|  |  |
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| 1/31/2021 | L����� �� A���-R����� ���� M������ �� S������ I���������� �� O����������� |
| Le�e� on An�i�Raci�m f�om Membe�� of Sc�i��� In��i���ion �U�da�ed a����a�ica��� e�e�� 5�i���e� | |

**Le��e� �� A���-Rac��� f���**

**Me�be�� �f ��e Sc�����**

**I���������� �f Ocea����a���**



**L����� �. 1**

**D������ �. 6**

**A��������� �. 16**

**���������� �. 22**



*�I ����� ���� �� ������ ��a�� ��� ������ ��*  
*����� �a���� �a� a������� a�� �������� ���*  
*������ ������� �� ���� �������. I� �� ��� a*  
*������ �����. W� �a���� ���� �� a�a�. W�*  
*�a���� ������ a����� ��a� b� ����� a��*  
*����� �� ��a�����, [- ������ ���� ������a��*  
*- ��a� �� ���� ��� ��� ���b���.] Ra���� ��*  
*������ ����a���� �� ��� �������. I� ���*  
*������ ������. I� ��� ������ ������. A��, I*  
*����� ���bab�� �������� b� �a���� ��a�*  
*��a� �� a�� a��������� ���a� a�� ������*  
*��a� ������ �a�� b��� �a��� �� �� ���*  
*������a�� a�����a�� �� ��a����. B�� ����*  
*a�� a��� ������ ��a� ������ �a�� b��� �a���*  
*�� ���� ������� �� ��� ������a���a���� ��*  
*���� �a�� �� ��� �����. T�� ����� ������� ��*  
*�a���� ���� I��������� ������ �� ����*  
*�������.�*   
 ***Dr. Angela Da�i�****[1�*



A� Sc�i��� I���i���i�� �f

Ocea��g�a�h� (SIO), ��� �i��i��

��a�e�e�� i� �� �eek, �each, a�d

c�����ica�e �cie��ific ��de���a�di�g

|  |  |
| --- | --- |
| �f �he �cea��, [a�����he�e](https://docs.google.com/), E[a��h, a�d](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0) P�b�i�hed b� [G��g�e D�i�e](https://docs.google.com/) � [Re���� Ab��e](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0) |  |
| �����://����.������.���/��������/�/�/2PAC�-1��DN�H�90I�H�4���H�-�����6JI�L���LG3�3���M�����E�LS��9��L5�H��H���IQ��H�A0���FS/��� | 1/53 |

1/31/2021 L����� �� A���-R����� ���� M������ �� S������ I���������� �� O�����������

��he� �la�e�� *f�� ��e be�ef�� �f ��c�e��*  
Le�e� on An�i�Raci�m f�om Membe�� of Sc�i��� In��i���ion �U�da�ed a����a�ica��� e�e�� 5 *a�d ��e e�������e��*. A� a ��blic- �i���e�  
 �e��i�g �cea��g�a�hic �e�ea�ch   
 i���i���i��, �e �eek �� f�el �cie��ific,  
 ��cial a�d ��li�ical ��a��f���a�i���  
 �ece��a�� �� c��e �i�h e��i����e��al   
 cha�ge a�d deg�ada�i��. We ��ide  
 ����el�e� �� ���ki�g f�� �he   
 be��e��e�� �f ��cie��, b�� if ���  
 �e�ea�ch ha��� �� �eglec�� �he ��cie��  
 a�d e��i����e�� i� ��ac�ice, �he� i�  
 ca���� a��he��icall� be�efi� �he ��cie��  
 a�d e��i����e�� i� �e��e�. The   
 i��ac�� �f ��� �cie�ce ca���� �e��e a   
 di�e��e l�cal a�d gl�bal ��cie�� if ���  
 i���i���i�� �ai��ai�� a c�l���e �f  
 ����e�ac�, c���lici��, a�d ig���a�ce  
 �ha� e�cl�de� a�d ����e��e� di�e��e  
 ��ice�. O�� �cie�ce i� dece��i�e, a�d   
 i�a��he��icall� �����ai�able�, if i�  
 e���ac�� a�d e��l�i�� k���ledge,  
 ���e�, a�d �e����ce� f��� ���-�hi�e   
 c�����i�ie�. The e���a��di�a��  
 �e����ce� a�d ��i�ilege� held b� ���  
 i���i���i�� c��e �i�h a ��e�e�d���  
 ���al �bliga�i�� �� �e��e ��� �i��i��  
 j���l�. T� �hi� e�d, �e ���� a��ai�,   
 c�ea�e, a�d di��e�i�a�e k���ledge i� a  
 �a� �ha� i� ��� ��l� acce��ible, b��  
 �e����a�i�e �� �h��e affec�ed b�  
 e��i����e��al i�j���ice.

