



July 21, 2020

4:00 – 5:30 PM

Dismantling Systemic Racism

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.

Affirmations

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.

Affirmations

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

Agenda

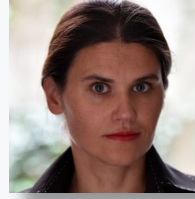
- | | |
|---------|---|
| 4:00 PM | Welcome and Introductions
Dr. Michael Yassa |
| 4:10 PM | Inclusive Excellence Vision
Dr. Douglas Haynes |
| 4:30 PM | Work Group Descriptions
Dr. Michael Dennin
Dr. S. Ama Wray
Dr. Brian Cummings
Dr. Belinda Robnett
Dr. Pheather Harris
Dr. Isabella Velicogna
Dr. Nina Bandelj |
| 4:45 PM | Work Group Process
Michael Yassa |
| 4:50 PM | Open Discussion and Q&A
Dr. Terrance Mayes
Dr. S. Ama Wray |
| 5:20 PM | Summary and Next Steps
Dr. Michael Yassa |

Panelists



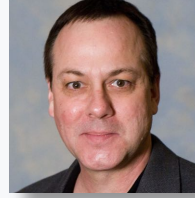
Sharnnia Artis, Ph.D.

Assistant Dean for Access and Inclusion
School of Engineering; School of
Information and Computer Sciences



Nina Bandelj, Ph.D.

Associate Vice Provost for Faculty
Development



Lee Bardwell, Ph.D.

Chair, Council on Research, Computing and
Libraries (CORCL), Academic Senate



Brian Cummings, Ph.D.

Associate Dean for Faculty Development
School of Medicine



Michael Dennin, Ph.D.

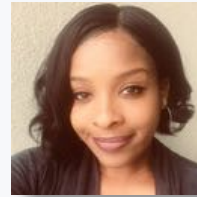
Vice Provost for Teaching and Learning
Dean, Division of Undergraduate Education

Panelists



Aimee Edinger, Ph.D.

Equity Advisor, School of Biological Sciences



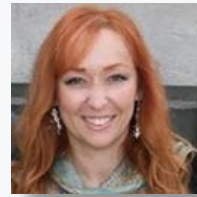
Pheather Harris, Ed.D.

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



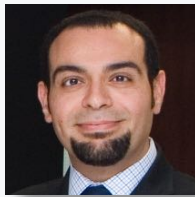
Isabella Velicogna, Ph.D.

