

THEORY OF CHANGE

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Black Achievers Program

Black Achievers is a cluster mentoring¹ initiative that will provide Black youth with the opportunity to develop professionally (academically and career-wise), socially and mentally with the support of Black adult professionals/role models. The program will also provide Black youth with opportunities for leadership and community involvement. The program will run from September to June (school year) and youth will meet weekly.



OBJECTIVES

1. To positively impact Black youth and give them hope for their futures through personal, social and leadership development, and cultural pride
2. To provide Black youth with opportunities that will facilitate their full participation in professional, academic and community life
3. To support educational achievement of Black youth and encourage post-secondary education
4. To promote change within the system of employment by facilitating access to resources, connections and education and by encouraging Black youth to pursue fulfilling professional careers

OPPORTUNITIES & NEEDS

- Black youth are less likely than other youth to attain a postsecondary qualification. The gap between postsecondary graduation rates for Black youth persists even after controlling for differences in socioeconomic and family characteristics²
- Black youth have intersectional needs; for example, male Black youth are almost twice as likely as other male youth to not be employed or in education or training. This gap remained after accounting for differences in socioeconomic factors (e.g., parent's level of income and education)², suggesting that male Black youth are at a disadvantage compared to other male youth
- Black youth have been disproportionately affected by issues such as racism and discrimination, gun violence and COVID-19 compared to other youth

TARGET POPULATION

- Youth who self-identify as Black and are high school age, regardless of gender identity and gender expression, race, ethnicity, religious heritage, class, sexual orientation or physical/mental ability, that reside in the Galloway, Malvern and Dorset Park neighborhoods in Scarborough

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SHORTER-TERM OUTCOMES

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| <ol style="list-style-type: none"> 1. Increased knowledge and appreciation of Black history and cultures 2. Increased awareness of, and ability to cope with, issues of racism and discrimination affecting Black youth, including an understanding of anti-black racism and the ability to navigate society as a Black person 3. Increased positive view of personal future (i.e., greater hope for their personal future and achieving their full-potential) 4. Strengthened social support networks (e.g., to other youth in | <ol style="list-style-type: none"> 5. Secure an adult-ally 6. Strengthened community belonging 7. Improved academic success in secondary school and post-secondary readiness (e.g., grades, motivation, scholarship/bursary support) 8. Improved employability skills (e.g., resume building, building professional networks, etc.) 9. Increased leadership skills |
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mentors, program staff, partner organizations, etc.)

LONGER-TERM OUTCOMES

Autonomy,
Relatedness,
& Competence

Resilience

Meaningful
Employment

Life-Long Health and Well-Being

ACTIVITIES

- Weekly meetings to deliver post-secondary/career readiness curriculum and character/leadership development curriculum
- Creating awareness of opportunities for post-secondary education financial support and providing assistance to apply for bursaries, scholarships and post-secondary education
- Cluster mentoring to develop strong mentor-mentee relationships between Black youth and Black adult professionals
- Celebrating Black youth success (e.g., graduation event)
- Tours (e.g., post-secondary, mentor employment workplace, cultural)
- Providing referrals to other partnerships/organizations (where necessary)

APPROACH

- Safe, welcoming, Black African Centered, caring and inclusive environment
- Individual-tailored programming based on youth needs
- Partnerships with community organizations and institutions
- Positive youth development approach

FOOTNOTES

1. Cluster mentoring in this program means that there will be multiple mentors and multiple mentees in each session (instead of a 1:1 relationship)
2. Source: <https://www150.statcan.gc.ca/n1/pub/75-006-x/2020001/article/00002-eng.htm>