LEADERSHIP

The DuBois-Hamer Institute for Academic Achievement is operated under the umbrella of the office of the Dean, College of Social and Behavioral Sciences and is directed by Dr. Cedric D. Hackett, Assistant Professor in the department of Africana Studies since fall 2012. The Institute is abetted in its efforts by volunteer support from faculty of the Africana Studies Dept., key student support services and CSUN students who are committed to "giving back" to their communities.
With the people, for the people, by the people. I crack up when I hear it; I say, with the handful, for the handful, by the handful, cause that's what really happens.

Fannie Lou Hamer
ABOUT THE INSTITUTE

MISSION
The mission of the DuBois-Hamer Institute for Academic Achievement (DHIAA) is to support student success through community and campus partnerships. We will cultivate active and collaborative partnerships with faculty, staff and students across the CSUN campus community; with local groups and organizations in Los Angeles County; and with cultural and educational institutions in the community.

ORGANIZATIONAL OVERVIEW
The DuBois-Hamer Institute for Academic Achievement (DHIAA), under the inspiration of W.E.B. DuBois and Fannie Lou Hamer, promotes academic excellence and strives to increase the recruitment and retention of students from economically disadvantaged communities to the CSUN campus. W.E.B. Du Bois was the first black man to receive a doctorate from Harvard University in 1895 and Fannie Lou Hamer was a former Mississippi sharecropper who became a powerful political activist in the 1960s.

DHIAA was re-chartered by the University in fall 2014.

The Institute seeks support to implement community-based programs that provide a bridge between the campus and the communities from which the students of color come to CSUN. These programs serve to affirm the campus’ willingness to partner to make its resources available to external communities and empower students who participate by providing them with concrete experiences of their potential to make a difference.

INITIATIVES, ACTIVITIES, AND PROGRAMS
DHIAA has undertaken many initiatives, activities and programs since 1997, which align with the mission and goals of the institute. Those activities included: Saturday Enrichment academies; Mentoring programs; Summer leadership programs; Partnerships Empowering Youth to Serve (PEYS); Advocates for Valley African American Students (AVAAS); Project Pyramid; Political summits; Advocacy groups and symposia; Public service announcements; and Distinguished lecture series.
DHIAAA supports

Racially Engaging Pedagogy

Pedagogy

Development
Engagement
Programming
Engagement
Initiative
Retention
Community
Social
Racially
Program
Male
Space
Efforts
Uplift
Specific
Focused
Black
Intellectual
Mentoring
Academic
Ethnic
Racial
Sistahood
Target
Opportunities
Outreach
African-Centered
Many scholars are alarmed by the reduction in college attendance and educational attainment for African Americans. California State University, Northridge had encountered a significant decrease in African-American First Time Freshmen enrollment from 2013-2014 (CSUN Institutional Research, 2014). Barriers such as access, under representation, underachievement in education, stereotyping, and lack of resources contribute to this phenomenon, particularly as it relates to Black men. This lecture unpacked these factors, which affect the status of Black men in higher education and provided steps that institutions could employ to increase the enrollment, persistence, and achievement levels for this population.

UNIVERSITY STUDENT UNION, CSUN
NORTHRIDGE, CALIFORNIA
NOVEMBER 26, 2014

CO-SPONSORS:
AFRICANA STUDIES
COLLEGE OF SOCIAL & BEHAVIORAL SCIENCES
UNIVERSITY STUDENT UNION, INC.
HIRI Nonprofit Research Fellowship

The HIRI Nonprofit Research Fellowships provide support for faculty research studies on a wide range of topics in the nonprofit sector: nonprofit management, philanthropic and government funders, intermediary organizations, capacity building, evaluation, information technology and public policy. Established through an endowment to honor the nonprofit Human Interaction Research Institute (HIRI), which conducted research on the nonprofit sector from 1961-2014, the Fellowships are awarded annually and administered through the Center for Southern California Studies, CSUN College of Social and Behavioral Sciences. The first two Fellowships (awarded fall 2014) were for studies of services to Black men and boys by San Fernando Valley nonprofits, and of Chinese philanthropy.

