employment and earnings** and **mass criminalization** among men of color – in both generations
 - ▶ In father's generation, we need to **remove the barriers to contributing financially and emotionally to their children and partner's lives**
 - ▶ In son's generation, if pervasive employment discrimination is not addressed it can blunt their incentive to invest in the education and credentials required by today's labor market. According to one study, a **Black male needs at least some postsecondary education in order to have equal chance of employment as a white male high school drop out (O'Sullivan et al, 2014)**
- ▶ We will need to think critically, creatively, and expansively about **how to support moms raising sons on their own** – including how to augment their financial, emotional, and social resources. This should be supplemented with a focus on figuring out how **to increase the resiliency of young males being raised in single parent and poor families**

Key Takeaways from the life course framework

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- ▶ **Education outcomes are crucial** – the protective effect of college degree on incarceration and earnings outcomes is marked. We should remain focused on reversing the criminalization of students while at the same time working to build public school systems that fully and equitably prepare young men of color to compete in the job market. However, it's unlikely that a sole focus on education will reverse the cycle.
- ▶ **Place matters and the impact of living in neighborhoods of concentrated disadvantage must be addressed in gender specific ways.**

Contact

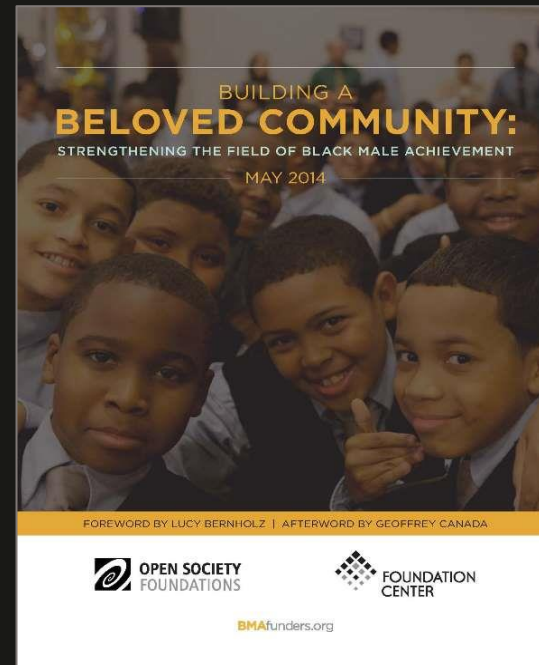
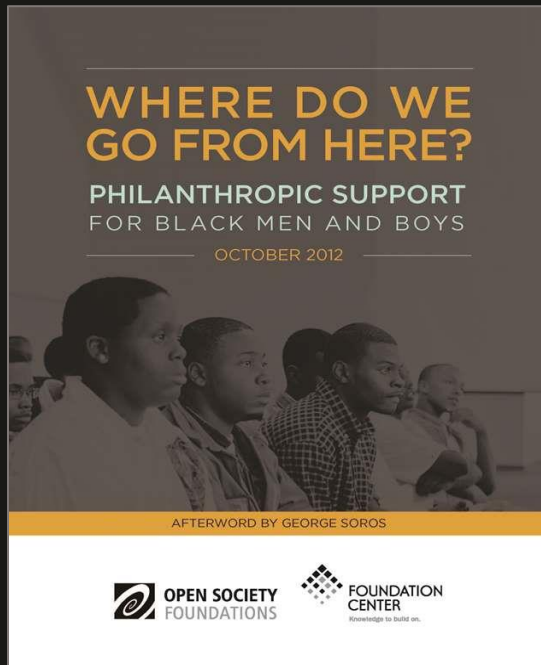
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Arnold Chandler

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STRENGTHENING

THE FIELD OF BLACK MALE ACHIEVEMENT



BMAfunders.org

Lucy Bernholz

“ The report hints at the extraordinary opportunity of this moment.”

