

UC Davis

Institutional Reports, Briefs and Presentations

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Office of the Vice Chancellor for Diversity, Equity and Inclusion

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Office of the Vice Chancellor for Diversity, Equity, and Inclusion

Dear Friends,

We are experiencing a series of rapid changes nationally, locally, and on campus. We know that change can cause uncertainty, and we are writing this newsletter to both share what we know related to the COVID-19 crisis, and provide updates for DEI that we hope will bring a sense of balance. Within DEI, we have weekly, internal, email updates. However, in the wake of this challenging time when we will be seeing less and less of one another over the coming weeks, we wanted to share information more broadly. This version of our update is being shared with colleagues, partners, and stakeholders. Our DEI office includes three units: the Office of Academic Diversity (OAD) - Davis, the Office of Campus Community Relations (OCCR) - Davis, and the Office of Health Equity, Diversity, and Inclusion (OHEDI) - Sacramento. We also have three centers, CAMPOS, CAMPSSAH, and the Center for Reducing Health Disparities. The updates below reflect reports from these units, some UC-wide information, and the directives that are coming from the campus.

Campus leadership meetings are now occurring daily at 8 AM. Decisions for campus operations are guided by a combination of directives and conversations that are coming from federal, state and local governments, the University of California Office of the President (UCOP), and feedback from our local campus community (all locations.) Thought and care is being given to the best ways to attend to physical and mental health and wellness for the entire campus community, while considering access to education, basic needs, new paradigms for faculty, and accommodations for employees.

The Chief Diversity Officers Council for the UC, (representing each of the 10 campuses of the UC, and the UC Office of Diversity and Engagement) will be providing a 15-point guidance titled, “**Equity and Inclusion during COVID-19**” that will be published on UCOP’s website. Here is a preview, e.g., points 12 & 13:

- **CDO Guidance Point #12:** Do not use terms such as “Chinese Virus” or other terms which cast either intentional or unintentional projections of hatred toward Asian communities. And do not allow the use of these terms by others. Refer to the virus as

either “COVID-19” or “Coronavirus” in both oral and written communications.

- **CDO Guidance Point #13:** Support the health care workers who are on the front line of this pandemic. Help ensure that they get the rest they need, can attend to personal and familial needs, and are supported as health care workers and as people.

We will look forward to sharing the full guidance with all 15 points in the coming days, and hope that they will be helpful as you continue your work.

Below you will find information that was discussed during our Tuesday DEI All-staff Zoom meeting, along with subsequent updates from the campus. Please continue to take care of yourselves. We’ll do our best to support you.

Kind regards,

DEI Leadership Updates

As we are receiving news daily about COVID-19 from our loved ones and family, social media, and news outlets, Chancellor May noted that official messages for UC Davis will be posted each Friday. Updates that occur during any other day of the week will be captured and repeated in the subsequent Friday update. Please read information that is shared on UC Davis’ website: <https://www.ucdavis.edu/coronavirus/news/updates>

Please check your email inboxes for these messages:

- COVID-19 Community Reporting Protocol - Provost Hexter’s letter to the UC Davis Campus Community. 3/17/20, 3:18 PM.
- Dateline UC Davis: Responding to Coronavirus. 3/17/2020 2:45 PM

Noting that Yolo County has issued a “Shelter-in-Place” Directive from March 19 – April 7, as of Thursday, March 19, UC Davis has updated campus directives to include the following:

- **Instruction.** All in-person instruction should cease. All instruction that can be delivered remotely should continue.

- **Finals.** Students are strongly encouraged to take their online finals from their place of shelter. However, to ensure that all students have access to computers and WiFi to complete their online final exams, the library, [computer labs](#), [study spaces](#) and classrooms will remain open through Sunday, March 22. All individuals who utilize these spaces should observe appropriate social distancing.
- **IT.** The [IT Express Service Desk](#) will remain open for students and faculty who need assistance with questions about campus technology through finals week. Email IT Express at ithelp@ucdavis.edu.
- **Research.** Per the [March 17 Research Guidance](#) by the Office of Research, researchers are expected to ramp down non-critical, on-site research activities. Personnel whose work is necessary to ensure the ongoing viability of research, including supply chain management, safety services, and people who support the well-being of research animals, essential plant populations and the maintenance of research materials that are perishable or not easily replaced, must continue their work.

DEI business operations will continue, however we are experiencing unprecedented times, and many of DEI's programs have been cancelled and/or postponed until further notice. There will be no new DEI programs/initiatives/events for the remainder of the academic year and select existing programs will be re-designed for remote delivery.

Remote Work: VC Tull authorized DEI staff to telecommute prior to the Yolo County "Shelter-in-Place" guidance. Please continue to follow the guidelines in the "Temporary Remote Work Agreement." Please ensure your direct supervisors are aware of your intentions and any modified schedules. Managers are empowered to make decisions concerning remote work arrangements for their department. Consider proactively working with eligible employees, including student employees, to develop plans for moving to remote work.

Remote Work FAQ: <https://myocp.ucdavis.edu/myocp-working-remotely-faqs>

ePerformance Reminder: Please remember to prepare and review information, and trainings related to the new ePerformance process, <https://www.hr.ucdavis.edu/performance-appraisals/system>

Leave: Employees are eligible to receive a one-time allotment of up to 128 hours of paid administrative leave, for use in certain circumstances. These hours can be used before or after the use of any accrued leave or other paid leave, provided that such use shall not adversely affect the delivery of essential services, including healthcare services.

Special considerations for older adults, those with serious medical conditions. Everyone 65 years of age and older and those with serious chronic medical conditions (including immunosuppressed) should self-isolate. These employees may work remotely if operationally feasible, or they may use any available leave balances.

HR Guidance for Supervisors, Managers and Employees - hr.ucdavis.edu/coronavirus

[Telework During Disruptions resource page](#) offers guidance designed for supervisors, employees and departments to help set up temporary remote work arrangements quickly and successfully. New consolidated State of California COVID19 website <https://covid19.ca.gov/>

HEALTH INFORMATION

UC Davis hospital is beginning precautions and safe guards. "No visitors" and social distancing policies are in place. Telehealth transitions are currently in place to limit spread of COVID-19. Limiting visits to hospital/physician's office can slow down infections.

-SOCIAL DISTANCING is our *best defense* against this virus. **FLATTEN THE CURVE.**

-If you are experiencing any cold/flu/COVID-19 or other symptoms, please stay home/telecommute – until your symptoms pass. What coronavirus does to the body: COVID infection process, symptoms – <http://bit.ly/2wIVRk2>

UC Davis Health - Coronavirus (COVID-19) Important Information and Resources
(<https://health.ucdavis.edu/coronavirus/index.html>)

What to do with a positive test result. When you have personal knowledge of testing positive yourself **for COVID-19**, or an immediate family member testing positive, or know of a colleague who has tested positive, please adhere to the campus reporting protocol and **immediately** notify:

- Davis –
- 1. Campus Privacy Office at privacy@ucdavis.edu **and**
- 2. For faculty and staff, Occupational Health at occupationalhealth@ucdavis.edu or 530-752-6051 **or**
- 2. For students, Mary Macias at Student Health at memacias@ucdavis.edu or 530-752-6559

-Health –
Kirsten C. Stevenson
Interim Deputy Chief Human Resources Officer
deputychro@ucdavis.edu

Updates & Announcements

Office of Academic Diversity

-AVC Raquel Aldana

Recruitment Advisory Committee for Assistant Dean for Graduate Studies

AVC Aldana is participating as part of the RAC for the Assistant Dean for Graduate Studies this week. There was a sizable pool of applicants, and seven individuals were selected for interviews.

Global Education for All Committee

AVC Aldana has served on GE4A for the past two years and on the Curriculum Subcommittee for a year. This week, the Curriculum Subcommittee will discuss developing high level guiding principles/parameters for global learning graduate/professional certificates, among other agenda items.

Public Engagement Working Group

Provost Hexter appointed AVC Aldana to work on the Public Engagement Working Group, as part of the Office of Public Scholarship and Engagement. This week's meeting is focused on reward and recognition strategies for faculty who engage with public scholarship and service.

Resolution on Diversity, Equity, and Inclusion Statements

On February 5, 2020, a petition bearing the signatures of at least 50 members of the Davis Division of the Academic Senate of the University of California was submitted regarding Diversity, Equity, and Inclusion Statements:

Resolution

We, the undersigned members of the UC Davis Academic Senate, petition for a ballot on the following resolution, according to the procedure described in Davis Division Bylaw IV.17:

Resolved: 'Diversity, Equity and Inclusion Statements shall not be mandatory for the appointment or for the advancement of faculty.

The Davis Division membership was notified of an impending ballot and to initiate the collection of pro and con arguments on February 10, 2020. The divisional membership was notified that the online balloting was opened on February 25, 2020 and would be closed on March 10, 2020. The online ballot results were reviewed by the Committee on Elections, Rules and Jurisdiction on March 11, 2020 and are reported as follows:

- Total eligible voters: 3,097
- Required to pass: Majority

Vote received:

Yes: 426

No: 441

Invalid Ballots: 0

The Davis Division of the Academic Senate therefore declared the Resolution defeated.

CAMPOS and CAMPSSAH News

CAMPOS and CAMPSSAH are receiving nominations for up to seven new CAMPOS and CAMPSSAH faculty. Four of these nominations are allocated to CAMPSSAH and three to CAMPOS. Information on eligibility and the nomination's process can be found [here](#). The deadline to nominate is May 1.

CAMPOS and CAMPSSAH sent out invitations to many faculty at UC Davis with a demonstrated commitment to issues of diversity, equity and inclusion to become an affiliate. Affiliates. Based on these invitations, we have started to build a strong collaborative community of faculty interested in developing new research, teaching and mentoring methods to support diversity at UC Davis, in addition to mentoring our CAMPOS and CAMPSSAH scholars. To get to know our affiliates, visit [here](#) for CAMPOS and [here](#) for CAMPSSAH. If you wish to nominate a faculty member to become an affiliate, please do so [here](#) for CAMPSSAH or [here](#) for CAMPOS.

Temporary Suspension of Academic Diversity Programming

Following a very successful launch on February 26 of our FRIENDS UCOP grant focused on improving climate for Associate Professors, the team of four faculty leads held the first of six rounds of in-person Communities of Practice meetings during the first week in March. Last week we notified the teams that we would suspend FRIENDS COP meetings until the end of Spring Break. In light of UC Davis' most recent communication deciding to move the Spring Quarter on-line, we are currently discussing our best path forward and will be sending out a communication about this soon.

CAMPOS and CAMPSSAH are suspending all programming until further notice. This included the final CAMPOS research colloquium in Spring, a brunch for CAMPSSAH scholars, and potentially an orientation for both Centers currently projected for May and an end of Spring Quarter celebration to welcome the new affiliates.

After significant preparation with our colleagues in Enrollment Management, we had scheduled a meeting with the HSI Taskforce to discuss UC Davis efforts toward achieving HSI designation. This meeting is now scheduled May 4. We are considering whether to also reschedule a meeting with a focus on UC Davis' academic diversity efforts currently scheduled on April 1 to a later date or hold this in an online platform.

UCOP has suspended a meeting scheduled this Monday until April of the Chicax/Latinx Advisory Council (CLAC) to the President this week. AVC Aldana and Professor Lorena Oropeza serve as the UC Davis representatives of the CLAC. Both serve on the subcommittee focused on advocacy around issues affecting the Chicax/Latinx UC community members. Other subcommittees focus on leadership development and promotion opportunities for Chicax/Latinx staff in the UC System and another is focused on Academic Diversity.

The UCOP HSI initiative has suspended indefinitely the UCLA HSI showcase that was to take place in April. The twelve UC Davis representatives have been notified. For now, this group will be asked to weigh in on a UCOP HSI Initiative Report whose draft will be circulated in late April to early May. AVC Aldana, AEVC Rahim Reed, and Professor Marcela Cuellar serve as UC Davis representatives.

We learned this week that two important national fora in which UC Davis was to have a presence on HSI matters have been moved to an online platform. AVC Aldana and Professor Cuellar will co-present on UC Davis R1 HSI Vision at the American Educational Research Association (AERA) in lieu of an in-person presentation and VC Tull, AVC Aldana, Alicia Garcia and Claudia Escobar will participate in HACU's Capitol Forum in April online. AVC Aldana's participation in the inaugural Academic de Liderazgo will also occur online.

Office of Campus Community Relations

-AVC Rahim Reed

Diversity Education and Training Classes & Workshops

OCCR previously scheduled just above two dozen trainings, classes and workshops, and working with clients and considering their needs and we have transitioned to remote/virtual learning (webinar). In some cases, when it can be accommodated, trainings have been rescheduled/postponed. As a unit, we have decided to postpone the upcoming 2-day diversity awareness workshop until summer as our venue cannot guarantee the social distancing recommendation(s).

Diverse Supplier Forum

The Diverse Supplier Forum scheduled for March 26, 2020 and co-sponsored by OCCR and the Procurement Supply Department has been postponed until late July in response to new protocols issued related to the COVID-19 pandemic.

Soaring To New Heights Staff Luncheon

The Soaring to New Heights Staff Diversity and Community Awards Luncheon scheduled for April 7th has also been postponed until further notice.

Campus Council on Community and Diversity

The Campus Council on Community and Diversity meeting for April 2020 has been canceled. The June 2020 meeting is still on the calendar but may be held remotely via a zoom conference call. Additional information regarding the meeting will be provided in the near future.

Administrative Advisory Committees (SWAADAC, DIAAC, & SDAAC)

The Administrative Advisory Committees meetings scheduled for the remainder of March and for April 2020 should be held via zoom conference call or canceled in observance of the current COVID-19 protocols in place to protect everyone's safety and health. An update will be provided regarding the status of meetings scheduled for May and June.

Office of Health Equity, Diversity, and Inclusion

-AVC Hendry Ton

On March 17 from 8:40-9:30 a.m., Charlene Green, M.A., L.M.F.T., Administrative Director, Office of Student and Resident Diversity is presenting at the Keck Graduate Institute Postbaccalaureate Premedical Certificate Program Tour for the School of Medicine Admissions Overview at the SOM.

AIM For Community Health Initiative: Recognizing that 40% of a person's health is determined by their social and economic environment, UC Davis Health has embarked on a new initiative called Anchor Institution Mission (AIM) for Community Health to help improve the economic health of some of Sacramento's underserved communities. We aim to become an economic "anchor" for our neighborhoods through efforts such as enhancing access to education and jobs, supporting local businesses and neighborhood organizations, and working with other education institutions, large businesses, and the city government to leverage our collective resources to support community vitality. Stay tuned for more!

Education Innovations-Supporting Educational Excellence in Diversity (SEED) Curriculum. This curriculum started when students approached the office for help addressing microaggressions and bias in the curriculum content. A task force of students, faculty, and staff worked together to develop faculty development curriculum under the leadership of HEDI's Director for Faculty Diversity Education, Puja Chadha MD. We have just finished training our 100th faculty

member to identify and address microaggressions and bias, and the results show statistically significant improvements with a very large effect size (1.65). What this means is that a participant who scored in the 50th percentile would score above the 90th percentile after the curriculum!

ADDITIONAL RESOURCES

- <https://www.covid19espanol.com/>
- [UC Davis Handshake](#) (formerly Aggie Job Link) can be utilized to post for child care providers who are UC Davis students. Additional Child & Elder Care Information and Resources: (Remember, all employees have a [free New York Times account](#).)
- [Guidance on Pregnancy & Breastfeeding](#) for COVID-19 CDC
- [Just Give Them the Screens \(for now\)](#) - NYT
- [How School Closures Can Strengthen Your Family](#) UCB Greater Good
- [How to Protect Older People From the Coronavirus](#) NYT
- [UC Davis Health System Parent Resource Group](#) can be used as a way to connect child care services. [Nextdoor](#) has many students who have posted child care availability. Many departments are using [Slack](#) to share/schedule child care with colleagues

VC Tull's Highlights for the week of March 16.

VC Tull was on campus March 16 and 17, and began to transition all subsequent meetings to Zoom starting March 18.

Monday, March 16 – Friday March 20
-Daily, Special 8 AM CLC Meetings

Thursday, March 19
-Presenting via webcast at the National Academies Committee on Women in Science, Engineering and Medicine Symposium on *Promising Practices for Addressing the Underrepresentation of Women in STEM*
7:30 AM:
<https://www.nationalacademies.org/event/03-19-2020/symposium-on-addressing-the-underrepresentation-of-women-in-stemm>

VC Tull thanks everyone for her birthday celebration on March 9th! She has declared that her office will keep the festive décor in place for the foreseeable future.

Generally, employees should assume they will work from home through April 7, unless they hear otherwise from their managers. Even though we won't start any new DEI initiatives during the Spring Quarter, we will continue our relevant ongoing programming, and attend to actions discussed in our recent meetings, e.g., communications and development of metrics. Most importantly, the DEI Leadership Council urges you to take care of yourselves and your health! Please make sure that you build time throughout the day to take breaks, and take a walk outside if possible (with social distancing of course). Remaining connected to others via online modalities and phone calls will be important. Please remember to take time to build **a healthy immune system**.

Thank you for your dedication, and thank you for all that you do!



[#ThinkBigDiversity](#)
<https://diversity.ucdavis.edu/>



Office of the Vice Chancellor for Diversity, Equity, and Inclusion

Dear Friends,

Thank you for your support and resilience during this time of uncertainty. Please rest assured that we are doing all that we can to cover as many bases as possible to serve you – our students, staff, faculty, and community. We’ve decided to bring you a DEI newsletter twice per month, and extend our thanks to you for items that you’ve already shared for inclusion in this distribution.

Over the past few days, we have been commemorating the legacy of Cesar Chavez, leader of the farmworkers’ rights movement. Additional information can be found in this edition of our newsletter. I thank all of our team members who have contributed information and ideas. We also have some websites to share: Our general DEI website for all units (Academic Diversity - AD, Office of Campus Community Relations - OCCR, and Health Equity, Diversity, and Inclusion - HEDI) has been updated to include Coronavirus resources: <https://diversity.ucdavis.edu/coronavirus-resources>, HEDI has updated its specific site to include additional information, such as resources in English, Spanish, Chinese and Vietnamese <https://health.ucdavis.edu/diversity-inclusion/>, and the UC Council of Chief Diversity Officers has published its guidance as a link online: <https://diversity.universityofcalifornia.edu/policies-guidelines/covid-19.html>.

These days, many of us are communicating on Zoom or by phone, and some of us are on our campuses going about the business of keeping things clean, keeping people fed, and preserving life. Thank you for your time, your effort, your service, and your dedication. In this letter, I also want to take a minute to offer condolences to any among us who has lost a loved one --- a family member, friend, or acquaintance. We recognize that you are dealing with “Hidden Grief” --- at times, covering your feelings, staying strong, pouring yourselves into your work, while dealing with loss either close by or far away. Let us all remain mindful of our commitment to care about one another, and to be patient with one another. We know that as we do our best, there are some things that might be delayed, and some things that might be missed. Let’s connect as a community to be understanding in the midst of this current circumstance. In a meeting today, there was mention of “maintaining.”

We help to hold the line don’t we? Thank you for your decision to be strong.

Please continue to take care of yourselves. We may not have a chance to see one another as often, or interact as frequently, but we need you to remember that you are important, and we’ll look forward to the day when we can be together again soon.

Kind regards,

DEI Leadership Updates

As we are receiving news daily about COVID-19 from our loved ones and family, social media, and news outlets, Chancellor May noted that official messages for UC Davis will be posted each Friday. Updates that occur during any other day of the week will be captured and repeated in the subsequent Friday update. Please read information that is shared on UC Davis’ website: <https://www.ucdavis.edu/coronavirus/news/updates>

On March 27, Executive Vice Chancellor and Provost Hexter and VC Chancellor Garrison Tull wrote a joint-statement, *Embracing the Challenge and Working Together*. You may find the statement on our DEI webpage [here](#).

Cesar Chavez Holiday

On Friday, March 27, Campus recognized Cesar Chavez. Cesar Chavez Holiday. Many individuals and organizations celebrated as well as recognized the holiday from Friday through Cesar Chavez’s birthday on March 31st. We would like to highlight a few organizations that continue Cesar Chavez’s legacy for social justice:

- The SAC FUEL Network which is fighting to protect the rights of immigrants during these challenging times. The network was established through funding by the City of Sacramento. More information may be found at <https://www.sacfuelnetwork.org/>.
- The Immigration Law Clinic, the Executive Director of the California Rural Legal Assistance Foundation, and AVC Aldana were a part of the working group working

with the City of Sacramento remain very active in the work protecting vulnerable immigrants. For more information visit <https://www.crlaf.org/>. -Our [AB540 and Undocumented Student Center](#) also continues Cesar Chavez's social justice legacy by assisting and working with *students to attain their educational goals, overcome legal and financial obstacles and achieve their long-term dreams.*

We would like to encourage you to continue to learn about Cesar Chavez, [Dolores Huerta](#), and the United Farm Workers by watching:

- <https://www.doloresthemovie.com/>
- <https://ufw.org/cesar-chavez-video/>

Please check out VC Garrison Tull's tweet commemorating César Chávez Day: https://twitter.com/Renetta_Tull/status/1243610554591088640



Lastly, here are few ideas to honor Cesar Chavez's legacy yourself:

- Drop off a meal to elderly / sick and shut-in
- Send a donation to community programs that support native/Chicanx and other community orgs

From our Latinx Faculty Staff Association:

- Create a Day of Service – donate to food banks, give blood. Better yet, research your local community needs
- Stay Connected – reach out to others in support and compassion, check in with vulnerable neighbors
- IF you need to leave your house to get food, support local farmers markets but still keep physical distance.
- Reflect and set positive intentions for the future to honor his memory and lead by his example.

DEI business operations will continue. As many of DEI's programs have been cancelled and/or postponed until further notice, there will be no new DEI programs/initiatives/events for the remainder of the

academic year. A friendly-reminder, select existing programs will be re-designed for remote delivery.

HEALTH INFORMATION – A few reminders

-SOCIAL DISTANCING is our *best defense* against this virus. **FLATTEN THE CURVE.**

-If you are experiencing any cold/flu/COVID-19 or other symptoms, please stay home/telecommute – until your symptoms pass. What coronavirus does to the body: COVID infection process, symptoms – <http://bit.ly/2wlvRk2>

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 2. For students, Mary Macias at Student Health at memacias@ucdavis.edu or 530-752-6559

-Health –
Kirsten C. Stevenson
Interim Deputy Chief Human Resources Officer
deputychro@ucdavis.edu

Updates & Announcements

Office of Academic Diversity

-AVC Raquel Aldana

In our last newsletter, we reported on the outcome of the first academic senate resolution pertaining to statements of contributions to diversity, equity and inclusion. This first resolution, which sought to eliminate the mandatory use of diversity statements in hiring and promotion (though they are not currently required in promotion), failed to pass by a very close margin. In contrast to the first resolution, the second resolution on diversity statements seeks to affirm rather than contest the value and desirability of using diversity statements. It reads in full:

Statements describing Contributions to Diversity, Equity and Inclusion are a useful part of a holistic review in the appointment of new faculty.

The Academic Senate notified the academic senate faculty by e-mail on March 30 that voting on this resolution is now open and will remain open until no later than 4/13/20. Only members of the academic senate faculty are eligible to vote. Voting is secure and anonymous. You must register your vote by signing in to [the Academic Senate Information System](#).

COVID-19 is also deeply impacting US immigration laws and practices in ways that may impact our faculty, staff or students directly. Recently, DACA students sent a [letter](#) to the US Supreme Court making a compelling case why DACA must be preserved, especially during COVID19. Our final share of communication is the first [video](#) in a new series called Immigration Short-Takes explains some of these changes in a brief presentation titled Immigration in a time of COVID-19.

Center of the Advancement of Multicultural Perspectives on Social Sciences, Arts, and Humanities (CAMPSSAH) and Center for the Advancement of Multicultural Perspectives on Science (CAMPOS) News

CAMPSSAH and CAMPOS is accepting [nominations](#) for the 2020-2021 cohort of faculty scholars. Department Chairs, in consultation with Deans, may nominate candidates that have been selected to interview for a UC Davis Academic Senate faculty position within the current recruitment cycle/academic year if they meet one or more of the review criteria. The nomination materials for the 2020-21 cohort will be accepted on a rolling basis with a **deadline of May 1, 2020**.

Cinema & Digital Media/MURALS student Chara Charis Andrews is producing a film about the discourse surrounding Black and Mixed-Race Women's Hair. Ms. Andrews is mentored by CAMPSSAH scholar Branwen Okpako and Dr. Kimberly Nettles-Barcelón. The film should be completed by the end of spring quarter. In the meantime, she will be presenting at the Undergraduate Research Conference. When the details of her presentation become available, we will share them. In the meantime, please visit the film's [trailer](#).

CAMPOS is excited to announce the call for nominations for the 2020 ADVANCE Scholar Award. The ADVANCE Scholar Award program is available for mid-career and senior Academic Senate and Academic Federation faculty who advance diverse perspectives and gender equity in STEM through their teaching, research and service. Two 2020 ADVANCE Scholar Awardees will be selected, one from the Academic Senate and, new this year, one from the Academic Federation. The recipients will receive a small cash award and will deliver a distinguished campus lecture in fall 2020 at the ADVANCE Award Symposium. Nominations can be made

by UC Davis faculty, staff, postdocs and students. **The deadline for nominations is May 15, 2019**. Visit [here](#) to nominate a STEM faculty member.

CAMPOS Affiliate Scholar Professor Kyaw Tha Paw U won this year's [UC Davis Prize for Undergraduate Teaching and Scholarly Achievement](#) which recognizes exemplary teaching, research and service. Professor Paw U is a professor in the Land, Air and Water Resources Department and serves as a member of the CAMPOS selection committee.

Reminder: CAMPOS Research colloquia are canceled Spring 2020. We look forward to renewing our series as soon as possible. Visit here for information about our [most recent research colloquia](#).

Office of Campus Community Relations

-AVC Rahim Reed

Diversity Education and Training Classes & Workshops

OCCR previously scheduled just above two dozen trainings, classes and workshops, and working with clients and considering their needs and we have transitioned to remote/virtual learning (webinar). Our Diversity & Inclusion Education and Training team is providing UC Davis Health IT with roughly 18 sessions of our *Making the Unconscious Conscious: Understanding and Mitigating Bias* course with a goal to reach all 600+ of the employees in their unit. Despite the challenges that have arisen from COVID-19, we have successfully modified the course to deliver via ZOOM, and we are on track toward achieving our goal by June!

Additionally, we are following suit with our remaining DEI related courses available through SDPS to help ensure UC Davis staff still have the ability to access and complete our courses. Our aim is to provide staff access to our courses in order for our colleagues to utilize as a part of their performance management goals.

Also, to note, our undergraduate First Year Aggie (FYAC) course, *Who Are You?: Exploring Identity and Diversity* this quarter has been successfully modified to an online platform for students who enroll this quarter.

We are working diligently to assist departments across Campus to build inclusive learning environments. On Friday, April 3, we are assisting the College of Engineering with their Zoom TA Orientation to Create Inclusive Classrooms and on Sunday, April 5, we are providing a Zoom presentation to Student Housing's Orientation Team Leads on Diversity, Equity, and Inclusion and housing.

A few additional reminders...

Campus Council on Community and Diversity

The Campus Council on Community and Diversity meeting for this month has been canceled. The June 2020 meeting is still on the calendar but may be held remotely via a zoom conference call.

Administrative Advisory Committees (SWAADAC, DIAAC, & SDAAC)

The Administrative Advisory Committees meetings scheduled for the remainder for April should be held via zoom or by conference call. An update will be provided regarding the status of meetings scheduled for May and June.

