

# BOBCAT BRIEF

*The official Equity, Diversity, & Inclusion newsletter of UC Merced*

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## A MESSAGE FROM THE OFFICE OF EQUITY DIVERSITY AND INCLUSION

Dear Bobcat Community,

Welcome to the Fall 2021 semester! We're excited for a new academic year, which brings new possibilities and opportunities for members of the campus community. We strive to achieve inclusive excellence stretching beyond the boundaries of comfort to engage across cultures, appreciating and leveraging the rich diversity of our campus community. The Office of Equity, Diversity, and inclusion seeks to foster inclusive learning and work environment that promotes an understanding of, and appreciation for, difference through initiatives, programs, services, and training.

The Office of Equity, Diversity, and Inclusion (OEDI) serves as a central hub of resources, tools, and information to create an inclusive space for students, staff, and faculty, and our local community. This edition of our Bobcat Brief highlights some of our recent and future work as well as that of our campus partners.

You are invited to view our website at [diversity.ucmerced.edu](https://diversity.ucmerced.edu) for additional information. If you are interested in submitting any materials for an upcoming EDI Newsletter, please visit our [website](#) for more information, and we would be happy to amplify your efforts. To stay up to date about the latest news regarding equity, diversity, and inclusion around campus and beyond, [join our email list!](#)

With you,  
Office of Equity, Diversity, and Inclusion

**THE OFFICE OF EQUITY, DIVERSITY AND INCLUSION EXCITEDLY WELCOMES OUR INTERIM ASSOCIATE CHANCELLOR AND CHIEF DIVERSITY OFFICER CECIL HOWARD!**



Cecil Howard is a licensed attorney, and most recently served as the Associate Vice President for Diversity, Inclusion and Equal Opportunity and Chief Diversity Officer for the University of South Florida where he led many first time initiatives including a Minority Post-Doctoral Fellowship Program to recruit and retain more faculty of color, an Emerging Scholars program to recruit students of color, a Dismantling Racism & Bias Dialogue Study Circle Project to address issues of equity, racism, and anti-racism on a campus-wide basis, a National Model for Excellence in Diversity & Inclusion to assist individual academic units with achieving inclusive excellence, a National Diversity

Conference that was eventually cancelled due to Covid, and an enhanced University Hiring Policy to ensure diversity, equity and inclusion were paramount at all stages of the hiring process, just to name a few.

Cecil has spent the bulk of his career fighting injustices and ensuring equal opportunity and access for all people either through the court systems or the various administrative agencies such as the EEOC. He formerly served as Chief Legal Counsel for the State of Florida's Commission for Civil Rights, as well as a Charter Officer and Director for the City of Gainesville, Florida's Office of Equal Opportunity. He has also served as Chief Diversity Officer for Shippensburg University.

OEDI looks forward to the experiential knowledge that Cecil brings to our campus, and the critical impact he will have during his time here. In his first week, he has expressed a clear passion, excitement, and dedication for this work and for advancing equity and justice at UC Merced. Cecil speaks highly of our campus and clearly seeks to engage in a collaborative effort in which we amplify our existing EDI champions and create substantial institutional shifts to move the needle towards inclusive excellence. Please join us in welcoming Cecil to our Bobcat Community!

**YOURS TRULY,**  
*UC Merced's Office of Equity, Diversity and Inclusion Team*





## OUR DIVERSITY STATEMENT (ENGLISH)



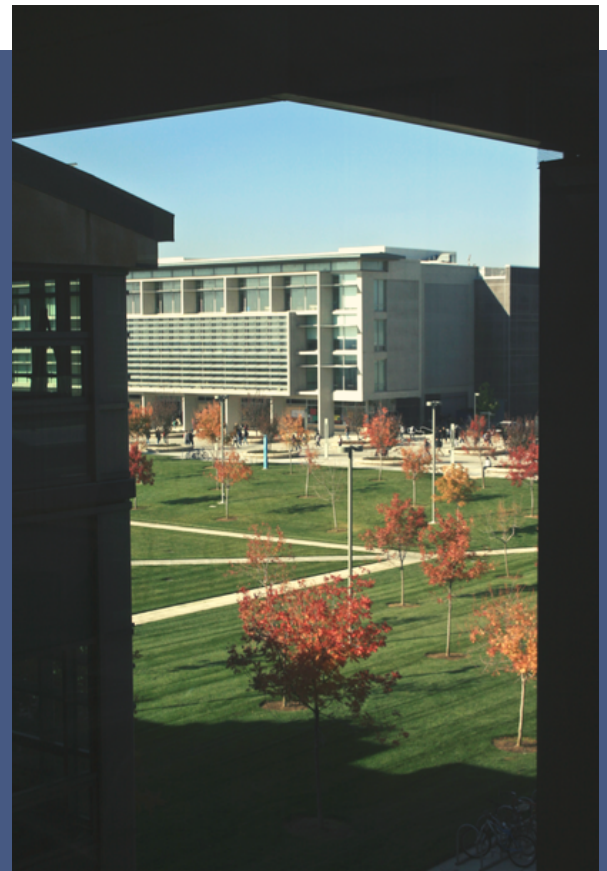
At UC Merced we steadfastly uphold the concepts expressed in the University of California Diversity Statement including, “the variety of personal experiences, values, and world views that arise from differences of culture and circumstance. Such differences include race, ethnicity, gender, age, religion, 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

MANDARIN

HMONG



THE UNIVERSITY OF CALIFORNIA, MERCED, is a public, land-grant institution created to serve the communities of the San Joaquin Valley, the State of California, the nation, and the world through excellence in education, research, and public service. These principles reflect our ongoing efforts to increase access and inclusion and to create a community that nurtures lifelong learning and growth for all of its members. We encourage every member of the UC Merced community to join us in our collective pursuit of these principles:

WE . . .

