

Year-Round Youth Development and Empowerment: FY18-19

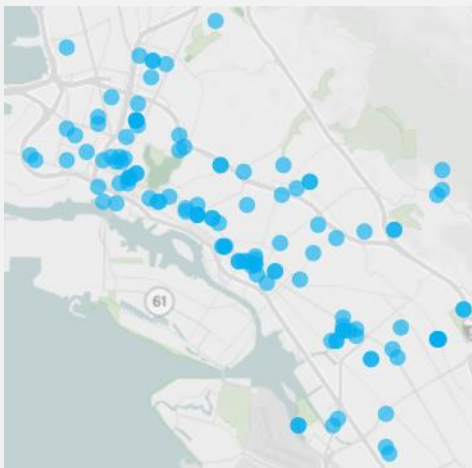


We leverage learning experiences because we don't expect any of our young people to come in, flip a switch and be perfect. We provide a **peer support culture** where our youth can hold each other through those difficult moments.

– Staff, Oakland Kids First’s REAL HARD Youth Leadership Program

The programs funded under OFCY’s Year-Round Youth Development and Empowerment (YDE) strategy are designed to help youth develop leadership skills, contribute to their community, and build friendships while engaging in the arts, technology, entrepreneurship, and sports. In addition to providing enrichment activities, programs allow youth to build relationships with adults and mentors. Many programs specifically support distinct populations, including foster youth, youth exposed to violence, homeless youth and LGBTQ youth. In the spring of 2019, SPR visited two programs (Fresh Lifelines for Youth’s FLY Leadership Program and East Bay Asian Local Development Corporation’s Lion’s Pride) and interviewed program staff from two additional programs (Safe Passage’s Get Active and Oakland Kids First’s REAL HARD Youth Leadership Program).

Programs at a Glance



\$3,646,760 invested

7,650 youth served

36 programs

141 sites

Photo courtesy of the Boys and Girls Club of Oakland’s Educational Programs for the Youth of Oakland

Participants

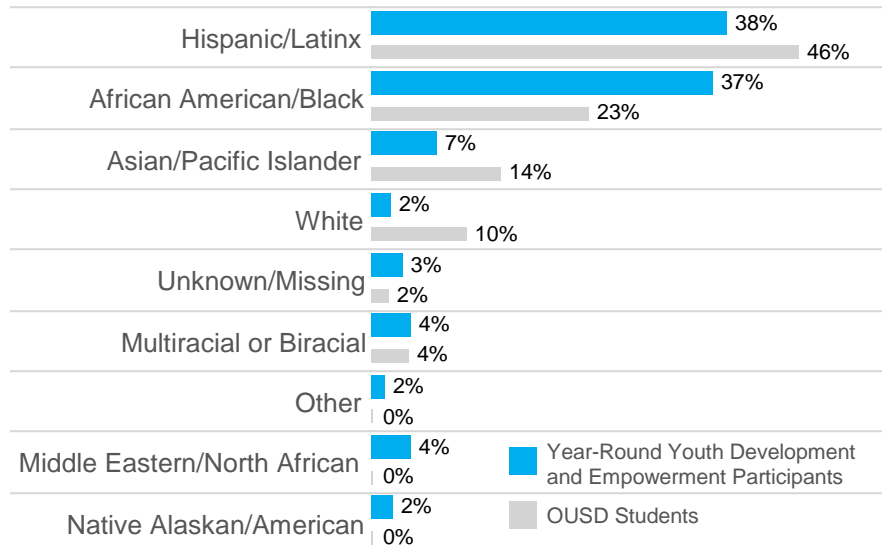
During FY2018-2019, 7,650 unduplicated children and youth participated in *Year-Round Youth Development and Empowerment* programs. Although these programs share a common youth development framework and a commitment to **servicing the communities most in need**, they support different groups of young people. For example, place-based programs, such as East Bay Asian Local Development Corporation’s Lion’s Pride, which offers afterschool enrichment to elementary students from the Lions Crossing public housing development, recruit **youth from their neighborhoods**. Other programs recruit youth interested in specific enrichment areas, such as visual arts, digital media, and music. Finally, population-specific programs offer service and activities tailored to specific groups, such as **boys and men of color, justice-involved youth, LGBTQ+ youth, and transitional-aged foster youth**. Key demographic findings based on participant-level data are displayed below.

