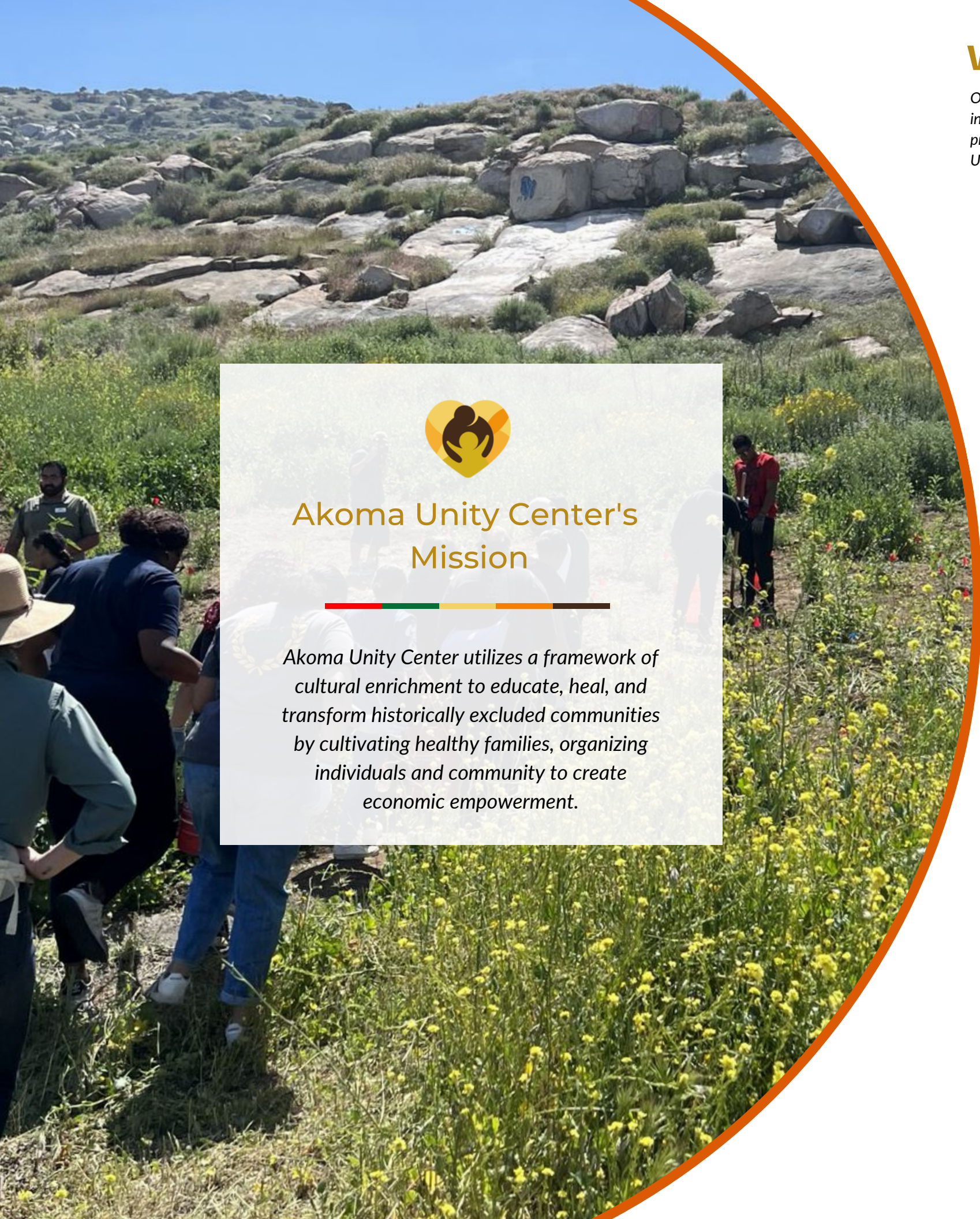
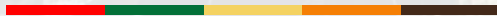


N/A





Akoma Unity Center's Mission



Akoma Unity Center utilizes a framework of cultural enrichment to educate, heal, and transform historically excluded communities by cultivating healthy families, organizing individuals and community to create economic empowerment.

VISION

Our vision is to create a lasting infrastructure to address all the direct and indirect and short- and long-term challenges facing children and families to produce self-regulating and self-sustaining communities wherever Akoma Unity Centers reside.

