

2023 Q1 STAKEHOLDER REPORT

Executive summary

- Identified numerous insights about the population experiencing poverty that help us begin to understand some of the challenges with accessing living-wage jobs
- Worked on a total of 31 impact studies, wrapping up 16 and starting an additional 15
- Welcomed Janice Okeke (Impact Associate) and Jazmin Withers (Impact Analyst) as the newest members of the Slingshot team
- AutoZone is our newest Principal Investor with their recent investment in our operations

INSIGHTS

Youth diversion programs can be effective alternatives to the juvenile legal system.

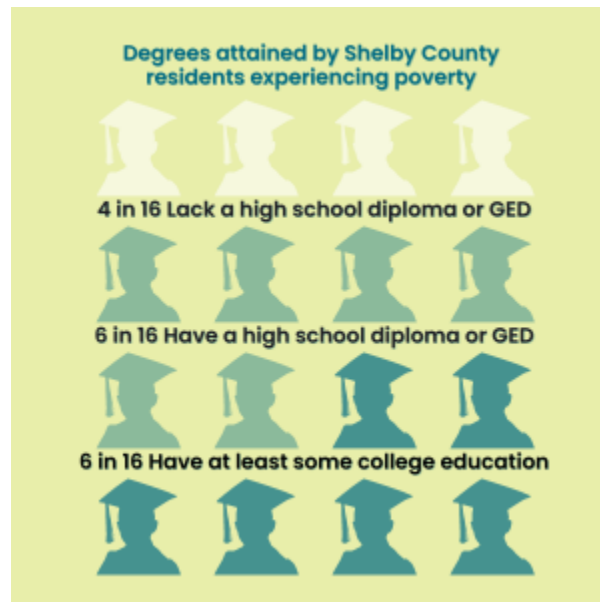
Diversion programs are arrangements that hold youth accountable while redirecting them from the juvenile legal system through programming, supervision, and supports. Youth who complete diversion programs tend to have less future contact with the criminal legal system and experience greater employment outcomes. [A recent study](#) found that after 10 years, youth who participated in diversion had about half as many future convictions and experienced 53 percent greater employment rates than those who entered the juvenile legal system.

Practices associated with effective mentoring programs. The strength of the relationship between a mentor and mentee is key in determining the effectiveness of a mentoring program. Programs structured with weekly meetings and with opportunities to interact outside of a large-group setting were more likely to generate close relationships. Other effective practices include meeting three or four times per month for a period of 5 months, having flexibility on activities and locations, training for the mentors, punctuality, and providing activities for mentors and mentees. Interestingly, a [research study](#) showed there was no evidence that mentoring programs with an academic focus produced better academic outcomes than relationship-only mentor programs.

MOVEMENT

Memphis Works for Everyone (MemWorks). We hosted our MDRC colleagues in Memphis at the beginning of March. As we work to identify the roadblocks that impede employment pathways for those who experience poverty, we are excited to share some emerging insights. To receive our regular updates on this work, please sign up for the [MemWorks newsletter](#).

- 25 percent of Memphians experiencing poverty do not have a high school diploma, while an even greater percentage (38 percent) have at least some college education.
- 1 in 3 Memphians experiencing poverty are between the ages of 14-25 years old.
- Nearly 7 out of 10 people experiencing poverty in Memphis are not employed, compared to only 5 out of 10 in Nashville.
- Only 3 in 10 of the industry credentials earned by K-12 students across Tennessee are asked for by employers or associated with occupations that pay \$15 per hour or more.
- Many Shelby County students qualify for free post-secondary tuition, however, the three-year graduation rate for Shelby County tnAchieves scholarship recipients is only about half of the Tennessee average (20 percent vs. 37 percent).



Efforts beyond the impact study process to support more effective poverty-fighting. During the first quarter of 2023, we had several opportunities to contribute to poverty-fighting efforts outside of our regular impact study work. Below are a few examples of these opportunities.

