



Institutional Change to Increase African American Male Success

Dr. Edward Bush, Founder, President, Cosumnes River College

Dr. Herb English, President, A²MEND

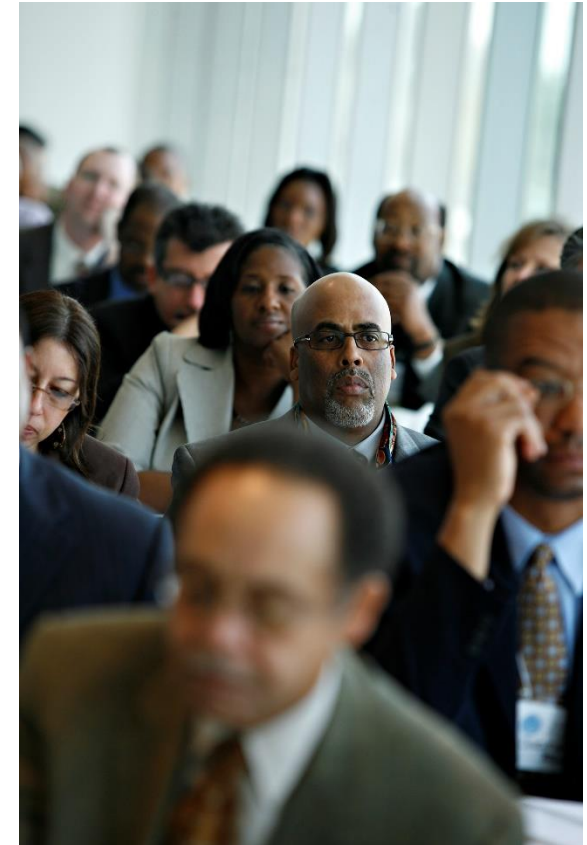
Dr. Byron Breland, Chancellor, North Orange Community College District

Dr. Dyrell Foster, President Las Positas College

Dr. Ricky Shabazz, President, San Diego City College

Agenda

- Setting the Context
- Origins of A²MEND
- Mission & Purpose
- A²MEND Initiatives
 - Annual African American Male Summit
 - Student Mentoring Program & Scholarships
 - Student Charters
 - Study Abroad in Africa
- Impact & Outcomes
- Discussion & Questions