- Recognize and celebrate the identities, values, and beliefs of our community.
- Affirm the inherent dignity and value of every person while cultivating a campus climate rooted in mutual respect and compassion.
- Uphold the right to freedom of expression and encourage a culture of dialogue, understanding, and civility in all interactions.
- Seek to create a campus where a rich tapestry of ideas is shared, collaboration is embraced, and innovation is promoted.
- Pursue excellence in teaching and learning through contributions from all community members fostering a culture of open exchange.
- Promote opportunities for active participation and leadership in our communities.
- Champion civic engagement, environmental stewardship, research, and teaching that connects theory and practice to learning and doing.
- Take pride in building, sustaining, and sharing a culture that is founded on these principles of unity and respect.



*The UC Merced Principles of Community were developed by the Chancellor's Advisory Council for Campus Climate, Culture and Inclusion in collaboration with the campus community. These principles were issued on march 25th, 2014*





**DROP-INS WITH THE INTERIM CHIEF DIVERSITY OFFICER**

JOIN INTERIM ASSOCIATE CHANCELLOR CECIL HOWARD AS HE HOSTS VIRTUAL MONTHLY DROP IN HOURS THIS FALL. COME AND BE HEARD ON WHAT MATTERS TO YOU!

**CECIL E. HOWARD**

FOR FURTHER DETAILS [RSVP VIA LINK](#) OR SCAN THE QR CODE!

## **(EM)POWER HOURS WITH THE CHIEF DIVERSITY OFFICER!**

Come and be heard! interim Associate chancellor Cecil Howard is hosting fall monthly drop in hours to meet you where you are and listen to you

Interim Associate Chancellor Cecil E. Howard hosts drop in hours to meet you where you are and listen to you. This is an opportunity to be heard on what matters to you!

Drop-in hours will be held via Zoom. If you have any questions or concerns, contact Deserie Cravalho-Crews at [dcravalho-crews@ucmerced.edu](mailto:dcravalho-crews@ucmerced.edu)

**[FOR MORE INFORMATION AND TO SIGN UP CLICK HERE](#)**

# RESILIENT WEDNESDAYS



1ST WEDNESDAY OF EVERY MONTH STARTING  
10/6 FROM 12:00 PM - 12:30 PM

**FACILITATED BY**  
Lauren Ludlow, LCSW  
Community Wellness  
Director  
UC Merced Police  
Department

**OPEN TO ALL STAFF  
AND FACULTY\***

30 minutes to learn  
about trauma resilience,  
get more grounded, and  
try a mindfulness skill

**REGISTER AT USING [THIS LINK](#)**

**OR CONTACT [LLUDLOW@UCMERCED.EDU](mailto:LLUDLOW@UCMERCED.EDU)**

*\*Go to [counseling.ucmerced.edu](https://counseling.ucmerced.edu) to learn all about the amazing programs and resources available for students through CAPS*

UCMPD has been going through an educational series about using mindfulness and grounding skills as tools for de-escalation, growing in antiracism, self-care, and building resilience. Resilient Wednesdays are a way for us to continue to practice our skills in an informal learning space. Acknowledging that other staff and faculty will be supporting students and each other through this challenging period, we want to open this informal space to others as well.

**FOR MORE INFORMATION AND TO RSVP VISIT:**

**[https://us02web.zoom.us/webinar/register/WN\\_wxK1S1TQsBaRUF\\_gRgjlmw](https://us02web.zoom.us/webinar/register/WN_wxK1S1TQsBaRUF_gRgjlmw)**





*About AAHHE:* The American Association of Hispanics in Higher Education (AAHHE) is a national, educational, non-profit 501(c)3 organization dedicated to enabling Hispanic professionals to fully participate in a diverse society. AAHHE works collaboratively with all sectors of education, business, industry, as well as community and professional organizations to enhance the educational aspirations and to meet the needs of a significantly increasing Hispanic population.

AAHHE invites proposals for its 2022 conference to be held on March 10-11, 2022 and hosted by Nevada State College (Henderson, NV). For 'Save the Date' information, please [click here](#).

In 2022, AAHHE is planning a return to an in-person convening; conference sessions will also be live-streamed. The theme 'Cultivating Justicia con Amor y Querencia' aims to showcase the transformative work happening within the Latinx community. The current precarious times lead us to foster higher education environments that center amor (love) and querencia (intentional care) in the pursuit of justicia (justice); querencia is the care received within a space that is safe, affirming, empowering and feels like home through the unwavering amor from those within such a space.

AAHHE hopes that by striving for justice through amor and querencia, higher education leaders will enact policies and practices that move beyond coping with injustices and instead offer healing moments for Latinx/a/o communities. AAHHE invites proposals that:

- Transform the landscape of higher education.
- Demonstrate institutional efforts that foster healing and empowerment for Latinx/a/o communities.
- Are rooted in asset-based perspectives.
- Showcase various approaches to justice-oriented work in higher education.
- Define the way in which amor is integrated in policy and practices that promote justice-oriented engagement supporting the
- Latinx/a/o community; and/or
- Exemplify policies and practices enacted in higher education that build on sense of belonging in higher education to foster querencia and that inform identity, provide a place of belonging, and sense of safety for Latinx/a/o students, faculty, and staff.

Deadline for submission of conference proposals is *Thursday, September 30th, 2021, 11:59 p.m. EST* via the AAHHE submissions portal. For information on the conference theme, strands, submission types, how to submit a conference proposal, and the proposal review process, please [click here](#).

