



# Building Power and Pathways to Economic Freedom

*Join the California Funders for  
Boys and Men of Color network*



**CALIFORNIA FUNDERS**  
**for Boys & Men of Color**  
[cafundersforbmc.org](http://cafundersforbmc.org)

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# Join Our Movement

To shape a just and thriving California, we need to invest in boys and men of color, their families and communities. The California Funders for Boys and Men of Color (CFBMoC), co-founded by Sierra Health Foundation and managed by The Center at Sierra Health Foundation, is a network driven by our shared vision that we can create a California where boys and men of color can thrive.

Since its inception in 2014, CFBMoC has brought together CEOs from California's leading philanthropic institutions to collaborate, network, learn and take action toward this vision. Through philanthropic investments, advocacy and funder solidarity, we are committed to removing systemic barriers that interrupt the development and success from early childhood, through school and into adulthood. Our goal is to create lasting pathways that improve the overall quality of health, work, education, and justice for boys and men of color to achieve their greatest hopes and dreams. Collectively we believe that our investment will result in the Northstar goal of boys and men of color in California reaching 300% of the federal poverty level rate.

As we pivot and recover from a historic pandemic, California is positioned as one of the leading global economies with some of the greatest inequities. There is a great urgency for us to leverage the billions of dollars circulating to address today's pressing challenges, such as loneliness and increased mental health stress, interruptions to academic and professional growth because of COVID and the digital divide, racist school discipline policies, disproportionate criminalization and violence by police, mounting student loan debt, and a broken immigration system.

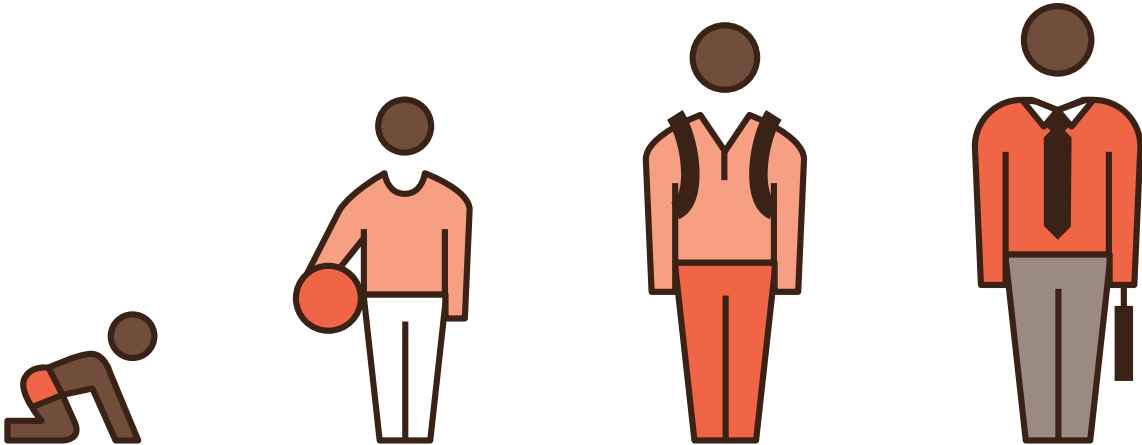
As CFBMoC deepens our focus on building power and pathways to economic freedom, we look forward to forging new strategies and collaborations that focus on addressing these areas holistically. If you are inspired to join our efforts, we invite you to learn more about what our network offers and how to get involved. Together, we can ensure our investments truly change the lives of boys and men of color for generations to come.



**Chris Cooper**  
*Program Officer*  
California Funders for Boys & Men of Color  
Sierra Health Foundation | The Center

# Life Course Framework

CFBMoC uses the Life Course Framework, developed by Arnold Chandler, the co-founder of Forward Change Consulting, to guide our work and investments. This framework effectively organizes a variety of complex factors that shape the outcomes we care about for boys and men of color, and how the issues they face intersect. CFBMoC funds and engages in initiatives that impact either the barriers or “off-ramps” that boys and men of color face or improve the “on-ramps” on their life journey.



## Early Childhood (0-6)

- Prepare children for school

## Middle Childhood (7-11)

- Provide resources to increase proficiency in math and reading by third grade
- Develop socio-emotional skills and behavior by the fifth grade

## Adolescence (12-18)

- Improve middle school grades to reduce course failures and ultimately increase high school graduation
- Reduce juvenile arrests and convictions

## Emerging Adulthood (19-25)

- Increase college graduation
- Reduce felony arrests, convictions, incarceration and recidivism
- Stable, full-time employment greater than 300% federal poverty rate

# Our Strategy

CFBMoC uses a three-pronged strategy consisting of a regional focus, policy and strategic communications to effect change.

