



# Male Success Initiatives

2022 -2023 Mid-Year Impact Report

## **Introduction**

Male Success Initiatives (MSI) became a stand-alone department within student affairs in the Summer of 2022. With the hiring of an inaugural Director in June 2022, MSI embarked on a journey of structural and systemic development. While simultaneously building a department from the ground up, MSI also provide impactful programs and services to the CPP student community.

## **Fall 2022 Summary**

Fall 2022 goals and objectives were within the departmental priority buckets of Infrastructure, Programs & Services, and Administration. MSI has been focused on creating a clear departmental vision, operationalizing that vision, and placing our department and team members in a collaborative position for the division and the institution. Two major highlights for the semester were The evening with Terry Crews and Circle of Change Conference.

### **Terry Crews Event**

As MSI instituted its inaugural Community Partnership Grants, Survivor Advocacy Services partnered to bring Terry Crews to Campus. Approximately 400 CPP community members were in attendance to hear Crews' testimony of grit, resilience, and authenticity. This program aligned with DSA Goal of Student Experience. This event provided students an opportunity to reunite as a Bronco community and examine their own personal and interpersonal development. With the support of ADE, this event is being analyzed to determine students sense of belonging and the direct impact this event had on their academic and personal success.

### **Circle of Change Leadership Conference**

MSI provided 20 students from DSA to attend the award winning Circle of Change Leadership Experience Conference. Students engaged and networked with over 50 corporate entities, over 200 student leaders from across the nation and met new CPP students. In a post survey 88% of students Strongly Agreed that the networking and engaging with students and professionals was impactful. Student shared skills development in the areas of, relationship building, advanced communication, emotional intelligence and vulnerability. Additionally, one CPP student received a \$500 Circle of Change Scholarship. This program aligned with the DSA goal of Student Success. This conference directly impacted the holistic development of the students in attendance. Students learned professional skills, engaged with industry leaders, built social relations with other students, and were encouraged and practiced self-care. This conference was a highly impactful event for our students.

## **Challenges and Opportunities**

As we continue to establish our MSI department, working with divisional partners was a challenge. Our division, like many divisions, operates in siloed behavior. This insular approach to student affairs forced our department to examine what it means it means to



# Male Success Initiatives

2022 -2023 Mid-Year Impact Report

partner, engage, and collaborate with others. MSI thus created [Doc of Definitions](#) detailing what MSI determines are programs, services, sponsorships, collaborations, and partnerships. It is hoped that this document will help other departments in understanding how they can work with MSI.

Another challenge surrounds issues of institutional and divisional systems and structure. Various systems and lack thereof forced MSI to pivot and alter timelines. For instance, MSI's desire to order furniture had inconsistencies and misinformation regarding the efficient way of removing and purchasing furniture.

## **Impact Strategy**

MSI is in its infancy in developing a data and assessment plan that will allow our department to track impact from year to year. Currently, MSI has developed Domains and Learning Outcomes that are being vetted and established with ADE. The goal is to start Fall 2023 with a concrete plan that tracks program and service impact.

Proposed MSI Domains and MSI Student Learning Outcomes:

### Domains

- Critical Thinking and Consciousness
- Self-Understanding and Cultural Authenticity
- Community Connectedness

### Student Learning Outcomes

- Increase their awareness of self as a complex and intersectional being
- Establish a sense of belonging and connection with the Cal Poly Pomona community
- Deepen their understanding of their own masculinity
- Develop their abilities to engage as conscious global citizens

## **Data Tracking**

Prior to becoming a department, MSI did not critically review its Data and Assessment policies, strategies, and goals. Conversations with ADE Associate Director, Robert Jackman revealed the need for MSI to institute a streamlined departmental data collection strategy for the academic year. Below are actions steps MSI took during Fall 2022 to move closer to a data driven department.

- MSI utilized MyBar to capture attendance for several events.
- MSI utilized Eventbrite for the Terry Crews event.
- MSI purchased tablets to establish its kiosk function via CPP Connect for MSI center check-in process.
- ADE utilized participates of Terry Crews event to conduct a divisional assessment to be completed by Feb.
- MSI will utilize ADE to assist with focus groups regarding programs and services desired by Black male students of CPP.

Event Data Collection



# Male Success Initiatives

2022 -2023 Mid-Year Impact Report

Event	Number of Attendance	Event	Number of Attendance
Project Success Orientation	107	MSI September Social	34
Sophomore Success Welcome	12	MSI/SAS Healthy Relationships	15

## **Achievements**

Fall 2022 was a successful semester for MSI. While our department continued to build, and establish itself as a productive, collaborative department within the division, we had several achievements.

### **Project Success**

Through the leadership of Kyle Brown, Fall 2022 received record applicants with 115. Due to academic policies regarding first year seminar capacity, MSI was able to retain 55% of the applicants, requiring two sessions. Reggie Robles also re-imagined the curriculum to examine cultural relevance within masculinity.

### **Staff Achievements**

This fall, MSI staff were selected to present at conferences, lead divisional workshops, be a part of various divisional committee, lead hiring committees and be embedded in the new cultural change of the division. This fall our staff were seen as integral members of the division.

## **Spring 2023**

During the Fall semester, MSI outlined its programs and services into four focus areas: Cohorts, Community Partnerships, Learning and Community Gatherings. Spring 2023 goals are within Learning and Community Partnership focus areas. Aligning with DSA goal of Equity, Diversity, and Inclusion, MSI will draft its online learning module program. These modules will support the cultural consciousness development of our CPP community in regards to understanding the current climate of men of color. Additionally, MSI will focus on the DSA goal of Partnerships and build open its collaborative spirit by initiated the Circle of Change Coalition Project. The 20 participants of the Circle of Change Conference will gather to create a campus wide project focused on Sense of Belonging. MSI will lead this project and bring in other campus departments and leaders to support the efforts of the coalitions.

## **Summary**

MSI is on an upswing. Our department is focused on becoming a well-established resource for students and staff. We are implementing programs and services that directly contribute to decreasing the equity gap and increasing graduation rates for men of color. Our department will continue to focus on infrastructure, collaboration, and



## Male Success Initiatives

2022 -2023 Mid-Year Impact Report

divisional representation. MSI will focus on its data tracking and data plan with the goal of creating and sustaining a system to quantifiably measure impact.