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









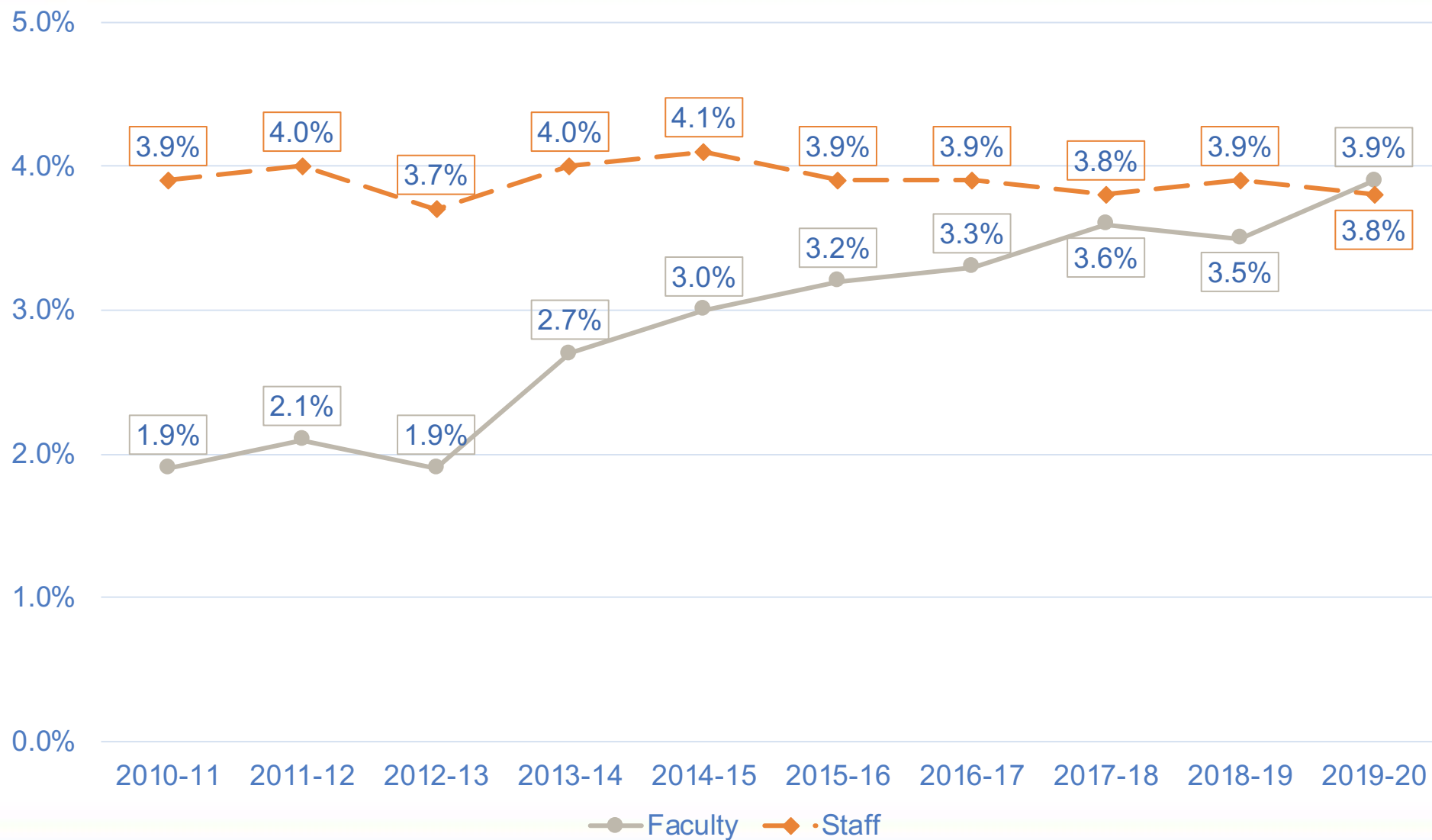
Facilitate access to wellness services

Promote health, particularly to ensure thriving for historically underserved members

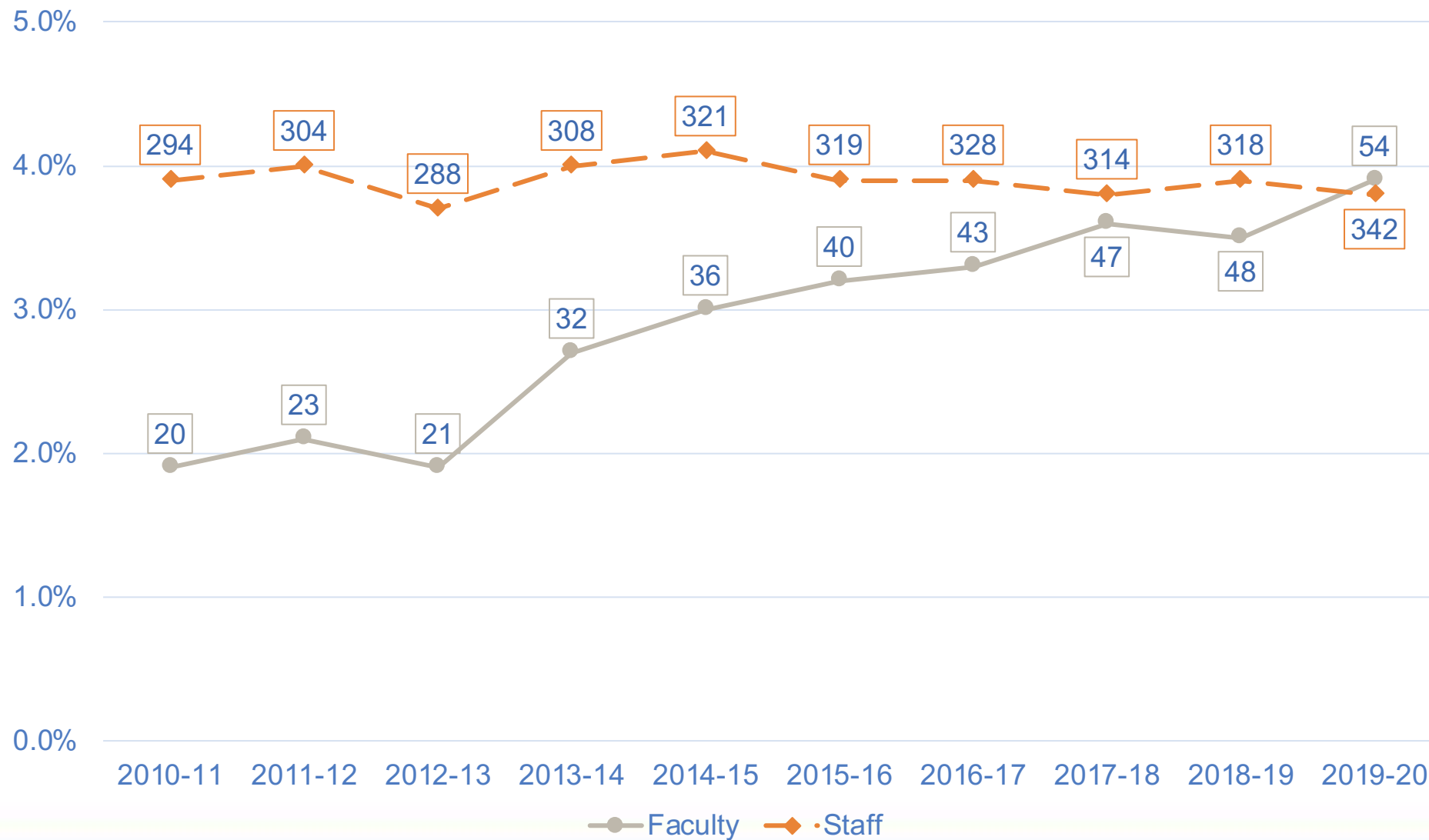
Embed health into all aspects of campus culture

