

# BALTIMORE'S PROMISE

*Every Child. Infinite Possibilities.*

## How We Work

Driving Transformative Change Through Collective Impact

Baltimore's Promise convenes broad, citywide groups of youth and community leaders to focus meaningful efforts on the most pressing challenges for young people in our city, at every stage of their lives from cradle to career. As individual programs and disconnected organizational agendas will not generate the systemic changes needed across our city, Baltimore's Promise engages hundreds of stakeholders to develop a shared, inclusive, and data-driven understanding of what Baltimore's young people need to thrive. We then help to move those efforts forward, whether as an implementer, advocate, thought partner, data provider, or other.

### More Than a Neutral Convener: An Action-Oriented, Equity-Focused Approach



Baltimore's Promise serves as a backbone organization for several initiatives across our city, **bringing together diverse stakeholders in common purpose to facilitate action and results.** Advancing collective-impact efforts across a city, however, requires more than serving as a neutral convener—the role that backbone organizations often play.



We offer **informed leadership, grounding our work in robust data processes that centers Race Equity and Inclusion and a committed focus on eliminating the systemic barriers** that disproportionately affect Black children and youth and other children and youth of color.



We authentically engage young people and their families, honoring their first-hand understanding of the opportunities—and lack of opportunities—in Baltimore's communities. **Baltimore's Promise works to ensure vital stakeholders not only provide insights and experiences that steer local initiatives but are also part of the decision-making processes** that shape programs and the distribution of public and private resources.



And we are resolutely focused on both learning and action, whether that means gathering the data needed to press for policy change, testing the effectiveness of a pilot project, or bringing together diverse funding for an initiative that advances more equitable pathways for Baltimore youth. **Our strategies all seek the most effective ways to achieve permanent and sustainable change,** whether those are longstanding best practices or emerging innovations.

### Constantly Evolving

Over the past decade, Baltimore's Promise helped test various approaches to supporting young people in Baltimore—from piloting initiatives to demonstrating the value of braiding public and private funding. Our approach demands an uncommon agility in responding to shifts in public policy, philanthropy, and local sentiment as we help drive change that supports young people. As our collective understanding of the systemic and structural root causes of unequal opportunities and experiences for Baltimore's youth evolves, so has—and will—the approach of Baltimore's Promise.

See more about our work: [baltimorespromise.org/about-us](https://baltimorespromise.org/about-us)