



• [www.improveyourtomorrow.org](http://www.improveyourtomorrow.org)





**Founded by men of color  
to uplift men of color.**



**Michael Lynch**  
**Co-founder & CEO**

Former Senior Policy Advisor  
in the California State Legislature

Governor's Appointee to the California  
Volunteers Commission

BS: Business Management  
Humboldt State

Masters: Sacramento State,  
Public Policy and Administration

Married and Father of 2 Children



**Michael Casper**  
**Co-founder & CEO**

Former Bank Executive

Board Memberships SJUSD Equity Community  
Collaborative, SJUSD Social Justice Committee,  
EGUSD EMOC Council, NUSD Site Council

BA: Sacramento State, Communications

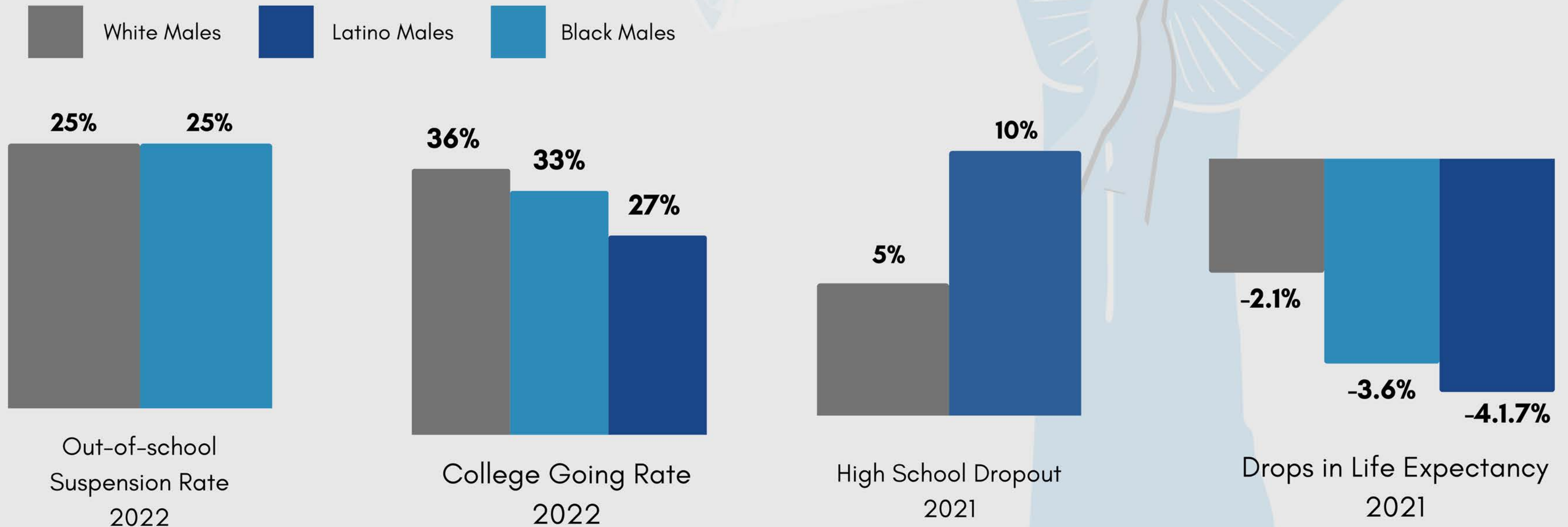
Executive Masters in Business Administration

Married and Father of 4 girls



# Our Why

**Systemic roadblocks like the school-to-prison pipeline continue to prevent young men of color from reaching their full potential.**



**Sources:** American Institute for Boys and Men. (n.d.). Male college enrollment and completion. Retrieved from <https://aibm.org/research/male-college-enrollment-and-completion/>, Peterson-KFF Health System Tracker. (n.d.). Life expectancy at birth in years, by race/ethnicity, 2008-2021. Retrieved from <https://www.healthsystemtracker.org/indicator/health-well-being/life-expectancy/#Life%20expectancy%20at%20birth,%20by%20state,%202020>, National Center for Education Statistics (NCES). Retrieved from <http://nces.ed.gov/programs/coe/indicator/coj/status-dropout-rates#2>. U.S. Department of Education, Office for Civil Rights. (n.d.). Suspensions and Expulsions: Part 2. Retrieved from <https://www2.ed.gov/about/offices/list/ocr/docs/suspensions-and-expulsion-part-2.pdf>.



# IYT's Program Reach



**17**  
School Districts

**72**  
Middle School, High  
School, College  
Campuses

**4,425**  
Members





# MISSION

To increase the number of young men of color to attend and graduate from colleges and universities.



# VISION

A nation in which young men of color are overrepresented in higher education, underrepresented in the criminal justice system, and are leaders in their community.

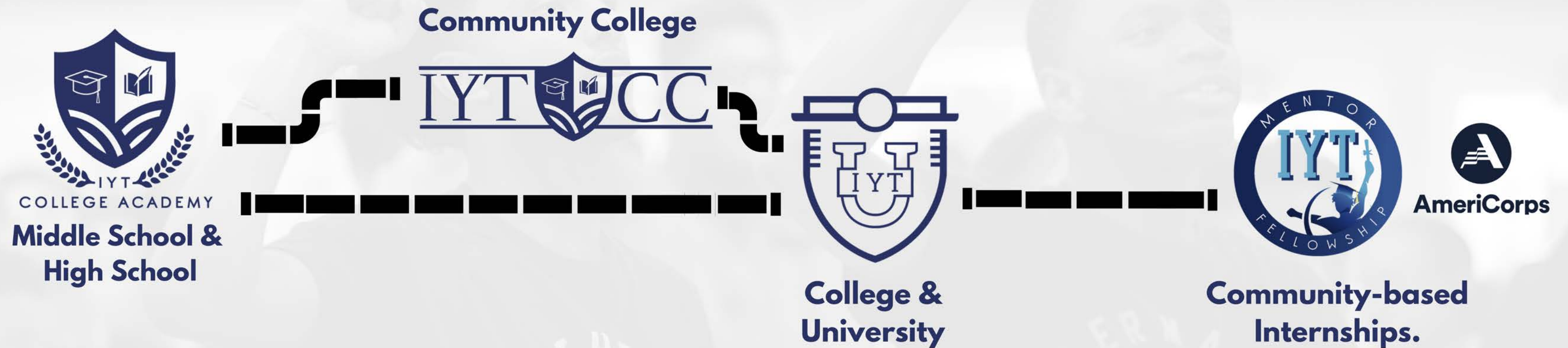


**Values: Liberation • Service • Character • Teamwork**



# College attainment that builds community

IYT's programs provide up to 12-years of service and are building a college to community pipeline.





# IYT's Target Market



50% of students  
enter IYT with  
below a 2.0GPA



Students with  
behavior and  
attendance issues



Students who are  
not on track to  
graduate high school  
or attend college



# Program Staffing Standards



## Staff Breakdown

**Program Manager**  
(40hrs/week)

**Mentors**  
(40hrs/week)

**Mentor Student Ratios**  
**1:25**





# College Academy Services



**Near-Peer  
Mentorship**



**Academic Study Hall**



**College Advising**



**Parent Engagement**



**College Trips**



**Internships**



**Member Development**



# IYT's Mentor Fellowship Program



AmeriCorps



***What:*** A year-long paid mentor program for college students, recent graduates, and IYT alumni.



- Mentors support IYT members in achieving their academic and personal growth objectives
- Participants gain access to exclusive leadership coaching and professional development workshops
- Mentors earn bi-weekly stipend, loan deferment options, and up to a \$10K educational award

