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Office for Diversity, Equity and Inclusion, UC Davis

Annual Impact Report

July 1, 2021 to June 30, 2022

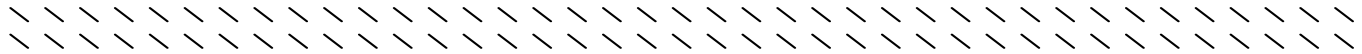
You Belong Here.





“Whether you were arriving to campus for the first time or returning from a long break due to Covid-19, we want YOU to know that YOU matter.”

**—Dr. Renetta Garrison Tull
Vice Chancellor for Diversity, Equity and Inclusion**



One of our UC Davis themes is “Outgrow the Expected.” This report serves as a reminder that UC Davis is indeed outgrowing even our own expectations as we do ever more to be compassionate, inclusive, thoughtful, insightful, aware, and action-oriented in our Diversity, Equity, and Inclusion, or DEI, practice.

While this report focuses on the work of our office, we can’t help but include stories and quotes that reflect the many collaborators and partners that work with us. Our staff simply could not make all of this happen without our colleagues across campus. DEI is—and must be—a collective effort.

The cover of our report reflects this reality. Seen on the UC Davis Human Resources website and on the wall as art at the Manetti-Shrem museum, the phrase, **“You Belong Here”** became the DEI office’s mantra for

reaching out to our campus community. Whether you were arriving to campus for the first time or returning from a long break due to Covid-19, we want YOU to know that YOU matter.

We are proud that UC Davis is being recognized nationally as a leader in diversity, equity, inclusion, and social justice. This is a tribute to our campus leadership, which continues to support our office, both practically and by championing our projects.

On behalf of the entire team, I want to again thank the volunteers across our campus and in our community who worked with us. We hope that you see yourself and your work reflected in these pages.

On the Cover:

DEI held its Fall Harvest Fest / Open house in November 2022. Ebony Lewis, DEI Chief Strategy Officer takes a selfie with, left to right, Patrice Hill Director, Sacramento Area Youth Speaks, or SAYS; Aaliyah Hill Cribbs, 6th grade SAYS Scholar; Adiyah Obolu, 12th grade SAYS Scholar; Elaina Lopez, Analyst. These SAYS scholars performed a portion of the program co-hosted by Aggie Black Excellence and Student Affairs’ Lifting Black Voices project in partnership with the Manetti Shrem museum to highlight their Young, Black and Gifted Exhibit. Photograph by Fred Greaves.

The UC Davis Diversity, Equity and Inclusion Annual Report is published by the Office of Diversity, Equity and Inclusion at UC Davis for its friends and partners. The report is produced by Laura Cerruti, Chief Impact Officer with assistance from Erin Kelley, Communications Specialist, Thomas O’Donnell, Principal Analyst, and the entire DEI team.

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UCDAVIS
**Diversity, Equity
and Inclusion**

UC Davis Diversity, Equity and Inclusion Annual Impact Report 2021-2022



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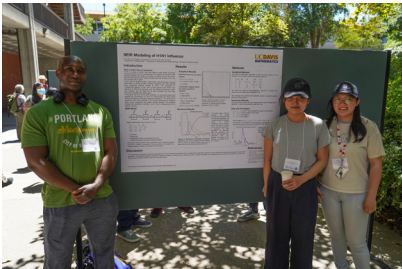
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A NEW GENERATION OF LEADERS

Growth among managers, senior professionals, and senior leadership roles for the following groups

WOMEN

Davis
47.8% in 2021
44.6% in 2019

UC Davis Health
60% in 2021
57.3% in 2019

BLACK/AFRICAN AMERICANS

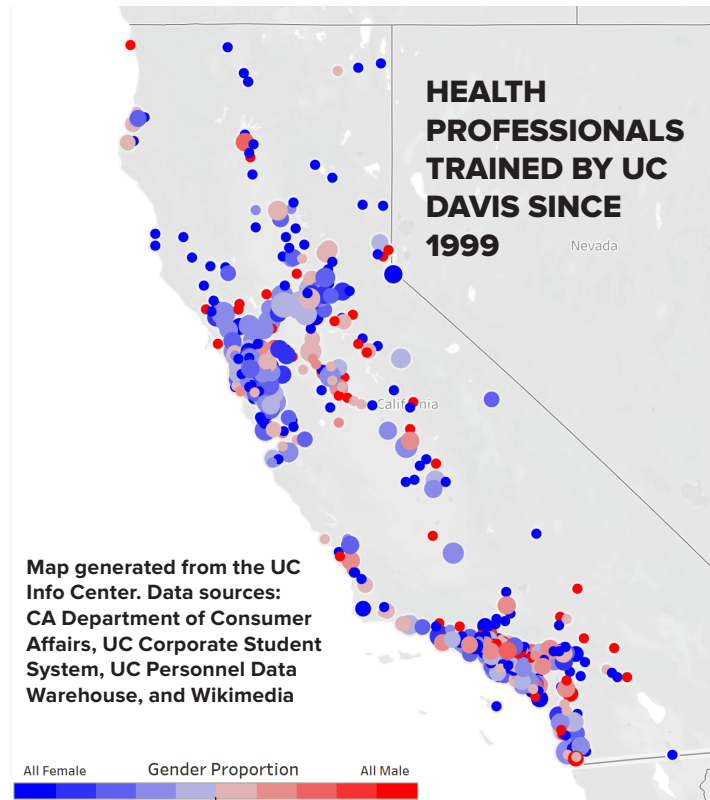
Davis
5.5% in 2021
4.6% in 2019

UC Davis Health
5.6% in 2021
4.4% in 2019

HISPANIC/LATINO(A)

Davis
10% in 2021
8.9% in 2019

UC Davis Health
9% in 2021
7.5% in 2019



Diversity Education

The DEI Education team is housed within DEI's Office of Campus Community Relations, or DEI-OCRR.

In 2021-22, 9,089 unique students enrolled in 17,176 diversity education courses offered through Staff Learning and Development and the DEI office. In 2016-17, 2,584 students participated in 3,102 courses.

After "Living the Principles of Community and the New Employee Welcome," the most popular course is "Managing Implicit Bias in the Hiring Process."

CAMPUS CLIMATE FOR DIVERSITY AND INCLUSIVENESS

According to UC Undergraduate Experience Survey, or UCUES, Results, UC Davis students were more positive about campus climate, diversity, and inclusiveness in 2020 than in 2016.

"Overall, I feel comfortable with the campus climate for diversity and inclusion in my classes."

2020: 89% somewhat agreed, agreed or strongly agreed

2016: 85% somewhat agreed, agreed, or strongly agreed

"Overall, I feel comfortable with the campus climate for diversity and inclusiveness at this university."

2020: 89% somewhat agreed, agreed or strongly agreed

2016: 84% somewhat agreed, agreed, or strongly agreed

"UC Davis is a welcoming campus."

2020: 94% somewhat agreed, agreed or strongly agreed

2016: 91% somewhat agreed, agreed, or strongly agreed

"This campus values diversity."

2020: 92% somewhat agreed, agreed or strongly agreed

2016: 87% somewhat agreed, agreed, or strongly agreed

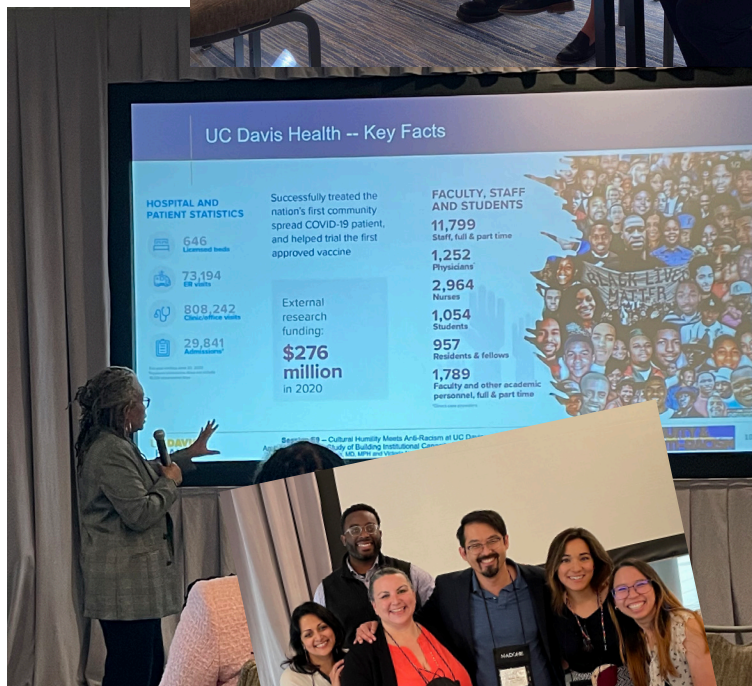
UC Davis Presents at National Diversity Conference

Nearly fifty colleagues from across the UC Davis campus attended the annual conference for the National Association for Diversity Officers in Higher Education, or NADOHE, conference, held in San Diego, March 16-19, 2022. The visibility of the delegation prompted many of the other speakers to recognize UC Davis as a leader in demonstrating their commitment and investment in diversity and professional development.

The UC Davis delegation shared their work and expertise, both formally as invited presenters (based on competitive submissions) and informally during small group discussions. Attendees crowded into UC Davis sessions, which included:

- **The I-DARE Initiative: Advancing Inclusion, Diversity, Anti-Racism, and Equity at UC Davis Health.** Presenters: Hendry Ton and Ceasor Dennis
- **Reimagining Campus Safety and the Next Generation of College Policing.** Presenters: Megan Macklin; Joe Martinez (Center for Student Involvement, Student Affairs); Kelly Ratliff (Finance, Operations and Administration); and Maleah N. Vidal (Office of the Campus Counsel).
- **Cultural Humility Meets Anti-Racism at UC Davis Health: An Interactive Case Study of Building Institutional Capacity for Health Equity.** Presenters: Jann Murray-García and Victoria Ngo

A shorter version of these talks were then reprised at the DEI Open House in November of 2022. The short talks gave even more people the opportunity to hear presentations from the NADOHE conference.



From top to bottom: Megan Macklin, Joe Martinez, Maleah Vidal, and Kelly Ratliff present “Reimagining Campus Safety and the Next Generation of College Policing.” Jann Murray Garcia provides some context for her presentation on anti-racism education. Bottom: Murray and her co-presenter, Victoria Ngo (first row) celebrate with colleagues, left to right Puja Chadha, Ceasor Dennis, Annie Caruso, Hendry Ton, Rebecca Jorin and Sarah Iv.

Center Receives National Recognition for Health Equity Work

DEI's Center for Reducing Health Disparities, or DEI-CRHD, led by Sergio Aguilar-Gaxiola, M.D., Ph.D., Professor of Internal Medicine, was awarded a grant titled the Interdisciplinary Collaboration and Cultural Transformation Model, or ICCTM, Learning Collaborative from the Mental Health Services Oversight and Accountability Commission. In collaboration with Solano County Behavioral Health Division, CRHD will train and provide technical assistance to county staff and leaders and anticipate training over 140 participants from 40 California Behavioral Health Departments and Authorities. Counties will learn about the core components and frameworks used in the Solano County ICCTM Innovations Project – the National Culturally and Linguistically Appropriate Service, or CLAS, Standards, community-engaged research models, quality improvement, and sustainability – to better address health disparities unique to each County and the diverse communities they serve. The grant will also support four (4) mentee Counties in developing a quality improvement action plan that is community-defined and driven. Alongside this grant, participating counties will have access to a consultant in support of drafting their Mental Health Services Act Innovation Project plan, which will focus on advancing health equity by addressing local disparities, which

may lead to Phases II and III of this effort.

In 2022, CRHD received national recognition from the Association of American Medical Colleges, or AAMC. The Center was highlighted for a 5-year project titled the Solano County Interdisciplinary Collaboration and Cultural Transformation Model that resulted in better access to mental health services for Filipino American, Latino and LGBTQ+ populations: The project was declared second-place winner in the 2022 AAMC Innovations to Bolster Community Trust and Engagement in Science Award. The award recognizes “pioneering approaches to bolstering community trust and engagement in scientific developments that promote human health.” The initiative involving the DEI-CRHD and the university's Clinical and Translational Science Center, or CTSC, is part of a community-engaged, quality improvement project that spanned five years. It resulted in the cultural

transformation of the county's Behavioral Health Division and several of its partner community-based organizations in seven cities.

Overall, this community-initiated, outcome-driven, sustainability-guided project demonstrated that it is possible to address mental health disparities and advance mental health equity in access to care and utilization of services for historically underserved populations. Given the success of this project, the Mental Health Services Oversight and Accountability Commission, or MHSOAC, funder of the ICCTM project, approved extra funding to scale up this project's strategies to train representatives of about 40 California Counties that signed up to learn about the ICCTM model and possibly implement it in their respective counties. The statewide learning collaborative includes two one-year long training cohorts which started with monthly training workshops on October 2022. This is the 2nd stage of the ICCTM project.

IMPROVING CARE FOR LGBTQ+ PATIENTS

The Improving Outcomes annual conference, sponsored by DEI's Office of Health Equity, Diversity and Inclusion, or DEI-HEDI, was held virtually on October 8 and 9, 2021. It explored how health professionals and community partners can improve quality of and access to care for lesbian, gay, bisexual, transgender, queer and questioning (LGBTQ+) patients and their families. Fifty-eight attendees learned about clinical best practices and new LGBTQ+ research; met with regional and national experts in LGBTQ+ related fields; and brainstormed new ways to improve care in the field and beyond.



News

Nonviolence is the Focus of Principles of Community Week

To celebrate the 32nd anniversary of the UC Davis Principles of Community, the campus hosted a series of events in February and March 2022, including an Opening Ceremony featuring Gary S. May, chancellor, David Lubarsky, vice chancellor of Human Health Sciences and chief executive officer of UC Davis Medical Center, and Renetta Tull, vice chancellor for Diversity, Equity and Inclusion moderated by Hendry Ton, associate vice chancellor, Health Equity, Diversity and Inclusion; a book talk with musical performances at the Student Community Center; workshops, student presentations, and more.

With a focus on Martin Luther King Jr.'s Six Principles of Nonviolence, the week celebrated and honored the important and often challenging work of people on our campus and in the surrounding community hoping to make our communities just and equitable.

A “4 Words” social media campaign asked people to choose four words from the Principles that resonated most. The vote was for the words: Respect, Equity, Learning, and Community.

Principles of Community Week would not be possible without the work of the Employee Resource Groups, Constituency Groups, and Administrative Advisory Committees to organize events in collaboration with their communities. In addition, there were sessions by the Center for the Advancement of Multicultural Perspectives on Social Sciences, Arts, and the Humanities, or CAMPSSAH; the Center for Educational Effectiveness, or CEE; the Interfaith Campus Council, or ICC; Staff Assembly, the Disability Issues Administrative Advisory Committee, or DIAAC; the LGBTQIA Resource Center and the Staff Diversity Administrative Advisory Committee, or SDAAC.

The programs covered a variety of topics and were held at all of our sites, all focused toward our goal of being an inclusive university.

In one presentation, the Student Advisors to the Chancellor facilitated a discussion between student attendees and Tull about student perspectives on what diversity, equity, and inclusion means to them, personal experiences related to those topics, and



how they believe the administration can improve and foster DEI among the UC Davis community. Student participants had the opportunity to share their own stories, opinions, and ideas as well as learn about the DEI initiatives that are currently in place on campus. The Student Advisors to the Chancellor then shared their work on DEI projects and encouraged continued student participation in DEI efforts.

Events also included musical performances and a talk with Juan Diego Díaz, associate professor of Music, about his new book, *Africanness in Action: Essentialism and Musical Imaginations of Africa in Brazil*, sponsored by CAMPSSAH. The event began with two performances featuring music central to Díaz's research. The first, led by Brian Rice, director of Samba and Afro-Cuban Percussion, featured Carnival Samba and a group of his student percussionists followed by Díaz leading his own group of students and colleagues in a Brazilian Capoeira performance. Following those two energetic musical experiences, Díaz gave a presentation on the inspiration, intellectual traditions, and arguments of his book.

“The Principles of Community define who we want to be, and the impact we want to have on our beloved community and world. The Principles serve as an aspirational statement affirming our commitment to the highest standards of civility and decency. This year's theme spotlights Martin Luther King Jr.'s Six Principles of Nonviolence,” Ton said.

DEI Supports Students to Attend Conference on Undocumented Student Success

On March 25th, 2022, the Presidents' Alliance on Higher Education and Immigration, TheDream.US, Immigrants Rising, and Swarthmore College co-hosted the inaugural Supporting Undocumented Students' College & Career Equity: Strategies for Success, or SUCCESS, national convening. The goal of the SUCCESS National Convening is to bring together students, staff, and educators from across institutions and organizations around the country to improve access in higher education and careers for undocumented immigrant students, learn from each other's institutional successes, and form a network of advocates to support undocumented immigrant communities.

The SUCCESS National Convening invited over a 180 participants including campus and student leaders, organizations, student advocates, and policy experts from 67 institutions and organizations from across the country. UC Davis sent Mayra Llamas, executive

Lorena Oropeza makes a connection with Undocuadvocate educator Ariana Aparicio Aguilar at the SUCCESS Conference.



director of the Community Resource and Retention Centers; Lorena Oropeza, associate vice chancellor, Academic Diversity, or DEI-OAD, and Ana Sandoval Contreras, advocacy and policy community advocate at the AB540 and Undocumented Student Center. The AB540 and Undocumented Student Center, under the UC Davis division of Student Affairs, empowers more than 800 UC Davis students, their families, and members of the community. Sandoval Contreras was selected as the student leader based on her involvement with the AB540 and Undocumented Student Center and Scholars Promoting Education, Awareness, and Knowledge, or S.P.E.A.K., for Undocumented and Immigrants Rights, the undocumented student organization on campus that supports undergraduate students through financial, academic, social, and peer support.

During the convening, participants had the opportunity to choose among various sessions from topics that included breaking down financial barriers, pursuing post-graduation pathways, and supporting personal and academic thriving. The convening gave students the space to come together and learn from each other's experiences of being undocumented at their individual institutions.

Immigration policies and laws affect undocumented immigrant students at different levels. California was represented by more than one speaker as the promised land primarily because of the AB 540 legislation. At the same time, the conference pointed out that, in its very title—Supporting Undocumented Students' College & Career Equity: Strategies for Success—that college attendance/graduation is not enough. Undocumented young people need viable career paths. Viability means closing with DACA's fate uncertain and the lack of votes in the Senate to adopt more meaningful legislation. More than one speaker expressed frustration as undocumented people are still waiting to resolve their status even as they are gaining needed skills, contributing to their communities, forming families, and raising American children.

—with contributions from Ana Sandoval Contreras and Lorena B. Oropeza

News

PARTNERS IN EXCELLENCE

Honoring our Native American Community

Renetta Tull, vice chancellor for Diversity, Equity and Inclusion convenes the Native American and Indigenous Advisory Committee, a role that has reinforced her commitment to our Native American community. DEI is grateful to colleagues on campus who serve as informal advisors to our staff, infusing our work with an awareness of the legacy of Native Americans on the land on which we gather and in the work that we do.

UC Davis as a whole marked a major milestone in its support for Native American students—working to implement the UC Native American Opportunity Plan, which “provides for in-state tuition and fees to be fully covered for admitted students who are California residents and members of federally registered tribes.” (UC Davis *Dateline*, May 5, 2022). DEI honors its collaborations with those on campus who will be welcoming these students to UC Davis: assistant director of Undergraduate Admissions (housed in the Office of the Provost), Jacquelyn Ross (Pomo and Coast Miwok) and Michelle Villegas-Frazier (Pomo Pinoleville), director of Strategic Native American Retention Initiatives (housed under Student Affairs).



Villegas-Frazier also directs activities at the Native American Success Center, also known as the Native Nest.

Dedicated in November of 2009, the Native American Contemplative Garden is an important way that UC Davis recognizes the Patwin people who lived on the land that is now the university. On March 4, The Committee to Honor Patwin and Native Americans at UC Davis hosted a Tree Planting Ceremony garden. The Tree Planting Ceremony included remarks from Juan Avila Hernandez (Yoeme-Yoi), alumni; Inés Hernández-Avila (Nez Perce-Tejana), professor of Native American Studies, and special guest, Charlie Wright, chairman, Kletsel Dehe Wintun Nation. Kathleen Socolofsky, assistant vice chancellor and director for the Arboretum and Public Garden gave the welcome. Tull attended the ceremony and gave a few remarks on behalf of the Chancellor’s office. She thanked the committee for making this garden possible and for gathering people to honor the spirit of a beautiful buckeye tree. The DEI office looks forward to strengthening relationships with the Native community to help guide the way UC Davis honors Native Americans into the future.

DEI AT HISPANIC ASSOCIATION OF COLLEGE AND UNIVERSITIES CONFERENCE

UC Davis sent almost 60 students, faculty, staff, and administrators to participate in the Hispanic Association of College and Universities, or HACU, annual conference, October 25-27, 2021 “35 years of Championing Hispanic Higher Education Success.” This is the largest campus contingent to attend this three-day event. DEI sponsored

their participation to showcase the campuswide commitment to securing the institutional transformation set forth in the 2019 HSI Taskforce Report. Participants attended a number of workshops on topics ranging from Global Education, NASA grant opportunities, to “Moving Beyond Hispanic Enrolling While becoming Hispanic Serving.”

