

UC San Diego

EQUITY, DIVERSITY, AND INCLUSION

# Supporting Our Black Community at UC San Diego: Campus-Wide Initiatives

## Progress Report

*As reported at the Fall 2021 Strategic Accountability Presentations*

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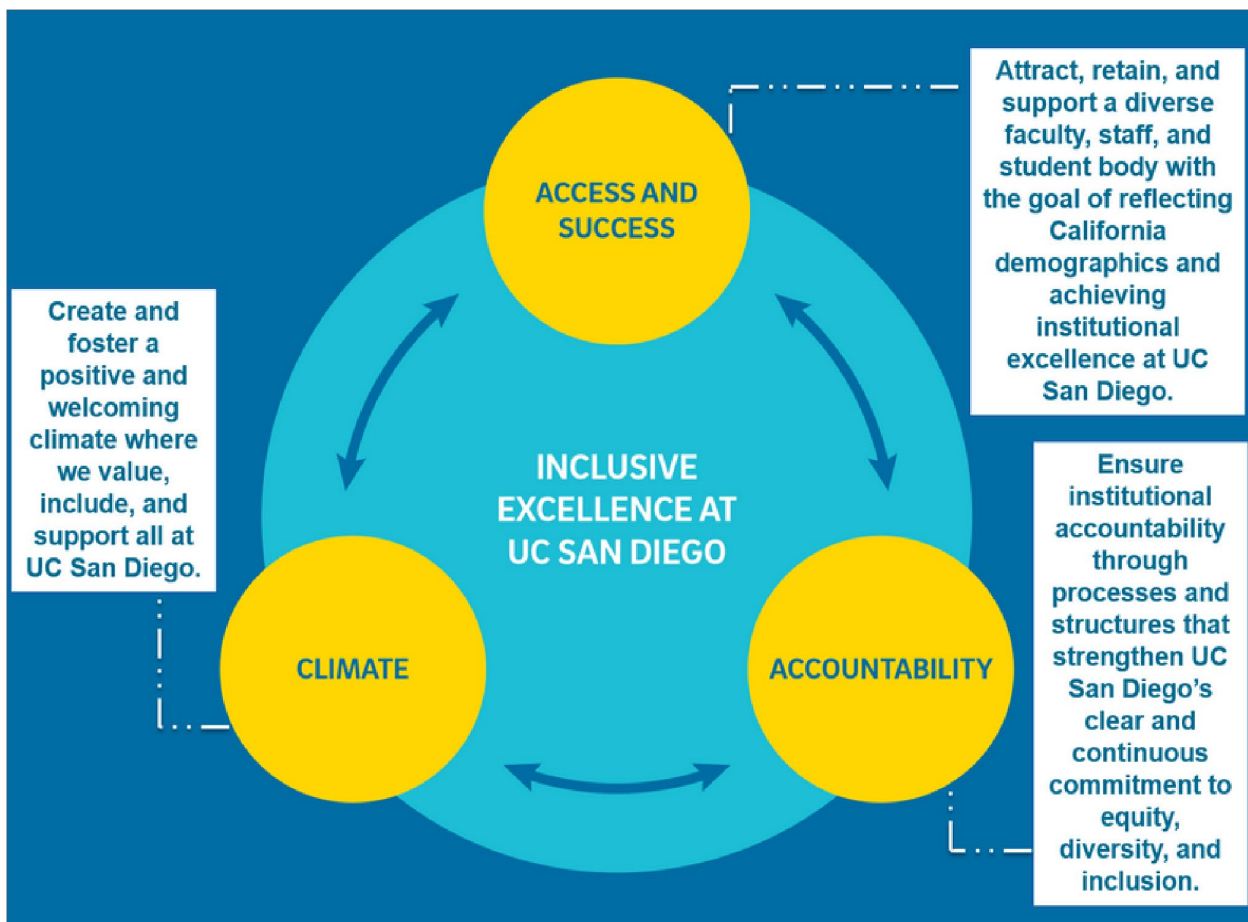
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## PREFACE

As a top public research institution, supporting our Black community is essential to achieving inclusive excellence at UC San Diego and fostering an environment where everyone can thrive. Our ongoing work is anchored in the core tenets of our Strategic Plan for Inclusive Excellence.

The diagram below illustrates the core tenets central to shaping the future of our campus: Access and Success, Climate, and Accountability. The efforts outlined in this report demonstrate UC San Diego's whole-university approach to transforming the experiences of our Black students, staff, and faculty.



