

SPRING 2021



SF
STATE

Black Lives Matter

SPRING 2021 REPORT

San Francisco State University

TABLE OF CONTENTS

OUR INITIATIVES

1. Programming and Service Delivery
2. Hiring and Training
3. Faculty Development
4. Faculty Hiring
5. Black Student Success
6. Philanthropic Support
7. Curricular Development
8. Campus Safety and Policies

PROGRAMMING AND SERVICE DELIVERY

Bias Incident Education Team launched in February 2021.

The team's reporting portal gives the campus community the opportunity to report bias-related incidents that do not rise to the Title IX or DHR level. <https://equity.sfsu.edu/content/bias-incident-education-team-SF-State>

International Education and Black Unity Center presented collaborative workshops on Anti-Blackness in International Student Communities, Understanding Black Lives Matter in the U.S., and Understanding Intersectionality of Race, Class, Gender in the U.S.

Asian American and Pacific Islander Student Services hosted training and workshops to address Black community issues: Solidarity with Black Lives Matter, Understanding Anti-Blackness in AAPI Communities, and Inter-Ethnic Solidarity

Educational and Interfaith Programs Fund launched in February 2021. This pool of funds, open to student organizations and academic departments, gives opportunities for campus partners to host their own campus climate-related events and programs. Christian Lozano and Tarshel Beards made special efforts to educate Black student organizations and others of these programming funds.

PROGRAMMING AND SERVICE DELIVERY

The Black Unity Center is developing a “Guide to Black Student Life at SF State” book/website for Summer 2021 to help Black students and families in their transition to campus.

Black Unity Center and Student Orientation/First-Year Experience is developing a Black Student Orientation session for Summer 2021.

Summer Orientation is providing staff and financial resources for ongoing Black Student Mentoring in collaboration with the Black Unity Center.

Division of Student Life and Student Activities have provided 30-35 programs and events exploring the Black experience, Black history, conversations about Black identities.

Ongoing Financial Aid 101 workshops provided by Jimmie Wilder with /for the Black Unity Center and active student organizations.

PROGRAMMING AND SERVICE DELIVERY

Men of Color Success Mentoring Program rolled out in December 2020 / January 2021. Courtesy of CARES Act 3 funding. In collaboration with Equity & Community Inclusion, Health Promotion and Wellness, and Enrollment Management.

- 90 nominations were received from faculty and staff and students across campus for Spring 2021.
- 31 completed/confirmed their nomination for Spring 2021. The teams at Equity/Community Inclusion and Health Promotion & Wellness (Denmark Diaz's Step Outside the Box series) held 15 virtual sessions and check-ins during Spring 2021.
- The range of attendance was 5-25 students per session workshops on a variety of days and times, to meet students with varying class schedules.
- Emergency support resources (financial, academic, personal, mental wellness) were referred for students who needed them.
- A group of SAEM staff members attended a summer series of CSU Young Men of Color professional development sessions (evaluation, assessment, program design, program focus & outcomes, etc.) that will help as we scale up mentoring programs for Men of Color and for Women of Color at SF State.

PROGRAMMING AND SERVICE DELIVERY

In addition to current workshop themes, conversation topics that arose from participants include:

Encouragement and validation needs in class settings

- Faculty and staff interest in students' academic and campus lives
- Finances, jobs, and impact of the pandemic
- Loneliness and wanting to feel connected to campus (many shared that the virtual spaces were meaningful for them to feel a connection to peers and to campus)
- Leadership and job opportunities on campus
- Support for grad school and doctoral aspirations Space to be themselves – oftentimes, to express themselves to not to be boxed into certain men of color expectations, and to be with other people who draw, read, play games (i.e. Dungeons & Dragons, Magic, etc.), and like anime
- Knowing that there are staff and faculty who care about them at SF State

HIRING AND TRAINING

SAEM hosted a division-wide leadership retreat on Black Lives at SF State in July 2020. With a focus on:

- Each unit developing initiatives addressing success for Black students, staff, and faculty
- Understanding and reflecting on the challenges faced by Black students, staff, and faculty in Higher Ed and SF State setting
- Developing an SAEM BLM workgroup to meet regularly to discuss departmental initiatives, work done, and where support is needed to assist.

