

# The Black Experience Team Town Hall/ Showcase 2016

BET 2015- 2016 Co-Chairs:

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# BET Town Hall Showcase- Overview

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# BET Town Hall Showcase- Vision/ Charge

## BET VISION

We will reach a critical mass of African American, Black, and Caribbean (ABC) students. ABC students, representing all intersectional identities, will feel a great sense of belonging, reach their full potential, and be recognized and celebrated for their contributions to the academic community. Our students will be retained and graduate at the same rates as the majority population and have high levels of satisfaction in their UC Santa Cruz experience.

## BET CHARGE

The Special Working Team appointed by the Chancellor's Advisory Council on Campus Climate, Culture and Inclusion will advise the Chancellor and Campus Provost/Executive Vice Chancellor (CP/EVC) on recruitment, retention and campus climate matters surrounding African-American/Black/Caribbean (ABC) students at UC Santa Cruz. This team has emerged based on the survey results of recent campus climate surveys. The goal is to enhance the campus climate and success of ABC students by understanding the challenges and identifying strategies.

# BET Town Hall Showcase- Campus Climate

## CAMPUS CLIMATE SURVEY RESULTS

As a group, African American/Black students were the least satisfied with racial/ethnic diversity on campus and with interactions among different racial/ethnic groups.

In particular, half of the African-American/Black respondents were dissatisfied with the racial/ethnic diversity of the student body, faculty, and staff.

African-American/Black students were also significantly more likely than other ethnic groups to report “feeling insulted or threatened because of their race.”

Specifically, 55% of African American/Black respondents said that they felt this way at least sometimes, and 35% felt this way “often” or “very often.”

In addition, 29% of African American/Black respondents reported frequently hearing students making insensitive and disparaging racial comments and 22% reported witnessing discrimination “often” or “very often.” Students’ insensitive and disparaging racial comments contributed to African American/Black students’ perceptions of a more hostile environment.

# BET Town Hall Showcase- Campus Climate

February 2015

Students attended to candidly speak about their experiences

Necessary to advise the BET

Town Hall participants

35 Students spoke

Admin present: Chancellor Blumenthal, EVC Galloway, AVC Sifuentes, Michelle Whittingham, Tracey Tsugawa, Sheree Marlowe

# BET Showcase- “Student Town Hall”

## 4<sup>th</sup> year, STEM

- Only Black person in STEM classes
- FA is a problem. They do not advise Black students
- Racist professors
- Need to see more ABC faces on campus and in class
- Need to focus on recruitment and retention of ABC staff/ faculty
- UCSC needs to commit to cultural diversity the way it has for international and HIS

## 2<sup>nd</sup> year, STEM

- RA
- White counterparts are racist and unwilling to learn
- HATE bias is a joke
- Lacks trust in administration based on personal experiences of discrimination
- Admin needs to build rapport with Black community
- Need to fund EOP & MSI; they are too impacted
- Principles of Community need to be institutionalized

## 4<sup>th</sup> year, History

- Received best grades of college career while abroad in African country
- Tired of explaining he was admitted to UCSC on his own merit
- Tired of speaking on behalf of the entire race
- UCSC doesn't feel like family—only made it because of ABC community
- Joined “White” fraternity because there was not other option
- Need Black Greek Organization; This is a big part of our culture
- Feel marginalized beyond simply academics
- Why are funds for AARCC being depreciated?

## 4<sup>th</sup> year, History

- CRES is not enough to sustain ABC students
- Need African American studies

## 3<sup>rd</sup> year, Psych

- Lacks ABC students
- Cultural competency similar to Alcohol EDU for ALL students
- **Incident:** White roommate made comment in general conversation, “My family probably owned your family!”

## 4<sup>th</sup> Year, Sociology

- Need to train student leadership too to be culturally competent; We need immediate change.
- **Incident:** Role playing with “Behind Closed Doors”. A White counterpart questioned why the confederate flag is problematic and wrong. It goes against students rights to prevent them from promoting confederate flag.

## 1<sup>st</sup> year, undeclared

- RPAATH resident
- Students don't feel comfortable at UCSC
- Exhausted explaining and defending Black culture
- Professors need cultural competency training too
- There needs to be class taught on White privilege
- **Incident:** Spanish professor regarding Ferguson. A student made “Hands up” gesture and professor responded with “Oh mucho Ferguson”. ABC student expressed her feelings of offense and hurt and prof responded with “I am sorry you felt personally offended, I was just adding a little levity to the situation.”

