



Sisters Mental Mobilized (SMM): A Community-Defined Evidence Based Practice (CDEP) and Intervention to Decrease Mental Health Stigma, Anxiety, and Isolation in Black Women powered by California Black Women's Health Project (CABWHP)

Expanded CDEP Highlights and Conclusions

Black women in the U.S. face disproportionate barriers to high-quality, affordable, and culturally responsive mental health care. The lack of culturally specific resources and societal factors that raise depressive disorder risk deepen a mental health crisis affecting Black women.

In response, the Sisters Mentally Mobilized CDEP was grounded in the intersecting factors affecting Black women's mental health, including, but not limited to institutional and systemic racism, intergenerational trauma, misogyny, economic disenfranchisement, community and interpersonal violence, ongoing stress and abuse, and over-reliance on faith alone.

The evaluation confirmed Sisters Mentally Mobilized as a highly effective intervention to counter the mental health stressors impacting Black women and to reduce to mental health stigma, isolation, and anxiety that Black women experience.

Recommendations

The results from Sisters Mentally Mobilized:

- ✓ Validates the effectiveness of community-defined, evidenced based practices as a critical intervention to fill the gaps traditional programs that are not specifically designed to address the needs of Black women
- ✓ Calls for continued public and governmental investments to replicate and scale CDEP's for Black women, children, youth, families, and communities
- ✓ Underscores the need for county behavioral health departments to integrate SMM and other CDEPs as models of culturally responsive care

Acknowledgements

SMM was made possible by the support of the California Department of Public Health – Office of Health Equity, through a California Reducing Disparities Phase 2 Extension grant funded by the State of California General Fund



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Learn more about CABWHP and SMM: visit bit.ly/SMM-ATP or scan the QR code below

CDEP Background and Description

Sisters Mentally Mobilized (SMM) is a group-level, gender specific, prevention and early intervention designed to reduce mental health stigma, anxiety, and isolation in Black women.

Designed to address the lack of culturally specific resources and societal factors that raise depressive disorder risk deepen a mental health crisis affecting Black women, the SMM CDEP consisted of two core program intervention components

- ❖ The **SMM-Advocate Training Program (SMM-ATP)**, a 10-12 week culturally specific mental health knowledge, advocacy, and empowerment training program

- ❖ The formation of culturally responsive and supportive **SMM-Sister Circles** focused on mental health outreach, education, and mobilization in the community



The Power of Community and Culture

- ❖ 200+ Black Women recruited
- ❖ Ages 19-99
- ❖ Los Angeles,
- ❖ Alameda/Bay Area
- ❖ Sacramento
- ❖ Inland Empire

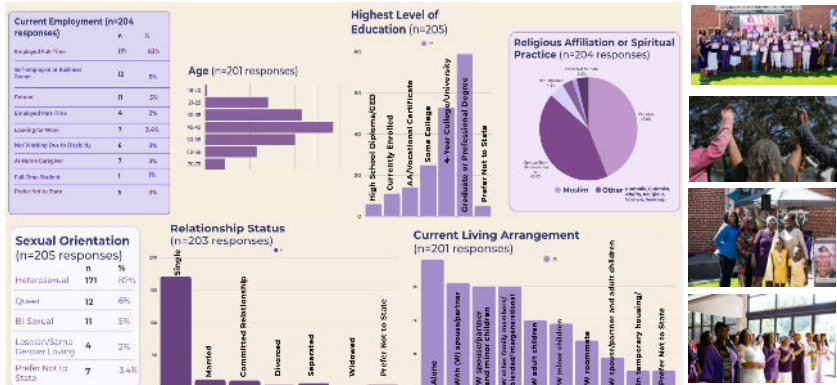
SMM CDEP Cultural Elements

Black-women staff and facilitators with lived experiences

Black and African Ancestral Rituals

Afro-Centric Art, Music, Dance, Literature, Poetry, and Curriculum Design

Storytelling and Oral Tradition



SMM CDEP Mixed-Method Evaluation Design and Results:

Select CDEP Results:

- **Quantitative** pre-and-post surveys to measure changes in mental health knowledge, confidence and stigma
 - ❖ 98% of SMM Sisters reported that SMM was a culturally affirming experience for Black women
 - ❖ 95% of SMM Sisters agreed that SMM helped them to have a greater understanding of mental health risk factors and symptoms affecting Black women and communities
 - ❖ 94% of SMM Sisters expressed feeling more at ease to seek professional help for any mental health concerns they may have or develop
 - ❖ 94% of SMM Sisters expressed feeling more empowered to address mental health stigma, isolation, and anxiety in their family or community
- **Qualitative** interviews, focus groups, testimonies, and open ended survey responses to assess SMM CDEP cultural relevance and effectiveness
- **Post-program Experience Survey** to measure program responsiveness and impact

The Sisters Mentally Mobilized CDEP showed statistically significant ($p < .05$, one tailed) pre-to-post quantitative results related to: 1) gains in mental health knowledge, 2) reductions in mental health stigma, and 3) increases in confidence to talk about mental health

California Reducing Disparities Project - African Americans Cohort
Phase 2 Extension October 2023 – June 2025

This report was made possible by the support of the California Department of Public Health - Office of Health Equity, through a California Reducing Disparities Project Phase 2 Extension grant funded by State of California General Fund.

