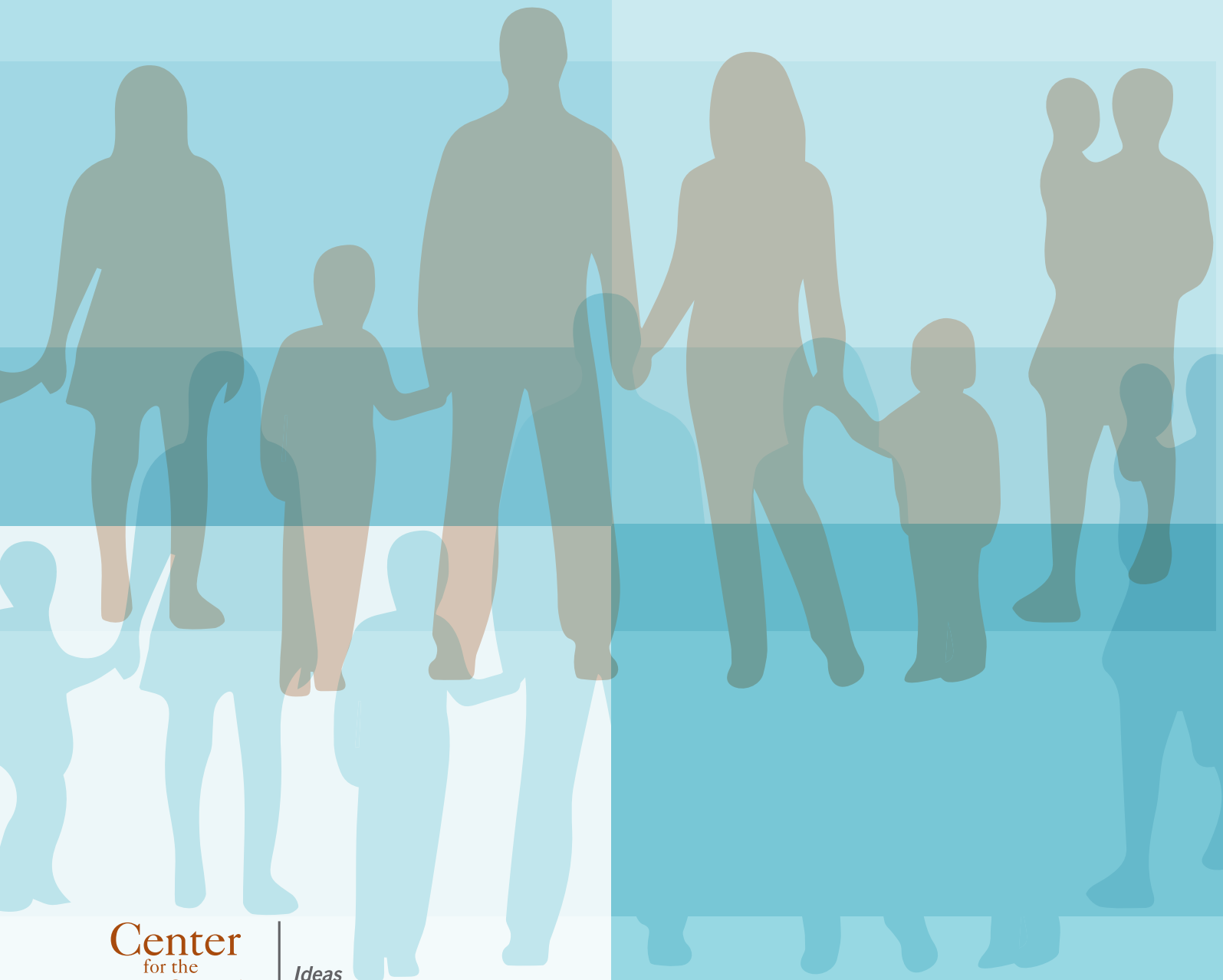


2013 ANNUAL REPORT

EQUITY AND SOCIAL CHANGE



Center
for the
Study
of
Social
Policy

*Ideas
into
Action*

eq·ui·ty \ noun \ `e-kwə-tē \

fairness or justice in the way people are treated



One of the reasons I am – and have been – delighted to serve as chair of the Center for the Study of Social Policy’s (CSSP’s) board of directors is the organization’s unwavering commitment to social justice. That commitment is exemplified in the focus of CSSP’s leadership and staff on ideas and actions to produce better futures

for all children, youth and families. Given that goal, it is impossible not to confront the equity issues that prevent too many in our society from achieving their full potential every day. In examining the issues affecting the well-being of children and youth involved with child welfare and juvenile justice systems, school achievement results, family economic stability and disinvested communities, data point to significant gaps based on race, tribal status, ethnicity, immigrant status and other characteristics that separate vulnerable populations. These effects are compounded when there are also differences based on language and/or sexual orientation and gender identity.

In the 2013 annual report, we highlight how critical attention to equity and the persistent gaps in achievement and outcomes shows up in all of CSSP’s work. Whether working with a public system, a federal policymaker or in a local community, CSSP examines the issues with an equity perspective and articulates policy and program solutions that seek to close the gaps and produce better results for all.

Last year, CSSP intensified its equity focus internally and externally. This work will continue into the future. CSSP’s board of directors affirms the direction of the CSSP leadership, staff and partners for taking steps to remedy some of the most important social justice issues of our times as documented in this annual report.

A handwritten signature in black ink that reads "Carol W. Spigner".

Carol Wilson Spigner, M.S.W., D.S.W.
BOARD CHAIR



We are pleased to share our 2013 annual report with you. It represents work CSSP staff are deeply committed to and that we believe is integral to achieving the health, income, education and well-being outcomes we desire for children, families and communities.

Equity – equality in opportunity and in what it takes to achieve good outcomes – has been part of CSSP’s mission from its earliest days. And, for the last 10 years, we have raised up equity – specifically race equity – as an even more visible and explicit focus of CSSP and its work.

In 2004, we began an internal dialogue and learning process to ensure that our community, systems and policy work always aim to reduce disparities based on race, ethnicity, income, language capacity, sexual orientation and gender identity, among other differences. We want our work to explicitly promote better outcomes for those individuals who are most systematically left behind.

Another goal of CSSP’s focus on equity – inseparable from the first – is to build our own awareness, skills, comfort and organizational clarity around addressing structural racism, institutionalized oppression and other “isms” that hold people back. Identifying ourselves as an “anti-racist” organization, we have sought to be clear about our aim and to inspire and invite partners to join us in this work.

