

Youth Development and Leadership

2019-2020 OFCY Strategy Report

The 35 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.



STRATEGY ACHIEVEMENTS



5,144 youth participated in programming



302,041 hours of service provided



57 average hours per youth participant



21% Participants spent at least 80 hours in programs

“ Throughout the program, [our young people] have a leadership development plan where they first work through their basic needs to make sure that they can show up and work with [us.] If they're worried about food, if they're worried about not being enrolled in school, we focus on those things first. We then develop a plan where we **help them identify their strengths, interests, and goals.** It's really youth driven.

-Staff, Fresh Lifelines for Youth, Inc. - FLY Mentoring and Leadership Services

“ We're really helping youth go beyond their disability and experience a whole new set of activities and then **gain a lot of the confidence and skills** that come with that kind of activity which again, most of these kids have not had in their life ever. Or they had it once upon a time and then they were injured and then they lost it.

- Staff, Bay Area Outreach & Recreation Program - Sports & Recreation for Youth with Disabilities

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

Total Funding: \$4,479,403

Strategy Results

For the 2019-2022 funding cycle, OFCY is piloting 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?*

Program Achievements – How much did we do?

Number of youth served	5,144
Total hours of service provided	302,041

Program Performance and Quality - How well did we do it?

Enrollment: Average progress toward projected number of youth served ²⁷	115%
Average Hours of Service: Average progress toward projected average hours of service	107%
Total Hours of Service: Average progress toward projected total hours of service	96%
Safety: Percent of youth who report feeling safe in program	*
Caring Adults: Percent of youth who respond that there is an adult at the program who really cares about them	*
Positive engagement: Percent of youth who respond that they are interested in program	

Participant Outcomes – Is Anyone Better Off?

Youth leadership: Percentage of youth who view themselves more as a leader	*
Community connectedness: Percentage of youth who report feeling more connected to their community	*

* Survey results not available in FY19-20 due to shelter-in-place order.

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

- 19) Achievements: How much did the programs provide?
- 20) Performance and Program Quality: How well did programs do it?
- 21) Outcomes: Is anyone better off as a result of the strategy's work?

²⁷ At the start of the year, programs estimate their annual enrollment and the total number of hours of service they will provide for each quarter. Progress is calculated as the actual enrollment divided by the projected enrollment.

Achievements: 5,144 youth served

Programs served youth from across Oakland, particularly focusing on those living in East Oakland, Fruitvale and West Oakland.

The YDL strategy served a diverse target population ranging from 5-20.



“ A huge piece of our work is relationship building....,We tend to work [with young people] for one plus years. That relationship building and trust only happens with time, which allows us to support our students in much deeper and more meaningful ways.

– Staff, AYPAL: Building API Community Power Youth Development and Leadership

During FY2019-2020, 5,144 unduplicated children and youth participated in YDL programs. Although these programs share a common youth development framework and a commitment to serving the communities most in need, they support different groups of young people. 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 transitional-aged foster youth. For example, Bay Area Outreach & Recreation Program’s Sports & Recreation for Youth with Disabilities provides opportunities for youth who have physical disabilities to participate in sports and to build friendships with others who can understand their experiences. Similarly, Communities United for Youth Justice serves formerly incarcerated youth who have been released from Camp Sweeney in Santa Rita State Prison. Other programs recruit youth interested in specific enrichment areas, such as visual arts, digital media, and music.

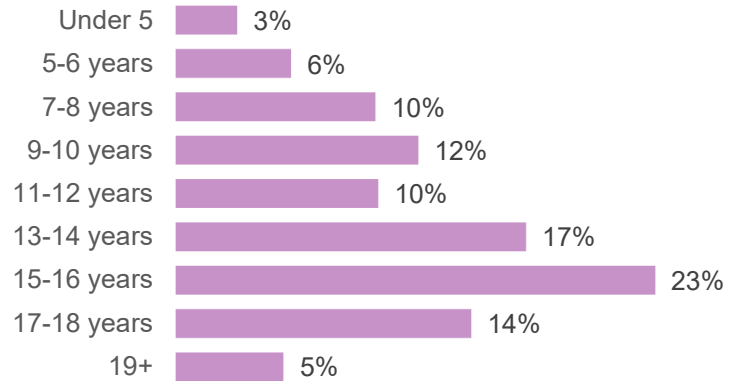


“ We are one of very few organizations that serve [youth with physical disabilities]... We become part of their lives...It's giving that kid the only option to play in a recreational/ competitive sporting program anywhere in the Bay area.

-Staff, Bay Area Outreach & Recreation Program - Sports & Recreation for Youth with Disabilities

In line with the focus on enrichment and youth development, this strategy served youth across the age spectrum. Programs were most likely to serve high-school aged youth. As shown in the graph below, youth in these age ranges represented 54% of participants served by this strategy.

