



Young Professionals of Color Fellowship Program

Inaugural Fellowship Report

February 2020

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In 2018, a strategic partnership between the leadership of the National Institute for Criminal Justice Reform (NICJR), Advance Peace and the LIVE FREE Campaign launched the Young Professionals of Color (YPOC) Fellowship.

YPOC is a leadership development opportunity specifically designed for emerging leaders advancing the well-being of communities of color through various avenues of social justice. Through the Fellowship, The Alliance seeks to develop extraordinary leadership and cultivate expertise among young professionals of color working in the fields of criminal justice reform, violence reduction, community organizing and social justice generally. YPOC Fellows participate in a series of learning engagements and have the opportunity to network with and learn from a variety of leaders in these fields.

Over the inaugural year of the Fellowship, distinguished social justice leaders interacted with the Fellows, conducting workshops and sharing wisdom on various topics relating to professional and personal development, including leadership, organizational development, fund development, self-care and creating work-life balance.

Summary of Fellowship Convenings

The inaugural YPOC Fellowship featured four quarterly convenings between July 2018 and August 2019. Included below are summaries of each convening.



Convening 1

Personal and Professional Journeys in Social Justice

July 2018

The inaugural group of YPOC Fellows attends a Fellowship dinner in 2018.

Guest Speakers:

David Muhammad,
Executive Director,
National Institute for
Criminal Justice Reform

DeVone Boggan,
Executive Director,
Advance Peace

Chet Hewitt,
President, Sierra Health
Foundation

Rachel Poulain,
Narrative Change
Strategist, The California
Endowment

To kick-off the first convening in July 2018, The Alliance organized a group dinner for Fellows to get to know one another at a women- and minority-owned restaurant in downtown Oakland, CA. This would become a customary practice over the inaugural year of the Fellowship to begin each convening.

The following day, The Alliance held Fellowship workshops at The California Endowment's Oakland office. The day began with an overview of the origin and purpose of the Fellowship led by David Muhammad, Executive Director of NICJR, and DeVone Boggan, Executive Director of Advance Peace. Following the introduction, each YPOC Fellow gave a formal presentation outlining their personal and professional journey and future goals.

Chet Hewitt, President and CEO of the Sierra Health Foundation, gave the keynote address for the initial convening, sharing the valuable lessons he learned throughout his esteemed career in social justice. Chet detailed his remarkable journey from earning his GED on Rikers Island in New York City, to becoming the Director of Alameda County Social Services where he oversaw the agency's \$600 million annual budget, to ultimately becoming the President of a private foundation that promotes health and racial equity.

Representing The California Endowment, the host of the first convening and a seed funder of the YPOC Fellowship, Rachel Poulain, Narrative Change Strategist, ended the day with a discussion of the Endowment's commitment to the Fellowship program and shared her own personal and professional journey with the Fellows.

Following the first convening and in between each gathering, The Alliance provided Fellows with reading material and created a group email that Fellows could use to communicate with and support one another. The Alliance also collected feedback from Fellows on specific topics of interest to develop the



Convening 2

How to Make it Rain:
Fund Development 101
October 2018

YPOC Fellows learn fundraising strategies from Lateefah Simon, President of the Akonadi Foundation.

Guest Speakers:

Lateefah Simon,
President, Akonadi
Foundation

Angela Glover Blackwell,
Founder in Residence,
Policy Link

Pastor Michael McBride,
Director, LIVE FREE
Campaign

Arnold Perkins,
former Director of the
Alameda County Public
Health Department;
Board Member of The
California Wellness
Foundation

In October 2018, The Alliance began the second Fellowship convening with a group dinner at a women- and minority-owned restaurant. Lateefah Simon, President of the Akonadi Foundation, attended the dinner and shared valuable wisdom regarding professional advancement and fund development. She also pledged to remain in the Fellows' professional networks to provide continued guidance.

