

**GLOBAL EMPATHY**  
**TRAINING ACADEMY**

**HIGH SCHOOL**  
**COLLEGE & CAREER READINESS**  
**&**  
**STEM IMMERSION PILOT PROGRAM**

**A Pilot Innovation Project to Address Equity Opportunities for the  
Most Vulnerable Populations in Ventura County**



**GLOBAL EMPATHY**  
TRAINING ACADEMY

## MISSION:

**Global Empathy provides leadership coaching, consulting, professional development and research all designed to build a culture of belonging.**

- Rooted in Positive Psychology (empathy, kindness, virtue, compassion, forgiveness, appreciation, wisdom, courage, etc.)

## VISION:

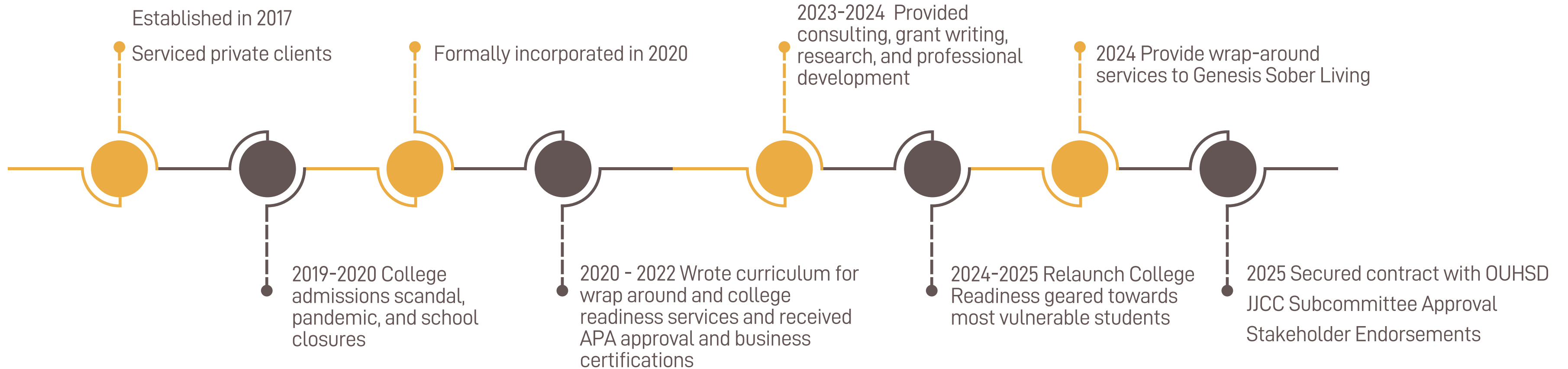
**We envision a world where everyone is seen, heard, considered and valued.**

## CORE VALUES:

- **Being Intentional** - moving collaboratively and with humility
- **Being Transcendent** - commitment to progressing beyond the ordinary
- **Being Brave** - reforming the systems that cause injustice
- **Being Benevolent** - devotion to supporting nonprofit organizations



# TIMELINE



**“A journey of a thousand miles begins with a single step.” Lao Tzu**

# PROBLEM STATEMENT

Ventura County grapples with the pressing challenge of supporting vulnerable youth facing socioeconomic disadvantages. It prevents many from receiving:

- An equitable education
- A fair opportunity
- Chances for admission to CSU and UC Systems
- Sustainable career that breaks the poverty cycle.