Age of Participants

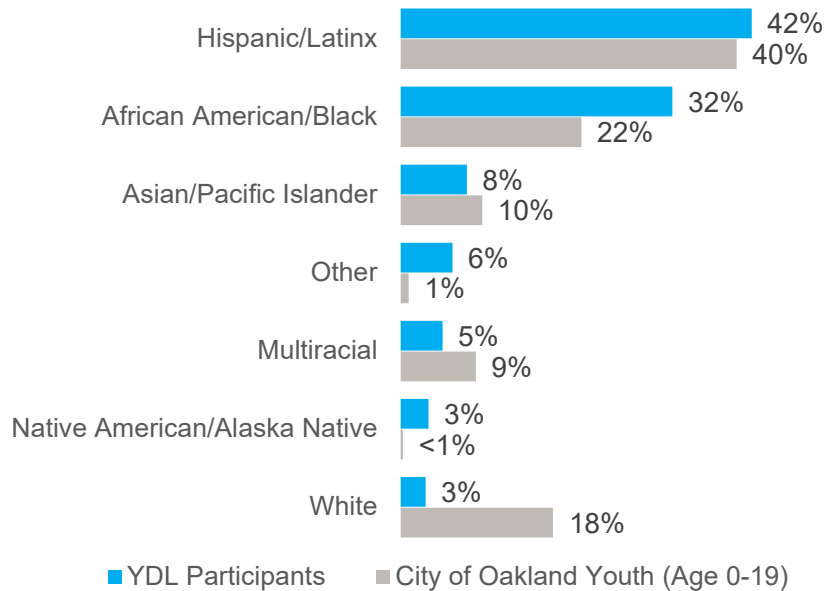


Reflecting OFCY’s target population, close to 75% of participants identified as Hispanic/Latinx or African American/Black. Although African Americans make up 22% of the Oakland youth population, they make up 32% of those served by OFCY programs.”²⁸

Close to 75% of participants identified as Hispanic/Latinx or African American/Black.



Race/Ethnicity of OFCY Participants and Oakland Youth



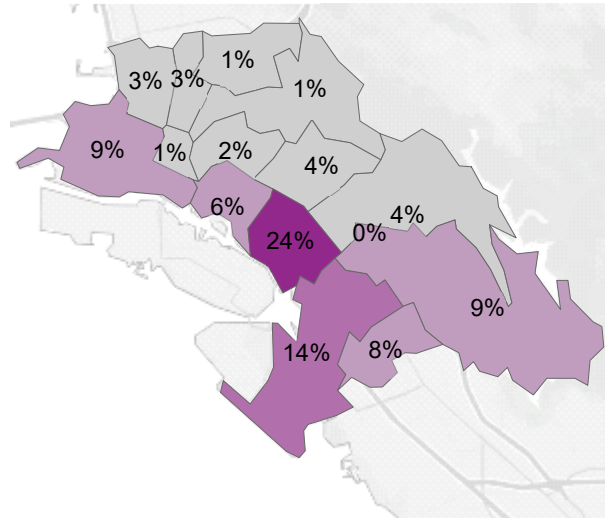
²⁸ City of Oakland youth data from American Community Survey (ACS) 2018 5-year Estimate. For OFCY participants, “other” includes Middle Eastern/North African participants, which is not represented in racial/ethnic categories collected by the ACS. This chart does not include youth whose race/ethnicity was unknown.

“ Most of [our participants] have been almost killed in the streets due to gang related violence. For them to come to a realization at such a young age and say, ‘Actually, this is not the life that I want, and instead of creating more harm in the community, I want to repair that harm and create healing,’ that is extremely powerful.

-Staff, Communities United for Restorative Justice – CURYJ Leadership Development Program

In line with OFCY’s commitment to bringing resources to communities most impacted by inequity, most youth come from neighborhoods in traditionally under-resourced neighborhoods in East and West Oakland. Close to one-quarter of participants live in the Fruitvale area of Oakland, with most other participants coming from East and West Oakland, as shown in the map below.

Zip Code of Residence



94601: Fruitvale	24%
94621: Webster Track, Coliseum	14%
94605: Eastmont, Havenscourt	9%
94607: West Oakland, Chinatown	9%
94603: Sobrante Park, Elmhurst	8%
94606: Highland Park, East Lake	6%
Multiple Zip codes	5%

List includes zip codes where at least 5% of participants live.



Achievements: 302,041 Hours of Service Provided

Youth Development and Leadership programs offer a broad range of service models and serve youth with diverse needs and interests.

The amount of time youth spent in programs varied. About one in five participants spent over 80 hours in programming.

