









UNIVERSITY OF CALIFORNIA  
**MERCED**

OFFICE OF EQUITY,  
DIVERSITY AND INCLUSION

**AY 20-21**  
**Equity, Diversity, and Inclusion**  
**Annual Report**

# Equity, Diversity and Inclusion (EDI) AY 20-21 Annual Report Overview

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# Land Acknowledgement



"Local indigenous people, including the Yokuts and Miwuk who understand the earth as a place for everyone, first inhabited the land where UC Merced is located. When we address diversity on this campus, we do so boldly, daring to look forward and backward, imagining diversity's demand for the 21st century and the importance of diversity in addressing past wrongs, reaffirming humanity, and ensuring a reconciliatory path of redress for the future. The most prominent path on our campus is called Scholars Lane. By day, you can see, hear and witness the embodiment of our diversity through campus community members making their way across campus framed by the slopes and peaks of the Sierra Nevada."

## Reflection:

1. What intentions do you have to disrupt and dismantle colonialism beyond this land acknowledgement?
2. What is your organization doing beyond acknowledging whose land and labor allow you to live, work, and/or learn in that space?

## Letter from Associate Chancellor and Chief Diversity Officer Dania Matos, J.D.



Dear Campus Community,

Since the university's founding, campus community members have been steadfast in their drive to address inequities in their respective units and beyond, often with limited support. What I saw upon joining UC Merced in July 2019 was a multitude of efforts towards equity, diversity, and inclusion that urgently needed institutionalized support through recognition, centralization, and funding. My vision for UC Merced has been shaped by what I witnessed on the ground. Rather than contemplate *what* it could look like, I actively sought to listen, bear witness to what our EDI champions have been striving for, and build partnerships across all campus units so that our champions had an opportunity to bring their vision forward.

What you will find within this annual report is an overview of the EDI efforts we have advanced as a community. The work of EDI is laborious, and so it must be a joint and sustained effort so that we can all shoulder the weight together. The first year of the Office of Equity, Diversity and Inclusion (OEDI) was centered around relationship building, and the second year produced the fruits of those relationships. Most importantly, this annual report demonstrates the sturdy foundation on which equity, justice and inclusive excellence efforts at UC Merced can stand. As a community, we built this office, created long-lasting partnerships and initiatives, and can now begin looking towards the implementation of systemic and institutional change. I thank you for entrusting me with this work, and for your collaboration on the journey thus far.

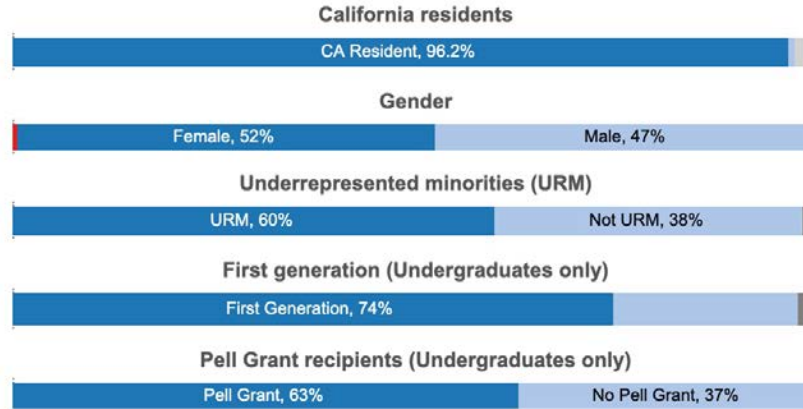
Always with you,

Dania Matos, J.D.  
Associate Chancellor and Chief Diversity Officer  
Pronouns: she/her/ella



UC Merced is a Minority Serving Institution, Hispanic Serving Institution, and Asian American and Native American Pacific Islander Serving Institution

**9,018**



In May 2020, the University of California Board of Regents approved Dr. Juan Sánchez Muñoz’s appointment as UC Merced’s fourth chancellor. As a staunch advocate for effective diversity, equity, and community engagement, Chancellor Muñoz’s strategies to attain inclusive excellence at UC Merced are multiprong and targeted. To set the course of UC Merced’s evolution, UC Merced will develop its first ever 10-year strategic plan in 2021. This plan will guide how the values of equity and justice influence our pathway towards becoming an R1 institution, grow enrollment while upholding our identity as a minority-serving institution, and operationalize how commitments to diversity, equity, and inclusion are enacted within each campus unit.



