

CSU Bakersfield



COMMUNITY



CONVERSATIONS

Thursday, June 25, 2020

Welcome!

What did we hear?

- ▶ Are there any ideas already on the table for additional resources, programs, centers, etc.?
- ▶ Which books about racial diversity and speaking on these topics have the leadership on our campus read to understand how to talk and listen about these things?
- ▶ How many black faculty do we have?
- ▶ Does our budget allow for more hiring of black professors?
- ▶ Will Ethnic Studies classes be required going forward?
- ▶ Will we develop a black cultural center like other universities?

What have we done? - Investments

- ▶ Invested 10K to support the faculty in the creation of and Ethnic Studies Department proposal
- ▶ Invested 10K for Mathematics tutoring and peer support for African-American students
- ▶ Invested 15K in stipends to faculty mentors for African-American students
- ▶ Invested 4K in a Virtual Center for Social Justice

What have we done? - Programming and Resources

Sandra Bozarth

Chair, Instructional Technology, AL\$ and Reference Services Coordinator

- ▶ WSL created a Social Justice resource page (<https://csub.libguides.com/SocialJustice>)

Dr. Michael Burroughs

Associate Professor Philosophy and Director, Kegley Institute of Ethics

- ▶ “You Took the Words Right Out of My Mouth: Why Some Words Don’t Belong to You”
- ▶ “Breaking Hate: Confronting the New Culture of Extremism”

Dr. Mark A. Martinez

Department Chair and Professor of Political Science

- ▶ Center for Social Justice

What have we done? - Faculty Data

CSUB Faculty by Ethnicity FA2010				
Label	Lecturers	Tenured	Tenure-Track	Grand Total
American Indian/Alaska Native	1			1
Asian	5	17	8	30
Black/African American	5	9	3	17
Hispanic/Latino	19	15	4	38
Native Hawaiian/Oth Pac Island	2	1		3
Not Specified	1	5	3	9
Two or More Races	3	5	1	9
Caucasian	141	112	28	281
Grand Total	177	164	47	388
<i>Black/African- American % of total</i>	<i>3%</i>	<i>5%</i>	<i>6%</i>	<i>4%</i>

What have we done? - Faculty Data

CSUB Faculty by Ethnicity FA2020				
Label	Lecturers	Tenured	Tenure-Track	Grand Total
American Indian/Alaska Native	5		1	6
Asian	33	20	34	87
Black/African American	27	8	5	40
Hispanic/Latino	89	20	12	121
Not Specified	13	6	1	20
Two or More Ethnicities/Race	10		1	11
Caucasian	274	79	53	406
Grand Total	451	133	107	691
<i>Black/African- American % of total</i>	6%	6%	6%	6%

What have we done? - Ethnic Studies

Assembly Bill 1460

This bill, commencing with the 2021-22 academic year, would require the California State University to provide for courses in ethnic studies at each of its campuses. The bill, commencing with the students graduating in the 2024-25 academic year, would require the California State University to require, as an undergraduate graduation requirement, the completion of, at minimum, one 3-unit course in ethnic studies, as specified.

What have we done? - Ethnic Studies Department Proposal

Dr. Alicia E. Rodríguez.

Director of Interdisciplinary Studies and Professor of History

Dr. Jorge Moraga

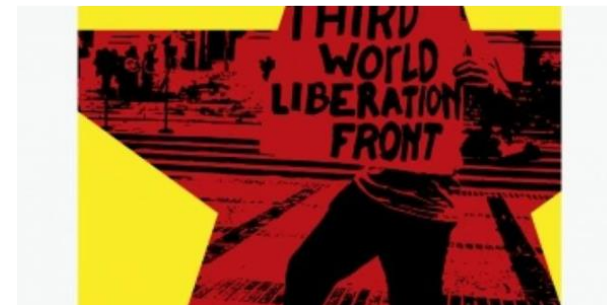
Interdisciplinary Studies Assistant Professor

