

FALL 2020



SF
STATE

Black Lives Matter

FALL 2020 REPORT

San Francisco State University

EXECUTIVE SUMMARY

BLACK LIVES MATTER ACTION PLAN

San Francisco State University, the premier comprehensive public university in San Francisco, is devoted to educational equity and the intellectual and personal growth of its students. Black Lives Matter @ SF State aims to strengthen access and equitable academic opportunities for Black students on campus and in the greater Bay Area. In coordination with campus and community partners, SF State continues its commitment to social justice and equity for the Black community through our BLM @ SF State action plan.

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EMPLOYEE WORKSHOPS

The Division of Equity and Community Inclusion has been working to increase and develop employee workshops that address anti-bias education. Through the Leadership for Social Justice workshop series, students, faculty, and staff come together and gains skills to improve campus climate.

In Fall 2020, six workshops covered:

- Understanding Anti-Blackness (two hosted sessions)
- Understanding Implicit Bias
- Understanding Pronouns and Gender Identity
- Understanding Cultural Appropriation & Cultural Appreciation
- Understanding Micro-Aggression

In addition to the Leadership for Social Justice workshops, the University offered members of the University Leadership Council anti-bias training hosted by the California Faculty Association and the Division of Equity and Community Inclusion. The University has also been in consultation with organizations to implement anti-racism/diversity/anti-Blackness training in Spring 2021 for all Management Personnel Plan (MPP) employees.

HIRING PRACTICES

In coordination with Faculty Affairs and the Division of Equity and Community Inclusion, the campus prioritized recruiting diverse faculty during the 2020-2021 faculty search process. Continuing the practice of meeting with search committees developed in AY 2018-19 as part of our grant from the Chancellor's Office for Advancing Faculty Diversity in Hiring, the Office of Faculty Affairs coordinated and met with the hiring committees for fifty-one (51) tenure-track faculty searches in Fall 2019 for the 2019-2020 faculty search process. Although the number of searches has fallen off during COVID, the Office of Faculty Affairs continues to coordinate and meet with hiring committees such as the search committee for the senior associate vice president of Enrollment Management and a new tenure-track faculty search in the Department of Computer Science.

Implementing a collaborative approach, the formation of an Inclusion Leadership Team demonstrates our approach to bring together a diverse group of colleagues to develop and administer ongoing efforts around this work. We continue to focus on the departmental search committee (with the department chair) as the unit of intervention. We are engaging a "peer-facilitated conversation approach" rather than an "expert-led training model," resulting in peer-facilitated inclusivity sessions for each search committee. All participants expected to engage in a conversation about their values and expectations regarding inclusion, equity, and diversity in hiring.

HIRING PRACTICES

Also, the associate vice president of Human Resources (AVP of HR) and the Employment Services team met in late January early February 2020 to discuss providing training for search committees that includes unconscious bias. The Department also discussed creating a set of other courses for new hires as part of their onboarding, including unconscious bias. All training will be conducted on CSU Learn. The associate vice president of Human Resources on October 14th recommended postponing the Fall 2021 timeline for search committees in light of the executive order signed by President Trump. The timeline for onboarding courses will be determined after President-elect Biden is sworn in.

FACULTY DEVELOPMENT

The Office of Faculty Affairs and Professional Development is the recipient of a grant from the Chancellor's Office for a focus on the retention of faculty of color/BIPOC faculty, applied for and awarded in Spring 2020, which will be implemented in AY 2020-21. Proposal and award letters are attached as an appendix.

As defined in the Office's proposal, the initiative's goal is to reduce systemic barriers in retention by building cultural competencies in the tenure-track faculty mentoring process across all departments and colleges. Focusing on increasing awareness of the effects of implicit bias in decision making and on training departments and colleges to develop targeted retention and mentoring strategies, the strategy is to focus on a discreet group of department chairs. We are in the process of offering mentoring workshops, as well as a faculty learning community for a representative group of department chairs. Because we believe that mentoring is one of the most crucial factors in retaining faculty of color, participation will be incentivized by providing stipends to participants.

FACULTY DEVELOPMENT

Progress: A group of fourteen chairs across the six colleges has convened to undertake this work. Deans nominated some chairs, and others self-nominated. To date, the Faculty Retention Working Group has met four times during the Fall 2020 semester, with another meeting scheduled for December. Each meeting is 90 minutes in length and has been comprised of an introductory session in which members identified objectives and goals; a two-part antiracist training session, Interrupting Racism, sponsored and facilitated by the California Faculty Association (CFA); and a listening session to a campus faculty member of color.

The panelists for the listening session were six tenured faculty members who were nominated through Faculty Affairs or with college offices' assistance (Deans/Associate Deans). All panelists identified as BIPOC (Black, Indigenous, and people of color) faculty and were asked to share their campus experiences with small breakout groups within the Faculty Retention Working Group. No administrators were present at these sessions, nor were the sessions recorded. Each group was asked to take notes of key thoughts and ideas presented by the guest panelists, to be shared with the larger group.

Facilitation, scheduling, and tracking of this initiative's sessions are coordinated through Associate Vice President for Faculty Affairs Carleen Mandolfo and Associate Dean Todd Roehrman in the Office of Faculty Affairs. Beyond scheduling and coordination, these efforts have included the creation of an iLearn site for the group where resources have been posted, such as key session recordings for reference, readings, podcasts and videos shared in the antiracist training, and an extensive bibliography (included as an appendix) compiled from individuals within the group, CEETL, and CFA.

FACULTY DEVELOPMENT

With these foundational sessions, the working group will continue to meet, broken out into smaller Learning Communities, to discuss and strategize actions and recommendations for the campus. As the working group continues to meet throughout the academic year, they will reconvene the larger whole, hear strategies and recommendations, and develop an action plan for our faculty community.

Each member within the working group will receive a stipend at the end of the AY upon completion and participation in the initiative. Panelists for the listening session will also be offered a stipend. All this and the fees associated with the antiracist training sessions will be funded from the Chancellor's Office grant.

In the Fall of 2020, the University welcomed five new African American faculty members.

The Center for Equity and Excellence in Teaching and Learning (CEETL): Pedagogies for Inclusive Excellence

CEETL is committed to the daily action of unity that supports justice, equity, diversity, and inclusion. This Summer and Fall, CEETL has contributed these efforts towards the BLM @ SF State initiative through:

CEETL Solidarity Statement

First published in the Juneteenth Issue of the CEETL Circles newsletter, CEETL has posted this Solidarity Statement.

FACULTY DEVELOPMENT

CEETL Circles Newsletter

CEETL dedicated its June 19, 2020, CEETL Circles newsletter to antiracist pedagogies. CEETL Circles is sent to 2,224 SF State faculty and administrators.

Antiracist HiringThe Center for Equity & Excellence in Teaching & Learning hired five new temporary staff members with CARES-2 funding allocated to support remote instruction transition. The position descriptions used antiracist language to recruit a diverse cohort of staff.

CEETL has posted the following full-time temporary staff positions, funded through a CARES 2 allocation that will allow the Center to further extend support for faculty teaching online in the Fall. These positions will assist the campus community in designing and developing learning experiences that apply inclusive, antiracist, and liberatory pedagogies in support of student success.

The Center welcomes persons of all races, ethnicities, religions, colors, ancestries, ages, disabilities, genetic information statuses, genders, gender identities, gender expressions, marital statuses, medical conditions, national origins, sexes, sexual orientations, covered veteran statuses, formerly incarcerated statuses, or any other protected statuses.

Antiracist Pedagogies Resources

First published in the Juneteenth Issue of the CEETL Circles newsletter, CEETL has posted these resources for Antiracist pedagogies.

FACULTY DEVELOPMENT

Antiracist Faculty Development through JEDI PIE Institute

CEETL has facilitated Summer and Fall 2020 cohorts of JEDI (Justice Equity Diversity & Inclusion) PIE (Pedagogies for Inclusive Excellence) Institutes, with a current total of 386 faculty participants over the Summer and Fall 2020 cohorts. A Spring cohort will launch in January 2021. Developers and facilitators are diverse Black, Indigenous, and faculty of color. Description: The JEDI PIE Institute builds a community of JEDI (Justice, Equity, Diversity, and Inclusion) protagonists through 10 hours of practice of developing antiracist pedagogy and dismantling white supremacy in online teaching. Special attention will be paid to accessibility and universal design for learning; microaggressions in teaching practices; anti-racism in designing assignments and assessments; and centering student voice and experience. Participants will receive expert feedback on their responses to prompts and the opportunity for individual consultations via office hours. Participants will identify and assess personal goals for antiracist pedagogy practice in online teaching; examine and demonstrate knowledge of historical and contemporary institutional and individual racism and white supremacy in education practice; assess current assignments, assessments, and teaching practices through critical race perspective; and design strategies for inclusive and equitable engagement.

FACULTY DEVELOPMENT

High-Impact Quality Learning & Teaching Course Redesign Projects

CEETL included antiracist outcomes in the call for HI-QLT Course Redesign projects, which encouraged faculty to expand their online teaching skills within a project-based faculty development community. A condition of funding was that faculty apply inclusive, antiracist, and liberatory pedagogies to support student success to this redesign. This initiative funded 48 projects, redesigning 83 courses, including 225 faculty, and affecting 16,855 students. The redesign teams were encouraged to complete the CEETL Online Teaching Lab and JEDI PIE Institute to inform their redesign projects and deepen their HI-QLT faculty learning community. Funding for these projects was prioritized in terms of potential positive impact on student success related to high enrollment numbers, large equity gaps, high DFWs, critical courses for progress to degree, or challenging courses to teach in an online environment. Redesign teams will:

- Work together to adapt and develop student engagement and assessment activities for online modalities.
- Apply inclusive, antiracist, and liberatory pedagogies in support of student success to this redesign.
- Offer ongoing support to members of the course redesign teams.
- Celebrate successes, share course materials, teaching strategies, and approaches.

FACULTY DEVELOPMENT

Campus Presentations

CEETL has provided the following presentations to the campus community on the Center's efforts to support BLM @ SF State:

- University Chairs Council: July 8, 2020
- University Chairs Council: August 17, 2020 (Specifically on BLM)
- University Foundation Board: September 16, 2020
- Academic Senate: September 18, 2020
- University Leadership Forum, July 2020

Faculty Retreat Save the Date: How to Be an Anti-racist University.

CEETL is co-sponsoring the annual Faculty Retreat on January 21, 2021, and the theme will be How to Be an Anti-Racist University.

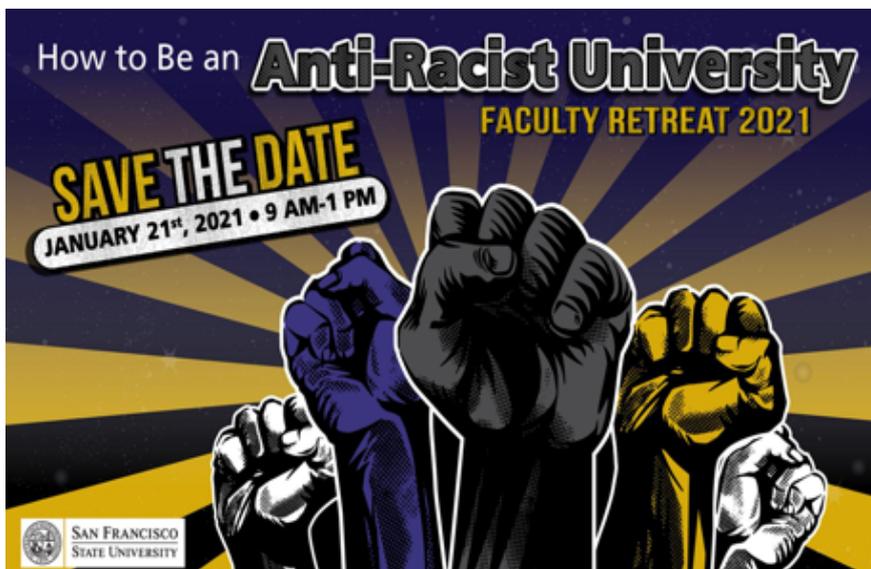
This retreat will be virtual, and retreat highlights include:

- Plenary: SF State President Mahoney in Conversation with Chancellor-select Castro.
- Panel: Anti-Racism at SF State
- Working Groups: Opportunities for a variety of segments of SF State to engage in multi-directional discussions around anti-racism work.
- RSCA Showcase: Recent Faculty Research, Scholarship & Creative Activities.

FACULTY DEVELOPMENT

To promote this retreat, CEETL has developed a Zoom background and email footer for use by the campus community.

