

UC Davis

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Annual Impact Report, July 1, 2020 to June 30, 2021

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Collective

UC DAVIS
Diversity, Equity
and Inclusion

Annual Impact Report
July 1, 2020 to June 30, 2021

Renetta G. Tull, Vice Chancellor

Impact.

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| Laurels | back cover |

Land Acknowledgment. We should take a moment to acknowledge the land on which UC Davis is located. For thousands of years, this land has been the home of Patwin [PUTT-win] people. Today, there are three federally recognized Patwin tribes: Cachil DeHe [CATCH-ill DEE-HEE] Band of Wintun [WIN-tune] Indians of the Colusa Indian Community, Kletsel Dehe [KLET-SELL DEE-HEE] Wintun Nation, and Yocha Dehe Wintun [YO-chuh DEE-HEE] Nation. The Patwin people have remained committed to the stewardship of this land over many centuries. It has been cherished and protected, as elders have instructed the young through generations. We are honored and grateful to be here today on their traditional lands.

A land acknowledgement formally recognizes and pays respect to the indigenous people who once lived where UC Davis stands today. It is intended to raise awareness regarding the enduring relationship between indigenous people and the land. Yocha Dehe Wintun Nation provided a written statement to their Tribal Council, which was subsequently adapted and expanded to include all three Patwin tribes. The three Patwin tribes have approved the above statement.

The DEI Brand (cover). The new DEI Icon, Dynamo, is designed to suggest energy, diversity, motion, and positivity. The warm, rich colors, drawn from the broader UC Davis brand, are meant to evoke feelings of inclusion and belonging. We use the phrases “collective impact” and “strength in diversity” to underscore our department’s commitment to a vigorous and intentional process involving everyone; the phrase “take action” signals urgency.

Letter from the Vice Chancellor

When I reflect back, not only on the year covered in this report, but the past eighteen months, I consider how much effort it has taken to make sure that tens of thousands in our campus and community are safe and healthy (physically and mentally), yet also are able to meet their basic needs, be productive, and serve others. It has been a daunting task, but we are UC Davis, and UC Davis has taken this challenge head on.

This is hard work, and we thank each and every one of you for your contribution to the effort. In this report, we tell the story of the Office of Diversity, Equity and Inclusion’s impact on campus, but we are also increasingly highlighting our collective impact—initiatives across campus where DEI work is continuing and growing throughout our schools, colleges, departments, and administrative units. I extend special thanks to those leaders on campus who have been working to advance Goal 3 of “To Boldly Go,” and the 5 Goals of the D&I Strategic Vision, especially the increasing number of people who are serving on DEI Committees (a best practice toward making advances and improving campus climate). I am also heartened by the increasing number of partnerships beyond our campus, as we recognize that we are all part of a broader DEI ecosystem. Working in collaboration with community is the only way we can ensure a broader and better future for our state and our world.

I want to thank my team in DEI for their continued focus and willingness to meet the moment with integrity and respect for each other and our community. We have much to celebrate and many reasons for gratitude.

Onward!



INTRODUCTION

Addressing major societal problems like structural inequality in higher education requires a coalition of organizations working from a variety of different perspectives. In this past year, our office has worked to unite our campus and community partners around common goals, mobilizing resources that support those goals, and identifying the right types of metrics to track our progress and tell our story. Several scholars have given a name to this concept, “collective impact,”¹ and built out tools to help organizations take such an approach forward and sustain it over time.

As we support the implementation of what we call our “roadmaps to excellence”: the Diversity and Inclusion Strategic Vision, the Hispanic Serving Institution Task Force Report, and To Boldly Go, we are mobilizing the resources in our office, as well as those across the campus, to support diversity, equity, and inclusion work within schools, colleges, centers, departments, and individual teams. This report focuses on our office’s accomplishments; however, partnerships drive many of our efforts, so we have also remarked on the success of others. By anchoring these accomplishments to the goals in our Diversity and Inclusion Strategic Vision (D&ISV), we hope to provide clear evidence that indeed we are making real progress toward institutional transformation.

Over the past year, our office evolved to meet the needs of our large, diverse, and wide-ranging set of constituents—from students to patients, from faculty to alumni, from staff to community partners. Our new research center, the Institute for Diversity, Equity, and Advancement, was created to serve as a catalyst for collective impact by focusing on partnership, evaluation, and dissemination as mechanisms to ensure long-term sustainability and success of our DEI efforts. Our Office of Academic Diversity supported our two faculty centers, oversaw two grant-funded initiatives, and led the campus’s Hispanic Serving Institution initiative to address inequity in degree completion and college success for the benefit of all of our students and for the future of a strong California. The Office of Campus Community Relations expanded to meet growing interest in education and professional development and rose to the many occasions that called for leadership in crisis. They supported community-building efforts across campus and DEI action-planning at the local organizational level and helped our campus authentically and honestly confront issues related to police brutality, police reform, and transformative

¹Hanleybrown, Fay, John Kania, and Mark Kramer. “Channeling Change: Making Collective Impact Work.” *Stanford Social Innovation Review* (website) (January 26, 2012).



Leadership. Renetta G. Tull introduces new branding for the Office of Diversity, Equity and Inclusion. The office was established in 2018, with Tull joining as the inaugural Vice Chancellor in 2019. Tull is also Adjunct Professor, Electrical and Computer Engineering.

justice/alternatives to policing. The Office of Health, Equity, Diversity, and Inclusion focused on initiatives that supported the learning and action-planning on the local organizational level and in the community. Along with its Office for Student and Resident Diversity, the office supports the School of Medicine, Betty Irene School of Nursing, Davis campus health-related departments, and the Medical Center in their efforts to diversify the pipeline to health professions. The Center for Reducing Health Disparities, with its decades-long focus on health inequity and mental health, has and continues to play a central role in the community during the ongoing COVID-19 pandemic.

HISPANIC-SERVING INSTITUTION

connects to D&ISV Goal 1: Identify, attract, retain, and graduate a diverse student body



HSI Vision Implementation

In their report, the 2019 HSI Task Force outlined 54 comprehensive recommendations, grouped into four main goals and “Eleven High Priority Activities,” and articulated four key values to guide implementation. The HSI Task Force received a renewed charge from Chancellor May to implement the recommendations from the report. Four implementation subcommittees formed to look at recruitment, retention and persistence, communications, and grant-funding. The communications subcommittee created a comprehensive three-year communications plan for our HSI aspirations. The Office of Academic Diversity made \$5,000 grants available to the remaining subcommittees to fund innovative projects.

Seed Grant #1: Strategies to Recruit Rising Scholar

Analyzed the effectiveness of interactive and engaging bilingual webinars to increase the recruitment of Latinx applicants. Held a phone-bank with student ambassadors (# student ambassadors participated to contact # prospective students). Held a bilingual webinar for students and their families over Zoom with 135 registrants and their families participating. Held two virtual Diversity Inclusion Networking Events (DINE), one for freshmen and the second for transfers. The program engaged cultural, arts, academic, and advocacy

Farm. Staff at the Student Farm, pictured here, have been engaged in a number of initiatives to redefine agricultural practices with respect to its labor force. Photo by Gregory Urquiaga/UC Davis

organizations as well as peers in “Ask an Aggie.” Three-hundred and eighty-five admits attended, and of the 54 who completed a post-DINE survey, 96% “strongly agreed” or “agreed” they were able to engage with current students in a meaningful way and 89% of the respondents also “strongly agreed” or “agreed” that they could find a sense of community at UC Davis.

Seed Grant #2: Recovering the Past to Forge Belonging

Undergraduates in CHI-141: Community-Based Participatory Research conducted interviews to document the efforts of *pioneros* that brought UC Davis within reach of our HSI aspirations. Students conducted and transcribed 14 interviews with alumni, staff, and faculty and completed 14 oral history interviews of the AB540 and Undocumented Student Center founders, scholars, and affiliates.

Seed Grant #3: Finding Common Ground at the Student Farm

Task Force Members collaborated with staff and students of the student farm to produce a bilingual video about the Farm. The video is designed to foster a sense of belonging for our Latinx/Chicanx students by recognizing their cultural roots and the land-based knowledge shared by many.

HISPANIC-SERVING INSTITUTION

connects to D&ISV Goal 1: Identify, attract, retain, and graduate a diverse student body

New Funding

With support from DEI, the campus secured several HSI-related grants.

Advancing Diversity by Educating the Professors of Tomorrow (ADEPT)

UC-HSI Doctoral Diversity Initiative Grant

To build an academic pipeline from Sacramento State University to UC Davis for students interested in biotechnology and related STEM fields. **PIs: Karen McDonald (Chemical Engineering) and Denneal Jamison-McClung (Biotechnology Program Director)**

The HSI Strategic Innovation Summit for Advanced Research and Instruction in Artificial Intelligence and Quantum Information Sciences

National Science Foundation

A two-day virtual meeting that brings together professors and researchers from HSIs, senior university officials, industry experts and government sponsors to explore ways to accelerate research and create undergraduate courses in artificial intelligence and quantum information sciences at HSIs. **PI: Damon Tull, Graduate School of Management**

Visiting Innovative Scholar Research Program for Institutions Orienting to National Needs (VISION)

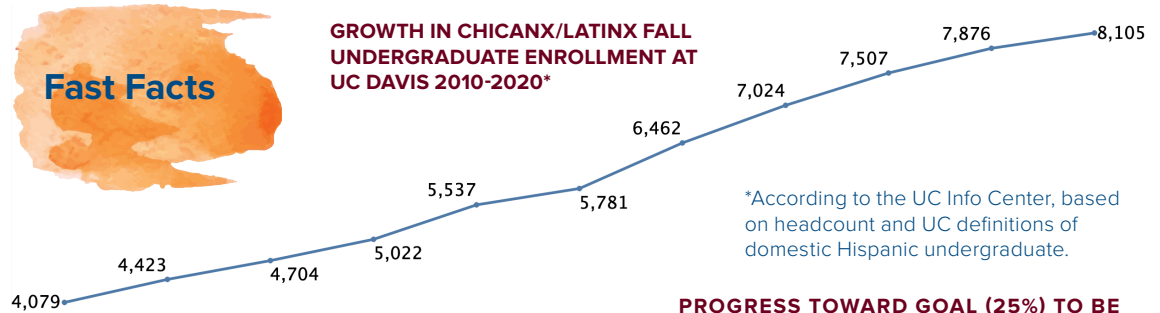
National Science Foundation

VISION is a national four-year effort to recruit, train, mentor, support, and place early and mid-career doctoral degree holders in STEM fields to teach and conduct research at minority-serving institutions. **PI: Damon Tull, Graduate School of Management**

Diversity and Inclusion in Research, Education, and Career Training (DIRECT)

UC-HSI Doctoral Diversity Initiative Project

DIRECT works to expose, encourage, prepare, and involve Hispanic and African Americans/Blacks, Hispanic/Latinx, and Native Americans/Alaskan Natives students in agricultural economics through mentor networks and experiential learning and research opportunities. **PIs: Krisin Kiesel and Steven Boucher, Agricultural & Resource Economics**



*According to the UC Info Center, based on headcount and UC definitions of domestic Hispanic undergraduate.

Fast Facts

OF NOTE

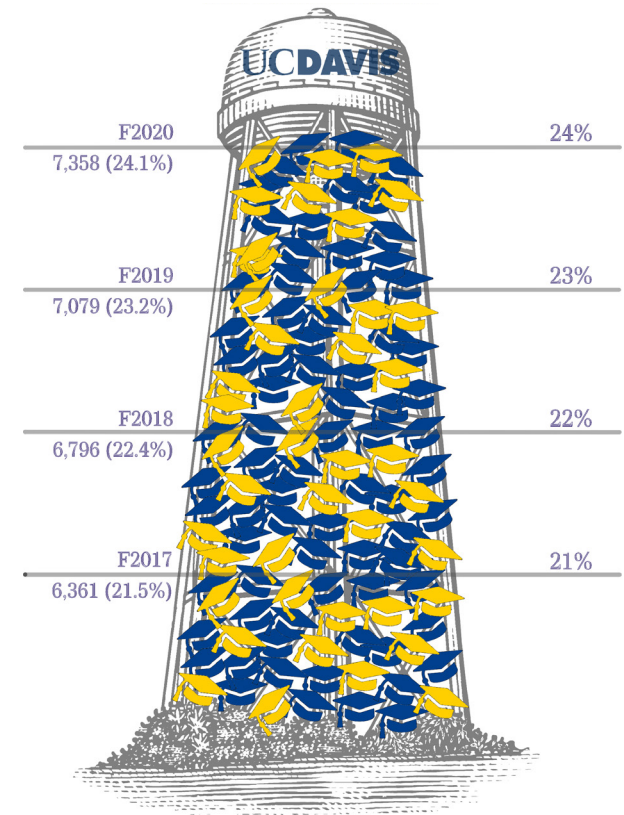
Between fall 2009 and fall 2019, undergraduate Hispanic students in degree-granting postsecondary institutions increased by 49%, from 2.5 million to 3.8 million, as compared to a decrease of 5% in total enrollment of 19.6 million to 18.6 million. However, it was projected that while the total number of students would slightly increase from 18.6 to 18.7 million from 2019 to 2020, the number of Hispanic students would decrease from 3.8 to 3.7 million in that same period, with many experts attributing the drop to the COVID-19 pandemic.

