Name of Organization: **College Tribe**

Organization Mission: **College Tribe's mission is to cultivate character, social competence and scholarship of 3rd - 8th grade boys in Washington, DC**
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College Tribe recognizes the amazing outcomes of Neilom Foundation's Social Impact Interns and believes that while it may be one of the toughest calls to action, this proposal is an amazing opportunity to create a blueprint that will make a difference in the lives of those who need it most.

Young Black men face a great deal of adversity throughout their lives. Many grow up in low income areas, attending low income schools and lack access to programs, outreach or support that will help them thrive and grow. For many, this creates biases that they must face daily or throughout their lives. In 2020 people around the world gained access to some of the disparities young Black men face, with several racially charged events gaining heavy media attention. For 13 years College Tribe has worked to build equity for young Black men through mentoring, and supplemental educational services, we recognize that while we are not alone in our mission we lack resources to make the maximum impact required to effect change at the level necessary to improve outcomes for all young Black men. We submit this proposal as a request for a social impact intern to assist with either of the projects below. We believe that it takes a Tribe and we look forward to the opportunity of having a Neilom Foundation Social Impact Intern as a member of our Tribe helping to propel our mission forward.

Project Proposal I - algoRhythm

Is this a remote internship? **This internship may require both remote and in-person participation. However, at the time of this writing, the goal is to have the intern work remotely.**

Description of Project(s) Intern would be working on:
Algorithmic bias creates a great deal of issues for young Black boys, Black men and their families in Washington, DC and around the world. From things as big as the creation of medical bias in algorithms to things such as the creation of bias faced by content creators on social media platforms, there are many ways in which technology is currently being used to increase issues within Black communities. Currently, awareness of these biases is being brought to the forefront and tech companies are working to improve their algorithms, yet many problems remain.

The goal of this project would be to use engineering to move to the next step of improving social impact around algorithmic bias. The intern and College Tribe youth leaders will work together to move the needle forward, (or from building awareness to advancing the movement towards decreasing algorithmic bias) by creating a toolset for young Black boys to use to curb bias faced in technology. This will be done in a variety of ways including:

- using the College Tribe website to provide all the information essential to understanding algorithmic bias and the actions that need to be taken to effect change
- using College Tribe social media, to keep people updated on developments and news affecting algorithmic bias

- developing a tool, or a list, using engineering that connects organizations and individuals currently involved in the movement against algorithmic bias
- help to organize a coalition that will continue to move the mission forward when the first phase of the project is completed

How will this project use technology, and what social impact will it have?:
This project will use technology in many valuable ways to create social impact including:
- creating spaces online to curate discussions around algorithms and the bias they create for some with an emphasis on bias towards Black male identifying youth
- creating a space where tech companies can work together to understand and reduce or eliminate biases within their software or coding
- creating social media campaigns to publish tools youth, their families and others may use when facing bias in technological algorithms
- creating a virtual space where bias can be reported for review by tech companies
- using parts of the College website to create a program that explains algorithmic bias, shares details on what's being done and what can be done
- recruiting volunteers to help continue the project when the first phase is complete
- weed out news articles and advancements in technology and tools used to develop algorithms

Description of the skills Intern ideally should have for this project:

To be successful in this internship, it is recommended that applicants have the following skills:
- strong attention to detail
- awareness of algorithms and how they are trained to process data
- awareness of social issues impacting young Black boys/men in the Washington, DC area as well as other areas in the world
- general awareness of social issues
- ability to create and meet pre-created project deadlines
- strong written, verbal and interpersonal communication skills
- capable of organizing and assisting in projects in a manner that the project is completed with enough time to review and make project adjustments before final completion
- strong awareness of the key skills required to be successful in their respective STEM area of study

Project Proposal II - It Takes A Tribe

Is this a remote internship? **This internship may require both remote and in-person participation. However, at the time of this writing, the goal is to have the intern work remotely.**

Description of Project(s) Intern would be working on:
Black males are the highest "at risk" population in the Washington, DC area (and around the world). They face risks associated with educational inequality, housing and economic inequality. They face assumptive barriers to access to certain spaces and opportunities. As Covid-19 spread in the USA, there was also an uptick of awareness in racial injustices faced by many Black males daily.

The goal of this project would be to use engineering to move to the next step of improving social impact around bias faced by Black Men through developing tools for nationwide partnerships and collaborations. The intern and College Tribe youth leaders will work together to move the needle forward, or from building awareness to

advancing the movement towards decreasing bias by creating a toolset for young Black boys to use to curb bias faced in society. This will be done in a variety of ways including:

- using the College Tribe website to provide all the information essential to understanding bias and the actions that need to be taken to effect change
- using College Tribe social media, to keep people updated on developments and news affecting bias
- developing a tool, or a list, using engineering that connects organizations and individuals currently involved in the movement against bias
- help to organize a youth leadership team/coalition that will continue to move the mission of equity building forward when the first phase of the project is completed

How will this project use technology, and what social impact will it have?:
This project will use technology in many valuable ways to create social impact including:
- creating a database that constantly updates through crawling the internet to locate individuals and groups focused on building equity for Black males
- creating spaces online to curate discussions around building opportunities for growth and development for Black male identifying youth
- creating a space where tech companies can work together to understand and reduce or eliminate biases towards Black male identifying youth in hiring, recruiting or promotional practices
- creating social media campaigns to publish tools for youth, their families and others to use when facing bias and resources that are available to them for prevention or
- creating a virtual space where bias can be reported for review by tech companies
- using parts of the College website to create a program that explains the goal of combining resources to work towards building equity for Black male identifying youth, and shares details on what's being done and what can be done
- recruiting volunteers to help continue the project when the first phase is complete
- weed out news articles and advancements in the fight against racial injustices faced by young Black men

Description of the skills Intern ideally should have for this project:

To be successful in this internship, it is recommended that applicants have the following skills:
- strong attention to detail
- ability to create and meet pre-created project deadlines
- strong written, verbal and interpersonal communication skills
- capable of organizing and assisting in projects in a manner that the project is completed with enough time to review and make project adjustments before final completion
- awareness of social issues impacting young Black boys/men in the Washington, DC area as well as other areas in the world
- leadership skills
- awareness of tech algorithms as well as institutional biases and how they create issues within communities
- general awareness of social issues

Time period of internship (start and end dates): **May 31, 2021 - August 6, 2021**

# of hours required per week: **20**   Payment per hour: **$15**