Empowering Men of Color Webinar

Alejandra Acuña, Ph.D., LCSW, PPSC
Assistant Professor of Social Work
Founder, Minority Male Mentoring (M3)
California State University, Northridge

Craig Elliott, Ph.D.
President, ACPA
College Student Educators International
Assistant Vice President for Enrollment and Student Services
Samuel Merritt University

Adrian H. Huerta, Ph.D.
Assistant Professor of Education
Pullias Center for Higher Education
University of Southern California

Vincent T. Harris, Ph.D.
Director, Male Success Initiative
California State University, Fullerton
Empowering Men of Color Webinar

Adrian H. Huerta, PhD
Assistant Professor of Education
University of Southern California
@AdrianHuertaPhD | @USCPullias

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● Dr. Adrian Huerta sets the context for this webinar about educational successes for males of color

● Dr. Alejandra Acuña with some of her students will discuss the Minority Male Mentoring (M3) program at California State University Northridge

● Dr. Vincent Harris will share his program history and efforts at California State University Fullerton

● Dr. Craig Elliott will provide his reflections and takeaways from these two efforts

● Dr. Adrian Huerta will talk about the men of color toolkit
Alejandra Acuña, Ph.D., LCSW, PPSC
*Instagram:* @csun_m3
*Facebook Group:* CSUN Minority Male Mentoring
*Email:* m3@csun.edu

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Minority Male Mentoring (M3): A Multi-Tiered Model for College Success since 2016

Alejandra Acuña, PhD, LCSW, PPSC
Multi-Tiered Program

Tier 1 - Macro
✓ Outreach Events
✓ Social Marketing Campaign (flyers, posters & video)
✓ Research & Professional Development

Tier 2 - Meso
✓ Focus Groups
✓ Basketball Clinic & Pick-Up Games
✓ Resilience and Coping Groups

Tier 3 - Micro
✓ One-on-one mentoring

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Stress Screening

Trouble concentrating?
- Not at all: 5%
- Almost always: 21%
- Once in a while: 45%
- Half the time: 29%

Not felt close to people around you?
- Not at all: 12%
- Almost always: 31%
- Once in a while: 31%
- Half the time: 26%

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<thead>
<tr>
<th>Screening Participants</th>
<th>N=65</th>
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<tbody>
<tr>
<td>Gender</td>
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<tr>
<td>Male</td>
<td>43</td>
<td>(66.2%)</td>
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<tr>
<td>Female</td>
<td>21</td>
<td>(32.3%)</td>
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<tr>
<td>Trans-masculine</td>
<td>1</td>
<td>(1.5%)</td>
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<tr>
<td>Race/Ethnicity</td>
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<tr>
<td>Latina/o</td>
<td>47</td>
<td>(72.3%)</td>
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<tr>
<td>Black</td>
<td>11</td>
<td>(16.9%)</td>
</tr>
<tr>
<td>Other</td>
<td>7</td>
<td>(10.8%)</td>
</tr>
</tbody>
</table>
**Stress Screening**

Feeling irritable or having fits of anger?
- Not at all: 10%
- Almost always: 24%
- Once in a while: 44%
- Half the time: 22%

Feeling future plans/hopes will not come true?
- Not at all: 30%
- Once in a while: 30%
- Half the time: 14%
- Almost always: 26%
# Stress Support

## Support Participants (N=52)

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<thead>
<tr>
<th>Gender</th>
<th>N</th>
<th>%</th>
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</thead>
<tbody>
<tr>
<td>Male</td>
<td>28</td>
<td>53.8</td>
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<tr>
<td>Female</td>
<td>24</td>
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## Race/Ethnicity

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<tr>
<th>Ethnicity</th>
<th>N</th>
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<td>Latinx</td>
<td>40</td>
<td>76.9</td>
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<tr>
<td>Black</td>
<td>5</td>
<td>9.6</td>
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<td>Native American</td>
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<tr>
<td>Southeast Asian</td>
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<td>1.9</td>
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<tr>
<td>Other</td>
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<td>7.7</td>
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Stress Support

