

Join us *tomorrow* for the DEI Open House!

You are cordially invited to our free Open House on Friday, November 19 from 3:00-4:00pm in Mrak Hall, Room 12C (lower level). Please also join us on Sunday, November 21 for a matinee (2:00pm) performance by PAMYUA at the Mondavi Center. The performance is described as, “Inuit soul music. Tribal funk. However you describe it, a Pamyua performance is a joyful expression of Indigenous culture.” Pamyua is bringing “Inuit music to the world. Their music showcases drumsongs from the Inuit cultures of Greenland and Alaska.” [You can purchase reasonably-priced tickets for the performance here.](#)

Holiday and End-of-Year Guidance and Best Practices

As we venture into the time of year when many of teams gather to celebrate the year’s accomplishments and the holiday seasons, we want to reflect upon past events, contests, and gatherings that may not have been as inclusive as intended. We all want to recognize the incredible work that has been accomplished as the calendar year comes to an end, and that can still be done through the many benefits of community building and recognition activities. Throughout the year, and using the [UC Davis Principles of Community](#) as our guide, we ask that you review the information linked below to create an open dialogue that will inform event/activity planning processes and final products. [Read the guidance.](#)

Office of the Vice Chancellor for Diversity, Equity and Inclusion

A MESSAGE FROM VICE CHANCELLOR TULL

Dear Friends,

Today, we remember an event known as “Pepper Spray” that happened 10 years ago on November 18, 2011. Many of us weren’t here then, but it was horrible incident. On Tuesday, November 16, 2021, the University posted in Dateline:

This week UC Davis commemorates the 10-year anniversary of the day when students who were protesting as part of the national Occupy movement were unjustifiably pepper-sprayed by UC Davis campus police. The university recognized and the [Reynoso Task Force Report](#) confirmed in its first paragraph: “The pepper spraying incident that took place on Nov. 18, 2011, should and could have been prevented.”

The full Nov. 16, 2021 Dateline story is [here](#), and in addition to acknowledgement, the article discusses responses and reforms that have been made since 2011, as a response to the pepper spray incident and toward improving campus safety overall. Some of these include the development of the [UC Davis Police Accountability Board \(PAB\)](#) in 2014 which is housed in DEI, led by the Office of Campus Community Relations (DEI/OCCR). It also discusses recent updates such as acceptance of the 8 recommendations from the June 2021 [Campus Safety Task Force Report](#), development of a Campus Safety Oversight committee this Fall, and key recommendations that have been acted upon such as (but not limited to):

- No law enforcement gear from the feds
- Reallocating funds and reconfiguring staffing (i.e., “defunding”)
- A Transparency Dashboard
- Involvement of the Fire Department to development of “Health 34” for mental health response.

This morning, [Chancellor May has a statement](#), that acknowledged the pepper spray event and its history; it also includes the following paragraph:

On the surface, the events of 2011 were only about campus safety. [The measures we’ve implemented since then](#) have fostered progressive and engaged leadership at all levels of campus policing. But we didn’t stop there. We’ve put measurable and

sustainable actions behind our words in a variety of key areas. We've reinforced students' rights to [freedom of expression](#), addressed [basic needs](#), and invested in [diversity, equity and inclusion](#).



In addition, yesterday, Nov. 17, 2021, I released a short “webinar” video that discusses the recommendations from the Campus Safety Task Force report, acknowledges the pepper spray event, and shares the work that is being undertaken by the DEI office related to campus safety. WATCH: [Campus Safety Taskforce - Vice Chancellor Tull - Nov 17 2021](#).

As we remember aspects of history, and consider our future, I would like to invite you to join DEI for our Open House and “Brand Launch” at 3 PM, tomorrow, Friday, Nov. 19 at 3 PM in the lower level of Mrak Hall. We will have gifts, share some of our work, and showcase our brand new logo! Saturday, I'll be rooting for our Aggie football team at the Causeway Classic (UC Davis vs Sac State), and on Sunday, please join us for the DEI co-sponsored Tribal Funk show by Pamyua at 2 PM. It's a full weekend! I look forward to sharing it with you!

Warmest Regards,
Renetta

DEI Partners with eScholarship to Publish Mission-Relevant Content

The Vice Chancellor's Office for Diversity, Equity and Inclusion has partnered with the U.C. Davis Library to create our own venue on the University of California's [open access platform eScholarship](#). This online, accessible space will allow us and our partners an opportunity to publish our own institutional DEI-focused research and material. In this first year we will focus on getting our work in VC-DEI published in eScholarship to serve as a repository for our DEI publications. We will also be working with a few strategic partners who have expressed early interest. In subsequent years we will explore expanding the submission process more broadly across the campus. You can view [a webinar on DEI's eScholarship platform](#) led by our partner at the library, Michael Ladisch, Scholarly Communications Officer.

