POOR, BLACK, BROWN AND YOUNG:
TURNING THE CURVE WITH AND FOR YOUTH
Presenters

Pamela Brown, PhD
Partnership for Children, Youth & Families

Lauren Maddox, Coach
Due East Partners
Today

1. UPDATE ON COMMUNITY PLAN
2. TOOLS AND PROCESSES TO LEAD COLLABORATIVE CHANGE
3. HUMAN-CENTERED DESIGN
What The Partnership does

• Acts as neutral convener
• Assesses community needs and identifying gaps in services
• Funds services for children and families
• Builds partnerships
• Seeks grants
• Serves as “backbone” organization for collective impact efforts
Governor’s Four Strategic Goals

1. DISCONNECTED/OPPORTUNITY YOUTH
2. FAMILIES IMPACTED BY INCARCERATION
3. HOMELESS YOUTH
4. CHILDHOOD HUNGER
Getting to Population-Level Change
The Geography of Poverty
Community Plan
2017-2020

LEAD WITH VISION
Governor Hogan’s vision for the state:
Economic Opportunity for all Marylanders

County Executive Schuh’s vision for Anne Arundel County:
The best place to live, work and start a business in Maryland

INFORMED BY DATA
- Poverty Amidst Plenty
- Community Health Needs Assessment
- In-depth research on four populations and North County

Partners
- County Executive: Human Services Cabinet, Transportation, Disconnected Youth Task force
- Anne Arundel County Public Schools
- Arundel Community Development Services (Housing)
- Chambers of Commerce
- Health Department
- Juvenile Services
- Mental Health Agency
- Nonprofit, faith-based and community service providers
- Social Services
- Anne Arundel County Workforce Development
- Philanthropy

GAP ANALYSIS
Common Needs: Address poverty, navigation across programs for basic needs, family strengthening, entrances and exits

PRIORTIES
- Focus on areas of greatest poverty (North County)
- Improve data collection and sharing
- Create connections and increase collaboration
- Meet basic needs
- Strengthen Systems of Care

PROGRAMS
Disconnected Youth
- Community of Hope HIV Program
- The Peak YSB
- Trauma informed counseling

Impact of Incarceration/Kinship
- Community of Hope
- Healthy Start North County
- BEST 2.0
- Youth Empowerment Services @ BMHS and BMHS
- Open Book
- Strengthening Families
- The Peak YSB
- Trauma informed counseling

Hungry Children
- Summer Food Programs
- Childcare

Homeless Youth
- Case Management
- Identification Monitoring
- Health Services
- Data Academic Opportunity
- Basic Needs
- Mental Health
- School Enrollment

Disconnected Youth
- Racial Pathways
- Racial Models
- Monitoring
- Job Readiness
- Care Management
- Self Management
- Community Resources
- Basic Education
- Intergeneracy Partnership
- Supportive Services
- Caring Adults
- Early Work Experience
- Soft Skills
- Basic Needs

Impact of Incarceration
Incarceration is strongly correlated with negative social and economic consequences.
- Basic Needs
- Case Management
- Family Strengthening
- Cross System Collaboration
- Trauma-Informed Care
- Community-based Resources
- Legal Guardianship Help
- Parenting Programs
- Community Supports
- Re-entry Programs
- Parent/Child Interaction Monitoring
- Resource Hub

Non-GIC funded programs: Youth Substance Abuse Prevention, RESPECTS youth behavioral health, Homeless families prevention and shelter, Raphaiah Lane, Community Conversing.
Color of Poverty: Race, Income and Graduation
A Picture of Segregation, 2016

[Map showing segregation patterns with color-coded areas for White, Black, and Hispanic populations.]
Color of Poverty: Low Birth Weight

The infant mortality rate in County between 2010 and 2014 was 5.5 deaths per 1,000 live births (MD 6.6 deaths)

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Number of Infant Deaths</th>
<th>Infant Mortality Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>White, NH</td>
<td>89</td>
<td>4.0</td>
</tr>
<tr>
<td>Black, NH</td>
<td>68</td>
<td>11.2</td>
</tr>
<tr>
<td>Hispanic, Any Race</td>
<td>22</td>
<td>5.3</td>
</tr>
</tbody>
</table>
## Color of Poverty:

