Impact Report
Fiscal Year 2019 - 2020

Our Brothers. Our Families.
Our Communities.
Fiscal Year 2019 - 2020

TABLE OF CONTENTS

03 Welcome
   Letter from Co-Founders

04 Our Challenges
   Closing the gap in educational achievement

09 Student Spotlight
   Preparing students for academic support and bolstering their emotional well-being

12 Our Approach
   College Degree completion and workforce readiness

19 Our Resilience
   How IYT adapted and built resilience during the pandemic.

22 Our Financials
   Financial Position
   Financial Activity

24 Our Board + Supporters
   Board of Directors
   Honor Roll of Donors
Welcome

These unprecedented times have made something painfully obvious: young men of color still face significant financial, digital, health, and educational inequities. In spite of the many uncertainties, you joined forces with us as we found new and innovative ways to serve young men of color.

In a year radically different from previous times, you helped us respond and quickly pivot to provide mentoring, college advising, and tutoring in a virtual setting. We kept our staff safe and, through your support, ensured our students stayed connected with Wi-Fi and computer access. With your support, we addressed food insecurity by implementing weekly food deliveries and providing emergency grocery vouchers.

In the summer of 2020, we faced a powerful national reckoning on race. IYT stood in solidarity with protests demanding justice to address historic inequalities in Black and Brown communities. As we look ahead to the future and fulfill our mission to increase the number of young men of color who attend and graduate from college, we will push ourselves and our institutional partners to combat structural racism and close achievement gaps. Through programs we will pilot in 2021, we will further promote the mental well-being of our brothers by providing counseling, wellness classes and retreats. We want to make an even bigger impact in upcoming years, and with you, we all look forward to brighter days.

With hope and gratitude,

Michael Lynch and Michael Casper
Co-Founder and CEO, Co-Founder and COO
Our Challenge

Closing the racial equity gap in educational achievement

With only 5% of African American males, and 16% of Latinx males in California possessing a college degree (associate’s degree included), young men of color (YMOC) are woefully underrepresented in California’s colleges and universities, and overrepresented in the state prison population (75%).

Furthermore, the pandemic is only exacerbating these educational inequalities, highlighting the need for more investment in the academic success of YMOC and the dismantling of the school-to-prison pipeline.

Our mission is to increase the number of young men of color who attend and graduate from college or university.

Michael Lynch
CEO and Co-Founder
Our Commitment

IYT has a proven track record of increasing college readiness (A-G completion), high school graduation rates, and college attendance rates in YMOC across race and ethnicity.

While public health mandates kept in-person programming from happening, IYT Programs adapted and provided services to over 1,000 middle and high school students of color. Services included mentoring, tutoring, meal deliveries, parent engagement, technology procurement and distribution, college advising, and digital conferences.

IYT's Overall Track Record

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>IYT HS Graduation Rate</td>
<td>99%</td>
</tr>
<tr>
<td>IYT College Attendance</td>
<td>90%</td>
</tr>
<tr>
<td>IYT College Persistence</td>
<td>89%</td>
</tr>
</tbody>
</table>
IYT College Academy’s overall high school graduation rate is 98.6 percent—17 percentage points higher than the statewide average for YMOC (see Figure 1). Additionally, African American/Black students at IYT were more likely to graduate as over 91 percent did so, representing a 19 percentage point difference. IYT supported 148 high school seniors (98.6%) through graduation and facilitated the successful transition of 132 middle students (100%) to high school.

I love IYT because it gives my son mentorship.

Nicole *
(IYT mother)
A-G Completion

A-G completion is a college admissions requirement that high school students must meet in order to be accepted into California’s colleges and universities. Completing the courses continues to be one of the biggest barriers for students to enter a 4 year university. Across the state, less than 40% of African American and Latino boys are A-G eligible upon graduation from high school. Last year, while the pandemic disengaged millions of students, IYT increased it’s A-G completion rate for YMOC in the program a minimum of 4 semesters to 60%.

W warranting specific attention is the 64 percent completion rate for IYT Hispanic/Latino students, which is 27 percentage points higher than the statewide rate for male Hispanic/Latino students.

"My experience as a mentor has really changed my life and it has changed the lives of others."

