Imagining an Anti-Racist UC

Focusing on staff as a catalyst for change

UC-CORO Systemwide Leadership Collaborative
Northern California Cohort Final Project
April 8, 2021

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Who We Are

Land Acknowledgment

NATIVE PEOPLE OF THIS PLACE

In all of North America, California has always been home to the largest number of different Native people and their cultures.

Many of the tribal groups you see on this map speak different languages and have different traditions. Their homelands—established for thousands of years—extend far beyond state boundaries.

These Native cultures overlap in ways that this map cannot show, through shared resources, trade, and family relationships.

"Language is a reflection of our environment, unique to each area."
—Richard Bugbee (Luiseño, raised by Kumeyaay)

Map Courtesy of Timara Lotah Link

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ANTI-RACISM IS THE COMMITMENT TO FIGHT RACISM WHEREVER YOU FIND IT INCLUDING IN YOURSELF. —IJEOMA OLUO

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Take a breath

What We Are Talking About Today

Socio-Historical Context

Anti-Racism Learning and Reflection Tool

The Power of Story

"Imagining an Anti-Racist UC"

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1. The Socio-Historical Context

Reckoning with the past to move toward an anti-racist future.

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Imagining an Anti-Racist UC

Anti-racism is an active form of **action against racial hatred**, **bias, systemic racism** and the **oppression of marginalized groups**. Anti-racism is usually structured around **conscious efforts** and **deliberate actions** to provide equitable opportunities for all people on an individual and systemic level.

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Pervasiveness of Racism

ANTI-BLACK
A specific kind of racial prejudice directed toward Black people.

INTERPERSONAL
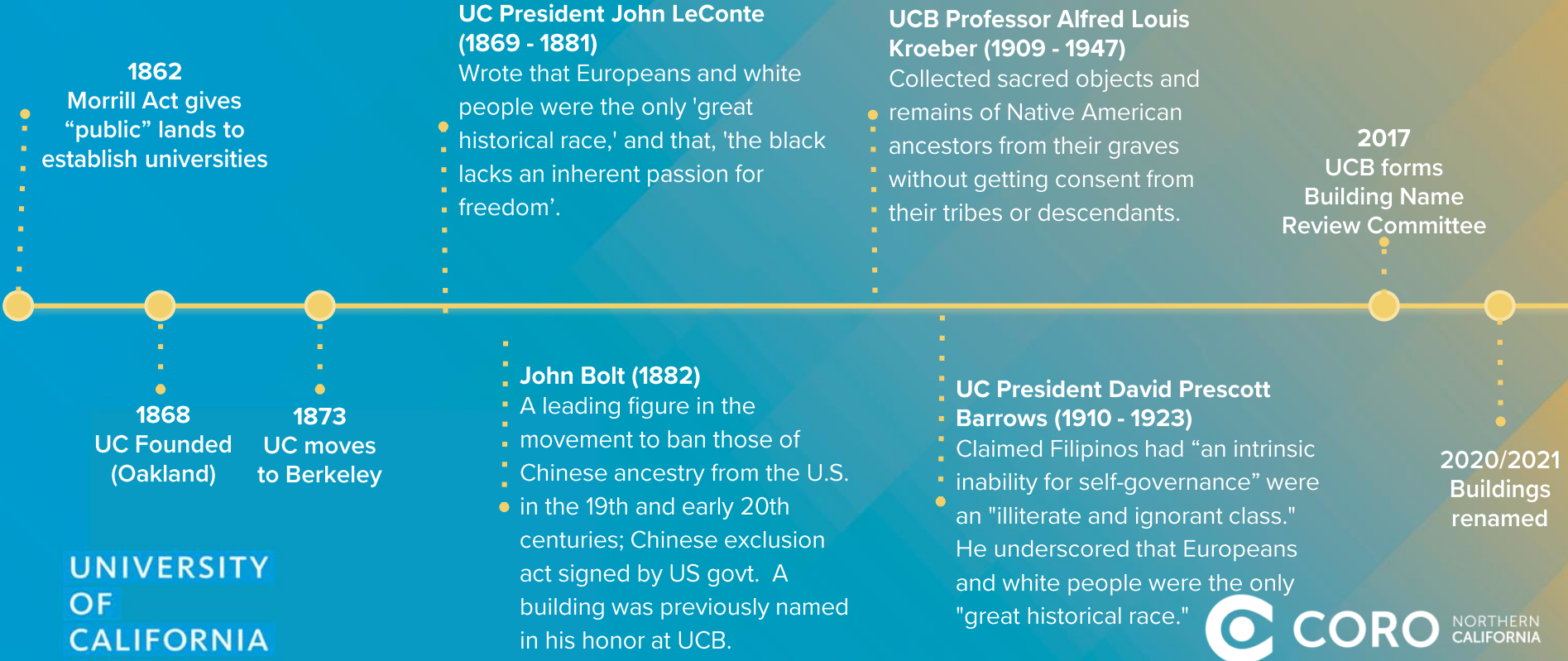The expression of racism between individuals.

