



QUANTIFYING HOPE | 2017

PHILANTHROPIC SUPPORT FOR BLACK MEN AND BOYS



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ABOUT THE CAMPAIGN FOR BLACK MALE ACHIEVEMENT

The Campaign for Black Male Achievement (CBMA) is a national membership network that seeks to ensure the growth, sustainability, and impact of leaders and organizations committed to improving the life outcomes of Black men and boys.

CBMA is the only organization that both supports local leaders on the ground while at the same time amplifying and catalyzing the movement for Black Male Achievement around the country. We are defining and building the future we want for ourselves today, where our brothers and sons are seen for the limitless assets they are. Learn more at blackmaleachievement.org.

ACKNOWLEDGEMENTS

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FOREWORD



AN URGENT CALL FOR FOUNDATIONS TO WALK THE TALK

IT'S CLEAR TO EVEN THE MOST CASUAL OBSERVER that race relations are fast deteriorating in America. We see recurring video images of African-American boys and men killed by rogue police officers, often with no consequences. Peaceful demonstrations by a multiracial coalition proclaiming Black Lives Matter result in a national debate over the coalition's name rather than in serious discussions over police brutality. Similarly, the silent protest against police violence by kneeling National Football League players during the National Anthem to protest police misconduct has been turned into a discussion about patriotism. We see alt-right/white nationalists advising a sitting U.S. president who equivocates in condemning the violence perpetuated by white supremacists in Charlottesville, Virginia.

America is uncomfortable talking about race and we are reaching a boiling point. If this situation

is not quickly addressed, the current racial strife has the potential to undermine and irreparably harm our democracy. The question confronting every U.S. foundation is whether to be a bystander to these events, leaving the outcome to chance, or find the moral courage to use their voices and their financial resources to ensure that America's unfulfilled promise of equal opportunity for all becomes a reality. While a handful of foundations have found such courage and their actions are consistent with their words, they only number in the dozens. Tens of thousands of foundations remain silent and uncommitted.

Foundations can no longer espouse mission statements that commit them to pursue a better world as it relates to some particular endeavor and turn deaf, blind, and mute on issues of social injustice that threaten our democracy.

In nearly every area—education, housing, health, employment, income, access to financial capital, or incarceration—we see evidence that black and brown lives are faring significantly worse than those of white Americans. However, the most distressing area of social injustice continues to be police violence against African-American boys and men of color.

As uncomfortable as it may be to read, and for me to write, African Americans have always been canaries in the coal mine when measuring racial progress in America. We simply don't see repeated videos of any other group of unarmed Americans being killed by those whose duty it is to serve and protect. It is irrelevant that these acts aren't committed or condoned by most police. The fact that it happens with such regularity that every parent of an African-American child, regardless of income or education, must give his or her child "the talk" out of fear that a routine police encounter could result in the loss of the child's life is the reason that police shootings of African Americans must be regarded as domestic terrorism. Regrettably,

such incidents are likely to continue until the legal standard for judging police conduct is changed from whether the police officer felt fear to whether a reasonable person would have been fearful.

The causes for the deterioration of race relations after the two-term tenure of the first African-American president, Barack Obama, are complex. But it is important for foundations to understand those causes as they help close the racial divide. At least part of the tension can be traced to a backlash to President Obama's very presidency. American history is replete with examples of how after taking a step forward toward racial progress, the country takes a half-step or more backwards. But this pattern only partially explains the current racial climate.

When the economy is doing well, racial tensions are often minimized because all boats are rising. When the economy is doing poorly and opportunities are limited, racial tensions are likely to rise. During the Great Recession that began in 2007, 5.4 million or 33 percent of all U.S. manufacturing jobs were eliminated.¹ At the same time, over 10 million Americans lost their homes due to foreclosure.² For many Americans, especially non-college-educated, working-class white Americans, these events signaled that their American dream had ended.

In addition, many of the children in the aforementioned households grew up watching their parents' lives upended and believing that their American dream would consist of a gig economy of multiple low-paying jobs without health benefits. One sign of just how disaffected young people are with American democracy is that fewer than 30 percent of U.S. millennials believe it's essential to live in a democracy, compared to 72 percent of those born before World War II. A total of 24 percent born in the 1980s or later believe that democracy is a bad or a very bad way of running a country.³ Our country is at real risk.

When dreams are taken away, people need something or someone to blame. This explains



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why the false narratives of undeserving African Americans and people of color, or of undocumented immigrants from Mexico unfairly taking jobs they don’t deserve, or of bad trade deals with India, China, or Mexico have gained traction. While other racial and ethnic groups also lost their jobs and homes, they do not assume an innate privilege or entitlement to success that is held by many white Americans due to America’s legacy of institutionalized racism.

Foundations have a critical role to play in three ways.

First, too often foundations are reluctant to say aloud what they profess to believe. They fear being criticized for their values and beliefs at a time when social media provides anyone with a megaphone to critique the actions of others. Foundations have become so accustomed to seeing their role as investors working quietly behind the scenes that they have become uncomfortable with the idea of being activist investors who promote a point of view that will likely be subject to intense criticism. This must change.

Second, the long-term challenge for foundations is how to help all Americans, especially disaffected non-college-educated white Americans, adjust to a global labor market in which there will be more competition for jobs, a cycle that will likely drive American wages downward. This work will only be harder as technological advances—such as artificial intelligence—create immense community benefits, but also adversely impact jobs and exacerbate racial tensions. Moreover, the adoption of these new technologies will happen more quickly than at any time in human history. To help Americans adjust to this future, foundations need to learn how new technological advances will impact our society and work to ensure that they do not further exacerbate already inflamed racial animosity.

Third, foundations must do what they can to document, publicize, convene, and engage in systems-change to address racial inequality and injustice. This is a tall order. But foundations have the ability and the capacity—if they can find the will—to chip away at the underlying structures that prevent America from providing opportunity for all. Community foundations have a special role to play in that unlike private foundations,

they can directly lobby government. The most visible and terrorizing systems that must change are related to policing and criminal justice, but there are many other hidden areas of embedded discrimination and bias.

Let me provide one example. Imagine two teenagers of the same age who differ only in race or gender are tragically killed in a car accident. The actuarial tables that are used to determine the monetary settlement do not value the lives of both teens the same. If one teen was a white male, his family will receive far more than if the teen was a person of color or a female. The reasoning is that the institutional racism and sexism of America is expected to limit the lifetime earnings of people of color and females. Thus, their lives are valued less by actuaries because of a belief that America’s bias would limit their earnings. All lives should be valued the same.

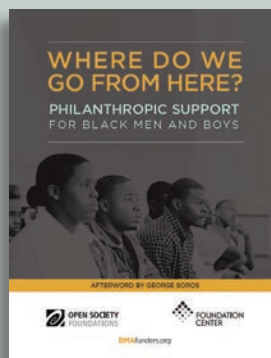
America is at a critical juncture. Foundations must help to make clear that America’s promise that all will enjoy equal opportunity is incompatible with those who espouse white nationalism. While all citizens are entitled to the rights of free speech and peaceful assembly, foundations must be unequivocal in their belief in equal opportunity, and in asserting that violent protests—by any group—are unacceptable as a means to advance ideas and fundamentally incompatible with democracy.

EMMETT D. CARSON, PH.D.

FOUNDING CEO
SILICON VALLEY COMMUNITY FOUNDATION

- 1 Patricia Atkins, Pamela Blumenthal, Adrienne Edisis, Alec Friedhoff, Leah Curran, Lisa Lowry, Travis St. Clair, Howard Wial, and Harold Wolman, *Responding to Manufacturing Job Loss: What Can Economic Development Policy Do?*, brookings.edu/wp-content/uploads/2016/06/06_manufacturing_job_loss.pdf, June 2011.
- 2 Emily Badger, *How the Housing Crisis Left Us More Racially Segregated*, washingtonpost.com/news/wonk/wp/2015/05/08/how-the-housing-crisis-left-us-more-racially-segregated/?utm_term=.e738afd2631e, May 8, 2015.
- 3 Rebecca Burgess, *Have Millennials Fallen Out of Love with Democracy?*, newsweek.com/have-millennials-fallen-out-love-democracy-495080, September 2, 2016.

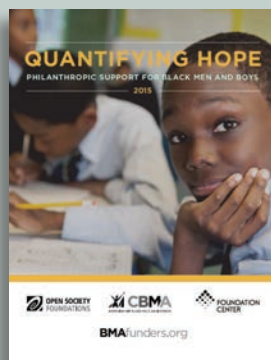
LEARN MORE



Where Do We Go From Here? Philanthropic Support for Black Men and Boys (October 2012) provides baseline funding data and documents the wide range of activities supported by foundations.



Building a Beloved Community: Strengthening the Field of Black Male Achievement (May 2014) is based on interviews with 50 field leaders and maps the landscape of cross-sector efforts and offers recommendations for advancing this work.



Quantifying Hope: Philanthropic Support for Black Men and Boys (April 2015) documents growth in foundation funding for Black men and boys and highlights local efforts and promising outcomes.

BMAfunders.org

lifts up the role of philanthropy in supporting Black men and boys. Launched in March 2013, the site has a broad array of resources, including an interactive map showing who is funding what, where.

EXECUTIVE SUMMARY

FIVE YEARS AGO, the Campaign for Black Male Achievement and Foundation Center published the first report in this series, *Where Do We Go From Here?*, taking an in-depth look at philanthropic support for Black men and boys. Since then, the landscape of the field has evolved in remarkable and groundbreaking ways. As organizations and philanthropic initiatives have shifted from start-up mode to increasingly mature entities with greater human and financial capacity, the opportunity for sustained impact has never been greater.

In the first section of this report, we revisit funding by U.S. foundations in support of Black men and boys, with a focus on giving in 2013 and 2014, the most recent years for which comprehensive data are available. Key findings include:

- Foundation funding to benefit Black men and boys totaled \$45.6 million in 2013 and \$61.4 million in 2014. This was a decrease from 2012, when funding topped more than \$64 million. These fluctuations can be attributed, in part, to very large grants for targeted initiatives in 2012 and 2014.
- Funding for boys and men of color as a broader population category continued steady growth—\$50.9 million in 2013 and \$62.7 million in 2014. While these grants cannot be considered as explicitly benefiting Black males, many of the grants undoubtedly had an implicit benefit for Black men and boys.
- Education continued to be the top priority of grants explicitly designated to support Black males, followed by human services and public safety.
- Most foundation dollars explicitly designated for Black men and boys provided program support (59 percent). Forty-one percent supported policy, advocacy, and systems reform.
- Recipient organizations located in the South received the largest share (45 percent) of foundation dollars explicitly intended to benefit Black males. These grants supported local, regional, and national projects.