LEADERSHIP

Board of Directors

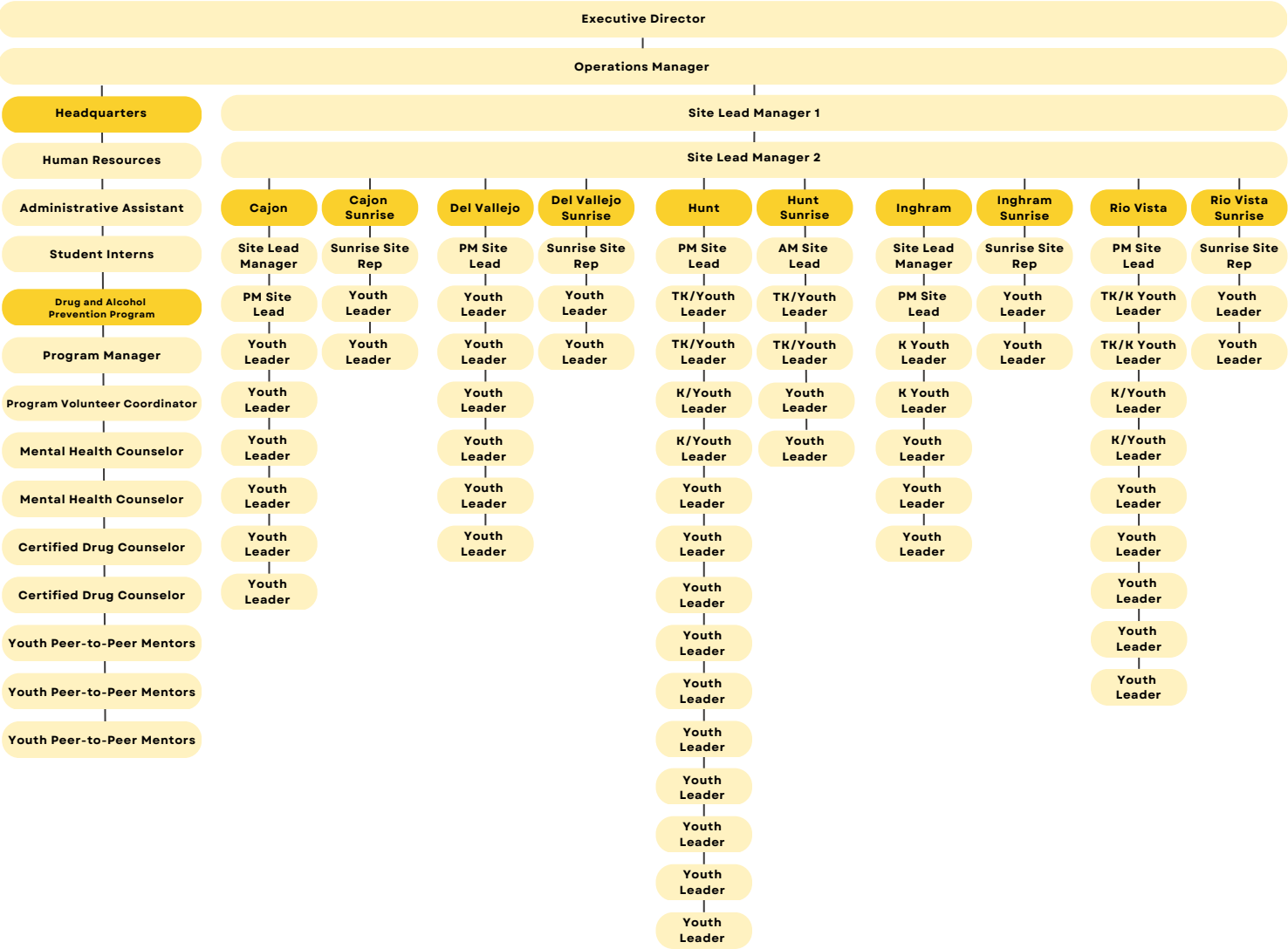
Darcel Cannady (Chair) Retired School Counselor	Dolores Armstead (Treasurer) Business Owner	Daryl Pegram Educator, San Bernardino City Unified	Kimberly Calvin Executive Director
Monrow Mabon, Esq. Attorney at Law	Tammy Martin-Ryles (Secretary) Educator	Rikke Van Johnson Business Owner, Former Ward 6 Councilmember	

Operations Staff

Amber Thompson Administrative Assistant Headquarters	Jennifer Xicara Operations Manager Headquarters	Kimberly Calvin Executive Director
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Organizational Chart





How has the expanded learning program helped you?



"Unity, Trust, Patience, Creativity, and Respect are just a few things I've experienced while at Akoma. Since 11th grade Akoma has proven to be more than just a community center, providing mentorship from Academic to personal. I was an intern working at Akoma during Winter, Spring, and summer breaks from 11th grade up until I graduated Arroyo Valley High School. Akoma even helped me prepare for college when I attended Arizona State University. Now, as an employed Youth Mentor, I too would like to give back to young scholars what Akoma has granted me."

-Emya Mitchell, Former Akoma Scholar & Youth Mentor

"I have been apart of Akoma Unity Center for the past six years. I first started as a parent volunteer. I really enjoyed what Akoma provides for my six children such as cultural activities, field trips, career opportunities, gardening and much more. I am now an employee so I can be an advocate for children in the community and give back. Akoma is the place you can grow and thrive."

