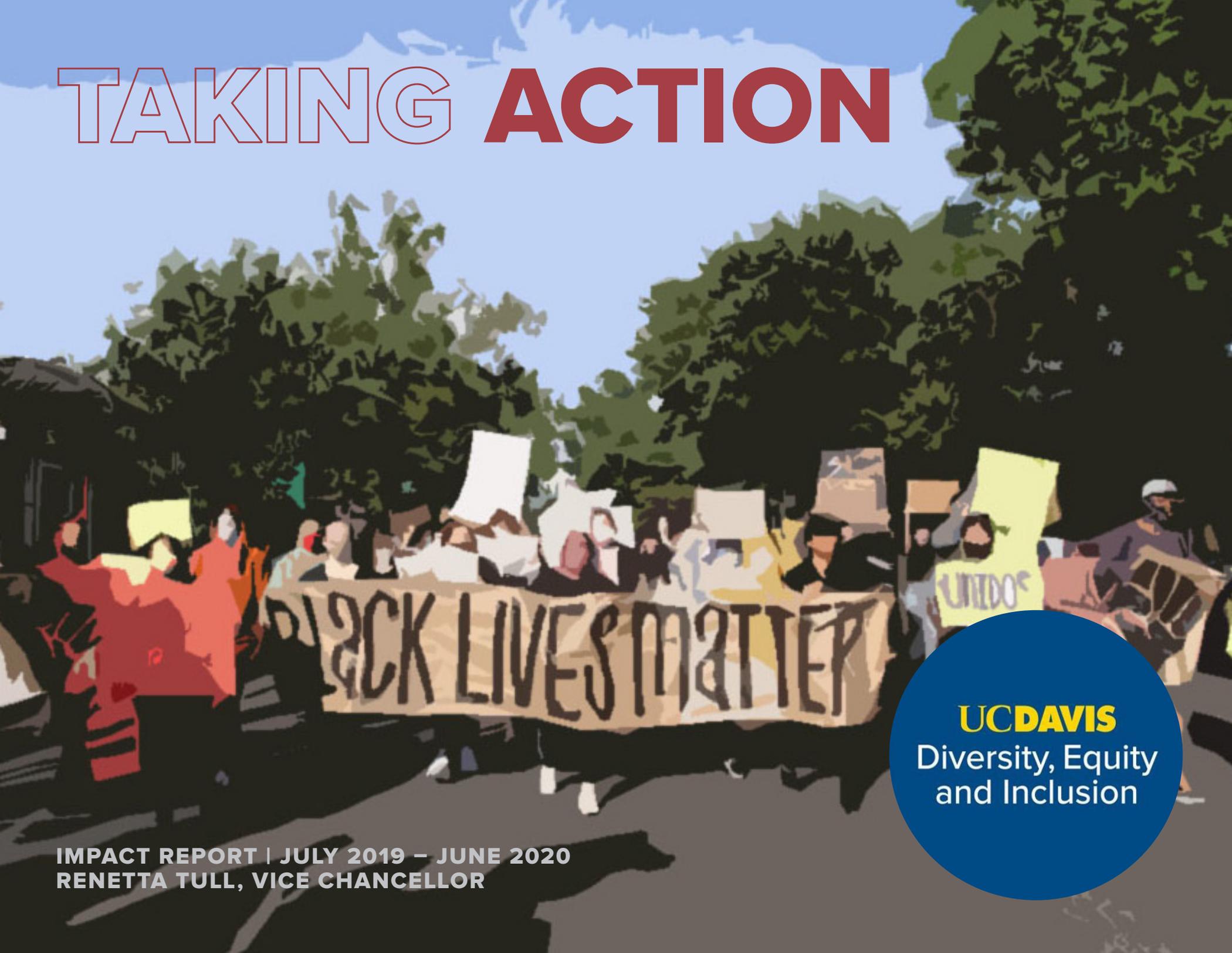


# TAKING ACTION



**UCDAVIS**  
Diversity, Equity  
and Inclusion

IMPACT REPORT | JULY 2019 – JUNE 2020  
RENETTA TULL, VICE CHANCELLOR

**ON THE COVER:**

In May, UC Davis students organized a march in downtown Davis to support the Black Lives Matter movement, protest the murder of George Floyd, and stand against police brutality. Institutions of higher education like UC Davis have been at the epicenter of conversations around social justice and freedom of expression. UC Davis has a history of taking on challenging topics, addressing both what is good and bad in our history as a public institution of higher education, serving our state, and solving the big challenges that face our world. At UC Davis, we are proud that people have been coming together to face our future together, whether as advocates, people who have been harmed, or people who are standing up for a better and more equitable world.

*Photo by Caleb Hampton/The Davis Enterprise*



**SUSTAINABLE DEVELOPMENT GOALS.** Renetta Garrison Tull gives a presentation at the College of Engineering, promoting humanitarian problem solving among scholars with a focus on bringing diverse teams together to take on big challenges. Tull gave more than 60 presentations over the course of the year, at conferences and across campus. She spoke to students, faculty, staff, members of the community, as well as scholars and leaders from other institutions. Photo by Gregory Urquiaga.

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## Letter from the Vice Chancellor

I ARRIVED AT UC DAVIS IN JULY 2019, and within a few months of 2020, we've experienced challenges that have grasped the world, the nation, and UC Davis, e.g., the COVID-19 pandemic, greater attention to loss of Black lives to violence, and greater recognition of the incidence and impacts of ongoing racism. These challenges continue, and our community has been traumatized—seeking answers and ways to cope. However, despite these difficulties, there is strength, resilience, and a continued—indeed a collaborative—commitment to equity and justice. Ensuring that justice is served is not limited to the work of a few, it is up to all of us to join in and work together.

We should not be surprised that movements for racial justice came in the wake of COVID-19. Infections and deaths are having a disproportionate impact on Black and brown communities. Economic impacts are affecting communities already struggling, and our own faculty and students have been adapting and pivoting to deliver and participate in newly-developed distance learning opportunities.



**OPEN HOUSE RECEPTION.** The Vice Chancellor welcomed approximately 150 UC Davis employees and community members to the new DEI offices in Mrak Hall on November 22, 2019. Photo by Gregory Urquiaga.

I have never asked so much of our DEI staff in Davis and Sacramento as I have this year ... and they are working on behalf of the campus and community to respond to these challenges. We consider the effects of every decision—and there are many complex decisions we must make every day—in service to all members of our campus community. Some of our most important pivots have been around tailoring our racial healing and health work toward the urgent needs of both the COVID-19 pandemic and the racial justice movement that has become front and center nationally and locally. Our office has established partnerships across the campus, which have been essential as the campus responds to issues at local, national, and global levels. We thank you for working with us.

As we begin to think about 2021, rest assured that I will continue to work toward equity in all of our campus planning. Even as we focus on the crisis at hand, we have not forgotten our ongoing work to implement the Diversity and Inclusion Strategic Vision for students, faculty, staff, and the community. We'll also be listening to students as we continue to work on recommendations from the HSI Task Force Report, as well as suggestions from staff constituent groups. We take seriously our responsibility to communicate our progress to the campus and broader community and ask that you stay tuned to our newsletter and website for updates. This is deep work, and as we move forward with partners such as the Transformative Justice in Education Center, we will continue “to go boldly” and take action. We are here to serve you, and we thank you for your support!

## FAST FACTS

### WORKFORCE DEMOGRAPHICS 2019

	Ladder-rank Faculty and Equivalent	Lecturers (faculty)	Clinical/In-Residence Faculty	Other Academic Employees and Postdocs	Management and Senior Professionals	Professional and Support Staff
African-American/ Black	2%	3%	2%	1%	4%	7%
American Indian/ Alaska Native	0%	0%	0%	0%	1%	1%
Asian	9%	7%	23%	9%	17%	17%
Hispanic/ Latinx/ Chicanx	4%	6%	4%	6%	7%	16%
International	24%	10%	15%	42%	6%	7%
Two or More Races	1%	1%	1%	1%	1%	1%
Unknown or Left Blank	4%	13%	3%	4%	3%	3%
White	57%	61%	52%	37%	62%	47%



### STUDENT DEMOGRAPHICS 2019-20

	Undergraduate	Graduate Academic	Professional	Self-Supporting
African- American/Black	4%	3%	6%	3%
American Indian/Alaska Native	1%	1%	1%	1%
Asian/Pacific Islander	33%	13%	28%	24%
Hispanic/ Latinx/Chicanx	24%	10%	17%	14%
International Students	15%	32%	4%	22%
Unknown/ Other	1%	1%	2%	7%
White/ Caucasian	23%	40%	42%	28%
Men	39%	49%	32%	41%
Other	0%	1%	0%	1%
Women	61%	50%	68%	58%

**SOURCES AND NOTES:** Most of the UC Davis data in this report comes from the October 2019 workforce snapshot, UC Corporate Payroll System, and Student Information Systems, courtesy UC Davis Budget and Institutional Analysis.

International status for faculty and staff (including postdoctoral scholars) is based on citizenship status per the standard set by the 2015 UC Accountability report, especially the footnote on page 115. Undocumented students are counted as students from California (not international).

The programmatic category of graduate academic includes graduate groups and departmentally-based programs. A list of self-supporting programs is available at [financeandbusiness.ucdavis.edu](http://financeandbusiness.ucdavis.edu).

For definitions of academic roles, see the Attributes Chart ([academicaffairs.ucdavis.edu](http://academicaffairs.ucdavis.edu)) and the UC Accountability Report ([ucop.edu](http://ucop.edu)). The handful of people who are considered senior management are grouped with "Management and Senior Professionals."

For other demographic data, see also "California Higher Education Report Card 2018" from the Campaign for College Opportunity and the 2019 American Community Survey (ACS), 1-year estimates, U.S. Census Bureau extracted by the California Department of Finance, viewed November 28, 2020.

## FAST FACTS

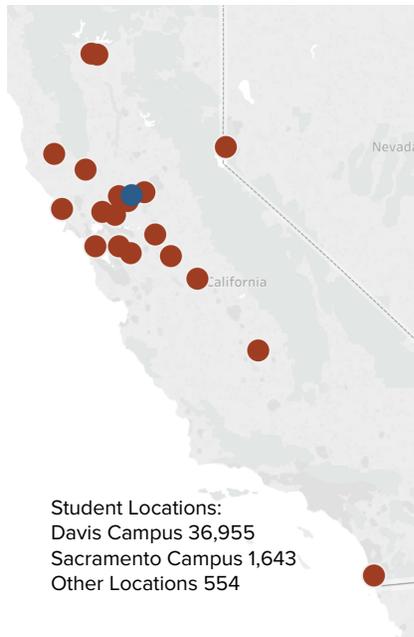
**THE SCOPE FOR DEI WORK IS SIGNIFICANT.** In addition to the 38,634 undergraduate, graduate, and professional students UC Davis educated in 2019-20, our campus also maintains relationships with more than 63,000 continuing and professional education students and 260,000 alumni. Additionally, UC Davis Health receives more than 1 million patient visits every year which adds to the services our campus provides. Our workforce is a significant driver of the regional economy. In 2019-20, 5,800 student staff and 3,665 student teaching/research assistants were employed at UC Davis. We employed 16,161 professional and support staff; 2,511 managers, senior managers, and senior professionals. On the academic side, we employed 442 lecturers, 821 postdocs, and 1,067 other academics (i.e., researchers, project scientists, and academic coordinators), 1,743 ladder-rank and equivalent faculty; 897 medical interns and residents, and 874 clinical faculty.

**40,000  
Students**

**60,000  
Continuing Education**

**20,000  
Employees**

**260,000  
Living Alumni**



### Serving ALL of UC Davis

- Main Campus | Davis, CA
- Tahoe Environmental Research Center | Incline Village, NV
- UC Davis Health | Sacramento, CA
- Bodega Bay Marine Laboratory | Bodega Bay, CA
- Washington D.C. Center | Washington D.C.
- Veterinary Medical Centers | Tulare, CA and San Diego, CA
- Working Professionals MBA | Sacramento, San Francisco, and San Ramon, CA
- Reserves | Bodega Marine Reserve, Jepson Prairie Reserve, Lassen Field Station, McLaughlin Natural Reserve, Quail Ridge Reserve, Stebbins Cold Canyon Reserve
- Network of Family Medicine Residency Programs | Merced, Modesto, Redding, Shasta, Stockton, Travis AFB, Ukiah, UC Davis

# TAKING ACTION TOWARD ANTI-RACISM



**THE BLUEST EYE.** In rehearsal: Jasmine Washington, left, and Anna Rita Moukarzel in “The Bluest Eye,” 2018. The artist, Jannie Younge, and her collaborator, Associate Professor of Theatre and Dance Margaret Laurena Kemp, generously allowed us to display the puppets at the CAMPOS/CAMPSSAH New Faculty Reception. Photo by Luke Younge

**THE NEED TO BUILD “AN INCLUSIVE ENVIRONMENT** that recognizes and respects people of all backgrounds and experiences,” as Chancellor Gary S. May wrote on May 28, has never been more important or necessary. At UC Davis, as we seek to be anti-racist, we must be led by our values and continue to stand against discrimination.

The Vice Chancellor’s Office of Diversity, Equity and Inclusion (VC-DEI) has taken initiative in addressing these challenges and leading UC Davis and its surrounding communities through these challenging times by creating and sharing resources and best practices to strengthen our diverse community.

## WEBSITE

The Office of Diversity, Equity and Inclusion created a webpage with resources to support our community as we continue to find ways to build and strengthen our diverse culture at UC Davis. This resource has been shared extensively through college and school newsletters, websites, as well as campus communications. It also features ally statements from UC Davis units, schools, and colleges, and will feature action plans as they are finalized.

## MARCH IN SACRAMENTO

Health Equity, Diversity and Inclusion (HEDI) organized a meet up for the June 6, 2020 National Association for the Advancement of Colored People (NAACP) peace march for George Floyd and others killed by racial injustice. UC Davis Health joined colleagues from the Davis campus, in Sacramento, to march with the message that racism is detrimental to public health, and everyone must have the opportunity to live and breathe peacefully.