Several students were included in the HACU ¡Adelante! Leadership Institute, and leaders attended the Deans’ Forum on Hispanic Higher Education. HACU designated UC Davis as one of their Hispanic Serving Institutions (HSI) which makes our students eligible for paid internships and scholarships.

Students on the centennial walk on the quad. Photo by Karin Higgins.

One of a kind
like you

UCDAVIS

Our Campus, Our World

When the UC Davis Principles of Community were adopted in 1990, they reflected a desire by the campus to clearly state our values in response to controversy and incidents occurring on campus and in surrounding communities.

DIVERSITY AND INCLUSION
STRATEGIC VISION
GOALS 3 AND 4.

- > PRINCIPLES OF COMMUNITY
- > GROWING AS A COMMUNITY
- > CAMPUS COMMUNITY BOOK PROJECT
- > STRUCTURAL RACISM REVEALED COURSE



Chancellor Gary S. May has said that “college campuses are places where young people are forming their ideas and pursuing their dreams.” Yet the lives of every one of us can be affected by events outside the classroom, and because we are a global campus that can mean events from anywhere: Buffalo, Idaho, Colorado, Ukraine, Iran, Highway 113, or Alder Hall.

DEI, often in partnerships across campus, sponsored several events that highlighted issues that were top of mind for our scholars. One example is the February 25th noontime webinar, “Understanding the Refugee Experience: Culturally Responsive and Compassionate Care for Afghan Families” (part of the *Growing as a Community* series). The webinar featured panelists from Opening Doors, a Sacramento-based organization that offers a variety of programs and services to help support newcomers on their path to stability, self-sufficiency, and belonging. The speakers gave insight into the cultural understanding of neurodevelopmental conditions and how to support the refugee community in accessing health services. Topics addressed included the cultural experiences of Afghan immigrants that may impact their healthcare knowledge and access; the experience and barriers to healthcare access for families who care for a child with a developmental disability; and culturally responsive communication practices that can be effective in working with Afghan individuals and families.

Principles of Community week, our annual affirmation of these values and our shared commitment to uphold them, has been a fixture of campus life for nearly twenty years, reminding us that principles require acknowledgement and nonviolent action. The 2022 theme for the Principles of Community Week at UC Davis Health emphasized Martin Luther King Jr.’s Six Principles of Nonviolence. The campus celebrated our differences and cultures in a variety of modes and venues. Juan Diego Díaz led musical performances, Samba and Capoeira, and gave a talk for his new book *Africanness in Action*, in which he described different ways to think about music from Africa and Brazil. The campus listened deeply during dialogues like the one with the Interfaith Campus Council about building connections across diverse faith communities. The campus learned respect—one of the words chosen by the campus during our “4 Words” social media campaign—and honor, which the community did at a Tree Planting Ceremony in memory of Patwin Elder Edward “Bill” Wright in the Native American Contemplative Garden.

The UC Davis Campus Community Book Project wrapped up the 2021-2022 program, which in 2021-22 featured

humanities professor, best-selling author, and MacArthur “Genius” Fellow Ibram X. Kendi. The programming—much of which was recorded—spanned 38 events with over 3,500 participants and in collaboration with 32 campus and 8 community partners. When tickets for the 7:30 p.m. Ibram X. Kendi main talk sold out, DEI added a free 4:00 Forum@MC session to accommodate even more people. This particular session was live-streamed for anyone with a UC-email address.

In conjunction with the program, the UC Davis Campus Community Book Project shared a Social Justice Bibliography, which explored different aspects of the book project theme and provided links to entries in the UC Davis Library Discovery System—the bibliography itself was curated by Matt Conner, Student Services Librarian.

Ruth Shim, associate dean of Diverse and Inclusive Education encouraged us to learn about the impact of structural racism on our lives and in our work through the new self-directed learning course, Structural Racism Revealed. Participants were invited to be a part of a monthly self-paced educational journey to reveal, reflect, and better understand structural racism and learn active ways to interrupt it. For a total of 20 days over four months that started in June. As a community, participants committed to read, watch, and listen to the provided educational content and answer self-reflection questions to deepen our understanding of structural racism.

Throughout the year the Principles of Community remind us to integrate our values into patient care; to confront acts of violence and hatred in our community the moment they occur; “to question, disagree and to think new thoughts”; ultimately, to take responsibility for creating the kind of world we want to live in where everyone can realize their full potential.

The principles are much more than a statement of good intent. In the face of discord and hatred, the act of summoning and reciting the Principles of Community is an affirmation, they are the stars that guide us. “The Principles of Community define who we want to be, and the impact we want to have on our beloved community and world. The principles serve as an aspirational statement confirming our commitment to the highest standards of civility and decency” Hendry Ton, associate vice chancellor for Health Equity, Diversity and Inclusion, said. The principles we espouse, that we share, are strong enough to remind us why we remain united, they guide how we should respond, and what is right. They provide hope and direction when others try repeatedly to take us backward instead of forward.

—Thomas O’Donnell

Below: Ibram X Kendi (center) discusses his book with (l-r) Megan Macklin, Campus Community Book Project Program Manager, Renetta Tull, Joanna Regulaska, Vice Provost and Dean, Global Affairs, and Neha Malik, JD Candidate, School of Law.





How to Be an Antiracist by Boston University history professor Ibram X. Kendi was UC Davis' Campus Community Book Project for 2021-22. The author visited campus and gave a forum and author talk at the Mondavi Center. The book project turned 20 in 2021-22.



Renetta Tull at (top left and left) the World Engineering Education Forum and Global Engineering Deans Council Conference and at the National Action Council for Minorities in Engineering.



A Global Ambassador for DEI

Between July 1, 2021 and June 30, 2022, Renetta Tull, vice chancellor for Diversity, Equity and Inclusion gave no less than 60 presentations on our campus, regionally, nationally, and globally. On the small and big stages, Tull was asked to speak on women and underrepresented or historically-marginalized groups in science, technology, engineering, math, and medicine, or STEMM, mentorship best practices, as well as her personal journey in engineering and into leadership.

She was the invited distinguished lecturer at the American Society for Engineering Education on the topic of “Creating Inclusive and Diverse P-12 Learning Environments” in July 2021. She reprised some of this lecture for the American Association of the Advancement of Science, or AAAS, Improving Undergraduates STEM Education summit in June 2022.

In September 2021, she was invited to participate in a roundtable by the White House Office of Science and Technology Policy. The topic was “Emerging Models and Pathways for Success: Institutional and Academic Contexts.” She also attended the UC Regents meeting to share best practices from UC Davis in “Outgrowing DEI Expectations: Beyond Accountability at UC Davis.”

Mentoring is a constant theme of Tull’s talks. PHutures at Johns Hopkins University invited her to speak in January 2022 on navigating mentor-mentee relationships through the lens of equity and inclusion while the Metcalf Institute at the University of Rhode Island involved her in a program on mentoring and career development. She was also invited to speak on engineering education and engineer training at the Tsinghua Symposium, which is co-sponsored by several prominent engineering organizations. She was a “Virtual Morning Mentor” at the UC Berkeley Next Opportunity at Work, or NOW, 2022 conference.

Tull wrapped up her participation at the 2022 World Engineering Education Forum, or WEEF, in Cape Town in December. The WEEF conference brings together leaders from all over the world



to improve engineering education for — and from — a global lens, exploring such topics as inclusive teaching practices and intersecting cultural perspectives. Tull tweeted actively from the conference, conveying a sense of what a profoundly transformative experience the conference is. Tull was a panelist on Advancing Diversity, Equity and Inclusion through Academia/ Industry Collaboration and in “Rising to the Top” – A Conversation with women engineering leaders and authors on their professional and personal journey. In “Rising to the Top” Tull tells the story (#herstory) of her father encouraging her to become an engineer. Also from that session, UC Davis grad student Doreen Joseph (who attended the conference, along with colleague Toluwanimi Odemuyiwa) shared on Twitter this quote, which captures the essence of DEI principles in practice, “Being a woman leader in engineering shouldn’t be a compliment, but it should also not be invisible ... there should be a balance.”

As DEI continues its strong partnership with Global Affairs, Tull participated in the Asia Pacific Women in Leadership, or APWIL, program with women leaders from Hong Kong, Malaysia, and several countries. She addressed global issues at UC Davis as part of the National Association of Foreign Student Advisors, or NAFSA, Association of International Educators. She spoke at the Tec de Monterrey, Mexico, virtual conference in October of 2021 on the Importance of Equity, Diversity and Inclusion during the Week of Human Dignity.

In March 2022, she was in Anaheim, at the 48th Convention for the National Society of Black Engineers, with PhD students from Davis, Berkeley, Irvine, UCLA, and University of Maryland, Baltimore County. These students were participating in an in-person segment of our NSF-sponsored PROMISE Engineering Institute, or PEI. Tull is PI on the grant that brought the PEI program West. These inspiring students work across electrical engineering, computer science, and mechanical engineering.

During her opening remarks at the Administrative Management Group’s meeting later that month, Tull mentioned that several hours earlier (4 AM), she had been prepping in the virtual green room for a talk as an invited speaker for a United Nations program on women in STEM and climate change. This was part of a United Nations Educational, Scientific and Cultural Organization, or UNESCO, Commission on the Status of Women Side Event. Representing the United States, she was able to feature some of our UC Davis faculty:

Dawn Sumner, Sabbie Miller, Rebecca Hernandez, Estella Atekwana, and Jonna Mazet. She also spoke on equity in STEM at the Equity in STEM Community Convening sponsored by the Women in Engineering ProActive Network, or WEPAN and the ADVANCE Resource and Coordination, or ARC, network.

In June 2022, she appeared in the Women & Philanthropy Speaker Series: Untangling DEI. LeShelle May facilitated the conversation. They explored what the concepts of “diversity,” “equity” and “inclusion” meant, how they interact and depend on one another and why it matters. Their conversation explored the 4 A’s to untangling DEI: assumptions, awareness, acknowledgement and action. Tull addressed what higher education is doing really well and where there is need for improvement.

At the same time Tull is often traveling to national and international audiences, she never forgets her commitment to our campus. She was on hand to welcome students, staff, and faculty at dozens of events. She welcomed scholars involved in AvenueE (for Engineering) Transfer Bridge, Professors for the Future, Executive Leadership in Academic Medicine program, the Center for Student Involvement Leaders of Color Program, Transfer Opportunity Program, Urban Advocates and achievers Sacramento National Society of Black Engineers, or NSBE, Jr. Chapter, C-STEM, and the Black Students of California United. She visited Mouse Biology, the Health Management, the Office of Research, School of Medicine, Graduate Studies, and Enrollment Management, among other departments and teams on campus. She met with members of the Council of UC Staff Assemblies, Staff Diversity Administrative Advisory Committee, the Associated Students Senate, African American Faculty Staff Association, Status of Women at Davis Administrative Advisory Committee, among other organizations across UC Davis and the UC system.

Tull’s busy travel schedule continued into fall. She is serving as the Chair for the Vice Chancellors for Equity and Inclusion in the UC. In October, she joined a colleague from that group, Dania Matos, Vice Chancellor Equity and Inclusion at Berkeley, at the Global Inclusion conference in San Francisco to lead a plenary about global cultural humility, respecting cultures, and respect for humanity. In October 2022, Tull joined a UC Davis delegation at the Hispanic Association of Colleges and Universities in San Diego, where Chancellor May also participated in official board meeting.

**DIVERSITY AND INCLUSION
STRATEGIC VISION GOAL 2**

> **CAMPOS**

> **CAMPSAH**

> **ADVANCE SCHOLAR AWARD**

Jonathan Eisen, professor of Evolution and Ecology, still recalls the experience that changed his perspective. He was at a conference when he decided to take a break and step away from one of the sessions he was attending. Outside, he came across what, at first glance, appeared like an idyllic scene—a woman playing with her baby. He struck up a conversation with her and soon learned that she was also attending the conference. However, due to a lack of childcare, she hadn't been able to participate as much as she would have liked.

Eisen now dedicates a portion of his time and attention to recognizing and understanding the barriers that women and historically underrepresented groups face in their pathways into the professoriate—and, importantly, through the advancement process to become full professors and leaders in their academic fields. He then takes action—finding childcare grants for his graduate students and postdoctoral fellows, elevating their work, and otherwise carving out attention, space, and resources for these scholars to thrive. For these efforts, he was awarded an ADVANCE Scholar award in 2019. The ADVANCE Scholar award recognizes the contributions of STEMM faculty at UC Davis to their fields in research, leadership, outreach to underserved communities and in mentorship of underrepresented scholars.

But acknowledging individuals is not enough: institutionalizing these individual approaches has been the focus of two centers, the Center for the Advancement of Multicultural Perspectives on Science, or CAMPOS, and the Center for the Advancement of Multicultural Perspectives on Social Sciences, Arts, and Humanities, or CAMPSAH.

RETENTION CENTERS MAKE A DIFFERENCE

The crisis in the pathway to full professor for women and underrepresented minorities persists. “We are simply not making progress fast enough, and if we've learned from our experiences in the past that if we

CREATING SPACE FOR FACULTY TO ADVANCE



let up on our efforts for even a moment, we will just get more and more behind. We need centers like CAMPOS and CAMPSSAH, and we need all hands on deck focused on this problem,” Renetta Tull, vice chancellor for Diversity, Equity and Inclusion said.

CAMPOS received a \$250,000 grant from the Alfred P. Sloan Foundation, plus matching funds from several UC Davis schools and colleges for a project, ENHANCE, to further advance STEMM faculty diversity by assisting underrepresented minorities with research development and family care during and after the coronavirus pandemic. Even before the pandemic, according to principal investigators Mariel Vazquez and Lorena Oropeza, STEMM faculty from underrepresented groups experience isolation, lack adequate support and feel enormous pressure to prove their research excellence—far beyond that of their nonminority colleagues. In 2021, ENHANCE held two grant writing workshops led to CAMPOS Faculty Scholar participants submitting 15 grant proposals totaling \$8,036,776 resulting in \$533,500 of funding, with eight proposals awaiting funder response. ENHANCE also disbursed ten family support grants in the amount of \$7,559 to allow CAMPOS Faculty Scholars to dedicate time toward academic research and productivity.

Participant feedback about the two ENHANCE Workshops was 100% positive on the following survey questions: “Reading each other’s work and discussing it was very helpful (100%), “Working with an individual consultant was very helpful (100%).” What faculty

found most valuable during the workshop included, “One on one meeting with research development specialist,” “Having feedback from an expert, and colleagues, [...] having a community committed to the same process.” “Help with understanding the reviewer comments and preparing for the resubmission.” And “Getting away from family and work responsibilities to focus on writing.”

One recipient of the ENHANCE Family Support Grants said, “I would not have been able to participate (in the grant writing workshop) without it.”

Professors Leveraging a Community of Engagement with CAMPSSAH, or P.L.A.C.E. with CAMPSSAH, is a \$225,000 University of California Office of the President 2020-22 Advancing Faculty Diversity through Improved Climate and Retention, or AFD, grant under the leadership of Kimberly Nettles-Barcelón, principal investigator. Academic year 2021-22 marked the second and final year of this grant initiative. As in year one, this year included a wide range of initiatives that helped foster community, advance research and writing agendas, and offer recognition for the good service and mentoring work of UC Davis faculty. Working more closely and in community with other faculty has had a positive effect on those who have participated in the grant. “While I knew most of the other faculty participating in the group casually, I had never shared space with them speaking honestly and without pretense about our current research project and the obstacles that we faced moving to full professor. It is hard to quantify

Assistant Professor and CAMPOS Scholar Alyssa Griffin photographed with her two-year old daughter at the Bodega Marine Lab on May 27, 2022. Photo by Karin Higgins.



Partners in Excellence

CULTURE SHIFT

Having strong and inclusive workplace climate is essential to retaining historically marginalized faculty. Associate professors of History, Lisa G. Materson and Corrie Decker were awarded \$100,000 to advance their project, “Culture Shift: Developing Meaningful and Proactive Workplace Climate Reviews.” “Culture Shift” is the result of the year-long study Materson, Decker, and more than thirty of their faculty colleagues participated in as part of “Faculty Retention and Inclusive Excellence Networks: Designing Solutions,” or FRIENDS, a University of California, Office of the President Advancing Faculty Diversity through Improved Climate and Retention Program, or AFD, grant received by UC Davis in the fall of 2019. The urgent goal of the grant is the need to develop successful practices and standards for improving academic climate in many units and improve retention of faculty from historically underrepresented communities. Materson and Decker proposed the creation of a faculty-led Workplace Climate Action Group, or WCAG designed to provide early, constructive, in-house intervention to struggling departments in order to engender a university culture that helps recruit and retain women and under-represented minorities among the faculty and students.



Professor Wilsaan Joiner talks with his PhD student in biomedical engineering Justin Fitzgerald about the use of ultrasound for prosthetic limbs on November 2, 2022. Along with his colleague Jonathan Schofield, Joiner’s lab focuses on using bionic engineering and assistive robotics to improve the intergration of a prosthetics limb. Photo by Gregory Urquiaga

2022 ADVANCE SCHOLAR AWARDS

The Center for the Advancement of Multicultural Perspectives on Science announced recipients of the ADVANCE Scholar Award, which recognizes faculty who advance diverse perspectives and gender equality in STEM. As a statistician, mathematical epidemiologist, and public health advocate, Miriam A. Nuño, associate professor, Public Health Sciences routinely pursues interdisciplinary collaborations in health disparities research. In his research, Dean Tantillo, professor, Chemistry investigates the structures and reactivity of organic molecules and is a world leader in mechanistic organic chemistry. He has also has worked for years on making chemistry accessible to visually-impaired students.



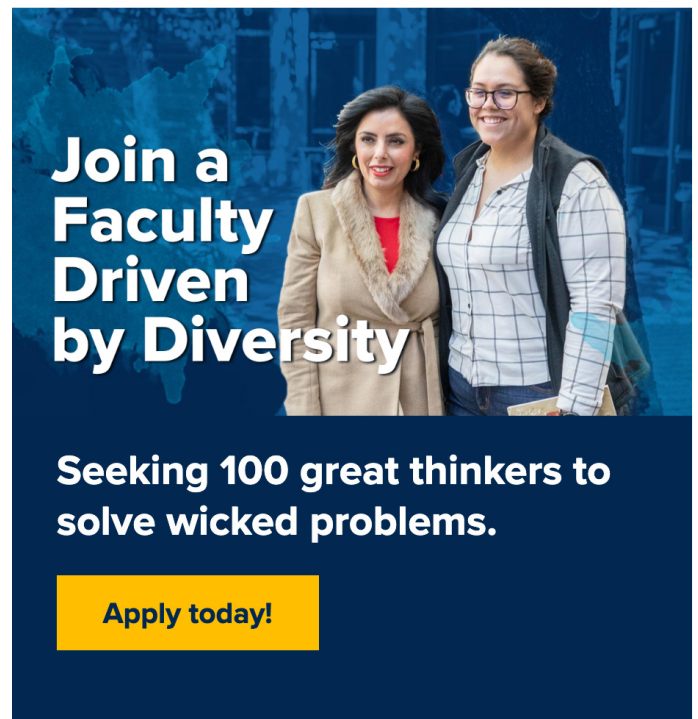
Ariel Mosely and Christoph Haussmann at the 2022 CAMPOS and CAMPS-SAH Induction Ceremony. Photo by Fred Greaves

just how beneficial this has been for me,” a writing community participant said.

The Scholar of the Quarter award recognized faculty at the assistant or associate rank whose scholarship epitomizes scholarly or creative achievements that involve diverse communities with a commitment to social change. Recipients were Jessica Bissett Perea, associate professor, Native American Studies (Fall 2021) for her extraordinary work in mentorship; Jacob Hibel, associate professor, Sociology (Winter 2022) for “leading scholarly work that not only brings awareness to issues facing marginalized communities but also that can be translated into action and advocacy on behalf of those communities,” said his award nominees; and Corrie Decker, associate professor, History (Spring 2022) for her approach to collaborative, community-based research.

The Post-tenure Startup Package assisted faculty in the development of a new project or allow them to refocus their energies in ways more attuned with their desired career path within the university. Susy Zepeda, associate professor, Chicana/o Studies, is using the funds for professional development that will help her to pursue work on her second manuscript through discovery and engaging a network of peers. Alexis Patterson Williams, associate professor, School of Education, will use the funds to pursue research in the name of transforming science instruction by providing educators with tools to navigate the challenges of teaching with academic rigor, equity and justice in science classrooms based on strategies and curricular approaches that work for science teachers.

Desirée A. Martín, English; Susette Min, Asian American Studies; Bettina Ng’weno, African American and African Studies; and Grace Wang, American Studies participated in the P.L.A.C.E. Writing Community, a two-quarter writing support group for social science, arts, and humanities faculty working on a second book-length project. The community was facilitated by historian and professional writing consultant, Elena K. Abbott of Ink Blotter. The community, together with the writing coach, “helped create a writing community that was both supportive and highly effective, particularly in moving my research forward.” Another participant noted that “the P.L.A.C.E. writing community has far exceeded my expectations. I did not know what to expect but wanted to avail myself of this opportunity regardless. What I found was a supportive community of peers, specific writing tips and strategies from a seasoned



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UC Davis launched a new faculty hiring campaign in time for fall 2022. Over several years, UC Davis is looking to hire more than 100 faculty, leveraging the strength of its CAMPOS and CAMPS-SAH programming to support this incoming cohort of scholars.

writing coach, and time/space to prioritize my writing. Having been at UC Davis for many years now, I know that this is rare and to be cherished.”

