

# 2023 ANNUAL PROGRESS REPORT

OCTOBER 2023

Strategic Commitments to Address Anti-Blackness



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## BACKGROUND

The UC San Diego community continues to grapple with events that perpetuate both covert and overt racial injustices – including a global pandemic, the effects of climate change, an increase in documented police brutality, and the Supreme Court decision to end Affirmative Action in higher education. In light of these developments, the Division of Student Affairs (DSA) continues to accept the inherent responsibility that it has to institutionalize equity, cultural responsiveness, and policies that protect, encourage, and empower our students and campus community.

During the summer of 2020, all units within the Division of Student Affairs created a set of strategic commitments to address anti-Blackness within their respective areas of responsibility and opportunity. The list of commitments was shared with the broader campus community in August 2020, and in August of 2021, the first progress report was shared and discussed in a series of Fall 2021 Triton Time sessions. For each year following, the DSA has reported annually on efforts through the development of this annual report and in the Triton Time online professional development series.

While the DSA is committed to addressing anti-Blackness, we also acknowledge that it is an unreasonable expectation to fully achieve all of our ambitious goals in the course of a year. Indeed, some goals are intended to be ongoing by design. It is important to remember that this is, and will always be, an imperfect work in progress that we will advance collaboratively and collectively.

To ensure that the Division is making progress on our commitments, the Assessment, Evaluation, and Organizational Development (AEOD) team invited members from the Assessment and Evaluation Leadership Workgroup to participate in a subgroup to develop processes for the assessment of this particular initiative. On behalf of the Vice Chancellor for Student Affairs, AEOD also hosts an annual retreat with the VCSA Leadership Team to touch base and to provide educational resources on our commitments.

### Commitments Assessment Subgroup Members

- **Dr. Piya Bose** | Assistant Vice Chancellor for Student Affairs (She/Her)
- **Dr. Shannon Milligan** | Director of Student Affairs AEOD (She/They)
- **Kirby Knipp** | Assistant Director of Student Affairs AEOD (He/Him)
- **Josh Borjas** | Student Affairs AEOD Specialist (He/Him)
- **Stephanie Estrada** | Senior Success Coach (She/Her)

## BACKGROUND

### Update Process

DSA units were asked to provide updates to their commitments using a standard reporting form, and were also provided with the option to meet with the AEOD team to discuss their commitments.

The reporting form contains the following fields:

#### Status

Units are asked for a status update on each commitment using the following options:

- **In Progress** – Work on a commitment has begun and there is an expected completion date.
- **Continuous** – Work on a commitment has begun and/or is completed but the implementation is ongoing and structural and the commitment has no finite completion date.
- **Completed** – Commitment has been achieved or finalized.

#### Questions

Units are asked four short-answer questions:

- **Challenges** – Please share 3-5 challenges your unit has faced when implementing your commitments.
- **Needs** – List 3-5 bullet points on what information and/or resources would help guide your unit to meet the commitments and address anti-Blackness in your everyday work.
- **Accomplishments** – Please share some of the accomplishments around meeting your unit's commitments.
- **Continuation** – How is your unit ensuring this work continues beyond the commitments that were made?

#### Revised Commitments

Units were provided with an optional opportunity to revise their commitments, as appropriate.

## FINDINGS

This year, we wanted to ensure that units were providing ample detail about the work they are doing to address anti-Blackness. In doing so, this report serves as a blueprint for others who wish to engage in student-centered, equity-minded accountability work.

The following provides high-level metrics on our progress as a division in meeting our commitments.

### Commitments by the Numbers (since 2020)

|            |                        |             |
|------------|------------------------|-------------|
| <b>119</b> | <b>78</b>              | <b>46</b>   |
| Total Made | Completed / Continuous | In Progress |

### New Commitments Made For 2023-24

|            |                        |             |
|------------|------------------------|-------------|
| <b>32</b>  | <b>14</b>              | <b>18</b>   |
| Total Made | Completed / Continuous | In Progress |

## FINDINGS

### Trends

**Innovation and Interaction:** DSA staff and campus partners are implementing innovative approaches to enhance their programs in ways that further both their commitments and the mission of the university. This innovation largely centers on the importance of interpersonal interactions.

