



Black Male
Advancement

IMPACT REPORT

20
25



CITY of BOSTON



*The Office of Black Male
Advancement
strives to improve outcomes
and reduce systemic barriers
to advancement for Black men
and boys living in Boston.*



City of Boston
Black Male
Advancement

DEAR RESIDENTS, PARTNERS, AND CHAMPIONS OF EQUITY & INCLUSION

As we reflect on this past year, I am deeply proud of the progress we've made together to advance equity, opportunity, and wellbeing for Black men and boys and for all of Boston's communities. The work of the Office of Black Male Advancement continues to be guided by one clear vision: to improve outcomes and reduce systemic barriers to advancement for Black men and boys living in Boston.

Over the past year, our office has strengthened partnerships across City departments, community organizations, and neighborhoods. We've expanded our team, launched new initiatives, and deepened our engagement with residents to better understand their experiences and priorities. From policy and advocacy to program funding and direct collaboration, each effort has been rooted in the belief that when we invest in equity, we invest in the future of Boston.

This year's Impact Report highlights the stories, data, and partnerships that define our collective progress. It captures the dedication of those working every day to remove barriers, build community power, and create lasting change.

I want to thank Mayor Michelle Wu, the Black Male Advancement team, Black men and boys commission, our City colleagues, community partners, and the many residents whose support is critical in continuing to drive this work forward. Your commitment reminds us that progress is not achieved in isolation; it's built through shared purpose, accountability, and collaboration. We will continue to highlight the strength, resilience, and brilliance of our communities.

Together, we are laying the foundation for a more equitable Boston one that honors the strength, resilience, and brilliance of our communities, here is to Impact !

Frank Farrow
FRANK FARROW

Executive Director,
Office of Black Male Advancement



“

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FRANK FARROW

Executive Director,
Office of Black Male Advancement



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ABOUT BMA

The Office of Black Male Advancement (BMA) works to empower Black men and boys across Boston by ensuring equitable access to opportunities that support their growth and success. Rooted in community and guided by equity, BMA focuses on advancing policies, programs, and partnerships that remove barriers and expand pathways to prosperity. Through strategic initiatives, resource development, and collaboration with local and national partners, our office is committed to creating conditions where Black men and boys can thrive and fully share in the City's progress.

BMA also directs and supports the Black Men and Boys Commission, which helps shape citywide priorities and recommendations that advance equity and inclusion. Our programs and initiatives include the Community Empowerment Grant, My Brother's Keeper (MBK) Boston, Project Opportunity, Reach 1000, and the Young Black Leaders Initiative each designed to strengthen communities, promote leadership, and foster economic and social advancement for Black men and boys in Boston.



IMPACT *At a Glance*

Here's a snapshot of how the Office of Black Male Advancement strengthened equity, opportunity, and community across Boston for the 2025 Fiscal Year.

\$500,000

Disbursed in grant funding to community organizations

5000+

Boston residents directly impacted by BMA programs and partnerships

3000+

Youth and young adults connected to leadership, workforce pathways, and college access

300+

Fathers engaged in parenting and family initiatives



PROGRAM *Highlights*





MY BROTHER'S KEEPER

MBK
BOSTON

In 2014, former President Barack Obama established the My Brother's Keeper Task Force at the federal level. The Task Force was an interagency effort focused on closing and eliminating the opportunity gaps faced by boys and young men of color so that all young people have the chance to reach their full potential.

The mission of My Brother's Keeper (MBK) Boston is to dismantle the societal, economic, and educational barriers to the advancement of boys and young men of color in Boston. MBK Boston, in partnership with the Obama Foundation, will focus on the MBK Alliance milestones to tackle these challenges through the concentration of policy, programs and resources. MBK Boston will partner with local community based organizations, Boston Public Schools, nonprofits, and colleges & universities that serve boys and young men of color (ages 8-24) in Boston.

2000+

Students engaged to HBCU Schools and Programs

150+

Students attended our MBK Boston Youth Summit

10

Boston Public Schools Engaged

4

College Tours (Instate and Out of State)





CLASS OF 2025

MY BROTHER'S KEEPER
YOUTH SUMMIT
BOSTON

SYNIC GLOBIL

THE NORTH FACE



PROJECT OPPORTUNITY

Project Opportunity works to establish accessible pathways to prosperity for Boston residents ages 25 to 55. Through the concentration of policy, programs and resources, Project Opportunity offers access to employment and career training, health and housing resources, free legal support for criminal offender record information (CORI) sealing or expungement, and a community partnership network.