Five faculty participated in a summer writing workshop for faculty working to complete a significant writing assignment (e.g. an introduction, a book proposal, or a chapter) and who would benefit from uninterrupted, concentrated writing time and structured feedback. Participants included Corrie Decker, History; Lisa Materson, History; Susette S. Min, Asian American Studies; Michael V. Singh, Chicana/o Studies; and Grace Wang, American Studies. Each expressed how the time to work in community with other faculty and the writing coach had a positive impact not just on their research and writing, but also on their sense of possibility to thrive at UC Davis. Each expressed how the time to work in community with other faculty and the writing coach had a positive impact not just on their research and writing, but also on their sense of possibility to thrive at UC Davis.

INNOVATION REQUIRES DIVERSE TEAMWORK

The data are clear on why it’s so important to include multicultural perspectives. It’s not just that diverse teams are more innovative or that students need to see themselves reflected in the professoriate. It is also



At the 2022 CAMPOS and CAMPSSAH Induction Ceremony, Mariel Vazquez, CAMPOS faculty director, and professor of microbiology and molecular genetics and math introduced a series of videos in which faculty scholars discuss their work. Photo by Fred Greaves.

that the science that is being done, in leaving out the lived experience of so many, is harming the people who are left out. Whether that is not using female crash test dummies in cars (women are more likely to be seriously injured or killed in car accidents), not including a diverse set of patients in the randomized trials for medical treatments, or not asking women about their needs when designing engineering solutions for developing countries—the gaps in representation in the professoriate have serious consequences.

Responding to this research and data gap was a focus of the 2022 ADVANCE Scholar Award Symposium, “Inclusivity, Equity, and Ethics in Research and Data Science—Challenges and Opportunities in Math, Engineering, Agriculture, and Health.” The symposium included a panel discussion and three plenary talks. Diane M. Beckles (Plant Sciences, 2021 award recipient) hosted “A conversation about biotechnology serving equity in food systems;” Chen-Nee Chuah (Electrical and Computer Engineering, 2020 award recipient), spoke on “Experimental Data Science in Large-Scale Networks and

Accessible Smart Health Systems,” and Luis Carvajal-Carmona (Biochemistry and Molecular Medicine, 2021 award recipient), addressed “The need to diversify DNA databases and precision medicine tools: implications for advancing health equity.” This year, the ADVANCE Award Symposium added a poster session to the event, bringing together students and scholars on the following topics:

- Asking Different Questions: A Justice-Oriented Approach to Research, by Sarah McCullough, Eli Alston-Stepnitz, Tara Pozzi, Colleen Sargent, Kalindi Vora, Maya Cruz, Sara Giordano, and Ellie Legg
- Fair Data Representation for Machine Learning at the Pareto Frontier by Shizhou Xu and Thomas Strohmmer
- Race discrepancies of arrests made by law enforcement by Sam Brinker, Moss Le, Anastasia Goold, and Neil McRoberts
- Predicting the Formation of R-loops using a Formal Grammar by Jacob Lusk, Dr. Mariel Vazquez
- The Effects of Environmental Changes on

Partners in Excellence



JUAN DIEGO DIAZ

On February 22, 2022, CAMPSSAH Faculty Scholar Juan Diego Díaz, an Associate professor of Music discussed his new book, *Africanness in Action: Essentialism and Musical Imaginations of Africa in Brazil*. The event began with two performances featuring music central to Diaz's research and talents. The first, led by Brian Rice, a lecturer in Music and the Director of Samba and Afro-Cuban Percussion featured Carnival Samba and a group of his student percussionists. Following Brian's Samba Bateria performance, Juan Diego led his own group of students and colleagues in a Brazilian Capoeira performance. Following those two energetic musical experiences, Professor Diaz gave a presentation on the inspiration, intellectual traditions, and arguments of his book. The event was sponsored by CAMPSSAH.

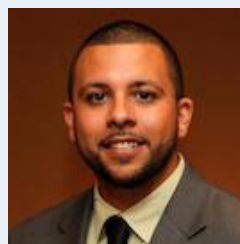


TIFFANI JOHNSON

CAMPOS Faculty Scholar Tiffani Johnson (Emergency Medicine) received a national award for her efforts to improve the quality of care for underserved children. The American Academy of Pediatrics (AAP) recently honored Johnson with its inaugural Minority Health, Equity and Inclusion Award. The award recognizes a member for their outstanding contributions to advance health equity for underrepresented communities. It also celebrates their efforts to promote diversity, equity, and inclusion of the pediatric workforce through policy, advocacy, education, mentorships, and research.

Tiffani Johnson co-authored the "Eliminating Race-Based Medicine" Policy Statement, which addresses the elimination of race-based medicine as part of a broader commitment to dismantle the structural and systemic inequities that lead to racial health disparities. Race-based medicine has been pervasively interwoven into the fabric of health care delivery in the United States for more than 400 years. Race is a historically derived social construct that

has no place as a biologic proxy. In addition to valid measures of social determinants of health, the effects of racism require consideration in clinical decision-making tools in ways that are evidence informed and not inappropriately conflated with the limiting phenotype of race categorization.



JESÚS M. VELÁZQUEZ

Assistant professor Jesús M. Velázquez (Chemistry), a material chemist in the UC Davis College of Letters and Science, is one of 18 faculty in the U.S. selected as Camille Dreyfus Teacher-Scholars for 2022. These faculty are within the first five years of their academic careers, have each created an outstanding independent body of scholarship and are deeply committed to education. Each Camille Dreyfus Teacher-Scholar receives an unrestricted research grant of \$100,000. He and his team published "Promoting Inclusive and Culturally Responsive Teaching Using Co-classes for General Chemistry" in the *Journal of Chemical Education* where they described the development and deployment of a new general chemistry co-class that supports students from first-generation, low-income, and underrepresented backgrounds.



STAY-ANN ELVY

Professor Law and Martin Luther King, Jr. Hall Research Scholar Stacy-Ann Elvy discussed her newly-published book on, *A Commercial Law of Privacy and Security for the Internet of Things*. In the Internet of Things (IoT) era, online activities are no longer limited to desktop or laptop computers, smartphones and tablets. The IoT provides unlimited opportunities for household objects to serve as surveillance devices that continually monitor, collect and process vast quantities of our data and Elvy critically examines the consumer ramifications of the IoT through the lens of commercial law and privacy and security law.

Struggle against corrupt council (in collusion with BIA), called upon AIM

- How did the corruption come to be?
- Mismanagement of the trust responsibility
- 1973 occupation of Wounded Knee



Harlington Wood, Assistant U.S. Attorney General, (white shirt) is escorted by armed members of AIM into the village of Wounded Knee, South Dakota, March 13, 1973 to meet with leaders. Wood was sent to the village held for the last two weeks by the militants in an effort to work out a solution to the problem. (AP Photo)

Wounded Knee 1973



Professor Beth Rose Middleton Manning of the Native American Studies department teaches an Introduction to Native American Studies class on February 26, 2020. The lesson was about Native American activism and the fight for Native American rights. Photo by Gregory Urquiaga

Cyanobacteria Diversity found in UC Davis Soils by Jazmine Reeves, Sylvia Rodriguez, Metzli Montero

- Prediction of Binding Affinity for Coronaviruses and their Receptors Using Machine Learning by Apurva Mishra, Nathan Solomon
- Analysis of SEIR Model in H1N1 Infection by Yuan Chen; Yuying Zhang; and Paul Graggs
- Human Induced Pluripotent Stem Cell-Based Treatment in a Valproic Acid Rat Model of Autism by Pablo Juarez, Alexa D'Ambra, Vanessa Cervantes, Paul Knoepfler, Diasynou Fioravante and Verónica Martínez-Cerdeño
- Travelling Salesman Problem Algorithm by Jingren Xu/Yuan Chen
- Automated detection of DNA organization in cryoEM micrographs of bacteriophage P4 by Wai Ho CHAK, Tamara Christiani*, Camila Sanudo Thomas, Javier Arsuaga, Naoki Saito, and Mariel Vazquez

These kinds of deeper discussions on inclusivity and ethics in data science are needed in the scientific community. This symposium brought together the

research and commitment to mentoring, social impact and public outreach of the speakers.

The event attracted 80 participants, most of whom were students, and 12 of them presented a poster with the results of their research.

CREATING A WELCOMING ENVIRONMENT

The CAMPOS Research Colloquia showcase the research done by CAMPOS Faculty Scholars. Through them, we continue to build a diverse UC Davis scientific community grounded in research excellence. After being postponed in 2020 due to the Covid-19 pandemic, the series returned in 2021 as weekly virtual/hybrid presentations, which increased accessibility for members outside of our community. In Fall 2021, CAMPOS introduced an additional colloquium on a topic related to diversity, equity, and inclusion in teaching, mentoring or service. From July 2021-June 2022, CAMPOS hosted 20 Research Colloquia, attended by over 400 participants in-person or over Zoom.

In 2021 CAMPOS launched the Jump-Start competitive seed grant program, which offers grant opportunities

to all CAMPOS Faculty Scholars impacted by the Covid-19 pandemic to help propel their research productivity and advance their careers. The awards range from \$1,000-8,000. In fiscal year 2021-2022, the CAMPOS allocated \$18,000 in competitive funding to pilot projects that address topics ranging from “Confronting Health Misinformation to Improve Public Health” to “Transforming Energy and Diversity in Rapid Renewable Energy Transition.”

The annual CAMPOS and CAMPSSAH Induction Ceremony is an important place to foster a community among faculty. On March 10, members and supporters of CAMPOS and CAMPSSAH gathered in person at the Manetti Shrem Museum to welcome several cohorts of recent faculty inductees—17 new members.

The 2021 calendar year was a very successful year for CAMPOS faculty. Collectively, they received 12 Awards and recognitions, published over 137 peer-reviewed scientific publications, and had 61 ongoing grants where the CAMPOS faculty is listed as lead-PI. In calendar year 2021, CAMPOS Faculty were awarded 43 grants (as PI or co-PI). CAMPOS Faculty in the 2014-2021 cohorts have been awarded \$36,567,336 in grants through Fiscal Year 2021. In Fiscal Year 2021 alone, CAMPOS Faculty Scholars submitted over \$35.5 million and were awarded \$6,634,670. Beyond their research accomplishments, CAMPOS faculty continue thriving for excellence in teaching and mentoring and were active in their outreach and science communication efforts. “CAMPOS has positively impacted my career, and I hope we can strengthen the program to support many more generations of excellent faculty,” said one scholar.

The impact of CAMPOS and CAMPSSAH extends far beyond its impact on those who are formally “scholars.” Between all of its programming—scholar cohorts, affiliate networks, symposia, colloquia, manuscript workshops, post-tenure startup packages, jump-start research grants, formal mentorship programs, and more—CAMPOS and CAMPSSAH engage with more than 200 scholars across the campus, or roughly 10% of all ladder rank and equivalent faculty. They have nearly proportional representation in all colleges and schools. These faculty serve as credible ambassadors for inclusive excellence, lifting workplace climate for all.

—with contributions from Sophie Barbu and Thomas O'Donnell

CAMPOS / CAMPSSAH

The Office of Academic Diversity welcomed new Faculty Scholars to the Center for the Advancement of Multicultural Perspectives on Science (CAMPOS) and the Center for the Advancement of Multicultural Perspectives on Social Science, Arts, and Humanities (CAMPSSAH).

2021-22 CAMPOS FACULTY SCHOLARS

Anya Brown, Evolution and Ecology
Kristen George, Public Health Sciences
Marco Gonzalez, Neurology
Joseph Teran, Mathematics

2022-23 CAMPOS FACULTY SCHOLARS

Luis Diaz-Garcia, Viticulture and Enology
Alyssa Griffin, Earth and Planetary Sciences
Alan Lombard, Biochemistry and Molecular Medicine and Urologic Surgery
María Maldonado, Plant Biology
Adeola Oni-Orisan, Family and Community Medicine
Kenjiro W. Quides, Microbiology and Molecular Genetics

2021-22 CAMPSSAH FACULTY SCHOLARS

Zinzi Clemmons, English
Nicholas Jones, Spanish and Portuguese
Shingirai Taodzera, African American and African Studies
Ariana Valle, Sociology

2022-23 CAMPSSAH FACULTY SCHOLARS

Akua A. Banful, English
Christoph Hanssmann, Gender, Sexuality, and Women's Studies
Veronica Lerma, Sociology
Ariel Mosley, Psychology
Alicia Rusoja, School of Education

CAMPOS has 35 active scholars and 9 alums. CAMPSSAH currently has 20 active scholars and 2 alums. Altogether more than 200 faculty have participated in CAMPOS and CAMPSSAH-related programming, including the scholars and affiliate programs, ADVANCE scholar awards, grant writing and writing communities, and more.



CREATING EQUITABLE PATHWAYS TO CAREER SUCCESS

Student research presenters (left to right): Paul Griggs, Yuan Chen, and Yuying Zhang, standing with their poster, at the 2022 ADVANCE Scholar Award Symposium. Photo by Bill Clough/Captivating Photos.

DIVERSITY AND INCLUSION
STRATEGIC VISION
GOALS 1 AND 5

- > **K16 COLLABORATIVES,**
- > **AVENUE M (WITH STEM STRATEGIES)**
- > **POST-BACC PROGRAM**
- > **TRIBAL HEALTH INITIATIVES**

Our educational and economic systems are leaving talent on the table. Millions of young Californians do not receive sufficient guidance or training to link their existing talents, creative strengths and areas of knowledge with post-secondary educational institutions and career opportunities across the state. Others, with untapped passions, do not advance simply because their individual potential has not been properly cultivated. “Missing millions” is a term adopted by the National Science Board and National Science Foundation to describe this talent gap. The gap is often occupied by the most vulnerable and forgotten populations of our state: English learners; indigenous, migrant, and immigrant communities; the system-impacted; black and brown communities disproportionately affected by the trauma of the Covid-19 pandemic; undocumented, low-income, and farmworker communities; people with differing abilities; and those from neighborhoods marked by economic, health, social, and income inequalities. UC Davis recognizes that as long as institutions like ours assign these “identities” as markers of individual, rather than institutional failure, we cannot see and value assets such as multilingualism, multiculturalism, leadership, creativity, resilience, emotional intelligence, empathy, and the centrality of identities deeply rooted in ties to family, community, land, and purpose. DEI has partnered across UC Davis and regionally on several projects to provide prospective students with better, more welcoming pathways to actualize their full potential.

K-16 EDUCATIONAL COLLABORATIVES

California's institutions of higher learning have an obligation to keep pace with the state's workforce demands and with the changing needs of California's racially diverse population. The Campaign for College Opportunity estimates that "raising college attainment to 60 percent for all by 2030 will generate \$133 billion in additional federal and state revenue." Investment in communities underrepresented in our higher education system—particularly at our R1 (highest research output) institutions in the University of California will support our ability to create global citizens and solve local-global problems.

One program that is taking up this challenge is California's Regional Education K-16 Collaboratives Grant Program, which has pledged to distribute a \$250 million appropriation from the California legislature with the goal of supporting occupational pathways to reduce inequities. In 2022, DEI coordinated UC Davis's effort to reach out to lead agencies in three regions: Redwood Coast (lead agency: Cal Poly Humboldt), North State (lead agency: Shasta College), and Sacramento (lead agency: Los Rios Community College District) to apply for grants under this opportunity. Subsequently, UC Davis was delighted to learn that it is a collaborator in all three regions. As the northernmost UC, UC Davis will be working across these northern counties to establish streamlined career pathways in healthcare, engineering, and education, while also addressing inequities through improvement in college preparation, awareness and readiness; attention to student retention; increase in high touch, high tech advising; supporting inclusive learning environments; and addressing college affordability.

Together, the grants represent \$54 million in funding to these regions, with funding split among many partners, including K-12 school districts, CSUs, Community Colleges, and UCs. UC Davis received approximately \$3 million, and is dedicating that funding to projects that might be scaled up, to filling gaps, and to other strategic investments, including

- Outreach, Recruitment, and Admission (including SAYS in Sacramento)
- the "Avenue" Pathways in Engineering, Medicine and Biological Sciences;
- the Marchand Public Engagement Initiative in the College of Letters & Sciences
- The UC Davis HSI Initiative, "Avanza"
- The School of Education

However, this is a great opportunity for many programs at UC Davis to develop and strengthen relationships in these regions with intersegmental partners. DEI has brought together stakeholders from across campus to identify projects that have existing synergies or ongoing plans to build out in this region or with target populations where partnerships add value to their offerings. The K-16 Collaboratives incentivizes UC Davis programs to think intersegmentally, to focus on equity, and to address accelerated pathways that respond to California's workforce needs. Bringing together a group of partners with differing missions but all working on the same goal is complex, but important to support the long-term sustainability of this and future partnerships. As this complex project moved forward, DEI looked to connect with UC Davis stakeholders in a community-minded way, inviting all members of our campus community to a quarterly "coffee chat" to hear updates, track progress, and share ideas.

FOCUSING ON THE HEALTHCARE WORKFORCE

All three regions of focus in the Regional K-16 Collaborative program are focusing on healthcare. California has been anticipating a severe shortage of workers in healthcare for more than decade, and two DEI Offices, the Office of Student and Resident Diversity and the Office of Health Equity, Diversity and Inclusion, created workforce development programs to address this urgent need. With our health center as well as programs in the health professions, medical school, and nursing school, UC Davis is uniquely situated to support and inform the healthcare occupational pathways in all three of the regional collaboratives. Our campus provides comprehensive, state-of-the-art medical care and is advancing health in our region and far beyond through groundbreaking research, innovative interprofessional education and dynamic community partnerships.

An educationally and economically disadvantaged background should not prevent a student from achieving their aspirations to professional careers, especially when many of these students express a strong drive to serve their community. One program has demonstrated more than thirty years of success bridging this gap, with 90% of participating students being offered admission to medical schools around the country. In August of 2022, the Office of Student and Resident Diversity learned that the UC Postbaccalaureate Consortium program was renewed with a \$500,000 infusion of funding from The California Wellness Foundation. Focused on students

who face barriers to health professions, the goal of the consortium (a partnership of UC Davis, UC Irvine, UC Los Angeles, UC San Francisco, and Charles Drew University) is to increase the number of physicians practicing in underserved regions of California.

Building on this success is AvenueM, a pre-med pathway that identifies community college students interested in health sciences and guides them through a seamless transfer to four-year colleges and ultimately toward the UC Davis School of Medicine. Partnering community college districts include Los Rios, Sierra, Solano, Yuba, Redwoods, Siskiyou, Mendocino, California Tribal College and Shasta-Tehama-Trinity. Partnering four-year institutions include Sacramento State University and Cal Poly Humboldt.

The program is being funded with money from two grants, including the California Medical Scholars and the Regional K-16 Educational Collaborative.

AvenueM is the third “Avenue” program at UC Davis, all of which originate out of the STEM Strategies

Group (housed in the Office of the Provost), which works across the campus to advance innovative approaches for STEM education. Through a series of interventions and wraparound services, the Avenue model leverages existing programs and fills gaps remaining in the transfer student pathway. The program eliminates the barriers that prevent the full participation of women and underrepresented minorities in high need fields. AvenueM is designed to be a model that can be replicated and applied in other areas of the student’s journey through higher education. Currently designed pathways—AvenueE for engineering, AvenueB for biological sciences, and AvenueM for medicine—start at the community college and stretch into graduate school and careers. Leveraging the model might also support exploration into dual enrollment and 2x2x2 credentialing partnerships that enable more students to go into allied health careers and teaching.

Another first-of-its-kind program involves a partnership with Los Rios College District to develop Clinical Research Coordinator Career Pathway. The 16-week program focuses on training staff to support clinical research—the professionals that make clinical trials possible. The enormous shortage of trained clinical research coordinators makes this a strong career path.

The pilot program is focusing on outreach to diverse and under-resourced communities.

RESPONDING TO CRITICAL HEALTHCARE NEEDS

For the past 3+ years, UC Davis has been working in partnership with many education institutions, community-based organizations, and tribal health clinics to work on the critical healthcare workforce needs of American Indian and Alaska Native, or AIAN, populations facing significant health disparities. A diverse physician workforce improves patient satisfaction, trust and health adherence; provides critical access in medically underserved areas; and reduces long-standing health disparities in marginalized communities. With AIAN populations,

we feel an urgency to identify pre-med students with significant ties to AIAN communities and train culturally proficient physicians committed to practicing medicine in these areas of need. To provide California’s Indigenous people equitable and culturally sensitive health care, UC Davis looks to eliminate barriers

Across the three K-16 Regional Education Collaboratives, UC Davis will be serving 23 of 58—40%—of all California counties.

for promising AIAN pre-medical scholars and build pathways between UC Davis and the many tribal communities who have inhabited this region for generations. In addition to AvenueM, the School of Medicine has several current efforts. A partnership between UC Davis, Oregon Health Science University, or OHSU, and Washington State University, the Wy’East pathway is a 10-month post-baccalaureate program administered by OHSU that prepares AIAN students from federally recognized tribes to successfully enter and complete medical school. Upon successful completion of Wy’East, participants receive priority admission considerations at the participating medical schools. The goal for Wy’East scholars from Northern California is to eventually provide care to the region’s tribal communities. RISE Summer Academy is also a partnership between UC Davis, OHSU, and Washington State University. RISE regionally target AIAN pre-medical scholars and provide intensive medical school application preparation, cultural engagement, and professional identify formation. The UC Davis Tribal Health Pathway, or THP, is designed to provide students with the appropriate knowledge and skills to practice medicine in California’s urban and rural tribal communities. UC Davis aims to partner with communities to recruit and support students on their journey to careers in medicine. Community health and education leaders may identify and support

promising pre-health students by submitting a letter of recommendation for their application to medical school at UC Davis. THP scholars matriculate to UC Davis medical school through the traditional pathway, the Wy'East pathway, the AvenueM pathway, and other targeted pre-medical recruitment efforts with regional tribal communities. The THP curriculum includes longitudinal preceptorship and mentoring, professional identity formation emphasizing tribal cultural tenets, and clinical and didactic experiences focused on the health of tribal communities. The curriculum builds on the successful framework of existing Community Health Scholar (CHS) pathways at UC Davis such as Rural PRIME. CHS students work together in the classroom, learning from each other and enriching the CHS curriculum. THP scholars participate in additional pathway-specific experiential learning. This program joins several existing Community Health Scholars pathways, including an accelerated medical school track; clinical training in the Central Valley, Northern California, Southern Oregon and other rural areas and training to serve the urban underserved.

