This report is dedicated to the memory of Halbert Sullivan, founder and CEO of Fathers and Families Support Center. A pioneer in efforts to improve the lives of Black boys and men in the St. Louis region, Sullivan was a longtime champion of HomeGrown StL and a respected mentor.
HomeGrown StL 4th Annual Regional Summit on the State of Opportunities for Black Boys and Young Men:
Closing the Healing, Growth, & Opportunity Gaps

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All photos come from HomeGrown StL’s Inaugural Annual Summit on the State of Opportunities for Black Boys and Young Men.
Dear Friends,

HomeGrown StL was inspired by the death of Michael Brown in 2014. Seven years after his tragic death, we continue to see the loss of Black lives at the hands of racial injustice in America, highlighting the long-standing disparities in health, education, and employment, all with profound implications for the overall well-being of Black males. Addressing the structural barriers that prevent many Black boys and young men from achieving their true potential is no small task. To close these healing, growth, and opportunity gaps, it will take a focused, significant, and long-term investment in Black males and the cultivation of regional will by establishing regional capacity and infrastructure. A village must come together, strengthened through collective impact and evidence-based programs, to create the means to support the health and development of the 60,000 Black boys and young men within the region.

Over the past 5 years, HomeGrown StL has worked diligently to advance our mission and vision. This report details our progress to date and the vision for moving our work forward over the next 15 years, including the pilot of our individual-level and systems-level intervention strategies. In addition, we summarize the 4th Annual Regional Summit on the State of Opportunities for Black Boys and Young Men. The Regional Summit convenes annually to bring together service providers, government officials, private-sector partners, and community residents. Highlighting the work we are doing with key stakeholders to advance HomeGrown StL’s Seven Pillars of Comprehensive and Personalized Care, this report summarizes the priority Objectives and Key Results that were developed during the 2021 Regional Summit and will be used to evaluate our progress during the 5th Annual Regional Summit in June 2022.

I want to thank our Preferred Provider Network for their steadfast commitment to help us make St. Louis the #1 place for Black males to heal, grow, and thrive! HomeGrown StL exists solely through your dedication and hard work.

Sincerely,

Sean Joe, MSW, PhD
Benjamin E. Youngdahl Professor of Social Development
Fellow, American Academy of Social Work and Social Welfare
Principal Director, Race and Opportunity Lab
In the year 2020, the disheartening killings of Black lives, including those of Ahmaud Arbery, Breonna Taylor, and George Floyd, and the resulting social unrest and movements that arose across the country, demonstrated the crucial need for transformative change and investments to eliminate structural barriers to equity, both regionally and nationally. Our communities of color experienced fear, anger, sadness, and grief, all while being disproportionately impacted by the COVID-19 pandemic. These developments remind us of the continued, systemic, historical, and ingrained motives that contribute to the drivers of inequality, compounding the social ills that pervade our society and sustain barriers to equity.

The deadly police shootings of Trayvon Martin in 2012 and Tamir Rice and Michael Brown in 2014 highlighted immense regional concerns regarding the well-being of Black boys and young men, inspiring Dr. Sean Joe and a team from the Brown School at Washington University in St. Louis to launch HomeGrown StL. HomeGrown StL is the university-based community science intermediary of the Race and Opportunity Lab, which is housed within the Center for Social Development at the Brown School.

HomeGrown StL addresses the consequences of structural racism by proving that the economic mobility, health, and well-being of Black males are tied directly to those of all in the St. Louis region. When a region values and creates a path to equity, all benefit. HomeGrown StL is the Obama Foundation's My Brother's Keeper Alliance initiative for the St. Louis region (MBK-STL). Through the initiative, a self-selected group of young Black male leaders builds relationships with our cohort of Black males in target zip code areas and promotes improved social mobility outcomes to their peers and families.

**OUR MISSION**

The mission of HomeGrown StL is to serve as a regional organizing and convening table that transforms systems and enables increases in upward economic mobility for 100% of the 60,000 Black boys and young men aged 12 to 29 in the City of St. Louis and St. Louis County. HomeGrown StL leverages data-driven evidence and practices in pursuit of these goals.

**OUR VISION**

Over a 20-year period, HomeGrown StL will create an equitable ecosystem for 60,000 Black males, aged 12 to 29, in the St. Louis region—a population large enough to matter yet small enough to experience change within a generation. To do this, HomeGrown StL is targeting and changing the contextual and individual-level drivers of economic inequity through the implementation of both systems- and individual-level interventions that disrupt dehumanizing or fragmented care coordination, as well as through the use of Life Coaches.

Leading together, we can make St. Louis rank as the...

