

Effective and Equitable Practice With Boys and Young Men of Color



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**Brothers
on the
Rise**

www.botr.org

BOTR & This Workshop

- Overview of Approach & Services
 - Direct Services & Systems Change
 - Empowerment through Cascading Mentorship & Learning Communities
- Overview of Training
 - Raise Awareness & Build Up Toolboxes
 - Develop Community & Spread Effective/Equitable Practices

BOTR's Core Programming

Brothers, UNITE!

- Literacy, life skills & leadership
- 3rd-8th grade, based at schools and parks

Lift a Brother Up

- Career development – community benefit
- High school aged youth

Brothers Helping Brothers

- Counseling, case management, parent ed.
- Infused into core programming

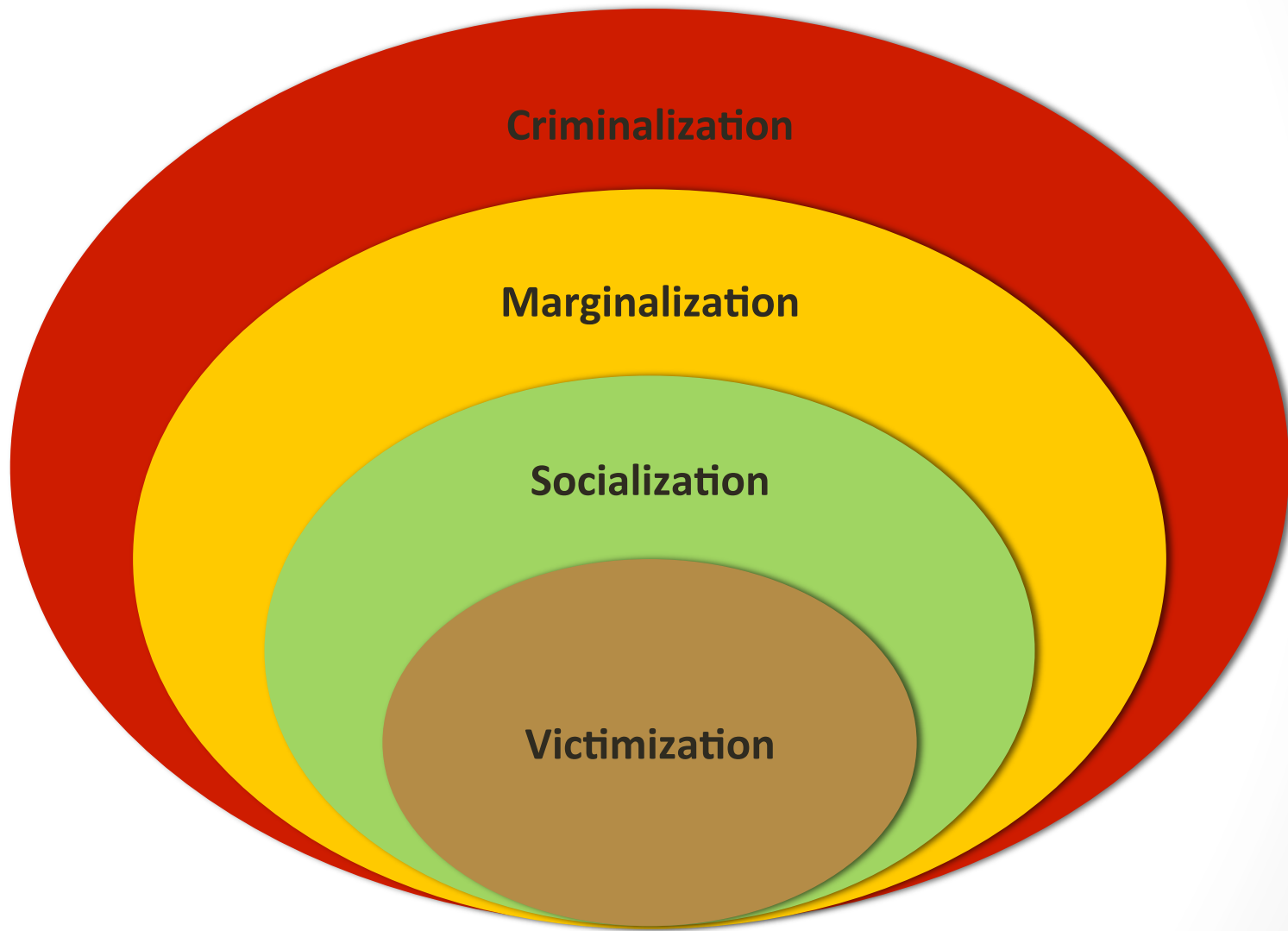
Trail Brothers

- Outdoor exploration/environmental ed.
- Infused into core programming

Community Capacity Building

- Training, curricula, coaching, consultation
- Convening, research and writing

What We're Up Against



Therapeutic Empowerment

- Safety – Structure, routine/ritual, trust, calm, predictable, peaceful
- Support – Open, available, active listening, helpful, responsive not reactive
- Skills – Role model the 10 Keys to Succcccccccccccess! 😊
- Success – A responsible, peaceful, caring and successful scholar, artist, athlete, helper, activist

Words of Wisdom

“The strongest act of manliness is to sacrifice ourselves in a totally non-violent struggle for justice”

