

VISION 2020

YOUTH POLICY PLATFORM





The Brothers, Sons, Selves Coalition consists of community-based organizations from across Los Angeles County that are organizing and working with African American, Latino and Asian Pacific Islander youth in low income communities to address inequity through grassroots policy campaigns and leadership development. The members of the BSS Coalition are Brotherhood Crusade, Children's Defense Fund California, Community Coalition, Genders and Sexualities Alliance Network, InnerCity Struggle, Khmer Girls in Action, Labor/Community Strategy Center, the Social Justice Learning Institute, the Weingart East LA YMCA, and Youth Justice Coalition. The BSS Coalition is a strategic partnership of Liberty Hill Foundation and The California Endowment.

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“I learned to speak up! Don’t hold back what you have to say, get involved, your voice matters. BSS gives you leadership skills you wouldn’t be able to find in schools.” -- BSS student

This Youth Policy Platform lays out our vision for change that will create a more just world—policy change that we, the Brothers, Sons, Selves (BSS) Coalition believe is necessary to significantly improve outcomes for Boys/Bois and Men of Color (BMoC) by removing unjust barriers to their success. It serves as a living document that summarizes our vision for the future, how policies have impacted us and how our advocacy has positively impacted policy. Most importantly, it outlines several policy recommendations we believe are needed to bring about meaningful systemic reform. This platform compiles relevant research and feedback obtained from ongoing student focus groups, organizational surveys and coalition planning over the past two years.

WHO WE ARE

We are a group of 10 community-based organizations in Los Angeles County and include:

- Brotherhood Crusade
- Children’s Defense Fund California
- Community Coalition
- Genders & Sexualities Alliance Network
- InnerCity Struggle
- Khmer Girls in Action
- Labor/Community Strategy Center
- The Social Justice Learning Institute
- The Weingart East LA YMCA
- Youth Justice Coalition

WE ADVOCATE FOR:

- Better schools - Ending the school to prison pipeline and increasing graduation rates;
- No longer seeing boys/bois and men of color (BMoC) as “threats” - Ending the criminalization of boys/bois of color in schools and communities;
- Diverse schools - Inclusive schools and communities;
- Better relationships - Trusted connections between youth and adults; and the
- Success of BMoC - Increased equity in resources.

WE STRIVE TO:

- Improve educational outcomes, specifically improving school climate and ending punitive school discipline polices;
- Ensure boys/bois of color are no longer seen as threats in school and in communities; and
- Promote youth engagement and empowerment.



Our policy advocacy work, both at the local and statewide levels, ensure that all students, especially boys/bois of color, can stay in the classroom and graduate prepared to succeed in college, their careers and life. All policy issues we take on must fulfill the following six criteria:

- 1) Inspires Hope
- 2) Promotes Systemic and/or Holistic Change
- 3) Be Intersectional: Is youth centered, inclusive of girls and the LGBTQ community
- 4) Advances and Aligns our local work
- 5) Builds People Power
- 6) Is Specific, Measurable, and Time-bound.

OUR CONTEXT AND STORIES

We are here because of historical racial and social injustice. We have continued disparities in the forms of achievement gaps, economic gaps, opportunity gaps, etc. because of the lack of systemic change and organized public will necessary to uproot injustice and “ism’s” including racism, classism, sexism, and heterosexism. In order to uproot injustice and plant a more just community so that society as a whole thrives, we need policy antidotes to combat the effects of the original poison. These policy antidotes must be data-driven, backed by research and most importantly reflective of our realities.

We are more than just numbers in a database and stories heard in the media. Yet, the following numbers and stories do describe our realities, the inequities we face, the challenges we must overcome and the possibilities we will create for ourselves and our communities.

