



# BLACK to the FUTURE

ANNUAL REPORT '19

A CALL-TO-ACTION FOR AFRICAN AMERICAN  
COMMUNITY EMPOWERMENT IN SAN FRANCISCO



# INTRODUCTION

Black to The Future (BTTF) completed its 3rd year of programming beginning July 1st 2018-June 30th 2019. BTTF is an initiative partnered with 15 organizations around San Francisco providing collaborative work to the African American Community, which has been identified as the most underserved population within San Francisco. BTTF is city-supported and community driven, and has continued to build partnerships, coordinate activities, and serve families through an array of services that have been identified as high needs.

Families who have taken advantage of BTTF and its services, have been able to celebrate successes big and small, as each successful moment looks different within each family. We celebrate those families who were open to receiving ‘mental health’ services, as we all know within the African American community it is hard to trust. There is such a stigma around “mental health”, and BTTF is committed to breaking that stigma.

Black to The Future is committed to the continued work of providing wrap around services to the African American community, and has expanded its internal team within Young Community Developers (YCD) which has grown from 5 to 9 team members. Each team member plays a vital role in assisting not only the collaborative, but the families that are being served. YCD has continued to be the anchor community based organization of BTTF, by not only providing fiscal oversight of the Department of Children Youth and Family funds, but partnering within the workforce field to ensure families/individuals obtain permanent employment and or necessary training.

This report serves as a snapshot of the services provided by Black to The Future and the outcomes to date.



# FAMILY SUPPORT

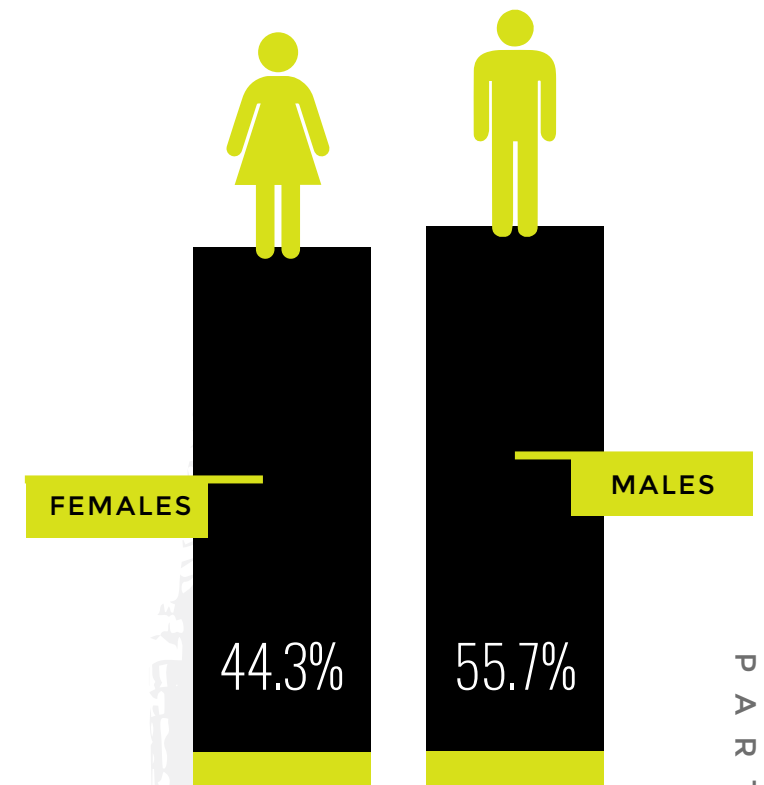
*"My family has had several barriers that Black to the Future has assisted [us] with from school transfers to summer employment for my kids. My Case Manager has always made herself available no matter what."*

- Mandisa Lyons



*"Black to the Future has really been here for me since my move to San Francisco from the East Coast. When I found out about them from my brother I immediately went down there to sign up. Ms. Lakeisha helped me find a job that I've had for over a year and I just bought my first car!"*

