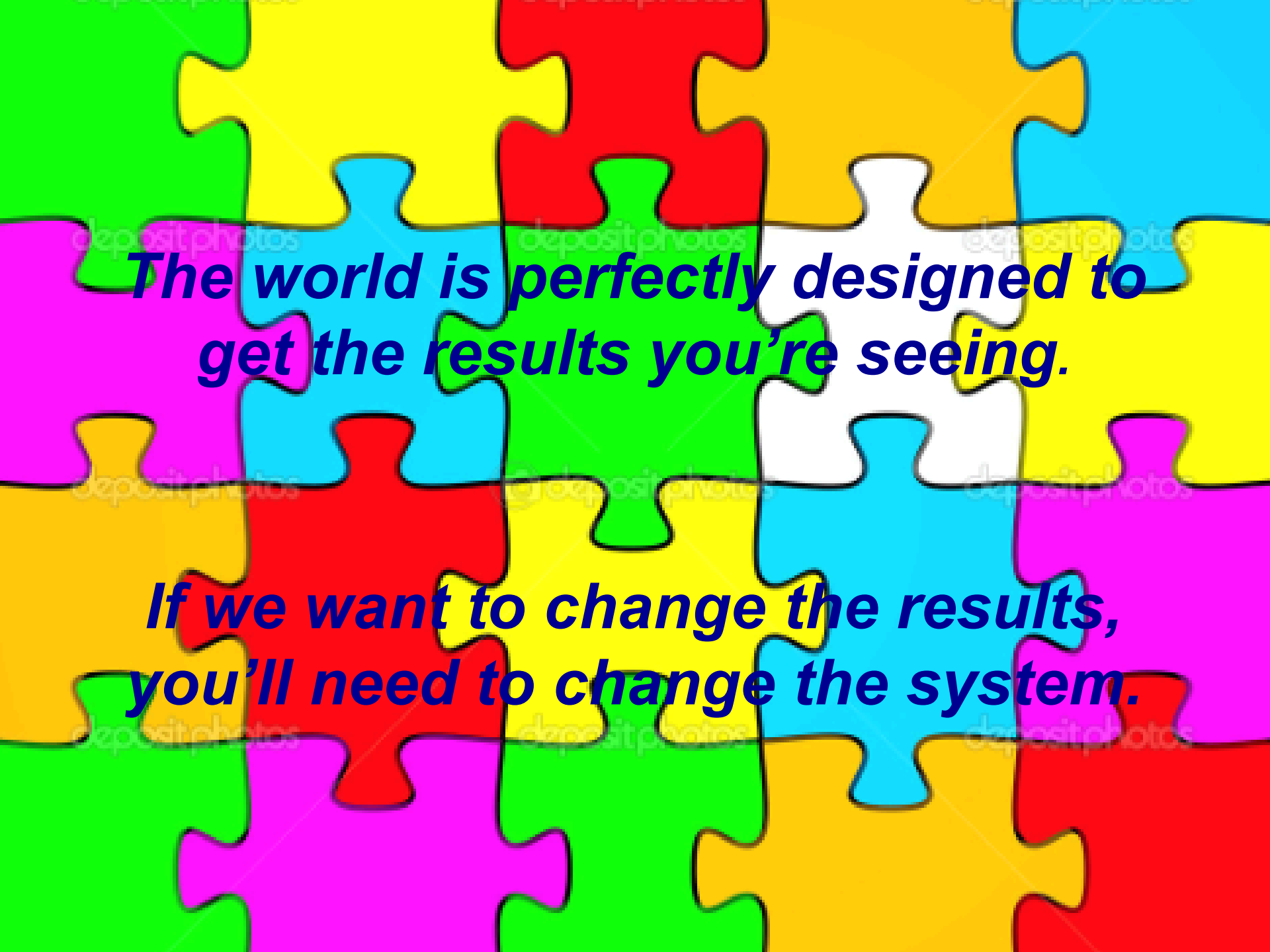
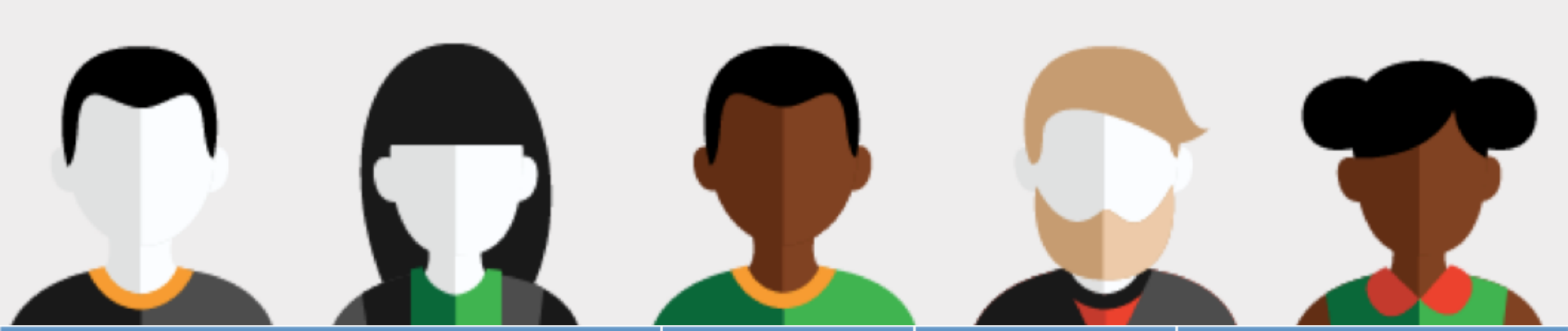
Mission Impact Council Overview

