

DISRUPTING & TRANSFORMING A BROKEN SYSTEM



MBK EQUITY FRAMEWORK

MBK Blueprint for Transformation,
Success & Long-Term Sustainability

“

I have always believed that the single most important task we have as a nation is to make sure our young people can go as far as their dreams and hard work will take them.

It is the single most important thing we can do for our country's future. And we've got to do it together.”

Barack Obama





INTRODUCTION

Far more than community building, mentoring, and creating partnerships, MBK is a clarion call to “disrupt and rebuild” America and change historically unequal systems to ensure America becomes a place where you can make it if you try. In September 2014, President Obama issued a challenge to cities, towns, counties and tribal nations across the country to accept the MBK Community Challenge. The MBK Community Challenge encourages communities to implement a coherent, place-based cradle-to-college-and-career strategy for improving the life outcomes of all young people to ensure that they can reach their full potential, regardless of who they are, where they come from, or the circumstances into which they are born.

Getting there takes time. Years, maybe decades or longer because hope is a working journey tied to action and solutions.

The MBK Equity Framework is a results-based playbook, an evidence-based resource of core values and guidance to help communities transform and disrupt oppressive systems - in government policy, education, criminal justice, social relationships, career building - that prevent far too many boys and young men of color¹ from reaching their full potential.

¹ The Presidential Memorandum that established the My Brother's Keeper initiative placed a focus on African American, Hispanic American, and Native American boys and young men given the similarity in opportunity gaps. However, each local MBK Community defines the grouping based on their unique demographics and disparity data. [Read More](#)

The MBK Equity Framework - developed by the My Brother's Keeper Alliance and a network of leading organizations who specialize in government, policy and advocacy, youth development, collective impact, equity and organizational leadership - offers principles, best practices and tools for communities to address systemic racial conditions and create lasting hope and opportunity. Call it a success toolkit for communities and partners.

It also outlines eight Elements of Success with corresponding how-to action steps to accelerate and improve existing social conditions for boys and young men of color. The MBK Equity Framework is not a guide to create or replicate programs. Rather, it was designed to help systems leaders identify and change long-standing ineffective policies and undo biased practices and structures in a coordinated place-based strategy.

THE MBK EQUITY FRAMEWORK HAS THESE COMPONENTS:

- 1** A set of **Core Values** and **Elements of Success** that include community spotlights providing brief profiles of successful MBK Communities
- 2** A **Self-assessment** to measure a community's progress
- 3** A **Roadmap and Toolbox** providing resources and next steps based on the assessment

Put another way, the MBK Equity Framework is a blueprint for local leaders to build a community that wants to demolish the inequitable structures that have failed our youth, and build a magnificent new foundation where there is equity and opportunity for all.

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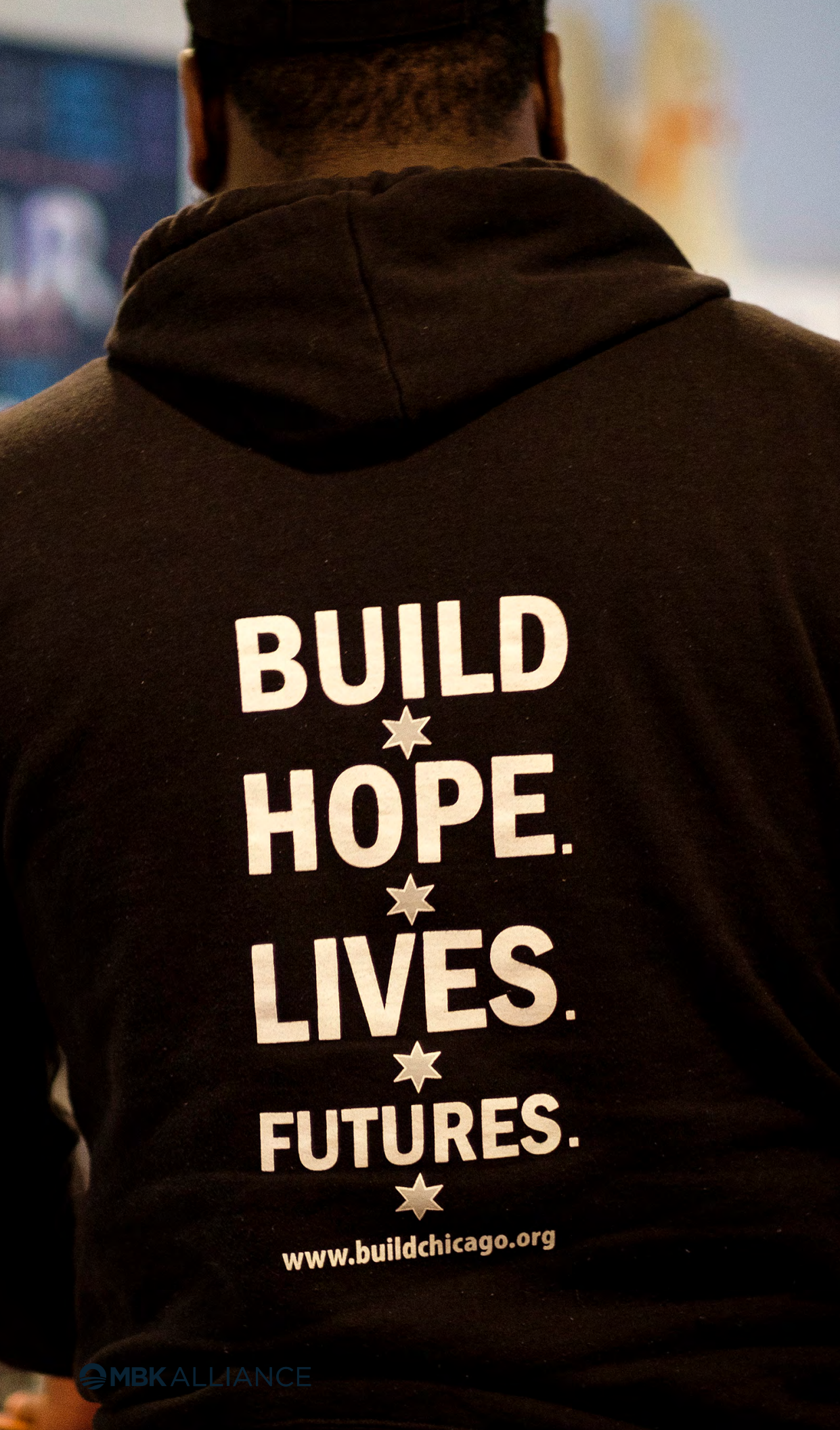
A special thanks to the MBK Alliance's national partners and MBK Community leaders on the MBK Equity Framework Committee.

In answering President Obama's call to action, your work and expertise in providing guidance to our communities during the past seven years continues to be essential in the growth of the organization and, most importantly, to the success of the nation's boys and young men of color.

THESE ORGANIZATIONS INCLUDE:







MY BROTHER'S KEEPER: A PIPELINE OF SUCCESS

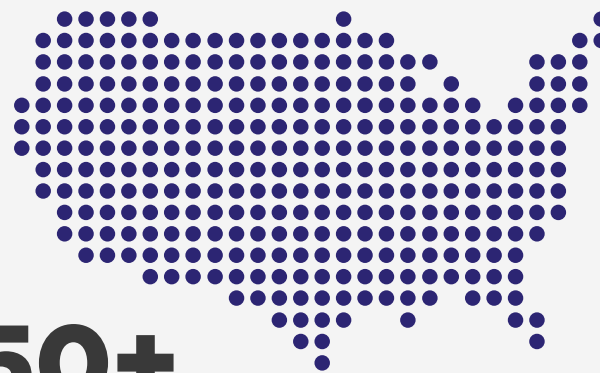
In the aftermath of the tragic killing of Trayvon Martin, President Obama called on Americans to recognize that we all have a stake in the success of our nation's boys and young men of color (boys and young men of color). President Obama launched the "My Brother's Keeper" (MBK) initiative in

America could never live up to its potential or its ideals unless all its children had an opportunity to thrive. We are all our brother's keeper.

February 2014 through a Presidential Memorandum to address persistent opportunity gaps faced by boys and young men of color and ensure all young people can reach their full potential. The initiative was focused at the time on expanding evidence-based policies, programs and public-private partnerships that advance life outcomes from cradle to career and beyond.

A central part of the initiative was the launch of the “MBK Community Challenge,” a call to public and private sector leaders to implement a coherent, place-based cradle-to-college-and-career strategy for improving the life outcomes of all young people. Leaders were challenged to convene a local action summit, assess policies that work and don’t work for boys and young men of color, determine priorities, and decide how to make progress. Within six months of accepting the challenge, communities would create and begin implementing a local action plan, based on the action summit and a policy scan, which would include concrete goals, a protocol for tracking data, benchmarks for tracking progress, and available resources to support communities’ efforts.

Before the launch of the MBK Community Challenge there were few communities across the nation that had both identified the specific disparities boys and young men of color face and also put considerable leadership and resources to work to develop coordinated, long term approaches rooted in evidence to address those disparities.



250+

**CITIES AND TRIBAL NATIONS
HAVE ACCEPTED THE MBK
COMMUNITY CHALLENGE**

Today, in large part because of the MBK Community Challenge, there are now hundreds of communities with committed leaders who have put this issue on the forefront, developing comprehensive plans and community goals to achieve real results.

My Brother’s Keeper Alliance (MBK Alliance), now an initiative of the Obama Foundation, continues the work that began back in 2014. Our mission is to lead a national call to action to build safe and supportive communities where boys and young men of color are valued and have clear pathways to opportunity.



