

# **MBK BOSTON RECOMMENDATIONS FOR ACTION**

Mayor Martin J. Walsh tasked the My Brother's Keeper (MBK) Boston Advisory Committee to develop policy and program recommendations to provide a lasting, sustainable impact on Boston's youth, especially Black and Latino males. By engaging the community and working across sub-committees, the MBK Boston Advisory Committee shaped recommendations supported by best practices, evidence-based practices, and promising practices from effective existing policies and programs locally and nationally. Each recommendation is also supported by action plans and data indicators to measure future progress and success.

## **MILESTONE 1: Graduating from High School Ready for College and Career**

### **1. Expanded School-Community Partnerships**

- a. BPS will continue efforts to develop a partnership registry that allows BPS to better inventory and manage its partnerships. Registration will also require adherence to a set of program quality and performance metrics that will allow both BPS and its partners to gauge the effectiveness of partners' efforts to implement gap closing strategies and supports.
- b. In collaboration with external partners, BPS and the City will facilitate the identification and monitoring of quality and performance metrics for afterschool and summer programs. Common measures and data sharing strategies will better enable all stakeholders to see who is (or is not) being served and to assess the impact of programs for youth learning.
- c. In collaboration with Boston Afterschool and Beyond and its 70-member Partnership Council (made up of local nonprofits, funders, and BPS), the City seeks to further develop the "Boston Learns Together" initiative.

### **2. Increase Access to Rigorous Curriculum and Instruction**

- a. Rethink the design of the City's education model.
- b. Explore opportunities to implement "rigor for all" strategies that provide all students greater access to advanced coursework at all levels of learning.
- c. Drive curriculum improvements and the integration of culturally relevant instruction through school-community partnerships and explore ways to use technology to help students become more directive in their learning.

### **3. Increase Diversity and Cultural Proficiency of Administration and Staff**

- a. Open Post/Early Hire: This initiative was based on the theory of action that if principals and headmasters are given the opportunity to hire the staff of their choosing, then they will hire a high quality, diverse staff.



- b. The Office of Equity will actively monitor and review hiring requests to help ensure that the district is held accountable for recruiting, developing, and retaining a diverse workforce. The Office of Equity will build upon the work by leveraging its evaluation system to hold managers accountable for hiring, developing, and retaining a diverse staff.
- c. Both BPS Human Capital and Equity Offices are rethinking teacher development strategies and prioritizing the need for central and school based educators to demonstrate cultural proficiency in their practice. Planned training reforms will focus on culturally responsive and relevant instruction, and will call on educators to demonstrate an understanding and use of research-based strategies to engage students who are disproportionately found in the gaps.

## **MILESTONE 2: Successfully Entering the Workforce**

### ***Youth Employment***

1. Develop pilot-based mentoring initiatives between supervisors and youth employees for summer jobs to foster caring adult mentoring relationships within the business community for Boston's youth. The long-term goal of such a pilot-based mentoring initiative will aim to increase formal mentoring within youth employment practices.
2. Scale up trauma-informed practices and training to reach all supervisors managing youth employees within the Department of Youth Engagement and Employment's summer and year round employment programs, a unique meaningful employment strategy that integrates youth violence prevention.
3. Identify new sources of funding and increase private sector participation with the long-term goal of ensuring every youth who wants a job, has a job.

### ***Workforce and Business Development***

1. Increase resources and policy support for the development of award-winning vocational and technical training within Boston public high schools to support a pipeline of talented Black and Latino youth as well as all youth.
2. Leading by example, re-examine the City of Boston's hiring policies to build a focused strategy for investing in and employing Black and Latino residents for construction and permanent jobs.
3. Launch a new Disparity Study to assess the City of Boston's record and formal practice of engaging Minority-Owned & Women-Owned Business Enterprises (MWBs/WBs & MBEs) in its contracts and procurement. Study results will guide the City's official engagement strategy for leveraging its spending power for economically disadvantaged entrepreneurs and business owners.



