

TEACHING AND SUPPORTING BLACK STUDENTS: ADVANCING STUDENT NEEDS IN TIMES OF RACIAL CRISIS

CALL TO ACTION AFFIRMATION

I am an SDSU Faculty/Staff

I will persist; I will persevere;

I will not give up in supporting our Black students!

Quitting is not an option.

I will lean into my colleagues, mentors, accountability partners and
peers,

I will assist, nurture and support my Black students,

I will ask questions and consider the needs of Black students,

I will give my best,

I am a servant-leader.

I am because we are; we are because I am.

SDSU strong! SDSU Yes!

CALL TO ACTION AFFIRMATION

- I am an SDSU Faculty/Staff: **Is this important to me?**
- I will persist; I will persevere; I will not give up in supporting our Black students! Quitting is not an option: **Am I willing to ask tough questions of myself and my colleagues? Am I willing to be uncomfortable and stretched to grow? Am I okay with challenging and addressing curriculum, policies, practices and systems that are anti-racist and privileged?**
- I will lean into my colleagues, mentors, accountability partners and peers: **Who is my accountability partner(s)? Accountability is the heart of our work with Black students and it is designed to help individuals and systems to be held in check for their decisions and actions (Racial Equity Tools).**
- I will assist, nurture and support my Black students: **We can't have an attitude of "business as usual" when racial incidents and crises happen. We can't assume that all Black students will react in the same way to a racial crisis and trauma.**
- I will ask questions and consider the needs of Black students: **Do I give Black students the space to breathe and be heard in my classrooms and/or on campus?**
- I will give my best, I am a servant-leader: **Am I willing to read about anti-racism and the history of Black people to understand the struggles and trauma our Black students face? Am I willing to be a servant-leader to support the growth and well-being of Black students, acknowledging their needs and helping them be successful?**
- I am because we are; we are because I am. SDSU strong! SDSU Yes! **Do I acknowledge Black students existence on this campus?**

SYSTEMIC CHANGE

- Equitable admission practices and intentional recruitment: “reforming program philosophy, curriculum, and instructional processes.” (Cook-Morales & Robinson-Zañartu, 1995)
- Continue to revisit the question, do Black students feel safe in our classrooms/on campus and take action to ensure their safety
- Consider developing university-wide anti-racism training modules
- Continue to highlight Black excellence and success in our newsfeeds, social media, partnerships, research and grants projects, programs, and community efforts.
- When you see a Black student speak!

Let Our Students Breathe...

To graduate and become LEADERS AND INNOVATORS

To continue the work to CREATE CHANGE

To help to SHAPE THIS COUNTRY

To TELL THEIR STORIES

To CHALLENGE systems that OPPRESS

To BECOME!