

# OAKLAND FUND FOR CHILDREN AND YOUTH FY2020-2021 STRATEGY REPORT

## Youth Development and Leadership Report

Programs funded under OFCY's Youth Development and Leadership (YDL) strategy are designed to help youth develop leadership skills, contribute to their community, participate in arts programming, develop their personal and cultural identities, and engage in enrichment activities including sports, technology, and nature exploration that build on youth's strengths to build positive peer and adult relationships. To summarize strategy achievements and progress to date, this report draws on participant surveys, administrative data, interviews with three programs (Music is eXtraordinary's Explorations in Music, Oakland LGBTQ Community Center's LGBTQ Youth Development Program, and The Hidden Genius Project's Oakland Programming Series), and a focus group with youth from one program (Music is eXtraordinary's Explorations in Music).

“*Building leadership and entrepreneurship is having the young folks understand that they can knock down any barriers that come their way by understanding the power of what they can create right at home... Navigating in this [entrepreneurial] space means that you don't have to accept certain barriers. That doesn't have to be the end of the story if our guys really understand where their power is and if they're really tapped into their own creativity.*

- Staff, The Hidden Genius Project's Oakland Programming Series

### Strategy Results



**3,658 Youth**

participated in programming



**241,885 Hours**

of service provided



**66 Average Hours**

per youth participant



**35 Programs**

provided enrichment activities



**94% of Youth**

are interested in what they do at their program



**\$4,231,722**

awarded to programs

## FUNDED PROGRAMS

- Alameda County Health Care Services Agency - ACCASA Mentors for Oakland Youth in Foster Care
- American Indian Child Resource Center - Culture Keepers
- Asian Pacific Environmental Network - AYPAL: Building API Community Power Youth Development and Leadership
- Attitudinal Healing Connection - West Oakland Legacy Project
- Bay Area Girls Rock Camp - Girls Rock Summer Camp & Girls Rock After School Program
- Bay Area Outreach & Recreation Program - Sports & Recreation for Youth with Disabilities
- Bay Area SCORES - Oakland SCORES
- Brothers on the Rise - Brothers, UNITE!
- Communities United for Restorative Youth Justice - CURYJ Leadership Development
- Community Works West - Project WHAT!
- Covenant House California - DreamCatcher Youth Program
- Dimensions Dance Theater - Rites of Passage
- East Bay Asian Local Development Corporation - Lion's Pride
- East Oakland Youth Development Center - K-8 Year-Round Youth Development
- EastSide Arts Alliance - Youth Community Culture Builders
- First Place for Youth - Young Adult Leadership Program (YALP)
- Fresh Lifelines for Youth, Inc. - FLY Mentoring and Leadership Services
- Friends of Peralta Hacienda Historical Park - Peralta Hacienda Youth Programs
- Health Initiatives for Youth - Leadership in Diversity
- La Clinica de La Raza, Inc. - Youth Brigade
- Motivating, Inspiring, Supporting and Serving Sexually Exploited Youth - STAR Leadership Collaborative
- Music is eXtraordinary, Inc - Explorations in Music
- Native American Health Center, Inc. - Indigenous Youth Leadership Development Program
- Oakland Kids First - REAL HARD- Youth Leadership Program
- Oakland Leaf Foundation - Oakland Leaf Internship Program
- Oakland LGBTQ Community Center - LGBTQ Youth Development Program
- Oakland Public Education Fund - Youth Beat
- Project Avary - Leadership Program for Children with Incarcerated Parents
- Refugee Transitions - Newcomer Community Engagement Program (NCEP)
- SAFE PASSAGES - Get Active
- Spanish Speaking Unity Council of Alameda County, Inc. - The Latinx Mentoring & Achievement (LMA)
- The East Bay Spanish Speaking Citizen's Foundation - LIBRE (Leading the Independence of our Barrios for Raza Empowerment)
- The Hidden Genius Project - Oakland Programming Series
- Youth Alive - Teens on Target Youth Leadership
- Youth Together - Youth Leadership Development Program

