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Time Taken:	4470 seconds
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Score:	0.0
Survey Language:	English
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 Integration Tags	
External Reference:	
Custom Variable 1 :	
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California Black-Serving Institutions Application

College/University

University of California, Berkeley

Website

berkeley.edu

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College/University President

Chancellor Richard Lyons

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Position

Associate Vice Chancellor, Community Engagement & Transformative Care, Division of Equity & Inclusion

State your institution's commitment to address Black and/or African American student success and explain how your commitment is consistent with your institution's mission.

UC Berkeley's commitment to Black and African American undergraduate and graduate student success is rooted in a comprehensive and multifaceted approach that aims to ensure equitable access, foster a deep sense of belonging, provide intentional support, and cultivate transformative opportunities. The African American Thriving Initiatives (AATI) ecosystem works to create a cohesive and comprehensive student experience grounded in equity, justice and the holistic development and wellness of Black students. We do this work by curating transformative spaces for Black leadership, Black excellence, and Black Joy. Consistent with the University of California's mission as a land grant university, UC Berkeley is committed to Black and African American student success manifests through our dedication to:

- Excellence and Access: The university strives for excellence in all its endeavors and is committed to providing access to a diverse student body, including Black students who have historically faced systemic barriers to higher education. Our initiatives aim to dismantle these barriers and ensure equitable access to a world-class education.
- Diversity and Inclusion: UC Berkeley values diversity in all its forms and recognizes that a vibrant and inclusive community enriches the educational experience for all. Our commitment to Black student success directly contributes to this mission by fostering a campus environment where Black students are not only present but truly belong and thrive.
- Public Service and Social Impact: The university is dedicated to serving the state, the nation, and the world. By empowering Black students to succeed academically and develop as leaders, UC Berkeley contributes to the creation of a more just and equitable society, aligning with its commitment to social impact and addressing societal inequities.
- Creating a Thriving Environment: As highlighted by the Thriving Initiatives, UC Berkeley aims to create an environment where every member of its community feels a deep sense of belonging and has the opportunity to thrive. Our specific commitment to Black student success is a critical component of this broader institutional goal, ensuring that Black students have the support and resources to grow and thrive to-through-and beyond Cal.

Please state the percent of the institutions enrolled student population identifying as Black/African American for the current term.

In Fall 2024, of UC Berkeley's enrolled student population, 4.4% were Black/African American (including both undergraduate and graduate students and excluding Black international students).

<https://www.universityofcalifornia.edu/about-us/information-center/fall-enrollment-glance>

Please state the number of students identifying as Black/African American enrolled at the college or university for the current term.

In Fall 2024, UC Berkeley enrolled 2,035 Black/African American students (including both undergraduate and graduate students and excluding Black international students).

Describe the academic goals for the institution to achieve within the five-year period in which the initial designation is awarded. The goals described in this section should outline the institution's plans to improve retention, time-to-degree or time-to-certificate completion, and graduation rates of Black and African American students.

UC Berkeley's academic goals for Black and African American students within the initial five-year period of a Black-Serving Institution designation are focused on demonstrably improving retention, time-to-degree, and graduation rates. These goals are interconnected with our core and strategic commitments to closing academic equity gaps.

Improve Retention Rates:

- Goal: To increase the retention rates of Black and African American undergraduate students year-over-year, diminishing existing gaps compared to the overall student population and specific high-achieving subgroups
- Strategies: -- Strengthen Early Engagement and Transition Programs: Expand and enhance outreach and pre-matriculation efforts that strengthen and better ensure a fully supported transition and acclimation to UC Berkeley for incoming students. -- Enhance the African American Theme Program (Afro Floor): Continue to support and potentially expand this living-learning residential community, recognizing its key role in fostering early belonging and academic success. -- Expand Utilization of the Fannie Lou Hamer Black Resource Center (FLHBRC) and Inclusive Excellence Hub: Increase awareness and utilization of central hubs for undergraduate and graduate student academic support, community building, career development, wellness, and connection to multifaceted resources that contribute to retention. -- Proactive Intervention and Support: Coordinate proactive support services through advising platforms to help identify Black students facing academic difficulty in order to provide timely and culturally competent counsel. -- Mentorship and Peer Support: Cultivate mentorship opportunities through collaborations across the African American Thriving Initiatives, alumni networks, and peer-led initiatives within student organizations and support centers. -- Training and preparation for staff & faculty: In partnership with Division of Equity & Inclusion, The Center for Teaching and Learning, Undergraduate Education, and the Graduate Division, we will ensure that Berkeley is increasingly more "people ready" by ensuring that campus systems and processes are equity centered. This includes a focus on training and preparation for instructional faculty, advisors, and mentors to better understand the complexities and nuances of Black and African American student experiences and to equip them with the skills to partner in addressing roadblocks, barriers, and interference students face throughout their academic journeys.

Improve Time-to-Degree Completion:

- Goal: To reduce the average time-to-degree completion for Black and African American undergraduate students, aiming to align it more comparably to the overall student population.
- Strategies: -- Intentional Academic Advising: Provide culturally competent and proactive academic advising in all advising appointments, ensuring Black students are on track with their degree requirements and aware of resources to support timely progress, particularly upon completion of the second year for freshman admits. -- Degree Completion Pathways Program: Continue to support and refine this program housed in the Educational Opportunities Program (EOP), which provides academic planning, workshops, and advising to help students navigate academic challenges and stay on track for graduation. -- Financial Aid and Resource Support: Actively working on lowering/maintaining self-help thresholds while addressing disbursement processes that can create delays for need-based aid and emergency grants. Strengthening and expanding financial planning resources. -- Addressing Basic Needs Insecurity: Quantify the impact of basic needs insecurity (housing, food, financial stability) on time-to-degree completion rates through the Basic Needs Center and articulate clear and comprehensive interventions. -- Support for Transfer Students: Expand transfer success workshops and transition courses to ensure clear and comprehensive roadmaps to degree completion for Black transfer students. -- Streamlined Academic Processes: Work with academic departments and administrative units to identify and address any systemic barriers that might disproportionately impact the time-to-degree for Black students.

