



The Outcomes Framework for the Economic Empowerment of Black Youth

AN OVERVIEW OF THE OUTCOMES FRAMEWORK



YOUTHREX

Research &
Evaluation eXchange

About the Outcomes Framework

What could transformative economic empowerment of Black youth in Ontario look like?

- The Framework aims to support community and government stakeholders in building a shared understanding of the intended outcomes of interventions funded under the economic empowerment stream
- It identifies important outcomes at the program, policy, and provincial levels, as well as targeted interventions to achieve these outcomes

The Outcomes Framework was produced by **YouthREX** as part of a collaboration with the **Network for the Advancement of Black Communities** and the **Dream Legacy Foundation** with funding from the **Ontario Ministry of Children, Community & Social Services** (MCCSS).



Outline



1. Context for the Outcomes Framework for the Economic Empowerment of Black Youth
2. The SIDE Theory of Change for the Economic Empowerment of Black Youth in Ontario
3. Three Pillars of the Economic Empowerment Stream of the Black Youth Action Plan
4. An Evaluation and Monitoring System

List of Figures & Tables in the Framework



REPORT

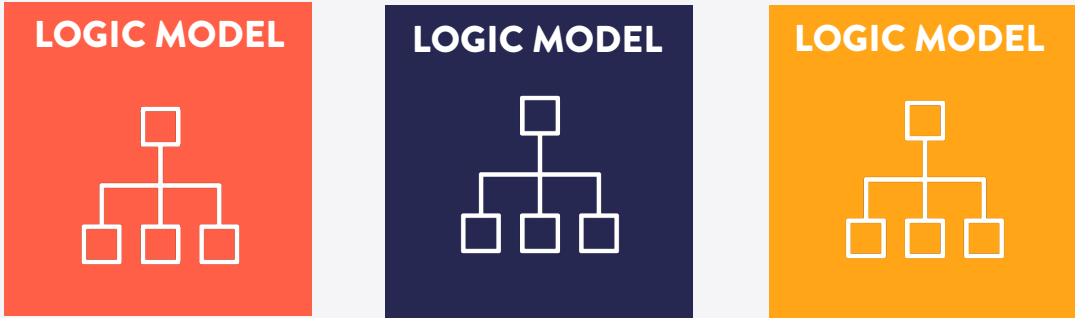
Outcomes Framework for the Economic Empowerment of Black Youth



THEORY OF CHANGE

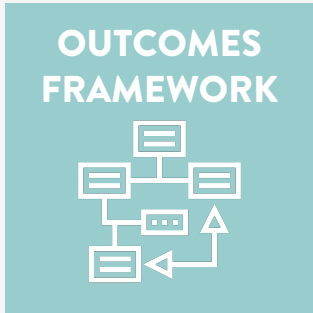
SIDE Theory of Change for the Economic Empowerment of Black Youth

PROGRAMMATIC INTERVENTIONS



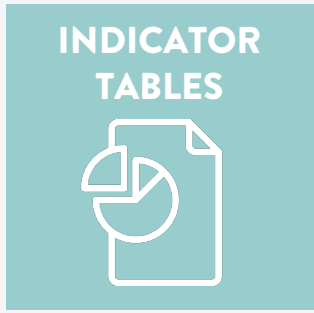
LOGIC MODEL **LOGIC MODEL** **LOGIC MODEL**

Strengthening the Talent Pipeline Jobs and Retention Diversifying Economic Opportunities



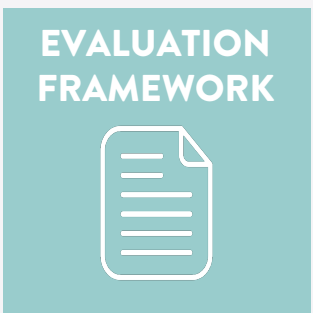
OUTCOMES FRAMEWORK

Outcomes Framework for Economic Empowerment of Black Youth



INDICATOR TABLES

Process, Program & Provincial Level Variables, Indicators & Data Sources for the 3 Pillars