**The Impact of Transitions:** As with other employers, UC San Diego felt the impact of employee turnover via the so-called “great resignation” in 2022-23. This year was a year of hiring and reorganizing, which also affected the commitments process through the departure of those with existing expertise and the time needed to on-board new staff in general. However, teams that incorporated discussion of their commitments within regular team meetings found that this helped to mitigate the learning curve.

**Commitment to Transformational Change:** Most commitments fall into the “continuous” category, as defined in the previous section. This is important because continuously engaging with this work demonstrates that the various units see addressing anti-Blackness not as a series of discrete actions, but as a practice to improve over time. As campus demographics continue to evolve, these continuous commitments will ultimately help to support all UC San Diego students and employees.

### Challenges to Implementing Commitments

Units also identified several barriers to implementing commitments. For example, some units noted varying levels of confidence in their awareness and understanding of student needs and experiences. This relates, in part, to the aforementioned transitions – where for some units this was their first time reporting on commitments made by their predecessors. Additionally, some units are also seeking timely data, resources, and/or expertise to help with their commitments.

**Varying Levels of Understanding and Awareness:** For some units, staff members are at different places in terms of knowledge and skill-building related to addressing anti-Blackness. For example, those who engage with this work more frequently seek advanced workshops and policy and data discussions in this area, while other staff members are still learning the fundamentals of historical context and terminology. These varying levels of understanding and awareness can pose a challenge when planning collective efforts and striving for collective decision-making.

## FINDINGS

**Navigating to a Community of Practice:** As part of addressing the previous challenge, staff are seeking regular opportunities to engage with their colleagues regarding this topic. This includes an interest in sharing best practices and different approaches to decision-making on these topics, as well as tinkering with ideas. This could take the form of a dedicated community, or a more static “home base” for relevant resources.

### Recommendations to Mitigate Challenges

The following are recommending approaches for addressing the aforementioned challenges:

**Routine Internal Engagement Opportunities:** Some staff are seeking collaboration with experts in anti-racism work in order to gain insight into where they can pragmatically enhance their processes, while others seek opportunities for discussions around student data, policy analysis, and general best practices. To address this, the Division could facilitate regular opportunities for staff to be in community and to share questions and observations about their approaches to their department’s commitments. This also provides an opportunity for colleagues to lead discussions and to share expertise in a way that hopefully mitigates potential burnout.

**Individualized Support:** Some DSA units serve specific populations, which necessitates varied approaches to how to best serve these populations. This provides a different set of challenges and opportunities for each unit in their path to address anti-Blackness. Thus, each unit should identify areas where they would need consulting or specialized training to achieve their commitments more effectively. The aim for this recommendation would be for departments to develop their staff’s skills and understandings to adhere to commitments.

**Importing and Exporting Wisdom About Commitments:** UC San Diego’s Division of Student Affairs’ work to address anti-Blackness can serve as a blueprint for others looking to engage in anti-racism work in higher education due to the high degree of sophistication in both our processes and the commitments themselves. Providing DSA staff with the opportunity to share their best practices with colleagues in the industry would ultimately benefit the entire Division, as the feedback received would enhance our processes and goals. Additionally, we recommend that leadership continue to build opportunities to bring external presenters to engage with staff, as this addresses concerns around both capacity-building and engagement.

## UNIT HIGHLIGHTS

The Division of Student Affairs is proud to share key accomplishments and future plans related to the commitments that DSA units and campus partners made in Summer 2020. We acknowledge the efforts made towards achieving transformative change prior to the development of the commitments, in addition to all of the continuous efforts from the Division throughout this year.

Please note that the names of some units have changed in the last year, and others were part of departmental reorganizations. Previous unit names are included in parentheses, where applicable.

