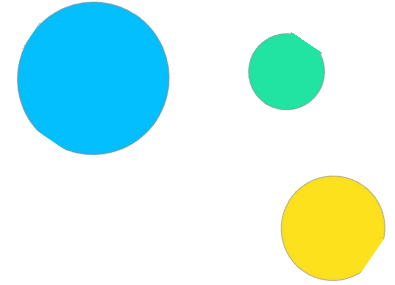


BALTIMORE C
Youth
Data
Hub

Where data and communities
come together to support
Baltimore's young people

Baltimore Data Day | July 19, 2024

Session Objectives

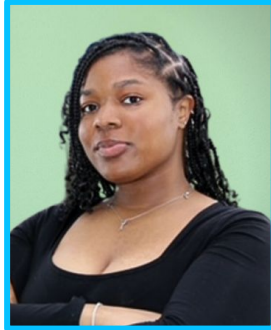


- ❑ Participants understand the Baltimore City Youth Data Hub
- ❑ Participants leave understanding how we have conceptualized community throughout the development process
- ❑ Participants leave learning about how we formalized the C-RAC
- ❑ Participants leave with practical skills of building and establishing a community participatory committee

Presenters



Bridget Blount
Deputy Chief Executive Officer
Baltimore's Promise



Kerra Dukes
Community Advisory Board
Baltimore's Promise



Noell Lugay
Interim Assistant Deputy Mayor
Equity, Health, and Human Services
Baltimore City Government



Dr. Geri Peak
Chief Insight Facilitator
Two Gems Consulting Services



Tamirah Reaves
Community Research and
Action Committee
Baltimore's Promise

Data Equity Acknowledgement

We acknowledge the people who came before us, our African and Indigenous ancestors from the four directions and around the globe. Our heroes, activists and guides. Our creatives, our scholars, listeners, learners, dreamers. We acknowledge those who endured the Maafa, the Trail of Tears, colonialism and exploitation. The peoples of this land who endured invasion, displacement and the terror-forming of the land. We give thanks for all the people who carried themselves forward, so that we could be here today and the knowledge they carried forward about caring for the land, plants, creatures and people. Further, we recognize the harms that have been brought in the name of advancement, including harms related to research, data gathering, experimentation and control. Those whose ways of doing and being were deemed unfit and illegal to strip resources or claim lack of economic contribution; whose bodies were used without consent from the Tuskegee experiments to Henrietta Lacks, from those deemed different enough to be exploited, like the neurodivergent and gay communities plagued by HIV/AIDS. And all the data gathered about us that was not centered by us. The data that describes us but not from our own reality, data that define us as less than. We acknowledge our power to gather and determine how data about us are used and see that they lead to our collective benefit.

We acknowledge that we have the capacity within ourselves. Trained expertise, conscious curiosity, street smarts, activism and our collective community wisdom. We know that we are fit to determine how we move forward and claim our story.

And we all say Ase, Ase, Ase-o!

Encoding Equity

Data are decisions.

Decisions are power.

And where there is power, there is
privilege. Nothing is low stakes.

[Rhode Island Data Ecosystem](#)



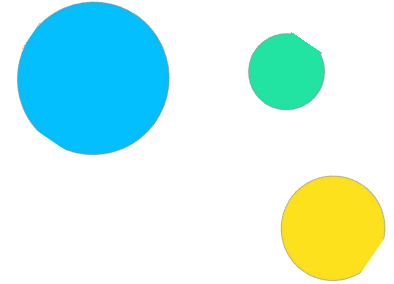
BALTIMORE CITY

Youth Data Hub

Overview



Baltimore City Youth Data Hub Overview



The purpose of the Baltimore City Youth Data Hub is:

- (1) to promote the health, safety, security, and well-being of youth; and
- (2) to improve equitable access to and the overall cost-efficiency of programs serving youth.

Its mission is:

To evaluate programs and services that youth (residing, schooling, or participating in any youth programming in Baltimore) receive, and assess the operation and effectiveness of their policies and programs to improve the health, safety, security, and well-being of Baltimore youth.

The following principles guide the Data Hub's implementation and operation:

1

High-quality data analysis requires an understanding of historical context and competence.

2

Transparency and community trust-building are priorities of data use governance, and sharing.

