Dear UCM Administrators,

The Department of History & Critical Race and Ethnic Studies at UC Merced is deeply anguished and angered by the killings of George Floyd, Breonna Taylor, David McAtee, Dreajon Reed, Tony McDade, and Ahmaud Arbery by police officers and white supremacist vigilantes. In mourning their deaths and remembering their lives, we join the global calls for justice for all Black Americans who have been killed, attacked, and brutalized. We stand with the Black Lives Matter movement.

The UCM Black Student Union has shared their Call to Action statement and we offer our complete support for their urgent demands that additional resources be made available via CAPS and that the University fund a professionally mediated remote workshop in which our students can engage and be heard.

UCM takes great pride in its commitment to diversity, receiving praise for the breadth and complexity of our multi-racial student body and proudly wearing the appellation of Hispanic-Serving Institution. Yet, while Administrators benefit from the presence of Black and Brown bodies and the positive reflections they and their accomplishments make on UCM, little has been done to create a sense of inclusion. America began diversifying itself in 1619, but diversity without inclusion is exploitation. Unfortunately, UCM is objectifying the Black and Brown bodies of its students by doing little to make them feel like an integral part of the community while ignoring their voices when they ask, even beg, for change.

We are heartened that UCM has finally issued a statement on the killings that acknowledges the long history of structural and ideological racism that have created the conditions for ongoing violence and dehumanization of Black people in America and has offered some concrete actions in response. But more must be done.

In addition to these actions and the BSU student demands, we call for UCM Administration to:

1. **Hire More Counselors of Color in CAPS.** Students have demanded this time and again. While individual psychological approaches cannot fix structural racism, mental health services are important for students to help survive racist encounters, institutions, and society. The partnering of CAPS with the Office of Social Justice Initiatives and Identity Programs is a start, but UCM needs more counselors of color, a Black counselor in particular. Five years ago Black students were told that counselors of color who are culturally competent could not be recruited to UCM because qualified candidates would find better pay at the nearby prisons. This rationale is unacceptable. In the interim, we demand resources be allocated to telehealth services that can be used by Black students.

2. **Create a Student Union, including a Staffed Black Cultural Resource Center.** Students should have a place where they can develop a sense of community necessary to
endure, and hopefully thrive in the institutionalized racism that is endemic to the United States. Such spaces, in order to function, must be staffed. Therefore, at minimum, a full-time staff position for a Black Cultural Resource Center is needed. This position should be afforded the title, authority, mandate, resources, budget, and facilities to adequately service the multiple needs of Black students at UC Merced and serve as a proxy between the Black student population and the administration, faculty, staff and community. For examples of this kind of position, look across the UC campuses and other major universities.

3. **Immediate Disarming of the UCM Police Department.** The UCM PD prides itself on being a different kind of police department, yet it has already killed one student on campus in 2015. There are other less lethal options that police officers can use for engaging threats.

4. **Transition the UCM PD from a Police Department to Community Service Model Replacing Necessary Police Department Functions in Cooperation with the Campus Community.** We need to seriously consider what functions of the UCM PD are actually necessary and whether they can be better embodied in civilian organizations not rooted in a long history of institutionalized violence against the people of color who make up the vast majority of our student body. Reflexive reliance on police powers to deal with problems in our community is an outdated and dangerous approach, and UC Merced can and should do better.

5. **Pressure the Merced PD and Merced County Sheriff’s Office to Demilitarize and the Merced Public School District to Eliminate Resource Officers.** All of these law enforcement entities interface with and impact not only members of the campus community but also their children who attend local schools. The shift toward militarization has indicated that law enforcement interprets citizens, Black citizens in particular, as enemy threats. Police should not be militarized and schools should not feel like prisons.

6. **Host a Joint Campus and Community Black Lives Matter Forum.** The recently released UCM administrative statement, “In Solidarity,” mentions the Police Advisory Board. To date, it has hosted only one meaningful public forum on concerns about policing and Black Lives Matter. We demand it do more to get campus and community input on how to address anti-Blackness and police violence.

