

# BOBCAT BRIEF

THE OFFICIAL EQUITY, DIVERSITY, & INCLUSION NEWSLETTER OF UC MERCED



## A MESSAGE FROM THE CHIEF DIVERSITY OFFICER

Dear Bobcat community,

2020 has been like no other. I thank you for demonstrating the best of what we can be when we come together as a community. I am so proud of all that we have accomplished together and share these pages that encapsulate some of that so you can share that pride too.

This edition of the Bobcat Brief highlights some of our recent past and future work as well as that of our partners. We encourage you to visit our web page as well as that of the groups and events that we mention. To stay up to date with the most timely equity, diversity, and inclusion information, programs, and events at UC Merced, please follow us on Twitter @UCMDiversity! If you have upcoming programs or events you would like to share, please email them to [diversity@ucmerced.edu](mailto:diversity@ucmerced.edu) to include them in the next brief.

I wish you much rest as we near the end of the year, because you deserve it!

With you,

Pronouns: she/her/hers

## TABLE OF CONTENTS

OUR DIVERSITY STATEMENT

VALUING BLACK LIVES (EXECUTIVE SUMMARY)

AFFINITY GROUPS

ADVISORY COMMITTEES

ANTI- RACIST PEDAGOGY (REACH PENDING)

VIRTUAL DIALOGUE SERIES

EQUITY AND JUSTICE AWARDS

FREE SPEECH WEEK (SAVE THE DATE FLYER )

VIRTUAL OPEN HOUSE

CAMPUS RESOURCES AND PARTNERS

CONNECT WITH US

EDI TEAM UPDATES

THANKYOU

## OUR 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.”**

**WE AFFIRM THAT A DIVERSE CAMPUS FURTHERS OUR MISSION TO CREATE, INTERPRET, AND DISSEMINATE KNOWLEDGE AND VALUES. THE MANIFOLD DIVERSITY OF OUR COMMUNITY ENCOURAGES EACH OF US TO REFLECT ON INTELLECTUAL AND CULTURAL ORTHODOXIES, AND THUS STIMULATES THE CREATIVITY AT THE HEART OF OUR ACADEMIC MISSION AS A RESEARCH UNIVERSITY. WE TAKE PRIDE IN SERVING A LARGE POPULATION OF FIRST-GENERATION COLLEGE STUDENTS, INCLUDING THE BROAD REPRESENTATION OF BACKGROUND ON OUR CAMPUS AS A HISPANIC (HSI), MINORITY (MSI) AND ASIAN AMERICAN AND NATIVE AMERICAN PACIFIC ISLANDER (AANAPISI) SERVING INSTITUTION. AS A COMMON GOAL, WE WILL WORK TOGETHER TO ENSURE ALL MEMBERS OF OUR ACADEMIC COMMUNITY REFLECT THE MULTIPLICITY OF IDENTITIES IN OUR REGION.**

**OUR COMMITMENT TO DIVERSITY WILL FOSTER OUR ABILITY TO THRIVE IN A COMPLEX WORLD.**

**APPROVED MARCH 15, 2019, BY THE CHANCELLOR’S ADVISORY COUNCIL ON CAMPUS CLIMATE, CULTURE AND INCLUSION (CCCI) AT UC MERCED.**

**[EN ESPAÑOL](#)**

**[HMONG](#)**

**[MANDARIN](#)**



## VALUING BLACK LIVES

This past summer, we began the development of the Valuing Black Lives Task Force to address anti-Blackness violence and ongoing needs in our community. On November 20, 2020, we sent out a campus-wide update to inform our campus community on the progress of our work.

The Valuing Black Lives Task Force is sponsored by Chancellor Muñoz and Executive Vice Chancellor/Provost Camfield with administrative co-leads: Associate Chancellor and Chief Diversity Officer Dania Matos, J.D., Associate Vice Chancellor and Dean of Students Jonathan Grady, Ph.D., and Academic Senate Liaison Robin DeLugan, Ph.D. The Task Force is made up of five subcommittees:

- Student support
- Community engagement
- Policing and anti-Black violence
- Staff and faculty recruitment and retention
- Research, scholarship and funding opportunities

All five subcommittees will present their final goals and recommendations to Chancellor Muñoz and Provost Camfield in mid-December. Each subcommittee will provide short-, mid-, and long-term goals, outline which goals they believe should be prioritized, as well as the budgetary needs to meet these goals.

