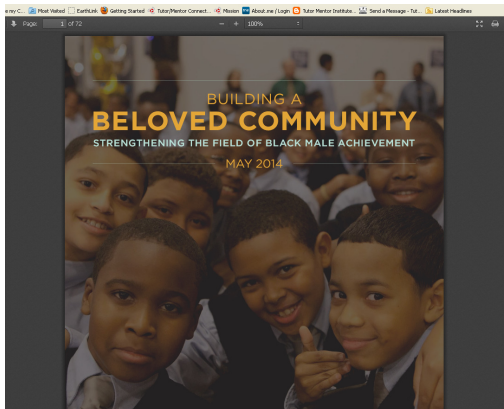




On Line at
<http://www.tutormentorexchange.net>

May 23, 2014

“Building a Beloved Community: Strengthening the Field of Black Male Achievement”: Additions to the Conversation



This image is the front page from a report titled **“Building a Beloved Community: Strengthening the Field of Black Male Achievement”**

I’ve read this report and this blog article by Shawn Dove, who was quoted often in the report:
<http://www.opensocietyfoundations.org/voices/how-do-you-quantify-hope-black-men-and-boys>

I’m Daniel F. Bassill. I created the Tutor/Mentor Connection (T/MC) in 1993 to help volunteer-based tutor/mentor and learning programs be more available to youth in high poverty areas of Chicago. Thus, these are ideas I’ve been thinking about every day for over 20 years and which I put into practices in my own efforts to connect programs, stakeholders, researchers and donors with each other, while drawing needed resources directly to all of the organizations working at the neighborhood level to help youth become self sustaining and productive adults.

In the following pages I’ve highlighted quotes from the report that resonated with me as I read it and have provided some ideas from my own work that I hope you’ll consider in your own efforts.

I’d like to find a way to contribute my thinking on a consistent basis to you and others involved with your work.

Daniel F. Bassill

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The report can be found at:

<http://www.opensocietyfoundations.org/sites/default/files/Building-Community-Black-Male-Achievement-20140512.pdf>

In the following pages I've posted some quotes from the text of the report, then in "blue ink" I've offered my own endorsement and suggestions for building upon the recommendations in the report.

Introduction

by Lucy Bernholz, Visiting Scholar, Stanford Center on Philanthropy and Civil Society Visiting Scholar, The David and Lucile Packard Foundation

:

"go beyond episodic attention to sustained effort, beyond lip service to real change, beyond punctuated action to sustained focus. "

"Being an ally is more than just supporting the work of others. It involves extending my self and my networks so that they take on a new shape."

"These are not small questions. They have no one-off answers; they require constant attention. "

DB: These are ideas I include regularly in my blog at <http://tutormentor.blogspot.com>

Executive Summary:

"Part II lifts up recurring themes from our interviews about **what is needed to strengthen the field moving forward**. In each of these areas, we highlight leading efforts, while noting opportunities to go deeper to achieve desired outcomes. We also identify tangible resources that can help funders, practitioners, and other stakeholders advance their work.

Priorities for sustaining and strengthening the field include:

- Changing the narrative from one that depicts black males as liabilities or threats to society to one that acknowledges their numerous assets and contributions;
- Leveraging social media and digital platforms in creative and powerful ways for grassroots organizing, collaboration, and communication;
- Increasing the evidence base by being explicit about goals, disaggregating data, and evaluating interventions;
- Investing in holistic, preventative, and systemic solutions that change structures limiting opportunities not only for black males but also for their families and communities;
- Investing in organizational capacity and resourcing leaders so that their work can continue over the long haul;
- Building partnerships and networks to ensure that activities are coordinated across sectors, issues, and geographic areas and that resources are optimally leveraged;
- Rethinking philanthropy and addressing the need for longer funding commitments and permanent endowed funds for black male achievement, as well as considering alternative models of support; and
- Building leadership at the grassroots and the grassroots, recognizing that courageous advocates are needed all along the pipeline to advance the field