Equity & Community Inclusion facilitated the Leadership for Social Justice series in 2020-2021, a series to provide training opportunities for students, staff, and faculty to reflect on campus climate (inclusive of Black student experience).

International Education and Black Unity Center collaborative workshops on Anti-Blackness in International Student Communities, Understanding Black Lives Matter in the U.S., and Understanding Intersectionality of Race, Class, Gender in the U.S.

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Black Unity Center and First-Year Experience. Ongoing collaborations and training for Orientation Leaders to understand the needs of Black students and families attending orientation.

HIRING AND TRAINING

The new VP SAEM, Dr. Jamillah Moore is adept in all areas of Student Affairs and Enrollment Management. Dr. Moore brings an exciting list of professional achievements and scholarships addressing the needs of first-generation, low-income, and marginalized students of all backgrounds.

Active search for a Recruitment and Retention Specialist, a 50/50 assignment, with Black Unity Center and Enrollment Management, a position that will focus on efforts with prospective Black students and families, SF Promise with the identified high schools serving predominantly Black and low-income students, and retention programs for currently-enrolled Black students at SF State. Search will be concluded by end of Summer 2021.

FACULTY DEVELOPMENT

The Office of Faculty Affairs just completed its inaugural Faculty of Color Retention Program in which 14 Chairs participated in AY-long programming, including a CFA-run training on anti-racism, a faculty panel discussion on institutional racism, and Faculty Learning Communities focused on BLM and anti-racism in the university context. This was funded by a grant from the Chancellor's Office, but the intent is to institutionalize it. It will continue next year.

FACULTY DEVELOPMENT

CEETL Projects with relationship to BLM

Projects to address DFWs (D's, F's, and Withdraws) – not directly related to BLM efforts except that students of color are unevenly impacted by this issue which results in lower graduation rates. CEETL's primary focus in all its development opportunities is on equipping faculty to meet the needs of our diverse student body.

Quality Learning & Teaching: Student Quality Assurance Impact Research (SQuAIR); CEETL Faculty Development

1. Teaching Effectiveness Assistance (TEA) Task Force: Aspirational evidence-based teaching objectives and Self and Peer Observation Tool (SPOT). Meant to address the unequal impact of student evaluations on faculty of color and women.
2. Online Education Committee: Minimum Quality Standards for Online Courses
3. College Awareness & Engagements: Student Success in Courses College Reports
4. Faculty Retention and Development: JEDI Faculty Development, Membership to National Council for Faculty Development & Diversity
5. CEETL Circles: a monthly newsletter that always addresses EDI pedagogy strategies
6. Faculty Retreat: Last January the Faculty Retreat was focused on creating an Anti-Racist University

FACULTY HIRING

The Office of Faculty Affairs has required Diversity, Equity, and Inclusion training for all faculty search committees, and will continue this practice. These are conducted by the Office of Faculty Affairs and members from a leadership team that was constituted because of a grant from the Chancellor's Office to increase recruitment of Faculty of Color.

The SF State hiring chill in 2019-2020 halted all open faculty searches. Only one department, Computer Science, held a search the following year (Fred Smith and Todd Roehrman facilitated the workshop for CS-bias training, and provided a list of all HBCUs and HSI campuses with CS doctoral programs for expanding the recruitment pool). Once faculty searches begin again in 2021-2022, all faculty search committees will engage in the training on Diversity, Equity, and Inclusion. Further, all search committees will be required to submit search plans that document efforts directed at increasing the diversity of candidate pools.