## MORE INFORMATION

[Valuing Black Lives task Force Webpage](#)

[Response to "We Charge Anti-Blackness" Petition](#)

[Pan-African Council Meeting Initiatives Responses](#)

[Valuing Black Lives - Petition Responses Executive Summary](#)

[Student MOU](#)

[We charge Anti-Blackness: Petition to Value Black Lives at UC Merced](#)

## UCM BLACK RESEARCH FELLOWSHIP

The Dean of Students Office, in collaboration with the Office of the Chancellor, is proud to announce the awardees of the "UC Merced research Fellowship" who will present their projects on advancing racial justice and black liberation at UC Merced during the **Spring 2021 Virtual Black Excellence research Symposium on May 7th**



**BLACK LIVES MATTER**

*Congratulations to our Awardees!*

**UCM BLACK RESEARCH FELLOWSHIP**

The Dean of Students Office, in collaboration with the Office of the Chancellor, is proud to announce the awardees of the "UC Merced Black Research Fellowship," who will present their projects on advancing racial justice and black liberation at UC Merced during the **Spring 2021 Virtual Black Excellence Research Symposium on May 7th, 2021**.

<b>Tashelle Wright</b> Graduate Student <b>Stories and Meaningful Statistics: A mixed-method, Intersectional approach to exploring Black Health and Black Identity among faculty, students and staff at UC Merced</b> This project, aims to explore, identify and understand the lived experiences of those who identify as Black, African, or Afro-Latinx on our campus and how these experiences may have had or continue to have an impact on health outcomes. This research is even more important, as we are living in the times of the COVID-19 pandemic, which research has shown, impacts Black individuals and communities more greatly (Brown et al., 2020).	<b>Tatiana Howell</b> Undergraduate Student <b>Black Wellness Initiative at UC Merced</b> Recognizing that historical trauma impacts Black students and that systemic racism can lead to structural and institutional inequalities, this project will explore ways through which Black students at UC Merced consider and pursue holistic wellness and needed resources and support to address public health disparities amongst Black students at UC Merced.
<b>Tucoa Polk</b> Research Administrator <b>But, why are you offended? An examination of how microaggressions foster anti-Blackness in the workplace at UC Merced</b> Address the anti-Blackness that may be present in the workplace through microaggressions and the impact that these microaggressions have on Black staff at UC Merced. As of Fall 2019, UC Merced employees 46 Black staff, of which only 7 serve in a management level position and not a single Black staff person serves at the executive level of campus leadership. This project will seek to examine and understand the lived experiences of Black UC Merced staff as it relates to microaggressions in the workplace; have they experienced microaggressions at work, who are they the perpetrators of microaggressions at work have they (if at all) dealt with microaggressions at work, and whether or not Black staff feel supported and empowered by their immediate supervisors specifically and campus leadership.	<b>Dr. Irene Beattie</b> Associate Professor and Graduate Chair in collaboration with <b>Dr. Whitney Pirtle</b> Assistant Professor <b>Melissa Quesada</b> Graduate Student <b>Unpacking "Black": Ending Erasure and Homogenization of Black College Student Experiences</b> Understanding how racialized hierarchies play out in college settings—particularly for Black students—is hampered by both theoretical and measurement issues that may lead to the homogenization and erasure of Black student experiences. Accurate representation of Black students in institutional statistical reports and public reporting is critical to addressing racial justice because it allows us to more clearly identify intersectional variation in Black student early college experiences and help transform racialized institutional practices to better meet student needs.

## ANTI-RACISM RESOURCES

- [Anti-Racism Resources](#) compiled by Sarah Sophie Flicker, Alyssa Klein in May 2020
- [Being Anti-Racist](#) by the National Museum of African American History & Culture
- [Being Anti-Racist-Racial Healing Handout](#)
- [How to Be An Anti-Racist](#) by Ibram X. Kendi
- [Recognizing Race in Language: Why We Capitalize "Black" and "White"](#) by Ann Thúy Nguyen and Maya Pendleton
- [Resources to Educate Yourself on Anti-Blackness](#)
- [15 Way to Strengthen Anti-Racist Practice](#) by the Catalyst Project
- [Scaffolding Anti-Racism Resources](#) curated by Anna Stamborski, Nikki Zimmermann, & Bailie Gregory
- [Stop Killing Black People: An Anti-Racist Reading List](#) from the English faculty at UC Merced

**If you have updates on your valuing black lives initiatives ,. complete them here**

## HOW TO BE AN ALLY RESOURCES

- [A Guide to How You Can Support Marginalized Communities](#) curated by CNN
- [White Allyship 101](#) by Dismantle Collective
- [For Our White Friends Desiring to Be Allies](#) by Courtney Ariel
- [5 Steps Latinx Individuals Can Take to Combat Anti-Blackness](#) curated by Remezcla

## IMPLICIT BIAS RESOURCES

- Understanding Human Bias by the National Museum of African American History & Culture
- Videos and Learning modules from UC Los Angeles
- Project Implicit

Project Implicit is a non-profit organization and international collaboration between researchers who are interested in implicit social cognition - thoughts, and feelings outside of conscious awareness and control. The goal of the organization is to educate the public about hidden biases and to provide a "virtual laboratory" for collecting data on the Internet.

