

Diversity, Equity and Inclusion at UC Davis

Toward a Future Where Everyone Thrives





A Message From the Vice Chancellor

At UC Davis, our mission is clear: our students, faculty, clinicians and staff are change makers and problem solvers—driven to succeed for the benefit of all with whom we share our planet. Among the core values that guide us, empathy, collaboration and mutual understanding hold some of the topmost spots. In early 2021, more than 1,000 Aggies took a survey to choose the four words that they think best describe our Principles of Community. The winning contenders were respect, equity, learning and community.

While the Office of Diversity, Equity and Inclusion—one of the nation's largest and most comprehensive—is a relatively new administrative unit, the UC Davis community has always strived to celebrate our differences, contribute to the public good, and simply put, do what is right.

As we set our sights on the next steps we must take to move our university forward, we are reminded that the only progress worth making is progress that allows everyone to prosper. This is the work my team and I are proud to do—not in a silo, but in collective collaboration. The goals we aim to reach through UC Davis research, teaching and service—from dismantling systems of oppression and structures of inequity in K-12 and higher education, to supporting our community members experiencing trauma from the continuous racism in our nation—are goals made and met in partnership with the communities we serve.

Now, we invite you to imagine a greater UC Davis with us. Together, we can advance our university as a national model for diversity, equity and inclusion, while accomplishing remarkable things for our entire society. Our donors, alumni and friends are key to realizing this vision. As always, thank you for your support and your dedication to building a better world hand in hand with us.

Kind regards,

Renetta G. Tull

Vice Chancellor for Diversity, Equity and Inclusion, UC Davis



A Bold Vision

Diversity, equity and inclusion (DEI) are central to UC Davis—they're the bedrock of our Principles of Community and the core values that guide our mission. Nationwide, as we address longstanding systemic inequities and injustices, higher education's leadership in championing these principles has never been more urgently needed.

The UC Davis Office of Diversity, Equity and Inclusion—which includes the Office for Health Equity, Diversity and Inclusion, the Office of Campus Community Relations, the Office of Academic Diversity, and the Office of Diversity and Inclusion, Davis Campus—was created to advance our efforts to ensure

that our campuses reflect the diversity of our state, that equity remains at the forefront of every decision we make together and that when we serve our surrounding communities, we do so with the highest levels of dignity and respect.

Whether we are preparing future physicians with mentorship and training through the UC Davis School of Medicine's Prep Médico program or fostering greater inclusivity through the Lived Name and Gender Marker Task Force, we know this: everyone deserves the chance to excel without compromising who they are. It is up to us to ensure we provide every member of our community with the resources they need to lead healthy, fulfilling lives.

Now—at a time when the unprecedented challenges of the COVID-19 pandemic highlight longstanding inequities, and as communities across the U.S. confront the nation's deeply ingrained history of racial injustice—this is a pivotal moment to take UC Davis' leadership to the next level. **Philanthropic support allows us to continue defining what it means to cultivate an inclusive campus community and to serve our global society in innovative ways. Your partnership will provide vital momentum as we move toward a more just future where everyone thrives.**

The Right Place, The Right Time

Our commitment to diversity, equity and inclusion drives everything we do at UC Davis. It is the backbone of our outreach efforts to ensure that our campus community reflects every aspect of California's rich diversity. It is the reason we're a U.S. leader for increasing opportunities in science, technology, engineering, mathematics and medicine for women and historically underrepresented groups, and why our ethnic studies programs are among the country's oldest and most influential. It is why we were one of the first U.S. colleges to hold an annual lavender graduation celebrating LGBTQIA grads, and why we are nationally known for our commitment to connecting and mentoring first-generation students, who represent 40% of our undergraduates.



“The diversity of the people of California has been the source of innovative ideas and creative accomplishments throughout the state’s history into the present. Diversity—a defining feature of California’s past, present, and future—refers to the variety of personal experiences, values, and worldviews that arise from differences of culture and circumstance. Such differences include race, ethnicity, gender, age, religion, language, abilities/disabilities, sexual orientation, gender identity, socioeconomic status, and geographic region, and more.”

