



Brother to Brother
An Urban Male Initiative



MAY 2022

Brother to Brother

Strategic plan

BROTHER TO BROTHER: AN URBAN MALE INITIATIVE



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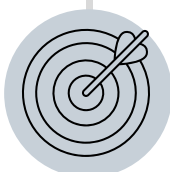
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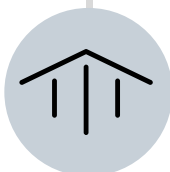
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Who We Are

Brother to Brother (B2B) is an Urban Male Initiative program in the Center for Multicultural Engagement and Inclusion (CMEI) that applies four programmatic pillars: leadership development, social integration, academic support, and career preparation to increase the recruitment, retention, and graduation rates of male-identified students of color at MSU Denver, and to meet the future workforce needs in the local, national, and global economy. This initiative was originally launched as a one-time funded pilot program in Fall of 2013 and became a formal program of the CMEI in Fall 2019.

Needs Statement

The B2B program represents a bold step to address issues of equality with a diverse population of male-identified students of color at MSU Denver and serves as the first comprehensive program created to specifically address issues and needs facing this demographic of the student population.

According to Insight into Diversity, a 2015 report titled Building a Grad Nation, released by America's Promise Alliance, indicates that by 2020, the U.S. is on track to graduate a record number of high school students. However, according to a study by the Schott Foundation for Public Education, the gap between Black men and their White peers has widened as the nation's overall graduation rate has continued to rise. Furthermore, in 2011 – 2012, the national graduation rate for Black men was 59%, for Latin(x) 65%, and for Whites 80%. As B2B focuses on male-identified students of color's success, it is important to expose them to programs that promote their ability to move toward their goals and aspirations during and after their college matriculation.

Since male-identified students of color are not monolithic and differ in terms of race, cultural ethnicity, identity, sexual orientation, and expression, there is not a one-size-fits-all approach to addressing their needs and interests. Therefore, the B2B program presents a well-rounded set of approaches to meet the individualized needs of male-identified students of color.



Mission

The mission of Brother to Brother is to empower male-identified students of color at Metropolitan State University of Denver (MSU Denver) to feel a sense of belonging, be leaders of the community, obtain academic success, and be agents of change in the workforce.

Vision

Through brotherhood, academic support, college completion, and wellness, B2B participants will earn their degrees and have a succinct future plan.

Program Pillars

- **Academic Skill Building** – Assist students to build strong habits, organizational skills, and test taking skills.
- **Social Enrichment** – Offer social activities to create a sense of community for male-identified students of color including the development of lasting relationships with peers and students.
- **Leadership Development** – Provide opportunities for students to learn more about leadership styles, skills-building, and leadership opportunities on the MSU Denver campus.
- **Career and Graduate School Planning** – Students receive support to prepare to transition into a career, or graduate school after graduation.



Goals & Action Plan

The following goals and action plan are created to establish benchmarks that are currently in alignment with the CMEI and MSU Denver strategic plan. The goals and action plan actively measure the progress of the B2B program, and this strategic plan exists as a living document – meant to change and transition with the needs of the institution. The goal is to expand the B2B program at MSU Denver to serve a larger group of male-identified students of color to provide more intentional support and relevant programs.

B2B Program Goal 1

Identify involvement and engagement opportunities that support recruitment, retention, and persistence to increase male-identified students of color's participation in co-curricular activities.

Action 1: Recruitment – The B2B program will approach recruitment with the following strategies listed below:

- **Increase on-campus awareness**
 - B2B will take a grassroots traditional approach (in-person presentations, civic engagement, etc.). Presentations about B2B will be presented at, but not limited to New Student Orientations, Transfer Days, and in-class visits.
 - Informational tabling on campus about the B2B program to raise awareness and outreach to the general Auraria campus population.
 - B2B will host one informational program session during the Fall and Spring academic semesters for currently enrolled, incoming, new, or transferring students to MSU Denver.
 - Flyers, posters, and brochures will be created and placed in designated areas and departments around MSU Denver campus to promote the B2B program.
 - B2B will utilize MSU Denver's promotional resources and departments (i.e., the on-campus digital displays, The Blog, Met Media, Early Bird (faculty/staff), The Runner (students), etc.) to advertise our program and/or events.
- **Utilizing the CMEI and all supporting MSU Denver department referrals**
 - The CMEI staff and campus partners will help promote, participate, and encourage potential B2B candidates to their cohort of male-identifying students of color.
 - The MSU Denver admissions office will receive periodic updates regarding the B2B program to ensure potential MSU Denver students are aware of the B2B program requirements and on-campus events for male-identifying students of color.
- **The B2B program will partner, collaborate, and support other on campus events**
 - The B2B program will recruit male-identifying students of color through campus wide events (i.e., MSU Denver's Welcome Week, Fall Fest, Spring Fling, New Student Orientation, Athletic department events and home games etc.).



