



2021 - 2022

IMPACT REPORT



[Improveyourtomorrow.org](https://improveyourtomorrow.org)



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Supporters

Mike Casper
COO & Co-Founder

Greg Ortiz
Founding Board Member

Michael Lynch
CEO & Co-Founder



The State of IYT: Ten Years of Service & Impact

Introduction by Michael Lynch, CEO and Co-Founder of Improve Your Tomorrow

Ten years ago, my Co-Founder, Mike Casper and I recognized that the young men of color in our community—brilliant, compassionate, and ambitious Black and Brown boys—were surrounded by systemic challenges that were preventing them from not only getting to college but seeing that as a possibility for themselves. When we looked at the data and saw that young men of college were going to college at drastically lower rates than their peers, we knew those findings were not indicative of their intelligence or potential, but a grave signal that our education system was failing to connect with generations of young people who looked like us.

So Mike Casper and I began mentoring a group of 17 students at our old high school. We connected with them over shared life experiences like growing up in tough neighborhoods, navigating unstable housing, and living through traumatic moments. We took them on trips to college campuses, the capitol, and the headquarters of major corporations. Each week, Mike Casper and I invested all the experience and knowledge that had helped us get to and through college and poured it into our mentees. Our goal was to not only provide them with the support, love, and mentorship to thrive as young men of color in this country, but to help them envision themselves as scholars, who are worthy and capable of achieving anything they set their minds to.

When we began to see these same students become the first generation in their families to apply and get into college, we knew that the college-opportunity gap was solvable but desperately needed people who are most impacted by the problem to lead the way.

In 2013 we left our jobs and created Improve Your Tomorrow (IYT) to act as the catalyst for the nationwide change in college attainment we knew we could achieve. Fast forward to today and you'll see that while our approach hasn't changed, our impact and community have. IYT now leads a vast and diverse network of mentors and advocates that are helping thousands of young men of color across Northern California get to college and pursue their dreams. We are partnering with like-minded school districts and community leaders to reform practices and policies and expand services that will support and increase college access. This year's report outlines the efforts we've made in advancing our mission and the dreams of the IYT Brothers we have the privilege of serving. Thank you for your interest in our organization I hope you continue to support our movement.

**With hope, love, and gratitude,
Michael Lynch & Mike Casper**



Mission

To increase the number of young men of color who 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. Character.
Service. Teamwork.**

Organizational Overview

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Core Programs



COLLEGE ACADEMY

College Academy

Serves YMOC at traditional middle and high schools. Students can enter the program anytime from 7th to 12th grade and continue with IYT through college graduation.



IYT University

Serves college students across California and operates physical program hubs at Sacramento State, UC Davis, and Cal Poly Humboldt.



IYT Community College

IYT CC provides specialized support to help members graduate from community college, enter the workforce, or transfer to a 4-year university.



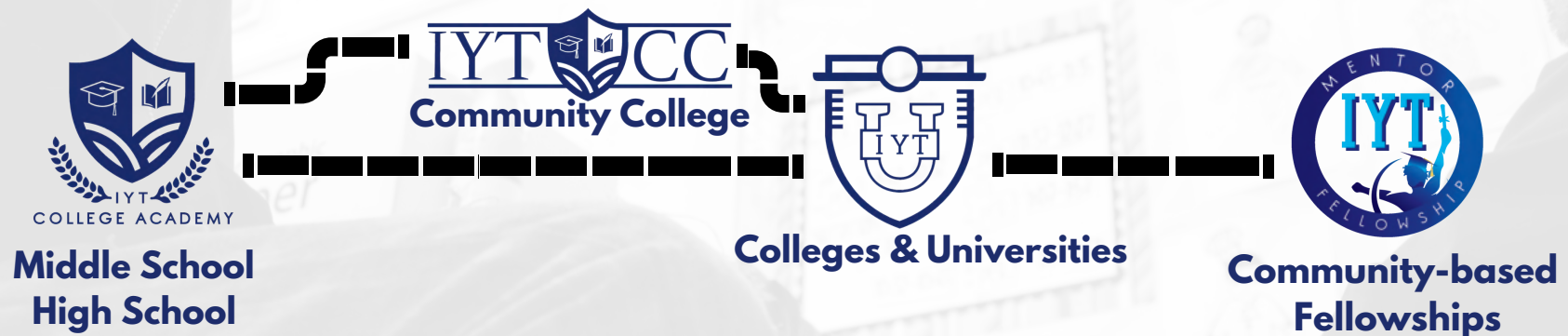
IYT Mentor Fellowship

Year-long leadership program where college students serve as school-based mentors in their own communities.

Our Commitment: 12 Years of Support

We are committed to the educational success of young men of color. We know the systemic barriers that young men of color face do not end once they graduate high school, that's why IYT provides up to twelve years of wrap-around academic programs and services. IYT members or "Brothers" as they are referred to in our program, can join at any point starting in 7th grade and will be supported all the way through college. Post graduation, our members have the opportunity to help the next generation of IYT Brothers get to college while developing professionally through our paid Mentor Fellowship Program.

Core Program Pathway



Our programs provide up to 12-years of support and are building a college to community pipeline.

Total number of brothers served:

2,596

IYT's

FY 2021-22
Impact

+20%

Last year, IYT Members significantly outperformed their peers at the state level, becoming 20% more likely to go to college.

IYT v.s. State Educational Outcomes for YMOC SY: 21-22

While COVID-19 continues to cause declines in educational outcomes, IYT members continue to be more likely to graduate from high school and pursue their college-bound dreams.



High School Graduation Rates



College-going Rates



100% 24%[↑]

70% 20%[↑]



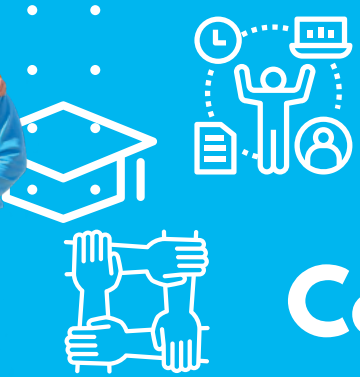
76%

50%

IYT first-generation college students:

80%

Sources: California Department of Education Data Quest, California State University Institutional Research & Analyses Dashboard, University of California Fall Enrollment at Glance Dashboard and California Community Colleges Chancellor's Office: Management Information Systems Data Mart










