BROTHERHOOD INITIATIVE

2016-17 ANNUAL REPORT

MESSAGE FROM DR. JOE LOTT, FACULTY DIRECTOR

I am pleased to be able to share with you our 2016-2017 annual report for the Brotherhood Initiative at the University of Washington. It has been a long journey over the past three years and we are proud to share with you some highlights from our first cohort of 28 Brotherhood Initiative Scholars. Many people have contributed to making our first year an amazing success. It is this collaborative effort that creates the conditions to educate our fine scholars toward a life of leadership, service, and excellence.

Over the next couple of years, we look forward to increasing our collective capacity to educate black and brown male scholars at the UW and in our region. While the graduation rates for men of color are significantly lower compared to their other student peers, the Brotherhood Initiative looks forward to strengthening our partnerships across UW campuses and in the community as we all work towards increasing access to college completion and many other life-changing opportunities for our men of color.

Sincerely,

[Signature]

OUR MISSION

The mission of the Brotherhood Initiative at the University of Washington Seattle is to empower undergraduate males of color to thrive on campus and graduate prepared for a lifetime of leadership, service, and success.

The Brotherhood Initiative embodies many aspects of the UW Husky Experience, which encompasses the transformative educational experiences that enable students to discover their passions and pursue their dreams. It is a powerful example of a strategy to ensure that males of color at UW have the opportunity to engage fully in the Husky Experience.
ABOUT THE BROTHERHOOD INITIATIVE

The Brotherhood Initiative is an interdisciplinary and multi-unit effort, leveraging the expertise of multiple departments and divisions across the University of Washington. Guided by a steering committee of staff, faculty, and students, the BI focuses on three primary goals:

1. To promote student growth, academic outcomes, and success by creating a community of scholars
2. To improve the UW's collective capacity to engage and support males of color
3. To inform research and policy by conducting interdisciplinary research on factors that promote the success of young men of color within the educational system

The BI achieves these goals by utilizing research-based strategies to provide multiple pathways for males of color in college to engage in academic, civic, and leadership opportunities, and also access networks and resources that will advance their success — through this process, we are developing a learning community of BI scholars.

LAUNCHING THE PILOT PHASE

- **2014-2015**: Creation of the BI began with a year of research on other programs for men of color, as well as data collection about the experiences of undergraduate males of color at UW.
- **2016**: The pilot phase was launched in September 2016, and focused on providing support to an initial cohort of males of color at UW Seattle, by collaborating with existing programs to provide academic and co-curricular opportunities, as well as offering a cohort-based peer support program.
- **2017**: As of September 2017, the pilot cohort is entering its sophomore year at UW, and we have welcomed our second cohort to campus.

WHO ARE THE BROTHERHOOD SCHOLARS?

Our pilot cohort was recruited during their senior year in high school, to begin their journey in the Brotherhood Initiative as first-year students. These 28 students will continue in the program with their cohort until they graduate.

<table>
<thead>
<tr>
<th>ENTERING COHORT CHARACTERISTICS</th>
<th># students</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>First-generation college going</td>
<td>23</td>
<td>82%</td>
</tr>
<tr>
<td>WA state residents</td>
<td>28</td>
<td>100%</td>
</tr>
<tr>
<td>Intended STEM major</td>
<td>18</td>
<td>64%</td>
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TARGET POPULATIONS

Young men of color in the United States face disproportionate challenges with regard to economic and employment outcomes. At the UW, there is a persistent gap between males of color and their female counterparts and all White and East Asian students. The following groups have been targeted for services and support through the Brotherhood Initiative:

- American Indian/Alaska Native
- Black
- Latino
- Native Hawaiian/Pacific Islander
- Southeast Asian
OUR YEAR IN REVIEW

The BI is designed to serve as a cohort-based support system that will holistically promote the academic, personal, and leadership development of underrepresented male students of color at UW. A primary component of the BI is a year-long academic seminar that focuses on academic skill-building and socialization, coupled with intensive, individually tailored advising and support services. Our curriculum emphasizes the following areas:

- Academic/Career Guidance and Mentorship
- Leadership and Professional Development
- Community-Based Engagement
- Experiential Learning & Co-curricular Involvement
- Wellness & Mental Health

ACADEMIC & CAREER GUIDANCE

A significant portion of the first-year seminar is devoted to providing students with the academic resources and skills to be successful in college. We also focused on exploring majors and careers, and hosted a males of color career panel in Spring Quarter. Course evaluations revealed the following academic and career related outcomes:

- 100% reported that they had developed a clearer idea of what their intended major will be
- 96% reported that they had developed some tools to identify their academic strengths and skills
- 100% reported that they developed effective learning strategies (e.g., time management, academic planning, etc.) that would help them be successful at the University of Washington
- 100% reported that the BI Seminar was a valuable learning experience

CO-CURRICULAR INVOLVEMENT

Research indicates that out-of-classroom experiences are just as important as academic experiences in fostering success among undergraduates. Thus, we encouraged BI Scholars to explore the many opportunities available to them at UW. By the summer of 2017, our data showed that:

- 83% of BI students were involved in a UW student organization
- 17% were already involved in undergraduate research and 70% planned to do so in the future
- 13% already had an internship and 83% planned to seek one in the future
- 57% participated in some type of community service and 43% planned to do so in the future
- 17% were participating in study abroad and 61% planned to do so in the future
FOSTERING A HEALTHY COMMUNITY

In addition to providing academic support, we believe it is essential to foster a sense of community among students, in order for them to feel connected to each other and the university. This effort is attaining positive results. For example, among Brotherhood Initiative participants:

- 78% either agree or strongly agree that they have developed meaningful, value-added relationships with UW faculty
- 57% either agree or strongly agree that they have developed meaningful, value-added relationships with my academic advisor
- 74% either agree or strongly agree that they feel a sense of belonging at the UW
- 70% either agree or strongly agree that they have learned more about how to maintain their own health and well-being

YEAR ONE ACADEMIC OUTCOMES

Academic excellence is a hallmark of the Brotherhood Initiative, and a primary goal of the BI is for our students to maintain a 3.0 GPA, in order to be competitive for graduate school and other post-graduate opportunities. Compared to a similar sample of first-year males of color who did not participate in the Brotherhood Initiative, the BI Scholars earned a higher GPA each quarter, on average.

<table>
<thead>
<tr>
<th></th>
<th>First-Year Students</th>
<th>BI Cohort</th>
<th>UW Comparison Group</th>
<th>GPA Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall GPA (avg)</td>
<td>3.31</td>
<td>2.89</td>
<td>0.42</td>
<td></td>
</tr>
<tr>
<td>Winter GPA (avg)</td>
<td>3.13</td>
<td>2.68</td>
<td>0.45</td>
<td></td>
</tr>
<tr>
<td>Spring GPA (avg)</td>
<td>3.20</td>
<td>2.87</td>
<td>0.33</td>
<td></td>
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<tr>
<td>Cumulative GPA (avg)</td>
<td>3.24</td>
<td>2.86</td>
<td>0.38</td>
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*CAMPUS COLLABORATION*

One core premise of the Brotherhood Initiative is to work with departments and programs across all corners of the UW campus to serve BI students. We believe in fully utilizing all of the amazing resources that already exist at the UW, by guiding students to the appropriate supports and services for their needs. We could not have fostered a community of encouragement for our students without the dedication and support of our partners all across campus, which include:

- OMAD Academic Counseling Services
- Instructional Center
- College of Engineering
- Engineering Academic Center
- Office of Student Life
- Global Opportunities & Study Abroad
- Academic Support Programs
- Carlson Center
- Pipeline Project
- Undergraduate Research Programs
- Husky Leadership Initiative
- First-Year Programs
- Minority Outreach and Recruitment
- Intellectual House
- Housing & Food Services

*"Personal mentorship, positive support, an attitude of service, and high academic expectations – these elements make the Brotherhood Initiative an engine for retention and achievement among a community of our young men-of-color."

– Phillip Ballinger, Associate Vice Provost for Enrollment & Undergraduate Admissions

*"What I've seen from the Brotherhood is that everyone there is really motivated. Everyone there is going to be really successful as they continue on their path. It's great that we're all gathered in one space where we help push each other."

– BI student

BI social event at the HUB Bowling Alley

BI Year-End Celebration
STUDENT HIGHLIGHTS

The Brotherhood Initiative encourages its scholars to respond to the University of Washington’s call to “be boundless.” Many of the BI scholars are doing just that. Here are a few highlights.

STUDY ABROAD

Through a partnership with the Office of Global Affairs, five BI students were supported in studying abroad this summer through the Global Innovation Fund. Two of those students were able to explore and prepare for their intended academic majors through Engineering programs in Italy and Japan. Three other students benefited from the Brotherhood’s continued collaboration with the School of Public Health’s ‘Dark Empire’ trip where they studied race, health and society in London under the direction of Dr. Clarence Spigner, professor in the Department of Health Services. Reflecting upon the experience, Marquis Wright wrote: “Going on that trip made me realize how much I don’t want to live in one country my whole life. I would highly recommend to all my peers at UW to study abroad if the opportunity presents itself. The whole experience, educationally and emotionally, was extremely multifaceted, but it perpetually challenged me to expand my knowledge and my willingness to experience that which I don’t understand. I’ve gained a great appreciation for experiential learning, especially if you’re trying to gain a better understanding of different societies, systems of economic power, and cultures.”

