

**Tiffani J. Johnson, “‘Your Silence Will Not Protect You’: Using Words and Action in the Fight Against Racism.”**

“Heightened public awareness of racism emerged in the setting of anti-Black police violence intersecting with disparities during the COVID-19 pandemic. However, with the election of Joe Biden and Kamala Harris, I could already feel some being lulled into a false sense of security and quickly becoming complacent.” CAMPOS Faculty Scholar Johnson has written about the ongoing, and “deeply disturbing” reality that “America is not a safe space for Black children.” As we head into Black History Month and prepare to celebrate all of the people and progress that has led us to the present, do not forget the work of anti-racism is far from done. [Read the article.](#)

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

**A MESSAGE FROM VICE CHANCELLOR TULL**

Dear Friends,

Today, January 27, is International Holocaust Remembrance Day, and I acknowledge the millions of Jewish victims. The UN has designated the 2022 theme guiding the United Nations Holocaust remembrance and education as “*Memory, Dignity and Justice*,” and shares information and activities [here](#).



DEI joins the division of Undergraduate Education in celebrating the new Associate Dean for Academic Programs, Dr. Milmon Harrison! The news was shared broadly through [a UC Davis campus-wide announcement \(with photo included here\)](#), earlier this week and highlights: *A critical part of his new position is providing leadership in advancing diversity, equity, inclusion and belonging. He has been highly recognized for his contributions in this area, most recently being named the inaugural recipient of the Ralph Aldredge Faculty Excellence Award, given by the UC Davis African Continuum (2021), and having been selected as one of the first faculty members to receive a Chancellor’s Fellowship for DEI (2020).*

Dr. Harrison is associate professor of African American and African Studies, and a [Faculty Fellow for Public Scholarship](#) with the Office of Public Scholarship and Engagement.

As we transition to activities that will start on campus on Monday, I want to highlight information from one of Chancellor May’s messages: *The [Aggie Compass Basic Needs Center](#) can assist students who are experiencing ongoing financial challenges as a result of our remote instruction. The center can also assist with food security and housing. Fill out a [basic needs assistance request](#), or call 530-752-9254 during business hours, Monday through Friday. We’re also here to support students who are immunocompromised or otherwise concerned about how the omicron surge and remote instruction will affect them. Please contact our [Student Disability Center](#) if you need further accommodations or if you are uncertain if your medical situation qualifies you for disability assistance ... Contact the center by [submitting a request online](#); calling 530-752-3184 during business hours, Monday through Friday; or [sending an email](#).* In addition, instructors-of-record who want to have their lectures recorded in service to students can respond to the email message that was recently sent to them, inviting them to opt-in to a service, at no cost to them.

I wish you a great remainder of the week, and a wonderful weekend. Wishing you peace and good health!  
Warmest Regards,  
Renetta

## UC Davis Undergraduate Research Program Opportunity

Are you interested in a career that involves research as a scientist or a physician? Wondering what to do this summer? Wanting to get into a lab on campus, but are not sure how to start? In a lab and seeking a way to finance your summer research experience? The UC Davis Educational Enrichment & Outreach Programs (EEOP) is home to five exciting undergraduate programs that support students from marginalized communities who aspire to a career in the life sciences. They have programs that can help you participate in research ranging from neuroscience, aging biology, cancer biology, public health, and other areas of biomedical inquiry. The great news is you only need to complete one easy online [application](#) to be considered for any of these programs! Check out our [website](#) for details on MARC, ADAR, ADNRR, CURE, and our [website](#) for PHS. Application deadline is March 24 at 11:59PM.

## Global Aggies Award for LGBTQIA Rights

The *Global Aggies Award for LGBTQIA Rights* encourages and supports UC Davis student global learning and engagement regarding the issues that LGBTQIA communities and individuals face around the world. This award provides students with funding to learn about and advance LGBTQIA wellbeing and rights globally, including through international, USA-based, or virtual activity. The grant supports student involvement in research or creative work, internships/externships, or other projects that advance the rights and/or wellbeing of LGBTQIA people globally. Deadline February 9. [Learn more](#).

## UPDATES & ANNOUNCEMENTS

### Office of Academic Diversity | AVC Lorena Oropeza

#### P.L.A.C.E. with CAMPSSAH Grant Opportunities Now Available

“[Professors Leveraging A Community of Engagement \(PLACE\) with CAMPSSAH](#)” is delighted to return for a second year in support of our UCOP Advancing Faculty Diversity grant. The goal of P.L.A.C.E. with [CAMPSSAH](#) is to promote the development and retention of faculty by providing resources and programs in three areas: community, leadership, and recognition. It is an interdisciplinary hub for research activities for faculty of color, URM faculty, and those faculty whose work forms the foundation of inclusive excellence at UC Davis. We have three grants now accepting applications (please [visit our webpage](#) for more details and award requirements):

#### Post-Tenure Startup Award - Application deadline: February 25, 2022

To help recently-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.

