



Mayor's Office of
Black Male Advancement

Quarterly Report

April 1, 2024 - June 30, 2024

CITY OF BOSTON

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Overview



The Office of Black Male Advancement's mission, priorities, focus areas, reports, resources, and programs, and the Black Men & Boys Commission



OVERVIEW

OUR MISSION

The Office of Black Male Advancement strives to improve outcomes and reduce systemic barriers to advancement for Black men and boys living in Boston. Our office works to empower Black men and boys. We want to ensure they have equitable access to opportunities in the City. As part of our work, we focus on policies, programs, resources, and local and national partnerships.

Our goal is to ensure Black men and boys have support to thrive and share in our City's prosperity.

OUR PRIORITIES

Economic
Opportunity &
Workers
Empowerment

Education &
Youth
Advancement

Affordable
Housing &
Pathways to
Homeownership

Public Health
and Wellness &
Fatherhood and
Families

Equity and
Racial Justice

Community
Safety &
Returning
Citizens

DEMOGRAPHIC DATA

- Boston has approximately 90,000 Black male residents.
- 25% of Black males are children under 18.
- Black male residents are represented in every neighborhood in Boston, with a higher concentration residing in Roxbury, Dorchester, Mattapan and Hyde Park.
- The countries with the largest number of foreign-born Black males are Haiti, Jamaica, & Cabo Verde.



OVERVIEW

OUR FOCUS

- Facilitate Black Men and Boys Commission meetings.
- Publicize report on Status of Black Men and Boys in Boston.
- Assist Black male constituents in accessing programs, services & critical information.
- Connect Black male-serving organizations to resources to better serve their constituents.
- Publicize critical resources to the Black male community.
- Support city, state, and federal governments, community based organizations and private sector to more equitably serve our Black male residents.
- Educate Boston residents on the Black Men and Boys Commission and Black Male Advancement programs.
- Monitor and advise city agencies and departments on issues pertaining to Black men and boys
- Design projects and programs that promote equity for Black men and boys which are not currently being implemented by existing city agencies.
- Perform outreach, communication, and liaison to Black men and boys related to community groups and organizations.
- Coordinate dialogues and action on behalf of city government to issues of concern to Black men and boys and related organizations.



Overview

OUR REPORTS AND RESOURCES

BMA Report: Recommendations for Action: Professor Emeritus James Jennings outlines twenty action steps for the Commission of Black Men & Boys and the Office of Black Male Advancement

The State of Black Males in Boston: This is a comprehensive report created by the Office of Black Male Advancement (BMA) in partnership with Boston Planning and Development Agency's (BPDA) Research Division. Using data gathered from a number of different peer-reviewed sources, the report is meant to help guide the Office's efforts to adequately address the systemic barriers to the advancement of Black males in Boston.

BPDA Redlining in Boston: This report, created by BMA in partnership with BPDA Research Division, outlines redlining in Boston. Using data gathered from a number of different peer-reviewed sources, the report is meant to help guide the Office's efforts to adequately address the systemic barriers to the advancement of Black males in Boston.

Black Male Advancement Resource Guide: The BMA Resource Guide provides a centralized location for City of Boston services for Black men, boys and families.

NEW Mental Health Resource Guide: Curated after the Black Men's Mental Health Symposium at Harvard University, tailored specifically to address the unique needs of Black men and boys in Boston.



OVERVIEW

OUR PROGRAMS

Black Men and Boys Commission: The Commission was established through a 2021 ordinance and is made up of 21-Black males with experience, knowledge and expertise on issues pertaining to Black men and boys in the City of Boston. The Commission serves as an advisory board for the Mayor's Office of Black Male Advancement. BMBC Subcommittees have each met with Economic Opportunity, Workers Empowerment, Boston Public Schools, Housing, Boston Planning and Development Agency, Office of Returning Citizens, Senior Advisor for Community Safety, Boston Public Health Commission and Human Service Cabinets. BMA will host regular working sessions with each Cabinet and invite Commission members to join on a quarterly basis.