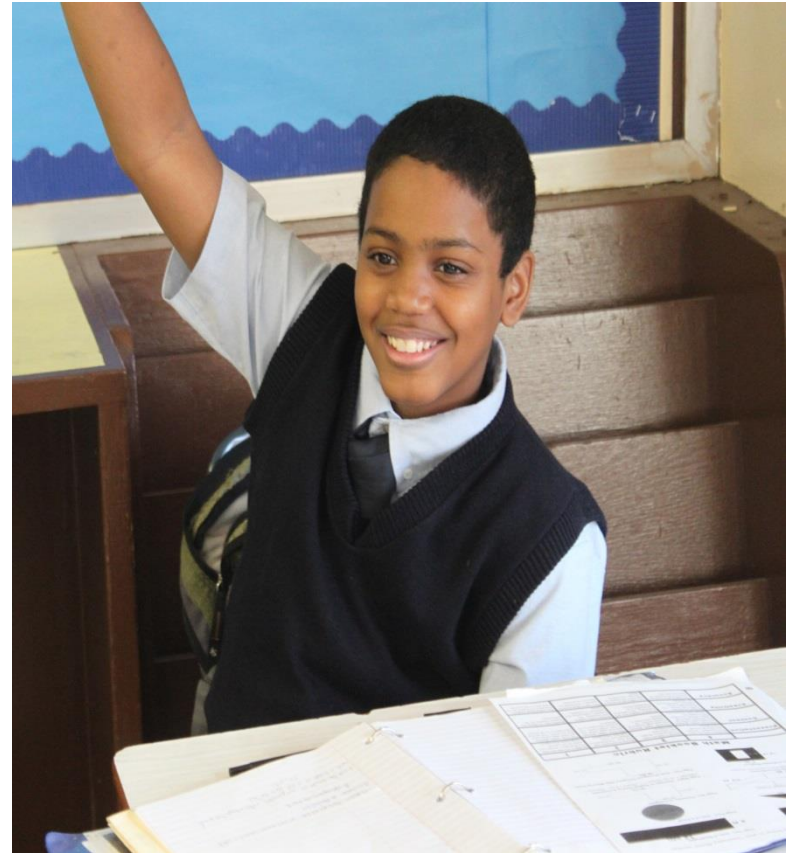


Geoff Canada

“ The barriers to success that black men face have been in plain sight for decades.”

Part I: Mapping the Landscape

- Philanthropy
- Nonprofits
- Research
- Government
- Corporate, Faith, and Other Sectors



Philanthropic Landscape

Endowed philanthropy is the freest capital in the whole U.S. It's the only money where what you do with it has no bearing on how much of it you'll have in the future. So if anybody can try a different approach, it should be us.

–Trabian Shorters, founder & CEO of BMe



Philanthropic Landscape



- Top funders between 2008-2011 were OSF, Ford, and Skillman
- 191 foundations made nearly 900 grants to more than 400 organizations
- Top areas of funding were educations (40%) and human services (28%)

Nonprofit Landscape



- No official census, but evidence of wide-ranging-activity
- IBMA is a key resource for developing nonprofit capacity
- IBMA member data show most nonprofits are focused on direct service, have budgets under \$1M, and work in local cities and neighborhoods.

Research Landscape

Black men are amongst the most studied species on the planet. Apparently, there are more studies of black men than there are of sharks. But for all that study, what's left out is black men's humanity.

– Dori Maynard, president, Robert C. Maynard Institute for Journalism Education



Government Engagement

- My Brother's Keeper
- Cities United
- New York City Young Men's Initiative
- Oakland Unified School District, Office of African American Male Achievement
- California Alliance for Boys and Men of Color



Corporate, Faith, and Other Sectors

This is an all-hands-on-deck issue. Everyone has to be diligent, and anyone with an interest in the broader, long-term stability of our nation must see this as an essential issue.

– John Grant, CEO, 100 Black Men of Atlanta



Part II: Strengthening the Field

- Change the narrative
- Leverage social media
- Increase the evidence base
- Invest in systemic solutions
- Invest in organizational capacity
- Build partnerships and networks
- Rethink philanthropy
- Build leadership at the grassroots and the grassroots



Change the Narrative

“What are the messages that will enable the broader community to say, ‘That’s not good for America. That’s not good for me’?”