- University of California Diversity Statement



From the arrival of the first women students on campus in 1914, to the creation of the Office of Diversity, Equity and Inclusion over 100 years later, UC Davis has long been a national leader in championing institutional diversity and social equity. We are committed to serving every corner of our university—from the Davis campus and UC Davis Health in Sacramento to Bodega Marine Laboratory and the Natural Reserve System—and every part of California and beyond. UC Davis faculty, clinicians, staff and students collaborate with communities near and far, changing the world through their expertise and passion for public service.

Serving the Entire UC Davis Community

Davis Campus: Davis, CA

UC Davis Health: Sacramento, CA

Bodega Marine Laboratory: Bodega Bay, CA

Tahoe Environmental Research Center: Incline Village, NV

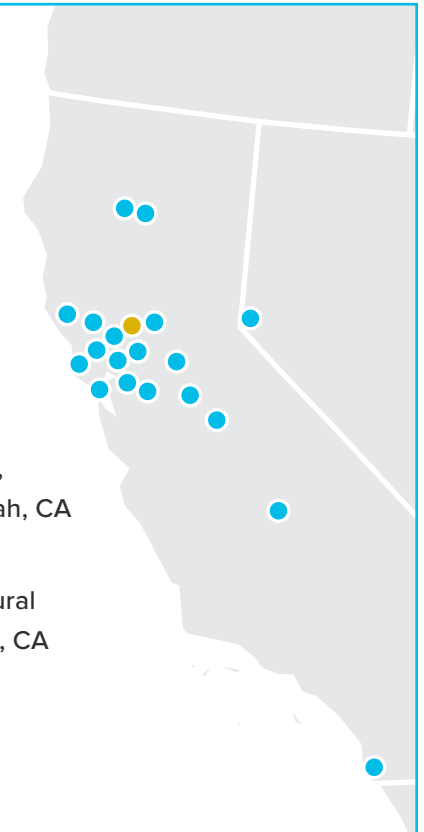
Working Professional MBA Program: Sacramento, San Francisco, and San Ramon, CA

Network of Family Medicine Residency Programs: UC Davis, Merced, Modesto, Redding, Shasta, Stockton, Travis AFB, Ukiah, CA

UC Davis Natural Reserve System: Bodega Marine Reserve, Jepson Prairie Reserve, Lassen Field Station, McLaughlin Natural Reserve, Quail Ridge Reserve, Stebbins Cold Canyon Reserve, CA

Veterinary Medical Centers: Tulare and San Diego, CA

UC Washington Center: Washington, D.C. (not pictured)



In our classrooms, labs and clinics, we are working to ensure that tomorrow's health providers, educators, lawyers and professionals mirror the diverse communities they serve and have a deep understanding of the cultural, social and systemic forces that shape our world. In their equity-focused research, our

faculty are illuminating critical disparities in access to justice, education and economic opportunity—and shaping policy that works to address these gaps. And in our public engagement, we are partnering with civic and community groups to achieve lasting change.

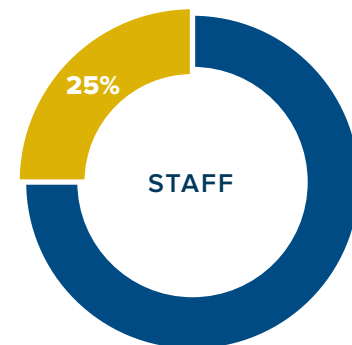
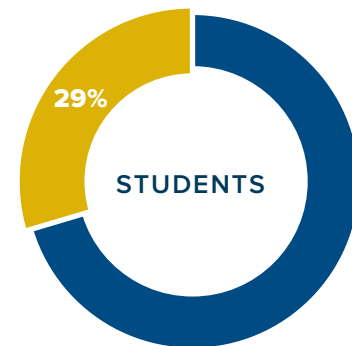
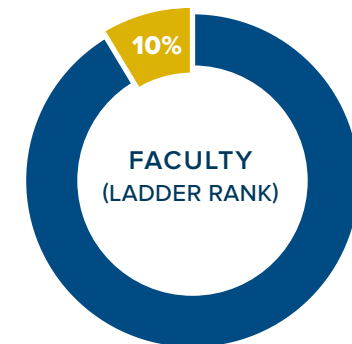
In the face of new challenges, we are setting the course toward a brighter tomorrow. Your philanthropic support will have a substantial impact as we advance our work together.

