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Dear UC Davis African Diaspora Student Community,

It is an essential responsibility of the University of California Davis and its leaders to do everything in our power to ensure the safety of all our students, and to acknowledge the existence of explicit or implicit biases which are harmful to the physical and mental wellbeing of anyone on our campus. The reported hate crime that occurred on Monday, February 15<sup>th</sup> underlines the urgent need for action to create a safer, more inclusive, and equitable campus community. While community and cultural change do not happen overnight, we stand united with our students in our knowledge that diversity and inclusion are the foundations of our shared success, and that there are immediate actions we can take which will move us forward. We recognize and thank each student, faculty, and staff member who stood with our African diaspora student community on Monday, February 22<sup>nd</sup> to present demands which enhance and support the safety and well-being of our students. Our response to each of the items is included below in the order we received them.

### **I. Emergency Call Boxes**

The UCD Police Department shares the concerns of the campus community and seeks to reinstall these systems throughout campus. In partnership with the Arboretum, UCD Police are developing a plan to deploy seven emergency call boxes throughout the Arboretum in areas frequented by the campus community and visitors, including: Shields Grove, Putah Creek Lodge, Lake Spafford, and Wyatt Deck. Additional call box locations are also being researched, in particular the Orchard bike overcrossing at West Village. This intersection is located in a remote area with high bicycle traffic and limited-visibility for vehicles. The Police Department has already begun researching to determine the feasibility of using existing infrastructure at each site, or if new infrastructure will need to be installed.

These boxes will be identifiable as emergency call boxes, with bold color schemes, and will each utilize a blue light. When activated, the call box will route directly to the UC Davis Police Department for an emergency response and the blue light will flash to notify those nearby of its activation. Police Department 911 Dispatchers will field the emergency call, know the call box location, and route appropriate emergency resources. The call boxes will be ADA-compliant, allowing all visitors to effectively report an emergency.

Emergency call boxes will be installed first in locations along the Arboretum and later extend across campus.

## **2. Improved Lighting**

### **On Campus**

Facilities Management aims for full lighting coverage of pathways, courtyards and parking lots. This means spacing light poles no farther than 150 feet apart, ideally achieving a 50-foot separation. These distances should achieve overlapping light coverage from pole to pole as indicated in the Facilities Management Exterior Lighting Coverage Map. Lighting outages are currently assigned Facilities' highest-priority work order designation, for response within 24 hours, and Facilities Management participates in yearly outdoor lighting walks with campus police and students to identify new areas in need of lighting. The next walk is scheduled for March 9, 2016. Facilities Management will assign staff to survey lighting in areas not typically covered by the police/student groups, paying particular attention to corridors commonly traveled by students between the core campus and residence halls.

To date, our Utilities division has made significant investments in state-of-the-art lighting monitoring systems and upgraded lighting to better illuminate public spaces, while reducing energy usage. We are already scheduled to upgrade lights along Storer Hall this summer, and additional funding has been requested to cover all areas that were identified in the 2015 Outdoor Lighting Walk.

### **Campus Borders and City of Davis**

Vice Chancellor and CFO Dave Lawlor, Assistant Chancellor Marj Dickinson, Davis City Manager Dirk Brazil, Assistant City Manager Mike Webb, and Davis Police Chief Darren Pytel held a telephone conference call on Thursday, February 25, 2016 to discuss student concerns about lighting and to share the status of current and planned campus and City lighting initiatives. The City of Davis has a number of initiatives completed or actively underway, many of which are being implemented with technical advice from the UC Davis California Lighting Technology Center, including:

- The recently completed retrofit of all existing lighting on major arterials and local streets throughout the City to LED, which will enhance energy efficiency and improve lighting quality and consistency;
- The current field testing and collection of community feedback on new lighting options for City greenbelts with the goal of installing new fixtures this spring;
- The replacement of approximately 100 existing downtown fixtures to improve consistency; fixtures have been ordered and are expected to be installed this summer;
- The recent downtown walk with bar owners to identify "light deficient" areas between the west side of downtown and campus, so that lights can be installed where needed; and
- The front page of the City of Davis website has a "Report a Problem" link (<http://cityofdavis.org/how-do-i/make-a-service-request>) that enables anyone to report a problem with a variety of city services including lighting. The link also provides access to download a mobile app which allows users to quickly report emergencies.

In addition, locations identified in the recent ASUCD survey of downtown nightlife are expected to be considered in the City's 2016-17 budget process, including:

- Improvements/enhancements to downtown lighting, such as identifying where new fixtures could be added; and
- Staffing for ongoing monitoring and replacement of lighting outages.

Finally, campus and City representatives agreed to continue to actively share technical expertise and the ongoing assessment, evaluation and implementation of lighting improvements, especially along our shared edges such as 1st Street and A Street. The input and involvement of students in these efforts and initiatives was also agreed upon.