- Best U.S. city to raise Black boys
- Best best metropolitan region for Black males to attend college
- Best U.S. city for Black males to work
- City with the healthiest Black males
A Summary of the 2021 Regional Summit
Closing the Healing, Growth, & Opportunity Gaps

WHAT IS HOMEGROWN STL’S REGIONAL SUMMIT?
The HomeGrown StL Regional Summit is an annual working-group meeting that convenes to bring together service providers, government officials, private-sector partners, and community residents to strengthen, align, and accelerate local collective-impact strategies that support the health and development of Black boys and young men in St. Louis City and in St. Louis County.

The Summit operates with the understanding that collaboration, a key element of HomeGrown StL, will

(1) reduce redundancy in the region’s efforts to address the health and well-being of Black boys and young men,

(2) increase efficacious use of scarce resources,

(3) accelerate adoption of evidence-based practices,

(4) and strengthen the regional workforce.

HomeGrown StL’s 4th Annual Regional Summit on the State of Opportunities for Black Boys and Young Men: Closing the Healing, Growth, & Opportunity Gaps brought together a diverse group of people working to improve the lives of Black boys and young men in the St. Louis region. A total of 127 individuals representing 57 organizations across the St. Louis region registered to attend the 2021 Summit, which was held on June 3, 2021. The array of organizations represented local nonprofit (62.5%), for-profit (5%), public (22.5%), independent (2.5%), and other (7.5%) organizations.

The purpose of the Summit was to update attendees on the progress that has been made toward our regional strategic plans and to set goals and priorities for 2022. In the coming year, we will focus on building capacity and infrastructure through HomeGrown StL’s Seven Pillars of Comprehensive and Personalized Care. Due to the circumstances of the COVID-19 pandemic, attendees were invited to join the Summit virtually.

The first portion of the Summit included a review of HomeGrown StL’s vision and progress, a glimpse at what lies ahead, and a panel featuring the Champions for Change. After a brief break, attendees convened in virtual breakout rooms, where they engaged in Strategic-Think Sessions and planning around five priority areas related to HomeGrown StL’s Pillars and Preferred Provider Network (PPN).

This summary will be utilized by the Regional Steering Committee, Administrative Core, and Pillar partners to advance the mission and vision of HomeGrown StL.
Agenda

8:05  HomeGrown StL Vision, Progress, & What’s Ahead
     8:35  Champions for Change Panel
          I. HomeGrown StL PPN
          II. Physical & Behavioral Health
          III. Personal & Public Safety
          IV. Mentoring
          V. Skills to Jobs with Livable Wages
     9:35  5-minute break
     9:40  Strategic-Think Sessions, Pt. 1:
          Needs & Opportunities
     10:40 10-minute break
     10:50 Strategic-Think Sessions, Pt. 2:
          Objectives & Key Results
     11:20 Strategic-Think Sessions Report Out
     11:55 Closing Rally & Next Steps

“Solutions have to be HomeGrown and born of St. Louis.”—Dr. Sean Joe

HOMEGROWN STL’S PROGRESS & WHAT’S AHEAD
HomeGrown StL’s Theory of Change focuses on three priorities.

1. **Cultivating Regional Will** for focused, significant long-term investment in Black males. HomeGrown StL recognizes that such investments are the means for a more equitable, diverse, and economically healthy region.

   HomeGrown StL will cultivate regional will by establishing regional capacity and infrastructure—a village—that are **organized to produce the desired results** and eliminate structural barriers to equity. To change the contextual and individual-level drivers of economic inequity, there must be a robust community invested in working together and **planning strategically**. We must invest in nourishing this St. Louis village and in its continual forward development.
2. **ENACTING SYSTEMS CHANGE** for focused, significant long term-investment in Black males as the means for a more equitable, diverse, & economically healthy region. To achieve a healthy, organized community for Black boys and young men, HomeGrown StL strives to implement systems change intervention.

HomeGrown StL’s PPN is a community- and system-change partnership of providers, including health- and social-care, education, and skills-building providers, as well as employers. The network consists of partners working to create agency capacity for resource and training-curriculum development. Through these efforts, the partners seek to ensure that their services are both accessible and tailored to Black boys and young men.

**HomeGrown StL’s Seven Pillars of Comprehensive and Personalized Care** represent a holistic and intentional approach rooted in empowering Black boys and young men to heal, discover opportunities, and build capacity across their life span. Success is defined by positive, measurable increases in these areas for at least 75% of the young Black males in the St. Louis region.

“Communities are organized to achieve what they are experiencing.”—Dr. Sean Joe
In addition to the PPN, HomeGrown StL is partnering with others in the St. Louis community to build the **St. Louis Area Community Information Exchange**, a strong, community-wide, interoperable data system.

The **St. Louis Area Community Information Exchange** is a network of partners focused on improving the health and well-being of people in the St. Louis region. Using a shared technology platform powered by Unite Us, partners will be able to coordinate efforts to maximize resources in the delivery of holistic, person-centered care.

