

# Who We Are

**Family League of Baltimore** (Family League) is a 501(c)(3) nonprofit organization and the designated Local Management Board for the City of Baltimore. Since 1991, it has served as an architect of change in Baltimore by promoting data-driven, collaborative initiatives and aligning resources to create lasting outcomes for children, families and communities. In Fiscal Year 2019, Family League invested approximately \$14 million in 89 funded partners.

As Baltimore's Local Management Board, Family League manages and deploys funds from local and state government, leveraged against philanthropic supports and guided by the vision of a Baltimore where every child grows up in a family and community that thrives. The organization supports collective impact strategies to reduce duplication of services by:

- Ensuring public dollars invested in programs and services align with community priorities;
- Directing resources towards the needs of the “whole” child, from prenatal and family health care up through college and career; and
- Strengthening the capacity of existing service providers across the City;

Foundational to the success of this work is our ability to influence systems and advocate for solid public policy that ensures children and families are thriving. Our priorities are guided by the eight Maryland Results for Child Well-Being.

## MARYLAND RESULTS FOR CHILD WELL-BEING



### Babies Born Healthy

Supporting policy to achieve healthy birth outcomes, specifically decreased infant and maternal mortality



### Healthy Children

Advocating for policy that removes barriers to access to nutritious meals and supports programming focused on healthy lifestyles



### Children Enter School Ready to Learn

Supporting policy that addresses key drivers to increasing school readiness by kindergarten



### Children are Successful in School

Supporting policy that improves student attendance, supports high-quality expanded learning opportunities and improves school climate



### Youth Complete School

Advocating for policy that supports reduction in dropout rates amongst high school-aged youth



### Youth Have Opportunities for Employment or Career Readiness

Advocating for policy that provides supports for youth-focused workforce development



### Communities are Safe for Children, Youth, & Families

Supporting policy that ensures safe environments that allow children and families to thrive



### Families are Safe & Economically Stable

Supporting policy that provides equitable access to a living wage and opportunities for economic security

# Racial & Economic Equity Analysis Tool

Family League of Baltimore recognizes that it is critical to approach our work through a racial equity lens. The Racial Equity Analysis Tool supports our efforts to advocate for policy changes in a way that mitigates the impact of racism entrenched in existing structures by accounting for stakeholder input, unintended consequences, root-cause transformational ability, and questions of implementation in the development of legislation.

CRITERIA	MEASURES
STAKEHOLDERS	<ul style="list-style-type: none"><li>• Who is the policy intended to affect?</li><li>• Which groups might unintentionally be impacted by the policy?</li><li>• Is there a racial/socioeconomic divide?</li><li>• To what extent have stakeholders/impacted populations been consulted?</li></ul>
IMPACTS	<ul style="list-style-type: none"><li>• What is the intended impact of the policy?</li><li>• What unintended impacts might the policy have?</li><li>• Is there evidence of potential for disproportionate impact(s) along racial/socioeconomic lines? Can disproportionate impact(s) be minimized/mitigated?</li></ul>
TRANSFORMATIONAL ABILITY	<ul style="list-style-type: none"><li>• Does the policy aim to combat the root cause of a racial/socioeconomic injustice?</li><li>• Are proposed benefits to racially/socioeconomically subjugated groups realistic?</li><li>• Does the policy deconstruct oppressive racial/socioeconomic structures?</li></ul>
IMPLEMENTATION	<ul style="list-style-type: none"><li>• What historical or current context should be considered to ensure the policy achieves its racial/socioeconomic equity aims?</li><li>• Who is responsible for proper implementation of the proposed policy? Is the expectation reasonable?</li><li>• How will stakeholders be included in the implementation process?</li><li>• Do funding mechanisms exist to ensure policy implementation as intended?</li></ul>

Note: This tool was partially developed using Associated Black Charities' *Ten Essential Questions for Policy Development, Review and Evaluation* and The Center for Racial Justice Innovation's *Racial Impact Assessment Guide*.

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