**[LEARN MORE & RSVP](#)**

**FRIDAY, SEPTEMBER 24**  
**3:00 PM | OPENING**  
**5:30 PM | KEYNOTE**

**RSVP TODAY AT**  
STUDENTLEADERSHIP.UCMERCED.EDU/CONFERENCE  
CONTACT: LEAD@UCMERCED.EDU

UNIVERSITY OF CALIFORNIA  
**MERCED** | MARGO F. SOUZA  
STUDENT LEADERSHIP CENTER

**2021 UC MERCED  
LEADERSHIP CONFERENCE**

*AUTHOR YOUR JOURNEY*

FEATURING KEYNOTE SPEAKER

**SHAVONE.**

UC MERCED ALUMNA | CLASS OF 2012  
MUSICIAN & FORD MODEL  
FOUNDER, FUTURE OF CREATIVES GROUP  
DIRECTOR, COMMUNICATIONS & CREATIVE PARTNERSHIPS VSCO

KEYNOTE SPEAKER: SHAVONE. (UC Merced Class of 2012)

UC Merced alumna SHAVONE. is disrupting industries as a champion of creativity and inclusion. Her influence in fashion, tech and music have been profiled in outlets like Billboard, Coveteur, DAZED, Complex UK, Hypebeast, PAPER, ELLE, and EBONY, noting her history-making moves as the first African-American woman and trailblazer to create roles held at both Twitter and Instagram.

**FOR MORE INFORMATION AND TO RSVP VISIT:**  
**<https://studentleadership.ucmerced.edu/Conference>**



**A call to action:**

# Striving towards inclusion in academic biology

## The meaning beyond the words: How language, race, & culture impact science teaching & learning

This presentation explores how race, culture, and language intersect to create the condition of contemporary learning. For years, research on the language of classrooms explored how the way we say things impacts students' sense of belonging. Despite this research, STEM education has failed to adequately explore how issues of race, language, and culture shape the outcomes of teaching and learning in science. Through a sequence of research, this presentation explores the theoretical and pragmatic aspects of this dilemma. From a theoretical perspective, the talk will explore the Language-Identity dilemma. As students learn, the way academic language is taught to them can present a cognitive and cultural conflict. From a cognitive perspective, if science is taught without respect to the implications of how language is learned, students can be misunderstood and misunderstand the teacher's complex discourse. From a cultural conflict perspective, students may feel they are cultural outsiders when the language of the classroom positions them as outsiders. The presentation provides an overview of a series of qualitative and quantitative experiments that document the realities of this complex interaction.

An initiative sponsored by the Society for the Advancement of Biology Education Research (SABER) focused on promoting awareness, understanding, and commitment to change academic biology environments to be more inclusive. We are excited that speakers will be compensated for their time and this event is co-sponsored the SEISMIC Collaboration, and the ASU RISE Center.

### Seminar

**Date:** Thursday, October 21st

**Time:** 9 AM (PT) // 10 AM (MT) // 11 AM (CT) // 12 PM (ET)

**Location:** <https://asu.zoom.us/j/83726093956>

*Dr. Brown is a Professor of Science Education at Stanford University. Dr. Brown works in the Graduate School of Education and conducts research on language, culture, and science teaching and learning.*



**Bryan Brown, PhD**  
Stanford University



**FOR MORE INFORMATION AND TO RSVP VISIT:**  
[https://saberbio.wildapricot.org/Diversity\\_Inclusion](https://saberbio.wildapricot.org/Diversity_Inclusion)



# 2021 Virtual California Forum for Diversity in Graduate Education



Friday, October 22 – Saturday, October 23, 2021

**2 days of over 20 live virtual sessions**  
**3 months of recruiters especially wanting to meet YOU!**

Open to:

Sophomores

Juniors

Seniors

Master's Candidates

## The forum will offer virtual workshops on:

- How to Select, Apply to, and Prepare for Graduate School
- Demystifying the GRE
- Role of Undergraduate Research in Graduate Admissions
- How to Write a Winning Statement of Purpose
- Successful Strategies for Acquiring Strong Letters of Recommendation
- Keys to Success and Survival in Grad School
- Identifying Challenges and Finding Community for AB540 and Undocumented Students
- How to Finance Your Graduate Studies
- And more

## And subject-specific workshops in:

- Behavioral Sciences
- Business and Management
- Education
- Engineering and Computer Sciences
- Fine Arts & Humanities
- Health and Human Services
- Life Sciences
- Physical Sciences and Math
- Social Sciences

**And access to an exclusive calendar of recruiter events and open houses from over 200 colleges and universities nationwide.**



**Register now for early access to recruitment events starting as early as September 20!**

Scan the QR code or go to: [tinyurl.com/diversityforum21](https://tinyurl.com/diversityforum21)  
Passcode: bear2021

 @CalDiversityForum

 @CalDiversityForum

 @CalDiversity

FOR MORE INFORMATION VISIT:

<https://calstate.eventsair.com/diversityforumfa21/student-reg/Site/Register>



BLM

# UCM BLACK RESEARCH FELLOWSHIP

**APPLICATION DEADLINE:**  
**FRIDAY, SEPTEMBER 24TH, 2021, 5:00PM**

**ZOOM INFO MEETINGS:**  
 9/14/21 (11:30AM-12:00PM)  
 9/16/21 (2:00PM - 2:30PM)  
 9/17/21 (9:00AM - 9:30AM)  
 9/20/21 (4:00PM-4:30PM)  
 MEETING ID: 292 138 8721  
 PASSCODE: UCMBRF  
 LINK: [HTTPS://BIT.LY/3NGAIYI](https://bit.ly/3NGAIYI)