Additionally, similar training has been implemented for all Student Affairs & Enrollment Management search committees, and other non-academic search committees.

BLACK STUDENT SUCCESS

Undergraduate Outreach & Recruitment – Black Unity Center

The Black Unity Center is in the development of planning for the first Black Student Orientation for Fall 2021, which will be two days in length. The orientation is not to duplicate regular orientation but to provide community building for new admits, to meet fellow Black students, faculty, and staff. This orientation will help acclimate new students with campus resources and ways of living in San Francisco.

In addition, the Black Unity Center is producing the Black Book which will be a resource guide for Black SF State students. The book will contain a combination of campus resources and profiles of student organizations with a huge focus on students at SF State. The Black Book is scheduled for release in summer 2021.

BLACK STUDENT SUCCESS

Graduate Outreach & Recruitment

The Division of Graduate Studies recently started to develop plans for the fall 2021 new graduate student admits. In addition to a week-long orientation of events, the Division is planning a summer series of events from June to August of 2021 for all incoming graduate students. The Graduate Student Summer Series will include workshops, student panels, and events hosted by the Division of Graduate Studies and other departments. The division is reaching out to departments and organizations for their participation, including the Black Unity Center, to help promote resources and to develop a sense of community for graduate students.

The Division of Graduate Studies is also piloting a Graduate Student Ambassador program. This program is designed to offer a paid opportunity for current graduate students to be involved in mentorship activities, virtually by Zoom, email, and phone this summer.

BLACK STUDENT SUCCESS

Fellowships Office & Pipelineto Ph.D.

The work of the Fellowships Office addresses strengthening pipelines to graduate education, eliminating equity gaps, and supporting Black student success. The Fellowships Office will soon publish a list of programs in the Biomedical area that can receive funding through Ph.D. fellowships for students to apply to. Many of the fellowships are targeted towards under representative students in the STEM fields.

The Fellowships Office is currently developing a series of digital flipbooks which aims to highlight fellowship recipients. One flipbook will specifically highlight Black students who have received fellowships, went on to Ph.D. programs, track their success and research. The idea of the flipbooks is to encourage more Black and Latinx students to apply for fellowships as well as showcase that these types of programs can be accessible. The digital flipbooks are scheduled for publication in summer2021.

PHILANTHROPIC SUPPORT

The College of Ethnic Studies: An Incubator of Thought and Action, July 22, 2020 (Donor Impact/Development E-newsletter)

The donor newsletter promoted and highlighted stories about the College of Ethnic Studies. It featured a Q&A with new Dean Amy Sueyoshi about her vision for the college, an SF Chronicle story about the college's importance to the BLM Movement, an alumni spotlight on BLM co-founder Alicia Garza, a reflection on Juneteenth by Africana Studies Assistant Professor Doñela Wright, a story on Asian American Studies Professor Russell Jeung tracking coronavirus-related racism, and a story about Asian American Studies Professor Grace Yoo sewing face masks with students for vulnerable populations. The newsletter contained soft asks in support of the COES Dean's Fund.

- Distribution List (SFSU Alumni and Donors):
 - 174,080 Emails Delivered
 - 13,577 Unique Opens (8%) on Round 1
 - 2,575 Unique Opens (2%) on Round 2 to non-respondents

PHILANTHROPIC SUPPORT

Voices for Ethnic Studies Appeal, July 27-31, 2020 (Fundraising Appeal)

- Fundraising appeal for the COES Dean's Fund. The appeal message signed by Dean Amy Sueyoshi acknowledged the COVID-19 pandemic and the awakening of mainstream America to the realities of racialized state violence through the mass movement for all Black lives. It was sent three times (with varying messaging) throughout the week. The first, longer message was sent to the entire distribution list on Monday. The later ones on Wednesday and Friday, with shorter messaging, were sent to non-respondents. 1968 Strikers received separate personalized versions.
- Results:
 - Total Raised: \$10,438.19
 - Number of Donors: 82 Average Gift: \$127.28
 - Largest Gift: \$1,000
- Donor Pipeline Growth (Gift Pyramid Base)
 - 1st Time Donors: 12 (average gift of \$80.86)
 - 2nd Time Donors: 23 (average gift of \$154.41)
 - 3rd Time Donors: 3 (average gift of \$314.58)