[ZOOM Background:](#)



[Additional Images and Graphics](#)

You are free to use additional graphics, images, and examples found here: CEETL Website: <http://ceetl.sfsu.edu>CEETL

BLACK STUDENT SUCCESS

Undergraduate Outreach and Recruitment

The Office of Enrollment Management has been working towards reengineering the admissions process at San Francisco State University to provide timely and accurate decisions for first-year and transfer students. The Admissions Office will implement a new Customer Relationship Management (CRM) System to deliver offer letters no later than 30 days before the decision deadline for the Spring 2021 term.

In addition to the new system, Enrollment Management has reimagined its communication plan to prospective students, welcomed a director of admissions, and is actively recruiting a senior associate vice president for Enrollment Management. The emphasis is focusing the Office of Enrollment Management on creating a robust retention and recruitment strategy that benefits overall admissions at SF State and creates opportunities for increased Black student recruitment.

The Division of Equity and Community Inclusion has also welcomed a Retention and Recruitment Specialist for the Black Unity Center who will collaborate with Enrollment Management to create focused outreach to prospective African American students in the region.

Graduate Recruitment and Ph.D. Pipelines

On June 19, 2020, the Division Graduate Studies published a message of solidarity (<https://grad.sfsu.edu/content/letter-response-black-lives-matter-movement>) with the Black Lives Matter movement and launched four interrelated initiatives aimed at identifying and removing administrative and cultural barriers that impact all BIPOC students; improving practices that encourage inclusion and equity; celebrating the academic success of graduate African American and Black students.

BLACK STUDENT SUCCESS

Initiatives included:

- A series of staff meetings during the Summer to engage in self-reflection and critique our approach to BIPOC students;
- A review of our practices in recruitment, outreach, and advising;
- An intentional outreach to Black undergraduate students in the Fall recruiting campaign;
- A compilation of graduate African American/Black students' academic success stories to highlight them.

Staff members formed an unofficial committee to explore ways to reflect, correct, listen, and learn about themselves and our Black and brown students. The latter have been historically marginalized by and in academia. The committee's mission statement was centered on the belief that as Student Service Professionals in the CSU, we could make a social justice impact by committing to delivering culturally responsive, equity-minded student services. Meetings took place throughout the Summer, each led by two team members who assigned material beforehand and facilitated discussions. The dean and associate deans attended the meetings. The following themes, associated materials, and discussion prompts were used:

- July: Anti-Blackness on Campus: Implications for Educators and Institutions webinar.
- August 7: Our Community - Population of SFSU Grad Students/Sense of Belonging
- August 21: Anti-racism: Understanding and Mitigating Racial and Other Microaggressions.

BLACK STUDENT SUCCESS

The Division of Graduate Studies has also increased its outreach and visibility this Fall by attending the McNair Scholarship Fair and HBCU College Fair.

HBCU College Fairs Attended in fall 2020:

Dillard University	New Orleans	Thursday, October 15, 2020
North Carolina Central	Durham	Tuesday, October 20, 2020
Virginia State University	Petersburg	Thursday, October 22, 2020

Ph.D. Pipelines

The work of the Fellowships Office addresses strengthening pipelines to graduate education, eliminating equity gaps, and supporting Black student success.

San Francisco State University's fellowship recipients – whether supported by CSU programs such as the California Pre-Doctoral Program and Chancellor's Doctoral Incentive Program (CDIP), by national fellowships such as the Ford Foundation Predoctoral Fellowship, or by University-sponsored Student Enrichment Opportunities (SEO) awards offered by COSE – receive high touch, personalized support in pursuing their academic and professional ambitions.

- Four African American students from SF State have been named Chancellor's Doctoral Incentive Program (CDIP) Fellows between 2014-2020.
- Seventeen African American students from San Francisco State have been named California Pre-Doctoral Program (Sally Casanova) Scholars between 2010-2020.
- Thirteen African American students supported by San Francisco State's COSE Student Enrichment Opportunities (SEO) fellowships between 2016-2020 have enrolled in Ph.D. programs.

BLACK STUDENT SUCCESS

As part of our initiative to encourage more African American/Black students to apply for fellowships, the Fellowships Office is publishing a brochure on the Graduate Studies website on San Francisco State's African American/Black fellowship winners in Spring of 2021.

Support for the Black Unity Center and Student Organizations

The Black Unity Center (BUC) received CARES Act 3 funding to hire two new counselors to support African American students at SF State. The BUC has also developed a series of a Zoom roundtable discussion in Fall 2020 to address the current challenges of African American communities and San Francisco State University.

- August 24: Black Unity Roundtable· August 27: Black Unity Mixer
- September 4: Black Unity Roundtable: Building Community
- September 9: #WellnessWednesdays with Eboni Alexandra
- September 15: Mind Matters – Men of Color and Networking on Campus
- September 24: Writing Personal Statements with Dr. Frederick Smith
- October 1: Black Unity Roundtable
- October 15: Black Leadership Empowerment Series Part 1: Career as Community
- October 22: Black Men's Lunch
- October 22: Black Leadership Empowerment Series Part 2: Leadership through Activism
- More events from the BUC and Division of Equity and Community Inclusion in the addendum.

BLACK STUDENT SUCCESS

In Addition to the BUC events, the Men of Color Series launched five workshops this Fall exploring men of color, masculinities, and the importance of developing skills for academic and social success at SF State. The program will continue with the support of CARES Act 3 funding in Spring 2021. To further support our African American Students, the Division of Undergraduate Education and Academic Planning and Division of Equity and Community Inclusion hosted training for 78 professional and faculty advisors to serve our African American students better. Also, the Office of First-Year Experience hosted a peer mentor book club from August to November 2020 focused on the book *How to Be an Anti-Racist*.

PHILANTHROPIC SUPPORT

University Advancement welcomed Jeff Jackanicz as its new vice president in the Summer of 2020. Vice President Jackanicz brings a wealth of knowledge to SF State's Advancement Division and a renewed commitment to equity and inclusion in fundraising at SF State. University Advancement engaged in practical and meta-analysis of the Department to engage in philanthropic activities to support Black Lives Matter at SF.

Practical:

- Hosting the Africana Studies chair welcome reception in December 2020.
- \$20K contribution from Alumni Association as a gift toward Strikers Memorial.
- Exploring permission to submit an inquiry to the Mellon Foundation for Strikers Memorial.
- COES and GCOE are collaborating on a proposal for Spencer Foundation – expected submission in early 2021.
- Outreach to the VP at SF Foundation, Judith Bell
Developing the prospect for potential individual donors for scholarships.
- Alex Sanchez, director of development for the COES & Anjali Billa, AVP for development, and VP Jackanicz, are presenting at COES department chairs meeting to collaborate with Advancement.
- Ten internal meetings on strategy for supporting BLM and COES fundraising.
- 5-10 donor meetings – both individual and foundations to support COES.

Meta:

- Hosted anti-Blackness education and antiracism education across Advancement in coordination with the Division of Equity and Community Inclusion.
- Additional work on building and affirming antiracist workplace and team norms with Blue Beyond Consulting.

PHILANTHROPIC SUPPORT

- In Fall 2020, Advancement welcomed two AVPs who are both women of color - Latinx and South Asian descent.

As the Fall term ends, University Advancement will continue its commitment to equity, inclusion, and philanthropic support for students of color.

CURRICULAR DEVELOPMENT

The Division of Undergraduate Education and Academic Planning (DUEAP) has developed better pathways for double majors and minors in Ethnic Studies and created clear guidelines for transfer students from community colleges. In the Fall, DUAEP hosted four virtual curricular planning workshops for minors in Ethnic Studies or students curious about planning their general education alongside their minors.

Also, DUAEP has identified the top five feeder community colleges for Black students and their most common majors. The top 10 majors have been fully articulated as of Fall 2020.

Top five CCCs for African American Transfers during the last five Fall semesters

Institution	City	County	Five Fall Total
City College of SF	San Francisco	San Francisco	121
Diablo Valley College	Pleasanton	Contra Costa	43
Laney College	Oakland	Alameda	53
Merritt College	Oakland	Alameda	42
Contra Costa College	San Pablo	Contra Costa	41

Top 10 SF State majors for Black student transfers:

1. Liberal Studies - BA
2. Psychology - BA
3. Early Childhood (CAD) - BA
4. Africana Studies - BA
5. Sociology - BA
6. Business Admin.-General Business - BS
7. Communication Studies - BA
8. Health Education - BS
9. Criminal Justice Studies - BA
10. Business Admin.-Accounting - BS

CAMPUS SAFETY AND REVIEW OF POLICIES

Campus Safety

The University Police Department (UPD) welcomed Reginald Parsons, AVP and Chief of Police. In the Fall semester, UPD has developed a series of campus trainings and launched the Safety Advisory Committee to review UPD policies and protocol. Also, UPD has provided training to Residential Life on de-escalating non-emergency complaints to reduce the use of law enforcement in non-emergencies.

In the Fall term, to support BLM at SF State, UPD did not fill eight vacant positions to give additional support to the Division of Equity and Community Inclusion. In doing this, Equity and Community Inclusion did not have to institute a 10% staff reduction this Fall as a result of State and University budget impacts. In addition, to support the action plan, CARES-3 funding was allocated to Counseling and Psychological Services (CAPS) to hire two new counselors for the fall term.

Review of Polices

The Division of Equity and Community Inclusion has convened the Bias Incident Education team consisting of faculty and administration representatives. In the Fall, this team has developed a web-based form where campus community members can log on and report bias incidents directly to the Division of Equity and Community Inclusion. The website and form will launch in late Fall 2020 or early Spring 2021. In Addition, the Office of Equity Programs & Compliance (Title IX & Discrimination, Harassment & Retaliation) met in the Fall. The office will create a plan to communicate the Executive Order process for Spring 2021 implementation.

COMMUNITY ENGAGEMENT

The Institute for Community and Civic Engagement (ICCE), Career Services & Leadership Development (CSLD), and the Black Unity Center (BUC) are working with external partners to create better pathways for African American student employment in the region. ICCE has done an internal review of partners and creating opportunities to increase African American organizational partnerships in the region.

The University is committed to creating a robust local pipeline in San Francisco. Recognizing the challenges educational institutions face in the COVID-19 crisis, the country is facing intensified racial inequities. Strengthening the pipeline to four-year universities like San Francisco State increases equity while also solidifying educational institutions' role in San Francisco's economic recovery.

In coordination and consultation with City College of San Francisco, San Francisco Unified School District, and the mayor of San Francisco, and African American community leaders, SF State will develop and relaunch SF Promise and its commitment to educational equity in the region.

ADDENDUM

Additional materials regarding SF State Fall report.

San Francisco State University
Division of Equity & Community Inclusion
Student Affairs & Enrollment Management
<https://equity.sfsu.edu/content/events-updates>

Fall 2020 Calendar of Events

Get connected with the Division of Equity & Community Inclusion at San Francisco State University, where belonging, compassion, consciousness, and mattering are our community values. We invite you to our spaces, programs, and services intended to build community, create dialogue, improve campus climate, and explore the shared and unique experiences, stories, viewpoint, and heritages of our diverse student, staff, and faculty community.

Information, accommodations, and public disclaimer.

In Fall 2020, we are on remote instruction and services. Our events will be delivered on the Zoom platform.

For additional information, or to request accommodations for an event you plan to attend, please contact the Division of Equity & Community Inclusion, email us at equity@sfsu.edu. Due to the nature of public programming, please note that on rare occasions event content, locations, or dates/times are subject to change. Please contact us at the information listed above, or follow us on our website equity.sfsu.edu, or IG/Twitter at [@sfsuDECI](https://twitter.com/sfsuDECI).

Staff Contacts and Locations

Division of Equity & Community Inclusion

- Village C, Suite 140; (415) 338-7290; equity@sfsu.edu
- Dr. Frederick Smith, Assistant Vice President
- Briana Williams, Administrative Analyst
- Social Media: [@sfsuDECI](https://twitter.com/sfsuDECI)

Asian American & Pacific Islander Student Services

- Village C, Suite 141; (415) 405-4441; aspire@sfsu.edu
- Dr. Arlene Daus-Magbual, Director
- Levalasi Loi-On, AA&PI Student Success Coordinator
- Social Media (all): [@AspireSFSU](https://twitter.com/AspireSFSU)

Black Unity Center

- Village C, Suite 142; (415) 405-4442; blackunitycenter@sfsu.edu
- Tarshel Beards, Director
- Bucket Manyweather, Student Engagement Specialist
- Briana M. Williams, Administrative Analyst
- Social Media: IG - @BlackUnityCenterSFState; Twitter - @BUCSFSU; Facebook – Black Unity Center

Office of Diversity, Student Equity & Interfaith Programs

- Student Services Building, Suite 206; (415) 338-7272; christianlozano@sfsu.edu
- Christian Lozano Cuellar, Director

Dream Resource Center

- Student Services Building, Suite 206; (415) 338-2032; drc@sfsu.edu
- Luis DePaz Fernandez, Coordinator ldepaz@sfsu.edu
- Social Media (all): @SFSUDRC

Interfaith Programs Team

- Student Services Building, Suite 206; (415) 338-7272
- Christian Lozano Cuellar, Director, with partners from:
 - Department of Jewish Studies
 - SF Hillel
 - Center for Iranian Diaspora Studies
 - College of Ethnic Studies
 - SF & Bay Area Community Organizations

AUGUST 2020

Name of Event: Black Unity Roundtable

Date: Monday, August 24, 2020

Time: 3:00pm – 4:00pm PST

Zoom/Event Information: RSVP for Zoom information: bit.ly/BUR824

DECI Area: The Black Unity Center

Event Description: The Black Unity Center invites everyone for a Zoom roundtable discussion to address the current challenges impacting our communities and San Francisco State University. Each session will have a different theme.