PATHWAYS TO COLLEGE

The path to college is not always clear for all students, which is why UC Davis has been investing actively in a suite of pre-college programs that empower students to dream big, find their own identity, advocate for themselves, and see themselves in a variety of roles. Several of these programs, such as Sacramento Area Youth Speaks, or SAYS, have emerged as a response to the lack of access to culturally-responsive teaching in Brown and Black schools—seeking to “fill the gaps” with culturally-relevant curriculum and professional development/coaching for instructors accompanied by assemblies, writing support/tutoring, and professional identity development.

Our faculty, staff, and students work closely with and in communities both on and off our campus sites. The efforts include workshops at school sites, participation in community-based research efforts, and counselors and advisors who work in the field, both with students and campus counselors and advisors. However, programs bring students and their families to the UC Davis campus—for intensives summer residential programs, short study programs, day visits and tours, orientations, and other programming—can have a powerful effect on student’s desire to attend college.

—with contributions from Charlene Green

Anchor Institutions Mission

When UC Davis Health conducted its Community Health Needs Assessment, many were surprised to learn that people living just 20 miles from each other might have as much as 10 years of difference in their average life expectancy. After identifying 19 zip codes of concern—those with the highest social and economic disparities in Sacramento—UC Davis Health under the auspices of the Office of Health Equity, Diversity and Inclusion launched the Anchor Institutions Mission for Community Health, or AIM, in 2019. The idea behind the initiative is that a university or a hospital or similar institution can “anchor” a local community by hiring and developing a local workforce, sourcing from local vendors, investing in community projects, and volunteering.

Just last year, the project reached multiple milestones, many through collaboration with the City of Sacramento, the Trade Partners for California Tower project, the Oak Park Farmers Market, the Los Rios Community College District, as well as local community-based organizations, including La Familia, Sacramento Urban League, and Asian Resources Inc. For example, AIM conducted 65 consultations with California Tower, including meetings, informational sessions, and an interview process for vendor onboarding.

From the partnerships with community based organizations (CBO) alone, more than 2,000 individuals and 500 families received support to address job and food insecurity, all with the support of grants and direct funding from UC Davis Health. A pilot through Wholesome Wave Food prescription program in the Sacramento County Primary Care Center Food and Nutrition Services focused on local and sustainable food procurement within 100 miles of the Sacramento campus, surpassing initial goals.

Ninety-three local, diverse, and small businesses attended the 2nd annual small and diverse supplier expo. Future procurement spends at UC Davis Health will be tracked on a dashboard. With a goal to increase hirings from targeted zip codes, UC Davis is also focused on developing opportunity to ensure that the local workforce has supported pathways into more senior and managerial positions.



Community Partners

We wish to thank 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!

Avanza (HSI Initiative)

Alliance of Hispanic Serving Institutions for Educators (AHSIE)
 Excelencia in Education
 Hispanic Association of Colleges and Universities (HACU)
 HSI Collaborative in the Sacramento Region
 Sacramento State University
 Chico State University
 Sacramento City College
 Cosumnes Community College
 Lake Tahoe Community College
 Woodland Community College
 K-16 Collaboratives, Sacramento, North State and Redwood Coast
 Mexican Consulate
 Mujeres Activas en Letras y Cambio Social (MALCS)
 Sacramento Hispanic Chamber of Commerce
 The Puente Project
 UC Chicana Latinx Alumni Association
 UC Davis, Chicana Latinx Alumni Association
 UC Hispanic Serving Institution Initiative
 USDA Natural Resources Conservation Service

Campus Community Book Project

Afro Yoga
 Davis Parent University
 Dixon High School
 Dixon High School Arts & Design Academy
 Invisible Disabilities Comedy Show
 Mary L. Stephens Davis Branch Library
 MH (Mental Health) First Sacramento
 NAMI Yolo County
 Nicole Carter Consulting and Counseling
 Pan African Wellness Center
 Rosetta Center for Counseling and Wellness, Inc
 Sac Cultural Media Hub
 Save Pine Tree Gardens Committee
 The Racial Imaginary Institute
 UC Berkeley Department of Psychology
 UC San Francisco Department of Psychiatry and Behavioral Sciences
 Underground Books
 University of Miami Department of Psychology
 University of Southern California Cinema and Media Studies
 Yale University Department of English
 Yolo County District Attorney's Office
 Yolo County Library
 Yolo County Public Defender's Office

Office of Campus Community Relations

Affirmative Action/EEO
 Africa STEM Initiative
 APLU/CADE Commission
 Black Expo Committee
 Blue Shield of CA
 College and University Professional Association (CUPA-HR)
 Davis Human Relations Commission
 Davis Phoenix Coalition
 Exceptional Women of Color Conference
 Friends of the Davis Library
 Greater Sacramento Hate Crimes Task Force
 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
 The Culture C.O.-O.P.
 United Way
 Urban Advocates and Achievers
 Urban Advocates and Achievers/NSBE Jr. Sacramento Chapter
 Yolo County Library

Center for Reducing Health Disparities

Alliance for California Traditional Arts
AltaMed
Altura Community Health Center
Ampla Health
California Health & Human Services
California Immigrant Policy Center
California Pan-Ethnic Health Network (CPEHN)
Caminar
Clínicas de Salud del Valle de Salinas
Clínicas del Camino Real
Fighting Back Partnership
Health Education Council (HEC)
Healthy Davis Together
Healthy Yolo Together
Humanidad Therapy and Education Services
Indiana University
Integral Community Solutions Institute
Kaiser Family Foundation
La Clinica de la Raza
La Familia Counseling Center
Latino Services Providers
Mayo Clinic
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
San Benito Health Foundation
Scripps
Sierra Health Foundation
Solano County Behavioral Health
Solano County Office of Education
Solano Pride Center
The Children's Partnership (LA)
Tufts University
UC Health Systemwide
UC Irvine
UC Merced
UC Los Angeles
UC San Diego
UC San Francisco
University of Arkansas Medical Sciences
University of Buffalo
University of Chicago
University of Florida
University of Michigan
University of Minnesota
University of Texas
University of Wisconsin, Madison
University of Southern California
Vision y Compromiso
VotoLatino
Wellspace Wellness Center

Health Equity, Diversity and Inclusion

Asian Resources, Inc
Association of College and Universities, TRHT
Attitudinal Healing Connection, Inc
Capitol City Black Nurses Association
Chill Sacramento
City of Sacramento, Councilmember District 5 Office
City of Sacramento, Councilmember District 6 Office
City of Sacramento, Office of Community Engagement
City of Sacramento, Office of Innovation and Economic Development
City of Sacramento, Office of the Mayor
Coalition of Concerned Medical Professionals
Cypress Resilience Project
Food Literacy Center
Gender Health Center
Greater Sacramento Urban League
Health Career Connection
Heartbeat CPR
Kaiser Permanente Northern California
Latino Medical Student Association
Los Rios Community College District
MiMentor
Oak Park Farmer's Market
Oak Park Neighborhood Association
Opening Doors, Inc
PACEs Connection
Pan African Wellness Center
People Working Together
Public Health Advocates: My Sibling's Shoulder
River City Food Bank
Sacramento ACT
Sacramento Asian Chamber of Commerce
Sacramento Black Chamber of Commerce
Sacramento Cultural Hub
Sacramento Employment and Training Agency
Sacramento Hispanic Chamber of Commerce
Sacramento LGBT Community Center
Sacramento Rainbow Chamber of Commerce
SAFE Credit Union
Stanford Medicine Office of Diversity in Medical Education
TEdA
The Rosetta Center for Counseling and Wellness, Inc
UC Davis Health Student Run Clinics
UCLA MEDPEP
UCSF Latino Center of Excellence
White Coats for Black Lives

Office of Student and Resident Diversity

Capitol Medical Society (CMS)
Charles R. Drew University of Medicine and Science Postbaccalaureate Program
The California Wellness Foundation (Cal Wellness)
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)
UC Irvine School of Medicine Postbaccalaureate Program
UCLA David Geffen School of Medicine Re-Applicant Program
UCSF School of Medicine Postbaccalaureate Program
Yes2Kollege

**DIVERSITY AND INCLUSION
STRATEGIC VISION GOAL 3.**

> THE IDEA

> AGGIE BLACK EXCELLENCE

> PROMISE ENGINEERING

INSTITUTE

> SACRAMENTO AREA YOUTH

SPEAKS (SAYS)

With ambitious goals at the system and campus level to diversify its students and workforce, DEI launched the Aggie Black Excellence: Addressing Anti-Blackness, or ABE, project aimed at highlighting Black excellence and innovation and increasing the visibility of scholarship and practices within the African diaspora community. “We are not fully tapping into this talent,” said Rachel Jean Baptiste, founding director of The IDEA (formerly the Institute for Diversity, Equity and Advancement), as she introduced Dr. Ebony E. Lewis for ABE’s first public presentation on May 24, 2021.

Lewis presented on her doctoral research. A pressing problem for UC Davis and for the state of California is how to reach out to and enroll more students from diverse backgrounds, including African American students along with students from historically underrepresented minority communities and marginalized backgrounds. To an audience of 96 on Zoom with many more attending in person, Lewis shared key findings and recommendations from her 2021 study that explored why African American first-year students admitted to the University of California, Davis declined their offer of admissions. Community, climate and connection, along with a good financial aid offer or the ability to cover educational costs through other means, are some of the key factors Lewis cited as influencing students to attend UC Davis. Lewis cited as part of her research into “Why Black Students Say No to UC Davis.” A recently-minted Ed.D. from the educational leadership, or CANDEL, program at UC Davis, she grew



AGGIE BLACK EXCELLENCE ADDRESSING ANTI-BLACKNESS AT UC DAVIS & IN HIGHER EDUCATION



Ebony Lewis, newly-minted Ed.D., crosses the stage for Black Graduation on June 11, 2022, where she was invited to give remarks as the Graduate Student Speaker. Photo by Alysha Beck.

up in Richmond, California, participated in the Early Academic Outreach program, and started her first year at UC Santa Cruz the same year voters approved Proposition 209, the law that banned the public universities from considering race, sex, ethnicity, or national origin in admissions. Lewis also worked in admissions and enrollment for more than 20 years.

THE IDEA BEHIND THE AGGIE BLACK EXCELLENCE INITIATIVE

Under Renetta Tull's leadership as Founding Executive Director, and in collaboration with the Office of Research, The IDEA was developed to centralize collaborations and partnerships that involve UC Davis' existing and new recruitment, retention, and advancement programs and interventions that connected to issues of diversity, equity, and inclusion. The core mission was to centralize efforts to conduct DEI-related research, analyze metrics, scale promising practices, and broadly disseminate outcomes. The IDEA is advancing proven interventions by both doing the work of programs and initiatives, but also doing research to understand whether the programs are effective and why.

Since its establishment in fall 2020, The IDEA has served as a partnership hub for several programs on campus, including but not limited to: Sacramento Area Youth Speaks, or SAYS, the Cesar Chavez Youth Leadership Program, PROMISE Engineering Institute, ENGAGE: Professional Development & Global Engagement initiative, Program-level Assessment Capacity Enrichment for Equity, or PACE4E, the Redwood SEED Scholars Program and Healthy Davis/ Yolo Together. Along with establishing its mission statement and strategic priorities, in its second year, The IDEA supported key projects, initiatives and K-12 partnerships to advance our Diversity and Inclusions Strategic Vision.

The IDEA sees the campus-wide ABE as its foundational project. Aimed at researching existing and new recruitment, retention, and advancement projects, collaborations, and programs related to African diasporic people and cultures at UC Davis, ABE takes a four-pronged approach of Research, Action, Advancement, and Dissemination. Core to its mission, ABE connects research and practice. It brings together people, projects, and community engagement to highlight Black excellence and innovation, increase the visibility of scholarship and practice within the African diaspora and explore

PARTNERS IN EXCELLENCE

SAYS and PEI

The IDEA serves as a hub of innovation and research for several other important UC Davis initiatives aimed directly at student success, including the Promise Engineering Institute and Sacramento Area Youth Speaks.

Sacramento Area Youth Speaks "SAYS" all students have a voice and a future

A program is breaking ground in culturally relevant teaching curriculum, changing the trajectories for at-risk middle- and high school students. Based in community schools, Sacramento Area Youth Speaks, or SAYS, instructors, called "poet-mentors," guide intensive weekly writing workshops with students.

Their approach attends to a student's social-emotional, academic, behavioral, and structural needs in a culturally-relevant, healing-centered space. Key to the approach is write-to-learn journaling that addresses self-reflection, family and relationships, and a student's place in the world. With a goal of reduced absenteeism, reduced behavioral referrals, and growth in a student's leadership, rate of graduation, and college-going, the SAYS programs have made a huge impact for students and their schools.

SAYS is housed in Admissions and Enrollment Management, or EM. Because high-touch programs often face challenges related to scale and sustainability, EM is partnering with The IDEA to assist SAYS director Patrice Hill and co-director Denisha "Coco" Bland to establish a new 3-year strategic plan, secure new grants, and establish a SAYS evaluation and assessment plan. SAYS also hopes to produce publications and professional development programming so that other districts and states can replicate the program.



Above: Picture of SAYS Alumni and 2021-2022 National Youth Poet Laureate Alexandra Huynh performing at the SAYS Showcase at the Mondavi Center. Right: Students and mentors from the Promise Engineering Institute attend the 48th Annual Convention of the National Society of Black Engineers.



2022 saw the first SAYS Showcase at the UC Davis Mondavi Center. The program featured several poets, spoken word artists, and SAYS alums including Alexandra Huynh, 2021 National Youth Poet Laureate and SAYS Alumni; Takarra Johnson; and Andreas Tillman. They were joined by two former SAYS Poet-Mentor Educators, Keon Johnson and Laura Cook. In the collaboration, SAYS also partnered with UC Davis Chicano Studies students, local hip hop artists and poets to shine a light on spoken word as a bridge to unite, embrace, and improve the bonds of community. The performance was presented as part of SHAPE (Science, Humanities and Arts: Process and Engagement), an Andrew W. Mellon Foundation-funded program in which UC Davis students encounter the humanities, arts, and sciences integrated to express and examine the power each holds as a means of responding to our world.

SAYS is also responsible for the UC Davis Equity Summit, which brings together educators, community members and experts from a range of disciplines to address key social issues of our time. It coalesces people, ideas and institutions to deepen strategies, shape actions and create solutions. It recognizes current social justice warriors and brings change to the table and inspires activism. The 2022 keynote speaker, Vajra Watson, founded SAYS and now serves as a scholar activist, faculty, director, and professor of educational leadership and racial justice in the College of Education at Sacramento State University. The author of three books, she spoke on the importance of community-based solutions to transform education and the lives of urban students.

The PROMISE Engineering Institute (PEI) focuses on graduate student success

The PROMISE Engineering Institute, or PEI, was first established in 2017 at the University of Maryland, Baltimore County, or UMBC, with sponsorship from the National Science Foundation and then brought to UC Davis in 2019 by Renetta Tull, principal investigator, as a discipline-specific initiative to broaden participation in engineering. PEI is now co-led by UC Davis and UMBC. Focused primarily on graduate students, postdoctoral fellows, and early-career faculty en route to tenure, over the past academic year PEI sponsored graduate student attendance to at least 5 national and international conferences, sponsored the Chicano and Latino Engineers and Scientists Society Pitch Competition, sponsored the UMBC Speaker Series, and hosted a special networking session with Chancellor May and President Pines. As highlighted in PEI's annual 2022 report "PEI offers students an opportunity to interact with faculty, administrators, and other graduate students who mirror their social identities (e.g., race, gender) and educational experiences." Through its strategic and intentional approach to mentorship, PEI teaches participants "how to navigate graduate school and develop skills in preparation for the job market (namely, the professoriate) [and] humanizes professors in ways that students do not otherwise see," Brian Burt said in his 2022 evaluation of the program.

research and evidence-based approaches to facilitate the advancement of African diaspora students, faculty, and staff.

LISTEN FIRST: AGGIE BLACK EXCELLENCE LISTENING SESSIONS

In alignment with ABE's mission to identify and address anti-blackness and highlight black excellence at UC Davis, The IDEA hosted a series of seven listening sessions in spring 2022 with faculty, staff, students and alumni. The listening sessions reached approximately 150 participants. The IDEA co-hosted the listening sessions with UC Davis campus stakeholders including Student Affairs, Graduate Studies, Black Graduate and Professional Students Association, Center for African Diaspora Student Success, the African and African American Alumni Association, or AAFSA, Staff Diversity Administrative Advisory Committee, or SDAAC, and Staff Assembly. During each session, participants were asked to share their thoughts on the challenges they experienced; the most effective supports they have experienced; and suggestions for improvement at UC Davis.

The IDEA identified four themes that reflected the experiences shared by participants that helped or hindered them or their peers from achieving excellence at UC Davis. The theme of Communication, Information, and Accountability refer to the need for different forms of communication (e.g., between various entities at UC Davis, such as the school, students, staff, faculty, and alumni) as a means to provide resources (academic, professional, and social), a sense of community, and data for institutional and organizational accountability. Topics on Community, Climate and Sense of Belonging relate to the broader campus community climate, workplace climate, representation, safe spaces, community-building, networking opportunities, and the need for greater diversity awareness and training, along with participant experiences of racism, discrimination, and microaggression and ways to address these challenges. Concerns involving Recruitment, Retention, and Advancement involve mentorship, professional development opportunities, and other institutional support in place or needed for career advancement. Lastly, participants expressed how Uplifting Black Culture and Visibility help them to achieve excellence at UC Davis and identified existing gaps to elevate the exposure of Black Excellence. These included a need for more representation, appreciation, and visibility of black students, faculty,

and staff, and more recognition of the “invisible labor” that faculty and students perform. The IDEA plans to issue a report with complete findings from the listening sessions.

WHAT'S NEXT FOR AGGIE BLACK EXCELLENCE AND THE IDEA

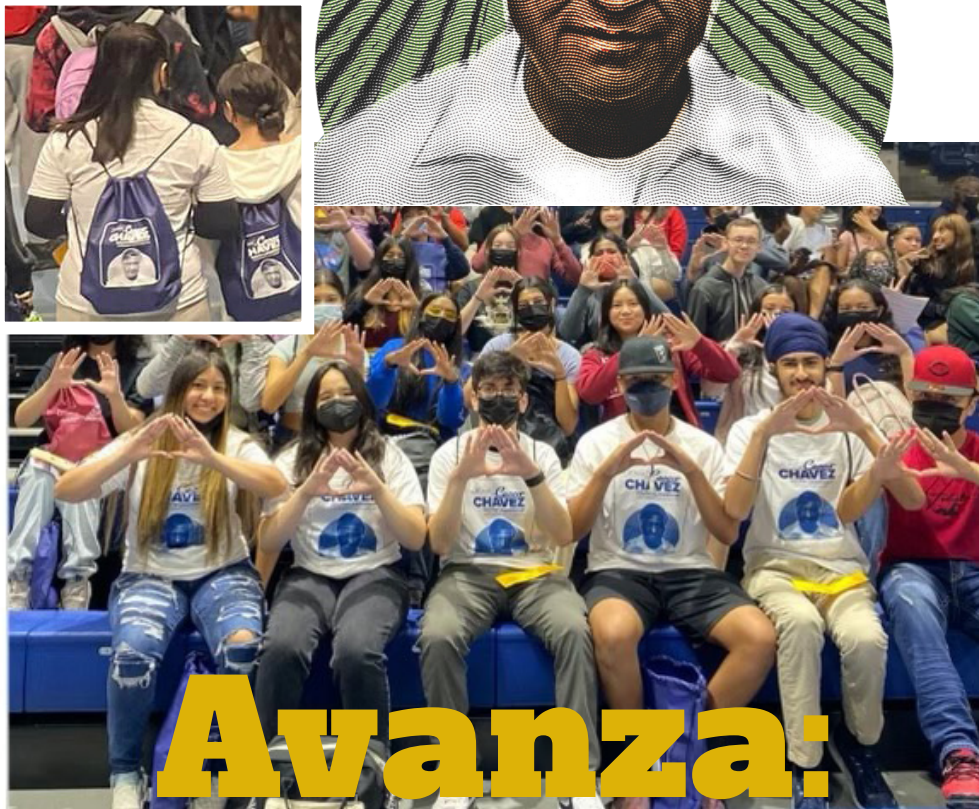
Centering voices within the African diaspora Black voices in a vital and vibrant discussion, the ABE will continue to bring speakers to campus as a way of highlighting important research and data. In 2022, IDEA partnered with the Mondavi Center to host Heather McGhee on April 3, 2022. Her viral TED talk (over 2.5 million views) and her *New York Times* bestseller *The Sum of Us* describes the devastating cost of racism—not just for people of color but for all people. Her Mondavi presentation was followed by a Q&A session moderated by Elisa Joy White, associate professor, African American and African Studies. Like Lewis, McGee offered recommendations for solving problems that she identified. A focus on practical problem-solving and application of research findings will be a hallmark of the ABE approach.