The UC Davis Police Accountability Board is the **only** civilian police oversight body in the UC System.

# RESPONSE TO RACIAL TRAUMA

## POLICE REFORM AND SAFETY

The Police Accountability Board (PAB) provides important insight to campus policing moving forward and in light of current events and the call to reimagine policing at UCD (and across the system). DEI held quarterly PAB public meetings during the academic year to give opportunities to Davis and Sacramento campus community members and the surrounding community, to learn more about the board's work and how to file complaints and raise concerns.

The Next Generation Reforms to Advance Campus Safety Task Force is co-chaired by Renetta Tull, vice chancellor for Diversity, Equity and Inclusion, and Kevin Johnson, dean of the School of Law. It is tasked with discussing and assessing how the university's police department should evolve to look, operate, and engage on both the Davis and Sacramento campuses. Plans for the taskforce include a close examination of histories, both at UC Davis and within the U.S.

## RACIAL HEALING CIRCLES

Racial healing circles are a technique for building authentic dialogue and relationships to create collective impact on racial justice.

DEI delivered Racial Healing/Processing Spaces Circles for students, faculty, staff and the campuses' surrounding communities. We partnered with Students Affairs, the LGBTQIA Resource Center, the Center for Student Involvement, and others to develop the pilot for a Critical Whiteness Accountability Space, and we partnered with Graduate Studies to develop a plan to address institutional and structural racism within departments.

The UC Davis Health Office for Health Equity, Diversity and Inclusion conducted several virtual racial healing circles.

Total participants in virtual healing circles: **400**

## DIALOGUES FOR THE COMMUNITY

African-American/Black employees, students, and medical residents have been negatively impacted by the continuous racism in America and are experiencing psychological trauma. HEDI, with the support of VC-DEI has offered a safe space for the UC Davis Black and African Diaspora community (faculty, staff, residents, and students) for dialogue on an as-needed basis. HEDI worked with their partners, Chase Moore and Tiffany Mimms, therapists known for their work with racial trauma, to create spaces specifically to support African-American/Black employees, residents and students.

The Office for Student and Resident Diversity (OSRD) opened its office each Wednesday to students needing a safe space to discuss current events on many levels. A staff member received them and supported them through discussions and concerns. OSRD also brought student comments and concerns to the leadership in an effort to bridge communication between the two groups and foster responsiveness from administration. OSRD supported student- and resident-led efforts

and platforms for unity, community, and education related to self-care, wellness, and solidarity. It has worked in partnership with the Student National Medical Association (SNMA), White Coats for Black Lives (WC4BL), Gender and Sexual Diversity (GSD) Student Interest Group, the Diversity Advisory Council (DAC), and Black Resident Organization (BRO) to enhance community building and restorative justice action.



**UC DAVIS HEALTH** Office for Health Equity, Diversity and Inclusion

### Racial Healing Circles

A technique for proactively building authentic relationships to create collective impact.

Friday, July 10th, 2020  
6 - 7:30 pm  
Register at:  
[bit.ly/racialhealingcircle7-10](https://bit.ly/racialhealingcircle7-10)

**Facilitators:**

 Mercedes Piedra, MS  
Director for UCDH Health Equity, Diversity and Inclusion

 Rangineh Azimzadeh Tosang, MA, CPF  
Founder, Solh Resolutions International

## RESPONSE TO RACIAL TRAUMA

### CALL FOR TRAININGS

Our Diversity and Inclusion educators responded to increased demand in response to current events by multiplying the number of sessions facilitated in the last three months of the academic year and by creating new offerings in light of the protests and demand for educational programs focusing on topics related to the Black Lives Matter movement.

Some of the relevant trainings included: “Making the Unconscious Conscious: Understanding and Mitigating Bias” and “Understanding Microaggression: Towards Greater Diversity Consciousness,” which explored 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. Three additional sessions were added due to high interest, and more sessions will be available through Staff Development and Professional Services (SDPS) in the 2020-2021 academic year.

### EVENTS/WEBINARS

Despite the restrictions on building community or grieving together as a consequence of the coronavirus pandemic, we have worked to ensure spaces to allow individuals affected by witnessing racial injustice to come together and share experiences and ways forward. From protests to healing, it has been imperative for the community to express their feelings, learn about America’s racist history, explore the way institutions contribute to structural inequality, and brainstorm ideas for individual and collective action.

The Office of Diversity, Equity and Inclusion organized a live-streamed moment of silence event on June 2 for George Floyd, Breonna Taylor, Ahmaud Arbery, Stephon Clark, Tony McDade, and many others.

HEDI and its collaborating partners expanded the “Growing as a Community” webinar series to focus on the important issues of



**SCHOLARS FOR THE MOMENT.** Chancellor Gary May welcomes Orly Clergé, who is Assistant Professor of Sociology, into the inaugural cohort of CAMPSSAH scholars. In response to the call for racial justice, the African American Faculty Staff Association organized a book talk with Clergé, who is author of *THE NEW NOIR: RACE, IDENTITY, AND DISAPORA IN BLACK SUBURBIA*. Photo by José Luis Villegas.

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.

In collaboration with Inland Empire Concerned African American Churches and sponsored by Building Resilient Communities, HEDI hosted “Racism as a Public Health Crisis” on June 25, a community-wide discussion with health care providers on the issues of racism and health disparities in the African American community.

The Office for Health Equity, Diversity & Inclusion  
invites you to

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**Coping as a Community: COVID-19  
Family Ties**



A discussion with Hendry Ton, MD, MS  
Associate Vice Chancellor for Health Equity, Diversity & Inclusion,  
Professor of Psychiatry & Behavioral Sciences, UC Davis Health

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Thursday, May 7, 2020 from 12 - 1 pm  
Eventbrite link to RSVP: [bit.ly/copingasacommunity5-7](https://bit.ly/copingasacommunity5-7)

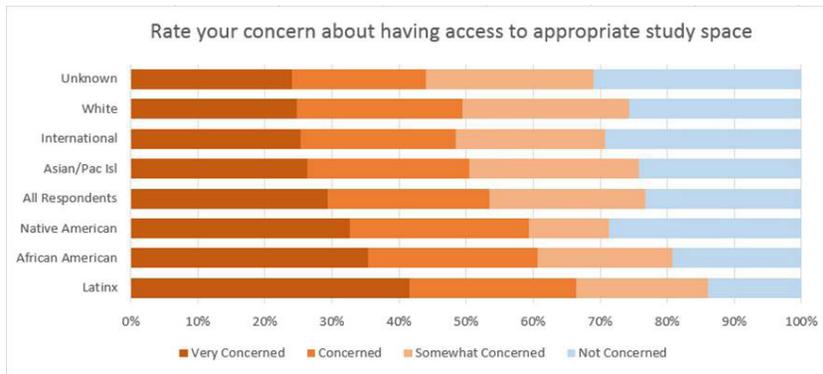
**UC DAVIS HEALTH** Office for Health Equity,  
Diversity and Inclusion

**THE COVID-19 PANDEMIC** has presented unprecedented and challenging times for UC Davis and the world. Our office has helped lead through this time by embracing the challenge and working together to stay safe and healthy. We have ensured that students are educated as equitably as possible and that our workforce has resources for understanding and tools to support their wellness and productivity. In collaboration with UC Davis’s own expert researchers, faculty, and staff, DEI created resources to support the UC Davis community and surrounding communities. These resources included information on rejecting xenophobia, guidance on equity and inclusion, reporting hate crimes, and learning about COVID-19 related leaves and job protections.

# COMMUNITY WELLNESS AND INCLUSION

- The “COVID-19: Coping as a Community” webinar series featured office staff and special guests answering questions about ways to cope with stress experienced during the COVID-19 pandemic.
- HEDI partnered with the African American Faculty Staff Association (AAFSAs) on a “COVID-19: Addressing Health Disparities in the African American Community” webinar on May 14. The community was invited to join a panel of health care providers as they addressed disparities in the African American community and discussed and dispelled myths surrounding the coronavirus.
- We built two COVID-19 resources websites, including a site, in English and Spanish, specifically for UC Davis Health.
- UC Davis Health Office for Equity, Diversity and Inclusion worked with several local organizations to help provide food support to food-insecure newcomer households, as part of our “Anchor Institution Mission” to support vulnerable communities surrounding the health system.

## UNDERGRADUATES AND COVID-19



**THE UC UNDERGRADUATE EXPERIENCE SURVEY (UCUES)** included some questions related to the effects of COVID-19; several of the questions addressed the disproportionate effect of the pandemic on marginalized populations. Based on 8,000 responses, the data supports the idea that Latinx and African American students are very likely facing more difficult circumstances than other groups of students. Latinx and international students are more likely to be very concerned or concerned about having reliable access to the internet, having adequate study space, and about having access to learning support services. Latinx and African American students are more likely to be very concerned or concerned about not being able to pay their bills and not being able to meet basic needs.

## FOCUS ON LATINX COMMUNITIES

**THE CALIFORNIA REDUCING HEALTH DISPARITIES PROJECT (CRDP)**, funded by the California Department of Public Health’s Office of Health Equity, just completed its fourth year (of six), working as the technical assistance provider (TAP) for seven community-based organizations (CBOs) that serve Latinx communities in California. This past year, CBOs focused on refining implementation of their community-defined evidence projects which were designed to focus on mental health prevention and early intervention. With the support of the CRHD TAP, CBOs began to think further about sustainability, while also continuing to emphasize data collection and documentation of lessons learned.

The emergence of COVID-19 as a public health crisis in March tested the CBOs and their programming. The TAP worked with each of the seven partners to pivot and adapt. Face-to-face interventions transformed to virtual touch points and many of the CBOs innovated to create solutions to address the new, and in many cases, magnified, challenges faced by the Latinx population in their communities. The TAP team secured \$10,000 in additional funding from the California Health Care Foundation to distribute between the CBOs in an effort to support their new virtual strategies.

In March, the TAP also started convening the Latino Hub (seven CBOs plus the TAP team) as an opportunity for the CBOs to share challenges, concerns, lessons learned, and more generally, offer support and solidarity. These meetings have been integrated into the technical assistance plan. As evidence reveals, the Latino population is particularly vulnerable to COVID-19 due to higher risk jobs and decreased access to healthcare (barriers might include language, cultural understanding, and immigration status). While the pandemic has introduced new obstacles, the increased cohesiveness and solidarity of the Latino Hub has been a positive outcome.

The resilience the CBOs have exhibited post-pandemic has been inspiring. Several recent planning documents and reports suggest that these groups will continue to grow and adapt for the betterment of their communities.

The Coronavirus Community Resources / Recursos de Comunitarios de Coronavirus website has **22** categories with over **104** individual resources in English and Spanish.

# REAFFIRMED AND RELEVANT



**REAFFIRMED.** When the Principles of Community were reaffirmed in 2019, campus leaders signed copies, which were framed and placed around the UC Davis campus. During this year’s celebrations, members of the campus community, including IT Research Manager Paul Pannu (pictured here), had a chance to sign similar formal copies. The POC has been translated into six other languages, including Chinese (simplified and traditional), Hmong, Spanish, Russian, and Vietnamese—and many were proud to acknowledge their cultural heritage by signing one of these versions.

**UC DAVIS ESTABLISHED THE PRINCIPLES OF COMMUNITY** in 1990, inspiring UCs and other universities to establish similar statements. While not itself a policy, procedure, or code of conduct, their influence is felt throughout our campus. Our office has been building out an interactive version of the statement linking to relevant policies, procedures, and codes of conduct. We updated our “Living the Principles of Community” course, which was attended by 1576 people at UC Davis through new employee orientations, student orientations, and refreshers—and is licensed to several institutions.

Our annual Principles of Community Week took place in February/March. A Gender Affirmation Closet provided gender-affirming clothing to Trans and Gender Non-Confirming scholars on campus.

The “Freedom of Expression in the Classroom” event provided a space for instructors to come together to practice addressing and unpacking difficult conversations in the classroom—even identifying common methods to leverage for learning. The week culminated in the Disability Resource Fair, hosted by the Disability Issues Administrative Advisory Committee (DIAAC).

For the 2020 POC week, UCD Health wanted to expand its celebration into communities that may not yet have had the opportunity to experience a community-wide event celebrating cultural diversity and inclusion. Rather than hosting one large event in a central location, events were co-sponsored, co-organized, and co-located with partners, many of whom had never held a Principles event before. For example, at the Ambulatory Care Center, attendees played a Diversity and Inclusion-themed trivia game. Those performing and speaking during the week of activities included poets Janae Thompson and Malissia Bordeaux, participants from the Central Valley Road Trip, and UC Davis Nurses, among others. In clinical as well as non-clinical locations, faculty, staff, and students were joined by patients and community members.

**1000+** attended events on the Davis campus.

UC Davis Health hosted **13** “pop up” events with **500+** attendees.

# UNDERSTAND, ADDRESS, SUPPORT

## IMPROVING OUTCOMES CONFERENCE

**AT UC DAVIS, WE ARE COMMITTED** to advancing the just and equitable care of LGBTQ+ communities. Yet we recognize that the health disparities experienced by LGBTQ+ people are deeply rooted in social and economic inequities. Increasingly, health professionals are stepping beyond the walls of hospitals and clinics to better understand and address these social determinants of health.

UC Davis hosted the 5th Annual Improving OUTcomes Conference: LGBTQ+ Health Care Across the Ages on October 18-19. The conference focused on exploring how health professionals and community partners can improve quality of and access to care for our aging LGBTQ+ patients and their families.



## IMPROVING OUTCOMES CONFERENCE

**159** participants attended **17** sessions

**PASSION.** The Improving OUTcomes Art Show shared the artistic talents of many in the LGBTQ+ community. The pieces displayed at the event were from various community artists—the piece at right, titled **PASSION**, is by Ariel Clay—affiliated with the Gender Health Center. The Gender Health Center is a grassroots nonprofit organization located in Sacramento, CA with services centered around Queer and Trans People of Color. Photo by ToShawne Williams.