7. **Build a Reciprocal Relationship with the Black Community in Merced.** While our students are our priority, we must not be so narrowly focused on them to the exclusion of the local Black community. UCM has yet to demonstrate in actions its words of being committed to supporting the Greater Merced and Central Valley areas.

8. **Provide Compensation for Members of Anti-Blackness Task Force.** We support the collaborative approach to addressing anti-Blackness and anti-Black violence. We believe members of this task force (made up of students, staff, faculty, administrators, and
community members) should be compensated rather than asked to do more free labor for the University. This task force would report directly to the Chancellor and Provost.

9. **Recruit More Black Undergraduate and Graduate Students, and Provide Resources to Facilitate Their Retention.** Increase recruitment efforts of Black graduate and undergraduate students. The gradual decline in Black student enrollment represents a failure to proactively recruit and retain Black students on our campus.

10. **Hire More UCM Black Senior Administrators.** We are encouraged by the work of Chief Diversity Officer Dania Matos and Dean Jonathan Grady. Their hires were integral to changing UCM, but it would be an unconscionable mistake to think that they can do the work alone.

11. **Hire More Black Faculty.** Black faculty are woefully underrepresented or nonexistent in the vast majority of departments on campus. In addition to important and innovative research, Black faculty do the heavy lifting of recruiting, mentoring, and retaining Black students. They are also tasked to disproportionately serve on diversity related committees. In order to promote the well-being of and retain Black faculty and students, UCM needs to hire a critical mass of Black faculty. The absence of Black faculty has allowed white supremacy to creep and fester into curriculum, policy, and even architecture.

12. **Acknowledge the Metropolis of Prisons that Surround Campus and Subsequent Action to Divest from the Prison Industrial Complex.** UCM can no longer be silent about the presence of tens of prisons and other carceral facilities within a 50-mile radius of the campus. This lack of acknowledgement is tantamount to complicity in the act of the disproportionate U.S. hyper-incarceration of Black, Brown, and Indigenous people. We know these prisons weigh heavily on our students psychologically because we read the terror in their written work, hear the terror in class discussions. We demand divestment in the prison industrial complex (PIC) by, for example, preventing prison agencies from recruiting at UCM job fairs on “Scholar’s Lane.” In order to dismantle the PIC and imagine otherwise, UCM should provide funding for a Center for the Study of Prison Abolition.

13. **Highlight and Celebrate Solidarity Among Black and Brown People with Generously Funded-Programming and Inter-cultural Opportunities.** Use programming and inter-cultural opportunities to create solidarity and address issues that inevitably stem from living in a white supremacist, individualistic market-driven culture. Socio-economic and cultural factors lead hip-hop derived variations of the N-word to be regularly used by people who are not Black on the UCM campus. Additionally, the university’s failure to explicitly acknowledge and celebrate its diversity within diversity has led to conflicts of colorism and the subjectivity of Black descendants vis-à-vis the Black Diaspora. Address these issues by celebrating the true diversity, solidarity and community of Black and Brown people.
We urge UCM administrators to take seriously the national uprisings against anti-Blackness and state-sanctioned police violence. Condolences and platitudes--as you have stated--are not sufficient actions to remediate 400 years of structural racism. COVID-19 has done innumerable damage to the UC’s budget, but anti-Blackness can no longer be swept to the side. Justice is not only about police accountability, it’s about structural change within all institutions. UCM’s immediate actions on all the demands are necessary steps toward justice and to show with actions, not just words, that Black Lives Matter.

