

BAY AREA

2023

ANNUAL REPORT

9-26-24

*"What they see is what they'll be"*

MENTORING

EDUCATION

HEALTH & WELLNESS

ECONOMIC EMPOWERMENT

100BlackMenBA.org



# AT A GLANCE

*“What they see is what they’ll be”*

## Our Organization:



155 Dues Paying Members



100+ Corporate Donors and Sponsors



2,000 Donor Hours in 2023



18 Programs and Initiatives



\$1.6M in Revenue

## Our Impact:

### Health & Wellness



1,300 Participants Tommie Smith Track Meet



650 Health Screenings



450 Mental Health Therapy Sessions

### Mentoring



495 Active Mentees



2.89 Average GPA



9 School & College Sites

### Economic Empowerment



500 Participants Financial Literacy



200 Participants Career Fair



63 Certified Carpenters in Home Depot / HBI Program

### Scholarships



\$128,000 in Scholarships awarded in 2023

# TABLE OF CONTENTS

## ABOUT US

*Message from Our Chairman* **Page 1**  
*Our Mission & Leadership* **Page 2**  
*Our Accomplishments 2023* **Page 3**



## HEALTH & WELLNESS

**Page 4**



## ECONOMIC EMPOWERMENT

**Page 8**



## MENTORING

**Page 9**



## EDUCATION

**Page 12**



## THANK YOU TO OUR SPONSORS!

**Page 13**





## ABOUT US

### MESSAGE FROM OUR CHAIRMAN



It is with great pride and honor that I have been entrusted to serve this remarkable organization as Chairman of the Board. As a member of this esteemed organization for 30 years, I have witnessed nothing short of extraordinary servitude, brotherhood, galvanized by impactful initiatives, resulting in unparalleled evidence-based achievements.

I am thrilled to share that in the past year, our collective efforts have resulted in monumental strides with over 10,000 individuals from low to moderate-income backgrounds receiving pivotal support. Moreover, we have proudly awarded \$128k in scholarships (over \$2M in awards since our inception), facilitated 24 programmatic initiatives and events (including 12 new endeavors), and issued 135 Pre-Apprenticeship Certification Training (PACT) carpentry

trade certifications. Additionally, we successfully secured 85 work-based learning positions and doubled our revenue to \$2 Million.

As the leader of this thriving organization, I am committed to mentoring over a lifetime and building upon our ongoing efforts with a focus on expanding our “Four for the Future” impact areas of Mentoring, Education, Health & Wellness, and Economic Empowerment which includes workforce development. Furthermore, we will soon launch an innovative AI-focused STEM initiative called the KMT Program (Knowledge, Math, Technology) aimed at nurturing young talent and fostering diversity in this critical and evolving domain.

Our growing Chapter, which is now comprised of 155 professional, dues-paying members, was incepted in 1988 as the fifth regional chapter of the 100 Black Men of America. Through the years, our mission has remained steadfast: to advance the social, economic, health, and educational progress of African Americans within the Bay Area and beyond.

In closing, I extend my deepest gratitude for the continued support of our community, our partners, and our sponsors which drives our success. Together, we will continue to forge a brighter future for generations to come.

Warmest Regards,

*Danny Williams*

Danny L. Williams  
Chairman of the Board  
100 Black Men of the Bay Area, Inc.

## OUR MISSION

The mission of 100 Black Men of the Bay Area (“100BMBA”) is to improve the quality of life within the Bay Area and beyond, by advancing the social, economic, health, and educational progress of African Americans.

We focus on the low to moderate income community and offer programming and resources to support wise financial, health and lifestyle choices that can lead to family-sustaining wages and long-term career and life success. Our motto, “What They See Is What They’ll Be” refers to a “lead by example” approach that resonates with our youth who often lack the exposure or positive behavior modeling from caring and successful African American men.

Along with our nations parent organization, 100 Black Men of America, 100 Black Men of the Bay Area focuses on four core programs; the “**Four for the Future**”

- **Mentoring:** The 100’s signature mentoring program is an effective, evidence-based and strategic intervention that helps youth reach their full potential and become empathetic, contributing members of society.
- **Education:** Education is the key to opportunity and is embedded in the mission of our organization. Our annual scholarship cycle begins every Spring. When available, the link to the application is prominently posted on our homepage.
- **Health and Wellness:** Health and wellness is a vital component of a successful individual and a thriving community. The 100 focuses on the well-

being of the whole person: physical, emotional, psychological, and spiritual.