Project Opportunity's focus areas include:

- **Workforce Training and Development:** helping unemployed and underemployed individuals attain livable wage jobs and helping businesses with training for employees to support a pipeline of skilled workers.
- **Economic Inclusion and Wealth Building:** supporting individuals to experience financial empowerment and economic mobility.
- **Housing Mobility:** providing a continuum of housing opportunities, resources, and supports that result in pathways to affordable housing and homeownership.
- **Health and Wellness:** helping support and improve the overall health and wellbeing of men.
- **Fatherhood Engagement:** supporting fatherhood education, case management, and peer-to-peer support to strengthen positive father-child interaction, improve social and economic outcomes for fathers and their families and improve healthy relationships.

434

Residents connected to workforce development

147

Residents connected to City of Boston career opportunities

15

City of Boston Neighborhoods Impacted





EQUITY STUDY PHASE 1

The Office of Black Male Advancement, in partnership with the Black Men and Boys Commission, launched a citywide equity study to better understand how Boston's policies, programs, and services impact Black men and boys. Phase 1 of the study was led by the Tury Research Institute, with community engagement conducted by Roxbury USA. This phase focused on collecting data and centering the lived experiences of Black men and boys through community conversations, deliberative engagement sessions, and neighborhood tours held across Boston's neighborhoods.

These efforts ensured residents had meaningful opportunities to share feedback, identify challenges, and help shape the direction of the work. Findings from Phase 1 will inform Phase 2, launching in 2026, which will advance actionable, data-driven strategies to improve outcomes for Black men and boys citywide.



3000+

Black males directly engaged in Phase One of Our Equity Study

500+

Survey Participants

60+

Black males engaged through focus groups

20

1 on 1 Interviews



BLACK MEN AND BOYS COMMISSION

The Black Men and Boys Commission is a 21-member advisory body that advises the Mayor and the Office of Black male Advancement on issues impacting Black men and boys. Established through a 2021 ordinance, the Commission is appointed by the Mayor, and composed of community members with experience or knowledge of issues facing Black men and boys in Boston. Current members include Maddrey Goode, Devin Morris, Anthony Richards II, James Mackey, Tony Brewer, Piter Brandao, Andre Barbour, Jakhi Dean, Bishop William E. Dickerson II, Richard Claytor, Dr. Rufus J. Faulk, Rudy Luders, Jerel Ferguson, Dr. Richard Kelly Cameron, Shareef Smith, Malik Aziz, Laurence Justice, Ailson Carvalho, Hasan Muhammed, Noah Tewolde, and Dr. Antoine Salvador.







BMBC FY27 BUDGET RECOMMENDATIONS

Based on community listening sessions, monthly Commission meetings, previously shared policy recommendations, working sessions with various city agencies, and meetings with Mayor Michelle Wu, the Commission on Black Men and Boys recommends budget proposals to advance the mission of the Commission and Office of Black Male Advancement. As the City prepares for hard decisions in the FY27 budget given the current economic challenges, the Commission requests level funding for FY27 Budget priorities, goals and success indicators, and for City Departments to work with BMA to gain assistance on targeted outreach. The following slides represent the Commission's latest FY27 Budget recommendations.





FY27 BUDGET PROPOSALS

Equity and Racial Justice Executive Committee, Maddrey Goode, Chair

Budget Proposal Brief Description	Department	Committee Priority Ranking	FY27 Budget Request
Racial Equity Toolkit to embed racial equity in policy, programs, budget, and hiring across all city departments and monitor metrics for accountability	Equity and Inclusion Cabinet - Racial Justice	1	Level Funding
Program Fund My Brothers Keeper (MBK) Boston program funds - BMA has oversight of MBK funds housed in Boston Public Schools. Request to return MBK funds, and FTE to BMA for oversight and administration.	Office of Black Male Advancement/Boston Public Schools	2	Level Funding
Added capacity for diversity efforts across all levels of city government	People Operations	3	Level Funding
Race & Ethnicity Data Standard for City of Boston	Equity and Inclusion Cabinet - Racial Justice	4	Level Funding



FY27 BUDGET PROPOSALS

Affordable Housing & Pathways to Homeownership Committee, Anthony Richards II, Lead

Budget Proposal Brief Description	Department	Committee Priority Ranking	FY27 Budget Request
Program fund Expand down payment assistance and interest rate buydowns for first time homebuyers	Office of Housing	1	Level Funding
Anti-displacement action plan and toolkit	Planning Department	1	Level Funding
Program fund A homeownership voucher pilot to establish anti-displacement first generation homeownership opportunities for homebuyers affected by the benefits cliff.	Office of Housing	2	Level Funding
Program fund Expand pre-homebuyer preparation programs to help first-time homebuyers get lender ready (e.g. credit repair, lowering debt, savings, and budget management)	Office of Housing	3	Level Funding
Program fund Increase pre-development funding for emerging developers	Office of Housing	4	Level Funding



