

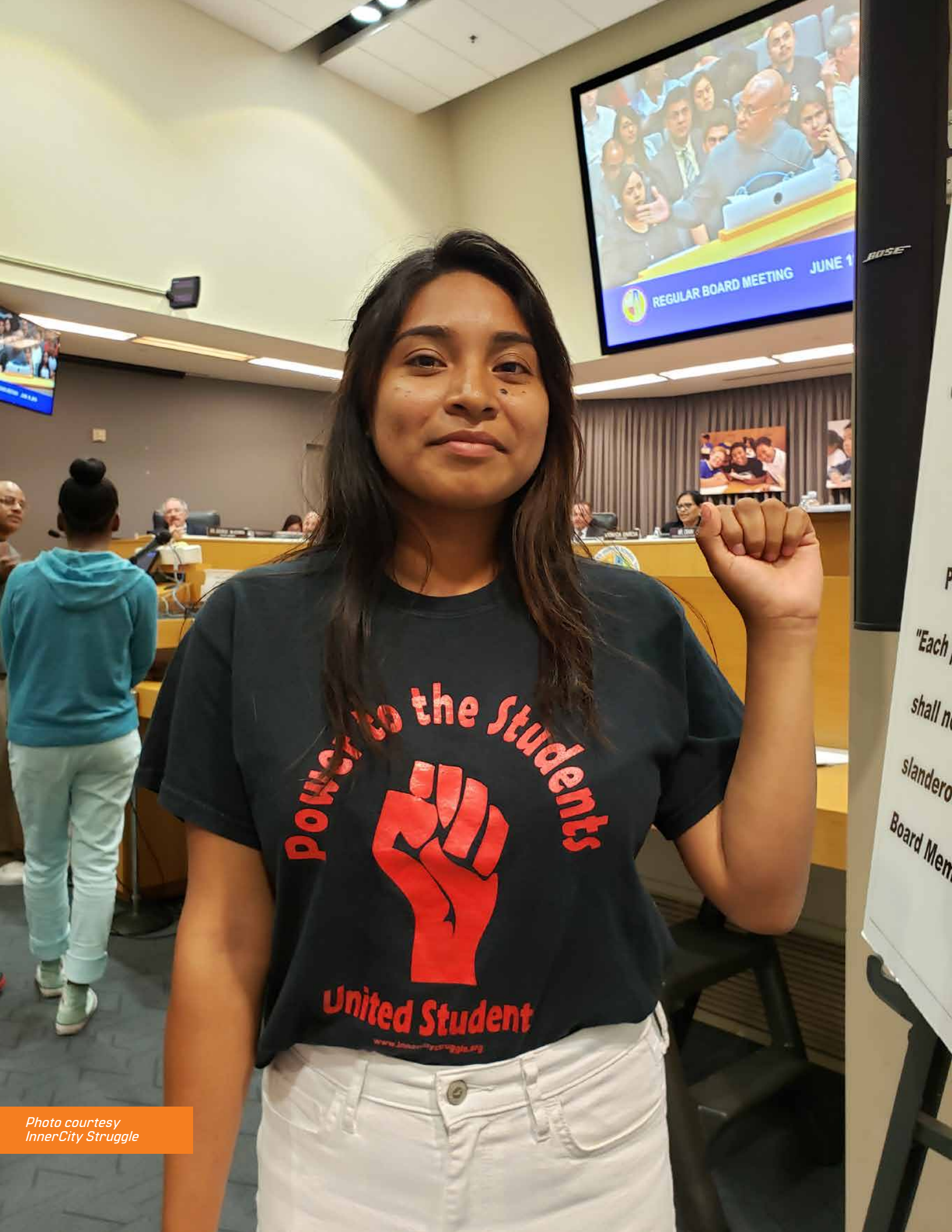


*Photo courtesy Social Justice Learning Institute*



**BOLD VISION**

COMMUNITY COUNCIL  
FINAL REPORT



REGULAR BOARD MEETING JUNE 1

Power to the Students  
United Student

"Each  
shall n  
slander  
Board Mem

Photo courtesy InnerCity Struggle

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# Land Acknowledgment<sup>i</sup>

**W**e stand together to acknowledge those who stood, lived, worked, fought, died and loved on these lands now called the continent of North America. We stand together to acknowledge that these lands existed prior to occupation. We acknowledge that there were people who resided on these lands since time immemorial, prior to it being called Los Angeles.

We acknowledge the beautiful and brutal realities of these unceded lands and their collective narrative. We acknowledge the Indigenous people who are documented as the people called Gabrieleño Tongva of San Gabrieleño Band of Mission Indians, Barbareño/Ventureño Band of Mission Indians, Fernandeseño Tataviam Band of Mission Indians, Tejon Indian Tribe, Juaneño Band of Mission Indians, Soboba Band of Luiseño Indians, and San Manuel Band of Mission Indians, and those whose names we do not know who were here on these lands prior to the U.S. occupation. These lands are also the inter-tribal trade lands, and are under the stewardship, of over 200 California peoples who reside alongside us. We acknowledge and offer deep gratitude to Tovaangar – the land and waters on which we stand upon – and its traditional caretakers, their ancestors, elders, and relations past, present, and future.

We stand together in acknowledgement of the beautiful and the brutal realities of those souls of African descent who arrived from that continent. We recognize those that worked under the realities of the brutal chattel slavery system to build this nation. We acknowledge their contributions to the economic

realities of this county through their labor as domestic servants, laborers, and farmers; the same people who led many uprisings.

We acknowledge the beautiful and brutal realities of those who are Chicanx, Latinx, Puerto Rican, Dominican, Caribbean and more. We acknowledge their migration, displacement, and continued resistance to colonization. We give gratitude to their contributions, which are now inter-woven into the history of this place.

We stand together in acknowledgement of the beautiful and the brutal realities of those who arrived from the continent of Asia. We see those who arrived by boat as sailors, builders, and textile workers to contribute to the infrastructure and industries of this county. We acknowledge the contribution of those that arrived as immigrants and refugees seeking sanctuary and safety.

We acknowledge the beautiful and brutal realities of those who arrived from the Pacific Islands. We acknowledge their contribution to our communities and their fight against being invisibilized and against colonization.

We acknowledge that we have come together from our various directions, standing on these sacred lands, symbolically standing on the shoulders of our Ancestors. We have come together to honor who we are and whose we are. We have come together understanding that we should know the history of these lands in order to create new realities on these lands today. We have come to join together our voices, unite our forces, and liberate our people.

# Acknowledgments



**T**he Bold Vision Community Council and Advancement Project California are grateful for the hundreds of youth and other stakeholders who helped shape the content of this report and its recommendations. Together, they manifested a vision for a future Los Angeles County where all Black, Native American, Indigenous, Latinx, Pacific Islander, Asian, and other youth of color thrive. See Appendix I for a list of youth participants in the Bold Vision process, and Appendix II for a list of participating organizations.

## Community Council Members

### **Charisse Bremond Weaver**

Brotherhood Crusade

### **Maria Brenes**

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### **Lou Calanche**

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### **Lian Cheun**

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### **Chrissie Castro**

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### **David Diaz & Amy Wong**

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### **Lovell Fleming**

Advancing Communities Together

### **Veronica Padilla-Campos**

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### **Alberto Retana**

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# Acknowledgments continued

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We would like to thank the organizations that shared images for inclusion in this report including, Active San Gabriel Valley, Advancing Communities Together, Brotherhood Crusade, California Native Vote Project, Empowering Pacific Islander Communities, InnerCity Struggle, Khmer Girls in Action, Pacoima Beautiful, and Social Justice Learning Institute. Photos taken by Jean Leasiolagi Melesaine are from a Census gathering Empowering Pacific Islander Communities co-hosted with UC Riverside Pacific Islander Student Association, Asian American Resource Center at Pomona College, and Motivating Action Leadership Opportunity (MALO).

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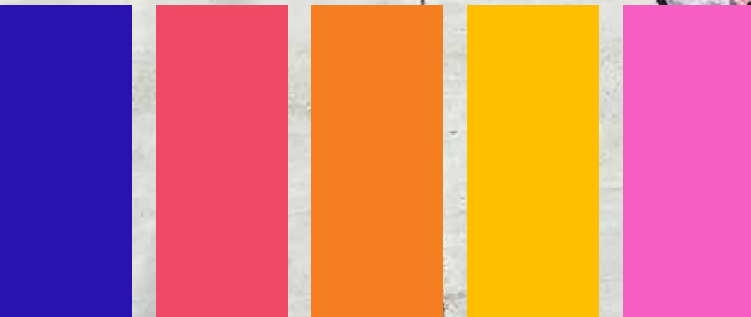


Photo courtesy  
Pacoima Beautiful




# Foreword



Photo courtesy  
Pacoima Beautiful





**T**his is an extraordinary time in the history of Los Angeles. The COVID-19 pandemic has wreaked havoc across L.A., targeting our communities of color with near-surgical precision even as the county as a whole became a global hotspot. We are struggling not only with a public health crisis, but also the economic deprivation it has brought in its wake, which has exacerbated pre-existing disparities in education, food access, and employment.

Beyond COVID, last summer a movement came together to march for justice and demand an end to police violence and the targeting of Black residents – but Los Angeles’s leaders have yet to deliver solutions, and in the meantime our communities have grown less safe.

In all of this, Black, Indigenous, and people of color (BIPOC) youth living in low-income communities are among the most impacted. Their education suffers the most, as the digital divide and a myriad of other challenges make “distance learning” a hope and not a reality. They are most likely to be criminalized when gathering in parks and other public spaces – and are most likely to be victimized by the wave of increased violence affecting their communities. They are most likely to have lost a family member to COVID. And it is not only their immediate well-being that is at risk: all these challenges pose barriers to our BIPOC youth’s ability to access and complete higher education, to enter and advance in a career, and ultimately to thrive and become the backbone of their families and communities.

Los Angeles didn’t reach this point overnight or by accident. There is a long history behind the systems that have created these conditions for our youth. It is inevitable that a trigger like COVID would expose just how precarious their position in life has always been. Reforming these systems and conditions will likewise not be the task of a day, a month, or a year, but instead will take sustained effort and dedication. Indeed, this Bold Vision initiative was in process before the

pandemic and the George Floyd uprisings, but the past year has underscored the urgency of the task, as well as the stakes for failure.

The framework contained in this report is the work of many hands – the foundation leaders who recognized the need for a unified effort to better support L.A.’s BIPOC youth; the data experts who identified the most-impacted geographies and provided indicators to guide strategy; the advocates who identified policies and campaigns that can change conditions in our communities; the organizers serving on the project’s Community Council who provided leadership and accountability throughout – and of the youth who contributed their creativity, their ideas, and their passion.

The framework lays out a decade or more of work, encompassing dozens of strategies and potential campaigns, but while policy analysis and equity data are part of the scaffolding, the steel that gives it strength is organized BIPOC youth power. Much of this work is already moving through the efforts of our county’s robust network of organizations and advocates – but many pieces will require intentional investment in building the power and capacity of BIPOC youth from every community in Los Angeles to make their voices heard.

This will not always be easy or comfortable for the organizational and philanthropic leaders who must now bring the framework to life. Fostering youth power and creating space for their leadership means changing the status quo in ways that may seem unworkable to those who’ve spent years wrestling with entrenched bureaucracies and the inertia of public budgets. Sharing power means ceding real control, and allowing the BIPOC youth who are most impacted by these systems to guide the way towards solutions as well as the strategies to win them. It is only by moving past our discomfort, and joining together in a concerted push to shift power in this county, that we can create a community where BIPOC youth can thrive. ■



# I. Introduction

**T**he image Los Angeles presents to the world is one of shining opportunity for the young people who come here from around the world to realize their dreams. But the truth of L.A. has been something different for the BIPOC youth who grow up here. The disparities and barriers they face have deep roots, because Los Angeles is not innocent of America's original sins: genocidal settler colonialism and violent anti-Black racism.

From the beginning, our country's prosperity rested upon the stolen land and free labor obtained by force via the system of white supremacy. Expropriating Native land while enslaving and doing the utmost to erase the inhabitants was a pastime for the Spanish settlers of California just as it was for English settlers in the East. Black labor was exploited through slavery in the South just as Native labor was exploited through the mission system, both providing a template for the exploitation of other workers of color: the Asian immigrants who built the railroads, the Mexican-Americans who worked land that used to be theirs. And while chattel slavery was never established in our state, free Black workers and their families were decidedly not welcome to share in California's prosperity, from antebellum attempts to exclude them through state law to the profusion of sundown towns that persisted into the 20th Century.

This is not simply a matter of history – the path from these past events runs in a straight line to the sequence of modern crises whose impacts perennially fall most heavily on BIPOC families and youth. To give

well-off white communities the wealth that comes from cheap labor and high property values, our public systems have created and sustained a BIPOC underclass, and particularly a BIPOC youth underclass, even to this day. Federal assimilation efforts, such as the Relocation Act, displaced non-Californian Native American peoples from their original homelands, resettling them across Los Angeles in service jobs and creating dispersion and social isolation that persist to this day. The housing crisis that seeded an epidemic of youth homelessness, especially among Black youth, was born of property-value-driven efforts to ghettoize, and then gentrify, BIPOC communities. Disinvestment hollowed out the county's cities in the '70s and '80s and created crumbling, overcrowded schools that could only prepare students for menial jobs – and allowed corporate property owners to save tens of billions in taxes. Racialized zoning put lead-polluting industry where Latinx children were raised, subjecting them to the permanent scars of that potent neurotoxin.

BIPOC youth were viewed by the white power-structure as commodities to exploit or problems to minimize: never as our greatest asset or as promises to keep. And when these youth stepped out of their place, official violence was there to meet them. In 1943, servicemen targeted lawless violence at Mexican-American young people wearing zoot suits, even attacking other servicemembers on leave due to their deep-rooted racist views. Police repression responds to a thirty-year cycle of Black youth rising up against dispossession and criminalization, from the Watts

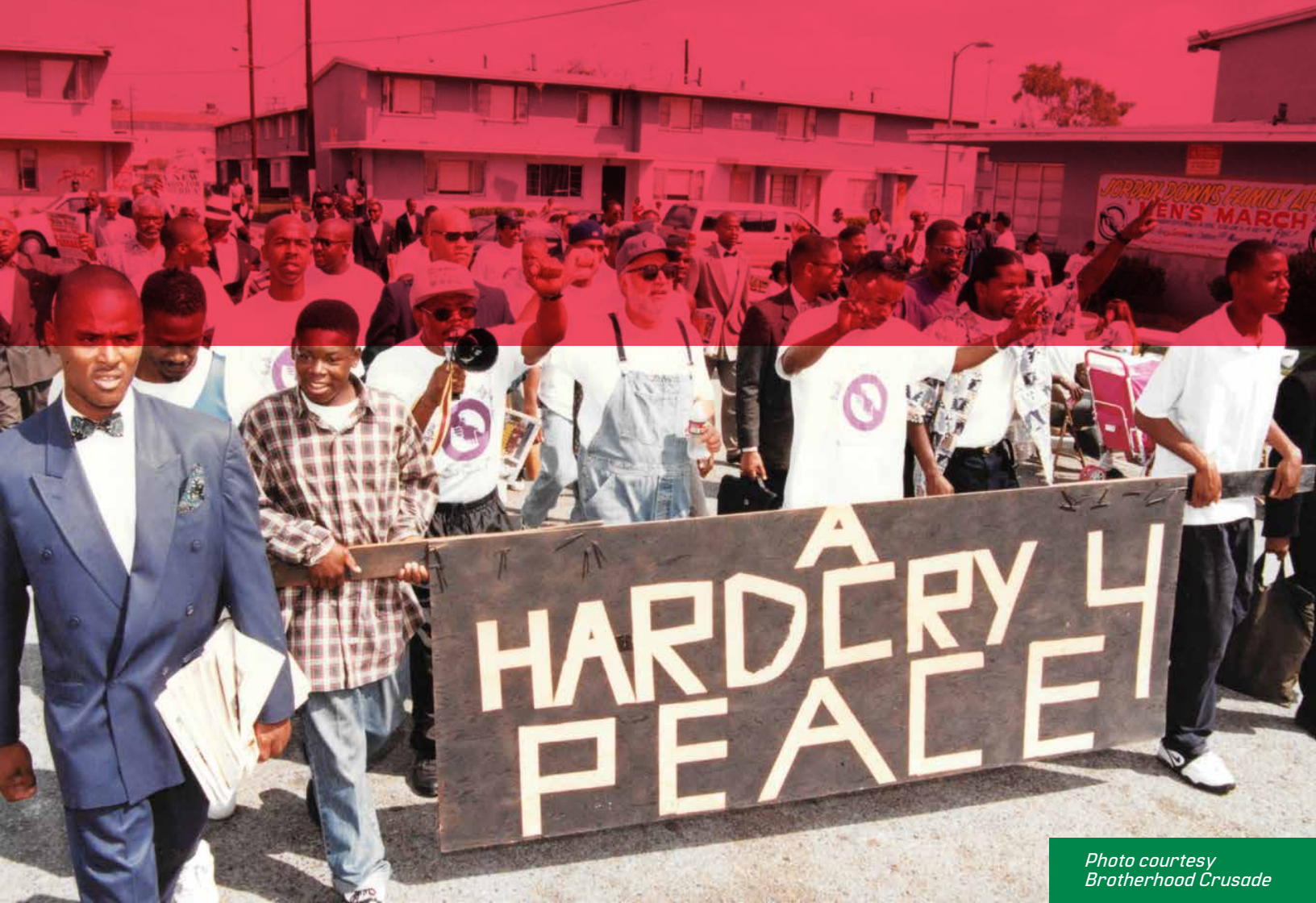


Photo courtesy  
Brotherhood Crusade



Photo courtesy  
InnerCity Struggle

# What Is Bold Vision?

Bold Vision is a multi-sector effort to build a 10-year-plus initiative that aims to fundamentally improve the lives of a generation of BIPOC children and youth, creating lasting change in our communities by establishing new paths towards success for young people across L.A. County. Advancement Project California has served as the lead community engagement, policy development, and research consultant for the initiative.

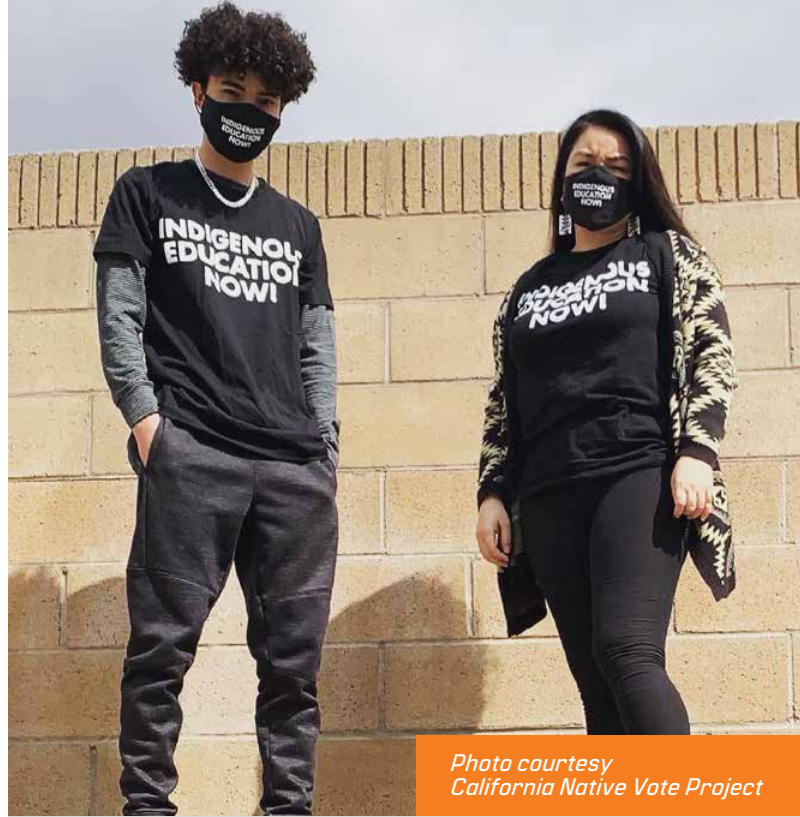


*Photo courtesy  
InnerCity Struggle*

Rebellion of 1965 to the Rodney King Uprising of 1992 to the George Floyd Movement of 2020. And to build state violence into our infrastructure, we created the world's largest youth incarceration system and made sure all its beds stayed full, ensuring that a generation of BIPOC youth would cycle through the justice system for decades – or suffer exploitation at their jobs from fear that another employer might not look past their record.

Despite the effort put into maintaining this unjust status quo, however, there has always been resistance – successful resistance – to these racist systems, as fearless BIPOC youth leaders harnessed their power to win change in the face of efforts to rob them of resources and render them voiceless. This work has been generational, with each wave of work inspiring, and creating power for, the next, as youth activists become adults and mentor the youth who come after them.

In Watts and South L.A., repeated uprisings laid bare the injustices of our county – and made clear that politicians would not answer BIPOC youths' demands for decent jobs and safe communities with anything but more suppression. After 1965 and 1992, youth and adult residents came together to create new infrastructure for civic education and participation, helping make it one of the most advocacy-rich parts of the county. Charisse Bremond-Weaver, the current leader of Brotherhood Crusade and the daughter of its founder, relates the thinking and commitment of her father, Walter Bremond, who helped establish the Black Caucus in the community: "After the Watts rebellion, the question was what are we going to do to institutionalize the work, and my father took out a second mortgage on our house to create Brotherhood Crusade and give the organization life. The motto was, if we're not willing to help our own people, who will?" This self-help spirit was echoed by Sylvia Castillo, who helped found Community



*Photo courtesy  
California Native Vote Project*

**This report uses Native American and American Indian/Alaska Native interchangeably to mean original peoples of what is now called North America, and uses the word Indigenous to refer to original peoples of lands now known as Mexico, Central America, and South America.**

Coalition, and similarly links her decision to build a youth organizing group to the failure of public systems: "In the late '80s, we saw a government looking at the epidemic of crack cocaine and saying that this was going to be a throwaway generation, with Newt Gingrich arguing that prevention was pork-barrel spending. Public systems were being overloaded, and the government response was to incarcerate people and break up families. Our notion was that it was going to need significant power to counteract that."

On the East Side, activists steeped in the growing Chicano Movement organized the 1968 Blowouts to push for better education and school facilities, so students could aspire to something besides a dead-end job or a tour in Vietnam. According to Mita Cuaron, one of the high school students who helped

# BIPOC Youth

Throughout this report, we refer to the young people prioritized by Bold Vision as Black, Indigenous, and people of color (BIPOC) youth. We do this to emphasize the centrality of anti-Black racism and settler colonialism to the systems of white supremacy that this initiative strives to dismantle. While all people of color are targeted by these systems, the ideologies and practices of expropriation, control, and exploitation that form their cornerstone were specifically designed as weapons against Black and Native communities.

Genocide and land theft lie at the root of our society and economy, and are pervasive today in the invisibility and consistent erasure of Native peoples. Anti-Black racism, meanwhile, is closest to the surface in the many systems of suppression, surveillance, and immiseration that Los Angeles has inherited and continues to recreate. There is therefore a special need to center Blackness and the lived experience of Black people in this work, to create a framework that allows for possibilities of redemption, reconciliation, and transcendence, and build a better world for people of all races – work that includes acknowledging and ending anti-Blackness even in our own organizations and spaces.

organize the walkouts: “LAUSD had created ‘Mexican schools’, supposedly to accommodate students who didn’t speak English. But what was happening is we were being quarantined into vocational and industrial arts programs to meet the need for cheap labor.... The agenda was to round them up and push them into vocational schools, and if they don’t want to do that, get them into the war.” These demands for something better for BIPOC youth were echoed in early-21st-century campaigns for school construction and A-G education. Luis Sánchez, who helped found InnerCity Struggle and lead these campaigns, drew the connection with this history, as well as to what other organizations were doing: “The Blowouts had building schools as one of their demands, and, fast-forward, overcrowding had gotten worse. Community Coalition had coined the slogan ‘the disappeared’ – young people that were disappearing from overcrowded schools, with no way for the schools to keep track of them – which we started using.” Reflecting on the success of these efforts, and the many groups that worked together to win them, Luis says “this is when youth organizing came of age.”

Indeed, what has allowed these campaigns to persist and knit together across L.A.’s geography and racial lines are the community-based organizations created as the only rational response by people too often ignored by politicians and public systems. As BIPOC youth have looked around and imagined a transformed L.A., they have taken inspiration from the successes their peers have seen in other corners of the county – and joined together to increase their power. As Lovell Fleming of Advancing Communities Together, which is based in the Antelope Valley and creates better options for young people in this often-underserved area, tells it: “Our young people are strong, confident, aware armies if we can put them together.” And David Turner, the Manager of the Brothers Sons Selves Coalition, has a clear understanding of how groups representing very different communities in the county can work – and win – together: “relationship-building is 90% of the work, because the strength of a coalition is rooted in their ability to stay together when things get tense.”

The organizations of the Bold Vision Community Council represent this rich ecosystem of organizing with which L.A. is blessed. From the very beginnings, when Brotherhood Crusade was founded in the wake of the Watts uprising, to today, as Advancing Communities Together serves Black and brown youth in an Antelope Valley that was not ready to support them, more and more leaders have added their communities, and their leadership, to the whole. Deep strategic partnerships, like the one between Community Coalition and InnerCity Struggle, have created true solidarity and defeated attempts to pit BIPOC residents against each other through divide-and-conquer politics. Empowering Pacific Islander Communities and California Native Vote Project have innovated new ways to organize communities that are not geographically concentrated and often made invisible by data. CHIRLA began organizing undocumented immigrant youth in Los Angeles in 1999 to empower them and win policies in their favor. Social Justice Learning Institute, Active San Gabriel Valley, East Yard Communities for Environmental Justice, and Pacoima Beautiful are reshaping the built environment and taking on some of the most entrenched systems in the county to fight gentrification and protect affordable housing for families. And Khmer Girls in Action and Legacy LA are working strategically to create sustainable resources for young people in their communities by institutionalizing funding for youth development in city government.

These partners do not, of course, exhaust the roster of leaders organizing BIPOC youth and winning victories in Los Angeles. The list of organizations, and the policy changes they have won, are a testament to the power of youth organizing, from the high school students organizing with Southeast Asian Community Alliance, who created and won a model land-use plan bringing more green space to their communities, to the young leaders of Youth Justice Coalition, who have helped spearhead efforts to dismantle the archipelago of camps and halls that locked them up. When the pandemic hit, it was they who stepped up to support BIPOC communities through the crisis. According to Eduardo Ruiz, a senior at Mendez High, InnerCity

Struggle helped him get a computer for distance learning – and connected him to work that inspires him: “I don’t want to just go to school and get an education, but also want other students to get involved, so we can grow as people, and help our community too.” And Alisha Sim testifies to the impact Khmer Girls in Action has had on her personal development: “The things I’ve gone through and currently going through in my life could have easily put me on a path towards hurting myself or others. But because community leaders believed in me and acted on it by investing in me, it gave me strength to overcome these challenges and pay it forward.”

With all this work, why have inequities persisted? It is not due to a lack of vision or commitment on the part of BIPOC youth. Rather, it is because Los Angeles’s leaders have not felt themselves accountable to young people and prioritized safeguarding their futures; because there have not been sufficient resources to ensure young people from every community and every corner of the county have the infrastructure for advocacy; and because adult allies have too often taken space and spoken for youth when they should have been listening. But thanks to decades of power-building, Los Angeles is reaching a tipping point, with the time coming near when organized BIPOC power can dictate that public systems transform themselves into ones of support, not suppression.

It is time, in other words, for a bold vision whose theory of change does not center on the leaders of public systems or a top-down approach – but rather on forging even deeper and stronger relationships with community groups and organizers, ensuring they have resources to not only respond to urgent needs, but put in place the strategies that can break the repetitive cycles of reform and reaction that have so long kept us oppressed. For all our history and the current time of crisis, there is now perhaps no place in America where white supremacy is more vulnerable. The task before us is to follow the lead of BIPOC youth, and commit to the investments, the campaigns, and the organizing needed to finally uproot it from our public systems. ■

# II. Community Engagement Process



*Photo courtesy  
California Native Vote Project*



**B**old Vision began in 2019, when a steering committee of foundation leaders came together to better coordinate and expand their work to support Los Angeles’s youth. Three key principles guided the effort from the beginning: first, they committed to a truly ground-up effort that would be led by the communities closest to the problems and place BIPOC youth at the center, not as targets of efforts to improve their well-being but as powerful actors in their own right. Second, they focused on racial equity not as a superficial talking point, but as a core tenet focusing attention and resources through a specifically race-based analysis of conditions. And third, they determined that Bold Vision would be a long-term, strategic investment prioritizing long-term power-building and sustainability, aiming for radical transformation in public systems rather than presenting a simple exercise in harvesting low-hanging fruit to great but transient fanfare.

The initiative would be created through a three-phase process. First, Advancement Project California would facilitate community engagement and policy development to create an initiative framework that would significantly improve the well-being of BIPOC youth across the county (this report marks the completion of this initial step). Second, the steering committee would align resources with the framework, establish infrastructure to steward the initiative, and invest in partners to do the work, setting the stage for the third phase of launching systems change campaigns and overseeing the subsequent implementation of those wins.

Throughout the community engagement phase, the work was guided by a Community Council comprised of community leaders serving areas in Los Angeles County with high concentrations of BIPOC youth living in poverty, as well as leaders representing Pacific

## Steering Committee

- **Fred Ali**, Bold Vision Steering Committee (formerly of the Weingart Foundation)
- **Kate Anderson**, L.A. County Office of Strategic Partnerships
- **Kim Belshe**, First 5 Los Angeles
- **Debbie Chang**, Blue Shield Foundation
- **Chris Essel**, Southern California Grantmakers
- **Shane Goldsmith**, Liberty Hill Foundation
- **Antonia Hernandez**, California Community Foundation
- **Cinny Kennard**, Annenberg Foundation
- **Mary Lee**, Bold Vision Project Manager
- **Miguel Santana**, Weingart Foundation
- **Renata Simril**, L.A. 84 Foundation
- **Nina Revoyr**, Ballmer Group
- **Dr. Bob Ross**, The California Endowment

# Bold Vision Community Council

- **Charisse Bremond Weaver**, Brotherhood Crusade
- **Maria Brenes**, InnerCity Struggle
- **Lou Calanche**, Legacy LA
- **Lian Cheun**, Khmer Girls in Action
- **Chrissie Castro**, California Native Vote Project
- **Laura Cortez**, East Yard Communities for Environmental Justice
- **David Diaz & Amy Wong**, Active San Gabriel Valley
- **Lovell Fleming**, Advancing Communities Together
- **Veronica Padilla-Campos**, Pacoima Beautiful
- **Alberto Retana**, Community Coalition
- **Angelica Salas**, CHIRLA
- **Tavae Samuelu**, Empowering Pacific Islander Communities
- **Derek Steele**, Social Justice Learning Institute

## MEMBERS EMERITUS:

- **mark! Lopez**, East Yard Communities for Environmental Justice
- **D'Artagnan Scorza**, Social Justice Learning Institute

Islander and Indigenous communities, which are not geographically concentrated but who face similar challenges. The majority of Community Council organizations focus on youth organizing, development, and advocacy as core elements of their work. They provided oversight and strategic counsel, as well as final approval of the framework.

