

Setting the Conditions for Health: Promoting Equity for Boys and Men of Color

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Joaquin

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Setting the Conditions for Health: Promoting Equity for Boys and Men of Color

Sammy Nuñez

Fathers & Families of San Joaquin

A photograph of a wooden bridge spanning a river, surrounded by dense green foliage. The bridge is made of light-colored wood and has a simple railing. The water is calm and reflects the surrounding trees. The overall scene is peaceful and natural.

The Journey to Manhood for BMOOC

For boys and men of color, to live is to struggle, and for us to survive, we must find meaning in our struggle.



Heuhue Tlatoli:

Tocando El Tambor

Shared Experiences: Healing and the Social Determinants of Health

- Breakdown in family structure
- Lack of positive male role model
- Low-wage migrant labor
- Lack of access to decent housing
- Exposure to community violence/lack of safe spaces in community and schools
- Institutional racism and historical racial oppression
- Generational Trauma
- Disconnected to cultural assets and teachings (education that strips young people of culture)

Found healing in the cultural practices of my ancestors! La Cultura Cura!

Not an uncommon story for boys and men of color...

- In 2007, more than 1 in 5 young Latino males (ages 16-25) **dropped out of high school** compared to 1 in 8 Black males and 1 in 17 white males (Reyes, Changing Places, 2010).
- Among 16-24 year old males of color not enrolled in school, **fewer than half have jobs and about a third are in prison or jail or on probation or parole** (Kirp, Changing Places, 2010).
- If incarceration rates remain constant, one in three black males, one in six Latino males, and one in seventeen white males will go to prison at some time during their lifetime (Slopen & Williams, Changing Places, 2010)
- According to national statistics, among 10-24 years old males, **homicide is the leading cause of death for African Americans**, and the second-leading cause of death for Latinos (Corbin, Changing Places, 2010).

Status of Boys and Men of Color in Stockton, CA

Education in Stockton

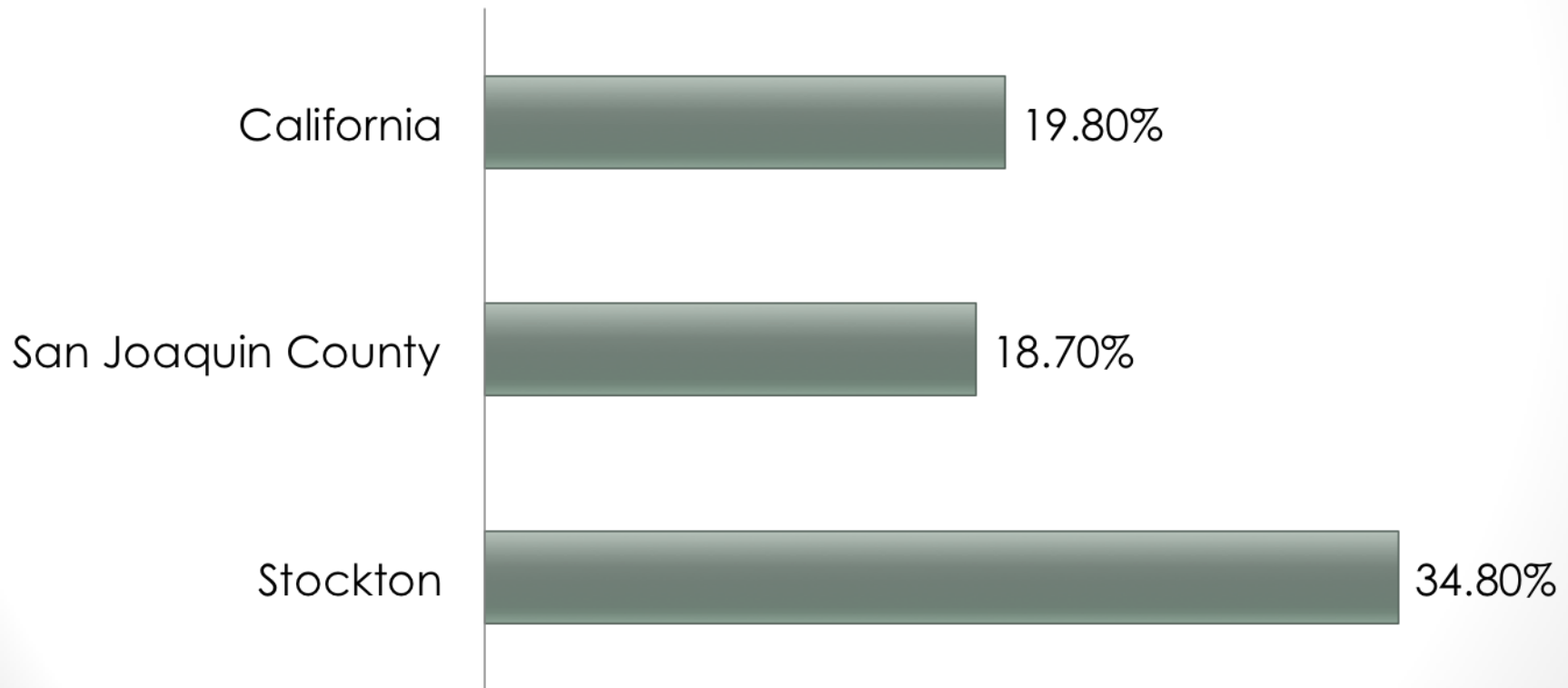
- Ninety percent of Stockton Unified School District's 40,000 students are low-income, English learners, or living in foster care.
- African-American/Black student drop out rate- 23.1%
- Latino/a student dropout rate- 18.1 %
- In the County, approximately 50% of Latino males over 25 years of age did not complete high school.

