



# MANHOOD DEVELOPMENT

## PROGRAM PARTNER PROFILES



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### ASIAN PACIFIC ISLANDER YOUTH PROMOTING ADVOCACY (AYPAL)

•‘5 Cs’ Framework: Confidence, Connection, Character, Compassion, Competence

•Self-care strategies  
Asian Pacific Islander Youth Promoting Advocacy (AYPAL)

•Building marketable skill sets

### COMMUNITIES UNITED FOR RESTORATIVE YOUTH JUSTICE (CURYJ)

•Holistic approach culturally rooted in indigenous heritage and traditions

•Fatherhood development

•24/7 support system

### OUSD: OFFICE OF AFRICAN AMERICAN MALE ACHIEVEMENT (AAMA)

•Highlights the positive accomplishments of African American men

•Reframing and redefining discipline with an equity lens  
Oakland Unified School District: Office of African American Male Achievement

•Engage, Encourage, & Empower student & family

### THE UNITY COUNCIL

•Family support training in conflict resolution and effective communication

•Peer-to-peer mentoring

•Focus on self-awareness and personal responsibility

### YOUTH ALIVE!

•Specialized violence prevention to deter retaliation

•Long-term case management

•Crisis response

### INTERTRIBAL FRIENDSHIP HOUSE

•Intertribal ceremonies foster a deeper sense of understanding across participants

•Leadership training to encourage youth to become leaders within the organization

### THE MENTORING CENTER

•National leader in providing training and technical assistance for mentoring programs

•Pre-release mentoring within detention facilities

### VILLAGE-CONNECT, INC

•Utilizes a strengths-based life intervention coaching model

•Restorative justice as a means to transform relationships between communities and social services

### BROTHERS ON THE RISE

•Outdoor education

•Cascading mentorship

•Career development in health and human services

•Training and technical assistance

### URBAN PEACE MOVEMENT

•Healing centered organizing

•Changing the narrative; media and communications campaigns

### CORE PRACTICES



ACADEMIC/  
EDUCATIONAL  
SUPPORT



EMPLOYMENT  
SUPPORT



TRAUMA-INFORMED  
HEALING



INTERGENERATIONAL  
MENTORING



SOCIAL-EMOTIONAL  
SUPPORT



VIOLENCE  
PREVENTION

### INNOVATIVE PRACTICES



SPONSORED PROFESSIONAL  
DEVELOPMENT FOR  
PROGRAM STAFF



COMMUNITY  
ORGANIZING AND  
POLICY ADVOCACY



DIGITAL STORYTELLING  
AS A MEDIUM FOR  
THERAPY

# CULTURALLY-FOCUSED MANHOOD DEVELOPMENT TAXONOMY

## CHALLENGES

### FATHER INVOLVEMENT

In a study examining father involvement with 134 children of adolescent mothers over the first 10 years of life, researchers found that father-child contact was associated with better socio-emotional and academic functioning. The results indicated that children with more involved fathers experienced fewer behavioral problems and scored higher on reading achievement. This study showed the significance of the role of fathers in the lives of at-risk children, even in case of nonresident fathers. [(2006). *Fathers' influence in the lives of children with adolescent mothers. Journal of Family Psychology*]

### ADULT SUPPORTS

Many young men and boys lack the presence of a caring and positive adult in their lives and often turn to peers for advice. Peers often do not have the lived experience, education to provide support and potentially may offer bad advice because they're dealing with their own developmental or environmental challenges.


### SCHOOL DROPOUT

By the time they hit fourth grade, 86 percent of African American boys and 82 percent of Hispanic and Native American boys are reading below proficiency levels – compared to 58 percent of white fourth graders reading below proficiency levels. Source: U.S. Department of Education, Institute of Education Sciences, National Center for Education Statistics, National Assessment of Educational Progress (NAEP), 2013 Reading Assessments


### PHYSICAL HEALTH

In order to eliminate health disparities in boys and men of color, it is important to understand and address the root causes. The existing and growing body of research suggests that disparities result from a complex interplay of factors at the individual, interpersonal, community, and macro levels. Disparities among boys and men of color are largely the result of a cumulative set of factors, which include adverse socioeconomic conditions, lack of health insurance, and unequal access to health care, as well as lack of quality education, adequate housing, and employment.

## PROGRAM INTERVENTIONS




Programs that can encourage teen fathers to be involved in the lives of their children, as well as teach them strategies to more effectively parent, can positively impact their children's development and overall well-being. Many teen fatherhood programs include components designed to reduce risky behaviors like substance abuse, unsafe sex, illegal activities, violent behaviors. Programs may also attempt to promote and strengthen co-parenting relationships, which in turn have the potential to positively impact the lives of their children and partners.




Intergenerational mentoring involves process whereby youth are mentored by adults 55 years of age or older. The value, older people have time to contribute to family and community; they have more lived time, which has given them both practical experience and wisdom to pass on to a future generation.

Academic, educational and training support can include but not be limited to support services around tutoring, connecting youth to training and certification programs, assisting in prep for GED test taking, connecting youth to college pathway programs, college counseling, support with navigating financial aid to go to college or access secondary education, academic counseling, academic advocacy.



Programs may work to help young men and boys understand the value of education to their future aspirations, helping to connect the dots between education and economic goals long-term. Academic, educational and training support can include but not be limited to support services around tutoring, connecting youth to training and certification programs, assisting in prep for GED test taking, connecting youth to college pathway programs, college counseling, support with navigating financial aid to go to college or access secondary education, academic counseling, academic advocacy.



Programs can work in partnership with health care and health services providers to ensure that they are accessible to BMOC and that staff and services are culturally appropriate. It is important that programs think about health broadly, not just physical health, but mental health.

# CHALLENGES

## OPPORTUNITY YOUTH

Out-of-school, or disconnected, youth are generally defined as young people between the ages of 16 – 24 that lack a high school diploma and are not enrolled in school and are detached from work.

## UNEMPLOYMENT

One in four African Americans between ages 18 and 24 is looking for a job but cannot find one, as are more than one in seven Hispanic young adults. In the 18 to 24-year-old age group, 19.7 percent of high school graduates with no college experience were unemployed and 1 in 3 was underemployed. Among 25 to 34-year-olds 11.2 percent of those with only a high school degree were unemployed and 1 in 5 were underemployed. [Stuck, Young America's Persistent Job Crisis, Demos, 2013]

## POST TRAUMATIC STRESS DISORDER

Post-traumatic stress disorder (PTSD) develops in response to exposure to a traumatic event during which an individual feels extremely fearful, horrified or helpless. The diagnosis is characterized by persistent re-experiencing of the event, persistent avoidance of stimuli associated with the event, emotional numbing and hyper-arousal (APA, 1994). Disparities in access to and intensity of quality mental health services appear to persist for racial/ethnic minority children, who are more likely to receive less and inferior health services as compared to non-Latino white peers of Education Sciences, National Center for Education Statistics, National Assessment of Educational Progress (NAEP), 2013 Reading Assessments

## CRIMINAL JUSTICE SYSTEM

Disparities start at the beginning, when a decision is made to arrest a child or let him or her go with a warning: African-American youth make up 30% of those arrested while they only represent 17% of the overall youth population.<sup>3</sup> At the other extreme end of the system, African-American youth are 62% of the youth prosecuted in the adult criminal system, and are nine times more likely than white youth to receive an adult prison sentence. [And Justice for Some, 2007]

## VIOLENCE

African American and Hispanic young men are more than six times as likely to be victims of murder than their white peers – and account for almost half of the country's murder victims each year. An analysis of California Healthy Kids survey for Oakland Schools shows that between 1999- to 2007, 25% of Asian and 27% of Pacific Islander youth reported that they have been harassed or bullied because of race, ethnicity, or nationality. (NCCD, 2007)

# PROGRAM INTERVENTIONS

Life course perspective directs attention to the powerful connection between individual lives and the historical and socioeconomic context in which these lives unfold. Programs that adopt this intervention are using approaches to help young men and boys make meaning of some of the things that happen in their lives and their environment as context for making positive choices for future.

