

BUILD *the* VILLAGE



that RAISES *the* CHILD

HOMEGROWNSTL
SECOND ANNUAL SUMMIT
2018 REPORT

Brown School



Washington University in St. Louis

Thank You to Our Supporters



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March 2018

Dear Friends,

HomeGrown STL was inspired by the death of Michael Brown in 2014. This tragedy further highlighted the long-standing disparities in health, education, employment, and overall well-being experienced by black boys and young men in the St. Louis region. In response, the Ferguson Commission Report recommended a regional transformation of social services to address these enduring inequities. The organizational partners that make up HomeGrown STL heeded the call and have come together to build regional capacity and efficacy of the programs dedicated to improving the social mobility of black boys and young men within one generation.

Addressing the structural barriers that are preventing many black boys and young men from achieving their true potential is no small task. There is a saying that it takes a village to raise a child. We want to build up the village that raises the child. We will achieve this through a re-alignment of social services, jobs and skill training programs, neighborhood stabilization, and public policies. It is this village, newly strengthened through collective impact and evidence-based programs, that will support the health and development of the region's 60,000 black boys and young men.

This report details the recent progress made at the HomeGrown STL Summit held on February 8, 2018. HomeGrown STL is capitalizing on new and existing resources directed toward program innovation and evidence-based strategies. We are moving forward with our outreach and continuing to build our provider network. Additionally, we are about to embark on a pilot of a placed-based strategy using collective impact to improve social mobility opportunities and outcomes for 8,000 black boys and young men residing within six ZIP codes.

I am deeply grateful for the commitment of our network members. HomeGrown STL exists solely through their dedication and hard work.

I appreciate your interest and invite you to join us on this critical mission.

Sincerely,

A handwritten signature in black ink, appearing to read "Sean Joe", with a long horizontal flourish extending to the right.

Sean Joe, PhD
Benjamin E. Youngdahl Professor of Social Development
Associate Dean for Faculty and Research

ADVANCING SOCIAL WORK, PUBLIC HEALTH & SOCIAL POLICY

Mary M. McKay
Neidorff Family and Centene Corporation Dean, Brown School at Washington University in St. Louis

March 2018

Dear Friends,

The Brown School at Washington University in St. Louis is proud to support HomeGrown STL. This effort squarely aligns the Brown commitment to social justice and racial equity. For the past two years, HomeGrown STL has worked tirelessly to build the planning processes, stakeholder engagement and vision needed to achieve its mission of increasing the social mobility of black boys and young men in the St. Louis region within the next generation.

Complex social problems require rigorous research that has real world applications. Additionally, evidence-based programs must be combined with active community participation to be successful and sustainable. HomeGrown STL is a shining example of a community engaged approach that is addressing inequities through the coordination of information and development of evidence-based programs and policies.

I deeply admire the work of Dr. Sean Joe and the growing network of organizations dedicated to creating a strategic provider network focused on the positive development of young black males. I am confident that HomeGrown STL's demonstrated commitment to collaboration and collective impact will undoubtedly result in improved health, educational attainment, and economic prosperity for black boys and young men.

I want to express my deepest thanks to all of the organizations who are dedicating time and resources toward creating a region where black boys and young men can thrive and prosper. The Brown School is committed to adding our voice, our science and our resources to this critically needed initiative.

Sincerely,



Mary M. McKay
Neidorff Family and Centene Corporation Dean
Brown School, Washington University in St. Louis

HomeGrown St. Louis

The deadly police shooting of Michael Brown in 2014 highlighted immense regional problems facing the well-being of black boys and young men, spurring the creation of HomeGrown STL, based at the Brown School of Social Work's Center for Social Development (CSD). HomeGrown STL is an initiative to take on long-standing community disparities by improving the social mobility of the region's 60,000 black boys and young men in one generation.

Sean Joe, PhD, leads HomeGrown STL. At the Brown School, he is the associate dean of Faculty and Research, the Benjamin E. Youngdahl Professor of Social Development, and faculty director of Youth Development at CSD.

