Mission Impact Council Progress

Saint Paul Midway YMCA • September 22, 2016
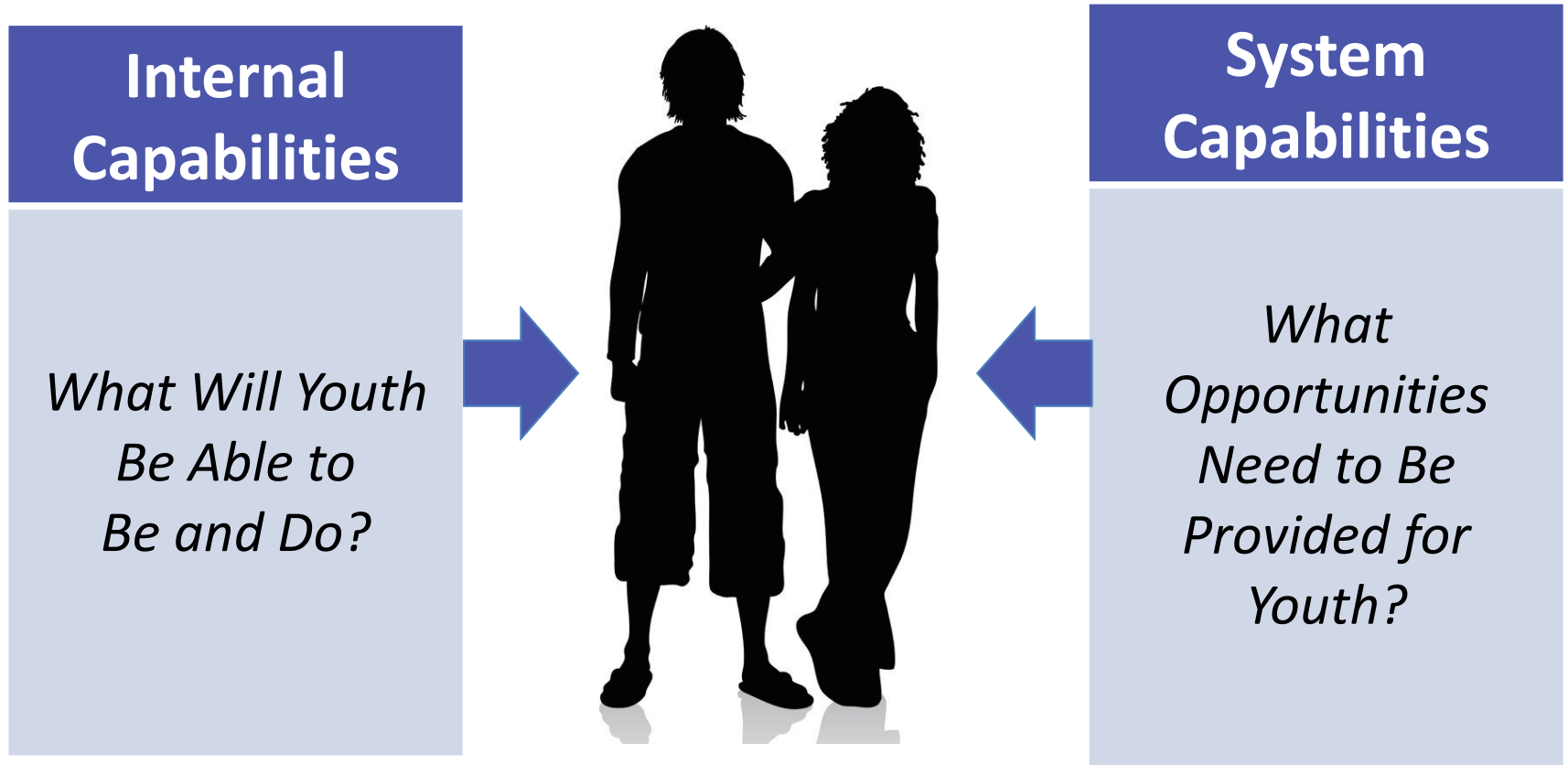
Mission Impact Council Focus

Common Agenda

"To increase opportunities and equity for 12 to 24-year-olds that result in young people thriving as socially responsible, culturally competent leaders and employees that will create a greater Twin Cities."

Three Key Outcomes

- EXTERNAL OPPORTUNITIES: Transforming our own organizations and systems to increase opportunity and equity for all urban and underserved youth;

- YOUTH CAPABILITIES: Building the six capabilities that will support youth to be socially responsible, culturally competent leaders and employees;

- TWIN CITIES' FUTURE: Creating a greater Twin Cities where all individuals and groups thrive.

The MIC Two-Sided Approach

Internal Capabilities

What Will Youth Be Able to Be and Do?

System Capabilities

What Opportunities Need to Be Provided for Youth?

Many youth are high capability and low opportunity!

