

Timeline for Black Student Experience Work Group 2.0

In an effort to streamline the work of this work group, below is a draft timeline for implementation of recommendations as overseen by the Tri-Chairship of the committee. The goal is to be strategic, bold, and intentional about this process to better serve Black scholars, faculty, and staff on the campus of UCR. Understanding the current climate/context, items have been adjusted to help move this process forward despite budgetary concerns. This is a fluid document that will adjust if/when necessary to meet the most pressing of needs for the Black scholars.

Admissions and Student Recruitment

As of July 31, 2020, UCR admitted only 70 Black first-time college, first-year students and 102 Black transfer students. This is dismal when compared to previous admissions rates for Black students. According to the University of California Office of the President (UCOP) on July 16, 2020, African American students only raised to 5% from 4.8% and African American transfer students only moved up to 5.6% from 5.5% last year. Due to the Diversity Initiative from UCOP and UCR's commitment to diversity, these numbers are alarming. To be in alignment with the UCOP and UCR agreement of committing to increasing the rates of African American students and diversifying UCR's student body through the intentional outreach and recruitment of historically underrepresented minorities, UCR should make a better commitment to change with the recommendations below.

Immediate

Recommendation 14: Implement training to have UCR marketing staff be thoroughly aware of current cultural implications as well as hiring for a diversity representative for the communications and marketing team.

- **Immediate. Encourage SAMC staff to engage with trainings and readings about representation on BIPOCs.**

Recommendation 15: Participate in Black College Expo experiences throughout the academic year on both undergraduate and graduate levels, while also participating in other college tours in financially fiscal out-of-state areas geared to prospective Black students.

- **Immediate in this virtual environment.**

Recommendation 16: Admission recruiters set up pop-up experiences in local Black spaces that cater to the Black community (Leimert Park, Long Beach, East Oakland, Atlanta, etc.).

- **Immediate during this time under proper precautions and guidelines as outlined by CDC.**

Recommendation 24: Create a recurring report to send to UGA/CEO, ASP and other entities on campus that need application status, major, and similar reports that may need to be recreated to center around the ethnic category of African American/Black Prospective, Application, Admits, and SIRS.

- **Immediate**

Recommendation 5: Continue workshops focused on educating high school students on how to apply to UCR, but, also initiate earlier outreach to 9th and 10th graders or even middle schools with high numbers of African American students. This can be beneficial and inclusive for transfer students as well due to the model of the UGA - CEO unit target of HS and Transfer students (TAP/TAG/UMOJA - Summer Bridge). This recommendation will require the hiring and/or reassigned time of a Umoja Coordinator to also meet the Umoja Foundation requirements to outreach to their community. Coordinator requirements include the creation of a Umoja orientation, Umoja-supported classes, etc. found [here](#) and at their [Summer Learning Institute](#) (SLI) for Faculty and Staff.

- **Immediate! Working with CEO Unit, BSU, and UMOJA, this can be developed**

Recommendation 13: Connect graduate students to the potential resources that a director or department can provide as they are often isolated and disconnected from the typical Black student meetings and high school/transfer recruitment efforts. These resources can serve as a hub for even Historically Black Colleges and Universities (HBCUs) and/or exchange programs for other Historically Underrepresented Minorities and those in the African Diaspora.

- **Can be implemented immediately! Including graduate students in the recruitment process. Possibly through GSA.**

Recommendation 6: Include African Student Programs, alumni, faculty, staff, and students who identify as Black/AA at UCR in decisions related to engaging Black student recruitment, outreach and marketing in a more intentional and regular basis with Student Affairs Marketing and Communication, UGA leadership and management teams.

- **This is an immediate fix by working with Allura Davis and her team in the CEO unit of UGA.**
- **Incorporating paid opportunities for students serving in these roles in beneficial as well.**

Winter 2021

Recommendation 4: Admissions and events teams/leadership create a targeted recruitment, application, and yield plan to partner with local high schools, community colleges and community organizations in the Inland Empire, Los Angeles, and Northern California areas to host virtual experiences that can garner interests in Black students' attendance at UCR. This should not be limited to the Community Engagement and Outreach unit of the Undergraduate Admissions Department (UGA).