- **Economic Empowerment:** Our Economic Empowerment programs and initiatives foster financial literacy, career development, financial planning, investment management, and fiscal responsibility at an early age.

## OUR LEADERSHIP

### 2024 Board Officers

- Danny L. Williams, Chairman of the Board
- Al Thompson, Vice Chair
- Michael N. White, MBA, Chief Communications Officer
- Doug A. Davis, AIA, LEED, Chief Financial Officer
- Langston B. Walker, Parliamentarian

### 2024 Executive Board

- Phillip A. Barnett
- Rawle A. Gittens
- Malcolm Goodwin
- Gordon D. Greenwood, Esq.
- James K. Harris
- Abby Hussein
- Keith Robertson
- Dr. Joseph E. Simmons
- Dr. Lawrence Vanhook
- Darrell C. Walker

### 2024 Staff

- Keith Robertson, Chief Operations Officer
- Juanita Metters-Upshur, Director of Operations





## SUMMARY: WHAT WE ACCOMPLISHED IN 2023

### Health & Wellness

- Conducted bi-monthly Youth Movement Track & Life Skills Clinics for a total of 250+ Bay Area youth throughout the year.
- Increased the total number of Youth Movement participants reaching the Cooper Institute's Fitnessgram Healthy Fitness Zone to over 90%, up from the previous year's 90%.
- Conducted 3 monthly health screenings, screening 75 individuals for Heart Health/High Blood Pressure and 82 individuals for Peripheral Artery Disease.
- Recruited 62 therapists for the Mental Health Financial Aid Program - 24 for the MHFA Program 1.0 and 38 for the MHFA Program 2.0.
- Served participants aged 3-75 years old in the mental health program, with 95% being Black or People of Color.
- Provided \$102,297.39 in support through the Mental Health Financial Aid Program.

### Economic Empowerment

- The third Annual Career Expo attracted 128 African American high school and college students to learn about various careers, including financial, civic, healthcare, legal, and entrepreneurship.
- All Career Expo participants engaged in financial literacy workshops.
- In partnership with Home Depot/HBI, trained, mentored, and secured PACT certifications for 135 students across three cities in the carpentry trade.

### Mentoring

- We increased our total roster of mentees served by 52% vs. 2022, to 495 through a refined focus on recruitment, mentor training, personal responsibility and partnerships.
- Key highlights:
  - Group mentoring style
  - 42 active members serving as mentors

- School site and community-based mentoring program across 2 college, 3 middle schools, and 4 high schools:
  - Colleges served:
    - Contra Costa College
    - UC Berkeley
  - High Schools served:
    - McClymonds
    - Castlemont
    - AIMS
    - Oakland Military Institute
  - Middle Schools served:
    - Elmhurst
    - West Oakland Middle School
    - Ile Omode
- Mentoring activities occur during school hours and on Saturdays
- Maintained 2.89 GPA
- Facilitated summer internships for four of our college mentees, including PG&E, First Republic Bank/J.P. Morgan Chase, and AE3 partners

### Scholarships

- Awarded \$128,000 in scholarships to 59 young men and women from Bay Area high schools and/or colleges, and returning college students
- Launched weekly High School Tutoring Program as a complement to group mentoring
- An average of 10 students received Math, English, Science & history tutoring



Four For the Future

# HEALTH & WELLNESS

The 100BMA's **Health and Wellness** goals are to raise awareness, provide access to health care, and give health information that will ultimately promote behavior change resulting in a healthier lifestyle. We currently have four programs in place:

- Mental Health Care Financial Aid Program
- Screenings and Walk-a-thons
- Youth Movement
- Tommie Smith Youth Track Meet

## Mental Health Care Financial Aid Program

One of the goals of 100BMBA is to foster mental health education, destigmatize mental health among the community, and provide mental health care resources to the African American and Latino community.

Many people who access mental health services or therapy pay for it through their medical insurance, Employee Assistant Programs (EAP), or out-of-pocket. A standard therapy session usually runs \$150- \$250 per session. Private insurance and public benefits are, in many cases, a barrier to receiving services due to the red tape and slow/low provider compensation. As a result, cash payments are preferred by many therapists while others do not accept medical insurance.

Finding the right therapist may be one of the most important decisions one will ever make. Participants can choose their own qualified clinician or select one from our vetted therapists in the community.

