

OUR COMMITMENT TO YOUNG MEN OF COLOR IN CHICAGO



Chicago Scholars knows that when Young Men of Color (YMoC) enroll in our 7-year program, they succeed in achieving their goals. We are committed to increasing the number of YMoC served by our program and exploring ways to best engage them where they are and with what they need to thrive. Our **BIG GOAL** is to increase our YMoC enrollment by 10% by the high school graduating class of 2025.



THE WHY

YMoC experience higher disengagement rates than other racial and gender groups. 30% of Black males and 13% of Latinx males ages 16-24 were out of school and out of work, compared to 7% of White male peers. Furthermore, when you overlay where resources are allocated, a demonstrable gap is evident. Across Chicago, youth-serving nonprofits only reach 15-30% of Chicago's young people. Chicago Scholars is making a commitment to respond to the unique challenges Chicago YMoC face in their academic, social & emotional learning, and professional journey.

OUR COMMITMENT

Chicago Scholars is launching a new **Young Men of Color In-School Based Pilot** in summer 2022 for rising sophomores in high school and will partner with leading youth serving nonprofits. This pilot will extend our reach to YMoC earlier in their academic journey and respond to the alarming "Sophomore Off-Track" rates in the "Forgotten Year" in high school. This pilot will also serve as a pipeline into our programming their junior year. By the high school class of 2025, we aim to increase our YMoC enrollment by 10%.

Our existing programming will extend its reach and resources to better align services for YMoC using our "EPIC" strategy, with a geographic emphasis on 13 Chicago communities: Auburn Gresham, Austin, Back of the Yards, Brighton Park, East Garfield Park, Englewood, Gage Park, Greater Grand Crossing, Little Village, North Lawndale, Roseland, South Shore, and Woodlawn.

FRESHMEN ON-TRACK PROGRESS

FROM 2007 TO 2019, BLACK MEN HAD THE LARGEST INCREASE FROM 48% TO 84% OF FRESHMAN ON-TRACK.

SOPHOMORE OFF-TRACK RATE

21% OF LATINX YOUNG MEN AND 22% OF BLACK YOUNG MEN IN THE 2016-17 FRESHMAN COHORT WERE OFF-TRACK AT THE END OF SOPHOMORE YEAR, COMPARED TO THE CHICAGO DISTRICT AVERAGE OF 15%.

LACK OF COLLEGE COMPLETION

IF CURRENT RATES HOLD, ONLY ONE IN EIGHT BLACK MEN AND ONE IN FIVE LATINX MEN IN CHICAGO PUBLIC SCHOOLS WILL COMPLETE A COLLEGE CREDENTIAL WITHIN 10 YEARS.

DECLINING WAGES

CHICAGO AVERAGE WAGES FOR MEN 20-24 YEAR OLDS OUT-OF-SCHOOL IN 2017 WERE \$22K FOR LATINX MEN, \$16K FOR BLACK MEN.

AT CHICAGO SCHOLARS 36% OF SCHOLARS

IDENTIFY AS YOUNG MEN
(FOUR-YEAR AVERAGE FOR CLASSES OF 2023-2026).

11% OF SCHOLARS

IDENTIFY AS A BLACK MALE
(FOUR-YEAR AVERAGE FOR CLASSES OF 2023-2026).

17% OF SCHOLARS

IDENTIFY AS A LATINX MALE
(FOUR-YEAR AVERAGE FOR CLASSES OF 2023-2026).

OUR "EPIC" STRATEGY: ELEVATION, PIPELINING, INCLUSION & COMMUNITY



ELEVATION • *Intentional Engagement; Communications & Marketing; and Narrative Change/Storytelling*

Creation of intentional engagement opportunities, communication & marketing opportunities, and elevate positive narrative change/stories that amplify the unique identities, voices, and abilities of YMoC from Chicago and beyond.

PIPELINING • *Young Men of Color In-School Based Pilot Program (NEW)*

A two-year program to explore college & career that partners with in-school and research-based mentorship programs and includes identity empowerment and essential academic and career skill-building.

INCLUSION • *Dedicated Staff & Volunteers*

Ensure all YMoC enrolled in Chicago Scholars programming are matched and/or assigned to staff, mentors, counselors, volunteers & institutions that either look like them, acknowledge them, and/or have shared lived experiences with them.

COMMUNITY • *Young Men of Color Affinity Groups (High School, College, & Alumni)*

Current Scholars and Alumni YMoC Affinity Groups are formed around a shared interest and/or common goal, to which individuals formally or informally belong.

BUILDING A COMMUNITY

The YMoC EPIC strategy is centered on Bobbie Harro's work titled "The Cycle of Socialization" and "The Cycle of Liberation." Harro utilizes two strategies to reflect on how people think about themselves and how people relate to others. She describes how we can begin to free ourselves from negative stereotypes and perceptions. Chicago Scholars aims to be a disruptor to the negative messages YMoC are socialized with by building a community that fuels their confidence at a critical milestone in their adolescent development. Our work is grounded in evidenced-based research from The University of Chicago's To&Through Project, Consortium on School Research, Network for College Success, Crime & Education Labs; My Brother's Keeper Alliance Equity Framework; Thrive Chicago, UIC Great Cities Institute and more. Chicago Scholars is also aligned to the priorities in the My Brother's Keeper Chicago Action Plan developed by the Obama Foundation and Thrive Chicago.

The Chicago Scholars community is filled with a diverse array of professionals (mentors/coaches, college counselors, and volunteers); university partners; corporate partners; community-based organizations; and civic leaders who all believe in our vision of a vibrant Chicago powered by diverse leaders from every neighborhood. Through these community members and partnerships, we will infuse "warm hand-offs" to increase the success of our YMoC in college and career.

FOR MORE INFORMATION

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ABOUT CHICAGO SCHOLARS

Since 1996, Chicago Scholars has built a legacy of success by investing in our youth and amplifying their leadership. Our Scholars are high-achieving first-generation college students and students from low-income communities, and they have the talent, heart, and big dreams to become our next generation of leaders and transform our city. At its core, our work is about economic mobility, leadership development, and belonging. It's about making sure our Scholars have everything they need to journey from Chicago's classrooms to Chicago's boardrooms—or to wherever their dreams may lead.