From the fall of 2019 through February of 2020, Advancement Project California engaged over 140 organizations (for full details of the various community engagement bodies, meetings, and convenings, please see Appendix III). Four Subject Area Tables, co-led by adult advocates and youth facilitators, developed potential areas of focus, critical policy issues, and strategies for creating system change. A Research and Methods Table conducted initial research and data analysis to support the Community Council's decision-making, and identified potential indicators for inclusion in the framework and ongoing tracking through the life of the Bold Vision project. We convened experts on issues that cut across the Subject Area Table issues, and asked Community Council members representing Black, Pacific Islander, and Native communities to lead learning sessions with the full Council, to ensure critical populations and needs were represented in the final product. And we engaged youth throughout the process, including hosting youth focus groups, including with LGBTQIA+ youth and immigrant youth, and conducting interviews with youth with disabilities, to ground-truth our efforts and understand what BIPOC youth were experiencing. Altogether, we conducted 51 meetings in 20 months, with 16 facilitators and consultants and hundreds of participants helping guide the process. ■



## JOBS AND ECONOMIC INCLUSION

**S**eparate from the community engagement process, the Bold Vision Fund engaged a Master of Public Policy candidate to conduct research on youth economic inclusion for their thesis. The research included conducting a literature review on youth economic inclusion, youth and stakeholder interviews, and case studies. The thesis also includes recommendations for how Bold Vision can promote youth economic development in Los Angeles County. Because it was still being finalized as of the writing of this report, its findings have not yet been presented to the Community Council for consideration or incorporation into the framework.

## PARENT ENGAGEMENT

**M**aisie Chin, Executive Director of CADRE, hosted a series of parent listening circles. These listening circles engaged parents to gain a better understanding of the issues they face and what is needed to address them. In total, four virtual parent listening circles were held from November 2020 to April 2021.

Once the COVID-19 pandemic reached Los Angeles in March of 2020, with the uprisings against police violence coming soon after, we made a strategic pivot. This included shifting a planned youth convening to a series of online meetings, and re-engaging Subject Area Table participants to identify urgent needs in the post-COVID and post-George Floyd landscape, allowing Bold Vision to stay relevant and on schedule.

# Bold Vision Youth Convenings

For Bold Vision to live up to its name, it was critical to model the youth leadership that is a crucial element of the framework. Originally, we had planned for a large in-person convening, bringing together 250 BIPOC youth from throughout the county, with Youth Organize California serving as the primary session facilitator and a planning committee consisting of staff and youth leaders from California Native Vote Project, Brotherhood Crusade, Pacoima Beautiful, East Yard Communities for Environmental Justice, Advancing Communities Together, and Anahuacalmeac International University Preparatory that helped to develop the content and format.

We had nearly completed planning for the convening when the COVID-19 pandemic forced an end to all in-person meetings across the county. As a result, we shifted to a plan consisting of four virtual youth engagement sessions, with one for each Subject Area Table – these sessions occurred in late May and early June of 2020, allowing the uprisings demanding justice for Black lives to shape the context alongside the pandemic. Youth participants provided input on Subject Area Table policy priorities, and completed a live poll vote on the recommendations. Approximately 80 to 125 youth and staff from L.A. County youth-serving and youth-organizing CBOs – including Community Council and non-Community Council organizations – participated in each session.



# III. The Bold Vision Framework

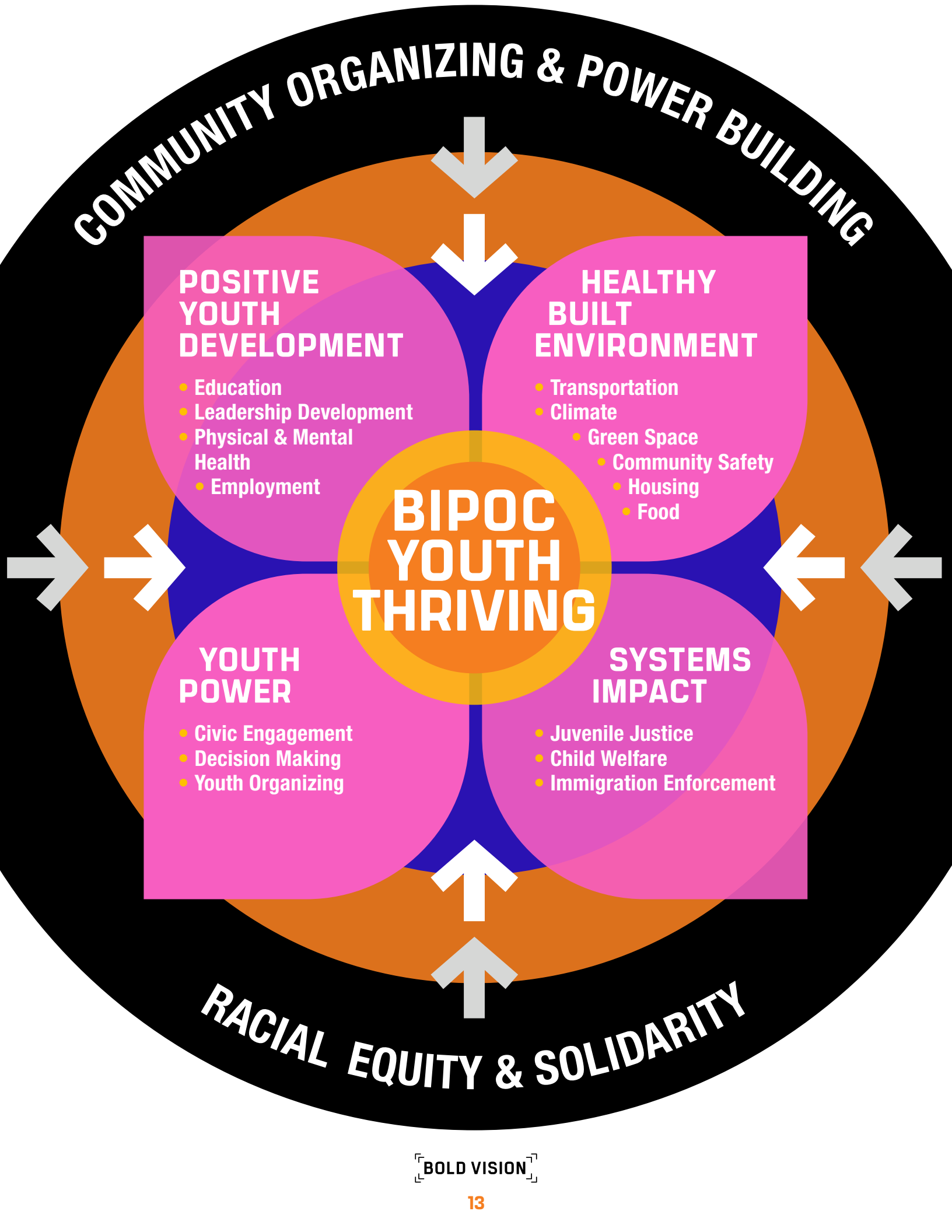
**T**he Bold Vision framework presents a comprehensive approach to realizing a single central goal: changing conditions so that BIPOC youth can thrive. This does not simply mean survival and avoiding the worst-case outcomes that our county currently too often produces. It means happiness and satisfaction. It means opportunities for high-quality careers and higher education, with the supports needed to make these opportunities real. Bold Vision must strive to ensure that even in the lowest-income communities in the county, no BIPOC youth is left behind. And this must be more than an airy aspiration: a core component of the Bold Vision framework is a research plan to develop a measurable indicator for youth thriving, which will provide a key barometer for the initiative's progress.



*Photo courtesy Advancing  
Communities Together*



CHANGING  
CONDITIONS SO  
THAT BIPOC YOUTH  
CAN THRIVE



# The Bold Vision North Star: Youth Thriving

Bold Vision's youth thriving indicator is meant to be the key measurement of progress toward creating conditions for all BIPOC youth to thrive, as assessed from the perspective of youth themselves. However, there is no pre-existing indicator that can serve in this role as a true north star for the full Bold Vision initiative. As a result, the Research and Methods Table

has developed a proposal to create a regular youth survey across Los Angeles County that would fill this gap, including recommendations on alignment with other surveys, and the frequency, scale, and methods by which the survey should be assessed. For more details, see Appendix IV.



*Photo courtesy  
Khmer Girls in Action*

**G**enerations of disinvestment and a broken set of systems mean that the hopes of BIPOC youth have often been made as invisible as their needs, while heaping burden after burden upon their communities. Campaigns must be strongly rooted in order to make progress in the face of these entrenched barriers. Bold Vision draws its strength from two key taproots: racial equity and solidarity, and community organizing and power-building. They constitute the base on which all of the work rests – the ground that must be set before movement is possible.



*Photo courtesy  
Brotherhood Crusade*

## **RACIAL EQUITY AND SOLIDARITY**

In California today, racial equity is an easy cause to espouse, with corporate leaders and politicians eager to assert their progressive bona fides. But while performative, tokenized efforts are everywhere to be found, a true commitment to racial equity can be surprisingly hard to find. Reaching this commitment requires rigorous conversations

based on sometimes-uncomfortable truths – for example, acknowledging that all communities of color are impacted by white supremacy, but that Black and Indigenous residents have been specifically and differently targeted by multiple overlapping systems of oppression that make their experiences profoundly unique, meaning their voices must be centered in any equity work. And that while many individuals and organizations are dedicated to dismantling white

supremacy in our county, nonetheless anti-Blackness and internalized racism still operate in our own organizations and systems and must be rooted out through changing culture and practices.

True solidarity also requires knowing our history – including the settler colonialism and geo-political imperatives that have impacted Indigenous and Pacific Islander Angelenos – and how it informs our current reality – like the direct line between the economic exploitation of Asian immigrants from the 19th Century to the present, and the contemporary mass-scale exploitation of undocumented Latinx labor. This is not about academic knowledge, but about creating space for conversations and exchange among BIPOC youth and organizational leaders, in order to support personal connection in an ongoing process of trust-building. The participants in the Bold Vision process to date have engaged in many of these conversations – but many more will be needed as the initiative expands and continues.

## COMMUNITY ORGANIZING AND POWER BUILDING

The other component of the framework's base is community organizing and power building. As discussed in the Introduction, over the past decades Los Angeles's BIPOC youth and adult allies have built a strong ecosystem of community organizations in recognition that the right research and the right policy by themselves are not sufficient to achieve change: indeed, the only true pre-requisite for transformation is organized community power. Many of the members of the Community Council represent organizations that were at the forefront of this institution-building movement. Yet, there are still too many communities in Los Angeles where youth who see a challenge in their school and neighborhood, and know exactly what needs to be done to fix it, don't have access to a powerful organization that can help them create change. Over and above any particular policy campaign, Bold Vision must be about strengthening this ecosystem as its members organize and build more and more power.

Because the process identified specific gaps in our organizing infrastructure, the framework includes specific field-building recommendations that fall under the aegis of community organizing and power building.

## THE FRAMEWORK

Once this base has been set, resting on these twin roots, the possibilities for transformation are everywhere. The four domains that rest on top of the base represent how power translates into system change, through policy campaigns that will fundamentally reshape conditions for BIPOC youth by working from the outside in. They are:

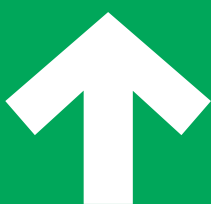
- **Youth Power: supporting BIPOC youth civic engagement and giving them formal power and oversight in public processes that affect them.**
- **Positive Youth Development: ensuring BIPOC youth can get the skills and education they need to be successful in life, including supports to enter higher education and the workforce, while enjoying physical and mental health.**
- **Healthy Built Environment: creating resource-rich neighborhoods that enable BIPOC youth to thrive, with access to healthy food, affordable housing, and a safe environment.**
- **Systems Impact: rebuilding how public systems respond when BIPOC youth encounter roadblocks on their way to success, ending criminalization and centering their well-being.**

Each of these domains is centered on its own specific north star indicator, serving to assess disparities and target efforts, while also including proposed process indicators to measure steps along the path (a full methodology for the north star indicators, as well as lists of the proposed process indicators by domain, can be found in Appendix V, with initial findings reported in Appendix VI). The domains also contain policies that will help to advance the north star. These policies were drawn from lists primarily



# Urgent Interventions Recommendations & Examples

As discussed in Part II, after the COVID pandemic and the George Floyd uprisings reshaped the L.A. landscape last spring, we performed a pivot to ensure the ongoing relevance of Bold Vision. As part of this pivot, we re-engaged Subject Area Table participants as well as consulting with the Community Council to identify needs that had become especially urgent in light of changed circumstances. These urgent interventions include policies much like those listed in each of the framework's four core domains. Action in these areas is necessary to ensure that L.A. is able to address the impacts of the pandemic and ensure an equitable recovery, which will set the stage for the framework, operating on a longer time horizon, to fundamentally transform L.A. County.



- **Provide and expand protections to tenants likely to be impacted by eviction crisis**
  - » Strategies include rent cancelation/forgiveness and expanding access to free or low-cost legal services.
- **Ensure that basic financial & physical (food, water, heat, housing) needs are met**
  - » Strategies include expanding mutual aid efforts and providing utilities support and cash assistance.
- **Address BIPOC youth mental health & social isolation resulting from pandemic**
  - » Strategies include implementing social and emotional learning curricula, providing additional resources to school-based health centers, and increasing the number of student support staff.
- **Provide resources to community-based solutions to end community violence**
  - » Strategies include supporting community identified violence reduction solutions and increasing resources to gang and violence interventionists.
- **Provide additional education support to address learning loss and address the digital divide to support high-need BIPOC students**
  - » Strategies include conducting school needs assessments and equitably allocating resources based on need, increasing funding for summer school, extended learning time, and extra tutoring, and providing BIPOC students with high-speed broadband.
- **Provide resources for BIPOC-led non-profits that support BIPOC youth and advance their well-being and empowerment**
  - » Strategies include increasing resources for BIPOC led non-profits working with BIPOC youth and reforming government contracting policies to make them more accessible to BIPOC led non-profits.
- **Provide and expand BIPOC employment opportunities**
  - » Strategies include expanding career readiness and technical skill training programs and expanding 2021 youth summer employment programs at the City and Council level.



developed by the Subject Area Table facilitators and participants, with some additional policies lifted up by the cross-cutting issue panels. From this broader set of policies, BIPOC youth at the four virtual convenings selected their priorities, which the Community Council adopted, with a final few additions.

The policies in turn encompass multiple strategies, which are specific proposals for how to change public systems. For example, the policy “protect tenants from displacement by harassment, rent increases and investment in the built environment infrastructure and/or remediation investments that increases displacement pressures” includes strategies focusing on establishing just-cause eviction, expanding rent and vacancy controls, and more. Many are already

included as demands in existing campaigns, while those that are not could be launching points for new campaigns. However, it is important to note that while the Community Council has approved the north star indicators and policies for each domain, the process indicators and strategies are not a formal part of the framework, as they could change over time and increase or decrease in urgency depending on circumstances and progress in other areas – a few examples for each policy are included to help contextualize the framework, not as prescriptive mandates in their own right (the full list of strategies may be found in Appendix VII).

There are intersections between these domains – for example, a high-school student who is soon to exit the foster system lives much of their life in the intersection of the System Impact and Positive Youth Development domains. This is by design – the domains are intended to organize power-building and strategic thinking by focusing on particular public systems, and the particular players who are best-positioned to move an agenda, rather than representing abstract, hermetically-sealed silos that segregate different parts of a youth’s experience from each other.

This overlap does point to the need for ongoing coordination, however. The policy and political landscape of Los Angeles is complex, with many campaigns in these areas already in motion by organizers who are building and deploying power to create change. The Bold Vision framework is not intended to be imposed from above on all of this existing work, but rather a way of harmonizing and relating the myriad strands of effort with each other. Acknowledging that no single system-change campaign represents a panacea that will achieve the full scope of what is needed, all domains will need a concerted, coordinated push that includes strengthening existing organizations and work, and helping nurture the growth of new formations, including campaigns, coalitions, and alliances. ■

# Community Organizing and Power Building

**A**s discussed above, until the base is set, movements can't move. Organizers in Los Angeles are incredibly fortunate to be inheritors of a decades-long legacy of power-building, boasting organizations with deep roots in historic struggles for justice and equity. But even still, more resources are needed to create well-funded movement infrastructure wherever and whenever BIPOC youth need it – and the gaps that exist in the current ecosystem largely affect the communities that are most impacted by our county's disparities.

These gaps go beyond simple geographic areas. They also include particular communities, including Native peoples, Native Hawaiians and Pacific Islanders, and immigrant BIPOC youth and their families; issue areas including the child welfare system and the built environment; LGBTQIA+-led organizations; and organizations led by and serving youth with disabilities. A comprehensive effort will be needed to assess, and then support, community capacity in each of these areas. The priority must be on movement-building: investments that will catalyze the ability of BIPOC youth to be leaders, to mobilize their power and demand change from currently-unresponsive systems. And while we have identified these areas as ones that need more support, by no means is this to say that there are no existing partners doing the work. While in some cases brand-new organizations and formations may be needed, in many more, the best approach will be to give overworked, stretched-thin advocates the time, funding, and support they need to do even more.

A last challenge standing in the way of many community power-building campaigns is the inadequacy of data. Data is used to identify disparities and marshal resources – including in this report. Yet many communities are made invisible by the most commonly-used data sources, due to over-aggregation and de-prioritization which especially harm Native, Indigenous, Native Hawaiian, and Pacific Islander communities. In order to recognize the equal value of these communities, new data collection policies and practices must be instituted so that their truths can be reflected in data, as they deserve.

One critical aspect of the field-building recommendations in this category is that unlike many of the policies in this framework, which will require advocacy campaigns to persuade public officials to take action, they are primarily targeted to L.A. County's philanthropic leaders, who can implement them directly and rapidly. ■



# Community Organizing and Power Building Policy Priorities

The following recommendations are not meant to be in lieu of existing investments and support but in addition to current efforts.

- **Increase funding and capacity building for LGBTQIA+ focused organizations that are led by or specifically focus on BIPOC**
  - » Strategies include increasing funding for rapid response work, expanding legislative advocacy, and funding collaborations between LGBTQIA+ serving organizations led by BIPOC and BIPOC-led organizations that do not directly serve LGBTQIA+ individuals.
- **Support Native and Indigenous community organizing and power building through: Investing in capacity building strategies to strengthen Native community health and self-determination; Investing in visibility and narrative change strategies to counter systemic erasure of Native peoples, including L.A.'s land-based Tribes; Advancing policies and practices that ensure full inclusion of Native peoples in data collection and reporting in government and nonprofit sectors**
  - » Strategies include returning resources to Los Angeles land-based Tribes, funding Native education for all movement building and policy development, and investing in pathway programs that cultivate future Indigenous, American Indian, and Alaska Native organizers and researchers.
- **Support Pacific Islander community organizing and power building through: Investing in Native Hawaiian & Pacific Islander leadership pipelines; Funding research and evaluation that treats Native Hawaiian & Pacific Islander communities as (statistically) significant; Advocating for public agency disaggregation of data and resources.**
  - » Strategies include supporting data disaggregation and funding Pacific Islander leadership development.
- **Build the advocacy capacity of BIPOC youth with disabilities and their families to shape policies and practices that improve the educational outcomes and lives of BIPOC children and youth with disabilities**
  - » Strategies include providing BIPOC youth with disabilities the supports needed to involve them in decision-making and providing more funding to organizations working with and advocating on behalf of BIPOC youth with disabilities.
- **Invest in areas of L.A. County with nascent or limited BIPOC community organizing capacity and to strengthen capacity of their community organizing ecosystem**
  - » Strategies include using data to map Los Angeles County's BIPOC community organizing ecosystem, identify areas with nascent or limited BIPOC community organizing capacity, and provide resources for capacity building in those areas.



Photo courtesy  
Jean Leasiolagi Melesaine

▪ **Greater philanthropic & public investment to create/incubate local child welfare advocacy capacity that emphasizes putting BIPOC youth with lived experience in decision-making and leadership development roles**

» Strategies include supporting capacity-building efforts to strengthen BIPOC-led organizations' child welfare policy advocacy capacity and ensuring systems-impacted BIPOC youth have representation on oversight boards, commissions, and other decision-making bodies.

▪ **Build capacity for CBOs, residents, and government to better coordinate on built environment issues to ensure that built environment policies and investments include community input and community understanding of public funding investment processes**

» Strategies include identifying flexible funding opportunities for CBOs working on built environment issues, and providing political and messaging strategy trainings or services for advocates and CBOs working on issues to create a healthy built environment.

▪ **Support and adequately resource organizations and programs that build the power of immigrant BIPOC youth and their families**

» Strategies include investing in and supporting capacity-building efforts for BIPOC-led non-profits that build the power and organize immigrant BIPOC youth and their families.





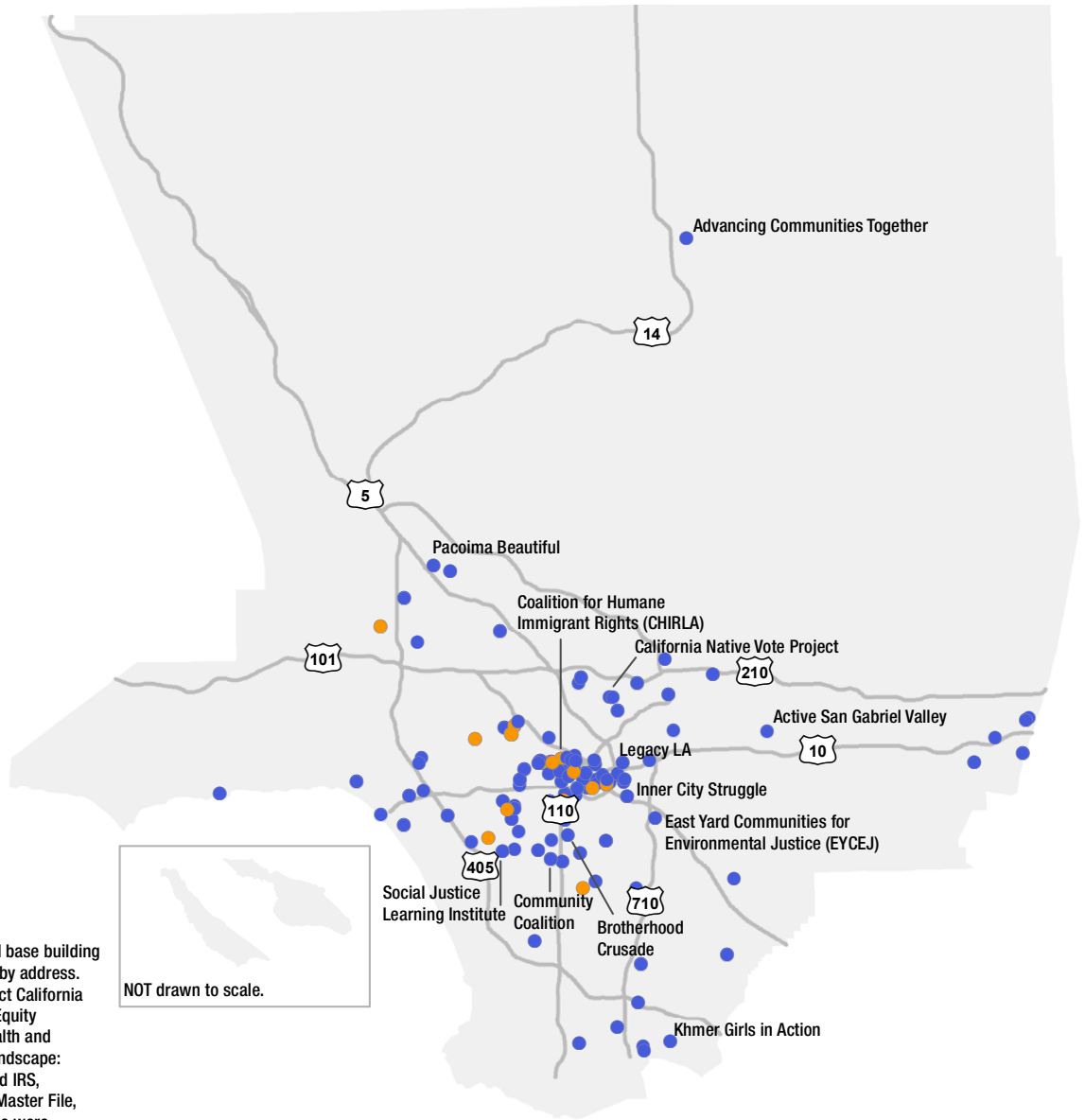
# Community Organizing and Power Building North Star: Grassroots Organizing and Base Building Organizations

The north star indicator for community organizing and power building is grassroots organizing infrastructure – as measured by the number, location, and budget of grassroots and base-building organizations, including the level of foundation investment supporting their work. Strong, well-funded organizations are the backbone of BIPOC power-building and advocacy; a robust network stretching to every corner of the county, and reaching every currently-marginalized community, will indicate that the goals of the policies in this category have been met.

While the map of where these organizations are based shows that L.A. does have a powerful grassroots ecology, with over 150 organizations identified, nonetheless it's clear that they are clustered around downtown L.A. There are relatively few such organizations based in the Antelope Valley, San Gabriel Valley, and the Southeast Cities. When looking at organizational budgets as well, those with incomes over seven million are even more markedly clustered downtown. There are no grassroots organizing and base-building organizations with incomes over seven million east of the 710 or south of the 105 freeways, and only one north of the 101 or 210.

Additional work on this indicator will continue in future months, potentially including a measurement of the level of philanthropic investment in base-building organizations, as well as surveying the leaders of these organizations to learn about their length of service as well as the overall tenure of the organization. We are also examining how to include the areas where an organization provides services instead of only the location of its headquarters.

# GRASSROOTS ORGANIZING AND BASE BUILDING ORGANIZATIONS



Notes: Grassroots organizing and base building organizations and their incomes by address. Data Source: Advancement Project California computations to data from USC Equity Research Institute, California Health and Justice for All Power-Building Landscape: Defining the Ecosystem, 2019 and IRS, Exempt Organizations Business Master File, 2020. \*Including organizations we were unable to match to financial information.

NOT drawn to scale.

## Organizational Income

- Up to \$7 million\*
- \$7 million+



# Positive Youth Development

**P**ositive youth development encompasses several distinct spheres: the largest is education, including early care and education (ECE) as well as the K-12 system (while higher education is critical for many young people, our focus was on the upstream systems that ultimately allow BIPOC youth to access and succeed in college). But youth development goes well beyond what is learned in school, encompassing leadership development programs, pathways to employment in a career, and the physical and mental health supports BIPOC youth need to develop into adults. Systems change can create an inclusive environment where BIPOC youth experience a sense of belonging, and feel that investments are being made in their success.

Within the ECE system, policies would improve access to high-quality early care and education by better supporting this predominantly woman-of-color workforce with funding and capacity-building, while expanding the number and accessibility of facilities through land-use changes, and ensuring programs support the whole child. Similarly, the K-12 landscape would be changed through a concerted push to drive more resources to schools – especially urgent given increased post-pandemic needs – improving the educator pipeline to ensure low-income BIPOC youth are instructed by well-qualified and diverse teachers, and decolonizing the current curriculum to ensure BIPOC youth see their history and experience centered.

Outside the walls of schools, BIPOC youth would have dramatically more opportunities for mentorship and youth development through the creation of county- and city-level youth development departments, which

will provide increased funding through contracts with BIPOC youth-serving organizations with a track record of success. And to help BIPOC youth thrive in higher education and enter career-track employment, college and career readiness programs, including financial literacy and school-to-career pipelines, can expand to support more youth.

Maintaining physical and mental health is critical for BIPOC youth to be able to benefit from these improved opportunities, and some youth face greater challenges than others. Targeted supports for youth with disabilities – those who have an Individualized Education Plan at their school – as well as their families can help them better navigate these unfriendly systems, and provide them with resources to better access housing and employment. And because LGBTQIA+ youth frequently have unique health needs, creating a more culturally-competent network of providers across the county's systems of care will be critical to their well-being.

Finally, immigrant youth and BIPOC English-learner youth, especially those who are undocumented or in mixed-status families, are too often marginalized and excluded. Opening up the barriers that prevent them from having the same access to education and employment as their peers would allow them to contribute their full potential to our county. ■





# Positive Youth Development Policy Priorities

- **Access to high-quality early care and education (ECE)**

- » Strategies include increasing compensation for the ECE workforce, increase revenue for ECE programming, and better alignment of Local Education Agencies and community based ECE programs.

- **Prioritize building and retaining a local, qualified, and diverse educator pipeline to establish a culture of high-expectations and provide high-quality instruction for low-income BIPOC students**

- » Strategies include investing in cross-jurisdictional collaboratives to strengthen initial educator preparation, prioritizing placement of highly qualified teachers in high and highest need schools, and building holistic retention strategies.

- **Expand access to health care and mental health services for BIPOC youth and their families**

- » Strategies include providing mental health training to health professionals, first responders, social need providers, and community-based organization staff, and providing resources to increase the number of community health workers.

- **Provide BIPOC children and youth with disabilities needed supports to reach young adulthood able to live independently, attend college, and have a career**

- » Strategies include expanding early identification and providing additional resources to schools to support BIPOC youth with disabilities.

- **Los Angeles (City, County, and other adjacent cities) should create and fully fund a youth development department to support the leadership development, skills development, and well-being of BIPOC youth and communities**

- » Strategies include redistributing funds from traditionally punitive systems to reinvest in youth development approaches and establishment of a new revenue source for local governing bodies to distribute to community-based organizations who engage in youth development work.

- **Provide BIPOC parents and guardians of youth with disabilities with the support needed to secure the interventions and services needed for their child's development and end disparities for low-income BIPOC families**

- » Strategies include providing support to BIPOC parents and guardians of BIPOC youth with disabilities and educating, training, and empowering BIPOC parents and guardians about how they can help their special needs child achieve educational success.

- **Increase and equitably distribute revenue to support high quality education by reforming existing and/or introducing new local and/or state taxes**

- » Strategies include replicating and expanding the use of equitable revenue redistribution formulas, updating the tax system to reflect community needs, and conducting a cost analysis of true equity within Local Education Agencies.

- **Improve health & wellness of LGBTQIA+ BIPOC youth by increasing the cultural competency of service providers and by expanding services**

- » Strategies include increasing training for health care providers, providing BIPOC families with resources on LGBTQIA+ issues, and expanding parent-to-parent education models to better support LGBTQIA+ BIPOC youth.