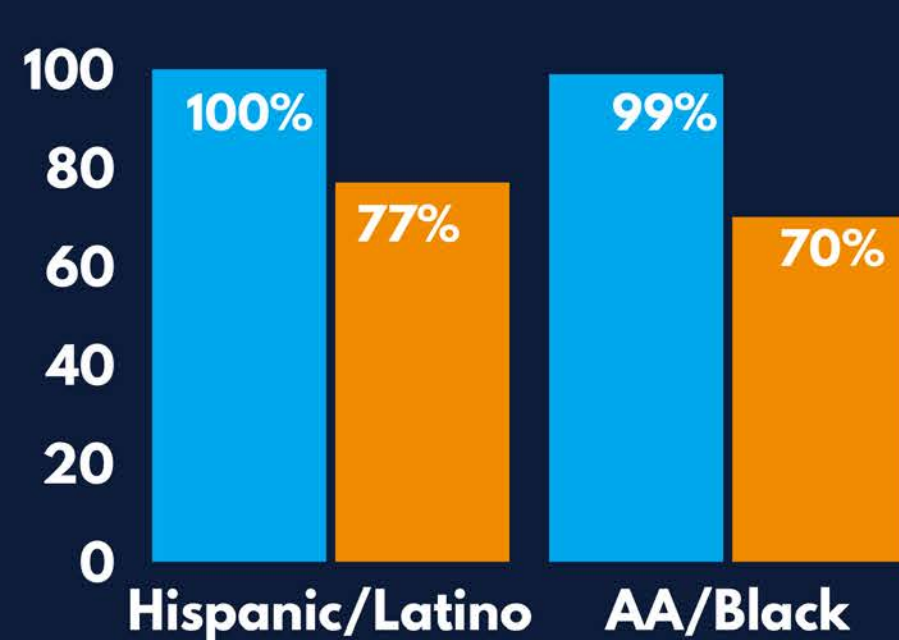


# College Academy vs. State Outcomes for YMoC 2016-2022

IYT

California

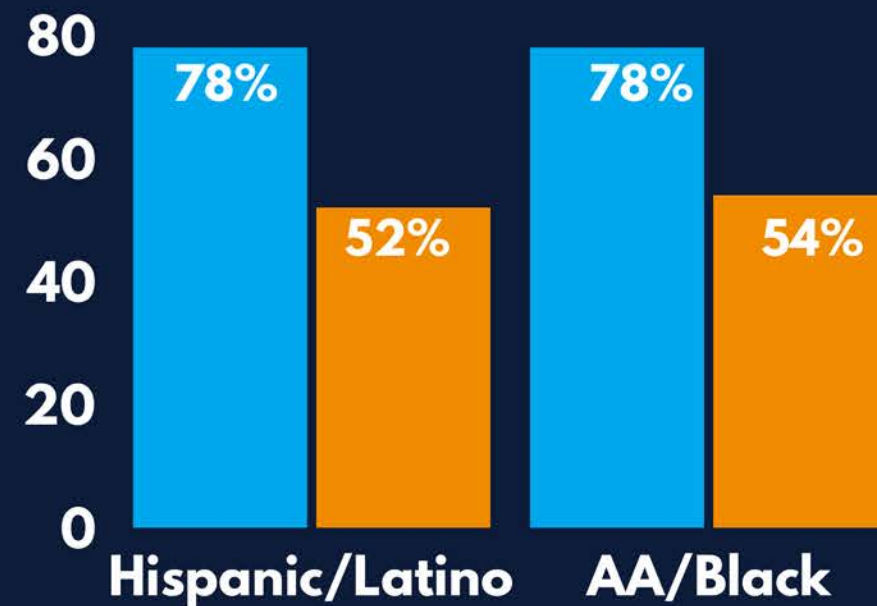
\*4 or more semesters in program



## 99%

### High School Graduation

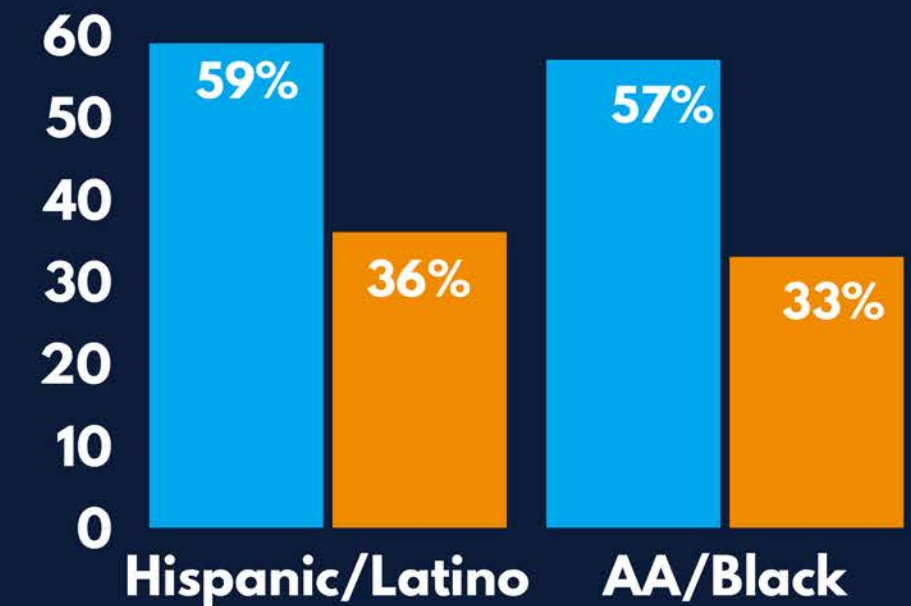
Combined high school graduation rate for Black and Hispanic/Latino IYT members.



## 78%

### College-going Rate

Combined college-going rate for Black and Hispanic/Latino members that join our program in middle school



## 57%

### A-G Completion Rate

57% of Black and 59% of Hispanic IYT members that join our program in middle school, complete requirements for UC and CSU institutions.



# College Academy Services



**Standard Program Hours:  
8:30am – 5:00 pm, Monday – Friday**

## **During School**

- **Mentorship sessions (individual + Group)**
- **Student development workshops**
- **Academic and emotional support**
- **Assist school staff with member success**
- **Review academic performance**
- **Parent Engagement**

## **Weekend Programs**

- **Brotherhood activities**
- **College trips**
- **Community Service Days**
- **Community Pop-ups**

## **Afterschool**

- **Wellness Workshops**
- **Academic Study Halls**
- **Enrichment Activities**
- **College Access Mondays**



