Leading & Learning with Courage in Today's Racial Climate

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The Black Struggle for Justice at UC has been a long and winding road
About the UC Undergrad Experience Survey

• Commissioned every two years at every UC
• Provides info about student behaviors
• e.g. use of time working, studying, socializing, and participating in campus activities; level of academic engagement, self-ratings of academic and interpersonal skills, involvement in community service
• Response rates range from 35% - 45% over the years
• Can help better understand the experiences of students, assist with program evaluations, assess financial aid packages, and understand campus climate
4-Year High School Graduation Rates

Source: California Department of Education, 2017-18 graduation rates, accessed April 2019
6-Year Postsecondary Completion Rates

Source: U.S. Department of Education Integrated Postsecondary Education Data System (IPEDS), 2018; California Community College Chancellor's Office Scorecard, 2018. Six-year graduation rates are for freshmen entering UC/CSU in 2012 and graduating with a Bachelor's degree in 2018. Six-year degree, certificate, or transfer students are for students entering CCC in 2017-18.
Individual Acts of Racism Towards Black Students at UC

- Racial microaggressions from peers, faculty and administrators.
- Lack of critical mass on campus
- Racist events on campus
- Lack of representation in STEM related majors
- Limited number of Black faculty on certain fields
Structural Racism

**Structural racism** is a system in which public policies, institutional practices, cultural representations, and other norms work in various, often reinforcing ways to perpetuate racial group inequity.

**Structural racism** identifies dimensions of our history and culture that have allowed privileges associated with “whiteness” and disadvantages associated with “color” to endure and adapt over time.

**Structural racism** is not something that a few people or institutions choose to practice. Instead it has been a feature of the social, economic and political systems in which we all exist.

**Structural racism** manifests itself at the highest levels of power, opportunity, and access, but is also deeply embedded at the lower rungs of society, and diminishes the most basic of needs for people of color in a given society.
Self Actualization
(the need for development, creativity)

Ego
(the need for self-esteem, power, recognition, prestige)

Social
(the need for being loved, belonging, inclusion)

Security
(the need for safety, shelter, stability)

Physical
(the need for air, water, food, rest, health)
Hunger and Food Security

Black students report the highest rates of:

- Going hungry and not having enough money for food
- Being hungry and not eating
- Having to cut meal sizes down
In the last 12 months: hungry, but didn’t eat

<table>
<thead>
<tr>
<th></th>
<th>No</th>
<th>Yes</th>
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</thead>
<tbody>
<tr>
<td>Black</td>
<td>55%</td>
<td>45%</td>
</tr>
<tr>
<td>Latinx</td>
<td>58%</td>
<td>42%</td>
</tr>
<tr>
<td>White</td>
<td>74%</td>
<td>26%</td>
</tr>
<tr>
<td>Asian</td>
<td>71%</td>
<td>29%</td>
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</tbody>
</table>
“The food that I bought just didn’t last, and I didn’t have money to get more.”

Please say whether the statement was often true, sometimes true, or never true for you in the last 12 months.

- Black: 46% Never True, 39% Sometimes True, 15% Often True
- Latinx: 49% Never True, 39% Sometimes True, 12% Often True
- White: 68% Never True, 25% Sometimes True, 6% Often True
- Asian: 65% Never True, 29% Sometimes True, 6% Often True
Housing

Black students report:

- 3x higher homeless rates during the Summer than any other race/ethnicity
- 2x higher homeless rates during Winter break than any other race/ethnicity
Since attending UC, have you ever been homeless during the **Fall-Spring academic year**?
Since attending UC, have you ever been homeless during the Summer when not taking classes?

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Homeless</th>
<th>Not Homeless</th>
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<tbody>
<tr>
<td>Black</td>
<td>3%</td>
<td>97%</td>
</tr>
<tr>
<td>Latinx</td>
<td>1%</td>
<td>99%</td>
</tr>
<tr>
<td>White</td>
<td>1%</td>
<td>99%</td>
</tr>
<tr>
<td>Asian</td>
<td>1%</td>
<td>99%</td>
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Work and Finances

Black students have the highest rates for:

- “asked financial aid office to reevaluate my application”
- “increasing the number of hours worked”
- “job responsibility”
- “took a leave of absence or a quarter/semester off”

Along with Latinx students, Black students had the highest rates for:

- “increased debt I carry on my card”
- “increased my annual student loan amount”
How frequently have you worried about debt and financial circumstances in the past year?

<table>
<thead>
<tr>
<th></th>
<th>Never</th>
<th>Rarely</th>
<th>Occasionally</th>
<th>Somewhat Often</th>
<th>Often</th>
<th>Very Often</th>
</tr>
</thead>
<tbody>
<tr>
<td>Black</td>
<td>7%</td>
<td>9%</td>
<td>15%</td>
<td>14%</td>
<td>18%</td>
<td>37%</td>
</tr>
<tr>
<td>Latinx</td>
<td>5%</td>
<td>8%</td>
<td>17%</td>
<td>14%</td>
<td>19%</td>
<td>36%</td>
</tr>
<tr>
<td>White</td>
<td>15%</td>
<td>14%</td>
<td>19%</td>
<td>14%</td>
<td>15%</td>
<td>23%</td>
</tr>
<tr>
<td></td>
<td>13%</td>
<td>15%</td>
<td>21%</td>
<td>15%</td>
<td>15%</td>
<td>20%</td>
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</tbody>
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Academic Experience

Given the grants and scholarships, if any, that students receive, the total cost of attending a UC is least manageable for Black students.

Black students report the highest rate of disapproval for the cost of attending a UC.

Additionally, Black students report the highest rate of:

- “feeling depressed, stressed, or upset”
- “inability to concentrate on work”

Black students reported the lowest number of hours slept during the weekday of all races/ethnicities.
In this academic year, how often has family responsibility been an obstacle to your school work or academic term?

- **Black**: 19% Not at All, 23% Rarely, 29% Occasionally, 19% Frequently, 11% All the Time
- **Latinx**: 15% Not at All, 23% Rarely, 33% Occasionally, 21% Frequently, 9% All the Time
- **White**: 25% Not at All, 28% Rarely, 29% Occasionally, 13% Frequently, 5% All the Time
- **Asian**: 22% Not at All, 27% Rarely, 31% Occasionally, 14% Frequently, 5% All the Time
Takeaways

Financial investment to historically underserved students and communities is necessary for student success.

Barriers faced by Black students in the UC system are happening outside the university walls.

Poverty & structural inequality that Black students in UC face = structural racism
The UC System should:

• Develop affordable housing and food options for students
• Strategize to assist student populations that reported high rates of homelessness and food insecurity
• Provide more grants and scholarships to student populations that reported high rates of unemployment, financial insecurity, and high number of hours worked
• Enhance psychological supports that are culturally responsive and sustainable
THANK YOU!
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