

THE BOSS™ REPORT

Business of Student Success



IN THIS ISSUE

4TH ANNUAL AND 1ST VIRTUAL BOSS WEEKEND

4th Annual and 1st Virtual BOSS™ Weekend

Our 4th Annual and 1st Virtual BOSS Weekend took place on January 29-30, 2021. The weekend of events, including our BOSS Showcase and BOSS Awards, are part of our annual fundraising weekend.

BOSS STUDENT OF THE QUARTER- RAFAEL GOMEZ

On Friday, January 29, we presented our first virtual BOSS Showcase, exposing a group of Southern CA boys to the year-round and multi-year BOSS “process” while also engaging them in conversations around the career paths (architect, computer scientists, finance/investment, law, marketing, operations, real estate, technology) represented by our BOSS mentors, headlined by former baller turned jet pilot turned M.D. turned flight surgeon turned MBA to The PERSISTence Coach, Dr. Clarence M. Lee. You can click [this link](#) to view the Showcase program journal and learn more about our BOSS Mentors.

BOSS TALKS EPISODES

The next evening, we saluted an amazing group of individuals whose personal and professional accomplishments are aligned with our BOSS Pillars. The honorees were Tennessee State/Florida A&M President Emeritus **Dr. Frederick S. Humphries** (Emotionally BOSS); Grammy Award winning producer/writer and Recording Academy interim president **Harvey Mason, Jr.** (Mentally BOSS); NFL Hall of Famer **Jackie Slater** (Physically BOSS); First Foundation’s **Stasia Washington** (Economically BOSS); LA Rams VP **Molly Higgins** (Socially BOSS); City of Refuge leader **Bishop Noel Jones** (Spiritually BOSS); and CBS’ **Clark Kellogg** (BOSS Legend).

ON THE HORIZON: STEM PORTAL



Please click [this link](#) to review the program journal for our 4th Annual BOSS Awards. The amazing event also included a “live” performance of “I Just Want to Live” by Keedron Bryant, the unveil of our award-winning (MIT 2020 Global Appathon for Good) and patent pending Safe Encounter mobile app, and the return of millennial saxophonist Jay Boykin. The Awards were once again hosted by the indomitable Ramsey Jay, Jr.

Thanks to the continued support of our loyal sponsors, supporters, and the entire BOSS family, we achieved our goal and raised \$75,000 that will be used to help us achieve our goal of commercializing our Safe Encounter app, build capacity by strengthening current staffing and programming, scale our impact to change the life trajectories of so many more of OUR boys, and combat the impact the COVID pandemic has had on operations.

BOSS™ Student of the Quarter



Rafael Gomez is our BOSS Student of the Quarter. A 2020 grad and 3-year BOSS scholar-athlete, Rafael is now a freshman at Sonoma State University, where he is combining his academic, athletic, and entrepreneurial skills to create an experience unlike many kids his age. Rafael embodies many of the BOSS Pillars and principles, especially in regards to inner strength and resilience. In high school, Rafael overcame a rare chest and heart condition that required major surgery and put his basketball career in jeopardy. Rafael battled his way back to health, helped St. Pius X St Matthias Academy win their first ever CIF championship, and continued his athletic fashion modeling career by launching his own clothing brand, **RaFa Rare Apparel**. In his own words, here’s how Rafael’s clothing line is aligned with the BOSS Pillars:

Mentally BOSS

Rafa Rare is Mentally BOSS because it takes a lot of perseverance to start a business and stick with it. It involves constantly coming up with new ideas and improvements to grow your business stronger.

Emotionally BOSS

Rafa Rare is Emotionally BOSS because sometimes with clothes and the messages you develop, you want to create a connection between the consumer and your product. Also, it can be stressful with making your clothes and being a small business. It can take a toll on you.

Socially BOSS

Rafa Rare is Socially BOSS because you have to create connections with people and constantly promote yourself and your brand. The more people you can reach, the better it is for the business.

Physically BOSS

Rafa Rare is Physically BOSS because it takes a toll on your body when you are constantly traveling to create your product and distribute it.

Economically BOSS

Rafa Rare is Economically BOSS because you have to budget everything and strategize your money. For example, how much you put in to start your brand, how much you will receive, how much you are selling the products, the profit, and how much you are willing to spend/save.

Spiritually BOSS

Rafa Rare is Spiritually BOSS because it comes from a mainly Christian background. As long as you have faith in your vision and craft, there's nothing in the way of stopping you from success.

On the Horizon: STEM Portal

“Our nation’s talent is evenly distributed; opportunity is not.” Leslie Cornfeld, the Equity Lab’s founder and chief executive.

While the effects of systemic racism and exclusion from educational and professional opportunities have prevented significant numbers of otherwise qualified Black, Indigenous, and boys of color (BIPOC) students from pursuing careers in STEM disciplines, the educational journey of many BIPOC students who would be STEM professionals often begins in the poorly-performing public schools of under-resourced communities. They’re rarely prepared for the mental, emotional, and financial challenges ahead.