4. Educate and train industry leaders and elected officials to serve as allies in building a pipeline of talented Black and Latino youth.
  - a. Enhance relationships with Boston's world-class business schools and community colleges to teach entrepreneurial skills and business development strategies for youth of color.
  - b. Develop a partnership between chamber leaders and the business community to encourage mentorship, leadership, and support of enterprises in Boston owned by people of color and immigrants.
  - c. Highlight and support Black and Latino entrepreneurs through positive events and engagements, linking aspiring and seasoned entrepreneurs with investors, mentors, and service providers for meeting, networking, and collaborating to create vibrant and innovative communities.
5. Improve the coordination of resources and data collection within the business community to support building a pipeline of talented Black and Latino youth.
  - a. Design a data-driven process for ranking businesses based on their employment of Black and Latino young adults including tracking based on employment, health, and educational attainment outcomes with the goal of providing a benchmark in determining industries and firms to engage for city-wide youth employment opportunities.
  - b. Create an online directory of all local government and non-government business development programs and resources accessible to all young adults to increase access and understanding for potential business owners.

### **MILESTONE 3: Reducing Youth Violence, and Providing a Second Chance**

1. Enhance parental engagement as supports for adolescent children through a preventive program aimed at children ages 10 to 14 years old and their parents in high risk neighborhoods, building on the evidence-based model of the Strengthening Families Program.
2. Develop a strategic plan for the Boston Centers for Youth & families, outlining short and long term goals to increase engagement and use of its facilities, especially supporting youth and families from low-income households.
3. Through the Mayor's Public Safety Initiative, create a quality assurance system to streamline coordination and communication to improve the delivery of trauma response within the community and accountability for safer streets and neighborhoods. In tandem, this quality assurance system should include standard programming to provide outreach and communication within the community regarding available resources and services.



4. Scale up effective re-entry employment programs, including the City of Boston's successfully launched pilot, *Operation Exit*, and leverage employment policies that provide access and opportunity for employment among CORI-carrying and court-involved populations.
5. Identify key community partners to create and launch a marketing campaign to highlight individuals in urban neighborhoods who positively contribute to Boston and society to encourage positive imagery among young men of color.
6. Collaborate across public safety, housing, and human service agencies to evaluate and improve housing policies that will support stability in the lives of returning citizens and reduce the rates of recidivism.
7. Create a task force of local community health centers and Boston Centers for Youth & Families community centers with the goal of formalizing a partnership between the two networks to increase the delivery of mental health services within Boston communities. The Boston Public Health Commission estimates that of the 120 schools in the district, at least 25 of them do not have partners to provide services to their students. A partnership between the community health centers and community centers will help to fill this void.

**MBK BOSTON ADVISORY COMMITTEE**  
**Upcoming Sub-Committee Meetings**

<b>Sub-Committee</b>	<b>Date</b>	<b>Time</b>	<b>Location</b>
Arts & Culture	June 29, 2015	6:00 p.m. – 7:30 p.m.	Boston Public Library - Copley Commonwealth Room 700 Boylston Street Boston
Civic Engagement	June 3, 2015	6:00 p.m. – 7:30 p.m.	La Alianza Hispana 409 Dudley Street Roxbury
Education	June 16, 2015	4:00 p.m. – 6:00 p.m.	Bruce Bolling Building 2300 Washington Street Boston
Health and Human Services (including Youth Employment)	June 1, 2015	4:00 p.m. – 6:00 p.m.	BCYF Tobin Community Center 1481 Tremont Street Roxbury Crossing
Public Safety	June 3, 2015	5:00 p.m. – 6:30 p.m.	BCYF Tobin Community Center 1481 Tremont Street Roxbury Crossing
Workforce and Business Development	June 9, 2015	6:00 p.m. – 7:30 p.m.	BUILD 6 Beacon Street Suite 415 Boston

**In advance of meetings, visit [www.cityofboston.gov/mbk](http://www.cityofboston.gov/mbk) for any potential scheduling updates.**

**Mayor Martin J. Walsh, City of Boston**  
**MBK Boston Advisory Committee**  
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