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SAFE PASSAGES

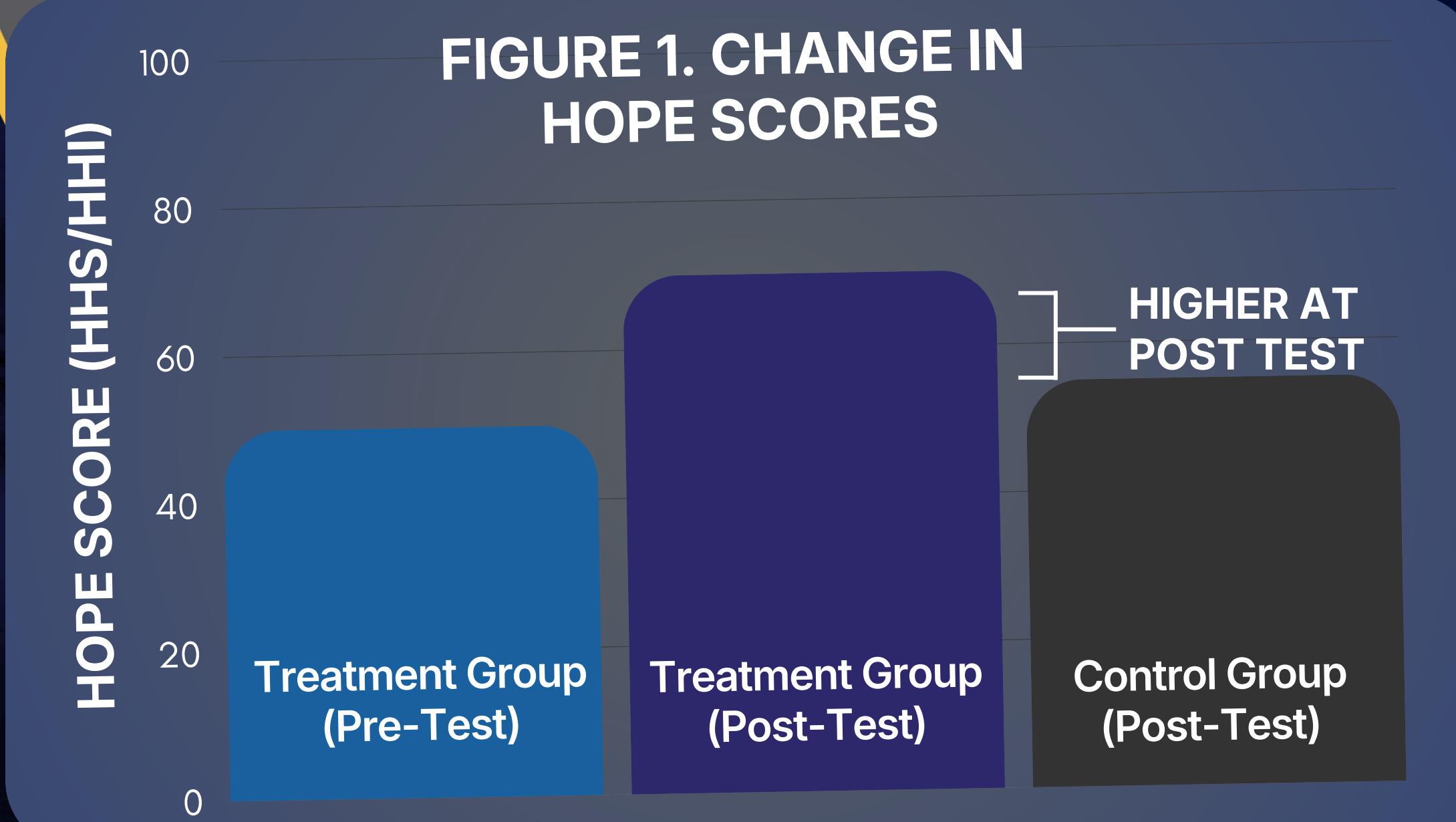
LAW AND SOCIAL JUSTICE LIFE COACHING

EVALUATION DESIGN & METHODS

- Evaluation Design**
- Quasi-experimental design
 - Treatment vs. comparison group
 - Pre- and post-assessment
- Data Sources**
- Herth Hope Scales (HHS) and Herth Hope Index (HHI)
 - Kessler Psychological Distress Scale (K6)
 - School & Workforce outcomes
 - Recidivism tracking (administrative records)
- Culturally Responsive Evaluation Approach**
- Grounded in the Community-Defined Evidence Practice (CDEP) framework
 - Youth and lived-experience leadership shaped outcome priorities
 - Protective-factor measures (hope, resilience) prioritized over deficit-only metrics
 - Quantitative findings interpreted within community and systemic context

RESULTS

Hope Significantly Increased
 Treatment group demonstrated significant improvement in hope and scored higher than comparison group at post-test



3S'S WORK

SUSTAINABILITY

Strengthening Capacity Through Collaboration

- Built shared evaluation infrastructure across program and leadership teams
- Integrated CRDP findings into funding strategy and program design
- Stabilized coaching workforce through cross-department support and supervision
- Institutionalized outcome monitoring for continuous learning

SCALABILITY

Positioning the LSJ Model for Replication

- Built shared evaluation infrastructure across program and leadership teams
- Integrated CRDP findings into funding strategy and program design
- Stabilized coaching workforce through cross-department support and supervision
- Institutionalized outcome monitoring for continuous learning

SYSTEMS TRANSFORMATION

Advancing Cross-Sector Equity Partnerships

- Validated CDEP through strengthened evaluation
- Deepened collaboration with probation, courts, schools, and behavioral health providers
- Integrated recidivism prevention within a behavioral health framework
- Elevated culturally grounded coaching within local equity-centered systems
- Instrumental in advocating for codification of CDEPs in CYBHI and BHSA.

NEXT STEPS & KEY TAKEAWAYS

Interpretation of Findings

Relationship-based, culturally grounded life coaching strengthens hope among African American system-impacted youth. Protective-factor gains may precede symptom-level change.