“Our youth deserve a chance to **become more than their past mistakes...** Our curriculum is designed to work with [Oakland youth.] It's all about life experiences and how they bring that into the classroom.”

-Staff, Fresh Lifelines for Youth, Inc.’s FLY Leadership Program

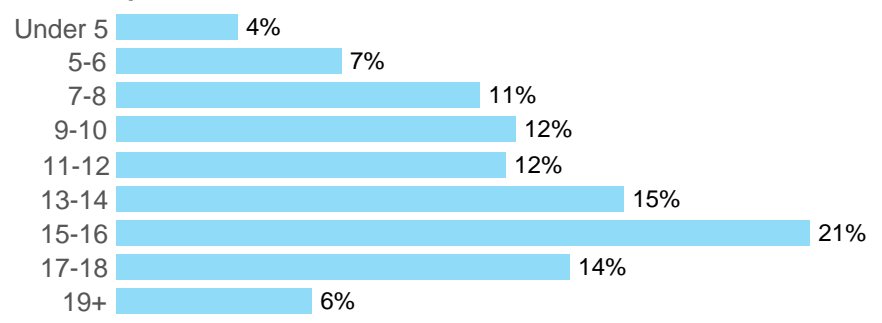
Reflecting OFCY’s target population, over 70% of participants identified as Hispanic/Latinx or African American/Black. Compared to OUSD, these programs served a larger proportion of African American youth.

Race/Ethnicity of OFCY Youth Participants and OUSD Students



YDE programs were more likely to serve youth aged 13-18. Youth in this age range represented over 50% of participants served by this strategy.

Age of Participants



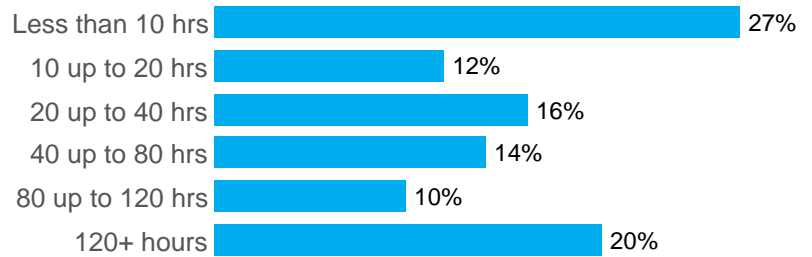
Participation

Year-Round YDE programs were diverse, offering a broad range of activities and service models. Because programs varied in duration from several weeks to year-long, the number of hours youth participated in programs ranged widely, as shown below.

The amount of time youth spent in programs varied.

About one-quarter of participants spent under ten hours in their program, while 20% engaged in their program for over 120 hours over the year.

Hours of Participation per Program



School-aged youth spent the most time in programming.

On average, children and youth spent 78 hours in programming. Notably, children under five and youth over 18, who spent less time in programs, accounted for only 10% of all participants.