Lead health promotion actions and collaborations locally and globally

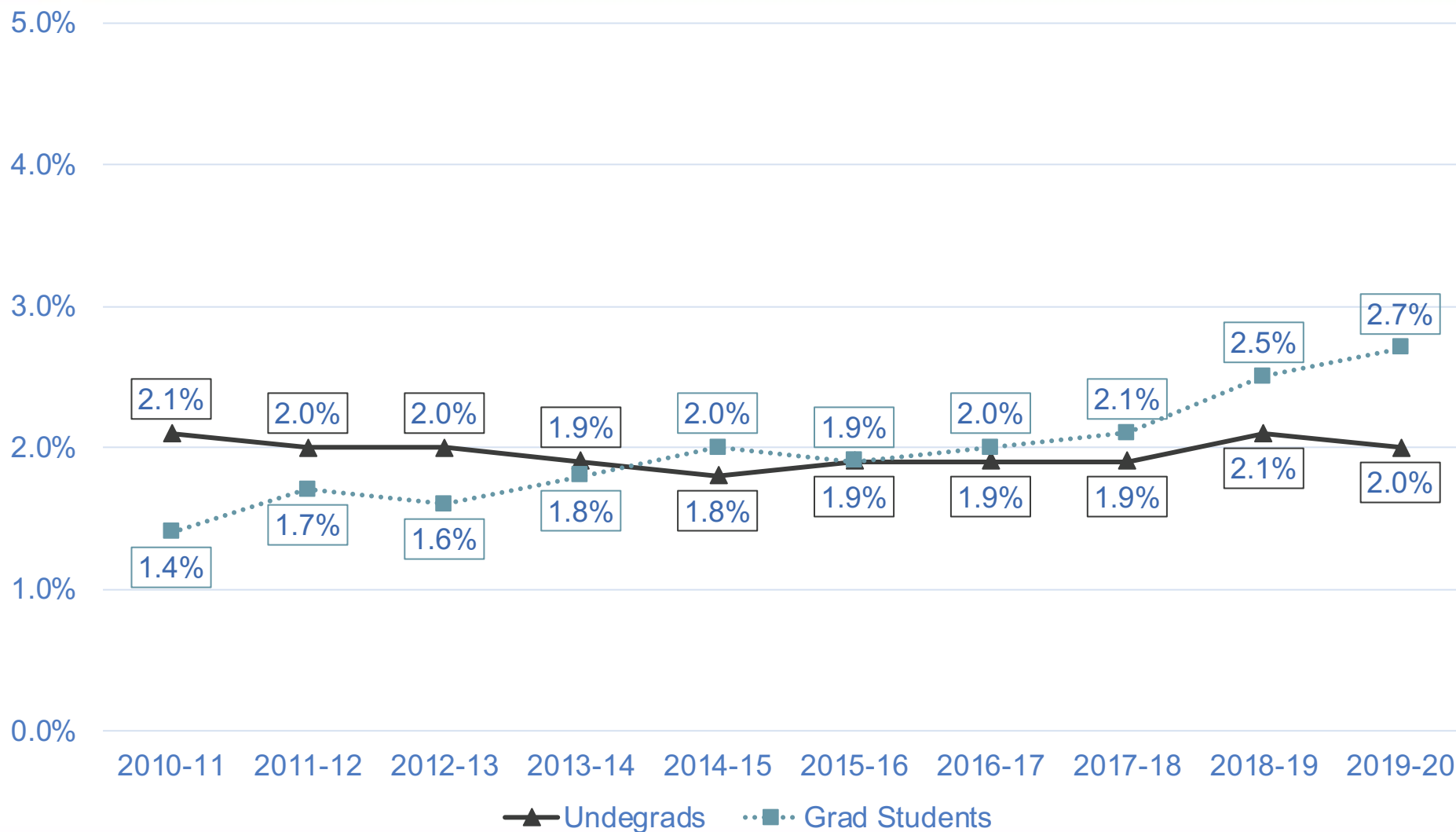
Black Faculty and Staff 2010-11 through 2019-2020