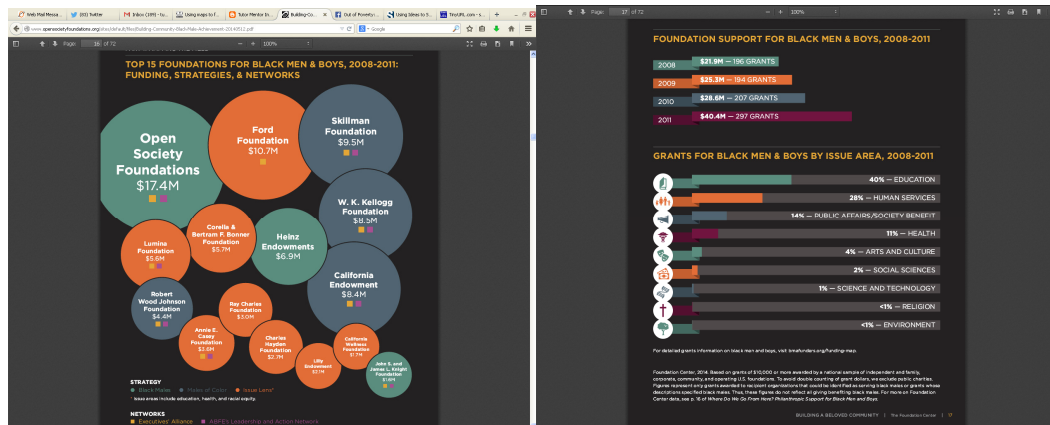
DB: These are all good ideas

Introduction:

"Emmett Carson, president of the Silicon Valley Community Foundation, elaborates more fully on this concept and explains why a focus on supporting black men and boys is **not just a "black issue," but one that is in the national interest**: "If you want America to remain great, if you want America to remain globally competitive, if you want an America which continues to innovate and have exciting job opportunities so the next generation will be better off than the last, if that's the America you want, we can no longer afford for people of color in general, black men and boys in particular, to have the life outcomes that they do."

DB: agree

Funders Map



pg 17

DB: Above are graphics in this report. They are great. In following pages I suggest that this information be plotted on geographic maps so we know where the need is concentrated, what service providers are available in these areas, and what funders are providing support in areas of need.

MAKING REAL INVESTMENTS

Gathering foundation presidents together to make a public commitment was a victory for the field. But Open Society Foundations' Shawn Dove states pointedly, "I'm not satisfied with [just] the pledge. **It's going to be critically important how we transfer the pledge into investments.**" Similarly, Walker says he is heartened by the initial engagement, but that the success of the Alliance rests on "a commitment by the presidents to deeply engage on this issue and sustain their level of enthusiasm—and match that enthusiasm with resources, both financial and human.

DB: critically important

"One major task ahead for philanthropy is **bringing the issue to a broader audience**, "getting the message out in front of the non-choir," as Rahsaan Harris, executive director of Emerging Practitioners in Philanthropy (EPIP), puts it."

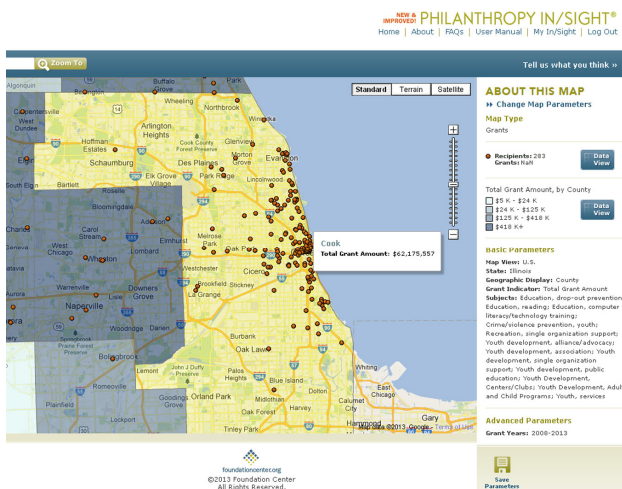
DB: I support mentor-rich programs that connect business volunteers who do not live in poverty areas because of the potential these volunteers have to become disciples and evangelist who get more people involved.

"Based on Foundation Center data, between 2008 and 2011, foundations distributed larger grants (\$10,000 or more) to 424 unique organizations for work explicitly designated to support black males."

