



Summer of
political
violence &
protest

2020



MISSION

Next Steps for Equity (NSE) worked through Summer and Fall of 2020 to identify and eliminate systemic biases in the UC Davis ADRC administrative structure.

We provided a summary of problem issues identified regarding equity and inclusion, as well as actionable steps to ADRC staff and the Executive Committee.

GOALS MET:

- Developed meaningful themes that can be coalesced into an instrumental action plan. This plan must be able to change over time as the needs of the organization change, and thus, we will continue this committee work into the foreseeable future.
- We met every week by Microsoft Teams to examine and discuss how our Center and University contribute to systemic racism.
- December 2020, we created a comprehensive report of issues related to equity and inclusion within the Center that require action.
- Committee goals developed by Spring 2021 by the Next Steps for Equity workgroup and Executive Committee leadership.

Supervisor was insensitive due to naivete (lack of awareness?) about the trauma of systemic racial violence against all people. Supervisors need more training to learn to be aware of news and personal events and how they affect the workforce personally.

Nervous laughter when talking about LGBTQIA+ signals lack of acceptance and potential hostility. Words and actions carry weight and sensitivity training needed - especially about microaggressions.

When a Black woman points out the details of some injustice that has been experienced or perceived then she herself is perceived as petty and angry. Black women are held to different standards.

Even though you are well-trained, white management presumes you are ill-trained or even incompetent. When you assert yourself, you are told to watch your tone.

Well educated people do not respect their limits of expertise and make over-reaching pronouncements about race and medical treatments that are clearly false. When pointed out, they often get defensive.

Use of “doctor” is not used in public spaces for women of color who are doctors. They are called by their first name.

EXECUTIVE SUMMARY

- Institutional racism not only exists but is perpetuated by UC Davis and the ADRC.
- Active racism (especially anti-Blackness) is on the rise everywhere and is often cloaked as social naivete.

EXECUTIVE SUMMARY

- Racism is a process developed and sustained over hundreds of years. It cannot be simply erased quickly in committee.
- Racism in the workplace exists on a spectrum, operating mostly at the edges of White Americans' awareness.

EXECUTIVE SUMMARY

- ADRC ethos of Community-Engaged Research, motivates most of the Center's staff.
- Despite this stated ethos, NSE members expressed widespread skepticism of ADRC leadership's willingness to sustain anti-racist dialogue, let alone enact policy.
- ADRC needs to work to build trust with its staff.

OBJECTIVE AND TRUSTWORTHY OUTSIDERS

- NSE members strongly suggested that an outside consultant for fresh and unbiased eyes would be invited to come into the ADRC and observe daily interactions and be witness to power transactions that take place.
- Once observed and understood, that person could help moderate race-focused discussions.
- Outside **consultant** with fresh and unbiased eyes would be better/safer.
- All NSE members felt that this would be very helpful to the Center's leadership and staff.

Report and recommendations given in January, 2021

As of May 1st, 2023 - No outside consultant hired.

University limits on meeting size due Covid and cost have remained the primary barriers.

Training of new recruitment staff

- UC Davis' [Principles of Community](#) is anti-racist only if it is *actively applied* in the workplace
- Promoting productive sustained interaction through exposure to others radically different than oneself
- Anti-racism requires an ongoing dialogue that is supported in earnest by White Americans and other non-Black people of color whose privilege simply does not require them to participate
- Anti-racism therefore requires a commitment by non-Black Americans to accept the objective racial consequences of one's actions and contribution to the systemic whole. They must remain responsible for their impact, even if the intent was not malicious