The following chart shows information from Measure of America’s “A Portrait of California.” It compares our BSS neighborhoods to the top three neighborhoods in LA County using three dimensions—a long and healthy life, access to knowledge, and a decent standard of living. The American Human Development (HD) Index is an overall score based on a ten-point scale.¹ The following chart describes our “struggling” and “disenfranchised” communities with incredible inequities in health, education and earnings. Addressing this opportunity, achievement and economic gap requires a dramatic shift in who is developing, implementing and monitoring the policies and practices that impact us. BSS is not only committed to telling our own stories but elevating youth voice to take charge of re-writing our own narrative.

1 The Report <http://www.measureofamerica.org/california2014-15/> describes how the HD Index score identified “Five Californias”.
One Percent California consists of the two neighborhood clusters that score 9 or above out of 10 on the HD Index; these neighborhoods are home to just under one in every 100 Californians.
Elite Enclave California is made up of neighborhood clusters that score between 7 and 8.99 on the Index; (15% of Californians.)
Main Street California comprises neighborhood clusters that score between 5 and 6.99; (39% of Californians.)
Struggling California is home to the largest share of the state’s population (42%) scoring between 3 and 4.99 on the Index.
Disenfranchised California comprises neighborhood clusters that score below 3 on the HD Index; (3% of the state’s population.)

A PORTRAIT OF CALIFORNIA 2014–2015

Human Development by Neighborhood Cluster in Los Angeles

	HD INDEX	LIFE EXPECTANCY AT BIRTH (years)	LESS THAN HIGH SCHOOL (%)	AT LEAST HIGH SCHOOL DIPLOMA (%)	AT LEAST BACHELOR DEGREE (%)	GRAD OR PROF DEGREE (%)	MEDIAN EARNINGS (2012)
California	5.39	81.2	18.5	81.5	30.9	11.3	30,502
Los Angeles County	5.2	81.8	23.6	76.4	29.5	10.2	28,176

Top 3 Neighborhood Clusters in LA County

Redondo Beach, Manhattan Beach & Hermosa Beach Cities	8.61	84.3	3.7	96.3	61.8	23.9	62,624
Calabasas, Agoura Hills, Malibu & Westlake Village Cities	8.49	84.8	3.1	96.9	59	27.7	54,081
Newport Beach, Aliso Viejo & Laguna Hills Cities	8.42	85.8	3.9	96.1	58.4	22.6	53,979

BSS Neighborhood Clusters in LA County

Long Beach City (North)	4.39	78.6	25.4	74.6	19.9	5.5	27,779
LA City (South/San Pedro)	4.38	80.0	28.1	71.9	19.2	5.1	24,924
LA City (Central/West Adams & Baldwin Hills)	4.19	78.7	25.4	74.6	19.9	6.7	24,851
Long Beach (Central) & Signal Hill Cities	4.05	77.3	27.2	72.8	26.4	9.0	25,017
LA City (East Central/ Central City & Boyle Heights)	3.51	81.3	44.0	56.0	16.5	5.1	20,049
Long Beach City (Southwest & Port)	3.43	76.7	32.1	67.9	19.0	5.8	22,205
East Los Angeles	3.07	80.5	55.4	44.6	5.8	1.3	19,157
LA City (South Central/ Westmont)	3.03	77.6	40.7	59.3	9.6	2.0	19,777
LA City Southeast/East Vernont	2.3	79	64.2	35.8	3.4	0.6	15,658
LA City South Central/ Watts	2.14	75.5	51.2	48.8	4.9	0.9	17,803

Source: Measure of America calculations using California Department of Public Health 2010–2012 mortality data and U.S. Census Bureau Population Estimates and American Community Survey 2010–2012.

Additional studies found that:

College Entry/Completion

- Dropout/Pushout rate for Pacific Islander, Latino and African-American youth are the top three in California, at 21%, 23%, and 30% respectively. African American boys and young men have suspension rates 2.4 times higher than their white peers.
- Only about 55 percent of Latino boys and 54 percent of African American boys graduated from California schools in 2007.