Keishaun Turner
College Academy Graduate and Mentor
College Attendance

The pandemic proved to have drastic impacts on college enrollment across the board. Nationally, schools that have high poverty rates and higher minority populations experienced double digit declines in college enrollment1.

Despite this, IYT College Academy brothers are attending college at a rate of 82.6 percent—over 20 percentage points higher than the pre-pandemic statewide rates of (see Figure 3).

Looking further, 90 percent of our mixed race and 80 percent of our Pacific Islander students attended college after graduation, 25 and 28 percentage points (respectively) higher than the pre-pandemic statewide rates for their counterparts.

The largest gap between our college-going rates and the statewide rate is with our African American/Black graduates as 84 percent of our students attend college, but the pre-pandemic statewide rate is less than 55 percent.

In Sum, our students are more likely to attend a four-year college compared to their statewide counterparts, a trend that holds across racial groups. Looking at four-year colleges, 42 percent of our students have attended a four-year college compared to the pre-pandemic statewide rate of 29 percent for YMOC. Attending a four-year college is important as more financial aid is available for non-tuition costs (e.g. rent) and could reduce students’ total cost of attendance compared to attending a two-year college first.

IYT is a difference maker...I’ve seen my brother go from 3 F’s and a B to a 3.5 GPA.

Anonymous
IYT College Academy Participant
Our mentors prioritize students' emotional well-being while providing academic support.

As an organization focused on advancing educational equity, IYT had to move quickly to support our students when guidelines shifted to remote learning. Despite its challenges, IYT programs provided online services to all 22 school sites, retained all 64 mentor fellows, and delivered over 7,500 mentoring sessions—totaling over 17,000 hours.

While distance learning has made relationship building difficult, IYT mentors are weathering the storm by being flexible and consistent in their engagement with young people. The relationship between IYT mentor Adam Allen and College Academy participant Yovani Pacheo-Martinez exemplifies both the challenges and impacts of remote mentoring.

Yovani is a senior at Luther Burbank High School and has been an active IYT participant for four years. As a senior in the College Academy program, he’s receiving a mentorship that focuses on college readiness. With support from IYT, Yovani not only earned a 4.0 GPA but was accepted into his first choice college, Sacramento State. Yovani will be the first in his family to attend college, a stat that he shares in common with 43% of IYT students going to universities this fall. For IYT students, seeing themselves in IYT’s leadership remains an important factor in motivating them toward college. “Being able to see brothers come up from the same community and be successful struck something in me to make me go to college and change the direction I was going in,” stated Adam. After graduating from UC Merced, Adam felt a calling to become an IYT mentor, helping students like him get to college. “Realizing the impact that IYT had on me, I felt like it was only right to be able to impact students like I was,” said Adam.

Despite having to interact via Zoom, IYT mentors at Luther Burbank found ways to ensure the mentoring program was meaningful. Looking back on the highlights, Yovani stated, “I really liked the Friday huddles. I know a lot of people who are suffering from depression and feeling alone [so] the Friday huddles really show that IYT is there for us.” Continuing, he said, “I ended up making friends with kids at other IYT schools that I can relate to and are going through what I’m going through, growing up with a single mom. I’ve also met mentors from other schools who’ve given me a lot of wisdom.” Reflecting on the success of the Friday huddles, Adam stated, “that turned out to be a really engaging atmosphere, we tried to make it similar to a lunch period where students direct the conversation.”

When asked about some of the challenges students have been facing due to distance learning, Yovani stated, “I’ve seen a lot of kids struggling to show up for class but it’s not really about them not showing up as much as it’s them not having wifi or transportation to get a computer, or they have to take care of somebody but need to work too.” These comments align with emerging research on the digital divide and the racial inequities that are intensified by COVID-19. This divide has been tough for mentors as well, especially given the anxieties and trauma brought on by the increase in racialized violence directed at immigrants and people of color in the last year.
"For me one of the biggest things was not being able to meet with students in person to have these big conversations about race and social justice," Adam stated. Thinking about how he overcame this challenge, Adam reflected, "It’s about allowing students to speak for themselves and give their viewpoints about what’s going on and that’s what we try and do but ultimately it’s tough knowing we could go deeper if we were all on campus together."