The numbers provide valuable information about how foundation dollars are distributed, but just as important are the stories, experiences, and lessons learned from the field. The second section of this report is based on interviews with 11 field leaders, who provide important context about the collective work and milestones over the past five years.

Current efforts to advance Black male achievement have coalesced along some shared approaches and values. Foundations, governments, and nonprofits in the field are:

- Changing the narrative to lift up Black men and boys as valuable assets to society;
- Investing in local communities to catalyze sustainable impact at the grassroots level;
- Engaging Black men and boys and their communities in authentic ways to ensure programs and initiatives resonate with their lived experiences;
- Impacting policies and systems to address the adverse effects of structural racism on life outcomes for Black men and boys; and
- Recognizing the intersectional nature of this work to learn from the shared struggles of other marginalized populations and achieve broader social justice goals.

These priorities are not mutually exclusive, and the degree to which they occur collectively will help push the work forward.

With a critical mass of organizations currently working to improve life outcomes for Black men and boys and promising signs of forward progress, this report highlights what it will take to build on recent work to catalyze deeper investments, stronger coordination, and, ultimately, greater impact.



PHOTO: COURTESY OF THE CAMPAIGN FOR BLACK MALE ACHIEVEMENT



PHOTO: SALAHADEN BETTS, K&S MEDIA, INC.

INTRODUCTION

The Campaign for Black Male Achievement (CBMA) and Foundation Center began tracking foundation funding explicitly designated for Black men and boys in 2012 in the report *Where Do We Go From Here? Philanthropic Support for Black Men and Boys*. Since then, the landscape of the field has evolved in remarkable and groundbreaking ways.

CBMA, which began as an initiative of the Open Society Foundations, is now a stand-alone nonprofit providing valuable and critical leadership for the field. Likewise, BMe, a program that invests in networks of Black men and their community-building efforts, began as an initiative of the Knight Foundation and now exists as an independent organization, with chapters in six cities and a broader membership of more than 40,000 people.

Also in the last five years, the Executives' Alliance for Boys and Men of Color, a network of foundations committed to supporting the field, was created with an initial cohort of 26 foundations and now boasts more than 40 institutional members. Foundations have also played an important role in collaborating with government. Ten major foundations helped support the launch of My Brother's Keeper, a White House effort by the Obama administration to support boys and young men of color. In addition, foundations have partnered with local governments, supporting dedicated programs to improve life outcomes for Black men and boys. Philadelphia, Louisville, and Seattle are just a few of the cities where such initiatives have taken root.

As these organizations and initiatives shift from start-up mode to increasingly mature entities with greater human and financial capacity, the opportunity for sustained impact has never been greater. The field is moving from a set of loosely connected efforts to an established network of organizations working together in strategic alignment and coordination. For example, through the Executives' Alliance, funders have come together to create new pots of pooled funding to support criminal justice reform, youth organizing, and research and evaluation

efforts. CBMA and BMe often work in tandem in their efforts to create narrative change and challenge deficit-based narratives about Black men. Similarly, Cities United is working in deep partnership with mayors and local governments across the country.

While the infrastructure and sophistication of the field grows, arguably, the case for investing in the lives of Black men and boys remains as strong as ever. The media cycle brings constant reminders of racial tensions, from the shootings of Philando Castile and Alton Sterling to the violence in Charlottesville. At the same time, these events are not new or episodic aberrations, they are the product of longstanding historical trauma and oppression, the legacy of which cannot be undone overnight and without intentional and sustained effort.

Data from this year's report show a slight decline in explicit foundation support for Black men and boys, and an increase in foundation funding more broadly for boys and men of color. Given the limitations of the data, it is hard to say what this means for actual dollars benefiting Black men and boys, as a portion of dollars generally benefiting boys and men of color are likely to be supporting Black men and boys.

However, the latest data underscore the fact that, like any issue in philanthropy, maintaining long-term attention from funders requires ongoing work in the face of foundations' shifting priorities and strategies.

In the first report in this series, drawing upon the words of Dr. Martin Luther King, Jr., we posed the following question to philanthropy: "Where do we go from here?" In the current report, we revisit that question, looking at the collective work and milestones over the past five years. With a critical mass of foundations and nonprofits currently working to improve life outcomes for Black men and boys and promising signs of forward progress, this report examines what it will take to build on recent work to catalyze deeper investments, stronger coordination, and, ultimately, greater impact.

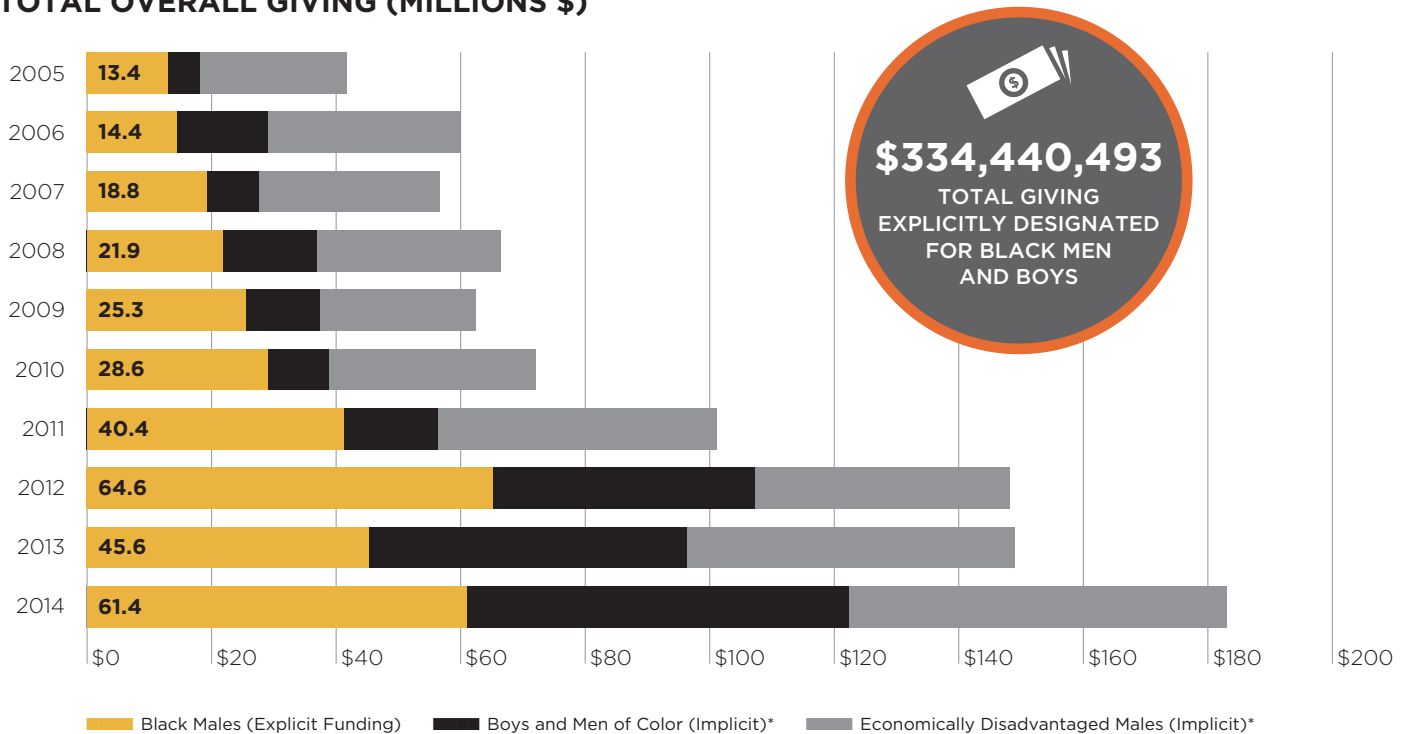
PHILANTHROPIC SUPPORT FOR BLACK MEN AND BOYS

FOUNDATION FUNDING TO BENEFIT BLACK MEN AND BOYS totaled \$45.6 million in 2013 and \$61.4 million in 2014. This was a decrease from 2012, when funding topped more than \$64 million, due, in part, to large investments by the Open Society Foundations and Bloomberg Philanthropies for New York City’s Young Men’s Initiative. Funding picked up again in 2014 with two large multi-year grants. One was from the W.K. Kellogg Foundation to the New Venture Fund through their School Discipline and Environment Initiative; the other was seed funding from the Open Society Foundations for the Campaign for Black Male Achievement.

While grantmaking to benefit Black males fluctuated, funding for boys and men of color as a broader population category continued steady growth—\$50.9 million in 2013 and \$62.7 million in 2014. Foundations like The California Endowment, The Atlantic Philanthropies, and Robert Wood Johnson Foundation made commitments and funded initiatives directly targeting boys and young men of color.⁴ While these grants cannot be included in the analyses as explicitly benefiting Black males, many of the grants undoubtedly had an implicit benefit for Black men and boys.

FUNDING TRENDS FOR BLACK MEN AND BOYS, 2005–2014

TOTAL OVERALL GIVING (MILLIONS \$)



*A portion of these grant dollars likely benefited Black men and boys

⁴ The Atlantic Philanthropies made investments for young men of color in 2014 totaling \$7.4 million. The foundation is planning to sunset and is currently spending down, so this giving will not be sustained over the long term.