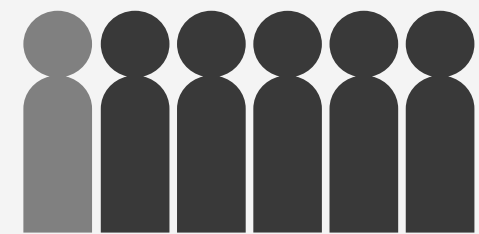
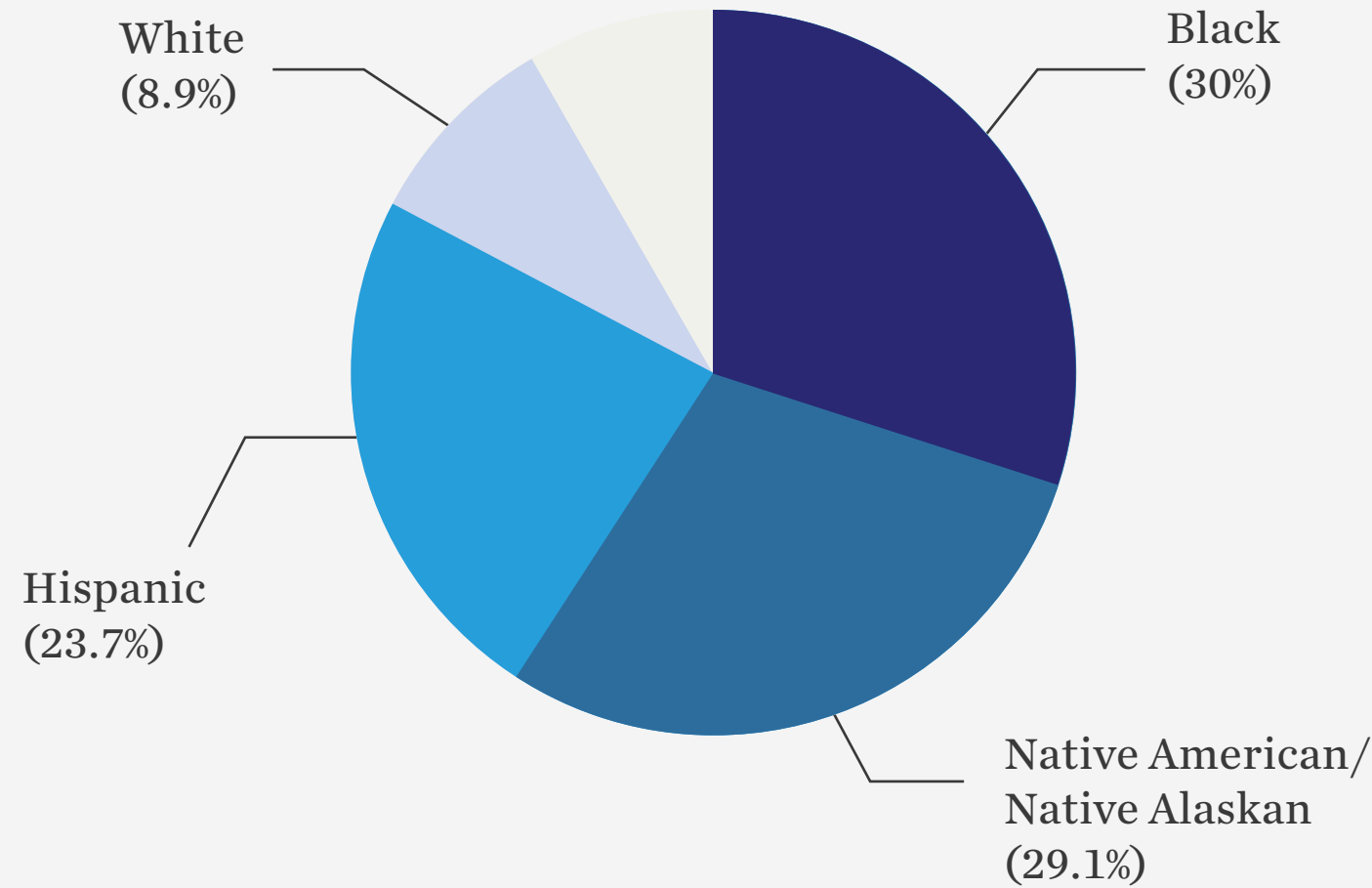
THE FUTURE NEED IS GREATER

As the nation is burdened with a global pandemic that has resulted in unprecedented sickness, loss of life, economic uncertainty, educational upheaval, and heightened calls for racial and social justice, the mission has become more critical– the call to action louder.

Most affected by the socioeconomic impact of America’s lack of equal opportunity, now and throughout history, are people of color and our boys and young men of color are far too often left on the sidelines.

According to the U.S. Census, children remain the poorest age group in America and youth of color are disproportionately represented in this group. Poor children are more likely to have poor academic achievement, become high school dropouts and later become unemployed, experience economic hardship and become involved in the criminal justice system.

POVERTY RATE AMONG CHILDREN BY RACES



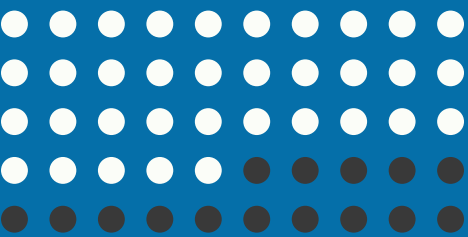
FOR EVERY SIX CHILDREN, ONE LIVED IN POVERTY

POVERTY RATE BY AGE GROUPS



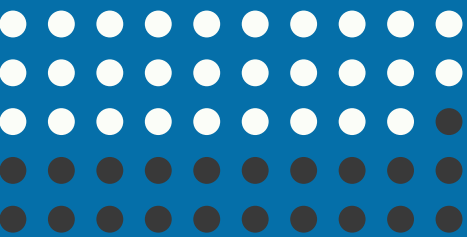
POVERTY IS
MORE PREVALENT
AMONG CHILDREN
OF COLOR:

IN 35 STATES



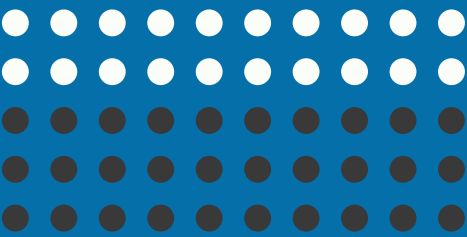
poverty rates among
Black children are
more than 25%

IN 29 STATES



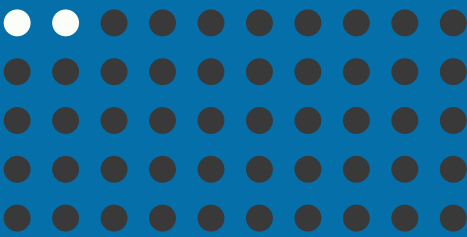
poverty rates among
Hispanic children are
more than 25%

IN 20 STATES



poverty rates among
Native American/Native
Alaskan children are
more than 25%

ONLY IN 2 STATES



poverty rates among
white children are
more than 20%



80% of Black and Latino boys are not
reading at grade level by third grade.
(National Center for Educational Statistics)



Black American men, even from wealthy
families, are much more likely to end up in
lower income brackets than white men
who grew up poorer. (NYT Opportunity
Project Study)



Nearly one in every two black men has
been **arrested** by the time he is 23 years old.
(Crime & Delinquency)



While only 6 percent of the overall
population, Black males account for nearly
half of **murder victims**. (US DOJ Bureau
of Justice Statistics)



A report from the President's Council on
Economic Advisors notes a black male
born 25 years ago has only a roughly 1 in 2
chance of being **employed** today as a result
of early death, incarceration, low labor
force participation, and high
unemployment.

While those statistics are dire, MBK
Communities offer hope and solutions for boys
and young men of color. Improving life
prospects and outcomes for young people,
including young men of color, is the right thing
to do for our economy. If we closed the gap in
educational attainment between working-age
(25-64) men of color and non-Hispanic white
men of the same age, the share of working-aged
men of color who have a bachelor's degree or
above would double and total U.S. GDP would
increase by 1.8 percent (\$350 billion). If we
closed the gap in labor force participation
between 16-to-54 year-old men of color and
non-Hispanic white men of the same age, total
U.S. GDP would increase by 2 percent. (My
Brother's Keeper Task Force Report to the
President)

Will your Community Step Up? Will your Community take the Challenge?

If you have already joined our successful movement, we applaud you and guarantee our assistance in helping make your MBK Community successful and sustainable. As President Obama said during the launch of My Brother's Keeper, "None of this is going to be easy. This is not a one-year proposition. It's not a two-year proposition. It's going to take time.

We're dealing with complicated issues that run deep in our history, run deep in our society, and are entrenched in our minds." We're committed to this work for the long-term and hope you will join us on the journey.

“ Change will not come if we wait for some other person or some other time. We are the ones we've been waiting for. We are the change that we seek.”

Barack Obama



SIX FOCUS AREAS IMPACTING THE LIVES OF BOYS AND YOUNG MEN OF COLOR

No matter where boys and young men of color come from, where they are or the circumstances into which they were born or are being raised, the MBK Community Challenge seeks coherent strategies for success through its **Six Milestones**.

To ensure that all young Americans have the opportunities they need to reach their full potential, the MBK Alliance is grounded in the idea that we must adopt approaches that empower all of our children with the tools to succeed as they move through key life stages. Research and experience have identified key milestones on the path to adulthood that are especially predictive of later success, and where interventions can have the greatest impact.