Participants may choose to meet with any one of the following types of qualified therapists\*:

- Licensed Psychiatrist—must have a medical license and must have completed their residency in psychiatry, or be certified in the field of psychiatry

with the American Board of Medical Specialists (ABMS)

- Licensed Psychologist (Ph.D.)
- Licensed Clinical Social Worker (LCSW)
- Marriage Family Therapist (MFT)
- Registered Psychologist (Registered with Board of Psychology)
- Psychological Assistant
- Licensed Professional Clinical Counselor (LPCC)
- Associate Professional Clinical Counselor (APCC)
- Associate Social Worker (ASW)
- Associate Marriage and Family Therapist (AMFT)
- Peer Counselor (only for rape crisis counseling)
- Psychiatric Mental Health Nurse
- Clinical Nurse Specialist
- Psychology Associate

### Benefits Offered:

- Two (2) Mental Health Sessions Per Month (Virtual or In-person)
- Six (6) Months of Mental Health Support

### Qualifying and participating is simple:

- Complete the Application and Symptom Scale Quick Assessment
- Receive Approval for the Participant and Clinician
- Attend Therapy!
- Complete the Reassessment Each Month
- \*Clinicians must be actively practicing and provide a valid license or supervisor's license.

### Note:

There is a limit of two (2) program participants for each program service provider at one time. Support is limited to the areas that 100BMBA serve.

Participants are asked to complete a quick reassessment each month to evaluate if the therapeutic interventions are effective in showing improvement.





The 100BMBA is also focused on providing services to the adult population of our community by working with various organizations as a sponsor or co-organizer. These services focus on the following areas:

- Fitness and Exercise
- Blood Pressure Monitoring
- Improving the Food Desert Food Choices
- HIV Awareness

African Americans continue to experience a disproportionate burden of morbidity and mortality in this country. Cardiovascular disease, cancer, stroke, renal disease, respiratory conditions, arthritis, and depression are increasing at an alarming rate in the Black community. Much of this excess health risk is attributed to modifiable factors, such as obesity, which largely results from poor lifestyle choices and accessibility to healthy foods. In 2010, the Surgeon General reported that 74% of adults in the United States were overweight or obese. Particularly alarming is the fact that the prevalence of obesity has nearly tripled for adolescents over the last twenty years. Eleven-year-olds are eleven pounds heavier today than they were in 1973. If the current trend continues, 1/3 of children born today will be diabetic. The roots of ethnic health disparities begin during early childhood. A study based on the National Health and Nutrition Survey (NHANES) found that the prevalence of overweight children ages 2 through 19, is continuing to grow especially among Blacks and Latinos. The future health of African American girls and Latinas is in jeopardy because their trajectory to obesity begins significantly earlier than in white girls.

The pathway to overweight/obesity is complex. However, sedentary lifestyles and poor diet are at the root of the problem. The cause and effects of these lifestyle choices are not distributed evenly among the population. African Americans face many social and structural disadvantages that lead to limited access to nutritious food and few outlets for physical activity. Neighborhood setting also has a profound effect on physical activity levels among children. A common observation in poor communities is that fearful parents keep their children indoors to protect them from violence in the neighborhood. In these settings, sedentary behaviors are fostered through excessive television watching, playing video games, and eating unhealthy snack food. The decline/lack of structured sports programs is also blamed for contributing to the youth obesity epidemic.

## **Screenings and Walkathons:**

In addition to the walkathons and monthly health screenings, the 100 Black Men partner with The Prostate Health Education Network (PHEN) to raise the awareness for early detection and treatment of Prostate Cancer, particularly in the African American community. Our two organizations form this partnership to combine our collective voices and leverage our individual organizational influence to increase awareness of this disease that threatens and drastically impacts males and their families. The mission of the PHEN is to eliminate the African American Prostate Cancer Disparity. The 100 and PHEN both acknowledge and agree that knowledge is the best defense against prostate cancer, and through this partnership, both organizations endeavor to help reduce confusion about how to detect, treat, and cope with Prostate Cancer among men at highest risk.

## **Youth Movement**

The 100BMBA established the Health and Wellness Initiative known as “Youth Movement” in 2002. The program consists of three components: (1) a school-based program to assess health and fitness of students in four Bay Area school districts, which includes baseline and benchmark fitness tests known as Fitnessgram; (2) athletic training and nutritional education through student participation in local track and field clubs; and (3) The Tommie Smith Youth Track Meet occurring in May of each year with 1,000+ Bay Area Youth athletes participating.