Photo courtesy  
InnerCity Struggle

- **Promote BIPOC youth economic inclusion and post-secondary opportunity through further investment in and expansion of college and career access and readiness programs and financial literacy**

- » Strategies include promoting BIPOC youth entrepreneurship, expanding college and career readiness programs, and promoting financial literacy among BIPOC youth.

- **Decolonize K-12 curriculum to center BIPOC experience and history**

- » Strategies include reforming K-12 curriculum to center BIPOC history and requiring teacher training to implement a decolonized curriculum.

- **Increase investments in programs and supports for BIPOC immigrant youth, English language learners, and BIPOC youth in mixed-status families**

- » Strategies include ensuring that all summer jobs and workforce readiness programs include undocumented BIPOC youth, increasing the

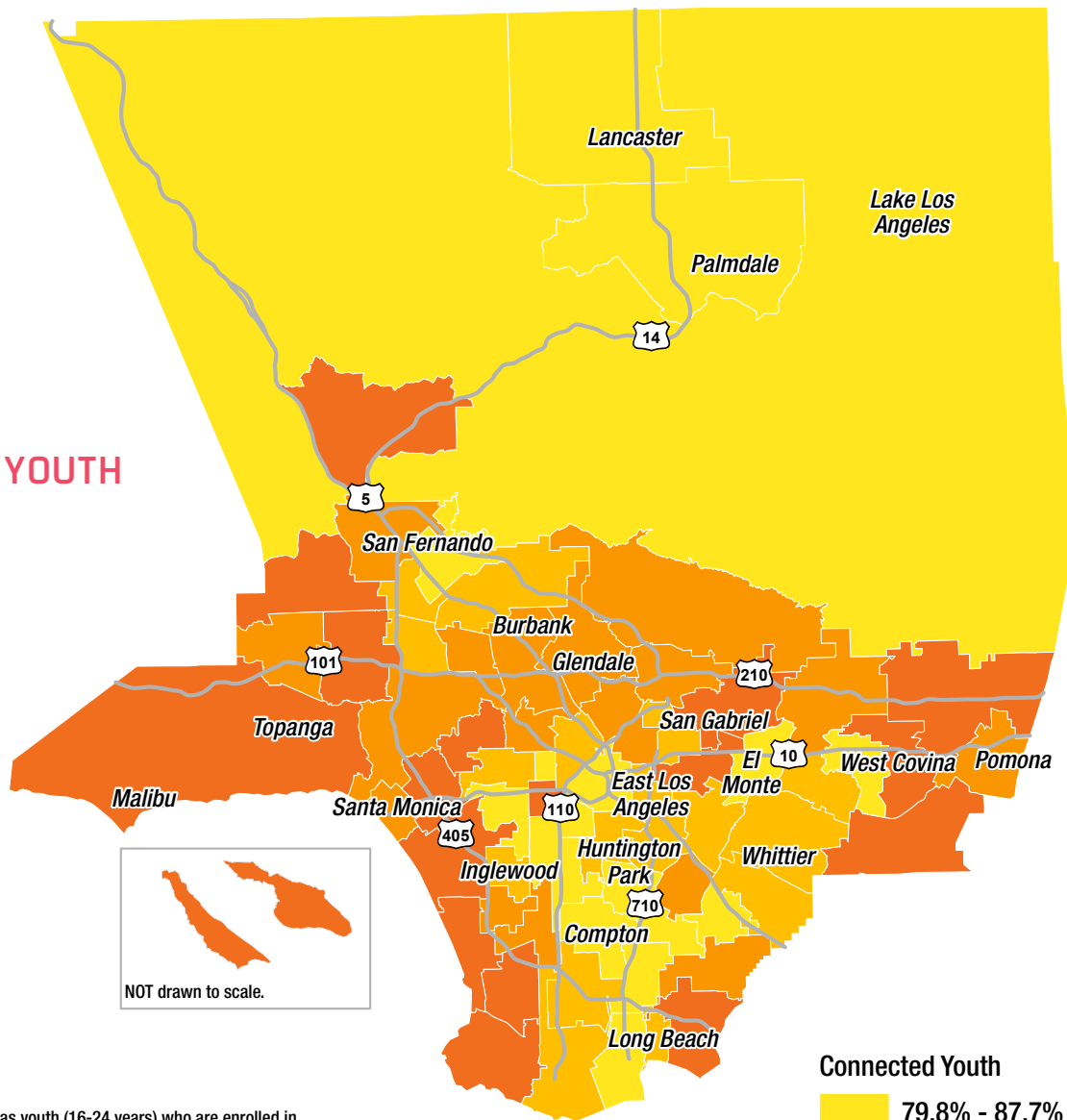
number of Dream Resource Centers and liaisons, and communicating to youth the changes in CA law that open up access to higher education for immigrant BIPOC youth.

- **School districts should direct additional funding to highest-need schools to provide targeted supports for BIPOC students with an Individualized Education Plan (IEP) and city and county government should direct its housing and workforce development funding to provide supports to BIPOC students with disabilities**

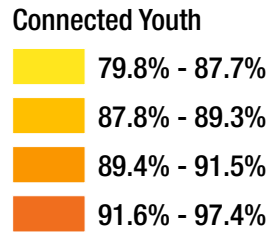
- » Strategies include school districts adopting specific index indicators to identify highest-need schools to direct additional funding to provide targeted supports to BIPOC students with Individualized Education Plans, fund schools to increase school staff's capacity to create inclusive learning environments, and increase supports for foster youth with IEPs.

# Positive Youth Development North Star: Youth Connection and Overall Health Status

## CONNECTED YOUTH

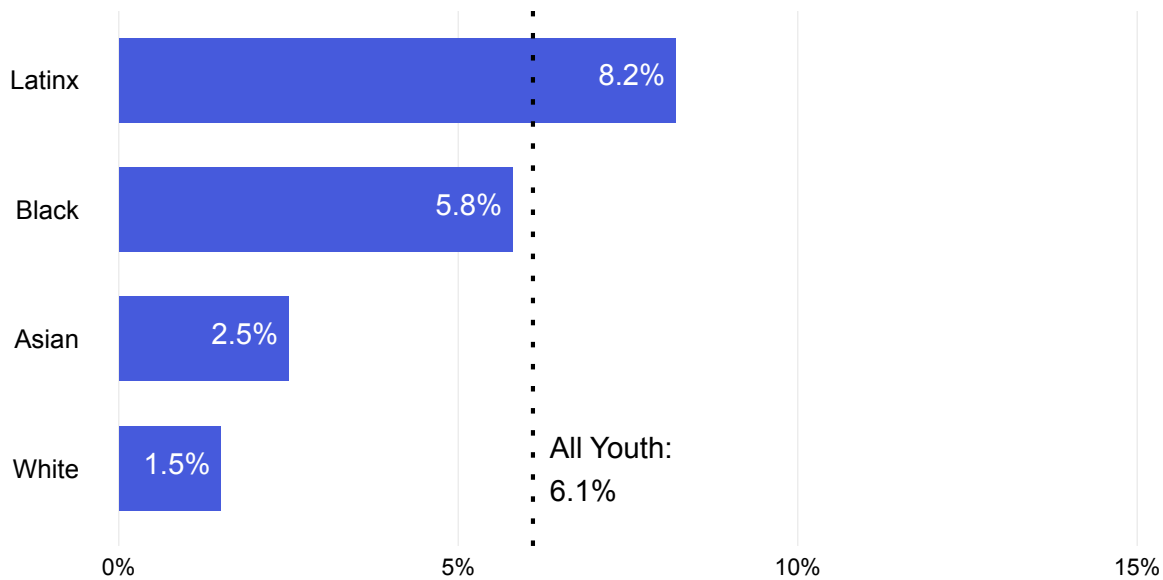


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Notes: Connected youth is defined as youth (16-24 years) who are enrolled in school or are employed, by PUMAs (Public Use Microdata Areas).  
Data Source: American Community Survey Public Use Microdata, 2015-2019 5-Year Estimate.

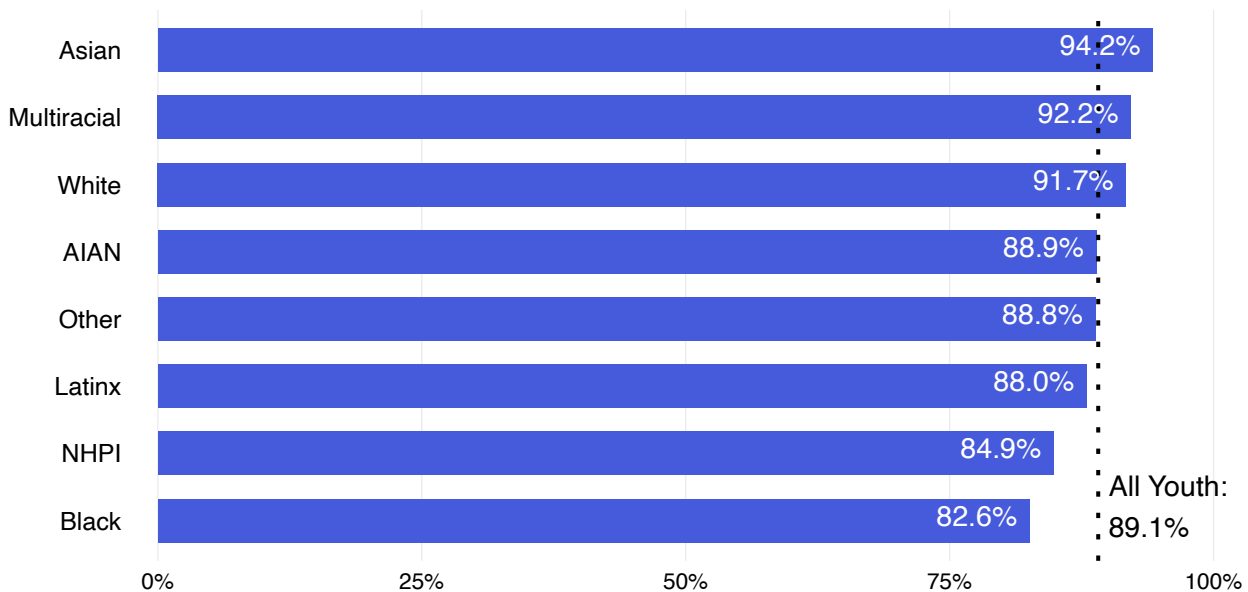
## OVERALL HEALTH REPORTED AS FAIR/POOR FOR AGES 0–17



Percent of Overall Health reported as Fair/Poor in Los Angeles County

Data Notes: Overall health status was reported by an adult knowledgeable about the health and daily routines of the child 0 to 17 years old. The data source does not report AIAN or NHPI youth fair/poor health for the purposes of confidentiality; however, 23.4% of AIAN adults and 21.9% of NHPI adults report fair/poor health, which are the second and fourth highest rates of fair/poor health among racial/ethnic groups, respectively.  
Data Source: Los Angeles County Health Survey, Overall Health Status, 2018.

## CONNECTED YOUTH FOR AGES 16–24



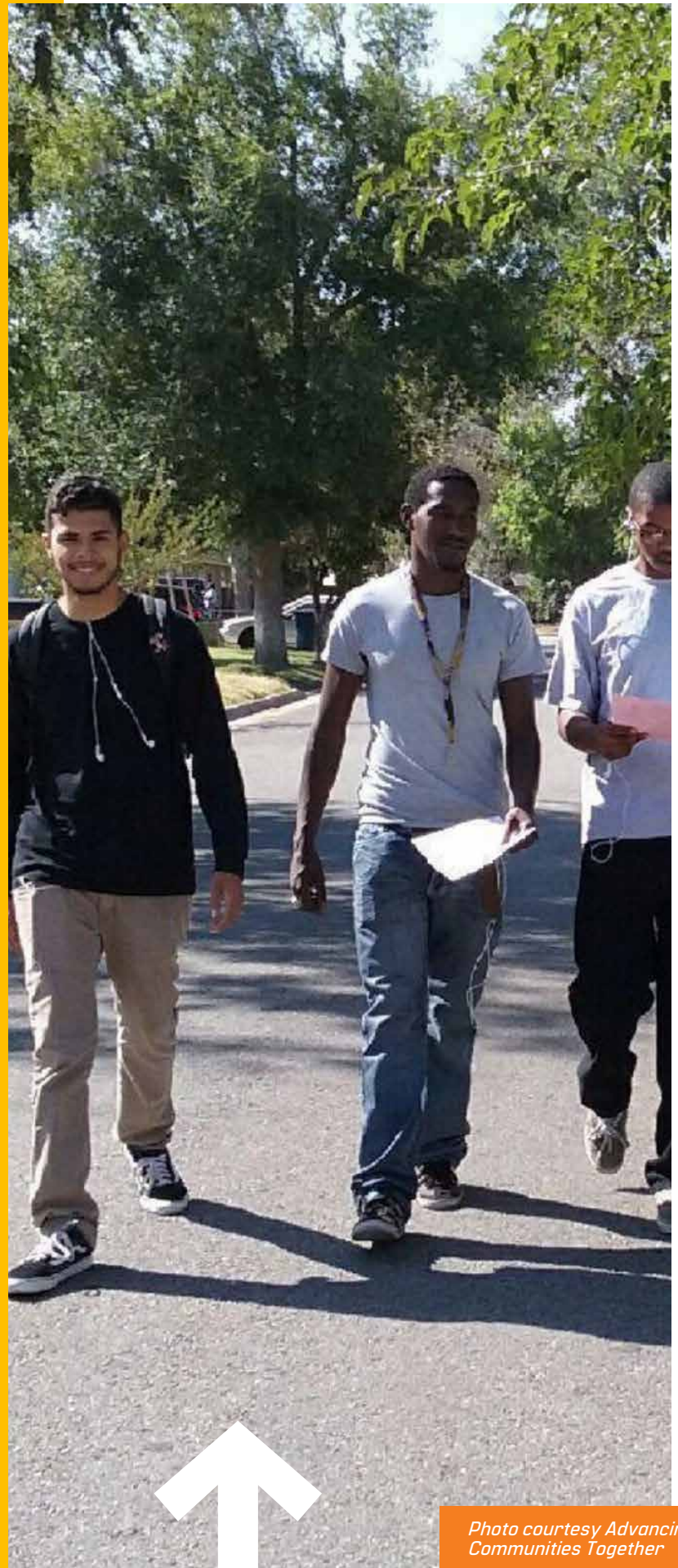
Percent of Connected Youth in Los Angeles County

Race groups are Latinx-exclusive, except AIAN and NHPI, which include all people who identify as AIAN or NHPI including in combination with other races and ethnicities.  
Connected youth is defined as youth (16-24 years) who are enrolled in school or are employed.  
Data Source: American Community Survey Public Use Microdata, 2015-2019 5-Year Estimate.

**T**he clearest measure of where our youth development systems are failing BIPOC youth is looking for where they become “disconnected” – meaning they are neither enrolled in a school nor working a job. We cannot allow these youth to fall through the cracks for any reason, and they deserve reformed systems that promote their education, connect them to quality work, and support their physical and mental well-being. Similarly, health issues too often take youth off-track, delaying their development and transition to thriving adults, so this north star includes caregiver’s assessment of their health. Measuring these indicators will allow for an assessment of how our youth development systems are holistically working together to support L.A.’s BIPOC youth.

The county’s youth overall perform fairly well on these indicators, with 89% of youth employed or in school, and 93% of them reporting good health. But this masks noticeable disparities: Black youth are 12 percentage points less connected than Asian youth and 9 points less connected than White youth. And there are very sharp disparities in overall health, with caregivers of Black youth almost four times more likely to report fair or poor youth health status than White youth, and caregivers of Latinx youth over five times more likely (as noted in the chart, while the data source does not include AIAN youth health status to protect the confidentiality of the relatively smaller number of survey respondents, 23.4% of AIAN adults report fair/poor health, which is the second highest rate among racial and ethnic groups. This suggests that health disparities for AIAN may be a significant concern).

These disparities play out across geographies as well, with BIPOC youth less likely to be connected in South L.A., and in the Antelope Valley and Southeast Cities – and caregiver-reported health status being worst for BIPOC youth in the South.



*Photo courtesy Advancing Communities Together*

# Healthy Built Environment

**T**he healthy built environment is a broad category, encompassing much of what surrounds BIPOC youth in their neighborhoods: the housing they live in, the food they eat, the transportation and park infrastructure that meets their needs, as well as their ability to be safe from violence and the negative impacts of climate change.

Housing is a human right, and a foundational resource for BIPOC youth – especially in a Los Angeles in the throes of a housing crisis, where displacement is destroying historic neighborhoods and forcing families into homelessness or to the periphery of the county, where their new communities may not have the resources they need to thrive. Safeguarding existing neighborhoods, while taking action to expand affordable housing, is a critical priority. It is simple to say that tenants must be protected from unjust rent increases and evictions, while zoning and land-use rules must no longer stand in the way of building deeply affordable housing, but winning these changes will take real, concentrated power.

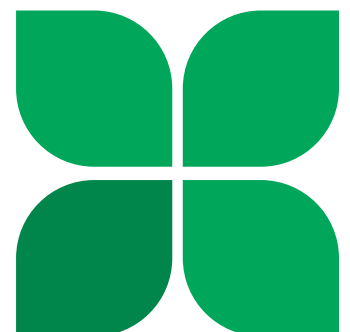
The COVID-19 pandemic has exposed a longstanding source of shame for L.A. – the food insecurity of too many residents. While crisis-time supports stood up new meal delivery programs, permanent solutions must be found that address food production through urban agriculture; distribution and sale by working with produce providers, institutional purchasers, and corner stores; and affordability for families.

It's critical to create accessible, affordable transit that allows all youth, whether or not they have a driver's license or can afford the bus fare, to travel across the county: to meet with friends and family, to attend school and enrichment opportunities, to go to a job interview. So, too, open, green space is necessary

for BIPOC youth – to be able to meet with family, participate in programs, experience a soul-expanding connection to nature, and engage in physical activity, which is core to healthy brain development. This access is especially important for many Native youth, who need space for traditional cultural and spiritual practices. But youth must be safe when doing so – which requires an end to police criminalization and targeting, but also infrastructure investments like lighting.

The scourge of violence is another longstanding challenge made harsher still by the pandemic. More armed police are not the answer: instead, greater support must be given to community-based violence reduction strategies, which have a long track record of success, but have historically been deeply underfunded.

Finally, climate change is one of the greatest threats of our time – and one that will only grow in the future, impacting BIPOC youth most of all. Immediate steps must be taken to reduce their exposure to pollution sources and other environmental hazards, but the long-term threat is even more dire. Climate justice, including divesting from fossil fuels, will only become harder to achieve with every year of inaction. ■





# Healthy Built Environment Policy Priorities

- **Create safe environments through the implementation and expansion of violence reduction strategies that do not rely on armed law enforcement**
  - » Strategies include expanding the use of restorative justice and positive behavioral interventions and supports in schools and communities, and engaging communities in the development of community safety plans.
- **Protect tenants from displacement by harassment, rent increases, and investment in the built environment infrastructure and/or remediation investments that increases displacement pressures**
  - » Strategies include expanding rent control throughout the county, repealing the Costa Hawkins Law and Ellis Act, and establishing a codified right to counsel for tenants.
- **Address climate crisis by decreasing reliance on fossil fuels and increasing regenerative climate initiatives**
  - » Strategies include divesting from fossil fuel production, implementing a just workforce transition framework, and passing zoning laws that limit and reduce exposure to hazards.
- **Increase access to fresh, healthy, and culturally relevant food options**
  - » Strategies include implementing urban agriculture zones, supporting corner store conversions, and implementing good food purchasing policies at major institutions.
- **Increase and preserve affordable housing by increasing capital, reforming land use policy, and leveraging public land**
  - » Strategies include increasing gap-financing and other capital for affordable housing production and preventing condo conversions and demolition of units subject to rent stabilization ordinances.
- **Expand access to and improve infrastructure for public and active transit**
  - » Strategies include eliminating public transit fares, developing a regional dedicated bus lane network, and divesting from all freeway/road widening projects and reinvesting those funds to improve active and public transit infrastructure.
- **Improve the conditions in communities where low-income BIPOC youth live so that family and community are core to decision-making and have the resources necessary to support the efforts that are required to transform systems**
  - » Strategies include developing cross-jurisdictional partnerships to improve community conditions and engaging and centering BIPOC youth and families in decision-making.
- **Expand access to green space and green space programming and promote green space infrastructure, including lighting, to create equitable opportunities for respite, recreation, ecological discovery, and cultural and spiritual practices**
  - » Strategies include expanding and sustaining free parks programming, increasing access in BIPOC communities, and consulting with local tribes to identify and address barriers to observance of traditional practices.
- **Local and regional land use policy is reformed to equitably distribute deeply affordable housing throughout L.A. County and protect existing affordable housing**
  - » Strategies include repealing laws that place limits on inclusionary zoning and rent control, adopting measures that preserve public housing and naturally occurring affordable housing, and removing zoning barriers to affordable housing in historically exclusionary cities and communities.

# Health Built Environment North Star: Community Well-Being Index

*Photo courtesy Social Justice  
Learning Institute*

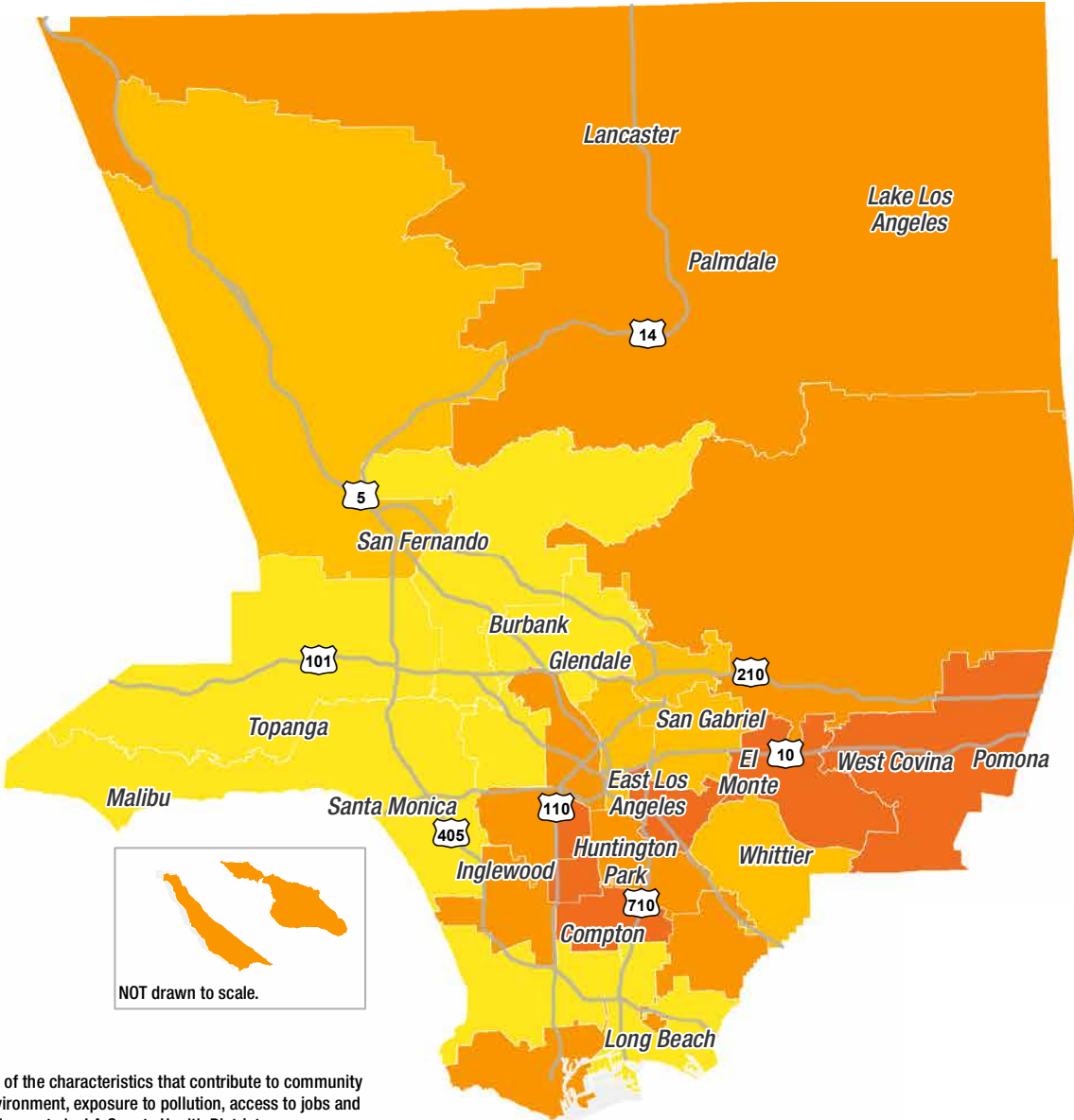
The built environment is complex, and therefore no single indicator can fully capture the multiple dimensions of work needed to create conditions for youth to thrive. The Community Well-Being Index combines indicators across multiple domains to present a comprehensive view of how sustained investment and advocacy can improve an unhealthy environment. Elements include exposure to pollution, access to jobs and parks, and food access – see Appendix V for full details.

While the index is still in development as we assess outliers and indicator correlation, as well as refine the geographic areas used for analysis, preliminary findings suggest that the highest-need parts of the community using this lens are in the south and east of the county, including Compton, Inglewood, South L.A. and parts of downtown L.A., and East L.A. along with the Pomona and El Monte areas. The areas where Latinx residents live have the greatest Community Well-Being need among all groups, with an underlying index score one and a half times higher than that of Whites. Black, Native Hawaiian and Pacific Islander, and American Indian and Alaska Native residents also live in communities with higher need.





# COMMUNITY WELL-BEING INDEX



Notes: This index measures many of the characteristics that contribute to community well-being, including the built environment, exposure to pollution, access to jobs and parks, as well as BIPOC youth and poverty by LA County Health District.  
 Data Source: Advancement Project California, Community Well-Being Index, 2021.

**Community Well-Being Need**

- Lowest Need
- Low Need
- High Need
- Highest Need

# Youth Power

**B**IPOC youth are the ones most familiar with the challenges, hopes, and opportunities that confront them – and so the greater the voice they have in public decision-making, the closer we will be to solutions. This domain focuses on increasing the formal power of youth through civic engagement efforts and system reforms that give them a role in processes that affect them (unlike the Community Organizing and Power Building area, which focuses on strengthening the ecosystem of organizing groups across the county).

BIPOC youth civic engagement starts with education and support. Building civic engagement into school curricula will open up these opportunities for many more BIPOC youth, allowing them to participate in decision-making at all levels – as will bringing youth development and organizing groups into schools to directly work with students and provide services and mentorship. To make the most of the power and insight they bring, jurisdictions across the county should increase the number of youth commissions, youth councils, and youth advisory boards they offer – and ensure that these positions come with real authority, including over budgets and spending, rather than being nothing but tokenizing theater. This is especially critical when it comes to oversight for the youth justice system, with a specific priority for LGBTQIA+ representation given how these systems often fail to meet their needs. Youth who participate in these opportunities will look to youth-serving community organizations for resources and support, so they must be funded as well.

More electoral opportunities should be available to youth as well, including through reducing the participation age for school board elections. Finally, immigrant BIPOC youth and their families are too often marginalized by the web of laws that disenfranchise them. Reforms to allow them to achieve legal status will also allow them to participate more fully in the civic life of Los Angeles. ■



*Photo courtesy  
Active San Gabriel Valley*

# Youth Power Policy Priorities

- **L.A. should scale existing and develop new community-based initiatives aimed at improving BIPOC youth lives, particularly in high-need areas through specific and targeted investments in specific populations and strategies for BIPOC youth engagement and organizing**
  - » Strategies include increasing investment in community school models, expanding the “menu of options” for schools to contract with community-based organizations, and providing additional support for CBOs with a wrap-around services approach.
- **Reduce LGBTQIA+ BIPOC youth trauma through greater justice system oversight and accountability**
  - » Strategies include promoting transformative justice, communities of care, and harassment free zones, and increasing accountability through community advisory boards.
- **Win pathway to citizenship for immigrant BIPOC youth and their families and fully integrate and engage them**
  - » Strategies include reducing the age that allows US citizen youth to petition their undocumented parents, supporting the Right to Return for deported parents, and passing policy that provides legal status.
- **L.A. should advance innovative and entrepreneurial means to increase BIPOC youth civic engagement and access by creating platforms for knowledge transfer to take place and supporting BIPOC youth organizing**
  - » Strategies include widespread incorporation of civic education curriculum, expanding the youth vote, and supporting community-based organizations that engage in BIPOC youth organizing and civic engagement.
- **L.A. should develop mechanisms for BIPOC youth to actively participate in political decision-making**
  - » Strategies include establishing a youth commission, youth advisory board, or youth council with relevant governing entities that make key decisions on youth-related matters and training BIPOC youth to run for elected positions.



