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.

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:

- 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. Promoting news items proving
- 2 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 traumainformed 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.

Vertical Campus

INTED TO SARE YOU TIRED OF PERFORMATINE AGTIM FACE?

all over the NVC building, responses online.

inviting people to submit

We posted discreet flyers

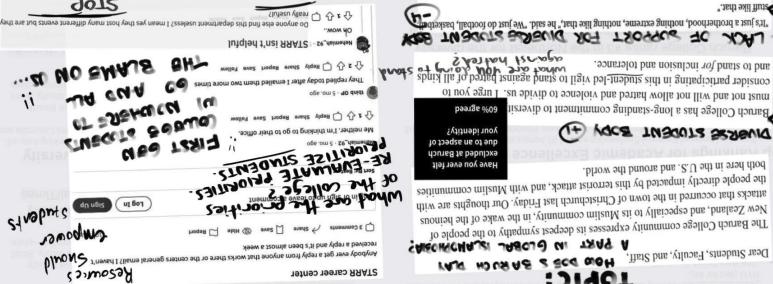


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included sharing polls through Ins

tagram Stories, inviting people to respond to a Google form for long-form responses,

and posting flyers that contained a QR code to the Google form all over the Newmar



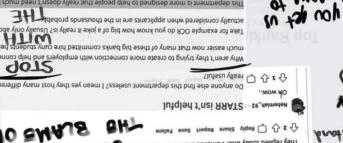
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We scoured emails and

other media shared withi

the Baruch community for

xamples of performative



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icium 874 The groups at Baruch and Brooklyn College's featured "regular Salafi speakers" and the one at City MOJ of

The documents show police were interested in guest speakers and any signs of Salafism, a strain of

:DIGOT

and to stand for inclusion and tolerance.

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both here in the U.S. and around the world.

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on the college's diversity representation efforts, we gathered commentary and pol es from its members over several November and December. Our method included sharing polls through Instagram Stories, inviting people to respond to a Google form for long-form responses, and posting flyers that contained a QR code to the Google form all over the Newman Vertical Campus

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higher education is not just

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scyool (soury bearcat) and

become the mascot of the

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Undo this narrative of com-

to think we are still pushing such

to as complete truth, and it's scary

the subject they dedicate their life

what their professor says about

classes? Many students will take

αιιοws το εxist in our race-theory

NOITPS A

Are these the types of ideas Baruch

.etnebuts otno seebi

We scoured emails and other media shared withir

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",gnizzeq-neize" sew I szuszad

responded by telling me that

onstantly be misidentified, he

about how frustrating it was to

When I opened up to the protessor

from anywhere in this continent.

though I have no genetic markers

I am Arab or southeast Asian even

amusse alqoaq ynam, mei an were ar yn were ar yn ar

about my black side. Because I

mixed, I was eager to learn more

I took a Black Literature Studies

e us. I urge you to hatred of all kin

the Baruch community for

examples of performative

class at Baruch. As a person who is

nent to diversity and inclusion. W In our attempt

My first semester at Baruch, I was CONSTRUCTED

We posted discreet flyers

all over the NVC building,

responses online.

FEEL

IN WHAT WA

FACE?

inviting people to submit

-stnammoo vroteniminosib ves in the class would very clearly minorities when other people every day, but did not defend POC, about experiences I faced e ,em doest of guitquette And sew vino ton ... nem stidw to the side, and said, "They're it was taught by a straight, cis, once I walked into the class, I realized straightened her lips to feign a college, academic perspective. But followed by mild concern. She including race and gender from a was very excited to learn about topics placed into an Anthropology class. I

rather, he wrote it off as

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already 0 ind left Z participating in robust discussions that enhance orities o fend for ourselves cultivating the interests of every student and T feeling thode si egellos of gning tent os fi egnedo while Ð UNSAFE. 5 outdated model-minority myth. but perpetuated the extremely 0 **.** 230 to erase my actual identities, America. Not only did he continue I benefit from asian-privilege in

