



He
Is Me
Institute

2020 ANNUAL REPORT



www.heisme.org





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Is Me
Institute

LETTER FROM THE EXECUTIVE DIRECTOR

Family, Friends, and Colleagues,

When I was in the 6th grade, I left the school district that I had attended for four years and enrolled in a new school. I came back to the district in junior high school, but was placed in the lower track classes, despite having a strong academic record to-date. Out of boredom, I was not engaged and thus did not do well. I was kept on the same track the following year, so I turned my grades around in the 8th grade. Apparently, that was not enough. My teachers did not trust that I was capable of excelling in advanced courses in high school, so I spent those four years clawing my way up to take Honors and Advanced Placement courses. I cannot help but to think that my experience altered my academic and career trajectory.

Fast forward to 2018. I was a high school Assistant Principal. There was a ninth-grade student- a Black boy- who was very socially active. One of the most insightful students I'd had, he was clearly not being challenged, and much like me, it manifested in academic disengagement and grades that did not reflect his ability. Recognizing the issue, I advocated for him to be placed in higher level courses, but the other administrators could not understand why I would recommend a "C" student for more rigorous courses. Although they "heard me out," I was unsuccessful in making the case, so he had been kept in remedial courses during his sophomore year. Needless to say, we saw the same results.

At that point, I had a decision to make: either continue to try to convince current educators to gain a new perspective, or convince those with the perspective to become educators. I chose the latter; thus, He is Me Institute was born.

By October 2019, we received funding from **NewSchools Venture Fund and 4.0 Schools** to fulfill our mission to empower Black men to obtain and retain careers in education. Since then, many of you as individuals and grantmaking organizations put your trust in our work by way of moral, financial, and programmatic support. And for that, we thank you!

After our first year of operating, it's time we step back to celebrate all of the individuals who helped propel us to early success. Transparently, it's also a time for us to identify where and how we can improve, so we can continue to expand our impact: to increase the number of Black males who become teachers.

We are in the process of building a clear pipeline for Black men to teach. 2020 was a building year. We piloted various programs, developed our strategic approach, and raised initial funds to start making our impact. But 2020 wasn't all rosy. We were not immune to the health, racial, and economic pandemics that gripped the nation, and yet, we prevailed.

2021 will be a year of practice. All Black males who participated in our program have indicated that they can teach, want to teach, and need to teach. Our goal this year is to create the environment and learning opportunities for them to do just that by ensuring that our pipeline is strong and effective. This summer, we will add our 12-month fellowship program to deepen our work. Ultimately, we will cultivate educators who can integrate their own experiences with the facts of history to be able to ensure that disengaged students like me are no longer misunderstood or overlooked.

As you engage in this annual report, we hope that it brings you solace and promise. We are hopeful that our recent successes leave you **energized to mobilize** around our efforts. The future of He is Me is shining bright and will continue to, as long as you stay with us- committed to our mission, committed to education equity, and committed to our children. For those who have been in our community, welcome to a new year. For those who are new, welcome to the family.

Let's get to work.

Robert J. Hendricks III

MISSION & GOALS



Pilot the mentoring program

We **successfully** completed one pilot program in May-June 2020. All mentors indicated an **increased desire, ability, and passion for teaching**.



Raise \$260,000

We **exceeded** our goal and raised \$271,300 (as of 9/30/20).

