MY BROTHER’S KEEPER SACRAMENTO

GUIDE TO ACTION 2018
In February 2014, then President Barack Obama established the My Brother’s Keeper Task Force to increase the opportunities for boys and young men of color. Despite our country’s many advances over the past 50 years, our boys and young men of color (BMoC) are behind on many favorable outcomes such as high school graduation and gainful employment. BMoC are disproportionately represented among those living in poverty and imprisonment, and those who are victims of murder. As a result, the national milestones were recommended by the My Brother’s Keeper Task Force to help expand the life chances and opportunities for BMoC. See milestones at left.

MY BROTHER’S KEEPER HISTORY IN SACRAMENTO

To better understand the challenges that BMoC face in our region, and to assess the opportunities available to them, the Sacramento community engaged in multiple research and data collection processes. It is important to note that MBK in Sacramento built on existing local BMoC efforts toward meaningful engagement, advocacy and systems improvement, including, but not limited to the Building Healthy Communities (The HUB) BMoC Initiative and Sacramento City Unified School District’s Men’s Leadership Academy Program. With the announcement of President Obama’s BMoC Task Force, then Sacramento Mayor Kevin Johnson’s office, in partnership with Sierra Health Foundation and Sacramento City Unified School District, led in the creation of a regional My Brother’s Keeper (MBK) Initiative. My Brother’s Keeper Sacramento Collaborative is funded by Sierra Health Foundation and is managed by The Center.

MBK Sacramento efforts remain driven by national and localized data. The following section highlights key data sets impactful for BMoC across the nation and within our region.

MBK Fellow Lamareia Jenkins
Photo credit: Jameel Pugh, XTG Media
### MBK SACRAMENTO MILESTONES

**2014**
- Pres. Obama signs MBK Memorandum
- Mayor Kevin Johnson accepts MBK Challenge

**Spring 2015**
- Sacramento Local Action Plan released

**Fall 2015**
- Sacramento Local Action Summit (50+ leaders)

**2016**
- MBK Sac Summit Table Talk Summary Report

**2017**
- MBK Workforce Convening
- Formalized MBK Sac Network
- Collaborative strategic planning

**2018**
- Increased alignment with local initiatives
- Implemented MBK Youth Fellowship
- Developed MBK Sac Implementation Guide

POVERTY
In 2010, 6.1 million Latinx children were living in poverty in the United States, the highest among ethnic or racial groups.\(^5\) Contributing factors may include the number of Latinx children living in single mother households (57.3%) and/or living in households with an unemployed parent (43.5%).\(^6\) However, of Latinx children living in households with a college-educated parent, only 8.7% lived in poverty in 2010.\(^7\) Although more Latinx children are living in poverty than other racial or ethnic groups, 39.1% of Black children live in poverty compared to 35% of Latinx children and 12.4% of White children in the United States.\(^8\) The national poverty rate was 15.1% during this same period of time.\(^9\)

EDUCATION
Recently, data from the National Assessment of Educational Progress indicated that more than 50% of fourth graders from ethnic and racial groups of color scored below reading proficiency levels in 2013.\(^10\) Specifically, 83% of Black students, 81% of Latinx students and 78% of American Indian and Native Alaskan students scored below proficiency, compared to 66% of White students.\(^11\)

A recent survey by the Pew Research Center showed significant differences by race and ethnicity in college completion among young people 25 to 29 years old. According to the 2010 survey, 53% of Asians and 39% of Whites within this age group had completed college, compared to 19% of Blacks and 13% Latinx within this same age group\(^12\) (disaggregated subgroup data not available). The trend of racial and ethnic difference among college attainment rates has remained steady since 1988.\(^13\) When considering gender and graduation rates in 2010, males comprised roughly 45% of the college graduates for White, Asian and Latinx groups; however, for Black college graduates only 37% were males.\(^14\)

HOMICIDE
Homicide is the leading cause of death for Black males ages 10-24, and it is one of the leading causes of death among American Indian and Alaskan Natives, and Latino males within the same age group.\(^15\) In addition, Black and Latino males are disproportionally imprisoned compared to White males.\(^16\) For example, in 2010, Black and Latino males accounted for 5.8% and 32.8% of California’s total population, respectively; however, Black males represented 29% of the total male prison population, while Latino males represented 40.3%.\(^17\)

MBK Fellow Christopher Her
Photo credit: Jameel Pugh, XTG Media
Local data for Sacramento BMoC reflect similar disparities, particularly in areas related to educational outcomes and justice system involvement. The following data sets reflect regional data for Sacramento BMoC.