At each of these markers, we see some children start to fall behind. Although the factors that influence success at each stage are complex and interdependent, by focusing on these milestones, doing what works and removing or avoiding roadblocks that hinder progress, we can provide young people the opportunity and the tools to get ahead.



THE SIX MILESTONES

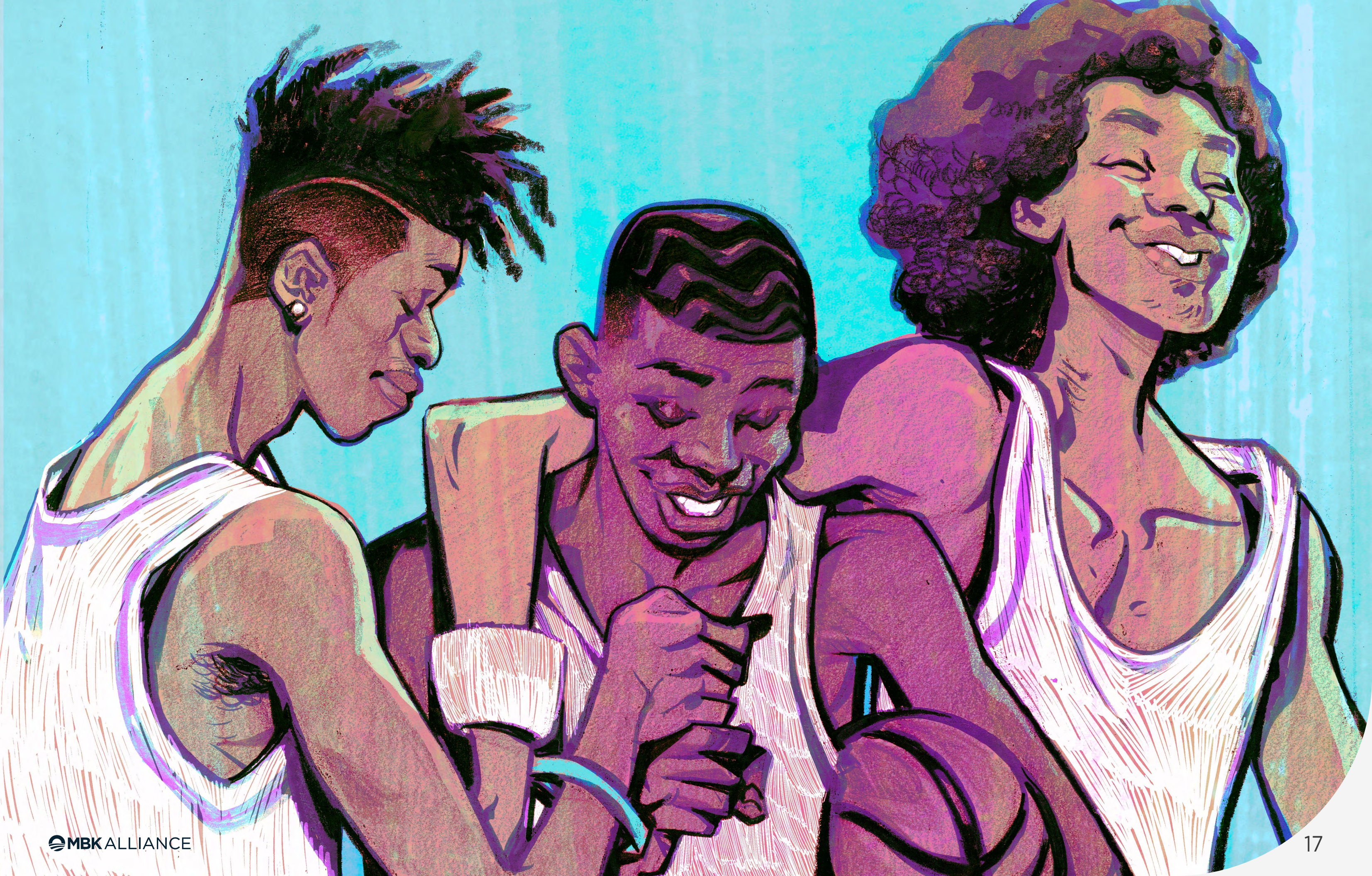
- 1** **Getting a healthy start and entering school ready to learn.** All children will enter school cognitively, physically, socially and emotionally ready.
- 2** **Reading at Grade level by third grade** – by age 8, all children should be reading at grade level.
- 3** **Graduating from high school ready for college and career** – All youth should receive a high school education and graduate with skills and tools needed to advance to post-secondary education or a trade school training program.
- 4** **Completing postsecondary education or training** – every American, especially young people, should have the option to attend postsecondary education and receive a college education and career training needed to obtain and excel at the technical jobs of tomorrow.
- 5** **Successfully entering the workforce** – anyone who wants a job should be able to get a job that allows them to support themselves and their families.
- 6** **Providing second chances.** All young adults should be safe from violent crime and individuals who are confined should receive the education, training and treatment they need for a second chance and opportunities.

President Obama’s My Brother’s Keeper Task Force also identified the following cross-cutting strategies that also remain core principles to our work:

- Enabling comprehensive, cradle-to-college-and-career community solutions;
- Learning from and doing what works;
- Making data about critical life indicators more transparent; and
- Empowering parents and engaging other caring adults

NOTE:

The MBK Equity Framework is not a primer on which of the milestones the MBK Communities should select, but a guide to align their processes, adhere to proven infrastructures and establish effective long-term collaborators and approaches to achieve significant results along these six milestones.



ACCEPTING THE MBK CHALLENGE: COLLABORATION AND ACTION

STEPS TO BECOMING AN MBK COMMUNITY:

1 Accepting President Obama's challenge and Framework mindset and policies.

A mayor, county executive or tribal leader--or collective thereof accepts the challenge by appointing a designated point of contact to lead the MBK effort with a pledge to build and execute a plan to accomplish as many of the six MBK Milestones as possible.

The designed point of contact registers for onboarding with the MBK Alliance to get practical advice and guidance on how to generate commitment from elected officials, convene an impact group to review youth-related social policies and develop a results driven action plan.

There are successful MBK Communities that are led by school districts, community-based organizations or universities. What's important is that there is a clear and shared understanding of where leadership resides to create a community-wide response.

2 Convening a Local Action Summit to build your MBK Community.

This effort requires a coalition of stakeholders empowered to lead the effort. After accepting the challenge, the group of cross-functional partners will host a Local Action Summit to assess needs, assets, determine priorities and set specific goals.

3 Conducting a policy review and creating recommendations for an Action plan.

Following the Local Action Summit, the point of contact will direct a working group to further assess local policies, programs and practices in search of ways to introduce or expand existing efforts to help community youth.

4 Launching a plan of Action, next steps and a timetable for review.

Upon completion of the policy review and report, convene key partners to publicly launch the Local Action Plan to accomplish set goals.

WHY THE MBK EQUITY FRAMEWORK

THE MBK EQUITY FRAMEWORK IS DESIGNED TO:

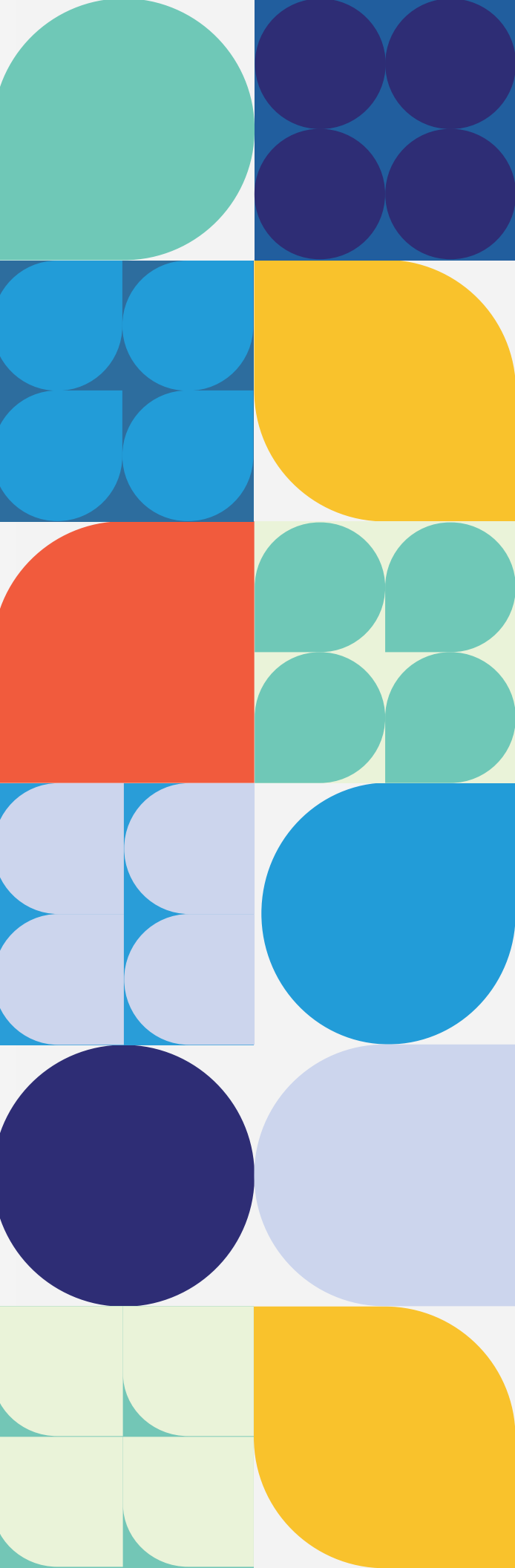
- Set a standard: Identify systemic actions and elements of success to make progress on local conditions
- Assess current progress: Evaluate current strengths and opportunities for progress in a local community
- Create a blueprint: Chart a roadmap of goals, players, resources and steps to advance outcomes along the six milestones
- Identify what works: Ground local practices in strategies with qualitative and quantitative evidence of proven success
- Center data: Refine approaches with clear data and information to and from communities around how to meet or improve standards
- Strengthen communities: Develop MBK Communities through trainings aligned to the MBK Equity Framework, assessments and coaching support to MBK Communities
- Spotlight what works: Showcase MBK Communities that are making real progress towards the mission of MBK

The MBK Equity Framework is MBK Alliance's national standard of excellence, offering principles, best practices and tools for communities to accelerate progress and change social conditions for the nation's boys and young men of color.