### **3. Safer Transportation at Night**

Associate Vice Chancellor Milton Lang and UC Davis Chief of Police Matt Carmichael will partner to achieve the following: Safe Rides Services will enhance their offerings starting mid-April, which will include bringing two more vans online to provide a total of six Safe Rides vans seven days a week, along with four Topsy Taxis on Thursday, Friday and Saturday. Furthermore, UC Davis Police and UC Davis Student Affairs will partner to fund and test a fixed rides Service seven days a week. Working with students, we will identify the fixed route to run through peak hours of the night, giving our students another option when safe rides services are running at maximum capacity. This fixed route will include West Village, the core of campus, and the city of Davis. Utilizing feedback from our programs and students, we will refine this route to maximize efficiency while keeping our students safe. Safe Rides and Topsy Taxi are proactive responses to combatting sexual assaults on campus, ensuring no student walks alone and enhancing safety for all our students.

### **4. West Village Statement**

Vice Chancellor & CFO Lawlor met with West Village management to prepare a statement for immediate release on Monday to the West Village community notifying them of the hate crime, as well as sharing with each of them information on available safety and support resources. West Village management is committed to partnering with the University at an increased level to share information on student safety and to immediately respond to any future incidents.

### **5. Response to Previous Demands**

#### **A. Black Resource Center**

Under the leadership of Kayton Carter, Director of the Center for African Diaspora Student Success (CADSS), and the Director of African American Strategic Retention Initiatives, CADSS has met with—and continues to meet with—the Black Leadership Council (BLC) representatives (i.e. Mariah Watson, Theodore Mitchell, Kamaal Thomas, and Gabriel Johnson) in an effort to establish a future student advisory committee for CADSS. The goal is to have BLC leaders work in collaboration with CADSS student staff and function as the ongoing voice of the African diaspora student body in directing services and support for students of the diaspora.

**B. Holistic Advisors**

CADSS currently has Director Kayton Carter & Associate Director Dr. Kawami Evans as leaders of the center. Both positions function as Student Affairs Officers and Academic Advisers for African diaspora students, and as such are key liaisons between diaspora students and the entire campus community of resources. CADSS is also in the process of hiring two graduate level student-staff to provide additional advising, advocacy, and mentoring to our African diaspora students. Additionally, we are in the process of hiring two more (undergraduate) peer advisers – for a total of four peer advisers as CADSS liaisons. Lastly, the CADSS volunteer program will also provide students with additional coordinated support from key leaders in the student community.

**C. Professional Development Advisor**

CADSS is in the process of solidifying a systematic relationship with the Internship and Career Center (ICC) as they are the campus experts surrounding professional development for students. Consequently, we have identified Ken Barnes as the professional staff from the ICC who will help forge this new relationship. Ken will function as the CADSS Assistant Director of Internships & Careers for CADSS – in a 50% time allocation.

**D. Additional Resources**

As part of the collaborative process between CADSS and BLC, we have identified the specific academic needs of African diaspora students, and are in the process of creating a tutoring program. This will include a contract with the Student Academic Success Center (SASC) to provide tutors and programs for CADSS, as well as identifying high performing students from the African diaspora as possible peer tutors. A list of all tutoring resources will be made available at the beginning of the spring quarter. One of the CADSS peer adviser positions has been designated to work specifically with BLC on community programming and addressing specific community needs (i.e. space reservation, centers hours, etc.). CADSS has also established a partnership with the Financial Aid and Scholarships Office, and have identified a dedicated point of contact staff person (Jamila Brown) who will work closely with our CADSS to offer diverse workshops (i.e. cash course, financial literacy) for African diaspora students.

**E. Structural**

Each of these recommendations connected with student academic and co-curricular support will be taken into full consideration. Most are already included in the Strategic Plan for the African American Initiative, and Kayton Carter is committed to ensuring that students play an active role in the planning of new programs and activities. CADSS will be a place where mentoring and dedicated advising will be provided, and the staff in the Center will continue to partner with university resources to insure that students' needs are met in a comprehensive and holistic manner. As we move forward in the growth and development of the Center, I will continue to partner with our students and our faculty so that their voices are heard and their opinions considered in the expansion of the Center's programs and activities.

**F. Black Aggie House**

With the existence of the African American and African Living Learning Community (AAA Theme Floor) in partnership with CADSS—and given the existing real-estate situation in Davis—we are not in a position to move forward with the Black Aggie House concept. We will continue to evaluate how the Black Aggie House concept and services can be met with existing programs and services in CADSS and the AAA Theme Floor in Tercero.

**G. The African American & African Themed Program (AAATP)**

The AAA Floor should remain a space for students of the African diaspora, engaging in aggressive recruitment to make sure that students who identify within the African diaspora or purposefully select AAATP reside on the AAATP Floor. We will also be hiring Resident Advisors and a Cultural Programmer who identifies within the African diaspora and has knowledge of appropriate resources and services.

To aid in this effort, the BSU President should be a chair on the committee in addition to a staff member appointed by the Black Leadership Council. Recruiting efforts via electronic communication sent to all admitted African American identified students, and additional recruiting will take place throughout the summer through orientation. African American students who attended Decision Day, S.T.E.P. students, as well as participants in the Linda Frances Alexander Scholars program are all encouraged to reside on the floor. The AAS SAO has been integrated into the placement of the new floor peer advisor position as well as the resident advisor position. However, that role will transition to CADSS. The PA and RA's will meet with CADSS regularly to address cultural competency training and lead the programming efforts on the floor. A transitional plan is in place between the AAS SAO and CADSS. Students from BSU and the BLC will be an integral part of the advisory committee of the AAA floor led by CADSS.