*\* Units with a dotted line to the VCSA were not required to submit updates this year.*

### VCSA Office

**Accomplishment:** The VCSA Office partnered with the VCEDI Office to bring to fruition the first National Pan-Hellenic Council (NPHC) Plaza in the University of California system. The new NPHC Plaza opened in Fall 2023 and reflects the importance of the ‘Divine Nine’ historically Black fraternities and sororities’ leadership, engagement, service, and educational excellence at UC San Diego and beyond. In addition, the NPHC Plaza serves as a symbolic example of inclusive space-making and is a visible representation of the Black experience at UC San Diego.

**Ongoing Commitment:** The VCSA Office continues to develop an annual report tracking and sharing out the Division’s respective unit commitments to address anti-Blackness at UC San Diego. Along with an annual report, the process includes a public procedure for reporting out on advancements, barriers, and continued opportunities to address anti-Blackness on our campus. The Triton Time reporting-out series kicked off on Sept. 14, 2023 and will continue through January 2024, and this year’s annual progress report was shared at the end of October 2023.



## UNIT HIGHLIGHTS

### Athletics

**Accomplishment:** Athletics has made substantial progress in increasing staff and coach diversity through recent hires. Staff members in non-leadership roles have also actively participated as group leaders in equity, diversity, and inclusion (EDI) initiatives. In addition, a noteworthy partnership with Project Destined has been established, providing athletes of color with opportunities to learn about commercial real estate.

**Ongoing Commitment:** In the current fiscal year, Athletics is actively recruiting an Assistant Athletic Director of EDI to further strengthen their commitment to diversity and inclusion. They are also continuing their partnership with Return on Inclusion, a program that promotes inclusive leadership and belonging. Furthermore, the department as a whole successfully completed a year-long, module-based education on EDI. Finally, the Tritons Rise Up (TRU) Council is gearing up for another year of planning and execution, ensuring that Athletics' dedication to EDI remains steadfast.

### AVC - Global Initiatives (*formerly Global Education*)

**Accomplishment:** UC San Diego Global Initiatives partnered with the University of California Education Abroad Program (UCEAP) on their first-term abroad program, originally slated for a Summer 2024 launch, which has now been rescheduled for Summer 2025. The primary objectives of this program are twofold: first, to offer early access to the high-impact practice of studying abroad, and second, to attract and retain applicants from historically underserved populations, such as Black students, to UC San Diego through this unique opportunity. Global Initiatives diligently worked to secure guaranteed funding earmarked specifically for underserved students and collaborated with Admissions to promote this initiative as an enticing incentive for prospective students.

The program features a summer hybrid pre-departure academic cohort component, during which participating students collectively complete two preparatory courses, fostering a strong sense of community and preparing them for their international experiences. This initiative is thoughtfully designed to immerse students in the UC San Diego experience, establishing the foundation for an integrated and enriching academic journey. Following students' return from their fall quarter abroad, Global Initiatives will implement a guided reintegration process to ensure that students seamlessly transition back into campus life, both personally and academically. The overarching goal is to specifically retain this cohort of students and to support them through to degree completion.

## UNIT HIGHLIGHTS

### AVC - Global Initiatives, continued

**Ongoing Commitment:** The Global Seminars program actively seeks to engage faculty members who are dedicated to teaching programs aligned with UC San Diego's strategic EDI objectives. Each January, the Global Seminar Request for Proposals (RFP) is circulated for the following summer session (+18 months), with a strong emphasis on proposals that demonstrate academic excellence and fulfill multiple requirements, including college general education or major requirements, alongside an EDI component. A core aim of the Global Seminars initiative is to provide access to study abroad opportunities for students who have not had the chance to travel abroad due to factors such as family background, first-generation status, and/or socio-economic circumstances.

