



WHEN I
DARE TO BE
POWERFUL
TO USE MY STRENGTH
IN THE SERVICE
OF MY VISION,
THEN IT BECOMES
LESS AND LESS IMPORTANT
WHETHER I AM
AFRAID. AUDRE
LORDE



Claiming Space in White Academia

...
Chey Navarrete and Kalyn Garcia from
Promotorx Transformative
Educators de HSU



Transcripts of audio are available on
Speaker Notes! ***



Why do students of color need a space?

What is a space?

- An area where you hold one another either by accountability, listening, or talking.
- We've become so accustomed to eurocentric standards we need a space here we can question it and realize the systematic oppression began since the first day we enrolled in school as children.
- Place to dismantle modern ideas that we have had through colonialism taking back what culture means to us.
- Students need a place where they can express themselves without any rejection; these centers foster a community with resources for issues such as homesickness, international travel and immigration plans, and even discrimination on and off campus.



Diversity Fun Facts:

- The California State University is one of the most ethnically and racially diverse university systems in the U.S.
- More than 51 percent of CSU employees are women. More than 38 percent of CSU employees and 60 percent of CSU students are people of color.
- One-third of undergraduates at the CSU are the first in their families to attend college.



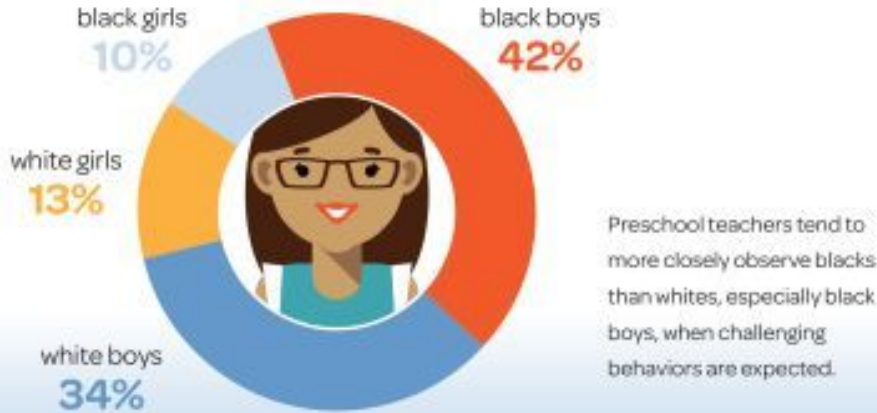
The Reality:

- The challenge in retaining students of color is to refrain from "'fixing' the student" and to focus on institutional change reflecting a commitment to examine and, when appropriate, revise policies, power relationships, curriculum, support services, campus climate, and environment. (McNairy, 1996)
- There is a lack of representation in classroom setting, staff, and administration throughout the board in most situations whether in school, employment and even our public office
- Students are not being asked their needs and met with consequences .
- Left and right, students of color are getting discouraged.



First Day of School

Track the eyes: Which students are teachers watching?



Provided by Yale School of Medicine

- The Yale Child Study Center did a study how preschool teachers and staff show signs of implicit bias in administering discipline but the race of the teacher plays a big role in the outcome
- Findings:
 - Black students to be suspended at much higher rates than white students
 - When the preschool teacher and child were the same race knowing about family stressors led to increased teacher empathy for the preschooler → decreased how severe the behaviors appeared to the teacher
 - The teacher and child were of different race the same information seemed overwhelming to teacher and behaviors were perceived as being more severe