Dr. Tracey Salisbury

Interdisciplinary Studies Assistant Professor

Origins: Third World Liberation Front

- Formed in the spring of 1968
 - Third World Strike (Nov. 6, 1968 – Mar. 20, 1969)
- Anti-Imperialist & Nationalist
- Trans-Nationalization (Cultural Interconnectedness)
- Inter-Ethnic/Racial Solidarity:
 - Black Student Union
 - Native American Student Union
 - Mexican American Student Confederation
 - Latin American Student Organization
 - Philippine-American Collegiate Endeavor
 - Intercollegiate Chinese for Social Action
 - Asian American Pacific Alliance



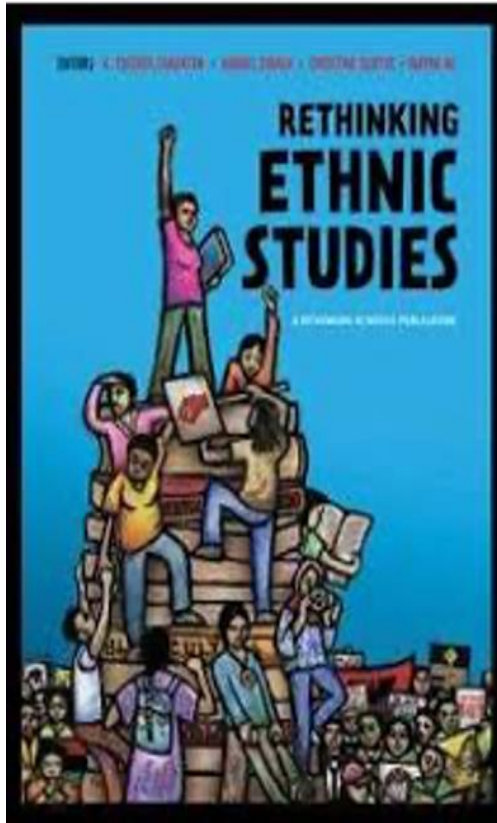
[STRIKE! SF State College](#)

[Berkeley Revolution](#)

The Purpose of Ethnic Studies

“Ethnic Studies’ purpose is to respond to students by developing their critical understanding of the world and their place in it, and ultimately prepare them to use academic tools to transform their world for the better. This purpose guides its pedagogy.”

Ethnic Studies Pedagogy is committed to the following:



(excerpt from “What is Ethnic Studies Pedagogy?”, see *Rethinking Ethnic Studies*, pp. 20-25)

Decolonization as a liberatory process

Encourages self-determination and claiming an intellectual identity, and active participation in the transformation of material conditions

Anti-racist project

Critique of racial oppression at the institutional, interpersonal, and internalized levels, and how each level is influenced by and reproduces the other levels

Critical Race Theory + Counter-StoryTelling

Anti-colonial Education

Promotes a critical consciousness; teaches students to challenge racial oppression; empowers students to become critical active agents

Result? Ethnic Studies Saves, Liberates, and Empowers Lives because it...

...offers a big-picture conceptual and curricular tool to help describe and understand the holistic, herstorical, cultural, sociopolitical, economic, moral, intersectional, and critical dimensions of the field across historically marginalized and racialized groups...

...who are we, where are we from, what are our stories, where are we going, what will our relationships to each other be? Who decides?....

(Rethinking Ethnic Studies, p. 75)



Excel Scholars

Excellence Through Brotherhood and Mentoring

How We Got
Here



CALIFORNIA STATE UNIVERSITY
YOUNG MALES OF COLOR
CONSORTIUM

Veronica Bethea – Associate Registrar

EJ Callahan – AVP, Student Affairs

Claudia Catota, J.D. – Chief Diversity Officer and Special Assistant to the President

Natasha Harris – Transfer Student Success Coordinator

Dr. Nyakundi Michieka – Associate Professor, Economics

Dr. Markel Quarles – AVP, Student Affairs

Dr. Maricela Orozco – Research Technician, IRPA

Christopher Smith – Student Leader

Working Group

Motto:

Reach, Keep, Succeed

Mission:

Increase the access, retention, and graduation rates of underrepresented minority (URM) males.

Goal 1:

Access - Be a school of choice for Kern County URM males.

Goal 2:

Retention - Be a model CSU campus for retaining URM males.

Goal 3:

Graduation - Eliminate the URM male equity gap.

Target Audience:

Fall 2019 URM male cohort.

