

develop specific targets for enhancing diversity, equity, and action toward an even more inclusive and compassionate culture.

Moving forward, we do not claim to have all the answers and cannot promise that we won't misstep in the process of learning. However, we look forward to continued meaningful dialogue with our Black community members to develop specific actions as we also engage with all members of our campus and community to enhance diversity, equity, and action toward an even more inclusive and compassionate culture.

This summer, President Conoley, in addition to reviewing several comprehensive documents from groups on campus (e.g., Black Faculty and Staff Community, Black Student Union, and CFA), engaged with Chief of Staff Dr. Schnoor in fourteen group listening sessions with Black students, staff, faculty, alumni, community members, and faith leaders. While many participants felt vulnerable and assured of our confidence, they openly shared experiences and suggestions. The following plans are already in implementation while we prepare for ongoing dialogue with stakeholders to catalyze immediate, medium, and long-term action.

In the coming year, disseminate and study the results of the campus climate survey and engage in group discussions to inform impactful action steps.

Senior administrators and select faculty and students are completing Moving Beyond Bias (MBB) Training with CSU/UC

colleagues and key individuals attending “Train-the-Trainers” modules.

Further diversify CAPS staff to ensure that counseling is delivered by those who share the life experience of clients.

Ensure that cultural centers—the President’s highest facilities priority—are clearly reflected in the 10-year campus master plan.

Partner with the Academic Senate and Deans to create a review, tenure, and promotion (RTP) process that enables faculty to build on their unique talents in teaching, practice, service, and research.

Repurpose a position to create a full-time. 0 10.00

Fundraising for scholarships, including those that support internships and studies in social and racial justice.

Increased staffing in OMA, Men's Success Initiative, and

renamed the President's Commission on Equity and Change and received an action-oriented charge to implement a comprehensive

Enhance the involvement of BSU and Black/Africana Studies to determine priorities and actions.

Diversify all CSULB boards.

Encourage and identify resources for:

Cultural competency and anti-racist training for students, staff, and faculty.

Enhanced mentoring for diverse students.

Action research grants to reduce the opportunity gap.

Recruiting and funding diverse Leadership Fellows and Data Fellows.

RSCA funding for important research related to systemic racism on campus and the experience of diverse students at The Beach.

Black cultural events and conferences.

Continue and enhance programs that address high school preparation and transition to college—especially math preparation.

Develop better coordination among all units—especially Enrollment Management with University Outreach & School Relations—to increase enrollment of Black and other underrepresented students to:

- Aggressively follow up with accepted students to increase yield.

- Increase targeted recruiting in schools with high populations of Black/underrepresented students.
- Critically examine and creatively enhance means of relationship-building in diverse communities and schools.
- Develop tracking system/dashboards of Black/underrepresented students throughout the college-bound pipeline and access, retention, and graduation at CSULB.
- Investigate a more holistic approach to admissions/criteria.

Enhance student engagement and support by:

- Investing in summer and first-year experiences and early connections to campus cultural organizations.
- Investing in critical support offices/staff such as EOP and Success Center.
- Investing in Black Beach Day, Black Consciousness Conference, and unique SOAR experience.
- Collaborate with faith-based and alumni mentors to increase student retention and also

Provost/Enrollment Services and VP DSA

Enrollment Services/University Outreach & School Relations develop better coordination to increase Black/underrepresented enrollment:

- Aggressively follow up with accepted students to increase yield. Enrollment Management/Admissions discussing intentional collaborations.
- Increase targeted recruiting in schools with high populations of Black/underrepresented students & critically examine and creatively enhance means of relationship-building in diverse communities and schools. (*Office of Outreach & School Relations has developed a Black Student Outreach Fall 2021 Recruitment Plan featuring outreach to organizations, community colleges, schools, parents, and community orgs.*)
- Enhance tracking system/dashboards of Black/URM students throughout the college-bound pipeline (access, retention, graduation). (S20)
- Investigate a more holistic approach to admissions/criteria. (*Beach Pathways increased from 200 to 400 with enhanced holistic process.*)

Provost/AVPs/Deans/AS/and Others

Discuss and plan for new Ethnic Studies courses and requirements. (F20/S21)

Black Business Strategies (BBS) collaboration identifies Black Businesses to participate in a sustainable business consulting program. (F20)

Police Service