Looking back on the last four years, Yovani was asked what he liked most about being a part of the IYT community. Yovani stated, "I like how they treat everyone like brothers, and how they help us try and get through college. IYT has made a really big difference for kids like me who didn’t have that support before.” Continuing, Yovani said, “they basically help kids see things in college that they didn’t see, and help spark their interests.” That spark has clearly caught fire in Yovani as he plans on pursuing many different interests, from gerontology to music production.

Reminiscing on the impact IYT’s college trips had on him, Yovani stated that getting the chance to meet with college students who come from similar backgrounds helped open his eyes to the variety of disciplines he could pursue. "I think college exposure is one of the biggest things, having college students come and talk to them about their experience, it helps our students think about their passions,” stated Adam.

Whether in-person or virtual, IYT’s approach to mentorship is all about building trust through consistent and reliable contact with both the students and school staff, which Adam states, “makes a difference in times like these.” During the pandemic, school administrators relied on IYT mentors like Adam to help students attend classes, navigate online portals, and stay on top of college applications. Yovani explains, “I have a lot of people living at my house and I help my mom a lot so I forget things but [Adam] has been checking in with me a lot and will help remind me of my goals.”

Continuing, Yovani stated “he’s a good listener and a friend, I feel like I can talk to him about all my problems.”

For more inspiring stories like Adam and Yovani’s, check out IYT’s [Brotherhood Conference Video Shorts](https://www.youtube.com/watch?v=dQw4w9WgXcQ) on Youtube.

<table>
<thead>
<tr>
<th>Total Mentoring Sessions</th>
<th>Total Mentoring Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>7,560</strong></td>
<td><strong>17,500</strong></td>
</tr>
</tbody>
</table>

Adam dropping off a care package to his mentee, Yovani Pacheo-Martinez
OUR APPROACH
Supporting YMOC through college and into careers

“IYT definitely made me know 100% that I want to go to college no matter what.”

Nicolas Tolliver
McNair HS Senior
IYT Community College & IYT University

IYT CC and IYT U programs offer specialized support to promote a successful transition to post-secondary educational institutions and college completion, as well as post-college employment pathways. Both programs offer student development workshops, academic and social-emotional support, tutoring, mentoring, scholarship and grant programs, and additional resources and services based on the unique needs of participating students.

IYT CC is based primarily within the Los Rios Community College District in the Sacramento, CA region.

IYT U serves students from several California State Universities and University of California campuses.

Sam Lauderdale at the Google campus in San Jose as part of an IYT Career Tour Site visit.
How we support YMOC through college and careers

Young men of color are attending and graduating from college at the lowest rate among all student demographic groups. Whether it’s data from 1921 or 2021, the lowest performing student is often a black or brown boy, yet, we know that’s not because they aren’t exceptional, hardworking, and intelligent, but because these systems do not often support their needs. Recognizing the lack of support, IYT CC and IYT U were created to not only uplift YMOC during this pivotal stage of development, but propel them toward meaningful careers.

Elaborating on the value of being a part of IYT as a college student, IYT CC student Keishaun Turner stated, “I’ve seen 2.0 (G.P.A) guys become top scholars on their campus, I’ve seen 1.0 guys become valedictorians and go to college.” Continuing he said, “if you want to be part of a program that has a deep network and you want certain things that you may not have ever thought were possible or achievable, join IYT.”

For IYT mentors like Sam and Keishaun, the work is more than just giving back but building robust and transferable skills. Working as an assistant program director, Sam was communicating with various stakeholders like principals, school staff, and parents, while managing students’ workflow and goals. This experience enhanced Sam’s communications skills and his ability as a leader. This came in handy for Sam during a computer science internship where he was working in app development in San Francisco. “IYT definitely helped me out along the way with a bunch of professional development,” Sam stated with enthusiasm.

Recounting on how being a part of the IYT network has helped his career goals Sam said, “just working for IYT alone has propelled me professionally to the point where I don’t know where I would be if it wasn’t for IYT.”

The Mentor Fellowship Program, which both Keishaun and Sam were a part of, acts as a workforce development initiative and a social justice pipeline. In partnership with Americorps, the program offers IYT CC and U students jobs as mentors for IYT’s College Academy. Many of the college students hired are College Academy alumni that come from the same communities and schools they’re being hired to serve. This creates a positive cycle whereby mentors help deliver transformational experiences to students that get them to college. Once in college, those students then have the opportunity to work for IYT, delivering the same services that helped them.