**“It always seems impossible until  
its done.” Nelson Mandela**

## STATS ON BLACKS IN VENTURA COUNTY

- about 2% of the population
- lowest life expectancy than any other in race/ethnicity
- poverty rate is twice that of white families
- account for 6% of the unhoused population
- 83% of Black students did not meet State math assessment standards  
OUHSD
- over 60% of Black students do not qualify for admission to CSU or UC schools

<https://www.census.gov/quickfacts/fact/table/venturacountycalifornia/RHI225222>

<https://vcportal.ventura.org/CEO/HR/dei-council/PSREAG/docs/Declaration%20of%20Racism%20as%20a%20Public%20Health%20Crisis.pdf>

<https://www.census.gov/quickfacts/fact/table/venturacountycalifornia/RHI225222>

<https://www.caschooldashboard.org/reports/5610561000000/2024#college-career-card>



# DASHBOARD

**The California School Dashboard provides parents and educators with meaningful information on school and district progress so they can participate in decisions to improve student learning.**



**“When our students fail, we, as teachers, too, have failed.”**

**Marva Collins**

## HIGH SCHOOL

College & Career  
Readiness

Mathematics

Science

**CHANNEL ISLANDS**



Low



Low



**FRONTIER**



Very Low



Very Low



**HUENEME**



Low



Low



**PACIFICA**



High



Very Low



**RIO MESA**



High



Very Low



# California Healthy Kids Survey

**An anonymous, confidential survey that measures school climate, safety, student wellness and resiliency. Data is used to analyze health risks, behaviors, connectedness, school climate and protective factors like school violence.**

CalSCHLS

**The Californial School Climate, Health, and Learning Survey (CalSCHLS) System...**

CalSCHLS, the Californial School Climate, Health, and Learning Surveys, is the California Department of Education's...

[calschls.org](https://www.calschls.org)

# California Healthy Kids Survey

**Black students in Oxnard schools responded to the following questions:**

**QUESTION:** At my school, I feel socially accepted.

**RESULTS:** 45% "Not at all true"

Other stats from this survey:

- Over 60%
  - reported not having a parent or other adult to talk to about problems.
  - didn't have a friend their age who they can talk with about their problems.
  - didn't feel that they mattered at their school
- 7% reported getting easily upset or got into arguments or physical fights almost every day
- Yet, 73% reported feeling "very safe" and 20% reported feeling "safe" at home