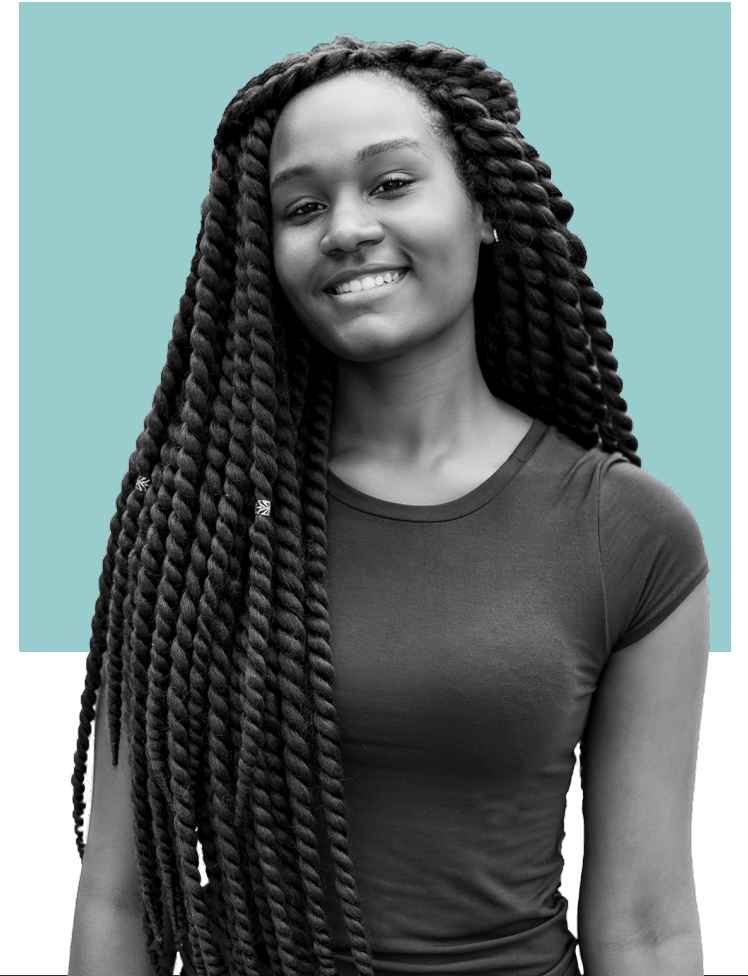
EVALUATION FRAMEWORK

YouthREX Evaluation Framework for Youth Wellbeing

01 // CONTEXT FOR THE FRAMEWORK

The Black Youth Action Plan (BYAP)

- Launched in 2017 by the Ontario government, the BYAP takes a “cradle-to-career” approach that provides support to Black children, youth & families across several life stages
 - Seeks to build pathways to school and post-secondary education, reduce income and employment disparities among youth and decrease youth violence
- An **Economic Empowerment Stream** of the BYAP launched on October 07, 2021 by MCCSS
 - This new Economic Empowerment Stream will support Black youth in achieving social and economic success

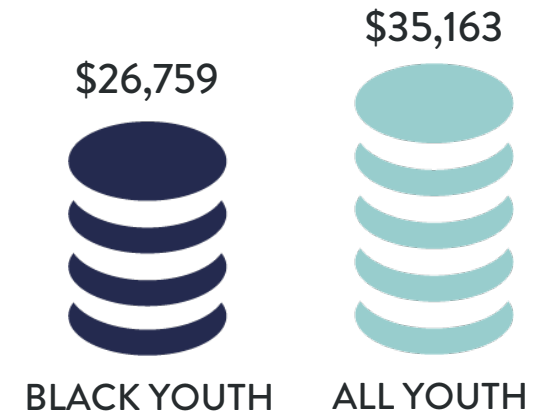


Why is an Economic Empowerment Initiative Necessary?



