Dear Bobcat Community,

Welcome to the Fall 2020 semester! I am sure it is not what you imagined, but my hope is that we can re-imagine together and for the better. Like many of you, I am still experiencing a roller coaster of different emotions and stressors as we continue to navigate through this COVID-19 pandemic. However, I remain inspired by the many ways that we’ve come together to navigate these challenges and hope that we can continue to come together as a UC Merced community through the pages of this edition of the Bobcat Brief. To ensure you receive it and other news from our office, please join our email list.

This edition of the Bobcat Brief highlights our new Chancellor, the findings of the COVID-19 experience survey conducted by the People First Workgroup, and other important work associated with equity, diversity, and inclusion. We also invite you to check out our website at https://diversity.ucmerced.edu/ for more information about the material included in the newsletter. To stay up to date with breaking equity, diversity, and inclusion information, programs, and events at UC Merced please follow us on Twitter @UCMDiversity! If you have upcoming programs or events you would like to share, please email them to diversity@ucmerced.edu so we can include them in the next brief.

Although, we are currently living during a time period of continued uncertainty and additional responsibilities, especially for those of you who are caretakers, please know that you—the people of the UC Merced community—continue to be my top priority.

With you,

Pronouns: she/her/hers
AT UC MERCED WE STEADFASTLY UPHOLD THE CONCEPTS EXPRESSED IN THE UNIVERSITY OF CALIFORNIA DIVERSITY STATEMENT INCLUDING, “THE VARIETY OF PERSONAL EXPERIENCES, VALUES, AND WORLDVIEWS THAT ARISE FROM DIFFERENCES OF CULTURE AND CIRCUMSTANCE. SUCH DIFFERENCES INCLUDE RACE, ETHNICITY, GENDER, AGE, RELIGION, LANGUAGE, ABILITIES/DISABILITIES, NEURODIVERSITY, SEXUAL ORIENTATION, GENDER IDENTITY, SOCIOECONOMIC STATUS, GEOGRAPHIC REGION, AND MORE.”

WE AFFIRM THAT A DIVERSE CAMPUS FURTHERS OUR MISSION TO CREATE, INTERPRET, AND DISSEMINATE KNOWLEDGE AND VALUES. THE MANIFOLD DIVERSITY OF OUR COMMUNITY ENCOURAGES EACH OF US TO REFLECT ON INTELLECTUAL AND CULTURAL ORTHODOXIES, AND THUS STIMULATES THE CREATIVITY AT THE HEART OF OUR ACADEMIC MISSION AS A RESEARCH UNIVERSITY. WE TAKE PRIDE IN SERVING A LARGE POPULATION OF FIRST-GENERATION COLLEGE STUDENTS, INCLUDING THE BROAD REPRESENTATION OF BACKGROUND ON OUR CAMPUS AS A HISPANIC (HSI), MINORITY (MSI) AND ASIAN AMERICAN AND NATIVE AMERICAN PACIFIC ISLANDER (AANAPISI) SERVING INSTITUTION. AS A COMMON GOAL, WE WILL WORK TOGETHER TO ENSURE ALL MEMBERS OF OUR ACADEMIC COMMUNITY REFLECT THE MULTIPlicity OF IDENTITIES IN OUR REGION.

OUR COMMITMENT TO DIVERSITY WILL FOSTER OUR ABILITY TO THRIVE IN A COMPLEX WORLD.

APPROVED MARCH 15, 2019, BY THE CHANCELLOR’S ADVISORY COUNCIL ON CAMPUS CLIMATE, CULTURE AND INCLUSION (CCCI) AT UC MERCED.
OUR DIVERSITY STATEMENT (HMONG)

COV NEEG TXUM TIM, XWS LI HAIV NEEG YOKUTS THIAB MIWUK UAS YOG COV XUB THAWJ LOS UA TSWV NYOB RAU THAJ CHAW NTAWM NO UAS YOG UC MERCED POM TIAS LUB NTIAJ TEB YOG IB QHO CHAW RAU SAWVDAWS TAU NYOB. PEB LUB HOM PHIAJ YOG LOS UA KOM PEB LUB TSEV KAWM NTAWM YOG IB QHO CHAW UAS TSIS XAIV NTSEJ XAIV MUAG THIAB UA NPAJ TOS RAU TIAM 21. TXAUS SIAB KHO TEJ UAS UA TSIS YOG YAV TAG LOS, HLUB TIBNEEG, THIAB TXHIM KHO RAU YAV TOM NTQJ. TXOJ KEV TAUG UAS MUAJ KOOB NPE TSHAJ HAVUPEB LUB TSEV KAWM NTAWM YOG HU UA SCHOLARS LANE. TXHUA HNUB KOJ YEEJ POM THIAB HNO V HAVUPEB LUB TSEV KAWM MUAJ NTAU HAIV NEEG SIB XYAW UA KE TAUG KEV MUS MUS LOS LOS TXOJ KAB NCE NQES THIAB COV NCOV ROOB SIERRA NEVADA.