## People Killed By Police By Race: 2015 To Present

**Russ McBride**, Assistant Professor Department of the Management of Complex Systems has created a n Interactive map of police killings per capita. This interactive map shows the blacks, hispanics, and whites killed at the hands of police officers in the United States.

**[Click here for more information !](#)**



## UC MERCED BLACK ALLIANCE

The newly formed affinity group, UC Merced Black Alliance (UCMBA), participated for continued collaboration of the Valuing BlackLives Task force to address anti-Blackness violence and ongoing needs in our community.

FOR MORE INFORMATION, PLEASE CONTACT  
UCMBA'S CHAIR, DR. MARIA MARTIN AT  
[MMARTIN360@UCMERCED.EDU](mailto:MMARTIN360@UCMERCED.EDU)

## STAFF AND FACULTY OF COLOR

The Staff and Faculty of Color Association at UC Merced (SFCA) provides opportunities for members to develop a sense of community and strengthen their professional and social networks. Memberships are prioritized to staff (excluding student staff members) and faculty members who identify as People of Color (people from historically marginalized backgrounds). The goal of the group is to empower staff and faculty to engage in conversation about campus climate issues and to foster professional development.

FOR MORE INFORMATION

## LANGUAGE ACCESSIBILITY COMMITTEE

The charge of the Language Accessibility Committee members is to:

- Create an inclusive environment where staff members can develop their cultural competencies when engaging parents, students and community members when representing the university.
- Identify experts each year such as faculty, staff, and community members that will review, and assess (terminology) oral fluency suitable for university programs. The dominant 2nd languages spoken on campus are Spanish and Hmong. Other languages will be incorporated as needed and with capacity.
- Advise campus leaders and the campus community when initiatives are developed to engage non-English speaking parents and community members.

The commitment is to attend a monthly meeting, to make recommendations about culturally and linguistic communication and to be available for university events to engage with parents, students, and community members.

PLEASE CONTACT [LAC@UCMERCED.EDU](mailto:LAC@UCMERCED.EDU)

FOR MORE INFORMATION REGARDING THE LANGUAGE ACCESSIBILITY  
COMMITTEE.

# CACSW

The Chancellor's Advisory Committee on the Status of Women (CACSW) advises the chancellor on issues related to the status of women and promotes gender equity at UC Merced. The goals of CACSW are to identify and analyze issues related to the status of women at UC Merced, including faculty, staff and students; inform and educate campus community members about conditions that impact women within the university; and advise and make recommendations to the chancellor regarding policies and procedures that will improve conditions for women. For more information please visit our website: <https://cacsu.ucmerced.edu>

## 2020-2021 WOMEN'S INITIATIVE FOR PROFESSIONAL DEVELOPMENT

UC WI is a unique, experiential professional development program committed to enabling the full participation, success, and advancement of women identified professionals at the University. The program was open to all who support this mission and who are interested in the development of women identified professionals. We thank everyone and all applicants for your interest in our program. We also congratulate all the women elected for our UC Women's initiative for professional Development. For more information **please visit our website.**

## RANDOM ACTS OF KINDNESS

In our world, kindness is needed more than ever. Help CACSW spread kindness this year by nominating a womxn you know that could use a little uplifting. In a sentence or two, tell us why you are nominating this person. Nominees can be students, staff or faculty of UC Merced. We will choose a womxn each week to receive a \$10 e-gift card for the rest of the 2020-21 academic year.

**Visit our website for more information and to nominate**

## CACSW'S PAST EVENTS

CACSW highlighted Dr. Thelma Hurd December 3rd, UC Merced's Director of Medical Education and her journey through medicine as a continuation of Women We Admire Series

12/3

## CACSW Presents: Womxn in the Spotlight

Biannual series in which womxn discuss insights about their careers, workplace challenges, and work-life balance.



