

Northeastern University



MARCH 29-30, 2024











### WELCOME!

# INEQUITY IS THE LEADING PROBLEM OF OUR TIME. COMMUNITY WISDOM + PUBLIC POLICY + ACTION IS A SOLUTION.

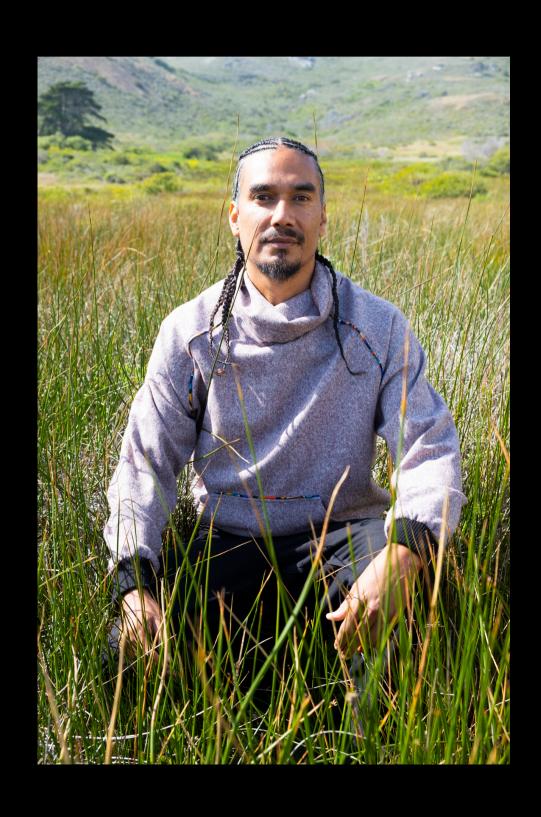
"If you want to go fast, go alone; but if you want to go far, go together." – African Proverb

In the work many of us do, we often forge ahead in our individual silos. Local policy leaders and community-based organizations often lack rigorous data and analysis about which policies, strategies are investments are most effective, while academics often lack context and fail to apply their expertise to the most pressing social issues, creating a gap between knowledge and practice. Community to Community (C2C) Impact Engine was born out of the belief that we are stronger, and can go farther when we take the time to work together in authentic partnerships. We are guided by the belief that by building trust, listening to each other's stories, and centering the wisdom of communities that we can achieve greater social impact and bridge the gaps between academia, community members, and policymakers to forward solutions that are both systemic and equitable. C2C hopes our "Engage, Think, and Do" model offers a pathway for the university to be a contribution and asset to our communities. We invite your ideas, your passion, and your partnership to help bring this vision to fruition.

# PROGRAM OVERVIEW

8:00 am	Breakfast/Networking
9:00 am	Welcome + Opening Remarks
9:30 am	Keynote: Nwamaka Agbo, Director, Kataly Foundation;
	Fireside Chat with Alfredo Matthews III, ESO Ventures
10:10 am	Mindful Moment, Black to Yoga
10:15 am	Panel 1: Youth + Opportunity: Expanding Summer Youth Employment Programs
11:30 am	Panel 2: Equity, Entrepreneurship + Al: Ensuring Educational Pathways to Prosperity
12:45 pm	Networking Lunch
1:50 pm	Mindful Moment, Black to Yoga
2:00 pm	Panel 3: Climate Equity + Jobs
3:15 pm	Panel 4: Housing + Workforce Development: Intersectional Strategies
4:30 pm	Performance by Oakland Youth Poet Laureate Nairobi Barnes

# LAND HONORING + WELCOME



Ras K'dee is a Native California Pomo/African musician, community educator, lyricist, producer, & lead vocalist/keyboardist for Bay Areabased world hip-hop ensemble, Audiopharmacy. K'dee invokes the songs and dances from traditional ceremonies of his native people, and tells stories of resistance, healing, community & empowerment. He is the founder of The NEST Community Arts Center, an Indigenous led, sustainably-built hub for all artists. In 2003, K'dee co-founded (and is the current director) of a Native youth media organization Seventh Native American Generation (SNAG) whose annual publication features the art, photos, music and writing of Indigenous Youth. K'dee leads summer workshops with Youth and is a producer and occasional co-host of the radio program "Bay Native Circle" on 94.1 FM in Northern California.