Action 2: Retention – A holistic and intrusive coaching approach will allow B2B to reconnect with students who discontinued the pursuit of their education due to financial circumstances, academic standing, or the global pandemic. Non-enrolled students will be identified to increase retention and overall graduation efforts. These efforts will be accomplished through:

- **Adopting a holistic and intrusive coaching approach**
 - Create a sense of belonging through developing a caring and beneficial relationship that leads to increased academic motivation and persistence (Varney, 2007).
 - Proactively monitor B2B students' grades: both mid and final semesters (Varney, 2007).
 - Meet at least twice per semester with each B2B member to review progress and discuss strategies for working with MSU Denver's faculty and academic resources.
- **Ensure B2B students participate in at least two co-curricular or extra-curricular involvement or engagement opportunities each semester.**
- **New and transfer male-identifying students of color will receive mentoring and coaching support.**

Action 3: Persistence – Through the B2B program, we will create a pipeline that encourages and supports male-identifying students of color to pursue graduate degrees. Black and Latino/x students in particular, remain underrepresented in graduate schools, especially in science, technology, engineering, and math. About 12% of graduate students were Black and about 11% Latino/x in the fall of 2017 (Newsome, 2019).

- **Graduate school awareness week during the spring academic semesters**
 - Exposure to Master/ Doctoral Degree Programs
 - Graduate/Professional School Fairs
 - Academic and degree-planning workshops and mock graduate school interviews.
 - Letters of intent, GRE, LSAT, and GMAT informationals
 - Graduate School Financial Literacy

B2B Program Goal 2

Ensure that all B2B participants have an individualized student success plan that include academic, leadership, professional, and personal goals that are identified through pre-planned meeting with academic advisor and B2B professional staff.

Action 1 – Build community engagement and volunteer opportunities for B2B participants to gain social and cultural ties to the communities they exist in.

Action 2 – Assist in building out student's degree plans and have at least 60% of B2B students registered before the start of the academic semester within the SSC Navigate tool.

Action 3 – Meet at least once a semester with each B2B student to review academic, professional development, and personal progress.





B2B Program Goal 3

Build skills and strategies for male-identified students of color in B2B to productively respond to harmful stereotypes, racism, and microaggressions through educational trainings, workshops, and/or conferences.

Action 1 – Develop a Men of Color of Greater Denver area Collegiate Symposium – *Redefining Possible* for male-identifying students of color at MSU Denver and the community at-large.

Action 2 – Create and implement the B2B Annual Leadership Summit at MSU Denver.

Action 3 – B2B will participate and provide a resource fair and eight to ten guided workshops throughout the academic school year to address, but not limited to topics on male-identifying students of color branding, identity, masculinity, civic and community engagement, activism, and racism.

Action 4 – B2B will host a Critical Discussion on Race during the Fall (Latinx Heritage Month) and Spring (Black History Month) academic semesters to engage in dialogue on issues of race and racism.



B2B Program Goal 4

- Build sense of belonging, respect, connectedness, and involvement within identified majors (specifically in STEM) for male-identified students of color in B2B at MSU Denver through co-curricular programming and consistent meetings.
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Action 1 – Utilize First-Generation student data and equity-based practices research to inform policy, practices, and programs.

Action 2 – Create opportunities for students to participate in local and national conferences: GlobalMinded, AfroTech, HACU, Black Male Summit, and others that may align with career interests and personal/professional development.

Action 3 – Expose participants to student clubs and organization that align with extracurricular and co-curricular interests and opportunities.



**METROPOLITAN
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**Center for Multicultural
Engagement and Inclusion**



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