

Disrupting Education's Inequities

This month's guests on *Face to Face With Chancellor May* are educators looking for ways to disrupt racial inequities in education. "We're interested in ways we can improve our educational system," Torry Winn, an assistant professor of teaching in education in the School of Education, said of his partnership with his collaborator and spouse, Maisha Winn, Chancellor's Leadership Professor in the School of Education. [Read the story and watch the video 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,

Happy December! On behalf of DEI, I extend my sincere thanks to all who came out to our Open House and Brand Launch on Fri. Nov. 19. Here is a picture of our new brand, along with a photo of a few of the members of our staff. We also enjoyed sponsoring PAMYUA at the Mondavi Center on Sunday, and look forward to sharing more time and space with you in the future!



This issue has so much information, that I will keep this message short to provide time for you to take in all of the efforts and information from our colleagues. Again, thank you for your support!

Warmest Regards,
Renetta

Public Impact Research Initiative: Call for Grant Proposals

Public Scholarship and Engagement has opened the Public Impact Research Initiative for the third round of applications. The initiative is designed to recognize and support research that is cogenerated with community partners, is of mutual benefit and has a positive public impact. The grants for *new collaborations* or *sustaining relationships* will support publicly engaged research with non-university partners and are intended to position researchers for future funding, capacity building, and growth in research areas that include mutually beneficial partnerships. UC Davis Academic Senate and Academic Federation members from any UC Davis location are eligible to apply.

Recipients of a Public Impact Research Program grant will receive \$5,000 - \$10,000 for their proposed activities, depending upon budget request and program review. Applications and supporting materials must be received by January 7, 2022. Details and application procedures are fully described on the [Public Impact Research Initiative webpage](#).

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.

UPDATES & ANNOUNCEMENTS

Office of Academic Diversity | AVC Lorena Oropeza

CAMPOS Faculty Scholar Kudos

Jesús M. Velázquez (Chemistry) and his team published "Promoting Inclusive and Culturally Responsive Teaching Using Co-classes for General Chemistry" in the *Journal of Chemical Education* where they described the development and deployment of a new general chemistry co-class that supports students from first-generation, low-income, and underrepresented backgrounds. [Read more here.](#)

Tiffani Johnson (Emergency Medicine) received a national award for her efforts to improve the quality of care for underserved children. The American Academy of Pediatrics (AAP) recently honored Johnson with its inaugural Minority Health, Equity and Inclusion Award. The award recognizes a member for their outstanding contributions to advance health equity for underrepresented communities. It also celebrates their efforts to promote diversity, equity, and inclusion of the pediatric workforce through policy, advocacy, education, mentorships, and research. [Read more here.](#)

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 two opportunities are just around the corner!

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.](#)

Watch the Video: Stacy-Ann Elvy, “A Commercial Law of Privacy and Security for the Internet of Things”

Professor Law and Martin Luther King, Jr. Hall Research Scholar Stacy-Ann Elvy discussed 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. The IoT provides unlimited opportunities for household objects to serve as surveillance devices that continually monitor, collect and process vast quantities of our data and Elvy critically examines the consumer ramifications of the IoT through the lens of commercial law and privacy and security law.

Office of Campus Community Relations | Interim AVC Mikael Villalobos

DEITalk – A Video Podcast Series from the UC Davis Office of Campus Community Relations

[DEITalk, Episode 2: Microaggressions During COVID-19](#) - In the face of the COVID-19 pandemic and continuing confrontations with racism, the Office of Campus Community Relations has launched DEITalk, a video podcast series that explores diversity, equity and inclusion concepts through conversations with members of our UC Davis and broader community. Tune in to learn more about operationalizing the tenets of inclusion and equity in education and professional development, in climate and organizational structure, in policies and practices and in supporting our communities.

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

Leadership message from Ceasor Dennis: “Employee Resource Groups build communities of belonging”

Employee Resource Groups (ERGs) – the bedrock of a robust organization – are voluntary, employee-led groups made up of individuals that come together based on common interests such as gender, race, ethnicity, ability, and the like. They can truly help establish shared spaces where members of an organization can feel a sense of community and belonging. [Full statement.](#)

Latinx Staff and Faculty Association host toy drive for La Familia Counseling Center kids. Accepting donations now through Dec. 6th at noon. [More information.](#)

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 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

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 12/16).

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.

December 7, Tuesday

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: December 14, and 21.

December 8, Wednesday

Virtual Healing Circle | 6:00pm

Welcome to Virtual Healing Circles! Join us as we come together to build community and create a space rooted in our shared humanity. This is an opportunity to compassionately listen and intentionally share our hearts and minds as we close 2021. Come and engage in an evening of self-reflection, healing, and connection. [Registration](#).

Heal the Healer | 12:00pm

A weekly lunch hour self-care and mindfulness session for community members supporting refugees with Hammad Khan MD, PC How MD, Iffat Hussain MSW-LCSW, and Khoban Kochai MPH. A self-care and mindfulness session for community members supporting refugees that occurs every Wednesday until December 22, 2021. 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. [Learn more and register here.](#)

December 15, Wednesday

Heal the Healer | 12:00pm

A weekly lunch hour self-care and mindfulness session for community members supporting refugees with Hammad Khan MD, PC How MD, Iffat Hussain MSW-LCSW, and Khoban Kochai MPH. A self-care and mindfulness session for community members supporting refugees that occurs every Wednesday until December 22, 2021. 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. [Learn more and register here.](#)

December 16, 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 drgill@ucdavis.edu for more information. The groups meets bi-weekly year round on Thursday (next meeting 1/6).

December 22, Wednesday

Heal the Healer | 12:00pm

A weekly lunch hour self-care and mindfulness session for community members supporting refugees with Hammad Khan MD, PC How MD, Iffat Hussain MSW-LCSW, and Khoban Kochai MPH. A self-care and mindfulness session for community members supporting refugees that occurs every Wednesday until December 22, 2021. 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. [Learn more and register here.](#)

RECOMMENDED READING

Jasmine E. Harris, "Taking Disability Public," *Univeristy of Pennsylvania Law Review* 169, n. 6 (June 2021).

Antidiscrimination laws enforce the idea that no one should be forced or encouraged to hide their race, gender, sexuality, or other characteristics of their identity. So why is disability rights law the glaring exception? Other areas of antidiscrimination law have eschewed forms of enforced privacy about protected classes and, as a result, challenge privacy norms as problematic, anti-agentic, and, at times, counter to structural reform goals. In contrast, disability rights law values privacy norms to preempt discrimination; in other words, if you never reveal the information, no one can discriminate against you because of that information. This Article argues that this is a mistake, and that to truly discard stigma and false notions of disability as synonymous with incapacity, we need to fundamentally challenge and reconceive of how privacy applies to disability identity, legal status, the law's remedial role and, in some settings, redesign legal interventions to incentivize publicity values. [Read the article.](#)

Jessica C. Ortiz-Rodríguez, Hannah Brinkman, Lea Nglankong, Bryan Enderle, and Jesús M. Velázquez, "Promoting Inclusive and Culturally Responsive Teaching Using Co-classes for General Chemistry," *Journal of Chemical Education* (November, 2021).

The shift to remote teaching induced by the COVID-19 pandemic has increased pre-existing academic disparities in the student community, augmenting the disadvantages for students who already experience opportunity gaps. This work describes the implementation of an online chemistry co-class focused on providing educational and social support to first-generation, low-income underrepresented students enrolled in a General Chemistry course at the University of California Davis. The co-class offered concurrently with the General Chemistry course aimed to address the academic disparities induced by remote learning and the loss of classroom community during isolation. [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/>