-Likesha Boddie, Parent

EXPANDED LEARNING PROGRAMS (EXL)



600+

Students
Served Daily



1200

Goal
Enrollment
for 2024



5

School Sites
Served
Through EXL
Programming

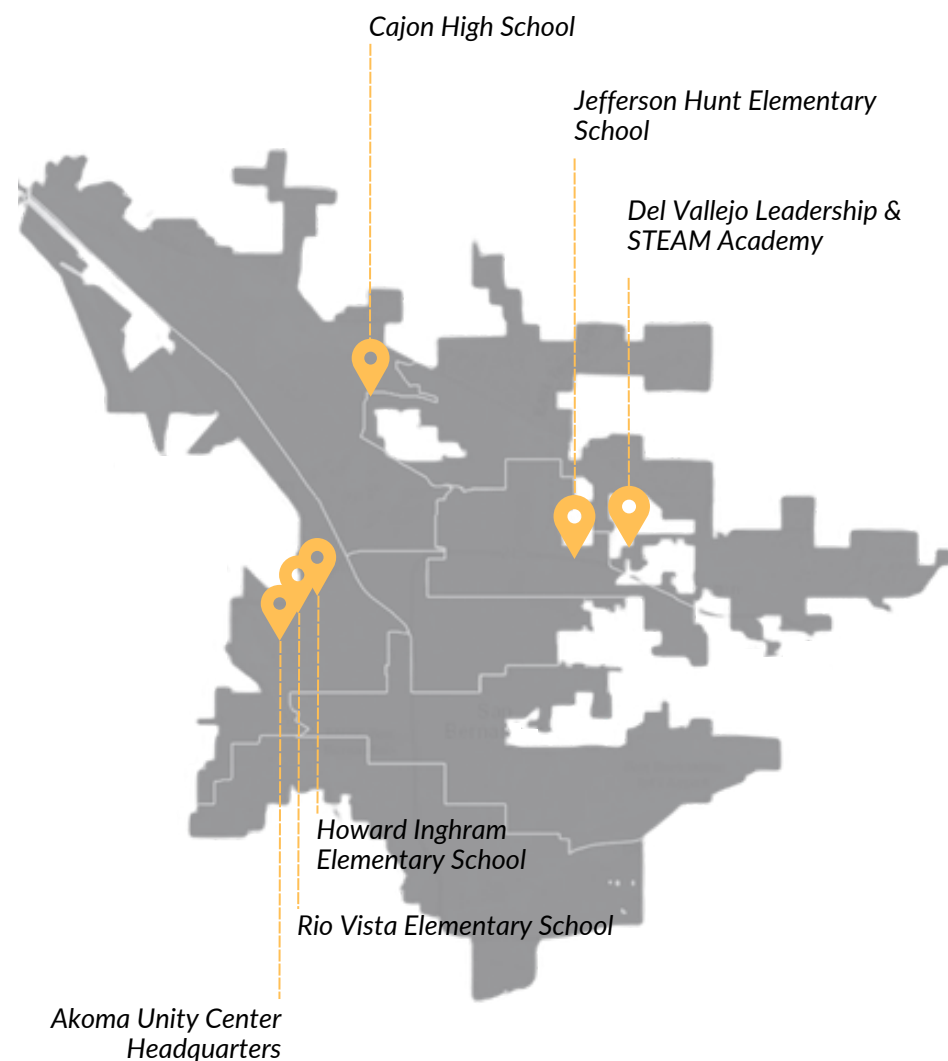


Before and After-School Enrichment for Scholars

In partnership with Creative After School programs for Success (CAPS), the Akoma Unity Center hosts high-quality, year-round educational programming for scholars enrolled in TK/Kindergarten through the sixth grade. We host programming before (Sunrise Programs) and/or after-school at five school sites: Hunt Elementary School, Inghram Elementary School, Rio Vista Elementary School, Del Vallejo Middle School, and Cajon High School. Akoma's goal is to create a safe, nurturing, and engaging environment that promotes the holistic development of scholars while supporting working families in their childcare needs.

Programming focuses on providing students with nutritious food, tutoring, mentorship, and engagement through activities that cater to the diverse interests and talents of our scholars. After checking in and receiving a nutritious snack, our staff assist scholars with homework assignments, offer tutoring, and facilitate educational activities that align with their school curriculum. Next, scholars participate in "enrichment clubs" with offerings including cooking classes, e-sports, robotics, boxing, yoga, art, and more! Programming is designed to emphasize enrichment through STEAM (Science, Technology, Arts, Engineering, and Math).

Beyond daily programming, students participate in field trips and community visits to locations such as Universal Studios, the California Science Center, Fiesta Village, Disneyland, the San Diego Zoo, Segerstrom Theatre, the San Bernardino County Museum, and the San Bernardino Symphony.