Please join us.

You Matter. We Matter.

Ubuntu!

Name of Event: LGBTQ+ Mixer

Date: Wednesday, August 26, 2020

Time: 2:00pm – 3:00pm PST

Zoom/Event Information: RSVP for Zoom information: bit.ly/SFSUPrideMixer

DECI Area: LGBTQ+ Student Life

Event Description: Students, Staff, Faculty, and Allies are welcomed to join us for our virtual LGBTQ+ Mixer to start off the Fall Semester! This is a great time to get acquainted with your campus community.

Name of Event: Black Unity Mixer

Date: Thursday, August 27, 2020

Time: 3:00pm – 5:00pm PST

Zoom/Event Information: RSVP for Zoom information: bit.ly/BUCMIXER

DECI Area: The Black Unity Center

Event Description: Join Black Unity Center staff and your peers to mix and mingle. This mixer is open to all students, staff, and faculty.

Name of Event: SF Hillel Kick Off Shabbat

Date: Friday, August 28, 2020

Time: 6:00pm PST

Zoom/Event Information: RSVP for Zoom information:

https://secure.lglforms.com/form_engine/s/6ppikSKXEM6cqbG43LOWUg

DECI Area: Interfaith Programs

Event Description: Join SF Hillel for our first Shabbat of the year! Whether you are a new student to our community or returning, we welcome you to join us for a virtual Shabbat gathering. We'll join together to check-in at the end of the first week and provide space to create connections across our community. All are welcome to join us, but please be sure to register for the event!

Presented By: SF Hillel

Name of Event: ASPIRE Community Study Circles Start

Date: Mondays - Thursdays (Launch Monday, August 31, 2020)

Time: 10:00am – 4:00pm PST

Zoom/Event Information: Contact aspire@sfsu.edu for Zoom information.

DECI Area: Asian American & Pacific Islander Student Services - ASPIRE

Event Description: Join our ASPIRE Peer Mentors every week in a virtual space that provides support with your GE courses, identifying learning needs, and ways to connect with your peers. Contact aspire@sfsu.edu for Zoom information.

Campus Partner: College of Ethnic Studies

Name of Event: Dream Resource Center Welcome Night

Date: Monday, August 31, 2020

Time: 6:00pm – 8:00pm PST

Zoom/Event Information: RSVP for Zoom information: <https://bit.ly/DRCWelcome>

DECI Area: Dream Resource Center

Event Description: We invite you to join us during the Dream Resource Center Welcome night for an opportunity for students to network and learn more about campus resources available for undocumented students. This event is open for students, faculty & staff.

SEPTEMBER 2020

Name of Event: Tuesday Schmoozeday (Weekly Fall 2020)

Date: Tuesday, September 1, 2020 (Every Tuesday Fall 2020)

Time: 12:30 pm-1:45 pm PST

Zoom/Event Information: <http://bit.ly/schmoozeday> (Meeting ID: 838 1916 4031 Passcode: 346639)

DECI Area: Interfaith Programs

Event Description: We're bringing back a classic, Tuesday Schmoozeday, which is our weekly gathering space open to all SFSU students. Though typically it would involve coffee and bagels in Cafe 101, this semester we'll gather on Zoom to catch up, talk everything from current events to current Netflix binges, and give students the chance to take a break from stressors and connect with community. We may have different themes throughout the semester as well, depending on what students are asking for.

Presented By: SF Hillel

Name of Event: ASPIRE Community Mixer

Date: Wednesday, September 2, 2020

Time: 2:00pm – 3:00pm PST

Zoom/Event Information: RSVP for Zoom information: bit.ly/aspire-mixer

DECI Area: Asian American & Pacific Islander Student Services - ASPIRE

Event Description: Starting the Fall semester online is already going to be a challenge. Let's start the year together by sharing space online to learn more about the Asian American & Pacific Islander Student Services - ASPIRE Community and our peers at SF State.

Name of Event: Online School Survival Guide - Tips & Tricks for First-Year College Students

Date: Friday, September 4, 2020.

Time: 1:00pm – 2:00pm PST

Zoom/Event Information: RSVP for Zoom information: bit.ly/ASPIREOSS

DECI Area: Asian American & Pacific Islander Student Services - ASPIRE

Event Description: Navigating and integrating into a new environment can be difficult. This workshop addresses first-year experiences in online classes, proposing tips and strategies that can be helpful in staying organized.

Name of Event: Black Unity Roundtable: Building Community

Date: Friday, September 4, 2020

Time: 1:00pm – 2:00pm PST

Zoom/Event Information: RSVP for Zoom information: bit.ly/BUR924

DECI Area: The Black Unity Center

Event Description: The Black Unity Center invites everyone for a Zoom roundtable discussion to address the current challenges impacting our communities and San Francisco State University. Each session will have a different theme.

Please join us.

You Matter. We Matter.

Ubuntu!

Name of Event: First Fridays Cocktail Hour: Whetting our Appetite for the Future of Cinema

Date: Friday, September 4, 2020

Time: 4:00pm – 5:00pm PST

Zoom/Event Information: RSVP for Zoom information: tinyurl.com/sfsu-first-fridays-2020

DECI Area: The Black Unity Center

Event Description:

She follows Tanesh Nutall, a black transgender woman from Rahway, NJ, who was dismissed from using a woman's restroom in downtown San Francisco. As the film follow Tanesh's legal case, we see her reunite with her family for the first time in over 20 years as a transgender woman. Directed by Anthonia Onyejekwe, 2018, 15 minutes.

View the film here: <https://www.youtube.com/watch?v=qcc9e0fGVg0&feature=youtu.be>

Dialogue with the film's director and SFSU alumna, Anthonia Onyejekwe.

Campus Partner: Department of Cinema Studies

Name of Event: Creative Learning Styles

Date: Tuesday, September 8, 2020

Time: 2:00pm - 3:00pm PST

Zoom/Event Information: RSVP for Zoom information: bit.ly/aspirelearning

DECI Area: Asian American and Pacific Islander Student Services - ASPIRE

Event Description: Join us in this workshop as we explore creative learning styles for various learners. We hope to provide some strategies that will allow students to better their learning experience as we continue with online classes this fall semester.

Name of Event: Myths of Meritocracy and the Hebrew Bible with Eva Mroczek

Date: Tuesday, September 8, 2020

Time: 5:00pm – 6:15pm PST

Zoom/Event Information: Must RSVP for Zoom Information: <http://bit.ly/Mroczek>

DECI Area: Interfaith Programs

Event Description: Do people really reap what they sow? Is the world set up to reward good people and punish bad ones? What does the Hebrew Bible and its Jewish interpreters say about these questions? Eva Mroczek is the Director of the Jewish Studies Program at UC Davis. She is interested in early Judaism, apocrypha and pseudepigrapha, the Dead Sea Scrolls, and the history of biblical interpretation. She is the author of *The Literary Imagination in Jewish Antiquity* (2016). Contact: Prof. Rachel Gross, rbgross@sfsu.edu

Presented By: Department of Jewish Studies as part of the Fall 2020 Lectures in Jewish Studies. Sponsored by the Department of Classics and the Jewish Community Library

Name of Event: #WellnessWednesdays with Eboni Alexandra

Date: Wednesday, September 9, 2020

Time: 3:00pm – 4:00pm PST

Zoom/Event Information: @blackunitysfsu Instagram Live

DECI Area: The Black Unity Center

Event Description: Flow with the BUC staff and Omnipotent Studios yoga instructor Eboni Alexandra on Instagram Live for an integrative yoga sequence. There will be a mix of meditation, sensory grounding, and soulful music to realign the body and mind and reveal boundless potential.

Name of Event: Legal Service Consultations with the Dream/AB540 Resource Center

Date: Thursday, September 10, 2020

Time: 11:00am – 4:00pm PST

Zoom/Event Information: To sign up for a consultation, please visit https://sfsu.co1.qualtrics.com/jfe/form/SV_38EYcnp0vCOYPZ3

DECI Area: Dream Resource Center

Event Description: Direct immigration legal services are available free of charge to CSU students and employees. Attorneys and paralegals are available to assist students with general consultations, DACA renewals and general assistance in filling out forms such as family-based petitions. This project aims to serve undocumented students, students with immigration questions, staff and faculty.

How to Schedule Appointments:

We will be moving forward with phone consultations due to our physical distancing efforts. To sign up for a consultation, please visit

https://sfsu.co1.qualtrics.com/jfe/form/SV_38EYcnp0vCOYPZ3

Community Collaboration: Immigrant Legal Defense

Name of Event: Coffee & Convo: Consent

Date: Thursday, September 10, 2020

Time: 11:00am – 12:00pm PST

Zoom/Event Information: RSVP for Zoom information:

<https://sfu.zoom.us/meeting/register/tJwod-qrrj4jH9LZuyN-RXGX4Mtji5beyZm2?>

DECI Area: Presented by Health Promotion and Wellness and Equity Programs and Compliance

Event Description: Join us with a cup of coffee (or tea!) as we explore what consent is and how to make sure you get it right for healthy sex and relationships.

Campus Partners: Health Promotion and Wellness, Equity Programs and Compliance, and Equity & Community Inclusion

Name of Event: AA&PI Disability Justice

Date: Thursday, September 10, 2020

Time: 4:00pm – 5:00pm PST

Zoom/Event Information: RSVP for Zoom information: bit.ly/ASPIREDJ

DECI Area: Asian American and Pacific Islander Student Services - ASPIRE

Event Description: Join us as we learn from Alice Wong, an AA&PI disability activist, as she discusses intersectional AA&PI Disability Justice. She will share the importance of first-person narratives in framing conversations around disability.

Name of Event: Trans Student Affinity Group

Date: Monday, September 14, 2020

Time: 4:00pm – 5:00pm PST

Zoom/Event Information: RSVP for Zoom information: bit.ly/TransAffinity

DECI Area: LGBTQ+ Student Life

Event Description: Affinity groups are meant to bring together community members who are at the margins of the margins to talk or chat freely and openly.

Name of Event: Mind Matters – Men of Color and Networking on Campus

Date: Tuesday, September 15, 2020

Time: 2:00pm – 3:30pm PST

Zoom/Event Information: RSVP for Zoom information: bit.ly/MenOfColor1

DECI Area: Division of Equity & Community Inclusion

Event Description: Networking and affinity groups are meant to bring together community members who share similar identities and experiences. Spaces for Black, Latinx, and Asian & Pacific Islander men are important. This session focuses on men of color students, developing networking skills for social and academic success, and connecting with peers, staff, and faculty who identify as men of color at SF State.

Name of Event: The Talmud Walks Into a Bar: What Beverages Teach Us About Rabbinic Literature with Jordan Rosenblum

Date: Tuesday, September 15, 2020

Time: 5:00pm – 6:15pm PST

Zoom/Event Information: Must RSVP for Zoom Information: <http://bit.ly/JordanRosenblum>

DECI Area: Interfaith Programs

Event Description: Though classical rabbinic texts are fundamental to understanding the history and evolution of Judaism, they are also quite complex and daunting for the novice to read.

Rabbinic debates about what, when, how, and with whom one should drink allow readers to set sail on what is often called “the sea of the Talmud.” Jordan D. Rosenblum is the Belzer

Professor of Classical Judaism and the Max and Frieda Weinstein-Bascom Professor of Jewish Studies at the University of Wisconsin-Madison. Contact: Rachel Gross, rbgross@sfsu.edu

Presented By: Presented by the Department of Jewish Studies as part of the Fall 2020 Lectures in Jewish Studies. Sponsored by the Department of Classics and the Jewish Community Library

Name of Event: Pacific Islander Welcome Night

Date: Tuesday, September 15, 2020

Time: 5:30pm – 6:30pm PST

Zoom/Event Information: RSVP for Zoom information: bit.ly/welcome-aspire

DECI Area: Asian American and Pacific Islander Student Services – ASPIRE

Event Description: Join us to welcome all students and build community with our new Critical Pacific Islands and Oceania Studies faculty member - Dr. Lee Kava!