To hear more impact stories from IYT CC and IYT U students, check out IYT’s Brotherhood Conference Video Shorts on Youtube.

AmeriCorps

Thanks to our 6 year partnership with AmeriCorps, we are able to maintain our Mentor Fellowship Program, providing much needed employment during the pandemic for 64 students and early career adults like Keishaun and Sam.
Program Retention Rates for IYT College Students

- IYT UC Davis: 100%
- IYT U: 81.1%
- IYT U Sac State: 88%
- IYT CC: 90.1%
What IYT U and IYT CC students are saying about program benefits:

*Excerpted from the 2019–20 Culture of Brotherhood Impact Report by Innovation Bridge.

**Defining Success**

The following quotes were taken as part of an anonymous IYT CC and IYT U participant focus group. Participants were asked to explain the ways IYT has supported their definition of success. These reasons varied across themes of service, confidence, and executing vision.

“IYT showed [me] that capital has certain benefits but that relationship building and having a community to be a part of is just as or even more important than simply having a stable job.”

“IYT has helped my definition and confidence, of allowing myself to push myself beyond my comfort zone in order to achieve goals that will push me further.”

“my mentor helped me shape my definition of success based on his work ethic and my work ethic ... we continue to push each other...it's almost competitive but in a family type of way.”

“IYT has helped me grow my own vision of success by helping me find fulfillment through the service of young men of color.”

“Participating in IYT has supported [my] definition of success through the way [IYT] has provided service and support to the community, both through direct service and through creating a sense of community among the participants.”

“IYT has helped me grow my own vision of success by helping me find fulfillment through the service of young men of color.”

“Participating in IYT has supported [my] definition of success through the way [IYT] has provided service and support to the community, both through direct service and through creating a sense of community among the participants.”

“Participating in IYT has supported [my] definition of success through the way [IYT] has provided service and support to the community, both through direct service and through creating a sense of community among the participants.”

“Participating in IYT has supported [my] definition of success through the way [IYT] has provided service and support to the community, both through direct service and through creating a sense of community among the participants.”

“Participating in IYT has supported [my] definition of success through the way [IYT] has provided service and support to the community, both through direct service and through creating a sense of community among the participants.”

“Participating in IYT has supported [my] definition of success through the way [IYT] has provided service and support to the community, both through direct service and through creating a sense of community among the participants.”

“Participating in IYT has supported [my] definition of success through the way [IYT] has provided service and support to the community, both through direct service and through creating a sense of community among the participants.”

“Participating in IYT has supported [my] definition of success through the way [IYT] has provided service and support to the community, both through direct service and through creating a sense of community among the participants.”
New 1300 Campaign Policy Initiative will scale IYT’s impact and role in getting more YMOC to and through college.

The 1300 Campaign is a multi-stakeholder policy initiative to permanently transform systems that have historically limited the opportunities of young men of color. Established by the Sierra Health Foundation (SHF) and My Brother’s Keeper (MBK) Sacramento (an Obama Foundation Initiative), the 1300 Campaign will work with local leaders and organizations to increase by 1,300 the number of YMOC who attend and graduate from California State University, Sacramento and the University of California, Davis by 2025.

IYT will provide backbone support for a new MBK and SHF Education initiative, advocating for a ban on in-School suspensions, among other progressive education policy initiatives. The collaboration is also working with the region’s state colleges and universities to replace rejection letters with pathways toward enrollment.
New $10K Scholarship and Workforce Development Initiative Increases YMOC in Dentistry Profession

In collaboration with LIBERTY Dental and Los Rios Community College, IYT established the LIBERTY Dental Health Champions of Tomorrow Scholarship. This new initiative will increase the number of local Black and Brown young men entering careers in dentistry by offering pathways to students who are transitioning to their first years of college.

Starting in the spring, a cohort of four IYT CC freshmen at Los Rios Community College will take part in Dental Certification Programs that jump-start their careers in dentistry. The program provides students with culturally responsive career-focused mentorship and awards students with certifications in dental assisting and dental hygiene.