Creating More External Opportunities for Underserved Youth
Social Responsibility Assessment

2b. MIC member organizations will be able to measure and grow their level of

social responsibility

Levers
for
Increasing Opportunity and Equity

Defining Social Responsibility

1. Mission
2. Partnerships
3. Inclusion
4. Authenticity
5. Empathy
6. Equity
7. Systems
8. Strengths
9. Family
10. Accountability

Equity

	0 Undeveloped	1 Starting to Develop	2 Somewhat Developed	3 Developed	4 Highly Developed	Responses
a. Self-Examination: *Does the organization rethink policies, hiring, programs, communications and practices to make sure they serve all cultural groups?*	4 9.1%	9 20.5%	14 31.8%	13 29.5%	4 9.1%	44
b. Organizational Risk Taking: *Is the organization comfortable challenging the status quo when faced with social injustices?*	8 18.6%	11 25.6%	12 27.9%	10 23.3%	2 4.7%	43
c. Resources: *Does the organization allocate resources to its role as an agent of change?*	5 11.6%	19 44.2%	10 23.3%	6 14.0%	3 7.0%	43

Sample

13. Equity

	0 Undeveloped	1 Starting to Develop	2 Somewhat Developed	3 Developed	4 Highly Developed	Total
a. Self-Examination: *Does the organization rethink policies, hiring, programs, communications and practices to make sure they serve all cultural groups?*						
Full-time Staff	2 7.1%	8 28.6%	11 39.3%	7 25%	0 0%	28 63.6%
Part-time or seasonal	0 0%	0 0%	0 0%	1 33.3%	2 66.7%	3 6.8%
Board of Directors	0 0%	0 0%	1 33.3%	1 33.3%	1 33.3%	3 6.8%
Non-employees	0 0%	0 0%	2 66.7%	1 33.3%	0 0%	3 6.8%
Other or did not answer	2 28.6%	1 14.3%	0 0%	3 42.9%	1 14.3%	7 15.9%
Total	4 9.1%	9 20.5%	14 31.8%	13 29.5%	4 9.1%	44 100%

Sample

Priorities for Action

Overall Rank	Item	Rank Distribution	Score	Total Respondents
1	**Family:** Strengthens each family's connections and capacity to produce a positive identity and outcomes for its children.		56	25
2	**Partnerships:** Develops partnerships with a wide range of organizations to create a greater impact than it could have done alone.		49	17
3	**Inclusion:** Engages the people it seeks to serve in facilitating transformative change in a community.		48	20
4	**Equity:** Fosters social justice locally and globally by working to eliminate disparities and discrimination that limit peoples' opportunities.		46	18
5	**Mission:** Communicates a clear message about its unique purpose for existing and how it benefits youth, families, communities, and the world.		39	12
6	**Strengths:** Honors and builds on the community's diverse talents, cultures, identities, worldviews, and histories.		34	14
7	**Empathy:** Seeks to understand how other people see the world, define their own needs, and view your organization.		33	12
8	**Authenticity:** "Walks the talk" by ensuring that its words, actions, resources, and relationships align with their vision, mission, and values.		33	14
9	**Accountability:** Evaluates the effectiveness of its work over time and are focused on both short and long-term impact.		29	15
10	**Systems:** Understands that long-term and sustainable change comes only from changing the systems that create and perpetuate social problems.		23	9

Creating More External Opportunities for Underserved Youth
Social Responsibility Assessment

Measuring and Growing Youth's Internal Capabilities
Search Institute Survey

Levers for Increasing Opportunity and Equity

MIC member organizations will be able to use assessments to measure and grow their youth's internal capabilities in youth development and leadership, cross-cultural competence, and employability.

MIC Six Core Youth Capabilities

Youth Development And Leadership

Cultural Competence

Employability

Leadership

Positive Cultural Identity

Sparks (Strengths)

Social Competence

Cross Cultural Competence

Growth Mindset

Developing Internal Capabilities

Six Capabilities

1. Civic Smart (Leadership)

2. People Smart (Social Competence)

3. Self Smart (Positive Identity)

4. Culture Smart (Cross-Cultural Competence)

5. Asset Smart (Strengths Finding)

6. Possibility Smart (Growth Mindset)

Other Variables

- Resilience

- Experience of Discrimination

- Experience of Stress

- School Engagement

- Program Quality

- Program Helpfulness

Search Youth Survey Interviews

Interview Participants

July: Interview five groups of 6-8 youth ranging from ages 13 to 20.

- Youthlink, Youthcare, YKMCA West St. Paul, and Brian Coyle Center.

- East African/Somali, Mexican, Black, Native American , Hmong and Mixed Race.

Interview Focus

Asked youth their thoughts on the six MIC capabilities:

- How do you experience these capabilities in your own life?
- What gets in the way of achieving these capabilities?

- What is this program doing to support you acquiring them?