—National Center for Education Statistics Table 306.30, *Fall Enrollment of U.S. residents in degree-granting postsecondary institutions, by race/ethnicity*

The AB540 and Undocumented Student Center estimates that the number of undocumented students at UC Davis – who are predominantly Latinx – has nearly quadrupled in the six years since the founding of the Center in 2014.

According to the department of Chicana/o Studies, in recent years, the “Introduction to Chicana/o Studies” course typically enrolls as many as 400 students whereas a 2004 version of this course enrolled 150.

PROGRESS TOWARD GOAL (25%) TO BE DESIGNATED A HISPANIC-SERVING INSTITUTION**



**Proportion of full time domestic undergraduate Hispanic students as defined by the Department of Education.

ACTION PLANNING

connects to D&ISV Goal 5: Ensure accountability to diversity and inclusion efforts on campus and in surrounding neighboring communities

Action Planning Summary

52+

ally statements
after the murder of George Floyd

106

units participated in “Implementing the
Strategic Vision” workshop

311%

increase in seminars and courses offered
since 2017-2018

510%

increase in attendance since 2017-2018

40+

local DEI committees formed

1850+

individuals surveyed on climate

The 2017 Diversity and Inclusion Strategic Vision recognized that colleges, schools, departments, groups, and units would need to understand their own context and create DEI action plans that aligned with the needs, strengths, and goals of their particular organization. The Office of Diversity, Equity and Inclusion has developed toolkits for units to use in this endeavor. By highlighting case studies and successes, we hope to elevate innovative ideas and coordinate continued work toward the campus D&ISV Strategic Vision.

I-DARE Initiative

UC Davis Health established the Inclusion, Diversity, Anti-Racism and Equity (I-DARE) Initiative to catalyze a UC Davis Health campus-wide effort to advance the goals outlined in the UC Davis Diversity, Equity and Inclusion Strategic Vision.

- **Initiated implementation of Diversity, Equity and Inclusion (DEI)-related committee taskforces across 31 units.**
- **Conducted DEI needs assessment surveys for the UC Davis School of Medicine and School of Nursing—completed by over 1500 individuals across 26 departments/units.**
- **Through a collaborative partnership with the Business and Institutional Analysis team, OHEDI developed individual unit reports, as well as an institutional summary, with interactive dashboards to follow.**
- **Established a community of practice among DEI taskforce Chairs and Co-Chairs of 43 members to provide support for the development of sustainable action plans that address the DEI needs of each individual unit while also generating a set of best practices for broader use.**
- **Led I-DARE Chairs/Co-Chairs in small group cohort learning through the Anti-Racism and Cultural Humility (ARC) program.**
- **Budgeted nearly \$500k to support efforts to advance the I-DARE Initiative activities in departments/units.**

5x5 Action Planning

Davis Campus established a process based in the 5 goals of the Diversity and Inclusion Strategic Vision and the intellectual framework developed by Dr. Maisha T. Winn and Dr. Lawrence (Torry) Winn of the Center for Transformative Justice in Education Center, the 5 Pedagogies: History Matters, Race Matters, Language Matters, Justice Matters, Futures Matter.

- **Launched the 5x5 DEI-TJE partnership with a campus session, with more than 800 people attending virtually.**
- **Conducted a pilot DEI climate survey for the College of Biological Sciences and the Department of Biomedical Engineering, in addition to several other smaller units—completed by 350 individuals for the pilot.**
- **Contracted with UC Davis Audit Management Advisory Services to assess the current status of DEI goals on campus and within individual units and ensure accountability tools and procedure; five colleges and schools participated in the initial data gathering project.**
- **Provided the Implementing the Diversity and Inclusion Strategic Vision interactive workshop to multiple units across campus.**

action planning

ACTION PLANNING

connects to D&ISV Goal 5: Ensure accountability to diversity and inclusion efforts on campus and in surrounding neighboring communities

Case Studies

DEI office staff have consulted with the following units on their DEI activities and efforts, including the creation of actionable plans to address climate at the local level.

Betty Irene Moore School of Nursing

(BIMSON). Their work included: (a) DEI-focused support for nursing students, faculty and community;

(b) outreach programs to attract and attract a diverse workforce to healthcare pathway programs; (c) inspirational speakers and instructors; and (d) mentorship of pre-nursing students. They sought recognition of their efforts by applying for the INSIGHT Into Diversity Higher Education Excellence in Diversity (HEED) Award, which specifically recognizes universities and colleges for an outstanding commitment to DEI.

BIMSON and School of Medicine. Medical school students added three sessions of dedicated anti-racism training in addition to health equity themed sessions throughout the new I-EXPLORE curriculum; nursing school clinical students took three sessions of race, cultural humility, anti-racism, and health in addition to a course on Social Determinants of Health. Doctoral nursing students have three sessions on anti-racism, cultural humility, and health. 458 faculty and UCDH leaders have taken SEED curriculum: 93% of all course directors, 96% of residency program directors, and 100% of the UCD SOM Education Council members. I-DARE chairs and co-chairs (35) attended ARC Training. 91% of faculty and 7% of PSS staff reported participation in DEI training in the past 12 months.

Chancellor's Council of Deans and Vice Chancellors. Attended facilitated presentations and discussions on the "Embracing our Aggie Community" EverFi online student module; the UC-CORO Systemwide Leadership Collaborative anti-racism presentation and discussion; and the 5 Pedagogical Stances (History, Race, Justice, Language, Futures).

Development and Alumni Relations. Appointed teams to work with DEI on fundraising. Designated multiple 2020 campaigns to raise funds for students from diverse groups, including the Native American Academic Student Success Center (The "Native Nest") and the Center for African Diaspora Student Success (CADSS). Provided support to Student Affairs development.

Department of Physics and Astronomy. Formed an ad hoc committee and disseminated a climate survey. Disseminated two reports based on the data, which are published on their website. Of the undergraduates, graduate students, postdocs, lecturers, researchers, faculty, and staff who were surveyed, participation rates neared 50% for the department as a whole and well exceeding that rate for several groups (e.g., more than 60% for graduate students and about 75% for faculty).

Graduate Studies. The Graduate Studies Anti-Racism Initiative (GSARI) was developed to examine and address racial bias in graduate education and training. Four working groups bring together faculty, graduate students, postdoctoral scholars, staff, and representatives from graduate studies to address issues of support, training, advocacy, recruitment, and retention.

Graduate School of Management. Sponsored a school-wide 21-Week Anti-Racism Challenge. Scheduled staff training, participated in Campus Community Book Project programming; sponsored events, book groups, conference attendance, and training workshops; invested in an anti-racism faculty training retreat; and put a focus on intentional admissions strategies and scholarships to attract diverse domestic students.

MIND Institute. Staff members trained to facilitate racial healing circles; they held book clubs and discussion groups; and they contracted with TJE for training sessions in the 5PS. Established a quarterly grant program to support scholars with research projects that address issues of race, ethnicity and culture in the development, identification, care and support of individuals with neurodevelopmental challenges and their families. Their RISE-UP program for undergraduate students provides mentoring.

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

connects to D&ISV Goal 2: Identify, attract, and retain a diverse faculty and staff



Excellence. J3sus M. Vel3squez and his Materials Science lab received an NSF Career grant in 2020. Beyond their research accomplishments, CAMPOS faculty continue striving for excellence in teaching and mentoring and were active in their outreach and science communication efforts.

“**ENHANCE IS AN INSPIRING EXAMPLE** of a program that seeks to alleviate the disproportionate burdens that underrepresented faculty face in ways that are simple but effective, giving these talented scholars the support they need **TO ADVANCE IN THEIR FIELDS OF RESEARCH AND CONTRIBUTE TO THE UNIVERSITY’S MISSION.** It is our hope that this program can serve as a model for where the university can target its efforts in the future.”

—Lorelle Espinosa, Program Director at the Alfred P. Sloan Foundation, which is giving CAMPOS \$250,000 (over two years, matched \$140,750 by UC Davis campus partners) to launch an initiative to assist underrepresented minorities with research development and family care during and after the coronavirus pandemic.

CAMPOS

Most academic diversity initiatives focus on student intervention. CAMPOS is unique in that it centers its efforts on STEM faculty. CAMPOS provides opportunities to support the scholarship of CAMPOS faculty through networking, collaboration, mentorship and the development of leadership skills. Throughout the year, the center offers programming for faculty to disseminate their research, share experiences, and discuss issues of common concern. CAMPOS creates a broader community of scholars by inviting other UC Davis STEM faculty to become CAMPOS affiliates and/or participate in many of the CAMPOS-sponsored activities. CAMPOS faculty develop team science strategies, create new collaborations, participate in teaching and training opportunities, and partner with the surrounding communities. Through their work at UC Davis, CAMPOS faculty train and inspire the next generation of STEM scientists.

Collectively, CAMPOS faculty received 10 awards and recognitions, published over 50 scientific papers, and supervised 48 ongoing grants as lead Principal Investigators. In the year 2020, CAMPOS faculty were awarded 14 grants (as PI or co-PI). In 2020, CAMPOS launched its weekly Research Colloquia, a series of research seminars with the goal to showcase the research done by CAMPOS faculty. There were nine CAMPOS Research Colloquia between January and March. When the pandemic interrupted the series in fall 2020, CAMPOS hosted 5 bi-weekly virtual networking events for CAMPOS faculty. The CAMPOS Affiliate Program expanded to include a total of 35 faculty across several schools, colleges, and centers. A new CAMPOS survey marked the beginning of a longitudinal research study to assess the faculty needs, their satisfaction, and to evaluate the effectiveness of the proposed interventions. In September 2020, CAMPOS and its sister program CAMPSAH hosted a 3-day New Faculty Orientation, with 18 participants.



Along with other CAMPOS scholars, these UC Davis faculty are using STEM to find solutions to longstanding inequities in health and science.

FACULTY DIRECTOR MARIEL VAZQUEZ

Professor, Department of Mathematics; Department of Microbiology and Molecular Genetics

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

connects to D&ISV Goal 2: Identify, attract, and retain a diverse faculty and staff

New CAMPOS Faculty Scholars

- Jairo Fúquene-Patiño, Assistant Professor of Statistics
- Theanne Griffith, Assistant Professor of Physiology and Membrane Biology
- Tifanni Johnson, Assistant Professor of Emergency Medicine
- Jasquelin Peña, Associate Professor of Civil and Environmental Engineering
- Fernanda Valdovinos, Assistant Professor of Environmental Science and Policy

ADVANCE Scholar Award

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

Diane Beckles, Plant Sciences, College of Agricultural and Environmental Sciences

Luis Carvajal-Carmona, Biochemistry and Molecular Medicine, School of Medicine

Notable Scholarship

- Fawn Cothran in the School of Nursing researches the challenges in and solutions to healthcare outcomes for African Americans.
- Natalia Caporale in Neurobiology, Physiology, and Behavior examines the impact of ethnic studies education on STEM students.
- Tiffani Johnson in Emergency Medicine works on race and health disparities in pediatric care.



Fast Facts

31

exceptional ladder-rank faculty scholars across

24

departments

34

CAMPOS Affiliates

7%

proportion of UC Davis ladder rank & equivalent faculty who identify as Latinx/Chicanx (domestic and international) compared to 4% when CAMPOS was founded 2012.

Understanding. CAMPOS Scholar Crystal Rogers in Anatomy, Physiology, and Cell Biology Veterinary Medicine stands for a portrait. Her lab studies neural tube and neural crest cells for understanding of early development in vertebrate embryos in chickens, quail, peafowl and axolatl emryos. Photo by Gregory Urquiaga

CENTER FOR THE ADVANCEMENT OF MULTICULTURAL PERSPECTIVE ON SOCIAL SCIENCE, ARTS, AND HUMANITIES (CAMPSSAH)

connects to D&ISV Goal 2: Identify, attract, and retain a diverse faculty and staff



CAMPSSAH

CAMPSSAH encompasses the recruitment, integration, and retention of those faculty whose research, teaching, scholarly and creative production in the social sciences, humanities and the arts elevates the voices and visibility of underrepresented students and communities at UC Davis. Through its work, CAMPSSAH helps faculty have the resources and the energies to do their own research and to do the work of diversity that requires hands-on connections with others at all levels of the institution—from undergraduate students to career staff and administrators. Recent efforts focus on mentorship and sustained support at all levels and ranks: to create equity, to guard against burnout, and to support work-life balance and wellness.

CAMPSSAH saw its impact grow through the implementation of the P.L.A.C.E. grant (see opposite page). CAMPSSAH also hosted a virtual salon attended by 50 participants on May 21, 2021, CAMPSSAH faculty Stacy-Ann Elvy (School of Law, “A Commercial Law of Privacy and Security”), Beenash Jafri (Gender, Sexuality, and Women’s Studies, “Decolonizing Diasporic Film”), and Benjamin Weber (African American and African Studies, “Rethinking Human Rights through the Imprisoned Black Radical Tradition”) discussed their research and life through the pandemic.