STRUCTURAL
System in which public policies, institutional practices, and other norms perpetuate racial group inequity.

INSTITUTIONAL
Discriminatory treatment, policies, and practices, within organizations and institutions.

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Bringing Light to UC's Racist Legacy

1862
Morrill Act gives "public" lands to establish universities

UC President John LeConte (1869 - 1881)
Wrote that Europeans and white people were the only 'great historical race,' and that, 'the black lacks an inherent passion for freedom'.

UCB Professor Alfred Louis Kroeber (1909 - 1947)
Collected sacred objects and remains of Native American ancestors from their graves without getting consent from their tribes or descendants.

2017
UCB forms Building Name Review Committee

1868
UC Founded (Oakland)

1873
UC moves to Berkeley

John Bolt (1882)
A leading figure in the movement to ban those of Chinese ancestry from the U.S. in the 19th and early 20th centuries; Chinese exclusion act signed by US govt. A building was previously named in his honor at UCB.

UC President David Prescott Barrows (1910 - 1923)
Claimed Filipinos had "an intrinsic inability for self-governance" were an "illiterate and ignorant class." He underscored that Europeans and white people were the only "great historical race."

2020/2021
Buildings renamed

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Focusing on Staff as a Catalyst for Change

109.8K
UC Career Staff (April 2020)
Staff and managers are the largest populations in the UC system

Only
68%
of UC staff feel
"employees at my campus are treated with dignity/respect regardless of their position or background."

down 4% from 2017
8% lower than the US norm

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2. Anti-Racism Learning and Reflection Tool

An Institutional First Step.

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A Place to Start

THE AUDIENCE:
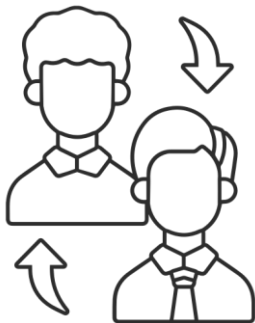
SUPERVISORS OF STAFF

TOOLS AND RESOURCES BUILT:

- Anti-Racism Learning and Reflection Tool

- User guide for managers on how to use the tool

- Survey prototype

The 10 Anti-Racist Principles and Practices

1 Embraces and enacts professional development to lead diverse groups.

2 Promotes the inclusion of racially diverse voices.

3 Cultivates psychological safety.

4 Builds understanding of and takes steps to eliminate, racial microaggressions.

5 Recognizes the contributions of BIPOC staff.

6 Develops and mentors BIPOC staff acknowledging their unique context.

7 Incorporates understanding of racism, discrimination and allyship into leadership practices.

8 Ensures equitable distribution of anti-racism workload across team members.

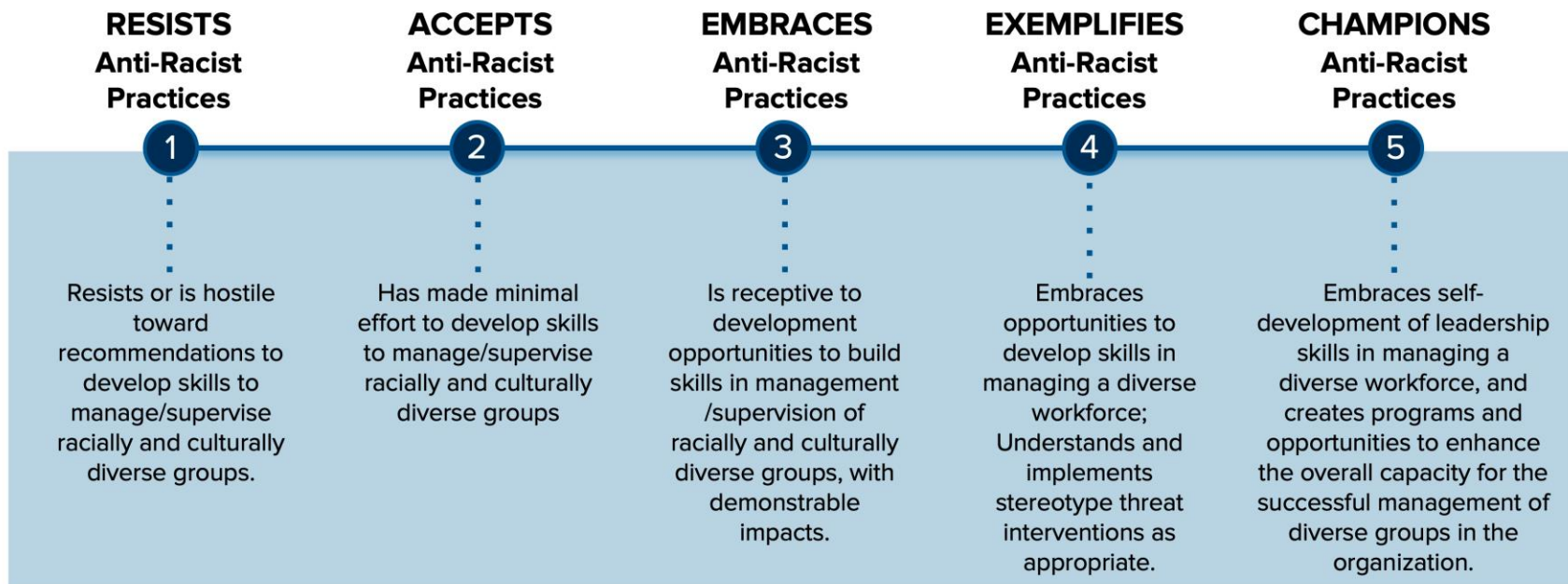**9** Embraces best practices of hiring and onboarding racially diverse staff.