NTAWM UC MERCED, PEB TUAV RAWV COV NTSIAB LUS MUAB SAU TSEG HAVU UNIVERSITY OF CALIFORNIA DIVERSITY STATEMENT UAS HAIS TIAS, “MUAJ NTAU TUS NEEG RAUG NTAU YAM SIB TXAWH HAVU LAWV LUB NEEJ, TEJ YAM MUAJ NUI NQIS RAU LAWV, THIAB TEJ KEV XAV TXOG LUB NEEJ TXAWH VIM MUAJ NTAU TXOJ KAB LIG KEV CAI THIAB KEV UA NEEJ. XWS LI DAIM NQAIJ TAWWH, HAIIV NEEG, POJNIAM TXIVNEEJ, HNUB NYOOG, KEV NTSEEG, YAM LUS, TEJ TXUJ/KEV XIAM OOB QHAB, LUB HLWB KEV XAV TXAWH, KEV NYIAJ DEEV POJNIAM LOS TXIVNEEJ, KEV XAIV TIAS YOG POJNIAM LOS TXIVNEEJ, YOG NEEG NPLUA NUIJ TXOM NYEM, NYOB RAU THAJ CHAW TWG, THIAB NTAU NTXIV.”

PEB NTSEEG TIAS IB LUB TSEV KAWM NTAWM UAS MUAJ NTAU HAIV NEEG SIB XYAW UA KE UA RAU PEB LUB LUAG HAUJLWM LOS TSIM, TXHAI TAWM, THIAB SIB TXHEEB NTAUB NTAWM THIAB YAM TSEEM CEEB MUS TAU DEB. VIM MUAJ NTAU HAIIV NEEG COOB HEEV HAVU PEB LUB TSEV KAWM NTAWM, THIAB LI UA RAU PEB MUAJ TSWW YIM XAV TSIM NTAU YAM ZOO TAWM RAWS LI PEB LUB LUB TSEV KAWM NTAWM TSHAWB FAWB.

PEB ZOO SIAB MUAJ COOB TUS TUAJ KAWM NTAWM QIB SIAB UAS LAWV YOG COV XUB THAWH HAVU LAWV TSEV NEEG TUAJ KAWM NTAWM QIB SIAB, XWS LI COV UAS TUAJ KAWM LOS NTAWM COV KOOM HAUM UAS YOG NEEG COO M NEEG TSEW (MINORITY, (MSI)) THIAB COV NEEG ESXIAS MEKAS (HISPANIC, (HISI)), THIAB NEEG KHAB NEEG NTAWM COV POV TXWV PACIFIC (ASIAN AMERICAN AND NATIVE AMERICAN PACIFIC ISLANDER (AANAPISI)). PEB MUAJ TIB LUB HOM PHIAJ LOS KOOM TES UA KOM TAQNTHO COV TSWW QUAB HAUV PEB ZEJ ZOG LUB TSEV KAWM NTAWM QHA TAWM POM MEEJ TIAS MUAJ NTAU HOM NEEG NYOB HAUV PEB CHEEB TSAM.

QHOV PEB MOB SIAB POM ZOO RAU KEV MUAJ NTAU HOM NEEG YUAV PAB TAU PEB NYOB VAM MEEJ HAVU LUB NTIAJTEB UAS TSIS YOOJ YIM.

TAU KEV POM ZOO LOS NTAWM TUS THAWJ NTAWM TSEV KAWM NTAWM PAB PAWG TAW TSWW YIM RAU LUB TSEV KAWM NTAWM SIB LUAG ZOS, KAB LIG KEV CAI THIAB KEV SUAV NROG (CHANCELLOR’S ADVISORY COUNCIL ON CAMPUS CLIMATE, CULTURE AND INCLUSION (CCCI)) NTAWM UC MERCED RAU LUB 3 HLIS TIM 15, 2019.
Our Diversity Statement (Mandarin)

最早在加州大学默赛德分校所在的土地上居住的原住民，包括尤库人和密吾人，认为地球是属于所有人的。当我们讨论校园多元化议题的时候，我们大胆地去做，勇于放眼未来、审视历史，想像二十一世纪的多元化前景，理解多元化对于弥补历史错误、匡扶人性以及创造通向未来的纠错和解路径的重要性。本校最重要的道路称为学者路。白天，在以内华达山脉的山脊和高峰为背景的校园内，各色校园社区成员川流不息，这正是您可以看到、听到和见证的多元化体现。

在加大默赛德分校，我们坚决维护加州大学多元化声明中表达的理念，包括:‘源自文化和境遇差异的个人体验、价值观和世界观的多样化。这些差异涵盖种族、族裔、性别、年龄、宗教、语言、能力/障碍、神经多样性、性取向、性别认同、社会经济地位、地理位置及其他。’

我们确认，多元化的校园可以推动我们创造、解读和传播知识及价值观的愿景。我们社区丰富的多元化鼓励我们每一个人反思知识和文化传统，从而激发创造力，而创造力正是我们作为研究型大学的学术愿景核心。我们自豪地为人数众多的第一代大学生服务，而作为西班牙语裔 (HSI)、少数群体 (MSI)、以及亚裔、原住民和太平洋诸岛裔 (AANAPISI) 院校，我们的校园代表着广泛背景的学生。作为一个共同的目标，我们将努力合作，确保学术社区成员体现地理区域内多种多样的身份认同。