“There are definitely gangs in school. This one student thought I was affiliated with a gang. I told them I wasn’t, but I have some friends that are enemies with some of my other friends. We usually just stay in our own little area so we don’t get ourselves, or other people, in trouble because we are all working towards the same thing – GRADUATION.” –BSS Long Beach Student

Public Safety

- Latinos and African American young men are 2 and 3 times more likely to be exposed to incidents of violence (i.e. shootings and riots) than white young men.²

*“I don’t like walking to the bus stop for school, I feel anxious for what might happen. A lot of shootings happen on my block. . . Where I live is unpredictable.”
–BSS Los Angeles Student*

- African American young men (15-24 years old) have a homicide death rate at least 16 times greater than young white men. The homicide death rate for young Latino men is 5 times greater than young white men.³

- Exposure to violence has serious effects on the long-term mental health of individuals. African American and Latino boys are 2.5 and 4.1 times more likely to have post-traumatic stress disorder than their white peers.⁴

HOW POLICY HAS IMPACTED US

Policies can help or hinder the well-being of our communities. That is why BSS works to lift the voices and stories of our youth to inform so that the development and implementation of policies can truly address the root causes of injustice, at the state, local and even school site levels.

1) IMPROVING EDUCATION AND ENDING THE “SCHOOL-TO-PRISON” PIPELINE

While some students feel safe at their school: “Everybody I know (at school) stresses education a lot. Most of the teachers provide encouragement to go to college and be successful. The school tries to make it a safe environment. I see signs letting us know that it’s safe for any type of folks, like people of color and LGBT;” many students interviewed feel otherwise: “For me, it’s somewhat the opposite. The first thing that comes to mind (about my school) is the security and police. They are supposed to make you feel safe, but they make you feel unsafe at the same time. It feels very tense...you see police and then you feel you can’t be yourself...you don’t want to draw attention to yourself because we are people of color...you know, we’re Asian.”

2 Assembly Select Committee on the Status of Boys and Men of Color in California. (2012). “Claiming the Promise of the Health and Success for Boys and Men of Color

3 Ibid.

4 The California Endowment. (2010). “Healthy Communities Matter: The Importance of Place to the Health of Boys of Color”.

To ensure all students are provided with safe and supportive learning environments, BSS focused our policy advocacy efforts at the statewide (i.e. curbing suspensions and expulsions) and local levels. We worked with key decision-makers to develop and adopt the 2013 “School Climate Bill of Rights” at Los Angeles and Long Beach Unified School Districts, a landmark policy establishing a systems-approach to reducing student suspension and expulsions rates, as depicted in the chart below.

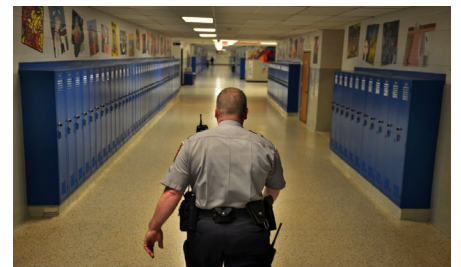
Number (%) of Suspensions by School Year and Location

	2011-12	2012-13	2013-14	2014-15
Los Angeles USD	18,888 (2.7%)	11,898 (1.7%)	8,864 (1.3%)	6,184 (.9%)
Long Beach USD	5,069 (5.7%)	5,752 (6.3%)	3,742 (4.4%)	2,939 (3.5%)
Los Angeles County	72,753 (4.4%)	58,253 (3.5%)	45,487 (2.8%)	35,102 (2.2%)
California	366,629 (5.7%)	329,370 (5.1%)	279,383 (4.4%)	243,603 (3.8%)