### Third Grade Reading Literacy, 2014-15

<table>
<thead>
<tr>
<th>Race</th>
<th>Percentage Scoring Near, At, or Above Proficient</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American</td>
<td>42%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>48%</td>
</tr>
<tr>
<td>Native American</td>
<td>35%</td>
</tr>
<tr>
<td>Asian</td>
<td>71%</td>
</tr>
<tr>
<td>Pacific Islander</td>
<td>58%</td>
</tr>
<tr>
<td>Multiracial</td>
<td>58%</td>
</tr>
<tr>
<td>White</td>
<td>67%</td>
</tr>
</tbody>
</table>

### Percentage of Juvenile Felony Arrests by Race, 2014

<table>
<thead>
<tr>
<th>Race</th>
<th>Percentage of Arrests</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American</td>
<td>47.6%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>27.6%</td>
</tr>
<tr>
<td>White</td>
<td>18.4%</td>
</tr>
<tr>
<td>Other</td>
<td>6.4%</td>
</tr>
</tbody>
</table>

### Teen Birth Rate, 2013

<table>
<thead>
<tr>
<th>Race</th>
<th>Number of Births per 1,000 Women Ages 15-19</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American</td>
<td>31.3</td>
</tr>
<tr>
<td>Hispanic</td>
<td>33.3</td>
</tr>
<tr>
<td>Native American</td>
<td>12.9</td>
</tr>
<tr>
<td>Multiracial</td>
<td>28.2</td>
</tr>
<tr>
<td>White</td>
<td>13</td>
</tr>
</tbody>
</table>

### High School Graduation Rate for Males, 2014

<table>
<thead>
<tr>
<th>Race</th>
<th>Graduation Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American</td>
<td>65.5%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>70.0%</td>
</tr>
<tr>
<td>Native American</td>
<td>56.6%</td>
</tr>
<tr>
<td>Asian Pacific Islander</td>
<td>88.2%</td>
</tr>
<tr>
<td>Multiracial</td>
<td>73.2%</td>
</tr>
<tr>
<td>Non-Hispanic White</td>
<td>80.6%</td>
</tr>
</tbody>
</table>

### Unemployment Rate for Sacramento Youth Ages 20 to 25 Years, 2013

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Unemployment Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ages 0 to 11</td>
<td>44%</td>
</tr>
<tr>
<td>Ages 12 to 17</td>
<td>37%</td>
</tr>
<tr>
<td>Ages 18 to 24</td>
<td>32%</td>
</tr>
<tr>
<td>Ages 25 to 29</td>
<td>19%</td>
</tr>
</tbody>
</table>

### Male Poverty by Age Group, 2013

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Poverty Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ages 0 to 11</td>
<td>19%</td>
</tr>
<tr>
<td>Ages 12 to 17</td>
<td>18%</td>
</tr>
<tr>
<td>Ages 18 to 24</td>
<td>17%</td>
</tr>
<tr>
<td>Ages 25 to 29</td>
<td>16%</td>
</tr>
</tbody>
</table>

Source: US Department of Labor – 2013 Annual Averages
The initial step toward improving outcomes for Sacramento BMoC was to establish an infrastructure to support effective collaboration. The initial iteration of the Making MBK Real in Sacramento: Community Options Guide identified multiple public-sector agencies and nonprofit organizations already providing valuable services and resources throughout the Sacramento region. Establishing infrastructure further supports those ongoing efforts by shifting from siloed efforts to building on the strength of a community united around a common and critical goal: the safety, healthy development and successful future of our young men of color.

According to the Stanford Social Innovation Review, Collective Impact is defined as “the commitment of a group of important actors from different sectors to a common agenda for solving a specific social problem.”

The Collective Impact model employs specific components designed to facilitate purposeful and targeted movement across multiple sectors. Those recommended components include a centralized infrastructure, ongoing support—often provided through a “backbone” organization—collaborative development of a shared agenda, shared data collection, actions that are interdependent or mutually reinforcing, and effective communication. This model was selected as an approach for the MBK Sacramento initiative because it allows for the region’s extensive public and nonprofit entities to continue in their existing efforts, while also collaborating on identified strategies within an organized structure for meaningful engagement and, most importantly, for greater impact across systems.