In 2023, ABE will also continue UC Davis's tradition of celebrating Juneteenth with the campus and Yolo county community. This collaboration with City of Davis Human Relations Commission and Arts & Cultural Affairs Program and with the support from the Culture C.O.-O.P., which promotes understanding and respect for diversity, equality, cultural competency, literacy and a quality education for all will be even bigger and better than ever under the ABE umbrella in 2023.

Organizational changes create new opportunities for the Office of DEI. Inaugural Faculty Director, Rachel Jean-Baptiste took on a new leadership role in July 2022 as Associate Dean of Education Abroad for the University of California system, and in September 2022, The IDEA transitioned from a center to a strategic initiative. In its new structure, The IDEA will be led by Ebony Lewis, and will sit directly within the Office of DEI as central to its mission and approach. The IDEA is recruiting its first Faculty Fellow, a role that is envisioned to enable a constant flow of new ideas and approaches to this important work.

—with contributions from Ebony Lewis, Elaina Lopez, Rachel Jean-Baptiste, and Jean Young Bhan

The Cesar Chavez Youth Leadership Conference serves as a hub for prospective students to gain college and career experience while experiencing UC Davis first hand. Organized by a dedicated team that includes many UC Davis alumni and community partners, the event draws more than 2000 K-14 students each year.



Avanza: de aquí soy

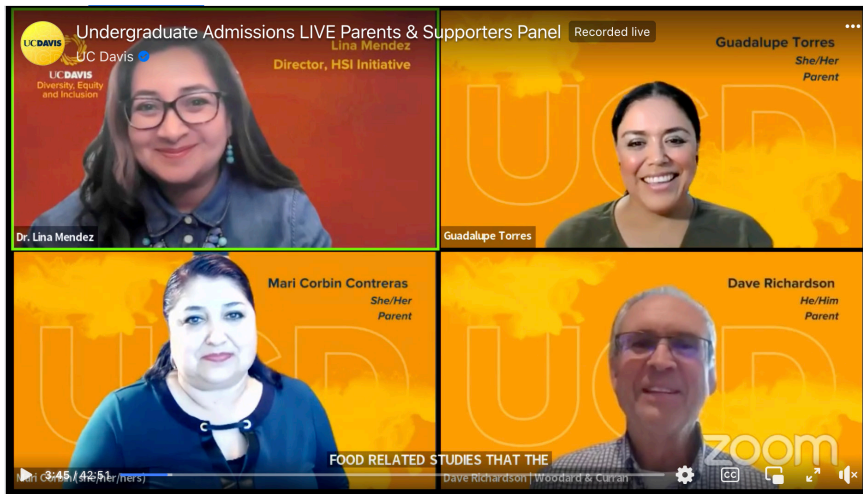
Under inaugural HSI director Lina Mendez, UC Davis's HSI initiative takes shape.

On October 1, 2021, UC Davis became the first UC campus to hire a full-time Hispanic-Serving Institution, or HSI, director before being federally designated as a Hispanic Serving Institution. Lina Mendez joined DEI in September 2021 to fulfill this important role.

One central principal of our HSI vision is comunidad. A sense of community motivated Lina Mendez to collaborate with campus community members as well as the peers around the state and in colleges across our region. Mendez co-led with Dr. Lorena Oropeza the HSI Taskforce, comprised of key campus stakeholders, and consulted with campus alumni and community stakeholders who are members of the Hispanic Community Council, which advises the Chancellor on issues of importance to UC Davis's Chicana/Latina community. These groups met regularly

**HSI TASK FORCE REPORT
GOALS 1-4**

> HSI INITIATIVE (AVANZA)



HSI Director Lina Mendez collaborated with UC Davis Strategic Communications to create an HSI Facebook Parent Panel, which received an EduAD Bronze Award for Facebook Content.

and were essential advisors and advocates. “Being a member of the HSI task force has allowed me to be at the table to critically discuss and assess how UC Davis, as an emerging HSI, is actually serving our communities and how it can improve its servingness in practice, not only toward the incoming Chicana and Latinx students, but also for the students we already have enrolled, our amazing staff and faculty that are doing the amazing praxis often times with little structures that support and reward their teaching practices, mentoring activities, retention and leadership programs, etc. Being at the HSI task force has also shown me the immense work and heart of *Doctora* Lina Mendez,” Natalia Deeb-Sossa, Professor of Chicana/o Studies, said.

Another of Mendez’s first actions as HSI Director was to propose the first ever Regional HSI Collaborative, a series of meetings in partnership with Gladis Sanchez, HSI Director, Cosumnes Community College, and Rosana Chavez-Hernandez, HSI Director, Sacramento City Community College. The institutions invited to participate in this group were UC Davis, CSU Sacramento, Sacramento Community College, Cosumnes Community College, Lake Tahoe Community College, Woodland Community College, and CSU Chico. Each campus had an opportunity to share the different HSI projects they are currently working on and there was discussion of potential collaborations.

Mendez focused on fulfilling the promise of UC Davis’s HSI Initiative (renamed Avanza, Spanish for progress or advance, in 2021) through partnerships and programming. In collaboration with School of

Law’s Aoki Center Avanza co-hosted a speaker series that featured UC Davis Chicana/o Studies professor Lorena Márquez discussing her new book, “La Gente: Struggles for Empowerment and Community Self-Determination in Sacramento” and University of Colorado Boulder Ethnic Studies professor Enrique Sepúlveda III discuss “Latinx Civil Rights Struggles for Educational Equity.”

During the 2021-2022 academic year, the Avanza initiative provided financial support to several efforts working towards its goals. The Student Assessment Researchers (StARs) are undergraduate students from various majors who are trained to collect, analyze, and disseminate research focusing on undergraduate student perspectives of assessment. Each year, the StARs work on the “Curious Aggies” research initiative in which undergraduate students share their experiences as learners in order to include students’ voices in conversations about how their learning is assessed.

A second project funded through DEI-Avanza was “Democracy by Participation: The Life and Legacy of Cruz Reynoso”—an opportunity to teach students across the state about the life and legacy of Cruz Reynoso, the first Latino Associate Justice of the California Supreme Court. In addition to serving on the Court, Reynoso was a law professor at both UCLA and UC Davis, as well as a recipient of the Presidential Medal of Freedom. Reynoso is an understudied figure in California history and his experience as a Mexican-American person is central to changes that happened politically and socially within the state. Led by history graduate student Daniel Casteneda and assisted by undergraduate researchers, they created primary source sets for K-12 teachers that builds on the Marchand Initiative’s expertise in connecting research and teaching. Additionally, the project yielded a special exhibit hosted by Special Collections in Shields Library, which was unveiled at a special ceremony featuring members of the Reynoso family and explored questions of identity and democracy in 20th-century California.

Mendez gave the welcome at the 4th annual Semillas y Cultura Conference (Seeds and Cultures), which raised awareness and shared ideas about sustaining

Native California and Indigenous Meso American foodways across generations. The conferences took place on Zoom followed by a time to gather outdoors for those that were local to enjoy the plants and art at the UC Davis Student Farm's Ecological Garden. Hector Amezcua, member of the HSI Implementation Task Force, and videographer for the College of Agricultural & Environmental Sciences, along with staff and students of the Student Farm, helped produce a bilingual video about the Farm that honored its history and the experiential learning opportunities it provides students today. The video was 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.

"I'm going to give you the license to dream and to dream big." That was the message José Hernandez, a former astronaut and a member of the UC Board of Regents since last August, shared with about 1,200 students and others who gathered at UC Davis for the Cesar Chavez Youth Leadership Conference and Celebration Saturday, May 14. Held annually, the free college and career event highlighted the life-changing power of education and is designed to be especially beneficial for students from communities historically underrepresented in higher education. In 2021-22, it was organized by Student Affairs in collaboration with DEI. Covid-19 had a big impact on Latinx students across all institutions of higher education. Mendez worked closely with our partners to understand why many of our Chicane/Latinx students—in good standing or not—were making a conscious decision not to return. Informed by data, UC Davis formed an ad hoc group that spanned Enrollment Management, Student Affairs, Undergraduate Education, and DEI/HSI. They brainstormed a variety of solutions and implemented several of them, including student-led phone banks, surveys, and other outreach to understand how we could support students to return and complete their degrees.

Thanks to partners across campus and community, members of our task forces and our Chicane/Latinx Alumni Association, and events like the Cesar Chavez Youth Leadership Conference and Celebration, the proportion of our student body that identified as Chicane/Latinx continued to grow—more than 8000 in 2021-22. In her first year as HSI Director, Mendez brought to life many of the recommendations from the HSI Taskforce that originally advocated for her hiring, and that moved our campus closer to an ideal campus



(top) At the fifth year anniversary of El Centro HSI director Lina Mendez poses with first year Animal Science major Julian Gomez. **(middle and bottom)** The Aoki Center and DEI's Hispanic Serving Institution Initiative Speaker Series featured Lorena V. Marquez on February 15, 2022. She presented on her book, *La Gente*, about the rise of the Chicana/o Movement in Sacramento, and then signed books and met with students.

in which all of our Chicane/Latinx students are able to thrive.



advocating for a better UC Davis

At the chancellor's residence to celebrate the Chancellor's Achievement Award, l-r: Renetta Tull, Thu Pham, Orlando Carreón, Tiffani Johnson, Rebecca Litman, and Alexandra Colón-Rodríguez, and Chancellor Gary May.

Annually, more than 1500 individuals across the campus participate in our DEI-focused community networks.

Administration selects members of DEI-related administrative advisory committees annually from a pool of interested volunteers. Employee Resource Groups are open to all members of the campus community who wish to participate. These groups serve in an advisory role to campus leadership, networks of support, and DEI influencers.

In its inaugural year, the Advancing for Equity Administrative Advisory Committee, or AEAAC became one of the first committees of its kind in the nation to address issues of equity in advising at the campus-wide level and with membership from across the university. Fifty members attended more than 30 meetings from 2021-2022 under the leadership of Kayton Carter and Elizabeth Sturdy. Subcommittees made substantive recommendations to administration, such as the regular review of PELP and P/NP policies and advisor salaries to ensure that the even in a decentralized advising environment, there is some consistency across roles and responsibilities. Subcommittees identified this as one among several needed steps to better understanding the advising structures that exist as a path toward improving the campus-wide experience. They recommended improving and centralizing online information on academic policies for students and improving messaging for students on academic probation.

The Disability Issues Administrative Advisory Committee, or DIAAC, held its annual Disability Awareness Symposium, unveiling the prototype for

**DIVERSITY AND INCLUSION
STRATEGIC VISION
GOALS 3 & 5**

- > **EMPLOYEE RESOURCE GROUPS**
- > **ADMINISTRATIVE ADVISORY COMMITTEES**
- > **CHANCELLOR'S ACHIEVEMENT AWARDS**

a new navigational aid for visually impaired students. The Tactile Audio Campus Map, or TAC, was started by Joshua Hori and students with a grant from Student Affairs. TAC is an interactive map that replaces UC Davis's 25-plus-year-old Braille map. DIAAC also had a Global Accessibility Awareness Day and participated in Principles of Community Week through a dialogue about the intersection of disabilities and other identities.

The Status of Women Administrative Advisory Committee, or SWADAAC, held its inaugural Gender Summit, in which participants engaged in workshops and speaker series dedicated to addressing solutions, resources, and future directions system-wide and here at UC Davis. SWADAAC established their Twitter account, subsequently creating a social media presence with the hopes of reaching more people on campus. The organization advocated for childcare efforts in Sacramento, eventually being invited to meet with Bob Segar, associate vice C=chancellor of Campus Planning and Environmental Stewardship. They completed a full draft of their bylaws for review.

The Staff Diversity Administrative Advisory Committee, or SDAAC, continued to serve as a hub for other administrative advisory committees and employee resources groups and a liaison to the broader Staff Assembly—attending meetings of these groups and serving on the Campus Council on Committee & Diversity. Members participated on several recruitment advisory committees in support of greater diversity in key roles across the institution. Despite the scaling back of in-person events due to Covid-19, SDAAC hosted several events during Principles of Community Week and presented Brett Feldman, Physician Assistant, to share insights and experiences about “street medicine,” homelessness and working this marginalized community. Members of SDAAC participated in the Chancellor’s Achievement Awards for Diversity & Community selection committee to recognize members of our community for their DEI work. SDAAC collaborated with representatives from SWADAAC and AEAAC to discuss ethical human resources principles including compensation and training. The group met with the University of California President Michael Drake to discuss

Chancellor’s Achievement Award

The Chancellor’s Achievement Awards for Diversity and Community were established to honor achievements that contribute in substantial ways to the development and well-being of our diverse and evolving community. The awardees exhibit exemplary service that embodies the Principles of Community through outstanding leadership in areas of social and/or cultural understanding, local or regional community involvement, and/or collaborations leading to increased knowledge or expertise in areas of special interest to the campus and outstanding efforts toward achieving and/or advancing a diverse and principled academic community, including exemplary service in the areas of student, staff, and faculty recruitment and development. Chancellor May honored the awardees at a formal ceremony led by Interim Associate Vice Chancellor Mikael Villalobos.

Thu Pham, Molecular and Cellular Biology (Undergraduate Student award)

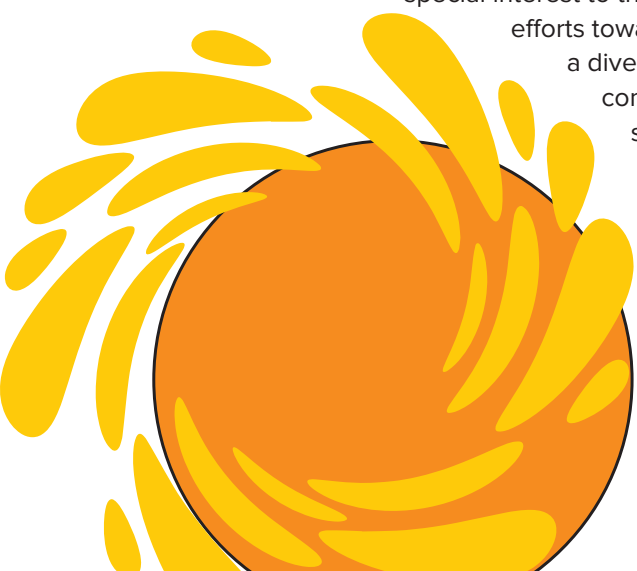
Rebecca Litman, MBA Student, Graduate School of Management (Graduate Student award)

Alexandra Colón-Rodríguez, Neurobiology, Physiology and Behavior (Postdoctoral Scholar award)

Maria Blanco, Executive Director, UC Immigrant Legal Services Center (Staff award)

Orlando Carreón, Supervisor of Teacher Education, School of Education (Academic Federation Faculty award)

Tiffani Johnson, Assistant Professor, Emergency Medicine (Academic Senate Faculty award)



important issues pertinent to staff members including flexible working arrangements. SDAAC also co-sponsored a Anti-Blackness Staff Open Forum with the Staff Assembly and The IDEA which is a part of the Aggie Black Excellence, or ABE, project.

Through annual events such as Black Fall Welcome, Sista Circle Luncheon, and several community mixers and socials, the African American Faculty and Staff Association, or AAFSA, gathered Black faculty and staff to address pressing issues impacting the African diasporic community on campus and surrounding communities. AAFSA held additional space to support Black faculty and staff through the African Continuum, a network of Black faculty and staff at UC Davis focusing on establishing strong bonds with the Black student population on campus, which belongs to the University Black Student Support Service. The African Continuum held a tailgate party for the 2022 Causeway Classic football game between Sacramento State and UC Davis, with AAFSA helping to provide transportation and food. The African Continuum continued its podcast with faculty, staff, and students on campus to discuss community and ways to support each other throughout UC Davis. AAFSA held the First Annual Lifting Black Voices Retreat providing Black staff and faculty with a space to connect and uplift each other.

In its recommendations to the chancellor, UC Davis Asian Pacific American Systemwide Alliance, or APASA, the group suggested better mechanisms to be able to reach out to new employees and advocating for disaggregated staff experience survey data. In 2022 along with UC Davis Health, APASA launched the first Little Free Library. APASA focused on several important topics during their regular meetings, including the mental health in the Asian & Pacific Islander Community. They held a virtual celebration of the Lunar New Year before returning to in-person meetings in April. They recognized five individuals for APASA's Awards of Excellence during their in-person End of the Year Celebration: Alexander Porter (New Employee of the Year), Carol Huang (Most Inspirational), Katherine Parpana, (Excellence in Collaboration) Kevin Gee (Outstanding Faculty), and Jennifer Chow (Years of Service). Even as anti-Asian hate continues to challenge their community, APASA looked to expand and strengthen their group.

The Chancellor's Committee on Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, and Asexual Issues, or CCLGBTQIA, worked on expanding their

outreach and engagement. They conducted the CCLGBTQIA+ Interest and Engagement Survey, which received 242 responses from LGBTQIA+ staff members, and identified the need to build and strengthen community, capitalize on current momentum, creating dedicated space for their community, and organizing staff to support students. Their representation on the Gender Representation and Lived Name task force, on the recruitment advisory committee for the new LGBTQIA Resource Center Director and in providing feedback to resources on the human resource website were invaluable to these important efforts. They hosted and collaborated with other community groups for mixers, LGBTQIA+ graduate and professional students and allies, as well as engaging with the Downtown Davis community in social events such as Valentine's Day Card-Making. They expanded their newsletter and listserv by 145 people and participated in Crowdfund UC Davis to raise money for the LGBTQIA+ Resource Center's Emergency Grant Program.

The Latinx Staff and Faculty Association, or LSFA, held ten successful events throughout the 2021-2022 academic year. Their annual Bienvenida attracted several hundred students, staff, and faculty. They held a fall social for LSFA members, which featured members sharing their journey to UC Davis. They invited local artist Yudelka Solano to read her poetry about social and community issues. At meetings, LSFA members had the opportunity to hear from Rob Starky from the Academic and Staff Assistance Program, or ASAP, and Andrea Weiss from Career Counseling. LSFA participated in the El Centro Fall Open House, at the Latinx Law Student Association and the 40th Annual Lorenzo Patiño Banquet. They volunteered at the Latinx and Chicanx graduation, on the Staff Assembly Scholarship Committee, at the 20th Annual Cesar Chavez Youth Leadership Conference, and as notetakers for the Addressing Anti-Blackness Listening Session. They provided sponsorship to the AB540 and Undocumented Student Center, UCD Pantry, Staff Assembly, Bienvenida, Staff Assembly Staff Scholars and Chicanx and Latinx Graduation.

People, Respect, Inclusion, Diversity and Education, or PRIDE, planned Sacramento Pride for UC Davis and UC Davis Health, garnering the largest contingent presence of over 400 marchers. PRIDE grew its scholarship to two \$1,000 scholarships for staff continuing education. One hundred staff attended Friendsgiving, where PRIDE launched a Pronoun

Sticker initiative, a collaborative effort between both campuses and multiple departments, units, advisory councils, to have one singular LGBTQIA+ image being used. Pride progressive pronoun badge stickers have spread across UC Davis Health to local hospitals. PRIDE advocated for and more than doubled institutional sponsorship of the Sacramento LGBT+ Community Center to \$10,000.

Looking forward, the DEI office is interested in strengthening and supporting these groups through

enhanced opportunities to network and develop as DEI influencers for our campus and community. The DEI office looks to strengthen its orientations for new leaders, cross-group development and networking sessions, and end-of-year recognition ceremonies— as well as doing more to address group recommendations and elevate the work of each group.

—Vickie Gomez and Genna Weinstein

Administrative Advisory Committees

Advising for Equity Administrative Advisory Committee (AEAAC)

[Kayton Carter, Chair](#); [Elizabeth Sturdy, Co-Chair](#)

5 officers, 50 members, 10 public meetings, 20 meetings of steering committee, average of 30 attendees at each meeting.

Disability Issues Administrative Advisory Committee (DIAAC)

[Joshua Hori, Chair](#); [Geniene Geffke, Co-Chair](#)

3 officers, 31 members, 9 public meetings, 6 steering committee meetings, average of 20 attendees at each meeting.

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

Staff Diversity Administrative Advisory Committee (SDAAC)

[Linda Plutino, Chair](#); [Shaunte Hill, Vice Chair](#)

4 officers, 45 members, 10 public meetings, 12 private meetings, average of 30 attendees at each meeting.

Status of Women Administrative Advisory Committee (SWADAAC)

[Sophie Barbu and Melissa Bauman, Co-Chair](#); [Cheryl Pater, Secretary](#)

3 officers, 34 members, 10 meetings, average of 21 attendees at each meeting.

Vice Chancellor's Advisory Committee on Faculty Excellence in Diversity

Vice Chancellor's LGBTQ+Advisory Council

Employee Resource Groups

African American Faculty & Staff Association

[Kimberly Evans, Chair](#); [Glenda Gaines, Vice Chair](#)

4 officers, 536 current newsletter and listserv subscribers, 1 public meeting, average of 15-30 attendees at each meeting.

Asian American Systemwide Alliance (APASA)

[Roger Moy, Interim Chair](#)

6 officers, 260 current newsletter and listserv subscribers, 5 public meetings, 5 private meetings, average of 20 attendees at each meeting.