The scholarship awards $10,000 annually to help support living expenses and academic materials. Additionally, recipients will receive support services such as academic advising and tutoring, and be immersed in monthly professional workshops, community engagement opportunities, and college/career tours. This program is being piloted for two years and will award a total of 8 scholarships.

“My biggest dream is to go to become a cardiac surgeon and go to Harvard. It’s going to be a long and extraneous process but I think IYT has been one of the helping factors toward that.”

Shazad Atiquur Franklin HS Senior
Our Resilience
At IYT, we succeed because we not only understand the challenges our communities are facing but because we mobilize ourselves to bring about the kind of action that makes a difference in each and every young man and family we serve. From food delivery and family vouchers, to college student grants and technology donations—we felt our community struggling and pivoted to bring about the change we knew we could make.

While the challenges are new, as men of color who’ve grown up here and in similar situations, we have been tackling adversity and building resiliency all our lives and this year has only shown us how strong we are when we come together.

As we pass the 1-year anniversary of the pandemic we see many bright lights on the horizon, but we also recognize that much work still lies ahead of us. With hopes of the economy and public life beginning to open up, it’s imperative that we remember that that future depends on the cooperation and compassion of all of us working to ensure that the most vulnerable and impacted among us are not left with the deeply inequitable burdens this crisis put on them.
How we responded to emerging needs during the pandemic

When COVID-19 hit, closing schools and businesses, IYT took notice of the disproportionate number of families suffering from loss of jobs, income, and essential resources. Responding to this crisis, IYT began mobilizing staff and pivoting services to meet the emerging health, tech, and social-emotional needs of students and their families.

With 90% of IYT’s student population at or below the poverty level, deliveries were organized to families in need. IYT distributed resources like grocery gift cards, self-care items, clothing, meals, snack packs, and PPE. In September, IYT successfully delivered over 150 enrichment kits, winter clothing, and 75–100 food and meals per week. Last fall, the food distribution initiative served a monthly average of 230 IYT students across the three program regions in North Sacramento, South Sacramento, and Stockton. In total, IYT has made over 1,500 deliveries to students.

My biggest dream is to take care of my family. They’ve been providing for me my whole life, so I want to help them get what they didn’t get when they were growing up.

Josiah Scott
McNair HS Senior

$20,000 awarded to College students through IYT’s Emergency College Grants Program

$18,000 spent in technology procurement for nearly 100 IYT students

$1,450 in $50 vouchers to 100% of the IYT families that requested them

$120K+ in sustained support from IYT Leadership Council helped programs continue through the pandemic.
Our Financials
Funding Source

- Government: 46%
- Corporate: 8%
- Earned Income: 24%
- Foundations: 17%
- Individual: 5%

Expense Breakdown

- Total Expenses: $2,159,225
- Program Expenses: 77%
- Fundraising Expense: 7%
- Administrative Expenses: 16%
Our Board + Supporters
Our Board

Monica Roberts (Chair)
Retired - Director of Sacramento County Office of Education - CalSOAP

Dr. Harold Jackson (Vice-Chair)
Orthopedic Surgeon
Northern California Orthopedic Associates

Jay Jefferson (Treasurer)
Deputy Appointments Secretary
Office of Governor Gavin Newsome

Don Shalvey
CEO of San Joaquin A+

Dr. Edward Bush
President at Cosumnes River College

Susan Wheeler (Secretary)
Workforce Planning and Education Relations
SMUD

Dr. Lisa Cardoza
Vice President of University Advancement
California State University - Sacramento

Deneva Shelton
Community Engagement Program Manager
Golden 1 Credit Union

Che Salinas
Chief Deputy Legislative Affairs Secretary for Operations
Office of Governor Gavin Newsome