By adopting **new standards** of collaboration, service delivery, outreach, and follow-up, we are changing the social service system **to support Black boys and young men so that they can heal, grow, and thrive**.

3. **ADVANCING THE WELL-BEING** of Black males through HomeGrown Life Coaches, who provide personalized service engagement, goal setting, motivational & persistence coaching, mentorship, and system navigation to help HomeGrown StL Members heal, grow, and thrive.

**HomeGrown StL Life Coaches** will advance the individual well-being of Black males through personalized weekly services, mentorship, and system navigation. Life coaches connect HomeGrown enrollees to resources, helping them to heal, grow, and thrive. The enrollees work with Life Coaches for 1 to 17 years, depending on their age at the time of enrollment.

* A healthy community for Black boys and young men is intentionally organized to produce the results that it wants.

* If St. Louis wants to be the best version of itself, then St. Louis must invest in Black boys and young men!

The **regional benefit** delivered by HomeGrown StL is the creation of the capacity for our St. Louis community to organize itself in order to produce the results it wants through collective decision-making.

The **national benefit** delivered by HomeGrown StL is our ability to serve as a model for community science and a reference for other initiatives working to support youth, families, and communities of color impacted by poverty.
A look at the last 5 years…

**Next Steps: 2021–2025**

- Annual regional summits
- Governance structure
- Increased pillar development
- Launch PPN
- Launch CIE
- Secure $3 million investment
- Complete enrollment & intervention with 390 youth
- Scale enrollment to 5000
- Advance the individual well-being of Black males through HomeGrown Life Coaches (HGLC), who provide personalized, weekly services

2021

2025

**…and a look at what’s to come!**

**Paving the Path to Impact: 2015–2020**

- Convened networking breakfasts
- Defined geography, age group, & scale
- Engaged 100+ organizations & leaders
- Brought together individuals already involved in the work
- Allowed these individuals to choose the role they would play (this work was not extracurricular or new to them)
- Determined the scope of the work
- Defined core values & elements of success
- Established HomeGrownStL governance structure & Regional Steering Committee
- Made investments in lasting solutions, systems & infrastructure change, & results

2015

2020
THE CHAMPIONS FOR CHANGE PANEL

The Champions for Change Panel included updates from members of HomeGrown StL’s PPN and regional stakeholders and partners that make up the HomeGrown StL Network and Mentoring Alliance. The panel served as an opportunity to hear directly from such collaborators as Places for People, Williams & Associates, and Big Brothers Big Sisters of Eastern Missouri. Panelists provided updates and highlighted the critical importance of the systems-level work being done, in partnership with HomeGrown StL, to advance our Seven Pillars of Comprehensive and Personalized Care.

The Champions for Change Panel demonstrated our systems-level investment and the importance of building organizing tables for strategic thinking. An organized table allows us to focus on key service development and delivery, increase capacity, engage in deep learning, and partake in intentional planning to make transformative, community-level, systems change.

Guiding questions for discussion included the following:

(1) What is the work that you are doing to advance the well-being and economic mobility of Black males in the St. Louis region?
(2) What does success look like?
(3) Why did you say “YES” to becoming an HomeGrown StL strategic partner?

Champions for Change Panel

Preferred Provider Network

Gail Sharpe
Director of Youth Programs
Provident Behavioral Health

Mike Lamping
Program Manager,
Youth & Family Services
Places for People

Health

Erise Williams
CEO
Williams & Associates

Darius Rucker
STL CARS Project Coordinator
Williams & Associates

Personal Safety

Jessica Meyers
Program Director
St. Louis Area Violence Prevention Commission

Trevaughn Latimer
Senior Policy Fellow—Justice for All
Forward Through Ferguson

Mentoring

Gianna Shockley
Child & Family Outreach Manager
Big Brothers Big Sisters of Eastern Missouri

Caroline Mitchell
Executive Director
YMCA Community Development

Larry Davis Jr.
Co-Founder
MANUP
STRATEGIC-THINK SESSIONS

Following the first portion of the Summit, attendees were taken to virtual breakout rooms, where they participated in Strategic-Think Sessions. In each session, a small group discussed regional needs and opportunities before specifying strategic plans for 2022. (Attendees indicated a session preference when they registered for the Summit.) Facilitators directed the session with a set of guiding questions.

Participants in each Strategic-Think Session were charged with developing Objectives and Key Results for 2022. These serve as a framework for setting and accomplishing audacious goals to support the well-being of Black boys and young men in St. Louis City and County.

Each session centered on discussion and planning for one of five areas. The five priority areas were determined by HomeGrown StL to be priorities for regional strategic planning and capacity building at the 2021 Regional Summit. Four of the five areas prioritized for discussion and planning are represented in HomeGrown StL’s Seven Pillars (see p. 3), and the fifth area focused on our systems-level intervention, the PPN.

