

# Crucial Conversations: Cultural Spaces at UC Merced

*"Without community, there is no liberation. Dare to be powerful. Dare to use your strength in service of your vision."  
-Audre Lorde-*

Jonathan Grady, Ph.D. (Associate Vice Chancellor and Dean of Students)  
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HONOR  
THE PAST

RECOGNIZE  
THE PRESENT

PLAN FOR  
THE FUTURE

COMMUNITY

CARE

ACCOUNTABILITY

TRANSPARENCY

GOAL: SUBMISSION OF VETTED PROPOSAL WITH TIMELINE BY SPRING 2018

# COMMUNITY GUIDELINES

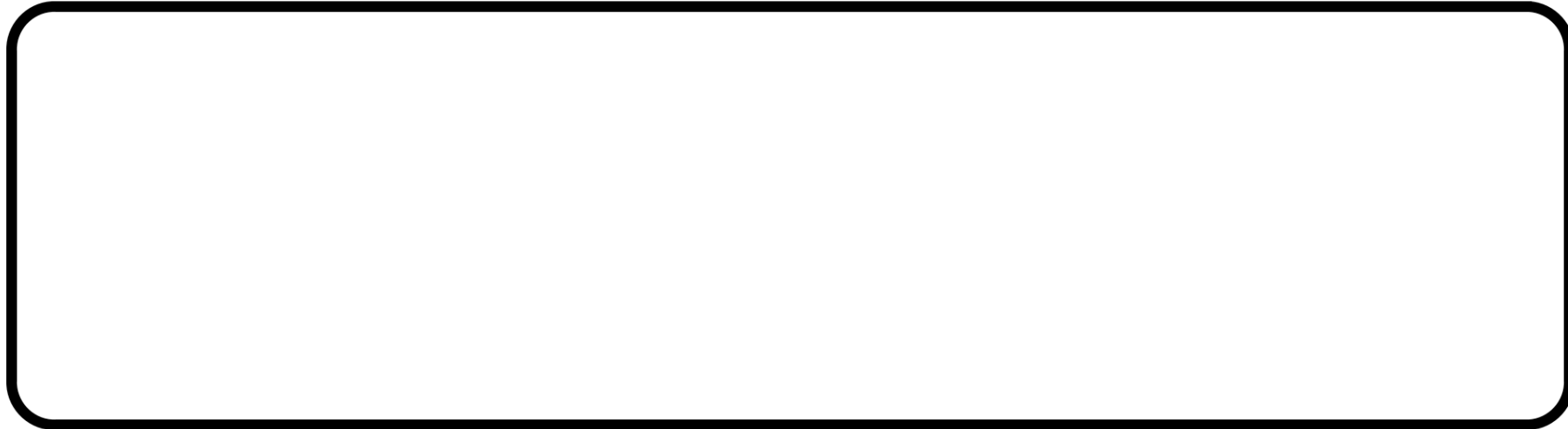
- Active Listening
- Respecting other perspectives/multiple truths
- Confidentiality-while we will be recording this to ensure we capture your truths, no identifiers will be used nor will this recording be shared publically.
- Being present
- “I” statements/Speaking from YOUR experiences
- Give Space/Take Space
- Lean into discomfort
- One Mic

# CRUCIAL CONVERSATIONS - TOWN HALL FEB. 15TH, 2018

1. Why are cultural spaces important at UC Merced?



2. How can cultural spaces help students and the larger community thrive?



CAMPUS CLIMATE

STUDENT MOBILIZATION

BACKGROUND AND CONTEXT

# Campus Climate 2013

Rankin & Associates Consulting  
 UC Campus Climate Assessment Project  
 UC Merced Final Report, March 2014