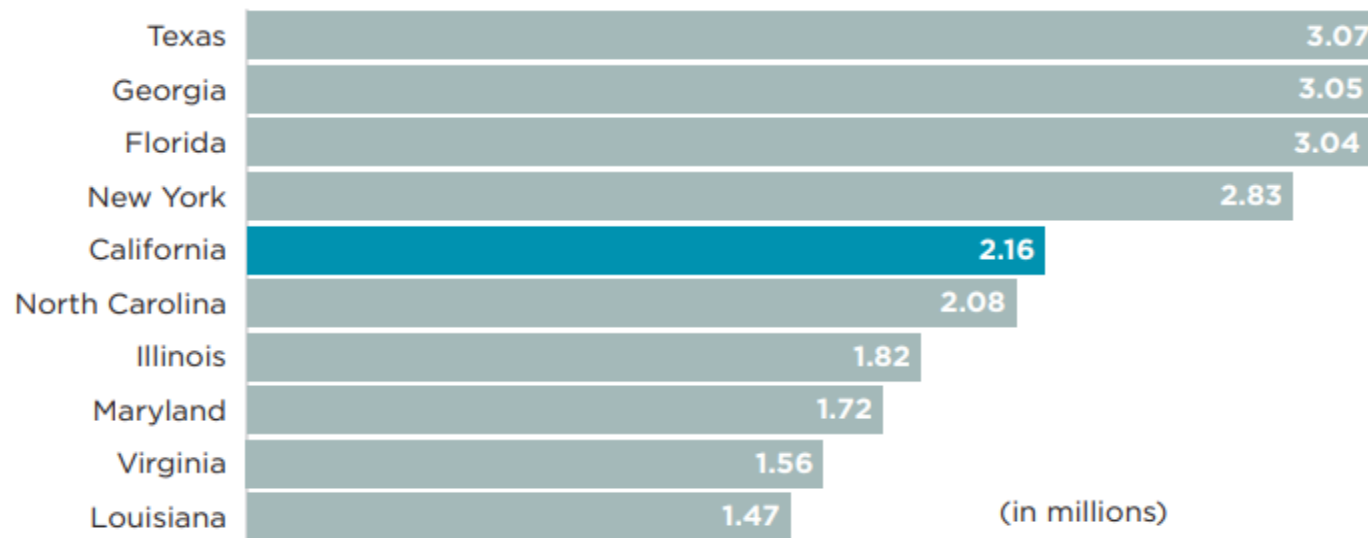
Setting the Context

California's Black Population

California is home to the fifth-largest Black population in the United States

California is home to the fifth largest Black population in the nation with 2.16 million Black residents. Only Texas, Georgia, Florida, and New York have more Black residents than California (Figure 1).

Figure 1. There are nearly 2.2 million Black residents in California



Source: U.S. Census Bureau, American Community Survey, Public Use Microdata Sample, 2016

Setting the Context

116 California Community Colleges serve nearly 2 million students:

- 1 of every 14 African Americans 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 a California Community College

Setting the Context

- California high schools graduate Black students at lower rates than all other racial/ethnic groups
- California Community Colleges transfer only three percent of Black students within two years, and only 35 percent within six years
- 63 percent of Black community college students do not earn a degree, certificate, or transfer within six years

Setting the Context

- 57 percent of Black CSU freshman do not complete a degree within six years and only nine percent do so in four years
- 93 percent of Black for-profit college students do not complete a degree within six years.
- Almost half of all Black students who attended college left without a degree

Setting the Context

Most Community Colleges are failing to successfully educate African American males in terms of:

- 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 males in most community colleges



Founded in 2006, A²MEND is the nation's leading organization in fostering African American male success within community colleges. We hold the community college system accountable for the success of African American males, through professional development we provide our expertise as educational leaders, and practitioners to community colleges to build, support, and sustain institutional capacity that effectively addresses the needs of African American males.

Our Mission & Vision



Our Mission

A²MEND's mission is to work to ensure the interest and success of African American students, faculty, staff and administrators at California's community colleges. A²MEND educators utilize their scholarly and professional expertise to foster institutional change within the community college system to increase success of African American male students.



Our Vision

The vision of A²MEND is to become the nation's leading organization that fosters African American male success in community colleges. To achieve our vision, we strive to:

- Hold California's community college system accountable for the success of African American males.
 - Provide our expertise to community colleges in an effort to build, support and sustain institutional capacity that effectively addresses the needs of African American males.
 - Support African American men in their career development, advancement and achievement in community colleges.
 - Serve as a network for African American educators.
-

Our Initiatives

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



Our Initiatives

- 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



Our Initiatives

- Clear Career Pathways with Outcomes
- Structured Peer Support Systems
- Service Learning/Community Service/Leadership Opportunities
- Positive Black Male Images-Yes We Can!
- Academic Excellence in transfer, retention and completion



THE AUSAR PROJECT:

resurrecting black male excellence



2023
HYATT LAX LOS ANGELES, CA.

PRE-CONFERENCE
MARCH 1ST
2-DAY SUMMIT
MARCH 2ND-3RD

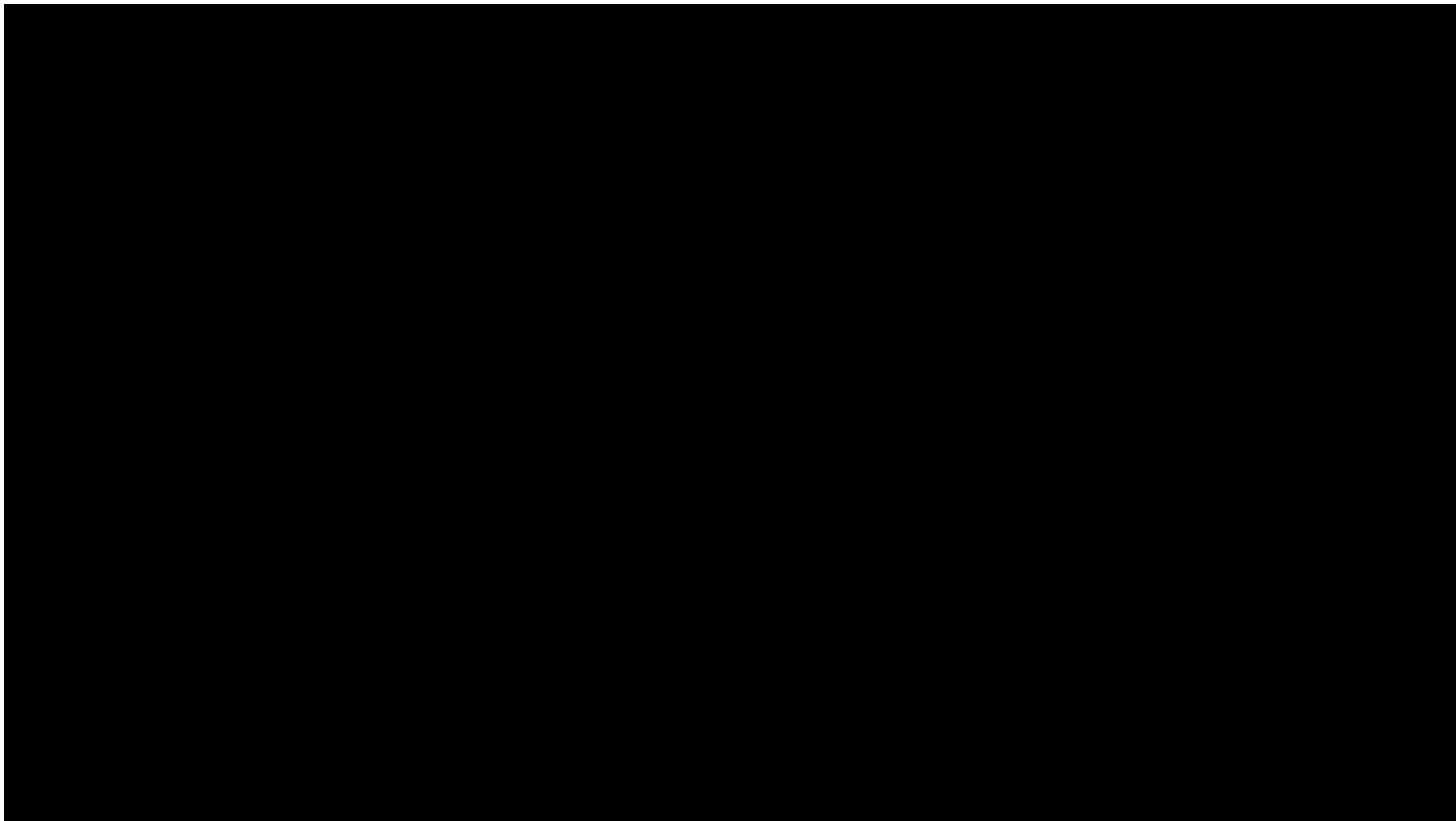
- Pre-Conference Institutes-Women's Leadership Institute
- Knowledge Bowl
- Keynote Speakers
- Concurrent Sessions & Tracks
- College Fair & Job Fair
- Student Charter Meetings



500-600 African American males and 500-600 professionals each year

The conference showcases students being their authentic self and their scholarship