LIST OF ENDORSEMENTS (As of 12 pm, June 5, 2020)

Organizational Endorsements:
Department of History & Critical Race and Ethnic Studies  UC Merced
Black Student Union (BSU)  UC Merced
Merritt Writing Program  UC Merced
Department of Sociology  UC Merced
NAACP  UC Merced
National Society of Black Engineers  UC Merced
Graduate Students of Color Coalition  UC Merced
Graduate Cultural Resource Center  UC Merced
CounterAct!  UC Merced
Native and Indigenous Student Coalition (NISC)  UC Merced
Anthropology Society  UC Merced
The Undergraduate Historical and Critical Race & Ethnic Studies Journal  UC Merced
Roteract  UC Merced
UAW 2865  UC Merced
Central Valley Mutual Aid & Collective Care Network  Merced
Residence Hall Association  UC Merced
Cheer Team  UC Merced
Magic the Gathering Club  UC Merced
Staff and Faculty of Color Association  UC Merced

Individual Endorsements:
Nigel Hatton  Associate Professor, Literature & Philosophy, UC Merced
Whitney Pirtle  Assistant Professor, Sociology, UC Merced
Maria Martin  Assistant Professor, History & Critical Race and Ethnic Studies, UC Merced
Sabrina Smith  Assistant Professor, History & Critical Race and Ethnic Studies, UC Merced
Myles Ali  UC President’s Postdoctoral Fellow, History & Critical Race and Ethnic Studies, UC Merced
Kevin Dawson  Associate Professor, History & Critical Race and Ethnic Studies, UC Merced
Ma Vang  Assistant Professor, Critical Race and Ethnic Studies, UC Merced
Kit Myers  Assistant Professor, Critical Race and Ethnic Studies, UC Merced
Mario Sifuentez  Associate Professor, History & Critical Race and Ethnic Studies, UC Merced
Romina Robles
Ruvalcaba Assistant Professor, History & Critical Race and Ethnic Studies, UC Merced
Sapana Doshi Associate Professor, Critical Race and Ethnic Studies, UC Merced
Muey Saeteurn Assistant Professor, History & Critical Race and Ethnic Studies, UC Merced
Sholeh Quinn Associate Professor, History & Critical Race and Ethnic Studies, UC Merced
Tommy Tran Lecturer, History & Critical Race and Ethnic Studies, UC Merced
Sean Malloy Professor, History & Critical Race and Ethnic Studies, UC Merced
Susan Amussen Professor, History & Critical Race and Ethnic Studies, UC Merced
David Torres-Rouff Associate Professor, History & Critical Race and Ethnic Studies, UC Merced
Khyree Glover President, Black Student Union, Political Science, UC Merced
Dalia Magaña Assistant Professor, Spanish Linguistics, UC Merced
Arnold Kim Professor, Applied Mathematics
Tanya Golash-Boza Professor, Sociology, UC Merced
Lorena Alvarado Assistant Professor, Global Arts, Media and Writing Studies
Laura Hamilton Professor and Chair of Sociology, UCM
Jayson Beaster-Jones Professor, Global Arts, Media, and Writing Studies, UC Merced
Irene Beattie Associate Professor, Sociology, UC Merced
Nella Van Dyke Professor, Sociology, UC Merced
Katie Brokaw Associate Professor of English, UC Merced
Kyle Dodson Associate Professor, Sociology, UC Merced
Cintia Quesada PhD Student, Sociology Department, UC Merced
Analisse Villasenor Student
Kiminy Chhith Undergraduate Student, Global Arts, UC Merced
Katie Daniels Lecturer, Sociology, UC Merced
Holley Moyes Associate Professor, Anthropology and Heritage Studies
Arturo Arias Professor, English and Spanish, UC Merced
Shiloh Green PhD Student, Interdisciplinary Humanities, UC Merced
Maria-Elena De Trinidad Young Assistant Professor, Public Health, UC Merced
Young Jan Goggans Associate Professor Literatures and Languages, UCM
Maria DePrano Associate Professor of Art History, UC Merced
Gina Palefsky Graduate Student, Interdisciplinary Humanities, UC Merced
Alyson Caine PhD Candidate, Interdisciplinary Humanities Graduate Group, UC Merced
Ivan Gonzalez Soto Graduate Student, Interdisciplinary Humanities Graduate Group, UC Merced
Violet Barton PhD Candidate, UC Merced
Danielle Bermudez Ph.D. Candidate, Interdisciplinary Humanities, UC Merced