Youthprise • May 8, 2017


The world is perfectly designed to get the results you're seeing.
If we want to change the results, you'll need to change the system.

A Story Not Only of Diversity but Disparity



Measure	White, Non-Latino	Persons of Color	Rank of Disparity Among 25 Largest Metro Areas
High School Graduation (% of population age 25+ with a high school diploma)	96%	78%	3
Employment Percentage of civilian working-age population that is employed	79%	65%	1
Above Poverty Line Percentage above poverty threshold	94%	74%	1
Income Per capita income	$37,943	$18,078	4
Home Ownership Percentage of householders who own their homes.	76%	37%	1

Source: Metropolitan Council Thrive MSP 2040 Report, p. 40

"Many Youth are High Capability but Low Opportunity." Wokie Weah

Eight Ways the Mission Impact Council Seeks to Increase Opportunity & Equity for Twin Cities Youth

#1. Diversify And Deepen Community Partnerships & Collaboration

The Mission Impact Council convenes diverse organizations to work together for positive social change through developing innovative and community-based solutions that change life opportunities for the Twin Cities urban core and underserved.

Three Mission Impact Co-Founders/ Co-Chairs

youthprise
Accelerating Leadership and Innovation Beyond the Classroom

Brings an authentic focus on social justice, grassroots change and funding.