FACULTY DIRECTOR KIMBERLY NETTLES-BARCELÓN
Associate Professor, Department of Gender, Sexuality, and Women’s Studies

Scholarship. (l-r) Milmon Harrison, Associate Professor of African American and African Studies; Rachel Jean-Baptiste, Associate Professor of History; Beenash Jafri, Assistant Professor of Gender, Sexuality, and Women’s Studies; and Desirée Martín, Associate Professor of English at P.L.A.C.E. with CAMPSSAH Summer Writing Symposium.

Fast Facts

13

**exceptional
ladder-rank faculty
scholars across**

12

departments and schools

36

CAMPSSAH Affiliates

CAMPSSAH



Professors Leveraging a Community of Engagement (P.L.A.C.E.) with CAMPSSAH

In the first year, we awarded more than \$28,000 to 14 faculty and hosted two significant writing communities and we hope to provide even more in the way of community and awards in year two.

Associate professor participants in the writing communities have expressed the significance of engaging at this specific moment in the career trajectory. Six faculty participated in the summer writing symposium held September 15-21. 4 participated in the two-quarter writing community.

The Scholar of the Quarter award, based on research that demonstrates faculty gain the most job satisfaction when their work is recognized by their peers as valuable, recognized Lisa G. Materson (History) and Elizabeth Montañó (School of Education).

A Post-Tenure Start-Up Award of \$4,000 in Academic Enrichment Funds went to Susan D. Brown (Internal Medicine) and Jessica Bissett Perea (Native American Studies), who enrolled in the National Center for Faculty Development & Diversity's Post-Tenure Pathfinders Program.

A Yearly Writing Community of four scholars worked together for the winter and spring quarters with the facilitation of a professional writing instructor to move projects toward completion. The community addresses the problem that women faculty and faculty of color are more likely to remain in the associate rank for a longer period of time due to multiple factors.

P.L.A.C.E. with CAMPSSAH allocated funds for Jon D. Rossini, (Theater and Dance, "Pragmatic Liberation and the Labyrinth of Free Association: Rethinking Politics through Mainland Puerto Rican Drama") to convene a virtual workshop, bringing together chosen experts in the scholar's field to help prepare a manuscript for submission to a publisher.

New CAMPSSAH Faculty Scholars

- Kathleen Cruz, Assistant Professor of Classics
- Beenash Jafri, Assistant Professor of Gender, Sexuality, and Women's Studies
- Michael V. Singh, Assistant Professor of Chicana/o Studies
- Emily Celeste Vázquez Enríquez, Assistant Professor of Spanish and Portuguese
- Benjamin D. Weber, Assistant Professor of African-American and African Studies
- Kathleen Whiteley, Assistant Professor of Native American Studies

“

I made a mid-career move to Davis in 2017, and have found it difficult to connect meaningfully with colleagues outside my home units. **THIS WAS A WONDERFUL OPPORTUNITY** to do just that... away from the pressures of campus.” —P.L.A.C.E. Writing Symposium participant

“

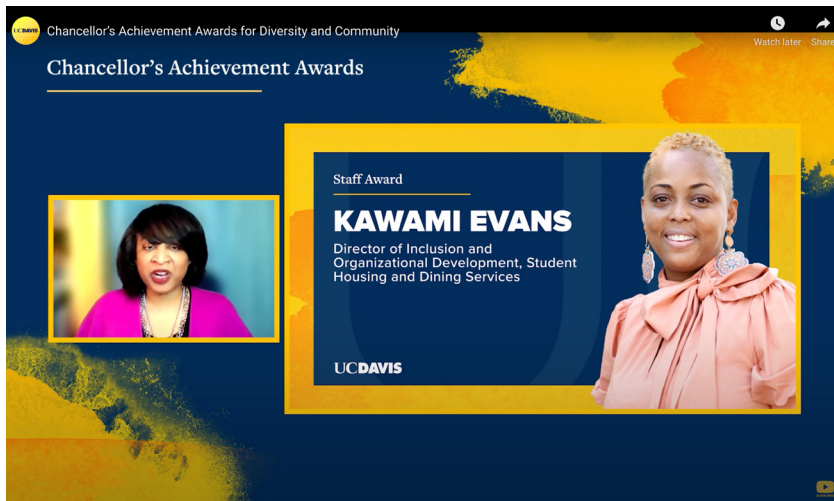
Reading and listening to the work of diverse writers and scholars was the **KEY TO THE EVOLUTION OF MY BOOK.**” —P.L.A.C.E. Writing Community participant

“

This Writing Community is **EXACTLY THE KIND OF CONCRETE SUPPORT THE UNIVERSITY SHOULD CONTINUE TO PROVIDE** to help faculty make progress on their scholarship.” —P.L.A.C.E. Writing Community participant

DEI ADVISORY GROUPS

connects to D&ISV Goal 3: Advance a climate that fosters inclusion excellence



Recognition. Chancellor's Achievement Awards for Diversity and Community and Diversity and Principles of Community Award Ceremonies, May 26 had 99 participants.

DEI Advisory Groups

Our office supported more than 1500 Advisory Committee, Employee Resource Groups, and Diversity Leadership Group members—groups that met more than 100 times—in their work to advocate for diversity, equity, and inclusion across campus and in the community. Thank you to all who served.

AAFSA hosted a Career Conversation featuring UC Davis senior leadership.

AAFSA, LSFA, and PRIDE gave nine scholarships and awards.

UC Davis Health APASA facilitated a three-part series in recognition of AAPI Heritage Month in May 2021, a partnership between the Campus Community Book Project and Office for Health Equity, Diversity, and Inclusion D&I Dialogue Series.

The Chancellor's Committee on LGBTQIA+ Communities collaborated with the Davis Humanities Institute to host a presentation by Charlie Amáyá Scott, a Diné (Navajo) scholar born and raised within the central part of the Navajo Nation.

Administrative Management Group (ADMAN)

8 officers; 12 meetings

NEW! Advising for Equity Administrative Advisory Committee

48 members

African American Faculty and Staff Association (AAFSA)

4 officers; 400 Members; 20 meetings

Asian Pacific American Systemwide Alliance (APASA)

200 members; 6 meetings; 3 community events

Campus Council on Community and Diversity (CCC&D)

45 members; 5 meetings

Chancellor's Committee on LGBTQIA+ Communities

Disability Issues Administrative Advisory Committee (DIAAC)

30 members; 8 meetings

Divers

45 members; 9 meetings

Diversity and Inclusion Executive Leadership Team (DEI-ELT)

34 members; 8 meetings

Hispanic Serving Institution Implementation Task Force

43 members; 7 meetings

Latinx Staff and Faculty Association (LSFA)

283 members; 3 meetings.

Lived Name and Gender Marker Implementation Committee

57 members; 12 meetings

Native American Faculty & Staff Association

People, Respect, Inclusion, Diversity and Education (PRIDE)-LGBTQ+

200 Members; 4 meetings

Staff Advisory Council on Equity, Diversity and Inclusion (SACEDI)

Staff Diversity Administrative Advisory Committee (SDAAC)

64 members; 10 meetings

Status of Women at Davis Administrative Advisory Committee (SWADAAC)

34 members; 8 meetings

Veteran's Constituency Group

108 Members; 2 meetings

Veterans Employee Association

Vice Chancellor's Advisory Committee on Faculty Excellence in Diversity

22 members

Vice Chancellor's LGBTQ+ Advisory Council

DEI ADVISORY GROUPS

connects to D&ISV Goal 3: Advance a climate that fosters inclusion excellence

The Chancellor's Committee on
LGBTQIA+ Communities Presents:

Charlie Amáyá Scott




*Inspiring Joy & Justice:
Challenging Settler Colonialism on
Social Media and Higher Education*

Organizers. In addition to advocating for their constituencies, many DEI advisory groups organize events and educational programming for the broader campus community.

Disability Awareness Symposium and
Accessibility Technology Fair

Successful Treatment of Chemical & Electrical Sensitivity

Keynote: Lisa Lavine Nagy M.D.
ENVIRONMENTAL HEALTH CENTER OF MARTHA'S
VINEYARD



DIAAC Presented Disability Awareness Symposium on Environmental and Chemical Sensitivities (112 participants); hosted Principles of Community, DIAAC Dialogues Presents (The Intersection of Disability and Other Identities); introduced the campus to vendors that provide adaptive technologies; and hosted a workshop on “Accessible & Universal Design for Immersive Experiences.” Members assisted in the development of a student-run and student-centered accessibility committee; Collaborated with Academic Technology Services (ATS) to provide accessibility testing for LTI apps being considered for the Canvas LMS; and assisted with the research, implementation and review of indoor/outdoor wayfinding services for students on campus. They collaborated with UCDH ERG Diversability on the ADA Now! Reading List and the 30th Anniversary celebration.

Vice Chancellor's LGBTQIA+ Advisory Council sponsored the annual Improving OUTcomes Conference, a free four-part online speaker series with sessions focused presentations on Cultural Humility and Overcoming Stereotype Threat, Homelessness for LGBTQ+ Adults and Youth, and panel

discussions on Transgender Patient Experiences and Transgender Student Experiences with 45 participants.

PRIDE ERG and the Vice Chancellor's LGBTQ+ Advisory Council built relationships and partnerships with the Gender Health Center and the Sacramento LGBT Community Center to provide additional engagement and training opportunities for UCDH staff, students, and faculty to create welcoming and respectful environments, as well as working with and serving the LGBTQ+ community through more inclusive practices and language in workplace and clinic areas.

SDAAC planned and hosted the Soaring to New Heights Diversity Celebration and Awards Ceremony, a virtual event in which 6 Diversity & Principles of Community Achievement Awards were presented. They planned and coordinated an event for Principles of Community Week, with

approximately 20 in attendance. The group advocated for more participation from AACs on senior leader recruitment advisory committees; mandatory diversity training for new employees; and more transparent approaches to selecting members in Administrative advisory Committees. They led facilitation of Common Grounds meetings along with other AACs and ERGs to strengthen connection and networking across groups.

SWADAAC established a Twitter account (adding 105 followers) and increased their listserv to 270 subscribers. Their virtual UC Women's Initiative event hosted 48 participants. Following receipt of their letter of concern regarding childcare at Aggie Square, UC Davis leadership invited members to join a discussion of efforts to expand childcare access in Sacramento.

Veterans Constituent Group (VCG) presented The Annual Veterans Day Celebration with Clifton B. Carpenter, a retired Marine Corps officer, speaking.

INSTITUTE FOR DIVERSITY, EQUITY, AND ADVANCEMENT

connects to D&ISV Goal 4: Promote diversity and inclusion in research, teaching, public service, and training across campus and in neighboring communities



SAYS. National Youth Poet Laureate Alexander Huynh, has enrolled at Stanford university with an engineering major. She credits her participation in Sacramento Area Youth Speaks (SAYS), a UC Davis-affiliated outreach program, for helping her find her voice and pursue her goals. SAYS is a collaboration of DEI, Enrollment Management, and the School of Education

IDEA

Established February 2021 with Renetta G. Tull, Vice Chancellor for Diversity, Equity and Inclusion Founding Executive Director, IDEA supports collaborations and projects that involve UC Davis' existing and new recruitment, retention, and advancement programs and interventions that connect to issues of diversity, equity, and inclusion. By centralizing partnership and conducting research to assess the impact of DEI interventions, IDEA seeks to ensure that programs in its hub are truly making a collective impact. In addition to those described here, ongoing and future initiatives include:

- Addressing Anti-Blackness to Facilitate Inclusive Excellence
- Advancing Diversity by Educating the Professors of Tomorrow (ADEPT)
- Beyond the Barriers
- CORO: Anti-racism in Management project
- ENGAGE Professional Development & Global Engagement
- HSI Strategic Innovation Summit for Advanced Research and Instruction in Artificial Intelligence and Quantum Information Sciences
- Improve Your Tomorrow/1300 Campaign
- Program-Level Assessment Capacity Enrichment for Equity (PACE4E)
- PROMISE Engineering Institute
- Redwood SEED Scholars Program
- Sacramento Area Youth Speaks (SAYS) (with Enrollment Management and the School of Education)
- VISION

“**YOU ARE NEVER STRONG ENOUGH THAT YOU DON'T NEED HELP.**” —Cesar Chavez



FACULTY DIRECTOR RACHEL JEAN-BAPTISTE
Associate Professor, Department of History

INSTITUTE FOR DIVERSITY, EQUITY, AND ADVANCEMENT

connects to D&ISV Goal 4: Promote diversity and inclusion in research, teaching, public service, and training across campus and in neighboring communities

IDEA and Healthy Davis Together. Partnerships for Stopping the Spread of COVID-19 and Mitigating Economic Impact provided a \$600,000 grant to support three initial programs. A social media campaign encouraged masking, social distancing, and vaccination: 53 pieces of content posted on Instagram (422 likes), Twitter (58 retweets, 143 likes), Facebook (9 shares, 97 likes). Stories, infographics, videos, and selfie-stations at COVID-19 testing sites were created to inform and engage campus and community members. Campaigns reached 400+ people in Davis. Incentives gift cards from local minority-owned businesses supported reaching a diverse audience. The program expanded from Davis to 5 new sites including West Sacramento, Woodland, Winters, Esparto, Knights Landing. \$150,000 in mental health grants were distributed to students who lost their jobs and livelihoods as the result of the pandemic.