U.S. NEWS & WORLD REPORT

BEST COLLEGES RANKINGS

# TOP 100

UNIVERSITY OF CALIFORNIA  
MERCED



NO. 97 AMONG ALL  
NATIONAL UNIVERSITIES



NO. 40 AMONG  
PUBLIC UNIVERSITIES



NO. 8 AMONG ALL UNIVERSITIES  
IN ECONOMIC DIVERSITY



NO. 5 AMONG ALL UNIVERSITIES  
IN SOCIAL MOBILITY

+ EXPLORE MORE



RANKINGS

# Equity, Diversity, and Inclusion at UC Merced

As a minority serving institution, UC Merced has grown its reputation as a world class university and our EDI story is anchored on this hard-earned accomplishment. A global pandemic and nationwide protests for racial justice have deeply tested how we responded to the call for equity, justice, and inclusive excellence. Tough conversations on structural racism and longstanding inequities have propelled intentional decision-making to stop the exacerbations of injustice. Through collective campus wide efforts, this year has brought with it multi-faceted initiatives to ensure all stakeholders – faculty, staff, undergraduates, graduates, postdocs, and community partners – experience UC Merced as a place designed for the wellbeing and excellence of all. The milestones of this year reflect an undeniable commitment to operate as an inclusively excellent 21st century institution.



“Our commitment to diversity will foster our ability to thrive in a complex world.”

Excerpt from [UC Merced’s Diversity Statement](#):

“At UC Merced we steadfastly uphold the concepts expressed in the University of California Diversity Statement including the variety of personal experiences, values, and worldviews that arise from differences of culture and circumstance. Such differences include race, ethnicity, gender, age, religion, language, abilities/disabilities, neurodiversity, sexual orientation, gender identity, socioeconomic status, geographic region, and more.”

## The Office of Equity, Diversity and Inclusion:

Established in 2019 as an unapologetic unit driven by collaboration



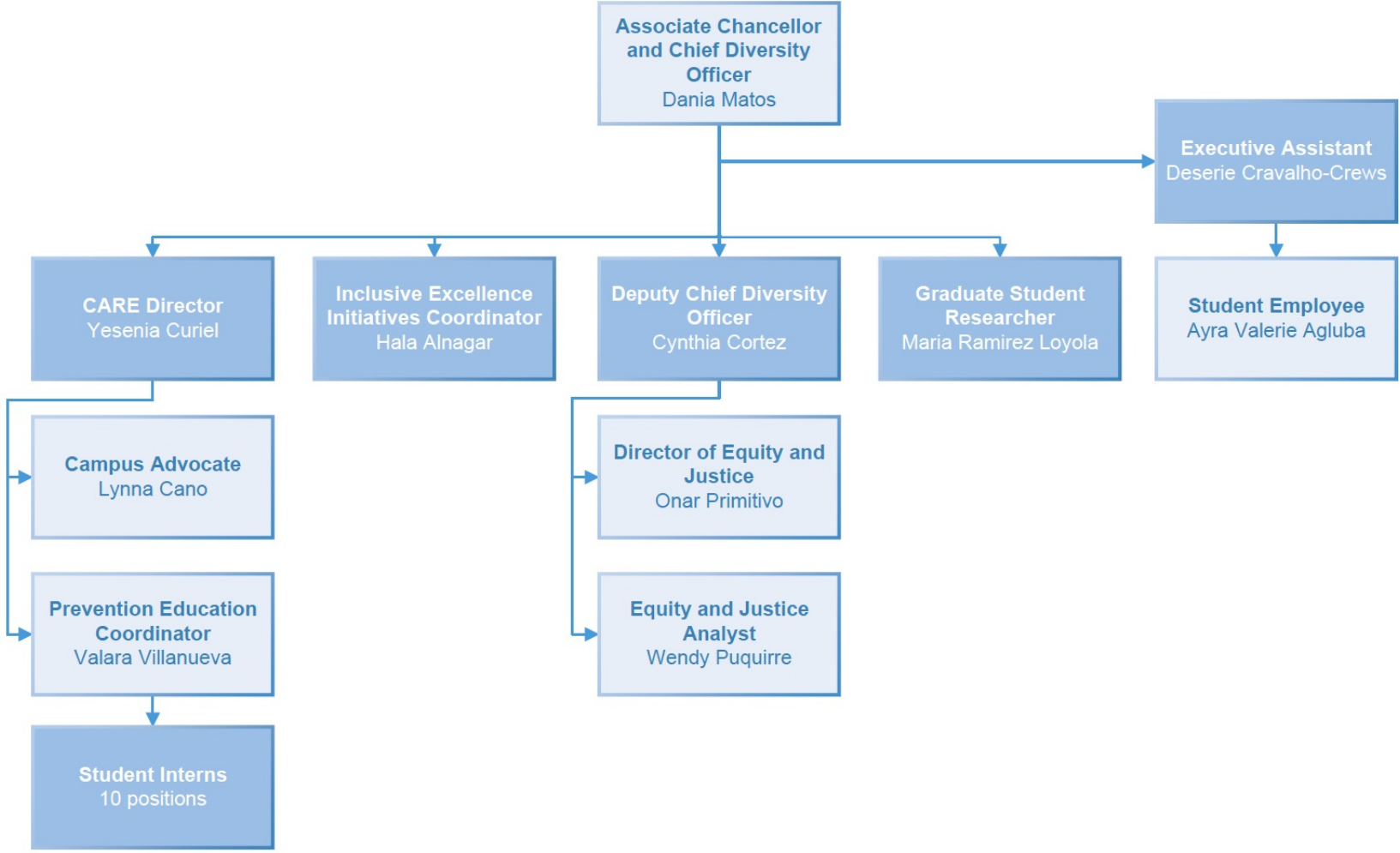
Situated in the Chancellor's Organization, the Office of Equity, Diversity and Inclusion (OEDI) was established under the leadership of the university's first Associate Chancellor and Chief Diversity Officer, Dania Matos, J.D. Many circumstances led to the creation of OEDI:

- The recognition that significant resources were needed to organize hyper-localized and siloed EDI efforts.
- Equity and inclusion efforts needed to focus on the needs of faculty and staff to compliment the work being done with students.
- The increasing tension between being recognized as a minority-majority institution juxtaposed with campus data reflecting challenging experiences for people of color and people with underrepresented backgrounds.

Through various partnerships, intentional programs, events, and initiatives, the process of building the Office of Equity, Diversity and Inclusion has been dynamic, challenging, and transformative.



Organizational Chart  
Equity, Diversity & Inclusion Office





# BobCAT IDEAs Strategic Framework

## *Bobcat Brilliance*

Office of EDI's Vision	What It Means	How We Do It
<p><b>People first. Anti-oppression &amp; liberation for all:</b> Equity requires the ability to recognize and analyze systems of inequality and the commitment to take actions against these systems, which include understanding the root causes of injustice. It is in our collective understanding and commitment to eradication of these systems that we work towards these goals in both local and global contexts.</p>	<ul style="list-style-type: none"> <li>• Dismantling systemic &amp; structural inequality</li> <li>• Developing transformative practitioners &amp; advocates</li> <li>• Acknowledging privilege &amp; power</li> <li>• Developing shared &amp; accessible knowledge</li> </ul>	<p><b>Critical consciousness &amp; collaboration:</b> Continuous awareness of how power and privilege shape our institution and an intersectional development of practices and practitioners that work towards our collective freedom.</p>
<h3>How We Get There</h3>		
<p>We believe that <b>community, access, transparency, inclusion, diversity, equity, and accountability</b> (BobCAT <b>IDEA</b>) are key enablers and critical components to accomplishing our office's vision. BobCAT <b>IDEA</b>(s) unlock knowledge, produce equity-minded practitioners, and drive meaningful impact and outcomes.</p>		

Informed by the listening tour, the BobCAT IDEAs Strategic Framework was created to position OEDI as a campus unit focused on systemic inequalities. The focus on developing transformative practitioners and advocates creates a powerful strategy around education, praxis, and culture.



# AY 20-21 EDI Campus Champions

Showcasing UC Merced's Inclusive Excellence Infrastructure

# The Office of Equity, Diversity, and Inclusion

As a new office, OEDI has focused on building its campus presence through its communication channels and collaborations. Its website - <https://diversity.ucmerced.edu> - has become a hub of resources, opportunities, and ways to get involved in EDI efforts. We are proud to say that since our founding in 2019, OEDI has been action-based and responsive to our community's needs.



VIRTUAL DIALOGUE SERIES	15
DIALOGUES THAT MATTER	1
FREE SPEECH WEEK	7
EASE	1
NADOHE	1
OPEN HOUSE	2
HEALING CIRCLES/ RADICAL HEALING SESSIONS	9
ANTISEMITISM AND OUR PRINCIPLES OF COMMUNITY	1
TOWN HALL SESSIONS	3

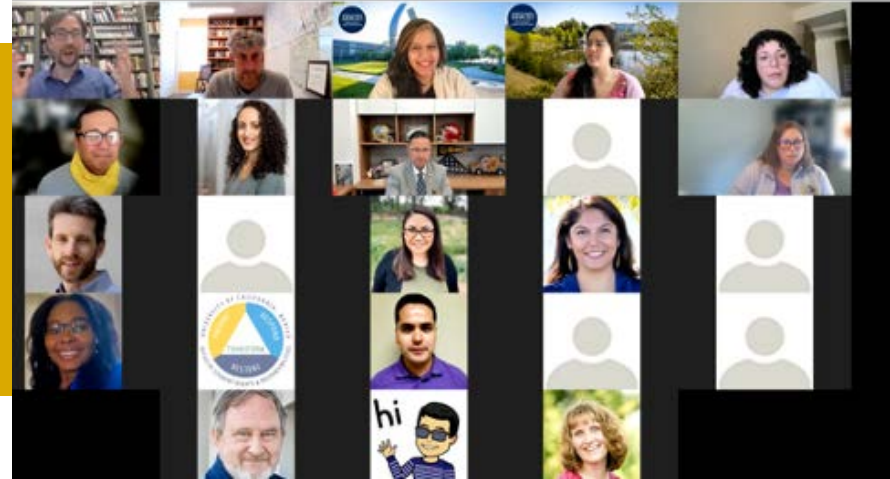
EQUITY & JUSTICE AWARDS	
PEOPLE FIRST WORKGROUP	
EDI EXTERNAL REVIEW & ORGANIZATIONAL DESIGN WORKGROUP	
STRATEGIC FRAMEWORK	
INCLUSIVE EXCELLENCE INSTITUTE	
VALUING BLACK LIVES INITIATIVES	