Cultural & Practical Significance

Demonstrates that community-defined practices can meet strengthened evaluation standards and contribute to equity-centered behavioral health systems.

Critical Takeaway

Culturally grounded, relationship-centered life coaching measurably strengthens protective factors and supports system stability when paired with rigorous evaluation.

Future Directions

- Expand longitudinal tracking
- Increase comparison group power
- Explore replication in additional sites
- Integrate into broader behavioral health funding streams

Workforce Outcomes

25+ youth gained employment

3+ Months sustained placements

Recidivism & Legal Stability

MAJORITY remained system-free at 6-12

Probation **DISCHARGES** achieved

Record **SEALING** support provided

Educational Outcomes

12+ high school graduates

18+ grade promotions

3 GED completions

<10% new legal charges

DESCRIPTION & IMPLEMENTATION PROCESS

Primary Mental/Behavioral Health Targets:

- Increased hope & resilience
- Improved help-seeking
- Reduced system re-entry
- Improved emotional regulation

Core Components

- High-frequency life coaching (3 contacts/week)
- Legal empowerment ("Know Your Rights")
- Family engagement
- School re-engagement
- Workforce readiness
- Court advocacy

Cultural Grounding

- Community-defined model rooted in African American lived experience
- Strength-based, non-deficit framing
- Trauma-informed & restorative approach

Population Served (Phase II Extension)

TOTAL PARTICIPANTS: N=105



Integration of Local & Cultural Knowledge

- Developed from community-identified needs
- Lived-experience leadership in coaching
- Iterative youth and family feedback informed refinement

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Scan for full report & evaluation details
 Accessible version with alt text available via QR code

Data source: Safe Passages CRDP Phase 2 Evaluation Report

A Community Defined Evidence Practice (CDEP) in West Fresno

Program Purpose

The Sweet Potato Project serves African American youth (ages 12–15) in West Fresno through:

- Agricultural entrepreneurship
- Mental health education
- Leadership development
- Cultural empowerment

Goal: Prevent school dropout, substance use, and disengagement by building resilience and economic skills.



Community Context

- Median income: **\$34,147**
- High poverty & food apartheid
- Legacy of redlining



Program Model & Methods

36-week curriculum integrating:

- Mental health awareness**
- Coping & resilience skills**
- Farming instruction**
- Business planning**
- Public speaking**

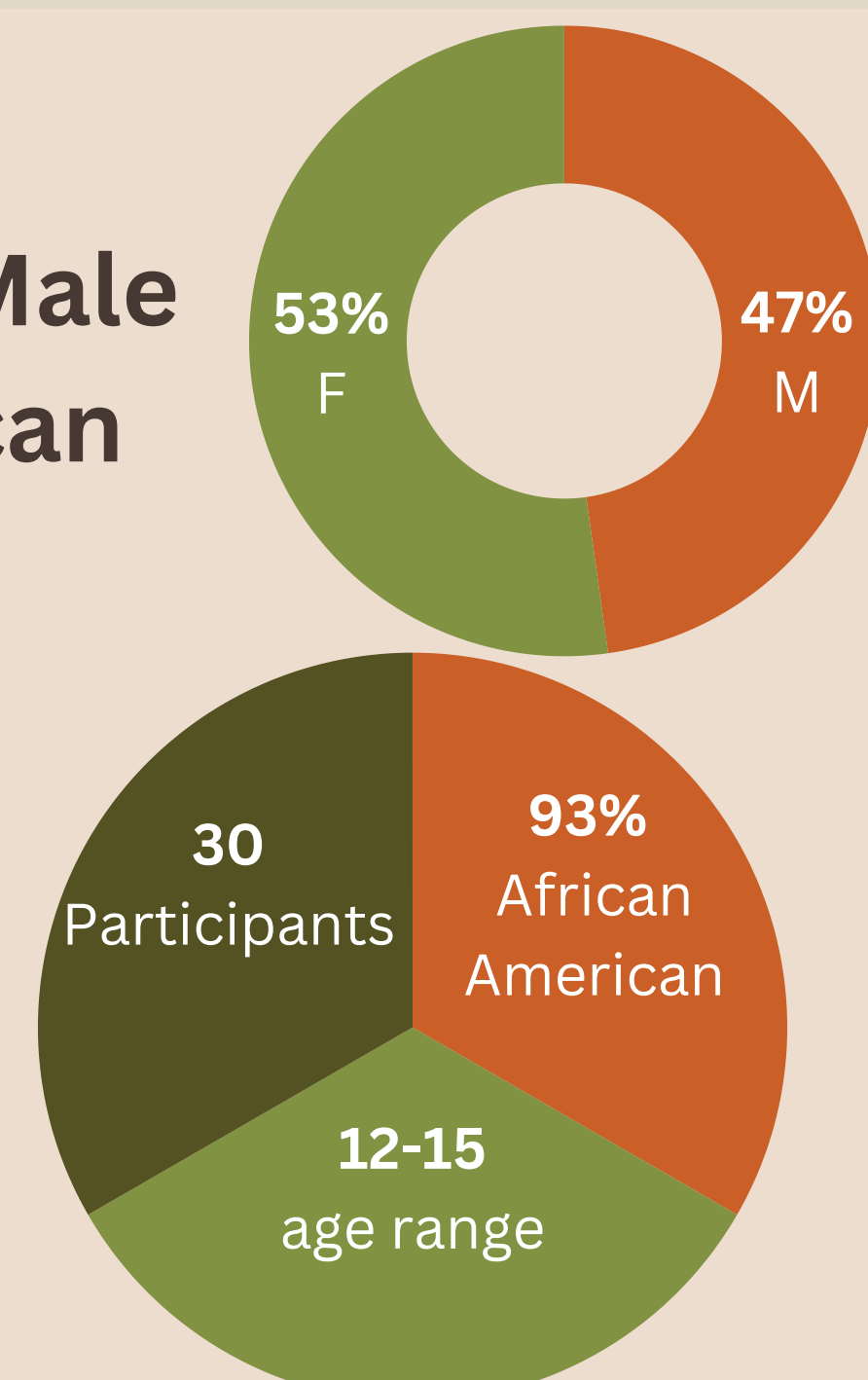


Cultural Significance of Farming

- Black farming legacy
- Land-based learning
- Economic self-determination
- Cultural pride