College Academy

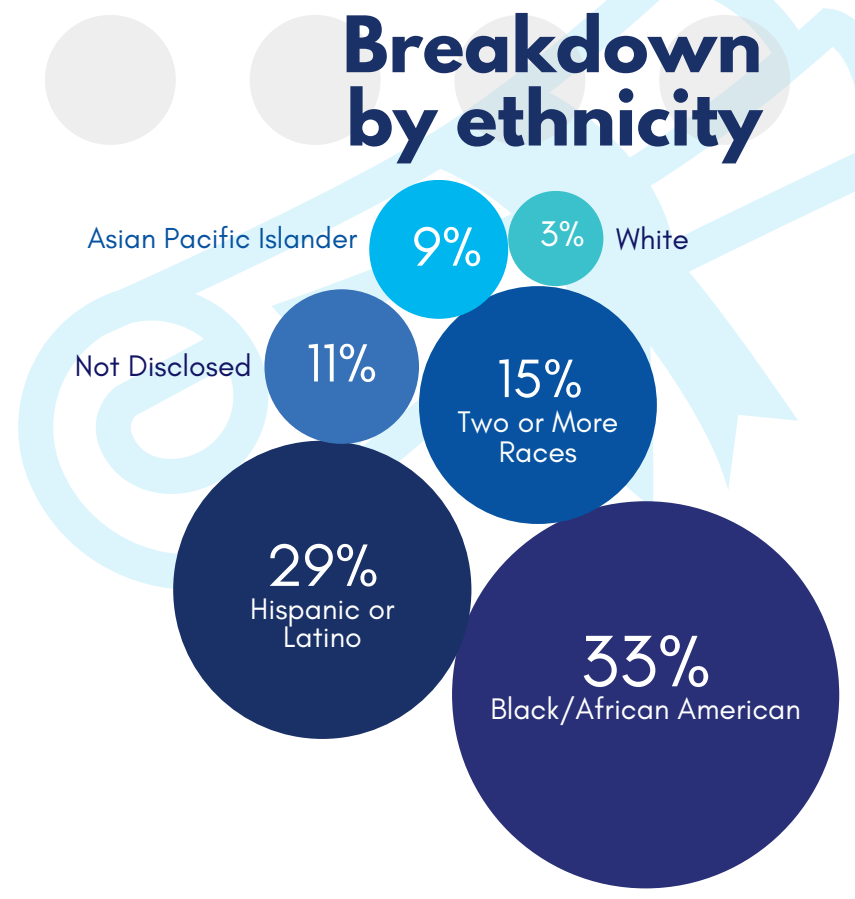
About College Academy

IYT's College Academy program serves young men of color in middle and high schools across California, helping them pursue and achieve their college-bound dreams. IYT members are provided with wrap-around support services from 7th through 12th grade. By cultivating a shared sense of brotherhood, College Academy helps members build resilience in the face of systemic roadblocks, celebrate their authentic selves, develop their passions, and get to college. Programs and services are provided during and after school and take place inside IYT-designated classrooms on school campuses. IYT members attend weekly study halls, workshops, and mentorship sessions.

College Academy Members Receive:

-  **Mentorship**
-  **Tutoring**
-  **Member Development**
-  **Parent Engagement**
-  **College Advising**
-  **Internships**
-  **College Tours**

Breakdown by ethnicity





College Academy Program Hubs

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Where we are
now, SY 22-23

14

School Districts

54

Middle & High
School Campuses

3,125

Members

College Academy Site breakdown

37 Sites



Sacramento

10 Sites



Bay Area

7 Sites



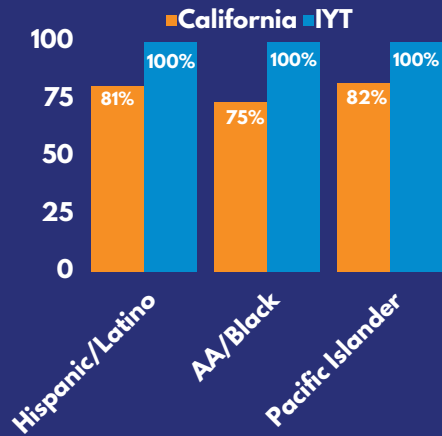
Northern
Central Valley



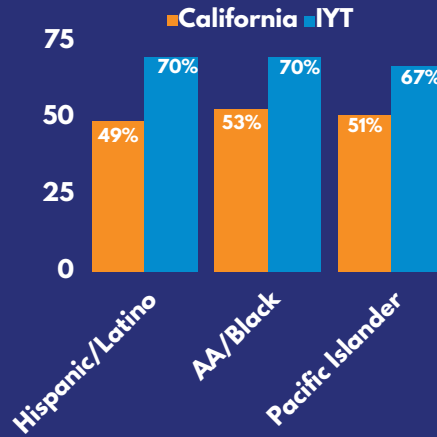


College Academy Results (21-22)

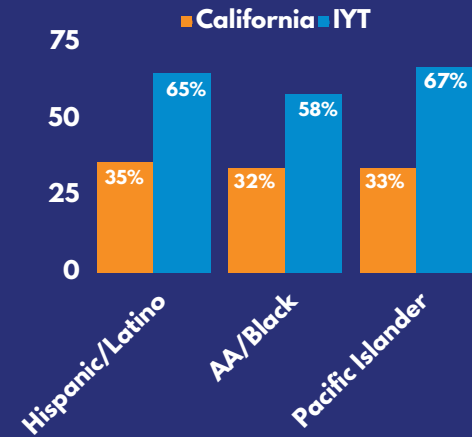
100% High School Graduation Rate



70% College-going Rate



60% A-G Completion Rate (Non-Charter)



Impact Summary for SY 21-22

Despite the impact that COVID has had on educational attainment, **IYT members experienced increases across key academic outcomes.** Our Black members were 25% more likely to graduate high school and 26% more likely to complete A-G course requirements than their state peers. IYT's Native Hawaiian and Pacific Islander members were 34% more likely to complete A-G course requirements. Lastly, our Hispanic and Latino members were 30% more likely to complete A-G course requirements and 21% more likely to go college.

+34%

IYT's Native Hawaiian and Asian Pacific Islander members were 34% more likely to complete A-G course requirements.

+30%

Hispanic and Latino members were 30% more likely to complete A-G course requirements.

+25%

Black members were 25% more likely to graduate high school than their peers.

Sources: California State University Institutional Research & Analyses Dashboard, University of California Fall Enrollment at Glance Dashboard and California Community Colleges Chancellor's Office: Management Information Systems Data Mart



College-Bound Brothers

Testimonials from IYT members across Northern California



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"My name is Rafael Horta and I'm an IYT Brother and an 8th grader at Evelyn Hanshaw Middle School. My career goal is to be a surgeon. This career is important to me because I like to help people and it would be a fun experience to know the inside of a human body. The universities that I would like to attend are Colorado State University and Harvard University. I know it will be hard to get in, but I like to think big and challenge myself.

I've been in IYT since 7th grade and they have not only helped me build my personal confidence but also my confidence in myself as a student. They've taught me that it can be fun to learn and have helped me explore new places and other things that I never knew about."



Brother Rafael,
8th grader from
Evelyn Hanshaw Middle School
Modesto City Schools



College Exposure Trips

IYT's College Exposure Trips are an integral part of Addressing the college-achievement gap. Each year, College Academy members go on a minimum of two college trips in which they will participate in orientation activities, meet with current college students, faculty and staff. These trips are often the first time members begin to see themselves as college-bound and are pivotal experiences that form strong, authentic motivations for pursuing higher education.

