Dear Bobcat community,

I never would have imagined writing this letter to you during a global pandemic and yet here we are. Like you, I have many different emotions of grief, anxiety, overwhelm and a myriad of others that come from balancing the multiple stressors that come from this pandemic. Despite this, it is an honor to welcome you to the inaugural edition of the Bobcat Brief, a quarterly newsletter from the Office of Equity, Diversity & Inclusion that will be distributed throughout the academic year. My hope is that coming together through these pages and in community is exactly in alignment with what we need right now. To ensure you receive it and other news from our office, please join our email list.

The Bobcat Brief will inform you of how UC Merced is furthering its equity, diversity, and inclusion efforts. You are also invited to view our website at diversity.ucmerced.edu for additional information. 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.

We don’t know yet what these times are, but I assure you, that in this period of physical distance, we are with you. I am with you.
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 NTAWV 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 NTEJ. TXOJ KEV TAUG UAS MUAJ KOOB NPE TSHAJ HAUV PEB LUB TSEV KAWM NTAWM YOG HU UA SCHOLARS LANE. TXHUA HNUB KOJ YEEJ POM THIAB HNOV HAUV PEB 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 HAUV UNIVERSITY OF CALIFORNIA DIVERSITY STATEMENT UAS HAIS TIAS, "MUAJ NTAU TUS NEEG RAUG NTAU YAM SIB TXAWV HAUV LAWV LUB NEEJ, TEJ YAM MUAJ NUJ NQIS RAU LAWV, THIAB TEJ KEV XAV TXOG LUB NEEJ TXAWV VIM MUAJ NTAU TXOJ KAB LIG KEV CAI THIAB KEV UA NEEJ. XWS LI DAIM NQAIJ TAWW, HAIV NEEG, POJNIAM TXIVNEEJ, HNUB NYOOG, KEV NTSEEG, YAM LUS, TEJ TXUJ/KEV XIAM OOB QHAB, LUB HLWB KEV XAV TXAWW, KEV NYAJ DEEV POJNIAM LOS TXIVNEEJ, KEV XAIV TIAS YOG POJNIAM LOS TXIVNEEJ, YOG NEEG NPLUA NUJ TXOM NYEM, NYOB RAU THAJ CHAW TWG, THIAB NTAU NTXIV."

PEB NTSEEG TIAS IB LUB TSEV KAWM NTAWV UAS MUAJ NTAU HAIV NEEG SIB XYAW UA KE UA RAU PEB LUB LUAG HAUJLWM LOS TSIM, TXHAIS TAWM, THIAB SIB TXHEEB NTAUB NTAWV THIAB YAM TSEEM CEEB MUS TAU DEB. VIM MUAJ NTAU HAIV NEEG COOB HEEV HAUV PEB LUB TSEV KAWM NTAWV, THIAJ LI UA RAU PEB MUAJ TSWY YIM XAV TXISM NTAWV YAM ZOO TAWM RAWS LI PEB LUB LUB TSEV KAWM NTAWV TSHAWB FAWB. PEB ZOO SIAB MUAJ COOB TUS TUAJ KAWM NTAWV QIB SIAB UAS LAWV YOG COV XUB THAWW HAUV LAWV TSEV NEEG TUAJ KAWM NTAWV QIB SIAB, XWS LI COV UAS TUAJ KAWM LOS NTAWM COV KOOM HAUM UAS YOG NEEG COV NEEG TSAWW (MINORITY, (MSI)) THIAB COV NEEG ESXIAS MEKAS (HISPANIC, (HISI)), THIAB NEEG KHAJ 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 TQNROH COV TSWV QUAB HAUV PEB ZEJ ZOG LUB TSEV KAWM NTAWV QHIA TAWM POM MEJ 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 YAM MEEJ HAUV IB LUB NTIAJTEB UAS TSIS YOOJ YIM.