Office of Health Equity, Diversity, and Inclusion

-AVC Hendry Ton

On March 21, Dr. Sergio Aguilar-Gaxiola, Director of the Center for Reducing Health Disparities at UCDH was interviewed by Telemundo to discuss anxiety due to isolation and how to combat it. *¿Ansiedad por aislamiento? un médico explica cómo puedes combatirla* may be found [here](#).

On March 31, Dr. Jann Murry-García, Associate Health Sciences Clinical Professor in the Betty Irene Moore School of Nursing led *Let's Do Our ABCs! (Actively Building Connection and Community)* which was an interactive dialogue on Zoom. Dr Murry-García reminds us to *take time to write brief thank you messages to those in our UCDH community who are on the front lines, including nurses, physicians, lab techs, environmental service workers, etc.*

Also, on this past Tuesday, March 31, Drs. Sergio Aguilar-Gaxiola and Dr. Elizabeth Vasile from the Center for Reducing Health Disparities, partnered with The National Alliance on Mental Illness of California (NAMI CA) and the UCD Clinical and Translational Science Center to provide a training on Principles of Community Engagement. This webinar highlighted key examples from community-based organizations of sustainable community engagement projects and essential COVID-19 resources when working with the community.

Today, April 2 from 12:00 -1:00 p.m, join AVC Hendry Ton for a virtual discussion on *Coping as a Community: COVID-19 – Initiating Compassion, Giving and Hope*. Register via the Eventbrite [link](#). The link to the webinar will be sent out to those registered as a means to control for Zoom-bombing aka Zoom trolling.

Here is a [link](#) to last week's webinar given by AVC Ton for you to view and share. Also, here is a brief story (including the viewing notes) on The Insider [here](#).

ADDITIONAL RESOURCES

[Six Daily Reflection Questions](#) by Brook Anderson [Resources](#) for helping kids with autism cope with COVID-19

[Video](#) from University of Miami-Nova Southeastern University Center for Autism and Related Disabilities

UC Davis Diversity and Inclusion Courses:

<https://occr.sf.ucdavis.edu/diversity-education> and <https://health.ucdavis.edu/facultydev/professional-development-offerings/diversity-inclusion.html>

<https://www.covid19espanol.com/>

[UC Davis Handshake](#) (formerly Aggie Job Link) can be utilized to post for child care providers who are UC Davis students. Additional Child & Elder Care Information and Resources: (Remember, all employees have a [free New York Times account](#).) [Guidance on Pregnancy & Breastfeeding](#) for COVID-19 CDC

[Just Give Them the Screens \(for now\)](#) NYT

[How School Closures Can Strengthen Your Family](#) UCB Greater Good

[How to Protect Older People From the Coronavirus](#) NYT

[UC Davis Health System Parent Resource Group](#) can be used as a way to connect child care services.

[Nextdoor](#) has many students who have posted child care availability. Many departments are using [Slack](#) to share/schedule child care with colleagues

The [Academic and Staff Assistance Program \(ASAP\)](#) and [Ombuds Office](#) have posted resources to help us through this time, and both are offering remote services

Shared from our Global Affairs Colleagues:

COVID-19 is having a unique impact on our inbound international students. To that end, through the end of April we are opening up the following Diversity Abroad Short Course to our members: [Supporting Inclusive Excellence with International Student Services](#). Details on how to access this Short Course will be available on April 6th. Also, both members and non-members have complimentary access to the Winter 2020 edition of the Global Impact Exchange: [Fostering Exchange Across Difference: Identity & the International Student Experience](#).

To support ongoing dialogue on how COVID-19 is impacting diversity, equity and inclusion in international education, Diversity Abroad has created a new [Community Forum](#) thread specific to COVID-19. While access to posting questions or sharing resources is limited to Diversity Abroad

members, anyone can review details of the questions and resources posted in the thread.

<https://diversity.ucdavis.edu/>

VC Tull's Highlights for the week of April 10.

Monday, April 6 – Friday April 20

-Daily, Special 8 AM CLC Meetings

Tuesday, April 7

-DEI all-staff virtual team meeting

Thursday, April 9

-Presenting via Zoom to Status of Women at Davis Administrative Advisory Committee (SWADAAC) on her journey to the Vice Chancellor position.

Some colleagues have shared with us they have experienced “Zoombombing” and “Zoom-trolling” on their Zoom calls and webinars. Please remember to report any Hate and Bias at <https://reportheateandbias.ucdavis.edu/>. We will not tolerate any hate or attacks in person or on any online modalities. Please encourage others to report any incidents they may experience.

We will continue our relevant ongoing programming, and attend to actions discussed in our recent meetings, e.g., communications and development of metrics. Most importantly, the DEI Leadership Council urges you to take care of yourselves and your health! Please make sure that you build time throughout the day. Remaining connected to others via online modalities and phone calls are important. Please remember to take time to build **a healthy immune system**.

We invite you to share and submit your thoughts and items for our newsletter (either current or future news and events) at

<https://diversity.ucdavis.edu/form/contact>.

Thank you for your dedication, and thank you for all that you do!



[#ThinkBigDiversity](#)

Feature: Campus Operations -What you need to know now

FROM RGT:

Dear Friends,

On Monday, I marked my calendar board: “Quarantine Day 25” https://twitter.com/Renetta_Tull/status/1249709738410905600 as I informally keep track of the days that we are sheltering in place. I know that several of you are working from home, are that others remain on the essential front lines and are on one of the campuses --- all of you are hard at work, and we continue to say “thank you” for your time, effort, dedication, and resilience.

DEI will have newsletters every two weeks, with a break for part of the summer. The newsletters will highlight work being undertaken by our units, and share resources. Unfortunately, many of our pre-college programs will be held remotely, which is disappointing to the leaders of the programs who had worked hard to prepare for Summer 2020, and to the students who were looking forward to spending time on our campuses. We can’t replace the on-campus experience, but as program leaders seek content for students, please consider these resources that were recently shared with the UC’s Chief Diversity Officers (CDOs). The CDOs meet via Zoom each week, and have been concerned about getting educational resources out to students, teachers, parents, and guardians. This resource in Box, <https://ucop.app.box.com/s/1mweg7qpgwrf8sew5wgol70sxzw3jtyg>, is a living document for newly admitted first year and transfer students. We also share that students and teachers in California’s public schools can freely access [UC Scout’s Plus program](#) to cover the A-G curriculum, needed for UC admissions.

Our newsletters will share links to campus information, and programs that highlight community action. Thank you for engaging in our UCDH HEDI weekly 1-hour “COVID-19: Coping as a Community” series ([videos online](#)), for sharing resources and best practices, and for doing such an incredible job at “maintaining” amidst this pandemic. My best wishes for your continued health, safety, and well-being.

-Renetta

Highlight a campus resource staff or student

Academic and Staff Assistance Program (ASAP)

The Academic and Staff Assistance Program offers confidential, cost free assessment, intervention, consultation and referral services to all UC Davis and UC Davis Health faculty, staff and their immediate families. ASAP’s experienced staff can assist you in recognizing and resolving concerns you may have. For additional information, visit:

[UC Davis staff](#) and [UC Davis Health staff](#) or <https://www.hr.ucdavis.edu/departments/asap>.

Employee (faculty and staff) resources and updates:

- A letter from UC President Janet Napolitano and the 10 UC Chancellors confirms that [there will be no COVID-19 related layoffs for all UC career employees](#) through the fiscal year ending on June 30, 2020.
- [President Napolitano's April 8 announcement](#) clarifies that performance appraisals for non-represented staff are **no longer due** to be completed in UCPath ePerformance by Friday, June 12, 2020. Since the annual Pay for Performance merit program is tied to annual performance appraisals, decisions about compensation and merit increases are postponed pending further guidance from the UC Office of the President and clarity about UC's financial situation.

COVID-19 Resources:

- All UC medical plans include comprehensive [telehealth — and telemental health — services](#). to help you navigate the coronavirus. Here's [how to access the professional medical advice you need](#), from the comfort and safety of your own home.
- [UC's community is banding together](#), proving that in the midst of COVID-19 pandemic hardships, there are plenty of opportunities to practice compassion, show solidarity and bring conceptual research to reality.
- The [Greater Good Science Center](#) at UC Berkeley is now offering a series of short instructional videos with simple, science-tested practices to help cultivate resilience and connection during COVID-19.
- Wondering where to turn for the latest coronavirus and COVID-19 news? Visit UCnet for [current systemwide employee information](#), as well as links to location-specific, California, national and worldwide resources.
- In response to the COVID-19 pandemic, United Way California Capital Region has created a local relief fund to provide financial support to address the needs of individuals and families in the greater Sacramento area as well as the nonprofits who serve them. For additional information, visit [here](#).

AD:

- The Chicana/Latina Advisory Council (CLAC) to the President of the University of California met virtually last week to discuss its agenda of priorities to guide UCOP and each of the UCs especially in a time of COVID-19. The CLAC is currently comprised of two representatives from each of the UC campuses appointed by UCOP Provost Michael Brown. The [UC Davis representatives](#) who are serving the second of a two year term are AVC and Professor of Law Raquel Aldana and History Professor Lorena Oropeza. The CLAC discussed the importance of adopting equitable responses to ameliorate as much as possible COVID-19's impact on UC faculty, staff and students. This includes giving serious consideration to the permanent extension of admissions policies around the use of standardized tests; promoting the employability of staff whose jobs have been compromised; and supporting our undocumented students who may not be eligible to receive federal aid from their institutions through the latest coronavirus response bill, the CARES Act, and who are enrolling in greater numbers without DACA or who face the potential end of DACA.

If you wish to contact the CLAC to add your voice or ideas on any of these issues or others, please e-mail Professors Aldana and Oropeza directly at realdana@ucdavis.edu and lborozeza@ucdavis.edu.

- Hispanic Serving Institution Taskforce

Welcoming new student member to the Taskforce: Sergio Maravilla

The [UC Davis Hispanic Serving Institution Taskforce](#) has remained as an advisory group to provide ongoing engagement and oversight with the recommendation of the [UC Davis HSI Taskforce Report](#). We are excited to welcome Sergio Maravilla as our undergraduate student representative of the Taskforce. Sergio is a first-generation college student from Modesto, CA. He is pursuing a Bachelor of Science degree in Community and Regional Development as well as a Bachelor of Arts in Sociocultural Anthropology. In addition to his academic and professional excellence, we selected Sergio for his visible and effective leadership on this campus. He is highly involved with the Latinx community, being the founder of both the Chicax Latinx Collegiate Association at UC Davis and the Latinx Leadership Council.

OCCR:

-Our OCCR team is working to increase our diversity and inclusion training for campus departments. In doing such, select trainings/courses have been modified for Zoom participation. Please complete our [Needs Assessment](#) form to request trainings for your department and or unit; you may also email diversitytraining@ucdavis.edu directly with questions or for additional information.

-New sessions of anti-bullying scheduled. The sessions have been modified for Zoom participation and links will be provided after registration. To enroll, please register via [LMS](#).

OHEDI:

-AVC Hendry Ton is giving a presentation on Anchor Institution Mission (AIM) to the Sacramento Building Health Communities Program Community Health Initiative. Adrienne Lawson, Director of Institutional Culture/Climate & Community Engagement, presented on AIM for Community Health to the Oak Park Neighborhood Association. AVC Ton was also invited to join the board.

-Additionally, AVC Ton will present at the upcoming UCOP Health Diversity and Inclusion Task Force on the topic of faculty diversity.

Events:

-The UC Davis Office for Health Equity, Diversity and Inclusion, Student Health Services and the LGBTQIA+ Resource Center present a discussion and virtual healing circle, hosted by the Chancellor's Committee on LGBTQIA+ Communities.

Join us today from 12:00 p.m. -1:00 p.m. to hear from our experts on the resilience and well-being of the LGBTQIA+ community and contribute to the living stories document. The discussion will feature:

- Hendry Ton, M.D., M.S. (He/Him) Associate Vice Chancellor for Health Equity, Diversity and Inclusion Clinical Professor of Psychiatry and Behavioral Science
- Blake Flaugher, MPH, CHES (He/Him) Health Promotion Specialist, Sexual Well-Being Student Health and Counseling Services
- Maia Huang LMFT (She/Hers) Community Counselor for the LGBTQIA+ Resource Center Student Health and Counseling Services

-Healing circles provide a space for the sharing of stories to promote healing within our authentic communities. Our mission is to provide a space for those that identify as part of the LGBTQIA+ community and the friends and family members who advocate for health equity for all. Our virtual healing circle modifies the story sharing by presenting a living stories document where every participant's story is included. Some stories will be shared by our hosts throughout the session. In addition to the living stories document, a list of resources shared by our speakers will be available after the session for those who register. Register for the event by going to bit.ly/lgbtqhealingcircle0416.

-Join the UC Davis Health Office for Health, Equity, Diversity and Inclusion for a weekly discussion on Coping as a Community: COVID-19- Developing a Healing Mindset Whether it's the impacts of the Coronavirus on your life, a family emergency or an unexpected challenge, we can be prepared with the mindset and practices that help us stay well. RSVP via bit.ly/copingasacommunity4-16

In this interactive session, you will have an opportunity to learn:

- Why a healing mindset is key to your well-being
- How to shift "on the fly" into a healing mindset
- How to be present with yourself and others

Please include this picture of the DLC w/in the Newsletter.





volume 1 • number 4

For Your Information

April 30, 2020

Office of the Vice Chancellor for Diversity, Equity and Inclusion

Dear Friends,

In this issue, we will highlight some of the great work that has been undertaken by our Office of Student Resident Diversity (OSRD), which is housed at UC Davis Health in Sacramento. Our offices and centers have been working hard during this COVID-19 era.

I'd also like to draw your attention to [a great piece written by AVC Raquel Aldana](#) (Office of Academic Diversity) about UC Davis' participation in last week's Hispanic Association of Colleges and University's (HACU) Capitol Forum. The piece was recognized by [HACU's western regional and national Twitter sites](#). We also salute the great participation of School of Education graduate students Claudia Escobar and Alicia Garcia, who represented DEI, their school, and UC Davis at-large in a wonderful way that impressed all involved.

We also bring attention to the great work that is being done by the [UC Davis Center for Reducing Health Disparities](#) (Office for Health Equity, Diversity, and Inclusion) as they provide webinars, forums, and television interviews in English and Spanish to reach communities. Further, we acknowledge the good work being undertaken by our DEI Education and Training unit (Office of Campus Community Relations), as they find innovative ways to remotely offer their engaging and comprehensive curricula.

The other week, I had an opportunity to join Chancellor May and meet with two of our constituent groups via Zoom, the [Status of Women at Davis Administrative Advisory Committee](#) (SWADAAC), and the [Staff Diversity Administrative Advisory Committee](#) (SDAAC), and I thank them for the warm welcome.

For more information that I share, please feel free to see my Twitter account where I've discussed our fundraising efforts with the [Ethnic Studies Departments on UC Davis' Give Day](#), advocacy for HSIs at HACU's forum, [California's #BlackStudentSuccess week](#) (shared by our African-American Faculty and Staff Association), [workshops for mental health from the School of Medicine](#) and the Betty Irene Moore School of Nursing, [support for faculty and staff with disabilities](#), along with a short ["Seventeen Seconds of Sunday Sounds"](#) video that I recorded just to give myself a sense of calm.

In all of this, thank you again for your hard work and dedication, for your stamina, and for all of the things that you are doing to take care of yourselves and others. We appreciate you!

Kind Regards,

Renetta G. Tull
Vice Chancellor

Please take the time to make comments on the Provost and Executive Vice Chancellor candidate forums. The public forums will be recorded should you be unable to attend. [You can find more information here.](#)

New Guidance from Yolo County's Health and Human Services

Yolo County's Health and Human Services, one of our partners who guide our decisions and actions on the Sacramento and Davis campuses has issued new guidelines requiring face coverings be worn when in public. [You can read a recent Dateline article about the availability of face coverings for staff who are still working on campus here.](#) [Read Yolo Order Here](#)

Featured Resource **Student-run Clinics**

UC Davis medical students and physicians make significant contributions to the health of underserved populations in the Sacramento area through their volunteer efforts at several community clinics. These clinics train students in delivering primary care services while simultaneously improving access to care in underserved communities. [Learn more about the clinics and communities they serve here.](#)

Cindy Rubio Gonzalez Appointed Faculty Assistant to the Dean for Diversity and Inclusion

Dean Jennifer Curtis (College of Engineering) welcomes Computer Science Professor [Cindy Rubio Gonzalez](#) to her leadership team as Faculty Assistant to the Dean for Diversity and Inclusion. This is a new position within engineering.

Dr. Rubio is a [UC Davis CAMPOS Scholar](#), and has received awards from the National Science Foundation, and the Department of Energy. Dr. Gonzalez and her committee within the College of Engineering will be engaged in a number of activities, including those related to UC Davis' standing as an exemplar in the American Society of Engineering Education's Diversity Recognition Program.

A Message from UC Davis Health | Office for Equity, Diversity and Inclusion

Greetings from UC Davis Health,

We hope this newsletter finds you and your loved ones safe and well. The COVID-19 pandemic has brought us into unprecedented times with profound changes to how we now live our lives. Yet through the change and uncertainty, there is a story unfolding about the resilience of the human spirit, the rise of giving and compassion, and our unstoppable capacity to foster community beyond the space and distance that these times require. UC Davis is part of that story.

At the health system, it is "all hands on deck" to protect the health of California's communities. This includes UC Davis health care providers who are at the frontlines, the environmental service and facilities teams that make sure our hospital and clinics are safe and clear, administrators who help ensure that the process of care is accessible and relevant, and researchers who are working hard to find new treatments.

The Office of Health Equity, Diversity, and Inclusion (HEDI) and our partners are also active on this front. As the clinical members of our team continue to provide culturally responsive care to sick patients, we have developed a webinar series, "Coping as a Community: COVID-19," to help the broader community develop practical approaches to coping and healing. [You can find these webinars at our website.](#) We hope you can find some time to take a look and join us in fostering health during these unprecedented times.

The pandemic affects each community differently. Even as we work to foster health broadly, we must recognize and address the disparate and inequitable impact of the pandemic on diverse and minoritized communities. To improve awareness and support, [we have posted COVID-19 resources on the HEDI website](#), and the Center for Reducing Health Disparities has an excellent resource page that is also translated into Spanish. Please help us share them widely! We are also working with regional partners and community-based organizations to outreach and support vulnerable communities. For example, Dr. Sergio Aguilar-Gaxiola, director of the Center for Reducing Health Disparities and an internationally recognized expert on disparities research, recently interviewed with Univision to educate the Spanish-speaking public about COVID-19.

Sheltering-in-place raises significant access barriers to health care. These barriers are even more pronounced in underserved populations and the clinics that serve them. UC Davis Health has a long history of using telehealth to break down these barriers for isolated communities across California. We are using our experience and expertise to improve access during the pandemic. Most of our outpatient clinical services now utilize video clinical visits which can be done securely over a smartphone and involve interpreters if needed. Additionally, Dr. Moon Chen, an internationally recognized UC Davis cancer disparities researcher, helped to secure telehealth equipment for the Health and Life Organization (HALO), a group of community clinics that serve predominantly Asian, Latinx, and African American people in the Sacramento Area.

Our health care teams, which include faculty, staff, and residents, are deeply committed to supporting the health of our communities. At times the need seems so great and the commitment resonates so deeply, that we are prone to forget about our basic needs for sleep, food, and water. The community has responded with an outpouring of support and donations. These donations not only help our health care professionals stay socially, mentally, and physically nourished, it is also a kind reminder that the work that we all do truly matters! Thank you! We are truly grateful and inspired by your kindness!

Best wishes for health and community from our family to yours.

The UC Davis Health Equity, Diversity, and Inclusion Team.

Updates & Announcements

Office of Health Equity, Diversity and Inclusion | AVC Hendry Ton

OUR FIRST VIRTUAL DIVERSITY REVISIT DAY

On Friday April 17, the [Office of Student and Resident Diversity](#) (OSRD) hosted its first virtual Diversity Revisit Day for about 110 admitted applicants to the UC Davis School of Medicine. The team shared the School and Health system's commitment to serving underserved communities and diversifying the healthcare workforce, alongside resources such as academic support and financial aid. [READ MORE](#) In addition to giving the students a warm UCD welcome, it provided information to advise their decision on where to matriculate into medical school. Most medical schools offer this type of event before the commit-to-enroll deadline (April 30), and applicants use these events to gauge the culture of the schools they may attend. While all admitted students are invited, we pay special attention to UC Davis' mission to serve the underserved and diversify the health care workforce. This is an annual event that OSRD has hosted since at least 2008, though this was our first virtual session. While the vast majority of students joined us from Sacramento, the Bay Area, and the Central Valley (Redding to Bakersfield), we also had some students calling in from the Inland Empire (Riverside, San Bernardino) and southern Oregon (Medford). Among the many presenters included Dr. Jorge García – Faculty Director, Office of Student and Resident Diversity, Charlene Green – Director of Outreach, Recruitment and Retention and Shea Hazarian – Program Coordinator, Office of Student and Resident Diversity.

ADRIENNE LAWSON RECEIVES COMMUNITY CONSCIENCE AWARD

Senior Director for Health Equity, Diversity & Inclusion, Adrienne S. Lawson, received the Community-Conscious award last month from Zeta Phi Beta Sorority, Inc. Omega Lambda Zeta Chapter at their 3rd Annual Finer Womanhood Week Luncheon at which she gave an inspirational and well received message about mentoring. Congratulations Adrienne!

Office of Academic Diversity | AVC Raquel Aldana

GROWTH IN NUMBER OF HISPANIC-SERVING INSTITUTIONS AND LATINOS ENROLLED IN HIGHER EDUCATION

In mid-April 2020, [Excelencia in Education released its most recent analysis](#) of publicly available [IPEDS](#) data (2018-2019) on enrollment of undergraduate Latinx students across higher education institutions – 2-year, 4-year, public and private institutions. Based on the latest data, over the last 10 years the number of HSIs has almost doubled (from 280 to 539) across the United States. The analysis also captures 352 emerging HSIs. The majority of HSIs are 4-year public institutions and about 215 (40%) offer graduate degrees. Together, HSIs and emerging HSIs enrolled approximately 1.8 million Latinx students across the country.

California continues to lead the nation with 176 HSIs and 46 emerging HSIs which enrolled almost 642,500 Latinx students representing 36% of all Latinx students served by HSIs and emerging HSIs. In California, a little over half (95 of 176) of HSIs are 2-year public institutions with 4-year privates (38) and 4-year publics (40) making up the other half of HSIs. An analysis of raw enrollment numbers across HSIs and emerging HSIs in California reveals that UC Davis' enrollment of almost 6,800 students placed the campus in the 29th place of the 176 officially designated HSI campuses in California. UC Davis is continuing to take steps toward achieving our formal designation as a HSI. [Additional information regarding Excelencia, their methodology, briefs and infographics can be found here.](#)

HACU's 25TH ANNUAL CAPITOL FORUM A SUCCESS WITH AGGIES IN THE VIRTUAL ROOM

The [Hispanic Association of Colleges and Universities](#) successfully hosted its [25th Capitol Forum](#) the week of April 21 all on a virtual platform. Two exceptional graduate students from the School of Education, [Claudia Escobar](#) and [Alicia Garcia](#), alongside Vice Chancellor Renetta Tull and Associate Vice Chancellor Raquel Aldana, represented UC Davis with incredible depth and heart during virtual meetings with the offices of Senators Dianne Feinstein and Kamala Harris and with Congressmembers John Garamendi and Doris Matsui.

[HACU's 2020 legislative agenda](#) was responsive to COVID 19's impact on higher education and in particular Minority Serving Institutions (MSIs). It also included asks related to increased appropriations funding for MSIs, urgent passage of the DREAM & Promise Act (HR 6) by the Senate, and support for the [HERE Act](#).

The House of Representatives with all Democrat members and seven Republican members passed HR 6 with 237 votes in favor. It is now up to the Senate to act urgently in favor of the bill to ensure that the more than [450,000 undocumented students enrolled in college](#), only about 216,000 of whom are DACA eligible, remain in college. Unfortunately, the U.S. Department of Education (DOE) decided that DACA and undocumented students are [excluded](#) from the emergency aid to students under the CARES Act. Sens. Michael Bennet (D-Colo.) and Bob Menendez (D-NJ) have urged DOE to undo this decision, arguing that the CARES Act, which slated \$6 billion to go directly to students through the Education Department, did not specify which students could have access to aid.

The possibility of DACA's end also looms large for DACA students who sent a [letter](#) to the U.S. Supreme Court urging the Court not to affirm President Trump's decision to rescind DACA. The letter urges to Court to consider the impact of a negative decision right now when 27,000 dreamers are health care workers, including 200 medical students, and many are in the front lines in hospitals across the country. Even if the Supreme Court were to side with Dreamers, the holding's implementation is uncertain under the current crisis when immigration agencies are largely shut down and its reach will be on fewer than half of undocumented students enrolled in college. Moreover, because the Supreme Court's case only protects Dreamers already with DACA status when the Trump administration [rescinded](#) the program on September 5, 2017 very few undocumented students who will enroll in college in Fall will have DACA. Most were simply too young to apply for DACA when it was still available (an applicant must be 15 years old to apply).

In sum, without Congress deciding to create a path to legalization for Dreamers not only will they be excluded from the CARES Act but most will not have work authorization to earn money to afford the cost of attending college. DREAMERS in California fare a little bit better since many but certainly not all are eligible for in-state tuition and some state-funded student aid, which does not cover graduate or professional students or nonresident undocumented students. Likely, most still need the work authorization to afford college and/or participate fully in their educational experience such as serving as graduate research students (GSRs), as teaching assistants (TA's) or other types of paid work study opportunities. Thankfully, the University of California and California State University systems have [said](#) they will use their own funds to help the immigrant students during the pandemic. In a strongly worded statement, Chancellor May affirmed UC Davis's commitment to our AB540, DACA and undocumented students.

HACU's request for increased funding for MSIs is justified by the exponential growth of these institutions and federal funding that is failing to keep up while disparities in resources and outcomes persist. For example, [HSIs](#) receive 68 cents for every dollar going to all other colleges and universities annually, per student, from all federal funding sources. HSIs, moreover, educates more than 65% of all Chicanx/Latinx students in the U.S., and with supplemental federal funding, they are innovating to close opportunity gaps and function as important [engines of social mobility](#). HACU's ask included \$170 million in Higher Education Act (HEA), Title V-Part A, \$35 million in HEA, Title V-Part B; \$55 million in National Science Foundation (NSF) HIS Program and \$25 million in US Department of Agriculture (USDA) HSI Education Grants.

The [HERE Act](#), introduced by Congressman Joaquin Castro, creates a new section under Title V of the HEA for a new grant program to support partnerships and collaboration between HSI colleges and universities and HSI school districts for the purpose of improving their educational attainment. HACU is proposing that \$150 million be authorized to create the program. In California, the innovations that could emerge from these opportunities include closing significant gaps in the completion of the A-G curriculum

and other inequities impacting our [Chicanx/Latinx students](#) who comprise nearly 55% of all high school graduates.

Finally, with the expectation of a second stimulus package coming from Congress in response to COVID-19, HACU is asking for an additional one billion dollars in emergency funding for HBCUs, TCUs, AANAPISIs, PBIs and other MSIs. Not surprisingly, this was the ask that took up the most time and also the most heart. Below are the remarks provided by Claudia and Alicia. Kudos to each of them for speaking up so eloquently on behalf of Rising Scholars.

Claudia Escobar's Remarks:

Like other students you may hear from in relation to funding for minority serving institutions, I am the first in my family to attend and graduate with a college degree. I am a bit farther along in my education trajectory since I have a bachelor's degree in government, a master's degree of public policy, and soon to hold a doctorate in education, COVID permitting. My parents are undocumented immigrants from El Salvador with an elementary school education and worked in jobs that in today's Covid reality would have rendered them unable to provide a roof over my head and food on the table.