Programs offer some form of case management support. This support can be provided by formally trained case managers or informal coaches, counselors and mentors. Case managers can provide support in a number of ways from helping to connect young people to services and programs, access support services, navigate court systems or criminal charges including getting records expunged, serving as advocates to help young people navigate systems.

Job preparation and placement support gives young men hope and a vision for their future which motivates them to overcome internal and external barriers to getting a job - Job preparation and placement support gives young men hope and a vision for their future which motivates them to overcome internal and external barriers to getting a job - career. Programs can work with employers to become a broker for youth placement in jobs. Once employed, programs can offer continued support to youth to navigate the work culture, policies and practices of employment. Academic, educational and training support can include but not be limited to support services around tutoring, connecting youth to training and certification programs, assisting in prep for GED test taking, connecting youth to college pathway programs, college counseling, support with navigating financial aid to go to college or access secondary education, academic counseling, academic advocacy.

Trauma-based healing activities that help youth create narratives through intellectual and emotional processes, through dramas, photographs or videos, can provide a therapeutic experience for the participants as well as educate those who are the audience, to bear both intervention and prevention with issues of violence. (Fong, 2007) A program providing peer support and open communication has been found to provide a protective and stabilizing effect to help manage psychological distress and maintain functioning, such as completing high school (Colley-Quille, Boyd, Frantz & Walsh (2001), Howard, Budget & McKay (2010)

Many programs provide programming to help young people understand the root causes of systemic issues that contribute to violence and involvement with the criminal system. In addition to educating youth about disparities and oppression caused by class, race and environment, programs also help young people have greater ownership of their own community, by showing them how they can serve their communities as advocates, leaders and change makers. This leadership role can help shift their perspective on what's possible and instill a higher degree of confidence and hope that they can make different and positive choices.

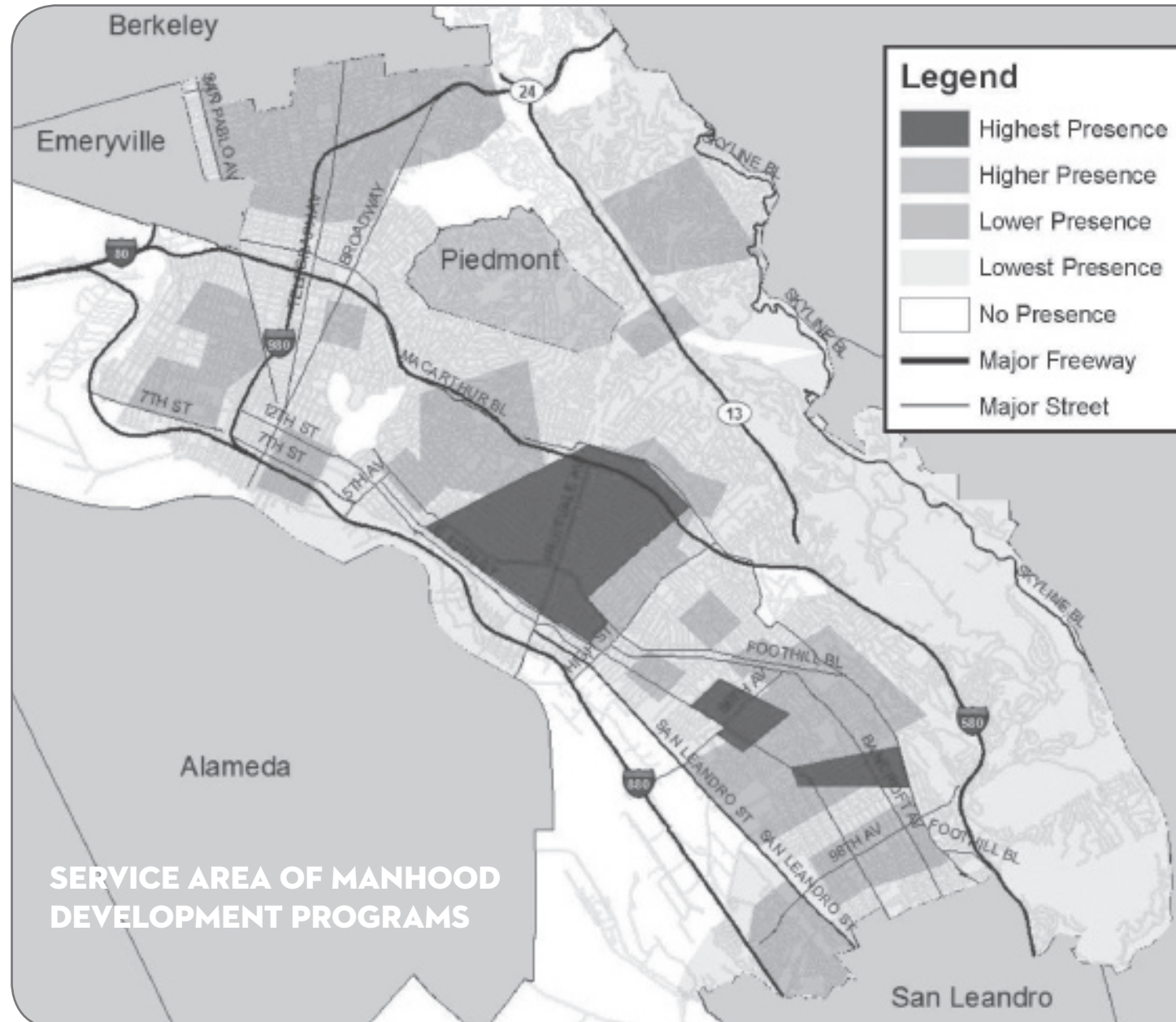
Conflict management skills help young people find alternative ways to deal with interpersonal conflict and manage stress. Many programs utilized some combination of healthy physical activities, arts programming and counseling to teach youth alternative ways to manage their mental health.

