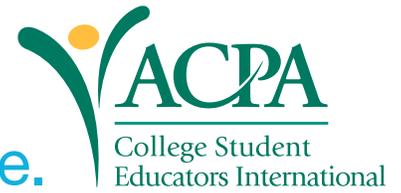


# BOLD.

## Strategic Imperative for Racial Justice.



At least **7** trans\* femme/womyn of color have been killed in 2017

**#SayHerName**



In 2013, 9.7% of degrees were conferred to Black women making them the **most educated group in their cohort.**

Black men were **9x** more likely to be killed by law enforcement than other Americans in 2016.



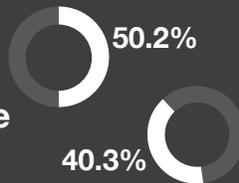
**Great 8.** Eight Black women graduated with Ph.Ds from Indiana University School of Education in 2016, setting a record for that campus.

**8**

**750,000** students are enrolled in the Deferred Action for Childhood Arrivals (DACA) and pursuing their Dream to work and attend school. **This executive order is under attack.**

**Dreamers** Despite continued barriers, 200,000+ students are undocumented. **440** college and university presidents have signed a letter to extend DACA benefits.

50.2% of Pacific Islander and 40.3% of Southeast Asian students between 25-34 **have not attended college.**



**More than an asterisk.**

172,900 Native American Indian and Alaskan Native students in HE in 2012.

**15%** Latinx students lag behind other groups in obtaining four-year degrees with just 15% of those aged 25-29 **holding a bachelor's degree** or higher.

67% of young adults with learning disabilities report enrollment in some type of postsecondary education within eight years of leaving high school, **approx. the same as the general population.**

**67%**

82% of new white student enrollments have gone to the **468 most selective colleges** and 72% of new Latinx and 68% of new Black enrollment have gone to **two- and four-year open access schools.**



**HBCUs** account for 8 of the top 10 institutions graduating the most doctoral students in science and engineering

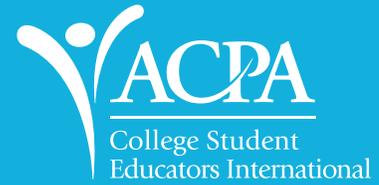


Worldwide, approximately 101 million children are not in school and more than half are women.



At least four universities in Canada have set up funds to **support refugees** from war-torn countries

# Strategic Imperative on Racial Justice **Talking Points**



**ACPA will direct resources, energy, and time toward addressing racial justice in student affairs and higher education around the world. Our lens is intersectional, intentional, and directed. The focus is on reducing the oppression of communities of color at the intersections of their identities, knowing that all oppressions are linked and that the work is ongoing. Our goal is to provide leading research and scholarship; tools for personal, professional, and career development; and innovative praxis opportunities for members that will actively inform and reshape higher education. We move toward this goal knowing that the roles and daily tasks of our jobs are important to the functioning of colleges and universities. We also know that racial justice and the tasks of our jobs do not sit as dichotomous poles. Racial justice is at our core; it underlies the work we each must do every day, in every way we can.**

## Common Questions

### **Why racial justice and not social justice?**

ACPA's mission and the work of student affairs have focused on social justice throughout its history.

As such, ACPA will pursue the Strategic Imperative on Racial Justice within the broader scope of ACPA's mission that includes social justice. We come to this Imperative with an understanding that racism (at its intersections) and the social construction of race (including colorism) continues to shape and influence life chances and opportunity around the world (e.g., school to prison pipeline, disparate educational outcomes). Having a strategic imperative provides our Association leaders a point of attention to guide our decisions, to leverage our resources, to support engagement (internally and externally), and to complete our work.

Social justice work is racial justice work; racial justice work is social justice work. Because the work is intersectional, issues of genderism, sexism, homophobia, transphobia, ableism, ageism, etc. are embedded within the work; however, eradicating racism is key. We support Dean Spade's (2015) idea of "trickle-up social justice" where we center the experiences of the most vulnerable first and as a result that focus will provide liberation from oppression for all others at the same time.

**Is racial justice too narrowly defined?** No, racial justice is actually broad and inclusive. Racial justice is intersectional. Racial justice is proactive, not reactive.

### **What is my place in doing racial justice work?**

Everybody has a stake in working toward racial justice. Thinking through an intersectional lens, everybody's oppressions are linked together. We live in a multi-racial society within increasingly diverse institutions. Everybody has a race and therefore is part of a racialized society and affected by race and/or racism.

**What if I don't feel comfortable doing and/or have the knowledge, or skills to do racial justice work?** ACPA is committed to helping our membership develop new knowledge and skills to engage in the work of racial justice.

**What about my group?** Racial justice is intersectional. People of all races have identities that are both privileged and oppressed; people of all races have jobs in all functional areas of the university; racial justice can be linked to all parts of university life.

**How will we pay for this?** At this point, we are concerned with collectively imagining what racial justice might entail in higher education and student affairs void of normative restrictions. Our final plan will be bracketed by the realities of doing the work within the scope of our organization; however, we will seek additional funding opportunities, strategic partnerships, and coalition building to maintain a bold, imaginative racial justice agenda.