

## **Resolution to Establish a Men's Success Initiative (MSI) at Bakersfield College**

**Whereas**, at Bakersfield College, men of color face unique challenges that disproportionately impact their academic success, retention rates, and graduation outcomes, and these challenges are further compounded by systemic barriers and a lack of targeted support; ~ research

**Whereas**, campus organizations like A2MEND and Umoja are dedicated to supporting men of color, their efforts remain isolated and fragmented, leaving a significant gap in comprehensive, coordinated support for these students;

**Whereas**, research from institutions like the Community College Equity Assessment Lab (CCEAL) and studies published in the *Journal of College Student Retention* demonstrate that mentorship, academic support, and leadership development programs tailored to the specific needs of men of color significantly improve retention and graduation rates while fostering a stronger, more inclusive campus culture (Harris & Wood, 2013). Furthermore, the enrollment of men of color in higher education has been declining, with community colleges seeing severe drops. For example, Native American and Black men experienced enrollment declines of 26% and 24%, respectively, between 2019 and 2021. Additionally, stop-out rates for Black and Latino men are disproportionately high, with over half of Black men leaving college without earning a credential (U.S. Department of Education, 2021) [ACCT Insight Into Diversity](#).

**Whereas**, the creation of a unified Men's Success Initiative (MSI) at Bakersfield College will bridge existing resources by uniting efforts to provide mentorship, academic support, leadership training, and community-building activities specifically designed for men of color. The Men's Success Initiative is a comprehensive program aimed at addressing the unique challenges faced by men of color in higher education. It integrates services like academic advising, peer mentorship, workshops, and leadership development to foster a sense of belonging, enhance academic performance, and support personal growth. MSI programs have been successfully implemented at other institutions, such as the *California State University, Long Beach Men of Color Success Initiative* and *San Diego State University's Minority Male Initiative*. These programs have demonstrated measurable success in increasing retention and graduation rates for men of color by providing tailored support systems that address their specific needs. A similar program at Bakersfield College would align with these proven models, ensuring a more equitable and inclusive campus environment.

**Whereas** MSI will serve as a comprehensive framework that helps men of color navigate the academic and personal challenges they face, empowering them to succeed academically, socially, and personally, while creating a sense of belonging and leadership on campus;

**Whereas** The establishment of a Men's Success Initiative (MSI) aligns with Bakersfield College's mission, which emphasizes providing high-quality education to support a diverse student population in achieving success. The college's mission prioritizes addressing the needs of its diverse community, fostering inclusivity, and adapting to meet evolving challenges in

education and the workforce. These principles align with MSI's goals of mentorship, academic support, leadership training, and community-building activities for men of color  
[Bakersfield College](#)

Whereas, Case studies from institutions such as California State University Long Beach (CSULB) highlight the success of Men's Success Initiatives (MSI) in improving retention and graduation rates for men of color. These initiatives, which focus on empowering students through mentorship, academic support, and community-building activities, have proven to increase engagement and persistence in higher education. At CSULB, the MSI has specifically aimed to challenge outdated perceptions of masculinity, foster brotherhood, and ensure academic success among male students of color, and these efforts have been linked to better outcomes for participants [MDPI California State University Long Beach](#). Additionally, the National College Access Network (NCAN) also provides evidence that similar programs designed to support underrepresented groups in higher education can bridge gaps in achievement, contributing to a more inclusive and successful campus culture [MDPI](#). These initiatives demonstrate the significant positive impact of tailored support systems in fostering both academic excellence and community engagement.

**Therefore, be it resolved,** that Bakersfield College should establish the Men's Success Initiative (MSI) as a coordinated, campus-wide support network that unifies the efforts of existing programs and provides the necessary resources for men of color to thrive academically and personally;