

AFROCENTRIC SUMMER MENTORSHIP & ENRICHMENT PROGRAM

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The fourth annual [Afrocentric Summer Mentorship & Enrichment Program](#) comprised live virtual sessions for **36** youth, aged 12 to 17, for **seven Saturdays** from **July to August 2021**.

Every week, participants and mentors engaged on a specific Afrocentric principle connected to an academic discipline or life skill. Each session began with icebreakers, followed by a presentation from an accomplished guest speaker and an interactive Q&A. Participants then met with mentors in smaller groups ('mentor pods') where they could explore the theme further.

Weekly Themes, Discussions & Activities:

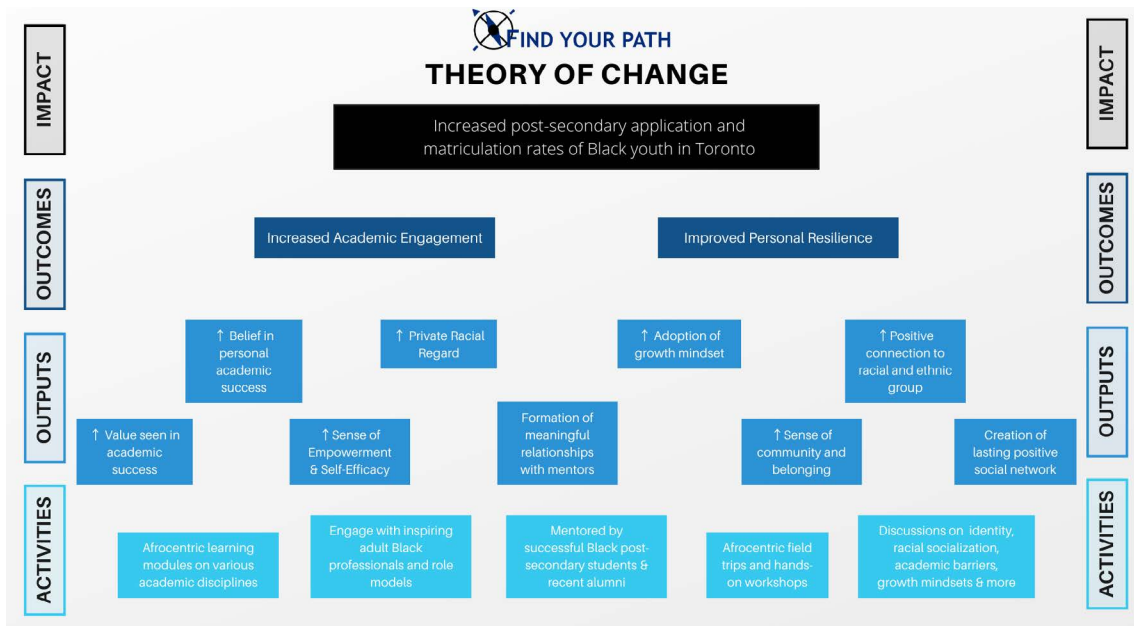
1. **Music + Kuumba (Creativity)**, featuring **Duane (D.O.) Gibson** and exploring the creative power of music and how it has been used to promote resilience in oneself and throughout Black history.
2. **Stress + Resilience + Kujichagulia (Self-Determination)**, featuring **Kayla Carter** and exploring how to find purpose and make meaningful choices.
3. **English + Kujieleza (Self-Expression)**, featuring **Tanika Riley** and exploring writing as a means of self-expression that can reflect identity.
4. **Civics + Ujima (Teamwork)**, featuring **Jayde Tynes** and exploring issues of importance to participants in their communities and how to strengthen civic efficacy.
5. **Biology + Medicine + Nia (Purpose)**, featuring **Dr. Chanelle Ramsubick** and exploring different types of medicines and their uses, as well as different career paths within the medical field.
6. **Psychology + Neuroscience + Imani (Faith)**, featuring **Rackeb Tesfaye** and exploring the importance of understanding and caring for our brains.
7. **Financial Literacy + Ujamaa (Cooperative Economics)**, featuring **Amoye Henry** and exploring keys to financial literacy, as well as sharing wealth in the form of communitarian exchange (sharing and cooperating).

The Afrocentric Summer Mentorship & Enrichment Program was hosted by **Find Your Path**.

FIND YOUR PATH

[Find Your Path](#) is a Toronto-based, student-run, non-profit organization that aims to help Black youth and first-generation students realize their academic potential through the creation of engaging, restorative, and Afrocentric educational programming and through the provision of annual scholarships.

[The theory of change](#) for their Afrocentric youth programming was informed by feedback from students, parents, and educators, and a thorough program theory assessment, which included extensive literature review and interviews with experts in Afrocentric pedagogy, positive psychology, and impact evaluation.



PROGRAM EVALUATION

In 2022, Find Your Path collaborated with [The Students Commission of Canada](#) to conduct an evaluation of the Afrocentric Summer Mentorship & Enrichment Program. Find Your Path then collaborated with [YouthREX](#) to interpret the key findings from the evaluation to produce accessible reports we can share with our community stakeholders.

To identify trends and measure outcomes, **three impact tools** were implemented with mentors and youth participants at the beginning (pre) and end (post) of the program: *Multidimensional Inventory of Black Identity*, *Self-Efficacy*, and *Academic Engagement*. Two weeks after the program ended, **two engagement surveys** were conducted to assess the level and quality of youth's participation: *Activity Assessment* and *Output Assessment*. Feedback was also provided through **mentor and youth participant debrief forms**, which provided an opportunity for reflections on experiences, the program's impact, and recommendations on how programming can be improved.