The HomeGrown STL Summit is an annual working-group meeting that brings together researchers, providers, funders and advocates/allies to strengthen, align and accelerate local collective impact strategies that support the health and development of black boys and young men in the City of St. Louis and St. Louis County.

GRAND CHARGE: To attain a 100 percent increase in social mobility within a generation for black boys and young men ages 12-29 in St. Louis City and in St. Louis County, using data-driven evidence and practices.

“SOCIAL MOBILITY” DEFINITION: The ability of black boys and young men to move upward and attain a better quality of life than their parents, in terms of health, financial assets, education, employment and civic participation.

FEASIBILITY: Approximately 60,000 black boys and young men ages 12-29 reside in the St. Louis area. An outstanding set of conditions and circumstances make the goal feasible and achievable: increasing regional interest, commitment and expertise; significant philanthropic opportunities; robust corporate leadership; and a dedicated university partner.

REGIONAL AND NATIONAL BENEFIT: In addition to the obvious cost savings to social, health and criminal justice service systems, any improvement in social mobility, such as an increase in the number of black males who complete college, would accelerate gains in the regional economy. The Summit can serve as a model to inform other areas across the United States on how to address the Grand Challenges for Social Work that this initiative addresses: ensuring healthy development for all youth; closing the health gap; reducing extreme economic inequality; building financial capability for all; and achieving equal opportunity and justice.

GOVERNING PRINCIPLES: The Summit operates with the understanding that collaboration, a key element of the HomeGrown STL project, will: (1) reduce redundancy in the region's efforts to address the health and well-being of black boys and men; (2) increase efficacious use of scarce resources; (3) accelerate adoption of evidence-based practices; and (4) strengthen the regional workforce.

2018 Summit Summary

More than 120 people working to improve the lives of black boys and young men in St. Louis participated in the second annual HomeGrown STL Summit on February 8, 2018, at the Brown School of Social Work.

“Build the village that raises the child,” said Sean Joe, PhD, who leads the HomeGrown STL initiative. “You’re part of that village.”

HomeGrown STL is composed of researchers, service providers, funders and advocates working to strengthen and support the health and development of the 60,000 black males ages 12 to 29 in the city and county. The region suffers from fragmented efforts, and at the summit Joe urged collaboration and “rapid response” to the boys’ and men’s needs.

“We don’t have a long time for lengthy debates and reanalysis. But we have time for careful planning and action,” he said. “Today’s summit focuses on how we bring this effort to the streets.”

Catchment Area Pilot

To take HomeGrown STL to the streets, network members will conduct a Catchment Area Pilot with the goal of improving the lives of 8,000 black boys and young men ages 12 to 19 — and develop a strategy to scale up for the region. The idea for the pilot grew from the 2017 Summit. The pilot will be implemented in six ZIP codes, from Jennings south to Delmar Boulevard, which are areas of great need.

HomeGrown STL network members plan to go door to door, block by block to identify and connect with the males — and collect detailed, firsthand accounts of their critical needs. Network members also will test the feasibility of using life coaches, or navigators, to connect the boys and young men to area programs and services, and to identify and support the boys’ and young men’s social mobility aspirations.

The pilot begins in February 2019. Meanwhile, HomeGrown members are creating specific action steps for 2018.



“Today’s summit focuses on how we bring this effort to the streets.”