Objectives and Key Results developed during each Strategic-Think Session will be used to evaluate our annual progress at the June 2022 Regional Summit and to set new goals for the following year.

There were five Strategic-Think Sessions:

1. HomeGrown StL PPN
2. Physical & Behavioral Health
3. Personal & Public Safety
4. Mentoring Alliance
5. Skills to Jobs with Livable Wages

“Join with us to make no small plans. We are positioned to do the remarkable—to do something no other city has done.”

—Dr. Sean Joe
The PPN Strategic-Think Session focused on (1) learning about the foundational work of the HomeGrown StL Preferred Provider Planning Committee, (2) understanding how to join the HomeGrown StL PPN, and (3) informing HomeGrown StL’s 2022 service-delivery and care-coordination priorities.

GUIDING QUESTIONS

- How has the pandemic impacted the service needs of Black boys and young men in each of HomeGrown StL’s Seven Pillars?
- How do we build a meeting structure and process that maximizes work group engagement and function?
- What strategies can we implement to help us set priorities and make good decisions?
- How will we know whether our governance structure is working well?

THE PANDEMIC’S IMPACT ON SERVICE NEEDS OF BLACK BOYS AND YOUNG MEN

Below we have highlighted points of participant discussion and responses to select guiding questions, as well as the Objectives and Key Results that were developed during this Strategic-Think Session.

- **Health**
  - Lack of access to care (preventive, primary, and emergency)
  - Racial disparities and racism in health care
  - Able to access more healthy food (e.g., fresh produce) than prior to the pandemic due to emergency relief funds—demonstrating that resources are available but withheld

- **Housing**
  - Evictions
  - Credit reports
  - Reduced availability of housing resources
  - Lack of supports to sustain housing after loss of employment

- **Skills to Jobs**
  - Lack of mentoring personnel and peer mentorship with employment focus
  - Lack of availability of well-paying jobs
  - Need to weave together skills building and meeting basic needs

- **Personal Safety**
  - Increase functional safe spaces (e.g., A Red Circle’s safe spaces garden)
  - Fines for not being able to access masks

- **Mentoring**
  - Difficult to sustain connection between matched mentors and mentees
  - Need for holistic mentoring (cultural responsiveness and cultural literacy) from White mentors of Black youth
  - Lack of access to technology to sustain mentoring relationship
  - Increased difficulty of reliably connecting with hard-to-reach populations
  - Lack of ability to financially reward Black males committing to being mentors
  - Created the option for families to choose to engage in-person or virtually

- **Banking & Finances**
  - Need for sincere (not predatory) sponsorship
  - Need to build social capital among Black males
We aim to implement a governance model that will help to organize our PPN so that it can respond nimbly and effectively to advance the necessary individual- and systems-level change required to support the needs of Black males. We asked session attendees to join with us in discussion about how to do that.

HOW TO BUILD A MEETING STRUCTURE AND PROCESS THAT MAXIMIZES WORK GROUP ENGAGEMENT AND FUNCTION

Attendees were asked to discuss how we can build a meeting structure and process that maximizes work group engagement and function:

• Expand circle, voice, and representation
• Engage churches and the faith community
• Encourage bringing others into the space
• Send out agendas ahead of time
• Make meeting times and locations convenient and accessible
• Regularly tie back to the core vision of the work to sustain energy, momentum, and engagement
• Highlight providers’ connections to the work
• Have young Black males speak in meetings
• Demonstrate the purpose of participation by engaging in action, not just talk! Do something with the input given by community and PPN partners
• Demonstrate that we are seeking to address root issues and not just provide superficial solutions

STRATEGIES TO SUPPORT PRIORITY DEVELOPMENT AND DECISION MAKING

Attendees suggested strategies that can be implemented to help us set priorities and make good decisions:

• Incorporate feedback directly from Black males aged 12 to 29
• Ensure diverse representation from community and organizations
• Have community agreements in place
• Allow for more collaboration on deliverables

OBJECTIVES & KEY RESULTS

**OBJECTIVE 1**  Increase access to care and services  
*Key Result:* Every HomeGrown member has health insurance coverage

**OBJECTIVE 2**  Achieve multilevel collaboration  
*Key Result:* Grassroots collaboration increased by 10%

**OBJECTIVE 3**  Increase capacity and support for holistic, sustainable, and culturally responsive mentoring relationships  
*Key Result 1:* Increased financial support for mentoring programs  
*Key Result 2:* Mentorship incentivized to ensure a mutual benefit to mentor and mentee

**OBJECTIVE 4**  Meet 100% of basic needs
**Key Result 1:** Financial independence self-reported by 100% of HomeGrown members or caregivers

**Key Result 2:** Culturally relevant, engaging, and accessible community spaces are built to serve as sites for skill building and meeting basic needs

**OBJECTIVE 5** Demonstrate connections between high-level strategic efforts and direct practice

**Key Result:** PPN meetings structured to include time to feature the stories and experiences of Black males aged 12 to 29

“The way a community is organized directly impacts the experiences of its residents. HomeGrown StL is an effort to organize our community and improve the health, social, and economic mobility of Black male youth. This PPN is our most important collective convening table!”

