

University Centers

Antiracism, Equity, Diversity, and Inclusion Action Plan

INTRODUCTION

University Centers initiated a University Centers Antiracism Workgroup among staff and student employees to research, learn, and implement strategies within the student union to actively work against racism. The workgroup is co-facilitated by a staff member and student staff member. The workgroup meets monthly, and while the focus has evolved to include equity, diversity, and inclusion, we strive to become an antiracist organization and continue to center this ideal in our conversations. The Workgroup identified seven action areas: Systems, Learning & Training, Human Resources, Placemaking, Assessment & Evaluation, Amplifying BIPOC Voices, and Programming & Events. **This action plan is an iterative document and will continue to be refined as we research, learn, and identify new strategies.**

PLANNED ACTIONS AND COMMITMENTS 2021-22

Systems 2021-22

Revise and affirm University Centers values to more specifically name diversity and inclusion, and identify a commitment to anti-racism. [Done]

Inclusivity—fostering a community that is anti-racist; supporting all people and their intersecting cultural, ethnic, racial, gender, religious, socioeconomic status, age, (dis)ability, and currently unnamed identities; providing a variety of places where students can find a sense of belonging, balance their academic pursuits, and engage in open expression; dedicated to the [Student Life Equity, Diversity, and Inclusion Statement](#).

--Revised [values](#), January 2021

The University Centers Executive Director, UCAB Chair, UCAB Vice Chair, and Facilitators of the University Centers Antiracism Workgroup will request listening sessions with staff and students from each campus community center on an annual basis (at minimum) to hear feedback and ideas for how University Centers can better serve the community. This will open intentional feedback loops for Black, Indigenous, Latinx, disabled, LGBTQIA students and more to influence the operations, services, and policies of University Centers.

Use the Action Plan as a document to increase transparency of practices to hold ourselves accountable.

Review all University Centers policies and procedures through an EDI lens to identify and address barriers that may contribute to systemic racism on campus. [Ongoing]

- Identify a tool or framework for reviewing policies. The Student Affairs Assessment team has offered to collaborate on this action to help identify an appropriate review process.

- Explore Association of College Unions International resources for appropriate rubrics and standards used by student unions.
- *See the Assessment / Evaluation section for additional activities.*

Learning / Training / Professional Development 2021-22

Expand staff development opportunities specific to equity, diversity, inclusion, and antiracism, to include a mix of required and encouraged activities. Resources to be shared through supervisors, workgroups, and staff meetings. [Ongoing]

Research and identify resources; determine which will be required (trainings) and which will be encouraged (learning).

Current List of Required Trainings

- UC Ethical Values and Conduct
- UC Managing Implicit Bias Training (5 modules for all staff; 6 modules for supervisors)

Current List of Encouraged Learning Activities

- [ACUI Social Justice Resources](#)
 - Select a resource each month to feature in staff meeting or newsletter
 - Review and identify resources that should be moved to required trainings
- [Ihollaback](#)
 - Bystander intervention on variety of topics, but focused on harassment
 - Encourage training for client facing positions; identify specific campaigns for required trainings.

Expand University Centers work teams, groups, and committees to include staff or students outside of the host unit so various perspectives and viewpoints are included. [Ongoing]

Human Resources 2021-22

To increase the opportunity for diversity in our hiring, all positions are posted in EDI publications, as noted in the 2019-2020 commitments below [Ongoing]

Compose a new Organization Description for all job descriptions and job postings that highlights our commitment to creating an inclusive and antiracist work environment. The intention is to attract candidates with the same commitment and values. [In Process; *Assigned to the Marketing and Assessment team; rough draft due May 4, 2021*]

Develop appropriate EDI focused questions for all candidate interviews. [In Process]

All senior manager level positions include at least one question that speaks to the candidate's understanding of and commitment to inclusivity, diversity, and equity.

Hiring committees for senior managers and supervisors must include at least one non-University Centers staff member. When selecting the committee member, they should be chosen based on their field of expertise as relevant to the skills and diversity we are seeking for the position. The hiring process will include a review of diversity statistics and goals for the department. [Ongoing]

Placemaking / Environment 2021-22

Identify areas for placemaking initiatives and engage diverse audiences in determining how the space should be activated.

Develop an antiracism or inclusivity campaign, to include messaging and placement throughout virtual and physical environments to build a visible antiracist environment.

Develop and install additional educational support for the Black Legacy Mural in Price Center, including visual key to figures in the mural and companion webpage for more information on the artist and the history of how the piece came to fruition with student leadership and engagement. Identify additional ways to activate the area and increase awareness of the mural and its history.

Allow space reservations in the Y Mas and Black Legacy Mural areas, after 5pm, to increase visibility of Black and Latinx arts and culture on campus.

Explore opportunities to add diverse and inclusive artworks in the facilities.

Assessment / Evaluation 2021-22

Evaluate the University Centers programming (student events portfolio) to determine if BIPOC students are being served and to identify gaps in programming.