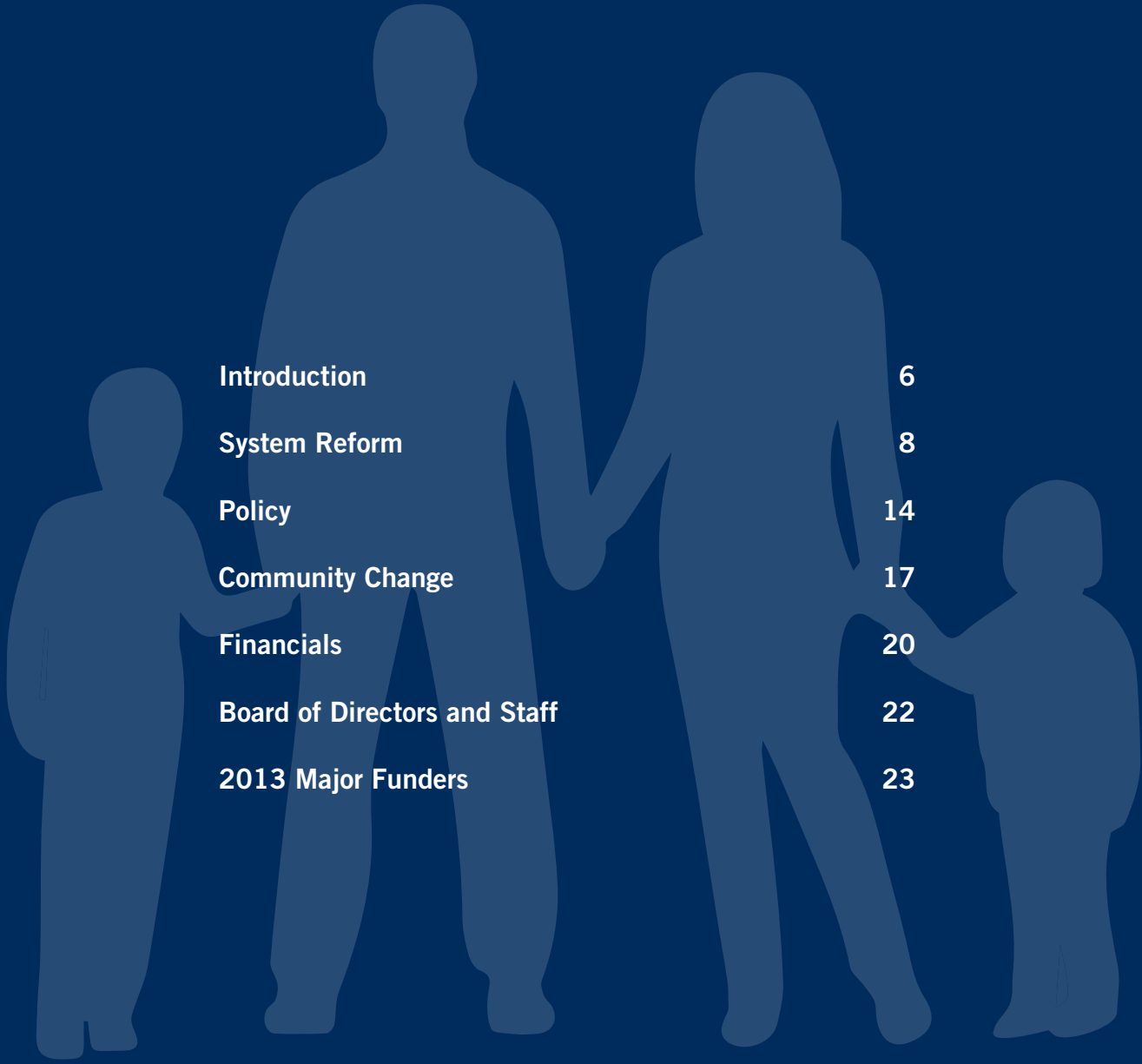
Policy and political discussions about inequity and inequality are now close to the center of national debate. As our federal, state and local partners themselves grapple with this challenge and work to reverse negative trends, we renew CSSP’s commitment to that urgent struggle. We hope this report helps articulate just some of this ongoing journey toward greater equity.

A handwritten signature in black ink that reads "Frank Farrow".

Frank Farrow
DIRECTOR

A handwritten signature in black ink that reads "Judith W. Meltzer".

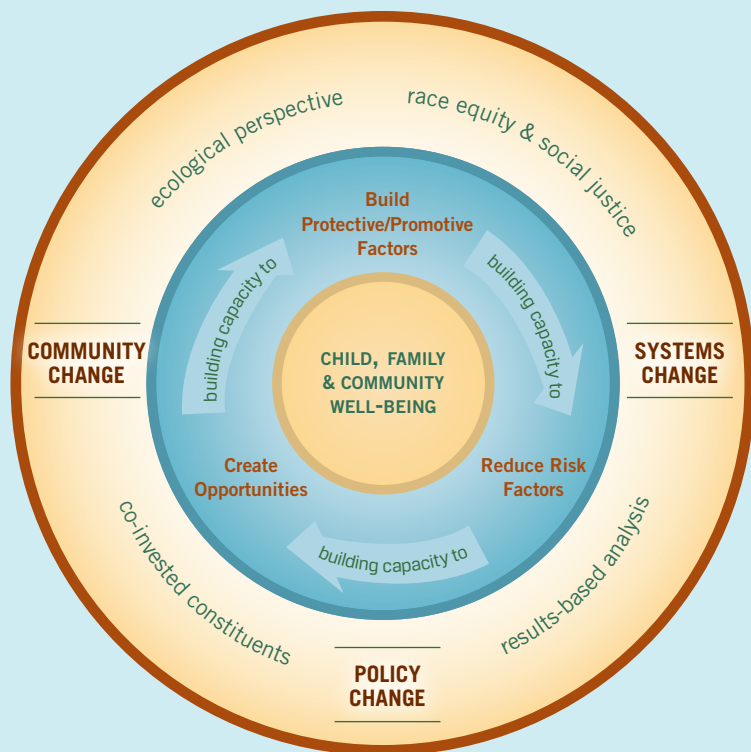
Judith W. Meltzer
DEPUTY DIRECTOR



Introduction	6
System Reform	8
Policy	14
Community Change	17
Financials	20
Board of Directors and Staff	22
2013 Major Funders	23

CSSP

THEORY OF CHANGE



All children – regardless of race, ethnicity, gender, sexual orientation, gender identity, socioeconomic status or the neighborhood in which they live – deserve to be healthy, to enter school ready to learn and to become young adults who are prepared to succeed in life and in the world. Growing up in safe, supportive, nurturing and economically secure families and in communities that can provide them and their families with access to the resources and opportunities they need, puts all children on the path to success.

