



# My Summer IN THE City

A BOSTON FOUNDATION FUNDING INITIATIVE



My Summer in the City (MSITC) has allowed BCNC to provide employment and professional learning opportunities for high school youth," said Boston Chinatown Neighborhood Center, Inc. "This was our first summer where we were able to hire a significant number of our youth from Malden and Quincy and bring them to Boston to support our summer program."

# We continue our commitment to those most in need.

Boston continues to be a national model for summer youth employment. And yet, many of our young people still slip through the cracks. Data shows that 25.5% of people between the ages of 16-20 are unemployed, and this number is higher in people of color and immigrant youth.

Additionally, the ages of 13-14 are critical for development, yet they are often the same years that jobs and camps are not available. On top of that, our newly arrived young people, those who identify as LGBTQIA, those with both seen and unseen disabilities, those who are homeless or in foster care, and those who have a criminal record are underrepresented. That is why in 2019, we continued our commitment to serve:

- 12 to 14 years olds and
- Underrepresented young people

As the philanthropic, private, and public service sectors continue to think about equity and inclusion broadly we must be intentional about including these populations. We must provide our partners and young people with support, flexibility, and tools so they too can be successful.

For example, we know that in order for these stories to be told, we must improve how we measure our impact. That is why, this year, we made the MSITC application more flexible and accessible to our partners, in addition to developing a youth survey that collected the participants' reflections.

At MSITC 2019, our approach was twofold. First, we wanted to create quality stipend pre-employment programming as well as a pipeline to summer employment that focused on middle school aged young people. They are often left to "self-care" during summer months, which results in a lower likelihood of participating in structured activities (enrichment as well as employment). We also wanted to provide job experience and job training to young people who are the least employed and most likely to be left out of the summer employment experience.

## What did we invest?

**\$275,000**

in grants were issued during the 2019 summer months (including Philanthropy MA & Camp Harbor View)

**\$200,000**

went directly to MSITC Partners

**80.4%**

of our partners used the grant directly to stipend young people.

**18.7%**

used the grant for other purposes.

# How did we do?

# 725

We are proud to have served youth across all of Greater Boston. In total, **725** youth were impacted. Specifically, a total of **312** youth were employed using MSITC dollars.

# 413

We also served **413** youth between the ages of 12-14 years, meeting our goal to continue to address this audience. In fact, **70%** of our partners employed youth between the ages of 12-14 years old.

## Our partners served:

- **32** LGBTQIA Youth
- **89** Undocumented/Refugee & Immigrant Youth
- **16** Foster Youth
- **12** Homeless Youth
- **6** Court involved Youth
- **46** Youth with Disabilities



“As immigrant youth with limited English proficiency, many of our teen staff shared that without a summer job, they wouldn’t have anything to do over the summer,” said a partner. “With summer employment, our youth had a daily schedule, expectations, and responsibilities to meet.”

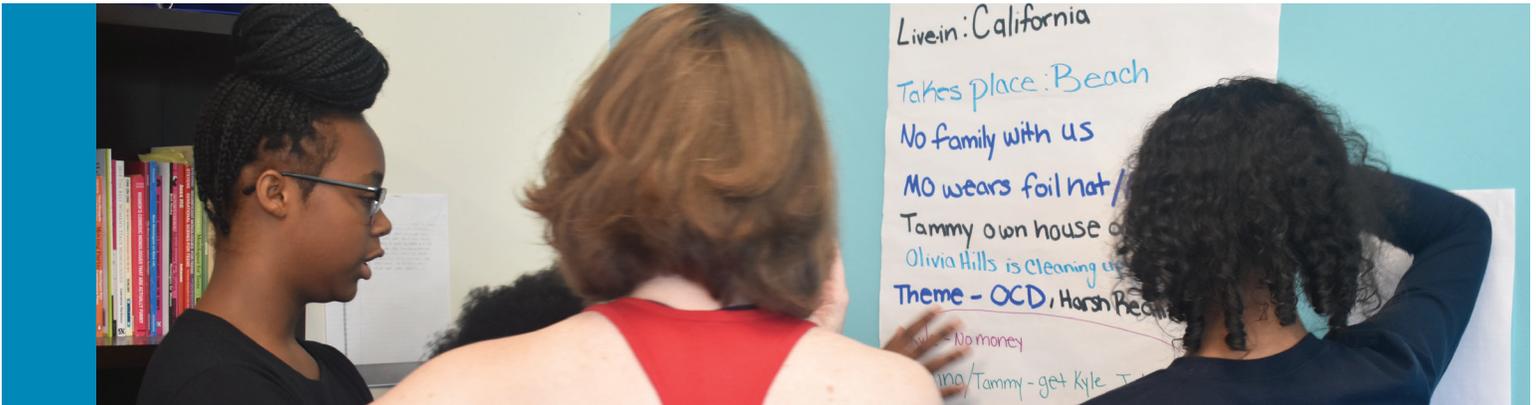
# Here's how our partners targeted their outreach to the communities we wanted to serve:

**Boston Chinatown Neighborhood Center, Inc.:** A majority of our current youth are immigrants, so we intentionally focused our recruitment on school year program participants in Boston and Quincy. Staff gave short presentations to youth and had 1:1 meetings with youth about their summer plans to recruit for these positions.

