

UC DAVIS

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

Anti-Racism Syllabus
Summer and Fall 2020

During the Summer of 2020, the UC Davis community responded to the death of George Floyd, and the unjust killings of too many other Black people in America with a period of acknowledgment, mourning, reflection, and reckoning. We are in the process of moving from isolated allyship to action.

The DEI office embarked upon a journey with the campus to address racism and elevate awareness of racism and bias, those that are explicit and implicit. The curation of the [“Resources for Racial Trauma” website](#) was a strong step. All are encouraged to spend time on the site and learn more from the resources that are posted there. In addition to having resources available for individual self-reflection, various departments offered facilitated opportunities for professional development during the summer.

In this document, we share some of the events that took place over the summer, along with numerous others planned for the fall, and invite you to use this syllabus to engage in activities and learning opportunities that are forthcoming. Some of the events that have passed include opportunities to continue to engage and learn, beyond the date that the event was offered, through summary posts, video recordings, or other asynchronous options. In addition, although some of the sessions listed below are facilitated for particular communities (e.g., [The School of Law’s 2020 Community Book Project](#) reading of [The New Jim Crow](#)), links to the resources are offered so that anyone can access them for their own professional development.

Summer 2020

Date	Course or Event	Audience/Synopsis
Ongoing	Office of Diversity, Equity and Inclusion (VC-DEI), Principles of Community	The Principles of Community are available to read (5 minutes) and links to associated policies are included.
Ongoing	DEI-OCCR , Diversity, Equity, and Inclusion for Students (eCourse)	This course is available to all incoming students
Ongoing	Office of Diversity, Equity and Inclusion, Office of Campus Community Relations (DEI-OCCR), Living the Principles of Community (eCourse)	This online course for all employees is designed to promote inclusiveness and respect in the work and learning environment at UC Davis, introducing the concepts to new members of the campus community while reinforcing them to existing members. Participants, especially UC Davis staff members and academic appointees, will become familiar with ways to integrate the UC Davis Principles of Community into their own workplaces and classrooms. This highly interactive course includes up-to-date information on discrimination, sexual harassment, affirmative action and diversity along with the University’s policies governing these issues. Through realistically subtle and

		complex scenarios, learners discover that there is more than one “right” way of preventing, managing and resolving conflicts related to these topics. This course will inform and equip participants with essential knowledge and skills, ultimately resulting in fewer such conflicts, improved morale, decreased institutional liability, and a more respectful and inclusive campus environment.
Summer	Graduate School of Management (GSM), Faculty Book Club, Robin DiAngelo, White Fragility	The GSM Faculty Book Club engaged with DiAngelo’s book. The website link connects visitors with Black-owned book sellers.
June 2	Office of the Chancellor, VC-DEI, “ Dedicated Moment of Silence ”	The event was for the entire UC Davis community to acknowledge the lives of George Floyd, Breonna Taylor, Ahmaud Arbery, Stephon Clark and many others and to mourn for injustice. The event also affirmed UC Davis’ support for Black lives, acknowledgement of racism, and a shared commitment to address it. Speakers included Gary S. May (Chancellor); Renetta G. Tull (Vice Chancellor – Diversity, Equity and Inclusion); and Kayton C. Carter (Executive Director - Student Affairs Retention Initiatives, Director - Strategic African American Retention Initiative, Director - Center for African Diaspora Student Success). The link provides access to a video recording of the event.
June 2 (and ongoing)	Office for Health Equity, Diversity and Inclusion (OHEDI) and Academic Personnel - Faculty Development, SEED: Supporting Educational Excellence in Diversity	OHEDI in coordination with the Office of Continuing Medical Education is offering a four-part hybrid (online and in class) training for Instructors of Record and faculty. Upon completion of this series, participants will be able to apply cultural humility to empower their teaching, identify the key elements of curricular content that contribute to the cultural microaggressions that impede learning and develop self-management and communications skills to navigate difficult interactions that impact cultural safety.
July 14	Feminist Research Institute (FRI), Asking Different Questions seminar and Addressing Privilege and Anti-Blackness in Research Culture working group	For students, faculty, staff, and community members, the <i>Asking Different Questions</i> working group invites participants to consider how white supremacy persists in our research culture.
July 15	OHEDI, Enhanced Training for Faculty Search Committee Members	All members of faculty search committees must complete Strength Through Equity and Diversity (STEAD) certification every three years (on Davis campus), or Enhanced Training for Faculty Search Committee Members (on Sacramento campus), before the evaluation of faculty applicants begins. Non-UCD members and graduate students of a faculty search committee must also be certified.