## LIVED NAME AND GENDER TASK FORCE

**HISTORICALLY, OUR INSTITUTIONAL SYSTEMS** have failed to recognize transgender and non-binary experiences and identities. Physical, social, and technological infrastructure serve binary concepts of gender identity (woman and man) causing systematic exclusion and perpetuating the denigration of people whose gender expression does not fit biological notions of a binary gender, those who transition from one gender to another, and those who identify and express themselves beyond the gender binary. Thus, trans and gender non-conforming (TGNC) people often face harassment and discrimination at higher rates than their cisgender (i.e., identifying with the sex and gender they were assigned at birth) peers.

As a result of advocacy from staff connected to the Chancellor's Committee on LGBTQIA+ Communities, Staff Diversity Administrative Advisory Committee (SDAAC), the Women's Resources & Research Center, and the LGBTQIA+ Resource Center, Chancellor May constituted the Lived Name and Gender Marker Task Force in spring 2019. This task force was charged with creating a comprehensive Lived Name Policy, establishing standards and best practices to ensure all campus community members are accurately represented by their chosen identities, and developing a report with proposed recommendations.

Comprised of stakeholders from a wide range of units and constituencies, including representatives from: Academic Affairs, Undergraduate Education, Information and Educational Technology, Budget and Institutional Analysis, Student Affairs, Enrollment Management, UC Davis Health, Office of Diversity, Equity and Inclusion, Staff Assembly, Staff Diversity Administrative Advisory Committee, the Chancellor's Committee on LGBTQIA+ Communities, as well as student representatives, the task force and several subcommittees conducted systematic exploration and fact-finding of current systems, policies, and practices in order to identify and outline ways to address the gaps and challenges experienced by trans and gender non-conforming campus community members. The task force made the following high-level recommendations, including creating a steering committee to implement the recommendations:

### Policy

- Implement practices to use gender-neutral language and pronouns in written communication.
- Develop a comprehensive plan to create a campus that is accessible for all genders, with particular consideration given to the following areas: facility design, athletics, student affairs, academic resources, health and wellness, medical care, and classroom experiences.

### Data Collection

- Provide accessible and transparent data reporting. Reports should be intersectional whenever possible while maintaining confidentiality of individual responses.
- Update data collection and archiving systems.

### Develop an awareness campaign

- Implement campus wide training and consultation for departments.
- Provide staffing to offer and sustain training and support services.

### Next steps

- Establish a steering committee to implement the recommendations and determine additional action items.
- Secure funding and staffing resources necessary to implement the recommendations, including training, data system changes, and marketing and communications.

# ACTION THROUGH UNDERSTANDING

## 2019 DIVERSITY TRAINING (ALL DEI COURSES AT UC DAVIS)

**5689** unique participants

**8441** total participants

## DIVERSITY AND INCLUSION EDUCATION PROGRAM RESPONDS TO COVID-19

After the shelter-in-place order, the Davis campus program remotely served **22** education and training sessions across **13** departments for over **640** total participants.

In partnership with Staff Development & Professional Services, DI Education provided an additional **14** sessions, serving over **350** participants.

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“I appreciate the personal stories from the presenters that illustrate what they are explaining.”

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## LIVING THE PRINCIPLES OF COMMUNITY

Completely updated—technology and content

**1576** completions July 2019 to June 2020

## EMBRACING OUR AGGIE COMMUNITY

### ONLINE COURSE FOR NEW STUDENTS

New curriculum for a DEI online course for students

Collaboration with UCSC and UCSB and vendor EVERFI

Online module pilot launches Fall 2020

## TEACHING ASSISTANTS ORIENTATION

Transition to virtual format due to COVID-19

**912** completions from July 2019 to June 2020

## “IS IT BULLYING?”

**341** completions from July 2019 to June 2020

**1684** total completions since roll out in 2018

## EDUCATION AND TRAINING

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“Educational, interesting and thought-provoking.”

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### DIVERSITY LEADERSHIP DEVELOPMENT PROGRAM

Redesigned curriculum

**41** completions from July 2019 to June 2020

### DEVELOPING DEEPER ADVISING RELATIONSHIPS (4-PART SERIES)

Redesigned curriculum

**24** completions from July 2019 to June 2020  
(second cohort delayed due to COVID-19)

### SEXUAL ASSAULT PREVENTION ONLINE

In collaboration with the Center for Advocacy, Resources and Education (CARE), facilitated use of new online modules and resources to complement current compliance programs.

### SEED

CME credit offered starting August 2019

**177** completions from July 2019 to October 2020

### INSTITUTE ON RACE AND HEALTH

Intensive for second year medical school students

**11** completions, May to June 2020

### INTERPROFESSIONAL SAN JOAQUIN ROAD TRIP

**55** total participants

**30** students; **10** faculty including **2** deans;  
**10** community members; and **5** staff

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“I now have a deeper understanding of the experiences and contributions of folks who make up the Central Valley. This will help me relate to my students.”

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# A FORCE FOR DIVERSITY, EQUITY, AND INCLUSION



**POC AT UCD HEALTH PLANNING COMMITTEE WITH UCD HEALTH LEADERSHIP.** Without members of our ERGs and volunteers, events like the POC launch and resource fair would not be possible. Top row (l-r): Michael Condrin, Dr. Stephen Cavanagh, Dr. David Lubarsky, Dr. Hendry Ton, Dr. Allison Brashear, Brad Simmons and Dr. Adrienne Lawson. Bottom row (l-r): Octavio Romero, Yvonne Calderon, Darrell Desmond, Dr. Rahim Reed, Daniel Marengo, Mercedes Piedra, Maricel Lumaquin, Pastor Samuel Brown-Dawson, Matthew St. Amant, Vivian Khem, ToShawne Williams, Khoban Kochai and Stefan Toma

**EMPLOYEE RESOURCE GROUPS (ERGS)** and Administrative Advisory Committees (AAC), along with other groups that represent specific constituencies on campus, have evolved from employee support networks to a strategic resource that enhance diversity and inclusion efforts and outcomes. Members are involved in strategic projects, new employee orientations, leadership development and mentoring, advocacy for an engaged and inclusive work environment, and programming that facilitates community engagement.

Collaboration was a central theme of the year for these groups. The Staff Diversity Administrative Advisory Committee (SDAAC) hosted two Common Grounds meetings in November and May to enable groups to meet together to find synergies and develop new opportunities to work together. Before the pandemic, African American Faculty Staff Association (AAFSA), Latinx Faculty Staff Association (LFSA), Asian Pacific American Systemwide Alliance

(APASA) organized a collaboration mixer where they got to know much more about each other's communities and networked with colleagues from different departments and backgrounds. Shelter-at-home policies had the positive effect of bringing many of groups with separate chapters at UCD Health and Davis campus closer to their colleagues across the causeway via Zoom. Virtual meetings and events reached more constituents and members than ever before.

The role of the ERGs and AACs pivoted after shelter-at-home and with racial justice issues taking center stage to take a role in connecting their members together and providing spaces to connect and support each other. APASA worked with leaders to challenge anti-Asian

Our office supported **500+** Advisory Committee, Constituency Groups, and Diversity Leadership Group Members in their work to advocate for diversity, equity, and inclusion across campus and in the community.

## EMPLOYEE RESOURCE GROUPS AND ADMINISTRATIVE ADVISORY COMMITTEES

sentiments while also addressing issues around anti-Blackness in their own communities. On Juneteenth, the LGBTQIA+ held an event facilitated by Monae Roberts, director of the LGBTQIA+ Resource Center, to hold a dialogue on the meaning of this day and how that intersects with our committee. AAFSA: UCDH AAFSA started a Wellness Committee that will work with the Chief Medical Officer's office to ensure that diverse voices are included in decisions on programming and resources being offered. In response to social unrest throughout the country, AAFSA organized a virtual Community Healing Circle for Black UC Davis faculty and staff facilitated by Kawami Evans, AAFSA Co-Vice Chair, and Vickie Gomez, Director of Campus and Community Engagement.

Several groups created surveys or assessments to better understand the needs of their constituents, and worked to broaden their outreach and increase their listserves of members and constituents. Groups also continued to expand and improve on professional development and networking opportunities by inviting speakers to meetings and through new and ongoing programming:

- **LSFA: Mentoring Series**
- **Status of Women at Davis Administrative Advisory Committee (SWADAAC): nominations for the Women's Initiative Program.**
- **AAFSA: the second annual Sista Circle Luncheon, hosted by LeShelle May for Black women faculty and staff.**
- **AAFSA: Black Faculty and Staff Fall Welcome (in collaboration with**

Disability Awareness Symposium and Accessibility Technology Fair

### TechVersity: The Diversity of Technology

Overcoming Inaccessible Content Using Assistive Technology



WEDNESDAY  
October  
**02**

STUDENT  
COMMUNITY CENTER  
Multipurpose Room  
11:00 a.m. – 2:00 p.m.  
Accessibility Tech Fair  
12:00 p.m. – 1:00 p.m.  
Presenter: Joshua Hori  
Accessible Technology Analyst  
Student Disability Center

ENTER TO WIN RAFFLE  
GRAND PRIZE  
**APPLE iPad**  
\*MUST BE PRESENT TO WIN\*

If you require accommodations,  
please contact  
aahluwala@ucdavis.edu

Sponsored By:  
Disability Issues Administrative Advisory Committee (DIAAC)  
Office of Diversity, Equity, and Inclusion  
Light refreshments will be served

UC DAVIS

the African Continuum and UC Davis 5A), which welcomed Black faculty and staff, including new campus leaders Renetta Garrison Tull, Vice Chancellor of Diversity, Equity and Inclusion; Don Hunt, Associate Vice Chancellor for Enrollment Management; and Christine Lovely, Chief Human Resources Officer.

ERGs host other events for the campus and community.

- In Partnership with African and African American Studies, the department of Sociology, and the Transformative Justice in Education Center, AAFSA presented a book talk with Professor Orly Clergé, author of *The New Noir: Race, Identity, and Diaspora in Black Suburbia*.
- AAFSA hosted *Voicing Power: Reclaiming Our Stories as a Resource for Spiritual Resilience*, extending invitations to many students.
- APASA held its Lunar New Year Celebration.
- LGBTQIA+ looked for ways to follow up on its largest presence at Sacramento Pride.
- Disability Issues Administrative Advisory Committee (DIAAC) held the DiversABILITY Open House, its first Disability Resource Fair as part of Principles of Community Week 2020, and the DiversABILITY speaking at the DI Series during which DIAAC members shared stories about themselves and what it is like to live with a disability.
- LSFA continued its community outreach through annual visits to the Ronald McDonald House as well as toy drives for La Familia Counselling Center in Sacramento.

As these groups also served in the role of advocates for more inclusive practices at the University of California, they saw real and tangible impact. On July 1, 2020, UC made changes to Paid Family Leave Policy—8 weeks of leave at 70% of wages for UC faculty and staff—which had been endorsed by members of SWADAAC, as well as other ERGs and AACs, for many years.

## AWARDS AND RECOGNITIONS

# HONORING EXCELLENCE



**ADVANCE SCHOLAR AWARDS.** Two scholars were recognized for their commitment to outstanding research and mentorship with the 2019 ADVANCE Scholar Award on Thursday, October 24 at the UC Davis Health campus in Sacramento. At the symposium, Dr. Veronica Martínez-Cerdeño spoke about her nonprofit organization, The Ventricular Foundation, and her work on the little-understood (or studied) pathology of autism. Dr. Jonathan A. Eisen explained the evolution of the study of microbiomes during his decades in the field and his work to ensure greater access and attention for female scientists through advocacy (and rabble rousing). Photo by José Luis Villegas.

## SOARING TO NEW HEIGHTS AWARDS

Presented by **DEI-OCCR**

**ACADEMIC SENATE FACULTY: FREDERICK MEYERS**, Director of the Center for Precision Medicine and Data Sciences and Professor of Internal Medicine/Hematology-Oncology at UC Davis School of Medicine

**ACADEMIC FEDERATION FACULTY: HENDRY TON**, M.D., M.S., Associate Vice Chancellor for Health Equity, Diversity and Inclusion at UC Davis Health and a Clinical Professor of Psychiatry and Behavioral Science

**UNDERGRADUATE STUDENT: JOEL GUTIERREZ**, 4th year undergrad double majoring in American Studies and Gender, Sexuality, and Women's Studies

**GRADUATE STUDENT: JASMIN B.T. MCINERNEY**, Ph.D. Candidate in Civil and Environmental Engineering

**POSTDOCTORAL RESEARCHER: ARIELLE GIRE-DUMAS**, M.D.; Resident, Obstetrics and Gynecology

**STAFF: BLAKE FLAUGHER**, Sexual Well-Being Health Promotion Specialist at Student Health and Counseling Services (SHCS)

**COMMUNITY MEMBER/ORGANIZATION: ALECIA-EUGENE-CHASTEN**, Founder and the Chief Executive Officer for the Urban Advocates and Achievers (UAA)

**DEPARTMENT RECOGNITION:** Nathan Kupperman and Kara Toles for **EMERGENCY MEDICINE**

**DEPARTMENT RECOGNITION:** Karmen Fittes, Lyndon Huling, and Christine Lovely for **HUMAN RESOURCES**

**DEPARTMENT RECOGNITION:** Phil Kass and Binnie Singh for **ACADEMIC AFFAIRS**

**DEPARTMENT RECOGNITION:** Charron Andrus, John Cook, Matthew Foster, Daniel Marengo, Sylvie Ngoyi, Johnny Preyer, Clyve Soriano, and Stefan Toma for **INFORMATION & TECHNOLOGY, UC DAVIS HEALTH**

## AWARDS AND RECOGNITIONS

### ADVANCE SCHOLAR AWARD

Presented by **DEI-ACADEMIC DIVERSITY** for STEM faculty contributions in outstanding scholarship, mentorship, leadership, and outreach to students from underrepresented or underserved communities.