The practices summarized here to support our Black campus community are compiled from the unit/divisional reports and presentations submitted for the UC San Diego Strategic Accountability Meetings held in Fall 2021. Detailed descriptions of these practices can be found on the pages that follow.

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## GLOSSARY OF ABBREVIATIONS AND ACRONYMS

Below is a glossary of abbreviations and acronyms used throughout this report to identify participating units and organizations.

African American Studies Minor	AASM
Arts & Humanities	A&H
Division of Biological Sciences	BioSci
Division of Graduate Education and Postdoctoral Affairs	GEPA
Division of Physical Sciences	DPS
Division of Social Sciences	Soc Sci
Global Policy & Strategy	GPS
Graduate Medical Education	GME
Halicioğlu Data Science Institute	HDSI
Herbert Wertheim School of Public Health and Human Longevity Science	HWSPH
Housing Dining Hospitality	HDH
Jacobs School of Engineering	JSOE
Rady School of Management	Rady
Research Development	RD
School of Medicine	SOM
Scripps Institution of Oceanography	SIO
Skaggs School of Pharmacy and Pharmaceutical Sciences	SSPPS
Teaching + Learning Commons	TLC
Undergraduate Education	UGrad
Undergraduate Medical Education	UME
Underrepresented in Medicine	URiM
Underrepresented Minority	URM
Vice Chancellor - Chief Financial Officer	VC-CFO
Vice Chancellor for Equity, Diversity, and Inclusion	VC EDI
Vice Chancellor for Health Sciences	VC-HS
Vice Chancellor for Student Affairs	VC-SA

## SUMMARY

### FACULTY EXCELLENCE BEST PRACTICES

#### Faculty Access & Success: New and Emerging Strategies

- **Advancing Faculty Diversity - Black Diaspora STEM Cluster Hiring Initiative** (*A&H; Bio Sci; HDSI; JSOE; DPS; SOM; SIO; SSPPS; HWSPH*)
- **Anti-Racism Reboot** (*SIO*)
- **Black Academic Excellence Initiative (BAEI)** (*VC EDI*)
- **Black Alumni Scholars Support** (*TLC*)
- **Black Studies Project Support** (*RD*)
- **Cecil Lytle Endowed Chair in African and African American Music** (*A&H*)
- **DEEP Connections** (*SIO*)
- **Differentiated Climate Survey to Assess Climate for Black Faculty, Staff, and Students** (*SSPPS*)
- **HBCU Recruitment & Programming** (*Bio Sci; GPS; Rady; Soc Sci*)
- **Health Equity Anti-Racism Training (HEART) Initiative** (*SSPPS*)
- **Health Sciences Anti-Racism Task Force** (*VC-HS; VC EDI; SOM; SSPPS*)
- **Hiring of Faculty DEI Champion/Expert on Anti-Racist Initiatives in the Geosciences** (*SIO*)
- **Inaugural Inclusive Classroom Workshops** (*DPS*)

#### Faculty Accountability: New and Emerging Strategies

- **Anti-Racism Audit, Impact Plan, and Recommendations** (*SOM*)
- **Health Sciences Anti-Racism Task Force** (*VC-HS; VC EDI; SOM; SSPPS*)

### STAFF EXCELLENCE BEST PRACTICES

#### Staff Access & Success: New and Emerging Strategies

- **Adoption of an Asset-Based, Equity-Minded Framework** (*TLC*)
- **Adoption of the Jackson Multicultural Organizational Development Model** (*TLC*)
- **Black Academic Excellence Initiative (BAEI)** (*VC EDI*)
- **Health Sciences Anti-Racism Task Force** (*VC-HS, VC EDI; SOM; SSPPS*)
- **Launching an Anti-Racist Learning Community** (*TLC*)

#### Staff Climate: New and Emerging Strategies

- **Anti-Racism Reboot** (*SIO*)

#### Staff Accountability: New and Emerging Strategies

- **Health Sciences Anti-Racism Task Force** (*VC-HS; VC EDI; SOM; SSPPS*)

## UNDERGRADUATE STUDENT EXCELLENCE BEST PRACTICES

### Undergraduate Student Access & Success: New and Emerging Strategies

- **Anti-Racism Program of Concentration** (*UGrad*)
- **Black Academic Excellence Initiative (BAEI)** (*VC EDI*)
- **Black Diaspora Studies & African American Studies Program Added to GE Curriculum** (*A&H; UGrad*)
- **Enhancing Black Student Experience Symposium** (*VC EDI; VC-SA*)
- **Expansion of the Black Resource Center (BRC)** (*VC EDI*)
- **Health Careers Opportunity Programs (HCOP)** (*VC-HS*)
- **Strategic Commitments to Address Anti-Blackness Publications** (*VC-SA*)
- **Teaching for Social Justice Framework** (*TLC*)
- **TRELS-BE (Triton Research and Experiential Learning Scholarship - Black Experience) Program** (*UGrad*)