July 16	DEI-OCCR, <i>Race: The Power of an Illusion</i> , Episode 1 : “The Difference Between Us”	This three-part documentary questions the idea of race as innate biology. Yet race still matters. Just because race doesn’t exist in biology doesn’t mean it isn’t very real, helping shape life chances and opportunities. All the videos can be viewed through the UC Davis library.
July 21	Office for Health Equity, Diversity and Inclusion (OHEDI) and Academic Personnel - Faculty Development, SEED: Supporting Educational Excellence in Diversity	OHEDI in coordination with the Office of Continuing Medical Education is offering a four-part hybrid (online and in class) training for Instructors of Record and faculty. Upon completion of this series, participants will be able to apply cultural humility to empower their teaching, identify the key elements of curricular content that contribute to the cultural microaggressions that impede learning and develop self-management and communications skills to navigate difficult interactions that impact cultural safety.
July 22	DEI-OCCR, <i>Race: The Power of an Illusion</i> , Episode 2 : “The Story We Tell”	This three-part documentary questions the idea of race as innate biology. Yet race still matters. Just because race doesn’t exist in biology doesn’t mean it isn’t very real, helping shape life chances and opportunities. All the videos can be viewed through the UC Davis library.
July 28	DEI-OCCR, <i>Race: The Power of an Illusion</i> , Episode 3 : “The House We Live In”	This three-part documentary questions the idea of race as innate biology. Yet race still matters. Just because race doesn’t exist in biology doesn’t mean it isn’t very real, helping shape life chances and opportunities. All the videos can be viewed through the UC Davis library.
July 31	DEI-OCCR, <i>Race: The Power of an Illusion</i> , Debrief discussion	This three-part documentary questions the idea of race as innate biology. Yet race still matters. Just because race doesn’t exist in biology doesn’t mean it isn’t very real, helping shape life chances and opportunities. All the videos can be viewed through the UC Davis library.
August	<i>Reading: The New Jim Crow: Mass Incarceration in the Age of Colorblindness</i> , by Michelle Alexander	King Hall Community (Law students, faculty, staff) School of Law Community Book Project. Accompanies “Implicit Bias Training” for the King Hall Community

August 4	Office for Health Equity, Diversity and Inclusion (OHEDI) and Academic Personnel - Faculty Development, SEED: Supporting Educational Excellence in Diversity	OHEDI in coordination with the Office of Continuing Medical Education is offering a four-part hybrid (online and in class) training for Instructors of Record and faculty. Upon completion of this series, participants will be able to apply cultural humility to empower their teaching, identify the key elements of curricular content that contribute to the cultural microaggressions that impede learning and develop self-management and communications skills to navigate difficult interactions that impact cultural safety.
August 5	Tiffany Mimms, School of Medicine, Office of Wellness, "You Gotta Be Twice as Good: Racial Stereotypes, Academic Performance and Mental Health" by Dr. Tiffany Mimms	
August 6	OHEDI, Enhanced Training for Faculty Search Committee Members	All members of faculty search committees must complete Strength Through Equity and Diversity (STEAD) certification every three years (on Davis campus), or Enhanced Training for Faculty Search Committee Members (on Sacramento campus), before the evaluation of faculty applicants begins. Non-UCD members and graduate students of a faculty search committee must also be certified.
August 10	UC Davis Health (UCDH), 'Reminiscing in Tempo': A Conversation on Jazz, Art, and Health Inequities	In the office of David Lubarsky hangs an intriguing piece of artwork – "Reminiscing in Tempo" – that reflects the intersection between jazz, race, and health inequities in America. Lubarsky, CEO of UC Davis Health and Vice Chancellor of Human Health Sciences, joins Jann Murray-García, Associate Health Sciences Clinical Professor, to discuss the piece and its many themes with artist Leonor Anthony.
August 21	UCDH, Growing as a Community, Addressing Racial and Health Equity	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.
August 25	Office of the Chancellor, "Going Viral: Race, Racism, and Rebellion in the Midst of a Pandemic" with Gary Younge	The Chancellor's Colloquium Distinguished Speaker Series for 2020-21 began with the program, "Going Viral: Race, Racism and Rebellion in the Midst of a Pandemic," featuring Gary Younge, journalist and author and now a professor of sociology.

