CSUF Updated Response to Black Student Union Demands
July 2020

1. We demand an allocation of $150,000 to fully fund the Afrikan Black Coalition Conference to be hosted at California State University, Fullerton. This will allow space and opportunity for Black students on this campus and 15 other California campuses to partake in community amongst one another as well as display the support for the Black community on campus from university officials. The Afrikan Black Coalition is a statewide conference that brings Black students from all over California to discuss campus climate, recruitment and retention strategies, conduct political education and develop campaigns. The Black students on campus have not received the proper support in regards to funding for this conference. The Black Student Union requests full support for this conference.

July 2020 Update - Completed
The ABC conference was held January 17-20, 2020. Approximately 750 students participated in the event. Funding in the amount of up to $75,000 was provided for the conference to pay for expenses. In addition, the Division of Student Affairs provided funding support for two student leads to organize and support logistics for this student-led conference. ASI also provided an additional $16,000 to support BSU for this event. The overall conference budget/expenses amounted to $96,000.

The University coordinated the process for distributing the funds with ASI and the ABC Conference staff advisors as purchase orders or invoices were received.

2. We demand an aggressive recruitment of Black faculty and staff in disciplines and departments outside of the African-American Studies Department. Moreover, we also demand an increase in the support for the African-American Studies Department as a whole. We demand at least 6% faculty in a tenured track positions on campus be Black-identified within the next four years, with each year steadily increasing by 1.5%. There is an inadequate number of Black staff and faculty at CSU Fullerton. This is especially relevant to the retention of Black students because the overall campus climate is racially hostile to Black students, and the presence of the current Black staff and faculty has been imperative in the retention of those of us who are still here.

July 2020 Update from HRDI
We are making progress to meet 6% of faculty in Tenure Track positions on campus. We believe this is related to the training and support that we provide our search committees. Specifically, the current percentages report as follows.

The current percentage of Black faculty is 3.85%.

In the last recruitment cycle (2019-2020), we recruited 5.41% of Black Tenure Track faculty as of May 5, 2020. Further breakdown of tenure and non-tenure faculty percentages report at 3.89% for Tenure and 2.19% for Non-Tenure.
July 2020 Update from Academic Affairs
This recruitment included the successful hiring of one tenure-track faculty member in the Department of African American Studies.

July 2020 Updates
In January, the Senior Leadership team participated in a day long retreat focused on anti-bias and anti-racism. Each division has developed a Diversity, Equity and Inclusion framework that includes each division’s approach to prioritizing this work. While “training” is only the first step, it is one that each division leader has committed to ensuring all staff and managers complete by the end of the calendar year. New faculty and students will undergo a similar training and we are currently working with the Academic Senate and the labor union to identify ways to ensure all faculty receive anti-bias/anti-racist professional development. In Fall 2020, the university will launch its first common read, in which we will use as another avenue to discuss these matters. These and other updates can be found at together.fullerton.edu.

Lastly, over the summer, CSUF was selected as a participating team for the national Truth, Racial Healing and Transformation (TRHT) Institute, guided by the Association of American Colleges and Universities (AAC&U). The TRHT Institute centers around issues of racial, ethnic and economic segregation and the challenge that higher education institutes are faced with to heal from these matters. The CSUF TRHT Summer 2020 Institute team included cross-divisional leaders, including Academic Affairs, HRDI (lead) and Student Affairs, who will identify evidence-based strategies that support our campus’ stated vision of what our communities will look, feel and be like when the belief in the hierarchy of human value no longer exists; participate and design Rx Racial Healing Circles; participate in workshops and collaborate with experienced TRHT Campus Center mentors, workshop facilitators and evaluation consultants to develop and/or refine CSUF’s transformative campus action plan, Titans Together: Striving for Justice, Equity, and Inclusion.

3. We demand that the “Black Student Success Initiative” Plan drafted by Associated Students, Incorporated be implemented in its entirety with full funding from the President’s office. We maintain that none of the funding that is necessary to address our demands comes from the Student Affairs Division. The priority shift we are demanding must be at the institutional and structural level. There is no will power and concerted efforts being put forth by the University to recruit and retain Black students by the University as evidenced by our very low representation of 1.8% at CSUF. -Ongoing

July 2020 Update
Please see the enclosed progress report for detailed updates related to the ASI Resolution in Support of Black Student Success. The Vice President for Student Affairs shared these updates with the ASI Board of Directors in January 2020 as required by the resolution.

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4. **We demand the hiring of two full-time Black psychologists at CSUF.** We maintain that the funding for this (which includes recruitment expenses) does not come from Student Affairs Division for the reasons stated above. Currently, there is a critical need as we have no Black Psychologists on campus. We as Black students need psychologists who share similar experiences in terms of racial discrimination and in dealing with the racially hostile campus climate at this University.