Campus Partners: Pacific Islanders’ Club, Critical Pacific Islands & Oceania Studies Faculty

Name of Event: UndocuAlly Training

Date: Wednesday, September 16, 2020

Time: 10:00am – 12:00pm PST

Zoom/Event Information: https://sfsu.co1.qualtrics.com/jfe/form/SV_dgLs8djcto4vbKt

DECI Area: Dream Resource Center

Event Description: These trainings have been designed to guide the SF State community in learning how to support the undocumented student population. Participants will receive an overview of recent legislation and ways to support undocumented students’ challenges while hearing the stories of current SF State students. Those attending will be given information about resources available for current and prospective undocumented students. This is open to staff and faculty members. SF State graduate student staff are welcome to also attend the workshop.

Community Collaboration: Immigrant Legal Defense

Name of Event: Bi/Pan Student Affinity Group

Date: Wednesday, September 16, 2020

Time: 4:00pm – 5:00pm PST

Zoom/Event Information: RSVP for Zoom information: bit.ly/BiPanAffinity

DECI Area: LGBTQ+ Student Life

Event Description: Affinity groups are meant to bring together community members who are at the margins of the margins to talk or chat freely and openly.

Name of Event: Unpacking Wealth + Financial Wellness

Date: Tuesday, September 17, 2020

Time: 2:00pm – 3:00pm PST

Zoom/Event Information: RSVP for Zoom information: bit.ly/aspire-wealth

DECI Area: Asian American and Pacific Islander Student Services – ASPIRE

Event Description: How do you hustle and save while staying mindful of your mental health? Join us in this workshop as we explore questions about financial aid, scholarships, and managing money in such a crucial time.

Campus Partner: Career Services & Leadership Development

Name of Event: Latinx Student Welcome: Bienvenidos!

Date: Thursday, September 17, 2020

Time: 6:00pm - 7:30pm PST

Zoom/Event Information: Must RSVP: <http://bit.ly/latinxstudentwelcome>

DECI Area: Latinx Student Services

Event Description: Join us during the Latinx Student Welcome to build community with new and returning students, learn about resources on campus and network with Latinx faculty and staff!

Campus Partner: Raza Faculty and Staff Association (RFSA)

Name of Event: Questioning Affinity Group

Date: Friday, September 18, 2020

Time: 12:00pm – 1:00pm PST

Zoom/Event Information: RSVP for Zoom information: bit.ly/QuestioningAffinity

DECI Area: LGBTQ+ Student Life

Event Description: Affinity groups are meant to bring together community members who are at the margins of the margins to talk or chat freely and openly.

Name of Event: Leadership for Social Justice Series – Understanding Anti-Blackness

Date: Friday, September 18, 2020

Time: 1:00pm – 2:00pm PST

Zoom/Event Information: bit.ly/UnderstandingAntiBlackness

DECI Area: Equity & Community Inclusion

Event Description: The Leadership for Social Justice Series is for students, staff, or faculty wanting to gain skills important to improving campus climate. This session focuses on understanding anti-Blackness, how it impacts the lives of Black and non-Black people, and how to challenge it in our settings.

Name of Event: LGBTQ+ Student Life Study Jam

Date: Monday, September 21, 2020

Time: 6:00pm – 8:00pm PST

Zoom/Event Information: RSVP for Zoom information: bit.ly/SFSUStudyJam

DECI Area: LGBTQ+ Student Life

Event Description: Join us during our virtual study jam! Drop in to study together! We will have rooms based on subject, so be sure to RSVP.

Name of Event: ASPIRE Student Success Group: Coping w/ COVID-19

Date: Tuesday, September 22, 2020

Time: 2:00pm – 3:00pm PST

Zoom/Event Information: Sign up for 6-week group: bit.ly/ssg-aspire

DECI Area: Asian American and Pacific Islander Student Services – ASPIRE

Event Description: The purpose of this ASPIRE Student Success Group is to offer a 6-week support group for students coping with COVID-19 in their lives. Oftentimes, this period is referred to as this *unique time* or *current world crisis* and this space allows us to share our feelings, experiences, and information about the impacts of Coronavirus. Join us to discuss topics such as identifying stressors, dealing with isolation, hearing from survivors, and redefining resilience on Tuesdays from 2:00 - 3:00p starting September 22 - October 27.

Name of Event: UndocuTalks

Date: Tuesday, September 22, 2020

Time: 3:30pm – 5:00pm PST

Zoom/Event Information: https://sfsu.co1.qualtrics.com/jfe/form/SV_6yWTqhSwz70G11z

DECI Area: Dream Resource Center

Event Description:

Topic: Wellness Talks: Transition to Virtual Learning

Undocutalks will provide students the space to share their thoughts and discuss issues around immigrants, undocumented youth, and the current election. It will be centered around mental health and wellness. Staff from Counseling & Psychological services will join the event to provide their expertise and support.

Campus Partner: Counseling & Psychological Services (CAPS)

Name of Event: Women of the Book: Biblical Women in History, Memory, and Ritual Life with Mika Ahuvia

Date: Tuesday, September 22, 2020

Time: 5:00pm – 6:15pm PST

Zoom/Event Information: Must RSVP for Zoom Information: <http://bit.ly/MikaAhuvia>

DECI Area: Interfaith Programs

Event Description: The phenomenon of women interpreting the Bible and applying it to their own lives is not new, but the study of the way ancient Jewish women ritualized biblical stories and enacted Judaism apart from the rabbinic norms is only beginning. In this lecture, Prof. Mika Ahuvia, assistant professor of Classical Judaism at the Stroum Center for Jewish Studies in the Henry M. Jackson School of International Studies at the University of Washington shares recent contributions to the study of Jewish women's history, ritual, and memorialization. Contact: Rachel Gross, rbgross@sfsu.edu

Presented By: SFSU Department of Jewish Studies as part of the Fall 2020 Lectures in Jewish Studies. Sponsored by the SFSU Department of Classics and the Jewish Community Library

Name of Event: Legal Service Consultations

Date: Wednesday, September 23, 2020

Time: 3:00pm – 7:00pm PST

Zoom/Event Information: To sign up for a consultation, please visit https://sfsu.co1.qualtrics.com/jfe/form/SV_38EYcnp0vCOYPZ3

DECI Area: Dream Resource Center

Event Description: Direct immigration legal services are available free of charge to CSU students and employees. Attorneys and paralegals are available to assist students with general consultations, DACA renewals and general assistance in filling out forms such as family-based petitions. This project aims to serve undocumented students, students with immigration questions, staff and faculty.

How to Schedule Appointments:

We will be moving forward with phone consultations due to our physical distancing efforts. To sign up for a consultation, please visit

https://sfsu.co1.qualtrics.com/jfe/form/SV_38EYcnp0vCOYPZ3

Community Collaboration: Immigrant Legal Defense

Name of Event: Writing Personal Statements with Dr. Frederick Smith

Date: Thursday, September 24, 2020

Time: 11:00am – 12:00pm PST

Zoom/Event Information: RSVP for Zoom information: bit.ly/BUCWriting

DECI Area: The Black Unity Center

Event Description: Join accomplished author and Assistant Vice President of Diversity and Community Inclusion at SFSU for a personal statement writing workshop 101. In this workshop, you will learn how to write personal statements for graduate applications, scholarships, and more!

Name of Event: Oral Histories with Our Families and Communities

Date: Thursday, September 24, 2020

Time: 4:00pm – 5:00pm PST

Zoom/Event Information: RSVP for Zoom information: bit.ly/ASPIREOH

DECI Area: Asian American and Pacific Islander Student Services - ASPIRE

Event Description: Oral histories are critical tools to archive and pass down the cultural wealth of our families and communities. In this workshop we hope to reflect on our histories and co-construct questions to engage in this practice of oral histories in our communities.

Name of Event: Mind Matters – Men of Color, Networking, and Help-Seeking Skills

Date: Wednesday, September 30, 2020

Time: 2:00pm – 3:00pm PST

Zoom/Event Information: RSVP for Zoom information: bit.ly/MenOfColor2

DECI Area: Division of Equity & Community Inclusion

Event Description: Networking and affinity groups are meant to bring together community members who share similar identities and experiences. Spaces for Black, Latinx, and Asian & Pacific Islander men are important. This session focuses on men of color students and developing networking and help-seeking skills for social and academic success.

Name of Event: Immigration 101 Workshop/DACA Updates

Date: Wednesday, September 30, 2020

Time: 6:00pm – 7:00pm PST

Zoom/Event

Information: https://sfsu.zoom.us/meeting/register/tJMIfyqrqD8tHtP_t5Lo_O3azlrVs3KdyPaC

DECI Area: Dream Resource Center

Event Description: This workshop will be presented by the attorneys at the Immigrant Legal Defense. They will share information for attendees to know their rights and will provide updates on DACA and any policy at the time impacting our communities.

Community Collaboration: Immigrant Legal Defense

OCTOBER 2020

Name of Event: Voter Registration & Information

Date: Thursday, October 1, 2020

Time: 1:00pm – 2:00pm PST

Zoom/Event Information: RSVP for Zoom information: bit.ly/ASPIRE2VOTE

DECI Area: Asian American and Pacific Islander Student Services – ASPIRE

Event Description: Voting is not as simple as people make it out to be. Empowering the student body to vote in the Primary and Locally elections start with giving us the best resources to know what we are voting for.

Name of Event: Black Unity Roundtable

Date: Thursday, October 1, 2020

Time: 4:00pm – 5:00pm PST

Zoom/Event Information: RSVP for Zoom information: <https://bit.ly/BUR101>

DECI Area: The Black Unity Center

Event Description: The Black Unity Center invites members of designated organizations or departments across campus for a Zoom roundtable discussion to address the current challenges impacting our communities and San Francisco State University.

Name of Event: Leadership for Social Justice Series – Understanding Implicit Bias

Date: Friday, October 2, 2020

Time: 1:00pm – 2:00pm PST

Zoom/Event Information: bit.ly/Understanding-ImplicitBias

DECI Area: Equity & Community Inclusion

Event Description: The Leadership for Social Justice Series is for students, staff, or faculty wanting to gain skills important to improving campus climate. This session focuses on understanding implicit bias, how it impacts our academic, personal, and professional lives, and how to challenge it in our various settings.

Name of Event: LGBTQ+ Student Life Study Jam

Date: Monday, October 5, 2020

Time: 6:00pm – 8:00pm PST

Zoom/Event Information: RSVP for Zoom information: bit.ly/SFSUStudyJam

DECI Area: LGBTQ+ Student Life

Event Description: Join us during our virtual study jam! Drop in to study together! We will have rooms based on subject, so be sure to RSVP.

Name of Event: Legal Service Consultations

Date: Tuesday, October 6, 2020

Time: 11:00am – 4:00pm PST

Zoom/Event Information: To sign up for a consultation, please visit https://sfsu.co1.qualtrics.com/jfe/form/SV_38EYcnp0vCOYPZ3

DECI Area: Dream Resource Center

Event Description: Direct immigration legal services are available free of charge to CSU students and employees. Attorneys and paralegals are available to assist students with general consultations, DACA renewals and general assistance in filling out forms such as family-based petitions. This project aims to serve undocumented students, students with immigration questions, staff and faculty.

How to Schedule Appointments:

We will be moving forward with phone consultations due to our physical distancing efforts. To sign up for a consultation, please visit https://sfsu.co1.qualtrics.com/jfe/form/SV_38EYcnp0vCOYPZ3

Community Collaboration: Immigrant Legal Defense

Name of Event: Jews and Moneylending in the Middle Ages: Myths Old and New with Rowan Dorin

Date: Tuesday, October 6, 2020

Time: 5:00pm – 6:15pm PST

Zoom/Event Information: Must RSVP for Zoom Information: <http://bit.ly/Dorin>

DECI Area: Interfaith Programs

Event Description: This talk will explore some of the myths - both medieval and modern - about the early association between Jews and moneylending, along with their tragic consequences over the course of the Middle Ages and beyond. Rowan Dorin is an Assistant Professor of History at Stanford University. His research and teaching focus primarily on the legal and economic history of western Europe and the Mediterranean during the Middle Ages (500–1500 CE). Contact: Rachel Gross, rbgross@sfsu.edu

Presented By: SFSU Department of Jewish Studies as part of the Fall 2020 Lectures in Jewish Studies. Sponsored by the Jewish Community Library

Name of Event: Navigating the Testing Season: Discussing Wellness & Motivation

Date: Wednesday, October 7, 2020

Time: 2:00pm – 3:00pm PST

Zoom/Event Information: RSVP for Zoom information: bit.ly/ASPIREMOTIVE

DECI Area: Asian American and Pacific Islander Student Services - ASPIRE

Event Description: This workshop addresses maintaining motivation and wellness throughout the testing season and the rest of the semester. We will engage in community dialogue to strategize ways to support one another and ourselves.

