

Empowering Men of Color Webinar

MINORITY
MALE
MENTORING



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*

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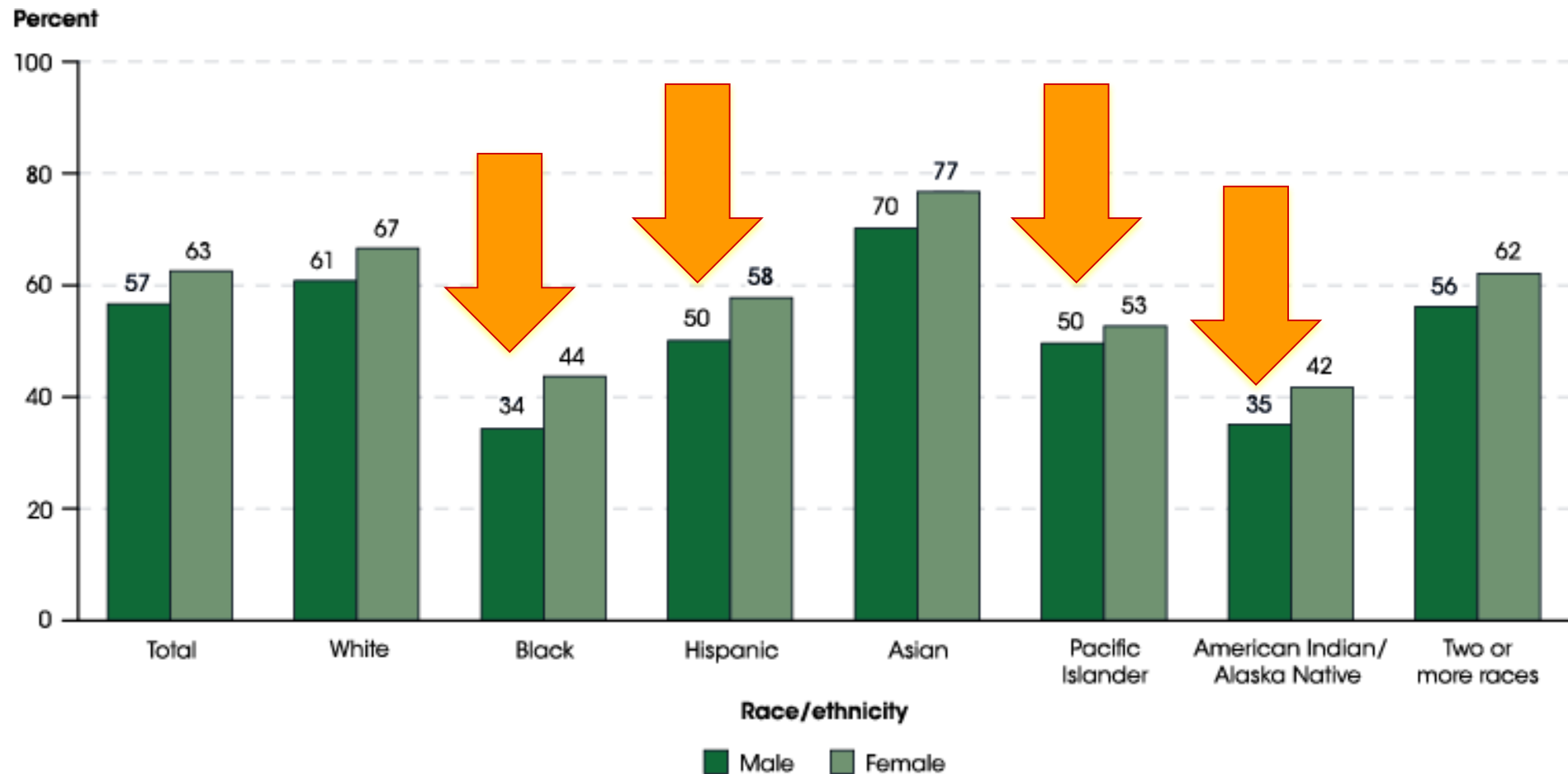


Empowering Men of Color Webinar

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

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Alejandra Acuña, Ph.D., LCSW, PPSC