10 Promotes wellness and self-care of BIPOC staff and managers.

Measurement Scale

RESISTS Anti-Racist Practices	ACCEPTS Anti-Racist Practices	EMBRACES Anti-Racist Practices	EXEMPLIFIES Anti-Racist Practices	CHAMPIONS Anti-Racist Practices
1	2	3	4	5
Perpetuates a climate of exclusion based on racial identities.	Acknowledges exclusionary practices, but makes little effort toward making change.	Makes sincere efforts toward equitable practices with visible success.	Regularly invites staff to help identify & eliminate exclusionary practices.	Models inclusive behavior & regularly identifies & eliminates exclusionary practices with tangible success.

Link to PDF of full version of tool:
http://bit.ly/UCAntiRacismTool

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Measurement Scale, Applied

Practice #1: Embraces and enacts professional development to lead diverse groups.

RESISTS Anti-Racist Practices	**ACCEPTS** Anti-Racist Practices	**EMBRACES** Anti-Racist Practices	**EXEMPLIFIES** Anti-Racist Practices	**CHAMPIONS** Anti-Racist Practices
1	**2**	**3**	**4**	**5**
Resists or is hostile toward recommendations to develop skills to manage/supervise racially and culturally diverse groups.	Has made minimal effort to develop skills to manage/supervise racially and culturally diverse groups	Is receptive to development opportunities to build skills in management /supervision of racially and culturally diverse groups, with demonstrable impacts.	Embraces opportunities to develop skills in managing a diverse workforce; Understands and implements stereotype threat interventions as appropriate.	Embraces self-development of leadership skills in managing a diverse workforce, and creates programs and opportunities to enhance the overall capacity for the successful management of diverse groups in the organization.

Link to PDF of full version of tool: http://bit.ly/UCAntiRacismTool

UC-Coro SLC Self-Assessment

- **21** responses
- Total # of direct and indirect reports: **620**
- Average overall self-assessment score: **3.28**
- Average respondent rating of "value of tool" (based on 1-5 scale, 5 being "very valuable"): **4.05**

"I found the tool to be user friendly. The survey forced me to be honest with myself, caused me to be aware of my current state, and made me want to learn more and do better. Being directed to the Anti-Racism Resources page at the end of the survey was brilliant."

— UC CORO MEMBER

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Three Ways to Implement the Tool

1 Onboarding and employee expectations

2 Self assessment and development

3 In conjunction with performance management system

Use 1 - Onboarding

Included in HR onboarding process

Manager discussion and expectations

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Use 2 - Self Assessment and Development
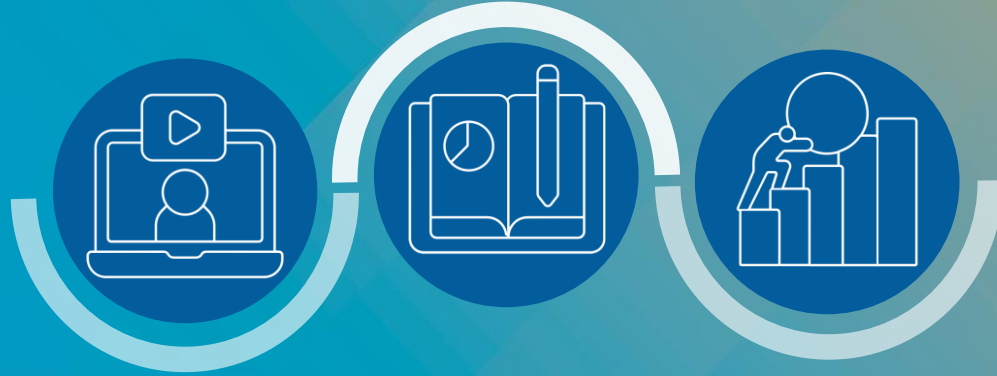
Self assessment survey

