



**BLACK YOUTH
MENTORSHIP &
LEADERSHIP PROGRAM**

FALL 2020 HANDBOOK

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WELCOME BY PROGRAM LEADS



Dr. Bukola Salami:
Team Lead



Dr. Andre McDonald:
Co-Lead

Welcome to the University of Alberta Black Youth Mentorship and Leadership Program. It is a great pleasure to have you in our program. Around 22 years ago, I was in high school and completed a mentorship program at the University of Toronto that helped to pave the way for my professional success. It made me realize there are many Black people who are succeeding and many brilliant Black youths. It helped affirm my commitment to succeed and provided me with great tools for success.

I hope that you will also look back 20 years from now and appreciate the benefit of attending our mentorship program at the University of Alberta. Over the next 3 months, you will improve your leadership skills and be better prepared for university and your future professional careers. Including co-lead Professor André McDonald and myself, 12 Black professors at the University of Alberta are here to support you and ensure you reach your highest potential. We understand some of the challenges you face and want to see you succeed. We also have undergraduate and graduate students who will be supporting you through this journey.

WELCOME BY PROGRAM LEADS CONT.



Dr. Bukola Salami:
Team Lead



Dr. Andre McDonald:
Co-Lead

Some of you will acquire research experience and some of you will be exposed to practical experience. I encourage you to conduct yourself in a professional manner throughout, including in the online environment. I also encourage you to network with your colleagues, professors, and mentors. You will meet some of them again on your career journey. You are the first cohort in our mentorship program and we hope to strengthen this program in future years. Thus, please ensure you complete all evaluation materials.

It is important we receive your thoughts and feedback so that we can continue to improve the program. I would like to take this opportunity to thank all of the mentors, professors, graduate students, and support personnel who have volunteered to support the design and delivery of this program. Please contact me or the program coordinator, Dr. Michael Kariwo, if you have any questions, concerns, or suggestions. Once again, I look forward to supporting your learning and leadership development through our program. Bukola Salami, RN, PhD Associate Professor Faculty of Nursing University of Alberta

YOUR FACULTY

Dr. Bukola Salami, Associate Professor, Faculty of Nursing

Dr. André McDonald, Professor, Faculty of Engineering, Mechanical Engineering

Dr. Ubaka Igbogu, Associate Professor, Faculty of Law

Dr. Onookome Okome, Professor, Faculty of Arts, English and Film Studies

Dr. Philomina Okeke-Ihejirika, Professor, Faculty of Arts, Women's and Gender Studies

Dr. Adetola Adesida, Associate Professor, Faculty of Medicine & Dentistry, Surgery

Dr. Sedami Gnidehou, Assistant Professor of Biology, Campus Saint Jean

Dr. Temitope Oriola, Associate Professor, Faculty of Arts, Sociology

Dr. Jared Wesley, Associate Professor, Faculty of Arts, Political Science

Dr. Sophie Yohani, Associate Professor, Faculty of Education, Educational Psychology

Dr. Jennifer Kelly, Professor Emeritus, Faculty of Education, Educational Policy Studies

Dr. James Kariuki, Associate Professor of Chemistry, Augustana Campus

CONTACT INFORMATION

If you have any questions, comments, or concerns, please do not hesitate to contact us:

Program Lead: **Dr. Bukola Salami**
Program Co-Lead: **Dr. André McDonald**
Program Coordinator: **Dr. Michael Kariwo**

CONTACT INFORMATION

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Program Background and Expectations

PROGRAM DESCRIPTION AND COURSE BACKGROUND

The Black Youth Mentorship and Leadership Program is a unique, made-in-Alberta contribution to socially and economically empower Black youth to contribute meaningfully to Canadian society. The goal of the initiative is to improve economic outcomes, community belonging, and leadership skills, as well as foster a positive cultural identity for Black youth. In addition, the program aims to engage the mentees in innovative, breakthrough research and technology development programs and industry internships to provide exposure to experiential learning. This will facilitate their upward mobility and create a framework for generating generational wealth through education, mentorship, and skills development. The primary objectives of the program are to:



1. understand and create awareness of issues affecting the full participation of Black youth in society and the economy;
2. increase leadership skills of Black youth;
3. increase post-secondary entry and completion rate for Black youth;
4. foster community belonging for Black youth;
5. create a positive cultural identity for Black youth; and
6. increase the ability of Black youth to tackle issues of racism and discrimination.

Program Background and Expectations cont.