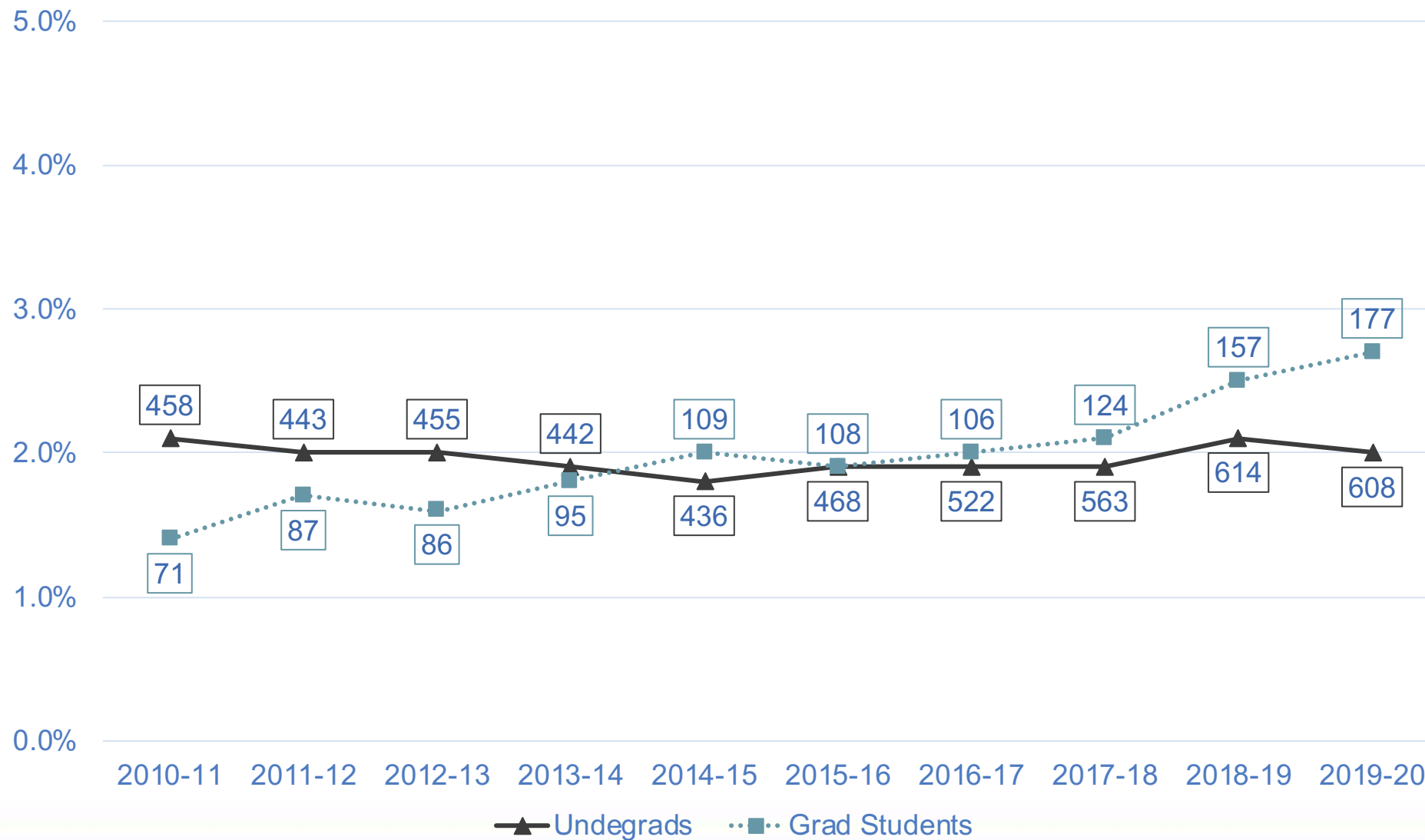
Black Faculty and Staff 2010-11 through 2019-2020



Black Undergraduates and Graduate Students 2010-11 through 2019-2020



Black Undergraduates and Graduate Students 2010-11 through 2019-20





<https://inclusion.uci.edu/action-plan/>

WORK GROUPS



General Areas of Interest

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

Work Group Process



Discussion

Two ways to participate:

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

Next Steps



FINALIZE WORK
GROUPS

JUL-AUG 2020



STRATEGIC PLANNING
MEETINGS

SEP-OCT 2020



VIRTUAL SYMPOSIUM

NOV-DEC 2020