- identify metrics here. Possibly use attendance data demographics, followed by focus groups
- identify or develop appropriate tool/matrix for evaluating the program

Evaluate the University Centers placemaking initiatives/plans and built environments through an EDI lens to identify gaps and determine actions

- identify or develop appropriate tool/matrix for evaluation

Evaluate the University Centers retail program through an EDI lens to identify and determine changes or actions

- identify appropriate EDI metrics for program evaluation

Work with Student Affairs Assessment team to identify questions and surveys to improve our understanding of how diverse students experience our services and spaces. Identify existing campus resources and surveys to learn about the Black student experience and diverse student experiences (UCUES, EDI Resource Center surveys/data, BRC Changeathon).

Amplifying BIPOC Voices 2021-22

Amplify BIPOC Voices through intentional programming of events and selection of performers and artists. [Ongoing]

At the beginning of each academic year, identify programming strategy with timeline, quantity, and genre of events that will be produced to amplify BIPOC voices. [Ongoing]

Programming / Events

2021-22 will focus on expanding virtual programs that amplify BIPOC voices; see above.

- Club Blacktronika - a biweekly live envisioning of MUS19. Hosted by Assistant Teaching Professor of Music, King Britt. Presented in partnership with the UC San Diego Music Department.
- L'Rain concert & discussion with Brooklyn based multi-instrumentalist and composer Taja Cheek.
- Butch Morris - a concert celebrating the birthday of pioneering composer and conductor.
- J-Dilla Day - a celebration of the life & work of prolific hip-hop producer & musician.

PREVIOUS YEARS**PLANNED ACTIONS AND COMMITMENTS 2020-21****Systems 2020-21**

Revise and affirm University Centers values to more specifically name diversity and inclusion, and identify a commitment to anti-racism. [Continued into 2021-22]

Review all University Centers policies and procedures through an EDI lens to identify and address barriers that may contribute to system racism on campus. [Continued into 2021-22]

Learning / Training / Professional Development 2020-21

Expanded staff development requirements and opportunities specific to equity, diversity, inclusion, and antiracism, to include a mix of required and encouraged activities. Resources to be shared through supervisors, workgroups, and staff meetings. [Completed for 2021, but added to 2021-22 to further expand]

Research and identify resources; determine which will be required (trainings) and which will be encouraged (learning).

Current List of Required Trainings

- UC Ethical Values and Conduct
- UC Managing Implicit Bias Training (5 modules for all staff; 6 modules for supervisors)

New Encouraged Learning Activities

- ACUI Social Justice Resources
 - Select a resource each month to feature in staff meeting or newsletter
 - Review and identify resources that should be moved to required trainings

Provided interested staff and UCAB members with a copy of *How to Be an Antiracist* by Ibram X Kendi, and strongly encouraged participation in the Student Life book reflection session and participation in a discussion with the author. Various formats including Spanish and audiobook were offered. [Completed with 9 participants; ongoing encouragement]

Expand University Centers work teams, groups, and committees to include staff or students outside of the host unit so various perspectives and viewpoints are included. [Ongoing]

The Anti-racism Workgroup includes members across staff, student employees, and the University Centers Advisory Board. [Completed]

Human Resources 2020-21

To increase the opportunity for diversity in our hiring, all positions are posted in EDI publications. [Completed; ongoing]

1. HigherEdJobs.com
2. HERCjobs.com
3. America'sJobExchange.com
4. DiversityJobs.com (Includes a network of niche websites, listed below.)
 - a. AfricanAmericanHires.com
 - b. AllHispanicjobs.com
 - c. AllLGBTJobs.com
 - d. AsianHires.com
 - e. DisabilityJobs.net
 - f. LatinoJobs.org
 - g. VeteranJobs.net
 - h. WeHireWomen.com
 - i. JustJobs.com

Additional Advertising/Diversity options/costs; HR and hiring manager to discuss

1. LinkedIn.com
2. Veterans Job Network
3. Monster.com
4. CareerBuilder.com
5. (Union Tribune) Job Network UT San Diego
6. InsideHigherEd
7. Indeed.com
8. IMDiversity

9. Educause
10. aaaed.org American Association for Access, Equity and Diversity
11. <https://jobs.imdiversity.com/>
12. insightintodiversity.com Insight into Diversity - Affirmative Action Register
13. HBCUConnect.com - Historically Black Colleges & Universities
14. hacu.net Hispanic Association of Colleges and Universities
15. AUTM.net Assoc. of University Technology Managers

Compose a new Organization Description for all job descriptions and job postings that highlights our commitment to creating an inclusive and antiracist work environment. The intention is to attract candidates with the same commitment and values. [Pushed to 2021-22]

Develop appropriate EDI focused questions for all candidate interviews. [Pushed to 2021-22]

Hiring committees for senior managers and supervisors must include at least one non-University Centers staff member. When selecting the committee member, they should be chosen based on their field of expertise as relevant to the skills and diversity we are seeking for the position. The hiring process will include a review of diversity statistics and goals for the department. [Ongoing]