August 26	Maisha Winn and Lawrence Winn, Transformative Justice in Education Center, VC-DEI, "Restoring Justice. Transforming Education at UC Davis"	This campus-wide talk was sponsored by the Office of the Vice Chancellor for Diversity, Equity and Inclusion and provides 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 - Academic Programs, 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 for UC Davis and the Campus community.
September 2	UC Berkeley, Institute of Personality and Social Research, "Racism in our everyday lives: A developmental story"	Racism – often conceptualized as disliking or mistreating others because of their race – is a system of advantage based on race. This talk shared personal and professional experiences within this system, and highlighted how the two have developed hand in hand. Specifically, it addressed racism in categories, churches, relationships, and science. In doing so, it aimed to make three broader points. First, racism shapes our lives in ways that are often unappreciated and unrecognized. Second, racism shapes our lives from childhood well into adulthood and beyond. Third, our own experiences with racism (and race) inform who and what we study. The speaker concluded with recommendations for the future, both as a human and as a scientist.
September, 10, 11, and 17	Betty Irene Moore School of Nursing, "RN Executive Leadership Anti-Racism and Cultural Humility (ARC) Training"	Offered to Betty Irene Moore School of Nursing leadership, executive and managerial staff.
September 15 and ongoing	OHEDI, UCD Police Anti-Racism Training	This training is available for UCD Police Officers.
September 16	Anti-racism module	Members of the DEI-Executive Leadership Team , Includes members of the Council of Deans and Vice Chancellors.
September 17	DEI-OCCR, "Microaggressions: Towards Greater Awareness and Understanding"	For all employees, 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.

September 18 and 25	Office for Health Equity, Diversity and Inclusion (OHEDI) and Academic Personnel - Faculty Development, SEED: Supporting Educational Excellence in Diversity	OHEDI in coordination with the Office of Continuing Medical Education is offering a four-part hybrid (online and in class) training for Instructors of Record and faculty. Upon completion of this series, participants will be able to apply cultural humility to empower their teaching, identify the key elements of curricular content that contribute to the cultural microaggressions that impede learning and develop self-management and communications skills to navigate difficult interactions that impact cultural safety.
September 20	Graduate School of Management Women in Leadership, "Fundamental-Intersection of Gender/LGBTQ" (documentary screening)	This documentary screening is available to the GSM community.
September 21-23	The Center for the Advancement of Multicultural Perspectives on Science (CAMPOS) and Center for the Advancement of Multicultural Perspective on Social Science, Arts, and Humanities (CAMPSSAH) New Faculty Orientation	At the CAMPOS and CAMPSSAH New Faculty Orientation, 25 CAMPOS and CAMPSSAH Faculty Scholars will be introduced to several important units around campus including Academic Affairs, the Office of Research, Global Affairs, Strategic Communications, DEI, and the Center for Educational Effectiveness.
September 22	OHEDI, Enhanced Training for Faculty Search Committee Members	All members of faculty search committees must complete Strength Through Equity and Diversity (STEAD) certification every three years (on Davis campus), or Enhanced Training for Faculty Search Committee Members (on Sacramento campus), before the evaluation of faculty applicants begins. Non-UCD members and graduate students of a faculty search committee must also be certified
September 25	OHEDI, Growing as a Community: Addressing Structural Racism	The UC Davis Office of Health Equity, Diversity, and Inclusion and its collaborating partners created the Growing as a Community webinar series to focus on the important issues of structural racism, strategies and techniques for questioning and interrupting discrimination, ways to help build healthier and safer inclusive communities, and how to heal during these challenging times. This webinar series features Dr. Hendry Ton, M.D., M.S. as well as several other special guests. Recorded video of past webinars are available in the link provided.

