

Let's pause and think ...

Message sent to the entire research community. 6/4/20

Dear Colleagues,

I simply cannot remember a time in my life when my heart ached more for our community. I imagine this has been a very challenging time for you and your families as well. We are in the midst of two crises, in some ways compounding on each other. One may be newer to us, but the other — racial injustice and violence — has been around for far too long. And when we think progress is being made, we are harshly reminded by the tragic murders of George Floyd and Ahmaud Arbery that we have a long way to go, especially in regards to our African American community.

I feel fortunate to be part of an institution that focuses on being part of the change that is needed. I encourage you to read the recent statements from [Chancellor May](#) and the [leadership team at UC Davis Health](#), and want to let you know that I fully support their statements and am committed to doing my part to help us progress towards “building an inclusive environment that recognizes and respects people of all backgrounds and experiences,” as Chancellor May so eloquently stated.

I also believe that we, in the Office of Research, have a unique opportunity to help facilitate change. There is no doubt that the causes of racial discrimination, injustice and violence are complex and insidious, but research can help us to understand the drivers and possible solutions. This is true for other challenges facing our society like domestic violence, sexual abuse, gun violence and homelessness. I find comfort in reminding myself that I play an important role in supporting this research. I hope you do as well.

It is also important that we continue to support our own community within the Office of Research. We all have different backgrounds, beliefs and perspectives that can add value to pave the path forward. The more we can focus on learning about those differences, the more we can help each other and continue to build an inclusive, respectful and empowering work environment that we all thrive in — together. I encourage anyone with specific ideas or suggestions to work together with your teams or connect directly with me.

For those of you seeking additional support during this time, the Office of Diversity, Equity, and Inclusion has created a website with [Resources for Racial Trauma](#). The site includes extensive educational resources, ally statements from across the UC system and a listing of upcoming Zoom events for those seeking live community support.

This moment is a challenging one for all of us, and I know the strength of our Office of Research community will help us navigate through it. Be well, stay safe, support and learn from each other, be kind and stay as connected as possible. More than ever, I look forward to when we can regroup in person.

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