# Strategy Results

OFCY uses a Results Based Accountability (RBA) framework to assess its role in contributing toward city-wide goals. The RBA model is a comprehensive approach for assessing the quantity of services provided by programs, the quality of those services, and the effect of those services on the lives of children, youth, and families. It does this by addressing three guiding questions: ***How much did we do? How well did we do it? Is anyone better off?***

## How Much Did We Do?

<b>Number of Programs Funded</b>	35
<b>Number of Youth Served</b>	3,658
<b>Total Hours of Service Provided</b>	241,885
<b>Average Hours per Youth</b>	66

## How Well Did We Do It?

<b>Enrollment:</b> Average progress toward projected number of youth served <sup>1</sup>	106%
<b>Total Hours of Service:</b> Average progress toward projected total hours of service	141%
<b>Average Hours of Service:</b> Average progress toward projected average hours of service	180%
<b>Safety:</b> Youth who agreed that they feel safe in their program	96%
<b>Positive Engagement:</b> Youth who agreed that they are interested in their program	94%
<b>Caring Adults:</b> Youth who agreed that there is an adult at their program who really cares about them	91%

## Is Anyone Better Off?

<b>Community Connectedness:</b> Youth who agreed that they feel more connected to their community	80%
<b>Youth Leadership:</b> Youth who agreed that they view themselves as more of a leader	74%

The remainder of this report includes the following sections aligned with this RBA framework:

- 1) Overview of Programs and Participants
- 2) How much did the programs provide?
- 3) How well did programs do it?
- 4) Is anyone better off as a result of the programs' work?

<sup>1</sup> At the start of the fiscal year, programs estimate their annual enrollment and the total number of hours of service they will provide. Progress is calculated as the actual enrollment divided by the projected enrollment.

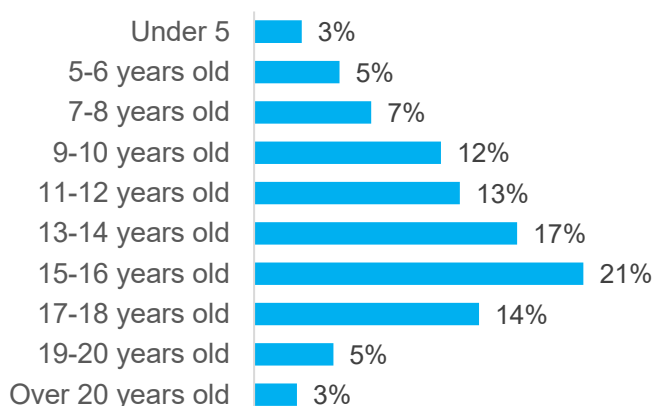
## Programs and Participants

During 2020-2021, **3,658 unduplicated youth participated in the Youth Development and Leadership (YDL) programs.** YDL programs offer enriching experiences, social emotional development, and leadership opportunities that meet the diverse needs of Oakland's youth. Many programs are population-specific, offering services and activities tailored to specific groups such as **boys and men of color, system-involved youth, LGBTQ+ youth, and foster youth.** Programs offer additional resources that align with the needs of their target youth. For example, the Oakland LGBTQ Community Center's LGBTQ Youth Development Program provide youth with bus tickets and vouchers, hygiene bags and safe sex packets, and food from the center's pantry. During COVID-19, the LGBTQ Youth Development Center also provided rental assistance to youth and young adults.

Recruitment practices varied and included word of mouth, partner referral, social media, outreach at community concerts, and in-person meetings at school. Programs often relied on their strong reputation in the community. Shelter-in-place restrictions affected recruitment in different ways—some programs focused on retaining existing students while other programs had more interest and applicants than usual.

In line with the focus on enrichment and youth development, this strategy served youth across the age spectrum. As shown in the graph below, youth between 13 and 18 years old represented 52% of participants served by this strategy.

### Age of Participants



YDL programs offer social emotional development and leadership opportunities that meet the diverse needs of Oakland's youth.

### Program Spotlights



To inform this report, SPR conducted interviews with staff from three programs:

#### **The Hidden Genius Project's Oakland Programming Series**

provides Black male youth with technology training and holistic supports to encourage and advance their interests in technology and entrepreneurship while broadening their skills and wellbeing.