My Brother's Keeper Boston: My Brother's Keeper (MBK) Boston was established in partnership with the Obama Foundation, as the official Boston-chapter of the National MBK Alliance. Housed under the Mayor's Office of Black Male Advancement, the mission of the program is to dismantle the societal, economic, and educational barriers to the advancement of Black boys and young Black men (ages 8-25) in Boston. MBK Boston will tackle these challenges through the concentration of policy, resources, and efforts within 1) higher education 2) mentorship 3) STEAM 4) and community-based organizational funding. Housed under the Office of Black Male Advancement, MBK Boston will utilize the National MBK Alliance Milestones, where interventions can have the greatest impact and are predictive of later success.

Community Empowerment Small Grants: BMA along with Mayor Michelle Wu awarded funding to community based organizations totaling \$500,000. These grants, ranging from \$5,000 to \$20,000, aim to empower Black male-serving community-based organizations and amplify their impact in alignment with 7 core priorities (mentoring and out of school time, youth pathways, housing mobility, economic mobility & wealth building, workforce, fatherhood engagement, wellness). These grants will empower community organizations that serve Black men across Boston's neighborhoods to deepen their impact and bring successful programming to scale.



OVERVIEW

OUR PROGRAMS CONT.

Project Opportunity is an initiative that creates equitable opportunities for Boston residents with CORIs. The program connects residents with free legal consultation for sealing or expunging records, has panel discussions to address challenges and solutions for residents with CORIs, connects residents with employment and training resources, connects residents with key resources for well-being, trains City departments to meet the needs of residents with CORIS. Through this initiative the office of Black Male Advancement created an all-inclusive/one-stop resource guide and webpage that includes all City of Boston-led quality-of-life improvement resources. In addition we hosted a CORI friendly job and resource fair in partnership with MassHire which included 35 employers and resources, resume review and support, job application assistance, digital business cards, and free headshots.

R.E.A.C.H. 1000: BMA is working in partnership with BPS to connect young people with a network of individuals and organizations that serve as mentors. To support the first iteration of this program, BMA is looking to recruit 1,000 adult mentors over the next two years to connect with participating BPS students. As part of R.E.A.C.H. 1000, schools and mentees will have access to the following programs and learning opportunities: Black studies through dual enrollment; financial literacy; reading literacy, digital literacy; college and career pathways; and Generational Talent Small Grant. Mentees will also have an opportunity to engage with an Opportunity Lab, tailored for BPS Black seniors. The Lab will offer expert level technical support to scholars with their post secondary level plans, including higher education and careers.

Capacity Building & Impact Institute: This initiative will allow CBOs servicing the Black Male Community in Boston, to receive 1 on 1 coaching, nonprofit training courses, expert tools, & resources to help raise funds, maximize impact, and build capacity. The pilot cohort will consist of CBO'S with proven or promising programs that share our core values and are highly aligned with our strategies, goals and approaches to deepen their impact or bring their work to scale.



Black Men & Boys Commission

The Commission was established through a 2021 ordinance and is made up of 21-Black males with experience, knowledge and expertise on issues pertaining to Black men and boys in the City of Boston. The Commission serves as an advisory board for the Mayor's Office of Black Male Advancement, including determining budget and policy priorities.

The Commission seeks to study the social conditions of the city's Black men and boys, develop strategies to remedy or assist in remedying serious adversities, and make recommendations to create equal opportunity for education, employment, access to public accommodations, and fair housing, significantly improving the life trajectory, physical, mental, economic and emotional wellness of generations of Black men and boys in the City of Boston.

Recent Commission Meetings

- Community Listening Sessions
- Monthly Commission Meetings
- Bi-monthly Subcommittee Meetings
- Affordable Housing and Pathways to Homeownership Subcommittee meeting (MOH & BPDA)
- Economic Opportunity & Worker's Empowerment Subcommittee meeting (OEOL, OWE, and Boston Residency Job Policy)
- Education and Youth Advancement Subcommittee meeting (BPS & OYEA)
- Public Health & Wellness and Fatherhood and Families Subcommittee meeting (BPHC)
- Community Safety & Returning Citizens Subcommittee meeting (OHS, OCS & ORC, OPAT, BPD)

Commission Members

Tito Jackson, <i>Chair</i>	Louis Elisa	Joseph Feaster Jr.	Kurt Faustin	Darien Johnson
James Mackey, <i>Vice Chair</i>	Jeff Similien	Corey Thompson	Tony Richards	Imari Paris Jeffries
Tevez Schail	James Hills	Tony Brewer	Andre Barbour	Charlie Titus
Devin Morris	Kurt Faustin	Piter Brandao	Richard Harris	Richard Claytor



FY24 Fiscal Year



An overview of our Community Empowerment Grants over the past two years, as well as the approved budget proposals from Mayor Michelle Wu for FY25.