DB

(Create a map showing where grants landed, using Foundation Center Insight/Map)

The map below shows where grants to youth organizations in Chicago landed. If a database of service providers is created, and plotted on demographic maps with indicators showing where programs are needed, then you can begin to compare grants and funding to program locations, leading to an effort to make consistent funding available to all of the places where help is needed.



4

“Robert Wood Johnson “Forward Promise, its boys and men of color initiative, the Foundation received more than 1,200 submissions from across the country, ultimately awarding grants to 10 nonprofit organizations. “

DB: 10 out of 1200. far too few organizations supported.



This demonstrates the problem. All organizations in areas with black males need consistent funding, or work does not get done. By building a map based directory leaders can begin to use marketing and social media campaigns to draw needed resources to all neighborhoods, and to the programs in those neighborhoods.

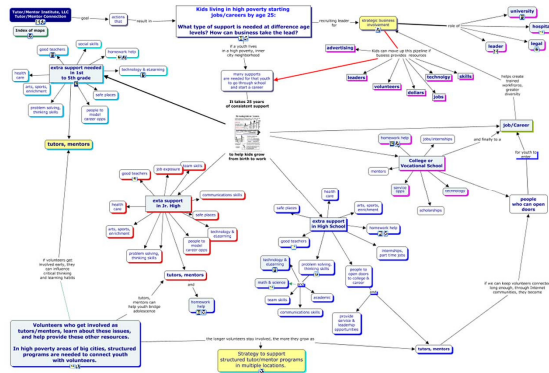
Non profit organizations

“A wide range of nonprofit organizations are working in the area of black male achievement, representing an array of issue areas and approaches.”



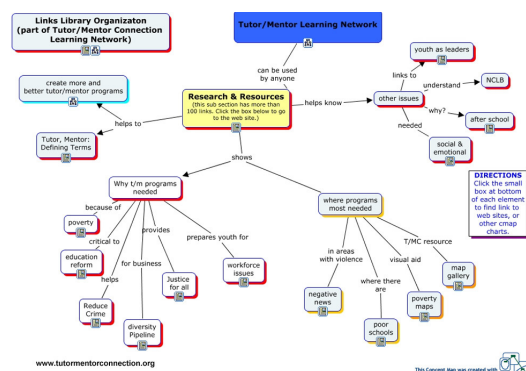
“For the many nonprofit organizations involved in supporting black men and boys, the IBMA seeks to develop their capacity and connect them to a broader network, indeed a national movement, of black male achievement. For this to happen, **fostering deep connections is essential**, among individuals within shared practice areas, as well as across organizations and issues. “

By bringing leaders together to talk about “what works” in some places which could be duplicated in other places you can build a visual blueprint representing the range of programs needed to help Black boys move through school and into jobs, and to be perceived in the broader community in more positive ways than they are now. This map can be seen at <http://tinyurl.com/TMC-K-Career-Mentoring>

[illegible]

This is what T/MC has been trying to do for 20 years.

"In order for scholarly findings to impact programs and policies, it is important that this work be translated for a broader audience."



An effort needs to be made to a) build a library of existing research; b) a public awareness effort to increase the number of people looking at it; c)

and a facilitation process helping people find what they are looking for and learn how to understand and apply it. Faith groups have developed a learning process that has thousands of groups of people reading and discussing scripture every week. That is a model that could be duplicated.



In addition, MOOCs such as the Deeper Learning MOOC, www.deeperlearning.org, can be a model for engaging a growing number of people in on-line learning.

PART 1: MAPPING THE FIELD



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DB: MOOCs that I've been part of have been organized and led by people from universities. The universities doing research in this field could be the organizers of MOOCs that bring more people together with the research and other data that is already available, and that will be created in the future.

"The Foundation Center | BUILDING A BELOVED COMMUNITY

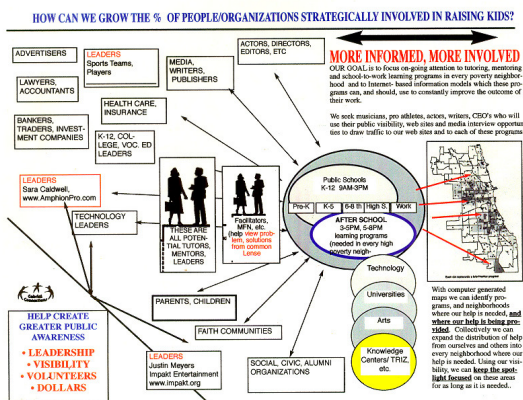
Among our interviewees, there was universal agreement that **the field needs engagement from all segments of society**. "When we say 'the field of black male achievement,' we're still talking somewhat narrowly about two major sets of players: nonprofits and philanthropy," according to Greg Hodge, a youth development policy advocate and consultant working with several organizations in the field. **"There is a lot of space for other folks to get involved."** Bridging this space requires messaging and strategies to engage sectors that may not immediately see a role for themselves in this work."