**Inquilinos Boricuas en Accion:** Our staff went door-to-door promoting our summer program. Our staff also attended community meetings and gatherings to reach out to parents and possible participants.

**Transformative Culture Project:** [We partnered] with PIC, BCYF, alumni, and local schools to best recruit youth with a passion for the community and an interest in the media arts; we followed up by sending orientation surveys that requested youth to share as much as they felt comfortable.

**East Boston YMCA:** Many of our youth who are in our programs - whether Achiever's, Enrichment, or our Drop-In Teen Program - reached out about employment at the East Boston Y.



**St. Stephen's Youth Programs:** We partnered with local school and community organizations.

**The City School:** We attended events at schools and neighborhoods across the district, partnered with organizations that refer youth, and contacted alumni and former staff during the recruitment period.

**Phillips Brook House Association:** To recruit immigrant youth, PBHA partnered with Boston Office of New Bostonians, BPS' Office for English Language Learners, International High School, En Route, Somerville High School, and Chelsea High School.

**Bikes Not Bombs:** We explore a number of strategies to engage and recruit youth within historically marginalized groups, including tabling, direct in-person outreach, and school and community partnerships.

# Summer employment made a huge impact on the youth.



“This summer I learned a lot about farming and cooking,” shared one participant. “For farming, I learned how to weed and plant. The farming experience was fun and cool to do. I enjoyed it a lot. For cooking, I learned good meals I can make at home. This is by far my favorite job, so if I can come back next summer, I definitely will.”

**East Boston YMCA:** We believe that one of the biggest impact we had this summer was that in the past, we had provided temporary jobs for our students and provided them with enrichment that was focused around banking, health classes, and more. This year, we were very intentional in who we were serving, what we were offering to our youth, and how we were developing them as well. This was the summer of “firsts” many of our youth. This was their first job, or it was their first time sailing. For many of our teens, it was their first exposure to the Y. We have teens who are now becoming lifeguards. We have one of our teens working in our after-school and childcare center. Throughout the short 7 weeks with them, we were able to develop them into young leaders that could one day be the next Aquatics Director or Site Director.

**My Life My Choice at JRI:** At the end of the program, youth were asked what they liked best about the summer program, and all of them reported that they had positive experiences. Here are some notable quotes from the youth about the impact that our summer program had on them:

- “Being able to come into a safe space”
- “Being able to voice our opinions and ideas”
- “We got to use our voice to help people”
- “It was a helpful and unique opportunity”
- “It was good to meet others”

**Inquilinos Boricuas en Accion:** One of our Junior Peer Leaders entered our programming with communication challenges. She was not used to being around other youth, let alone being the leader of the group. She was able to step out of her comfort zone and gain leadership skills that would reflect in her household. Her parents expressed their gratitude towards our program and for helping their child step out of their comfort zone. She has been reported to be more open around friends and family after attending our program



**For our 12-14 year olds especially, we did more than just provide them with jobs.**

**We also offered enrichment activities that further developed their talents and leadership.**

**Sociedad Latina Inc:** Our Summer Bridge participants learned about nutrition, gardening, and sexual health. Participants in our Summer Bridge program also had the opportunity to explore music. Topics covered ear training, music theory, composition, and ensemble.

**My Life My Choice at JRI:** We visited with the Massachusetts Attorney General – Maura Healy – and volunteered at the Haley House Farm during this activity. Youth were exposed to the social justice mission of Haley House and volunteered at their farm for a day.

**Yawkey Club of Roxbury:** Job shadows are another important aspect of the curriculum. This allows the youth to see some of the different job opportunities. I base my job shadows on the interests of my youth. We visited Tufts Medical Center, First Republic Bank, Finish Line, and the Roxbury Courthouse. Workshops focused on career success. The lessons were designed to teach the youth the necessary job skills that employers demand from new employees. They learned about the 4Cs, which are Creativity, Collaboration, Critical Thinking and Communication.

**Hyde Square Task Force:** [Our youth experienced] Afro-Latin arts instruction. Youth then performed with their peers in ensembles that covered popular songs from traditional Afro-Latin musical styles as well as contemporary genres.

**Foundation for BCYF:** The SuperTeens volunteered at the Cradles to Crayons Giving Factory. In two days of service, our teens provided support to the Cradles Organization so that they could serve 2,763 children.