3

The Data Hub will focus on improving systems-level challenges; it will not focus on individuals.

4

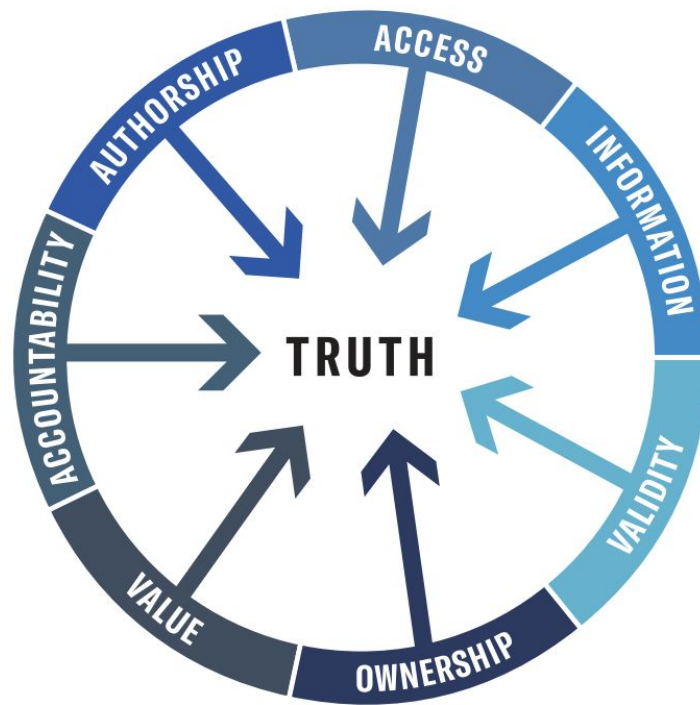
The data in the Data Hub will highlight and work to eliminate racial disparities and inequities.

5

Data use will be ethical and enforce high standards of privacy.

WHY AM I ALWAYS BEING RESEARCHED?

A GUIDEBOOK FOR COMMUNITY ORGANIZATIONS, RESEARCHERS,
AND FUNDERS TO HELP US GET FROM INSUFFICIENT
UNDERSTANDING TO MORE AUTHENTIC TRUTH



Seven inequities held in place by power,
seven opportunities for change.

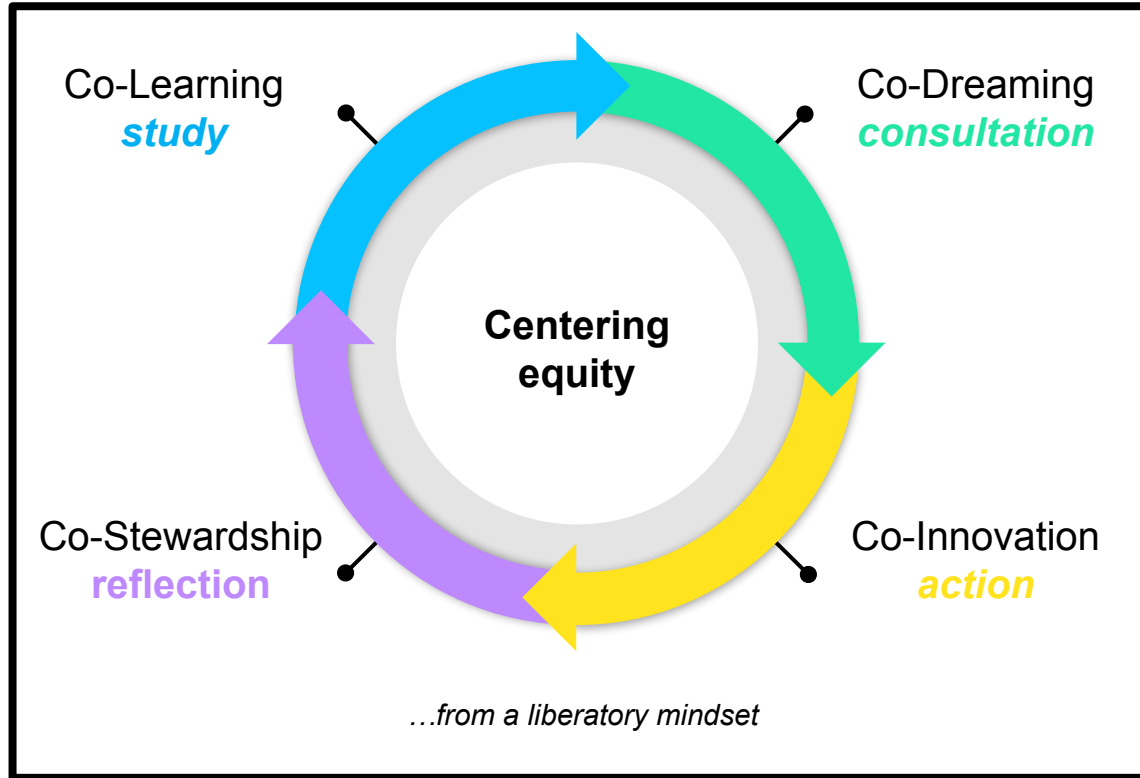
WHY AM I ALWAYS BEING RESEARCHED?
<https://chicagobeyond.org/researchequity/>