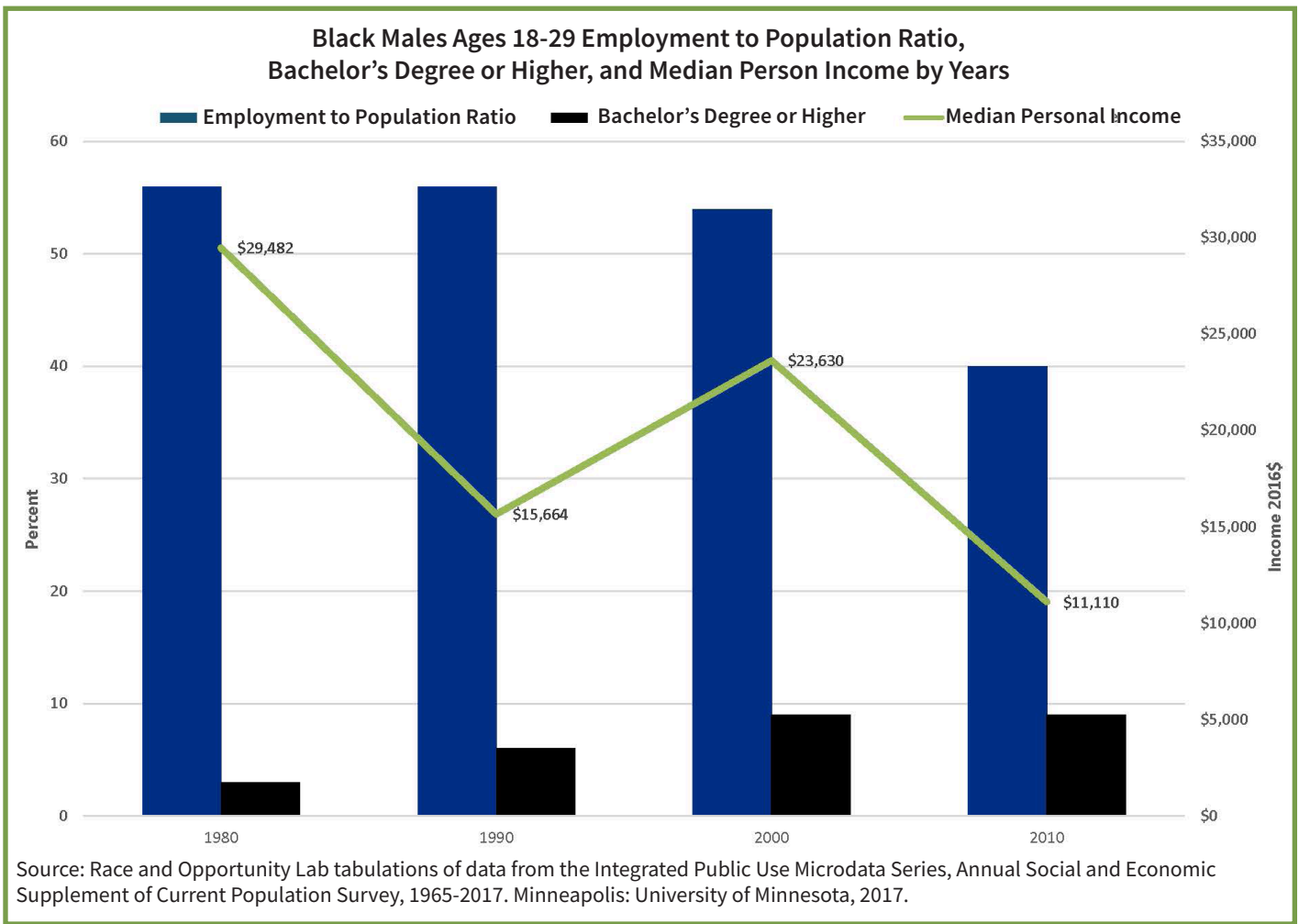
The afternoon of the full-day summit, they divided into five “Think Tanks” to work toward that goal. These were the five Think Tanks:

- Referral Network and Case Management;
- Funding/Forward Promise Fund;
- Healing Policies for Black Males;
- Black Males in the Workforce and;
- Regional Partnership for Neighborhood Stabilization.

Rebecca Bennett, founder and principal of Emerging Wisdom LLC, co-facilitated the summit. In addition to the Think Tanks, the event included representatives from city and county government; a presentation about My Brother’s Keeper, which President Obama established in February 2014 to address persistent opportunity gaps facing boys and young men of color; a panel on Partners for Impact, featuring service providers in the St. Louis area; a panel on Champions for Change, featuring young men affiliated with HomeGrown STL partners; and a message about Washington University’s Commitment, from Brown School Dean Mary McKay.