A National Leader in Advancing Equity

- No. 1 U.S. university for diversity and internationalization
- No. 1 best-value college for women in STEM
- No. 2 among U.S. public universities for student social mobility
- No. 3 among U.S. colleges doing the most for low-income students
- 40% of undergrads are first-generation college students
- More than 25% of students identify as Chicanx or Latinx
- Ranked among the nation's best employers for cultivating a diverse, inclusive workforce

** The term underrepresented groups does not include individuals who selected white, unknown or Asian as their racial or ethnic identity.*

Underrepresented Groups* at UC Davis





Realizing Our Vision

Philanthropy provides us with vital resources to fulfill every aspect of our mission—from offering experiential learning opportunities to our most promising students, to creating the nation’s most innovative campus-city partnership to prevent the spread of COVID-19. As we work toward our vision of a brighter tomorrow, your partnership is needed now more than ever to help us deepen our impact and expand our reach.

With your support, we will lead California and the world into a new era of inclusive education and impactful research and service. We invite you to join us in advancing our highest priorities:

Ensuring a transformative educational experience for every student

Fostering an inclusive, supportive environment for faculty and staff

Engaging our community to serve the public good

Coming together under one IDEA: The Institute for Diversity, Equity and Advancement

To better align and support multiple programs, projects and efforts across our university, the Office of Diversity, Equity and Inclusion and the Office of Research launched the **Institute for Diversity, Equity and Advancement (IDEA)** in early 2021. This special research program is unifying collaborations related to recruitment, retention and advancement programs and interventions for students and faculty, and will serve as a hub for DEI-related research and metrics. IDEA will also serve as a nexus point from which we can broadly apply best practices and what we have learned throughout our campus communities.

IDEA's first endeavor will be a new campuswide research and implementation project called Addressing Anti-Blackness to Facilitate Inclusive Excellence. Funding for IDEA will support student and community programs like Sacramento Area Youth Speaks (SAYS)—a partnership with Undergraduate Enrollment and the School of Education that encourages high school students to express themselves artistically—and faculty programs like Professors Leveraging a Community of Engagement (PLACE)—an interdisciplinary hub for research activities for faculty of color, faculty from communities underrepresented in academia, and faculty whose work forms the foundation of inclusive excellence at UC Davis.



Partnering for a More Equitable Future

Philanthropic support from our community members and friends makes a powerful difference. There are many ways your gift can help elevate our work, including:

Provide students with internship funds, fellowships and grants that expand community-engaged research and learning opportunities

Create pilot funds for equity-focused research that shapes sound public policy

Endow the Diversity, Equity and Inclusion vice chancellorship or name professorships and faculty funds that ensure lasting legacies of DEI leadership

Support initiatives that enhance UC Davis' leadership in guiding systemic change, like advancing health equity and addressing police accountability

Ensuring a transformative educational experience for every student

As one of the nation's best universities for social mobility, UC Davis is deeply committed to serving a highly diverse student population and ensuring equitable access to resources that prepare Aggies to launch successful, rewarding careers as soon as they graduate. The power of a transformative UC Davis education lies not just in our cutting-edge research and creative instructional strengths, but in our capacity to connect each and every Aggie with the tools they need to grow personally and professionally, and to create positive change in the world.

We know that every student's educational journey is unique and that many face persistent educational opportunity gaps due to obstacles created by systemic inequities. To enroll a student population that reflects the nation's most diverse state, units across campus have dedicated programs and initiatives to support both current and prospective Aggies—from BRIDGE, a Filipino/a/x outreach and retention program run by students, to Avenue E, a program eliminating the barriers faced by women and underrepresented groups pursuing careers in engineering and computer

science. We partner with all levels of California's public education system, from early childhood education to community college, to create paths toward higher education for everyone.

