BALTIMORE'S PROMISE

REPORT TO THE
COMMUNITY

ANNUAL REPORT
2021

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LETTER FROM THE BOARD OF DIRECTORS CHAIR MARK LERNER AND VICE CHAIR LISA HAMILTON

MARK LERNER

Chair
Baltimore's Promise
Board of Directors

Founding Partner
Chesapeake Partners

LISA HAMILTON

Vice Chair
Baltimore's Promise
Board of Directors

President and CEO
The Annie E. Casey
Foundation

Baltimore is a city of amazing assets and enormous potential. Our talented young people are following their dreams, endeavoring to lead healthy lives, explore new opportunities, and prepare for next steps in their education and careers. But too often, we as a city fail to provide the support they urgently need to succeed.

The pandemic experience — including quarantine, remote learning, and other complications — has only added to the existing stresses in young people's lives. And the fallout from COVID-19 has hit communities of color particularly hard, exacerbating long-standing inequities.

Baltimore's philanthropic community, partnering with Baltimore's Promise, has worked tirelessly to help local families and communities most in need to meet their basic needs these past two years. Baltimore's Promise administered a funding collaborative that allowed philanthropic organizations to work together and move efficiently to get resources to organizations working in the community.

Our work with the COVID-19 Response Funding Collaborative made clear that we cannot rely on go-it-alone solutions; instead, cross-sector collaborations that bring together public and private partners are necessary to support Baltimore's ongoing recovery.

Baltimore's Promise is uniquely positioned to lead that kind of collective impact work. Our organization is supported by more than 20 funders, ranging from large national foundations to corporate philanthropy and smaller family offices. All are committed to working collaboratively to understand and address the issues that make it hard for our young people to lead healthy, safe, and productive lives. They look to Baltimore's Promise to share data and insights about the city's needs and guide their collaborations to generate true citywide impact.

When Baltimore's Promise was launched nearly a decade ago, we expected the organization would grow and support the evolution of strategies for investing collectively in Baltimore. We are delighted that the evolution has included partnering with community members on investment strategies and demonstrating the way public funding can expand the reach of proven strategies incubated in the private sector. Using data and our community-driven model to inform more effective investment of public funds, we are building on existing successes and creating brighter opportunities for our youth. We are hopeful that in partnership with the Mayor's Office, Baltimore City Public Schools, public agencies, and intermediaries, along with Baltimore's state senators and delegates, the Baltimore Youth Data Hub will officially launch in the coming months.

The debut of this critical citywide integrated data system will allow us to use data from multiple sectors to drive action in support of young people in unprecedented ways.

This past year, we were proud to play a key role in launching B'More Invested, a new type of philanthropic effort in Baltimore. In this pilot initiative, funders share decision making with community representatives, recognizing their valuable insights into how best to invest in opportunities for our young people.

This kind of collaborative philanthropy requires funders to work differently and make collective decisions for how investments are made. It has been a valuable learning process, and we will apply those lessons in future efforts, including our continued commitment to center youth and young adults in decision-making related to youth-serving resources.

Finally, throughout our work, we continue to focus on addressing the stark inequities in our city, working closely with organizations led by people of color to make sure resources reach communities that have been overlooked in the past.

This commitment to addressing inequities extends to our focus over the next 10 years on improving literacy outcomes for Baltimore City's youth. With a focus on current high school students and Black/African-American women ages 16-24 who are pregnant and parenting, Baltimore's Promise will launch three multi-year efforts that will require the knowledge, know-how, and understanding of BIPOC-led organizations to meet both our literacy proficiency goals and to advance our efforts to undo structural barriers and build a stronger city.

We are proud of the roles that Baltimore's Promise plays in expanding opportunities for our young people — as a thought leader, partner, convener, and source of high-caliber data analysis. Our funders are committed to sustaining this model and continuing to partner with each other and the community to expand our collective impact. We thank our dedicated staff, and our fellow Board members, and their staff for their extraordinary service. We would also like to thank the many funders who have shown confidence in Baltimore's Promise over the past decade. Together, we can continue to do great things in Baltimore.

Lisa M. Hamilton

> "Using data and our community-driven model to inform more effective investment of public funds, we are building on existing successes and creating brighter opportunities for our youth."

LETTER FROM CEO JULIA BAEZ

JULIA BAEZ

Chief Executive Officer
Baltimore's Promise

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We will not change the outcomes for youth in Baltimore by operating in the same ways we did before the pandemic."

For nearly two years, Baltimore has been dealing with the impacts of the COVID-19 pandemic, including the loss of life and the financial struggles hitting so many, especially communities of color. The economy is recovering for some, but the pandemic has laid bare structural problems brought on by centuries of race-based inequities. The acceleration of those inequities has also called attention to Baltimore's Promise's approach to collective impact, centering community leadership, shifting power structures, and identifying new ways of working together as a city to address generational disinvestment for which our youth disproportionately bear the burden.

We will not change the outcomes for youth in Baltimore by operating in the same ways we did before the pandemic. We must double down on the values behind our collective efforts, centering our commitments to racial equity and justice, and reimagining systems and strategies in order to advance innovative efforts that move the needle on deeply entrenched systemic issues impacting our city's young people.

That's where Baltimore's Promise is playing an important and evolving role. Working with young people and their families, philanthropic funders, service providers, and public agencies, we are using smart, innovative, and equitable strategies to address our city's deep-seated issues.

Many youth and young adults face academic barriers while also having to navigate family responsibilities, deal with transportation and childcare issues, and face housing instability. And yet our city has woefully undervalued and underfunded the futures of older youth, disproportionately so for Black and Brown youth. **Baltimore City must do more to respond to the challenges facing this group of young people, and that will be a major goal of Baltimore's Promise in the years ahead**.

We are inspired by the enormous promise our young people have, and we are excited about our new strategy to address an area of particular need: improving services for young people ages 14-24. We heard the voices of our young people demanding more during the uprising six years ago and our recent Youth Opportunities Landscape made clear that too many young people in that age group systematically lack access to opportunities or the support they need to advance in school, get training, and move into good jobs and education. **Our city can no longer ignore and accept the results of disinvestment in older youth**.

Our Annual Report this year details ways in which our organization has strengthened its work in three key areas. We have reimagined our approach to philanthropic partnerships to help invest funds collaboratively, through participatory decision-making processes with youth and members of the community working in partnership to share power.

We are using data to better understand programmatic opportunity landscapes and co-develop appropriate responses with those utilizing the services. And we are demonstrating how to seed privately funded initiatives to attract the major public funding needed to create opportunities on a citywide scale by proving what works.

We are grateful to our partners and to the residents of Baltimore working hard to create a brighter future here. Baltimore's young people are our greatest asset, full of incredible talent, wisdom, solutions, and optimism.

For far too long we have denied our youth access to their dreams.
We owe it to them to provide the support and pathways they need to lead healthy and productive lives. Please join us in building a stronger Baltimore.

Julia K Baez

» OUR YEAR IN REVIEW

Baltimore's Promise collects, integrates, and analyzes a wide range of data on the health and well-being of individuals, neighborhoods, schools, and community-based nonprofits. We are committed to utilizing equitable data practices, and the data products we produce are created in collaboration with youth and community members most impacted by the issue being addressed. For example, in 2021, we surveyed more than 15,000 community members and facilitated 185 interviews and focus groups.

Working in partnership with community stakeholders, we produced actionable information used to develop reports, one-pagers, maps, and dashboards available to all community members on our website. Internally, we also tracked our impact to help us understand where we can improve and grow to more effectively advance our efforts to improve outcomes of Baltimore City's young people. Here are a few highlights from 2021.

