Black Lives Matter Action Plan

FALL 2020 REPORT
Executive Summary

SF State is a major public urban university in San Francisco that promotes intellectual and personal growth for its students and is rooted in equity to inspire courage to lead and innovate. Black Lives Matter at SF State aims to create access and equitable academic opportunities for African American students on campus and in the greater Bay Area. In coordination with campus and external stakeholders, SF State continues its commitment to social justice and equity for the African American community through our action plan.
Our Initiatives

- Employee Workshops
- Hiring Practices
- Faculty Development
- Black Student Success
- Philanthropic Support
- Curricular Development
- Campus Safety and Policies
- Community Engagement
- Q and A
Employee Workshops

LEADERSHIP FOR SOCIAL JUSTICE
A skills-development & training series for faculty, staff, and students to impact campus climate.

MANAGEMENT PERSONNEL PLAN (MPP) EMPLOYEES
University Leadership Council offered two sessions to participate.

COMMUNICATION
Promoted across social media platforms.
Hiring Practices

FACULTY SEARCHES
Implemented for all Fall searches,

MANAGEMENT PERSONNEL PLAN (MPP) SEARCHES
Anti-bias training, consultation, and advice on best practices in MPP searches.

STAFF SEARCHES
Human Resources will implement unconscious bias training.
WELCOME NEW FACULTY
Five African American faculty were welcomed in Fall 2020.

PEDAGOGIES FOR INCLUSIVE EXCELLENCE
Offered from Fall 20-Spring 21

FACULTY OF COLOR RETENTION PROGRAM
Funded by the Chancellors office this will be launched late Fall 2020.
Black Student Success

**UNDERGRADUATE RECRUITMENT**
Enrollment Management and the Black Unity Center has a dedicated position focused on Black student recruitment and retention.

**GRADUATE RECRUITMENT**
Increased visibility by attending HBCU and McNair Scholarship fairs.

**SF PROMISE**
President's Office, College of Education and Division of Equity and Community Inclusion building framework.
Black Student Success

SUPPORT FOR THE BLACK UNITY CENTER
Retention Specialist and Recruitment Specialist and two counselors through CARES Act funding.

SUPPORT FOR STUDENT ORGANIZATIONS
Through BUC and SAEM, ongoing advising and events support for Black student organizations.

CAREER DEVELOPMENT
BUC and CSLD are creating a strategy to engage the business community and develop partnerships for black student recruitment.

San Francisco State University
Black Student Success

San Francisco State University

PIPELINES TO PH.D'S
Increased communication on financing a doctoral degree.

ADVISING FOR BLACK STUDENTS
Training for Professional and Faculty advisors on how to better serve our African American Students.

MEN OF COLOR SUCCESS NETWORK INITIATIVE
Five workshops scheduled for this fall
PHILANTHROPIC SUPPORT
Developing strategy to meet with external stakeholders.

CAMPUS SAFETY AND POLICIES
- Safety Advisory committee formed.
- UPD has hosted a training with Res.Life staff and have developed new protocols.
- Grievance and Title IX-Communicate the EO process for Spring 2021.

CURRICULAR DEVELOPMENT
- Workshops for Ethnic studies GE Minor.
- Increased engagement through ICCE
- All top majors are articulated for transfers.

COMMUNITY ENGAGEMENT
Conversations between BUC, CLSD, and ICCE to develop pathways for African American students.