LISTENING TOUR	1
PEOPLE FIRST WORKGROUP	2
VBL PETITIONS EXECUTIVE SUMMARY	1
VBL ANNUAL REPORT	1



## AY 20-21 OEDI Premier Initiatives and Events

- Virtual Dialogues Lunch and Learns
- Dialogues that Matter
- Valuing Black Lives Initiative
- People First Workgroup
- Free Speech Week 2021
- Chancellor's Advisory Committees
  - Campus Climate, Culture and Inclusion
  - Status of Women
  - Queer Issues
- Affinity Groups
  - Staff and Faculty of Color Association
  - UC Merced Black Alliance
  - Language Accessibility Committee
- NADOHE NorCal Regional Summit
- Equity Advancing Showcase on Education (EASE)



*Inaugural Dialogues that Matter: Anti-Semitism*

## OEDI's Key Events, Programs, and Initiatives

As a pandemic transformed the day-to-day experience of all faculty, staff, and students at UC Merced, OEDI focused on community building, data-informed initiatives, and a strong commitment to educate all on topics of equity, justice, and inclusive excellence. Since 2019, communication has played a pivotal role:



# Affinity, Interest, and Identity Spaces

UC Merced strives to be an institution where all faculty, staff, students, and stakeholders feel welcomed, included, and supported. From the Diversity Collective composed of the Chancellor's Advisory Committees to student living and learning communities, the following spaces allow our community to forge connections and carry out conversations that address professional, personal, and community needs. As UC Merced grows and additional spaces are created, these groups become vital resources to ensure everyone feels a sense of belonging and agency.



## Chancellor's Advisory Committees

- Campus Climate, Culture, and Inclusion
- Status of Women
- Queer Issues

## Affinity Groups

- Staff and Faculty of Color Association
- UC Merced Black Alliance
- Language Accessibility Committee

## Faculty Interest Groups

- LGBTQ+ Faculty Group
- Critical Race and Ethnic Studies Faculty
- Women in STEM
- Faculty Women of Color Association

## Graduate Cultural Spaces

- Afrikan Black Student Association
- Graduate Students of Color Coalition
- Black Graduate Scholar Association
- Latinx Graduate Student Association
- Merced Indian Graduate Student Association
- UC Merced Black Graduate Scholar Association
- Womxn's Graduate Student Association
- National Society of Black Engineers

## Undergraduate Identity and Cultural Spaces

- AFRO Hall, Fiat Lux, and Pride Living and Learning Communities
- African American and Undocumented Student Lounge cultural spaces
- Pan Afrikan Council
- Over 200 registered clubs and organizations

## OEDI Affinity Groups

In a year that combined the inequitable impact of COVID-19 with unapologetic protests to challenge racism nationwide, UC Merced's affinity groups play a pivotal role in supporting faculty and staff connections, well-being, and professional development. The pandemic deeply impacted the original implementation plans; however, all three swiftly adapted to online methods of connecting, supporting, and uniting members. Check out some of their accomplishments below.

Language Accessibility Committee (LAC)	Started in 2017; convened membership over 8 sessions offered, averaging 11 participants per session
	AY 20-21 Highlight: Oral proficiency Certificate awarded to 10 professionals
	AY 21-22 Forecast: Aligning mission to HSI Thriving values and principles and Spanish Language Summit
Staff and Faculty of Color Association (SFCA)	Started in 2016; meetings, retreats, newsletters, and events united and expanded SFCA members throughout the year
	AY 20-21 Highlight: SFCA leadership represented in the Valuing Black Lives Taskforce and People's First Workgroup and established a relationship with the Diversity and Equity Committee
	AY 21-22 Forecast: Expand collaborations with Chancellor, Provost, and new faculty; support trauma-informed, culturally responsive healing opportunities; and advocate for pay equity
UC Merced Black Alliance (UCMBA)	Started in 2020; held meetings, a retreat, and 9 events by bringing brilliant Black doctors, researchers, psychological services, and Fortune 500 professionals to engage the broader campus at UCM
	AY 20-21 Highlight: Multi-layered efforts to improve campus climate by voicing the concerns of the Black community on/off campus directly to the Chief Diversity Officer, Provost, and Chancellor
	AY 21-22 Forecast: Expand communication strategies to increase membership and community strength and continue to build a Black youth mentoring program

# Transformative Cross-Campus Collaborations

Institutional transformation is driven by co-creation, inclusion, and work anchored on community needs. While unique in their focus, both the Valuing Black Lives Initiative and Free Speech Week represent a new approach that engages all campus constituency groups. As UC Merced continues to identify the most responsive strategies to our campus experience needs, these two initiatives have set the tone of high quality, multi-leader engagement.