Literacy

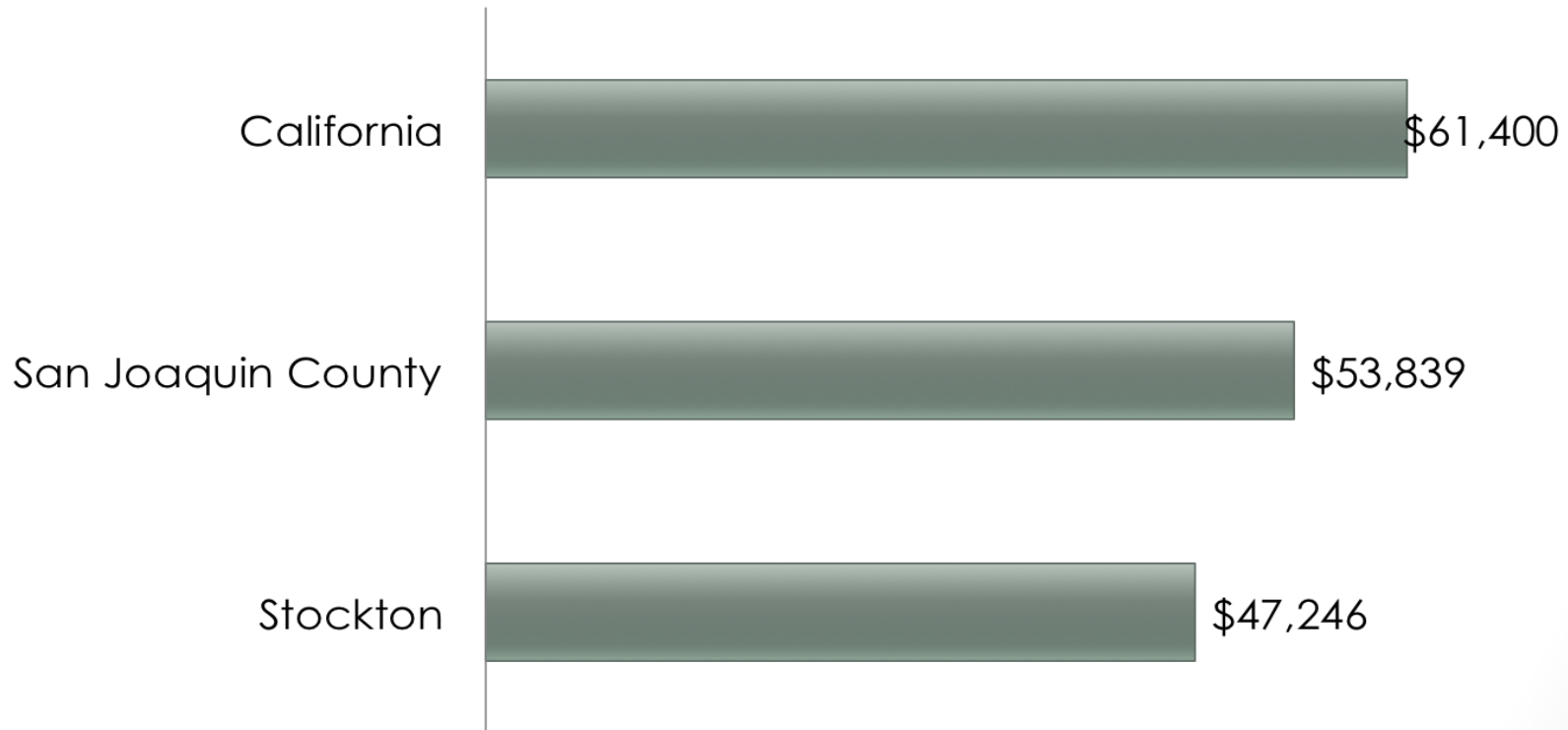
- San Joaquin County: 34% of 3rd graders tested at “proficient” in English-language arts.
- State average is 46%
- 3 out of 5 people in prison cannot read
- 85% of youth in the juvenile justice system are functionally illiterate
- Some states are basing their projections on need for more prison beds based on how well current elementary students are performing on reading tests