<table>
<thead>
<tr>
<th>Week</th>
<th>Session</th>
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<tbody>
<tr>
<td>One</td>
<td>Introduction, Confidentiality, Relaxation Exercise</td>
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<tr>
<td></td>
<td>Education about Common Reactions to Stress</td>
</tr>
<tr>
<td>Two</td>
<td>Thoughts &amp; Feelings</td>
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<tr>
<td></td>
<td>Combating Negative Thoughts</td>
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<tr>
<td></td>
<td>Individual Sessions</td>
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<tr>
<td>Three</td>
<td>Avoidance and Coping</td>
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<tr>
<td></td>
<td>Individual Sessions</td>
</tr>
<tr>
<td>Four</td>
<td>Introduction &amp; Practice to Social Problem-Solving</td>
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<tr>
<td></td>
<td>Individual Sessions</td>
</tr>
<tr>
<td>Five</td>
<td>Exposure to Stress Memory through Imagination/Drawing/Writing</td>
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<tr>
<td>Six</td>
<td>Relapse Prevention and Graduation Ceremony</td>
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</tbody>
</table>

The groups experienced high attrition, but participants reported significant reductions in PTSD symptoms pre to post intervention.
Focus Groups

*With everything that you’ve been through, what gets you up in the morning?*

- “So what gets me up every morning or what gets me going is like um… I dream every night or like every day that my family is not gonna have to struggle anymore and it’s gonna be good. That my two nieces are gonna grow up and not have to work while going to college even during high school to help their mom… so stuff like that keeps me going.”
Focus Groups

Purposeful Vulnerability & Overly Self-Reliant

- “I think I broke out of the shell where I wasn’t afraid to ask questions…You know the second I said ‘F*** it’ and ‘yeah, I don’t know. I am a student, like what’s up?’ You know the professor explains something and I don’t get it, ‘ah na’ explain it again… Most importantly ask, always ask. Can’t be afraid to not know - to be wrong.”
- “I didn’t talk with my advisor at the beginning. I was like, ‘I think I got this’ and ‘I’ll take these classes and do this’ and it messed me up. I was taking classes that I didn’t need to and wasting so much time.”

Family Level Support/Modeling & Misunderstanding

- “If my dad can come home every day to this fucked up neighborhood and household and still get up to go to work the next day, and that environment with inhaling all these fuels and all this stuff. I was like I am pretty sure I can go to school and stress out about a book.”
- On the other hand, a few reported family priorities as barriers to college success: “My dad does not necessarily put the value on the college education that am getting. Umm particularly because it is anthropology. He uh doesn’t see any value in that and he just sees money, money, money.”

Community Level Risk & Protective Factors

- “I wanna change how people see minorities…I wanna challenge the assumptions they have…I can do something, I can make something of myself, and I’m not just another statistic.”
- “So I’m 34 years of age and out of the small group of friends that I grew up with, none of them have a 4-year degree, they don’t own a master’s, yet they all have criminal records… including myself.”

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M3 Team
(Faculty, Undergraduate & Graduate Students)

Please stay connected:
Alejandra Acuña, PhD, LCSW, PPSC
Assistant Professor
Department of Social Work, CSUN
aacuna@csun.edu

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Thank you!

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Vincent T. Harris, Ph.D.

Twitter: @iamDrVTH; @MSIFULLERTON
Instagram: @iamDrVTH; MSIFULLERTON
Facebook: MSIFULLERTON

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“Where Men of Color Achieve the Fullness of their Potential”

Dr. Vincent Harris
Director, MSI-Fullerton

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This is MSI-Fullerton Video
Review of Presentation

Prioritizing the needs of all men of color campus-wide = Development of MSI-Fullerton

Beyond MSI-Fullerton into the fullness of our potential.

From Their Perspectives MSI-Fullerton Data Brief Findings

The Brotherhood MSI-Success Scholars & MSI-Fellows

Cohort Model Engagement Fall B2B Retreat Yearly Programming Summer Virtual Post
MSI-Then and Now!