### Undergraduate Student Climate: New and Emerging Strategies

- **Black Surf Week and Black Surf Workshop** (*UGrad*)
- **Strategic Commitments to Address Anti-Blackness Publications** (*VC-SA*)

## GRADUATE STUDENT EXCELLENCE BEST PRACTICES

### Graduate Student Access & Success: Proven Strategies

- **HBCU Recruitment & Programming** (*Bio Sci; GPS; Rady; Soc Sci*)
- **SIEML Program with HBCUs** (*Rady*)

### Graduate Student Access & Success: New and Emerging Strategies

- **Biology Undergraduate and Master's Mentorship Program (BUMMP)** (*Bio Sci*)
- **Black Academic Excellence Initiative (BAEI)** (*VC EDI*)
- **Black Graduate LLC** (*VC-CFO; HDH*)
- **Dean's Fund for Graduate and Professional Students Engaged in Anti-Racism Work** (*GEPA*)
- **DEEP Connections** (*SIO*)
- **Health Equity Anti-Racism Training (HEART) Initiative** (*SSPPS*)
- **Health Sciences Anti-Racism Task Force** (*VC-HS; VC EDI; SOM*)
- **Revelle College Leadership Summit on Anti-Blackness and Systemic Racism** (*UGrad*)
- **Scripps LEADS (Learn, Engage, Activate, Develop & Support) Pilot** (*SIO*)

### Graduate Student Climate: New and Emerging Strategies

- **Anti-Racism Reboot** (*SIO*)
- **Black Surf Week and Black Surf Workshop** (*UGrad; GEPA*)

### Graduate Student Accountability: New and Emerging Strategies

- **Health Sciences Anti-Racism Task Force** (*VC-HS; VC EDI; SOM; SSPPS*)

## DETAILED DESCRIPTIONS

### FACULTY EXCELLENCE BEST PRACTICES

#### Faculty Access & Success: New and Emerging Strategies

##### **Advancing Faculty Diversity - Black Diaspora**

**STEM Cluster Hiring Initiative** (A&H; Bio Sci; HDSI; JSOE; DPS; SOM; SIO; SSPPS; HWSPH)

This initiative is designed to forge a new paradigm for engagement and collaboration between STEM, Public Health, Health Sciences, Social Sciences, and Arts & Humanities. The [Black Diaspora and African American Studies Major](#) (BDAAS) and the [African American Studies Minor](#) (AASM) programs are partnering with eight different campus units to hire scientists who desire to work within, outside, and across disciplinary boundaries to explore relationships between Black and African American experiences and issues relating to biological and physical sciences, engineering, medicine, health, and the environment.

##### **Anti-Racism Reboot** (SIO)

Using the resources of the Chancellor's 21 Day Anti-Racism Challenge, a steady group of SIO students, staff, and faculty explore the assignments, answer questions, and discuss how the SIO community can "activate" the information into their personal and professional lives.

##### **Black Academic Excellence Initiative (BAEI)** (VC EDI)

The [Black Academic Excellence Initiative](#) (BAEI) helps strengthen support for the Black campus community and aims to improve the presence and experience of Black faculty, students, and staff.



***"The BAEI helps strengthen support for the Black campus community and aims to improve the presence and experience of Black faculty, students, and staff."***

##### **Black Alumni Scholars Support** (TLC)

TLC provides direct services and supports to the Black Studies Project (BSP) via experiential learning and academic support.

##### **Black Studies Project Support** (RD)

Within the Office of Research Affairs, RD offers customized support to BSP.

##### **Cecil Lytle Endowed Chair in African and African American Music** (A&H)

The first endowed chair honoring an African-American colleague, supporting the research, teaching, and other related work of a distinguished senior professor in the Department of Music specializing in African and African-American music.



### **DEEP Connections (SIO)**

[DEEP Connections](#) is a four-part speaker series featuring prominent Black geoscientists who share their personal and professional journeys as Black scientists in the field, helping to dispel the myth that there are no “qualified” Black geoscientists in the academic pipeline.