School based intervention programs are one of the best strategies for preventing overweight/obesity among children. Girls have an opportunity to improve their health while in school. A recent study found that an extra hour of exercise per week could significantly reduce obesity in young overweight girls. However, the level of participation in physical activity is declining largely because schools are demanding less of them. State and local school district policy requires that children receive 100 minutes of physical activity. However, overcrowded schools in poor neighborhoods lead to converting gymnasiums into classrooms, eliminating the space necessary to comply with this regulation. Furthermore, with pressure to improve math and reading test scores, many principals are opting to ignore physical education programs altogether. Ironically, research shows that exercise and movement enhance academic achievement. Additionally, physical activity relieves anxiety and stress in children.

To stem the tide of chronic disease among African Americans and Latinos, creative fitness programs in our communities are desperately needed. The success of such programs depends on collaboration between parents, teachers, community organizations, businesses, foundations, and government agencies. Youth Movement is a Bay Area wide initiative that harnesses the talent and resources of a variety of community organizations and local agencies to promote youth health and fitness. The 100BMBA developed this innovative program in 2003. The mission of Youth Movement is to improve the overall health and well-being of marginalized children through structured physical fitness training, wholesome food choices, character development, and mentoring. Through these activities, Youth Movement helps students improve their health, develop long-term goals, and overcome obstacles to lifetime success and achievement. Youth Movement builds confidence, resiliency skills, and reinforces the values of commitment and hard work, upon which youth can draw for achievement in academics and other areas throughout their lives. Through the Youth Movement program, we continue to:

- Develop a model low-cost, community-driven school-based fitness program for at-risk youth
- Develop healthy eating habits among children in low-income communities
- Establish youth athletic clubs in low-income communities
- Revitalize Bay Area after-school and weekend youth fitness/athletic programs

- Provide mentoring to enhance character development, and
- Increase academic success

Youth Movement is an after school and weekend program that features athletic training and the formation of track & field clubs. Track & field training is held year-round and leads to Bay Area wide competition with other schools and track clubs during the late winter and early spring. Nearly 1300 young people are participating in the Youth Movement health/fitness program.

## **Nutrition**

Well-balanced nutritious food choices, along with regular physical activity are crucial elements for the health and wellness of all people. We conduct school-based workshops. The aim of these sessions is to teach parents about:

- Identifying and purchasing healthy ingredients for cooking,
- Healthy cooking techniques, and
- Planning/preparing healthy and culturally appealing meals.

The Youth Movement Program has a history of working in conjunction with the Alameda County Public Health Department's Nutrition Services and a host of community-based organizations. The nutrition component of YM aims to educate African Americans and Latinos about healthy food choices. For example, a lot of attention has been devoted to educating community participants about the importance of reading food labels and to eliminate packaged foods that contain trans fats (hydrogenated and partially hydrogenated oils) from their family's diets. Nutrition workshops are generally held at participating schools, and nutrition education messages are routinely delivered during athletic training.

## **Evaluation**

State of California data finds that children in low-income Bay Area (Oakland, Richmond, Berkeley, and San Francisco) public elementary schools continue to have significantly poorer health indicators, i.e. aerobic capacity, body composition, etc. than their counterparts in affluent communities. Youth Movement has proven that structured community-based running programs are a cost-effective way of eliminating these early health disparities. Youth Movement is clearly improving the

health and wellbeing of at-risk children in the communities that we serve. Aside from an abundance of anecdotal evidence from teachers, parents, and school administrators that laud the program's impact on child health, we continue to demonstrate the ability to improve the aerobic capacity (our primary outcome) of youth in our program. A young person's aerobic capacity is estimated by measuring the time it takes them to run/walk a one-mile course, as outlined in the Cooper Institute's Fitnessgram. During our Saturday Clinic baseline assessments every year in the fall and winter, we measure the aerobic capacity of 250 youth and found that in the baseline assessments of children new to the Youth Movement Program, typically only 25% to 35% of them are in the Fitnessgram's Healthy Fitness Zone). When we conducted follow-up aerobic capacity assessments (conducted approximately 4 months following baseline assessment) we found that over 90% of Youth Movement participants were in the Healthy Fitness Zone for aerobic capacity. These results demonstrate that the health and fitness of our children can be significantly improved relatively easily.

## The Tommie Smith Youth Track Meet

The Youth Movement Program culminates with the Tommie Smith Youth Track Meet (TSYTM) held during the spring of each year. We are indebted to our program champion, Olympic Gold Medalist and social icon, Tommie Smith, who has opened many doors for us. He has graciously let us use his name for our annual

signature athletic event. His participation in Youth Movement has brought public awareness to the program. He has helped recruit world-class athletes to train our volunteer coaches and athletes. He has solicited clothing, shoes, and equipment for Youth Movement athletes from various companies, and he has personally conducted fitness/athletic-training clinics at various Bay Area schools. The TSYTM is not just a youth track meet; it is a celebration of the hard work of our youth and volunteer coaches. Edwards Stadium at the University of California, Berkeley has been the home of the TSYTM for the past 18 years. The young participants of our program are thrilled to compete at the stately Edwards Stadium. We are grateful to the University of California for helping us inspire some of the Bay Area's most marginalized children. We hope that we can continue this partnership for the foreseeable future. The following YouTube link shows highlights of the performances of some of our youngest athletes at a past Tommie Smith Youth Track Meet:

<http://youtu.be/gYnapWS4omU>.