Average Hours of Participation by Age

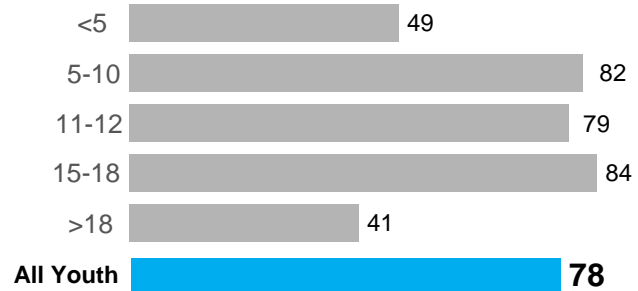


Photo Courtesy of Music is Extraordinary Inc.'s Preparatory Studies in Music

Program Activities

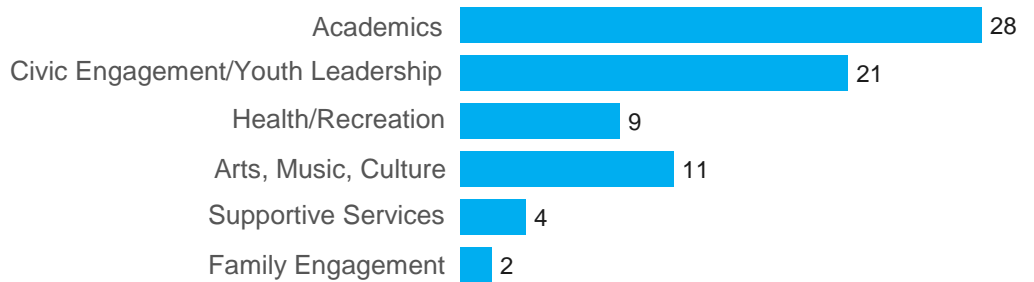
Year-Round Youth Development and Empowerment programs promote positive youth development through a focus on relationship building, skill building, social-emotional learning, promotion of positive peer relationships, and leadership development. With an understanding that **programs need to be tailored to the diverse interests and identities of Oakland youth**, the activities and approaches they use to engage young people vary. Below we provide a sense for the different types of programs that fall into this strategy.

<p>Arts</p> <ul style="list-style-type: none"> • Visual arts • Spoken word • Music • Media Arts • Dance 	<p>Arts programs provided opportunities for youth to build new skills, promote healthy risk taking, provide opportunities for self expression, and build relationships to maintain youth engagement over time. Examples of arts programs include Dimensions Dance Theater’s Rites of Passage, and Music is Extraordinary’s Preparatory Studies in Music.</p>
<p>Community-Based Afterschool</p> <ul style="list-style-type: none"> • Academic, remediation, and literacy • Leadership workshops • Arts/media education • College/career support • Health and wellness • Conflict resolution • Mentoring 	<p>In addition to providing academic support, community-based afterschool programs sought to promote youth leadership through peer-to-peer mentorship. These programs also focused on developing social and emotional learning through workshops on resiliency, coping skills, stress management, and communication. Examples of community-based after school programs include East Bay Asian Local Development Corporation’s Lion’s Pride and Boys & Girls Clubs of Oakland’s Educational Programs for the Youth of Oakland.</p>
<p>Population-Specific Programs</p> <ul style="list-style-type: none"> • Exploration and affirmation of identities, such as race and sexual orientation • Support for youth with barriers, such as children of incarcerated parents and teen mothers • Youth advocacy workshops 	<p>Population-specific programs provided structured opportunities for youth to explore their identities, develop a sense of belonging, and learn about each other’s individuality. Examples of a population specific program include the First Place for Youth’s First Steps Community Resource Center, which serves transition age foster youth, and East Bay Spanish Speaking Citizens’ Foundation’s LIBRE, which engages low-income Spanish speaking and bilingual Latinx youth.</p>
<p>High School Academic Support</p> <ul style="list-style-type: none"> • Leadership opportunities • Academic goal setting • Life skills • Tutoring • College and careers • Peer-led community engagement 	<p>The high school academic support programs provide training in leadership, life skills, and community change strategies. They also placed a strong focus on social emotional learning and problem solving skills to support success in college, career and community. Examples of high school academic programs include College Track Oakland and Oakland Kids First REAL HARD Youth Leadership).</p>

The tables below illustrate the amount of time youth spent in the activities delivered by *Youth Development and Empowerment* programs.

On average, youth spent the most time engaged in academic activities, followed by civic engagement and youth leadership.