# MANHOOD DEVELOPMENT PROGRAM PARTNER PROFILES

## OVERVIEW

This infographic displays the core practices (evidence-based practices featured in all programs), specialized practices (evidence-based practices implemented by a subset of programs), and innovative practices (strategies developed to respond to community needs/contexts) of eight Culturally-Focused Manhood Development Programs in the Oakland-Alameda County Alliance for Boys and Men of Color (BMOC) in Oakland, California:

- Asian Pacific Islander Youth Promoting Advocacy (AYPAL)
- Brothers On The Rise
- Communities United for Youth Restorative Justice (CURYJ)
- DetermiNation
- Intertribal Friendship House
- The Mentoring Center
- Oakland Unified School District Office of African American Male Achievement
- Unity Council
- Village-Connect, Inc.
- Youth Alive!

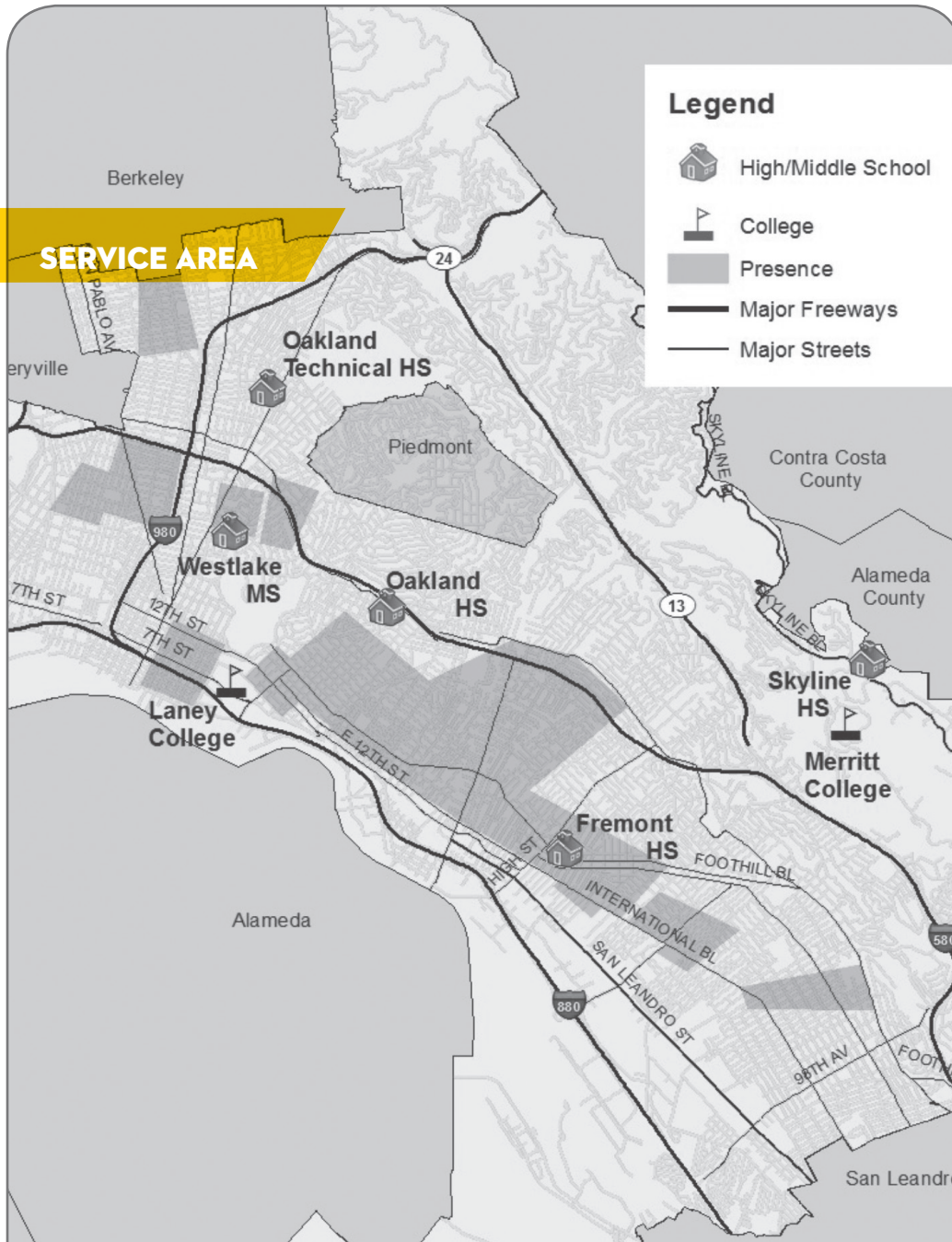


- 01 **ASIAN PACIFIC ISLANDER YOUTH PROMOTING ADVOCACY (AYPAL)**
- 02 **COMMUNITIES UNITED FOR RESTORATIVE YOUTH JUSTICE (CURYJ)**
- 03 **OUSD: OFFICE OF AFRICAN AMERICAN MALE ACHIEVEMENT (AAMA)**
- 04 **THE UNITY COUNCIL**
- 05 **YOUTH ALIVE!**
- 06 **INTERTRIBAL FRIENDSHIP HOUSE**
- 07 **THE MENTORING CENTER**
- 08 **VILLAGE-CONNECT, INC**
- 09 **BROTHERS ON THE RISE**
- 10 **URBAN PEACE MOVEMENT**



# ASIAN PACIFIC ISLANDER YOUTH PROMOTING ADVOCACY (AYPAL)

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This program utilizes a gender lens in the curriculum to instill in young men positive, strength-based principles of masculinity and what this means for managing respectful, caring and supportive relationships with peers and women and girls.