Latest music:

https://ffm.to/listentoya

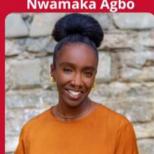
https://ffm.to/nutrients

### KEY NOTE + FIRESIDE CHAT:

RESTORATIVE ECONOMICS: EXPANDING INNOVATIVE INVESTMENT TOWARD COLLECTIVE STEWARDSHIP, OWNERSHIP, AND GOVERNANCE







#### CEO, Kataly Foundation; Managing **Director, Restorative Economies Fund**

Kataly Foundation moves resources to support the economic, political, & cultural power of Black & Indigenous communities, and all communities of color. By transforming our relationship to capital, the planet, & each other, we will redistribute & redefine wealth in a way that leads to transformation, abundance, and regeneration.



#### Co-Founder & Partner, ESO Ventures

ESO provides Black and Brown communities with the confidence, competence, and capital to take their early-stage business idea to the next level through investment, commitment, entrepreneurship, and networks. Based in East Oakland, we're addressing economic, racial, and gender gaps for entrepreneurs.















We launch this conference with the wisdom and innovative frameworks currently being put into action by Nwamaka Agbo and her team at **Kataly Foundation** and her work as managing director of the Restorative Economies Fund. In conversation with Alfredo Mathew III, Co-founder of ESO Ventures, Agbo will share about the fund's investments which are building new economic models to support community ownership, governance, and collective asset management at the grassroots level -- models which account for externalities not commonly accounted for in traditional economics. With a focus on the entrepreneurial ecosystem in East Oakland and other underinvested communities in the Bay Area, Alfredo brings the perspective of the critical need for capital access to small businesses and community based economic development. This opening session will help frame the day by exploring pathways to an Asset Based Community Development model for the City of Oakland, focused on regeneration, shared prosperity, reconciliation and repair.

#### YOUTH + OPPORTUNITY: EXPANDING SUMMER YOUTH EMPLOYMENT















Robust summer youth employment programs are held up across cities as an investment with exponential benefits. C2C Director Dr. Alicia Modestino's decade of engaged research shows that supervised work experiences improve high-school graduation rates and boost students' employability, and family finances. With benefits that last beyond the summer, youth jobs programs have a crucial role to play to shift economic disparity and build community wellness. Young people who have access to purposeful activities during the summer develop skills, and build strength and confidence. Meaningful paid earn-and-learn programs also provide extra income to support young people and families. With limited unrestricted funding sources, cities often choose quantity over quality, and federal dollars limit wages and fail to pay for the cost of administration and the full scope of needs, including transportation, health services, and housing. Oakland needs innovative investments and policies so that every youth can participate and be successful. The work to break down silos and deepen partnerships between city departments, providers, and industry is growing.

#### YOUTH + OPPORTUNITY: EXPANDING SUMMER YOUTH EMPLOYMENT

Today's panel is facilitated by <u>Sofia Navarro</u>, Interim Director of the City of Oakland's Economic and Workforce Development Department, is working to build bridges between city departments and innovative approaches to investment with the Oakland Workforce Development Board, and service providers.

<u>Quinallison Dovey</u> is the Youth Program Analyst at the <u>Oakland Workforce Development Board</u>, As a child of Oakland's Fruitvale neighborhood, she understands firsthand the need to both expand and deepen services to address systemic challenges and create more access. By collaborating with the OFCY and dozens of providers she supports recipients navigate complex state regulations.