High School Dropout Rates, 2011 to 2012 school year

Percentage of High School Dropouts

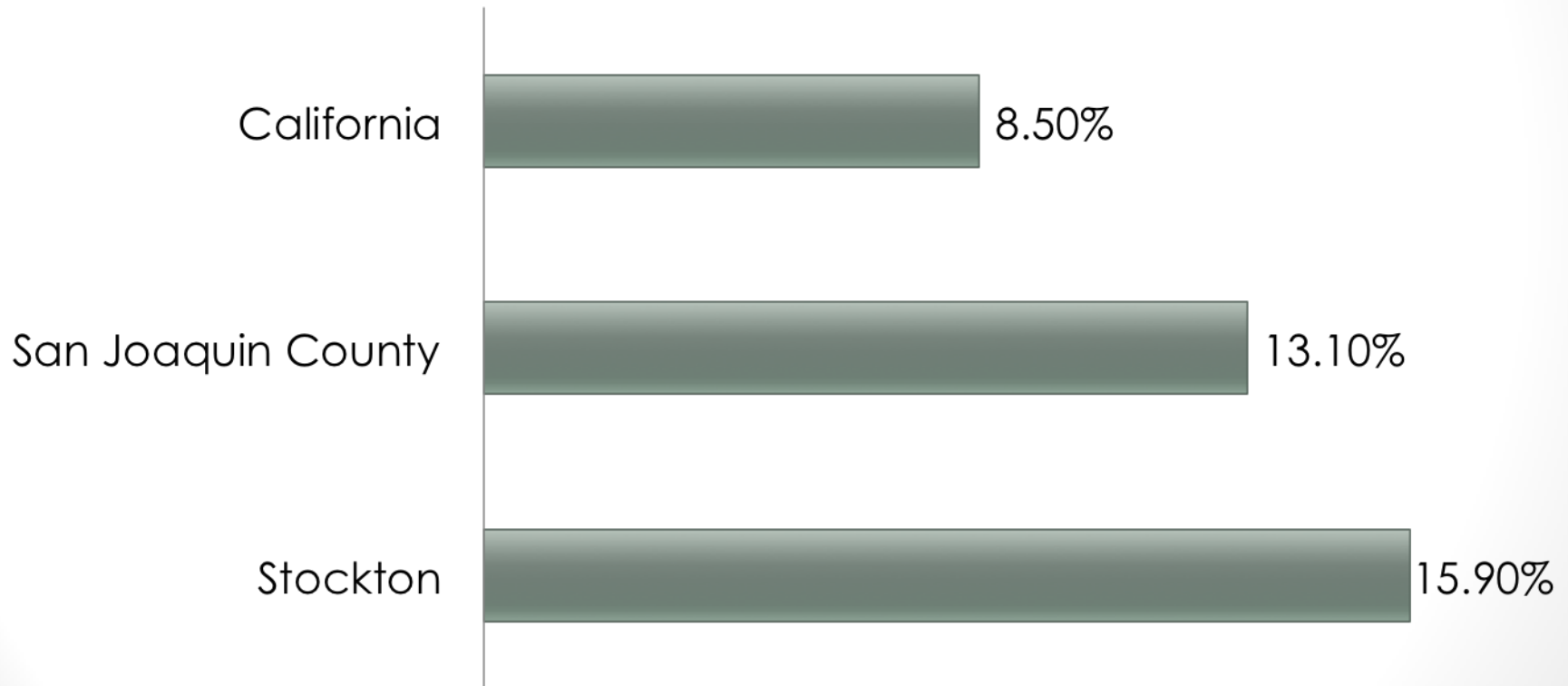


Median Income



Unemployment

Percentage of Unemployed People



Crime in San Joaquin County and Stockton

- Of the homicides that occurred in the last 28 years, 72% were boys and men of color in San Joaquin County; 92% were boys and men of color in the city of Stockton.
- Young people ages 10 to 24 in this county suffer a murder rate that leads California at 21.29 per 100,000—nearly three times the state’s overall rate of 7.87 per 100,000 for this age group.
- Disparities in life and health outcomes are prominent: young people in SJC suffer the highest county murder rate in California.