## Regional Focus

The network is currently active across California with a specific focus on three main regions: Bay Area-Northern California, Southern California and Sacramento-San Joaquin Valley. Through our place-based Regional Action Committees (RACs), CFBMoC members are actively working on investing in direct service programming, and policy and advocacy around each region's issue area, and coalition-based work. CFBMoC plans to expand its work in more **counties throughout San Joaquin Valley** and additional regions such as the **Central Coast, San Diego and Imperial Valley,** and the **Inland Empire.**



**Bay Area-Northern California:** Investing in youth justice and the inclusion of boys and men of color in the thriving economy.

- An estimated 9,000+ young men of color have been connected to employment opportunities in the Bay Area through our support for economic mobility programming. We are also redeveloping our leadership table to focus on strategies to address youth justice in the region.

**Southern California:** Reshaping Los Angeles County's approach to youth development and ensuring that all young people have a fair chance to thrive.

- With our partners and community leaders, we launched a statewide campaign to #CloseDJJtheRightWay that resulted in Governor Newsom signing SB 823, a historic bill that will lead to the closure of California's Division of Juvenile Justice and investment in alternatives to incarceration. Thanks to the advocacy and organizing efforts by our RAC members and California Alliance for Youth and Community Justice, LA County opened a new Department of Youth Development.

**Sacramento-San Joaquin Valley:** Access to and the completion of post-secondary education opportunities for boys and men of color.

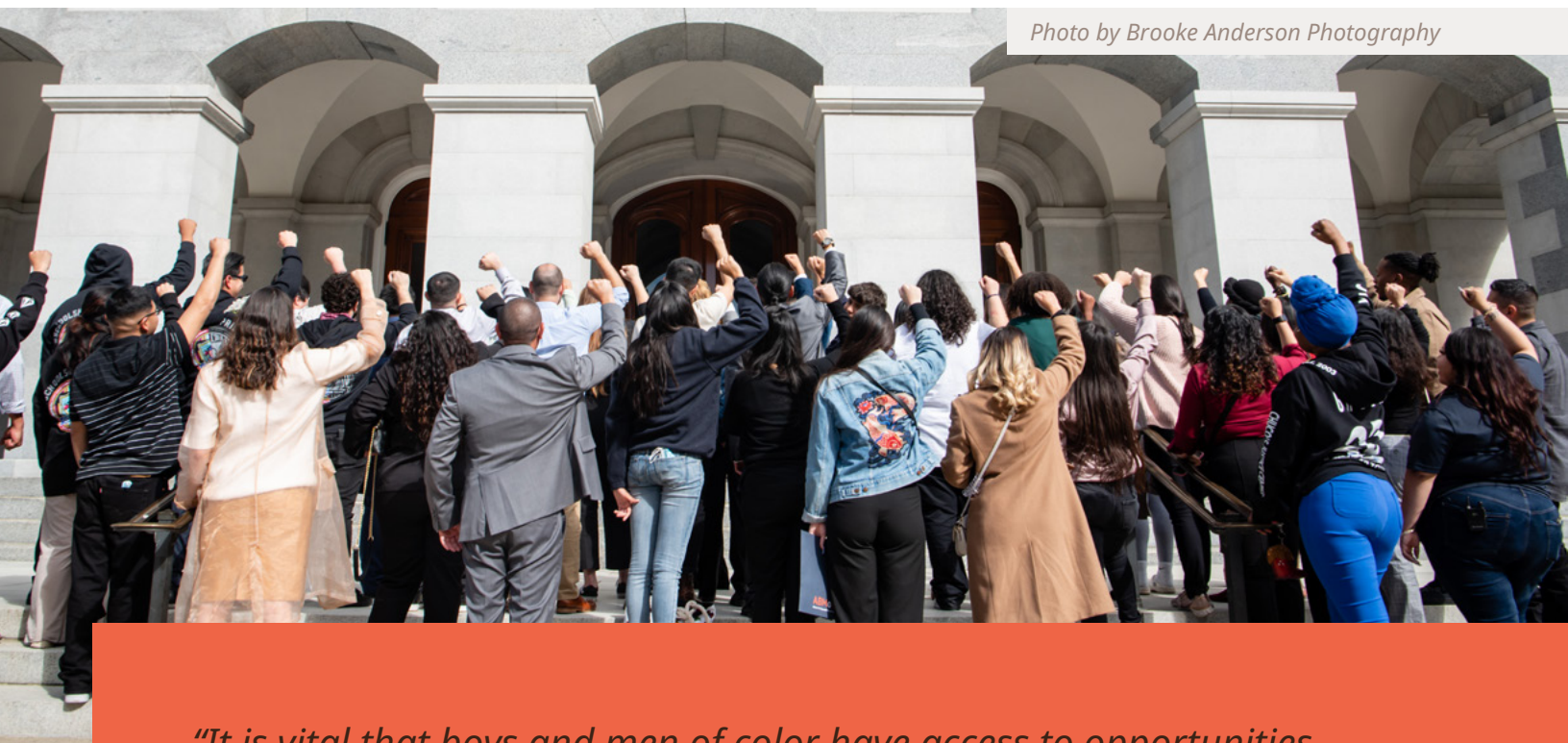
- The RAC awarded \$300,000 to 12 organizations focused on educational equity to support greater access to and completion of post-secondary education for boys and men of color.



