AUGUST 2021

VICE CHANCELLOR-STUDENT AFFAIRS

Pictured: Black Legacy Mural at UC San Diego Price Center
Artist: Andrea Rushing | Photo: Erik Jepsen/ UC San Diego Publications

Strategic Commitments to Address Anti-Blackness

2021 Annual Progress Report

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INTRODUCTION

Over the past year and a half, our campus community has been grappling not only with a global pandemic, but also with a significant increase in documented widespread police brutality, hate crimes, and anti-Blackness. While structural, institutionalized racism is not new to our society, there has been a greater focus on dismantling these structures and a renewed vigor in the fight for justice, particularly in the wake of the brutal murders of Ahmaud Arbery, Breonna Taylor, and George Floyd. In light of these injustices, UC San Diego accepts the inherent responsibility we have to institutionalize equity, cultural responsiveness, and policies that protect, encourage, and empower our Black students and the Black campus community as a whole.

During the summer of 2020, all units within the Division of Student Affairs were accordingly asked to create a set of strategic commitments to address anti-Blackness. Each commitment was then aligned with corresponding goals in the Student Affairs Strategic Plan and the Strategic Plan for Inclusive Excellence. The list of commitments was shared with the broader campus community in August 2020, and progress updates on the commitments can be expected annually each August.

We acknowledge the efforts made towards achieving transformative change prior to the development of the commitments in addition to all the continuous efforts from the Division throughout this year. This report specifically addresses the strategic set of community commitments made during the summer of 2020.

To ensure that the Division is making progress on the commitments, the Assessment, Evaluation, and Organizational Development (AEOD) team invited members from the Assessment and Evaluation Leadership Workgroup to participate in a subgroup to develop the processes and participate in assessment of the commitments.

SUBGROUP CHARGE & PROCESS

Charge

To help guide the creation of an assessment process for the Commitments, which includes:

- Thinking of the best ways to periodically check in with units on progress
- Envisioning the structure for/potentially helping to create a report submitted in August of each year providing an update on where we are as a division
- Any other mechanisms for communicating unit/division progress over time

Process

During Fall Quarter 2020, the subgroup met to discuss the processes for assessment including: content to be collected, ideas for reporting progress updates, timeline, and important considerations in moving this work forward.

The AEOD team, along with the subgroup, worked to identify the structure for assessing progress on the commitments. The process included creating a progress update form, the Brag Board, in conjunction with the Strategic Plan assessment for units to share the ways in which they have met, changed, added, or are continuing to pursue specific commitments, as well as future plans to continue meeting the commitments. Additionally, units were able to schedule meetings with members of the subgroup to review their progress update form more in depth and to share their overall experience, including successes and challenges. Units were able to participate in one or both of these processes.

When updating the status of each commitment on the form, units had the following options:

- **In Progress** - Work on a commitment has begun and there is an expected completion date.
- **Continuous** - Work on a commitment has begun and/or is completed but the implementation is ongoing and structural and the commitment has no finite completion date.
- **Revised** - Changes to the original commitment have been made and are reflected on the form.
- **Completed** - Commitment has been achieved or finalized.
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Commitments by the Numbers

Total Made	Completed / Continuous	In Progress	Remaining
181	68	23	61

Variables that impacted the assessment

- **The continued COVID-19 pandemic:** these commitments were created and finalized in the early months of the pandemic. At this time there was much uncertainty about not only the pandemic, but also the impact of the pandemic on campus operations. As such, units such as Student Health and Well-Being submitted commitments for the initial document but were unable to participate in the assessment during AY 2020-2021. It is our hope that they can be part of continued progress updates.

- **Variability in the number and structure of commitments per unit/AVC area:** Most units had fewer than 20 commitments, and there was some variability in how areas such as SRS, Student Life, and Global Education approached creating their commitments (e.g. Student Life has one set for all units, SRS has some shared and also distinct commitments per unit). Of particular note is that Global Education had a total of 56 commitments, some for particular units but many spanning the entire area. Given this, the number they have completed or made progress on (12) is the same as the total number of commitments for some areas, and the number remaining (44) makes the total number of division-wide commitments remaining appear artificially high.

