

Student Affairs Antiracism 2022-23 Goals – Student Focused

Goal 1: Provide more opportunities for underrepresented students to obtain on-campus jobs (Goal 1 of Antiracism & Inclusion Action Plan)

Key Action Step	Time Frame	Expected outcome /Assessment Indicator	Individual(s) Responsible (no more than 3)	Progress Report
<p>1.1 Baseline student jobs by division, department, and demographics to track progress and measure outcomes re: this goal.</p> <ul style="list-style-type: none"> - Host a job and interview fair for division at the start of each semester. Have all offices, programs and departments represented at fair. - Gather feedback from student employees re: satisfaction, learning, and support for retention and progress to degree. 				

Goal 2: Enhance strategies for reducing DFW rates while reducing and removing administrative barriers to student graduation (Goal 16/21 of Antiracism & Inclusion Action Plan)

Key Action Step	Time Frame	Expected outcome /Assessment Indicator	Individual(s) Responsible (no more than 3)	Progress Report
<p>2.1 Collaborate with the DFW working group to create a digital marketing campaign including module/video resources for students highlighting academic support resources within the Division and on-campus. Focus on students in identified high DFW courses.</p> <p>- Build strategies for advising, college success centers and equity/affinity centers and programs to use with students registering in high DFW courses.</p>				
<p>2.2 Explore Early alert systems using EAB or Canvas working with faculty and advisors/program staff.</p> <p>- Survey students to identify what challenges impede student academic success in collaboration with IE and OIREP.</p>				

Goal 3: Identify and implement strategies to improve students’ sense of belonging and affinity to the University (Related to Goal 7 of Antiracism & Inclusion Action Plan)

Key Action Step	Time Frame	Expected outcome /Assessment Indicator	Individual(s) Responsible (no more than 3)	Progress Report
<p>3.1 Collaborate with IE and OIREP to assess how students currently feel related to their sense of belonging to the university. Try to gather specific types of issues and examples to help develop more specific action plans.</p> <ul style="list-style-type: none"> - Provide information (employee and student development) on the definitions and ideas related to one’s sense of belonging. Highlight examples inclusive of students’ multiple identities for which they feel (or don’t feel) welcomed at the institution. - In lieu of an ombudsperson, identify places/people where students can talk about issues in a safe space (collaborate with IE and AA working with existing programs and services. 				

Goal 4: Student involvement: DEI Certificate similar to Leadership Initiative (Relates to Goal 11/12/14 of Antiracism & Inclusion Action Plan)

Key Action Step	Time Frame	Expected outcome /Assessment Indicator	Individual(s) Responsible (no more than 3)	Progress Report
4.1 Collaborate with SOAL re: their existing structure to develop an antiracism/DEI leadership certificate <i>Note: Goal 14 of the AICP Action Plan is to create an Antiracism & Inclusion Ambassador's Program</i>				
4.2 Develop a series of workshops offered across different departments in collaboration with IE				
4.3 Brainstorm ways to offer students acknowledgment for completing the programs				

Goal 5: Increase Programs and Services for Student Parents (Relates to Goal 9 of Antiracism & Inclusion Action Plan)

Key Action Step	Initiation & Progression Timeline	Expected outcome	Initiator/Division Responsible	Strategic Initiative Alignment
5.1 Creating an online map of Mother’s Rooms and Diaper Changing Stations				
5.2 Collaborate with stakeholders to standardize access and procedures for Mother’s Rooms				
5.3 Propose changing the name of the mother’s room to a non-gender-specific naming convention.				

Goal 6: Identify Initiatives to Increase Retention and Sense of Belonging for BIPOC Students (Relates to Goal 14/15/16/17/18/21 & 24 of Antiracism & Inclusion Action Plan)

Key Action Step	Initiation & Progression Timeline	Expected outcome	Initiator/Division Responsible	Strategic Initiative Alignment
6.1 Create a BIPOC and Low-Income Student Retention Working Group (Perhaps a sub-group of the Campus Educational Equity Committee – CEEC).				
6.2 Collaborate with the Administrative Barriers group to identify administrative barriers that have a greater impact on BIPOC Students				
6.3 Collaborate with IE on ways to measure students’ sense of belonging and identify issues and opportunities.				
6.4 Create and publish a map of all the equity and affinity centers – communicate this to new students as they arrive and all students annually.				

Goal 7: Re-Envision the Multi-Cultural Center (Relates to Goal 12/13/14/18 of Antiracism & Inclusion Action Plan)

Key Action Step	Initiation & Progression Timeline	Expected outcome	Initiator/Division Responsible	Strategic Initiative Alignment
7.1 Review the Executive Report: Re-envisioning the Multi-Cultural Center by Dr. Rose Borunda				
7.2 Develop a set of action steps and strategies based on the report recommendations				
7.3 Create an annual assessment tool				