Hiring committee for senior management level position of Assistant Director Event Services and Programs (included Alumni Relations, and Housing and Dining). [Completed]

Hiring committee for senior level position of Leasing and Asset Manager (included Colleges business office, and Real Estate). [Completed]

Placemaking / Environment 2020-21

Develop an antiracism or inclusivity campaign, to include messaging and placement throughout virtual and physical environments to build a visible antiracist environment. [Pushed to 2021-22]

Develop and install additional educational support for the Black Legacy Mural in Price Center, including visual key to figures in the mural and companion webpage for more information on the artist and the history of how the piece came to fruition with student leadership and engagement. Identify additional ways to activate the area and increase awareness of the mural and its history. [In Process]

Assessment / Evaluation 2020-21

Evaluate the University Centers policies, programming, placemaking initiatives, and retail program through an EDI lens to identify issues or gaps, and determine changes or actions. [Ongoing]

Amplifying BIPOC Voices 2020-21

Amplify BIPOC Voices through intentional programming of events and selection of performers and artists. [Ongoing]

Coordinated an author talk with Dr. Ibram X. Kendi Talk, author of *How to be an Antiracist*, which was held on March 3, 2021 and drew an audience of 973 students, staff and faculty. Partnered with the Associated Students Office of External Affairs, Changemaker Institute, and Black Resource Center to bring this important voice to the campus community. [Completed 2020-21]

Through collaboration with UC San Diego departments, faculty, and student organizations, the University Centers produced twelve events in FY2020-21. Programs and events ranged from speaking events, to DIY art projects, to film screenings, to concerts, including:

- An Evening with Alex Elle
- DIY: Dia De Los Muertos
- Chileym: An experimental Mapuche Film Program (Film Festival and discussion)
- UMI Concert and live Q&A
- Sound Class x Scientist
- Listen, Hear with King Britt
- Thursdays in February – Locals Only Series will highlight Black owned businesses
- Coded Bias Film Screening
- Sound Class x Moor Mother & Billy Woods: Concert & conversation with King Britt
- Dr. Ibram X. Kendi Talk, author of *How to be an Antiracist*
- *Sound Class x Wadada Leo Smith & Vijay Iyer: Concert & conversation with Prof. Anthony Davis*
- *Photo Bombs: a Lowrider Car Artshow*

[Completed 2020-21]

Programming / Events 2020-21

FY2020-21 focused on expanding virtual programs that amplify BIPOC voices; see above.

PAST INITIATIVES AND ONGOING COMMITMENTS

Opened the first gender-inclusive, multi-stall restroom on campus within the common area (University Centers owned) of dining that supports Dirty Birds at Price Center.

Added Wu Du stations in Men's and Women's Restrooms in Price Center West Level 3 to support Muslim students in their religious practices and wellbeing.

All University Centers staff are required to complete the UC Managing Implicit Bias training (5 modules for non-supervisors, 6 for supervisors) on a bi-annual basis

Interview committees for new hires of senior manager-level positions must include a campus partner outside of University Centers to increase diversity of perspective

Available positions are announced in publications that target a diverse group of potential applicants

Included gender-inclusive restrooms on each level of Price Center East; designed 2005, opened 2008

Opened a Contemplation Lounge in Price Center West Level 3 to support students in their spiritual and religious wellbeing; opened 2008.

Commissioned artist and alumna [Manuelita Brown](#) to sculpt a Triton Statue to be placed in front of Price Center East. Manuelita Brown consulted with staff and students throughout her process to create a sculpture that would represent peoples other than the western european figures frequently depicted in sculptures.

University Centers allocated space to support several EDI community centers

- Black Resources Center
- Cross-Cultural Center
- Intertribal Resource Center
- LGBT Resource Center
- Women's Resource Center

In 2015, the Black Legacy Mural was installed in the Price Center as a result of deliberate and dedicated activism from students, alumni, and community members and the support of key faculty and staff members. Artist Andrea Rushing was selected by students to create a mural that would validate the Black community's presence at and contributions to UC San Diego, the nation and the world. It is hoped the Black Legacy Mural will influence a sense of belonging for the Black community at UC San Diego, as well as prospective students and families who visit the campus.

The tabletops directly adjacent to the Black Legacy Mural display photographs and biographies of the individuals depicted in the mural. Student Alexis Hithe researched and wrote the biographies for the tabletops, adding an educational component to the physical activation of the space.

University Centers allocated space and contributes to resources and services that support students' basic needs

- Triton Food Pantry
- Basic Needs Hub
- Student Center Garden - provides fresh produce to Triton Food Pantry
- Annual contribution to Basic Needs Hub operations
- In 2019-20, contributed \$5000 to help fund the installation of food delivery lockers, which support students who collect food from the Triton Food Pantry during open hours, but will not be returning to their residence until later in the day.