The Global Seminars team, in collaboration with the leadership team in Global Initiatives, engages in proactive discussions with faculty to identify those interested in developing programs focused on critical global themes, such as development and inequality; education and social change; and peace and justice. Together, they work closely with faculty members to reach out to specific student populations who might be interested in particular program topics and locations. For example, the team collaborated with the Black Resource Center to engage students in the "Jazz in Paris" program, which explores the African-American influence on Jazz in Paris and the broader Black and African diaspora.

### AVC - Student Affairs Resource Management

#### Recreation

**Accomplishment:** Recreation enhanced their student hiring practices by engaging with the full-time staff quarterly to review their process with a focus on equity. To accomplish this, the review group leans into their departmental values of inclusion and community. This examination of the hiring process has lowered bias and broadened our diverse workforce.

**Ongoing Commitment:** The Recreation Inclusion Council (RIC) continues to review Recreation spaces and programs to best serve the needs of our campus community. The RIC meets monthly to review everything Recreation offers to best understand who is currently being served and what communities can be served better. The RIC has also created ongoing relationships with the campus community centers and Athletics to hear directly from those groups and ensure Recreation facilities are welcoming to all.

## UNIT HIGHLIGHTS

### AVC - Student Affairs

#### Assessment, Evaluation, and Organizational Development

**Accomplishment:** The Assessment, Evaluation, and Organizational Development (AEOD) team created a forum within the Assessment & Evaluation Learning Community that invites staff to reflect on their assessment and evaluation experiences, specifically focusing on equity, anti-racism, and student-centeredness. The Learning Community meets monthly and discusses topics such as implementing the assessment cycle through an equity-minded lens, such as when crafting assessment plans and analyzing data.

**Ongoing Commitment:** AEOD continues to recruit members for its two primary communities of practice – the campus-wide Assessment & Evaluation Learning Community and the Assessment and Evaluation Leadership Workgroup – at every presentation and consultation meeting in order to maintain its diverse representation. These communities provide a space for all professionals to develop their assessment skills. Representation is critical for these groups, as the different perspectives enhance any feedback or support requested by its members.

#### Center for Student Accountability, Growth, and Education (Formerly Office of Student Conduct)

**Accomplishment:** The Center for Student Accountability, Growth, and Education (SAGE) successfully trained Resident Assistants/House Advisors in Restorative Justice (RJ) principles and methods to manage potential roommate conflicts. They collaborated with residents to develop Living Space Agreements, promoting individual and community expectations within residential spaces. Resident Assistants/House Advisors also provided guidance during conflicts, participating in more than 50 RJ circles or conferences to mediate conflicts, ultimately reducing the number of students seeking room changes or contract cancellations.

**Ongoing Commitment:** SAGE has established a permanent iteration of the Restorative Justice Committee to foster the continued growth of the UC San Diego Restorative Justice Program. Committee members will collaborate with SAGE in engaging students, staff, and faculty through conferences, circles, and training. Additionally, the committee will assist SAGE in addressing actual or perceived inequities within the non-academic student conduct and RJ programs.

## UNIT HIGHLIGHTS

### Student Affairs Case Management Services

**Accomplishment:** The Student Affairs Case Management Services (SACM) team convened in Fall 2022 to review their commitments, renewing their collective understanding of unit goals, especially considering the addition of new staff since the original commitment conception. This review identified gaps, leading to the creation of additional commitments for the 2022-23 academic year. Specifically, the team prioritized connecting directly with Black, Indigenous, and People of Color (BIPOC) students by increasing engagement with various Campus Community Centers.

**Ongoing Commitment:** SACM remains committed to increasing awareness of their unit's resources available to BIPOC students. They plan to strengthen partnerships with Campus Community Centers and to expand their presence at student-facing resource fairs. The SACM team aims to directly connect with BIPOC students who may not yet be aware of the available services and resources, as heightened awareness serves as a preventative strategy encouraging students to prioritize their holistic well-being. One outreach effort will include partnering with Campus Community Centers to offer drop-in hours with a case manager providing consultation and resources to interested students.