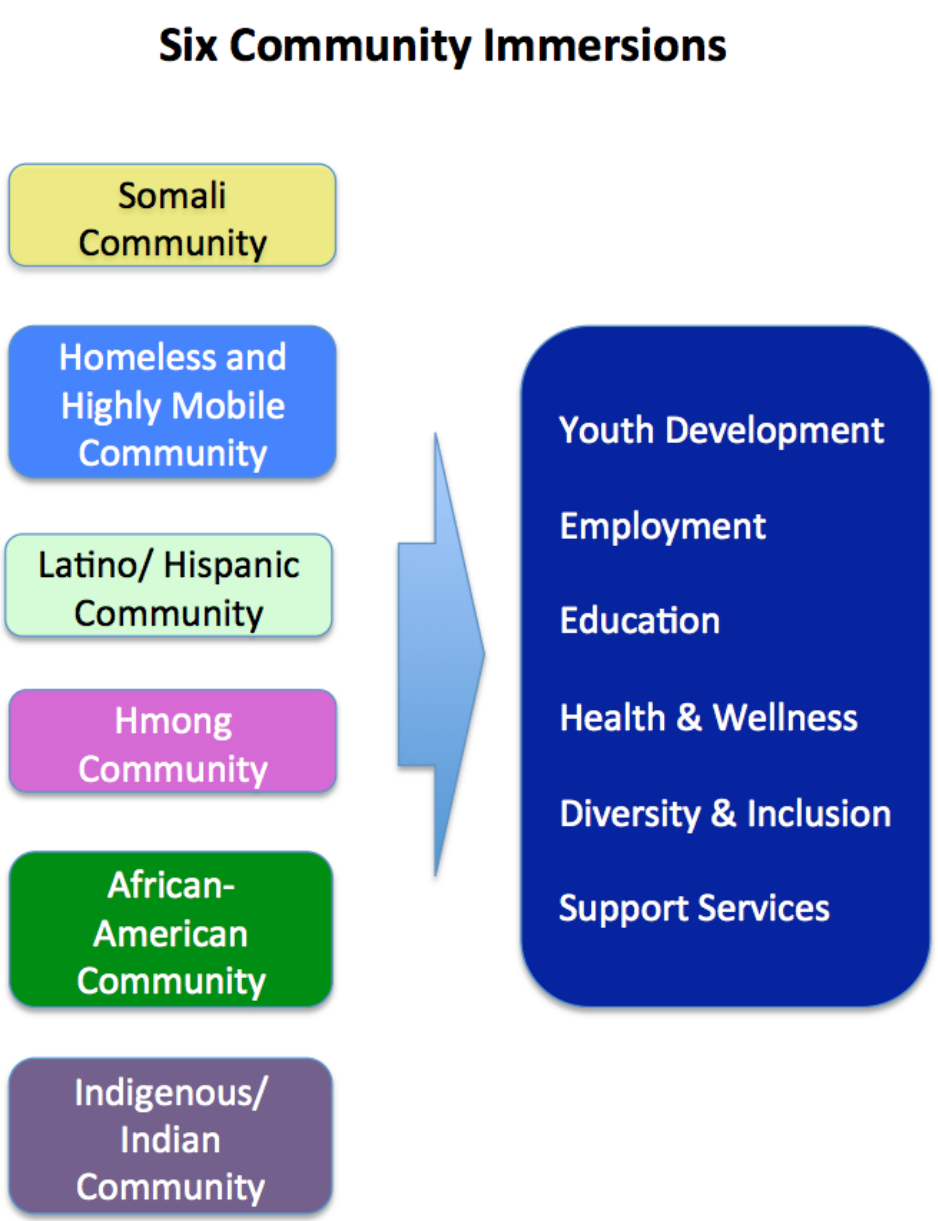
United Way
Greater Twin Cities United Way

Brings credibility, visibility and passion for the work.

the YMCA

Brings top-level support and a collective footprint throughout the greater Twin Cities (22 branches and 6 camps).

#2. Amplify Community Voices



Documenting Issues, Opportunities & Insights

Somali Employability Opportunities

How can the Mission Impact Council Act as a Supportive Ally?

	Issue	Opportunity	Insights
Access	**Program Availability**	Need more viable opportunities for job training.	Many adults are unaware of options.
Access	**Funding**	More funding for youth jobs—hands-on opportunities that will give them transferable skills.	Employability starts early and youth need work experiences to understand careers.
Access	**Employ Mid-Level**	Create more opportunities for jobs for mid-level & older adults.	Adult employment is a bridge to youth employment.
Access	**Role Models**	Youth need exposure to successful EA adults from diverse professions (their parents may not know language).	Need to find out about diverse jobs and know East Africans that have become successful.
Access	**EA Pipeline to School Jobs**	Provide opportunities for EA adults to start as school "paras" and become teachers.	Youth need people they can identify with in the system to support their education and eventual careers.
Quality	**Aspriations**	Youth need to believe there is a path and a possibility for success & that they know their passion.	Need to believe they can overcome poverty and economic oppression to become all they can be.
Quality	**Drop-Out Outreach**	Need program for students that have not finished high school and posses few skills.	Not a clear path for these youth to succeed in jobs and life.
Quality	**Practical Education**	Need schools to provide more practical and relevant education that prepares youth for job market.	Want schools to integrate more career education and experiences into curriculum (including service-learning).
Quality	**Outreach**	Institutions offen hire young, smart EAs to do outreach but may not have experience & skills	Mid-level people that possess extensive networks sometimes forgotten or overlooked.
Purpose	**Parents**	Support parent knowledge and access to technology so they can help their children's future	Many parents have no or limited knowledge and access to technology that is critical for jobs.
Purpose	**Leadership Courses**	Offer more leadership training (e.g. self-initiative, problem-solving, creativity) as key to jobs	Enroll youth and emphasize that leadership programs are career preparation opportunities.
Purpose	**Entrepreneurship Education**	Support education for and exposure to entrepreneurship (a strength of this community).	Entrepreneurship is a global option for people that find obstacles to accessing the job market.