**MBK SACRAMENTO COLLABORATIVE**

The MBK Sacramento Collaborative membership is comprised of systems leaders, elected officials, community-based organizations and law enforcement – those with capacity to inform, influence and impact systems and resources for young men. The primary functions of the Collaborative are to:

- Collectively inform local priorities and policy agendas regarding boys and men of color (BMoC)
- Develop strategies to support the implementation of coordinated action toward measurable results for Sacramento BMoC
- Seek opportunities to align resources, time and efforts toward targeted outcomes
- Change systems locally for more just, equitable opportunities for BMoC

The MBK Sacramento Collaborative structure is designed to support coordinated actions across six interworking levels of engagement. Each level of engagement represents a critical approach to change-making, focused toward shared objectives.
My Brother’s Keeper Sacramento Collaborative

MBK SACRAMENTO NETWORK

Coordinating Committee

Core Values

1. We commit to SERVE. Each member contributing toward the greater good for boys and men of color in order to accomplish our goals. We serve with intention, action and impact.

2. We PERSEVERE. We will not be deterred and we will not give up on our young men.

3. We operate with a spirit of HUMILITY. We come to the work of this collaborative with a full expression of respect, understanding and humility toward one another.

4. We are stronger TOGETHER. We collaborate across silos, integrating our efforts to maximize effectiveness, with transparency, openness and accountability.

Policy & Resource Development Advisory Team

Vision: To address the persistent opportunity gaps faced by boys and young men of color and ensure that all young people can reach their fullest potential.

Youth Engagement

Various levels of authentic youth engagement, including Sac BMOC Youth Fellowship, Coordinating Committee and Strategy Teams, civic engagement opportunities and other options as determined by youth.

Strategic Objectives

1. All children have a safe and healthy start to develop cognitively, physically, socially and emotionally. Communities are safe from violence and crime. Families have access to resources and support needed for healthy child development.

2. All children reading at grade level by age 8 — the age at which reading to learn, and not just learning to read, becomes essential. Youth and young adults have multiple postsecondary education options.

3. Youth and young adults have access to employment opportunities to support themselves and their families. Youth and young adults receive the education and training preparation needed for quality jobs of today and tomorrow.

4. Justice Systems are fair, equitable and restorative. Youth, adults and families engaged in justice systems have a second chance. Access to necessary resources, support services, and meaningful civic engagement opportunities is available to all.

Anchor Team

Target Goals

1. My Brother’s Keeper Sacramento Collaborative

2. MBK Sacramento Network

3. Anchor Team

4. MBK Sacramento Guide to Action 2018
**Network**
Valued partners and allies of the work, ensuring alignment across systems by expanding implementation of MBK strategies and messaging within their sphere of influence by increasing awareness within other networks.

**Coordinating Committee**
Leaders in the areas of healthy development, education, workforce development and public safety. Collectively determine the direction for MBK Sacramento Collaborative efforts through need analysis, identification and prioritization of strategies for implementation, and to inform development of policies and practices to create change in outcomes for Sacramento BMoC.

**Strategy Teams**
Led by select members from the Coordinating Committee, Strategy Teams mobilize community resources, inform and expand efforts and organize actions to carry out MBK Sacramento strategies. Instrumental in dismantling siloed efforts for a more collective, citywide approach.

**Policy and Funding Advisory Team**
Serve as an advisory group for the Collaborative in the areas of sustainability and policy advocacy. Build on collective experiences and expertise, identify resources for sustainability, and opportunities to align to statewide and national efforts. The Policy and Funding Advisory Team also informs potential alignment to resource opportunities through the California Funders for Boys and Men of Color, a collaboration of 19 CEOs from California foundations dedicating resources and efforts toward improving outcomes for BMoC.

**Youth Fellowship Program**
Strengthening leadership of Sacramento young men, ages 16-19, through intergenerational mentoring, policy advocacy training, internships and opportunities, and opportunities to collaborate with other youth from across the state. Fellows receive a stipend upon completion.