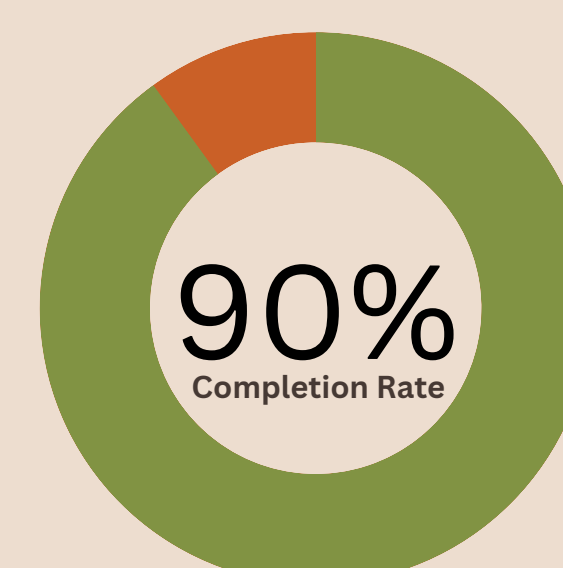
Participants

- **Total 30** youth
- **53% Female / 47% Male**
- **93% African American**
- **12-15** age range



Mixed Methods Evaluation

- GPA tracking & attendance records
- Community driven focus
- Parent interviews
- Staff observations
- Document review



Evaluation Period

January 2023- December 2025

Mental Health & Wellness

Safe spaces, peer support & emotional growth

Outcomes

Parents reported:
“My son was shy, now he talks to anyone.”

- Improvements in:
- Confidence
- Leadership
- Communication
- Peer support



Program Challenges & Limitations

Challenges:

- No clinical mental health staff
- Limited formal assessments
- Summer activity gap
- Funding uncertainty

Sustainability, Scale & Systems

Sustainability

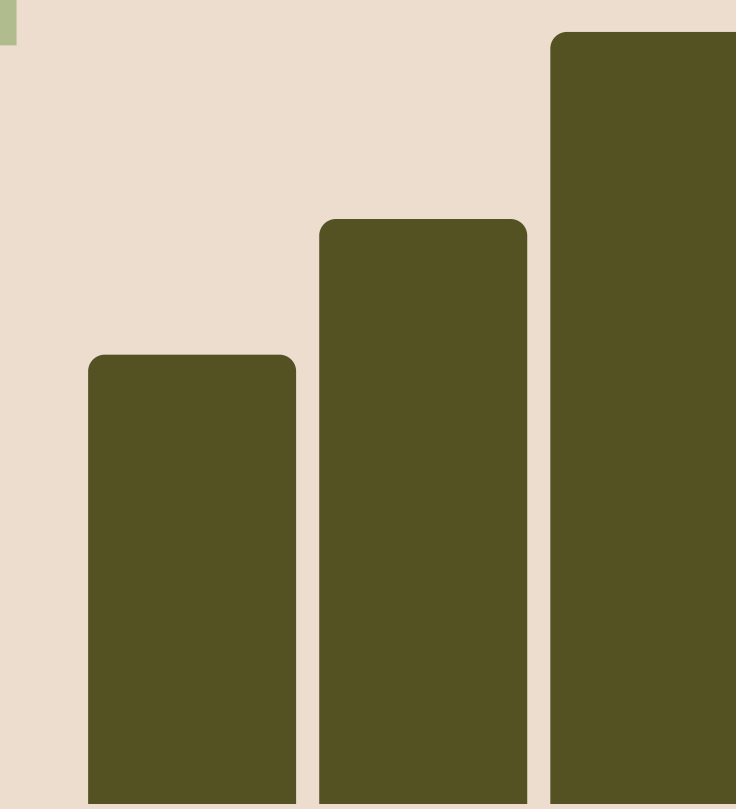


- District Partnerships
- Braided funding
- Staff retention

Scalability



- Replicable curriculum **+1.33 GPA increase**
- Cost modeling



Systems Transformation

- Coalition building
- Policy engagement
- Data sovereignty



Next Steps

1. Strengthen data systems
2. Integrate licensed clinicians
3. Launch alumni tracking
4. Expand year-round programs
5. Secure district partnerships



THE VILLAGE PROJECT



Be Like The Living Tree
Poem by Nicholas Sironka

Children...
Be like the living tree...
...Whose roots sink deep beneath
the Earth, to find water, a source of
life and strength.