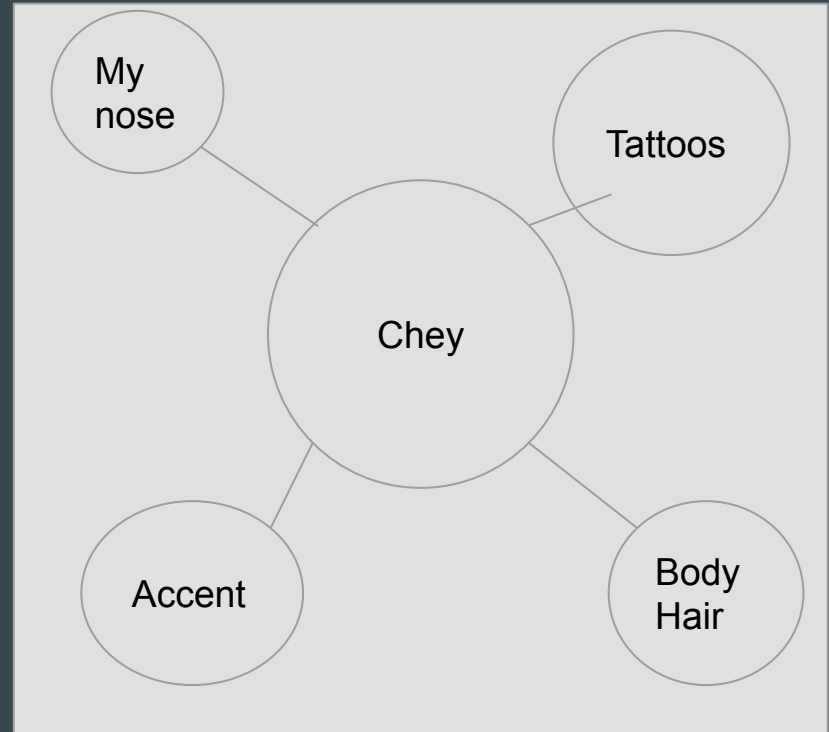
The Doll Test by psychologists Kenneth and Mamie Clark

- The study was an analysis of the genesis and development of racial identification as a function of ego development and self-awareness in African-American children.
- Four identical dolls except in skin color and hair color
- Two dolls were brown with black hair and two were white with yellow hair
- ALL children preferred the white doll than the brown doll
- Study indicated that these children had knowledge of racial difference



Quick Activity!

- Write your name in the middle of the circle
- Write an adjective/ or something you love about yourself and connect them to your name
- Each time you relate to one of the microaggressions slash your name with a highlighter



Slash your name if you have ever been told

Slash your name if you have ever been told if

- You do not look like you are blank
- I have never met anyone _, I did not know they were still around
- Is that really your natural hair? Can I touch it
- No where are you really from!
- Why do you sound so ghetto?
- SPEAK ONLY ENGLISH THIS IS AMERICA
- Can you bring more of you people to the meeting so it looks more diverse in here
- I heard of that, I heard it's really dangerous to walk because of all the gangsters and homeless
- You should not wear that, it does not look good for you body shape or skin tone
- That food is disgusting why doesn't it smell normal?
- Why are you so LOUD
-

Some of my personal favorites

- I can't be racist, I do not see color
- Can you please stop speaking Spanish (or your native language) it makes people uncomfortable
- If you worked hard enough you'd be able to succeed
- Pull yourselves up from the bootstraps



Disclaimer



Audio of Activity



Last Notes of Activity



Humboldt State Facts:

Student Profile

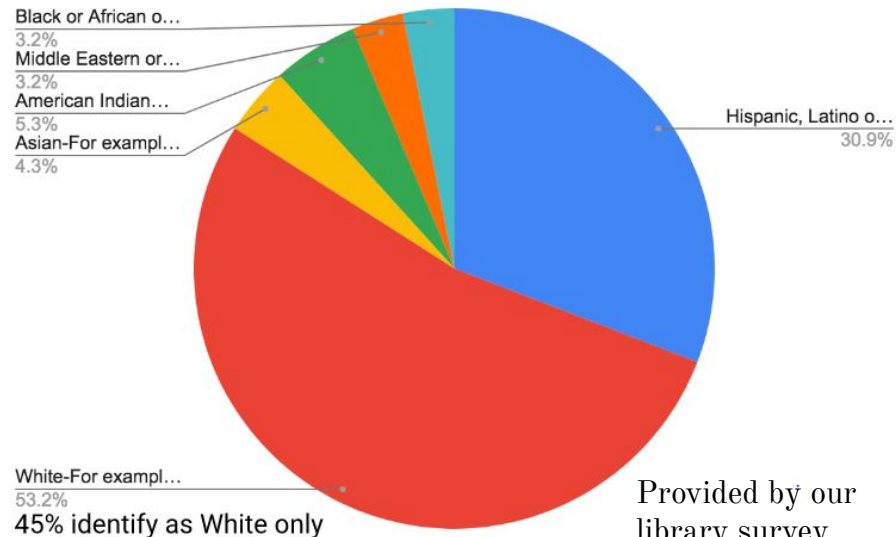
Male: 43%
 Female: 57%
 Average Age: 22

Ethnicity

African American: 4%
 American Indian: 1%
 Asian American: 3%
 Hispanic/Latino: 34%
 Pacific Islander: 0%
 Multi-racial: 6%
 White: 43%
 Other: 8%

From

Local area: 15%
 Northern CA: 10%
 SF Bay Area: 13%
 Sacramento: 4%
 Coast: 5%
 Central CA: 7%
 Los Angeles: 30%
 San Diego: 7%
 Other States: 8%
 Other Countries: 1%



Provided by our library survey

Fall 2019 Faculty Ethnicity

[see all Fast Facts](#)

hide facts

	Tenured/Tenure Track		Lecturer	
	Female	Male	Female	Male
American Indian/Alaska Native	6	4	5	1
Asian	7	7	7	3
Black	3	4	4	1
Hispanic	9	4	7	9
Native Hawaiian/Other Pacific Islander	0	0	1	0
White	80	93	120	83
Two or More	4	2	9	4
Unknown	16	7	23	11
University Sub-Totals	125	121	176	112

Classes Smaller than 30: 62%

Faculty: 534

Average Entering GPA: 3.23 Freshmen and 3.1 Transfers

Colleges

Arts, Humanities & Social Science
 Natural Resources & Sciences
 Professional Studies



Earlier today, I learned of a vote of no confidence in the University's Police Chief by members of the union within the University Police Department. At HSU, we take seriously any concerns raised by University employees. We will thoroughly investigate all of the allegations brought to our attention. HSU has high expectations for all employees within the University Police Department and remains committed to helping them be effective and efficient. We are committed to transparency, enhancing access and approachability, and delivering the very best ethical, community-based law enforcement practices."

During his tenure at HSU, Chief Peterson and his team have enhanced outreach to students through the Chief's Advisory Panel, created the student escort program, and worked closely with Equity Arcata. The University Police Department will remain committed to our engagement in these and other efforts to ensure student safety.

November 13, 2019

Racist Vandalism Found in Residence Hall

Broken Promises



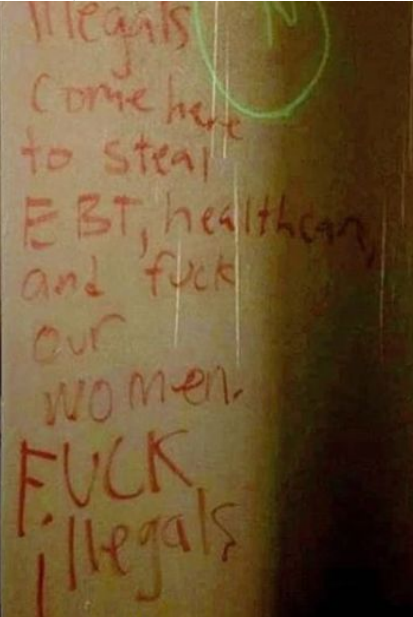
Dear HSU Community,

Late Tuesday evening, members of our Residence Life team discovered vandalism that included a racial slur carved into a plastic toilet paper dispenser located in a Redwood Hall restroom. This was immediately reported to University Police. Our facilities team removed and replaced the dispenser right away. UPD and Residence Life staff report that there have been no other similar/recent incidents that appear to be related. University Police are investigating the matter.