Seven Inequities Standing in the Way of Impact

- 1. Access:** Could we be missing out on community wisdom because conversations about research are happening without community meaningfully present at the table?
- 2. Information:** Can we effectively partner to get to the full truth if information about research options, methods, inputs, costs, benefits, and risks are not shared?
- 3. Validity:** Could we be accepting partial truths as the full picture, because we are not valuing community organizations and community members as valid experts?
- 4. Ownership:** Are we getting incomplete answers by valuing research processes that take from, rather than build up, community ownership?
- 5. Value:** What value is generated, for whom, and at what cost?
- 6. Accountability:** Are we holding funders and researchers accountable if research designs create harm or do not work?
- 7. Authorship:** Whose voice is shaping the narrative and is the community fully represented?

Transformative Co-Design Approach


**Leverages
collaboration
as the
vehicle for
customized
planning,
organizing
and action**



In the
LANGUAGE
of
CO-DESIGN

Baltimore City Youth Data Hub: Community Governance Model

Manager
 Baltimore's Promise was appointed as the Manager of the Data Hub.


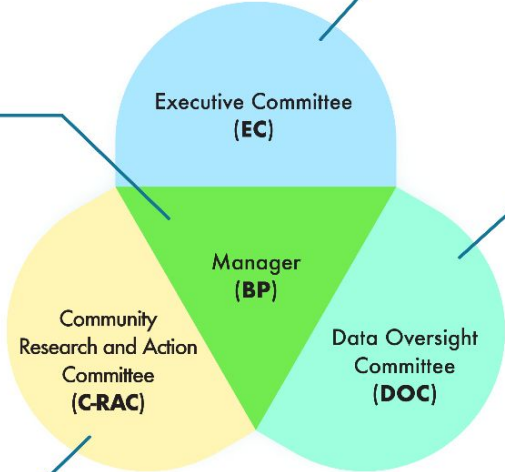


EC
 The Executive Committee provides vision, oversight, and leadership for the Baltimore City Youth Data Hub.



DOC
 The Data Oversight Committee provides technical oversight to the Data License Request process from the point of application through the production of matched, including Publications.

C-RAC
 The Community Research and Action Committee serves to increase awareness of and provide feedback on the Baltimore City Youth Data Hub.

BALTIMORE CITY

Youth Data Hub

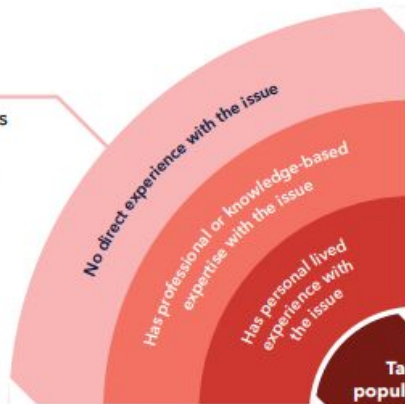


Community Research
and Action Committee

Who Is At Your Table?