# IYT's U Program Features



Mentorship



Member  
Development



Career  
Tours



Career & Major  
Advising



Internships



Emergency  
Grants







# College Partners



Cal Poly  
**Humboldt.**

**SONOMA STATE**  
UNIVERSITY



**SACRAMENTO**  
**STATE**

**Policy & Admission**  
**Partnerships**

**UCDAVIS**

CALIFORNIA STATE UNIVERSITY

**Stanislaus**

**UCMERCED**



**LOS RIOS**  
**COMMUNITY**  
COLLEGE DISTRICT



# 3 Year Partnership Timeline

## Year 1 Building Relationships



## Year 2 Improved Attendance & Behavior



## Year 3 Improved Academic Outcomes





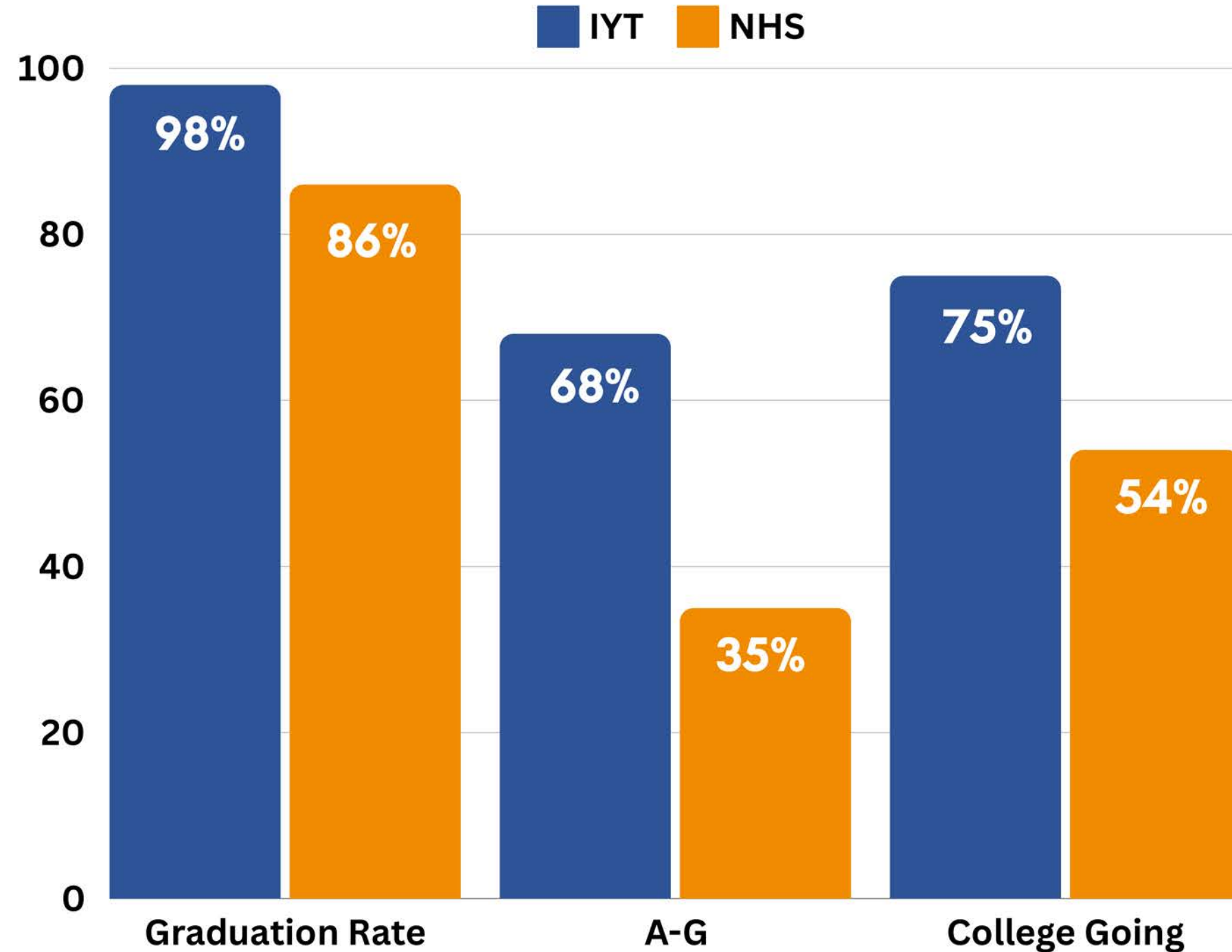


# Natomas Unified Key Outcomes

## IYT vs NHS Outcomes for Black & Latino Students

### Datasets

- NHS outcomes for class of 16-17
- IYT\* outcomes for classes '18 through '22



School outcomes data obtained from [dq.cde.ca.gov](https://dq.cde.ca.gov)

\*IYT Members who have been in program 4 or more semesters



# IYT Partner District Deliverables



Dedicated space  
on campus



Establish Data  
Sharing Agreement



Funding Required Cost  
Per Student



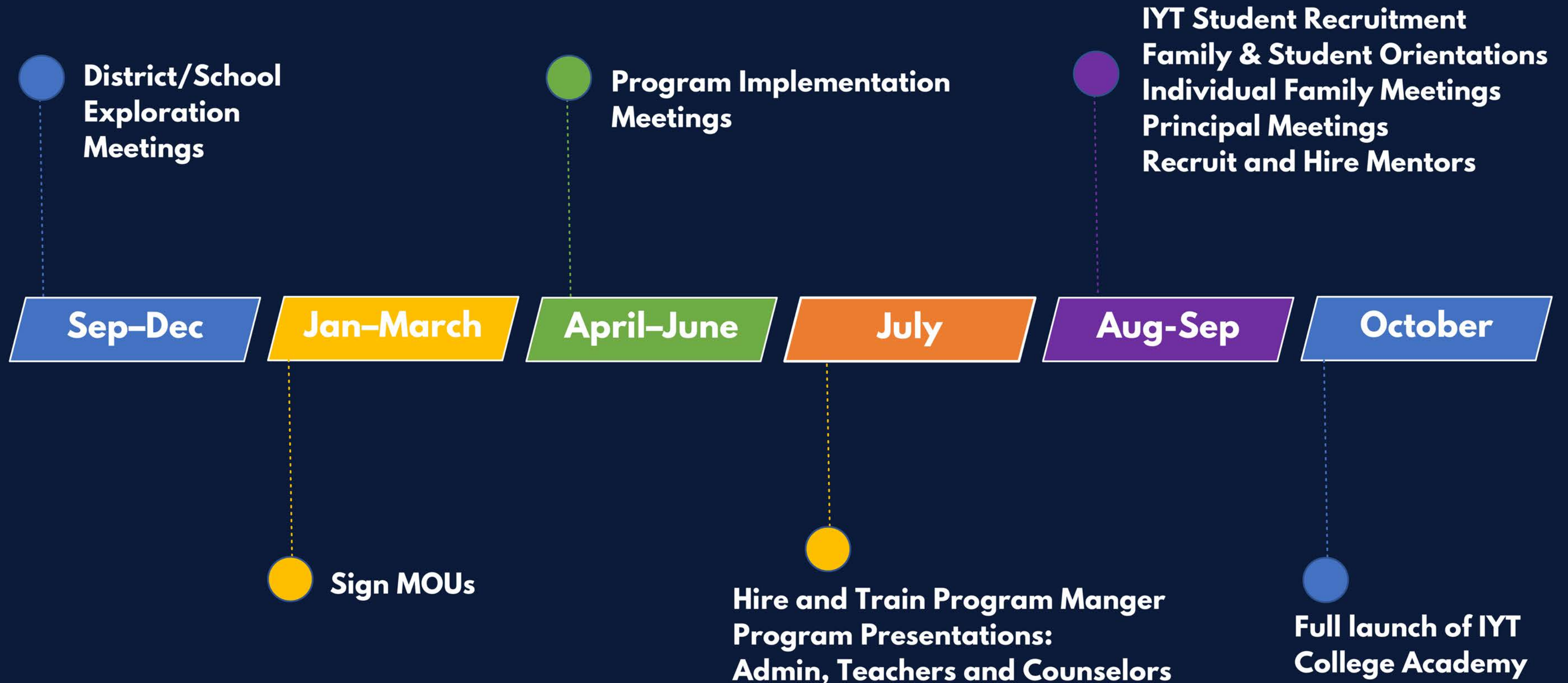
Minimum students served  
per school district



3-year memorandum  
of understanding



# Fall Launch Timeline







# Appendix

[www.improveyourtomorrow.org](http://www.improveyourtomorrow.org)



# IYT's Mentor Fellowship Program



AmeriCorps



IYT partners with AmeriCorps to help serve young men across the country from 7th grade through college.

## Mentor Positions



**College Access Mentor:**  
Serves 7-12th graders



**College Completion Mentors:**  
Serves members at 2-year and 4-year universities.





# Our Approach to Mentorship



**Mentorship sessions touch on three major areas and utilize an OARS (open questions, affirmations, reflective listening, Summary Reflections) approach to relationship building.**



## **WELLNESS CHECK-IN**

- Physiological
- Belongingness & love
- Self-esteem & Hope



## **ACADEMIC/COLLEGE ADVISING**

- Review check-in grades
- Affirm/celebrate progress
- Create action steps with deadlines

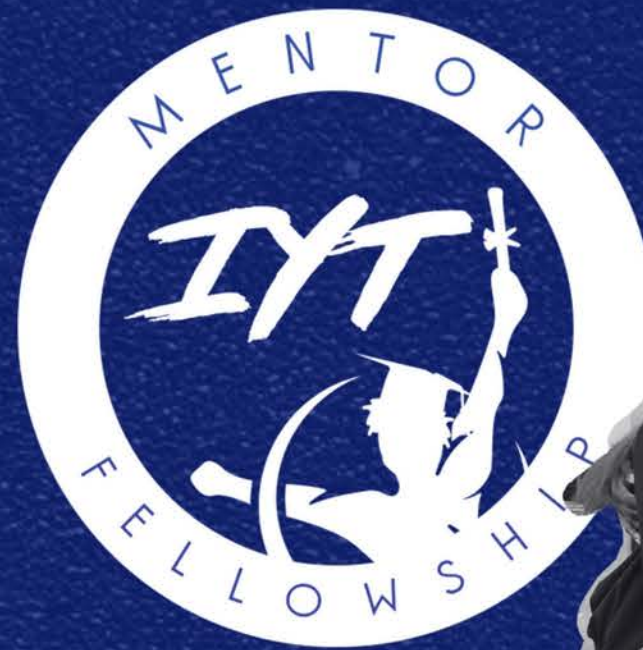


## **ENGAGEMENT WITH IYT**

Engage with member about attending afterschool programming and any upcoming events



# Closer Look: Mentor-Mentee First Interaction



## Guiding Questions for Mentee:

What was your childhood like?  
Who are the important people in your life?  
What have been some of the happiest moments in your life? Saddest?  
Who has been the biggest influence on your life?  
What is your family culture like?