PROGRAM DESCRIPTION AND COURSE BACKGROUND

The program objectives will be accomplished by:

- Providing experiential and work-integrated learning opportunities;
- Organizing individualized mentorship;
- Facilitating technical and soft skills development;
- Creating a framework for upward mobility through education, practical learning, and training; and
- Providing necessary tools for success in post-secondary education.

This program consists of two streams: a research stream and a mentorship stream. The mentorship stream will not have supervisors. The high school students will attend sessions virtually throughout the term, including presentations by experts, and complete some assignments for project work. Students in the research stream will have a chance to participate in hands-on activities in various disciplines, including arts, nursing, medicine, science, engineering, social science, and law. In addition to working on a research project, they will “shadow” professionals and perhaps participate in lab or other types of tours. They will meet role models including faculty, students, and working professionals and discover diverse career paths.



Program Background and Expectations cont.

SCHEDULING

The mentorship program will run during the Fall 2020 term on weekends and during the weeks when students are in school. The first day of the course is September 1 and the last day is December 5. Details are provided in the schedule.

PROGRAM OVERVIEW

The program will include content on:

- conducting literature searches and literature reviews;
- writing scholarly papers;
- financing your university education;
- choosing a career after high school graduation;
- being an effective leader;
- developing posters and PowerPoint presentations;
- promoting your mental health;
- dealing with racism and discrimination in school, college/university, and the workplace;
- relating well with people of diverse cultures, especially Indigenous people; and
- succeeding as a Black youth.

Program Background and Expectations cont.

ASSESSMENT FOR THE MENTORSHIP STREAM

a) In a group of 4 to 7, students will complete a project relevant to their academic area of interest. Students will conduct a literature search and complete a literature review on the topic. Students will submit a report of no more than 10 pages in Times New Roman, double-spaced font. Detailed instructions and guidance will be provided.

Due Date: Nov 28

b) Students will design and deliver a poster or PowerPoint presentation outlining their work. The PowerPoint or poster presentation will be delivered on the last day of the program.

Due Date: Dec 5.

Students who complete the course will be awarded a certificate.

Student Code of Behaviour

All students who participate in the Black Youth Mentorship and Leadership Program agree to abide by applicable rules outlined in Section 30.3 of the *University of Alberta Code of Student Behaviour*. A copy of the *Code* can be found [here](#). In particular, students who participate in the program will abide by the rules pertaining to:

- **Plagiarism:** No Student shall submit the words, ideas, images, or data of another person as the Student's own in any academic writing, essay, thesis, project, assignment, presentation, or poster in a course or program of study.
- **Cheating:** see Section 30.3.2(2) of the *Code*.
- **Misuse of Confidential Materials:** No Student shall procure, distribute, or receive any confidential academic material such as pending examinations, laboratory results, or the contents thereof from any source without prior and express consent of the Instructor.
- **Research and Scholarship Misconduct:** see Section 30.3.2(4) of the *Code*.
- **Inappropriate Behaviour Towards Individuals or Groups:** This includes disruption, discrimination, dissemination of malicious material, unfounded allegations, retaliation, violations of safety or dignity, and hazing.
- **Inappropriate Use of University Property and Resources:** This includes damage to University property and unauthorized use of facilities, equipment, materials, services, or resources.
- Rules External to the *Code*: (iii) misrepresentation of facts (i.e., lying); (iv) identification.

Student Code of Behaviour cont.

VIOLATIONS OF THE STUDENT CODE OF BEHAVIOUR

If a participant is engaging in unacceptable behaviour, appropriate disciplinary action will be taken, which may include, but is not limited to:

- BYMLP coordinator talks about the issue with the participant;
- BYMLP coordinator discusses the situation with the participant's parent/guardian;
- Participant is given verbal and/or written warning;
- Reparation or other activity suitable to the offence;
- Participant privileges are withdrawn;
- The parent undertakes disciplinary action;
- The participant is required to apologize for their actions or behaviour to the appropriate individual(s);
- Re-evaluation of the student participant's continuation in Black Youth Mentorship and Leadership Program; and/or
- Immediate dismissal from the Program. The participant's parent/guardian will be advised of the decision. This dismissal will be effective immediately once the decision has been made.

Student Code of Behaviour cont.

QUESTIONS OR CONCERNS

The BYMLP program coordinator is always available to participants and will be keeping in touch for the entirety of the Program. If you have any difficulties, please let us know as soon as possible so that we can address them quickly. You can contact the Program Coordinator at bymp@ualberta.ca or by phone at 780-492-8033.

