

An aerial photograph of the San Francisco skyline at dusk. The city is densely packed with skyscrapers, many of which have their lights on. The Golden Gate Bridge is visible in the distance on the left. The overall tone is dark with warm highlights from the city lights and the setting or rising sun.

SAN FRANCISCO STATE UNIVERSITY

# 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 .





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## 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

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San Francisco State University

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## LEADERSHIP FOR SOCIAL JUSTICE

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

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## MANAGEMENT PERSONNEL PLAN (MPP) EMPLOYEES

University Leadership Council offered two sessions to participate.

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## COMMUNICATION

Promoted across social media platforms.



# Hiring Practices

## FACULTY SEARCHES

Implemented for all Fall searches,

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## MANAGEMENT PERSONNEL PLAN (MPP) SEARCHES

Anti-bias training, consultation, and advice on best practices in MPP searches.

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## STAFF SEARCHES

Human Resources will implement unconscious bias training.



# Faculty Development

## WELCOME NEW FACULTY

Five African American faculty were welcomed in Fall 2020.

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## PEDAGOGIES FOR INCLUSIVE EXCELLENCE

Offered from Fall 20-Spring 21

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## FACULTY OF COLOR RETENTION PROGRAM

Funded by the Chancellors office this will be launched late Fall 2020.



# Black Student Success

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San Francisco State University

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## UNDERGRADUATE RECRUITMENT

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

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## GRADUATE RECRUITMENT

Increased visibility by attending HBCU and McNair Scholarship fairs.

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## SF PROMISE

President's Office, College of Education and Division of Equity and Community Inclusion building framework.



# Black Student Success

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San Francisco State University

## SUPPORT FOR THE BLACK UNITY CENTER

Retention Specialist and Recruitment Specialist and two counselors through CARES Act funding.

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## SUPPORT FOR STUDENT ORGANIZATIONS

Through BUC and SAEM, ongoing advising and events support for Black student organizations.

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## CAREER DEVELOPMENT

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



# Black Student Success

## PIPELINES TO PH.D'S

Increased communication on financing a doctoral degree.

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## ADVISING FOR BLACK STUDENTS

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

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## MEN OF COLOR SUCCESS NETWORK INITIATIVE

Five workshops scheduled for this fall



## PHILANTHROPIC SUPPORT

Developing strategy to meet with external stakeholders.

## CURRICULAR DEVELOPMENT

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

## 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.

## COMMUNITY ENGAGEMENT

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