7,100+
Number of Young People Engaged by Opportunities Coordinated in Partnership with Baltimore's Promise.

This number includes but is not limited to young people who engaged in Baltimore Summer Funding Collaborative-funded opportunities, Grads2Careers, youth leadership opportunities coordinated by Baltimore's Promise, and focus groups.

$5.88 M
Amount of Resources/Connections Provided to Residents in Response to the Pandemic.

This includes our work supporting Baltimore City's COVID-19 Emergency Assistance Program, which distributed $5,782,491 to residents by Dec. 31, 2021, and our work to support Grads2Careers participants and alumni during the pandemic.

24

Number of Collaboratives/Workgroups/Tables/Stakeholder Groups Engaged, Convened, or Coordinated in 2021.

Baltimore's Promise works with and convenes local businesses, nonprofits, educational institutions, government, and philanthropic leaders to co-develop and identify strategies, practices, and efforts that can help improve outcomes for Baltimore City youth and young adults at a population level.

23

Number of Resources Shared in Print, Digital, or Public Presentation Formats in 2021.

Baltimore's Promise and our partners conduct independent research to inform our work along the cradle-to-career continuum.

375+

Number of Partners We Connected with in 2021.

Baltimore's Promise works in partnership with a diverse group of stakeholders to build on the City's progress in key areas related to children and youth, scale community-wide efforts showing promising results, and foster alignment.

PHILANTHROPIC INNOVATION: NEW PARTNERSHIPS, NEW APPROACHES

Driving to Results

National research has shown that better-quality programs lead to better student outcomes. Baltimore's Promise believes that improving program quality requires the voices of and decision-making by young people and their families.
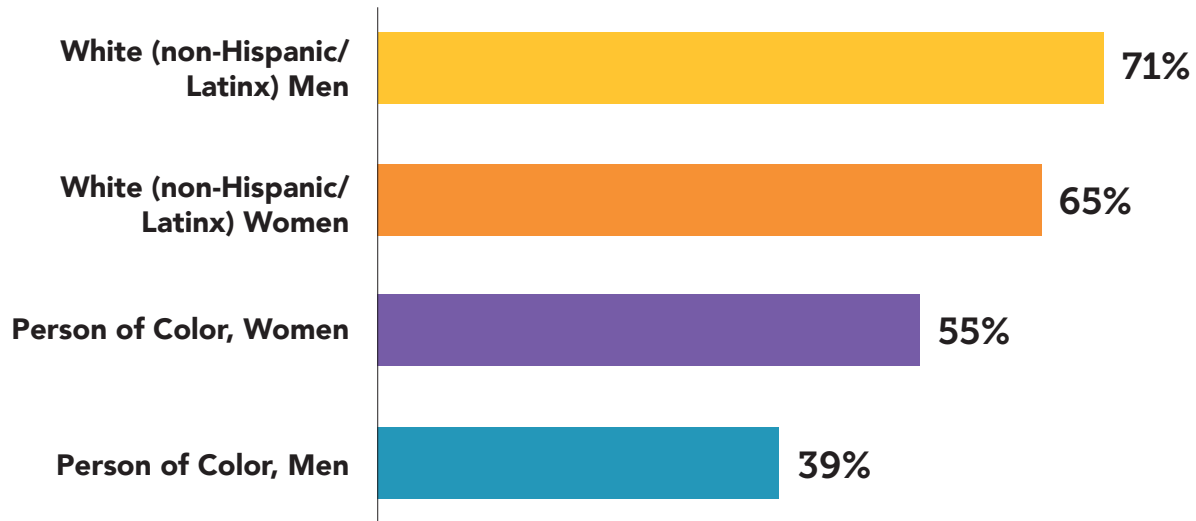
When this kind of proximate decision-making is embraced, those with the most knowledge of the issue at hand shape, co-develop, and determine the ways resources are used and where they are deployed. And, when funding is pooled, resources are leveraged to create greater impact. With both proximate decision making and pooled funding in place, we can have more high-quality, adequately funded opportunities responding to youth and community needs, improving outcomes for Baltimore City's young people.

Baltimore's Promise and our funding partners are committed to increasing access to out-of-school (OST) youth opportunities (summer and before/after-school programs), as research shows that the time a young person spends outside of traditional school hours can be as important and valuable to their development as the moments spent in the classroom. For more than four years, we have served as the "backbone" for the Baltimore Summer Funding Collaborative (SFC) — a joint philanthropic effort through which funders make grants to organizations serving young people in the summer months.

In the early years of the collaborative, our role involved handling administrative tasks to provide cohesion to the various funding efforts. Over time, that role has evolved, as has the Collaborative. We helped refine and streamline a shared application and reporting process for funders. In our role leading the data and evaluation efforts of the SFC, we analyzed the previous investments and demonstrated a lack of funding for BIPOC-led organizations over the past two years. This data helped attract new summer funding from the Baltimore Children & Youth Fund to support BIPOC-led organizations, a key goal of Baltimore's Promise. Today, we are working to improve the collaborative's data collection and to strengthen the focus on providing resources equitably across the city.

That evolution has come as Baltimore's Promise has expanded its ability to take on more complex technical and administrative challenges and deepened its perspective through community engagement and a commitment to learning. Today, we are acting as a convener with a mindset grounded in our organization's values and data. This perspective, and shared experiences, allow us to bring together the operations with the values and commitment to an equitable approach.

SFC 2021 Funding by Race and Gender

White (non-Hispanic/Latinx) Men — 71%

White (non-Hispanic/Latinx) Women — 65%

Person of Color, Women — 55%

Person of Color, Men — 39%

39% of programs led by men of color received funding, while 71% (nearly double) programs led by white men received funding.

SFC 2021 Funded Budgets by Race

Leader of Color   **White Leader**

Funding Level	Leader of Color	White Leader
100% Funding	50%	50%
99-75% Funding	38%	62%
74-50% Funding	55%	45%
Below 50% Funding	63%	37%
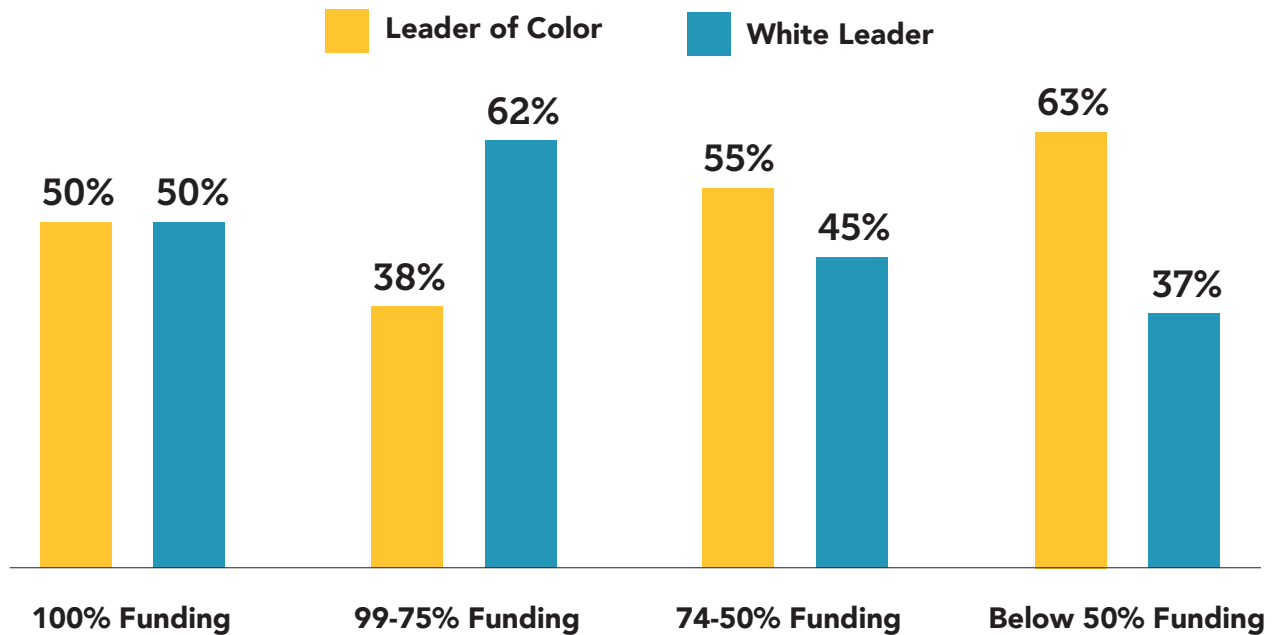
Programs led by people of color were less likely to receive full funding than programs led by white people.