A college education for me represents stability and a ticket out of poverty like many others who depend on public higher ed but especially minority serving institutions. It wasn't until I had my first graduate degree that I stopped feeling as if I was just surviving and started to feel as if I was thriving. The bit of social mobility I achieved was far enough from poverty that I felt I could come back to school and secure a doctorate degree despite my student loans. My experience at UC Davis, has empowered me to believe that I am a social scientist and that my aspirations to be a Community College President are possible. We desperately need college presidents and leaders to reflect the students they serve. I hope to build community college transfer pathways for today's low income firstgen students to attend a CalState or UC of their choice. But these institutions need financial assistance for that to happen. COVID-19 has reminded me of how tenuous social mobility paths are for low-income firstgen students of color, their families, and university service workers who are often the same. Not supporting future emergency relief funds for MSIs sets back years of work and efforts to diversify student pipelines that prepare our future scientists, faculty, and democratic leaders. Senator Feinstein's support of emergency relief for MSIs safeguards the American Dream that me and many others have worked really hard to achieve with the help of postsecondary education. Low-income firstgen students and respective families, like mine heavily depend on institutions such as Los Rios Community College, Sacramento State, and UC Davis for stability today and their future.

COVID 19 has hit higher education extremely hard. As the world's largest public university system, UC is confronting many of the worst impacts of the virus all at once. We estimate that in March alone our losses exceeded 310 million in new expenditures and lost revenues, 80 million at UC Davis alone. UC is grateful for the much needed 260 million in direct assistance through the CARES Act but it is not sufficient to help us cover our losses in this first month of likely a prolonged crisis. California's legislature is already preparing all our public postsecondary institutions for no increases to our already thin budgets in this next budget cycle given the enormous hit to state revenues. Our Community Colleges and CalStates have been similarly impacted by COVID as you'll hear from them. I ask that Senator Feinstein consider and support our nation's low-income communities in any future relief package by investing an additional \$1 billion in emergency funding for HBCUs, Tribal Colleges, HSIs, AANAPISIs, Predominantly Black Institutions** and other Minority-Serving Institutions.

Alicia Garcia's Remarks:

My name is Alicia Garcia, and I am a first generation, Mexican-American, proud daughter of immigrants and an essential farmworker. Currently, I am a Ph.D. student in Education at UC Davis studying the retention of underserved students in higher education, broadly.

As a low-income student, I have always depended on the services offered to me by my university. When Covid-19 started here in the U.S., I decided to go back home, along with my siblings who are also in college, as we knew we had to combine our resources to help our parents and make ends meet through these difficult times. I was home for the last three weeks, but being from a rural community in the Central Valley, we have very limited access to Internet. In our household, we decided to get the fastest option for WiFi since we were all heading home, but even then, my internet crashed at least four times a day. Knowing that I had this HACU capitol forum, I made the difficult decision to leave my home to head back to Davis as I knew I would have a reliable internet connection here as I prepared for this forum.

As I mentioned, as a low-income student, I have always been dependent on the services provided to me by my institution such as the food pantries, financial aid, discounts on meats and protein at the dairy farm, and easy access to CalFresh, for example. But now, with the increase in financial obligations, my dependence on resources provided by my institution has exacerbated. My home department, the School of Education, is assisting their students who have been financially impacted by Covid-19 by providing emergency grants to pay for resources and equipment needed to conduct our research and teaching responsibilities from home with hopes of alleviating some of the financial stressors. This financial support will be helpful and I am extremely grateful for it. As we know, financial stress not only impacts low-income students like myself, mentally and physically, but also our academics and ability to focus on our work when most of our time is spent worrying about and finding solutions on how we will pay our next bill. By investing an additional \$1 Billion in emergency fund for Minority Serving Institutions (MSIs) who serve a large proportion of the nation's low income and underserved students, the resources institutions of higher education could provide students like myself would be even greater. Thank you so much for your time.

READ MORE ACADEMIC DIVERSITY NEWS

Find out more information about the CAMPSSAH and CAMPOS 2020-21 Faculty Scholar nomination process and the 2020 ADVANCE Scholar Award call for nominations [here](#) .

Office of Campus Community Relations | AEVC Rahim Reed

DIVERSITY EDUCATION and TRAINING CLASSES and WORKSHOPS

Diversity and Inclusion Education and Training Program continues to provide professional development opportunities in webinar formats. Since the COVID pause, the Diversity and Inclusion Education and Training Program completed 18 departmental training sessions across UCD and UCDHS to date, with more trainings scheduled through the end of the academic year. Classes also continue through SDPS, in addition to responding to training requests.

2021-2022 CAMPUS COMMUNITY BOOK PROJECT TOPIC

Campus Council in Community and Diversity (CCC&D) has chosen the topic --practicing social justice-- for the 2021-2020 Campus Community Book Project cycle. Call for book nominations will begin in July and a selection committee will be convened in the summer to review nominated titles.

EVENTS

Thursday, April 30

NADOHE Standards 2.0 and COVID-19 Part I: Advancing the Centrality and Capacity of DEI Work in the Context of Crisis Management

This crisis, and the many disruptions it has caused, has created significant opportunity to embed DEI work in the core mission of institutions and to help build capacity to understand how institutions can move forward in ways that are truly more inclusive in their structures and practices. [LEARN MORE](#)

Working remotely Support for Faculty and Staff with Disabilities

Coping with stress, anxiety and loneliness; accommodations in a virtual environment; tools and tips to build community. [LEARN MORE](#)

Science Café - Community Conversations

Join us for a virtual Science Café to learn from health and policy experts about COVID-19 in Sacramento. [LEARN MORE](#)

Meeting the Educational Needs of Black Students During and After COVID-19

From our colleagues at the African American Faculty and Staff Association for African American Student Success Week. [LEARN MORE](#)

FacultyConnect: A place to share experiences with remote teaching

What do Students Really Want from Online Instructors. [LEARN MORE](#)

The Academic and Staff Assistance Program (ASAP) Drop-in Support Group

Davis Campus Staff and Faculty on Friday, May 1 from 12:00 – 1:00pm <https://zoom.us/j/97406370392> or by phone: 16699006833/97406370392#. There is currently limited to 30 people per session and the group is open to all UCD campus employees.

The Academic and Staff Assistance Program (ASAP) Drop-in Support Group

UCDH Staff and Faculty, 12:00pm-1:30pm: Calming anxiety
<https://ucdavishealth.zoom.us/j/97930756119>

Friday, May 1

Student Voices: The Transfer Journey for African American Students to HBCU, CSU and UC

From our colleagues at the African American Faculty and Staff Association for African American Student Success Week [LEARN MORE](#)

The Academic and Staff Assistance Program (ASAP) Drop-in Support Group

UCDH Staff and Faculty, 1:00-2:30 pm: The ups and downs of sheltering in place
<https://ucdavishealth.zoom.us/j/94721059171>

Thursday, May 7

FacultyConnect: A place to share experiences with remote teaching

Five Ways to Foster Creativity in your Online Classroom. [LEARN MORE](#)

Thursday, May 14

FacultyConnect: A place to share experiences with remote teaching

Identifying and Supporting Struggling Students in Online Courses. [LEARN MORE](#)

RECOMMENDED READING

Covid-19 has provoked deep reflection on multiple levels, including on how to continue to engage in the face of significant disruption to our students, our family, our community, the world, and our planet. We wanted to share with you a few communications that we have found especially insightful.

If you have a recommended reading you've found helpful or insightful, please let us know
diversityinclusion@ucdavis.edu

[Beckie Supiano, "Why is Zoom so Exhausting?"](#)

Zoom fatigue is a real thing!

[France Córdoba, NSF Letter to Community Regarding COVID-19](#)

NSF Director Córdoba reminds us of the important role the NSF played in re-building society after WWII.

[Aisha Ahmad, "Why You Should Ignore All That Coronavirus-Inspired Productivity Pressure"](#)

Ahmad's wisdom, reminding academics to slow down and be human, is born from years of working within communities which unfortunately have more practice with functioning in crisis.

[Emma Pettit, "As Professors Scramble to Adjust to the Coronavirus Crisis, the Tenure Clock Still Ticks"](#)

ADDITIONAL RESOURCES

- All UC medical plans include comprehensive [telehealth — and telemental health — services](#), to help you navigate the coronavirus. Here's [how to access the professional medical advice you need](#), from the comfort and safety of your own home.
- [UC's community is banding together](#), proving that in the midst of COVID-19 pandemic hardships, there are plenty of opportunities to practice compassion, show solidarity and bring conceptual research to reality.
- The [Greater Good Science Center](#) at UC Berkeley is now offering a series of short instructional videos with simple, science-tested practices to help cultivate resilience and connection during COVID-19.

- Wondering where to turn for the latest coronavirus and COVID-19 news? Visit UCnet for [current systemwide employee information](#), as well as links to location-specific, California, national and worldwide resources.
- In response to the COVID-19 pandemic, United Way California Capital Region has created a local relief fund to provide financial support to address the needs of individuals and families in the greater Sacramento area as well as the nonprofits who serve them. For additional information, visit [here](#).

We invite you to share and submit your thoughts and items for our newsletter (either current or future news and events) at diversityinclusion@ucdavis.edu

Thank you for your dedication, and thank you for all that you do!

[#ThinkBigDiversity](#)
<https://diversity.ucdavis.edu/>

UCDAVIS
DIVERSITY, EQUITY
AND INCLUSION



volume 1 • number 5
For Your Information
May 14, 2020

Office of the Vice Chancellor for Diversity, Equity and Inclusion

Dear Friends,

We're still here and we are resilient. We've made it to mid-May, and continue to look forward as we seek to educate and serve. Our campus continues to develop a wealth of resources, including those shared by the [UC Davis Ombuds Office](#) and information from Global Affairs on "[Global Teaching and Learning in a Time of COVID-19](#)."

We're also enjoying links to performances by artists who had been booked by the Mondavi Center via their "[virtual concerts](#)" and hearing from students in the [#byphilanthropy](#) initiative who share stories related to the generosity of UC Davis' donors.

We continue to thank our dedicated DEI staff, and our stakeholders who continue to serve both our internal campus and our external, regional communities. We remain passionate about DEI, and we thank you for taking time to read this newsletter which shares a subset of our work.

Kind Regards,

Renetta G. Tull
Vice Chancellor

CHANCELLOR'S STATEMENT | SEXUAL HARASSMENT RULES

Chancellor May issued a statement last week in response to the U.S Department of Education's weakening of rules related to how university's handle sexual harassment cases. [Please take a moment to read.](#)

WE WANT TO HEAR YOUR STORIES AND NEWS

Do you have a good DEI story you'd like to share with the community? We would welcome guest authors to publish news and stories on our website and feature in our bi-weekly newsletter. Please contact [Tom O'Donnell](#) for more information.

Featured Resource **OMSBUD OFFICE**

The [Ombuds Office](#) offers free confidential, off-the-record appointment to faculty, staff, and students experiencing academic or work-related concerns. The Ombuds offers guidance and coaching to assist in navigating difficult communications or conflicts. The website includes regularly updated virtual resources for handling these challenging times. Watch for [upcoming webinars and trainings](#). Call (530) 754-7233 or (916) 734-1600

AFFIRMING THE IMPORTANCE OF ADVANCING FACULTY DIVERSITY IN A TIME OF PANDEMIC

On April 16 and 17, UC Vice Provost Susan Carlson hosted the second convening of principal investigators for the *UC Advancing Faculty Diversity* grants and their teams to discuss the progress and lessons to date. The gathering was made especially poignant and thoughtful in light of COVID-19. COVID-19 has provoked deep reflection on how to continue to engage in the important work of diversity, equity, and inclusion in the face of significant disruption to every member of our community and to our institutions. We recognized that COVID-19 has brought forth the ways in which pre-existing inequities – including in higher education—are yielding disparate impacts for our students, our staff, and our faculty. We had both big and “mundane” conversations—at least as judged by our new reality—and both were relevant and important. Through these, we affirmed that the work of academic diversity should be enhanced, not derailed by calamity.

We acknowledge and celebrate the enormous efforts and contributions that UC Davis faculty are making in the virtual classrooms and through new realities in research and community engagement to ameliorate or attempt to address the uneven impacts of COVID 19 on our students and community. We know that many of you are teaching hundreds of students or even a thousand students and that most of your days are spent trying to be present and learning how to engage students. We see you in the powerful mentoring moments over zoom as you support students weighing the uncertainty of their future. We see the faculty who are having to parent and home school their children or care for elderly family members and recognize that these taxing joys are not experienced equally by all faculty. We affirm the importance of supporting our faculty during these times and have been working hard to adopt virtual innovations to sustain or create community among faculty and support one another with ideas, inspiration and moral support.

We affirm the value of prioritizing hires of faculty who are prepared in our new COVID-19 reality to connect their work both individually and collectively to the University of California's achievement of its [mission](#). A big theme of our UCOP convening was sharing with each other the various ways that multiple campuses are using statements of contribution to diversity, equity, and inclusion to achieve excellence in academic hiring consistent with our [policies](#) and [values](#). We express our gratitude to the visionary leadership and commitment by UC Davis in programs like [CAMPOS](#) and [CAMPSSAH](#) which contribute to elevate the transformative power of inclusive excellence in teaching, research and service.

Sincerely,

Raquel E. Aldana
Associate Vice Chancellor for Academic Diversity and Professor of Law

UPDATES & ANNOUNCEMENTS

Office of Academic Diversity | AVC Raquel Aldana

A FRIENDS INTERIM REPORT

The convening AVC Aldana referenced in her welcome message was for UC campus recipients of UCOP Advancing Faculty Diversity (AFD) grants to share with sister campuses and UC leadership the progress—and more importantly—the challenges they face in light of the current health crisis.

When UC Davis decided to move the Spring Quarter online, the FRIENDS team leads and staff decided to temporarily postpone all future meetings and work by the faculty on the grant. The precise way forward remains unclear until we have more certainty on the limitations for in-person meetings in the fall. However, should we need to observe physical distancing measures, team meetings will resume on a virtual platform in the fall.

After the shelter-in-place order, we discussed the idea that an “all Zoom” meeting might actually work; in fact, our consultant has run fully virtual CoPs. And while we may consider this option in the future, we still worry about considerable barriers that work against the spirit and aims of the grant such as the loss of personal connections and community that cannot be fully replicated through video chats and technical difficulties that can make focused, uninterrupted meetings a challenge.

We are confident in our framework and that we can resume with minimal effort. However, the postponement raised important questions. How do we gain back a sense that this work matters? Our project can easily be overshadowed by the urgency of current events. Yet the pandemic has further highlighted that minoritized groups have been further marginalized in times of crisis. It is difficult to identify if this will further tax our participants or inspire more majority faculty to join us.

We invite you to read in full our brief report on the FRIENDS webpage: friends.ucdavis.edu

CAMPSSAH AFFILIATES RECOGNIZED WITH ACADEMIC SENATE ANNUAL AWARDS

The Academic Senate and Academic Federation have chosen their [award recipients for 2020](#), members honored for their teaching, research and public service including two CAMPSSAH Affiliate faculty scholars. [Bettina Ng'weno](#), Associate Professor, Department of African American and African Studies received the Distinguished Teaching Awards: Undergraduate. [Jonathan London](#), Associate Professor,

Department of Human Ecology was awarded the Distinguished Scholarly Public Service Award. [READ MORE](#)

READ MORE ACADEMIC DIVERSITY NEWS

The deadline for submitting nominations for the 2020-21 CAMPOS and CAMPSSAH Faculty Scholars and the 2020 ADVANCE Scholar Award have been extended to June 1. Find out more information for [CAMPOS Faculty Scholar nominations here](#); [CAMPSSAH Faculty Scholar nominations here](#); [ADVANCE Scholar Award nominations here](#).

DIVERSITY WORK SPOTLIGHT | Ambar Hernandez Negrete

Ambar Hernandez Negrete is a fourth-year doctoral student in the School of Education at the University of California, Davis. In pursuing her doctorate, Hernandez Negrete aims to leverage policy research as a tool to transform the educational experiences of historically marginalized students of color. For her dissertation, she is conducting a critical race policy analysis of two Ethnic Studies related policies (California Assembly Bill 2016 and Arizona House Bill 2281). Her research interests are influenced by her personal journey navigating predominantly white public educational systems as an immigrant from Oaxaca, Mexico.

Her personal experience as an immigrant also motivates her interests in advancing research that recognizes the strengths and wealth of resources present in historically marginalized immigrant communities. As part of these efforts, Hernandez Negrete will be presenting the findings from an analysis of over 300 immigrant narratives from her work with Dr. Monica Torreiro-Casal and Dr. Linn Normand on Thursday, May 21, 2020. Her presentation, *Documenting and Uplifting Immigrant Lived Narratives through a Strength-Based Perspective*, is hosted by the [UC Davis Global Migration Center](#). In this presentation, she seeks to highlight the strategies and mechanisms immigrants employ to overcome the challenges of navigating the current anti-immigrant climate.

Mentors have been foundational in supporting Hernandez Negrete's drive to use research as a tool for advocacy and transformation for immigrant communities and other marginalized groups. Mentors, through their encouragement and support, made it possible for her to reimagine the different routes she could pursue to advocate for historically marginalized communities. As well, many of the extraordinary mentors in her life, through their resilience, served as sources of inspiration for Ambar to pursue her educational and professional dreams. Counter to deficit-perspectives that often only focus on what communities of color "lack," Hernandez Negrete recognizes the profound impact the wisdom, knowledge, and guidance she received from community mentors had on her persistence. The dedication, *cariño*, and empowering lessons mentors, throughout her educational journey, provided have been essential in her progression as a doctoral student; she advanced to candidacy last Fall after successfully defending her dissertation proposal to her qualifying exam committee members: Dr. Cati de los Rios, Dr. Danny C. Martinez, Dr. Maisha T. Winn, Dr. Margarita Jimenez Silva, Dr. Michal Kurlaender, and law Professor Raquel E. Aldana.

[Please visit the UC Davis Global Migration Center events page for more information about Hernandez Negrete's upcoming presentation.](#)

Office of Campus Community Relations | AEVC Rahim Reed

DIVERSITY EDUCATION and TRAINING CLASSES and WORKSHOPS

OCCR's Diversity and Inclusion Education and Training Program continues to provide courses and trainings via SDPS and departmental requests. The team continues to ensure learners are able to interact fully as part of rebooting modules to accommodate virtual and distance learning, while considering accessibility to all participants and putting in place measures to mitigate security breaches.

EMBRACING AGGIE DIVERSITY

UC Davis has officially launched its new diversity, equity, and inclusion online module titled "Embracing Our Aggie Diversity." Designed for students, it is part of this year's checklist of pre-orientation items for all new incoming students to complete. Even though the SIR deadline is still several days away we are happy to report that 5,606 student users have been successfully uploaded and assigned the module. This venture has also allowed us to bring to campus a Sexual Assault Prevention online module for our Harassment and Discrimination Assistance and Prevention Program (HDAPP) colleagues to use in their efforts to promote a safer UC Davis campus community.

CHAMBERS OF COMMERCE PROVIDING MUCH NEEDED ASSISTANCE

Sacramento area Chambers of Commerce have been hard at work providing help to local businesses during these troubling economic times. You can find out more about their efforts on their websites: [Sacramento Hispanic Chamber of Commerce](#); [Sacramento Black Chamber of Commerce](#); [Sacramento Asian Pacific Chamber of Commerce](#); [Sacramento Rainbow Chamber of Commerce](#)

Office of Health Equity, Diversity and Inclusion | AVC Hendry Ton

INSIGHT INTO DIVERSITY INSPIRING AFFINITY GROUP AWARD

[UCDH African American Faculty and Staff Association](#) has been named a recipient of *INSIGHT Into Diversity* magazine's 2020 Inspiring Affinity Group Award. *INSIGHT Into Diversity* is the oldest and largest diversity and inclusion publication and job board in higher education today. The award is presented as a tribute to programs that are inspiring and encouraging higher education professionals to come to a campus that has created employees resource groups that offer mentoring, collaboration, social networking opportunities, and more.

In the coming years, underrepresented faculty will play an even bigger role in making institutions the go to campus where everyone knows they can feel respected and welcomed and their careers can flourish. Being the only recognition of its kind for institutions of higher education, this award showcases and allows institutions to stand out above others. Diversity matters in times like these!

STAND WITH OUR ASIAN AMERICAN COMMUNITY

Since the beginning of COVID19 pandemic, Asian Americans have been a target of hate crimes nationwide. There have been more than 1,500 reports of harassment and discrimination against innocent Asian Americans related to coronavirus within a single month, further fueled by hurtful and xenophobic rhetoric. And the trend is worsening! These acts of anti-Asian racism have no place in our multicultural society. We urge you to stand in solidarity with those experiencing discrimination and to reject these senseless acts. Research shows that by being proactive allies, we can stop the cycle, promote a broader culture of safety, lay the ground work for others to stop future discrimination of all kinds. Please stand with us and many others including community, organizational, and government leaders to denounce this anti-Asian discrimination and provide support to those who experience it. The resource below can help you do so. Together, let us focus on fighting against the virus, not the people who are affected!

EVENTS

Thursday, May 14

COVID-19: Addressing Health Disparities in the African American Community

Join our panel of health care providers as they address disparities in the African American community and discuss and dispel myths surrounding the coronavirus. [LEARN MORE](#)

FacultyConnect: A place to share experiences with remote teaching

Identifying and Supporting Struggling Students in Online Courses. [LEARN MORE](#)

Friday, May 15

Lessons Learned about Remote Teaching at UC Davis

Joining us this week will be [Bob Blake](#), Distinguished Professor of Spanish and Director of Davis Language Learning Center. Bob Blake has established himself as a leader in the field of educational technology and online learning. We are excited to hear his perspective on the emergency move to remote teaching. [Marina Radulaski](#), Department of Physics, will join us as well. As an Assistant Professor of Electrical & Computer Engineering, Dr. Radulaski's perspective will provide helpful insight into the experience of remote instruction in STEM fields.

Please [register](#) now to join us this Friday at noon for the virtual faculty forum. Also, please [save the dates](#) (July 22-24) for the 2020 virtual Summer Institute on Teaching and Technology!

RECOMMENDED READING

Covid-19 has provoked deep reflection on multiple levels, including on how to continue to engage in the face of significant disruption to our students, our family, our community, the world, and our planet. We wanted to share with you a few communications that we have found especially insightful.

If you have a recommended reading you've found helpful or insightful, please let us know diversityinclusion@ucdavis.edu

Colleen Flaherty, "No Room of One's Own," *Inside Higher Ed*, April 21, 2020.

Early journal submission data suggest COVID-19 is tanking women's research productivity. [READ](#)

Robin Lloyd, "Six Ways to Juggle Science and Childcare from Home," *Nature*, April 9, 2020.

In the face of COVID-19 restrictions on daily life, scientist-parents describe their efforts to balance family and work duties. [READ](#)

Eve Rodsky, *Fair Play: A Game-Changing Solution for When You Have Too Much to Do (and More Life to Live)* (New York: Putnam, 2019).

Rodsky, a Harvard trained organizational management expert used what she learned about organizational systems and applied it to division of labor at home. Her systems approach is built upon project management principles and utilizes a "system level" approach to addressing home based inequity. [MORE](#)

Celebrating UC Davis' Remarkable Women

Have you seen the list of the 55 remarkable women from UC Davis? A congresswoman, an astronaut, academic groundbreakers, the university's first female chancellor and more. As part of the year-long celebration marking the 150th anniversary of the admission of women to the University of California, [UC Berkeley created a website featuring this history](#). The UC Davis Vice Chancellor's Office of Diversity, Equity and Inclusion led the effort to compile this list with both recent and early UC Davis women of significance. [Read the article from UC Davis Dateline here](#).

ADDITIONAL RESOURCES

- **Council of Chief Diversity Officers at the University of California** prepared [15 Guidelines](#) to assist campus decision makers, faculty, administrators, students and staff on providing supportive positive and inclusive campus climates during the COVID-19 crisis.
- **Center for Educational Effectiveness** [Keep Teaching](#): To support UC Davis faculty during a time of COVID-19-related illness, quarantine, or campus closure, this site provides concise, practical resources and strategies for moving part or all of a course online to help you keep teaching.
- From **Academic Affairs Faculty Advisors for Work Life**: [Advice for Managing Instruction While Supporting Family Commitments](#)
- **School of Veterinary Medicine** [Counseling Services](#): Measures such as self-isolation and physical distancing make it hard to not feel alone, our virtual counseling resources can help.
- **UC Davis Western Center for Agricultural Health and Safety** has put together suggestions to assist employers and growers with finding practical solutions to continue their essential work. <https://aghealth.ucdavis.edu/covid19>
- **California Higher Education Basic Needs Alliance**: [COVID-19 Student Resources](#) for CA College Students and their families (updated frequently)

We invite you to share and submit your thoughts and items for our newsletter (either current or future news and events) at diversityinclusion@ucdavis.edu

Thank you for your dedication, and thank you for all that you do!

[#ThinkBigDiversity](#)
<https://diversity.ucdavis.edu/>

UCDAVIS
DIVERSITY, EQUITY
AND INCLUSION



volume 1 • number 6
For Your Information
May 28, 2020

Office of the Vice Chancellor of Diversity, Equity and Inclusion

Dear Friends,

It's the end of May and our campus community is eagerly awaiting word regarding how we might proceed with operations in both the near and distant future. As we prepare for the "next," I would like to know if you've started to think about what we might be able to do "post-COVID" that will be ***better*** than the ways that we conducted business before the pandemic and the shelter-in-place directives. We've started to ponder this question informally.

We've learned that there are faculty who have a better appreciation for students' home lives and their relationships with their families. We've learned that academic advisors and admissions team members have had more interaction with family members, often answering questions from both the student as well as others who are in the home. We've learned that colleagues are having opportunities to build stronger relationships across the causeway, and that people are better able to participate in virtual activities because a potential inconvenience of travel has been eliminated.

We've also learned that we have unique opportunities to practice more compassionate leadership. We don't have to micromanage situations. We can trust students and co-workers to manage their own time to get their work done. We can appreciate the constraints that people may have as they juggle family, external pressures, economic concerns, physical and mental health, self-care, and productivity. We can also appreciate when our students and colleagues bring their full selves into view. In my own meetings over the past few months, I've been able to think about a few things, and I'm sure that you have observed some of these situations below as well.

- We have been introduced to others who are within their homes, and appreciated their families or those who live with them. We see them seek to be respectful, move out of lines of sight or the camera's view, or stop to ask a question.
- We've been patient, understanding, and appreciative of people who live alone and want to be on Zoom longer, want to tell jokes and engage in laughter, or share their feelings.
- We have watched as colleagues and students have held their children or pets during sessions.
- We've learned more about people by seeing their art or books, and have appreciated learning more about them and what they deem important.
- We've appreciated when people bring their coffee or food to the meeting because after all, they need sustenance, and that shouldn't be denied.
- We've appreciated seeing people take a break and shift from sitting in a chair, to moving to a sofa, or even transition to sitting on a bed for comfort – and it's all ok.
- We've seen, heard, or read (through emails, texts, Zoom chats, or social media posts and DMs) people's fears and concerns, but we've also shared their joys and accomplishments, whether direct or peripheral.

Across the country, we've seen the messages that say that we are in this together and we have to declare that it is not enough to say it. Our actions must reveal it. This means that we care for one another, and that includes caring about people whom we don't even know, or people who have different lived experiences. It means that we reaffirm and actualize a commitment to our Principles of Community – whether we are on campus or not. Finally, it means that despite our physical separation and distancing, we must treasure our opportunities to connect and be in community with others, virtual or otherwise. We can increase our caring and understanding, be upstanding in our treatment (and the observation of others' treatments) of fellow human beings, and most importantly, we must choose to recognize, cherish, and facilitate **everyone's** opportunity to think, to breathe, and to live.

