

MARSHALL COLLEGE STUDENT AFFAIRS

STRATEGIC PLAN UPDATE

JULY 2020



We wanted our goals to be transparent: Lumumba-Zapata College, in our theoretical formulation, was to be a place where our peoples could acquire the knowledge and skills we needed in order to more effectively wage our liberation struggles... [The] College would never become the revolutionary institution we had originally projected. Concessions were going to be inevitable... The most important responsibility resting with us was to ensure that whoever became involved in the college--students and faculty alike, carried on the legacy of struggle out of which the idea of Lumumba-Zapata was born.

- Angela Davis

[*Angela Davis: An Autobiography* (1974), pp.196-198]

To the Marshall College community and our partners:

Marshall College Student Affairs developed a strategic plan in 2017, drawing from an engaging community process that included the experiences, ideas, and feedback of our diverse Marshall students, faculty, and staff, utilizing promising/best practices in the field of student affairs, and rooted in the college's history and philosophy of *Developing Students as Scholars and Citizens*. Since the release of the three-year plan, which was inclusive of Academic Years 2017-2020, Marshall College Student Affairs has engaged in intentional and collaborative efforts in full alignment with the goals and values of this Strategic Plan. We are proud of our work.

The last five months have re-invigorated the conversation about systemic oppression and anti-Blackness at the national and global level in ways we have not seen in decades. The people of Thurgood Marshall College are fully aware that we are in unprecedented times: we understand the disproportionate impact of the COVID-19 pandemic on Indigenous, Black, and Latinx communities, we see the exacerbation of inequality for our minoritized student groups with the swift shift to remote learning, and we hear the current call for racial justice and a deep examination of the police state and its impact on communities of color happening across all 50 states and abroad. These months have challenged people and institutions to delve deeper and more directly into the ways anti-Blackness, White supremacist culture, and other forms of oppression are woven into histories, cultures, and practices of every institution. In response to this call to action, and as inheritors of the Lumumba Zapata College legacy, Marshall College Student Affairs chooses to pause "business as usual" with our Student Affairs Strategic Plan to be intentional with the way our mission, values, and goals are now situated in a context much different from the time of its formulation.

This pause allows us to account for multiple changes. Originally designed as a three year plan, set to expire this summer, we believe that the plan remains important and viable, particularly when placed into the context of the newly developed Strategic Plans from the [Vice Chancellor of Student Affairs](#) and the [Vice Chancellor of Equity, Diversity, and Inclusion](#), both of which create exciting opportunities

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for partnerships, collaboration, and potentially long-lasting changes at UC San Diego. As a result, we elect to extend the plan for two more years with adjustments, as an acknowledgement of the following:

- Thurgood Marshall College was imagined as Lumumba-Zapata College by historically minoritized and marginalized students as a college designed to equip its students and staff with the knowledge and skills to create a just world;
- As staff of Marshall College Student Affairs, we acknowledge that, as inheritors of the Lumumba-Zapata struggle, we have a particular responsibility to the College, the university, and this moment to address anti-Blackness and White supremacy culture in all the areas outlined by the Strategic Plan;
- As the staff of Marshall College Student Affairs, we seek to deepen our efforts to be anti-racist practitioners and educators at UC San Diego; and
- As the staff of Marshall College Student Affairs, we acknowledge the happenings of the past five months and wish to continue our current work with a deeper examination of how to center Black students, Latinx students, and historically marginalized student groups such as our undocumented students.

We are committed and fully engaged in the collective and continued work ahead. As leaders of Thurgood Marshall College, in the spirit of Third and Lumumba Zapata College as well as the values outlined in the Marshall College Student Affairs Strategic Plan, we will continue with a renewed sense of urgency. We are committed to engaging in this work as a community, and look forward to updating the community on our progress as the summer continues and we head into the College's 50th anniversary year.

On behalf of Marshall College Student Affairs,

A handwritten signature in black ink that reads "Amber L. Vlasnik".

Amber L. Vlasnik, Ph.D.
Dean of Student Affairs, Thurgood Marshall College
UC San Diego