September 25	UC Berkeley, Centers for Educational Justice & Community Engagement , Unearthing Indigenous Land Dispossession in the Founding of the University of California	<p>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.</p> <p>The forum features 2020 CAMPSSAH Faculty Scholar Kat Whiteley, UC Davis Native American Studies (NAS) Professor and Chair Beth Rose Middleton, and UC Davis NAS PhD student Brittani R. Orona.</p>
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Fall 2020

Date	Course or Event	Audience/Synopsis
Ongoing	Office of Diversity, Equity and Inclusion (VC-DEI), Principles of Community	The Principles of Community are available to read (5 minutes) and ILinks to associated policies are included.
Ongoing	Office of Diversity, Equity and Inclusion, Office of Campus Community Relations (DEI-OCCR), Living the Principles of Community (eCourse)	This online course for all employees is designed to promote inclusiveness and respect in the work and learning environment at UC Davis, introducing the concepts to new members of the campus community while reinforcing them to existing members. Participants, especially UC Davis staff members and academic appointees, will become familiar with ways to integrate the UC Davis Principles of Community into their own workplaces and classrooms. This highly interactive course includes up-to-date information on discrimination, sexual harassment, affirmative action and diversity along with the University’s policies governing these issues. Through realistically subtle and complex scenarios, learners discover that there is more than one “right” way of preventing, managing and resolving conflicts related to these topics. This course will inform and equip participants with essential knowledge and skills, ultimately resulting in fewer such conflicts, improved morale, decreased institutional liability, and a more respectful and inclusive campus environment.
Ongoing	DEI-OCCR, Diversity, Equity, and Inclusion for Students (eCourse)	This course is available to all incoming students
Ongoing	UCOP, Managing Implicit Bias Series	A six-course online training series for UC faculty and staff designed to increase awareness of implicit bias and reduce its impact at the University. The series contains the following six self-paced, online interactive courses. Each course is 15 to 20 minutes in length.

Ongoing	UC Davis Department of History's " Support Resources for Students and Colleagues "	The Department of History posted " Support Resources for Students and Colleagues ," and these resources are from the "Historical Resources for Students and Colleagues" section on that website. <ul style="list-style-type: none"> • Reading list on Policing, Rebellion and the Criminalization of Blackness • Institutionalized Racism: A Syllabus • The 1619 Project • #SayHerName: The LA Uprising 25 Years Later • Facing History and Ourselves • Recommendations of books by women to understand the uprisings • Ida Taught Me • Anti-Racism Resources for Students, Educators, and Citizens • Black Women, History, and State Violence • How to Talk to Your Kids about Anti-Racism • African and African-American Studies at UC Davis
Fall	Graduate School of Management, Faculty Training	GSM is providing training to its community to directly support incorporating Anti-racist/microaggression awareness into the classroom.
Fall	Graduate School of Management, Diversity Equity Circles	Unlearning and Relearning about BIPOC people in the US and higher education through curated resources. Discuss monthly – and incorporate into discussion directly how that learning can be brought into personal position and/or into the context of the wider GSM
Quarterly	DEI-OCCR, "Undergraduate Seminar: Who Are You? - Exploring Identity and Diversity"	This seminar is for undergraduate students and will be offered on Mondays from 4:10pm-5:00pm. If you would like to offer this seminar to your students please email your interest to diversitytraining@ucdavis.edu .
September	Student Affairs and DEI-OCCR, "Diversity, Equity, and Inclusion for Students" (eCourse)	This e-course is available for all incoming undergraduates via Orientation Fall 2020. It is also available to all students (not new) by Department request. If you would like to offer this seminar to your students please email your interest to diversitytraining@ucdavis.edu .
October	Graduate School of Management Women in Leadership, Racial Equity Panel	Open to the GSM community.