#### **The Oakland LGBTQ Community Center's LGBTQ Youth**

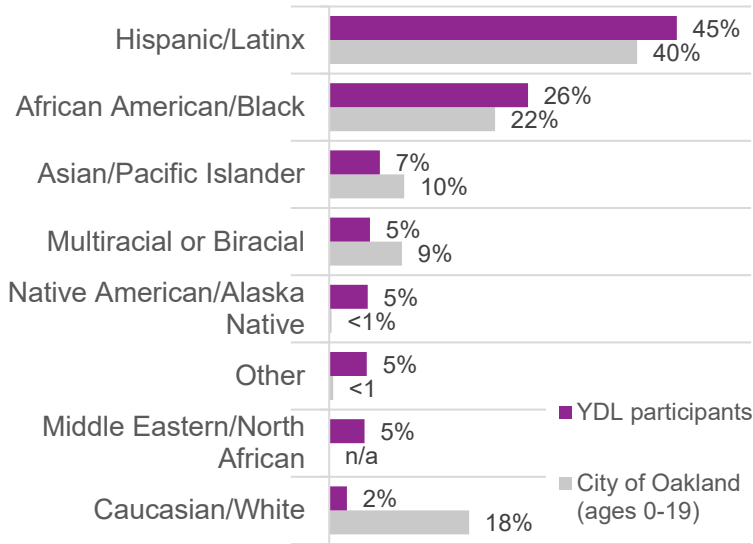
**Development Program** provides a safe space for queer youth to engage with each other and access recourses, including peer support; care management; medical services; and emergency support including nutritional and housing assistance.

#### **Music is eXtraordinary, Inc's Explorations in Music**

offers culturally-relevant music training rooted in African American/African Diasporic traditions through curricula designed to help students learn, connect, and feel empowered in their communities.

As shown in the graph below, over 70% of participants identified as African American/Black or Hispanic/Latinx, reflecting OFCY's target population. A comparison to the population of Oakland shows that youth who identify as African American/Black, Hispanic/Latinx, or Native American were most likely to be served by YDL programs.<sup>2</sup>

**Race/Ethnicity of OFCY YDL Participants and Oakland Youth**

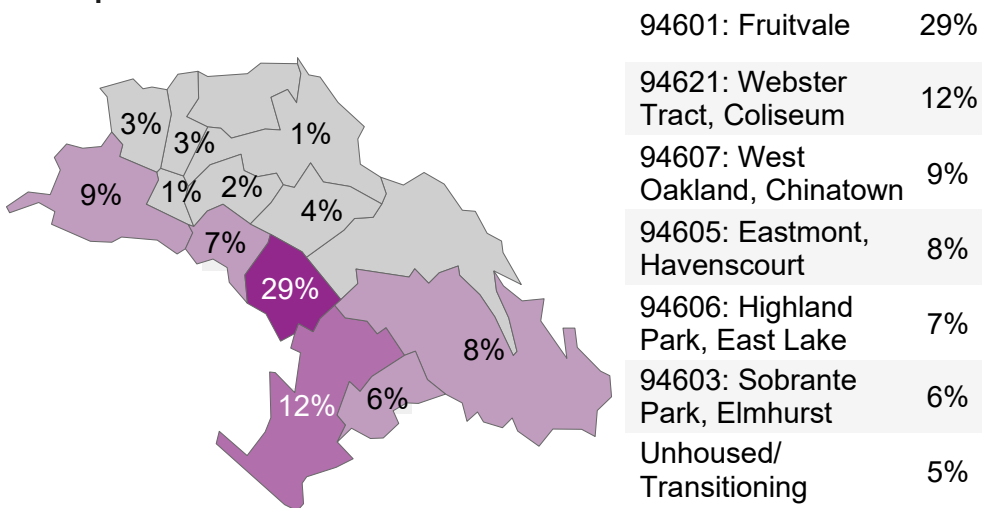


Hispanic/Latinx comprised the largest group of youth served.

Relative to the city's population, youth who identify as African American/Black, Hispanic/Latinx, or Native American were most likely to be served.

As illustrated below, most YDL participants lived in zip codes that experience high levels of community stress, including Fruitvale, Webster Tract, Sobrante Park, and Eastmont.

**Zip Code of Residence**



Youth were most likely to live in East Oakland.