African American Male Summit: Video Highlight



Student Mentoring Program

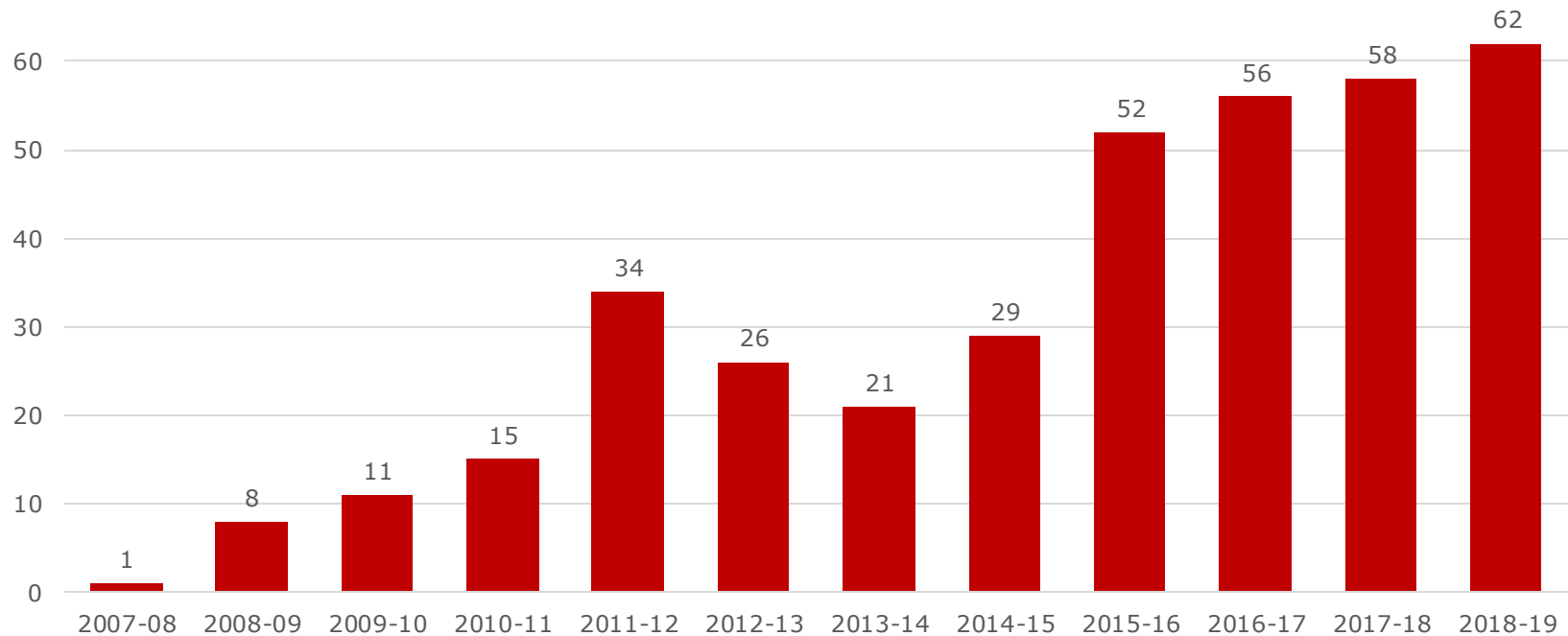


- High expectations and accountability (with support)
 - Positive role models via **Mentor Coordinator and Advisors**
 - Positive peer groups
 - Focus on the success of African American men
 - Student engagement behaviors (**Mental Health Counseling**)
 - Navigating campus culture; social and cultural capital
 - Career and educational goal setting
 - Positive reinforcement, encouragement and validation
 - Bigger purpose; reaching back and bringing others along
 - Student Leadership Academy-**Creating a Learning Culture**
-

Student Mentoring Program

From 2008-2019, A²MEND has mentored over 500 students

Number of A²MEND Mentees



*duplicated mentee count

Student Mentoring Program



Student Success Outcomes:

- Since 2019, A²MEND has mentored over 240 students in leadership (There are currently 53 mentees in our program)
 - Since 2019, 85 mentees have transferred to 4-year universities (16 additional mentees will transfer this fall)
 - Since 2020, 31 mentees have earned Bachelor's Degrees (4 additional mentees will earn their Bachelor's Degrees this spring)
-