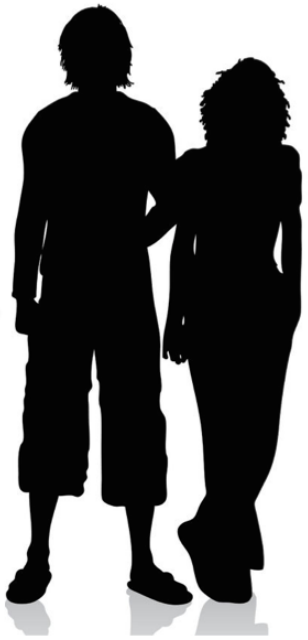
Mission Impact Council, March, 2015

#3. Build a Common Agenda for Opportunity & Equity

#4. Provide New Tools/ Metrics for Organizations to Assess Their Impact on Youth

Internal Capabilities

What Will Youth Be Able to Be and Do?



Goals for Youth-Serving Organizations

Youth Leadership

Youth develop the leadership and social competence to both shape their own lives and to make a difference in their own communities.

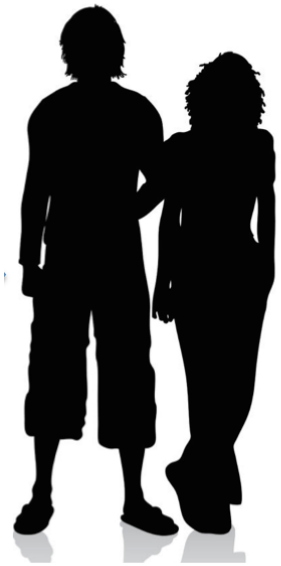
Cross-Cultural Competence

Youth possess both a strong positive identity and the ability to interact effectively with people from diverse cultures.

Employability

Youth identify, nurture, and apply their unique passions, strengths and self-confidence to build a foundation for career success.

#5. Support and Spread Organizational Social Responsibility



System Capabilities

What Opportunities Will Need to Be Provided for Youth?

10 Characteristics of a Socially Responsible Organization

Mission	Provides an inspiring message for how it serves the world.
Partnerships	Works collaboratively for more comprehensive change.
Inclusion	Increases access and voice for people it seeks to serve.
Authenticity	"Walks the talk."
Empathy	Understands how other people see the world.
Equity	Eliminates disparities and discrimination that deny opportunity.
Systems	Works to change systems for long-term and sustainable change.
Strengths	Honors and builds on community's diverse talents and cultures.
Family	Strengthens family's capacity and connectedness so all thrive.
Accountability	Assesses short-term and long-term effectiveness.

