

# MBK Boston

As of March 7, 2016



## OVERVIEW

The City of Boston strives to reach milestones across programs, policies, and practices that will deliver positive results for our residents. As a community, it is up to us to work collaboratively across government, academia, the private and public sectors, clergy, families and neighborhoods to close opportunity gaps and strengthen outcomes for all Bostonians, especially Black and Latino boys and men, to achieve their full potential.

## MBK Boston Milestones

1. Ensure all youth graduate from high school ready for college and career;
2. Ensure all youth successfully enter the workforce; and
3. Reduce youth violence and provide a second chance.

## SUMMARY

Mayor Martin J. Walsh established the My Brother's Keeper (MBK) Boston Advisory Committee in September 2014 to work towards improving life outcomes for Black and Latino males and all youth in the City of Boston. The 45 member MBK Boston Advisory Committee is comprised of local leaders and experts in government, the private sector, community-based organizations, academia, and the clergy.

In late September 2014, Mayor Walsh accepted President Barack Obama's MBK Community College, and tasked the MBK Boston Advisory Committee to take action. In November 2014, the Advisory Committee was introduced to community members at a forum hosted by City Year Boston. Less than a month later, Mayor Walsh hosted the MBK Boston Action Summit, featuring Michael Smith of the White House and including several breakout sessions to identify policies, programs, and practices to keep, implement, and dream initiatives related to: civic engagement, education, health and human services, youth employment, business and workforce development, and public safety.

By early 2015, the City of Boston established its three **MBK Boston milestones** (outlined above). Additionally, the City of Boston launched two major initiatives to coincide with the momentum and focus areas of MBK Boston:

- Mayor Walsh launched the enhanced the **Violence Interrupters Program**, a comprehensive public safety strategy in collaboration with the Boston Centers for Youth & Families, Mayor's Office of Public Safety, and the Boston Police Department with \$3 million over three years funded by The Boston Foundation. The funding and expanded program was announced at the MBK Boston Action Summit, and became effective January 1, 2015.
- The **Mayor's Mentoring Movement** was created in February 2015 in collaboration with Mass Mentoring Partnership, launching efforts to recruit 1,000 new caring adult mentors for Boston boys and girls by 2017.

Following the MBK Boston Action Summit, the MBK Boston Advisory Committee crafted recommendations for action based on feedback received by the community in the breakout sessions and

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follow up review of existing programs, policies, and practices. The [MBK Boston Recommendations for Action Report](#) was released in May 2015. Joined by Mayor Walsh, three Boston youth outlined the recommendations for action across each of the MBK Boston milestones.

Since the release of the report, the MBK Boston Advisory Committee, including the 45 members and its sub-committees reaching 130 more people – representing youth, community-based organizations, the private sector, academia, local government, and clergy – have worked towards implementing recommendations outlined in the report.

## RECOMMENDATIONS & HIGHLIGHTS

Among the 18 recommendations for action in the three MBK Boston milestones, below are some key highlights accompanied by quantitative outcomes achieved since the release of the report, to date:

### **MILESTONE #1: Ensure all youth graduate from high school ready for college and career:**

#### ❖ **Expand School-Community Partnerships**

- In July 2015, the City launched a goal through the ***Boston Summer Learning Project*** to recruit 100 sites serving 10,000 students by 2017 through expanded summer learning. The Boston Summer Learning Project, part of a national study funded by the Wallace Foundation, is a coordinated ***public-private effort boosted by nearly \$2 million in private funding in 2015***. Currently 70+ BPS schools and 50+ community organizations partner to provide high quality, full day and full week summer learning to nearly 6,000 students at 79 sites. ***Based on 2015 data, the City has already reached 60% of its student enrollment goal and 79% of its partnering sites goal.***
- In November 2015, Mayor Walsh and Superintendent Chang launched the ***Adopt-A-School Initiative***, building upon the commitment of businesses for students in and out of the classroom. The Mayor's Office and Boston Public Schools are engaging private sector companies with plans to formally launch partnerships for School Year 2016 - 2017.
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#### ❖ **Increase Access to Rigorous Curriculum and Instruction**