Each Aggie Matters: led in partnership with Student Affairs, provided 133 undergrad and graduate students with over \$100K in emergency grants during the period. While quarantining, 275 students attend virtual mental health and social events and 236 students completed virtual sessions on suicide prevention.



CCYCL. The annual Cesar Chavez Youth Leadership Conference attracts 2000, middle school, high school and community college students, as well as parents and community members to UC Davis. A webinar highlighting the STEM fields was held in April 2020 (189 students registered and 135 attended) with keynote speaker Dr. Alexandra Colón-Rodríguez, UC Davis faculty, department of Neurobiology, Physiology and Behavior.

DIVERSITY • MENTAL HEALTH • RESILIENCE
Together, we support your mental well-being.
#ThisIsUCDavis
Learn more by visiting
eachaggiematters.ucdavis.edu/mentalhealth

UC DAVIS
STUDENT HEALTH AND
COUNSELING SERVICES

EACH AGGIE MATTERS

UC DAVIS
DIVERSITY, EQUITY
AND INCLUSION

HEALTHY DAVIS TOGETHER

#ThisIsUCDavis. The #ThisIsUCDavis communications campaign was launched to connect students to mental health resources.

CENTER FOR REDUCING HEALTH DISPARITIES (CRHD)

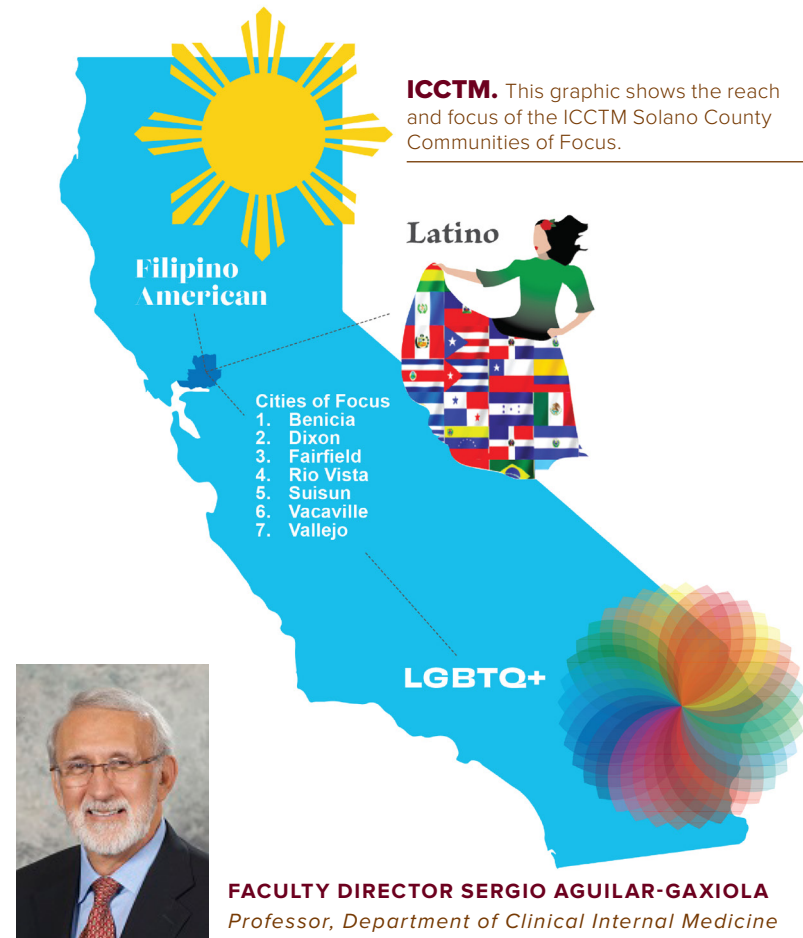
connects to D&ISV Goal 4: Promote diversity and inclusion in research, teaching, public service, and training across campus and in neighboring communities

Center for Reducing Health Disparities (CRHD)

The COVID-19 pandemic has highlighted an issue that the CRHD has been addressing since 2005: that racial and ethnic minorities are in poorer health, suffer worse health outcomes, and have higher morbidity and mortality rates than white cohorts. In addition to its ongoing projects focused on access to quality health care, the Center engaged in three essential COVID-19 projects to contribute to the education, access, and resource support for underserved populations during the pandemic.

Cultural Transformation Model-Achieving Health Equity / Solano County Interdisciplinary Collaboration and Cultural Transformation Model (ICCTM). The important 5-year joint project between Solano County Behavioral Health and other regional partners to implement and evaluate an innovative mental health services model concluded. At the end of the project, the number of Access Line users steadily increased from an average of 1,601 callers per year in the pre-project period to 2,066 callers per year in the post-project period, an overall 29% increase. The total number of callers increased 1.5-fold for Latino, 1.5-fold for Filipino Americans, a 5-fold increase of callers who identified as a gender other than “male” or “female,” and a 7-fold increase of callers who identified their sexual orientation as something other than “heterosexual.” Consumers served increased 16.9% for Latinos and 7.9% for Asians (including Filipino Americans) from baseline to post-training. Solano County Behavioral Health system saw a decrease (improvement) of the proportion of consumers who entered the through crisis services (rather than outpatient service) for each community of focus, potentially indicative of a shift from acute mental health care via crisis services to more preventative outpatient care. The decrease on first admissions via crisis services was 15% for Filipino Americans, 8% for Latinos, and 8% in LGBTQ+.

California Reducing Disparities Project (CRDP). Provided high quality, effective technical assistance to 7 Latino-serving community-based organizations (CBOs). In collaboration with each of the CBO partners, conducted 7 assessments and designed customized workplans. Facilitated 10 Latino Hub meetings, each on a relevant topic or need expressed by the CBO partners. Began design of website with best practices which will showcase CRDP Latino Hub work as well as general resources and tools for replication of efforts in the Latino community. Supported



CBO partners with the development of local evaluation reports, which compiled and presented data collected over the life of the project.

Clinical and Translation Science Center Community Engagement

Hosted two virtual Science Cafes: “Asthma and The Environment: The impact of Indoor and Outdoor Air Pollution” and “Quaran-TEEN: Youth Mental Health During COVID-19.” Convened 3 board meetings. Revised and updated their Team Science Course for CTSC trainees. Contributed to the research field by publishing 4 publications. Developed 6 new community partnerships.

CENTER FOR REDUCING HEALTH DISPARITIES (CRHD)

connects to D&ISV Goal 4: Promote diversity and inclusion in research, teaching, public service, and training across campus and in neighboring communities

Share, Trust, Organize, Partner: the COVID-19 California Alliance (STOP COVID-19 CA). Conducted 45 interviews and 16 live or virtual events/presentations on COVID-19 misinformation/myths, risk of infection, workplace outbreaks, and strategies for contact tracing among low income works and immigrant communities in the San Joaquin Valley. The project developed 7 new community partnerships.

ORALE COVID-19! The RADx-UP national network partnership yielded a total of 221 COVID-19 vaccine testing site visits across four (4) counties (Fresno-67 sites Madera 55 sites, Stanislaus 8 sites, and Yolo 91 sites). Additionally over 3,360 tests were administered with 98.8% negative rate over all.

CalHope's Together for Wellness/Juntos por Nuestro Bienestar. Developed a website with Spanish-language resources, engaging virtual focus group of 5 Latinx community members from across California to review 11 proposed Spanish-language scripts to be used for included video recordings. Between October 2020 and June 2021, Dr. Aguilar-Gaxiola participated in 18 events (e.g., debate, interview, webinars, etc.) that promoted this project, reaching nearly 500 participants.



Fast Facts

- 4 Publications
- 150 Events/Engagements (75 in Spanish)
- 128 Engagements for COVID-19 and Health Equity (including 70 for Spanish speaking audience)
- 72 Presentations including local, state, and country events
- 4 Trainings / Meetings
- 6 New Grants / Contract
- 60+ Total partners/organizations

Trauma-Informed. CRHD took steps to respond to rising concerns about the health, welfare, and rights of immigrant communities, as express in protests like the one shown. In partnership with the California Health Care Foundation, CRHD hosted a three-part virtual symposium on the health care needs of immigrants and refugees suffering from toxic stress, among other traumas. The symposium was attended by over 600 participants expanding across 20 states in the US and over 170 organizations and sub-organizations, and resulted in a report, *Trauma-Informed Care and Services for Immigrant Families Proceedings Report*.

HIGHLIGHTS

connected to D&ISV Goal 1: Identify, attract, retain, and graduate a diverse student body

Focus on Student Diversity

In addition to collaborating with our outreach, admissions, recruitment, retention and career-transition partners at the undergraduate, graduate, and professional levels, our office played an active role in several key initiatives to advance objectives under goal one of the Diversity and Inclusion Strategic Vision.

Prep Médico. Thirty-seven scholars participated in this program aimed at helping more Latinos advance in the medical field. Participants reported a desire to stay in the healthcare pathway along with a sense of empowerment gained through program experience and networking opportunities.

Diversity in Graduate Medical Education Virtual Residency

Open House. More than 650 applicants from all 6 UC medical schools, medical schools from 32 states plus the District of Columbia and Puerto Rico, 4 Historically Black medical schools (Charles Drew, Howard, Meharry, Morehouse), and several international programs in Antigua, China, Colombia, and India attended.

Breaking Down Barriers: A Black and Latinx

Pre-Nursing Conference. 290 participants attended the event organized in collaboration with Capitol City Black Nurses; Sacramento Chapter Hispanic Nurses, SON and Prep Medico

Maternal Child Health Careers Research Institute for Student Enhancement (MCHC/

RISE-UP) placed students in community organizations for direct experience related to research projects.

Diversity, Belonging and Inclusion at Work.

Hosted by the Internship and Career Center, UC Davis and UC Davis Health Constituent and Employee Resource Group (ERGs) members met with 62 participating students to help them gain valuable insight into companies and how they operationalize diversity, equity and inclusion in their organizations.

“

I firmly believe the ‘leaky pipeline,’ as it pertains to racial and ethnic minorities in academic science, begins much earlier than graduate school...**AS AN AFRICAN AMERICAN WOMAN SCIENTIST, IT IS EXTREMELY IMPORTANT THAT I AM SEEN BY SUCH CHILDREN.**”

— Theanne Griffith, Assistant Professor, School of Medicine and children’s book author

Indians Accessing Health Professions Program (partnership with Association of American Indian Physicians)

58 Native American pre-health students participated.

Urban Advocates and Achievers (UAA) series for students and families.

Four virtual UAA programs on financial wellness, law careers, and stress reduction attracted 266 participants.

Office of Student Resident Diversity Pathway Programs.

Six programs attracted incoming cohorts in which upwards of 65-92%

(depending on program) identified as a race that is underrepresented in medicine.

Healthy Equity Academy.

The cohort increased from 45 to 60 students.

Model.

The UC Davis School of Medicine was featured in Insight Into Diversity. The School of Medicine is ranked No. 4 for diversity among its student by US News and World Report. It’s top-ranked medical school for diversity outside of the East Coast. The Betty Irene Moore School of Nursing received the 2021 Health Professions Higher Education Excellence in Diversity Award. It’s one of only 50 health professions colleges and universities in the nation to receive this recognition by INSIGHT Into Diversity magazine. The UC Davis Medical Center has been recognized as LGBTQ+ Healthcare Equality Leader for 10 years in a row. The award demonstrates commitment to equitable, inclusive care for LGBTQ+ patients and their families, who can face significant challenges in securing quality health care and respect.



HIGHLIGHTS

connected to D&ISV Goal 2: Identify, attract, and retain a diverse faculty and staff

Focus on Faculty Empowerment

In 2020-21, our office continued the project of supporting faculty to take leadership and ownership in equity projects of their own design. Having faculty accelerate through hiring, merit, and promotions processes is essential to the second goal of the D&ISV—as is promoting the UN’s sustainable development goals to raise awareness of the need to solve global problems from diverse perspectives.

“Faculty Retention and Inclusive Excellence Networks: Designing Solutions” (FRIENDS). With the \$200,000 FRIENDS grant received in 2019, the Office of Academic Diversity brought together 32 faculty across 21 departments in four project teams who developed and presented their projects in April of 2021. Through four Communities of Practice (CoP) these FRIENDS built connections and faculty leadership skills and designed their own solutions to some of the most difficult challenges they face. FRIENDS participated in 20+ CoP meetings, with each small group spending an average of 15 hours meeting together, mostly via Zoom. In April 2021, each group presented their solutions in a 2-hour virtual conference, attended by invited guests, which included campus and faculty leaders, deans, heads of faculty committees, and other faculty leaders across campus. Of those invited, 109 registered and 80 unique viewers attended (73% attendance rate). Following the conference, eleven of the FRIENDS attended a meeting to express interest in participating in the second phase of FRIENDS, a pilot initiative involving one or more of the solutions proposed. The “Culture Shift” proposal was developed and granted \$100,000 for their pilot. Inspired by the other solutions, the Academic Diversity unit in the Office of DEI wrote a successful grant for the UCOP AFD 2021-22 call based on one of the projects, “Dialogues Across Difference.” The project received \$175,000 and is for two years.