我们对多元化的坚持，将增强我们在日趋复杂的世界中成长的能力。加州大学默赛德分校的校园环境、文化和包容顾问委员会 (CCCI) 于 2019年3月15日批准。
EN UC MERCED MANTENEMOS FIRMEMENTE LOS CONCEPTOS EXPRESADOS EN LA DECLARACIÓN DE LA UNIVERSIDAD EN RELACIÓN A LA DIVERSIDAD, INCLUYENDO “LA VARIEDAD DE LAS EXPERIENCIAS PERSONALES, LOS VALORES Y LAS VISIONES DEL MUNDO QUE EMANAN DE LAS DIFERENTES CULTURAS Y CIRCUNSTANCIAS. DICHAS DIFERENCIAS INCLUYEN RAZA, ETNIA, GÉNERO, EDAD, RELIGIÓN, LENGUAJE, HABILIDADES/INCAPACIDADES, NEURO DIVERSIDAD, ORIENTACIÓN SEXUAL, IDENTIDAD DE GÉNERO, NIVEL SOCIOECONÓMICO, REGIÓN GEOGRÁFICA Y MÁS”.

AFIRMANOS QUE UN CAMPUS DIVERSO LLEVA NUESTRA MISIÓN HACIA ADELANTE PARA CREAR, INTERPRETAR Y DISEMINAR CONOCIMIENTO Y VALORES. LA AMPLIA DIVERSIDAD DE NUESTRA COMUNIDAD, NOS ALIENTA A CADA UNO A REFLEXIONAR SOBRE LAS ORTODOXIAS INTELECTUALES Y CULTURALES Y, POR LO TANTO, ESTIMULA LA CREATIVIDAD EN EL CORAZÓN DE NUESTRA MISIÓN ACADÉMICA COMO UNA UNIVERSIDAD DE INVESTIGACIÓN. NOS SENTIMOS ORGULLOSOS DE SERVIR A UNA VASTA POBLACIÓN DE ESTUDIANTES UNIVERSITARIOS DE PRIMERA GENERACIÓN, INCLUYENDO LA AMPLIA REPRESENTACIÓN DE ANTECEDENTES EN NUESTRO CAMPUS COMO UNA INSTITUCIÓN QUE SIRVE A LOS HISPANOS (HSI) Y MINORÍAS (MSI) Y ASIÁTICO-AMERICANOS Y NATIVOS DE LAS ISLAS DEL PACÍFICO (AANAPISI). TENEMOS COMO META COMÚN EL TRABAJAR EN CONJUNTO PARA ASEGURAR QUE TODOS LOS MIEMBROS DE NUESTRA COMUNIDAD ACADÉMICA REFLEJEN LA MULTIPLICIDAD DE LAS IDENTIDADES EN NUESTRA REGIÓN.

NUESTRO COMPROMISO CON LA DIVERSIDAD NOS DARÁ LA HABILIDAD PARA TENER ÉXITO EN UN MUNDO COMPLEJO.

APROBADA EL 15 DE MARZO DE 2019 POR EL CONSEJO DE ASESORES SOBRE EL CLIMA DEL CAMPUS, LA CULTURA Y LA INCLUSIÓN (CCCI) EN UC MERCED.
The University of California, Merced, is nearing the completion of an unprecedented campus expansion project and raising its reputation across the nation and the world, all during a time in which the COVID-19 pandemic has upended nearly every aspect of people’s daily lives and created much uncertainty about the near future. And today, the university welcomes a new leader. Juan Sánchez Muñoz took up his post today (July 6) as UC Merced’s fourth chancellor, having most recently served as president of the University of Houston-Downtown (UHD). He succeeds Chancellor Emerita Dorothy Leland and interim Chancellor Nathan Brostrom, who worked together for several years to make the Merced 2020 Project a reality and lay the foundation for the university’s next great chapter. “I am deeply honored, but also humbled by the challenges we face in the months and years ahead,” Muñoz said in a welcome message to the campus community. “Most immediately, we must navigate the COVID-19 pandemic and the financial crisis it has created. In making decisions about how we go forward, we are putting the health and safety of our community first, without compromising the quality of our teaching and research.”

For the full story: https://news.ucmerced.edu/news/2020/uc-merced-welcomes-juan-sanchez-munoz-fourth-chancellor
The People First workgroup will inform our campus-wide strategies on COVID-19 scenario planning and how they impact our people (faculty, staff, and students), through the development of general principles guidelines, surveying, and virtual focus groups. In placing “people first” the workgroup will also ensure that the campus is providing adequate support and responding to gaps and issues in real-time. It will also assist in providing evidence-based impact data to internal and external constituents. The longer-term plan is to transition this workgroup to lead the development and implementation in our “people strategy” for staff, students, and faculty.

**Recorded People First Town Hall**

**COVID-19 Experience Survey Narrative Summary**
The narrative summary provides an overview of the May 2020 COVID-19 Experience Survey that was administered to staff, Senate and non-Senate faculty, graduate students, and postdocs. It details the findings across respondent types, variances across divisions/units, recommendations informed by the findings, as well as efforts that have been developed since the survey was administered.