PHILANTHROPIC SUPPORT

- Distribution Lists:
 - COES Alumni, Donors, and Friends
 - 18,923 Emails Delivered on Round 1 (Monday)
 - 2,322 Unique Opens (12%) on Round 1 (Monday)
 - 1,617 Unique Opens (9%) on Round 2 to non-respondents (Wednesday, 2 Days Left)
 - 1,581 Unique Opens (8%) on Round 3 to non-respondents (Friday, Hours Left)
 - 1968 Strikers
 - 226 Emails Delivered on Round 1 (Monday)
 - 57 Unique Opens (25%) on Round 1 (Monday)
 - 38 Unique Opens (17%) on Round 2 to non-respondents (Wednesday, 2 Days Left)
 - 48 Unique Opens (21%) on Round 3 to non-respondents (Friday, Hours Left)

PHILANTHROPIC SUPPORT

New Africana Studies Chair Abul Pitre Virtual Welcome Reception, November 30, 2021

- Virtual welcome reception for new AfricanaStudies Chair Abul Pitre hosted by PresidentLynn Mahoney and College of Ethnic Studies Amy Sueyoshi. The purpose of the reception was to introduce Dr. Pitre to supporters and potential donors to Africana Studies. Dr. Pitre spoke about his background and sharing his vision for the department in conversation with stakeholders. Dr. Pitre is holding conversations with faculty for developing funding opportunities around the department's needs. He is also collaborating with University Advancement on defining his fundraising priorities and planning conversations with potential donors around big ideas such as establishing a named Center for Africana Education Leadership.

Celebrating Black History Month and more! February 18, 2021 (Alumni Association Newsletter)

- Alumni Newsletter sent by the SF State Alumni Association. It featured the Malcolm X mural in the Cesar Chavez Student Center, a Black History Month Q&Awith the Black Unity Center Director, an alumni newsletter about launching an online forum for Black youth to discuss injustice, and a teaser for the Making Black History at SF State crowdfunding campaign for Africana Studies in the following week.

PHILANTHROPIC SUPPORT

Making Black History at SF State, February 22-26, 2021

- Crowdfunding appeal for Africana Studies (Black Studies Fund) signed by new Africana Studies Chair Abul Pitre. Three emails were sent throughout the week (with varying messaging). The first, longer message acknowledged the role of Black students and 1968 Strikers in standing up to Eurocentric education policies, demanding classes and programs relevant to their lived experiences and histories, and establishing the first Black Studies program in the world. “While we take pride in our history,” Dr. Pitre wrote, “recent incidents of racial injustice and the Black Lives Matter movement (co-founded by 2017 SF State alumna Alicia Garza) remind us that the work of Africana Studies is never finished.” The crowdfunding campaign, which surpassed the goal of reaching 50 donors, included a crowdfunding website with a short video message from Dr. Abul Pitre. The campaign was promoted on the social media channels for the University, the College of Ethnic Studies, and Africana Studies.
 - Results:
 - Total Raised: \$3,474
 - Number of Donors: 51
 - Average Gift: \$68.12
 - Largest Gift: \$500
 - Donors:
 - 67% Alumni
 - 26% Faculty/Staff

CURRICULAR DEVELOPMENT

Institute on Civic and Community Engagement:

Initiatives and goals to advance the cause of Black Lives Matter:
Increase CSL opportunities with community partners working with the Black community