## UNIT HIGHLIGHTS

### AVC - Student Life

#### Student Life Area Commitments

**Accomplishment:** The Student Life area successfully introduced the CommUnity Hour, providing staff with an opportunity to engage in discussions related to Equity, Diversity, and Inclusion (EDI). This power hour encourages group discussions, and has seen a notable increase in staff participation with each subsequent CommUnity Hour.

**Ongoing Commitment:** The commitment to addressing racial bias remains ongoing within the context of hiring and training processes. Regular reviews are conducted to identify and eliminate any instances of racial bias in hiring and recruiting practices.

#### Basic Needs

**Accomplishment:** Basic Needs (BN) launched an Educational Campaign in Spring 2023, titled "Housing & Identity," which addressed common off-campus housing experiences within different student communities. This campaign was informed by intentional discussions with on-campus community resource centers.

**Ongoing Commitment:** BN's commitment to addressing anti-Blackness remains steadfast, and the team will participate in the Annual Consensus Organizing Training for student and career staff. They will advocate for policy changes aimed at dismantling inherently racist policies within UC San Diego and at the system-wide level. Furthermore, BN will center Black student support in programmatic ideations, expanding services and connections to meet the specific needs of Black students.

## UNIT HIGHLIGHTS

### Campus Performances and Events Office

**Accomplishment:** Performances created and performed by BIPOC artists represented 73% of total programming during ArtPower’s 2022-23 season. Over half of these artists participated in an outreach activity and interacted directly with UC San Diego students, including master classes, panel discussions, and feedback sessions. A diverse representation of artists were also presented as part of the Epstein Family Amphitheater’s inaugural year, including: Gregory Porter, Niki, Oumou Sangaré, and Lala Ri. In addition, Campus Performances and Events (CPEO) partnered with the San Diego Black Artist Collective to provide the Epstein Family Amphitheater at no cost for “Get on Board,” a Juneteenth event, and to invest financial support to compensate artists.

Blacktronika: Afrofuturism in Electronic Music nights at the Loft were presented throughout the year, providing Professor King Britt a venue and tech to support his work and vision. An expansion of Blacktronika: Afrofuturism in Electronic Music was included in the debut events at the EFA.

**Ongoing Commitment:** CPEO is committed to amplifying BIPOC voices, stories, and art on campus. One strategy is to commit to bringing forward voices which represent the BIPOC experiences on their stages, and to ensure these artists are able to share their experiences with UC San Diego students. Another is to build authentic partnerships with community organizations representing BIPOC communities.

### Center for Student Involvement

**Accomplishment:** The Center for Student Involvement (CSI) achieved the expansion of historically Black National Pan-Hellenic Council (NPHC) membership, officially chartering an NPHC Council at UC San Diego. Through partnerships and recruitment opportunities, the NPHC council grew from representing one chapter to four in Fall 2022. CSI facilitated citywide NPHC meetings, including alumni and advisors, to strengthen collaborations supporting NPHC chapters across multiple local institutions. The first annual NPHC Week, featuring various events, and the development of an NPHC Plaza on campus were significant accomplishments.

**Ongoing Commitment:** CSI continues to identify areas of policy that hinder NPHC organization operations and expansion, working to address these challenges. Their commitment extends to exploring strategies that support the expansion of historically Black NPHC organizations at UC San Diego.

## UNIT HIGHLIGHTS

### Student Governments, Auxiliaries, and Services

**Accomplishment:** Several commendable initiatives have been undertaken by the Graduate and Professional Student Association (GPSA), including the leadership of Peter Wilburn, GPSA Vice President for Equity, Diversity, and Inclusivity, who organized a one-day EDI conference at UC San Diego. Additionally, funding of \$100,000 has been allocated for various EDI initiatives and collaborations, as well as contributions to organizations like the Women's Commission and the Student Affirmative Action Committees (SAAC). Other significant contributions include support for the LatinX Leads Conference and participation in events such as the Afrikan Black Coalition Conference and Students of Color Conference.