Why College Exposure Trips Matter



80% of members that attended two or more college trips, enrolled in college.



Despite statewide restrictions during the 21-22 school year, we were able to send over 900 if our members on college trips.



This year, IYT will send its members on over 20 college trips across the state. Members will also be taken on a east coast tour of HBCU's



Testimonials from College Academy Members across Northern California



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MONTEREY TRAIL
HIGH SCHOOL

**Brother
D'Kauri,**

10th grader from Monterey Trails High School
Elk Grove Unified School District

Plans to attend Sacramento State
for Script Writing & Filmmaking.



**SACRAMENTO
STATE**

"One reason I enjoy this program is because of the bonding I get with my Brothers and the trips we get to go on. I feel like I can open up to them about anything. Another reason I enjoy IYT is because of the academic help and tutoring. When I feel like I can't understand something I can always ask for their help."



Testimonials from College Academy Members across Northern California



**Brother
Kevin,**
Senior from Mira Loma High School
San Juan Unified School District



"The Improve Your Tomorrow program has impacted me in so many ways that looking back now would seem nearly impossible without the help of IYT. This program has consistently come to my aid whenever there has been an issue with life skills, academics, and even mental health. For example, being a first-generation Asian-American student, I found myself uneducated, not necessarily in terms of academics, but in general life skills. Simple things, like how to build credit, how to apply to college, how to buy a car, or even how to get a driver's license. In all the topics listed, I have had some issues with understanding as a young adult. Being clueless in these areas has taken a toll on my confidence because it was like everyone else knew how to live independently and I was being left behind. After mentioning these issues to some mentors from Mira Loma, Miss Blaire, and Miss Amy, they stepped in immediately. Instead of making me feel empty-headed, they taught me all the ins and outs, and all the methods of how I could achieve each and every one of those life skills.

Another instance of how IYT has impacted my life is through academics and the opportunities they provide like college tours. My parents were too busy with work and financially providing for the family so I was never able to go out and get the experience of college life that I needed. I never specifically told Mr. Rudy about these issues, but nonetheless, he stepped in and asked if I needed help. Soon after that, he was able to take me on my first tour of Sacramento State and it really gave me a taste of college life. Additionally, IYT has helped me with my mental health. The mentorship check-ins have made me feel like people were looking out for me. During Covid, these sessions were especially needed in my life at the time. Mr. Alejandro as well as Mr. Louis was able to guide me through tough times no matter how big or small. The point of it is that these mentors have made it their mission to come to you in times of need when it's most difficult for you yourself to reach out."





IYT Programs improves SEL

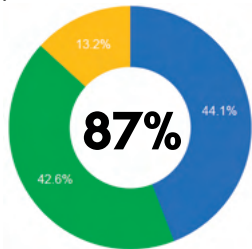
Social Emotional Learning, known as SEL, is a practice by which schools and youth-focused organizations emphasize and examine the nature of positive relationships and emotional connections within the learning process. The California Department of Education recognizes SEL as a foundational part of California school's mission to prepare students for college, career, and life. At IYT, our dedicated wellness team along with mentors implement a comprehensive SEL curriculum throughout the year that focuses on building our member's confidence, coping with and managing stress, as well as cultivating a deeper understanding of self. Through mentorship sessions, nature retreats, community events, monthly workshops, and surface-level counseling, our wellness team is helping to improve the mental, emotional, and spiritual well-being of the young men of color we serve.

Key SEL Outcomes for individuals who completed both pre and post-assessments.

- 57.42% of members increased or maintained their Social Awareness from pre to post-assessment
- 61.38% of members increased or maintained their Self-efficacy from pre to post-assessment
- 57.42% of members increased or maintained their Sense of Belonging from pre to post-assessment

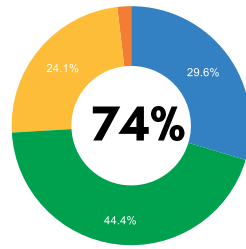
Snapshot of SEL Surveys from SY 21-22

Twin Rivers School District
(7 schools, ~300 members)



Since taking part in IYT, my self-confidence has improved.

Folsom Cordova School District
(3 schools, ~93 members)



Since taking part in IYT, my academic confidence has improved

Community Events

Thanks to funding from The Center at Sierra Health Foundation, we were able to host six months of weekend community events last year, bringing together over 430 of our members and their families.



Members on Free & Reduced Lunch

70% of College Academy Members

FOSTER CARE

4.3% or 140 Members

Wellness Workshops



Program Focused on Cultivating Black Identity, Healing, & Strength

Brothers of Sankfoa was created through the Community Responsive Wellness Program grant awarded by the Sierra Health Foundation. This grant gives IYT the tremendous opportunity to exclusively focus on wellness and combating trauma with our young men in their communities in Sacramento County. The program will include seven high school sites in Sacramento County and address the mental and emotional wellness needs of our Black/African-American students and families in a proactive way.

IYT members identifying as Black/African American. The program is called Brothers Of Sankoa. As the name implies, Sankofa means to reach back and reclaim that which is lost in order to move forward. The program will empower members through hands-on wellness workshops focused on resilience, financial well-being, cultural identity, as well as take members on two annual youth retreats.

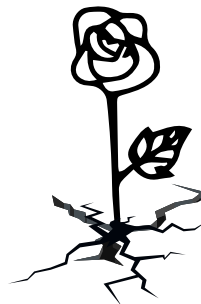


Financial Literacy Workshops

This monthly in-person workshop happens across our school's sites and is provided as a virtual program. It exposes our members to foundational concepts that help them build a basic understanding of how to view and manage their personal finances. Core concepts that this workshop goes over include the importance of savings, the difference between saving and investing, and what inflation is and how it impacts your money over time. We also dive into the connections between financial health and mental well-being. Last year our team was able to deliver this to over 100 of our middle and high school members.

Roses in the Concrete Workshop

Based on the legendary Tupac song, acclaimed TED talk by Jeff Duncan, and the tireless work of many education equity practitioners since then, our 'Roses in Concrete' workshop focuses on the power of storytelling and addressing/growing from trauma. We provide this workshop to all of our mentors to help them better understand and implement trauma-informed wellness in their classrooms with our members.



Mentor Fellowship Spotlight



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Julissa Espinoza

IYT Bay Area

Mentor at John F. Kennedy High School



"My experience with IYT has been amazing. Every mentor and faculty member that I have come across has been so friendly and passionate about the work they do. Since my first day, IYT has been so full of energy, support, and care. The workshops, training, and vulnerable conversation, have allowed me to grow as a leader, community member, and person. Most importantly, IYT has taught me to turn adversities into motivation. It's really nice to know that there is a whole community that's committed to supporting underrepresented populations and working to combat academic inequalities, all while being able to support one another.

