

Order of The Golden Bear

ΔΙΩΚΩ

ESTABLISHED 1900

Virtual Meeting October 13, 2020

The meeting was convened at 6:00 pm.

Items for the Good of the Order:

The Warden reviewed updated protocols for this semester's meetings due to these unique circumstances.

The Warden reminds fellows of the upcoming Arleigh Williams Forum on October 16th, 2020.

Items for the Good of the University: Experiences of Students of Color at Cal

Prior to the meeting, the Warden prepared a set of questions and resources for the Fellowship to inform our conversation of the topic:

On the topic of Experiences of Students of Color at Cal, here are some questions to consider:

- The Undergraduate Diversity Task Force prepared recommendations for the campus. The campus administration has asked for our input. How should the recommendations be prioritized? What might the Undergraduate Diversity Task force have missed in their recommendations?
- How do we support marginalized communities at Cal, especially Black and Native American students?
- Where has Cal succeeded in promoting diversity and providing resources to marginalized communities? Where does it need to improve?
- Can we learn from any other institutions of higher education (in terms of program resources and support, etc.)?

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After a brief introduction from the Warden, the floor was open for the Fellowship to converse:

- A Fellow brings up that the number of Black Students present on this campus has decreased since the 80's, when this fellow was a student at Cal
 - “We Are Family at Cal”, a film produced by this fellow has been used to help welcome and encourage Black Students to attend
 - There does not seem to be a welcoming environment at the university; Black students have experienced microaggressions in many different spaces
 - Students from other campuses have said that they feel more welcome at their current schools over Cal, did not get a sense of welcoming here
 - The campus should work to do a better job at inviting and welcoming Black Students in each incoming class
- A Fellow brings up that many Students of Color face the challenge of not feeling like they are welcome here
 - Undergraduate Students are doing more to promote recruitment and retention of Students of Color, while the University is not carrying their weight
- A Fellow notes that student organizations, specifically the groups promoting POC (People of Color) Retention, are doing so much work to help incoming students, however they are not getting as much recognition or support from the University as they deserve
 - The University could and should be doing much more work to help in this situation
 - Need more support from administration to help Students who are actively working to support Students of Color
 - Student groups should not be the only source on campus that tries to help foster a sense of belonging and welcoming for POC students
 - For example, BRIDGES is the primary retention/recruitment center for many underrepresented groups on campus
- A Fellow recognizes and thanks previous speakers for sharing their experiences and the work they do to help
 - This Fellow mentions that it would be beneficial to hire more Faculty of Color, both to have professionals who are trained to help with

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- Retention/Recruitment of POC, as well as having POC as Professors/Lecturers to make access to higher education more attainable for underrepresented communities
- For example, the ESPM Department committed to hiring at least 2 more Black professors in the coming year
 - A Fellow emphasizes previous speaker's point regarding the importance of having Underrepresented Groups as Faculty Members
 - This Fellow mentions that hiring only one or two POC as faculty can make them feel more marginalized, isolated
 - Need Consistent Representation and to bring the whole faculty together
 - Need a support structure of people with similar experiences on the Faculty Side, very isolating to be the only member of your group
 - A Fellow mentions the Campus Events during the 2015 BLM Movement and their experiences as a student in the past
 - The Fellow mentions that when they were a student, a coalition of Political Science students hosted Angela Davis and other Black Activists; however, there were many racist remarks and pushback from other students due to this
 - The University needs to do a better job for promoting a sense of belonging for all students on campus
 - The Fellow mentions the importance of the Fannie Lou Hamer Black Resource Center, a safe space of support for Black students on campus
 - The University needs to take up some of the labor in educating members of the community on how to be anti-racist, and prevent microaggressions and other harmful acts toward POC
 - A Fellow brings up Prop 16, a state proposition to repeal Prop 209 (which forbids affirmative action)
 - Currently, CA does not favor this prop across the state
 - Student Athletes are not mentioned in this Proposition, and the Fellow notes that there already seems to be a strong sense of community for underrepresented groups among student athletes
 - Campus still owns the most artifacts and remains of Native Americans in the Hearst Museum, they have not been repatriated as required by laws passed in the 1990's