## KEY PRACTICES



PERSONAL DEVELOPMENT



VIOLENCE PREVENTION



TRAUMA-INFORMED HEALING



BUILDING MARKETABLE SKILLS



LIFE COURSE PERSPECTIVE

## PROGRAM FAST FACTS

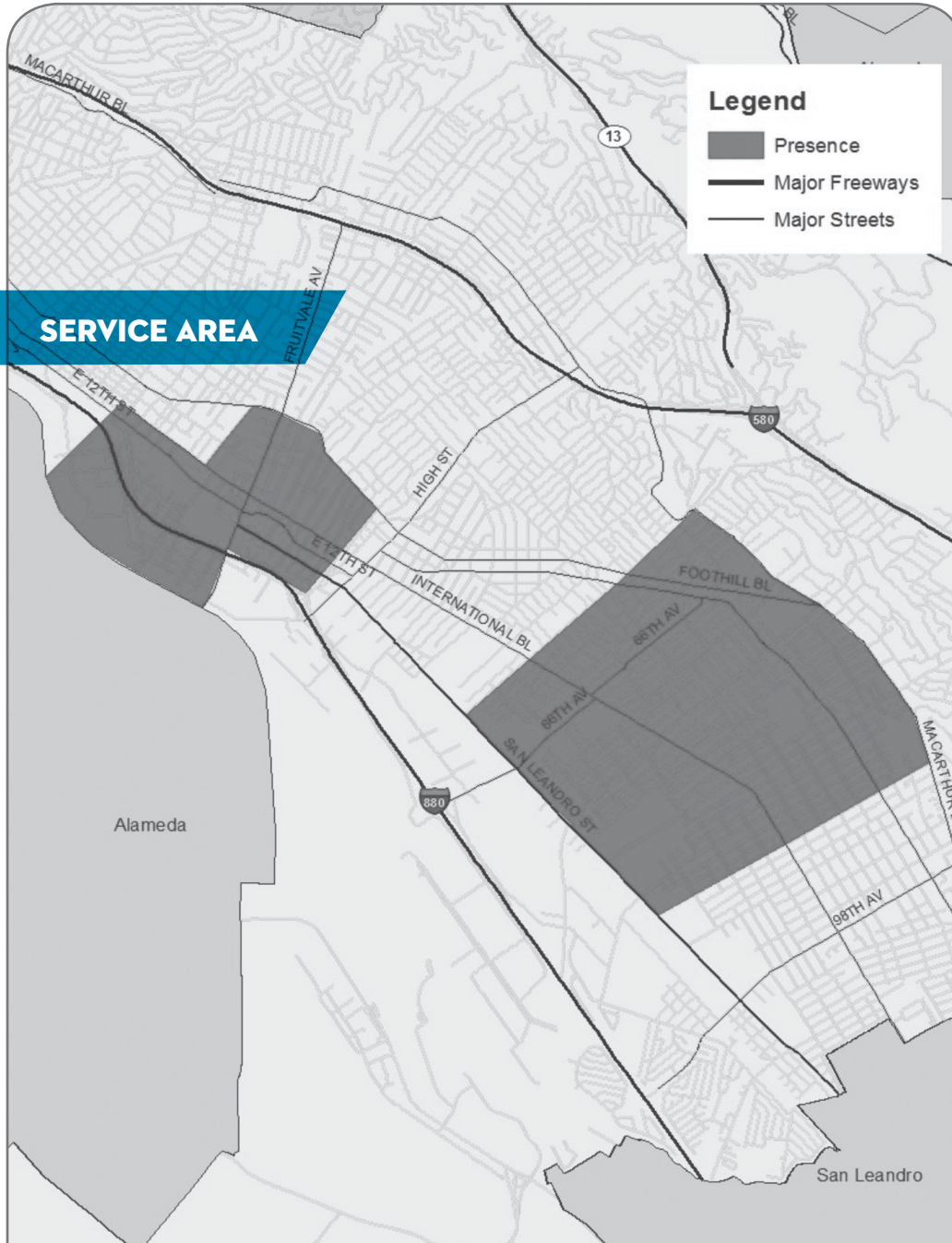
**Program Founded:** 1994

**Target Population:** The program targets Southeast Asians, low-income, immigrants, children of immigrants, and high-risk young men of color ages 14-21

**Service Area:** Participants live and attend schools in Oakland. Schools included, Westlake Middle, Oakland High, Oakland Technical High School, Skyline High School, Fremont High School, and Laney and Merritt Colleges



# COMMUNITIES UNITED FOR RESTORATIVE YOUTH JUSTICE (CURYJ)



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## KEY PRACTICES



FATHERHOOD DEVELOPMENT



VIOLENCE PREVENTION



TRAUMA-INFORMED HEALING



INTERGENERATIONAL MENTORING



ACADEMIC/ EDUCATIONAL SUPPORT



COMMUNITY ORGANIZING + POLICY ADVOCACY



EMPLOYMENT SUPPORT

## PROGRAM FAST FACTS

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**KEY PRACTICES**



PERSONAL DEVELOPMENT



VIOLENCE PREVENTION



TRAUMA-INFORMED HEALING



INTERGENERATIONAL MENTORING



ACADEMIC/ EDUCATIONAL SUPPORT



LIFE COURSE PERSPECTIVE



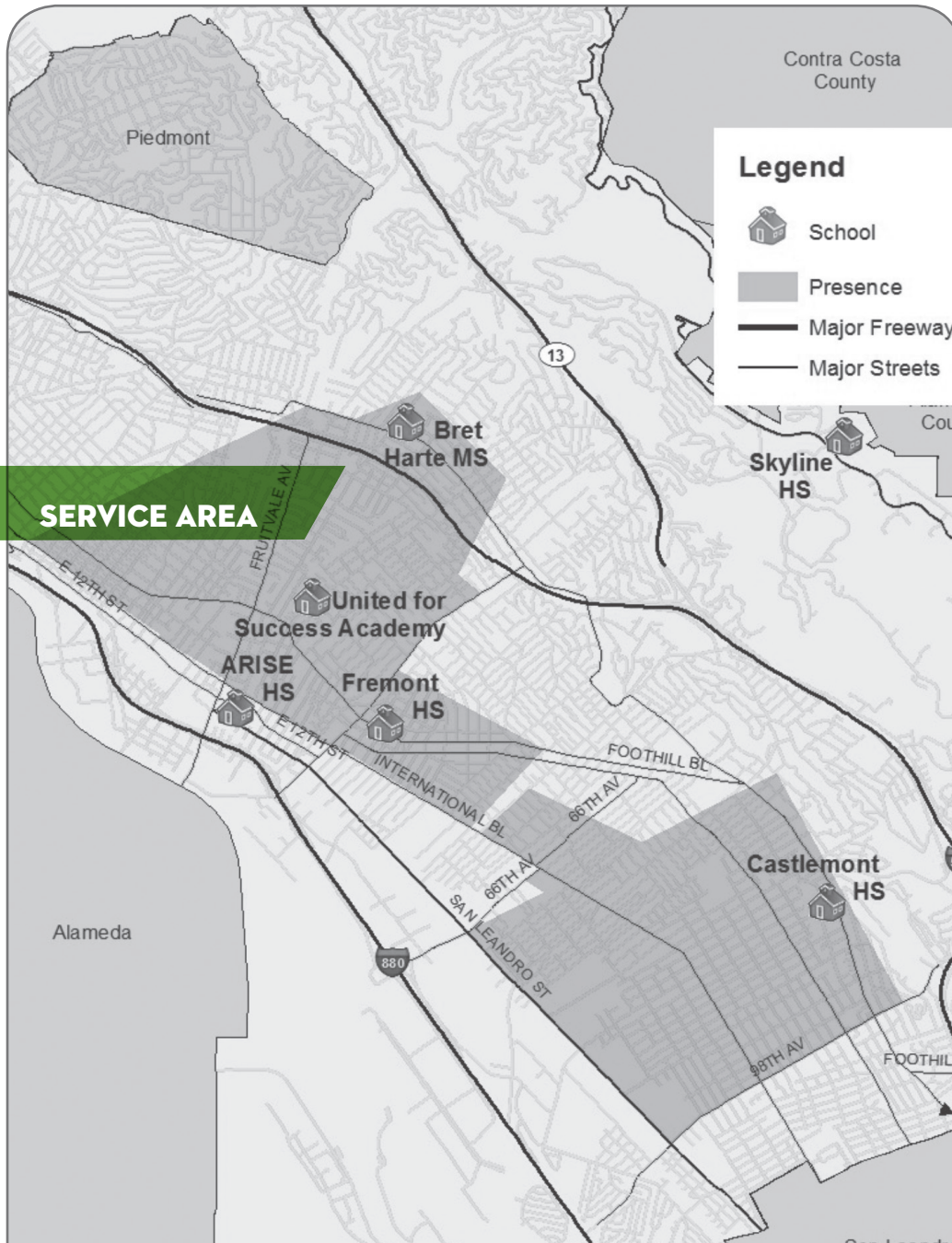
SCHOOL DROPOUT PREVENTION

**PROGRAM FAST FACTS**

**Program Founded:** 2010

**Target Population:** The program uses school indicator data to identify at-risk boys and men of color, grades 3-12, attending one of its 16 school sites to enroll in the school-day Manhood Development class

