



Cal Poly Pomona’s Black Thriving Initiative (BTI), launched in December 2022, is the first of its kind in the California State University system.

CPP believes diversity strengthens community and views anti-Blackness as an existential threat to our mission as a public university. To live up to our promise of inclusive excellence, we gathered campus feedback and sought to identify institutional actions that could not only positively add to the Black experience on campus but also build our institutional capacity to serve the needs of all historically underrepresented communities.

Assessing the impact of BTI will include ongoing tracking of such measures as Black student persistence, retention and graduation rates and feedback on climate and quality of campus experience.

BTI aims to transform our campus culture as a place where everyone can succeed, thrive – and in the case of our students – graduate and experience a trajectory that elevates not only their own lives but positively impacts the people and communities around them.



“If you are silent and neutral in situations of injustice, you have chosen the side of the oppressor.”

Desmond Tutu

The Black Thriving Initiative has four phases and recognizes that transforming the campus culture requires continuous engagement, collaboration and action.

AS AN INSTITUTION, WE ARE ...

BUILDING CAPACITY & CONSCIOUSNESS

- Truth and healing
- Awareness and education
- Investment and accountability

Years 1-2

LEVERAGING THE MISSION

Institutional policy and procedural review through a racial and gender equity lens

Years 2-3

ENGAGING BLACK COMMUNITIES

Divisional and area-specific action plans and recommendations

Years 3-4

TRANSFORMING THE CULTURE

- Identifiable measures of success
- Sustainability, ongoing education, and future accountability

Year 4-Onward



CURRENT BTI WORK: BUILDING CAPACITY AND CONSCIOUSNESS

PRIORITIZING TRUTH TELLING AND RACIAL HEALING

- Holding restorative dialogue sessions
- Hosting a “State of the Black Student Community” town hall
- Providing racial healing circles
- Offering individual wellness coaching

INCREASING CAMPUS AWARENESS, CULTURAL HUMILITY AND CRITICAL CONSCIOUSNESS

- Conducting an Intercultural Development Inventory with senior leadership
- Providing foundational equity, diversity, and inclusion (EDI) training to key advocates
- Developing a curriculum for a campuswide Diversity Awareness Workshop
- Engaging the campus community in cultural exposure opportunities
- Conducting a Black Student Success program audit

INVESTING IN A SUSTAINABLE INFRASTRUCTURE

- Establishing a campuswide Black Thriving at CPP committee
- Establishing and funding a Black Student Research Fellowship Program and Symposium
- Establishing a campuswide Black Thriving Grant Program
- Investing in Black student clubs, organizations and the African American Student Center
- Conducting an Intercultural Development Inventory with managers
- Revising recruiting and performance appraisal processes to include EDI measures
- Developing a Black faculty and staff leadership program

SUPPORT BLACK THRIVING

GIVE



Your support of BTI at any level is an investment in the future of CPP students, faculty and staff. Help sustain the momentum to assist all who dream of success to achieve it, and to transform lives and our local communities.

CONTACT US



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