And once students enroll at UC Davis, we welcome them into a culture focused on student success, belonging and integrated career preparation. Undergraduate and graduate students build academic skills through the Student Recruitment and Retention Center, find community through spaces like the Veterans Success Center and the Center for African Diaspora Student Success, and jump-start their careers through comprehensive career services and experiential learning opportunities.

We recognize that our students have distinct experiences, firsthand knowledge and contributions to share with us and with the world.

Together, with your support, we will foster a community that supports every Aggie as they pursue their boldest ambitions.





Success for all students: Becoming a leading research Hispanic Serving Institution

More than a decade ago, UC Davis set a goal to become a Hispanic Serving Institution (HSI). Among other criteria, a federally designated HSI serves an undergraduate population comprised of at least 25% Hispanic students. In the past decade, the number of enrolled undergraduate Chicanx and Latinx students at UC Davis has more than doubled, making us eligible for this designation.

In June 2018, Chancellor Gary S. May convened a task force to help UC Davis define what educational excellence should mean for a research intensive, public HSI in California—a state where Chicanx and Latinx people make up 38% of the population, more than half of K-12 students and more than 40% of college students. The HSI Task Force identified opportunities to recommit to our values and made recommendations for how we can better serve our entire student community.

Our university has made vital progress toward our goal of achieving federal HSI designation, which could open doors to new sources of funding for our students. Access to these new financial resources would provide us with the essential support needed to advance programs and initiatives that:

- Acknowledge that our legacy as a predominantly white, elite institution precludes cultural equity and undermines a sense of belonging for all
- Value assets such as multilingualism, multiculturalism, leadership, creativity, resilience, emotional intelligence and empathy
- Honor identities deeply rooted in ties to family and community and often guided by more collectivist values and practices
- Boldly identify and reexamine institutional structures that may serve as barriers to success

UC Davis is uniquely situated to become a premier HSI among R1 institutions in California and the nation. And we will leverage this designation to ensure that all of our students have the best opportunities for success.



Fostering an inclusive, supportive environment for faculty and staff

Research, teaching and public service at UC Davis are all made stronger when our faculty and staff reflect the diversity of our students and patients. Every UC Davis employee plays an integral role in carrying out our mission, and we are committed to recruiting and retaining individuals who leverage their unique assets to cultivate a campus climate of collaborative excellence, mutual respect and equal opportunity.

Every UC Davis team is actively working to position diversity, equity and inclusion at the forefront of their recruitment and retention decisions. As one of the early campuses in

the UC system to require diversity statements for all faculty applicants and as one of the largest employers in the region, we have the power to create an inclusive community where everyone is encouraged to share their most authentic self with their students, with their patients and with their colleagues.

UC Davis employees hold themselves to the highest standards and take to heart that we are all in this together. In 2020, in response to the longstanding injustice underscored by the unjust killings of George Floyd and other Black people in America, the DEI office partnered with members of the campus

community to address racism and elevate awareness of bias through multiple programs and projects, including anti-racism training for faculty and staff. Our online Resources for Racial Trauma hub, Coping as a Community Webinar series, Racial Healing Circles, professional development diversity courses and other programming have seen wide participation and demand continues to grow.

With your partnership, we will expand our efforts to make UC Davis an inclusive workplace where everyone thrives.



Advancing diverse faculty perspectives: CAMPOS and CAMPSSAH

We know that bringing together different points of view, bodies of knowledge and ways of thinking sparks richer ideas, leads to bolder discoveries and catalyzes more creative innovations. The Office of Academic Diversity oversees the work of two centers: the Center for the Advancement of Multicultural Perspectives on Science (CAMPOS) and the Center for the Advancement of Multicultural Perspectives on Social Sciences, Arts and Humanities (CAMPSSAH). CAMPOS and CAMPSSAH were created to attract exceptional faculty who bring diverse perspectives to their academic fields of study and to our greater community.

