**Organization Profile**

Updated 11.27.2023

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| Name of Organization: | i.D.R.E.A.M. for Racial Health Equity, a project of Community Partners® |
| Website URL: | <https://idreamnow.org/> |
| Address: | WeWork Gas Company Tower, 555 West 5th Street, Suite 35025, Los Angeles, CA 90013 |
| Primary Contact Email: | [wvalentine@idreamnow.org](mailto:wvalentine@idreamnow.org) |
| 5 Keyword Descriptors:  *Tutoring, afterschool, STEM, college access, career exploration* | African American/Black, Perinatal Health, Workforce/Leadership Readiness, Social Justice, Anti-Black Racism |
| Mission Statement:  *What’s the ‘missing” in your service area? How will you fill the gap? Who benefits?* | To increase lifelong learning in cultural humility and justice, diversity, equity, and inclusion (J.E.D.I.) practices  -To increase the practice of rest as resistance and sustainable transformation in Black women health leaders.  -To address anti-Black racism as the root cause of Black mothers and babies dying in hospital births.  -To increase qualitative and community-participatory research by, for, and with Black women in maternal and infant health. |
| Target Population: *Gender, age, socioeconomic status: infants 0- 4, youth 5-13, Females ages 14-18. Young adults 19-24 from underserved, urban communities. Adults with disabilities ages 25- 55 in the San Fernando Valley. Seniors 55+, afflicted with dementia or Alzheimer’s.* | African American/Black women pursuing, emerging, and advancing in health careers/perinatal workforce:   * Xennials: 1978-1985 (microgeneration of Millennials) * Millennials: 1986-1995 * Gen Z: 1996-2015 (medical students)   Targeting Black residents in South LA and the South Bay |
| How many clients will you serve and how often? *Include the timeframe, monthly, quarterly, annually. e.g., 100 youth per month* | 98/120 Virtual pregnancy peer support over 18 months50 cultural humility intensive training with OB and NICU providers over 18 months  50 workforce leadership trainees and community mentors over 12 months  250 community conversation participants for Black Maternal Health Week |
| What geographical area will your organization serve? *Community, City, State, Country. i.e., The West Athens community of South L.A.* | SoCal (Los Angeles County, Orange County, and San Bernardino Counties and National |
| Describe the Gap your organization will fill? *List resources, training, education, opportunities, role models, alternatives, access, etc.* | Models for Virtual pregnancy peer support before, during, and after pregnancy (through 3 months postpartum)  Models for Cultural humility and JEDI intensive training with OB and NICU providers who work at Providence hospitals  Models for digital Sacred Black Storytelling and Community conversations for Black Maternal Health Week  Models for Community mentors and workforce leadership readiness training |
| Describe the innovation in how your organization fills the gap. *Math tutoring by African American Alumnae Engineers, On-the-job training with industry professionals, Homework assistance via app.* | Reframing the narrative from mortality (death) and morbidity (dying) to repairing harm, healing, reconciliation, and restoration in the hospital Black birthing patient experience and within the Black perinatal workforce and its allies. |
| **Program Description(s):**  What are your organization’s programs?  *Youth development*  *College Readiness*  *Career Exploration*  *Relationship Counseling*  *Parenting Classes*  *Program title: From Boys2Men Rites of Passage*  *Service provided: Mentoring, homework assistance, college access and admissions, career planning, parenting/relationship counseling.*  Measurable goals: *What is the problem? Homelessness. What is the change (verb) your program will produce? i.e., increase, decrease, reduce, eliminate, cure*  By how much? *(% - make the goal attainable. Usually 10-25%)*  *e.g., To reduce homelessness by 10%*  Actionable objectives: *How will your org accomplish the goal? By hosting three interviewing techniques workshops per week*  What is the length, frequency and duration of each program?  How long will your programs run? *e.g., 1 hour, 2 hours, 4 hours*  How often will your programs be offered?  *e.g. 3 times a week, 4 times a month, once a quarter, twice a year*  How long is the program?  *12 weeks, 6 months, 1 year*  *e.g,.* ***Boys2Men Rites of Passage*** *is a male youth development program for young African American men ages, 12-24 from the Watts, Compton, West Athens communities of South Los Angeles. Youth are partnered with professional African American men, ages 25-65 who model positive characteristics, decision-making, healthy relationships and career choices. Participants attend a two-hour workshop every Saturday for 12 weeks, covering topics from peer pressure to goal setting, college, and career exploration, to healthy relationships. The goal of the Boy2Men Rites of passage program is to reduce the school-to-prison pipeline by 25% from these underserved, overrepresented communities by 2025.* | Provide a description (with all the information listed) for **EACH** Program |