- **Winter 2021- ASP is working with RCOE and local high schools and CCs to create outreach opportunities for Black scholars.**

Recommendation 10: To ensure that admissions is successful about recruitment and outreach, it is strongly recommended that UCR implement focused assessment methods to understand the work that is happening with students. This means evaluating yield days/experiences (Highlander Day), assessing why students attend UCR, and reviewing how they received

information about UCR. Incorporating assessment into the admissions department will inform future practices.

- This can be implemented for Winter 2021.

Include questions on feedback survey for yield days.

Recommendation 20: Continued housing options for Black students after first year to establish relationships. This is important for UMOJA students (geared toward transfers), families, and graduate students that need more housing options on campus.

- Implementation for W2021 during the reapply process for Housing.

Recommendation 21: Create a budget line item in Undergraduate Education and Undergraduate Admissions to engage with the Riverside Black community, community-based organizations and faith-based organizations that will include outreach and recruitment funds for campus visits, programs for admitted students to stay retained, and more.

- Immediate for Winter 2021.

Spring 2021

Recommendation 7: Each graduate school program to house a funnel/mentorship program in African Student Programs (ASP) to guarantee admissions to current Black undergrads to increase the Black student application pool to all UCR's graduate school programs.

- This can begin Winter 2021 and implemented for Spring 2021.
- Winter quarter can be recruiting and engaging graduate programs to gauge interests and creating the structure.

Recommendation 22: Increase the budget and recruitment plan to engage out-of-state and HBCU recruitment (freshman, graduate, and medical school level) specifically for Black students.

- SP 2021

Recommendation 25: Increase the number of enrolled Black undergraduate and graduate scholars by 15% within 3 years. A mere 2.3% of graduate students are Black or African American and 3.3% of undergraduate students are Black/AA. This pales in comparison to the local Black population of 6.5% in Riverside County and 5.5% for the state of California.

- This can begin with the Fall 2021 cohort and sending out materials in Riverside County to encourage more Black scholars to apply.
- This is a three year process and will not happen immediately.

Summer 2021

Recommendation 1: Establishing a relationship with DEI Diversity Equity and Inclusion and Undergraduate Admission in order to create competent and ongoing training to admission

counselors and their leaders to be aware of cultural nuances and implications facing Black students and staff.

- Summer 2021- Working with the DEI office to develop trainings to be incorporated into pro devo experience for UGA during SU.

Fall 2021

Recommendation 3: Following Recommendation 2 and UCR's sister schools, UCLA and UCSC, the group suggests a different weight for non-academic factors as well as adding consideration for other non-academic factors from the 14 UC comprehensive review factors that will significantly increase the number of Black students admitted, but not be limited to those already being considered for UCR's admissions as seen below:

- Fall 2021- This will provide a smooth transition for UGA to understand and learn new admissions process. Training can occur and be prepared for implementation in next enrollment cycle.

Recommendation 17: Provide opportunities for on-campus tour days/tour guides, overnight sessions, institutes, and summer programs for Black middle school, high school, transfer and graduate students who are interested in attending UCR with Black hosts.

- Fall 2021 due to COVID-19
- Can still host virtual experiences to help educate incoming students
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Recommendation 23: Increase funding for the student salaries of outreach and recruitment of Black students. This should not be limited to the Admissions Ambassadors (CEO), ASP student staff, Bourns College of Engineering/National Society of Black Engineers student staff, and campus tour guides (specifically for Black students).

FA2021

Spring 2022

Recommendation 11: Create an Office of Diversity Training in the Graduate Division. This office would lead the development of a comprehensive recruitment plan to increase the numbers of Black students and students of color. The office would work with graduate program admissions committees to develop admissions standards consistent with ACA 5.

- Implementation in Spring of 2022
- Depends on budgetary restrictions

Summer 2022

Recommendation 19: Institutional funding for ASP Summer Bridge Program to acclimate Black students to campus, which also includes fellowships and grant money for Black students that also include housing, meal plans, and programming focused on resources, community, and more to help with the yield and melt of our population.

- **Implementation for SU 2022. The desire is to begin groundwork this upcoming academic year and recruit students for SU 2022.**

Fall 2022

Recommendation 18: Create space for prospective and admitted transfer students in Umoja at UCR, beyond admissions, and implementing programs, housing and cultural/academic classes in line with the requirements of the Umoja Community mentioned. This can include but not limited to new living-learning communities in residential life, a transfer transition course (similar to FYE courses), Umoja Transfer Success Zone space/time, Umoja supported academic advisors, counselors, courses, and early access to campus experiences/registration.