Both centers support annual faculty cohorts by enhancing the local, national and international visibility of their scholarly contributions, and by providing mentorship and programming focused on developing leadership skills and networking. The centers also serve the wider UC Davis community through events and opportunities for collaboration. CAMPOS and CAMPSSAH provide spaces to promote research excellence and to celebrate, sustain and grow our community of faculty committed to serving the needs of our diverse student population and to bringing new perspectives to the sciences, the social sciences, arts and humanities.



Every voice represented: Faculty, staff and administrative groups

The Office for Diversity, Equity and Inclusion sponsors multiple constituent interest groups on campus where volunteer faculty and staff explore common interests, address issues, serve as advocates and collaboratively participate in the governance of UC Davis. These campus organizations create connection within and across groups, collaboratively advance the health and well-being of our communities, and promote an equitable, inclusive campus for all.

These groups include:

Administrative Advisory Committees

- Campus Council on Community and Diversity
- Disability Issues Administrative Advisory Committee
- Staff Diversity Administrative Advisory Committee
- Status of Women Administrative Advisory Committee

UC Davis Health Groups and Committees

- African American Faculty and Staff Association
- DiversABILITY Employee Resource Group
- Inclusion, Diversity, Anti-Racism, and Equity Taskforces Initiative
- PRIDE - LGBTQ+ Employee Resource Group
- Staff Advisory Committee for Equity, Diversity & Inclusion
- Staff Assembly
- Veteran Employee Association
- Vice Chancellor's Advisory Committee on Faculty Excellence in Diversity
- Vice Chancellor's LGBTQ+ Advisory Council

Faculty and Staff Constituent Groups

- Administrative Management Group
- African American Faculty and Staff Association
- Asian Pacific American Systemwide Alliance
- Chancellor's Committee on Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, and Asexual Communities
- Latinx Staff and Faculty Association
- Native American Faculty and Staff Association
- Veteran Constituency Group



Engaging our community to serve the public good

At the heart of everything we do is a drive to have a positive impact within our communities. As a leader in agriculture, we find sustainable solutions to feed the world. Researchers in the School of Veterinary Medicine collaborate with national and international partners to detect viral threats and prevent global pandemics. The Mondavi Center, Manetti Shrem Museum and C.N. Gorman Museum bring together myriad artistic voices, talents and perspectives, inspiring connection among people from all walks of life.

We believe that when we ensure that our discoveries, innovations and services all contribute to the public good, we all benefit. We reject the outdated idea of higher education as a secluded ivory tower, and affirm our role in our communities as that of an engaged partner, ready to listen and eager to contribute.

Departments across our campuses support diverse communities of patients, students, faculty, staff and others—and our students have ample opportunities to learn beyond the classroom while giving back through service learning and community-based research.

As our world grows increasingly complex, we place an even higher value on supporting the transformative thinking, unique perspectives, interdisciplinary approaches and cultural competency skills that will help us build a better campus community and brighter future for all.

Your support is an investment in more than UC Davis—it is an investment in the communities we serve and the ideas that launch global change.



Public safety with public input: The UC Davis Police Accountability Board and Campus Safety Task Force

As our nation continues to grapple with the systemic racism and the implicit and explicit bias rooted throughout the U.S. criminal justice system, our university is determining what the future of policing should look like at UC Davis. We need a public safety function that addresses the diverse needs of all members of the UC Davis community, and makes everyone—not just some—feel safe.

In June 2020, Chancellor May announced the formation of the Next Generation Reforms to Advance Campus Safety Task Force, a group comprised of students, faculty and staff working toward a common goal: to discuss and assess how the university's police

department should evolve to look, operate and engage on the Davis and Sacramento campuses. Co-chaired by Vice Chancellor Tull and Kevin Johnson, dean of the School of Law, the task force is partnering with the UC Davis community to determine the best course of action for the future.

We are committed to promoting accountability, trust and communication between our community and the UC Davis Police Department (UCDPD). Any person directly affected by UCDPD misconduct can file a complaint through the UC Davis Police Accountability Board (PAB), the only civilian-led police oversight body in the UC system.

Established in 2014, the PAB is an unbiased and independent board of UC Davis and UC Davis Health students, faculty and staff that reviews civilian complaints; makes recommendations to the Chief of Police regarding UCDPD policies, procedures, practices and trainings; and holds open meetings for public input.