## Guiding Questions for Mentee:

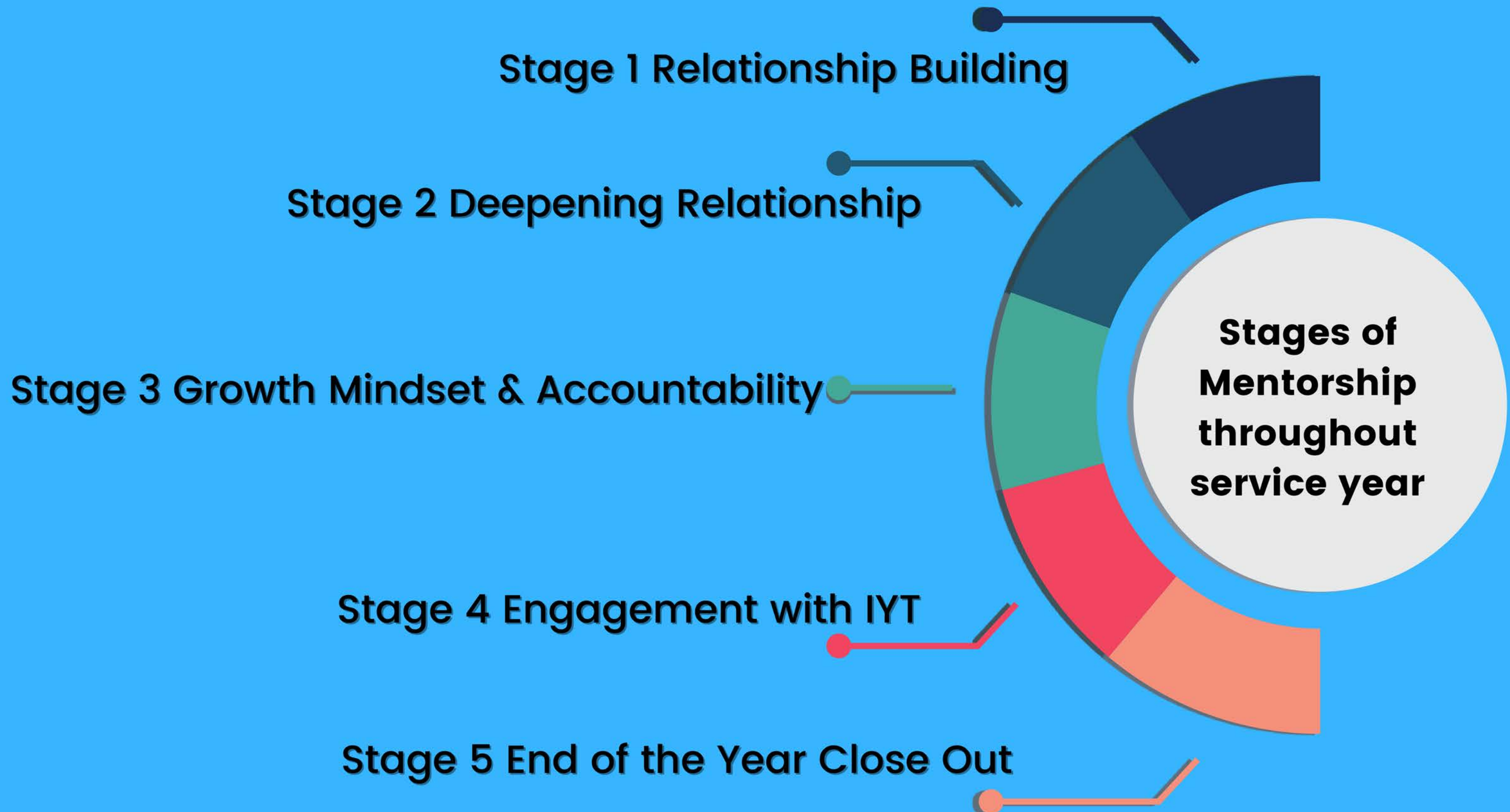
What are your interests/hobbies?  
What are you most proud of?  
What motivates?  
How did your past shape you into the person you are today?  
What are some challenges you are currently facing?  
What college do you attend? Or graduate from?

## Guiding Questions for Mentee:

What does your future hold?  
What's next after college?  
What's your dream job?  
What are some of your aspirations?  
Where do you see yourself in 1, 3, 5 years?  
One year from now, where would you want to be?



# Annual Mentorship Arc







# HISTORY

**2013**

**Co Founders starts mentorship program at Valley High School**

**17 Members  
1 Site**

**2015**

First IYT class graduates with a 94% college enrollment

IYT begins serving middle school members

**2017**



IYT University is created, launches program at CSU Sac State

**2018**

First IYT class graduates college



IYT Community College is created, launches programs across Los Rios Community College District in Sacramento

**2019**

IYT launches program in California's Central Valley Region



Partnership with AmeriCorps & California Volunteers solidifies IYT's Mentorship Program

**2020**

IYT launches food and care initiatives in response to emerging COVID-19 pandemic

IYT launches 1300 campaign coalition to dismantle systemic policy barriers

**2021**



IYT U launches partnership at Cal Poly Humboldt

**Michael Lynch  
CEO & Co-Founder**

**2022**

IYT launches programs in the Bay Area



**Mike Casper  
COO & Co-Founder**

**2023**

**AmeriCorps Partnership  
ServeMN launches in Minnesota**

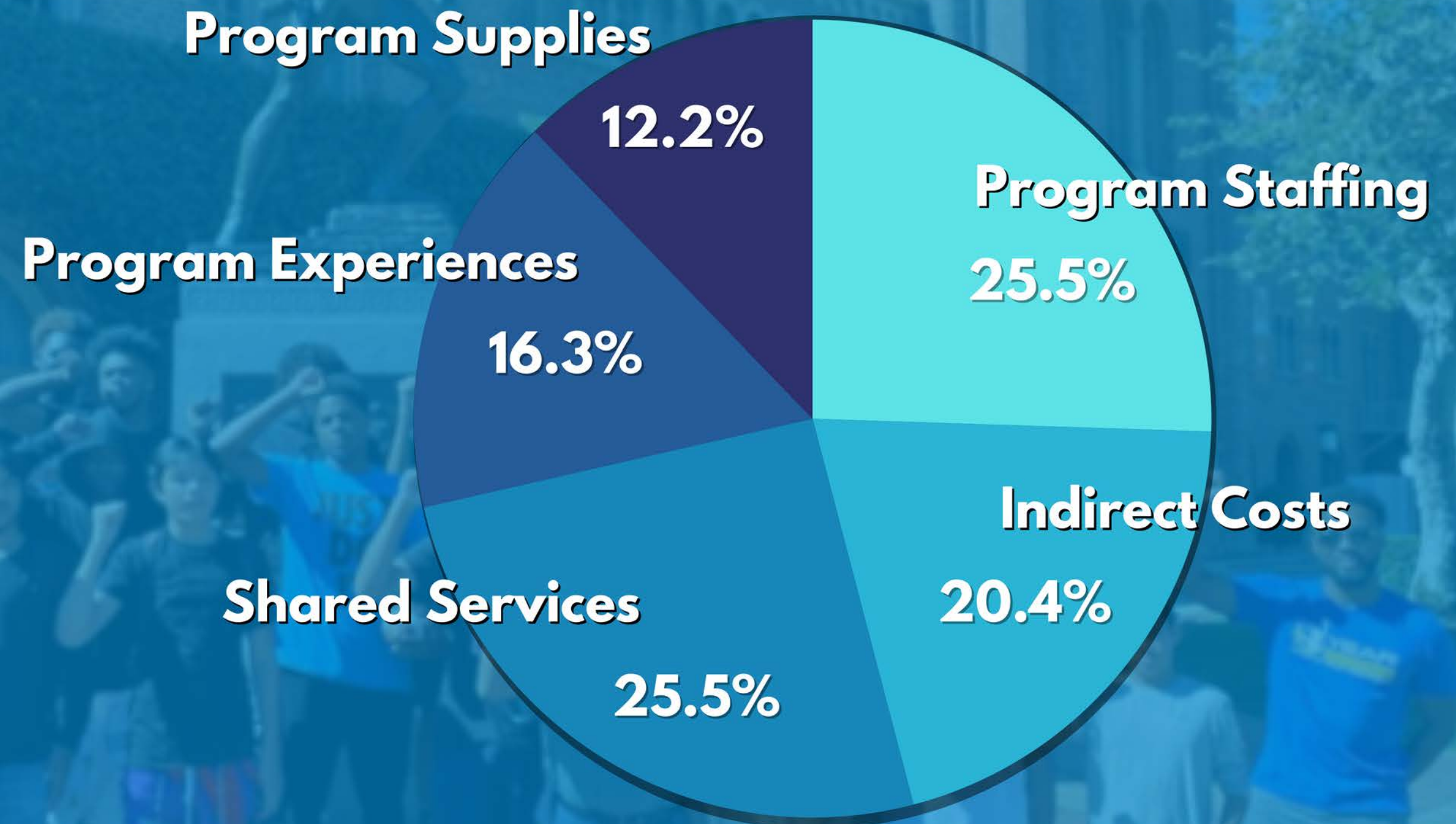
**IYT's College Success Center  
National Office Opens in Sacramento**