**People First Workgroup Communications Guidelines PDF**

**Virtual Focus Groups Sign Up**
We are currently seeking Non-Senate and Senate Faculty to participate in the virtual focus groups. If you would like to sign up please visit:

[https://diversity.ucmerced.edu/form/people-first-workgroup-0](https://diversity.ucmerced.edu/form/people-first-workgroup-0)

**Staffing**
Office of Equity, Diversity, & Inclusion
Graduate Student Researchers - Hala Alnagar & Maria Ramirez Loyola

Contact: diversity@ucmerced.edu
Listening Tour Executive Summary:
Where We Are and Where We Are Going

May 2020

HTTPS://DIVERSITY.UCMERCED.EDU/SITES/DIVERSITY.UCMERCED.EDU/FILES/PAGE/DOCUMENTS/
LISTENING_TOUR_EXECUTIVE_SUMMARY_FINAL_0.PDF
The Equity, Diversity, and Inclusion Organizational Design WorkGroup

The Equity, Diversity, and Inclusion Organizational Design Work Group will be facilitated by the Associate Chancellor and Chief Diversity Officer in its goal of defining the role and structure of the Equity, Diversity and Inclusion (EDI) Office within the current campus framework. Centering the office’s vision of equity and justice through liberation and anti-oppression, we will define the EDI Office’s role and structure by:

- Defining the strategy and objectives for the EDI Office
- Assessing the current organization operating model and power structure grounded in the External Review of Equity, Diversity and Inclusion at UC Merced
- Analyzing the leadership and collaborative capacity needed to meet the office’s objectives aligned with its strategy
- Designing the future state operating model

The efforts of this work group will help the advancement of an upcoming equity and inclusion strategic planning process for the university. This work group will lay the foundation and support needed for the strategic planning process as well as current and short term initiatives, many of which were suggested in this past year’s listening tour sessions. This work group will complete its efforts swiftly and prior to fall by August 21, 2020 in order to commence the strategic planning process in Fall 2020.
CHANCELLOR’S ADVISORY COMMITTEES 2019-2020 ANNUAL REPORTS

Chancellor’s Advisory Committee on the Status of Women (CACSW)

2019-2020 AY CACSW Annual Report

Chancellor’s Advisory Committee on Queer Issues (CACQI)

2019-2020 AY CACQI Report

2019-2020 AY CACQI Data Collection Wishlist

Chancellor’s Advisory Council on Campus Climate, Culture and Inclusion (CCCI)

2019-2020 AY CCCI Report

2019-2020 AY CCCI Non-senate Academics Council Report

2019-2020 AY Diversity & Equity CCCI Report Academic Senate

2019-2020 AY CCCI Memorandum Social Justice Initiatives Identity Programs Report
Surviving COVID-19 Impacts on the LGBTQ+ Community

As we all struggle to survive the COVID-19 pandemic, many do not consider how our vulnerable populations can be more deeply impacted. This session will look at how the LGBTQ+ community's marginalization could create more targeted disparities during this time.

Resources

- LGBTQ+ Initiatives
- CACQI
- Lambda Alliance
- Student Health Services
- Counseling and Psychological Services
- Best Practices for Gender Transitioning on Campus

Ways To Support The LGBTQ+ Community

- LGBTQI Terminology
- LGBTQIA Ally Tips
- A Guide to Pronouns for Allies
- Trans 101
- Words that Hurt

Recommended Articles

- The Challenges of the Pandemic for Queer Youth
- Powerful Mental Health Tips for LGBTQ Individuals and Their Allies
- 10 TV shows and movies to keep the spirit of Pride going all summer long
ANTI-RACISM RESOURCES

- Anti-Racism Resources compiled by Sarah Sophie Flicker, Alyssa Klein in May 2020
- Being Anti-Racist by the National Museum of African American History & Culture
- Being Anti-Racist-Racial Healing Handout
- How to Be An Anti-Racist by Ibram X. Kendi
- Recognizing Race in Language: Why We Capitalize "Black" and "White" by Ann Thúy Nguyen and Maya Pendleton
- Resources to Educate Yourself on Anti-Blackness
- 15 Way to Strengthen Anti-Racist Practice by the Catalyst Project
- Scaffolding Anti-Racism Resources curated by Anna Stamborski, Nikki Zimmermann, & Bailie Gregory
- Stop Killing Black People: An Anti-Racist Reading List from the English faculty at UC Merced

HOW TO BE AN ALLY RESOURCES

- A Guide to How You Can Support Marginalized Communities curated by CNN
- White Allyship 101 by Dismantle Collective
- For Our White Friends Desiring to Be Allies by Courtney Ariel
- 5 Steps Latinx Individuals Can Take to Combat Anti-Blackness curated by Remezcla

IMPLICIT BIAS RESOURCES

- Understanding Human Bias by the National Museum of African American History & Culture
- Videos and Learning modules from UC Los Angeles
- Project Implicit

Project Implicit is a non-profit organization and international collaboration between researchers who are interested in implicit social cognition - thoughts, and feelings outside of conscious awareness and control. The goal of the organization is to educate the public about hidden biases and to provide a “virtual laboratory” for collecting data on the Internet.

