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# **Institutional Change to Increase African American Male Success**

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# Agenda

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- Origins of A<sup>2</sup>MEND
- Mission & Purpose
- A<sup>2</sup>MEND Initiatives
  - Annual African American Male Summit
  - Student Mentoring Program & Scholarships
  - Student Chapters
- Impact & Outcomes
- Discussion & Questions



# Setting the Context

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115 California Community Colleges serve 2.1 million students:

- 1 of every 14 African Americans who are enrolled in higher education in the U.S. attends a California Community College
- 1 of every 7 African Americans enrolled in community colleges in the U.S. attends a California Community College
- 82% of all African American males enrolled in public, postsecondary institutions in CA, are enrolled in the California Community College system

## Setting the Context

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The California Community College System has not met its responsibility to successfully educate African American males:

- Percentage of certificates and degrees earned
- Transfer rates
- Persistence rates
- Average cumulative GPA



There is a lack of institutional capacity and expertise to effectively serve African American men.

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# Opportunities for Institutional Change & Capacity Building

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- Disrupting Campus Racial Bias/Stereotype Threats
  - Non-deficit Based Approaches: Resilient & Resistant
  - Culturally Centered/Responsive Teaching & Support Service Practices
  - Systemic vs Programmatic Responses to Address Student Success
  - Effective and Equity-Minded Hiring Practices
  - Bi-directional Accountability
  - Consistently High Student Expectations
  - Clear Career Pathways with Outcomes
  - Structured Peer Support Systems
  - Service Learning/Community Service/Leadership Opportunities
  - Positive Black Male Images-Yes We Can!
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# The Emergence of A<sup>2</sup>MEND



# Mission & Purpose

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## The Vision

To be the nation's leading organization in fostering African American Male success in community colleges

To achieve our vision, we strive to:

- Provide expertise to build, support, and sustain institutional capacity that effectively addresses the needs of African American men
  - Hold the community college system accountable for the success of African American men
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# Our Initiatives

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- Annual African American Male Summit
- Mentoring Program
- Student Scholarships
- Student Charters
- Professional Development





# African American Male Summit

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- Pre-Conference Institutes
- Keynote Speakers
- Concurrent Sessions & Tracks
- College Fair & Job Fair
- Scholarship Dinner
- Sponsors & Partnerships
- 500-600 African American males and 400-500 professionals every year



# African American Male Summit: Video Highlight – March 2019

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# Student Mentoring Program

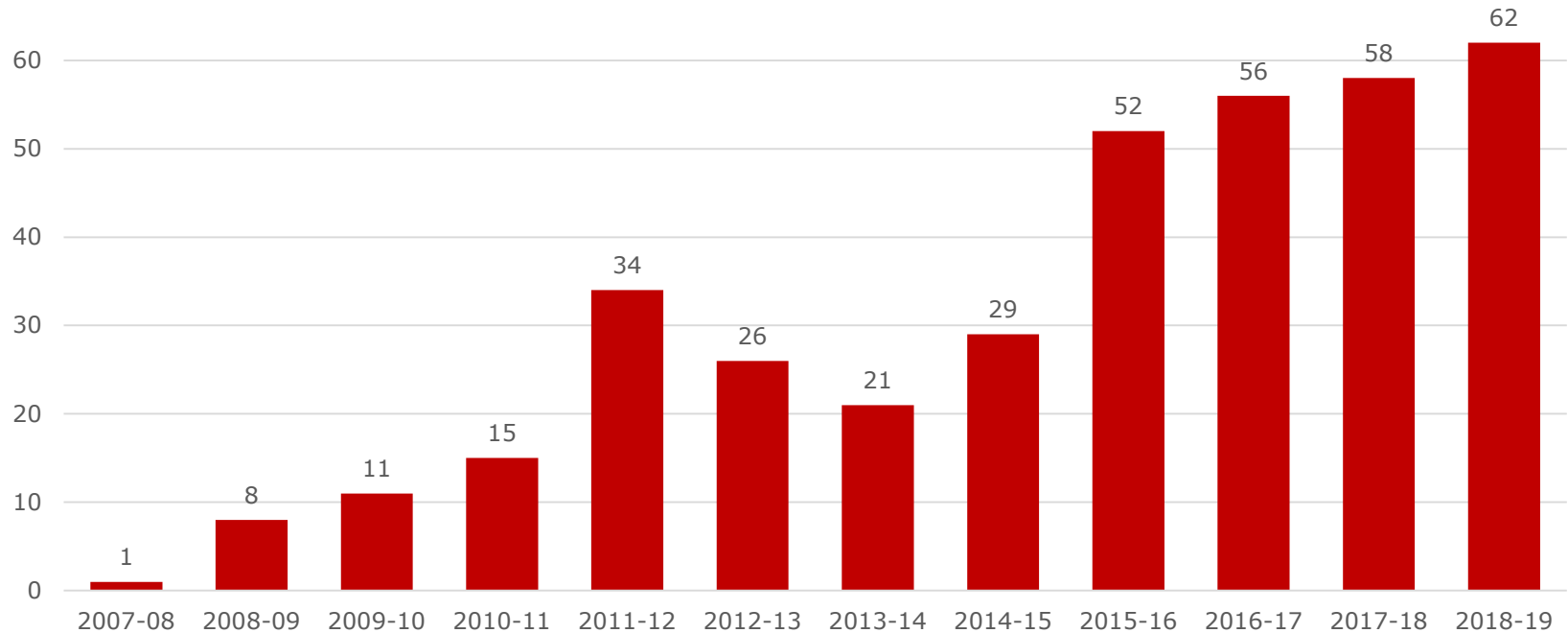
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- High expectations and accountability (with support)
  - Positive role models
  - Positive peer groups
  - Focus on the success of African American men
  - Student engagement behaviors
  - Navigating campus culture; social capital
  - Career and educational goal setting
  - Positive reinforcement, encouragement and validation
  - Bigger purpose; reaching back and bringing others along
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# Student Mentoring Program