Instagram: @csun_m3

Facebook Group: CSUN Minority Male Mentoring

Email: m3@csun.edu

@USCPullias

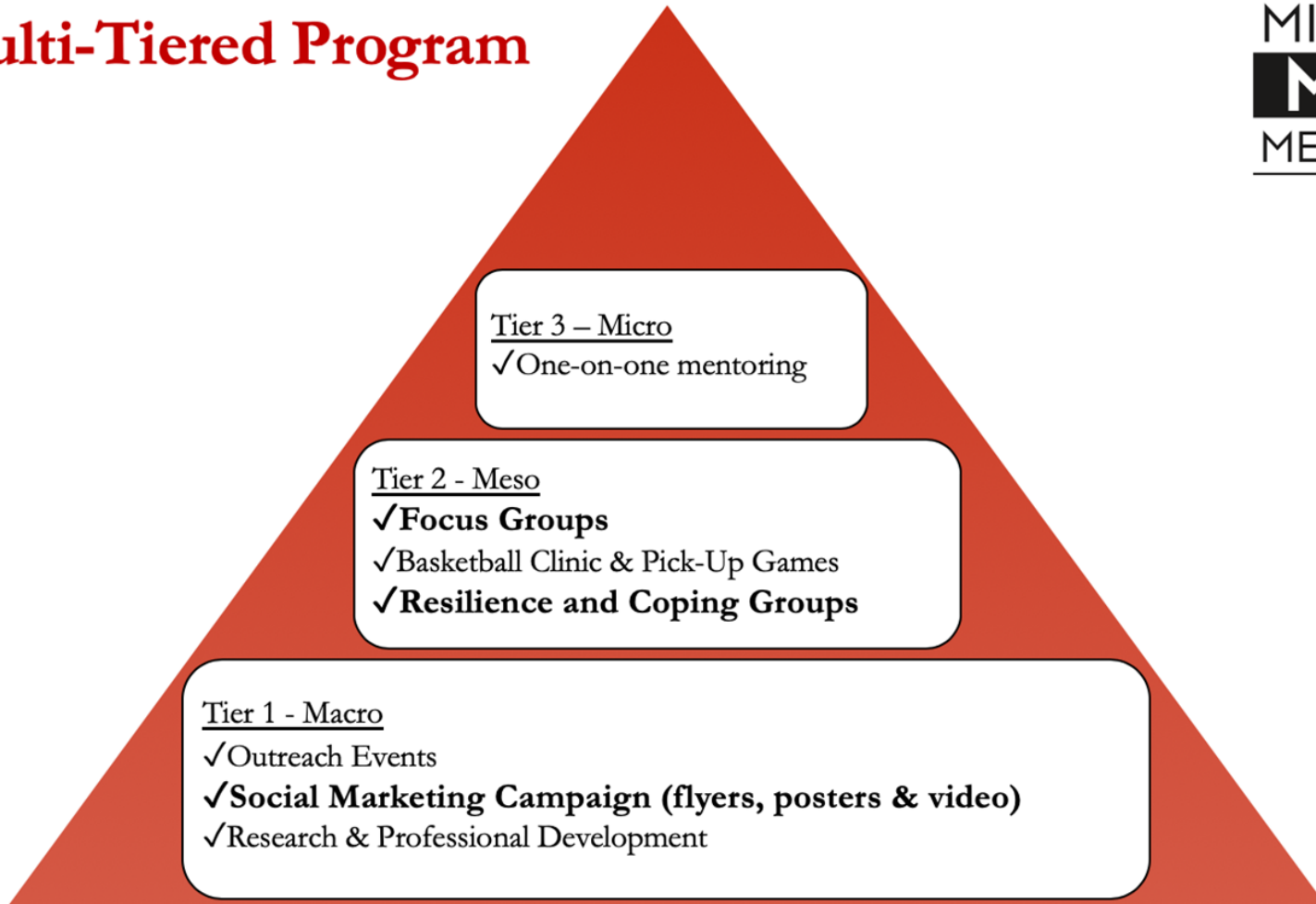
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Minority Male Mentoring (M3): A Multi-Tiered Model for College Success since 2016