-Emmett Carson, president and CEO, Silicon Valley Foundation

- Assets-based framing
- Media training and outreach
- Implicit bias education
- Market research



BROTHER | SPEAK

Leverage Social Media & Digital Platforms

“I don’t think publishing 50- to 60-page reports is going to continue to be effective, especially in a larger society that speaks in 140 characters or less.”

-John Jackson, president and CEO, Schott Foundation for Public Education

- Educating and organizing
- Collaborating and connecting
- Communicating and disseminating

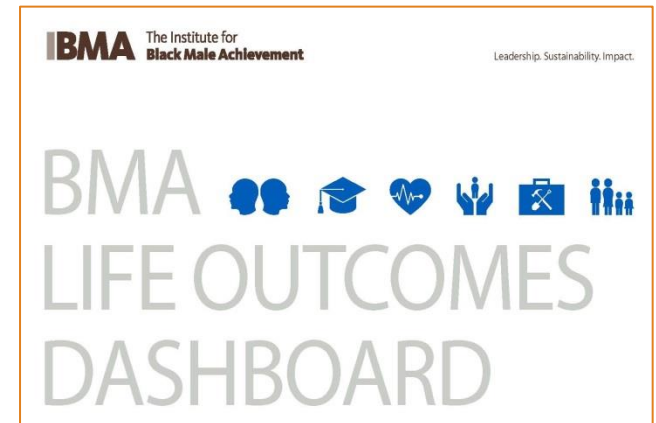


Increase the Evidence Base

“There are far more well-intentioned, opinion-laded anecdotes of effectiveness than there are evidence-laded proven practices.”

-Bob Ross, president, California Endowment

- Be explicit about goals
- Disaggregate the data
- Focus on evaluating interventions
- Create a shared framework



Invest in Systemic Solutions

“To have a lasting impact on a large scale, there must be more focus on eliminating the structures and policies that act as barriers to opportunity.”

-Judith Browne Dianis, co-director, Advancement Project

- Holistic approaches
- Prevention and early intervention
- Policy



Invest in Organizational Capacity

“[A key next step for the field is] everything that concerns the capacity of nonprofits’ institutional building and leadership pipeline. That will just be another foundation trend if [nonprofit] organizations aren’t strengthened and if leaders aren’t developed.”

-Tia Martinez, philanthropic consultant

- Leadership development and organizational management
- Professional development and cultural competence
- Fundraising and financial sustainability

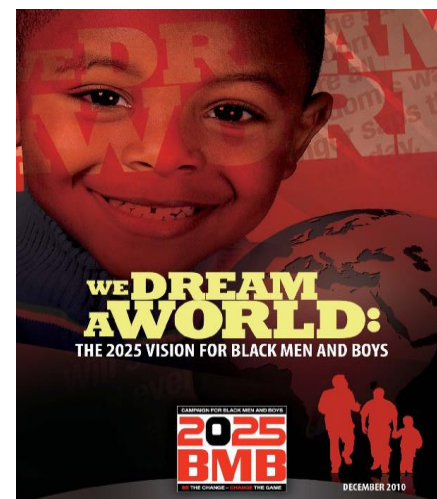


Build Partnerships and Networks

“We need to find synergies across the playing field. If we don’t connect the dots, then it will be one more example of an opportunity missed, reinventing the wheel, or wasting time.”

-Ron Walker, executive director, Coalition of Schools Educating Boys of Color

- Coordinating and synchronizing the work
- Leveraging resources across sectors
- Bridging local and national work



Rethink Philanthropy

“Our goal was not to do something highly specialized around this that would start and go away. Rather, we wanted to make sure that it was embedded in our grantmaking for the long haul.”

