Community Co-Design Session

1. Ontario Black Youth Action Plan (BYAP) Overview
2. Introduction to Cultural Identity and Collective Impact (CI²) Approach
3. BYAP Program Overviews and Application Process
4. Community Questions and Idea Generation
Ontario’s Black Youth Action Plan (BYAP) is a four-year, $47 million commitment to help reduce outcomes disparities for Black children, youth and families.

The BYAP funding is being invested in a network of evidence-based, preventative programs and initiatives that are culturally focused and targeted to Black children, youth and families in communities across the Greater Toronto and Hamilton Area (GTHA), Ottawa and Windsor.

Programs and initiatives are co-designed by community. Organizations and collectives are applying for funding to deliver programs to address specific outcomes disparities. A listing of programs under the Plan are outlined below.
Spring / Summer 2017

• The Plan was released in March 2017.

• To help ensure community and systems views are reflected in ongoing work, the External Implementation Steering Committee was convened. The committee is made up of systems experts from the Black community. They have been meeting monthly since April to provide input on program design, including applications and objectives.

• 25+ Community Engagement Sessions were held in 13 communities to increase awareness about the Plan and provide community with an opportunity to engage with government on the priority areas for those investments under the Plan.

@YouthVoiceON #BYAP #ONyouth | Ontario.ca/BlackYouthActionPlan | youthopportunities@ontario.ca
Summer / Fall 2017

- Applications opened and closed for the following programs:
  - Violence Prevention Campaigns Initiative
  - Together We Can Youth Mentorship Program
  - Youth Outreach Worker Program
  - Industry-Led Career Initiative
  - Innovative Supports for Black Parents
  - Post-Secondary Education Connectors – Research
  - Youth Opportunities Fund (2018 Funding Year)

- 25+ **Community Co-Design sessions** were held both in-person and online to provide community with an opportunity to **develop cross-sector partnerships**, receive support for applications and connect with community members.
To foster partners across business, government and the non-profit sector, the BYAP is guided by a **Collective Impact and Cultural Identity Approach (CI²)**.

- **Collective Impact**: The commitment of a group of many stakeholders, from different sectors, to a set of principles for solving a complex social problem.
- **Cultural Identity**: Who you are matters. The identity or feeling of belonging to a group. It is part of a person's self-conception / self-perception and is related to nationality, ethnicity, religion, social class, generation, locality or any kind of social group that has its own distinct culture.

This “all in” approach coordinates and aligns BYAP initiatives with existing investments focused on improving education, employment and wellbeing outcomes for Black children, youth and their families.

**Backbone Entity**: A collaboration of community partners is working together to ensure BYAP programs across the target regions and communities are coordinated and easily accessible for Black children, youth and their families. This collaboration, called the Backbone Entity, will ensure that all initiatives are working together toward a shared vision of success for Black children, youth and families using culturally-informed principles.
<table>
<thead>
<tr>
<th>BYAP PROGRAM OUTCOMES &amp; DESCRIPTIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Reduce youth violence and involvement with the justice system.</strong></td>
</tr>
<tr>
<td><strong>Violence Prevention Campaigns Initiative:</strong> Provides one-time, one-year funding to organizations to deliver public awareness campaigns that help to reduce instances of violence for Black children, youth and families, especially during the summer months.</td>
</tr>
<tr>
<td><strong>Improve family, child and youth wellbeing (i.e. social, emotional wellness).</strong></td>
</tr>
<tr>
<td><strong>Innovative Supports for Black Parents:</strong> Organizations will develop and implement community-based, culturally-relevant and responsive programs and spaces for Black parents and families.</td>
</tr>
<tr>
<td><strong>Together We Can Youth Mentorship Program:</strong> Supports a network of up to 25 Black-focused mentorship initiatives to help youth (ages 6-25) meet their employment, education or cultural goals.</td>
</tr>
<tr>
<td><strong>Increase access to higher education and skills development opportunities.</strong></td>
</tr>
<tr>
<td><strong>Post-Secondary Education Connectors:</strong> Provides multi-year funding for organizations to hire workers to undertake culturally-relevant, community-based support to Black youth to increase pathways to PSE.</td>
</tr>
</tbody>
</table>
OUTCOMES: The BYAP will address outcomes disparities for Black children and youth in areas such as education, interactions with the justice system, employment and wellbeing. Applicants should consider the outcome they want to improve in their community.

SPECIFIC BYAP PROGRAM: Applicants should align the program they want to apply for, with the outcomes disparity they want to address and the need in their community.

YOUR IDEA: Some programs / initiatives have more flexibility than others. Read the application questions and program guidelines to think about how your program / initiative will be designed to address the specific outcomes disparity.

CI²: Make sure CI² Approach is embedded in your program / initiative idea. Consider:
• Cultural identity – is your program idea culturally-focused?
• Your collective capacity – to achieve outcomes or deliver your program, do you need more partners at the table?
• Black youth empowerment – are youth involved in the design and delivery of your proposed program?

YOUR PROGRAM APPLICATION: All applicants must complete the application template for their specific program and it must be received by the Ministry before the deadline.
• Faduma **left school when she was 16** due to family responsibilities.
• She was frustrated that guidance counsellors did not understand the barriers she faced and never acknowledged her cultural identity.
• To find employment, Faduma attended five **job and resume clinics**, all giving her different advice. She learned that without I.D., agencies would not help her. Eligibility requirements left her feeling discouraged.
• Despite interviews, employers were not willing to hire Faduma and would not consider flexible work arrangements allowing her to visit her healthcare provider.
• Faduma felt confused about who would help her. Online searches left her **feeling overwhelmed and unsure of who to contact**, so she gave up. Faduma felt **unwelcome in local youth centres** due to some racist remarks from staff.
If you want to apply for funding under the BYAP, you must submit a program application.

Applications will ask questions such as the following:
- Which region do you plan to deliver this program?
- Which specific target communities?
- What is your idea for delivering this program?
- How does your idea address the objectives of the program?
- Who is this program for? (i.e. age of youth, cultural identity, etc.)
- How does your idea address the outcome disparity? How will you evaluate it?
- Who will you work with to deliver this program?
- What is your experience working with Black children, youth and families? Is your organization Black-led?
- How much will this program cost? *Every program will give you a budget that you cannot exceed.

Application Submission Tips
1. Carefully read the application package, application feedback and Qs&As.
2. Use the application template to complete your application.
3. Address every question in the application fully and clearly.
4. Submit applications well before the deadline.
5. Double-check attachments and email address before you hit send.

@YouthVoiceON #BYAP #ONyouth | Ontario.ca/BlackYouthActionPlan | youthopportunities@ontario.ca
COMMUNITY QUESTIONS
and
IDEA GENERATION

This is a safe space.
Everyone’s voice is welcome.