Greg Ortiz
Counselor
Valley High School

Asha King
IYT Parent
Sacramento County

Michael Lynch
Co-Founder & CEO
Improve Your Tomorrow
## Supporters

**July 2019 – Dec 31 2020**

<table>
<thead>
<tr>
<th>Amount</th>
<th>Organizations</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>$500,000+</strong></td>
<td>Elk Grove Unified School District</td>
</tr>
<tr>
<td><strong>$250,000</strong></td>
<td>Natomas Unified, San Juan Unified School District</td>
</tr>
<tr>
<td><strong>$100,000+</strong></td>
<td>City of Sacramento, City of Stockton, Lodi Unified School District, Sierra Health Foundation, Washington Unified School District</td>
</tr>
<tr>
<td><strong>$50,000+</strong></td>
<td>AT&amp;T, Cal Mental Health Services Authority, Sacramento Region Community Foundation, Sacramento State, Stockton Unified School District, University of California Davis</td>
</tr>
<tr>
<td><strong>$25,000+</strong></td>
<td>Arata Brothers Trust, Brethren Community Foundation, Michael Pearson, SMUD, Sutter Independent Physicians</td>
</tr>
<tr>
<td><strong>$10,000+</strong></td>
<td>Cheryl Miles, Golden 1 Credit Union, Hailey Garrett, InterWest Insurance, Pro Youth and Families, Reinvent Stockton Foundation, Robert &amp; Jody Nelson, Sacramento State, US Bank</td>
</tr>
<tr>
<td><strong>$5,000+</strong></td>
<td>Andrew Boggs, California Fire Foundation, Cities Rise, Closing the Gap, College Futures Foundation, Community Foundation of San Joaquin, Edward Mills, Elfrena and Bruce Foord Hester, John Hornsby, Kathleen Stille, Medical Clinic of Sacramento, Inc, NextGen Climate America, Point West Rotary Foundation, Redwood Electric Group, Teichert Foundation</td>
</tr>
<tr>
<td><strong>$2,500+</strong></td>
<td>Fixins Sacramento LLC, KP Public Affairs, Kristi Kendall, Lisa Cardoza, Monica Roberts, Sacramento County Office of Education, Silvan Menendez, Tanya Perez, Taylor-Meyer Family Foundation, Vince A. Sales, Walmart</td>
</tr>
</tbody>
</table>

| **$1,000+** | Andrew Dupree, Ann Pieri, Bianca Roberts, Bruce Roberson, Capitol Advisors Group, LLC, Charles Daniel, Comcast, Don Hunt, Donna Bland, Donna Lucas, Dr. Harold Jackson, Elaine Abelaye-Mateo Family, Eliot Reiner, Franklin Templeton, Frans Debruy, Greg & Teresa Ortiz, Hilary Vos, Innovation Bridge Inc., Jaivin L Anzalota, Janet Black, Jerry Greenwell, Jesse Alexander, Joneal Ellison |
Supporters
July 2019 – Dec 31 2020

$1000+

Justin Hornsby
Ken Templeton
Kenneth Spence
Larry Black
Laurie Paule
LeAnn Fong-Batkin
Liz Bergeron
Michael Casper
Michael Lynch
Miraj Sanghvi
Morgan Stanley Gift Fund
Nicolas K Daily
North Coast Exporting
Pepsi Co
Philip Givant
PhRMA
Red Dog Real Estate Family
Renee Schaffer
Rob Trudgeon
Ronald & Rebecca Knapp
Scott Syphax
Sharad Vora
Soroptomist International of Metropolitan Sacramento
Steinberg for Sacramento Mayor 2016
Supervisor Don Nottoli
Susan Wheeler
The Social Changery LLC
University of California Davis

$500

Andrew Klonecke
Asha King
Bel Reyes
Beth Broome
Cecil and Mary Murray Autry
Danny Holley
David Harmon
Deborah Jackson-Lee
Don Nottolli
Fred Teichert
Gamma Epsilon Boule-Sigma Pi Phi Fraternity
Gary King
Greg Hayes
Gregory Ortiz
Heather Prowd
Hillary Vos
Ingrid Rice
Jake Mossawir
Jay Jefferson
Jay Schenirer
JC Rafferty
Jeanada H. Nolan Endowed Fund
Jeff S. Harris
Jennifer Lundmark
Jeremy David Wilson
Jim Lites
Jiries Mogannam
Joe Stephenshaw
Jonathan Kaufman
Joseph Finnigan
Juan “Chino” Perez
Judith Booth
Justin Hornsby

Linda Cutler
Lucas Public Affairs Inc
Manroop Purewal
Michael Lynch
Michael Perez
Nancy Chaires Espinoza
National Financial Services LLC
Nick Lee
Nugget Market
Paul Bogosian
Renatto Guerra
Robert Scarlett
Robert Stevenson
Stephanie Bray
Timothy Suttle