My motivation comes from seeing my students during lunch time, programming, attending college trips, and overall being engaged with IYT. Seeing how they willingly want to be a part of the space, look forward to being here, and take care of business to reach their academic objectives. Everyone needs help along the way to career and life goals and that's especially true for underrepresented groups. So, I am a huge proponent of serving young men of color to help flourish them as the authentic leaders that they are and seeing them demonstrate that within and outside academia. My time working with my students, and observing them throughout the year, just confirms how there is so much Black and Brown excellence when providing these incredible students with the proper resources and support. Although these students are young, it has given me a glimpse of the great leaders they can and will be in the future, and that is what motivates me to keep doing what I am doing."

IYT's Mentor Fellowship Program

CALIFORNIA
VOLUNTEERS
Office of the Governor



AmeriCorps

About

The Mentor Fellowship Program is a year-long service opportunity where young and emerging leaders help shape and uplift the next generation of scholars in their community by providing mentorship, academic and emotional support, and workshops to IYT Brothers. Mentors provide services to YMOC in grades 7-12, as well as community college and 4-year institutions.

30,000



Mentorship sessions since 2019

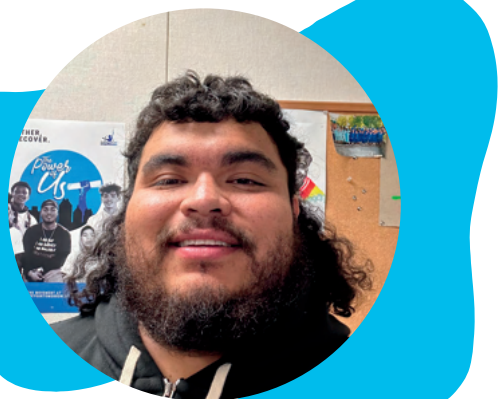
Impact

Our Mentors play a critical role in helping our brothers face and process challenges, set goals, and build the confidence to get to and through college. Since 2019, our Mentor Fellows have held nearly 30,000 mentorship sessions. Currently, our Mentors are serving in over 58 middle schools, high schools, and college campuses across the Bay Area, Northern Central Valley, and Sacramento.

Mentor Fellowship Spotlight



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Alejandro Bizarron
IYT Sacramento
Mentor at Valley High School

"My experience being a Mentor for IYT the past few years have been great. I've run into many familiar faces but have also met a bunch of new people. I have learned so much in the past couple of years and I hope I continue to learn from everyone."

My motivation behind being a mentor is similar to everyone else, I see myself in most of my students from when I was in High School. I want them to take advantage of every opportunity IYT has to offer so that they don't have any regrets. *I want them to push themselves now so that tomorrow they can do what they would like instead of what they have to.* Sometimes all they need is a little push."

Historic Investment in Program Kicked off 21-22 Service Year



AmeriCorps



The Mentor Fellowship Program is made possible thanks to our vital partnership with AmeriCorps and the California Volunteers Office of the Governor. At the start of the 21-22 school year, California Volunteers awarded our mentorship program with a historic \$1.6M in funding. This unprecedented investment helped us provide over 167 transformational paid-fellowships to our regions young people and bring mentorship services to 26 additional schools in Sacramento, Humboldt, and the Central Valley.

Remarking on this award, Governor Gavin Newsom stated, "During times of great need, service has proven to be the answer to solve some of our state's most pressing problems. As part of my Comeback Plan, we are funding service opportunities that uplift educational and economic opportunities for all Californians," said Governor Gavin Newsom. "Today, we are continuing to build equity and opportunity for California's young men of color by bringing people together through service."

California Volunteers Chief Service Officer, Josh Fryday and his team joined our Mentor Fellow Kick off event and spoke to our inaugural cohort. "Innovative organizations like IYT are using service as a strategy to improve educational outcomes in some of our most underserved areas," said Chief Service Officer Josh Fryday. "Expanding the reach of this program will not only benefit young men of color but also their communities."

Mentor Fellowship Spotlight



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Daiveon Perry

IYT Sacramento

Mentor at Inderkum High School & Natomas Middle School

"My story of being a mentor, first-generation high school graduate, and college-bound brother starts back in 2018 when I was a freshman at Encina High School. I was constantly moving around and never settling down which resulted in me never going to school. I had no structure or stability from my family so I eventually gave up on myself and went down a dark path. Back then, I didn't feel as if I needed that help or maybe I felt I hadn't deserved it. Either way, IYT stepped in and they never judged me, even when I was failing every single class with zeroes.

Eventually, I got most of my grades up but some were still pretty bad. My mentors and program manager didn't make me feel bad about it though, in fact, they praised the fact that I was able to get some up in a short amount of time. That's just what IYT is. They have become a very big factor in my life and I owe some of my success to my mentors who helped and cared about me enough to push me further.

When I got to college, I decided to become a mentor and was placed at Inderkum High School. Having been a member of IYT for 4 years before that, I felt like I knew everything that IYT was about, from mentorship to after-school programming. Becoming a mentor and connecting with the brothers at school showed me that I still have a lot to learn, not only in being a leaderful mentor but also in how to grow as a person that can be looked up to. My time as a mentor has made me more confident, outgoing, and patient but, as one of my brothers told me, "In this life, even at your peak, you always have room to elevate."



This service year, our mentors helped our brothers achieve greatness. They empowered our largest graduating class yet, **sending over 320 members to our state's colleges** and cultivating a 70% college-going rate among our members compared to the state average of 50% for YMOC. Our Community college and university mentors helped our IYT U members graduate college and enter into impactful careers in business, the justice system, the music industry, and community-based non-profits (including IYT!).

" My time as a mentor has made me more confident, outgoing, and patient. "
-Daiveon Perry





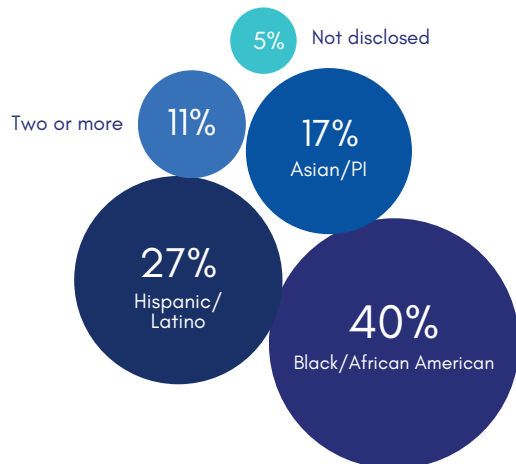
Community College

About IYT CC

IYT CC provides specialized support to help young men of color graduate from community college, enter the workforce, or transfer to a 4-year university. Members that transfer to a 4-year university will automatically be enrolled in the IYT U program. Students enter IYT CC through a participating IYT College Academy site or at a participating community college.