Chancellor's Committee on LGBTQIA+ Communities (CCLGBTQIA+)

[Blake Flaughter, Chair](#); [Rachel Henry, Co-Chair](#)

4 officers, 20 members, 10 public meetings, around 15 private meetings, average of 10-15 attendees at each meeting.

Latinx and Faculty Association (LSFA)

[E.M. Nunez, Chair](#); [Joseph Hernandez, Co-Chair](#)

7 officers, 446 members, 2 public meetings, 9 private meetings, average of 30 attendees at each meeting.

Native American Faculty and Staff Association (NAFSA)

[Pamela Pretell, Chair](#)

1 officer, 18 members, 6 private meetings, average of 2 attendees at each meeting.

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

[Matthew St. Amant, Chair](#)

300 active members

Veteran's Constituency Group

[Jim Marchetti, Chair](#)

Building Community, Reimagining Safety Together

UC Davis Leading the Way on Student Expression, Campus Safety,
and Next Generation Police Reform



Through DEI values attuned to inclusion, freedom of expression, and public impact, UC Davis has become a national leader in campus safety and next generation police reform.

The event known as “Pepper Spray” that happened 11 years ago on November 18, 2011 pushed conversations about protest response and campus policing into the national spotlight, and today, the urgency to interrogate public safety systems and practices requires bold revisions. As a result of the unjustified action against students who were protesting as part of the national Occupy movement, then-UC President Mark Yudof established a task force to investigate the incident in 2012. The task force was charged with investigating the events and to set out recommendations “designed to ensure the rights and safety of nonviolent protesters and the entire campus community are protected.”

According to what became the Reynoso Task Force report (named after the late Cruz Reynoso who served as its chair), “The pepper spraying incident that took place on Nov. 18, 2011, should and could have been prevented.”

Acknowledging and learning from this history has been a decade-long project. Only by acknowledging harms could UC Davis make substantive progress. Reforms have been made since 2011 as a response to the pepper spray incident and toward improving campus safety overall.

Some of these include the development of the UC Davis Police Accountability Board, or PAB, in 2014, which is housed in DEI, led by the Office of Campus Community Relations, or DEI-OCCR. Recent updates also include acceptance of the eight recommendations from the June 2021 Next Generation Campus Safety Task Force Report, development of a Campus Safety Oversight Committee, and key recommendations that have been acted upon such as (but not limited to):

- Reallocating funds and reconfiguring staffing to engage partners campuswide in community safety efforts,
- A Police Department transparency dashboard and
- Developing “Health 34” for mobile non-emergency response and mental health navigation, led by the Fire Department in partnership with the Schools of Medicine and Nursing.

“The future of policing across the country has been under intense public scrutiny,” said Renetta Tull, vice chancellor for Diversity, Equity and Inclusion in a November 17, 2021 virtual address. “UC Davis is not immune to engaging in this important discussion and opportunity for continued reflection given the pepper spray event that pushed UC Davis into the national spotlight.... We recognize the harm to our students who were exercising their freedom to protest and we are committed to continue doing the hard work not only so that we don’t repeat the legacy of that

Opposite page, left: The Evolve Performance, October 2022, Mondavi Center.
Opposite page, right: Campus police chat with students in front of the Memorial Union on September 22, 2022. Photo by Karin Higgins

DIVERSITY AND INCLUSION

STRATEGIC VISION

GOALS 3 & 5

> UC DAVIS POLICE

ACCOUNTABILITY BOARD

(PAB)

> NEXT GENERATION CAMPUS

SAFETY TASK FORCE

> STUDENT ACTIVISM

event but to ensure that the campus and public safety remain central to the ongoing discussions involving all members of our campus community.”

SHOWCASING THE UC DAVIS WAY

At the National Association of Diversity Officers in Higher Education, or NADOHE, Conference on March 18, 2022 in San Diego, speakers from across our campus collaborated on a presentation focused on reimagining campus safety. Representatives from DEI-OCCR, Campus Counsel, Office of Compliance and Policy, and Finance, Operations and Administration shared innovative models that redefine public safety roles, expectations, and needs to build community and promote inclusivity and civic engagement on college campuses.

To a standing-room-only crowd, the presenters at NADOHE discussed several programs that have been instrumental in transforming UC Davis’s efforts toward improvement in the areas of community building, campus safety, student activism, restorative justice, and connections to support for student mental health and basic needs: the Student Expression Response Team, the Next Generation Campus Safety Task Force, and the PAB.

STUDENT ACTIVISM AND THE JOURNEY TOWARDS LIBERATION AND FREE SPEECH

The presentation began by taking a journey through the history of free speech and protest movements that started on or near university campuses. Student activism continues to influence the way we think about race (The Greensboro Four, A&T, 1960), free speech (UC Berkeley, 1964), ethnic studies (Berkeley, 1969), inequality (Occupy Protests, UC Berkeley and UC Davis, 2011), and labor conditions (San Francisco University, 1968; all UC campuses 2022). Finding ways to support student speech, educate on laws and policies, and de-escalate conflict in crowd situations led UC Davis to create the first-of-its kind student expression coordinator role. This position is embedded within the Student Expression Response Team led by Student Affairs, which like the Police Accountability Board was formed as one component in a complex process of evaluating, restructuring, and healing in the aftermath of the 2011 pepper spray event. Many institutions are now trying to replicate and sustain this type of role on their own campuses.

POLICE ACCOUNTABILITY BOARD

UC Davis continues to be one of the only civilian oversight programs for university police nationwide. The board is administrated by the DEI-OCCR, in partnership with the Office of Compliance and Policy and Campus Counsel. Its 14 representatives include students, faculty, and staff from the Davis campus and UC Davis Health.

The board independently receives, triages, and investigates complaints and ensures outcomes for every inquiry. Over the course of complaint review, the PAB reviews policies, procedures, practices, and training at the UC Davis Police Department, or UCDPD. The PAB makes recommendations related to possible UCDPD improvements or blind spots. The PAB also makes proactive efforts to evaluate the departmental culture at UCDPD. The PAB is committed to a fair and unbiased approach throughout its work.

From July 1, 2021 to June 30, 2022, the PAB received and closed seventeen inquiries. PAB staff review and triage inquiries made to the board, as well as inquiries referred by other campus and community entities. Per PAB procedures, all complaints filed to the UCDPD are forwarded and responded to by the board. PAB staff communicate directly with reporting parties (when contact information is provided), working with them to answer questions and to identify options for formal investigation or alternative resolution. When an inquiry does not fall under the board’s purview, PAB staff provide a warm handoff by referring the inquiry to the appropriate campus or community entity.

Both the reactive work of complaint investigation and the proactive work of policy review and ongoing dialogue with the UCDPD are cornerstones of UC Davis’ civilian oversight program. In 2021-2022, the PAB had several opportunities to engage the Chief of Police regarding policy or training recommendations. As a result of these conversations, the Chief is continuing mental health crisis and de-escalation training; adding training related to composition and size of responding team—as a larger responding team, particularly if all male, may escalate a matter; and adding training on more proactive communication by officers in explaining to a subject what is happening and why. The board reports out on all inquiries received, recommendations to the Police Chief, and the Chief’s responses in the PAB Case Database, as well as the PAB Annual Report.

In order to engage the campus and broader community around policing issues at UC Davis, the PAB hosts quarterly public meetings during the regular academic year. Topics and questions brought to the PAB during public meetings in 2021-2022 included the police presence on campus and experiences of racial profiling; bicycle theft; the history of the PAB and its members; and mechanisms for reporting, providing feedback, and addressing any concerns related to retaliation.

Civilian oversight values and promotes community engagement and inclusion. In line with recommendations made by the UC Presidential Community Safety Plan, the PAB continues to participate in UCDPD interview panels, lending their perspectives, voices, and expertise as community members during hiring and promotion decisions. PAB staff and representatives have sat on interview panels for uniformed officer positions as well as nonsworn positions as the campus continues to roll out a robust tiered response system.

DIALOGUE AT UC DAVIS AND BEYOND

The presentation at the NADOHE conference was only one of the venues where UC Davis sought dialogue with stakeholders and with other institutions to advance new ideas around campus policing and student expression.

The PAB is an institutional member of the National Association for Civilian Oversight of Law Enforcement, or NACOLE. As part of UC Davis' service to the organization, Associate Director and PAB Administrative Advisory Group member Megan Macklin co-facilitated a roundtable session titled "Effective and Sustainable Growth in Civilian Oversight of Law Enforcement" at their December 2021 annual conference, focusing on strategies for effective and sustainable civilian oversight of law enforcement. The co-facilitators represented many different types of oversight organizations in conversation with attendees.

The June 2022 National Conference on Race and Ethnicity, or NCORE, also brought together UC Davis stakeholders to discuss strategies for innovating and implementing campus safety reform through collaboration and community building. Topics included the PAB, the Student Expression Response Team, the Next Generation Campus Safety Task Force,

and responses to campus and UC community safety recommendations.

Towards institutionalizing civilian oversight across the University of California system, PAB staff and board representatives continue to consult with administrators from sister campuses UC-systemwide as they begin to develop their own civilian oversight programs using UC Davis as the model. In 2021-2022 the PAB presented to colleagues from UC Irvine, UC Santa Barbara, UC Berkeley, UC Merced, and UC San Diego, as well as UC Chiefs of Police and UC Chief Diversity Officers/Vice Chancellors for Diversity, Equity and Inclusion.

TOWARDS INCLUSIVE COMMUNITY SAFETY

The Pepper Spray Incident enabled UC Davis to look at its approach to student expression and student activism differently, and to recognize the power of dissent and protest in university settings. While the First Amendment, academic freedom, and Principles of Community guide us in our discourse, it is also essential for UC Davis to put in place practical mechanisms to ensure that all voices are heard, that people feel a sense of personal safety on our campus and in our communities, and that learning—central to our mission as an institution—is ultimately supported and protected for all. Campus and community safety reform is continuing into restorative practice. A restorative practice framework encourages us to proactively build community through and in addition to experiences of harm. We see the proactive work of collectively establishing common ground as a necessary requirement and ongoing journey to envision and implement campus safety reform that engages with and meets the need of our diverse communities.

—with contributions from Megan Macklin



Implementing Our DEI Vision

DIVERSITY AND INCLUSION
STRATEGIC VISION GOAL 5.

- > I-DARE
- > DEI COMMITTEES
- > DIVERSITY EDUCATION

The Chancellor's strategic plan To Boldly Go (2019) and the Diversity and Inclusion Strategic Vision (2017) are mandates for equity. Across the UC Davis campus, folks are committing time, energy, and passion to do the good work of diversity, equity and inclusion—all toward advancing on those goals.



Vickie Gomez, Director of Campus Community Engagement, staffs the Campus Community Relations booth at the 2021 Bienvenida.

The DEI office has always stood ready to assist campus units to incorporate DEI goals and values in their organization. The grassroots growth of DEI committees, task forces, and teams have enabled many organizations to make significant progress. These groups have become invaluable advisors to their organizations and are now emerging as the best mechanism for holding their organizations accountable for campus-wide DEI goals.

THE POWER OF DEI TASKFORCES AND COMMITTEES

Launched in 2020, the Inclusion, Diversity, Anti-Racism and Equity, or I-DARE, initiative immediately began working with DEI taskforces across 31 units in the School of Medicine, Betty Irene Moore School of Nursing, Patient Care Services, Obstetrics and Gynecology, Pediatrics, Psychiatry and Behavioral Sciences, and Residents. I-DARE launched for the Medical Center in fall 2022, with 129 attending an overview of the program aimed at Ambulatory Care and the Medical Center. In 2022-23, UC Davis Health budgeted funds to support efforts to advance I-DARE initiative activities spearheaded or recommended by the task forces. This infusion of funding is a visible and practical demonstration of UC Davis Health's commitment to the initiative.

In March of 2022, after a competitive call for presentations, the I-DARE team presented at the National Association for Diversity Officer in Higher Education, or NADOHE, in San Diego. Presenters included Hendry Ton, clinical professor and associate vice chancellor for Health Equity, Diversity and Inclusion, or DEI-HEDI; Ceasor Dennis, senior director, DEI-HEDI.

The Davis campus has also adopted DEI task forces, or committees, as a primary mechanism for cataloging, coordinating, and consulting with schools, colleges, departments and units on their DEI achievements and future investments. DEI will convene DEI committee chairs from divisions, and find ways to support the many departmental and graduate student committees that are emerging. In addition to giving groups an opportunity to share efforts and best practices, DEI welcomed the opportunity to understand what resources are needed to sustain the local and individual work that is essential for institutional transformation.

DATA MATTER

As each group begins their I-DARE journey, the Office of Health Equity Diversity and Inclusion, or DEI-OHEDI, conducts a needs assessment survey. In 2022-23, results were posted on an institutional dashboard, with various levels of access intended to facilitate transparency and action while also protecting privacy. The DEI task forces are charged with interpreting their data and making recommendations for actions they have taken or will take to build on strengths and address concerns.

The UC Davis campus also launched a pilot assessment in 2021, which focused on local climate for faculty, staff, and graduate students, but paused as results from two other new surveys emerged—the Graduate Student Well Being Survey and the Human Resources, or HR, Survey. With over 60% participation, the HR survey has become a key tool in assessing the climate of departments and units. The new graduate well-being survey also has an impressive participation rate and is offered every two years. Several graduate groups on the UC Davis campus launched their own surveys. The main campus will utilize the new DEI committee structure to understand how best it can add value to existing surveys and help units understand data about their organizational climate.

In recent years, the University of California and UC Davis have created numerous dashboards that tell the story of UC Davis diversity through data. DEI partners with UC Davis's Budget and Institutional Analysis, or BIA, team to promote available tools and understand how they can serve the campus community to find the data we need.

Data dashboards can only take an organization so far. Only when units are able to understand their data in the context of more qualitative measures—including broad engagement with members of their organizations—can they gain the insights to craft solutions. DEI and BIA come in and help leaders find insights in their data and then act on those insights.

DEI EDUCATION

DEI has consulted with dozens of groups—83 consultation hours to 55 departments/groups in 2022-23—who have sought out guidance to plan for a more inclusive future.

The Implementing the Diversity and Inclusion Strategic Vision, or D&ISV, seminar introduces the D&ISV and helps participants get started on their own implementation journey. In the 2021-22 academic year the seminar reached more than 90 different departments and groups at UC Davis. The 15 sessions (impacting at least 90 different groups and departments) assists departments in developing their own D&ISV implementation plan.

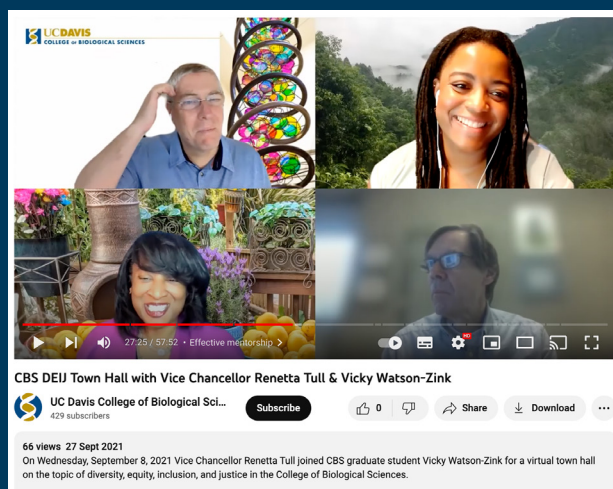
DEI educators held an additional 219 DEI sessions, workshops, seminars, and courses for individuals with a total of 18,258 contacts. The 219 sessions included the D&ISV seminar and 2 asynchronous online courses (11,300 out of the 18,258). Taken all together, these educational opportunities provide a strong foundation for individuals to develop professionally in DEI and to serve as DEI leaders in their organizations. The education program has plans to enrich our UC Davis offerings by engaging faculty as subject matter experts related to DEI. In partnership with Continuing and Professional Education, the DEI education team is launching a series of DEI courses, for a fee, to individuals external to UC Davis.

At UC Davis Health, the four-part Supporting Educational Excellence in Diversity, or SEED, training continued for Internal Medicine, Pediatrics, Family Medicine, Otolaryngology, Radiology, Pharmacology, and Surgery. UC Davis Health has also increased DEI and trauma-informed care focused trainings/ events to clinically focused areas. DEI established the Truth, Racial Healing & Transformation Framework, or TRHT, for Social Innovation at UC Davis Health. Focused on Human Centered Equity Design, the center has two foundational pillars: narrative change and truth-telling and racial healing and relationship building. Receiving national recognition is a new program, the Anti-Racism and Cultural Humility Fellowship and Academy, or ARC. Co-led by Jann Murray-Garcia, Director, Social Justice and Immersive Learning in the Office for Health Equity, Diversity and Inclusion and Victory Ngo, Postdoctoral Fellow at University of California Davis, Health, ARC recruits culturally and professionally diverse cohorts of faculty, clinical providers, administrators, and staff members to participate in a 6-month learning opportunity. Participants in the cohorts now serve as problem-solvers, communicators, and upstanders, embedded in their professional communities with the goal of eliminating racial inequities and sustaining more just and humane working and serving environments.

College of Biological Sciences (CBS)

Alexus Roberts and Elena Suglia serve the College of Biological Sciences (CBS) and Dean Mark Winey as the Dean's Graduate Advisors for diversity, equity, and inclusion. They launched the Graduate DEIJ Leader Fellowship (\$1000) and the DEIJ Initiative Grant. CBS conducted a town hall on DEI, moderated by population biologist Victoria Watson-Zink, who serves as the Graduate Student Assistant to the Dean for Diversity and Inclusion. Vice Chancellor Tull was invited to speak. CBS also launched their new DEI website for the college.

The Biochemistry, Molecular, Cellular and Developmental Biology (BMCDB) Graduate Group's DEI Committee (DEIC) held an information session with presentations that shared work from their subcommittees and outlined plans for the year. This group, led by graduate students Aron Judd "AJ," Perez Mendiola, and Mikaela Louie has the following mission statement: (a) Commit to the diversity of applicants and incoming students by increasing outreach of, recruitment of, and engagement with individuals from underrepresented and diverse backgrounds, and (b) To promote and foster a diverse, equitable, and inclusive training environment by providing diversity and anti-racism training for all BMCDB members (faculty and students) and mentorship training for all BMCDB faculty members. Other graduate groups in CBS were invited and attended the session and the mixer afterward.



In March of 2022, after a competitive call for presentations, Murray-Garcia and Ngo presented "Cultural Humility Meets Anti-Racism at UC Davis Health: An Interactive Case Study of Building Institutional Capacity for Health Equity" at the National Association for Diversity Officers in Higher Education conference in San Diego.

DEI is not the only group to offer DEI educational programming. Across campus and inclusive of the DEI offerings, Human Resources Learning and Professional Development offered 149 educational sessions for 14,154 participants (not unique), including 9410 completions of the DEI online student courses.

DIVERSITY LEADERSHIP AT UC DAVIS

Overseeing campus progress toward its DEI goals, the Diversity, Equity and Inclusion Executive Leadership Team, or DEI-ELT, made up of deans, vice chancellors and other senior leaders, met monthly, continuing to build on the October 2022 strategic planning

implementation retreat that featured the goal "to embrace diversity, practice inclusive excellence and strive for equity" featured such topics as diversifying the faculty, utilization of the UCOP CORO Nor-Cal Anti-Racism Learning and Reflection tool, disability advocacy; federal compliance (Office of Federal Contract Compliance Programs — Affirmative Action); and workforce diversity data.

In partnership with the College of Biological Sciences, the DEI-ELT had the opportunity to hear from Bryan Dewsbury, associate professor of Biology and Associate Director of the STEM Transformation Institute at Florida International University. He shared his approach to inclusive teaching in his classroom. He advocated for faculty to participate in learning communities that will also help them transform the way students experience so-called "gateway" courses that so often predict or prevent their success advancing into STEM fields. The DEI-ELT met with the team responsible for the Advising for

Graduate Studies

Graduate Studies, in partnership with the Office of Diversity, Equity and Inclusion, held the second annual Graduate Anti-Racism Symposium that included panels on “Sustaining and Advancing Anti-Racism,” “HSI for Graduate Education,” and “Racism and Anti-Racism in the Classroom.” Graduate students and postdoctoral scholars from all departments joined an in-person workshop about dealing with racism in the classroom. Participants held candid conversations about experiencing, dealing with, and managing racism in the classroom directed towards instructors, TAs, undergraduate students of color, or members of marginalized groups. Working in community, the group was able to discuss strategies for teaching under sometimes hostile circumstances.

Equity report and newly-formed Advising for Equity Administrative Advisory Committee. In addition to these presentations, members shared with each other their efforts toward advancing goal 3 of To Boldly Go and the 5 goals of the Diversity and Inclusion Strategic Vision.

