BrotherHOOD Initiative

Board of Regents
General Session
Tuesday, October 7, 2014

Reggie Barnes – Director, Diversity and Community Involvement
Brandon Britt – Student Coordinator, BrotherHOOD Initiative
Gregory Thomas – BrotherHOOD Scholars UNIV 101L Instructor
The BrotherHOOD is a university-wide initiative designed to engage and foster a stronger sense of community for men of color at EMU.

**Strategic Theme #1: Student Engagement and Success**

- **Goal 2:** Develop a comprehensive and systematic approach to improve services and processes that enhance student persistence and graduation.

- **Goal 3:** Prepare students to successfully and meaningfully interact with people from diverse backgrounds.

**Strategic Theme #2: Service and Engagement**

- **Goal 2:** Improve community perceptions of EMU.
Learning Outcomes

Through participation in the BrotherHOOD, men of color will be able to:

1. Develop and maintain healthy, mutually beneficial relationships.

1. Exhibit self-reliant behaviors necessary to effectively seek out help, manage their time and attend to their personal affairs.

1. Challenge socialized hyper-masculine and misogynistic attitudes that escalate interpersonal conflicts and perpetuate abusive behavior.

2. Develop and articulate plans to achieve individual short- and long-term academic, professional and personal goals.

3. Effectively and coherently communicate through writing and speaking.
What Makes This Program Unique?

1. Research-based, success-driven model
2. What motivates men of color to persist and graduate?
3. Assume greater institutional responsibility

Programs and Services

1. Engagement and Mentoring
2. BrotherHOOD Scholars Program (Pilot)
3. Professional and Leadership Development
4. Pipeline Programs
5. Campus Awareness Campaigns
Capacity-Building Grant: $10,000

EMU was 1 of 20 grantees selected nationwide from a pool of over 140 applicants. This grant will help us:

- Quantify the impact of environmental factors we believe lead to greater attrition rates for men of color at EMU
- Identify specific success strategies that best promote retention and degree completion for men of color
- Measure the impact of the intervention strategies we implement.
Capacity-Building Provider

University of Wisconsin’s Equity and Inclusion Laboratory
Jackson Consulting Firm

Dr. Jerlando Jackson:
- Director and Chief Research Scientist (Wei Lab)
- Vilas Distinguished Professor of Higher Education (UW-Madison)
- President of the Jackson Consulting Firm

Dr. LaVar Charleston:
- Assistant Director and Senior Research Associate (Wei Lab)
- Vice President of the Jackson Consulting Firm
- Adjunct Professor, Educational Leadership and Policy Analysis
Capacity-Building Project: 12 Months

Project Deliverables

- Conduct individual interviews with university and community stakeholders;
- Help us conduct a comprehensive needs analysis of programs and services for men of color;
- Identify key research and programmatic indicators;
- Prepare a research and evaluation plan;
- Develop and refine survey instruments to help us gather data from men of color and construct an academic profile of students who succeed and those who do not;
- Analyze quantitative and qualitative data and develop a data-use plan;
- Provide suggestions for items to include in a dashboard platform;
- Write and submit a final report for senior leadership.
Advancing the Success of Boys and Men of Color in Education

Recommendations For Policymakers

A report from seven centers that rigorously investigate the educational experiences of boys and men of color.
Safe space for men of color to foster stronger relationships with other male students, faculty and staff and to participate in intentional developmental conversations.