Source: Internal Summer Funding Collaborative 2021 Grantee Analysis

The growing success of the SFC led to our work anchoring the COVID-19 Response Funding Collaborative of Greater Baltimore, which again brought together a range of philanthropic institutions to provide new resources to meet the enormous needs created by the pandemic. While funders made their own giving decisions, the collaborative provided a sense of unified purpose, and the creation of a single application made life easier for nonprofits desperate for funding in a time of significant crisis.

The aligned grantmaking has been effective at ensuring funds reach providers, but Baltimore's Promise's view of philanthropy has evolved. While aligned grantmaking is still an important tool, we are now committed to approaches that allow funders to work together to jointly invest in promising strategies — and, at the same time, collaborate with Baltimore residents to make sure they have a voice in how investments are made, recognizing they are best-positioned to identify how to respond to issues in their own communities.

In 2021, we were proud to partner with Open Society Institute – Baltimore (OSI) to launch a new joint funding initiative, B'more Invested. From the beginning, community residents had a major role in shaping the initiative — a ground-up design that is not typical in philanthropy. (See page 13.) Baltimore's Promise made a sizable investment in the initiative, and 11 other funders have committed significant financial support. However, the funders were not making their own grant decisions; instead they were part of a grants committee that had a majority made up of active community members. The community leaders had a major say in how the pooled grant funds are awarded.

The move to a "pooled" funding approach created some tension for funders not used to giving up control, but many quickly came to see the value of this approach. "After several conversations among the Grant Advisory Team, we saw that funders were willing to share their power and collaborate with community partners to make decisions," says Open Society Institute-Baltimore Director Danielle Torain. "They recognized that this approach had the potential to make a greater impact, and they expressed a real desire to try something different."

Baltimore's Promise will continue to evolve and work iteratively, while always seeking to center the voices of those closest to the issues and populations we care about. **In 2022, the launch of the Youth and Young Adult Grantmaking body will be the next stage of advancing proximate decision-making, with young people ages 16-24 at the center of the development, implementation, and decision-making of a process that will issue $500,000 in grants.** These grants will support community-based organizations expanding access to post-secondary opportunities for Baltimore City's young people. Baltimore's Promise will leverage the many lessons learned from the B'More Invested process to be a supportive partner to and coordinator for the youth grantmaking body as they establish a transformative system of decision-making and resource allocation for the City of Baltimore.

B'MORE INVESTED FUNDERS

- Baltimore Community Foundation
- Baltimore's Promise
- The Annie E. Casey Foundation
- Elbow Fund
- France-Merrick Foundation
- Goldseker Foundation
- Jacob and Hilda Blaustein Foundation
- Johns Hopkins University
- Zanvyl and Isabelle Krieger Fund
- Lerner Family Foundation
- Open Society Institute-Baltimore
- T. Rowe Price Foundation
- Harry and Jeanette Weinberg Foundation

INITIATIVE SPOTLIGHT:

B'MORE INVESTED

A Community-Driven Approach to Support Organizations Led by People of Color

Baltimore's Promise partnered with Open Society Institute-Baltimore to create B'more Invested, a new initiative to address disparities in how philanthropy has traditionally operated here. Nationally, 8 percent of philanthropic investment goes to people of color, with less than 2 percent of grant dollars from large foundations going to Black-led organizations. In Baltimore, communities of color have also experienced systemic disinvestment from both public and private sources for centuries. Locally, an Urban Institute analysis shows that Baltimore City neighborhoods that are less than 50 percent African American receive nearly four times the investment of neighborhoods that are more than 85 percent African American.

> "B'More Invested supports and empowers grassroots organizations that are effective and often overlooked — we connect the powerful dots on the ground."

— Jackie Caldwell, Grant Advisory Team, Connector of the Dots and Former President of the Greater Mondawmin Coordinating Council

Given that history, B'more Invested is focused on committing resources in Black communities and other communities of color, including immigrant and refugee communities, that have suffered from longstanding patterns of chronic disinvestment and underinvestment, and economic, social, and political exclusion.

B'more Invested has built a model that allows decision-making power to be shared between funders and community- and resident-leaders, especially Black, Indigenous, People of Color (BIPOC) community members representing impacted communities. Grant decisions are made by a Grant Advisory Team, which has community stakeholders and funders who are eager to test, learn from, and scale promising innovations that tackle the most pressing issues of our city while also addressing the most urgent challenges and limitations of our local systems.

The first round of B'more Invested grants were announced in May 2021, with $1.5 million going to 10 nonprofit organizations led by people of color and involved with promising efforts to promote community

safety and healing and create stronger communities. An additional $300,000 will be made available to grantees in the form of capacity-building opportunities to support their work over the grant period. The grantees are offering a wide array of programming — from yoga and biking to promoting healthy birthing and fighting blight — serving adults and young people.

Grantmakers expressed deep interest in the community-driven model and the shared grantmaking:

"B'More Invested provided a creative way to build upon the Weinberg Foundation's commitment to equity while also supporting COVID-19 relief and recovery. By collaborating with other funders and working alongside members of the community to identify, evaluate, and recommend a cohort of grantees, B'More Invested created a unique opportunity to gain new perspectives and insights on community needs, while also highlighting organizations making a positive impact."

— Darius Graham, Grant Advisory Team, Harry and Jeanette Weinberg Foundation

After successfully starting B'more Invested, Baltimore's Promise is continuing to explore philanthropic innovation and will soon launch a major round of community-driven grantmaking focused on youth and young adults — with young people at the table to make decisions about how grants are allocated in their communities. Young adults will be trained and equipped to make those decisions. Baltimore's Promise is attracting major funding partners to join the effort, give up direct control of how grants are made, and support a new model that gives youth a true voice. Through the establishment of a funder advisory table central to this initiative, the youth and young adult grantmaking effort has structured a different kind of leadership role for funders that leverages their experiences to be supportive to the young people in their role as decision-makers.

Baltimore's Promise will use this approach to bring funders together and learn from the process. Whether through joint decisions about summer funding or centering youth voices, the process will elicit important lessons that grantmakers can take back to their institutions. As our evolution as an organization continues, Baltimore's Promise will expand philanthropic partnerships that shift power and give communities a voice in how funds are spent, continue to track the impact of more equitable funding processes, and share what we have learned broadly to foster greater accountability for resource-holders and decision-makers.

