VALUING BLACK LIVES

Student Support Subcommittee
Recommendations
December 15, 2020
CO-LEADS

- Kiyah White, Undergraduate
- Onar Primitivo, Staff rep
- David Kaminsky, UGC rep
- Hrant Hratchian, GC rep
- Chai Charles Moua, Non-senate faculty
- Charles Nies, Administration

MEMBERS

- Joshua Mac Jones, Undergraduate
- Adam Fleenor, Graduate
- Domonique Jones, Alumna
- Tania Gonzalez, Staff
- Priya Lakireddy, Staff
- Chuck Pirtle, Community Member
- Suzanne King, Administrative Support
EXECUTIVE SUMMARY

REVIEW OF REPORTS/DATA
• Student admission, retention & completion data
• Student Survey Data
• Student Focus Group Data
• Associated Black Student Leaders Proposal
• Student Affairs Memorandum of Commitment

POINTS OF FOCUS
• Hire Black faculty and staff
• Provide for Black student mental health and wellbeing
• Address classroom climate concerns/microaggressions
• Enhance the Black Student Resource Center
• Support Black student research opportunities, leadership development, and career exploration
• Increase meaningful community engagement opportunities
• Add course on anti-racism and social justice as part of General Education.
RECOMMENDATION 1: CAMPUS CULTURE

Immediate
• Senior leaders post equity, diversity and inclusion statements with accountability matrix
• Include commitment to equity, diversity and inclusion in all position postings moving forward

Short Term
• Update staff job descriptions to include responsibility for equity, inclusion and social justice
• Review campus public presence (web, social media, print) to ensure it centers on equity, inclusion and social justice

Long Term
• Adjust promotion and tenure process so equity, inclusion and social justice permeates excellence in research, teaching and service
• Install public art the reflects campus value and commitment to equity, inclusion and social justice
RECOMMENDATION 2: CLASSROOM CLIMATE

Immediate
• Distribute anti-racist pedagogy reading to all graduate students
• Create resource page on inclusive excellence and anti-racist pedagogy for all instructors
• Add standard language to CatCourses around processes to report hostile environment

Short Term
• Incorporate anti-racist pedagogy into Teaching Assistant and GROW training starting in Fall 2021
• Creation of a teaching award for faculty who integrate anti-racist teaching

Long Term
• Creation of certification program for Teaching Assistants that includes the practice of anti-racist pedagogy
• Develop Research Assistant positions focused on anti-racist pedagogy and curriculum design in the various disciplines
RECOMMENDATION 3: BLACK STUDENT MENTAL HEALTH

Immediate

• Offer radical healing workshops and wellness workshops focused on historical trauma, institutional racism and discrimination, building resilience and wellness needs of African American and Black scholars
• Launch Black Scholar Wellbeing resource page

Short Term

• Offer support group for Black scholars
• Update staff job descriptions and hire staff psychologists with experience working with Black and African American and LGBTQ+ communities in academia

Long Term

• Hire a position within CAPS that coordinates equity, diversity, and inclusion efforts within the mental health systems framework
RECOMMENDATION 4:
BLACK SCHOLAR RESOURCE AND RETENTION CENTER

Immediate
• Develop the Black Book, online resource page for Black scholars
• Actively support AFRO Hall Living Learning Community and collaborate with AFRO student club, and Residential Education

Short Term
• Hire Academic Coach to support the work of the Retention Center
• Creation of Cultural/Resource Advisory Boards to provide recommendations in moving social justice, equity and inclusion framework with the pillars and priorities of the identity and affinity centers

Long Term
• Expand the current space allocation and create sustained funding to support the operation of the Black Scholar Resource and Retention Center
• Develop the Social Justice Quad
RECOMMENDATION 5: LEADERSHIP, SCHOLARSHIP, CAREER

Immediate
• Create the Black Research Fellowship program
• Host a collaboration with Leadership, Career and Service that provides leadership development for all the Black/African American organizations and students

Short Term
• Secure long-term funding for the Black Research Fellowship program
• Host alumni series on bringing your whole identity to the work place as part of a career readiness series

Long Term
• Secure permanent funding for the Black Excellence Retreat and the BOLD Conference
• Develop alumni career network
INTERSECTION WITH OTHER COMMITTEES

Community Engagement
• Expand campus – community interaction through meaningful and intentional civic engagement

Policing and Anti-Black Violence
• Address students’ sense of safety on campus given history of policing in the US

Staff and Faculty Recruitment and Retention
• Recognize the importance of representation and the development of role models and mentors

Research, Scholarship and Funding Opportunities
• Expand support and on-going funding for research with application to positive social change
FUTURE WORK

Ongoing efforts with K-12 partnerships

• Continued commitment to Summer Youth Leadership Academy

• Expand partnerships with Central Valley school districts, Black Parallel School Boards, and community youth programs to expand efforts on college readiness work

Continued campus commitment

• Create data reports on persistence in major by race and gender to help inform discipline specific strategies

• Establish an accountability board to continue to monitor campus efforts

• Sustained funding for initiatives