GHANA TRIP 2025



CDEP PURPOSE, DESCRIPTION AND IMPLEMENTATION

- The Emanyatta Program is a unique CDEP initiative intended to not only be an intervention plan for young children who may have been experiencing stress and mental health issues, but to also be a strong prevention program to help children develop protective factors to reduce the impact of the stress they inevitably experience as children of African descent.
- The primary mission of the Emanyatta Program is to prevent and reduce symptoms of clinical depression and anxiety in the participating children, while fostering resilience through the promotion of self-esteem, cultural awareness, and pride in their African heritage.
- Ultimately, the goal of this CDEP is to prevent the possibility of these youth ever developing any long-term mental health issues that would become severe and disabling.
- Students (referred to as "Warriors") were invited to participate in all three components for the duration of the program:
- Saturday School
 - Weekly culturally grounded sessions rooted in African cultural values (communalism, collective power).
 - Included rituals, habits, and routines similar to traditional African rites of passage.
 - Emphasize respect, discipline, compassion, empathy and community responsibility.
 - Guest speakers of African descent highlighted African and African American contributions, going back to Kemet.
 - Breakfast and snacks provided.
- After-School Tutorial Support
 - Priority enrollment for Emanyatta warriors.
 - One on one tutoring.
 - Advocacy support for parents and students.
 - Attendance at parent teacher conferences.
 - Parents advisory counsel.
 - Cultural enrichment activities.
- Summer Program
 - Six-week, full-day program prioritizing Emanyatta students, combining cultural rituals and support with core academics (reading, writing, math, geography) and healthy breakfast and snacks provided.
- Clinical Component
 - Early intervention through assessment and treatment, ongoing progress documentation, interdisciplinary collaboration, and (in Phase 2 and during the extension) the addition of equine therapy was provided as one of the modalities of therapeutic intervention.

EVALUATION DESIGN AND METHODS

- The program used for the CDEP work was a mixed-methods longitudinal evaluation design with a case study component.
- The design includes case studies of six families, encompassing fourteen children, with one child from each family having participated in Emanyatta for five to eight years.
- Quantitative data was collected using the following self-esteem measurement tools: Abridged version of the Thomas Self-Concept Values Test and a later use of the Rosenberg Self-Esteem Scale, group-level data analysis to assess program impact and surveys.
- Qualitative data was collected through parent interviews, focus groups, in-depth case studies and qualitative analysis aligned with research questions.
- Strategies used to incorporate cultural knowledge included:
 - Speakers of African descent spoke on various topics highlighting the contributions of Africans and African Americans.
 - Used traditional African drumming as a cultural signal to guide transitions and routines.
 - Incorporated circle seating to reflect African values of unity, equality, and collective strength.
 - Practiced libation rituals to honor ancestors and affirm spiritual-cultural connections.
- Integrated Cultural Warrior Healers, facilitators, and culturally grounded rituals to reinforce the core curriculum.

THE VILLAGE PROJECT

Emanyatta Program
African American Hub
September 2018 – May 2025

This work was made possible in part by funds received from the California Department of Public Health, Office of Health Equity's California Reducing Disparities Project, Contract #16-10515.

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NEXT STEPS AND KEY TAKEAWAYS

- Continue leveraging our CDEP findings to reduce criminal justice involvement, improve mental health outcomes, and promote positive community engagement.
- We found that cultural integration in CDEP implementation elevates youth self-esteem and promotes positive, affirming behavior.
- Continue to grow our agency in a culturally affirming way that uplifts the pride of being of African ancestry.
- Secure funding from new sources such as Prop 1 to allow our CDEP to pivot to our after-school academy.
- Continue to collaborate with African American and other hubs.
- Another key takeaway is that there is truly strength in numbers and working with all IPPs demonstrated this to be true.
- CDEPs should be embedded in the landscape as a model showing that the five priority populations provided what they set out to do by providing culturally affirming interventions across the five priority populations which we will continue as a next step.
- Another next step is to continue to utilize the SWE and LE to key stakeholders to continue funding the work.

RESULTS

- Successful achievement of both short and long term goals (see Logic Model below)

THREE S'S WORK

- Sustainability:
 - Our agency has successfully obtained Medi-Cal certification.
 - Became ECM provider.
 - Our agency has maintained partnerships with key stakeholders, the Monterey Unified School District, the City of Seaside and the Community Foundation for Monterey County.
 - Our Jegna warriors have embraced their expanded leadership roles by supporting program setup, mentoring and assisting younger warriors, and ensuring proper breakdown and closure of activities.
 - Our Jegna warriors have also become cultural ambassadors in our Stigma Reduction Campaign in the communities of Seaside, Monterey, and Marina.
 - The launch of our benefit shop will operate as a sustainable funding stream.
 - Cal State University of Monterey Bay MSW Program.
- Scalability:
 - Ongoing funding streams.
 - Support from our TA provider.
 - Training Jegna warriors for future leadership roles in the agency.
 - Use of MSW student interns for future roles in the agency.
- Systems Transformation:
 - Advocacy work at the local and state level to support CDEPs and policy changes.
 - Stakeholder engagement with community members, city councils, Board of Supervisors and state and federal elected officials.

EMANYATTA - LOGIC MODEL

INPUTS

- Funding from State of CA, CDEP
- Collaboration between Monterey Unified School District, The Village Project, Inc., Akira's Boo Club, and City of Seaside
- In Kind contributions
- Community agency and support based on past and current community service projects
- Financial donations from local supporters and agencies
- Experienced evaluator specializing in assessing impact of community based projects

OUTPUT

- Number of family intake/baseline assessments
- Number of participants enrolled in Emanyatta; weekly attendance of participants
- Number of participants engaged in clinical /therapy sessions (including equine therapy) resulting in more positive behavior and greater emotional regulation
- Number of participants who are positively engaged in school (academic and socially); lack of suspensions
- Number of participants who exhibit positive cultural awareness and pride in African heritage
- Number of participants who exhibit positive self-esteem
- Number of evaluation tasks completed (self-reports/surveys/interviews)