Improve Graduation Rates:

- Goal: To steadily increase the six-year graduation rates for Black and African American undergraduate students, diminishing existing gaps compared to the overall student population
- Strategies: -- Comprehensive Support through the Centers for Educational Equity and Excellence (CE3) and Office for Graduate Diversity (OGD): Continue to invest in and leverage the holistic academic support provided by CE3 and OGD programs, which serve a significant proportion of historically underrepresented students, including Black students. -- Customized and Comprehensive Pathways for Intersectional Populations: Expand and create more programs like the Black STEM Support Program, the Black Men's Support Program, Black Women Support Program, Black Queer and Trans program, and the Black Graduate Student Programs, recognizing that intentional and focused interventions can improve graduation rates within specific subgroups by illuminating pathways and possibilities for post-graduation success. -- Data-Driven Monitoring and Intervention: Continuously monitor graduation rates for Black students, disaggregated by various factors, in order to create regular accountability checks for departments and units in order to hone and refine data responsive intervention strategies. -- Foster a Sense of Belonging and Community: Recognize the crucial role of belonging and community in student

persistence and graduation, and continue to support initiatives like The Village, the Fannie Lou Hamer Black Resource Center (FLHBRC), and robust Black student organizations.

Describe the academic equity goals your institution aims to achieve within the five-year period of the initial designation as a California Black-Serving Institution. Specifically, outline how these goals will improve academic equity gaps in retention, time-to-degree or time-to-certificate completion, and graduation rates between your Black and African American students and the overall student population. Provide data-driven benchmarks and strategies for achieving these objectives.

The Thriving Initiatives work to cultivate opportunities and resources to transform UC Berkeley into a place where every member of our community feels a deep sense of belonging. For all members of the Cal community to thrive, we must be committed to actively interrupting inequity and harm at all levels and in all corners of the university, including the reconfiguration of our structures, processes, and policies to be more holistic and equitable. The ability to thrive is a shared responsibility of all members of our campus community. The work of the African American Thriving Initiatives, the first and longest standing of the Thriving Initiatives, is directly aligned with UC Berkeley's institutional equity goals for Black and African American students. Within the initial five-year period of its Black-Serving Institution designation, we are focused on eliminating the identified disparities in retention, time-to-degree, and graduation rates compared to the overall student population. Retention: Current Benchmark (Approximation based on graduation rates): The decrease in the six-year graduation rate for African American/Black students from 81.3% (2021 cohort) to 78.0% (2024 cohort) suggests a need for improved retention. Our benchmark is to increase the six-year graduation rate for Black and African American students by at least 5 percentage points within the five-year period, aiming to reach a rate of 83% or higher. This will serve as a proxy indicator of improved overall retention. We will also strengthen internal tracking mechanisms for year-to-year retention rates for this student population, with a goal of reducing the annual attrition rate for Black and African American students by 15% within the five-year period. Time-to-Degree Completion: Current Benchmark: Using 2023-2024 as baseline, the average time-to-degree completion for all entering freshmen students was 7.89 semesters, and transfer students was 4.47 semesters. Our initial goal is collect baseline data for Black and African American students and reduce the average time-to-degree for this population by 0.2 semesters within the five-year period, moving towards the overall average time-to-degree for all undergraduates. Graduation Rates: Current Benchmark (2024): 78.0% six-year graduation rate for African American/Black students. Our goal is to increase the six-year graduation rate for Black and African American students to at least 88% within the five-year period, aiming to reduce the gap with the overall graduation rate (92.8% in 2024) by at least half. Strategies for Achieving Academic Equity Goals: Our strategies are designed to address systemic inequities and provide targeted support at critical junctures in the student lifecycle: 1. Enhancing Equitable Retention: - Data-Informed Early Intervention: Implement a system to identify Black and African American students who are statistically at higher risk of attrition based on pre-enrollment characteristics and early academic performance data. Provide proactive, culturally relevant outreach and support from dedicated advisors throughout the university as well as within African American Student Development (AASD), Fannie Lou Hamer - Black Resource Center (FLHBRC), and the Office of Graduate Diversity (OGD). - Culturally Responsive Academic Support: Expand tutoring and academic skills workshops specifically tailored to the learning styles and experiences of Black and African American undergraduate and graduate students, potentially incorporating Black scholars and cultural contexts into the curriculum and support materials. - Strengthening the 'Village' Model: Formalize and expand the network exemplified by 'The Village,' creating more intentional mentoring, faculty mentorship, and community-building opportunities that foster a strong sense of belonging and academic support for Black students. - Addressing Basic Needs Disparities: Increase outreach and access to the Basic Needs Center for Black/African American students, recognizing that disparities in housing, food security, and financial stability can significantly impact retention. Implement targeted workshops on financial literacy and resource navigation. - Faculty Engagement in Inclusive Pedagogy: Expand professional development opportunities for faculty focused on culturally relevant pedagogy and creating inclusive classroom environments that affirm Black students' identities and foster their engagement. 2. Accelerating Equitable Time-to-Degree Completion: - Individualized Degree Planning with Equity Lens: Implement mandatory early advising for Black/African American students, focusing on developing efficient degree plans that consider potential barriers and leverage available support resources. Train advisors on culturally competent advising practices. - Targeted Support for Students in Challenging Majors: Identify majors with disproportionately longer time-to-degree completion for Black and African American students and implement targeted support programs, such as cohort-based learning communities, dedicated tutoring, and faculty mentoring within those fields (potentially informing the development of the proposed Black STEM Support Program). - Reducing Administrative Barriers: Conduct a review of administrative processes (e.g., course registration, transfer credit evaluation) to identify and eliminate any unintentional barriers that may disproportionately affect the timely progress of Black and African American students. - Increased Awareness and Utilization of Summer Sessions and Course Scheduling: Provide targeted information and financial support (where possible) to encourage Black and African American students to utilize summer sessions strategically to accelerate their