BLACK LIVES MATTER

*The enduring legacy of slavery, segregation, racism and oppression in America must be addressed systemically. As we stand in the flames of injustice, merely condemning expressions and acts that dehumanize, silence and kill is not enough. We must go beyond and do more. UC Merced (UCM) is fully committed to addressing the systemic conditions that create injustice, a global scourge that has been perpetuated over centuries.*

*The "2021-2022 UC Merced Black Research Fellowship," funded by a private donor, is a fellowship program housed under the Dean of Students Office that provides four \$2,500 research fellowships (2021-2022) for the creation of projects that demonstrate a commitment and ability to advance racial justice and black liberation at UC Merced.*

ELIGIBILITY:

- UC Merced undergraduate and graduate students (must have a faculty project advisor), staff, and faculty. Awardees must be in good standing with the university.
- Available for the Fellowship Term: October 1st, 2021-May 6th, 2022
- Demonstrated commitment to and interest in advancing racial justice and black liberation at UC Merced.

UCM BLACK RESEARCH FELLOWSHIP REQUIREMENTS:

- Create, implement and complete approved research project by May 6th, 2022 demonstrating a commitment to advancing racial justice and black liberation at UC Merced. Projects must be intersectional and address: anti-Blackness, anti-Black violence and policing, historical trauma and radical healing and/or black excellence and success.
- Complete Fellowship Term: October 1st, 2021-May 6th, 2022.
- Attend monthly 30-minute check in's with the UC Merced Black Research Fellowship Committee throughout fellowship term.
  - Present at the Spring 2022 Black Excellence Research Symposium on May 6th, 2022

APPLICATION INSTRUCTIONS:

- Submit application by Friday, 9/24/21, 5pm at the following link: <https://tinyurl.com/UCMBRF>
  - Submit Resume/CV to:  
Emily Alpert  
DOS Office  
Administrative Assistant  
[ealpert@ucmerced.edu](mailto:ealpert@ucmerced.edu)

The fellowship is open to all students, staff, and faculty. You may find the application here: <https://tinyurl.com/UCMBRF>.

Application materials are due Friday, September 24th, 2021 (5:00pm). Eligibility and other information can be found in the attached flyer or here.

The UC Council of Chief Diversity Officers' presents a Distinguished Scholars webinar with



**PROFESSOR MEHRSA BARADARAN**

.....

Professor Mehrsa Baradaran will share her work on racial wealth gaps and generators of wealth in Black communities.

The webinar is part of the UC Council of Chief Diversity Officers' Distinguished Scholars series. Each event features a notable UC faculty member who has made significant contributions to public policy and the study of racial inequality through their research, teaching and mentorship.

The webinar is open to all members of the UC community and will be recorded for future access. Professor Baradaran's presentation will be followed by an audience Q&A session.

Mehrsa Baradaran is a professor of Law at UCI Law. She writes about banking law, financial inclusion and racial inequality, and is the author of "How the Other Half Banks" and "The Color of Money." Baradaran and her books have been featured in the New York Times, Atlantic, Slate, American Banker, the Wall Street Journal and Financial Times; on NPR's Marketplace, C-SPAN's Washington Journal and PBS NewsHour; and as part of TEDxUGA. She has advised U.S. senators and congressmen on policy, testified before the U.S. Congress, and spoken at national and international forums like the U.S. Treasury and the World Bank.

Questions? Contact Carissa Cress.

.....

**Tuesday, October 5 | Noon–1 p.m.**

**Register: [bit.ly/ucdistinguishedscholar\\_mehrsabaradaran](https://bit.ly/ucdistinguishedscholar_mehrsabaradaran)**

The UC Council of Chief Diversity Officers' Distinguished Scholars webinar series presents Professor Mehrsa Baradaran sharing her work on racial wealth gaps and generators of wealth in Black communities Tuesday, October 5 Noon–1 p.m. (PT)  
**Registration: [https://bit.ly/ucdistinguishedscholar\\_mehrsabaradaran](https://bit.ly/ucdistinguishedscholar_mehrsabaradaran)**



# NATURAL RESOURCES DEFENSE COUNCIL



## ANDREA GUERRA'S BLOG POST

Andrea Guerra's first expert blog post with Patricio Portillo at Natural Resources Defense Council (NRDC), "[Proposed Advanced Clean Fleets Rule Can Transform California](https://www.nrdc.org/experts/andrea-guerra/proposed-advanced-clean-fleets-rule-can-transform-california)" exploring how to equitably transition away from traditional gas-run vehicles to zero-emission vehicles.

VISIT TO READ THE ARTICLE:

<https://www.nrdc.org/experts/andrea-guerra/proposed-advanced-clean-fleets-rule-can-transform-california>

Andrea Guerra's second expert blog shared her powerful story a which presents issues in her community, focusing on how clean transportation policies can lead to better public health outcomes in frontline communities. "[Living Among the Diesel Trucks: My Environmental Injustice Story](https://www.nrdc.org/stories/living-among-diesel-trucks-my-environmental-injustice-story)"

VISIT TO READ THE ARTICLE:

<https://www.nrdc.org/stories/living-among-diesel-trucks-my-environmental-injustice-story>

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

# Virtual Dialogue Series

LUNCH & LEARN

## RETURN TO CAMPUS

SUPPORTING OUR BOBCAT COMMUNITY THROUGH TRAUMA INFORMED PRACTICES

TUESDAY, SEPTEMBER 28<sup>TH</sup> - NOON - 1:30<sup>PM</sup>

REGISTER FOR THIS LUNCH & LEARN AT  
[HTTPS://TINYURL.COM/RETURNTOCAMPUS2021](https://tinyurl.com/returntocampus2021)

IF YOU HAVE ANY QUESTIONS, PLEASE EMAIL  
ONAR PRIMITIVO, DIRECTOR OF EQUITY & JUSTICE, [OPRIMITIVO@UCMERCED.EDU](mailto:OPRIMITIVO@UCMERCED.EDU)

As we prepare to return to campus, many of us – faculty, students, and staff alike – are still experiencing heightened levels of stress and anxiety in response to the global pandemic, financial uncertainty, sustained social isolation, racially motivated violence, and divisive politics. These challenges have exacerbated the mental health crisis at universities.