Nicholas Brown serves as the Youth Program Supervisor at <u>Lao Family Community Development</u>, which serves hundreds of young people in summer youth programs and provides wrap around supports through a multi-partner, integrated care model to address homelessness and other economic barriers.

Ximena Montes, serves as Associate Director of Youth Services at <u>The Unity Council</u>. Their youth Career Services offer case management, resume development, paid job readiness trainings and paid internships. The Unity Council has served generations of youth and adults through their housing, early childhood, small business, and other integral programs.

<u>Selena Wilson</u> is the CEO of <u>East Oakland Youth Development Center</u>, which has served youth from systemically marginalized Black and Brown communities for more than three decades. EOYDC's Project JOY (Job Opportunities for Youth) program delivers comprehensive employment readiness and support services to youth ages 14-24. Their model honors children who are survivors of trauma and builds trust and confidence to develop successful adults, who often come back to serve as leaders at EOYDC.

#### EQUITY, ENTREPRENEURSHIP + AI: ENSURING PATHWAYS TO PROSPERITY















Today's panel looks at the intersections between Al/technology, entrepreneurship, and their social equity implications. The work to ensure equitable and inclusive access to STEM/STEAM education and exposure to career pathways in related industries continues to be critical to creating a fair, inclusive and thriving economy. For every new industry, communities that have been historically underestimated and therefore underrepresented have had to carve out inroads and opportunity. In recent research, Dr. Joy Buolamwini of the Algorithmic Justice League has revealed the depth of bias and error generated by AI tools across companies. For our future wellbeing, humanics, and gender and racial justice must be prioritized in tech design, education pathways, and career opportunities – as humans from all lived experiences must be at the center of these fast-paced industries that range from traditional machine learning to advanced creative applications that require both caution and engaged optimism.

Today's panelists work in diverse, overlapping sectors and roles that touch technology, education, access, and business. Facilitator, <u>Carrie Maultsby-Lute</u>, is a longtime Oaklander, higher ed educator, DEI and marketing professional, and community bridge-builder serving as <u>Northeastern University Oakland's</u> Head of Partnerships building experiential educational opportunities with local industry.

#### EQUITY, ENTREPRENEURSHIP + AI: ENSURING PATHWAYS TO PROSPERITY

Ahmed Ali Bob serves as the Chair of the Oakland Workforce Development Board and as the Global Social Impact Lead of Block, Inc., committed to creating tools to serve the financial and technical needs of small businesses and creative entrepreneurs. Ahmed started as a community health advocate, helping victims of gun violence move forward in a positive way. Ahmed led the opening of the Square office in Oakland and supports entrepreneurs, artists, and nonprofits to participate in the local economy and community development.

An Oakland, CA native, <u>Benjamin Wanzo</u> is a founding partner at ESO Ventures. He earned a BA in Applied Mathematics from the University of California, Berkeley and an MBA from Stanford University Graduate School of Business. As a small business owner, Ben founded TeachBar, Inc., a social impact company that ensured people of all walks of life accomplished academic and career goals. Ben has worked in tech and management consulting at McKinsey & Earney Co. and is also a professor of business, teaching entrepreneurship, small business management, and digital marketing.

<u>Dr. Christie Chung</u>, senior academic leader, longtime professor, researcher, and executive director of <u>The Mills Institute</u> is leading efforts to advance gender and racial justice through transformative programming, research and partnerships. She has served as Associate Provost, Associate Dean, and many other key Chair and leadership positions at both R1 university and liberals arts college settings. Christie is an expert in change management and is dedicated to coaching leaders and executives through a lens of compassion, integrity, and equity.

<u>Damon Packwood</u> is executive founder and director of the acclaimed training program, <u>Gameheads</u> that through training and building cohorts empowers BIPOC and low-income youth to access careers in tech and video gaming. A native San Franciscan, Damon was motivated to pursue tech education when he watched the city's working-class community disappear with the rise of the Bay Area tech industry while his early students couldn't get jobs after graduating college. His passion for education, interactive media, and multiculturalism led him to a master's in multimedia tech with an emphasis on interactive design. Damon believes in building diversity from the ground up.