OUTCOMES

- | | |
|---|---|
| <p>Short Term</p> <ul style="list-style-type: none"> Fewer school suspension Better school grades/achievements More positive self-esteem Positive behavioral changes (self-report and staff feedback) More positive view of Africa/African Americans Exposure to role models | <p>Long Term</p> <ul style="list-style-type: none"> Continued academic achievement High self-esteem Greater involvement with family/community Improved mental and physical health Greater understanding of African / African American history Greater understanding of the 'possibilities' for African Americans (personally/professionally) |
|---|---|

ACTIVITIES

- Conduct community awareness campaign
- Recruitment of participants/families
- Saturday Emanyatta Sessions
- Clinical Assessments
- Offer trauma informed therapy
- Provide advocacy for participants at school when needed/requested
- Conduct annual surveys, focus groups and interviews
- Engage with community (city, college and nonprofit organization events)
- Provide field trips to expose participants to experiences outside of local community
- Conduct ongoing process and outcome evaluation

IMPACTS

- Fewer school suspensions/greater school achievement
- Reduction of involvement with criminal justice system
- Reduction of mental illness/negative mental health issues
- Higher self-esteem leading to positive, affirming behavior (reduction of negative and self-destructive attitudes and behaviors)
- More positive community involvement
- Greater resilience when facing racism and anti-black behaviors

TRIBE, Turning Resilience Into Brilliance for Eternity, 2018-2026: TRANSFORMING IDENTITY

WHOLE SYSTEMS LEARNING, Eba Laye, Project Director, Reinaldo Henry-Ala, Project Manager

CDEP Purpose, Description and Implementation

The TRIBE intervention purpose is to serve foster, and system impacted African American youth and adults affected by trauma, post-traumatic stress disorder (PTSD), and complex PTSD (C-PTSD). TRIBE recognizes complex trauma and complex PTSD as having significant and widespread societal and long-term health impacts devastating for African Americans who have been or remain at risk of being institutionalized. TRIBE's focus on trauma is fundamental, where the behavior of AA youth and adults has been pathologized and criminalized rather than recognized as normal-to-be expected trauma responses

The CDEP goal is to heal trauma by reframing ethnic identity and experience, and create new mental models and world views. CDEP components/activities include...

- Healing Circles – Added circles focused on gang-involved and gang-impacted trauma, where elders and peers support self-regulation, initiation into healthy manhood/adulthood, and collective healing.
- Know Thyself Resilience Workshops – Core identity and culture curriculum using African and African American history and worldview to rebuild accurate, pride-based identity and resilience.
- Somatic HipHopHeals – Somatic trauma-healing work using Hip Hop, movement, strength training, and boxing to release trauma stored in the body and calm the nervous system.
- Emotional Intelligence – Affective regulation and emotional skills (reading emotions in the body, understanding triggers, moving from reacting to responding) to reduce criminalized trauma behaviors and stabilize functioning.
- Conflict Resolution – Communication and collaborative problem-solving skills for managing conflict in relationships, school, work, and community, including active listening and nonviolent communication.
- Entrepreneurship and Wealth Building / Abundance – Multi-week entrepreneurship and financial literacy sequence that reframes wealth as abundance and guides participants to build licit income streams and business plans.
- The TRIBE environment that creates a family that is a permanent support system, shared experience with mentors and coaches, safe space consisting of 20,000 Sq.Ft. 24/7 Youth Development Center, peer mentorship, youth leadership, and youth owned clothing line business

The population (community/ies) served by the CDEP are African American adults who are returning citizens and male youth who are system and/or gang impacted.

A strategy used to incorporate cultural knowledge into the design of TRIBE TRIBE's intervention relies on its innovative K-TECTT (Know Thyself Embodied Complex Trauma Therapy) modality. It draws on neuroscience research to combine somatic and brain-based learning techniques integrated with African and African American cultural knowledge. This therapeutic mode of treatment through content and physical activity informs TRIBE's programmatic program that involves increasing 37 protective factors along with discharging trauma from the body. TRIBE's socioecological approach validates the whole person and helps him or her to build confidence in their own resilience.

Evaluation Design and Methods

Evaluation Design

- Single-group pre/post design aligned with an 8–12 week developmental intervention.
- Methods tailored to trauma-informed, community-based programming.

Data collection

- 2018-2026: Quantitative data collected through 13 psychosocial instruments
- Qualitative data included one word descriptors, one sentence descriptors, thematic elements, and key informant interviews which also incorporated cultural knowledge.

Scale

- 1,009 enrolled participants, 508 program completions
- High community staff representation (90% local; most with lived experience)

• **Credibility Signal:** Strong fidelity monitoring and mixed-method triangulations strengthen confidence in findings.

Results: Quantitative and Qualitative

YOUTH LOCAL EVALUATION

Measures	Pretest (M±SD)	Posttest (M±SD)	% Change	p-value
EIS: Exploration	1.70 ± 0.40	2.10 ± 0.50	25.1%	< 0.001*
EIS: Total Score	2.10 ± 0.30	2.40 ± 0.30	11.1%	< 0.001*
SOC: Management/Organization	15.70 ± 3.90	17.10 ± 2.40	8.8%	0.010*
SOC: Meaning/Engagement	14.50 ± 3.00	15.80 ± 2.10	8.4%	0.003*
Pre: BPAQ-Anger	34.10 ± 35.60	15.90 ± 7.80	-53.4%	0.001*
Pre: BPAQ-Physical Aggression	35.50 ± 47.10	20.00 ± 9.30	-43.6%	0.034*
Pre: BPAQ-Verbal Aggression	13.40 ± 5.60	15.70 ± 3.40	17.0%	0.015*
Pre: BPAQ-Hostility	39.30 ± 47.00	18.70 ± 9.50	-52.5%	0.005*