USING DATA TO SET A YOUTH AGENDA

Driving to Results

Aggregated data and de-identified individual data are needed to know what is working for young people, what opportunities are available, and where gaps in support and services exist. Complementing quantitative data, qualitative data that incorporate the realities and lived experiences of those closest to the data allow for a more complete understanding of the root causes impacting outcomes. With both sets of data readily accessible, they become actionable intelligence that Baltimore City can rally around to close opportunity gaps and document improved outcomes.

Baltimore's Promise is committed to sharing its analysis, findings, and actionable data with stakeholders seeking to better understand the resources available to young people ages 0-24. It is our goal that these data spur action and advocacy leading to policy and practice change benefitting young people in Baltimore City.

When we launched Grads2Careers (G2C) in 2017, in partnership with the Mayor's Office of Employment Development and Baltimore City Public Schools, literacy was not at the front of our minds. We knew that many recent high school graduates needed more pathways into the kind of career-track jobs that lead to family-supporting wages — and that they had long been overlooked by traditional workforce development efforts.

But as hundreds of participants moved through this valuable program, we learned about far more than how to deliver free job training, credentials, and an onramp to a new career. We learned how few opportunities were geared to these young people and how often they felt unsupported and unseen. This was Baltimore's Promise's first foray into engaging directly with youth through our own initiative, and the experience illuminated questions and challenges that we couldn't answer through G2C alone.

"One key lesson the organization learned from this process was that the world serving this population wasn't as large as we thought. There was not a deep bench, even through partnerships," said Baltimore's Promise Chief Program Officer Catherine Pitchford. "That realization continues to drive and shape our priorities and how we're responding to young people's needs."

As a data-driven organization, we wanted to know more — specifically, what opportunities were available to disconnected youth. After consultations with groups across Baltimore, we realized that no one could fully answer this basic question. The Baltimore City Youth Opportunity Landscape (BCYOL) was designed to do just that.

Baltimore's Promise launched BCYOL at the end of 2019 as a collaborative initiative to centralize, aggregate, map, and analyze programmatic opportunities available to young people ages 0-24. Our aim was to better understand the breadth of opportunities, the patterns of availability across neighborhoods, and the inequities in opportunity by race, ethnicity, gender, and age. We did not have ready funding for this work, requiring us to carve it out from our existing budget, but recognized that we could not engage in holistic and comprehensive planning at the systems level without a clearer understanding of what programs exist on the ground.

Given what we had seen through G2C, the results of the first BCYOL report, published in summer 2021, were not surprising. Academics and childcare were the two most common focuses for programs across the city, and only 9 percent of programs served Opportunity Youth, or young people ages 16-24 who were neither in school nor working. In addition, some of the concerns we had heard from G2C participants around the quality of available opportunities or the challenges of accessing them were echoed through extensive focus-group conversations as we collected BCYOL data. The findings highlighted the challenges providers face in serving older youth, including funding earn-to-learn programs to enable income-earners to participate.

"Quantitatively, we found the most underrepresented age group was older youth, and that was consistent across the city."

— Bridget Blount
    Baltimore's Promise
    Chief Impact Officer

"Quantitatively, we found the most underrepresented age group was older youth, and that was consistent across the city," said Chief Impact Officer Bridget Blount. "Qualitatively, we heard about the acceptability of programs or why they couldn't attend because of fees, burdensome application requirements, or finding care for younger siblings."

In the months since the publication of BCYOL, we have already seen some of the ways it is affecting funding and policy decisions, from an increase in support for summer programming for older youth, to conversations with philanthropic organizations about how to focus youth-related investments in particular neighborhoods. These discussions affirm not just the need for the data, but also the ways in which it can steer our collective efforts to develop equitable opportunities for all youth. But continuing this valuable effort over time will be a massive undertaking, requiring sustainable funding, significant staff capacity, and the collaboration of individuals and organizations across Baltimore.

AGE GROUP WITH THE LEAST OPPORTUNITIES?

9% of estimated programming seats available* were allocated to older youth post-high school, including Opportunity Youth ages 16-24 and high school graduates.

* As reported by programs identified through the BCYOL data collection process.

In addition to spurring the BCYOL, data from G2C was also a key catalyst for Baltimore's Promise's decade-long organizational focus on improving older youth literacy rates. In the first year of G2C implementation, many G2C participants initially struggled to meet the academic proficiency requirements of occupational skills training programs (on average, an 8th grade reading level and 6th grade math level). A subsequent 2018 analysis of the most recent iReady scores showed that 80 percent of 11th and 12th graders taking this assessment scored below a 9th grade reading level, and over 50 percent scored at an elementary reading level.

Though Baltimore City Public Schools students were more often than not graduating with a reading level below high-school proficiency, BCYOL revealed that there are fewer and fewer opportunities to supplement their education as they get older. The deeper we dove into the data on older youth and our programmatic work with them, the clearer we saw the need to focus our efforts on this population.

What is next in this ongoing evolution? The widespread use of BCYOL demonstrated the need to continue producing this landscape assessment annually; an updated version of BCYOL will be released in Fall 2022. The next release will be particularly important and the first large-scale, citywide effort to highlight the changes in the programmatic landscape in Baltimore in response to the COVID-19 pandemic. Additionally, the Baltimore City Youth Opportunities Index, which will also be released in Fall 2022, will provide a comprehensive measure of the access to opportunities that support young people in Baltimore across different neighborhoods.

Once established, the Baltimore Youth Data Hub, an integrated data system, will enable us to understand the service utilization patterns and effectiveness of programs in supporting our young people, as well as which programs provide positive long-term impacts. The data available through these efforts will illuminate the needs of youth across Baltimore and help to steer our work going forward.

Over the next decade, Baltimore's Promise's work to improve older youth literacy rates will continue to be driven by data, and we expect it will affect the number and types of youth opportunities available to Baltimore's young people.

Learn More at baltimorespromise.org/bcyol

BRAIDING PUBLIC FUNDING FOR PROGRAMMATIC SUSTAINABILITY

Driving to Results

Public funding for support and services for young people accounts for roughly 98 percent of all support for young people in Baltimore — significantly more than private funding. But private funding has greater flexibility and fewer restrictions. Through the work of innovative efforts like Grads2Careers, Baltimore's Promise has demonstrated its role channeling private funding as "R&D" for public systems, using private dollars to pilot new ways of working within and across public systems.

In the long term, public funds are necessary to scale and sustain these efforts. Being able to secure and braid public funding with private funding is not only a critical measure of progress for Baltimore's Promise and the initiatives and practices the collaborative seeks to sustain, but it is also the only way to resource efforts capable of achieving population-level change.

One of the first major projects Baltimore's Promise took on was a comprehensive report detailing public investments that support children and youth from birth to young adulthood. The goal was to establish a baseline showing how public money is allocated to support the healthy growth of Baltimore's children and youth. Underlying the report was a recognition that major change in the city will not be possible without harnessing the impact of public spending.

While foundations' investments are vital, we cannot make large-scale progress on issues affecting young people without changing public funding. From its inception, Baltimore's Promise has made it a goal to shift public dollars toward institutional adoption of effective strategies to support children and youth. Now a larger, more mature organization, Baltimore's Promise is demonstrating success securing new public spending commitments for proven strategies. A prime example is the evolution of the Grads2Careers (G2C) workforce training initiative.

This effort began as a pilot embraced by workgroups that identified industry-specific training as a major need in Baltimore. Anchor funding for G2C came from local philanthropy, and their initial investment leveraged other contributions, including a significant multi-year grant from national funder Bloomberg Philanthropies. The commitment of private funding led to an initial grant of $750,000 from the Maryland Department of Labor, although the bulk of the program's budget was still from philanthropic sources.