For more racial trauma resources visit: https://diversity.ucmerced.edu/racial-trauma-resources
AFFIRMING BLACK LIVES AT UC MERCED: CEREMONY OF SOLIDARITY AND MOMENT OF SILENCE

Dear Colleagues:

As a nation, we continue to grapple with the conspicuous legacy of slavery and racism. However, the University of California, Merced has stated without equivocation, Black lives always matter. They matter on our campus, in our system and across our nation. UC Merced is committed to work on ending the conditions that continue to target and dehumanize our Black community. While there are several important initiatives already underway at UC Merced, including efforts towards reviewing and revamping the Policy Advisory Board, developing our mental health resources to meet the needs of our Black students, and many others; today I write to invite you to serve on a newly formed Task Force called “Valuing Black Lives at UC Merced.” With this task force, I am calling on our community to come together and examine what more we can do to create substantive change in the following areas:

• Student support
• Community engagement
• Policing and anti-Black violence
• Staff and faculty recruitment and retention
• Research, scholarship and other funding opportunities

COMMITTMENT TO BLACK EXCELLENCE 2020-2021

Black lives always matter. They matter at UC Merced. They matter across our nation. They matter around the world. UC Merced is fully committed to work on ending the conditions that create injustice, conditions that are leaving our Black community dehumanized and their innocent lives taken. The enduring legacy of slavery, segregation, racism and oppression in America must be confronted and addressed systemically. This is NOT a moment. This is a MOVEMENT. Thus, the university has highlighted immediate (summer 2020), short-term (2020-2021), and long-term (2021+) plans to address the submitted proposals. Click on the link for the full memorandum/proposal.

Memorandum Associated Black Student Leaders

(*Please note that this is not an exhaustive list of action items. The university will continue to generate ideas and work with students, staff, and faculty to support Black student success at UCM.)

"Love takes off the masks we fear we cannot live without and know we cannot live within." - James Baldwin
WEAR A FACE COVERING
IN COMPLIANCE WITH THE CALIFORNIA DEPARTMENT OF PUBLIC HEALTH, ALL INDIVIDUALS ON UC MERCED PROPERTY ARE REQUIRED TO WEAR FACE COVERINGS TO REDUCE POSSIBLE EXPOSURE AND HELP PREVENT THE SPREAD OF COVID-19.

CLEAN AND DISINFECT WORK SPACES
INDIVIDUALS MUST FOLLOW ALL GUIDANCE PROVIDED BY THE UNIVERSITY REGARDING CLEANING AND DISINFECTION OF THEIR PERSONAL WORKSPACE AND/OR DORM ROOM.

VISITORS AND GATHERINGS
LIMITS ON CAMPUS VISITORS & LIMITS ON LARGE GATHERINGS. PLEASE READ THE FULL INTERIM POLICY ON UNIVERSAL REQUIREMENTS FOR PHYSICAL MITIGATION AND REDUCTION OF THE TRANSMISSION OF COVID-19.

PHYSICAL SPACE ASSESSMENT
AS WE READY OUR SPACES FOR CERTAIN DEPARTMENTS TO RETURN TO ONSITE OPERATIONS, EACH RETURNING DEPARTMENT WILL NEED TO EXAMINE THEIR WORK ENVIRONMENT AND CREATE A WORKSITE PLAN THAT MEETS CURRENT PUBLIC HEALTH AND MERCED COUNTY GUIDELINES BEFORE EMPLOYEES WHOVE BEEN WORKING REMOTELY MAY GRADUALLY RETURN TO CAMPUS.

HEALTH SCREENING
ON A DAILY BASIS, AND BEFORE REPORTING TO CAMPUS, INDIVIDUALS MUST CONDUCT A SYMPTOM SURVEY.

HEALTHY BEHAVIORS
PHYSICAL DISTANCING: ALL INDIVIDUALS MUST MAINTAIN A DISTANCE OF AT LEAST SIX FEET FROM OTHERS, EXCEPT FOR THOSE WITH WHOM THEY SHARE A PRIMARY RESIDENCE. IF YOU ARE SICK, STAY HOME.

For more information go to https://doyourpart.ucmerced.edu/
COVID-19 RESOURCES

TO STAY UP TO DATE WITH INFORMATION REGARDING COVID-19 PLEASE VISIT THIS PAGE:

HTTPS://EMERGENCY.UCMERCEDE.UC/Coronavirus

STAFF INFORMATION:
HTTPS://EMERGENCY.UCMERCEDE.UC/COVID19-STAFF-INFORMATION

RESOURCES: HTTPS://EMERGENCY.UCMERCEDE.UC/COVID19-RESOURCES-FACULTY

FACULTY INFORMATION:
HTTPS://EMERGENCY.UCMERCEDE.UC/COVID19-FACULTY-INFORMATION

RESOURCES: HTTPS://EMERGENCY.UCMERCEDE.UC/COVID19-RESOURCES-STAFF

ONLINE SERVICES DURING COVID-19

Here are a few online entertainment and wellness services that might help during these new and uncertain times.