The solution: The Dr. Frederick S. Humphries STEM Portal aligned with our STEM Career Pathway Initiative. We'll address these challenges by providing a comprehensive, evidence and equity-based support systems for this target group as well as information on STEM career-path activities and opportunities at Historically Black Colleges & Universities (HBCUs). Stay tuned.

DR. FREDERICK S. HUMPHRIES EMOTIONALLY BOSS™ HONOREE



A commitment to ensuring the success of historically black colleges placed Emotionally BOSS™ and Lifetime Achievement Award winner Dr. Frederick S. Humphries among the leaders in providing greater educational and economic opportunities for African Americans.

Dr. Humphries earned a bachelor's degree in chemistry from FAMU, where he graduated magna cum laude in 1957. He received a Ph.D. in chemistry from the University of Pittsburgh in 1964 where he was the first African American to receive a Ph.D. in chemistry from Pitt. He is a member of the American Association of Higher Education, the American Association for the Advancement of Science, the American Chemical Society, and the American Association of Minority Research Universities



Dr. Humphries served as president of Tennessee State University (TSU) and Florida A&M University (FAMU) and both HBCUs conferred the title President Emeritus on Dr. Humphries after a 25+ year career in higher education. Before retiring in 2019, Dr. Humphries had been a Regent Professor at the FAMU College of Law for 16 years. Dr. Humphries served as President and CEO of the National Association for Equal Opportunity in Higher Education from 2001-2003.



Under his leadership, both TSU and FAMU thrived, with improved and expanded academic programs, upgraded faculty, improved quality of students, expanded scholarships and support activities and an increase in contracts and grants. FAMU was selected as "College of the Year" by the TIME/Princeton Review in 1997. FAMU attracted 657 National Achievement Scholars and surpassed such universities as Harvard, Yale and Stanford to lead the nation in numbers of National Achievement Scholars in 1992, 1995, and 1997, tying with Harvard in 2000.

Dr. Humphries is best known for fighting for the rights of historically black colleges and universities, most notably TSU located in the same area with an historically white university, UT Nashville. Dr. Humphries insisted on the predominance of TSU over UT Nashville and his leadership ultimately led to the merger of TSU and UTN, with TSU becoming the surviving institution. The result has been heralded as one of the fairest and most important desegregation decisions of the 20th century.

He and his late wife, Antoinette McTurner Humphries, are the proud parents of Laurence Humphries, Manager, Planning and Performance Reporting, Chevron Corporation, Angola LNG Operating Company (OPCO); Frederick Humphries Corporate Vice President, U.S. Government Affairs at Microsoft; and Robin Tanya Humphries Watson, Executive Director at Achieve Palm Beach County.



BOSS™ TALKS EPISODES

Our BOSS Talks series was developed as a way to increase our engagement of our BOSS scholars despite the COVID pandemic. Since Vol. 4 of our BOSS Newsletter, our BOSS scholars have been treated to BOSS Talks episodes featuring KJLH General Manger **Karen Slade**; Morgan Stanley EVP/Director of Global Sports & Entertainment, **Ralph Jackson**; former Falcons and NFL VP **Raymond E. Anderson**, now Athletic Director at Arizona State; and D-1 coaching great and The Character Coach author, **Gary Waters**.

Ms. Slade spoke to the fear of failure and success and the set of the sail principle. Ralph Jackson spoke to the "who" piece and the 4 D's to an A life: decision, desire, discipline and determination. Ray Anderson spoke to the power of goal setting, becoming what you decide on, no matter what, courage not to fear, becoming willing to bet on yourself, getting out of your comfort zone and the idea that there is no finish line. Retired from the game and now a published author, Coach Waters shared the back story to his book, **Ten Principles of a Character Coach** and spoke to the core values of integrity, honesty, trust, respect and loyalty and his Golden Rules: God first, listen to your mentors, respect yourself and others, work hard, and get as much knowledge as you can.



Karen Slade



Ralph Jackson



Ray Anderson

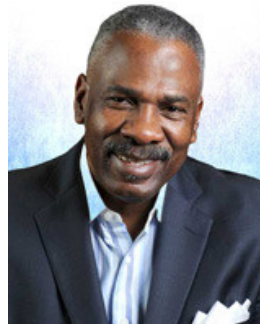


Gary Waters

A WORD FROM MR. GLENN

*"We've learned that quiet isn't always peace
And the norms and notions
of what just is
Isn't always justice
And yet the dawn is ours"*

"The Hill We Climb" by Amanda Gorman



COVID-19 threatens to wipe out years of progress toward a more equitable world, across racial, gender and socioeconomic lines. January ushered in the promise of renewal, only to be quickly tempered by the events of January 6 that wounded our faith. All around us, there are leaders turning the page to a brighter 2021. Whether speaking out against white supremacy in the US or taking on gender-based violence in South Africa, they demonstrate the many facets of leadership that create an equitable future.

The road ahead is steep and will require stamina, practicality, and a relentless focus on people and their well-being. Courage. Humility. Vision. Tenacity. These are qualities of a leader who can make sense of hard times and build a path forward. At BOSS, we're sharing lessons we've learned from leaders from all walks of life, lessons that are tried, tested, and timeless, lessons that will have utility in new, exciting, and relevant ways in 2021. BOSS Strong!