DB: Agree

ALL HANDS ON DECK *

DB: See ideas below for mapping who is involved and teaching them to outreach regularly to increase who gets involved. .





DB: My graphic illustrates the role of committed people inviting others to connect with the research, then become involved supporting programs and initiatives in different places.

CHANGE THE NARRATIVE

"With the increasing prevalence of multimedia and digital platforms, Maynard and others describe the media world as ripe for disruption, one that provides **an opportune moment for creating new paradigms for engagement.**

Changing large-scale public opinion is no easy task, but a couple of interviewees noted that it is in fact possible.

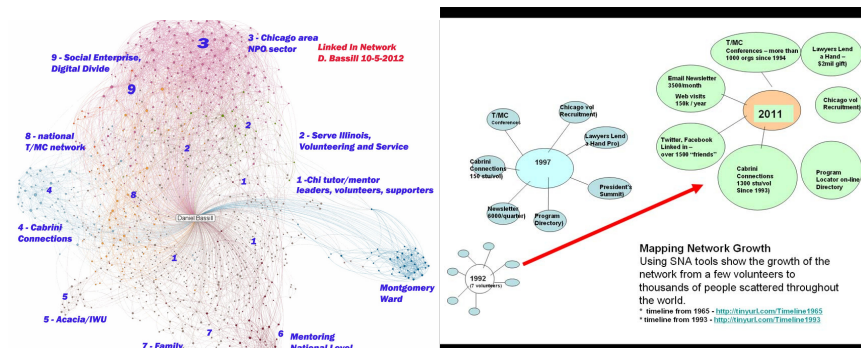
As an example of a successful large-scale shift in public opinion, in 1996, polling data showed that nearly 70 percent of Americans opposed same-sex marriage; by 2013, a majority of Americans supported same-sex marriage. This change has been attributed to years of organizing and a coordinated, strategic communications effort by the LGBTQ community."

DB: In the final section of this report, focused on "What does success look like", there should be a section showing how the Black Male is perceived now, and how that has changed over 10, 20, 30 years as a result of changing the narrative following the example of the LGBTQ community.