October	DEI-OCCR, Disability Awareness Month	October is Disability Awareness Month and 2020 is the thirtieth anniversary of the Americans with Disabilities Act. This year, The Office of 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 vendor presentations weekly and on October 7 for a special Environmental Intolerances Awareness webinar.
October 3	School of Medicine, Betty Irene Moore School of Nursing, Clinica Tepati, Coalition for Health Equity Conference	CHE aims to mobilize a diverse group of community leaders, in partnership with community members, to create innovative solutions that address current health equity issues. As we are facing a global health crisis, it is more important than ever to recognize how social and economic circumstances profoundly affect the way marginalized populations experience health and illness. By fostering awareness, advocacy, and collaboration, our mission is to unite our community around the common goal of improving health outcomes for all people.
October 6	DEI-OCCR, “Making the Unconscious Conscious: Understanding and Mitigating Bias”	For all employees, 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.
October 6	Office for Health Equity, Diversity and Inclusion (OHEDI) and Academic Personnel - Faculty Development, SEED: Supporting Educational Excellence in Diversity	OHEDI in coordination with the Office of Continuing Medical Education is offering a four-part hybrid (online and in class) training for Instructors of Record and faculty. Upon completion of this series, participants will be able to apply cultural humility to empower their teaching, identify the key elements of curricular content that contribute to the cultural microaggressions that impede learning and develop self-management and communications skills to navigate difficult interactions that impact cultural safety.
October 9	DEI-OCCR, Book Project: Aggie Traditions - Reading Along with the Campus Community Book Project	First-Year Aggie Connections
October 9	OCCR, OHEDI, “Book Project: Resilience, Community and Mental Health”	A talk by Hendry Ton, associate vice chancellor, Office of Health Equity, Diversity and Inclusion, UC Davis Health, sponsored by the Campus Community Book Project and held in conjunction with NAMI Yolo County Mental Illness Awareness Week .

October 11	UC Davis School of Medicine, Distinguished Lecture: Dr. Valerie Montgomery Rice , President and Dean, Morehouse College of Medicine “The Intersection of Social Justice, Health & Well-being”	The online lecture is open to all. Smaller group meetings will be held for communities within the School of Medicine. Learn more.
October 11	“Advancing Latino/a/x History in the 21st Century: The National Park Service and Beyond”	Yale University is hosting a zoom webinar for Latinx Heritage Month feature UC Davis history professor Lorena Oropeza to showcase the essays and priorities of the National Park Service's "American Latino Theme Study" which -- remarkably, sadly -- is still the only federal document that articulates the importance of these histories and articulates a vision of how scholars and the general public should approach key topics. A conversation about documenting, interpreting, teaching, and sharing the diverse histories of Latinos in the United States.
October 14	DEI-OCCR, “Understanding Diversity and Social Justice”	For all employees, this course provides the foundation for understanding various concepts of diversity work by offering a format for exploring topics of social justice, privilege and power. 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.
October 14, 15, and 22	Betty Irene Moore School of Nursing, “RN Executive Leadership Anti-Racism and Cultural Humility (ARC) Training”	Offered to Betty Irene Moore School of Nursing leadership, executive and managerial staff.
October 15	DEI-OCCR, “Diversity Awareness for New Supervisors and Leads”	This course covers the skills necessary for working and leading in a multicultural community and explores ways to create a respectful and inclusive work environment. Supervisors and leads at UC Davis contribute to a campus culture that values diversity. Course discussions will focus on ways to integrate the UC Davis Principles of Community into your workplace. Topics include: Developing personal and organizational cultural competence Implementing practical strategies that promote inclusion and respect
October 15	Graduate Studies, GradPathways Institute for Professional Development, “Socially Engaged Scholars Meetup”	The GPI is hosting a weekly meetup to discuss strategies, opportunities, and inspiration for staying socially engaged while simultaneously progressing through your degree program and scholarly work. This quarter's meetup will run from October 15th - December 17th, and will be held via Zoom. Register here