# California Healthy Kids Survey

**Black students in Oxnard schools responded to the following questions:**

**QUESTION: If you were feeling very sad, stressed, lonely or depressed.**

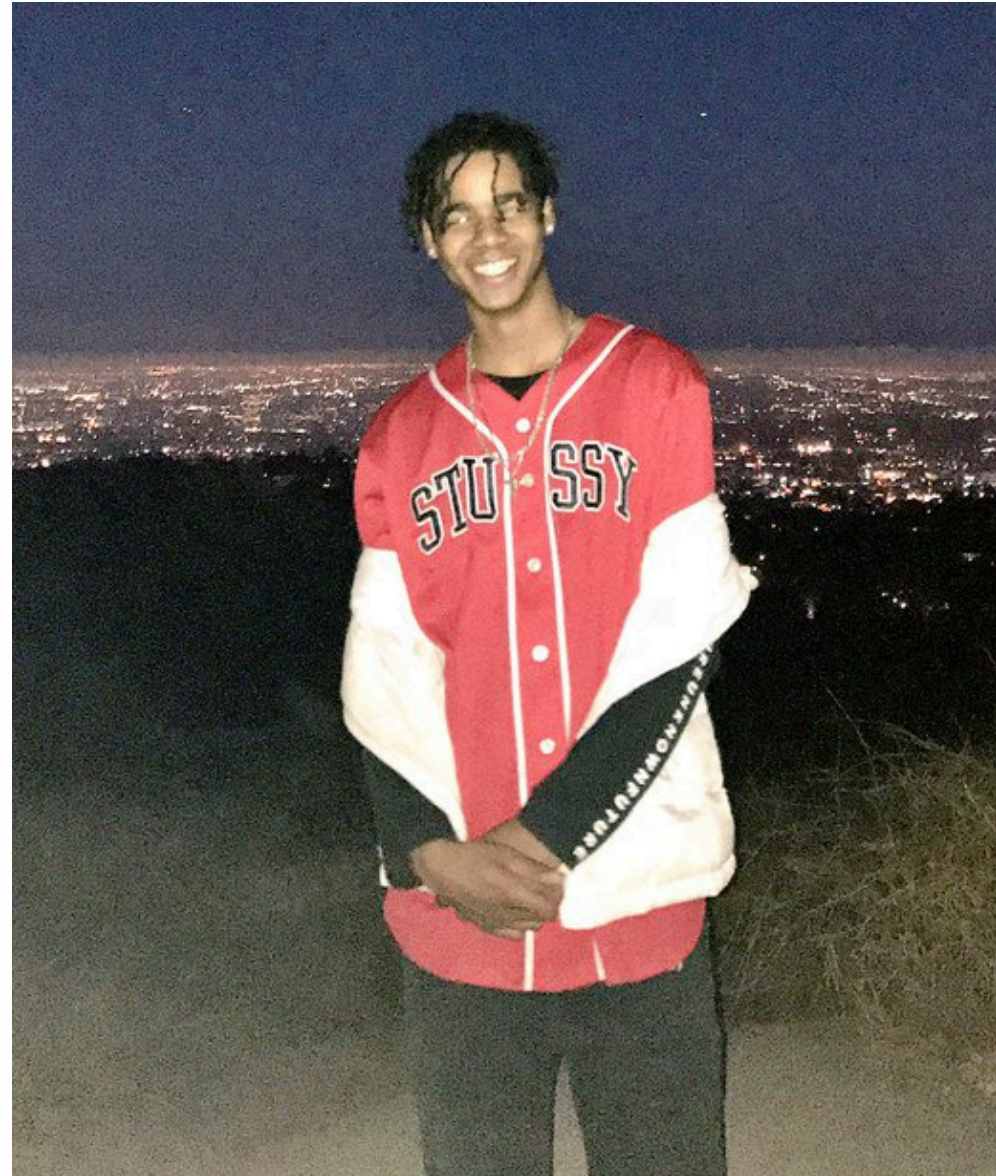
## RESULTS:

- 15% reported they would be afraid to get help
- 8% wouldn't know what to do.
- 62 Black students reported seriously considering suicide

**“We may encounter many defeats, but we must not be defeated.” Maya Angelou**

# GRAPPLING WITH REALITY

2018



**Our godson, Jeremiah McCowan**

September 22, 1999 ~ April 29, 2018 (age 18)

2024



**DeJuan "DJ" Hall**

June 15, 2008 — November 30, 2024, (age 16)

**"I raise up my voice—not so that I can shout, but so that those without a voice can be heard." Malala Yousafzai**

# SUICIDE RATES FOR BLACK YOUTH

- **Doubled in California between 2014 and 2020**
- **Increased by 28% in 2020 - the largest amongst all racial groups in CA**
- **Suicide rates rose 37% nationwide for ages 10-24 between 2018 - 2021**

# Good News!

**Research shows when students feel adequately prepared for higher education and careers, they report:**

- **Lower levels of stress**
- **Higher levels of optimism, confidence, and emotional well-being**

**“People will forget what you said but they will never forget how you made them feel.” Maya Angelou**

# More Good News!

Research shows that coaching and mentorship play a crucial role in helping teenagers discover a meaningful life by providing guidance, support, and opportunities discover self-awareness.

- Teens are more likely to set meaningful goals
- More engaging
- Develop a stronger sense of identity
- Improved emotional well-being with a sense of direction and long-term fulfillment

**“Sometimes good things fall apart so better things could fall together.” Marilyn Monroe**

# Presents

## 2025-26 COLLEGE READINESS AND STEM IMMERSION PROGRAM



MONIQUE M., UCLA ALUM

*"Mrs. McKenzie I got into UCLA!!!! Thank you sooo much for all your help! I've also gotten into Cal Poly SLO and Channel Islands...I'm waiting to hear back from Berkeley, UCSB, and Irvine. I'll keep you posted!"*