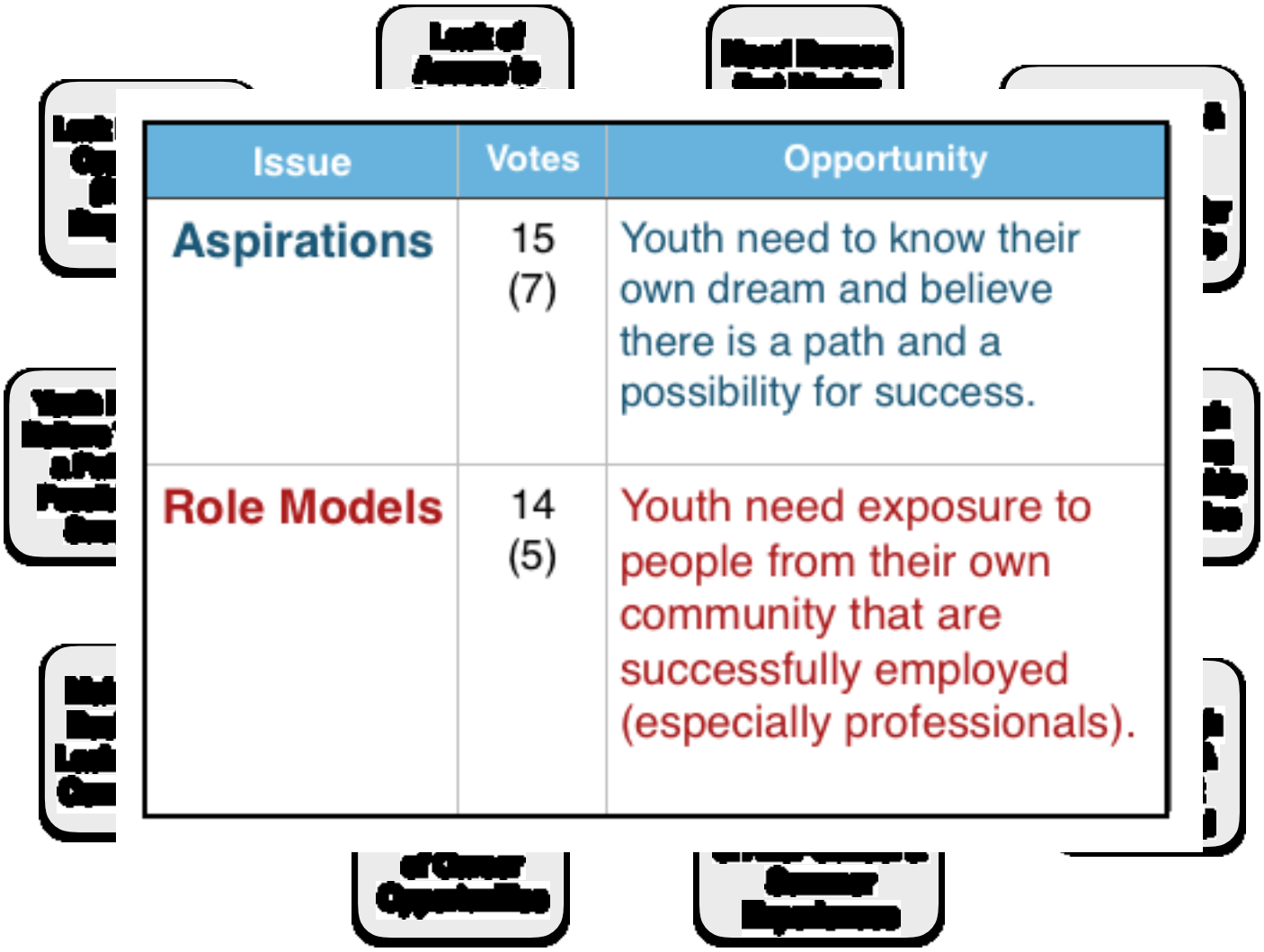
Sample Organizational Data: "Authenticity"

Is your organization developed in the following areas:	African-Americans	Non-African Americans
Actions Versus Words: Does the organization align its actions with its stated mission and vision?	58%	**75%**
Resources: Does the organization allocate resources to increase opportunity and equity	45%	**63%**
Integrity: Does the organization stand up for its core values even when it is difficult?	55%	**78%**
Trust: Does the organization enjoy the trust of diverse communities?	58%	56%
Transparency: Is the organization honest with itself about both its progress and its challenges?	48%	**58%**

#6. Deepen Organization's Innovative Capacity

Create an I-Lab that serves as a hub where diverse groups of youth and adults convene to develop solutions to increase opportunity and equity around youth development, cross-cultural competence, and employability.