ASUC Disability Rights Advocacy Committee Seeks Stories on Mental Health and the Disability Community

ASUCD's [DRAC](#) would like to feature student narratives on their website to help put faces and names to the amazing students in the disability community. When you tell your stories it reminds the world that you are not just a disability. They encourage folks in the community to tell them who you are. They want to know your name, major, career goals, favorite color, whatever it is you want to share about yourself. Please keep narrative to no more than 1500 words. If you would like to tell your story but do not like writing, or would like assistance please email drac@asucd.ucdavis.edu with the subject line "Narrative help" and one of our committee members will reach out to you! Otherwise, [please find the story submission form here](#).

UPDATES & ANNOUNCEMENTS

Office of Academic Diversity | AVC Lorena Oropeza

Grant and Award Deadlines Fast Approaching!

Now in its second year, P.L.A.C.E. with CAMPSSAH is offering a number of grant and awards for U.C. Davis pre-tenure and early tenure faculty. In our first year, we awarded more than \$28,000 to 14 faculty and hosted two significant writing communities and we hope to provide even more in the way of community and awards this year. The application and submission deadlines for three opportunities are just around the corner!

Writing Community ~ Deadline November 19

This call is for a small group of 4-5 faculty, to engage in a bi-weekly, two-quarter (winter and spring 2022) writing support group that will be professionally guided by Elena K. Abbott of Ink Blotter. We are particularly interested in associate professors working on a second book-length proposal. Scholars must be engaged in work that centers a critical, intersectional lens – particularly focusing on issues of race, gender, sexuality and class inequalities. Upon successful completion of the writing group, participants will receive \$3,000 in Academic Enrichment Funds.

Scholar of the Quarter Award ~ Deadline December 3

An initiative that recognizes faculty at the Assistant or Associate ranks whose scholarship epitomizes engaged excellence, defined as scholarly or creative achievements that involve diverse communities with a commitment to social change. We are accepting applications for the entire academic year now and will announce one recipient at the end of each quarter.

Post-Tenure Startup Award ~ Deadline December 3

To help newly-tenured faculty continue their promotional trajectory, we will offer two newly-tenured faculty a “start-up” package of \$4,000 as an Academic Enrichment Fund to assist them in the development of a new project or allow them to refocus their energies in ways more attuned with their desired career path within the university. This package can consist of enrollment in the National Center for Faculty Development & Diversity (NCFDD) Post-Tenure Pathfinder’s Program or seed money for a new project.

[Please visit our webpage for more details and award requirements.](#)

Upcoming CAMPOS Research Colloquia

Dec. 1 - [Kristen George](#), Public Health Sciences
Jan. 19 - [Miriam Nuño](#), Biostatistics and Surgery Residence
Feb. 2 - [Jasquelin Peña](#), Civil and Environmental Engineering
Feb. 23 - [Jeannete Ruiz](#), Communications
Mar. 2 - [Jairo Fúquene Patiño](#), Statistics
Mar. 9 - [Theanne N. Griffith](#), Physiology and Membrane Biology
[Learn more](#)

Office of Campus Community Relations | Interim AVC Mikael Villalobos

Police Accountability Board Annual Report

The [Police Accountability Board \(PAB\)](#) released its 2020-2021 Annual Report and Executive Summary, which are available on the [PAB annual report page](#). The PAB issues an annual, public report detailing summary information and statistical data regarding the number of complaints filed, the type of complaints filed, analysis of trends or patterns, the ultimate disposition of the complaints, and the percentage of complaints in which the recommendations of the PAB were either accepted, rejected, or modified by the Chief of Police. In an effort to increase the transparency of the PAB’s work and to provide timely follow-up on issues important to the UC Davis and broader communities, the PAB 2020-2021 Annual Report continues to include detailed summaries of the board’s recommendations and questions to the Chief, as well as updates on the implementation of recommendations made following the PAB pilot program review.

Program Manager and PAB Administrative Advisory Group member Megan Macklin will co-facilitate a roundtable session titled “Effective and Sustainable Growth in Civilian Oversight of Law Enforcement” at the upcoming annual conference of the [National Association for Civilian Oversight of Law Enforcement \(NACOLE\)](#). The UC Davis Police Accountability Board, one of the only civilian oversight programs nationwide for university police, is an institutional member of NACOLE.

Campus Community Book Project – Program Recordings Available

The Campus Community Book Project hosts year-long program of lectures, workshops, book discussions, film screenings, exhibits, performances, and more in support of our annual theme and selection. Currently in its twentieth year, the book project in 2021-2022 focuses on the theme of social justice in practice and features *How to Be an Antiracist* by Ibram X. Kendi. Visit the [book project events page](#) and [subscribe to our online calendar](#) for up-to-date event information and registration links. Missed a book project program? We record many of our events! Event recordings can be found on the [book project resources page](#). We also invite you to follow the book project on [Facebook](#), [Twitter](#), and [Instagram](#).