- Black youth in Ontario face the following significant economic barriers:¹
 1. **Economic Marginalization**
 2. **Disproportionate Outcomes in the Education System**
 3. **Lack of Access to Critical Social Capital**
 4. **Discrimination in Employment**
- These barriers are often intergenerational and operate across sectors

Did you know? The median employment income for Black youth in Ontario is \$26,759—earning \$8,404 less per year compared to all Ontario youth.²



¹ See YouthREX's Fact Sheet, "Significant Economic Barriers for Black Youth" (2021)

² See YouthREX's "Black Youth and Economic Inequities in Ontario Data Snapshot" (2021)

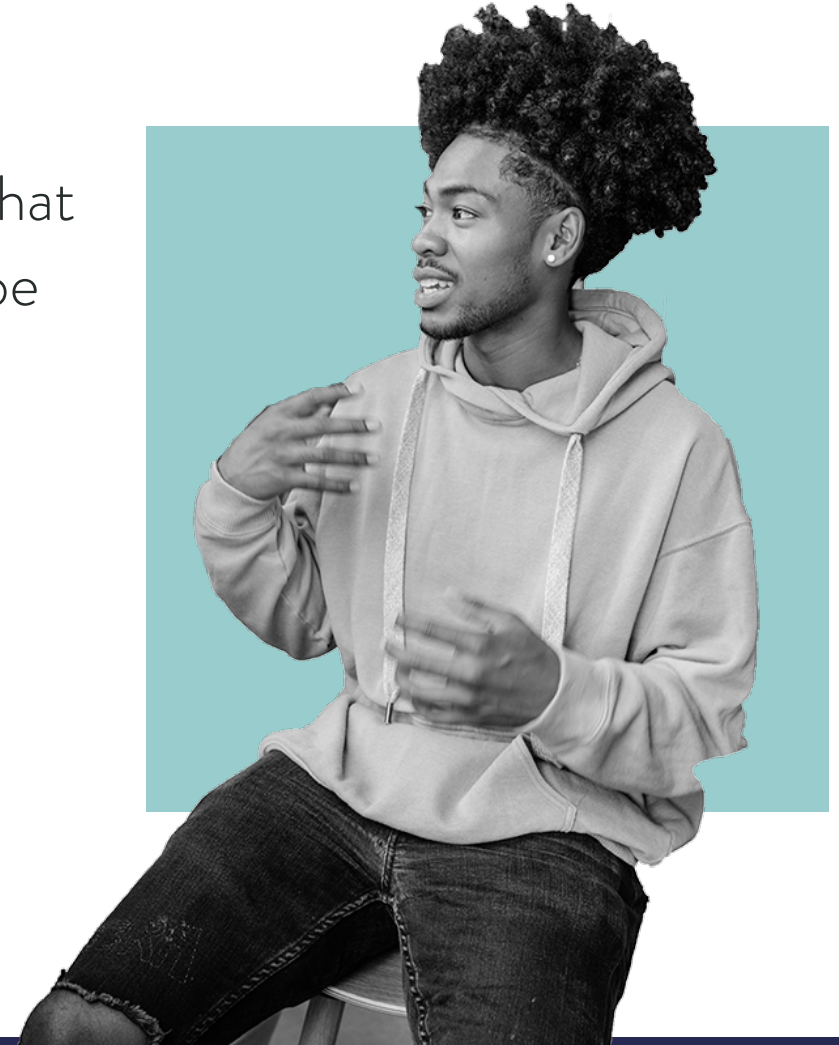
02 // A THEORY OF CHANGE FOR THE FRAMEWORK

“Black youth-centered initiatives challenge the discrimination, power structures and unfair resource distribution and provide a space for questioning the reproduction of systems and ideology that have negatively impacted their lives and communities[...] By participating in their community, youth create change on a personal level, while impacting the world around them.”