The Center for the Study of Social Policy (CSSP) works to achieve child, family and community well-being results by focusing our efforts on improving public systems, promoting effective state and local public policy strategies and building capacity for positive community change.

There are several key perspectives that cut across all of our work – a focus on outcomes, the interplay among individual, family, community, system and society and true co-investment from the people and communities we are working with.

Another perspective that is integral to every aspect of our work is **equity**.

Programs, policies and strategies must explicitly understand and account for the existence of disparate opportunities and outcomes based on race, ethnicity, gender, sexual orientation/gender identity and many other factors. Recognizing these inequities – and working to address them – is the only way to meet the needs of individuals, as well as broader societal goals.

CSSP is committed to working toward the elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race or other factors, or fail to eliminate them.

WHY FOCUS ON EQUITY?

Achieving equity in opportunity and outcomes is core to social and economic success. If the current disparities in education, health, employment and social and economic mobility continue we will lose the opportunity to capitalize on the advantages of our increasingly diverse population. To ensure the social and economic growth of our country – and to improve outcomes for our children and families – the public, private and nonprofit sectors must advance equity at every level.

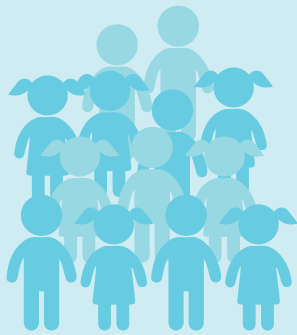
This annual report highlights the role of equity in the work CSSP undertook in 2013. It also offers recommendations for public system administrators, policymakers and community stakeholders to address current – and prevent future – inequities.

CSSP Equity Statement

Equity is central to CSSP's mission and values. We work to promote equity and reduce disparities based on race, ethnicity, sovereignty, gender, sexual orientation/gender identity and socioeconomics. Recognizing the central role that race has played historically in contributing to persistent inequities, CSSP identifies as an anti-racist organization committed to confronting and addressing all forms of racism, particularly institutional and structural.

FOSTER CARE RATE BY RACE/ETHNICITY

PER 1,000 CHILDREN
IN THE CHILD POPULATION



American Indian/
Alaskan
12.94



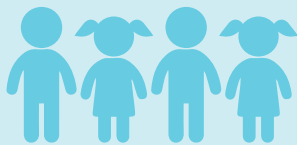
Black or
African American
9.95



Native Hawaiian/
Other Pacific Islander
5.52



Hispanic or Latino
4.78



White
4.24



Asian
0.68

Sources: Foster Care Data: Adoption and Foster Care Analysis and Reporting System (AFCARS), U.S. Department of Health and Human Services. Preliminary Fiscal Year 2012 estimates as of November 2013; Child Population Data: Population Division, U.S. Census Bureau. 2012 Child Population Data Updated July 2013. Accessed via Kids Count Data Center, Annie E. Casey Foundation.

RAISING UP EQUITY IN SYSTEM REFORM

A key component of CSSP’s work with public systems is a focus on making sure children grow up in families and that they are not separated from their families unless absolutely necessary. When they must be, efforts to heal their family must be swift and effective. All children, youth and families should have the opportunity to be happy, healthy and successful.

Children should be supported socially and emotionally. Unfortunately, data show that too many children and families of color have far different experiences with public systems. We also know that youth who identify as lesbian, gay, bisexual, transgender or questioning (LGBTQ) may also have a more difficult time with child welfare systems, leading to increased numbers of runaway and homeless youth and other poor outcomes.

There are parallel well-documented disparities around race and ethnicity with regard to early education and high school graduation; and a family’s socioeconomic status can also place children and families at a disadvantage with regard to the services and supports they have knowledge about or access to.

CSSP’s system reform work addresses these disparities directly, focusing on customized strategies to ensure that all children and families receive the supports needed to succeed.

SNAPSHOT: WHAT EQUITY IN SYSTEM REFORM LOOKED LIKE IN 2013

Alliance for Racial Equity in Child Welfare

During the last decade, a growing number of researchers and public administrators have sought to understand the extent and nature of disparities experienced by African American children – or more broadly, children of color – who come to the attention of the child welfare system. For several decades, Native American and African American – and in some places Latino and Hispanic – children have experienced disparate rates of involvement with child welfare.



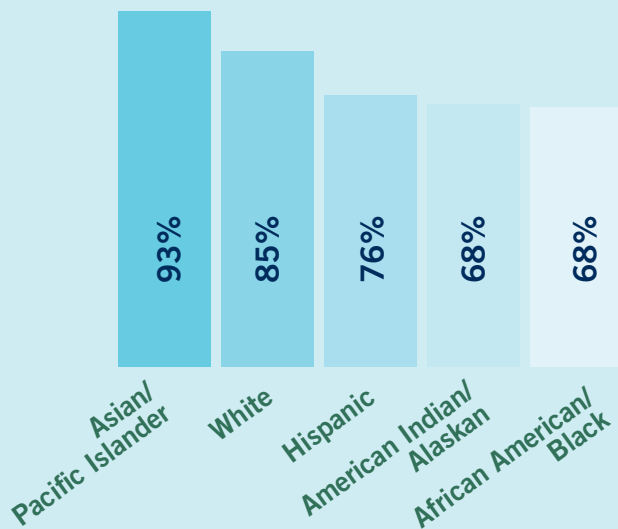


HIGH SCHOOL GRADUATION

2011-12

3.1M public high school students graduated on time with a regular diploma. **(81%)**

Graduation rate among all public high school students



Source: National Center for Education Statistics (http://nces.ed.gov/programs/coe/indicator_coi.asp)

Since 2004, CSSP has organized and coordinated the Alliance for Racial Equity in Child Welfare, a coalition of national organizations, state and local leaders, judges, researchers, practitioners, policymakers, advocates, parents, as well as alumni and youth who have directly experienced child welfare.