Moving Beyond Trauma to Transformative Healing



Trauma

- Social/historical trauma
- Intergenerational trauma
- Current Reality
- Manifests as Internalized Anger and Oppression

Healing

- *La Cultura Cura*
- Targeting resources for entire communities in healing and restorative practices
- Healing multiple generations

Source: Lifting Up Latinos By Their “Rootstraps”: Moving Beyond Trauma Through a Healing-Informed Framework for Latino Boys and Young Men, National Compadres Network Fatherhood and Family Institute

Fathers & Families of San Joaquin

- Mission Statement: “To promote the cultural, spiritual, economic and social renewal of the most vulnerable families in Stockton and the greater San Joaquin Valley.”
- “Healing through Culture and Organizing through Hope.”

Protect Children

Honor Women

Respect Elders



Reflections of Change



WE ARE STOCKTON.
WE ARE FATHERS & FAMILIES OF SAN JOAQUIN.



“Sometimes I feel like this is a hospital where we save lives. No, we don’t have an x-ray machine or do surgeries, but we’re saving a lot of lives.”

-Sokha



“Our youth make mistakes, but we are not the mistake.”

-Jesse



“We at FFSJ continue to work with the most powerful tool to bring change- our people.”

-Alejandra



“I think they [our elders] are a vessel of knowledge and an untapped and underutilized source of knowledge, wisdom, and history of our communities.”