As we continue to consider the questions of who and what keeps us safe, we remain guided by one of the central tenets of our Principles of Community: our commitment to non-violent exchange and the highest standards of conduct and decency toward all.

Partners in regional well-being: UC Davis' Anchor Institution Mission for Community Health

In 2019, UC Davis Health formally launched its Anchor Institution Mission (AIM) for Community Health. As an anchor institution, our health campus is committed to fostering a self-sustaining and vibrant region in partnership with the communities we serve.

In the initial phase, the UC Davis Health AIM initiative is focusing our efforts in local

communities throughout Oak Park, Tahoe Park and South Sacramento. Through collaboration and partnerships with local community organizations such as Los Rios Community College District and Opening Doors, Inc., UC Davis Health is hiring and developing local talent, encouraging employees to volunteer locally, purchasing

goods and services from local and historically underrepresented communities, and investing in community projects.

As a regional leader in health care and education, UC Davis Health is leveraging its power and resources to help strengthen the local economy and improve our neighbors' lives at every level.



A model community response to COVID-19: Healthy Davis Together

Our university's nationally acclaimed response to the global COVID-19 pandemic was built around a simple unifying idea: keeping our community safe takes all of us—on campus and within our larger community—working together.

Healthy Davis Together (HDT), a joint project between UC Davis and the City of Davis, was created with two main goals in mind: prevent, track and predict the spread of COVID-19, and inspire the community to engage in healthy behaviors. By providing free rapid diagnostic testing, contact tracing, quarantine housing, incentives to encourage safe behavior and more, HDT has enabled Davis residents and UC Davis students, employees and their families to consistently maintain a lower positivity rate than the state of California.

As the most ambitious program of its type in the nation, HDT has been nationally recognized as a transformative model for other universities to equitably protect communities from global pandemics now and in the future.





An Invitation

Thank you for considering a gift to support our bold vision for the future. We believe that higher education plays an integral role in advancing society toward a healthier, more inclusive and more just tomorrow. Together, we can make that vision a reality—for students, for our campus communities, and for all whose lives are made greater by UC Davis.

For more information about supporting the Office of Diversity, Equity and Inclusion, please contact:

Lauren Kidd

Assistant Vice Chancellor

School and Unit Programs

Email: klkidd@ucdavis.edu

Phone: (530) 754-2023



Ways of Giving

We respect that, for each donor who wishes to provide significant philanthropic support, there are personal, financial and gift planning aspects to consider. We will work with you to realize your philanthropic vision and develop the gift plan that best meets your needs. At your request, we can also work with your tax and financial advisors.

Following are various gift types and their associated benefits. You may wish to consider a mix of gift types to help you achieve both your philanthropic and financial objectives.

Cash Gifts

- Are the simplest and most popular giving method
- Can be tax deductible in the year they are given

Gifts of Securities

- Include stocks, mutual funds and bonds
- Can avoid capital gains taxes
- Can provide an income tax deduction for the full fair market value of long-term, appreciated securities

Gifts of Real Property

- Include land, farms, personal residences, and rental or commercial property
- Can avoid capital gains tax on appreciated assets
- Can provide an income tax deduction for the full fair market value of long-term, appreciated property
- Can eliminate property expenses and taxes
- Can provide continued use for life through a retained life estate gift

Bequests and Living Trusts

- Establish the UC Davis Foundation as a beneficiary of your estate
- Can provide an estate tax deduction equal to the value of the gift
- Offer flexibility by allowing you to provide for family first

Retirement Plan Gifts

- For current gifts, utilize the IRA Charitable Rollover provision (for donors aged 70½ and older)
- Name the UC Davis Foundation as a beneficiary
- Can eliminate income tax on the plan distributions
- Preserve the plan's full value for gift purposes

Life Income Gifts

- Include charitable remainder trusts and gift annuities
- Can provide potential tax savings on income, estate and capital gains
- Generate income for you and/or your loved ones for a fixed period of time or until your passing
- Distribute the remaining assets to the UC Davis Foundation