**Service Area:** The OUSD AAMA MDP provides services for students enrolled in 16 elementary, middle, and high schools located in OUSD



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**KEY PRACTICES**



PERSONAL DEVELOPMENT



VIOLENCE PREVENTION



TRAUMA-INFORMED HEALING



INTERGENERATIONAL MENTORING



ACADEMIC/ EDUCATIONAL SUPPORT



LIFE COURSE PERSPECTIVE



EMPLOYMENT SUPPORT

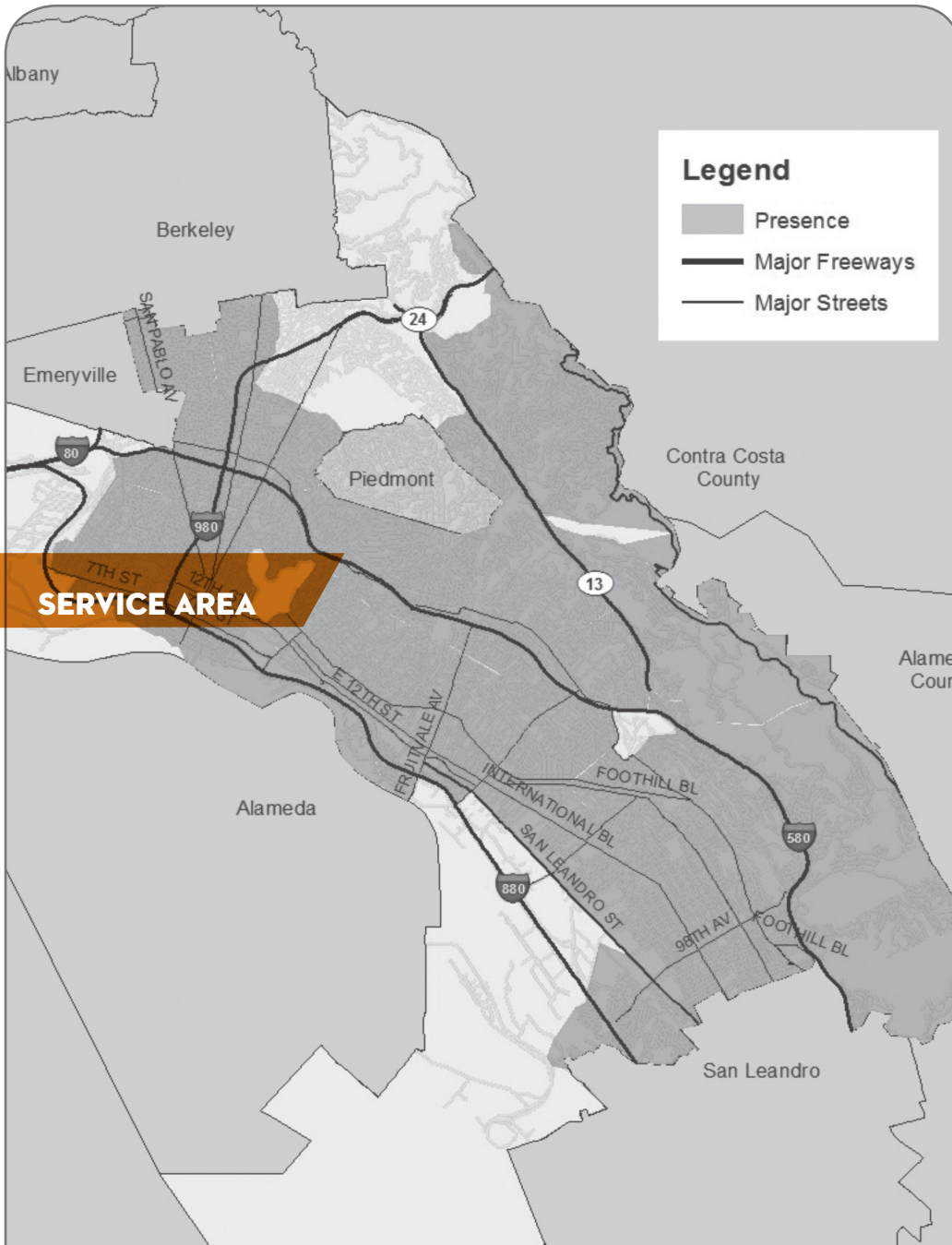
**PROGRAM FAST FACTS**

**Program Founded:** 1964

**Target Population:** Latino youth, ages 6-25

**Service Area:** Participants live in and/or attend Oakland Unified School District middle and high schools including Bret Harte Middle School, United for Success Academy, Fremont, Skyline and Castlemont High Schools Program Founded: 1964 Created