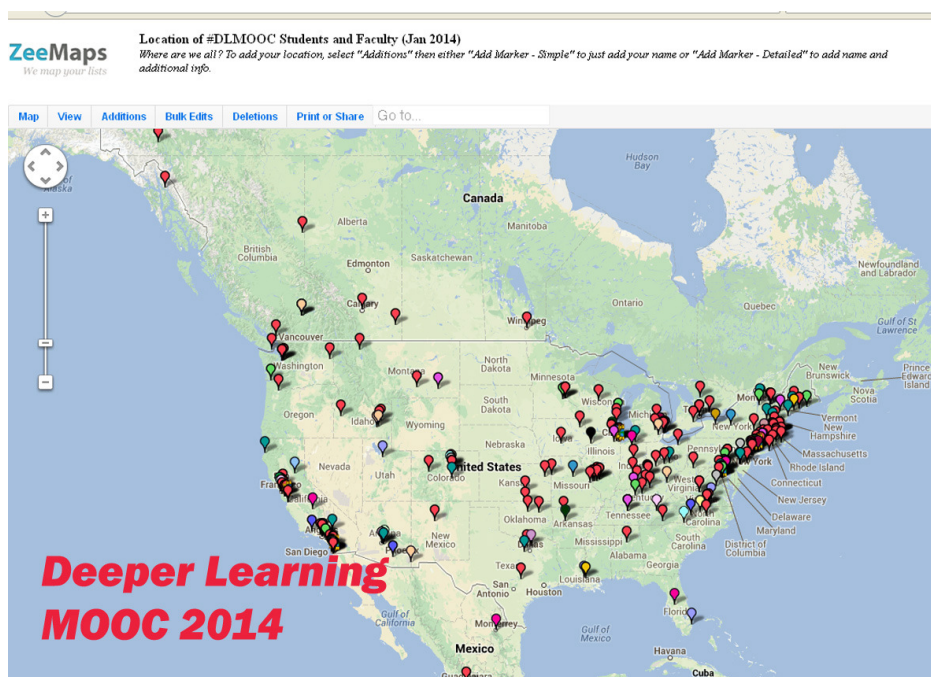
LEVERAGING SOCIAL MEDIA

"Everyone involved in the field should have an active social media presence and leverage that as much as possible," declares former White House advisor Joshua DuBois.

DB: Agree. However, too few who need to be involved, or who might benefit from this support are yet engaged via social media, deeper learning and/or on-line collaboration and problem solving. Need to teach these concepts. Could be career and employment opportunity for Black Male population.



DB: The work BAM and Shawn Dove have been doing on Twitter is a really great start. I encourage you to find ways to map the network of who is connecting in these chats and conversations and then show how the network grows over a period of years.



DB: Use mapping tools to show participation in your on line events and in the conferences you host.

Capacity building

“Key elements of strong networks **include financial support specifically for the network**, clearly identified purpose and mission, staffing support, and trusted leadership and facilitation. As Marc Philpart, who helps build and nurture networks as part of his work at PolicyLink, states,

“**Facilitation is incredibly important**; networks don’t just form on their own. You have to have someone actively curating and cultivating that group and trying to focus on building community.”

DB: Agreed. Are you reading the SSIR articles on Collective Impact?

http://www.ssireview.org/articles/entry/collective_impact See library of process improvement, collaboration, knowledge management ideas at <http://tinyurl.com/TMI-ProcessImp-Collaboration>

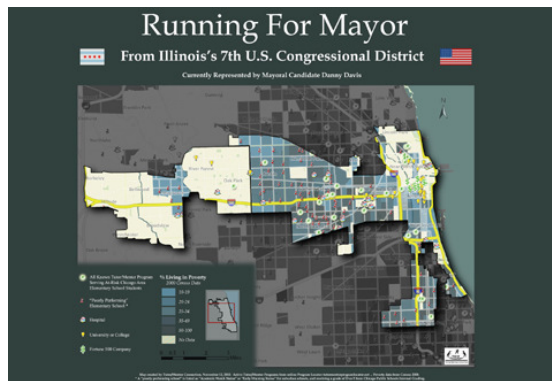
LEVERAGING RESOURCES ACROSS SECTORS

“In addition to coordinating efforts, **networks and partnerships can break down silos** and contribute to sustaining the work by helping to leverage resources across sectors. States Ron Walker, executive director of COSEBOC, “**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.”

There are so many interesting possibilities when you elevate something to a national conversation, but then there’s **got to be some resources that begin to flow at the local level** to really implement some of those ideas.”

DB: Agreed. More people need to walk the walk, rather than talk the talk in this area.

GOVERNMENT



Create maps of political districts and use them to show actions incumbents take to support youth serving organizations, or that challenges use to show how they'd do better.

See maps like this at <http://mappingforjustice.blogspot.com>

Rethink Philanthropy

"This field has been particularly and acutely subject to waves of waning philanthropic interest."

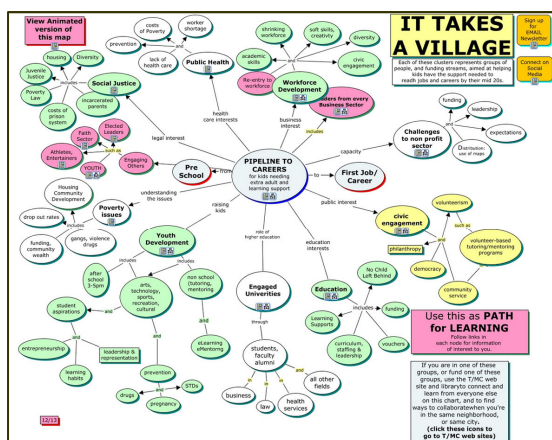
In addition, many espouse the need for more general support funding. According to Foundation Center research, 87 percent of grant dollars for black males supports specific programs, **while only 11 percent is directed for general operating support**. Sheena Wright of the United Way of New York City describes this as a "recipe for disaster." She adds that to thrive, organizations in the field must be "fiscally healthy, have the right technology and infrastructure, and [be able to invest in] human capital to move from stability to strength to sustainability.