Kind Regards,

Renetta G. Tull, Vice Chancellor

UC Davis Wins National Recognition for Diversity, Internationalization

Did you see the recent News article that UC Davis, and two other campuses have been distinguished above all others in the nation for their diversity and internationalization? [Read the full press release here.](#)

UPDATES & ANNOUNCEMENTS

Office of Campus Community Relations | AVEC Rahim Reed

THE WIFI BUS

SacRT has teamed up with the California State Transportation Agency (CalSTA) and the City of Sacramento to equip buses with free wireless hotspots in communities with limited high-speed internet access during the COVID-19 pandemic.

The first three hotspots went live on Monday, May 4, and an additional seven buses were deployed to other “digital desert” communities across Sacramento during the week of May 11. These will provide opportunities for distance learning, telework and telehealth.

A downloadable, “The WiFi Bus” app is being developed that will have the ability to track the buses week to week. This app will also provide a heat map, letting us know where the app is being downloaded, so buses can be moved closer to where the users are. [FIND THE WIFI BUS](#)

SMUD RELEASES MAPPING TOOL THAT IDENTIFIES AREAS IN NEED BASED UPON ECONOMIC, SOCIAL, AND ENVIRONMENTAL FACTORS

SMUD released a new mapping tool that uses collective data to identify areas in the region most in need. The [Sustainable Communities Resource Priorities Needs Map](#) provides key data that will help inform resource allocation and reduce growing economic disparity in Sacramento County.

The “Priorities Needs Map” is a tool we can use to help us determine community priorities by regions and to build collaborative partnerships with non-profits and CBOs to seek grant funding opportunities to address their needs. As a member of the Sustainable Communities Partnership, UC Davis can play critical role in seeking funding and developing initiatives to address the needs of our surrounding communities and DEI can play a leadership role in these efforts for our institution.

Office of Health Equity, Diversity and Inclusion | AVC Hendry Ton

ADDRESSING FOOD INSECURITY

UC Davis Health Office for Equity, Diversity & Inclusion is working with several local organizations to help help provide food support to food-insecure newcomer households, prioritizing our “Anchor Institution Mission” in vulnerable communities surrounding the health system.

Now more than ever, the region’s most food insecure families are looking to anchor institutions and community-based organizations, like UC Davis, Center for Fathers and Families, and Opening Doors, to help guide and support them during COVID-19 crisis and through coming periods of food insecurity.

This project will address food insecurity for the most vulnerable community members, including the elderly, undocumented immigrants, refugees, and asylees. The project will cross-reference locally owned grocers with ODI clients addresses to prioritize vulnerable newcomer households.

OFFICE OF STUDENT AND RESIDENT DIVERSITY

The Office of Student and Resident Diversity has been in contact with numerous students who are wanting to help out and feel productive during this time. They have had a lot of students offer to help out with the Diversity Revisit Day for admitted students, and a couple of groups are already hosting additional sessions for both the admitted students and their families. Dr. Jain shared this list of what current students were doing in the community during Revisit:

- Translate health education documents into multiple languages
- Conduct outreach to assess vulnerable patients
- Identify and collect PPE from the community
- Support for front-line providers (childcare, etc.)

- Triage assessment of patients experiencing homelessness

Office of Academic Diversity | AVC Raquel Aldana

CINDY RUBIO GONZALEZ PROMOTED TO ASSOCIATE PROFESSOR

The Center for the Advancement of Multicultural Perspectives on Science (CAMPOS) and the Vice Chancellor's office of Diversity, Equity and Inclusion would like to extend an enthusiastic "Congratulations!" to [Dr. Cindy Rubio González](#) for her promotion to Associate Professor effective July 1, 2020.

It was just last month that [we shared her appointment](#) as Faculty Assistant to the Dean for Diversity and Inclusion in the College of Engineering.

Dr. Rubio is currently an Assistant Professor of Computer Science. Her work spans the areas of Programming Languages and Software Engineering, with a focus on program analysis for automated bug finding and program optimization. She is particularly interested in the reliability and performance of systems software and scientific applications. Her research aims to design and build tools to help developers write more reliable and efficient software. For her doctoral dissertation, she designed and applied static program analyses to find error-propagation bugs in large software systems.

Dr. Rubio is a recipient of a DOE Early Career Award 2019, NSF CAREER award 2018, a Hellman Fellowship 2017, and is a member of the [inaugural cohort of CAMPOS Scholars](#) in 2014. She received her Ph.D. in Computer Science from the University of Wisconsin–Madison in 2012, her M.S. in Computer Science from the University of Wisconsin–Milwaukee and her B.S. in Computer Engineering from Saltillo Institute of Technology (Mexico). She also holds a B.M. in Piano Performance from the Autonomous University of Coahuila (Mexico).

UC DAVIS SCHOOL OF LAW'S "FIRST GENERATION ADVOCATES" GRADUATE

UC Davis School of Law is renowned for its supportive and diverse community and for its commitment to the ideals of social justice and equality espoused by Dr. Martin Luther King, Jr., in whose memory the law school building is dedicated. As part of this commitment, King Hall is dedicated to maintaining a welcoming environment for students of all backgrounds. Under the direction of Dean Johnson, King Hall's [First Generation Advocates](#) program was created to promote diversity and maximize the academic, professional, and personal success of students who are the first from their families to earn a college or professional degree as well as students from low-income backgrounds. [READ MORE](#)

READ MORE ACADEMIC DIVERSITY NEWS

The deadline for submitting nominations for the 2020-21 CAMPOS and CAMPSSAH Faculty Scholars and the 2020 ADVANCE Scholar Award have been extended to June 1. Find out more information for [CAMPOS Faculty Scholar nominations here](#); [CAMPSSAH Faculty Scholar nominations here](#); [ADVANCE Scholar Award nominations here](#).

Memorial Day Speakers Send Virtual Remembrances

The Memorial Union may be closed, but the military personnel for whom it stands in tribute are not forgotten. [Read the story here](#).

EVENTS

Thursday, May 28

Human Resources Virtual Job Talk

We're constantly adapting and growing, and our commitment to seeking out a diverse and talented workforce remains. We know a lot of people are struggling and we want the community to know we're still open for business and recruiting. We want to give people a peek behind the curtain to understand and demystify our hiring process. The goal of our virtual job talk is for applicants to feel confident they're putting their best foot forward when they apply, 12:00 - 1:00pm. [LEARN MORE](#)

Friday, May 29 - Saturday, May 30

Davis Feminist Film Festival – Live Streaming for Free!

The Davis Feminist Film Festival (DFFF) is a grassroots festival of short films from around the world. In its 15th year, and increasingly international in scope, the festival is a true campus community partnership that uses art as a springboard for exploring social issues often ignored by mainstream media. Each day hosts a fully different lineup. No film will stream more than once. We welcome and encourage you to register for both days! [LEARN MORE](#)

Tuesday, June 2

Disability Awareness in the Workplace

This course focuses specifically on awareness building and ways in which we can create a more inclusive workspace for our colleagues who are disabled. It will feature a technology tools discussion with Josh Hori from the SDC, in addition to invited guest speakers from the Health campus, 8:30am-12:00pm. [REGISTER HERE](#)

Mortgage Refinancing Workshop

Join Gina Richardson, Financial Educator at SAFE Credit Union, for a virtual Mortgage Refinance Workshop that discusses the benefits of refinancing a home in today's current financial climate. Gina will cover common misconceptions of refinancing, the importance of working with a Mortgage Officer before considering a refinance, and pros and cons of refinancing. 12:00 - 1:00pm [Register](#) to attend this workshop on Zoom.

RECOMMENDED READING

Covid-19 has provoked deep reflection on multiple levels, including on how to continue to engage in the face of significant disruption to our students, our family, our community, the world, and our planet. We wanted to share with you articles we found especially insightful. *If you have a recommended reading you've found helpful or insightful, please let us know diversityinclusion@ucdavis.edu*

Fernanda Staniscuaski, Fernanda Reichert, Fernanda P. Werneck, Letícia de Oliveira, et al., "Impact of COVID-19 on Academic Mothers," *Science*, May 15, 2020.

For many researchers, the release from teaching and administrative activities means more time for independent work. In contrast, parents of young children for whom school has been cancelled are facing uniquely challenging responsibilities. Although academic fathers are not immune to the impacts of confinement, it is traditionally women who carry the heaviest load. [READ](#)

Featured Resource | UC Davis Health Veteran Employee Association

The Veteran Employee Association's mission is to serve as a resource that fosters unity and advocates on behalf of veteran staff, faculty and students in an effort to increase the presence, visibility and advocacy of the UC Davis Health veterans, service members and families. [Visit their website here.](#)

ADDITIONAL RESOURCES

Davis Campus ASAP Drop-in Support Groups

Please visit the webpage: [ASAP Training, Workshops and Drop-In Support](#) for upcoming dates and to register

UCD Health Campus ASAP Drop-in Support Groups

If you have any questions, concerns, feedback, or would like to receive the zoom link and password, please reach out to ASAP at (916) 734-2727 or [email the program director, Carol Kirshnit](#). Upcoming sessions include "Calming Fear and Anxiety" and "Hopes and Fears: Looking Ahead to the New Normal"

Pandemic EBT (P-EBT)

Families that have school-aged children who qualify for free or reduced lunch (and aren't receiving CalFresh/Food Stamps currently), are eligible to apply for a new federally funded, Pandemic EBT program. In response to CA school closures, families with children eligible for free or reduced-price meals at school will soon receive a pre-loaded EBT card in the mail for every eligible child. This EBT card is separate from the traditional EBT card. Families that are currently active on CalFresh will automatically be mailed a card beginning in May 2020. For non-CalFresh households, an application is required before June 30, 2020. The online application will launch in late May. [Please refer to this website for up-to-date information.](#)

UC DAVIS
DIVERSITY, EQUITY
AND INCLUSION

Free Transportation for Vulnerable Elderly Adults

United Cerebral Palsy is offering free (donation optional) trips to vulnerable adults over 65 years of age, individuals with intellectual or developmental disabilities, individuals with compromised immune systems, as well as to individuals with serious chronic medical conditions. They can accommodate wheelchairs or other assistive mobility devices e.g. canes, walkers. In addition, they are available to do delivery trips such as picking up a pre-purchased grocery order, meals, prescription, pharmacy items, etc. [For more information please visit their website.](#)

“Rest and Revive”

Join Staff and Faculty Health and Well-being for a 6-week email campaign (June 1-July 6) for strategies that will guide and support adopting behaviors that allow us to rest and revive, particularly during these difficult times. The campaign will focus on supporting sleep-promoting habits, including eating, exercising, social connection, gratitude and relaxation. [LEARN MORE](#) and [REGISTER](#)

The **UC Davis Office for Health Equity, Diversity and Inclusion** developed a [COVID resources page on our website](#) in English and Spanish to reach our communities and we are actively updating with new resources

We invite you to share and submit your thoughts and items for our newsletter (either current or future news and events) at diversityinclusion@ucdavis.edu

Thank you for your dedication, and thank you for all that you do!

[#ThinkBigDiversity](#)
<https://diversity.ucdavis.edu/>



volume 1 • number 7
For Your Information
June 11, 2020

Office of the Vice Chancellor of Diversity, Equity and Inclusion

Dear Friends,

I am writing this on Weds. June 10, 2020, the day that is part of the [#ShutDownSTEM](#) campaign to pause and encourage people to learn more about racial injustices so that they can stand firm in their commitments to be anti-racist. I'm trained in engineering and science, so this campaign resonated with me. Several people joined that campaign, and I thank you for sharing what you were doing. Thanks to the thousands of you who virtually joined Chancellor Gary May, Director Kayton Carter, and me for the Moment of Silence as we came to campus to honor the lives of George Floyd, Breonna Taylor, Ahmaud Arbery, Stephon Clark, Tony McDade, and – unfortunately - so many others. We mourn for lost lives, and reaffirm that Black Lives Matter. Thank you to all who joined in the peaceful march in Sacramento co-sponsored by the NAACP last Saturday, and thanks to our OHEDI unit at UC Davis Health for continuing the work of being an "Anchor Institution," and for noting that racism is a determinant of health. We gave out masks and water and affirmed that everyone has a right to life and breath, and we know that many are still marching, and will continue to march for justice.

Thank you for utilizing our webpage, "[Resources for Racial Trauma](#)," for the Ally Statements, but most importantly for your next steps. There have already been several meetings this week to do the work of reading and learning, developing action strategies, and implementing plans that will make units and departments more equitable. I encourage you to do that good work, so that the changes will challenge and address systemic issues, and so that the solutions that you put into place will last.

If you [follow me on Twitter](#), you saw that last week was extremely difficult, and that working for equity and justice, in the midst of mourning, was not easy. Quite frankly, it was awful. However, [as I mentioned in my tweet](#), I am dedicated to this work, and with your help, we will make strides!

There were many guidance documents and letters written to assist with not compounding stress for the end of the quarter. I give special thanks to some of the faculty and administrators who contributed information although they are not signatories: Prof. [Kimberly Nettles-Barcelon](#), Prof. [Dawn Y. Sumner](#), Assoc. Vice Chancellor [Raquel Aldana](#), Prof. [Mariel Vázquez](#), Prof. [Rebecca M. Calisi Rodríguez](#), and Vice Provost [Michael Rios](#). I also thank our DEI teams in both Davis and Sacramento (at UC Davis Health) for their dedicated work, in the face of the ways that they have been experiencing the impacts of current events.

Congratulations to all graduates and best wishes to the Class of 2020! As we celebrate graduations in this issue, I also say thank you to a few people who are transitioning from DEI this month. Diversity and Inclusion Trainer Katherine (Kat) Parpana, has accepted a full-time career opportunity with the State Department's Franchise Tax Board as a consultant in their education and training unit. Many of you have met Kat in her instructor role within your diversity training sessions. Congratulations Kat! Associate Vice Chancellor Raquel Aldana, is returning to the faculty as a Professor of Law. She has been an invaluable thought partner and a tremendous colleague. Congratulations Raquel! And finally, Executive Assistant Linda Mijangos is retiring after more than 30 years of service at UC Davis. Linda welcomed me into my role last July 2019, after serving UC Davis in many units such as OCCR, and IT. Thank you for your dedication and love for the work Linda! Congratulations on your retirement! We wish you joy and happiness in the days to come!

Our own UC Davis Strategic Plan says that we are **"To Boldly Go,"** and Goal 3 clearly reminds all of us that we are to *embrace diversity, practice inclusive excellence, and strive for equity*. We can do more than "strive," we can make this happen! The work of equity and justice is not limited to the DEI office, and it is unjust to burden people from demographics that are underrepresented, marginalized, and heavily impacted with the bulk of the responsibility of fixing long-standing issues. **Continue to be bold**, even as you do your own work related to diversity, equity, and inclusion. You are not alone! You are empowered to do good work. There are no other words to say, other than ... **"Let's Go!"**

Kind Regards,

Renetta G. Tull, Vice Chancellor

Racial Trauma Resources

A culmination of many stressors, including ongoing racism leading to the disproportionate loss of lives of people of color across America, has left our community traumatized and seeking answers. At UC Davis, we affirm our support for Black lives, acknowledge racism and connect with a shared commitment to address it. The office of Diversity, Equity & Inclusion has created a website with resources to support our community as we continue to find ways to build and strengthen our diverse culture at UC Davis. [LEARN MORE](#)

UPDATES & ANNOUNCEMENTS

Office of Campus Community Relations | AEVC Rahim Reed

DIVERSITY AND INCLUSION EDUCATION AND TRAINING PROFESSIONAL DEVELOPMENT COURSES

Microaggressions - Towards Greater Awareness and Understanding: As cultural takes shape, we are products of our socialization. Our socialization includes conditioning in how we understand differences and our identities and how those identities are understood and experienced at the individual and structural levels. Using the work of Derald Wing Sue, this session explores the phenomenon of microaggressions in everyday life by increasing awareness of common occurrences; understanding its impact on those who experience them; and exploring strategies on how to mitigate and respond to them.

Understanding Unconscious Bias - Awareness, Knowledge and Competency Development: Bias is having a preference for one thing over another. Also, biases come into play in our impressions and judgment of people, especially those whose identities and experiences are different from our own. This session will explore how we make snap judgments about people by understanding our socialization that informs our biases. Participants will be introduced to theory and language in understanding implicit and explicit bias. Using personal reflection, experiential exercises and case studies, participants will gain greater awareness when they engage in bias and gain essential knowledge and skills (tools) in how they recognize and mitigate biases in both personal and professional domains.

Sessions for these trainings will be offered to the campus community, in addition to being offered as part of departmental requests, [please refer to our website](#).

2020 SOARING TO NEW HEIGHTS DIVERSITY AND PRINCIPLES OF COMMUNITY ACHIEVEMENT AWARD RECIPIENTS

Due to COVID-19, we regrettably had to cancel our Soaring to New Heights event for this year. While we were not able to celebrate in person, we would like to acknowledge the recipients of our 2020 Soaring to New Heights Diversity and Principles of Community Awards. We thank them for their

commitment in exemplifying our Principles of Community and creating a more inclusive campus for all. [You can read the entire announcement here.](#)

Individual Award: **Leota Wilson**

Faculty Citation: **Kyaw Tha Paw U**

Individual awards are intended to recognize staff members who, through their own personal efforts, have made significant contributions to affirmative action/equal employment opportunity or heightened awareness and sensitivity to diversity. Nominations received for contributions made by faculty, executives, or community members will be considered for a Special Citation.

Deana Falge Award: **Alissa Magorian**

While the criteria for this award are consistent with the criteria for the Individual Award, it is expanded to recognize the ongoing (5 years or more) demonstration of one's exemplary contributions toward the furthering of UC Davis' affirmative action/equal opportunity or diversity objectives.

Eleanor Fontes-Fulton Award: **Fredna Karneges and Lisa Brodkey**

The Eleanor Fontes-Fulton Award criteria recognizes the exceptional career-long contributions in furthering the affirmative action/equal opportunity and/or diversity objectives within the scope of employment (hiring, recruitment, retention, training and/or supervision), in the UC Davis community. This award is given to an employee who is retiring in the current calendar year that the award is given.

Department/Unit/Team Award: **School of Law, Admissions and Financial Aid Office**

This award is intended to recognize the UC Davis unit or team whose members, through their own personal or group efforts, have made significant contributions to affirmative action/equal employment opportunity or heightened awareness and sensitivity to diversity.

Office of Health Equity, Diversity and Inclusion | AVC Hendry Ton

VIRTUAL GRADUATION CONFERS 114 DOCTOR OF MEDICINE DEGREES

The first UC Davis School of Medicine class to graduate during a global pandemic opened its commencement ceremony Friday with the traditional sound of bagpipes – then transitioned to the technology of our so-called new normal. The ceremony originated in the largest lecture hall of Betty Irene Moore Hall in Sacramento, where the stage party was based, and was watched by more than 1,000 around the world. Keynote speaker Jann Murray-García, health sciences clinical professor at the Betty Irene Moore School of Nursing, implored graduates to stay connected and never lose sight of the vast health inequities that permeate society. Student speaker Tyler Carcamo, a soon-to-be surgery resident at UC Davis, expressed gratitude for the village of friends and family who raised him in Belize and Bakersfield, and encouraged graduates to thank their own villages for supporting them through medical school. [Please read the full story here.](#)

STUDENT-RUN CLINIC CONTINUES OFFERING CARE DURING THE PANDEMIC

The COVID-19 pandemic has reshaped health care throughout the region, including at student-run clinics. Some are temporarily closed or providing only essential services while the stay-at-home order is in effect. A few, like Clínica Tepati, are using telehealth to maintain, and even expand, access to care. "Ironically, the move to telehealth visits has allowed us to offer care seven days a week rather than just once a week for in-person visits," said clinic director and physician Brenden Tu. All 12 student-run clinics offer free health care in convenient locations. Clínica, typically open Saturdays in midtown Sacramento, primarily serves Latino communities. The care team is known for their unity, which helped them quickly transition to

electronic-based care. You can read [the article describing the amazing work of UCD Health medical students here](#).

Office of Academic Diversity | AVC Raquel Aldana

A STATEMENT OF SOLIDARITY WITH BLACK FACULTY

Associate Vice Chancellor for Academic Diversity Raquel Aldana, along with Associate Vice Chancellor of Health Equity, Diversity, Equity and Inclusion Hendry Ton, CAMPOS Faculty Director Mariel Vazquez, CAMPSSAH Faculty Director Kimberly Nettles-Barcelón, and Vice Provost of Public Scholarship and Engagement Michael Rios published a statement of solidarity with Black faculty that accuses the “persistent and endemic racialized realities” for the “vulnerability of African American people” in the United States. We ask that you read it, along with the [numerous other statements of allyship from around campus here](#).

UC DAVIS RECEIVES A UC-HISPANIC SERVING INSTITUTIONS DOCTORAL DIVERSITY INITIATIVE GRANT

Under the leadership of [Karen McDonald](#) (Principal Investigator) and [Denneal Jamison-McClung](#) (Co-Investigator), UC Davis has been awarded a competitive grant to enhance faculty diversity and pathways to the professoriate for underrepresented students from California Hispanic Serving Institutions.

The goal of “Advancing Diversity by Educating the Professors of Tomorrow” (ADEPT) is to develop, implement and evaluate an innovative training model to diversify the professoriate in STEM disciplines related to biotechnology.

Biotechnology is highly interdisciplinary, bringing together basic and applied research approaches across the life sciences and engineering to solve problems in agriculture, health care and natural resource management. It is critical that diverse perspectives are brought to bear on the complex global challenges addressed by biotechnology research and that students along this career path have access to mentors and role models from diverse backgrounds.

Three ADEPT objectives will support diversification of the STEM professoriate, they include:

1. Design and build the Path-to-the-Professoriate (P2P) mentoring network, a catalytic cross-institutional program to educate and prepare graduate students from historically underrepresented groups for transitioning to the Professoriate
2. Build a vibrant, welcoming and diverse STEM graduate student research community through the establishment of the Advancement and Achievement via Graduate Education, Information and Opportunity (AdAGIO) Summer Research Fellowships
3. Host the regional ADEPT Leadership Workshop & Symposium that will highlight milestones along the professorial career trajectory, explore ways to build a resilient science identity, build positive professional mentee-mentor relationships and introduce best practices for preparing a competitive faculty job application for both research intensive and comprehensive universities (e.g. writing diversity statements, teaching philosophies, etc). Training will also touch on key concepts in post-secondary pedagogy (e.g. preparing syllabi and lectures, student assessment, public speaking, classroom management) The workshop will be broadly advertised on both campuses, with priority registration for participating ADEPT students, but open to all interested STEM masters and doctoral students.

[You can read more about the UC-HSI Doctoral Diversity Initiative here.](#)

[You can read a summary of the UC-HIS DDI Grant Outcomes here.](#)

We are excited that UC Davis has been selected to implement this UC HSI grant as the campus continues in the quest to be designated a Hispanic Serving Institution. The ADEPT grant also extends the work that has been under the leadership of Josephine Moreno, the Graduate Diversity Officer for Humanities, Arts, Social Sciences, and Education, the [HSI: Pathways to the Professoriate](#). Currently in its fifth year, this initiative is supported by a \$5.1 million grant from the Andrew W. Mellon Foundation to prepare 90 students from Hispanic Serving Institutions (HSIs) for Ph.D. programs and increase the number of Latinx professors at U.S. colleges and universities. In partnership with three Hispanic Serving Institutions—Florida International University; the University of Texas El Paso; and California State University, Northridge—five majority research institutions, including UC Davis provide support to graduate students earning their PhD. Four of these students are now at UC Davis.

Each year UC Davis has hosted the new cohort of undergraduates in the program for students to meet with faculty and staff and tour the campus. During the year, Moreno hosts gatherings with faculty and HSI Pathways graduate students to engage and connect with one another. There is also an annual cross-institutional conference at which time 30 HSI Pathways undergraduate students (10 from each campus) present their research. The presentations this February (before the COVID-19) were of the highest caliber, as professional as any graduate student.

[Envision UC Davis](#)

The Envision UC Davis program reaches out to HSIs in California so that more students apply from HSIs located in the state. This year the campus will have an electronic event because of COVID-19. The number of students hosted started with 50 and this year will be 100, largely first generation and students of color attending undergraduate institutions in California. This event is sponsored by Chancellor May.

Global Aggies: Lessons from a Virtual Sustainable Development Goals Internship

Committed to fueling awareness and implementation of the [UN Sustainable Development Goals \(SDGs\) across the university](#), [UC Davis Global Affairs](#) created an SDG Internship so that students could more directly advance these goals by harnessing larger campus involvement toward their achievement. Due to the COVID-19 pandemic, this internship is currently taking place 100% remotely.

The inaugural SDG Interns are **Christal Juarez**, a fourth-year anthropology major in the [College of Letters and Science](#), and **Jeanett Lor**, a fourth-year human development major in the [College of Agricultural and Environmental Sciences](#). Through the SDG framework, which provides concrete steps to achieve sustainable development across the planet's economic, social and environmental dimensions, these interns are working with a shared global ethos and connecting with people throughout the world who are also dedicated to their fulfillment. [Read more about Global Aggies here.](#)

EVENTS

Friday, June 12

GRADUATION CELEBRATIONS

The Office of the Vice Chancellor for Diversity, Equity, and Inclusion congratulates the Class of 2020! Let's go...

Online Undergraduate Celebration

Congratulations, Class of 2020! Social distancing may have postponed the official commencement ceremony, but nothing can take your achievement away. To help share the occasion with friends and family, we've planned an online celebration. The festivities begin Friday, June 12! Visit the [undergraduate commencement webpage](#).

Native American and Native American Studies Graduation Celebration

The Native American Retention Initiative aims to provide the kind of [graduation celebration](#) that recognizes the key role family and community have played in the success of our students. While we are planning nothing extravagant, we are hopeful our graduation event will resonate with the values of our Native communities and provide a framework for dissemination of information about who we are and what we do to promote diversity and ensure the success of our students. Friday, June 12, starting at 6:00PM

Virtual 36th Annual Chicanx and Latinx Graduation Celebration

Due to the unprecedented times we currently live in and the safety and health of our community, [the June celebration will take place virtually](#) on Friday, June 12, starting at 6:00PM. The live celebration will also be available on [Facebook Live El Centro](#) and we encourage you to engage via our social media by using the following hashtag #UCDChiLatGrad2020.

A Celebration of Black Excellence at UC Davis and Statewide

Although the in-person graduation ceremony for Black UC Davis students has been cancelled, the [Center for African Diaspora Student Success](#) (Office of Student Affairs), in collaboration with the African Continuum, the [African and African American Alumni Association](#), [Cross Cultural Center](#), and the [Women's Resources and Research Center](#) have come together to create a *Black Graduation Packet* for our graduates of the African diaspora. The packets consist of a traditional Black Graduation Certificate of acknowledgement, a Kente stole, a Black Graduation decorative mason jar, a decorative Black Graduation notebook, alumni pins, and graduation tassels. Additionally, all those receiving the graduation packet have also been invited to participate in co-constructing the *2020 Black Graduation Yearbook* which will allow for the graduates to create their own personal acknowledgments.

Lastly, the UC Davis Black Graduates, along with 23 other Black student centers within various California schools (public, private, large, and small), have come together to throw a virtual California State-Wide Black Graduation. The graduation will be held on June 19th, via zoom and they are anticipating roughly 2,300 Black students to attend. [The flyer for that graduation is attached.](#)

UC Davis LGBTQIA Resource Center Presents Lavender Graduation

Join us in honoring our LGBTQIA+ graduates. Our virtual ceremony will include keynote speakers, dedications, grad shoutouts, awards, and joyous community building. Connect with Crystal at cdknight@ucdavis.edu or Monae at dmroberts@ucdavis.edu for questions and accommodations.

