

70% of all Californians under the age of 25 are of color.

U.S. Census Bureau, 2010

California's Future Is In Color

Our young sons and brothers will help define California's future. They are tomorrow's innovators and leaders: a source of strength, creativity, and economic dynamism. By investing in their futures, we invest in our own. We all succeed when our sons and brothers succeed.

Our state's young people are increasingly of color. California is seeing record growth among Latino and Asian American young men. Only by tapping into their full potential can we keep California strong and vibrant.

Heeding The Warning Signs

Yet, far too many of our boys and young men of color are in a state of crisis. They are dropping out of school, growing up in poverty, and falling short of their promise.

We can solve this problem. It starts with a simple but powerful solution – keep kids in school. Research points to a clear set of early warning signs: pivotal moments that signal a young person is veering off track.

- **3rd grade reading and chronic absence:** If a child can't read well by 3rd grade, he is likely to fall behind and drop out of school. Chronic absences from school are a leading cause of poor academic performance.
- **Suspensions and early truancy:** Each suspension doubles the chance of dropout and triples the chance of involvement with the criminal justice system.
- **Justice system involvement:** The system is expensive, often harms kids and doesn't keep us safe.

If a child is off track at these moments, we need to hear and heed this as a cry for help and work to make sure they get the help they need.

Making Health Happen For All Our Sons & Brothers

The California Endowment is laying a marker on the future of our state. We are investing \$50 million to make sure that our sons and brothers – and California – will succeed.

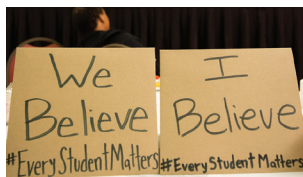
In seven years, we pledge to deliver on these critical goals:



- Support development of 1000 youth leaders throughout California.
- Improve school attendance by 30% in targeted schools to improve reading proficiency.
- Cut in half the number of students suspended, using proven common-sense discipline strategies that keep kids in school and accountable.
- Train all California school police officers on youth development and trauma.
- Implement restorative justice and diversionary programs in ten communities, so kids and communities come together to resolve conflicts, and kids stay out of juvenile hall.
- Enroll all eligible children in health coverage to support their physical and mental health.

It's going to take all of us—whether we sit in business, government, or nonprofits—to invest in these young men and believe in them.

Young People Will Be The Change



For the past three years, the Endowment has supported hundreds of young people throughout California to be active and engaged in their communities in order to make the changes that they need most.

Through their advocacy, youth leaders and community organizations have been instrumental in advancing important policy changes:

- In May 2013, the Los Angeles Unified School District Board of Education rolled back harsh school discipline policies by adopting the first-in-the-nation School Climate Bill of Rights.
- In 2012, the state of California passed 5 laws to make school discipline reform real throughout California.
- In September 2013, the California State Legislature paid tribute to Trayvon Martin by resolving to take action to ensure a more successful future for the state's boys and young men of color.



One in three African American men will be imprisoned in his lifetime.

Latino young men are over 4x more likely to suffer from post-traumatic stress disorder than white young men.

Roughly 1/3 of young men from Southeast Asian refugee communities don't finish high school, as compared to only 7% of white young men.

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