- A task within this recommendation includes redesigning the city's education model and restructuring the city's high school portfolio. As part of this recommendation, the City launched ***High School Redesign*** in May 2015, and since then the Public Engagement Phase has reached over 2,000 community stakeholders have participated including:
  - ***Over 1,020 participants in 17 community-led forums***
  - ***275 participants in 7 youth forums***
  - ***412 participants in 5 high school hosted forums***
  - ***300 participants on social media***



## **MILESTONE #2: Ensure all youth successfully enter the workforce**

- ❖ **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.**
  - Summer 2014: 45 out of 140 supervisors were trained, reaching only 32% of all supervisors.
  - **Summer 2015: 99 out of 140 supervisors were trained, reaching 70% of all supervisors - more than doubling the number of supervisors trained in the prior year.**
  - Summer 2016: The Department aims to train 100% of supervisors in summer 2016 with two tiers of training including sessions for untrained supervisors as well as previously trained supervisors.
  
- ❖ **Identify new sources of funding and increase private sector participation with the goal of ensuring every youth who wants a job, has a job.**
  - The **Mayor's Summer Jobs Program recruited 41 new private sector employers** to hire Boston youth in collaboration with the Boston Private Industry Council and the Mayor's Office. Approximately 300 private sector employers participate, annually.
  - SuccessLink, Boston's Department of Youth Engagement and Employment's youth employment program that is part of the Mayor's Summer Jobs Program and employs 3,200 youth at 200 community-based organizations, launched an enhanced web portal in February 2016. The **newly redesigned SuccessLink** demonstrates incorporated community feedback with increased functionality that allows participants to manage their employment status from a dashboard, seamlessly communicate with potential employers, complete on-boarding requirements like an orientation video through the platform, and connect to additional non-employment resources like tutoring. The City of Boston **estimates that over 7,000 young people will get connected to SuccessLink** before the March 25, 2016 deadline.
  
- ❖ **Educate and train industry leaders and elected officials to serve as allies in building a pipeline of talented Black and Latino youth.**
  - In June 2015, **State Street Foundation launched Boston WINS, a four-year \$20 million initiative** aimed at advancing job readiness for low-income youth, including men and boys of color, ultimately preparing more Boston youth for Boston jobs. The multi-year investment in five collaborating non-profits – The Boston Private Industry Council (PIC), Bottom Line, College Advising Corps, uAspire and Year Up – focuses on the continuum from high school to career. To date, State Street is currently providing internship placements and training mentors for BostonWINS high school, Year Up, and College students. The initiative projects **that the five organizations will increase the number of youth served by 61%. To date each partner is on track to year one goals** including: State Street Corporation will hire 1,000 Boston youth for entry-level positions over four

years and is on pace to Year One goals; State Street is also providing volunteer, executive BOD positions and employee matching gifts to the BostonWINS partner organizations.

## **MILESTONE #3: Reduce youth violence, and provide a second chance**

- ❖ **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.**
  - **Operation Exit's first class** graduation rates (Spring 2015):
    - 15 graduates
    - 14 graduates placed in employment in the building trades
    - **93% employment placement**
  - **Operation Exit's second class** graduates rates (Fall 2015):
    - 13 graduates
    - 11 graduates were placed in employment in the building trades with 2 individuals pending opportunities
    - **84.6% employment placement**
  - **Operation Exit's third class** is currently enrolled in a 20 week culinary training program in partnership with New England Center for Arts & Technology (NECAT)
    - 2 participants enrolled
  - **Operation Exit's fourth class** was an 8 week intensive coding and web design bootcamp in collaboration with Resilient Coders.
    - 10 participated in the program
    - 9 graduated on February 29, 2016
    - **90% graduation rate**

## **ADDITIONAL OUTCOMES TO DATE**

- ❖ **Mayor's Mentoring Movement:** As of March 1, 2016, the **Mayor's Mentoring Movement recruited 854 new caring adults** to mentor Boston youth. With the goal of recruiting 1,000 mentors by 2017, **the City is more than 85% towards its goal.**
- ❖ **Violence Interrupters:** As of February 2016, the **Violence Interrupters Program maintained a client caseload of 581 individuals** including 378 Black African American youth and young adults, 128 Latino youth and young adults, and 64 Cape Verdean youth and young adults. along with 3,247 indirect client engagement cases. Over this past quarter, **the program has experienced an increase in indirect client engagement from 3,247 to 5,400 indirect youth engagement** resulting in:
  - Increased outreach within middle and high Schools where Streetworkers and Violence Interrupters engaged Black and Latino males by co-facilitating life skills and social skills groups to youth who identify with and or are at risk to gang affiliation, students who experience high incidents of truancy and to youth who have been traumatically impacted by incidents of violence within the community.