October 17, and 19 or 21	UCD School of Medicine, Mandatory Anti-Racism Education	This mandatory training is available to all first-year medical students.
October 20	OHEDI, Enhanced Training for Faculty Search Committee Members	All members of faculty search committees must complete Strength Through Equity and Diversity (STEAD) certification every three years (on Davis campus), or Enhanced Training for Faculty Search Committee Members (on Sacramento campus), before the evaluation of faculty applicants begins. Non-UCD members and graduate students of a faculty search committee must also be certified
October 15, 22, 28; November 6, 20; December 9	Academic Affairs, STEAD: Strength through Equity & Diversity (STEAD) Faculty Search Committee Workshops	All members of faculty search committees must complete Strength Through Equity and Diversity (STEAD) certification every three years (on Davis campus), or Enhanced Training for Faculty Search Committee Members (on Sacramento campus), before the evaluation of faculty applicants begins. Non-UCD members and graduate students of a faculty search committee must also be certified
October 20 and 27	Cross Cultural Center, "Combating Anti-Blackness" Workshop Series	Session 1 - Foundations: Understanding Racism and Anti-Blackness
October 20	DEI-OCCR, "Culturally Inclusive Language"	This course will explore how our day-to-day communication can create a climate of equality and good-will on campus, and can help to improve the quality of our work relationships. Language plays an important role in determining how well members of our community feel respected and included. It is important to choose what we say, whether that be verbally, non-verbally, or over e-mail, to ensure that we are communicating mutual respect and understanding for the diverse perspectives and backgrounds in our community.
October 21	DEI-OCCR, Police Accountability Board (PAB) Fall 2020 Public Meeting	Held each quarter during the regular academic year, the PAB Public Meetings provide opportunities for Davis and Sacramento campus community members and others, including people from the surrounding communities, to learn more about the board's work and how to file complaints, and to raise concerns. The meeting is informal and open for all to attend.
October 23	UC Berkeley, Centers for Educational Justice & Community Engagement, Unearthing Indigenous Land Dispossession in the Founding of the University of California	<p>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.</p> <p>The forum features 2020 CAMPSSAH Faculty Scholar Kat Whiteley, UC Davis Native American Studies (NAS) Professor and Chair Beth Rose Middleton, and UC Davis NAS PhD student Brittani R. Orona.</p>

October 23	DEI-OCCR, “Microaggressions: Towards Greater Awareness and Understanding”	For all employees, 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.
October 23	Cross Cultural Center, Part 1: “The Bystander Imperative: Personal Dimensions”	In this session, participants will learn about personal, professional, and organizational equity dimensions. They will identify their personal roadblocks to being active bystanders when witnessing microaggressions. Additionally, they will learn key concepts, history, and research related to why we don't act.
October 26	DEI-OCCR, “Making the Unconscious Conscious: Understanding and Mitigating Bias”	For all employees, 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.
October 28	DEI-OCCR, “Making the Unconscious Conscious: Understanding and Mitigating Bias”	For all employees, 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.
October 27	Cross Cultural Center, “Combating Anti-Blackness” Workshop Series	Session 2 - Anti-Blackness in Education
October 30	Cross Cultural Center, Part 2: “The Bystander Imperative: UC Davis Preparedness”	This session will include an analysis of UC Davis culture and practice in preparedness to meet The Bystander Imperative. Participants will explore relationships between perspectives of professionalism, collegiality, and their roles in maintaining the systems of inequity. Additionally, participants will be introduced to ways we can interrupt microaggressions in the moment. Participants will learn how to heal from microaggressions as well as how to claim responsibility for committing a microaggression.