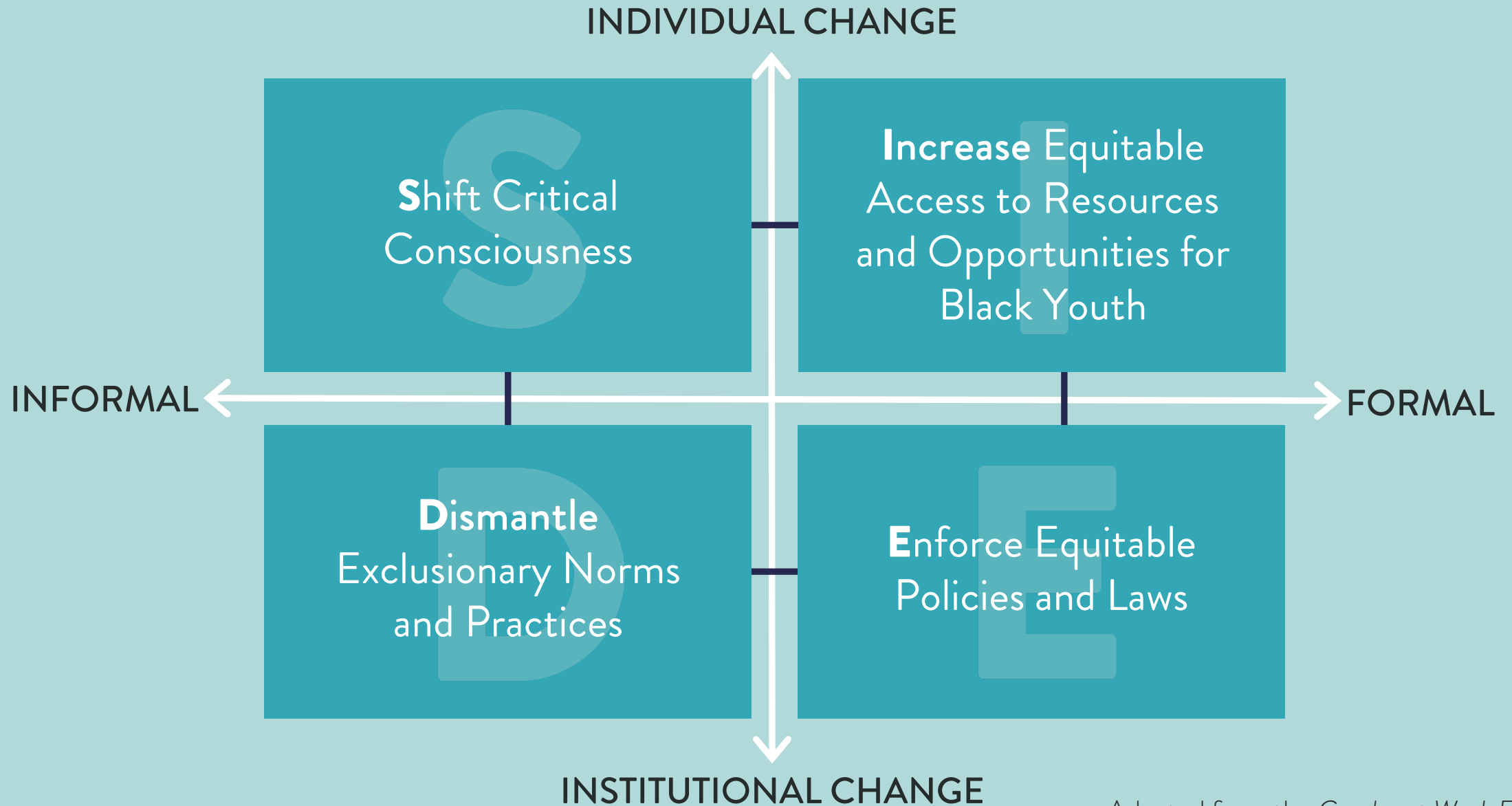
- DR. UZO ANUCHA, YOUTHREX

The *SIDE* Theory of Change for the Economic Empowerment of Black Youth in Ontario

- The *SIDE Theory of Change* takes a holistic approach to economic empowerment of Black youth by recognizing that removing systemic barriers and building capacities must be explored in tandem
- True empowerment must address the **root causes** of the inequalities as well as building individual capacity to reach desired outcomes
- **Transformation requires a multi-dimensional approach!**



SIDE Theory of Change for the Economic Empowerment of Black Youth



Adapted from the *Gender at Work Framework*

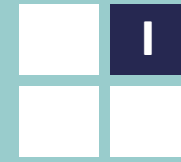


Quadrant 1: Shift Critical Consciousness

There is a need for processes that overturn beliefs and expectations that limit the capabilities of Black people and challenge restrictive cultural and social norms that sustain racial inequity.