#### Manuscript Workshop - Application deadline: February 25, 2022

The Manuscript Workshop will aid selected faculty in getting a project from rough draft to published manuscript by providing financial resources to secure critical feedback. P.L.A.C.E. will offer up to \$5,000 for one UC Davis faculty to allow the recipients to convene a one- to two-day workshop that brings together chosen experts in the scholar’s field to help prepare a manuscript for submission to a publisher.

#### Summer Writing Symposium - Application deadline: April 15, 2022

P.L.A.C.E. will host a small group (5-6 faculty) to engage in a weeklong, structured and facilitated writing symposium that will take place in summer 2022. This opportunity is geared toward faculty working to complete a big task (e.g. writing an introduction, a book proposal, or a chapter in a book project) and who would benefit from uninterrupted, concentrated writing time, and structured feedback by peers and a professional writing instructor within a setting where their meals and lodging are provided.

### HSI Information Email List

HSI Director Lina Mendez created a listserv to share HSI related news and information, co-sponsorships, presentations, grants, trainings, and resources. The list will serve as a space for others to share with the wider community pertinent topics related to HSI. We want to encourage students to sign up too. To sign up simply:

1. Send a message to [sympa@ucdavis.edu](mailto:sympa@ucdavis.edu) from the address you want to subscribe to the list
2. In the subject line of your message, type in: subscribe uc-davis-hsi Firstname Lastname

### Office of Campus Community Relations | Interim AVC Mikael Villalobos

#### UC Davis Book Project: Learning Resources

The [UC Davis Campus Community Book Project](#) has returned with our winter quarter program—visit the [book project events page](#) and [subscribe to our online calendar](#) for up-to-date event information and registration links. As we continue to engage in shared dialogue around our “social justice in practice” theme and featured selection, *How to Be an Antiracist* by Ibram X. Kendi, we invite you to check out our book project learning resources: Our [Social Justice Bibliography](#), curated by Matt Conner, Student Services Librarian, explores different aspects of this year’s book project theme and provides links to entries in the UC Davis Library Discovery System. And on our [YouTube](#) channel, you can find recordings of previous book project events.

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

#### Deans’ 2021-2022 Award for Excellence

Nominations are now being sought for the [2021-2022 Deans' Awards for Excellence](#). The purpose of these awards is to reward the outstanding achievements of our School of Medicine and Betty Irene Moore School of Nursing faculty and teams, and to acknowledge their contributions in our community. Each nominee or team’s dedication to one of our mission areas is a focused and compelling example that exemplifies and aligns our community with our mission of providing excellent patient care, conducting groundbreaking research, fostering innovative, interprofessional education, and creating dynamic, productive partnerships with the community. Each nominee’s efforts must clearly contribute to UC Davis Health being a destination of choice to all we serve. The deadline for all nominations is Monday, February 28, 2022. Visit the award pages listed below for full details and nomination instructions. Each award includes a monetary award and all awardees will be recognized in May, 2022.

- [Deans’ Award for Excellence](#)
- [Deans’ Award for Excellence in Equity, Diversity and Inclusion—Faculty Member](#)
- [Deans’ Award for Excellence in Mentoring](#)
- [Deans’ Team Award for Excellence](#)
- [Deans’ Team Award for Inclusion Excellence](#)

#### Center for Reducing Health Disparities Mobilizing Organizations via Equitable Immunizations and Testing through Unified Partnerships

The partnership between [Center for Reducing Health Disparities](#), [UC Davis Health](#), and the [California Department of Public Health’s Office of Health Equity](#) focuses on community-based strategies to increase testing access and vaccine uptake by Latinx and African Americans in Sacramento and Yolo counties. The primary goal of MOVE IT UP is to increase the percentage of Latinx and African Americans who are vaccinated. CRHD and UC Davis Health are working together with various local organizations including [City Church](#), the Sacramento Black Media Coalition (SBMC), the [Health Education Council](#) and other local community-based organizations to increase vaccine equity in these traditionally underserved populations. The project has mobile vaccine and testing units that are available five days a week, including regular evening and weekend hours. Visit our website for upcoming vaccine clinics, to learn more about the project or to have your organization partner with us to bring vaccines and/or testing to your community complete the [Contact Form](#).

