

# Imagining an Anti-Racist UC

*Focusing on staff as a catalyst for change*

## Executive Summary

In the aftermath of heightened calls for racial justice in Summer 2020, the UC system and campuses took steps to increase awareness of racism, including an anti-racist task-force, readings lists, resources and programming, particularly focused on faculty and students. There is significant energy and attention within UC on anti-racism, however the main focus centers primarily on faculty and students. Non-academic staff and managers are the largest population in the UC system (approx. 110,000 career staff), yet there is limited focus on staff-centered anti-racism initiatives. The 2020 University of California Office of the President Anti-Racism Task Force Employee Survey results indicate that staff feel campus climates are not inclusive of diverse staff and many people of color feel under-recognized and unfairly evaluated, thereby negatively impacting their career progression and promotions. Despite being the third largest employer in California, the racial/ethnic demographics of our senior professionals and management do not reflect the racial/ethnic demographics of the UC workforce or our state. Providing a socio-historical context is of critical importance to help dismantle institutional racism by shining light on the UC’s racist history, how decisions were made in the past and how this past is still affecting diverse communities today.

Our long-term goal is to institutionalize anti-racism learning and reflection within regular professional learning and performance review processes to collectively build an anti-racist culture across the UC system. The UC-Coro SLC Northern California Cohort chose to focus this project on developing anti-racism awareness and action plans in the staff experience. To address this need, we developed an **Anti-Racism Learning and Reflection Tool** that establishes guiding anti-racism principles and practices that can be applied uniformly across the UC system by leaders, supervisors and managers to better communicate and carry out anti-racist core values and cultivate a climate of belonging for BIPOC staff. While each UC campus has a performance review process and evaluation tool that includes consideration of diversity, equity and inclusion (DEI), these materials do not currently incorporate a focus on anti-racist principles and practices. This tool aims to support the life-long learning of managers by offering a framework for them to advance racial equity principles and practices in hiring, performance review, promotion, and workplace climates for staff.

## Anti-Racism Learning and Reflection Tool

The **Anti-Racism Learning and Reflection Tool** is designed to facilitate learning, reflection and performance assessment processes with respect to anti-racism among UC supervisors/leaders. Based on literature review, we identified ten anti-racist principles and practices as the backbone of this tool. Implementation examples are provided for each on a 5-point scale that ranges from “resists” to “champions.” Individuals who “champion” a given practice also incorporate the practices reflected in the “embraces” and “exemplifies” categories.



**Guidelines for using this tool include:**

- *Onboarding and employee expectations*
- *A survey for self-reflection and development*
- *In conjunction with performance management*
- *Integrating with stories of anti-racist actions and behaviors as models for change*

**Stories**

To complement the Anti-Racism Learning and Assessment Tool, we collected stories that demonstrate everyday forms of allyship and anti-racist leadership with the goal of amplifying positive actions. These stories are meant to encourage and support colleagues in taking specific and consistent anti-racist actions to better the UC climate and workplace.

**Our cohort recommends the following five key actions that focus on staff as a catalyst for change to institutionalize anti-racism learning and reflection across the UC System:**

- 1) Create an advisory committee to guide a pilot process for implementing the tool
- 2) Make self-reflection tool available on the UC Learning Management System
- 3) Include the identified anti-racist principles and practices in existing programs and trainings:
  - UC onboarding and orientation processes
  - As a module as part of Implicit bias training
  - In conjunction with performance management
- 4) Further develop anti-racism educational materials
- 5) Expand treasury of stories of anti-racist actions and behaviors as models for change

In pursuing this project, developing the Anti-Racism Learning and Reflection Tool, collecting stories and shining light on our histories, our UC Coro northern cohort aims to contribute specific action steps toward the bold vision that we can collectively create an anti-racist University of California.

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*This report is brought to you by the 2020 UC-Coro Systemwide Leadership Collaborative Northern Cohort. Find the full report, links to the Anti-Racism Learning and Reflection Tool, and other project materials at: [uccoronc2020project.ucop.edu](http://uccoronc2020project.ucop.edu)*