Tuesday, June 16

Connecting with the World: UC Davis Global Conversations Series: COVID-19's Impact on Global Agricultural Supply Chains and the Challenges Ahead

The ongoing COVID-19 pandemic has disrupted agricultural supply chains within the United States and worldwide. A panel of experts from academia, industry and the non-profit sector will discuss how the pandemic has disrupted global supply chains in the near-term. Looking ahead, they will offer an assessment of COVID 19's long-run impact on global agricultural trade and how we can prepare for similar crises in the future. [Learn more and register here.](#)

June 18 - July 16

The Future of International Education: Leadership Perspectives from Around the World

The Institute of International Education (IIE) and the University of California, Davis, present *The Future of International Education: Leadership Perspectives from Around the World*, a five-part series of leadership conversations about the future of the university and of international education, including the role internationalization has in advancing university missions.

Online events bring together senior leaders in academia for critical global and regional discussions on the consequences of COVID-19 and what they mean for global engagement and the future of both international education and higher education, in 2020 and beyond. [For more information and to register visit the Global Affairs website.](#)

The Future of International Education: Leadership Perspectives with a Global Focus: Thursday, June 18, 8-9 a.m. PDT (3-4 p.m. UTC)

The Future of International Education: Leadership Perspectives from Africa: Thursday, June 25, 9-10 a.m. PDT (4-5 p.m. UTC)

The Future of International Education: Leadership Perspectives from Asia and Oceania: Thursday, July 2, 6-7 p.m. PDT (July 3, 1-2 a.m. UTC)

The Future of International Education: Leadership Perspectives from Europe: Thursday, July 9, 8-9 a.m. PDT (3-4 p.m. UTC)

The Future of International Education: Leadership Perspectives from Latin America: Thursday, July 16, 9-10 a.m. PDT (4-5 p.m. UTC)

COVID-19 VIRTUAL SCIENCE FAIR

Get ready for the COVID-19 Virtual STEM Fair! It's an online science fair designed to counteract the lack of academic activities during the global pandemic. [Click here to learn more about project requirements.](#) Participants are encouraged to further their knowledge in Science, Technology, Engineering and Math (STEM) through project-based learning. Any student that resides within Sacramento County and is in grades 6 - 12 can enter.

October 9-10

2020 Improving OUTcomes Conference To bring together health care and allied service providers throughout the Sacramento region to improve health outcomes for lesbian, gay, bisexual, transgender, queer and questioning (LGBTQ+) people and their families. [LEARN MORE](#)

RECOMMENDED READING

The Alliance for Multi-campus Inclusive Graduate Admissions (AMIGA) Reading List

The AMIGA project draws on a full range of literature that includes commentary, reports, and research articles and books. These citations are organized by topics that are directly related to diversity equity and inclusion, graduate admissions and holistic review. Together they provide a foundation that informs equity and diversity in graduate education. [READ](#)

Kimberly A. Griffin, "Institutional Barriers, Strategies, and Benefits to Increasing the Representation of Women and Men of Color in the Professoriate: Looking Beyond the Pipeline," in Perna L. (ed) *Higher Education: Handbook of Theory and Research. Higher Education: Handbook of Theory and Research.* [READ](#)

[Please also see the lists of Recommended Reading on our Racial Trauma Resources webpage here.](#)

Featured Resource | Student Affairs: Explore Identities and Cultures

From AB540 to the Women's Resources and Research Center, discover academic, career, and counseling services; student organizations and social events; volunteer, internship and employment opportunities; meditation spaces, and more.

ADDITIONAL RESOURCES

[LGBTQIA Resource Center](#) Provides an open, safe, inclusive space and community. The LGBTQIA Resource Center promotes education as well as space for self-exploration about all sexes, genders and sexualities and their intersections with other identities.

[UC Davis School of Medicine Gender and Sexual Diversity student interest group](#) Supports lesbian, gay, bisexual, transgender, queer and questioning (LGBTQ+) students, residents, fellows and patients.

[UC Davis School of Medicine Lesbian Gay Bisexual Transgender \(LGBT\) Group](#) Activities include networking, holding quarterly potlucks, developing programs, enhancing institutional climate of inclusion, equity and opportunity, working with AAMC and other medical schools to advance LGBT in medicine and science nationally

UC Davis Health PRIDE Serves LGBTQ+ faculty, staff, students, alumni and friends of UC Davis Health and in the Sacramento area with education, awareness and support

Asian Pacific American Systemwide Alliance Promotes the general welfare and interests of the Asian Pacific American faculty, staff and students at UC Davis

Asian American Association (AAA) at UC Davis A student-run, non-profit organization that serves to unify the Asian American and Pacific Islander communities on campus

Pandemic EBT (P-EBT)

Families that have school-aged children who qualify for free or reduced lunch (and aren't receiving CalFresh/Food Stamps currently), are eligible to apply for a new federally funded, Pandemic EBT program. In response to CA school closures, families with children eligible for free or reduced-price meals at school will soon receive a pre-loaded EBT card in the mail for every eligible child. This EBT card is separate from the traditional EBT card. Families that are currently active on CalFresh will automatically be mailed a card beginning in May 2020. For non-CalFresh households, an application is required before June 30, 2020. The online application will launch in late May. [Please refer to this website for up-to-date information.](#)

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The **UC Davis Office for Health Equity, Diversity and Inclusion** developed a [COVID resources page on our website](#) in English and Spanish to reach our communities and we are actively updating with new resources

We invite you to share and submit your thoughts and items for our newsletter (either current or future news and events) at diversityinclusion@ucdavis.edu

Thank you for your dedication, and thank you for all that you do!

[#ThinkBigDiversity](#)
<https://diversity.ucdavis.edu/>



volume 1 • number 8
For Your Information
June 25, 2020

Office of the Vice Chancellor for Diversity, Equity and Inclusion

Dear Friends,

To Boldly Go. This is the title of [UC Davis' Strategic Plan](#). I have a hard copy of the document in front of me daily as a reminder (along with copies of the [Diversity and Inclusion Strategic Vision](#) and the [HSI Taskforce Report](#)). I've been pondering this charge ... **"To Boldly Go"** for a few weeks, and have been thinking about how we as a campus can really "Go Boldly."

[Goal 3 of the Strategic Plan](#) notes that we will *"Embrace diversity, practice inclusive excellence and strive for equity."* In light of the current unrest, I've been pleased to see ~40 ally statements from various UC Davis departments, schools, colleges, labs, and units on campus that denounced the killings of George Floyd, Ahmaud Arbery, Breonna Taylor, Stephon Clark, and too many others. Many statements acknowledged that racism, in all of its ugliness, is unfortunately still alive. Acknowledgement is a key step! Letters also discussed commitments to be firmly anti-racist, discussed amplification of Black Voices, and shared snippets of plans of actions. There are many examples, but a few include the [Manetti Shrem Museum's commitment](#) to take us up on our charge to "Reflect, Learn, Plan, and Act," the College of Biological Sciences' [amplification of the voices of Black faculty](#) by featuring CAMPOS Scholars [Professor Crystal Rogers](#) and [Professor Wilsaan Joiner](#) (who are affiliated with the School of Veterinary Medicine and the School of Medicine, respectively), and the History Department's [list of resources](#) which includes a link to [the 1619 Project](#) that discusses the history of enslaving Black people on American soil. *Histories are important.* Last week, we celebrated Juneteenth and UC Davis Historians [Professor Justin Leroy](#) and [Professor Gregory Downs](#) discussed how [sustained slavery lasted beyond the Emancipation Proclamation](#). [Professor Maisha T. Winn](#) and [Professor Lawrence "Torry" Winn](#) discuss the importance of understanding **both** histories *and* futures in segments of their work within the [Transformative Justice in Education Center](#) in the School of Education. Examining history is powerful, and it is needed, as we plan for a stronger future.

In the coming weeks, we will be moving from Ally Statements to inviting submission of Action Plans. Several letters and Ally Statements on the [Resources for Racial Trauma](#) website have early plans embedded within the paragraphs, and we will be extracting those and highlighting them on a new section of our DEI website. DEI will be developing a toolbox of resources to assist with these plans, and share ways to meet the goals set forth by the [Diversity and Inclusion Strategic Vision](#). I extend thanks to [Dean Rao Unnava](#) and [Elizabeth Moon](#) in the Graduate School of Management (GSM) for their invitation to participate in last week's "Call to Action" design-thinking session, complete with breakout rooms and interactive documentation. The GSM's faculty, staff, and students took the lead to ask tough questions about how they are addressing racism and how they can make improvements. The most poignant part of the session for me was when one of the members of this new GSM "Action for Diversity" Community Group, said that all could benefit from **sitting in the discomfort of the "uncomfortable reckoning."** If I'd seen this comment on Twitter, I would have replied with a finger emoji that points to the comment, and a single word: "This." This uncomfortable reckoning is necessary, and it is part of going boldly! As we sit with discomfort, and go boldly, we also have to take care to not cause more harm along the way. Please be proactive in making mental health resources available to faculty, staff, and students. Thank you to all of the units that are providing mental health services, and to departments and units that see needs for additional services and are taking the initiative to provide them.

As we seek to be anti-racist, and to carry out the mission of Goal 3 in "To Boldly Go," we must be led by our values, and continue to stand against discrimination. [DEI's Stance on support for DACA](#) notes that the fight continues. The Supreme Court's decision for *Bostock v. Clayton County, Georgia*, notes that: *An employer who fires an individual merely for being gay or transgender violates Title VII of the Civil Rights Act of 1964* – is certainly a "no-brainer." Further, [upstanding](#) against attacks on Asian communities must continue, as bigotry related to COVID-19 has not ended.

This summer, we will be working with and for you. We will be working with King Hall's [Dean Kevin Johnson](#) (School of Law) on a transparent process for the [Campus Safety taskforce](#) which will convene its first meeting on July 27, 2020. Plans for the taskforce include a close examination of histories, both at UC Davis and within the US. We will not take a break, as we will continue to publish this DEI "For Your Information" newsletter every two weeks (look for it every other Thursday). We'll also be updating our DEI website so that we can share items such as an updated diversity data dashboards for our schools and colleges, highlights for the Administrative Advisory Committees (AACs) and Employee Resource Groups (ERGs) on both the Davis and Sacramento campuses (e.g., the African-American Faculty and Staff Associations - AAFSA), attention to items brought forward by the new UC Davis Native American and Indigenous Advisory Committee (NAIAC), and more.

In "new and good news," We congratulate and welcome the School of Nursing's [new \(and 1st!\) Associate Dean for Health Equity, Diversity, and Inclusion](#) – Congratulations [Dr. Kupiri "Piri" Ackerman-Barger!](#)

We also bid a fond farewell and our very best wishes to long-time DEI advocate and Executive Assistant Linda Mijangos on her retirement, and to [AVC Raquel Aldana](#) who is transitioning from her administrative role to [King Hall](#) for a 100% faculty appointment as Professor of Law.

Finally, as cases of COVID-19 continue to climb in California and across the country, we note that [health and safety in this pandemic](#) are paramount, ask that you be diligent with wearing your face coverings, and practice safe physical distancing in public.

Thank you for your support, and thank you for the work that you are either doing, or planning to do – in the midst of conducting and providing stellar research, teaching, programming, and services. Thank you for sitting with the reckoning, acknowledging the pain, providing resources for healing, examining histories, and **boldly** planning our UC Davis future with action-oriented commitments to diversity, real equity, to true inclusion.

Kind Regards,

Renetta G. Tull, Vice Chancellor

Linda Mijangos Retires

Thank you Linda for your decades of expertise and devotion to UC Davis. We hope your retirement is as successful as your career!

Raquel Aldana Returns to Law School Faculty

After three unrelenting years of helping the university fulfill its mission as Associate Vice Chancellor for Academic Diversity, Raquel will now bring that same energy to her classroom and research.

Racial Trauma Resources

A culmination of many stressors, including ongoing racism leading to the disproportionate loss of lives of people of color across America, has left our community traumatized and seeking answers. At UC Davis, we affirm our support for Black lives, acknowledge racism and connect with a shared commitment to address it.

The office of Diversity, Equity & Inclusion has created a website with resources to support our community as we continue to find ways to build and strengthen our diverse culture at UC Davis. [LEARN MORE](#)

UPDATES & ANNOUNCEMENTS

Office of Campus Community Relations | AEVC Rahim Reed

DIVERSITY AND INCLUSION EDUCATION AND TRAINING

The Office of Campus Community Relations is providing the following events to the campus community as opportunities to engage in learning and dialogue (limited space available and Zoom registration is required):

Making the Unconscious Conscious: Understanding and Mitigating Bias – June 22nd, 12pm-2pm

- [Registration link](#) - [Session description](#)

Understanding Microaggression: Towards Greater Diversity Consciousness – July 1st, 10am-12pm

- [Registration link](#) - [Session description](#)

Film Screening - [Race the Power of an Illusion](#)

Description: The division of the world's peoples into distinct groups - "red," "black," "white" or "yellow" peoples - has become so deeply imbedded in our psyches, so widely accepted, many would promptly dismiss as crazy any suggestion of its falsity. Yet, that's exactly what this provocative, new three-hour series by California Newsreel claims. *Race, the Power of an Illusion* questions the very idea of race as innate biology. Yet race still matters. Just because race does not exist in biology does not mean it is not very real, helping shape life chances and opportunities.

- The Difference Between Us (Episode 1) – July 16th, 11am-12:15pm • [Registration Link](#)
- The Story We Tell (Episode 2) – July 22nd, 11am-12:15pm • [Registration Link](#)
- The House we Live In (Episode 3) – July 28th, 11am-12:15pm • [Registration Link](#)
- Debrief - Film Screening: Race the Power of an Illusion – July 31st, 11am-12:15pm

CALL FOR NOMINATIONS: 2021-2022 CAMPUS COMMUNITY BOOK PROJECT (CCBP)

The Campus Council on Community and Diversity (CCC&D) invites all members of the campus and greater community to nominate books related to the topic of "social justice in practice" for the 2021-2022 [Campus Community Book Project](#) (CCBP). As an educational institution, we endeavor to explore and engage thoughtfully about issues that impact our lives, directly and indirectly, with the goal of building a community that promotes diversity. [You can read more about the 2021-2022 call for book nominations at here.](#)

The Campus Community Book Project aims to foster dialogue among students, faculty, staff, and residents of the surrounding areas about important social issues. It also promotes learning about varied perspectives and ideas concerning the chosen topic.

We welcome nominations of books that meet the following criteria:

- Compelling and thought-provoking to engage us in dialogue about contemporary controversial issues and to raise questions that have many possible answers.
- Well-written, accessible, and engaging to a general audience.
- Short enough to be read within the time frame usually allotted for coursework.

- Provocative and intriguing to as many members of the community as possible, to invite diverse participation and integration into discussion groups and courses across disciplines.
- Written by someone who is still living.
- Author is a guest to the campus.

Any published work that is still in print in paperback – including non-fiction work, plays, novels, collections of short stories or essays – is eligible. An additional consideration for the recommended title is that the book's author will be available to speak as part of the Mondavi Center's Speakers Series for the 2021-2022 season.

To make a nomination or if you're interested in serving on the CCBP Selection Committee, contact Sunny Dosanjh at ssdosanjh@ucdavis.edu. Please include the book's title and author, plus a short description and explanation of why the nominated title complements the topic and represents a worthy selection. The CCBP Selection Committee will begin reviewing nominations in late July, so recommendations are requested by July 24, 2020.

The committee meets through the summer and more frequently in the fall as it proceeds to final selection. For more information about the book project and past selections, please visit the CCBP website at <http://ccbp.ucdavis.edu/>.

The Campus Community Book Project is sponsored by Campus Community Relations in the Vice Chancellor's Office of Diversity, Equity and Inclusion, the Campus Council on Community and Diversity, and the Offices of the Chancellor and Provost.

You can read about the 2020-21 selection, *Marbles: Mania, Depression, Michelangelo and Me* by author-cartoonist Ellen Forney [here](#).

Office of Health Equity, Diversity and Inclusion | AVC Hendry Ton

OFFICE OF STUDENT AND RESIDENT DIVERSITY HEALTH EQUITY ACADEMY

Seventeen high school students participated in the Office of Student and Resident Diversity's first-ever virtual Health Equity Academy, June 17-20. The students learned daily from a different medical student who taught about the human system and held an interactive activity. Daily two health professionals shared their journey and experience as a health professional with the students. All students worked in teams and completed research projects on a topic that address a public health issue in their community. The next HEALTH academy will be held in the fall and will also be virtual, dates will be posted on the [OSRD website](#).

SAFE SPACES FOR DIALOGUE FOR THE BLACK/AFRICAN DIASPORA COMMUNITY

Black/African American employees, students and residents have been negatively impacted by the continuous racism in America and are experiencing psychological trauma. HEDI with the support of the Office of the Vice Chancellor for Diversity, Equity and Inclusion has offered a safe space for UC Davis Black/African Diaspora community (faculty, staff, residents & students) for dialogue on an as needed basis. HEDI worked with their partners, Drs. Chase Moore and Tiffany Mimms, therapists known for their work with racial trauma, to create spaces specifically to support African American/Black employees, residents and students. Contact Dr. Adrienne Lawson for more information: alawson@ucdavis.edu or 916-606-9815 business cell.

PRESERVE OUR LEGACY: ADVANCING AFRICAN AMERICANS IN NURSING & WELLNESS

HEDI is hosting the annual Preserve Our Legacy: Advancing African Americans in Nursing & Wellness Conference in collaboration with Yes2Kollege and the Betty Irene Moore School of Nursing on August 25, 2020 as a virtual event via Zoom and Facebook Live. The guest speaker is Dr. Monica McLemore,

UCSF, associate professor in the Family Health Care Nursing Department, an affiliated scientist with Advancing New Standards in Reproductive Health, and a member of the Bixby Center for Global Reproductive Health. Her research is grounded in reproductive justice. There will also be a panel of nurses discussing their journey as a nursing student to a career in nursing. Registration coming soon.

Maricel Lumaquin of the Betty Irene Moore School of Nursing - 2020 CUCSA Kevin McCauley Memorial Outstanding Staff Award Recipient

The Council of UC Staff Assemblies (CUCSA) has named Maricel Lumaquin the 2020 Council of UC Staff Assemblies Kevin McCauley Memorial Outstanding Staff Award recipient. The Kevin McCauley Memorial Outstanding Staff Award is designed to recognize staff members at the University who are supportive and inclusive of UC staff, and encourage equity, diversity, and community, are forward thinking, and do not compromise quality. Maricel is the data analyst at the Betty Irene Moore School of Nursing at UC Davis. She is an advocate for staff engagement and diversity & inclusion. She served in the School of Nursing's Diversity & Inclusion Advisory Committee and Staff Engagement Survey Committee. [Read the story here.](#)

Office of Academic Diversity | AVC Raquel Aldana

RAQUEL ALDANA RETURNS TO LAW SCHOOL FACULTY

On July 1, Associate Vice Chancellor for Academic Diversity, Raquel Aldana, will return to teaching and her research full time when she joins the faculty in King Hall at the UC Davis School of Law. Aldana was the inaugural hire in 2017 for her position and in her three distinguished years touched nearly every corner of the campus. We wish her well and look forward to many more years of collaboration. An interim appointment for her position will be announced in the near future.

KUDOS TO CLERGÉ AND LA TORRE

CAMPSSAH Faculty Scholar [Orly Clergé](#) (Sociology) received the American Sociological Association's [Mary C. Douglas Prize](#) for Best Book in the Sociology of Culture Section of the for her book [The New Noir: Race, Identity, and Diaspora in Black Suburbia](#). CAMPOS Faculty Scholar [Anna La Torre](#) (Cell Biology and Human Anatomy) was promoted to Associate Professor. Congratulations to both for well-deserved recognition of your scholarship!

UPDATE ON PROGRESS TOWARD ACHIEVING HSI DESIGNATION

UC Davis has made important progress toward our goal of achieving federal [Hispanic Serving Institution](#) (HSI) designation since our [last communication on this subject on October 1, 2019](#), which may open up opportunities to pursue HSI sources of funding. While our [HSI ideals go well beyond funding implications](#), UC Davis recognizes that access to financial resources is essential to advancing many of the recommendations in the HSI Task Force [report](#). The [Office of Diversity, Equity, and Inclusion \(VC-DEI\)](#) has been charged to take a leadership role in communicating with federal agencies, coordinating with partners on campus, and engaging with stakeholders on these funding opportunities. We are also working closely with the [Office of Research \(OR\)](#) and [Budget and Institutional Analysis \(BIA\)](#) to ensure that we provide available accurate information as you, stakeholders on campus, consider these funding opportunities. [Please read the full statement here.](#)

Related news: the UC Immigrant Legal Services Center recently published a series of FAQs regarding the recent Supreme Court decision concerning DACA. They cover topics such as employment, travel, and future litigation. [You can find them here and a downloadable PDF to share.](#)

Walter Robinson's Random Acts of Kindness Week may have ended (June 9-19), but the opportunity to continue his legacy has not. This year, we challenge you to perform "Random Acts of Kindness" that intentionally promote equity. What changes, big or small, can you make to implement equity—in your department, the institution, your community? Become a [Guardian Scholars Mentor](#), or contribute to the Guardian Scholars Program; contribute to [Council of African American Parents Walter Robinson Scholarship](#) or the [Walter A. Robinson SMASH Scholarship](#). Walter A. Robinson (September 26, 1952 - June 7, 2019) was a revolutionary change agent and trailblazer in education. His commitment to providing pathways to higher education for under-served and underrepresented communities set the national standard for effective, compassionate and impactful academic outreach that is culturally and socioeconomically specific because he understood that "one size doesn't fit all." Robinson started at UC Davis as the executive director of Undergraduate Admissions in 2011 and was elevated to associate vice chancellor in 2015, tasked with establishing the Enrollment Management office

EVENTS

Thursday, June 18 – Thursday, July 16

The Future of International Education: Leadership Perspectives from Around the World

The Institute of International Education (IIE) and the University of California, Davis, present *The Future of International Education: Leadership Perspectives from Around the World*, a five-part series of leadership conversations about the future of the university and of international education, including the role internationalization has in advancing university missions.

Thursday, June 25

Listen. Learn. Act: A Conversation with Antiracism leaders in our community

Join International House Davis for a conversation with local Antiracism leaders/activists/artists/radical collaborators as they discuss their work to fight white supremacy, transform racist systems, create equitable policies and unveil individual and structural implicit bias for the community. Click here to register for the Zoom webinar: <https://bit.ly/2Nbeg7W>

Racism as a Public Health Crisis

The UC Davis Health Office for Health Equity, Diversity and Inclusion in collaboration with Inland Empire Concerned African American Churches, and sponsored by Building Resilient Communities, invite the community to join our discussion with a panel of health care providers, as they address racism in the current, world climate and how it plays a part in the health disparities of the African American community. [Learn more and register](#).

Friday, June 26

Racial Healing Circle

A technique for proactively building authentic dialogue and relationships to create collective impact. Join the UC Davis Health Office for Health Equity, Diversity and Inclusion for our virtual racial healing circle, facilitated by Mercedes Piedra, Director for UCDH Office for Health Equity, Diversity & Inclusion and Rangineh Azimzadeh Tosang, Founder of Solh Resolutions International. We are creating a safe space for supportive dialogue to build a community of belonging for a collective impact on racial justice. [Register](#)

Online events bring together senior leaders in academia for critical global and regional discussions on the consequences of COVID-19 and what they mean for global engagement and the future of both international

education and higher education, in 2020 and beyond. [For more information and to register visit the Global Affairs website.](#)

The Future of International Education: Leadership Perspectives from Africa: Thursday, June 25, 9-10 a.m. PDT (4-5 p.m. UTC)

The Future of International Education: Leadership Perspectives from Asia and Oceania: Thursday, July 2, 6-7 p.m. PDT (July 3, 1-2 a.m. UTC)

The Future of International Education: Leadership Perspectives from Europe: Thursday, July 9, 8-9 a.m. PDT (3-4 p.m. UTC)

The Future of International Education: Leadership Perspectives from Latin America: Thursday, July 16, 9-10 a.m. PDT (4-5 p.m. UTC)

Friday-Saturday, October 9-10

2020 Improving OUTcomes Conference To bring together health care and allied service providers throughout the Sacramento region to improve health outcomes for lesbian, gay, bisexual, transgender, queer and questioning (LGBTQ+) people and their families. [LEARN MORE](#)

RECOMMENDED READING

"UC Davis faculty call out anti-Black racism in academia," *Davis Enterprise*

CAMPSSAH Faculty Scholar Orly Clergé, STEM Graduate Diversity Officer Devin Horton, and Ph.D. students Rana McReynolds and Veneese Brown contribute insight about #BlackInTheIvory. [READ](#)

Harris, Michelle, Sherrill L Sellers, Orly Clergé, and Frederick W. Jr. Gooding, ed. *Stories from the Front of the Room: How Higher Education Faculty of Color Overcome Challenges and Thrive in the Academy.* Lanham, Maryland: Rowman & Littlefield, 2017.

Research demonstrates that faculty of color in historically white institutions experience higher levels of discrimination, cultural taxation, and emotional labor than their white colleagues. Despite efforts to recruit minority faculty, all of these factors undermine their scholarship, pedagogy, social experiences, promotion and retention. This edited volume builds upon the existing research on faculty of color, however, it also departs from the existing literature and unravels the socio-emotional experiences of being in front of the classroom, in labs, and in the Ivory Tower for faculty who are in multiple racialized social locations. [READ](#)

[Please also see the lists of Recommended Reading on our Racial Trauma Resources webpage here.](#)

***Department of Homeland Security v. Regents of the University of California*, SCOTUSblog**

The Department of Homeland Security's decision to rescind the Deferred Action for Childhood Arrivals program was arbitrary and capricious under the Administrative Procedure Act. [READ](#)

***Bostock v. Clayton County, Georgia*, SCOTUSblog**

An employer who fires an individual merely for being gay or transgender violates Title VII of the Civil Rights Act of 1964. [READ](#)

ADDITIONAL RESOURCES

[LGBTQIA Resource Center](#) Provides an open, safe, inclusive space and community. The LGBTQIA Resource Center promotes education as well as space for self-exploration about all sexes, genders and sexualities and their intersections with other identities.

[UC Davis School of Medicine Gender and Sexual Diversity student interest group](#) Supports lesbian, gay, bisexual, transgender, queer and questioning (LGBTQ+) students, residents, fellows and patients.

UC Davis School of Medicine Lesbian Gay Bisexual Transgender (LGBT) Group Activities include networking, holding quarterly potlucks, developing programs, enhancing institutional climate of inclusion, equity and opportunity, working with AAMC and other medical schools to advance LGBT in medicine and science nationally

UC Davis Health PRIDE Serves LGBTQ+ faculty, staff, students, alumni and friends of UC Davis Health and in the Sacramento area with education, awareness and support

Asian Pacific American Systemwide Alliance Promotes the general welfare and interests of the Asian Pacific American faculty, staff and students at UC Davis

Asian American Association (AAA) at UC Davis A student-run, non-profit organization that serves to unify the Asian American and Pacific Islander communities on campus

Pandemic EBT (P-EBT)

Families that have school-aged children who qualify for free or reduced lunch (and aren't receiving CalFresh/Food Stamps currently), are eligible to apply for a new federally funded, Pandemic EBT program. In response to CA school closures, families with children eligible for free or reduced-price meals at school will soon receive a pre-loaded EBT card in the mail for every eligible child. This EBT card is separate from the traditional EBT card. Families that are currently active on CalFresh will automatically be mailed a card beginning in May 2020. For non-CalFresh households, an application is required before June 30, 2020. The online application will launch in late May. [Please refer to this website for up-to-date information.](#)

Free Transportation for Vulnerable Elderly Adults

United Cerebral Palsy is offering free (donation optional) trips to vulnerable adults over 65 years of age, individuals with intellectual or developmental disabilities, individuals with compromised immune systems, as well as to individuals with serious chronic medical conditions. They can accommodate wheelchairs or other assistive mobility devices e.g. canes, walkers. In addition, they are available to do delivery trips such as picking up a pre-purchased grocery order, meals, prescription, pharmacy items, etc. [For more information please visit their website.](#)

The **UC Davis Office for Health Equity, Diversity and Inclusion** developed a [COVID resources page on our website](#) in English and Spanish to reach our communities and we are actively updating with new resources

We invite you to share and submit your thoughts and items for our newsletter (either current or future news and events) at diversityinclusion@ucdavis.edu

Thank you for your dedication to diversity, equity and inclusion!