# BET Accomplishments 2014- 2015

1. Online Cultural Proficiency Training
  - a. EVC mandated charge
  - b. Team selected to build training
  - c. Phase 1 started in Fall '16
  
1. Mental Health Professional
  - a. CAPS researched and communicated with other universities to optimize efforts
  - b. Job description drafted for recruitment
  
1. Retention Specialist
  - a. EVC committed resources to increase retention and graduation rates for ABC students
  
1. Permanence of BET
  - a. Advisory role will continue to champion BET Report
  
1. Creation of Diversity & Inclusion Certificate Program for Graduate students
  - a. Specific electives geared towards graduate students were implemented

# Sub-committee Updates

After reviewing survey findings, listening to student feedback, meeting with multiple constituent groups, several key themes emerged which we then focused our efforts as a team:

Retention: Classroom Experience and Academic Support

Retention: Building Cultural Proficiency Across Campus

Retention: Residential, Social Life and Community

Recruitment and Transitions of Frosh/Transfer Students

Hate/Bias Program and Campus Communication

# Sub-Committee: Retention: Classroom Experience and Academic Support

## **Scope and Vision:**

The scope of this subcommittee is the “in-class” experience and academic support experience to increase the academic achievement and retention/student success of ABC students. The vision is to increase the indicators of academic success of ABC students at UCSC including: retention, graduation, academic standing, grade point average and post-baccalaureate success.

**GOAL:** Cultural proficiency training (i.e., implicit bias, microaggressions, privilege, power, oppression, stereotype threat (Steele), intersectional dialogues on race, gender, gender identity, sexual orientation, disability status, etc.) for teaching assistants, faculty and advisers--academic, college, financial aid advisers, etc. Provide training and coaching support for faculty and teaching assistants to utilize academic validation strategies to increase engagement and participation from ABC students in the classroom.

**GOAL:** In coordination with the Academic Senate Committee on Teaching, provide opportunities for faculty and instructors to learn about classroom climate and diversity, with specific instructional suggestions for encouraging collaboration and cooperation in classes.

# Sub-Committee: Retention: Classroom Experience and Academic Support (Cont.)

**GOAL: Hire an ABC Student Retention Specialist. Duties would include serving as the lead academic advisor for the ABC students on campus, assisting students with academic planning, coaching, personal and social support and integration on campus. Also, working with faculty and staff on campus to facilitate professional development opportunities on campus and working with other advisors to promote these collaborative opportunities. This position may assist in the development that facilitates persistence and success for both undergraduate and graduate students.**

## **PRIORITIES FOR 2016-17:**

- 1. Continue work to increase cultural competency in the classroom working closely with Vice Provost Herbie Lee and the Center for Innovations in Teaching and Learning (CITL). Establish CITL as a home for the CC Training materials developed through BET and others, with a guarantee that space and resources will be provided.**
- 2. Identify and establish safe space(s) on campus to convene Cultural Competency Affinity Groups.**

# Sub-Committee: Retention: Building Cultural Proficiency Across Campus

## **Scope and Vision:**

An understanding of diversity, inclusion and social equity, shared by staff, students and hopefully faculty, within the institution of UCSC, of the meaning(s) and importance of these concepts.

**GOAL: Develop online diversity assessment for all incoming students (similar to Alcohol.edu) to assess cultural competency (implicit bias, micro-aggressions, power, oppression, stereotype threat, intersectional identities, etc.) and set expectations of respect and appreciation for diversity.**

**GOAL: Collaborate with Training and Development to develop a preliminary diversity training that is offered quarterly to ensure new hires are trained within their first quarter employed with the division.**

**GOAL: Development of Diversity Facilitator Team to provide ongoing diversity-related trainings on campus. Facilitators will be faculty, staff, and students with specialized training and demonstrated application of skills.**

# Sub-Committee: Retention: Building Cultural Proficiency Across Campus (Cont)

## **PRIORITIES FOR 2016-17:**

Our first priority is to continue developing the DFT.

Our second priority is to implement and assess the core course training for Stevenson College, as well as think of ways to expand the developed training to other campus spaces.

Our third major priority is to get more students to join our committee. We strongly believe the committee would benefit from more undergraduate and graduate voices; As of May 24th, a core course instructor from Stevenson College has committed to joining the committee.

# Sub-committee: Retention: Residential, Social Life and Community

## **Scope and Vision:**

To decrease the sense of isolation among ABC students in residential communities and increase their sense of support and representation in all aspects of campus social and community life. We envision a campus community that will welcome and nurture ABC students from their admission to their graduation, keeping them connected to one another, faculty, staff, students, and campus resources throughout their academic career and beyond.