In addition to our year-round Youth Movement Program, 100BMBA incorporates principles of health and wellness into our group mentoring sessions and our many special community events.





Four For the Future

**ECONOMIC EMPOWERMENT**

**Self-sufficiency through financial literacy, family wealth building, and entrepreneurship**

The 100 Black Men of the Bay Area considers **Economic Empowerment** a necessary step toward creating a just society, not only here in the United States, but, for people of color around the world. When we think of economic empowerment, we are thinking about the individual's or a community's ability to be self-determined in creating dreams, pursuing them, and ultimately perpetuating them by establishing the mechanisms to sustain generational wealth. Our program initiatives promote economic self-sufficiency through financial literacy, family wealth building, and entrepreneurship. Communities that possess a strong economic base have better schools, are better educated, are safer to live in, are healthier both physically and mentally, have better jobs, have higher employment, have more fathers, and have stronger families. This is true, regardless of the racial makeup of the community.

- Starting in 2021 100 Black Men of the Bay Area, and the Berkeley-Haas School of Business began hosting panel discussions entitled "Non-Engineering Careers at Bay Area Tech Companies". 2023 panelists included Neal Stewart from Google, Jeune Simon from Slack, Aisha Chiappetta from MongoDB, Rena Davis from Lyft, and Nabeela Virji from Yelp. Marco T. Lindsey, Chief of Staff at the Berkeley-Haas School of Business and member of 100 Black Men of the Bay Area was the event's moderator.
- Career Expo attracted over 200 African American high school and college students at Contra Costa College to learn about over 20 careers (financial, civic, healthcare, legal, entrepreneurship and more).
- Trained, mentored and secured PACT certifications for 135 students across three cities in the carpenter trade, in conjunction with Home Depot/HBI. Two cohorts required 16 weeks of training over the spring and summer.

- Three startups conducted pitch meetings to members of The 100 Ito consider an angel-seed financing round for their ventures.
- 300+ youth participated in our Financial Literacy Education workshops with the 49ers and Contra Costa College powered by Wells Fargo.

100 Black Men of the Bay Area partners with other economic development-related organizations, private businesses and corporations, and government agencies to develop and provide programs and strategies that will strengthen the African American community's economic base. 100 Black Men of the Bay Area will not only promote and assist successful Black businesses that create employment within the African American community, but those activities stimulating overall wealth creation, as well. 100 Black Men of the Bay Area's Economic Development Program is based on the National Economic Development Program



*Four For the Future*  
**MENTORING**



The **Mentoring** Program for 100BMBA is a structured program which brings about a trusting relationship between successful African-American men and the youth in the community. Our goals for our youth include educational and career awareness and success, healthy living, emotional awareness, and the ability to be financially sound. Our Mentoring Program provides guidance and support in several key areas. It helps students develop study skills and navigate school effectively. Participants learn to build and nurture relationships with teachers, peers, and other adults. They gain exposure to college, various career paths, and job opportunities, shaping their futures. Additionally, the program covers financial literacy topics such as budgeting, saving, credit, and investment. Finally, it fosters a desire and knowledge of making healthy eating decisions and a commitment to regular exercise.

100 Black Men of the Bay Area has historically relied on the participation and commitment of the members of our Chapter. We have a core of over 40 members serving on our Mentoring Committee who dedicate themselves to participating in weekly mentoring modules at the school sites encompassing the middle and high school-aged participants. Additionally, we rely on the remaining Chapter members to provide additional support at mentoring outings and periodic mentoring events.

We expect that by participating in our program for 3+ years, the target population exhibits the following characteristics:

- 100% high school graduation rate
- 80% 4-year college acceptance rate (with 100% completion of the FAFSA application)
- 100% on career trajectory at graduation (e.g., college, trade school, or military)
- 100% of students with community involvement and reinvestment
- 100% of students will have created a resume, opened a savings account, and developed a life plan for college/career success

We measure the impact and success outcomes by establishing baseline measurement for students before they enter the program, and on an annual basis. For longer-term success metrics (e.g. college acceptance) which can't be immediately measured, we will assess our progress based on several leading indicators collaboratively identified with OUSD's Office of Equity (e.g. establishment of a college/ career plan, and elevated grade point averages). We will assess the grade-appropriate metrics annually.