—Dr. Sean Joe
Physical & Behavioral Health
Strategic-Think Session Highlights & Recommendations

The Physical & Behavioral Health Strategic-Think Session focused on (1) learning about the national and regional state of health among Black males, (2) identifying the major health challenges for Black males in the region, and (3) informing HomeGrown StL’s 2022 priorities for the Health Pillar.

GUIDING QUESTIONS
• Based on your experience, what barriers impede Black boys and young men’s healthy lives?
• What are some existing health-related supports for Black boys and young men?
• What can we do to better support the health of Black boys and young men?
• What groups, organizing tables, or initiatives are prioritizing the behavioral, physical, and spiritual health of Black boys and young men?
• What top health priorities for Black boys and young men should we as a region be tackling?
• How could you benefit from collaborating with HomeGrown StL and other stakeholders to support the health of Black boys and young men?

Below we have highlighted points of participant discussion and responses to select guiding questions, as well as the Objectives and Key Results that were developed during this Strategic-Think Session.

BARRIERS TO HEALTH AND SOLUTIONS
Session attendees engaged in conversation about the current barriers impeding Black male health, as well as potential solutions or opportunities to better support the health of Black boys and young men:

**Barriers**
- Racism
- Access to health care and education
- Safe housing
- Easy access to drugs
- Lack of mental health care
- Pseudomachismo
- Lack of mentoring

**Solutions**
- A cultural health campaign that is supported by the community
- Collaboration between organizations to achieve a collective impact
- Providing financial literacy training
- Availability in times of despair
- Educating young mothers
- Cultural competency training
- Decreasing stigma associated with mental and physical health
CURRENT REGIONAL ORGANIZING TABLES
Session attendees brainstormed organizing tables that are currently prioritizing the behavioral, physical, and/or spiritual health of Black males in the St. Louis region:

- Cure Violence
- Behavioral Health Network—Bridges to Care and Recovery
- Community Health Worker Coalition

OBJECTIVES & KEY RESULTS

OBJECTIVE 1  Form an organizing table to support the health of Black boys and young men in the St. Louis region

Key Result 1: Partnerships initiated with St. Louis organizations or initiatives that are committed to supporting Black male health
Key Result 2: The creation of a directory of committed organizations and details on the services offered
Key Result 3: The work in the Health Pillar advanced through meetings, touch points, and agenda items for this organizing table
Key Result 4: A subcommittee is established to increase awareness of current community efforts to support Black male mental health

OBJECTIVE 2  Organize a regional health campaign to promote a change in culture surrounding Black male health

Key Result 1: Safe, inclusive, and accessible spaces offer traditional and nontraditional (e.g., peer-led) points of access for health, with vast representation of physicians, clinicians, facilitators, and workers
Key Result 2: Education on health and the importance of preventative care (e.g., check-ups, vaccinations, dental care) provided to families and community members
Key Result 3: Funding and long-term investment secured from community stakeholders

OBJECTIVE 3  Increase awareness and utilization of resources related to Black male mental health

Key Result 1: Identification of two or three anchor partners/organizations that intentionally focus on Black male mental health
Key Result 2: Strategies developed to support the capacity of organizations that have an intentional focus on Black male mental health
Key Result 3: Materials and education specific to Black male mental health are disseminated by community organizations
Key Result 4: Social marketing materials developed for dissemination by HomeGrown StL and community partners to increase awareness of the mental health of Black males and its importance
Key Result 5: Strategies for mental health check-ins (e.g., verbal, box check, short survey) are developed and integrated for use at health check-points across partner organizations

“We are here today to engage in a strategic conversation with you about organizing St. Louis to be ranked #1 in Black male health.”—Dr. Sean Joe
The Personal & Public Safety Strategic-Think Session focused on (1) learning about HomeGrown StL’s focus on personal safety and work with community partners, (2) identifying the current barriers and facilitators to Black male personal safety, and (3) informing HomeGrown StL’s 2022 priorities for the Personal Safety Pillar.

GUIDING QUESTIONS

- Why do Black boys and men feel they have no choice but to take personal safety and justice into their own hands?
- What should Black males feel and experience if public safety systems are functioning well?
- What systems that undermine Black male personal safety could be changed to promote their safety?
- How can institutions designed to protect residents better protect the personal safety of Black boys and young men?
- What does science tell us about the best strategies and interventions to ensure that Black males feel safe (e.g., law-enforcement and alternative strategies)?
- What capacity and infrastructure exist in St. Louis to ensure the perceived and objective personal safety of 60,000 Black boy and young men?