\$107 MILLION

GRANT DOLLARS EXPLICITLY DESIGNATED FOR BLACK MEN AND BOYS IN 2013 AND 2014

IN ADDITION, SOME PORTION OF THE FOLLOWING GRANTS LIKELY BENEFITED BLACK MEN AND BOYS:

\$113.6 MILLION

GRANT DOLLARS FOR BOYS AND MEN OF COLOR

\$110.8 MILLION

GRANT DOLLARS FOR ECONOMICALLY DISADVANTAGED MALES

EXPLICIT FUNDING FOR BLACK MALES

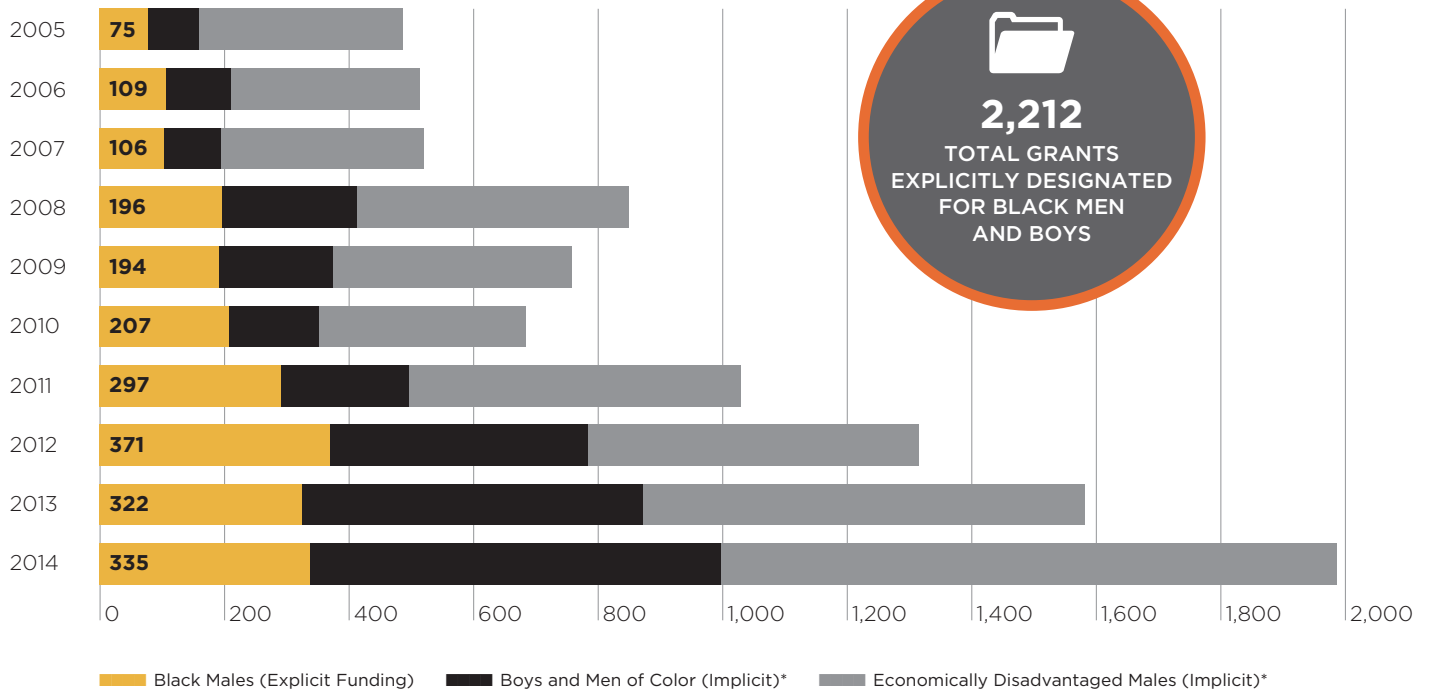
**PEAKED
IN 2012**



FUNDING FOR BOYS AND MEN OF COLOR INCREASED

**MORE THAN
6-FOLD SINCE
2010**

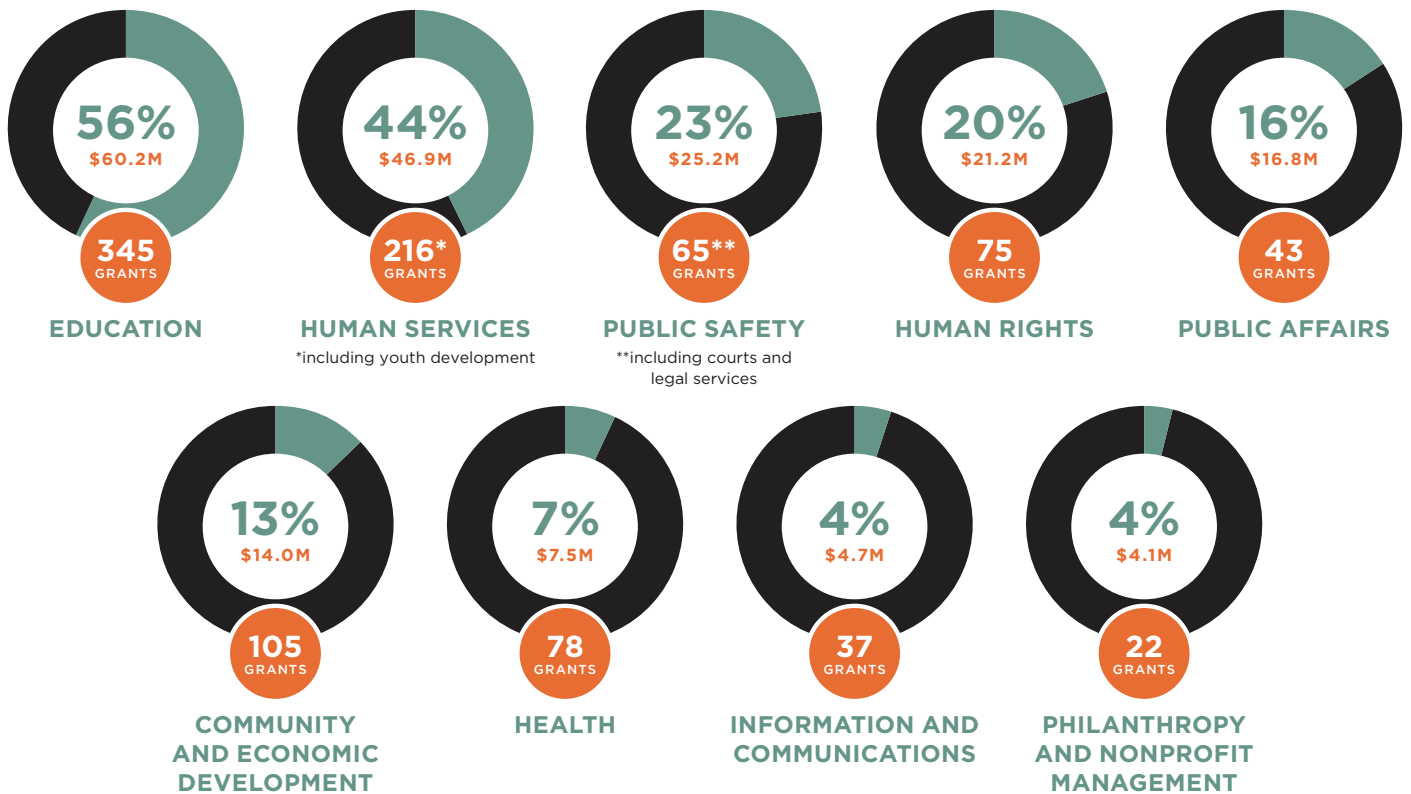
NUMBER OF GRANTS



2,212
TOTAL GRANTS EXPLICITLY DESIGNATED FOR BLACK MEN AND BOYS

*A portion of these grant dollars likely benefited Black men and boys

GRANT DOLLARS EXPLICITLY DESIGNATED FOR BLACK MEN AND BOYS BY ISSUE AREA, 2013-2014



ISSUE AREAS are based on Foundation Center's Philanthropy Classification System; please see the Methodology section. These data also reflect a new way of analyzing the issue focus of grants. Rather than looking solely at the primary purpose of a grant, this analysis includes all issue areas addressed by a grant. Grants may occasionally address multiple issue areas (e.g., education AND human services) and are therefore counted more than once. Because of the change in methodology, the data should not be compared with analysis from previous reports.

SUPPORT STRATEGY, 2013-2014

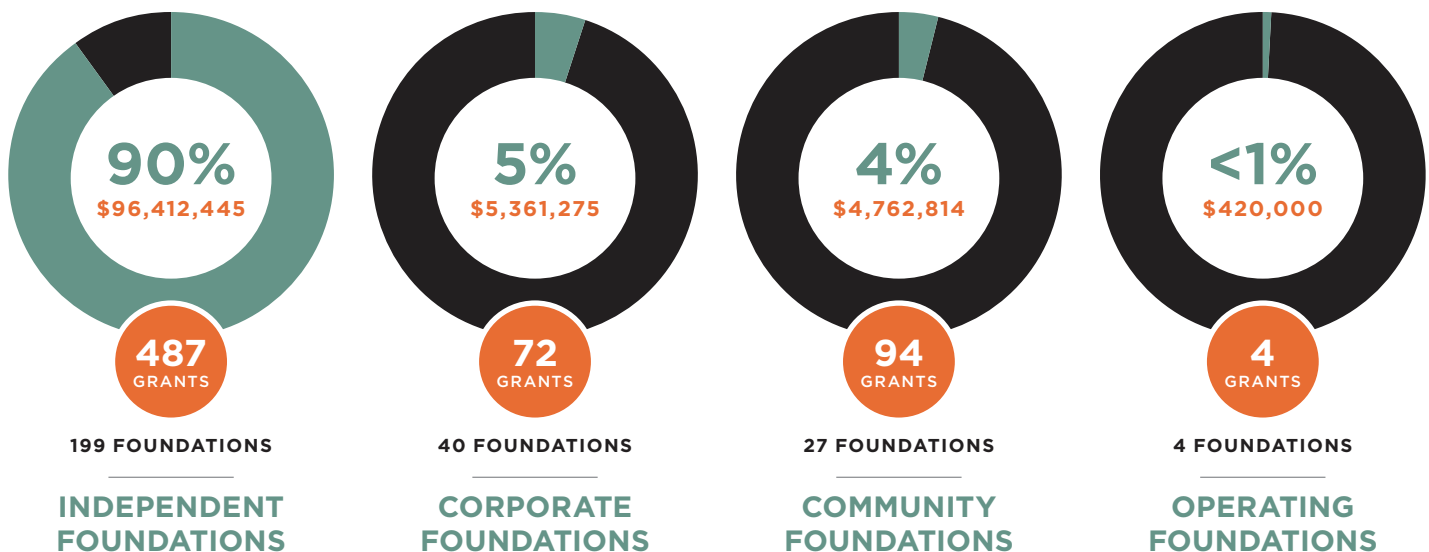


SUPPORT STRATEGIES are based on Foundation Center's Philanthropy Classification System; please see the Methodology section. Percentages reflect grant dollars. Grants may occasionally have multiple support strategies and are therefore counted more than once.