*Valuing Black Lives Initiative initiated on behalf of Chancellor Muñoz and Executive Vice Chancellor and Provost Camfield*



*Free Speech Week was generously supported by the UC National Center for Free Speech and Civic Engagement VOICE (Valuing Open and Inclusive Conversation and Engagement) Grant*





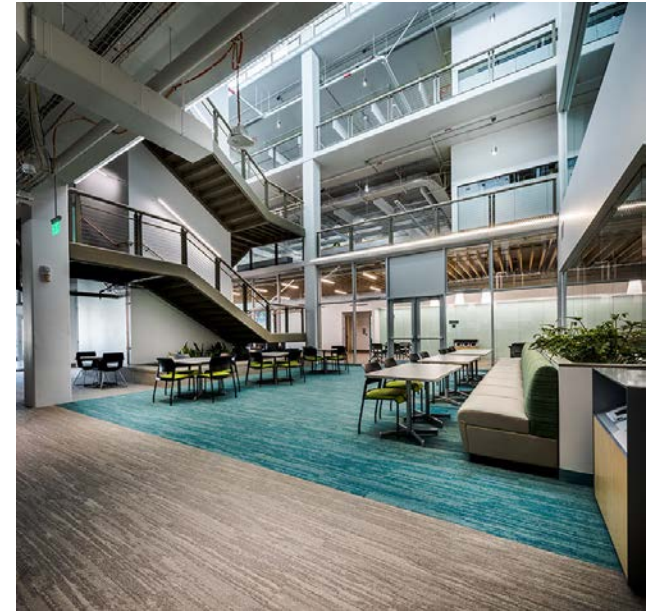
# All Three Schools Committed to Equity, Diversity, and Inclusion

UC Merced's [mission statement](#) makes it clear that excellence is interwoven with diversity:

This is the first part of the UC Merced's mission statement: "Opening in 2005 as the newest campus of the University of California, UC Merced continually strives for excellence in carrying out the university's mission of teaching, research and public service, benefiting society by discovering and transmitting new knowledge and functioning as an active repository of organized knowledge. As a key tenet in carrying out this mission, UC Merced promotes and celebrates the diversity of all members of its community..."

The three schools at UC Merced – Engineering, Natural Sciences, and Social Sciences, Humanities, and Arts have all elevated the role of equity, justice and inclusion in the fabric of their operations. Collectively, the three schools set the tone for EDI work in 2021 and beyond.

- The School of Natural Sciences has established its nine JEDI (Justice, Equity, Diversity, and Inclusion) pillars with goal #1 being to “interweave diversity and justice into all academic and personnel functions.”
- The School of Engineering’s Diversity and Inclusion strategic plan focuses on 1) increasing faculty and staff representation through intentional outreach, recruitment, and retention and 2) enhancing student support services.
- The School of Social Sciences, Humanities, and Arts (SSHA) has set up its DEI standing committee to advise the Dean and SSHA units on EDI related issues, activities, and support.



# A Student - Centered University, A Curriculum to Serve the Brilliance of our Undergraduates



“As a research university, there is space for the beauty of scientific methods and the reckoning needed to make sense of their inequitable impact to different communities throughout history. Radical honesty can make life at the research institution truly ethical while producing great advancements.”

– Dr. Nigel Hatton

One important component of the inclusive excellence framework captured in Dr. Damon William’s book “Strategic Diversity Leadership: Activating Change and Transformation in Higher Education” is how diversity shows up in the curriculum.

Starting in 2019, the **Inclusive Excellence Workgroup** served as an interdisciplinary group composed of faculty representatives from all three schools, students, and staff who have worked to elevate diversity in general education and assessment. This vision is guided by our unique student body’s needs and focuses on moving inclusive excellence from words into action. Through radical listening, reflection and analysis, the development of strategies and methods for infusing the university’s General Education curriculum with greater emphasis on diversity, inclusion and equity as excellence.

Efforts include:

- Diversifying the Syllabus
- UC Merced Common Read
- Measures for Inclusive Excellence
- Strengthening the diversity resources available to the campus community with support of the Office of Equity, Diversity, and Inclusion
- Faculty development informed by knowledge gained at the Institute on General Education and Assessment

As the Inclusive Excellence workgroup enters Fall 2021, priorities will include moving recommendations on general education while centering inclusive excellence as a decision-making compass.

# Building Capacity for Inclusive Excellence in the Classroom

## Undergraduate Research Opportunities Center (UROC)

For 15 years, the Undergraduate Research Opportunities Center has fostered access to faculty-mentored research opportunities for students from all academic disciplines to support and prepare them for graduate studies and future careers. In 2021, eight different programs supported students during the 9-week long UROC Summer Undergraduate Research Institute (SURI) with a total of 114 students participating. All programs are designed to provide services and programming highly responsive to the needs of first-generation and underrepresented groups and equip students with stipends to help them focus on their academic training.

“UROC has definitely helped me get into graduate school and for that I truly thank every person who works there to make it possible for students like me to succeed.”