### THELMA C. HURD MD, MPH

**Director of Medical Education  
Professor of Public Health  
Surgical Oncologist**

Thelma C. Hurd MD, MPH, joined UC Merced in November 2019 and is currently working with UCSF and UCSF Fresno to expand medical education and training in the San Joaquin Valley.

Dr. Hurd is a member of the San Joaquin Valley Coalition for Medical Education, the Fresno/Madera Health Collaborative and the Cutler-Oros Health Science Academy executive advisory board. Dr. Hurd's translational and clinical research experience focused on breast cancer and markers of tumor progression. In recent years, she transitioned to health disparities research in underserved populations, working in Western NY, Nigeria, the Texas-Mexico Border Region and now in the San Joaquin Valley.

**DECEMBER 3 • NOON - 1:00 PM**

**ZOOM MEETING ID: 833 5413 3353 PW: CACSW**

To register & submit questions, visit <https://bit.ly/cacsu20>  
For more info, email [ucmcacsu@ucmerced.edu](mailto:ucmcacsu@ucmerced.edu)

UNIVERSITY OF CALIFORNIA  
**MERCED** CHANCELLOR'S ADVISORY  
COMMITTEE ON THE  
STATUS OF WOMEN

Presented by the Chancellor's Advisory Committee on the Status of Women





The Chancellor's Advisory Council on Campus Climate, Culture and Inclusion (CCCI) at UC Merced advises the chancellor on issues related to campus climate conditions, practices and policies at UC Merced. The council was created in order to suggest measures that will support the goals of inclusion and community, especially including measures reflecting promising practices from elsewhere in UC and the nation; coordinate its analyses, recommendations and other work with related work of any entities created by faculty, staff, students, or neighboring communities; and fulfill other campus-specific responsibilities identified by the Chancellor. The Chancellors Council on Campus Climate, Culture and Inclusion (CCCI) is focusing its efforts for 2020/2021 in the following areas through the effort of the following CCCI Subcommittees:



**HECTOR CUEVAS**

ASSISTANT DIRECTOR,  
CENTER FOR CAREER & PROFESSIONAL ADVANCEMENT PROFESSOR,  
[HCUEVAS@UCMERCED.EDU](mailto:HCUEVAS@UCMERCED.EDU)

The CCCI Disability subcommittee recently formed at the request of the Chancellor to review and assess services, resources, and campus climate for faculty and staff with disabilities. We value a culture and environment of inclusivity that commands respect for all members of our UC Merced community. We are currently working on raising the awareness of disabilities in the workplace, planning a survey, and reviewing resources and data to see where we are and what can we as a campus do better



**MONICA GARCIA**

GRADUATE SPECIALIST  
[MGARCIA379@UCMERCED.EDU](mailto:MGARCIA379@UCMERCED.EDU)

The CCCI Demographics subcommittee has a collective mission to facilitate a culture within UC Merced where diversity, equity and inclusion are respected and intentionally valued by implementing thoughtful, practical, iterative and innovative strategies that can serve as a model for our campus community. The subcommittee has met throughout the fall semester to assess the available demographic data that prioritizes CCCI's objectives regarding recruitment, retention, mentoring and success of faculty, staff and students. We are reviewing equity and transparency in pay, hiring, retention and promotion and creating a welcoming environment across diverse backgrounds. We are looking forward to working with our campus partners to explore the multitude of resources available to develop an analysis, which will be disseminated to the Chancellor's CCCI Committee. The Demographics subcommittee is honored to be an integrative part of the Chancellor's Council on Campus Climate Culture and Inclusion (CCCI) committee.



**DANIEL MELLO**

DOCTORAL CANDIDATE  
DMELLO2@UCMERCED.EDU

The Campus Climate subcommittee is a brain trust dedicated to understanding the nuances of UC Merced's campus climate, historically and prospectively. In just the Fall 2020 term alone, we have developed a series of ideas and projects that we hope will uncover sources of non-inclusivity within our UCM community, and to which our larger Chancellor's CCCI Committee will be able to advise campus administration on potential solutions. Our near-future plans involve utilizing UCM's current pool of incredible talent to deliver concretized investigations of major issues found within existing campus data, highlighting our team's efficacious focus on maximizing available resources. We look forward to continuing to serve our wonderfully diverse UCM community in order to create a welcoming atmosphere for folks from all walks of life! Stay tuned!