- Kenneth Cowan



PARTICIPANTS

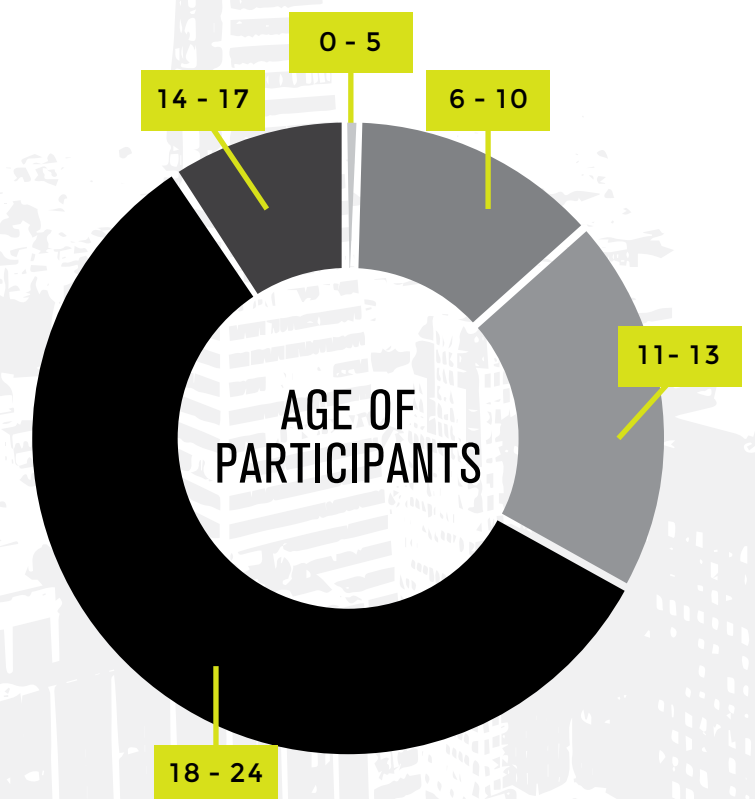
The Family Support Team was created to provide personalized support to Black to the Future family clients. The team consists of a Program Coordinator, Family Support Coordinator, and three Student Success Coaches. Each Family Support team member plays a vital role in helping the families we serve to thrive.

When a family is referred to Black to the Future—whether from a school, a walk-in, or a self-referral—the Family Support Coordinator is the initial point of contact to assess family needs; connect them with appropriate partners who can provide targeted supports; and initiate the relationship with their Student Success Coaches to set up academic supports within SFUSD.

The Family Support Coordinator walks hand-in-hand with families as they navigate various challenges, spending a minimum of one hour per week, depending on the severity of each family's needs and their individual goals.

The Black to The Future Family Support Team works diligently to assist clients transcend barriers and experience positive progress and growth.

## CLIENTS SUPPORTED BY FAMILY SUPPORT TEAM





# ACADEMIC SUPPORT

Black to the Future Student Success Coaches (SSCs, previously known as Academic Support Workers) work with various school sites across SFUSD. SSC's don't focus only on academics, but also support social/emotional well-being and life skills by working closely with teachers, administrators, and Black to the Future team members to understand and better support the holistic success of students. Over the course of the 2018-19 school year, SSCs provided support for students in the following schools: Malcolm X Academy Elementary, Charles Drew Elementary, William Cobb Elementary, McKinley Elementary, Willie Brown Middle, Marina Middle, Paul Revere Middle, Gateway Middle, and AP Giannini Middle.

Each of the students working with SSCs were struggling with an array of barriers including truancy, disruptive classroom behavior, low math and reading scores, inconsistent work completion and submission, and family challenges. Some students who were

on the verge of facing truancy court hearings have begun to shift their behaviors and make better decisions, showing up to class when expected and more consistently showing discipline and concern in regard to their education and classroom behavior. The physical presence of SSC's helps redirect negative behaviors in real time rather than trying to address the challenges after removing students from the classroom environment. Students have been taught coping skills such as breathing techniques, communication tactics, meditation, and learning to ask for breaks when needed.