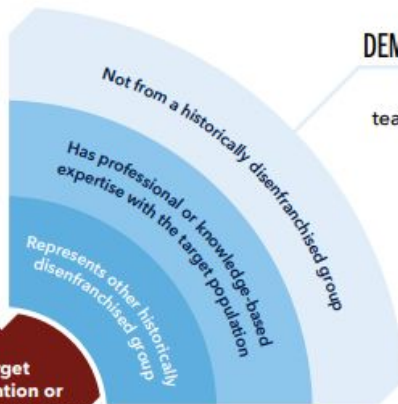
EXPERIENCE WITH THE ISSUE

How many people on this team have been directly impacted by this issue?



DEMOGRAPHIC RELATIONSHIP

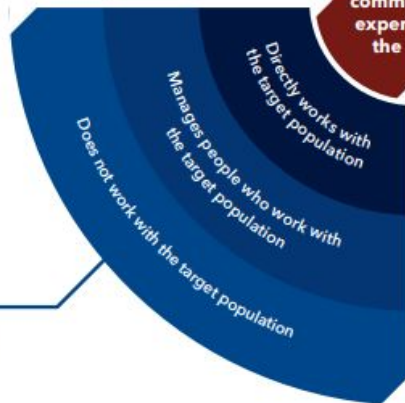
How many people on this team demographically reflect the target population?



Target population or community, or experiencing the issue

DIRECT ENGAGEMENT

How many people work directly with the target population?



GEOGRAPHIC RELATIONSHIP

How many people on this team grew up or live in the neighborhood you are serving?




Community Research and Action Committee



The **executive committee will appoint community members** to an advisory committee consisting of community stakeholders, such as representatives from nonprofit organizations, faith-based institutions, community resident associations, students, and other community members.

The advisory committee's purpose is to **raise awareness** of and **offer feedback** on the Baltimore City Youth Data Hub.



Community Listening Sessions: Process



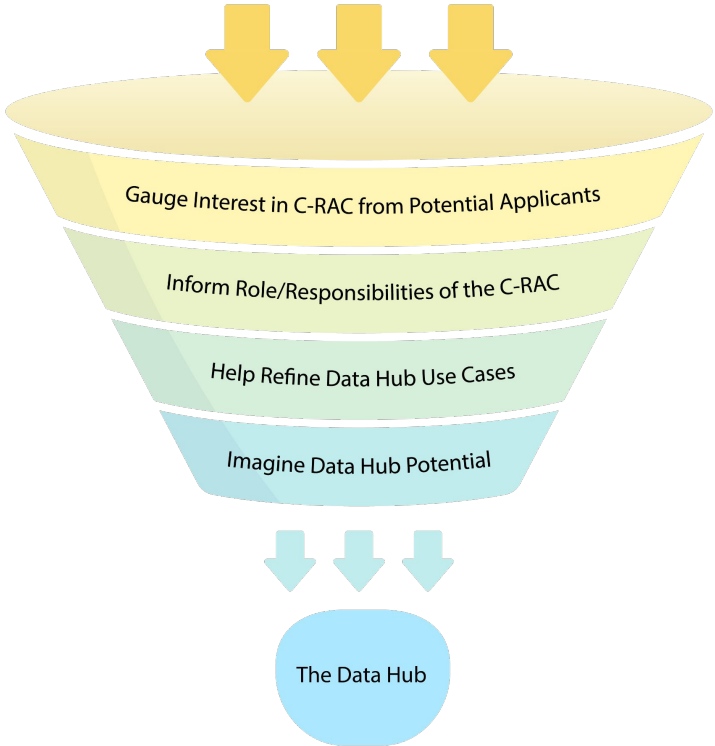
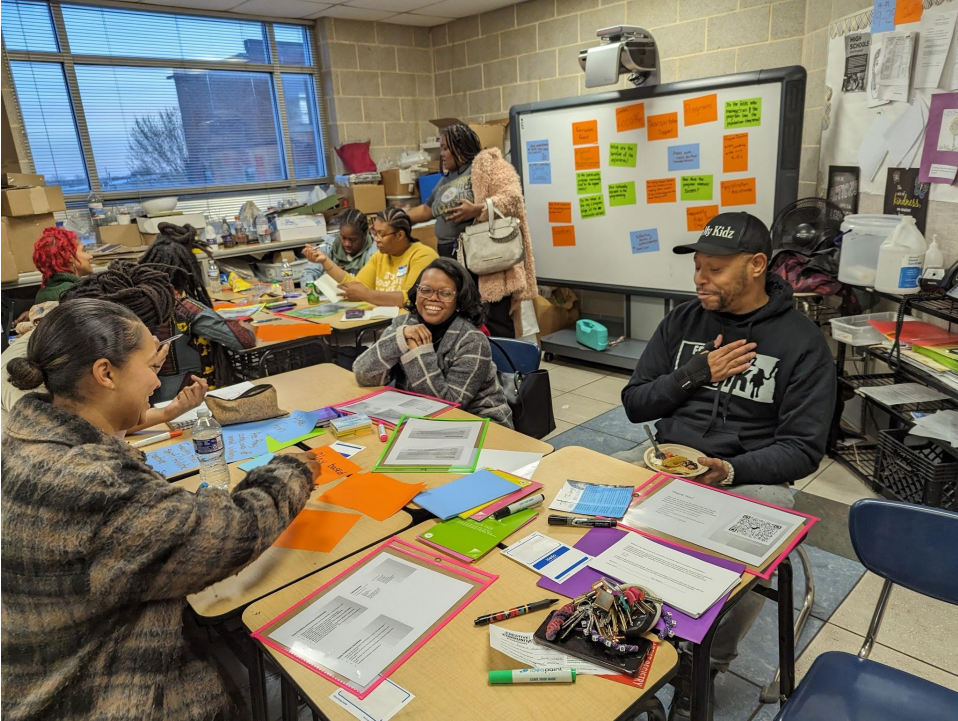
- **3** sessions held
- **4** critical questions explored
- **217** ideas generated
- **90** verified participants
- **~25%*** under 30
- **86%** interested in C-RAC