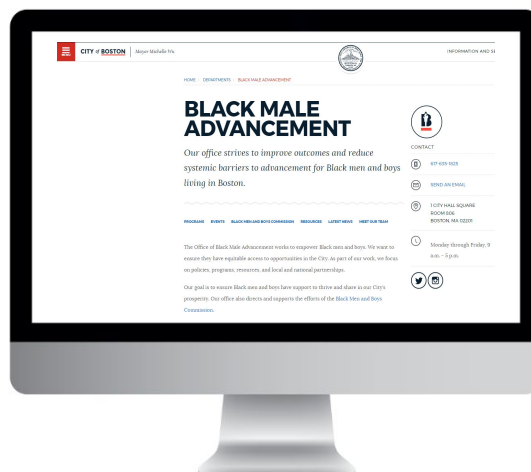
BMA Community Empowerment Grants

Community Empowerment Grants for the past two years have been aimed at building stronger network across Boston to support and connect Black men and boys to programming and resources

Our fund allows community-based organizations serving the Black male community in Boston to apply for up to \$20,000 in grants. These grants will help organizations scale up their work and deepen their impact throughout the city's neighborhoods. The program is sustained by Black Male Advancement's operating budget - aimed at supporting community-based organizations that are focused on empowering and improving outcomes for Black men and boys in Boston.

“These grants will support critical organizations in scaling up their programming and deepening impact across all of Boston’s neighborhoods. I’m grateful to the Office of Black Male Advancement for their work to build a stronger network for Black men and boys in our city.” –Mayor Michelle Wu

To see the full list of awardees, visit boston.gov/bma



City of Boston
Black Male
Advancement

Grants: **BY THE NUMBERS**

FY23 & FY24

- **\$1.25 Million Dollars**
over the past two years from the Office of Black Male Advancement
- **115 Community-Organizations**
have received funding over the past two years to scale up their work and deepen their impact throughout the city's neighborhoods.
- **10,200+ individuals served**
through these community-based organizations, with programming ranging from 10 people to over 2,500 members.
- **43 first-time funded**
organizations that received first-time funding from the City of Boston and the Office of Black Male Advancement
- **7 focus areas**
to provide targeted support to our Boston neighborhoods and communities.

The seven focus areas for small grants will be:

- | | |
|--|--------------------------------------|
| ① Mentoring and Out of School Time | ⑤ Workforce Training and Development |
| ② Youth and Young Adult Pathways | ⑥ Fatherhood Engagement |
| ③ Housing Mobility | ⑦ Mental Health and Wellness |
| ④ Economic Inclusion and Wealth Building | |

Black Men & Boys Commission's Update on Budget Recommendations

Based on community listening sessions, monthly Commission meetings, [previously shared 2023-2024 policy recommendations](#), working sessions with various city agencies, and meetings with Mayor Michelle Wu, the Black Men and Boys Commission recommended FY25 budget proposals to address systemic barriers and improve outcomes for Black men and boys in Boston.

The proposed [FY25 budget recommendations](#) focused on key themes that contribute to the city's overall well-being, crafted by the five subcommittees of the Commission:

- Economic Opportunity and Workers empowerment
- Affordable Housing and Pathways to Homeownership
- Public Health and Wellness and Fatherhood and Families
- Education and Youth Advancement
- Community Safety and Returning Citizens

In addition, the Commission requested new investments for the Office of Black Male Advancement for an equity study, data collection, data dashboards, and monitoring and transparency across City of Boston departments. The following pages provide approved budget recommendations.

“Our budget recommendations are informed and guided by meetings with the community, members of the Mayor's Cabinet, and specific stakeholders in this work. In collaboration with the Office of BMA, we look forward to seeing the budget priorities we have highlighted fully supported and integrated into this year's City of Boston Budget.”