time-to-degree. Advocate for more equitable course scheduling that accommodates the diverse needs of this student population. 3. Achieving Equitable Graduation Rates: - Comprehensive Thriving Pathways to Graduation Mapping: Develop and implement structured graduation roadmaps for undergraduate and graduate students with corresponding and proactive advising and support check-ins, specifically for Black and African American students, tracking their progress and intervening early when challenges arise. - Enhanced Support Resources for Students Experiencing Academic Difficulty: Expand and refine programs for undergraduate and graduate students that focus on skill building, comprehensive assessment, and holistic support so that students can make informed decisions about their academic trajectories. - Post-Graduation Planning and Support: Provide early and sustained career advising and graduate/post-doctoral school preparation resources tailored to the aspirations of Black and African American students, increasing their engagement and persistence in higher education or meaningful careers, thus contributing to overall success metrics. - Addressing Implicit Bias in Academic Settings: Expand professional development for faculty and staff to address implicit biases that may unintentionally impact the academic experiences and outcomes of Black and African American students. Data-Driven Monitoring and Accountability: Progress towards these academic equity goals will be rigorously monitored through the following data-driven mechanisms: - Annual Tracking of Retention and Graduation Rates: Regularly analyze and report on the retention and six-year graduation rates of Black and African American students, comparing them to the overall student population and establishing annual progress benchmarks towards the stated goals. - Monitoring Time-to-Degree Data: Centralized tracking and reporting on the average time-to-degree completion for Black and African American students and measuring progress towards the established reduction benchmark. - Analyzing Utilization of Support Services: Track the engagement of Black and African American students with targeted support services (e.g., career center, student learning center, EOP, Disabled Student Programs, community & resource centers) to assess the effectiveness and reach of these resources. - Conducting Regular Thriving Audits: Implement regular Thriving and equity audits of academic policies, practices, and outcomes to identify and address any systemic barriers that disproportionately affect Black and African American students. - Establishing Accountability Measures: Integrate progress towards these academic equity goals into relevant institutional performance metrics and reporting structures, ensuring accountability at various levels of the university.

Identify institutional memberships, charters, or affiliations to organizations dedicated to the advancement of Black and or African American Students.

The Cal Alumni Association is a key partner in supporting students and creating conditions for them to thrive. Since 2018, The African American Thriving Initiative has worked in partnership with CAL Alumni Association to administer the African American Initiative Scholarship and Program. This partnership has led to over 200 students being awarded scholarships for \$5,000-\$8,000 for up to five years. The San Francisco Foundation is a key fundraising partner for the African American Thriving Initiative. Our relationship with the foundation allows us to raise and hold funds for specific student populations of our student body that we need to support. This relationship has been supportive of our African American Initiative since 2017. In partnership with the San Francisco Foundation, we have been able to raise over 9 million dollars in funds to create greater access for Black students to attend UC Berkeley through scholarship opportunities. The Cal Black Alumni Association supports the annual programming of the African American Thriving Initiatives. Annually, we partner with the association to provide the following opportunities to support Black Community thriving: - Black Family Day (August) - Black Student Welcome Week (August) - Cal Black Homecoming (October) - Brotha's at Berkeley - Sista's at Berkeley - State of Black Lives at Cal - Black2Cal Celebration - Black2Cal Homecoming Community Tailgate - Black Homecoming Football Game - Sunday R&B Brunch - Black Networking Career Symposium (November) - Cal vs Stanford Alumni/Student Mixer (November) - Community Turkey Drive (November) - Black Alumni Gala (December) - African American Initiative Celebration (February) - African American Initiative Scholars Selection Committee (March) - Annual Community Louise Patterson Awards (April) - Black Graduation Reception (May) - Black Alumni Engage Workshop in Southern California (June) Stiles Hall has been a critical partner with the African American Initiative since it was launched. Stiles Hall provides our prospective Black and Brown students with application preparation through their Experience Berkeley program. Many of the staff who lead the program are former Black Cal students. They also provide coaching and mentoring to our students, leadership development, community space and programs. Our joint partnerships bring together Black leaders every semester to create a community of support and growth for the Black Leader on campus. Our most recent joint initiative was launched in 2024. The Brotha's at Berkeley Initiative was created to bring together and create a network of Black men at Cal from the undergraduate, graduate, staff, faculty, alumni and community members. The program meets every semester and brings together over 100 Black men on campus together to create a resource network and ecosystem for Black students through them seeing all of the Black leaders surrounding them on campus and beyond. We also partner with Stiles Hall to support the Black Transfer Coalitions Outreach. The Black Staff and Faculty Organization at UC Berkeley partners with African American Student Development to host annual engagements and events to bring the Black staff and faculty communities together with the