**Ongoing Commitment:** The commitment to enhancing student representation continues through the Associated Students (AS) Student Representation Task Force. Initiated by the AS Office of Equity, Diversity, and Inclusion, this task force focuses on analyzing historical membership practices to ensure equitable representation, outreach, and collaboration. Efforts also include a commitment from AS student leaders to prioritize a minimum annual commitment of \$80,000 for EDI initiatives, Community Outreach to Realize Empowerment (CORE) organizations, cultural events, and social justice strategies.

### University Centers

**Accomplishment:** This year, University Centers initiated an anti-Racism Workgroup among their staff, student employees, and Student Advisory Board (UCAB). This work group met monthly to evaluate policies, educate staff on anti-racism/Blackness, find ways to address specific concerns in University Centers-managed facilities, and to collaborate with our Student Life partners. As time progressed, the team realized that it made more sense to bolster the Student Life EDI Coalition and thus merged the workgroups in order to strengthen engagement and provide support not only for University Centers, but for Student Life as a whole.

**Ongoing Commitment:** In listening to feedback from community members there has been an ask to try and bring hair care services to campus that focus on coily, textured, and curly hair. University Centers is committed to exploring all possible options to bring a hair care provider to campus that specializes in this type of hair, and will begin outreach in the local community.

## UNIT HIGHLIGHTS

### AVC - Student Retention and Success

#### Student Retention and Success Area Goals

**Accomplishments:** The second annual Black, Latinx, and Native American Family Orientation successfully welcomed Black families and students to campus a week prior to the start of Fall Quarter 2022. This initiative was developed in collaboration with the Offices of the Vice Chancellor for Student Affairs and the Vice Chancellor for Equity, Diversity, and Inclusion.

**Ongoing Commitment:** Student Retention and Success remains dedicated to dismantling racism and promoting social justice within the Division of Student Affairs and university as a whole, by way of leading by example through advocacy for closing equity gaps and for the disaggregation of data to make informed decisions about programs and support for Black students.

#### Chancellor's Associates Scholars Program

**Accomplishment:** The Chancellor's Associates Scholars Program (CASP) team realigned the learning outcomes for their Combating Anti-Blackness and White Supremacy training based on student assessments and feedback. This training, conducted in a hybrid format with 60-minute in-person discussions during the Fall and Winter quarters, has been completed by more than 80 student staff members since its inception in 2020. This realignment of training outcomes has enhanced the CASP team's ability to manage and support all staff participating in the training.

**Ongoing Commitment:** CASP continues to hold bimonthly meetings to review their commitments and to plan for our upcoming trainings. They will continue to use student feedback – as well as emerging literature – to make sure that their trainings serve their student staff in both their roles at CASP and in their experiences as students. The goal is to create a space in which students can share their experience; feel empowered to take action to combat racism and anti-Blackness; and have a sense of hope for the future.



## UNIT HIGHLIGHTS

### Office of Academic Support and Instructional Services

**Accomplishment:** The Office of Academic Support and Instructional Services (OASIS) has actively driven efforts to support Black students through innovations in student support services, peer staff training, and participation in collaborations and committees focused on addressing anti-Blackness. Their commitment is exemplified by the OASIS Assistant Director co-chairing the Sense of Belonging working group, which aims to address gaps in marginalized students' sense of belonging. OASIS also collaborates with various campus committees, including the Enhancing the Black Student Experience Symposium, and actively works to enhance Black representation in student staff through recruitment initiatives. Notably, collaborations between Summer Bridge (SB) and the Black Resource Center (BRC) have resulted in recruiting Black Peer Mentors and fostering a supportive community for Summer Bridge participants. Training initiatives for these Peer Mentors focus on pro-Blackness and anti-Blackness, equipping them to facilitate important conversations and support mentees in navigating microaggressions.

**Ongoing Commitment:** OASIS is committed to ongoing efforts to understand and respond to the experiences of Black students, including regularly inviting student groups to lunches with program leadership; assessing the impact of SB recruitment and Peer Mentor training; and implementing best practices in other OASIS programs. Additionally, OASIS has been awarded the Student Fee Advisory Committee Innovation Grant for OASIS Social Justice Initiatives. This project – a partnership with the BRC – supports the deployment of Student Ambassadors at community colleges and high schools, strengthening the local Black student pipeline and perception of UC San Diego.