– UC Merced Student

**REFLECTING ON ANTI-RACIST PEDAGOGY**  
A MULTI-PART VIRTUAL DISCUSSION SERIES

**WHEN:**  
BEGINS IN SEPTEMBER  
Meeting on a biweekly or monthly basis, as determined by participants

**HOW TO JOIN:**  
RSVP [here](#)

**FACILITATORS:**  
  
EILEEN KOOL  
CAMPFIELD  
  
SAMANTHA  
TETANGCO  
OCENA

This virtual discussion series is designed to help participants form a community of practice focused on improving anti-racist pedagogy. Together, we will:

- Explore the intersection between anti-racist teaching and anti-racist pedagogy
- Examine how our assumptions and inherent practices influence classroom practice
- Discuss ways we can adjust those practices to be more inclusive and effective
- Design course content that will be presented at an EDI teaching showcase in May.

The purpose of this series is not to give mandates and protocols, but to share experiences and create a space to collaborate with peers and support personal and professional growth.

Logos for CERI, Center for Inclusive Excellence, and UC Merced are at the bottom.

## Reflecting on Anti-Racist Pedagogy (ROAR) and Equity Advancing Showcase on Education (EASE)

As the culminating event of ROAR, a year-long multidisciplinary learning community, EASE elevated how faculty can support equity, diversity, and inclusion in their teaching. Topics included decolonizing pedagogy and effective teaching strategies that facilitate transformative learning for our diverse student population. These sessions highlighted how anti-racist teaching and anti-racist pedagogy work in tandem. Student voices and their experiences reaffirmed that regardless of discipline, anti-racist pedagogy is vital for every single student’s success.

## Graduate Division: Developing the Next Generation of Scholars

As a proud MSI, UC Merced has committed significant resources and efforts to boost its capacity to diversify the professoriate. With support from the Mellon Foundation, National Science Foundation, and University of California Office of the President, UC Merced has committed to creating innovative experiences to grow the pool of underrepresented and brilliant ladder-rank faculty.

Initiatives and programs include: Adelante Hispanic Serving Institutions (HSI): Preparing Future Faculty Bootcamp; NSF HSI AGEP Alliance; NSF Computing Alliance of HSIs (CAHSI); NIH G-RISE Program (I-BioSTeP); NSF INCLUDES; Competitive Summer Edge Program; NSF Innovations in Graduate Education; Undergraduate Research in the Humanities (UROG-H); UC HSI Doctoral Diversity Initiative; GradExcel Peer Mentorship Program; Graduate Dean's Advisory Council on Diversity; UC President's Postdoctoral Fellowship Program; and Chancellor's Postdoctoral Fellowship Program, and many more.

Though intentional design and engagement of current faculty and staff, UC Merced is on the path towards cultivating the next generation of inclusively excellent faculty while also integrating tenets of equity, diversity, and inclusion in the classroom and beyond.

### Highlight: [“Incoming Grad Students Awarded Inaugural Inclusive Excellence Fellowship”](#)

In 2021, the new Chancellor's Fellowship for Inclusive Excellence will be awarded to four incoming doctoral scholars. “We established this predoctoral fellowship to recruit the highest-caliber graduate student applicants who will contribute to the diversity and inclusiveness of our academic community, especially in terms of the research and education of Black scholars,” Chancellor Juan Sánchez Muñoz said. Learn more in the hyperlink above.



# A Clear Commitment to Support our Faculty



Led by Dr. Zulema Valdez, Associate Vice Provost for the Faculty, and funded by the Mellon Foundation, the Pathways to a Diverse Faculty project seeks to enhance faculty diversity by creating pathways to the professoriate. This includes establishing strong networks and a sense of community to attract new underrepresented minority (URM) faculty and retain them as they build their research and teaching portfolios in preparation for tenure and promotion. Anticipated outcomes include: (1) increased recruitment and retention of graduate students of color; (2) enhanced recruitment of URM faculty by creating a robust community of URM scholars on campus; (3) grant-writing, teaching, and mentoring components that ensure the success of our early career faculty; and (4) publication of a report and journal articles based on our study of the hidden labor of faculty of color and others who are strongly committed to diversity, and potential means of repaying their lost research time.

Phase 1 of Pathways to a Diverse Faculty project (the Competitive Edge Summer Bridge Program), welcomed six incoming doctoral students to the eight-week summer bridge program.

In Phase 2 (Supporting Early Career Humanities Faculty), 29% of participants were first-year faculty and 71% began their second year.

Other initiatives focused on diversifying and retaining underrepresented faculty include:

- Advancing Faculty Diversity (AFD) program from UCOP
- 2021 UC – HBCU Initiative Awardees: Dr. Asmeret Berhe, Dr. Nigel Hatton, and Dr. Suzanne Sindi
- HBCU/CSI Research Collab

# Scholars and partners convening to advance equity and justice

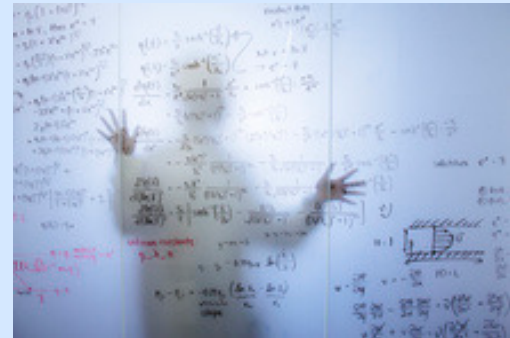
The faculty at UC Merced have created several unique and intentional workgroups, committees, and initiatives to support the diversification of scholarship and augment faculty diversity. The following captures some of the efforts underway that aim to build capacity, infrastructure, and EDI skill enhancement.

