



ANTI-RACIST EDUCATOR'S STARTING GUIDE

ALLIANCE FOR THE BLACK COMMUNITY AT CSUEB

DEAR COLLEAGUES,

The Alliance for the Black Community at CSUEB (ABC) invites you to join us in improving education and the campus experience for our Black students.

Each one of us can do something today with this goal at heart. It can be overwhelming to know where to start. In that spirit, we have gathered some resources to share:

- 8 Starting Questions to reflect, discuss and focus our anti-racism efforts**
- 10 Proposed Goals and Actions for dismantling anti-Black racism at CSUEB**
- Additional Anti-Racist Resources to go further**

INTRODUCTION: RECOGNIZING AND DISMANTLING ANTI-BLACK RACISM

Our efforts are part of the larger movement in society to acknowledge and make amends for present day effects of 400 years of inequality, rooted in slavery and anti-Blackness. This anti-Blackness harms Black children and adults by operating at all levels of education, from preschool through post-secondary education. As educators, we wish to acknowledge this trauma and not be complicit in perpetuating racist beliefs and discriminatory behavior. We are examining both what we teach, and how we teach it.

As a group, we are working on bringing a Critical Race Theory and social justice framework to our work. We recognize that racism and white privilege are embedded into the fabric of American society, and that it takes active work to dismantle them. As our Diversity Officer Kimberly Baker-Flowers points out, “We control how we, as a community, operationalize consistent anti-oppressive ways of being.” For more information on this framework and call to action to support Black, Indigenous and people of color (BIPOC), please visit our resource page:

[Culturally Responsive and Anti-Racist Pedagogy¹](#)

¹ <https://docs.google.com/document/d/1VNgu7UKvbr4eLe2DVLgkA-8N8PgkXkK5OkK7oFbcRY/edit>

STARTING GUIDE

ALLIANCE FOR THE BLACK COMMUNITY AT CSUEB

8 STARTING QUESTIONS for Recognizing & Dismantling Anti-Black Racism

WHO ARE OUR BLACK STUDENTS?

Use the [CSU Student Success Dashboards](https://www.csueastbay.edu/ir/index.html)¹ to find out statistics (for guidance on how to do that, please see [Exploring Granular Data on Student Success and DFWs](https://docs.google.com/presentation/d/1c8tEQOywwXcxL1o0MHE24q7sOE_b0rdI6-rB8jOVqU/edit#slide=id.p1)²). What is our university's history of educating Black students?

¹ <https://www.csueastbay.edu/ir/index.html>

² https://docs.google.com/presentation/d/1c8tEQOywwXcxL1o0MHE24q7sOE_b0rdI6-rB8jOVqU/edit#slide=id.p1

HOW ARE THEY DOING?

If the department has a student club, work with them to determine a way to assess student perceptions and feelings about treatment by professors and fellow students. Also consider beginning to track majors longitudinally.

WHO ARE OUR FACULTY?

Do we have any Black tenured/tenure-track faculty and/or lecturers? If so, do we have information about them on our website so students know?

WHAT IS OUR HISTORY OF HIRING AND RETAINING BIPOC FACULTY MEMBERS?

What are our strategies for recruiting them and supporting their success here? Develop or revise department RTP criteria that are fair to Black faculty in particular, recognizing that student evals may be negatively biased and more service may be required or expected of them because of cultural taxation

WHAT IS OUR DEPARTMENT'S MISSION?

Do we acknowledge that race-based inequities exist in our discipline and is it our goal to address these? Examine our program learning outcomes, assessment methods, and program information on our website

WHAT IS OUR DEPARTMENT'S CURRICULUM?

Examine courses offered and required for majors in terms of coverage of work and lives of Black scholars, systemic racism in history of the field, etc. How will we know when our program improves its cultural effectiveness?

WHAT ARE OUR TEACHING PRACTICES?

Do we employ anti-racist practices with goals of equitable outcomes for Black and non-Black students? Do we use active learning activities and assess learning through multiple methods?

WHAT ARE OUR ADVISING PRACTICES?

Are we culturally sensitive to the lived experiences of our Black students? Do we take proactive steps to ensure their success? Do we have high expectations for them and encourage and assist them to pursue graduate education?

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STARTING GUIDE

ALLIANCE FOR THE BLACK COMMUNITY AT CSUEB

10 GOALS & ACTIONS for Dismantling Anti-Black Racism at CSUEB:

1. Ensure that Black students have **equitable access to education and opportunities**, setting concrete plans of action to address failure rate for Black students
2. **Listen to Black students** in the department (e.g. host town hall meetings to hear their needs, struggles, and hopes for their education and time at East Bay)
3. **Educate faculty** by providing webinar/workshops about anti-racism and anti-Blackness, both general and discipline-specific
4. **Develop curricula** that reflect the diverse experiences of our Black students
5. **Identify department practices that negatively impact Black students** (teaching methods, curriculum, policies and procedures), and replace them with anti-racist ones
6. Assess students with **culturally relevant assessments**
7. **Increase interactions between faculty and Black students** (e.g. student/faculty meet and greets, cross-cultural exchanges among faculty and Black students, proactive advising, partnering with campus student success programs such as Sankofa, etc.)
8. Develop specific activities that **engage Black students** in the department
9. Convene an **advisory board of faculty, students and alumni** to focus on black student success
10. Fully **transform department culture** to embody anti-racism by eliminating anti-Blackness principles and practices (this may include addressing how staff as well as faculty interact with students)

STARTING GUIDE

ALLIANCE FOR THE BLACK COMMUNITY AT CSUEB

ADDITIONAL ANTI-RACIST RESOURCES

INTERESTED IN JOINING WITH OTHERS IN ANTI-RACISM EFFORTS ON OUR CAMPUS?

The **Alliance for the Black Community at CSUEB (ABC)** is a multi-racial group working toward equity for Black students and faculty on campus.
alliancefortheblackcommunity@gmail.com

Another recently formed group is the **White Antiracist Collective at CSUEB (WAC)** which meets to reflect on how characteristics of white supremacy and white fragility show up, and often interrupt antiracist or activist work.
shannon.coskran@csueastbay.edu & liam.hawkyard@csueastbay.edu

OTHER LONGSTANDING CAMPUS FACULTY AND STAFF GROUPS INCLUDE:

African American Faculty and Staff Association (AAFSA)
aafsa@csueastbay.edu

Asian Pacific Islander Faculty and Staff Association (APIFSA)
shauna.hong@csueastbay.edu

Chicanx Latinx Staff and Faculty Association (CLSFA)
clsfa@csueastbay.edu

LGBTQ+ Faculty and Staff Association
james.carroll@csueastbay.edu & meaghan.mccollow@csueastbay.edu

INTERESTED IN LEARNING HOW TO BE ANTI-RACIST THROUGH FREE ONLINE RESOURCES?

CSUEB Office of Diversity's Social Justice: Anti-Racism Resources List
<https://www.csueastbay.edu/diversity-inclusion/social-justice-anti-racism-resources.html>

BLM B-town's Anti-Racist Educational Reading and Viewing List
<https://blm.btown-in.org/anti-racist-resource-list.html>