# Youth Power North Star: Youth of Color Civic Engagement and Vote



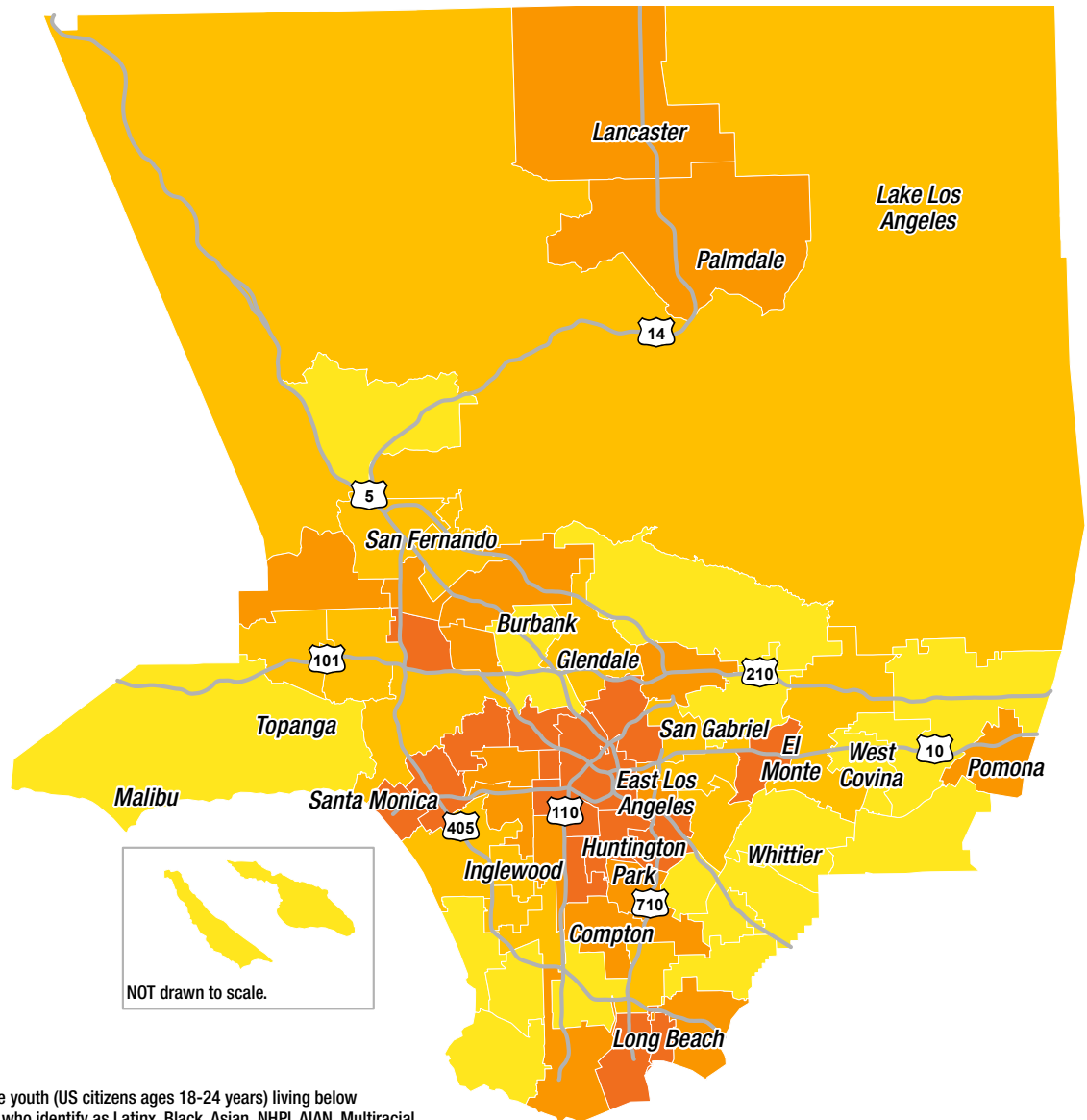
*Photo courtesy  
Khmer Girls in Action*

**W**hile voting is not the only way youth can exercise their power, it is an important marker, since it is a comparatively simpler way to have a say in public decision-making and most youth who are engaged in the deeper processes discussed above are also likely to vote when and if they are able. However, many youth are not eligible to vote, or justifiably do not view electoral politics as an arena for transformative change. In order to assess participation more broadly, civic engagement indicators looking to whether a youth has contacted a public official, discussed politics with friends or family, or participated in a political or issue-motivated boycott are included in this north star.

Unsurprisingly, significantly more L.A. County youth are civically engaged (50%) than vote (39%).

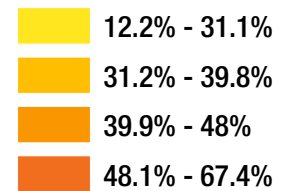
Again, there are noticeable disparities, with Asian youth in particular 1.5 times less likely than white youth to be civically engaged and turning out to vote at a rate 12 percentage points lower than white youth. Black and Latinx youth, meanwhile, are 5 and 9 percentage points less likely to vote than white youth, and are likewise both over 15 percentage points less likely to be civically engaged. In terms of geography, youth civic engagement is relatively lower in Pomona, and youth are more likely to vote in L.A. City than in Long Beach. These disparities sit on top of pre-existing differences in where voting-eligible BIPOC youth living in poverty are located, with relatively higher concentrations in South, Central, and East Los Angeles, as well as Long Beach and El Monte.

# VOTING ELIGIBLE BIPOC YOUTH IN POVERTY FOR AGES 18-24



Notes: Percentage of voting eligible youth (US citizens ages 18-24 years) living below 200% of the Federal Poverty Level who identify as Latinx, Black, Asian, NHPI, AIAN, Multiracial, or as another race, by PUMAs (Public Use Microdata Areas).  
 Data Source: American Community Survey Public Use Microdata, 2015-2019 5-Year Estimates.

## Voting Eligible BIPOC Youth in Poverty



# Register to Vote



## LOCAL ELECTIONS

Tuesday, June 05

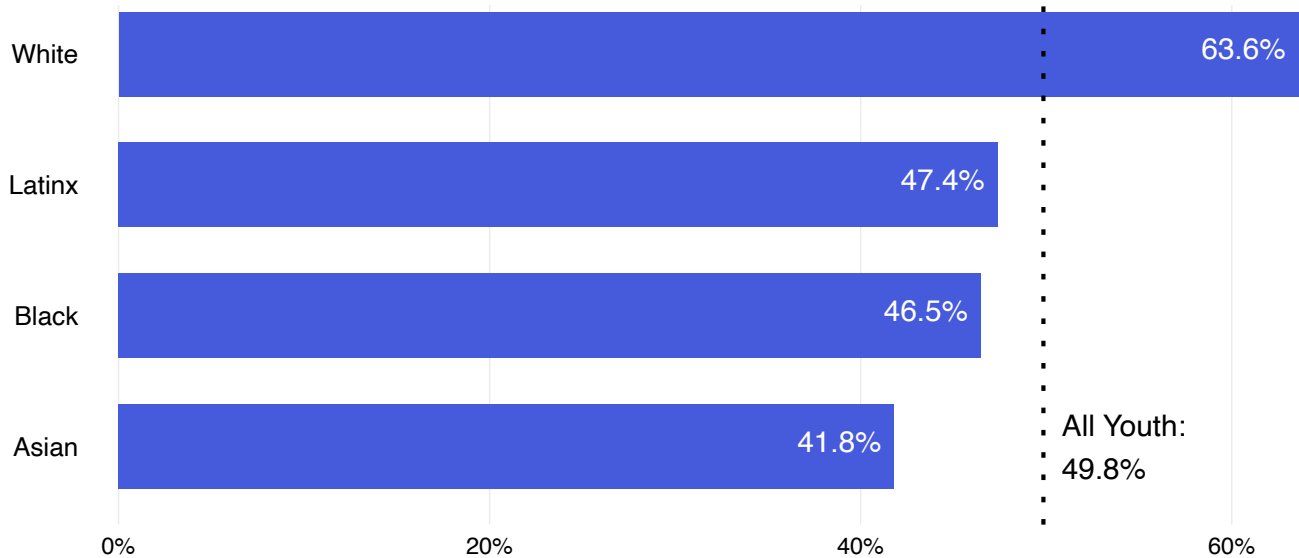


**REGISTER TO VOTE**  
VOTER REGISTRATION CARDS AVAILABLE HERE



Photo courtesy  
Khmer Girls in Action

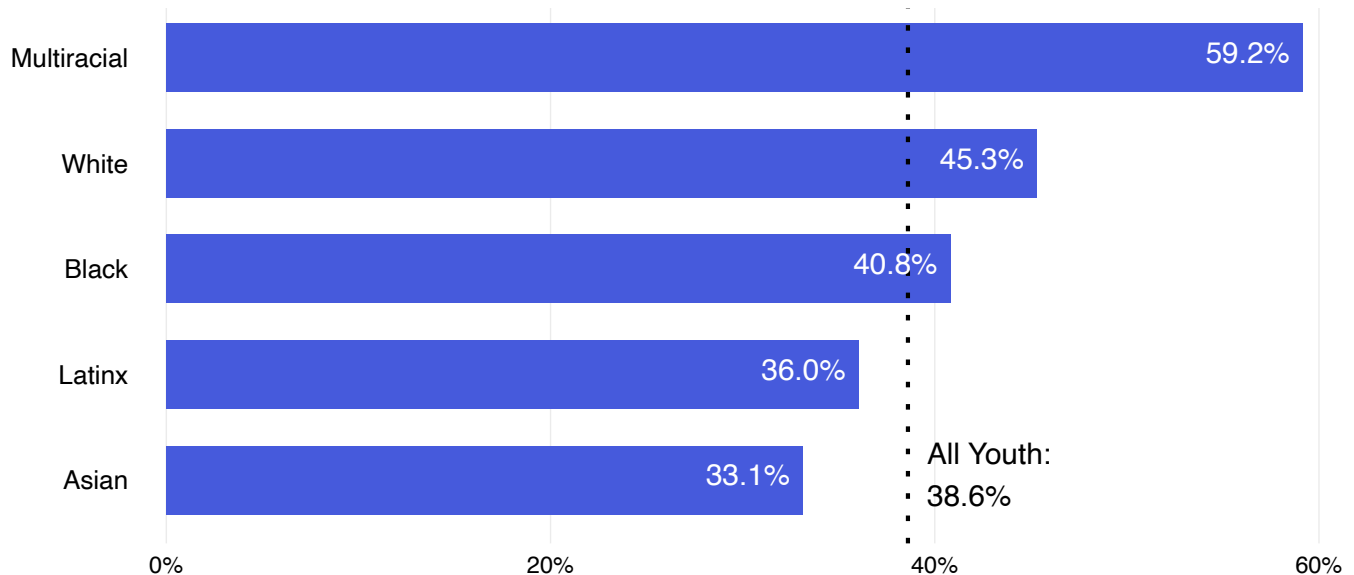
## CIVICALLY ENGAGED YOUTH FOR AGES 18–29



Percent of Civically Engaged Youth in Los Angeles County

Race groups are Latinx-exclusive. Data for AIAN and NHPI youth has been omitted due to less reliable estimates, which run counter to on-the-ground experience. Civically engaged youth is defined as youth (ages 18-29) who report contacting elected officials, discussing politics with friends or family, or participating in political/issue-motivated boycotts at least once a month. Data Source: US Census Bureau Current Population Survey, Civic Engagement Supplement, 2010-2017.

## YOUTH VOTER TURNOUT FOR AGES 18–29



Percent of Youth Eligible Voter Turnout in Los Angeles County

Race groups are Latinx-exclusive. Data for AIAN and NHPI youth has been omitted due to less reliable estimates, which run counter to on-the-ground experience. Youth voter turnout is the share of youth (ages 18-29) who voted in elections during 2012-2018 out of all youth who were eligible to vote. Multiple election years and types were pooled in order to improve statistical reliability. Data Source: US Census Bureau Current Population Survey, Voter Supplement, 2012-2018.

# Systems Impact



*Photo courtesy  
Brotherhood Crusade*

In any youth's life, there are events that can throw them off track. But the systems that respond to crisis points for BIPOC youth too often do not center their well-being and possibility, instead viewing them at best as problems to be managed, and at worst as liabilities to be discarded. Only by transforming our child welfare and juvenile justice systems so they view BIPOC youth as assets to be safeguarded can we truly say L.A. is a place where youth can thrive.

There are three primary systems that can have the greatest impact on BIPOC youth: the juvenile justice system, the child welfare system, and the immigration system. Each must be deeply reformed. In the juvenile justice system, recent victories have closed camps and created new models for supporting youth, but more must be done to end criminalization of BIPOC youth and reduce the terms of incarceration and supervision that can do so much to set youth back. In the child welfare

system, Continuum of Care reform should prioritize helping BIPOC youth live in permanent, nurturing families, including increasing access to kinship care navigators and family reunification (note that there is also a Community Organizing and Power Building recommendation aimed at increasing the capacity of BIPOC youth to be advocates in this system). And in the immigration system, programs providing no-cost legal defense can help keep families safe and together.

Regardless of which system they encounter, system-impacted BIPOC youth deserve equitable access to the social services they need to recover – mental health services are an especially important resource that are too often not provided in an accessible, culturally competent way. To fund an expansion of services, public systems should divest from suppression-based approaches and equitably reinvest in community-based alternatives. ■



# Systems Impact Policy Priorities

- **End BIPOC youth criminalization and incarceration by preventing exposure to and reformation of punitive systems including law enforcement, the judiciary, and probation**
  - » Strategies include ending the criminalization of youth targeted status offenses, closing youth probation camps and youth prisons, and eliminating probation department oversight of BIPOC youth.
- **Ensure that systems-impacted BIPOC youth receive equitable access to vital social services and supports on par with any other Los Angeles County youth**
  - » Strategies include expanding systems-impacted BIPOC youth access to mental health services and creating a public dashboard of systems-impacted BIPOC youth outcomes.
- **Accomplish Continuum of Care Reform by fully implementing policies and practices that seek to ensure that all BIPOC youth live as members of committed, nurturing, and permanent families**
  - » Strategies include reforming children’s court protocols to be more family friendly, reducing the number of BIPOC youth in out-of-home placements, and expanding kinship care navigator programs.
- **Divest funds allocated to suppression (e.g. law enforcement & surveillance) and reinvest those funds to support community-owned and -operated BIPOC youth development and intervention programs and supplement this reinvestment with newly-generated revenue streams and infrastructure investments from public and philanthropic sources**
  - » Strategies include reducing probation budget proportionately according to reductions in youth involved in probation and redirecting that funding to community-based supports.
- **Protect immigrant BIPOC youth and their families from deportation and detention**
  - » Strategies include robustly funding the Los Angeles Justice Fund (LAJF) and other immigration legal services that keep families safe.





# Systems Impact North Star: BIPOC Youth with Probation or Child Welfare Involvement, Juvenile Arrests, and Deportations

The highest priority in this domain is reducing the number of BIPOC youth who encounter these systems: even when the juvenile justice and child welfare systems are reformed, the best case is still that sufficient resources and relationships exist in communities to support BIPOC youth through moments of crisis. Tracking caseloads and the number of system-involved youth will directly measure the success of reforms aimed at reducing the footprint of these systems. This indicator will also highlight where caseload and bed reductions have created the possibility for equitable reinvestment of savings.

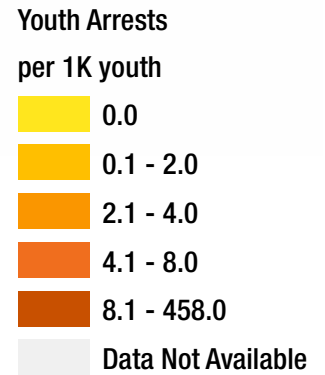
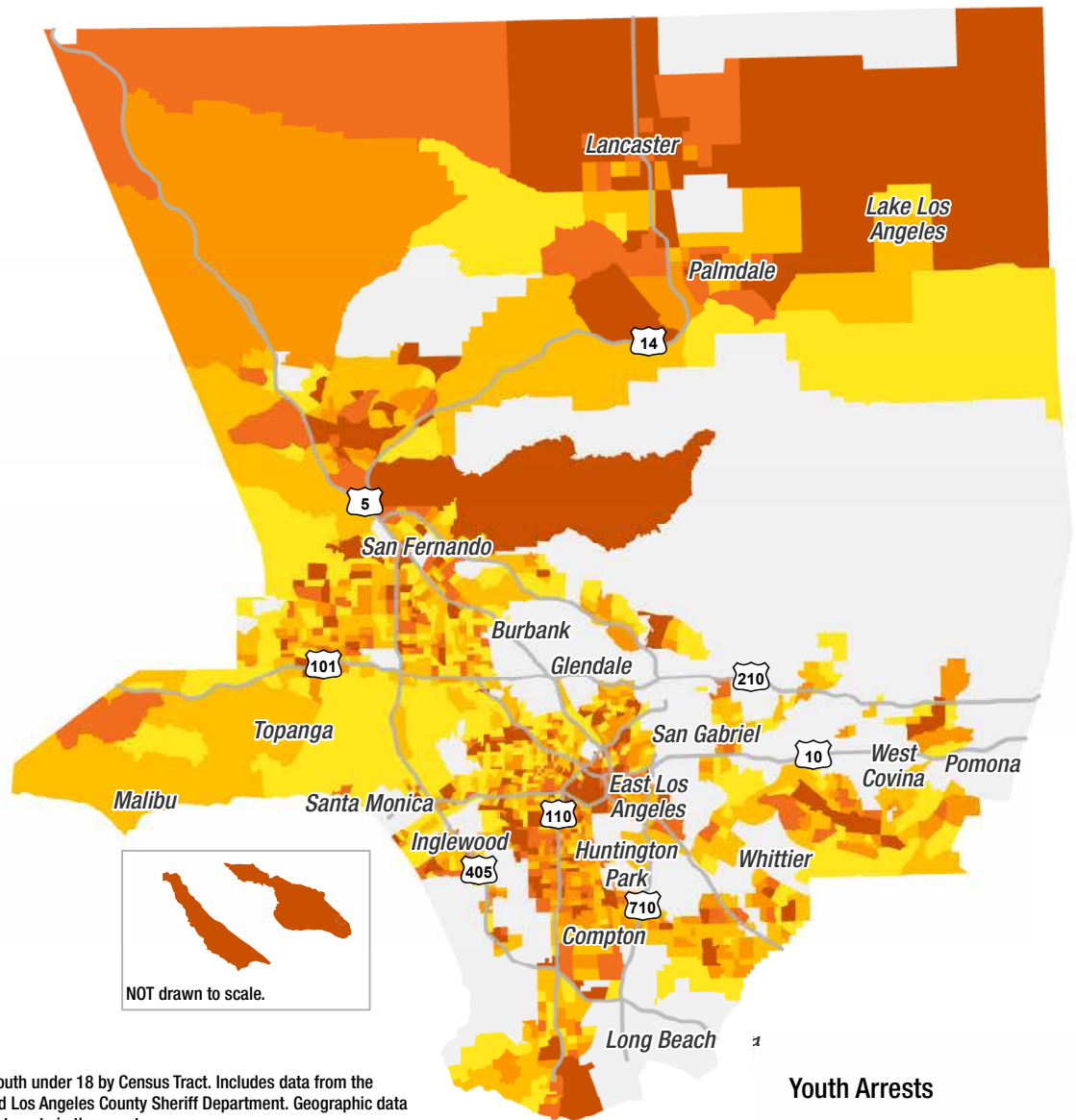
Currently 8.3 L.A. youth per thousand are in the foster care or probation systems at any given time, with shockingly high disparities: American Indian and Alaska Native youth are almost three and a half times more likely to be in one of these systems than white youth, while rates for Black youth are more than seven times higher. While the Latinx youth rate is similar to the overall county average, this is partially because they make up the largest share of youth in these systems. While more granular age-specific data

on the immigration system is not currently available, there were 23,593 deportation cases filed in L.A. County in 2019 – a more than 50% spike from the previous year (we are not currently able to break down the deportation data point according to age to separate out youth deportations).

Youth arrest data provides one window into the geographically disparate impact of suppressive public systems. The highest rates are in Downtown, Hollywood and Mid-City, the Antelope Valley, the San Fernando Valley, South L.A., and the San Gabriel Valley. Otherwise, referring to Appendix VI for the basic demographic data indicating neighborhoods with high numbers of BIPOC youth living in poverty provides a fallback understanding of where systems impact weighs heaviest.

Future work on this north star will include adding additional jurisdictions to the youth arrest indicator to increase its geographic coverage, and refining the deportation indicator to include age.

# JUVENILE ARREST RATES

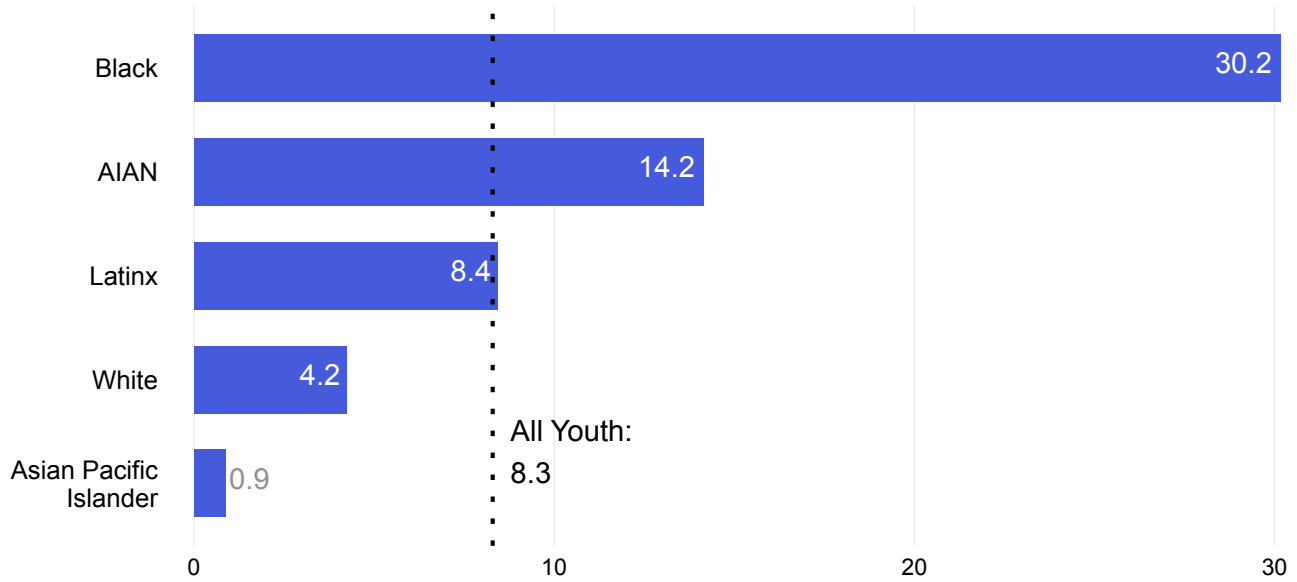


Notes: Arrest incidents involving youth under 18 by Census Tract. Includes data from the Los Angeles Police Department and Los Angeles County Sheriff Department. Geographic data not available for other police departments in the county.  
 Data Source: University of Southern California, Neighborhood Data for Social Change, Juvenile Arrest Rate, 2019.



*Photo courtesy  
Brotherhood Crusade*

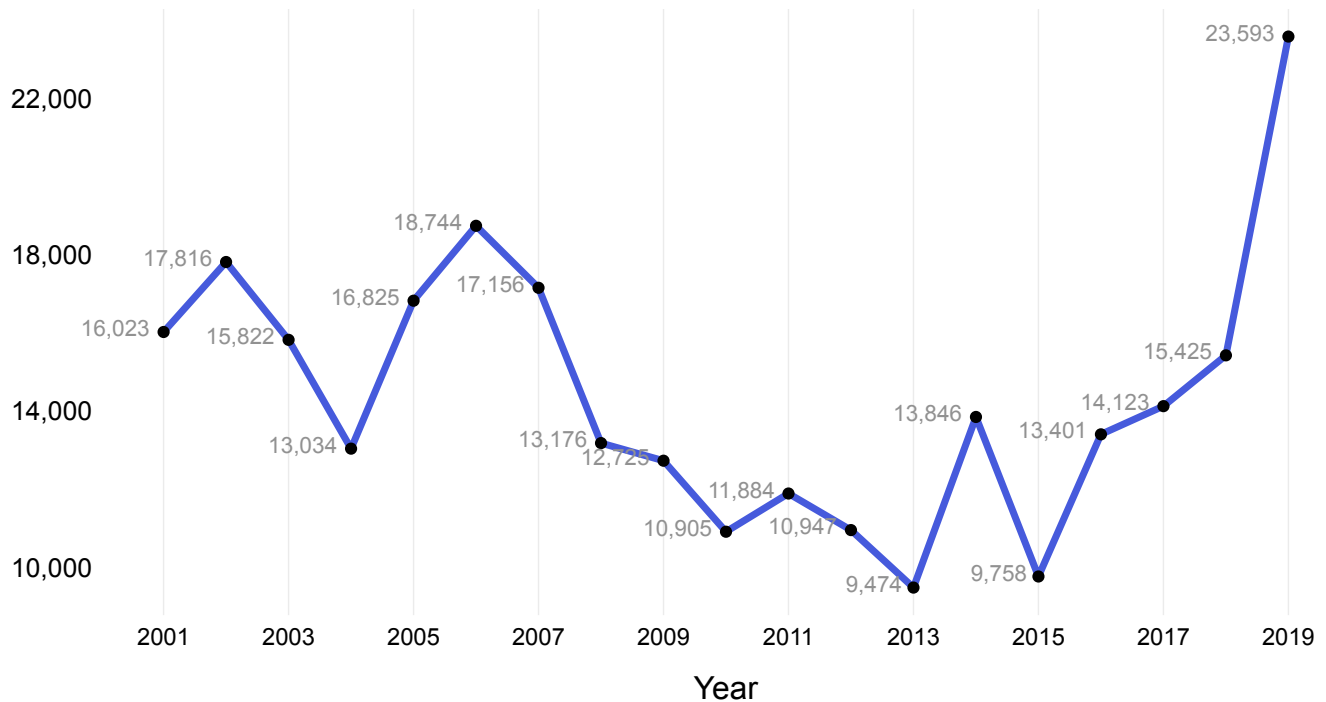
## FOSTER CARE AND PROBATION RATES FOR AGES 0-20



Foster Care and Probation Rates per 1000 youth in Los Angeles County

Data Notes: Per 1000 youth, Average Rates of Children Point of Time in Foster Care/Probation. Race groups are Latinx-exclusive and Asian Pacific Islander is not disaggregated in the data source. 3.6% of children did not report a race. Children defined as 0-20 years old.  
Data Source: California Child Welfare Indicators Project, Average Rates of Children Point in Time in Foster Care or Probation, UC Berkeley 2020.

## DEPORTATION CASES, NOT FILTERED BY AGE



Data Notes: Counts of all deportation cases in Los Angeles County from 2001 to 2019. 23,593 deportations occurred in 2019. This data is not filtered by age.  
Data Source: California Immigrant Data Portal, Count of Deportation Cases, 2019



# IV. Sequencing and Next Steps

It would neither be possible or desirable to pursue every piece of this framework at once. Certain elements depend on each other – on some issues, for example, field-building will be required to create the power needed to take on and win the largest-scale campaigns. And attempting to advance too many campaigns at once would risk stretching organizers too thin and overwhelming the ability of public systems to implement change.

An ongoing process of sequencing and selection of key issues and priorities will therefore be a necessary component of Bold Vision, and we envision that there will be multiple two-year phases over the course of the initiative, each with a distinct set of identified goals and priorities. The Community Council has identified the following principles as important to this biennial decision-making process:

- **Power-building. Winning systems changes requires organized power. Therefore, policies that will meaningfully increase the organized strength of BIPOC youth and advocates should be prioritized and sequenced earlier.**
- **Timeliness and momentum. Policy opportunities and threats are continually arising, and Bold Vision must be flexible enough to take advantage of these shifts. Similarly, it is critical to capitalize on momentum and build on previous successes when they demonstrate the possibility of winning additional changes.**
- **Public funding and resources. Similarly, priority should be given to policies that will dedicate public funding or otherwise create resources for BIPOC communities, as they will have an immediate impact and create durable supports for additional work. This includes both initiatives to raise new revenues as well as divest-to-reinvest approaches.**
- **Supporting implementation and capitalizing on earlier victories. Too often, public systems are able to rebuff systems change efforts through**



Photo courtesy  
Khmer Girls in Action

- bureaucratic inertia and winning the waiting game. Bold Vision should prioritize the deep implementation work and follow-up campaigns that are needed to ensure that policy wins deliver their full promise.
  - **Data-driven.** Data on racial disparities are a key part of the framework, and should be consulted throughout the prioritization process to ensure that Bold Vision is focusing effort on the conditions that most severely impact BIPOC youth in Los Angeles – always understanding that much of the data currently available invisibilizes many significant communities, and therefore must be put in context via community and youth engagement.
  - **Youth voice.** In deciding on the polices to include in this report, the Community Council has relied heavily on the priorities identified by BIPOC youth through last year’s youth convenings. Youth voice must continue to be of critical weight in Bold Vision decision-making moving forward, potentially including giving a formal role to youth via a Youth Assembly body.
  - **Consensus-building and collaborative decision-making.** Because prioritization involves trade-offs, as well as ultimately channeling money and resources, if undertaken in a hostile, zero-sum spirit, it will fail. The trust-building that has occurred throughout this phase of Bold Vision has modeled efforts that will continue to be needed throughout the life of the initiative, and the decision-making process should support this approach by ensuring that it fosters consensus-building and collaboration.
- While racial equity is not listed separately, it constitutes an overall framework into which each individual principle must fit. For example, the power-building principle must be understood specifically as power-building for BIPOC communities, and the youth voice principle specifically highlights the voices of BIPOC youth.
- We envision the principles above leading to the following rough phases:

## INITIAL INVESTMENTS AND CAMPAIGNS – 2021-23

Without prejudging the set of campaigns and priorities identified for early investment, we anticipate that they will likely fall into one of three categories:

**Field-building.** The Community Organizing and Power Building recommendations are at the foundation of the Bold Vision framework, because organized community power is a sine qua non for achieving systems change. Early investments in expanding capacity, for example by supporting power-building in Native and Indigenous communities, will quickly pay off in more robust organizations, more empowered youth leaders, and more policy victories.

**Urgent needs and allocation of state and federal funds.** The policies labeled as “urgent interventions” in the framework are critical to responding to and recovering from the pandemic and the events of 2020 – and many also represent time-sensitive opportunities to leverage transient policy and funding shifts. Allowing these needs to fester unmet could set back communities, forcing organizations to focus on meeting youths’ basic needs and crowding out the possibility of large-scale advocacy. Similarly, failing to direct new funding sources to equitable purposes would represent a significant opportunity cost that would be hard to make up later.

**Supporting and preparing for second-stage campaigns.** Some policy campaigns will begin to emerge as clear stepping-stones to broader change – for example, creation of city youth development departments would make it far easier to increase funding for programs and services. Similarly, time should not be wasted in capitalizing on recent victories, such as County juvenile justice reforms. There may also be opportunities to integrate additional components into the Bold Vision framework, specifically around parent voice and youth jobs. Creating intergenerational linkages, and focusing on secure, well-paying jobs as a desired outcome, will strengthen Bold Vision and make it more compelling to a greater number of youth and potential partners. Finally, because integrated youth

voice across multiple campaigns, as well as oversight and accountability to BIPOC youth, will be critical to the success of the initiative as a whole, establishing a Bold Vision Youth Assembly must be a priority.

## SECOND PHASE – 2024-25

In this phase, a robust ecosystem of funded organizers and advocates will be running large-scale campaigns to achieve significant policy wins and build even more power – with the context of significant uncertainty about the 2024 elections and the impact of the outcomes on the federal, state, and local landscape.

- **Youth Power recommendations.** Because the Youth Power policies will create processes and mechanisms that will give BIPOC youth a louder voice in critical public systems, they will help catalyze additional victories and should be sequenced towards the beginning of this phase. Work around youth voter registration and engagement will also be timely in advance of elections in 2024.
- **Implementation of early victories.** Bold Vision must pay equal attention to consolidating wins as achieving them, to ensure that public systems do not resist reform through obstinance and inertia.
- **Launching second-stage campaigns.** With early policy victories shifting conditions, the path will open for even deeper reforms that build on what has already been accomplished.
- **Mid-term assessment.** While the framework is a significant achievement, informed by input from a broad range of stakeholders, it is unavoidably a product of the present moment in Los Angeles. As the initiative reaches its mid-way point, revisiting the framework in light of what has already been won, and how conditions may have shifted, would enable Bold Vision to remain relevant throughout its full life-cycle.