Last year, CSSP was centrally focused on providing and expanding the Alliance’s leadership, information resources and tools to help support child- and family-serving systems as they work to understand and undo a pattern of child and family racial inequities.

The Alliance partners now include child welfare administrators, researchers, public policy experts, child and family court judges, as well as family members with direct experience of involvement with the child welfare system. The group also reflects the varying perspectives within the child welfare community about the role and relevance of structural racism, family economic status and broader community dynamics on the persistent pattern of disparate outcomes by race and ethnicity.

A conceptual framework and a common statement of values, along with a comprehensive agenda, were all created in 2013 to guide the work during the next five to seven years. A specific set of priorities guide the immediate work during the next two years. The action agenda was developed in collaboration with partners and organized around the following key components:

- Documenting and sharing effective system strategies with the field
- Advancing public policies that strengthen families
- Analyzing and applying research and data to support improved outcomes
- Building public will and partnerships that support children and families

LGBTQ

HOMELESS YOUTH

The U.S. Congressional Research Service estimates that the number of homeless and runaway youth ranges from

1M – 1.7M
per year.

Available research suggests that

9% – 45%

of all homeless youth identify as lesbian, gay, bisexual or transgender (LGBTQ).

Given that

5% – 7%

of the U.S. population identifies as lesbian, gay or bisexual, it is clear that LGBTQ youth experience homelessness at a disproportionate rate.

Sources: Fernandes-Alcantara, A.L. (2013). *Runaway and Homeless Youth: Demographics and Programs*. Congressional Research Service.

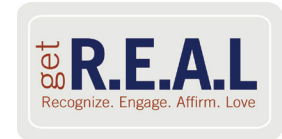
(http://www.nchcw.org/uploads/7/5/3/3/7533556/crs_2013_rhya_history_and_lit_review.pdf)

Cray, A., Miller, K. and Durso, L.E. (2013). *Seeking Shelter: The Experiences and Unmet Needs of LGBT Homeless Youth*. Center for American Progress.

(<http://www.americanprogress.org/wp-content/uploads/2013/09/LGBTHomelessYouth.pdf>)

get R.E.A.L

All youth in child welfare face challenges to their well-being in the area of healthy sexual and identity development. Research has shown that LGBTQ children and youth have particular hardships within the child welfare system. Studies have also shown that LGBTQ youth are at greater risk for homelessness, abuse, bullying, trauma and sexual exploitation.



Last year, CSSP launched get R.E.A.L (Recognize. Engage. Affirm. Love), an initiative designed to help transform child welfare policy and practice to promote the healthy development of all children and youth. Twenty-one jurisdictions already engaged in system improvements were selected in 2013 to move this work forward. Some are in very advanced stages and others are just beginning to understand the issue and think about a change process. This new national network will share information and resources and provide peer training and support. The ultimate goal is to create lasting policy and practice change within the nation's child welfare and related child – and youth – serving systems to benefit LGBTQ youth. The new national network is just the first step toward a “culture change” in both knowledge and action. CSSP is also engaged in more intensive work in several jurisdictions, including Allegheny County, Penn., the state of California and both Santa Clara and Fresno Counties.

Complementing get R.E.A.L, CSSP is proud to partner with the University of Illinois at Chicago (UIC) and the Human Rights Campaign Foundation on 3/40 BLUEPRINT, a federal grant announced last year to address homelessness among LGBTQ youth. The 3/40 BLUEPRINT project is named for its goal – to reduce the estimated 40 percent of homeless youth who identify as LGBTQ within three years and help end the national crisis of LGBTQ youth homelessness. The three-year grant from the Administration for Children and Families, Family and Youth Services Bureau of the U.S. Department of Health and Human Services will enable researchers to study promising practices, training methods and tools to address the needs of LGBTQ homeless youth.

“Fully understanding who the youth in our juvenile justice system are and why they end up here is a critical part of successfully doing our job. The Institutional Analysis process is an important part of understanding the overrepresentation of kids of color, and we hope, helping us find ways to change it.”

**–David Rohr
Fairfax County,
Virginia, Police Chief (Retired)**

Institutional Analysis - Fairfax County, Virginia

The Institutional Analysis is a set of qualitative diagnostic tools that seek to uncover the ways in which organizational policies and practices contribute to poor outcomes for children and families of color involved in the child welfare system. Using data and in-depth interviews, the Institutional Analysis examines how workers are organized to know and understand families, and to effectively intervene to support them. In other words, this approach makes visible the structures that shape, direct and determine workers’ actions. It also shows how those structures can produce racial disparity, inequity and overall poorer outcomes for some children and families.

In 2013, CSSP continued its work with Fairfax County, helping leaders there examine how their policies and practices perpetuate equity gaps for Latino and African American youth in juvenile justice and child welfare systems.

As a result of three years of work with the county and its team leading the charge, CSSP is now also supporting a “Dialogue with Directors” series throughout 2013, bringing together key stakeholders to delve deeper into the Institutional Analysis findings and to look for collective actions that can be taken.

While numerous takeaways came out of last year’s directors’ series, one fact became clear: achieving equitable outcomes is an “everyone” issue – an “every agency” issue.

In order to address that CSSP is working with Fairfax County on a range of ideas, including developing an equity “bench card” that will ask leaders at all levels to consider:

- Who are the racial/ethnic groups affected by the policy/practice/decision and are they at the table?
- How will the policy/practice/decision affect each group?
- How will the policy/practice/decision be perceived by each group?
- Does the policy/practice/decision ignore or worsen existing disparities or produce other unintended consequences?
- Based on the above responses, what revisions are needed in the policy/practice/decision under discussion?

Strengthening Families and Youth Thrive

CENTER FOR THE STUDY
OF SOCIAL POLICY'S

strengthening familiesSM

A PROTECTIVE FACTORS FRAMEWORK

Integrated into most of CSSP's work now are Strengthening Families and Youth Thrive, research-informed frameworks of protective factors that can help families with young children and youth in foster care succeed and thrive, even in the face of risks and challenges. These factors can be applied to all families and youth, but CSSP understands it's important to address how these factors may be understood and manifested differently across races and cultures. Creating a framework that applies to all helps to challenge racially biased perceptions about capabilities and encourages people to look at strengths that all people have.

Having systems – and people in general – adopt a science-informed “strengths” approach creates a powerful grounding for increasing our understanding about the strengths every family and youth can have. It encourages more equitable treatment of minority groups and ultimately more equitable outcomes.