CORE VALUES OF THE BLUEPRINT

YOUNG VOICES HAVE POWER	TOGETHER, WE WIN	PROVEN SOLUTIONS THAT WORK	EQUITY-DRIVEN
By including the voices, ideas, wants, desires and needs of boys and young men of color they become contributors to their own success.	Every person and every community has a role to play in ensuring young people have equal access to opportunity. We must bring local governments, school systems, community-based organizations, philanthropies, businesses, and individuals together to help boys and young men of color thrive.	We tap into data and solutions with proven results as learning points for program and policy execution. We acknowledge and recognize that underserved communities may have proven results that have not been validated by a third party and value the recorded learning and reflection of solutions that work.	We strive to eliminate institutional and structural inequity and racism to ensure success for communities where it has not been an option.
POLICY FOCUS	DISRUPT HISTORY, DESTROY BARRIERS	GENERATIONAL IMPACT	RESULTS MATTER
Developing new structures to combat policies that maintain the status quo and underscore the environment where racism thrives unabated.	Changing core institutions that create and uphold systems of oppression and opportunity.	Our strategies must be sustainable to affect the success of generations of boys and young men of color and shift cycles of oppression.	The work must produce sustainable results through the use of data, on-the-ground productivity and continuous communication.



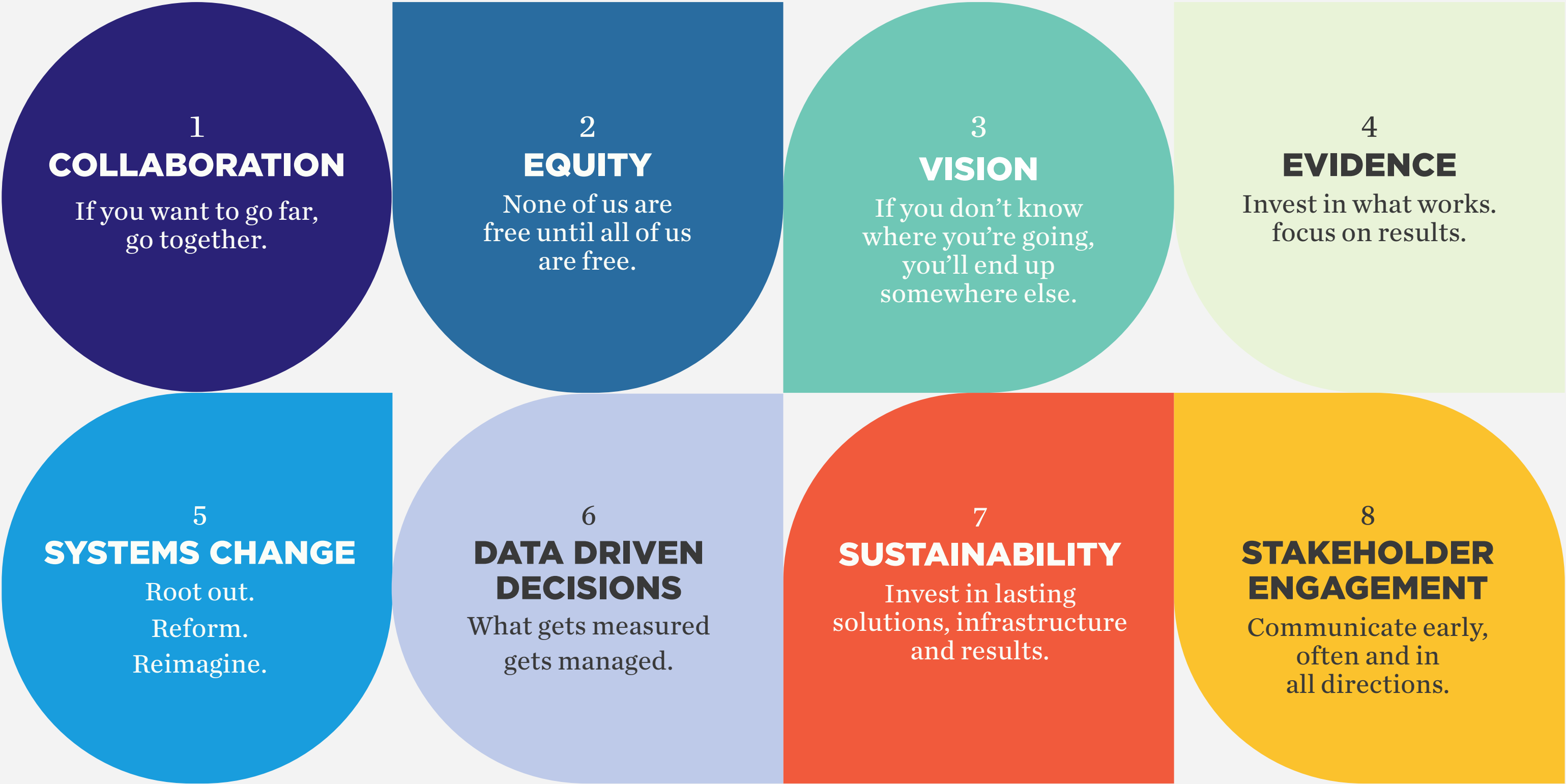


THE MBK EQUITY FRAMEWORK: A SUCCESSFUL FORMULA

These eight **Elements of Success** have emerged from the experiences of MBK Communities who accepted the MBK Community Challenge and national partners who have provided technical and operational expertise and understood the challenges of change and transformation to help transform communities and improve outcomes for boys and young men of color.

The accompanying Community Spotlights highlight situations and stories from MBK Communities that have achieved success by implementing these elements in their communities, following the MBK Alliance guidance.

EIGHT ELEMENTS OF SUCCESS



Element 1

COLLABORATION:
IF YOU WANT
TO GO FAR,
GO TOGETHER





MBK Communities intentionally include diverse voices with various levels of influence to build community ownership around conditions for boys and young men of color. Cross-sector groups share decision-making with boys and young men of color, corporations, small business, non-profits, community leaders, government agencies, elected officials and school districts. These groups commit to share resources and influence to improve the lives of boys and young men of color.

A

Local Government Commitment

Local government leaders identify a process for sustaining the Local Action Plan across milestones.

B

Boys and Young Men of Color

Boys and young men of color representatives, youth voices and community leaders have decision-making power in the MBK work.

C

Engagement with Local Partners

Several organizations (school districts, non-profits, corporations, clergy, government agencies, philanthropy) make public efforts and declarations to collaborate toward boys and young men of color equity and commit to an action plan.

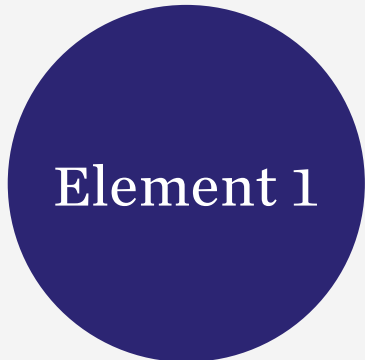
Community Spotlight:

MBK Las Vegas



MBK Las Vegas was originally formed in 2014, restructured in 2017 and is housed within city government, largely staffed and resourced by the Mayor's Office. MBK Las Vegas hosted their first *Eliminating School Pathways to the Juvenile Justice System Conference* in 2017, bringing together over 200 stakeholders and subject matter experts from the City of Las Vegas and the State of Nevada to determine how MBK Las Vegas can help facilitate impactful solutions with this cross-sector group. MBK Las Vegas' conference has since scaled to engage over 1,000 diverse stakeholders annually, with new ideas and relevant focus areas each year.

The data review conducted at the inaugural 2017 conference led to the development of three central task forces, which make up the MBK Leadership Team. Each of these working groups include experts and influential leaders in their respective areas, and they have determined a meeting, communication, and knowledge sharing cadence between partners and community members to maintain engagement. The group now has three task forces: law enforcement, community engagement to increase schools, nonprofit and community members, and educational equity with a primary focus on implicit bias identification, cultural competency training, and juvenile diversion and increasing coordinations between schools, nonprofits and community members.



Element 1

TAKE ACTION

Use this roadmap to set intentions, processes, and key actors to accelerate results, move the community to system transformation, and implement the community’s local action plan. Select the specific steps the community will take to improve overall implementation of the local action plan.