Learning resources

Enact learnings consistently

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Use 3 - Performance Review

Self assessment survey

Manager assessment

Set SMART goals with manager

Resource tools to enact learning

Reassess and persist

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Next Steps to Develop and Implement Tool

1) We encourage YOU to take the prototype survey: http://bit.ly/AntiRacismSurvey

2) Convene a systemwide advisory group to coordinate tool piloting and development

3) Integrate stories of anti-racist supervisory practices

4) Include tool as part of existing programs and trainings:
   o UC onboarding and orientation processes
   o Integration with UC Learning Center, e.g. Implicit Bias Training
   o Link to UC anti-racism educational resources

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3. The Power of Story

Contextualizing Anti-Racism.

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The Power of Story

Project Deliverable:

- A treasury of stories told by the voices of UC Colleagues at every campus and at every level

- Positive affirmations of anti-racism actions that caused real impact

- Real stories of anti-racism actions big and small

- Audio stories, powerpoint slides, and inspirational quotes

Would you mind developing a set of bylaws for how the governance structure and the

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"We are role-models no matter if we think about it or not, modeling in both directions. How this is connected to dismantling structural racism... **it says something about the way we want to treat one another.**"

– DAN LOWENSTEIN, EXECUTIVE VICE CHANCELLOR AND PROVOST, UCSF

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"Success is not that we have a DEI representative in every meeting or in every initiative.
Success is when everyone at the table, regardless, has **integrated DEI into their thinking.**"

– BRANDEN BROUGH, LAWRENCE BERKELEY NATIONAL LAB

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Treasuring Our Stories and Storytelling

A Story Collection Model:

- Allow for anonymous storytelling through a form

- Extensive review, corroboration and approval process

- Put the care for the <u>person</u> first, before the final product

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Fiat Lux: Let There Be Light

Not everything that is faced can be changed, but nothing can be changed until it is faced.

- James Baldwin

James Baldwin pictured on the steps of UC Berkeley's Doe Library, 1979.
(*Photo courtesy of the Bancroft Library*)

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Call to action: Everyone Can Do Something Today

- Everyone can take the prototype survey at http://bit.ly/AntiRacismSurvey and see where you and your department land.

- Discuss the 10 Anti-Racism Practices with your team

- Share the Anti-Racism Learning and Reflection Tool with your team

- Have a discussion with your direct reports

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Thank You!

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Organizational Consultant UCOP

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Eugene Whitlock

Assistant Vice Chancellor, UC Berkeley

UC-CORO SLC Program Coordinators/Sponsors

Lisa Terry

Courtney Young-Law

Nancy Chen Lane

Donna Salvo

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Members of the 2020 UC-CORO SLC Northern Cohort

Elida Bautista, UC Berkeley
Eric Cannon, UC Merced
David Castellanos, UC Berkeley
Laila DeBerry, UC Berkeley
Michael Dirda, UC Berkeley (now UCLA)
Nancy Erbstein, UC Davis
Kathleen Erwin, UC Office of the President
Annaliese Franz, UC Davis
Annette Garcia, UC Merced (now UC Berkeley)
Brooke Hendrickson, UC Berkeley
Klint Jaramillo, UC San Francisco

Yvette Lane-Newton, UC Berkeley
Wylie Liu, UC San Francisco
Kim Martens, LBNL
Kim Murphy, UC San Francisco
Sallie Poggi, UC Davis
Aditi Risbud Bartl, UC Davis
Laura Tauber, UC Office of the President
Henrik von der Lippe, LBNL
Lisa Wisser, UC Santa Cruz
Judy Young, UC San Francisco
Jing Yu, UC Agriculture and Natural Resources

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Feedback and Questions?

Our Cohort is excited to engage in follow-up questions and discussion after today's presentation. Please contact any of project co-leaders directly:

Elida Bautista, elida_bautista@haas.berkeley.edu
Annaliese Franz, akfranz@ucdavis.edu
Wylie Liu, Wylie.Liu@ucsf.edu
Judy Young, Judy.Young@ucsf.edu

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