-Jose

**Policy Advocacy for
Formerly Incarcerated**



**BMoC Youth &
Community Alliance**



Sacred Fatherhood Graduation



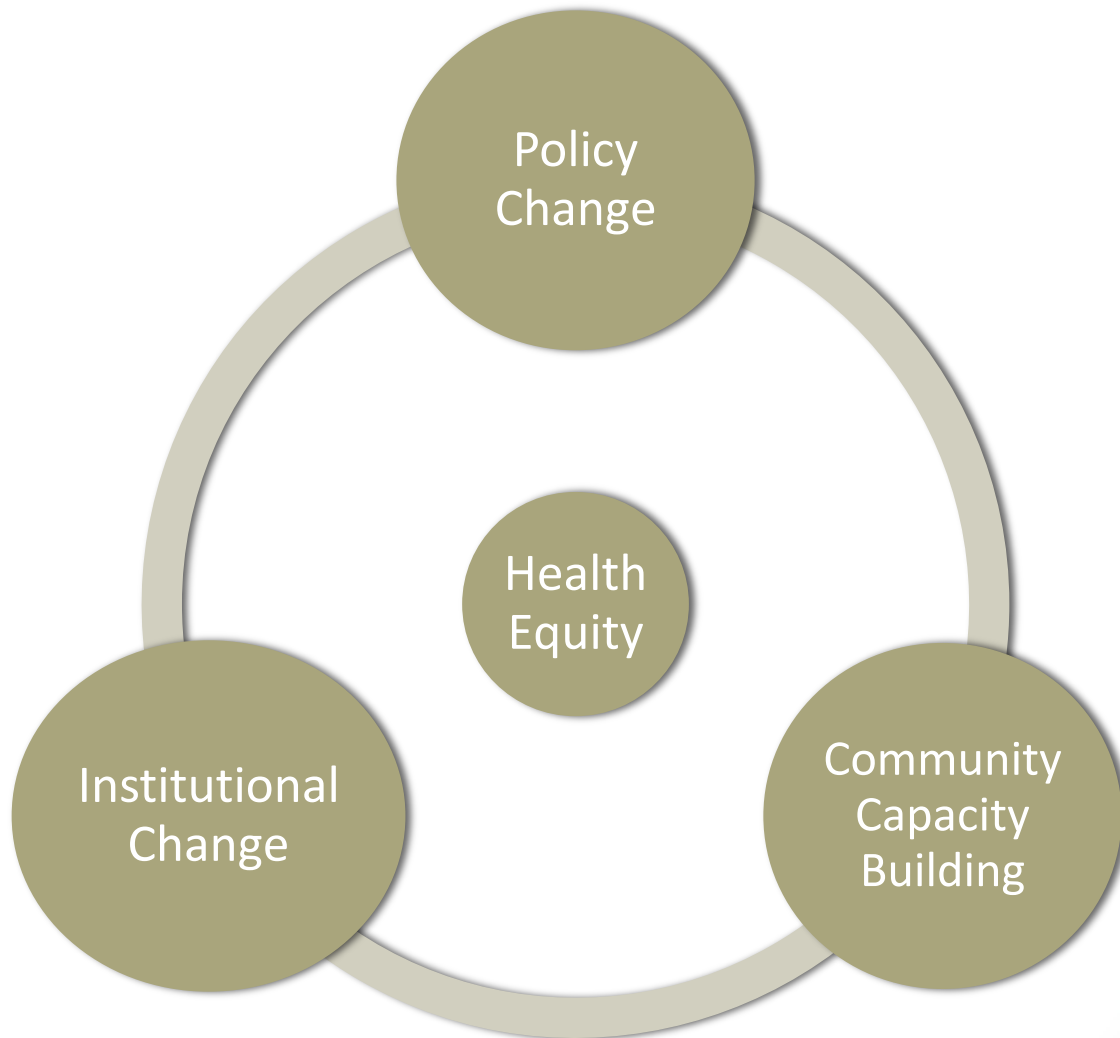
2014 BMoC Youth Conference





Promoting Health Equity for Boys and Men of Color

Health Equity Requires...



An illustration of four young people of diverse ethnicities (Black, Hispanic, Asian, and White) looking forward with serious expressions. The background is a light blue with vertical wavy lines. The text is overlaid on the center of the image.

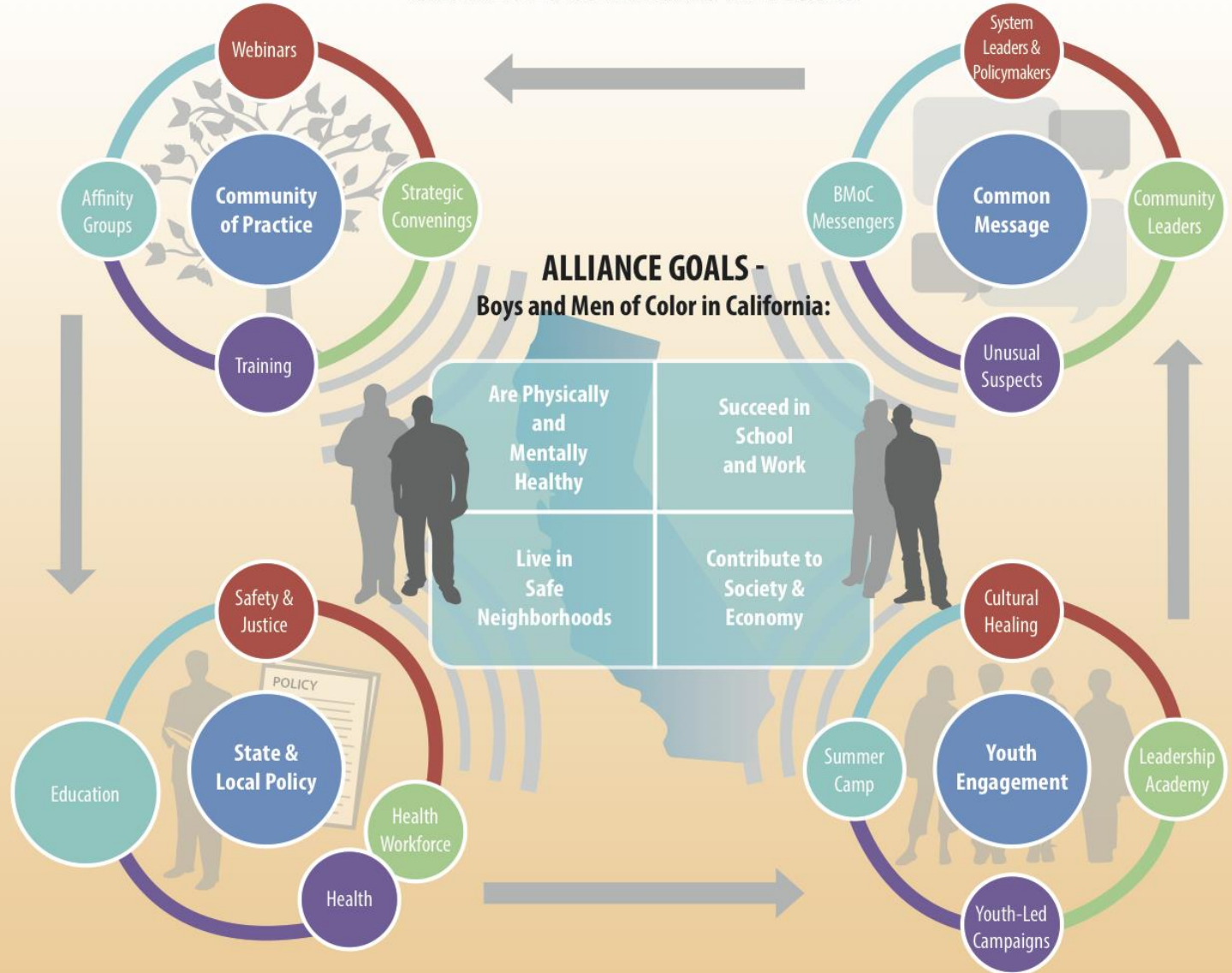
**Setting the Conditions for
Health and Social Equity:
The Alliance for Boys and
Men of Color**