Rating Draft Questions Today

	STRENGTHS-FINDING
SF1	I have interests and talents that I really enjoy spending my time on.
SF2	I try to learn more about my interests and talents.
SF3	I try to develop my interests and talents by practicing and working on them.
SF4	I know what I am good at.
SF5	I am confident I can do many different things well.

Rating Draft Questions Today

GROWTH MINDSET	
GM1	When something goes wrong, I figure out what to do next.
GM2	When something goes wrong I change my plan based on what I learned.
GM3	I believe it is OK to make mistakes when you are trying to learn new things or to improve.
GM4	I'm willing to try new things, even if I know I might struggle.
GM5	I learn from my mistakes.
GM6	I see failure as a chance to learn and get better.

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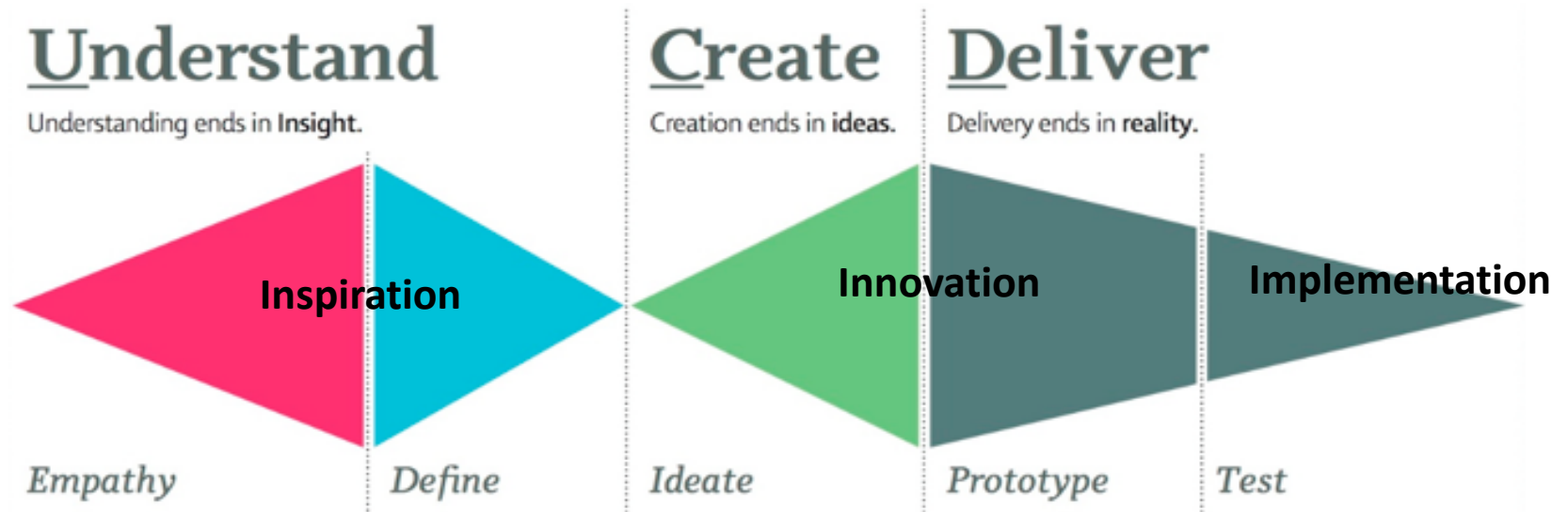Develop Innovative Solutions to Increasing Opportunity & Equity
Social Innovation Lab

3b. The MIC will create a Social Responsibility Innovation Lab where diverse groups of youth and adults convene to develop innovative solutions to increase opportunity and equity for youth development, cross-cultural competence, and

employability.

Six Purposes of an Innovation Lab

1. Mapping Opportunities

2. Brainstorming Innovations

3. Building Collaborative Capacity

4. Encouraging Networking

5. Expanding Skills

6. Generating Action

The Innovation Lab Design Process

Understand
Understanding ends in **Insight**.

Create
Creation ends in **ideas**.

Deliver
Delivery ends in **reality**.