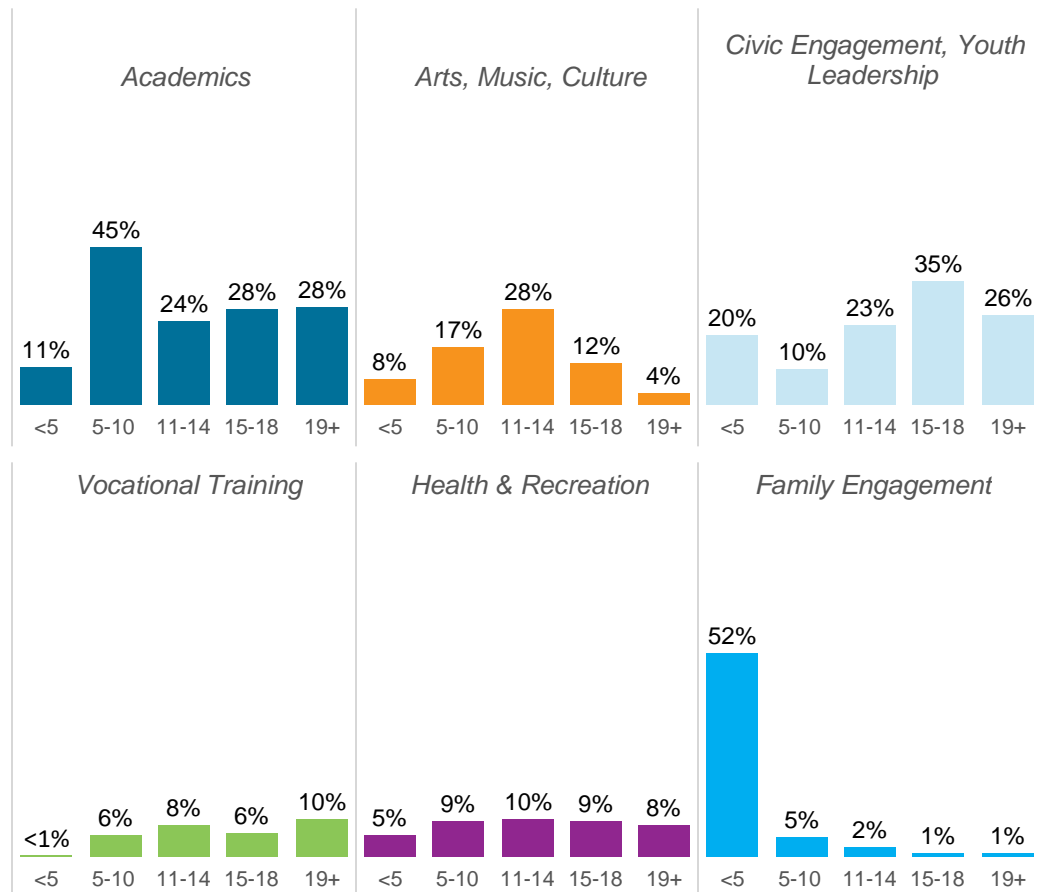
Average Hours by Type of Activity



Programs tailor services to the developmental needs of children and youth at different ages.

Elementary-aged youth (ages 5-10) spent close to half of their time engaged in academics. Older youth spent progressively more time engaged in leadership activities as they moved to middle school and high school. Children under five spent over half of their time in family engagement activities.

Percent of Time Engaged in Most Common Activities by Age Group



Outcomes

All youth participants had the opportunity to assess their achievement of youth development outcomes that research demonstrates contribute to improved health, academic success, and positive life outcomes in adulthood. On the spring 2019 survey, 1,583 youth (21% of all served) identified how strongly they agreed with various statements tied to the key outcome areas illustrated below and on the following page. **On average, 82% of youth agreed with statements related to youth development outcomes**, indicating that Year-Round Youth Development and Empowerment programs successfully supported youth in these areas.



[Our program] gives youth small and then larger **opportunities to lead their peers**. We see improvements [over time], like not being as shy. I have a student who didn't say a word for months... Now she has fire in her eyes, and she is yelling out, saying things. She's not shy anymore.

-Staff, East Bay Asian Local Development Corporation's Lion's Pride



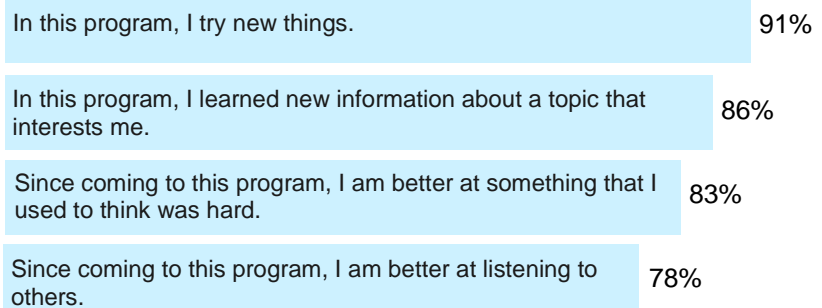
You can trust Fly... **You can trust your case manager**. They gonna be there for you by your side. And people really need that, somebody to really be there every step of the way.