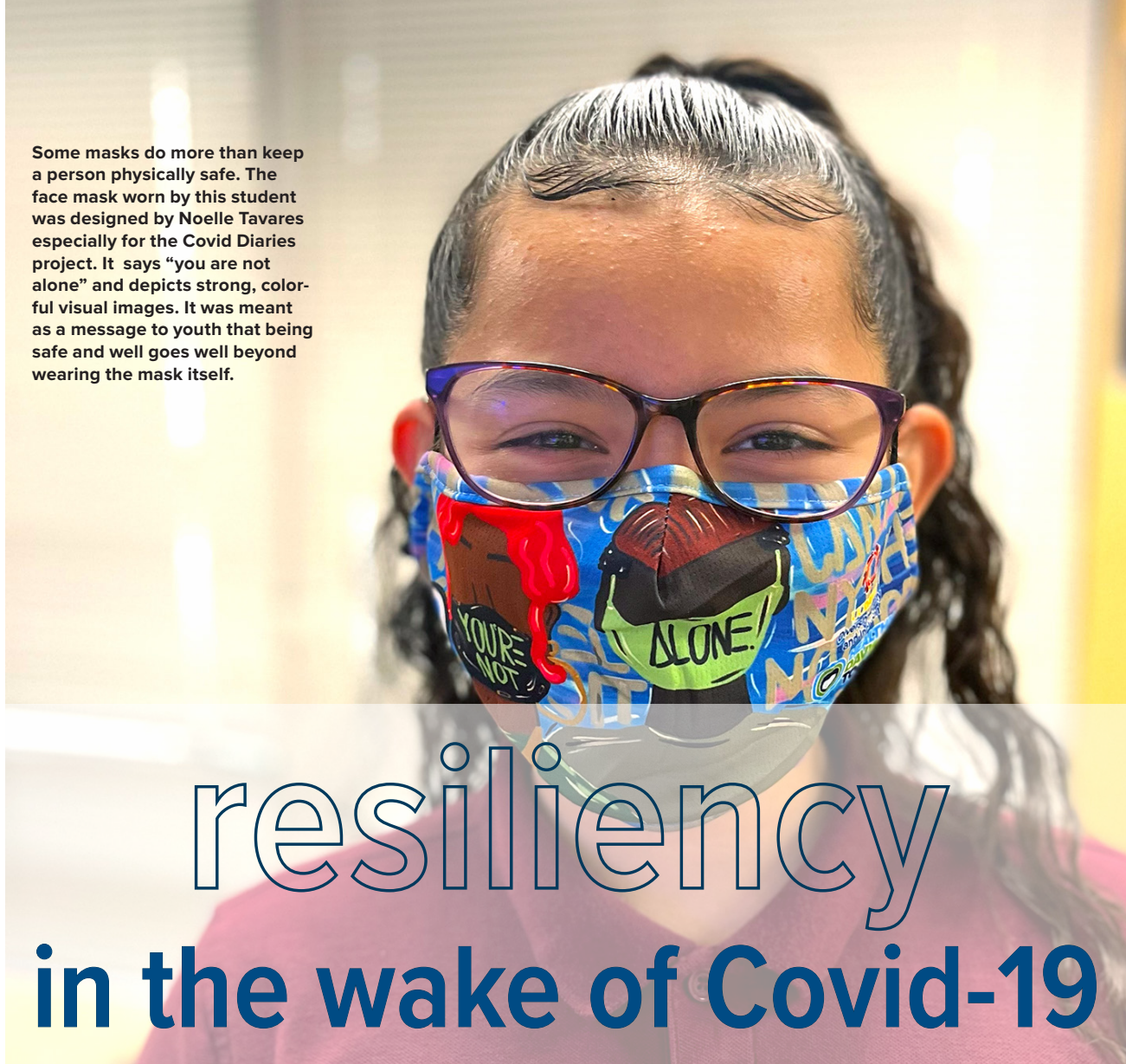
HISTORY MATTERS AND FUTURES MATTERS

Can UC Davis become the ideal university that embraces and values diversity and continuously improves upon inclusive excellence?

Drawing from the rich intellectual work of Maisha Winn and Lawrence “Torry” Winn, DEI continued to advance the 5 Pedagogical Stances (5 PS) framework—History Matters, Language Matters, Race Matters, Justice Matters, and Futures Matter—as a thematic and decision-making structure for organizations to use when dealing with incidents that are not keeping with the UC Davis Principles of Community. For example, when organizations encounter problematic histories, the 5 PS suggests that it is incumbent upon members of the organization to acknowledge their past and engage members of their community in communication and collective problem solving. While the Winns, through their Transformative Justice Center offers intensive workshops to help groups explore or uncover issues in depth, the concept alone is accessible to any group.

“What we find is that when organizations demonstrate a willingness to be open and transparent about the past, their employees and students feel seen and heard. It’s not always comfortable, but it is an essential first step to healing and improving organizational climate,” Renetta Tull, vice chancellor for Diversity, Equity and Inclusion, said. “It can be as simple as hosting a town hall” where everyone can come together to define the problem, co-create solutions, and determine how solutions will be implemented—including how leaders will be held accountable for ensuring that the issue continues to be acknowledged and addressed.” Tull emphasizes the “Futures Matter” piece is as important as the history piece. We cannot understand ourselves without understanding our past, but we also need to be proactive in defining our way going forward. “What we do today will have a profound impact on those who will come after us.”

Some masks do more than keep a person physically safe. The face mask worn by this student was designed by Noelle Tavares especially for the Covid Diaries project. It says “you are not alone” and depicts strong, colorful visual images. It was meant as a message to youth that being safe and well goes well beyond wearing the mask itself.



resiliency in the wake of Covid-19

From its early days in March 2019, DEI took an active role in the Covid-19 crisis, efforts that continue even as Covid-19 evolves from pandemic to endemic. Covid-19 destabilized wellness and workplace routines, threatened caregivers, ignited mental illnesses, and ravaged communities of color. Stress and disruption uncovered past and potential community harm, bringing attention to the difficulties of the most vulnerable and marginalized. In the pandemic fog of an ever-shifting information landscape, disinformation and mistrust flourished. Into this crisis, DEI sought to fill gaps, and therein found emerging opportunities to strengthen our resiliency as a campus community in service of all Californians.

The Center for Reducing Health Disparities, or DEI-CRHD, played a critical role in vaccinating communities, and continues to provide Covid-19 resources in English and Spanish. Through a project funded by the California Department of Public Health, or CDPH, Office of Health Equity, UC Davis Health has been able to bring vaccinations directly to vulnerable populations, such as Latino farmworkers and African Americans in Sacramento and Yolo counties. MOVE IT UP: Mobilizing Organizations Via Equitable Immunizations and Testing through Unified Partnerships, set up temporary vaccination clinics, such as one at Pamukey Yolo Vineyard near

**DIVERSITY AND INCLUSION
STRATEGIC VISION
GOALS 4 & 5.**

- > CENTER FOR REDUCING
HEALTH DISPARITIES**
- > SAYS COVID-19 DIARIES**
- > MOVE IT UP**
- > HEALTHY DAVIS AND YOLO
TOGETHER**



MOVE IT UP

Mobilizing Organizations Via Equitable Immunizations and Testing through Unified Partnerships

In the first phase of the project, a total of 6,318 Covid-19 vaccine doses were administered by the MOVE IT UP Project.

- Overall, 1,343 (21%) were 1st doses, 1,130 (18%) were 2nd doses, 2,920 (46%) were 1st boosters, 506 (8%) were 2nd boosters, and 407 (6%) were Bivalent boosters.
- Doses administered to 12+ population: 742 (15%) were 1st doses, 554 (11%) were 2nd doses, 2,791 (56%) were 1st boosters, 506 (10%) were 2nd boosters, and 407 (8%) were Bivalent boosters.
- Doses administered to 5-11 population: 590 (46%) were 1st doses, 561 (44%) were 2nd doses, and 129 (10%) were 1st boosters.
- 50% (3,146) of vaccine doses administered during the project went to Latinos; 664 (21%) were 1st doses, 574 (18%) were 2nd doses, 1,534 (49%) were 1st boosters, 132 (4%) were 2nd booster, and 240 (8%) were Bivalent boosters.
- 8% (477) of vaccine doses administered during the project went to African Americans; 117 (25%) were 1st doses, 65 (14%) were 2nd doses, 175 (37%) were 1st boosters, 82 (17%) were 2nd boosters, and 36 (8%) were Bivalent boosters.

MIU Phase 1 ran from December 2021 to September 2022, when vaccine administrations ended. Testing will continue through June 2023 in phase 2. MOVE IT UP has been featured in the Sacramento Observer, on Fox40 news, and KCRA, and U.S. Health and Human Services Secretary Xavier Becerra visited a UC Davis Health pop-up Covid-19 vaccine clinic.

DEI brought the Healthy Davis Together selfie-station to a Yolo County Children's Alliance (YCCA) backpack event on April 1, 2021 and handed out HYT materials to people who drove by for school supplies. Photo by Sophie Barbu.

Esparto, and expanded their outreach efforts known as ÓRALE with a focus on Covid-19 rapid tests for farmworkers and their families.

"My experience with the MOVE IT UP nurse and staff during my Covid-19 vaccination is one that every patient should experience," Said a partner who came to an event at the Language Academy and chose to be vaccinated at the DEI-CRHD clinic. "From registration to the post vaccine observation period, all staff approached me with the utmost professionalism and respect... the immediate comfort and trust I experienced in that moment in a room full of strangers... was a feeling that I've never experienced even with my regular doctor."

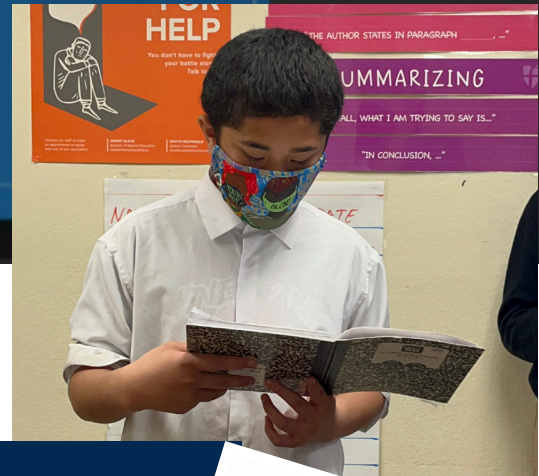
Community-facing webinars continued to be powerful tools to connect community members to resources during the ongoing twin pandemics of Covid-19 and systemic racism. The Coping/Growing as a Community series, which started in response to the Covid-19 pandemic, held several webinars on Equity-Centered Trauma-Informed Education, two virtual sessions on "Healing our Trauma and Managing our Toxic Stress," racism as a public health crisis, refugee health (focusing on Afghan refugees). In response to increasing incidents of antisemitism, DEI-OHEDI held a D&I Dialogue, "Antisemitism in the U.S."

DEI's Health Davis Together "Parenting in a Pandemic" project roduced 11 webinars geared towards parents of the UC Davis community, City of Davis, Yolo County, and beyond. The webinars were facilitated by public health experts to give parents and caregivers accessible, up-to-date, and evidence-based information to help mitigate the spread of Covid-19. The webinars served underrepresented communities and the diverse population of Yolo County and the

Twitter: @UREssien

Racial/Ethnic Inequities Due to COVID-19

Risk (Racism)	Access (Racial bias)	Missed Care	Post-COVID care
<ul style="list-style-type: none"> - Higher exposure: air pollution, racism, toxic stress - Higher rates of comorbid disease: hypertension, diabetes, heart disease, asthma, disability - Limited access to social distancing: discriminatory hiring, essential work, PPE inadequacy, less access to sick leave, childcare - Living situation: food insecurity, transportation, multigenerational homes, poverty, redlining, incarceration, nursing homes - Fear of profiling w masks 	<ul style="list-style-type: none"> - Health insurance/unemployment or underemployment - Testing - Treatment (rationing) - Accurate health information - Healthcare viewed as untrustworthy - Lack of community partnerships - Language 	<ul style="list-style-type: none"> - Missed/late COVID diagnosis - Telehealth inequities/technology access - Clinical trial/research participation 	<ul style="list-style-type: none"> - Economic losses/unemployment - Education - Mental health support - Rehabilitation - Vaccines



greater Sacramento area including but not exclusive to: student parents at UC Davis, African American/ Black Youth, and Russian and Spanish language communities. More than 2,000 people attended the live webinars or viewed the recordings on Facebook and YouTube. One webinar, “The Effects of Covid-19 on African American/Black Youth: How to Keep Your Family and Children Safe,” was featured on ABC10.

In late fall-early winter 2021 The IDEA (formerly the Institute for Diversity, Equity and Advancement) partnered with the UCD-based non-profit Sacramento Area Youth Speaks, or SAYS, to design the Covid-19 Diaries research project. It was implemented in March–June 2022 at eight middle and high schools (6–12th grades) served by SAYS in Sacramento County and Yolo County.

None of DEI’s efforts would have been possible without the foundations of the campus’s “Healthy Davis Together” initiative, including our colleagues at UC Davis Health in Sacramento who worked diligently to steward the mental and physical health of members of our campus community. With the essentials in place, DEI was able to reach out to others in our community and will continue to do so long as we see the lingering effects of the pandemic.



Photo at top: Dr. Michael Lucien presented during one of two Parenting in a Pandemic community webinars (with 432 live participants). The IDEA hosted these webinars as part of the Healthy Yolo/Davis Together project. Both webinars focused on the African American community. Moderated by The IDEA staff, Patrice Hill, SAYS Director, and Denisha Bland, SAYS Associate Director, also provided insights as panelists. Middle photo: Students from Fortune Schools read their pieces from the final Covid Diaries Project. Bottom: Reports for these and other projects are available on eScholarship: Open Access Publications from the University of California.

Our DEI Office

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

Strategic Partnerships and Divisional Resources

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

Robbie-Lyn Tesnado, Chief Administrative Officer

Sunny Dosanjh, Program Analyst

Laura Cerruti, Chief Impact Officer

Erin Kelley, Communication Specialist

Marisa Davidson, Communication Intern

Genna Weinstein, Communication Intern

Ebony E. Lewis, Chief Strategy Officer

Elaina Lopez, Program Analyst, The IDEA (formerly the Institute for Diversity, Equity and Advancement)

Jean Young Bhan, Graduate Student Researcher

OFFICE OF ACADEMIC DIVERSITY (OAD)

Luis Carvajal-Carmona, Associate Vice Chancellor

Rosa Deniz, Program Analyst

Thomas O'Donnell, Principal Analyst

Lina Mendez, Hispanic Serving Institution (HSI) Director

Yubiarely Flores, HSI Intern

Anahi Ruiz, HSI Intern

Prisila Vilarreal, HSI Intern

Anna Penalosa-Issaian, HSI Intern

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

Zoila Mendoza, Interim Faculty Director

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

Mariel Vazquez, Faculty Director

Sophie Barbu, Assistant Director ADVANCE

Barbara Ustanko, Research Development Specialist, ENHANCE

OFFICE OF CAMPUS COMMUNITY RELATIONS (OCCR)

Mikael Villalobos, Associate Vice Chancellor

Mariana Galindo-Vega, Program Analyst

Vickie Gomez, Director, Campus and Community Engagement

Megan Macklin, Director, Campus Climate and Inclusion Initiatives

Parker Powell, Student Assistant

Eric Sanchez, Director, Diversity, Equity and Inclusion Education Program

Christopher Nguyen Pheneger, Diversity, Equity and Inclusion Educator and Specialist

HEALTH EQUITY, DIVERSITY AND INCLUSION (HEDI)

Hendry Ton, Associate Vice Chancellor

Marian Brotzman, Executive Assistant/Administrative Support Analyst

Annie Caruso, Chief Administrative Officer

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

Mari Knuth-Bouracee, Director for Clinical Services, Culture, Climate and Community Engagement

Teresa 'Angel' Green, Community Engagement and Outreach Coordinator

Matthew St. Amant, Community Engagement and Finance Analyst

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

Touyee P. Thao, Program Analyst, Anchor Institution Mission

Puja Chadha-Hooks, Faculty Director, Supporting Educational Excellence in Diversity (SEED)

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

Colleen Sweeney, Faculty Director for Allyship and Academic Recruitment Training Programs and SEED Co-Facilitator

Cherie Ginwalla, Faculty SEED Co-Facilitator

Victoria Ngo, Postdoctoral Scholar

Rebecca Jorin, Interim Lead, Education and Technology

Sarah Iv, Health Professions Education Specialist

Lia Lopez, Interim Lead, Pathway Education and Development Specialist

Roberto Mora, Pathway Education and Development Specialist

Victoria Rondan, Pathway Education and Development Specialist

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

Paul David Terry, Program Coordinator

Kupiri Ackerman-Barger, Associate Dean, School of Nursing

Center for Reducing Health Disparities (CRHD)

Sergio Aguilar-Gaxiola, CRHD Director and CTSC CE Director

Andrea Nuñez, Chief Administrative Officer

Carmelita Ramirez, Center Coordinator

Maria Alaniz, Sr. Project Manager (PANDEMIC) and HR Manager

José López, Project Coordinator (PANDEMIC and CEAL)

Katherine Ferry, Project Manager (ACTIVATE, CRDP, DHE)

Karla Ornelas, Project Coordinator (ACTIVATE, CRDP, DHE)

Joseph Hernandez, Project Coordinator, (ACTIVATE, CRDP)

Javier Morla Estrada, GSR (ACTIVATE)

Gabby Alaniz, Project Manager (MIU)

Monica Hatch, Administrative Project Coordinator (MIU)

José Lastra, CE Project Coordinator (MIU)

José Florez, Sr. Clinical Research Coordinator (MIU)

Jill López-Rabin, Sr. Project Manager, (LPMP and ICCTM)

Krystal Mora Anaya, Project Coordinator (ICCTM)

Selena Regalado, Project Coordinator (LPMP) and Research Data Analyst (ICCTM)

Kristen Weeks-Norton, Project Manager, CEAL and CHW Master Trainer

Elliott Housman-Turrubiate, Project Manager (Together for Wellness/Juntos)

Vanessa Trujillo CTSC CE Program Manager



Members of the Office of DEI gathered for community-building and reflection during the annual “DEI in July.” Photo by Fred Greaves

Office for Student and Resident Diversity (OSRD)

- Jorge Garcia, Associate Dean for Diverse and Inclusive Learning Communities
- Laura Kester Prakash, K-12 Outreach Curriculum Director
- Olivia Campa, UC Davis Postbaccalaureate Director
- Armani Peterson, UC Davis Postbaccalaureate Consortium Coordinator
- Yezenia Gonzalez, TES Employee
- Jose Morfin, UC Postbaccalaureate Consortium PI
- Nancy Galindo, Undergraduate Initiatives Coordinator
- Megan West, Writing Specialist
- Ruth Shim, Associate Dean for Diverse and Inclusive Education
- Christine Tran, Pathway Programs Project Specialist
- Lizzy Fahey, Medical Student Program Coordinator
- Eva Lee, Resident Diversity and Recruitment Coordinator
- Diana Moua, Postgraduate Student Assistant
- Erik Fernandez y Garcia, GME Diversity Director
- Charlene Green, Assistant Dean for Admissions, Outreach and Diversity
- Patricia (Paty) Gonzalez, Manager

Staff as of March 1, 2023

We would also like to acknowledge the following for their help with the work of July 1, 2021 to June 30, 2022: Rachel Jean-Baptiste, Lorena Oropeza, Jason Stewart, Alicia Garcia, Kimberly Nettles-Barcelón, ToShawne Williams, Shea Hazarian, Cassidy Kays, Larly Lee, Cassie Chandler, Jeff Duong, Rachal Valtakis, Darlene Ruiz, Sumiko Hon

@DEI news notes

Since its establishment in 2018 and the arrival of inaugural Vice Chancellor **Renetta Garrison Tull**, DEI has evolved into an organization that centers its collaboration within the broader UC Davis campus and community in the areas of Health Equity, Diversity and Inclusion, or DEI-OHEDI; Campus and Community Relations, or DEI-OCCR; and Academic Diversity, or DEI-OAD. The office serves as the backbone of UC Davis’s DEI efforts—coordinating funding, data, research, communications in service of UC Davis’ vision for a more diverse and inclusive campus. We are proud of those in our organization who have contributed to our work, advanced in their role and careers, been acknowledged for their service, and in general ensured that UC Davis is a better place today than when they arrived.

Advancements

Dr. **Mikael Villalobos** became the Interim Associate Vice Chancellor, DEI-OCCR in August of 2021. After a nation-wide search, he was selected as the permanent Associate Vice Chancellor in 2023.

The UC Davis School of Medicine is dedicated to creating an environment of inclusion and respect, and to actively recruiting and fostering the development of a physician workforce that reflects the rich diversity of its community. To support those efforts, the School of Medicine named **Ruth Shim** associate dean for diverse and inclusive education. In her role, Shim is working to ensure that the curriculum and education programs are accessible and relevant to diverse students, residents, and fellows.

Previously serving as Principal Analyst, **Laura Cerruti** became the inaugural Chief Impact Officer for DEI at UC Davis. “Throughout my career at the University of California, I have been fortunate to work with many smart, caring, and fascinating people, managing challenging projects and working on initiatives of strategic importance. I arrived at UC Davis in 2014 to support the committee tasked with writing a strategic plan for diversity and inclusion, then subsequently supported a committee to envision what it means for UC Davis to be a Hispanic-Serving Institution,” Cerruti said.

Megan Macklin and **Eric Sanchez** emerged as the top candidates for the Associate Director of Campus Climate and Inclusion initiatives and Associate Director of Diversity, Equity, and Inclusion Education Program, respectively. Both are proud Aggie alumni; both got their start as Student Affairs practitioners supporting access for and enriching the experience of students from historically marginalized and under-served communities; and together, they have 26 years of professional experience as UC Davis staff.

Our DEI Office has a new Chief Strategy Officer, Dr. **Ebony Lewis**. Lewis has been at UC Davis for many years, previously working as Special Projects Director for DEI, and most notably having a long UC Davis career in Undergraduate Admissions within Enrollment Management. She has been in the University of California system for more than 20 years, as she’d previously been employed by the University of California Santa Cruz. Her research has been on school choice, and her doctoral dissertation is titled: African American Student College Choice and the University of California Davis. Dr. Lewis is on UC Davis’ core team for the Regional K-16 Collaborative, leads the Aggie Black Excellence Project, is a lead

for our DEI e-Scholarship portal for publications, and contributes to development of grants. She will be helping our division to elevate its DEI practice through galvanizing partnerships, scaling initiatives, and increasing opportunities for data-driven decision-making.

