



## **Racial Justice - A Commitment to Action**

### **Preamble**

California State University Channel Islands is committed to realizing racial justice. As a campus community, we understand that the decisions we make and the actions we take have the power to propel us forward toward our goal of eliminating institutional racism and realizing inclusive excellence.

This living document is intended to be added to and modified over time as our campus identifies, plans and implements the actions needed to eliminate racism and inequities within our structures, policies, procedures, and institution at large.

### **Actions Taken or Being Implemented**

- Mandated implicit bias trainings for all MPPs, confidential employees, Program Chairs, search committee members, and Equity Advocates.
- Implementation of HR/Faculty Affairs equity-minded best practices to increase the diversity of applicant pools and certification of commitment to these practices by search committee members.
- Implement a cluster hiring of three educators into tenure-track positions with a demonstrated record of success in teaching, research, and/or service with anti-racism and Black/African American populations.
- Authorized funding and support for professional learning on anti-Blackness and promoting racial justice, including workshops on unpacking whiteness; racism in education; racial battle fatigue; and equity-minded framework for curriculum, programming, and academic and student support services.
- Provide funding and support for training and education on the development of diversity and equity plans for all Divisions, including academic programs. These diversity and equity plans will be posted publicly and include specific goals and metrics on recruitment and retention of diverse faculty and staff.
- The Provost will work with School Deans, Department Chairs and Senate leadership to advocate for the development of new curriculum that advances racial and social justice. Additionally, academic leadership will work with departments and programs to review their existing curriculum to meet this same standard.
- Examine the cultural taxation incurred by our minoritized faculty and staff as it pertains to advising and student support and develop a plan to mitigate such taxation.
- Enrollment Services will partner with Student Affairs to develop a 5-year strategic enrollment management and recruitment plan to further diversify our student body population.
- Conduct an immediate review of Public Safety's training, recruitment and retention policies and practices, and we will soon begin the work of attaining law enforcement accreditation through CALEA to fully embrace our mission.
- Renewed commitment to the Equity & Inclusion Strategic Initiative with an emphasis on programs/initiatives focused on eliminating the equity gap.

- Renewed commitment to honoring those with diverse backgrounds with the University's Honorary Degree.
- Fund the installation of public art to represent the histories and contributions of Black peoples and others who represent diverse communities.
- Support institutional "namings" of buildings, programs, and scholarships that recognize people of color who have made philanthropic and other significant contributions that promote inclusive excellence at CSUCI and within our society.
- University Advancement will create a pathway to facilitate expanded philanthropic support for student scholarships with an emphasis on increasing outreach and access to scholarships for our students of color.
- Campus leadership will work with the Chancellor's Office to advocate against prop 209 and support its repeal.
- Campus leadership will advocate for nation-wide Juneteenth holiday.
- Continue to conduct a Campus Climate Survey and accompanied "Courageous Conversations" on a bi-annual basis.

### **Commitment to Action**

We remain committed to advancing equity and inclusion on our campus and to doing our part in dismantling the historical racism embedded within our university's policies, practices, and structures.

We acknowledge that change cannot happen without significant action and we commit to the steps necessary to realize our collective objective of inclusive excellence.

Sincerely,

Erika D. Beck, President

Elizabeth Say, Interim Provost

Ysabel Trinidad, Vice President for Business & Financial Affairs

Richard Yao, Vice President for Student Affairs

Nichole Ipach, Vice President for University Advancement

Genevieve Evans Taylor, Chief of Staff

Susan Andrzejewski, Interim Dean for the MVS School of Business & Economics

Vandana Kohli, Dean for the School of Arts & Sciences

Osman Özturgut, Dean and Associate Vice President for Extended University & International Programs

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