Inspiration

Innovation

Implementation

Empathy   *Define*   *Ideate*   *Prototype*   *Test*

The Innovation Lab Focuses

Youth Development

Cross Cultural Competence

Innovation

Employability
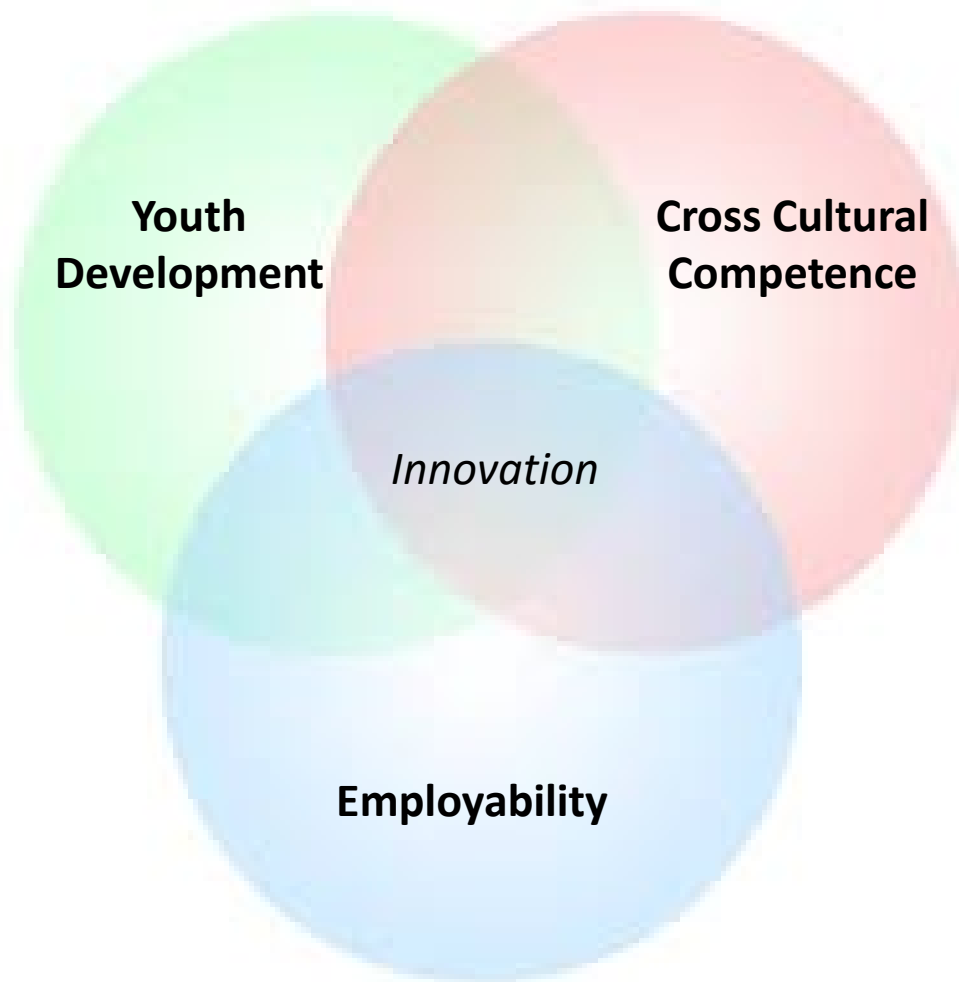
Looking to solve issues in these three areas that…

- Represent key needs identified by the community

- Require a collective impact (can't be solved by one organization)

- Address changing underlying systems (not just adding a program)

- Invite participants from different aspects of the community to work together

1. The Positive Youth Development Group

Priority Design Challenge: How might we strengthen Somali families?

Opportunity/ Need Statements

• Need to strengthen Intergenerational ties and cultural understanding *within* Somali families.

• Need to build strong relationships *with systems and organizations* to respect, respond to, and build the capacity of Somali families.

Because…..

Strong families are the key to strong youth and a strong community.