- Track and document activities of current community partners
 - Outreach and conduct inventory of existing community partners and available opportunities across organizations that are black-led and organizations that serve the Black community.
- Expand the number of community partners that are Black-led and strive to develop deeper partnerships
 - Outreach to inquire what organizations ICCE should and needs to connect with (e.g., engage community hubs such as APRI, B-Magic, and MLK Freedom Center)

CURRICULAR DEVELOPMENT

ICCE began the groundwork and discussion on doing outreach to community partners, including work on the construction of a survey to determine:

- How can ICCE help partners support and expand opportunities to broaden the scope of work that serves the Black community? Based on what we support, conducting a survey to understand the community partners' relationship to Black Lives Matter.
- Indicate/recommendations as to whom ICCE should outreach to for potential collaboration/partnerships.

Also:

- Literature review for BLM data gathering at other universities.
- What are they doing with community partners? Capture on-campus initiatives and if working with community partners.

CURRICULAR DEVELOPMENT

Expand the number of community partners that are Black-led and strive to develop deeper partnerships

- Revised Call to Service Grants. In the call for proposals, ICCE indicates/encourages that preference will be given to proposals who state their intention to increase CSL opportunities with Black-led organizations or organizations that serve the Black community.
- Relaunching America Counts to STEM Counts. This program intends to provide BIPOC students opportunities to work with BIPOC-serving community organizations.
- Examine current/past partnerships to determine opportunities to expand and strengthen. For example, re-committed to OMI-CC. Executive Director worked with Black Invest of OMI-CC extensively this year to consider how we can partner with SF State faculty to assist in Black Invest's strategic planning efforts.

Review articulation with programs that see high numbers of Black student transfers.

CURRICULAR DEVELOPMENT

Top 5 feeder CCCs for this group during the last 5 fall semesters:

A	B	C	D	E	F	G	H	I
Name of Transfer Institution	Inst City	Inst County	F15	F16	F17	F18	F19	5-Fall Total
City College of San Francisco	San Francisco	San Francisco	32	17	33	15	24	121
Diablo Valley College	Pleasant Hill	Contra Costa	10	4	6	8	15	43
Laney College	Oakland	Alameda	5	8	13	13	14	53
Merritt College	Oakland	Alameda	5	7	9	9	12	42
Contra Costa College	San Pablo	Contra Costa	9	8	9	5	10	41

CAMPUS SAFETY AND REVIEW OF POLICIES

Ongoing work to update and evolve UPD and Campus Safety (led by AVP Reggie Parson).

A. Alignment with President Obama's Task Force on 21st Century Policing:

- The team has worked to address the six pillars of the task force work so that campus policing differs from municipal policing.

B. Training and Education for current UPD officers and staff:

- Implicit Bias
- Trauma-Informed Practice De-escalation
- Racism, Anti-Blackness, Antisemitism, Islamophobia, Undocumented/Citizenship Status, and Trans Awareness

CAMPUS SAFETY AND REVIEW OF POLICIES

Creation of Non-Violent Response Committee

A. A workgroup designed to develop community-based responses for the campus community to not involve the police, especially for non-violent activity (i.e. roommate conflicts, talking on the phone in class, tearing down signs, etc.)

B. Specific protocols developed for:

Housing and residence life

- RA > Pro Staff > Main Office > Student Conduct/Dean on Call/Equity & Community Inclusion

Academic Settings

- Faculty/Instructor > Department Chair (during or after hours) > Student Conduct/Dean on Call/Equity & Community Inclusion

Non-Academic Settings

- Students: Dean on Call > VPSAEM office
- Staff: Supervisor > Director > AVP > AVP Human Resources
- Faculty: Department Chair > College Dean Office > Provost Office

CAMPUS SAFETY AND REVIEW OF POLICIES

Public Safety advisory committee

Charge of the Committee:

- Serves as Advisory to President, VPs, and the campus community on issues related to police and policing at SF State
- Identify how we currently enact public safety; identify lapses and areas for improvement and reflection
- Goal – to become a top model for campus safety among colleges and universities