**Anchor Team**
Backbone organization that supports coordination of the overall functions of the Collaborative, including convening the multiple components of MBK Sacramento, maintaining effective communication and ensuring alignment of all efforts to the overall vision.
### Governance & Infrastructure
- Identify cross-sector champions to form and serve in various roles within the Collaborative.
- Create and review Collaborative infrastructure options and development of shared vision.
- Governance and infrastructure is formalized and operating with clear roles and responsibilities.
- Established accountability structure that self-facilitates & refines actions or indicators to improve accuracy and validity.

### Collaboration
- Determine needs specific to boys and men of color in Sacramento & develop Strategy Teams to focus on different areas of need.
- Develop common overarching goals and consistent approaches for use by the Strategy Teams.
- Groups within the Collaborative structure continue engagement and actions as aligned to identify common goals and strategies.
- Activities and actions are differentiated while still being coordinated through mutually reinforcing MBK Sacramento plan.

### Policy, Advocacy & Sustainability
- Explore policies and practices that exist as potential barriers of community level impact.
- Identify and engagement of local, state and national partners to serve as advisory to Collaborative.
- A collective advocacy agenda is developed to impact local, state or national level policy.
- Policies established that create change and allocation of resources toward continuous improvement of outcomes.

### Evidence-Based Decision Making
- Convene cross-sector group of stakeholders (Coordinating Committee) to identify key decision points, resources, and data needs.
- Engage Coordinating Committee and Strategy Teams to identify indicators and intended outcomes.
- A common set of indicators and measures are adopted.
- Established data collection, monitoring, and reporting process.

### Continuous Communication
- Identify and reach out to existing programs and activities focused on boys and men of color.
- Outreach and engage community specific to goals and strategy.
- Communication is consistent, transparent, and grounded in the context of community voice, awareness, and information sharing.
- Communication occurs across multiple sectors, with mutual objectives, and motivation to inform practices and continuous improvements.

### Backbone Support
- Convene stakeholders to explore and assess process of a backbone entity.
- Create infrastructure of backbone processes.
- Backbone entity established and capacity to support daily management of Collaborative is in place.
- Backbone entity invested in serving as the fiscal agent, ensuring Collaborative stability, and coordination of efforts.

### MY BROTHER’S KEEPER SACRAMENTO COLLABORATIVE IMPACT FRAMEWORK

#### INTENDED OUTCOMES

#### Vision to Change
When considering recommendations to help BMoC expand their life chances and opportunities, Sacramento adopted a framework based on the Life Course Theory (LCT), considering the varying stages of development across the lifespan. LCT is a conceptual framework that helps explain health and disease patterns—particularly health disparities—across populations and over time. Instead of focusing on differences in health patterns one disease or condition at a time, LCT points to broad social, economic and environmental factors as underlying causes of persistent inequalities.

Building on the LCT data, asset mapping and strategic objectives identified in Sacramento initial MBK engagement in 2014-15, the Committee began strategic planning toward operationalizing broad objective language to specific strategies for action. Key feedback resulted in a narrowing of the initial six MBK Sacramento strategic objectives to four Impact Areas.

Collaborative Planning Process
Additional collaborative planning within each of the four impact areas centered around brainstorming viable ways to improve systems for Sacramento BMoC, determining key stakeholders, identifying existing and needed resources and strategizing how to avoid potential barriers.

Strategies identified during the planning sessions were further narrowed into three categories for systems change—Policy, Procedures and Practices—or the 3Ps. For the purpose of this guide, Policies refer to rules, guidelines or laws that give direction, ensure consistency and compliance with mission, values and strategic goals. Procedures refer to detailed instruction on how to perform part of a process or a specific task. Procedures often describe applications of policies, including who performs it, what steps are performed, when and how they are performed. Practices refer to actions, activities or techniques done in pursuit of a particular objective, in this case, the strategic objectives for each MBK Sacramento impact area.

MBK Sacramento can more effectively impact change in the systems that adversely affect BMoC disproportionately by moving beyond developing additional programing, and focusing on opportunities for change within these 3P strategies.

Finally, strategies were prioritized with each impact area, based on urgency of need, feasibility, alignment to the MBK Sacramento vision and relevance for what is happening within our region and across the state. The Impact Area strategies in the following section reflect this planning process.
HEALTHY DEVELOPMENT

Strategic Objective: All children have a safe and healthy start to develop cognitively, physically, socially and emotionally. Children and youth grow up protected from trauma, in communities that are safe from violence and crime. Families have resources and support needed for a healthy child.

POLICY

Focus on Regional Equity: Ensuring equitable community investment in low-income communities of color.