The Office of Equity, Diversity and Inclusion invites you to our September Virtual Dialogue Lunch & Learn session, “Return To Campus: Supporting Our Bobcat Community Through Trauma Informed Practices,” on **Tuesday, September 28th at 12 - 1:30pm**. Our special guest is becky martinez from Infinity Martinez Consulting.



Dr. Becky Martinez is a consultant and trainer with a focus on social justice, leadership and organizational change. Her work centers on engaging dynamics of privilege and oppression through authentic dialogue and reflection. She provides theory and concepts related to equity and inclusion as a framework to support organizations to become more inclusive with their policies, procedures and practices.

TO LEARN MORE AND RSVP VISIT:  
<https://diversity.ucmerced.edu/events/2021-virtual-dialogue-return-campus>

# PREVIOUS VIRTUAL DIALOGUE SERIES

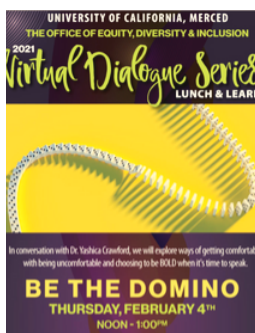
## JANUARY 14-16TH 2021

The Picture a Scientist screening and discussion panel provided members of our campus community with a critical space to reflect on issues of equity both in STEM and in the broader context of academia. The conversation went beyond equitable access on the basis of gender and to an intersectional perspective that included all marginalized communities. While the session was not recorded in order to allow folks to be their truest self regarding their experiences, the discussions that took place will likely have a lasting effect as important ideas were shared and valuable connections were made.



## FEBRUARY 4TH 2021

In conversation with Dr. Yashica Crawford, we explored ways of getting comfortable with being uncomfortable and choosing to be BOLD when it's time to speak. Guest Presenter: Dr. Yashica Crawford, is an Instructor in the Behavioral Sciences Department at the College of Marin & Chioma Ndubuisi, She has a bachelor's degree in Computer Information Systems from California State University, Chioma is passionate about the transformative power of technology and volunteers for opportunities that empower women and girls. She enjoys reading inspirational books and listening to Afrobeat music.



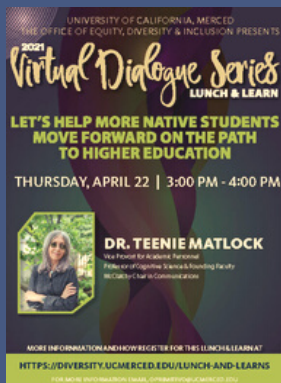
## MARCH 17TH 2021

In conversation, featuring Ma Vang she is an Assistant Professor and founding chair of Critical Race and Ethnic Studies at the University of California, Merced. Her book, History on the Run: Secrecy, Fugitivity, and Hmong Refugee Epistemologies (Duke University Press, 2021), examines how secrecy structures both official knowledge and refugee epistemologies about militarism and forced migration. n History on the Run Ma Vang examines the experiences of Hmong refugees in the United States to theorize refugee histories and secrecy, in particular those of the Hmong. Vang conceptualizes these histories as fugitive histories, as they move and are carried by people who move. In so doing, Vang outlines a methodology for writing histories that foreground refugee epistemologies despite systematic attempts to silence those histories.



## APRIL 22ND 2021

In modern times, people don't generally realize that there were once thousands and thousands of Native Americans in California. Nor do they realize that well over 100 different indigenous languages were once spoken across the State, with rich cultural diversity that varied according to various factors, including physical geography. Why don't people know this? This is because the 1800s and into the 1900s, scores of California indigenous people were killed off by genocide, illness, and many forms of social injustice. Well into the 1900s, these people were forced to give up their identities, land, and cultural practices.



To learn more visit: [Previous virtual Dialogue Series](#)



## UPROOTING INEQUITY SEMINARS

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

# Uprooting Inequity

## SEMINARS

The Office of Equity, Diversity & Inclusion would like to invite you to participate in a virtual seminar series Uprooting Inequity by Ayo Magwood. Uprooting Inequity offers in-depth, evidence-based remote seminars on the history, economics, and behavioral science of structural racism. All seminars consist of a 90-minute presentation followed by an (optional) 1-hour discussion.

Uprooting Inequity will be a great resource for all the UC Merced as we move forward in addressing equity and justice. Each of the Uprooting Inequity Seminars will build upon each session. Participants who complete the mandatory sessions with additional three (3) will be recognized and receive a certification of completion to add to their portfolio.

## ABOUT AYO MAGWOOD

Ayo Magwood (Uprooting Inequity LLC) is an educational consultant specializing in in-depth, evidence-based education on the history, economics, sociology, and cognitive psychology of structural racism. She also equips institutions with the tools and strategies to foster more productive conversations about racism using her “perspectives consciousness approach.” Her “ProEquity” model is a K-12 instructional approach for teaching an inclusive and critical/honest curriculum that also fosters perspectives consciousness, civic skills and dispositions, and a shared “we” identity. She has over 10 years of classroom experience in both majority low-income Black/Latino charter schools and majority high-income White private schools. Ayo has a B.A. in economics and international relations from Brown University and a M.Sc. in applied economics from Cornell University.



