

Valuing Black Lives – Research, Scholarship and Funding Opportunities Subcommittee

DECEMBER 15, 2020

TREVOR HIRST AND JAY SEXTON, PRESENTERS

Subcommittee Members

Co-leads

- Administrative co-lead: Marjorie Zatz
- Grad student co-lead: Kevin Easley
- Staff co-lead: Trevor Hirst
- Non-Senate faculty co-lead: Liza Gomez Daglio
- Senate faculty co-lead: Jason Sexton

Members

- Staff member – Melinda Laroco Boehm
- Staff member – Terri Harris
- Community member – Chuck Pirtle

Goals of this Subcommittee/ Talk Roadmap

- How can we be anti-racist and combat anti-Blackness?
- What funded programs do we have now?
 - Including undergraduate students, graduate students, faculty, staff and community members.
- Where are there gaps?
- To address these gaps we developed immediate, mid-term, and long-term goals.

How can we be anti-racist and combat anti-Blackness?

- ▶ Change campus culture
 - Increase awareness of equity, diversity and inclusion
 - Cultivate kindness, but also action
 - Provide resources

What funded programs do we have now?

- **Mellon UROC-H Grant** (funds humanities and sociology undergraduate research)
- **Mellon Faculty Development Grant** (funds humanities and sociology graduate students in summer bridge and junior faculty)
- **UCOP Faculty Diversity Grants (x2)** (funds recruitment and retention of faculty)
- **NSF National Research Training Grants** (designed to recruit, retain, graduate diverse set of graduate students)
- **NSF Alliance for Graduate Education for the Professoriate** (designed to prepare a diverse professoriate)
- **UCOP HSI Grant** (professional development for postdoctoral scholars)
- **MACES** and to a lesser extent **CCBM** (professional development for a diverse graduate and undergrad population)
- **Eugene Cota Robles, President's Dissertation, Faculty Mentorship** fellowships
- **Competitive Edge Graduate Summer Bridge Program**
- **UC Merced Black Research Fellowship*** (undergraduate and graduate students - 4x \$2,500 fellowships)
- **Chancellor's Fellowship for Inclusive Excellence*** (graduate students \$22,005 plus fees, tuition)

*new 2020 initiative

Immediate Recommendations

- ▶ Provide resources to help faculty, staff and students begin cultural change:
 - Establish website Valuing Black Lives in Research and Scholarship
 - Provide resources:
 - Diversity Training
 - Mentorship and training to increase competitiveness for grants and fellowships
 - Sample/template inclusion statements

Mid-term Recommendations

- ▶ Conference Travel Awards
- ▶ D.C. Trip Faculty Slot/Travel Award
- ▶ Professional Development Series
- ▶ One-Day Virtual Conference
- ▶ Community Conversations

Mid-term Recommendations

▶ Conference Travel Awards

- Provide travel grants to students and faculty who present research and discourse on Valuing Black Lives
- Budgetary Considerations:
 - Flight (East coast, international?)
 - Registration
 - Accommodation and meals
 - estimate \$3,500 per award
- Funding Opportunities?

Mid-term Recommendations

▶ D.C. Trip Faculty Slot/Travel Award

- Led by the Office of Research Development, the program offers faculty participants the opportunity to establish relationships with program officers at federal funding agencies and private foundations in the D.C. area
- Budgetary Considerations:
 - Flight to DC/VA
 - Hotel in DC up to four nights
 - Meals, incidental travel in DC/VA area
 - Estimate \$2,500 per participant
- New incoming faculty use start-up funds – awards support those without dedicated funding

Mid-term Recommendations

▶ Professional Development Series

- Create a Professional Development Seminar for students on DEI topics (e.g. cultural competencies)
- Budgetary Considerations:
 - External consultants/speakers
 - Catering, parking: \$30/head
 - Room setup/takedown: \$250
- Example Funding Opportunities:
 - Henry Luce Foundation
 - Alfred P. Sloan Foundation

Mid-term Recommendations

▶ One-Day Virtual Conference

- Host a one-day virtual conference convening other universities to present on and discuss policy responses to current social justice movements
- Budgetary Considerations:
 - Honoraria for keynote speakers: \$500
- Funding Opportunities?

Mid-term Recommendations

▶ Community Conversations

- Convene a 'community conversation' series, inviting community partners and academics to create a list of "big ideas" for racial equality in education and research
- Budgetary Considerations:
 - Catering, parking: \$30/head
 - Room setup/takedown: \$250
 - Could be held online for minimal cost
- Funding Opportunities?

Long-term Recommendations

- ▶ Establish a Center for Racial Justice
- ▶ Black Graduate Student Fellows
- ▶ Black Postdoctoral Research Fellows
- ▶ National Conference at UC Merced
- ▶ Faculty Success Initiative-Faculty Fellowship Slot

Long-term Recommendations

▶ Establish a Center for Racial Justice

- Center 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
- Budgetary Considerations:
 - Director salary, fringe: \$200,000 p/a
 - Support staff salary, fringe: \$110,000 p/a
 - CBS2 outsource for additional admin support: \$20,000 p/a
 - Office supplies, marketing, computing, phones, Insurance: \$40,000 p/a
- Example Funding Opportunities: The Ford Foundation
- **Priority: High**

Long-term Recommendations

▶ Black Graduate Student Fellows

- Establish a fellowship program for Black graduate students
- Budgetary Considerations:
 - GSR salary, fringe, tuition and fees: \$45,000
 - Materials and supplies allowance: \$2,000
 - Travel awards
 - Professional Development Series including Diversity, Equity and Inclusion modules
 - Seminar Series
- Example Funding Opportunities: NSF, NIH

Long-term Recommendations

▶ Black Postdoctoral Research Fellows

- Establish a fellowship program for Black postdocs
- Budgetary Considerations:
 - PD salary, fringe: \$58,000
 - Materials and Supplies “startup”: \$5,000
 - Travel allowance: \$2,000
- Funding Opportunities?

Long-term Recommendations

▶ National Conference at UC Merced

- Host a National Conference at UC Merced, focusing on Valuing Black Lives, research, scholarship, etc.
- Budgetary Considerations
 - Travel reimbursements for speakers
 - Honoraria for keynote(s)
 - Parking costs
 - Catering costs
 - Facilities set up, take down
 - Printed materials - agenda/abstracts book, name badges
- Example Funding Opportunities: Spencer Foundation (\$50,000)

Long-term Recommendations

▶ Faculty Success Initiative-Faculty Fellowship Slot

- Extramural Funding Fellows Program launched in January 2020
- Budgetary Considerations for the January 2021 Virtual training:
 - Catering: \$75 (DoorDash egift cards) per participant
 - Fellow stipend: \$3000 per participant
 - Facilitator \$9,000 (total)
- Funding Opportunities?

Summary/Conclusions

- ▶ Several initiatives exist on campus; can be adapted and leveraged for the success of Black scholars
- ▶ Shorter term goals can be accomplished with minimal financial investment
- ▶ Larger/longer term goals more likely supported via extramural funding
- ▶ Initial investments will increase likelihood of long-term successes