Goal: Targeted investments in land use within neighborhoods of concentrated poverty for people who historically have lived there. City strategic and master plans have equity considerations. Tracked over 10 years with milestones.

Indicator/Performance Measures: Increased community oversight/review of land use plans, evidenced by quarterly review of outreach efforts, increase number of development planning sessions held within impacted communities by 25%. Increase of investments in designated areas. Increase percentage of businesses and services by 25% over 10 years, with community-developed milestones.

PROCEDURES

Trauma-informed Practices: Ensure city and county agencies that serve youth receive training to recognize, address, reduce and prevent youth trauma.

Goal: Passage of a trauma-informed care resolution for the City of Sacramento (Youth Department, Police Department), school districts, County of Sacramento (Health and Human Services, Probation, Child Welfare) with support for training and monitoring.

Indicators/Performance Measures: Passage of a resolution at the city, county and school districts. Implementation of a framework within three years. Mandatory training within each of those sectors. Inclusion of use of trauma-informed practices in department review/evaluations. Progress review by coalition inclusive of community.

PRACTICE

Trauma-informed Practices: Inform the region on trauma-informed practices so that organizations and agencies can adopt and integrate.

Goal: Community coalition of leaders in trauma-informed care develop and adopt a framework and plan for implementation within multiple sectors.

Indicators/Performance Measures: Coalition-developed framework adopted within three years. Increase of youth service organizations applying trauma-informed practices by 20% within three years.
HEALTHY DEVELOPMENT

Strategic Objective: All children have a safe and healthy start to develop cognitively, physically, socially and emotionally. Children and youth grow up protected from trauma, in communities that are safe from violence and crime. Families have resources and support needed for a healthy child.

STAKEHOLDERS

- First 5 Sacramento
- Department of Public Health
- Sheriff/Probation
- School districts
- WellSpace Health
- Birth and Beyond
- Black Child Legacy Campaign Community Incubator Leads
- Sacramento Police Department
- Black Mothers United
- Sacramento Children’s Home
- Faith-based organizations
- Sacramento Area Congregations Together
- Health Education Council

RESOURCES

- Black Child Legacy Campaign neighborhood profiles and Community Indicator Report
- Community needs assessment from hospitals (UCD, Mercy, Sutter, Kaiser)
- Sacramento Gang Violence and Prevention/Intervention Task Force data and grantees
- Anti-Recidivism Coalition
- Probation/anti-recidivism counseling/workgroups
- Census data

BARRIERS

- Need for shared communication across sectors and providers
- Access to resources/health care/housing
- Lack of adequate income/employment opportunities
- Lack of culturally and linguistically appropriate services
- Drugs/opiates epidemic
**Strategic Objective:** Disparities for BMOC in school systems are eliminated through responsive approaches, increased accountability and increased transparency, so that all children meet key educational milestones (including reading at grade level by age 8), graduate high school and have multiple post-secondary education options.

**Disciplinary Review Policy:** Increasing transparency and youth-led accountability for districts, agencies and teachers around school-based discipline. 
**Goal:** Establish policy revisions to Discipline Board Policies/Administrative Regulations within three of the largest school districts in Sacramento, adding language that requires quarterly review of at-home suspensions and expulsions, conducted by a review team inclusive of youth, parents, school and district staff. 
**Indicator/Performance Measures:** Number of Sacramento school districts with policies requiring ongoing youth review of suspensions/expulsions. Regulation guidelines established to ensure youth reviewers are representative of subgroups with highest suspension/expulsion rates.

**Trauma and Healing:** District and school site staff receive training to recognize, address, reduce and prevent youth trauma. 
**Goal:** Mandate district-wide training on culturally responsive, trauma-informed approaches for teachers, counselors, paraprofessionals, school administrators and hearing office staff. Implemented across three of the largest school districts in Sacramento. Resources to support trauma-informed care on campuses designated in LCAPs.

**Social Emotional Learning (SEL) for Students and Staff:** Improve relationships between students and teachers to ensure that students feel safe and welcome so that they can be successful. 
**Goal:** Demonstrated improved relationships between staff and students through use of culturally responsive SEL supports/practices over a three-year period. 
**Indicator/Performance Measures:** 5% increase in SEL capacities for BMoC, as determined by pre-post self-assessments. Increase culturally responsive SEL professional development opportunities by 10% per district, across three of the largest districts in Sacramento.
**MBK SACRAMENTO IMPACT AREA: EDUCATION**

**Strategic Objective:** Disparities for BMOC in school systems are eliminated through responsive approaches, increased accountability and increased transparency, so that all children meet key educational milestones (including reading at grade level by age 8), graduate high school and have multiple post-secondary education options.