**READ MORE ABOUT AYO MAGWOOD ON OUR WEBSITE!**

<https://diversity.ucmerced.edu/events/uprooting-inequity-seminar>

**IF YOU HAVE ANY QUESTIONS PLEASE EMAIL,  
[OPRIMITIVO@UCMERCED.EDU](mailto:OPRIMITIVO@UCMERCED.EDU)**

# Uprooting Inequity

## SEMINARS

The Office of Equity, Diversity & Inclusion is offering the Uprooting Inequity Seminars to all faculty, staff and students. Providing seven (7) seminars throughout the 2021 Fall Semester and participants who attends six (6 including the 3 mandatory sessions) of the seminars will be given a certificate of recognition and completion.

Uprooting Inequity offers in-depth, evidence-based remote seminars on the history, economics, and behavioral science of structural racism. All seminars consist of a 90-minute presentation followed by an (optional) 1-hour discussion. The first five seminars trace the history of anti-Black racism in the U.S. and build on each other, and thus are ideally taken in succession.

DATE	SEMINAR DESCRIPTION
SEPTEMBER 8	Origins: The Social Construction of Race, Ethnicity and Racism (Mandatory)
SEPTEMBER 22	The Historical Reproduction of Anti-Black Racism
OCTOBER 6	The Causes and Impacts of Structural Racism (Mandatory)
OCTOBER 20	Short history of Latino Americans
NOVEMBER 3	Short History of Asian Americans
NOVEMBER 17	History of Coalition and Conflict between Blacks, Latinos, Asians, and Poor Whites
DECEMBER 1	Towards an Equitable “Us” Society: Lessons Learned and Directions Forward (Mandatory)

**TO LEARN MORE AND REGISTER FOR SEMINARS VISIT:**

**[HTTPS://DIVERSITY.UCMERCED.EDU/EVENTS/UPROOTING-INEQUITY-SEMINAR](https://diversity.ucmerced.edu/events/uprooting-inequity-seminar)**

# REFLECTING ON ANTI-RACIST PEDAGOGY

AN ONGOING VIRTUAL DISCUSSION SERIES

**WHEN:**

**BEGINS SEPTEMBER**  
Meets monthly, with topics as determined by participants.

For more information click [HERE](#)

**FACILITATORS:**



**EILEEN KOGL  
CAMFIELD**

**SAMANTHA TETANGCO  
OCENA  
&  
HALA ALNAGAR**

The continuation of this virtual discussion series is designed to help instructors (any discipline, all levels) form a community of reflective practice focused on improving pedagogy.

**Together, we will:**

- Explore the intersection between anti-racist teaching and anti-racist pedagogy
- Continue “unlearning” by examining how our assumptions and inherent practices influence classroom practice
- Discuss ways we can adjust those practices to be more inclusive and effective
- Share and learn some of the scholarship in this area
- Practice together shifts in our pedagogy
- Design course content that might be presented at an EDI teaching showcase in May.

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



CENTER FOR  
ENGAGED  
TEACHING &  
LEARNING  
AT UC MERCED

UNIVERSITY OF CALIFORNIA  
**MERCED**  
OFFICE OF EQUITY,  
DIVERSITY AND INCLUSION

Send any questions to [diversity@ucmerced.edu](mailto:diversity@ucmerced.edu)



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# EQUITY ADVANCING SHOWCASE ON EDUCATION

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UNIVERSITY OF CALIFORNIA, MERCED  
THE OFFICE OF EQUITY, DIVERSITY & INCLUSION AND THE CENTER FOR ENGAGED TEACHING & LEARNING PRESENT

## EQUITY ADVANCING SHOWCASE ON EDUCATION

MULTI-DISCIPLINARY PERSPECTIVES ON ASPECTS OF ANTI-RACIST PEDAGOGY

LEARNING INVITATIONS • DECOLONIZED CURRICULUM • LIBERATORY PEDAGOGY • NON-VIOLENT ASSESSMENT

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<https://diversity.ucmerced.edu/events/equity-advancing-showcase-education-ease>

The Office of Equity, Diversity & Inclusion, in partnership with the Center for Engaged Teaching & Learning, presents the Equity Advancing Showcase on Education (EASE), which served to explore different issues and practices associated with supporting equity, diversity, and inclusion as they are experienced within the classroom and other learning spaces. As the culminating event of a year-long multi-disciplinary learning community, EASE featured the work of UC Merced instructors who engaged in a collaborative discussion about anti-racist pedagogy and employed course redesign principles to develop more effective teaching practices that promote inclusivity and support transformative learning for our diverse student population. EASE also featured cross-disciplinary UC Merced panelists who discussed how to approach decolonizing pedagogy and showcased effective teaching strategies to help facilitate transformative learning for our student population.

### EQUITY ADVANCING SHOWCASE ON EDUCATION (EASE) 2021 THEMES AND RECORDINGS

#### **LEARNING INVITATIONS**

Building on Purkey & Novak's ideas about intentionally "summoning students cordially" into our Learning spaces, this panel will explore strategies for building classroom community, revealing and decoding the "hidden curriculum," and language choices for essential course policies and documents (syllabi and assignments)

#### **DECOLONIZED PEDAGOGY**

Seeking for holding space for all cultures and knowledge systems in the curriculum and being aware that what is being taught frames the world, this panel will explore ways of reframing course CLO's, creating anti-racist course content, "flipping the classroom," helping students manage cognitive load, and identifying and leveraging students' community cultural wealth

#### **LIBERATORY TEACHING**

Disrupting the "banking system" of education and practicing Freire's critical pedagogy, the panel will explore decentering authority (the professor as "sage on the stage"), lifting students agency, and practicing transparent teaching in a culturally responsive manner

#### **NON-VIOLENT ASSESSMENT**

Symbolic violence replicates dominant norms, is manifested in the power differentials between groups and reinforced through coercive practices. This will explore the ways many traditional assessment practices violence against students and will propose an alternative that celebrates student assets (not deficits)

<https://diversity.ucmerced.edu/events/equity-advancing-showcase-education-ease>





## CHANCELLOR'S ADVISORY COMMITTEE ON THE STATUS OF WOMEN (CACSW)

[2019-2020 AY CACSW Annual Report](#)

[2020-2021 CACSW Annual Report](#)

Please contact Amelia Johnson ([ajohnson78@ucmerced.edu](mailto:ajohnson78@ucmerced.edu)) for more information regarding CACSW.