“

I think the work of this initiative continues to be critical and is needed even more in the wake of racial injustices and the pandemic. I do think that we have a unique opportunity through this initiative to shine a light on how our own institution has perpetuated long-standing inequities and also to create a vision and actionable strategies to enhance equity across our campus. **I'M EXCITED TO CONTINUE THIS WORK IN PARTNERSHIP WITH EVERYONE.** —FRIENDS Faculty Participant



Solution. Lorena Oropeza, Associate Vice Chancellor for Academic Diversity (right) introduces Lisa Materson (left) and Corrie Decker (not pictured), leaders of a “Culture Shift” project. Their project, which was awarded \$100,000 from the FRIENDS grant, involves the formation of a faculty-led Workplace Climate Action Groups to work intensively with academic departments to identify and address climate issues.

goal 2 highlights

HIGHLIGHTS

connected to D&ISV Goal 3: Advance a climate that fosters inclusion excellence

Focus on Climate Reimagined

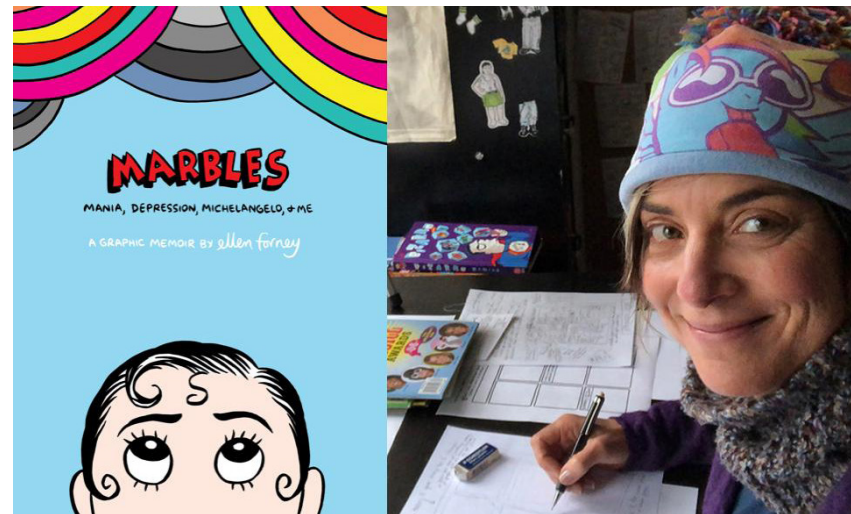
The unprecedented challenges of 2020-21, from civil unrest to the pandemic and more, including the need to adapt to remote work and classroom experiences, created a huge disruption to our campus community. While many of our community-building efforts became more accessible through remote programming, our office also pivoted to respond to magnified feelings of isolation, exclusion, and barriers to opportunity. Our staff served as representatives in conversations, on committees, and in ad-hoc discussions that framed a new and more urgent conversation about campus climate.

Community-Building Events

- Principles of Community Week 2021 included 8 events with 646 participants at UC Davis Health
- Student Advisors to the Chancellor and representatives from the Chancellor’s Undergraduate Advisory Board organized a February 24 meet and greet attended by 38
- CA Endowment event “The Race to Vaccinate: Protecting the most vulnerable Californians from COVID-19”: 400+ participants joined a panel of front line workers for a discussion on the entrenched inequities in our health systems, the science behind the development of the COVID-19 vaccines, and the medical community’s role in building trust with communities of color
- Diversity & Inclusion Dialogue Series hosted 165 participants
- Growing as a Community hosted 9 virtual sessions for 1,406 participants
- Improving OUTcomes Conference held a free virtual 4-part series

Mental Wellness: The Campus Community Book Project

The Campus Community Book Project (CCBP) addressed the topic of “mental health” and featured **Marbles: Mania, Depression, Michelangelo, & Me** by Ellen Forney. Virtual events increased accessibility and reduced barriers to participation, especially for community members/non-UC Davis affiliates and campus community members who work or study at UC Davis Health.



Marbles. For the first time, the Campus Community Book Project featured a graphic novel, and mental illness in its selection.

1,000 new subscribers to the CCBP mailing list

27 program events

3,125+ program participants, a 162% increase

32 campus partners

19 community partners

4+ UC Davis courses featuring the 2020-2021 CCBP title



HIGHLIGHTS

connected to D&ISV Goal 4: Promote diversity and inclusion in research, teaching, public service, and training across campus and in neighboring communities



Vaccine. Fire Fighter Johnita Lanni-Credit vaccinates a student at the UC Davis COVID vaccination clinic in February of 2021. Photo by Gregory Urquiaga.

Focus on Community Engagement

With major shifts in how people are thinking and talking about community engagement along with the urgent need to respond to racial reckonings and the increasing disparities of COVID-19's impact, our office took a broad approach to strengthening community—engaging our teams in deep understanding cultural, social, and systemic forces that shape our world and partnering with community groups in ways that put their voices at the center of the work that needs to be done.

Anchor Institution Mission (AIM) for Community Health Initiative

Targeted efforts for outreach and engagement to benefit workforce development to share recruitment opportunities and professional pathway development of UCDH staff positions

Advised on the AggieSquare development and community engagement

Partnered and collaborated with the UCDH Community Advisory Board

Organized a Diverse Supplier Vendor Expo with engagement internally with Supply Chain/Procurement and externally with the Diverse Sacramento Chambers of Commerce

Formalized partnerships with diverse Chambers of Commerce to promote and share information on becoming a vendor as part of the Small Businesses First Program

Partnered with Anchor Coalition, Sacramento Coalition, to coordinate and shape approach toward institutional commitment and engagement practices

Community Health Advocacy.

Led the efforts of the COVID-Vaccine Equity Taskforce to help UCDH Ambulatory Care leaders address vaccination inequities amongst our patient population and local community

Participated and provided service in CA State Community Vaccination Advisory Committee focused on improving health and community outcomes and locally with the Shifa Community Clinic, as part of the UC Davis Student Run Clinics, their vaccination clinic became a model for best practices

goal 4 highlights

HIGHLIGHTS

connect to D&ISV Goal 4: Promote diversity and inclusion in research, teaching, public service, and training across campus and in neighboring communities

Community Safety / Police Accountability Board

Tapped by campus leadership to lead proposals for implementing recommendations related to restorative justice/practices, acknowledging the legacy of the pepper spray incident, and bridging the gap between campus administration and student scholars

Released a new database of all inquiries received to date, and launched a new About web page

Presented at the 2020 conference of the National Association for Civilian Oversight of Law Enforcement (NACOLE)

Provided advice to sister UC campuses and to organizations nationwide as a model university civilian oversight program

Completed extensive research in the following areas: use of force auditing; restorative justice and civilian oversight; and crisis response and the role of law enforcement

Aligned focus with PAB pilot program review, the campus safety task force report, the ASUCD public safety task force report, and the presidential guidance on community safety



Global=Local. DEI and Global Affairs continued to strengthen their partnership, with the the Sustainable Development Goals of the United Nations serving as a touchstone. The Spring 2021 UC Davis Forum on the UN SDGs featured projects from across campus.

LGBTQ+ Health

OHEDI recognizing the need for community input, invited 2 members from the Gender Health Center to join the Vice Chancellor’s LGBTQ+ Advisory Council

Secured a UCDH sponsorship with the Sacramento LGBT Center to strengthen our awareness of community understanding and community involvement (and consultation when appropriate)

DEI STAFF IS PLEASED TO SERVE ON THE FOLLOWING CAMPUS AND COMMUNITY GROUPS:

- Academics without Borders
- Asian Pacific Americans in Higher Education (APAHE)
- Association of Public Land-Grant Universities Commission on Access, Diversity, and Excellence (APLU-CADE)
- Davis Human Relations Commission
- Foundation Board, Sacramento Rainbow Chamber of Commerce
- Graduate Diversity
- Graduate Studies Anti-Racism Initiative (GSARI)
- Greater Sacramento Urban League (GSUL)
- Lived Name and Gender Marker Policy Implementation Committee
- International House Board
- National Association of Community & Restorative Justice (NACRJ)
- National Society of Black Engineers Jr (NSBE Jr.)
- SMUD Sustainable Communities
- Society for Human Resource Management (SHRM)
- Status of Women at Davis Administrative Advisory Committee (SWADAAC)
- Taskforce to evaluate and address grade inequity at the School of Medicine
- The California State Superintendent’s Teacher Professional Development Workgroup
- The State of California Superintendent’s College Affordability Workgroup
- UC-wide taskforce on Food Insecurity and Resources
- UCDH Policy Equity Review committee
- United States Attorney’s Office Hate Crimes Taskforce
- Urban Advocates & Achievers (UAA)
- Yolo County District Attorney’s Multi-Cultural Community Council (MCCC)

STRATEGIC COMMUNICATIONS

connects to D&ISV Goal 5: Ensure accountability to diversity and inclusion efforts on campus and in surrounding neighboring communities

diversity.ucdavis.edu

73.3k Total Clicks

1.44M Total Impressions

Top Pages by Click Rate

Goals and Objectives – 10,908
Homepage – 6,788
Principles of Community – 3,645
Diversity Data | Research Questions – 3,128
Organizations – 2,892
Anti-Racism Syllabus – 2,813
Land Acknowledgement – 2,524

For Your Information Newsletter Volume II Issues 5-20

166,776 Emails sent

15 Issues

5032 Subscribers as of July 2021
(up from 950+ LY)

68,371 Views

5,110 Clicks **7%** Click rate

41% Open rate (up from 36% LY)

The screenshot shows the UC Davis Diversity, Equity, and Inclusion website. The header includes the UC Davis logo and navigation links: About, How Do I?, Values, Initiatives, Academic Diversity, Education, News, Events, and Quick Links. The main banner features the 'HEALTHY DAVIS TOGETHER' logo over a background image of people. Below the banner is a section titled 'DEI-HDT Initiatives' with a breadcrumb trail: Diversity, Equity & Inclusion > Initiatives > DEI-HDT Initiatives. The main content area is titled 'DEI-HDT Initiatives and Healthy Davis Together (HDT)' and includes a paragraph: 'Healthy Davis Together (HDT) is a joint project between the City of Davis and UC Davis with a goal to prevent the spread of COVID-19 and facilitate a coordinated and gradual return to regular city activities and reintegration of UC Davis students back into the Davis community. Healthy Davis Together, brings together epidemiology and health promotion both in the city and on campus.' To the right of this text are social media links for Facebook, Instagram, Twitter, and Web. Below the text is a tweet from @HealthyDavis: 'Con el COVID-19 y sus variantes altamente contagiosas presentes en nuestra comunidad, este año es súper importante vacunarse contra la gripe. Descubre dónde puedes vacunarte gratis en vaccines.gov.'

Healthy. A screenshot from the Healthy Davis Together website.

communication

STRATEGIC COMMUNICATIONS

connects to D&ISV Goal 5: Ensure accountability to diversity and inclusion efforts on campus and in surrounding neighboring communities

SOCIAL MEDIA

Twitter @UCD_Diversity

633 Likes **194** Retweets

386 Link Clicks **1.3%** (avg) Engagement rate

Facebook

158 Page likes **78** Content likes

@UCDavisCRHD

135 Tweets **62.2K** Tweet Impressions

2.6K Profile Visits **182** Mentions

193 New Followers

@UCDDEIEducation

(Facebook, Instagram, Twitter, Youtube)

284 Followers on Instagram, **21** Posts

174 Followers on Twitter

CAMPAIGNS AND INITIATIVES

Healthy Davis Together (May to June)

Twitter

44 Content Likes **10** Retweets

Facebook

26 Content likes **4** Shares

Instagram

129 Likes **17** Posts shared **8** Stories Shared

350+ asymptomatic testers participated in our selfie-station initiative at Davis testing sites

\$2500 in gift cards from local businesses to distribute as part of the selfie-station initiative; a partnership with the HDT Incentives Program

4 IDEA webpages developed for the DEI HDT Grant

Advancing Health Equity, Diversity and Inclusion (March launch)

1,000+ page views in less than four months

STRATEGIC COMMUNICATIONS

connects to D&ISV Goal 5: Ensure accountability to diversity and inclusion efforts on campus and in surrounding neighboring communities

EXECUTIVE COMMUNICATIONS

Vice Chancellor Renetta G. Tull

70+ invited presentations on the the DEI Leadership, the U.N. Sustainable Development Goals, Mentoring, Women in STEM, and more

45+ meetings with community stakeholders

Twitter

13.2K Content Likes **2488** Retweets

1.7M+ Impressions **3399** Clicks

Sergio Aguilar-Gaxiola

CRHD has been a leading UCD entity in helping address and bring awareness to health inequalities around the COVID-19 pandemic. CRHD Director Sergio Aguilar-Gaxiola has been instrumental in bringing to light the need for Latino specific initiatives to combat COVID-19.