### **Differentiated Climate Survey to Assess Climate for Black Faculty, Staff, and Students (SSPPS)**

Following up on recommendations from a prior climate survey, the SSPPS EDI Committee utilizes a Qualtrics Diversity Survey to improve the ability for disaggregating and analyzing responses, data, and scores. The survey solicits feedback to identify opportunities at Skaggs for improving the experiences of Black faculty, staff, and students.

### **HBCU Recruitment & Programming (Bio Sci; GPS; Rady; Soc Sci)**

Outreach to HBCUs and HSIs for graduate student recruitment with some units providing summer research and professional development experiences. A critical goal of the UC-HBCU and Hispanic-Serving Institutions-Doctoral Diversity Initiative initiatives is to enable more HBCU and HSI alumni to complete UC PhD programs.

### **Health Equity Anti-Racism Training (HEART) Initiative (SSPPS)**

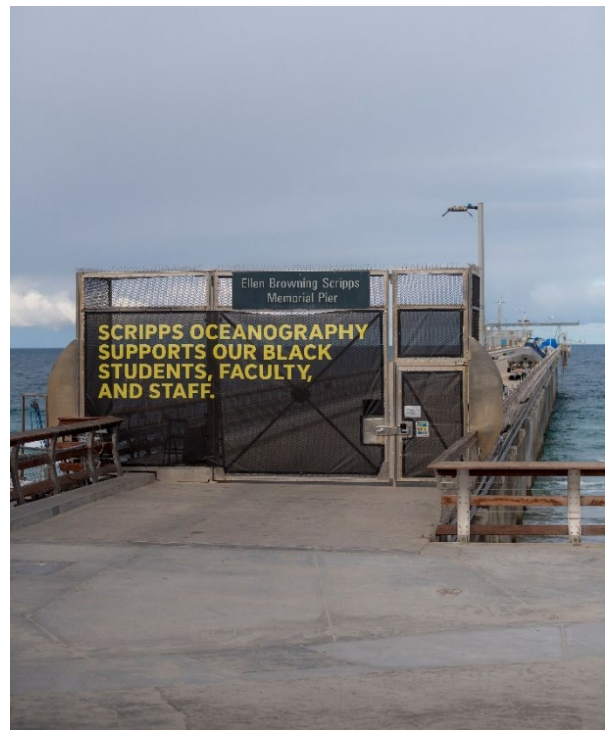
The HEART Initiative began with the implementation of anti-bias and anti-microaggression workshops offered to third year SSPPS students. It has expanded its workshops to the SSPPS curriculum to cover topics on anti-racism, systems racism, health disparities, and health equity.

### **Health Sciences Anti-Racism Task Force (VC-HS; VC EDI; SOM; SSPPS)**

This task force, comprised of faculty, staff, residents/fellows, and students addresses concerns raised by the Black Medical Students, URiM Residents and Fellows, staff, and faculty. Six of nine task force working groups directly support SOM constituents, specifically in the areas of recruitment, retention, representation, health disparities and inequities, organizational training and enrichment, and UME/GME academics and research.

### **Hiring of Faculty DEI Champion/Expert on Anti-Racist Initiatives in the Geosciences (SIO)**

A key faculty was hired who founded the NSF-funded Unlearning Racism in Geosciences (URGE) Program, an intensive program that drew 4,000 participants nationally at different institutions.







### **Inaugural Inclusive Classroom Workshops (DPS)**

The Inaugural Inclusive Classroom Workshops on “Teaching Students of Color in STEM” cover topics with a strong focus on how best to support Black students.

### **Faculty Accountability: New and Emerging Strategies**

#### **Anti-Racism Audit, Impact Plan, and Recommendations (SOM)**

In response to student requests, the School of Medicine has hired an outside health equity consulting firm to perform an anti-racist audit of the Medical Education Division. The audit consists of four phases, conducted across nine to twelve months. The phases include background research; one-on-one interviews and focus groups; a review of administrative policies and UME curricular content; information analysis and a review of equity assets and gaps; and the development of an anti-racism impact plan and report with recommendations for implementation.

#### **Health Sciences Anti-Racism Task Force (VC-HS; VC EDI; SOM; SSPPS)**

(See Faculty Access & Success: New and Emerging Strategies page 8 for details)

### **STAFF EXCELLENCE BEST PRACTICES**

#### **Staff Access & Success: New and Emerging Strategies**

#### **Adoption of an Asset-Based, Equity-Minded Framework (TLC)**

The unit is piloting a protocol from Bensimon & Associates for reviewing internal artifacts and outward facing communications and launching a learning community that offers professional development in equity-minded assessment for all staff.