Water Education and Career Exploration

In September of 2022, after scholars expressed concern regarding the water quality at their schools, Akoma organized the inaugural Drip'd Squad! In its first year of operation, an initial cohort of 10 students, particularly from Del Vallejo Middle School, formed and began exploring how water works in San Bernardino County through a 9-month long curriculum.

Through immersive field trips to notable ecological sites, interactions with industry professionals including those from the San Bernardino City Municipal Water Department, and collaboration with experts from UC Riverside's Department of Biochemistry, the Drip'd Squad aims to educate and engage scholars in water-related topics and empower them to become advocates for sustainable and healthful water practices.

In addition to an academic curriculum, the Drip'd Squad invites guest speakers from diverse backgrounds to share their knowledge and personal experiences related to water. Scholars have the opportunity to engage with individuals who can provide unique insights into the cultural importance of water in their communities, ultimately promoting cross-cultural understanding and appreciation.

After programming for the inaugural cohort concluded, scholars presented their "Drip'd Journey" to the SBCUSD school board and the San Bernardino City Council where they were recognized for their educational journey and exploration of a promising career field!

DRIP'D SQUAD (WATER EDUCATION PROGRAM)



10

Inaugural
Drip'd Squad
Graduates



45

Water and Soil
Samples
Secured and
Tested



11

Artists and
Guest
Speakers

Sustainability
The Five Elements Groundwater Water Scarcity
San Bernardino City Council
UCR - The Dirty Lab
San Bernardino City Unified School District
Water Stress Freshwater Drought
Water Tasting
Land Acknowledgement Environmental Stewardship
Mary Vagle Nature Center
Bio/Geo Chemistry Advocacy
San Bernardino Municipal Water Department
Water Board
Soil Testing XRF
Climate Crisis Civic Engagement

"The Drip'd Program taught me how important student led movement and legacy is. All of our scholars demonstrate how committed they are to learning new things and dissecting the complexities that exist in our neighborhoods. I strongly believe that everything our youth are coming into knowing will somehow stay with them for the rest of their lives. This impact alone is how true community is built, providing the youth a platform for knowledge so that they can find their path of how the movement will be continuous. I love all my students, families, staff members and it is a great honor to be a part of their walk. We have a lot to look forward to and I'm grateful to still be here!"

-Ms. Butterfly, Youth Program Leader
Peoples Collective For Environmental Justice (PCEJ)



What is something you learned from the Drip'd Squad?

"The reason I joined Drip'd Squad is because I care for my environment, and I want to better help my community. A thing I learned in Drip'd Squad is that they build lots of warehouses, and they pollute the air, and most of that air stays in San Bernardino, and a change I would like to see in my school is cleaner water."

-Allan Campos, Scholar





Growing the Next Generation of San Bernardino's Leaders

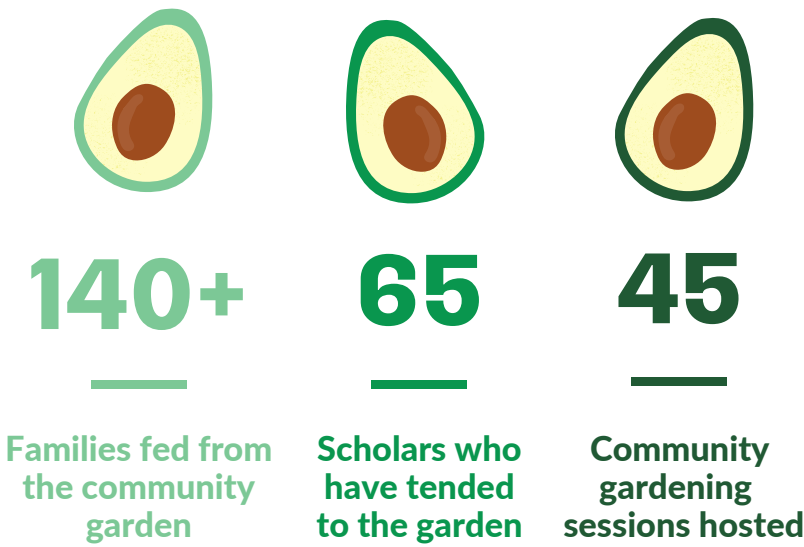
In 2018, thanks to a grant received from the "More Attractive Communities Foundation," Akoma underwent significant improvements including a vibrant mural, a volleyball court, and two community gardens. The larger of the two, the Anne Shirrells Community Garden, sits on the Akoma Unity Center's headquarters.

Since establishment, both gardens have yielded a total of 16 harvests throughout Fall, Spring, Summer, and Winter. The gardens have been meticulously cared for by staff and volunteers who planted over 35 different vegetables, fruits, and herbs, ranging from tomatillos, lemons, and red peppers to zucchini, lettuce, spinach, and lavender, among others.

Akoma has fostered partnerships with organizations that have played a pivotal role in the success of both gardens. One such partner is Community Composting, which secured the support of a master gardener and composter - Kevin. Kevin goes above and beyond, educating community members on growing their own food within their homes, further extending the impact of the gardens! Through an additional partnership with Home Depot, Akoma hosts a seed bank where community members may plant healthy foods in their own homes!

