



## **Black Boys College Bound Initiative**

### **Goal**

To increase the number of college-ready black male youth from Bay Area public schools, particularly in San Francisco and Oakland.

In time, we hope to expand our focus to include college retention and graduation of black men.

**Mitchell Kapor Foundation**

# Introduction: What is strategy?

Strategy is:

- A management approach used by organizations to determine **how best** to allocate **scarce resources** in order to achieve the **greatest possible impact**
  - If you only had \$1...
- A way for mere mortals to achieve “miracles”

# Black Boys College Bound Initiative Strategy Development Approach

## Core questions:

- What is the current status of the Black community, and Black boys in particular, in the Bay Area?
- What are the biggest challenges facing Black boys, particularly with respect to college readiness? What are some promising approaches to increasing Black boys' college readiness?
- What organizations are best-positioned to increase Black boys' college readiness? What support do organizations need to show dramatic gains in student readiness?
- What roles might the Mitchell Kapor Foundation play in supporting the most promising efforts, and increasing Black boys' college readiness and attainment?

## Data sources:

- Academic data, socioeconomic data
- Research literature (50+ articles)
- Extensive community leader interviews
- (300+) organization screening; site visits and interviews
- Consultation with other funders; internal self-assessment



**Mitchell Kapor Foundation's groundbreaking new Initiative**

## An emerging consensus: The data about the current “state” of Black boys in America...

- ***“Most young black men in the United States don’t graduate from high school. Only 35% in New York City, according to a 2006 report by the Schott Foundation... Only a few black boys who finish high school actually attend college, and of those few black boys who enter college, nationally, only 22% of them finish college”*** (Phillip Jackson)
- ***“In the US, Black children represent 17 percent of all students but **constitute 41 percent of all special education placements, particularly in the categories of ‘educable mental retardation’ and behavior disorders**”*** (Reva Klein)
- ***“George (1993) predicted that, in 20 years, as many as **70% of African American males in second grade [would] be unqualified for work, either addicted to drugs, on alcohol, incarcerated for criminal acts, on parole violations, unemployable, or dead**”*** (Don Locke)



...suggest a national “crisis” or “plague”  
that demands urgent attention

- *“When any group in this society, for whatever reasons, fails to benefit from educational opportunities, a crisis results. It seems reasonable to posit that a **crisis** exists in the education of African American males... **Phrases like ‘endangered’, ‘crisis proportions,’ ‘nightmarish,’ are frequently used descriptors** for the situation facing African American males” (Locke)*
- *“No African American male is exempt from an inexcusably high risk of being murdered, imprisoned, unemployed, uneducated, and experiencing on a daily basis both institutional and personal forms of racism. Despite some substantial achievements in the 1960s and 1970s, **African American men enter the 21st century facing what may be their most difficult times since slavery**” (Larry Davis)*

# Likewise, here in the San Francisco Bay Area, justice for Black men and boys is a moral imperative

Throughout the Bay Area and CA, Black families earn far less than White counterparts. Also, Black youth are up to 7x more likely to live in poverty

County	White median family income	Black median family income	% of White youth in poverty	% of Black youth in poverty
Alameda	\$81K	\$40K	5%	29%
Contra Costa	\$83K	\$49K	5%	24%
San Francisco	\$89K	\$36K	5%	36%
Santa Clara	\$95K	\$66K	4%	11%
Solano	\$65K	\$52K	8%	19%
<b>California</b>	<b>\$65K</b>	<b>\$40K</b>	<b>10%</b>	<b>30%</b>

Source: US Census data

# Education has proved an effective remedy to the crisis facing Black men and boys

Increased education attainment is correlated with higher income (yet, a Black/White gap endures)

Increased attainment also is correlated with decreased incarceration and unemployment rates for Black males

	Black men	White men		% Incarcerated	% Unemployed	% Employed
< HS grad	<b>\$23K</b>	\$30K	< HS grad	<b>19%</b>	<b>47%</b>	<b>34%</b>
HS grad/ GED	<b>\$28K</b>	\$39K	HS grad	8%	35%	58%
B.A. degree	<b>\$45K</b>	\$60K	Some college	5%	26%	69%
Grad. degree	<b>\$61K</b>	\$80K	"College plus"	<b>1%</b>	<b>16%</b>	<b>82%</b>

## Few Black males have college or graduate degrees – even in the “knowledge economy”-based Bay Area

	Oakland # (%)	San Francisco # (%)
Less than 9 <sup>th</sup> grade	2,200 (7%)	647 (4%)
Less than HS grad	2,500 (8%)	2,800 (16%)
HS diploma or GED	8,300 (27%)	5,500 (32%)
Some college	11,500 (38%)	4,700 (27%)
<b>Bachelor's degree</b>	<b>3,100 (10%)</b>	<b>2,500 (14%)</b>
<b>Graduate degree</b>	<b>2,600 (9%)</b>	<b>1,100 (6%)</b>



We must increase dramatically the number of Black males who excel and graduate high school, and succeed in college