#### CLIMATE + JOBS: ADVANCING EQUITABLE GREEN ECONOMIES



California is faced with increased risk due to wildfire, sea level rise, and droughts. The state produces a high percentage of carbon, but also leads the charge to address climate resilience and "just transition" strategies for vulnerable communities. With state funds targeted for electrification and decarbonization efforts, workforce development stakeholders have an important opportunity. State-wide clean energy policies will create job opportunities in transportation, building construction, fire mitigation, and other industries as we move toward a cleanenergy economy where all buildings and transportation run on clean energy. Climate resilience jobs are not always seen as low hanging fruit, but advocates for expanding workforce development outcomes have worked for years to expand clean economy career pathways. It is critical that training pathways include those who have been historically underestimated and thus underrepresented.













#### CLIMATE + JOBS: ADVANCING EQUITABLE GREEN ECONOMIES

Facilited by <u>Alli Chagi-Starr</u>, Regional Director, C2C Impact Engine. Alli has served in numerous leadership roles in education, arts, social justice, green jobs, college access, and economic/workforce development, always with a drive to advance social impact through building trust and authentic connection. For 25+ years, <u>Eric Shanks</u> and team at <u>Cypress Mandela</u> have offered free training to prepare students for careers in the building trades, green construction, solar/weatherization, and other high paying careers. The program teaches skills such as electrical and plumbing fundamentals, job safety, environmental training, solar fundamentals, and more.

Eric Shanks has over three decades of experience in the public and private sectors of community and economic development. Working on litigation involving the Exxon Valdez oil spill case, the environmental tragedy helped shape his engagement in environmental justice, and health and safety training for underserved communities to help restore contaminated brownfields. Eric formerly served as the Executive Director and CEO of Cypress Mandela where he helped develop training solutions to address infrastructure workforce demands for transportation, utility, building trades, environmental, and energy efficiency sectors. Cypress Mandela has attracted international attention for its economic development models utilizing emerging green technologies and climate change initiatives in underserved communities.

Shayna Hirshfield-Gold serves with the City of Oakland's sustainability team. She helps build out clean energy programs in support of the City's Equitable Climate Action Plan (ECAP) -- resilient and clean energy, building decarbonization, vehicle electrification, and urban forestry, while working with Oakland's environmental justice community to advance climate equity.

As their website states, "access to a a future shouldn't be a privilege," Rising Sun Center for Opportunity builds career pathways for economic equity and climate resilience in the Bay Area and San Joaquin County. Climate Careers Director, Glendie Domingo and team provide training and job pathways for both youth through the Green House Calls Program, and adults, with a focus on empowering women to go into the building trades.

<u>Civicorps</u> has been transforming lives in the Bay Area for 40 years. Based in West Oakland and Contra Costa County, they run social enterprises and paid job training in conservation, wildfire management and recycling. Director of Community Engagement Josepah A. <u>Billingsley aka J.A.B</u>, has served since 1996. After practicing law for 16 years, he transitioned to serving juveniles and adults in youth development and workforce development programs, partnering with EBMUD, CalTrans, and other companies, participants build meaningful, quality careers while serving the health of our communities. His experience ranges from education, service, advising, supporting and advocacy among urban communities.

#### HOUSING + EMPLOYMENT: INTERSECTIONAL STRATEGIES



For years stalwart activists and policymakers have worked to abate our ever-growing housing crisis, while others continue to work tirelessly for everyone's right to quality, meaningful employment. It is beyond daunting to hold down a job without a stable home, and equally challenging to afford housing without a living wage. To solve our cities' most formidable and unrelenting problems, we are called to think outside our silos. Across the Bay Area, innovative organizations are doing just that – unleashing intersectional strategies to create economic opportunity and safe, affordable housing.