The gardens function as a space where community members come together, learn about gardening and share the joy of harvesting fresh produce. These gardens symbolize unity, empowerment, and self-sufficiency within the community, fostering a deeper connection with nature and promoting healthier lifestyles.

ANNE SHIRRELLS COMMUNITY GARDEN



"Since 2012 gardening has been a major passion of mine. In 2021 I was hired to help start the Akoma community garden. I worked with Akoma scholars, the staff, as well as volunteers from the community towards the common goal of growing food and offering an enriching experience that hopefully inspired others to garden. In my opinion the best way to cultivate community is in a garden and when I think of the community that has grown around Akoma I feel blessed to be a part of it."

-Kevin Head, Master Gardener



What does the community garden mean to you?

"The Anne Shirrell's Community Garden is a space where intergenerational learning is constantly in motion. Building and tending to the garden to keep it alive and strong has given all of us the opportunity to give back to the land and community. Young scholars are able to witness the power of community effort through this garden. I loved every time we got to use the harvest from the garden to cook during after-school enrichment and the ritual of harvesting together. I honor all of the amazing teachings and joy experienced at the garden with Akoma scholars, families, and community."

-Emily Miranda, Community Member





What did you learn from Troop #1419?



"Helping lead Troop #1419 has been a great honor. These girls have taught me the true meaning of community, strength and resilience; that even the smallest acts of kindness make the biggest difference."

-Olivia Wilson, Parent Troop Leader

"What I like about Girl Scouts is that we get to do lots of fun and exciting activities for example I get to lead the flag pole ceremonies in my troop, painting activities, cookie sells, field trips, camps and more! Girl Scouts positivity has helped me gain friendships. It has also helped me gain more self confidence and come out of my shell, especially when it comes to talking to and in front crowds. At Akoma it feels like a family you make connections that you never thought you would have."

-Allahni Chapman, Girl Scout

AKOMA UNITY CENTER'S GIRL SCOUT TROOP #1419 OF SAN GORGONIO GIRL SCOUTS COUNCIL



52

Girl scouts in Troop #1419 - past and present



1500+

Boxes sold in 2022



8

Camping visits enabled by sponsors



Fostering Community on San Bernardino's West Side

Girl Scout Troop #1419, founded in 2018, successfully reestablished the presence of Girl Scouts on the West Side of San Bernardino after a hiatus of 40 years. This troop proudly carries forward the legacy of Anne Shirrells, who hosted the troop four decades ago and is the namesake of the park where Akoma is headquartered.

Through an invaluable partnership with and financial support from the San Gorgonio Girl Scouts Council, Troop #1419 has been able to thrive. Notably, Troop #1419 has participated in summer camps that offered the girls opportunities to explore nature while developing teamwork skills. Additionally, Troop #1419 has been actively involved in flagpole ceremonies, where they have proudly represented their troop and learned how to effectively host a ceremony. Also, in addition to other programming, Troop #1419 has participated in and excelled in cookie sales, with over \$3,000 in profit in this last cycle alone. Finally, Troop #1419 has actively served their community. Especially during the height of the pandemic, Troop #1419 hosted several community service events including distributing food to local seniors and veterans.

Through their participation, Troop #1419 has demonstrated their commitment, entrepreneurial spirit, and intention to foster community with one another. Currently, Troop #1419 consists of 25 active members. With a strong foundation and a proven track record, the troop is eagerly looking to expand its membership, welcoming new scholars who want to be a part of this empowering and fun-filled journey.



Sankofa Saturdays

Extended Enrichment Through a Scholar's Weekend

Launched in September 2022 as a pilot program funded by the San Bernardino City Unified School District, Sankofa Saturdays draws its inspiration from the term "Sankofa," which roughly translates to "to go back in history, to gain knowledge, and bring it forth."

The program runs every Saturday from 10:00 a.m. to 2:00 p.m., serving approximately 140 scholars and their parents monthly. Sankofa Saturdays aims to create a space where participants can delve into history, explore their heritage, and acquire knowledge to apply to their lives.

Akoma Unity Center takes pride in building programming around culturally grounded and affirming best practices. To do so, Akoma has established valuable partnerships with organizations such as Capoeira Angola, practitioners of an Afro-Brazilian martial art. Another notable partnership is with the Kumasi School for Performing Arts, where workshops centered on African Drum and Dance are conducted. In addition to other partnerships, Akoma has collaborated with the Riverside-San Bernardino County Indian Health Coalition to facilitate workshops addressing mental health concerns - for both parents and scholars. These partnerships ensures a comprehensive and holistic approach to well-being within the Sankofa Saturdays program.

175+

Scholars served during Sankofa Saturday's inaugural year

When asked what else they would be doing if not for Sankofa Saturdays, many scholars shared that they would have nothing else. Sankofa Saturdays opened a space for scholars to continue learning throughout their weekends.