Source: California Longitudinal Pupil Achievement Data System (CALPADS) 8/29/16

2) DE-CRIMINALIZING YOUTH IN SCHOOLS AND IN OUR COMMUNITIES

Historically, safety has been associated with physical safety. However, more and more students are calling attention to the need for more social and emotional safety. This is in response to incidents of bullying, that interestingly can come from other students, teachers, and especially law enforcement. “At my high school, there’s so many (police officers) it’s basically a police station. They serve the school, but when we need them in the neighborhood...they aren’t really there.” Another BSS student from Los Angeles states “police are trained more violently than they need to be...The security and police at school are there to maintain order and so they act like they have dominance over you. With the teachers, it’s different since they are there to educate you and nurture you, so when a teacher is involved with a conflict, they are more caring than the security or police.” To address this, BSS works with families, communities, educators and the criminal justice system to ensure that we (youth) are better understood, taught and prepared to succeed in college, or careers and respected as members of our community (i.e. gang enhancements, policing practices in and out of community, etc.).



Many of us and our peers feel disproportionately targeted by police, “Security or police are always roaming around and standing at the school gate. They are supposed to make you feel safe but they make you feel unsafe at the same time. In elementary school, you don’t see police all the time...Yea, we feel very tense. You see police and you can’t be yourself. You do what you can not to draw attention to yourself because we are people of color,” comments a BSS student from Long Beach. Because many of our youth are disproportionately targeted by police, ensuring criminal intelligence systems, like the Cal Gang Database is critical to us. See table below.

2015 Demographics of Individuals in CalGang by Location, Type, Gender, Age, and Race

County	Total # of Ind	Male	TYPE		AGE				RACE				
			Gang Member	Affiliates	0-17	18-30	31-45	46+	Asian/Pac Islander	Black	Hispanic	White	Other
Statewide	150,432	93.09%	92.40%		1.72%	57.26%	33.61%	7.42%	2.27%	20.54%	64.93%	8.17%	0.57%
Los Angeles	64,384	92.14	90.83	9.17	1.71	56.89	33.67	7.73	1.71	29.99	60.15	4.06	0.37

Source: California State Auditor’s analysis of CalGang data obtained from the California Department of Justice as of November 23, 2015. Note: Some percentages may not sum to 100 due to rounding.

A recent audit of the Cal Gang Database found its weak oversight structure compromises its data collection, management and usage resulting in inaccurate data that may violate the privacy (and possibly the constitutional) rights of many individuals. For example, some of our students and their families live in neighborhoods and frequently interact with gang members simply because of proximity. It is unacceptable that their address can lead them to being added to the database even if they are not affiliated with gang members.

As of November 2015, more than 150,000 people were in CalGang. On average, people remained in CalGang for about five and a half years. The table below shows how many individuals law enforcement agencies have added and removed from CalGang since January 2010. It also shows that more people are being removed from CalGang than being added to it since 2011.

Number of Gang Members and Affiliates Added to and Removed from CalGang 2010 – 2015

*150,000 Total in CalGang in November 2015

		2010	2011	2012	2013	2014	2015*
ADDITIONS	Affiliates	3,534	3,419	2,337	1,829	1,717	1,444
	Gang members	26,518	21,269	18,209	15,331	15,890	13,490
Total Additions		30,052	24,688	20,546	17,160	17,607	14,934

REMOVALS	Affiliates purged	2,946	3,238	4,142	4,617	4,043	3,801
	Affiliates manually deleted	63	55	43	15	15	19
	Gang members purged	16,790	23,102	25,391	28,275	30,695	29,461
	Gang members manually deleted	769	374	221	152	184	150
Total Removals		20,568	26,769	29,797	33,059	34,937	33,431

Source: California State Auditor’s analysis of CalGang data obtained from the California Department of Justice as of November 23, 2015. Our analysis for 2015 was limited to additions and removals that occurred as of November 23, 2015.



3) **CREATING OPPORTUNITIES THAT FURTHER ENGAGE YOUTH** to elevate their voices and improve our schools, and ultimately our communities. A BSS student commented, “I have to live with the situation I was born into.” BSS believes that as human beings and consumers of education, students have the right and obligation to improve the system by becoming aware of and engaging in relevant decision-making and electoral processes, this includes extending the right to vote in school board elections to 16 years old.