Baltimore's Promise and its partners worked collaboratively for three years to iron out issues and establish processes, systems, and workflows to make G2C function well. One key need was to

build trust across between the three implementation partners — essential to developing a strong program.

G2C has proven its effectiveness, and it has now attracted significantly more public funding to expand and sustain the program. The Mayor's Office of Employment Development (MOED), a lead implementation partner of G2C, has seen the impact of this work first hand and has now committed $2 million to support the training program, redirecting public resources previously allocated to other programs to support promising outcomes we were seeing in the first few years of G2C implementation. The public funds are also being used in various ways, from expanding the number of G2C program seats to supporting the cost of core staffing for the initiative. This commitment of resources is a clear vote of confidence in the partnership among Baltimore's Promise, MOED, and the Baltimore City Public Schools.

G2C has proven its effectiveness, and it has now attracted significantly more public funding to expand and sustain the program.

In another case, our data analysis shed light on inequities in funding for summer activities, which led to new public support for the Baltimore Summer Funding Collaborative (SFC). In 2021, the Baltimore Children & Youth Fund, which is funded with public money, committed $2 million to expand summer opportunities for older youth, the least resourced youth population in Baltimore, based on our data analysis. This commitment recognized the value of supporting a strong, existing philanthropic initiative that has benefitted young people for several years.

The expanding public support for G2C and SFC is an important development that can demonstrate how private dollars can create pathways through which public funding can expand effective programming across the city. These approaches are the proof-of-concept for our belief that we can use private funds to build smart, values-aligned, data-driven interventions that attract major funding from public systems and better serve far more young people.

Public funding is the best long-term way to sustain services that private funding simply cannot. Baltimore's Promise is committed to braiding public and private funding streams to ensure our collaborative efforts are striving to better meet the needs of young people across the city — and proving the effectiveness of these approaches in the process. Tied into our goal to attract more public funding, we will also focus on working with community-based service providers run by people of color to help them be better equipped to accept public funding and deal with the administrative and reporting requirements that come with such support.

INITIATIVE UPATE:

Electronic Prenatal Risk Assessment Pilot

Baltimore's Promise has been a key supporter of a successful effort to develop an effective tool for providers to do Prenatal Risk Assessments (PRA) and refer pregnant women to central triage with HealthCare Access Maryland (HCAM), part of the citywide B'more for Healthy Babies (BHB) initiative. HCAM's central triage links Medicaid-eligible pregnant women and new mothers to services and supports.

This pilot, initiated in 2016, brought together stakeholders to make the PRA electronic and more user-friendly for providers. With funding from Baltimore's Promise, Baltimore Medical System and University of Maryland Medical System became the first pilot sites implementing the ePRA, and they served as models for the potential expansion of this effort statewide. Since the successful pilot, five other health systems have expressed interest in the ePRA and are at various stages of integrating it into their electronic medical records and clinical workflows. This second phase of expansion will make the ePRA, which has the full support of state health agencies, available at approximately 70 percent of Baltimore City obstetrics clinics.

The ePRA project demonstrates a key tenet of Baltimore's Promise: philanthropic resources can provide the research and development capital needed to develop effective strategies that public systems can scale to serve the population citywide. More information and resources for providers can be found here.

BALTIMORE YOUTH DATA SCORECARD

ABOUT

The Baltimore Youth Data Scorecard, a resource that is updated and maintained by Baltimore's Promise, is designed to make data related to the health and well-being of children and young people living in Baltimore City accessible to all. The Data Scorecard provides community stakeholders the opportunity to track the best available data on how Baltimore's children and youth are collectively faring, from birth through post-secondary education, and into the early stages of their careers. It also compiles data that currently exists in different places by bringing it together in an easy-to-view format. Presenting key youth well-being data in one single site supports community efforts to hold decision-makers accountable, improve services, and generate better outcomes for Baltimore children and families.

Each of the five Data Scorecard dashboards tracks a different community-level outcome along the Cradle-to-Career Continuum. Collectively, these dashboards include 24 indicators to measure the well-being of youth from 2009 to 2020, when data is available. We follow these metrics over time to identify trends and navigate across groups to assess the extent to which gaps in outcomes by race, ethnicity, and gender are closing or expanding. The Data Scorecard offers communities and stakeholders the ability to easily access information that can lead to actionable insights as well as shape decision-making and advocacy.

In this report is a downloadable, PDF version of these metrics and trends over time. The PDF Data Scorecard is refreshed annually. The online, interactive version of the Data Scorecard can be found on the Baltimore's Promise website and includes visualizations, mapping, additional analysis, and downloading capability. The online version is updated throughout the year as public data becomes available.

> Engage with Baltimore's Promise's interactive Data Scorecard at baltimorespromise.org/datascorecard.

2021 BALTIMORE YOUTH DATA SCORECARD SNAPSHOTS

BABIES BORN HEALTHY

Overall maternal and infant health outcomes in Baltimore have fluctuated — declining, recovering, and ultimately stagnating over the last decade. Teen birth rates have declined 48 percent since 2010. During this same time period, the percentage of mothers who have access to early prenatal care have remained stable. In 2019, mothers receiving late or no prenatal care and the rate of infants born with a low birth weight both increased. Statewide, the rate of maternal deaths decreased 6 percent for the periods of 2014 to 2018. However, Maryland's maternal mortality rates remain consistently higher than the national average. Baltimore City's maternal and infant health outcomes continue to lag behind the state, and there remains significant and persistent racial gaps, with infant mortality rates 2.5 times higher for African American women than white women in Baltimore.

KINDERGARTEN READINESS

Children who enter kindergarten equipped with the basic skills and knowledge to engage in the curriculum are typically more academically successful than their peers who are less prepared. The rate of children in Baltimore entering kindergarten who demonstrate readiness has continued to decline over the past five years, decreasing from 42 percent in 2015 to 37 percent in 2020, as measured by the Kindergarten Readiness Assessments. Additionally, the percentage of children in Baltimore City entering kindergarten demonstrating readiness in 2020 was 10 percentage points lower than the state's percentage.

GRADE LEVEL ACHIEVEMENT

The Partnership for Assessment of Readiness for College and Careers (PARCC) was replaced by the Maryland Comprehensive Assessment Program (MCAP) in the 2019-2020 school year. However, due to the coronavirus pandemic, the state of Maryland did not administer the MCAP in 2019-2020. Prior to the pandemic, the percent of students in Baltimore meeting or exceeding expectations on the PARCC reading and math assessments were significantly lower when compared to the state, particularly for BIPOC students. State mandated assessments have been criticized widely for a lack of cultural relevance, the length of the test and developmental appropriateness.

Results from the 2020-2021 MCAP assessment have not been released, but a decline in academic performance for all students is expected due to the switch from in-person to virtual instruction for the 2020-2021 school year.

HIGH SCHOOL GRADUATION

The four-year rate of students graduating high school in Baltimore has remained relatively stable, hovering between 69.5 percent and 72.2 percent over the past five years. Since 2015, the percentage of students statewide graduating high school has been between 15 and 17 percentage points higher than the percentage of students in Baltimore graduating high school. There are significant disparities in high school graduation rates for young men when compared to young women in Baltimore; in 2020, young women were almost 20 percent more likely to graduate high school than young men.

COLLEGE AND CAREER READINESS

Youth unemployment rates and the percentage of Opportunity Youth, youth not working or in school, have declined over the past five years. However, the coronavirus pandemic disproportionately impacted the ability of youth to work compared to other age groups, as the job industries young people traditionally work in were hit the hardest. As a city, it is imperative that we work to advance strategies that directly improve and provide economic support to young people, as many families rely on the earnings to help support households.