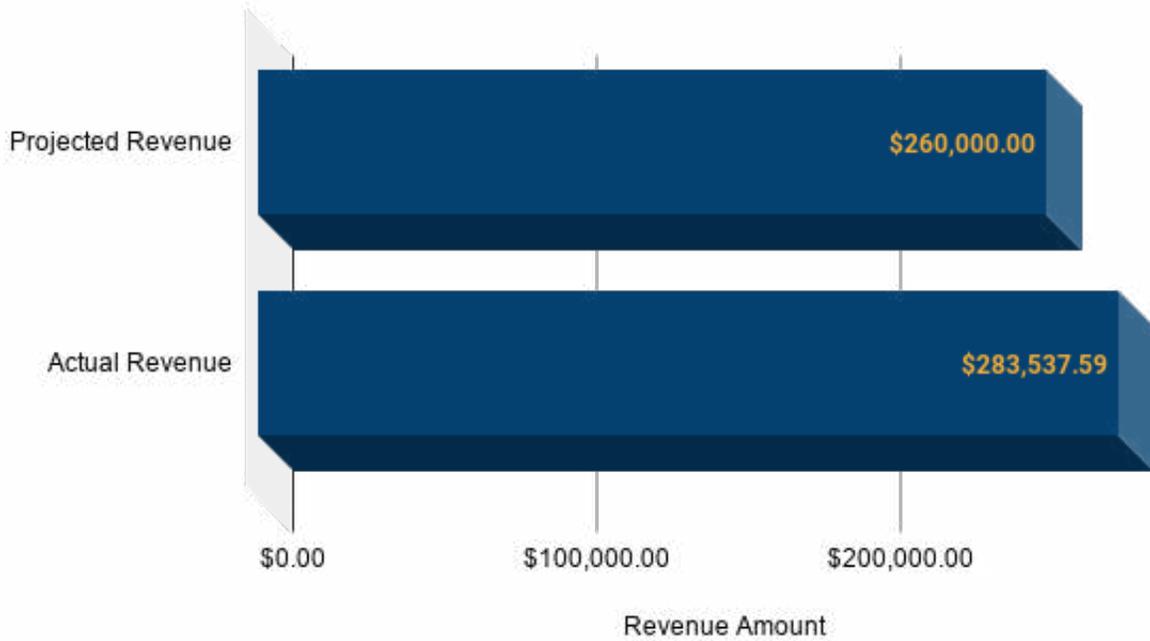


Hire a Program Director

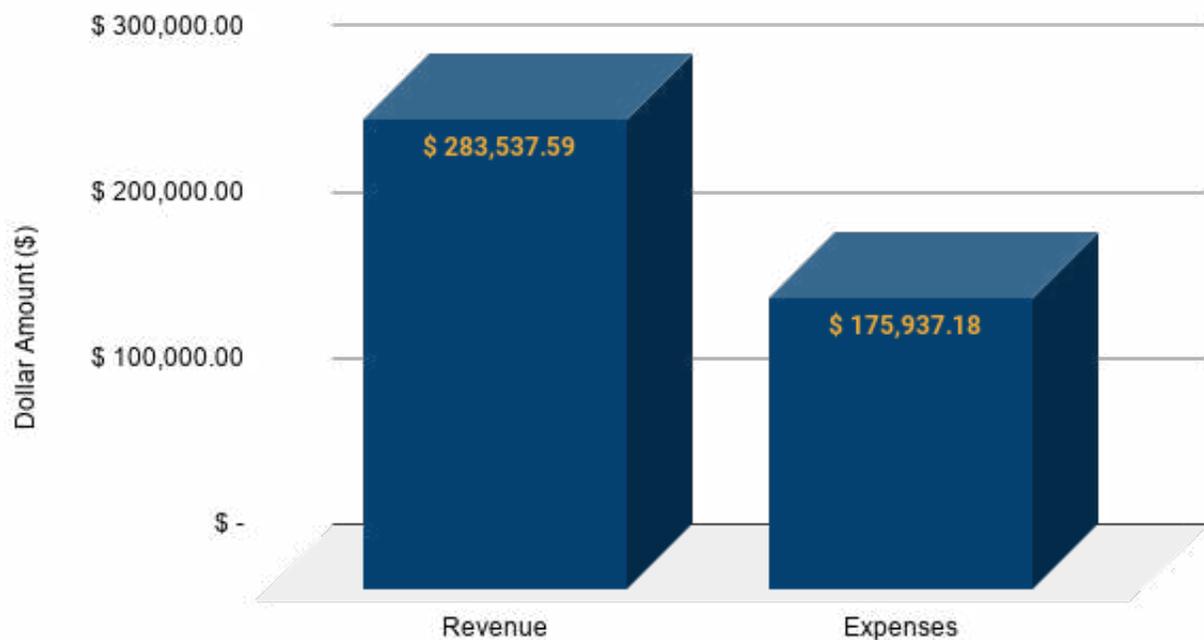
We hired a Program Director initially as a temporary appointment, but now we have **successfully** secured the Program Director for a full-time appointment.

BY THE NUMBERS

Revenue: Projections vs. Actuals



Total Revenue vs. Expenses



DONORS

Kirkland Ahrens
Evan Anderson
Joseph Berger
Christina Bernal
Anthony Britt
Jazmyne Charles-Balan
Kenneth Christopher
Kara Clark
Julie Comart
Ashley Davis
Chris Denning
Doc Dillard
Shakema Drummer
Lark Grant
Regina Gray
Orin Gutlerner
Erika Haskins
Robert Hendricks

Sharese Hendricks
Omari Jahi-Aarons
Michael Jett
Marquis Johnson
Markeith Jones
Mario Jovan Shaw
Wayne Knox
Elena Luna
David Mendez
Maurica Peoples
Tanisha Pruitt
Wensess Raphael
Jan Rooney
Paul Safrine
Joshua Salter
Ivelisse Sanchez
Caraiah Stout
Stephen Thorne

Janice Valverde
Erika Vickers
Awakening Minds LLC (David Wallace)
Crowned Scholars (Rickey Townsend)
CINK Fundraising



"I am looking forward to seeing how we can further support this great work."