*Table 1. UC Merced Sample Demographics*

<b>Characteristic</b>	<b>Subgroup</b>	<b><i>n</i></b>	<b>% of Sample</b>
<b>Position Status</b>	Undergraduate Students <sup>i</sup>	1,085	60%
	Graduate/Professional Students <sup>ii</sup>	120	7%
	Faculty <sup>iii</sup>	133	7%
	Staff <sup>iv</sup>	452	25%
	Post-Doctoral Scholars/Trainees <sup>v</sup>	6	<1%
<b>Gender Identity</b>	Women	1,074	60%
	Men	708	39%
	Transgender <sup>vi</sup>	1	<1%
	Genderqueer <sup>vii</sup>	8	<1%
<b>Racial Identity</b>	White	572	32%
	Underrepresented Minority <sup>viii</sup>	676	38%
	Other People of Color <sup>ix</sup>	478	27%
	Multi-Minority <sup>x</sup>	42	2%
<b>Sexual Identity</b>	Heterosexual	1,493	85%
	Lesbian, Gay, Bisexual, Queer	110	6%
	Questioning <sup>xi</sup>	27	2%
	Asexual <sup>xii</sup>	118	7%

**Table 22. Location of Experienced Exclusionary, Intimidating, Offensive or Hostile Conduct**  
 Only answered by respondents who believed they had experienced exclusionary conduct ( $n = 511$ ).

<b>Location</b>	<b><i>n</i></b>	<b>% of respondents who experienced conduct</b>
While working at a UCM job	145	28.4
In a meeting with a group of people	137	26.8
In a UCM office	121	23.7
In a public space at UCM	114	22.3
In a class/lab/clinical setting	106	20.7
In a meeting with one other person	84	16.4
On a social networking sites/Facebook/Twitter/cell phone/other form of technological communication	68	13.3
In campus housing	64	12.5
Off campus	60	11.7