BTFF partnered with Alive and Free to provide additional behavioral support and violence prevention services to students, which included classroom behavior monitoring and weekly meetings with students, parents, and school staff. Partially as a result of these interventions, student suspensions were reduced by 100%.

## SCHOOL SITE SUPPORT PROVIDED BY STUDENT SUCCESS COACHES

SCHOOL	NUMBER OF DAYS	NUMBER OF STUDENT SUCCESS COACHES	NUMBER OF STUDENTS	NUMBER OF HOURS
Willie Brown M.S.	2	1	1	2.5
Marina M.S.	2	1	1	2.5
Malcolm X Academy Elementary	2	1	2	2.5
Charles Drew Elementary	2	1	3	4
William Cobb Elementary	2	1	3	3
McKinley Elementary	1	1	1	2.5
AP Giannini M.S.	1	1	1	2.5
El Dorado Elementary	2	1	2	3.5
Gateway M.S.	1	1	1	2.5
MLK Jr. M.S.	2	1	2	3.5
Paul Revere M.S.	1	1	1	3.5
Lafayette Elementary	1	1	1	1.5

## ENROLLMENT PROCESS/SOME OF THE WAYS WE ENGAGE YOUTH

- As a responsive program, we engage youth participants a variety of ways, depending on the circumstances. Some examples of how we connect with youth include:
- Direct referral from the student's school staff
- Recruitment at public events
- Word of mouth
- Participation in Black Star Rising, a summer course designed by SFUSD that matches students to project-based paid internships with Black to the Future

## PARENT FEEDBACK

“ Thank you for assisting my son during his spring semester. He reported liking you around and felt very comfortable getting help from you. This is a big deal for someone who shies away from asking for assistance. He is a bright kid and learns differently from his friends, which can make it hard for him to accept [support]...Sadly, we still live in a complex country where people of color are labeled as underachievers. It's good having a mentor who looks like him that he can rise up to. He is looking forward to seeing you in the fall. Keep up the good work! Again, thanks for being of service to our son! ”

This mother's feedback emphasizes the importance of culturally competent mentors who reflect student identities in schools. Students of color are set up to achieve more when they are supported by people with whom they identify and who understand the complex reality of being black in our society.

## EDUCATION

This year, Black to The Future supported 17 Seniors with college searches, personal statements, financial aid, SAT/ACT preparation and registration, and other elements of the college application process, through 100% College Prep Jump Start Senior Academy which is a summer program for seniors in San Francisco. Urban Ed Academy, in partnership with Back on Track, conducted Saturday Academy at UCSF, welcoming approx. 50 students (grades 3-8) each week over the course of 16 weeks (December 2018 through June 2019).

Classes they focused on for the Spring included Art, Martial Arts, Cooking, SAT/ACT prep, Spanish, Creative Writing, and Math.

## BLACKSTARS RISING

Black Star Rising is a cohort-based high school readiness and success program designed to prepare rising African American 9th, 10th, and 11th graders for STEM careers through direct math and science instruction, career exposure, credit recovery, early college coursework, and an introduction to workplace readiness skills.

Students receive support over the course of a six-week summer program. Additionally, case management and quarterly check-ins led by SFUSD staff are provided to students during the regular school year. In 2019, 87 youth attended summer school and completed the introduction to workplace readiness program, receiving a \$599 stipend upon completion. Since 2018, Black to the Future has supported over 165 youth.

## MBSK YOUTH COUNCIL

The My Brother and Sisters Keeper (MBSK) San Francisco Alliance was formed between Black to the Future, Bay Area Community Resources, and the San Francisco Human Rights Commission as a community call-to-action to the systemic challenges faced by our most underserved youth in San Francisco. Black to the Future refers and supports black youth who are a part of the MBSK Youth Council. The Youth Council participants serve as liaisons between collaboratives and other initiatives serving youth of color throughout San Francisco (including Black to the Future), and provide youth input to local and regional My Brother's Keeper Alliances. The Youth Council is gearing up to plan and execute a youth-led MBSK summit, focused in part on increasing the number of youth of color on governance boards, councils, and other decision-making bodies within San Francisco. Youth Council members receive stipends up to \$599.