Hala Alnagar PhD Candidate, Sociology, UC Merced
Teamrat A. Ghezehehi Professor, Life & Environmental Sciences, UC Merced
Asmeret Asefaw Berhe Professor, Life and Environmental Sciences; UC Merced
Tabesh Zaidi Graduate student, Interdisciplinary Humanities, UC Merced
Ignacio López-Calvo Literatures and Languages, UCM
Lorraine Ramos PhD Candidate, Interdisciplinary Humanities, UCM
Jazmine Kenny MSPH, Graduate Student, Public Health, UC Merced
Laura Gomez Ph.D. Candidate, Interdisciplinary Humanities, UC Merced
Sora Kim Assistant Professor, Life and Environmental Sciences, UC Merced
Edward Flores Associate Professor of Sociology, UC Merced
Michelle Yeung Ph.D Candidate, Sociology Department, UC Merced
Ahmed Correa Alvarez PhD Student Interdisciplinary Humanities, UC Merced
Yang Lor            Assistant Professor (Teaching), Sociology, UC Merced
Alma Alvarado       Graduate Student, Interdisciplinary Humanities, UC Merced
Ariell Wright       Alumni 2020, Critical Race and Ethnic Studies; Chancellor’s Advisory Committee on Queer Issues
Camille Paladino Ponce PhD Student, Interdisciplinary Humanities, UC Merced
Stephanie L. Canizales Assistant Professor, Sociology, UC Merced
Melissa Quesada     Sociology PhD Student, UC Merced
Alejandro Zermeno   PhD Candidate, Sociology Department at UC Merced
May Yang            Graduate Student, UC Merced
Karla Sejias        PhD Student, Interdisciplinary Humanities, UC Merced
Amanda Caterina Leong Ph.D Student, Persianate, Chinese and Portuguese Studies, UCM
May Kao Xiong       PhD Student, Interdisciplinary Humanities, UC Merced
Humberto Garcia     Associate Professor, Department of Literatures and Languages, UCM
Yehuda Sharim       Assistant Professor, Global Arts, Media, and Writing Studies, UCM
Ruby Martinez       Undergraduate Student, Psychology, UC Merced
Cameron Smith       Third Year Student, Co-Chair of Queer and Trans People of Color Organization, UC Merced
Paola Plasencia     Undergraduate student, Critical Race and Ethnic Studies, UC Merced
Anais Palomo        Undergraduate student, Critical Race & Ethnic Studies, Undergraduate Research Assistant
Angela Villanueva   Student
Kayri Garcia        Undergraduate Student, Critical Race and Ethnic Studies, UCM
Lidia Gonzalez      Graduate student, UC Merced
Jessica Martinez    Undergraduate Student, CRES, UC Merced
Shaira Vargas       Undergraduate, Critical Race and Ethnic Studies, UC Merced
Iskally Huerta      Undergraduate Student, Psychology, UC Merced
Jovana Ramos        Graduate Student, Sociology Department, UC Merced
Rocio Hernandez     Student at UC Merced
Menjivar, Daniel Adahir Undergraduate Student, Public Health, UCM
Ángeles Hernandez   Student, political science, uc merced
Azul De Leon        Undergraduate, Natural Sciences, UC Merced.
Simona Nanda        Student, MBE, UC Merced
Joel Rodriguez      Intern at UCM
Alejandro Esquivel  Student, Sociology, UC Merced
Karla Pascual       Undergraduate, Critical Race and Ethnic Studies, UC Merced
Cassandra Espinoza-Martinez Undergraduate student, Political Science & History, Recruitment Chair Phi Alpha Delta,
                     VP of Academics PFC, ACQUIRE chair EXO ASUCM
Abigail Hernandez   Undergraduate
Martin Baeza        UCM Alumni
Beatriz Lopez       Undergraduate, Biology, UC Merced
Kiana Hugins        Undergraduate Student, Anthropology and Heritage Studies, UC Merced
Krystal Navarro     Undergraduate student, Sociology, UC Merced
Janessa Phanh       Student, Anthropology Major, UCM
Mariela Quezada-Flores Undergraduate Student, Psychology, Sociology, UC Merced
Anaya Parashar      Undergraduate, undeclared
Ma Angela Edith Montiel Undergraduate student, Cognitive Science, UCM
Camille Raynaud     Undergraduate Student, UC Merced
Daniel Ciau         Student, GASP major
Darlene Medrano  
Undergraduate Student, Economics Major