ALTERNATIVE SPRING BREAK

During a BI seminar class, Auston Jimmicum learned about the opportunity to participate in an Alternative Spring Break program through the UW Pipeline Project. This year’s trip to Neah Bay involved working with fifth-graders to create a digital storytelling project about their future careers. Auston is a member of the Makah tribe and grew up in Neah Bay. He went through the program himself when he was in elementary school, and was thrilled to return there as a UW student. “I remember when I was in the fifth grade, it was the first time I ever talked to college students,” he says. “That’s what this program is supposed to be doing: opening the students’ eyes, putting it in their heads that they have their whole lives to look forward to, and exposing them to this other world. This week, two of the kids in my group have already said they want to go to the UW.”

BI IN THE NEWS

- April 2016 – UW Today: New UW program aims to create ‘brotherhood’ for male students of color
- June 2016 – The Whole U: Faculty Friday - Joe Lott
- June 2016 – Journal of Blacks in Higher Education: The Brotherhood Initiative at the University of Washington looks to boost graduation rates
- August 2016 – Yakima Herald: Grandview graduate brings experience of growing up picking fruit to UW job promoting diversity on campus
- April 2017 – Dr. Joe Lott delivers the 13th Annual Samuel E. Kelly Distinguished Faculty Lecture
- Spring 2017 – Be Boundless highlight: Auston Jimmicum featured in Setting a Course for the Future story
- Spring 2017 – Viewpoint Magazine: Brothers, mentors, friends – Helping first year students of color thrive on campus

To learn more about the BI, watch a video and read stories at brotherhoodinitiative.org
This upcoming year, we will:

- Welcome our second cohort of BI Scholars to campus
- Welcome our first full-time Student Success Coordinator to our staff
- Host our first annual student leadership retreat, for both cohorts of BI Scholars
- Pilot a seminar for our sophomores, focused on experiential learning, leadership, and career development
- Begin development of an alumni professional mentoring component
- Begin designing a community college transfer component
- Continue to develop partnerships on campus and in the community

### WHAT’S NEXT?

### BI SUPPORTERS

#### EXECUTIVE COMMITTEE

- Mia Tuan, College of Education
- Ed Taylor, Undergraduate Academic Affairs
- Denzil Suite, Student Life
- Rickey Hall, Office of Minority Affairs and Diversity
- Dave Eaton, The Graduate School
- Phillip Ballinger, Enrollment Management

#### 2016-18 STEERING COMMITTEE

- Gino Aisenberg, Graduate School
- Ink Aleaga, Intercollegiate Athletics
- Ross Braine, Office of Minority Affairs & Diversity
- Jondou Chen, College of Education
- Annabel Cholico, College of Education
- Roxanne Christian, University Advancement
- Joshua Dawson, Undergraduate Student
- Rickey Hall, Office of Minority Affairs and Diversity
- Stephanie Gardner, Washington Student Achievement Council
- June Hairston, Louis Stokes Alliance for Minority Participation (LSAMP)
- Darrin Howell, Mechanical Engineering
- Felipe Martinez, Division of Student Life
- Zachary McKinlay, Multicultural Outreach & Recruitment
- Cynthia Morales, Graduate School, GO-MAP
- Peter Moran, Study Abroad
- Scott Pinkham, College of Engineering
- Emile Pitre, Office of Minority Affairs and Diversity
- Adiam Tesfay, Academic Support Programs
- Brian Tracey, Seattle MESA

#### 2015-17 BI PROJECT TEAM

- Dr. Joe Lott, Faculty Director
- Dr. Ismael Fajardo, Research Associate
- Dr. Ling Yeh, Research Associate
- Tory Brundage, Graduate Staff Assistant
- Christian Love, Graduate Staff Assistant
- Dalya Perez, Graduate Staff Assistant
- Sarah Clark, Graduate Intern
- Alex Milan, Graduate Intern
- Avery Whittington, Graduate Intern

#### SPECIAL THANKS TO THE ELLISON FOUNDATION

The Brotherhood Initiative would like to thank the Ellison Foundation and Tom & Sue Ellison for their support and belief in our students from the very beginning.

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**Photo:** Betty Udesen

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