The median earnings for adults 25 years and over in 2019 was $36,770, a decrease of 4% since 2015. Adults without a high school diploma earned the least compared to adults with a high school diploma or higher degree. Adults with some college or associate degree earned almost $6,000 more than adults whose highest level of education is a high school diploma or equivalent. However, there is an $8,226 difference in the median earnings of adults with some college or associate degree in Baltimore ($36,229) compared to the overall state median earnings ($44,455) for adults with similar educational experiences. Taken together, this data demonstrates the importance of creating expanded occupational training programs and the wraparound supports to promote training program completion for adults in Baltimore while simultaneously working with local employers to pay a livable wage.

**For more information on specific benchmarks, outcomes, and trends,
please visit the interactive Data Scorecard at baltimorespromise.org/datascorecard.**

Outcome 1: Babies Are Born Healthy

	Baltimore City					MD	BC
	2015	2016	2017	2018	2019	2019	Five-Year Trend**
Infant Mortality Rate – All *Infant deaths per 1,000 live births*	8.4	8.8	8.7	9.2	8.8	5.9	⬆
Infant Mortality Rate - Black/African American (Non-Hispanic)	9.7	11.3	12.2	13.4	11.4	9.3	⬆
Infant Mortality Rate - Hispanic/Latinx	8.7	*	*	*	6.3	5.1	⬇
Infant Mortality Rate - White (Non-Hispanic)	4.4	5.9	2.9	3.0	4.4	4.1	▬
Low Birthweight - All *% of births with infants weighing 5.5 lbs. or less*	12.3%	11.7%	12.4%	11.9%	12.2%	8.7%	⬇
Low Birthweight - Black/African American (Non-Hispanic)	14.7%	14.9%	15.6%	14.9%	15.7%	12.6%	⬆
Low Birthweight - Hispanic/Latinx	7.8%	6.7%	8.5%	9.1%	7.5%	6.9%	⬇
Low Birthweight - White (Non-Hispanic)	8.6%	6.5%	7.2%	7.0%	6.5%	6.6%	⬇

	2016	2017	2018	2019	2019	Four-Year Trend
Early Prenatal Care - All *% of Births to Mothers Receiving First Trimester Prenatal Care*	59.6%	67.1%	67.5%	64.7%	69.9%	⬆
Births to Mothers with Early Prenatal Care - Black/African American (Non-Hispanic)	57.7%	65.2%	65.2%	64.6%	66.0%	⬆
Births to Mothers with Early Prenatal Care - Hispanic/Latinx	36.7%	53.4%	58.5%	44.4%	52.0%	⬆
Births to Mothers with Early Prenatal Care - White (Non-Hispanic)	63.2%	75.9%	75.6%	73.8%	79.5%	⬆
Late or No Prenatal Care - All *% of Births to Mothers Receiving Late or No Prenatal Care*	11.9%	8.0%	8.3%	9.9%	7.3%	⬇
Births to Mothers with Late or No Prenatal Care - Black/African American (Non-Hispanic)	12.7%	9.0%	8.8%	10.0%	9.8%	⬇
Births to Mothers with Late or No Prenatal Care - Hispanic/Latinx	15.1%	7.9%	11.0%	15.1%	10.2%	▬
Births to Mothers with Late or No Prenatal Care - White (Non-Hispanic)	8.8%	5.9%	6.3%	7.9%	4.4%	⬇

* Results not reported due to small sample size.

** Five-year trend is referenced where possible. For data that employs five-year samples, a six-year trend is used to avoid overlap.
For some measures such as the PARCC, there are fewer years of data available, so the longest trend available is reported.

2021 BALTIMORE YOUTH DATA SCORECARD

Outcome 1: Babies Are Born Healthy

	Baltimore City					MD	BC
	2015	2016	2017	2018	2019	2019	Five-Year Trend
Teen Birth Rate - All *Live births per 1,000 females aged 15-19*	36.2	32.6	28.9	29.8	27.8	13.9	⬇
Teen Birth Rate - Black/African American (Non-Hispanic)	39.7	37.1	32.9	33.7	29.4	17.0	⬇
Teen Birth Rate - Hispanic/Latinx	109.0	71.6	64.5	72.1	74.1	36.7	⬇
Teen Birth Rate - White (Non-Hispanic)	13.5	11.6	9.7	8.4	12.2	7.3	⬇

	Maryland					MD	
	2010-14	2011-15	2012-16	2013-17	2014-18		Five-Year Trend
Maternal Mortality (Statewide) – All *Maternal deaths per 100,000 live births*	25.7	23.5	19.7	19.5	18.4	—	⬇
Maternal Mortality Rate - Black/African American	45.2	40.5	38.0	35.7	35.1	—	⬇
Maternal Mortality Rate - White	18.7	17.6	12.3	11.8	8.8	—	⬇
Maternal Mortality Rate - Racial Gap: Black-White	26.5	22.9	25.7	23.9	26.3	—	⬇

Outcome 2: Children Enter Kindergarten Ready to Succeed in School

	Baltimore City					MD	BC
	2016	2017	2018	2019	2020	2020	Five-Year Trend
KRA Results – All *% of students with a KRA composite score of Demonstrating Readiness*	42%	38%	41%	39%	37%	47%	⬇
KRA Results - Female	49%	44%	46%	44%	42%	53%	⬇
KRA Results - Male	35%	33%	36%	34%	33%	41%	⬇
KRA Results - American Indian or Alaska Native	50%	46%	47%	*	9%	41%	⬇
KRA Results - Asian	48%	37%	38%	70%	43%	56%	⬇
KRA Results - Black/African American	42%	38%	40%	38%	37%	42%	⬇
KRA Results - Hispanic/Latinx	27%	25%	32%	26%	20%	26%	⬇
KRA Results - Native Hawaiian or Pacific Islander	40%	20%	18%	21%	*	30%	*
KRA Results - White	53%	49%	57%	61%	62%	60%	⬆
KRA Results - Two or More Races	55%	41%	52%	56%	61%	53%	⬆

* Results not reported due to small sample size.

Outcome 3: Children and Youth Achieve at Grade Level in School

	Baltimore City			MD	BC
	2015	2017	2019	2019	Five-Year Trend
NAEP Math - Grade 4 *% of students who scored Proficient or above*	12.1%	13.9%	15.1%	39.1%	⬆
NAEP Math - Grade 8	12.0%	10.9%	10.1%	32.6%	⬇
NAEP Reading - Grade 4	11.0%	13.0%	12.8%	35.1%	⬆
NAEP Reading - Grade 8	12.9%	13.3%	14.8%	36.0%	⬆