-Tonya Allen, CEO, Skillman Foundation

- Longer funding commitments & general support funding
- Permanent endowed funding
- Beyond traditional philanthropy – impact investing, b-corps, social enterprise



Build Leadership

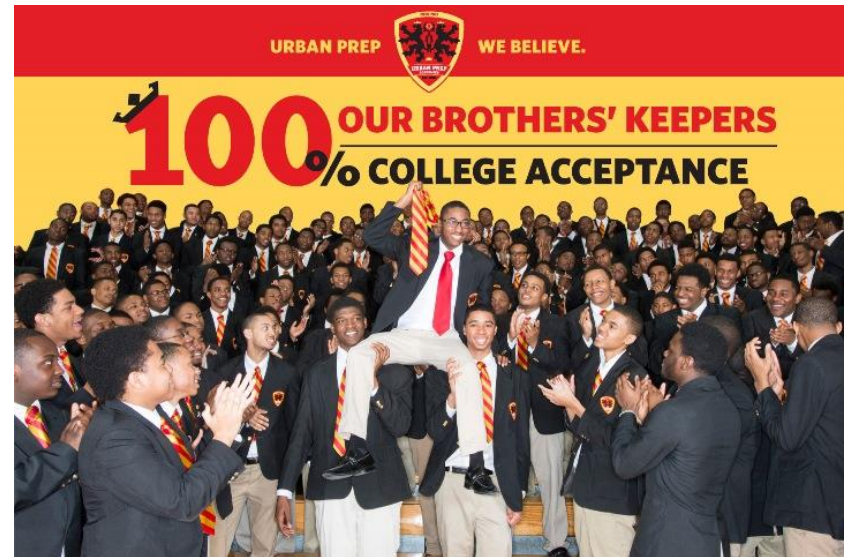


“What’s needed is bold, courageous leadership.”

Darren Walker, Ford Foundation

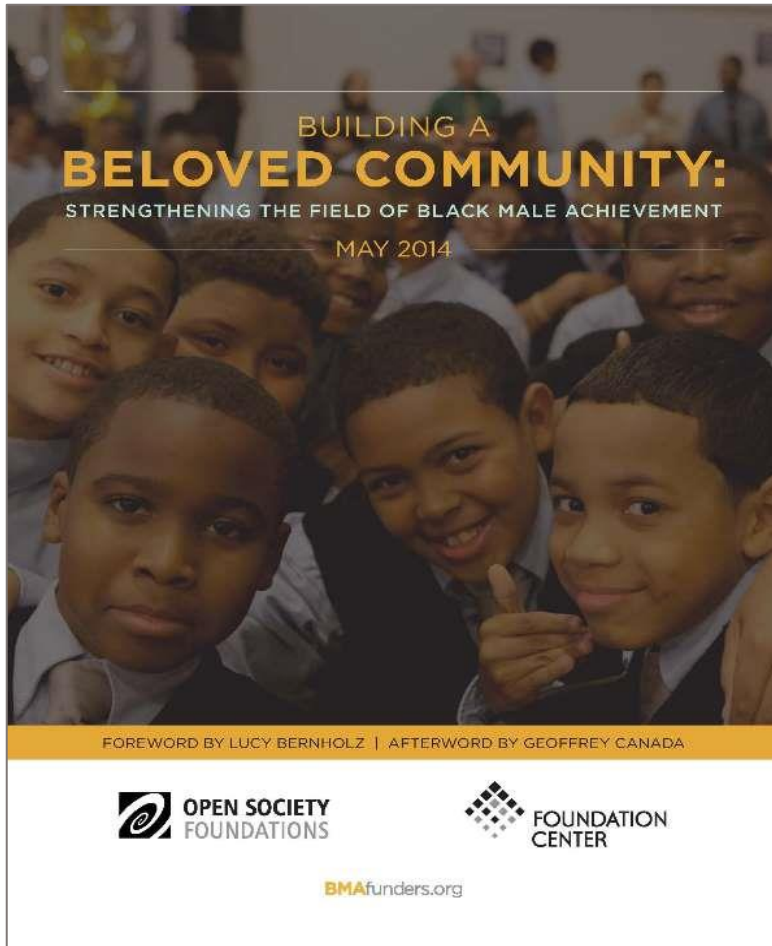
- Grasstops – foundation presidents, public officials, business leaders
- Grassroots – young people, community members

What Does Success Look Like?



What Can Philanthropy Do?