Systems Analysis of Gaps in Family Involvement
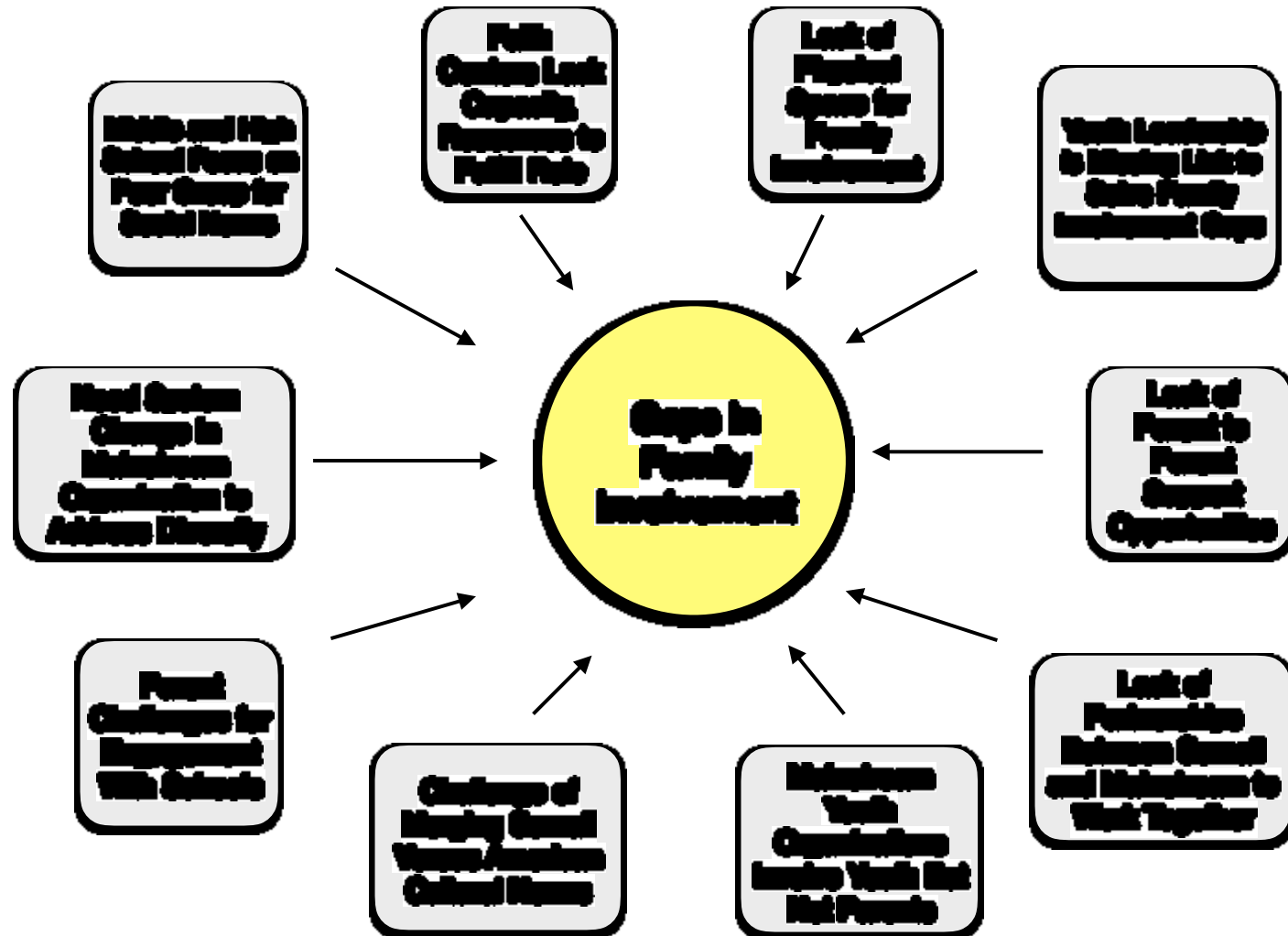
2. The Cross-Cultural Competence Group

Priority Design Challenge: How might we build greater intergenerational and cultural understanding?

Opportunity/ Need Statement: Need to build/find a Somali culturally specific space to provide a place to learn, meet, exercise, improve