In order to support any students who may feel triggered or need support, we have notified our counseling center, care teams, cultural centers, and our behavioral intervention team to be on alert. Please contact University Police with any additional information about this incident.

HSU President, Dr. Tom Jackson, Jr., states, "There is absolutely no place on this campus for this type of racist behavior. We have to be better than this and this must stop. As a campus, we will not tolerate any act of hate and racism in our community. It is our collective responsibility to create an environment where all students, faculty, and staff feel safe and free from bigotry."

Faculty members are able to identify those responsible for this act the University will aggressively respond to the fullest extent possible. If you are aware of anyone who may be responsible for or connected to this incident, please contact University Police immediately.



Following the discovery of anti-Semitic flyers in October, Humboldt State University provided the University Police Department with information that was used to identify a man who is believed responsible.

The man is not a student and has been restricted from campus. UPD has investigated his background and it does not appear he poses an imminent threat to campus.

UPD continues to investigate and monitor the situation. If you have information about this incident or find more flyers, please contact University Police at 707-826-5555.

Claiming Identity and Space:

- Being a rural college campus, multicultural centers are also crucial for exposure and education of a predominantly white student body and staff.
- Creating a list of demands was to highlight how activism by students of color has changed the institution.
- Students of color demanding space is not the same as segregation; they are meant to be inclusive place for individuals from all backgrounds.
- The safety of students should not come as an afterthought, it should be a priority. The active stance that the University has taken to ensure others' their right to Freedom of Speech ... should be comparable to the active measures the university is taking to protect its students of color



Wise words from Attica Scott

<https://www.youtube.com/watch?v=xLTXpisVEf8>

- Start at 3:35



Reminders

- These institutions were not made for people of color or people who come from impoverished communities.
- Code Switching is completely okay: talking our slang within our community/friends/ family versus in a “professional” setting is completely OKAY and a necessity to survive
- We are here to educate ourselves not to be measured by a systematic grading system.



What can you do?

- Never stop pushing for your demands and stand in solidarity with one another!
- Understanding the importance of taking a few days off and having self care.
- Building communities away from home that include individuals who identify different from you or come from different backgrounds but ultimately have the same goal or drive
- Engage all students, including those from more privileged identity groups, in conversations about power and privilege.
- CELEBRATE YOUR LITTLE VICTORIES YOU ARE MAKING IT EVERY SINGLE DAY
- As cliché as it sounds take it one step at a time



Citation/ References

1. Clark, Kenneth B. and Clark, Mamie P. (1947). "Racial identification and preference among negro children." In E. L. Hartley (Ed.) Readings in Social Psychology. New York: Holt, Rinehart, and Winston.
2. Parsons, E. C. rparson@email.unc. ed., & Turner, K. (2014). The Importance of History in the Racial Inequality and Racial Inequity in Education: New Orleans as a Case Example. Negro Educational Review, 65(1-4), 99-113.
3. Maddox, J. . A. H. (2008, January 31). Clark's Doll Test: Obama or Clinton? New York Amsterdam News, 99(6), 12-13.
4. McNairy FG. The challenge for higher education: retaining students of color. New Directions for Student Services. 1996;(74):3-14. doi:10.1002/ss.37119967403.
5. Parsons, E. C. rparson@email.unc. ed., & Turner, K. (2014). The Importance of History in the Racial Inequality and Racial Inequity in Education: New Orleans as a Case Example. Negro Educational Review, 65(1-4), 99-113.
6. California State University: <https://www2.calstate.edu/impact-of-the-csu/diversity>
7. https://ie.humboldt.edu/fast_facts
8. <https://www.naacpldf.org/ldf-celebrates-60th-anniversary-brown-v-board-education/significance-doll-test/>