120+ COVID-19 related events and engagements, including 70+ news media interviews and 50+ presentations. 70+ presentation were held in Spanish to specifically target one of the most vulnerable populations of the pandemic, immigrant farm working Latinos.

Renetta Garrison Tull, Ph.D. 8,469 Tweets Following

Renetta Garrison Tull, Ph.D. @Renetta_Tull · Nov 2

I'm asking what resonates in the @UCDavis Principles of Community. I'm asking for "4 WORDS" that stand out. Some students have shared & this week's words are:

EQUITY
JUSTICE
RESPECT
COMMUNITY

Let's not just read the words, let's embody the principles.

Renetta Garrison Tull, Ph.D. @Renetta_Tull

When you're wondering, "What can I do?" Know that you can stand against anti-Asian hate by not being silent. You can also be an "UPSTANDER." Stopping hate requires action. Perhaps your action is speaking out, perhaps it is standing up. In solidarity, we declare #StopAsianHate🇺🇸!

From Bystander to **UPSTANDER**
Living Our Principles of Community

Three things that you can do to stand up against acts of hate, bias and bigotry:

- 1. Intervene** – If you feel comfortable taking a more direct approach, intervene by doing something yourself. You may speak by addressing the person's behavior or you may appeal to the person's better instincts. In a short moment, having something quick and constructive to say that interrupts the person's behavior can be helpful, it could be as simple as, "That comment is inappropriate, please stop" OR "Don't use that language when I'm around."
- 2. Delegate** – If you don't feel comfortable confronting another person, try asking someone else for help to intervene. Involving others will make them more aware of the situation as well. Know what resources are available to you and know where to ask for help.
- 3. Distract** – Try diffusing the situation by diverting people's attention to other events. Distractions are useful in removing people from potentially harmful situations. You may consider being an ally to the target by saying, "Are you okay...can I help? Or can I call someone?"

Putting the "U" in Upstander, UC Davis Student Health and Counseling Services

UC Davis and 2 others

1:47 PM · Mar 17, 2021 · Twitter Web App

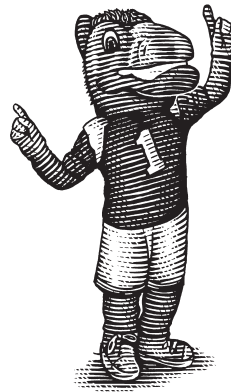
81 Retweets 10 Quote Tweets 128 Likes

#thinkbigdiversity. Vice Chancellor Renetta G. Tull has an active Twitter following, and encourages others to elevate the work of diversity, equity and inclusion that is happening at UC Davis.

AWARDS AND RECOGNITIONS

D&ISV Goal 3: Advance a climate that fosters inclusion excellence

strength in diversity



The awardees remind me of how much talent, tenacity, and commitment we find across UC Davis.

—Chancellor Gary S. May, April 28, 2021

Chancellor's Achievement Awards for Diversity and Community

Presented by DEI-OCCR

Academic Senate Faculty: **Harry Cheng**, Professor, Department of Mechanical and Aerospace Engineering, and Director, Integration Engineering Lab and Center for Integrated Computing and STEM Education, or C-STEM

Academic Federation Faculty: **Mary Louise Frampton**, Professor of Social Justice Practice and Director, Aoki Center for Critical Race and Nation Studies, School of Law

Undergraduate Student: **Emily Aguilar Gonzalez**, Senior, Community and Regional Development

Graduate Student: **Veronica Padilla Vriesman**, Ph.D. candidate and National Science Foundation graduate research fellow, Department of Earth and Planetary Sciences

Postdoctoral Researcher: **Victoria Ngo**, Postdoctoral Scholar in health systems and community leadership, Betty Irene Moore School of Nursing

Staff: **Kawami Evans**, Director of Inclusion and Organizational Development in Student Housing and Dining Services

Community Member/Organization: **Jose Bodipo-Memba**, Director, Sustainable Communities Initiative, Sacramento Municipal Utility District, or SMUD

Department Recognition: Safety Services— **Eric Kvigne**, **Becky Grunewald**, **Suman Dhal**, **Wes Frey**, **Heather Spaulding**, **Karen Gagnon**, **Hamid Fonooni**

Department Recognition: MIND Institute— **Leonard Abbeduto**, **Janice Enriquez**, **Michele Ono**, **Aubyn Stahmer**, **Faye Dixon**, **Jonathan Bystrynski**, **Vanessa Avila-Pons**, **Marjorie Solomon**

Department Recognition: Mondavi Center for the Performing Arts— **Marlene Freid**, **Rob Tocalino**, **Laurie Espinoza**, **Sarah Herrera**, **Don Roth**, **Jeremy Ganter**, **Jenna Bell**, **Amy Roark**

AWARDS AND RECOGNITIONS

D&ISV Goal 3: Advance a climate that fosters inclusion excellence

Diversity & Principles of Community Achievement Awards

Presented by DEI-OCCR

Individual Award 2020: **Leota E. Wilson**, assistant director, residential education office, Student Housing and Dining Services

Individual Award 2021: **Joe Martinez**, student expression and campus activities coordinator, Center for Student Involvement

Faculty Citation 2020: **Kyaw Tha Paw U**, distinguished professor of atmospheric science and biometeorology, Department of Land, Air and Water Resources

Diversity and Principles of Community Team Award 2020:

Admission and Financial Aid Team, School of Law — **Manuel Alvarez**, assistant director of financial aid; **Alexis Elston**, diversity, equity and inclusion fellow; **Montré Everett**, director of financial aid; **Ronnie Lewis**, assistant director of financial aid; **Kristen Mercado**, assistant dean of admission and financial aid; **Joseph Schneider**, director of admission and outreach; **Karen M. Sewell**, admission operations coordinator

Diversity and Principles of Community Team Award 2021:

Department of Entomology and Nematology's Diversity, Equity, Inclusion and Belonging Subcommittee — **Emily Meineke**, assistant professor of urban landscape entomology; **Rachel Vannette**, assistant professor, Department of Entomology and Nematology.

Deanna Falge Awards 2020: **Alissa Magorian**, undergraduate advisor, Yellow Cluster Advising, College of Letters and Science

Deanna Falge Awards 2021: **Mandy Rousseau**, undergraduate advisor and graduate program coordinator, Department of Earth and Planetary Sciences

Eleanor Fontes Fulton Award 2020: **Lisa Brodkey**, director, faculty relations and development, Academic Affairs; and, formerly, director, Sexual Harassment, Education and Prevention Program, which later became the Harassment and Discrimination Assistance and Prevention Program, or HDAPP; and associate ombuds

Eleanor Fontes Fulton Award 2020: **Fredna Karneges**, director, Disability Management Services

Eleanor Fontes Fulton Award 2021: **Rahim Reed**, associate executive vice chancellor, Office of Campus Community Relations, Office of Diversity, Equity and Inclusion

Disability Awareness Awards Davis Campus 2020

Rob Starkey, director, Academic and Staff Assistance Program

Jennifer Voight, events manager, College of Biological Sciences

Chris D. Adamson, senior architect, Design and Construction Management

Team: **Dave Johnson**, human resources director, Student Affairs; **Amber Ramos**, Human Resources assistant, Student Health and Counseling Services

Team: **Joy Hoover**, hospital administrator, Veterinary Medical Teaching Hospital; **David Lish**, human resources manager, Veterinary Medical Teaching Hospital

Disability Awareness Awards UC Davis Health 2020

Janette Manuel, benefits analyst

Kimberly Bleichner-Jones, executive director, hospital administration

Team: **Dianna Maynard**, supervisor, Adult Echocardiography Laboratory; **Arnaldo J. Silva**, cardiovascular services manager, Heart and Vascular Services

Disability Awareness Awards Davis Campus 2021

Team: **Nora Orozco**, chief administrative officer; **Alfred Chan**, IT manager, Phoenix Cluster, Departments of Entomology and Nematology and Plant Pathology

Team: **John Angelos**, professor and chair, Department of Medicine and Epidemiology, School of Veterinary Medicine; **John R. Pascoe**, executive associate dean and professor of surgery, Department of Surgical and Radiological Sciences, School of Veterinary Medicine

Disability Awareness Awards UC Davis Health 2021

Dorothea Fowler, nurse manager, Orthopaedic-Trauma Unit

Wanda L. Pratt, licensed clinical social worker, supervisor II, Department of Clinical Social Services

Pawan Gautam, revenue cycle manager, Patient Billing Customer Service

Jonalyn Dela Cruz, clinic supervisor, Department of Otolaryngology

Calvin E. Handy Leadership Award 2021: **Ian Brown**, Assistant Professor of Surgery, UC Davis Health

Dean's Award for Excellence in Diversity

Presented by the Betty Irene Moore School of Nursing and the School of Medicine

Faculty: **Janice Bell**, **Jill Joseph**, Betty Irene Moore School of Nursing

Deans' Award for Excellence in Team Inclusion: **Tonya Fancher**, **Mustafa Shakir**, **Joshua Campista**, **Neha Mannikar**, **Omar Escobedo**, **Brendan Tu**, School of Medicine

EDUCATION AND PROFESSIONAL DEVELOPMENT

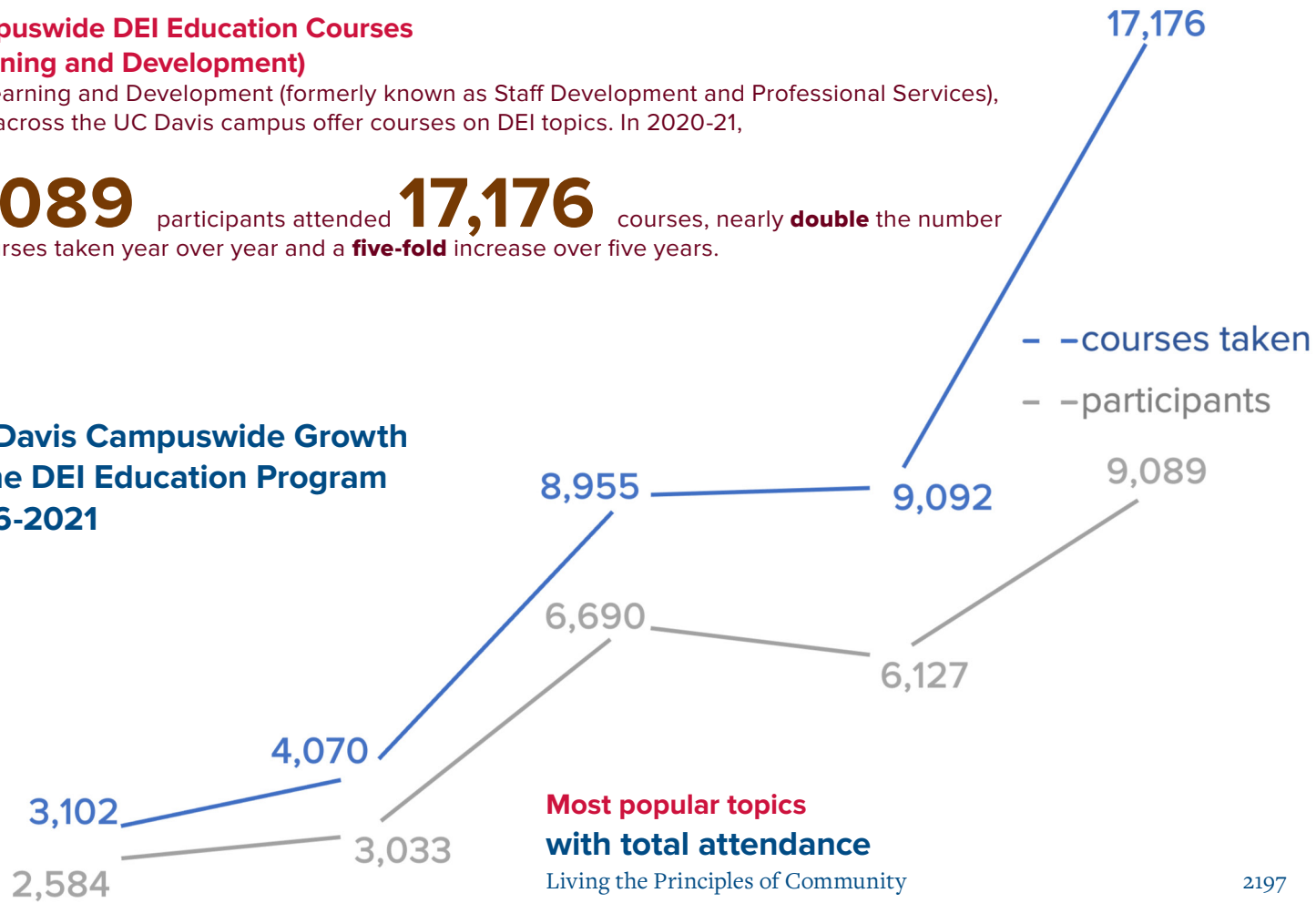
connects to D&ISV Goal 4: Promote diversity and inclusion in research, teaching, public service, and training across campus and in neighboring communities

**Campuswide DEI Education Courses
(Learning and Development)**

Via Learning and Development (formerly known as Staff Development and Professional Services), units across the UC Davis campus offer courses on DEI topics. In 2020-21,

9,089 participants attended **17,176** courses, nearly **double** the number of courses taken year over year and a **five-fold** increase over five years.