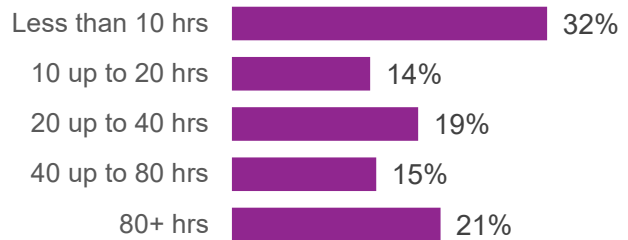


Middle Eastern/North African participants spent the most hours in programming, followed by African American/Black youth and Asian/Pacific Islander youth.



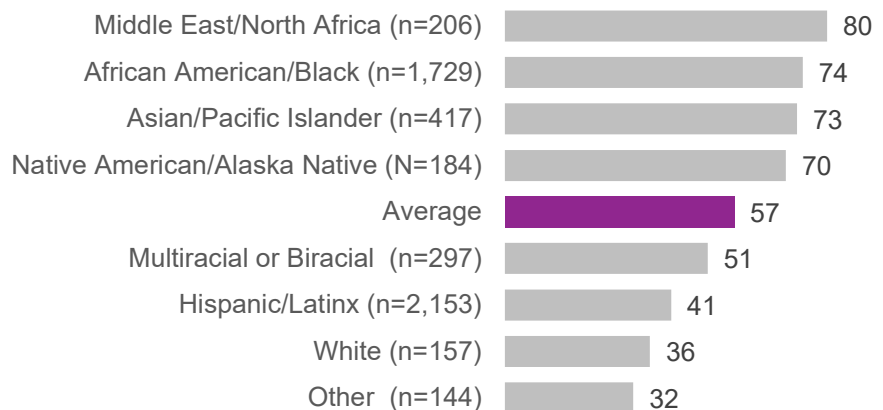
The duration of programs ranged from several weeks to all year, and participation varied across programs and participants. As shown in the graph below, about one-third of participants spent under ten hours in their program, while 20% engaged in their program for over 80 hours throughout the year. This variability in level of participation also exists within some of the programs. For example, a number of programs engaged a small cohort of participants in intensive leadership development programming and a larger group of youth in lighter touch services, such as workshops.

Hours of Participation per Program



On average, youth participated in 57 hours of programming over the year. Participation varied by race and ethnicity, as shown in the graph below, with participants of Middle East or North African descent participating in the most hours over the course of the year, followed by African American/Black youth and Asian/Pacific Islander youth.²⁹

Average Hours of Participation by Race/Ethnicity



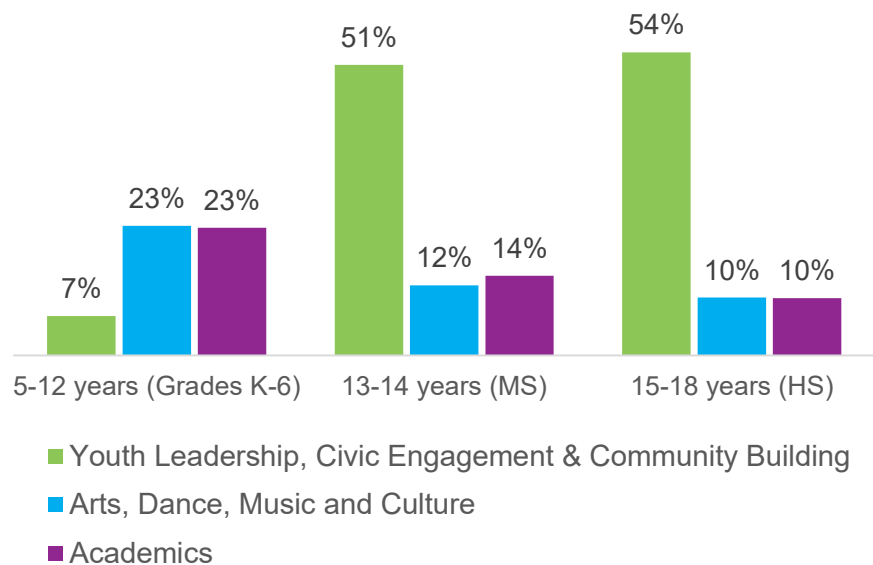
²⁹ The Average Hours of Participation by Race chart show participation for each program that a youth attended. Therefore, if a participant attended more than one program, they will be listed more than once in the charts.

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



Participants spent their time in programs engaged in different types of activities, depending on the developmental needs of participants at different ages. Elementary-aged youth (ages 5-12) spent close to half of their time engaged in academics or arts, while middle and high school-aged youth (ages 13-18) spent more than half their time engaged in leadership activities, as shown in the graph below. Children under five spent around half of their time in family engagement activities, and participants over the age of 18 spent close to half their time engaged in academics or college and career readiness activities.

Percent Time Participating in Common Activities by Age



“ One of our principles is youth and adult partnership. A lot of the decision making is done by our young folks. It's built around building their power, and having them realize and actualize their power.