Name of Event: Sustainability for the Soul

Date: Thursday, October 8, 2020

Time: 12:00pm – 1:00pm PST

Zoom/Event Information: RSVP for Zoom information: bit.ly/aspiresoul

DECI Area: Asian American and Pacific Islander Student Services – ASPIRE

Event Description: ‘Eco-anxiety’ is apparent in our generation, being born into a world that wasn’t built to ‘last’. This workshop will help students navigate ways to be sustainable environmentally, and tackle this concept in a productive way for their mental health.

Name of Event: Mind Matters – Men of Color, Networking, and Talking with Faculty/Staff

Date: Thursday, October 8, 2020

Time: 2:00pm – 3:00pm PST

Zoom/Event Information: RSVP for Zoom information: bit.ly/MenOfColor3

DECI Area: Division of Equity & Community Inclusion

Event Description: Networking and affinity groups are meant to bring together community members who share similar identities and experiences. Spaces for Black, Latinx, and Asian & Pacific Islander men are important. This session focuses on men of color students and developing skills related to talking to faculty and staff about your social and academic success.

Name of Event: Leadership for Social Justice Series – Understanding Pronouns and Gender Identity

Date: Friday, October 9, 2020

Time: 1:00pm – 2:00pm PST

Zoom/Event Information: bit.ly/UnderstandingPronouns

DECI Area: Equity & Community Inclusion

Event Description: The Leadership for Social Justice Series is for students, staff, or faculty wanting to gain skills important to improving campus climate. This session explores the importance of pronouns and how they connect to providing a safe space for people across the gender identity and gender expression spectrum.

Name of Event: Trans Student Affinity Group

Date: Monday, October 12, 2020

Time: 4:00pm – 5:00pm PST

Zoom/Event Information: RSVP for Zoom information: bit.ly/TransAffinity

DECI Area: LGBTQ+ Student Life

Event Description: Affinity groups are meant to bring together community members who are at the margins of the margins to talk or chat freely and openly.

Name of Event: Professor Chat With Lumumba Akinwole-Bande

Date: Monday, October 12, 2020

Time: 4:00pm – 5:00pm PST

Zoom/Event Information: RSVP for Zoom information: bit.ly/ProfessorChats

DECI Area: The Black Unity Center

Event Description: Drop in to chat with a professor from San Francisco State University!

Campus Partner: Race and Resistance Studies

Name of Event: Karaite Judaism: An Alternative to the Religion of the Rabbis with Fred Astren

Date: Tuesday, October 13, 2020

Time: 5:00pm – 6:15pm PST

Zoom/Event Information: Must RSVP for Zoom Information: <http://bit.ly/FredAstren>

DECI Area: Interfaith Programs

Event Description: In the Middle Ages a religious movement came on the scene that posed a serious challenge to rabbinic leadership across the Jewish world. Karaism opposed the rabbis, rejected the Talmud, and called for a return to the Hebrew Bible. For two centuries preceding the Crusader conquest of Jerusalem, the city was a flourishing center of Karaite life, learning, and publishing. Fred Astren is Professor, Jewish Studies, SF State, is the author of Karaite Judaism and Historical Understanding (University of South Carolina Press, 2004). Contact: Rachel Gross, rbgross@sfsu.edu

Presented By: SFSU Department of Jewish Studies as part of the Fall 2020 Lectures in Jewish Studies. Sponsored by the Jewish Community Library

Name of Event: Bi/Pan Student Affinity Group

Date: Wednesday, October 14, 2020

Time: 4:00pm – 5:00pm PST

Zoom/Event Information: RSVP for Zoom information: bit.ly/BiPanAffinity

DECI Area: LGBTQ+ Student Life

Event Description: Affinity groups are meant to bring together community members who are at the margins of the margins to talk or chat freely and openly.

Name of Event: Racism, Race, and Immigration Policy in the Lead Up to the November 2020 Elections

Date: Wednesday, October 14, 2020

Time: 5:00pm – 6:30pm PST

Zoom/Event Information: RSVP at <https://rb.gy/mvemob>

DECI Area: Interfaith Programs

Event Description:

Join the discussion on topics of racism, race, and immigration policy in the lead up to the November 2020 elections. This event will be moderated by the Center for Iranian Diaspora Studies Summer Fellows, Roya Ahmadi and Jasmine Djavahery. Panelists include: Raha Epting, Executive Director of MoveOn; Layala M. Razavi, Deputy Executive Director of Freedom for Immigrants; and Melissa Gusman-Garcia, Assistant Professor, Latina/o Studies at SF State.

Presented By: Center for Iranian Diaspora Studies

Name of Event: Brainstorm & Info Session – Sexual Violence Prevention Collaborative

Date: Thursday, October 15, 2020

Time: 2:40pm – 4:00pm PST

Zoom/Event Information: RSVP for Zoom information: bit.ly/SVPCFG20

DECI Area: Division of Equity & Community Inclusion

Event Description: The SVPC (<https://wellness.sfsu.edu/SVPC>) is holding a series of dialogues to learn from the wisdom of historically marginalized students to help inform future programs and initiatives aimed to prevent sexual violence in their communities. For this round of conversations, we are looking to learn from: Black Women students (inclusive of trans and cis women), Latinx students, Men of Color students. Join us as we discuss how we can build healthier and more respectful environments free of sexual violence.

Campus Partner: Sexual Violence Prevention Collaborative and Health Promotion & Wellness

Name of Event: Strategizing Graduate School Options

Date: Thursday, October 15, 2020

Time: 4:00pm – 5:00pm PST

Zoom/Event Information: RSVP for Zoom link: bit.ly/aspiregradapply

DECI Area: Asian American and Pacific Islander Student Services – ASPIRE

Event Description: Embarking on the graduate school application is difficult, so let us do it together. This workshop aims to provide tips and best practices for researching, applying to, and choosing graduate school opportunities.

Name of Event: Black Leadership Empowerment Series Part 1: Career as Community

Date: Thursday, October 15, 2020

Time: 4:00pm – 6:00pm

Zoom/Event Information: RSVP for Zoom link: bit.ly/BlkLeadership

DECI Area: The Black Unity Center

Event Description: This workshop will allow students to reflect upon their community and strategize the type of career they want to pursue based upon their own individual needs.

Campus Partner: Career Services and Leadership Development

Name of Event: Questioning Affinity Group

Date: Friday, October 16, 2020

Time: 12:00pm – 1:00pm PST

Zoom/Event Information: RSVP for Zoom information: bit.ly/QuestioningAffinity

DECI Area: LGBTQ+ Student Life

Event Description: Affinity groups are meant to bring together community members who are at the margins of the margins to talk or chat freely and openly.

Name of Event: Deadline to Register to Vote in California

Date: Monday, October 19, 2020

Time: Registration must be postmarked or submitted electronically by Monday, October 19.

Zoom/Event Information: Visit <https://www.sos.ca.gov/elections/voter-registration/> for information about registering to vote. Visit <https://www.sos.ca.gov/elections/voting-info/> for early voting information.

Event Description: October 19 is the last day to register for the Tuesday, November 3 election.

Name of Event: LGBTQ+ Student Life Study Jam

Date: Monday, October 19, 2020

Time: 6:00pm – 8:00pm PST

Zoom/Event Information: RSVP for Zoom information: bit.ly/SFSUStudyJam

DECI Area: LGBTQ+ Student Life

Event Description: Join us during our virtual study jam! Drop in to study together! We will have rooms based on subject, so be sure to RSVP.

Name of Event: Careers in Ethnic Studies

Date: Tuesday, October 20, 2020

Time: 4:00pm – 5pm PST

Zoom/Event Information: More Information to Follow: <http://bit.ly/aspiregradapply>

DECI Area: Asian American and Pacific Islander Student Services – ASPIRE

Event Description: Join us to hear from Ethnic Studies alumni and discuss the possible career options with a degree and/or minor in Asian American Studies, American Indian Studies, Africana Studies, Latina/Latino Studies, and Race & Resistance Studies.

Campus Partner: College of Ethnic Studies Advising Center

Name of Event: Legal Service Consultations

Date: Wednesday, October 21, 2020

Time: 3:00pm – 7:00pm PST

Zoom/Event Information: To sign up for a consultation, please visit

https://sfsu.co1.qualtrics.com/jfe/form/SV_38EYcnp0vCOYPZ3

DECI Area: Dream Resource Center

Event Description: Direct immigration legal services are available free of charge to CSU students and employees. Attorneys and paralegals are available to assist students with general consultations, DACA renewals and general assistance in filling out forms such as family-based petitions. This project aims to serve undocumented students, students with immigration questions, staff and faculty.

How to Schedule Appointments:

We will be moving forward with phone consultations due to our physical distancing efforts. To sign up for a consultation, please visit

https://sfsu.co1.qualtrics.com/jfe/form/SV_38EYcnp0vCOYPZ3

Community Collaboration: Immigrant Legal Defense

Name of Event: Black Men's Lunch

Date: Thursday, October 22, 2020

Time: 11:00am – 1:00pm PST

Zoom/Event Information: RSVP for Zoom information: bit.ly/BlkMensLunch

DECI Area: The Black Unity Center

Event Description: We hope to combat the lack of support and encouragement given to young men of color in our communities. Attendees will enjoy a networking opportunity and the chance to meet people who are in the communities they wish to enter. It is also a chance to form a brotherhood with their neighboring peers. Career Services' Joseph Adams will be facilitating this lunch.

Campus Partner: Career Services & Leadership Development

Name of Event: Black Leadership Empowerment Series Part 2: Leadership through Activism

Date: Thursday, October 22, 2020

Time: 4:00pm – 6:00pm

Zoom/Event Information: RSVP for Zoom link: bit.ly/BlkLeadership

DECI Area: The Black Unity Center

Event Description: This workshop will present the ways in which activist leaders engage with their community and others. Students will learn how to effectively lead in activist movements.

Campus Partner: Career Services and Leadership Development

Name of Event: History of Ethnic Studies & Student Activism at SFSU

Date: Friday, October 23, 2020

Time: 2:00pm – 3:00pm

Zoom/Event Information: RSVP for Zoom link: bit.ly/fye-es

DECI Area: Asian American and Pacific Islander Student Services - ASPIRE

Event Description: The original strikers will talk about the 1968 strike for Ethnic Studies and how their student activism has shaped their life trajectory.

Campus Partner: College of Ethnic Studies and First Year Experience

Name of Event: Film Fest Workshop

Date: Monday, October 26, 2020

Time: 1:00pm – 2:00pm PST

Zoom/Event Information: RSVP for Zoom link: bit.ly/ASPIREfilmwork

DECI Area: Asian American and Pacific Islander Student Services – ASPIRE

Event Description: 1:00 - 2:00p | RSVP for Zoom link: bit.ly/ASPIREfilmwork

This workshop is mandatory for those who would like to participate in entering a film for the ASPIRE Film Fest. We will be focusing on what we spiritually / physically need, personal / communal narratives and reevaluating our resources and network. Hosted by Asian American and Pacific Islander Student Services - ASPIRE.

Name of Event: Mind Matters – Men of Color, Networking, and Mid-Semester Check-In

Date: Monday, October 26, 2020

Time: 4:00pm – 5:00pm PST

Zoom/Event Information: RSVP for Zoom information: bit.ly/MenOfColor4

DECI Area: Division of Equity & Community Inclusion

Event Description: Networking and affinity groups are meant to bring together community members who share similar identities and experiences. Spaces for Black, Latinx, and Asian & Pacific Islander men are important. This session brings together men of color students, staff, and faculty for a group conversation your social and academic success so far at SF State.

Name of Event: “Perhaps Redeemed”: Literature, the Holocaust, and the Survivor’s Need for a Radical Humanism with Kitty Millet

Date: Tuesday, October 27, 2020

Time: 5:00pm – 6:15pm PST

Zoom/Event Information: Must RSVP for Zoom Information: <http://bit.ly/KittyMillet>

DECI Area: Interfaith Programs

Event Description: Kitty Millet’s presentation examines authors studied in the Holocaust and Literature course (JS 437/CWL 437/ENGL 533)—Ruth Klüger, Imre Kertesz, Primo Levi, Jean Améry, and Charlotte Delbo—to trace a “radical humanism” that emerges in literature when survivors act as the subjects of their own narratives. Kitty Millet is Professor of Comparative Jewish Literatures and Holocaust Studies and Chair of the Department of Jewish Studies at San Francisco State University. Contact: Rachel Gross, rbgross@sfsu.edu

Presented By: SFSU Department of Jewish Studies as part of the Fall 2020 Lectures in Jewish Studies. Sponsored by the Jewish Community Library

Name of Event: Black Women's Lunch

Date: Wednesday, October 28, 2020

Time: 12:00pm – 2:00pm PST

Zoom/Event Information: RSVP for Zoom information: <https://bit.ly/BlkWomensLunch1028>

DECI Area: The Black Unity Center

Event Description: The Black women's lunch is a group of Black women students, staff, and faculty dedicated to creating spaces of joy, community and celebration as an act of resistance. BUC Administrative Analyst Briana Williams will be facilitating this lunch.