# OPEN TO VENTURA COUNTY PUBLIC HIGH SCHOOL STUDENTS

Cohort 1: GRADES 9 & 10

Cohort 2: GRADES 11 & 12

## Oxnard Location (TBD)

- ✓ Summer 2025 - 24 hours of in-person session
- ✓ Academic Year - 36 hours of in-person session
- ✓ Online Miscellaneous Support - 36 hours
- ✓ Personality, Academic, Career Assessments
- ✓ Access to Personal Life Coach & STEM Tutor
- ✓ Concurrent Enrollment support
- ✓ Resume, College Application Personal Statement
- ✓ Certificate of Completion & Letter of Recommendation

Pilot will focus on 40 disadvantaged students

PLEASE COMPLETE FORM IN THE LINK BELOW IF YOU ARE INTERESTED IN ENROLLING.  
THERE IS NO COST TO ENROLL!



OR



## Deadline to Enroll

**JUNE 30, 2025**

- 🌸 Discover Your Self!
- 🌸 Discover Your Purpose!
- 🌸 Discover Your Path!



FOOD WILL BE PROVIDED



WORKSHOP HOST

DR. LINDA MCKENZIE

*She Counsels, She Coaches, She Cares!*

🌸 CERTIFICATES WILL BE GIVEN UPON COMPLETION 🌸

## College & Career Readiness Services

- Personality, College, and Career Assessments
- One-on-One Guidance, Coaching, and Mentoring
- Discovering College Major & Preparation Strategies
- STEM & AI Immersion
- College Application Guidance & Matriculation support
- Bio, Resume, and Personal Statement

## Empowerment Services

- Workshop activities on self-awareness, personal SWOT analysis
- Leadership activities on advocacy, restorative justice, healing circles and kindness projects
- Discovery of Purpose. The Power of Vision through Dream Boards and planning
- Special Guest speakers
- Wellness and Coping Strategies



Kylia A., NYU Alum Class of 2023

**“Intelligence plus character is the true goal of education.” Dr. Martin Luther King, Jr.**

# Program Overarching Goals:

- Equip a group of the most vulnerable Ventura County high school with knowledge, skills, mentors, and resources to qualify for college admissions and professional career opportunities.
- Prepare them with leadership skills and actively seek community engagement volunteer opportunities to help them become active and influential members of the community.
- Empower them to develop a keen sense of self-awareness and guide them toward discovering a purposeful and meaningful life.

**“Empathy is a quality of character that can change the world.” Barack Obama**

# Program Objectives:

The program aims to uphold the mission and vision of Ventura County Probation Agency by empowering Ventura County's most vulnerable high school students with evidence-based interventions as follows:

- College and Career Readiness. Aimed to help students enhance their academic standards by demonstrating the knowledge and skills essential for college and career readiness at their grade level.
- Leadership Development. Aimed to introduce an emotional literacy curriculum, rooted in positive psychology and designed to build global competency skills and help discover a purposeful and meaningful life through kindness projects, mentorships, and internships.
- Wellness Blueprint. Aimed to provide students with a personalized blueprint for emotional, mental, and physical resilience, addressing generational trauma and the underlying issues that hinder their success in society.

**“When educating the mind of our youth, we must not forget to educate their hearts.” Dalai Lama**

# Program Outcomes

## Improved:

- Results in Social-Emotional Domain
- Sense of Belonging at School and Community
- Family Engagement

## Established:

- College major and college selections
- Vocational/Traditional career choice
- Career Development Plan

## Increased:

- Concurrent Enrollment at VCCCD
- Understanding of generational trauma, triggers, and impact

## Demonstrated:

- Leadership skills promoting positive psychology
- Problem-solving and critical thinking skills

**"All our dreams can come true, if we have the courage to pursue them." Walt Disney**

# Evaluation Measures:

## Quantitative & Qualitative Data:

- Pre- and post-assessment to measure the California Healthy Kids Survey social-emotional domains
- Quarterly program satisfaction survey to parents and students
- Track attendance
- Track concurrent enrollment at VCCCD
- Qualitative interviews

# Deliverables:

- Session Reports: A summary of each session, including attendance, materials covered, student engagement, and any feedback received.
- Participant Surveys: Pre- and post-program surveys to assess students' learning and growth in both college and career readiness, as well as STEM immersion.
- Quarterly Reports: Detailed progress reports for each participant, including feedback from follow-up services, individual progress on set goals, and any updates related to college or career planning.
- Comprehensive Report: to include findings, implications, recommendations, and conclusions.