The following day, Fellows gathered at the East Bay Community Foundation in Oakland. At the request of the Fellows, the second convening focused on fund development and economic empowerment. Over the one-and-a-half-day training, Fellows gained insight from successful fundraisers and social justice "super heroes" Angela Glover Blackwell, Founder in Residence of Policy Link; Pastor Michael McBride, Director of the LIVE FREE Campaign; and Arnold Perkins, former Director of the Alameda County Public Health Department and current Board Member of The California Wellness Foundation. Guest speakers encouraged Fellows to explore their own relationships with money and to focus on securing funds to impact their communities rather than chasing dollars. Fellows also received guidance on identifying and avoiding fickle funding sources. Presenters shared specific tips on how they have solicited and sustained support for their own social justice endeavors.



Angela Glover Blackwell, Founder in Residence of Policy Link, leads a presentation at the second YPOC Fellowship convening in October 2018.



Convening 3

Successful Goal Setting and Execution March 2019

YPOC Fellows with Jacqueline Martinez, CEO of the Latino Community Foundation, following her presentation.

Guest Speakers:

Fred Blackwell,
CEO, San Francisco
Foundation

Arnold Chandler,
Principal, Forward
Change Consulting

Jacqueline Martinez,
Garcel, CEO, Latino
Community Foundation



YPOC Fellows with San Francisco Foundation President Fred Blackwell.

In March 2019, The Alliance held the third YPOC Fellowship convening in San Francisco and maintained the tradition of organizing an opening dinner at a women- and minority-owned restaurant. The Alliance specifically held this dinner without outside speakers to give Fellows the opportunity to further develop their relationships and learn from one another.

The following day, workshops took place at the San Francisco Foundation (SFF). Fred Blackwell, CEO of SFF, opened the morning session with a discussion of his career trajectory from initially working in philanthropy, to working in government in San Francisco with a focus on housing, to becoming City Administrator in his hometown of Oakland, to ultimately returning to philanthropy. Fellows engaged in deep conversation with Fred about career choices, overcoming personal challenges, professional complacency and the racial and gender dynamics that professionals of color encounter.

Due to Fellows' continued interest in fund development, the Alliance invited Jacqueline Martinez Garcel, CEO of the Latino Community Foundation, to share her bold vision for developing community endowments to eliminate reliance on philanthropy.

Arnold Chandler, Principal of Forward Change Consulting, presented his acclaimed work "A Life Course Framework for Improving the Lives of Boys and Men of Color." Fellows were engaged in the presentation, which outlined the enormous amount of compelling research showing the predictable life courses of Black boys resulting from certain negative or pro-social experiences.

The third Fellowship convening ended with an interactive training on developing organizational budgets led by The Alliance. Following a lesson on finance and budgeting, each Fellow developed, presented and justified a mock organizational budget. The third convening provided Fellows with an intense day of learning, networking and unforgettable experiences.



Convening 4

Creating Work-Life Balance and YPOC Fellowship Reflection July 2019

Fellows learn from Ron Davis, former Director of the Office of Community Oriented Policing Services (COPS) of the U.S. Department of Justice.

Guest Speakers:

Ronald Davis,
former Director of the
Office of Community
Oriented Policing
Services (COPS) of the
U.S Department of
Justice under President
Barack Obama

Greg Hodge,
Chief Network Officer of
the Brotherhood of
Elders Network; former
Board Member for the
Oakland Unified School
District; Attorney,
Minister and Principal at
Khepera Consulting

For the opening dinner of the fourth and final gathering of the Fellowship, held in July 2019 in Oakland, Fellows stayed late into the evening catching up and providing advice to one other, demonstrating the strong bonds established between the inaugural group.

The following day, The Alliance held the convening sessions at the newly opened Restore Oakland, a multi-use community center, shared office space and soon-to-be restaurant launched by The Ella Baker Center and several partners.

Ronald Davis, former Director of the Office of Community Oriented Policing Services (COPS) of the U.S Department of Justice under President Obama and former Police Chief of East Palo Alto, led the first workshop of the day. Ron shared his experiences working within the Obama Administration and his work leading policing reform efforts throughout the U.S.