TAU KEV POM ZOO LOS NTAWM TUS THAWJ NTAWM TSEV KAWM NTAWV PAB PAWG TAW TSWV YIM RAU LUB TSEV KAWM NTAWV 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.
最早在加州大学默塞德分校所在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。

在加大默塞德分校，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。加州大学默塞德分校的校园环境、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”.

AFIRMAMOS 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 CADANOS 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 SERVE 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 TODOOS 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 Chancellor's Advisory Committee for Queer Issues (CACQI) identifies issues and makes recommendations for the inclusion and advancement of the LGBT+ and expanding community at UC Merced. With our continued growth, we will adopt action plans to ensure forward movement in creating a welcoming, affirming, equitable and vibrant learning, working and living environment for all UC Merced community members.

Please visit our website for information resources and how to become involved: https://cacqi.ucmerced.edu/

JOIN CACQI!

If you are interested in joining CACQI, the Chancellor's Advisory Committee on Queer Issues, please take a moment to fill out our committee interest form.

Emergency

On Campus

UC Merced Police Department 911 for imminent risk, 209.228.2677 for non-emergencies
CARE Office 209.386.2051

Emergency Hotlines-National

DeQH: LGBTQ Helpline for South Asians 908.367.3374
GLBT National Hotline 888.843.4564
GLBT National Youth Talkline 800.246.7743
National Coalition of Anti-Violence Programs 212.744.141 (English & Spanish)
Trans Lifeline 877.565.8860
Trevor Project 866.488.7386
Brandon is a doctoral candidate in the Cognitive and Information Sciences program. His research applies cognitive science to large scale social issues, such as policy and public engagement with social, environmental, and economic justice issues associated with climate disruption. A primary goal of his research is to develop methods for utilizing scientific research as a tool that can integrate the needs of the community into the priorities of academic research, thereby allowing the concerns of marginalized communities to have greater representation at state and national levels. He started the Queer Action Committee (QuAC), the first organization for queer (LGBT+) graduate students and is President of the Graduate Student Association. Feel free to contact Brandon about issues you feel are important.

Samantha Tetangco Ocena is a Filipino-American writer and teacher. She received her MFA from the University of New Mexico and is currently Associate Director of the Writing Program at the University of California Merced. Tetangco’s short stories, creative nonfiction, and poetry have appeared and are forthcoming in dozens of literary magazines and anthologies, most notably The Sun, Zone 3, Arc Poetry, Puerto del Sol, Phoebe, Foglifter, and others. Past relevant work includes three years as President and Social Media Coordinator for the LGBTQ Writer’s Caucus, an international group that functions as a part of the Association of Writers and Writing Programs Conference in order to ensure and advocate for representation of LGBTQ writers, guest editor for As/Us Magazine’s Queer issue, and contest judge and consultant for the Martha’s Vineyard Fellowships (The Voices of Color Fellowship & The Queer Writer’s Fellowship). Sam grew up here in Merced and is excited to be a co-chair of the Chancellor’s Advisory Committee on Queer Initiatives because she wants LGBTQ people who come to UC Merced to feel like they can also call this place home.

Hanna Kiri Gunn is assistant professor of cognitive and information sciences at the University of California, Merced. Her research focuses on themes in social epistemology concerning agency, community, new media, and the Internet. Recent publications include work on building epistemic community and on developing ethical tools for the design of artificial intelligence.
Deidre (De) Acker has been a UC employee for more than 30 years, working first at UC Santa Barbara for more than 17 years and then moving to UC Merced in 2007. I’m very interested in creating and supporting inclusive environments for our increasingly diverse UC population.” Prior to serving in the Office of Campus Climate at UC Merced they were the founding Campus Ombuds and prior to that served as the assistant dean for the School of Natural Sciences. She helped to start the Chancellor’s Advisory Committee on Queer Issues (CACQI), served on the Chancellor’s Advisory Committee on the Status of Women (CACSW), chaired and co-chaired the Council on Climate and Inclusion (CCCI) and served as President and Past-President of Staff Assembly and as the Staff Advisor to the Regents from 2014-2016. Acker held a variety of positions at UC Santa Barbara, including director of the UCSB Women’s Center for 12 years. She was one of the founding members of the campus’ mediation program, served as co-president of the Professional Women’s Association, co-chair of the Chancellor’s Committee on the Status of Women and managed the final stages of the creation of the lesbian, gay, bisexual, transgender student resource center.