November 3	DEI-OCCR, “Culturally Inclusive Language”	This course will explore how our day-to-day communication can create a climate of equality and good-will on campus, and can help to improve the quality of our work relationships. Language plays an important role in determining how well members of our community feel respected and included. It is important to choose what we say, whether that be verbally, non-verbally, or over e-mail, to ensure that we are communicating mutual respect and understanding for the diverse perspectives and backgrounds in our community.
November 4	Manetti Shrem Museum of Art, Claudia Rankine Reading and Lecture, “Just Us: An American Conversation”	Award-winning writer Claudia Rankine's timely new book, <i>Just Us: An American Conversation</i> (Graywolf Press, 2020) questions what it means to interrogate white privilege, liberal politics and much more in a genre-defying work that is being hailed as her magnum opus.
November 4, 5, and 12	Betty Irene Moore School of Nursing, “RN Executive Leadership Anti-Racism and Cultural Humility (ARC) Training”	Offered to Betty Irene Moore School of Nursing leadership, executive and managerial staff.
November 6	Office for Health Equity, Diversity and Inclusion (OHEDI) and Academic Personnel - Faculty Development, SEED: Supporting Educational Excellence in Diversity	OHEDI in coordination with the Office of Continuing Medical Education is offering a four-part hybrid (online and in class) training for Instructors of Record and faculty. Upon completion of this series, participants will be able to apply cultural humility to empower their teaching, identify the key elements of curricular content that contribute to the cultural microaggressions that impede learning and develop self-management and communications skills to navigate difficult interactions that impact cultural safety.
November 10	Cross Cultural Center, “Combating Anti-Blackness” Workshop Series	Session 3 - Anti-Blackness in Media and Entertainment
November 10	DEI-OCCR, “Microaggressions: Towards Greater Awareness and Understanding”	For all employees, 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.
November 13	OHEDI, Enhanced Training for Faculty Search Committee Members	All members of faculty search committees must complete Strength Through Equity and Diversity (STEAD) certification every three years (on Davis campus), or Enhanced Training for Faculty Search Committee Members (on Sacramento campus), before the evaluation of faculty applicants begins. Non-UCD members and graduate students of a faculty search committee must also be certified

November 13	Cross Cultural Center , Part 3: "The Bystander Imperative: Thought to Action"	In this session, participants will take the foundations of their knowledge from thought to action. We will learn and practice techniques to intervene in microaggressive situations and develop a personal response phrase. The session will conclude with participants holding each other accountable for continued learning and future practice intervening.
November 16-17	DEI-OCCR, Diversity Awareness Workshop	Since its inception in 1993, this workshop has engaged participants in dialogues with colleagues with the goal of increasing awareness of and sensitivity to diversity on our campus. Part of the workshop is to discuss ways that we can operationalize our UC Davis Principles of Community by exploring concepts related to social justice, equity, and inclusion, and how we may dismantle oppression, prejudice, and discrimination. employees
November 17	DEI-OCCR, Book Project : Amy Barnhorst, "Bipolar Disorder: A Medical, Cultural, and Historical Perspective"	This event is open for all to attend.
November 17	Cross Cultural Center , "Combating Anti-Blackness" Workshop Series	Session 4 - Anti-Blackness in the Global World
November 18	DEI-OCCR, " Unpacking Oppression "	For all employees, this course offers an opportunity for participants to explore social identity membership through oppression theory. 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.
November 19	DEI-OCCR, " Implementing the Diversity and Inclusion Strategic Vision "	Every organization is called upon to implement UC Davis' Diversity and Inclusion Strategic Vision. In support of our campus' "To Boldly Go" vision, this session provides an understanding of the goals in the diversity, equity and inclusion strategic vision and the opportunity to explore how organizations may integrate diversity and inclusion as informed by their work.
December 1	Office for Health Equity, Diversity and Inclusion (OHEDI) and Academic Personnel - Faculty Development, SEED: Supporting Educational Excellence in Diversity	OHEDI in coordination with the Office of Continuing Medical Education is offering a four-part hybrid (online and in class) training for Instructors of Record and faculty. Upon completion of this series, participants will be able to apply cultural humility to empower their teaching, identify the key elements of curricular content that contribute to the cultural microaggressions that impede learning and develop self-management and communications skills to navigate difficult interactions that impact cultural safety.