Gaps in Somali Youth Employability: A System Analysis



Issue	Votes	Opportunity
Aspirations	15 (7)	Youth need to know their own dream and believe there is a path and a possibility for success.
Role Models	14 (5)	Youth need exposure to people from their own community that are successfully employed (especially professionals).

Sample: Somali Employability Design Group

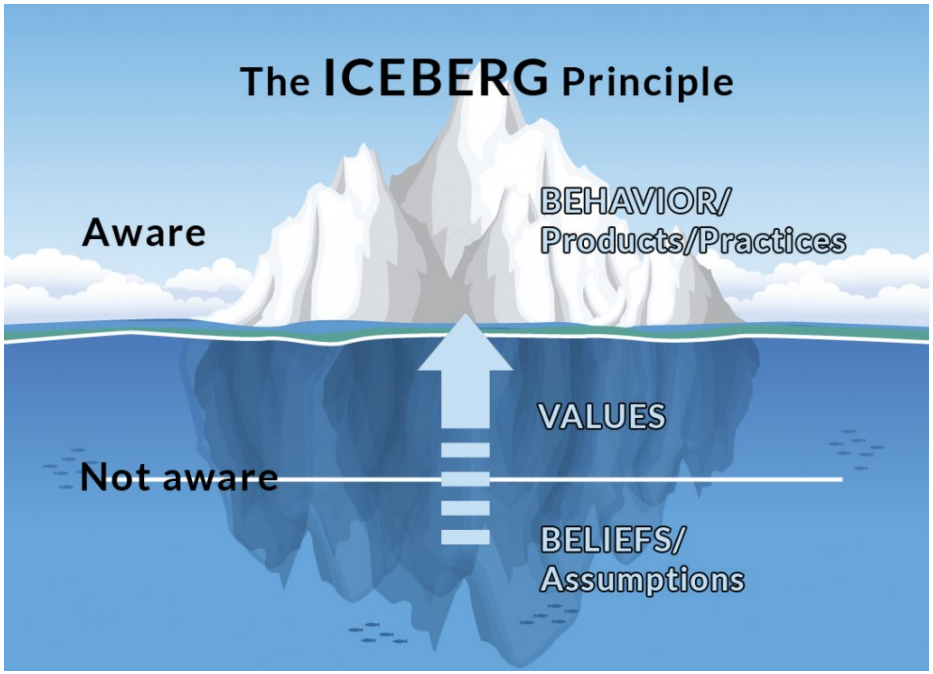
Design Challenge: "How might we grow Somali youth employability?"

Opportunity/ Need Statement: Twin Cities Somali youth need to increase accessibility to and learning from professional Somali professional role models

So as to….

