



Our Mission: The mission of the Greater Baltimore Urban League movement is to enable African-Americans and other minorities to secure economic self-reliance, parity, power and civil rights.

Our Program: The Greater Baltimore Urban League (GBUL) launched the Saturday Leadership Program (SLP) in 2013 with research-based activities to foster *positive cultural identity, academic mindsets* (e.g. self-confidence and belonging) and *college and career readiness* through completion of preparatory milestones (e.g. college tours and informational interviews). The SLP model includes workshops facilitated by caring adult role models, college tours, a citywide network of peers, an introduction to Baltimore notable college-educated African-Americans who contributed to their communities, and mobilization of in-kind and volunteer resources. SLP fellows attend schools where most teachers are white and live in neighborhoods where most residents are not college-educated. But at SLP, 100% of the workshop facilitators are both college-educated and Black.

To develop the whole person, SLP facilitates a broad range of experiences. Our multi-year program offers youth the opportunity to begin as an 8th grader and finish when they graduate high school. In that time, we help them develop into their “best selves”, serve and advocate for others, prepare for college and career, and grow into leaders. Our workshops cover wide-ranging topics including public speaking, healthy relationships, and Black leadership. Our annual Freedom Readers event invites an award-winning Black author to discuss their book in person, a book we have distributed to each SLP fellow at no cost. We bring in over 100 additional professional volunteers for special activities to practice networking and attend a college fair. Each college brings a college tour, opportunity to interact firsthand with college students, and a warm welcome. Every summer, ten SLP fellows join us as YouthWorkers gaining leadership skills as they help plan the next year of SLP. These summer fellows gain additional career readiness activities such as resume help and once in a lifetime experiences including attending the National Urban League Youth Summit meeting peers throughout the nation. We participate in the MLK parade every year as well as marches, panels, or hearings on vital issues. This year, we received a special award as a National Urban League Project Ready site. This program empowers us to offer even more enrichment and structure. We do all of this to develop SLP fellows as highly successful leaders in their communities.

Our Results: Our outcomes document the power of this belief; our Saturday Leadership fellows beat the odds, with nearly 90% accepting college awards.

Award Winning Program: The Saturday Leadership Program won the 2016 Verizon Community Innovator Award and the 2019 Weinberg Foundation Employee Giving Program award.



Our Participants: We ground our actions in the belief that diversity is a strength and recruit SLP fellows from economically and academically diverse families, neighborhoods and schools. As the only Urban League in Maryland, the Greater Baltimore Urban League serves 100 students in multiple counties including Baltimore City, Baltimore County and Howard County with SLP fellows residing in 43 zip codes and 90 census tracts. SLP fellows attend schools with vastly different academic offerings: 26% attend schools with an ESSA star rating of 1-2 stars and 22% attend a school rated with 5 stars. Our fellows attend 62 schools.

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| ACCE | Dulaney HS | Owings Mills HS |
| Atholton HS | Dunbar HS | Parkville Magnet School |
| Baltimore City College | Forest Park | Patapsco HS & Ctr for the Arts |
| Baltimore Design School | Franklin HS | Perry Hall HS |
| BLSYW | Green Street Academy | Randallstown HS |
| Baltimore Polytechnic Institute | Institute of Notre Dame | Reginald F Lewis HS |
| Baltimore School for the Arts | Kent County HS | Reid Temple Christian Acad |
| BARD HS Early College | Lansdowne HS | Rosedale Baptist School |
| Benjamin Franklin HS | Lillie May Carroll Jackson | Saint Ignatius Loyola Academy |
| BDJ Stem Academy West | Long Reach HS | SEED School of Maryland |
| Boys Latin School of Maryland | Maret HS | Southwest Baltimore Charter |
| Calvert Hall College | Matapeake MS | St Mary's HS |
| Calverton Elementary School | Mergenthaler Voc-Tech HS | St Paul's School for Girls |
| Carver Center for Arts & Tech | Milford Mill Academy | Stemmers Run MS |
| Carver Vocational-Tech HS | Mount Royal MS | Sudbrook Magnet MS |
| Catonsville HS | Mt. Hebron HS | The Independence School |
| Charles H. Flowers HS | Mt. Pleasant Christian School | Western HS |
| Chesapeake Science Point | New Song Academy | Western School of Technology |
| Coppin Academy | New Town HS | Wilde Lake HS |
| Deer Park MS Magnet | Oakland Mills HS | Woodlawn HS |
| Delran HS | Our Lady of Perpetual Help | |

Where did they start? Where are they now?



Azaria Kwah, SLP debate, 2015



Monae Epps, UB, 2016



Azaria & Monae, MSU college freshman 2019-20



Our Partners: Throughout its history, GBUL has been able to do so much because it can depend on a rich network of partners with a shared commitment to our youth. To address the transportation barrier, the Maryland Transit Administration provides free VIP bus passes for each and every SLP session. Southwest Airlines provides airline tickets for out of state trips including the National Urban League Youth Summit. The Pratt Library fosters literacy and positive cultural identity through the Freedom Readers program designed specifically for GBUL. The Bank of America's Black employee group provides ten volunteer mentor-facilitators. Google invited SLP fellows to its California headquarters to see firsthand the range of high-tech careers and meet Black Google employees. Our partners make enrichment possible including special activities such as performances at the Hippodrome, Orioles games, visits to the National Museum of African American History and Culture and the Legislative Black Caucus. Colleges are critical partners, CSU, Goucher, JHU, Loyola, MICA, MSU, Notre Dame, Stevenson, Towson, UMBC, and UB have all hosted SLP sessions. Various college access and scholarship organizations, including CollegeBound Foundation, College Goal Maryland, and TRiO, volunteer to deliver specialized workshops or materials or jointly plan activities. These include: SAT prep, college fit, scholarships, FAFSA, and financial literacy. City Schools ensures the diversity of our enrollment by helping recruit participants.

Our Volunteers: The volunteer-based model draws on the legacy of the Urban League as a mobilizer of volunteers with its two organized volunteer auxiliaries (Young Professionals and Guild) and volunteer support from the corporate, public sector, and non-profit sectors. The Young Professionals and the Guild support all GBUL initiatives—and are the backbone of SLP--through organized committees within each auxiliary. Volunteers return session after session and year after year to facilitate SLP workshops. One-time volunteers practice informational interviews, staff college fair tables, and review resumes. Our notable speakers volunteer their time to share their experiences and their wisdom with SLP fellows. A project management team includes members of the two volunteer auxiliaries, corporate volunteers, and SLP fellow family members and oversees much of the program planning and management. GBUL is unique in its capacity to place volunteers into professional capacities within the organization. Overall, these professional volunteers provide the equivalent of 2.5 full time employees performing roles comparable to the professional positions of program managers and coordinators, grant writers, facilitators, evaluators and photographers. Collectively, our volunteers form a phalanx of caring adults working tirelessly to support the development of our SLP fellows with both kinds of caring adults: those with a long-standing connection and those with a one-time informational exchange known to have positive impacts on youth.