FY27 BUDGET PROPOSALS

Economic Opportunity & Workers Empowerment Committee, Andre Barbour, Lead

Budget Proposal Brief Description	Department	Committee Priority Ranking	FY27 Budget Request
Program fund Additional capacity to recruit participants and identify high value career training program and employment opportunities	Office of Worker Empowerment	1	Level Funding
Program Fund Additional capacity for technical assistance for small businesses and entrepreneurs	Office of Economic Opportunity and Inclusion	1	Level Funding
Program fund Additional capacity for the Boston Jobs Bank (BRJP)	Office of Worker Empowerment	2	Level Funding
Program fund Additional capacity for a financial empowerment program (credit and asset building) and constituent outreach	Center for Working Families	2	Level Funding
Program fund Fund for school year jobs	Office of Youth Employment and Opportunity	3	Level Funding



FY27 BUDGET PROPOSALS

Education and Youth Advancement Committee, Devin Morris, Lead

Budget Proposal Brief Description	Department	Committee Priority Ranking	FY27 Budget Request
Contract Support for enhancing student literacy and high quality curriculum	Boston Public Schools	1	Level Funding
Contract Enhancing social emotional supports	Boston Public Schools	2	Level Funding
Program fund Support for student and family empowerment and restorative justice task forces	Boston Public Schools	3	Level Funding
Program Fund A required financial literacy course for all BPS students to graduate high school. BPS and BMA to work in partnership for the initial pilot. Funds housed in the BPS budget.	Boston Public Schools	4	Level Funding
Contract Expanding program support for diverse teacher recruitment & retention	Boston Public Schools	5	Level Funding



FY27 BUDGET PROPOSALS

Public Health and Wellness & Fatherhood and Families Committee, Richard Claytor, Lead

Budget Proposal Brief Description	Department	Committee Priority Ranking	FY27 Budget Request
Program fund Expand Behavioral & Mental Health Initiative to include programs for adults	Boston Public Health Commission	1	Level Funding
Program fund Additional capacity to support health equity education and outreach	Boston Public Health Commission	2	Level Funding
Program fund Additional capacity in the Father Friendly Initiative to support fathers	Boston Public Health Commission	3	Level Funding
Program fund Additional capacity to support substance abuse and recovery	Boston Public Health Commission	4	Level Funding



FY27 BUDGET PROPOSALS

Public Health and Wellness & Fatherhood and Families Committee, Richard Claytor, Lead

Budget Proposal Brief Description	Department	Committee Priority Ranking	FY27 Budget Request
Program fund Additional support for transitional housing	Office of Returning Citizens	1	Level Funding
Program fund Added capacity for the Community Safety Team and the expansion of violence prevention and intervention outreach efforts	Boston Public Health Commission - Office of Violence Prevention	1	Level Funding
Program Fund Added capacity for trauma response - coordinated response and recovery program	Boston Public Health Commission - Office of Violence Prevention	2	Level Funding
Program Fund Added capacity for returning citizen transition/success coaching	Office of Returning Citizens	2	Level Funding



COMMUNITY EMPOWERMENT GRANT

The Community Empowerment Grant invests in community-based organizations that are creating meaningful change across Boston's neighborhoods. This year, a total of \$500,000 will be awarded to local nonprofit organizations to help them scale their work, deepen their impact, and strengthen community outcomes.

Rooted in the Office of Black Male Advancement's (BMA) mission to empower and improve outcomes for Black men and boys in Boston, the FY26 Community Empowerment Small Grants provide awards of up to \$20,000 to support programs that expand opportunity and equity within seven key focus areas:

- Mentoring and Out-of-School Time: Providing quality mentoring, literacy, and enrichment programs that nurture social, emotional, and physical well-being.
- Youth and Young Adult Pathways: Creating educational and career pathways that promote long-term economic prosperity.
- Housing Mobility: Expanding access to affordable housing, resources, and supports that lead to stability and homeownership.
- Economic Inclusion and Wealth Building: Advancing financial empowerment and pathways to economic mobility.
- Workforce Training and Development: Supporting skill-building and employment opportunities that connect residents to livable-wage jobs.
- Fatherhood Engagement: Promoting programs that strengthen father-child relationships, enhance family well-being, and foster peer support networks.
- Mental Health and Wellness: Enhancing mental health supports that improve the emotional and psychological well-being of men.

Through this grant, BMA continues its commitment to advocacy, equity, and action—empowering organizations that are helping Boston's residents, families, and communities thrive.