student and alumni communities on and off campus. Examples include joint new Black Staff and Faculty and new student orientation at the beginning of first semester, Black staff and faculty mixers with students, Black Homecoming, Black History Month, the African American Initiative Celebration and Black Grad Reception. Berkeley High School, the African American Thriving Initiative, the African American Studies Department and the People's Program of Oakland launched the Berkeley Black Student Collaboratory. Through funding from the Chancellor's Community Partnership Fund, the BBSC will be able to establish mentorship programs and events in partnership with the Cal Black Student Union, African American Studies Department, African American Student Development (AASD), and People's Programs in Oakland. Since there are so few culturally relevant internship programs that support student leadership and academic success for Black high school students, the BBSC is needed to enrich both student communities. This program will empower students to build research skills, attend collegiate courses, and participate in opportunities that will prepare them for their future college and career goals. We will have the unique opportunity to mentor and empower students at Berkeley High School. The People's Program of Oakland has been a community partner in our Black Freedom Farm Initiative. In 2018, we started the Fannie Lou Hamer Freedom Farm to give students the opportunity to learn about the land and how to grow sustainable food options. Students in our community created a course for other students to learn about gardening and growing food. In 2022, we expanded the program to the Oxford Tract in Berkeley to grow food on twelve rows of their land. The food that is grown on that land by our Black Farm Team is transported to the People's Program to be included in their weekly community food delivery program. Since our partnership started, over a hundred tons of food has been grown and provided to the Oakland community. Our students participate in the packaging and distribution of food to community members of Oakland. Links to referenced organizations: - Cal Alumni Association (<https://alumni.berkeley.edu>) - The African American Thriving Initiative (<https://aati.berkeley.edu>) - African American Initiative Scholarship (<https://alumni.berkeley.edu/get-involved/scholarships/aai>) - San Francisco Foundation (<https://sff.org>) - Black Alumni Association (<https://calblackalumni.org>) - Stiles Hall (<https://stileshall.org>) - Brotha's at Berkeley Initiative (https://photos.google.com/share/AF1QipNPEVlrvNjInfu2GnzA3d1aJHjhTbKUG_RteXXFfA49gsI5KbF8VfYqJ3P4Wwz1Gw/photo/AF1QipPildDB7JSSPN0Tvv2ECq0cl8KXsIP5-cP5Q2Mx?key=c0tGSC1YWmpnbndwck1JTmhiVIZ0QWdOdGs2RUx3) - Black Transfer Coalitions Outreach (https://docs.google.com/presentation/d/1i8wE48z6SwNxB6eemw46FKNZAO3p4umfgQsCFfQ-Kho/edit#slide=id.g2ef98a9427b_0_0) - Black Staff and Faculty Organization (<https://stafforg.berkeley.edu/organizations/staff-organizations/bsfo>) - Berkeley High School (<https://bhs.berkeleyschools.net>) - African American Studies Department (<https://africam.berkeley.edu>) - People's Program of Oakland (<https://www.peoplesprograms.com>)

Attach your institution's strategic plan to address the academic goals and academic equity goals your institution aims to achieve within the five-year period of the initial designation as a California Black-Serving Institution. The strategic plan should include, but not be limited to, all the following: (A) a mission statement that addresses the applicant's commitment to serve Black and or African American students; (B) outreach services to potential Black and or African American students; (C) existing and/or proposed academic or basic needs support services to assist in the academic success of Black and/or African American students. Support services described in this section may include campus affinity centers, coursework, activities or events; (D) an outline of the planned allocation of resources during the five-year period in which the initial designation awarded; (E) an outline of how the institution is using or will use existing resources to provide culturally relevant professional development for the applicant's faculty and staff in pursuit of Black Serving Institution goals.

1. [925068-143404975-AATI-5-year-Strategic-Plan.pdf](#)

4-year College/University applicants submit the following for the previous three academic years: (A) Submit graduation rates for the previous three academic years for all students within the normal time and up to 150 percent of the normal time to degree completion. (B) Submit graduation rates for Black and African American students, within the normal time and up to 150 percent of the normal time to degree completion.

Community College applicants submit the following for the previous three academic years: (A) The number of degree and certificate programs completed by all students, and by Black and or African American students. (B) The number of all students, and of Black and or African American students, who completed degree and certificate programs within normal time and up to 300 percent of normal time to degree completion. (C) The student transfer rates for all students, and for Black and or African American students, to four-year colleges and universities.

1. 925068-143405137-BSI-Application-Graduation-Rates.pdf

Please Submit a certification, in writing, by the chief administrative officer of the college or university, of the applicant's commitment to address Black and African American student success that is consistent with the applicant's mission.

1. 925068-146850640-Certification-Letter-UCB-BSI-6-4-2025.pdf

Describe the campus resources available to promote equity and inclusion for Black and African American students. Include details on academic support programs, cultural centers, mentorship opportunities, student organizations, financial aid initiatives, and any other institutional efforts designed to foster an inclusive and supportive campus environment.

Campuswide Institutional Efforts for an Inclusive and Supportive Campus Environment: - African American Thriving Initiatives (AATI): The African American Thriving Initiatives provide comprehensive approaches and connection points focused on amplifying promising practices and lasting transformation of UC Berkeley into a place where Black and African American students experience a deep sense of belonging and self-articulated excellence. It serves as a hub for a wide range of programs, projects, initiatives, and efforts focused on creating a more equitable and inclusive environment. - Division of Equity & Inclusion: The existence of the Division of Equity & Inclusion signals an institutional commitment to these values, providing leadership and resources for campus-wide initiatives. - Black Public Arts Initiative: The goal of this initiative is to celebrate the legacy, impact and value that Black students and the Black Community have had throughout UC Berkeley's history and continue to have on the UC Berkeley Campus. Projects are currently underway at the Black Wednesday Wall, the Berkeley Law School, The Cal memorial stadium, the Ida Louise Jackson Graduate House and Barbara Christian Hall in Unit 1 of the residence halls. Planning for an NPHC plaza is also underway as the project has been approved by the campus. Academic Support & Research Opportunities: - African American Student Development (AASD): This dedicated unit coordinates academic development and provides services tailored to the specific needs of Black students, aiming to enhance their academic success and overall experience. - Black Lives at Cal (BLAC): A multi-year initiative to celebrate, defend, and advance the legacy of Black people at the University of California, Berkeley, since the university's founding in 1868. Formed in 2021 as both a research endeavor and an archival venue, BLAC researches, preserves, and publicizes insights about the people, events, and communities that have shaped Black history at Berkeley and examines the "living history" of the Black experience today. This includes the development of a self-guided Black history tour of UC Berkeley. - Ghana Study Abroad: African American Student Development in partnership with African American Studies and Study Abroad launched a first of its kind community abroad program. In 2022, we launched our first Ghana Study Abroad program for Black students along with other students on campus, traveled to Ghana to have an African and Black centered learning experience over 5 weeks. - HBCU Exchange Program: In 2025, African American Student Development relaunched the HBCU Exchange programs. Students between Spelman and Morehouse and UC Berkeley will start to exchange campuses for a semester abroad starting the 2025-2026 academic year. - HBCU Campus-Wide Engagement Plan: Our campus has created a comprehensive plan for HBCU engagements. This includes our Berkeley Environmental Scholars for HBCU students spending the summer on our campus, Haas Business School HBCU Initiative, and the HBCU Domestic Exchange Program. This includes partnerships between all campus departments with HBCU relationships to have joint onboarding and programming for visiting students. - Educational Opportunity Program (EOP): While serving a broader population of first-generation, low-income, and underrepresented students, EOP has specific initiatives and counselors, including the EOP/AAI Black Student Success Counselor, dedicated to supporting Black students facing academic challenges. Programs like the Road to Resiliency (R2R) and the EOP Degree Completion Pathways offer targeted support for persistence and graduation. - SSS STEM TRIO Grant: Housed within EOP, this program specifically supports low-income, first-generation students, and students with disabilities (many of whom may identify as Black/African American) pursuing STEM fields, offering academic coaching, tutoring, and mentoring. - Transfer Student Center (TSC): Provides comprehensive programs and holistic counseling specifically for transfer students, a significant portion of whom may be Black/African American. The TSC aims to ensure a successful transition and academic integration. - Black Transfer Coalition: The goal is to establish strong connections with Bay Area community colleges. These connections will start with campus visits and continue through the application process, transfer process and settling into the university experience. We plan to support students with our collective resources and offices on UC Berkeley Campus to provide a comprehensive recruitment and retention strategy. - Disabled Students Program: The Disabled Students' Program promotes an inclusive environment for students with disabilities by equipping disabled students with appropriate accommodations and services to achieve their individual academic goals. - Berkeley Discovery: Berkeley Discovery offers and funds original research programs, hubs, and inquiry-based projects for undergraduate students, for and across all disciplines. Its mission is to weave all undergraduates into the fabric of innovation, creativity, and