## HEALTH & WELLNESS

Black to the Future's Health and Wellness Cohort provides support and resources for healthy habits and lifestyles among our African American community. Most referrals for health and wellness services have been received from outside of the Black to the Future Initiative. This has been seen as a positive outcome demonstrating the success for outreach. The areas of need that have been identified are family conflict, social stressors, emergency and general housing, clinical services, general support services, cyber-bullying, and support navigating abusive situations, including domestic and community violence. Over 100 hours of clinical services were provided through the wellness clinician over the course of the 2018-19 year.

# HEALTH & WELLNESS ACTIVITY HIGHLIGHTS

Sojourner Truth Foster Agency and Healing For our Families facilitated an overnight trip to Sacramento for the Survivors Speak Conference in April 2019. Nearly 50 adults and youth from Bayview Hunters Point, Western Addition, OMI (Ocean View-Merced Heights-Ingleside), and Oakland were in attendance. The focus of the conference was to teach survivors advocacy and healing skills and ways to navigate within the criminal justice system.

Healing Circles, which provides a space for community members to discuss complex topics, has continued to be a great resource for Black to The Future clients throughout San Francisco. Topics discussed include self-care, anger management, stress reduction; fear, doubt, and insecurity; managing court appointments; advocacy; family strengthening; and empowerment. There has been an increase in attendance of African American men and fathers. Average attendance is 10 to 15 community members.

This year 87 people attended our Mother's Day Brunch. The purpose of this annual event is to provide a healing space for mothers who have lost children to violence. This year, mothers in attendance ranged in age from 31 up to 102 years old.

Community vigils were held in partnership with SFPD and Healing for Our Nation. The purpose of the vigils are to reduce homicides and the possibility of retaliation. Vigils were convened in the District 10 after several homicides have occurred in that area. Average attendance was 30 people which included community members from community-based organizations, local merchants, and neighborhood residents.

Sojourner Truth Foster Care Agency facilitated a monthly Rites of Passage ceremony for girls between the ages of 8 and 17 years old to develop positive self-image and to learn about and honor their histories and identities. Average attendance was 13 girls from Bayview Hunters Point, Potrero Hill, OMI (Ocean View, Merced Heights and Ingleside), and Western Addition. The Agency provided transportation to and from the session as well as a healthy family-style dinner to promote unity among the girls. Students were also given the opportunity to present at the SF City Hall's 2019 Black History Month event. Parents, caregivers, and grandparents attended as members of the community/village.

Sojourner Truth Foster Care Agency also held a domestic violence public forum event in March 2019 in partnership with SFPD, the SF Business & Professional Women, Inc., and Donald Lacy to show the film Hidden Treasures. The event was to support and share information with the community, specifically targeting African American women who've survived or are experiencing domestic violence and/or sexual abuse. Approximately 45 youth and adults were in attendance.

Health and Wellness conducts an annual retreat amongst themselves to support and promote their own health and well-being as service providers. They participated in a Trauma-Informed Systems 101 Training facilitated by the Trauma Transformed organization in partnership with the Department of Public Health. The goal of this work was for organizations to become healing organizations and in turn transform San Francisco into a healing city.

# WORKFORCE

In the 2018-19 fiscal year, our Workforce Support Team served a total of 124 participants. 28 of the participants were assisted with barrier removal in areas such as: suspended drivers license, certifications, transportation, and childcare to name a few.

Clients who received support in the workforce have expressed a newfound sense of pride in themselves; having the ability to care for their families makes them feel good and helps them push through barriers that previously discouraged them. 3rd St. Youth Clinic provided helpful partnership this past year; in one instance, they provided access to work in the culinary field for a client who ended up enrolling at Laney to receive formal training to become a chef.