**Stakeholders**
- The HUB – Building Healthy Communities Sacramento
- Alliance for Boys and Men of Color
- Local UC, CSU, CC systems
- Vocational schools
- Local school districts
- Sacramento County Office of Education
- The California Endowment
- Youth, parents
- Faith-based groups
- Black Parallel School Board
- Nonprofit organizations
- Unions (CTA teachers)

**Resources**
- District Data-Boards/retrieval POC
- Blacks Making a Difference (BMAD) – list of recommendations
- CA-MBK 2016 Recommendations
- Grants
- Freedom Schools
- I READY
- City Year
- American Reading Company (culturally relevant)
- Vocational training
- College students
- Local Control Accountability Plans

**Barriers**
- Limited resources (financial)
- Need to increase buy-in/garner interest from families, communities and school sites
- Need for increased information sharing and telling the story; marketing/advertising
- Low attendance
- Varying needs of individual districts
- Lack of transportation
WORKFORCE DEVELOPMENT

Strategic Objective: Youth and young adults have access to employment opportunities to support themselves and their families. Youth and young adults receive the education and training preparation needed for quality jobs of today and tomorrow.

POLICY

Incentivized Access to Job Training: Increase access to job training in communities of color through policies that establish incentives for outreach and training services within targeted communities.

Goal: Establish incentive policies for job-training and outreach efforts held within and targeted to communities of color, established at Sacramento’s top five employers by 2019.

Indicator/Performance Measures: Increase number of job training workshops offered within targeted communities by 10% over three years. Policies to incentivize training and recruitment established among Sacramento’s top five employers.

PROCEDURES

Increase Public Sector Job Promotion: Establish a conduit between public sector and BMoC community to increase BMoC employment, so that Sacramento’s workforce reflects the population for BMoC.

Goal: Increase employment for 16- to 24-year-old males of color in Sacramento by 3.5% within three years through targeted recruitment, referral job placements and targeted job training opportunities.

Indicators/Performance Measures: Establishment of the public sector employee network, 3.5% increase in employment for BMoC ages 16-24, tracked by BLA data.

PRACTICE

Job-Placed Mentoring: Establish model for job-placed mentoring of BMoC to increase job preparedness and provide support for BMoC within their places of employment.

Goal: Develop job-based mentoring model to be implemented within 75% of MBK Sacramento Network partner agencies and organizations by 2020.

Indicators/Performance Measures: Evidence-based, culturally responsive mentoring model collaboratively developed, 75% of network partners implementing model by 2018, 50% by 2019, 75% by 2020. Implementation of partner agencies tracked through bi-annual reporting to MBK Coordinating Committee.
**MBK SACRAMENTO IMPACT AREA: WORKFORCE DEVELOPMENT**

**WORKFORCE DEVELOPMENT**

**Strategic Objective:** Youth and young adults have access to employment opportunities to support themselves and their families.

Youth and young adults receive the education and training preparation needed for quality jobs of today and tomorrow.

**STAKEHOLDERS**
- Sacramento County Office of Education
- Local school districts
- City Council
- City of Sacramento’s Youth Department
- Employers
- Community colleges
- Unions (trade)
- Ethnic chambers

**RESOURCES**
- State employment data
- Asian Resources, Inc. – Youth Services
- Sacramento Employment Training Agency – Youth Services
- Greater Sacramento Urban League
- La Familia Counseling Center
- City of Sacramento 1000 Strong Intern Initiative

**BARRIERS**
- Career pathways
- Lack of training
- Lack of transportation
- Lack of jobs available for young men
- Lack of opportunities for justice-involved young men
MBK SACRAMENTO IMPACT AREA: JUSTICE SYSTEMS

**Strategic Objective:** Justice systems are fair, equitable and restorative. Youth, adults and families engaged in justice systems have a second chance. Access to necessary resources, support services and meaningful civic engagement opportunities is available to all.

**POLICY**

**Community-based Alternatives to Incarceration:** Community-based alternatives to youth incarceration so that young people have a meaningful opportunity to become whole.