Rece�� e�e��� i���l�i�g �he  
�ig�ifica�� l��� �f Black life a� �he   
ha�d� �f la� e�f��ce�e�� a�d  
�a�i���ide ����e��� �������i�g �he   
Black Li�e� Ma��e� M��e�e�� d��i�g a  
�a�de�ic - �ha� di��������i��a�el�  
affec�� �i���i�� ����la�i���[2] - ha�e  
������ed �a�i��� i���i���i��� �� �ake

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| ��a�e�e��� c�~~[�de��i�g a](https://docs.google.com/)~~c�� ~~[�f �aci��](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0)~~P�b�i�hed b� [G��g�e D�i�e](https://docs.google.com/) � [Re���� Ab��e](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0) |  |
| �����://����.������.���/��������/�/�/2PAC�-1��DN�H�90I�H�4���H�-�����6JI�L���LG3�3���M�����E�LS��9��L5�H��H���IQ��H�A0���FS/��� | 2/53 |

1/31/2021 L����� �� A���-R����� ���� M������ �� S������ I���������� �� O�����������

a�d �he ����e�� �ha� �e��e��a�e i�.

Le�e� on An�i�Raci�m f�om Membe�� of Sc�i��� In��i���ion �U�da�ed a����a�ica��� e�e�� 5 The�e i� a �e��ici��� i���� i� �he�e �i���e�  
 a��a�e�� e���e��i��� �f ��lida�i�� a�  
 �a�� �f �he�e i���i���i��� ha�e ���  
 ��l� �e��e��a�ed a �aci�� ����e�  
 �h���gh��� a� lea�� �he la�� 400 �ea��,   
 b�� c���e��l� de�e�d �� �he ����� �f  
 �aci�� �� f��c�i��. Th��, if �e a�e ��  
 ge��i�el� c��de�� a�d e�adica�e  
 �aci��, �he� �he�e f���da�i��� �f  
 ���e� a�d �hi�e ����e�ac� ���� be   
 di�ec�l� a�d h�li��icall� add�e��ed.

A� �e�be�� �f �hi� c�����i��,  
�e �ill h�ld ��� i���i���i�� acc����able  
�� �hei� ��� ���d� a�d ��a�ed i��e�� ��  
��a�d i� ������� �f �he Black   
c�����i��. We �ec�g�i�e �ha�, ��e�  
�he �a�� �e�e�al ����h�, �he�e ha�e   
bee� eff���� �ade b� �he SIO   
Ad�i�i���a�i�� �� add�e�� �aci�� a�d   
f���e� a��i-�aci�� �i�hi� ���  
c�����i��. A�d, �hile �e e�c���age  
�he�e c���e��a�i��� �� c���i��e a�d   
celeb�a�e f���hc��i�g i�i�ia�i�e�,   
f���he� eff���� �h��ld be c���e���ali�ed  
�h���gh �he le�� i� �hich �e   
ack���ledge �ha� �he i���i���i�� �f  
�cie�ce ha� bee� c���lici� i� all��i�g  
�aci�� �� e�i�� a�d ha� hel�ed ��  
��e�e��e �hi�e ����e�ac�.

The i�j���ice� �ha� �he Black   
c�����i�� e�c����e�� ��da� a�e �he   
di�ec� �e��l� �f cha��el �la�e��.

Al�h��gh �he E�a�ci�a�i��  
P��cla�a�i�� �e��i�a�ed cha��el  
�la�e��, a��i-Black�e�� �i�hi� A�e�ica  
��� ��l� lef� �e�be�� �f �he Black   
c�����i�� ���������ed, b�� ��ili�ed   
i�� ���e� �� �e[����i�e, e��](https://docs.google.com/)l�i�[, e�cl�de,](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0)   
 P�b�i�hed b� [G��g�e D�i�e](https://docs.google.com/) � [Re���� Ab��e](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0)