Evaluation Tool / Measure	# of Evaluation Participants
<i>Multidimensional Inventory of Black Identity</i>	
Pre	30
Post	9
<i>Self-Efficacy</i>	
Pre	30
Post	9
<i>Academic Engagement</i>	
Pre	35
Post	9
<i>Activity Assessment</i>	20
<i>Output Assessment</i>	20
<i>Mentor Debrief Form</i>	71
<i>Youth Participant Debrief Form</i>	16

The findings demonstrate that Find Your Path is meeting its goal of inspiring Black youth to realize their academic potential through Afrocentric educational programming.

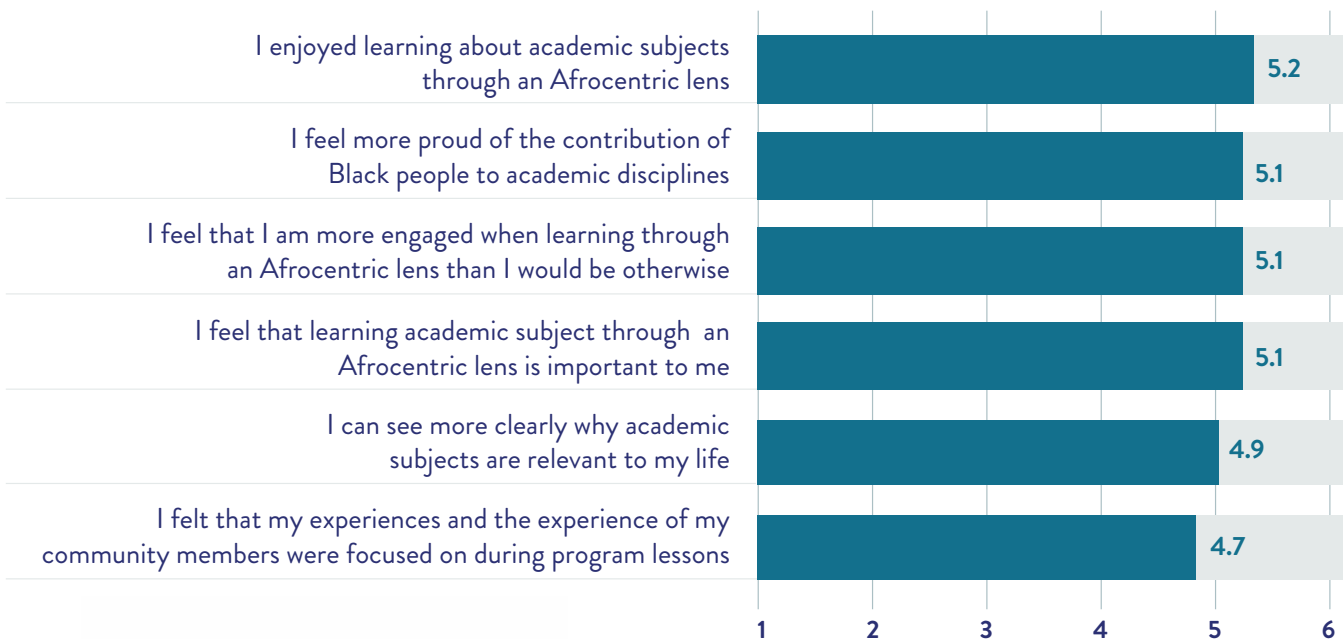
PROGRAM IMPACT: HIGHLIGHTS

01. Affirming + Reinforcing Racial Identity

- Youth participants were proud of their Black identity at the beginning of the program, but they **developed a better appreciation of Afrocentric principles and insights about academic subjects through an Afrocentric lens.**
- Mentors were **grateful for the opportunity** to promote Black pride, identity, and culture with Black youth.
- Mentors and youth participants **felt empowered** by the guest speakers as role models for Black Excellence and **were inspired to pursue and place more importance on their education and careers** as a result.

AFROCENTRIC LEARNING MODULES

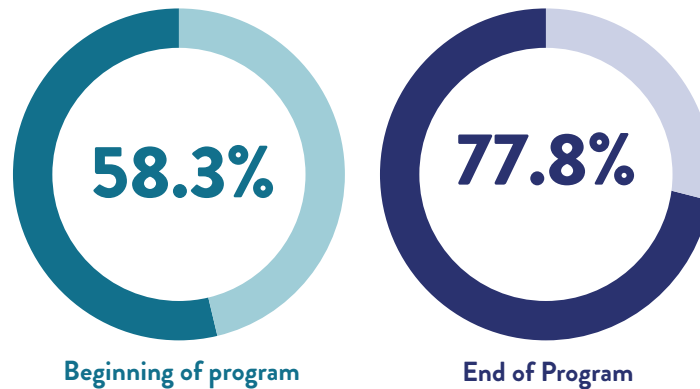
On a scale of 1 to 6, youth participants were asked to rate the following statements to evaluate impact, with 1 being *strongly disagree* and 6 being *strongly agree*.



02. Encouraging Post-Secondary Education

The program **positively influenced how youth participants perceive the importance of getting a post-secondary education**; youth became more certain about their decision to do so, and gained more insight into the support they need to overcome potential barriers.

How important is college/university to you?



03. Facilitating Engagement & Relationship-Building

- Youth participants were **highly engaged** in the discussions and learning activities and were **highly satisfied** with the sessions because of the **new skills, knowledge, and support** they acquired from their mentors and the guest speakers.
- Mentors and youth participants both felt that they were **able to form good relationships** with one another.



Mentors scored an average of **8.9 out of 10** when asked to rate their experience as a mentor.

IN OTHER WORDS...

“I feel that I was able to develop a closer connection than I thought with the mentees.” – Mentor

“I loved how [the guest speaker] used personal experiences in explaining self-determination, and how young people should not listen to adults when they try to discourage us. She empowered us in knowing that we are all wise, and that our voices matter.” – Mentor