## CACQI

The Chancellor's Advisory Committee for Queer Issues (CACQI) identifies issues and makes recommendations for the inclusion and advancement of the LGBT+ and expanding community at UCMerced. With our continued growth, we will adopt action plans to ensure forward movement in creating a welcoming, affirming, equitable and vibrant learning, working and living environment for all UCMerced community members. Please visit our website for information resources and how to become involved:

[Visit Webpage](#)

The Anti Racist Pedagogy is a virtual discussion series designed to help participants form a community of practice focused on improving anti-racist pedagogy

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

**EN:**  
INS in SEPTEMBER  
ing on a biweekly or  
thly basis, as  
rmined by  
icipants

**HOW TO JOIN:**  
SVP  
ere

**FACILITATORS:**  
EILEEN KOGL CAMFIELD  
&  
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 in 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.

CETL CENTER FOR ENGAGED TEACHING & LEARNING AT UC MERCED  
UNIVERSITY OF CALIFORNIA MERCED OFFICE OF EQUITY, DIVERSITY AND INCLUSION

“

This discussion series draws a distinction between anti-racist teaching and anti-racist pedagogy. Anti-racist teaching refers to course content that explicitly supports instruction on the history and continuation of racism as it intersects with White dominance and privilege. Whereas, anti-racist pedagogy refers to the teaching methods employed by instructors that disrupt the traditional pedagogical practices that reinforce structural racism. Ideally, anti-racist teaching and anti-racist pedagogy work in tandem; however, any course, regardless of subject/content, can and should employ anti-racist pedagogy.

Anti-racist pedagogy builds on inclusive pedagogy practices to equip learners with the tools necessary to identify and dismantle systems of injustice wherever they are encountered. It is a stance taken by teachers who put students at the center, seek to liberate learners (Freire), and aim to foster critical consciousness. Anti-racist pedagogy practitioners refrain from perpetuating structural/symbolic violence, flatten classroom hierarchy, engage students in active problem-based learning, and intentionally design experiences that honor student voice and agency.”

## Outcomes

- Experienced the creation and implementation of discourse guidelines for group discussion
- Reflected on their own experiences as learners in inclusive/exclusionary spaces and the role power plays in teacher-learner dynamics;
- Explored some of their own internal preferences and biases, and the intentional or unintentional impacts these may have on others;
- Identified some of the processes of institutional racism and forced assimilation, with particular attention to how this is expressed in disciplines and in the university as a whole;
- Developed learning outcomes associated with identifying and dismantling structural injustices;
- Created “scripts” for articulating anti-racist values to students and colleagues;
- Considered student-centered language choices for syllabi, types of assignments that develop critical consciousness, and asset-focused grading/assessment approaches that together foster a sense of invitation and empowerment.



# ***Staff Catastrophic Aid Fund***

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The Staff Catastrophic Aid Fund was initiated with the collaboration of Staff Assembly and The Office of Equity, Diversity and Inclusion (EDI) unit with the intended to help staff members cope with unforeseen hardships by providing qualifying individuals with financial assistance in the form of gift cards (Target or Amazon). The maximum amount of assistance is limited to a value of up to TWO (2) \$ 75 per employee, per fiscal year (July 1 to 30). This fund is intended to help those in catastrophic or extraordinary situations and not as an augmentation to regular salary. Direct cash assistance is not provided through this program. The Office of Equity, Diversity and Inclusion will work on outreach and securing funds in December 2020 and January 2021. It is projected that the fund will be available to staff members by Feb 15, 2021.

**CLICK BELOW TO DONATE**





The Office of Equity, Diversity and Inclusion announces our inaugural Equity & Justice Awards this Fall 2020 in an effort to recognize individuals and groups who have dedicated their time and effort to further equity & justice at UC Merced.

The Equity & Justice award committee has begun accepting nominations for the 2020-2021 academic year beginning Wednesday, August 26th. Nominations are open monthly at the 1st of each month and close by the 15th of each month. Every April, five awardees will be selected from the monthly nominations to receive a \$1,000 towards a project or initiative that advances equity and justice. We thank everyone who has taken the time to nominate candidates so far!

Awards will be given in these six categories:

Faculty

Staff

Undergraduate Student

Graduate/Professional Student

Alumni

Intergroup Collaboration (an effort by units/groups/programs to bring together multiple perspectives to address a critical issue of equity or justice at UC Merced)

Nominations should reflect the ways a nominee has:

- Advocated for equity and justice
- Demonstrated a sustained commitment to the advancement of equity and justice at UC Merced
- Modeled respect or inclusive treatment when interacting with others; and/or
- Implemented an initiative, event or program which cultivates equity and justice

FOR MORE INFORMATION, PLEASE CONTACT THE OFFICE OF EQUITY,

DIVERSITY, & INCLUSION AT [DIVERSITY@UCMERCED.EDU](mailto:diversity@ucmerced.edu).