**JONATHAN EISEN**, Professor, Evolution and Ecology; Director, UC Davis Microbiome Special Research Program, Medical Microbiology and Immunology, School of Medicine

**VERONICA MARTÍNEZ-CERDEÑO**, Professor, Pathology and Laboratory Medicine, School of Medicine

### CHANCELLOR'S FELLOWSHIPS FOR DIVERSITY, EQUITY AND INCLUSION

Presented by the **CHANCELLOR** and the **DAVIS DIVISION OF THE ACADEMIC SENATE** for excellence and commitment to reducing opportunity gaps for students from underrepresented or underserved communities.

**DIANE BECKLES**, Associate Professor, Department of Plant Sciences

**COLLEEN BRONNER**, Associate Professor of Teaching, Department of Civil and Environmental Engineering

**MILMON F. HARRISON**, Associate Professor, Department of African American and African Studies

**MARGARITA JIMENEZ-SILVA**, Associate Professor, School of Education

### PRINCIPLES OF COMMUNITY STUDENT ORGANIZATION AWARDS

Presented by **DEI-OCCR** and the **STUDENT ADVISORS TO THE CHANCELLOR** to registered student organizations committed to fostering the Principles of Community at UC Davis.

**PLATINUM-LEVEL AWARD: JOAN VITERI MEMORIAL CLINIC**

**GOLD-LEVEL AWARD: BAKUHATSU TIAKO DAN**

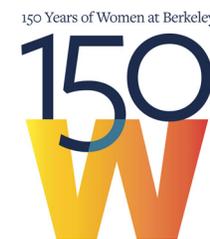
**SILVER-LEVEL AWARD: SOCIETY OF WOMEN ENGINEERS**

**BRONZE-LEVEL AWARD: THE BELFRY ST. AUGUSTINE LECTURE PROGRAM**

### 55 REMARKABLE WOMEN

**AS PART OF THE CELEBRATION OF 150 YEARS** of women at the University of California, UC Davis was invited to highlight notable UC Davis women, who are now featured on the UC Berkeley **150W** website. Our office created and convened a committee with members from across campus which conducted research and solicited input from Deans, Global Affairs, Ethnic Studies Department Chairs, and CAMPOS and CAMPSSAH directors. The list was presented to the Chancellor's Leadership Council.

UC Berkeley's selection criteria pointed to "institutional firsts" (e.g., first woman chancellor, first tenured woman), and alumni or past/current employees who have significant national or international accomplishments, (e.g., astronauts, members of congress, CEOs, Nobel laureates). We compiled an extensive list of women who were faculty, administrators, alumna, and staff from across campus, then whittled it down to a shortlist that exhibited a full range of faculty, staff, and alumni; included all of our colleges and schools; and highlighted women who met the criteria of "firsts" and national/international "accomplishments."



However, the committee recognized that the original criteria relied on a traditional sense of excellence, such as awards acknowledgement by society and peers. Because we knew that underrepresented women often face additional obstacles, we reached out to Ethnic Studies Department Chairs during our selection process. We hope that our consciousness to these factors will influence future projects to look deeper to find the notable and influential among our predecessors.

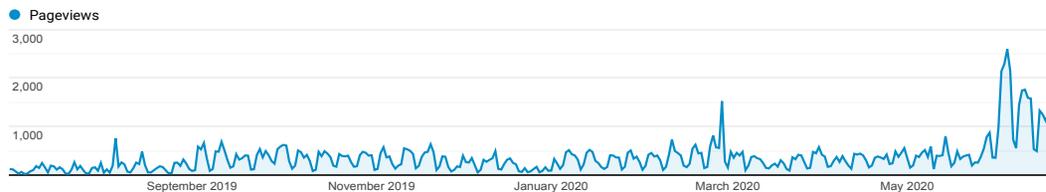
## STRATEGIC COMMUNICATIONS

# A CAMPUS ENGAGED

We hosted **6,000+** people at dozens of events.



**HARLEM 100.** Created in collaboration with the National Jazz Museum in Harlem and hosted by Michael Mwenso, Harlem 100 presented Harlem musicians and dancers in a modern variety show that paid homage to the Harlem Renaissance. Our office sponsored the performance, which began with a reception and a pre-performance talk by Bruce Haynes, Professor, Department of Sociology. Photo by Gregory Urquiaga.



## DEI NEWSLETTER

**IN MARCH, DEI RELEASED ITS FIRST NEWSLETTER**, For Your Information, to share information and resources with the UC Davis community. The newsletter is issued every two weeks via a subscription-based mailing list.

**16,698** emails sent for **9** editions

**8,011** views; **650** clicks

**48%** open rate; **8%** click rate; **7%** bounce rate

Subscribers March 19, 2020: **85**

Subscribers July 30, 2020: **4,739**

## DIVERSITY.UCDAVIS.EDU

**WE REDESIGNED THE WEBSITE** last summer to incorporate the establishment of the Vice Chancellor's office and saw a tremendous uptick in visitors to our website, primarily in response to the resources we published for the pandemic and the Black Lives Matter protests.

**125,000+** page views July 2019 to June 2020

### MOST POPULAR PAGES:

1. Principles of Community - 22,443 views
2. Homepage - 10,719 views
3. Racial Trauma Resources - 10,032 views
4. Leadership and Staff - 3,312 views
5. Rejecting Coronavirus Xenophobia - 2,241 views

## STRATEGIC COMMUNICATIONS

### FOCUS ON HEALTH DISPARITIES

**THE COVID-19 PANDEMIC** made issues related to health disparities and health equity more evident. Even before the COVID-19 crisis, the Center for Reducing Health Disparities (CRHD) was making an impact nationally. For the Thought Leadership broadcast at the American Public Health Association (APHA) 2019 Annual Meeting in Philadelphia, APHA TV created a 6-minute film on the CRHD and the Solano County Cultural Transformation Model project. A link to the film circulated to close to 30,000 APHA members and their 60,000-member listserv and disseminated to over 100 countries. CRHD participated in the 2019 APHA Conference as an exhibitor, receiving over 500 conference members as visitors.

From March to June 2020, Dr. Sergio Aguilar-Gaxiola conducted **10** interviews, **5** for television (**1** English and **4** Spanish); **2** for radio (Spanish); and **3** for newspapers (English).

CRHD also collaborated closely with the UC Davis Health Public Affairs and Marketing Office to disseminate health information in an easy to understand language, and in Spanish for Spanish language media outlets.

In response to the crisis, several groups invited Sergio Aguilar-Gaxiola, Director of CRHD, to speak to both English- and Spanish-speaking audiences about how health disparities in underserved communities have been exacerbated during this pandemic.

CRHD took the opportunity to increase communication with both our internal and external partners by creating and managing a new e-mail list and posting to a centralized events page. The website events page now features more up to date information and resources for community partners. CRHD's social media presence has increase by posting updates and events more regular on Facebook and Twitter.

### CRHD LISTSERV LAUNCHED MAY 2020

**193** subscribers

**26%** increase from May to June 2020

### CLINICAL TRANSLATIONAL SCIENCE CENTER

**457** participants / **6** events

### RESPONDING TO RACIAL TRAUMA THROUGH SOCIAL MEDIA

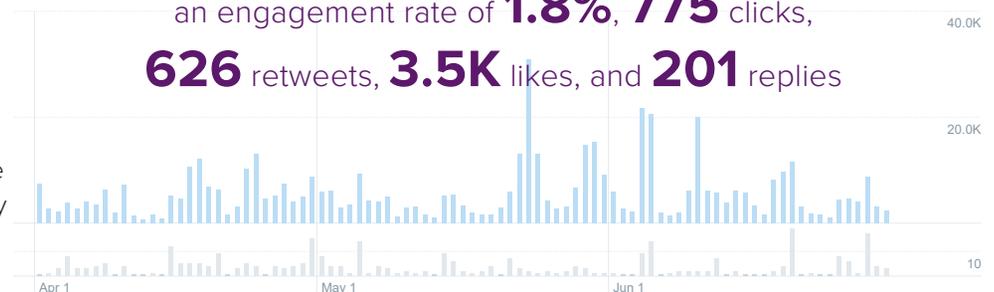
**WITH AWARENESS OF SOCIAL JUSTICE ISSUES** being critical to change efforts, social media took on a greater focus for our office. Renetta Garrison Tull, who has given presentations on utilizing social media for scholars, encouraged members of her office to use social media to engage as broadly as possible. However, there was no more important time to speak to a grieving community than in the months following murder of George Floyd.

Over 91 days from April 1 to June 30, 2020,

**@Renetta\_Tull** earned **528.5K** impressions,

an engagement rate of **1.8%**, **775** clicks,

**626** retweets, **3.5K** likes, and **201** replies



## STRATEGIC COMMUNICATIONS



**SACNAS DELEGATION.** UC Davis sent a 36-strong delegation to the Society for Advancement of Native Americans in the Sciences conference (SACNAS). The Center for the Advancement of Multicultural Perspectives on Science (CAMPOS) sent three faculty scholars and three affiliates.

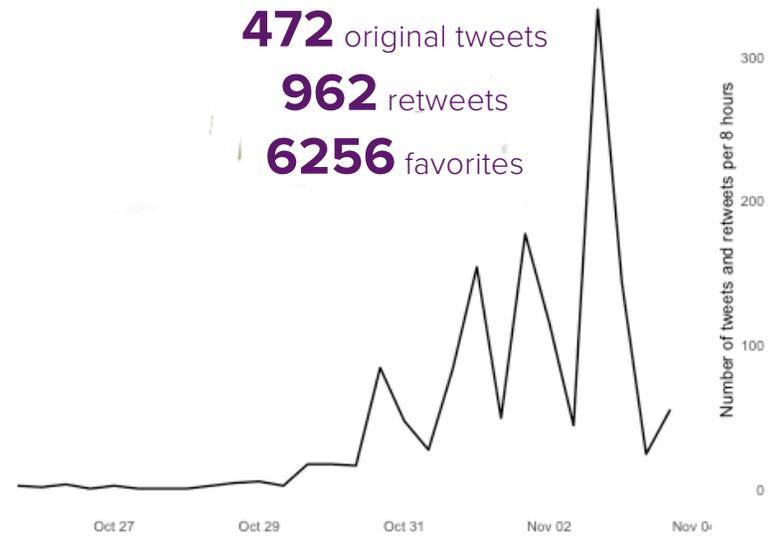
## SACNAS 2019: USING SOCIAL MEDIA TO SUPPORT LATINX AND NATIVE STUDENTS

**A NEW FOCUS ON SOCIAL MEDIA** helped our office multiply the reach of important conferences and research. At the 2019 Society for Advancement of Native Americans in the Sciences (SACNAS) conference, the UC Davis delegation was encouraged to use the hashtags #2019SACNAS and #ThinkBigDiversity. During the ten days during and after the SACNAS conference, Rayna Harris tracked the reach and impact of tweets by UC Davis conference attendees, revealing the impact and reach of social media efforts. As a result of this success, our office will be continuing to sponsor such efforts at future conferences, bringing delegates together in advance, training scholars in social media techniques, and tracking the results.

### #2019SACNAS and #ThinkBigDiversity Twitter activity

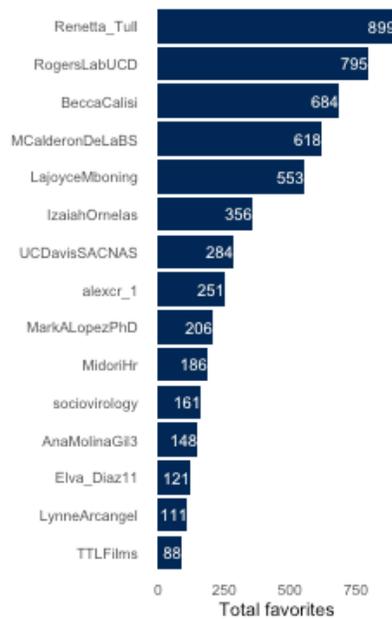
from October 25 to November 3:

**472** original tweets  
**962** retweets  
**6256** favorites

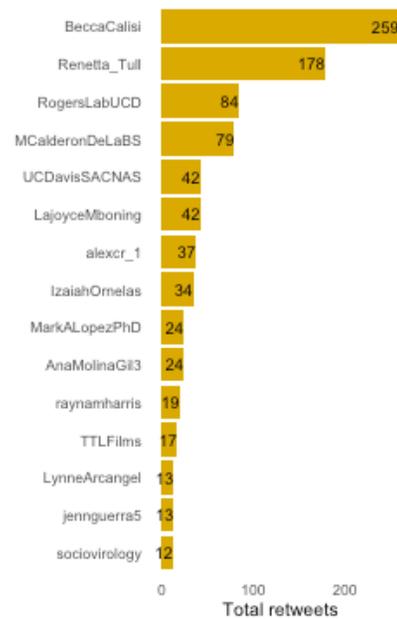


Source: Data collected from Twitter's REST API via rtweet

Who recieved the most favorites?



The most retweets?



2019-20 DIVERSITY, EQUITY AND INCLUSION ORGANIZATION



**Renetta G. Tull**  
Vice Chancellor for Diversity, Equity, and Inclusion



**Rahim Reed**  
Associate Executive Vice  
Chancellor  
Campus Community Relations

- Regional and Community Partners
- Campus and Community Engagement
- Principles of Community
- Campus Community Book Project
- Diversity and Inclusion Education
- Police Accountability Board
- Administrative Advisory Committees
- Supplier Diversity



**Hendry Ton**  
Associate Vice Chancellor  
Health Equity, Diversity, and  
Inclusion

- Institutional Culture and Climate
- Community Engagement
- Anchor Institution Mission
- Prep Medico / RISE
- Employee Resource Groups
- Center for Reducing Health Disparities (CRHD)
- Office of Student and Resident Diversity (OSRD)
- Faculty Development and Diversity



**Mark A. López**  
Chief of Staff  
Administration and Research

- Institutional Analysis
- Research and Dissemination
- Strategic Communications
- Development / Grant Writing
- Organizational Development and Planning



**Raquel E. Aldana\***  
Associate Vice Chancellor  
Academic Diversity

- Center for the Advancement of Multicultural Perspectives on Science (CAMPOS)
- Center for the Advancement of Multicultural Perspectives on Social Science, Arts, and the Humanities (CAMPSSAH)
- Hispanic-Serving Institution Initiative
- Faculty Retention and Inclusive Excellence Networks—Designing Solutions (FRIENDS)
- ADVANCE Scholar Award

*\*After establishing the role of Associate Vice Chancellor for Academic Diversity, Raquel E. Aldana returned to faculty as Professor of Law, effective June 30, 2020.*

# TRANSFORM AND ENGAGE

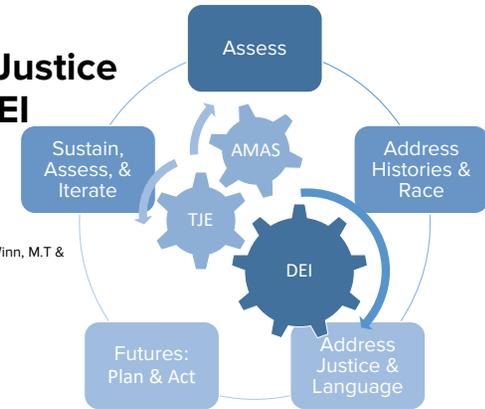
**THE WORK CONTINUES** with continued urgency even as this report goes to press in fall of 2020. As we reflect on where we've been, we are moving forward with new initiatives and programs that continue the work described in this report.