entrepreneurship at our university. - Academic Advising: Dedicated advisors, such as the Black Student Success Counselor working with the Afro Floor, provide culturally informed guidance on academic planning, course selection, and navigating university resources. Community & Resource Centers: - Fannie Lou Hamer Black Resource Center (FLHBRC): This vital center serves as a dedicated physical and virtual hub for Black students, staff, and faculty. It provides a space for community building, cultural events, workshops, and access to resources that affirm Black identities and experiences. The FLHBRC also supports student-led initiatives and collaborations. - MCC: A student-won, student-led space, the Multicultural Community Center (MCC) strives to integrate student-driven and community-oriented management, decision-making and visioning in everything that we do. In conjunction with our close partners, the MCC facilitates students' greater involvement in multicultural-related education, collaborations and cross/inter-cultural community building. - Stiles Hall: Stiles Hall partners with African American Student Development to provide a space for students to study, hold programs, get mentoring and career development opportunities and support. Stiles hosts events each semester for Black Community members and leaders to network and create communities of practice and support. - African American Studies Reading Room: A space for community members including students, staff and faculty to study, have meetings, programs and do research. - Inclusive Excellence Hub for Graduate Diversity: the first campus-wide community hub exclusively dedicated to increasing academic excellence through diversity and belonging by housing transformational programs that lead the nation in inclusivity. Mentorship Opportunities: - African American Initiative (AAI) Scholars Program: This program provides not only financial support but also robust mentorship and leadership development opportunities for Black students, connecting them with faculty, staff, and alumni. - African American Initiative Peer Academic Counselor Program: This program provides opportunities for continuing African American Scholars to mentor incoming first year African American Scholars. This program is a partnership between the Educational Opportunity Program (EOP) and the African American Initiative Program. - Peer Mentoring within Support Programs: Programs like SSS STEM and initiatives within the Transfer Student Center often incorporate peer mentoring components, connecting new Black students with continuing students for guidance and support. - 'The Village' Network: While not a formal mentorship program, the collaborative network of staff within AASD, FLHBRC, admissions, and residential life (as described in the 'Thriving Community Snapshot') acts as an informal mentorship and support system for Black students. This network includes nine dedicated professional staff to provide a comprehensive support network to Black students. Student Organizations: - OASIS Black/African American Registered Student Organizations: The Organization Advising and Student Involvement Services (OASIS) supports a variety of Black/African American student organizations, providing advising and resources for their activities and community building. These organizations offer spaces for cultural expression, social connection, academic collaboration, and advocacy. - Black Student Union (BSU): Serves as a unifying body for Black organizations on campus, advocating for the well-being of the Black student body and engaging in political and social issues relevant to the Black community. Berkeley Black Recruitment and Retention Center - TRIAD (student leaders from Black Student Union, Black Recruitment and Retention Center and African American Student Development). - National Pan-Hellenic Council (NPHC) - Nigerian Student Association (NSA) - Haas Undergraduate Black Business Association (HUBBA) - Black Student Athlete Council (BSAC) - Black Campus Ministries (BCM) - Horn of Africa Student Association (HSA) - Collegiate 100 - Organization of African Students at Berkeley (OASB) - Black Engineering and Science Student Association (BESSA) - Black Students in Health Association (BSHA) - Black Pre-Dental Association (BPDA) - African Diaspora Studies Student Collective (ADSSC) - Black Pre-Law Association at Berkeley (BPLA) - Blacks in Public Policy - Graduate Students (BPP) - Black Graduate Student Association (BGSA) - Diaspora Magazine - Black Natural Hair Collective - Law Students of African Descent - Graduate Students (LSAD) - Faces of African Muslims (FAM) - Zawadi (Black Queer and Trans Support) - Bearrettes (Black dance and performance team) Financial Aid Initiatives: - Need-Based Scholarships: UC Berkeley has a significant commitment to need-based financial aid, ensuring that talented Black students from diverse socioeconomic backgrounds can access the institution. - African American Initiative (AAI) Scholars Program: Provides direct scholarship funding to selected Black students. - Goal of Endowed Scholarship Funds: The university has a stated goal of increasing endowed scholarship funds specifically to support African American undergraduates. - The Leadership Award: Established in 1934, the Leadership Award (TLA) offers a multi-year scholarship. It supports visionary, innovative, and inspiring leaders who make a positive impact on their communities. Our scholars are known for their intellectual curiosity and creativity, demonstrating initiative and self-awareness. - Readmission Equity Grant: While not exclusively for Black students, this grant assists 'stop-out' students facing financial barriers to re-enrollment, which can disproportionately affect underrepresented groups. - Basic Needs Center Resources: The Basic Needs Center connects students with resources to address financial instability, which can indirectly support Black students facing such challenges.

