Valuing Black Lives Task Force Structure

Task Force Sponsors
- Chancellor Juan Sánchez Muñoz
  Executive Vice Chancellor and Provost Gregg Camfield

Task Force Co-Leads
- Associate Chancellor and Chief Diversity Officer Dania Matos, J.D.
  Associate Vice Chancellor and Dean of Students, Jonathan Grady, Ph.D.
  Academic Senate Liaison, Robin DeLugan, Ph.D.

Subcommittees
- Student support
- Community engagement
- Policing and anti-Black violence
- Staff & faculty recruitment and retention
- Research, scholarship and funding opportunities
Subcommittee Selection Process

• Co-leads selected to ensure inclusive representation of staff, Senate and non-Senate faculty, graduate and undergraduate students
  • Targeted nominations were sent to specific stakeholders wherever representation was low
• Administrators for each subcommittee selected based on their oversight
  • To ensure administrative support to be provided at subcommittee level
• Campus-wide announcements to solicit interest
• Requests for nominations sent to the Black Alliance at UC Merced
• Student nominations requested from Pan-Afrikan Council as well as various clubs, organizations, fraternities and sororities
• Senate faculty nominations came through Academic Senate’s Committee on Committees
• Non-Senate faculty nominations via Non-Senate Academic Council
• Subcommittee co-leads were encouraged to recruit any additional members – particularly to identify community members they could work with
Subcommittee Structure & Representation

Student support

Co-Leads
• Charles Nies (Admin)
• Kiyah White (Undergrad)
• Onar Primitivo (Staff)
• David Kaminsky (Senate faculty, Undergrad Council)
• Hrant Hrachian (Senate faculty, Grad Council)
• Chai Charles Moua (Non-Senate faculty)

Members
• Tania Gonzalez (Staff)
• Adam Fleenor (Grad)
• Priya Lakireddy (Staff)
• Domonique Jones (Alum)
• Erik Menke (Senate faculty)
• Chuck Pirtle (Community member)

Community engagement

Co-Leads
• Ed Klotzbier (Admin)
• Efren Vazquez (Undergrad)
• Vernetta Doty (Staff)
• Yolanda Pineda Vargas (Non-Senate faculty)
• Nigel Hatton (Senate faculty)

Members
• Dawn Trook (Staff)
• Cori Lucero (Staff)
• Mari Harris (Staff)
• Kim Garner (Staff)

Policing and anti-Black violence

Co-Leads
• Martin Reed (Staff)
• Lynette Void (Undergrad)
• David Snyder (Grad)
• Mark Harris (Non-Senate faculty)
• David Jennings (Senate faculty)

Members
• Chou Her (Chief UCMPD)
• Matthew Snyder (Non-Senate faculty)
• Tommy Tran (Non-Senate faculty)
• Michelle Toonis (Non-Senate faculty)
• Laura Martin (Staff)
• Priya Lakireddy (Staff)
• LaMonte Allen (Community member)

Staff and faculty recruitment and retention

Co-Leads
• Teenie Matlock (Admin – faculty)
• Zulema Valdez (Admin – faculty)
• Nicole Pollack (Admin – staff)
• Yesenia Curiel (Staff)
• Tashelle Wright (Grad)
• Daniel R. Ayala (Non-Senate faculty)
• Sean Malloy (Senate faculty)

Members
• Guillermo Ortiz (Staff)
• Hannah Ewing (Staff)
• Chioma Ndubuisi (Staff)
• Rosana McKinney (Staff)

Research, scholarship and funding opportunities

Co-Leads
• Marjorie Zatz (Admin)
• Kevin Easley (Grad)
• Trevor Hirst (Staff)
• Liza Gomez Daglio (Non-Senate faculty)
• Jason Sexton (Senate faculty)

Members
• Melinda Larco Boehm (Staff)
• Terri Harris (Staff)
• Chuck Pirtle (Community member)
• Kevin Mitchell (Staff)
Subcommittee Guiding Questions

• Using Office of Equity, Diversity and Inclusion’s strategic framework: how are you advancing the strategic framework through the subcommittee with a particular focus on valuing Black lives?

• What do we currently do in this area?

• What are we missing in this area?

• How can we be anti-racist? And work on combatting anti-Blackness?

• Produce immediate, mid-term, and long-term goals. Evaluate each goal.
  • How much will it cost?
  • Are there specific units or campus actors involved?
  • What should we prioritize? If you could do only 2 in a year, what would they be and why?
  • What are the most pressing issues? There may be a long term goal because of the current climate of addressing anti-Blackness that the subcommittee feels should be prioritized.
<table>
<thead>
<tr>
<th>Time</th>
<th>Events</th>
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<tbody>
<tr>
<td>July 2020</td>
<td>• Charge letter from Chancellor Muñoz and EVC &amp; Provost Camfield</td>
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<td>• Began populating subcommittees</td>
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<td>August 2020</td>
<td>• First meeting between Task Force co-leads and subcommittee co-leads</td>
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<td>• An outline of time commitment and goal expectations</td>
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<td>October 2020</td>
<td>• Progress check-in with all subcommittees</td>
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<td>• Created space for collaboration across subcommittees</td>
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<td>November 2020</td>
<td>• Office of Equity, Diversity and Inclusion published Petition Responses Executive Summary</td>
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<td>December 2020</td>
<td>• Subcommittees presented final reports, recommendations and goals to Chancellor and Provost</td>
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<td>• First email sent out for tracking survey</td>
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<td>Early February 2021</td>
<td>• Executive summary from Task Force co-leads with recommendations informed by each subcommittee’s work</td>
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<td>Subcommittee Work, Scope &amp; Recommendations</td>
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<td>-------------------------------------------</td>
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<tr>
<td><strong>Student support</strong></td>
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<td>Meetings: 8</td>
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<td>Recommendations: 5 areas</td>
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<td>Themes/areas:</td>
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<tr>
<td>• Campus culture</td>
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<td>• Classroom climate</td>
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<td>• Black student mental health</td>
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<td>• Black Scholar Resource and Retention Center</td>
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<td>• Leadership, Scholarship and Career</td>
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| **Community engagement**                  |
| Meetings: 9                               |
| Recommendations: 15                       |
| Themes/areas:                             |
| • Education                              |
| • Research                               |
| • Outreach                               |