Past this second phase predicting priorities grows even more theoretical, but we expect that goals will continue to shift over each two-year cycle through the life of Bold Vision, while the decision-making principles discussed above would remain constant.

While an extraordinary amount of reflection, collaboration, and strategizing went into the development of this framework, its success at changing public systems ultimately depends on the extent to which it is embraced by L.A.'s BIPOC youth, and resourced by philanthropic leaders. Predicting the course the work will take would be foolhardy – ten years ago, who would have known what 2020 would hold? – but as long as Bold Vision stays true to its values, its impact on the future of Los Angeles will be immeasurable.

Our communities, once transformed, can be places that provide the BIPOC youth they nurture with all the resources they need to choose a path in life and succeed in it. Our schools can welcome and truly educate youth of all races, cultures, and languages. We can have healthy, affordable homes, densely linked to greenspace and community assets by easy-to-access transportation. Our public systems will be ones that safeguard instead of suppress, by connecting BIPOC youth to services that can support them through challenges. Political institutions will be responsive, understanding that youth voice is critical to helping them function well. And all across the county, organizations and leaders will stand ready to mentor youth, help them achieve their dreams, and turn their visions into reality. ■

# Appendix I

## List of Youth Participants

The youth below participated in various aspects of the Bold Vision initiative. We appreciate their engagement and energy and Bold Vision would not be possible without their involvement. We apologize to any youth who are inadvertently not included in the list.

Brittany Acevedo-Rojas	Emily Castro	Brigitte Gil	Savannah Licano
Eugene Adams	Adrian Cebreros-Bueno	Gilberto Gomez	Leslie Lim
Genoveva Alarcon	Marlene Ceja	Ilianna Gongora	Eleazar Lima
Ana Aldaco	Kevin Cernas	Gloria Gonzalez	Aisys Lloyd
Jesse Alejandro	Kimberly Chairez	Joaquin Gonzalez	Edwin Lopez
Vanessa Alfaro	Tarnell Clayon	Rebecca Gonzalez	Kimberly Lopez
Andy Andrade	Jasmine Cordova	Joselyn Grajeda	Kaaria Lopez-Spears
Micaela Aragon	Kasandra Cordova	Joaquin Granger	Destiny Luna
Jocelyn Ayala Rosas	Lashaad Cranfield	Meade Groomes	Keisean Lundy-Jones
Samantha Barrientos	Ron Crumpton	Amanda Gutierrez	Panchebe Manahuiatlaka
Diana Bautista	Ashley Cruz	Michelle Gutierrez	Brandon Martin
Ja'shi Bellows	Miracle Curry	Dana Guy	Dulce Martinez
Aileen Benitez	Harper Darrius	Maria Hernandez	Jairo Martinez
Quintyn Boone	Josh Davis	Dashawn Hightower	Diego Mayen
Damaje Boyd	Lavon Davis	Leo Hill	Albert McMillan
Isaiah Brazzell	Angelina Diaz	Shadonte Holmes	Darian Medlock
Dell Bullock	Mykel Edwards	Hassan Hughey	Velketh
Ruby Caldera	Gerson Espinoza	Davon Hunt	Mendizabal
Asanii Campbell	Michelle Estrada	Cameron Johnson	Kevin Miles
Nadya Canche	Cindy Fabian	Dashawri Johnson	Chantelle Miller
Jose Canizal	Tashi Fitzgerald	Brithney Jones	Michelle Montenegro
Lupita Carballo	Azure Fletcher	Rahsaan Jones	Dailon Moore
Amir Casimir	Evelyn Flores	Damari'A Keenan	Robert Morales
Abraham Castillo	Sandra Flores	Heidi Lara	Ore'An Morrison
Leslie Castillo	Markiese Franklin	Tuyet Le	Alayjah Moultrie
Cassandra	Bella Gallegos	Luis Leon	Ximenna Muñoz
Castillo-Tapia	Rotzely Garcia	Raul Leon	Sapphire Myers



*Photo courtesy  
InnerCity Struggle*

Shelia Nelson-Griggs  
 Pallavy Noeun  
 Joshua O'neal  
 Carlos Ordonez  
 Ricardo Ortega  
 Jose Ortiz  
 Fatima Pacas  
 Anthony Pachecano  
 Ashley Paul  
 Alejandra Peguero  
 Clarissa Pena  
 Giovany Pereya  
 Oscar Perez  
 Clayton Perkins  
 Juan Perlera  
 Emily Pham  
 Jalen Poinson  
 Nkai Pollock  
 Princess Powell

Adisha Prejean  
 Andrew Quintero  
 Xochil Ramirez  
 Sasha Ramirez  
 Michelle Ramos  
 Sebastian Refugio  
 Carlos Regalado  
 Jennifer Reyes  
 Nelly Reyes  
 Fernando Rios  
 Florencia Rodriguez  
 Dahlynn Roeun  
 Garrett Royal  
 Donaven Russell  
 Myriam Salazar  
 Everardo Salcido  
 Tamara Salmeron  
 Eleora Salvador  
 Bryan Sanchez

Maya Sanchez  
 Tekanya Sanchez  
 Victor Sanchez  
 Madelin Sandoval  
 Maria Sarabia  
 Takoda Silent Thunder  
 Ruby Silva  
 Markest Simon  
 Aaron Smiley  
 Billy Smith  
 Jair Solis  
 Nataly Tamayo  
 Emiliano Torres  
 Hania Torres  
 Isaac Tula  
 Elizabeth Turner  
 Princess Turner  
 Andrew Valencia  
 Florencia Valenzuela

Sharon Vasquez  
 Brenda Verano  
 Esther Vergara  
 Jocelyn Vivaldo  
 Kalani Watson  
 David Williams  
 Lyonna Williams  
 Pony Williams  
 Samuel Williams  
 Christian Wimberly



# Appendix II

## List of Subject Area Table Partners

Individuals from the organizations, institutions, and programs listed below were invited to participate in the Subject Area Table meetings. We are grateful for the input and insight they provided throughout the initiative. We apologize to any organizations, institutions, and programs that participated but were inadvertently left off of the list.

ACLU of Southern California  
Active San Gabriel Valley  
Advancing Communities Together  
Alliance for a Better Community  
Alliance for Children's Rights  
Alliance for Community Transit-LA  
American Friends Service Committee  
American Heart Association  
Anahuacalmecac International University  
Preparatory of North America  
Anti Recidivism Coalition  
Arts for Incarcerated Youth Network  
Asian Pacific American Legal Center  
Audubon Center  
Beyond Foster Care  
BHC Boyle Heights  
Brotherhood Crusade  
Brothers, Sons, Selves  
Build Healthy Places Network  
Burbank Unified School District  
CAIR LA  
California Black Women's Health Project  
California Collaborative for Educational Excellence  
California Conference for Equality and Justice  
California Emerging Technology Fund  
California Immigrant Policy Center  
California Native Vote Project  
California Youth Connection  
Californians for Justice  
Californians for Safety & Justice  
Californians Together  
CARECEN  
CD-Tech  
Center for Powerful Public Schools  
Center for the Transformation of Schools  
Champions in Service  
Changeist  
Children's Data Network  
Child 360  
Child Care Alliance of Los Angeles  
Child Care Resource Center  
Child Now  
Children's Law Center  
Children's Partnership  
Children's Defense Fund of California  
Children's Institute  
CicLAvia  
City of Long Beach  
City Year  
Claremont Graduate University School of Education  
Coalition for Humane Immigrant Rights (CHIRLA)  
Coalition for Engaged Education  
Communities for a Better Environment  
Communities in Schools of Los Angeles



*Photo courtesy  
Khmer Girls in Action*

Community Coalition  
 Community Health Councils  
 Court Appointed Special Advocates of Los Angeles  
 Crenshaw Subway Coalition  
 Crystal Stairs  
 Dignity & Power Now  
 DSA-LA  
 Early Edge California  
 East LA YMCA  
 East Los Angeles Community Corporation  
 East Yard Communities for Environmental Justice  
 Eastside L.E.A.D.S.  
 Ed Trust West  
 Educare Los Angeles at Long Beach  
 Educators for Excellence  
 Empowering Pacific Islander Communities  
 Enterprise Community Partners  
 Esperanza Community Housing  
 Everychild Foundation  
 Families in Schools  
 First 5 LA  
 Glendale Unified School District  
 Healing Dialogue and Action  
 Homies Unidos  
 Inclusive Action for the City  
 InnerCity Law Center  
 InnerCity Struggle

Investing in Place  
 Journey House Youth  
 Kaiser Permanente  
 Khmer Girls In Action  
 KIWA  
 LA Commons  
 LA Forward  
 Las Fotos Project  
 Leaders Up  
 Legacy LA  
 Liberty Hill Foundation  
 Little Tokyo Service Center  
 Los Angeles Alliance for a New Economy  
 Los Angeles Area Chamber of Commerce  
 Los Angeles Black Worker Center  
 Los Angeles City/County Native  
 American Indian Commission  
 Los Angeles Community Action Network  
 Los Angeles County Bicycle Coalition  
 Los Angeles County Community  
 Development Commission  
 Los Angeles County Department  
 of Children and Family Services  
 Los Angeles County Department  
 of Consumer and Business Affairs  
 Los Angeles County Department  
 of Parks and Recreation



## List of Subject Area Table Partners CONTINUED

Los Angeles County Department of Public Health  
Los Angeles County Office for the  
    Advancement of Early Care and Education  
Los Angeles County Office of Diversion and Reentry  
Los Angeles County Office of Immigrant Affairs  
Los Angeles County Office of Youth  
    Diversion and Development  
Los Angeles County Probation Commission  
Los Angeles County Sustainability Office  
Los Angeles Neighborhood Land Trust  
Los Angeles Partnership  
    for Early Childhood Investment  
Los Angeles Promise Fund  
Los Angeles Tenants Union  
Los Angeles Unified School District  
Los Angeles Walks  
Los Angeles Youth Uprising  
Loyola Marymount University Center  
    for Equity for English Learners  
Lynwood Unified School District  
MALDEF  
National Health Foundation  
Natural Resources Defense Council  
New Earth  
Occidental College  
Pacoima Beautiful  
Partnership for LA Schools  
Pat Browne Institute  
People for Mobility Justice  
Power California  
Prevention Institute  
Pritzker Family Foundation  
Promesa Boyle Heights  
Public Advocates  
Public Counsel  
Public Health Advocates  
Right Way Foundation  
Roots for Peace  
Sacred Places Institute  
Safe Place for Youth

Santa Ana Early Learning Initiative  
Slate Z  
Social Justice Learning Institute  
South East LA Collaborative  
Southeast Asian Community Alliance  
Strategic Actions for a Just Economy (SAJE)  
T.R.U.S.T South-LA  
Tenants Together  
Thai CDC  
The LA Trust for Children's Health  
The Nature Conservancy  
The Wilderness Society  
UCLA Luskin School for Neighborhood Knowledge  
UCLA Pritzker Center  
UCLA Social Work Department  
Unite LA  
United American Indian Involvement, Inc.  
United Friends of the Children  
United Teachers Los Angeles  
United Way LA  
Urban Peace Institute  
USC Center on Education Policy,  
    Equity and Governance  
Vera Institute  
W.O.R.K.S.  
Walk Bike Long Beach  
Whole systems learning  
Willowbrook Inclusion Network  
YMCA of Metro LA  
Youth Justice Coalition



# Appendix III

## Bold Vision Meetings and Process

### STEERING COMMITTEE

#### MEMBERS

**Fred Ali**

BV Steering Committee (formerly Weingart Foundation)

**Kate Anderson**

L.A. County Office of Strategic Partnerships

**Kim Belshe**

First 5 Los Angeles

**Marsha Bonner**

Annenberg Foundation

**Andie Byrd**

Southern California Grantmakers

**Debbie Chang**

Blue Shield Foundation

**Jenny Delwood**

Liberty Hill Foundation

**TC Duong**

Blue Shield Foundation

**Efrain Escobedo**

California Community Foundation

**Chris Essel**

Southern California Grantmakers

**Shane Goldsmith**

Liberty Hill Foundation

**Antonia Hernandez**

California Community Foundation

**Allison Holmes**

Annenberg Foundation

**Joanna Jackson**

Weingart Foundation

**Anne-Marie Jones**

L.A. 84 Foundation

**Tamu Jones**

The California Endowment

**Cinny Kennard**

Annenberg Foundation

**Kim Pattillo-Brownson**

Ballmer Group

**Nina Revoyr**

Ballmer Group

**Dr. Bob Ross**

The California Endowment

**Miguel Santana**

Weingart Foundation

**Renata Simril**

L.A. 84 Foundation

**Hilary Smith**

Blue Shield Foundation

**John Wagner**

First 5 Los Angeles

**Carolyn Wang Kong**

Blue Shield Foundation

*Held a total of 6 joint meetings with the Community Council from Aug. 2019-Dec. 2020*





Photo courtesy  
Social Justice Learning Institute

# COMMUNITY COUNCIL

## MEMBERS

**Charisse Bremond Weaver**

Brotherhood Crusade

**Maria Brenes**

InnerCity Struggle

**Lou Calanche**

Legacy LA

**Chrissie Castro**

California Native Vote Project

**Lian Cheun**

Khmer Girls in Action

**Laura Cortez**

East Yard Communities for Environmental Justice

**David Diaz & Amy Wong**

Active San Gabriel Valley

**Lovell Fleming**

Advancing Communities Together

[Antelope Valley Youth Build]

**Alberto Retana**

Community Coalition

**Angelica Salas**

CHIRLA

**Tavae Samuelu**

Empowering Pacific Islander Communities

**Derek Steele**

Social Justice Learning Institute

**Veronica Padilla-Campos**

Pacoima Beautiful

## MEMBERS EMERITUS

**mark! Lopez**

East Yard Communities for Environmental Justice

**D'Artagnan Scorza**

Social Justice Learning Institute

*Held a total of 15 meetings from Aug. 2019-Mar. 2021*



# SUBJECT AREA TABLES

## EDUCATION

### FACILITATORS:

**Carl Cohn**

Urban School Imagineers

**Joan Sullivan**

Partnership for Los Angeles Schools

**Karla Pleitéz Howell**

Advancement Project California

### YOUTH FACILITATOR

**Lequan Muhammad**

Brothers Sons Selves Coalition

*Held a total of 4 meetings from Sept. 2019-Jan. 2020*

## HOUSING AND HEALTHY BUILT ENVIRONMENT

### FACILITATORS:

**Maria Cabildo**

Advancement Project California

**Naomi Iwasaki**

Naomi Iwasaki Consulting

**Cynthia Strathmann**

Strategic Actions for a Just Economy (SAJE)

### YOUTH FACILITATORS

**Irving Alvarez**

Brothers Sons Selves Coalition

**Makeen Yasar**

Brothers Sons Selves Coalition

*Held a total of 5 meetings from Sept. 2019-Jan. 2020*

## SYSTEMS IMPACTED YOUTH

### FACILITATORS

**Shimica Gaskins**

Children's Defense Fund - California

**Wende Julien**

Court Appointed Special Advocates of Los Angeles

### YOUTH FACILITATORS

**Anthony Robles**

Youth Justice Coalition

**Lucero Noyola**

Consultant and Lived Experience Expert

*Held a total of 4 meetings from Oct. 2019-Jan. 2020*

## YOUTH POWER AND DEMOCRACY

### FACILITATOR:

**David Turner**

Brothers, Sons, Selves Coalition

### YOUTH FACILITATORS

**Corleonne Ham**

Brothers, Sons, Selves Coalition

**Shequan Granger**

Brothers, Sons, Selves Coalition

*Held a total of 4 meetings from Sept. 2019-Jan. 2020*

Each Subject Area Table had an additional meeting in September 2020 to engage Subject Area Table participants to seek their input and feedback on their policies and recommendations in the context of the COVID-19 pandemic and George Floyd uprisings

Subject Area Table participants were also invited to a webinar on March 16, 2020 where we shared out the proposed policy recommendations and indicator recommendations from each Table



# RESEARCH AND METHODS TABLE

## FACILITATOR

**Chris Ringewald**

Advancement Project California

## MEMBERS

**Cynthia Begay**

USC Department of Preventive Medicine

**Dr. Danielle Dupuy**

UCLA Ralph J. Bunche Center For African American Studies, Million Dollar Hoods

**Edward Muna**

USC Equity Research Institute

**Dr. Manuel Pastor**

USC Equity Research Institute

**Dr. Rashmi Shetgiri**

Los Angeles County Department of Public Health

**Dr. Paul Simon**

Los Angeles County Department of Public Health

*The Research & Methods Table met a total of 5 meetings from Aug. 2019-Apr. 2021*

# CROSS-CUTTING ISSUES

## EXPERTS

### HEALTH EQUITY

**Dr. Barbara Ferrer**

Los Angeles County Department of Public Health

**Dr. Cheryl Grills**

Loyola Marymount University

### IMMIGRATION

**Dr. Manuel Pastor**

USC Equity Research Institute

**Angelica Salas**

CHIRLA

### LGBTQIA+

**Ezak Perez**

Gender Justice Los Angeles

### YOUTH WITH DISABILITIES

**Areva Martin**

Special Needs Network

The cross-cutting issue experts gave presentations and answered questions from the Community Council about their respective issues and proposed issue specific recommendations for consideration by the Council

Photo courtesy  
Social Justice Learning Institute





Photo courtesy  
Jean Leasiolagi Melesaine

## YOUTH ENGAGEMENTS

Two youth focus groups were held on Oct. 5 and 26, 2019 to engage youth for guidance and input related to indicators

Youth Organize California facilitated 4 virtual youth convenings, one for each Subject Area, in May and June 2020 to engage youth and seek feedback and input on the proposed Subject Area Table policy recommendations with particular emphasis on the impact of COVID-19 and the George Floyd uprisings

Two youth focus groups were held on Sept. 22 and Sept. 29, 2020 to engage youth on the cross-cutting issues of immigration and LGBTQIA+ youth issues, respectively.

Interviews with youth with an Individualized Education Plan were held in October 2020 to gain a better understanding of the issues they face and their thoughts on potential solutions

## ADDITIONAL ENGAGEMENTS

### BLACK COMMUNITY LEADER CONVENING

On March 2, 2021 a virtual convening of Black community leaders was hosted to share an overview of the Bold Vision initiative and seek feedback and input

### NATIVE AMERICAN AND INDIGENOUS COMMUNITY LEADER WEBINAR

On December 9, 2019, a webinar was hosted to engage Native American and Indigenous community leaders, share an overview of the Bold Vision initiative, and seek feedback and input

In addition to the webinar, Advancement Project California presented on Bold Vision to the Los Angeles City/County Native American Indian Commission on November 12, 2019

### PARENT CONVENING

Maisie Chin, Executive Director of CADRE, hosted 4 virtual parent listening circles from November 2020-April 2021 to better understand the issues parents face and their proposed solutions

## Youth Thriving Indicator Research Plan

### YOUTH THRIVING INDICATOR RESEARCH SUMMARY AND RECOMMENDATIONS

**B**old Vision's youth thriving indicator is meant to be the key measurement of progress toward creating conditions for BIPOC youth to thrive from the perspective of youth themselves. The ideal components of the indicator would include an assessment of BIPOC youth happiness and satisfaction as well as the supports available to BIPOC youth to reach their full potential. Toward this end, we conducted a scan of current survey instruments that have been proven to measure general life satisfaction and happiness, perceived quality of life, and social and environmental factors that contribute to youth resilience. We included instruments related to resilience and social and environmental factors given that most instruments on general life satisfaction and happiness fail to capture youth perceptions of the opportunities and supports available to them. Resilience also is an important factor in mediating the effects of adverse life events and increasing life satisfaction.

**I**n this summary, we review the current youth surveys administered in Los Angeles County that could serve as resources for implementation or provide a useful reference point for the cost and needed scale of a valid LA County youth thriving survey. We then briefly review the instruments included in our scan and our assessment of their fit with Bold Vision values and goals. Lastly, we provide our recommendations for a Bold Vision BIPOC Youth Thriving Survey and key considerations as the initiative finalizes its research plan for this north star indicator.

### CURRENT YOUTH SURVEYS ADMINISTERED IN LA COUNTY

There are currently three main surveys regularly conducted in Los Angeles County that provide some measure of youth well-being. The Bold Vision initiative could explore investing in and expanding these existing studies to capture youth life satisfaction, happiness, and supports or implement its own surveillance survey using these as guides. The California Healthy Kids Survey is the only current surveillance survey conducted in Los Angeles that includes measures of interest to the initiative.

- **The Los Angeles County Health Survey (LACHS)** is a telephone-based survey conducted approximately every four years by the Los Angeles County Department of Public Health and Abt Associates, Inc.<sup>ii</sup> The survey is designed to track the health status, conditions, and access to care of LA County adults and children. Both an adult survey of adults ages 18 and over and a child survey of households with at least one child under 18 years old are administered. The child survey is based on caregiver report. In 2018, the survey included a random sample of 6,966 interviews with LA County adults and 5,010 interviews of households with children.
- **The California Healthy Kids Survey (CHKS)** is a school-based survey created by WestEd in collaboration with Duerr Evaluation Resources. The CHKS was developed for and funded by the California Department of Education as a tool to track key indicators on school climate, school safety,

student supports, student well-being, and student connectedness related to student success.<sup>iii</sup> The survey is typically administered in Grades 5,7,9, and 11. As of 2016-18, 73% of all districts in the state administered the CHKS.<sup>iv</sup> Districts often use the CHKS for their Local Control and Accountability Plan school climate indicator.

- **The California Health Interview Survey (CHIS)** is a statewide web- and telephone-based health survey conducted by the UCLA Center for Health Policy Research in partnership with the California Department of Public Health and Department of Health Care Services.<sup>v</sup> The survey tracks the health status and needs of Californians. CHIS randomly samples addresses and interviews one adult (ages 18 and over) and one teenager (ages 12 to 17) and/or child (11 years old and younger) per household.<sup>vi</sup> CHIS is conducted continuously with estimates available every year. In 2019, CHIS interviewed a total of 4,241 adults, 163 teenagers, and 577 children under 12 in LA County.<sup>vii</sup>

## YOUTH INSTRUMENTS REVIEWED

The Community Council and Research and Methods Table identified three instruments to consider for Bold Vision’s BIPOC youth thriving indicator: the Human Flourishing Survey, the Cantril Self-Anchoring Striving Scale, and the California Healthy Kids Survey’s Resilience and Youth Development Module. We reviewed these instruments and researched additional measures of youth general life satisfaction, happiness,

and resilience. Instruments were reviewed if they measured at least one of the concepts of interest in the youth thriving indicator, had some evidence of reliability and validity, was based on youth self-report versus caregiver report, and could be administered through a telephone, online, or school-based survey.

## INSTRUMENTS REVIEWED

- **Adolescent Flourishing Measure:** This is the adolescent version of the Human Flourishing Survey. It is a 12-item scale developed by Harvard University as a measure of well-being and flourishing across six central domains: happiness and life satisfaction, mental and physical health, meaning and purpose, character and virtue, close social relationships, and financial and material stability.<sup>viii</sup>
- **Cantril Self-Anchoring Striving Scale:** Also known as the Cantril Ladder Measure, this scale was developed by Hadley Cantril to measure adults’ general life satisfaction in the past, present and future. It was adapted by the World Health Organization as a 1 to 2-item scale to measure present life satisfaction scale in adolescents.<sup>ix</sup>
- **California Healthy Kids Survey Resilience & Youth Development Module (RYDM):** The RYDM is a module developed by WestEd for the California Department of Education’s CHKS. It is a 47-item survey for high school age youth, but is embedded into the elementary CHKS, designed to measure environmental and individual protective factors that



promote success, including caring relationships, high expectations, meaningful opportunities for participation, and internal youth assets.<sup>x</sup>

- **Child Youth and Resilience Measure (CYRM):** Developed by the Resilience Research Centre for the International Resilience project, the CYRM is a 17-item survey created to measure social-ecological resilience, or the personal, relational, and contextual factors available to individuals that support resilience.<sup>xi</sup>
- **Students' Life Satisfaction Scale (SLSS):** Developed by E.S. Huebner, the SLSS is a 7-item scale designed to measure global life satisfaction in children.<sup>xii</sup>
- **KIDSCREEN-27 and KIDSCREEN-10 Index:** Created by the European Commission, these KIDSCREEN instruments are 27- and 10-item questionnaires, respectively, that were created to measure health-related quality of life across physical health, psychological wellbeing, autonomy and parent relationships, peers and social support, and school environment.<sup>xiii</sup>
- **Multidimensional Students' Life Satisfaction Scale (MSLSS) & Brief Multidimensional Students' Life Satisfaction Scale (BMSLSS):** Developed by E.S. Huebner, the MSLSS and BMSLSS are 40- and 5-item scales developed to measure students' life satisfaction across five domains—family, friends, school, living environment, and self.<sup>xiv</sup>
- **Youth Quality of Life Instrument:** Developed by the Seattle Quality of Life Group (SeaQoL) at the University of Washington, this is an over 40-item questionnaire designed to measure general quality of life as perceived by youth as well as their sense of self, social relationships, and culture and community.<sup>xv</sup>

For each of these instruments, we gathered information about their age groups studied, cross-cultural comparability, the length and scoring of the scale, the scale's primary purpose and any specific content domains measured, sample items, examples of its use, the mode of administration, and any special permissions needed for reproduction.

## ASSESSMENT OF FIT WITH BOLD VISION VALUES

After compiling the aforementioned information on each scale, we then assessed each scale for its fit with Bold Vision values. We assessed each scale based on the following criteria:

- **Bold Vision Age Groups:** Whether the scale can be applied or has shown reliability in the full range of the initiative's target youth (ages 0-24).
- **Cross-Cultural Comparability:** Whether the scale has evidence of positive psychometric properties across racial and ethnic groups.
- **Youth Involvement:** Whether youth were involved in the development of the questionnaire—including focus groups, work groups, or interviews.
- **Strengths-Based:** Whether the scale takes a strengths-based approach to the items included.
- **Youth Opportunities Measures:** Whether the scale includes measures of youth opportunities or social-ecological factors related to life satisfaction, quality of life, or resilience.
- **Happiness or Life Satisfaction Measures:** Whether the scale includes measures of general life satisfaction and happiness.
- **Availability:** Whether the scale is easily available and reproducible with permissions.
- **Ease of Implementation:** Whether the scale would easily be implemented in LA County either through adding onto an existing survey or implementing via a telephone, online, or school-based survey.



Instrument	Final Score	Fair/Good (+) Score	Poor (-) Score
Adolescent Flourishing Survey (Human Flourishing Survey)	---+++++	7	3
Cantril Self-Anchoring Striving Scale "Cantril Ladder Measure"	---+-----	6	4
Healthy Kids Resilience & Youth Development Module (RYDM), California Healthy Kids Survey	-++-+----++	7	4
Child Youth and Resilience Measure	+++++++--+++	11	1
Students Life Satisfaction Scale	++-+-++++	8	2
KIDSCREEN-10 Index	+++++++	9	0
Multidimensional Students' Life Satisfaction Scale (MSLSS) or Brief MSLSS	+++-----	9	1
Youth Quality of Life Instrument	-+++++--	8	2

For each scale, we assigned a score of Poor (-), Fair (+), or Good (++) per criterion. Scales were given a final score by combining their score on each criterion and summing the number of Poor and Fair/Good ratings. Final ratings are above.

## RECOMMENDATIONS FOR DEVELOPING AN LA COUNTY BIPOC YOUTH THRIVING SURVEY

### RECOMMENDED SCALES

Many of the scales scored highly on our criteria and had similar final scores. In order to accurately assess youth happiness and satisfaction and the supports available to youth, **we recommend the Bold Vision initiative explore using two scales given the benefits of each.**

- **Child Youth and Resilience Measure<sup>xvi</sup>:** The CYRM scored highest on our criteria with only one poor rating in the area of happiness and life satisfaction measures. The scale is one of the few instruments with surveys available for youth ages 5-24. Additionally, the Resilience Research Centre included

an intentional development process with local individuals across communities in the world to ensure items were chosen based on their cultural sensitivity. The Resilience Research Centre includes guidance on how to customize the tool for each community. The CYRM is one of the few measures that includes items asking youth their perceptions of opportunities available to them.

- **Brief Multidimensional Students' Life Satisfaction Scale<sup>xvii</sup>:** The BMSLSS was the highest scoring scale that included measures of youth life satisfaction and happiness. The BMSLSS was developed using a diversified sample in South Carolina and has demonstrated cross-cultural comparability. Age groups include youth ages 8-18, but in one study the BMSLSS showed reliability among college students.<sup>xviii</sup>

## AGE CONSIDERATIONS

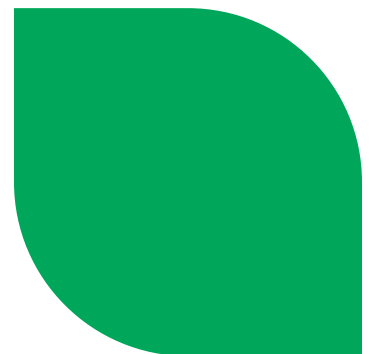
The Bold Vision initiative defines youth as anyone between the ages of 0 to 24. Additionally, one of the main emphases of the BIPOC youth thriving indicator is youth perceptions of their well-being and opportunities. The initiative will need to consider reducing the scope of the age groups studied to keep to youth self-report or allow for caregiver reports. The CYRM can be conducted with children as young as 5 years old and includes an instrument that can be completed by the person most knowledgeable about the youth versus the youth themselves. The BMSLSS has been studied in youth as young as 8 years old. **We would recommend the initiative focus on youth self-report and reduce the age range for the purpose of the youth BIPOC thriving indicator to ages 8-24.**

## SURVEY MODE AND SETTING CONSIDERATIONS

Many of the instruments reviewed rely on administering the survey in groups. However, the majority of the instruments could likely be implemented via a random telephone-based or online survey, replicating the CHIS' or LACHS' methodologies. The CHKS is one survey currently administered in school districts in Los Angeles County. However, administering the survey in schools would not include youth ages 18-24 in the initiative. **We recommend the initiative consider implementing a telephone- or web-based survey in Los Angeles County.** This would require contracting a survey research group familiar with random digit or random address dialing. Similar to the LACHS, the Bold Vision initiative could partner with one group to administer the survey and another to conduct ongoing analysis.<sup>xix</sup>

## SURVEY SAMPLE AND FREQUENCY CONSIDERATIONS

The Bold Vision initiative and its indicators emphasize tracking youth outcomes by race and ethnicity as well as geography. To obtain accurate survey results for each racial and ethnic group as well as by lower levels geographies in Los Angeles County, the survey would need a large enough sample to disaggregate the data. The LA County Health Survey is one survey with a large enough sample size to cut data by race and ethnicity and geography. In 2019, the LACHS sampled 5,010 households with children. Power and population analyses would need to be conducted to determine the adequate sample size for the Bold Vision BIPOC Youth Thriving survey. **Based on the sample size and frequency of other population-based surveys in LA County, we project the Bold Vision initiative will need to survey at least 5,000 youth in LA County and recommend a frequency of at least every three years.** ■



## Indicator Methodology

The selection of Bold Vision's indicators was guided by an intentional and iterative process with research experts, community-based organizations, and youth. After reviewing hundreds of indicators, we arrived at our final indicator list which includes at least one north star indicator per domain to track our progress toward thriving conditions for Black, Indigenous, and people of color (BIPOC) youth and a proposed list of process indicators to measure steps along the path. The following document outlines our process for selecting indicators, our general methodology and intentions behind the indicators, the detailed methodology for each north star indicator, and the list of proposed process indicators.