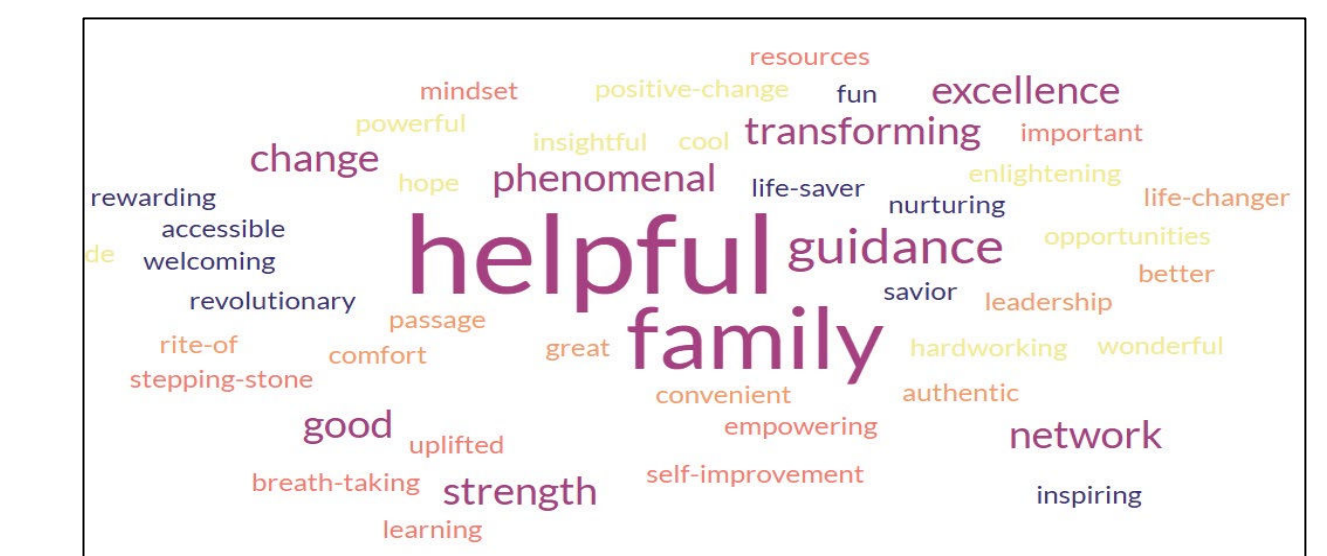
- **Key Findings**
- **Significant Identity Growth:** There were highly significant increases in EIS: Exploration (p < 0.001) and EIS: Total Score (p < 0.001), indicating that participants advanced significantly in their identity development processes.
- **Behavioral Reductions:** All aggression-related measures (BPAQ-Anger, Physical Aggression, and Hostility) showed statistically significant decreases at posttest. Notably, BPAQ-Verbal Aggression showed a slight increase.
- **Social and Meaningful Engagement:** Significant improvements were observed in SOC: Management/Organization (p = 0.010) and SOC: Meaning/Engagement (p = 0.003), indicating improved organizational skills and a stronger sense of purpose post-intervention.

YOUTH SWE RESULTS: Statistical Significance (alpha = 0.05):

- Statistically significant positive changes (meaning a reduction in negative feelings) were found for **Nervous** (p=0.015), **Depression** (p=0.009), **Everything Takes Effort** (p=0.004), and **Worthless** (p=0.028).
- The change for **Hopeless** (p=0.091) and **Restless** (p=0.108) was not statistically significant at α = 0.05 level but indicates a trend towards a reduction in these feelings.

ADULT LOCAL EVALUATION

Variable Label	Pretest (Mean ± SD)	Change (Post-Pre)	p-value
General Self-Efficacy Total Score	31.90 ± 6.70	+3.20	<0.0001
Rosenberg Self-Esteem Total Score	22.00 ± 5.60	+2.60	0.0001
CESD (Depression) Total Score	18.20 ± 11.90	-3.40	0.0010
Social Cohesion (SOC) Total Score	49.10 ± 9.10	+3.60	<0.0001
SOC: Management/Organization	17.00 ± 4.10	+2.40	<0.0001
SOC: Meaning/Engagement	13.40 ± 3.30	+1.00	0.0016
Buss-Perry Aggression: Anger	3.20 ± 1.00	-1.30	<0.0001
Buss-Perry Aggression: Physical Aggression	2.30 ± 0.90	-0.40	0.0007
Buss-Perry Aggression: Verbal Aggression	2.30 ± 1.10	+0.40	0.0019
Buss-Perry Aggression: Hostility	3.50 ± 0.70	-1.50	<0.0001
Social Isolation Total Score	43.60 ± 13.60	-3.70	0.0223
PYD: Purpose Seeking Total Score	21.50 ± 6.60	+3.80	<0.0001
PYD: Activity Involvement Total Score	37.00 ± 10.00	+5.00	<0.0001
PYD: Positive Identity Total Score	31.20 ± 8.40	+4.10	<0.0001
PYD: Life Goals Total Score	44.10 ± 11.90	+4.90	<0.0001
PYD: Confidence-Connection Total Score	40.30 ± 9.90	+3.70	<0.0001
PYD: CMCH Total Score	32.30 ± 7.60	+3.70	<0.0001
PYD: HPCR Total Score	23.60 ± 6.30	+2.40	<0.0001



- "TRIBE has helped me, like, be more self-aware."
- "TRIBE was a steppingstone in pushing me forward in my life."
- "It's important that everyone take this class to help broaden your horizons and make you think and know more about yourself and others, cultures, the world, like you know people, mores, and beliefs."
- "TRIBE opened my mind to stuff a little more than it was before."
- "I'm taking more time out to learn myself, learn about myself."
- "You just have to change your mindset."
- "TRIBE gave me a platform to help others."
- "TRIBE helps me get out of my past of getting in and out of trouble."
- "TRIBE has been a transforming force in my finances and my thought processes."
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- "TRIBE has been a transforming force in my finances and my thought processes."
- "TRIBE helps me get out of my past of getting in and out of trouble."
- "TRIBE: sourcing training wheels for therapy. (also cteeo as training wheels for therapy)"
- "TRIBE: Giving back so freely what was given to me." ("All classes were great, and I learned so much from them.")
- "TRIBE was really good"
- "TRIBE is powerful!"
- "TRIBE: Overall, though, everything was a blast."
- "TRIBE: A resource and training wheels for therapy."
- "TRIBE: It was just an overall participation that I look for every day."
- "TRIBE allowed me to be my authentic self."
- "TRIBE is like one big happy family."