**Goal:** Eliminate new youth entering into the justice system by establishing city policy of law enforcement referral to community-based organizations in lieu of arrest. Fiscal support to community-based organization partners to support their capacity. Shared monitoring and accountability by collaborative of city law enforcement and community.

**Indicator/Performance Measures:** Decrease in youth arrests in City of Sacramento by 5% in year one of implementation. Decrease in new youth incarceration by 20% over five years.

**PROCEDURES**

**Building on Black Child Legacy Campaign:** Alignment of MBK Collaborative partners with the Black Child Legacy Campaign (BCLC) to reduce Black child deaths, reducing trauma experienced by Black and Brown communities and families.

**Goal:** Increase capacity of BCLC Community Incubator Leads (CILs) to prevent the four primary causes of Black child deaths in Sacramento: sleep-related deaths, perinatal conditions, child abuse and neglect, and third-party homicide. Collaborate with all CILs to expand their efforts.

**Indicators/Performance Measures:** 20% decrease in four leading causes by 2020, 20% decrease in BMoC involvement in third-party homicides (as victims or perpetrators) by 2020.

**PRACTICE**

**Youth Diversion Programs (drug and other risky behaviors):** Proactively divert youth from harmful/unsafe activity so that all BMoC have health, wellness and healing.

**Goal:** Reduce prevalence of new youth incarceration by 20% within five years through increasing access to trauma-informed drug diversion and intervention services via strategic partnerships of city, county and community-based organizations. Increase capacity of existing drug diversion/intervention programs through resources, training and improved coordination with schools and law enforcement (for referral, not reporting).

**Indicators/Performance Measures:** Decrease number of new youth drug-related incarcerations by 10% by 2020. Increase in number of youth served in drug diversion/intervention programs.
**Justice Systems**

**Strategic Objective:** Justice systems are fair, equitable and restorative. Youth, adults and families engaged in justice systems have a second chance. Access to necessary resources, support services and meaningful civic engagement opportunities is available to all.

**Stakeholders**
- Community-based organizations
- Faith-based organizations
- Sacramento County Sheriff’s Department
- Sacramento County Probation Department
- City of Sacramento Police Department
- Sacramento Area Congregations Together
- Sierra Health Foundation
- The California Endowment

**Resources**
- Sacramento Sheriff’s Activity League
- Sacramento Police Department
- Positive Youth Justice Initiative
- Sacramento County Probation Department
- Sacramento Gang Violence Prevention/Intervention Task Force
- Youth
- Greater Sacramento Urban League
- School resource officers
- Black Child Legacy Campaign
- NAACP
- Advance Peace
- Sacramento Community Reinvestment Coalition
- Anti-Recidivism Coalition

**Barriers**
- Perception/trust
- Cultural bias
- Siloed resources
- Punitive culture within justice systems
SUCCESSFUL IMPLEMENTATION OF THE IDENTIFIED STRATEGIES WITHIN THIS GUIDE WILL RELY HEAVILY ON EFFECTIVE COORDINATION, CRITICAL TO MBK SACRAMENTO’S COLLECTIVE IMPACT MODEL, WHICH SEeks TO INVOLVE MEMBERS IN THE ALIGNMENT ACROSS SYSTEMS TO EXPAND IMPLEMENTATION OF THE KEY STRATEGIES AND POLICY CHANGES THROUGHOUT THE CITY OF SACRAMENTO. IN THIS INITIAL PHASE OF IMPLEMENTATION, FOCUSED COORDINATED EFFORTS AROUND CROSS-SECTOR COMMUNICATION, SHARED DATA AND ALIGNMENT TO RELATED INITIATIVES WILL BE CRITICAL NEXT STEPS.

COORDINATED CROSS-SECTOR COMMUNICATION

Coordinated cross-sector communication practices are vital to the long-term efforts of the MBK Sacramento Collaborative. The Collaborative is representative of diverse, multidisciplinary agencies and organizations. As such, development and implementation of cross-sector communication strategies to increase awareness of MBK Sacramento efforts, particularly around the four impact areas, will provide a platform for positive outcomes to be celebrated, challenges to be addressed and collaboration between organizations to occur. Coordinated cross-sector communication strategies should seek to be efficient in communicating information not only to participating members of the MBK Sacramento Collaborative, but also to the community at large and the young people who are at the heart of these efforts.

