Confronting Anti-Black Racism

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

Douglas M. Haynes, Ph.D.
Vice Chancellor for Equity, Diversity and Inclusion
Chief Diversity Officer
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
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