The DuBois-Hamer Institute was awarded the HIRI fellowship to conduct an empirical study of how nonprofit organizations in the San Fernando Valley region of Los Angeles currently serve Black males. The findings for the study will be presented in an event for the Valley nonprofit sector in fall 2015, to be coordinated by CSUN’s Valley Nonprofit Resources program. The presentation will be at the Valley Providers Collaborative on October 8, 2015 from 12-1:30 in North Hollywood at Cri-Help.
The experiences of Black males in American society cannot be understood without first understanding the intersection of various social and cultural categories including race, class, and gender. These classifications of identity interact concurrently which contributes to systematic injustice, social inequality, and academic failure for Black men in higher education. This intersectionality among Black males in higher education was examined and suggestions for working more effectively with this group were offered.

UNIVERSITY STUDENT UNION, CSUN
NORTHRIDGE, CALIFORNIA
APRIL 1, 2015

CO-SPONSORS:
AFRICANA STUDIES
COLLEGE OF SOCIAL & BEHAVIORAL SCIENCES
RESEARCH & GRADUATE STUDIES
UNIVERSITY STUDENT UNION, INC.
ASSOCIATED STUDENTS
An American, a Negro... two souls, two thoughts, two unreconciled strivings; two warring ideals in one dark body, whose dogged strength alone keeps it from being torn asunder.

W. E. B. Du Bois
The bi-annual men of color enquiry & student research poster session provided an opportunity for students from the Africana Studies 325: The Black Male in Contemporary Times to showcase their research on Black men in a poster format. The campus community is invited to participate in the event. These co-curricular experiences complimented the course content and are considered a high impact practice.
DuBois-Hamer Institute for Academic Achievement

DuBois-Hamer Co-Sponsored Events

Bi-Annual Men of Color Enquiry & Student Research Poster Session

The poster session is an instructional practice that fosters intellectual investigation, discovery, and critical thinking skills of participants. Student groups developed a research question or hypothesis relevant to the course content. As a culturally responsive teaching model used in Black studies, Kufundisha allowed the professor to observe the collective categories of learners in order to support and encourage students to unsympathetically explore their social experiences in ways that are racially inspiring and liberating.

The event was held on April 1, 2015
MEET THE ADVISORY BOARD

Melissa Giles, Associate Director for Residential Life, Student Housing and Conference Services

Dr. Aimee Glocke, Africana Studies

Rashawn Green, Learning Resource Center

Dr. Chris Holmes, Staff Psychologist University Counseling Services

Sean James, Educational Opportunity Program

Catherine Jermany, Scholarship Program Assistant – Internal Programs

Dr. Raquel Kennon, Africana Studies

Shanté Morgan-Durisseau, Black Alumni Association

Samuel Prater, Senior Community Director Student Housing and Conference Services

Dr. Theresa White, Africana Studies

Dr. Paulette Theresa, University Counseling Services
I. Vision for the Year:
The institute's vision for the year includes the establishment of the DHIAA community advisory board. The role of the advisory board as stated in the new charter (fall 2014):

"to provide advice on community needs, interests, and problems. Members shall be selected based on their involvement in issues and activities related to the particular project being undertaken by the Institute. The Director will select these members with guidance from the Faculty/ Staff/ Student Advisory Board. This Board will serve for the duration of the particular project(s). There may be more than one Board depending on the variety of projects underway. All Community Advisory Board appointments are subject to review by the Institute Director and the College Dean."

The DHIAA has identified five approaches to ensure that African-American and other marginalized groups are obtaining the academic and community support needed for success. They include 1) mentoring programs; 2) targeted outreach/programming; 3) community engagement opportunities; 4) focused retention efforts; and 5) leadership development.