**H. Increase Black Course Offerings and Reevaluating the Diversity Requirement**

The Academic Senate is committed to offer Domestic Diversity (DD) General Education courses that integrate a consideration of patterned differences that characterize human populations as determinants of issues pertinent to United States cultures, governance or history. The Academic Senate chair has committed to create a faculty workgroup to:

- a. Review existing courses approved for GE domestic diversity credit to confirm that their current delivery meets the DD criteria; and
- b. Solicit new course proposals, including potential new Black course offerings, to meet the DD criteria and perform a review.

The workgroup will report their recommendations to the Academic Senate Chair by the end of the Summer quarter.

**I. Increase Support for Existing Community Programs**

Campus leadership recommends that students from the African American community

provide a proposal to Milton Lang, Associate Vice Chancellor for Student Affairs, for financial support for community programs. Dr. Lang's office will then consider each request based on the financial resources available.

**J. Black Art**

Campus leadership is in agreement with students about the value of campus art reflective of the African diaspora. CADSS met with students over the summer to address this idea, and CADSS has contacted Rachel Teagle (of the Shrem Museum of Art) for the purpose of identifying a local Black artists/muralist. She has referred us to two local artists, who will meet with students.

**K. Cross Cultural Training and Education**

Student Affairs is in the process of updating its Cross Cultural/Diversity Training program in Student Orientation. In the 2016 Student Orientation program, we will be providing diversity training for every incoming freshman and transfer student. We are also moving forward with a diversity training program for student employees in Student Affairs. The training will include the list of topics that students originally submitted, as well as many other subjects. Additionally, as part of the 1st year Aggie Connection (and other first-year seminars in Undergraduate Education) our entire campus has increased the awareness and availability of diversity trainings and requirements.

**L. Increase in Black Faculty and Staff**

The administration shares students' concerns regarding the need to increase our black faculty and staff. As the processes for hiring and retention of faculty and staff involve two different processes, we will respond first on the matter of faculty and then on staff. In addition, the Associate Vice Chancellor of Academic Diversity as well as our key staff administrator for staff diversity, Dr. Rich Shintaku, will play key roles in monitoring improvements and providing critical outreach to core constituencies.

While we have had success in hiring more diverse faculty, we are extremely concerned that we have not been as successful in adding to and sustaining growth in the numbers and percentage of African-American faculty. Failure to retain existing faculty diminishes the effect of any new hiring, and students are correct in pointing to the need to anticipate this attrition and take steps to mitigate it. UC Davis has had strong recent success in accelerating the hiring of Latina faculty in STEM and providing them with ongoing support as a community of scholars via the CAMPOS program. Along with the Provost, I am committed to establishing a comparable program for the hiring of African-American faculty across the entire campus. The Provost will initiate the program with a commitment to provide departmental incentives to the hiring of 16 African-American faculty over the coming years just as he did with the hiring of CAMPOS scholars. This program will be launched no later than the 2016-2017 hiring cycle. This timeline coincides with the upcoming appointment of a new Associate Vice Chancellor of Academic Diversity, who will work closely with faculty, students, and campus leadership to support continued critical discussions around these types of recommendations.

CFO and Vice Chancellor Lawlor oversees Human Resources and staff hiring, and he will work with Dr. Rich Shintaku in the Office of Campus Diversity to appoint a task force to advise us on best practices to both accelerate the recruitment of African-American staff and improve their retention. This task force will include representatives from: the Campus Council on Community and Diversity; Staff Diversity Administrative Advisory Committee; UCDHS Staff Advisory Committee on Equity, Diversity and Inclusion; Staff Assembly; Human Resources; Office of Campus Community Relations; UCDHS Office of Equity, Diversity and Inclusion; and specific groups such as the UC Davis and UCDHS African American Faculty and Staff Association.

The reports of both the Workplace Climate Task Force, which is soon to be released, and of the Diversity and Inclusion Strategic Planning Committee, scheduled for completion later this academic year, will be important tools in improving climate and thus retention for both faculty and staff.

**M. Increase in Black Students**

In the last year, our campus has seen an increase in African diaspora students from 812 to 996. With the hiring of the new Urban Recruiter (Elroy Pinks) and the new Executive Director in Undergraduate Admissions (Ebony Lewis), we expect to see a continuous increase in African diaspora students over the next few years and, as this letter makes clear, we are committed to providing the necessary resources and support to help our students achieve success.

As campus leaders we stand committed to fulfilling our promise in each area, and to embedding the values of excellence in diversity and inclusion into our vision for the future of this campus. We encourage students who want to become engaged in this conversation or discuss any related matter to reach out to Kayton Carter at the UC Davis Center for African Diaspora Student Success. We value and appreciate your input and consider it vital to getting to the inclusive, successful and respectful campus community we all want UC Davis to be for all of our students, faculty and staff.

Sincerely,



Linda P.B. Katehi  
Chancellor

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