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- Stronger relationships with parents, particularly single parent households where Streetworkers and Violence Interrupters help support mothers with connecting with a spectrum of services that includes: Therapeutic Mentoring, structured out of school time programming and summer employment opportunities.

**Of these total engagements, 85% of successful mediations involved black males either individuals and/or their groups where Streetworker and Violence Interrupters were able to suppress and stop incidents of retaliatory violence involving black males.**

## ADDITIONAL HIGHLIGHTS

*Since the launch of the MBK Community Challenge in September 2014, MBK Boston Advisory Committee members and partners have been actively engaged in opportunities to elevate the work of MBK locally and nationally. Below captures some of the events in collaboration with the White House or White House officials.*

- ❖ **September 2014:** (then) U.S. Secretary of Education Arne Duncan joined MBK Boston Advisory Committee Co-Chairs, the Boston Public Schools, and the Boston Celtics for a convening to discuss MBK with local youth at the Mildred Ave BCYF Community Center.
- ❖ **December 2014:** Michael Smith, Special Assistant to the President, joined Mayor Walsh and over 400 community members for the MBK Boston Action Summit.
- ❖ **February 2015:** MBK Boston staff lead, Lauren Jones, Chief Arroyo, a MBK Co-Chair, and Malachi Hernandez, then a BPS junior, attended the White House National Convening on MBK.
- ❖ **May 2015:** Malachi Hernandez, then a BPS junior, joined President Barack Obama at Lehman College in the Bronx, New York for the launch of the MBK Alliance. Malachi also offered closing remarks at the MBK Boston Action Summit and presented at the launch of the MBK Boston Recommendations for Action event.
- ❖ **May 2015:** Mabel Gonzalez, then a BPS senior, joined a delegation from Boston for the National Youth Violence Prevention Conference in Washington, DC.
- ❖ **July 2015:** U.S. Secretary Julian Castro joined Mayor Walsh for the City's Youth Enrichment Day at Northeastern University.
- ❖ **November 2015:** (then Deputy) U.S. Secretary of Education John King joined Mayor Walsh, Boston Police Department Commissioner Evans, College Bound Dorchester, and participants of Operation Exit for a roundtable discussion to highlight the impact of this reentry employment program.
- ❖ **February 2016:** Stephen Lafume, 17, was joined by Franceso Tena, Manager of Mayor's Youth Council and Shari Davis, Director of the Department of Youth Engagement and Employment, to present at a National Participatory Budgeting Convening at the White House.
- ❖ **February 2016:** Shari Davis, Director of the Department of Youth Engagement and Employment presented at the Champions of Change event at the White House.
- ❖ **February 2016:** Thaddeus Miles, a MBK Boston Advisory Committee Member and Director of Public Safety at MassHousing, and Jerrell Watersm BYSN Youth Council Program Assistant, were among attendees at the White House celebration to commemorate the two year anniversary of MBK.

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CITY OF BOSTON  
Martin J. Walsh, Mayor

## YOUTH STORIES



*(In February 2016, Stephen, 17, attended a participating budgeting convening at the White House. Stephen, left, is pictured in front of the White House with Franceso Tena, Manager of the Mayor's Youth Council.)*

### Stephen Lafume, 17

Three years ago, Stephen attended a youth forum at the BCYF Condon Community Center in South Boston. Hearing there was \$1M on the table through a new youth participatory budgeting program, he wanted to pitch his idea to create more skateboard friendly areas in Boston. He answered Mayor Walsh's call to get more involved in his community, and before he knew it he was

developing proposals with city staff and had gotten connected to the President's My Brother's Keeper Initiative.