Pilot Phase
- 2013 – 2014
- 2014 – 2015

MSI-Fullerton Department
- As of 2016 – 2017
- 2017- 2018
- 2019-2020
- & beyond

MSI-Fullerton 4th Year...

Full Time Team
- Director
- Senior Program Coordinator
- Department Admin Coordinator

Part-Time Team/Student Staff
- (1) Graduate Student Assistant
- (3) Student Assistants, (2) Vacant
- (5) Brother-2-Brother Peer Mentors
- (4) Faculty & Staff Success Coach (3) Vacant
- (1) Counseling and Psychological Services (MSI- Liaison)
- TBD: Academic Advisor,
Our Mission

The Male Success Initiative-Fullerton (MSI-Fullerton) is a California State University-Fullerton (CSUF) department where undergraduate men of color achieve the fullness of their potential. Housed in the Division of the Student Affairs, the purpose of MSI-Fullerton is to support and advance the potential of undergraduate men of color by providing tailored programming and services that empower brothers with the skills and knowledge needed to foster academic success; establish a support network of mentors; increase graduation & retention rates; and strengthen the sense of brotherhood among all CSUF students who self-identify as men of color. (African American, Hispanic/Latino, Asian-American/Pacific Islander, American Indian, and multiracial men; this also includes men of trans experience).

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“The Brotherhood”
Scholars Program & Fellows Program

**MSI Scholarship**
The Male Success Initiative-Fullerton’s Success Scholars

**Join Our Scholarly Brotherhood**
WHERE UNDERGRADUATE MEN OF COLOR ACHIEVE THE FULLNESS OF THEIR POTENTIAL

**MSI-SUCCESS SCHOLARS SCHOLARSHIP**
Selected scholars will receive a one-year merit scholarship of $2,000 each academic year starting with the 2017-2018 academic year. This scholarship is a 4-year renewable scholarship capped at $8,000 per year but not to exceed $12,000. The MSI Success Scholars Initiative is geared to support (1) increasing (men) men of color to enroll, their student experiences, support the retention of men of color at CSUF, and help to alleviate academic related financial barriers.

**MSI-OPT IN Program**
The Male Success Initiative-Fullerton’s MSI-Fellows

**MSI-FELLOW POTENTIAL PACK**
Make them and make them exclusive with us.

CALIFORNIA STATE UNIVERSITY FULLERTON™
The Facts Then...

### FTF CSUF Native Men of Color Avg GPA

<table>
<thead>
<tr>
<th>Cohort</th>
<th>Cohort size</th>
<th>Average GPA</th>
<th>Average Cum Units</th>
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<th>Average GPA</th>
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<td>2.78</td>
<td>80.7</td>
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<td>3</td>
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<td>Fall 2014</td>
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<td>2.39</td>
<td>46</td>
<td>Fall 2015</td>
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<td>2.03</td>
<td>41.5</td>
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<td>Fall 2016</td>
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<td>31.7</td>
<td>All</td>
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<td>Enrolled Socie 17</td>
<td>7</td>
<td>2.73</td>
<td>58.9</td>
<td>1741</td>
<td>2.89</td>
<td>78.8</td>
<td>118</td>
<td>2.72</td>
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<td>2.75</td>
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<td>319</td>
<td>2.88</td>
<td>78</td>
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<tr>
<td>Asian/Pacific Isl</td>
<td>457</td>
<td>2.79</td>
<td>113.2</td>
<td>24</td>
<td>2.57</td>
<td>69.4</td>
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<tr>
<td>Black</td>
<td>32</td>
<td>2.42</td>
<td>92.8</td>
<td>33</td>
<td>2.72</td>
<td>51.2</td>
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<tr>
<td>Hispanic</td>
<td>724</td>
<td>2.55</td>
<td>100.3</td>
<td>784</td>
<td>2.58</td>
<td>50.3</td>
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<tr>
<td>Two or More Races</td>
<td>96</td>
<td>2.71</td>
<td>109.2</td>
<td>83</td>
<td>2.77</td>
<td>54.4</td>
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MSI-Scholarship
The Male Success Initiative—Fullerton’s Success Scholars