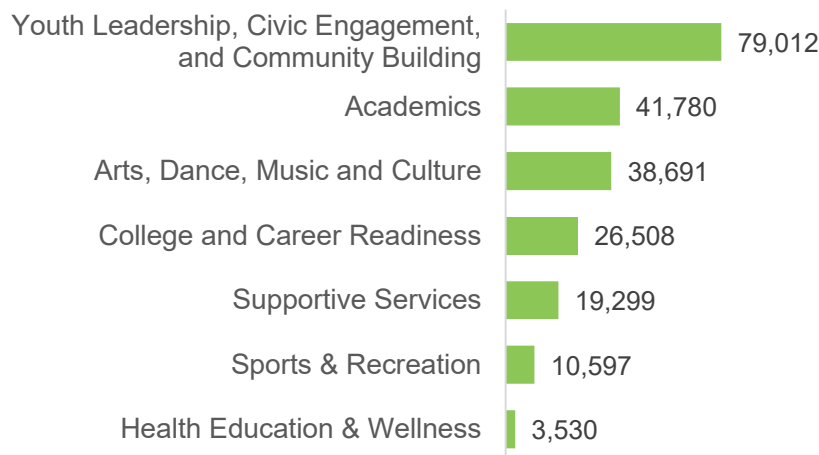
<sup>2</sup> City of Oakland youth data comes from American Community Survey (ACS) 2018 5-year Estimate.

## How Much Did Programs Do?

**Programs provided 241,885 hours of service.** In response to COVID-19, YDL programs predominantly shifted their programs online, although some programs offered some outdoors and distanced learning when county health guidelines allowed. All programs faced the same challenges connecting with youth online due to access (devices, internet bandwidth) and familiarity and comfort with technology, but some programs were better positioned to adapt to the virtual environment. For example, The Hidden Genius Project focuses on technology so staff and youth smoothly pivoted to operating online. In contrast, Music is eXtraordinary, Inc’s Explorations in Music had to transition their band and instrumental music classes online, which posed huge challenges, especially for beginning musicians who benefit from teachers’ manual corrections. Similarly, when the LGBTQ Youth Development Program’s groups shifted to Zoom, youth who were not out to their family members had trouble participating in the program confidentially.

YDL programs engaged youth in a diverse array of activities to promote positive youth development and leadership. As shown below, programs provided the most hours in youth leadership, civic engagement, and community building.

### Total Hours of Service Provided, by Type of Activity



Programs provided virtual and modified in-person programming that focused on a wide variety of goals and activities to meet the needs and interests of Oakland’s diverse youth.

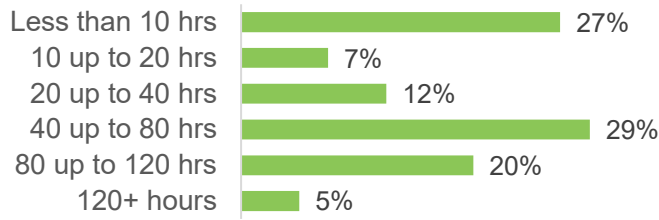
“ We try to ensure that youth can relate to the music and the ways that we teach. We infuse culturally sustaining practices into the curriculum. Students learn music from their own cultures and backgrounds, and from youth culture as well. **That's a big part of why students continued to return after the shelter in place. They were interested.**

- Staff, Music is eXtraordinary's Explorations in Music

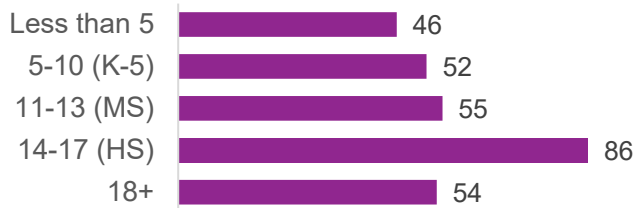
Overall, YDL participants spent almost 80,000 hours engaged in youth leadership, civic engagement, and community building activities.

In light of the diverse needs and interests of youth served by this strategy, the amount of time youth spent in programming varied. Over half (54%) of youth participants received 40 or more hours of service in each program they participated in. On average, youth spent 66 hours in programming. High school-aged youth spent the most time in programming.