% First Trimester Prenatal Care by Race and Ethnicity

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>White, NH</td>
<td>79.9%</td>
<td>75.7%</td>
<td>78.6%</td>
</tr>
<tr>
<td>Black, NH</td>
<td>63.7%</td>
<td>64.7%</td>
<td>66.5%</td>
</tr>
<tr>
<td>Hispanic, Any Race</td>
<td>63.6%</td>
<td>57.9%</td>
<td>64.1%</td>
</tr>
<tr>
<td>Asian, NH</td>
<td>70.3%</td>
<td>68.6%</td>
<td>69.5%</td>
</tr>
</tbody>
</table>
Color of Poverty: School Suspension Rates

Population of Students (K-12)

Suspension & Expulsion (K-12)

- African-American
- White
- Other Minorities
### Color of Poverty: Employment by Race and Ethnicity, 16 - 24 yrs

<table>
<thead>
<tr>
<th>Employment Status Race and Ethnicity</th>
<th>July-12</th>
<th>July-13</th>
<th>July-14</th>
<th>July-15</th>
<th>July-16</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>TOTAL</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Population</td>
<td>38,799</td>
<td>38,861</td>
<td>38,735</td>
<td>38,589</td>
<td>44,175</td>
</tr>
<tr>
<td>Employed</td>
<td>19,461</td>
<td>19,684</td>
<td>20,085</td>
<td>20,333</td>
<td>32,696</td>
</tr>
<tr>
<td>Unemployed</td>
<td>4,011</td>
<td>3,821</td>
<td>3,353</td>
<td>2,829</td>
<td>5,144</td>
</tr>
<tr>
<td>Unemployment Rate</td>
<td>17.1</td>
<td>16.3</td>
<td>14.3</td>
<td>12.2</td>
<td>13.6</td>
</tr>
<tr>
<td><strong>White</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Population</td>
<td>28,956</td>
<td>28,866</td>
<td>28,718</td>
<td>28,488</td>
<td>31,552</td>
</tr>
<tr>
<td>Employed</td>
<td>15,498</td>
<td>15,679</td>
<td>15,917</td>
<td>15,903</td>
<td>25,277</td>
</tr>
<tr>
<td>Unemployed</td>
<td>2,715</td>
<td>2,525</td>
<td>2,220</td>
<td>1,832</td>
<td>3,267</td>
</tr>
<tr>
<td>Unemployment Rate</td>
<td>14.9</td>
<td>13.9</td>
<td>12.2</td>
<td>10.3</td>
<td>11.4</td>
</tr>
<tr>
<td><strong>Black or African-American</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Population</td>
<td>5,971</td>
<td>5,997</td>
<td>5,973</td>
<td>5,916</td>
<td>7,461</td>
</tr>
<tr>
<td>Employed</td>
<td>2,323</td>
<td>2,315</td>
<td>2,376</td>
<td>2,645</td>
<td>5,496</td>
</tr>
<tr>
<td>Unemployed</td>
<td>933</td>
<td>910</td>
<td>784</td>
<td>691</td>
<td>1,835</td>
</tr>
<tr>
<td>Unemployment Rate</td>
<td>28.6</td>
<td>28.2</td>
<td>24.8</td>
<td>20.7</td>
<td>25.0</td>
</tr>
<tr>
<td><strong>Hispanic of Latino Ethnicity</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Population</td>
<td>8,164</td>
<td>8,229</td>
<td>8,313</td>
<td>8,406</td>
<td>8,488</td>
</tr>
<tr>
<td>Employed</td>
<td>3,799</td>
<td>3,897</td>
<td>3,903</td>
<td>4,127</td>
<td>4,244</td>
</tr>
<tr>
<td>Unemployed</td>
<td>860</td>
<td>859</td>
<td>772</td>
<td>601</td>
<td>536</td>
</tr>
<tr>
<td>Unemployment Rate</td>
<td>18.5</td>
<td>18.1</td>
<td>16.5</td>
<td>12.7</td>
<td>11.2</td>
</tr>
</tbody>
</table>
Community Engagement

POOR, BLACK, BROWN AND YOUNG:
TURNING THE CURVE WITH AND FOR YOUTH

Partnership and Due East at the Collective Impact Convening, Austin, Texas
South County Quick Facts, March 2018

• Over 15,000 South county students qualify for free and reduced lunch.
• Almost 8,000 South county families earn less than $34,999 a year.
• Over 3,000 South county households earn less than $25,000 per year
• Almost 9,000 single mothers are living in poverty in South County.
• 74 homeless youth attend South County schools. Over half have no parental guardian.
• Only one health care facility in South County
• There is no high speed internet in many areas.
• There is only one grocery store in South County.
• The obesity rate for youth 19 and younger is the highest in Anne Arundel County.
Goals: Safe and Thriving Communities