**4,400+ Members  
72 Program Sites  
17 School Districts Partners**





# College Academy Expense Breakdown





# Bay Area College Academy Funding Breakdown



**\$3,000/student  
@ 150 students**

**Private Funder**

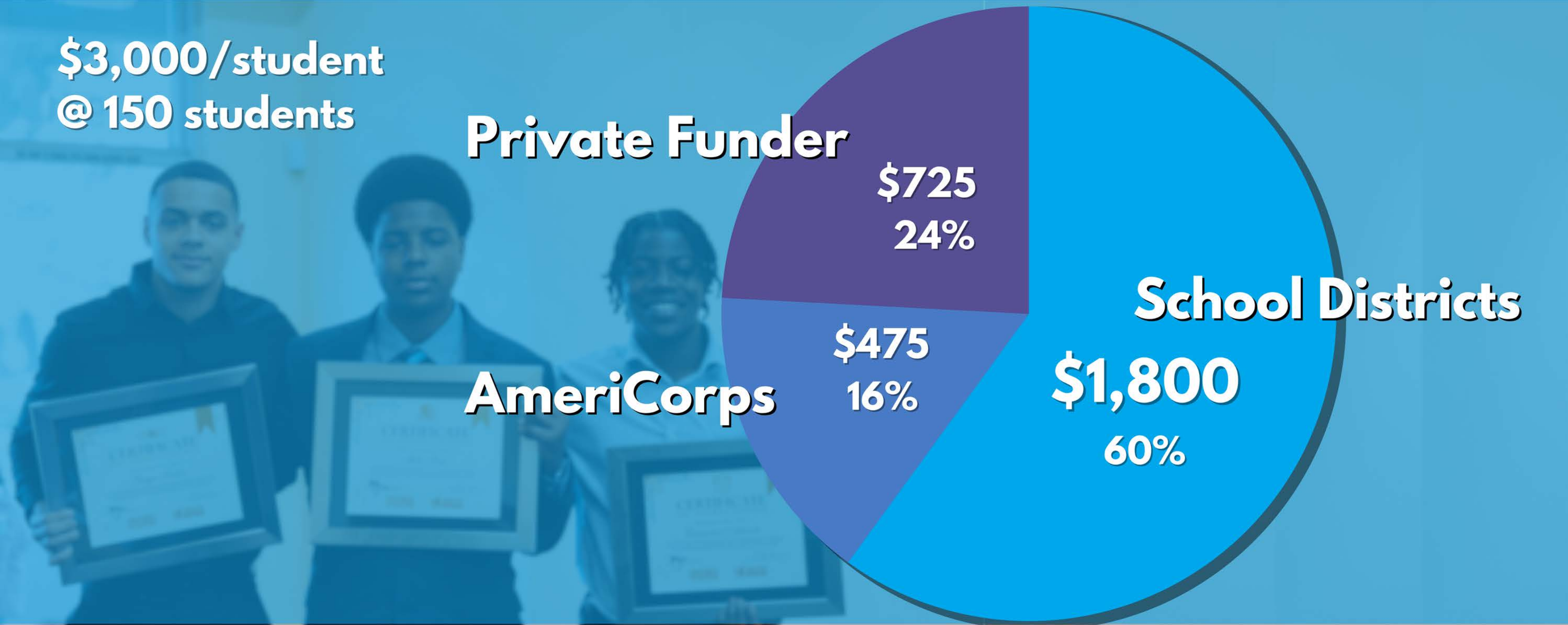
**\$725  
24%**

**AmeriCorps**

**\$475  
16%**

**School Districts**

**\$1,800  
60%**

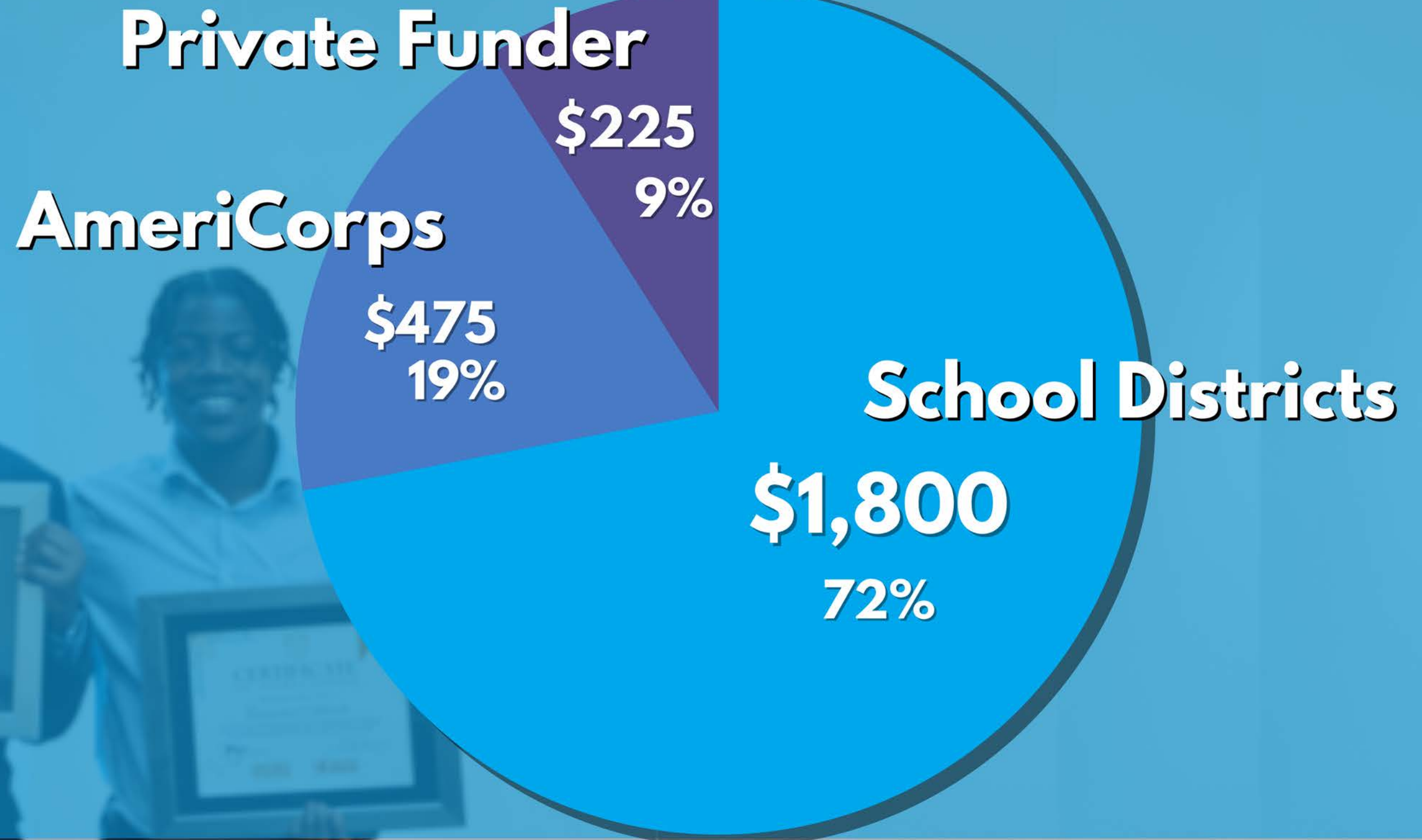




# Central Valley College Academy Funding Breakdown



**\$2,500/student  
@ 150 students**

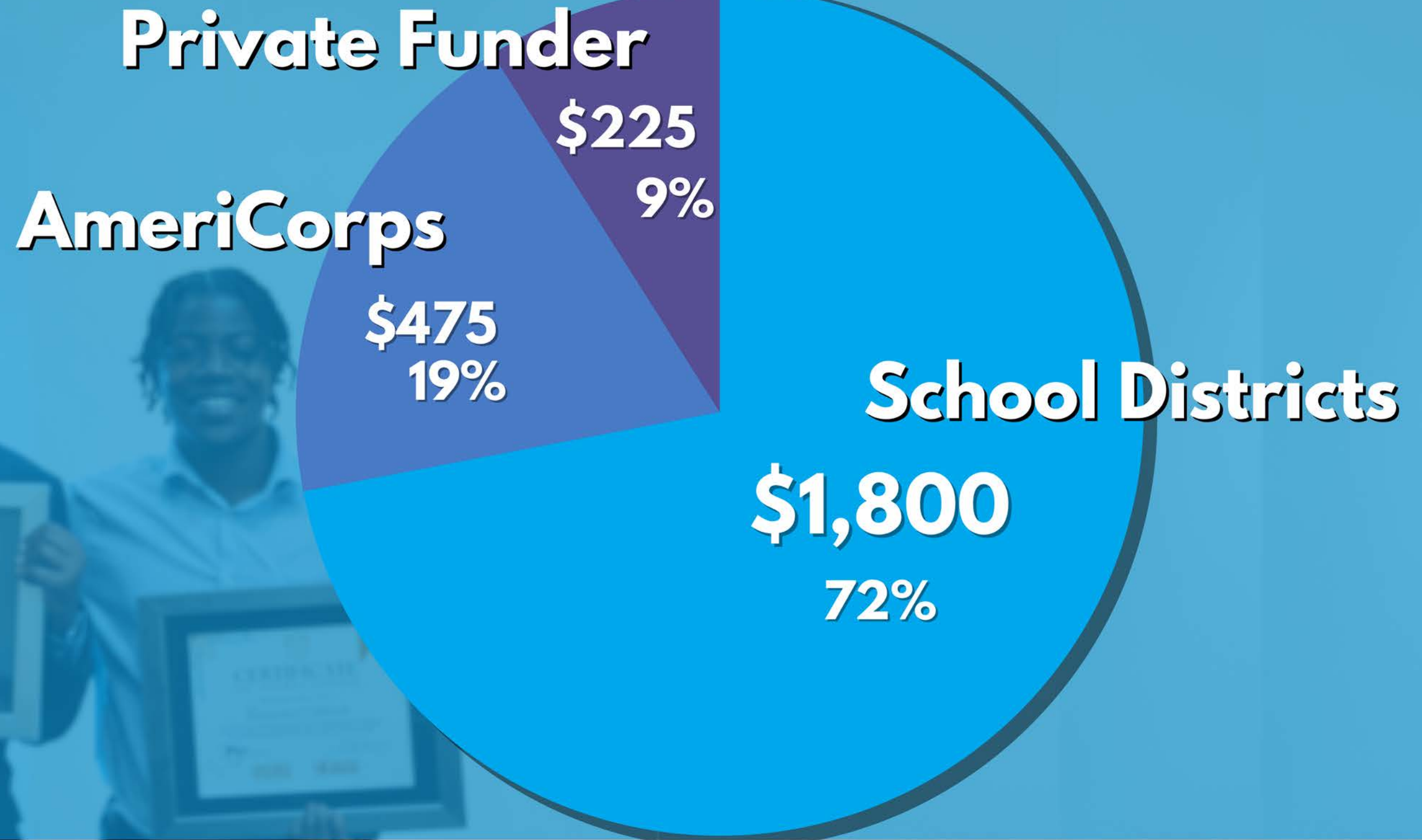




# Sacramento Region College Academy Funding Breakdown



**\$2,500/student  
@ 150 students**







**New Site**

# **Implementation Timeline**

[www.improveyourtomorrow.org](http://www.improveyourtomorrow.org)





# College Academy. Logic Model Link

[www.improveyourtomorrow.org](http://www.improveyourtomorrow.org)



# IYT Strategy Statement

Create transformative policy change through advocacy and developing youth civic leaders.

Fund core programs through school district contracts, AmeriCorps, and state or federal government grants.



Provide high-quality college success and leadership development programs tailored for young men of color.

Secure guaranteed admission agreements with universities across the nation.

Create service-oriented career pathway options for mentors and brothers by partnering with employers to provide internships, career advising, and career exposure.



# SCHEDULE



## MIDDLE SCHOOL

**MONDAY**

**TUESDAY**

**WEDNESDAY**

**THURSDAY**

**FRIDAY**

**AFTER-SCHOOL  
PROGRAMMING  
WITH  
ALL MEMBERS**

