State of African American Initiatives Affinity Group at Bakersfield College

The African American Affinity Initiative is designed to provide planned interventions to address recruitment, retention, persistence, and success rates of the African American college students. Within the African American Affinity Initiatives is UMOJA-ASTEP. UMOJA is a community of educators and learners committed to academic success, personal growth, and self-actualization of African American and other students. At Bakersfield College, the UMOJA community has developed the African-American Success through Excellence and Persistence (ASTEP) program which integrates academics, support services and African American culture. Participating students benefit from group study sessions, simplified class schedules, and program staff that assist with educational planning.

Five Year Trend, Disaggregated by Demographics

While the number of first-time African American students has increased, there has been a slight decrease in UMOJA participation over the last 5 years.

Similar to BC’s overall population, the majority of African American and UMOJA students are 19 or younger.
Momentum Points

The percent of first-time African American students attempting 15+ units in their first term has remained relatively stable, whereas the percent of first-time UMOJA students attempting 15+ units in their first term has increased over time.

On the other hand, the percent of first-time African American students attempting 30+ units in their first year has increased from fall 2017 to fall 2018, but first-time UMOJA students attempting 30+ units in their first year has decreased from fall 2017 to fall 2018.
Twenty-three percent of UMOJA students completed transfer-level English and math in their first year in fall 2018, a 21% increase from the previous fall.

![Bar chart showing the percentage of first-time African American students completing transfer-level English and math in their first year from Fall 2014 to Fall 2018.]

**Events and Actions Taken to Advance the Momentum Points**

Several actions have been taken to advance the Guided Pathways Momentum Points:

- Dedicated Educational Advisor offering intrusive guidance, advising, counseling
- **African American Success through Excellence and Persistence (ASTEP)**
  - Community Mentors
  - Study Sessions
  - College visits & Transfer Activities
  - Counselor Support
  - UMOJA student club
  - UMOJA core courses – English and Student Development
- **African American Mentoring Program (AAMP)**
  - Drop in Mentoring
  - Problem Resolution
  - General (Non Academic) Assistance
  - Financial Aid Advising
- **Black History Month**
  - 2/4 – HBCU tour
  - 2/7 – Dr. Carol Swain (Speaker)
  - 2/8 – Student Conference
  - 2/22 – Clemantine Wamariya (Speaker)
- **2019 African American Pre-Commencement Ceremony – 5/10**
Looking Ahead at the Next 3 Years

- Develop a Completion Coaching Team
  - Dedicated faculty lead
  - Dedicated monthly meeting
  - Proactive Advising
- Black History Month
  - Establish planning committee to organize and plan events
  - Collaborate with SGA, CSUB, and community organizations
- UMOJA student club – meet during the week (M-Th) and not on Friday
- AAMP – Meet during the week (M-Th) and not on Friday
- Increase the number of First-time African American students enrolling at BC by 5%
- Increase the number of First-time African American students completing transfer-level English in their first year by 3%
- Increase the number of First-time UMOJA African American students completing transfer-level English in their first year by 3%
- Increase the number of First-time African American students who complete transfer-level Math in their first year by 3%