communication, and learn about our culture.

So as to…..

help close the intergenerational gap and build strong family relationships while keeping our youths out of trouble**.**

Systems Analysis of Gaps in Intergenerational and Cultural Understanding
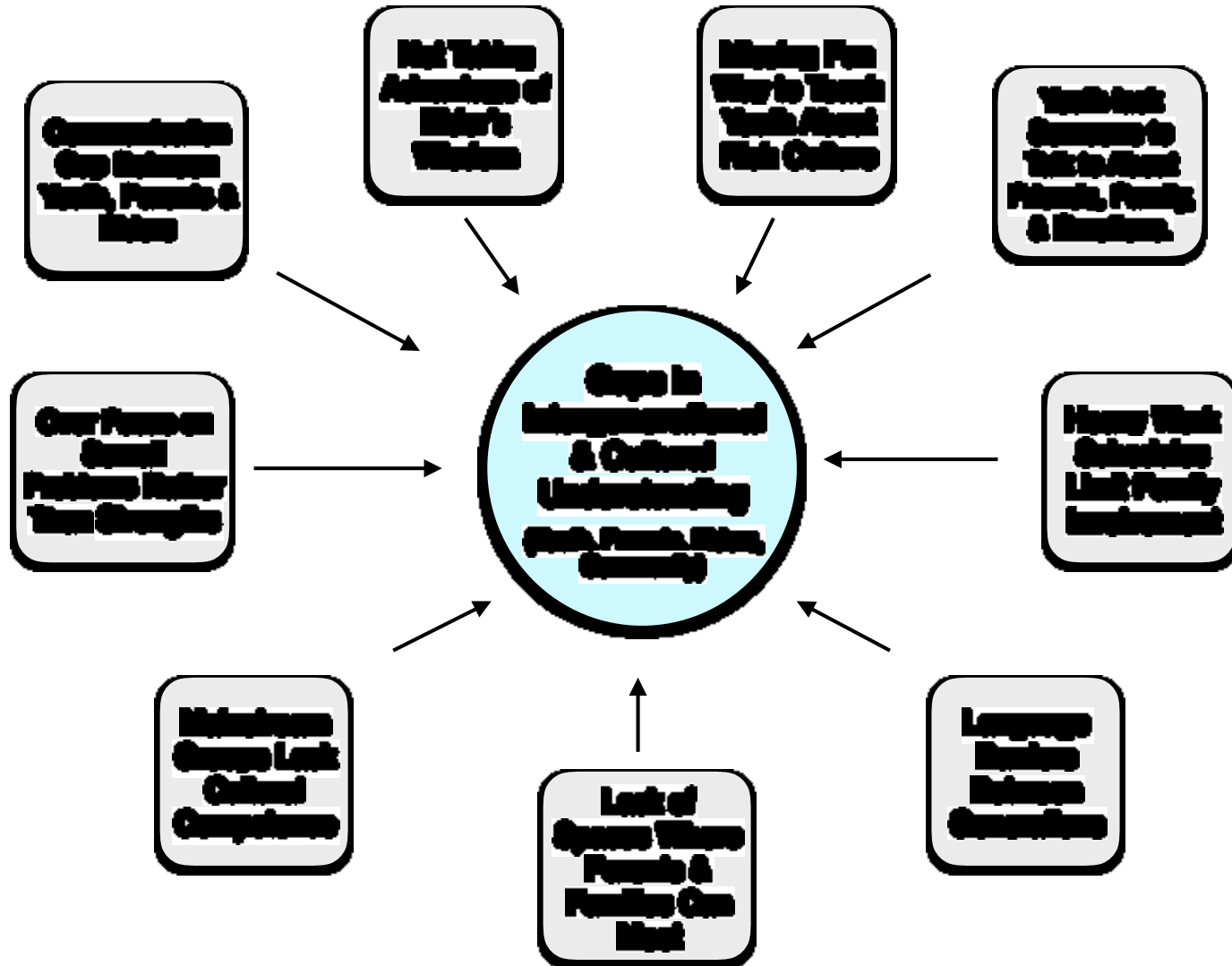
The Idea of Hubs Throughout the Twin Cities