**UC Davis Campuswide Growth
in the DEI Education Program
2016-2021**



**Most popular topics
with total attendance**

| | |
|---|------|
| Living the Principles of Community | 2197 |
| New Employee Welcome (NEW) | 2082 |
| Managing Implicit Bias in the Hiring Process* | 1753 |
| Managing the Influence of Implicit Bias: Awareness* | 1322 |
| What is Implicit Bias?* | 1288 |
| Common Forms of Bias* | 1245 |
| The Impact of Implicit Bias* | 1204 |

*online / part of the UC Managing Implicit Bias Series

education

EDUCATION AND PROFESSIONAL DEVELOPMENT

connects to D&ISV Goal 4: Promote diversity and inclusion in research, teaching, public service, and training across campus and in neighboring communities

Office of Campus Community Relations Diversity, Equity, and Inclusion Education Program

258 sessions via Staff Development and Professional Services and department request (54% increase over previous year)

9,207 participants (81% increase over previous year)

549 teaching hours (32% increase over previous year)

2,182 unique user completions of the Living the Principles of Community e-course (38% increase over previous year)

17,121 total participants (157% increase over previous year) – more than more than **8,000** unique participants.

Revamped **10** of our programs to help address the impacts of the pandemic

Hosted a 3-part film screening (“Race: The Power of Illusion”) in response to the civil unrest regarding George Floyd

Offered **49** sessions on Implicit Bias and **28** on Microaggression.

Campus unit and department training requests

25 topics offered

140 seminars, **87** unique groups, **4,570** contacts

Dialogues on Diversity series

(offered via Staff Development and Professional Services)

25 topics offered

56 courses, **1,680** contacts

Diversity, Equity, and Inclusion for Students (on-line module)

Developed in collaboration with UCSC, UCSB, and vendor EVERFI, this online course for new students is the first of its kind nationally. It launched for all students across the UC system after successful pilots with UC Davis, UCSC, and UC Santa Barbara in fall 2019.

7,653 unique UC Davis user completions in 2020-21

17,268 unique UC Davis user completions since launch

UC Davis Health

Enhanced Training for Faculty Search Committee Members

16 sessions for **252** participants

Annual Black Physicians Forum (BPF), May 20, “Trust After Tuskegee: Black Health Provider’s Perspective on the COVID-19 Vaccine”

40 attendees at the live event with **2500+** views of the online recording

Supporting Educational Excellence in Diversity (SEED)

16 sessions and 1 Graduate Anti-Racism Symposium with **248** registrants

Anti-Racism & Cultural Humility (ARC)

14 sessions with **150** participants

Growing as a Community

9 sessions with **1,406** participants

Racial Healing Circles

11 sessions with **213** participants

1 2-day Healing Circle Training with **15** participants

Diversity and Inclusion Dialogues Sessions

2 sessions with **165** participants

Improving OUTcomes Conference in 2021

Held as a free **four-part** online speaker series between October to December with a total of **254** participants

COMMUNITY PARTNERS

connects to D&ISV Goal 4: Promote diversity and inclusion in research, teaching, public service, and training across campus and in neighboring communities

Community Partners

Thank you to our community partners for being an engaged partner in our DEI work. If in the complexities of compiling this report we have failed to acknowledge anyone on this list, please accept our apologies and gratitude...and let us know!

Campus Community Relations wishes to thank the following entities for their partnership:

- Academics Without Borders (AWB)
- Affirmative Action/EEO
- Africa STEM Initiative
- APLU/CADE Commission
- Black Expo Committee
- Blue Shield of CA
- College and University Professional Association (CUPA-HR)
- Exceptional Women of Color Conference
- Friends of the Davis Library
- Greater Sacramento Urban League
- Hispanic Association of Colleges and Universities (HACU)
- Hispanic Chamber of Commerce
- International House of Davis
- Martin Luther King Diversity Expo
- Multicultural Community Council to the Yolo County District Attorney
- NADOHE
- National Association for Civilian Oversight of Law Enforcement (NACOLE)
- National Association of Diversity Officers in Higher Education (NADOHE)
- National Conference on Race and Ethnicity (NCORE)

Next City: Vanguard

Northern Council for Increasing African American Presence at the UC

Rainbow Foundation Board

Roberts Family Development Center

Sac Cultural Hub

Sacramento Area Council of Governments

Sacramento Black Chamber of Commerce

Sacramento Chamber of Commerce

Sacramento High School

Sacramento Housing and Redevelopment Agency

Sacramento Rainbow Chamber of Commerce

Sacramento State University

SAFE Credit Union

SMUD

Square One (United Way)

TESE Foundation/ High Tea and Lioness Symposium

United Way

Urban Advocates and Achievers

Urban Advocates and Achievers/NSBE Jr. Sacramento Chapter

Yolo County Library

The 2020-21 Campus Community Book

Project wishes to thank the following entities for their partnership:

Afro Yoga

Dixon High School Arts & Design Academy

Invisible Disabilities Comedy Show

MH (Mental Health) First Sacramento

NAMI Yolo County

Nicole Carter Consulting and Counseling

Pan African Wellness Center

community partners



COMMUNITY PARTNERS

connects to D&ISV Goal 4: Promote diversity and inclusion in research, teaching, public service, and training across campus and in neighboring communities

Save Pine Tree Gardens Committee
The Racial Imaginary Institute
Rosetta Center for Counseling and Wellness, Inc
UC Berkeley Department of Psychology
UC San Francisco Department of Psychiatry and Behavioral Sciences
University of Miami Department of Psychology
Yale University Department of English
Yolo County District Attorney's Office

Center for Reducing Health Disparities

wishes to thank the following entities for their partnership:

A Better Way
Aldea
Alliance for California Traditional Arts
Asian Health Services
Bay Area Community Services
California Health & Human Services
California Immigrant Policy Center
California Pan-Ethnic Health Network (CPEHN)
Caminar
Child Haven
Common Thread Group
Fighting Back Partnership
Health Education Council
Health Education Council (HEC)
Healthy Davis Together
Humanidad Therapy and Education Services
Integral Community Solutions Institute
Kaiser Family Foundation
La Clinica de la Raza
La Familia Counseling Center

Latino Services Providers
Massachusetts General Hospital
Migrant Clinicians Network
Migration Policy Institute
Mixteco Indigena Community Organizing Project
National Alliance of Mental Illness (NAMI)
National Center for Farmworker Health
National Immigration Law Center
Office of Health Equity, California Department of Public Health
Psychology Applied Research Center (PARC)-LMU
Radio Bilingue
Rio Vista CARE
Sierra Health Foundation
Solano County Behavioral Health
Solano Pride Center
Solano County Office of Education
The Children's Partnership (LA)
University of Florida
University of Michigan
University of Texas
Vision y Compromiso
VotoLatino
Wellspace Wellness Center

Health Equity, Diversity and Inclusion wishes to thank the following entities for their partnership:

Attitudinal Healing Connection, Inc
Center for Fathers and Families
Food Literacy Center
Gender Health Center
Los Rios Community College District

NeighborWorks Sacramento
Oak Park Farmer's Market
Oak Park Neighborhood Association
Opening Doors, Inc
Pan African Wellness Center
River City Food Bank
Sacramento Black Chamber of Commerce
Sacramento Cultural Hub
Sacramento LGBT Community Center
Sacramento Rainbow Chamber of Commerce
The Rosetta Center for Counseling and Wellness, Inc

Office for Student and Resident Diversity

wishes to thank the following entities for their partnership:

Capitol Medical Society (CMS)
CSU Sacramento Science Educational Equity Program (SEE)
Decision Medicine
Early Academic Outreach Program (EAOP)
Educational Talent Search Program (ETS)
KP Launch
MiMentor
Physicians Medical Forum (PMF)
Summer Mathematics and Science Honors Academy (SMASH)
The California Wellness Foundation (Ca Wellness)
UC Irvine School of Medicine Postbaccalaureate Program
UCLA David Geffen School of Medicine Re-Applicant Program
UCSF School of Medicine Postbaccalaureate Program
Yes2Kollege

Office of Diversity, Equity, and Inclusion Leadership Team

JASON K. STEWART
SENIOR ADVISOR,
INSTITUTIONAL ANALYSIS



RENETTA G. TULL
VICE CHANCELLOR; FOUNDING DIRECTOR,
INSTITUTE FOR DIVERSITY, EQUITY AND
ADVANCEMENT

ROBBIELYN TESNADO
CHIEF ADMINISTRATIVE OFFICER



LORENA OROPEZA
ASSOCIATE VICE CHANCELLOR
ACADEMIC DIVERSITY



HENDRY TON
ASSOCIATE VICE CHANCELLOR
HEALTH EQUITY, DIVERSITY AND INCLUSION



MIKAEL VILLALOBOS
INTERIM ASSOCIATE VICE CHANCELLOR
CAMPUS COMMUNITY RELATIONS

- Academic Culture and Climate
- Center for the Advancement of Multicultural Perspectives on Science
- Center for the Advancement of Multicultural Perspectives on Social Science, Arts, and the Humanities
- Diversity in the Academic Pipeline
- Faculty Diversity
- Hispanic-Serving Institution Initiative

- Anchor Institution Mission
- Center for Reducing Health Disparities
- DEI Advisory Groups
- Diverse Healthcare Workforce
- Health Equity
- Healing-Centered Education
- Institutional Culture and Climate
- Office of Student and Resident Diversity
- Principles of Community
- Regional and Community Partners

- Campus Community Book Project
- DEI Advisory Groups
- Diversity and Inclusion Education
- Institutional Culture and Climate
- Police Accountability Board
- Principles of Community
- Regional and Community Partners
- Supplier Diversity

Office of the Vice Chancellor of Diversity, Equity and Inclusion

Renetta G. Tull, Vice Chancellor

Office for Health Equity, Diversity and Inclusion (OHEDI)

Hendry Ton, Associate Vice Chancellor

Health Equity, Diversity and Inclusion (HEDI)

Kupiri Ackerman-Barger, Associate Dean, School of Nursing

Marian Brotzman, Executive Assistant/Administrative Support Analyst

Annie Caruso, Chief Administrative Officer

Puja Chadha-Hooks, Faculty Diversity Education

Ceasor Dennis, Senior Director of Institutional Culture, Climate and Community Engagement

Sarah Iv, Education Specialist

Rebecca Jorin, Education Program Coordinator

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

Lia Lopez, Prep Médico Program Coordinator

Jann Murray-Garcia, Director for Social Justice and Immersive Learning

Mercedes Piedra, Director of Healing Centered Education and Director of Prep Médico

Victoria Rondan, Prep Médico Program Coordinator

Colleen Sweeney, Director for Allyship and Academic Recruitment Training Programs

ToShawne Williams, Administrative Support and Program Coordinator

Center for Reducing Health Disparities (CRHD)

Sergio Aguilar-Gaxiola, CRHD Director

Gabby Alaniz, Project Communication Manager, Health Equity Outreach & UC Davis Partnership
Melisa Price, CTSC CE Program Engagement and Research Specialist

Maria Alaniz, Sr. Project Manager

Cassie Chandler Sr., Project Manager, CRDP and ACTIVATE Projects

Jeff Duong, Research Data Analyst, ACTIVATE & LPMPP Projects

Karla Ornelas Hernandez, Project Coordinator, ACTIVATE Project

Sumiko Hong, Project Operations Manager, Health Equity Outreach & UC Davis Partnership

Jill Lopez-Rabin, Project Manager, LPMPP Project

Andrea Nunez, Chief Administrative Officer

Rachal Valtakis, CRHD Coordinator/Administrative Assistant

Darlene Ruiz, Project Coordinator, LPMPP Project

Sophie Barbu, Assistant Director ADVANCE

Mariana Galindo-Vega, Administrative Assistant

Germaine Kennix, Executive Assistant to the Office of the Vice Chancellor

Ebony E. Lewis, Director of DEI Special Projects

Jason Stewart, Senior Advisor, Institutional Analysis

Robbielyn Tesnado, Chief Administrative Officer

Institute for Diversity, Equity and Advancement (IDEA)

Rachel Jean-Baptiste, Faculty Director

Vickie Gomez, Director of Campus and Regional Community Engagement

Elaina Lopez, Program Coordinator

Office of Academic Diversity (OAD)

Lorena Oropeza, Associate Vice Chancellor

Laura Cerruti, Principal Analyst

Rosa Deniz, Program Analyst

Mariana Galindo-Vega, Administrative Assistant

Alicia Garcia, Graduate Student Researcher

Lina Mendez, Hispanic Serving Institution (HSI) Director

Thomas O'Donnell, Analyst

Center for the Advancement of Multicultural Perspectives on Social Sciences, Arts, and the Humanities (CAMPSSAH)

Kimberly Nettles-Barcelón, Faculty Director

Center for the Advancement of Multicultural Perspectives on Science (CAMPOS)

Mariel Vazquez, Faculty Director

Office of Campus Community Relations (OCCR)

Mikael Villalobos, Interim Associate Vice Chancellor

Sunjeet (Sunny) Dosanjh, Program Assistant

Vickie Gomez, Director of Campus and Regional Community Engagement

Megan Macklin, Program Manager

Christopher Nguyen Pheneger, Diversity and Inclusion Educator and Specialist

Eric Sanchez, Diversity and Inclusion Educator and Specialist

Office for Student and Resident Diversity (OSRD)

Jorge Garcia, Associate Dean for Diverse and Inclusive Communities

Ruth Shim, Associate Dean for Diverse and Inclusive Education

Olivia Campa, UCD Postbaccalaureate Director

Erik Fernandez y Garcia, GME Diversity Director

Nancy Galindo, Undergraduate Initiatives Coordinator

Patricia (Paty) Gonzalez, Manager

Yezenia Gonzalez, Student Administrative Assistant

Charlene Green, Administrative Director

Shea Hazarian, Medical Student Program Coordinator

Cassidy Kays, UC Postbaccalaureate Program Coordinator

Laura Kester, K-12 Outreach Curriculum Director

Larly Lee, Early Academic Preparation Coordinator

Jose Morfin, UC Postbaccalaureate Consortium PI

Christine Tran, Pathway Programs Project Specialist

Megan West, Writing Specialist

Staff as of November 2021.