**AFTER-SCHOOL  
PROGRAMMING  
WITH  
ALL MEMBERS**

**AFTER-SCHOOL  
PROGRAMMING  
WITH  
ALL MEMBERS**

## HIGH SCHOOL

**MONDAY**

**TUESDAY**

**WEDNESDAY**

**THURSDAY**

**FRIDAY**

**AFTER-SCHOOL  
PROGRAMMING  
WITH  
ALL MEMBERS**

**AFTER-SCHOOL  
PROGRAMMING  
WITH  
ALL MEMBERS**

**AFTER-SCHOOL  
PROGRAMMING  
WITH  
ALL MEMBERS**





# Areas of Impact

**Leadership  
Development**

**Near Peer  
Mentorship**

**College Access  
& Advising**

**Career  
Preparation**



# COLLEGE TOURS



## What happens on an IYT College Trip?



**Orientation & Activities:** Participate in culturally relevant orientation activities, meet college staff about student services and resources available to them.



**Tour & Events:** Visit college museums, sports centers, and STEM labs to get a first hand look at potential fields of interest.



**Networking:** Meet college admissions staff and students, and gain useful information on best practices when applying for college.





# COLLEGE TOURS



## Why are they important?

Over 80% of our members that attended two or more college trips **enroll in college.**

### Fall IYT College Tour Respondents

Total Responses: 256 Tour Attendees: 552	Agreement Rate	Strongly Agree	Agree	Disagree	Strongly Disagree
Increased my desire to attend college.	95%	47% (121)	48% (124)	4% (10)	0% (1)
Encouraged me to work harder in school to increase the likelihood I will get accepted into college.	94%	42% (108)	52% (132)	6% (16)	0% (0)
Made me feel more like college is worth the effort.	95%	49% (126)	46% (118)	4% (10)	1% (2)