Key: These may be spaces owned and operated by other organizations that are available to the Somali community (e.g. the Streefland YMCA Day Camp was used for an Eid celebration)

3. The Employability Design Group

Key Insights

- GEOGRAPHICAL CHALLENGE: Somali youth live in different places spread throughout the Twin Cities and region.

- ROLE MODEL CHALLENGE: It is not culturally "normal" to focus on these professional role models such as engineers, lawyers, etc. Historically the two types of role models have been only teachers and parents.

- SOCIAL NORM CHALLENGE: Social volunteerism is also not the "norm" – the professional role models don't necessarily have the mindset to "give back" or to volunteer for anything other than activities related to their faith

Priority Design Challenge: "How might we grow Somali youth employability?"

Opportunity/ Need Statement: Need to increase accessibility to professional Somali professional role models to Twin Cities Somali youth

So as to….

- See a path to employment possibility and success
- Have potential access to career paths, internships, and training
- Give hope about longer-term opportunities
- Create relationships for potential mentors
- Set a new "norm" or expectation

Systems Analysis of Gaps in Somali Youth Employability
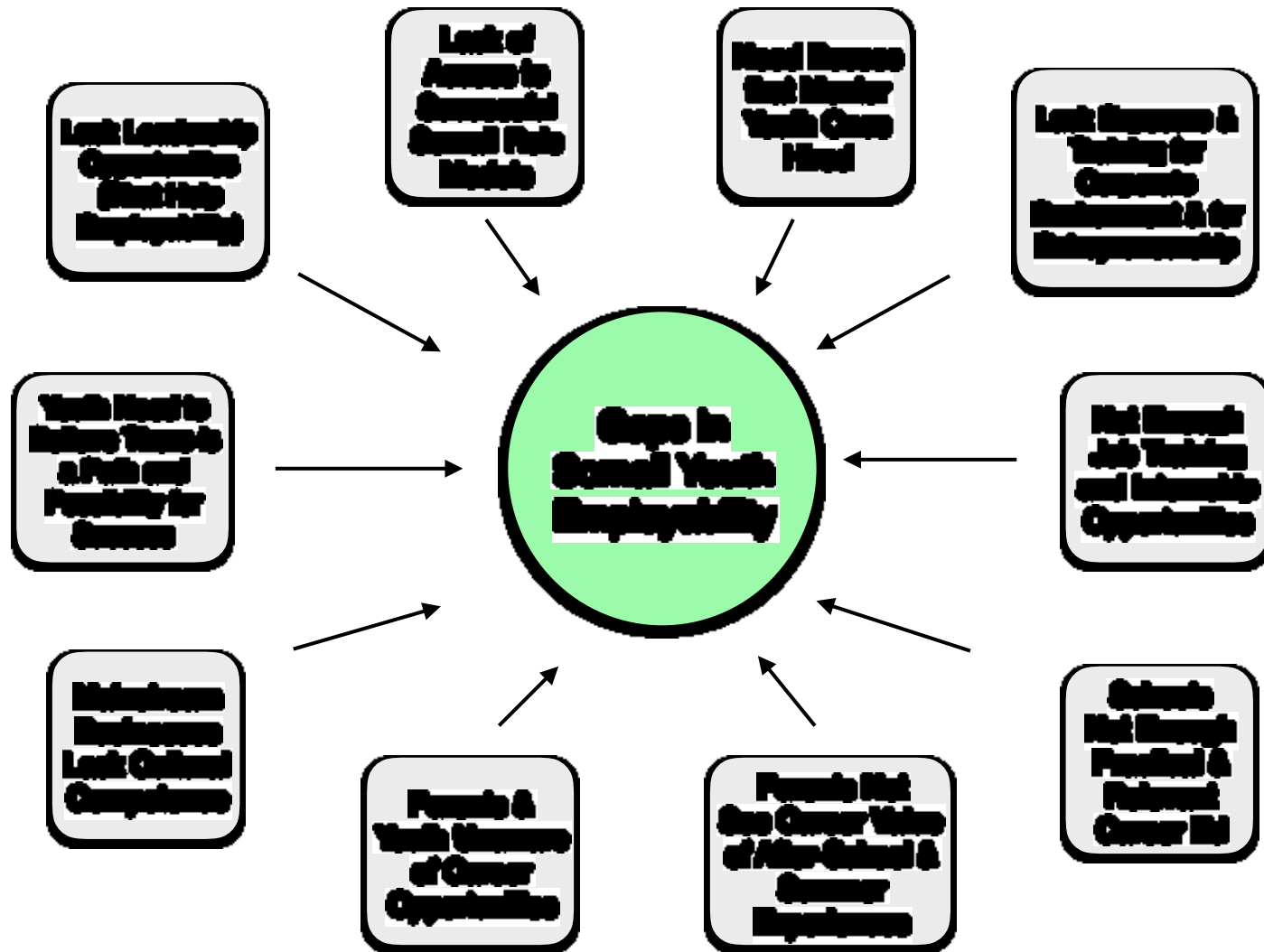
3 ideas into **1**