Alliance for Boys and Men of Color Logic Model

CHANGE AGENTS

- Youth Leaders
- Investors
- State & Local Coalitions
- Research Partners
- Systems Leaders
- Expert Practitioners
- Policymakers

STRATEGIES ADVANCING THE GOALS





What Works for BMoC Initiatives?

Elements of Success for BMoC Initiatives

- Include a multifaceted array of approaches and partnerships
- Driven by a shared vision, results, and indicators that track outcomes for BMoC
- Undergirded by a positive BMoC narrative for themselves and society
- Include access to art and culturally-relevant programs and activities (e.g. - Rites of Passage, El Joven Noble) that nurture and connect young men and boys to their families and communities
- Possess authentic intergenerational engagement

Elements of Success for BMoC Initiatives

- Operate at the intersection of personal change and systems/policy change
- Led by strong value-based, resourceful, committed, courageous, resilient, leaders that can sustain an initiative over long periods of time
- Getting multi-sector partners (government, community leaders, philanthropy, etc.) on the same page in terms of values and approaches
- Creating the infrastructure and institutional mechanisms for rapid response and long term interventions

Opportunities for Grant Makers

What can grant makers do?

- Invest in people to deliver on the promise for Boys and Men of Color
- Invest in youth-led, community based leaders and organizations
- Provide avenues for greater flexibility with grant making (i.e. general operating, multi-year grants, delay expectation of immediate outcomes) based on trusting relationships and agreement on shared outcomes based on trust.
- Identify and leverage federal resources and opportunities
- Ensure investments in public systems are equitable.
- Invest in 501(c)(4) structures that allow for the political flexibility to support candidates from the networks advancing these issues along with the broad and effective use of the ballot and voter engagement.

What can grant makers do?

- Listen to youth leaders and community organizations, they know what works!
- Invest in infrastructure for collective action and impact.
- Invest in the infrastructure for a “Kickstarter” for social change.
- Support disruptive innovations by investing in ideas and promising practices.
- Establish an innovation fund that supports spiritual, arts and culturally based approaches to improve outcomes for boys and young men of color.
- Performance-based funding

What can grant makers do?

- Target public and private funds for investigation, research, and demonstration directed at unearthing the unique needs and cultural capital of Latino and Native males.
- Increase public and private investment support for schools and other community-based educational models that teach cultural humility with academic rigor and prepare students for participation in the workforce and vocational training.

Source: Lifting Up Latinos By Their “Rootstraps”: Moving Beyond Trauma Through a Healing-Informed Framework for Latino Boys and Young Men, National Compadres Network Fatherhood and Family Institute



“Once a social change has begun, it cannot be reversed. You cannot un-educate the person who has learned to read, you cannot humiliate the person who feels pride, you cannot oppress the people who are not afraid anymore.”

-Cesar E. Chavez



Males of Color: “Cultivating Leaders for Today and Tomorrow”

Foundation for the Mid South

Regional:



Mission

- ▶ To invest in people and strategies that build philanthropy and promote racial, social, and economic equity in Arkansas, Louisiana and Mississippi

Focus Areas

- ▶ Education
- ▶ Community Development
- ▶ Health & Wellness
- ▶ Wealth Building

Education

- ▶ STEM Programs
- ▶ Increase High School Graduation & College Preparedness



Community Development

- ▶ Support Academic & Career Pathways

- ▶ Returning Citizens



Health & Wellness

- ▶ Mental Health Awareness
- ▶ Employability Skills
- ▶ Text, Talk, & Act



Wealth Building

- ▶ Financial Training
- ▶ EITC Awareness
- ▶ In-School Savings Program



4 Cities – 13 Partners

- ▶ Arkansas
 - Pine Bluff

 - ▶ Louisiana
 - Monroe
 - Shreveport

 - ▶ Mississippi
 - Jackson
- ▶ Partner Organizations
 - Universities
 - Law Enforcement
 - Social Organizations
 - Municipal Leaders
 - School Districts
 - Community Based Organizations