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1/31/2021 L����� �� A���-R����� ���� M������ �� S������ I���������� �� O�����������

a�d ����e�� �he� a�a� f��� �e����ce�  
Le�e� on An�i�Raci�m f�om Membe�� of Sc�i��� In��i���ion �U�da�ed a����a�ica��� e�e�� 5 a�d ��������i�ie� f�� ge�e�a�i��� �i���e�  
 (*A��e�d�� IV*). Thi� a��i-Black�e�� fi��  
 i��� �he b��ade� c���e�� �f A�e�ica�  
 �hi�e ����e�ac�, �hich al��  
 ����e�a�icall� ����e��ed a�d e��l�i�ed  
 ��he� �acial a�d e�h�ic �i���i�ie�,   
 i�cl�di�g b�� ��� li�i�ed �� I�dige����,   
 La�i��, A�ia� A�e�ica�, a�d  
 ��l�i�acial �e��le�. Thi� �hi�e  
 ����e�ac� all��ed �aci�� �� �e��ea�e   
 a�d �e��i�� i� e�e�� i���i���i�� �f �he   
 U�i�ed S�a�e�, i�cl�di�g �he A�e�ica�  
 highe� ed�ca�i�� ����e� a�d �he   
 We��e�� �cie��ific c�����i��  
 ge�e�all�. Whi�e ����e�ac� ���� dee�,  
 ��e��i�g f��� �he �e�� f���da�i��� ��  
 �hich ��� field ha� bee� b�il�, i� �hich  
 �he �����i� �f [a �a��ic�la� ki�d �f]  
 �����h� ha� al�a�� bee� gi�e� ��i��i��  
 ��e� �he �����i� �f e��i�� a�d j���ice.

I� i� ��k���� �ha� life-cha�gi�g   
c����ib��i��� ha�e bee� ����ied,  
��e�l��ked, �� f��e�e� l��� �� �i�e, b�  
ba��i�g ���-�hi�e �e��le, ���e�,   
di�abled, Q�ee�, a�d ���� �e��le f���  
��b��a��i�el� �a��ici�a�i�g i� �he  
�cie��ific e��e���i�e.

Th���gh��� hi�����, i�j���ice�  
ha�e bee� cl�aked behi�d �cie��ific  
���g�e��. Thi� i� �e��a�i�e e�e� i� �he  
�a���al �cie�ce�, a� c�l��i�a�i�� a�d   
e��l�i�a�i�� ��de�lie �a�� �a��a�i�e�  
�������di�g e��l��a�i�� a�d   
c���e��a�i��. The�e a�e ���e����  
e�a��le� �f ��e�� a�d c��e�� �aci�� i�  
�cie�ce �hich ha�e �ha�ed �he   
acade�ic ���ld i� �hich �e ��e�a�e,   
a�d hi�����[3] ha� �h��� �ha� �he

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| a��lica�i�� �f ~~[di�c��e�ie�](https://docs.google.com/)~~ i� ~~[ge��cie�ce](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0)~~ P�b�i�hed b� [G��g�e D�i�e](https://docs.google.com/) � [Re���� Ab��e](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0) |  |
| �����://����.������.���/��������/�/�/2PAC�-1��DN�H�90I�H�4���H�-�����6JI�L���LG3�3���M�����E�LS��9��L5�H��H���IQ��H�A0���FS/��� | 4/53 |

1/31/2021 L����� �� A���-R����� ���� M������ �� S������ I���������� �� O�����������

ha�e �he ���e��ial �� �ega�i�el� i��ac�  
Le�e� on An�i�Raci�m f�om Membe�� of Sc�i��� In��i���ion �U�da�ed a����a�ica��� e�e�� 5�a�gi�ali�ed g����� �ha� a�e e�cl�ded �i���e�  
 f��� �he �cie��ific ���ce�� (e.g.,  
 �i�i�g, f�acki�g, i�d����ial fi�hi�g,   
 [4] ge�e�gi�ee�i�g).