# MEET THE TEAM



**Dr. Linda McKenzie, MPA**  
Founder & CEO

- College & Career SME's
- Wellness SME's
- Community Partnerships



**Jeff McKenzie, BSEE**  
STEM Lead

- STEM SME's
- STEM Partnerships



**Orlando Agraz  
Figueroa, M.A.**  
Educational Psychologist



**Jessica Hernandez, MA**  
Project Manager

- Admin Assistant
- VACANT



**Jerrimi Hampton**  
Program Coordinator |  
Interventionist

- Leadership Interns
- Spring 2025



**Lashon Thomas, CLC**  
Certified Life Coach

## ESTIMATED COST

<b>Direct Cost:</b>	<b>\$ 81,120.00</b>
<b>Professional Services:</b>	<b>30,000.00</b>
Program start up, staff, consultants, assessments, guest speakers	
<b>Conference, Meetings, Activities</b>	<b>3,000.00</b>
<b>Program Expenses</b>	<b>56,420.00</b>
Workshop Materials, Incentives, Swag, Food, Rentals, STEM supplies, Printing, Vision Books, Journals	
<b>Indirect Cost:</b>	<b>25,581.00</b>
<b>Total Proposal Costs</b>	<b><u>\$196,121.00</u></b>

**"It is good to be blessed. It is better to be a blessing." Author Unknown**

# Overall Cost Savings & Benefits:

**Overall Impact:** The pilot program represents a strategic investment in education, mental health, and workforce development, with potential long-term cost savings through improved academic outcomes, mental health support, and reduced reliance on public services.

- Improved educational outcomes reduce dropout rates and increase earning potential, contributing to greater economic stability.
- Investing in mental health early on can prevent future costs associated with untreated mental health issues (e.g., healthcare, criminal justice involvement).
- Increased civic engagement and volunteerism can enhance community support networks, reducing future intervention costs.
- Reduces future college tuition expenses for families and potentially lowers student loan debt.
- Strengthens the local workforce pipeline, boosting the regional economy and reducing future skills gaps.

# Cost Savings & Benefits of At-Risk Youth:

By focusing on at-risk youth, the program not only provides life-changing opportunities for participants but also yields substantial public cost savings through crime prevention, reduced social services dependency, improved education outcomes, and better mental health support. This translates into multi-million-dollar societal benefits over time.

- Reduces the likelihood of youth becoming involved in the juvenile justice system, saving thousands per participant annually. Long-term savings: Reduces recidivism rates and entry into adult criminal system
- Reduces future dependency on welfare, food assistance, and housing programs.
- Increased college enrollment rates and earning potential.
- Suicide prevention alone can save an estimated \$1.3 million per life by reducing future productivity loss, emergency care, and psychiatric services.
- Strengthened local economy by developing a skilled workforce, reducing future skills gaps.