Alejandra Acuña, PhD, LCSW, PPSC

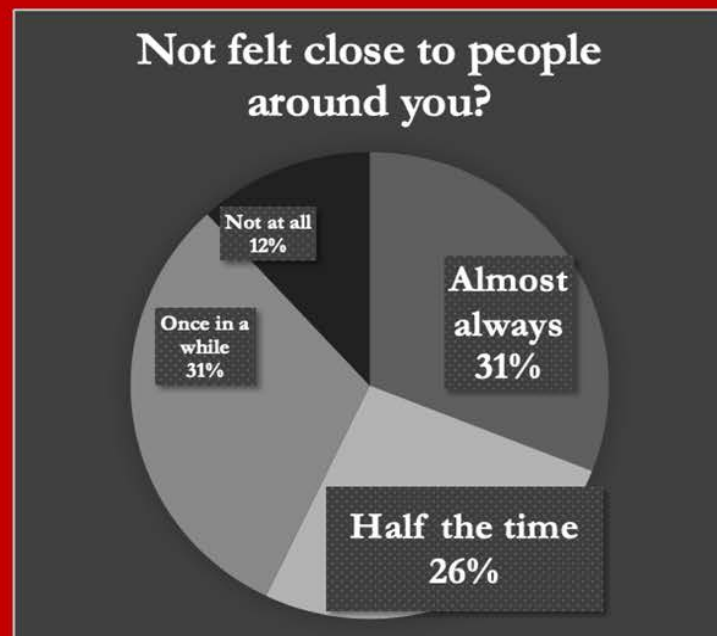
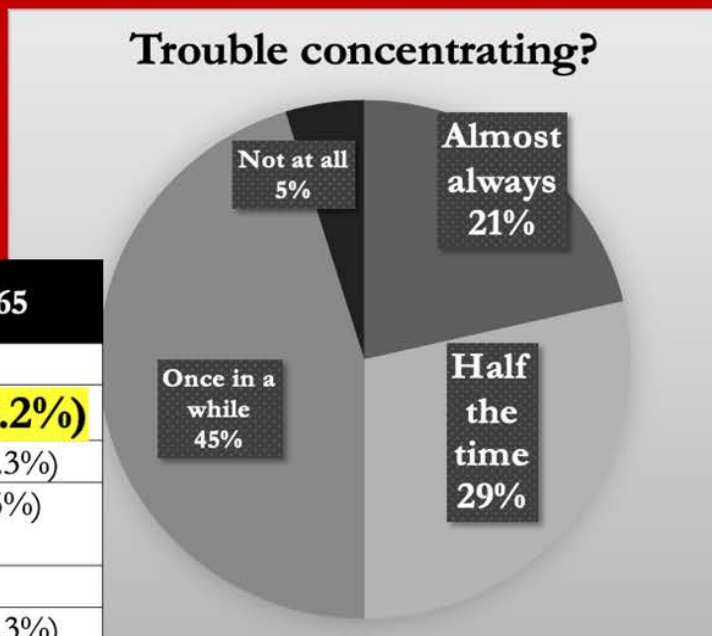
Multi-Tiered Program

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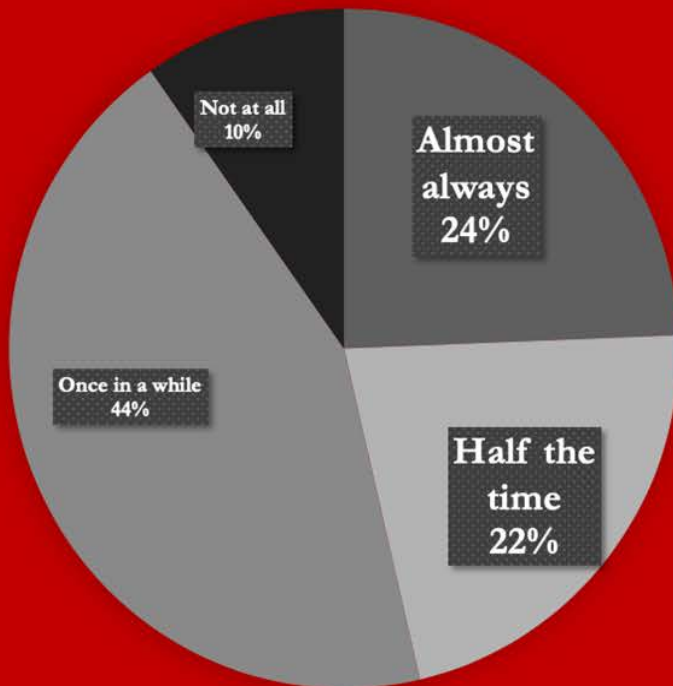
Stress Screening