II. Main Objectives:
The main objectives for the year are to:
1. Continue to secure support from internal campus sources such as the Instructionally Related Activities; University Student Union, Inc.; Educational Opportunity Program; Campus Quality fee; and external sources.
2. Work with the director of centers and Institutes and other stakeholders to pursue foundation grant opportunities and partnerships.
3. Continue to expand DHIAA's web presence, including social media platforms. (see www.csun.edu/dhiaa)
III. **Strategies:**

Strategies will include:

**A. Mentoring programs**
- a. Serve as a liaison to Sistahood and Black Male Initiative (BMI) programs
  - i. Provide visibility, programming, and networking support
- b. Repurpose “Creating Black Male Intellectual Space” through focus groups and dinner dialogues
- c. Review, revise, and submit proposal of “Voices of Retention African American Female College Student's Navigating Success” with Sistahood to funding agency

**B. Targeted outreach/programming**
- a. Train DHIAA Research/Program assistants to conduct Impact Assemblies at Northridge Middle school in partnership with KYDS (Keep Youth Doing Something) that are racially engaging and liberating
- b. Plan, develop, implement, and evaluate the Distinguished lecture series on various topics germane to at risk populations (i.e. school discipline and mental health)

**C. Community engagement opportunities**
- a. Research, analyze, and present the Exploratory Study of How NPOs in the SFV service Black Males (October 8, 2015)
- b. Plan, develop, implement, and evaluate the Bi-Annual Men of Color Enquiry & Student Research Poster Sessions in fall (November 18, 2015) and spring 2016
- c. Plan, develop, implement, and evaluate the Black Youth Guidance Forum (February 13, 2016)

**D. Focused retention efforts**
- a. Develop program advisement training to AFRS faculty
- b. Develop and analyze CSUN Landscape study of African Americans in partnership with Center for Geographical Studies (CGS)
- c. Development of a AFRS Program Orientation

**E. Leadership development**
- a. Work with non-profit organizational consultants for continuous capacity building for the Institute
- b. Participate in community engagement activities (i.e. MBK Local Action Summits) and collaboration
- c. Develop and secure campus and community partners for the Institute

**ADDITIONAL STRATEGIES:**

1. We will continue our strategic approach of developing highly visible yearly creative reports, showcasing our progress, cutting edge contributions, and innovative approaches to equitable transformative outcomes.
2. We will continue working with existing university units whose role is to outreach, recruit, and retain students from the k-12 in order to promote our new brand (i.e. Department of Africana studies and new curriculum).

3. We will continue developing community agency collaboration to make our services/deliverables more attractive.
SAVE THE DATE!!!!

SAVE THE DATE

Bi-Annual
Men of Color Enquiry & Student Poster Session

Mental Health Challenges of Black Men

Dr. Joseph L. White
Professor Emeritus of Psychology and Psychiatry
UC Irvine

Wednesday
November 18, 2015
2:00-4:30pm
Northridge Center (USU)
SAVE THE DATE!!!!

SATURDAY, FEBRUARY 13, 2016
UNIVERSITY STUDENT UNION
9:00AM-3:00PM

THEME: STRATEGIES FOR SUCCESS

The Black Youth Guidance Forum (BYGF) is a day-long leadership program for CSUN students in the Africana Studies, Urban Studies option, Credential candidates, and Liberal Studies majors. We will also include African American youth and other youth of color, school stakeholders (e.g. parents, teachers, counselors, administrators, and staff), and nonprofit organizations in Los Angeles County. The BYGF serves:

1. to promote racial uplift, health & wellness, college preparation, and leadership development to our target population
2. to provide assistance and training in culturally relevant practices for preparatory students at CSUN and school stakeholders
3. to establish a college collaboratory (community partnerships) with nonprofit organizations for understanding and developing clear pathways for African American youth and other youth of color to enter post-secondary education