ACCEPT THE CHALLENGE AND REGISTER THE COMMUNITY

- Designate a point of contact in the community with contact information
- Register as an MBK Community – to confirm the community’s pledge to build and execute a plan to accomplish as many of the six Milestones as possible. Visit [here](#) to see more about how to register an MBK Community



STEPS TO IMPROVEMENT

- | | |
|---|--|
| • Receive a letter of support from local elected official | • Convene a small group of boys and young men of color to document their issues |
| • Issue a public statement to show commitment | • Assess the current level of boys and young men of color engagement |
| • Obtain city council, town or tribal nation resolution | • Assign boys and young men of color a decision-making leadership role within working groups, advisory boards and committees |
| • Became the designated contact in the city, town or Tribal nation | • Include boys and young men of color in existing leadership within city and or community-based structures |
| • Issue outreach to other city agencies to engage in the initiative | |



STEPS TO IMPROVEMENT

- Create a formalized body (youth council/neighborhood advisory) of boys and young men of color
- Secure funding commitment and or decision-making authority for the formalized youth body or youth representative
- Develop a formal/continuous youth recruitment effort (for succession planning)
- Engage organizations beyond local government - community-based organizations, corporations, youth service organizations, civic groups (Rotary), school districts and philanthropy efforts
- Convene partners to affirm commitment
- Develop agreement and acquire commitment from external partners



TOOLKIT

- [MBK Taskforce Report](#)
- [MBK Challenge Playbook](#)
- [MBK Community Challenge Overview](#)
- [Supplemental Materials - Step 1: Accepting the Challenge](#)
- [Supplemental Materials - Step 2: Convening a Local Action Summit](#)
- [Lifecourse Framework for Improving the Lives of Boys and Men of Color](#)
- [Sample Elected Official Letter of Support](#)
- [BMOC Stakeholder Engagement Assessment](#)

Element 2

EQUITY:
NONE OF US
ARE FREE
UNTIL ALL OF US
ARE FREE



MBK Communities apply an equity lens to every approach to uncover policies and practices that have historic and systemic implications for boys and young men of color. MBK focuses on issues impacting individuals and groups historically oppressed or underserved in order to build coalitions that address oppression at the cross-sections of race, gender, sexual orientation, ability, etc. It is no longer acceptable to champion “equity” for some people; we need to achieve equity for all people.

A

Understanding Racial Equity

Partners have a common understanding of racial equity that includes all marginalized groups.

B

Empowerment of Traditionally Marginalized Communities

Local decision makers create new opportunities for those most affected by policies to have a meaningful say in creating new policies and change.



Community Spotlight:

RYSE Center Richmond, CA

Challenge Grantee

The work of the
My Brother's Keeper
Alliance in Richmond, CA
are led by RYSE,...

..., a community non-profit committed to healing justice, racial justice, gender justice, queer justice, through trauma-informed care and harm reduction policy and programming in the greater Richmond area. RYSE's Theory of Liberation works so that young people feel loved and so that systems are welcoming, responsive, and reflective of youth and young adults of color. RYSE understands gender identity, race, class, etc. as intersectional, non-binary social constructs, and believes wellness for boys and young men of color exists when there is wellness for girls and young women of color and gender non-conforming young people of color.



Their strategies for direct service, community programming, relationship building, and ongoing learning includes, but is not limited to:

- **Peer identity support groups & gender identity groups:** Sister Circle, Young Men's Group and Alphabet Group (LGBTQ youth and allies). All three groups have a collective and coordinated approach, and plan jointly-held events for youth members and the broader community throughout the year.
- **Youth-led community events, including RYSE PRIDE,** designed to connect to the broader community and families of young people, and to position young people as leaders in telling their stories and healing themselves and their communities.
- **Intentional, collective inquiry into the gendered experiences** of BYMOC, GYWOC, and non-conforming YOC. This includes Youth Participatory Action Research as well as RYSE's organizational and programming evaluation metrics.
- **Clinical therapy supports,** regardless of insurance status, with therapists grounded in race and gender affirming practices; inclusive of family structures and relationships.
- Health, education, career, youth justice, and leadership **case management and mentorship pathways.**
- **Spaces for art and expression;** youth-created and BIPOC responsive media and narrative development/ promotion (e.g. Alphabet Soup video; Labels Music Video).
- **Power-building and political education** that studies, celebrates, and amplifies movement leaders for queer liberation, racial justice, gender justice and youth justice. Gender Justice is a core workshop in each seasonal (3x annually) Youth Leadership Institute.
- **A staff team that is reflective of our community:** 1/3 are former members, 95% POC, 1/3 LGBTQ+ and who are committed to healing, learning and movement building.

To learn more about RYSE Center's racial equity work, including how they center youth voice in their research and evaluation procedures, you can explore [their website](#) or contact info@rysecenter.org.

Element 2

TAKE ACTION

Use this roadmap to set intentions, processes, and key actors to accelerate results, move the community to system transformation, and implement the community's local action plan. Select the specific steps the community will take to improve overall implementation of the local action plan.



STEPS TO IMPROVEMENT

- Produce and share a toolkit to achieve an understanding of the distinction between equality and equity
- Coordinate a one-part racial equity training series with staff that lays out the history of institutional and structural racism in America, and its long standing impacts on social issues and outcomes today
- Conduct a multiple-part racial equity training series with staff and stakeholders
- Review available local data and indicators of high-level challenges facing boys and young men of color with partners collectively and release a baseline report card
- Support grassroots community efforts to amplify inequities and engage authentically with marginalized communities
- Intentionally including vulnerable members of the community in a way that is empowering and inviting
- Provide a forum for community members to listen to each other's concerns and disagreements in a healthy, respectful way
- Invite community members who are often not in a position of power to take a leadership role in a community meeting or structure



TOOLKIT

- [GARE Racial Equity Toolkit](#)
- [Advancing Racial Equity in Your City](#)
- [The Principles of Equitable and Inclusive Civic Engagement](#)
- [Policy Link: Getting to Equity Advocacy Results](#)

Element 3

VISION:
IF YOU DON'T
KNOW WHERE
YOU'RE GOING,
YOU'LL END UP
SOMEWHERE ELSE



MBK Communities create a common understanding – through research, data and input by all stakeholders and boys and young men of color- of the relevant issues and conditions within their communities. That information helps the development of a well defined plan action with the flexibility for additional learning and continuous change.

A

Vision Statement

MBK Communities create and formalize a vision statement

B

Shared Agenda/Local Action Plan

Partners collectively develop a shared vision based on the Local Action Plan, Policy Scan and execute SMART (Specific, Measurable, Attainable, Results-Oriented, Time-Bound Goals impacting Boys and Young Men of Color)



Community Spotlight:

MBK Rochester

Let's Get REAL Initiative,
Rochester NY



MBK Rochester, from its founding has been spearheaded by the Mayor who convened a group of community leaders, clergy, educators, and law enforcement – to conduct a SWOT (strength/weakness/opportunity/threats) analysis to identify specific areas for opportunity, and create a mechanism for city organizations and nonprofits to communicate and collaborate.

Rochester's Local Action Plan was developed following the SWOT. It is focused on laying the groundwork to align current and future work taking place across the community under a common framework that will improve and strengthen educational opportunities, pathways to employment and health outcomes so that young people can reach their full potential. The MBK Team attributes their success to a shared agenda and top down support from the Mayor and the city. Ray Mayoliz, MBK Rochester Coordinator, shared that “fidelity to the model” and buy-in helped align all of the members of their working group, and investment from the mayor anchored the work of MBK “with the tentacles to peel back red tape and make real change”. This support and clarity of agenda have kept the MBK Rochester priorities going over the last seven years and sustain progress.

Element 3

TAKE ACTION

Use this roadmap to set intentions, processes, and key actors to accelerate results, move the community to system transformation, and implement the community's local action plan. Select the specific steps the community will take to improve overall implementation of the local action plan.



STEPS TO IMPROVEMENT

- Draft a vision statement
- Develop an intermediate vision statement and revised vision statement after stakeholder network provides feedback
- Finalize the vision statement with engagement and buy-in from all stakeholders currently engaged
- Host a Local Action Summit
- Commit to a shared agenda
- Document all stakeholder working groups reaching out to their networks to review and adopt the agenda
- Develop a Local Action Plan
- Hold regular stakeholder meeting and review progress and shared processes and outcomes
- Develop a multi-year action plan



TOOLKIT

- [Proclaiming Your Dream, Developing Mission and Vision Statements](#)
- [Sample Local Action Plan: Sacramento](#)
- [Sample Local Action Plan: Albuquerque](#)
- [Local Action Summit Planning](#)



Element 4

EVIDENCE:
INVEST IN
WHAT WORKS.
FOCUS
ON RESULTS

As President Obama said when he launched MBK, the initiative is about “building on what works when it works, in those critical life-changing moments.” Selecting strategies with proven results along the 6 MBK milestones means making a commitment to use data to inform and improve service delivery, and working to develop and scale interventions with evidence of success to ensure all young people can reach their full potential.

A

Evidence-based Strategies and Six MBK Milestones

Partners select and implement evidence-based strategies along the six milestones and evaluate effectiveness in the current climate and community.

B

Existing Partnerships and Programs

Partners build strategies on existing resources and partnerships in the community and align them to increase cross-cutting impact on BYMOC. Partners pool existing funding and programs across sectors to leverage greater impact on BYMOC.

C

Reinforcing Plans and Activities Through Collaboration

Partners develop new programs and activities coordinated along the goals of the Local Action Plan. Partners collaboratively define activities, programs and supports that ALL community leaders and stakeholders must provide.



Community Spotlight: Loíza, Puerto Rico

Cure Violence Health Model



Puerto Rico Community Foundation's partner Taller Salud launched a street outreach and violence interruption effort focused on boys and young men of color dubbed Acuerdo de Paz (the Peace Accord), in order to stem violence, which disproportionately affects youth in Loíza.

