



CAMPUS CLIMATE INITIATIVES January 2019 Update

Mission-Supportive Activities

- No update.

Organizational Development Activities

- The [Division of Equity & Community Inclusion](#) has expanded staff infrastructure to include new professional staff and student employees with a focus on outreach, engagement, and student success. Planning will continue during AY 2018-19 to establish Latinx student services, as well as advocacy and support services for LGBTQ+ students.
- Interfaith & Intercultural Programs will launch two new staff positions: the Jewish Student Life Coordinator and the Muslim Student Life Coordinator. These positions initiated their respective search processes in December 2018 and will extend through the start of the Spring 2019 semester, under the auspices of the **Office of Diversity & Student Equity**.
- The **Campus Climate Assessment Project** will enter the third semester of implementation in January 2019, with [Susan Rankin & Associates Consulting](#) as our project facilitator. The online survey phase of the study launched on October 9th and concluded on November 9th. The Office of Alumni Relations partnered with the Steering Committee to provide a tiered system of donations to the SF State **HOPE Crisis Fund** to encourage participation in the “Your Story Matters” survey. The sum total of all funds raised, along with the final report (due to come out April 2019) from our consultants, will include not only the complete data and their analysis but also a measurable, actionable plan for moving forward – developed collaboratively with the campus community. More information about the survey can be found at <https://climate.sfsu.edu/>.
- In AY 2018-2019, [Residential Life](#) expanded the capacity of the three **Living & Learning Communities (LLCs)** mentioned from 45 first year students to 105 first year students and 45 second year students. In addition to the pilot LLCs, Residential Life introduced a resident social organization to compliment the API (ASPIRE) community through the Residential Housing Association Org structure named “WAVES”.

Education, Outreach & Training Activities

- The **Ad Hoc Work Group on Equity & Social Justice Educational Outreach** is finalizing the full draft of recommended action items for full review in the Spring 2019 semester. The draft action items are the product of all recommendations from a series of “Town Hall” consultations with each of the cabinet areas, as well as with Associated Students, Academic Senate, and other entities to seek broader feedback.

- The [Division of Equity & Community Inclusion](#) hosted three campus conversations with a [Brave Space framework](#) in November and December. Each of the conversations focused on themes related to national, statewide, local, and SF State current events that impact campus climate, with the final conversation held on December 13th focused on issues of transphobia. Info about their programs and services can be found at <https://equity.sfsu.edu/>.
- Members of the Student Affairs & Enrollment Management Leadership Council engaged in strategic professional development initiatives that focused on topics that directly impact campus climate at SF State and bring in both campus and community partners, including broadcast, print, and social media, to discuss such topics as free speech, hate speech, and interfaith/intercultural programs.
- The Director of the [Disability Programs & Resource Center](#) made a presentation to the Academic Senate on the provision of reasonable accommodations for disabled students at the start of the Fall 2018 semester. The presentation was then further shared with all chairs and directors of academic units by the Office of Faculty Affairs & Professional Development.
- [Health Promotion & Wellness \(HPW\)](#) has launched a CalFresh Clinic where students can receive assistance with applying for CalFresh benefits. The clinic is operated by HPW interns and staff and is open 16 hours per week. Additionally, HPW, in collaboration with Information Technology Services and Associated Students, launched "Gator Grub Alert," a push-notification system that alerts students to the availability of excess catered food via the SF State app. For more information on how to connect to this system, please visit <https://basicneeds.sfsu.edu/content/gator-grub-alert>.

Procedures & Policy Development Activities

- The anti-bullying workgroup has spent the Fall 2018 semester doing outreach and workshops for the campus community about addressing bullying and has been consulting stakeholder groups about language for a possible Executive Directive to address bullying on campus. 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 4-Year Graduation	33%	21.6%
Freshman 6-Year Graduation	69%	54.9%
Transfer 2-Year Graduation	49%	37%
Transfer 4-Year Graduation	86%	72.6%
Gap - Underrepresented Minority	0	7.8 % points
Gap – Pell	0	0.6 % points

Compiled January 30, 2018