Current IYT CC Membership: 104

IYT CC Members breakdown by ethnicity



IYT CC Members Receive the following services:



Mentorship



Tutoring



Member Development



Emergency Grants



Career Tours



Internships



73%

First-generation college students



IYT CC Brothers served:

270+



Emergency grant dollars provided to CC members

\$6,516



Community College Testimonials



**Brother
Bryce Forbin
IYT CC Member**



"After high school, I knew I was up for a new challenge and wanted to school for engineering. IYT CC helped me prepare for and embrace college. They provided me with walkthroughs on how to sign up for classes, how their emergency grant program can help me pay for school supplies, and helped me apply for financial aid and scholarships. IYT CC also took me on a week-long HBCU college tour on the east coast. My favorite part about being in IYT CC is the friendships and connections I have made along my journey. As I enter my second year, I've developed new aspirations to pursue a career in kinesiology as a physical therapist. My IYT community has given me great advice and helped me reflect and develop strong skills in leadership, patience, and trust thanks to their internship and mentorship. I'm thankful for the program's effort to give me the best chance at achieving my future dreams."





IYT University
Renatto Guerra, Director of IYT CC & IYT U (right)
Jeff Towey, IYT U Program Manager (left)



About IYT U

IYT U provides resources, support, and a collegiate community focused on brotherhood. Through its programs and services, IYT U helps young men of color graduate from 4-year universities and successfully enter the workforce in their desired field.

Program Locations

While IYT U supports members across the state, it also operates out of three main community hubs on the campuses of Cal Poly Humboldt, Sacramento State, and UC Davis

IYT U Members Receive the following services



Mentorship



Academic Support



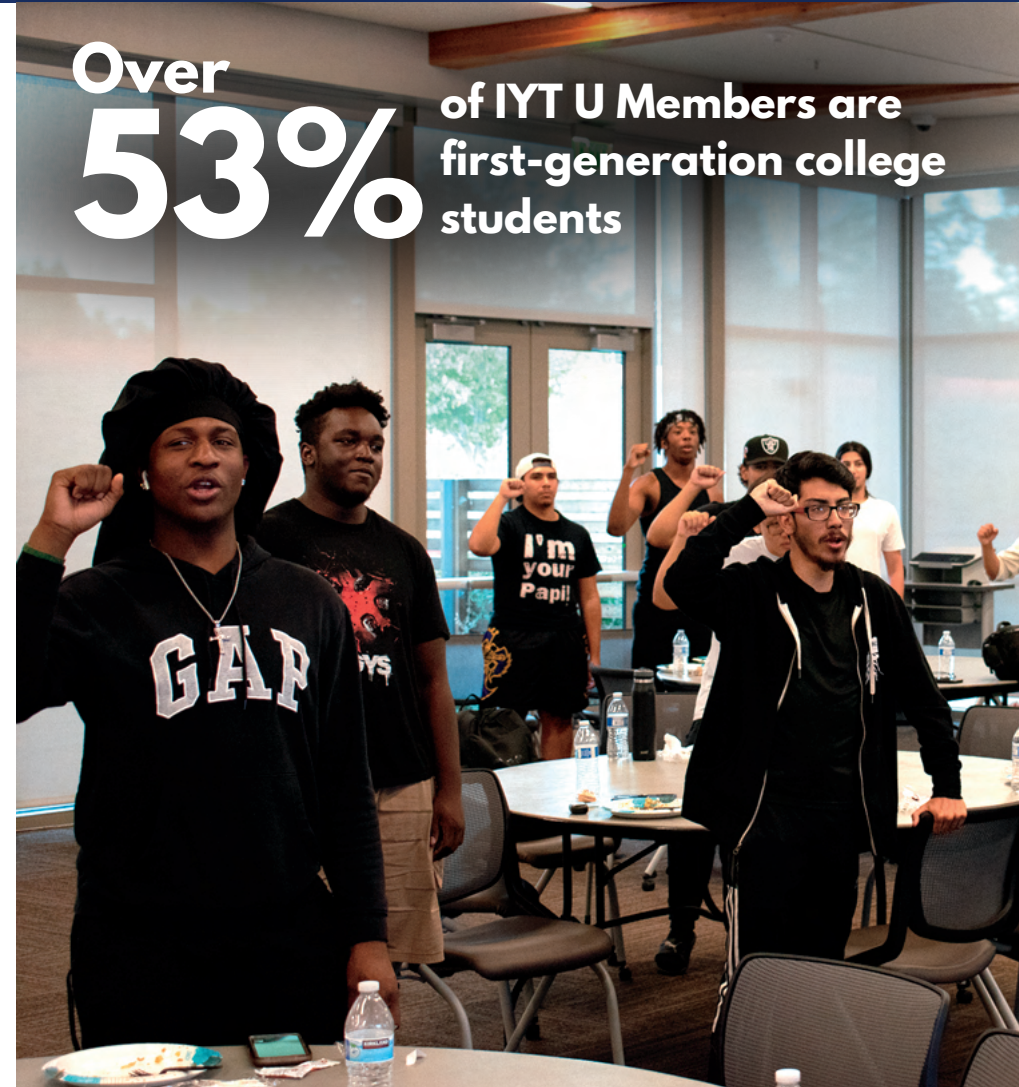
Member Development



Emergency Grants



Career Development



Over **53%** of IYT U Members are first-generation college students





IYT University



Brother
Michael Steelman
IYT Cal Poly Humboldt Member



"Being apart of IYT U at Cal Poly Humboldt has been one of the most impactful experiences I've ever had in my short adult life. The memories and relationships that we've begun to create have taught me the importance of building and maintaining community while also empowering me to be able to say that I can make a difference my community. That kind of motivation can be hard to come by so it's real nice to tap into the a reservoir of motivation through IYT."

"When I first got to college, I was so lost in this absent minded type haze that I didn't even have any clear dreams or ideas of what I wanted. But being affiliated with IYT where I'm being seen for me and no one else has given me the opportunity to look at myself and actually begin constructing a future that I know that I want. The conversations with mentors, road-trips taken together, and knowledge of this "underground railroad" type movement has really given me the confidence to know that I can be a leader not only for myself but others as well."



"Being in IYT for the past 7 years has shaped who I am today. All the mentors supported me to place me where I am. IYT not only helped me through the process of getting into college but also gave me what I needed to succeed by creating a brotherhood on campus. I've met great individuals through the IYT U program and can see myself keeping in contact with them down the line. Having access to IYT's program space at Sac State meant there was always a place I could go to on campus to feel safe and comfortable."

Whenever I needed advice, whether it was from school or personal, I was able to go to them without hesitation and speak my life comfortably. IYT kept me mentally, physically, and emotionally stable when I was going through tough roads in my life. I am now in my 4th year at Sacramento State and to keep it real with you guys, without IYT I would be struggling, I could have dropped out. So thank you IYT and all the mentors who helped me get to where I am today. No words can explain my gratitude for all the sacrifices you guys make for me and our brothers."



Brother
Kyle Mai
IYT Sac State Member





Brother
Emmanuel Ashaolu
UC Davis Member

"My overall experience with IYT so far has been nothing short of amazing. I joined around my junior year of high school at McNair High School in Stockton, California. Growing up, I would say I have always had good grades and been on top of my things in school so I would say I wouldn't need the mentoring IYT provided. However, I do enjoy the brotherhood and family vibe that I get from the program.