Facilitated by <u>Talia Nagar</u>, Senior Program Officer, Employment at <u>Tipping Point Community</u>. Tipping Point is committed to building a Bay Area where everyone can prosper. In 2023, their investments funded life-changing services in housing, early childhood, education, and employment for nearly 100,000 people across the Bay Area. They offer strategy and resources for some of the most promising solutions and organizations working on the frontlines to create real solutions to economic exclusion.













#### HOUSING + EMPLOYMENT: INTERSECTIONAL STRATEGIES

Since 2014, <u>Black Cultural Zone</u> CDC has been deploying programs to "keep Black folks in Oakland" through building partnerships and community power, securing land, creating a marketplace for entrepreneurs and small businesses, centering Black art and culture, hiring youth ambassadors, and supporting community-led projects in East Oakland. Led by CEO, <u>Carolyn Johnson</u>, the organization has become an inspiration and model across our communities and the nation.

Fewer than half of all foster youth graduate high school on time, and fewer than 20% enroll in a four-year college. <u>First Place for Youth's Independent Living Skills Program offers a supportive atmosphere where youth can access educational support and career development. In California, 545 young adults gained housing, education, and employment coaching, CEO, <u>Thomas Lee</u> will share more about their successful, comprehensive models.</u>

<u>Building Opportunities for Self-Sufficiency (BOSS)</u>, who recently celebrated 50 years of service, tackles the root causes of poverty, homelessness, incarceration, and violence. CEO, <u>Donald Frazier</u> leads the organization's teams to support our unhoused neighbors to find and keep permanent housing, provide trauma recovery services and offer job readiness training.

Since 2008, Roots Community Health Center, has been providing essential services for the wellbeing of East Oaklanders, prioritizing men without traditional avenues for support. With the leadership of CEO, Dr. Noha Aboelata, their holistic approach offers medical and behavioral health care, workforceenterprises, housing, outreach, and advocacy. They act on the belief that health is a prerequisite for sustainable employment and entrepreneurship and that stable income is a contributor to good health.

# CLOSING PERFORMANCE + THANK YOU!



Nairobi Barnes' many accomplishments include winning the Superior and Impressive Writing Chops award at her high school, a published oped in Teen Vogue, a published poem in 2016 book Accomplished, and a collection of poems by The American Library of Poetry. Nairobi defines herself as a poet, artist, and activist. She has created educational videos and press releases about topics including voting rights, discrimination against Black women, and Black hair and how it defines her culture. As a woman who leads with her heart, her words have never steered her wrong and with every new journey she embarks on, a poem follows. Nairobi attends Merritt College in Oakland.

OAKLAND LIBRARY YOUTH POET LAUREATE PROGRAM







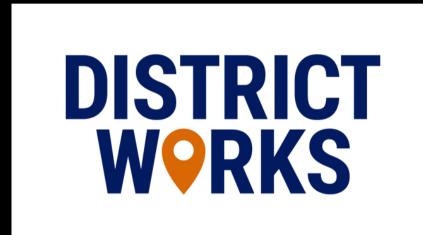


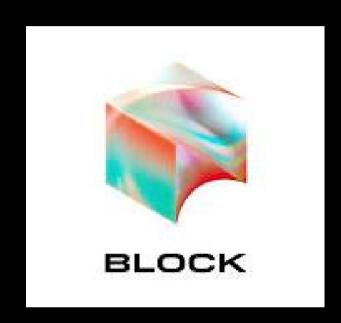




# THANK YOU!

# **SPONSORS & SUPPORTERS**











THE CENTER FOR TRANSFORMATIVE ACTION A MILLS COLLEGE

# CONFERENCE DESIGN & PROMOTIONAL PARTNERS















# THANK YOU TO OUR LOCAL BUSINESSES: CATERING AND MEDIA SUPPORT!







BIG LOVE TO RAS K'DEE, ANA RODRIGUEZ, AHMED ALI BOB, DISTRICT WORKS' HOSPITALITY CREW, THE FACILITATORS -TALIA NAGAR, CARRIE MAULTSBY-LUTE, SOFIA NAVARRO- AND TO ALL OF THE PRESENTERS FOR YOUR GENEROSITY AND LEADERSHIP!