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**KEY PRACTICES**



PERSONAL DEVELOPMENT



VIOLENCE PREVENTION



TRAUMA-INFORMED HEALING



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LIFE COURSE PERSPECTIVE



EMPLOYMENT SUPPORT

**PROGRAM FAST FACTS**

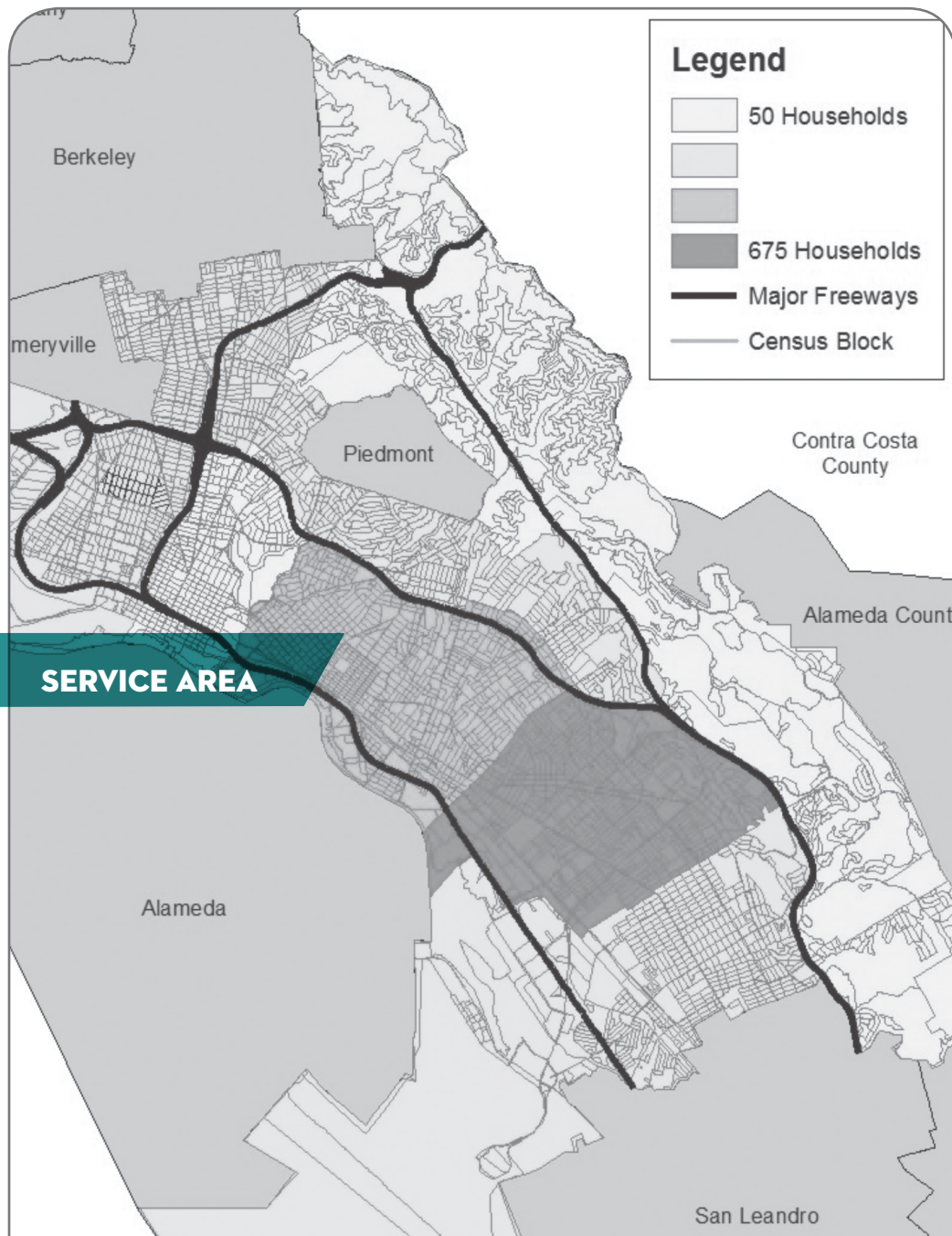
**Program Founded:** 1994

**Target Population:** The program works with violently injured youth between the ages of 12-24. In 2013, 70% of clients were African-American and 26% were Latino

**Service Area:** Referrals are received from three hospitals: Highland Hospital, Children's Hospital of Oakland, and most recently Eden Medical Center. In 2013, Highland Hospital made 85% of the referrals and although these three hospitals serve patients throughout Alameda County, The majority of clients are from Oakland



# INTERTRIBAL FRIENDSHIP HOUSE



This program utilizes a gender lens in the curriculum to instill in young men positive, strength-based principles of masculinity and what this means for managing respectful, caring and supportive relationships with peers and women and girls.

## KEY PRACTICES



PERSONAL DEVELOPMENT



VIOLENCE PREVENTION



TRAUMA-INFORMED HEALING



HOLISTIC SKILL BUILDING



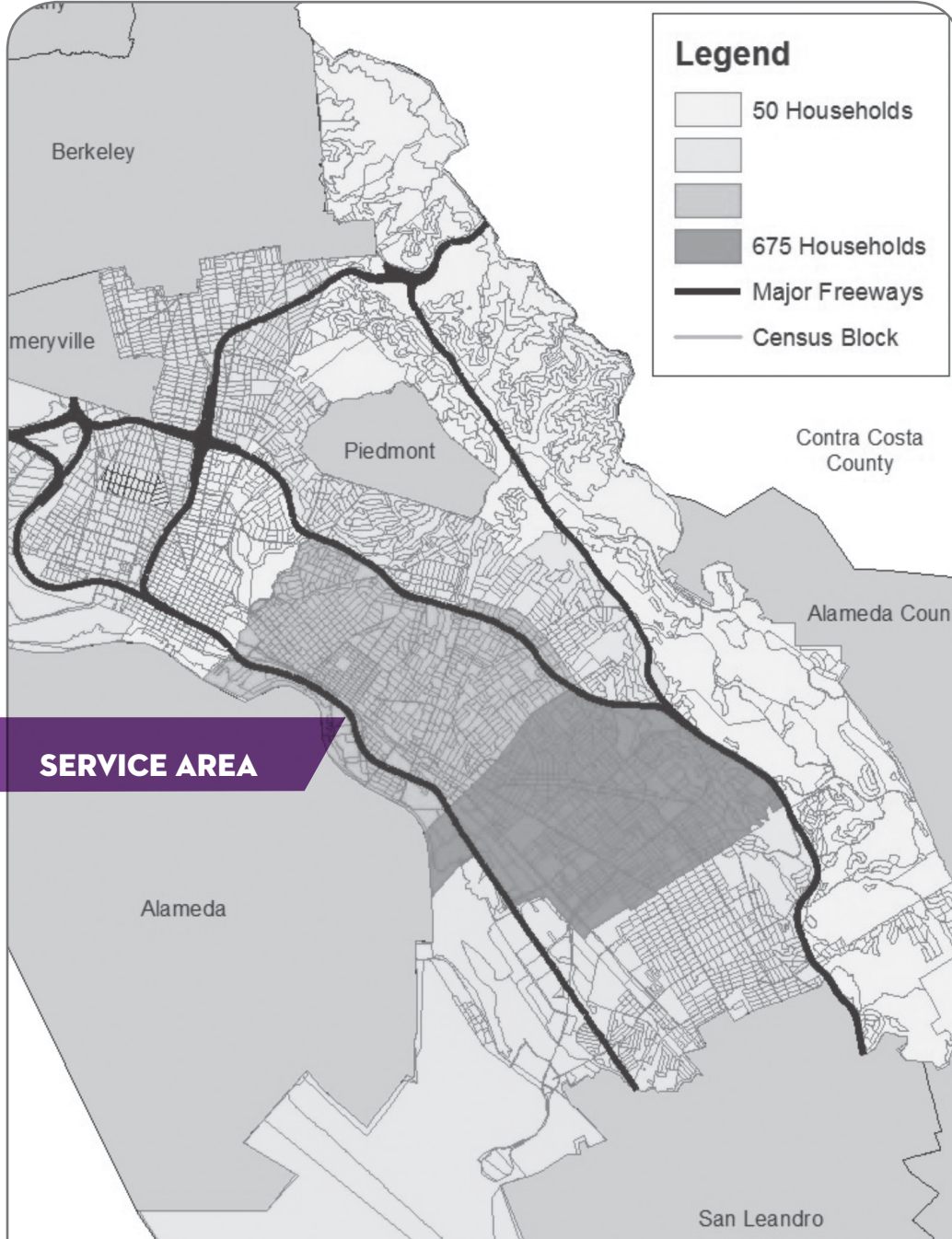
LIFE COURSE PERSPECTIVE

## PROGRAM FAST FACTS

**Program Founded:** 1955

**Target Population:** Young Native men, ages 16-24

**Service Area:** While the organization serves Native Americans from several tribes and seven counties throughout the Bay Area, Intertribal Friendship House's intensive manhood development activities support its Oakland members exclusively