**GOAL: Welcome Orientation for Black Students for Retention Specialists and launching pad**

**GOAL: Employ a training team, not one trainer on diversity and cultural competency. Move beyond a one-shot deal to on-going training for Res Life staff (student and pro) throughout the year.**

**GOAL: Ensure the recently published African American Resource and Cultural Center Resource Guide full of programs and services for ABC students is updated each year and distributed to students, high schools, community colleges and community organizations.**

**GOAL: Maximize financial aid and scholarships for ABC students.**

**GOAL: Support the invitation of more ABC Greek Life organizations to campus.**

**GOAL: Encourage educational efforts and community building within RPAATH and other themed housing.**

# Sub-committee: Retention: Residential, Social Life and Community (cont.)

## **PRIORITIES FOR 2016-17:**

Facilitate critical multicultural conversations for all students in residential communities - address microaggressions and academic progress.

Mobilize college based affinity groups and/or organizations that provide support for ABC students.

Develop a strategy to recruit and hire more self-identifying ABC faculty and staff.

Establish more collaboration between the AARCC and CHES to enhance in-service trainings and programming opportunities.

# Sub-committee: Recruitment and Transitions of Fresh/Transfer Students

## **Scope and Vision:**

Increase the participation of ABC students in UC educational partnership programs for prospective students, both UCSC-based and UC-systemwide. Establish a new FTE greatly expand efforts that target ABC students in undergraduate recruitment and yield efforts, and work with the Committee on Admissions and Financial Aid to ensure admission selection recognizes the importance of increasing the enrollment of ABC undergraduate students and their contributions to the campus. Establish new and/or continued efforts that target ABC students in graduate recruitment efforts and yield efforts, and work with the Graduate Council and the individual academic departments to ensure admission selection recognizes the importance of increasing the enrollment of ABC graduate students. Establish new and/or continue efforts to enhance the transitional strategies for newly admitted ABC undergraduate and graduate students.

**GOAL: Undergraduate Level Outreach, Recruitment, and Yield**

**GOAL: Early Outreach and Preparation**

**GOAL: Hosting Events on Campus**

# Sub-committee: Recruitment and Transitions of Fresh/Transfer Students (Cont.)

## **PRIORITY AREAS OF FOCUS FOR 2016-17**

**Recommendation 1:** Continue working on Undergraduate Outreach, Recruitment, and Yield and Early Outreach and Preparation as these are ongoing efforts that we need to build upon year after year, with an eye to new opportunities that can increase ABC enrollments at UC Santa Cruz. This includes, but not limited to: 1) hiring, onboarding, training and integrating the new Admissions Counselor - Diversity Initiatives position; 2) finalizing the agreement with the Young Scholars Program and strengthening the partnership; bolstering the ABC admitted students' reception; and augmenting targeted outreach for ABC students in EPC programs.

**Recommendation 2:** Establish a separate subcommittee (working group) to work on the transitional planning to welcome new ABC to the campus and the Santa Cruz community at large.

# Subcommittee: Hate/Bias Program and Campus Communication

## **Scope and Vision:**

Establish a student-friendly, transparent, and consistent Hate/Bias protocol response, and ensure that ABC students feel supported by the process.

**GOAL:** Launch an on-going, indefinite, aggressive campaign regarding Hate/Bias. This campaign could include: (a) Including anti-hate/bias resources in admissions package, (b) Anti-hate messages on the barn at the base of campus (East entrance), (c) Flags attached to university structures (i.e. light poles, buildings, that are visible at the entrances of the universities, (d) University anti-hate pledge and/or contract included in admissions and housing agreements.

**GOAL:** A Hate/Bias response team that is on the ground, active, and readily available when a hate/bias incident occurs outside and within the colleges. (These teams can be directed by two “Hate/Bias Advocate Coordinators” that would work as a liaison between the colleges and central campus.)

# Subcommittee: Hate/Bias Program and Campus Communication

**GOAL:** Direct communication line between African-Black Student Alliance (A/BSA) representative (or any group that represents the interest of ABC students) and Student Life. Also, this representative could have direct access to college resources (i.e. programming space, administrative supplies, etc.).

**GOAL:** Student information sessions Hate/Bias and/or "Know your rights" workshop. This can be quarterly or twice a year. It could also be implemented in the Summer Bridge program.

**GOAL:** Ensure Hate/Bias response training for staff hired mid-year.

**GOAL:** Inventory current Hate/Bias response practices at college level.

**GOAL:** Review current UCSC written hate/bias response policy.

**GOAL:** Direct Ethnic Resource Centers involvement in response strategy when a hate/bias incident occurred. The type of involvement may vary based on incident. Involvement can range from consultation to a collaborative community response.

# Black Experience Team: Next Steps

*Host Fall '16 Town Hall*

*To update/ inform all, especially new incoming students, staff, & faculty*

*Select new leadership for BET*

*Determined by July 2016*

*Invite student representation from all ABC student orgs*

*Continue sub-committee work on identified needs/goals during 2016-17 academic year*

# Black Experience Team: Questions?

We will take questions submitted from the dialogue box at this time.

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**THANK YOU!**