**If you know anyone who has made a difference and would like to nominate them please fill out the nomination form at**

**<https://diversity.ucmerced.edu/form/equity-justice-awards-nominations-fall-2020>**

# UP AND COMING: FREE SPEECH WEEK

CAN FREE SPEECH TRULY BE FREE?

CLICK ON ANY BANNER TO REGISTER!

## Hate Speech and Free Speech

Monday February 22,  
2021 4:00- 5:00pm  
PST

## Can Speech Truly be "Free"?

Tuesday February 23,  
2021 12:00- 1:30pm  
PST\* Keynote \*

## Navigating Issues of Free Speech and Academic Freedom within Academia

Wednesday February  
24, 2021 1:00-  
2:00pm PST

## Free Speech is a Human Right

Wednesday February  
24, 2021 4:30-  
6:00pm PST

## Free Speech in Everyday Life

Thursday February  
25, 2021 1:30- 2:15  
pm PST

## Using Our Voices To Build Community Together: Between Student Leaders and Administrators in Addressing Free Speech Controversies

Thursday February  
25, 2021 5:30- 7:00  
pm PST

## Words Have Power and So Do I

xTikTok Videos  
Accepted from  
January 1-February  
25, 2021 (Winners  
Announced February  
26, 2021)

## The Spoken Experience: Rebellion

TikTok Videos  
Accepted from  
February 1-February  
26, 2021





# VIRTUAL DIALOGUE SERIES

The Office of Equity, Diversity and Inclusion's Virtual Dialogue Series invites you to enjoy these selected previously recorded sessions at your own pace. Click on the flyer of the series you would like to enjoy!

UNIVERSITY OF CALIFORNIA, MERCED  
THE OFFICE OF EQUITY, DIVERSITY & INCLUSION

## Virtual Dialogue Series

LUNCH & LEARN

### BLACK LIVES MATTER & ANTI-RACISM

Wednesday, August 26<sup>th</sup>  
Noon-1:00 pm

THE PANEL MODERATOR: REBECCA ANTOINE, CO-CHAIR FOR FACULTY OUTREACH STAFF AND FACULTY OF COLOR ASSOCIATION (SFCA)



**REV. DR. DAVID N. MOORE**  
The Rev. Dr. David N. Moore, Jr. is a human rights advocate, an adjunct university professor and author. He selected Communication Studies as an undergraduate major at the University of California, with the aspiration of working in television news, but while a sophomore at UC San Diego, he responded to another calling, that of biblical scholarship and teaching. He earned his Master's degree from St. Stephen's University in New Brunswick, Canada, and currently holds an appointment to adjunct faculty there, teaching Ancient Mediterranean History. He earned his doctorate in theology in 2014. Two South African presidents, Nelson Mandela and Jacob Zuma, are included among those who studied at the University of South Africa before David. Desmond Tutu graduated there the same year David was born. David and Diane have been married for 42 years and have 5 adult children.



**ALLEN BROOKS**  
Is a business man in the City of Merced since 2005. He has an awesome wife and three children. He was born in Milwaukee, Wisconsin and is a graduate from Grambling State University in Louisiana. His has a Bachelor's Degree and Master's Degree in Communication with a background in Public Health. Since moving to Merced he has been involved in various groups. For example, he is a member of the Merced Sunrise Rotary Club. Currently, he is the President of the City of Merced Chapter of the NAACP.



**CHARRON ANDRUS**  
IT Manager, UC Davis Health Information Technology  
Charron received her B.S. in Organizational Leadership from Biola University and her M.A. in Gerontology from the University of Southern California. She has been with UC Davis for 9 years and currently manages the Regulatory Services and Financial Reporting team for IT Enterprise Applications.

To register for this Virtual Lunch & Learn, please visit:  
[HTTPS://DIVERSITY.UCMERCED.EDU/LUNCH-AND-LEARN](https://diversity.ucmerced.edu/lunch-and-learns)

FOR MORE INFORMATION OR QUESTIONS, EMAIL DESEREE CRAVALHO-CREWS  
DCRAVALHO-CREWS@UCMERCED.EDU

UNIVERSITY OF CALIFORNIA, MERCED  
THE OFFICE OF EQUITY, DIVERSITY & INCLUSION

## Virtual Dialogue Series

LUNCH & LEARN

TOPIC: **DACA**  
Deferred Action for Childhood Arrivals

PRESENTER: SOFYA APTEKAR  
Associate Professor, School of Labor and Urban Studies  
City University of New York | @sofyaaptekar

Research findings on the way racism structures the experiences of undocumented people. Findings from a New York City-based research project exploring the role of race and racism in the experiences of undocumented youth.