– Cesar Chavez

Gender and Culturally Responsive Work

- Use ritual and honor youth identities
- Respect the Codes & Commandments
- Build emotional intelligence
- Break it into pieces
- Keep it fun & keep It moving
- Avoid power struggles & shaming
- Give them a minute – let them decide
- Opportunities to lead & take action



The BOTR “Check-In”

Creative Problem Solving

State the Problem

- Be Accurate and Specific
- Assess roles, feelings, and needs

Brainstorm Ideas

- List all ideas (you will pick later)
- Set a time limit

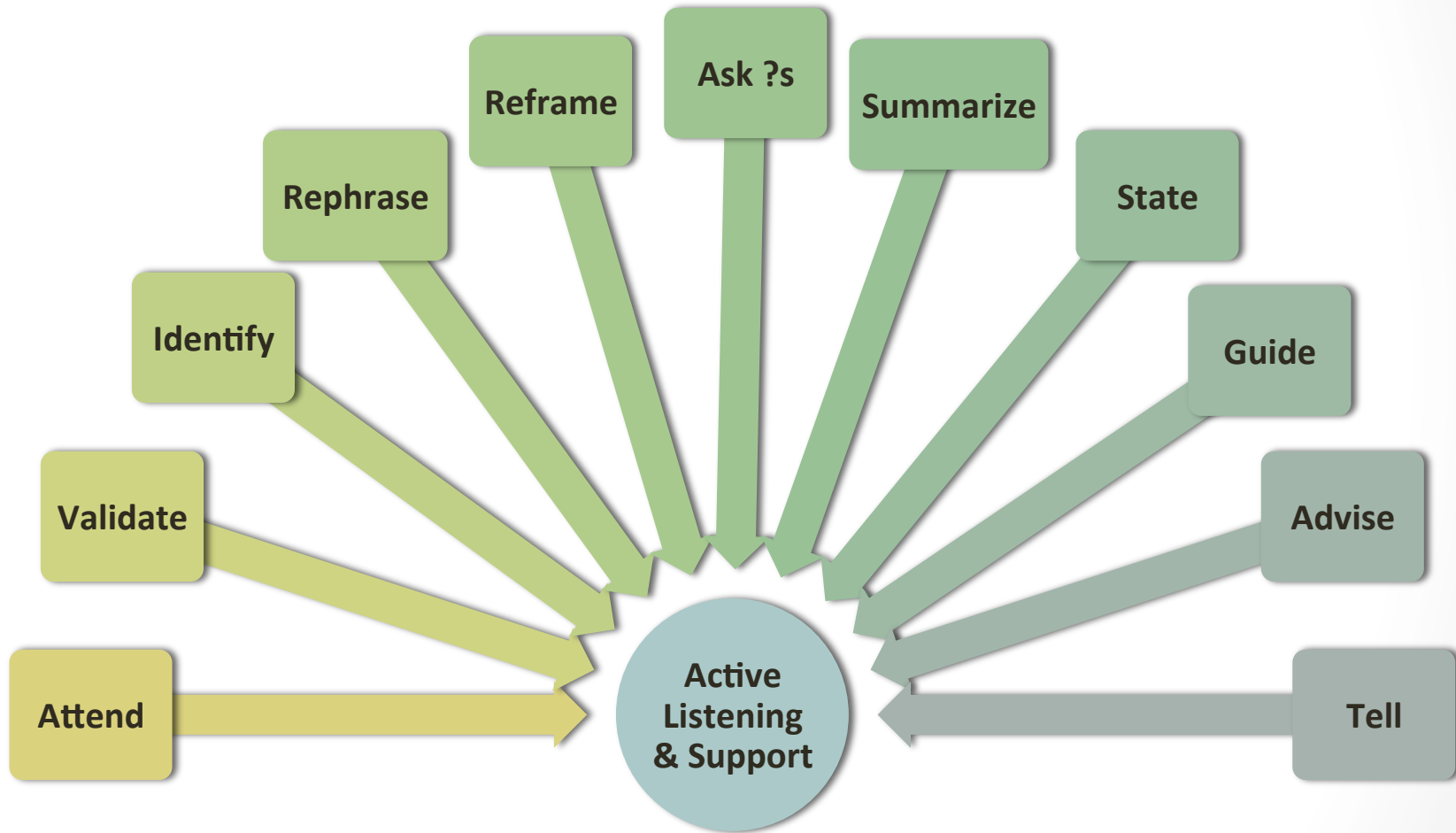
Reality Test

- Ask “what if?” I did each strategy
- Only pick the best ones for you

Action Plan

- Make a plan to DO the top idea(s)
- Check back in to see how’s it going

Active Listening & Support



The Act Like a Man Box & Being a Real Man

- The Act Like a Man Box (Kivel & Creighton)
- The Boy Code (Pollack)
- The Codes of the Street (Anderson)
- The Commandments of the Street (Marshall)
- A Real Man (BOTR)



My Voice Matters – My Youth Matter

- Identify Challenges Facing Youth, Communities & Systems
- Decide on 1-3 of These That You'd Like to Address
- Discuss Causes, Root Causes, Resources & Strategies
- Use Your Collective Voice to Create a Piece
- Present Your Piece to Stakeholders
- Prepare an Intro along with Questions for Dialogue

Closing Rituals

Share learnings, man-up/own ups, celebrations of self, appreciations of others

Stay in touch!

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