TOP 10 FOUNDATIONS BY GIVING EXPLICITLY DESIGNATED FOR BLACK MEN AND BOYS, 2013-2014

1	OPEN SOCIETY FOUNDATIONS.....	\$26,260,694	Contributed \$10 million for the Campaign for Black Male Achievement's transition into an independent nonprofit
2	W.K. KELLOGG FOUNDATION.....	\$17,854,988	
3	THE ROBERT WOOD JOHNSON FOUNDATION.....	\$5,771,186	Reflects the foundation's Forward Promise initiative to improve the health and success of young males
4	THE HEINZ ENDOWMENTS.....	\$5,377,492	
5	THE CALIFORNIA ENDOWMENT.....	\$5,052,523	Most grants distributed: 57
6	ROBERT W. WOODRUFF FOUNDATION.....	\$5,000,000	
7	JOHN S. AND JAMES L. KNIGHT FOUNDATION.....	\$4,694,000	
8	PUBLIC WELFARE FOUNDATION.....	\$4,095,200	
9	THE RAY CHARLES FOUNDATION.....	\$3,000,000	
10	COCA-COLA FOUNDATION.....	\$1,500,000	

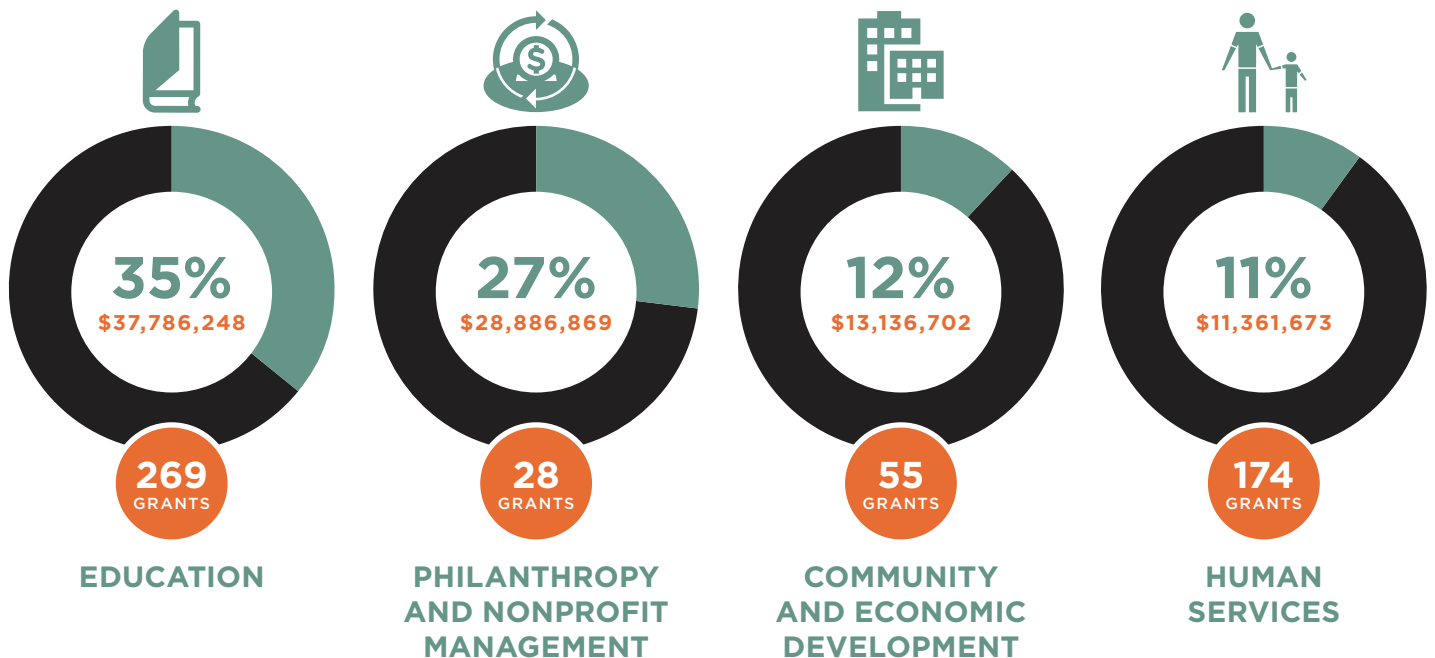
FOUNDATION TYPE, 2013-2014



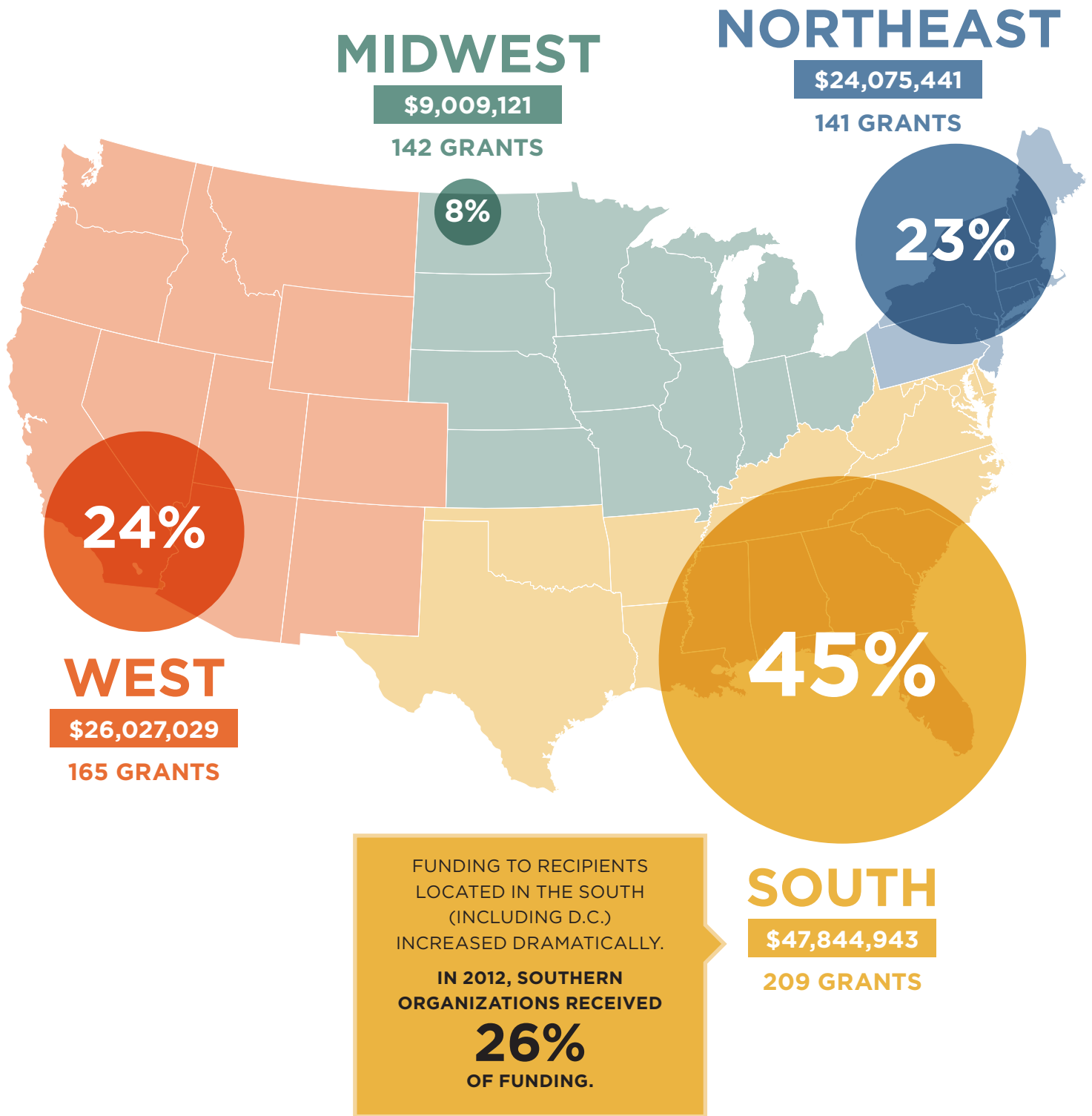
TOP 10 RECIPIENTS OF FOUNDATION GIVING EXPLICITLY DESIGNATED FOR BLACK MEN AND BOYS, 2013-2014

1	NEW VENTURE FUND.....	\$15,000,000	From the W.K. Kellogg Foundation to address the school-to-prison pipeline for Black and Latino male students
2	MOREHOUSE COLLEGE	\$14,496,630	
3	SILICON VALLEY COMMUNITY FOUNDATION	\$11,000,000	
4	FUND FOR PUBLIC SCHOOLS	\$5,617,224	From the Open Society Foundations for New York City's Young Men's Initiative
5	BME COMMUNITY	\$5,451,000	
6	ROOT CAUSE INSTITUTE	\$2,468,006	
7	SAINT BENEDICT'S PREPARATORY SCHOOL	\$2,062,125	
8	ECHOING GREEN.....	\$1,738,470	For the Black Male Achievement Fellowship
9	VERBUM DEI HIGH SCHOOL.....	\$1,407,980	
10	COALITION OF SCHOOLS EDUCATING BOYS OF COLOR...	\$1,165,000	

RECIPIENT TYPE, 2013-2014



RECIPIENT LOCATION OF GRANT DOLLARS EXPLICITLY DESIGNATED FOR BLACK MEN AND BOYS, 2013-2014



Funding may not necessarily reflect the geographic focus of the grant; grants may support local, regional, or national projects.

FOUNDATION INITIATIVES FROM 2015 TO THE PRESENT

THIS REPORT'S ANALYSIS FOCUSES ON FOUNDATION FUNDING FROM 2013 AND 2014, the most recent years for which comprehensive data are available. More recent initiatives and investments that focus explicitly on Black males, as well as the broader African-American community, are described below.

NATIONAL EFFORTS

In 2015, the **Executives' Alliance for Boys and Men of Color** created Research, Integration, Strategies, Evaluation (RISE) for Boys and Men of Color, a three-year, multimillion-dollar effort to increase knowledge about interventions that improve the lives and outcomes of boys and men of color in five fields: education, health, human services and social policy, juvenile and criminal justice, and workforce development. Contributing funders include The Annie E. Casey Foundation, W.K. Kellogg Foundation, The Atlantic Philanthropies, and Marguerite Casey Foundation.

Spurred by the police killings of Black men, women, and boys, the **Hill-Snowden Foundation** launched the Making Black Lives Matter initiative

in May 2015, committing \$900,000 in new funds to support Black-led organizing efforts. Partnering with **ABFE**, they established the Black Social Change Funders Network to align and coordinate grantmaking efforts to address structural racism and build the institutional and political power of the Black community.

The California Endowment awarded the Campaign for Black Male Achievement a \$250,000 planning grant in 2016 and an additional \$500,000 in 2017 for its Health and Healing Strategies campaign—an effort to improve the health outcomes of Black males through self-empowerment and wellness education of field leaders.

In 2017, the **Robert Wood Johnson Foundation** committed \$12 million to Forward Promise, an initiative dedicated to promoting the health and success of boys and young men of color and countering the negative effects of trauma and chronic stress. Based at Penn GSE's Racial Empowerment Collaborative, Forward Promise will begin by selecting up to nine organizations to receive grants of up to \$450,000, strengthening their ability to provide culturally relevant healing responses to trauma and advancing new practices to prevent further traumatization.