We would also like to acknowledge

the following for their help with the work of July 1, 2020 to June 30, 2021: Avaeta Ahluwalia, Tonya Fancher, Larry Greer, Gelline Guevarra, Shellie Hendricks, Adrienne Lawson, Mark A. López, Araiye Medlock, Rahim Reed, Maria Rivas, Mauricio Rodriguez, Sena Soleimannejad, Liz Vasile, and Kelley Walker.

2020-21 DIVERSITY, EQUITY AND INCLUSION ORGANIZATION

D&ISV Goal 5: Ensure accountability to diversity and inclusion efforts on campus and in surrounding neighboring communities

Rahim Reed, First Chief Diversity Officer at UC Davis, Retires After 20 Years

Rahim Reed, J.D., retired as Associate Executive Vice Chancellor (AEVC) for the Office of Campus Community Relations (OCCR) in June, with more than 35 years of experience in higher education administration, student services, affirmative action policy development, and diversity and inclusion initiatives at five major universities. He assumed his responsibilities at UC Davis on September 17, 2001, just days after the 9/11 attacks. Reed's focus on building community stretched beyond the campus into the local Davis and Sacramento communities, and he continues to serve on local boards including The Greater Sacramento Urban League, Urban Advocates and Achievers, United Way-Square One Project, and The International House of Davis. Having helped establish diversity offices on both sides of the causeway, Rahim was appointed the Lead for the newly created Office of the Vice Chancellor for Diversity, Equity and Inclusion in March of 2018. In this role, in which he served until June 2019, he brought together diversity teams from across the institution to form the Office of Diversity, Equity and Inclusion, and he helped hire its founding Vice Chancellor. Several campus celebrations acknowledged his contributions to campus, and the university unveiled a scholarship in his honor. The scholarship is for students from Sacramento, with priority for those who have participated in some of the outreach initiatives that Reed himself helped to create and promote.



Gratitude. Mikael Villalobos joins other staff in celebrating Rahim Reed's many years of service to UC Davis and to the work of diversity, equity and inclusion. Villalobos, who is currently serving as the Interim Associate Vice Chancellor for Campus Community Relations, joined many of his colleagues in thanking Reed for being an important mentor and advocate for those who worked for him and with him.



Support. Germaine Kennix, Executive Assistant to the Vice Chancellor, Office of Diversity, Equity, and Inclusion and Danh Vuong, Special Events Technician for IET Academic Technology Services, supported the office's successful transition to virtual events, from pre-planning and staff training to day-of-event technology and run-of-show support.

Looking Forward

This report will release just as we complete the first half of a new fiscal year (2021-22), in which we find ourselves addressing a broad range of diversity topics. We continue the effort to ensure that our campus—classrooms, labs, clinics, and more—reflects the diversity of our state. We are engaged in belonging-first initiatives to attract, recruit, and retain students through the work of our HSI Implementation Task Force and in ongoing outreach through our programs like Prep-Medico. Faculty are the key institutional transformation, so initiatives such as Dialogues Across Difference and Workplace Climate Action Groups seek to empower faculty equity leaders to enact change at the local level.

Our faculty centers, CAMPOS and CAMPSSAH are elevating the work of diverse faculty to solve global problems. CAMPOS, has received a \$250,000 grant from the Alfred P. Sloan Foundation for STEM faculty diversity, assisting underrepresented minorities with research development and family care during and after the coronavirus pandemic. The research development trainings and funding and care responsibilities grants, the immediate goal of the ENHANCE project is to help a diverse group of outstanding STEM faculty as they recover from the career disruptions caused by COVID-19. “Professors Leveraging a Community of Engagement (P.L.A.C.E.) with CAMPSSAH” has already hosted its Summer Writing Symposium for six faculty. It is targeted to faculty working on a “big task” (e.g. writing an introduction, a book proposal, or a chapter in a book project) who would benefit from uninterrupted,

concentrated writing time, and structured feedback within a setting where their meals and lodging are provided.

Redwood SEED has brought its first group of 12 students began classes in the fall of 2021 at UC Davis, living in disability-friendly campus housing, attending classes, and taking part in extra-curricular activities. The UC Davis MIND Institute and the UC Davis Office of Diversity, Equity and Inclusion received a \$2.1 million grant from the U.S. Department of Education to create an inclusive, four-year program for students with intellectual disabilities (e.g. autism, Down syndrome, fragile X syndrome and other neurodevelopmental disabilities).

On both sides of the causeway, our staff continues to the many occasions that called for our leadership, from supporting mental health and wellness to addressing campus safety. The 2021-2022 Campus Community Book Project will focus on the theme of “social justice in practice” and will feature Ibram X. Kendi’s **How to Be an Antiracist**. DEI staff expect to consult in an increasing capacity with UC Davis

looking forward



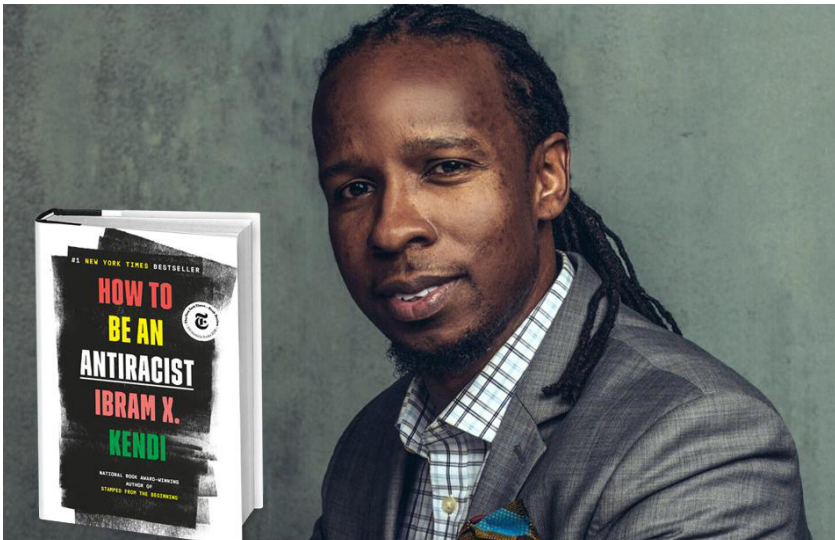
Redwood SEED. Students and Instructors from the new Redwood SEED program gather for a group photo. A collaboration between the MIND institute and the Office of Diversity, Equity and Inclusion, the Redwood SEED program launched with its inaugural cohort of students in fall 2021. Photo by Patrick Hugunin



leadership, and with administrators from sister campuses as they begin to develop their own civilian oversight programs using UC Davis's Police Accountability as the model, per guidance from the UC Office of the President.

We are seeking to ensure that when we serve our surrounding communities, we serve with dignity and respect. The Anchor Institutions Mission Initiative flourishes, with potential for

HSI Director. In response to recommendations from the HSI Taskforce, UC Davis created the position of HSI Director. Lina Mendez joined DEI in September to fill this important role.



Practice. Currently in its twentieth year, the Campus Community Book Project in 2021-2022 focuses on the theme of “social justice in practice” and features How to Be an Antiracist by Ibram X. Kendi. The selection of How to Be An Antiracist follows a long tradition of the book project tackling important issues that direct greater conversation on the urgency of dismantling inequities and our immediate roles in promoting transformative justice.

long-term impacts in our local communities that are the most vulnerable. A formal internal “unveiling” in December 2021 will be followed in Spring 2022 with a community “unveiling” of the framework being used to amplify UCDH’s reach, impact, and coalition building, which is modeled after the vendor and procurement best practices (Small Business First Program) framework.

COVID-19’s Impact and the need to identify/acknowledge the harm, process it, heal, and navigate moving forward on an individual level placed our office in the center of many initiatives and our staff served as subject-matter experts for many groups. The Center for Regional Health Disparities was awarded six new grants/contracts, with funding sponsors including state, federal, and philanthropic institutions. One of these new initiatives this our Center’s community engagement efforts for the Accountability, Coordination, and Telehealth in the Valley to Achieve Transformation and Equity (ACTIVATE) Project, a public-private pilot initiative to bring telehealth services to underserved rural residents in Merced County, California and beyond. In partnership with community health centers, technology distributors, community-based organizations, and government agencies, ACTIVATE aims to reach populations who are vulnerable to the worst outcomes of the COVID-19 pandemic with the technology, skills, and connections they need to access and utilize health care services. During this current fiscal year 2021-2022, CRHD is on track to be awarded three additional new grants/contracts.

By bringing our expertise to the community, we will continue to build a collective capacity to understand and respond better to the challenges we have faced. Our office continues to promote efforts through our newsletter and social media, and we will be adding mechanisms to track and champion the investments that our campus and community partners are making in this work.

With equity at the focus of our decisions and efforts, UC Davis has become a national leader in the work of Diversity, Equity, and Inclusion. Members of the UC Davis community know that there’s strength in diversity. Thank you for coming with us on this journey; we hope that you will continue to take action and inspire others to do the same.

PROFILES IN DIVERSITY

Connects to D&ISV Goal 5: Ensure accountability to diversity and inclusion efforts on campus and in surrounding neighboring communities

UC Davis Profiles in Diversity

fast facts

38,440 number of students in undergraduate, graduate, and professional programs

34% of undergraduates are eligible for federal funding (Pell grant), a measure of income status

6,799 California Community College transfer students (new and continuing) enrolled at UC Davis in 2020-21

<3% gap between the 3-year graduation rates for first generation / pell-eligible transfer students and students who are not first generation / pell-eligible (respectively)

42% of incoming medical students (class of 2025) are first-generation college students

25,000 academic, nonacademic, and student employees

8% proportion of non-student staff at UC Davis Health who identify as Black, African, or African American compared to 9%, the proportion of people in Sacramento county who identify as African-American Black (Sacramento county ranks 6th among California counties in the number of people who identify as African-American/ Black)



Commencement. Christine Thomas waits in line to enter the Pavilion for the Graduate Studies Commencement in June 2021. She received her Master's in Native American Studies and is continuing her studies to earn a PhD. The UC Davis Native American Studies Program is celebrating two anniversaries: 50 years for its undergraduate program and 20 years for its graduate program. Photo by Karin Higgins.

22 learning sites (Davis, Tahoe, Sacramento, Bodega Bay, Tulare, San Diego, San Francisco, San Ramon, Merced, Modesto, Redding, Shasta, Stockton, Travis AFB, and Ukiah as well as Washington D.C. and 6 Natural Reserves)

63,000 continuing & professional education students

280,000 alumni

30,000 patients (1 million patient visits)

#1

Diversity and Internationalization (U.S.) (QS World University Rankings)

#1

Best Value College for Women in STEM (U.S.) (Forbes)

#4

Most Diverse Medical Schools (U.S. News and World Report)

#10

Most diverse business school in the U.S.—#8 for highest percentage of female and nonbinary students (48%) (U.S. News and World Report)

Top 35:

#15 Top Undergraduate Degree Producers for Minority Students

#5 for Asian American Students

#34 for Hispanic Students

(Diverse Issues in Higher Education)

29 Top Doctoral Degree Producers for Minority Students

#14 for Asian American Students

#32 for Hispanic Students

#10 for Native American Students

(Diverse Issues in Higher Education)

Top 100:

America's Best Employers for Diversity

#35 for Davis

#59 Sacramento campus – UC Davis Health

(Forbes)



UCDAVIS
Diversity, Equity
and Inclusion