### RESEARCH AND METHODS TABLE

The Bold Vision Research and Methods Table was convened to provide strategic input and expertise on the initiative's framework and indicators. The table was intentionally comprised of a combination of academic, advocacy, and public health researchers to provide a range of input on indicators that would be sound in their methods as well as useful to community-based organizations. In addition to staff from Advancement Project California, the table consisted of:

- Cynthia Begay, USC Department of Preventive Medicine
- Dr. Danielle Dupuy, UCLA. Ralph J. Bunche Center for African American Studies, Million Dollar Hoods
- Edward Muna, USC Equity Research Institute
- Dr. Manuel Pastor, USC Equity Research Institute
- Dr. Rashmi Shetgiri, Los Angeles County Department of Public Health
- Dr. Paul Simon, Los Angeles County Department of Public Health

The table was regularly convened from the fall of 2019 through February 2020 and provided guidance on the initiative's data values, potential indicators, indicator methodology, indicator presentation, and final indicator selection.

### DATA VALUES

Through our process with the Research and Methods Table, we identified nine data values to guide our selection of indicators. We established that we wanted to work with data that are:

- **DISAGGREGATED:** Data had to be available by race and ethnicity for as many racial, ethnic, and indigenous groups as possible. Ideally, data would also be available by gender, class, or other intersectional categories of interest to the initiative.
- **UPDATED REGULARLY:** Data had to be capable of measuring change between now and 2028. At minimum, we prioritized data updated at least every 5 years, or ideally, more regularly.
- **SUBCOUNTY LEVEL:** Data had to measure patterns at sub-county geographies that are meaningful to communities (e.g., cities, city council districts, neighborhoods). At times, we subbed in proxy indicators when our ideal indicators were not available at sub-county levels.
- **TRANSPARENT AND ACCESSIBLE:** Data had to be transparent and accessible both in their sources, public availability, and understandability. We allowed for indexes or compound measures where necessary and where the underlying data were comprehensible.

- **COMMUNICATION POWER:** Data needed to have communication power. We prioritized data that were capable of grabbing people's attention, understandable to the general public, and useful for advocacy.
- **ASSET-BASED:** Data were ideally asset-based. We sought to frame indicators in a positive way versus negative way (e.g., connected youth instead of disconnected youth). At times, indicators had to be deficit-based when an asset-based substitute was not available or would obscure the meaning of the data.
- **ENVIRONMENTS AND SYSTEMS:** Data ideally focused on environments, systems, or social determinants, not individual behaviors e.g., educational resources available not dropouts. At times, environments- and systems-based indicators were not available, and we had to rely on more outcome-based measures.
- **LIFE COURSE:** Data had to reflect the life course from early childhood to young adulthood. We sought out data available for a range of age groups from 0 to 24. At times, the data available restricted us to one picture of the life course. Other indicators allowed us to capture conditions of the home, school, and other environments which affect youth throughout the life course.
- **GROUND TRUTHED:** Data had to be 'ground-truthed' through related research, community-based organizations, or youth experience. We sought out data known in research or advocacy spaces and relied on the feedback from our Community Council and Subject Area Tables to prioritize data that reflected their firsthand knowledge and expertise.

These values were shared with Community Council members and Subject Area Tables throughout the indicator selection process to help guide their prioritization of indicators.

## PROCESS FOR SELECTING INDICATORS

In addition to being guided by our data values, our final indicator selection was rooted in the expertise and feedback from our Research and Methods Table, Community Council, Subject Area Tables, youth participants, and general participants. From the fall of 2019 through February of 2020, Advancement Project California engaged over a hundred youth leaders and organizations through in-person and virtual gatherings (for full details of the various community engagement bodies, meetings, and convenings, please see Appendix III). At gatherings throughout this time period, participants proposed and weighed in on indicators.

At an initial kickoff meeting, general participants recommended over 150 indicators for consideration. We received additional recommendations through one-on-one calls with experts and feedback from Subject Area Tables. Subject Area Table facilitators then worked one-on-one with Advancement Project California staff to identify data sources that matched their recommended indicators. The Research and Methods Table drafted data values, reviewed indicator recommendations, and provided further feedback on data that could capture the intent behind recommendations from our participants. At two Data Walks, draft indicators were presented to Subject Area Tables, the Community Council, and the Research and Methods Table. Participants were asked to recommend indicators to move forward in the initiative based on their fit with our data values and the accuracy of the trends reported. Youth participants provided further feedback through two youth focus groups where they were asked about their visions for youth in Los Angeles County. By 2020, we had a wealth of feedback and indicators to consider for final inclusion in the initiative. The Community Council continued to help prioritize indicators based on the initiative's framework, which narrowed to the indicators included in our final report.

Depending on the indicator, our data may not be directly comparable to Census estimates by race and ethnicity. In each visualization and detailed methodology, we detail the racial and ethnic categories we used for each indicator. At times, we must report data not representative of our ideal race and ethnicity definitions due to the limitations of the data source.

## DEFINING RACE/ETHNICITY

We worked closely with Bold Vision participants and subject matter experts to ensure the resulting indicators were representative of BIPOC youth. We are often reliant on the racial and ethnic categories reported in data sources, which can obscure disparities for BIPOC youth with overlapping racial or ethnic identities. This most frequently affects data for American Indian or Alaska Native (AIAN) and Native Hawaiian and Pacific Islander (NHPI) youth as these two racial and ethnic groups most often also identify as Latinx or another race. To provide as complete of a picture as possible for youth with overlapping identities, we diverged from common, non-overlapping race and ethnicity definitions from the U.S. Census Bureau and instead allowed for overlapping definitions where possible. We strived to use the following race and ethnicity definitions:

Race and Ethnicity	Definition
<b>Latinx</b>	Latinx, including all Latinx
<b>Black</b>	Black Alone, non-Latinx
<b>White</b>	White Alone, non-Latinx
<b>Asian</b>	Asian Alone, non-Latinx
<b>Native Hawaiian and Pacific Islander (NHPI)</b>	Native Hawaiian and Pacific Islander Alone or in combination with another race or Latinx
<b>American Indian or Alaska Native (AIAN)</b>	American Indian or Alaska Native Alone or in combination with another race or Latinx
<b>Multiracial</b>	Two or More Races, non-Latinx
<b>Other</b>	Some Other Race Alone, non-Latinx

## MEASURING RACIAL DISPARITIES

We measure racial disparities either by directly comparing estimates by race or calculating weighted averages based on geographic estimates and the geographic distribution of each racial group in the county. For direct estimates where data are available by race, we simply calculate estimates by race and compare estimates with a straightforward rate comparison. Comparing connected youth rates of Blacks and Whites would simply be dividing the connected youth rates among Black youth to the White youth rates, with a result of 1 implying the groups share the same rate or show no disparity in that indicator. For derived, or weighted average, estimates by race, we

rely on geographic data to calculate proxy estimates. For example, we may use pollution burden scores and race and ethnicity estimates at the census tract level to approximate the average pollution burden by race and ethnicity in the county. Using the geographic distribution of each race and ethnicity in the county, census tracts are weighted based on their share of each racial and ethnic group, with the end result being the derived or weighted average estimate of pollution burden for each racial and ethnic group. In the detailed methodology for each indicator, we specify the methodology used.

## MEASURING GEOGRAPHIC DISPARITIES

We provide sub-county geographic data where possible to measure disparities across neighborhoods in Los Angeles County. Due to longstanding discrimination, racism, and residential segregation in our county, disparities and the resources available to communities are deeply rooted in place. For each indicator, we report sub-county data for the smallest geographic unit possible. The different geographies we use based on the data available include:

- **Census Tracts: These are US Census Bureau defined units. There are statistical subdivisions the US Census Bureau uses to summarize data. Often these are the smallest geographic units where stable estimates are available. In Los Angeles County, they are smaller than neighborhood boundaries. They range in size from 1,200 to 8,000 people.**
- **Public Use Microdata Areas (PUMAS): These are geographic areas defined by the US Census Bureau for the purposes of providing raw samples of Census data. Their size is comparable to large neighborhoods or regions in Los Angeles County.**
- **Health Districts: These are geographic units used by the Los Angeles County Department of Public Health for the purposes of service provision and planning. They are the building blocks of Service Planning Areas and are one of the smallest geographies for which health data are reported in Los Angeles County. Their size is comparable to large neighborhoods or regions in Los Angeles County.**

## INDICATOR & RESEARCH PLANS LOOKING FORWARD

Many of our final indicators represent the best data available for the north star goals of each domain. In our methodologies, we identify opportunities to improve the data available and include a list of potential process indicators that could be developed moving forward.

## DETAILED INDICATOR METHODOLOGIES BY DOMAIN

### BIPOC YOUTH THRIVING NORTH STAR INDICATOR

The BIPOC Youth Thriving Indicator is the north star indicator for the Bold Vision initiative. We developed recommendations for what a BIPOC youth thriving survey could look like in LA County. The ideal components of the survey would include an assessment of youth happiness and satisfaction as well as the supports available to youth to reach their full potential. Toward this end, we conducted a scan of current survey instruments that have been proven to measure general life satisfaction and happiness, perceived quality of life, and social and environmental factors that contribute to youth resilience. We assessed each of these instruments for their fit with Bold Vision values and goals to arrive at our recommendations. The survey instruments we reviewed included:

- **Adolescent Flourishing Survey by Harvard University.**
- **Cantril Self-Anchoring Striving Scale by Hadley Cantril and adapted by the World Health Organization.**
- **California Healthy Kids Survey Resilience & Youth Development Module (RYDM) developed by WestEd for the California Department of Education's CHKS.**
- **Child Youth and Resilience Measure (CYRM) developed by the Resilience Research Centre for the International Resilience project.**
- **Students' Life Satisfaction Scale (SLSS) developed by E.S Huebner.**
- **KIDSCREEN-27 and KIDSCREEN-10 Index created by the European Commission.**
- **Multidimensional Students' Life Satisfaction Scale (MSLSS) & Brief Multidimensional Students' Life Satisfaction Scale (BMSLSS) developed by E.S. Huebner.**

▪ **Youth Quality of Life Instrument developed by the Seattle Quality of Life Group at the University of Washington.**

We assessed each scale based on the following criteria: Bold Vision Age Groups, Cross-Cultural Comparability, Youth Involvement, Strengths-Based Focus, Inclusion of Youth Opportunities Measures, Inclusion of Happiness or Life Satisfaction Measures, Availability for Reuse, and Ease of Implementation. For each scale, we assigned a score of Poor [-], Fair [+], or Good [++] per criterion. Scales were given a final score by combining their score on each criterion and summing the number of Poor or Fair and Good ratings.

We also reviewed current youth surveys administered in Los Angeles County that could serve as resources for implementation or provide a useful reference point for the cost and needed scale of a valid LA County youth thriving survey. We reviewed the following current surveys in Los Angeles County to provide additional recommendations on the implementation of a youth thriving survey: the Los Angeles County Health Survey, the California Health Interview Survey, and the California Healthy Kids Survey.

**COMMUNITY ORGANIZING & POWER BUILDING NORTH STAR INDICATOR**

**INDICATOR: NUMBER, LOCATION, AND BUDGET OF GRASSROOTS ORGANIZING AND BASE-BUILDING ORGANIZATIONS.**

LA County grassroots organizing and base-building organizations were selected from the larger power-building ecosystem as categorized by the USC Equity Research Institute in California Health and Justice for All Power-Building Landscape: Defining the Ecosystem (2019). Some organizations were added and removed based on experiences of Advancement Project California and the Bold Vision Community Council Indicator Workgroup. Addresses and IRS employment identification numbers (EINs) were matched to organizations based on information

in organizational and related websites. These organizations were then geocoded for mapping using HealthyCity.org and matched to their budget information in the IRS 2020 Business Master File. In order to help guide investments in these organizations, we plan to expand this indicator to include foundation investments post publication of the Bold Vision report as a part of ongoing tracking of this domain.

There are limitations to these data, notably that we were unable to find and map addresses for all organizations, we were unable to match EINs to all organizations, and many organizations have headquarters and satellite site relationships that are more nuanced than we could model and may obscure information on individual site budgets.

Race/Ethnicity Definitions: N/A

Age Groups Included: N/A

Geography: Addresses of LA County grassroots organizing and base-building organizations

**DATA SOURCES:**

- **USC Equity Research Institute in California Health and Justice for All Power-Building Landscape: Defining the Ecosystem, 2019.**
- **IRS, Exempt Organizations Business Master File Extract, 2020.**

**PROCESS INDICATORS**

- **Tenure of grassroots organizing and base-building organizations**

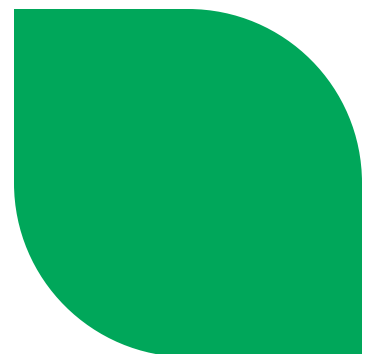




Photo courtesy  
Social Justice Learning Institute

## HEALTHY BUILT ENVIRONMENT NORTH STAR INDICATOR

### COMPOSITE INDICATOR: COMMUNITY WELL-BEING INDEX

Sub-Indicators: Violent Crime Rate; Pollution Burden for Sensitive Land Uses; Youth Access to Fresh Fruits & Vegetables; Access to Jobs and Open Space; Transportation Affordability; Prevalence of Heat Islands; Percentage of Population that is Youth of Color; and Percentage of Population in Households Earning Under 200% FPL

This index measures many of the characteristics that contribute to community well-being, such as the built environment, exposure to pollution, access to jobs and parks, as well as youth of color and poverty. Advancement Project has combined these factors into one score for each LA County Health District. To create the index score, we first calculate indicator rates or scores for each Health District. Next, we calculate percentiles for each rate or score. The Community Well-Being Index score is the average of those percentiles. Finally, we put the index scores into five groupings, Highest Need for areas with scores



in the 75th to 100th percentile, High Need for scores in the 50th to 74th percentile and so on. Higher Need reflects fewer characteristics supporting community well-being compared to other areas in the county, while lower need reflects a greater prevalence of those characteristics.

We have used LA County Health Districts as our unit of analysis for a few reasons. First, the boundaries are based on census tract boundaries and there are many readily accessible datasets for census tracts enabling straightforward aggregation. Second, they are large enough that they enable us aggregate data from other geography levels reasonably well, such as law enforcement jurisdiction or city. Finally, they are numerous enough to provide comparisons between the different parts of our large and varied county.

**Race/Ethnicity Definitions:** Race groups are Latinx-exclusive, except AIAN and NHPI, which include all people who identify as AIAN or NHPI including in combination with other race and ethnicities.

**Age Groups Included:** All ages, except for Access to Fresh Fruits & Vegetables which includes only ages 0-18 and Percentage of Youth that is Youth of Color which includes only ages 0-24.

**Geography:** Index by Health District

## DATA SOURCES:

- **Violent Crime Rate:** California Department of Justice, Crimes and Clearances, 2015-2019; Los Angeles County Sheriff's Department, Part I and II Crimes Data, 2015-2019; Los Angeles Police Department, Crime Data, 2015-2019; American Community Survey 5-Year Estimates, 2015-2019.
- **Pollution Burden for Sensitive Land Uses:** CalEnviroScreen 3.0, Pollution Burden Score, June 2018; GreenInfo Network, CA Protected Areas Database, 2021; GreenInfo Network, CA School Campus Database, 2021; CA Community Care Licensing Division, 2021.
- **Access to Fresh Fruits & Vegetables:** Los Angeles County Department of Public Health, Los Angeles County Health Survey, 2018.
- **Access to Jobs:** Center for Neighborhood Technology, Job Access Score, 2019.
- **Park Need:** Los Angeles County Department of Parks and Recreation, Parks Needs Assessment, 2016.
- **Transportation Affordability:** US Department of Housing and Urban Development, Location Affordability Index, v.3, 2019.
- **Prevalence of Heat Islands:** California Environmental Protection Agency, 2017.
- **Percentage of Youth that is Youth of Color,** American Community Survey 5-Year Estimates, 2015-2019.
- **Percentage of Population in Households Earning Under 200% Federal Poverty Level,** American Community Survey 5-Year Estimates, 2015-2019.



## PROCESS INDICATORS

- Reduction in displacement
- Compliance and enforcement of housing and environmental laws
- Distribution of transit agencies' capital and operations resources
- Parks and recreation programming for youth
- Use of force

## SYSTEMS IMPACT/ JUVENILE JUSTICE AND CHILD WELFARE NORTH STAR INDICATOR

### COMPOSITE INDICATOR (BY RACE): BIPOC YOUTH WHO ARE IN THE FOSTER CARE OR PROBATION SYSTEM BASED ON POINT-IN-TIME COUNTS PER 1,000 YOUTH, AGES 0-20

Sub-Indicators: Youth in Foster Care by Race, Average Point-in-Time Counts; Youth in Probation by Race, Average Point-in-Time Counts

Geographic Indicator: Youth arrests by the Los Angeles Police Department and Los Angeles County Sheriff Department per 1,000 youth under 18 by Census Tract

Other Indicators: Count of Deportation Cases Filed in Los Angeles County from 2001 to 2019

To evaluate racial disparity within these systems, point-in-time counts in foster care and probation are strong indicators measured by UC Berkeley's California Child Welfare Indicators Project (CCWIP), sourced from the California Department of Social Services (CDSS). The data source provides county-level information on the count of all children "point-in-time" in foster care or probation quarterly from 2009 to 2020. Most importantly, the data is segmented out by the following racial and ethnic groups: Black, White, Latino, Asian/Pacific Islander, Native American, Missing. The Child Welfare Indicators Project includes the ability to select entries based on youth that entered that Probation system (versus the Child Welfare system). We used the average of quarterly point-in-time data to calculate per 1,000 youth by race for the most recent year, 2020.

CCWIP suppresses counts for racial and ethnic groups with point-in-time counts under a certain threshold. Rates for Asian/Pacific Islander and American Indian and Alaska Native are affected by this data suppression, meaning our calculated rates for these groups could be lower than their actual rates.

To evaluate the geographic disparities, we use data from the USC Neighborhood Data for Social Change (NDSC) platform. The NDSC platform includes juvenile arrest rate estimates down to the census tract level based on data from the Los Angeles Police Department (LAPD) and Los Angeles County Sheriff Department (LASD). Using reporting districts, NDSC aggregates arrest data up to the census tract level, using population estimates from the US Census Bureau's American Community Survey to calculate corresponding rates per 1,000 youth in each census tract. Rates represent arrest incidents rather than unique youth arrested. The data does not include tracts in Los Angeles County that are serviced by other law enforcement agencies besides LAPD and LASD. Therefore, for the purposes of tracking juvenile justice systems impact, it will not provide data for all communities in Los Angeles County. Future data collection efforts can focus on gathering arrest data from other law enforcement agencies in the county.

To understand the landscape of what BIPOC immigrant youth are facing in Los Angeles County, we used data from the California Immigrant Data Portal from 2001 to 2019. The data showcases the number of deportation cases filed in Los Angeles County by year. The data is not segmented by race but nationality of the immigrant. The nationalities are divided by the regions of the world. Statewide data show that most deportation cases are cited for immigrants who are not represented legally in their cases. (California Immigrant Data Portal, 2020; The California Coalition for Universal Representation, 2016)

Race/Ethnicity Definitions: Race groups are Latinx-exclusive based on the data available. Data are reported for: Black, non-Latinx; White, non-Latinx; Latinx; Asian/Pacific Islander, non-Latinx; and American Indian or Alaska Native, non-Latinx.

Age Groups Included: 0-20 years

Geography: Census Tracts within the Los Angeles Police Department's or Los Angeles County Sheriff Department's jurisdiction

### DATA SOURCES:

- **California Child Welfare Indicators Project, Point-in-Time Count of Children in Foster Care or Probation, UC Berkeley, 2020.**
- **University of Southern California, Neighborhood Data for Social Change, Juvenile Arrest Rate, 2019.**
- **California Immigrant Data Portal, Counts of Deportation Cases in Los Angeles County, 2019**

### PROCESS INDICATORS

- **School pushout after contact with law enforcement**
- **Academic & vocational attainment among system-impacted youth**
- **Systems adjacent indicators: credit deficient, absenteeism, truancy, suspension**
- **Funding for police vs. public programming**

### YOUTH POWER

#### NORTH STAR INDICATOR

#### INDICATORS: CIVICALLY ENGAGED YOUTH (AGES 18-29); YOUTH ELIGIBLE VOTER TURNOUT (AGES 18-29)

Civically engaged youth are defined as youth (ages 18-29) who report contacting elected officials, discussing politics with friends or family, or participating in political/issue-motivated boycotts at least once a month. The indicator is calculated by dividing the number of youth (18-29) who report engaging in these activities by the total number of youth (ages 18-29). We used a broad definition of civic engagement in order to capture the many activities youth engage in that qualify as civic engagement, however, we recognize that this survey does capture every aspect of civic engagement.

Youth eligible voter turnout is calculated by dividing the number of youth (ages 18-29) who voted in midterm or general elections from 2012 through 2018 by the total number of youth (ages 18-29) who are eligible to vote during that time period, i.e. youth who are adult citizens. We chose to pool multiple election years and election types (midterm and general elections) in order to increase the sample size for youth of color and improve the statistical reliability of the data. It should be noted that midterm elections generally have lower voter turnout than general elections among all demographics, and so by including midterm elections the overall voter turnout estimate is lower than it would be if we could just analyze general elections. For statistical reliability, we also needed to include a larger age range than what is typically considered 'youth voters' in the field (typically 18-24 years).

Race/Ethnicity Definitions: Race groups are Latinx-exclusive, except AIAN and NHPI, which include all people who identify as AIAN or NHPI including in combination with other race and ethnicities.

Age Groups Included: 18-29 years

Geography: Data is shown for large cities in Los Angeles County. Because of the relatively small sample size of the Current Population Survey, this is the smallest geography for which data is available.

### DATA SOURCES:

- **Current Population Survey, Civic Engagement Supplement, 2010-2017**
- **Current Population Survey, Voting and Registration Supplement, 2012-2018**

### PROCESS INDICATORS

- **Year-round, culturally relevant youth development programming for political participation**
- **Youth organizing capacity**
- **City/County policy engagement opportunities for youth**

## POSITIVE YOUTH DEVELOPMENT NORTH STAR INDICATOR

### INDICATOR: CONNECTED YOUTH (AGES 16-24) WHO ARE ENROLLED IN SCHOOL AND/OR EMPLOYED

Connected youth are defined as youth (ages 16-24 years) who are enrolled in school and/or are employed. The indicator is calculated by dividing the total number of youth (16-24 years) who are enrolled in school or are employed by the total number of youth (16-24 years).

Race/Ethnicity Definitions: Race groups are Latinx-exclusive, except AIAN and NHPI, which include all people who identify as AIAN or NHPI including in combination with other race and ethnicities.

Age Groups Included: 16-24 years

Geography: Public Use Microdata Areas (PUMAs). PUMAs are geographic units created by the US Census, each of which contains approximately 100,000 people.

#### DATA SOURCES:

- American Community Survey Public Use Microdata, 5-Year Estimates, 2015-2019.

### INDICATOR: OVERALL FAIR OR POOR HEALTH STATUS FOR YOUTH (AGES 0-17) IN LA COUNTY

LA County caregivers who reported youth overall health status as fair or poor. The Overall Health indicator is conducted by a county administered survey and respondents self-determine the health status for the children (under 18) they're filling out for. This measurement provides data by racial group on the percentage of those who report fair or poor overall health status.

Race/Ethnicity Definitions: Race categories Latinx, and the remaining categories are exclusive of Latinx: White, African American, Asian, NHOPI, AIAN, Other  
\*Note that NHOPI, AIAN, and Other are not eliminated because of the low number of survey responses.

Age Groups Included: 0-17 years

#### DATA SOURCES::

- Los Angeles County Department of Public Health,
- Los Angeles County Health Survey, 2018.

#### PROCESS INDICATORS

- Access to high-quality early care and education
- Access to highly qualified teachers who are responsive to children they serve
- Access to leadership/after-school programs
- Access to adequate and equitable resources
- School push out
- Employment as managers or owners
- Health insurance, including type of insurance
- Regular source of health care
- Medication affordability
- Asthma
- Diabetes
- Depression
- COVID Vulnerability and Recovery Index

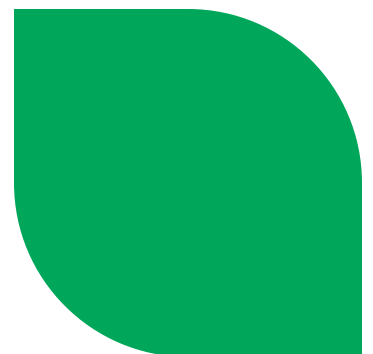




Photo courtesy  
Jean Leasialagi Melesaine

## DEMOGRAPHICS

### INDICATORS: BIPOC YOUTH; BIPOC YOUTH BELOW 200% OF THE FEDERAL POVERTY LEVEL; VOTING-ELIGIBLE YOUTH; AND YOUTH IMMIGRATION STATUS.

We use a combination of data available from the American Community Survey to map the distribution of BIPOC youth, BIPOC youth in poverty, and voting-eligible youth. BIPOC youth are defined as youth of all races excluding non-Hispanic, or non-Latinx, White. We calculate the percent of youth who identify as BIPOC by census tract. For BIPOC youth poverty, youth is defined as ages 0-24 and poverty is measured as below 200% of the Federal Poverty Level given the high cost of living in Los Angeles County. Voting-eligible youth are defined as US citizens ages 18-24. For BIPOC youth poverty and voting-eligible youth, we calculate estimates by Public Use Microdata Area using the American Community Survey's Public Use Microdata Sample (PUMS) files. Immigrant youth by status follow definitions by the USC Equity Research Institute.

Race/Ethnicity Definitions: Race groups are Latinx-exclusive, except AIAN and NHPI, which include all people who identify as AIAN or NHPI including in combination with other race and ethnicities. Data reported for: All AIAN; All NHPI; Latinx; Black, non-Latinx; White, non-Latinx; Asian, non-Latinx; Multiracial, non-Latinx; Other, non-Latinx.

Age Groups Included: 0-24 years, 18-24 years.