*Visit their website: [CACSW Website Link](#)*

## CHANCELLOR'S ADVISORY COUNCIL ON CAMPUS CLIMATE, CULTURE & INCLUSION (CCCI)

[2019-2020 AY CCCI Report](#)

[2019-2020 AY CCCI Non-senate Academics Council Report](#)

[2019-2020 AY Diversity & Equity CCCI Report Academic Senate](#)

[2019-2020 AY CCCI Memorandum Social Justice Initiatives](#)

[Identity Programs Report](#)

[2020-2021 CACQI Annual Report](#)

Please contact Hector Cuevas ([hcuevas@ucmerced.edu](mailto:hcuevas@ucmerced.edu)) and Christopher Ramirez ([cramirez24@ucmerced.edu](mailto:cramirez24@ucmerced.edu)) for more information regarding CCCI.

*Visit their website: [CCCI Website Link](#)*



## CHANCELLOR'S ADVISORY COMMITTEE ON QUEER ISSUES (CACQI)

[2019-2020 AY CACQI Report](#)

[2019-2020 AY CACQI Data Collection Wishlist](#)

[2020-2021 CCCI Annual Report](#)

Please visit their website for more information regarding CACSW.

*Visit their website: [CACQI Website Link](#)*



## **STAFF AND FACULTY OF COLOR**

The Staff and Faculty of Color Association at UC Merced (SFCA) provide 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.

Visit our Website for more information: <https://diversity.ucmerced.edu/>

## **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, make recommendations about cultural and linguistic communication, and 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.

## **UC MERCED BLACK ALLIANCE**

Visit our Website for more information: <https://diversity.ucmerced.edu/>





Click Here For The NADOHE  
NorCal Summit Presentation Slides

Watch the NADOHE  
NorCal Summit



Learn about UC Merced's journey in leading Higher Education towards Inclusive Excellence. This session provides an overview of the establishment of the recently created Office of Equity, Diversity, and Inclusion led by *Associate Chancellor and Chief Diversity Officer Dania Matos, JD*. Showcasing the power in intentional partnerships, different campus stakeholders will present their unique efforts and contributions towards institutional equity and justice. The welcome was provided by *Dr. Mary Wardell-Ghirarduzzi, President of the NorCal NADOHE Chapter and inaugural Vice President for Diversity, Equity, and Inclusion at the University of the Pacific*.

Learning outcomes include:

1. How to grow a new Equity, Diversity, and Inclusion (EDI) office
2. Highlight the process of implementing responsive new and existing initiatives
3. Showcase the power of effective partnerships across campus

Visit <https://diversity.ucmerced.edu/nadohe-norcal-summit> for more information

LEARN MORE

TO LEARN MORE ABOUT VALUING BLACK LIVES TASK FORCE VISIT:

<https://diversity.ucmerced.edu/valuing-black-lives-task-force>

TO LEARN MORE AND REWATCH EVENT FREE SPEECH WEEK VISIT:

<https://diversity.ucmerced.edu/events/free-speech-week>

OFFICE OF EQUITY, DIVERSITY & INCLUSION

# VALUING BLACK LIVES TASK FORCE

ADVANCING EQUITY, JUSTICE, & INCLUSIVE EXCELLENCE

<https://chancellor.ucmerced.edu/equity> | <https://diversity.ucmerced.edu>

UNIVERSITY OF CALIFORNIA  
MERCED

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**SUBCOMMITTEES** | THEMES & AREAS

<p><b>STUDENT SUPPORT</b> CAMPUS CULTURE, CLASSROOM CLIMATE, BLACK STUDENT MENTAL HEALTH, BLACK SCHOLAR RESOURCE &amp; RETENTION CENTER, LEADERSHIP, SCHOLARSHIP AND CAREER</p>	<p><b>STAFF &amp; FACULTY RECRUITMENT &amp; RETENTION</b> BRANDING &amp; SOURCING FOR TALENT, SELECTING TALENT, ON-BOARDING &amp; SOCIALIZATION, ONGOING RETENTION, DEVELOPMENT &amp; ENGAGEMENT</p>	
<p><b>POLICING &amp; ANTI-BLACK VIOLENCE</b> COMMUNICATION, ACCOUNTABILITY &amp; TRAINING</p>	<p><b>RESEARCH, SCHOLARSHIP &amp; FUNDING OPPORTUNITIES</b> PROFESSIONAL DEVELOPMENT, COMMUNITY CONVERSATIONS</p>	<p><b>COMMUNITY ENGAGEMENT</b> EDUCATION, RESEARCH, &amp; OUTREACH</p>

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**STRUCTURE & LEADERSHIP**

46 MEETINGS	61 RECOMMENDATIONS	53 INVOLVED
16 FACULTY	20 STAFF	6 ADMIN
1 ALUMNI	7 STUDENTS	3 COMMUNITY MEMBERS
CO-LEADS		28
MEMBERS		25



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

INAUGURAL **FREE SPEECH WEEK**  
FEBRUARY 22-26, 2021

UC Merced's inaugural Free Speech Week focused on the theme "Can Speech Truly Be Free?" and consisted of various virtual sessions that covered multiple topics associated with free speech and hate speech.



