UNPOST THIS. RESHARE THIS.

Over the last several years, we have seen increased hate crimes and injustices against members of historically marginalized communities, including Asian and Black people. According to an analysis conducted by the Center for the Study of Hate and Extremism at California State University, San Bernardino, hate crimes targeting Asian people rose by nearly 150 percent in 2020. In that same year, injustices against the Black community highlighted flaws in our judicial system with the deaths of George Floyd and many others. The Black and Asian communities call out for support, love, and justice in response.

According to the Baruch Strategic Plan 2018-23, Baruch College aims to "[provide] an inclusive, transformational education in the arts and sciences, business, and public and international affairs to students from New York and around the world…" From A 2021 diversity report by *College Factual*, we know that Baruch's student body comprises 36.2% Asian, 24% Hispanic/Latino, 19.8% White, 10% International / Non-Resident, and 7.6% Black. With such a diverse student body, Baruch's efforts towards supporting students should be demonstrated through how the institution is *currently* serving them. When institutions make statements or start initiatives advocating anti-hate and antiracism, we believe they should be created to support the affected communities. Additionally, they should identify the problem they are currently seeing within their community, market, or institution, outline the steps needed to solve this problem, and commit to action.

Therefore, Baruch's focus should not be showcasing that its students are ethnically diverse to show that it's against racism and bigotry. Instead, Baruch should focus on how the College is a resource, a pillar of support, and a platform of achievement for its student body. Instead of highlighting Baruch students' faces, we should be highlighting their success.

SO WE ASK:

HOW CAN BARUCH PROMOTE INCLUSION AND SHOW SUPPORT FOR ITS DIVERSE STUDENT BODY IN A WAY THAT IS NOT INVASIVE OR PERFORMATIVE?

FEATURE STUDENT ACHIEVEMENTS BY:

1 Adopting a student-centric approach to communications that balances spotlights on students compared to faculty and staff. Shine a light on the work students are doing at Baruch, and treat them as working professionals.
2 Promoting news items proving that Baruch opportunities tangibly benefit students. Elevate and encourage students while increasing Baruch's reputation.

CELEBRATE STUDENT ACHIEVEMENTS BY:

3 Providing support for student events. An example of a successful student celebration is the *Encounters Magazine* opening event. This semesterly event promotes student literary and visual work and confers awards. *Encounters Magazine* can organize such a high-profile event thanks to continuing support from the College.
4 Prioritizing funding for student celebrations to demonstrate that the College values student work. For example, recent budget cuts removed support for the New Media Arts Capstone class exhibition opening, leaving students to fund their opening on their own.

FACILITATE STUDENT ACHIEVEMENTS BY:

5 Investing more in Baruch College's student emergency fund and increasing its visibility, so those who need it are aware of it. Support student retention through accessibility.
6 Prominently advertising Baruch's mental health resources with a resource list easily accessible to students on all of Baruch's digital platforms. Expand resources by hiring more BIPOC and trauma-informed counselors.
7 Providing a safe space where students can anonymously talk about and share their experiences. Make space in the form of an anonymous tip or blog website or create events where students can gather to talk about their experiences and needs.

EXPAND COMMUNITIES AND VENUES FOR STUDENT ACHIEVEMENT BY:

8 Partnering with other organizations, including those helping the Asian and Black communities in NYC via fundraising or community service events.
9 Integrating career-path exposure into all Capstone course experiences.