Geography: Census tracts; Public Use Microdata Areas

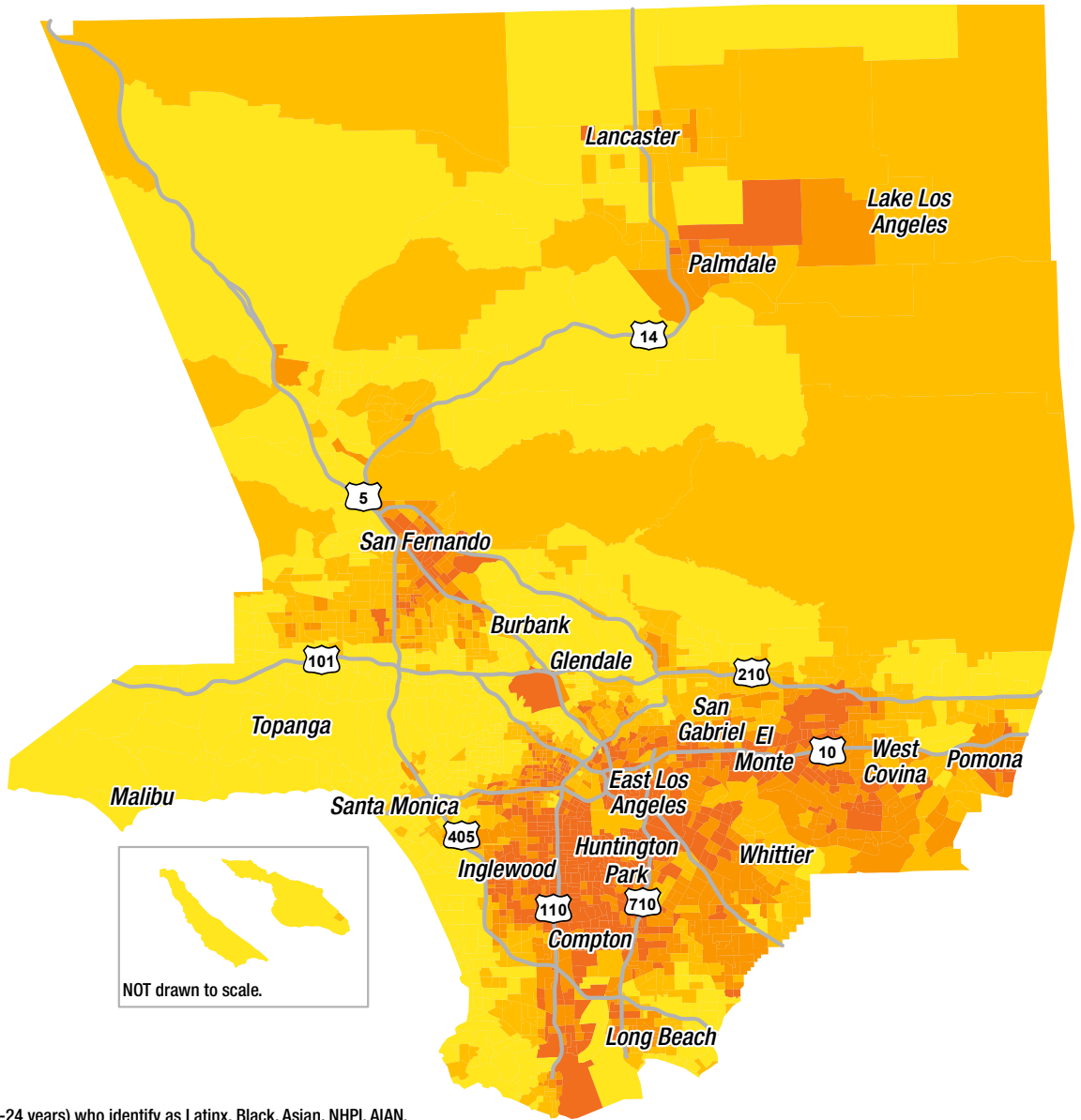
### DATA SOURCES:

- American Community Survey, 5-Year Estimates, 2015-2019.
- American Community Survey, Public Use Microdata Sample, 5-Year Estimates, 2015-2019.
- Equity Research Institute, California Immigrant Data Portal, 2018

Photo courtesy  
Active San Gabriel Valley

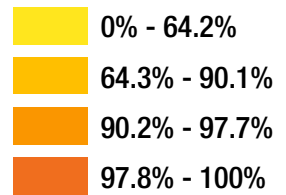


# BIPOC YOUTH FOR AGES 0-24

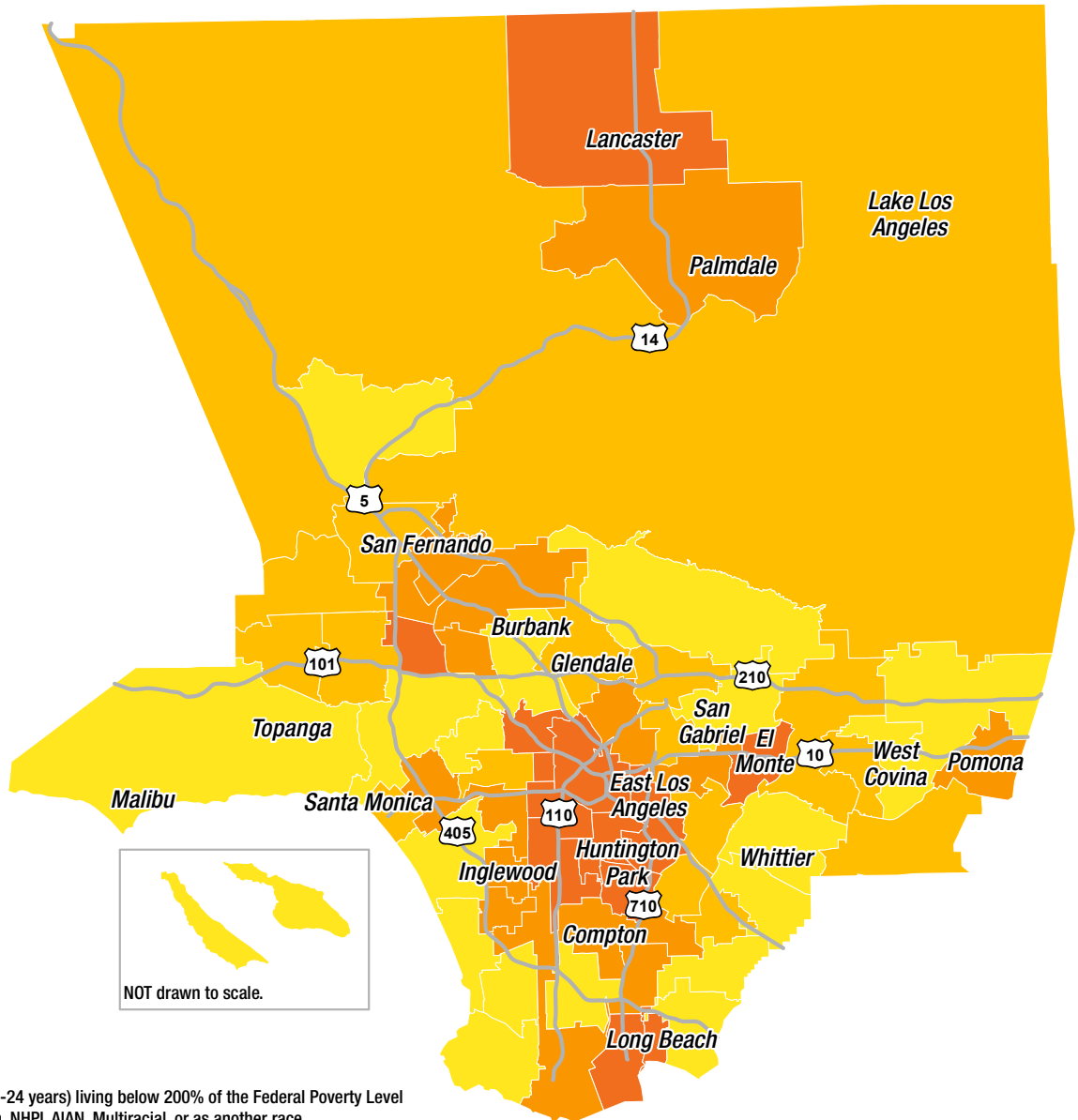


Notes: Percentage of youth (ages 0-24 years) who identify as Latinx, Black, Asian, NHPI, AIAN, Multiracial, or as another race, by Census Tract.  
 Data Source: American Community Survey, 2015-2019 5-Year Estimates.

### BIPOC Youth



# BIPOC YOUTH IN POVERTY FOR AGES 0-24



Notes: Percentage of youth (ages 0-24 years) living below 200% of the Federal Poverty Level who identify as Latinx, Black, Asian, NHPI, AIAN, Multiracial, or as another race, by PUMAs (Public Use Microdata Areas).  
Data Source: American Community Survey Public Use Microdata, 2015-2019 5-Year Estimates.

## BIPOC Youth in Poverty

- 8.1% - 33%
- 33.1% - 46%
- 46.1% - 58.1%
- 58.2% - 74.5%



# Appendix VI

## Findings

### YOUTH POWER NORTH STAR INDICATORS

**SUMMARY:** 1) The percent of youth (ages 18-29) who report contacting elected officials, discussing politics with friends or family, or participating in political/issue-motivated boycotts at least once a month, divided by the total number of youth (ages 18-29). 2) The number of youth (ages 18-29) who voted, divided by the total number of youth (ages 18-29) who are eligible (adult citizens) to vote.

**RATIONALE:** Civically engaged youth and youth who vote are a key part of Bold Vision because of the opportunity this gives youth to shape their world around them.

**PERFORMANCE:** 49.8% of LA youth engage civically, and 38.6% of youth vote. There are a total of 653,983 voting-eligible BIPOC youth in Los Angeles County. As many as 9% of youth in the county are immigrants, and 4% are undocumented, 4% are lawful permanent residents, and 2% are naturalized U.S. Citizens. And, we see a somewhat higher concentration of voting-eligible BIPOC youth who are living below the poverty line in South, Central and East Los Angeles, and in Long Beach and El Monte.

**DISPARITY:** Asian youth are 1.5x less likely than White youth to engage in these specific civic activities and turn out to vote 12 percentage points less than White youth.

**GEOGRAPHY:** Youth in Pomona are less likely to engage in these civic activities than youth in the City of Los Angeles. Youth are more likely to turn out to vote in the City of Los Angeles than in Long Beach.

**LIMITATIONS/NEXT STEPS:** City is the smallest geography available for youth voter turnout, and only for the cities of Burbank, Glendale, Long Beach, Los Angeles, Pasadena, Pomona, and Torrance (not mapped). Multiple years and election types are merged to improve statistical reliability.

BIPOC youth in poverty estimates are calculated by public use microdata area or PUMA, which is a Census geography of roughly 100,000 people. These geographies will smooth out and obscure patterns visible in smaller geographies, like the Census tracts shown in the BIPOC youth map.

### HEALTHY BUILT ENVIRONMENT NORTH STAR INDICATOR

**SUMMARY:** This index takes into account some of the factors supporting community well-being. It includes affordability of transportation, exposure to pollution, heat islands and violent crime, access to jobs, parks and healthy food, as well as youth of color and people in poverty who are typically underserved. These factors are combined into an overall Community Well-Being Index score for each of the 26 LA County Health Districts. We then put the Health Districts into four groups based on their index scores, from Highest Need



to Lowest Need. Need is based on the prevalence or lack of the characteristics supporting community well-being compared to other areas in the county.

**RATIONALE:** Many characteristics of our communities impact our well-being. In addition, other characteristics such as our race/ethnicity and income level can determine how systems impact us and the communities we live in.

**PERFORMANCE:** Fifteen Health Districts have higher need than the county overall, while only eleven have less need. The coastal areas of the county such as Malibu, Santa Monica, and Manhattan Beach are generally in the Lowest Need category.

**DISPARITY:** The areas where Latinx live have the highest Community Well-Being need among all groups. The underlying Latinx index score is one-and-a-half-times higher than that of Whites. Blacks, American Indians or Alaska Natives, and Native Hawaiians or Pacific Islanders also live in communities with higher need than Whites.

**GEOGRAPHY:** Compton, Inglewood, Downtown LA through South LA, East LA, and Southeast LA are in the High and Highest Need groups along with the El Monte and Pomona areas.

**LIMITATIONS/NEXT STEPS:** Overall high housing costs present a challenge when evaluating access to jobs and transportation affordability patterns, as many higher-income households choose to live farther from their jobs in less population dense areas. Many of these areas are also less job dense and therefore require longer more costly commutes. Violent crime rate is limited as a measure of community safety as it does not include the impacts of over-policing and the criminalization of communities of color. LA County Health Districts pose some geospatial challenges. Although they do provide some granularity, some districts group together areas that differ significantly in poverty levels or other attributes. One result is that the affluent Palos Verdes area is categorized as High Need because that Health

District also includes Wilmington, which has fewer of the characteristics supporting community well-being.

## **POSITIVE YOUTH DEVELOPMENT NORTH STAR INDICATORS**

### **CONNECTED YOUTH**

**SUMMARY:** The total number of youth (16-24 years) who are enrolled in school or are employed, divided by the total number of youth (16-24 years).

**PERFORMANCE:** 89.1% of Los Angeles County youth are employed or in school; 92.5% of youth report good health.

**DISPARITY:** Black youth are 12 percentage points less connected than Asian youth and 9 points less connected than White youth.

**GEOGRAPHY:** Youth are less likely to be connected in the Antelope Valley, South LA, and Southeast cities of the county.

**LIMITATIONS/NEXT STEPS:** Connected youth are reported by youth and don't reflect access, which are driven by local educational and employment opportunities. PUMA (comparable to a large neighborhood or region within the county) is the smallest geography available.

### **OVERALL HEALTH STATUS**

**SUMMARY:** The survey respondents reporting health status of youth (under 18) as fair or poor (the lower end of the options on the survey) are people of color, including Latinx and Black youth.

**PERFORMANCE:** Latinx caregivers report the highest rates of youth fair/poor overall health statuses.

**DISPARITY:** Latinx and Black caregivers were both three times more likely to have reported fair or poor youth health status.



Photo courtesy  
InnerCity Struggle

**GEOGRAPHY:** Caregivers in the South (encompassing large parts of South LA) report the highest youth rates of fair/poor overall health status compared to the seven other LA County service planning areas.

**LIMITATIONS/NEXT STEPS:** The data includes ages under 18 and is self-reported from parents/guardians. Note that the data source does not report AIAN youth and NHPI health status to protect confidentiality; however, 23.4% of AIAN adults and 21.9% of NHPI adults have reported fair/poor overall health, the second and fourth highest rate of fair/poor overall health among racial/ethnic groups, respectively.

## **SYSTEMS IMPACT NORTH STAR INDICATORS**

**SUMMARY:** We include the average number of youth (under 21) in the foster care and probation systems in 2020 by race/ethnicity per 1,000 youth (under 21) of the same race and ethnicity in LA County. Rates represent the average number of youth in foster care or probation at the beginning of each quarter in 2020. Sub-county geographic data on foster care and probation are not available; therefore, we rely on youth arrest rates based on data from the Los Angeles Police Department and Los Angeles County Sheriff's Department. While these geographic data are incomplete for the whole county, they provide a good indication of areas in the county where youth are most impacted by encounters with the justice system. Data on deportation cases filed by race and ethnicity and age are also unavailable. We provide the count of deportation cases filed in Los Angeles County across all age groups and nationalities from 2001 to 2019.

**RATIONALE:** The numbers of youth in criminal justice, child welfare, and immigration and custody enforcement systems are unacceptable and disproportionately affect BIPOC youth. Freeing youth from these systems affords them the opportunity to thrive in our educational and employment systems.

**PERFORMANCE:** 8.3 youth per 1,000 youth in Los Angeles County, or a total of 22,224 youth, are in the foster care or probation systems at any given time. A total of 23,593 deportation cases were filed in Los Angeles County among immigrants of any age in 2019.

**DISPARITY:** Black youth are 7.2 times more likely to be in the foster care or probation systems than White youth. Not shown in the chart, but Latinx youth make up the largest number and share of probation/foster care youth. Our visuals show the rates per 1000 children where Black youth are disproportionately seeing high rates of probation/foster care in Los Angeles County. AIAN youth are 3.4 times more likely to be in the foster care or probation systems than White youth. Immigrant deportations spiked in Los Angeles County from 15,425 in 2018 to 23,593 in 2019.

**GEOGRAPHY:** Parts of Downtown, Hollywood and Mid-City, the Antelope Valley, the San Fernando Valley, South Los Angeles, and San Gabriel Valley have the highest rates of youth arrests with over 8 arrests by LAPD and LASD per 1 thousand youth in these areas.

**LIMITATIONS/NEXT STEPS:** Geographic data on foster care and probation rates are not available. Moreover, the available data on youth arrests only includes LAPD and LASD, providing an incomplete picture of communities in the county with other police departments. Two options to expand the geographic picture of systems impact are requesting data from other police agencies on youth arrests or sub-county data from the California Child Welfare Indicators Project (CCWIP), which is the source for the county and race estimates for this indicator. The CCWIP data for these groups is partial as AIAN and Asian/Pacific Islander data is masked in certain years.

## **COMMUNITY ORGANIZING AND POWER BUILDING NORTH STAR INDICATORS**

**SUMMARY:** Number, location, and budget of grassroots organizing and base-building organizations.

**RATIONALE:** Grassroots organizing and base-building organizations are essential to building the power needed to shift outcomes for Los Angeles County BIPOC youth.

**PERFORMANCE:** USC ERI, Advancement Project California, and Bold Vision Community Council members identified over 150 LA County grassroots organizing and base-building organizations plus satellite offices where available.

**GEOGRAPHY:** A visual inspection of grassroots organizing and base-building organization locations shows that these organizations are clustered around downtown Los Angeles. There are relatively few such organizations in the Antelope Valley, San Gabriel Valley, and Southeast Cities. Note: the organizations mapped often have service areas far beyond their immediate neighborhoods.

When looking at organizational budget, the cluster of organizations with incomes over \$7 million is even more markedly downtown. There are no grassroots organizing and base-building organizations with incomes over \$7 million east of the 710 or South of the 105 freeways, and only one north of the 101 or 210.

**LIMITATIONS/NEXT STEPS:** We were only able to match addresses to 152 of the 178 grassroots organizing and base-building organizations plus satellite offices (85% of the total); budget information was matched for 93 of these organizations and satellite offices (52% of the total). Additional work matching addresses and EINs will show a fuller picture of the locations and budgets of these organizations.

## DEMOGRAPHICS

**SUMMARY:** We include four measures of youth demographics in Los Angeles County: percent of youth who are BIPOC (ages 0-24), percent of BIPOC youth living under 200% of the Federal Poverty Level (ages 0-24), percent of BIPOC youth who are voting-eligible (ages 18-24), and youth by immigration status. We

define youth as individuals ages 0-24, except in the case of voting-eligible youth. Poverty is measured as below 200% of the Federal Poverty Level given the high cost of living in Los Angeles.

**PERFORMANCE:** The total LA County population is 10,081,570. Youth ages 0-24 make up 31.7% of the total LA County population, or 3,194,675 youth. Of these youth, 2,639,286 or 82.6% are BIPOC youth, defined as youth who identify as Black, Latinx, Asian, NHPI, AIAN, Multiracial, or Other. The Census Tract median of youth who identify as BIPOC is 90.2%, meaning that, in half of Census Tracts in the county, at least 90.2% of youth are youth of color. Nine percent of youth in Los Angeles County are immigrants.

**GEOGRAPHY:** We see higher concentrations of BIPOC in South, Central and Southeast Los Angeles, San Gabriel Valley and San Fernando Valley of the county. There are higher rates of BIPOC youth in poverty in South, Central and Southeast Los Angeles, Long Beach and Antelope Valley.

**LIMITATIONS/NEXT STEPS:** BIPOC youth in poverty estimates are calculated by public use microdata area or PUMA, which is a Census geography of roughly 100,000 people. These geographies will smooth out and obscure patterns visible in smaller geographies, like the Census tracts shown in the BIPOC youth map.

## YOUTH THRIVING

SEE APPENDIX IV 



Photo courtesy Social Justice Learning Institute

# Appendix VII

## Recommended Policies and Strategies

### URGENT INTERVENTIONS

#### ▪ Provide and expand protections to tenants likely to be impacted by eviction crisis.

- » Provide resources to organizations that provide free or low-cost legal services to tenants.
- » Provide rent cancellation/forgiveness to most vulnerable tenants.
- » Provide mortgage forgiveness for low-income home owners.
- » Implement Right of First Refusal policies to save multi-family properties in foreclosure from purchase by hedge funds and similar corporate landlords.
- » Extend eviction moratorium.
- » Provide rental assistance to most vulnerable tenants.<sup>xx</sup>

#### ▪ Ensure that basic financial & physical (food, water, heat, housing) needs are met.

- » Expand community mutual aid efforts – particularly food distribution.
- » Provide utilities support (i.e. resources for low-income individuals to pay for utilities) and cancel utilities related debt.
- » Provide free public transit during course of pandemic.
- » Extend moratorium on utility shutoffs.

- » Support low-income workers and individuals who have lost work or experienced reduced hours with cash assistance.<sup>xxi</sup>
- » Promote economic stability by expanding access to Unemployment Insurance Benefits and closing eligibility and wage replacement gaps.<sup>xxii</sup>
- » Ensure that all supports and services are available and easily accessible to BIPOC residents without legal status and BIPOC residents with limited access to the internet or digital technology.

#### ▪ Address BIPOC youth mental health & social isolation resulting from pandemic.<sup>xxiii</sup>

- » Implement social and emotional learning curriculum in online and face-to-face formats at schools.
- » Provide additional resources to school-based health centers to meet increased need.
- » Increase the number of student support staff (i.e., school counselors, social workers and school psychologists, school nurses) serving high need schools.
- » Work with local government, public schools, pediatricians, community-based organizations, and faith-based organizations in high need communities to promote awareness of local mental health and well-being services.

▪ **Provide resources to community based solutions to end community violence.**

- » Increase resources allocated to gang and violence interventionists and peace builders.
- » Support community identified strategies to stop violence, mediate conflict, and ensure safe passage.

▪ **Provide additional education support to address learning loss and address the digital divide to support high-need BIPOC students.**

- » Conduct school needs assessments and equitably allocate resources based on need.<sup>xxiv</sup>
- » Provide high-need schools with staffing supports to hire positions created with new one-time resources.
- » Engage BIPOC parents and BIPOC students in distance learning best practices.<sup>xxv</sup>
- » Provide professional development including culturally competent pedagogy and ongoing support to teachers and staff, so that they are well-prepared to deliver high quality instruction in a remote environment, support distance learning, and address learning loss.
- » Reach out to absent and high need students and their families to assess their needs and help them engage in remote instruction and provide parents and guardians with clear and frequent communication about how to best support their children, including help navigating online schooling platforms and understanding teachers' expectations.
- » Increase funding for summer school, extended learning time, and extra tutoring.<sup>xxvi</sup>
- » Engage BIPOC students, families, and teachers to address the long-term impacts of learning loss.<sup>xxvii</sup>
- » Provide BIPOC students with high-speed broadband, wifi hotspots if broadband is not available, and laptops.

- » Increase number of public spaces (e.g. parks, community centers) that have wifi access.

▪ **Provide resources for BIPOC led non-profits that support BIPOC and advance their well-being and empowerment.**

- » Expand funding to BIPOC non-profits supporting BIPOC youth.
- » Reform government contracting policies and practices so that more CBOs can apply and get contracts.

▪ **Provide and expand BIPOC employment opportunities.**

- » Expand career readiness and technical skill training programs.<sup>xxviii</sup>
- » Expand 2021 summer youth employment programs at the County and City level.
- » Provide resources to community-based organizations with youth employment programs to expand the reach of their programs to high-need youth.

## COMMUNITY ORGANIZING AND POWER BUILDING

▪ **Increase funding and capacity building for BIPOC LGBTQIA+ led organizations.**

- » Increase funding for rapid response work.
- » Reallocate funds from youth punishment system to youth development.
- » Increase resources allocated for educators, school staff, and counselors.
- » Provide training and funding/incentives to help create affirming cultures at schools including providing teacher's with LGBTQIA+ curriculum.
- » Increase funding for LGBTQIA+ BIPOC youth leadership opportunities and job training.
- » Expand legislative advocacy at the state and local level to support bills that increase access to funding for BIPOC LGBTQIA+ led organization and the people they serve.



- » Fund collaborations between BIPOC LGBTQIA+ serving organizations and BIPOC non-LGBTQIA+ serving organizations.

▪ **Support Native American and Indigenous community organizing and power building through: Investing in capacity building strategies to strengthen Native community health and self determination; Investing in visibility and narrative change strategies to counter systemic erasure of Native peoples, including L.A.'s land based Tribes; Advancing policies and practices that ensure full inclusion of Native peoples in data collection and reporting in government and nonprofit sectors.**

- » Invest in capacity building strategies to strengthen Native community health and self determination.
  - » Philanthropic and nonprofit ecosystems commit to the long-term process of decolonization, truth telling, healing and transformation related to Native and Indigenous peoples.
  - » Commit to increasing Native and Indigenous representation on philanthropic boards and decision-making spaces.
  - » Return resources (capital, physical) to Los Angeles land-based Tribes.
  - » Move dollars to community controlled solutions. Native peoples and communities know their communities, and are in the best position to decide what will work best for them.
  - » Grow Native and Indigenous youth-serving nonprofits with multi-year funding, community organizing training, organizational capacity development, and other needed supports.
  - » Create a pathway for Native and Indigenous youth leadership from student to adult to create the necessary workforce to transform youth outcomes.
- » Invest in visibility and narrative change strategies to counter systemic erasure of Native peoples, including L.A.'s land based Tribes.
  - » Develop a comprehensive and proportional philanthropy portfolio for the AIAN

community that advances new narrative and culture change.

- » Fund Native education for all movement building and policy development.
- » Support development and dissemination of Native curricula (K-12, medical schools, and allied health professional schools).
- » Support the visibility of Native artists and pop culture through funding organizations that advocate for equity and diversity in entertainment; funding for professional development and fellowship programs for Native artists; and other culture change strategies.
- » Advance policies and practices that ensure full inclusion of Native peoples in data collection and reporting in government and nonprofit sectors.
  - » Consulting/contracting with Tribal epidemiology centers (such as Urban Indian Health Institute, California Tribal Epidemiology Center) and/or trusted AIAN community based organizations.
  - » Funding for oversampling (e.g. California Health Interview Survey).
  - » Conduct mixed-methods research (qualitative and quantitative) which is a best practice in many Indigenous research methodologies.
  - » Use of weighted sampling for AIAN populations.
  - » Link data sets to correct for racial misclassification especially as it pertains to mortality data.
  - » Avoid reporting data as "multi-racial" and "other" when possible.
  - » Fund partnerships between public health departments and Tribal epidemiology centers (such as Urban Indian Health Institute, California Tribal Epidemiology Center) to cultivate long-term sustainable strategies.
  - » Fund for oversampling in annual surveys.
  - » Invest in pathway programs that cultivate future AIAN researchers, statisticians, epidemiologists.
  - » Fund AIAN researchers and/or CBOs to access analyses of public datasets.

- » Fund institutions to hire dedicated researchers, statisticians, and/or epidemiologists well versed in equity research to revamp and systematize racial/ethnic data collection and reporting in a community partnered process.
- **Support Pacific Islander community organizing and power building through: Investing in Native Hawaiian & Pacific Islander leadership pipelines; Funding research and evaluation that treats Native Hawaiian & Pacific Islander communities as (statistically) significant; Advocating for public agency disaggregation of data and resources.**
- **Build the advocacy capacity of BIPOC youth with disabilities and their families to shape policies and practice that improve the educational outcomes and lives of BIPOC children and youth with disabilities.**
  - » Have BIPOC with experience working with BIPOC youth with disabilities at the table.
  - » Empower BIPOC with disabilities in the community, family members of BIPOC with disabilities, and BIPOC disability advocates.
  - » Provide more funding to organizations working with and advocating on behalf of BIPOC with disabilities.
- **Invest in areas of L.A. County with nascent or limited BIPOC community organizing capacity and to strengthen capacity of their community organizing ecosystem.**
  - » Use data to map Los Angeles County's BIPOC community organizing ecosystem and identify areas with nascent or limited BIPOC community organizing capacity.
  - » Support existing on the ground efforts with multi-year funding, community organizing training, and organizational capacity building. Organizational capacity building should strengthen the county-wide ecosystem by prioritizing peer support, partnership and learning over the engagement of outside consultants.



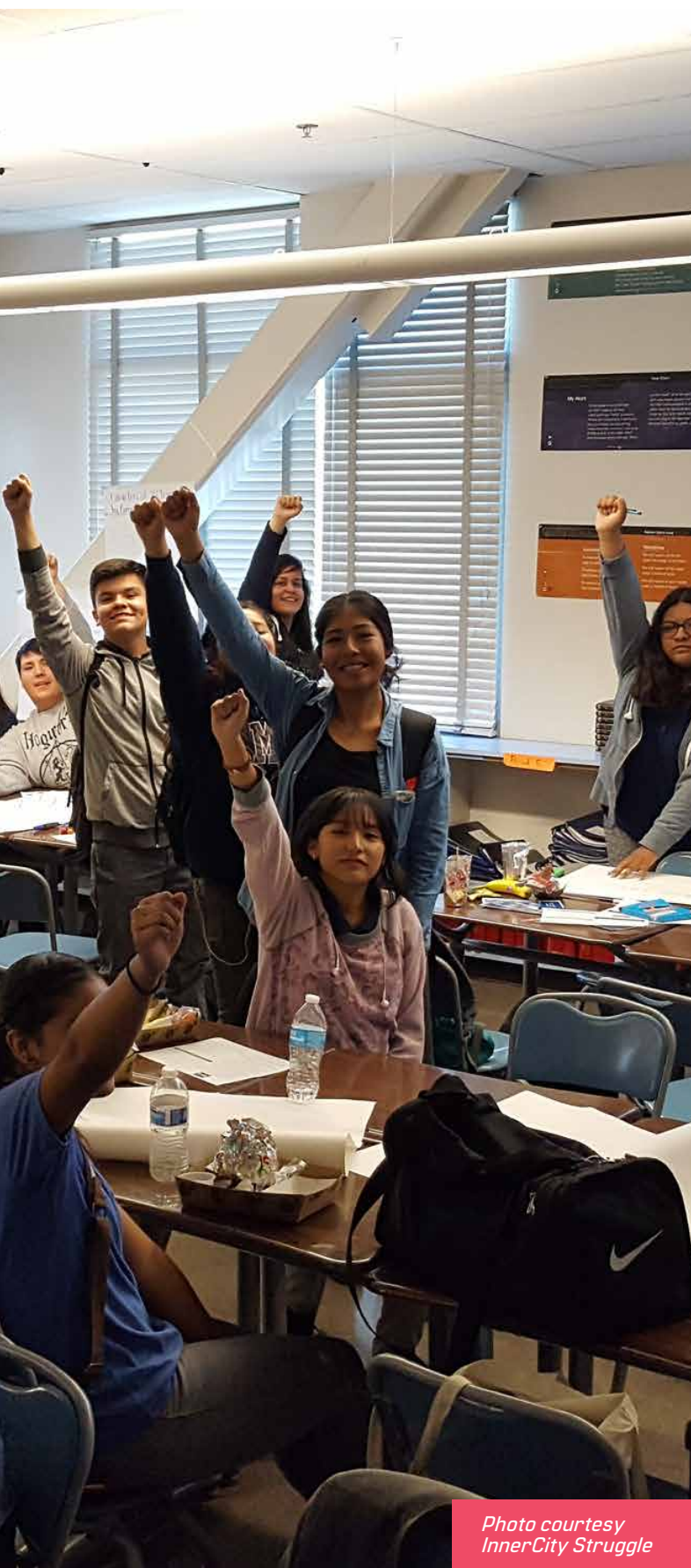


Photo courtesy  
InnerCity Struggle

- » Support partnering with BIPOC led non-geographically based power-building organizations to deepen their work in communities with nascent and limited organizing to act as a capacity bridge and developer alongside growing on the ground efforts.
- » Connect newly capacitated organizations to existing BIPOC youth movements and Bold Vision.

- **Greater philanthropic & public investment to create/incubate local child welfare advocacy capacity that emphasizes putting BIPOC youth with lived experience in decision-making and leadership development roles.**

- » Support capacity building efforts to strengthen BIPOC led organizations' child welfare policy advocacy capacity.
- » Ensure that systems-impacted BIPOC youth have representation on all relevant public oversight boards, commissions, initiatives pertaining to their unique needs.

- **Build capacity for CBOs, residents, and government to better coordinate on built environment issues to ensure that built environment policies and investments include community input and community understanding of public funding investment processes.**

- » Identify flexible funding opportunities (multi-year general operating funds) for nonprofit CBOs working in built environment.
- » Provide political and messaging strategies trainings or services for advocates and CBOs working in built environment.

- **Support and adequately resource organizations and programs that build the power of immigrant BIPOC youth and their families.**

- » Invest in BIPOC led non-profits that build the power and organize immigrant BIPOC youth and their families.
- » Support capacity building efforts for BIPOC led non-profits that support immigrant BIPOC youth and their families.

## HEALTHY BUILT ENVIRONMENT

### ▪ Create safe environments through the implementation and expansion of violence reduction strategies that do not rely on armed law enforcement.

- » Increase resources allocated to community-based gang and violence interventionists and peace builders.
- » Expand the use of restorative justice practices and positive behavioral interventions and supports in schools and communities.
- » Increase funding for and expand early childhood home visitation & parenting skill and family relationship programs.
- » Ensure schools are welcoming and safe environments through increasing high need school's capacity to implement social emotional learning, restorative justice practices, positive behavioral interventions and supports, and address student mental health needs and by increasing the number of culturally competent care first staff in schools to help deal with disciplinary issues and eliminating the presence of law enforcement on school sites.
- » Modify the physical environment to enhance community safety including increasing lighting, street cleaning, reducing density of alcohol outlets, abandoned building and vacant lot remediation, and creating green space and ensure that modifications do not lead to displacement.
- » Implement hospital and community partnerships to establish relationship between the hospital treatment of violence-related injuries and community assistance.
- » Increase funding for and expand BIPOC youth mentoring and after school programs.
- » Expanding the CalEITC and Young Child Tax Credit programs and promoting access to affordable and safe housing.
- » Expand BIPOC youth access to mental health services and require that BIPOC youth in mental health crisis are transferred to non-law enforcement settings until they are stabilized.

- » Engage in community planning/get community involvement in designing community safety plans.
- » Expand kinship placements for fractured families and ensure social, emotional, and trauma services for families.
- » Support connection to family services for individuals when entering back into the community; specifically, for parents whose children were taken into the system, as a result, of incarceration/arrest/mental health stay.

