Coordinate symposium for Black students on the topics of service leadership & research development.	Complete
Launch racial trauma training for counselors, college wide.	Complete
Hire up to 10 student health ambassadors that understand the Black student experience.	 Complete

	Financial Aid	Conduct focus groups with EOPS and other representative Foothill populations on obstacles/barriers on	In progress
	Office	financial aid access and financial literacy.	
		Create zoom recordings to welcome students of color to the learning communities/EOPS and FAFSA workshops.	In progress
		Work with Office of Online Learning to create Canvas post-able documents/videos.	In progress
		Begin disaggregation of ERF students both funded and unfunded.	To begin
		Review triage process for late filers of financial aid to allow them to stay enrolled and stay successful.	In progress
		Conduct focus group with Equity Ambassadors on student employment barriers (I.e. does full time status as serve as barrier? Completion of units? What is the Ethnicity breakdown of student employees). Based on analysis, revise policies and practices to support students of color with an emphasis on Black students.	In progress
		Conduct financial literacy workshops for Black students with Community Cultural Wealth framework.	In progress
•	Office of Student Affairs	Lead the Student Affairs and Activities team by example in recognizing the difference between intent versus impact and remedying my mistakes as Dean of Students if or when my decisions do not reflect my support for Black student populations.	Ongoing

Partner with Institutional Research Office in:

Conducting a racially conscious self-salaby Tam BT/n F44: pjlh/14n aby 503: b) Toruk Odas (3) princip especially conscious self-salaby Tam BT/n F44: pjlh/14n aby 503: b) Toruk Odas (3) princip especially conscious self-salaby Tam BT/n F44: pjlh/14n aby 503: b) Toruk Odas (3) princip especially conscious self-salaby Tam BT/n F44: pjlh/14n aby 503: b) Toruk Odas (3) princip especially conscious self-salaby Tam BT/n F44: pjlh/14n aby 503: b) Toruk Odas (3) princip especially conscious self-salaby Tam BT/n F44: pjlh/14n aby 503: b) Toruk Odas (3) princip especially conscious self-salaby Tam BT/n F44: pjlh/14n aby 503: b) Toruk Odas (3) princip especially conscious self-salaby Tam BT/n F44: pjlh/14n aby 503: b) Toruk Odas (3) princip especially conscious self-salaby Tam BT/n F44: pjlh/14n aby 503: b) Toruk Odas (3) princip especially conscious self-salaby Tam BT/n F44: pjlh/14n aby 503: b) Toruk Odas (3) princip especially conscious self-salaby Tam BT/n F44: pjlh/14n aby 503: b) Toruk Odas (3) princip especially conscious self-salaby Tam BT/n F44: pjlh/14n aby 503: b) Toruk Odas (3) princip especially conscious self-salaby Tam BT/n F44: pjlh/14n aby 503: b) Toruk Odas (3) princip especially conscious self-salaby Tam BT/n F44: pjlh/14n aby 503: b) Toruk Odas (3) princip especially conscious self-salaby Tam BT/n F44: pjlh/14n aby 503: b) Toruk Odas (3) princip especially conscious self-salaby Tam BT/n F44: pjlh/14n aby 503: b) Toruk Odas (3) princip especially conscious self-salaby Tam BT/n F44: pjlh/14n aby 503: b) Toruk Odas (3) princip especially conscious self-salaby Tam BT/n F44: pjlh/14n aby 503: b) Toruk Odas (3) princip especially e

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& Activities

Establish Guardian Scholars (Foster Youth) Cooperative, Build relationship with community Foster Youth	In progress
organizations, Santa Clara and San Mateo Counties (East Palo Alto and East Side)	
Incorporate equity education and implicit bias training for EOPS staff.	In progress
Oreate a space for discussions as an ongoing practice in staff meetings to confront biases.	In progress
Collaborate with Financial Aid and Outreach teams to identify potential EOPS students and expand reach.	Complete
In order to provide immediate access to services, Foster Youth will be directed to engage in the EOPS/CARE	In progress
Intake process and will be guided to next steps, regardless of program eligibility.	