EXAMPLES

- Implementing ABR training for staff in schools and workplaces
- Sharing positive work being done by Black youth and Black communities
- Building individual and collective sense of empowerment for Black youth



Quadrant 2: Increase Equitable Access To Resources and Opportunities for Black Youth

Equitable access to physical, human, intellectual and financial resources including opportunities to learn, earn, and generate wealth.

EXAMPLES

- Increasing access and support for education (bridging programs, tutoring, etc.)
- Providing financial resources for professional development and education
- Offering strong financial commitments in the form of grants, subsidies, loans, and in-kind contributions



Quadrant 3: Dismantle Exclusionary Norms and Practices

Informal practices within all levels of society that contribute to the exclusion of Black youth from accessing resources and opportunities. They are not policies and laws that are institutionally formalized, but they still exist within institutions.

EXAMPLES

- Challenging discriminatory practices such as weeding out applicants with an ethnic-sounding name during recruitment
- Eurocentric standards of professionalism that deems a Black person wearing Black hairstyles as unprofessional based on such standards

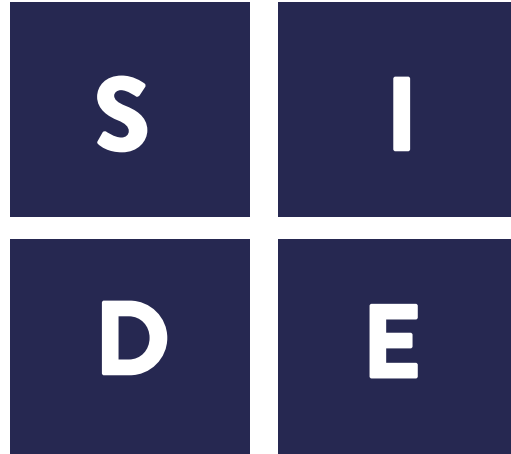


Quadrant 4: Enforce Equitable Policies and Laws

Equitable labour policies and laws need to be enforced with stricter regulations against discrimination in hiring and promotion practices, workplace racism, and financial lending practices.

EXAMPLES

- Addressing workplace policies, practices, and procedures related to equitable hiring and advancement that are already in place
- Addressing workplace policies, practices, and procedures related to equitable hiring and advancement that are already in place



If Black youth are to be truly economically empowered, changes towards racial equity must occur in all four quadrants simultaneously.

03 // AN OUTCOMES FRAMEWORK



The Situation

Historical and ongoing practices of anti-Black racism across systems have contributed to the economic marginalization and cyclical poverty of Black communities in Ontario.

An economic empowerment strategy for Black youth should focus on dismantling barriers and promoting pathways to education, meaningful employment, and financial security.

This strategy would realize economic prosperity for Black youth, improve their wellbeing, and, in turn, better enable them to contribute to the province's socioeconomic fabric.



Three Pillars of Intervention for the Outcomes Framework

STRENGTHEN THE TALENT PIPELINE

Providing learning and skill development opportunities so Black youth have the skills, abilities, and supports needed to succeed in the job market

EMPLOYMENT AND JOB RETENTION

Creating pathways to sustained, meaningful and safe labour market participation for Black youth

DIVERSIFYING ECONOMIC OPPORTUNITIES

Providing supports to Black youth to build careers in emerging/high-growth sectors to diversify their economic opportunities

Outcomes Framework: Provincial-Level Outcomes

STRENGTHEN THE TALENT PIPELINE

- Greater educational attainment (high school and post-secondary)
- Reduced number of youth not in education, employment or training
- Reduced disciplinary actions in schools
- Greater access to financial assistance for post-secondary

EMPLOYMENT AND JOB RETENTION

- Reduced number of Black youth unemployed or in precarious employment
- Increased access and opportunity to have savings and investment income