## Current EDI Committees and Workgroups

- Academic Senate Committee for Equity, Diversity, and Inclusion
- Senate Anti-Racist Workgroup (self-study, and mini grants)
- University Committee of Affirmative Action and Diversity and Equity (UCAADE)
- Quantitative Science Biology, Molecular Cell Biology, and Physics DEI Workgroups
- Inclusive Excellence Workgroup
- PROC's Equity Assessment Subcommittee

## Highlighted Events, and Initiatives

- WEB Du Bois Data Visualization Project
- Faculty Equity Advisors
- Howard Hughes Medical Institute Inclusive (HHMI) Pedagogy Program
- Society for Biological Math Conference
- BA – MD San Joaquin Valley Program
- UC Merced's Teacher Preparation Program
- URGE - Unlearning Racism in the Geoscience Group
- "Grow our Own" Program



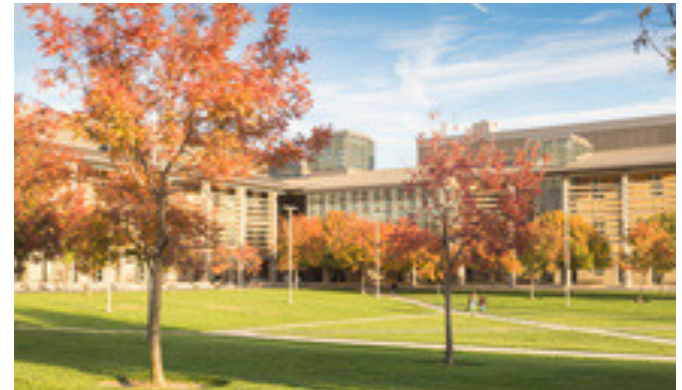
# Centering Students & Advancing Equity

## The Division of Student Affairs Initiative on Racial Inequity

In 2020, the Division of Student Affairs launched its initiative on Racial Inequity, a comprehensive division-wide plan to ensure that the student experience is embedded with policies, services, and programs that address racial inequities.

Phase 1 of the initiative included a Fall 2020 self-assessment survey focused on cultural awareness and cultural knowledge, a January 2021 colloquium with keynote Dr. Tara Yosso speaking on the community cultural wealth that students of color bring to the university through the lens of critical race theory, and a conversation with Student Affairs leadership to raise awareness and staff readiness for the roll out of the plan within each office.

This initiative is tightly interwoven with the Valuing Black Lives Initiative through its explicit approach to address racial inequities and empower all students. In 2021-2022, it will continue to strengthen the visibility of the powerful work being done within the division to promote equity and inclusive excellence. At large, this initiative reflects a deep commitment to efforts within the broader university-wide goals.



### Components of the Racial Inequity Initiative

- Asset-minded training led by Dr. Tara Yosso
- Common articles and readings to highlight racial inequities
- USTU-10 courses led by Student Affairs professionals
- Incorporate expectations into job descriptions
- Equity statements and plans within each unit
- A shared understanding and breakdown on how diversity is discussed
- Increased faculty awareness of Student Affairs programs
- The establishment of a formal system for accountability

# Cultivating EDI Champions

## UC Merced's Black Research Fellowships

The UC Merced Black Research Fellowship, funded by the Office of the Chancellor, is a fellowship program piloted in AY 20-21 led by the Dean of Students Office. In its inaugural year it provided four \$2,500 research fellowships for the creation of projects that demonstrate a commitment and ability to advance racial justice and Black liberation at UC Merced. Projects were intersectional and addressed: anti-Blackness, anti-Black violence and policing, historical trauma and radical healing and/or Black excellence and success. Through a generous donation, the initiative will continue in 2021 and beyond.

### The Inaugural 2020-2021 Fellows

Tuccoa Polk, Research Administrator  
Dr. Irene Beattie, Associate Professor  
Tatiana Howell, Undergraduate Student  
Tashelle Wright, Graduate Student



*Andrea Guerra, Critical Race and Studies Major at UC Merced*

## UC Merced's Sustainability Internship at Natural Resources Defense Council (NRDC)

In a proactive effort led by the Office of Sustainability, with support from OEDI, UC Merced student Andrea Guerra was selected for the inaugural 2021 summer environmental internship at the Natural Resources Defense Council. This groundbreaking internship focuses on policies that promote clean vehicles and fuels through the lens of diversity, equity, and inclusion. UC Merced looks forward to augmenting opportunities for students interested in careers where issues of environmental justice, social justice, and legislation intersect.