**Hours of Attendance**

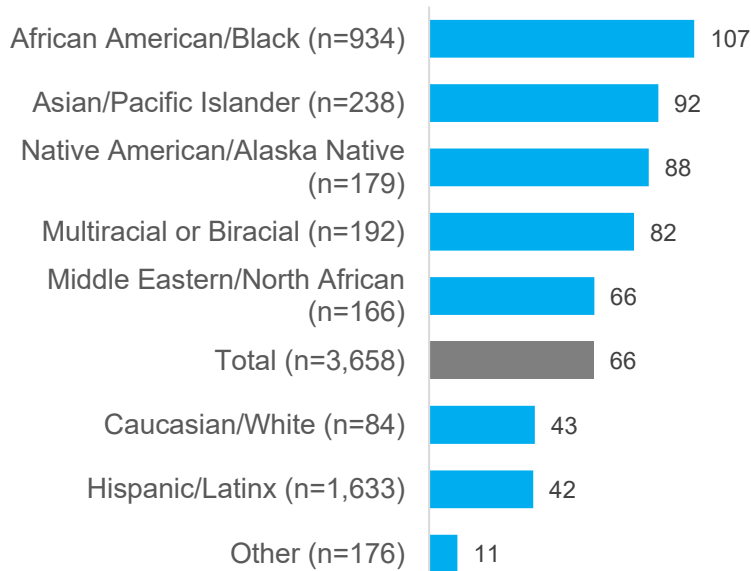


**Average Hours of Participation by Age**



The number of hours spent in programming varied somewhat by race/ethnicity. As shown below, African American/Black and Asian/Pacific Islander youth had the highest average hours of participation.

**Average Hours of Participation by Race/Ethnicity**



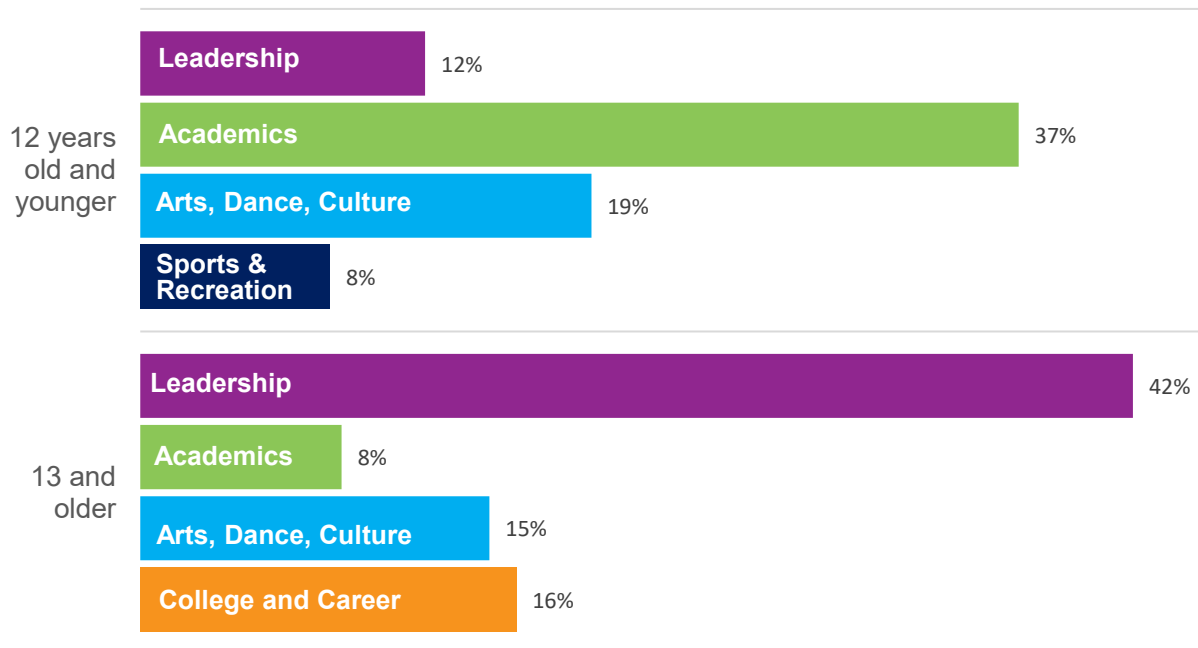
**Youth spent an average of 66 hours in YDL programming. High-school aged youth spent longer in programming than other participants.**

**African American/Black and Asian/Pacific Islander youth spent longer in programming than youth of other races/ethnicities.**

Participants spent their time in programs engaged in different types of activities depending on the developmental needs of participants at different ages. Compared to older youth, participants 12 years and younger spent more time engaged in academic activities, while older youth spent more hours in leadership, community building, and civic engagement programming.