**Phillips Brook House Association:** [We offered] weekly public speaking workshops that allowed youth to explore a topic about which they were passionate.

# What did our partners think?



"The MSITC programming has allowed us to directly meet the needs of the populations that are traditionally underfunded and underserved," said Phillips Brook House Association. "Specifically, the Junior Leaders in Communities had been an aspiration of our organization for years. MSITC's focus on 13 & 14 year old youth made our vision possible."

## 100%

of partners strongly agreed/agreed that MSITC program's policies and expectations for the organization were made clear from the start.

## 100%

of partners strongly agree/agreed that there was good communication about the program to the organization throughout the summer.

**My Life My Choice at JRI:** We had nearly perfect attendance, and youth were highly engaged in the activities and workshops presented to them.





We were very appreciative for our MSITC grant," said a partner. "The grant helped us hire and maintain four young men of color as peer leaders within our organization. It also helped us be more innovative with our Urban Agriculture program, Grow it Cook it Share it."



**Triangle, Inc.:** This year's students persevered through a rigorous 140-hour, three-tiered job training program. First, these students completed an employment readiness boot camp that helped them better understand expectations in a professional workplace and skill-building habits that will empower their success in future careers. Following boot camp, they began BHCC's Culinary Arts Basics program where they completed more than 100 hours of specialized training. Due to the grant from MSITC, this hard work in the classroom was supplemented and enriched by 18 hours of community-based learning at a local farm, composting business, and community kitchen.

#### **Transformative Culture Project:**

- 100% youth were engaged and successfully completed a final capstone personal video project.
- 80% of participants surpassed their own goals and self-reported that they felt more confident.
- Youth who came to the program interested in media arts say they are more skilled.
- Repeated external (clients, artists, teachers, funders, community members, family and friends of youth) confirmation about the youth's personal and professional growth.

**ACEDONE:** Acedone has implemented successful summer learning opportunities for 130 participants age 6 - 20 years through academic, STEM, social emotional, arts, outdoor activities, field trips, resume building, leadership development, job placement, storytelling through photographic skills, environmental justice activities, and service learning.

While we received a lot of positive feedback, there are things we could do better. Here's what our partners felt could use more support.

## Increased Funding

Additional funding would allow partners to open the program to more youth, and potentially improve their offerings. "More resources is always the key to improve MSITC. Every year, there is more demand for our services, but we still struggle to secure adequate funding to serve the more underrepresented population," said ACEDONE.

## More Site Visits

For some partners, this was the first year that they received a site visit since receiving a MSITC grant. These visits were considered valuable because the positive impact could be seen in the young people as well as the community. "Having a site visit from those involved in My Summer in the City was extremely positive for us. We are always thrilled to show-off the talent and dedication of JEA youth," said Hyde Square Task Force.

## More Training

"We know firsthand the demand is greater than the supply. Our registration filled up in 4 days, and our waitlist was over 60 youth long. We'd love to be able to continue to grow the program to serve more youth but have capacity issues due to physical space availability, transportation, and staffing. We are starting to think more creatively about how to expand the program by partnering with other youth development agencies to duplicate the program elsewhere in the city."



**Our Partners also expressed a clear need beyond the grant: to network and share.**

**90%** of partners strongly agreed/agreed that they would like to have more opportunities to make connections with other employer organizations.

"It would be awesome to have an event organized for all of the organizations that were funded by this initiative in an effort to network and support each other," said Bikes Not Bombs. "This would allow them to share best practices and potentially connect with youth leaders from across the city."

Additionally, "Introductions to like-minded organizations that are excited about supporting the work that we do can help us to grow our support and increase sustainability," said Transformative Culture Project.

# Meet Our 2019 Partners

- African Community Economic Development of New England
- Bikes Not Bombs, Inc.
- Boston Chinatown Neighborhood Center, Inc. (BCNC)
- Boys & Girls Clubs of Boston (BGCB)
- Cape Verdean Community UNIDO
- Caribbean Youth Club
- Center to Support Immigrant Organizing
- Foundation for Boston Centers for Youth & Families
- Hawthorne Youth and Community Center
- Hyde Square Task Force
- Inquirinos Boricua En Accion
- My Life My Choice
- Phillips Brooks House Association (PBHA)
- Sociedad Latina, Inc.
- Sportsmen's Tennis and Enrichment Center
- St. Stephen's Youth Programs
- The City School
- Transformative Culture Project
- Triangle, Inc.
- UMass Boston Immigrant Student Program Summer Leadership Institute
- YMCA of Greater Boston/East Boston Branch



"To conclude, my first job experience was wonderful. I've experienced things I've never experienced before such as selling fresh veggies at the park to teaching soccer to little kids," shared a participant with the Hawthorne Youth Community Center. "It felt good to do these things and it made me learn to be more prepared."