EXCEL SCHOLARS



www.nomorestudy.com



[Conference for Budding Leaders](#)



Hosted the inaugural CSU Young Males of Color Forum





CSUB Delegation – Fall 2019

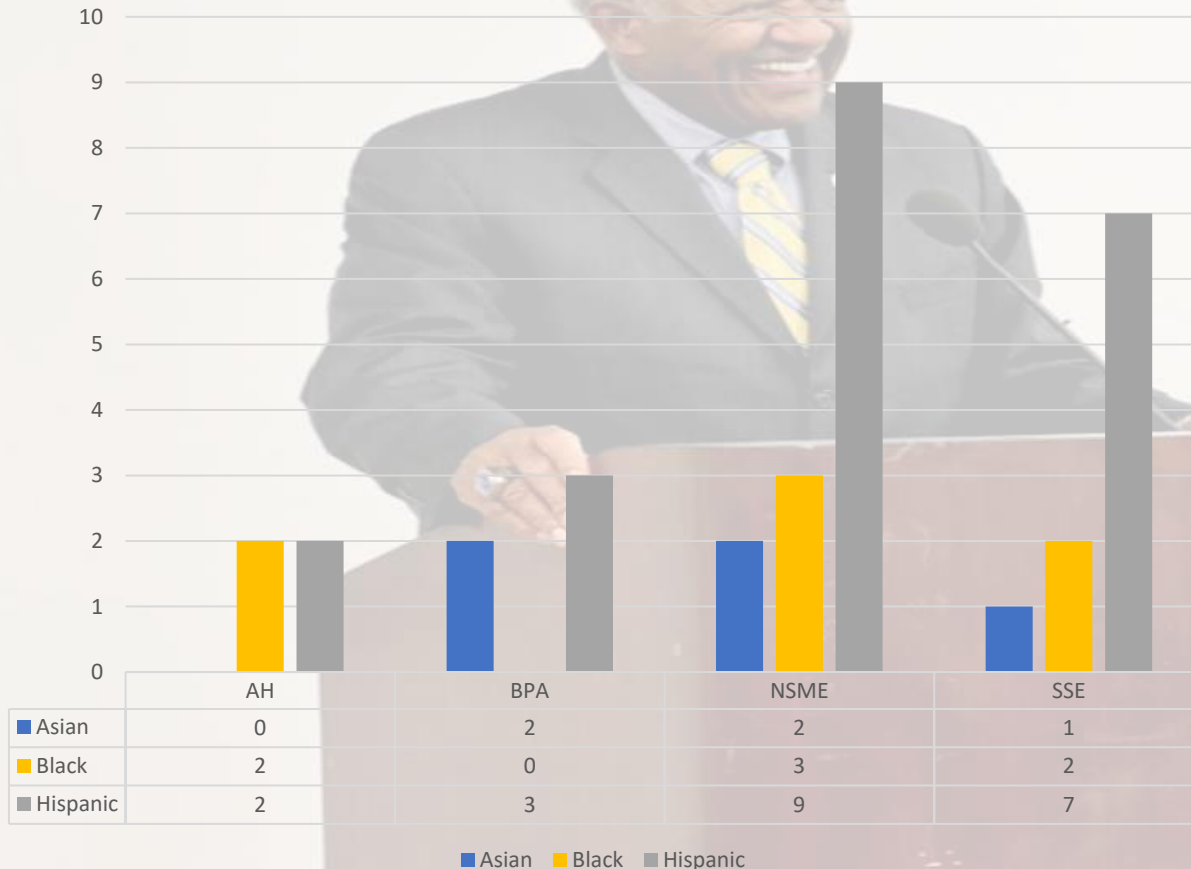




FRESHMAN MENTORING PROGRAM

Highlights

SCHOOLS



- Each student is mentored by a CSUB faculty or staff member
- 42% of program participants attained over a 3.0 GPA as FTF
- Among 5 CSUs selected to participate in an external evaluation by Cobblestone, an applied research and evaluation firm



Study skills seminars facilitated by Dr. Donna O. Mackey for over 400 students



[Conference for Budding Leaders](#)



Retention and Outreach



Group Activities

Next Steps



- External evaluation
- Recruit 2020-21 Freshman Mentoring Program Class
- Integrate with Ultimate 1st Year Experience