Pushing service systems and communities to focus on how to build and support family and youth strengths forces them out of a deficit model of thinking to look for positive aspects, including within families and youth of color who are often seen as “bad” or disengaged.

Last year, CSSP also began reviewing and updating the Strengthening Families Self-Assessments to ensure that items are included that reflect a cultural inquiry approach (e.g., ensuring that staff are asking the right questions about how the family's race, language and culture impact the way they view parenting and their protective factors).

In Youth Thrive, CSSP searched for exemplary initiatives that embodied

YOUTH THRIVE
PROTECTIVE & PROMOTIVE FACTORS FOR HEALTHY DEVELOPMENT AND WELL-BEING

the framework. During that process, diversity and attention to equity were key selection criteria. These themes were again highlighted during a 2013 convening of the selected programs.

>> WHAT NEXT?

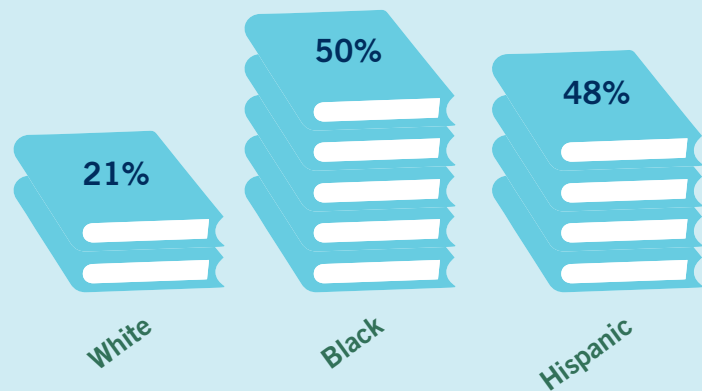
So what can system administrators and their staffs do to ensure we are moving toward a path of equity?

- Examine data to understand where inequities and disparities exist. This requires disaggregating data by race, ethnicity, gender and sexual orientation and gender expression. It also requires analysis at different decision points within systems (in child welfare that would include examination of the data at reporting, substantiations, placement, etc.; in schools it would include analysis of suspensions, grade retention, etc.). The second step involves an analysis of the institutional impediments to equity (as undertaken by an Institutional Analysis or similar organizational audit).
- Establish an overarching organizational commitment to equity that is embedded in the agency's vision, mission, values and operations.
- Incorporate a focus on improving child and family cognitive, social and emotional well-being as benchmarks for success.
- Build an understanding of, and responsiveness to, the complex ways in which structural racism shapes the experiences and well-being of children and youth in public systems, including both implicit bias and explicit forms of racism.
- Implement a culturally responsive practice strategy that is trauma-informed and reflects the research findings about the protective and promotive factors that can help youth overcome adversity and thrive.

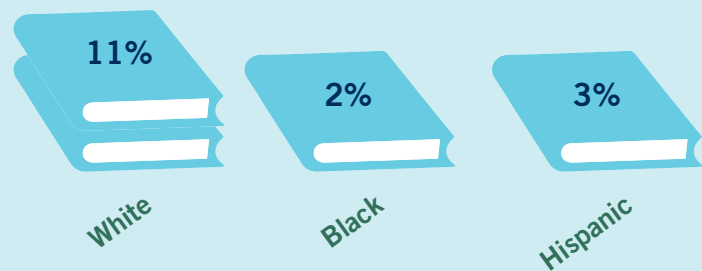
4TH GRADE READING

(public school)

BELOW BASIC ACHIEVEMENT



ADVANCED ACHIEVEMENT



Source: National Center for Education Statistics
(http://nationsreportcard.gov/reading_math_2013/files/Results_Appendix_Reading.pdf)

- Create or strengthen partnerships among the public systems and community groups, private organizations and advocates.
- Create ways for the voices, aspirations and input of families and youth to be visible and influential in all aspects of programming and accountability.
- Reinforce and sustain the work by making permanent structural and system changes regarding accountability, administrative infrastructure and human resource development.

2013 PRODUCTS & PUBLICATIONS

Alliance For Racial Equity in Child Welfare

- A Review of National Racial/Ethnic Group Foster Care Trends (August 2013)

Class Action Reform

- Charlie and Nadine H. v. Christie Monitoring Report XIII (October 2013)
- LaShawn A. v. Gray Progress Report (December 2013)

Early Childhood - LINC

- Building Communities That Help Young Children and Families Thrive – A National Survey (November 2013)

get R.E.A.L

- Guidelines for Managing Information Related to the Sexual Orientation, Gender Identity and Expression of Children in Child Welfare Systems (March 2013)
- State Policies Concerning LGBTQ Youth (August 2013)

Strengthening Families

- Protective Factors Core Meanings (July 2013)

Youth Thrive

- Protective and Promotive Factors Core Meanings (October 2013)

POVERTY & RACE

(children under age 18 considered low income in 2012)

Black



Hispanic



American
Indian



White



Asian



Source: National Center for Children in Poverty, *Basic Facts About Low-Income Children*, February 2014
(<http://www.nccp.org/?src=logo>)

RAISING UP EQUITY IN PUBLIC POLICY

Public policy has a significant impact on our lives. It impacts our families, neighborhoods and the ways in which we conduct business. It determines our tax rate, the ways in which our schools are funded, the delivery of social services and where public transportation and public infrastructure are developed.

Diversity provides an advantage for the United States, both socially and economically. The growing diversity in the United States can improve productivity and wages as well as increase entrepreneurship. These economic benefits are important not only for communities of color, but for all our communities. This idea is paramount to the work CSSP does in Washington, as part of policy coalitions and through work in states across the country.

CSSP believes that meaningful policy requires a focus on those who face the most significant barriers to opportunity, including ethnic and racial minorities, immigrants and refugees and families in poverty. Our work is grounded in the belief that no public policy is race or ethnicity neutral. Every policy has an impact, through benefit or burden, on the lives of families. Pursuing policy strategies that take into account the existence of disparate opportunities and outcomes is the best way to meet both the needs of communities of color but also to meet broader societal goals. Policymaking with attention to equity creates solutions that best meet the needs of the entire community.

Therefore, every CSSP policy product has a strong focus on equity. This is true in policy reports, issue briefs, fact sheets, etc. Additionally, we bring a strong pro-equity perspective to all policy conversations with partner organizations and to any collaborative work we do.