THANK YOU TO THE NU STAFF AND ALL THE FANTASTIC VOLUNTEERS!

# ABOUT C2C IMPACT ENGINE

### Vision

We envision a world connected by thriving communities where shared knowledge creates equitable access to purpose, power, and prosperity.

#### Mission

Our mission is to understand and address social disparities by fostering trusting relationships between academic researchers and community or government partners. Centering the wisdom of community voices, we co-create research evidence that advances equitable practices and policies in the places our university calls home.

### Values



We nurture trusting, transparent relationships that honor the diverse perspectives of our academic, community, and government



We embrace
reciprocity, grace,
and radical
generosity to center
justice, fairness, and
voices that have been
historically excluded
from public
decision making.



We lift up the experience of our communities to co-create research evidence that reflects the needs of those most directly impacted by policy solutions.



We value all forms of knowledge, methods, and disciplines in our collaborative process, ensuring rigor, quality, and understanding from conception to implementation.



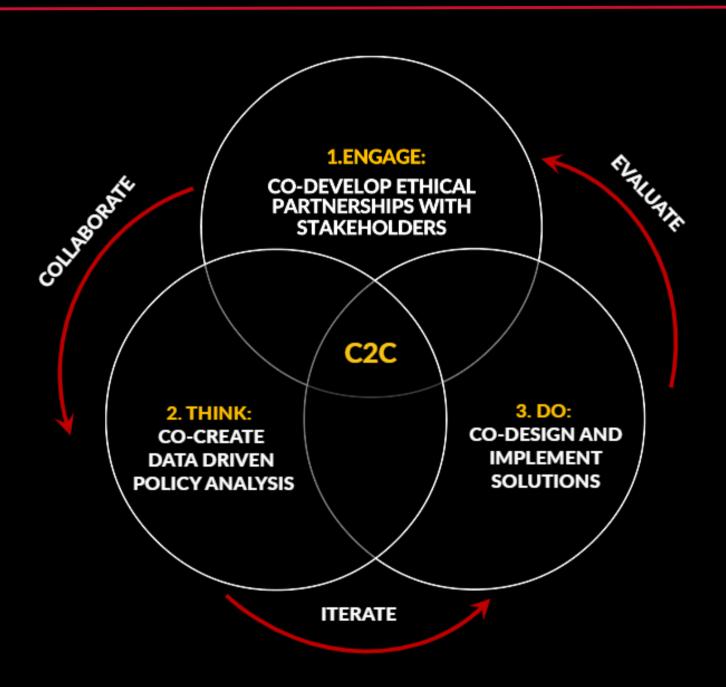
We cultivate tangible, measurable outcomes that advance equitable practices and policies in our communities and beyond.

Community to Community (C2C) uses data and analysis to design, implement, and evaluate public policies that push the needle forward on complex problems found in urban areas. We are scholars, researchers, policymakers, students, and community organizers working together to utilize a community-engaged research approach that fosters long-term mutually beneficial partnerships.

# OUR COMMUNITY ENGAGED MODEL

### **ENGAGE - THINK - DO**

- Fosters long-term, mutually beneficial partnerships (ENGAGE) with external stakeholders.
- Promotes the co-production of policy analysis
   (THINK) and implementation (DO) to maximize
   societal impact.
- Iterates and evaluates to move the needle on societal problems at the local level.





# SUMMER YOUTH LEARN AND EARN PROGRAM EXPANDING IN 2024

- Over 160 high school students participated in our inaugural learn-and-earn summer jobs program in <u>Boston</u> and <u>Oakland</u>.
- Participants included more than 95% BIPOC youth from underrepresented communities.
- College prep and career readiness curriculum was delivered with the support of community partners.
- C2C <u>research</u> has led to large investments in summer youth employment programs in Boston. We want to support similar studies and investments in Oakland.