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FINDINGS

We recognize that addressing anti-Blackness requires ongoing reflection, dialogue, assessment, evaluation, and taking measurable action steps. Over the past year, we have collectively pursued this important and imperfect work by providing training; engaging in conversations with staff and students; and continuing to build partnerships.

Strengths
- Intentionality has been at the forefront of this work for all units
- Several units have created committees/workgroups to move this work forward
- Strong interest across units for professional development trainings for staff and student staff
- Units are continuing to work towards incorporating diversity, equity, and inclusion initiatives within program learning outcomes

Challenges
- How to involve students in the process
- What role do units play in recruiting Black students without utilizing the institution's statistics as the "bar" (i.e. viewing matching the proportion of Black undergraduate students as a start, not the end goal)
- Having access to data about students at the university level (enrollment, applicants, where do they come from, etc.)
- Need for a framework to review policies and procedures to identify and address barriers that may contribute to anti-Blackness on campus
- Given the 20-21 student and staff hiring freeze, all units were especially challenged with recruiting Black student and professional staff members.

Opportunities
- Support with student outreach
- Support with understanding & disaggregating data
- Cultivating partnerships with the Black Academic Excellence Initiative to discuss ways in which the division is and is not serving Black students and the Black community
- Support with reviewing policy from an EDI lens
- Improve outreach and recruitment efforts to promote an increase in Black student and professional staff hires

Successes

Assessment, Evaluation & Organizational Development (AEOD)
- AEOD developed accountability metrics for VCSA and units to measure progress on anti-racist efforts
- AEOD has dramatically ramped up the ability to provide data to colleagues, particularly data that allows for disaggregation of results

Athletics
- Athletics developed a Black Lives Matter page to share out progress on their commitment to addressing anti-Blackness
- The Women's basketball team participated in the "Race for Change," a multi-institution event to promote social climate and raise funds for the Black Resource Center

Recreation
- Recreation created a staff resource page on anti-Racism education
- Recreation hosts bi-weekly anti-racism community meetings among the Recreation staff community

Case Management
- Case Management engages in monthly staff EDI discussions to educate and respond to issues impacting Black, Indigenous, people of color
- Case Management has recruited and hired professional and student staff that share the lived experiences of the Black community

Global Education
- Global Education leveraged a strategic partnership with the University of Southampton to create multilateral partnerships with African universities
- Global Education Promoted social justice, anti-racism, and anti-blackness lectures, workshops, and events in listserv announcements and social media accounts for faculty, staff, and students.

Student Conduct
- Student Conduct has reviewed their procedures from an EDI-lens
- Restorative Justice Committee has incorporated a commitment to address racism and White Supremacy in their Mission Statement

Student Life
- Student Life developed the SL EDI Coalition focusing on personal and professional development for staff on topics related to privilege, anti-racism, and allyship
- CSI hosted additional community dialogues and iLead leadership development workshops on topics of race social justice, and allyship

Undergraduate Research Hub (URH)
- URH developed partnerships with the Writing Hub and Black Resource Center to host "The Plug" events, geared toward supporting students in applying for various URH opportunities
- URH developed a new partnership with North Carolina Central University--a historically Black university--in the form of the UC-HBCU Pharmacy Program, which welcomes NCCU students as part of the 2021 Summer Research Program at UC San Diego

Chancellor's Associates Scholars Program (CASP)
- CASP developed staff training in Combating Anti-Blackness and White Supremacy, a series of workshops for student workers to address anti-Blackness in their roles as part of the CASP team as well as in their roles as students.
- CASP connected with the Black Alumni Council and are working on potential collaborations

OASIS
- OASIS created additional Learning Communities to expand access to more students, with specific outreach to Black students
- OASIS outreached/recruited students specifically within SDCCD, Los Angeles, San Bernardino, Triton Underground Scholars, Hope Scholars, and Trio SSP

Student Success Programs
- Student Success Programs developed a typology for Combating Anti-Blackness within each program to add to their website
- Student Success Programs formed a formal workgroup with professional staff to provide leadership and oversight to steer the units to address their commitments towards combating anti-Blackness

VCSA Office
- The VCSA provided sponsorship and professional support to host the January 2021 ABC statewide conference
- Triton Time dedicated six sessions to anti-racism and restorative justice