**WELCOMING NEW LEADERSHIP.** We were pleased to welcome several new leaders into our office. Lorena Oropeza is the new Interim Associate Vice Chancellor for Academic Diversity, effective August 20, 2020. The Betty Irene Moore School of Nursing at UC Davis appointed Piri Ackerman-Barger to the newly created position of associate dean for Health Equity, Diversity and Inclusion, effective July 1, 2020.

## 5 Steps Toward Transformative Justice & Sustainable DEI

**5** Pedagogical Stances  
(Winn, M.T., 2018, 2019; Winn, M.T. & Winn, L.T., *in press*)  
**5** DISV Goals



**FIVE STEPS.** In partnership with the Transformative Justice Center (TJE) and Audit Management and Advisory Services (AMAS), the DEI Office is developing a toolkit, engaged planning process, and series of workshops to help schools, colleges, departments, and administrative units work toward the goals outlined in the DI Strategic Vision, HSI Task Force Report, and UC Davis's Strategic Plan, To Boldly Go. As we roll out these resources, more information will be available on our website at [diversity.ucdavis.edu](http://diversity.ucdavis.edu).

## PLANNING FOR DEI

**THE DI STRATEGIC VISION**, HSI Task Force Report, and UC Davis's Strategic Plan, To Boldly Go, set the course for the campus to act on its commitment to diversity and inclusion excellence, as expressed in the UC Diversity Statement and UC Davis Principles of Community. As we strive to meet these goals, each division, school, college, department, and administrative unit must determine its own path forward, embedding these broader campus goals into its daily practice.

For many years, staff in the Office of Diversity, Education and Inclusion have been facilitating planning, training programs, and climate interventions for UC Davis divisions, schools, colleges, departments, and teams, and for our regional partners. In 2020-21, our office is rolling out more tools and services, building on previous work and working with partners to provide the campus with the capacity to meet the moment and their future with positive, sustained change. Our campus can only innovate and serve our communities when we ensure that our

## TAKING ACTION IN 2020-2021 AND BEYOND

teams are diverse, and when we can successfully address controversy and climate through informed and proactive dialogue.

As part of our efforts, the Office of Diversity, Equity and Inclusion and the Transformative Justice in Education Center hosted a webinar on restoring justice and transforming education at UC Davis on August 26. This campus-wide talk provided the UC Davis community with an opportunity to continue our on-going dialogues that recognize and address issues of bias and structural inequality in education. The webinar featured the research and leadership TJE co-directors Dr. Maisha T. Winn, Professor & Associate Dean – Academic Programs, School of Education, and Dr. Lawrence “Torry” Winn, Assistant Professor of Teaching.

### MEETING THE MOMENT

Following the death of George Floyd and the unjust killings of too many other Black people in America, 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 first step, but the work did not stop there. We continue in the process of moving from isolated allyship to action.

A snapshot of our activities since July 1, 2020 include:

- We issued “11 Suggested Actions toward Anti-Racism,” which was based on the Office of Health Equity, Diversity and Inclusion’s Anti-Racism and DEI Action Plan and included contributions from ERGs and constituent groups.
- We added “Caring for Ourselves and Our Community: Election 2020 in October.”
- To engage the campus community in learning and dialogue, the Office of Campus Community Relations hosted a three-part screening of the PBS documentary series, “Race: The Power of an Illusion.”
- We continued to update “Resources for Racial Trauma” and included as part of our work an “Anti-racism Syllabus” that promoted

facilitated opportunities for professional development, from various departments across the UC Davis campus. Some of the events included recordings or other opportunities to continue to engage and learn, and the syllabus will continue to be archived and updated at [diversity.ucdavis.edu](https://diversity.ucdavis.edu).

- Working in collaboration with other units, we are documenting investments being made to respond actively to issues related to racial trauma.

### COMMUNITY BUILDING, SQUARED

Following the launch of the Anchor Institution Mission (AIM) for Community Health in 2019-20, UC Davis Health has continued to outline its goals and milestones for this important initiative. UC Davis seeks to partner with community in a number of strategic areas:

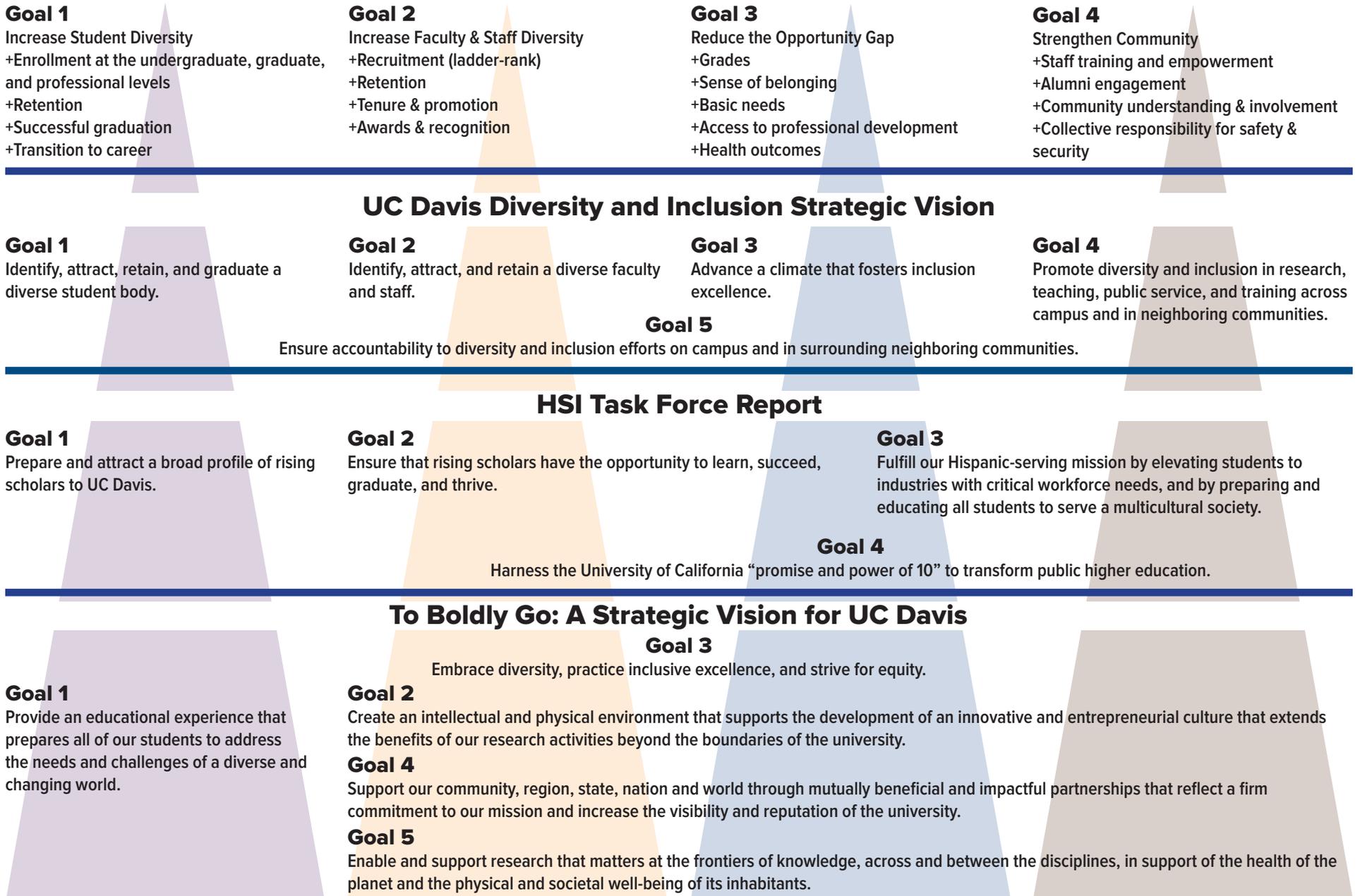
- **Volunteer Locally:** engage employees to volunteer in local neighborhoods.
- **Invest Locally:** invest portions of endowments into projects in vulnerable communities.
- **Purchase Locally:** purchase more goods and services from local vendors.
- **Hire Locally:** hire and develop local talent.

Success in these areas hinges on strong relationships in the region.

Sacramento county ranks **6th** among California counties in the number of people who identify African-American/Black—**144,416** or **9%**. At UC Davis, **7%** of Professional and Support Staff and **4%** of Management and Senior Professional roles are held by people who identify as African-American/Black.

# GOALS FOR THE OFFICE OF DIVERSITY, EQUITY, AND INCLUSION

Our office’s work has been informed by a careful consideration of the Chancellor’s ten-year strategic plan, To Boldly Go; the University’s Strategic Vision for Diversity and Equity, and the HSI Task Force Report, among other strategy documents. This chart shows how these goals overlap and align, constituting a visionary future for UC Davis. Everything we do is built on the foundation of the UC Davis Principles of Community and UC Statement on Diversity, our guiding statements of values.



## GOAL 1: INCREASE STUDENT DIVERSITY

### “AT-PROMISE” YOUTH: VICTOR RIOS PUSHES BACK

**ON NOVEMBER 15, MORE THAN ONE HUNDRED** students, faculty, and staff gathered in King Hall to hear UC Santa Barbara Professor Victor Rios discuss and watch his film “The Pushouts.” Filmed over more than 25 years, “The Pushouts” weaves Rios’s inspiring dropout-to-professor narrative with stories of YO!Watts, a youth center serving 16-24 year-olds who are out of school and out of work. After the film, Rios spoke about his work challenging the narrative of youths who are “at-risk” and advocating for them as “at-promise.”



**PUSHING BACK AGAINST THE ODDS.** In partnership with the Keith Aoki Center on Critical Race and Nation Studies and the Beyond the Stats Initiative, our office sponsored a showing of the documentary, “The Pushouts,” followed by an address from Professor Victor Rios of UC Santa Barbara, a panel discussion, and poetry from Sacramento Area Youth Speaks (SAYS). Photo by Jose Alfonso Perez, UC Davis School of Law.

Rios was joined on stage to take questions and provide perspective by a panel of speakers including Assistant Professor of Chicana/o Studies and faculty advisor to the Beyond the Barriers initiative, Ofelia Ortiz Cuevas, Co-Founder and CEO at Improve Your Tomorrow (IYT) Michael Lynch; Assistant Professor of Chicana/o Studies Michael Singh; and Neptaly “Taty” Aguilera, Board member of the Chicanx Latinx Alumni Association (CLAA). The event concluded with a series of moving poetry recitations by SAYS – Sacramento Area Youth Speaks.

### MY JOURNEY TO THE CALIFORNIA SUPREME COURT: A CONVERSATION WITH JUSTICE MARIANO-FLORENTINO CUÉLLAR

**IN SUPPORT OF OUR HSI MISSION,** in January of this year and in partnership with the UC Davis Early Academic Outreach Program, we hosted California Supreme Court Associate Justice Mariano-Florentino Cuéllar. Justice Cuéllar shared with us his principles, struggles, and achievements that made him one of our most distinguished legal scholars today. He described his path, from a young boy living in a town along the California-Mexico border to study at Harvard, Stanford, and Yale, to work in the Obama administration, and finally to become only the second immigrant to sit on California’s highest court.

While he was here, King Hall School of Law Dean Kevin Johnson presented Justice Cuéllar with the inaugural “Cruz Reynoso Sowing the Seeds of Justice Award” for his career-long dedication to equity and justice.

Following his talk at the law school, Justice Cuéllar was interviewed by Associate Vice Chancellor of Academic Diversity and Professor of

Total Participants: **100**  
# of participating students from  
Yolo County High Schools: **30**

## GOAL 1: INCREASE STUDENT DIVERSITY

Law Raquel Aldana as part of the Provost's UC Davis Forums on the Public University and the Social Good. A human rights lawyer and immigrant herself, Aldana engaged Cuéllar in a wide-ranging discussion that included many of the challenges facing higher education today including ways to promote faculty diversity, DACA, and the importance of access to a college education.



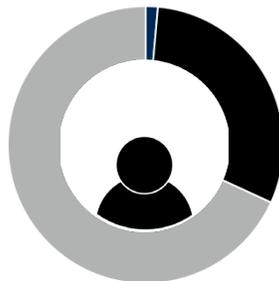
**INSPIRING THE NEXT GENERATION OF LAWYERS TO IMPROVE SOCIAL JUSTICE.** We worked in partnership with the law school and the Early Academic Outreach Program to bring in high school students from Yolo County to hear Justice Cuéllar talk about his experiences growing up, what led him to study law, and the difference lawyers can make to improve social justice in the U.S. Photo by Dawson Díaz.