| Black Mamas Glowing© comprehensive perinatal model promotes healthy and joyous birthing advocacy in hospital settings and provides an unapologetic voice for transformative leadership and skill-building in Black women leaders.  **Program 1:** Black Mamas Glowing (BMG) virtual pregnancy peer support group experience.  **Services Provided:** 4 sessions in birth planning, myths and facts of perinatal and postpartum depression, social support, and birthing bill of rights.  **Measurable goals:** Reduce isolation and increase peer support among Black women and birthing persons with who are pregnant for the first time, who are growing their families, and who are in the postpartum period with newborns up-to 3-month-old infants.  **How Much?:** 80% completion in the in the 4 weeks session) **Duration**: 4 weeks, 1.5 hour sessions  **Actionable Objectives:** Connect pregnant women with each other and Black psychologists, nurses, social workers, parenting coaches, and doulas  **Frequency:** monthly  **Measurable goals:** increase support for a safe and dignified birth by 10%; increase support in postpartum journey by 8%; increase postpartum self-care by 25%; increase ability to ask for emotional support/help from a current support network or provider by 10%; increase understanding of mood and behavioral change that suggests I need help by 10%; and increase knowledge about different options for mental health support by 10%. Increase connections to perinatal social support by 25%  **How long will your program run?** 1.5 hours.  **How often will your programs be offered?** 4 times a month.  **How long is the program?** 18 months  **Program 2:** **Cultural Humility Intensive**  Services Provided: virtual training for OB and NICU providers at Providence hospitals in SoCal; case studies demonstrating anti-Black racism in hospital settings; examining the Black patient experience for healthy and joyous births.  **Measurable goals:** offer cultural humility training to 10 OB and NICU providers within the same hospital per quarter or 4 times a year.  **What is the change?** Repair harm caused by microaggression from hospital staff to patients and decrease anti-Black racism for the patient experience in childbearing and adverse birth outcomes.  By how much? Reducing harm caused by insensitive staff (nurses, physicians, administrative) 10% per 125 Black birthing patients recorded in discharge surveys.  **Actionable objectives:** By hosting 4 virtual hospital training cohort  **What is the length, frequency and duration of each program?** 2 hours  **How often will your programs be offered?** Once a quarter  **How long is the program?** 18 months  **Program 3: Workforce Leadership Readiness for Black Women Pursuing, Emerging, and Advancing in Health Careers**  **Services provided:** coaching, skill-building, and community mentoring of Millennial coordinators, supervisors, and managers in perinatal health interventions.  **Measurable goals:** Recruit 6 Black-led cohort-based teams, one per quarter.  **By how much?** 80% retention rate  **Duration:** 4-hour in-person session held once a quarter with follow-up homework and one 30-day virtual check in.  **Actionable Objectives:** To increase leadership skill-building for 45 Black woman who are pursuing, emerging, and advancing in health careers  **How will your org accomplish the goal:** increased confidence, discovered team collaboration; explored management influence; and co-designed a team action plan and project.  **How long will the program run?** 4 hours  **How often will your program be offered?** Once a quarter  **How long is the program?** 18 months  **Program 4: Education and Outreach: Celebrating 30 years of Sacred Black Storytelling**  **Services provided**: in-person and digital storytelling,  **Measurabe goals:** Raise awareness for Black women’s rest, resistance, and reflection, sisterhood and motherhood by 25%  **How will your org accomplish this goal?