- **Residential Life was already creating a transfer LLC and UGE was working with past UMOJA leadership to develop a course. Follow-up needs to be done.**

Implementing advisors/counselors/etc → Fall 2022

Fall 2023

Recommendation 12: Develop a department under student affairs that solely focuses on recruiting and outreach to Black students. This department will liaison with representatives from each college to ensure that informed resources are provided to the Community Engagement Representatives (previously known as the Community Engagement Outreach Admissions Counselor) and be a presence at outreach events. There will be a focus in the following domains freshman, transfer, graduate and pre-med students and the process in which evaluation begins in the admissions offices this department would need access to.

Implementation during Fall 2023

TO BE DETERMINED

Recommendation 2: Re-center admissions to a holistic review process for the academic application process to align with practices of other UC campuses.

- **Review recommendation #3**

Recommendation 8: Align UCR undergraduate and graduate holistic admissions standards consistent with Assembly Constitutional Amendment (ACA 5). The UC Regents unanimously approved to [endorse](#) ACA 5 and the repeal of the provisions of Proposition 209, which banned the consideration of race and gender in admissions decisions. Race should now be explicitly included in holistic admissions decisions as a variable to help increase the number of Black students at UCR.

- Immediate implementation depending on the vote for Prop 16.
- Will need to review best practices and examples from sister institutions

Recommendation 9: To increase the number of Black students, the university should be charged with the promotion and hiring of more Black faculty and staff to promote a more diverse body of resources on our campus for our proposed influx of Black students. This will grant more opportunities for mentorship and professionals that look like the students that UCR wants on campus.

- TBD

=====**Campus Climate and Culture**=====

Recommendation 1: An assessment of the Black faculty experience in order to determine why retention is low.

- Implement at the start of winter quarter (week 2-week 6).
- Instead of asking “why” retention is so low, utilize this assessment to better understand the Black faculty experience on the campus.

Recommendation 2: An assessment of UCPD policy around the escalation process of drawing their guns. Implementation of body cams for UCPD if not already in place. Implicit bias training for all UCPD patrol officers.

- All UCPD officers already receive body cams.
- The training for implicit bias

Recommendation 3: An annual report of campus climate and culture through the lens of Black students. The report would be informed by an annual survey distributed during the late summer/early fall quarter.

- This could be where we utilize UCUES data that’s already collected instead of creating a new wheel or serve as an addition to new survey.
- This report could be hosted on ASP’s website similar to the Clery Report that’s posted on UCPD
- Funding for survey/time will be provided by VCSA or Academic Senate.

Recommendation 4: Increased recruitment and retention for the Black Faculty & Staff Association (BFASA).

- This can begin immediately.
- If possible, the information that staff assembly receives to schedule intro workshops can potentially be shared with BFASA.

- BFASA can host an orientation session similar to the “new employee” orientation for Black identified faculty and staff.
- Similar to Staff Assembly, incorporate BFASA into the onboarding process.
- Sign-up information and more can be hosted on DEI/HR website.

=====Black Student Success=====

Success in college broadly defined is synonymous with graduation. In recent years, UCR has been lauded for closing its equity gaps for students of color, in particular Black students. This important indicator of Black student success was referenced in a 2017 Ed Trust Report titled *A Look at Black Student Success Identifying Top- and Bottom-Performing Institutions*, which indicated that UCR has nearly eliminated the equity gap between Black and white student completion rates.

Recommendation 1: Obtain more Black student input from a broader campus success survey.

- Survey sent out at the beginning of winter quarter (week 2- week 6)
- Does not just have to be a survey. Potentially look at combining recommendation 1 & 2.
- Possible photo-voice; reflections; etc about campus success and the barriers that they’re encountering.

Recommendation 2: Host focus group sessions to determine and better understand barriers to Black student success at UCR.

- Refer to recommendation one OR
- Incorporate questions into ASP Climate Focus Group experience.

Recommendation 3: Inventory all programs, services and initiatives that create a supportive environment for Black students’ holistic academic and personal development.

- All winter quarter
- Reach out to Deans, VCSA, and other entities on campus that support specifically Black student success. This could be difficult to assess as many offices might say that they’re there for all students.