Include any additional information that the governing board should consider in evaluating your institution's readiness to be identified as a Black Serving Institution.

Please see this link:

An applicant is eligible for designation if the applicant meets all the following requirements:

- (1) Has at least 10 percent of the college's or university's enrolled student population identifying as Black and or African American students or has at least 1,500 Black and or African American students enrolled at the college or university.
- (2) Submits an initial or renewal application, as applicable, to the Statewide Central Office for the Advancement of Black Student Success on or before the application deadline

[Privacy](#)



UC Berkeley African American Thriving Initiatives

UC Berkeley Strategic Plan for Black-Serving Institution Designation (2025-2030)

UC Berkeley is committed to cultivating opportunities and resources that transform UC Berkeley into a place where every member of our community can *thrive*. To do this, we must actively interrupt inequity and harm at all levels and in all corners of the university, including the reconfiguration of our structures, processes, and policies to be more holistic and equitable. The ability to *thrive* is a shared responsibility of all members of our campus community. Our investment in being a dynamic Black-Serving Institution is manifested through the African American Thriving Initiatives that center the success, development, excellence, and celebration of Black and African American students.

Specific Commitments to Black and African American Communities (via the African American Initiatives):

- Address the disproportionality of African American and Black representation on campus.
- Improve the lived experiences of Black and African American students, faculty, and staff by removing barriers to access, investing in holistic support structures, and affirming self-determined embodiments of excellence
- Champion community-centered, liberatory, and engaged research and pedagogy
- Cultivate a consistent campus climate that is welcoming, supportive, respectful, and a place of belonging for Black and African American community members to thrive.

Key Strategies

- Comprehensive outreach and recruitment
- Cultivation of a welcoming and affirming campus climate
- Providing holistic and responsive support infrastructure
- Intentional and dynamic programs for academic and professional development
- Continuous evaluation for data-driven equity approaches

These commitments and key strategies guide UC Berkeley's efforts as a Black-Serving and Black Thriving Institution, ensuring that policies, programs, and resource allocation prioritize the success and well-being of Black students.

Outreach Partnerships & Strategic Goals

- **Black Recruitment and Retention Center (BRRC):** The BRRC actively engages in recruitment efforts targeting high school and community college students of color. This includes outreach events, informational sessions, and building relationships with community partners.
- **Office of Undergraduate Admissions (African American/Black Community Liaison):** Marcus McGhee serves in this dedicated role, fostering partnerships with the African American Alumni Association, BRRC, AASD, and the Fannie Lou Hamer Black Resource Center to enhance recruitment efforts.
- **Holistic Admissions Process:** UC Berkeley employs a holistic review process that considers a wide range of factors beyond academic metrics, allowing for a more equitable assessment of applicants from diverse backgrounds, including prospective Black students.
- **Need-Based Scholarships:** A significant portion of UC Berkeley's financial aid resources is allocated based on need, ensuring that financial barriers do not prevent talented Black students from accessing the institution.
- **Targeted Recruitment Events:** The Office of Undergraduate Admissions dedicated liaison and the BRRC implement recruitment events specifically aimed at engaging prospective Black students and their families.
- **Centers for Educational Partnership:** CEP provides direct services to students and families including professional development for college-access educators and community partners. CEP collaborates with school districts, community colleges, and other higher education partners to create and align college access efforts with academic and career pathways across the K-16 continuum.

Over the next five years, UC Berkeley aims to enhance outreach efforts by:

- Expanding partnerships with community-based organizations and high schools with significant Black student populations.
- Developing targeted marketing and communication materials that resonate with prospective Black students and highlight the supportive environment and resources available.
- Increasing the visibility and engagement of Black alumni in recruitment activities.

Comprehensive Support Services for Black Student Thriving

UC Berkeley offers a robust network of existing and proposed support services dedicated to the academic and holistic success of Black students:

Community & Resource Centers:

- **African American Student Development (AASD):** Offers programs and services focused on the academic and personal development of Black students.
- **The African American Theme Program (Afro Floor):** A residential learning community that integrates academic and social support, fostering a strong sense of belonging and exploring Black experiences. The program includes a dedicated Resident Director and advising support.
- **Fannie Lou Hamer Black Resource Center (FLHBRC):** A vital existing space providing community, resources, and a sense of belonging for Black students, staff, and faculty. It serves as a hub for events, collaborations, and support services.
 - **Satellite Services in Fannie Lou Hamer Black Resource Center:**
 - Weekly financial aid counseling
 - Weekly academic advising through Letter and Science
 - Weekly academic advising Educational Opportunity Program.
 - Weekly Mental Health counseling with our Black Mental Health practitioner.
 - Weekly group counseling sessions with our Black mental Health Team.
 - Student Advocate Office Workshops through Black Community liaisons.
- **OASIS Black/African American Registered Student Organizations:** Connects students with peer support networks and academically themed groups.
- **African American Studies Reading Room:** A space for community members including students, staff and faculty to study, have meetings, programs and do research.
- **Inclusive Excellence Hub for Graduate Diversity:** the first campus-wide community hub exclusively dedicated to increasing academic excellence through diversity and belonging by housing transformational programs that lead the nation in inclusivity.
- **The Multicultural Community Center:** This space strives to provide an educational space for the critical study and practice of community-based solidarity and to foster a welcoming, inclusive space for students. It also aim to provide an alternative space for cultural expressions and identity exploration and to build community among Berkeley's diverse student population