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JUST AND FAIR SCHOOLS FUND

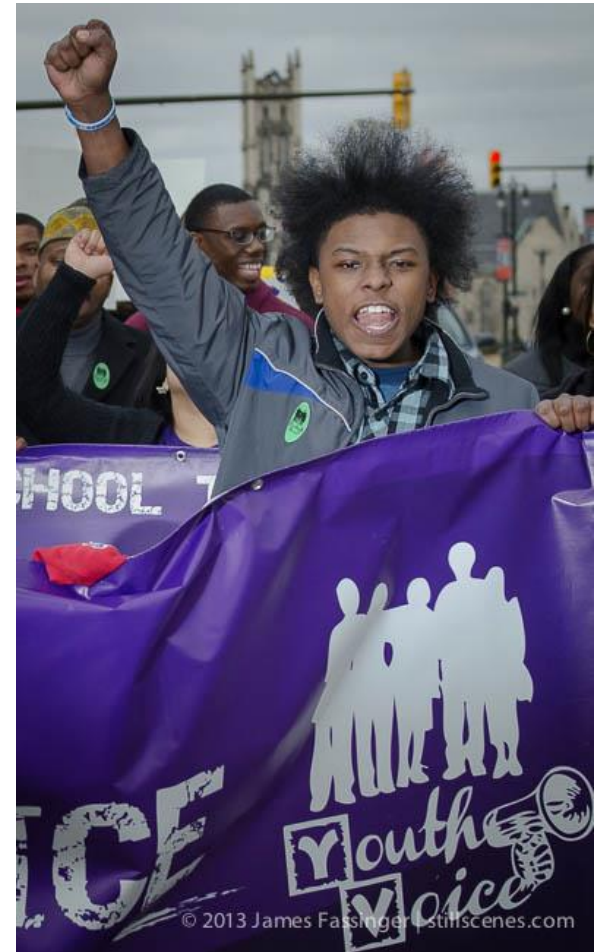


Labor/Community Strategy Center and allies, Los Angeles, 2012

JFSF Mission

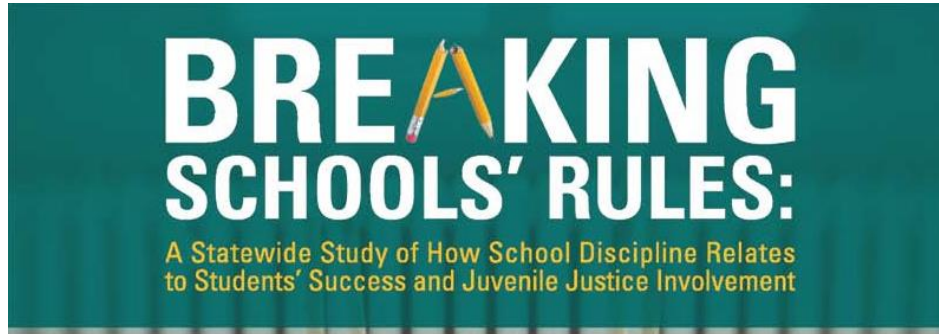
The **Just and Fair Schools Fund (JFSF)** is a national donor collaborative, housed at NEO Philanthropy, that supports:

- **constituency-led organizing** efforts to create positive and supportive **school climates**, which affirm and foster the success of all students.
- initiatives to end **exclusionary school discipline** policies and practices that result in students' removal from school and increase the likelihood of contact with law enforcement and the juvenile justice system.
- efforts to amplify the voices of young people who are **disproportionately and negatively impacted** by exclusionary school discipline policies and practices.