### FAST FACTS

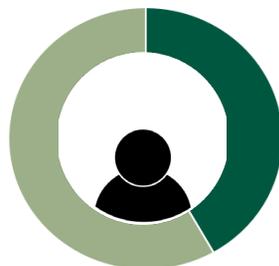
#### FOCUS ON UNDERGRADUATE STUDENTS



**82%** are considered California residents and pay in-state tuition



**30%** identify as low income



**42%** identify as first generation

**42%** of California's 17.6 million 18-49 year-olds are Latinx.

In Fall 2019, **24%** of UC Davis undergraduate students identified as Latinx.

# GOAL 1: INCREASE STUDENT DIVERSITY

## HISPANIC SERVING INSTITUTION (HSI)

**UC DAVIS MADE IMPORTANT PROGRESS** toward our goal of achieving federal Hispanic Serving Institution (HSI) designation in 2019-20, which may open up opportunities to pursue HSI sources of funding. Under federal law, UC Davis may qualify as a Minority Serving Institution (MSI) both as an HSI and as an Asian American and Native American Pacific Islander-Serving Institution (AANAPISI). While our ideals as a minority-serving institution go well beyond funding implications—on the previous pages are several programs that reflect are activities on the road to HSI—UC Davis recognizes that access to financial resources is essential to advancing many of the recommendations in the HSI Task Force report, issued in 2019.

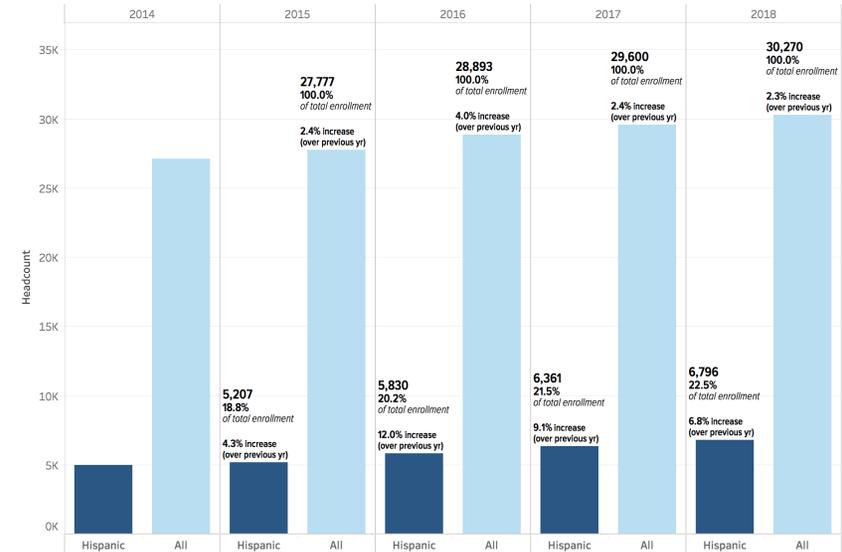
Our enrollments of Chicax/Latinx students have been steadily increasing since 2008, when UC Davis set its goal to become a HSI. In the past decade, the number of enrolled undergraduate Chicax/Latinx students has more than doubled from 3,063 in 2008 to 6,796 in 2018. UC Davis has more Chicax/Latinx students than many designated HSIs (according to data from Excelencia in Education), and we are pleased to join designated HSIs in serving thousands of underrepresented minority and low income students.

UC Davis is uniquely situated to lead with vision and boldness to become a premier HSI, among a select number of campuses that are considered R1 universities (meaning they have the highest level of research activity for undergraduate and graduate students). Five of these R1, HSI universities are already part of the University of California system. (As of November 2018 there were 115 R1 universities in the United States.)

Federal agencies have been acknowledging our effort, and we have been encouraged to continue the good work. We are working to increase our enrollments of undergraduate, graduate, and professional students. Our goal is to reflect the demographics of California, where

Fall Enrollment FTE toward federal designation of HSI Status, 2014-2018

Source: NCES/IPEDS data reported under federal standards



**COUNTING TOWARDS HSI STATUS.** The Department of Education and other federal agencies determine an institution's HSI status using information from the National Center for Education Statistics Integrated Postsecondary Data System (NCES/IPEDS). Our status as of July 2019 was based on published data from 2017-2018. UC submits its enrollment data based on federal guidelines; these guidelines differ from the way that UC counts and displays data on dashboards at the UC Infocenter, as just on example. This chart represents UC Davis's path towards HSI status as it is understood using the NCES/IPEDS data.

people who identify as Chicax/Latinx make up 38% of the population, more than half of K-12 students, and more than 40% of the college-going population. California's growing need for a college-educated workforce means that the time is now. We are committed to ensuring access to equitable opportunities for success at UC Davis.

## GOAL 1: INCREASE STUDENT DIVERSITY

### SUPPORTING DIVERSITY IN OUR FUTURE HEALTHCARE WORKFORCE

**IN COLLABORATION WITH THE OFFICE OF ADMISSIONS** and the Center for a Diverse Healthcare Workforce, the Office of Student and Resident Diversity (OSRD) led a community of practice (CoP) with the goal of developing programs to recruit medical school students from rural and underserved areas in California. The CoP participants came from Community Health Clinics and Federally-Qualified Health Centers that serve in the targeted regions.

The partners developed and nationally disseminated a CoP toolkit, intended to enable teams of academic, clinical, professional, policy, and lay audiences to identify, translate, and disseminate evidence-based best practices for engaging diverse community populations.

The Betty Irene Moore School of Nursing (BIMSON) and School of Medicine forged new partnership pathways, including joint participation at outreach conferences. The OSRD team hosted BIMSON admissions staff to train its team on BIMSON outreach. In deepening this partnership, the OSRD team gained knowledge about nursing programs and increased its capacity to reach out to students interested in nursing.

At open houses for all medical students, OSRD staff described their roles and resources, with a focus on ensuring all students felt welcomed and supported. OSRD also charged Diversity Advisory Council (DAC), made up of officers from each of the Student Interest Groups (SIGs), to provide input and recommendations on various diversity and inclusion initiatives at UC Davis Health and the School of Medicine.

Ongoing efforts included:

- **Supporting research opportunities and professional development for medical students and residents from historically underrepresented in medicine.**

- Providing funding support to prospective residents from underrepresented backgrounds (housing, travel, and food),
- Providing funding to departments for personalized efforts to recruit and retain prospective residents from underrepresented minority backgrounds.
- **Supporting the Stockton Health Empowerment Conference (SHEC), a student-led effort to increase healthcare professions from the Central Valley, one of the top 10 most underserved populations in the US.**

### THE MOST DIVERSE CLASS IN MEDICAL SCHOOL HISTORY

**IN THE LATEST SCHOOL OF MEDICINE ADMISSIONS CYCLE**, the Office of Student and Resident Diversity helped to select the most diverse class in our medical school history. All OSRD Faculty and staff participate in admissions as interviewers or admissions committee members.

#### CLASS OF 2023

Total students enrolled: **123**

Postbacc Program Graduates: **13**

Students from disadvantaged backgrounds: **66%**

Underrepresented minorities: **46%**

Women: **64%**

## GOAL 2: INCREASE FACULTY AND STAFF DIVERSITY

### CAMPSSAH INAUGURAL COHORT

**THE NEW CENTER** for the Advancement of Multicultural Perspectives on Social Science, Arts, and Humanities (CAMPSSAH) builds on the success of the Center for the Advancement of Multicultural Perspectives on Science (CAMPOS) and the mission to encompass the multicultural perspectives of academic faculty in social science, arts, and humanities. Kimberly Nettles-Barcelón, Associate Professor and Faculty Advisory of Gender, Sexuality, and Women's Studies, was appointed as the inaugural Faculty Director. She has worked with the DEI office and Academic Affairs to strengthen the recruitment, hiring, and retention practices initially begun under Provost Ralph Hexter as part of an earlier initiative to support faculty with a focus on African-American or African diaspora students and communities.

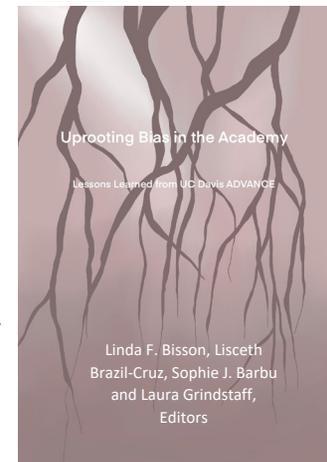
Nettles-Barcelón believes that mentorship and sustained effort to support faculty of color through to full professor is necessary to create equity and to guard against burnout. Through its work, CAMPSSAH helps faculty of color to have the resources and the energies to pay-it-forward: to do that work of diversity that requires hands-on connections with others at all levels of the institution—from undergraduate students to career staff and administrators—while not sacrificing their familial connections and responsibilities, nor their mental health.

In November, CAMPSSAH inducted its inaugural cohort of eight Faculty Scholars representing seven different disciplines: Orly Clergé (Sociology), Darnel Degand (Education), Juan Diego Diaz (Music), Stacy-Ann Elvy (Law), Stephen Garcia (Graduate School of Management), Jamal Jones (Religious Studies), Faheemah Mustafaa (Education), and Branwen Kiemute Okpako (Cinema and Digital Media). At the same ceremony we celebrated the continuing success CAMPOS, inducting Maciel Hernández (Human Ecology), Madelin Nieves-Cintrón (Pharmacology), Jasquelin Peña (Civil and Environmental Engineering), Cryal D. Rogers (Physiology & Cell Biology), and Fernanda S. Valdovinos (Environmental Science and Policy).



**A NEW CENTER OF SUPPORT.** Dr. Darnel Degand (center) is inducted in the inaugural cohort of CAMPSSAH. From L-R: Renetta Garrison Tull, Ralph Hexter, Degand, California Assemblymember Cecilia Aguiar-Curry, Gary S. May, Kimberly Nettles-Barcelón. Photo by José Luis Villegas.

**ADVANCING ADVANCE.** Members and friends of initiatives funded by an NSF-ADVANCE Institutional Transformation grant (2012-2019) continue to advocate for efforts related to improving recruitment, retention and advancement of women and underrepresented minorities in academia. One such project is **UPROOTING BIAS IN THE ACADEMY** (forthcoming), which speaks to the learnings and best practices from the UC Davis initiative. Now housed in our office and Academic Affairs, the work begun under ADVANCE continues through ongoing research, publishing, and programming, including CAMPOS and the ADVANCE Scholar Award.



### FACULTY IN EXCELLENCE DIVERSITY COMMITTEE

**THE PURPOSE OF A NEW ADVISORY COMMITTEE** on underrepresented groups in medicine and biomedical sciences (UGMBS) is to address the professional development needs of UGMBS faculty by facilitating the dissemination of knowledge, skills and resources necessary to achieve successful careers in academic medicine. The committee, which includes faculty from the School of Medicine and the Betty Irene Moore School of Nursing, will offer their expertise to advise senior leaders.

## GOAL 2: INCREASE FACULTY AND STAFF DIVERSITY

### STAFF EQUITY ADVISOR PILOT

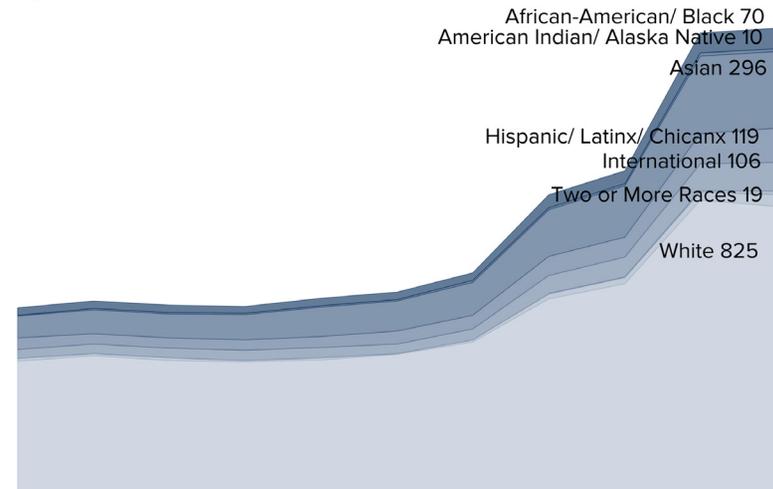
**UNDERGRADUATE EDUCATION RECENTLY COMPLETED** a two-year pilot project, appointing a staff equity advisor to advise the Vice Provost and Dean on issues related to staff diversity, equity, and inclusion; to provide leadership around diversity and inclusion trainings; and to consult on recruitment best practices for the unit. Monica Escueda began serving in January 2019 and dedicated 10% of her work time to this role. She observed and provided a series of recommendations related to the recruitment process, organized three diversity and inclusion trainings for staff and faculty, and met regularly with unit leaders. She also designed a professional development track so that she could serve as a resource and advocate for employees with DEI concerns. Her experience provides valuable input in our office's development of a model for future staff equity advisor roles.

### AFRICAN AMERICAN FACULTY NETWORK EVENT

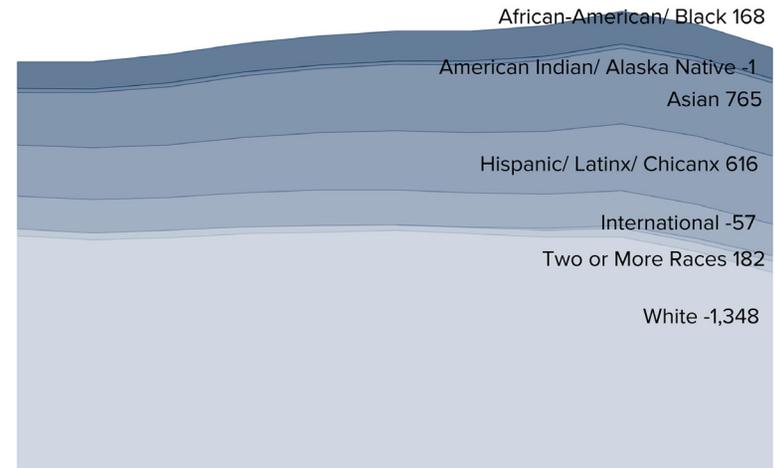
**IN COLLABORATION WITH ACADEMIC PERSONNEL**, Health Equity, Diversity, and Inclusion sponsored the 2nd Annual Spring Gathering for Faculty from the Black/African Diaspora in partnership with the Office of the Chancellor who hosted the event at the Chancellor's Residence on March 8. The purpose of the event was to celebrate our Black and African American faculty contributions. In addition to providing an opportunity to celebrate diversity, share innovation, collaborate and network with colleagues and graduate students. Speakers included Chancellor Gary S. May and Dr. Ruth Shim.