Fellows were incredibly receptive to Ron's words of wisdom, including *"You can compromise your preferences, but not your principles. Do not confuse the two. Do not die on the hill of preference and do not compromise your principles."*; *"Power is where power goes."*; and *"Luck favors the prepared."*

The last outside presenter for the inaugural Fellowship was Greg Hodge, Chief Network Officer of the Brotherhood of Elders Network, former Board Member for the Oakland Unified School District, attorney and minister of a community church. After leading Fellows through a brief cultural experience of drumming and honoring each Fellow's family, Greg emphasized the importance of family, self-care, balance and personal well being in professional success. Greg quoted the great African scholar Ayi Kwei Armah's book *Two Thousand Seasons* advising Fellows "there is no beauty but in relationships." To close the final convening, Fellows reflected on the Fellowship program and provided feedback and recommendations to The Alliance.

Reflections from the YPOC Fellows

The inaugural YPOC Fellowship introduced Fellows to an array of incredibly successful leaders and professionals with similar backgrounds as their own; provided Fellows with a wealth of new information, knowledge and leadership skills; created deep, lasting bonds between Fellows; and promoted confidence and a renewed commitment to social justice, reflected in the quotes below.

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“The Fellowship has provided me with the necessary tools to take my leadership and professional career to the next level. Learning how to not just network but build life-long partnerships that can enhance community work statewide has been a highlight for me. I have already seen the benefits of applying what I have learned.” - *Keiland*

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“Through YPOC, I expanded my network and connections to better collaborate with colleagues in the social justice field. I will use what I have learned through the Fellowship to increase my impact and continue to bring people together to improve our communities.” -

Tamara

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“I received great leadership insight and a better understanding of management, philanthropy and more. I have already used what I have learned to become the Executive Director of the Anti-Recidivism Coalition.” - *Sam*

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“The Fellowship was like iron sharpening iron. I truly felt I was in the presence of accomplished and esteemed leadership and simultaneously among future leadership across multiple sectors. I will use the experiences, conversations and literature provided to continue to improve myself and my community.” - *Deen*

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“The YPOC Fellowship taught me the importance of networking and establishing strong professional relationships. I will implement the tools we gained about relationship building and will maintain connections with the many exceptional leaders we were exposed to through the Fellowship. I will especially use the budgeting skills I learned during the budgeting workshops.” - *Chris*

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Fellows' Professional Achievements

While the inaugural cohort of the YPOC Fellowship began the experience as an accomplished group of young professionals, several members of the cohort experienced significant professional achievements during the course of the Fellowship.

Fred Dabbs



Fred Dabbs is a probation officer with the Alameda County Probation Department. During the course of the YPOC Fellowship, Fred was promoted to unit supervisor. In his role at the Department, Fred supervises deputy probation officers in the General Supervision North County Unit. He was previously a juvenile field services deputy in the AB 12 and Community Probation Unit, supervising male youth within Alameda County and cities throughout the U.S. Born and raised in Oakland, CA, Fred developed a passion for advocacy and community leadership while observing his mentors and leaders institute change in the Acorn Community Housing Projects. Fred completed his undergraduate and graduate studies at California State University, East Bay.

Tamara Edwards



Tamara Edwards is the Administrator for the City of Richmond's nationally recognized Office of Neighborhood Safety and is tasked with overseeing the daily operations and fiscal coordination of grant-funded programs designed to address gun violence prevention and intervention initiatives that foster greater community well-being and public safety.

Tamara has over 20 years of managerial experience in the government, nonprofit and for-profit sectors and is known to be a strong leader with the ability to build consensus among staff, community members, clergy, stakeholders and government leaders to meet program objectives and create impact. Tamara is currently the President of the Oakland/San Francisco Bay Area Chapter of the National Forum for Black Public Administrators (NFBPA).

Tamara holds a BA in Liberal Studies from California Institute of Integral Studies, AS in Business Management from Contra Costa Community College and certificates in Executive Leadership "Marks of Excellence" in Public Management through the NFBPA Executive Leadership Institute (ELI) Program; Supply Management, California State University East Bay; IGNITE Breakthrough Life Coaching; and Neuro-Linguistic Programming Life Coaching. Additionally, Tamara is a certified Anger Management (Anderson and Anderson), Lifeplan (Lifeplan Institute) and Girls Circle (One Circle Foundation) Facilitator.