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## KEY PRACTICES



PERSONAL DEVELOPMENT



SCHOOL DROPOUT PREVENTION



TRAUMA-INFORMED HEALING



INTERGENERATIONAL MENTORING



LIFE COURSE PERSPECTIVE

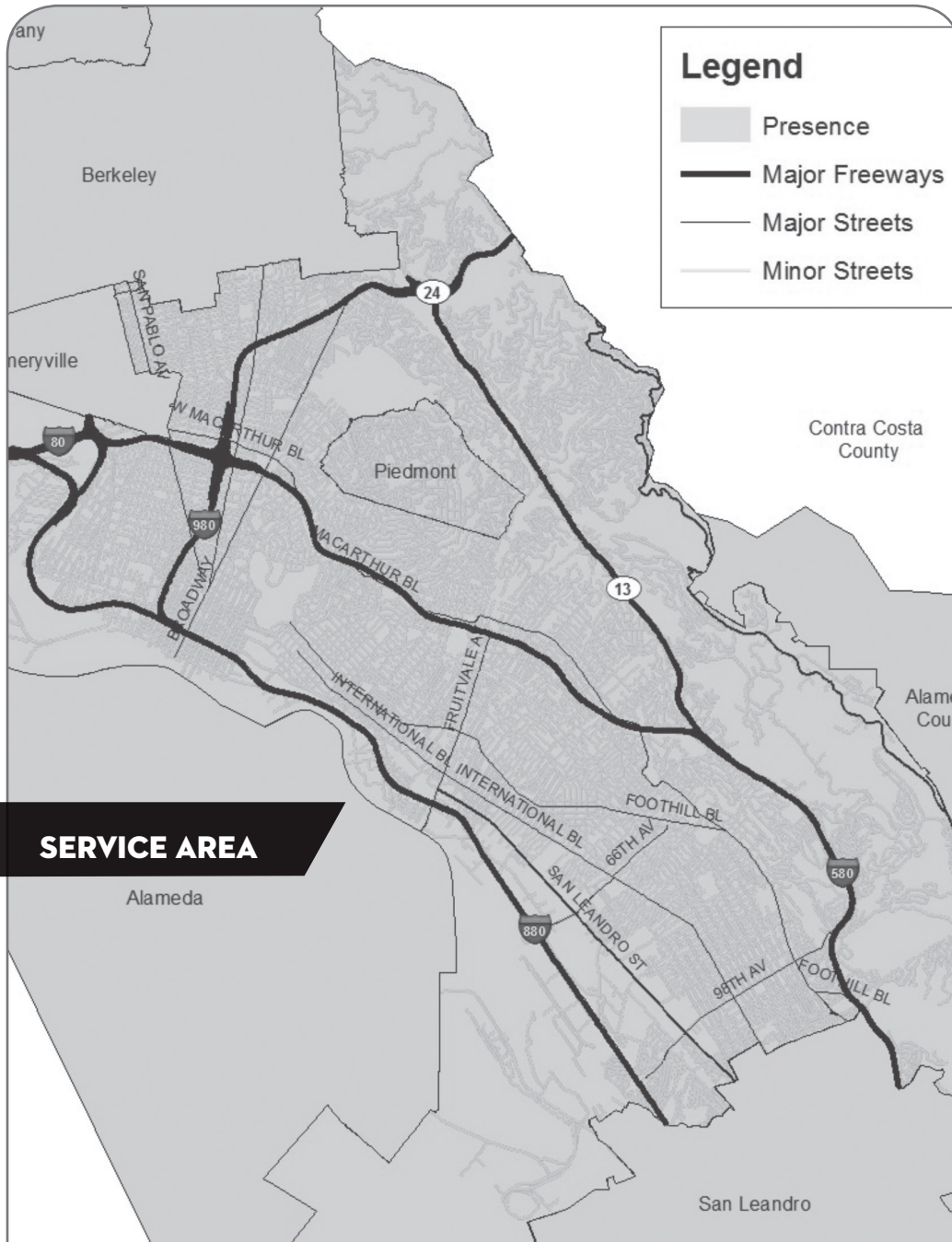
## PROGRAM FAST FACTS

**Program Founded:** 1991

**Target Population:** This program serves highly at-risk youth and young adults ages 13-25 who are incarcerated, on probation, parole, in the adjudication process, or at risk of school expulsion. Three-quarters of participants are African American, 20% are Latino, and 3% are Asian American.

**Service Area:** Participants live throughout Alameda County, although a majority live in Oakland, primary West and East Oakland.