Total Participants: **49** participants, including **8** students, **36** faculty, and **5** staff

CHANGE IN WORKFORCE DEMOGRAPHICS  
Management and Senior Professionals, 2009 to 2019



CHANGE IN WORKFORCE DEMOGRAPHICS  
Professional and Support Staff, 2009 to 2019



**HOW ARE WE CHANGING?** The numbers in these charts show the increase in headcount, disaggregated by race and ethnicity. These charts show that the increase in management and senior professional roles across our institutional has not been proportionally distributed across all groups.

## GOAL 2: INCREASE FACULTY AND STAFF DIVERSITY

### FRIENDS

**LAUNCHED WITH A GRANT** from the UC Office of the President, Faculty Retention and Inclusive Excellence Networks Designing Solutions (FRIENDS) leverages a Community of Practice (CoP) model to empower faculty to make change and improve climate at the departmental level.

In the fall, we invited Associate Professors to think about how to remove barriers for marginalized faculty to thrive in our institution, with objectives of building community, developing faculty leaders, and designing innovative interventions. The focus on Associate Professors emerged from research by Kim Shauman, Professor of Sociology, who has done an analysis on the 2017 Faculty Job Satisfaction Survey developed by The Collaborative on Academic Careers in Higher Education (COACHE). Her research shows that Associate Professors show less satisfaction than professors of other ranks when it comes to service, support for interdisciplinary work, promotion to Full Professor, and departmental collegiality. Mentorship or feedback; support for faculty in leadership roles; and time spent on service are also themes.

The FRIENDS project launched officially in February, when our four Communities of Practice met for the first time. Each team was led by a member of faculty who has experience moderating challenging conversation and was given a theme as a start to their conversation.

- The “Lemon Team” focuses on “Invisible Labor” service work performed by racially minoritized faculty. Led (2019-20) by Cynthia Pickett, Associate Professor, Department of Psychology and Associate Vice Provost for Faculty Equity and Inclusion, Academic Affairs.
- The “Lime Team” focuses on advancement from Associate to Full Professor. Led by Kimberly Nettles-Barcelón, Associate Professor and Faculty Advisory of Gender, Sexuality, and Women’s Studies and Faculty Director, CAMPSSAH.
- The “Grape Team” focuses on developing a critical consciousness



**FRIENDS.** Participants in the launch event in the Student Community Center share experiences and discuss what issues motivated them to become involved in the project. Photo by José Luis Villegas.

among majority faculty to create and support healthy, productive academic climates. Led by Mariel Vazquez, Professor, Department of Mathematics and Department of Microbiology and Molecular Genetics and Faculty Director, CAMPOS.

- The “Berry Team” focuses on issues of classroom climate, including hate speech and racial harassment. Led by Raquel Aldana, Professor of Law and (2019-20) Associate Vice Chancellor for Academic Diversity, Office of Diversity, Equity, and Inclusion.

Each team met in person again before the shelter-in-place order shut down the Davis campus. Principal Investigators negotiated to have the grant period extended an additional year to accommodate a temporary disruption.

# of “friends” at first meeting: **41** representing  
**24** departments in **10** schools/colleges

## GOAL 3: REDUCE THE OPPORTUNITY GAP

### SUSTAINABLE DEVELOPMENT GOALS

**THE ARRIVAL OF RENETTA G. TULL** to serve as Vice Chancellor for the Office of Diversity, Equity and Inclusion has introduced new dimensions to our work as an office, not the least of which is her commitment to the global grand challenges from the National Academy of Engineering and the United Nations' Sustainable Development Goals. Some of these Sustainable Development Goals include: #4 Quality Education, #5 Gender Equality, #16 Peace and Justice Strong Institutions, and #17 Partnerships for the Goals. At the center of Tull's work is the belief that tackling global problems depends on the ability of diverse teams to work together.

As Tull encourages others to reframe their teaching and research to reflect an orientation toward humanitarian goals, she also encourages other leaders to keep in mind the so-called Matilda effect, coined in the 19th century by science historian Dr. Margaret W. Rossiter from Cornell University, to refer to “the systematic under-representation of women, the denial of their contribution to research, and the repeated attribution of their merits to their male counterparts.”

Many of Tull's presentations center on highlighting and elevating the work of others, particularly women and women of color. An example at UC Davis is the work of Colleen Bronner, Associate Professor of Teaching in the Department of Civil and Environmental Engineering. As education lead for an NSF-funded Engineering Research Center, she works to improve diversity, equity, and inclusion among those who work on projects related to lowering greenhouse gas emissions in geotechnical engineering processes. She was also recognized this year as a recipient of the Chancellor's Fellowship for Diversity, Equity, and Inclusion.



**MEDICAL STUDENTS EXPRESSED THE NEED** to have African American/Black Faculty as mentors due to the lack of African American/Black faculty instructors of record and a lack of opportunities to engage with African American/Black faculty mentors. As a response, HEDI and OSRD in partnership with Capital Medical Society created a Speed Mentoring and Networking Session. The Speed Mentoring and Networking Session included a rotating series of timed, focused conversations with specific questions allowing the mentees to rotate and meet with several mentors throughout the session. This past year we invited special guests: Gary S. May, Chancellor; Renetta Garrison Tull, Vice Chancellor for Equity, Diversity and Inclusion; and David Lubarsky, Vice Chancellor and CEO of UC Davis Health.

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**“The speed mentoring event was amazing! It was inspiring to see that there are so many physicians of color in the Sacramento area who want to mentor us and help us succeed in medicine.”**

*—Bisrat Woldemichael, 4th yr. medical student*

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## GOAL 3: REDUCE THE OPPORTUNITY GAP

### GRADUATION RATE GAP FOR UNDERREPRESENTED STUDENTS

Transfers (2-year) 2020 Target: 8 pt gap

Actual: **8.5 pt gap**

First Years (4-year) 2020 Target: 14 pt gap

Actual: **19 pt gap**

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The University of California has set a goal for all campuses to achieve 90 percent overall graduation rates and eliminate all gaps for timely graduation and graduate degree attainment for Pell, first-generation, and underrepresented groups.

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**BRIDGING GAPS.** Our office partners with other units on campus, including Student Affairs, Undergraduate Education, and Enrollment Management to understand what programs and initiatives will best advance and prepare California's rising scholars to thrive in higher education. One example is Steps to College, a bilingual university fair of Northern California partnership with the Consulate General of Mexico in Sacramento, the California Student Aid Commission, Cien Amigos advocacy group and the Mexican Cultural Center of Northern California, and public and private institutions. Representatives from distinguished colleges and universities from California and Mexico, as well as State of California higher education experts, and nonprofit higher education organizations and advocates work together each year to help students navigate the college experience and learn about their finance options for higher education.



### CLOSING THE ACHIEVEMENT GAP THROUGH CULTURALLY SUSTAINING PRACTICES

**ACHIEVEMENT GAPS BETWEEN GROUPS PERSIST** at UC Davis, and they cannot be explained solely by lack of preparation or “cultural deficiency,” or lack of talent and ability. Including learning outcomes that take into consideration sense of belonging and motivation, as well as academic skills and knowledge, will empower students to be more prepared and higher performing as they advance through their education and career.

The classroom matters. Co-curricular efforts such as orientations, first year experiences, pre-matriculation programs, and singular courses (“Navigating the Research university”) have and will continue to be helpful, but they can only go so far in ensuring an equitable learning environment for all students.

Our office worked with Academic Affairs, the Academic Senate/ Academic Federation joint Committee on Affirmative Action and

Diversity, and members of the faculty to bring more equity and inclusion into classroom settings. Some of the ideas generated from their ongoing discussions include providing students with more opportunities for active learning and to connect with other scholars (faculty and peer). They researched best practices for creating learning spaces where students can explore, engage, exchange, contribute, and develop as human beings. Their findings stressed the value of intentionally recognizing and celebrating assets like difference, culture, and multilingualism in the curriculum.

As a result of these discussions, faculty have been considering how teams and communities of practice can enable culturally sustaining practices in the classroom—teams that cross divisions and even UC campuses.

## GOAL 4: STRENGTHEN COMMUNITY

### BOOK PROJECT EXPLORES GUN VIOLENCE

**THE CAMPUS COMMUNITY BOOK PROJECT** featured **ANOTHER DAY IN THE DEATH OF AMERICA: A CHRONICLE OF TEN SHORT LIVES** by Gary Younge. The author visited UC Davis, appearing in a ticketed lecture at the Mondavi Center, a free forum for the campus and surrounding community, and learning activities for student scholars.

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**“It was so uplifting to spend each week collaborating with my peers to discuss how we can reduce and prevent gun violence.”**

*—Kayla Heinemann, first year student*

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These activities included a class with students from a Design First-Year Seminar, and a guided walk-through of “Gun Violence: Our National Narrative – A Living Memorial,” an exhibit designed and presented in partnership with our office and students and faculty from Theater and Dance. As part of our Principles of Community week, our office hosted a racial healing circle that explored the intersections of race and gun violence-violence. Sacramento Area Youth Speaks (SAYS) partnered with our office on several related events—three writing workshops and two spoken word performances, including a performance by SAYS poets at this year’s CCBP author’s forum—where the voices of artists from local high schools and UC Davis deeply enriched our conversations about violence and gun violence.

In 2020-2021, the Campus Community Book Project will focus on the theme of mental health and marks the first time a graphic novel has been featured by the book project. **MARBLES: MANIA, DEPRESSION, MICHELANGELO, AND ME** by Ellen Forney addresses a critical topic identified as a “basic need” for UC Davis students.

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**“Having moved from a city known for gun violence and bringing myself into the Campus Community Book Project I felt like I had a voice when I had been numb on this topic for so long.”**

*—Renata Zacarias, student organizer, Gun Violence: Our National Narrative – A Living Memorial*

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**WHAT'S YOUR STORY?** An attendee at the 2020 Equity Summit interacts with “Gun Violence: Our National Narrative – A Living Memorial,” an exhibit designed and presented in partnership between the Campus Community Book Project and Theater for Social Change, a student organization. Photo by Daniel Oberbauer.

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**“A course in which we read the unfortunate gun related incidents that have occurred in our country is extremely important.**

**Although it may have been tough we were able to have open discussions.”** *—Dafne Hernández Arevalo, first year student*

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## GOAL 4: STRENGTHEN COMMUNITY

### CAMPUS COMMUNITY BOOK PROJECT

**ANOTHER DAY IN THE DEATH OF AMERICA: A CHRONICLE OF TEN SHORT LIVES** by Gary Young was the 2019-2020 selection of the Campus Community Book Project.

**48** program events

**1924** program event attendees

**33** campus partners

**23** community partners

**5+** UC Davis courses

- Read by classes at Davis Senior High School, Dixon High School, and by participants in the UC Davis Special Transitional Education Program (STEP).
- Partnership with Sacramento Area Youth Speaks (SAYS) for three writing workshops and two spoken word performances.
- Partnering with Strategic Communications to promote book project events.
- Features on the UC Davis online calendar and in Dateline.
- The Davis Enterprise featured several stories and promoted CCBP events throughout the year, including the 2020 CCBP author's visit.
- Author Visit included: author's forum, ticketed lecture at the Mondavi Center, engagement with Design First-Year Seminar students, and a guided walk-through of "Gun Violence: Our National Narrative – A Living Memorial," an exhibit designed and presented in partnership with our office and students and faculty from Theater & Dance.

### CLINICAL TRANSLATIONAL SCIENCE CENTER

**IN ADDITION TO LEADING** the Center for Reducing Health Disparities, Sergio Aguilar-Gaxiola, M.D., Ph.D. and Professor of Clinical Internal Medicine also serves as the Director of the Clinical Translation Science Center (CTSC) Community Engagement Program. In this role, Aguilar-Gaxiola led or co-hosted a number of community engagement events throughout the year.

One such forum, Science Cafés, features monthly conversations on health research topics such as opioid use, ADHD, and lung cancer detection. In April, Science Cafés, pivoted to COVID-19. Interest in the topic, combined with the convenience of Zoom, caused attendance to grow ten-fold. The first COVID-19 session in April was attended by 126 participants and covered Sacramento's resources and preparations. The second, in July, was titled, "COVID-19 and the Emerging Mental Health Crisis." One hundred eight-seven participants joined via Zoom.

The CTSC's Research and Education Community Advisory Board (RECAB) also strengthens ties between the university, researchers, and the community through presentations and dialogue. Representatives from public health agencies, community-based organizations, health care providers, and extramural academicians, have met bi-monthly for 14 years. This past year's meetings include presentations by UC Davis leadership on community-relevant institutional programs and policies, providing opportunities for board members to share their priorities and insights on emerging community health-related concerns. Investigators attend the Research and Education Community Advisory Board meetings to discuss research and receive community grounded feedback. Although March to May meetings were cancelled due to COVID-19, three meetings took place in September, November, and June.

## GOAL 4: STRENGTHEN COMMUNITY

### NATIONAL ALLIANCE ON MENTAL ILLNESS (NAMI) CA, CULTURAL COMPETENCY TRAININGS

**CRHD HAS PARTNERED** with the National Alliance for Mental Illness (NAMI)-California to provide their members with cultural competence training series. The three-part series is part of a series of resources developed to support successful implementation of the NAMI Standards of Excellence, equip NAMI affiliates and members with information and tools to meaningfully engage with diverse communities. CRHD's custom curriculum focuses on preparing affiliates to inform and engage with diverse community members around the conversation of culture competence and cultural responsiveness.