Veronica Adrover is a founding staff member at UC Merced and has been an employee for 15 years. She began her time at UC Merced as an administrative assistant in the Office of Communications. Veronica completed an Associate of Science degree in photography from City College of San Francisco, and even though her initial job description at UC Merced did not include photography, she was able to use her photography skills to illustrate web stories and publications in the early days of the campus. After nine years in that position with increasing photographic responsibilities, she transitioned to a new position as photographer/multimedia coordinator and continues in that position today. She serves to promote UC Merced through her photography which is used in websites, publications, and social media. Veronica values being able to contribute to the growth of UC Merced, especially in helping to create a place where diversity and community are held in high regard.

“Self-expression and self-identification are important parts of my professional and personal values. One way to practice these values is to share personal gender pronouns.”

Prof. Wei-Chun Chin received his Ph.D. degree from the Bioengineering Department at University of Washington (Seattle) and postdoctoral training in Biomedical Engineering from Johns Hopkins University. Then he took a faculty position at Florida State University. In 2006, Wei-Chun was recruited to UC Merced as a founding faculty for the Bioengineering Program. He served as Bioengineering undergraduate chair from 2014 to 2017. In 2016, Wei-Chun was awarded Building Community Award from UC Merced Lambda Alliance for his contribution for LGBTQ community in the campus. 2017-2018, he served as the Chair for UC Merced faculty Senate Committee for Diversity and Equity (D&E). With the networking and opportunities provided by CACQI, Prof. Chin expects to contribute to build a more positive, welcoming environment for the LGBTQ community.
The Chancellor's Advisory Committee on the Status of Women (CACSW) advises the chancellor on issues related to the status of women and promotes gender equity at UC Merced. The goals of CACSW are to identify and analyze issues related to the status of women at UC Merced, including faculty, staff and students; inform and educate campus community members about conditions that impact women within the university; and advise and make recommendations to the chancellor regarding policies and procedures that will improve conditions for women. CACSW is led this year by staff co-chair Amelia Johnson and faculty co-chair Jessica Blois.

More information about events we sponsor and how to get involved can be found on our website, https://cacsw.ucmerced.edu/. You can also email us directly at ucmcacsw@ucmerced.edu.

Jessica Blois is the faculty chair of the Chancellor's Advisory Committee on the Status of Women. Jessica received her B.S. at UC San Diego in 1996, where she majored in Ecology, Behavior, and Evolution. After a few seasons working for the Forest Service, she went back to school and got her M.A. at Humboldt State University in 2005. She then went on to get her Ph.D. in Biological Sciences from Stanford University (2009), where she focused on understanding the response of California mammals to past climate change. She moved to UW-Madison to do a postdoc on vegetation responses to past climate change, after which she started her position at UC Merced in 2013.

After majoring in Women's Studies and Art History at UC Davis, Amelia began a decade long career in social service administration while working for San Joaquin, Solano and Alameda counties. She received a master's degree in public health from UCLA, and moved back to the Central Valley, where she had been raised. Amelia previously managed programming for both the Blum Center for Developing Economies and medical education and now focuses on HSRI event planning, member services and communications. She is the staff chair of the Chancellor's Advisory Committee on the Status of Women and a member of the Staff and Faculty Wellness Committee and the Research Week planning committee.
The Chancellor’s Advisory Council on Campus Climate, Culture and Inclusion (CCCI) at UC Merced advises the chancellor on issues related to campus climate conditions, practices and policies at UC Merced. The council was created in order to suggest measures that will support the goals of inclusion and community, especially including measures reflecting promising practices from elsewhere in UC and the nation; coordinate its analyses, recommendations and other work with related work of any entities created by faculty, staff, students, or neighboring communities; and fulfill other campus-specific responsibilities identified by the Chancellor. This year CCCI is led by co-chairs Hector Cuevas & Christopher Ramirez.

