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WHO WE ARE

The Delta Eta Boulé Foundation helps young Black men successfully transition from high school, to college, to professional careers and civic and community leadership. We provide scholarships, one-on-one mentoring, internships, and professional development to African American males who attend colleges and universities across the country. The Foundation was started in 1998 by the Delta Eta Boulé fraternity ("the Boulé"), the Denver chapter of Sigma Pi Phi, America's oldest black Greek-lettered organization for successful Black male professionals. Members contribute to the Foundation financially and volunteer their time to run the programs, but it operates independently from the fraternity as its own 501(c)3 organization.

Our work is focused on getting more Black males into high-growth professional careers where they can advance to leadership positions, breaking down systemic barriers, helping close the racial wealth gap and shaping the next generation of Black leaders. From our founding through the 2020- 2021 academic year, we have awarded \$783,250 in scholarships to more than 100 Black Denver area high school graduates.

These young men have overcome significant obstacles to achieve academic success and demonstrate strong personal character and outstanding leadership in their schools and communities. While they have the skills to succeed academically, many do not have the financial resources, emotional support, and social capital that is enjoyed by their more privileged peers. The Boulé Foundation works to level the playing field by providing financial resources as well as access to a network of accomplished Black male professionals who support their growth and development throughout their college experience and early in their professional careers. We focus exclusively on Black males because of our respected position as role models to influence them as future fathers, professionals and leaders. This support is critical to helping them achieve their full potential.

WHAT WE DO

What started as a small scholarship program is now a comprehensive personal, professional and leadership development program designed to meet the unique needs of young Black men. Through scholarships and culturally relevant wrap-around services, our Scholars develop the skills and social capital they need to succeed in college, careers and community leadership.

SCHOLARSHIPS: We award \$10,000 over four years to Black male graduates of Denver area high schools who are pursuing bachelor's degrees, and \$5,000 one-year renewable scholarships to Boulé Scholars who choose to pursue graduate and professional degrees. In 2020, we awarded 12 new scholarships to incoming freshmen and four scholarships to graduate students. All recipients may attend any accredited college or university in the U.S. Including our new 2020 Scholars, we currently have 38 undergraduate and four graduate Scholars who are receiving funds and participating in our collegiate programs.

MENTORING: Every Scholar is matched with a Boulé fraternity member to mentor and support him throughout his college experience and his transition to a professional career. Each Mentor communicates with his Scholar at least twice a month through the duration of his scholarship. Additionally, Scholars participate in networking and volunteer events with Mentors, other Boulé members, community leaders, fellow Scholars and alumni.

INTERNSHIPS: We partner with local companies and agencies in Metro Denver to provide paid internships to our Scholars. Since we launched this program in 2016, 23 Scholars have participated in paid internships in multiple career fields. And our roster of companies grows every year.

PROFESSIONAL DEVELOPMENT INSTITUTE: Through this annual training program, our volunteer instructors teach proven strategies for successfully navigating the professional world as young Black men. Boulé members

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and other Black leaders share their knowledge and experience to help Scholars develop professional behaviors, improve their resumes, practice elevator pitches, and navigate the job search and hiring process. Sessions also include hands-on lessons on budgeting, time management, and financial planning. The Institute works to deconstruct both real and perceived barriers that our young men face in developing their professional careers.

CAREER TRANSITION & ADVANCEMENT: We assist Scholars to identify high growth career fields with high earning potential, transition to their first job, develop a career pathway, and build their professional network. We provide ongoing mentoring and support to help them continue to navigate the working world and advance to leadership positions.

OUR IMPACT

To create the next generation of Black male leaders, we help young Black men:

- Break through the systemic barriers we faced in advancing to leadership positions in our careers and community.
- Successfully transition from high school, to college, to high growth professional careers and civic and community leadership.
- Acquire the education, training, skills, insights and networks they need to excel and progress to the highest levels in their fields.
- Attain the financial literacy and acumen to build wealth, achieve economic security and close the racial wealth gap.
- Gain leadership skills and experience that will help them to realize their own ambitions and to assist others in achieving theirs.
- Develop a heightened sense of responsibility to utilize their abilities and resources to fight racial injustice and support and advance the African American community.
- Attain levels of wealth, power and influence where they can help eliminate systemic barriers and racial inequities in government, business and civic and social life.

Our programs are provided by Black men, for Black men and address the unique needs of our Scholar population. Our work has a profound impact on the lives of participants. We are proud to report that 92% of our Scholars complete our four-year program and graduate from their universities in good academic standing—more than double the national 40% average college graduation rate for Black males. By earning their degrees and leveraging the social capital our program provides, our young men greatly improve their opportunities for better life for themselves and their families.

OUR LEADERSHIP

We are an all-volunteer organization led by a 14-member board comprised of active members of Metro Denver's Black community. The board leads and implements all aspects of the organization's programs, fundraising, administration and governance. We do not employ any staff members. We currently contract with three of our Scholar alumni for administrative and program support on a part-time basis. One hundred percent of board members make annual financial donations to the foundation and contribute hundreds of hours of volunteer time.