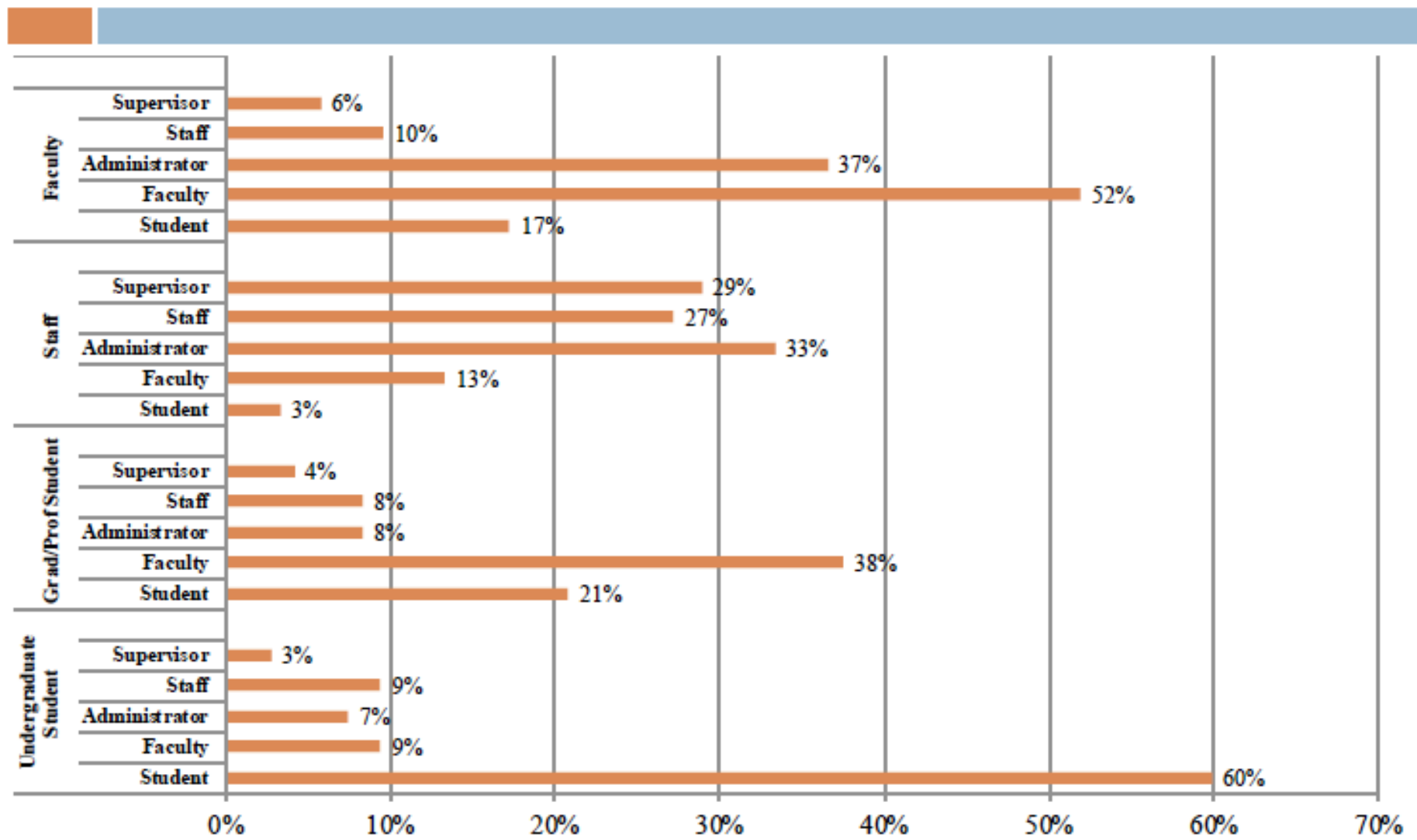


Figure 38. Source of Exclusionary, Intimidating, Offensive or Hostile Conduct by Position Status (%)

# CAMPUS CLIMATE

Source of the Conduct (Percent of Respondents Who Reported an Experience that Affected Their Ability to Work or Study)

UC Merced Campus Climate

	UNDERGRADUATE	GRADUATE STUDENTS	TENURED AND TENURE TRACK	LECTURERS	STAFF
STUDENT	58%	18%	15%	25%	4%
STUDENT STAFF	9%	0	0	0	2
TEACHING ASSISTANT/ GRAD. ASST./LAB	5%	0%	0%	13%	1%
FACULTY ADVISOR	11%	55%	0%	13%	1%
FACULTY MEMBER	16%	45%	46%	50%	12%
ADMINISTRATOR	14%	9%	46%	38%	37%
DEPARTMENT HEAD	7%	27%	23%	38%	33%
SUPERVISOR	4%	9%	8%	0%	39%
CO-WORKERS	14%	18%	23%	25%	40%
STAFF MEMBER	19%	9%	23%	13%	26%

Columns total more than 100% because respondents could select multiple sources.



**Table 21. Form of Experienced Exclusionary, Intimidating, Offensive or Hostile Conduct**

Only answered by respondents who believed they had experienced exclusionary conduct ( $n = 511$ ).

<b>Conduct</b>	<b><i>n</i></b>	<b>% of those who experienced the conduct</b>
I felt isolated or left out	289	56.6
I felt I was deliberately ignored or excluded	250	48.9
I felt intimidated/bullied	203	39.7

# 2015 Student of Color Conference

- A week after the November 4, 2015 incident students came together at the Students of Color Conference in Berkeley and began conversations on the necessity of our campus having safe spaces for marginalized identity communities (of color, LGBTQPIA+, etc.) to go to in times of crisis....

# Mission ( 2 0 1 5 ... )

- Emerging from the work of passionate student activists, The Intercultural Hub strives to promote principles of intersectionality, diversity, inclusivity and social justice by providing students a safe, inclusive space. Through unity, identity exploration, and communication with one another, we hope to build solidarity and foster a culture of acceptance and anti-oppression activism on our campus.