\$500,000

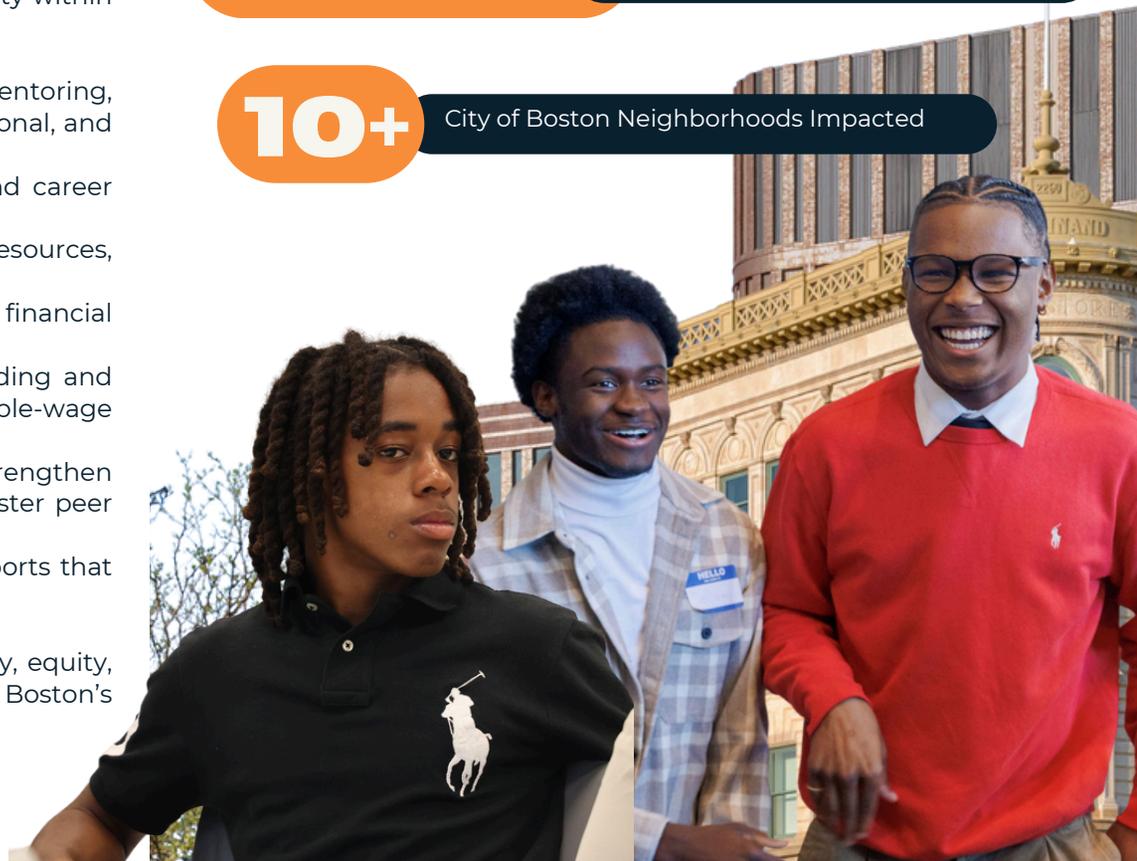
disbursed in grant funding to community organizations

9000+

Males directly supported by the community empowerment grant

10+

City of Boston Neighborhoods Impacted





NEW EDITION DAY

New Edition Day honors the extraordinary legacy of New Edition—the iconic R&B group founded in Roxbury in 1978 whose sound, style, and success reshaped popular music and inspired generations worldwide. Declared annually on August 30 in the City of Boston, New Edition Day celebrates the group's deep roots in the community, their groundbreaking contributions to music and culture, and the enduring pride they bring to Boston.

Through commemorative events including a street naming ceremony and a community block party in Roxbury, New Edition Day creates space for residents and families to come together, celebrate Black excellence, and recognize the global impact born from Boston neighborhoods. “As someone from Roxbury, it's an honor to celebrate New Edition's accomplishments and legacy right where it all started,” said Frank Farrow, Executive Director, Office of Black Male Advancement. “New Edition is the greatest music group of all time. The legendary group's cultural influence is still felt today in the Boston community and throughout the entertainment industry worldwide.”



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CITY of BOSTON





NEW EDITION WAY



*Black Male
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CITY of BOSTON

LOOKING AHEAD

Looking Ahead, the Office of Black Male Advancement will focus on expanding MBK Boston and Project Opportunity, advancing Phase 2 of the Equity Study, and launching the 2026 Community Empowerment Grant. The Commission will also prioritize expanding the Capacity Building Institute, publicizing the Black Men and Boys Commission's budget and policy recommendations, advancing the Boston100 initiative, convening regular Commission meetings, and kicking off the BMA Partnership Network to strengthen collaboration and impact across the city.





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