JOIN OUR SCHOLARLY BROTHERHOOD
WHERE UNDERGRADUATE MEN OF COLOR
ACHIEVE THE FULLNESS OF THEIR POTENTIAL

MSI-SUCCESS SCHOLARS SCHOLARSHIP
Selected scholars will receive a one-year merit scholarship of $3,000 each academic year starting with the 2017-2018 academic year. This scholarship is a 4-year renewable scholarship, capped at $3,000 per year (for a total not to exceed $12,000). The MSI-Success Scholars Initiative is geared to support 15 incoming freshmen men of color to enrich their student experiences, support the retention of men of color at CSUF, and help to alleviate academic related financial barriers.

WHO IS ELIGIBLE TO APPLY?
• Apply and qualify for admissions to Cal State Fullerton as a first-time freshman
• Demonstrate high motivation and academic potential to succeed in college
• Be classified as a California resident by Cal State Fullerton’s Admissions and Records
• Must apply for Federal Student Aid (FAFSA) by the state priority deadline as listed on the application
• Demonstrate an awareness of the support and needs of underrepresented student groups
   *Currently, this is only supporting first-time incoming or first semester freshmen (first-time Transfer students are not eligible)

APPLICATION AWARD
• $3,000 Each Recipient ($1,500 per semester)
   *Times 4 years totaling up to $12,000
   (Contingent on completion of requirements)
   **This scholarship does not fund summer semesters.

MAINTAINING SUCCESS SCHOLAR ELIGIBILITY:
To remain eligible for the program once the scholarship has been awarded, brothers must:
• Maintain a 3.0 GPA or higher for (4) years starting Fall 2017
• Maintain continuous enrollment at Cal State Fullerton
• Abide by CSUF University standards for appropriate conduct & community behavior
• Participate in major specific enrichment programs
• Be receptive to staff monitoring academic performance & university records
• Participate in a total of (32) community service hours, 16 hrs each semester (Fall/Summer) for a total of (4) years

MORE THAN A SCHOLARSHIP...IT’S A BROTHERHOOD
• Maintain ACTIVE participation in all year long MSI-programming & events
• Follow the MSI-Brotherhood Code
• Attend local, regional, national student leadership conferences
• Secure summer career related opportunities
• Maintain and establish career plan freshmen-senior year

APPLY ONLINE: WWW.FULLERTON.EDU/MSI/
Voices Of Our Brothers

"Thank you for seeing potential in me and for seeing me as a real man."

"I think brotherhood is... just being there for one another... you might not talk for weeks or months but... you feel comfortable saying hey I need this, like I need help with this, can you help me out?"

"Everyone just came in and said... its going to be okay. To me that was love. That is brotherhood."

MSI-Success Scholars College Distribution

- Business and Economics: 27%
- Humanities and Social Sciences: 27%
- Engineering and Computer Science: 23%
- Natural Sciences and Mathematics: 10%
- Health and Human Development: 7%
- Communications: 3%
- Art: 3%

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MSI-Opt in Program
The Male Success Initiative-Fullerton's
MSI-Fellows

MSI-Fellows is an opt in program. There is no selection process. Each student is encouraged to actively participate in MSI-Fullerton. By becoming a brother through our MSI-Fullerton Fellows Program, students are able to receive all of the non-scholarship related resources and support services. Among the opportunities offered to those who sign up to become an MSI-Fellows are: Academic Coaching, Tailored Mentoring, Unique Professional & Social programs, Community Projects, Leadership Development Workshops, along with National, Regional and Local Conference Travel.

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“The Inaugural year”

Pillars of Potential

Academic Coaching/ Tailored Mentoring

Leadership, Engagement, Enrichment, & Development (L.E.E.D.)