This program is based on the Cure Violence Health Model, violence reduction model founded in 1995 at the University of Illinois at Chicago School of Public Health. Since its adoption in Loíza, Acuerdo de Paz has reduced violent murders in the municipality by nearly 80%. With the support of the MBK Alliance, the Peace Accord is expanding their footprint to bridge conflicts between more than 100 boys and young men of color in two neighboring barrios, and adding educational and workforce partners, including Nuestra Escuela (Our School) to provide educational support for participants to obtain their high school equivalency. Loíza is also providing paid internships and job experiences for participants.

80% **VIOLENT
MURDERS
REDUCED**

in the municipality of Loíza

Element 4

TAKE ACTION

Use this roadmap to set intentions, processes, and key actors to accelerate results, move the community to system transformation, and implement the community's local action plan. Select the specific steps the community will take to improve overall implementation of the local action plan.

STEPS TO IMPROVEMENT

- Convene stakeholders to identify the key MBK Milestones the boys and young men of color community will collectively take on to advance this work in their communities
- Identify at least one limited capacity, moderate to high impact strategy for one of the six MBK Milestones
- Identify at least one intermediate capacity, moderate to high impact strategy for one of the six MBK Milestones
- Identify at least one advanced capacity, moderate to high impact strategy for one of the six MBK Milestones
- Obtain partner commitments connected to programs and events
- Convene partners and had them commit to produce an introductory program or event for boys and young men of color
- Convene partners and had them commit to launch/support one long term program and event for boys and young men of color
- Convene partners and had them commit to produce/support multiple long-term programs for boys and young men of color

TOOLKIT

- [MBK What Works Showcase](#)
- [Equity Mobility Catalogue](#)
- [Moving from Vision to Implementation: Strategies for System Change in Collective Impact](#)



Element 5

SYSTEMS CHANGE:
ROOT OUT.
REFORM.
REIMAGINE.

Part of the MBK Communities' mission is to transform historic and policy systems that perpetuate racial bias and practices. That means not only advocating for change and reform and providing direct services to boys and young men of color, but disrupting historic systems and policies detrimental to these groups in order to produce lasting generational change.

A

Systems Analysis

Partners conduct a systems analysis to identify the institutions in need of policy changes to advance achievement of MBK milestones (i.e. education; criminal justice; banking/financial institutions; major employer in the municipality).

B

Policy Identification and Evaluation

Partners develop, advance, and advocate for specific cross-sector systemic and institutional reforms that will lead to lasting change for BYMOC.

C

Complimentary Practices and Policies

Partners employ more than one practice or policy to address systemic, institutional and programmatic disparities for BYMOC.

D

Resource Flows

Partners identified resources and committed financial support to change systems; local government aligned resources to the policy agenda set forth in the Local Action Plan created by the local community.



Community Spotlight: LA County



MBK Los Angeles covers Los Angeles County and partners with city-specific MBK chapters, working closely with the Center for Strategic Public-Private Partnerships (CSPPP), a county organization within the Chief Executive's Office. Given this larger service territory, MBK LA County has embraced a policy focus over a programmatic approach to ensure a wider reaching and more consistent impact throughout the region. Early on, MBK Los Angeles County conducted a yearlong, database investigation to determine how boys and young men of color were disproportionately impacted by the juvenile justice and foster care systems.

This resulted in the creation and continued funding of the Office of Youth Diversion and Development (YDD) and the Black Boys in Foster Care initiative, an alternative to arrest for over 80 percent of previous arrestable offenses. The Black Boys in Foster Care initiative provides every Black boy in the county's foster care system with resources to prevent aging out, thus reducing the risk of interaction with the justice system. In addition to continued support and direction from the Los Angeles County Board of Supervisors and the YDD, MBK LA County also works with the Los Angeles County Department of Public Health to deepen the systemic approach of problem solving and engage government officials to develop practices, policies, and resource flows for lasting change.

Element 5

TAKE ACTION

Use this roadmap to set intentions, processes, and key actors to accelerate results, move the community to system transformation, and implement the community's local action plan. Select the specific steps the community will take to improve overall implementation of the local action plan.



STEPS TO IMPROVEMENT

- Conduct a Policy Review – scouring existing local policies, programs and practices in search of ways to introduce, disrupt or expand the efforts to better serve the needs of the community's boys and young men of color
- Select one system to engage in reform discussion and implementation
- Enter into a memorandum of understanding with key decision makers to engage in system reform
- Create a three-to-five year plan for system change with measurable goals
- Evaluate impact of existing policies
- Work within a systems change framework to develop, advance and advocate for specific cross sector systemic and institutional reforms that will lead to lasting change for boys and young men of color
- Develop, advance and advocate for up to three systemic or institutional reforms
- Identify up to three systemic and institutional reforms that can be transformed at the state level
- Adopt up to three systemic and institutional reforms from the local agenda
- Implement up to three systemic and institutional reforms from the local agenda
- Measure results of up to three reforms from the local agenda
- Obtain pledges of support from local officials for boys and young men of color centric policies
- Acquire pledges of financial support for evaluating partner institutions
- Acquire pledges of financial support for creating an advocacy agenda



TOOLKIT

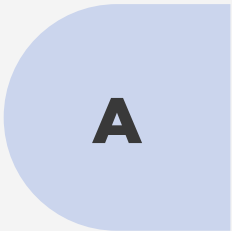
- [Root cause analysis](#)
- [City Ordinances Rooted in Racial Equity](#)
- [GARE Racial Equity Toolkit](#)
- [Community Co-development](#)
- [How Outcomes Investing Works](#)



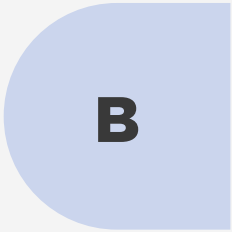
Element 6

**DATA DRIVE
DECISIONS:
WHAT GETS
MEASURED
GETS MANAGED**

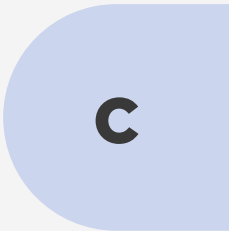
MBK Communities share and use data for decision-making, improving practices, accelerating outcomes and tracking progress for long-term sustainability. Gathering and sharing information is an accountability measure - what works, what doesn't and uncovering gaps is essential in providing quality services to boys and young men of color and modifying those strategies when necessary.



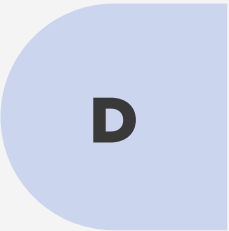
Comprehensive Data Management
Partners collect and report data on boys and young men of color outcomes. Partners share data regularly in a comprehensive collaborative system. Data is openly published by the local government and available to the public in a central and online location.



Culture of Continuing Improvement and Data-Driven Decision-Making
Partners have actively collaborated and established data indicators and benchmarks of success for all partners and regularly shares data and decisions. Government and partners have a track record of making data-informed decisions and alignment on indicators to track the progress of boys and young men of color and make information publicly available.



Continuous Evaluations of Programs and Outcomes
Conduct an evaluation and analyze results to inform decisions.



Continuous Community Communication and Feedback
Community members are mobilized to provide input and feedback on outcomes and progress. Community members jointly develop solutions for boys and young men of color based on established feedback loops and data.

Community Spotlight: MBK Denver

Mayor's Office of Children's Affairs

Denver was one of the first cities to accept President Obama's MBK Community Challenge and has been a shining example of leadership and commitment.

The Office of Children's Affairs works with youth, community members, businesses, nonprofits, educational institutions and other government agencies to identify the issues that most often keep boys and young men of color from achieving success. With their partners, they created the My Brother's Keeper Index, a statistical aggregation of 12 social indicators by neighborhoods in Denver. The accompanying map illustrates the areas in Denver where My Brother's Keeper initiative programs, services, and interventions would be most applicable.

TAKE ACTION

Use this roadmap to set intentions, processes, and key actors to accelerate results, move the community to system transformation, and implement the community's local action plan. Select the specific steps the community will take to improve overall implementation of the local action plan.



STEPS TO IMPROVEMENT

- Identify indicators key to determining success for boys and young men of color
- Conduct an initial assessment of data collection to determine that data is or can be disaggregated by race and ethnicity
- Develop a plan for collecting and disaggregating data by race and ethnicity where it may be missing
- Analyze data for patterns of disparities for boys and young men of color
- Select and use data platform to analyze and publish disaggregated data
- Arrive at shared understanding across sectors of key indicators revealed by data
- Define and establish benchmarks of success for boys and young men of color improvements
- Based on benchmarks, decide by formal agreement with partners where to dedicate time and resources to achieve established boys and young men of color benchmarks
- Decide on an evaluation process with partners; define the goal of what should be evaluated and the type of evaluation
- Conduct a program evaluation
- Analyze and share evaluation results
- Hold at least one event with partners to collect community input
- Hold quarterly events with partners to collect community input
- Hold monthly (or more) events with partners to collect community input
- Make the results of the boys and young men of color assessments publicly available



STEPS TO IMPROVEMENT

- Implement community feedback mechanisms – provide opportunities for ALL community members to provide inputs and name qualitative measures of success.
- Develop a community advisory board with representatives who speak out and engage with partner meetings and hold the chapter accountable, ensuring follow through of systemic, institutional and programmatic reforms for boys and young men of color.
- Recommend partners and stakeholders to the boys and young men of color work: Is everyone at the table? Who is missing and how can we get them engaged in the MBK Community?



