




BLACKTHRIVING
INITIATIVE




The Launch of the Black Thriving Initiative at CPP: *Understanding the Why*

- The Black Thriving Initiative (BTI), launched in 2022, is dedicated to ensuring that **every member of our community**—regardless of identity—has equitable **access** to the resources, connections, and opportunities necessary to lead a safe, empowered, and fulfilling life.
- At its core, BTI is a commitment to the profound work of **humanizing all**.
- Cal Poly Pomona thrives by **investing in its community**—fostering well-being, addressing climate concerns, acknowledging past harms, and creating spaces for learning, dialogue, and healing.
- CSU Graduation Initiative 2025: The Need to Address **Equity Gaps**.



“It is exhausting being a Black student on this campus. I travel hours by bus to get to campus only to attend my classes and experience tokenization, microaggressions and humiliation. This school makes it to difficult to get a degree. I am tired of excuses. I am tired of nothing changing. For a campus that claims to care, when is enough, enough?”





Phase I (2022-2024):

Key Takeaways

- Cal Poly Pomona must align its actions and priorities with its **Inclusive Excellence** commitments.
- **Embracing and celebrating our diverse student body** is fundamental to student success—closing equity gaps and ensuring the retention and graduation of Black students must be a critical priority.
- The campus community thrives when **educational experiences are tailored** to meet the diverse needs of its members.
- **Equity-driven progress benefits everyone**, fostering greater opportunities for all.
- **Institutional transformation begins with personal accountability**—each member plays a role in driving meaningful change.



CalPolyPomona

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2023 REPORT





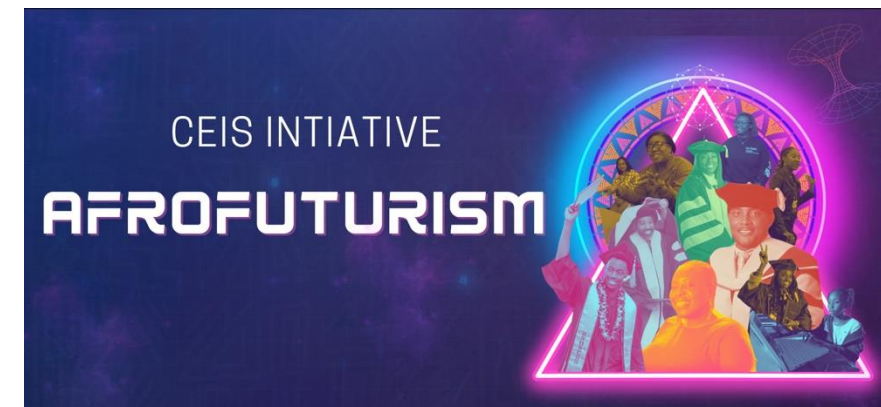
BTI Phase I Highlights:

**This is not an exhaustive list*

- Advancing Racial Justice and Cultural Humility Learning Series
- Wellbeing Coaching (BGD)
- Black Women’s Success Initiative
- Culturally Responsive Tutoring and Coaching (T.R.E.E.)
- Equity-Minded Practitioner Coaching
- Afrofuturism Initiative
- Reimagined RISE Program
- Elevating Black Student Success: BASES Scholars



IDI
Intercultural
Development
Inventory®





Institutional Recommendations:

- **Serving a Diverse Community Must Remain Mission Critical, Even Amid Budget Constraints**

In times of financial uncertainty, it is imperative to uphold serving a diverse student body as a core institutional priority. Dismantling these efforts would undermine support systems, widen equity gaps, and hinder academic and personal achievement for all students.

- **Proactively and Intentionally Address Campus Climate Concerns**

A reactive approach to campus climate issues is insufficient. How can we implement proactive, strategic, and intentional efforts to foster an inclusive and supportive environment for all members of the community?

- **Move Beyond Performative Efforts**

DEI initiatives must go beyond performative gestures and "check-the-box" approaches. A genuine, sustained commitment is essential to creating meaningful, long-term change. As such, funding should be strategically allocated to mission-critical and high-impact services that directly enhance student success.

- **Recognize and Value Students' Merit and Cultural Wealth**

Every student admitted to CPP has earned their place through merit and resilience. They bring diverse forms of cultural wealth that have contributed to their success. It is essential to acknowledge and build upon these strengths rather than operate from a deficit-based perspective.

- **Serving a Diverse Community is a Collective Responsibility**

DEI must be more than an initiative—it must be an institutional imperative. A comprehensive strategy that fully integrates DEI into the university's policies, practices, and culture is not just necessary but urgent for driving meaningful progress. The responsibility of fostering an inclusive campus does not rest on a select few—it is the work of the entire institution.





BTI Phase II: Leveraging the Mission

Strengthening Accountability & Institutional Commitment

Discussions on reimagining accountability must inspire all members of the community to recognize their role in advancing student success, embody the Principles of Community, and commit to meaningful, transformative action that fosters an environment where everyone can thrive. It is essential to move beyond a superficial, check-the-box approach toward one that is intentional, data-driven, purposeful, and measurable.

Lifelong Learning & Capacity Building

Education is foundational to advancing student success, fostering belonging, and expanding access. A deep, data-informed understanding of those we serve, persistent disparities in educational outcomes, and the institutional climate is essential—not only for fostering student success and inclusive excellence but also for driving social mobility and transformative change.

Black Student Success

Supporting Black student persistence and graduation at CPP demands urgency, intentionality, and cultural relevance. Culturally relevant coaching is a proven strategy that values Black students' unique experiences, fosters growth, and mitigates systemic barriers. Equally vital is an immediate, focused effort to address the specific challenges faced by Black women, ensuring tailored solutions for their success.

Philanthropic Engagement & Sustainable Impact

Our commitment to inclusive excellence requires a comprehensive strategy that must be matched by the allocation of adequate budgetary resources and dedicated human capital to drive meaningful progress. Establishing a well-designed and intentional giving strategy for the Black Thriving Initiative is essential to securing its sustainability, fostering growth, and amplifying its long-term impact.