SNAPSHOT: WHAT EQUITY IN PUBLIC POLICY LOOKED LIKE IN 2013

PolicyforResults.org

PolicyforResults.org is a CSSP website that provides policymakers with research-informed policy solutions and state examples. Each policy section begins with asking the question, “What results do you want to achieve?” and

RESULTS MATTER



POLICY for **RESULTS.org**

provides guidance for setting priorities and establishing indicators. Each policy topic on the website includes policy-specific information on data and trends, strategies, implementation and accountability and funding.

Revamped at the end of 2013, the site is focused on providing guidance for policymakers – with particular emphasis on addressing racial and other disparities – and on achieving equity.

PolicyforResults.org offers examples of effective policies, programs and practices used across the country, as well as state-by-state data. It also has tools to address disparities.

Several key documents published in 2013 raise up the role of equity. CSSP's September 2013 statement on the Census Bureau's poverty data and a report, "Supporting Early Healthy Development," both place a strong focus on equity – particularly as it relates to the access to quality services for low-income families, barriers for English language learners and racial disparities in access and quality.

>> WHAT NEXT?

So what can local and state policymakers and other advocates do to promote equity in public policy? They can:

- Include race equity impact assessments in all policymaking to address the potential unintended (or intended) impacts of a proposed policy on people of color.
- Invest in building a comprehensive evidence base for policies, and the related practices that have been proven to be most effective for improving outcomes for children, families and communities of color.
- Create policies that are built upon what works for people of color (not just solutions based on risk factors that can lead to reinforcing negative assumptions, etc.).

JOIN IN THE CONVERSATION



See what your state does (or not) for infants/toddlers in
 #childwelfare bit.ly/ZTTCWSR
 @CtrSocialPolicy
 @policy4results
 September 26, 2013

Can't be satisfied w/modest results of the past. Have to aspire for greater impact.
 – Lisbeth Schorr
 @CtrSocialPolicy #SSIRLive
 #givesmart @jilliscol
 December 13, 2013

Conversations on strategies & tools to revitalize neighborhoods.
 #systems #Fresno @MDuarte42
 @CtrSocialPOLicy pic.twitter.com/hWiDoPfVRT
 @BNCP2
 December 14, 2013

Follow Us



<https://twitter.com/ctrsocialpolicy>



<http://www.cssp.org/facebook>

- Invest in nuanced data collection (across race, ethnicity and age as well as longitudinal data to assess outcomes) – and when data are available, use them to guide decision-making.
- Create systems that allow for the constant tracking and adjustment of policy implications to ensure that, as community dynamics shift policy efforts adjust as well (e.g., if a constituency that has been predominantly Black shifts demographically to be predominantly Latino, the policy solutions may also need to be adjusted. Or, if a suburban community has been traditionally affluent, but has a demographic shift to be low-income, policies may need to be adjusted to meet the new constituencies' needs).
- Take a “targeted universalist” approach to policymaking. In more common terms, pursue policy strategies that take into account the existence of disparate opportunities and outcomes. Policymaking with attention to equity creates solutions that best meet the needs of the entire community.

2013 PRODUCTS & PUBLICATIONS

- Raising the Bar: Child Welfare's Shift Toward Well-Being (July 2013)
- The Affordable Care Act and Implications for Youth Aging Out of Foster Care (July 2013)
- CSSP Statement on New Poverty Data & the Need for Equitable Policy Change (September 2013)
- Promoting Youth Financial Literacy (October 2013)
- Preventing Juvenile Delinquency (October 2013)
- Reducing Juvenile Detention (October 2013)
- Using the Affordable Care Act to Improve Well-Being Outcomes for Children and Families (November 2013)
- Supporting Early Healthy Development (November 2013)
- Improving Outcomes for Pregnant and Parenting Youth in Foster Care: Federal Policy Recommendations (December 2013)
- Policy for Results blog



RAISING UP EQUITY IN COMMUNITY CHANGE

Place matters and strongly impacts the health, safety, education and employment opportunities of children and families. Unfortunately, many communities face overwhelming challenges, including high poverty rates, unemployment, housing instability and low-performing schools. Residents of these neighborhoods are disproportionately families of color who experience outcomes far worse than the norm for most Americans.

The inequitable outcomes of families who live in these neighborhoods are influenced by two important factors. First, access to opportunity is not equally distributed across the country and public systems and the private market do not function well for low-income communities of color. Second, decades of disinvestment in neighborhoods of concentrated poverty has undermined the infrastructure and capacity that these neighborhoods need to address the lack of opportunity and structural inequities they face.

CSSP's place-based work is focused on achieving better and more equitable outcomes for families who lack access to opportunities many Americans take for granted. That also means ensuring that public and private systems are not perpetuating existing inequities.

In 2013 we worked in more than 30 communities and neighborhoods through our work on the federal Promise Neighborhoods, Building Neighborhood Capacity Program (BNCP) and Choice Neighborhoods work, and in California's Best Start, an effort of First 5 LA.

SNAPSHOT: WHAT EQUITY IN COMMUNITY CHANGE LOOKED LIKE IN 2013

Building Neighborhood Capacity Program (BNCP)

BNCP is predicated on a simple idea: in order to ensure neighborhoods become the kinds of places where children and families succeed and thrive, you must make intentional efforts



INCOME ACHIEVEMENT GAP



20% READING PROFICIENT **51% READING PROFICIENT**

Low-income students (as measured by eligibility for the National School Lunch Program, set at 185 percent Federal Poverty Level) continue to score below higher income peers (those not eligible for the program) on early grade-level reading.

Source: National Center for Education Statistics. (2013). 2013 Reading Assessment Report Card: Summary data tables with additional details for average scores and achievement levels for states and jurisdictions. (http://nationsreportcard.gov/reading_math_2013/files/Results_Appendix_Reading.pdf)

“The City of Fresno must look at 65 years’ worth of decisions and policies that have impacted our neighborhoods and work in partnership with our residents to turn our neighborhoods around.”
– Mayor Ashley Swearengin, City of Fresno



to build, sustain and operationalize certain types of community capacity, such as data, partnerships and financing, among others.

CSSP provides intensive consultation, capacity-building support and financial investment to eight neighborhoods in four cities – Flint, Mich.; Fresno, Calif.; Memphis, Tenn. and Milwaukee, Wis. The goal is to help the neighborhoods as they create comprehensive neighborhood revitalization plans and make effective use of – and attract a range of – federal, state and local resources.