SHARED DATA

Creating long-term systemic change requires mobilization of multidisciplinary sectors and community engagement to increase alignment of resources toward improved outcomes for BMoC. Moreover, shared accountability is critical to driving change specific to MBK Sacramento efforts. Specifically, shared accountability of key performance data that is accurate, accessible and relevant to the four impact areas will assist the MBK Sacramento Collaborative in holding itself accountable for the intended outcomes through use of shared data and the reporting of progress. Several specific implementation actions are required to establish a shared data accountability process.

DEVELOP BASELINE DATA

Use existing data as a baseline to inform targeted actions of MBK Sacramento and ensure alignment to targeted goals in each of the four impact areas.

KEY PERFORMANCE INDICATORS

Determined key performance indicators should be used in measuring and identifying progress of efforts specific to each of the four impact areas. Additionally, community-level indicators should be identified to provide progress measures of the effectiveness of cross-sector collective impact partnership efforts.

DASHBOARD TO MONITOR PROGRESS

A customized MBK Sacramento data dashboard will allow collective partners to analyze and report MBK Sacramento-related data efficiently. An MBK Sacramento data dashboard will serve as a resource tool to monitor the progress as aligned to key performance indicators identified for each of the four impact areas.

This work will ensure that all members within the MBK Sacramento Network, its stakeholders and partners are able to access and use data for continuous improvement and accountability, and to inform the strategic work moving forward.

ALIGNMENT TO RELATED INITIATIVES

Sacramento is well positioned to establish a citywide cross-sector collective impact to address the challenges faced by our BMoC. Currently, Sacramento is at the forefront of innovation with localized initiatives such as the Black Child Legacy Campaign and the Sacramento Gang Violence Prevention and Intervention Taskforce. The Alliance for Boys and Men of Color (ABMoC) provides opportunity to align with other cities on policy work across the state. The MBK Sacramento infrastructure and focus on policy, procedures and practices can bridge together stakeholders around shared goals, with a broader vision of making Sacramento a city where boys and men of color are safe, healthy and thriving.

Being positioned in the state capital also offers unique opportunities for multi-region collaboration, visibility and high levels of engagement in statewide advocacy. By leveraging the power of our location within the state, we can increase our impact beyond the city limits.
CONCLUSION

While the collective impact action of the MBK Sacramento Collaborative is just getting under way, the region has achieved many gains for BMoC. Efforts supported through Building Healthy Communities Sacramento bring capacity building, authentic youth engagement and valuable resources to local youth-serving partners. School districts, including Sacramento City Unified School District, continue to make important gains in policies and systems impacting students of color, including restorative approaches to school discipline, trauma-informed interventions and supports, and ethnic studies as a graduation requirement. Community-based organizations and faith-based leaders continue to deliver meaningful, comprehensive and vital services to BMoC, oftentimes incorporating mentorship and healing for youth and families. Citywide policies, including local Ban the Box efforts, gang prevention/intervention initiatives and youth investments provide opportunity for sustainable systems change.

The MBK Sacramento Collaborative breaks down silos to elevate existing wins, expanded promising practices region-wide and increasing effectiveness at moving the dial for Sacramento young men. Through effective collaboration and strategic, targeted efforts, we can create great gains toward the milestone goals of My Brother’s Keeper, and improve the outcomes for Sacramento BMoC.
KEY CONTRIBUTORS

The MBK Sacramento Collaborative would like to acknowledge its members and key contributors to this implementation guide.

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4 Your Epiphany

*SUPPORTING THIS WORK
Creating impactful systems change for Sacramento BMOC requires the commitment of an entire community. For more information on how you can be involved in supporting the efforts of the MBK Sacramento Collaborative, or for upcoming meeting dates and progress updates, please visit www.shfcenter.org/mbk-sac.

SPECIAL THANKS
This implementation guide is a reflection of the contributions of many. Building on the Making My Brother’s Keeper Real in Sacramento Community Options Guide (created by The Pivotal Group Consultants, Inc. and many local partners) for critical background and history of MBK efforts in Sacramento, the strategies identified within this implementation guide reflect the thinking and collaborative planning of many community leaders from multiple sectors, including:

Sierra Health Foundation
City of Sacramento Councilmember Rick Jennings
My Brother’s Keeper Sacramento Collaborative
SOURCES

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