The vast majority of BSS youth echo a peer’s comment that “everyone in high school should be able to vote, but we realize that some people aren’t informed enough” which is why outreach and awareness are so critical. “We (students) should have influence over the school board members and make sure they have

our values. I don’t really hear people talking about representing our needs...that would probably change if we were able to vote.” -- BSS Long Beach Student

SUCCESSFUL POLICY ADVOCACY CAMPAIGNS

BSS' strategic and grassroots policy and advocacy efforts include youth-led town halls; delegation visits with elected officials; public comment testimonies at state hearings and school board meetings; and public rallies. One BSS youth commented that "When I went to Sacramento for the *Free Our Dreams Lobby Day*, I was talking about our experiences and on that day we finally had our voices heard in front of important people." Another felt that "being able to speak on props and bills that I really care about was important. I wasn't on script, I was able to support things I agreed with the most." We believe that developing the leadership skills of our youth now establishes a strong foundation for their self-confidence and positive civic engagement in the future.

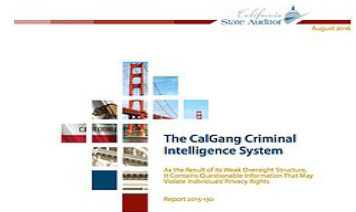
Our advocacy efforts have led to the successful adoption of the following state and local policies:



Willful Defiance Ban K-12 In 2013, LAUSD became the first school district nationally to end suspension/expulsion of students for "willful defiance" as part of School Climate Bill of Rights., which led to successful advocacy campaigns to increase resources allocated to improve school climate and alternatives to school suspension.

Long Beach also passed the Resolution on School Discipline which strongly urges schools in LBUSD to provide students with alternatives to suspension.

Gang Database A recent audit found the weak oversight of the CalGang Database which can be linked to the systemization of law enforcement agencies being able to continue racial profile, disproportionately surveil and incarcerate communities of color across CA. Governor Brown recently signed AB 2298 into law which provides people



of all ages the right to be notified, to challenge designation with the law enforcement agency, and to appeal to a neutral party if they are added to a shared gang database (including but not limited to CalGang); automatically removes someone from a database if they have no conviction related to gang within three years (i.e. a violation of the STEP Act); and requires the state to release data every year of numbers and demographics on additions and removals from gang databases.



Passage of Prop 47 Safe Neighborhoods and Schools Act: law reclassified six non-violent, non-serious felonies as misdemeanors, creating millions of dollars in savings to be invested in prevention and health. LAUSD and the Los Angeles City Council officially endorse Proposition 47.

Local Control Funding Formula (LCFF) and Local Control Accountability Plan (LCAP) Education funding redirected to strengthen school climate and positive alternatives to suspension. Our LAUSD advocacy campaign helped secure funding for 50 Restorative Justice (RJ) counselor positions; 10 RJ Coordinator positions (an investment of over \$7M), along with securing additional dollars for RJ and Positive Behavior Interventions and Supports training. For the 2015-2016 budget, we successfully dissuaded LAUSD from spending \$13M from LCFF supplemental and concentration funds on school police. In Long Beach, youth leaders got the LBUSD to allocate \$190,000 for RJ counselors for the 2015-2016 school year.



WHAT STILL NEEDS TO BE DONE

We want BMoC to have the same realistic chance to succeed as other student groups in California. We see a dramatic difference in outcomes because some students have institutional barriers that other students simply do not have to face. By removing these barriers, we unlock the endless potential of BMoC and will see outcomes begin to match that trend.

If we can solve any issue in Los Angeles or California, we would focus on the following four areas:

- 1) Improving Education and Ending the School to Prison Pipeline;

- 2) De-criminalizing Youth;
- 3) Empowering Youth; and
- 4) Improving Communities.

