

# Confronting Anti-Black Racism

## UCI Black Thriving Initiative

A whole university approach to creating  
a university culture where Black People Thrive

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# **UCI Black Thriving Initiative: Update**

## **Milestones: From Charge to Initiative Announcement**

- May 31 Chancellor directs the development of an ambitious and far-reaching initiative
- June-August Broad consultation with campus partners, constituencies, and stakeholders
- August 6 Published Building a Culture Where Black People Thriving Web-site
- August 12 Launched 5-week pilot Module Anti-Blackness in the United States: Black Protest Tradition
- August 25: Black Thriving Initiative Announced, and Featured in LA Times

# UCI Black Thriving Initiative

A Whole University Approach to Building a University Culture Where Black People Thrive

## Change the Culture

Accountability Begins with Understanding

- Principles of Accountability
- Understanding Anti-Blackness Course Sequence
- Inclusive Excellence Score Card
- Alignment of UCI Police Department with Inclusive Excellence

## Leverage Mission

Black Experience and Drivers of Well-Being

- Establish Black Thriving Institute : Anti-Blackness, Racial Justice and Slavery
- Launch Multi-year Black Lives Matter Cluster Hire Program (10)
- Create Faculty Term Chairs Program (5)
- Student Thriving Imperative
- Pilot Inclusive Excellence Leadership Development Program

## Engage Community

Link UCI to Black Success

- OC Black Thriving Advisory Council
- Inclusive Excellence Speakers Bureau
- Investing in Students and Honoring Faculty Philanthropic Program

# Black Thriving Initiative: Culture Change

**Anti-Blackness in the United States Modules.** Free and open to all UCI faculty, staff and students. These five-hour modules include weekly moderated discussions that are supplemented by reading and viewing resources.

Part I: The Black Protest Tradition: Why Are People Protesting in the Streets?

Part II: Structures and Mechanism that Devalue Black People: Why Is It Necessary to Protest that Black Lives Matter in the 21st Century?

Part III: Moving Beyond a Personal Commitment to Diversity: Becoming an Ally

# Black Thriving Initiative: Take the Pledge

*Campaign connecting to core expectations of culture change*

1. Acknowledge Anti-Blackness
2. Understand one's relationship to anti-Black micro- and macro-aggressions
3. Recognize the uncredited labor of Black people expend to manage the effects of unconscious and conscious acts of bias, prejudice, and bigotry.
4. Confront anti-Blackness to build a thriving culture for Black people



**Take the Pledge:** <https://uciadvance.wufoo.com/forms/moc3mqp1mfpl7c/>

## Black Lives Matter Cluster Hire Program

- Aims to recruit and yield early-, mid-, and senior career faculty who will advance understanding about the Black experience and drivers of well being for Black communities
- Offers \$150,000 total to cluster of 3 Senate faculty hires (assistant professor, associate professor, professor or equivalent)
- Cluster nominations reflecting inter-school collaborations are strongly encouraged
- Incumbents will collaborate with OIE to advance the BTI
- Additional details forthcoming October 2020

## **Inclusive Excellence Term Chairs Program**

- Aims to recognize distinguished research, teaching, and service of faculty contributing to stated theme
- Offers \$30,000 annually per faculty member for 3 years to tenured UCI Senate faculty (associate professor, professor, professor of teaching or equivalent)
- Nominations originate in academic unit (dean)
- Open to campus units, including Susan and Henry Samueli College of Health Sciences
- Incumbents will collaborate with OIE to advance the BTI
- Additional details forthcoming Fall 2020