THE CALM APP
CALM IS THE NO. 1 APP FOR SLEEP, MEDITATION AND RELAXATION AND HAS BEEN NAMED BY THE CENTER FOR HUMANE TECHNOLOGY AS "THE WORLD'S HAPPIEST APP."
HTTPS://IT.UCMERCEDE.UC/CALMAPP

THE MONTEREY BAY AQUARIUM
DUE TO COVID-19 THE MONTEREY BAY AQUARIUM HAS PROVIDED FREE ACCESS TO THEIR LIVE CAMS OF VARIOUS SEA ANIMALS.
HTTPS://WWW.MONTEREYBAYAQUARIUM.ORG/ANIMALS/LIVE-CAMS

PLANET FITNESS GYM
NATIONAL GYM-CHAIN PLANET FITNESS IS OFFERING FREE WORKOUTS ON THE PLANET FITNESS FACEBOOK PAGE AND YOUTUBE CHANNEL.
HTTPS://WWW.PLANETFITNESS.COM/HEALTH

YOSEMITE NATIONAL PARK
WHEN YOU CAN'T GO TO YOSEMITE ... YOSEMITE CAN COME TO YOU! YOU CAN EXPLORE AND LEARN ABOUT THE PARK FROM AFAR!
HTTPS://YOSEMITE.ORG/BRINGING-YOSEMITE-TO-YOU/

NPR MUSIC
LISTEN TO NPR MUSIC (OR OTHER MUSIC SERVICE) WHILE PRACTICING SELF-CARE. YOU CAN ALSO ACCESS PODCASTS AND SHOWS.
HTTPS://WWW.NPR.ORG/MUSIC

THE SAN DIEGO ZOO
DUE TO COVID-19 THE SAN DIEGO ZOO HAS PROVIDED FREE ACCESS TO THEIR LIVE CAMS OF VARIOUS WILD ANIMALS.
HTTPS://ANIMALS.SANDIEGOZOO.ORG/LIVE-CAMS
We know that meditation and mindfulness can't solve everything. What mindfulness can do is help us look inside of ourselves to become aware of how racism lives within us and how it is perpetuated through us. In fact, several studies have suggested that mindfulness can reduce implicit racial bias (Link to research). The Calm team has been listening and asking ourselves how we can interrupt systemic racism and show up in solidarity with the Black community. This is - and will continue to be - a work in progress but I wanted to share some resources that could be helpful to share with your community.

1. We have tips for using mindfulness to stand in solidarity with the Black community. Please feel free to share this article or pull language from it to share with your team. How to use mindfulness to stand in solidarity with the Black community
2. We have our free resource page on our blog. Please share it with your community. No subscription is required to access the programs on this page: Calm.com/together
3. We've curated a list of Black voices in the wellness and mindfulness space. This is our first push to amplify Black voices, and won't be the last You can access the list here: Amplify Black Voices.
Here are a few of our recommended anti-racist literature. For more please visit: https://diversity.ucmerced.edu/learn-more/recommended-readings

STOP KILLING BLACK PEOPLE: AN ANTI-RACIST READING LIST

The English faculty at UC Merced stand with the Black Lives Matter movement and have compiled an anti-racist reading list in solidarity. Please read their full statement here: https://english.ucmerced.edu/news/2020/stop-killing-black-people-anti-racist-reading-list

Link to Reading List: https://docs.google.com/document/d/1PcFd9thn2icr-.Om-J29iOgtwp8v8TSx42m4nlJ_Kvs/edit
FALL 2020: DROP-INS WITH THE CHIEF DIVERSITY OFFICER

ASSOCIATE CHANCELLOR DANIA MATOS IS HOSTING DROP IN HOURS THIS FALL TO MEET YOU WHERE YOU ARE AND LISTEN TO YOU. COME AND BE HEARD ON WHAT MATTERS TO YOU!

ZOOM MEETING INFORMATION WILL BE SENT TO REGISTERED INDIVIDUALS PRIOR TO EACH EVENT. YOU MAY RSVP FOR MULTIPLE EVENTS. WE UNDERSTAND THAT ZOOM MAY NOT BE THE SAME AS IN PERSON INTERACTION, SO IF YOU WOULD PREFER TO SCHEDULE AN IN PERSON FOR LATER IN THE SEMESTER, CONTACT DESERIE CRAVALHO-CREWS AT DCRAVALHO-CREWS@UCMERCED.EDU

RSVP HERE FOR DROP-INS WITH THE CHIEF DIVERSITY OFFICER
UNIVERSITY OF CALIFORNIA, MERCEDE

Virtual Dialogue Series
LUNCH & LEARN

BLACK LIVES MATTER & ANTI-RACISM

Wednesday, August 26th
Noon-1:00 pm

THE PANEL MODERATOR: REBECA ANTOINE, CO-CHAIR FOR FACULTY OUTREACH STAFF AND FACULTY OF COLOR ASSOCIATION (FPCA)

REV. DR. DAVID N. MOORE
The Rev. Dr. David N. Moore, Jr., is a human rights advocate, an adjunct university professor and author. He selected Communication Studies as an undergraduate major at the University of California, with the aspiration of working in television news, but while a sophomore at UC San Diego, he responded to another calling, that of biblical scholarship and teaching. He earned his Master’s degree from St. Stephen’s University in New Brunswick, Canada and currently holds an appointment to adjunct faculty there teaching Ancient Mediterranean history. He earned his doctorate in theology in 2014. Two South African presidents, Nelson Mandela and Jacob Zuma, are included among those who studied at the University of South Africa before David Desmond Tutu graduated the same year David was born. David and Diane have been married for 42 years and have 5 adult children.

CHARRON ANDRUS
IT Manager, UC Davis Health Information Technology
Charron received her B.S. in Organizational Leadership from Biola University and her M.A. in Gerontology from the University of Southern California. She has been with UC Davis for 9 years and currently manages the Regulatory Initiatives and Financial Reporting team for IT Enterprise Applications.