Name of Event: UndocuTalks

Date: Thursday, October 29, 2020

Time: 3:30pm – 5:00pm PST

Zoom/Event Information: RSVP for Zoom information:
https://sfsu.co1.qualtrics.com/jfe/form/SV_6yWTqhSwz70G11z

DECI Area: Dream Resource Center

Event Description:

Topic: Pre-Election

Undocutalks will provide students the space to share their thoughts and discuss issues around immigrants, undocumented youth, and the current election. It will be centered around mental health and wellness. Staff from Counseling & Psychological services will join the event to provide their expertise and support.

Campus Partner: Counseling & Psychological Services (CAPS)

Name of Event: Halloween Ball

Date: Friday, October 30, 2020

Time: 6:00pm – 8:00pm PST

Zoom/Event Information: RSVP for Zoom information: <bit.ly/SFSUHalloweenBall>

DECI Area: LGBTQ+ Student Life

Event Description: Log on to flaunt your costume! There will be music and prizes for the following categories, which are open to all genders:

- Gator Realness
- Gold and Purple
- Doctoral Student Serving at Internship

Co-hosted with the Queer and Trans Resource Center (QTRC).

Campus Partner: Associated Students - Queer and Trans Resource Center

NOVEMBER

Name of Event: UndocuTalks

Date: Monday, November 2, 2020

Time: 3:30pm – 5:00pm PST

Zoom/Event Information: https://sfsu.co1.qualtrics.com/jfe/form/SV_6yWTqhSwz70G11z

DECI Area: Dream Resource Center

Event Description:

Topic: Pre-Election

Undocutalks will provide students the space to share their thoughts and discuss issues around immigrants, undocumented youth, and the current election. It will be centered around mental health and wellness. Staff from Counseling & Psychological services will join the event to provide their expertise and support.

Campus Partner: Counseling & Psychological Services (CAPS)

Name of Event: LGBTQ+ Student Life Study Jam

Date: Monday, November 2, 2020

Time: 6:00pm – 8:00pm PST

Zoom/Event Information: RSVP for Zoom link: bit.ly/SFSUStudyJam

DECI Area: LGBTQ+ Student Life

Event Description: Join us during our virtual study jam! Drop in to study together! We will have rooms based on subject, so be sure to RSVP.

Name of Event: Election Day

Date: Tuesday, November 3, 2020

Time: 7:00am – 8:00pm PST

Zoom/Event Information: Visit <https://www.sos.ca.gov/elections/> for information about voting in-person and mail-in voting.

Event Description: Tuesday, November 3 is election day. If eligible, we encourage you to exercise your right to vote.

Name of Event: Day After The Election – A Community Conversation

Date: Wednesday, November 4, 2020

Time: 10:00am – 11:00am PST

Zoom/Event Information: bit.ly/DayAfterElection

DECI Area: Division of Equity & Community Inclusion

Event Description: Join us for a community conversation to process the results of the Tuesday, November 3 election.

Name of Event: Art from the HeArt

Date: Wednesday, November 4, 2020

Time: 2:00pm – 3:00pm PST

Zoom/Event Information: RSVP for Zoom link: bit.ly/artspire

DECI Area: Asian American and Pacific Islander Student Services – ASPIRE

Event Description: By creating a safe space and deconstructing generalizations surrounding art therapy, we hope to highlight intersectionality and its significance in healing. We will engage in community healing through art therapy that is personal to the individual. Hosted by Asian American and Pacific Islander Student Services - ASPIRE.

Name of Event: Black Queer Lunch

Date: Thursday, November 5, 2020

Time: 12:00pm – 2:00pm PST

Zoom/Event Information: RSVP for Zoom link: bit.ly/BlackQueerLunch105

DECI Area: The Black Unity Center

Event Description: This event is designed to provide support and build community among black queer and trans siblings, as well as provide a space to discuss issues affecting the broader queer communities. BUC's Bucket Manyweather and Associated Students' Senior Director of Culture & Social Justice, Autumn Johnson will be facilitating this lunch.

Campus Partner: Associated Students - Cultural and Social Justice

Name of Event: Black Leadership Series: Developing a Leadership Mindset Panel

Date: Thursday, November 5, 2020

Time: 4:00pm – 6:00pm

Zoom/Event Information: RSVP for Zoom link: bit.ly/BlkLeadership

DECI Area: The Black Unity Center

Event Description: This panel is the final event of the series that brings together Black leaders from around the Bay Area to share their knowledge and experience in a panel style forum. Presenters will be asked a series pre-selected questions followed by audience questions and answers.

Campus Parents: Africana Studies and Career Services and Leadership Development

Name of Event: Legal Service Consultations

Date: Friday, November 6, 2020

Time: 11:00am – 4:00pm PST

Zoom/Event Information: To sign up for a consultation, please visit https://sfsu.co1.qualtrics.com/jfe/form/SV_38EYcnp0vCOYPZ3

DECI Area: Dream Resource Center

Event Description: Direct immigration legal services are available free of charge to CSU students and employees. Attorneys and paralegals are available to assist students with general consultations, DACA renewals and general assistance in filling out forms such as family-based petitions. This project aims to serve undocumented students, students with immigration questions, staff and faculty.

How to Schedule Appointments:

We will be moving forward with phone consultations due to our physical distancing efforts. To sign up for a consultation, please visit

https://sfsu.co1.qualtrics.com/jfe/form/SV_38EYcnp0vCOYPZ3

Community Collaboration: Immigrant Legal Defense

Name of Event: Leadership for Social Justice Series – Understanding Cultural Appropriation and Cultural Appreciation

Date: Friday, November 6, 2020

Time: 12:00pm – 1:00pm PST

Zoom/Event Information: bit.ly/UnderstandingCulturalAppropriation

DECI Area: Equity & Community Inclusion

Event Description: The Leadership for Social Justice Series is for students, staff, or faculty wanting to gain skills important to improving campus climate. This session explores the differences between cultural appreciation and cultural appropriation.

Name of Event: Black Unity Roundtable

Date: Friday, November 6, 2020

Time: 1:00pm – 2:00pm PST

Zoom/Event Information: RSVP for Zoom information: <https://bit.ly/BUR101>

DECI Area: The Black Unity Center

Event Description: The Black Unity Center invites everyone for a Zoom roundtable discussion to address the current challenges impacting our communities and San Francisco State University. Each session will have a different theme.

Please join us.

You Matter. We Matter.
Ubuntu!

Name of Event: UndocuTalks

Date: Monday, November 9, 2020

Time: 3:30pm – 5:00pm PST

Zoom/Event Information: https://sfsu.co1.qualtrics.com/jfe/form/SV_6yWTqhSwz70G11z

DECI Area: Dream Resource Center

Event Description:

Topic: Post-Election

Undocutalks will provide students the space to share their thoughts and discuss issues around immigrants, undocumented youth, and the current election. It will be centered around mental health and wellness. Staff from Counseling & Psychological services will join the event to provide their expertise and support.

Campus Partner: Counseling & Psychological Services (CAPS)

Name of Event: The Rise of Religious Cinema in Israel with Eran Kaplan

Date: Tuesday, November 10, 2020

Time: 5:00pm – 6:15pm PST

Zoom/Event Information: Must RSVP for Zoom Information: <http://bit.ly/EranKaplan>

DECI Area: Interfaith Programs

Event Description: For decades, Israeli cinema has told and shown the Jewish national story in Israel from a distinct secular point of view. This lecture will explore the growing interest in religious themes in Israeli cinema and broader social and historical forces behind it. Eran Kaplan is the Richard and Rhoda Goldman Professor in Israel Studies at SFSU. He is the author, most recently, of *Projecting the Nation: Ideology and History on the Israeli Screen*. Contact: Rachel Gross, rbgross@sfsu.edu

Presented By: SFSU Department of Jewish Studies as part of the Fall 2020 Lectures in Jewish Studies. Sponsored by the SFSU School of Cinema and the Jewish Community Library

Name of Event: UndocuAlly Training

Date: Thursday, November 12, 2020

Time: 10:00am – 12:00pm PST

Zoom/Event Information: https://sfsu.co1.qualtrics.com/jfe/form/SV_dgLs8djcto4vbKt

DECI Area: Dream Resource Centers

Event Description: These trainings have been designed to guide the SF State community in learning how to support the undocumented student population. Participants will receive an overview of recent legislation and ways to support undocumented students' challenges while hearing the stories of current SF State students. Those attending will be given information about resources available for current and prospective undocumented students. This is open to staff and faculty members. SF State graduate student staff are welcome to also attend the workshop.

Community Collaboration: Immigrant Legal Defense

Name of Event: Leadership for Social Justice Series – Understanding Microaggressions

Date: Friday, November 13, 2020

Time: 1:00pm – 2:00pm PST

Zoom/Event Information: bit.ly/UnderstandingMicroaggressions

DECI Area: Equity & Community Inclusion

Event Description: The Leadership for Social Justice Series is for students, staff, or faculty wanting to gain skills important to improving campus climate. This session explores the topic of microaggressions and how everyday words and interactions can impact people of marginalized and minoritized communities.

Name of Event: Trans Student Affinity Group

Date: Monday, November 16, 2020

Time: 4:00pm – 5:00pm PST

Zoom/Event Information: RSVP for Zoom link: bit.ly/TransAffinity

DECI Area: LGBTQ+ Student Life

Event Description: Affinity groups are meant to bring together community members who are at the margins of the margins to talk or chat freely and openly.

Name of Event: LGBTQ+ Student Life Study Jam

Date: Monday, November 16, 2020

Time: 6:00pm – 8:00pm PST

Zoom/Event Information: RSVP for Zoom link: bit.ly/SFSUStudyJam

DECI Area: LGBTQ+ Student Life

Event Description: Join us during our virtual study jam! Drop in to study together! We will have rooms based on subject, so be sure to RSVP.

Name of Event: Mind Matters – Men of Color, Networking, and Writing Statements for Grad School and Scholarship Applications

Date: Tuesday, November 17, 2020

Time: 4:00pm – 5:00pm PST

Zoom/Event Information: RSVP for Zoom information: bit.ly/MenOfColor5

DECI Area: Division of Equity & Community Inclusion

Event Description: Networking and affinity groups are meant to bring together community members who share similar identities and experiences. Spaces for Black, Latinx, and Asian & Pacific Islander men are important. This session focuses on writing personal statements for grad school and scholarship applications.

Name of Event: Juda and the New Jew: Undead Jewish Israeli Identities with Vered Weiss

Date: Tuesday, November 17, 2020

Time: 5:00pm – 6:15pm PST

Zoom/Event Information: Must RSVP for Zoom Information: <http://bit.ly/VeredWeiss>

DECI Area: Interfaith Programs

Event Description: Join Prof. Vered Weiss, Israel Institute Teaching Fellow in Jewish Studies at SF State, as she explores the 2017 Israeli television series Juda as a platform for social critique, and exposes the productive use of the vampire as means to address antisemitism and reconsider social boundaries. Watch the first episode of Juda in Hebrew with English subtitles: <https://www.youtube.com/watch?v=N1KBjcByZY>. Content warning: This talk will discuss sex and violence and will contain spoilers for first season of Juda. Contact: Rachel Gross, rbgross@sfsu.edu

Presented By: SFSU Department of Jewish Studies as part of the Fall 2020 Lectures in Jewish Studies. Sponsored by the Jewish Community Library

Name of Event: Healthy Masculinity 101

Date: Wednesday, November 18, 2020

Time: 11:00am – 12:00pm PST

Zoom/Event Information: <http://bit.ly/Masculinities1>

DECI Area: Equity & Community Inclusion

Event Description: Join us for a workshop and conversation exploring the topic of masculinities and how healthy and fragile expressions impact our communities, men's health, and connections to broader patterns of violence in society.

Campus Partner: Health Promotion and Wellness

Name of Event: Creative Writing with Dr. Frederick Smith

Date: Wednesday, November 18, 2020

Time: 1:30pm – 2:30pm PST

Zoom/Event Information: RSVP for Zoom link: bit.ly/BUCWriting

DECI Area: The Black Unity Center

Event Description: Join accomplished author Dr. Frederick Smith, AVP for Equity & Community Inclusion, for this workshop on creative writing!

