

WHEREAS, Associated Student Incorporated (ASI) of California State University, East Bay (CSUEB) is the recognized voice of close to 15,000 students, with the mission to advocate and provide responsible and effective leadership for a diverse student population in order to make sound decisions for the betterment of CSUEB students and greater CSUEB community; and

WHEREAS, California State University, East Bay has been declared one of **the most diverse college institutions** in the nation, it is committed to the **Eight Shared Strategic Commitments** that values, honors, and respects diversity by responding to the backgrounds and interests of our diverse community and promoting their academic, professional and personal development¹; and

WHEREAS, California State university East Bay serves and educates a Black/African-American student population of 1,400 – 11.5% of the total population, consisting of first generation students, low-income students, international students, native and transfer students²; and

WHEREAS, the 6-year retention rate of California State University, East Bay's Black/African-American student population is 27% among female and 23% among males – half of CSUEB's total average retention rate of 46%, ranking as the lowest performing demographic among Whites, Asian, Hispanic/Latino, International, and other demographics; and

WHEREAS, Student success and retention are highly dependent on academic advising and support in the form of both academic and professional programs and student centers³; and

WHEREAS, California State University, East Bay's mission statement values diversity, it's faculty demographic does not reflect the ethnic makeup of its student population^{4 5}; and

WHEREAS, Multiple students have expressed concerns regarding racial bias from faculty and the lack of and need for an African-American Student focused program and resource center tailored to their need that provides a comfortable space for students to congregate and acquire academic and professional advising, support, and resources; and

¹ <http://www20.csueastbay.edu/about/strategic-planning/files/pdf/csueb-mission-and-commitments.pdf>

² <http://www20.csueastbay.edu/news/2014/09/091614.html>

³ <http://www20.csueastbay.edu/ir/files/pdf/other-studies-reports/AACE-Service-Utilization-and-Retention-and-Graduation-20130219.pdf>

⁴ <http://www20.csueastbay.edu/ir/files/pdf/common-data-set/CDC.Section.I1.pdf>

⁵ <http://www20.csueastbay.edu/ir/files/pdf/census-reports/20140422%20Spring%202014%205-Day%20Census%20Quick%20Facts.pdf>

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WHEREAS, California State University, East Bay's upcoming Sankofa Scholars Program aims to support the academic success of CSUEB's Black/African-American students, it's primary purpose is to serve Black/African-American transfer students who participated in similar programs at their community college, obstructing the programs focus towards freshmen students who have higher dropout rates compared to their transfer counterparts⁶; and

WHEREAS, In January 2010, the **Chancellor Office implemented its Graduation Initiative**, mandating all CSU institutions work towards improving retention rates by 8%. On February 22, 2010, CSUEB announced it's "Closing the Gap: A Working Plan" in which it aims to improve retention rate among "Improve Communication to Targeted Student Groups"⁷; and

WHEREAS, California State **Governor Jerry Brown has incentivize CSU institutions** with a \$25 million grant for campuses to craft innovative ways to improve graduation and retention rates;⁸ and

WHEREAS, CSUEB's sister schools such as CSU Fullerton, CSU Northridge, Cal Poly Pomona, CSU San Marcos and San Jose State have or are working on establishing an Black/African-American Resource Center or something similar to one; Therefore, let it be

RESOLVED, that the ASI Board strongly recommends the establishment of an African-American Resource Center that is welcoming and geared towards the academic development and success of the demographics in needs by providing relevant resources, specialized academic advising, student-to-student and student-to-mentor programs, and a space for students and their mentor to gather and occupy; and let it be further

RESOLVED, that the ASI Board strongly recommends that the African-American Resource Center be placed in any vacant office spaces (i.e. University Library 2310) on Campus; and let it be further

RESOLVED, that the ASI Board strongly recommends placing academic advising, mentorship programs and resources within the African-American Resource Center, acting as a hub for students; and let it be further

RESOLVED, that the ASI Board strongly recommends that CSUEB's Kaleidoscope mentoring program, currently the only program geared towards all native African-American students, which has no office, be located in the African-American Resource Center; and let it be further

RESOLVED, that the ASI Board strongly recommends that CSUEB moves swiftly in increasing its hiring of diverse faculty, staff, and administrators to reflect the diverse student population; and let it be further

⁶ <http://www20.csueastbay.edu/about/institutional-effectiveness/accreditation/files/wasc-evidence/wasc-self-study-final.pdf>

⁷ <http://www20.csueastbay.edu/about/institutional-effectiveness/ssac/ssac-ees/ssac-gradinitiative/files/grad-init-plan-2010.pdf>

⁸ <http://www.ebudget.ca.gov/2015-16/pdf/BudgetSummary/FullBudgetSummary.pdf>

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RESOLVED, the ASI board demands a mandatory cultural awareness/racial sensitivity training to take place for all employees, staff, faculty, and the University Police Department at the California State University, East Bay; and let it be further

RESOLVED, that the ASI Board demands that the University begins negotiations and planning with ASI on the creation of the African-American Resource Center; and let it be further

RESOLVED, ASI Board demands CSUEB to create a task force, with consultation and approval of the ASI Board of Directors, that will work with the University to further research the matter in order to assure high impact practices from the African-American Resource Center; and let it be further

RESOLVED, That the ASI Board recommends the acknowledgment of the list of petition put together by the Blackout Movement, the minutes of External Affairs Committee on Jan. 15th 2016 and the minutes of the Board of Director's meeting of Jan. 20th 2016; be it further

RESOLVED, the copies of this resolution be distributed but not limited to the university President, VP of Academic Affairs, Office of General Education, Academic Advising Career Education, VP of Student Affairs, Office of Equity and Diversity, the CSUEB Academic Senate, Faculty Diversity and Equity Committee, University Diversity Council, Office of the CSU Chancellor, and all other CSU AS/ASI(s).

Approved On: January, 20, 2016

ASI President: 

ASI VP External: 


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