—Joseph Berger

"We support He is Me!"

—Anonymous donor

"Thank you for all the work your organization is doing for our young black male scholars!"

—Jazmyne Charles-Balan

"Your work is much much needed."

—Anonymous donor

TESTIMONIALS

“College campuses will gain students with an appreciation and understanding of what it means to pay it forward to boys of color. They will have scholars who will build leadership qualities, develop strong professional habits (organization, responsibility, being prompt, critical thinking/ problem solving skills).”

–H.I.M Participant

“I now feel that I am needed. Even in a space where there aren’t many young black men like myself, I am needed there.”

–H.I.M Participant

“[He Is Me] truly enabled me to be able to connect to boys of color in a way that I didn’t think was possible. He Is Me is doing incredible work and I can’t reiterate how grateful I am to have been a part of it. It profoundly transformed my perspective on teaching and relationship building for the better.”

–H.I.M Participant

“I think many college campuses would be able to motivate young black men to pursue further education. It also is so helpful to us in school because it teaches us many things to help us in our careers and professional settings.”

–H.I.M Participant

“I participated He Is Me [and] it helped me refine my leadership skills, my oral and communication skills as well as offered me the opportunity to connect with ambitious students who needed to be inspired by Males of Color who that can relate to and see how prosperous we can become when we work together and lean on each other for support and guidance.”

–H.I.M Participant

SUPPORT

CARE

STRENGTH

STRUCTURE

REASSURANCE

TRUST

PATIENCE

MENTORSHIP

A LISTENER

LOVE

GUIDANCE

EXAMPLES

AFFIRMATION

ROLE MODELS

GRACE

TRUTH

ADVOCACY

ON THE HORIZON: LOOKING TOWARD 2021

We are off to a strong start for 2021! Here's what's happened since October 2020:

- ✦ We've secured over \$190,000.
- ✦ We have 25 middle school boys of color participating in our mentoring program.
- ✦ We have eight additional Black male mentors.
- ✦ We have six teacher residency partners from across the country.
- ✦ We're building partnerships with colleges and universities in various states.

GRANTS SINCE OCTOBER 2020

- ✦ Barr Foundation- \$100,000
- ✦ Nellie Mae Education Foundation- \$50,000
- ✦ Virginia Wellington Cabot Foundation- \$15,000
- ✦ Wellington Management Foundation- \$25,000



WELLINGTON
MANAGEMENT®

OUR TEAM



“He is Me is long overdue. Research continues to show that Black men have a profound impact on student learning, particularly Black boys. We drill down on that fact by significantly increasing the number of Black male teachers, so that Black boys have a greater opportunity to succeed in school and in life.”

–Robert J Hendricks III
Founder & Executive Director



“Your donations assist with providing the social and emotional support these youths needs in a society that tells them they are not enough. It provides a means for our college educated Black men to pursue a passion for teaching and encourage self-identity in our Black youths to achieve personal success.”

–Joshua A. Salter
Program Director



“He is Me operationalizes exactly what decades of education research tells us to do to have the greatest impact on Black student achievement: make sure those students are taught by highly effective Black teachers.”

–Gregory A. Blaize, Board Member
City of Boston, Executive Director, My Brother’s Keeper



“The importance He is Me is providing to our society is beyond its time. He is Me will develop BIPOC educator talent. The cross-generational benefits of He is Me is that these educators will serve as an inception for young POC to not only improve academically but to aspire to be in the educational field as well.”

–Fabienne Francois-Morisset, Board Member
Quality Assurance Senior Supervisor, Santander Bank



“He is Me operationalizes exactly what decades of education research tells us to do to have the greatest impact on Black student achievement: make sure those students are taught by highly effective Black teachers.”

–Orin M. Gutlerner, Board Member
Director of Education, Community Psychiatry, Mass General Hospital

Not Pictured: Ryan Riley, Board Member, TNTP, Senior Director

GIVE TO HE IS ME



#EMPOWERBLACKMEN