Going to UC Davis, I would say the most helpful thing that IYT has had to offer here is the mentoring that I didn't really need in high school. Coming to a PWI, I had a hard time navigating through the campus as I was used to so much diversity back home. So in my first quarter, my mentor was the one showing me around campus and showing me where I could get certain things. Soon, I would also meet some of my best friends now in IYTU when I first got to campus. Emergency grants have also been extremely helpful as they have been used to pay off rent as well as used to buy school supplies."



\$30,000

provided in form of emergency grants to IYT U members since the start of the program in 2019

Our Emergency Grant fund provides micro-grants up to \$500 per semester to help our college members overcome unexpected financial hardships that can often delay or derail their enrollment. **We've found that 85% of our E-grant recipients graduate from college and over 90% remain in college.**

Rich Desmond,
Sacramento Board of
Supervisors, District 3

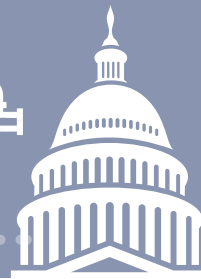
Emmanuel Ashaolu ,
IYT U Member at UC Davis

Emmanuel celebrated the conclusion of his IYT Public Policy internship at Sacramento County Supervisor, Rich Desmonds office.





Policy & Advocacy



How we enact change.

IYT's Policy and Advocacy Department works to combat historical barriers to postsecondary education for young men of color (YMOC). Through a collaborative effort, our team works with local, regional, and statewide partners to develop, advance, and establish deep-rooted change. A majority of our advocacy work is accomplished by leading the 1300 Campaign in partnership with the Sierra Health Foundation and MBK Sacramento. The 1300 Campaign is a multi-regional coalition of K-12 and higher education leaders committed to increasing the college enrollment rate of young men of color at CSU and UC institutions. The 1300 Campaign aims to send an additional 1,300 YMOC to Sac State & UC Davis by 2025 and an additional 1,300 YMOC to CSU Stanislaus and UC Merced by 2026.

Policy Programs Advancing Our Mission

Public Policy Internships

This year, our team was able to serve seven Public Policy Interns through our Policy and Advocacy Public Policy Internship Program. As part of the program, interns are placed in policy offices at the local and state level and in nonprofit offices. This year marked our first partnership with a federal office. IYT intern Kevin Rivera served as our inaugural federal intern in Congressman Ami Bera's office.

Launch of Youth Advocacy Program, The Brotherhood Action Committee

This fall, we welcomed ten brothers into the Brotherhood Action Committee (BAC). While in the BAC, students learned organizing and advocacy principles, how different levels of government function, and how to get involved in the policy-making process. Brothers graduated the BAC with new skills, a deeper understanding of the policy process, and increased confidence.





Policy & Advocacy

Dismantling Systemic Barriers through direct services & action



Progress update: 1300 Campaign

The 1300 Campaign is proud of the progress toward 1,300 additional young men of color during this reporting period, September 2021 through September 2022. As a result of the efforts of many, the Campaign can report a 14% completion toward its goal, launched during the peak of the COVID-19 pandemic, adoption of MOUs and resolutions, including a key resolution by U.S. Congresswoman Doris Matsui, and the development of an organizational Racial Equity Assessment Tool.

Impact:

Establish Culturally Responsive Pathways

The Campaign's efforts have continued with an intent focus on advocating for A-G eligibility for all. In particular, we've intentionally integrated A-G eligibility as a responsive, educational pathway of excellence in the resolutions recently adopted. Assembly Bill 101, signed by Governor Newsom on October 8, 2021, was an essential policy step toward ensuring the integration of Ethnic Studies as an interdisciplinary study - an added semester as a high school graduation requirement - no longer only accessible in post-secondary education.

Bridge the Opportunity and Achievement Gap

The Campaign has been successful in adopting K-12 resolutions aimed at increasing the number of high school counselors. Additionally, Through a collaborative series of design-planning meetings, the 1300 Campaign developed an organizational Racial Assessment Tool finalized in September 2022. Lastly, the 1300 Campaign collaboratively developed a dual-priority enrollment with the San Juan Unified School District (SJUSD), which serves as a pilot to help inform design implementation in other districts.

Interrupt Harmful Narratives and Practices

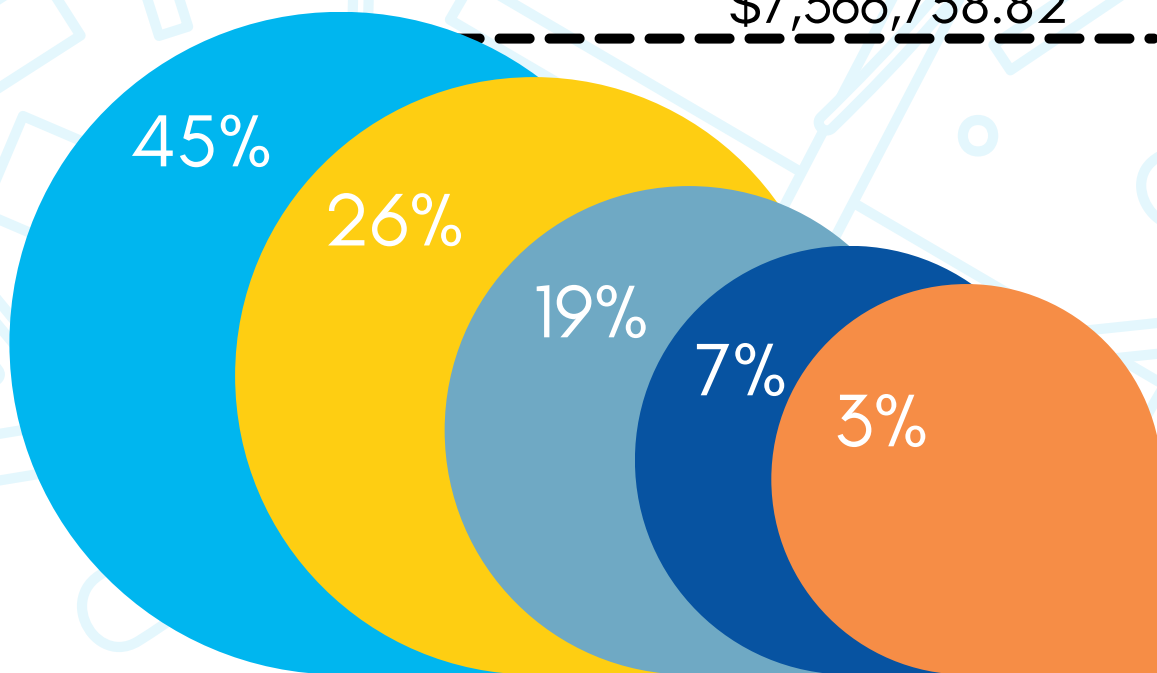
The 1300 Campaign efforts included the adoption of multiple resolutions at the federal, local, higher education, and K-12 system level that serve as public acknowledgment and a commitment to interrupting harmful, false narratives about young men of color. Worth noting is Natomas Unified adoption of a resolution to ban willful defiance suspensions, paving the way for discussions with other K-12 districts including San Juan Unified, Elk Grove Unified, and Sacramento City Unified. The Sacramento County Office of Education remains a collaborative partner, committed to implementing even equitable and transformative change.