Social Mobility of Black Boys and Young Men



Only a radical investment in resources to implement a coordinated system dedicated to this demographic can change these outcome patterns. If we don't invest now, these patterns will persist for black boys and young men for generations to come.

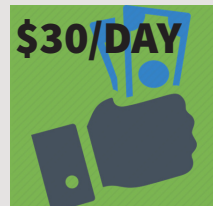


JOBLESS



COLLEGE GRAD

WORKING BLACK MALES LIVE ON



REFERRAL NETWORK & CASE MANAGEMENT

Think Tank Recommendations

REFERRAL NETWORK & CASE MANAGEMENT: Service providers must provide rapid, coordinated responses to black boys and young men who move between their service networks. This group examined what it will take to make this vision a reality.

PRIORITIES

Engagement/commitment. Strive for client agency, communication, shared information and a common language among stakeholders.

Integrated database. Goals are to standardize communication and messaging, centralize intake, create an integrated database system, create a confidentiality agreement, clarify how eligibility is determined for children to participate, and to share information about available services.

Incentivize engagement. Encourage agencies to share data and adopt evidence-based practices.

RECOMMENDED ACTIONS

Engagement/commitment

- Identify all decision makers and bring them to the table.
- Determine which sectors are missing. Review human services, youth development programs, local businesses, politicians (e.g. engage every municipal mayor to meet with agencies) and media outlets.
- Seek political buy-in.
- Get clear feedback on plans from clients and key stakeholders.
- Start a campaign to get the message out about the necessity of engaging and committing to HomeGrown STL's efforts.

Integrated database

- Research and list existing efforts.
- Design a system of care that includes coordinated entry procedures and common intake procedures

Here are specific suggestions for an integrated database:

- Standardize communication and messaging.
- Centralize intake.
- Integrate database systems.
- Create a confidentiality agreement.
- Clarify how eligibility is determined for children to participate.
- Share information about available services.

Incentivize agency engagement

- Access funding to make available to agencies to support engagement.
- Build framework to support merit funding for programs using evidence-based models and performance-based outcomes.

FUNDING/FORWARD PROMISE FUND

Think Tank Recommendations

FUNDING/FORWARD PROMISE FUND: To improve the social mobility of 60,000 black boys and men in one generation, St. Louis will need coordinated funding to fuel a unified vision. This group examined what it will take to secure investments.

PRIORITIES

Sustainability. Demonstrate program return on investment (show impacts and outcomes; accountability, collaboration and transparency). Expand funding through non-conventional methods (donor, corporate, local government, national systems change organizations). *Rationale:* Grants are short-term.

Who is the champion? Identify the proper interface between HomeGrown STL and funders. *Rationale:* Must speak to different constituents. Need entities/individuals/institutions to get buy-in from different populations. Need an interface between community and resource space to achieve sustainability.

Resource and capacity building. Secure resources for capacity building and ecosystem development. This includes service/delivery infrastructure, cross-training of partners, and data sharing/tracking. *Rationale:* We need more services for black boys and men to build capacity of existing services. We must build capacity for collaboration.

RECOMMENDED ACTIONS

Create a connecting cycle between champions, sustainability and resourcing capacity/infrastructure:

- Identify the champions among different funding populations who can help to get initial investors as well as attract investors when funding this systems-based work.
- Identify the fiscal agent: What is the agency that will hold these resources in trust?

Funding must be infrastructure and capacity-oriented; cultural competency needs to be embedded into this infrastructure:

- Funding should include more discretionary dollars, as opposed to only program-based funding.



HEALING POLICIES FOR BLACK MALES

Think Tank Recommendations

HEALING POLICIES FOR BLACK MALES: Healing policies move beyond punishment and lead to programs that help black boys and young men take advantage of opportunities for advancement. The group focused on how to identify, advocate for and develop action plans for policy leaders to implement.