35

Project based learning programs hosted throughout the year

Programming for Sankofa Saturdays focused on giving scholars essential life skills and necessary exposure to STEAM. Other programming includes guests talks from the water department, etiquette, digital art, and painting.

65%

The percentage of Sankofa parents who participate as volunteers

Akoma believes that parent engagement is essential to scholars' well-being. Akoma's parents agree! 65% of parents helped to plan and facilitate programming for Sankofa Saturdays!

Opportunities to engage in STEAM-based programming are limited for scholars from San Bernardino. The Industrial Robotics program aims to encourage scholars to dream outside of their societal creative boundaries.

49

Scholars participated in the initial Industrial Robotics program

50%

The percentage of graduates who were female

Studies show that beginning at age 12, young women lose interest in STEM. Akoma is sensitive to this fact and builds programming with the goal of encouraging young women to explore STEM in college and in their careers.

While the initial program was scheduled to be 6 weeks long, due to increased interest from Akoma scholars, the Industrial Robotics program was expanded to a 10-week program.

10 Weeks



Industrial Robotics

Exploring STEAM Career Pathways

Akoma's Robotics Program is an exciting educational initiative initially established in collaboration with Empowered Mindz STEM Academy, an organization dedicated to empowering youth through technology and education. This program spans a duration of 10 weeks, offering scholars a comprehensive learning experience in the field of robotics.

The centerpiece of the program is learning how to code through the use of an Epson robot, a real-world tool utilized by engineers in the industry. Scholars are provided with hands-on opportunities to code and control these robots, gaining valuable insights into the world of robotics and technology. Through this interactive and engaging approach, participants develop coding skills and foster a deeper understanding of math, engineering, and architecture.

By participating in Akoma's Robotics Program, scholars not only acquire technical skills in coding and robotics but also develop essential life skills. To ensure that these opportunities are extended to all of Akoma's scholars, staff are currently working to establish the Akoma Learning Center STEAM Lab. This lab will be a stand alone space for all scholars to gain hands on experience with concepts such as coding, 3D model creation, robotics, and more!





College and Career Programs

Building a Foundation for the Journey Ahead

Akoma aims to equip scholars and their families with the necessary tools to excel in their college and career journeys. One key program component is the College and Career Readiness Workshops, where scholars receive guidance and preparation for their transition into higher education and spaces such as the trades and unions within the professional world. Akoma leverages the expertise of its Board Members, who possess backgrounds in college and career counseling, to provide relevant and practical insights to scholars for topics such as writing a cover letter, creating a resume, navigating financial aid, and more.

To further expand opportunities and expose scholars to various college and career options, Akoma hosts an annual college and career fair. Local universities, including UC Riverside, Cal State San Bernardino, Valley College, Chaffey College, University of Redlands, Pasadena City College, and University of California Sciences, are invited to participate, along with employers from the County and City of San Bernardino.

Akoma's commitment to supporting scholars extends to financial assistance through scholarships. Graduating seniors may have the opportunity to receive scholarships ranging from \$1,000 to \$3,000, providing them with financial support as they pursue their educational and professional aspirations.

100%

The percentage of Akoma seniors who have graduated high school.

Akoma is deeply engaged in the success of our scholars. By focusing on scholars' well-being, engaging their families, and closely coordinating with school administrators, Akoma scholars reach their potential.

9

The number of universities and colleges that former Akoma scholars attend or have attended.

Akoma scholars have attended universities, including Arizona State University, Benedict College, Cal State San Bernardino, Chaffey College, Chico State, California Baptist University, Eastern New Mexico University, Riverside Community College, and Valley College.

\$8,500

The total amount in scholarships given to Akoma scholars!

Beyond scholarships, Akoma also provides support for students as they move into their dorms. Akoma has supported with costs including acquiring school supplies and furnishing dorms.

During the course of the 2023-2024 school year, Akoma will educate scholars on 5 SBCUSD sites and 2 charter school sites.

1200

The number of scholars Akoma intends to reach through ADAPP

Through partnerships, internships, and volunteers, Akoma will host:

- 1 Program Manager
- 1 Program Volunteer Coordinator
- 2 Mental Health Counselors
- 2 Certified Drug Counselors
- 3 Youth Peer-to-Peer Mentors

9

The number of staff who will be dedicated to successfully operating ADAPP

ADAAP will provide a transformative program that nurtures personal growth, community engagement, and social change. We aim to create a sustainable pathway towards well-being, resilience, and thriving futures for our youth.

