



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:

6 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 our work and the systems we work within.

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 University Diversity Officer, Kimberly Baker-Flowers, points out:

**“we control how
we, as a community,
operationalize consistent
anti-oppressive ways of
being.”**

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6 STARTING QUESTIONS for Recognizing & Dismantling Anti-Black Racism

WHO ARE OUR BLACK STUDENTS?

Use the [CSU Student Success Dashboards](#)¹ to find out statistics (for guidance on how to do that, please see [Exploring Granular Data on Student Success and DFWs](#)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_b0rdl6-rB8jOVqU/edit#slide=id.p1

HOW ARE THEY DOING?

In what ways have you, or your department, contributed/upheld oppressive practices or policies? How does your department center the realities of Black student success in planning and in daily conversation?

WHO ARE OUR STAFF AND FACULTY?

Does my department have Black identified staff members? Are those people in positions of power or influence? Do we have any Black tenured/tenure-track faculty and/or lecturers?

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

What are our strategies for recruiting them and supporting their success here? How does your department recognize that 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 and is it our goal to address these? Examine our departmental goals, assessment methods, and information on our website. How will we know when our department improves its cultural effectiveness?

WHAT IS OUR DEPARTMENT'S PRACTICES?

Do we employ anti-racist practices with goals of equitable outcomes for Black and non-Black students? Are we culturally sensitive to the lived experiences of our Black students? Do we take proactive steps to ensure their success? Are we impacting the graduation equity gap?

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9 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 staff and faculty** by providing webinar/workshops about anti-racism and anti-Blackness, both general and discipline-specific
4. **Develop departmental practices** 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. **Increase supportive interactions between staff, faculty and Black students** (e.g. student/staff and faculty meet and greets, cross-cultural exchanges among staff, faculty and Black students, partnering with campus student success programs like Sankofa, etc.)
7. Create strategies and procedures to **engage Black students** in the department
8. Convene a **Black Student Success Advisory Board**
9. 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)

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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>