Send questions regarding the Chancellor’s Advisory Council on Campus Climate, Culture and Inclusion to Hector Cuevas or Christopher Ramirez or call 209-228-2598.
The first recognized staff and faculty affinity organization at UC Merced, the SFCA focuses on advocacy, healing and growth. We provide opportunities for staff and faculty members to develop a sense of community and strengthen both professional and social networks. Our goal is to empower staff and faculty to engage in conversations about campus climate and to foster professional development. Since its founding, SFCA has received two campus Diversity, Equity and Inclusion grants in support of building outreach and professional development opportunities for staff and faculty of color. SFCA members meet annually with the Chancellor’s Office to review campus climate challenges and make recommendations, and are consulted regarding critical campus search committee appointments.

The SFCA hosts monthly business meetings as well as sponsoring several social events each semester. For more information about SFCA meeting times, locations and special events, contact SFCA@ucmerced.edu or visit https://sfca.ucmerced.edu.

Le’Trice Curl serves as the Associate Dean of Students for the Office of Student Rights and Responsibilities. As a proud member of the founding staff at UC Merced, Le’Trice joined the campus in 2005. Since that time Le’Trice has guided the creation, growth, and development of student life and conduct initiatives, and continues to center the work of student engagement that celebrates identity, promotes integrity, and encourages involvement. Advocating for students and creating a community that champions student success is at the heart of Le’Trice’s work and remains where her passion meets her purpose. Le’Trice holds a B.A. in Social Welfare and minor in Ethnic Studies from UC Berkeley, and an M.S. in Higher Education and Student Affairs from Colorado State University.

Yesenia Curiel identifies as a Chicana/Latina/Woman of Color, a bisexual woman, and her preferred pronouns are she/her/hers. In addition to being an active practitioner of cultural humility, she is fluent in Spanish and moderately fluent in American Sign Language. She has over 17 years’ involvement in the anti-gender-based violence field. She is an advocate for developing culturally and linguistically appropriate programming. Yesenia is a License Marriage and Family Therapist. She holds an MA in Clinical Psychology from Antioch University and a BA in Sociology from UC Santa Barbara. Currently, she is the director of the Campus Advocacy, Resources & Education (CARE) department at the University of California, Merced. She co-founded the first affinity professional group at UC Merced, the Staff and Faculty of Color Association and co-founded the Language Accessibility Committee for bilingual Spanish speaking staff members. She’s a mentor, educator, healer and strategic agent of transformative social change.
UC Merced Staff Assembly is an organization for staff dedicated to promoting the interests and wellbeing of all staff members. Staff Assembly supports the University’s mission by providing forums for staff at all levels to communicate on issues of mutual concern, helping create educational opportunities and offering exciting activities for interaction among staff employees. Staff Assembly is a branch of the Council of University of California Staff Assemblies (CUCSA), which was formed in 1974 to improve communications between UC administration and staff. Our president and vice president represent our campus on CUCSA, which presents staff perspective and recommendations on university initiatives to the Office of the President.

Staff Assembly meets monthly. This is a chance to find out more about important issues pertaining to our campus, such as the state budget and campus morale. For more information about SA meeting times, locations, or how to get involved visit https://staffassembly.ucmerced.edu/

Priya Lakireddy is a Financial Services Analyst in the School of Social Sciences, Humanities and Arts and has five years of services. In her role, she provides administrative support to faculty. Priya started her journey with UC Merced as Administrative Assistant and one of her first tasks was to verify references provided by RFQ teams for the 2020 project. Priya became a member of UC Merced Staff Assembly in 2015 as the Co-Chair of Programs, Events and Outreach and has since served in the roles of Co-Chair of Fundraising, Vice President and CUCSA Junior Delegate. She currently serves as the President of Staff Assembly and a Senior CUCSA Delegate. Priya holds a BS in Management of Information Systems from University of Missouri, St. Louis (2004) and MA in Education with an Emphasis in Higher Education Administration and Leadership from Fresno State (2018).

