

VALUING BLACK LIVES

Student Support Subcommittee

Recommendations

December 15, 2020

SUBCOMMITTEE MEMBERSHIP

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 I: 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 that 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