Our specific recommendations are as follows:

Improve Education and End the School to Prison Pipeline

Recommendation 1.1: End Willful Defiance Statewide

“Willful Defiance” is a school suspension and expulsion category that has been used as a catch-all phrase that includes talking back, refusing assignments or violating the dress code. As the most common reason for out-of-school suspensions in California, it disproportionately affects students of color, LGBTQ students and students with disabilities. We seek to eliminate willful defiance by ensuring meaningful implementation of the School Climate Bill of Rights and expanding AB 420, a bill mandating that no K-3 student can be suspended out of school for willful defiance. The state should end willful defiance K-12.

Recommendation 1.2: Increase Funding for School Climate and Trauma Informed Care

Further investing in research-based and data-driven practices that improve school climate can increase attendance, academic performance, and positive student to adult relationships on campus. For example, we will continue promoting trauma-informed schools, particularly by advocating for better spending, hiring, training, and evaluation practices (of teachers, administrators and counselors) so that Restorative Justice is meaningfully implemented. The state should increase existing investments and ensure the funding is aligned with local work and community based organization’s investments.

Recommendation 1.3: Better Utilize LCFF Funds

BSS will continue to work with key decision-makers at the state and local levels to ensure accountability mechanisms are in place that ensure school climate related funds are spent as intended. Specifically, that funding:

- a. Is distributed more equitably
- b. School police funding is spent on counselors and teachers
- c. Supports necessary resources for undocumented students (even thru college)
- d. Goes towards LGBT programming



The state needs to sanction school districts that are inappropriately using funds. For example, if they are not using LCFF supplemental and concentration funds for intended populations, and if they are using supplemental and concentration funds to increase school police under the guise of “improving school climate.”

Recommendation 1.4: Better Align and Leverage Ethnic Studies

To ensure that the offering of ethnic studies courses in high school truly “prepare our students to be global citizens with an appreciation for the contributions of multiple cultures,” BSS commits to working with educators to vet and leverage youth and community related Ethnic Studies curriculum that is both rigorous (aligned to A-G standards) and relevant to the student experience. The state should look at various ways of incorporating ethnic studies, including modified versions of the existing History requirement.

Recommendation 1.5: Greater Health and Wellness

As part of BSS’s overall health and wellness campaign, we will continue to advocate for the following at the state and local levels as necessary:

- a. More access to quality wellness centers
- b. More services for physical programs
- c. More mental health programs including therapy and restorative justice practices; and
- d. Healthcare insurance for all.

The state should increase resources for wellness centers that provide holistic and comprehensive services in schools.

Recommendation 1.6: Better Measurement of Schools

Schools no longer have to rely on the use of test scores alone to measure its impact. BSS has always stated that school climate is central to the success of a school. Education reforms (LCFF, CORE, API restructuring, etc.) have created an opportunity to ensure school districts and/or school sites conduct appropriate and robust measurements of school climate. Since 2015, BSS worked with youth to develop a range of school climate indicators (i.e. Tracking In-house Suspensions/Expulsions, Out of Class Referrals; Student to Counselor Ratio, School Climate Professional Development Days, and more recently, measuring the climate of the neighborhood in which the school is in, etc.) that can be used to assess the performance and impact of schools. BSS continues to advocate to state decision-makers about the importance of incorporating youth input in developing a quantified measurement of schools.

Decriminalize Youth

Recommendation 2.1: Redefine Roles and Responsibilities of Police on Campus

We will continue to advocate for standards and/or training for campus police officers to help clarify and transition their role from student disciplinarians to ideally, counselors and guardians. We hope that redefining this role will encourage school administrators to employ police in a way that decreases unnecessary arrests and avoids their improper involvement in school disciplinary matters. The state should examine the existing practice of police in handling pre-adolescent youth and should better define police role's on campus.

Recommendation 2.2: Allocate County Dollars Towards Youth Development Programs

Because LA County does not have a single department dedicated to aligning and leveraging resources that better serve youth and their families, BSS seeks to work with key elected and appointed officials to develop opportunities that restructure oversight, funding, accountability, etc. The state should allocate matching dollars to counties that establish youth departments.