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

UC Davis Health celebrates Diwali

Employees of UC Davis Health celebrated Diwali, the Hindu festival of lights, and honored health care workers for their many contributions during the pandemic. [Full article](#)

Honoring Native American Heritage Month

November is American Indian and Alaska Native Heritage Month, often referred to as Native American Heritage Month. This week Britta Guerrero, CEO, Sacramento Native American Health Center, Inc. reflects on the past, present, and "progress toward a more just future." [Full post](#)

EVENTS

Please take a look at our fall [2021 Anti-Racism Syllabus](#) for relevant events.

The webpage will be updated as we receive event information.

Have an event we can include? Please email the details to [Tom O'Donnell](#).

November 10-23

UC Davis Humanities Institute and Human Rights Studies Program - Human Rights Film Festival

The UC Davis Humanities Institute and Human Rights Studies Program inaugurated the UC Davis Human Rights Film Festival in fall 2017, in partnership with Human Rights Watch (HRW). The multi-day online festival showcases a selection of HRW films with Q&A sessions with filmmakers and scholars. Human Rights Watch currently screens its Human Rights Film Festival in over 20 cities around the world, including Amsterdam, London, New York, and Sydney. The selected films bear powerful and moving witness to human rights issues both locally and globally and will inspire our community with the knowledge and commitments that can make a difference. [View the films and discussion schedule.](#)

November 18, Thursday

Staff/Faculty Womxn of Color Support Group | 12:00pm

This group was brought together in 2019 by Dr. Dr. Satinder Gill and Cecily Nelson-Alford to support womxn of color employed at UC Davis. The intention is to offer a safe and encouraging space to support healing, growth and development in the personal and professional lives of womxn of color. Hosts: Dr. Satinder Gill, Licensed Clinical Psychologist, Academic and Staff Assistance Program Cecily Nelson-Alford, Director, Women's Resources and Research Center. Consent for participation is necessary, please contact dr_gill@ucdavis.edu for more information. The groups meets bi-weekly year round on Thursday (next meeting 12/2).

November 19, Friday

Office of Diversity, Equity and Inclusion Open House | 3:00pm

Learn more about our office, enjoy light refreshments and DEI goodies. We will also share our new logo and branding. Stop by Mrak Hall, Room 12C (lower level) for this free event.

November 21, Sunday

Demystifying Book Publishing for First-Gen Scholars | 12:00pm

Join us for a panel with first-gen authors on their publishing experiences, followed by a presentation and Q&A with UC Press editors about common publishing topics, such as choosing the right publisher; preparing a book proposal; how the peer review and Editorial Committee process works; revising your manuscript; and working with publishers to promote your book. Attendees are encouraged to ask questions. A recording will be made available after the event. Sponsored by: UC Press and the UC Collaborative of Humanities Centers and Institutes. [Learn more about the UC Press FirstGen Program.](#) [Register.](#)

Join the Office of Diversity, Equity and Inclusion for a Matinee Performance of Pamyua | 2:00pm

Inuit soul music. Tribal funk. However you describe it, a Pamyua performance is a joyful expression of Indigenous culture. Formed in 1995, the group has created its own genre that merges traditional Inuit drumdance melodies with R&B vocal styles. Proud to represent Indigenous culture, the group believes unity is possible through music and dance and the members interpret Inuit traditions masterfully with joy and sincerity. The response to this message is

tremendous as the group is a symbol of pride for Alaska's indigenous people and to all who see them perform. [Learn more and purchase reasonably-priced tickets here.](#)

November 23, Tuesday

Book Talk - Stacy-Ann Elvy, "A Commercial Law of Privacy and Security for the Internet of Things" | 12:00pm

The Center for the Advancement of Multicultural Perspectives on Social Science, Arts, and Humanities (CAMPSSAH) invites you to a virtual presentation by U.C. Davis Professor Law and Martin Luther King, Jr. Hall Research Scholar Stacy-Ann Elvy on her newly-published book. In the Internet of Things (IoT) era, online activities are no longer limited to desktop or laptop computers, smartphones and tablets. Instead, these activities now include ordinary tasks, such as using an internet-connected refrigerator or washing machine. At the same time, the IoT provides unlimited opportunities for household objects to serve as surveillance devices that continually monitor, collect and process vast quantities of our data. In this work, Stacy-Ann Elvy critically examines the consumer ramifications of the IoT through the lens of commercial law and privacy and security law. [Register.](#)

Academic and Staff Assistance Program (ASAP) Holiday Support Group for LGBTQIA+ Community | 12:00pm

Come join ASAP clinicians in a group exclusively offered for people identifying as part of the LGBTQIA+ community and receive support on how to manage the possible difficulty the coming holidays may bring up for you. For many individuals identifying as part of the LGBTQIA+ community holidays, are a time of loneliness, sadness and stress. Come help support one another in a non-judgmental, nondiscriminatory environment and receive support and a space to share and learn how to take care of yourself during this time. Ideal participants are able to attend remotely from a confidential place, are willing to share and participate, can commit to attending all 6 sessions, and attend with an open, non-judgmental mindset, with the ability to have their video on for the whole 45 minutes. [Register in advance.](#) Future dates include: November 30, December 7, 14, and 21.