**Younger participants spent the most time engaged in academics, while older participants spent the most time engaged in youth leadership, civic engagement, and community building.**

**Percent Time Participating in the Common Activities by Age**



“ As a teen mentor in the guitar class, I help come up with different songs that we want to play. If the teacher is busy, then [I] help take over. It’s actually pretty cool because there’s also other things that go with that. We get a lot of hands-on learning. We play events and help set up and learn what it’s like to actually put on a show... So while we’re mentors [to younger participants], we’re also getting mentored [by staff]. That’s the most fun.

- Youth, Music is eXtraordinary’s Explorations in Music



## How Well Did Programs Do It?

OFCY tracks a series of indicators to assess how well grantees implemented their programming. The first three indicators include progress toward projected program enrollment, total hours of service, and average hours of service per participant.<sup>3</sup>

**Attendance and enrollment were strong**— on average, programs enrolled over 100% of the youth they anticipated and youth received more hours of service than programs projected.

In addition to these performance measures, OFCY uses youth survey results as indicators of program quality. As shown on the right, the 1,554 youth who completed the survey generally felt safe, interested in their program(s), and connected to adults that cared about them in their program.

YDL programs foster **a sense of safety and connections to caring staff** by meeting youth where they are, providing time for staff and youth to get to know each other, and creating judgement-free environments where youth can be themselves.

Programs support **positive engagement** by ensuring that the content is relevant to youth, activities are hands on and interactive, and youth are challenged to push their boundaries and grow.

*“It's always been a safe space and they make you feel that as soon as you start the program. The most significant thing there is probably the [community] circles where everybody's just speaking their mind, everyone's listening, those are just some of the most important times. You're just in this warm energy space.”*

*- Youth, Music is eXtraordinary, Inc's Explorations in Music*

### Program Performance: Average Progress Toward Projected Enrollment and Attendance



Number of Youth Served 106%



Total Hours of Service 141%



Average Hours of Attendance 180%

### Program Quality: Youth Survey Responses (n=1,554)



Safety 96%

Youth who agree that they feel safe in their program.



Positive Engagement 94%

Youth who agree that they are interested in what they do at their program.



Caring Adults 91%

Youth who agree that there is an adult who cares about them at their program.

<sup>3</sup> At the start of the fiscal year, programs estimate the units of service enrollment they expect to meet. By the end of the year, programs are expected to reach at least 80% of their projected enrollment and units of service.

# Participant Outcomes

As part of the RBA framework, OFCY tracks indicators of youth leadership and community connectedness to assess if YDL program participants are better off because of their participation. As shown below, most youth reported gaining the experience and skills that the strategy aims to provide.

In addition to these RBA indicators, participant survey data and program interviews tell a more comprehensive story about the ways that YDL programs prepare youth to be leaders in their community.

## Increased Leadership and Connection to Community

YDL programs typically incorporate different opportunities within their program model to support children and youth in developing their leadership capacity and fostering their connection to community. For example, youth in the paid mentoring program in Music is eXtraordinary's Explorations in Music serve as teachers' assistants for classes, including taking attendance, helping develop the curriculum by selecting songs, and teaching when instructors need additional support. Mentors also learn how to set up and put on shows and perform. Other programs help young people find their voices as leaders, examine their roles and responsibility in what is going on in their communities, and think about how they can be a catalyst for change. For example, The Hidden Genius Project focuses on both technology and entrepreneurship to help young Black men leverage technology to tackle unemployment and provide job opportunities in their communities.