### EVENTS

*February 2, Wednesday*

### **Heal the Healer | 12:00pm**

A weekly lunch hour self-care and mindfulness session for community members supporting refugees. Facilitators: Iffat Hussain MSW-LCSW is a Program Director at the Turning Point Mental Health Urgent Care which is an innovative service in Sacramento County. Dr. PC How is an Assistant Professor of Psychiatry at UC Davis where she serves as the Associate Medical Director of the Sacramento County Mental Health Treatment Center and the Associate Program Director for the psychiatry residency program. Khoban Kochai serves as the Assistant Director for Anchor Institution and Culture/Climate. Registration will only allow you to choose one date but once you have the Zoom link, you are welcome to attend as many sessions as you like. Each Wednesday in February and March. [Register here.](#)

*February 3, Thursday*

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

This group was brought together in 2019 by 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](mailto:dr_gill@ucdavis.edu) for more information. The group meets bi-weekly year round on Thursday (next meeting 2/17).

*February 9, Wednesday*

### **Heal the Healer | 12:00pm**

A weekly lunch hour self-care and mindfulness session for community members supporting refugees. Facilitators: Iffat Hussain MSW-LCSW is a Program Director at the Turning Point Mental Health Urgent Care which is an innovative service in Sacramento County. Dr. PC How is an Assistant Professor of Psychiatry at UC Davis where she serves as the Associate Medical Director of the Sacramento County Mental Health Treatment Center and the Associate Program Director for the psychiatry residency program. Khoban Kochai serves as the Assistant Director for Anchor Institution and Culture/Climate. Registration will only allow you to choose one date but once you have the Zoom link, you are welcome to attend as many sessions as you like. Each Wednesday in February and March. [Register here.](#)

*February 10, Thursday*

### **Global Migration Center Presents “Beyond Social Death: Migrant Ontologies in the Digital Narrative” | 12:00pm**

Brooke Kipling theorizes a digital narrative of a Honduran migrant. Kipling illuminates possibilities of migrant being and world-making that exist outside of narrative frameworks that center migrant pain and suffering within a timeline of repair, where experiences of racialized violence dissipate through the promise of inclusion. Kipling thinks with and through theorizations of the flesh and its ontological possibilities that emerge from Black studies to consider how Central American migrants articulate other ontological possibilities from the site of their disposable existence. [Learn more and find Zoom link here.](#)

### **The California Studio's Artist Talk: Jennifer Packer | 4:30-6:00pm**

Jennifer Packer, a painter known for her portraits, still lifes and interior scenes, has been recognized by the American Academy of Arts and Letters and received the Nancy B. Negley Rome Prize from the American Academy in Rome. She has been featured in solo exhibitions at the Serpentine Galleries, London, the Los Angeles Museum of Contemporary Art, and the Whitney Museum of American Art. Her work has also been included in major group exhibitions, including Prospect New Orleans, the Whitney Biennial and the 33rd São Paulo Biennial. Packer is an associate professor in the painting department at the Rhode Island School of Design. Organized by The California Studio in the UC Davis Department of Art and Art History. Co-sponsored by the Jan Shrem and Maria Manetti Shrem Museum and the Campus Community Book Project. Free to attend. Wright Hall, Main Theatre.

*February 11, Friday*

### **Community-Academic Partnerships to Advance Equity-Focused Climate Action | 10:00am**

You are invited to attend an Introductory Workshop for a new year-long training called [CAPECA](#). CAPECA aims to augment the training of ten Californian place-based teams of community leaders and university researchers from the UC and CSU who work together to draw on participatory methods to ask and answer key research questions that inform climate planning and action in their place. The training will be rooted in the principles and practices of participatory action research, popular education, and social equity. [Learn lots more and register here.](#)

*February 15, Tuesday*

**Aoki Presents Lorena V. Marquez Book Talk - *La Gente* | 12:00pm**

*La Gente* traces the rise of the Chicana/o Movement in Sacramento and the role of everyday people in galvanizing a collective to seek lasting and transformative change during the 1960s and 1970s. In their efforts to be self-determined, *la gente* contested multiple forms of oppression at school, at work sites, and in their communities. Márquez shows that the Chicana/o Movement was not solely limited to a handful of organizations or charismatic leaders. Rather, it encouraged those that were the most marginalized—the working poor, immigrants and/or the undocumented, and the undereducated—to fight for their rights on the premise that they too were contributing and deserving members of society. [Learn more here.](#) [Register in advance for this event.](#)

*February 17, Thursday*

**Global Migration Center Presents “Precarious Legal Patchworking: Detained Immigrants’ Access to Justice” | 12:00pm**

As immigration enforcement increases, so does the detention of immigrants facing the threat of deportation. Detained without the support of a public defender system – a feature of US immigration law, immigrants face a complex immigration court that is adversarial and can produce dire consequences including family and community exile, loss of employment, and inevitable violence or even death if deported. This paper chronicles the experiences of former detainees and how they were able to acquire (or not acquire) justice through multiple means while detained. [Learn more and find Zoom link here.](#)

