

# Addressing Anti-Blackness on Campus: Implications for Educators and Institutions

CORA (Center for Organizational Responsibility and Advancement)

<https://www.youtube.com/watch?v=an8cws3wR-w>

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## Presenters:

- Dr. Regina Stanback Stroud, Chancellor, Peralta Community College District
- Mr. Lasana Hotep, Director of Diversity, Equity, Inclusion, and Belonging, UC Berkeley
- Dr. J. Luke Wood, Distinguished Professor of Education & Co-Director, CCEAL, San Diego State University
- Dr. Frank Harris III, Professor of Postsecondary Education & Co-Director, CCEAL, San Diego State University

**Description:** In this webinar, the presenters discussed tangible strategies for addressing anti-Blackness in schools, colleges, and universities.

## 1. Acknowledge the Past and Revisit the History of Anti-Blackness

**Addressing anti-Blackness begins with an authentic reconciliation of an institution's history and legacy of racism**

- Identify a task force that can be charged with conducting archival research and sharing its findings with the campus community
- Search for letters, photographs, yearbooks, journals, newspaper articles (campus and community) speeches, meeting minutes, etc.
- Consult with local historical societies
- Interview former students, leaders, or educators
- Share findings publicly

**Identify and remove campus rituals, symbols, and artifacts that express racism and anti-Blackness**

- Statues, named buildings, donors, scholarships, mascots, traditions
- Rename schools named after people who helped to advance racism in any way

**Identify tangible and concrete ways to account for the history and legacy of racism against Black people**

- Scholarships, named programs, free tuition, endowed professorships

## 2. Address Anti-Blackness in the Campus Culture

**The Context of Teaching and Learning**

- Curricula
- Invisibility and Hyper-surveillance
- Persistent and unchecked racial microaggressions (ascription of intelligence, pathologizing culture, and assumption of criminality)

## Student Services

- Underserved—“There’s nothing more I can do for you.”
- Underchallenged—“That is a very rigorous major, I am not sure it’s best for you.”
- Unwelcomed—“Why are you here?”

## Human Resources

- Position descriptions
- Hiring committees
- Campus visits
- Employee grievances
- Performance evaluations

## 3. Critically Examine Student Conduct & Discipline Data

### Student Conduct

- Are Black students overrepresented amongst those referred to student conduct for campus policy violations?
- Who are the sources of referrals for Black students (faculty, residence hall coordinators, campus police)?
- Are sanctions equitably applied?
- Do students have access to an advocate?

## 4. Address Anti-Blackness in Campus and School Policing

- Conduct an analysis of campus arrest data, citations, referrals/calls from faculty
- Comprehensively review complaints filed by students—particularly those that allege mistreatment on the basis of race
- Assess cultural proficiency in the hiring process (ask for concrete examples)
- Include culturally responsive policing as a criterion in performance evaluations
- Intrusive and ongoing professional development that focuses on:
  - Racism and anti-Blackness
  - The experiences of boys and men of color in education
  - Policing in schools and colleges
- Convene an advisory board that includes Black students, faculty, and staff, and community members
- Provide opportunities for humanizing and relationship building (open houses, intramural sports, no uniforms at special events and meetings)

## 5. Devise a Comprehensive Strategy for Addressing Anti-Blackness

- Statements of solidarity absent of concrete actions are symbolic and performative, but not meaningful
- Make addressing anti-Blackness and strategic priority with measurable goals and resources
- Add “anti-racism” to the institution’s mission statement
- Engage the governing board on a consistent basis
  - Add “addressing anti-Blackness” (and corresponding action steps) as a standing agenda item
  - Advocate for Black representation on governing boards
  - Hold special governing board meetings that focus on professional learning
- Develop clear policies on hate crimes and hate speech

## 6. Disaggregate Student Success Data to Reveal Hidden Patterns of Racial Inequity

### Access

- Proportion of Black students applied, enrolled, and admitted to the university
- Proportion of Black graduates of local high schools enrolled
- Proportion of Black students who were admitted to their desired major/program of study
- Proportion of Black students who transfer to public universities

### Retention

- Fall to Spring persistence rate for Black first year students
- Fall to Fall persistence rate for Black first year students

### Campus Effort

- Black student to faculty ratio
- Proportion of Black students who transfer to a university
- Black student representation on student government
- Proportion of Black students utilizing campus support services
- Proportion of Black students involved in high impact programs

### Excellence

- Proportion of Black students who graduate with honors
- Proportion of Black students on the Dean's list (compared to overall representation)
- Four-year graduate rate of Black students
- Two-year transfer rate of Black students
- Proportion of Black students awarded merit-based scholarships
- Proportion of Black students awarded competitive fellowships (e.g., Fulbright, Rhodes, Truman)

See: [Bensimon, E. M., & Malcolm, L. \(2012\). \*Confronting equity issues on campus: Implementing the Equity Scorecard in theory and practice\*. Sterling, VA: Stylus Publishing.](#)

## 7. Engage in Intrusive Outreach to Black Students when Racist Incidents Occur

- When racist incidents occur on campus or in the local community contact every Black student (or parents) to check in and offer support
  - Deploy a response team
  - Messaging should convey:
    - We are aware of the incident and taking all feasible actions to address it
    - We are concerned about your well-being
    - These acts are not acceptable and are not aligned with our values, who we are, and who we aspire to be as an institution
    - These are some concrete actions we are taking
    - There is immediate support available to you

## 8. Build a Culture of Commitment to Eliminating Anti-Blackness

- Pursue ongoing professional learning opportunities on anti-Blackness
  - [“Black Minds Matter”](#)
  - Reading lists