1st

The first youth-led intervention and prevention program in the City of San Bernadino



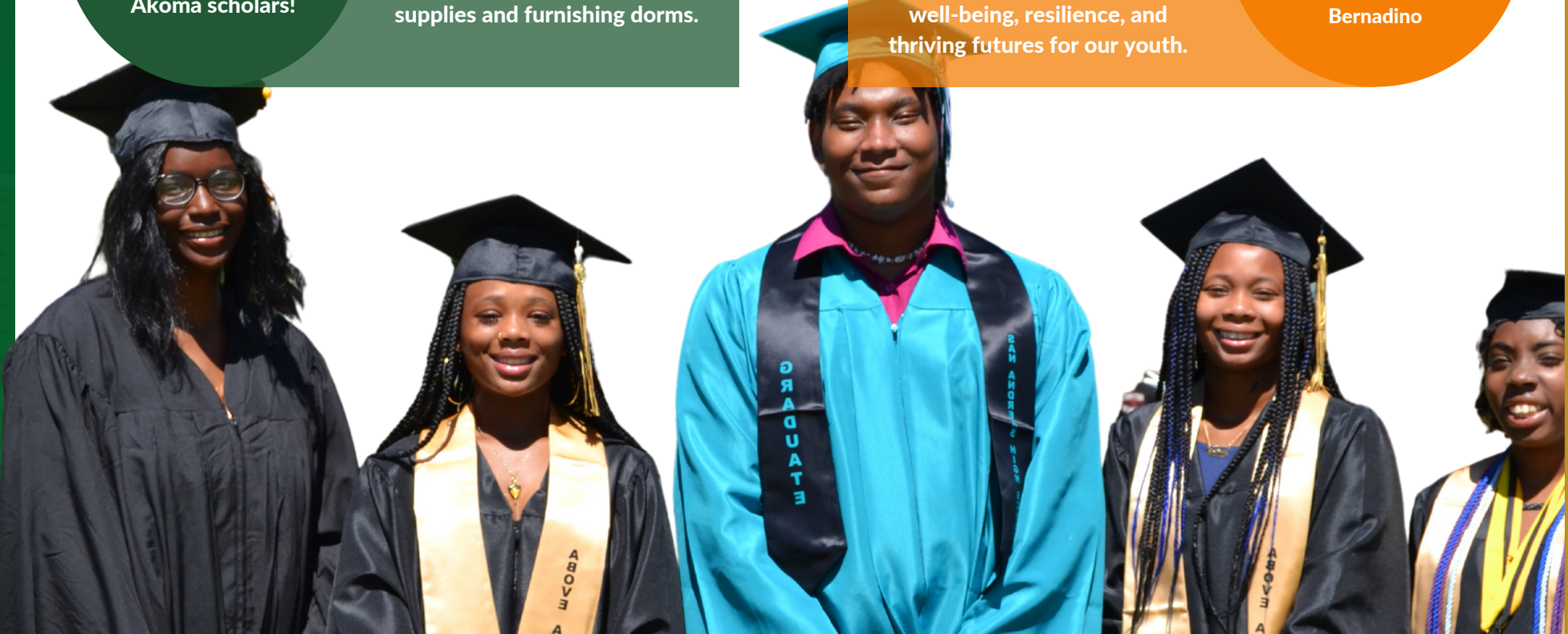
Akoma's Drug and Alcohol Prevention Program (ADAPP)

Encouraging Smart Choices and Healthy Alternatives

Akoma's Drug and Alcohol Prevention Program is a new initiative aiming to address substance use issues among youth in the San Bernardino community. With funding from the Sierra Health Foundation and in consultation with reputable organizations such as Operation New Hope, the San Bernardino Police Department, and Uplift San Bernardino, Akoma will support San Bernardino youth as they build out healthy alternatives to substance use.

The program will be hosted in partnership with 5 San Bernardino City Unified School District (SBCUSD) sites and 2 charter schools, aiming to reach over 1,200 scholars over the next 2.5 years.

Additionally, the program incorporates a multi-faceted approach, utilizing mental health counselors, drug and alcohol counselors, a youth peer-to-peer program manager, and youth program mentors who will form the program's backbone. The inclusion of youth program mentors, who will be aged between 18 and 24, is a significant component of the program. These mentors will serve as relatable role models for the scholars, sharing their own experiences and providing guidance and support. Through training provided by partner organizations, these mentors will be equipped with the necessary tools to engage and connect with scholars effectively.





THE AKOMA VILLAGE - PARENT ENGAGEMENT

Akoma's programming philosophy regarding parent engagement centers on creating meaningful opportunities for parents to participate and contribute actively. By fostering relationships, providing relevant workshops, and empowering parents to take leadership roles, Akoma promotes a sense of community and support, ensuring that parents have the resources and confidence to actively engage in their children's education.

In particular, Sankofa Saturdays has provided a platform for parents to actively participate in Akoma, engaging in activities such as competitively building marshmallow towers, dancing, gardening, and playing instruments with their children. These shared experiences have naturally fostered connections among parents, leading them to self-organize into the "Akoma Village Moms and Dads."