DIVERSIFYING ECONOMIC OPPORTUNITIES

- Greater access to financial assistance
- Increased number of new Black-owned businesses
- Increased number of Black youth in STEM and other high-income fields
- Increased savings or investment income

Outcomes Framework: Policy and Institutional Outcomes

STRENGTHEN THE TALENT PIPELINE

- Hiring, supporting Black educators
- Addressing school board discriminatory practices and policies
- Including Black history and Black excellence in curriculum
- Collect race-based data on educational experiences

EMPLOYMENT AND JOB RETENTION

- Addressing discriminatory hiring & advancement policies and practices
- Committing to fair pay & benefits

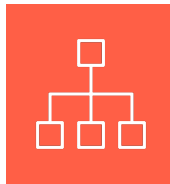
DIVERSIFYING ECONOMIC OPPORTUNITIES

- Financial Investment
- Equitable loan approval processes
- Committing to collecting race-based data (e.g. loan approval/denial rates)

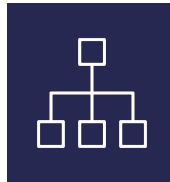
Outcomes Framework: Program-level intervention

How can an economic empowerment strategy for Black youth be delivered at a programmatic level?

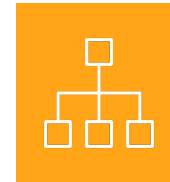
- There are Logic Models for each of the 3 pillars that outline sample activities (funded program / program components) and the expected benefits (outcomes) for Black youth as a result of said activities



To see the Logic Model for **Pillar #1: Strengthening the Talent Pipeline**, see page 19 of the Outcomes Framework.



To see the Logic Model for **Pillar #2: Employment and Job Retention**, see page 21 of the Outcomes Framework.



To see the Logic Model for **Pillar #3: Diversifying Economic Opportunities**, see page 24 of the Outcomes Framework.



Pillar 1: Strengthening the Talent Pipeline

SITUATION: Black youth experience overt as well as implicit discrimination in their pursuit of education. Programs must support them to equitably access academic and professional opportunities.



OUTCOMES

- Short-Term:
 - Improved knowledge & skills
 - More career & professional mentorship opportunities
 - Higher advocacy skills of caregivers
- Intermediate:
 - Raised critical consciousness
 - Increased self-confidence, sense of belonging
 - Improved encouraging environments
- Long-Term:
 - Increased social capital
 - Decreased feelings and experiences of racial discrimination and targeting

Pillar 2: Employment and Job Retention

SITUATION: Black youth are more likely to be unemployed or in precarious employment, and experience racial discrimination within the workforce. Black youth require programs that support them in their search for meaningful and safe employment aligned with their career aspirations.