DATE: THURSDAY, SEPTEMBER 24TH, 2020  
TIME: 2:00PM - 3:00PM (PST)



Sofya Aptekar is an associate professor of urban studies at the City University of New York School of Labor and Urban Studies. She conducts research on a variety of immigration-related topics, including DACA, experiences of undocumented youth, medical screenings, naturalization, and military service.


REGISTER FOR THIS LUNCH & LEARN AT  
[HTTPS://DIVERSITY.UCMERCED.EDU/LUNCH-AND-LEARN](https://diversity.ucmerced.edu/lunch-and-learns)

UNIVERSITY OF CALIFORNIA, MERCED  
THE OFFICE OF EQUITY, DIVERSITY & INCLUSION

## Virtual Dialogue Series

LUNCH & LEARN

### STRUGGLE AND EXCELLENCE IN QUEER LITERATURE



William Johnson is a Brooklyn based essayist, cultural critic and editor. His writing has appeared in numerous art catalogs and periodicals: Boy Book: A Pictorial Study Of Urban Male Nudes in a Contemporary Urban Setting, A Question of Beauty, works by Anika Wilson, and "I Knew It Was Your Arm..." works by Doug Group. He is a contributing arts and culture writer for CrushFanazine. He is also the editor and publisher of Mary Literary, a literary journal dedicated to showcasing queer/gay writings of artistic merit.

WHEN: OCTOBER 22<sup>ND</sup>  
TIME: NOON - 1:00PM

REGISTER FOR THIS LUNCH & LEARN AT  
[HTTPS://DIVERSITY.UCMERCED.EDU/LUNCH-AND-LEARN](https://diversity.ucmerced.edu/lunch-and-learns)

IF YOU HAVE ANY QUESTIONS, PLEASE EMAIL  
DIVERSITY@UCMERCED.EDU

UNIVERSITY OF CALIFORNIA, MERCED  
THE OFFICE OF EQUITY, DIVERSITY & INCLUSION


## Virtual Dialogue Series

LUNCH & LEARN


### IMPACTS OF COVID-19

DATE: TUESDAY, NOVEMBER 17<sup>TH</sup>, 2020  
TIME: 2:00PM - 3:00PM (PST)


GUEST PRESENTERS:




MARIA-ELENA DE TRINIDAD YOUNG,  
ASSISTANT PROFESSOR  
OF PUBLIC HEALTH



JENNIFER HOWZE-OWENS,  
SENIOR INSTRUCTIONAL  
DESIGNER FOR ACADEMIC &  
EMERGING TECHNOLOGY



WHITNEY LASTER PIRTLE,  
ASSISTANT PROFESSOR  
OF SOCIOLOGY



CHARAH COLEMAN,  
FINANCIAL WELLNESS  
COORDINATOR

REGISTER FOR THIS LUNCH & LEARN AT  
[HTTPS://DIVERSITY.UCMERCED.EDU/LUNCH-AND-LEARN](https://diversity.ucmerced.edu/lunch-and-learns)



On November 5, 2020, participants from across campus came together to make our first virtual open house a success! We heard from Chancellor's Advisory Committees, Affinity Groups, the Valuing Black Lives Task Force subcommittees and many more! Thank you to all who joined us and we look forward to seeing you at our Spring 2021 open house so stay tuned!

## EDI Virtual Open House

11.05.20

**AGENDA** | November 5, 2020 | Virtual Zoom

1:00 p.m. – 1:10 p.m.

**Welcoming – Associate Chancellor Matos**

1:10 p.m. – 1:25 p.m.

**Advisory Committee Presentations**

CACQI  
Presentation | Q&A

1:25 p.m. – 1:40 p.m.

CCCI  
Presentation | Q&A

1:40 p.m. – 1:55 p.m.

CACSW  
Presentation | Q&A

1:55 p.m. – 2:00 p.m.

**Break**

2:00 p.m. – 2:15 p.m.

**Affinity Groups**

Staff, Faculty of Color Association  
Presentation | Q&A

2:15 p.m. – 2:30 p.m.

Language Accessibility Committee  
Presentation | Q&A

2:30 p.m. – 2:45 p.m.

GSA EDI Initiatives - Larisa Gavrilova

2:45 p.m. – 3:00 p.m.