PRIORITIES

Education. *Rationale:* Social mobility is not possible without education.

Criminal justice reform. *Rationale:* We must end the pipeline to prison system.

Funding. *Rationale:* Without transforming the funding system, we will never have the resources to make the necessary changes.

RECOMMENDED ACTIONS

Education:

- Engage in partnerships concerning a holistic curriculum in and out of prison.
- Connect with Washington University in St. Louis' prison education program.

Criminal justice reform:

- Expand on diversionary efforts.
- Engage legislative/elected officials in decriminalizing efforts.

Funding:

- Create a marketing campaign; shift the view of young black men from liabilities to assets.
- Reframe the narrative so it's clear there is a public return on investment in black boys and young men.
- Introduce new ideas and methods for streams of funding.

Social mobility is not possible
without education.

BLACK MALES IN THE WORKFORCE

Think Tank Recommendations

BLACK MALES IN THE WORKFORCE: Graduation, advanced education and trade schools must lead black boys and young men to a living wage. Network members are vital to conceiving and implementing projects to increase skills development, aid in local job creation and promote business development. The group examined how to close the gaps between education, skill development and gainful employment.

PRIORITIES

Transportation. *Rationale:* How does a young man get to a job?

Career Readiness. Advance skills, emotional readiness, and certifications with paid work-based learning that apply to available jobs. *Rationale:* Companies are not hiring men without a degree or certified skill, and black men have been systematically told they are worthless.

Legal issues are barriers to employment opportunities. *Rationale:* Not all crimes should jeopardize employment.

RECOMMENDED ACTIONS

Transportation:

- Create a ride-sharing program using community volunteers so young men and boys can get to school, to after-school programs or to jobs.
- Include transportation as a negotiation point when companies come to Missouri.

Career Readiness:

- Develop resilience in young men and boys through soft skills training, counseling and exposure to workplace practices and professionalism while they're in school and after school.
- Address mental health issues to prevent drug use and to facilitate employment.
- Bring trade training back to education (such as school-to-apprenticeship programs). Also expose our young men to other men in places of worship, schools, collaborative networks and businesses in their neighborhoods.
- Establish mentoring programs for new and prospective employees. Hold mentors accountable for the success of their mentees, and hold agencies accountable for their participation and support.
- Create community businesses to build capital with young men and communities.

Legal and Policy Issues:

- Establish legal counseling programs through academic institutions.
- Advocate for funds and education about expungement of criminal records.
- Establish employer education about criminal offenses and how they may not impact employment.
- Advocate for felons and connect them with opportunities.

REGIONAL PARTNERSHIP FOR NEIGHBORHOOD STABILIZATION

Think Tank Recommendations

REGIONAL PARTNERSHIP FOR NEIGHBORHOOD STABILIZATION: Black boys and young men will benefit greatly from services, projects and programs to stimulate neighborhood stability while assisting in removing crime and blight. The group examined how efforts to improve neighborhood and community conditions align with the pilot’s work, and how to use the social mobility of black boys and men as a lens for assessing their impact.

PRIORITIES

Parenting program. *Rationale:* Healing within the family system needs to take place.

Community school center. *Rationale:* Our boys and young men need a safe space for learning.

Stable housing. *Rationale:* Cultivate housing literacy.

RECOMMENDED ACTIONS

Parenting program:

- Encourage participation in a six-week parenting program (e.g., Parenting 101 through Teams of Tomorrow).

Community school center:

- Find a safe space to take advantage of services (tutoring and mentoring).
- Build trusting relationships.

Stable Housing:

- Utilize Brightside St. Louis, dedicated to “cleaning, greening” St. Louis.
- Offer tenant education and repair programs.

Black boys and young men will benefit greatly from programs to stimulate neighborhood stability while removing crime and blight.