### Program Outcomes: Youth Survey Results (n=1,554)



#### Community Connection

80%

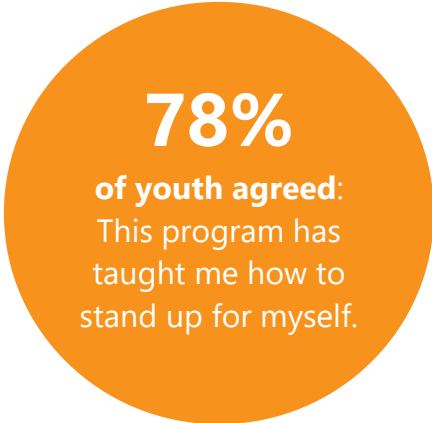
Youth who agree that they feel more connected to their community since coming to their program.



#### Leadership

74%

Youth who agree that they are more of a leader since coming to their program.



“ When I first started here, I was a super shy person... Now, I'm really super good at talking to other people. My leadership skills just [got better] because I had to step up in uncomfortable situations and learn how to adapt to it.

-Youth, EOYDC's Summer Cultural Enrichment Program

## Sense of Belonging and Mental Wellness

YDL programs leverage their practices that support safety and connections to caring adults to build youths' sense of belonging and support their mental well-being. For example, Music is extraordinary cultivates a sense of belonging by opening and closing every meeting with a community circle. Both staff and students reflected on the power of these circles for establishing a supportive environment, building relationships, and providing opportunities for youth to express themselves. YDL programs build connections to caring adults through individual check-ins and taking the time to get to know youth. To support youths' mental wellness, YDL programs check in individually with participants, draw on their extensive partnership and referral networks, and provide opportunities for youth to practice social emotional skills.

## Confidence

YDL programs build youths' confidence and self-esteem by providing opportunities to express themselves, learning about their dreams and goals through individual and group conversations, believing in their abilities, and encouraging them to take the steps they need to reach their goals. For example, program staff from the LGBTQ Youth Development Program provided encouragement and support to a transgender youth who was building their confidence to try out for a cheerleading dance team (see quote below).

*“ I try to hype up [our youth] and make them feel better about themselves. One youth who's trans from male to female told me, "I want to try out for cheerleading, but I'm scared." I'm like, "You love to dance. Why not try out for cheerleading?" She's like, "I don't know, I'm just scared," and I said, "You go to that cheerleading tryout, do your best. You give them your all until you can't even dance anymore. You don't have want to have any regrets." When they came back next week, they were a whole different person. They were like, "Oh my God, I took your advice and guess what, I'm part of the dance team!" I was so happy. She got on the dance squad and has had dancing fever ever since.*

*-Staff, Oakland LGBTQ Community Center's LGBTQ Youth Development Program*

*“ The [program] space feels so inviting that you end up talking about your whole life story...It just happens because of how comfortable you feel and how much love they have for us. It's so cool to be able to have adults that actually care about what's going on in our lives. I feel super comfortable and I can just be my complete self.*

*- Youth, Music is eXtraordinary, Inc's Explorations in Music*

**91%**

**of youth agreed:**

This program is a place where people care about each other.

**85%**

**of youth agreed:**

Since coming to this program, I feel more comfortable sharing my opinion.

## Survey Responses by Subgroups

An analysis of survey responses by subgroup revealed some differences in outcomes across race, gender, and age<sup>4</sup>:

- **Asian/Pacific Islander youth reported stronger progress** than their peers in several outcome areas tied to this strategy, including for *Connection to Community, Goal Setting, Development and Mastery of Skills, Confidence and Self-Esteem, Improved Decision-Making, and Persistence and Resilience*. They were also more likely to respond positively to program quality bellwether questions related to a sense of safety, connections to caring adults, and positive engagement.
- **Older youth also reported stronger outcome scores** and were more likely to agree that they felt safe in their program and that they had connections to caring adults than younger participants were.
- **Females were more likely to agree that they were interested in what they do in their program** than males were.
- There was no statistical difference in survey results between youth who identified as LGBTQ+ on the survey (15% or 230 youth) and those who did not, indicating that LGBTQ+ youth felt as safe and engaged in programs as their peers and were just as likely to reach key outcomes.



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<sup>4</sup> All findings were statistically significant at  $p < .01$ .