Stephen, who lives in the Mattapan neighborhood of Boston, became a dedicated member of the Health and Human Services sub-committee for Boston's My Brother's Keeper. He was advocating, analyzing, and providing valuable insight as part of a team of community leaders, local business leaders, and elected officials who were charged with improving outcomes for his peers.

Since becoming involved, Stephen has joined the Mayor's Youth Council, presented Boston's MBK Action Plan alongside the Mayor, and most recently has attended a participatory budgeting convening at the White House to share his experiences with leaders around the globe. He currently is hired by the City of Boston to outreach to his peers and facilitate strategic planning meetings.

### Mentor Chris Byner and mentee Jeremiah

Matched as part of the **Mayor's Mentoring Movement** through Big Brothers Big Sisters of Massachusetts Bay

Chris Byner is a lifelong Boston native currently working for the City of Boston. He gave up his six-figure job to pay it forward to his beloved community. He has been an informal mentor to young people throughout his adult life but last year, decided to answer Mayor Marty Walsh's call to become a mentor to a young person in Boston. He was matched with his mentee Jeremiah through Big Brothers Big Sisters of Massachusetts Bay.



*Mentor Chris Byner with his mentee, Jeremiah*

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Chris knows that mentoring a young person can have an enormous impact on both lives. “I know in my own life it was important that I had positive, healthy adults, and many of them did not sign on as Big Brothers, but played integral roles in my life and getting me to where I am today,” Chris said. “I know that whether it’s informal or formal, that mentors play a significant role to help youth and young adults get on and stay on the right path.”

Chris and Jeremiah have a great time together and try to do things that allow Jeremiah to explore his curiosity in his own interests. They have enjoyed going to the library to look at books. Chris has helped Jeremiah do things that he hasn’t done before, like eat veggie pizza, and talk about how he can get better at writing. Jeremiah was recently excited to show Chris an improvement in his writing, which Chris encouraged. When they can’t be together, Chris will sometimes just check in with Jeremiah on the phone. Jeremiah’s mom appreciates the time that they spend together.

Chris and Jeremiah’s story is an example of the relationships that are happening through the Mayor’s Mentoring Movement, an initiative started by Mayor Walsh as part of Boston’s My Brother’s Keeper work. Joining with Mass Mentoring Partnership, the goal of the Mayor’s Mentoring Movement is to recruit 1,000 new adult mentors by the end of 2016 to serve at-risk Boston youth. So far, the initiative has recruited more than 800 new mentors.

## **Wilfredo Figueroa**

Leading up to summer 2015, Wilfredo Figueroa, then a junior at Dorchester Academy, worked with his Boston Private Industry Council (PIC) Career Specialist to prepare for a summer job. He polished his resume, practiced interviewing, and participated in other job readiness opportunities. In addition, Wilfredo attended the PIC sponsored jobs orientation session, which included a financial literacy training with Bank of America staff.

Last summer, with wages sponsored by Bank of America, Wilfredo worked as a junior counselor at the Boston Raiders, a neighborhood sports camp. Wilfredo met with his supervisor at the beginning and the end of the summer to complete the MA Work-Based Learning Plan. On the following “Foundation Skills”, Wilfredo progressed from competent or proficient at the beginning of the summer to advanced in all categories by the end of the summer: attendance and punctuality, workplace appearance, accepting direction and constructive criticism, motivation and taking initiative, understanding workplace culture, policy and safety, speaking, listening and interacting with co-worker. On “Workplace and Career Specific Goals”, he progressed from competent or proficient at the beginning of the summer to advanced in all categories by the end of the summer: group management, problem solving, creativity, teaching and instructing, and accepting direction and constructive criticism.

Wilfredo’s supervisor described him as a natural born leader who worked very well with campers of all ages. After his summer job ended, Wilfredo wrote the following review of his experience: “Working with PIC was a very great experience. I felt like as a first job it was a success. Even when things got a little rough I had a supervisor at work and a career specialist I could talk to. Thanks for the experience and I would love to work with the PIC again.” This year, Wilfredo is a senior at Tech Boston Academy working with his PIC Career Specialist. He interviewed with Aramark and secured a job at Fenway Park for this summer.