



## CAMPUS CLIMATE INITIATIVES October 2018 Update

### Mission-Supportive Activities

- As a reminder, the CSU Chancellor's Office released a statement regarding the **CSU Commitment to Inclusive Excellence**. The [statement can be found online](#).
- In support of [Graduation Initiative 2025](#), improving student engagement and wellbeing has been identified as one of the six primary areas of focused action, while [closing the achievement gap](#) is one of the key goals. In support of GI 2025, the campus has launched [Basic Needs Initiatives](#) to assist students with achieving their academic goals.

### Organizational Development Activities

- With the support of GI 2025 funding, the [Division of Equity & Community Inclusion](#) continues to build staff infrastructure through the hiring of new professional staff and student employees, as well as developing a comprehensive portfolio of programs, procedures, and services for students. Info about their programs and services can be found at <https://equity.sfsu.edu/>. Planning is underway during AY 2018-19 to establish Latinx student services, as well as advocacy and support services for LGBTQ+ students.
- Interfaith & Intercultural Programs are scheduled to launch by January 2019, under the auspices of the **Office of Diversity & Student Equity**. The programs will be led by an Assistant Director, who will be joined by a Jewish Student Life Coordinator and a Muslim Student Life Coordinator. Hiring will take place during Fall 2018.
- The **Campus Climate Assessment Project** is well into its second semester of implementation, with [Susan Rankin & Associates Consulting](#) as our project facilitator. The qualitative phase of the study, comprised of 15 focus groups, was completed on April 9<sup>th</sup>. A comprehensive online, confidential survey – titled “Your Story Matters” - launched on October 9<sup>th</sup> and will be available at <https://rankinsurveys4.com/sfsu> through November 2nd. The Office of Alumni Relations has 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. All staff, faculty and students have been invited to participate. 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/>.

### Education, Outreach & Training Activities

- The **Ad Hoc Work Group on Equity & Social Justice Educational Outreach** completed 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 and input to guide implementation throughout Spring 2018. The feedback from these meetings was presented at the October 2018 Leadership Forum for all managers; the Work Group will now reconvene to draft action items before the end of the Fall 2018 semester.

- **Capacity-building and training** continues to occur on an ongoing basis for students, staff and faculty through multiple mediums and venues. Numerous annual policy training workshops on CSU Executive Orders 1095/1096/1097 have been hosted for Academic Senate, Associated Students Board of Directors, department chairs, and Residential Life staff throughout August and September. Special emphasis is being placed on [supporting the rights of pregnant, nursing, and/or parenting students and employees](#), as well as [gender-inclusive restrooms](#). In addition, **Health Promotion & Wellness** has reached over 1,000 Greek-letter social fraternity/sorority members and residential students thus far with sexual harassment/sexual misconduct prevention educational outreach in Fall 2018.
- The **Dean of Students Office** hosted a major speaker event on Tuesday, October 9<sup>th</sup> in McKenna Theater that addressed freedom of expression, exploring the question, “Is hate speech still free speech?” The event featured [Erwin Chemerinsky, Dean and Professor of Law at UC Berkeley](#) and author of *Free Speech on Campus* (with Howard Gillman) and was open to all students, staff, faculty and members of the local community.

#### Procedures & Policy Development Activities

- Under the coordination of the **University Police Department**, the [Annual Security Report for 2018](#) has been released in compliance with the *Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act of 1998*.
- **Equity Programs & Compliance** has released the [annual report for Title IX](#) and discrimination, harassment and retaliation complaints filed with their office during academic year 2017-18. The report and other downloadable documents can be found at <http://titleix.sfsu.edu/Materials>.
- The **Anti-Bullying Work Group**, composed of administrators, faculty, staff and students, completed their inquiry and self-study during Spring 2018. During Summer 2018, the Work Group began soliciting campus-wide feedback for an inclusive definition of bullying. Efforts are underway to develop and deliver skills-building workshops for the campus community that focus on raising awareness and promoting effective responses for bullying. Any campus organization who would like to host a workshop should email [bullying@sfsu.edu](mailto:bullying@sfsu.edu) with their request. The Work Group hopes to prepare a policy and related procedures to comprise a draft University Executive Directive for review/approval by the President in December 2018.

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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](mailto:luoluo@sfsu.edu)) or Dr. Manuel Alejandro Pérez, Interim Assistant Vice President for Equity & Community Inclusion ([manuelp@sfsu.edu](mailto:manuelp@sfsu.edu)).

## Graduation Initiative 2025 Goals San Francisco State

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

Compiled October 14, 2018