As successful neighborhood revitalization hinges on the support and collaboration of a variety of stakeholders, we also work with a cross-sector partnership in each city to ensure the success and sustainability of the neighborhood capacity-building efforts. In 2013, each neighborhood – with CSSP’s assistance – worked on engaging residents and others in

order to create these rich neighborhood partnerships.

Once established, those partnerships spent a good deal of last year identifying the most pressing challenges for their residents. The answer across the board? Public safety.

A key part of CSSP’s role is to help leaders at the neighborhood and city levels to understand and be able to constructively address issues of race, class and power as part of their capacity-building efforts.

Many BNCP neighborhoods are building multi-racial and ethnic coalitions as a result of their work at the neighborhood level and increased interactions between city level partners and neighborhood residents.

Also during the last year, all of the neighborhoods have continued gathering and disaggregating data to better understand the needs of *all* neighborhood residents. They are also better understanding the root causes of disparate outcomes between neighborhood residents and the region as a whole, which CSSP hopes will ensure that the solutions in the revitalization plans meet the needs of all groups in the neighborhood – particularly the most vulnerable.

>> WHAT NEXT?

What can communities and others with a vested interest in making place-based changes do to address the widespread and multi-layered inequity? They can:

- Assess the social determinants of health.
- Evaluate the access and opportunities neighborhoods have for healthy food, safe places to play, etc.
- Incentivize businesses to set up shop in low-income communities and encourage all businesses to hire a diverse set of residents.
- Invest in training and capacity building around issues of race, class and power, so residents and partners are able to recognize root causes of disparate outcomes and are able to constructively discuss structural

OPEN SPACE & PHYSICAL ACTIVITY FACILITIES

Research shows disadvantaged groups are more likely to live in neighborhoods with fewer places to be physically active, such as outdoor recreational facilities.



Source: *The Geography of Recreational Open Space: Influence of Neighborhood Racial Composition and Neighborhood Poverty. Journal of Urban Health: Bulletin of the New York Academy of Medicine, Vol. 90, No. 4. 2012*

racism and the kinds of system and policy changes that might be needed for solutions to lead to more equitable and sustainable results.

- Disaggregate data and analyze disparities among families within neighborhoods and disparities between the neighborhood as a whole and the region.
- Conduct an organizational and institutional assessment to uncover potential structural equity issues.
- Ensure strategies and solutions that neighborhoods are pursuing are informed by these kinds of analyses and that accountability metrics are sophisticated enough to track the increase or decrease of disparities at the neighborhood level.
- Develop resident/customer feedback loops so residents are well-informed about what they should expect from systems and can advocate for quality goods and services.

2013 PRODUCTS & PUBLICATIONS

- Promise Zones (July 2013)
- Investing in Community Change blog, including posts on:
 - USDA Grant Opportunity: The Rural Community Development Initiative (RCDI)*
 - City of Los Angeles Rolls Out New Neighborhood Data Profiles*
 - Guide to Identifying Feeder Schools to Increase Graduation Rates*
 - W.K. Kellogg Foundation Announces New Family Engagement Initiative*
 - 3 Key Questions To Help Boost Youth Employment*
 - Location Affordability Portal Launched*

AUDITED STATEMENTS OF FINANCIAL POSITION*

<i>December 31,</i>	<i>2013</i>	<i>2012</i>
ASSETS		
CURRENT ASSETS		
Cash and cash equivalents	\$ 2,104,255	\$ 2,495,650
Investments	4,792,262	4,481,626
Grants and contracts receivable	2,299,897	1,912,406
Prepaid expenses	199,419	155,989
TOTAL CURRENT ASSETS	9,395,833	9,045,671
Property and equipment, net	172,525	205,405
Cash surrender value of life insurance	427,811	331,219
Deposits	54,840	54,840
TOTAL ASSETS	\$ 10,051,009	\$ 9,637,135
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES		
Accounts payable	\$ 618,359	\$ 648,298
Grants payable	84,000	142,000
Accrued vacation	291,946	259,550
Deferred rent, current portion	23,107	23,107
Refundable advances	2,389,467	2,102,415
TOTAL CURRENT LIABILITIES	3,406,879	3,175,370
Deferred rent, net of current portion	434,343	438,508
Deferred compensation	427,811	331,219
TOTAL LIABILITIES	4,269,033	3,945,097
UNRESTRICTED NET ASSETS	5,781,976	5,692,038
TOTAL LIABILITIES AND NET ASSETS	\$ 10,051,009	\$ 9,637,135

AUDITED STATEMENTS OF ACTIVITIES*

<i>For the Years Ended December 31,</i>	<i>2013</i>	<i>2012</i>
SUPPORT AND REVENUE		
Grants and contracts	\$ 12,452,508	\$ 12,446,776
Investment income	291,307	161,407
Conference registration fees	-	250
Publication income	518	2,654
Loss on disposal of property and equipment	(304)	-
TOTAL SUPPORT AND REVENUE	12,744,029	12,611,087
EXPENSES		
Program services		
Child and Family Well-being and Public System Reform	5,992,686	6,427,125
Building Strong Communities, Promoting Community Change, and Building Capacity for Resident and Leadership	4,870,845	4,317,143
Promoting Public Policy to Improve Outcomes for Children, Youth and Families	158,757	150,654
International Work	-	886
Total Program Services	11,022,288	10,895,808
Fundraising	68,458	166,947
Management and general	1,563,345	1,513,350
TOTAL EXPENSES	12,654,091	12,576,105
CHANGE IN NET ASSETS	89,938	34,982
UNRESTRICTED NET ASSETS, BEGINNING OF YEAR	5,692,038	5,657,056
UNRESTRICTED NET ASSETS, END OF YEAR	\$ 5,781,976	\$ 5,692,038

*Audit performed by Drolet & Associates, PLLC (2013) and McQuade Brennan, LLP (2012)

As of April 2014

BOARD OF DIRECTORS

Carol Wilson Spigner, Chair
Mark L. Joseph, Vice Chair
Yolie Flores
Sandra Moore
Gary Stangler
Larkin W. Tackett
Judge William A. Thorne, Jr.
Frank Farrow, Director
Judith W. Meltzer, Deputy Director