*February 22, Tuesday*

**Aoki Center on Critical Race and Nation Studies – Irene Oritseweyinmi Joe, “Learning from Mistakes,” | 12:00pm**

Much of the attention following a reversal of a defendant’s wrongful conviction focuses on the role that police, prosecutors or judges played in perpetuating the injustice. To the extent the defense attorney is considered, it is limited to claims of ineffective assistance of counsel. A more complete story about each reversal would include a description of how each of the components of the criminal process failed to work cohesively in a manner to maintain systemic integrity and protect human life and liberty. [Register.](#)

**CAMPSSAH Presents a Muscial Performance and Book Talk with Juan Diego Diaz | 12:00pm**

Join the Center for the Advancement of Multicultural Perspectives on Social Science, Arts, and Humanities for music from a student Samba Ensemble led by [Brian Rice](#) (Music; Director of Samba and Afro-Cuban Percussion) and Capoeira performance led by [Juan Diego Diaz](#) (Music). Following the musical performances, Juan Diego will talk about his new book, [Africanness in Action: Essentialism and Musical Imaginations of Africa in Brazil](#). The bookstore will be on hand to purchase books. The event will be in person at the Student Community Center’s Multipurpose Room and livestreamed via [Facebook](#), [YouTube](#), and [Zoom](#). [Please register in advance for in person attendance](#) and comply with all health and safety requirements before arriving.

*February 23, Wednesday*

**Five Approaches to Anti-Racist Teaching | 12:00pm**

Participants will engage with the five practical components of Kishimoto’s (2018) anti-racist teaching practices: (1) addressing assumptions to cultivate students’ critical analytical skills; (2) generating awareness of students’ social positions; (3) empowering students to take responsibility for their learning through the decentering of the classroom; (4) empowering students to apply theory to practice; and (5) fostering a sense of community in the classroom through collaborative learning. Interdisciplinary examples of these practices will be shared as participants develop actionable plans for their classrooms. Participants will also discuss how anti-racist pedagogies extend to other spheres of influence. [Learn more and register.](#)



### **Davis Humanities Institute Book Chat with Jessica Perea | 5:10pm**

“Sound Relations: Native Ways of Doing Music History in Alaska.” What does it mean to sound (or not sound) Native? Who decides? And how can Indigenous-led and Indigeneity-centered analyses of Native musicking reframe larger debates of power and representation in twenty-first century American historiography? From hip hop to Christian hymnody and drumsongs to funk and R&B, Jessica Bissett Perea offers relational and radical ways of listening to a vast archive of Inuit presence across a range of genres to register the *density* (not difference) of Indigenous ways of musicking. Native ways of doing music history engage processes of sound worlding beyond colonial nation-state notions of containment and measurement, and instead amplifies possibilities for more just and equitable futures. [Register.](#)

### **Book Project: Racial Healing Circle | 6:00pm**

Facilitated by Kawami Evans, Director of Inclusion and Organizational Development, Student Dining and Housing Services and Vickie Gomez, Director of Campus and Regional Community Engagement, Office of Campus Community Relations. We are creating a safe space for self-reflection to promote racial equity and healing. In this session we will foster meaningful connections as we address the systems of racism and oppression that cause harm to our communities, and offer support to one another during these difficult times. [Register.](#)

## **RECOMMENDED READING**

**Tiffani J. Johnson, “Your Silence Will Not Protect You’: Using Words and Action in the Fight Against Racism,” *Pediatrics*, January 5, 2022.**

*Heightened public awareness of racism emerged in the setting of anti-Black police violence intersecting with disparities during the COVID-19 pandemic. However, with the election of Joe Biden and Kamala Harris, I could already feel some being lulled into a false sense of security and quickly becoming complacent. Although so much is done to protect white fragility and create a safe space for others to make mistakes as they navigate racial issues, I am often left in fear and wondering, “Who is protecting me?” Where is my safe space in academic medicine? More importantly, who is protecting our Black patients from harm in the health care system? Where is their safe space? [Find the article here.](#)*

### **New LGBTQ CA laws take effect**

*A slew of new LGBTQ laws in California will go into effect in 2022, from ending gender-based toy aisles and protecting transgender students and LGBTQ households to enhancing services for older adults living with HIV. Most will kick in as of January 1, while one protecting health care patients' privacy will become operative in the summer. [Read the article.](#)*

## **ADDITIONAL RESOURCES**

### **[NEW] Resources for Trans and Non-Binary Employees**

UC Davis is committed to supporting trans and non-binary employees in the workplace. Resources for employees; resources for supervisors; policies and laws; health benefits; reporting options; community and individual support. [Find the resources here.](#)

### **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](mailto:diversityinclusion@ucdavis.edu)

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

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