"I feel very prepared for fall because of this program. This program really cares about our future."

--Northeastern Summer Jobs Participant

Teens don't have to choose between learning and having a summer job, thanks to Northeastern program, NGN





# OAKLAND C2C POLICY FELLOW DR. ASHLEY ADAMS

#### **Descendant Survey and Genealogy Database Project**

This project seeks to enhance the involvement of African American descendants and prioritize efforts for a future genealogy database for Nicodemus, Kansas. Nicodemus was founded by formerly enslaved African Americans in 1877 and was declared a National Historic Site by Congress in 1996. This project aims to advance equity by creating a new descendant survey model that is applicable for other historic Black settlements, like Allensworth, California. In partnership with the Nicodemus Historical Society, Nicodemus Homecoming Committee, and National Park Service, the project aims to create an African American descendant survey model to track ancestral roots for reparative justice policymaking.



#### **POLICY PARTNERS:**

ANGELA BATES, EXECUTIVE DIRECTOR, NICODEMUS HISTORICAL SOCIETY GREGORY K. EADS, SUPERINTENDENT, NICODEMUS NAT'L HISTORICAL SITE



# OAKLAND C2C POLICY FELLOW DR. MARIO HERNANDEZ

#### **Community Innovation Lab: Countering Gentrification**

Dr. Shellae Versey and Mario Hernandez are co-developing a Community Innovation Lab to serve as a central resource for academics, activists and policy makers working to counteract the harmful effects of gentrification. Given the rapid pace of displacement in cities around the world, The Lab will serve as a collective hub and incubator for innovative ideas and creative solutions for preserving and improving communities facing the threat of displacement and other harmful consequences of gentrification. The Lab will examine both policy and community-led initiatives to characterize the full scope and success of anti-displacement measures. Partnering with Homies Empowerment, a grassroots organization based in Oakland that focuses on the city's youth. Our goal is to evaluate pilot efforts centered on a recent acquisition of a property in East Oakland to convert into affordable housing. The program may serve as a model for sustainable community-led land reclamation and anti-displacement strategies in communities around the country.



#### **POLICY PARTNERS:**

G.T. REYES, ASSOCIATE PROFESSOR OF EDUCATIONAL LEADERSHIP, CSU EAST BAYBOARD MEMBER, HOMIES EMPOWERMENT



## ACHIEVING MEANINGFUL POLICY WINS

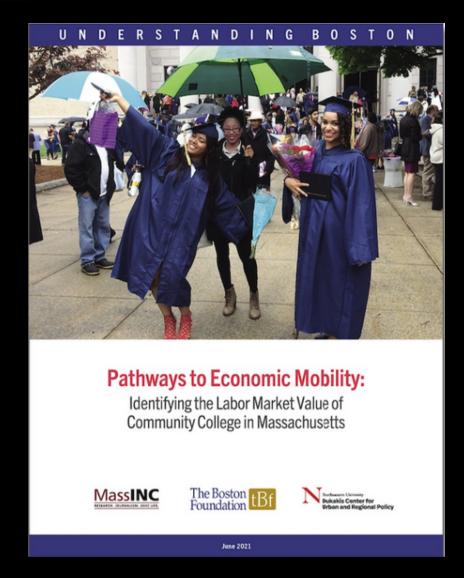
# **Tuition Free Community College**

- City of Boston cited C2C research as motivation for the \$4 million expansion of their Tuition Free Community College Program
- Adopted recommendations based on C2C report to expand the enrollment period, provide stipends for all Pell-eligible students, and include short-term certificates as well as associate's degrees
- C2C will study the impacts of the newly expanded program over the next three years with funding from the Department of Labor.