The Three Design Groups

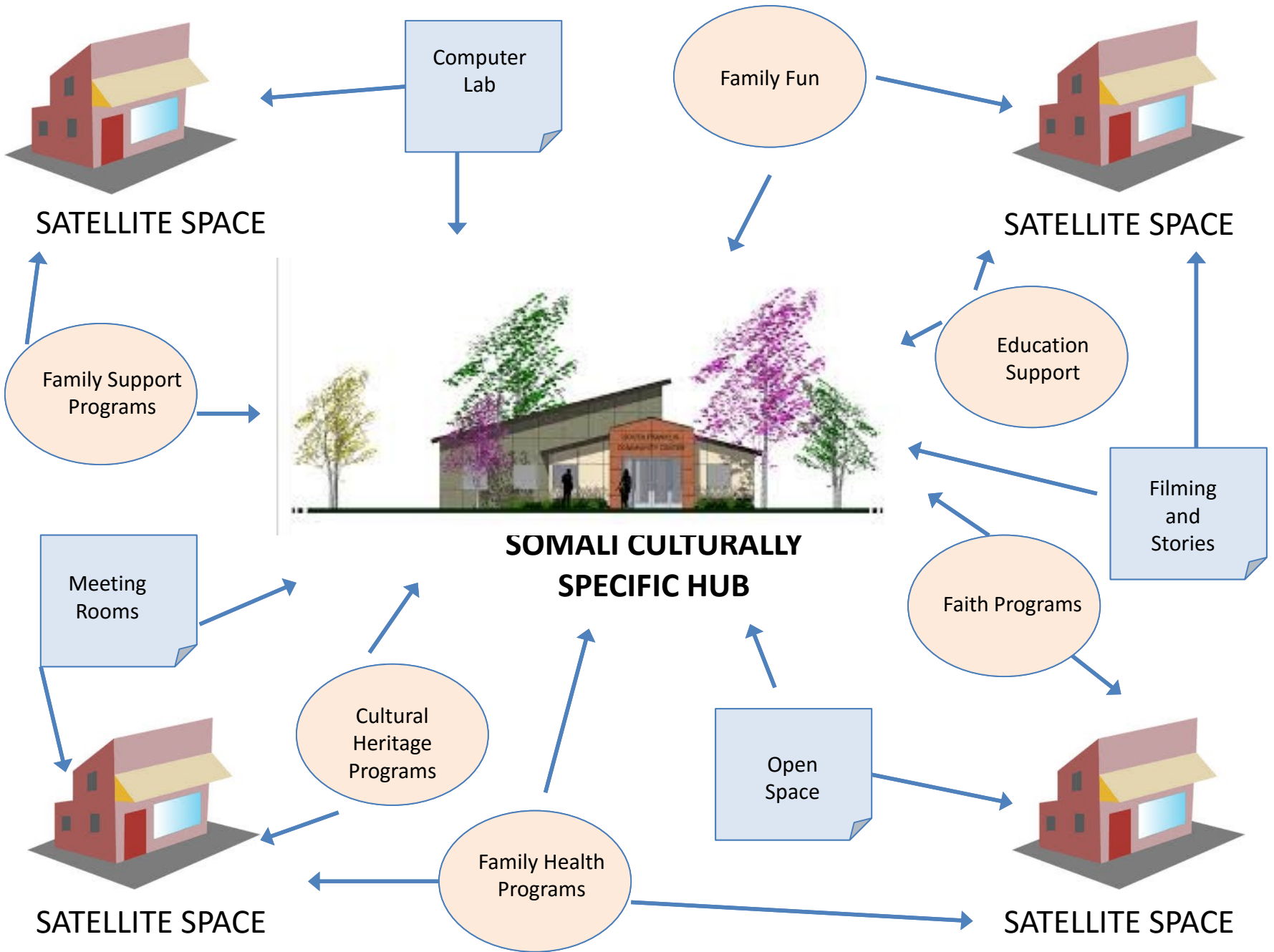Strengthen Families

Create a Somali Cultural-Specific Space

Engage Somali Professionals with Youth

Final Recommendation

Create or find a dedicated, Somali-specific building that would house staff and dedicated programs to benefit Somali youth and families; and to hold these same programs at various satellite spaces throughout the Twin Cities. Program examples might include:

- Strengthening intergenerational ties and cultural understanding within Somali families;

- Building strong relationships with systems and organizations to respect, respond to, and build the capacity of Somali families;

- Connecting Somali professional role models and Somali youth to increase employability;

- Offering appropriate exercise opportunities;

- Support Cultural heritage

SATELLITE SPACE

Computer Lab

Family Fun

SATELLITE SPACE

Family Support Programs

Education Support

Filming and Stories

SOMALI CULTURALLY SPECIFIC HUB

Meeting Rooms

Cultural Heritage Programs

Faith Programs

Open Space

SATELLITE SPACE

Family Health Programs

SATELLITE SPACE

Easy Wins: Next 6 Months

August 2016 through January 2017

Moderately Hard: 6-12 Months

February, 2016 through July, 2017

Longer Term Efforts: 12-24 Months

August, 2017 to August 2018

dialog
STUDIOS

YMCA: Mission Impact Council

The Mission Impact Council (MIC) works together to increase equity and opportunity for Twin Cities youth ages 12-24 through leadership, cultural competence and employment opportunities. Thirty Twin Cities organizations provide representatives on the MIC—including the YMCA , United Way, Impact Lives, Youthprise, and more.

Currently, the MIC is represented online with a small website, and a page on the YMCA site. Moving forward, the MIC would like to:

- Inform the community about the MIC, including:
  - Providing basic information about the MIC (purpose, activities, etc.)
  - Highlighting available data
- Keep current MIC members up-to-date on what's happening, including:
  - Archiving meeting materials
  - Providing access to data, resources, and a shared talking points about the MIC
- Inspire people to take action, including:
  - Helping people participate in the grant opportunities available through the MIC
  - Facilitating online donations
  - Using resources produced and curated by the MIC to further the work they are already doing

Levers for Increasing Opportunity and Equity

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Develop Innovative Solutions to Increasing Opportunity & Equity
Social Innovation Lab

Collaboration
Fund Grantee Equity Work
Pool Strengths

Develop Communications Plan to Advance the Common Agenda
Web Site Development

How Might the MIC Engage in Mutually Beneficial Activities?

Score	Activity	Actions?
7,1	**YOUTH CONNECTIONS:** Opportunities for My Youth to Connect With Youth from Diverse Organizations & Communities	
6.8	**COMMUNICATION:** Opportunities for Individual MIC Members to "Tell Their Story" to a Broader Audience	
6.7	**SITE VISITS:** Opportunities for Site Visits to Learn From Each Other About Fulfilling the Common Agenda	*Spring Voting*
6.6	**PROFESSIONAL CAPACITY BUILDING:** Opportunities to Participate in Capacity Building/ Professional Development Around Topics Related to the Common Agenda	
5.7	**METRICS:** Opportunity to have your organization's youth take the Search Institute survey to assess the six capabilities and other measures. See and build on the strengths and gaps in reaching the Common Agenda.	

Critical Friends Groups Today

Introduction
- Quick Description of Organization
- What is the Grant Project?
- Who are the Beneficiaries?
- Who are Your Partners in This Project (if any)?

Issue Focus
- What is the problem you want to solve?
- Why is this a problem? What is its impact?
- What are you already doing to solve this problem?
- What is Already Working? What are you proud of?

Group Problem Solving

- What would you like to accomplish that seems beyond your grasp right now?

- What are the biggest challenges that you are having to overcome?

- What would you like your group to help you solve?