Free Speech Week was possible due to funding provided by the UC National Center for Free Speech and Civic Engagement.

TOTAL REGISTERED ATTENDEES **344**

UNIVERSITY OF CALIFORNIA National Center for Free Speech and Civic Engagement

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**ZOOM EVENTS OVERVIEW**

Events	Speakers	Registered Faculty & Staff	Registered Students
<b>7</b>	<b>12</b>	<b>135</b>	<b>12</b>

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FEBRUARY	INDIVIDUAL EVENT REGISTRATION	
<b>22nd</b>	FREE SPEECH & HATE SPEECH	<b>65</b>
<b>23rd</b>	CAN SPEECH TRULY BE FREE? WHO CAN SAY WHAT WHEN?	<b>62</b>
<b>24th</b>	NAVIGATING ISSUES OF FREE SPEECH & ACADEMIC FREEDOM WITHIN ACADEMIA	<b>45</b>
	FREE SPEECH IS A HUMAN RIGHT	<b>38</b>
<b>25th</b>	HOW HIGHER EDUCATION HAS FAILED TO TEACH CRITICAL THINKING IN PUBLIC DISCOURSE	<b>56</b>
	FREE SPEECH IN EVERYDAY LIFE	<b>38</b>
	USING OUR VOICES TOGETHER: COLLABORATIONS BETWEEN STUDENTS AND ADMINISTRATORS TO ADDRESS CAMPUS SPEECH CHALLENGES	<b>40</b>

<https://freespeech.ucmerced.edu/> | <https://diversity.ucmerced.edu>



## 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](#)
- [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

## 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 UCLA
- [Project Implicit](#)
- [University of California Office of the President: Managing Implicit Bias Series](#)

*For more racial trauma resources visit: <https://diversity.ucmerced.edu/racial-trauma-resources>*

[MENTAL HEALTH RESOURCES](#)

[RECOMMENDED READINGS](#)



# The Calm App

Calm Premium Access for UC Merced Students, Staff, and Faculty



**[CLICK HERE FOR INSTRUCTIONS TO ACTIVATE YOUR CALM ACCOUNT](#)**

CREATE A NEW ACCOUNT USING YOUR UC MERCED EMAIL ADDRESS

<https://it.ucmerced.edu/CalmApp>

We know that meditation and mindfulness can't solve everything. What mindfulness can do is help us look inside of ourselves to become aware of how racism lives within us and how it is perpetuated through us. In fact, several studies have suggested that mindfulness can reduce implicit racial bias ([Link to research](#)). The Calm team has been listening and asking ourselves how we can interrupt systemic racism and show up in solidarity with the Black community. This is - and will continue to be - a work in progress but I wanted to share some resources that could be helpful to share with your community.

1. We have tips for using mindfulness to stand in solidarity with the Black community. Please feel free to share this article or pull language from it to share with your team. [How to use mindfulness to stand in solidarity with the Black community](#)
2. We have our free resource page on our blog. Please share it with your community. No subscription is required to access the programs on this page: [Calm.com/together](https://calm.com/together)
3. We've curated a list of Black voices in the wellness and mindfulness space. This is our first push to amplify Black voices, and won't be the last. You can access the list here: [Amplify Black Voices](#).





**Bobcats Back Together Again  
Fall 2021 will be fully in-person learning and living.**



**GET VACCINATED**



**DO YOUR PART**



**WHAT TO EXPECT ON CAMPUS**

**COVID-19 POLICIES AND COMMUNICATIONS**

*For more information go to <https://doyourpart.ucmerced.edu/>  
Visit Health Services (<https://health.ucmerced.edu/>) For more Information*



**TO STAY UP TO DATE WITH INFORMATION REGARDING COVID-19 PLEASE VISIT THIS PAGE:**

**FACULTY INFORMATION:**

<https://emergency.ucmerced.edu/covid19-faculty-information>  
Resources: <https://emergency.ucmerced.edu/covid19-resources-staff>

**STAFF INFORMATION:**

<https://emergency.ucmerced.edu/covid19-staff-information>  
Resources: <https://emergency.ucmerced.edu/covid19-resources-faculty>

[HTTPS://EMERGENCY.UCMERCED.EDU/CORONAVIRUS](https://emergency.ucmerced.edu/coronavirus)

WHO WE ARE: SUPPORT & RESOURCES

MAINTAINING COMMUNITY

EQUITY AND INCLUSION DURING COVID-19

AT OUR BEST: EMBODYING THE PRINCIPLES OF COMMUNITY

CDC GUIDELINES ON REDUCING STIGMA

NIELA'S COVID-19 DEI STRATEGY CENTER

OIT ZOOM

CALM APP- PREMIUM ACCESS

*For more information visit our website:  
<https://diversity.ucmerced.edu/COVID-Resources>*



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CONNECT WITH US

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# CONNECT WITH US



## SUBSCRIBE

**To opt-in to our newsletter click the link below:**

<https://diversity.ucmerced.edu/form/join-our-email-list>

## FOLLOW US

**Follow the Office of Equity, Diversity, and Inclusion on Twitter!**



<https://twitter.com/UCMDiversity>



## FIND OUT MORE

**To receive more information related to diversity and inclusion go to our page!**

<https://diversity.ucmerced.edu/>



## FEEDBACK

**Your feedback is important to us. To provide feedback click the link below:**

<https://diversity.ucmerced.edu/form/feedback>