Community Listening Sessions: Data Operations + Use Insights

- Keep it **Baltimore** owned.
- Make sure people with **LIVED experience** are contributing.
- C-RAC sets **clear agreements** and **non-hierarchical** structures.
- C-RAC identifies **"NEVER THIS"** use cases.
- Create youth app for gathering data, fashioned so data gathering feels like **empowerment and not "snitching."**



Community Listening Sessions: Informing the Data Hub Work



Two-Phase Recruitment + Review Process

PHASE I

PHASE II

Part I

Part II

Part I

Part II

Applicants Submitted
Interest Statements

Selection Committee
Identified & Trained

Selection Committee
Conducts Review

Select Individuals
Invited to Data Party

Selection Rubric
Designed



First Pass Screening
of Applicants for
Alignment with Youth
Data Hub Principles



Data Party Group
Interview +
Facilitation Designed



Data Party Hosted at
Baltimore Unity Hall
June 1, 2024

Data Party Idea
Generated

Reviewers Make
Recommendations

Recruitment Results

48

**Applications
Received**



**Applicants
Reviewed**



**Select Candidates
Interviewed**

13 Recommended to Executive Committee

- **69% Female**
- **23% Male**
- **8% Gender Nonconforming**

- **69% Black**
- **15% Latine**
- **8% Black/Native American**
- **8% Latine/White**

- **62% 25+**
- **38% <25**

Best Practices To Ensure Full + Active Participation

- ❑ **Provide a Stipend:** Compensate youth for their time and contributions.
- ❑ **Allow Adequate Preparation Time:** Ensure ample time to prepare before large intergenerational meetings.
- ❑ **Remove Barriers to Participation:** Address challenges related to transportation, time of day/week, childcare, and meals.
- ❑ **Manage Power Imbalances:** Be mindful of differences in positions, formal authority, age, etc., and actively work to manage these imbalances.
- ❑ **Co-Design/Facilitate Meetings:** Whenever possible, involve youth in the co-design and facilitation of meetings.

What did we learn?

- ❑ **Community Insight:** Put it out there and the collective wisdom will bring new insights to pressing community issues
- ❑ **Set the Vibes:** Make the meeting experience one that uses different facilitation styles (bring in graphic designers, poets, allow participants to draw or create, etc.)
- ❑ **Effective Communication:** Over communicate and use different types of communication products
- ❑ **Differentiate Approaches:** Application
- ❑ **Intergenerational Collaboration:** Selection Committee
- ❑ **Diverse Representation:** Demographics and geography



Thank You!

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Dr. Geri Peak

geri@twogemsconsulting.com

Youth Data Hub Updates and Events

www.baltimorespromise.org/datahub