Within this group, parents offer mutual support and assistance to one another in various areas, including resume writing, finding housing, and pursuing professional opportunities. Akoma recognizes the importance of catering to the specific interests and needs of parents and facilitates programming based on their expressed interests. One notable example is the partnership with Uplift San Bernardino, which has allowed Akoma to host workshops on

on topics like homeownership, securing down payments for homes, and electrifying the community.

Akoma's commitment to parent engagement extends to school campuses, where site leads are trained to actively connect with parents and ensure that students have access to the necessary resources for success both in school and beyond. Akoma also plays a crucial role in supporting parents of color, helping them feel comfortable and confident in engaging with school staff and navigating the complexities of the educational system. Moreover, Akoma believes in opening up opportunities for parents to lead and host programming, such as the tutoring program, further strengthening their involvement in shaping their children's educational experiences.

CIVIC & ENVIRONMENTAL ENGAGEMENT

Akoma's programming philosophy regarding civic and environmental engagement aims to instill a sense of agency in scholars, empowering them to address the issues they observe within their communities. By providing opportunities for civic participation, fostering partnerships, and encouraging scholars to utilize their voices, Akoma plays a crucial role in shaping socially conscious and environmentally aware young leaders who actively contribute to the betterment of their communities.

Through strategic partnerships, such as a collaboration with State Young Legislators Program, Akoma provides scholars with the necessary support to engage in civic spaces effectively. Akoma guides scholars in crafting successful applications for the Young Legislators Program and assists in arranging transportation to and from program-related activities. This opportunity allowed scholars to work on community-specific issues that directly impact their neighborhoods, such as advocating for the creation of sidewalks and safer routes to and from school. The program also offers a unique chance for scholars to witness the legislative process firsthand through visits to our state's capital, Sacramento.

Akoma aims to instill a sense of agency in scholars, empowering them to address the issues they observe within their communities and understand the power of their voices.

When scholars observed clouding in their water at school, the Drip'd Squad was formed, enabling scholars to explore the infrastructure that leads to how water is treated and moved. The program culminated in scholars presenting their findings to the San Bernardino City Unified School District and the San Bernardino City Council!



As part of Akoma's civic engagement focus, the Akoma community actively promotes voter engagement among scholars who are at least 16 years old. By facilitating pre-registration to vote and collaborating with local high schools like Arroyo Valley High School, Akoma emphasizes the importance of civic participation and educates scholars on the significance of casting their votes. By empowering scholars with the knowledge and tools necessary for political engagement, Akoma fosters a sense of autonomy and encourages them to use their voices as catalysts for positive change.

Additionally, scholars are encouraged to pursue meaningful community engagement opportunities, especially opportunities that involve giving back to seniors and veterans. For example, throughout the COVID-19 pandemic, scholars were integral in Akoma's food distribution efforts, providing relief to community members who needed support. Through cultivating these opportunities for scholars, Akoma builds a spirit of volunteerism in our scholars that bolsters their professional trajectories and personal well-being.





Training and Employment Impact

80

The percentage of staff members who attended school within the SBCUSD

79

Paid staff positions - Akoma's retention rate is 96%, with only 2 staff leaving to pursue higher education!

6

Former Akoma scholars who have transitioned into careers with the organization

The Akoma Unity Center takes pride in our comprehensive training practices designed to support employees while creating a strong sense of community.

Employees at Akoma undergo a training period in July, providing them with a foundational understanding of the organization's mission, values, and goals. This training period is an orientation and enables new staff members to become familiar with Akoma's practices and expectations. In addition to the initial training curriculum, Akoma implements quarterly training sessions to keep employees updated on current practices and topics of importance to scholars.

Training sessions cover a wide range of subjects, including social-emotional learning support, parent engagement, building positive relationships with administration, CPR training, mandated reporter training, harassment training, and more. By regularly offering these trainings, Akoma ensures that staff remain up-to-date with best practices and maintains the highest level of professionalism.

Akoma's training program also emphasizes the importance of providing culturally affirming learning support for scholars of color. Staff members are trained to create inclusive and supportive environments that acknowledge and celebrate the cultural backgrounds of the students we serve.

Furthermore, Akoma recognizes the potential for professional growth and upward mobility among our staff.

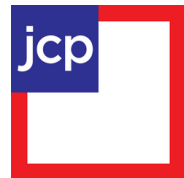
We provide trainings that help employees leverage their time with Akoma for future career opportunities. By empowering staff members to develop their skills and pursue their goals, Akoma encourages a culture of personal and professional growth.

Throughout the training process, Akoma aims to foster a sense of community. This is reinforced through team-building activities such as harvesting fruits and vegetables from the community garden, which not only contributes to a positive work environment but also aligns with Akoma's values of sustainability and community engagement.

Upon completing the training program, employees receive a certificate of completion from Akoma, recognizing their dedication and commitment to professional development. This certificate serves as a testament to their acquired knowledge and skills, reinforcing their expertise and dedication to their organizational roles.



THANK YOU, SPONSORS!



THANK YOU, PARTNERS!





AKOMA
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