Screening Participants	N=65
<i>Gender</i>	
Male	43 (66.2%)
Female	21 (32.3%)
Trans-masculine	1 (1.5%)
<i>Race/Ethnicity</i>	
Latina/o	47 (72.3%)
Black	11 (16.9%)
Other	7 (10.8%)

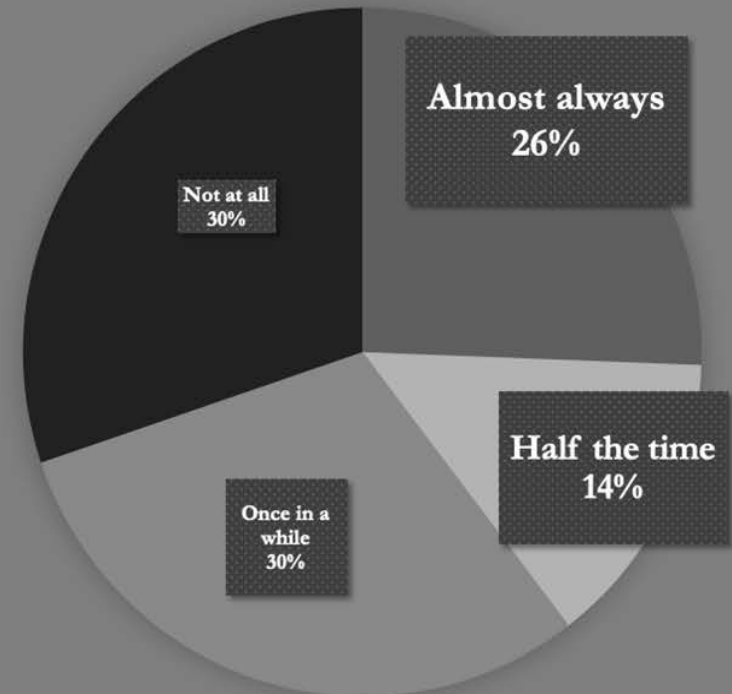


Stress Screening

Feeling irritable or having fits of anger?



Feeling future plans/hopes will not come true?



Stress Support

Support Participants (N=52)		
	N	%
<i>Gender</i>		
Male	28	53.8
Female	24	46.2
<i>Race/Ethnicity</i>		
Latinx	40	76.9
Black	5	9.6
Native American	2	3.8
Southeast Asian	1	1.9
Other	4	7.7



“I could not have been successful in college or graduate school without the support, guidance and resources provided by both my M3 Career Mentor and my M3 Peer Mentor. My life will never be average or what it was expected to be. I am setting a new standard.”
- Vincent Tubb '18 MPA

Coping & Resilience Groups

When you're stressed out or feeling irritable, it's completely normal to have a hard time sleeping and concentrating. But this stress can get in the way of your life! You don't have to live this way.

Join us at a resiliency workshop and build your skills to cope with stress and bounce back even stronger.

Take our student stress reaction questionnaire (https://csun.sbs.qualtrics.com/SE/?SID=SV_261BnoeAkLgGKRD) to find out if you could benefit from this group.

M3 groups will equip you with the necessary skills to better cope with stress and build resilience. You deserve to feel better!

For more information about the groups, contact Alejandra Acuña at m3@csun.edu or (818) 677-7798.

Instagram & Twitter: [@csun_m3](https://www.instagram.com/csun_m3)
Facebook: [facebook.com/csunn3](https://www.facebook.com/csunn3)
www.csun.edu/m3

Stress Support

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

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.”

MINORITY MALE MENTORING

Gabriel Bustrie '13 B.A. Chicano/o Studies
CSUN

Daniel Larrea '18 B.A. Kinesiology - Sports Studies
CSUN

Omar Bustribe '15 Ph.D. Psychology
University of California Santa Cruz

“There are a lot of individuals who will say, I can do it on my own. I did it on my own.”
No, you didn't. By not taking advantage of opportunities, people are being wasteful
because the purpose of my mentors helping me was so I could help hundreds of others.”
- Gabriel Bustrie, Ph.D. Political Science

Focus Groups

Only 26 percent of African-Americans, 18 percent of Latinos and 26 percent of American Indians complete postsecondary degrees — with the percentages even lower among men. In solidarity we have power. Let's work together and figure out how to get more men of color graduating, succeeding and leading.