Also in 2017, **Google** committed \$11.5 million in grants to 10 organizations focused on ending racial inequities in the criminal justice system, with the aim of improving nationwide data on policing practices and court systems. The largest award, \$5 million, will support the Center for Policing Equity's work with communities and police agencies at the intersection of data science, trainings, and policy reform. While it is not explicitly focused on Black males, because they are disproportionately impacted by the criminal justice system this work will benefit Black men and boys in no small way.



PHOTO, COURTESY OF THE CAMPAIGN FOR BLACK MALE ACHIEVEMENT

STATE AND LOCAL EFFORTS

In 2015, the **W.K. Kellogg Foundation** awarded \$4.7 million in grants to organizations in Mississippi and New Orleans supporting efforts to promote racial equity and healing among young males of color in areas such as school discipline and push-out, policing, and workforce training.

In 2016, the **William R. Kenan, Jr. Charitable Trust** awarded nearly \$3 million in grants to school districts, family-focused organizations, and universities dedicated to improving the quality of life of Kentucky's boys and men of color. The organizations and leaders were selected for their commitment to systems-level change for males of color, with an emphasis on African-American men and boys.

Several local and regional initiatives targeted the criminal justice system, which will likely have an impact on Black men and boys. For example, following Freddie Gray's death while in police

custody, **Open Society Institute-Baltimore** committed \$337,500 to 12 grassroots nonprofit organizations in Baltimore. Among the awardees were groups that work to reduce police brutality and increase the accountability of the Baltimore police force.

Seven California foundations pledged more than \$1.3 million toward PICO California's Building Trust Through Reform, which aims to improve public safety by building trust between law enforcement and communities of color. Supporting foundations include **The California Endowment, The California Wellness Foundation, The James Irvine Foundation, Rosenberg Foundation, San Francisco Foundation, Weingart Foundation**, and the **William and Flora Hewlett Foundation**.

For all the latest information on foundation funding for Black men and boys, as well as boys and men of color, please visit BMAfunders.org.

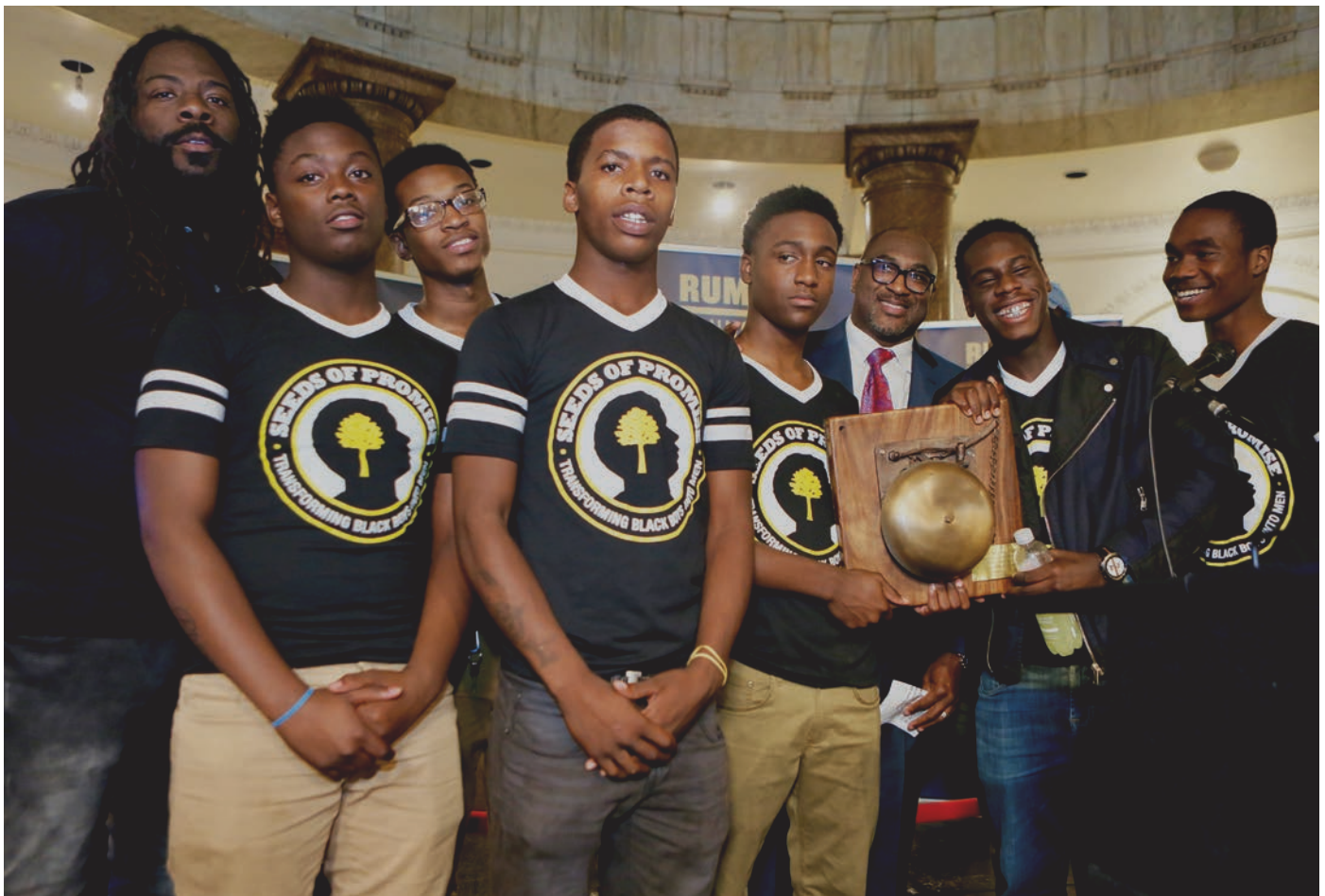


PHOTO: SALAHADEN BETTS, K&S MEDIA, INC.

MOVEMENT FOR BLACK MALE ACHIEVEMENT

WHERE DOES THE WORK FOR BLACK MALE ACHIEVEMENT STAND AT THIS MOMENT IN TIME?

What has been accomplished, and how must this work adapt moving forward? Through the voices and perspectives of 11 field leaders, we examine pivotal moments and organizations, shared approaches and values, and the opportunities and challenges that lie ahead.⁵

MOVEMENT BUILDERS

We asked field leaders about pivotal moments and organizations that have advanced Black male achievement. Dorian Burton, assistant executive director of The William R. Kenan, Jr. Charitable Trust, cites Dr. Bobby Austin as an early innovator. Austin led the W.K. Kellogg Foundation's African American Men and Boys Initiative in 1992, the first major philanthropic initiative of its kind. Twenty-five years later, Rashid Shabazz, former vice president of communications at the Campaign for Black Male Achievement, observes that "there is now a strong foundation of institutional leaders and organizations upon which to build the necessary infrastructure to carry forth the work."

CAMPAIGN FOR BLACK MALE ACHIEVEMENT (CBMA)

Launched by the Open Society Foundations in 2008, CBMA has been critical to this current movement. CBMA nurtures local grassroots leaders (affectionately called "hometown heroes") and local initiatives, binding them together into a national network. Anthony Shoecraft, Special Advisor to the Mayor on Black Male Achievement, describes CBMA's influence on the City of Seattle's Black men and boys initiative: "I can't say enough about the national climate created by CBMA, Brother Shawn Dove's leadership, and Open Society Foundations' leadership. They were really the pioneers of this work, nationally."

BME COMMUNITY

Like CBMA, BME also began as a foundation initiative. In 2011, the John S. and James L. Knight

Foundation partnered with the Open Society Foundations to create the BME Fund, providing grants to Black men in Detroit and Philadelphia who were engaging in and strengthening their communities. Today, BME's work has expanded to six cities, with a national network of all races and genders committed to building better communities inspired by Black men. Dorian Burton attributes BME and founder Trabian Shorters for "changing the narratives we promote about our communities. In philanthropy, Trabian and his asset framing has been a huge influence." (See p. 22 for more on asset framing and narrative change.)

CITIES UNITED

Philadelphia Mayor Michael Nutter and New Orleans Mayor Mitch Landrieu launched Cities United in 2011 to end violence in U.S. cities related to African-American men and boys. Since the first convening, 118 mayors have committed to creating healthy and hopeful communities, with the goal of reducing homicidal shootings among 14- to 24-year-old African-American males by 50 percent by the year 2025. Cities United helps city leaders with planning and implementation to meet this goal and creates a community that can share innovative approaches and solutions.

OAKLAND UNIFIED SCHOOL DISTRICT'S OFFICE OF AFRICAN AMERICAN MALE ACHIEVEMENT

Oakland Unified School District in California was the first in the nation to dedicate a department specifically to the needs of African-American male students. The work has flourished, expanding to reach more students in more schools with

⁵ For a more comprehensive review of the field, please see *Building a Beloved Community: Strengthening the Field of Black Male Achievement* and a timeline of philanthropic support for Black male achievement at bmafund.org/in-the-field/.

quantifiable improvements in educational outcomes. The district's Office of Equity has also expanded to address structural inequities faced by African-American girls, Asian and Pacific Islander students, and Latino/Latina students.

EXECUTIVES' ALLIANCE FOR BOYS AND MEN OF COLOR

In 2013, 26 foundation CEOs and presidents released a public statement pledging to form an alliance to improve life outcomes for boys and men of color. Today, more than 40 foundation members come together for strategic collaboration and collective learning. According to Rhonda Bryant, deputy director of Forward Promise, the Executives' Alliance has provided "a place not only for strategy but also for deep and meaningful conversations, so [members] don't feel like they're trying to move this work in a vacuum in their individual foundations." The Executives' Alliance has enabled philanthropy to bring attention to issues that impact boys and men of color, as a collective, and galvanize support around them. Notable accomplishments include securing commitments from 42 foundations to "Ban the Box" on their hiring applications and launching the RISE for Boys and Men of Color research collaborative.

MY BROTHER'S KEEPER (MBK)

President Obama created My Brother's Keeper in 2014 as a White House initiative to improve life outcomes and reduce opportunity gaps of young men of color. Nearly 250 local communities accepted the My Brother's Keeper community



challenge in all 50 states, D.C., and Puerto Rico. In 2017, MBK became an initiative of the Obama Foundation. While MBK's work and influence are still evolving, no one discounts the impact of the president of the country calling for compassion and focused support for young men of color.

BLACK LIVES MATTER AND GRASSROOTS ORGANIZING

The killing of Michael Brown in Ferguson, Missouri sparked a massive social movement and a new generation of activists. Black Lives Matter became more than a hashtag; it became a rallying cry for human dignity and social justice. For Black male achievement and Black Lives Matter, "we're all on the same team," says Michael Smith, director of youth opportunity programs at the Obama Foundation. "I'm sure many of the people that I work with and certainly our young men and boys of color were part of Black Lives Matter rallies, and I'm proud of it. There is a role for active and ongoing protest against unjust systems."