Patient funding over time is what's needed."

"Shawn Dove states pointedly, "The conversation around race and gender that is not happening on the trustee level is somewhat embarrassing. We hope the Alliance can shift that conversation."

DB: Build learning community around challenges facing non profits – see library at

<http://tinyurl.com/TMLibrary-ChallengesFacingNPO>



DB Build in a research process to identify who in each industry, and each city, is taking lead roles in this movement. Use maps to build an understanding of who's involved and to connect involved people with each other. Use public praise of those who are doing good work to encourage others to duplicate that work. This map can be seen at <http://tinyurl.com/TMC-VillageCMap-1>

"Reflecting on his investment in the Campaign for Black Male Achievement, George Soros

underscores **the long-term commitment required by philanthropy (and others) to reverse hundreds of years of systematic racism and discrimination** that have resulted in African-American males occupying the lowest rung of nearly every major indicator of well-being. He also highlights what success ultimately looks like.

DB: need to find a few more billionaires who walk the walk.

What does success look like?

“As our report highlights, there is much work to be done. But there are also indelible signs of success. Success looks like the 100 percent college acceptance rate—for five years running—at Urban Prep Academies, a network of all-boys public schools that serves students from economically disadvantaged households. Success looks like BMe, a group of more than 7,000 black men and their friends of all races and genders who build community together and who provided services to more than 130,000 neighbors in 2013 alone. Success looks like the launch of the Institute for Black Male Achievement, which boasts more than 2,500 members contributing to black male achievement. Success looks like the Young Men’s Initiative in New York City, an unprecedented public–private partnership that works comprehensively across city agencies to reduce disparities faced by young men of color. Success looks like leading foundation presidents coming together to form an alliance, and success looks like the President of the United States stepping out to pledge support to transform the life outcomes of black and Latino young men.

Success looks like the President of the United States stepping out to pledge support to transform the life outcomes of black and Latino young men.

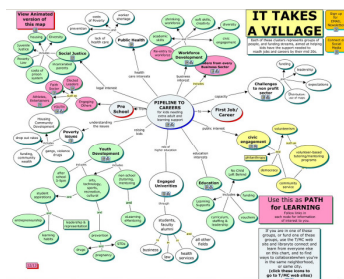
DB: Other than the college acceptance rate of Urban Prep Academies, which is the result of four years of high school support, none of these other definitions of success show the impact on young men after 5 or 10 years of continuous support. **Most of these indicators of success are steps toward a goal.** If these are not sustained, the goal is not met.

“The collective impact of these initiatives (and so many others in the field) will get us closer to the Beloved Community Dr. Martin Luther King, Jr. envisioned, one which recognizes the value and humanity of every individual. This community encompasses the full and active participation of every member of a democratic society and is based upon justice, equal opportunity, and love.”

How do you measure this?

“This vision is not wishful thinking; it is attainable through the efforts of committed individuals, dedicated organizations, and partnership and collaboration. So where do we go from here? Let’s build the Beloved Community, together”

DB: How about these as measures of success:



Our network maps show that there are leaders in every sector who have made commitments to help youth move from birth to work over a 25 year period of support. See strategy map at <http://tinyurl.com/tmc-strategy-map>

As a result, Our prisons are empty. There are no drop outs. Every black baby born in 2020 will be fully employed in 2050, earning a living wage.

Public perception surveys taken between now and 2020 and taken in 2050 will show positive gains in all of the indicators that are important to achieving a just society.

Surveys of youth in 3rd grade, 8th grade, 12th grade show hope and optimism, at much greater rates than surveys taken in the 2014-2020 period.

Create theoretical model: What are assets that need to be in a community, and a child's life, to result in that child being fully employed by age 30?

Survey and map communities to determine what the distribution of these assets are in every zip code with high percentages of Black males. Build marketing strategy to support those already in place, and fill in the voids.