The M3 team is made up of faculty, graduate students and research assistants committed to the academic, personal and professional success of Latino, African-American/Black, Southeast Asian and other minority students.

M3 seeks to understand what motivates male college students of color and what gets in the way of their college success. We are recruiting CSUN male students of color for a series of focus groups to better understand their motivators and stressors.

The focus groups will consist of three one-hour sessions over the course of three weeks. Pizza will be provided at each session and each participant will receive two movie tickets after the third focus group meeting.

To register, please contact Alejandra Acuña at M3@csun.edu or (818) 677-7798.
Instagram & Twitter: @csun_m3
Facebook: [facebook.com/csunm3](https://www.facebook.com/csunm3)
www.csun.edu/m3

CSUN

Focus Groups

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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.”

M3 Team

(Faculty, Undergraduate & Graduate Students)

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Please stay connected:

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

@USCPullias

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Thank you!



Vincent T. Harris, Ph.D.

Twitter: @iamDrVTH; @MSIFULLERTON

Instagram: @iamDrVTH; MSIFULLERTON

Facebook: MSIFULLERTON

@USCPullias

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



Dr. Vincent Harris
Director, MSI-Fullerton

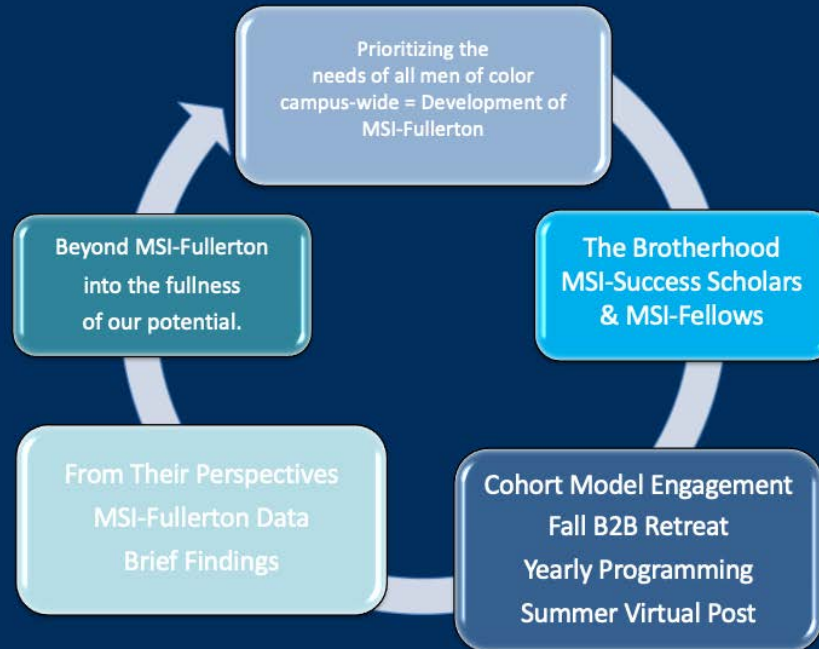


CALIFORNIA STATE UNIVERSITY
FULLERTON™

This is MSI-Fullerton Video



Review of Presentation



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).

"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 \$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.

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



**MSI-FELLOW
POTENTIAL PACK**

Join now and earn these exclusive items.
For more information contact:
csufmsi@fullerton.edu



The Facts Then...

FTF CSUF Native Men of Color Avg GPA

Cohort	American Indian			Asian/Pacific Isl			Black			Hispanic			Two or More Races		
	Cohort size	Average GPA	Average Cum Units	Cohort #	Average GPA	Average Cum Units	Cohort #	Average GPA	Average Cum Units	Cohort #	Average GPA	Average Cum Units	Cohort #	Average GPA	Average Cum Units
Fall 2012	3	2.78	80.7	457	2.79	113.2	32	2.42	92.8	724	2.55	100.3	96	2.71	109.2
Fall 2013	3	2.45	52.1	430	2.65	91.9	41	2.52	76.2	834	2.53	86.3	86	2.6	89.4
Fall 2014	2	2.39	46	453	2.7	75.3	24	2.57	69.4	716	2.57	69.9	88	2.86	78.3
Fall 2015	2	2.03	41.5	427	2.84	55.3	33	2.72	51.2	784	2.58	50.3	83	2.77	54.4
Fall 2016	3	2.73	31.7	396	2.82	31.5	36	2.38	24	771	2.54	29.6	71	2.79	32.5
All	13	2.48	51.4	2163	2.76	73.44	166	2.52	62.1	3829	2.55	67.1	424	2.74	75.2
Enrolled Spring 17	7	2.73	58.9	1741	2.89	78.8	118	2.72	68.2	2918	2.75	73.5	319	2.88	78