PHOTO: OAKLAND UNIFIED SCHOOL DISTRICT, OFFICE OF EQUITY



I CAN'T SAY ENOUGH ABOUT THE NATIONAL CLIMATE CREATED BY CBMA, BROTHER SHAWN DOVE'S LEADERSHIP, AND OPEN SOCIETY FOUNDATIONS' LEADERSHIP. THEY WERE REALLY THE PIONEERS OF THIS WORK, NATIONALLY."

ANTHONY SHOECRAFT
CITY OF SEATTLE

SHARED APPROACHES

CURRENT EFFORTS TO ADVANCE BLACK MALE ACHIEVEMENT HAVE COALESCED along some shared approaches and values. These include shifting the narrative, investing in local communities, authentically engaging Black men and boys and their communities, impacting policies and systems, and recognizing the intersectional nature of this work. These priorities are not mutually exclusive, and the degree to which they occur collectively will help push the work forward.

1. CHANGE THE NARRATIVE

The stories we tell matter. A core value, perhaps *the* core value, of the Black male achievement movement is that Black men and boys are assets to society, contrary to the negative ways in which they are perceived and portrayed. As Anthony Smith, executive director of Cities United, shares, “There are so many negative stories that come out daily, you would assume that all of us have been to jail or have been shot, and none of us ever graduated from college. And the ones who do are magical and special.” Changing the popular narrative about Black men and boys is one of the shared priorities in advancing the field.

When it comes to narrative change, numerous interviewees cited Trabian Shorters and his work with BMe as vital and transformative. His asset-framing approach insists that everyone—including Black males—be defined by their contributions and aspirations, rather than their challenges and faults. Shorters observes that not many people know that Black men serve in uniform at higher rates than

other American men, that the Black community creates businesses at a rate twice the national average, or that Black households give to charity at higher rates. Telling these stories about Black males, Black families, and Black communities is important.

As foundations recognize the importance of telling these stories, they have supported narrative change through their grantmaking. BMe began as a project of the Knight Foundation and the Open Society Foundations. The California Endowment supports narrative change for boys and young men of color in California, as it relates to health equity and inclusion. The W.K. Kellogg Foundation has supported organizations in New Orleans to become more youth-centered and to increase opportunities for and promote positive narratives of boys and young men of color.

This work around narrative change is not new. More than 20 years ago, Dr. Howard Stevenson served on a panel that consulted on the development of a National Strategic Action Plan for African-American males, sponsored by the



WHEN WE ENGAGED WITH THESE YOUNG BROTHERS, WE HEARD FROM THEM THAT THEY WANT TO BE VALUED AS FULLY HUMAN BEINGS. THEY’RE FATHERS. THEY’RE SONS. THEY’RE EMPLOYEES. THIS IS WHERE THE NAME OUR BEST COMES FROM, IN PART. ONE OF THE BROTHERS SAID, ‘WHEN WE, THE MEN OF SEATTLE, ARE AT OUR BEST, THEN THIS CITY WILL BE AT ITS BEST.’”

ANTHONY SHOECRAFT
CITY OF SEATTLE

National Drug Control Policy Office. Among the panel members were those who were interested in addressing narrative change.

“We have not improved how to help police forces or drug agencies address the way they see boys and young men of color—as dangerous people in society,” Dr. Stevenson reflects. “That narrative continues as strong today as it did then.... A lot of old frames—who’s good, who’s bad, who’s dangerous—have been reignited in ways that some people, I think, felt were gone.” The consequences for these frames are severe. Any dehumanizing narrative must be addressed, “however small, since we’ve seen the impact of how these images relate to more incidents of violence and reactions to hate in the last six months than previously in several years.”

Changing this narrative is, admittedly, difficult. “It’s really tough work addressing changing the narrative,” observes Michael Smith of the Obama Foundation. “Why are perceptions of young men of color so often negative? Why do people have attitudes and perceptions that will keep us out of certain jobs? Tackling some of the issues gets to the heart of racism, stereotypes, and bigotry.”

Indeed, Dorian Burton of the William R. Kenan, Jr. Charitable Trust points out that in general “philanthropy rewards the people who can tell the worst stories the best about the communities they serve. To get a grant, you have to tell a death-based narrative about our communities—and continue to perpetuate that narrative that our boys are broken, that our families are broken.”

Philanthropy as a whole requires a shift toward an asset frame in how they fund organizations and support solutions.⁶ Foundations can start by moving beyond the collection of deficit data to finding out about the assets of target populations. What have communities accomplished, despite the barriers? What are the bright spots? Foundations must also take a hard look internally at the narratives from which they operate, ensuring that their stated values are reflected in the diversity of their leadership, their hiring practices, and their investment portfolio.

⁶ See Trabian Shorter’s piece in *The Chronicle of Philanthropy*, [philanthropy.com/article/Opinion-Foundations-Are/240731](https://www.philanthropy.com/article/Opinion-Foundations-Are/240731).



PHOTO: SALAHADDEEN BETTS, K&S MEDIA, INC.

2. GET LOCAL

President Obama was uniquely positioned to lift up the concerns of young men of color nationally. With a new administration and shifting political tides, many interviewees reinforced the need to focus this work locally. Indeed, much of the work to date, such as Cities United or the Young Men's Initiative in New York City, has focused on creating change at the local level.

My Brother's Keeper was a federal initiative with a specific call to action for local communities. Michael Smith, acting executive director of the MBK Alliance, cites Opportunity Summits in Oakland, Detroit, and Memphis as specific successes. The summits bring together corporations, city agencies, community-based organizations, and young men of color. Young men are interviewed for jobs; some are hired on the spot. Others receive career guidance or are connected with mentors and community resources.

CBMA's Promise of Place report underscores the potential of local efforts and evaluates engagement and committed action on behalf of Black men and boys across 50 cities. CBMA has also committed to working deeply in five Promise of Place cities (Louisville, Oakland, Baltimore, Detroit, and Milwaukee), supporting leaders to develop plans that will have measurable impacts on Black men and boys.

Tonya Allen, CBMA Board chair and Skillman Foundation president and CEO, says that the best

way to move this work forward is to have "proof points that this work can be done and can be successful. Knowing these examples exist is an important part of continuing the momentum and keeping hope in the process that this work can be done and will be done at scale."

Models of success can also be shared and adapted for other communities. The City of Seattle, for example, is taking Oakland Unified School District's Office of African American Male Achievement framework and the core components of their curriculum. Anthony Shoecraft explains that there will be a design process with "local culture keepers and community brokers" so that the work is owned by Seattle's own educators and community partners who work closely with young Black men in Seattle schools.

In philanthropy, the Executives' Alliance is now focused on connecting the dots among local efforts. "We never wanted to be a national initiative that was telling communities what they ought to do," explains Allen who is also co-chair of the Executives' Alliance. "This way we are working directly with communities, and communities are telling us what the national framework ought to be and how it can support them on the ground."

She adds, "Today, we can't look to the nation's capital for leadership. Thus, we have to look to communities for leadership and lift them up—



IN THE PAST YOU TYPICALLY LOOKED TO THE FEDERAL GOVERNMENT FOR A LOT OF MOTIVATION, BUT I DON'T THINK THAT'S GOING TO HAPPEN NOW. WE MUST BEGIN TO LOOK AT HOW WE USE STATE AND LOCAL GOVERNMENTS TO ADDRESS THE REAL ISSUES THAT WE ARE FACING. WITHOUT THEM, NOTHING IS GOING TO HAPPEN."

LESTER YOUNG

NEW YORK STATE EDUCATION DEPARTMENT BOARD OF REGENTS

lifting up their wins, their successes, and their challenges, so people will understand that this movement is far more than just President Obama or the Executives' Alliance or the Campaign for Black Male Achievement. It is the practitioners that make up the collective. That is the field, and we need to emphasize that."

3. AUTHENTICALLY ENGAGE BLACK MEN AND BOYS AND THEIR COMMUNITIES

As the field increasingly focuses on local communities, Black male achievement efforts must authentically engage Black men and boys—and their communities—as thought partners, leaders, co-creators, and co-owners. This requires what Dorian Burton of the William R. Kenan, Jr. Charitable Trust describes as "getting proximate." Foundations must spend enough time in the communities where they operate to understand the landscape.

"There's been amazing leadership in Black communities since the beginning of time. They've often been doing this work under-resourced and without proper capacity. That's where philanthropy can step in and help scale from that. I feel like far too often folks have made decisions for the communities they're trying to serve without spending the time or stepping foot in them."

The California Endowment's work to reform school discipline policies stemmed from listening to community needs. Program Manager Castle Redmond admits, "It wasn't on the radar for The California Endowment. Our local communities highlighted it. Young people and youth and parent organizers said, 'If you care about the health and well-being of young people, then you have to take on school discipline and the school-to-prison pipeline. It's a big issue.'" Out of this effort have come some big successes. Suspension rates are now tracked as one of four key indicators in the state's school accountability system.

Young people also have a direct line of communication with Dr. Robert Ross, president and CEO of The California Endowment. The President's Youth Council allows youth to impact decisions that are made in the foundation's Building Healthy Communities campaign.

Beyond understanding community needs, philanthropy must trust communities to lead the process. "Whom have you deemed a leader?" Burton asks. "Sometimes it might not be the person you expect to come into the board room with a three-piece suit on, but that's the person who's building community.... I work in four states: For every one of those states, who is on the ground? Who am I talking to and deferring to? Philanthropy has to be really clear that it's not your place to spread empowerment on places that already have leadership, that already were doing this work long before you ever came."



IF YOU COME TO MY OFFICE, YOU WILL SEE YOUNG MEN WHO ARE ENGAGED IN CITIES UNITED, WHO ARE DOING AMAZING THINGS IN THEIR COMMUNITIES. WE TRY TO TELL THOSE STORIES, BECAUSE THERE ARE SO MANY WE MEET WHO WANT TO BE ENGAGED, WHO WANT TO BE PART OF THE SOLUTION."

ANTHONY SMITH
CITIES UNITED

Philanthropy, through its grantmaking, can enable young Black men to be decision makers and co-creators of initiatives. For example, the National Youth Alliance for Boys and Men of Color is an alliance of five youth organizing networks committed to advancing the leadership of young men of color in organizing for change in their communities. The Alliance ensures that the voices of young men of color themselves are included in new initiatives and creates opportunities for youth leaders to meet directly with policy makers and funders to share their recommendations.

