

Black Girls Group of SRCS

PROJECT DIRECTOR: Mizahn Evans
SUBMISSION DATE: September 8, 2023

INTRODUCTION:

This project proposal outlines the need for and plan to establish a Black Girls Affinity Group to create a supportive and inclusive community setting as a means to address the racism and unique challenges Black girls face. This initiative aims to provide a safe and empowering place for young Black girls to discuss, understand, and combat racism while fostering a sense of belonging.

Racism continues to be a pervasive issue affecting Black communities throughout Marin County. Young Black girls, in particular, often face unique challenges due to their intersecting identities: race and gender. BGG is designed to help combat the insidious and targeted impacts of racism by creating a dedicated affinity group that focuses on providing support, education, and community building for Black girls.

PROJECT OBJECTIVES

The primary objectives of the BGG are as follows:

- **Create a Safe Space:** Establish a confidential environment where young Black girls can share their experiences, concerns, and emotions related to the racism they experience in a predominately white school district without fear of judgement, discrimination, and/or retaliation.
- **Empower and Educate:** Equip BGG participants with knowledge, tools, and strategies to confront bigotry, develop self-esteem, build the fortitude to stand up against racial discrimination in a meaningful way.
- **Foster Inclusivity:** Promote self-confidence and celebrate diversity within the group, encouraging the young women to value their authentic identities while developing a sense of belonging to a larger community.
- **Cultivate Leadership:** Develop the agency, and self-actualization, empowering BGG to become advocates for justice and equality in their broader communities.
- **Collaborate and Network:** Provide opportunities for the BGG participants to build community and connection with others who have similar challenges.
- BGG is a working title. As the program progresses, BGG will create and elevate their own identity by choosing the title that fits

METHODOLOGY

To ensure the success, BGG will employ the following methods:

- **Weekly Meetings:** Organize to provide a space for discussion, learning, decompressing, and support within a safe space.
- **Guest Speakers:** BGG will periodically invite guests and experts who are willing to be interviewed by the group on the topics of racism, self-esteem, leadership, and mental/emotional health.
- **Peer Mentorship:** Establish an interconnected mentorship program within SRCS schools for Black youth, pairing older participants with younger ones to foster guidance and develop friendship.

BUDGET

The budget for the Black Girls Group includes facilitator fees and predetermined incidentals.

- \$300 per group session
- Will start at Terra Linda on September 27, 2023
- BGG's progression, effectiveness, and impact will be evaluated at the end of December
- Budget to be renegotiated upon continuation and expansion of the program

DESCRIPTION	OPERATING EXPENSES	SEPTEMBER 27- DECEMBER 20
Facilitator	\$300.00 per session	\$3,900
Materials and Incidentals	\$200.00 per month Starting October 2023 (includes speaker fees and equipment)	\$600
BGG hours from Spring		\$750
		TOTAL: \$5,250

TARGET OUTCOMES

- Increased self-awareness, self-esteem, and confidence
- Stronger bonds and support networks among BGG participants
- Increased skills and confidence to address racism within SRCS schools, Marin County, and beyond
- Gather data metrics to assess impact
- Development of impact surveys, program entry/end-of-program statements for all BGG participants
- Demonstrated increased civic engagement and advocacy

CONCLUSION

The establishment of the Black Girls Group is a critical support system for a demographic under constant siege of racial harassment and toxic patriarchy while living in one of Northern California's most segregated counties. BGG is seeking support and collaboration from SRCS to make this crucial initiative an ongoing reality. BGG will enable the next generation to advocate for themselves, foster meaningful connections, and gain the resources needed to positively contribute to society.

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