ALLEN BROOKS
Is a business man in the City of Merced since 2005. He has an amazing wife and three children. He was born in Milwaukee, Wisconsin and is a graduate from Grambling State University in Louisiana. He has a Bachelor’s Degree and Master’s Degree in Communication with a background in Public Health. Since moving to Merced he has been involved in various groups. For example, he is a member of the Merced Sunrise Rotary Club. Currently, he is the President of the City of Merced Chapter of the NAACP.

To register for this Virtual Lunch & Learn, please visit:
HTTPS://DIVERSITY.UCMERCEDE.COM/LUNCH-AND-LEARN

FOR MORE INFORMATION OR QUESTIONS, EMAIL DESERIE CRAVALHO-CREWS DCRAVALHO-CREWS@UCMERCEDE.COM
The Office of Equity, Diversity and Inclusion announces our inaugural Equity & Justice Awards this Fall 2020 in an effort to recognize individuals and groups who have dedicated their time and effort to further equity & justice at UC Merced.

The Equity & Justice award committee will be accepting nominations for the 2020-2021 academic year **beginning Wednesday, August 26th**. Nominations will open monthly at the 1st of each month and close by the 15th of each month. Every April, five awardees will be selected from the monthly nominations to receive a $1,000 towards a project or initiative that advances equity and justice.

Awards will be given in these six categories:
- Faculty
- Staff
- Undergraduate Student
- Graduate/Professional Student
- Alumni
- Intergroup Collaboration (an effort by units/groups/programs to bring together multiple perspectives to address a critical issue of equity or justice at UC Merced)

Nominations should reflect the ways a nominee has:
- Advocated for equity and justice
- Demonstrated a sustained commitment to the advancement of equity and justice at UC Merced
- Modeled respect or inclusive treatment when interacting with others; and/or
- Implemented an initiative, event or program which cultivates equity and justice

For more information, please contact the Office of Equity, Diversity, & Inclusion at diversity@ucmerced.edu.

If you know anyone who has made a difference and would like to nominate them please fill out the nomination form at [https://diversity.ucmerced.edu/form/equity-justice-awards-nominations-fall-2020](https://diversity.ucmerced.edu/form/equity-justice-awards-nominations-fall-2020)
REFLECTING ON ANTI-RACIST PEDAGOGY
A MULTI-PART VIRTUAL DISCUSSION SERIES

WHEN:
BEGINs in SEPTEMBER
Meeting on a biweekly or monthly basis, as determined by participants

HOW TO JOIN:
RSVP here

This virtual discussion series is designed to help participants form a community of practice focused on improving anti-racist pedagogy. Together, we will:

- Explore the intersection between anti-racist teaching and anti-racist pedagogy
- Examine how our assumptions and inherent practices influence classroom practice
- Discuss ways we can adjust those practices to be more inclusive and effective
- Design course content that will be presented at an EDI teaching showcase in May.

The purpose of this series is not to give mandates and protocols, but to share experiences and create a space to collaborate with peers and support personal and professional growth.

FACILITATORS:
EILEEN KOGL CAMFIELD
SAMANTHA TETANGCO OCENA

CETL | CENTER FOR ENGAGED TEACHING & LEARNING
AT UC MERCED

UNIVERSITY OF CALIFORNIA MERCED
OFFICE OF EQUITY, DIVERSITY AND INCLUSION
SEARCHING FOR VOLUNTEER SPEAKERS/PRESENTERS FOR THE FOLLOWING SESSIONS:

- **Topic: DACA**
  - Date: Thursday, September 24th, 2020
  - Time: 2-3 pm PST

- **Topic: LGBTQ+**
  - Date: Thursday, October 22nd, 2020
  - Time: 12-1 pm PST

- **Topic: COVID-19**
  - Date: Tuesday, November 17th, 2020
  - Time: 2-3 pm PST

To Volunteer Please Email: diversity@ucmerced.edu
Equity and Inclusion during COVID-19

This guidance document has been prepared by the Council of Chief Diversity Officers at the University of California to assist campus decision makers, faculty, administrators, students and staff on providing supportive positive and inclusive campus climates during the COVID-19 crisis.