Get Involved in HomeGrown STL

HomeGrown STL exists solely through our network members' dedication and hard work. Please join us in the effort by visiting [our homepage](#) and taking an action step:

FILL OUT THE HOMEGROWN STL REGISTRY

Information is key! We ask that all member organizations fill out the [HomeGrown STL Registry](#).

PLAN TO ATTEND THE NEXT HOMEGROWN STL SUMMIT

The next Summit is February 7, 2019. Mark your calendar, and stay tuned to [this page](#) for more information.

APPLY FOR A HOMEGROWN STL PROFESSIONAL DEVELOPMENT GRANT

The HomeGrown STL Professional Development Grant is offered three times a year (spring, summer and fall) to members of the HomeGrown STL Strategic Network. Read the [grant requirements](#). A [calendar of classes](#) is available on the Professional Development website.

SIGN UP FOR THE HOMEGROWN STL NEWSLETTER

This includes news articles, scholarly research, resources related to capacity building, professional development and upcoming events. An archive of past newsletters is also available. To sign up, send your name, email and organization to homegrown@wustl.edu

MARK YOUR CALENDAR FOR THE HOMEGROWN STL STRATEGIC NETWORKING BREAKFASTS

Each networking breakfast convenes leaders of programs offering services to black boys and young men in St. Louis City and County. Keep abreast of these and other HomeGrown STL events by checking in [here](#).

URLs

HomeGrown STL Homepage:

<https://raceandopportunitylab.wustl.edu/homegrown-stl/>

HomeGrown STL Registry:

<https://raceandopportunitylab.wustl.edu/items/annual-census/>

HomeGrown STL Regional Summit:

<https://raceandopportunitylab.wustl.edu/items/regional-summit/>

HomeGrown STL Professional Development Grant:

<https://raceandopportunitylab.wustl.edu/items/professional-development-grants/>

Brown School at Washington University in St. Louis Professional Development calendar:

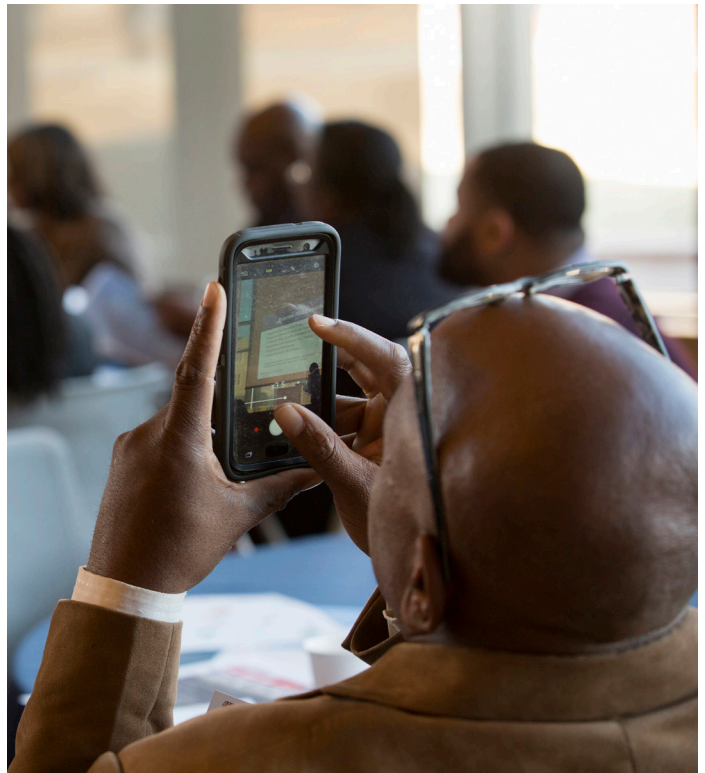
<https://brownschool.wustl.edu/Resources-and-Initiatives/Professional-Development/Pages/default.aspx>.

HomeGrown STL Newsletter:

homegrown@wustl.edu

HomeGrown STL Networking Breakfasts:

<https://raceandopportunitylab.wustl.edu/items/homegrown-stl-networking-breakfasts/>





Center for Social Development

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