Psychological Transformation

Key Insight: Participants experienced meaningful psychological healing across multiple validated domains.

Highlights

- PTSD likelihood reduced (49.8% → 37.7%)
- Depression prevalence reduced (39.5% → 29.6%)
- Resilience and self-efficacy increased significantly
- Low self-esteem cut by more than half

Executive Takeaway: TRIBE functions as an effective early intervention for complex trauma.

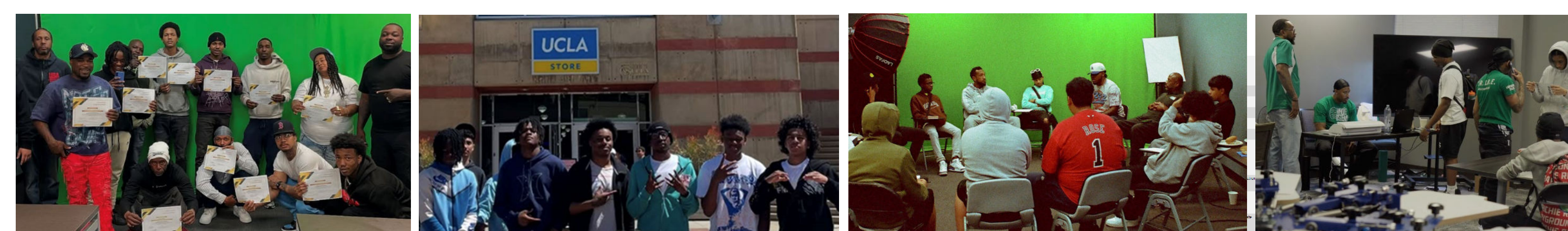
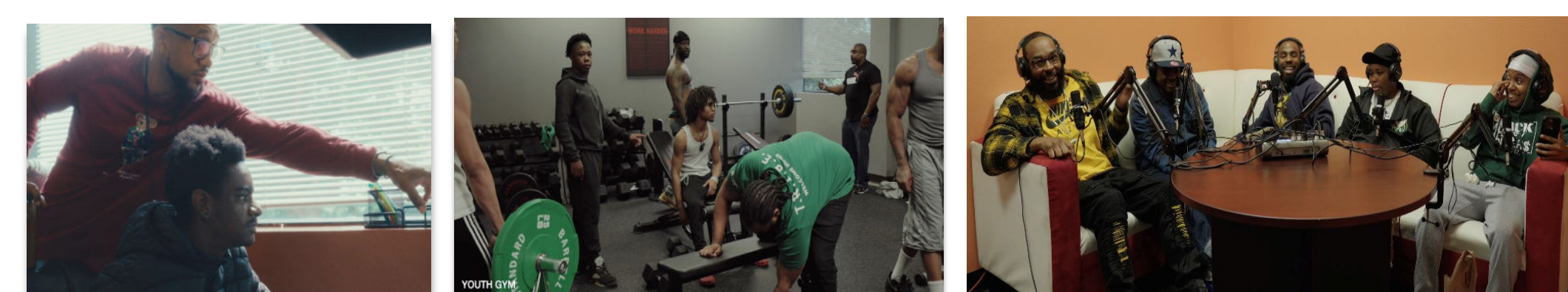
Behavioral & Cultural Transformation

Key Insight: Participants moved from dysregulation and marginalization toward identity stability and cultural pride.

Observed Changes

- Significant reductions in physical aggression, hostility, and anger
- Decreased feelings of isolation and societal exclusion
- Strengthened cultural identity through African-centered learning

Why It Matters: Healing occurred not only internally, but socially and culturally—key to long-term stability.



Key Takeaways

- The cultural, practical, and theoretical significance of these findings lies in the demonstrated relationship between trauma-informed treatment, positive ethnic identity development, and reductions in aggression and gang involvement.
- The results support the premise that behaviors among Black youth, frequently subject to criminalization, may instead reflect normative trauma responses. Structural racism has produced systemic neighborhood disinvestment and widespread family disruption through mass incarceration, which often removes fathers from the household.
- Within these contexts, engagement in criminalized activities can emerge as both an economic necessity and a means of expressing normative adolescent risk-taking behaviors in the absence of safe, structured recreational alternatives.

Three S's Work

- **Sustainability and Scalability:** Developed diverse funding portfolio that provides for billing Medi-CAL for both sustainability and scalability
- **Systems Transformation:** Loyal soldier in CPSSC, led by Josefina Alvarez and Stacie Hiromoto, resulting in changes to Prop 1, inclusion of CDEPs in CYBHI, State Prevention and Innovation funding and so much more. Changed landscape for CDEPs in California.

Acknowledgments

- Priority population: African American Adult returning citizens and system impacted Male Youth
- This work was made possible in part by funds received from the California Department of Public Health, Office of Health Equity's California Reducing Disparities Project
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