Below we have highlighted points of participant discussion and responses to select guiding questions, as well as the Objectives and Key Results that were developed during this Strategic-Think Session.

PUBLIC SAFETY SYSTEMS ARE FUNCTIONING WELL WHEN BLACK MALES EXPERIENCE

- Feeling supported
- A sense of belonging
- Opportunities and recognition of their humanity, and not being othered
- A sense of community on a global level
- Connection and togetherness
- Cultural responsiveness
- Recognition of the Black experience
- Experiences that allow them to relate to others
- Benefits of being involved
- Knowledge of existing services
- Not being afraid of the consequences and burdens imposed by the system
- Public safety systems functioning well
- Not feeling racially profiled
Attendees discussed what Black males should feel and experience when public safety systems are functioning well.

SYSTEMS THAT UNDERMINE BLACK MALE PERSONAL SAFETY
Attendees were asked what systems undermine Black male personal safety:

- Medical systems in which effective follow-up is lacking and practices are dehumanizing
- Employment and dehumanizing corporate practices
- School systems
- Systems for distribution of resources
- Criminalization of victims
- Criminalization of poverty
- The criminal justice system (police, court system, jails, prisons, etc.)
- Child support

CURRENT REGIONAL ORGANIZING TABLES
Session attendees brainstormed organizing tables that are currently prioritizing the personal and public safety of Black males in the St. Louis region:

The Violence Prevention Commission.

OBJECTIVES & KEY RESULTS

OBJECTIVE 1 Develop a local resource for sharing evidence-based practices related to Black male personal safety

Key Result 1: An online portal is established to provide the community, parents, and youth with information on those practices
Key Result 2: Awareness is spread that facilitates school initiatives reaching parents and youth (e.g., hire diversity and inclusion coaches)
Key Result 3: Pamphlets, brochures, flyers, and social media campaigns spread the word about personal-safety resources for Black males

OBJECTIVE 2 Increase safe spaces for Black boys and young men to dialogue

Key Result 1: An understanding and definition are developed of what safe spaces look and feel like for Black boys and young men
Key Result 2: Existing safe spaces are identified

OBJECTIVE 3 Gather strategic information from service providers, police, and other community members to identify areas in need of additional services

OBJECTIVE 4 Establish strategies for securing philanthropic funding that prioritizes the use of evidence-based practice for Black boys and young men

OBJECTIVE 5 Actively involve Black males in redesigning personal- and public-safety systems that have not served them well
Mentoring Alliance

Strategic-Think Session Highlights & Recommendations

The Mentoring Alliance Strategic-Think Session focused on (1) learning about the foundational work done over the past year to build the HomeGrown StL Mentoring Alliance, (2) understanding how to join the Mentoring Alliance, and (3) informing HomeGrown StL’s 2022 mentoring priorities.

GUIDING QUESTIONS

• What does a purposeful and directive mentoring relationship look like?
• Where are you noticing gaps in mentoring services and expertise?
• Where do you go to learn about what works?
• How are you applying what you are learning?
• What information do you wish you had but are currently not collecting/getting?
• What does building capacity mean for small vs. large organizations?
• What specific training do you need?
• What can you contribute to the Mentoring Alliance?

Below we have highlighted points of participant discussion and responses to select guiding questions, as well as the Objectives and Key Results that were developed during this Strategic-Think Session.

IDENTIFIED COMPONENTS OF A PURPOSEFUL AND DIRECTIVE MENTORING RELATIONSHIP

Session attendees were asked to discuss what a purposeful and directive mentoring relationship looks like:

- The individual and unique needs of the mentee are met
- Boots on the ground
- Holistic approach
- A collaborative mentoring ecosystem
- One-on-one mentorship
- Regional cohesiveness (stop working in silos)
- Frequent and consistent support to build trust
- Positive role modeling
- Healthy and positive relationships
- Basic life skills taught
- Open communication
CURRENT GAPS IN MENTORING SERVICES AND EXPERTISE

Attendees identified what gaps they have noticed in mentoring service and expertise:

- Mentoring services are generally scarce for males aged 18 to 25
- There is a lack of services and capacities for mentoring older youth with behavioral health issues
- Few therapists and psychologists are available for emotional and psychosocial treatment and development
- There is a need for services for children with no father figure
- Organizations that offer mentoring have long waiting lists
- Wrap-around services are unavailable
- Mentoring volunteers are too few
- Limited capacity among those with mentoring experience
- Difficulty finding youth who have specific interests that align with mentors’ area of expertise (e.g., arts and creativity)
- No streamlined pathway exists for connecting caregivers and Black males to mentoring services
- No shared recruitment opportunities/database to work together and celebrate successes together