| **Policing and anti-Black violence**      |
| Meetings: 7                               |
| Recommendations: 9                        |
| Themes/areas:                             |
| • Communication                          |
| • Accountability                         |
| • Training                               |

| **Staff and faculty recruitment and retention** |
| Meetings: 7                                   |
| Recommendations:                              |
| • Staff: 11                                   |
| • Faculty: 10                                 |
| Themes/areas:                                 |
| • Branding and sourcing for talent           |
| • Selecting talent                           |
| • On-boarding and socialization              |
| • Ongoing retention, development and engagement |

| **Research, scholarship and funding opportunities** |
| Meetings: 15                                   |
| Recommendations:                              |
| Themes/areas:                                 |
| • Professional development                    |
| • Community conversations                    |
Student Support Recommendations Examples

- Campus culture
  - Short-term: Update staff job descriptions to include responsibility for equity, inclusion and social justice
- Classroom climate
  - Short-term: Incorporate anti-racist pedagogy into Teaching Assistant and Graduation Orientation Week (GROW) training starting in Fall 2021
- Black student mental health
  - Long-term: Hire a position within CAPS that coordinates equity, diversity and inclusion efforts within the mental health systems framework
- Black scholar resource and retention center
  - Long-term: Expand the current space allocation and create sustained funding to support the operation of the Black Scholar Resource and Retention Center
- Leadership, Scholarship, Career
  - Short-term: Host alumni series on bringing your whole identity to the work place as part of a career readiness series
Community Engagement Recommendations Examples

• Education
  • Short-term: Engage with the Merced Black Parallel School board to better understand the needs of students
• Research
  • Long-term: Establish processes for collection of data on community engagement activities from research to courses, student activities to service/volunteer by staff, etc. to facilitate stronger connections
• Outreach
  • Short-term: Offer transportation to university for events from the South Side of Merced
Policing and Anti-Black Violence Recommendations Examples

• Communication
  • Intermediate term: Regular reminders – each term, send out a video and information sheet that clarifies the expectations for community-police interactions and how to address breaches of those expectations

• Accountability
  • Short-term: Shift complaint investigation out of the UC Merced Police Department to the appropriate office, where any community member would feel safe to raise concerns and confident that those concerns will be heard

• Training
  • Intermediate term: Create a training module for faculty and staff that reinforce the regular reminders. Build on existing anti-bias, anti-racist, and context-sensitivity training the UC Merced Police Department staff undergo.
Staff and Faculty Recruitment & Retention Recommendations Examples

• Branding and sourcing for talent
  • Staff: Add “Successful Candidate” language to include: The successful candidate will demonstrate a history of cultivating a diverse, equitable, and inclusive work environment that will support the advancement of UC Merced’s commitment to creating and maintaining a positive environment that promotes and develops others from a variety of personal experiences, values and worldviews that arise from differences of culture and circumstance.

• Selecting talent
  • All interview guides and scoring rubrics must be approved by the assigned recruiter prior to interview scheduling. Equity, Diversity and Inclusion and Talent Acquisition Interview Question Library can provide a bank of interview questions that focus on EDI behaviors.

• On-boarding and socialization
  • Organizational socialization is the process by which new employees become acclimated to the culture of a new work environment. Some examples: sharing principles of community with new team members, a welcome team luncheon, suggesting a half dozen recommendations for 1:1 coffee breaks, accompanying new hire to meet collaborators and other important partners, etc.

• Ongoing retention, development and engagement
  • Distribute up-to-date and historical demographic information by department and school to campus community
Research, Scholarship and Funding Opportunities Recommendations Examples

- **Community Conversations**
  - Mid-term: Convene a “Community Conversations” series, inviting community patterns and academics to create a list of “big ideas” for racial equality in education and outreach
  - Long-term: Host a national conference at UC Merced, which focuses on Valuing Black Lives, research, scholarship, etc.

- **Professional Development**
  - Long-term: Establish a center for racial justice, with the following mission – to deconstruct racism in our schools and communities by increasing access to racial scholarship, research, and training programs and empowering our educators, students, and community partners to rebuild their spaces for a more racially equitable world
Valuing Black Lives Initiative

- Black Excellence
  - Creating structural oversight of the implementation of Task Force recommendations
  - Developing a strategic plan for the implementation of these initiatives & strengthening use of tracking survey

- Black Success

- Black Thriving

The diagram illustrates the interconnectedness of efforts to Valuing Black Lives through Black Excellence, Black Success, and Black Thriving.
Feedback Activity

• Question 1
  • What are some strengths of the processes outlined in this presentation regarding the way the Valuing Black Lives Task Force was convened, its goals, and timeline? What are some potential areas of improvement?

• Question 2
  • In thinking about the various subcommittees and the example recommendations that were presented, what are some areas that you feel are a priority in valuing Black lives on our campus?
Thank You! Questions?