# Focus Groups/Outreach

- Focus Groups
  - Facilitated by SJI student interns/staff & Angi Baxter (Coordinator of Women's Programs & LGBTQ+ Initiatives)
  - Outreach to student organizations and requesting to share in their meeting the same prompts
  - Online feedback form
- Fall Semester 2016
  - Prompts
    - Share your thoughts how the Intercultural Hub can be utilized by you and your organization(s)?
    - How would you use the current space?
    - What do you hop the Intercultural Hub will be or not be?
    - How can the Intercultural Hub help you thrive?
    - Visioning: What does this look like beyond 2016 and on?

# From student voices...

- Responses from the questions:
  - *How the Intercultural Hub can be utilized:*
  - Connect across ethnic heritage backgrounds
  - Share events
  - Advertise clubs & events
  - Go to other clubs
  - Spread the word about diversity
  - Networking & marketing
  - A space for students have a space to discuss issues, guide conversations, councilor space
  - Could this space have resources, referrals
  - Need to have international student included in the conversation
  - Reserve for potluck space or even study space
  - A space for you to feel like your part of a community and with the space being so small I don't know if the space is big enough for these types of issues
  - Safe space for undergrad / safe space for grads
  - Understanding the positionality

# From student voices...

- *How would you use the current space?*
  - Not a space to be challenged about your identity or your experiences
  - Publicizing for other organizations (in that way building solidarity)
  - Ensure that people in the space are understanding mission and vision
  - Ideas for programming:
    - Involve more Asian voices in discussions
    - Doesn't hear solidarity (even considering the achievements of the org/cultural clubs)
    - Programs targeting all backgrounds
    - Broader connections between diff/ groups (yellow peril  $\leftrightarrow$  black power)
    - Art – as form of healing
    - Bring cultures together

# From student voices...

- *How can the Intercultural Hub help you thrive?*
  - Appeal to more students—cultural club, more credibility-information, database for club/organization resources
  - Networking/recruitment and retention
  - Definitely emphasis on healing; we sit asking ourselves what can we do, don't know how to handle situation that has really impacted us
  - Have a way of connecting with the community; how can we work with them and change policies

# From student voices...

- *Visioning: What does this look like beyond 2016 and on?*
  - Offices for different populations (similar to bright success center); it'd be great if there was a room for students to meet with clubs and orgs and for that to be a space where people can come together to discuss;
  - Also a space where you can talk and feel like you're not being judged (beyond clinical)
  - Feels like a prison → great if it had art, etc. it would help brighten up the room, contrast to dull architecture; *(this is for the current space)*
  - Front desk, main table
  - Calendar on the wall with different color markers for different club events
  - Space should accommodate students to learn about intersectionality
  - Robust budget to do this



# Online Feedback

- **What is your vision for the space?**
  - My vision of the cultural center is to provide a space for students involved in cultural organizations and clubs to promote intersectionality and diversity within organization events and meetings. This encompasses networking through interest forms, calendar invites, and event collaborative planning, providing permanent infrastructure for the advancement of diversity and inclusion within the undergraduate and graduate student population.
  - Colorful, lots of student made art; not super quiet; student-led programming (like creating space to talk, to heal, to create); lots of resources (pamphlets on anything, books on/about identity, information to places/services on campus)

# Online Feedback

- **What is your vision for the space?**
  - I would like this space to remain a cultural center (as I have heard other initiatives had their eyes on expanding it to more than that). I would like this center to be a space where students of different cultures can not only feel comfortable and safe exploring their culture but also share it with other students who are interested. I would like to see programming that showcases and reflects the diverse student population at UC Merced.
  - Books where we can learn about our culture/power/healing processes, Cultural Music playing in the background, space for students to just relax and take a break. At least one professional staff member that welcomes students in. And I also want that professional staff member to have an office (not a cubicle) so students can confide in the staff member and possibly report the incident.
  - I want this space to be warm and welcoming to the students who enter. I want it to encourage discussion with posters on the walls of leaders from diverse backgrounds (but not the highly famous leader, but the ones that got lost in history). I also want this to be a space where students can just take a break, de-stress, and heal. <3