OBJECTIVES & KEY RESULTS

OBJECTIVE 1  Ensure that every Black boy and young man in St. Louis has access to a purposeful and directive mentoring relationship

  Key Result 1: Agencies in the Mentoring Alliance are able to report the numbers of Black males mentored and of those who still need mentors
  Key Result 2: Community stakeholders have an increased awareness of the importance of mentoring, the role that the Mentoring Alliance plays, and a call to action

OBJECTIVE 2  Ensure that every mentoring agency in St. Louis has access to the most recent and applicable science on mentoring best practices for Black boys and young men

  Key Result 1: All Mentoring Alliance members complete the HomeGrown StL Scorecard Assessment upon joining the Alliance and identify the three highest-priority needs

OBJECTIVE 3  Increase funding, agency collaboration, and strategic partnerships with regional service providers to ensure that every mentoring agency in St. Louis has improved capacity to support more mentors, mentees, and their families

  Key Result 1: The Mentoring Alliance has 25 new signed member pledges by January 2022
  Key Result 2: Mentoring Alliance members can make their “right-fit” referrals to each other
The Skills to Jobs with Livable Wages Strategic-Think Session focused on (1) learning about the current indicators for Black male economic mobility in the St. Louis region (e.g., median personal income and educational attainment), (2) determining benchmark indicators for success, and (3) informing HomeGrown StL’s 2022 priorities for the Skills to Jobs with Livable Wages Pillar. In this section, we present highlights from the planning and discussion.

GUIDING QUESTIONS

- What are some of the regional barriers and opportunities for advancing Black male economic mobility?
- What are the service needs of Black males?
- Is there an organizing table that already exists?
- Who are the individuals, groups, service providers, and organizations committed to this work within the St. Louis region?
- What are the regional initiatives and who are the policymakers committed to the work? How can we continue to set priorities together?

Below we have highlighted points of participant discussion and responses to select guiding questions, as well as the Objectives and Key Results that were developed during this Strategic-Think Session.

BARRIERS TO BLACK MALE ECONOMIC MOBILITY AND POTENTIAL SOLUTIONS

<table>
<thead>
<tr>
<th>Barriers</th>
<th>Solutions</th>
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| • Transportation  
• Literacy skills  
• Soft skills and workplace etiquette  
• Lack of job opportunities and businesses willing to hire youth | • Job training  
• Rebrand images of Black boys and young men  
• Build a network of businesses and employers with various career and vocational pathways  
• Provide support for youth’s family and community  
• Collaboration instead of competition between organizations  
• Greenbook of companies and corporations invested in supporting Black boys and young men  
• Improve literacy rates of Black boys  
• Introduce career, professional, and entrepreneurial pathways early |
CURRENT REGIONAL ORGANIZING TABLES
Session attendees brainstormed organizing tables that are currently prioritizing Black male economic mobility in the St. Louis region:

- St. Louis Regional Youth Employment Coalition (serving youth aged 14 to 17)
- No table identified for serving the needs of youth aged 18 to 29

OBJECTIVES & KEY RESULTS

OBJECTIVE 1  Ensure that 100% of eligible, interested youth have summer employment by June 2022
   Key Result 1: A partnership with the St. Louis Regional Youth Employment Coalition serves as the organizing table
   Key Result 2: Standards are established for career and job training
   Key Result 3: Training and implementation funding ($1.5 million) is secured
   Key Result 4: Organizations can obtain assistance to become approved youth job-shadowing worksites through STL Youth Jobs
   Key Result 5: The transportation needs of participating youth are met through community partnerships

OBJECTIVE 2  Form an organizing table of companies, corporations, and businesses invested in Black male employment by June 2022
   Key Result 1: A planning meeting is scheduled with key stakeholders
   Key Result 2: A youth advisory board is formed to facilitate Black young men’s participation in planning
   Key Result 3: An anchor partner is identified to ground and guide the work
   Key Result 4: An organizing table is established to focus on the employment of young men aged 18 to 29

OBJECTIVE 3  Develop a green book of corporations that will employ Black youth and young males
Get Involved with HomeGrown StL

*HomeGrown StL exists solely through our network members’ dedication and hard work. Please join us in this effort by visiting our homepage and getting involved!*

**SAVE THE DATE**
for our 2022 Regional Summit

Save the date for the next **HomeGrown StL Regional Summit on the State of Opportunity for Black Boys & Young Men: June 2, 2022.** Mark your calendar, and stay tuned for more information!

**A select number** of youth aged 12 to 17 and of African descent will be matched with a HomeGrown Life Coach, who will work with the youth to **foster personalized growth at home, at school, and in the community.** Learn more **here**!

**JOIN** our HomeGrown Life Coach Project

Don’t miss out on HomeGrown StL updates and events! Join our **mailing list**!