TOOLKIT

- [MBK Denver Index: Challenges Facing boys and young men of color in Denver](#)
- [Living Cities: Facilitator's Guide for Continuous Improvement](#)
- [FSG Framework for Evaluating Collective Impact](#)
- [Community Engagement Toolkit](#)
- [Collaborative Governance](#)

Element 7

SUSTAINABILITY: INVEST IN LASTING SOLUTIONS, INFRASTRUCTURE AND RESULTS



MBK Communities must build focused leadership, strong partnerships, a firm long-term infrastructure, continuous funding mechanisms and focused goals for sustainability. Leaders and stakeholders may change over time, but the consistent plan, backed by a strong infrastructure, must endure for the sake of the community and boys and young men of color.



Local Governing Body
The advisory board/steering committee of diverse community stakeholders has been established with decision- making authority. Local government plays a lead role in the advisory/governing body showing deep local commitment to addressing challenges facing Boys and Young Men of Color. Local, state or federal policy decision-makers may be included.



Backbone/Anchor Organizations
Backbone/Anchor has in place the necessary capacity to facilitate data collection, communication, convenings, workgroups, community engagement and local actions. Backbone/Anchor has established a sustainability plan for staff capacity and operations.



Sustainable and Adequate Funding
Local funders (philanthropic or corporate) are mobilized to make financial commitments aligned to the strategies and solutions identified in the Local Action Plan to support Boys and Young Men of Color. Funders and partners allocate, align, and commit significant resources to support Boys and Young Men of Color.



Alignment with Other Collaborative Efforts
Communities coordinate with other cradle-to-career and equity initiatives (such as Strive Together or Promise Neighborhoods) to align around targeted outcomes; define community-wide moves; potentially combine tables, where applicable).



City and Regional Working Groups
Define working groups and use common language and common SMART goals in cross-sector collaborations aligned to the Local Action Plan. Partners own specific outcomes and processes within the Local Action Plan and integrate these plans into their organizations’ overall strategy.

Community Spotlight: MBK San Antonio



“ My Brother’s Keeper San Antonio’s structure is made up of three levels of system leadership: three Work Groups, an Anchor Team, and the Leadership Table. The three work groups focus on restorative justice, post-secondary success and justice-involved young people. Each work group has community engagement and system change objectives that ground the work they do collectively. Those groups have a chair, which forms the Anchor Team, which advocates on behalf of the work group to the Leadership Table. The Leadership Table has the authority to allocate resources and shape policy as a joint network and at their institutions.

This structure and commitment allows for boys and young men of color to have a clearer pathway to obtaining a post-secondary degree.”

Chellie Fernandez, MBK San Antonio



STEPS TO IMPROVEMENT

TAKE ACTION

Use this roadmap to set intentions, processes, and key actors to accelerate results, move the community to system transformation, and implement the community's local action plan. Select the specific steps the community will take to improve overall implementation of the local action plan.

- Establish an official governing structure
- Engage the community via the local governing structure on the shared vision (town hall/convening)
- Finalize the vision/plan via the local governing structure and made as formal commitment to support the implementation of a vision/plan
- Identify a potential backbone/anchor organization
- Coordinate community engagement and finalized the vision and plan via collaboration between the backbone organization and the local governing structure
- Resource the backbone organization to coordinate and support the implementation of the vision and plan
- Confirm resources are allocated by local government, philanthropy or corporate donors to support the convening and engagement of partners and community in the vision and planning
- Confirm financial support from local budgets, philanthropy, corporate donors and dollars (\$) are allocated to support boys and young men of color
- Confirm financial support from local budgets philanthropy, corporate donors and dollars (\$) are allocated to support systems change work
- Develop a multi-year budget (1 year, 2 years, 5 years, longer)
- Ensure with partners that the implementation of the plan aligns with other efforts in the following areas: Leadership, Outcomes, Actions and Data Systems



STEPS TO IMPROVEMENT

- Define and activate city-wide working groups
- Identify/select three to five existing policies in each working group that are aligned to the Local Action Plan
- Evaluate the impact of three to five existing policies on boys and young men of color in alignment with the Local Action Plan
- Recommend two to three policies, practices or procedures the local governing structure and partners can adopt or remove to improve outcomes for boys and young men of color
- Assess the local governing structure and stakeholders' progress improving outcomes for boys and young men of color twice annually and share the results publicly
- Confirm working groups ensure plan implementation



TOOLKIT

- [Building the Backbone](#)
- [Community Co-development](#)
- [Aligning for Impact](#)

Element 8

STAKEHOLDER ENGAGEMENT: COMMUNICATE EARLY, OFTEN AND IN ALL DIRECTIONS



Transparent communication with all stakeholders, including the community and media builds trust, involvement and commitment. We end where we started which is to engage the stakeholders most affected by the changes you seek through strong communication channels. Continued and consistent messaging is a necessity to keep the community, funders and stakeholders informed, ensure that strategies are built from community feedback, and provide visibility into the intentions and impact of any moves.

A

Community Messengers

Partners know of and engage community members who are best connected to those most affected by our changes as messengers within working groups and local convenings.

B

Continuous Communication, Marketing and Awareness Campaigns

Partners execute a plan that communicates vision and agenda to the wider community and markets to key stakeholders, increasing access and involvement in MBK initiatives through publically available data, press releases, coordinated talking points and marketing campaigns.

C

Public Announcements and Commitments to Improving Outcomes for boys and young men of color

Local leaders and partners publicly announce the Local Action Plan and commitment to boys and young men of color through a media statement, press release or proclamation. Government and community partners announce and publish the Local Action Plan and progress on accountability goals on their websites and through internal communication channels. Government and community partners establish feedback loops where community members can provide comments and input on the Local Action Plan and program progress.

Community Spotlight: MBK New York State Education Department

MBK New York State Education Department (NYSED) is one of the few early adopters with a statewide approach and investments to implement MBK initiatives.

Since 2016, New York State Education Department (NYSED) has overseen a \$20M annual budget allocated by the state legislature. In the fall of 2019, New York State's My Brother's Keeper announced it had grown to 25 member communities. The MBK Communities, school districts and higher education partners use grants awarded by NYSED to implement programs and strategies to help boys and young men of color succeed. NYSED makes transparent communication with stakeholders a priority with monthly newsletters titled "Changing the Narrative" detailing resources and highlights from across the state; a robust RFP process to award millions in grants to school districts; profiles online of grantee and youth success stories; and youth induction ceremonies and annual convenings to bring stakeholders together to celebrate and share stories of their local impact.



TAKE ACTION

Use this roadmap to set intentions, processes, and key actors to accelerate results, move the community to system transformation, and implement the community's local action plan. Select the specific steps the community will take to improve overall implementation of the local action plan.



STEPS TO IMPROVEMENT

- Identify and engage community members with credibility and influence with those most affected by change
- Empower community messengers with resources, key talking points and communication materials, including social media content, briefs, FAQs and pertinent information for all audiences
- Integrate community messengers into the Local Action Plan and share accountability for convening messages and establishing feedback loops with the community
- Confirm local elected officials and partners share a public declaration (municipal disparity data, finalized vision and Local Action Plan) about commitments to improving outcomes for BYMOC
- Confirm local elected officials and partners establish regular communication channels to share progress, receive community feedback and make amendments based on feedback
- Convene partners to develop a local MBK brand name and select talking points and key messages
- Establish and invest in a strategy with partners for sustenance of the local MBK campaign over time
- Launch and promote a multi-year MBK community awareness campaign with partners
- Secure agreement from partners to make a public announcement, via press release/press conference of their commitment to improving outcomes for BYMOC, sharing disparity data and the Local Action Plan
- Select communication channel, timing and location to announce commitment, disparity data and the Local Action Plan
- Local elected officials and partners share a public declaration about their commitment to the agreed upon program for BYMOC



STEPS TO IMPROVEMENT

- Ensure partners provide opportunities for public feedback
- Confirm local government publishes the municipal disparity data report and the Local Action Plan and continually makes amendments based on community feedback



TOOLKIT

- [Sample Digital Toolkit: MBK San Antonio](#)
- [Sample City Council Resolution](#)
- [Sample Newsletter](#)
- [Sample Podcast: MBK Pittsburgh's Our Neighbor's Keeper](#)

AUDIENCES USING THE MBK EQUITY FRAMEWORK

Existing MBK Communities

These communities have accepted the MBK Community Challenge, completed the required steps (including an action plan and local action summit) and have completed the MBK Network registration process.

They use the MBK Equity Framework and Self-Assessment to evaluate current actions, implementation and set goals for improving outcomes, relationships, infrastructure, processes and policies.

New MBK Communities or Existing Community Coalitions

These include non-profits, government agencies, community coalitions and existing community collectives that are interested in MBK, or MBK Communities that accepted the challenge and have not completed the MBK Community Challenge and/or are restarting their program.

These organizations assess community readiness, set intentions for action and select specific steps the community must take for implementation.

Philanthropy Partners

Organizations that show interest in identifying and investing in new and existing collaborative communities to support the mission.

These organizations continually assess grantees and prospective grantees for readiness and alignment with the MBK mission.

Local and National Organizations and Community Practitioners

These capacity-building organizations provide support, tools, and technical assistance in the boys and young men of color equity field. These organizations can align training and coaching to needs identified by communities in their Self-Assessment.



Those entities committed to building an MBK Community are encouraged to utilize the MBK Equity Framework to self-assess existing structures, relationships, processes, policies and outcomes and receive a ranking for each principle.