- **Safety Net Collaboration.** We were invited to share insights about how several local nonprofits who provide stabilization services could leverage what they learned during COVID-19 to continue to effectively collaborate in a post-COVID environment.
- **Research Brief on mental health and poverty.** A long-time Slingshot supporter recently joined the board of a mental health organization. This individual asked us to share [best practices](#) for how they could use their mental health expertise to help alleviate poverty.

- **Strategic planning with Hope House.** Hope House invited Slingshot to participate in their strategic planning efforts, leveraging our impact study work to help focus on opportunities that could create even greater benefits for their clients.

IMPACT STUDIES

Impact Study progress. We completed 16 impact studies and commenced another 15 impact studies in the first quarter. View the reports for all completed impact studies at the links below:

- [Believe Memphis Academy Charter School](#)
- [Catholic Charities of West TN](#)
- [Center for Employment Opportunities \(CEO\)](#)
- [City Year Memphis](#)
- [Economic Opportunities \(EcOp\)](#)
- [ManUp](#)
- [Memphis Inner City Rugby \(MICR\)](#)
- [MIFA](#)
- [Neighborhood Christian Centers \(NCC\)](#)
- [Nurse-Family Partnership \(NFP\) \(2022 report not yet available\)](#)
- [Refugee Empowerment Program \(R.E.P.\)](#)
- [Room in the Inn-Memphis](#)
- [The Collective Blueprint](#)
- [The Soulsville Charter School](#)
- [Workforce Mid-South](#)
- [YWCA Greater Memphis](#)



Thought partnership with poverty-fighting organizations. In between annual impact studies, we offer thought partnership to the organizations we work alongside to help them address opportunities that would enhance their impact. Below are examples from the first quarter of 2023.

- **Man Up Teacher Fellowship.** To support Man Up’s three-year vision, we collaborated to develop an approach to quantify these goals and measure the progress towards achieving them. This included defining a baseline to measure against, identifying specific outcomes for each strategic goal, and defining the metrics and processes to collect the data that would enable progress to be measured and communicated.
- **The Soulsville Charter School.** To gain additional insights on what contributes to the greatest outcomes for alumni, we collaborated with the College and Alumni Support Team (CAST) on how academic and employment-related outcomes could be collected to allow for more comprehensive analyses. We were also able to share best practices from other charter schools about how positive social feedback contributed to increased work completion and improved grades.

ORGANIZATIONAL

Janice Okeke (Impact Associate) and Jazmin Withers (Impact Analyst) join Slingshot.

[Janice Okeke](#) has a background in public health and education. She earned a Masters in Public Health from Columbia University and worked for nearly five years at the Departments of Health for New York City and New Jersey. Her research and program evaluation experience across both health and education will help enhance Slingshot’s work in these areas. [Jazmin Withers](#) has experience working in various roles in the nonprofit sector. She graduated from Harding University with a Bachelors in Business Administration. Her background in program design contributes to Slingshot’s work advancing the effectiveness of the programs we study.



Janice Okeke, Impact Associate



Jazmin Withers, Impact Analyst

Principal Investments. We are excited to celebrate AutoZone as a new Principal Investor. This support will contribute to the MemWorks initiative, helping enable the primary research. In addition, Slingshot will support AutoZone with its Community Impact report.



Sincerely,

Jared Barnett
CEO

About Slingshot Memphis

Slingshot Memphis is a poverty-fighting center of influence that's igniting a movement to revolutionize the way we fight poverty. To turn our mission into reality, we work alongside poverty-fighting organizations to study their effectiveness, identify opportunities to enhance their outcomes, and invest directly to amplify high-impact programs and services.

Slingshot cannot achieve this mission on its own. You can revolutionize poverty-fighting by:

- Investing in Slingshot's [Accelerate Impact Fund](#) to support organizations based on their effectiveness to know your philanthropy is making a difference.
- Using the [reports and insights](#) on Slingshot's website in your poverty-fighting efforts and encourage others to as well.