**July 2020 Update – Completed**
Student Affairs, in collaboration with HRDI, has recruited and appointed two Black psychologist who started November 2019 and January 2020.

5. **We demand an annual scholarships budget of $250,000 to be raised and funded by the President’s office, and disbursed by the African American Resource Center to go to Black students with the highest need.** This will help ensure the retention of our Black students and reduce the financial burden of seeking higher education. - **Ongoing**

**July 2020 Update from Student Affairs**
The University cannot solicit or accept gifts to the University that are directed or limited toward students of a particular race, sex, color, ethnicity or national origin. This prohibition includes solicitations by, or gifts to, the University Foundation.

However, if private donors wish to establish preference-based financial aid or scholarships to benefit CSUF students (including through a community foundation or other entity), the University can provide routine assistance to facilitate implementation of such awards. Specifically, the University could provide information to students about those opportunities, could receive funds the awarding entity has designated for a specific student and apply them to the student’s account; however, the University cannot control the donor, administer the fund, or be directly involved in selecting the recipients.

Fundraising through community resources can involve the participation of Black students who will be provided with an opportunity to share their stories about the impact of their CSUF experience.

Potential scholarship opportunities include:
- Guardian Scholars
- Male Success Initiative
- McNair Scholars
- Project Rebound
- Tuffy Graduation Scholars

**July 2020 Update from University Advancement**
The University is actively talking with donors and other friends to ask for their financial help with the scholarship and other support needs of our Black Students. We expect this specific campaign to see results toward the end of the calendar year.
6. **We demand an allocation of $100,000 for the creation of a peer-led mentoring program through the African American Resource Center.** This program will assist with transitioning Black students to campus, assisting with Black student retention.- **Ongoing**

   **July 2020 Update from Student Affairs**
   An overview of the program is attached—Peer Mentor Black Scholars Program.

7. **We demand public support letter from President Framrose Virjee for the advancement of AB 1460, which will make Ethnic Studies a CSU requirement.** Ethnic studies courses provide the perspectives

   **July 2020 Update**
   We are in full support of an Ethnic Studies requirement at CSUF. At the July Board meeting, the CSU Requirement was approved. We are awaiting the Governor’s decision on AB 1460, as this will determine the CSU’s path forward. If AB 1460 does not pass, the CSUF Academic Senate will help determine what that requirement will look like on our campus.

8. **We demand Phi Sigma Kappa Fraternity be suspended indefinitely due to the disregard of the campus values.** Fraternity and sorority members are a reflection of their organization. Often times members are isolated and scapegoated from the organization the member during these situations so the organization can avoid responsibility. – **Completed**

   **July 2020 Update**
   Phi Sigma Kappa is no longer an affiliated student group with CSUF. Any questions regarding this issue can be referred to the Division of Student Affairs.

9. **We demand the University amend the rules and policies of expulsion in regards to Student Life and Leadership at California State University, Fullerton, to include racial crimes and discrimination against all students, specifically Black students.** Perpetrators of the code of conduct should feel the full weight of the emotional trauma experienced by victims of these hateful acts. - **Completed**

   At CSUF current policy includes language that any violation of the law or of university policy can subject an individual student or student organization to disciplinary action up to, and including, expulsion. Engaging in hate crimes are both against the law and prohibited by university policy, and as such, can result in expulsion from CSUF.

   **Title V** includes all campus “rules” that apply to every student at every CSU campus across the state. Violations of the law and harassment are specifically mentioned within Title V as grounds for discipline. Here are the specific subsections and policy language to draw their attention to. The bold, underscore, italics have been added to help students understand how we apply this policy in situations involving hate crimes:

   - (7) Conduct that threatens or endangers the health or safety of any person within or related to the University community, including physical abuse, threats, intimidation, harassment, or sexual misconduct.
   - (16) Violation of any published University policy, rule, regulation or presidential order. (We use this one for violations of University Policy Statements, including the one listed at the bottom of this email).
   - (18) *Any act chargeable as a violation of a federal, state, or local law that poses a substantial threat to the safety or well-being of members of the University community.*
to property within the University community or poses a significant threat of disruption or interference with University operations.

Executive Order 1098 explains how we can discipline students for violating Title V and lists the outcomes of expulsion, suspension, etc.

Executive Order 1097 specifically prohibits discrimination, harassment, and retaliation and then explains the procedures the campus must follow in order to address these issues.