Academic Support & Research Opportunities

- **African American Initiative (AAI) Scholars Program:** Provides financial aid, mentorship, and leadership development opportunities to enhance academic success and retention.
- **Black Student Success Counselor:** Offers specialized advising and support for Black students, particularly those in the African American Theme Program.
- **Black Lives at Cal (BLAC):** A multi-year initiative to celebrate, defend, and advance the legacy of Black people at the University of California, Berkeley, since the university's founding in 1868. Formed in 2021 as both a research endeavor and an archival venue, BLAC researches, preserves, and publicizes insights about the people, events, and communities that have shaped Black history at Berkeley and examines the “living history” of the Black experience today. This includes the development of a [self-guided Black history tour of UC Berkeley](#).
- **Ghana Study Abroad:** African American Student Development in partnership with African American Studies and Study Abroad launched a first of its kind community abroad program. In 2022, we launched our first Ghana Study Abroad program for Black students along with other students on campus, traveled to Ghana to have an African and Black centered learning experience over 5 weeks.
- **HBCU Exchange Program:** In 2025, African American Student Development relaunched the HBCU Exchange programs. Students between Spelman and Morehouse and UC Berkeley will start to exchange campuses for a semester abroad starting the 2025-2026 academic year.
- **HBCU Campus-Wide Engagement Plan:** Our campus has created a comprehensive plan for HBCU engagements. This includes our Berkeley Environmental Scholars for HBCU students spending the summer on our campus, Haas Business School HBCU Initiative, and the HBCU Domestic Exchange Program. This includes partnerships between all campus departments with HBCU relationships to have joint onboarding and programming for visiting students.
- **Road to Resiliency (R2R) Program:** Provides support and resources for students facing academic difficulty, fostering a sense of community and connection to campus resources.
- **EOP Degree Completion Pathways Program:** Offers seminars, workshops, and advising to address degree completion disparities.
- **SSS STEM TRIO Grant:** Supports low-income, first-generation students, and students with disabilities in STEM fields with advising, tutoring, and mentoring.

Basic Needs Support Services:

- **Basic Needs Center:** Provides resources and support for food, housing, and financial stability, ensuring that basic needs are met to facilitate academic success.
- **Financial Aid for Emergency Expenses:** Offers assistance to students facing unexpected financial challenges.

Activities, Events, Celebrations:

- **Black Welcome Week:** This week includes orientation activities for all new undergraduate, transfer, and graduate students as well as all new Black Staff and Faculty.
- **Welcome Back Black Wednesday:** On the first day of classes on campus, we hold a community welcome at the Black Wednesday Wall (a space Black Community members have been gathering at for over 40 years). This event invites all Black students, staff, faculty, and alumni to start the first day of the semester together in community. It centers joy and encouragement for all of our community members.
- **African American Theme Program Retreat:** An onboarding and transitional support retreat for the 84 first year students joining the African American Theme Program.
- **Black Homecoming Weekend:** An annual event fostering community and connection. This weekend consists of 7 events over 3 days to engage the community.
- **Black History at Cal Walking Tour:** This tour is offered as a guided interactive walking tour or you can listen to our Self-Guided Black History Tour of UC Berkeley's campus! Hear about the stories of Black students, faculty, and events from the past 100 years.
- **Black History Month Events:** Celebrations and educational programs highlighting Black history and culture:
 - Culture on the Block Black vendors events that invites over 30 Black owned vendors to campus from the Bay Area.
 - Culture on the Block Skating rink: this event brings a skating rink for community members to skate on lower Sproul as a part of the Culture on the Block celebration.
 - Black History Month Concert with local Bay Area Artist Kamaiyah. This event usually draws up to 300 students.
 - Black History Fashion Show through the decades
- **African American Initiative Scholars Annual Celebration:** since 2018, we have held an annual celebration of AAI Scholars with students, staff, faculty, alumni, community partners, donors and supporters.

- **Black Grad Reception:** Acknowledges and celebrates the achievements of graduating Black students.
- **Black Wednesday:** Regular community-building events hosted by a different Black community organization every Wednesday.
- **Louise Patterson Awards:** Recognizes contributions to the Black community.
- **Power in Community Day and Cal Day:** Campus-wide events with specific engagement for the Black community.
- **Senior Weekend:** Invites high school seniors admitted to UC Berkeley to spend a weekend on campus with current Afro Floor students. The majority of these students select to attend UC Berkeley following this weekend experience.

Proposed Services (Looking Ahead):

- **Black STEM Support Program:** To address specific needs and promote success in STEM fields. Supported through a partnership between the [SEED Scholars Program](#) and the African American Initiative, this support program is currently a pilot program that connects juniors, seniors and grad students in STEM to provide weekly support sessions to first and second year STEM students.
- **Black Male Support Program:** To provide targeted support and resources.
- **Black Women's Support Program:** To provide targeted support resources.
- **Weekly Satellite Advising for Career development and planning:** workshops and weekly advising in partnership with the UC Berkeley Career Center.
- **Dedicated support for Black transfer students and student parents.**
- Plans to create an **UMOJA Chapter** on our campus are underway through the African American Initiative Steering Committee.

Over the next five years, UC Berkeley aims to strengthen these services by:

- Increasing funding and staffing for existing support centers and programs.
- Implementing the proposed Black STEM, Black Men's Support Programs and Black Women's Support Programs.
- Developing specific programs and resources tailored to the needs of Black transfer students and student parents.
- Enhancing mental health support services with counselors who have backgrounds matching the students they serve and a deep understanding of the Black student experience.

Comprehensive Resources & Funding for Black Student Thriving

- **Financial Aid and Scholarships:** A significant and ongoing commitment of institutional resources towards need-based financial aid will continue to support Black students' access to UC Berkeley. **The goal of a \$20 million endowed undergraduate scholarship fund for African American undergraduates** remains a key priority for fundraising efforts within the five-year period.
- **Staffing and Personnel:** Existing resources are allocated to support dedicated staff within the Fannie Lou Hamer Black Resource Center, African American Student Development, the Black Recruitment and Retention Center, and the Office of Undergraduate Admissions (Black Community Liaison). Planned resource allocation includes full-time staffing for the African American Thriving Initiatives to expand their reach and impact (as noted in the Thriving Initiatives Report).
- **Program Funding:** Existing budgets support programs like the AAI Scholars Program, the African American Theme Program, Black History Month events, and other initiatives. Future resource allocation will prioritize the implementation of proposed programs like the Black STEM Support Program, the Black Male Support Program, the National Pan Hellenic Plaza for community gatherings of our Black students in the Divine 9 Greek fraternity and sororities.
- **Space and Infrastructure:** The continued support and maintenance of dedicated spaces like the Fannie Lou Hamer Black Resource Center and the expansion of residential communities like the Afro Floor represent an ongoing allocation of resources.
- **Grant Funding:** UC Berkeley will actively pursue external grant opportunities, including federal funding available to Black-Serving Institutions, to supplement existing resources and expand support for Black students. The AANAPISI grant, while focused on AA & PI students, demonstrates the institution's capacity to secure federal funding for underrepresented groups.