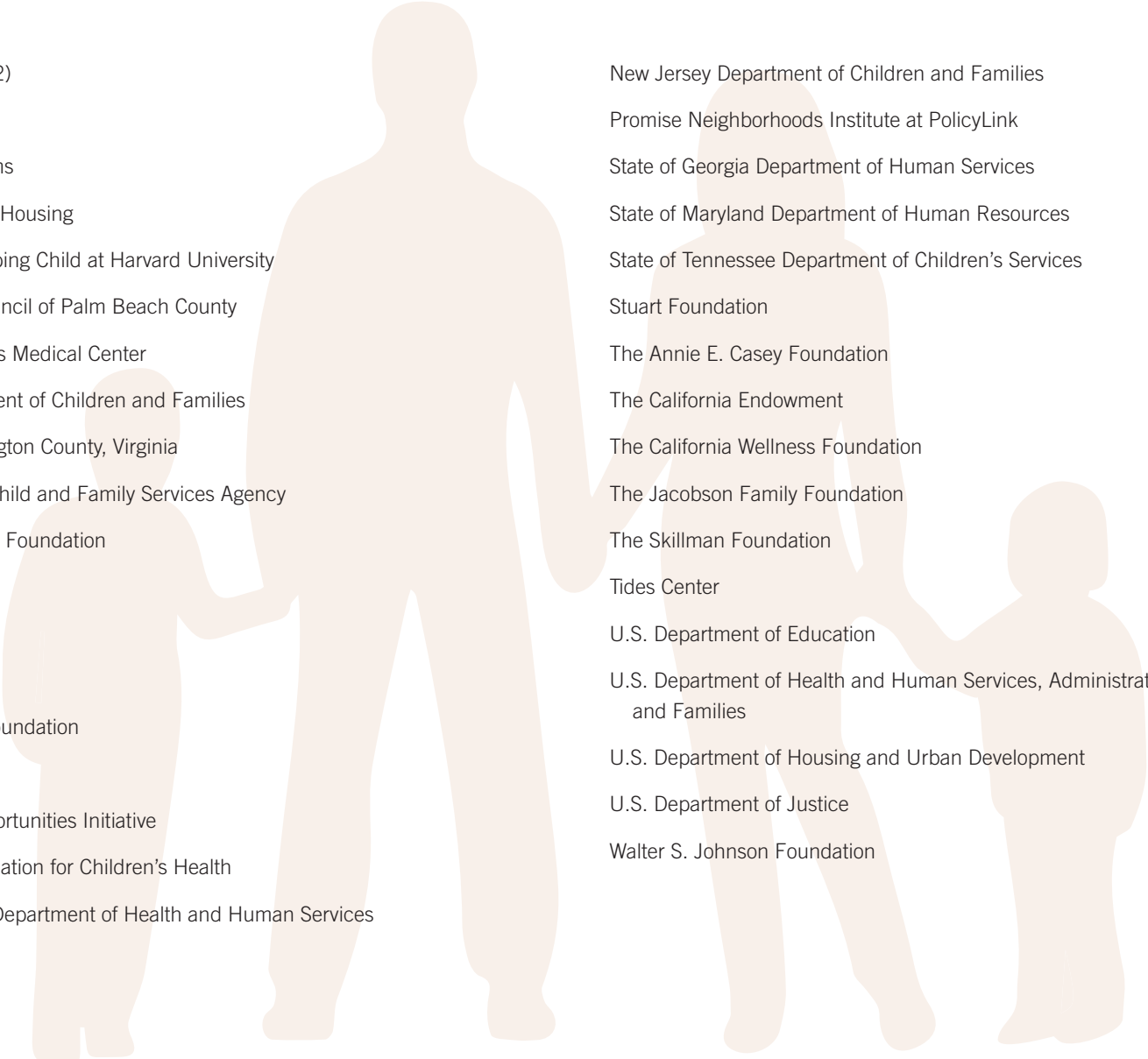
STAFF

Nilofer Ahsan
Theresa Becchi
Bill Bettencourt
Phyllis Brunson
Gina Chaney
Alexandra Citrin
Amrit Dhillon
Frank Farrow
Natasya Gandana
James O. Gibson
Tashira Halyard
Charlyn Harper Browne
Christine Katz
Judy Langford
Lizbeth (Beth) Leeson
Jonathan Lykes
Megan Martin
Judith Meltzer
Oronde Miller
Sarah Morrison

Susan Notkin
Cailin O'Connor
Rachel Paletta
Lisa Primus
Martha Raimon
Rigoberto Rodriguez
Kanchan Sakya
Gayle Samuels
Vanessa Scott
Anand Sharma
Bill Shepardson
Mary Swilley
Carla Taylor
Denise Thompkins
Susan Tran
Kristen Weber
Lauren Wechsler
Kirstin Yeado

SENIOR FELLOWS

Uma Ahluwalia
Steve Cohen
Amy Fine
Mark Friedman
James O. Gibson
Judy Langford
Dr. Charles Payne
Lisbeth (Lee) Schorr
Dr. Robert Sege



Anonymous Donors (2)
Boston Rising
Casey Family Programs
Center for Supportive Housing
Center on the Developing Child at Harvard University
Children Services Council of Palm Beach County
Connecticut Children's Medical Center
Connecticut Department of Children and Families
County Board of Arlington County, Virginia
District of Columbia Child and Family Services Agency
Doris Duke Charitable Foundation
Fairfax County
Family Builders
First 5 LA
Hawaii Community Foundation
Irene Diamond Fund
Jim Casey Youth Opportunities Initiative
Lucile Packard Foundation for Children's Health
Montgomery County Department of Health and Human Services

New Jersey Department of Children and Families
Promise Neighborhoods Institute at PolicyLink
State of Georgia Department of Human Services
State of Maryland Department of Human Resources
State of Tennessee Department of Children's Services
Stuart Foundation
The Annie E. Casey Foundation
The California Endowment
The California Wellness Foundation
The Jacobson Family Foundation
The Skillman Foundation
Tides Center
U.S. Department of Education
U.S. Department of Health and Human Services, Administration on Children, Youth and Families
U.S. Department of Housing and Urban Development
U.S. Department of Justice
Walter S. Johnson Foundation

Center
for the
Study
of
Social
Policy

Washington Office
1575 Eye Street, NW, Suite 500
Washington, DC 20005
202.371.1565

New York Office
50 Broadway, Suite 1504
New York, NY 10004
212.979.2369

Los Angeles Office
1000 North Alameda Street, Suite 102
Los Angeles, CA 90012
213.617.0585

info@cssp.org
www.cssp.org