-Tito Jackson, Chair of the Black Men & Boys Commission



Brief Description	Department	FY25 Approved Budget
My Brothers Keeper Boston (MBK) program funds are housed under the Boston Public Schools budget for BMA initiatives, in partnership with BPS Division of Student Support	Office of Black Male Advancement	\$358,933.00
BMA equity study to assess, quantify, and evaluate the prevalence, significance (degree and weight) and scope of inequities in the City of Boston, if any, against Black men and boys. The equity study will help lead the effort to better assess and address equitable access and outcomes by optimizing and evaluating programs and initiatives, identifying opportunity gaps and ensuring effective data processes. We will use the information from this study to create a data and evidence dashboard	Office of Black Male Advancement	\$250,000
Subtotals:		\$608,933

Affordable Housing & Pathways to Homeownership

Brief Description	Department	FY25 Approved Budget
Issue a Request for Proposal for a fund to provide pre-development capital for Black developers	Office of Housing	\$250,000
Expand down payment assistance for anti-displacement first generation homebuyers	Office of Housing	\$400,000
Sub-total		\$650,000

Economic Opportunity & Workers Empowerment



Brief Description	Department	FY25 Approved Budget
Additional capacity for a financial empowerment program and outreach for Black families	Center for Working Families	\$1,300,000
Additional capacity to recruit Black men for and identify high value career training program opportunities	Office of Workforce Development	\$970,000
Additional capacity to coordinate trainings and apprenticeships for Black males through BCYF, ABCD, and youth career development centers	Office of Youth Employment and Opportunity	\$1,009,149
Enhance support for technical assistance for Black entrepreneurs	Office of Economic Opportunity & Inclusion	\$3,225,000
Sub-total		\$6,504,149

Education & Youth Advancement



Brief Description	Department	FY25 Approved Budget
Support for student and family empowerment and restorative justice task forces	Boston Public Schools Division of Student Support	\$1,800,000
Enhancing social emotional supports	Boston Public Schools Division of Student Support	\$1,806,000
Support for enhancing student literacy	Boston Public Schools Division of Student Support	\$4,390,000
Expanding program support for diverse teacher recruitment & retention	Boston Public Schools - RCD & OHC	\$740,000
Sub-total		\$8,736,000

Public Health & Wellness; Fatherhood & Families



Brief Description	Department	FY25 Approved Budget
Additional capacity to support health equity education and outreach for Black men and boys	Boston Public Health Commission	\$983,619
Additional capacity to support focus on Black fathers in the Father Friendly Initiative	Boston Public Health Commission	\$162,000
Additional capacity to support substance abuse and recovery for Black men	Boston Public Health Commission	\$1,272,036
Mental health and wellness support of Black men and boys	Boston Public Health Commission	\$660,000
Sub-total		\$3,077,655

Community Safety & Returning Citizens



Brief Description	Department	FY25 Proposed Budget
Additional support for transitional housing for Black men	Boston Public Health Commission	\$824,000
Community based violence prevention program	Boston Public Health Commission	\$5,258,668
Restore Community Ambassador or similar outreach model***	Boston Public Health Commission	\$1,400,000
Sub-total		\$7,482,668

****The Office of Community Safety will have a budget in excess of \$1.4M in FY25*

Office of BMA Initiatives



The BMA team planned and executed several initiatives, convenings, and events throughout Q2, highlighted by our first partnership with Harvard University at the Black Men and Mental Health Symposium, as well as our 2nd annual MBK Youth Summit, 2nd Annual Black Father's Day Brunch & Community Celebration, and our Grantees Mixer for our 2024 Community Empowerment Grant Awardees.



Black Men and Mental Health Symposium

The Office of Black Male Advancement in partnership with Harvard University's Hutchins Center for African & African American Research and University College London's Black Britain and Beyond hosted an all-day symposium exposing the crisis in Black male mental health and identifying solutions. The symposium took place on Monday, May 13, 2024, with over 150 attendees at Harvard's Richard A. and Susan F. Smith Campus Center.