-Youth, Fresh Lifelines for Youth's FLY Leadership Program

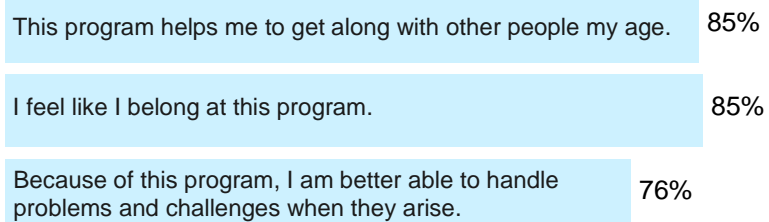
Achievement of Youth Development Outcomes

(percent of youth agreed with questions tied to each outcome)

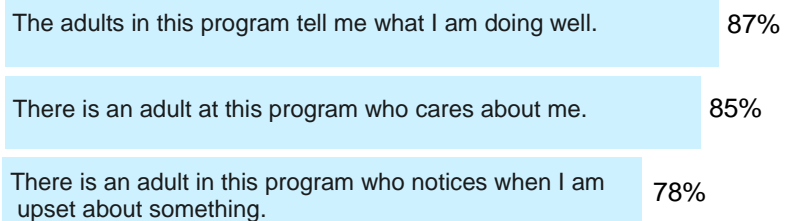
Development & Mastery of Skills



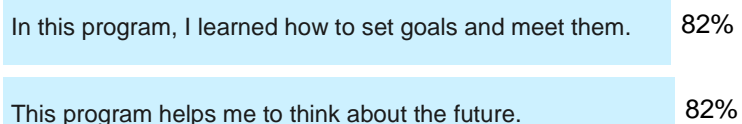
Increased Confidence & Self-Esteem



Greater Connections to Adults



Improved Decision-Making and Goal setting



Youth also had the opportunity to assess their achievement of youth empowerment outcomes related to leadership, agency, and conflict resolution. Youth reported strong progress toward these outcomes as well.

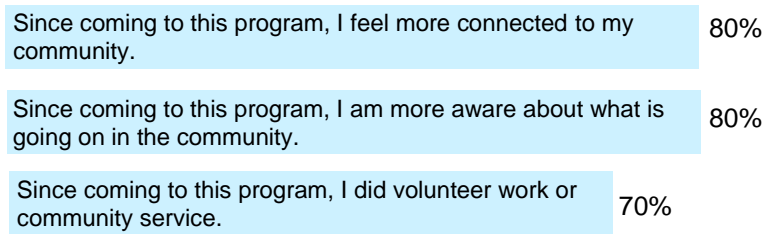
“ [We're] framed as a youth development program, and it certainly is, but it's also organizing. It's a **living civics education** of how systems work and how you **build solidarity to tackle complex issues**.
-Staff, Oakland Kids First's Real Hard Youth Leadership Program

“ [When a participant was recently stopped by police who thought he was someone else], he wasn't able to control what was happening around him or his environment, but **he was able to decide how he was going to respond and react**.
-Staff, Fresh Lifelines for Youth's FLY Leadership Program

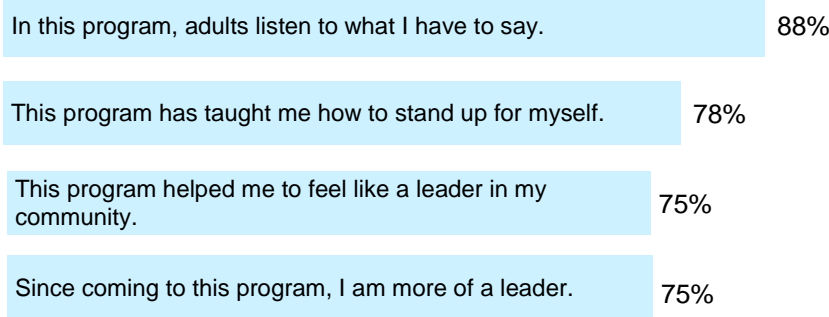
“ [Our youth] say, "I tried what you said again with the officer, and it worked. He actually let me go." That's where [we see] increasing youth confidence and self-esteem, because they walk away like, "Okay, I do have some rights. **I am in power. I'm not going to be a victim to my circumstances.**"
-Staff, Fresh Lifelines for Youth's FLY Leadership Program

Achievement of Youth Empowerment Outcomes
(percent of youth agreed with questions tied to each outcome)

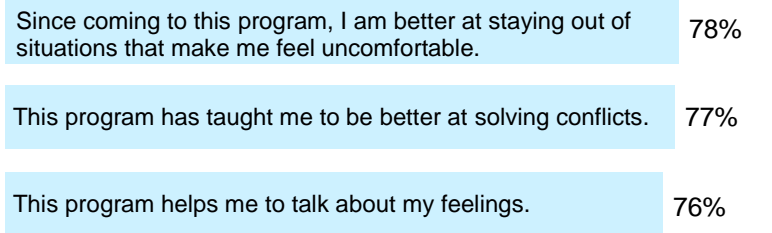
Increased Knowledge of & Engagement in Community