**JOIN** the HomeGrown StL Network

Work alongside cross-sector service providers committed to providing **rapid, coordinated, humane, and healing responses** to Black boys and young men across the St. Louis region. Find more details on joining our registry **here**!

**BECOME** a Preferred Provider
Acknowledgments

We couldn’t have done it without you!

OPENING DEVOTION
Reverend Charles Norris, Itinerant Elder, African Methodist Episcopal (AME) Church

STRATEGIC-THINK SESSION FACILITATORS

HOMEGROWN STL PPN
Co-Facilitators:
- Gail Sharpe, Director of Youth Programs, Provident Behavioral Health
- Mike Lamping, Program Manager, Youth and Family Services, Places for People
Notetaker: Alyssa Finner, Applied Learning Coordinator, Race & Opportunity Lab

PHYSICAL & BEHAVIORAL HEALTH
Co-Facilitators:
- Dr. Maribeth Clifton, Graduate Research Assistant, Race & Opportunity Lab
- Erise Williams, CEO, Williams and Associates
- Darius Rucker, STL CARS Project Coordinator, Williams and Associates
Notetaker: Dr. Yasir Masood, MD, Graduate Research Assistant, Race & Opportunity Lab

PERSONAL & PUBLIC SAFETY
Co-Facilitators:
- Dr. Sean Joe, Principal Director, Race & Opportunity Lab
- Jessica Meyers, Program Director, St. Louis Area Violence Prevention Commission
Notetaker: Demeisha Carlton, Research Project Coordinator, Race & Opportunity Lab

MENTORING ALLIANCE
Co-Facilitators:
- Caroline Mitchell, Executive Director, Gateway Region YMCA
- Gianna Shockley, Director of Impact, Big Brothers Big Sisters of Eastern Missouri
Notetaker: Shelley Flynn-Harding, Associate Director, Community Engagement and Applied Learning, Race & Opportunity Lab

SKILLS TO JOBS WITH LIVABLE WAGES
Co-Facilitator: Dr. Mike Jones, Associate Director of Community Science, Race & Opportunity Lab
Notetaker: Dennis Boyd, Lab Manager, Race & Opportunity Lab
RACE & OPPORTUNITY LAB MEMBERS

Dr. Sean Joe, MSW, PhD, Principal Director
Dr. Mike Jones, PhD, Associate Director, Community Science
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Demeisha Carlton, MSW, Life Coaching and Research Project Coordinator
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Dr. Maribeth Clifton, OTD, OTR/L, Clinical Research Affiliate
Dr. Yasir Masood, MD, Graduate Research Assistant
Daniil Gerasimov, Website and Social Media Program Assistant

2021 Regional Summit Registrants

A Red Circle
A Seat at the Table
Aegis Healthcare Strategies, LLC
Alpha Phi Alpha - Epsilon Lambda
Behavioral Health Network
Better Family Life, Inc.
Big Brothers Big Sisters of Eastern Missouri
Blended Cuts and Styles
CASA St. Louis
Chums Incorporated
City of St. Louis
City of St. Louis Public Safety department
Coach Hite LLC
College Going Athletes
County Youth Programs
Court Programs
Covenant House Missouri
Crime Victim Center
Family Court of St. Louis County
Federal Reserve Bank of St. Louis
Ferguson Police Department
Ferguson Youth Initiative
Gateway Region YMCA
Health Disparities Institute
Huntleigh Securities
Innovative Education Solutions, LLC
JABOB Mentoring
Man of Valor, Inc.
MANUP Global
Mayor’s Office
Missouri Baptist University
Missouri Foundation for Health
NAMI St. Louis
Places for People
Preferred Family Healthcare
Provident Behavioral Health
Roosevelt Community Council
Roosevelt High
Safe Connections
St. Louis Public Schools
St. Clair County State’s Attorney’s Office
St. Louis Area Violence Prevention Commission
St. Louis City Family Court
St. Louis County Family Court
St. Louis Metropolitan Clergy Coalition
St. Louis Public Health Department
St. Louis Regional Health Commission
Teens Of Tomorrow
The Covering
The School District of University City
UMSL Bridge Program
United Way of Greater St. Louis
Washington University - CFU
Washington University - Institute for Public Health
Washington University in St. Louis
Williams & Associates, Inc.
Youth In Need/Gillon Therapeutic Services
About the Race and Opportunity Lab

The Race and Opportunity lab examines race, opportunity, and social mobility with an emphasis on informing policies, interventions, and intra-professional practice.

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HomeGrown StL is a project of the Race and Opportunity Lab, which is housed within the Center for Social Development at the Brown School at Washington University in St. Louis.

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The Center for Social Development's mission is to create and study innovations in policy and practice that enable individuals, families and communities to formulate and achieve life goals, and contribute to the economy and society. Through innovation, research and policy development, CSD makes intellectual and applied contributions in social development theory, evidence and policy.