Since 2008, A<sup>2</sup>MEND has mentored 373 community college students

Number of A<sup>2</sup>MEND Mentees

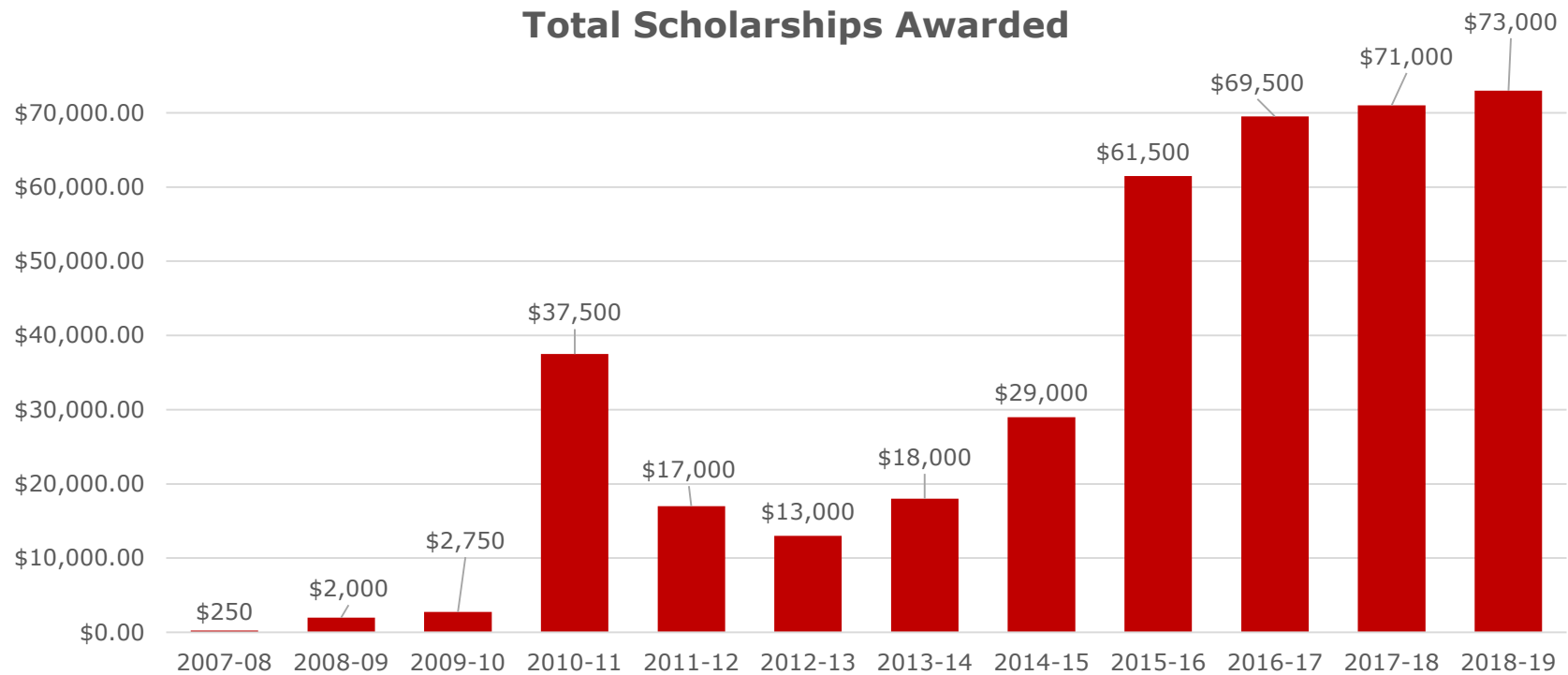


\*duplicated mentee count

# Student Scholarship Program

**During the last 12 years, the A<sup>2</sup>MEND organization has awarded nearly \$400,000 in student scholarships**

**Total Scholarships Awarded**



# Student Charters

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The A<sup>2</sup>MEND Student Charters provides a student support structure that establishes an affirming environment where African American male students and other men of color are able to thrive.

The aim of the A<sup>2</sup>MEND Student Charters:

- Improve academic success
  - Develop culturally competent servant student leaders
  - Develop competent life skills
  - Reaffirm African/African American cultural traditions
  - Create awareness around issues of social justice
  - Foster a culture of positive peer pressure
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# Student Charters

- Antelope Valley College
- College of the Desert
- College of Sequoias
- Cosumnes River College
- Evergreen Valley College
- Long Beach City College
- Moorpark College
- Moreno Valley College
- Mt. San Jacinto College





# Student Charters (2019)

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- San Bernardino Valley College
- College of the Canyons
- Pasadena City College
- Fullerton College
- West Los Angeles College
- San Jose City College



# Cultural Excursion



# Impact & Outcomes

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- Received a \$1,000,000 (\$200,000/year for 5 years) Grant from the California Community College Chancellor's Office
  - Partnership with State-wide Academic Senate
  - State-wide Policy Summits
  - STEM Initiative with Base 11
  - Established an A<sup>2</sup>MEND Endowment/Scholarships
  - Professional Development
    - 1 Chancellor, 3 Presidents, 3 VPs, 2 deans, 4 Faculty
    - Professional Development for Career Pathways
    - Institutional Capacity Building Workshops
  - Cultural Excursions with A<sup>2</sup>MEND Mentees to Africa
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# Student Mentoring Program: Video Highlight – March 2019

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# Thank you

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**Questions, Comments & Discussion**

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