	2016	2017	2018	2019	2019	Four-Year Trend
PARCC Math - Grade 3 *% of students who met or exceeded expectations - All*	19.1%	19.3%	19.7%	19.8%	42.5%	⬆
PARCC Math - Grade 3 - Asian	56.9%	62.5%	53.4%	58.8%	74.3%	⬆
PARCC Math - Grade 3 - Black/African American	15.8%	16.2%	15.4%	15.7%	25.8%	⬇
PARCC Math - Grade 3 - Hispanic/Latinx	19.6%	18.6%	24.0%	21.9%	27.8%	⬆
PARCC Math - Grade 3 - White	43.9%	44.2%	47.1%	47.5%	58.8%	⬆
PARCC Math - Grade 8 *% of students who met or exceeded expectations - All*	6.2%	4.9%	6.4%	5.3%	12.5%	⬇
PARCC Math - Grade 8 - Asian	35.7%	50.0%	38.7%	34.4%	24.5%	⬇
PARCC Math - Grade 8 - African American/Black	5.2%	3.6%	5.7%	5.0%	5.7%	⬇
PARCC Math - Grade 8 - Hispanic/Latinx	8.9%	5.8%	7.0%	5.9%	7.8%	⬇
PARCC Math - Grade 8 - White	13.6%	14.1%	11.4%	10.7%	23.1%	⬇
PARCC English Language Arts - Grade 3 *% of students who met or exceeded expectations - All*	11.9%	13.4%	15.8%	16.2%	41.2%	⬆
PARCC ELA - Grade 3 - Asian	33.8%	42.6%	40.0%	55.3%	67.6%	⬆
PARCC ELA - Grade 3 - Black/African American	9.6%	10.6%	12.3%	12.7%	26.7%	⬆
PARCC ELA - Grade 3 - Hispanic/Latinx	9.5%	10.6%	17.5%	16.6%	26.6%	⬆
PARCC ELA - Grade 3 - White	33.1%	39.3%	40.9%	41.3%	56.1%	⬆

	Baltimore City				MD	BC
	2016	2017	2018	2019	2019	Four-Year Trend
PARCC English Language Arts - Grade 8 *% of students who met or exceeded expectations - All*	15.0%	14.0%	17.3%	20.4%	45.1%	⬆
PARCC ELA - Grade 8 - Asian	44.7%	69.1%	52.9%	66.1%	75.2%	⬆
PARCC ELA - Grade 8 - Black/African American	12.2%	10.9%	14.0%	15.6%	27.9%	⬆
PARCC ELA - Grade 8 - Hispanic/Latinx	19.6%	13.5%	17.6%	24.6%	30.4%	⬆
PARCC ELA - Grade 8 - White	37.4%	36.4%	41.9%	52.6%	60.7%	⬆

Outcome 4: Youth Graduate from High School Prepared for the Next Step Without Remediation

	Baltimore City				MD	BC
	2016	2017	2018	2019	2019	Four-Year Trend
PARCC English Language Arts – Grade 10 *% of students who met or exceeded expectations - All*	17.5%	16.8%	13.8%	16.0%	42.6%	⬇
PARCC ELA - Grade 10 - Asian	45.0%	66.1%	56.1%	73.1%	74.8%	⬆
PARCC ELA - Grade 10 - Black/African American	14.3%	13.6%	11.0%	13.8%	25.8%	⬇
PARCC ELA - Grade 10 - Hispanic/Latinx	13.5%	17.5%	16.3%	13.6%	27.1%	⬆
PARCC ELA - Grade 10 - White	53.4%	55.4%	45.9%	50.9%	64.8%	⬇
PARCC Algebra I *% of students who met or exceeded expectations - All*	14.1%	11.3%	8.8%	9.1%	27.2%	⬇
PARCC Algebra I - Asian	62.9%	52.1%	55.2%	42.7%	62.1%	⬇
PARCC Algebra I - Black/African American	10.5%	8.5%	6.5%	6.8%	11.4%	⬇
PARCC Algebra I - Hispanic/Latinx	14.1%	8.9%	7.0%	9.2%	12.5%	⬇
PARCC Algebra I - White	47.3%	39.0%	34.7%	36.6%	49.4%	⬇

	2016	2017	2018	2019	2019	Three-Year Trend
PARCC Algebra II - All *% of students who met or exceeded expectations*	5.6%	7.3%	7.0%	*	60.3%	⬆
PARCC Algebra II - Asian	30.6%	33.3%	48.9%	*	87.7%	⬆
PARCC Algebra II - Black/African American	3.0%	4.5%	4.1%	*	26.9%	⬆
PARCC Algebra II - Hispanic/Latinx	*	8.5%	6.9%	*	40.0%	*
PARCC Algebra II - White	30.6%	34.1%	35.5%	*	63.0%	⬆

	Baltimore City					MD	BC
	2016	2017	2018	2019	2020	2020	Five-Year Trend
Four-Year High School Graduation – All *% of HS students who graduated within four years of enrollment*	70.7%	70.7%	72.2%	70.3%	70.0%	86.8%	⬇
Four-Year HS Grad - Female	76.6%	76.8%	78.6%	75.5%	76.5%	90.2%	⬇
Four-Year HS Grad - Male	64.3%	64.2%	65.2%	64.9%	63.4%	83.4%	⬇
Four-Year HS Grad - Asian	81.8%	83.9%	≥95.0%	93.8%	84.9%	96.0%	⬆
Four-Year HS Grad - Black/African American	71.1%	72.1%	73.5%	71.8%	71.9%	84.7%	⬆
Four-Year HS Grad - Hispanic/Latinx	60.2%	52.0%	54.9%	51.4%	53.7%	71.6%	⬇
Four-Year HS Grad - White	70.3%	70.1%	72.9%	72.2%	71.7%	94.1%	⬆

	2015	2016	2017	2018	2019	2019	Five-Year Trend
Five-Year High School Graduation – All *% of HS students who graduated within five years of enrollment*	74.8%	74.8%	74.8%	75.0%	73.9%	88.9%	⬇

	2015	2016	2017	2018	2019	2019	Five-Year Trend
College Remediation *% of recent HS graduates who needed remediation in college*	70.2%	69.6%	57.8%	56.0%	63.6%	39.3%	⬇

*Results not reported due to small sample size.

2021 BALTIMORE YOUTH DATA SCORECARD

Outcome 5: Youth Earn a Quality Post-Secondary Credential or Receive Training and Are Career Ready

	Baltimore City					MD	BC
	2015	2016	2017	2018	2019	2019	Five-Year Trend
College Enrollment – All *% of HS graduates who enrolled in college within 16 months post HS*	51.2%	50.3%	51.0%	53.1%	54.6%	68.3%	⬆
College Enrollment - Female	55.9%	55.9%	56.8%	59.7%	62.5%	75.0%	⬆
College Enrollment - Male	45.5%	43.7%	43.8%	44.9%	45.3%	61.5%	⬇
College Enrollment - American Indian or Alaska Native	50.6%	50.2%	50.6%	53.0%	54.5%	69.8%	⬆
College Enrollment - Asian	69.0%	75.4%	69.4%	82.2%	84.8%	87.0%	⬆
College Enrollment - Black/African American	50.6%	50.2%	50.6%	52.5%	54.5%	64.2%	⬆
College Enrollment - Hispanic/Latinx	41.5%	24.9%	32.9%	31.9%	35.1%	49.0%	⬇
College Enrollment - White	58.9%	62.7%	66.3%	75.0%	70.0%	74.7%	⬆

BC High School Graduation Year/MD College Enrollment Year	2008	2009	2010	2011	2012	2012	Five-Year Trend
Degree Completion *% of first-time, full-time undergraduates who enrolled in the fall after graduation and completed four-year degrees within **six years***	29.8%	27.0%	24.1%	24.1%	23.4%	68.8%	⬇

	Baltimore City					MD	BC
	2015	2016	2017	2018	2019	2019	Five-Year Trend
Opportunity Youth *% of youth (16-24) not in school and not working*	21.4%	19.9%	15.9%	18.7%	13.4%	10.5%	⬇