Tasks Force Pending (Need Representative, Hala needs to confirm)

3:00 p.m. – 3:15 p.m.

Anti-Racist Pedagogy Group - Eileen Camfield & Samantha Oceana

3:00 p.m. – 3:30

**Meeting the EDI Staff**

Dania Matos  
Associate Chancellor and Chief Diversity Officer

Deserie Cravalho-Crews  
Executive Assistant

Yesenia Curiel  
Director, UC Merced CARE-Campus Advocacy, Resources & Education

Hala Alnager  
Graduate Student Researcher

Maria Ramirez Loyola  
Graduate Student Researcher

Xochilt Estrada  
Student Employee

3:30 p.m. – 4:00 p.m.

Social Time or Breakout Sessions

## Fall 2020 Virtual Open House Agenda



# EDI TEAM UPDATES

**WE WELCOME THE NEWEST ADDITIONS TO OUR TEAM!**



Onar Primitivo

[oprimitivo@ucmerced.edu](mailto:oprimitivo@ucmerced.edu)

Onar Primitivo has been working for over 20 years in the field of higher education doing work related to advocacy, social justice, equity and inclusion initiatives. After receiving his B.A. in Visual Communication/Graphic Design at Western Washington University, he then attend Colorado State University and got his Masters in Higher Education in Student Affairs. Going on his eight year, Onar served as the Director of Social Justice Initiatives & Identity Programs at University of California, Merced in the Division of Student Affairs. Onar will be joining the Office of Equity, Justice and Inclusive Excellence team and still committed to creating an inclusive campus for an enriched and thriving campus community.



Ayra Valerie Agluba

[aagluba@ucmerced.edu](mailto:aagluba@ucmerced.edu)

My name is Ayra Valerie Agluba, I am from a small town in Central Valley called Oroquieta. I am currently a third-year undergrad student at University California Merced pursuing a Psychology major with a minor in Anthropology. I recently took on a role as the Student Success Intern for the Office of Equity, Diversity and Inclusion as of Fall 2020 and will continue through Spring of 2021. As a first-generation college student, I have been part of the Fiat-Lux Scholar Program at UC Merced for three consecutive years, not only as scholar but also a staff. Empowering first-generation students to make a successful academic and social transition, serving as a peer/mentor within the living learning community as well as developing program workshops that promotes resiliency, life skills, and interpersonal development, all within recognizing and embracing identities, values, and beliefs of all students. Fun fact about myself I'm trilingual and enjoy spontaneous adventures friends and family!



THANK YOU



END OF THE YEAR  
*Thank You*

WITH AN ABUNDANCE OF  
GRATITUDE FOR ALL YOU DO  
ESPECIALLY THIS YEAR

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FROM: UC MERCED  
OFFICE OF EQUITY, DIVERSITY AND  
INCLUSION

Dear Campus Colleagues,

As this year and semester come to a close, we in the Office of Equity, Diversity and Inclusion find ourselves reflecting on all that we have accomplished, especially in a year where chaos and uncertainty have been the norm, which is not the way it is supposed to be. At the forefront of our reflection is all of you and our immense gratitude for all who collaborated, participated and helped us advance equity, justice and inclusive excellence throughout our campus and the world.

Thank you for all that you do and we encourage you to rest and know that your very best may have looked different this year, but it was your very best and we are grateful.

With you,  
Dania Matos,

J.D. Associate Chancellor and Chief Diversity Officer  
She/her/hers

**ACADEMIC PERSONNEL OFFICE DIVERSITY**

**ACADEMIC SENATE-COMMITTEE FOR DIVERSITY AND EQUITY (D&E)**

**ACADEMIC SENATE, FACULTY WELFARE AND ACADEMIC FREEDOM (FWAF)**

**CARE OFFICE**

**DISABILITY ACCOMMODATIONS**

**EDUCATIONAL AWARENESS**

**GENDER INCLUSIVE FACILITIES**

**GRADUATE DIVISION DIVERSITY AND INCLUSION**

**LACTATION ACCOMMODATION**

**LGBTQ+ INITIATIVES**

**OFFICE OF CAMPUS CULTURE AND COMPLIANCE**

**RESOURCE AND REFERRAL OPTIONS**

**SERVICES FOR UNDOCUMENTED STUDENTS AND SPECIAL POPULATIONS**

**SOCIAL JUSTICE INITIATIVES**

**STAFF AND FACULTY OF COLOR ASSOCIATION**

**VETERAN SERVICES**

**WOMEN'S PROGRAMS**

CONNECT WITH US

# CONNECT WITH US



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