In the News:

\$14 Million Investment to Expand Boston's

**Tuition-Free Community College Program** 



Pathways to Economic Mobility:
Identifying the Labor Market Value of
Community College in Massachusetts



# ACHIEVING MEANINGFUL POLICY WINS

## Summer Youth Employment

- Building on C2C research findings, Boston announced the City's largest investment ever (\$18.7M) in summer youth employment to support more than 7,000 jobs across city departments and local nonprofits.
- The City adopted recommendations based on a new <u>report</u> and job <u>matching algorithm</u> developed by C2C researchers to improve both efficiency and equity in youth job assignments.
- With funding from William T. Grant Foundation, C2C will continue to <u>provide research</u> that supports City efforts to increase job quality, ladder opportunities across summers, and badge skill development.



Boston Mayor Michelle Wu and C2C Director Alicia Sasser Modestino

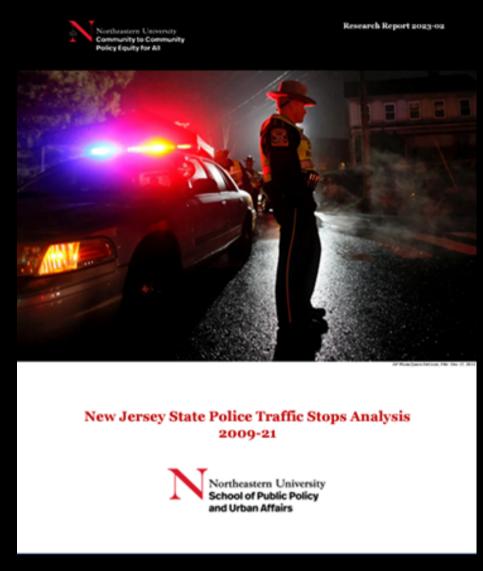




# ACHIEVING MEANINGFUL POLICY WINS

## **Police Traffic Stops**

- State AG Offices in Connecticut, Massachusetts & New Jersey cited C2C research in recent calls for greater transparency in policing.
- Adopted recommendations to obtain federal funding to track police traffic stops with greater accuracy and consistency.
- With funding from NIJ, C2C will study the impacts of newly expanded data collection and oversight on discrimination in police traffic stops.



October 202



### SUPPORTING RESEARCH PRACTICE PARTNERSHIPS

#### FOR PRACTICITIONERS AND POLICYMAKERS

- Pitch a Project
  - "No wrong door" to seek research assistance from capstone teams to graduate students to faculty experts
  - Sourced 5 new projects with external entities
- Executive Education
  - Joint with <u>Jameel Abdul Latif Poverty Action Lab at MIT</u>
    - 30+ public policy professionals across Boston and Oakland
    - 4 virtual sessions covering how to use research evidence
    - 2 virtual sessions dedicated to developing research projects





CLIFFORD LEE

Creative Industry Pathway and the Future of Oakland



#### NNEKA ALLEN HARRISON

Bay Area Black Voices: Employment Outcomes of the Black Labor Force in The San Francisco Bay Area



#### JOHN ALEXIS GUERRA GOMEZ

Interactive Visual Exploration of opioid exposure on Preterm Births in Oakland, California



Understanding the Role of Tobacco Control in Community
Health for Underrepresented Groups



ADAM PARKER

Care Can't Wait



# LEARN MORE - JOIN OUR COMMUNITY!

- The C2C website will keep you up-to-date bookmark us!
- C2C's <u>quarterly newsletter</u> informs, inspires and provides key resources to our growing list of 2,400+ subscribers and diverse stakeholders take a read!
- Our new <u>publication series</u> features policy briefs, research reports, and working papers covering the latest C2C research check it out!
- Pitch a Project "No wrong door" to seek research assistance from capstone teams to graduate students to faculty experts
- Sourced 5 new projects with external entities
- Executive Education with Jameel Abdul Latif Poverty Action Lab at MIT