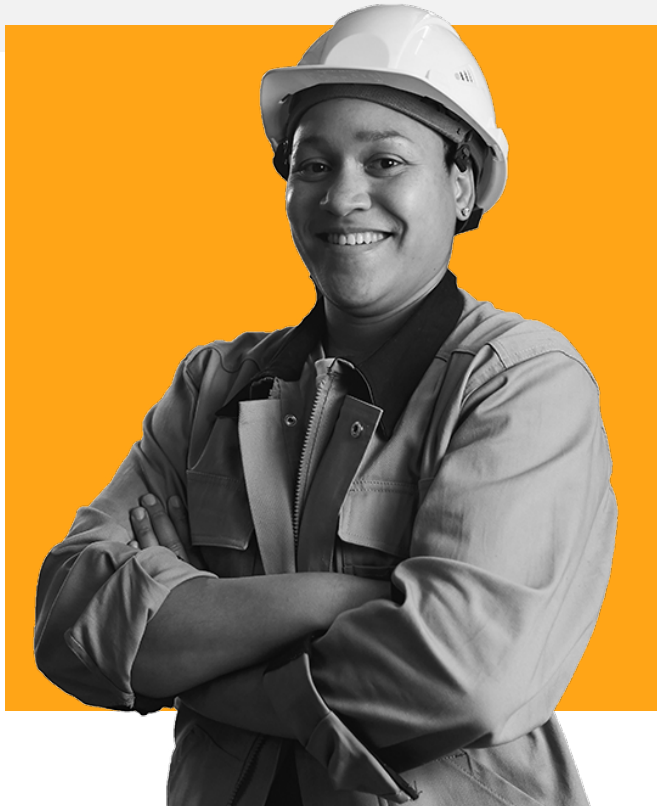


OUTCOMES

- Short-Term:
 - Improved skills that match career choices
 - Increased opportunities and increased skill attainment (upskilling) within the workplace
- Intermediate:
 - Increased number of Black youth workers who feel supported and empowered
 - Increased social capital
- Long-Term:
 - Increased number of Black youth in longer-term employment
 - Increased number of Black youth in meaningful employment

Pillar 3: Diversifying Economic Opportunities

SITUATION: Black youth are underrepresented in high-growth sectors and in business ownership; as such, programs are needed to support Black youth in succeeding in entrepreneurship and in STEM fields to diversify their economic opportunities.



OUTCOMES

- Short-Term:
 - Improved knowledge and skills
 - Improved awareness of Black success stories
 - Improved access to mental health supports
- Intermediate:
 - Improved sense of belonging for Black youth
 - Greater access to financial assistance
 - Increased number of role models
- Long-Term:
 - Increased longevity of Black-owned businesses
 - Increased social capital
 - Improved wellbeing

What Would Long Term Success Look Like?



By focusing interventions and outcomes across these 3 pillars, Black youth in Ontario would experience:

- Secure, meaningful, and high-quality employment
- Increased personal wealth
- Economic resilience
- Increased agency and influence within their communities and within society
- Improved overall wellbeing

Together, the interventions set out in the Logic Models should create a context in which Black youth have the necessary qualifications, skills, opportunities, resources and critical knowledge to participate fully and equitably in the Canadian economy.