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

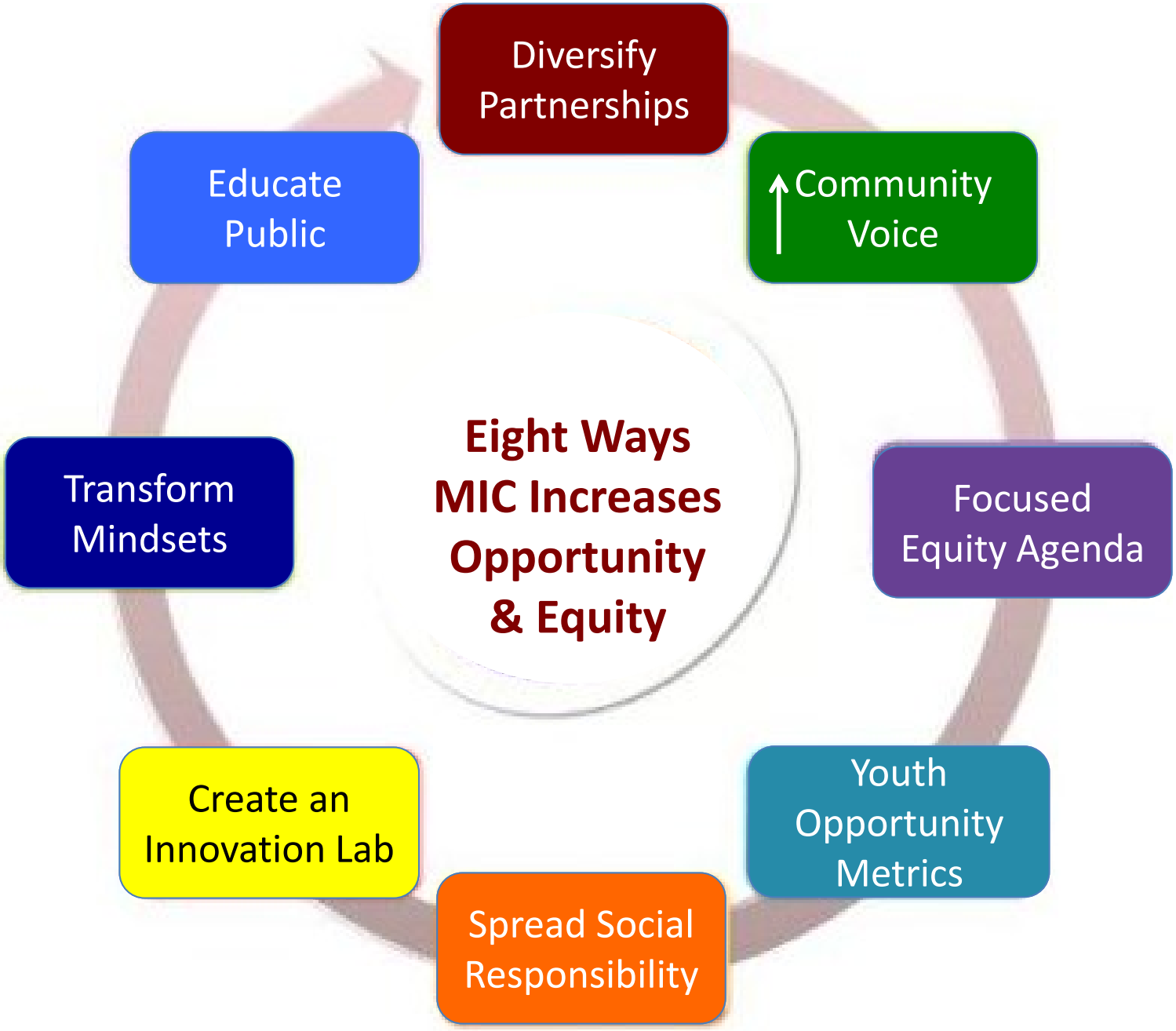
#7. Changing Mindsets



Mindshifts Represent Deep Change

From Leadership Myths	To Leadership Mindsets
Leaders are born.	Leaders are made.
Leadership is a position.	Leadership is a choice (nobody need appoint you).
Leadership is about big decisions.	There are daily opportunities for leadership.
You need to be famous and powerful to be a leader.	I see myself as a leader.

#8. Utilize Public Education to Advance Understanding of Diverse Communities' Strengths/ Gaps


Diversify Partnerships
Community Voice
Focused Equity Agenda
Youth Opportunity Metrics
Spread Social Responsibility
Create an Innovation Lab
Transform Mindsets
Educate Public
Eight Ways MIC Increases Opportunity & Equity

A Greater Twin Cities
Lindstrom--Chisago City, MN
Monticello--Big Lake, MN
Elk River, MN
Forest Lake, MN
St. Michael, MN
Buffalo, MN
ANOKA
WASHINGTON
New Richmond, WI
White Bear Lake
Delano--Rockford, MN
HENNEPIN
RAMSEY
Stillwater, MN
MINNEAPOLIS
SAINT PAUL
Hudson, WI
Lake Minnetonka
BLOOMINGTON
River Falls, WI
CARVER
Minnesota River
Norwood Young America, MN
Mississippi River
Wisconsin
Minnesota
DAKOTA
SCOTT
Belle Plaine, MN
Red Wing, MN
New Prague, MN
Cannon Falls, MN
Northfield, MN