Once a Victim, Now Victorious
#Winning: Healing the Achievement Gap with Emphasis on African American Males
Facilitators: Andrea Bell, George G. Mills, Jr. & Jeffrey W. Benford, Sr.

Session Disclaimer 1
Although the academic journey has many stages, from outreach to success (degrees, transfer, certificates), this session focuses on the most initial stage of outreach and a challenge that frequently occurs at this stage. Participants expecting to get an easy, canned fix to the complex, systemic challenge of effective outreach to African American males in higher education should leave now or stay and be disappointed.

Session Disclaimer 2
References will be made during this session to race/racism, sexuality and other social constructs of power with critical reflections of participant uses and/or abuses of such constructs.

Goal
Model a process for discovering the asset of student social capital and linking this asset to the redemptive intention of healing the greatest disparity in achievement among and within gender and ethnic groups

Objectives
1. To assist participants in identifying untapped assets that can boost outreach efforts to African American males
2. To assist participants in defining action that can be taken to build momentum in their outreach focused on African American males

Ground Rules
1. No advise-giving
2. No put-downs or judgments
3. Right to pass
4. One talks, all others listen
5. Use l-statements—tell your truth

Radical Innumerate Abundance
The journey into the space between the pull toward annihilation and the pull toward endless, re-creative possibilities that is propelled by humility, courageous agency, and a disquieted wholeness that is ever-seeking a fuller expression of itself wherever human life needs to be restored.

~ J. W. Mitchell, Jr., Dean of Counseling and Student Support Services, Retired, Cal State Long Beach

Mapping Our Journey
“The way is the goal”

~ Inward Journey: Art as Therapy for You
Margaret F. Keys

Ordinary Life
Crisis

Descent

Thoroughly pissed!!

Depths
2008-09 State Chancellor's 39%
budget cut deducted staff by 47%

Depths
Three district-wide achievement gaps
summits convened

Depths
Our college's administration produced
first disaggregated data showing
African American male rates of
performance lowest among all college
segments

Depths
College conducts climate survey
Annual Average of EDPS enrollment of African American Males 2008 – 2010
8% (approx 30 students)

"They just take, take, take and flake."

The important thing is this: to be able at any moment to sacrifice what we are for what we could become.
— Charles DeBuff, French literary critic

Confession 1
I thought that how I saw African American (AfAm) male students was more important that how they saw me.

Confession 2
I thought that, as an AfAm male, being Black was enough social capital to have some clout with AfAm male students.

Confession 3
I thought that my socio-economic and political position as a college administrator gave me greater social capital than AfAm male students had among their peers.

Confession 4
I was sure as an older, AfAm man, I was due respect from younger AfAm male students.

Confession 5
I thought that, because I am the only AfAm male student support administrator at my college, I had a special mandate to solve the problem of AfAm male achievement.
"You remind me of the Lone Ranger"

"Let me help you."

"Here's the plan."

"But you are just a student—and one student at that!"

"You can only create institutional change by first dealing with the internal conditions that produce change. Substantive change starts there."

—Dr. Robert C. Paul Davis

V.P. Student Services, Diablo Valley College

MAP
Identify your assets

TRUST
Let your students become your teachers
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<tr>
<th>COMMUNICATE</th>
<th>RISK</th>
<th>LEARN</th>
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<tr>
<td>Inform management and students of priorities and plans</td>
<td>Give access to resources</td>
<td>Watch social capital work</td>
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<td>Several Town Halls</td>
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"This trial of faith that we go through...
The fuel of our oppressions is the fuel of freedom, too."

—Lyrics: "Aequoesscet," K.D. Lang

What fear do I have to let go of in order to learn from failure?

What is failure trying to teach me?

Victim-Thinking: Map of Assets
"It's just me and a limited handful that care"

Limited budget

Limited time

Activities carried out by limited handful

Limited handful own results