Empower Youth

Recommendation 3.1: Allow 16 Year-Olds to Vote

BSS students feel very strongly that “we need to have a voice for our future!” Expanding voting rights to 16 and 17 year olds in school board elections is a positive reform that can elevate the voices and civic engagement of the district's' most important consumer, the students themselves. Research indicates that when students discuss politics and local issues at home, they also encourage others to engage and vote. Lastly, allowing 16 and 17 year olds who are citizens, but whose parents may not be citizens, would ensure adequate representation. California should lead the nation in allowing 16 year olds to vote in school board elections.

Recommendation 3.2: Implement More LGBTQ-relevant Programs

School programs that ignore, stigmatize and stereotype LGBTQ students contribute to unsafe school environments. BSS is advocating to make schools safer for all youth, regardless of sexual orientation or gender identity, by advocating for and directly shaping more inclusive sex education programs and curriculum that address the needs of all students. The state should allocate greater resources for diversity and inclusion.

Recommendation 3.3: End Youth Homelessness

Research shows how youth that experience homelessness or are at-risk of homelessness, particularly youth in foster care, are at a far greater risk for mental health and substance abuse disorders, unemployment, and lower educational attainment. We are exploring and advocating for strategies and policies that aim to end youth homelessness through prevention, supportive services, and housing. The State should support resources that transition youth out of homelessness and into career pathways, including higher education.

Recommendation 3.4: Free Transportation for Youth

The Los Angeles County Metropolitan Transportation Authority (MTA) serves nearly one-third of California's residents and currently offers discounted bus passes for students. BSS seeks to continue exploring and advocating for safe transportation opportunities for youth attending educational, cultural, and recreational activities. We also seek to identify options to provide free transportation for youth in high-risk, high crime, high violence areas, particularly for homeless youth. The State should expand opportunities to provide free transportation to youth that are in school and/or working.

Improve Communities

Recommendation 4.1: Improve Career Pathways

California sustains \$46.4 billion in lost wages, increased crime, and lost productivity for dropouts/pushouts from each and every cohort.⁵ When students select a career pathway at their high school based on their personal and career interests, they are more likely to engage, achieve academically and graduate within the planned four years. BSS aims to leverage the collective voice of our members and communities to expand student access to rigorous career technical education, work-based learning, and academic supports that help students achieve, graduate and get exposure to a wide array of 21st century career options. The state should continue investments in career pathways and prioritize boys/boys and men of color (BMoC) communities

Recommendation 4.2 Local Hire Policies

Targeting local residents for recruitment and job training programs is mutually beneficial for the employer and the local community. Anchor institutions like schools, hospitals, government agencies etc., can greatly benefit from local procurement, investment, hiring, etc. as this fulfills its workforce needs, decreases commute time/traffic, and promotes sustainable practices within the community.

Developing inclusive hiring practices that target BMoC can further align human resource practices and community goals of achieving diversity and promoting equity. Mirroring the diversity of the community in the hiring institution itself demonstrates a commitment to equality and will build trust within the community. The state should provide direct job opportunities for BMoC by requiring local hire policies beginning with all infrastructure, renewable, energy, transportation and other related projects.

5 Carnevale, A., Smith, N., & Strohl, J. (2010). Help Wanted: Projections of Jobs and Education Requirements through 2018. Washington, DC: Georgetown University Center on Education and the Workforce. p. 13-15. Retrieved from <https://georgetown.app.box.com/s/ursjbxaym2n-p1v8mgrv7>



MEMBER ORGANIZATIONS

The Brothers, Sons, Selves Coalition is a group of 10 community-based organizations in Los Angeles County working together to improve outcomes for boys and young men of color by advocating for positive alternatives to suspension and reducing criminalization in communities of color.



CONVENING TEAM

The Brothers, Sons, Selves Coalition is a strategic partnership between the California Endowment and Liberty Hill Foundation with support from Reinvent Communications and Ideate Labs.