Yesenia Curiel identifies as a Chicana/Latina/Woman of Color, a bisexual woman, and her preferred pronouns are she/her/hers. In addition to being an active practitioner of cultural humility, she is fluent in Spanish and moderately fluent in American Sign Language. She has over 17 years’ involvement in the anti-gender-based violence field. She is an advocate for developing culturally and linguistically appropriate programming. Yesenia is a License Marriage and Family Therapist. She holds an MA in Clinical Psychology from Antioch University and a BA in Sociology from UC Santa Barbara. Currently, she is the director of the Campus Advocacy, Resources & Education (CARE) department at the University of California, Merced. She co-founded the first affinity professional group at UC Merced, the Staff and Faculty of Color Association and co-founded the Language Accessibility Committee for bilingual Spanish speaking staff members. She’s a mentor, educator, healer and strategic agent of transformative social change.
I was born in Yemen, but moved to the U.S. at an early age and grew up primarily in the Bakersfield area. I received two Bachelor’s degrees at CSU Bakersfield, one in Sociology and the other in Religious Studies. I continued my pursuit in the field of Sociology here at UC Merced, and am currently a fourth year in the Ph.D. program. My dissertation will explore Muslim American women in higher education, seeking to understand how Muslim American women perceive their campus’s climate, with a focus on their intersectional identities and how these experiences affect their life outside of the college setting, particularly within their family and overall community. Currently, my primary role in the EDI office is to analyze the findings that came forward in the listening tours. This data will bring forth areas in which UCM is thriving, areas it needs improvement, and would help to inform future diversity and inclusion initiatives based on the campus community’s voiced needs and concerns.

My name is Maria Luis and I am a third year at the University of California, Merced. I’m currently double majoring in Economics and Psychology. I grew up in Salinas, CA. I am also a Student Success Intern in the Office of Equity, Diversity, and Inclusion. As an intern in the EDI office I assist in communicating finding to the campus community through social media, newsletters, and other mediums. Research transformative practices in accessibility, faculty, and staff retention and interest areas of the Chancellors Advisory Committees. As well as identify key areas of concern and develop recommendations to improve the campus climate. I also work in the Office of the Registrar as a student assistant. During my free time, I spend it with my friends and family.

My name is Maria Ramirez Loyola and I’m originally from Mexico but grew up in SoCal in Perris, Ca. I broadly study resilience processes associated with chronic stress, coping, and health among emerging adults and predominantly work with intensive multilevel data across time in order to better understand how these processes pay out in daily life. Most of my research has focused on examining resilience processes in the context of coping with the stress of chronic illness management during early emerging adulthood. However, I have also begun to extend my research into understanding the role of these resilience processes in the sociocultural context of Latino emerging adults by examining how perceived ethnic/racial discrimination (as a source of chronic stress) may impact the daily health of Latino young adults. In the EDI office I focus on gathering and sorting through EDI strategic planning information from other universities in order to help inform the development of our own EDI strategic plan at UC Merced. I’m also co-developing a graduate student focused event for our inaugural Free Speech Week in April.

My name is Maria Guadalupe Luis and I am a third year at the University of California, Merced. I’m currently double majoring in Economics and Psychology. I grew up in Salinas, CA. I am also a Student Success Intern in the Office of Equity, Diversity, and Inclusion. As an intern in the EDI office I assist in communicating finding to the campus community through social media, newsletters, and other mediums. Research transformative practices in accessibility, faculty, and staff retention and interest areas of the Chancellors Advisory Committees. As well as identify key areas of concern and develop recommendations to improve the campus climate. I also work in the Office of the Registrar as a student assistant. During my free time, I spend it with my friends and family.
Grad students Maria Ramirez Loyola, left, and Hala Alnagar are working with the Office of Equity, Diversity and Inclusion.