# IYT CC Program Features



Mentorship



Member  
Development



Career  
Tours



Career & Major  
Advising



Internships



Emergency  
Grants







# Community College Partners



**COSUMNES  
RIVER COLLEGE**



**FOLSOM LAKE COLLEGE**

LOS RIOS COMMUNITY COLLEGE DISTRICT



**AMERICAN RIVER COLLEGE**

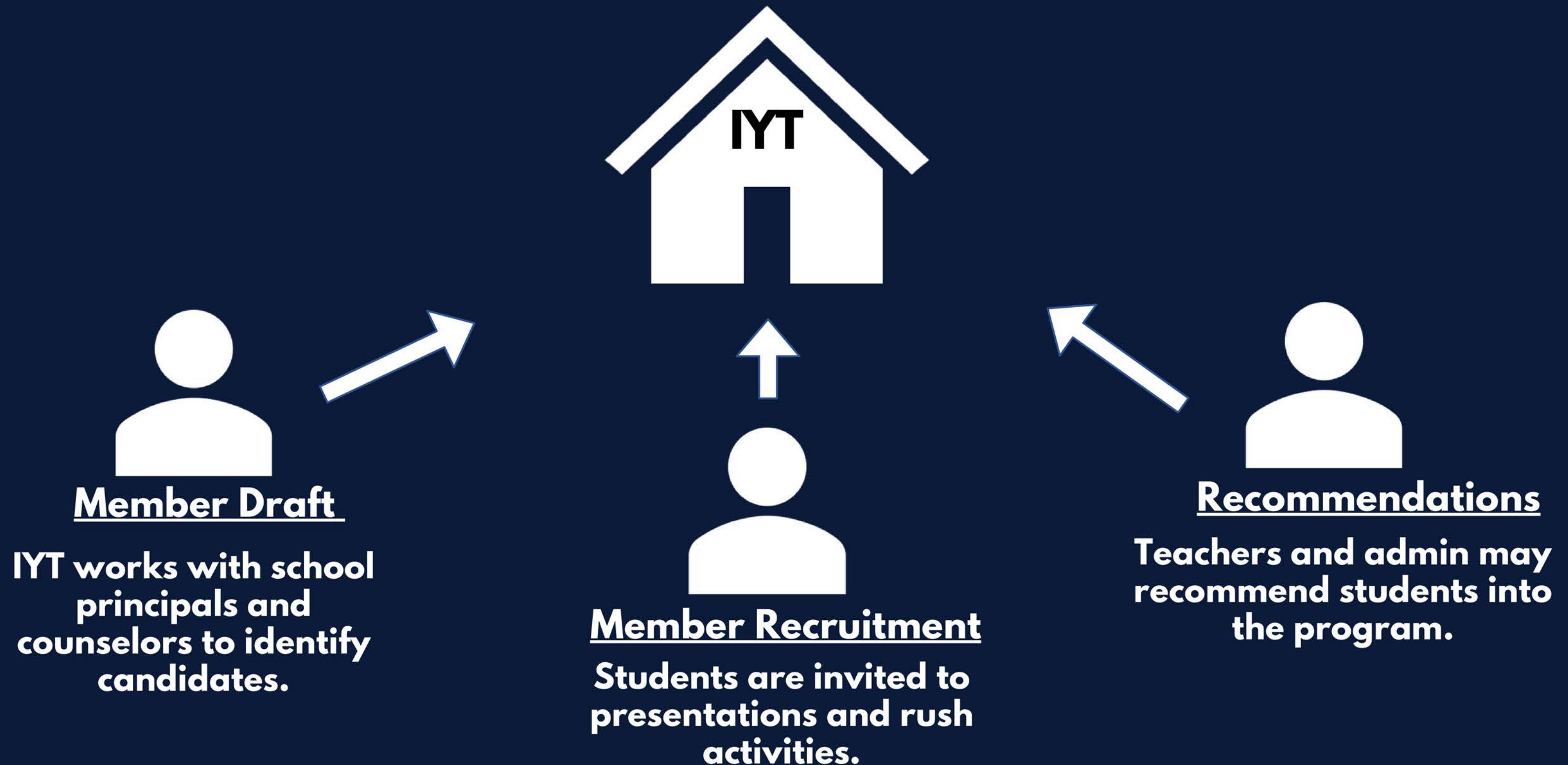


**SACRAMENTO  
CITY COLLEGE**

EST. 1916



# Students Entering the Program





# IYT Draft

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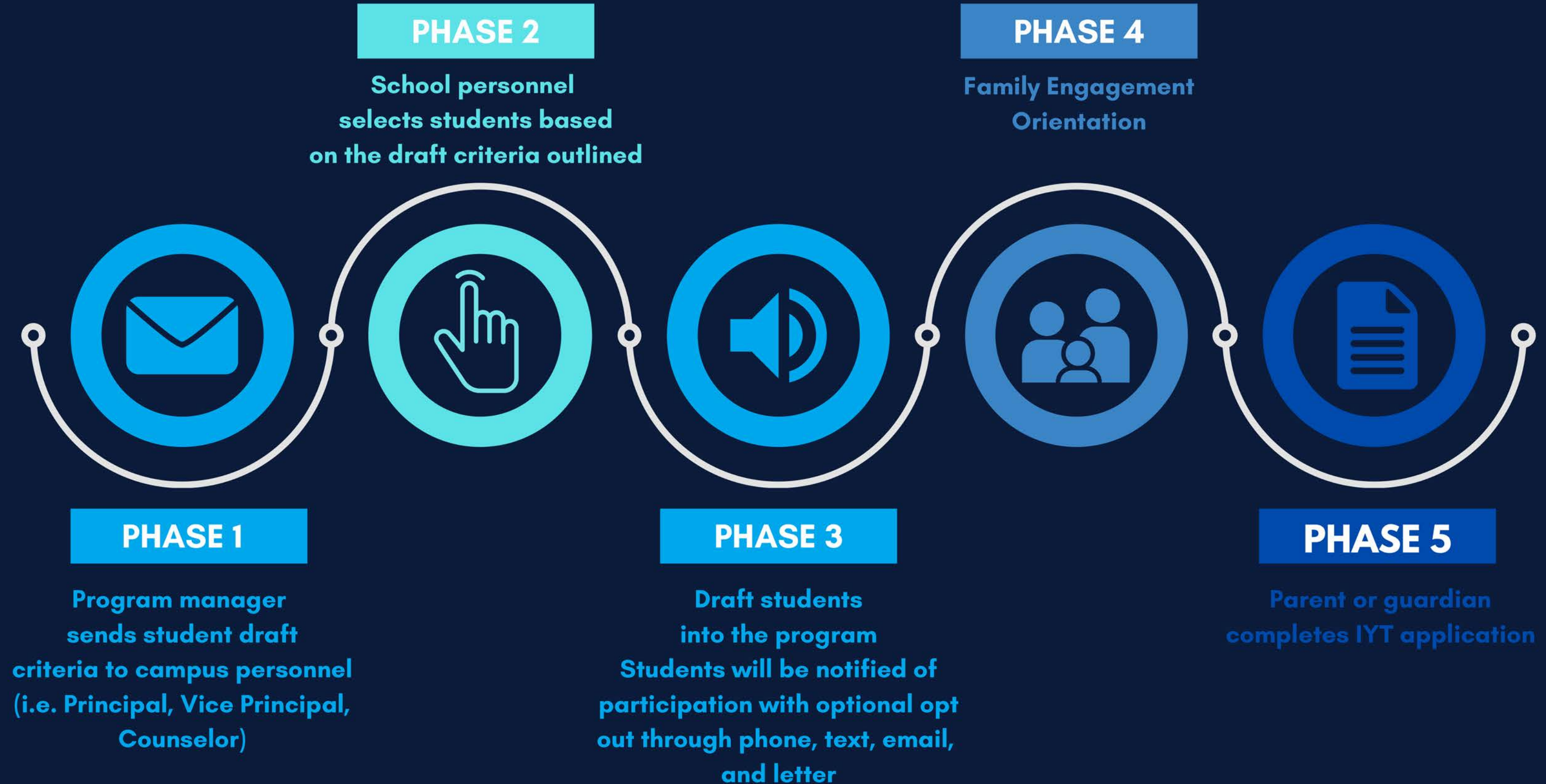


## *Student Draft Criteria*

- 50 9<sup>th</sup>/10<sup>th</sup> grade young men of color (YMOC) including; African American or Black, Hispanic or Latino, Southeast Asian, Native American, Pacific Islander or Native Hawaiian.
- Target GPA range includes: 50% below a 2.0; 30% between 2.0-2.75; 20% above a 2.75
- 50% of the students should have issues with attendance or classroom behavior



# IYT Draft – Timeline





# How can you fund an IYT partnership?



**ESSER  
II/III**



**Long Control  
And  
Accountability  
Plan**



**State Title IV  
Grants**



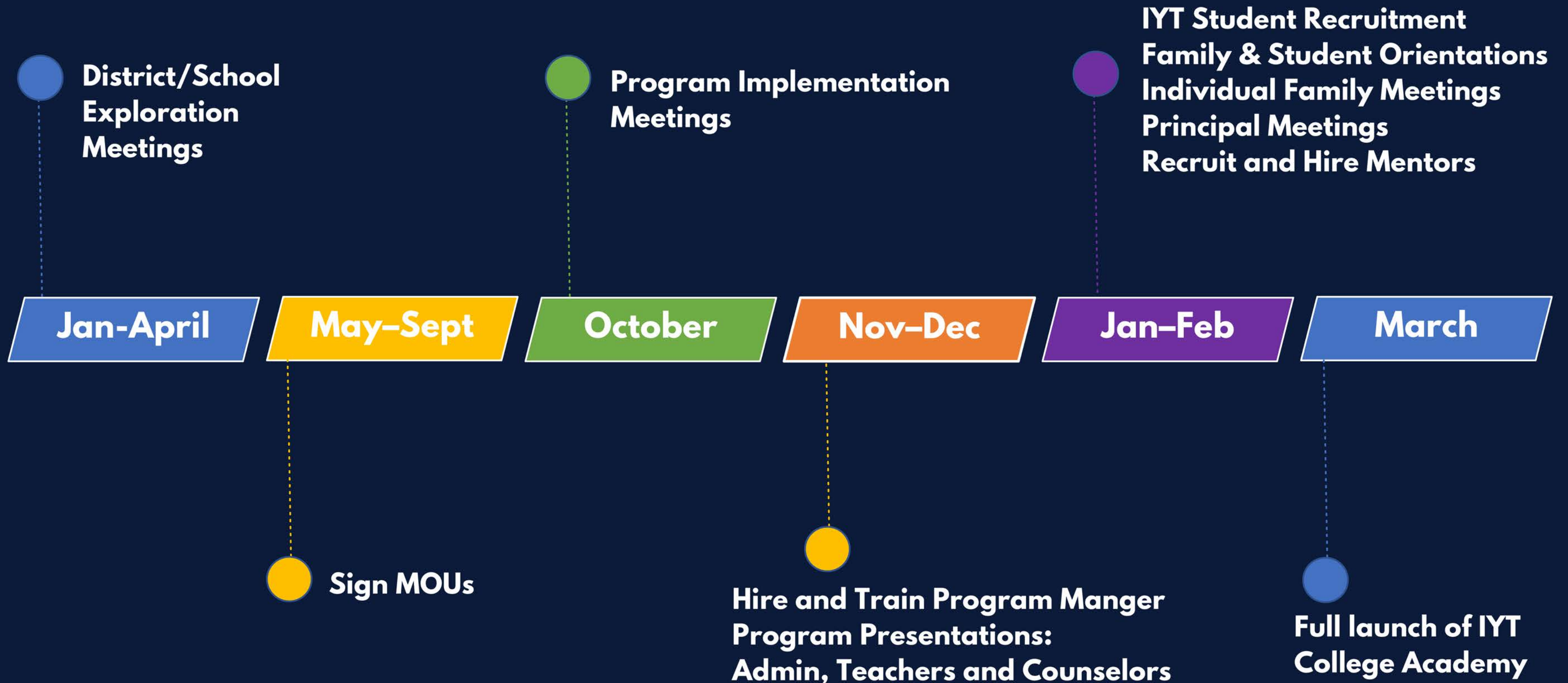
**Private  
Philanthropy**



**Local  
Government  
(City and  
County)**



# Spring Launch Timeline







The Cycle of Service.