[#ThinkBigDiversity](#)
<https://diversity.ucdavis.edu/>



volume 1 • number 9
For Your Information
July 9, 2020

Office of the Vice Chancellor for Diversity, Equity and Inclusion

Dear Colleagues,

Wow, it's July! Last week, on July 1, I celebrated my first year with you, and posted a "[Thank you video](#)" on Twitter. I've also [posted about our new, incoming president for the UC, Dr. Michael Drake](#), and the [UC's pending lawsuit and our support for international students](#). From a life/work balance perspective, I've even [posted about my garden](#), which includes [my kale plant](#) that came from our own [UC Davis Student Farm](#). I'm struck by the fact that it is summer and that time is flying. I hope that you are finding some time to rest, despite our Coronavirus quarantines and all of the work that we have on our plates. My own "vacation" will be spent unpacking boxes, because despite being in California for a year, I still haven't fully moved in. Next week, I will take some time for that.

This week, UC Davis announced the results of the economic analysis for the [Aggie Square project](#), noting that it is slated to add more than 25,000 jobs, and approximately \$5 billion dollars to the Sacramento region's economy. Some of our DEI team members have been in meetings related to this project, and more community-driven input is in the works. DEI partners with the [Greater Sacramento Urban League \(GSUL\)](#), and [Cassandra Jennings, GSUL's president and CEO](#) stated, "*The projected economic impact of Aggie Square is an opportunity for social transformation, lifting up neighborhoods and moving beyond gentrification gaps. Inclusive community engagement planning ensures full access and participation in economic prosperity ...*" [Councilman Eric Guerra](#) (District 6) also commented on Aggie Square, saying "... *A critical partnership with UC Davis and the community stakeholders will ensure that the benefits materialize for the surrounding communities for better jobs, housing and local opportunity.*" It's an exciting project!

This summer, I'm going to ask you to become *even more familiar* with the [Diversity & Inclusion Strategic Vision](#). You'll recall that the first part of [Goal 3](#) in our [University-wide Strategic Plan \(To Boldly Go\)](#) asks all of us to implement the D&I Strategic Vision across our units. We're going to work on that together in the coming year. The Vision has 5 goals, and we are looking at ways to assist you with implementing those goals. Take a fresh look at the [D&I Strategic Vision's goals and objectives](#). Think about [implementation planning](#). (This is great summer reading!) As you give thought to what you're already doing, and to what you want to do in the next year, please plan to engage with us, because we are working on a plan to share what schools, colleges, and units are doing in this upcoming implementation phase. We want the upcoming actions and plans that you're developing or solidifying to be aligned with the goals and objectives that committees have already outlined. In many cases, there may not be questions of how to implement the goals, because recommendations have already been made internally by [the HSI Taskforce](#), constituent groups, administrative advisory committees, and other stakeholders. Externally, there are recommendations listed in documents such as the [National Academies' report on the Science of Effective Mentoring in STEMM](#) (Science, Technology, Engineering, Math, and Medicine) which also has an [online guide with tools](#) – and many of these recommendations for mentoring can be extended to the social sciences, arts, and humanities.

As you take some time for yourselves this month, please continue to do so with safety in mind. My own face coverings "for the summer" are the lightweight, disposable, paper versions which are perfect for summer activities and being outdoors. When UC Davis makes their branded versions available, I'll look forward to

having one of those. Thank you for planning to participate in our upcoming activities such as next week's [film series on race by the California Newsreel](#) (complete with a facilitated discussion), "Addressing Privilege and Anti-Blackness" sponsored by the Feminist Research Institute, Global Affairs' [The Future of International Education](#) workshops, and other events that you'll see below. Finally, *as always*, thank you for your support.

Kind Regards,

Renetta G. Tull, Vice Chancellor

Michael V. Drake Named New UC President

The University of California Board of Regents late this afternoon (July 7) announced the appointment of Michael V. Drake, M.D., as the 21st president of UC's world-renowned system of 10 campuses, five medical centers, three nationally affiliated labs, more than 280,000 students, and 230,000 faculty and staff. [READ](#)

Content Submission Form

Do you have a DEI-oriented event, announcement, or article that you would like us to help promote through our DEI communication channels? Did your unit/department or a member of your unit/department receive recognition that demonstrates your commitment to DEI? If so, please send us your information [through this online form](#).

Understanding U.S Department of Homeland Security Guidance for Fall 2020

Global Affairs has published a series of announcements, an upcoming webinar, and some guidance for international students and scholars and allies eager to learn more about the guidelines to colleges and universities offering remote instruction in the fall. [LEARN MORE](#)

Racial Trauma Resources

A culmination of many stressors, including ongoing racism leading to the disproportionate loss of lives of people of color across America, has left our community traumatized and seeking answers. At UC Davis, we affirm our support for Black lives, acknowledge racism and connect with a shared commitment to address it. The office of Diversity, Equity & Inclusion has created a website with resources to support our community as we continue to find ways to build and strengthen our diverse culture at UC Davis. [LEARN MORE](#)

UPDATES & ANNOUNCEMENTS

Office of Campus Community Relations | AEVC Rahim Reed

DIVERSITY AND INCLUSION EDUCATION AND TRAINING

The Diversity and Inclusion Education and Training team has continued to provide educational courses and training for the campus community throughout the pandemic. In shifting to remote instruction, the team has conducted 22 sessions across 13 departments for over 640 total participants. In partnering with Staff Development & Professional Services, the team has been able to conduct an additional 14 sessions, serving over 350 participants.

Campus Community Relations also offered a training on "Understanding Microaggression: Towards Greater Diversity Consciousness" on July 1. Due to the sizable interest shown by the campus community, additional sessions will be offered on July 20, July 30, and August 6. Although these additional sessions are already full, other sessions (yet to be scheduled) will be available through SDPS in the next academic year.

[For information on registering for SDPS sessions, please visit here.](#)

[For more information on other DEI topics offered through SDPS, please visit here.](#)

FILM SCREENING: RACE - THE POWER OF AN ILLUSION

The Office of Campus Community Relations invites you to engage in learning and dialogue with your campus community while coming together, remotely, to watch this three-part documentary. Space is limited and Zoom registration is required.

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You can read about the 2020-21 selection, *Marbles: Mania, Depression, Michelangelo and Me* by author-cartoonist Ellen Forney [here](#).

Office of Health Equity, Diversity and Inclusion | AVC Hendry Ton

HOSPITAL EARNS JAMES BEARD FOUNDATION AWARD FOR 2ND YEAR

[For the second year in a row](#), UC Davis Health's hospital café received a prestigious designation from [The James Beard Foundation](#) as a [Smart Catch Leader](#). This recognition is particularly important because it aligns with and reinforces our Anchor Institution Mission. As Hendry Ton explained recently, "For us to truly improve the health of communities, we must continue to be more than the best provider in the region. We must also continue to improve access to care. And we must leverage UC Davis Health's resources to improve the economic vitality of underserved communities - essentially serving as an 'anchor' for communities buffeted by socioeconomic instability. This is the goal of our new Anchor Institution Mission - our AIM for Community Health Initiative. By developing and supporting jobs for local community members, partnering with local businesses, and purchasing and investing locally, we can help generate wealth that stays and grows within those communities." [You can read the full article here](#).

Office of Academic Diversity

FACULTY PROMOTIONS

[Verónica Martínez-Cerdeño](#), Pathology and Laboratory Medicine, School of Medicine, 2019 ADVANCE Scholar Award recipient, [CAMPOS Scholar](#), promoted to Professor!

[Natalia Deeb-Sossa](#), Chicana/o Studies, [CAMPSSAH Faculty Affiliate](#), [HSI Taskforce member](#), promoted to Professor!

[Wilsaan M. Joiner](#), Neurobiology, Physiology and Behavior (College of Biological Sciences), Neurology (School of Medicine), [CAMPOS Scholar](#), promoted to Associate Professor!

FACULTY PARENT SUPPORT GROUP: SPECIAL SUMMER ASSISTANCE

From the most recent edition of "Academic Insight," the newsletter published by Academic Affairs: With the continuation of remote work, the pressures on faculty with young children are significantly higher than usual, making it even more challenging to respond to work demands. The convener of the [Faculty Parent Support Group](#), Professor Diane Wolf, is generously making herself available throughout the summer to listen to faculty concerns and, if needed, help develop strategies to navigate these new challenges. To arrange a one-on-one confidential meeting at your convenience by phone, Zoom or any other venue, please email Diane directly at dlwolf@ucdavis.edu.

CAMPOS Faculty Scholar [Marie Heffren, assistant professor in the Department of Chemistry](#) Receives Graduate Program Advising and Mentoring Award

State-Funded Travel Restriction – Idaho

Through Assembly Bill 1887, California aims to "avoid supporting or financing discrimination against lesbian, gay, bisexual, and transgender people." This Bill prohibits state-funded or state-sponsored travel (with certain exceptions) to 11 states (Alabama, Iowa, Kansas, Kentucky, Mississippi, North Carolina, Oklahoma, South Carolina, South Dakota, Tennessee, and Texas).

Effective July 1, 2020, California will add Idaho as the 12th state to the restricted travel list based on two bills recently signed into law in Idaho (House Bill 500 and 509). Please review your currently scheduled travel to ensure this does not conflict. Travel safely!

EVENTS

Thursday, July 9

Growing as a Community: Moving from Ally to Advocate

As our communities across the nation grapple with the injustices of violence, we must actively confront these systemic injustices and understand the importance of healing racial trauma for the wellbeing of all our communities. Presented by the Office for Health Equity, Diversity and Inclusion. Virtual discussion hosted from 12-1pm, by Colleen Sweeney, Ph.D, Ian Kim, MD, MBA, and Mercedes Piedra, MS. [Register for the event here.](#)

Friday, July 10

Racial Healing Circle

A technique for proactively building authentic dialogue and relationships to create collective impact. Join the UC Davis Health Office for Health Equity, Diversity and Inclusion for our virtual racial healing circle, facilitated by Mercedes Piedra, Director, Office for Health Equity, Diversity & Inclusion and Rangineh Azimzadeh Tosang, Founder of Solh Resolutions International. We are creating a safe space for supportive dialogue to build a community of belonging for a collective impact on racial justice. [Register](#)

Tuesday, July 14

Asking Different Questions: Addressing Privilege and Anti-Blackness in Research Culture

What are we doing to address ongoing anti-Blackness and amend for generations of exclusion? How must our departments, professional organizations, research systems, mentoring practices, and administrative structures change? We will share resources to learn and identify sites for personal and collective action. [Read more and register on the Feminist Research Institute's webpage.](#)

Thursday, July 16

Understanding U.S. Department of Homeland Security Guidance for Fall 2020

On July 16 at 11 a.m. (PDT) Services for International Students and Scholars (SISS) within Global Affairs is hosting immigration attorneys from Wolfsdorf Rosenthal LLP for a webinar, Understanding U.S. Department of Homeland Security Guidance for Fall 2020. The UC Davis international community is invited to attend this free webinar and submit questions in advance. [Register today and submit your questions in advance.](#)

The Future of International Education: Leadership Perspectives from Around the World

The Institute of International Education (IIE) and the University of California, Davis, present *The Future of International Education: Leadership Perspectives from Around the World*, a five-part series of leadership conversations about the future of the university and of international education, including the role internationalization has in advancing university missions.

Online events bring together senior leaders in academia for critical global and regional discussions on the consequences of COVID-19 and what they mean for global engagement and the future of both international education and higher education, in 2020 and beyond. [For more information and to register visit the Global Affairs website.](#)

- The Future of International Education: Leadership Perspectives from Latin America: Thursday, July 16, 9-10 a.m. PDT (4-5 p.m. UTC)

Friday, July 17

New Realities for Higher Education

How can California's higher education systems address the challenges facing the state in the wake of COVID-19 and amid persistent concerns about racial inequality? Join us for a wide-ranging conversation with the leaders of California's public institutions: Janet Napolitano, president, University of California; Eloy Ortiz Oakley, chancellor, California Community Colleges; and Timothy White, chancellor, California State University. 11:00A - 12:00P, [learn more and register in advance here.](#)

Friday-Saturday, October 9-10

2020 Improving OUTcomes Conference

This conference will bring together health care providers from the Greater Sacramento area to build transformational leadership and community with the common goal of culturally competent care for all lesbian, gay, bisexual, transgender, queer and questioning (LGBTQ+) people and their families. [LEARN MORE](#)

RECOMMENDED READING

UC poised to sue federal government over new visa policy for international students

The University of California today (July 8) announced new plans to file suit against the federal government for violating the rights of the University and its students when the U.S. Department of Homeland Security (DHS) directed Immigration and Customs Enforcement (ICE) to bar international students from staying in the country if they attend U.S. universities that offer only online courses during the COVID-19 health crisis. [READ](#)

[Please also see the lists of Recommended Reading on our Racial Trauma Resources webpage here.](#)

ADDITIONAL RESOURCES

[UC Davis Services for International Students and Scholars \(SISS\)](#) within Global Affairs is committed to supporting international students and scholars, especially regarding the U.S. Department of Homeland Security new guidance for the U.S. Student and Exchange Visitor Program (SEVP) related to online courses for fall 2020 that concerns students on F-1 nonimmigrant visas (please note: this applies only to F-1 and M-1 students). If you are an international student affected by this, have questions about these restrictions, or are concerned about your immigration status, please contact your SISS Advisor through [the staff directory](#) on the SISS website.

Pandemic EBT (P-EBT)

Families that have school-aged children who qualify for free or reduced lunch (and aren't receiving CalFresh/Food Stamps currently), are eligible to apply for a new federally funded, Pandemic EBT program. In response to CA school closures, families with children eligible for free or reduced-price meals at school will soon receive a pre-loaded EBT card in the mail for every eligible child. This EBT card is separate from the traditional EBT card. Families that are currently active on CalFresh will automatically be mailed a card beginning in May 2020. For non-CalFresh households, an application is required before June 30, 2020. The online application will launch in late May. [Please refer to this website for up-to-date information.](#)

Free Transportation for Vulnerable Elderly Adults

United Cerebral Palsy is offering free (donation optional) trips to vulnerable adults over 65 years of age, individuals with intellectual or developmental disabilities, individuals with compromised immune systems, as well as to individuals with serious chronic medical conditions. They can accommodate wheelchairs or other assistive mobility devices e.g. canes, walkers. In addition, they are available to do delivery trips such as picking up a pre-purchased grocery order, meals, prescription, pharmacy items, etc. [For more information please visit their website.](#)

The **UC Davis Office for Health Equity, Diversity and Inclusion** developed a [COVID resources page on our website](#) in English and Spanish to reach our communities and we are actively updating with new resources

We invite you to share and submit your thoughts and items for our newsletter (either current or future news and events) at diversityinclusion@ucdavis.edu

Thank you for your dedication to diversity, equity and inclusion!

[#ThinkBigDiversity](#)
<https://diversity.ucdavis.edu/>



volume 1 • number 10
For Your Information
July 23, 2020

Office of the Vice Chancellor for Diversity, Equity and Inclusion

Dear Colleagues,

Greetings! Our July issues were technically scheduled to be a bit shorter than usual to give our staff a little break and time for self-care. While this issue is short, I would like to draw your attention to a few items:

- Congratulations to the new Chancellor's Diversity Fellows, **Dr. Diane Beckles**, Department of Plant Sciences; **Dr. Colleen Bronner**, Department of Civil and Environmental Engineering; **Dr. Milmon F. Harrison**, Department of African American and African Studies; and **Dr. Margarita Jimenez-Silva**, School of Education! (For more information on their award see below!)
- I invite you to share in a fond virtual community farewell for **Dr. Vajra Watson**, on Monday, August 3, 2020 to celebrate her contributions to UC Davis, and to celebrate her new role at California State University, Sacramento. Dr. Watson is the Director of the Office of Research and Policy for Equity, and Founder of the Sacramento Area Youth Speaks (SAYS) program, which has received national acclaim. Dr. Watson is well known for her equity scholarship and heart for the community. She will be greatly missed as she leaves UC Davis to become the new faculty director of the Doctorate of Educational Leadership Program Sac State! Please read much more in the full article in [this week's UC Davis Dateline](#).
- The SAYS program will be jointly managed by the Office of Undergraduate Enrollment and DEI, and will have the university-sponsored leadership of Ms. Patrice Hill and Ms. Denisha Bland. Connections with additional campus partners are also underway. We will greatly miss Dr. Watson, but we are looking forward to continuing her legacy and having SAYS as part of our units so that UC Davis can support the tremendous work that SAYS does for students and the community.

Coming soon! Our office is working with Audit and Management Advisory Services (AMAS) [Link] and the DEI-Executive Leadership Team of deans and campus leaders (DEI-ELT) to develop a UC Davis 2020 Campus Climate Review that will include development of plans to put the [Diversity and Inclusion Strategic Vision](#) into action, and implement the [5 Goals](#). AMAS shared aspects of their process with the DEI-ELT earlier this month. There will be a full description of the roll-out next month. Campus-wide DEI training and workshops will continue throughout the year, and departments will be encouraged to work with offices such as (but not limited to) the [DEI Education and Training Group](#), and the [Transformative Justice in Education Center](#) (TJE) to conduct deeper dives and to have individualized consultations. Campus-wide anti-racism workshops and sessions started in July, and the Transformative Justice in Education Center will give a campus-wide workshop on August 26, 2020 to address transformation in terms of their 5 Pedagogical Stances: Histories, Race, Justice, Language, and Futures. We're looking forward to working with AMAS, the TJE, and other campus partners to assist our colleges and schools with developing their action plans.

Thank you for your commitment to justice.

Kind Regards,

Renetta G. Tull, Vice Chancellor

Announcing UC Davis' Inaugural Chancellor's Fellowships for Diversity, Equity and Inclusion

Chancellor Gary S. May and the UC Davis Academic Senate have announced the inaugural recipients of the Chancellor's Fellowships for Diversity, Equity and Inclusion. The honored faculty members are: **Diane Beckles**, Department of Plant Sciences; **Colleen Bronner**, Department of Civil and Environmental Engineering; **Milmon F. Harrison**, Department of African American and African Studies; **Margarita Jimenez-Silva**, School of Education. [Read the Announcement](#)

Big Boost in Chicax/Latinx Students Admitted to UC Davis

You have probably seen [the exciting news](#) that UC Davis admitted a record number of new undergraduates for fall 2020, including an all-time high of nearly 30,000 California residents. Additionally, thanks in part to the hard work of our *Pioneros*, so far this year, we have a nearly 9% increase in the number of Chicax/Latinx students admitted to UC Davis. That is an increase of 673 students.

Racial Trauma Resources

A culmination of many stressors, including ongoing racism leading to the disproportionate loss of lives of people of color across America, has left our community traumatized and seeking answers. At UC Davis, we affirm our support for Black lives, acknowledge racism and connect with a shared commitment to address it. The office of Diversity, Equity & Inclusion has created a website with resources to support our community as we continue to find ways to build and strengthen our diverse culture at UC Davis. [Learn more.](#)

Content Submission Form

Do you have a DEI-oriented event, announcement, or article that you would like us to help promote through our DEI communication channels? Did your unit/department or a member of your unit/department receive recognition that demonstrates your commitment to DEI? If so, please send us your information [through this online form](#).

UPDATES & ANNOUNCEMENTS

Office of Campus Community Relations | AEVC Rahim Reed

FILM SCREENING: RACE - THE POWER OF AN ILLUSION

The Office of Campus Community Relations invites you to engage in learning and dialogue with your campus community while coming together, remotely, to watch this three-part documentary. *Space is limited and Zoom registration is required.*

The division of the world's peoples into distinct groups - "red," "black," "white" or "yellow" peoples - has become so deeply imbedded in our psyches, so widely accepted, many would promptly dismiss as crazy any suggestion of its falsity. Yet, that's exactly what this provocative, new three-hour series by California Newsreel claims. Race - The Power of an Illusion questions the very idea of race as innate biology. Yet race still matters. Just because race does not exist in biology does not mean it is not very real, helping shape life chances and opportunities.

- "The House we Live In" (Ep. 3) – July 28, 11am - 12:15pm • [Registration Link](#)
- Debrief - Film Screening: *Race the Power of an Illusion* – July 31, 11am-12:15pm

Office of Health Equity, Diversity and Inclusion | AVC Hendry Ton

UC DAVIS NURSING SCHOOL NAMES NEW HEALTH EQUITY, DIVERSITY AND INCLUSION DEAN

The [Betty Irene Moore School of Nursing at UC Davis](#) announces the appointment of Piri Ackerman-Barger to the newly created position of associate dean for Health Equity, Diversity and Inclusion. In this position, [Ackerman-Barger](#) leads the school's efforts to create a diverse and welcoming setting in which to learn, work and collaborate. She also designs initiatives so the school's learning environments, workforce, programs, services and partnerships are more diverse and inclusive. She reports to UC Davis Health

Associate Vice Chancellor for Health Equity, Diversity and Inclusion Hendry Ton and to Stephen Cavanagh, dean for the School of Nursing. [Read the full announcement here.](#)

Office of Academic Diversity

2020 ADVANCE SCHOLAR AWARD RECIPIENTS

The Office of the Vice Chancellor for Diversity, Equity and Inclusion, through the ADVANCE Program and its Center for the Advancement of Multicultural Perspectives in Science (CAMPOS) is delighted to announce the 2020 ADVANCE Scholar Award recipients:

Chen-Nee Chuah

Electrical and Computer Engineering

and

Jesús A. De Loera

Mathematics

The ADVANCE Scholar Award highlights and celebrates the contributions that STEM faculty at UC Davis have made to their fields through outstanding scholarship and mentorship. The award aims to encourage excellence in research as well as leadership and outreach to underserved communities and/or mentorship of under-represented students. [Please read the full announcement here.](#)

Additional information and registration information on upcoming seminars can be found on the [Summer 2020 Alumni Career Mentorship Webinar Series web page.](#)

July

23 Chicanx-Latinx/Native American - Careers in Law
30 African American - Careers in Medicine/Health

August

06 Native American - Careers in Medicine/Health
13 African American - Careers in Law
20 Women of Color in Leadership Roles

September

03 Chicanx/Latinx - Careers in Medicine/Health II
10 African American Males in Leadership Roles
17 Chicanx/Latinx - Careers in Education

CAMPOS Scholar Jasquelin Peña Joins Department of Civil and Environmental Engineering

From studying environmental and molecular biogeochemistry to addressing water quality issues, Peña looks forward to sharing her knowledge and connecting with UC Davis students this fall.

Peña joined the UC Davis Department of Civil and Environmental Engineering as an associate professor starting this spring. Her research lies at the intersection of natural, managed and engineered ecosystems and aims to advance sustainable solutions to environmental quality problems. [Read the story here](#)

EVENTS

July 23, Thursday

Alumni Career Mentorship Webinar Series – Careers in Law | 4:00PM

On behalf of Undergraduate Admissions (UA) and the African and African American Alumni Association, Chicanx/Latinx Alumni Association, and Native American Alumni Association, we want to congratulate our incoming students on their admission to UC Davis. During the upcoming summer months, UA will be hosting the inaugural [Alumni Career Mentorship Webinar Series](#) for our incoming Freshmen and Transfer students. The first webinar this month will be hosted by Dean Kevin Johnson from UC Davis' Martin Luther King School of Law. [Register Now](#)

The Minneapolis Uprising: Abolition and the Struggle for a Police-free City | 4:00PM

In this panel, organizers from Minneapolis will talk about the decades of multi-racial and Black-led organizing that has led to these victories, reflect on the lessons and promises of the Minneapolis uprising, and discuss the path forward for abolitionist and Black liberation struggles in the US and globally. [Learn more and register here.](#)

July 24, Friday

Health Disparities: The Latinx Experience During COVID-19 | 12:00PM

Please join our Center Director, Dr. Sergio Aguilar-Gaxiola on Friday, July 24, 12pm-1:30pm for a presentation on Health Disparities and the Latinx Experience During COVID-19, which will be hosted by the Mendocino Latinx Alliance. This event will be bilingual, where attendees can choose a language (English/Spanish) option. [Read more and register here.](#)

July 28, Tuesday

Trauma-Informed Care and Services for Immigrant Families | 2:00PM

“Save the date” for a virtual three-part symposium on *Trauma-Informed Care and Services for Immigrant Families*, hosted by the Center for Reducing Health Disparities and the California Health Care Foundation. Experts will discuss the effects of trauma on immigrant families on a variety of topics. Register today for Part I, focusing on *Trauma in immigrant families: Public charge, DACA and COVID-19* at <https://tinyurl.com/UCDTrauma-InformedSymposium>. **Part II: Aug. 25** - How health systems and providers can deliver trauma-informed care to immigrant families. **Part III: Sept. 22** - Financial impacts and policy solutions for trauma in immigrant families

July 17 - August 10

From Policing and Protest to Discrimination and Systemic Racism

This summer, the University of Virginia School of Law is convening a series of National Faculty Workshops on the issues raised by the Black Lives Matter movement and the broad array of legal questions it implicates — from policing and protest to discrimination and systemic racism. Each virtual workshop, open to all law faculty nationwide, will feature a single scholar who will present on a recent or current project and will be moderated by a member of the UVA Law faculty. [Learn more here.](#)

October 9-10, Friday-Saturday

2020 Improving OUTcomes Conference

This conference will bring together health care providers from the Greater Sacramento area to build transformational leadership and community with the common goal of culturally competent care for all lesbian, gay, bisexual, transgender, queer and questioning (LGBTQ+) people and their families. [LEARN MORE](#)

RECOMMENDED READING

"COVID fatigue" is hitting hard. Fighting it is hard, too, says UC Davis Health psychologist

It's time to develop coping skills, which include exercise and talking about our fears and stress. [READ](#)

"For Whom the Bell Tolls: COVID-19 Death Patterns in California," UCLA Health, Center for the Study of Latino Health and Culture

Report no.7 of UCLA's Center for the Study of Latino Health and Culture addresses the effects of the novel coronavirus disease 2019 (COVID-19) pandemic on Latino communities. As of July 8, 2020, a total of 6,519 people in California had died due to COVID-19-associated conditions. These deaths did not occur randomly in the state's population. Rather, they occurred more in some racial/ethnic (R/E) populations than in others. [READ](#)

[Please also see the lists of Recommended Reading on our Racial Trauma Resources webpage here.](#)

ADDITIONAL RESOURCES

[UC Davis Services for International Students and Scholars \(SISS\)](#) within Global Affairs is committed to supporting international students and scholars, especially regarding the U.S. Department of Homeland Security new guidance for the U.S. Student and Exchange Visitor Program (SEVP) related to online courses for fall 2020 that concerns students on F-1 nonimmigrant visas (please note: this applies only to F-1 and M-1 students). If you are an international student affected by this, have questions about these restrictions, or are concerned about your immigration status, please contact your SISS Advisor through [the staff directory](#) on the SISS website.

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Thank you for your dedication to diversity, equity and inclusion!

[#ThinkBigDiversity](#)

<https://diversity.ucdavis.edu/>



volume 1 • number 11
For Your Information
August 6, 2020

Office of the Vice Chancellor for Diversity, Equity and Inclusion

Dear Colleagues,

This issue is going to press on July 31, 2020, and will be distributed on Thursday, August 6. I extend thanks to our team for keeping the newsletter's publication schedule during vacation periods. My segment this week includes a focus on a message that [Jim Carroll, AIA, Associate Vice Chancellor & University Architect](#), for [UC Davis Design and Construction Management](#) is sharing with the construction community, and agreed to have shared here:

"University of California, Davis is a diverse and inclusive institution that strives for equity in everything we do. Our message is best understood through our [Principles of Community](#) which we live by each day.