> slight smile, turned her head reaction was congratulatory transferring to Baruch, her my protessors that I was college. When I told one of Vinnmmos 6 mort 9m65 l

BARUCH? FRUSTRATED^{#1} SENTED ToTeDSAY BUT NOWHERE

PERFORMATINE ACTIV

CAR BARONOAGABES

TO SREAE?YOU TIRED OF

ADDRESS ISSUES THAT MINORIT

yjilidom Jaioos guived bus ytaitos ni atali in hopes of improving their students who attend here solidified and spread to all the Worlege, have somehow the word that you, Baruch COMPETITIVE. This is גפמווא competitive there."

.noizulai effort for inclusion. on diw siniog gniggerd e'fl .viire that grinebommooce Vilentoe otni troffo otno already diverse city, but they a commuter school in an for diversity because we're

COMPETITIVE CHANGE

Paruch doesn't have to try-

Unfold Unfold Unfold Unfold Unfold Unfold

HAPPENED. Burkababilite 3400 **ЭVAH T'NQJUOHS** SIHL

community were in need of but when students of the Black Baruch loves to emphasize diversity

BLACK STUDENTS had to create <u>п р р о R</u>

watching and taking a part in protests George Floyd protests. While we were living simultaneously in a pandemic like Baruch did not truly care about this instance, I could not help but feel an open letter to be recognized. In

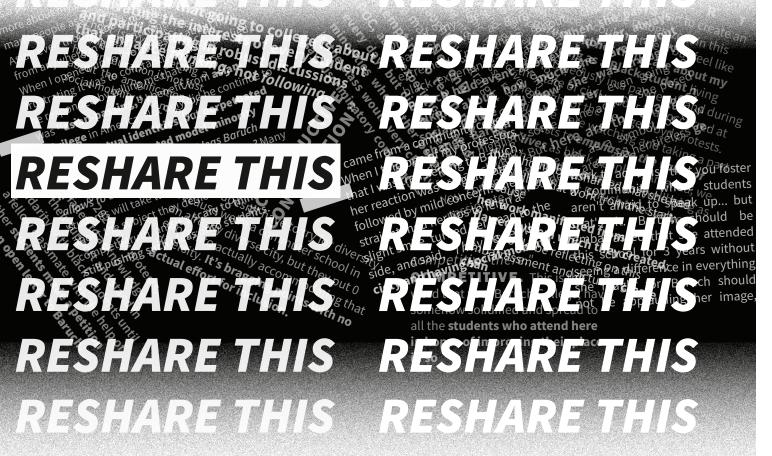
bellev ad of dourse at Baruch to be valued. A to demand for our wellbeing as black black people in America, we also had to emphasize the value of our lives as that occurred at the height of the and during the state of civil uproar my wellbeing as a Black student

petition and an open letter to baruch with the help of other students made a black students until a fellow classmate utiw yinebilos ni bnets bne troque failed to acknowledge, show their During the 2020 BLM protests, Baruch

IOR BARGE BUE WHERE ARE THE CHANGES? WHERE









EMPHASIZE THE VALUE OF OUR LIVES

vith the Jewish students and staff. The state of the students and state of the s I would like for there to be

with the Jewiss students and stants. With the Jewiss students and stants V, and the volution of the charge of the second seco

this embarrassment and actually create change.

which they created; they should be reflecting on

her work manifested from a flawed system

to do all of that work from the start, because

image, they should be ashamed that she had

for. Baruch should not be applauding her

seeing a difference in everything she fought

she attended this school for 3 years without

that's it. Baruch should be embarrassed that

where students aren't afraid to speak up... but

work to advertise that you toster a community

passionate your students are, used her tireless

<u>You continued to use her as a sympol tot now</u>

tar as to highlight some of the actions she posed

change Baruch for the better, even going so

social justice and how she was trying to

talking about how much she cared about

Baruch held event after event for her, always

plack experience at Baruch. When she passed,

extremely passionate about changing the

year. She was a Baruch student who was

One of my best friends passed away last