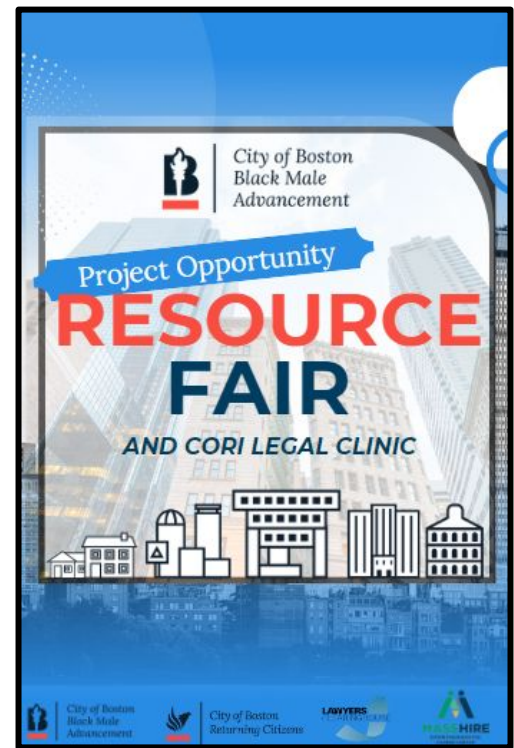
An array of inspirational expert speakers and panelists took part;; ;

- Actor and Harvard alum **Courtney Vance**, with **Dr. Robin Smith**, discussed their latest book "The Invisible Ache: Black Men Identifying Their Pain and Reclaiming Their Power;" Emmy Award-winning actor **Ameer Baraka**
- Award-winning author, corporate executive, and philanthropist **Steve Pemberton**; **Bryan Bonaparte**, senior lecturer in psychology of University of Westminster (UK)
- **Michael Curry**, Esq., President and CEO of the Massachusetts League of Community Health Centers
- **Kendrick Meek**, former U.S. Representative for Florida's 17th congressional district; **Tito Jackson**, Chair of the City of Boston's Black Men and Boys Commission.



Project Opportunity Resource Fair

The Project Opportunity Spring Resource Fair and CORI Legal Clinic, held on April 27 at the Bruce Bolling Building, attracted over 125 participants and featured more than 20 organizations. The event provided essential resources, including free CORI legal clinics, services from community-based organizations, and educational materials to community members, contributing to April's #SecondChanceMonth initiatives.



Grantees Mixer

In the Spring, the Office of Black Male Advancement announced the awardees for the 2024 Community Empowerment Grants . These grants are a \$500,000 investment aimed at supporting community-based organizations that are focused on empowering and improving outcomes for Black men and boys in Boston. These grants went to sixty-three organizations to scale up their work and deepen their impact throughout the city's neighborhoods. Find the [Grant Announcement and List of Awardees](#) here.

“These grants will support critical organizations in scaling up their programming and deepening impact across all of Boston’s neighborhoods. I’m grateful to the Office of Black Male Advancement for their work to build a stronger network for Black men and boys in our city.” -Mayor Michelle Wu

This cohort of awardees expressed a desire to Learn, Connect, and Build with each other, so to Empower our neighborhoods. Therefore, our Office hosted a Grantees Mixer for our 2024 grantees. The Office of BMA is committed to not only providing grants to our community-based organizations, but also to continuously work with them to create a network of organizations serving Black men and boys.



Black Father's Day Brunch and Community Celebration

The Office of BMA hosted the Father's Day Brunch and Community Empowerment Celebration, honoring fathers and father figures. The celebration included recognizing community fathers for their leadership, Commission members, and the Lifetime Achievement Award to Horace Smalls, as well as panels on fatherhood, health, and wellness.



MBK Youth Summit

In partnership with the Boston Public Schools Division of Student Support, the Mayor's Office of Black Male Advancement hosted the MBK Youth Summit which took place on June 7th, 2024, from 10am to 2pm at Emmanuel College. My Brother's Keeper (MBK) Boston was established in partnership with the Obama Foundation, as the official Boston-chapter of the National MBK Alliance. Housed under the Mayor's Office of Black Male Advancement, the mission of the program is to dismantle the societal, economic, and educational barriers to the advancement of Black boys and young Black men (ages 8-25) in Boston. MBK Boston will tackle these challenges through the concentration of policy, resources, and efforts within 1) higher education 2) mentorship 3) STEAM and 4) community-based organizational funding.

