



EAB

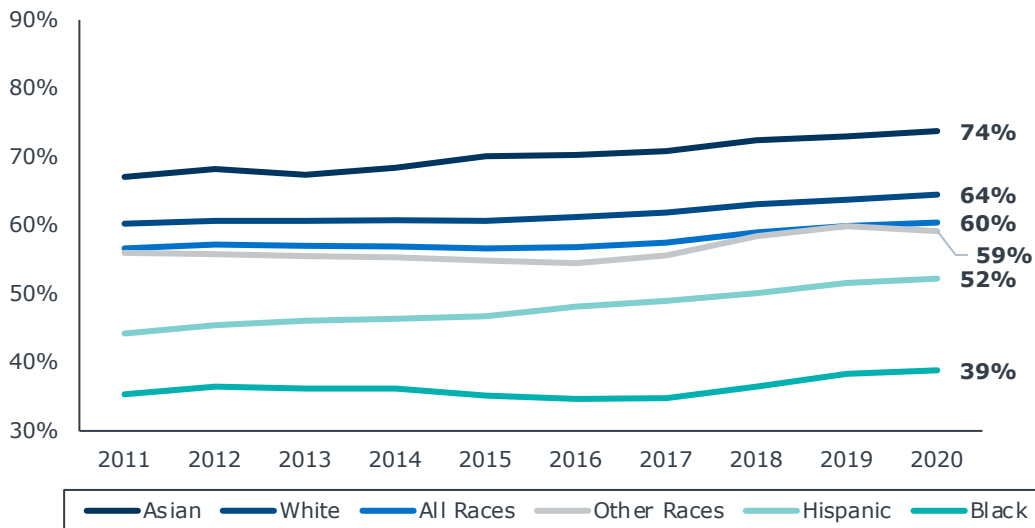
Building a Sense of Belonging for Black and Latino Men

One Crisis We Can Be Certain About



Despite Moderate Growth, Black and Latino Male Graduation Rates Lag Peers

Average Six-Year, Bachelor's Degree Graduation Rates for Men by Race, 2011-2020



Building a Sense of Belonging for Black and Latino Men

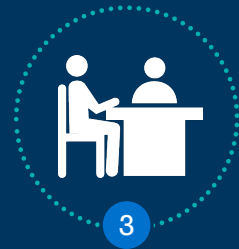
3 Existing Relationships to Maximize for Student Success



Relationships with **peers**



Relationships with **families**



Relationships with **mentors**



Extending the Cohort Program to Four Years

UT Knoxville's Success Academy Invests in Ongoing Peer Support



UT Success Academy

- ▶ Four-year cohort program for Black and Latino men
- ▶ All first-year Black and Latino men invited to apply
- ▶ Launched fall 2021, now in its second year with 250+ students participating

Three Required Activities Where Students Connect with Peers and Staff



Academic engagement through group meetings, peer coaching, and seminars



Career advising and tutoring through UT Knoxville's Academic Success Center



Social convenings such as a reception for students and families and study parties

Robust Staffing Model Ensures Year-Round Support for Students



Director

Runs the program and ensures student accountability



Assistant Director¹

Assists with student recruitment and family outreach



Coordinator

Organizes activities, family orientation, and peer mentors

1) New role added 2022.

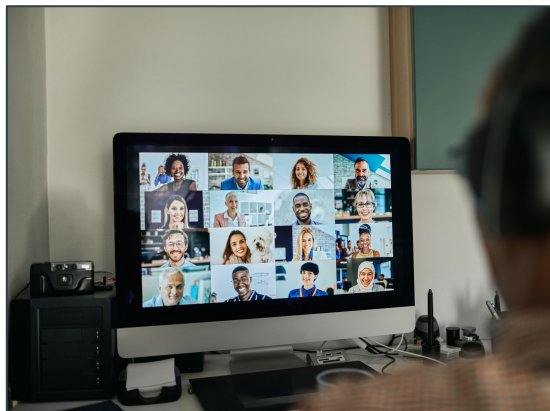
Connecting Families Virtually



Video Chat Provides an Accessible Way to Socialize and Learn

THE UNIVERSITY OF
ALABAMA

University of Alabama's Black UA Family Affinity Group Video Meetings



1 hour video chat meetings held 1-2 times per semester



Afternoon/evening timing is convenient for most time zones and schedules



Mix of casual chat and guest speakers (e.g. Black Faculty/Staff Association)



Meetings use Zoom so families can access by computer or phone

60+

Family members joined Black UA's most recent Zoom meeting





Mentorship on Arrival

Lehigh Proactively Assigns Students a Mentor Before Classes Begin

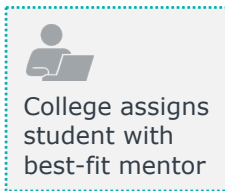
Lehigh's Peer Mentor Assignment Timeline



Student pays enrollment deposit fee



College nudges student to fill out mentor match survey



College assigns student with best-fit mentor



Mentee meets peer mentor



Fall classes begin



Online Platform Facilitates Identity Based Mentor Matching



- Lehigh partners with vendor, [Mentor Collective](#), to create a matching survey which **includes demographic criteria** like race/ethnicity & SES
- Lehigh Black & Latino men often seek peer mentors who share racial/ethnic identity **to help navigate the predominately white institution**



Take These Practices Back to Campus

EAB Resources to Continue Your Support for Black and Latino Men

5 Resources Coming to EAB.com in Winter 2022



In-Depth Case Studies for Implementation Leaders

- Barbershop Discussion Groups
- Four-Year Cohort Programs
- Virtual Family Communities



Bite-Sized Insights for Leaders Across the Cabinet

- 4 Key Student Lifecycle Moments for Belongingness Interventions for Black and Latino Men
- 2 Ways to Leverage Peer Interaction for Black and Latino Men's Mental Health and Well-being

Two Ways to Bring This Research to Your Team



Invite your colleagues to a team session

[Click here](#) to register up to two colleagues to discuss this content a virtual roundtable open to **all titles** on January 12, at 1 PM ET.



Request a virtual or on-campus workshop

Looking to share this content with a larger group? Please let us know in the **poll** and your Strategic Leader will reach out in follow-up.