** By hosting in-person and virtual events for staff & community renewal and refreshing once a quarter, by featuring a special live event during Black Maternal Health Week, by offering digital profiles through the 30th anniversary of the mission  **How long will your program run?** 90 minutes  **How often will your programs be offered?** Once a quarter for live events, monthly for digital  **How long is the program?** 24 months  Program 5: Black-led Qualitative Research and Community-Participatiory Evaluation  **Services provided:** pre- and post- surveys and summaries, abstract submission, poster planning, coaching for conference and academic presentations, preparing article submissions  **Measurable goals:** Increasing visibility of Black-led r program interventions and outcomes by 25%.  **By how much?** Increase visibility at national conferences  **How will your org accomplish this goal?** By submitting 5 abstracts per year  **How long will your program run?** 10 hours per month  **How often will your programs be offered?** quarterly  **How long is the program?** 18 months |
| **Organizational History**  (About Us, Who We Are, Agency History)  Year of inception. Year incorporated (if different than inception date):  Why organization was founded  What has been the organization’s biggest challenge?  How has the organization overcome that challenge?  What is the organization’s greatest accomplishment since its incorporating?  *Boys2Men was started in the basement of a school counselor’s home in Newark, New Jersey in1999 after witnessing 75% of his male African American freshmen class fall prey to gangs, drugs, teen pregnancy and prison. In 2003, the organization become a 501(c)(3) nonprofit and began administering programs in local elementary and high schools to disrupt the school to prison pipeline ravaging through predominantly under sourced, underserved Black and Brown communities. In 1992, after the L.A. civil unrest, the West Coast Chapter of B2M was incorporated to address the devastating number Black males in Watts, Compton and the West Athens communities of South L.A. entering prison or being killed. To date, the organization has partnered with 5 LAUSD school districts to graduate 100% of its participants (2,200 African American males), provided over $5 million in college scholarships, and placed over 1,750 youth in internships and assisted 1,571 with landing entry level professional and paraprofessional jobs.* | MISSION: The mission of i.D.R.E.A.M. for Racial Health Equity, a project of Community Partners®, equips a learning community of visionaries with a comprehensive understanding of maternal and infant health throughout the life course and responds to the urgent call for transforming systems by leadership readiness, advocacy, skill-building, and community service behalf of Black birthing families and the Black perinatal workforce.  The Black Mamas Glowing (BMG)© Comprehensive Perinatal Model anchors a new programmatic chapter for a work-life  harmony before, during, and after pregnancy. i.D.R.E.A.M. is a member of the Black Equity Collective and stands in solidarity for power-building, permanence, and resilience for Black-led community-based organizations. In response to the 2020 murders of Ahmaud Aubrey, Breanna Taylor, and George Floyd, the social justice reckoning against anti-Black racism, and the COVID-19 pandemic, i.D.R.E.A.M. provides a safe space for collegial sisterhood and motherhood as a perinatal workforce and with its allies. We honor the organizational history of the Pasadena Birthing Project (1994-2011), also known as the 34th Stop on the Underground Railroad for New Life, Birthing Project USA. We communicate as one unapologetic voice for perinatal mental health and wellness for Black women and birthing persons, particularly Black college graduates who continue to experience 3-4 times the rate of maternal trauma during childbearing, maternal death, and adverse birth outcomes. Across disciplines and generations, we engage in empowered health conversations through virtual pregnancy peer support group experiences, cultural humility intensives for OB and NICU providers, community mentors, education, and outreach, and evaluation. In Los Angeles County, we remember #KiraJohnson #AprilValentine, #BridgetCrommer, and across the nation, #ToriBowie, and the countless untold stories of Black maternal deaths. Their lives fuel our stand for healthy and joyous births. |