Our Financials FY 21-22

Funding Source

\$7,366,758.82



Earned Income
45%

Government
26%

Foundations
19%

Individual
7%

Corporation
3%

26

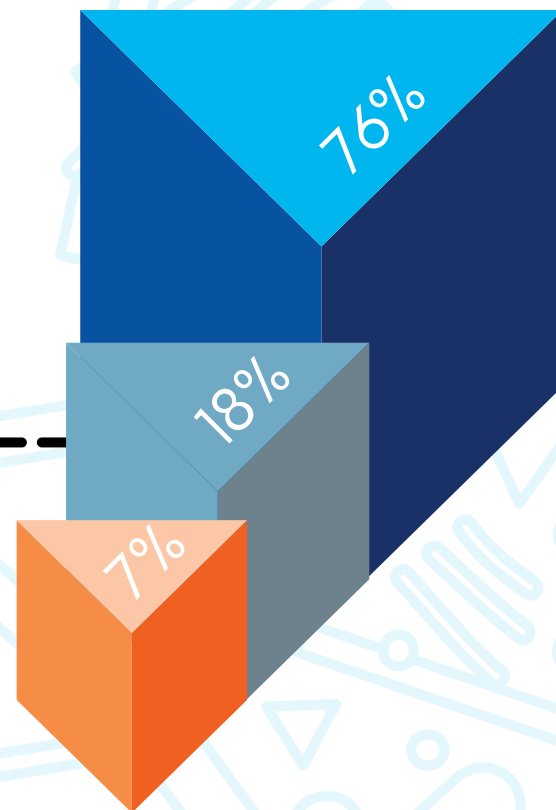
Fundraising Expenses
7%

Program Expenses
76%

Admin Expenses
18%

\$6,473,624.00

Expenses



Letter from IYT's Board Chair, Dr. Harold Jackson

Since our founding, IYT has always believed in the power of caring individuals stepping up and helping the next generation face challenges and build resiliency. While the impacts of the pandemic continue to be felt throughout our society, I am proud to say that IYT pivoted nimbly to address the needs of our region's young men of color. What is also remarkable is that during this time of uncertainty, IYT continued to expand its mission and initiated new programs at seven schools in the Northern Central Valley, and ten schools in the newly established Bay Area region. Despite the lingering restrictions of the pandemic, we were able to send over 900 IYT members on college tours. This is significant given that 80% of IYT members that attend two or more college tours enroll in college.

Lastly, in more recent news, in November of this year (2022), we were able to finalize the purchase of a building in North Sacramento that will become the College Success Center, a program hub that will allow us to serve the thousands of IYT brothers in Sacramento. The College Success Center will also serve as IYT's new headquarters and a space to hold community events.

The profile of IYT continues to rise, not because of self-promotion but because of the recognition that this is an organization that is bettering the lives of young men of color, their families, and ultimately the broader Sacramento community. I hope that you will join me in continuing to support this vital mission.

In Service,
Dr. Harold Jackson



Dr. Harold Jackson
(Chair)

Orthopedic Surgeon
Northern California Orthopedic
Associates



Jay Jefferson
(Treasurer)

Deputy Appointments Secretary
Office of Gavin Newsom



Susan Wheeler
(Secretary)

Workforce Planning and Education
Relations/SMUD



Dr. Edward Bush

President
Consumnes River College



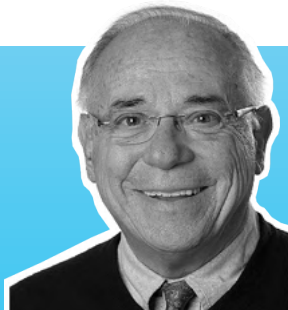
Monica Roberts

Former Director of
Sacramento County office of
Education (retired)



Dr. Lisa Cardoza

Vice President of
University Advancement
California State University - Sacramento



Don Shalvey

CEO
San Joaquin A+



Deneva Shelton

Vice President/Community Manager
JP Morgan Chase & Co.



Che Salinas

Chief Deputy Legislative
Affairs Secretary for
Operations
Office of Governor
Gavin Newsom



Greg Ortiz

Counselor
Valley High School



Oscar Cervantes

Marketing Director for
Red Dog Real Estate



Rick Martinez

Executive Director
California Fire Foundation



Gerald Agustin

Director of Operations/Owner
Blossom Ridge Home Health



Michael Lynch

CEO/Co-Founder
Improve Your Tomorrow

Our Board



W. Hasani Johnson

Development Director
Sacramento

"Be the Change you want to see in the world" -Mahatma Gandhi

10 years ago Michael Lynch and Michael Casper set out to do just that and 500+ graduates later. Despite our progress, it is glaringly obvious that we can not accomplish the mission without generous supporters like you. We are so proud of all the young men you've allowed us to impact. While we celebrate a decade of existence, historic student success, and vital partnerships, we know our future will require more. It demands more vision, more strategy, and more intentionality to face and overcome post-pandemic challenges.

Your belief in the boundless potential of young men of color and IYT's approach to ensuring their success has been critical as we continue closing the college opportunity gap. THANK YOU!



Jesús Andrade

Development Director
Northern Central Valley

The Central Valley region had several major victories this past school year. We secured grant funds from the Stanislaus Community Foundation to provide funding for another school year in Modesto City Schools, which will provide programming to over 150 members, and launched new programming at Tracy Unified School District. We've joined forces with major community partners like Blue Shield of California, PG&E, and Kaiser Permanente, who've provided us with vital funding for our programs, workshops, and youth conference. Their support reinvigorated our commitment to the young men we serve in the Central Valley. We continue to be amazed by the generous contributions we've received from private individuals to major corporations. Your support ensures that the young men of color in the Central Valley - which is an area of the state that ranks last in philanthropic support - are not left behind compared to their peers in the coastal areas of the state. It shows that their lives and dreams have value too. To that, all of us at IYT, want to give you a big THANK YOU from the bottom of our hearts!

Corporate Supporters

30

IYT's "wrap around" support model which offers young men of color long-term guidance and mentorship from high school through college graduation is unique and very powerful. It is an honor to partner with an organization that is helping to elevate the educational and life outcomes of these young men. IYT has been incredibly successful in its mission and continues to grow to expand their reach which exposes more young men of color to diverse experiences and opportunities.