In partnership with the Executives' Alliance on Boys and Men of Color, the Alliance launched an award fund that provided more than \$500,000 in support for youth-led campaigns that advance equity for boys and men of color. The Justice Reinvestment Community Award was designed and managed by youth leaders, with young people of color having a direct hand in deciding who would receive awards.

rashid shabazz, former CBMA vice president of communications, notes the importance of engaging the next generation and creating space for young leaders to inform the work: "We must allow youth to serve as stewards of the movement and provide them with not just a platform but with resources so they can help shape strategies and solutions for the field."

Cities United has a framework for how to engage young people and consistently presses cities to bring young people to the table in a meaningful way. "That's our motto: We believe our young

people are closer to the solutions. They're closer to the issues—they know the who, what, and why—so we get a better understanding of what's actually taking place. And they are in a position to tell us what needs to happen, what steps need to be made. They give us real-time information in the day-to-day. You can't get this through academic research."

4. IMPACT POLICIES AND SYSTEMS

Nearly every leader we interviewed identified changing systems as a critical part of this work. They agree that the root of the problem lies in broken systems and that solutions cannot be found in programs alone. "We're not going to mentor our way out of structural racism," says Leticia Peguero.

Peguero leads the Andrus Family Fund, a national funder focused on young people, 16 to 24 years of age, who have been impacted by disruptive systems—like the juvenile justice system, the foster care system, or the school-to-prison pipeline. Their grantmaking supports: 1) direct service to young people who have been adversely affected by these systems; 2) policy and advocacy, primarily around criminal and juvenile justice; and 3) community organizing.

She describes the way these aspects of their funding work together: "You fund direct service because you're taking care of the issues that are happening now. But that should reflect changes that are happening in the policy space. You fund policy change because you want to implement



WE NEED TO DISMANTLE STRUCTURAL RACISM, INSTITUTIONAL RACISM, THAT KEEPS OUR YOUNG MEN AND BOYS OF COLOR SIDELINED, OPPRESSED, OR DISENFRANCHISED."

MICHAEL SMITH
OBAMA FOUNDATION

policies undoing structural barriers, and that should reflect the needs that people have in the moment. And you fund organizing because that's the truth serum, that's what keeps us real. They are our external agitators, the people that help us keep our ear to the ground."

The California Endowment has increasingly focused on community organizing to change policies and systems. Castle Redmond cites at least two reasons: "To help us push for authentic change, those things that really resonate with the community, that come from the community, and also so that the community itself has the power to continue to make change." Supporting community organizing enables the community to direct the change they want to see and sustain their ability to make change.

Similar to philanthropy as a whole, foundation funding for Black men and boys primarily supports programs (59 percent). However, funders for Black male achievement also recognize the need for and value of supporting systems change efforts. An encouraging 41 percent is directed toward policy, advocacy, and systems reform (see p. 14). By comparison, only 13 percent of overall foundation grantmaking supports policy, advocacy, and systems reform.

Still, philanthropic funding pales in comparison to public funding, and broader, lasting change requires engagement by local, state, and federal government institutions.

The City of Seattle tackled racial equity head-on with its Race and Social Justice Initiative. In 2011, Seattle voters passed a \$235 million levy over a seven-year period to address racial disparities in education and to close the achievement gap for schools with the greatest needs. In May 2017, the mayor launched Our Best, the city's first-ever initiative specifically aimed at improving outcomes and increasing opportunities for young Black men and boys. Casey Family Programs has been a philanthropic partner in this effort, contributing financial resources, as well as valuable technical assistance.

New York became the first state to accept the My Brother's Keeper challenge and enact the My



PHOTO: SALAHADEN BETTS, K&S MEDIA, INC.

Brother's Keeper initiative into law. Its 2016–2017 budget included \$20 million to improve outcomes for boys and young men of color. Funds are dedicated to, among other things, retaining qualified teachers who value equity and reflect the diversity of classrooms and communities and incentivizing and supporting school districts to develop and execute cradle-to-career strategies for boys and young men of color.

“The system that we say is broken works for a lot of people,” comments Dorian Burton. “It happens that it does not work well for folks of color and specifically does not work well for Black males.” Burton adds that the social sector has operated outside of this system, in a way that is “almost designed to patchwork over the failings of the public sector.” To address this, the William R. Kenan, Jr. Charitable Trust has intentionally tied its grantmaking to public sector dollars and made grants with an eye toward scale and changing systems rather than merely continuing programs.

5. WORK INTERSECTIONALLY

What does a movement for Black male achievement mean for Black women and girls? For Black communities? For all communities of color?

For many grantmakers and practitioners, a targeted and explicit approach in addressing the issues facing Black men and boys makes strategic sense. Indeed, research supports the efficacy of culturally relevant and gender-specific interventions. For example, homicide is the leading cause of death for Black males between the ages of 15 and 34.⁷ For no other population is homicide the leading cause of death, at any age. Cities United was created specifically to reduce violence-related deaths among African-American men and boys. When we do not address these lived realities in a targeted way, we run the risk of invisibilizing Black men and boys.

At the same time, rashid shabazz, former CBMA vice president of communications, argues that the Black male achievement field “must include a deeper partnership with the growing movement

to advance efforts for Black girls and women. Recognizing and acknowledging the unique oppression Black women and girls face due to racism and sexism will only enhance and strengthen our strategies of building a more intersectional understanding of this work for all populations.”

An explicit focus by race and ethnicity and gender can be a challenge to navigate. The majority of young people working on behalf of The California Endowment's Sons and Brothers campaign are young women of color. Young men are also encouraged to be leaders of this initiative, but Castle Redmond notes the tension in doing this in ways that do not reinforce harmful gender roles in a patriarchal society. “It's one example where having a focus on boys and men of color can be messy with unforeseen, unintended consequences. Foundations should expect that, plan for it where possible, be ready to deal with it, and adjust where necessary. We should wade into the messiness and embrace the nuance.”

Leticia Peguero, executive director of the Andrus Family Fund, highlights the challenge of population-focused work in light of the ways in which we live in and care about communities. “As a woman of color living in the regular world, I don't just care what happens to Black men and boys, or what happens to girls. I live in community, and I care about what happens to all of those populations within the broader community context.”

Forward Promise, the Robert Wood Johnson Foundation's health initiative for boys and young men of color, takes these communities into account. According to Director Dr. Howard Stevenson, “In the way Forward Promise frames boys and men of color, we suggest it's who they are in relationships with. An individual notion of health is very different from saying that people live in communities, they live in relationships, and they live in contexts. So with the funding, we're asking [organizations], ‘How are you designed to serve not only young men and boys of color, but who they are in relationships with?’ A village-based framing of health for boys and young men of color must be inclusive of girls and women.”

There is a vibrant movement in philanthropy for women and girls of color. Many, though not all, of

7 Centers for Disease Control and Prevention, *Leading Causes of Death in Males*, 2014, [cdc.gov/healthequity/lcod/men/2014/black/index.htm](https://www.cdc.gov/healthequity/lcod/men/2014/black/index.htm), June 27, 2017.

the systemic struggles faced by women and girls of color are not unlike those faced by boys and men of color. Rhonda Bryant, deputy director of Forward Promise, points out that there are ways to have shared strategies, while also leaving room to address the particular nuances of gender and culture. Taking school discipline policies as an example, she says, “We don’t need two different initiatives both trying to address changes to school policy. We need the school policies to change in a way that works well for both boys and girls of color.... We need to understand the backdrop and dynamic of what’s happening with boys versus what’s happening with girls and then create a new policy that is conscious of both, in terms of culture and gender.”

Others point out that intentional strategies for Black men and boys can ultimately bring positive benefits for all (referencing John Powell’s targeted universalism framework). “If you provide systems that effectively help to build up Black males, Black families, Black communities, you’re building the community as a whole,” states Dorian Burton. “There’s an over-representation of Black males in nearly any broken system, but the greatest opportunities also lie when you can change outcomes and reduce disparities for Black men and boys.”

The City of Seattle held a similar perspective when creating Our Best, its initiative for Black men and boys. Years earlier, Seattle became the



PHOTO: RUDDY ROYE

first municipality in the nation to create a specific initiative on racial equity, unapologetically leading with a race lens to eliminate institutional racism in city government practices and policies. “Our Race and Social Justice Initiative as a city-wide enterprise adopted targeted universalism to address disparities,” explains Anthony Shoecraft. “Populations are not equally situated within inequity. And a rising tide, at the end of the day, does not lift all boats, because it presumes that all have a boat to begin with. Our strategy to focus on Black men and boys aligned with the larger banner of addressing racial equity as a city government.”

Shoecraft goes on to explain how the work around Black male achievement must be intersectional. “I think about the other identities within the population of folks who identify as Black males, as well as the range of intersections apart from gender.... It is incumbent on Our Best to be a co-advocate, a co-convener, on other intersectional issues. It’s a shared enterprise for allies to lean into the work of Black male achievement, just as much as it’s important for the work of Black male achievement to lean into cross-sectioning issues of marginalized populations as well.”



THERE MUST BE GREATER INTENT TO USE AN INTERSECTIONAL APPROACH TO UNDERSTAND HOW POPULATIONS ARE IMPACTED IN SHARED AND DIVERSE WAYS, WHILE AT THE SAME TIME REMAINING UNAPOLOGETIC ABOUT A FOCUS THAT CENTERS ON AND AFFIRMS BLACK MEN AND BOYS.”

RASHID SHABAZZ
COLOR OF CHANGE

WHERE DO WE GO FROM HERE?

WE ARE IN AN “INCREDIBLE MORAL MOMENT RIGHT NOW,” according to Lester Young of the New York State Education Department. “There’s a greater sense of urgency in local communities...I sense there’s a different energy.”

Color of Change Chief Marketing and Storytelling Officer rashid shabazz observes, “At a time when people are growing further divided along racial, social, and political lines, when our country is facing perhaps one of its darkest hours, the Black male achievement field needs to find greater cohesion to leverage existing resources and attract new allies and funders to advance the mission of improving the life outcomes of Black men and boys.”

The “fierce urgency of now,” Martin Luther King, Jr.’s famous call to action, has become more resonant as the work for Black male achievement has progressed. How can philanthropy respond to this call? Here are some recommendations from those we interviewed.

PUT A STAKE IN THE GROUND

Foundations can be fickle institutions; issues may be popular for a season and then go out of fashion. Leticia Peguero of the Andrus Family Fund hopes that philanthropy will commit to supporting this work for the long haul. She points out that the Executives’ Alliance plays an important role in emphasizing that “this attention on young men and boys of color is not a fad. It’s not something that is going to go away because President Obama left. This is about something bigger.” Building a beloved community for Black men and boys will require foundations to lean in and commit to sustained action.