## Policy and Systems Change

In partnership with the Alliance of Boys and Men of Color and the Assembly Select Committee on the Status of Boys and Men of Color, CFBMoC is centered on advancing a statewide movement of policy advocacy and systems change. We hold ongoing policy convenings to brief members and partners on the latest news, campaigns and bills that are driving quality jobs, education equity, youth leadership and justice, economic mobility, community safety, justice, and healing.

Photo by Brooke Anderson Photography



*“It is vital that boys and men of color have access to opportunities, resources, and investment and that we build a world that is safe and supportive for them to navigate these uncertain times. Building resilience means creating solutions for lasting change, not just temporary relief.”*

Chet P. Hewitt, CEO of Sierra Health Foundation and The Center





## Communications

- We keep our members up to date through our website, meetings and events, a bimonthly newsletter, action alerts and social media channels. Our goal is to create a conversation and provide meaningful channels to stay engaged with the latest campaigns, decision-making opportunities and investment strategies.
- CFBMoC also supports storytelling as a means to amplify the voices of boys and men of color such as through our #HeretoLeadCA multimedia storytelling initiative that features blogs, social media, videos and audiograms of leaders taking action on issues that matter to them in their communities.

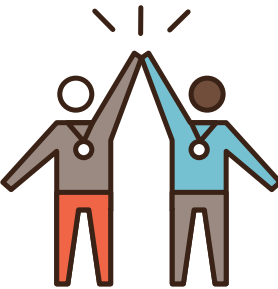


# Membership Benefits



## Networking

Our members come together for ongoing CFBMoC and member-hosted convenings, which feature California's leading philanthropic CEOs, advocates, community partners and emerging thought leaders.



## Collaborating

Our Regional Action Committees offer members access to pooled resources in order to drive action and investment in local leaders and organizations for sustainable impact.



## Learning

CFBMoC is a platform for continued education to keep our members informed and rooted in how philanthropy can make a sustainable impact. We are launching new executive and senior leadership learning opportunities, including organized travel to training, conferences, on-site visits and cross-collaborative strategy sessions.

*“When we trust our grantees and trust organizers on the ground and people who are directly impacted, magic happens, and we make the impossible possible.”*

Shane Murphy Goldsmith, *President and CEO of Liberty Hill Foundation*





*“California Funders for Boys and Men of Color is truly a unique network bringing together CEOs and organizations that share the same commitment to creating transformative change that advances the life outcomes for boys and men of color. What we learn within the network is implemented in our work and ultimately benefits the communities we serve.”*

Dr. Robert K. Ross, *President and CEO of The California Endowment*

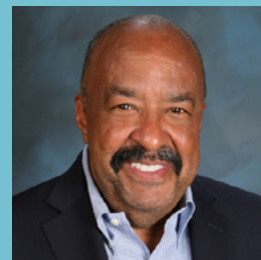


Photo by Brooke Anderson Photography

# How to Join

## Membership

Our network is primarily driven by CEOs, Presidents, and Executive Directors at private, corporate, regional and community foundations, but CFBMoC welcomes leaders who share similar passion and commitment to California at their grantmaking organization.

## Suggested Contributions for Foundation Members

We value the financial support from member organizations that are aligned with our collective value to fund CFBMoC’s critical, collective work. Here is a general guide of what we ask our members to contribute, based on their average annual grantmaking.

Average Annual Grantmaking	Suggested Contribution Range	Three-Year Contribution
\$100 million+	\$100,000 – \$150,000	\$300,000 – \$450,000
\$20 million – \$100 million	\$50,000 – \$75,000	\$150,000 – \$225,000
\$5 million – \$20 million	\$25,000 – \$30,000	\$75,000 – \$90,000
\$1 million – \$5 million	\$10,000 – \$15,000	\$30,000 – \$45,000
\$500,000	\$5,000	\$10,000

## Learn More



For more information on California Funders for Boys and Men of Color and how to get involved, please contact:

**Chris Cooper**

*Program Officer*

California Funders for Boys & Men of Color  
Sierra Health Foundation | The Center

✉ [ccooper@sierrahealth.org](mailto:ccooper@sierrahealth.org)  
☎ (916) 291-3855

# Our Network

Here are some of the diverse California foundations we are proud to currently have in our network.





**CALIFORNIA FUNDERS**  
**for Boys & Men of Color**

 [cafundersforbmoc.org](http://cafundersforbmoc.org)

 [heretoleadca.org](http://heretoleadca.org)

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**THE CENTER**  
*at Sierra Health Foundation*