STUDENT WORK HOURS

Students will be expected to attend all sessions. In the event of illness, you or your parents should contact the program coordinator, Dr. Michael Kariwo, at bymp@ualberta.ca. Please see below the program schedule attached in Appendix 1.

AUDIO OR VIDEO OF LECTURES, WEBINARS, OR OTHER TEACHING ENVIRONMENT


Audio or video recording, digital or otherwise, of lectures, seminars or any other teaching environment by students is allowed only with the prior written consent of the instructor or as a part of an approved accommodation plan. Student or instructor content, digital or otherwise, created and/or used within the context of the course is to be used solely for personal study, and is not to be used or distributed for any other purpose without prior written consent from the content author(s).

ACKNOWLEDGEMENT: THIS PROGRAM IS FUNDED BY HERITAGE CANADA



APPENDIX 1: SCHEDULE

DATE	TOPIC	SPEAKER/FACILITATOR
Sept 1	Opening Day and Introduction: 9am - 12pm Completing necessary paperwork including library access: 1pm - 4pm	All Faculty Members who are available
Sept 5	Preparing Yourself for University and College: Planning Your Career Faculty Career Panel: 9am - 12pm	Career Panel: Members of the Team (Professors at the University) Professor Jennifer Kelly, Emeritus Professor Faculty of Education, Educational Policy Studies Dept. Dr Temitope Oriola, Associate Professor, Faculty of Arts, Dept of Sociology Dr Ubaka Ogbogu, Associate Professor, Faculty of Law Professor André McDonald, Faculty of Engineering, Dept of Mechanical Engineering Professor Philomina Okeke-Ihejirika, Faculty of Arts, Dept of Women and Gender Studies
	Introduction to Project and Group Work: 1pm - 3pm	Dr. Bukola Salami
Sept 12	Conducting Literature Searches and Literature Reviews: 9am - 12pm Brain-storm ideas and complete literature search for Group Project: 1pm - 3pm	University Librarian Dr Allison Sivac, librarian at the JW Scott Health Sciences Library
Sept 19	Improving your Writing Skills: 9am - 12pm Practice Writing and Receive Feedback: 1pm - 4pm	Center for Writers
Sept 26	Thriving in University: A Career Panel with University Students: 9am - 12pm Economic Empowerment of Black Youth: 1pm - 3pm	Black Undergraduate and Graduate University Students Dr Marvin Washington 

APPENDIX 1: SCHEDULE CONT.

DATE	TOPIC	SPEAKER/FACILITATOR
Oct 3	Effective Study Skills: 9am - 12pm Financing your Education: 1pm - 3pm	Center for Writers Dr Lucie Moussu, Academic Director Dr Bukola Salami
Oct 10	Mental Health Promotion: A conversation café: 1pm - 4pm	Dr. Sophie Yohani
Oct 17	Leadership and Conflict Resolution: 9am - 5pm	Salamane Yameogo, CEO Andertak Corp
Oct 22	Attend a Class on Campus and Shadow Professionals in the Community Virtual Campus Tour 1pm - 2pm 	Student Connect
Oct 23- Oct 29 (Catholic School)	Attend a Class on Campus and Shadow Professionals in the Community	
Oct 24	Thriving in the World of Work: Panel of Successful Professionals: 9am - 12pm Developing a Resume, Professional Portfolio and Interview Skills: 1pm - 4pm	Next Generation
Oct 31	Developing a Poster and PowerPoint Presentation: 9am - 12pm Work on Group Project: 1pm - 4pm	TBA
Nov 7	Tackling Racism in Canada: 9am - 4pm	Center for Race and Culture Elli Dehnavi, PhD Executive Director
Nov 12	Attend a Class on Campus and Shadow Professionals in the Community	
Nov 13	Attend a Class on Campus and Shadow Professionals in the Community	

APPENDIX 1: SCHEDULE CONT.

DATE	TOPIC	SPEAKER/FACILITATOR
Nov 14	Black History --- Afroquiz	sandi  Muchekeza Executive Director Council of Canadians of African & Caribbean Heritage (CCACH)
Nov 21 Saturday	Diversity in Canada: Indigenous People	Tibetha Kemble, B.Mgt, M.Ed., PhD Candida  Senior Manager, Indigenous Relations & Support, Customer Experience Division NorQuest College
Nov 28	Students Work on Project ---- Finalize PowerPoint or Poster	Dr. Bukola Salami
Nov 30	Attend a Class on Campus, Shadow Professionals in the Community, or Participate in Lab Tours	
Dec 5	Final Presentation Day	