Name of Event: Bystander Intervention for Men

Date: Wednesday, November 18, 2020

Time: 3:00pm – 4:00pm PST

Zoom/Event Information: <http://bit.ly/Masculinities2>

DECI Area: Equity & Community Inclusion

Event Description: Join us for a workshop and conversation exploring the topic of masculinities and how men can develop skills to disrupt attitudes and behaviors that support rape culture, transphobia, homophobia, sexism, and other gender-based forms of violence.

Campus Partner: Health Promotion and Wellness

Name of Event: Legal Service Consultations

Date: Wednesday, November 18, 2020

Time: 3:00pm – 7:00pm PST

Zoom/Event Information: To sign up for a consultation, please visit

https://sfsu.co1.qualtrics.com/jfe/form/SV_38EYcnp0vCOYPZ3

DECI Area: Dream Resource Center

Event Description: Direct immigration legal services are available free of charge to CSU students and employees. Attorneys and paralegals are available to assist students with general consultations, DACA renewals and general assistance in filling out forms such as family-based petitions. This project aims to serve undocumented students, students with immigration questions, staff and faculty.

How to Schedule Appointments:

We will be moving forward with phone consultations due to our physical distancing efforts. To sign up for a consultation, please visit

https://sfsu.co1.qualtrics.com/jfe/form/SV_38EYcnp0vCOYPZ3

Community Collaboration: Immigrant Legal Defense

Name of Event: Bi/Pan Student Affinity Group

Date: Wednesday, November 18, 2020

Time: 4:00pm – 5:00pm PST

Zoom/Event Information: RSVP for Zoom link: bit.ly/BiPanAffinity

DECI Area: LGBTQ+ Student Life

Event Description: Affinity groups are meant to bring together community members who are at the margins of the margins to talk or chat freely and openly.

Name of Event: Cooking Demo: Vegan Gumbo

Date: Thursday, November 19, 2020

Time: 2:00pm – 3:00pm PST

Zoom/Event Information: RSVP for Zoom link: Contact bucketmanyweather@sfsu.edu

DECI Area: The Black Unity Center

Event Description: In a collaboration with Health Promotion and Wellness, Bucket will demonstrate in real-time how to make a flavorful Vegan Gumbo that might be just as good as the one you're used to!

Campus Partner: Health Promotion and Wellness

Name of Event: Questioning Affinity Group

Date: Friday, November 20, 2020

Time: 12:00pm – 1:00pm PST

Zoom/Event Information: RSVP for Zoom link: bit.ly/QuestioningAffinity

DECI Area: LGBTQ+ Student Life

Event Description: Affinity groups are meant to bring together community members who are at the margins of the margins to talk or chat freely and openly.

Name of Event: Leadership for Social Justice Series – Understanding Anti-Blackness

Date: Friday, November 20, 2020

Time: 1:00pm – 2:00pm PST

Zoom/Event Information: bit.ly/UnderstandingAntiBlackness2

DECI Area: Equity & Community Inclusion

Event Description: The Leadership for Social Justice Series is for students, staff, or faculty wanting to gain skills important to improving campus climate. This session focuses on understanding anti-Blackness, how it impacts the lives of Black and non-Black people, and how to challenge it in our settings.

Name of Event: ASPIRE Open Mic & Virtual Art Show

Date: Friday, November 20, 2020

Time: 3:00pm – 4:00pm PST

Zoom/Event Information: RSVP for Zoom link: bit.ly/ASPIREMIC

DECI Area: Asian American and Pacific Islander Student Services – ASPIRE

Event Description: An open, safe space for folks to participate in and share their creative mediums, passions, and interests. Folks are welcome to share and showcase their music, poetry, comedy, or any creative medium they use to express themselves. Hosted by Asian American and Pacific Islander Student Services - ASPIRE.

Name of Event: LGBTQ+ Student Life Study Jam

Date: Monday, November 30, 2020

Time: 6:00pm – 8:00pm PST

Zoom/Event Information: RSVP for Zoom link: bit.ly/SFSUStudyJam

DECI Area: LGBTQ+ Student Life

Event Description: Join us during our virtual study jam! Drop in to study together! We will have rooms based on subject, so be sure to RSVP.

DECEMBER

Name of Event: Queer Yoga

Date: Tuesday, December 1, 2020

Time: 11:00am – 12:00pm PST

Zoom/Event Information: RSVP for Zoom link: bit.ly/QueerYoga

DECI Area: LGBTQ+ Student Life

Event Description: Join us for Queer Yoga! 15 Minute Standing Yoga Flow - Queer Trans LGBTQ Yoga Oakland Bay Area CA Short standing flow shot outdoors in a peaceful location with voiceover. This session is 15 minutes and pre-recorded on YouTube (youtube.com/watch?v=kvhwmqUZ6iU)

Name of Event: American Jews and the Civil Rights Movement with Marc Dollinger

Date: Tuesday, December 1, 2020

Time: 5:00pm – 6:15pm PST

Zoom/Event Information: Must RSVP for Zoom Information: <http://bit.ly/Dollinger>

DECI Area: Interfaith Programs

Event Description: Join us as we explore a new understanding of American Jewish participation in the modern civil rights movement. What inspired Jewish participation in social justice causes? What possibilities and limits did it create? Prepare yourself for new ways of thinking... Marc Dollinger holds the Richard and Rhoda Goldman Endowed Chair in Jewish Studies and Social Responsibility at San Francisco State University. Contact: Rachel Gross, rbgross@sfsu.edu

Presented By: SFSU Department of Jewish Studies as part of the Fall 2020 Lectures in Jewish Studies. Sponsored by the Jewish Community Library

Name of Event: Legal Service Consultations

Date: Thursday, December 3, 2020

Time: 11:00am – 4:00pm PST

Zoom/Event Information: To sign up for a consultation, please visit https://sfsu.co1.qualtrics.com/jfe/form/SV_38EYcnp0vCOYPZ3

DECI Area: Dream Resource Center

Event Description: Direct immigration legal services are available free of charge to CSU students and employees. Attorneys and paralegals are available to assist students with general consultations, DACA renewals and general assistance in filling out forms such as family-based petitions. This project aims to serve undocumented students, students with immigration questions, staff and faculty.

How to Schedule Appointments:

We will be moving forward with phone consultations due to our physical distancing efforts. To sign up for a consultation, please visit

https://sfsu.co1.qualtrics.com/jfe/form/SV_38EYcnp0vCOYPZ3

Community Collaboration: Immigrant Legal Defense

Name of Event: Black Unity Roundtable

Date: Thursday, December 3, 2020

Time: 4:00pm – 5:00pm PST

Zoom/Event Information: RSVP for Zoom link: <https://bit.ly/BUR123>

DECI Area: The Black Unity Center

Event Description: The Black Unity Center invites everyone for a Zoom roundtable discussion to address the current challenges impacting our communities and San Francisco State University. Each session will have a different theme.

Please join us.

You Matter. We Matter.

Ubuntu!

Name of Event: ASPIRE Film Fest

Date: Friday, December 4, 2020

Time: 4:00pm – 5:00pm PST

Zoom/Event Information: RSVP for Zoom link: bit.ly/ASPIREFilm

DECI Area: Asian American and Pacific Islander Student Services – ASPIRE

Event Description: Documentation is a vital tool in being able to tell our hxstories. This Film Festival aims to highlight the realities of SF State students during 2020 in order to immortalize our experiences. Hosted by Asian American and Pacific Islander Student Services - ASPIRE.

Name of Event: Netflix Party: A Secret Love

Date: Friday, December 4, 2020

Time: 8:00pm – 10:00pm PST

Zoom/Event Information: RSVP for Zoom Information: bit.ly/SFSUasecretlove

DECI Area: LGBTQ+ Student Life

Event Description: Destress with us as we watch a heartwarming documentary that follows the lives of LGBTQ+ elders. Falling in love in 1947, two women -- Pat Henschel and pro baseball player Terry Donahue -- begin a 65-year journey of love and overcoming prejudice. Directed by Chris Bolan, 2020, 82 minutes.

Netflix Party is a Chrome extension for watching Netflix remotely with friends, e.g., for movie nights with that long-distance special someone. It synchronizes video playback and adds group chat.

To install:

1. Open your Chrome Web browser and download the Netflix extension from the Chrome Store
2. Click the link to the party
3. Enjoy!

Name of Event: UndocuTalks

Date: Thursday, December 10, 2020

Time: 3:30pm – 5:00pm PST

Zoom/Event Information: https://sfsu.co1.qualtrics.com/jfe/form/SV_6yWTqhSwz70G11z

DECI Area: Dream Resource Center

Event Description:

Topic: Finals

Undocutalks will provide students the space to share their thoughts and discuss issues around immigrants, undocumented youth, and the current election. It will be centered around mental health and wellness. Staff from Counseling & Psychological services will join the event to provide their expertise and support.

Campus Partner: Counseling & Psychological Services (CAPS)

Name of Event: Netflix Party: The Princess and the Frog

Date: Friday, December 11, 2020

Time: 2:00pm – 4:00pm PST

Zoom/Event Information: RSVP for Zoom link: bit.ly/BUCNetflix1

DECI Area: The Black Unity Center

Event Description: Join Black Unity Center Community via *NETFLIX party* for a time to decompress from the week and before going into final exams.

Name of Event: Legal Service Consultations

Date: Wednesday, December 16, 2020

Time: 3:00pm – 7:00pm PST

Zoom/Event Information: To sign up for a consultation, please visit

https://sfsu.co1.qualtrics.com/jfe/form/SV_38EYcnp0vCOYPZ3

DECI Area: Dream Resource Center

Event Description: Direct immigration legal services are available free of charge to CSU students and employees. Attorneys and paralegals are available to assist students with general consultations, DACA renewals and general assistance in filling out forms such as family-based petitions. This project aims to serve undocumented students, students with immigration questions, staff and faculty.

How to Schedule Appointments:

We will be moving forward with phone consultations due to our physical distancing efforts. To sign up for a consultation, please visit

https://sfsu.co1.qualtrics.com/jfe/form/SV_38EYcnp0vCOYPZ3

Community Collaboration: Immigrant Legal Defense

A Focus on Faculty Retention (AY 2020-21)
San Francisco State University
April 30, 2020

- 1) A **description** of the retention program(s) that will be created using the funding;

Project Description

The purpose of the proposed initiative is to create significant momentum in chair and faculty development to nurture and retain junior faculty and to understand why faculty leave during their probationary years. As student and faculty data show, we have made some progress towards the goal of increasing diversity in hiring over the past five years, but there is still a significant need for a much more targeted strategy for tenure-track faculty retention. Our initiative reduces systemic barriers in retention by building cultural competencies in our tenure-track faculty mentoring process across all departments and colleges. We focus on increasing awareness of the effects of implicit bias in decision making; on training departments and colleges to develop targeted retention and mentoring strategies; and on providing mandatory in-person development with a focus on department chairs and senior faculty. In addition, we offer leadership training to key individuals in the hiring process in order to sustain the progress beyond the time period of the initiative. These efforts expand on SF State's Student Success and Graduation Initiative. Faculty hiring and development is one of the six pillars of our campus SSGI and an essential component of our plan to improve educational equity and eliminate opportunity gaps for all students at SF State. The current initiative accelerates our SSGI by focusing specifically on removing institutional barriers to retaining a diverse and inclusive faculty with an approach that can be sustained over time. The Office of Faculty Affairs and Professional Development will administer the initiative.

Chair and Faculty Development

Chairs are often overwhelmed by bureaucracy, untrained for the role, apathetically waiting out their rotations, lacking in sensitivity, or have forgotten what it was like to be an early career faculty member. Thus, faculty must look to other supportive figures if their department chairs cannot, or choose not to, play this role. Institutions need to examine the structures that inhibit department chairs from playing a role in fostering faculty members as organizational citizens, and to consider the guidance and priorities provided to chairs.

Where are the Faculty Leaders? Strategies and Advice for Reversing Current Trends
Adrianna Kezar, Jaime Lester, Rozana Carducci, Tricia Bertram Gallant and Melissa Contreras McGavin

Efforts to increase retention through mentoring require effective communications and multiple opportunities for junior faculty members. Although the culture of a department is not defined by its chair, faculty look to departmental leadership for how it is shaped. Providing chairs with the tools to achieve larger institutional goals of fostering an inclusive, nurturing environment in addition to the day-to-day demands of the position, can be overwhelming. Focusing on a discreet group of department chairs, we plan to offer mentoring workshops, as well as a faculty learning community for newly appointed department chairs (one year or newly appointed). The goal is to invite a representative group of chairs across all six colleges and the library to engage in community building and to strategize in creating effective mentoring networks. Because we feel that mentoring is one of the most crucial factors in the retention of faculty of color (all faculty, really) participation will be incentivized by providing stipends to participants.

