



Equity & Change Annual Report

Division of Student Affairs

March 1, 2021

Previously Reported on [Divisional Action Update](#) - December 3, 2020

Provost/Enrollment Services and VP DSA

- Enrollment Services/University Outreach & School Relations develop better coordination to increase Black/underrepresented enrollment:
 - Aggressively follow up with accepted students to increase yield. (*Enrollment Management/Admissions discussing intentional collaborations.*)
 - Increase targeted recruiting in schools with high populations of Black/underrepresented students & critically examine and creatively enhance means of relationship-building in diverse communities and schools. (*Office of Outreach & School Relations has developed a Black Student Outreach Fall 2021 Recruitment Plan featuring outreach to organizations, community colleges, schools, parents and community orgs.*)
 - Enhance tracking system/dashboards of Black/URM students throughout college bound pipeline (access, retention, graduation). (*S20*)
 - Investigate a more holistic approach to admissions/criteria. (*Beach Pathways increased from 200 to 400 with enhanced holistic process.*)

VP DSA

- Repurpose a position to create a full-time coordinator for the Black Resource Center. (*10/20*)
 - Create division-wide equity and inclusion task force and inclusion/anti-racist strategic plans. (*10/20*)
 - Further diversify CAPS staff to ensure that counseling is delivered by those who share life experience of clients. (*2 diverse staff hired*)
 - Explore a residential housing theme in Africana Studies. (*Ongoing*)
 - Enhance involvement of BSU and Black/Africana Studies to determine priorities and actions. (*F20*)
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Division of Student Affairs Annual Report – April 1, 2020

The following is a report of the substantive work that has been completed within and in partnership with the Division of Student Affairs in advancing diversity, equity, and inclusion at the Beach. This summary includes work already concluded as well as ongoing efforts towards building a more inclusive community.

CROSS DIVISIONAL PARTNERSHIPS & PROJECTS

Division of Student Affairs & Academic Affairs

- In partnership with the Carpenter Performing Arts Center, organize the [Voices for Justice: Equity & Arts Series](#), an interdisciplinary exploration of systemic racism, social justice, activism, equality, and the arts. Featured speakers include Tamika D. Mallory, Benjamin Crump, and Dr. Michael Eric Tyson. (S21)
- Host campus-wide programs and events honoring [Black History Month](#) (2/21), Asian American and Pacific Islander Heritage Month (4/21), Latinx Heritage Month (9/20), LGBTQ OUTober (10/20), and Native American Heritage Month (11/20)
- Invite highly recognized seminar speaker, Dr. Deborah Faye Carter, to discuss equity minded advising practices with CSULB Advisors and Counselors. (2/21)
- Develop a Data Fellows Team to examine the Long Beach Promise pipeline and create recommendations for CSULB and LB Promise partners. (ongoing)
- Collaborate with the President's Equity & Change Commission (PECC) to create a strategic diversity plan, including townhalls scheduled on diversity, equity, and inclusion. (expected release S21)

Division of Student Affairs & Division of Administration & Finance

- Begin an initial planning study with DSA leadership (DSA, ASI, Dean of Students, OMA, and SLD) to develop a timeline for research, information gathering, and conversations with students about the long-term facility needs of the cultural resource centers. (ongoing)

DIVISION-WIDE EFFORTS & COLLABORATIONS

- Complete internal equity audits examining best practices and areas for improvement for all DSA departments and programs. Provide reports to the DSA Equity and Inclusion Committee for review. (2/21)
- Publish a division-wide [Equity and Inclusion Resource Guide](#) and [COVID-19 Resource Guide](#). (F20)
- Facilitate [First Year Beach Connections](#), a curriculum for first-year, first-time students. Program includes intentional identity group themes and integrated equity and inclusion conversations. (F20: DSA, New Student & Family Programs, Dean of Students, Beach Guides)

- Organize [Spring Cultural Welcomes at the Beach](#) offering students, staff, and faculty an opportunity to connect with others from shared identity groups. (2/21: ASI, Dean of Students, OMA, SOAR & SLD)
- In recognition of successful degree completion, coordinate [nine Cultural Graduation Celebrations](#) honoring the cultural identities of student graduates. (5/21: ASI, Dean of Students, DSC, SLD, OMA & WGEC)
- Promote an Anti-Racism/Anti-Blackness Series focused on the experiences of Black, Native American, LatinX, Asian American, and Pacific Islanders in the campus community. (F20-S21: DSA leaders, CAPS, SLD, and various academic affairs faculty partners)
- Establish a social justice book club to engage division professional staff in meaningful social justice dialogue. (F20 & S21: Dean of Students & SLD)
- Enhance our division-wide fiscal investment in college peer mentors and peer coaches throughout the CSULB Village, MSI and OMA who serve as positive role models for students of color, host tutoring and workshops, and facilitate critical conversations. (S21)
- Create protocol for conducting a ‘student-ready’ audit within DSA Access and Retention areas. (F21)
- Support the virtual *Breaking Fronteras Undocu 5K* to raise funds for undocumented students. (5/21: SLD, Latinx Student Union, Dream Success Center & FUEL)
- Create opportunities for campus community to debrief after national elections (11/20), riots at the Capitol, and Presidential inauguration (1/21: Dean of Students & SLD)