Our focus demographic is African American and Latino males, comprising 70% and 30% of participants, respectively, between grades 6 and 12 (ages of 11-18). The primary language of instruction is English. Our students come from across Oakland and the entire East Bay. Most are from low-income families (<300% of Federal Poverty Level) from East, West, and North Oakland, South Berkeley, and West Contra Costa County. A significant portion of our students come from single parent households and may be the first in their family to complete high school and/or attend college. Many of our students also come into the program with GPAs below a 2.0 and have poor attendance records. We have established partnerships with the OK Program (now in its fourth year), as well as with the African American Male Achievement programs of OUSD, WCCUSD, Contra Costa College, and the Peralta Colleges to change the trajectory of our scholars.

**Justification of Need:**

Many of our African-American students face significant challenges, both at home and in their communities, resulting in under-performance, underachievement, and limited access to rigorous education. In OUSD, where our mentoring program primarily operates, only 57.2% of African-American students obtain enough credits to graduate; 10% below the state average. The situation is even more concerning regarding college attendance; in 2010, only 3.4% of these students were enrolled in the



University of California system, and in 2014, only 4.3% attended the California State University system.

Rising regional housing costs and stagnant wages have forced many African-American families out of Oakland. This decline is evident at Oakland Technical High School, where African-American enrollment has dropped from around 70% twenty years ago to about 30% today. Families that remain often have less time and resources to focus on their children's educational needs. Our program aims to address these issues by working in partnership with families and schools to provide the necessary support and resources to help these students succeed academically and beyond.

### **Activities:**

We have implemented and are committed to continuing a variety of activities designed to provide our youth with the best possible experience and give them the highest chance of success. Central to our program is a mentor-mentee contract developed in partnership with our mentees. This contract sets clear expectations for students and mentor alike, in addition to the group, which fosters an environment of shared accountability. Educational success is paramount, and we support this through periodic grade and transcript reviews and twice-weekly tutoring sessions. To further prepare students for higher education, we host workshops, led by college recruiters and admissions officers, on the college application process and eligibility requirements. To ensure our students are also prepared for the workforce, we offer interview preparation, mock interviews, resume workshops, and a dress-for-success program. In the case of the latter, we provide business attire to those in need.

Recognizing the importance of general health and its contribution to optimal performance and learning, we provide healthy meals and teach simple meal preparation and/or selection. We also conduct juicing demonstrations to encourage its contribution to an overall nutritious diet.

Our goal is to create engaging activities that help our young men develop into well-rounded adults.

### **Measurement Tool:**

100BMBA mentees are routinely evaluated based on the quality of their participation. Our requirements are simple and two-fold: (i) we ask our mentees to consistently attend our weekly meetings, and (ii) we ask our mentees to engage fully at each session.

We use consistent session participation as a driver for including mentees on our more "social" outings; as a way to motivate them to connect with the program on a deeper level. We create surveys for each major section of the curriculum after its presentation to gauge the learning and understanding of each section. Survey outcomes are reviewed with the group, which further allows them to recognize their ability to implement the lesson plans into their lives.

### **Outcomes:**

The above measurement tool allows 100BMBA to develop real metrics. On the most basic level, the consistent participation of our mentees allows us to track school attendance and grade performance data. This provides the individual baseline we use for each student, which in turn, allows us to generate percentage improvement in each student. We focus on three specific measurables: school attendance, GPA improvement, and SAT/ACT testing proficiency. As part of our mentoring modules, we make these three components a critical part of the core service we provide. Further, we use this time of engagement to address the softer discussions of self-worth, emotional intelligence, interaction with peers and authority figures, becoming a "man", etc.

### **Manhood Development Leadership Academy (MDLA)**

- Isolated campsite in Trinity, CA (5 hr drive north of San Francisco)
- Two Cohorts; middle-school and high school
- 1 week each cohort
- Number of Campers: 80 (40 in each cohort)
- Age Range: 11-17
- On-site leadership: Robert L. Smith (Mentoring Co-Chair, 100BMBA), plus 25 additional adult staff and 100BMBA volunteers who comprise the team leaders and facilitators.
- Ratio of adults to kids: 5 adults to 8 kids
- Workshops:
  - Physical Training
  - Emotional Intelligence
  - Financial Literacy
  - Law Enforcement Education
  - The Importance of Dress
  - Archery
  - Teamwork and Team Building
  - Knowledge Check Obstacle Course

- CPR Workshop (presented in conjunction with members of Oakland Fire Department)
- Evening/Night Hikes
- Conflict Resolution and De-escalation
- Boat Day at the Lake including Fishing Workshop

### Highlight of the week:

- The young men developed chemistry and worked together with other young men who were not in their friend group (East and West Oakland). They collaborated to accomplish goals and built connections that allowed them to overcome adversity during MDLA.