### Student Success Coaching Program

**Accomplishment:** The Student Success Coaching Program (SSCP) partnered with the Black Resource Center (BRC) on a variety of initiatives, providing coaching to Black-identifying first-generation students who were not already part of the SSCP program. SSCP staff also engaged with incoming students and met new Black staff members at the BRC's Family BBQ, and included the BRC in National First-Gen Day festivities, where first-gen BRC students and staff celebrated together with the broader campus community.

**Ongoing Commitment:** All SSCP professional staff are required to read and to present on key works related to equity and inclusion. Examples of this work include Yosso's (2005) "Whose culture has capital? A critical race theory discussion of community cultural wealth" and Smith's (2022) "Centering Anti-Racism, Equity, and Inclusion: An Imperative for 21st Century Excellence."

## UNIT HIGHLIGHTS

### Student Veterans Resource Center

**Accomplishment:** The Student Veterans Resource Center (SVRC) coordinated two Spring Quarter 2023 events with the BRC to foster a sense of belonging for their communities and to enhance student understanding of intersectional identities and shared cultural practices. Their Spades & Dominoes Tournament showcased how influential Black culture has been in the military. For example, card games have been popular with service members throughout history and traditionally among African Americans; during the Civil War, Union troops frequently played Spades, and Union soldiers passed on this game to African Americans in the South ([Smithsonian National Museum of African American History and Culture](#), 2017). Additionally the SVRC hosted a similar event later in the quarter, the Student Veterans Organization (SVO) x Black Geek Collective video game night, intended to foster friendships and belonging. The goal of the Black Geek Collective is to “facilitate Black joy through an interest not commonly associated with the community;” and through this event, the SVRC was able to promote an enhanced visibility of diverse subcultures.

**Ongoing Commitment:** The SVRC will continue to allocate funds from their Black Excellence Initiative to promote community and foster diversity and inclusion on our campus. This program and funding underscores their commitment to diversity and inclusion by acknowledging the unique experiences and achievements of Black servicemembers and veterans. By doing so, the SVRC celebrates their accomplishments and promotes a more inclusive campus environment. Additionally, the SVRC will maintain regular communication with the BRC to plan and execute joint events, leverage each other's expertise, and pool resources effectively.

## UNIT HIGHLIGHTS

### Transfer Student Success

**Accomplishment:** Transfer Student Success (TSS) coordinated support services for student recipients of the Black Alumni Scholars Foundation (BASF) throughout the 2022-23 academic year. These included ensuring BASF Scholars were aware of and participating in summer transition programs, peer coaching, and National Transfer Student Week. In terms of peer coaching, the TSS Academic Support Coordinator provided specialized outreach to students throughout the year to ensure they were connected to their peer coach, and the BASF scholarship agreement was appended to ensure students receive wrap-around support through connection and community in the Transfer Hub. Now that TSS has a fully formed, no-cost summer transition program (STEP), support will be modified in the coming year to focus on BASF participation in STEP, as it is customizable to meet their incoming needs.

In addition, TSS coordinated two ongoing events in collaboration with the Black Resource Center (BRC), which brought Black transfer students together in community and dialogue throughout the year and aimed to build a sense of belonging and connection to the campus. The Black Transfer Welcome Dinner – a Triton Weeks of Welcome event – focused on connecting new Black transfer students with one another and with available resources. The Transfers + Black Dialogue, hosted in Winter by student staff from TSS and the BRC, brought Black transfer students together to discuss the unique intersectionality of what it means to be both Black and a transfer student at UC San Diego in a manner that fostered vulnerability, honesty, empowerment, and connection.