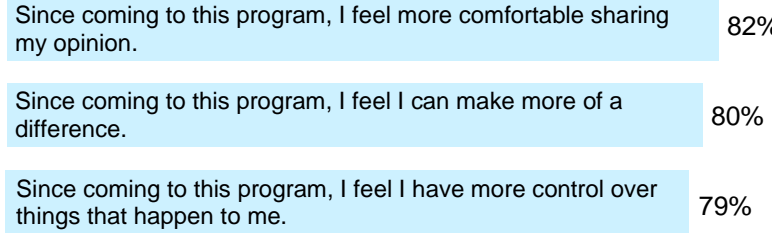
Increased Leadership Capacity



Increased Risk Avoidance & Conflict Resolution



Greater Empowerment & Agency



Some groups of youth reported more progress toward youth development and empowerment outcomes than others. An analysis of outcome scores by race revealed some differences by ethnicity. Specifically, Asian/Pacific Islander youth were more likely, and Latinx youth were less likely, to report progress toward youth development and empowerment outcomes. However, this finding was not consistent when we looked at differences in scores *within* programs, suggesting that some of the difference may stem from the types of programs these youth tend to participate in because some programs are racially specific and others are more diverse in their enrollment.

We also observed that differences in how strongly youth agreed with statements tied to the youth development outcomes varied across age groups, as shown below. The data indicates that youth receive more leadership opportunities as they move toward high school.

Average outcome scores increased between elementary, middle, and high school.

This trend reflects how youth development and empowerment occurs on a continuum as youth mature. For example, some programs use a cascading mentorship model, where youth who have gained leadership and other skills can teach and mentor younger or newer youth.

Outcomes by Grade
(percent of youth agreed with questions tied to each outcome)

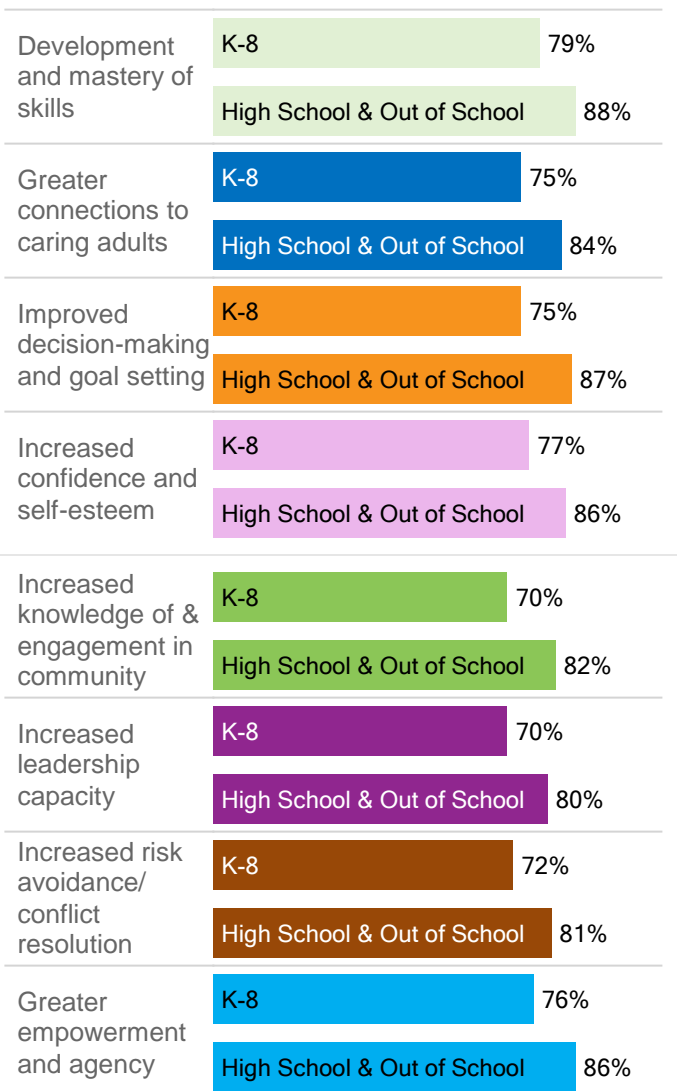
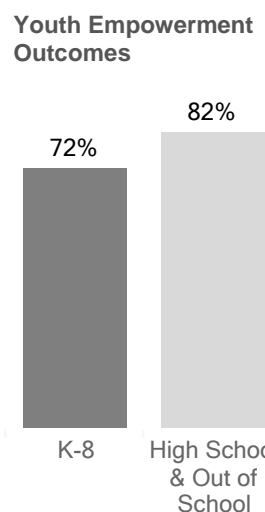
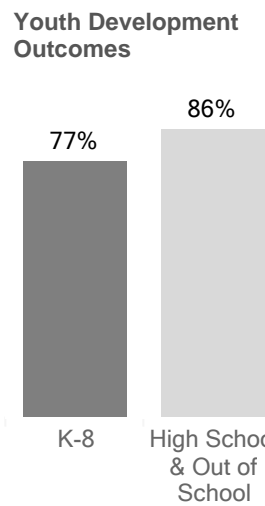