Throughout campus you will see messages supporting our entire community. Though we may come from different backgrounds and may have different beliefs, on campus we share a strong belief in inclusion and that our varied backgrounds makes us stronger.

Should you come across a personal message of support, please respect yourself and others by allowing these narratives to remain in place without defacing or altering the message. While we may occasionally observe gestures of disagreement in these public messages, at UC Davis tolerance and respect allow us to achieve much more while working together.

In the design and construction community, it is not our role to post or alter these messages, but instead to diligently complete our work in support of those that follow."

The request in this message is one that I ask of our entire community.

As you plan your continued training and awareness of issues related to equity and anti-racism, please draw your attention to the slate of courses below offered by our [Diversity & Inclusion Education and Training unit](#) on *Microaggressions*, *Understanding Diversity and Social Justice*, *Understanding Unconscious Bias*, and *Unpacking Oppression*. Many of you have already registered for sessions, and as they fill up, we will be looking at ways to expand offerings. We also ask you to continue to **hold Wednesday, August 26, 11 AM** for our 1-hour campus-wide session by the [Transformative Justice in Education Center](#) that will discuss the **"5 Pedagogical Stances: Histories, Race, Justice, Language, Futures."** This talk will allow us to continue our campus dialogues on recognizing and addressing issues of bias and structural inequalities. The talk will fit nicely with other awareness-building that UC Davis has offered this summer such as: participating in [racial healing circles](#), going to your units' meetings and town halls, reading the [Resources for Racial Trauma](#), attending the [Feminist Research Institute's Anti-racism workshop](#) (if you missed it, please see their updated July 2020 post on [Impacts of Anti-Blackness in Research Cultures](#)), DEI's viewing and discussion of ["Race: The Power of an Illusion" film series](#), and other events.

All of these awareness-building opportunities are assisting with broadening understanding as we prepare for a Fall 2020 campus climate review with [Audit and Management Advisory Services \(AMAS\)](#) which will assist

with becoming re-acquainted with [UC Davis' D&I Strategic Vision](#) and [the guidelines for implementation](#). *As schools, colleges, and units consider updates to their own action plans and visions, we ask that new or updated plans be aligned with the [5 goals of the D&I Strategic Vision](#), which are directly connected to Goal 3 of [UC Davis' Strategic Plan: To Boldly Go](#).*

Finally, please continue to take care of yourselves. We still have sessions to help with [COVID-19 and coping](#), and information sessions such as [Cómo prevenir la COVID-19 en nuestra comunidades Latinx](#), the Spanish iteration of our webcast on *Preventing COVID-19 in Our Latinx Communities*, hosted in partnership with the [Sacramento Latino Medical Association \(SALMA\)](#), the [Latino Medical Student Association \(LMSA\)](#), and the [UC Davis Health Latino Faculty and Staff Association \(LHSA\)](#). We continue to wish you a healthy and safe summer.

Kind Regards,

Renetta G. Tull, Vice Chancellor

Joint Statement from the Division of Student Affairs and the Office of Diversity, Equity and Inclusion: Solidarity with the Undocumented Community

We write to express our collective support for our Undocumented community at UC Davis and beyond. We center their humanity and acknowledge the continued strength and fortitude demonstrated despite facing numerous barriers including unjust and inhumane immigration policies. We remain committed to advocacy and supporting our Undocumented community through our words and actions. [Read the full statement here](#).

Racial Trauma Resources

A culmination of many stressors, including ongoing racism leading to the disproportionate loss of lives of people of color across America, has left our community traumatized and seeking answers. At UC Davis, we affirm our support for Black lives, acknowledge racism and connect with a shared commitment to address it. The office of Diversity, Equity & Inclusion has created a website with resources to support our community as we continue to find ways to build and strengthen our diverse culture at UC Davis. [Learn more](#).

Content Submission Form

Do you have a DEI-oriented event, announcement, or article that you would like us to help promote through our DEI communication channels? Did your unit/department or a member of your unit/department receive recognition that demonstrates your commitment to DEI? If so, please send us your information [through this online form](#).

UPDATES & ANNOUNCEMENTS

Office of Campus Community Relations | AEVC Rahim Reed

Educational opportunities to enrich our awareness and knowledge about racism

[Diversity & Inclusion Education and Training](#), a unit of the Vice Chancellor's Office for Diversity, Equity, and Inclusion, is offering an early roll out of four courses on the topics of Microaggressions, Social Justice, Bias, and Oppression this pre-fall season. Their respective descriptions and official titles are below; those titles can be used to find and enroll in the courses via the [UC Learning Center \(LMS\)](#); a service managed by [SDPS](#) for the UC Davis campus. All sessions will be via Zoom. We hope to see you there!

- [Microaggressions - Towards Greater Awareness and Understanding](#)

As cultural beings, we are products of our socialization. Our socialization includes conditioning in how we understand differences and our identities and how those identities are understood and experienced at the individual and structural levels. Using the work of Derald Wing Sue, this session explores the phenomenon of microaggressions in everyday life by increasing awareness of common

occurrences; understanding its impact on those who experience them; and exploring strategies on how to mitigate and respond to them.

- [Understanding Diversity and Social Justice](#)

Through personal sharing, group exercises, and dialogue, the ever persistent and ever changing dynamics of personal and societal structures which support inequality will be examined. Participants will also engage in learning skills to become allies for social equity.

- [Unpacking Oppression](#)

Participants will explore the cultural barriers that perpetuate oppression at the institutional level. In addition to oppression theory, the course provides an opportunity to increase awareness regarding power and privilege with the goal of fostering a more inclusive and equitable campus environment.

Office of Health Equity, Diversity and Inclusion | AVC Hendry Ton

Message from Leadership

Over the past few weeks, the HEDI team have been working with partners to plan and take action to address structural racism and advance diversity, equity, and inclusion. We have developed a 4-point plan that includes things that we have done or are doing, things that we will do, and things that you and your department can do. You can [find our action plan here](#). We consider this a living document and will update this as we identify new strategies and make progress on existing actions. We would also love to hear your thoughts, feedback, and what you are doing to address racism and inequities, so feel free to [contact us](#).

Office of Academic Diversity

2020-2021 CAMPOS Faculty Scholars Announced

Under the leadership of Vice Provost Phil Kass and CAMPOS Faculty Director Mariel Vazquez, CAMPOS continues to thrive beyond the term of UC Davis ADVANCE (2012-2019). The vision became a reality through the creation of the Center for the Advancement of Multicultural Perspectives on Science (CAMPOS). This year, we welcome our *sixth* cohort of three exceptional CAMPOS Faculty Scholars. They join twenty-eight current [CAMPOS Faculty Scholars](#) representing eight colleges and schools and twenty-four different departments. "I am very pleased with the high-quality nominations received this year," said Mariel Vazquez, "and I am thrilled to welcome two new scholars from the medical school and our first scholar from the Statistics department." [Please read more about the newest CAMPOS scholars here](#).

Jairo Fúquene Patiño

Statistics, College of Letters and Science

Tiffani Johnson

Emergency Medicine, School of Medicine

Theanne N. Griffith

Physiology and Membrane Biology, School of Medicine

Professors Leveraging a Community of Engagement (PLACE) with CAMPSSAH Awarded UCOP Advancing Faculty Diversity, Improved Climate and Retention 2020-2022 Grant

[CAMPSSAH](#) Faculty Director, [Kimberly Nettles-Barcelón](#) received an award of \$225,000 through President Napolitano's allocation to support improve campus climate and retain faculty. "PLACE with CAMPSSAH" will focus on three areas: community building, leadership development, and recognizing faculty contributions. PLACE will consist of writing communities composed of CAMPSSAH Faculty Scholars and Affiliates to engage across disciplinary boundaries and promote the publication of scholarship at various junctures of their career trajectory. It also will support post-tenure faculty with startup funds and supplemental conference travel grants for childcare expenses.

EVENTS

August 6, Thursday

Alumni Career Mentorship Webinar Series – Native American: Careers in Medicine/Health | 4:00PM

On behalf of Undergraduate Admissions (UA) and the African and African American Alumni Association, Chicanx/Latinx Alumni Association, and Native American Alumni Association, we want to congratulate our incoming students on their admission to UC Davis. During the upcoming summer months, UA will be hosting the inaugural [Alumni Career Mentorship Webinar Series](#) for our incoming Freshmen and Transfer students. [Register Now](#)

Additional information and registration information on upcoming seminars can be found on the [Summer 2020 Alumni Career Mentorship Webinar Series web page](#).

August

06 Native American - Careers in Medicine/Health
13 African American - Careers in Law
20 Women of Color in Leadership Roles

September

03 Chicanx/Latinx - Careers in Medicine/Health II
10 African American Males in Leadership Roles
17 Chicanx/Latinx - Careers in Education

August 13, Thursday

Cómo prevenir la COVID-19 en nuestra comunidades Latinx | 7:00PM

La Health Office for Health Equity, Diversity and Inclusion (Oficina para la Igualdad, Diversidad e Inclusión de la Salud) de UC Davis en colaboración con la Sacramento Latino Medical Association (SALMA) (Asociación Médica Latina de Sacramento), la Latino Medical Student Association (LMSA) (Asociación de Estudiantes de Medicina Latinos) y la Latino Faculty and Staff Association (LFSA) (Asociación de Profesores y Personal Latinos) invitan a la comunidad a unirse a nuestro panel de profesionales de atención médica mientras abordan las desigualdades en la comunidad latina y comentan y descartan los mitos alrededor del coronavirus.

<https://diversity.ucdavis.edu/events/como-prevenir-la-covid-19-en-nuestra-comunidades-latinx>

August 21, Friday

Growing as a Community: Advancing Racial and Health Equity | 12:00PM

As our communities grapple with the historic social injustices across our nation, it's important to hear from our leaders about the importance of adopting an equity and anti-racism lens to aid in the healing of racial trauma for the wellbeing of our communities. Join us for the next installment in our series - Growing as a Community: Advancing Health and Racial Equity. We will discuss the following: Anti-racism strategies we can utilize on our campus; Coming to terms with our own biases; The need and importance for physicians and healthcare workers to uphold health and racial equity in our workplace, home, and communities; Next steps for healthcare leaders to advance health and racial equity. Please register here: bit.ly/GrowingasaCommunity8-21

RECOMMENDED READING

"A.D.A. Now!"

This month marks the 30th anniversary of the Americans with Disabilities Act, which is considered the most important civil rights law since the 1960s. Through first-person stories, we look back at the making of this movement, the history of how disability came to be seen as a civil rights issue, and what the disability community is still fighting for 30 years later. Includes a "further reading" list. [Listen now](#)

Virtual Job Events 'Expand Our Reach'

The Leadership Recruitment and Diversity Services Team has developed tools and resources aimed at connecting with the diverse community of job-seekers who want to start their careers with UC Davis. [Read about the tools and efforts](#)

[Please also see the lists of Recommended Reading on our Racial Trauma Resources webpage here.](#)

Featured Resource | UC Davis Health DiversABILITY Employee Resource Group

The DiversABILITY Employee Resource Group brings together people with disabilities and allies to develop resources, create a safe place and provide peer support. The DiversABILITY Employee Resource Group meets at noon on the third Tuesday of each month. Please email the board at hs-abilitieserg@ucdavis.edu for meeting location and details, and request to join the email group. Everyone is welcome. [Visit their webpage here.](#)

ADDITIONAL RESOURCES

[Accessibility at UC Davis](#)

At UC Davis, we are committed to making our programs, activities and services accessible and to providing equal opportunities to individuals with disabilities. This website summarizes the rights of individuals with disabilities under university policy, federal law, and state law, and provides information about accessing University programs and facilities for the campus community. We hope that, whether you are a student, employee, or visitor, this website will help you meet your accessibility needs, as well as the needs of those with whom you interact on a regular basis.

Free Transportation for Vulnerable Elderly Adults

United Cerebral Palsy is offering free (donation optional) trips to vulnerable adults over 65 years of age, individuals with intellectual or developmental disabilities, individuals with compromised immune systems, as well as to individuals with serious chronic medical conditions. They can accommodate wheelchairs or other assistive mobility devices e.g. canes, walkers. In addition, they are available to do delivery trips such as picking up a pre-purchased grocery order, meals, prescription, pharmacy items, etc. [For more information please visit their website.](#)

The **UC Davis Office for Health Equity, Diversity and Inclusion** developed a [COVID resources page on our website](#) in English and Spanish to reach our communities and we are actively updating with new resources

We invite you to share and submit your thoughts and items for our newsletter (either current or future news and events) at diversityinclusion@ucdavis.edu

Thank you for your dedication to diversity, equity and inclusion!

[#ThinkBigDiversity](#)

<https://diversity.ucdavis.edu/>



volume 1 • number 12

For Your Information

August 20, 2020

Office of the Vice Chancellor for Diversity, Equity and Inclusion

Dear Friends,

Today, it is my pleasure to welcome and introduce to campus our new Interim Associate Vice Chancellor for Academic Diversity, Dr. Lorena Oropeza! Dr. Oropeza is a full professor in the Department of History at Davis and is a member of the Academic Senate. Her experience is vast! She has advanced through all of the faculty ranks for tenure and promotion here at UC Davis. Following a dissertation fellowship at UC Santa Barbara, Dr. Oropeza started her career at Davis as an Assistant Professor, advanced to Associate Professor, and later to Full Professor. In joining DEI, she steps down from her position as Graduate Program Chair for History and will bring her experience as a former Co-Director of the Chicana/Latina Research Center.

I am very pleased that Dr. Oropeza accepted the offer to join us. Our team is excited and inspired by her leadership! In addition to her work at UC Davis, her talents are recognized externally. I took this photo of Dr. Oropeza at a meeting hosted by UC Berkeley earlier this year and [posted a tweet](#) as she moderated the faculty advancement session of the 2020 UC-wide Chicana/Latina Leadership Summit. She has served arts centers and media in roles of board member president, board member, and historical commentator. Further, she has participated on-camera in projects that were broadcast by CSPAN3 and PBS. Lorena's awards and accolades include, but are not limited to: The Norris and Carol Hundley Prize for Outstanding Book 2019 - awarded by the Pacific Coast Branch of the American Historical Association, American Historical Association Equity Award – 2017, UC Davis Chancellor's Award for Community and Diversity – 2017, UC Davis Humanities Center Faculty Research Fellowship – 2017, PEN Oakland Josephine Miles Literary Award for Multicultural Excellence – 2007, and International Latino Book Award Winner, Best History Book in English – 2006. In 2019, UC Davis nominated Dr. Oropeza for the Hispanic Association for Colleges and Universities (HACU) La Academia de Liderazgo/Leadership Academy, and she was recently chosen to be a member of the national class of scholar-leaders for 2020-2021. A national HACU press release and a UC Davis story highlighting Dr. Oropeza's leadership will be posted today. As Dr. Oropeza takes on the role of Interim Associate Vice Chancellor for Academic Diversity (AVC-AD), we also thank our outgoing AVC-AD, Professor Raquel Aldana, JD, who continues to lead as a faculty member in our Law School, King Hall.

NEW INITIATIVES FOR FALL 2020

This past summer, DEI asked the campus community to spend time on our ["Resources for Racial Trauma"](#) website, and to take time to read, learn, listen, and reflect. We also asked both academic and non-academic units to become familiar with the [Diversity & Inclusion Strategic Vision](#)—D&ISV and to think about ways that new, revised, or reinvigorated action plans for anti-racism and equity resulting from the various [June statements](#) that expressed sorrow at racial injustice would connect to [the 5 Goals of the D&ISV](#). **This Fall, DEI will be rolling out a new plan** that includes:

- 1) Anti-racism and implicit bias training and professional development
- 2) Examination of the campus' diversity data related to Goals 1 and 2 of the D&I Strategic Vision
- 3) Convening a working group to assist with developing survey questions to assess campus climate related to Goals 1-5.

This plan shares the general next action steps for the DEI office, however it does not negate initiatives that are already underway by various departments and units. DEI's plan is complementary; it is an evolving work-in-progress that will include input from constituent groups and stakeholders from our campus community. As a step toward cohesion, we ask you to join us on Wednesday, August 26, 2020 at 11 AM PDT as we come together as a campus to consider the framework for this ongoing plan and learn from two of our top scholars, Dr. Maisha Winn and Dr. Lawrence Winn, as they discuss, "[Restoring Justice: Transforming Education at UC Davis](#)." Professor M. Winn and Professor L. Winn will provide us with common ground for the framework of the 5 pedagogical stances of *Histories, Race, Justice, Language, and Futures*. This framework will shape DEI's development of the Fall 2020 initiative outlined above, and it can be used to inform campus units as you customize your own internal plans and activities. Thank you in advance for joining us. More than 1,200 people have registered so far, and we have room for more! We'll look forward to seeing you next week!

Kind Regards,

Renetta G. Tull, Vice Chancellor

"Restoring Justice: Transforming Education at UC Davis" | August 26, 11:00AM

The Office of the Vice Chancellor for Diversity, Equity and Inclusion and the Transformative Justice in Education Center cordially invite you to attend a campus-wide talk. This webinar will provide the UC Davis community with an opportunity to continue our on-going dialogues that recognize and address issues of bias and structural inequality. Dr. Maisha T. Winn, Professor and Associate Dean, School of Education, and Dr. Lawrence Winn, Assistant Professor of Teaching, are the co-directors of the [Transformative Justice in Education Center](#), and will assist with a baseline and common framing around examining histories and futures with attention to race, justice, and language. [Register Here](#)

UC Davis Becomes Charter member of SEA Change Initiative of the American Association for the Advancement of Science

In 2019, UC Davis was [one of three universities to receive SEA Change's inaugural award](#) for completing a self-assessment of policies and culture and creating an action plan demonstrating a commitment to diversity, equity and inclusion within the institution. The initiative supports systemic change by encouraging universities to reform their policies and procedures that marginalize or exclude individuals on the basis of gender, race, ethnicity, disability status and more. [Read the story here](#).

Action Planning Update

We were thrilled by number of [ally statements](#) we received from units across campus over the last few months. We want to continue to build on the momentum of the amazing work that is being done to address racial inequality and social injustice across campus and in the community. Let's continue to demonstrate how committed we are to positive change by putting our words into action (plans). If your unit has not done so already, consider showcasing your commitment to DEI by [sending us your unit's action plan](#), which outlines the changes your unit is and will be making, and we will post them to our [DEI website](#).

UPDATES & ANNOUNCEMENTS

Office of Campus Community Relations | AEVC Rahim Reed

The Urban Advocates and Achievers (UAA) Sacramento NSBE Jr Chapter Highlight Video

The UAA is [a Pre-College Initiative of the National Society of Black Engineers](#) designed to increase the number of middle and high school students in higher education in STEM fields and is open to all students. The UAA, in partnership with SES Robotics, Inc., Sacramento Municipal Utility District (SMUD) and the University of

California, Davis (UCD), officially launched the UAA Sacramento NSBE Jr Chapter on October 25, 2019 for students in the Sacramento Region. Students have the opportunity to learn about science, technology, engineering and mathematics (STEM) fields and careers while participating in monthly, year-round workshops and fieldtrips. [Watch this year's highlight video here!](#)

Local artists respond to pandemic, current events with pavement paintings

In late July, local artist Tony Tran, also known as shyboytoto, created a striking painting on the Mrak Terrace of International House Davis titled "Imagine a World Where Everyone Counts" — envisioning a community in which all people feel safe, empowered and free to express their identities joyfully. His work is part of the #Plan4Resilience series of pavement paintings spearheaded by Danielle Fodor and supported by the city of Davis Arts and Cultural Affairs program. [Read the article here.](#)

Meet Your 2020-2021 Latinx Staff & Faculty Association Executive Board

The mission of the Latinx Staff and Faculty Association (LSFA) is to provide information about the campus community and to offer professional guidance to those seeking support or career advancement. LSFA will act as a collaborative unit and advocate for the concerns and issues at the University and Community level for staff, faculty, and students. [Please visit the LSFA webpage to read more.](#)

Carlos C. Garcia (He) - Chair
Roxanne Grijalva (She/Her/Hers) - Ex-Officio
Ignacio/Nacho Alarcón - Vice Chair
Gisela Escalera (She/Her/Hers) - Treasurer

Daisey Sandoval (She/Her/Hers) - Fundraising Chair
Jorge Mendoza - Outreach Chair
Vanessa Alvarez (She/Her/Ella) - Historian
Enrique Guzmán (He/Him/His/Él) - Secretary

Office of Health Equity, Diversity and Inclusion | AVC Hendry Ton

News from the Capitol City Black Nurses Association

The Capitol City Black Nurses Association announces the 1st Annual Nursing Scholarship Application, due August 21st, 2020. The link to scholarship applications can be found at ccbna.org. The Virtual Ceremony, sponsored by UC Davis Health's Office for Health Equity, Diversity & Inclusion, will be held September 26th, at 11:00a via Zoom.

In honor of Dr. Ackerman-Barger, CCBNA is recognizing her career dedicated to diversity and inclusion in nursing education. Dr. Ackerman-Barger is a founding member of CCBNA and a huge catalyst in the creation of the organization. CCBNA has created the scholarship in her honor for current nursing students who meet the application requirements upon submission. Student selection may range from Licensed Vocational Nursing (LVN) students all the way to Master prepared nursing student. This fund is created for the purpose of mitigating financial hardship and to recognize the phenomenal community service work that many African American students complete. The scholarship is for graduate level nurses (i.e. MSN, NP, PhD) who are conducting or presenting nursing research/projects that has a focus/aim on African American health and the disparities that exist in the community.

Office of Academic Diversity | Interim AVC Lorena Oropeza

2020-2021 CAMPSSAH Faculty Scholars Announced

The new [Center for the Advancement of Multicultural Perspectives on Social Science, Arts, and Humanities](#) (CAMPSSAH) is pleased to announce the second cohort of Faculty Scholars. The mission of CAMPSSAH is to recognize and support scholars that bring multicultural perspectives in their research, a commitment to mentoring underrepresented and minoritized students, and outreach to underserved communities both locally and globally through their research. CAMPSSAH Faculty Scholars contribute to the diversity of faculty by moving us toward creating a critical mass of BIPOC and ally scholars.

This year we welcome six outstanding scholars in six different disciplines within the College of Letters and Science. They were nominated by their dean and selected based on their scholarly excellence and their contributions to diversity through research, teaching and service. CAMPSSAH Faculty Director, Kimberly Nettles-Barcelón read each file with excitement and found their “commitments to ground-breaking, community focused and globally aware research, teaching, and writing critical to the expanding UC Davis’ commitment to excellence.” These six new faculty members will be joining seven other exceptional CAMPSSAH Faculty Scholars from [our inaugural cohort](#). The goal is to continue to grow these communities of scholars in order to create meaningful opportunities for engagement and to build bridges for interdisciplinary collaboration and synergy between and among CAMPSSAH and [CAMPOS](#) Scholars and other interested scholars at UC Davis. [You can read more about the new Faculty Scholars here](#).

Kathleen Cruz

Classics

Beenash Jafri

Gender, Sexuality, and Women’s Studies

Michael Singh

Chicana/o Studies

Emily Celeste Vázquez Enríquez

Spanish and Portuguese

Benjamin D. Weber

African-American and African Studies

Kathleen “Kat” Whiteley (Wiyot)

Native American Studies

EVENTS

August 20, Thursday

Alumni Career Mentorship Webinar Series – Women of Color in Leadership Roles | 4:00PM

Undergraduate Admissions (UA) and the African and African American Alumni Association, Chicanx/Latinx Alumni Association, and Native American Alumni Association congratulate our incoming students on their admission to UC Davis. During the upcoming summer months, UA will be hosting the inaugural [Alumni Career Mentorship Webinar Series](#) for our incoming Freshmen and Transfer students. [Register Now](#)

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August

20 Women of Color in Leadership Roles

September

03 Chicanx/Latinx - Careers in Medicine/Health II

10 African American Males in Leadership Roles

17 Chicanx/Latinx - Careers in Education

PolicyMatters: Will the kids be all right? | 1:00PM

CalMatters hosts a conversation on the long-term impact of the pandemic on the mental health of kids in California. How will this continued state of isolation during the pandemic affect the long-term mental health of children in California? If you’re a parent, teacher, care provider or guardian, join us as we explore this question and discuss the impact of this unprecedented time on our state’s youth. CalMatters health and welfare reporter Elizabeth Aguilera will moderate the conversation about the potential long-term effects of COVID-19 on mental health, what behaviors to watch for in your child and how to help them cope with the stress of the pandemic. [Register Here](#).

August 21, Friday

Growing as a Community: Advancing Racial and Health Equity | 12:00PM

As our communities grapple with the historic social injustices across our nation, it’s important to hear from our leaders about the importance of adopting an equity and anti-racism lens to aid in the healing of racial trauma for the wellbeing of our communities. Join the Office of Health Equity, Diversity and Inclusion for the next installment in the series - Growing as a Community: Advancing Health and Racial Equity. The speakers will

discuss the following: Anti-racism strategies we can utilize on our campus; Coming to terms with our own biases; The need and importance for physicians and healthcare workers to uphold health and racial equity in our workplace, home, and communities; and Next steps for healthcare leaders to advance health and racial equity. Please register here: bit.ly/GrowingasaCommunity8-21

August 25, Tuesday

Chancellor's Colloquium with Gary Younge -- "Going Viral: Race, Racism, and Rebellion in the Midst of a Pandemic" | 4:00PM

The Chancellor's Colloquium is an annual speaker series that excites the imagination and challenges the way we see the world. From musicians and academics, to actors, authors and more, this diverse group of intellectuals addresses some of society's most critical issues in thoughtful, yet unconventional ways. During these physically distancing times, we invite you to enjoy and embrace the dialogue virtually on your electronic device (computer, smart phone, tablet, etc.). The webinar access instructions will be sent by e-mail after you complete your on-line registration below. [Learn more and register here.](#)

RECOMMENDED READING

From our partners in Global Affairs:

"Global Aggies: Thinking Globally and Acting Locally During COVID-19"

When the Yolo Food Bank began running a new delivery service to meet the increased need for food in Davis and its surrounding communities in Yolo County during the COVID-19 pandemic, UC Davis delivered volunteers, including staff members, undergraduate students, and visiting Hubert H. Humphrey Fellows Issam Chariag of Tunisia, Fabrice Inkonkoy of the Democratic Republic of Congo, and Zuomei Ning of China. [Read article here.](#)

UC Davis Named Top Producer of Gilman Scholars

Gilman Scholarships are awards of up to \$5,000 offered to outstanding undergraduates who receive federal Pell Grants, enabling them to pursue and participate in global learning opportunities they might otherwise be unable to due to costs. And for the second time in the past three years, UC Davis has been recognized as a Top Producer of Gilman Scholars for the 2018–19 academic year—with the university producing the third highest number of Gilman Scholars, at 51, among all U.S. universities with over 15,000 undergraduates. [Read the article here.](#)

ADDITIONAL RESOURCES

[Accessibility at UC Davis](#)

At UC Davis, we are committed to making our programs, activities and services accessible and to providing equal opportunities to individuals with disabilities. This website summarizes the rights of individuals with disabilities under university policy, federal law, and state law, and provides information about accessing University programs and facilities for the campus community. We hope that, whether you are a student, employee, or visitor, this website will help you meet your accessibility needs, as well as the needs of those with whom you interact on a regular basis.