#### **Adoption of the Jackson Multicultural Organizational Development Model (TLC)**

TLC utilized the Jackson Multicultural Organizational Development (MCOD) Model to interpret findings related to their EDI Accountability annual report to an understanding of where the unit was developmentally. The six stages of MCOD characterize the “consciousness and culture” of the organization as it pursues diversity and social justice goals.

#### **Black Academic Excellence Initiative (BAEI) (VC EDI)**

(See Faculty Access & Success: New and Emerging Strategies page 7 for details)

**Health Sciences Anti-Racism Task Force (VC-HS; VC EDI; SOM; SSPPS)**

(See Faculty Accountability: New and Emerging Strategies page 8 for details)

**Launching an Anti-Racist Learning Community (TLC)**

The unit has leveraged their experience launching an anti-racist learning community grounded in the literature on anti-racism and informed by the work of scholars of color to scale training for more educators and to strengthen internal capacity. With facilitators, participants engage in readings, reflection exercises, and discussions designed to deepen their understanding of anti-racist pedagogy in the teaching and learning community.

**Staff Climate: New and Emerging Strategies**

**Anti-Racism Reboot (SIO)**

(See Faculty Access & Success: New and Emerging Strategies page 6 for details)

**Staff Accountability: New and Emerging Strategies**

**Health Sciences Anti-Racism Task Force (VC-HS; VC ED; SOM; SSPPS)**

(See Faculty Access & Success: New and Emerging Strategies page 8 for details)

**UNDERGRADUATE STUDENT EXCELLENCE BEST PRACTICES**

**Undergraduate Student Access & Success: New and Emerging Strategies**

**Anti-Racism Program of Concentration (UGrad)**

Warren College added the Anti-Racism Program of Concentration to the General Education curriculum.

**Black Academic Excellence Initiative (BAEI) (VC EDI)**

(See Faculty Access & Success: New and Emerging Strategies page 7 for details)

**Black Diaspora and African American Studies Major Created (A&H)**

[Black Diaspora and African American Studies](#) is now a major available to undergraduates.

**Enhancing Black Student Experience Symposium (VC EDI; VC-SA)**

The [symposium](#) aims to increase awareness of the Black student experience at UC San Diego, with the goal of fostering intentional and sustained action to enhance this experience and promote pro-Blackness at the university.

***“The symposium aims to increase awareness of the Black student experience at UC San Diego, with the goal of fostering intentional and sustained action to enhance this experience and promote pro-Blackness at the university.”***

**Expansion of the Black Resource Center (BRC) (VC EDI)**

The expansion allows the BRC staff to design, develop, and implement community, leadership, mentorship, and career and academic preparedness initiatives that support the needs of diverse students.



### **Health Careers Opportunity Programs (HCOP) (VC-HS)**

In order to continue to support and maintain the educational pipeline for health and allied health professions preparation for historically underrepresented students, SOM partners with several 2-year and 4-year institutions and pre-college programs to significantly increase the number of students from rural and urban areas that enter the health care workforce.

### **Strategic Commitments to Address Anti-Blackness Publications (VC-SA)**

All units within VC-SA have a [set of strategic commitments](#) to address anti-Blackness. Commitments include both short and long-term actions to better support the health and wellbeing of Black students, colleagues, and community members. Each commitment aligns with the VC-SA Strategic Plan and the Strategic Plan for Inclusive Excellence. The Assessment, Evaluation, and Organizational Development (AEOD) Team and workgroup ensure that the Division is making progress on the commitments.

*“All units within VC-SA have a set of strategic commitments to address anti-Blackness. Commitments include both short and long-term actions to better support the health and wellbeing of Black students, colleagues, and community members.”*

### **Teaching for Social Justice Framework (TLC)**

The Commons Engaged Teaching Hub works with educators to reflect on their teaching in the spirit of scholarly inquiry and what it means to teach the whole student. This involves reflecting on: (a) who they are as educators, (b) educators’ beliefs about student learning and their experiences teaching today’s students, (c) educators’ pedagogical choices, (d) and the content and context in which educators teach.

### **TRELS-BE (Triton Research and Experiential Learning Scholarship - Black Experience) Program (UGrad)**

The program provides students stipends to conduct mentored research and other experiential projects. The colleges pledge at least one TRELS scholarship per quarter per college to be awarded for student projects related to or engaged in experiential learning related to the Black Experience.