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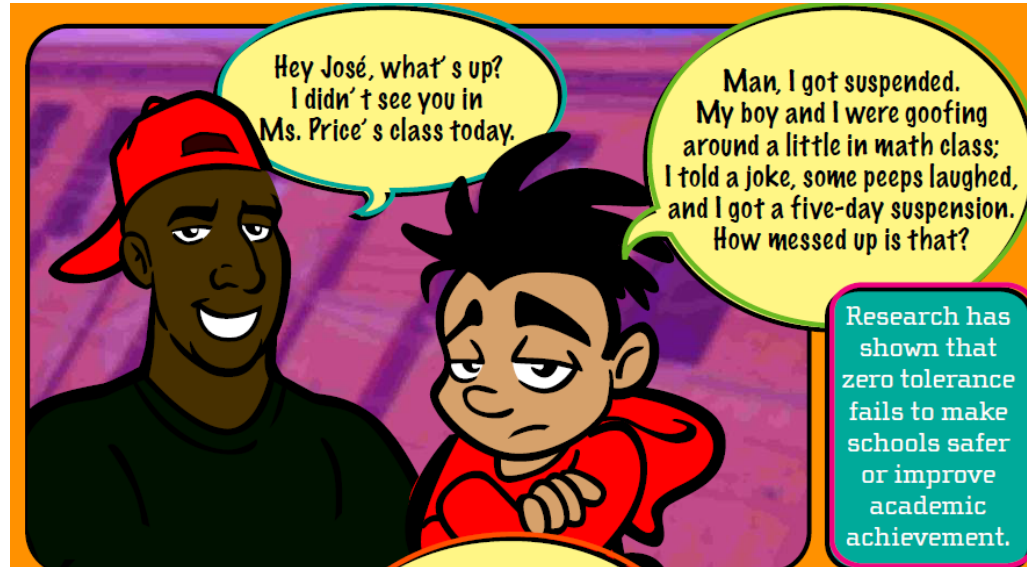
Why Positive School Climates?



Suspension or expulsion = more likely be held back a grade, leave school, and fall into contact with the juvenile justice system

African-Americans = + **31% risk** vs. others (controlling for 83 variables)

Why Positive School Climates?



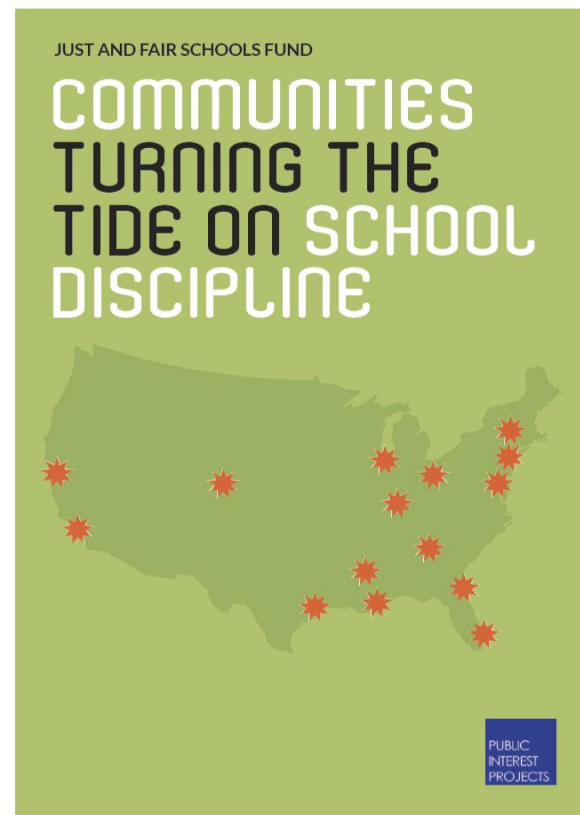
Youth with disabilities = 2x as likely to be suspended and expelled

LGBTQ youth = nearly 1.5x more likely to be suspended

Youth in foster care = over 3x as likely to be suspended or expelled

JFSF Strategies

- **Grantmaking** to community-based groups
- **Technical Assistance & Capacity Building Support**
- **Fundraising & Fund Leveraging** to Increase Resources
- **Donor Education & Engagement** on Healthy School Climates



JFSF Grantee Victories

Revised Student Codes of Conduct in 13 public school districts



- **Buffalo:** 35% drop in short-term suspension rates & 15% drop in long-term rates

- **Philadelphia:** 87% drop in expulsions

JFSF Grantee Victories

Revised Law Enforcement Policies in 7 districts

- San Francisco:** school-based arrests down by nearly 50% over the past 4 school years
- Chicago:** cut spending on school police in half, saving \$13 million per year



JFSF Grantee Victories

Increased Restorative Justice (RJ) Funding in 4 districts



- **Denver:** one high school credits RJ with double-digit gains in reading, science, and Advanced Placement passing scores, and a 58% drop in suspensions

JFSF Grantee Victories

3 State laws (*JFSF-supported lobbying activities in 2*)

- California:** schools issued 100,000 fewer suspensions over last 2 school years; Los Angeles student suspensions down by 37.5%





JUST AND FAIR SCHOOLS FUND



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- More webinars on this topic?
- New topics you want to tackle or learn more about?
- Innovative work that you want to share?
- A question you want to pose to your colleagues?

Contact us at sdoh@gih.org