Frank Farrow, Executive Director of the Office of Black Male Advancement. Mayor Michelle Wu. Beth Ross, President, Emmanuel College ▼



▲ Dress for Success leading a session on professionalism and the vital skill of tying a tie.

▼ A group of youth attending a Mass Robotics workshop, one of four workshops at the MBK Youth Summit



▲ The Office of Black Male Advancement Staff with Mayor Michelle Wu

UMass MBK Boston Fellows

The UMass MBK Boston Fellows' Celebration honored the achievements of college students participating in the 'My Brother's Keeper Boston' student organization at UMass Boston. Under the leadership of Dr. Joseph Cooper, Special Assistant to the UMass Chancellor on Black Life, these students engaged in a comprehensive program designed to promote their educational, vocational, identity, and civic engagement.

The program provided Fellows with resources, skills, and mentoring necessary to achieve their highest potential, created opportunities for them to serve as role models across Boston, and fostered partnerships with governmental, educational, and nonprofit organizations. Key components of the program included personal and professional development workshops, and a Mentoring Experiences through a partnership with Big Brothers Big Sisters of Eastern Massachusetts, as well as BPS elementary schools. The celebration highlighted their dedication and contributions throughout the year, showcasing their commitment to empowering and uplifting their communities.



Community Supported Events

April 2024

- **Mayor Michelle Wu Meeting with the Black Men and Boys Commission** (City Hall)
- **April's Black Men and Boys' Commission Meeting** (Roxbury)
- **Intro to Neurodiversity Workshop** (City Hall)
- **Workforce Opportunity Resource Center's - WORC2 Site Visit**(Dorchester)
- **Boston Public Schools Comic Con** (Roxbury)
- **Roxbury Mayor's Coffee Hour** (Roxbury)
- **Second Chance Celebration** (Roxbury)
- **Renaming of the Jeremiah E. Burke to Albert D. Holland High School** (Dorchester)

May 2024

- **Mattapan Mayor's Coffee Hour** (Mattapan)
- **May's Black Men and Boys' Commission Meeting** (Virtual)
- **Follow Suit Young Men's Forum** (Mission Hill)
- **Mbadika MLAB Grand Opening - STEM Workshops, Media, Lab, Site Projects** (Cambridge)
- **Trotter School Visit** (Roxbury)
- **MMP the Essentials** (Roxbury)
- **OYEA Partner Network Meeting:** (South End)
- **Building Black Male Teacher Pathways Summit** (Roxbury)
- **The Teachers Lounge Educator Prom** (Back Bay)
- **More than Words** (South End)

