



CAMPUS CLIMATE INITIATIVES

April 2019 Update

Mission-Supportive Activities

- On March 20, 2019, SF State reached a settlement in the Volk v. CSU case that underscores the University's commitment to equity and inclusion for all – including our campus community members who identify as Jewish. The settlement reaffirms the values of free expression and diversity of viewpoints. For more information about the settlement, please visit: <http://news.sfsu.edu/announcements/statement-announcing-volk-csu-agreement>.

Organizational Development Activities

- The **Dream Resource Center** officially launched its [Advisory Board](#) which is composed of faculty, staff, and students from across the campus. The goal of the Board is to share best practices and trends in higher education that impact the academic success of the SF State undocumented student community. The Board hosted its first meeting in March.
- **Residential Life** is developing safe/brave spaces and providing a social and academic connection for those wishing to explore personal or allied identities within each of the [identity-based housing communities](#). These communities include First Year Afrocentric Community, First Year ASPIRE (Asian/Pacific Islander) Community, First Year Latinx Community, First Year Rainbow (LGBT/Queer) Community, Second Year Afrocentric Community, and Second Year Rainbow Community. First-year communities will have an associated academic course as a requirement and all communities will expand occupancy targets for AY 2019/2020. Overall, communities will grow from 169 residents to 268 residents (59% increase in our participating residents for AY 2019/2020).
- The **Jewish Student Life Coordinator** and the **Muslim Student Life Coordinator** positions posted in December 2018 and the search committee processes are under way. Both positions will launch SF State's Interfaith & Intercultural Programs within the Division of Equity & Community Inclusion.

Education, Outreach & Training Activities

- **Asian American & Pacific Islander (AAPI) Student Services** partnered with Asian American Studies to host "A Night with MacArthur Fellows Viet Nguyen and An-My Le". This event kicked off the celebration for the 50th Anniversary of Ethnic Studies at SFSU, in particular the Asian American Studies Department. AAPI Student Services also hosted events for and about the LGBTQ+ and AAPI community, discussions about the need for expanding Pacific Islander Studies, and financial literacy workshops.

- **Campus Recreation** has hosted a workshop on inclusive language with a focus on training its staff to help recognize, learn about, and practice using more inclusive language, particularly around gender inclusivity.
- **Career Services & Leadership Development** provided workshops on the topics of Emotional Intelligence and Unconscious Bias to the [President's Leadership Fellows](#).
- **Disability Programs & Resource Center (DPRC)** trained the **Residential Life** professional team on disability access and engaged in a deeper exploration around the topic of emotional support animals (March 2019)
- DPRC professional staff conducted outreach at local high schools and regional community colleges targeted toward deaf and hard-of-hearing students (January-March 2019).
- **Health Promotion & Wellness** launched its CalFresh Help Clinic. Students can meet with a CalFresh Navi-Gator to check eligibility, receive application assistance, get help with verification documents, learn more about CalFresh, and connect to other food resources on campus. The Clinic Drop-In Hours are M-TH 11am-3pm in the HPW offices. For more information visit: <https://basicneeds.sfsu.edu/calfresh-help-clinic> (February-March 2019).
- **Housing & Residential Life** are providing key documents in the housing application process in Spanish as well as visibly identifying those team members who are proficient in multiple languages to support our campus' designation as a Hispanic Serving Institution. This additional effort including the creation of the Housing Organization of Latinx Ancestry (HOLA), a residential organization serving our Latinx students was launched formally under the Residential Housing Association (RHA) student organization. This residential organization supplements others such as Black Residents United in Housing (BRUH); WAVES (Asian/Pacific Islander Students); Everything is Great About You (EGAY).
- **New Student Programs (NSP)** continues to work collaboratively with Equity and Community Inclusion, College of Ethnic Studies, Graduate College of Education, First Year Experience, and the Dean of Students Office to enhance the Spanish-speaking orientation presentation and resources for participating students and families. NSP is also working to engage in direct outreach for our students who are looking for visible signs of inclusion for LGBTQ and Dream Resource Center (undocumented) students and families through indicators on name badges.
- Orientation Leaders housed within NSP are currently underway in their first semester of a cohort experience for newly hired student staff with special emphasis on engaging with campus climate and inclusion as primary training topics.
- **Residential Life** is working with Housing, Dining and Conference Services, to review [best practices](#) related to trans and queer students of color within the housing environment (March 2019).
- Several representatives from across campus have begun planning meetings for [SF State participation in the 2019 SF Pride Parade](#) to encourage and support campus-wide involvement for participation in San Francisco's annual Pride Parade, the largest LGBT gathering in the nation. This year, the parade will occur on Sunday, June 30.