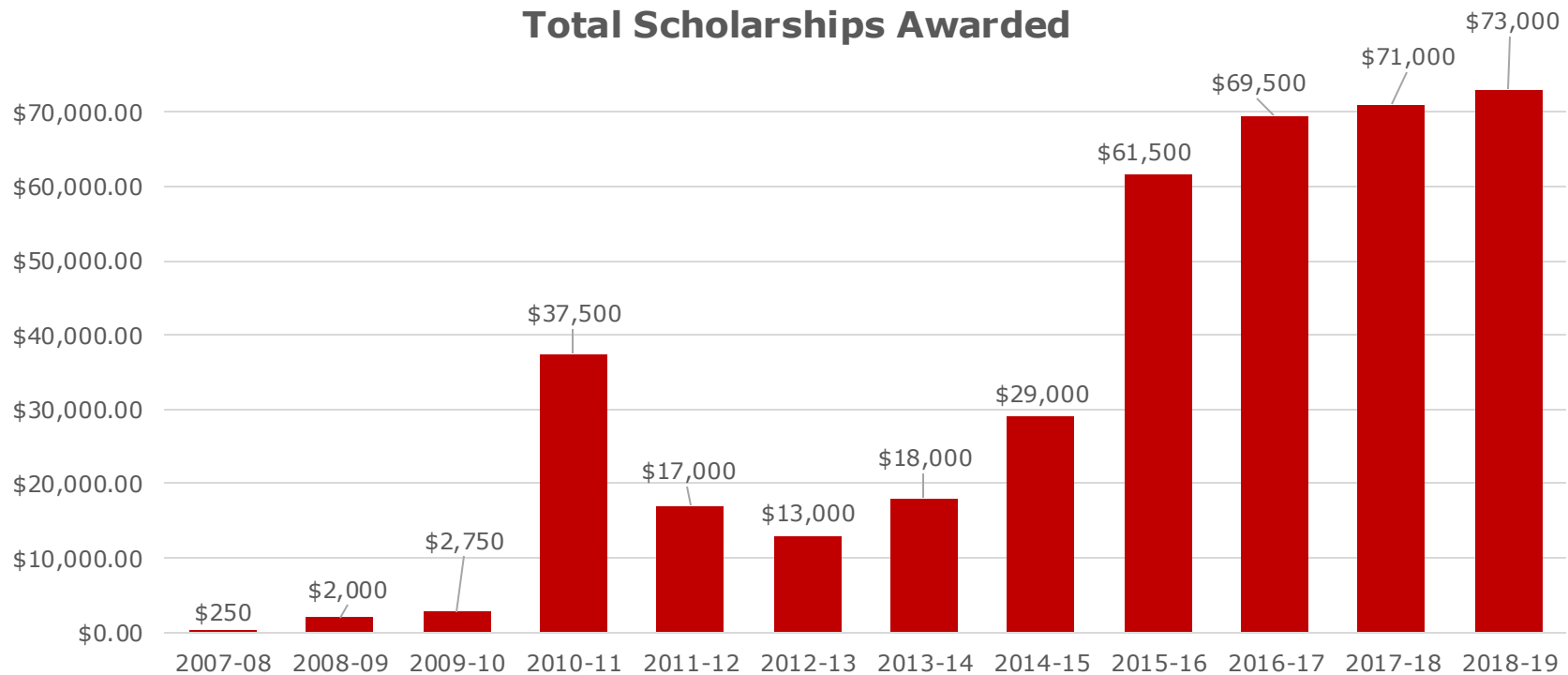
Student Mentoring Program: Video Highlight



Student Scholarship Program

A²MEND has awarded nearly \$1 million in scholarships since 2007

Total Scholarships Awarded



Student Charters

- Officially recognized as a student organization by Associated Students
 - Access to benefits of a student organization (resources, funding, events, awards, training, & recognition)
 - Creates mechanism for colleges to have a meaningful engagement with men of color
 - Easily aligns with College's Student Equity Goals and Plans
 - Allows students to interact with other men of color throughout the State that is focused on being successful
 - Creates a system of accountability for students
-

Student Charters

The aim of the A²MEND 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 and mental health
 - Establishes a learning culture within a brotherhood
-