Free Transportation for Vulnerable Elderly Adults

United Cerebral Palsy is offering free (donation optional) trips to vulnerable adults over 65 years of age, individuals with intellectual or developmental disabilities, individuals with compromised immune systems, as well as to individuals with serious chronic medical conditions. They can accommodate wheelchairs or other assistive mobility devices e.g. canes, walkers. In addition, they are available to do delivery trips such as picking up a pre-purchased grocery order, meals, prescription, pharmacy items, etc. [For more information please visit their website.](#)

The **UC Davis Office for Health Equity, Diversity and Inclusion** developed a [COVID resources page on our website](#) in English and Spanish to reach our communities and we are actively updating with new resources

Content Submission Form

Do you have a DEI-oriented event, announcement, or article that you would like us to help promote through our DEI communication channels? Did your unit/department or a member of your unit/department receive recognition that demonstrates your commitment to DEI? If so, please send us your information [through this online form](#).

We invite you to share and submit your thoughts and items for our newsletter (either current or future news and events) at diversityinclusion@ucdavis.edu

Thank you for your dedication to diversity, equity and inclusion!

[#ThinkBigDiversity](#)

<https://diversity.ucdavis.edu/>



volume 1 • number 13

For Your Information

September 3, 2020

Office of the Vice Chancellor for Diversity, Equity and Inclusion

Dear Friends,

It's hard to believe that September is already here, and that Fall courses will soon begin again. As we transition into a period where we are preparing for students' return to coursework, it's important to note that the campus continues to serve students, and gives attention to both academics and basic needs. As an example, we want our students to have food security, so Student Affairs has had a grocery bag pick-up program available on Thursday mornings throughout the summer. That program had a pick-up cycle this morning, but will resume service on Thursday, Oct. 1. In the meanwhile, we ask faculty, program directors, and leaders across campus to let your students know that food resources are still available for them through the Aggie Compass program's [link to food opportunities](#). The [Aggie Compass program](#) is a phone call away ... I talked with them myself this morning to learn more about available services: Call 530-752-9254, or email: compass@ucdavis.edu. Aggie Compass also has [housing/legal services available for students](#). During the spring and summer, we have also been concerned about our students' mental health. Please note that the DEI office has confirmed that counselors with the [Student Health and Counseling Services \(SHCS\)](#) do have appointment times available for students. Further SHCS has [Community Action Network \(CAN\) counselors](#), "a diverse group of professional staff who understand student issues and are here to help." Both undergraduate and graduate students can schedule an appointment with a counselor. In recognition of a summer that has been traumatic for many, the SHCS has worked to be sure that services are readily available. We ask students to please utilize these resources. They are for YOU. You don't have to be part of a special group or club to access the services. You are an Aggie. The services are for YOU. If you are a parent, guardian, faculty member, program director, or staff member, please share resources with your students and encourage use. We are dedicated to eliminating stigmas!

Last week, more than 800 people "zoomed in" for our program on "Restoring Justice. Transforming Education at UC Davis" with Dr. Maisha Winn and Dr. Lawrence "Torry" Winn, Co-Founders of the UC Davis Transformative Justice in Education Center. This talk, more recently referred to as "The Winn Talk," was recorded, and can now be viewed online. More information and the link for viewing can be found beneath my message. We thank you for tuning in, and for regularly engaging with DEI as we work together to have a stronger campus. Below, you'll see information about an upcoming UC Davis presentation on the Police Accountability Board to the National Association for Civilian Oversight of Law Enforcement, courses on understanding microaggressions, mitigating bias, unpacking oppression, and more. In the coming weeks, you'll see information about investments that UC Davis has made to support DEI, an "Anti-racism Syllabus" to highlight readings and activities, and invitations to join additional community events.

Thank you for continuing to work with us, and thank you for your trust and support. We look forward to continuing to serve!

Kind Regards,

Renetta G. Tull, Vice Chancellor

“Restoring Justice: Transforming Education at UC Davis” | Recording Now Available

If you missed our powerful presentation last week, you can watch the entire webinar on our [website](#). This webinar provided the UC Davis community with an opportunity to continue our on-going dialogues that recognize and address issues of bias and structural inequality. Dr. Maisha T. Winn, Chancellor's Leadership Professor, School of Education, Faculty Director and co-founder, Transformative Justice in Education (TJE) Center, and Dr. Lawrence Winn, Assistant Professor of Teaching, and co-founder of the [Transformative Justice in Education Center](#), and will assist with a baseline and common framing around examining histories and futures with attention to race, justice, and language. [Watch Here](#).

Chancellor's Colloquium: 'Race, Racism, Rebellion in a Pandemic'

A recording of the Chancellor's Colloquium featuring Gary Younge, journalist, author, and professor of sociology, [can now be viewed here](#). Younge wrote last year's [Campus Community Book Project](#), *Another Day in the Death of America: A Chronicle of Ten Short Lives*.

Action Planning Update

We were thrilled by number of [ally statements](#) we received from units across campus over the last few months. We want to continue to build on the momentum of the amazing work that is being done to address racial inequality and social injustice across campus and in the community. Let's continue to demonstrate how committed we are to positive change by putting our words into action (plans). If your unit has not done so already, consider showcasing your commitment to DEI by [sending us your unit's action plan](#), which outlines the changes your unit is and will be making, and we will post them to our [DEI website](#).

UPDATES & ANNOUNCEMENTS

Office of Campus Community Relations | AEVC Rahim Reed

Police Accountability Board Presentation

Members of the [Police Accountability Board \(PAB\)](#) Administrative Advisory Group will present a session at the annual conference—held virtually this year—of the [National Association for Civilian Oversight of Law Enforcement \(NACOLE\)](#). The session, entitled “Partnership in Civilian Oversight of University Police,” will take place on Tuesday, September 8, 2020, 12:00 – 1:30 pm PDT. More information on the NACOLE virtual annual conference, including links for the conference schedule and for registration, can be found [here](#). The PAB's workshop is Session 26. Please note that each conference session costs \$15 plus a \$2.12 service fee.

Diversity Education Fall 2020 Lineup

We are pleased to announce our fall lineup of our virtual professional development seminars! Register today as seats are filling quickly.

- [Microaggressions: Towards Greater Awareness and Understanding](#), Sept 17, 9:00am-12:00pm
- [Making the Unconscious Conscious: Understanding and Mitigating Bias](#), Oct 6, 1:00-4:00pm
- [Intercultural Communication and Competence](#), Oct 8, 8:30am-12:00pm
- [Understanding Diversity and Social Justice](#), Oct 14, 8:30am-12:00pm
- [Diversity Awareness for New Supervisors and Leads](#), Oct 15, 8:30am-12:00pm
- [Is it Bullying? Awareness, Understanding & Strategies in Dealing with Abrasive Behaviors in the Workplace](#), Oct 21, 8:30am-12:00pm
- [LGBTQIA Inclusion in the Workplace](#), Oct 29, 1:00-4:00pm
- [Is it Bullying? Awareness, Understanding & Strategies in Dealing with Abrasive Behaviors in the Workplace](#), Nov 5, 8:30am-12:00pm
- [Unpacking Oppression](#), Nov 18, 1:00-4:30pm

- Implementing the Diversity and Inclusion Strategic Vision (to be posted to the [course catalog](#) and in the [UC Learning Center](#) soon), Nov 19, 10:00-11:00am
- [Is it Bullying? Awareness, Understanding & Strategies in Dealing with Abrasive Behaviors in the Workplace](#), Dec 8, 1:00-4:30pm

Office of Health Equity, Diversity and Inclusion | AVC Hendry Ton

Diversity in Graduate Medical Education Virtual Residency Open House

On Saturday, August 29, UC Davis held its first Diversity in Graduate Medical Education Virtual Residency Open House, in collaboration between the Office of Student and Resident Diversity (OSRD), the Office of Graduate Medical Education (GME), and the Center for a Diverse Healthcare Workforce (CDHW). The event showcased UC Davis-affiliated residency programs to applicants (4th-year medical students and medical school graduates), with an eye toward UC Davis' commitments to serving the underserved, pursuing health equity, and diversifying the healthcare workforce. Nearly two dozen residency programs were represented including 17 from UC Davis and 9 community-affiliated residency programs, including Kaiser Permanente (Sacramento and Santa Rosa Family Medicine), Dignity Health (Mercy Medical Center and Aviva Roseburg Family Medicine), Oregon Health and Science University (Emergency Medicine, Hillsboro Internal Medicine). More than 650 applicants signed up from all 6 UC medical schools, medical schools from 32 states plus the District of Columbia and Puerto Rico, 4 Historically Black medical schools (Charles Drew, Howard, Meharry, Morehouse), and several international programs in Antigua, China, Colombia, and India.

Partnership encourages Native Americans to pursue health care careers

The UC Davis School of Medicine has joined with two other universities and a regional health board in a collaborative effort to increase the number of Native Americans practicing health care. The joint project, called Reimagine Indians into Medicine, or RISE, stands to substantially increase the total number of Native medical and health science students nationwide, which in turn can decrease health disparities and improve public health. "The UC Davis School of Medicine is firmly committed to reducing health disparities, and one of the most successful ways to achieve that is to matriculate more students from diverse backgrounds," said [Allison Brashear](#), dean of the [UC Davis School of Medicine](#). "Studies show that students who belong to underrepresented minority groups are drawn to careers in medicine where they can care for underserved populations – which also happen to have the greatest health disparities." [Read the full article here.](#)

2020-2021 MIND Institute Diversity Awards

The UC Davis MIND Institute will fund several small grants (up to \$1000 each) to UC Davis postdoctoral fellows, graduate students, medical students and undergraduates for research projects that address issues of race, ethnicity, and culture in the development, identification, care, and support of individuals with neurodevelopmental challenges and their families. The intent is to be quite broad and support all types of research that focus on the intersection of neurodevelopmental disabilities and issues specific to any group of individuals that is underrepresented, marginalized, discriminated against, or denied access to equal participation in our society.

The applicant's supervisor must be a MIND Institute Faculty member. Applicants who do not currently work with a MIND Institute Faculty member may wish to approach faculty to discuss their ideas and request supervision. Following completion of the project, the applicant is required to write a brief layperson summary of their findings for publication on the MIND Institute website to facilitate dissemination to the community.

For fiscal year 2020-2021, we will accept applications on a quarterly basis with the next submission dates on December 1, 2020, March 1, 2021 and June 1, 2021. Award notices will be sent by the following month. An applicant may only receive one award per fiscal year. [Submit applications here.](#)

Theanne Griffith Reads from Her "The Magnificent Makers"

New CAMPOS Faculty Scholar Theanne Griffith (Physiology and Membrane Biology, School of Medicine) is not only a neuroscientist whose current work combines electrophysiology, transgenic mouse models, and behavioral studies to investigate how cold sensation is encoded in peripheral sensory neurons, she is also a passionate storyteller and children's book author. Recently she read from her newest book in her [The Magnificent Makers series](#) introducing children to the magic and power of science. [You can watch a recording of her book event and learn more about her "modern day Magic School Bus" books here.](#)

Lorena Oropeza and Kimberly Nettles-Barcelón Contribute to Recent Articles

CAMPSSAH Faculty Director and Associate Professor of Gender, Sexuality, and Women's Studies, Kimberly Nettles-Barcelón, spoke with a *Washington Post* reporter about the intersection of presidential politics, female candidates, race, and gender expectations. [Read the article here.](#)

This past Saturday (August 29) marked the fiftieth anniversary of the Chicano Moratorium march in East Los Angeles. Interim Associate Vice Chancellor for Academic Diversity and History Professor, Lorena Oropeza who wrote a book about Chicano protest and patriotism during the Viet Nam era spoke with journalists about the event and its significance, then and now. [Read the LA Times article here;](#) [listen to the podcast here.](#)

EVENTS

September 3, Thursday

Alumni Career Mentorship Webinar Series – Chicax/Latinx - Careers in Medicine/Health II | 4:00PM

Undergraduate Admissions (UA) and the African and African American Alumni Association, Chicax/Latinx Alumni Association, and Native American Alumni Association congratulate our incoming students on their admission to UC Davis. During the upcoming summer weeks, UA will be hosting the inaugural [Alumni Career Mentorship Webinar Series](#) for our incoming Freshmen and Transfer students. [Register Now](#)

Additional information and registration information on upcoming seminars can be found on the [Summer 2020 Alumni Career Mentorship Webinar Series web page.](#)

September

03 Chicax/Latinx - Careers in Medicine/Health II
10 African American Males in Leadership Roles
17 Chicax/Latinx - Careers in Education

September 28, Monday

Effective Governance Practices with an Equity Lens sponsored by the Yolo County School Boards Association | 5:30pm

This interactive virtual session focuses on how governance teams can serve students through an equity lens. During this session, participants will reflect on the history of public education, develop a deeper understanding of the concept of educational equity, and reflect on their role in interrupting equity gaps that exist in the data. You will review the possibility of developing or evolving equity driven policies and understand ways to measure their impact in addressing equity gaps. The session will support the strategic development of an equity impact plan for cohesive and sustainable equity leadership in the district. [Register here.](#)

RECOMMENDED READING

Scott Jaschik, "How to Get Grant Money in the Humanities and Social Sciences," *Inside Higher Ed*, January 31, 2019.

Raphael B. Folsom, associate professor of history at the University of Oklahoma discusses his new book about finding the funds to do your project and advance your career. [Read article here.](#)

ADDITIONAL RESOURCES

[Graduate Students: Apply to the Asking Different Questions Scholars Program](#) The UC Davis Feminist Research Institute (FRI) is accepting applications for the Fall 2020 “Asking Different Questions Scholars” program. Graduate students [can apply now](#) to participate in a quarter-long workshop on how to conduct research grounded in a commitment to justice. Participants will earn one unit of graduate course credit, get a certificate of completion, and be eligible for research funds. This program is for UC Davis graduate students and postdocs with a commitment to justice, equity, and diversity. This program will teach you how to integrate these values more deeply into your scientific practices.

[Aggie Compass Basic Needs Center](#) We are a student community space where you can find fresh fruits and vegetables during Fruit & Veggie Up!, get CalFresh enrollment assistance and find resources to help you find stable housing and financial assistance.

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[Campus Ready](#) With the anticipation that our on-campus community will increase gradually over the next several months, we are introducing a robust COVID-19 plan to ensure that UC Davis is “campus ready” for you. What does campus ready mean? It means phases of return to campus. New policies, guidelines and protocols to minimize exposure. And a campus wide approach that follows prevention best practices including wearing face coverings, physical distancing, frequent sanitization and symptom monitoring.

[Keep Teaching](#) Instructional Resilience at UC Davis. To support UC Davis faculty during a time of COVID-19-related illness, quarantine, or campus closure, this site provides concise, practical resources and strategies for moving part or all of a course online to help you keep teaching.

[UC Davis Office for Health Equity, Diversity and Inclusion COVID resources page](#) In English and Spanish to reach our communities and we are actively updating with new resources.

Content Submission Form

Do you have a DEI-oriented event, announcement, or article that you would like us to help promote through our DEI communication channels? Did your unit/department or a member of your unit/department receive recognition that demonstrates your commitment to DEI? If so, please send us your information [through this online form](#).

We invite you to share and submit your thoughts and items for our newsletter (either current or future news and events) at diversityinclusion@ucdavis.edu

Thank you for your dedication to diversity, equity and inclusion!

[#ThinkBigDiversity](#)
<https://diversity.ucdavis.edu/>



volume 1 • number 14

For Your Information

September 17, 2020

Office of the Vice Chancellor for Diversity, Equity and Inclusion

Dear Friends,

This will be the last DEI “For Your Information” newsletter of the month. Our next issue will be published on October 1, 2020, during the first week of the quarter. Throughout the summer, there have been a variety of action-oriented activities, and there are plans for more to come. As an example, yesterday, many of our campus leaders participated in a session called, “*Embracing our Aggie Community: Introduction to Conversations About Racism and Ally Development*,” and a group of UC Davis faculty have developed a document titled, “[UC Davis STEM Faculty Resource Guide - For Faculty Starting to Learn about Equity, Inclusion, Justice and Anti Racism](#),” led by [Prof. Tessa Hill](#), Associate Vice Provost of Academic Programs, [Public Scholarship and Engagement](#). The document also includes edits by E. Sakai Hernandez, D. Sumner, C. Hom, C. Till, J. Gross, B. Gaylord, K. Kraft, M. Lynch, T. Lowe-Power, M. Zulian, and F. Sultana. Attention to the document was highlighted by the PhD candidate [Victoria Morgan](#). Vicky Morgan is the College of Biological Science’s (CBS) new Graduate Student Assistant to the Dean for Diversity and Inclusion for 2020-21. Vicky will work with Executive Associate Dean Ted Powers on CBS’s DEI efforts including working with the CBS Faculty Executive Committee.

Schools, colleges, and units across campus are also organizing speaker series and events. A list that includes many of these activities will be shared with the campus next week. This week, I’d like to highlight events sponsored by the Law School and the Medical School. The public is invited to participate in both. UC Davis School of Law notes that it “has reaffirmed its longtime commitment to racial justice. Throughout 2020-21, the law school will offer a [Racial Justice Speaker Series](#) examining some of the most urgent issues facing our nation and world today.” The list of dates and speakers can be found at the webpage linked above.

Also, as part of Global Diversity Awareness Month, the School of Medicine is planning a series of virtual events on October 12, 2020 featuring [Dr. Valerie Montgomery Rice](#), president and dean of Morehouse School of Medicine. On October 12 from 9-9:45 a.m. (PST) Chancellor May and Dean Allison Brashear will join Dr. Montgomery Rice for a Facebook Live School of Medicine event, *The Intersection of Social Justice, Health & Well-being*.

We also congratulate the Graduate School of Management on leading in UC Davis’ first federal HSI grant from the National Science Foundation! Please see the press release, [UC Davis Receives NSF Funding for Engineering, Sciences, Artificial Intelligence for HSIs](#), for more information. The leads for the grant are [Dr. Damon Tull](#), Director for Industry Alliances for the GSM and the Mike and Renee Child Institute for Innovation and Entrepreneurship, and [Dr. Marcela Cuellar](#), Associate Professor in the School of Education and member of UC Davis’ HSI Task Force.

Please consider ways to engage in the events and activities below. Welcome to all of the students who are coming back to campus, and continued thanks to our staff for all of their hard work, and to our campus as a whole for partnering to make UC Davis a great institution.

Kind Regards,

Renetta G. Tull, Vice Chancellor

Disability Awareness Symposium and Accessibility Technology Fair

Save the dates! October is Disability Awareness Month and 2020 is the thirtieth anniversary of the Americans with Disabilities Act. This year, the Office of the Vice Chancellor for Diversity, Equity and Inclusion, in partnership with the Disability Issues Administrative Awareness Committee (DIAAC) is hosting its annual symposium in the virtual world. Starting October 1, tune in for weekly vendor presentations and a special Chemical Sensitivity Awareness webinar on October 7. [Learn more and register here.](#)

UPDATES & ANNOUNCEMENTS

Office of Campus Community Relations | AEVC Rahim Reed

Police Accountability Board Presentation

The [UC Davis Police Accountability Board \(PAB\)](#) was a featured presentation in this year's [National Association for Civilian Oversight of Law Enforcement \(NACOLE\)](#) annual conference. Attended by 126 participants, the UC Davis PAB had the opportunity to be spotlighted as a model program—as the only active civilian oversight body at the UC systemwide level and one of few institutions of higher education nationwide. In addition to reviewing the PAB's history, charge, and complaint, investigation, and case review processes, the presentation also looked ahead to the board's future as the PAB prepares in 2020-2021 to implement recommendations made after reviewing the PAB's initial pilot period.

Upcoming Diversity and Inclusion Courses

- [Making the Unconscious Conscious: Understanding and Mitigating Bias](#), Oct 6, 1:00-4:00pm
 - Participants will be introduced to theory and language in understanding implicit and explicit bias. Using personal reflection, experiential exercises and case studies, participants will gain greater awareness when they engage in bias and gain essential knowledge and skills (tools) in how they recognize and mitigate biases in both personal and professional domains.
- [Intercultural Communication and Competence](#), Oct 8, 8:30am-12:00pm
 - This class will explore the impact culture and social identities have on communication, with the goal of expanding awareness about intercultural interactions. How we interact and communicate are greatly influenced by our culture and lived experiences. This course will use interactive exercises and group discussions to support the class material and instruction.

Office of Health Equity, Diversity and Inclusion | AVC Hendry Ton

American Indians Accessing Health Professions Virtual Conference

From August 14-August 15th, the Office of Student and Resident Diversity had the honor of hosting the 5th annual American Indians Accessing Health Professions Conference along with the Association of American Indian Physicians (AAIP). This conference was first held in 2013 in recognition of the important need for American Indians to have better access to health profession careers. Over the years, the program has been tailored towards American Indian college students from the western region of the United States who were interested in the broad spectrum of health careers. Given that this year was the first conference to be held virtually, the conference broadened its invitation beyond college campuses to all those interested in the health professions. Participants heard from esteemed speakers such as Dr. Daniel Calac, a pediatrician at Indian Health Council in San Diego County, who shared his own journey to becoming a physician and gave valued advice, and Assembly-member James C. Ramos, the first person from a California tribe to serve in the California State Assembly. Participants also networked and learned important skills through virtual breakout sessions ranging from financial aid, to test preparation, and even a case-based learning session, as is common in the health professions. The session was highly rated, with comments such as, "Very uplifting and positive experience!", "Everyone was amazing and inspiring!", "Hearing from other indigenous professionals is very motivating!"

Ninety-five percent of those responding to our post session survey shared that they were more likely to pursue a health professions career after participating in the conference. We will continue to work with AAIP and the Association of Native American Medical Students (ANAMS) on strategies to increase American Indian, Alaska Native, Native Hawaiian, and Indigenous representation in the health professions. We extend a heartfelt appreciation to the AAIP for the opportunity to co-host this very special conference!

Office of Academic Diversity | Interim AVC Lorena Oropeza

CAMPOS Scholar News

The [Letts Lab](#) published their first paper “Atomic structure of a mitochondrial complex I intermediate from vascular plants,” [on eLife Sciences](#). And, the Letts Lab was awarded a National Institutes of Health (NIH) R35 Grant: Understanding the Mechanisms of Respiratory Supercomplexes and mitochondrial Complex I. This project aims to characterize the mechanisms of respiratory complexes using a structure function approach across divergent model systems. [Anna La Torre](#) also has [a new paper](#) in the Proceedings of the National Academy of Sciences that uncovers CRL5 and ARL4C signaling as crucial molecular determinants for hippocampal morphogenesis. And [Fernanda Ferreira](#) was awarded an National Institutes of Health R01 Grant for 2020-2024 National Institute of Child Health and Human Development, “Multi-Utterance Language Production” (PI). Congratulations scholars!

100 Inspiring Hispanic/Latinx Scientists in America

Cell Mentor recently published a list in honor of National Hispanic Heritage Month “showcasing 100 of the most inspiring Hispanic/Latinx scientists working in the United States” and it features CAMPOS Faculty Scholar [Rebecca M. Calisi Rodríguez](#) (Associate Professor, Neurobiology, Physiology and Behavior) and School of Medicine’s [Luis Fernando Santana](#) (Chair and Professor, Physiology and Membrane Biology). More congratulations and [the full article and list here](#).

EVENTS

September 17, Thursday

Alumni Career Mentorship Webinar Series – Careers in Education | 4:00PM

Undergraduate Admissions (UA) and the African and African American Alumni Association, Chicanx/Latinx Alumni Association, and Native American Alumni Association congratulate our incoming students on their admission to UC Davis. Register for the final [Alumni Career Mentorship Webinar Series](#) for our incoming Freshmen and Transfer students. [Register](#)

How The Pandemics of Society are Impacting Minority Businesses | 6:00PM

Join Building Resilient Communities for a dialogue on the impact racism has on business owners and employees of color in 2020. The goal of this forum is to help communities of color and other communities to gain a better understanding of the impact of racism in the time of COVID-19. Racism impacts every aspect of life, including the ability and motivation to prepare for all types of disasters and emergencies. This forum is designed to provide tools, resources, and services that can immediately be accessed to help communities of color. It will provide context for the types of long-term change and improvements that are needed to become more resilient.

[Register](#)

September 21 - October 9

California Latino Capitol Association Foundation’s 16th Annual Internship Program

Are you looking for an intern? Internship criteria: Must be attending a community college; Intern 15 hours per week for the duration of the internship program; Have an interest in public policy, government, or community service; Have good academic standing, with a minimum of a 2.0 GPA. At the conclusion of the internship,

students will receive a scholarship and CLCAF will host a virtual ceremony for the students and their families. Questions? Please contact Kenia Miranda Verdugo at CLCA.Internship@gmail.com.

September 22 - 24

Exploring the Intersections between Equity and Assessment

The [Center for Educational Effectiveness](#) invites campus partners to join national assessment leaders and UC Davis faculty and staff on as we consider challenging questions and build capacity to enact our commitment to equitable student outcomes. [Please visit the CEE webpage for complete details and to register.](#)

September 24, Thursday

Diversity and Inclusion Dialogue Series: Food Access and Health in South Sacramento | 12:00 - 1:00pm

The Diversity and Inclusion Dialogue series is back AND we are virtual! The D&I Dialogues are series of monthly conversations focused on diversity, equity and inclusion topics. Our September D&I focuses on access to healthy food and food security in South Sacramento. Please join the Office for Health Equity, Diversity and Inclusion for an engaging conversation with local food activists, Joany Titherington, Manager of the Oak Park Farmer's Market, and Amber Stott, CEO and Founder of The Food Literacy Center. In collaboration with local activists and community partners, this D&I Dialogue launches a series exploring various facets of the social determinants of health, with a focus on our surrounding Sacramento neighborhoods. All are welcome to attend so feel free to share widely! [Please register here.](#)

September 25, Friday

The University of California Land Grab - Part 1: Unearthing Indigenous Land Dispossession in the Founding of the University of California | 9:00am - 12:00pm

This two-part forum examines the 150,000 acres of Indigenous land that funded the University of California is intricately tied to California's unique history of Native dispossession and genocide, and how UC continues to benefit from this wealth accumulation today. We will then explore current university initiatives with tribes and engage in a community dialogue on actions the University of California can take to address their responsibility to California Indigenous communities. [Learn more and register here.](#)

Growing as a Community: Addressing Structural Racism | 12:00 - 1:00pm

Featured speakers Hendry Ton, MD, MS and Mercedes Piedra, MS. As our communities grapple with the historic social injustices across our nation, it's critical to hear from our leaders about the importance of adopting an equity and anti-racism lens to aid in the healing and wellbeing of our communities. We will discuss the following: What is structural racism and its impact on our community's well-being and growth; Learn about tools to address structural racism; Learn what UCD Health is doing to address structural racism. [Please register](#)

October 7, Wednesday

Environmental Intolerances Awareness

October is Disability Awareness Month and 2020 is the thirtieth anniversary of the Americans with Disabilities Act. [Join us for this online webinar, register here.](#)

October 23, Friday

The University of California Land Grab - Part 2: From Land-grab to Land Acknowledgement and Beyond | 9:00am - 12:30pm

This two-part forum examines the 150,000 acres of Indigenous land that funded the University of California is intricately tied to California's unique history of Native dispossession and genocide, and how UC continues to benefit from this wealth accumulation today. We will then explore current university initiatives with tribes and

engage in a community dialogue on actions the University of California can take to address their responsibility to California Indigenous communities. [Learn more and register here.](#)

RECOMMENDED READING

Center for the Study of Latino Health and Culture, “COVID-19-Associated Deaths in Working-Age Latino Adults,” UCLA Health, August, 2020.

Report No.8 of UCLA’s Center for the Study of Latino Health and Culture (CESLAC) addresses the increase in death rates of working-age Latino adults. These COVID-19–associated deaths are burning their way through the entire Latino working-age population. Over the three months from May 11 to August 11, 2020, there was a nearly five-fold increase in death rates in all three age groups: young adult, early middle age, and late middle age. [Read the report here.](#)

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