MSI-Scholarship
The Male Success Initiative-Fullerton's
Success Scholars

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Cohort 4 Application Timeline
Open Spring 2020 TBA
Close Spring 2020 TBA
Subject to change

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 freshman (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 all 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

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APPLY ONLINE: WWW.FULLERTON.EDU/MSI/

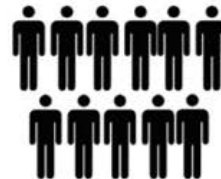
MSI-Scholarship
The Male Success Initiative-Fullerton's
Success Scholars



MSI Program Ethnicity
(Scholars and Fellows)

- Race ethnicity Unknown (5%)
- Two or More (5%)
- Asian/Pacific Islander (15%)
- Black/African American (18%)
- Hispanic/Latino (57%)

3.13 GPA (Average CSUF
Male GPA is 2.7)



11
MSI Success Scholars
on the Dean's List
(3.5 or higher in at least 12 units)

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MSI-Scholarship
The Male Success Initiative-Fullerton's
Success Scholars

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

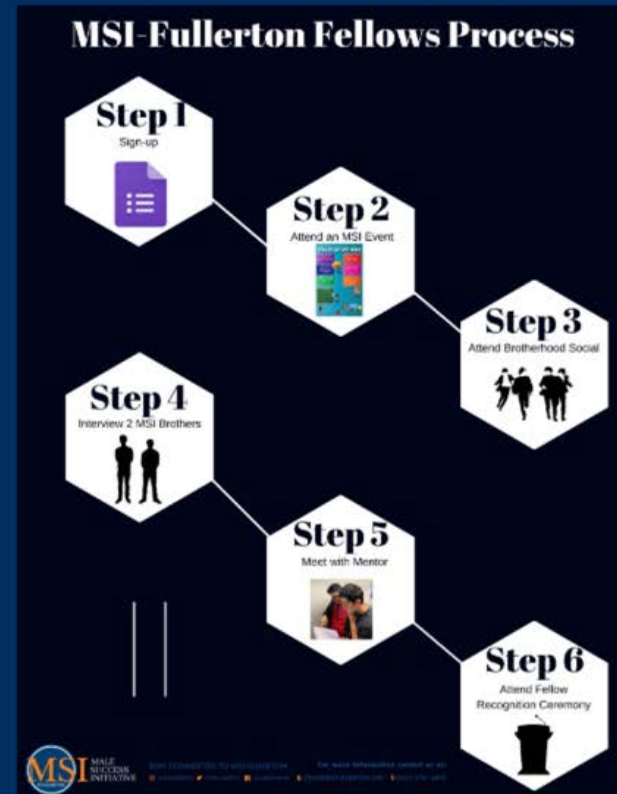


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MSI-Opt In Program
The Male Success Initiative-Fullerton's

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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**Program Specific
Curriculum for M.O.C.**

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“The Inaugural year” Pillars of Potential



Priorities Vs. Pace
 Internal/external capacity

MALE SUCCESS INITIATIVE-FULLERTON 2019 SPRING CALENDAR

M.Y.E.C.
Date: 01/18/19
Time: 8:30am-2:00pm
Location: Titan Gym

The Role We Play: Challenging Unhealthy Masculinity; Embracing A Feminist Perspective
Date: 03/06/19
Time: 12:00pm-2:00pm
Location: UH 205

Moment of Brotherhood
Date: 02/07/19
Time: 3:00pm-5:00pm
Location: TSU Tutor-AE

Grand Opening
Date: 04/29/19
Time: TBA
Location: UH 229

New Fellow Orientation
Date: 02/19/19
03/05/19
04/16/19
Time: 2:00pm-4:00pm
Location: Juniper 150

The Gathering Senior Signing Day 2019
Dates: 05/07/19
Time: 5:30pm-8:30pm
Location: Alumni House

MSI Week
04/29-05/09/2019

REMIND
03/07-08/19

MSI Maximize Diversity

Must Go

Can't Miss

Mandatory

STAY CONNECTED TO MSIFULLERTON
 @msifullerton @msifullerton @msifullerton
 CALSTATEFULLERTON.EDU | (951) 379-4872