Youth have continued to take advantage of the numerous opportunities given to them throughout the summer, in which return assists them down the line with networking to obtain part/full time employment, as well as given them the confidence to go on and reach their full potential.

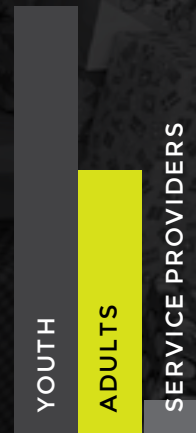
## 2018-2019 BTF WORKFORCE DEVELOPMENT

TRAINING/EMPLOYMENT OPPORTUNITIES	DURATION OF TRAINING "WEEKS"	NUMBER OF CLIENTS IN ATTENDANCE
Pre job readiness training	2	15
Job readiness training	4	24
Construction	16	1
Private Sector position	Permanent employment	17
Environmental Certificates		10
Culinary		1
Youth Workforce Development	8	93



# EVENTS

## BTF 2019 EVENTS ATTENDANCE



### BLACK FAMILY DAY



### BREAKFAST ON THE GO



### HEALING JUSTICE

Black to The Future hosted events throughout the year across the City to get the word out about services available to community members.

Breakfast on the Go was held at Charles Drew Elementary as a convenient way to offer a grab-and-go breakfast to parents while sharing information about Black to the Future.

Black Family Day was held at Malcolm X Academy in partnership with SFUSD and Urban Ed Academy. Each cohort participated by sponsoring an item; contributions included food, a bounce house, and volunteering to work at the event. Children had a blast as they raced through the bounce obstacle course and participated in other activities including face painting, the petting zoo, and the

mobile game truck. Parents were able to receive information about support available from Black to the Future and learn from other organizations represented including Wu Yee, Five Keys, Hunters Point Family and many more.

The Healing and Justice event was held to create a multi-racial/multi-ethnic and intergenerational space to connect, learn, build, and strengthen relations across communities of color. The screening of Dr. Shakti Butler's film Healing Justice was followed by a discussion with the producer herself, which offered an opportunity to honor each other's struggles, identify ways to be in a restorative community and create the path toward healing and wholeness.



# ASSESSING OUR IMPACT

Ensuring that we have a positive impact on the well being and growth of the youth and families we serve is a priority. Some of the ways we measure our success include:

- Engagement numbers
- Interest levels
- Attendance
- Attachment/sense of connection
- Teacher/School feedback
- Caregiver feedback

We have been able to capture engagement numbers by obtaining sign in sheets throughout various events, keeping track of attendance from school groups, academic and mental health activities. Families/individuals gain a sense of connection and attachment by continuously expressing their gratitude during 1:1 meetings, events, activities, and or via-phone.

One major area of concern for us is providing quality service to African American residents of San Francisco. We feel confident that without the wraparound services provided by Black to the Future, the percentage of African American residents would be even more compromised than it is now. By BTF being embedded within the most undeserving areas, such as Bayview Hunters Point, Sunnyside, and the Western Addition to name a few, allows the opportunity for residents to be adequately served.

To date, our most significant challenge is establishing a thoughtful, consistent, and powerful data collection and interpretation system that captures and communicates the complex and impactful work that Black to The Future has done. We have tried using Apricot which was helpful in some areas as it was able to capture the connection between household members. Apricot allowed us to enter each individual and capture the activities/services they were receiving, all the while being able to link the individuals who are apart of the same family. The con with Apricot was the issue of not being able to export this information into the Department of Children Youth and their Family's (DCYF) system.

Regardless of data indications, we are confident that our greatest success has been assisting families as they work toward self sufficiency. Success looks different for each and every family that is served, which is part of the reason it's challenging to identify and implement a sound and consistent evaluation system. Depending on the particulars of any unique situation, success can range from something like a client being ready and willing to receive therapeutic services, maintaining long-term employment, or a student raising their reading level. Through our anecdotal and experiential data, we know that we have supported participants to achieve all of these distinct goals and many more.



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