	2015	2016	2017	2018	2019	2019	Five-Year Trend
Unemployment Rate: Youth Ages 16-24 *% of youth in age ranges not employed*	25.3%	22.4%	21.0%	19.8%	18.8%	12.2%	⬇
Unemployment Rate: Ages 16 to 19	35.0%	30.8%	30.0%	28.1%	26.8%	17.0%	⬇
Unemployment Rate: Ages 20 to 24	22.5%	19.9%	18.4%	17.3%	16.3%	10.0%	⬇

Outcome 5: Youth Earn a Quality Post-Secondary Credential or Receive Training and Are Career Ready

	Baltimore City					MD	BC
	2015	2016	2017	2018	2019	2019	Five-Year Trend
Median Earnings by Education Estimates among population 25 years and over, in 2019 inflation-adjusted dollars	$38,861	$38,495	$38,773	$ 35,695	$36,770	$44,489	⬇
Less Than High School Graduate	$22,213	$22,157	$22,444	$23,755	$24,340	$27,311	⬆
High School Graduate or Equivalent	$30,797	$29,456	$28,938	$29,751	$30,309	$36,394	⬇
Some College or Associate's Degree	$34,599	$34,517	$34,668	$35,682	$36,229	$44,455	⬆
Bachelor's Degree	$52,491	$52,334	$52,306	$54,403	$54,965	$64,348	⬆
Graduate or Professional Degree	$65,198	$64,794	$66,005	$68,282	$68,963	$87,668	⬆
Gender Differences in Median Earnings by Education Estimates of how much more males 25 years and over earn than females, in 2019 inflation-adjusted dollars	$5,491	$5,715	$5,475	$5,827	$6,323	$11,921	⬆
Less Than High School Graduate	$5,917	$4,260	$3,850	$5,885	$7,123	$10,964	⬆
High School Graduate or Equivalent	$4,190	$4,299	$3,854	$3,203	$3,373	$11,737	⬇
Some College or Associate's Degree	$6,267	$6,966	$7,318	$8,735	$8,553	$14,284	⬆
Bachelor's Degree	$8,624	$10,622	$10,275	$11,352	$11,154	$21,402	⬆
Graduate or Professional Degree	$13,681	$14,699	$15,845	$14,830	$12,653	$30,508	⬇

PARTNER LIST

The annual Report to Community is a collaborative effort engaging staff members in every team within Baltimore's Promise. Thank you to the staff of Baltimore's Promise for your hard work compiling and authoring this report.

We are grateful to the Fund for Educational Excellence for serving as the fiscal sponsor of Baltimore's Promise.

Baltimore's Promise's Board of Directors

The commitment of a diverse leadership group serving as Baltimore's Promise's Board of Directors, which includes foundations, nonprofits, businesses, elected officials, and university presidents makes this effort unique.

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City of Baltimore

Baltimore Gas and Electric
Board Representative in Transition

* Mark Lerner is the current chair of the Baltimore's Promise Board of Directors.

Key Implementation Partners

While Baltimore's Promise works with many individuals and organizations in support of improving outcomes for Baltimore City's young people, the following individuals and organizations worked most closely on the implementation of our collective efforts in 2021.

A Revolutionary Summer
Abell Foundation**
Actionable Intelligence for Social Policy
Advocates for Children and Youth
Amaana Consulting
Amplify
Amplify Equity
Annie E. Casey Foundation**
Art in Praxis
Associated Black Charities**
B'more for Healthy Babies
B'More Invested Grant Advisory Team*
Baltimore Alliance for Careers in Healthcare
Baltimore Children and Youth Fund
Baltimore Children's Cabinet
Baltimore City Community College
Baltimore City Council**
Baltimore City Department of Recreation
  and Parks
Baltimore City Department of Social Services
Baltimore City Early Childhood Advisory Council
Baltimore City Head Start
Baltimore City Health Department**
Baltimore City Housing Authority
Baltimore City Mayor's Office of Children
  and Family Success
Baltimore City Mayor's Office of
  Employment Development
Baltimore City Mayor's Office of Information
  and Technology
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Baltimore City Public Schools Parent and
Community Advisory Board
Baltimore City Public Schools**
Baltimore Community Foundation**
Baltimore Education Research Consortium
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Baltimore Summer Funding Collaborative
Summer 2021 Grantees*
Baltimore Summer Funding Collaborative*
Baltimore Workforce Development Board
  Youth Committee*
Baltimore Workforce Development Board*

Baltimore's Promise Current High
  School Students Action Team*
Baltimore's Promise Pregnant and Parenting
  Black Women 16-24 Literacy Action Team*
Begin Within
Black Male Yoga Initiative
Black Mental Health Alliance
Bloom Collective
Bloomberg Philanthropies
Bmore Empowered
B'more for Healthy Babies
Bon Secours Community Works
Brazen Consults
Building Our Nations Daughters (BOND)
Business Volunteers Maryland
BYKE Collective
CareFirst BlueCross BlueShield**
Center for Urban Families
Chesapeake Partners**
Child First Authority**
Civic Works
Clayton Baker Trust
Code in the Schools
CollegeBound
Community Capacity Builders
Community College of Baltimore County
Community Law in Action (CLIA Youth)
Constellation
COS & Company
DewMore Baltimore
Digital Equity Coalition
Dream Big
Early Childhood Advisory Council –
  Baltimore City
Education Reform Advocates LLC
Elbow Fund
Elev8 Baltimore
Enoch Pratt Free Library
Family League of Baltimore
Family Tree
Fight Blight Bmore
France-Merrick Foundation
Fund for Educational Excellence
Gilmore Khandhar, LLC

Goldseker Foundation**
Grade Level Reading Campaign
Greater Baltimore Committee**
Harlem Lacrosse
Harry and Jeanette Weinberg Foundation**
HeartSmiles
Hinkey-Benson Family Fund
I'm Still Standing Community Corporation
IKEA
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Inspire Educational Trust
Intersection of Change
J'aime Drayton LLC
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Job Opportunities Task Force
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KRA Corporation
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Lifebridge Health
Literacy Lab
Live Baltimore
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Maryland CASH Campaign
Maryland Department of Health,
    Vital Statistics Administration
Maryland Department of Juvenile Services
Maryland Department of Labor, Licensing
    and Regulation
Maryland Department of Public Safety
    and Correctional Services
Maryland Family Network
Maryland Legal Aid
Maryland Mentor
Maryland New Directions
Maryland Out of School Time Network
Maryland Philanthropy Network
MERIT Health Leadership Academy
Mid-Atlantic Equity Consortium
MOMCares

Morgan State University**
Mpolo Business Solutions
National Center on Institutions and Alternatives
National Clearinghouse for Educational Data
NewFIT Kids
NLD Strategic
No Boundaries Coalition
NPower
Open Society Institute – Baltimore
Organizing Black
Out for Justice
Park Heights Renaissance
Parks & People Foundation
Play On Purpose (P.O.P. Inc)
Positive Schools Center
Promise Heights – Baltimore
Richman Family Foundation
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The Black Yield Institute
The Blanket Fort Foundation
The Movement Team
The Urban Institute
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University of Maryland, School of Social Work
Up2Us Sports
Urban Alliance
US Dream Academy
Valentine Group Consulting
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Youth Empowered Society
Zanvyl and Isabelle Krieger Fund

* Baltimore's Promise works with local businesses, nonprofits, educational institutions, government, and philanthropic leaders to co-develop and identify strategies, practices, and efforts that can help improve outcomes for Baltimore City youth and young adults at a population level. Each of these stakeholder groups is comprised of many individuals that represent neighborhoods throughout Baltimore City.

** Baltimore's Promise operates with the commitment of a diverse group of leaders of foundations, nonprofits, businesses, elected officials, and university presidents who serve as our Board of Directors.