November 29 - December 2

UC Davis C-STEM Center Presents the 11th Annual Conference on Integrated Computing and STEM Education, "Accelerated Learning of Math and CS/STEAM"

The conference provides a forum for policy makers, researchers, district and school administrators, K-12 STEM teachers, and industrial partners to share their vision, research results, best practice, and experience on transforming math education with hands-on coding and robotics, especially on closing the math achievement gap for at-risk students and English language learners. You will learn from the district and school leaders their strategies on how to integrate hands-on computing and robotics into regular math and CS/STEAM curriculum district and school wide. You will also learn from both experienced and new C-STEM teachers on how to get started with the C-STEM program and have successfully impacted students from ALL backgrounds. [Learn more about the schedule of speakers and panels here.](#) [Free registration here.](#)

December 2, Thursday

United States Attorney's Office, Greater Sacramento Hate Crime Task Force, Update and Roundtable | 10:00am

Please join leadership from the U.S. Attorney's Office and law enforcement partners for an update on hate crime cases in our region, and an opportunity to ask questions important to you. Agenda highlights will include a briefing by U.S. Attorney Talbert and FBI Special Agent in Charge Ragan on recently announced US DOJ policies on choke holds, no-knock warrant entries, and body work cameras. This meeting will also include a roundtable-style open discussion, giving attendees the opportunity to update the group on their relevant projects and opportunities to collaborate. This will be a virtual meeting and you can [register to receive credentials here.](#)

December 3, Friday

Academic and Staff Assistance Program (ASAP) Defeating Isolation: Men's Support Group | 1:00pm

Many of us have felt lonely and isolated as we've navigated through these seasons of a pandemic, multiple holidays, and social unrest. Find support with other men in this interactive group filled with exploration, encouragement, and practices to decrease isolation and increase meaning and purpose in your life. Join ASAP counselors David Murphy

and Rob Starkey for this bi-weekly drop-in support group by [registering through this link](#). Future dates include: December 17, and January 7.

RECOMMENDED READING

Kathleen Holder, “Linguist Receives Award for Research on Black Sign Language,” 4 November 2021.

Research by UC Davis linguistics professor Robert Bayley and colleagues on Black American Sign Language is now a Linguistics Society of America award winner. Bayley and team conducted a six-year study of Black American Sign Language that resulted in the book [The Hidden Treasure of Black ASL: Its History and Structure](#). [Read the article](#).

ADDITIONAL RESOURCES

The Aggie Info and Help Line

The Aggie Info and Help Line housed within the Aggie Compass Basic Needs Center, responds to questions by students arising from COVID-related return-to-campus concerns. The info line relies on trained student staff from the Aggie Public Health Ambassador Program to address non-crisis questions and provide referrals. Staff will provide answers using information available to the public on official campus webpages including the Campus Ready site, Student Housing and Dining Services and Office of the Registrar. [Learn more at their website](#).

11 Suggested Actions toward Anti-Racism in the Office and on Your Own

Written by the UC Davis Office of the Vice Chancellor for Diversity, Equity and Inclusion and based on the Office of Health Equity, Diversity and Inclusion’s Anti-Racism and DEI Action Plan, the “[Being an Ally Requires being Anti-Racist: 11 Suggested Actions toward Anti-Racism in the Office and on Your Own](#)” provides practical suggestions for everyone.

Preventing Bullying and Abusive Conduct in Our Workplace

UC Davis’ [Bullying and Abusive Conduct in the Workplace](#) policy expands upon the former Disruptive Behavior in the Workplace policy by placing a focus on bullying, how to identify bullying, and ways to report it.

Reporting Concerns of Harassment and Discrimination

The Harassment & Discrimination Assistance and Prevention Program (HDAPP) supports the University's commitment to a harassment and discrimination-free work and learning environment for all members of the UC Davis, UC Davis Health, and University of California Agriculture and Natural Resources (ANR).

If you are interested in reporting concerns of Harassment and Discrimination, please contact HDAPP to [file a report](#) and/or speak with a representative to better understand your options. [Learn more about HDAPP here](#) or go to [HDAPP's website for more information](#).

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/>