# UC Merced Newsroom: Communicating EDI Accolades and Accomplishments

UC Merced has sustained momentum in elevating the intersection of the brilliance of faculty and staff and the vibrant futures of our undergraduate and graduate students. UC Merced's newsroom serves as a distributive hub of the accolades, recognitions, and accomplishments our university has attained. In 2020-2021, these stories exemplify just how the diversity of our campus community members, their social identities, and their unique lived experiences drive research innovation forward while also producing knowledge that transforms the world. Check out some of the stories that came out this year:



- [Matos Selected for National Hispanic Leadership Program](#)
- [Public Health Ph.D. Student Wins Central California Asian Pacific Women \(CCAPW\) Scholarship](#)
- [Chancellor Muñoz Honored for Leadership on Workers' Rights and Humanitarian Issues](#)
- [New UC President Drake Praises Merced for Research, Diversity, Student Success](#)
- [Public Health Professors Study COVID-19 Impact on Rural, Latinx Health](#)
- [Strauss Foundation Winner, Recent Grad Works to Improve Wheelchair Accessibility](#)
- [Undocumented Bobcats Find Support on Campus and Through One Another](#)
- [Fall Commencement's Alumni Speaker Maps Out Path to Success](#)
- [Matlock Earns Prestigious Athena Award for Academic Leadership](#)
- [\\$2.2M NIH Grant Designed to Produce Highly Trained, Diverse Ph.D. Workforce](#)
- [Black Lives Matter Co-Founder Alicia Garza is 13th Recipient of Spendlove Prize](#)
- [Anti-Semitism 'Doesn't Fit in a Box,' Experts Say at UC Merced Workshop](#)
- [Lip-reading Software Helps Users of All Abilities to Send Secure Messages](#)
- [Bilingual Shakespeare Sets the Stage for Future Productions](#)
- [New Study Shows Immigration Policies Impact Student Success](#)
- [Summer Environmental Internship to Create Bridge for Diverse Talent](#)
- [Ph.D. Student Named Underrepresented Chemist of Color by Merck](#)

# Expanding Investments in EDI



As the university-wide strategic plan guides the growth and evolution of the university for the next 10 years, equity, diversity, and inclusion efforts will play a significant role. Investments in capacity and infrastructure will become critical to implementing our vision to become a national exemplar of what an inclusively excellent university look like.

These endowment gifts capture funding that explicitly supports the various lived experiences and social identities at UC Merced. Whether through financial aid, operations, or programs, UC Merced will be working hard to ensure we have the resources we need for our MSI university to thrive.

## Endowment Payouts in Support of EDI at UC Merced FY2020-21

Support Type	Endowed Fund Count	Sum of Available Payout
Financial Aid	22	\$224,230.00
Programmatic Support	3	\$34,946.21
<b>Grand Total</b>	<b>25</b>	<b>\$259,176.21</b>

## New Gifts in Support of EDI at UC Merced Outright Gifts + Pledges, FY2020-21

Support Type	Gifts Fund Count	Total Rec'd in FY2020-21
Financial Aid	8	\$70,418.00
Programmatic Support	5	\$68,265.67
Research	1	\$11,500.00
Unrestricted	1	\$20,000,000.00
<b>Grand Total</b>	<b>15</b>	<b>\$20,150,183.67</b>

# Accelerating towards MSI Thriving

AY 2021 – 2022 will evolve the work of equity, diversity, and inclusion to propel UC Merced towards inclusive excellence. Throughout campus there are several initiatives underway to advance inclusive excellence. Be prepared for the exceptional work being led by campus partners. Institutional data and analytics as well as qualitative insights will play a pivotal role in answering questions around progress, effectiveness, and impact.

## Some Incoming AY 2021 - 2022 Initiatives

Equity and Justice Awards	Equity and Justice Board	Equity and Justice Strategic Planning	Staff Equity Advisors	Native American Toloma Grove Project
Virtual Dialogues: Lunch and Learns	Dialogues that Matter	HSI Thriving Initiative	Valuing Black Lives Initiative	HSI/HBCU Research Col(lab)
Affirmative Action Plan	People's First Workgroup	Campus Experience Survey Workgroup	Central Valley Higher Education Consortium	Black and Native Student Recruiters (Admissions)

# EDI Champions Advance Inclusive Excellence at UC Merced

UC Merced is in a powerful moment in its history. With the leadership of a new Chancellor, the establishment of the Office of Equity, Diversity, and Inclusion, the growth of EDI initiatives within Academic Affairs, Student Affairs, and the business units, UC Merced is on the path towards becoming a national exemplar of inclusive excellence.

The new 2021 Strategic Plan will guide how we integrate an equity, diversity, and inclusion lens to recruitment, enrollment, and retention. It will inform how we support historically underrepresented faculty and staff on campus and who will join us as we grow.

With the work already underway in AY 2020-2021, it is clear that the journey towards cultivating inclusive leaders is strong, grounded, and accountable.





# Short List Directory of Partners

Name	Contact Name
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