- Karen Esquibel, Director of Business Development, InterWest Insurance

\$60,000+

Graceada Partners
Kaiser Permanente

\$40,000+

Sutter Independent Physicians

\$38,000

Nugget Market Inc 5+

\$20,000

US Bank

\$15,000+

Golden 1 Credit Union 5+
Microsoft
Sacramento Municipal Utility District

\$10,000+

Netstar Inc. (BIGO Live)
Liberty Dental

\$5,000+

Wells Fargo
CSU Stanislaus
Mercy Medical Group
JP Morgan Chase
Sacramento Kings

\$2,000+

Goshen Bookkeeping and Consulting
Lucas Public Affairs 5+
Comcast

\$100 – \$1,000+

InterWest Insurance
Facebook
Third Plateau
Parsons Consulting

*3+ = 3+ year donor • 5+ = 5+ year donor

Foundation Supporters

\$900,000+

Sierra Health Foundation **5+**

\$175,000

NBA Foundation

\$150,000

Stanislaus Community Foundation

\$125,000

The California Endowment

\$70,000

Arata Brothers Trust

\$80,000+

Reinvent Stockton Foundation **3+**

\$40,000+

Brethren Community Foundation **3+**

\$20,000+

Greenbridge Family Foundation

\$15,000+

Sozosei Foundation Community Fund
Carlsen Muir Family Foundation
College Futures Foundations

\$10,000

Save Mart Cares Foundation
Closing the Gap **5+**

\$7,000+

Sacramento Region Community
Foundation

\$5,000

California Fire Foundation Family
Cortopassi Family Foundation

\$4,000+

Pro Youth and Families **3+**
Point West Rotary Foundation
Visions in Education
Taylor-Meyer Family Foundation

\$3,000+

Umpqua Bank Charitable Foundation

\$100 - \$1,000

Trust Management Services
Creating Healthier Communities
The AllState Foundation
Walt Disney Social Responsibility Fund

Foundation

Government Supporters

32

\$110,000+

State of California/AmeriCorps 3+

\$35,000

Governor's Office of Business and Economic Development

\$10,000

Stanislaus County-COVID Relief

\$5,000

American River College 3+
Los Rios Community College District
UC Merced

\$2,000+

Stanislaus State University Family

Sacramento County 5+

Delta College 3+

City of Stockton 1

CSU Stanislaus - Stockton Campus

Council member Jeff Harris 3+

\$500 - \$1,000

Councilmember Eric Guerra

Councilmember Jay Schenirer 3+

"Improve Your Tomorrow's emphasis on addressing systemic barriers and increasing the percentage of young males of color attending college makes it one of few local organizations tackling this issue and a vital organization to support. They have a proven track record of success in our region by significantly improving high school graduation rates, helping young students meet (A-G) requirements, and increasing college-going rates. Its robust mentorship fellowship and programs for pathways to higher education provides the unique support and playbook for our youth on their path to success. And its emphasis on cultivating well rounded civic leaders not only adds value to young people's lives but to the wider community as well."

- Sacramento City Councilmember Eric Guerra , District Six

*3+ = 3+ year donor • 5+ = 5+ year donor

Government

Individual Supporters

33

\$25,000+

Jim and Mary Jo Streng Family
Michael Bush
Frank Washington

\$20,000+

Erik & Hillary Vos 5+

\$15,000+

Sandra Lommasson 3+
Ken Noack

\$7,000+

Cheryl Miles 5+

\$5,000

Jeff Tarzwell 5+

\$3,000+

Edward Mills 5+
Dr. Harold Jackson 5+
Ed Bush 3+

\$2,000+

Lisa Cardoza 5+
Dan and Barbara Gutierrez 3+
Geoff Neill 3+
Cecil and Mary Murray Autry 3+
Arlin Villa-Howells
Carlton Pace
Elfrena and Bruce Foord Hester 3+
Kristi Kendall 3+

\$1,000+

Ken Templeton 3+
Michael Casper 5+
Gregory Ortiz 5+
Lawrence Black 5+
Monica Roberts 5+
Hasani Johnson 3+
LeAnn Fong-Batkin 5+
bel Reyes
Jerry Greenwell 3+
Renetta Tull

\$100 - \$1,000

Barbara Clutter, M.D.
Joe & Ludel Bouchard 5+
Menne Hall
Robert Scarlett 5+
Ronald & Rebecca Knapp 5+
Deneva Shelton 5+
Mandy Dawn Kuntz
Vince A. Sales 5+
Sheri Hofer 3+
Kenneth Spence 5+
Susan Wheeler 5+
Guy Ollison 5+
Rema Morgan-Aluko 5+
Jonathan Weinberg 3+
Bruce Roberson
Jonathan Kaufman 5+
Renee Schaffer 3+
Sylvia Navari
Andrew Klonecke 5+
Carrissa and Silvan Menendez 3+
Che Salinas 5+
Crystaline Combs
Daniel Kaufman 3+
Karen Audrey Naliboff
Margaret F Souza

Emilio Sanchez 3+
Keishaun Turner 5+
Pamela Stewart
Nancy Chaires Espinoza 5+
Erin McGuire 3+
Andrew Dupree 3+
Fern Johnson 3+
Hanna Baek 3+
Linda Buell 3+
Paul Roeder
James Huber 5+
Judi Smith 3+
Michael Lynch 5+
Renatto Guerra 5+
Brian Larky
Kevin Suttle
Lucius Williamson
Colleen Mitchell 5+
Linda Cutler 3+
Christa Armstead 5+
Millie Yan 5+
Bina Lefkovitz
Patricia Grafton
Ashley Taylor
Anita Lowery
Greg Miller 5+

Individual Supporters

34

There is a great and critical need for boys of color to receive guidance and direction 7th–12th grade. I find that IYT has a model and mission to address these young men in a way no other organization is doing.

– **Bruce Roberson, Individual Donor from Stockton**

\$100 – \$1,000 (Cont.)

Janette Cruz
Joshua Pollack
Latrina Lynch
Reginald Shaw Jr 5+
Matt Cervantes 5+
Angela Roberts
Kevin Woolfork 3+
Stephanie Antalocy
Sara Lee
Darrell Teat
Linda Stokes 5+
Denise Brandt
George Martinez 3+
Felicia Armelin
Lisa Kaplan 3+
Steve Scott 3+
Ingrid Rice 5+
Jeremy Wilson 5+
Karen Teel
Mark Roberts 5+

Pamela Miller-Lewis
Rachel Sproat
Rosanna Bayon Moore 3+
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Kem Brown
Lisa Harryman
Marc Rosenberg
Mary Ann Wong

Michael McKibbin 3+
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Ron Bernal
Sylvie Kim
The Crowley's
Thea Kaiser

THANK YOU TO ALL OUR DONORS!

Individual

*3+ = 3+ year donor • 5+ = 5+ year donor



*IYT Brothers during the 21-22 Brotherhood Conference
at the Golden 1 Center in Sacramento*



NYT

See how we're changing the face
of college attainment at
improveyourtomorrow.org