Dania Matos has been at UC Merced for less than a year but is making a big impact as the university’s first chief diversity officer. Now two graduate students with small-town roots are helping Matos amplify her message of equity and justice — a message made more urgent by the COVID-19 pandemic. Hala Alnagar and Maria Ramirez Loyola were hired as the building blocks of a research-and-development arm for the Office of Equity, Diversity and Inclusion (EDI). They are using quantitative and qualitative data, along with lived experiences collected from campus community members, to develop programs, initiatives and toolkits that foster EDI’s mission.

Societal disruption triggered by the COVID-19 pandemic has exposed or ramped up problems that Matos’s office is determined to address, she said. “Nationally, we’ve seen statistics showing the virus’s disparate impact on African-American and Latinx communities, many of whom are the faces of ‘essential’ workers,” Matos said. “In our own backyard, there are vulnerable immigrant farmworkers who ensure, at their own risk, that we are still fed.” The EDI team is reshaping the office’s initiatives to serve a university spread out and sheltered by the COVID-19 threat.

For the full story: https://diversity.ucmerced.edu/news/2020/grad-students-take-big-roles-promote-campus-diversity
# May 2020 Events Calendar

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<td>VIRTUAL DIALOGUE SERIES: Community Mindfulness 4-4:45 p.m.</td>
<td>VIRTUAL DIALOGUE SERIES: Decolonizing Pedagogy Through Critical Empathy 1-2 p.m.</td>
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[https://diversity.ucmerced.edu/events-0]
SPRING 2020: VIRTUAL DIALOGUE SERIES

THE OFFICE OF EQUITY, DIVERSITY AND INCLUSION PRESENTS A SOFT LAUNCH OF LUNCH AND LEARN SESSIONS WHICH WE HOPE TO TAKE PLACE THROUGHOUT THE ACADEMIC YEAR. THESE PROFESSIONAL DEVELOPMENT WORKSHOPS ARE INTERACTIVE AND GEARED TOWARDS GRADUATE STUDENTS, POST-DOCS, FACULTY AND STAFF.

PLEASE RSVP 48 HOURS IN ADVANCE TO ENSURE YOU RECEIVE THE ZOOM LINK IN TIME. REFER TO THE FLYER ON THE FOLLOWING PAGE FOR MORE DETAILS AND SESSION DESCRIPTIONS.

RSVP HERE: HTTPS://DIVERSITY.UCMERCED.EDU/LUNCH-AND-LEARN-VIRTUAL-DIALOGUE-SERIES

SPRING 2020: DROP-INS WITH THE CHIEF DIVERSITY OFFICER

ASSOCIATE CHANCELLOR DANIA MATOS IS HOSTING DROP IN HOURS THIS SPRING 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
UPCOMING EVENTS

UNIVERSITY OF CALIFORNIA, MERCED
THE OFFICE OF EQUITY, DIVERSITY AND INCLUSION PRESENTS:

Virtual Dialogue Series
LUNCH & LEARN

COMMUNITY MINDFULNESS MEDITATION SESSION
April 30, 2020 | 1:00pm-1:45pm
By: Larisa Gavrilova, Ph.D. Candidate

We can help each other move through these challenging times. This online group practice focuses on calming our mind and relaxing, reconnecting with our inner self, and provides a place to simply be in a welcoming environment as we sit together in a community setting. Guided meditation instruction will be given. Whether you are a beginner or an experienced meditator, you are warmly invited to join us!

*Weekly community mindfulness meditation sessions will begin on Wednesdays, starting May 6th from 4:00pm – 4:45pm through May 27th

MOVEMENT MATTERS - USING MOVEMENT TO RELEASE, SHIFT, AND TRANSFORM
May 5, 2020 1:00pm-2:00pm
By: Lorene Fisher, M.A.