-Staff, AYPAL: Building API
Community Power Youth
Development and Leadership

Programming During the Shelter-in-Place

After the shelter in place, programs pivoted to provide virtual programming. Communities for Restorative Youth Justice, for example, began meeting online with their participants weekly. They watched documentaries about issues facing their communities, held discussions, and encouraged journaling. Many programs also reached out to provide one-on-one support to participants, particularly those that did not have access to technology or had trouble connecting to group meetings over Zoom.

Performance and Program Quality

The shelter-in-place order impacted the ability of programs to meet projected enrollment in FY2019-2020.

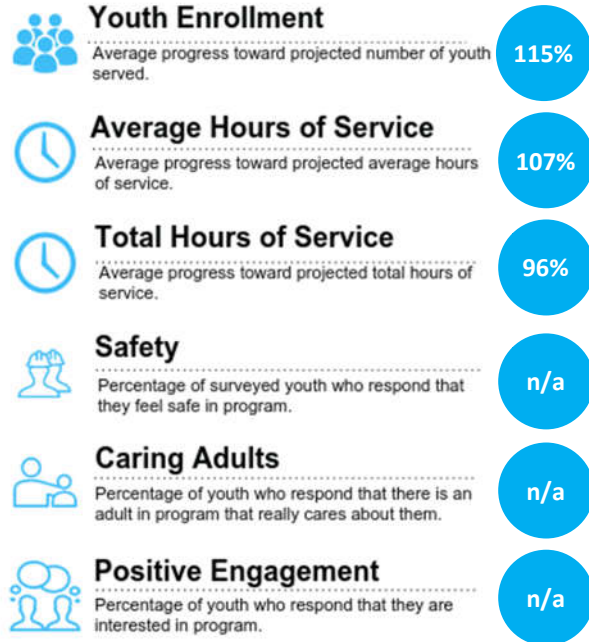
OFCY tracks a series of indicators to assess how well grantees in each strategy have implemented their programming, as shown to the right.

The first three indicators include progress toward projected program enrollment, total hours of service, and average hours of service per participant.³⁰ Program progress on these measures must be considered in the context of the Covid-19 pandemic. Due to the shelter-in-place order, programs shifted to support basic needs and engage youth virtually. Because most stopped providing in-person services in March 2020, this evaluation considers attendance from July 1, 2019 through March 31, 2020.

Therefore, programs did not have the full year to meet their annual enrollment targets. For “Total Hours of Service” and “Average Hours of Service”, programs were assessed on their progress toward the hours they anticipated providing through the third quarter.

In addition to these performance measures, the Youth Development and Leadership strategy has indicators that are signs of program quality. Participant perceptions of safety, the presence of caring staff, and positive engagement will be assessed in future years when participant survey data is available.

Performance and Quality Indicators



“ One of the things that we're strongest at is relationships and knowing how to connect with youth. How to play that role where we're case managing, supporting, and also being a listening ear. This isn't school. We're not telling you what to do. We're here to help you understand different choices, different options, and to support you along the way.

-Staff, Fresh Lifelines for Youth, Inc. - FLY Mentoring and Leadership Services

³⁰ At the start of the year, programs estimate their annual enrollment and the total number of hours of service they will provide for each quarter. Progress is calculated as the actual enrollment divided by the projected enrollment.

Participant Outcomes

Through interviews with six programs, SPR learned about the activities that support the participant outcomes aligned with this strategy. In future years, we will draw on participant survey data to assess participant progress toward those outcomes.

STEAM, Literacy, and Recreation



Bay Area Outreach and Recreation Program's Sports & Recreation for Youth with Disabilities engages youth with physical disabilities in sports and recreation, such as wheelchair basketball, sled hockey goal ball, and empower soccer, which is played by youth in "power chairs" who have very limited mobility. They also operate an adaptive cycling program and an adventure program, where youth and adults go on outings to state parks and other destinations.

Youth and Peer Leadership



Communities United for Restorative Youth Justice's CURYJ Leadership Development Program engages youth who were formerly incarcerated in campaigns to improve their communities, including a campaign to divert youth offenders to programs offering high quality education and a living wage. As experts in their own experience, these youth serve as messengers for the power of transformation and the value of non-punitive approaches to addressing violence.

Population- Specific Programming



Project Avery's Leadership Program for Children with Incarcerated Parents pairs children with mentors, creates a space for them to engage with peers who understand their experience, and seeks to break down the shame, stigma and isolation that children with incarcerated parents often experience.

“*We've all been traumatized, but that doesn't mean there isn't wisdom in that trauma. That doesn't mean there's not opportunities for growth and development within that trauma and hardship. Part of our ethos is that [having an incarcerated parent] does not define you, but it can be a gift in your learning and development.*”

-Staff, Project Avery - Leadership Program for Children with Incarcerated Parents