CONSIDER THE IMPACT ON BLACK MEN AND BOYS

Whatever a foundation’s priority issue area—be it education or health or climate change—how will specific interventions impact the most vulnerable members of society? Castle Redmond observes that a care for boys and men of color is now infused throughout The California Endowment’s entire body of work. The foundation consistently asks: “What’s the impact on boys and young men of color through anything that we do? And how can we make a greater positive impact on boys and men of color through any of our initiatives or grants?” These are questions that any foundation can ask of its own work.

BUILD BRIDGES BETWEEN GRASSROOTS ORGANIZING AND NATIONAL CIVIL RIGHTS ORGANIZATIONS

Several interviewees noted the need to bring together the work of large, anchor civil rights organizations with the efforts of small, grassroots community organizing groups. Individual foundations may prefer to support one type of organization over another, and what is missing in communities is the bridge between the two. “The only way we’re going to tackle problems successfully is when we all come together and realize we have a common goal, a common challenge that we need to address together,” says Michael Smith of the Obama Foundation.

The Alliance for Boys and Men of Color in California is a proof point that when the two groups work together, they can lead to demonstrable wins. The Alliance is a coalition that includes local community-based organizing groups as well as big policy organizations. The California Endowment supports this alliance, and Castle Redmond notes that the foundation has been mindful about bringing these groups together in an equitable way. California has seen policy reforms in school discipline and juvenile justice, as well as greater awareness. “People talk about boys and men of color all over,” Redmond observes. “Folks know what issues impact boys and men of color.”



PHOTO: SALAHADEN BETTIS, K&S MEDIA, INCA

GROUND THE WORK IN HISTORICAL CONTEXT AND ADDRESS RACE HEAD-ON

“There are historical contexts behind why these systems are broken,” states Dorian Burton. Slavery, lynching, segregation, redlining, mass incarceration, stop-and-frisk—all have roots in racism, and the country’s history of racial hierarchy, racial brutality, and racial trauma continue to impact us today. Until that truth is recognized and addressed, systems will not ultimately change and divisions in this country will never fully heal.

In 2016, the W.K. Kellogg Foundation began an initiative for Truth, Racial Healing, and Transformation to address the historic and contemporary effects of racism. Inspired by truth and reconciliation commissions established in other countries, the foundation aims to “unearth and jettison the deeply held, and often unconscious, beliefs created by racism—the main one being the belief in a hierarchy of human value.”

OPERATE WITH GREATER STRATEGIC INTENT

In light of the ever-shifting social and political landscape, rashid shabazz says that the field requires a shared framework, a shared set of practices, and a collective response. “In unity, there is always strength.”

Tonya Allen, president and CEO of the Skillman Foundation, makes an analogy to seasons of feast and famine. “Everybody does well in the land of feast. Very few people survive the land of famine, because there isn’t the attention or the resources. So we have to be very intentional about how we sustain the work through times that may feel dry or deprived.”

She continues, “What I think we’ll see in the next few years in the field is more cohesion, more collaboration, and more strategic intent. That’s not to suggest there wasn’t strategic intent before, but intent meaning that we will have clarity. There will be times when the public policy environment is extraordinarily supportive of our efforts, and there will also be times when it will be extraordinarily unsupportive of our efforts. Thus, we have to always operate with a strategic intent; we have to be focused on how we move this agenda in any environment.”

AFTERWORD



FROM QUESTION TO ANSWER: HOW DO WE TRULY QUANTIFY HOPE FOR BLACK MEN AND BOYS?

IN 2012, THE CAMPAIGN FOR BLACK MALE ACHIEVEMENT (CBMA), in partnership with Foundation Center, launched the first-of-its-kind report that began to document philanthropic support and investments explicitly targeted to improve life outcomes for Black men and boys. The report, entitled *Where Do We Go From Here?*, put forth an urgent call to action for philanthropy to do more to support Black men and boys and serve as a catalyst to spark and grow what was then a nascent field of Black male achievement. It was my belief at the time, and continues to be today, that philanthropy is best positioned to take the risks, leverage additional public and private dollars, and make the big bets to ensure the sustainability of fields that are tackling the most pressing matters impacting our society and world. A decade into leading this work, I remain convinced that the promise and peril facing Black men and boys in America continues to be one of the most urgent issues of our day.

The question “Where do we go from here?” is essential to finding the solutions and answers of

building an America where Black men and boys are healthy and thriving and have clear pathways toward achieving their fullest potential. Yet, if we hope to continue building support and galvanizing future funders and leaders to carry forth this work, we must first address the more immediate question: Where and why do Black men and boys matter?

In the foreword of 2014’s follow-up report, *Building a Beloved Community: Strengthening the Field of Black Male Achievement*, scholar and philanthropic futurist Lucy Bernholz expanded our series of questions beyond where and why. She asked, “What does it take to help an entire

population to achieve? What does it take to make that possible while also counteracting systemic obstacles, built over generations, that seek to hold back that same population?” As Bernholz suggests, these questions are not simple to answer but require a sustained commitment and investment of philanthropic resources and leadership to answer and address. This work requires the understanding that it will take more than 3, 10, or even 30 years to work our way out of centuries of discriminatory and racist policies and practices.

Along these lines, the questions that have kept me up most at night, and which are the basis of this report, are how do we—CBMA and the expanding field—quantify hope for Black men and boys and demonstrate that Black men and boys are thriving and succeeding? Further, how well are we, as a field and as a philanthropic sector, doing to achieve the impacts we are striving for? After all, at the end of the day we must be able to elevate measurable impact and results to demonstrate how we’re making change.

I frequently say the cavalry is not coming, that we are the iconic leaders we’ve been waiting for. While I wholeheartedly believe this to be true, I also know that without courageous and committed philanthropic leadership and support,

the answers to closing the gap between promise and peril for Black men and boys will continue to evade us. One of the pressing questions I hope this report will ignite answers to is how we maintain a sense of momentum and urgency in addressing this complex, gnawing challenge in American society.

In 2018, CBMA will celebrate its 10-year anniversary, and we can venture to state that there is much that has been accomplished. As this edition of *Quantifying Hope* highlights, there are a number of national, state, and local initiatives and efforts that are having real impacts on improving the life outcomes for Black men and boys. We have, for example, seen the emergence of a new generation of philanthropic leaders like Dorian Burton of the William R. Kenan, Jr. Charitable Trust who are continuing to build on the generational work that began under Bobby Austin while he was at the W.K. Kellogg Foundation more than 25 years ago. Additionally, the establishment of the Executives' Alliance for Boys and Men of Color and President Obama's My Brother's Keeper initiative remain two of the most significant advances made in both the Black male achievement and broader philanthropic fields.

There have been more days recently than I care to admit when I have felt that hope has been on the ropes in our collective battle for racial justice, particularly when it comes to raising a victory flag for Black men and boys in America. Yet, I remain hopeful and believe that the transformative change Black men and boys seek will continue through the brave and bold leadership that exists in cities and communities across the country. I am especially hopeful, despite the challenges our country faces, that the strides made and lessons gleaned over the past 10 years will light a path forward, so that we no longer have to ask, "Where do we go from here," but can instead reflect on how far we have come. I invite you to remain hopeful and actively engaged with me and the CBMA network, believing that we can win.

SHAWN DOVE

CHIEF EXECUTIVE OFFICER
CAMPAIGN FOR BLACK MALE ACHIEVEMENT



**“A DECADE INTO LEADING
THIS WORK,
I REMAIN CONVINCED
THAT THE PROMISE AND
PERIL FACING BLACK MEN
AND BOYS IN AMERICA
CONTINUES TO BE ONE OF
THE MOST URGENT ISSUES
OF OUR DAY.”**

METHODOLOGY

THE DATA PRESENTED IN THIS REPORT are based primarily on Foundation Center’s annual grants set. The set includes grants of \$10,000 or more awarded by 1,000 of the largest U.S. foundations. It accounts for more than half of the total grant dollars awarded by the universe of independent, corporate, community, and grantmaking operating foundations. For community foundations, discretionary grants are included, as well as donor-advised grants when provided by the foundation. Grants to U.S.-based private and community foundations are excluded where there is double counting. Grants, fellowships, and awards made directly to individuals are excluded, as are loans and program-related investments. Beyond the annual grants sets, Foundation Center identified an additional 58 foundations who gave 103 grants in 2013 and an additional 105 foundations who gave 140 grants for Black men and boys in 2014. These funders and grants were included in the analyses.

This report’s analyses are based on Foundation Center’s Philanthropy Classification System, adopted in 2016. This system of coding and organizing foundation funding replaces the Grants Classification System, which was employed by Foundation Center for nearly a quarter century. It reflects an evolution in the way that giving is captured and represented, with new and reorganized categories.⁸ For example, the taxonomy now captures human rights or information and communications as discrete subject categories. Support strategies now include policy, advocacy, and systems reform. For more information, please visit taxonomy.foundationcenter.org.

Grantmaking explicitly designated for Black males is captured based on information provided by the foundation, evidence within the grant description or grant program, and/or the mission and activities of the recipient organization. Explicit funding for Black males includes the full amount of grants identifying a benefit for Black males as well as other population groups

(e.g., Black and Latino males), as there is no way to determine what percentage of these grants served each group.

Grantmaking that benefits Black males may not necessarily take place through a portfolio that specifically focuses on this population. For example, grantmaking related to school discipline or criminal justice reform likely benefits Black males. In addition, grants benefiting “young men of color” or “opportunity youth” may implicitly benefit Black males but cannot be coded as explicitly benefiting them. **Therefore, the analysis likely underrepresents giving benefiting Black males.** For more about explicit and implicit funding, please see *Where Do We Go From Here? Philanthropic Support for Black Men and Boys*, p. 17.

To ensure that the data were as accurate and comprehensive as possible, Foundation Center contacted members of the Executives’ Alliance for Boys and Men of Color and asked them to review their grantmaking data for accuracy.

The qualitative section of the report was based on interviews with 11 field leaders:

TONYA ALLEN, Skillman Foundation

RHONDA TSOI-A-FATT BRYANT, Forward Promise

DORIAN BURTON, William R. Kenan, Jr. Charitable Trust

LETICIA PEGUERO, Andrus Family Fund

CASTLE REDMOND, The California Endowment

RASHID SHABAZZ, Color of Change

ANTHONY SHOECRAFT, City of Seattle

ANTHONY SMITH, Cities United

MICHAEL SMITH, Obama Foundation

HOWARD STEVENSON, Forward Promise

LESTER YOUNG, New York State Education Department Board of Regents

8 To learn more, see pndblog.typepad.com/pndblog/2014/04/a-framework-to-communicate-philanthropy.html.



**For more research, data, and insights on
Black male achievement, visit:**

BMAfunders.org



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