In our tumultuous landscape, we are surviving. But what does it look like to thrive? Movement is powerful in how we respond and care for ourselves - physically, mentally, and spiritually. In this session, we will engage in some movement practices and dancing to release the pressures, anxiety, and stress we may be feeling, and move into reflective dialogue to shift and challenge our perspectives. We will utilize movement practices as a tool to express who we are and how we engage, to then transform how we move about our daily lives. We hope you will join us for this interactive session and dialogue, and yes, we will move our bodies! All UC Merced community members of all abilities are welcome; no dance or movement experience is necessary!

COMMUNITY MINDFULNESS MEDITATION SESSION
May 6, 2020 | 4:00pm-4:45pm
By: Larisa Gavrilova, Ph.D. Candidate

We can help each other move through these challenging times. This online group practice focuses on calming our mind and relaxing, reconnecting with our inner self, and provides a place to simply be in a welcoming environment as we sit together in a community setting. Guided meditation instruction will be given. Whether you are a beginner or an experienced meditator, you are warmly invited to join us!
UPCOMING EVENTS

UNIVERSITY OF CALIFORNIA, MERCEDE
THE OFFICE OF EQUITY, DIVERSITY AND INCLUSION PRESENTS:

Virtual Dialogue Series
LUNCH & LEARN

DECOLONIZING PEDAGOGY THROUGH CRITICAL EMPATHY
May 7, 2020  |  1:00pm-2:00pm
By: Eileen Kogl Camfield, M.A. & Ed.D. & Jamie Moore, MFA & PhD Graduate Student

As we expand our equity discourse on campus, it is important to consider ways to create empathic dialogue with our students. Not only can this dialogue happen in our (virtual) interactions with them, but empathy can be coded into our class materials and curriculum. This session will help you unpack the hidden curriculum of your course by examining the language and messaging of key course documents, providing suggestions for revisions, and opening a dialogue about revising course policies. We will also model an example of extending course outcomes to include policies and practices that actively build community in a moment we could easily feel distanced.

DO I REALLY BELONG HERE? UNDERSTANDING & COMBATTING IMPOSTER SYNDROME
May 12, 2020  |  1:00pm-2:00pm
By: Lorene Fisher, M.A. & Jess Evora

How many times do we come into a space, ready to present the best solution or idea, ready to lead our team with confidence, when we suddenly pause with the question ringing in our mind, “Do I Really Belong Here?” Maybe, your question is “Am I the right one for this job?” or “who am I to _______?” If these questions have ever popped in your head, if you have ever doubted your abilities, or not taken an opportunity because you haven’t seen folks who look like you doing it, then you have experienced imposter syndrome. When we add onto this our current circumstances amidst COVID-19, the unease and uncertainty of budgets, promotions, and job stability can weigh us down and lead us to further doubting our skills and talents. In this virtual dialogue, we will further explore imposter syndrome and come together to build our toolkit to combat it, so that we all can live and lead authentically to our fullest potential.

COMMUNITY MINDFULNESS MEDITATION SESSION
May 13, 2020  |  4:00pm-4:45pm
By: Larisa Gavrilova, Ph.D. Candidate

We can help each other move through these challenging times. This online group practice focuses on calming our mind and relaxing, reconnecting with our inner self, and provides a space to simply be in a welcoming environment as we sit together in a community setting. Guided meditation instruction will be given. Whether you are a beginner or an experienced meditator, you are warmly invited to join us!
UPCOMING EVENTS

UNIVERSITY OF CALIFORNIA, MERCED
THE OFFICE OF EQUITY, DIVERSITY AND INCLUSION PRESENTS:

Virtual Dialogue Series
LUNCH & LEARN

GRADUATE RESEARCH
May 14, 2020 | 1:00pm-2:00pm
By: Hala Alnagor, M.A., Ph.D. Candidate | Sociology

Amid all the changes associated with the COVID-19 pandemic, it is vital to have a conversation specifically tailored to address the emerging questions that graduate students may have during this uncertain time. We cordially invite all graduate students to join us in conversation with Graduate Dean and Vice Provost Marjorie Zatz and Vice Chancellor for Research and Economic Development Samuel Traina as we address graduate student concerns regarding the impact of COVID-19 on their research and overall livelihood.