**Ongoing Commitment:** TSS schedules quarterly reviews of their commitments to re-center themselves in the work, including conversations on how to grow. Quarterly reviews include revisiting the commitments found on the TSS website and discussing whether the commitment for the year is complete or if TSS needs to ensure this is touched upon with the team. Although the past two years have been focused on “is TSS seeing their commitments through,” this year’s goal is to revise and make new commitments to move beyond what has been completed.

## UNIT HIGHLIGHTS

### Undergraduate Research Hub

**Accomplishment:** The Undergraduate Research Hub (URH) oversaw various initiatives, including the National Science Foundation-funded EMPOWER Program; the launch of the Learning-Aligned Employment Program (LAEP); the addition of the Center for Innovative Phage Applications and Therapeutics (IPATH) and University of California-Historically Black Colleges and Universities (UC-HBCU) students to Student Research Programs; and the Director's active participation in Council of Undergraduate Research (CUR) Division Leader Group and presentation at ConnectUR. The Director also earned authorship credit on a published article discussing equity-based summer research programs.

**Ongoing Commitment:** URH is committed to expanding support for underrepresented students in STEM by appointing a STEM Community coordinator and promoting anti-racist, social justice initiatives while participating in CUR and Scaling Paid Undergraduate Research (SPUR) to increase inclusive research opportunities.

### Undocumented Student Services

**Accomplishment:** Undocumented Student Services' (USS) commitment to dismantling racism at UC San Diego led to a collaboration with Diversity Talks, a non-profit organization dedicated to enhancing cultural competence in youth-serving institutions. USS subscribed to their virtual platform, SPARK, for the 2022-23 academic year, with both professional staff and student interns participating. Team members were encouraged to attend one of SPARK's monthly virtual workshops, which covered various topics such as: How to Talk about Race: Privilege & Implicit Bias and Using Inclusive Language. These workshops, intended to guide participants in recognizing and challenging systems of oppression, were conducted on Zoom and included live discussions that delved into essential questions and practical strategies for implementing anti-racist principles in both personal and professional spheres.

The USS support staff primarily consists of undergraduate interns who are new to these concepts, which the professional staff might not feel equipped to address comprehensively. Therefore, the Summer Program to Accelerate Regenerative Knowledge (SPARK) workshops served as an introductory opportunity for the entire team to learn from experts about the systems perpetuating racism in our country. The reflective questions provided at the end of each session encouraged staff to consider how they could integrate this newfound knowledge into their daily tasks at UC San Diego in order to create a more inclusive environment for Black students.

## UNIT HIGHLIGHTS

### Undocumented Student Services, continued

**Ongoing Commitment:** USS is committed to quarterly reviews of their commitments, effectively aligning their quarterly programming with defined goals. This commitment to regular reviews is essential to the work done by USS, because it recognizes the interconnectedness of racial justice and immigrant rights. By addressing both aspects concurrently, the team can better support undocumented students of color, who often face discrimination and injustice. Furthermore, it reinforces USS' dedication to fostering an inclusive campus environment where all students, regardless of their immigration status or racial background, can thrive academically and personally.

Finally, the new USS center location provides a unique opportunity to expand programming. As a unit, USS hopes to host a wider range of events, workshops, and support services where their Black students feel welcome and seen in their space. USS intends to continue to work with the Black Resource Center (BRC), Cross Cultural Center (CCC), and other resource centers on campus to promote their events. The team also aims to be strategic in their approach, ensuring that they do not overburden the BRC staff while collaborating and creating these new programs. This collaborative effort will result in a more inclusive and supportive campus community for all.

## LEGAL

The Vice Chancellor's Commitments to Address Anti-Blackness initiative was reviewed by UC San Diego's General Counsel, and is in compliance with CA Prop 209. This initiative aims to expand access for and inclusivity of all UC San Diego students, through reflection using a student-centered, equity-minded lens.

Should you have any question or comments please contact the Vice Chancellor for Student Affairs Office via phone at [858-534-4370](tel:858-534-4370), or via email at [vcsa@ucsd.edu](mailto:vcsa@ucsd.edu).