More Resources on BMAfunders.org





Activities



Historical Context



Publications

Where Have We Been?

Interactive timeline of major milestones

See More



Research, data, and insights on Black Male Achievement

View More



SPOTLIGHT

New Report: Building a Beloved Community

We're excited to release a new report entitled *Building a Beloved Community: Strengthening the Field of Black Male Achievement*.

Based on interviews with 50 leaders across sectors, the report maps the landscape of work in black male achievement and offers recommendations for what it will take to strengthen the field moving forward.



Under Construction

Learn about Southeast Asian Resource Action Center, fourth in a series about organizations serving males of color

Blog | Video



First Full Month, April 2013
1,876 visits

Beloved Community Release, May 2014
4,961 visits



Why Black Male Achievement Matters

As illustrated by the data below, nearly every major indicator of economic, social, and physical well-being shows that black men and boys in the U.S. do not have access to the structural supports and opportunities needed to thrive. This results in negative consequences not only for black males themselves, but also for society at large. These data points underscore the importance of why black male achievement matters.



EDUCATION



KEY



BLACK MALES



WHITE MALES



HISPANIC MALES

Black male students face enormous disparities that hinder their academic achievement.¹

BLACK STUDENTS ARE MORE LIKELY TO BE EDUCATED IN UNDER-PERFORMING SCHOOLS.