04 //
**AN EVALUATION &
MONITORING SYSTEM**

A MONITORING & EVALUATION SYSTEM

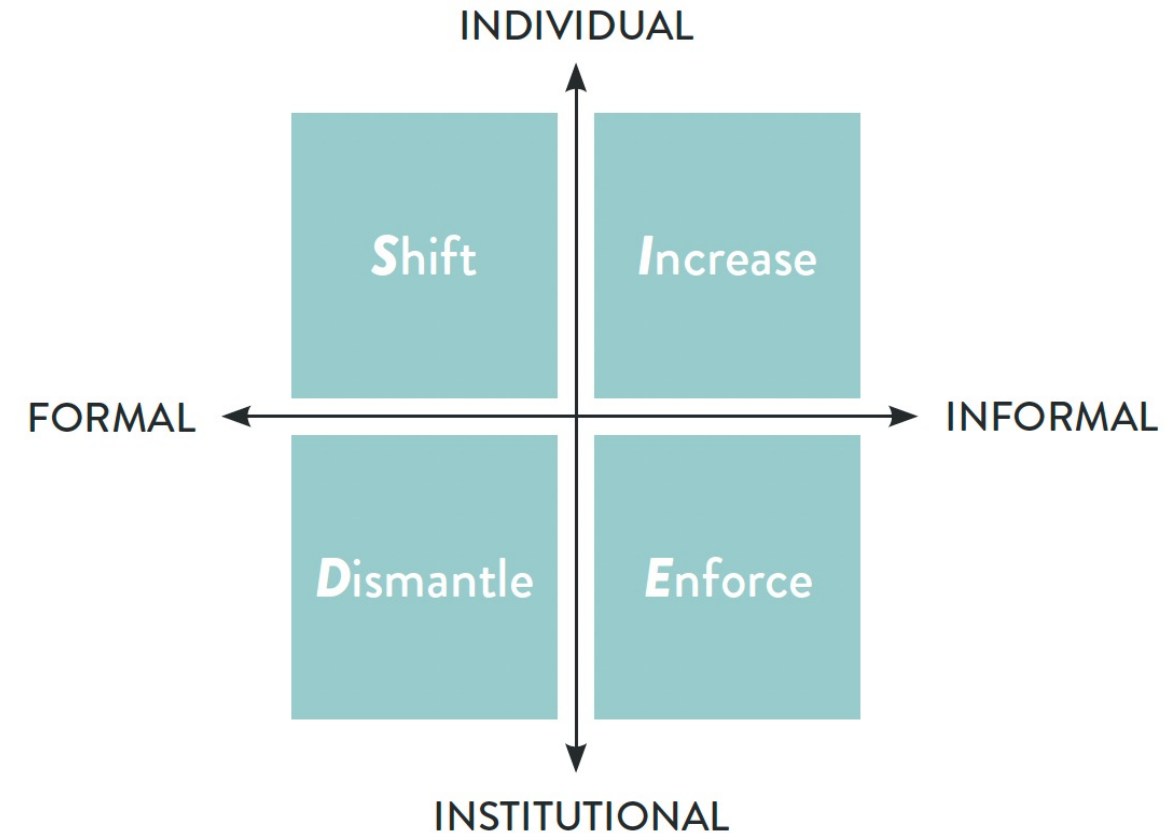


- The evaluation strategy for the Framework will be guided by **YouthREX's Framework for Evaluating Youth Wellbeing**, an evaluation framework that was specifically developed for youth programs in Ontario and uses 3 lenses:
 - **1) A Learning-Focused Lens:** evaluation is better focused on improving the program rather than just proving the worth of the program
 - **2) A Youth-Engaged Lens:** meaningfully involving youth in evaluations of youth programs improves the quality of the evaluation
 - **3) A Contextualized Method Lens:** evaluations should incorporate a multi-method approach that includes both quantitative and qualitative methods to tell richer, nuanced stories

Economic empowerment of Black youth is a complex and interdependent pursuit, one that is inseparable from other efforts to improve the physical, psychological, cultural and communal outcomes of this racially subjugated population.

CONCLUSION

- Anti-Black racism and other economic barriers facing Black youth are deep seated, found across sectors, and often intergenerational
- Following the ***SIDE*** Theory of Change, the proposed interventions simultaneously address formal as well as informal practices, and act on the individual and societal levels
- **TL;DR To actualize transformative economic empowerment for Black youth, we need to work at all levels to both increase pathways and remove barriers to economic prosperity**



List of Resources Developed with the Framework



REPORT

Outcomes Framework for the Economic Empowerment of Black Youth in Ontario



GLOSSARY

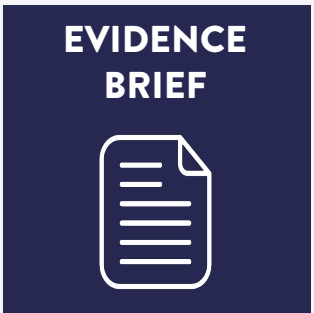
Glossary of Terms for the Outcomes Framework

PROGRAMMATIC INTERVENTIONS



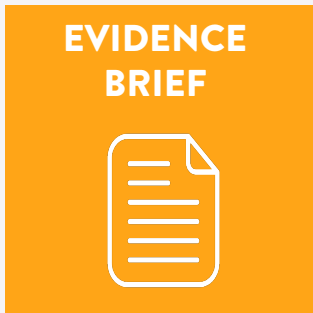
EVIDENCE BRIEF

Strengthening the Talent Pipeline




EVIDENCE BRIEF

Jobs and Retention



EVIDENCE BRIEF

Diversifying Economic Opportunities



SLIDE DECK

An Overview of the Outcomes Framework




FACT SHEET

Barriers to the Economic Empowerment of Black Youth



DATA SNAPSHOT

Economic Inequity and Black Youth in Ontario



EVIDENCE BRIEF

Promising Practices: Supporting Black Youth in Education, Employment, and Entrepreneurship



EVIDENCE BRIEF

Promising Practices: Institutional Actions for Combatting Anti-Black Racism



Youth Research and Evaluation eXchange (YouthREX) is a province-wide initiative based at the School of Social Work at York University.

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