Over the next five years, resource allocation will be guided by the following principles:

- Prioritizing initiatives that directly address the needs and enhance the success of Black students.
- Investing in evidence-based practices that have demonstrated positive outcomes for Black student retention, graduation, and overall well-being.
- Ensuring equitable access to resources across all programs and services serving Black students.
- Increasing fundraising efforts specifically targeted towards supporting Black student scholarships and programs.

Comprehensive & Relevant Professional Development Faculty & Staff

UC Berkeley recognizes the importance of culturally relevant professional development for faculty and staff in creating a supportive and thriving environment for Black students. Existing resources are being and will be leveraged in the following ways:

- **Engagement of Diversity, Equity, and Inclusion (DEI) Professionals:** The Division of Equity & Inclusion plays a central role in developing and delivering professional development opportunities. The expertise within this division will be utilized to create and facilitate workshops and training sessions focused on culturally relevant pedagogy, anti-racism, implicit bias awareness, and creating inclusive classroom and work environments.
- **Leveraging Human Resources and the Provost's Office:** Engaging Staff Diversity/Human Resources and Faculty Equity/the Provost's Office is crucial. Existing resources within these units will be directed towards developing and implementing professional development initiatives that:
 - Enhance understanding of the experiences and needs of Black students.
 - Promote culturally responsive teaching and advising practices.
 - Address systemic inequities and biases within institutional policies and procedures.
 - Foster inclusive hiring and retention practices for Black faculty and staff.
- **Utilizing the Fannie Lou Hamer Black Resource Center and African American Student Development:** These units serve as valuable resources for professional development, offering workshops, presentations, and opportunities for faculty and staff to engage with the Black student experience directly.
- **Integrating Thriving approaches and metrics into Existing Training Programs:** Efforts will be made to embed strategies for "servingness" and "thriving" into existing professional development programs for faculty and staff across various departments.
- **Peer Learning and Best Practices:** Encouraging the sharing of best practices and the development of peer-led workshops on culturally relevant engagement with Black students will be supported through existing faculty and staff development structures.

Over the next five years, UC Berkeley aims to enhance culturally relevant professional development by:

- Conducting needs assessments to identify specific areas where faculty and staff require further training and development related to serving Black students.

- Developing a comprehensive and sustained professional development program focused on Black Serving Institution goals, incorporating input from Black students, faculty, and staff.
- Allocating resources to incentivize and recognize faculty and staff who actively engage in professional development related to cultural competency and serving Black students.
- Establishing clear expectations and accountability measures for incorporating culturally relevant practices in teaching, advising, and staff interactions with Black students.

By implementing this strategic plan, UC Berkeley reaffirms its commitment to serving Black and African American students and fostering a Thriving environments where they can succeed academically, personally, and professionally. This plan will be regularly reviewed and updated to ensure its effectiveness in achieving the goals of a Black-Serving Institution.



UC Berkeley African American Thriving Initiatives

Graduation Rates within 4-Years, Freshman Entrants

Group	Fall 2018	Fall 2019	Fall 2020
All Undergraduates	79.8%	81.1%	78.7%
Black/African American	66.5%	65.5%	66.4%

Graduation Rates within 6-Years, Freshman Entrants

Group	Fall 2016	Fall 2017	Fall 2018
All Undergraduates	93.7%	92.7%	92.7%
Black/African American	80.8%	84.4%	81.4%

Graduation Rates within 2-Years, Transfer Entrants

Group	Fall 2020	Fall 2021	Fall 2022
All Undergraduates	56.6%	59.7%	59.6%
Black/African American	50.4%	55.6%	51.9%

Graduation Rates within 4-Years, Transfer Entrants

Group	Fall 2018	Fall 2019	Fall 2020
All Undergraduates	92.0%	91.0%	89.5%
Black/African American	86.5%	85.6%	85.2%

Source: UC Info Center, Undergraduate Graduation Rates

<https://www.universityofcalifornia.edu/about-us/information-center/ug-outcomes>



Certification of Commitment to Black and African American Student Success

June 4, 2025

Central Office for the Advancement of Black Student Success
401 Golden Shore
Long Beach CA 90802

This letter serves as a certification of UC Berkeley's unwavering commitment to fostering the success of Black and African American students. This commitment is not only deeply ingrained in our institutional values but is also directly consistent with the mission of the University of California to foster the success of all students..

UC Berkeley is dedicated to the success of its Black and African American undergraduate and graduate students through a comprehensive strategy that focuses on ensuring equitable access, fostering belonging, providing support, and creating transformative opportunities. For example, The African American Thriving Initiatives (AATI) specifically aims to build a cohesive student experience grounded in equity, justice, and the holistic development of Black students, achieved by cultivating spaces for Black leadership, excellence, and joy.

Our commitment aligns with UC Berkeley's mission as a land-grant university, emphasizing excellence and access by dismantling barriers faced by Black students. It also supports diversity and inclusion, enriching the campus community and fostering a sense of belonging for Black students. Furthermore, by empowering Black students, UC Berkeley contributes to public service and social impact, aligning with its goal of creating a more just and equitable society and ensuring that all Black students have the resources to thrive throughout their academic journey and beyond.

This certification reaffirms UC Berkeley's steadfast dedication to promoting diversity, equity, and inclusion, to ensuring the success of our Black and African American students, in alignment with the core principles of the university's mission.

Sincerely,

A handwritten signature in black ink, appearing to read "F. Mejia".

Fabrizio Mejia
Interim Vice Chancellor
Division of Equity and Inclusion
University of California, Berkeley