Career Trajectory

Gender & Masculinity

Retention & Graduation & Growth & Enjoyment

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Priorities Vs. Pace
- Internal/external capacity

MALE SUCCESS INITIATIVE-FULLERTON
2019 SPRING CALENDAR

- M.Y.E.C.
  Date: 01/19/19
  Time: 8:30am-2:00pm
  Location: Titan Gym

- Grand Opening
  Date: 04/29/19
  Time: TBA
  Location: LM 226

- New Fellow Orientation
  Dates: 01/18/19, 01/25/19, 02/01/19
  Time: 2:00pm-4:00pm
  Location: Juniper 150

- The Gathering Senior Signing Day 2019
  Dates: 06/17/19
  Time: 5:30pm-6:30pm
  Location: Alumni House

MALE SUCCESS INITIATIVE
FALL CALENDAR 2019

- Brother 2 Brother MSI Retreat
  September 20-22, 2019

- BroHabitation
  September 26, 2019
  2:00pm-4:00pm
  Pine 140

- Demystifying Asian Male Stereotypes
  November 5, 2019
  5:00pm-8:00pm
  PSS Theatre

- MSI Holiday Social
  December 10, 2019
  2:00pm-4:00pm
  Juniper 111

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MSI = IMPACT
Intent Vs. Impact

Brother-2-Brother Peer Mentoring Program

Academic Coaching
The (1st) Pillar of Potential MSI-Fullerton
Academic Coaching allows us to set high expectations for our brothers in tandem with high academic support. We aim to initiate this high level of support by developing individual and group programming that deconstruct the hidden curriculum of higher education spaces.

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Networks = Graduation = Careers

L.E.E.D.
The (2nd) Pillar of Potential serves as a driving thrust of our programming and curriculum model. The second Pillar: LEED - Leadership, Engagement, Enrichment, & Development is embedded within our curriculum and produces programs and events that are specific to brotherhood development outcomes.

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csufmsi@fullerton.edu
Suited -4- Success

MSI = IMPACT

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Intent Vs. Impact

Gender & Masculinity

The (4th) Pillar of Potential serve as a foundational pillar of our work. Gender & Masculinity serves to reimagine traditional gender and masculine norms often associated with men of color (MOC) in higher education spaces.

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MSI-Fullerton

= 

An Equal Playing Field

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Grand Opening of
MSI-Fullerton Center
Spring 2019

The new MSI-Fullerton Center consists of (7) office spaces: (3) staff offices, (1) graduate student space, including (2) student assistant staff. (1)-shared multipurpose student study space equipped with classroom presentation smart-technology for hosting workshops, video conferences, and presentations, (1)-computer lab and group study room with free printing. And lastly, (1) room to dedicated to the “Brother-2-Brother Mentoring Program”.

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“WHERE MEN OF COLOR
ACHIEVE THE FULLNESS OF THEIR POTENTIAL”

STAY CONNECTED TO MSI-FULLERTON

CSUFSMSI@FULLERTON.EDU
FULLERTONMSI
MSIFULLERTON

Vincent T. Harris, PhD
Director,
Male Success Initiative-Fullerton

vharris@fullerton.edu
@iamDrVTH

@USCPullias #PulliasMOC
“Where Men of Color Achieve the Fullness of their Potential”

Dr. Vincent Harris
Director, MSI-Fullerton
Thank you!

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Reflections and takeaways

Craig Elliott, Ph.D.
Twitter: @DrCraigElliott
Instagram: @cmedos; @myacpa

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Questions and answer with panelists

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USC Pullias is doing:

- Research paper presentation about three men of color programs in at NASPA next month (Tuesday 3/31 10:15am-11:05am, JW 203)

- Literature review scan of best practices to support men of color in higher education (Early Summer 2020)

- Toolkit for practitioners working with or developing a men of color program (Fall 2020)

- Follow @USCPullias on Twitter, FB, or Linkedin for updates on our practitioner tools and future webinars focused on men of color for 2020.

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THANK YOU!

Alejandra Acuña | IG: csun_m3 | email: m3@csun.edu
FB: CSUN Minority Male Mentoring

Craig Elliott | @DrCraigElliott @acpaprez

Vincent T. Harris | @IAMDrVTH | @MSIFULLERTON

Adrian H. Huerta | @AdrianHuertaPhD | ahhuerta@usc.edu

USC Pullias Center for Higher Education | @USCPullias

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