Dismantling Systemic Racism

July 21, 2020
4:00 – 5:30 PM

Town Hall Discussion @ UCI University of California, Irvine
Affirmations

We recognize that in our society there are systems and structures of power that unequally grant privilege and access, resulting in systemic racism that has selectively disadvantaged the Black community.
We recognize that despite UCI’s efforts to address this, evidence of systemic racism and cultural inequity continues to persist on our campus, which has contributed to an anti-Black culture, for which we collectively have the responsibility to change.
Affirmations

We recognize that effectively dismantling these systems of racism will require us to hold ourselves accountable, to become agents of change, and to do the work necessary to create comprehensive reform and to constantly re-evaluate it to ensure that it yields the desired outcomes.
Finally, we recognize that this work will not be easy or straightforward, conversations will not be comfortable, and policies will not be simple to enact or reform, but that the work will not be finished until broad and sustainable change is implemented to support the Black community at UCI.
Forum Rules

- Presence
- Respect
- Empathy
- Inclusivity
- Openness
<table>
<thead>
<tr>
<th>Time</th>
<th>Agenda Item</th>
<th>Presenter(s)</th>
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<tbody>
<tr>
<td>4:00 PM</td>
<td>Welcome and Introductions</td>
<td>Dr. Michael Yassa</td>
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<td>4:10 PM</td>
<td>Inclusive Excellence Vision</td>
<td>Dr. Douglas Haynes</td>
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<tr>
<td>4:30 PM</td>
<td>Work Group Descriptions</td>
<td>Dr. Michael Dennin, Dr. S. Ama Wray, Dr. Brian Cummings, Dr. Belinda Robnett, Dr. Pheather Harris, Dr. Isabella Velicogna, Dr. Nina Bandelj</td>
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<tr>
<td>4:45 PM</td>
<td>Work Group Process</td>
<td>Michael Yassa</td>
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<td>4:50 PM</td>
<td>Open Discussion and Q&amp;A</td>
<td>Dr. Terrance Mayes, Dr. S. Ama Wray</td>
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<td>5:20 PM</td>
<td>Summary and Next Steps</td>
<td>Dr. Michael Yassa</td>
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Panelists

Aimee Edinger, Ph.D.
Equity Advisor, School of Biological Sciences

Pheather Harris, Ed.D.
Director, California Alliance for Minority Participation

Terrance Mayes, Ph.D.
Associate Vice Chancellor for Diversity and Inclusion, College of Health Sciences

Teresa Neighbors, Ph.D.
Director, Deconstructing Diversity Initiative

Diane O’Dowd, Ph.D.
Vice Provost for Academic Personnel
Panelists

Belinda Robnett, Ph.D.
Associate Dean for Faculty Development and Diversity; School of Social Sciences

Isabella Velicogna, Ph.D.
Associate Dean of Graduate Studies, Equity and Inclusion; School of Physical Sciences

S. Ama Wray, Ph.D.
Director, African Institute for Creativity Recognition and Elevation (AICRE)

Michael Yassa, Ph.D.
Director, UCI Brain Initiative
Douglas Haynes, Ph.D.

Vice Chancellor, Diversity, Equity and Inclusion

Chief Diversity Officer
Dismantling Systemic Racism Town Hall

Working Together to Create A University Culture Where Black People Thrive

Douglas M. Haynes, Ph.D.
Vice Chancellor for Equity, Diversity and Inclusion
Chief Diversity Officer
Tuesday, July 21, 2020
Three essential pillars support inclusive excellence at UCI
Community Goals

Create Positive Climate
- Promote positive and inclusive campus environment

Promote Belonging
- Ensure all members of UCI feel welcome and capable of achieving success

Combat Intolerance
- Combat intolerance both on and off campus

Honor Free Speech
- Honor and defend free speech
Thriving Goals

Establish UCI as the nation’s leading Minority Thriving University

Educate and employ the best and the brightest

Achieve equity in educational, employment, and career outcomes

Recognize diversity as a core competency for the entire campus community

Promote an inclusive excellence culture in learning and work environments
Wellness Goals

1. Facilitate Access
   - Facilitate access to wellness services

2. Promote Thriving
   - Promote health, particularly to ensure thriving for historically underserved members

3. Create Health Culture
   - Embed health into all aspects of campus culture

4. Lead Collaborations
   - Lead health promotion actions and collaborations locally and globally
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<td>2019-20</td>
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Black Undergraduates and Graduate Students
2010-11 through 2019-2020

Undegrads
Grad Students
https://inclusion.uci.edu/action-plan/
WORK GROUPS
1. Curricular Culture and Teaching Structures

2. Recruitment of Black Faculty, Students and Staff

3. Tackling Anti-Blackness and Campus Climate

4. Implicit Bias and Anti-Racist Protocols, Education, and Policies

5. Evaluating Contributions to Equity, Diversity and Inclusion in the Academic Review Process

**General Areas of Interest**
Work Group Process

1. Goals and Metrics
2. Strategic Planning: SWOT Analysis
3. Strategic Planning: Recommendations
4. Reporting and Sharing Across Groups
5. Feedback and Revision
6. Implementation
7. Accountability
Two ways to participate:

1. Raise hand to ask question live
2. Write question in Q&A window
Next Steps

FINALIZE WORK GROUPS

STRATEGIC PLANNING MEETINGS

VIRTUAL SYMPOSIUM

JUL-AUG 2020  SEP-OCT 2020  NOV-DEC 2020