Jorge Alvarez  
Undergraduate Student, Public Health Major

Madelyn Lara  
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UCM Alumni

Sylvia Sanchez  
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Iris Ruiz  
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Christine Isborn  
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Trevor Jackson  
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Jamin Shih  
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Jeremey Cunningham  
Undergrad

Neama Alamri  
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Anh L. Diep  
Graduate Student Researcher, Quantitative Systems Biology PhD

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Staff, Office of Social Justice Initiatives & Identity Programs

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C/O 2015 Alumni, Black Student Union

Patricia Dimaandal  
2020 Alumna, BS Cognitive Science Major

Jasmin Contreras Perez  
Undergraduate, Undeclared

Frank Ortiz  
PhD Student in public health

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PhD, ASW, MSW, Continuing Lecturer, Writing Program, UC Merced

Jeremy Mumford  
Lecturer, Merritt Writing Program

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Student Undergraduate, Critical Race and Ethnic Studies Major

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Kevin Leuthold Undergraduate Student, Applied Math Major
Hannah Samoff Undergraduate, Public Health Major
Riley Whitmer Undergrad Chemistry Major
Fabiola Perez Graduate student, Public Health
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Justin Gautreau Lecturer, Merritt Writing Program, UC Merced
Samantha Brown Undergraduate Public Health
Aiden Cutright Undergraduate Student, Anthropology Major
Kevin Easley PhD student Interdisciplinary Humanities
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Heather Devrick Lecturer, Merritt Writing Program
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Sheindel Gamerberg Undergraduate, Bioengineering Major, UCM
Anna Moncovich former MWP Lecturer
John Galindo Undergraduate
Ying Wei Zhang Undergraduate, English Major
Carlos Hernandez Undergraduate, Sociology Major
Litzy Rubio-Montano Undergraduate Student, Bioengineering, UC Merced
Adrian Buitron Boada Undergraduate - Mechanical Engineering
Valerie Valdivia Undergraduate Student, Psychology
Miguel Payan Undergraduate, political science major
Mirna Ibarra UCM Alumni ’20 Psychology Major Spanish Minor, Member of Hermanas Unidas
Joanne Luu Bioengineering major, Chemical Science minor, UC Merced
John Haner Faculty, Merritt Writing Program
Thomas Martinez Undergraduate, History Major
Chelsey Olivarría Undergraduate, Sociology Major
Yash Dhillon Student(Undergraduate, CSE)
Nina Thornton Student (Undergraduate, Biology Major)
Janeth Castaneda Undergraduate, Biological Sciences Major
Debbo Elias Student Undergraduate, Biology Major
Mariana Abuan Lecturer, Merritt Writing Program, UC Merced
Danielle Mingua-Lopstain Lecturer, Merritt Writing Program, UC Merced
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Stewart Choi Student Undergraduate, CSE
Catherine Koehler Continuing Lecturer, Merritt Writing Program, UC Merced
Hugo Alberto López
Chavolla Ph.D. Student Interdisciplinary Humanities, UC Merced
Emily Junez Undergraduate, Mechanical Engineering Major
Arlyne Nava Undergraduate, Business Major
Daisy Cabrera Undergraduate, Psych Major
Gilberto Fuerte Undergraduate, Sociology Major
Arely Ortiz Second year, ESS major
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<td>Sean Epstein-Corbin</td>
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