• Increase the safety, well-being, and healthy development of children, youth, and families

• Prevent violence and promote healing from victimization and exposure to violence in the home, school, and community

• Reduce and sustain reductions in youth violence, specifically gun and gang violence and victimization.
Year 1 Deliverables

The final Strategic Plan required by September must include:

• Specific measurable goals and objectives

• Comprehensive assessment of local data and determinants of the violence problem

• Assessment and analysis of local conditions and resources

• An action plan derived from the assessment

• A plan to track progress and inform needed changes

• A plan to sustain the work.
The Work Ahead (FY2019)

**Data:**
- Complete Poverty Amidst Plenty VI
- Complete Youth Violence Annapolis Data
- Refresh Priority Population Data

**Research:**
- Victims of the Opioid Crisis – evidence based two generation approaches
- Cross-cutting prevention models

**Program Planning**
- Youth Center
- Chesapeake Arts Center/Family Success Center
- Transportation hubs/Opioid crisis – South County

**Braided Funding and Funding Sources**
- Youth Center
- Family Success Center
- Mobile wellness – Title I schools
Questions?
From Programs to Results:
Results-Based Accountability

- MEANS = Are we doing these things right?
- ENDS = Are we doing the right things?

https://clearimpact.com/results-based-accountability/
FY18 Results & Indicators

Babies Born Healthy
Low Birth Weight

Children are Successful in School
Truancy

Children Enter School Ready to Learn
Kindergarten Readiness Assessment

Communities are Safe for Children, Youth & Families
Juvenile Offenses

Families are Safe and Economically Stable
Child Poverty
Homeless Children

Youth Will Have Opportunities for Employment and Career Readiness
Youth Not in School and Not Working

Human-Centered Design

INSPIRATION
I have a design challenge. How do I get started? How do I conduct an interview? How do I stay human-centered?

IDEATION
I have an opportunity for design. How do I interpret what I’ve learned? How do I turn my insights into tangible ideas? How do I make a prototype?

IMPLEMENTATION
I have an innovative solution. How do I make my concept real? How do I assess if it’s working? How do I plan for sustainability?

https://www.ideo.com/post/design-kit
The Youth Center will serve homeless, disconnected and other at-risk youth in northern Anne Arundel County.

- **Human-Centered Design** – keeps youth front and center at every stage of design
- **5 learning tours** to identify models and best practices
- **4 site tours** in Brooklyn Park
- **Created initial design** for physical space plus a framework for staffing, services and culture
- **Tested design** with youth and revised based on feedback
- Youth decided name and mission for Youth Center
Community of Hope – Youth Center
Engaged youth in refining the design, name, mission, marketing + established a pop-up youth center.
Youth Center
Design Parameters

- Ages 14-24
- 5,000 sq feet of space
- Safe, secure, accessible location
- Daytime/afternoon hours
- Trauma-informed staff
- Basic needs – food, clothing, sleep, shower, laundry
- Case management – securing documents, evaluating needs and navigating services
- Recreation and community building
- Partners services: life skills, job training, employment, mental health, substance use/addiction support
User Experience Mapping

Building a new Youth Center
Map the User Experience

Building a New Youth Center

I’m going to check it out.

Hey, did you hear about the center?

This place is awesome! I’m definitely coming back here.

Hey, did you hear about BLAST?

This place is great!

I can’t wait to tell my friends.

Wow!

Hey, did you hear about BLAST?

Cool!
Your Turn

1. Use the design parameters to design your youth center

2. Questions you would like to ask our youth
Youth Center
Initial Design

Teen Feedback:
- Free WiFi
- Open M-F 3 – 9 pm;
  Sat + Sun 3 – 10 pm
- ID Cards for Entry
- Surveillance Cameras

Front Entrance

Shower
Shower
Shower

1/2
Bathroom
1/2
Bathroom

Outdoor Rec Space
(Basketball)

Quiet/Study Area
Napping Room

Adolescent
Flexible
Office Space

Common Area
Large U-Shape Table

Pool Table

Art/Maker Space

Food Pantry

Kitchen

Laundry Room
Coming Soon…

• Community Dashboard
• Race Matters Workshops (half-day and two-day)
• Engaged Citizen Series: two forums this fall