A Focus on Faculty Retention (AY 2020-21)
 San Francisco State University
 April 30, 2020

Building on our model of a “peer-facilitated conversation approach” we developed and implemented for our Advancing Faculty Diversity in Tenure Track Hiring initiative, we aim to engage in conversations with chairs and faculty about their values and expectations regarding inclusion, equity and diversity in their departments and the impacts on faculty retention, increasing awareness among departmental leadership of the effects of implicit bias in decision making and to offer implicit bias training to key individuals in leadership positions in order to sustain the progress beyond the time period of the initiative. It may also apply to other departmental processes, such as RTP, department meetings, and/or other departmental committee processes. Citing the 2019 Campus Climate report, “SF State, with support from senior administrators and collaborative leadership, is in a prime position to actualize its commitment to promote an inclusive campus and to institute organizational structures that respond to the needs of its dynamic campus community.”

Faculty retention, in general, is an area in which we need to do much work. Over the past five years, faculty separations data show that the majority of separations each year are retirements. However, the data show that our campus experiences a high number of TT faculty resignations to accept other positions, or for other unknown reasons. Part of our plan is to develop an exit survey for faculty who resign so as to capture critical data points that can inform future department retention strategies.

AY	Total Separations	Retirements	Deaths	Terminal Year (Not tenured or retained)	Resignations	Reasons for resignations
2015-2016	45	23	1	4	17	To accept other job; Unknown
2016-17	52	40	1	2	9	To accept other job; Unknown
2017-18	46	35	2	0	9	To accept other job; Unknown
2018-19	37	20	5	0	12	To accept other job; Unknown
2019-20*	19	13	0	0	6	To accept other job; Unknown

*Data for 2019-2020 is not final; Information as of 3/20/2020

Student ethnic diversity. SF State’s current student body is incredibly diverse, and drives our need to retain (and recruit) faculty of color. It is well known that student outcomes are significantly improved when they see themselves reflected in their instructors. At SFSU 19% of students are White and 81% are Under- Represented Minorities (URM) (Table 4). Latina/o students make up the largest group with 35%, followed by Asian American at 29%, African American at 6%, and other combined at 11%. Meanwhile, 44% of the faculty is Caucasian, 26% is Asian American, 7% is Latina/o, 5% is African American, and 18 % is other. (For the purposes of this proposal Asian American includes Chinese, Filipinos, Asian-Indian, Native Hawaiians and Pacific Islanders, Guam -Chamorro, Vietnamese, Laotian, Japanese, and Korean; the “other” category includes two or more races, American Indian, and Unknown).

Faculty representation by rank. Diversity of faculty runs somewhat along rank. Assistant and associate professors are significantly more diverse than full professors. Almost 45% of our new faculty over the past couple of years are from underrepresented groups, which makes the imperative for good mentoring all the more pressing.

A Focus on Faculty Retention (AY 2020-21)
San Francisco State University
April 30, 2020

Budget:

The funding will go almost exclusively to honoraria for our team members. Team members will be asked to participate in 2-3 two-hour meetings in Summer, Fall, and Spring, for a total of up to 10 meetings. They will be asked to commit to and attend all meetings, but they will not be compensated for this time. However, team members will earn honoraria for conducting the conversation sessions both in Fall and in Spring. We found this to be the most effective and equitable approach to acknowledging their time and awarding honoraria. Given that there will be more limited funding in 2020-21, the proposed budget reflects a much more limited amount for honoraria than last year. The budget includes an honoraria allocation for additional assignments that will be key to the project (data analysis, presentation at conferences/meetings, etc.) as well a very modest allocation for hospitality for the two-hour meetings.

Item	Description	Amount
Implicit Bias training	On-line, facilitator led	\$5,000.
Chair stipends	(12 @ \$1,500 each)	\$18,000.
Total		\$23,000.

2) An **explanation of the methodology** you will be using to assess the success of your program(s);

To reiterate, our proposal aims to establish focus groups of chairs across colleges to increase belonging, community and inclusion by intentionally creating space for these conversations with the intent of emerging with actionable goals. We will aim these initial efforts at mid-size departments to strike a balance between impact and data management.

Workshops and Faculty Learning communities do not lend themselves easily to qualitative methods of assessment, but there is still useful data that can be gathered. We intend to hold focus groups with the Chairs involved in the spring of 2021 to assess the degree to which the implicit bias training, the FLC and the workshops have changed their thinking around and approach to mentoring. We will be assessing the mentoring plans they will have developed, as well as the way in which their thinking about mentoring as a primary goal of Chair leadership has developed.

At the beginning of the Fall 2021, we will hold additional focus groups to asses further development of these same outcomes.

In the Spring of 2022, we will hold focus groups with probationary faculty in the departments these Chairs lead to begin to collect data on the impact of the mentoring they have received, and comparing outcomes in reference to different mentoring plans across departments.

We believe that the development of Exit Interviews for faculty separating from the university during the probationary period will provide crucial data to consider changes as our mentoring program evolves.

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3) A description of the ways you believe the program(s) will have an **impact on your campus**;

Two much-needed outcomes are expected: The retention of faculty of color; and an increased sense of genuine inclusion among those faculty. As with our previous initiative, and based on the feedback we received, we believe that these efforts will create a space for these conversations to happen where they otherwise would not. Inclusivity sessions were welcomed and appreciated, with department chairs and committee members reporting a positive effect on their process and their search. Two common questions we heard from committee members:

1. How can we extend this inclusion approach to the retention and support of our new faculty members (and any probationary faculty member)?
2. How can this inclusion effort extend beyond our search committee (e.g., “We need this in our department meetings”).

4) Signatures from the following:

Jennifer Summit, Provost and Vice President for Academic Affairs

Dwayne A. Banks, Vice Provost for Academic Resources

Contact Information

Institutional Representative:

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Project Contacts:

Carleen Mandolfo

Associate Vice President, Faculty Affairs and Professional Development

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Associate Dean of Faculty Affairs and Professional Development

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APPENDIX

Table 1
 Faculty and students by gender (Fall 2017)

	Faculty		Students	
	N	%	N	%
Female	395	52%	15748	56%
Male	363	48%	12159	44%
Total	758		27907	

Table 2
 Faculty by college and gender (Fall 2017)

	Female	%	Male	%	Total
Business	50	43%	65	57%	115
Education	39	75%	13	25%	52
Ethnic Studies	23	58%	17	43%	40
Health & Social Sci	83	73%	30	27%	113
Liberal & Creative Arts	138	52%	127	48%	265
Science & Engineering	62	36%	111	64%	173
Total	395		363		

Table 3
 Faculty hires 2012-2017 by college and gender

	Female	%	Male	%	Total
Business	23	56%	18	44%	41
Education	13	87%	2	13%	15
Ethnic Studies	7	88%	1	13%	8
Health & Social Sci	32	74%	11	26%	43
Liberal & Creative Arts	35	50%	35	50%	70
Science & Engineering	23	52%	21	48%	44
Total	133		88		

Table 4
 Faculty and students by ethnicity (Fall 2019)

	Faculty		Students	
	N	%	N	%
African/ African American	36	5%	1587	5%
Asian/Asian American	194	26%	7529	25%
Latina/Latino	53	7%	9248	31%
White	416	55%	5905	20%
Other	59	8%	5409	18%
Total	758		29678	

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Table 5
 Faculty and student ethnicity by college (Fall 2019)

	African American		American Indian/ Alaska Native		Asian		Pacific Islander	Filipino	Latino		White		Unknown		Decline		Two or More	
Business	5%	4%	0%	0%	42%	50%	0%	2%	14%	31%	6%	13%	0%	0%	14%	31%	5%	0%
Education	6%	0%	0%	0%	22%	27%	1%	2%	32%	51%	7%	12%	0%	0%	32%	51%	5%	0%
Ethnic Studies	19%	21%	1%	10%	22%	33%	1%	7%	2%	2%	5%	5%	0%	0%	2%	2%	7%	0%
Health and Social Sciences	5%	4%	0%	1%	28%	21%	1%	5%	15%	44%	3%	15%	0%	1%	15%	44%	5%	1%
Interdisciplinary Studies	12%		0%		24%		1%		12%		9%		0%		12%		4%	
Liberal and Creative Arts	7%	3%	0%	1%	17%	16%	0%	1%	26%	54%	6%	16%	0%	1%	26%	54%	7%	0%
Science and Engineering	5%	4%	0%	2%	32%	28%	1%	1%	17%	47%	5%	13%	0%	1%	17%	47%	5%	0%
Total (campus)	6%	4%	0%	2%	29%	26%	1%	2%	19%	44%	5%	14%	0%	1%	19%	44%	6%	0%
Students																		
Faculty																		

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Background

The Office of Faculty Affairs and Professional Development is pleased to be the recipient of a grant from the Chancellor's Office for *A Focus on Faculty Retention*, applied for and awarded in Spring 2020, to be implemented in AY 2020-21. Proposal and Award letters attached as appendix.

As defined in our proposal, the goal of our initiative is to reduce systemic barriers in retention by building cultural competencies in our tenure-track faculty mentoring process across all departments and colleges. Focusing on increasing awareness of the effects of implicit bias in decision making; on training departments and colleges to develop targeted retention and mentoring strategies, our strategy is to focus on a discreet group of department chairs, we plan to offer mentoring workshops, as well as a faculty learning community for newly appointed department chairs (one year or newly appointed). The goal is to invite a representative group of chairs across all six colleges and the library to engage in community building and to strategize in creating effective mentoring networks. Because we feel that mentoring is one of the most crucial factors in the retention of faculty of color participation will be incentivized by providing stipends to participants.

Progress

At the writing of this report, the Office of Faculty Affairs and Professional Development is pleased to report that a group of fourteen chairs across the six colleges has been convened to undertake this work. Some chairs were nominated by their dean and others self-nominated. To date, the Faculty Retention Working Group has met for a total of four times this semester (Fall 2020) with another meeting scheduled for December. Each meeting is 90-minutes in length and has been comprised of an Introductory session in which members identified objectives and goals; a two-part Anti-racist training session, *Interrupting Racism*, sponsored and facilitated by the California Faculty Association (CFA); and a Listening Session to faculty of color on our campus.

The panelists for the Listening Session were six tenured faculty members who were nominated through Faculty Affairs or with the assistance of college offices (Deans/Associate Deans). All panelists identified as BIPOC faculty and were asked to share their experiences on our campus with small breakout groups within the Faculty Retention Working Group. No administrators were present at these sessions nor were the sessions recorded. Each group was asked take notes of key thoughts and ideas presented by the guest panelists, to be shared with the larger group.

Facilitation, scheduling and tracking of the sessions for this initiative is coordinated through AVP Carleen Mandolfo and Associate Dean Todd Roehrman in the Office of Faculty Affairs. Beyond scheduling and coordination, these efforts have included the creation of an iLearn site for the group where resources have been posted, such as key session recordings for reference, readings, podcasts and videos shared in the Anti-Racist trainings and an extensive bibliography (included as an appendix) compiled from individuals within the group, CEETL and CFA.

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With these foundational sessions, the working group will continue to meet, broken out into smaller Learning Communities, to discuss and strategize on actions and recommendations for our campus. As the working group continues to meet throughout the academic year, we look forward to reconvening as the larger whole, hearing strategies and recommendations and develop an action plan for our faculty community.

Each member within the working group will receive a stipend at the end of the AY upon completion and their participation in the initiative. Panelists for the Listening Session will also be offered a stipend. All this and the fees associated with the anti-racist training sessions will be funded out of the Chancellor's Office grant.

Campus efforts to recruit diverse faculty during the 2020-2021 faculty search process

Continuing with our practice of meeting with search committees developed in AY 2018-19 as part of our grant from the Chancellor's Office for *Advancing Faculty Diversity in Hiring*, the Office of Faculty Affairs coordinated and met with the hiring committees for fifty-one (51) TT faculty searches in Fall 2019 for the 2019-2020 faculty search process. Although the number of searches has fallen off during COVID, the Office of Faculty Affairs continues to coordinate and meet with hiring committees such as the Search Committee for the AVP of Enrollment Management and for a new TT faculty search in the Department of Computer Science.

Implementing a collaborative approach, the formation of the Inclusion Leadership team remains our approach to bring together a diverse group of colleagues to help develop and administer the project. We continue to focus on the departmental search committee (with the department chair) as the unit of intervention, we engage a "peer-facilitated conversation approach", rather than an "expert-led training model" resulting in peer-facilitated inclusivity sessions for each search committee with all participants expected to engage in a conversation with one another about their values and expectations re. inclusion, equity and diversity in hiring.