MENTORING  
**MATTERS.**





# Ca of IYT Map Sites



**17**  
School Districts

**72**  
Middle School, High School,  
College Campuses

**4,425**  
Members

Guaranteed  
Admissions Site

**Cal Poly Humboldt**

Guaranteed  
Admissions Site  
Sonoma State

**12 Sites**  
700 Members

**Bay Area**

**Sacramento**

Guaranteed  
Admissions Site  
Sacramento State

**45 Sites**  
2,825 Members

**Central Valley**

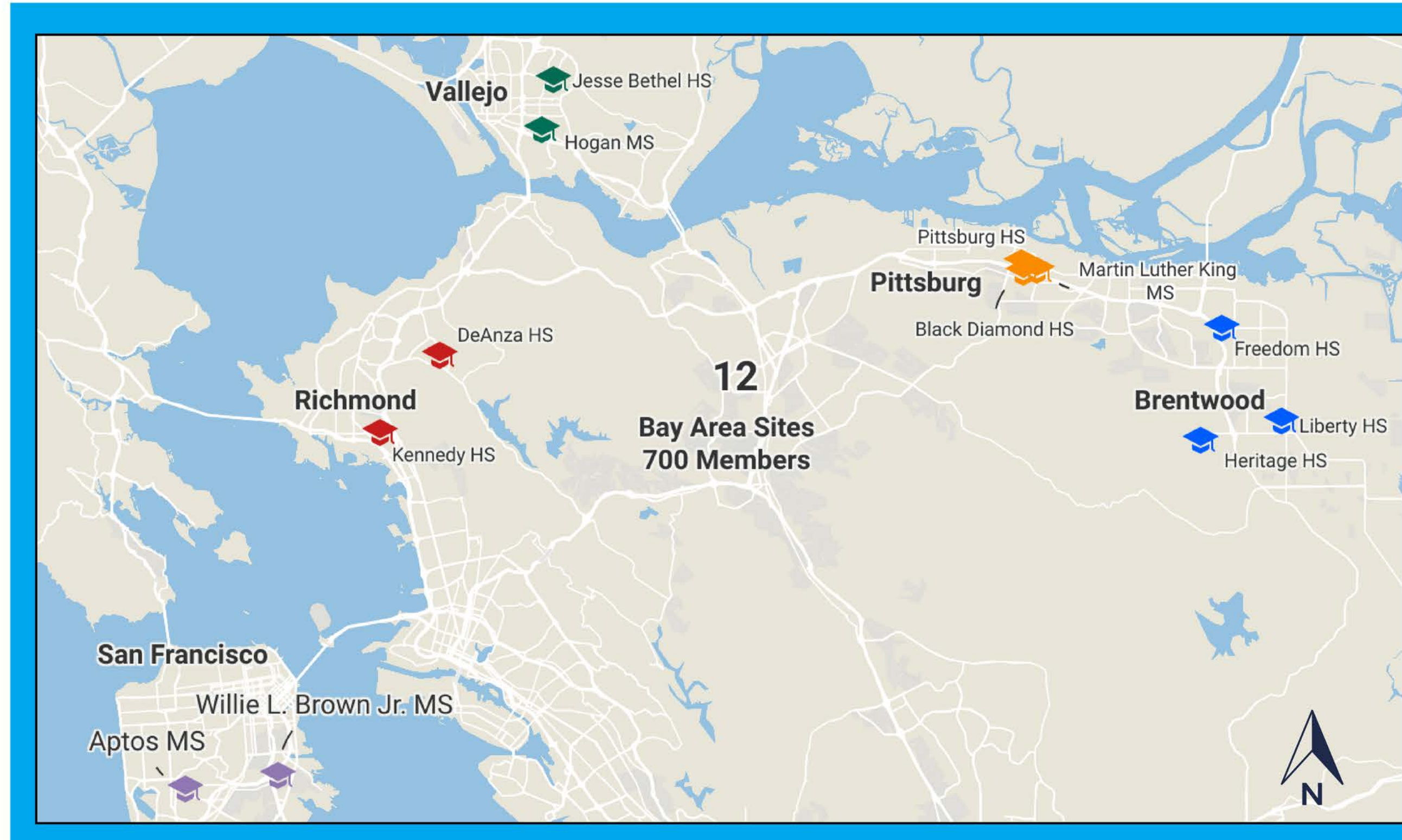
**15 Sites**  
900 Members





# Bay Area District Partners

- San Francisco Unified School District
- Liberty Union High School District
- Pittsburg Unified School District
- Vallejo City Unified School District
- West Contra Costa Unified School District

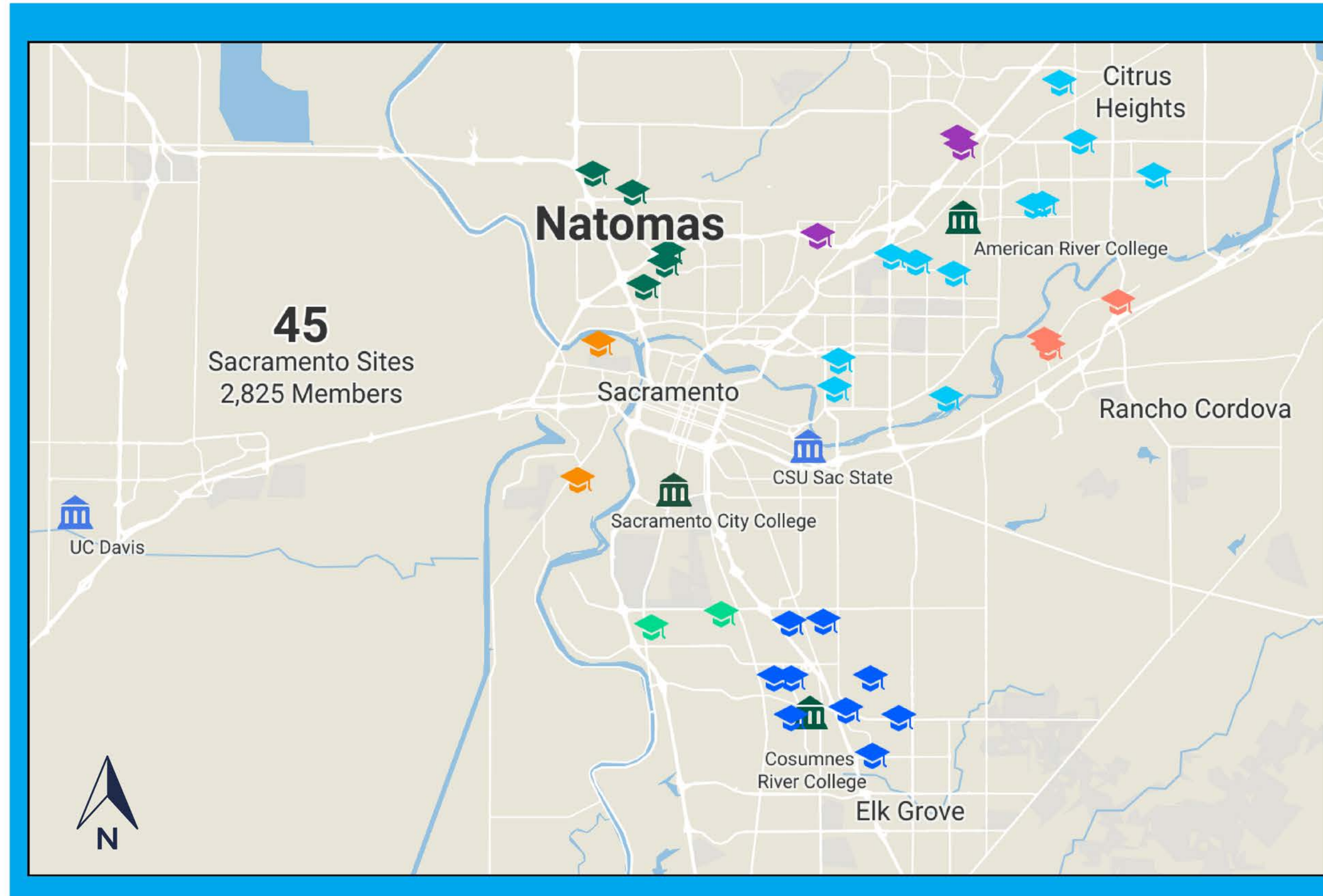






# Sacramento District Partners

- Elk Grove USD
- Sacramento City USD
- San Juan USD
- Natomas USD
- Washington USD
- Twin River USD
- Folsom Cordova USD







# Central Valley District Partners

- Modesto City School District
- Tracy Unified School District
- Stockton Unified School District
- Weaver Union Elementary School District
- Merced Union High School District