### Key Takeaways:

- Coordination and uniformed messaging amongst facilitators greatly helped with the flow of operations.

### Achievements:

- **Expected:** We expected at least one young man in each group to distinguish themselves and exhibit leadership qualities. Due to the intentional selection of each workshop, we expected at least 75% of students to gravitate towards the learning material and apply the principles of what they learned. It is expected that each young man will have been exposed to a first-time positive experience that will aid in their development.
- **Unexpected:** There were no fights. A goal of MDLA is to teach young how to avoid conflict and handle conflict when it arises. We teach each young man to treat each of the attendees with respect, courtesy, and love. It's natural to have conflict arise when you have young men that are socialized a certain way to not display any emotion other than anger. These young men reflect communities in Oakland that are under-resourced and plagued with violence; therefore, we expected several physical conflicts to arise. Not only did we have zero fights, but we had young men proactively mediating, identifying sources of agitation, and providing solutions to mitigate any conflict. Additionally, we recognized the participation rate for physical education was much higher for middle school than the high school. Also, the talent show gave students a creative outlet and provided a way to express themselves theatrically.

### Key Takeaways:

- This was the first time we conducted separate trips for the middle and high school students. This proved to be a good decision, as it confirmed the notion that different aged kids have different needs and ways that they learn. Additionally, this allowed further safety precautions to be easily implemented with the middle school, as opposed to high school students, due to the prior's lack of maturity.

### Achievements:

- **Expected:** Same expectations as above!
- **Unexpected:** Students genuinely appreciated the science workshop, were very engaged and carried their science project around for the duration of the camp.

### Summary:

MDLA 2023 can only be explained as a huge success. From our pilot launch last year in 2021 to our now, we have implemented huge improvements and increased efficiency, and this year could not have been any more perfect.

Our first year, we took 36 Black boys to MDLA 2021. In 2023, we had grown to 80 Black boys in attendance. As we look forward to MDLA 2024, we anticipate taking a minimum of 100 Black boys out of the city of Oakland and empowering them to come back home and transform their community.





Four For The Future

## EDUCATION

In 1992, 100 Black Men of the Bay Area, Inc. established the Young Black Scholars Program. Each year, in addition to awards of scholarships and other financial assistance, Bay Area students are provided with mentorship and support throughout their college careers.

- Awarded \$128,000 in scholarships to 59 young men and women from Bay Area high schools and/or colleges, and returning college students
- Launched the weekly High School Tutoring Program as a complement to group mentoring
- Average of 10 students received Math, English, Science & history tutoring

We sincerely appreciate the support and contributions of our sponsors as we surpassed our second million in Scholarship Program awards. We place immense importance on nurturing the next generation and are honored to provide scholarship support to the talented young men and women from around the Bay Area. Many Chapter members of The 100 benefited from a helping hand during their journey and believe strongly in reaching back with an outstretched hand and being the change we wish to see. The organization believes in the immense potential of the next generation and is determined to remove barriers to ensure that as many young people as possible can experience quality higher education and become responsible, valuable contributors to society.





# THANK YOU TO OUR SPONSORS!



*None of the programs would be possible without the support of our sponsors.* Since 2007, our revenues have increased over sevenfold, entirely due to generous contributions from our supporters. 100 Black Men of the Bay Area, Inc. is profoundly grateful to our many partners, sponsors, and supporters who have dedicated their time and resources to ensure we continue to positively impact the lives of youth and the communities we serve.

Your generosity makes a significant and lasting difference in many Bay Area communities.