# Online Feedback

- **What is your vision for the space?**
  - Cultural awareness, inclusiveness
  - Fun facts about different cultures, upcoming multicultural events
  - A space that showcases & celebrates the richness of the various identities that make our Bobcat community. I imagine a table for us to meet and some couches and a teapot, coffee pot and microwave with educational resources such as scantrons/blue books/pencils. Magnets/flyers with the resources available on campus. I would imagine the programming to revolve around connecting different identities, educating us on comradeship/allyship, advocacy. Accessible would be 9 am - 8 pm hours, always someone there, promotion of space everywhere.
  - I imagine resources available, like a book bank, healthy snacks available, tampons and pads available, condoms available, art work on the wall, regular educational/social justice programming, a director, student interns, a resource wall, a place to advertise diversity events on campus, a space to de-stress, a space for self-care, a space for organizing, a space for multicultural student organizations to use, a space for students of color to feel safe, a space to study and learn, a space to challenge oneself, a healing space, a sanctuary space...

“There is no such thing as a  
single-issue struggle,  
because we do not live  
single-issue lives.”

-audré lorde

SUSTAINABILITY

# GOAL:

SUBMIT A VETTED PROPOSAL TO VICE CHANCELLOR OF  
STUDENT AFFAIRS, CHARLES NIES AND OUR CHANCELLOR BY MAY 1<sup>ST</sup>.

# TRANSPARENCY

## TOWN HALLS

Public forums for students, staff, and faculty to attend and both ask questions and offer solutions.



Transcripts from town halls will be posted publicly.

## ONLINE SURVEY

Considering the entire campus community will not be able to attend town halls, surveys will be available.



## INDIVIDUAL MEETINGS

An option for those desiring to meet in person but not wanting to pose public questions or comments.



Dr. Jonathan Grady, Onar Primitivo, and Kamyar Nekoui will all host separate meetings.

# WAYS TO GET INVOLVED...

## TOWN HALLS

February 15th 2018 @ 4:30-6:30pm | COB2 110

April 17th 2018 @ 5:30-7:30pm | COB 105

## ONLINE SURVEY

*Dean of Students website from March 1st to April 6th*

## FOCUS GROUPS

### UNDERGRADUATE STUDENTS

**Feb. 20th 4-5pm**

**Feb. 21st 12-1pm**

If interested please email [spierce2@ucmerced.edu](mailto:spierce2@ucmerced.edu)

### GRADUATE STUDENTS

**Feb. 20th 4-5pm**

**Feb. 21st 12-1pm**

If interested please email [oprimitivo@ucmerced.edu](mailto:oprimitivo@ucmerced.edu)

### STAFF

**Feb. 21st 12-1pm**

If interested please email [jgrady2@ucmerced.edu](mailto:jgrady2@ucmerced.edu)

### FACULTY

**Feb. 20th 12-1pm**

If interested please email [oprimitivo@ucmerced.edu](mailto:oprimitivo@ucmerced.edu)

## INDIVIDUAL MEETINGS

AVC/DOS Dr. Jonathan Grady has an open door policy (KL 113) and is able to make an appointment, please email [jgrady2@ucmerced.edu](mailto:jgrady2@ucmerced.edu)

Assistant Director of Student Life Onar Primitivo also has an open door policy (KL 167) and is able to make appointments, please email [oprimitivo@ucmerced.edu](mailto:oprimitivo@ucmerced.edu)

AVC/DOS Intern Kamyar Nekoui is available by appointment ([knekoui@ucmerced.edu](mailto:knekoui@ucmerced.edu)) in addition to office hours on Monday and Friday from 8am to 10am, and Wednesday from 9am to 10am (KL 113)