Division Development Office

- Establish the [CSULB Catalyst for Change Scholarship](#) to support students who serve as agents for change through social justice in our communities. (3/21)
- In partnership with the CSULB Black Faculty and Staff Community, host the [Inaugural Black Alumni \(virtual\) Scholarship Gala](#). Funds raised will contribute to the CSULB Black Alumni Scholarship providing financial support for student tuition, book grants, study abroad opportunities and other educational endeavors. (4/21)
- For the second year, organize [Wings of Hope](#) virtual fundraiser for scholarships and other educational resources for undocumented students. (4/21)
- Renew division commitments to funding priorities for advancing equity initiatives such as: Black/Pan-African Resource Center, OMA and cultural resource centers, Counseling & Psychological Services, Basic Needs, Health & Wellness, Men’s Success Initiative, Women’s & Gender Equity Center, cultural graduation celebrations, cultural events and conferences, and study abroad scholarships for Black and underrepresented students. (ongoing)

DEPARTMENT/PROGRAM INITIATIVES & PROJECTS

Associated Students, Inc. adopted a seven-part corporation wide [2020-2021 Policy Agenda on Equity, Inclusion, and Racial Justice](#).

- *Ongoing Efforts*

- Revisit/update ASI Senate resolutions on responsible investing and urge other university enterprises to adopt similar practices.
 - Adopt a revised resolution regarding Black and African American student recruitment, retention, and success strategies.
 - Review composition of all governing boards and sub-boards to consider adding positions that would help address diversity, equity and inclusion.
 - Review nomenclature associated with all boards, programs, and departments, to ensure they are contemporary, inclusive, and relevant to all student populations.
 - Conduct audit of all ASI programs, events, and student engagement efforts to ensure a commitment to equity and inclusion, particularly to students of color.
 - Review funding priorities and identify gaps in ASI support for the university's underserved and traditionally marginalized communities.
 - Review and update *ASI Style Guide* to include language that honors indigenous peoples, all gender identities and includes common cultural language.
 - Create an outreach plan that directly engages students of color in ASI's opportunities for leadership, programs, services, and facilities.
 - Review and update all mission and vision statements to ensure they are inclusive to all student populations.
 - Update recruitment system to combat implicit/unconscious biases, by 1) include a first-level candidate screening process eliminating names and other demographic information, 2) train hiring committee members on implicit biases, and 3) Add diversity, equity, and inclusion statement in all job descriptions.
 - Implement ongoing ally trainings for all staff and student leaders.
 - Implement an organization-wide cultural competency plan so staff are equipped to address cognitive and behavioral responses to discrimination and oppression.
- *Completed Efforts FALL 2020-ongoing*
 - Conducted analysis of all policies, procedures, and official organization documents and communication mediums to ensure the use of equity-minded language and to ensure fiscal and operational systems do not exacerbate barriers for low income and marginalized populations, focusing on procurement and professional development.
 - Reviewed/updated instructional and multimedia resources to ensure they are relevant and representative of IPCDC clients.
 - Created Anti-Bias Family Support System for IPCDC families and teachers.
 - Established professional development reading club specifically tailored for IPCDC staff that explores educational equity and racial justice in the context of early childhood education.
 - Launched [22 West Radio](#) segment focused on social/racial justice.
 - Supported the launch of the DSA social justice book club
 - Conducted an audit of all organization logos.
 - Review organizational holidays to endure a recognition of historical figures and causes that champion civil rights and racial justice – outcome was the addition of Juneteenth as a new legal ASI holiday.
 - Consider what signage, art, flags, or other artifacts can be included in ASI facilities to demonstrate further support for marginalized populations.

Assessment and Evaluation

- Conduct an equity data project including the collection and analysis of qualitative experiences from students of color at CSULB. *(S21)*

Basic Needs Program

- Highlight Hunger and Homelessness Awareness Week event and activities. *(F20)*
- Register students with California Department of Public Social Services during CalFresh Outreach Week. *(2/21)*
- In partnership with [CalFresh](#), deliver workshops, classes, and teaching demonstrations for students in need, MSI, EOP, Beach Parents, and Guardian Scholars. Topics include healthy choices, nutrition labels, shopping on a budget. *(ongoing)*

Bob Murphy Access Center

- Continue offering Ability Ally program for students, faculty, and staff. *(ongoing)*
- Continue offering BMAC student support group as a safe space for students to connect regarding their disability identity, create and strengthen peer relationships, and learn how to refocus disabilities as areas of strength. *(ongoing)*
- Highlighting campus and community resources on BMAC social media as it relates to disability support/education, financial resources, and health and wellness.
- In partnership with CSULB faculty and Institutional Research, review BMAC student demographic data to improve support and services to marginalized student populations.
- Maintain commitment to DEI internal staff development activities including bi-weekly equity discussions, reflection journals, book club, and staff retreats featuring equity planning and speakers such as Anissa Heard-Johnson, Irvine Valley College Director of Student Life and Equity Programs. *(Summer 2020-ongoing)*

