



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

YMCA BOYS AND YOUNG MEN OF COLOR INITIATIVE

The YMCA Boys and Young Men of Color (BYMOC) Initiative builds on, and invests in, pathways to success that will inspire and transform personal identities so that boys and young men of color reach their full potential. This initiative began in 2020 with 26 YMCAs in 16 states and will scale to reach 100 cities across the nation. Through this initiative, the Y hopes to recreate the kind of equitable communities shown to improve the wellbeing of boys and young men of color, individually and collectively, so they can achieve economic and social mobility in adulthood.

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BACKGROUND

This initiative is based on research findings from Opportunity Insight's longitudinal study on race and economic opportunity, which showed that neighborhoods where young men of color do well, and as well as whites, shared commonalities: less discrimination, less racial bias, and lower poverty rates. The BYMOC initiative seeks to recreate these equitable communities and the characteristics and conditions present in them.

The Y's commitment to this work launched alongside efforts of organizations like the Obama Foundation's My Brother's Keeper Alliance, the National League of Cities and Cities United to move from transactional to transformational leadership in all aspects of systems thinking to positively impact BYMOC across the nation.

GOALS AND IMPACT

The initiative will strive to create equitable communities through:

1. case-management services and youth development programming, and support services to help remove barriers
2. organizational capacity building to create supportive environments, and
3. community coalitions to create stable and accessible community support systems, facilitate community-led solutions and advocate for policy change.

By 2024, the Y will improve the well-being (academic, social-emotional, financial and health) of boys and young men of color – aged 11 to 17 – and will become a proven contributor to their success. The goal of this initiative is to promote clear pathways to skill building and improve

outcomes in numerous areas such as: academic achievement, positive identity, personal and professional agency, social-emotional health and wellbeing, career readiness, financial stability, and civic engagement. Additionally, the initiative will establish rigorous partnerships at the national and local levels to address and embrace systems change.

Four Key Metrics:

- 70% of BYMOC will access high quality, nurturing and more culturally responsive neighborhood environments.
- 75% of BYMOC will have stabilized and improved grades by reducing suspensions and improving school attendance.
- 100% of BYMOC will have completed pre- and post-assessment for social-emotional learning.
- 75% of BYMOC will increase access to high quality post-secondary and career ready pathways.

THE COHORT

- The BYMOC’s equity work is operationalized at the community level by a cohort of local Ys representing 26 cities and 16 states. In addition to Ys in these 26 cities, all Ys support this initiative through committed local leadership, collaborations, Y-to-Y peer mentoring, and agree to provide additional resource sharing to the BYMOC strategy.