Student Charters

30 Student Charters in the CA Community College System
Over 450+ students served



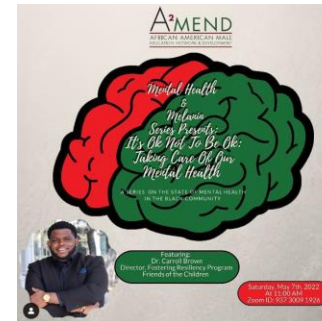
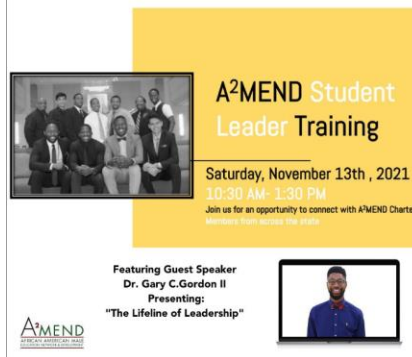
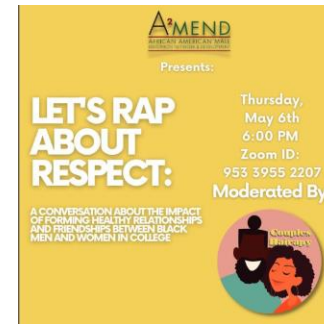
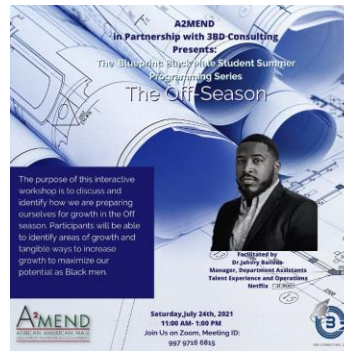
Current A²MEND Student Charters



-
1. American River College
 2. Antelope Valley College
 3. Bakersfield College
 4. College of the Canyons
 5. College of the Desert
 6. College of the Sequoias
 7. Cosumnes River College
 8. Cypress College
 9. Evergreen Valley College
 10. Fullerton College
 11. Grossmont College
 12. Imperial Valley College
 13. Las Positas College
 14. Long Beach City College
 15. Merced College
 16. Mira Costa College
 17. Monterey Peninsula College
 18. Moorpark College
 19. Moreno Valley College
 20. Mt. San Jacinto College
 21. Mt. San Antonio College
 22. Pasadena City College
 23. Reedley College
 24. Riverside City College
 25. Sacramento City College
 26. San Bernardino Valley College
 27. San Diego City College
 28. San Jose City College
 29. Solano Community College
 30. West Valley College
-

Student Charter Activities

- In addition to local campus programming, Charter Members and Advisors are invited to participate in statewide A²MEND programming. 5 events per semester, minimum.



Charter Advisors

- Many Advisors take on the role in addition to their current role at the campus. Release time/compensation/adjustments in their schedule are not uniform as they are contingent on institutional support/campus buy-in.
 - The amount of time, effort, and dedication that Advisors pour into Charter members is not easily quantifiable and is often overlooked
 - Recruitment, retention, and succession planning are often difficult and time-consuming processes for them
 - Tasked with building various relationships and establishing visibility on behalf of the Charter in many departments/divisions of the campus and the greater community.
 - In reality, the title “Advisor” does not completely encapsulate the undertaking of their roles; yet many do it because of their passion for the students.
 - Monthly meetings with A²MEND Advisor Coordinator
 - Summer Advisor Training and Onboarding
-

Study Abroad-Africa

- African American students account for less than 5% of the students who study abroad
- Since 2018 A²MEND has taken nearly 50 student mentees to study abroad in Africa
- Most students had never traveled abroad or had a passport
- Many of them are flying and staying in hotels for the first time
- Students get to see colleges and universities where Black students are the majority
- The organization has sponsored students to visit over 8 countries in Africa to the tune of over \$400,000



A²MEND has taken students to Ethiopia, Morocco, Senegal, Egypt, Shana, Keny, and Tanzania

Impact & Outcomes

- 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 A²MEND Endowment/Scholarships
 - Professional Development
 - 1 Chancellor, 3 Presidents, 4 VPs, 2 deans, 4 Faculty
 - Professional Development for Career Pathways
 - Institutional Capacity Building Workshops
 - Cultural Excursions and Study abroad with Mentees to Africa
-

Thank you



WWW.A2MEND.ORG

Questions, Comments & Discussion