### THE SOLANO COUNTY INTERDISCIPLINARY COLLABORATION AND CULTURAL TRANSFORMATION MODEL (ICCTM)

**THE SOLANO COUNTY INTERDISCIPLINARY COLLABORATION** and Cultural Transformation Model (ICCTM) is a \$6 million, 5-year initiative funded by Solano County through the California Mental Health Services Oversight and Accountability Commission (MHSOAC) to jointly develop and implement an innovative, community-initiated project to improve access to and utilization of mental health services for Filipino American, Latino, and LGBTQ communities. County staff, leaders, and members of community-based organizations and communities at large have been key participants in both the planning and implementation and dissemination of the project this past year. The Center for Reducing Health Disparities focused on a training intervention focused on bringing disruptive innovation to change the culture of a county's mental health system of care.

Our office has collaborated with faculty members from Public Health Sciences, Center for Healthcare Policy and Research, Psychiatry and

Behavioral Sciences, and the Office of Health Equity, Diversity and Inclusion to support our efforts with the Solano County ICCTM Project. To date, the project has implemented the Providing Quality Care with Culturally and Linguistically Appropriate Services (CLAS) curriculum; trained over 60 behavioral health providers in a train-the-trainer format; supported 10 quality improvement (action) plans to improve access to care and behavior health outcomes; and developed an organizational assessment to assist Solano County's CBOs assess the incorporation of the CLAS Standards in their practices. Because this project has been instrumental in transforming Solano County behavioral health services delivery and reducing disparities in access to and utilization of mental health services, it has attracted national attention.

Increase in utilization of mental health services:

**30%** increase for individuals identifying as Latinx  
**100%** increase for individuals identifying as Filipino

CLAS Standards leadership training:

**30** participants from **20** organizations

Quadruple Aim Model training:

**50** participants

Featured in American Public Health Association's 2019

broadcast to **101** countries

## GOAL 4: STRENGTHEN COMMUNITY



**PEER TO PEER.** Above, mentors work with NSBE Jr. participants during the design and coding phase of their robot builds. They later tested out their robots in a swimming pool; participants are pictured with their mentors and projects, below. Photo courtesy SES Robotics.



### STEM EXPERIENCES

**OUR OFFICE PARTNERED** with Urban Advocates and Achievers to launch a new National Society of Black Engineers (NSBE) Jr Chapter. NSBE Jr is a program open to all students in grades 6-12. Its focus is to promote interest in advanced study in science, technology, engineering, and mathematics fields (STEM).

The Sacramento Municipal Utility District (SMUD) and SES Robotics also co-sponsored the program. In a 4-hour session, SES Robotics faculty worked with student teams to build underwater robots. Their robotics team, called the “RoboRays,” planned to participate in the SeaPerch competition in Stockton on March 28. The subsequent cancellation of the competition event due to the COVID-19 pandemic, could not prevent the students from gaining valuable experience during the building process. Parents were involved on the day of the building session, and were also invited to participate in seminars on topics such as “preparing for college” and “health and wellness.”

Of the **20** high school seniors who participated in NSBE Jr. in 2019-20, **8** advanced to 2-year colleges; **1** to a 4-year college, and **1** to a technical/trade or military school.

NSBE has a long relationship with the College of Engineering. The Black Engineers Association (BEA), founded as a student organization in the 1960s, became chartered as the UC Davis chapter of the National Society of Black Engineers in the 1970s. Both BEA/NSBE and NSBE JR. chapters are foundational to increasing Black participation and perspectives in STEM fields by strengthening relationships between industry and the Black community. Extending into earlier grades means that students are introduced to systems of support and mentoring at critical junctures that can help students from marginalized backgrounds manage the additional challenges and barriers they often face in STEM.

## GOAL 4: STRENGTHEN COMMUNITY

### ANCHOR INSTITUTIONS MISSION

**AS ONE OF THE LEADING** institutions in both higher education and health care in the region, UC Davis is committed to leveraging its economic power and human and intellectual resources to increase the economic vitality of our surrounding communities thereby improving the health and well-being of their residents. UC Davis Health formally launched its Anchor Institution Mission (AIM) for Community Health in 2019-20, charging a committee to guide the initiative. In its first year UC Davis Health AIM worked with three local CBOs to pivot resources following the COVID-19 pandemic towards supporting food access and food security work in vulnerable populations (seniors, undocumented and immigrant communities, and low income families). We also engaged in health pipeline conversations with the Los Rios College District and aligned two high profile initiatives—the UCDH Farm to Fork Hospital procurement program and Aggie Square’s innovations, education, and community hub—within this broader social impact model.



**95817, 95820, 95824** In this initial phase, UC Davis Health AIM initiative is focusing on three zip codes in the Sacramento region consisting of Oak Park, Tahoe Park, and South Sacramento communities. All three of these areas have been identified as communities of concern in the 2019 Community Health Needs Assessment of Sacramento County.

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**Anchor institutions are nonprofit or public place-based entities such as universities and hospitals that are rooted in their local community by mission, invested capital, or relationships to customers, employees, residents, and vendors.**

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### THANK YOU TO OUR COMMUNITY PARTNERS

**IN FURTHERANCE OF OUR GOALS** for Diversity, Equity, and Inclusion, our office has built relationships with a number of community groups and organizations that share our goals and values in seeking to create an inclusive climate that extends well beyond the formal boundaries of our Davis and Health campuses. While we have traditionally collaborated with groups within the so-called “30-mile radius,” this year we have found that our influence can be both geographically broader and more deeply felt when we work in collaboration to make a collective impact.

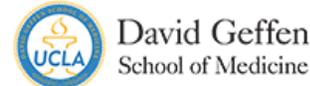
An example, our office serves as a key point of contact for two regional impact projects—Sustainable Communities led by the Sacramento Municipal Utility District (SMUD) and The Sacramento Promise Zone. UC Davis, with DEI taking a leadership role, is playing a critical role in seeking funding and helping to develop initiatives to address the needs of our surrounding communities, such as:

- **The Sustainable Communities Resource Priorities Needs Map was released in the spring, providing data to inform resource allocation and reduce growing economic disparity in Sacramento County.**
- **SacRT, the California State Transportation Agency (CalSTA), and the City of Sacramento equipped buses with free wireless hotspots in communities with limited high-speed internet access. Ten buses were deployed to “digital desert” communities across Sacramento, along with tools for tracking usage, enabling buses to move closer to the need.**
- **Providing assistance and resources to local businesses—especially those in communities of color—in the wake of the shelter in place order, through our relationships with Sacramento Area Chambers of Commerce.**

Our collaborations with partners range in scope and level of involvement but all share a common mission of bringing about a better life to the communities in which we live and serve.



**COMMUNITY PARTNERS** share our values and goals and are essential to the work that we do as an office. On the opposite page are a few of the groups and organizations that we worked with from July 2019 to June 2020.



Empowering Procurement Professionals in Higher Education Since 1921™





Oak Park Neighborhood Multiservice Center



Arthur A. Benjamin Health Professions High School



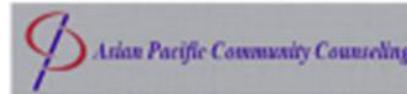
SAINT MATTHEW CHRISTIAN CHURCH



SACRAMENTO COMMUNITY CLINIC CONSORTIUM

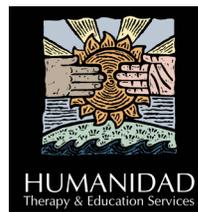


underground books



San Diego Foundation for Recovery

LINKAGE TO EDUCATION Youth in Focus



# OFFICE OF THE VICE CHANCELLOR OF DIVERSITY, EQUITY AND INCLUSION

(November 2020)

Renetta Garrison Tull, Vice Chancellor

Elaina Lopez, Executive Assistant to the Office of the Vice Chancellor (central)

## ADMINISTRATION AND RESEARCH (AR)

Mark A. López, Chief of Staff

Kelley Walker, Interim Chief Administrative Officer

Jason Stewart, Senior Advisor, Institutional Analysis

Sophie Barbu, Assistant Director ADVANCE

Mariana Galindo-Vega, Administrative Assistant

Laura Cerruti, Principal Analyst

## OFFICE OF ACADEMIC DIVERSITY (AD)

Lorena Oropeza, Interim Associate Vice Chancellor for Academic Diversity

Rosa Deniz, Executive Analyst, Academic Diversity

Thomas O'Donnell, Analyst

## CENTER FOR THE ADVANCEMENT OF MULTICULTURAL PERSPECTIVES ON SOCIAL SCIENCES, ARTS, AND THE HUMANITIES (CAMPSSAH)

Kimberly Nettles-Barcelón, Faculty Director,

## CENTER FOR THE ADVANCEMENT OF MULTICULTURAL PERSPECTIVES ON SCIENCE (CAMPOS)

Mariel Vazquez, Faculty Director

## OFFICE OF CAMPUS COMMUNITY RELATIONS (OCCR)

Rahim Reed, Associate Executive Vice Chancellor

Mikael Villalobos, Associate Chief Diversity Officer

Vickie Gomez, Director Campus and Student Community Engagement

Megan Macklin, Project Analyst

Sunjeet (Sunny) Dosanjh, Administrative Assistant

Eric Sanchez, Diversity and Inclusion Educator

Avaeta Ahluwalia, Executive Analyst

## OFFICE FOR HEALTH EQUITY, DIVERSITY AND INCLUSION (OHEDI)

Hendry Ton, Associate Vice Chancellor

## HEALTH EQUITY, DIVERSITY AND INCLUSION (HEDI)

Kupiri Ackerman-Barger, Associate Dean, HEDI, School of Nursing

Marian Brotzman, Executive Assistant/Administrative Support Analyst

Annie Caruso, Chief Administrative Officer

Puja Chadha-Hooks, Faculty Education Director

Sarah Iv, Education/Program Coordinator

Rebecca Jorin, Education/Program Coordinator

Khoban Kochai, Assistant Director of Anchor Institution and Culture/Climate

Jann Murray-Garcia, Faculty Education Director

Mercedes Piedra, Director of Multicultural Education

Maria Rivas, Prep Médico Program Coordinator

Victoria Rondan, Prep Médico Program Coordinator

ToShawne Williams, Administrative/Program Assistant

Vacant, Senior Director of Institutional Culture, Climate and Community Engagement

## OFFICE FOR STUDENT AND RESIDENT DIVERSITY (OSRD)

Olivia Campa, UCD Postbaccalaureate Director

Tonya Fancher, Interim Associate Dean

Nancy Galindo, Undergraduate Initiatives Coordinator

Jorge Garcia, Director

Patricia (Paty) Gonzalez, Manager

Charlene Green, Administrative Director

Larry Greer, Writing Specialist

Shea Hazarian, Medical Student and Resident Program Coordinator

Cassidy Kays, Administrative Assistant and Interim UC Postbaccalaureate Program Coordinator

Laura Kester, K-12 Outreach Curriculum Director

Larly Lee, Early Academic Preparation Coordinator

Araiye Medlock, Student Administrative Assistant

Jose Morfin, UC Postbaccalaureate Consortium PI

Christine Tran, Pathway Programs Project Specialist

## CENTER FOR REDUCING HEALTH DISPARITIES (CRHD)

Sergio Aguilar-Gaxiola, CRHD Director

Andrea Nunez, Chief Administrative Officer

Rachal Valtakis, CRHD Coordinator/Administrative Assistant

Shellie Hendricks, Administrative Assistant

Cassie Chandler Sr., Project Manager, CRDP

Maria Alaniz Sr., Project Manager, Solano County Project

Jill Lopez-Rabin, CLAS Sustainability Coordinator, Solano County Project

Jeff Duong, Research Data Analyst, Solano Co. Project

Mauricio Rodriguez, Community Health Program Rep, Solano County Project

Sena Soleimannejad, Project Intern

Liz Vasile, CTSC Community Engagement Program Associate Director

Melisa Price, CTSC CE Program Engagement and Research Specialist

Gelline Guevarra, Community Engagement Program Assistant

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We would also like to acknowledge the following former staff members for their help with the work of July 1, 2019 to June 30, 2020: Raquel E. Aldana (Associate Vice Chancellor for Academic Diversity), Claudia Escobar (Graduate Student Researcher), Cheryl Herrera (Analyst), Adrienne S. Lawson (Senior Director for Health Equity, Diversity and Inclusion), Linda Mijangos (Executive Assistant to the Vice Chancellor), and Katherine (Kat) Parpapa (Diversity and Inclusion Educator).

## UC DAVIS LAURELS FOR DIVERSITY

- #1** Diversity and Internationalization (U.S.) (QS World University Rankings)
- #1** Best Value College for Women in STEM (U.S.) (Forbes)
- #2** Affordable Elite Colleges (Washington Monthly)
- #3** Doing the Most for the American Dream (NY Times College Access Index)
- #4** Best Value Colleges in America (Money Magazine)
- #5** Best Public U.S. University (Times Higher Education)
- #9** Public University for Social Mobility (U.S. News and World Reports)
- #52 (#101)** UC Davis Health) America's Best Employers for Diversity (Forbes)



**#THINKBIGDIVERSITY GOES TO SACNAS.** L-R, Lolita Adams, Dr. Renetta Garrison Tull, and Izaiah Ornelas attended the Society for the Advancement of Native Americans in the Sciences (SACNAS) conference, utilizing the hashtag #ThinkBigDiversity on social media platforms to bring broad attention to UC Davis's participation and support of presenting scholars and their research. **FRIENDS PANEL.** Four campus leaders presented on a panel at the Faculty Retention and Inclusive Excellence Networks Designing Solutions (FRIENDS) Launch event, left to right, Dr. Raquel Aldana, Dr. Cynthia Pickett, Dr. Kimberly D. Nettles-Barcelón, and Dr. Mariel Vazquez. Photo by José Luis Villegas. **PANEL ABOUT PROMISE.** "Pushing Back Against the Odds," featured a screening of "The Pushouts" by remarks from UCSB Professor Victor Rios, a panel discussion, and a reception with poetry reading by Sacramento Area Youth Speaks (SAYS). Panelists, shown here, Neptaly Taty Aguilera, Ofelia Ortiz Cuevas, and Michael Singh, watch the presentation. Photo by Jose Alfonso Perez, UC Davis School of Law.

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