Deen Hasaan



Deen Hassan began the YPOC Fellowship as a Program Manager at the Marcus Foster Education Institute focusing on systems change in public education. During the course of the Fellowship, he became a full-time entrepreneur, launching a consulting firm based in Oakland, CA. Deen came to Oakland in 2011 from Miami, FL, as a National Urban Fellow at The California Endowment assigned to the Boys and Men of Color Initiative. Following the fellowship, he served as Project Manager for the Brotherhood of Elders, an inter-generational network dedicated to improving the life outcomes of Black men and families. Deen holds a bachelor's degree in Management Information Systems from South Florida's only HBCU, Florida Memorial University, and a Master's degree in Public Administration from Baruch College at the City University of New York.

Keiland Henderson



Keiland Henderson is the Community Engagement Coordinator for the City of Stockton's Office of Violence Prevention (OVP) where he plays a crucial role in implementing a citywide violence reduction strategy by engaging stakeholders, service providers and various community groups. Prior to OVP, he worked as the Executive Director for the Young Professionals' Network and has more than 10 years of experience in nonprofit management, business development and community outreach. He currently attends law school at Drivon School of Law and serves on Delta College's Pathway to Law Advisory Board and the Juvenile Justice and Delinquency Prevention Commission with San Joaquin County. He is a recent graduate of Leadership Stockton.

Sam Lewis



Sam Lewis began the YPOC Fellowship as the Director of Inside Programs at the Anti-Recidivism Coalition (ARC), a nonprofit organization that empowers formerly and currently incarcerated people to thrive by providing a support network, comprehensive services and opportunities to advocate for policy change. In June 2019, shortly before the end of the Fellowship, he was named the new Executive Director of ARC. As the first formerly incarcerated ARC member to assume the Executive Director position, Sam now oversees the organization's programs, operations across two offices and a multi-million dollar budget. He is most fond of working directly with youth and adults in correctional facilities throughout California and continues to serve as a mentor by conducting regular visits to institutions. Since being granted parole in 2012, following over two decades of incarceration, Sam completed his BS/BA degree from Indiana Institute of Technology, graduating magna cum laude. Sam serves on the Board of State and Community Corrections Executive Steering Committee for the California Violence, Intervention and Prevention Program and the Los Angeles Mayor's Blue Ribbon Commission on Employment Equity.

Daniela Medina



Daniela Medina began the YPOC Fellowship as the Case Management Supervisor at Community & Youth Outreach (CYO), a community-based organization in Oakland serving system-involved youth and young adults at high risk of being involved in violence. During the Fellowship, Daniela received a BA in Social Work from the University of California, Berkeley. Having previously been incarcerated, Daniela joined and served on the Board of the UC Berkeley Underground Scholars, a program that provides services and support to formerly incarcerated and system-impacted students. Daniela is now enrolled in a Master's program at the UC Berkeley School of Social Welfare. She was recently selected as a Peter E. Haas Public Service Leader at UC Berkeley, where she is establishing a project that supports formerly incarcerated students' access to higher education. Daniela is also currently a Perez Fellow with the Bright Research Group.

Christopher Ndubuizu



Christopher Ndubuizu began the YPOC Fellowship working with the Alameda County Department of Public Health and left the Fellowship as a PhD candidate. In August 2019, Chris began a doctoral program in African Diaspora Studies at the University of Texas at Austin, where he will explore how U.S. and UK immigration policies have impacted the lived experiences of Nigerian immigrants in the Trump and Brexit era. A Certified Health Education Specialist with a strong commitment to social justice and strengthening communities, Chris previously worked as a Research Associate at Resource Development Associates (RDA), where he evaluated a number of criminal justice and behavioral health programs throughout the state of California. Prior to his role with RDA, Christopher worked in policy advocacy as an e-Cigarette Control Advocacy Manager for Breathe California Golden Gate Public Health Partnership.



The National Institute for Criminal Justice Reform (NICJR) is a non-profit organization providing technical assistance, consulting, research, and organizational development in the fields of juvenile and criminal justice, youth development, and violence prevention. NICJR provides consultation, program development technical assistance and training to an array of organizations, including government agencies, non-profit organizations, and philanthropic foundations.

[NICJR.org](https://www.nicjr.org)

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