- SF State hosted its annual Super Sunday programs in partnership with local faith-based leaders and educational partners in the SF Bay Area. Invited guests visited the main campus for a brunch meeting on Friday, February 8th to learn and dialogue about current initiatives that support Black student success at SF State. The meeting included presentations from the Black Unity Center, the Division of Enrollment Management, the Division of Equity & Community Inclusion, and the Vice President for University Advancement. On Sunday, February 10th, three teams of SF State faculty and staff visited Ingleside Presbyterian Church, Providence Baptist Church, and Third Baptist Church as part of the [CSU system wide Super Sunday program](#) to share current resources for the community, from within the community.
- **Student Health Services (SHS)** leadership initiated several staff development and service enhancements efforts in support of LGBTQ students. Training sessions were facilitated by Dr. Ron Holt, SHS Psychiatrist. He encouraged further review of health history forms, reflection regarding unintentional barriers, and application of best practice health service delivery. The information and training have fostered a persistent posture of ongoing review for achieving more effective student support, both cohort specific and for general population. The impact of these adjustments will be reviewed during the summer of 2019.
- The **Division of Equity & Community Inclusion** hosted a campus conversation for processing and action related to the attack on two mosques that left 50 people dead in New Zealand on Friday, March 15, 2019. Info about related programs and services can be found at <https://equity.sfsu.edu/>.
- The **Dream Resource Center** celebrated its 2nd Anniversary on March 20th which included a viewing of the Center's reconfigured office space in the Student Services Building (Room 206), a presentation by renowned poet Yosimar Reyes, and an award recognition for the first recipient of the Gabriela Sanchez Memorial Scholarship.
- The **Educational Opportunity Program (EOP)**, with support from the **Dream Resource Center**, accompanied a group of students to the 3rd Annual UndocuSTEM Conference at Sonoma State University on Saturday, March 23rd. Students had the opportunity to network and attend workshops with STEM professionals and graduate students that provided insight and guidance on a range of topics including preparing for graduate school, becoming an entrepreneur, and pursuing careers in the tech industry.
- The **Office of International Programs** partnered with the All Campus Committee on International Programs to present on *Social Justice in International Programs* at the January 24, 2019, Faculty Retreat.

Procedures & Policy Development Activities

- The **Anti-Bullying Workgroup** submitted recommendations and draft policy language to the Office of the President that suggest a framework for preventing and addressing bullying behavior on the SF State campus. It is being reviewed by the President's Cabinet. As always, the workgroup is happy to receive feedback and questions at bullying@sfsu.edu.

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Campus climate initiatives at San Francisco State are intended to advance the goals of **Graduation Initiative 2025**, and in particular to close the educational equity gap. Update reports are prepared on a quarterly basis. Individuals who have questions about any of these efforts can feel free to contact either Dr. Luoluo Hong, Vice President for Student Affairs & Enrollment Management (luoluo@sfsu.edu) or Dr. Manuel Alejandro Pérez, Interim Assistant Vice President for Equity & Community Inclusion (manuelp@sfsu.edu).

Graduation Initiative 2025 Goals San Francisco State

Metric	2025 Goal	Most Recent Rate
Freshman 6-Year Graduation	69%	51%
Freshman 4-Year Graduation	33%	18%
Transfer 2-Year Graduation	49%	37%
Transfer 4-Year Graduation	86%	76%
Gap - Underrepresented Minority	0	10 % points
Gap – Pell	0	5 % points

Compiled April 2, 2019