# Cost Savings & Benefits of At-Risk Youth:

## Estimated Long-Term Savings Per At-Risk Youth:

- Justice System Avoidance: \$5,000–\$8,000 annually per participant. ([www.justicepolicy.org](http://www.justicepolicy.org))
- Reduced Social Services Use: \$20,000–\$30,000 lifetime savings. ([www.cbpp.org](http://www.cbpp.org))
- High School Completion: \$292,000 lifetime savings. ([www.aecf.org](http://www.aecf.org))
- Suicide Prevention: \$1.3 million per life saved. ([www.cdc.org](http://www.cdc.org))
- Higher Earnings and Tax Contributions: \$200,000–\$500,000 in additional lifetime income per participant. ([www.nber.org](http://www.nber.org)) ([www.census.gov](http://www.census.gov))

**"Price is what you pay. Value is what you get." Warren Buffett**

# Endorsements



## Community Organizations

- Aegir Systems Engineering
- CCMERA
- JJCC Subcommittee
- JSL Technologies
- MSEA
- Practical Educational Psychology
- Streamline Coaching
- Oxnard Housing Department
- Ventura County Black Pastor's Coalition
- Yowza Global Technologies

## Schools

- Oxnard Unified High School District
- Oxnard College Foundation
- Oxnard College Stem Center

## Individuals:

- Michelle Ascension, County Clerk
- Ted Bagley, Chief Diversity Officer, Gold Coast Health Plan
- Steve Bennett, Assemblymember, District 38
- Nesta Campbell, VP, NAACP
- Julia Nixon, President, 20th Century Onyx Club
- Michele Ortiguerra, OUHSD, Wellness Director
- Maria Zendejas, Assistant Director, Financial Aid, CSUCI

# QUESTIONS



Hi Mrs. McKenzie, You helped my twin brother and me through a very stressful time in our academic careers and I cannot thank you enough!" Orlando, B.A., UCLA Alumni

Congratulations Linda! You are such an awesome woman! You have always been a champion for education and so supportive of helping others stretch their education goals. I remember when you hemmed me up in a corner and asked me when I was going to stop thinking about it and go back to school and finish my degree! Because of your challenging words, encouragement and direction on getting funding to help pay for it – I went back to school and fortunate enough to obtain my MBA, which was a major dream of mine. You planted those seeds years ago and the impact that you have is far reaching and God intended it that way!" Laya G., CSUN B.S. Finance, MBA "



"Me? College? I can go? Lessss go! Tyler W.

You gave me an opportunity to get an advanced degree on a full fellowship! I could not have done this without your dedication!" Latricia G., M.A. CSUN, M.A. Counseling



I experienced constant violence and abuse growing up in the foster care system. It plagued me with suicidal thoughts and several attempts. I never dreamed of attaining a life filled with joy and wonder! Dr. McKenzie fills a supportive role as a bonus mom, coach, and friend as I travel the world to over 100 countries after attending UCLA. I simply can't imagine life without her love and guidance. Energi G., Social Media Influencer

"You were such a blessing helping and encouraging me to receive my Master's degree. I will never forget it" Ken J. M.A. Pepperdine University Alumni "

**"I would unite with anybody to do right; and with nobody to do wrong." Frederick Douglass**

# Meet the CEO



- Grew up in Flint, Michigan
- Raised on welfare by a loving mom of six kids
- Accepted into Michigan State University through EOP
- Experience sexual harassment & assault in undergrad
- Afraid, Silenced, and Ran to BFF
- Married High School BFF
- Lived in Ventura County over 30 years
- Raised three kids - graduates of Rio Mesa High School
- Took 10+ yrs to finished Bachelor's degree
- Found My Voice and Courage
- Doctorate at Pepperdine University
- Eclectic career: University Recruit & Academic Advisory, Bakery & Coffee Shop Owner, Make-A-Wish, Director of Program Services



Dr. Linda McKenzie, Founder & CEO



Mr. Jeff McKenzie

# STEM FACILITATOR

- Grew up in Flint, Michigan
- Attended Michigan State University (Merit)
- Bachelor of Science in Electrical Engineering
- Recruited after graduation by Department of Navy
- Founder & CEO OF McKenzie Systems Engineering
- Nonprofit: RhodesFest
- Board member - Oxnard College Foundation

GLOBAL EMPATHY  
TRAINING ACADEMY



In partnership with the OUHSD Black/African American Educational Advisory Committee

# Wellness Learning Series

This wellness series aims to support OUHSD Black and African American parents and students through holistic and culturally responsive engagement. The series includes interactive discussions and workshops on various topics related to family and student wellness, leadership, and college and career exploration.