1. Reject racism, sexism, xenophobia and all hateful or intolerant speech, both in person and online. Be an "up-stander," and discourage others from engaging in such behavior.
2. Address unequal access to technology, hardware and software. Ask students about their level of access to technology. Use that information to inform the technology choices for your courses. For employees, consider offering loaner laptops or assisting with access to internet service.
3. Ensure web accessibility for students with disabilities when using online learning or remote instruction. See this webinar for more tips.
4. Be inclusive and remember that everyone has different circumstances. Continue to treat everyone with respect, both in their presence and in their absence. Do not resort or revert to unkind discussions about people, individuals or groups who may not be in your immediate social circle.
5. Advocate for students who have fewer resources. Many students rely on the housing, dining, health care and employment provided on campus. Consider keeping residence and dining halls open and allowing for access to campus food pantries, basic needs, health resources and child care centers.
6. For student employees and part-time or seasonal employees, explore work assignments that can be performed remotely. If that's not possible, consider offering paid administrative leave under UC systemwide policy.
7. In completing faculty and staff recruitments, try to make the virtual interview process as consistent for all candidates and as similar as possible to the experience (e.g., if people can ask questions during an in-person job talk, arrangements should be made to permit them to ask questions during a remote job interview).
8. Be patient with one another during email, text and video conversations. There can be a tendency to want immediate answers, and typically friendly ways of communicating can break down without deliberate effort to maintain kindness. Try to be as clear as possible in online conversations. Don't assume that broad, sweeping statements will be fully understood.
9. Be kind and understanding regarding expectations. Relax requirements that can become impositions, such as demanding business attire for online video meetings or classes, or penalizing participants in online classes for wearing casual attire. Remember that people may be operating without resources and access to many material items and services. Keep the focus on what is most important.
10. Build community through virtual coffee/tea hours with colleagues, office mates, students and faculty.
11. Consider offering commencement and recognition events online and/or postponing in-person ceremonies for a later date. Many UC students will be the first in their families to graduate from college, so the physical act of crossing the stage is very important.
12. Do not use terms such as “Chinese Virus” or other terms which cast either intentional or unintentional projections of hatred toward Asian communities, and do not allow the use of these terms by others. Refer to the virus as either “COVID-19” or “coronavirus” in both oral and written communications.
13. Support the health care workers who are on the front line of this pandemic. Help ensure that they get the rest they need, can attend to personal and familial needs, and are supported as health care workers and as people.
14. “Flatten the curve” by attending to the health-related guidelines set forth by federal and local governments.

15. Remember to practice self-care! Recognize your own stress, manage yourself before managing others, and make time for your physical and emotional needs.

Resources:

Coronavirus: University of California Updates and Resources, Office of the President, University of California
Rejecting Coronavirus Xenophobia, Office of Diversity, Equity, & Inclusion, UC Davis
COVID-19: What’s in a Name, Office of Equity, Diversity and Inclusion, UCLA
At Our Best: Embodying the Principles of Community, Newsroom, UC Merced
Inclusivity During Difficult Times, UC Irvine Office of Equity, Diversity and Inclusion, UC Irvine
Online Learning Research Center, School of Education, UC Irvine
Inclusion, Equity, and Access While Teaching Remotely, Center for Teaching Excellence, Rice University
Webinar on Online Education and Website Accessibility, Office of Civil Rights, U.S. Department of Education
Completing Ongoing Faculty Searches, Office of Academic Personnel, UC Irvine

Council of Chief Diversity Officers, University of California

Ricardo Alcaino, Director, Equal Opportunity & Discrimination Prevention Office, UC Santa Barbara
Oscar Dubon, Vice Chancellor for Equity & Inclusion, UC Berkeley
Douglas Haynes, Vice Chancellor for Inclusive Excellence, UC Irvine
Jerry Kang, Vice Chancellor for Equity, Diversity and Inclusion, UCLA
Mariam Lam, Associate Vice Chancellor and Chief Diversity Officer, UC Riverside
Dania Matos, Associate Chancellor and Chief Diversity Officer, UC Merced
Renee Navarro, Vice Chancellor of Diversity and Outreach, UC San Francisco
Becky Petitt, Vice Chancellor for Equity, Diversity, and Inclusion, UC San Diego
Teresa Maria Linda Scholz, Interim Associate Vice Chancellor and Chief Diversity Officer, UC Santa Cruz
Renetta Garrison Tull, Vice Chancellor for Diversity, Equity and Inclusion, UC Davis
Yvette Gullatt, Vice Provost for Diversity and Engagement, UC Office of the President
Liz Halimah, Associate Vice Provost for Diversity and Engagement, UC Office the President

Updated 3/18/2020
CAMPUS RESOURCES & PARTNERS

ACADEMIC PERSONNEL OFFICE DIVERSITY

ACADEMIC SENATE-COMMITTEE FOR DIVERSITY AND EQUITY (D&E)

ACADEMIC SENATE, FACULTY WELFARE AND ACADEMIC FREEDOM (FWAF)

CARE OFFICE

DISABILITY ACCOMMODATIONS

EDUCATIONAL AWARENESS

GENDER INCLUSIVE FACILITIES

GRADUATE DIVISION DIVERSITY AND INCLUSION

LACTATION ACCOMMODATION

LGBTQ+ INITIATIVES

OFFICE OF CAMPUS CULTURE AND COMPLIANCE

RESOURCE AND REFERRAL OPTIONS

SERVICES FOR UNDOCUMENTED STUDENTS AND SPECIAL POPULATIONS

SOCIAL JUSTICE INITIATIVES

STAFF AND FACULTY OF COLOR ASSOCIATION

VETERAN SERVICES

WOMEN'S PROGRAMS
CONNECT WITH US

To opt-in to our newsletter click the link below:
https://diversity.ucmerced.edu/form/join-our-email-list

FOLLOW US

Follow the Office of Equity, Diversity, and Inclusion on Twitter!
https://twitter.com/UCMDiversity

FIND OUT MORE

To receive more information related to diversity and inclusion go to our page!
https://diversity.ucmerced.edu/

FEEDBACK

Your feedback is important to us. To provide feedback click the link below:
https://diversity.ucmerced.edu/form/feedback