MSI
=
IMPACT

MALE SUCCESS INITIATIVE FALL CALENDAR 2019

WHERE UNDERGROUNTS MEN OF COLOR ACHIEVE THE FULLNESS OF THEIR POTENTIAL

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

Eating Healthy On A Budget
October 22, 2019
2:00pm-4:00pm
Juniper 111

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

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

From Hip Hop: A Conversation with Men of Color in the Media & Entertainment Industry
October 8, 2019
2:00pm-4:00pm
Pine 111
Sponsored by T. Howard Foundation

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

PILLARS OF POTENTIAL

- Academic Coaching/Talored Mentoring
- Leadership/Support Services & Community
- Career Trajectory
- Gender & Masculinity

New MSI Center
GH 230

STAY CONNECTED TO MSIFULLERTON
 @msifullerton @msifullerton @msifullerton

FOR MORE INFORMATION CONTACT US AT:
 230-488-1111 | 230-488-1111 | 230-488-1111

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.

Circle Of Change
Leadership Conference



CSU-DH
Spring Summit



CSUF
The Brotherhood Collective



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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.

2ND ANNUAL CALIFORNIA STATE UNIVERSITY FULLERTON MALE YOUTH EMPOWERMENT CONFERENCE
DECLARING YOUR DESTINATION

EVENT DETAILS
WHEN: Friday, January 19th, 2018
WHERE: California State University Fullerton
TIME: 8:00 am to 2:00 pm

California State University Fullerton
800 N. State College Blvd.
Fullerton, CA 92831
Tel: 714.773.4933

MSI



CALIFORNIA STATE UNIVERSITY FULLERTON

MALE YOUTH EMPOWERMENT CONFERENCE

csufmsi@fullerton.edu

MSI = IMPACT

MYEC & Beyond

Suited -4- Success



csufmsi@fullerton.edu

MEN'S SUCCESS SERIES SP'18

#CSUFBROTHERSUNITED

A SERIES OF EVENTS THAT WILL ENGAGE AND EMPOWER MALE STUDENTS WHILE ADDRESSING THEIR NEEDS AND STRUGGLES ON THEIR PATH TO SUCCESS

SUITED FOR SUCCESS: A FITTING AND GROOMING SOCIAL

WITH SPECIAL GUEST
WADE THE BARBER

WITH SPECIAL GUESTS
FREE HAIR CUTS IN A FIRST-COME, FIRST-SERVE BASIS

Date: Tuesday, April 10, 2018
Location: Juniper 150 (Housing)
Time: 11:30am-3:30pm

THIS PARTICIPANT'S WAGE ATTEMPT TO GET TO US MEN'S SUCCESS SERIES PROGRAMS WILL COVER AN OPERATIONAL EXPENSE FOR OTHER (S) BROTHERS SERVING OUR COMMUNITY. *YOUR WILL BE COVERED ON BEHALF OF MSI*

NOT CONNECTED TO FULLERTON SPONSORED BY & IN COLLABORATION WITH BY ANY INFORMATION ABOUT US

FULLERTON
COLLEGE OF EDUCATION

Career Trajectory

The (3rd) Pillar of Potential serves to promote early career/post-graduation planning between Sophomore and Junior year to increase our brothers post-graduation success and life goals. The third Pillar: Career Trajectory: Declaring your Potential will occur in overlapping stages within our curriculum.

MSI = IMPACT

WELCOME BROTHERS



BROTHER 2 BROTHER RETREAT



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



Intent Vs. Impact

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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



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[FULLERTONMSI](https://www.facebook.com/FULLERTONMSI)



[MSIFULLERTON](https://www.instagram.com/MSIFULLERTON)

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

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[@lamDrVTH](https://www.instagram.com/lamDrVTH)

[@USCPullias](https://www.instagram.com/USCPullias)



[#PulliasMOC](https://www.instagram.com/PulliasMOC)

"Where Men of Color Achieve the Fullness of their Potential"



Dr. Vincent Harris
Director, MSI-Fullerton



Thank you!

@USCPullias

#PulliasMOC



Craig Elliott, Ph.D.

Twitter: @DrCraigElliott

Instagram: @cmedos; @myacpa

@USCPullias

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Questions and answer with panelists

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.



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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