### [Undergraduate Student Climate: New and Emerging Strategies](#)

#### **Black Surf Week and Black Surf Workshop (UGrad)**

A program of Black Like Water open to all UC San Diego undergraduate and graduate students interested in learning to surf, exploring and discussing Black and African Diasporic relationships to land and water, and building community.

***“A program of Black Like Water open to all UC San Diego undergraduate and graduate students interested in learning to surf, exploring and discussing Black and African Diasporic relationships to land and water, and building community.”***

#### **Strategic Commitments to Address Anti-Blackness Publications (VC-SA)**

(See Undergraduate Student Access & Success: New and Emerging Strategies page 11 for details)

### **GRADUATE STUDENT EXCELLENCE BEST PRACTICES**

#### [Graduate Student Access & Success: Proven Strategies](#)

##### **HBCU Recruitment & Programming (Bio Sci; GPS; Rady; Soc Sci)**

(See Faculty Access & Success: New and Emerging Strategies pages 8 for details)

##### **SIEML Program with HSIs (Rady)**

SIEML is an immersive business leadership experience for students currently enrolled at HBCUs and HSIs. Students from all fields of study are encouraged to apply, but must have an interest in developing their leadership and professional skills, and should have an interest in attending a UC graduate business program.

## [Graduate Student Access & Success: New and Emerging Strategies](#)

### **Biology Undergraduate and Master's Mentorship Program (BUMMP) (Bio Sci)**

The program provides mentorship for undergraduate and Master's students. This program recruits directly through the Black Resource Center.

### **Black Academic Excellence Initiative (BAEI) (VC EDI)**

(See Faculty Access & Success: New and Emerging Strategies page 7 for details)

### **Black Graduate LLC (VC-CFO; HDH)**

VC EDI partnered with the Black Resource Center, GEPA, and graduate students to launch the Black Graduate LLC in Nuevo East. In response to resident feedback, this program supports academic and social affinity of its community members through centering the Black graduate experience in its programming and connections with community partners.

***“This program supports academic and social affinity of its community members through centering the Black graduate experience in its programming and connections with community partners.”***

### **Dean's Fund for Graduate and Professional Students Engaged in Anti-Racism Work (GEPA)**

The Dean of GEPA created a fund to provide focused grants to graduate and professional students who are engaged in anti-racism work, either through their research or service on campus. Students and faculty worked with the Dean's Office to define parameters of these awards and to create the process for nominating and selecting recipients.



### **DEEP Connections (SIO)**

(See Faculty Access & Success: New and Emerging Strategies page 8 for details)

### **Health Equity Anti-Racism Training (HEART) Initiative (SSPPS)**

(See Faculty Access & Success: New and Emerging Strategies page 8 for details)

### **Health Sciences Anti-Racism Task Force (VC-HS; VC EDI; SOM; SSPPS)**

(See Faculty Access & Success: New and Emerging Strategies page 8 for details)

### **Revelle College Leadership Summit on Anti-Blackness and Systemic Racism (UGrad)**

The College's Student Leadership Summit, for all student leaders in the college, including College Council Members, RAs, Peer Advisors, and Student Organization Chairs, focuses on anti-Blackness and systemic racism.



**Scripps LEADS (Learn, Engage, Activate, Develop & Support) Pilot (SIO)**

A cohort-based pilot program wherein participants engage around a particular topic, develop an “impact statement,” and discuss how to translate that statement into positive contributions that enhance campus climate. Modeled after the VC EDI LEAD Fellows Program, this pilot focuses on building cultural competency and capacity amongst faculty and staff at SIO. The program targets participants with high student interaction and impact.

***"This pilot focuses on building cultural competency and capacity amongst faculty and staff at SIO."***

**Summer Institute for Emerging Managers and Leaders (SIEML) Program with HBCUs (Rady)**

SIEML is an immersive business leadership experience for students currently enrolled at HBCUs and HSIs. Students from all fields of study are encouraged to apply, but must have an interest in developing their leadership and professional skills, and should have an interest in attending a UC graduate business program.

**Graduate Student Climate: New and Emerging Strategies**

**Anti-Racism Reboot (SIO)**

(See Faculty Access & Success: New and Emerging Strategies page 6 for details)

**Black Surf Week and Black Surf Workshop (UGrad; GEPA)**

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**Graduate Student Accountability: New and Emerging Strategies**

**Health Sciences Anti-Racism Task Force**

(VC-HS; VC EDI; SOM; SSPPS)

(See Faculty Access & Success: New and Emerging Strategies page 8 for details)