### 2023 Donors, Greater than \$25,000

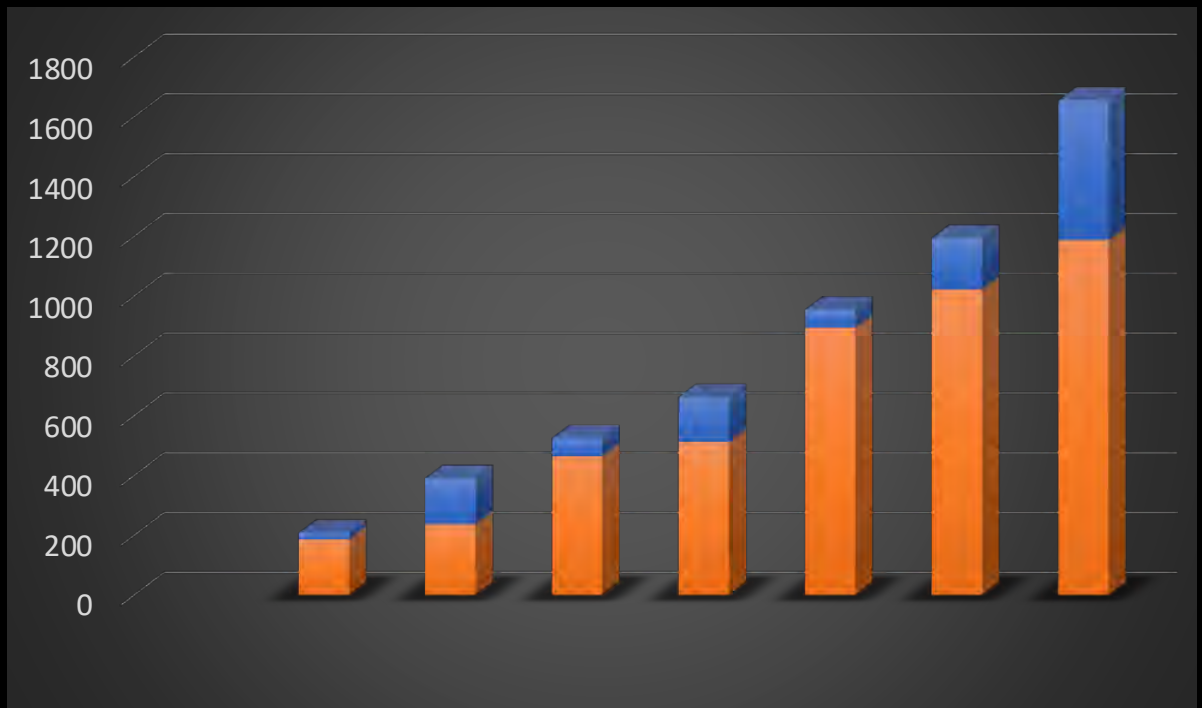
- Bimbo Bakeries USA
- County of Alameda
- Enterprise Holdings Foundation
- Golden State Warriors
- Wells Fargo Foundation
- HBI / Home Depot
- Next Step Fund / Marin Community Foundation
- Okta
- Umpqua Bank
- US Bank

### 100 BMBA Gross Revenue / Expenses by Year

Year	2017	2018	2019	2020	2021	2022	2023 (Prelim)
Total Revenue (\$k)	\$ 209	\$ 392	\$ 526	\$ 663	\$ 956	\$1,196	\$1,656
Total Expenses (\$k)	\$ 187	\$ 238	\$ 465	\$ 513	\$ 895	\$1,023	\$1,188
Net Reserves	\$ 22	\$ 154	\$ 61	\$ 150	\$ 61	\$ 173	\$ 468



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## 2023 Donors, \$5,000 - \$25,000

- Bank of the West (BMO)
- BLU Educational Foundation
- Equitify LLC
- First Republic Bank / J.P.Morgan Chase Foundation
- The Gap, Inc.
- Google
- Kaiser Permanente Foundation
- Oakland Athletics
- Oakland PAL
- Siebert Williams Shank Foundation
- Target

## 2023 Donors, \$5,000 and Under

- Academic Beast Mode
- AE3 Partners, Inc.
- ATU Local 1555
- Bevilacqua & Sons, Inc.
- Bivium Capitol
- Blaylock Van, LLC
- Cahill
- California Wellness Foundation
- Cecily & John Reeves via Schwab Charitable
- Chime
- Community & Youth Outreach, Inc.
- Dockers / Levi Foundation
- Eeson-Ruffin Family Fund via ImpactAssets
- Empower
- Girls Saturday, Inc.
- Greater St. Paul Baptist Church
- Hampstead Development Partners
- Heritage Bank
- Kazan, McClain, Satterley & Greenwood
- Loomis, Sayles & Company, L.P.
- Oakland Firefighters IAFF Local 55
- Port of Oakland
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- Stacy and Witbeck Foundation
- Twilio
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- Waymo
- Webcor

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1807 Martin Luther King Jr Wy.  
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