**Scan QR Code to Register**



Dr. Linda McKenzie has over 30 years of experience empowering vulnerable students through college and career readiness. With expertise in academic advising, college admissions, coaching, and leadership development, she fosters a culturally competent, psychologically safe learning environment.

**Dr. Linda McKenzie**  
Chief Executive Officer  
Global Empathy Training Academy



**April 10 & 24, 2025  
May 15 & 29, 2025**

**6:00 pm-7:30 pm**

**1800 Solar Dr  
Oxnard, CA 93030**

# GLOBAL EMPATHY

## TRAINING ACADEMY

### JJCC COLLEGE & CAREER PILOT PROGRAM

FY 2025-2026 Proposed Budget				
ID	BUDGET LINE ITEM	Year 1		NARRATIVE - Description/Calculation/Justification
<b>I DIRECT OPERATING EXPENSES</b>			<b>TOTAL</b>	
<b>I SALARIES &amp; BENEFITS</b>			<b>FTE</b>	
a	Staff, see Salaries and Benefit Tab	\$ 62,400.00	1.00	(1) 1.0 FTE Program Manager @\$30/hr for 2080 hours per year = 62,400
	Salaries Sub Total	\$ 62,400.00		
	Benefits	18,720		Staff salaries @30%
	<b>Subtotal Salaries &amp; Benefits</b>	<b>\$ 81,120.00</b>	<b>1.00</b>	
<b>II DIRECT OPERATING EXPENSES</b>				
<b>A PROFESSIONAL SERVICES</b>			<b>Units</b>	<b>Rate</b>
a	Subcontractors	\$ 30,000.00	12.00	2,500.00 SME, STEM team, Life Coaching, Tutors, Budgeted at \$2500.00 per month. 20-25 hours per month
b				
c				
	<b>Subtotal Professional Services</b>	<b>\$ 30,000.00</b>		
<b>B CONFERENCES, MEETINGS,</b>			<b>Units</b>	<b>Rate</b>
a	Training	\$ 3,000.00	2.00	1,500.00 Beginning & Mid-year Strategy Retreats with Program staff, School District
b				
c				
	<b>Subtotal Conferences, etc.</b>	<b>\$ 3,000.00</b>		
<b>C PROGRAM EXPENSE</b>			<b>Unit</b>	<b>Rate</b>
a	Workshop Materials	\$ 2,700	12.00	225.00 Budgeted @ \$225.00 per session
b	Office & Program Supplies, Copies, Printi	1,800.00	12.00	150.00 Office supplies and creation/printing of marketing and promotional
c	Incentives   Swag	6,600.00		\$200 per session for incentive   \$3000.00 for swag
d	Vehicle Expense/mileage/Travel	840.00	1,200.00	0.70 Budgeted at 100 miles per month at current per diem rate
e	Insurance	16,480.00		Workers Compensation and added professional liability insurance riders
f	STEM Supplies	10,000.00		Software, 3-D printer, Robotic, and science materials
g	Food   Snacks	18,000.00		Budget \$1000.00 each for 18 sessions (approx \$25 for 40 students)
	<b>Subtotal Program Expense</b>	<b>\$ 56,420</b>		
	<b>Subtotal Section II</b>	<b>\$ 89,420</b>		
	<b>Direct Operating Expense Total</b>	<b>\$ 170,540</b>	<b>Section I &amp; II</b>	
<b>III INDIRECT COSTS / ADMINISTRATION</b>			<b>Unit</b>	<b>Rate</b>
a	Indirect Expense (G&A)	\$ 25,581		
b				
c				
	Section III Subtotal	\$ 25,581		
	Misc. Administration Cost			
	<b>Subtotal Indirect Costs</b>	<b>\$ 25,581</b>		15.0%

Year 1 Contract Maximum **\$ 196,121**