Charlene Green began her new role as assistant dean for Admissions, Outreach, and Diversity. Green is now part of the Medical Education leadership team, and will continue her academic work through the Department of Public Health as an Assistant Professor. Hendry Ton, associate vice chancellor, Health, Equity, Diversity and Inclusion (DEI-OHEDI) and Mark Servis, vice dean for Medical Education, describe Dr. Green as an “excellent leader.” Dr. Green is well-known in the region, and her efforts have been recognized nationally. Her work on grading equity in medical education has been discussed by the American Medical Association, or AMA, for improving diversity in medical education. Her discussions on putting “quantifiable value on preprofessional competencies” have also been shared by the Association of American Medical Colleges, or AAMC. Further, Dr. Green has been a core partner for many of UC Davis’ medical workforce programs, including Avenue M, the latest medical addition to the “Avenue” series (Avenue E, Avenue B), led by Beth Broome of STEM Strategies. Ton and Servis wrote, “In this role, Green will continue to oversee programmatic and administrative matters related to outreach, admissions, student development and student/resident diversity. She will work closely with her team and associate deans Garcia, Henderson, Jain, and Shim to help achieve academic excellence through leading educational initiatives, implementing new programs, providing regular program reviews, and introducing new technologies.”

Comings

DEI welcomed Professor **Zoila Mendoza** to the role of 2022-23 Interim Director for the Center for the Advancement of Multicultural Perspectives on Social Sciences, Arts, and the Humanities, or CAMPSSAH, part of DEI-OAD. Mendoza is a professor and department and graduate program chair in Native American Studies. Trained as an anthropologist, her research examines music and dance in the Americas, particularly in Peru and the rest of the Andean region, Quechua-speaking people’s forms of Knowledge, and Quechua language revitalization. “I am honored and excited to support the mission of CAMPSSAH to keep making UC Davis a place where multiple identities

and perspectives are valued and emphasized,” Zoila Mendoza said.

Our new Communications Specialist, **Erin Kelley** brought 25 years of communications experience to the role. She joined us from the Mondavi Center for the Performing Arts where she worked for the past 22 years as an art director, senior designer, and communications manager. She described her work as “an intentional reflection of the diverse programming and broad audience which the Mondavi Center represents,” and she continuously elevated their communications to include the principles of diversity and inclusion. In a short time, Erin demonstrably elevated messages from the division across campus and in the community.

Mari Knuth-Bouracee joined the DEI-OHEDI team as New Director for Clinical Services Culture, Climate and Community Engagement. As Director, Knuth-Bouracee leads, manages and oversees implementation of services and programs that support diversity, equity and inclusion efforts in the UC Davis Medical Center, or UCDCMC and Ambulatory Care Clinical Service areas. In her role as Director for Clinical Services Culture, Climate and Community Engagement at UC Davis Health, Knuth-Bouracee is primarily responsible for the design, development and implementation of DEI strategies and DEI-related programs that specifically support and enhance staff engagement, community building and professional development in the Medical Center and Ambulatory Care Clinical Service areas. This work is done in close partnership and collaboration with leaders and stakeholders across UC Davis Health and directly with Human Resources, Medical Center and Ambulatory Care Administration and the DEI-OHEDI teams, and support the development and integration of Medical Center and Ambulatory staff and management with staff affinity groups, advisory councils and their activities in alignment with our goals to recruit, promote and retain talent and promote inclusive excellence at UC Davis Health.

Goings

DEI paid tribute to two inspiring leaders who left our office at the end of June. Phenomenal historians and DEI warriors, **Lorena Oropeza** and **Rachel Jean-Baptiste** took new positions within the UC system. Jean-Baptiste, inaugural faculty director for The IDEA (formerly the Institute for Diversity, Equity, and Advancement), one of DEI’s newer initiatives, started

as associate dean for University of California Study Abroad. Jean-Baptiste had been adding structure to The IDEA and its portfolio of programs, and she launched our Aggie Black Excellence project. She became a co-PI for the PROMISE Engineering Institute, and an National Science Foundation grant proposal for racial equity. She also led a grant proposal submission for an international collaboration related to Covid-19 mis- and disinformation, and developed the Covid-19 Diaries project for Healthy Davis/Healthy Yolo together with “Parenting During the Pandemic.” In addition, she helped to seed The IDEA’s ENGAGE project to make stronger connections within global contexts as a partner with Global Affairs on UC Davis’ voluntary university review project which examines connections to the United Nations Sustainable Development Goals, or SDGs.

Jean-Baptiste and the team at The IDEA worked tirelessly to get the initiative established. While her associate dean’s role is part of the UC Office of the President, she will continue to be a professor in the department of History at UC Davis, and she continued to work to submit grants on mentoring and leadership as co-PI.

After nearly 30 years, professor and historian, Lorena Oropeza, served as the associate vice chancellor for DEI-OAD, left UC Davis for a distinguished scholar position at UC Berkeley. Oropeza became professor of Ethnic Studies at Berkeley, but maintained various collaborations throughout the UC. During Oropeza’s time as a leader for academic diversity in DEI over the past two years, she oversaw the growth of the Hispanic-Serving Institution, or HSI, initiative; the hiring of UC Davis’ Inaugural HSI Director, Lina Mendez; two centers DEI-CAMPOS and DEI-CAMPSSAH; and University of California Office of the President – Advancing Faculty Diversity retention grants.

As Chair of the HSI Task Force (Implementation Phase), she oversaw the publication of the HSI Implementation Task Force Report and authored “*Embracing UC Davis’ Hispanic-Serving Identity as an Emerging Hispanic-Serving Institution.*” Both can be found in the HSI section of DEI’s eScholarship page. UC-wide, Oropeza was a contributor to, “La Lucha Sigue: The University of California’s Role as a Hispanic-Serving Research Institution System.” Oropeza is also a Fellow of the Hispanic Association of Colleges and Universities’ La Academia de Liderazgo. Oropeza joined DEI in 2020, and during that time, we have had the benefit of her thoughtful

and compassionate leadership.

In Memorium

We want to pause and remember a few members of our *extended* DEI family—those who have brought wisdom, joy, and guidance to our DEI office and the UC Davis community. We thank them for their service, and we will continue to work in their memory.

Patwin Elder, **Edward ‘Bill’ Wright** passed away in October of 2022. The University of California flag at the Memorial Union was lowered “*in honor of Patwin elder Bill Wright’s life and legacy, and in gratitude for his contributions to UC Davis.*” UC Davis sits on Patwin lands.

We celebrated the life and career of **Cruz Reynoso** at Democracy by Participation: The Life and Legacy of Cruz Reynoso (1931-2021), the first Chicano Associate Justice of the California Supreme Court, former professor at the UC Davis School of Law, and recipient of the Presidential Medal of Freedom. Speakers, including members of the Reynoso family, explored questions of identity and democracy in 20th-century California. The companion exhibit, which draws on the UC Davis Library’s collection about Reynoso, was held in the Shields Library lobby. The materials in the exhibit are now being utilized by the California History Project in their curriculum for K-12 schools.

Last, but not least, we honored the beautiful life of Postdoctoral Scholar, the late Dr. **Fabiola Vatel**. “Dr. Fab” as we knew her, worked with the Grand Challenges initiative with Vice Provost Jonna Mazet and her Faculty Champion, Dr. Beth Rose Middleton Manning. She was a regular visitor to the DEI office. Executive Analyst Germaine Kennix sent Dr. Fab a picture of our red office door (Kennix does this with all guests), and told Dr. Fab to come on by ... and she did. Dr. Fab embodied kindness and light, and we will miss her presence.

Honors

Puja Chadha, DEI-OHEDI Faculty Education Director, and associate professor, Clinical Psychiatrist department of Psychiatry and Behavioral Sciences, received a \$100,000 grant for the Supporting Educational Excellence in Diversity (SEED) faculty development program, from the American Board of Psychiatry and Neurology, to enable her to adapt SEED to their national audience.



(clockwise) Renetta Tull tweets Mikael Villalobos's promotion, Lina Mendez celebrates the life and legacy of Cruz Reynoso, and the Exceptional Women of Color recognize Patrice Hill, Sacramento Area Youth Speaks director.

Ronnie Lott.



Aguilar-Gaxiola was the recipient of two national awards for his contributions to science and behavioral health research. The National Hispanic Science Network, or NHSN honored Aguilar-Gaxiola with the 2021 National Award of Excellence in Research by a Senior Investigator. The award is presented to a researcher who has made “consistent contributions to the field of drug abuse that are culturally innovative, demonstrate some of the unique aspects of drug abuse among Hispanics, and/or have impacted the larger field of drug abuse research,” among other criteria. In addition, Aguilar-Gaxiola last month received the 2021 Lifetime Award for the Advancement of Latino Behavioral Health from the National Latino Behavioral Health Association, or NLBHA. Aguilar-Gaxiola received the award during the NLBHA’s annual conference, a virtual event at which he was a keynote speaker. The NLBHA is an organization that promotes a unified national voice for Latino populations in the behavioral health arena and raises awareness of the disparities that exist in areas of access, utilization, practice-based research and adequately trained personnel.

Hendry Ton, associate vice chancellor DEI-OHEDI, was recognized in the LA Times Business Publication for his dedication to advancing diversity, equity, inclusion, and anti-racism initiatives within the health system and the larger community. He joined a list of reader-nominated inspirational, diverse leaders exhibiting achievements within their respective businesses. The National Association for Diversity Officers in Higher Education website also highlighted Ton, and he was featured in the *Sacramento Bee* as one of the 25 2022 Asian American Pacific Islander regional “Change Makers.” “Change makers are people who are committed to leading positive transformations in their communities.” UC Davis’ **Oanh Meyer** and **Moon Chen** were also included.

The Steve Fund spotlighted the work of Ton during a live Zoom discussion Wednesday regarding anti-Asian hate and addressing mental health topics for Asian Americans and Pacific Islander, or AAPI, communities in light of rising anti-Asian hate crimes across the United State. The event was co-sponsored by the Steve Fund, a national organization dedicated to the mental health and emotional well being of young people of color and the National Center for Institutional Diversity at the University of Michigan.

Sergio Aguilar-Gaxiola, director of the Community Engagement Program of the UC Davis Clinical and Translational Science Center, was appointed to a state panel to promote health and wellness for Californians. Governor Gavin Newsom named Aguilar-Gaxiola and 15 other state leaders Monday to the Governor’s Advisory Council on Physical Fitness and Mental Well-Being. The council is led by First Partner Jennifer Siebel Newsom, who is a former college athlete, and former National Football League star defensive player

Patrice Hill, executive director for Sacramento Area Youth Speaks, or SAYS, was honored as one of the 2022 Exceptional Women of Color, or EWOC, Honorees. The 14th Annual EWOC Awards & Expo presented by the Sac Cultural Hub Media Foundation took place on Tuesday, September 20, 2022. According to their website, “It is our mission to continue recognizing women throughout Northern California for accomplishments in their communities and professional affiliations as well as providing a platform for networking, mentorship, leadership and career development. This year’s event will be streamed live as we continue our strategic and massive reach to women of color with education, training, and digital tools to survive and succeed in the future.”

Kudos for DEI Partners and Alums

Former DEI Educator **Kat Parpana** started her new role as director for the Strategic Asian and Pacific Islander Retention Initiative, or SAandPIRI, on March 14. Kat is an Aggie alum whose experience as an academic advisor, work in DEI and her connection and work with the Asian and Pacific Islander community has brought an amazing opportunity for the initiative.

This spring, as part of professor **Raquel E. Aldana's** "Humanizing Deportation Practicum," she led a group of UC Davis law students to Tijuana, Mexico to provide legal consultations to either deported individuals or transit migrants to identify whether any of them have any possibility of returning or entering the U.S. The course is an outgrowth of the UC Davis "Humanizing Deportation Project," an interdisciplinary storytelling project that has catalogued over 200 stories of deported individuals throughout Mexico. Aldana previously served as associate vice chancellor, DEI-OAD.

Among the 2022 EWOC honorees, along with Patrice Hill (mentioned above), was **Adrienne Lawson**, one of our former DEI team members. She is currently Director of Diversity, Inclusion, and Compliance at Pride Industries.

Jason Stewart, previously Senior Advisor to the Vice Chancellor for DEI on Institutional Analysis, served as Interim Registrar. He is now Chief of Staff to Provost Mary Croughan.

eScholarship

DEI has partnered with the UC Davis Library to create our own venue on the University of California's open access platform eScholarship. This online, accessible space allows us and our partners an opportunity to publish our own institutional DEI-focused research and material. In this first year, we focused on getting our work published in eScholarship to serve as a repository for our DEI research and reports. Between establishing the site in October and July 2022, our office deposited 14 items, which were requested over 3000 times and downloaded nearly 500 times. In future years we will explore expanding the submission process more broadly across the campus.

Improving Community Engagement

Since March 2019, Dr. Aguilar-Gaxiola has been serving as co-chair of the Organizing Committee of the National Academy of Medicine, or NAM, Assessing Meaningful Community Engagement in Health and Health Care. The NAM Leadership Consortium: Collaboration for a Value & Science-Driven Health System, with funding from the Robert Wood Johnson Foundation and guidance from an organizing committee, has been advancing a project to identify concepts and metrics that can best assess the extent, process, and impact of community engagement. The organizing committee comprises 34 experts in community engagement—community leaders, researchers, and policy advisors—who are diverse in many ways, including geographic location, race and ethnicity, nationality, disability, sexual orientation, and gender identity. The organizing committee includes 13 community leaders who are experts in community engagement.

This landmark effort aims to provide community-engaged, effective, and evidence-based tools to those who want to measure community engagement to ensure that it is meaningful and impactful, emphasizing equity as a critical input and outcome. As work began on the NAM project, the organizing committee realized the need to develop a conceptual model illustrating the dynamic relationship between community engagement and improved health and health care outcomes. NAM published the Assessing Community Engagement Conceptual Model, or ACE-CoM, on February 14, 2022. By the end of April 2022,

the ACE-CoM was the 10th most visited website on NAM.edu. In addition to the Conceptual Model, NAM will be releasing other resources—stories, videos, assessment instruments, a website, and publications. Aguilar-Gaxiola will continue to play a key role, including Spanish translations of some materials.

Aguilar-Gaxiola has been actively disseminating the Conceptual Model giving multiple professional presentations at professional and scientific conferences at the national, state and local levels. Doctor Carrie Byington, the UC Executive Vice President and Head of University of California Health, included the ACE-CoM at a presentation she made at the UC Davis campus.

Aguilar-Gaxiola served as national co-chair of the 2nd edition of the Principles of Community Engagement, or PCE, published by the Center for Disease Control and Prevention, or CDC, and the National Institutes of Health, or NIH, and he and the UC Davis Center for Reducing Health Disparities (DEI-CRHD) oversaw its entire Spanish translation. The PCE 2nd edition is available on the CDC website in both English and Spanish and has been downloaded close to 10 million times to date since posted in 2011, including English version downloads in 170 countries and Spanish version downloads in 63 countries. He has also been instrumental on the 3rd of the PCE (participating in five chapters) and led the writing of a 10th principle on the key role trustworthiness and trust play on advancing health equity. This 10th principle is an addition to the 9 principles featured on the first (1977) and 2nd editions (2011). The PCE 2nd edition is the seminal community engagement work in the field and is co-published by the CDC and the Department of Health and Human Services.

Community engagement and community empowerment have never been more important and, over 2022, a committee of nearly 50 experts from across the nation met weekly to revise our PCE 2nd edition to be even more comprehensive and up to date than the 1st and 2nd editions. In the PCE 3rd edition, the committee has emphasized even more the importance and centrality of health equity, trust and trustworthiness, battling misinformation and together

preparing for future pandemics and building stronger communities and our nation.

DEI Communications

With nearly 5000 subscribers, our biweekly newsletter serves as one of our key platforms for reaching the campus community. By the end of Spring 2022, our main DEI social accounts showed 875 total followers on Twitter and 196 followers on Facebook, and 310 followers on Instagram. Content highlights included information related to key heritage months and celebration days, reminders for our key events, and resources for mental health and self care. Starting June of 2022 under the new leadership of our inaugural communications specialist, Erin Kelley, the DEI office began converting to new platforms for its email newsletter and website analytics. Our vice chancellor continued to be a strong advocate for DEI values on her Twitter channel, which has nearly 7000 followers.



Calendar

UC Davis celebrated our multicultural heritage in 2021-22! The following calendar features just some of the cultural moments that DEI sought to feature as part of its inclusive programming efforts.

SEPTEMBER - OCTOBER

Rosh Hashanah

Yom Kippur

Hispanic Heritage Month

OCTOBER

Diwali

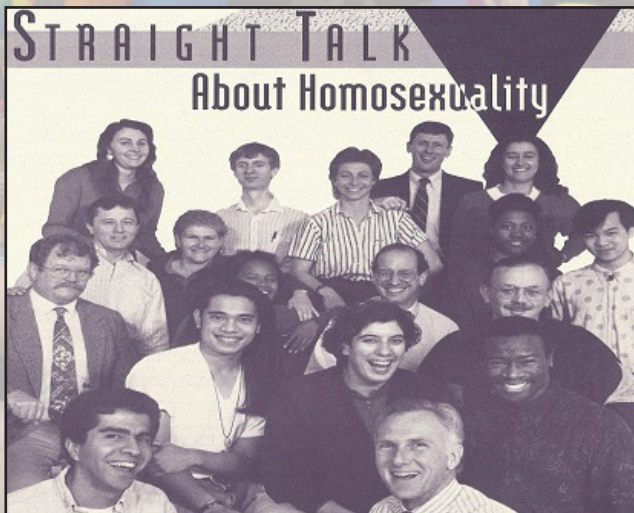
National Disability Employment Awareness Month

NOVEMBER

Unhoused Awareness Month

Transgender Awareness Week and Transgender Day of Remembrance

▼ Native American Heritage month



▲ LGBT history month

In honor of LGBT History Month and National Coming Out Day, UC Davis Health blog featured the history Chancellor's Committee on LGBTQIA+ Communities (CC). In the article, Mark Grote reflected on the history of the committee: "The UC-Davis Principles of Community were first adopted in 1990, and around that time the CC produced an informational pamphlet called "Straight Talk About Homosexuality," framed as a series of questions and answers. The group in the cover photo of "Straight Talk" is notably diverse and includes several CC founders. Some of the material in the pamphlet seems dated now, but the CC clearly felt a need to speak to the broader campus community, and the questions reflect attitudes of that time."



JANUARY

Chinese New Year

FEBRUARY

Black History/Futures Month

MARCH

Women's History Month

Cesar Chavez Day

APRIL

Arab American Heritage Month

Ramadan

Passover

World Health Day

**National Day of Silence &
LGBTQIA+ Community Support**

MAY

Mental Health Awareness Month

**Asian Pacific American (Asian and
Pacific Islander) Heritage Month**

JUNE

▼ Pride Month

(In background) The PRIDE Employee Resource Group oversaw planning Sacramento Pride on behalf of UC Davis and UC Davis Health. They had over 600 registrations and connected with over 20,000 folks at the weekend-long festival. It was their largest UC Davis contingent of over 400 people that marched.

▼ Juneteenth

The Office of Campus Community Relations partnered with the UC Davis Jan Shrem and Maria Manetti Shrem Museum of Art, Yolo County Early Juneteenth committee, the Culture C.O.O.P., West Yolo Region, Yolo County Library and other community members to host the annual Juneteenth celebration at the UC Davis Conference Center. The campus Juneteenth also served to inform the community of its new designation as a national holiday commemorating the end of slavery in the United States. Juneteenth opened with the traditional ceremony of honoring the elders for their shared sacrifice and contributions to preserve the history of African Americans as well as the legacy of Juneteenth. Over 600 people attended the spirited event that featured African American Art from artists in the Sacramento region and throughout California. Other highlights included a variety of musical entertainment from gospel to marching band along with, craft vendors, food trucks, educational panels and health/wellness information. The event seeded new collaborations with staff, students, faculty and the UC Davis Police Department. Staff and student volunteers assisted vendors and artists with set-up of their spaces, greeted guests and assisted with clean-up after the program. Faculty and staff also participated on education panels and the UC Davis Police Department along with Aggie Hosts provided security for the day.

UC DAVIS NATIONAL DIVERSITY RANKINGS - HIGHLIGHTS

- 
- #1 Diversity and Internationalization (U.S.)**
(QS World University Rankings)
 - #1 Best Value College for Women in STEM (U.S.)**
(Forbes)
 - #3 Workforce Diversity Among Educational Institutions** (Forbes)
 - #3 “Most committed to improving diversity and inclusion” in healthcare** (Monigle)
 - #3 Most Diverse Medical Schools**
(U.S. News and World Report)
 - #10 Most diverse business school in the U.S.**
 - #35 America’s Best Employers for Diversity (#59 for UC Davis Health)** (Forbes)
 - #71 Top Colleges and Universities for Hispanics**
(Hispanic Outlook in Education)
 - #83 Most Medical School Graduates Practicing in Rural Areas** (U.S. News)
 - #15 Top Undergraduate Degree Producers for Minority Students** (Diverse Issues in Higher Education)
- AAAS Sea Change Institutional Bronze Award**
- LGTBQ+ Healthcare Equity Leader**
(Human Rights Campaign Foundation)
- 2021 and 22 Health Professions HEED Award**
(INSIGHT Into Diversity)