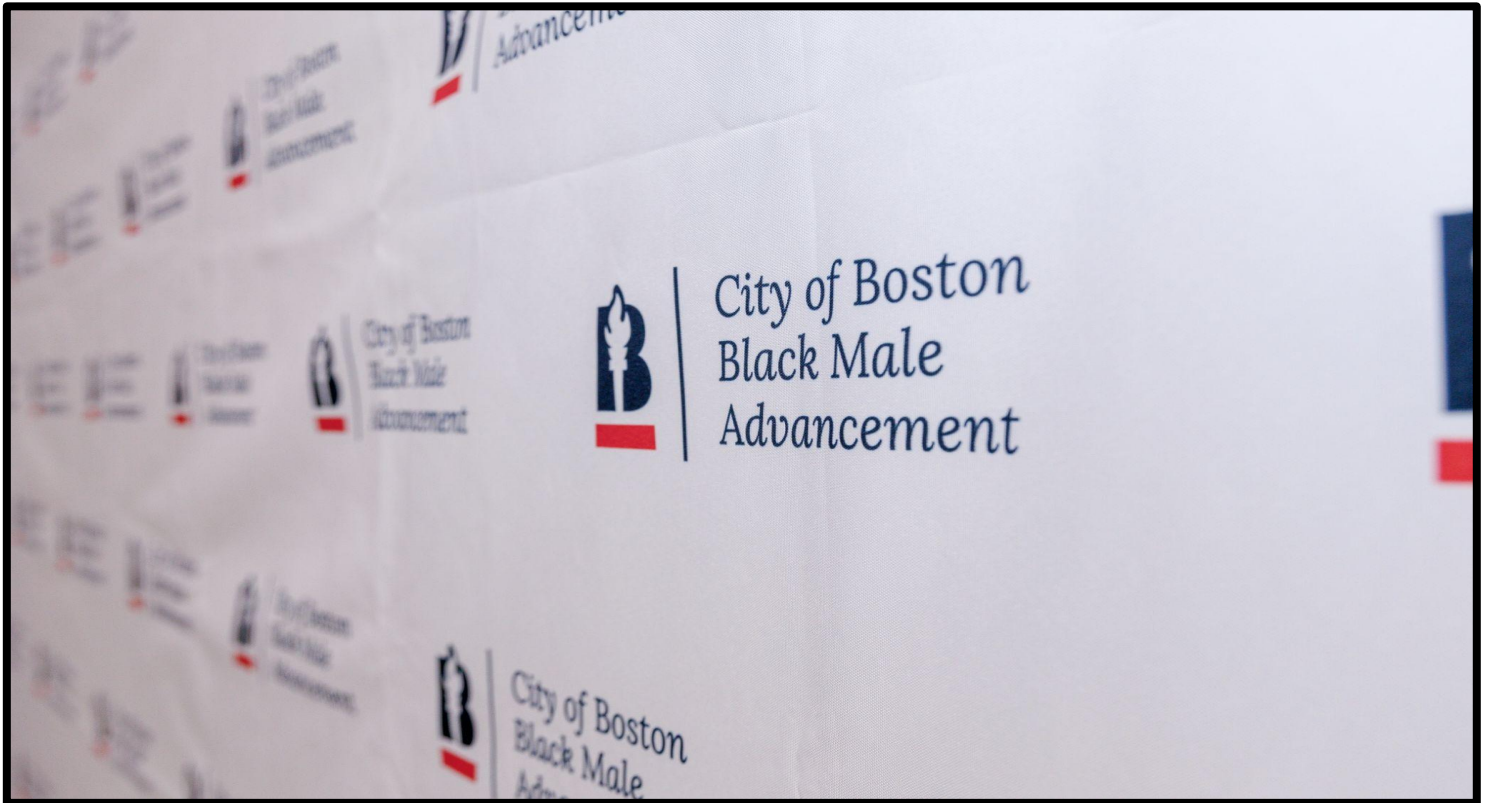
June 2024

- **Mattahunt Community Center Tour / School Visit** (Mattapan)
- **Concerned Black Men Rites of Passage Event** (Hyde Park)
- **Daddy & Me 3rd Annual Family Fun Day** (Hyde Park)
- **Building Bridges HBCU Summit** (Harvard University)
- **Juneteenth Celebration at Franklin Park** (Roxbury)
- **Black Male Employee Collective** (Roxbury)
- **June Black Men and Boys' Commission Meeting** (Roxbury)
- **Teen Empowerment Ribbon Cutting** (Roxbury)

NEXT QUARTER PREVIEW

July-September 2024

- **NAACP 2024 Convention**
- **Youth Summer Employment** - hosted over 100 youth jobs
- **The launch of VOTE 1000** - for voter engagement and education
- **Trauma-Informed & Equitable Approaches Training** - for community partners
- **MBK Boston** - Back to School Student Engagement
- **Back to School Community Celebrations**
- **Annual Legislative Conference** - focuses on issues impacting the Black community, with the goals of developing leaders, informing policy, and educating the public.
- **Project Opportunity Fall Resource Fair**
- **BMA Equity Study**



City of Boston
Black Male
Advancement

OUR TEAM

boston.gov/bma



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Maddrey Goode

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Community
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Manager



Jeysaun Gant

My Brother's
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Manager



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Resource
Development
Manager



Branden Miles

Policy and
Research
Manager



Skip Gonsalves

Black Men's
Initiative
Program
Manager



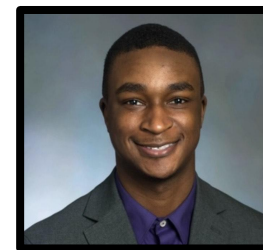
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