SURVIVING COVID-19: IMPACTS ON THE LGBTQ+ COMMUNITY
May 19, 2020 | 1:00pm-2:00pm
By: Angi Baxter, BA

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 due to COVID-19.

COMMUNITY MINDFULNESS MEDITATION SESSION
May 20, 2020 | 4:00pm-4:45pm
By: Larisa Gavrilova, Ph.D. Candidate

We can help each other move through these challenging times. This online group practice focuses on calming our mind and relaxing, reconnecting with our inner self, and provides a place to simply be in a welcoming environment as we sit together in a community setting. Guided meditation instruction will be given. Whether you are a beginner or an experienced meditator, you are warmly invited to join us!

COMMUNITY MINDFULNESS MEDITATION SESSION
May 27, 2020 | 4:00pm-4:45pm
By: Larisa Gavrilova, Ph.D. Candidate

We can help each other move through these challenging times. This online group practice focuses on calming our mind and relaxing, reconnecting with our inner self, and provides a place to simply be in a welcoming environment as we sit together in a community setting. Guided meditation instruction will be given. Whether you are a beginner or an experienced meditator, you are warmly invited to join us!
TO STAY UP TO DATE WITH INFORMATION REGARDING COVID-19 PLEASE VISIT THIS PAGE:

HTTPS://EMERGENCY.UMCERED.EDU/CORONAVIRUS

STAFF INFORMATION:
HTTPS://EMERGENCY.UMCERED.EDU/COVID19-STAFF-INFORMATION

RESOURCES: HTTPS://EMERGENCY.UMCERED.EDU/COVID19-RESOURCES-STAFF

FACULTY INFORMATION:
HTTPS://EMERGENCY.UMCERED.EDU/COVID19-FACULTY-INFORMATION

RESOURCES: HTTPS://EMERGENCY.UMCERED.EDU/COVID19-RESOURCES-FACULTY

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.UMCERED.EDU/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**
WHILE YOSEMITE IS TEMPORARILY CLOSED, 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
INDIVIDUAL AND COMMUNITY WELL-BEING IS ESSENTIAL AS WE WORK OUR WAY THROUGH THE COVID-19 PANDEMIC AND ITS SIGNIFICANT IMPACT ON OUR PROFESSIONAL AND PERSONAL LIVES.

IN THE PURSUIT OF HELPING ALL MEMBERS OF THE CAMPUS COMMUNITY MAINTAIN POSITIVE SELF CARE, WE HAVE PURCHASED A LICENSE THAT WILL ALLOW EVERY STUDENT, STAFF, AND FACULTY MEMBER TO ENJOY A FREE SUBSCRIPTION TO CALM, THE #1 SLEEP AND MEDITATION APP. WE INVITE YOU TO EXPLORE THE CALM FEATURES AS A RESOURCE TO PRACTICE MINDFULNESS TO REDUCE ANXIETY AND STRESS, IMPROVE SLEEP AND FOCUS, AND ENHANCE ACADEMIC AND WORKPLACE PRODUCTIVITY AND PERFORMANCE.

https://www.calm.com/signup

CREATE A NEW ACCOUNT USING YOUR UC MERCED EMAIL ADDRESS

CALM APP IS NOW FREE FOR UC MERCED

CALM PREMIUM ACCESS FOR UC MERCED STUDENTS, STAFF, AND FACULTY

https://IT.ucmerced.edu/calmapp
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 allow 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 Guillatt, 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
WE SEND OUR SUPPORT TO THE CAMPUS COMMUNITY AS WE ALL WORK TOGETHER THROUGH CHALLENGING TIMES.

WE HOPE THAT THROUGH WATCHING THIS VIDEO YOU FEEL A SENSE OF BELONGING AND COMMUNITY

STAY SAFE AND WELL BOBCATS

WE WILL GET THROUGH THIS TOGETHER