### ▪ Protect tenants from displacement by harassment, rent increases and investment in the built environment infrastructure and/or remediation investments that increases displacement pressures.

- » Establish "just cause eviction" so that tenants cannot be evicted by landlords without a fair reason.
- » Expand rent control throughout Los Angeles County (unincorporated and incorporated areas).
- » Include vacancy control (rents do not rise even if the unit is vacated) and coverage regardless of the age of the building in rent control measures.
- » Repeal the state Costa Hawkins Law.
- » Repeal the state Ellis Act, which is being misused to evict tenants for new construction or condo conversions.
- » Establish a codified right to counsel for tenants in eviction proceedings and a funded framework for providing low income tenants with attorneys as well as outreach to tenants for educational workshops about their rights.
- » Allow for any local cities' required matching funds for transportation capital projects to include affordable housing production and/or preservation.

### ▪ Address climate crisis by decreasing reliance on fossil fuels and increasing regenerative climate initiatives.

- » Divest from fossil fuel production and infrastructure - including fracking, natural gas, carbon trading, oil & gas pensions, banning of single use plastics, and coordinate and invest in zero emissions infrastructure, including increasing infrastructure for electric vehicles and solar panels.
  - » Implement a just workforce transition framework that prepares workers and unions tied to fossil-fuel industries with skills to thrive in an industry transitioning to more sustainable practices and outcomes.
    - » Work with unions to invest in clean energy workforce for communities exposed to disproportionate environmental hazards, including requiring zero emission from all freight/goods movement and train drivers in green goods movement technology and practice and training fossil-fuel/ carbon industry workers to transition to more sustainable industry practices, prioritizing those employed in potentially closing industries such as power plants and residential oil drilling.
  - » Increase climate resiliency in housing through:
    - » Updating and retrofitting existing homes for maximum energy efficiency, water conservation, safety, affordability, and comfort;
    - » Maximizing sustainability in building new homes through the inclusion of solar and underground utilities, and not allowing natural gas.
  - » Pass zoning laws that limit and reduce exposure to hazards, including a 2,500 foot buffer between hazards and sensitive receptors.
- **Increase access to fresh, healthy, and culturally relevant food options.**
    - » Support cross-sector policies and programs to incentivize and support healthier options from food providers, including good food purchasing policies.
    - » Implement urban agriculture incentive zones.
  - **Increase and preserve affordable housing by increasing capital, reforming land use policy, and leveraging public land.**
    - » Work with local produce providers and institutions like cities, hospitals, school districts, universities to implement good food purchasing policies at major institutions.
    - » Invest in programs that implement corner store conversions with existing small businesses in communities of color.
    - » Improve nutrition standards of the county's food service contracts.
    - » Increase year-round access to free meals.
    - » Pass policy to close the food waste gap: elevate food rescue and distribution as a solution for county food waste and close the gap on food insecurity.
    - » Increase gap-financing and other capital for affordable housing production and preservation of existing affordable housing units.
    - » Prevent condo conversions and demolition of units subject to rent stabilization ordinances across Los Angeles County.
    - » State, County, and City government adopt and implement policies to dedicate all public land and structures for deeply affordable housing.
    - » Advocate with regional and city planning departments for community and neighborhood plans to designate and rezone land for affordable housing development.
    - » Adopt measures that preserve and increase the public housing supply including the preservation of privately owned affordable housing units with expiring covenants.
    - » Strengthen and enforce existing laws prioritizing affordable housing in the use or disposition of public land.
  - **Expand access to and improve infrastructure for public and active transit.**
    - » Eliminate public transit fares.
    - » Divest from transit agency policing contracts and reinvest these funds into operations and projects in low-income BIPOC communities.

- » Develop a regional dedicated bus lane network and incentivize cities to implement and coordinate across jurisdictions.
  - » Parking reform: Eliminate parking minimums, implement parking maximums.
  - » Divest from all freeway/road widening projects and reallocate funding toward improving walking, biking and public transportation in underserved areas.
- **Improve the conditions in communities where low-income BIPOC youth live so that family and community are core to decision-making and have the resources necessary to support the efforts that are required to transform systems.**
- » Decision-making centers community voices (BIPOC parents, teachers, youth):
    - » Consult impacted communities (e.g. Free and Prior Informed Consent is a right under the United Nations Declaration on the Rights of Indigenous People that offers a model for a new paradigm to use when developing policies for community engagement);
    - » Collaboration with local school principals and CBOs to ensure local schools are addressing community conditions.
  - » Democratic engagement:
    - » Transparency of data used to guide decisions - this requires decision-makers to share data with community members (such as students, parents, CBOs, etc.);
    - » Engagement opportunities are co-designed by community members and education institutions;
    - » Schools offer safety and a sense of belonging. (e.g. Welcoming and Safe Schools Policy);
    - » Dialogue and joint learning with system leaders and community members.
  - » Cross-jurisdictional partnerships, inclusive of community members, that address community conditions:
    - » Affordable housing and access to healthy built environments for communities of color (anti-gentrification measures, low-income housing development, transportation, fair wage workforce rescaling, access to internet);
- » Financial supports and counseling to families to increase access to high quality education (information/counseling on FAFSA/financial aid, eliminate college debt, CalGrant, expanding tax credits – EITC);
- » Public awareness campaigns and narrative shift to equip and empower communities of color to collectivize and advocate (on community school successes, understanding education resource allocations, perception of education system and BIPOC youth).
- **Expand access to green space and green space programming and promote green space infrastructure, including lighting, to create equitable opportunities for respite, recreation, ecological discovery, and cultural and spiritual practices.**
- » Expand and sustain parks programming - with emphasis on parks located in BIPOC communities.
  - » Ensure that all parks programming is free and culturally relevant.
  - » Ensure that parks are welcoming environments through improved park infrastructure and design (e.g. increased lighting), hiring of workforce from the community, and limiting police presence.
  - » Increase green and open space in BIPOC communities through creative strategies such as:
    - » Reclaim commercial & publicly owned land, including brownfields, for community uses/ open space through community-based processes - prioritizing communities with limited open space;
    - » Increase joint use agreements to repurpose schools as open spaces during non-school hours;
    - » Develop “cap parks” over freeways.

- » Consult with local tribes to identify and address barriers to observance of traditional practices such as harvesting and gathering and ceremony.
- **Local and regional land use policy is reformed to equitably distribute deeply affordable housing throughout L.A. County and protect existing affordable housing.**
  - » Repeal laws at all levels of government that place limits on inclusionary housing and rent-control.
  - » Remove zoning barriers to affordable housing and inclusive development in historically exclusionary communities.
  - » Include new zoning and land use standards (including requirements and incentives) in neighborhood and community plans that create new deeply affordable housing without displacement.
  - » Adopt measures that preserve public housing, naturally occurring affordable housing, units subject to the rent stabilization ordinances, and affordable housing units with expiring covenants.
  - » Ensure a net gain of affordable housing opportunities by adopting programs to monitor the inventory of affordable and rent stabilized housing in an area, and implement targeted policies and resources any time a loss of units is recorded and projected.

## SYSTEMS IMPACTED

- **End BIPOC youth criminalization and incarceration by preventing exposure to and reformation of punitive systems including law enforcement, the judiciary, and probation.**
  - » End criminalization of youth-targeted status offenses, such as curfew violations, incorrigibility, runaway behavior, and infractions, divert all misdemeanors and low-level felonies.
  - » Shrink the time frame that BIPOC youth are subjected to the criminal justice system through further minimum age policies, shortened supervision and ensuring any form of detention is truly used as a last resort and for the shortest duration possible.
- » Close County youth probation camps and youth prisons as well as close California's state-run youth facilities.
- » Stop racist overpolicing of Black and Brown communities in Los Angeles County, build a multi-sector coalition to advocate for reforms to Los Angeles Police Department's and Los Angeles County Sheriff Department's unconstitutional policing practices.
- » Eliminate probation department and other law enforcement oversight of BIPOC youth and create community-based healing and trauma-informed alternatives.
- **Ensure that systems-impacted BIPOC youth receive equitable access to vital social services and supports on par with any other Los Angeles County youth.**
  - » Expand systems-impacted BIPOC youth access to quality community-based and healing centered mental health services: 1. Develop multi-sector collaborative to identify the gaps and barriers to mental health services access and; 2. Create an equity plan to support community-based services with redirected mental health funding and funding formerly used to incarcerate and/or surveil youth.
  - » Increase accountability for systems-impacted BIPOC youth outcomes via the creation of a public dashboard/report card of systems impacted youth outcomes. Identify services to provide data, create robust measures/evaluation variables, advocate to ensure all relevant public departments and entities are cooperating in prompt, transparent data sharing. Identify or create an entity with public representation to oversee this effort.
- **Accomplish Continuum of Care Reform by fully implementing policies and practices that seek to ensure that all BIPOC youth live as members of committed, nurturing, and permanent families.**

- » Reform children's court protocols to be more family friendly and protect BIPOC children and families including more effective scheduling to support working parents and keep kids in school, increase the number of non-judicial alternatives including mediation and restorative justice and voluntary family maintenance.
- » Significantly reduce the number of BIPOC youth in out-of-home placements of any kind by promoting family reunification whenever possible. Reduce the number of youth and the length of stay in Short Term Residential Therapeutic Programs (STRTPs), transitional shelter care facilities, and other non-family settings.
- » Support effective Family First Act implementation in Los Angeles County to ensure it's aggressively meeting its goals of providing substance abuse, mental health and other prevention and treatment services to parents to prevent children's entry into foster care with the goal of reducing reliance on group and residential treatment homes and instead prioritizing family-based care.
- » Expand kinship care navigator programs that assist caregivers in learning about, finding, and using programs and services to meet the needs of the children they are raising, in addition to their own needs as caregivers. They also promote effective partnerships among public and private agencies to ensure kinship caregiver families are well served.

▪ **Divest funds allocated to suppression (e.g. law enforcement & surveillance) and reinvest those funds to support community-owned and -operated BIPOC youth development and intervention programs and supplement this reinvestment with newly-generated revenue streams and infrastructure investments from public and philanthropic sources.**

- » Reduce probation budget proportionately according to reductions in youth involved in probation and redirect the funding to



*Photo courtesy  
Active San Gabriel Valley*





community-based supports that promote youth development and healing, including redirecting Juvenile Crime Prevention Act (“JJCPA”) funding to support only youth development models and continuing to improve the JJCPA funding process to best target resources for youth development to those most in need.

- » Support the 5% Campaign, which would redirect 5% of the Los Angeles County Sheriff, District Attorney, and Probation departments individual budgets to fund a separate county Youth Development Department that coordinates youth centers, Peacebuilders & youth outreach workers, youth jobs, youth reentry centers, and opportunities for youth empowerment through shared decision-making.
- » Convert unused or underutilized public-owned properties into properties for community & youth benefit, including: free housing for youth coming out of lock ups and foster care; youth centers; and youth-owned and operated co-op businesses.
- » Support county funding and philanthropic funding of youth development and prevention programs that will equitably build community-based service capacity. Develop a plan to address the barriers that result in inequitable funding of organizations that provide prevention and youth development services to ensure that new funding streams are not directed at only established, Tier 1 organizations to expand their work but also provide funds and incubation supports for grassroots and smaller organizations that have been doing the work to provide the opportunity for sustainability and growth.

▪ **Protect immigrant BIPOC youth and their families from deportation and detention.**

- » Robustly fund the Los Angeles Justice Fund (LAJF) and other immigration legal services that keep families safe.

## YOUTH POWER

- **L.A. should scale existing and develop new community-based initiatives aimed at improving BIPOC youth lives, particularly in high need areas through specific and targeted investments in specific populations and strategies for BIPOC youth engagement and organizing.**
  - » Increase funding amounts in foundation and public resource (public/private) partnerships (such as the relationship between the California Community Foundation, the Liberty Hill Foundation, L.A. County Probation) to scale interventions and other successful youth programs to service specific need populations (Black youth, foster youth, probation-involved youth, undocumented youth, etc.).
  - » Expand the “menu of options” for schools to contract with community-based organizations through a more accessible service delivery agreement process - easing the requirements so that way grassroots, high impact programs can have access to schools.
  - » Provide additional organizational support for CBOs with wrap-around services approach (education, housing, jobs, and legal support groups).
  - » Expand equity based funding distributions that bring much needed investments to highest and high needs schools.
  - » Increase investment in community school models that connect BIPOC youth and families to community organizations and services through sustained partnerships.
- **Reduce LGBTQIA+ BIPOC youth trauma through greater justice system oversight and accountability.**
  - » Promote transformative justice, communities of care, and harassment free zones.
  - » Increase accountability through community advisory boards and civilian oversight boards with BIPOC youth participation.
- » Create community task force, with BIPOC youth participation, responsible for oversight and overall education.
- **Win pathway to citizenship for immigrant BIPOC youth and their families and fully integrate and engage them.**
  - » Support the Right to Return for deported parents.
  - » Pass the DREAM & Promise Act.
  - » Restore DACA & TPS.
  - » Reduce the age, from 21 to 15-18, that allows U.S. citizen youth to petition their undocumented parents.
  - » Pass the US Citizenship Act of 2021 that provides legal status and ensures family reunification.
- **L.A. should advance innovative and entrepreneurial means to increase BIPOC youth civic engagement and access by creating platforms for knowledge transfer to take place and supporting BIPOC youth organizing.**
  - » Widespread incorporation of local civic education curriculum – especially in school districts that serve large numbers of BIPOC youth – will result in greater opportunities to learn about community problems, response strategies for those problems, and the political actors involved. Can be facilitated through Project-Based Learning model used at Augustus Hawkins High School.
  - » Support community based organizations that engage in BIPOC youth organizing and civic engagement.
  - » Build support amongst city, county, and school district elected officials for Assembly Constitutional Amendment 8 – which would lower the voting age to 17 in California and 16 in local school district elections.
  - » Build support amongst city and school district elected officials for expanding the electorate to noncitizen voters and those with felony records in local school district elections.

▪ **L.A. should develop mechanisms for BIPOC youth to actively participate in political decision-making.**

- » Establish a youth commission, youth advisory board, or youth council with relevant governing entities that makes key decisions on youth-related matters.
- » Ensure that decision-making bodies where the majority of decisions impact youth have at least one voting BIPOC youth member (e.g. Los Angeles Unified School District board member, Juvenile Justice Coordinating Council youth members, school-site).
- » Train, prepare, and support BIPOC youth in running for office/elected positions.

**POSITIVE YOUTH DEVELOPMENT**

▪ **Access to high-quality early care and education (ECE).**

- » On Workforce for ECE:
  - » Increase compensation and rates for the ECE workforce and elevate the importance of the work they provide – e.g. pathways to pay parity for community-based early childhood providers contracts agreement in NYC to support recruitment and retention of qualified staff;
  - » Provide ongoing support and capacity building for the ECE workforce pipeline to be culturally and linguistically competent and qualified with career and professional preparation systems and pathways that allow for racial diversity into positions of program leadership.
- » On Funding for ECE Access:
  - » Statewide ECE advocacy to increase state funding for affordable child care in L.A. County – expansion of ECE facilities as part of zoning/planning, and spaces for alternative payment programs for children 0-3 years – based on the narrative on the importance of ECE.
  - » Mandate that Local Control Funding Formula (LCFF) includes ECE with new revenue.
- » On Alignment for ECE across L.A. County:

- » Aligned governance, systems and services that is driven at the county level: With proposed Department of Early Childhood Development at the state level under Health and Human Services, provide inclusive, integrated, comprehensive services for the whole child (including health) (e.g. Head Start as model for quality).
- » Revise and aligned ECE quality system at the county level (between Local Education Agencies, family childcare homes, CBOs, etc.), with quality standards grounded in culturally, linguistically and developmentally responsive practice that are appropriate for dual language learners (DLLs). Provide tiered quality reimbursement for higher need communities.
- » Better alignment of Local Education Agencies and community based ECE programs (e.g. joint Professional Development opportunities inclusive of CBOs running child care programs) and create cross-jurisdictional collaborative of community hubs (e.g. Magnolia Place Community Initiative and child development centers at higher education institutions).

▪ **Prioritize building and retaining a local, qualified, and diverse educator pipeline to establish a culture of high-expectations and provide high-quality instruction for low-income BIPOC students.**

- » Invest and create cross jurisdictional collaboratives to strengthen initial educator preparation:
  - » Cultural responsive pedagogy;
  - » Fully-funded residency programs in hard-to-staff schools;
  - » Credentialing e.g. for working with English Learners;
  - » Collaboration between district and higher education institutions.
- » Prioritize placement of high quality educators in high and highest need schools:
  - » Additional, targeted and substantial staffing incentives, flexibility, protections (e.g. from

- forced placed teachers] and supports for high-needs, hard-to-staff schools;
- » Equity in staffing has to undergird all of this, in the same way we would advocate for funding equity.
- » Invest and create cross jurisdictional collaboratives to support ongoing professional learning – not just for teachers, but for schools leaders and leaders centrally:
  - » Incentivize and uplift comprehensive, sustained professional learning that is aligned with the quality professional learning standards and efforts to allocate more time for embedded on-the-job learning, planning and collaboration; that address bias, racism and build capacity around delivering culturally responsive pedagogy.
- » Incentivize targeted recruitment and supports to the profession:
  - » Prioritize recruitment of teachers of color;
  - » Scholarships/grants;
  - » Loan forgiveness;
  - » Build pathways through career technical education (CTE) programs from high schools];
  - » Collaboration between district and higher education institutions.
- » Build holistic retention strategies:
  - » Access to affordable housing;
  - » Investments in professional development [on areas such as implicit bias; how to build relationships with youth];
  - » Leadership opportunities;
  - » Targeted retention of most qualified and diverse educators, focusing especially on keeping great school leaders in their positions.
- **Expand access to health care and mental health services for BIPOC youth and their families.**
  - » Implement social and emotional learning curriculum at schools.
  - » Increase funding for and expand the number of school-based health centers in BIPOC communities.
- » Support the community schools model at high need schools.
- » Increase the number of student support staff (e.g., school counselors, social workers and school psychologists, school nurses, occupational therapists, and other professionals) serving high need schools.
- » Work with local government, public schools, pediatricians, community-based organizations, and faith-based organizations that interact with BIPOC families to promote awareness of local mental health and well-being services.
- » Implement a state level single payer healthcare system.
- » Provide additional resources to and increase the number of community health workers.
- » Provide mental health training to health professionals, first responders, social need providers, and community-based organization staff.
- » Expand paid-sick leave for all workers and expand paid family leave benefits.
- **Provide BIPOC children and youth with disabilities needed supports to reach young adulthood able to live independently, attend college, and have a career.**
  - » Expand early identification (0 to 3-years of age) and diagnosis of disabilities and follow-up with a suite of developmentally appropriate interventions.
  - » Provide additional resources/services to schools to support BIPOC youth with disabilities (e.g. school psychologists, speech therapists).
  - » Schools should provide an Individual Graduation Plan (IGP) for special need high school BIPOC youth. The plan will have the A-G requirements plus the direct support from a College and Career counselor. That will give more opportunities to special need students going to college.
  - » Create higher education pathways for BIPOC special need students and provide support for students and their guardians to navigate the college application and financial aid process.

- **Los Angeles (City, County, and other adjacent cities) should create and fully fund a youth development department to support the leadership development, skills development, and wellbeing of BIPOC youth and communities.**
  - » Redistribution of funds from traditionally punitive entities to reinvest in youth development approaches (Juvenile Justice Crime Prevention Act, Probation, School police, Municipal police, etc.).
  - » Prioritize the delivery of key services by contracting with community based organizations with track record of BIPOC youth organizing and civic engagement.
  - » Create/establish a new revenue source for local governing bodies to distribute to community based organizations who engage in youth development work (e.g. New Fund for Children and Youth, Cannabis Tax, etc.).
  - » Shift the public narrative about the significance of youth development investment through qualitative and quantitative assessments, and earned media of demonstrated success.
  
- **Provide BIPOC parents and guardians with support needed to secure the interventions and services needed for their child's development and end disparities for low-income BIPOC families.**
  - » Provide IEP support to BIPOC parents and guardians of BIPOC youth with disabilities.
  - » Educate, train and empower BIPOC parents and guardians about how they can help their special need child achieve educational success, including funding parent support groups at schools.
  
- **Increase and equitably distribute revenue to support high quality education by reforming existing and/or introducing new local and/or state taxes.**
  - » Updating tax system (such as Proposition 13, 30, 55, 98) to reflect community needs.
  - » Create cross-jurisdictional collaborative to increase revenue amongst county, district, and city (e.g. Parcel tax, taxes generated at the local level such as through cannabis, tourist, and other businesses).
  
- » Local Education Agencies commit to long term planning on federal funds to Raise Title I threshold to better resource schools with high concentrations of need, and special education.
- » Replicate and expand redistribution formula, such as the Student Equity Needs Index (SENI).
- » Ensure that early care and education (ECE) is included with new funding resources.
- » Launch a community narrative shift campaign on equity and elevating youth and community power.
- » Conduct a cost analysis of true adequacy and equity within Local Education Agencies to understand an estimate of how much revenue is needed.
  
- **Improve health & wellness of LGBTQIA+ BIPOC youth by increasing the cultural competency of service providers and by expanding services.**
  - » Provide BIPOC families with resources on LGBTQIA+ issues; work with mental health providers & spiritual leaders/places of worship.
  - » Provide more education for LGBTQIA+ communities on tenants' rights.
  - » Increase specific resources and staff training in support of LGBTQIA+ BIPOC youth in shelters and the foster care system.
  - » Increase training for health care providers.
  - » Expand parent to parent education models to better support LGBTQIA+ BIPOC youth.
  - » Provide incentives to businesses to hire LGBTQIA+ BIPOC youth.
  - » Provide more art based therapy.
  
- **Promote BIPOC youth economic inclusion and post-secondary opportunity through further investment in and expansion of college and career access and readiness programs and financial literacy.**
  - » Promote policies that expand BIPOC youth college access and expand college access and readiness programs for BIPOC youth.
  - » Promote financial literacy among BIPOC youth.
  - » Expand workforce development and career readiness programs for BIPOC youth including expansion of apprenticeship programs.

- » Expand YouthSource (an initiative of the city of Los Angeles to reengage disconnected youth ages 16-24) to a county-wide initiative - meaning that the YouthSource program will now service high needs areas across L.A. county.
  - » Develop diversity collaboratives between YouthSource centers and lucrative employment industries such as multimedia, tech, etc.
  - » Strengthen vocational job training partnerships between community colleges and local school districts to develop stronger school-to-career pipelines.
  - » Scale up Linked Learning (real world learning experiences)/Project-Based Learning school models that connect youth to real-world workplaces through internships and apprenticeships.
  - » Remove institutional barriers that prohibit youth from securing employment [documentation status, felony offense, etc.].
  - » Expand opportunities for BIPOC youth to become entrepreneurs and participate in the "new economy" (e.g. technology, green economy, etc.).
- **Decolonize K-12 curriculum to center BIPOC experience and history.**
    - » Reform k-12 curriculum to ensure that BIPOC history and experience is centered.
    - » Require teacher training to implement decolonized curriculum.
  - **Increase investments in programs and supports for BIPOC immigrant youth, English language learners, and BIPOC youth in mixed-status families.**
    - » Pass Healthcare for All & eliminate public charge limitations on the use of safety net programs.
    - » Promote education of all the changes in CA law that open up access to higher education for immigrant BIPOC youth: CA Dream Act, work study programs, access to student loans, Dream Centers.
    - » Increase access to low cost or free Immigration Legal Services.
- » Expand Parent Voting Initiative and Immigrant Political Power Project in LAUSD and implement similar programs in other school districts within the county.
  - » Ensure Local Funding Formula dollars go to immigrant BIPOC youth, limited English learners, and enrolled unaccompanied youth in schools to support their educational success.
  - » Increase number of Dream Resource Centers and liaisons.
  - » Ensure that all summer jobs and workforce readiness programs include undocumented BIPOC youth.
- » School districts should direct additional funding to highest need schools to provide targeted supports for BIPOC students with an Individualized Educational Plan and city and county government should direct its housing and workforce development funding to provide the supports BIPOC students with disabilities.
    - » School districts should adopt specific index indicators (i.e. low-income students with disabilities) to identify highest need schools to direct additional funding toward to provide added targeted supports to BIPOC students with IEP's.
    - » Direct added funding toward professional development of all school staff to effectively support BIPOC students with IEP's and create inclusive learning environments.
    - » Direct added funding toward building parent/guardian capacity to help BIPOC families with special needs children navigate school systems effectively.
    - » Direct added funding to support foster BIPOC youth with an IEP to successfully graduate college ready.
    - » Direct funding to evaluate impact of efforts to make needed adjustments.
    - » City and County should focus on affordable housing and job opportunities for BIPOC youth with disabilities.
    - » City and County should work with employers to make sure they are hiring BIPOC with disabilities. ■

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# Endnotes

- i Adapted from Groundswell Fund Land Acknowledgement for NY Winter Briefing, which was adapted from a text written by Tufara Waller Muhammad and with contributions from the American Indian Community House (a non-profit organization that serves the needs of Native Americans living in New York City).
- ii Los Angeles County Department of Public Health, "Los Angeles County Health Survey (LACHS): Method Report," 2018, [https://publichealth.lacounty.gov/ha/docs/2018LACHS/Methodology/LACHS\\_2018\\_Methodology\\_Report\\_FIN.pdf](https://publichealth.lacounty.gov/ha/docs/2018LACHS/Methodology/LACHS_2018_Methodology_Report_FIN.pdf).
- iii CalSCHLS, "The Surveys: California Health Kids Survey (CHKS)," 2021, <https://calschls.org/about/the-surveys/#chks>.
- iv CalSCHLS, "About CalSCHLS," 2021, <https://calschls.org/about/>.
- v UCLA Center for Health Policy Research, "California Health Interview Survey: What is CHIS?," 2021, <https://healthpolicy.ucla.edu/chis/about/Pages/what-is-chis.aspx>.
- vi UCLA Center for Health Policy Research, "California Health Interview Survey: Who does CHIS interview?," 2021, <https://healthpolicy.ucla.edu/chis/about/Pages/who.aspx>.
- vii "California Health Interview Survey: CHIS 2019 County Sample Sizes by Age," 2021, ([https://healthpolicy.ucla.edu/chis/design/Documents/CHIS\\_2019\\_sample\\_size.pdf](https://healthpolicy.ucla.edu/chis/design/Documents/CHIS_2019_sample_size.pdf)).
- viii Lee, Matthew, Laura Kubzansky, and Tyler VanderWeele. *Measuring Well-Being: Interdisciplinary Perspectives from the Social Sciences and the Humanities* (Oxford University Press, forthcoming), Chapter 14. For more information on the Adolescent Flourishing Measure, visit <https://hfh.fas.harvard.edu/measuring-flourishing>.
- ix Cantril, Hadley. *The Pattern of Human Concerns* (Rutgers University Press: New Brunswick, NJ, 1965), Inchley J, Currie D, Budisavljevic S, Torsheim T, Jåstad A, Cosma A et al., editors. *Spotlight on adolescent health and wellbeing. Findings from the 2017/2018 Health Behaviour in School-aged Children (HBSC) survey in Europe and Canada. International report. Volume 2. Key data.* Copenhagen: WHO Regional Office for Europe; 2020. Licence: CC BY-NC-SA 3.0 IGO.
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- xii Huebner, E.S, Suldo, S.M., & Valois, R.F. "Psychometric Properties of Two Brief Measures of Children's Life Satisfaction: The Students' Life Satisfaction Scale (SLSS) and the Brief Multidimensional Students' Life Satisfaction Scale (BMSLSS)," prepared for the Indicators of Positive Development Conference. (2003).
- xiii KIDSCREEN GROUP, "KIDSCREEN-27 & KIDSCREEN-10 Index." Retrieved from <https://www.kidscreen.org/english/questionnaires/>.



- xiv** Huebner, E.S, Suldo, S.M., & Valois, R.F. "Measurement Instrument Database for the Social Sciences, Multidimensional Students' Life Satisfactor Scale (MSLSS) Long and Brief Form," (2003). <https://www.midss.org/content/multidimensional-students-life-satisfactor-scale-mslsslong-and-brief-form>.
- xv** University of Washington. "Informaton Sheet on the Youth Quality of Life (YQOL) Instruments," (2008), [http://depts.washington.edu/seaqol/docs/YQOL\\_Info.pdf](http://depts.washington.edu/seaqol/docs/YQOL_Info.pdf). For more informaton on the YQOL instrument, visit <http://depts.washington.edu/seaqol/YQOL-R>.
- xvi** For the full instrument, see Jeferies, McGarrigle, and Ungar (2018).
- xvii** The BMSLSS includes six simple items about each area of a youth's life. The queston format includes: "I would describe my satisfactor with my family/life/friendships/school experience/myself/where I live as...". Responses include a 7-point scale of Terrible to Delighted. The MSLSS could also be used but is a 40-item questionnaire.
- xviii** Zullig Keith J., E. Scot Huebner ES, Rich Gilman R, Jon M. Paton JM, and Karen A. Murray KA. "Validaton of the brief multidimensional students' life satisfactor scale among college students." *American Journal of Health Behavior* 29, no. 3 (2005): 206-214. *Am J Health Behav.* 2005 May-Jun;29(3):206-14. Doi: 10.5993/ajhb.29.3.2. PMID: 15899684.
- xix** The Los Angeles County Department of Public Health is able to conduct their own analysis on the LACHS data but partners with Abt Associates to conduct the survey.
- xx** Strategy adapted from the No Going Back L.A. Report from the Commitee for Greater L.A. (<https://nogoingback.la/thereport-executive-summary/>.)
- xxi** *Ibid.*
- xxii** *Ibid.*
- xxiii** Strategies for addressing BIPOC youth mental health and social isolaton resultng from the pandemic recommendaton are adapted from the Supporting a Nation in Crisis: Solutions for Local Leaders to Improve Mental Health and Well-Being During and Post-COVID-19 report by the de Beaumont Foundaton and The Well Being Trust (<https://debeaumont.org/wp-content/uploads/2020/08/mental-health-acton-guide.pdf>).
- xxiv** Strategy adapted from Overcoming the Distance: Promising Practces to Center Equity in Implementng Distance Learning report by Advancement Project California (<https://www.advancementprojectca.org/tools-weuse/publicatons/overcoming-the-distance-promising-practces-to-center-equity-in-implementng-distance-learning>).
- xxv** *Ibid.*
- xxvi** Strategy adapted from Every School. Every Community. Policy Platorm for the Future of Learning report by Partnership for the Future of Learning – California ([https://futureforlearning.org/wpcontent/uploads/2020/05/PolicyDemands\\_r6-1.pdf](https://futureforlearning.org/wpcontent/uploads/2020/05/PolicyDemands_r6-1.pdf)).
- xxvii** *Ibid.*
- xxviii** Strategy adapted from the No Going Back L.A. Report from the Commitee for Greater L.A. (<https://nogoingback.la/the-report-executive-summary/>).

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