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SCHOOL DROPOUT PREVENTION



LIFE COURSE PERSPECTIVE



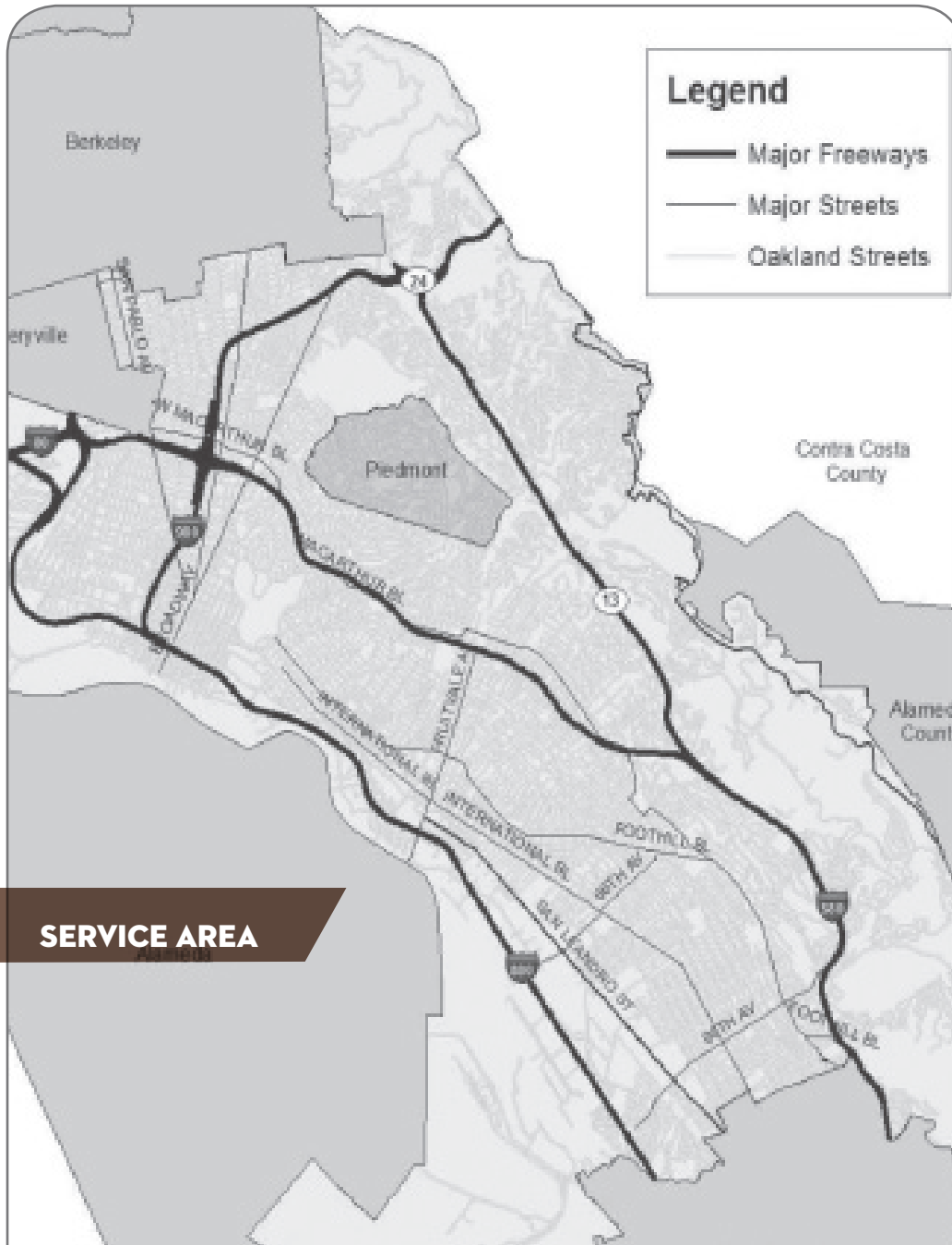
EMPLOYMENT SUPPORT

## PROGRAM FAST FACTS

**Program Founded:** 2008

**Target Population:** Village Connect serves a broad range of youth and young adults in Alameda County. Specific populations include young men of color ages 18-30 who were previously incarcerated and/or on parole.

**Service Area:** Alameda and San Francisco Counties, primarily Oakland



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### KEY PRACTICES



CULTURALLY BASED  
RITES OF PASSAGE



MEDIA + LITERACY  
PRODUCTION



ACADEMIC/  
EDUCATIONAL SUPPORT



CAREER  
DEVELOPMENT



FITNESS AND  
OUTDOOR EDUCATION



COMMUNITY  
ENGAGEMENT

### PROGRAM FAST FACTS

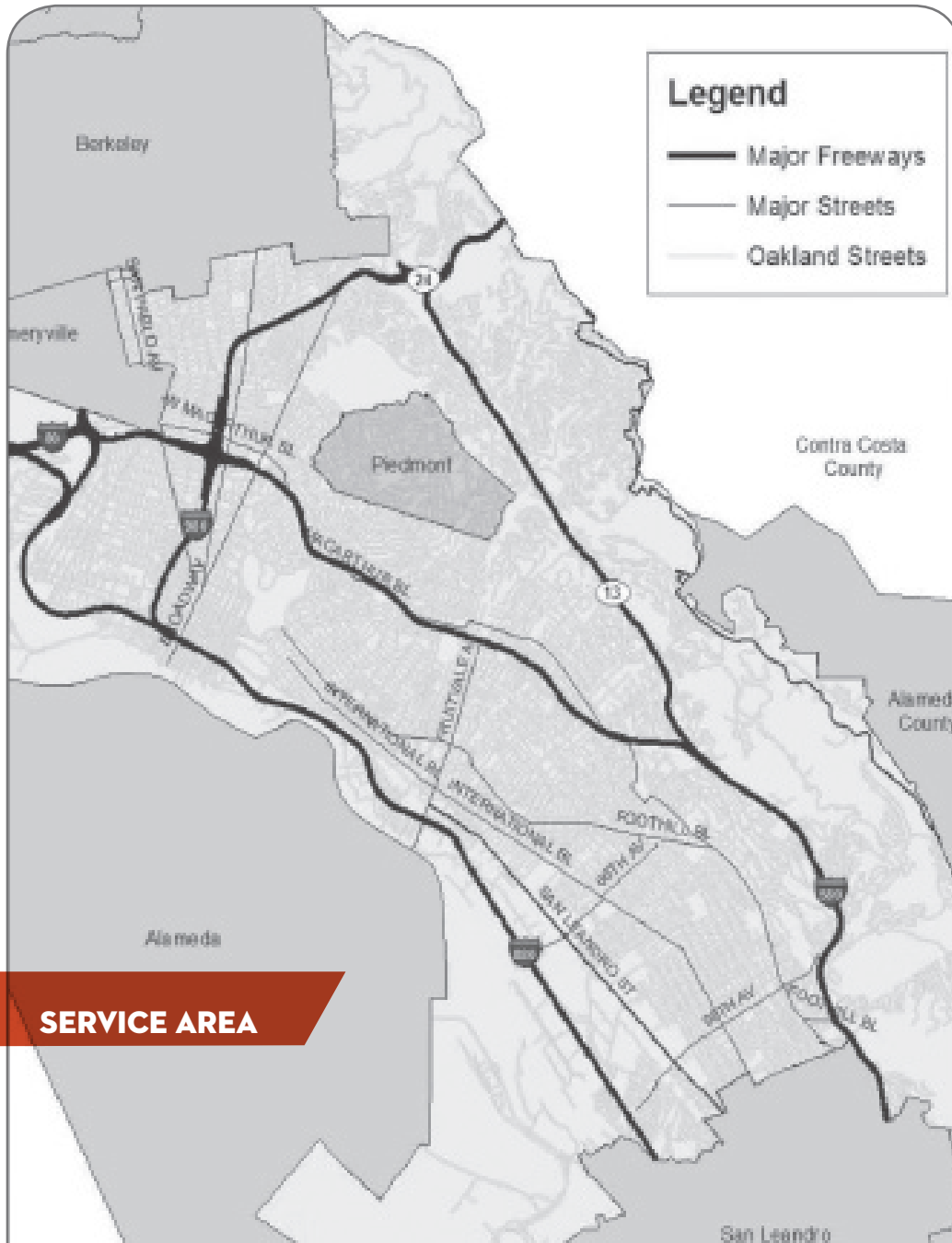
**Program Founded:** 2008

**Target Population:** Oakland male youth of color ages 8-17 years of age and their families.

**Service Area:** Serving boys young men of color in Oakland, particularly San Antonio, Fruitvale and East Oakland.

Training and technical assistance provided throughout the Bay Area and beyond.

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**KEY PRACTICES**



CULTURAL HEALING



SOCIAL JUSTICE ORGANIZING



LIFE SKILLS TRAINING



MENTORSHIP/CARE COACHING



MEDIA ARTS TRAINING

**PROGRAM FAST FACTS**

**Program Founded:** 2009

**Target Population:** Transitioning-aged African American young men who have been near or involved in street life.

**Service Area:** Participants live all throughout Oakland; however, the young men meet weekly at United Roots located in North Oakland.

**SERVICE AREA**