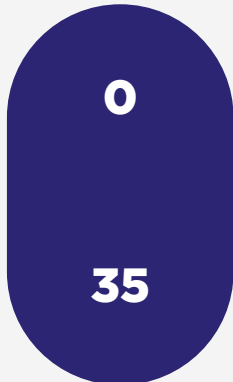
The MBK Equity **Framework Self-Assessment** is conducted by continually reviewing the Eight Elements of Success against current actions. One community, one assessment. The Self-Assessment should not be taken in a bubble and instead, be a collaborative effort with other stakeholders in your community. As you take the self-assessment, the following members of your MBK Community should be at the table with you:

- Local Elected Official/Government Agency
- Youth/Youth Leaders
- School District/Local Education Agency
- Community-based Organizations/Non-profit
- Local Business/Corporations
- MBK Point Person
- Local Action Committee Members and Organizational Partners
- MBK Support Staff
- Community Members

As communities complete the self- assessment they are assigned an MBK Community status - from “Entry” through “Systems Change”. The levels below were created to help communities understand where they stand on the MBK Equity Framework and their path toward transformational change.

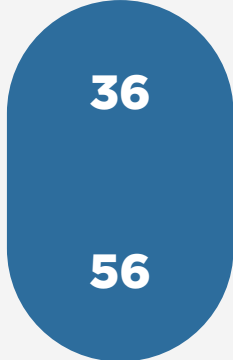
The MBK Alliance also uses this status to align MBK University training and coaching based on a specific community’s needs.

POINTS



ENTRY

MBK Community has accepted the MBK Community Challenge, registered and is in the early stages of creating a community program.



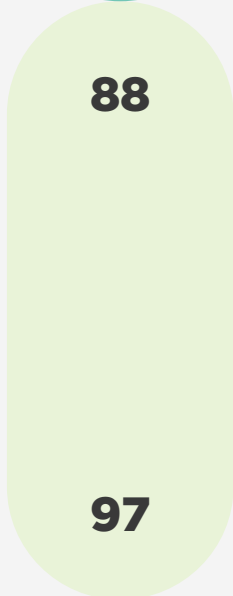
EMERGING

MBK Emerging Community has completed the four steps of the MBK Community Challenge and is implementing its community plan.



SUSTAINING

MBK Sustaining Community has been implementing its strategy for more than three years, demonstrating impact and measurable progress. This community has consistent leadership, infrastructure and using data to support its work.



SYSTEMS CHANGE

MBK Systems Change Community has made strong impact in its community and has steady progress in its Local Action Plan performs at a high level. It has strong and consistent leadership and infrastructure, including dedicated staff and a collective table. The MBK Community demonstrates the balance between program and policy, and has wins along a solid policy reform agenda.

COLLABORATION WITH OTHER CROSS-SECTOR INITIATIVES

Whether focused on educational outcomes, workforce development, healthy youth development, or racial equity, these existing efforts take a coordinated approach amongst diverse stakeholders to solve complex community challenges. While the MBK initiative focuses primarily on boys and young men of color, we recommend alignment with other regional and neighborhood initiatives to:

- Share, pilot and test policy and system transformation ideas identified by one cross-sector group against MBK priorities,
- More efficiently engage a wider audience of stakeholders,
- Disseminate innovative solutions from neighborhoods to regions.
- Connect policy recommendations to decision-makers, thus making a stronger case for support of MBK and other community initiatives.
- Access data and decision makers who control the data, while streamlining data and research requests to key stakeholders.

Similar initiatives to MBK exist and are working to support boys and young men of color in their communities. This is why the MBK Equity Framework follows in the footsteps of other place-based, cradle to career, collective movements, including Promise Neighborhoods, StriveTogether, Cities United, and the Opportunity Youth Movement, MBK Communities should build connections intentionally and coordinate with these regional and neighborhood coalitions to align leadership, outcomes, actions, and data systems.

This reduces duplication of efforts, saves times, money and highlights strategic actions the community can take to build on previous progress. If an initiative already exists addressing one or more of the six MBK milestones, join those tables and ensure that strategies are addressing the barriers that your data and policy scans reveal about boys and men of color.



READY TO TAKE ACTION

Now that you have walked through the Core Values, Eight Success Elements, and Self Assessment of the MBK Equity Framework, you are ready to take action.

Your community— your relationships, your young people, your partners, your potential — all come together for the action that the current moment demands of all of us. My Brother's Keeper has always been rooted in communities. The places we live, work, go to school, and plan our futures have such an impact on our outcomes. Many of MBK's most impactful initiatives have leveraged this truth to create better opportunities and options for boys and young men of color. MBK's locally driven, place-based impact strategies also draw on the multiplying effect of cross-sector partnerships. The Framework embodies the African proverb “if you want to go fast go alone, if you want to go far, go together” to make lasting change.

Effective place-based strategies and policies can influence how municipalities develop, how populations change and ultimately how we put opportunity within reach for all people. The complex social conditions, policies and systems that maintain the large gaps in outcomes for boys and men of color call for a coordinated approach to change those systems. The MBK Equity Framework provides a blueprint for building the infrastructure, people power and processes to make that change. The MBK Equity Framework and accompanying Self- Assessment provide greater support to the network of MBK Communities as they set clear and measurable goals for building safe and supportive communities for boys and young men of color.



Self- Assessment

Are you on track to make progress on persistent challenges facing young men and boys of color in your community?

This companion MBK Quality Assessment tool measures MBK Alliance's standard of excellence for accelerating outcomes for Boys and Young Men of Color. Twenty-six performance indicators outline the people, processes and policies foundational to a system-changing MBK Community.

PRE-ASSESSMENT QUESTIONS

QUESTION 1

Did a mayor, county executive or tribal leader officially accept the MBK Challenge by appointing a designated point of contact to lead the MBK effort and pledge to build and execute a plan to accomplish as many of the six MBK Milestones as possible?

QUESTION 2

Did you gather a coalition of stakeholders/partners with an ownership stake in the strategy, with a sense of empowerment to help lead the effort?

Within 180 days of accepting the challenge, host a Local Action Summit with key stakeholders to assess needs and assets, determine priorities and set specific goals.

QUESTION 3

Did you conduct a policy review and form recommendations for action?

Following your Local Action Summit, direct a working group of key government stakeholders to scour existing policies, programs and practices in search of ways to introduce or expand existing efforts to better serve the needs of the community's youth.

QUESTION 4

Did you launch a Local Action Plan, Next and Timeline for Review
convene key partners to publicly launch a plan of action for accomplishing selected goals based on the results of your policy review.

**IF ALL QUESTIONS
ARE ANSWERED YES,
PROCEED TO THE
SELF-ASSESSMENT.**

**IF ANY OF THE ANSWERS
ARE NO, PLEASE
PARTICIPATE IN
MBK UNIVERSITY 101.**

SELF-ASSESSMENT

Step 1 Gather Stakeholders

One community, one assessment. The Self- Assessment is a collaborative effort with other stakeholders in your community

Step 2

Gather and Review Evidence: Review each question and required items of evidence. Evidence may include plans, outreach materials, table of organization, budgets, etc.

Step 3

Facilitate Review of Evidence with Stakeholders

Review each element of success and performance indicator and provide evidence of existing structures, relationships, processes, policies and outcomes achieved in the community.

Step 4

Transfer final scores to the online Self- Assessment portal

Assignment of overall ratings for each element depends on the amount of performance evidence present in the community.

Step 5

Roadmap: Select actions to add to your Local Action Plan based on assessment score.

Ongoing assessment aims to provide communities with the requisite support and guidance needed to improve overall performance and better serve boys and young men of color. Please read the Companion Guide for tips and a recommended process for completing the Self- Assessment.

Review current implementation, practices and action with core stakeholders to complete the self-assessment.

We recommend reviewing the self-assessment on paper before completing the online portal.

KEY DEFINITIONS IN THE BLUEPRINT

Anchor/Backbone Organization: An existing staffed organization with a specific set of skills serving as the financial and organizational entity. This entity coordinates MBK’s local action plan.

Blueprint for Change: A playbook for MBK Communities to disrupt and develop policies and procedures to overturn historic systems that have not met the needs of marginalized populations, especially young men and boys of color.

Core Values: MBK Alliance’s beliefs, purpose and approach for changing life outcomes for young boys and men of color.

Elements of Success: Systemic actions, processes, people, resources, infrastructure and policies necessary to delivery high quality equity work in our communities.

Indicators: Indicators are essential components of the Elements of Success representing experiences within a community.

Institutional Racism: Policies, practices and procedures that work for white people, denying similar privileges to people of color. At times, these acts are unintentional or inadvertent, but can also be structured bias.

Local Action Plan: A collaborative community-wide plan that promotes the vision of success of young men and boys of color. The action plan outlines which of the six MILESTONES the community can most impact and contains specific measurable and attainable goals for change.

Local Governing Body: A steering committee, executive committee or advisory board comprised of leaders from each of the core stakeholder groups (government, boys and young men of color and local partners).

Racial Equity: The systemic, just and equal treatment of all races; the state where race does not determine individual and group access, opportunities or outcomes.

Roadmap: A step-by-step guide to help MBK Communities sustain progress and move toward transformational change. The Roadmap is the “how” part of our Blueprint.

Stakeholders: Partners in each MBK Community that commit to being part of the local action plan to enhance the lives of young men and boys of color.

Story Map: The MBK Blueprint in action, highlighting community examples and strong evidence of specific performance indicators.

Toolbox: Tools and technical assistance from national partners helping MBK Communities accelerate their progress.

Young Men and Boys of Color: Black, LatinX and Native American boys and young men of color, ages birth to 25.



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