- Article 1, section A states that the CSU prohibits discrimination based on protected status, including race or ethnicity (color or ancestry).
- Article 1, section B on discrimination states: “The CSU strives to be free of all forms of Discrimination, including Harassment, because of a Protected Status. It is CSU policy that no Student shall be excluded from participation in, or be denied the benefits of, any CSU program or activity because of any Protected Status.”
- Article III explains the complaint resolution and investigation processes for these situations.

University Policy Statement 300.000 on Student Rights and Responsibilities describes expectations that Cal State Fullerton has for our students. Violations of this UPS constitute grounds for discipline under Title V, section 16 (above).

- On page 2, the second and third paragraphs discuss and prohibit discrimination based on protected status, including race and ethnicity.

10. We demand a Black floor in campus-housing within the construction of the newly implemented residential halls that will ensure the safety and community protection of Black students. Black students need communal spaces within housing to ensure their safety and well-being. – Plan Completed

July 2020 Update from Student Affairs
In order to provide students with an environment where they can safely explore, celebrate, and think critically about key issues related to cultural and social awareness, Housing and Residential Engagement is detailing a staged approach to the creation of a Black Affinity housing community.

To thoughtfully develop the community, representatives from Housing and Residential Engagement called together a committee consisting of faculty, staff, and students from the following areas: African American Studies, Sociology, DIRC, MSI, HRE, and BSU to discuss foundational values and logistics. Further, the members of the Black Excellence Committee were consulted about the timeline and logistics of launching the community. Based on feedback received from both groups, the following phased plan is proposed:

Phase 1: Spring 2020-Fall 2020
- Establish taskforce and identify key stakeholders
- Develop plan, timeline, and action plan for creation of a residential theme housing community
- Identify foundational values and building blocks necessary to support black-identified students who live in housing and incorporate into the residential programming and curriculum model during AY20-21

Phase 2: Fall 2020-Spring 2021
• Create and provide theme-based programming for residents to begin to develop a stronger sense of community for black students in housing – Fall semester 2020 and Spring semester 2021
• Invite faculty within African American Studies to join the Faculty Mentor program within Housing and Residential Engagement-August 2020
• Hold Advisory Work Group (AWG) meeting to discuss the draft plan and discuss focus group logistics as well as gather feedback- August 2020.
• Host several student focus groups to gather data and ideas for the Black Affinity Theme Community –August 2020
• Code notes from focus groups and pool research- August 2020
• Hold AWG meeting to share themes and results from student focus groups- August 2020
• Hold AWG meeting to discuss name, mission, vision, and values of the Black Affinity Theme Community- October 2020
• Identify building for theme community (residence halls (FTF) or apartments (all students)-October 2020
• Have multiple stakeholder meetings showcasing 2 or 3 visions to gather feedback- November 2020
  • Invited Stakeholders include BSU, SALT, African American Studies, HRE, and the Black Excellence Committee
• Finalize direction of the Black Affinity Theme Community for fall 2021- December 2020
• Establish recruitment strategies and opportunities for financial support for students for placement in the fall 2021 community- Spring 2021

Phase 3: Fall 2021
• Launch small pilot Black Affinity Theme Community within the current residential community based on need and demand
• Explore possible academic tie-in to the community (required class) with African American Studies
• Explore faculty in residence support opportunities
• Assess the success and impact of the pilot program

Phase 4: Fall 2022
• Launch larger residential Black Affinity Theme Community in the newly built residential facility
• Explore additional affinity theme community opportunities based on the Black Affinity community model

11. We demand robust diversity training for Fraternity and Sorority Life. Historically white fraternities and sororities often lack the cultural competence and knowledge needed to interact with people with marginalized identities, specifically National Pan-Hellenic Council and Multi-Cultural Greek Council. Additionally, the staffing within Fraternity and Sorority Life needs to be reviewed to ensure that students with marginalized identities, specifically those affiliated with NPHC and MGC feel supported and empowered.

Update from Student Affairs July 2020
COVID-19 and the virtual nature of our institution in the spring semester had an impact on our efforts to move forward with some aspects of this request. SLL staff were able to pilot the Inclusivity-Leadership Development program in early spring semester. Additionally, plans have moved forward to improve the New Member Education program, but more content development will occur over the summer and fall, since fraternity/sorority recruitment will be postponed until
spring semester. Finally, Student Affairs realizes the critical need to support improving the diversity and inclusion work within the fraternity and sorority life system. Over the past several months, Student Life and Leadership have developed a draft position description for an Associate Director position to oversee the diversity and inclusion efforts in the FSL community. However, because of budget constraints related to the COVID-19 pandemic, the hiring of this Associate Director for SLL was unable to occur this year. The current plan is to finish this work in the spring semester of 2021 and recruit for academic year 2021-2022.