Photo Courtesy of Fresh Lifelines for Youth's FLY Program

“ This [volunteer from the program] just came... and we didn't know him and he's interested in our lives and we can relate to him. Like dang, **there are really people out there that actually care.** So, I'm not going to carry this weight on shoulders that nobody cares about me, because people do.

-Youth, Fresh Lifelines for Youth's FLY Program

Year-Round Youth Development and Empowerment Programs

Alameda Family Services - *DreamCatcher Youth Services* ⚡ Alternatives in Action – *Youth Development Leadership Communities* ⚡ American Indian Child Resource Center - *Culture Keepers* ⚡ Asian Pacific Environmental Network (APEN) - *AYPAL: Building API Community Power* ⚡ Attitudinal Healing Connection, Inc. - *West Oakland Legacy & Leadership Project* ⚡ Bay Area Girls' Rock Camp - *Girls Rock After School Program* and *Girls Rock Summer Camp* ⚡ Bay Area Outreach & Recreation Program - *Sports & Recreation for Youth with Disabilities* ⚡ Boys & Girls Clubs of Oakland - *Educational Programs for the Youth of Oakland* ⚡ Brothers on the Rise - *Brothers, UNITE!* ⚡ Center for Media Change, Inc. - *Hack the Hood Bootcamp* ⚡ Chapter 510 INK - *Dept. of Make Believe* ⚡ College Track - *College Track Oakland* ⚡ Communities United for Restorative Youth Justice - *Homies 4 Justice* ⚡ Community Works West Inc - *Project WHAT* ⚡ Dimensions Dance Theater, Inc. - *Rites of Passage* ⚡ East Bay Asian Local Development Corporation - *Lion's Pride* ⚡ East Bay Spanish Speaking Citizens' Foundation – *LIBRE* ⚡ East Oakland Boxing Association - *SmartMoves Education and Enrichment Program* ⚡ East Oakland Youth Development Center - *After School Leadership Academy* ⚡ First Place for Youth - *First Steps Community Resource Center* ⚡ Fresh Lifelines for Youth, Inc - *FLY Leadership Program* ⚡ Health Initiatives for Youth (HIFY) - *Youth Development and Empowerment* ⚡ La Clinica de La Raza, Inc - *Youth Brigade* ⚡ Music is Extraordinary, Inc. - *Preparatory Studies in Music* ⚡ Native American Health Center, Inc. - *Community Wellness Department Youth Services* ⚡ Oakland Kids First - *REAL HARD Youth Leadership* ⚡ Oakland Leaf Foundation - *Love Cultivating Schoolyards* ⚡ Oakland Parks and Recreation - *Oakland Discovery Centers* ⚡ Oakland Public Education Fund - *Media Enterprise Alliance* ⚡ Project Re-Connect Inc. - *Family Connections/Leaders Connect* ⚡ Refugee Transitions - *Newcomer Community Engagement Program* ⚡ Safe Passages - *Get Active* ⚡ Teen Success, INC – *Support Teen Mothers Program* ⚡ Youth Alive - *Teens on Target Youth Leadership* ⚡ Youth Speaks, Inc. - *Arts in Education* ⚡ Youth UpRising - *Queer & Allies Initiative*