Issue Area
All



Population Group
Black males

Geographic Scope
States

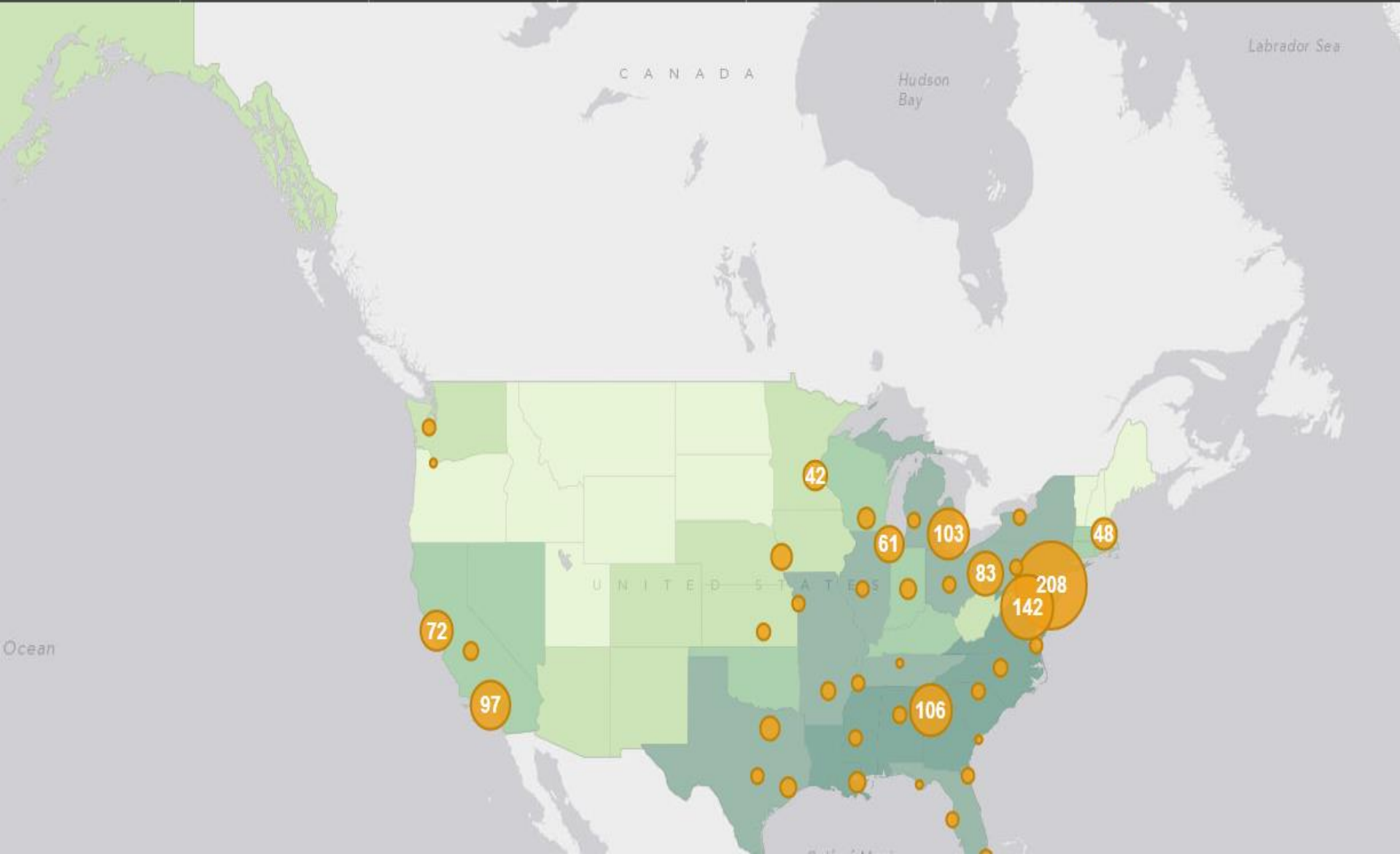
Demographics
% of total population

Legend

search grants



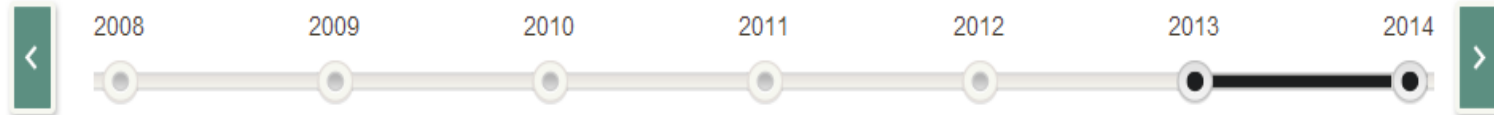
show all grants



Timeline of Philanthropic Support for BMA


The current campaign for black male achievement follows the foundational work of past initiatives and tireless champions. This timeline highlights influential activities, publications, and initiatives focused on improving life outcomes for black men and boys, placing them in historical context.


[Download Complete Timeline](#)




- KEY  Foundation / Nonprofit Activity  Historical Context  Published Report / Article


2013

 The LSI is rebranded as the *Institute for Black Male Achievement* and launches a new web site.

 October is declared Black Male Achievement Month. #bmaoct

2014

 President Obama launches the *"My Brother's Keeper"* initiative, a public-private partnership supporting young men of color.

 Cities United holds its *inaugural convening* to address the tragic number of violence-related



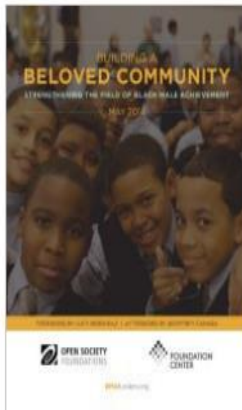
Knowledge Center

Explore our collection of more than 90 foundation, nonprofit, and academic reports related to black men and boys.

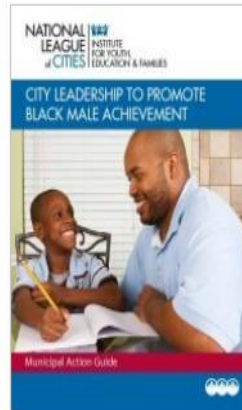
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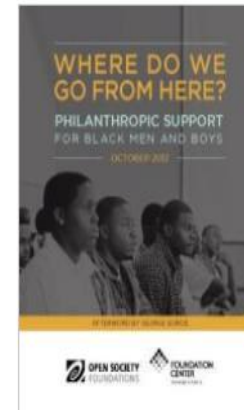
any word



Building a Beloved Community:
Strengthening the Field of Black
Male Achievement



City Leadership to Promote Black
Male Achievement



Where Do We Go From Here?

Collection of 92 reports,
complete with key findings and
full-text downloads

Browse
All Reports

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