Career Development Center

- Add *Career Insights Series* aligned with Cultural Heritage Months. *(F20-ongoing)*
- Integrate racial/social identity questions into all industry and career panel events. *(F20-ongoing)*
- Add identity specific career resources to website. *(F21)*
- In partnership with Alumni Engagement, launch [Beach Nexus Alumni](#) (Student Networking/Mentorship Platform). *(F20-ongoing)*
- Establish Data Fellows project to disaggregate users and non-users of career services by identity group. Explore innovative ways to reach populations underutilizing career services. *(ongoing)*
- Continue monthly internal staff development sessions focused on anti-racism and social justice efforts. *(F20-ongoing)*

Counseling & Psychological Services

- Establish an internal Diversity Committee to facilitate diversity dialogues/trainings for staff. *(ongoing)*
- Offer [Virtual Drop-In support](#) specifically for students from similar identities or backgrounds to connect with one another. *(ongoing)*

Dean of Students

- Work with Institutional Research to disaggregate demographic CARES data for analysis. *(ongoing)*
- Host vicarious trauma training with CARES team to explore ways professional staff are impacted by working with students who have experienced trauma. *(1/21)*
- Provide Health & Wellness interactive live trivia opportunities focused on mental health, physical/medical health, and disabilities. *(F20 & S21)*

Housing & Residential Life

- Collaborate with DSA leaders and Black/Pan-African Resource Center to support development, curriculum, mentoring program, and initiatives for the Black/African American Scholars Community. *(residents to be assigned for F21)*
- Collaborate with DSA leaders to support development, curriculum, mentoring program, and initiatives for the First Generation Scholars Community. *(residents to be assigned for F21)*
- Partner within DSA leaders to re-imagine the LGBTQIA+ house and create learning outcomes for residents. *(residents to be assigned for F21)*
- Collaborate with CEIE partners to support development, curriculum, mentoring program, and initiatives for the International House. *(residents to be assigned for F21)*
- Train all Residence Life hearing officers in restorative justice practices. *(1/21)*
- Require SafeZone, VetNet Ally, UndocuAlly & Title IX training for all Residence Life staff. *(F20 & S21)*

Men's Success Initiative

- Continue partnerships with LBUSD, Long Beach Promise, and LBCC to coordinate the Long Beach Male Summit supporting access for males of color. Focus areas for the summit include social justice and mental health for males of color. *(S21)*

New Student & Family Programs

- Enhance SOAR BeachBoard modules to include focus on Inclusive Excellence. *(Summer 20-Winter 21)*
- Provide social hour for LGBTQIA+ students to connect them with peers/advocates/supporters on campus. *(Summer 20)*
- Help students increase financial wellness behaviors through an online financial literacy software. *(F20 & S21)*
- Commit to online orientation portal for parents and families with customized experience connecting parents and families from diverse backgrounds to CSULB, including an online program in Spanish. *(Summer 20-Winter 21)*
- Host multiple workshops to increase student awareness of equity and inclusion programs and services across campus *(Summer 20-ongoing)*

Office of Multicultural Affairs

- Hire an Assistant Director of the Black/Pan-African Cultural Resource Center. *(2/21)*

Student Conduct and Ethical Development

- Facilitate implicit bias training for Housing & Residential Life conduct officers, manager hearing officers, and WAVE student conduct board to practice avoiding bias during the student conduct process. (F20)
- Provide conflict resolution professional development opportunities for faculty to increase skills and understanding while working with vulnerable student populations. (F20 & S21)

Student Health Services

- Provide [Transgender Health Services](#) to students including hormone therapy, specialists in transgender health, and gender affirming medical care. (ongoing)

Student Life & Development

- Lois J. Swanson Leadership Resource Center:
 - Create a new Leadership through Social Justice and Advocacy Track within [Leadership Academy](#). (F20-ongoing)
 - Host *Leadership at the Beach 2020 (virtual) Conference* with workshops focused on social justice leadership. (F20)
- Support Black Student Union in the development of a virtual Black Consciousness Conference. (S21)
- Provide continuous opportunities for cultural competency and inclusion training for fraternity/sorority leaders through Chapter Presidents meetings, Peer Educator training, and new member trainings. (F20-ongoing)
- In partnership with DSA, American Indian Student Services, American Indian Studies, American Indian Student Council, host Native American Heritage Month celebration events. (F20)
- Support the Muslim Student Association, Muslim Anti-Racism Workshop. (F20)
- Support virtual cultural shows organized by student organization groups. (S21)
- Provided opportunities to openly discuss free speech and hate speech with student leaders. (F20)

University Outreach & School Relations

- Increase financial commitment to Beach pathways for incentives and one-on-one student phone support to increase yield of admitted Black and underrepresented students for Fall 2021. (S21)
- Continue efforts supporting underserved AAPI communities (such as Cambodian and Pacific Islander students) to increase recruitment and retention. (ongoing)

Women's & Gender Equity Center

- Partner with the Film and Electronic Arts Department to produce a monthly film series for Women's Herstory Month, Sexual Assault Awareness Month, and AAPI Heritage Month. (S21)