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- We need to do a better job of giving people direction and roadmaps for Cultural Literacy, specifically for understanding and communicating about things that they are not familiar with
- American Cultures Requirement is currently in place, campus should re-evaluate the courses that are available to help give students a more updated sense of the atmosphere on campus
- This Fellow slightly disagrees with a few of the previous speakers that the university administration should do more, as they point out that older members of the community do not have the understanding of certain issues to be able to be helpful, suggest that the ASUC and other student groups provide the Administration with more resources to be more helpful for everyone
- A Fellow mentions that they admire the insights and suggestions from the current students in this discussion
 - This Fellow mentions that the Chancellor considers the issue of increasing Diversity and Inclusion to be her top priority for all areas of the community
 - Not all information may be reaching students in a timely manner, but this issue is a priority in the Chancellor's Office
 - Mandatory Implicit Bias trainings for all departments
 - Many faculty have been impressed and learned a lot from these trainings
 - In the Athletics Department, they are looking to hire an Assistant Director of Diversity, Equity, Inclusion, and Belonging, over 130 applicants, down to the final 5 candidates
 - Position introduced in response to the campus report
 - The Fellow mentions that the Athletics Department includes 40% the Black Undergraduate Male population
 - Representatives from each sport are constantly bringing up issues and ways to improve the experience of Students of Color
 - The Fellow mentioned that the graduation rate for Black Undergrad Male Student Athletes has increased from 33% in 2013 to 80% 2020, but the job is not done
 - The Athletic Department is constantly working to improve the overall experience for all students on campus, but particularly for Students of Color

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- A Fellow brings up the lack of diversity that we can recognize has many negative effects downstream
 - Lack of diversity in many majors, and subsequently careers, which underrepresented groups have no exposure to
 - Currently only 9% of Faculty are from underrepresented backgrounds, whereas the student population of underrepresented groups is 18%
 - Trying to have parity between underrepresented populations of students and faculty
- A Fellow mentions that many high schools are pushing for having an Ethnic Studies requirement across California
 - These organizers want to make one of the UC A-G Basic requirements for application be an Ethnic Studies Course
 - Would be a big undertaking since it would require a lot of coordination between UC admin and high schools across the state
 - This requirement would expose students to the history of the marginalized groups
 - Help Students of Color feel empowered and Non-Students of Color to have more exposure
- A Fellow notes a particular item in the recommendation, A8 on page 2, regarding high profile campus events
 - One of the most high-profile threats to the safety of Underrepresented groups (particularly undocumented students) was the Milo Yiannopoulos campus event
 - Need to distinguish the line between free speech and hate speech
 - The Fellow feels that this item was cursory and deserves a deeper look into how to define free speech vs. hate speech
 - Think about who we invite on campus and what effects their presence will have
- A Fellow mentions that the students are aware of the work the administration is doing for promoting diversity and inclusion, but they mention that students of color feel exhausted of hearing just talk, they would like an actual action plan
 - Students would like to bridge the gap between student opinions/knowledge and the administration's actions
 - Need to see the Administration taking a leadership role to make serious change in the university

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- There does seem to be a huge push from Cal Students for support for Prop 16, however, it may just be in the Cal Bubble since the popular opinion of the state is to vote against it
- A Fellow thanks prior speakers for bringing up the need for an action plan for the administration
 - Writing things down on paper is not enough, need to have actions
 - This fellow brings up how deep Systemic Racism is running through America, especially through recent events
 - The Fellow mentions that Berkeley High School has the oldest program specifically designed for teaching African American History and Ethnic Studies
 - The Fellow mentions that they were there when the Milo Yiannopoulos Events occurred, as well when Ann Coulter came to speak
 - They mentioned that there was a lot of support for Black Students from allies on campus
 - Need to Ensure that all students are safe on campus and not threatened from hate speech
- A Fellow notes that “Terrorizing Conduct” is prohibited according to the Student Code of Conduct, however, it is not fully clear on the basis of racially-charged actions
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The meeting closed with song and was adjourned at 7:06 pm.

Meeting Minutes taken and compiled by the Chronicler for the Order.