December 2, 3, and 10	Betty Irene Moore School of Nursing, "RN Executive Leadership Anti-Racism and Cultural Humility (ARC) Training"	Offered to Betty Irene Moore School of Nursing leadership, executive and managerial staff.
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For additional consultations, the following UC Davis resources are recommended:

- *Diversity & Inclusion Education and Training:*
 - <https://diversity.ucdavis.edu/education>, online self-paced courses, Zoom instruction
 - [Unit and department trainings](#), customized workshops.
 - Contact: Mikael Villalobos, PhD
- *Racial Healing Circles:*
 - Offered online
 - Contact Vickie Gomez (Davis campus) or Mercedes Piedra (Health Campus)
- *[Transformative Justice in Education Center:](#)*
 - Customized Consultations (fee-based) - Transforming cultures
 - Contact: Lawrence Winn, PhD
- *[Feminist Research Institute \(FRI\):](#)*
 - [Anti-Blackness in Research Culture](#)
 - FRI offers additional customized consultations (fee-based) - based on the session Anti-racism and addressing privilege, offered free to campus in June 2020.
 - Contact: Sarah Rebelloso McCullough
- *UC Davis Ombuds Office:*
 - [Consultations and mediation](#)
 - Contact: [Lauren Bloom](#)
- Race Matters
 - [Racial Trauma Resources - Diversity, Equity & Inclusion](#)
 - [Moving Beyond Diversity to Racial Equity](#)
 - [DOs and Don'ts](#)
- Reading List & Resources for Supervisors & HR
 - [Reading & Resource List](#)
- Racial Equity Resources
 - [Common Language](#)
- [UC Davis STEM Faculty Resource Guide - For Faculty Starting to Learn about Equity, Inclusion, Justice and Anti Racism](#) (Resources compiled by T. Hill. Important contributions and edits were provided by: E. Sakai Hernandez, D. Sumner, C. Hom, C. Till, J. Gross, B. Gaylord, K. Kraft, M. Lynch, T. Lowe-Power, M. Zulian, F. Sultana)

UC Davis students looking for options to learn about race relations can explore the following list of courses that are currently offered, prepared by Academic Senate faculty members:

African American and African Studies

- AAS 10 African American Culture & Society
 - Fulfills several GEs, typically enrolls 150 students and is taught twice every year, and has been taught every single year in more than 2 decades.
- AAS 80 Introduction to Black Politics
 - Fulfills several GEs, typically enrolls about 50 students, and is taught every other year.
- AAS 100 Survey of Ethnicity in the US
 - Fulfills several GEs, typically enrolls about 100 students, and is taught every year.
- AAS 145B Black Intellectuals
 - Typically enrolls about 50 students and is taught every other year.

American Studies

- AMS 156 Race, Culture & Society in the United States

Anthropology

- ANT 139AN Race, Class, Gender Systems

Asian American Studies

- ASA 131 Ethnicity, Culture & the Self
- ASA 155 Asian American Legal History
- ASA 189E Topics in Asian American Studies: Comparative Racial Studies
- ASA 189G: Topics in Asian American Studies: Race, Class, Gender & Sexuality
- ASA 189I Topics in Asian American Studies: Politics & Social Movements

Chicana/Chicano Studies

- CHI 102B Grassroots Community Activism & Mobilization Challenging Educational Inequity
- CHI 102C Policy & Law Challenging Segregation & Educational Inequality
- CHI 182 Race & Juvenile Justice

Communication

- CMN 149: Race & Media

Dramatic Art

- DRA 155: Representing Race in Performance

English

- ENL 181A African American Literature to 1900
- ENL 181B African American Literature 1900-Present
- ENL 179 Multi-ethnic Literature of the United States
- ENL 167 20th-Century African American Poetry

History

- HIS 018A Race in America To 1865
- HIS 018B Race in the United States since 1865
- HIS 177B History of Black People and American Race Relations

Native American Studies

- NAS 134 Race, Culture & Nation

Political Science

- POL 176: Racial Politics

Sociology

- SOC 007: Race & Ethnicity
- SOC 129 Sociology of Black Experience in America
- SOC 130 Race Relations
- SOC 137 African American Society and Culture 1790 to 1990
- SOC 143A Urban Society
- SOC 151 The Criminal Justice System

Women's Studies

- WMS 160 Women, Race, & Sexuality in Postcolonial Cinema