The *A��e�d�ce�[5]* �f �hi�  
d�c��e�� ����a�i�e j��� a fe�  
e�a��le� �f h�� �hi�e ����e�ac�  
�a�ife��� i��elf i� �cie�ce, i�cl�di�g   
b�� ��� li�i�ed ��, �he �edical a�d  
�cie��ific �aci�� �ha� e�abled e�ge�ic�  
a�d a��i-Black�e��; c�l��ial ��ac�ice�  
�ha� ��ill e�i�� i� e���ac�i�e field  
�e�ea�ch k���� a� ��a�ach��e �cie�ce�  
(�� �c�l��ial �cie�ce�);[6] �he ��de��  
c���e��a�i�� ���e�e�� i� A�e�ica,  
�hich �a� i��e���i�ed �i�h �he   
ge��cide a�d �e���al �f I�dige����  
����la�i���; ge�l�gical a�d   
e��i����e��al �e�ea�ch �ha� i� �f�e�  
e��l�i�ed b� �he �a�e �il a�d ga�  
c���a�ie� �ha� e�ace�ba�e �he   
e��i����e��al ���ble�� �e �eek ��  
add�e��; a�d �he fac� �ha� �he i��ac�� �f   
cli�a�e cha�ge, bi�di�e��i�� l���, a�d  
��ll��i�� di��������i��a�el� b��de�  
ec����icall� di�ad�a��aged   
c�����i�ie� - ��i�a�il� �f c�l�� - b��h  
�� a �a�i��al a�d i��e��a�i��al �cale.

We al�� add�e�� �he hi����� �f   
acade�ic ga�ekee�i�g �ha� ��e�e��  
BIPOC (Black, I�dige����, a�d Pe����  
�f C�l��) ���de��� f��� acce��i�g   
STEM a�d �he hi����� �f acade�ic   
e��i��, di�e��i��, a�d i�cl��i�� (EDI)   
eff���� a� SIO.[7],[8]

Racial a�d e�h�ic di�e��i�� i�  
�he ge��cie�c[e� i� �a��ic�](https://docs.google.com/)la�l[� lacki�g.](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0)   
 P�b�i�hed b� [G��g�e D�i�e](https://docs.google.com/) � [Re���� Ab��e](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0)

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1/31/2021 L����� �� A���-R����� ���� M������ �� S������ I���������� �� O�����������

Of all ge��cie�ce d�c���a�e� a�a�ded   
Le�e� on An�i�Raci�m f�om Membe�� of Sc�i��� In��i���ion �U�da�ed a����a�ica��� e�e�� 5�� US ci�i�e�� a�d �e��a�e�� �e�ide��� �i���e�  
 i� 2016, ��l� 6% �e�� ��  
 ��de��e��e�e��ed �i���i�ie� (URM�)   
 (�h� �ake �� >30% �f �he US  
 ����la�i��).[9] O�� �f �he 5,138 �cea�  
 �cie�ce PhD� a�a�ded i� �he US f���  
 1976 �� 2016, ��l� 58 �e�e a�a�ded ��  
 Black ���de���.10 The ge��cie�ce�,  
 �cea��g�a�h� i�cl�ded, ha�e �ee� ��  
 ���g�e�� i� �acial a�d e�h�ic di�e��i��  
 i� �he �a�� f��� decade�.[10] The�e   
 dee�-�ea�ed di��a�i�ie� a�e al��  
 �eflec�ed ����-g�ad�a�i�� b� �he dea��h  
 �f ��e��igi��� i��i�e�, acade�ic h�����,   
 a�d leade��hi� ���i�i��� �ecei�ed/held   
 b� BIPOC d�c���a�e�.[11]

Sc�i��� i� �� e�ce��i�� �� �he�e  
��e�d� a� ��� de�a���e�� i� �he lea��  
�aciall�/e�h�icall� di�e��e [i� �e��� �f   
g�ad�a�e ���de��� a�d fac�l��] i� all �f   
UCSD.[12] O�� �f SIO�� e��i�e   
g�ad�a�e ���de�� b�d�, ��l� 9.1% �f  
���de��� ide��if� a� Chica��/La�i��,   
4.3% a� Black, a�d <2% a� A�e�ica�  
I�dia�/Ala�ka Na�i�e/Na�i�e   
Ha�aiia�/Pacific I�la�de� (���e �ha�  
�he�e ���be�� d� ��� i�cl�de   
i��e��a�i��al ���de���, �h��e   
de��g�a�hic i�f���a�i�� i� ���  
��blicl�-a�ailable).[13] A� �f 2019,  
��� �f >100 ladde�-�a�k fac�l��  
�e�be��, le�� �ha� 14% �f SIO��  
fac�l�� ����la�i�� a�e BIPOC, �i�h �he  
��l� c���e�� Black �e���e-��ack fac�l��  
�e�be� hi�ed i� 2019 (<1%). The�e  
���be�� a�e �i��l� ��agge�i�g, a�d  
���ike �� a� �[��e �ha� a �](https://docs.google.com/)�a�i[��ical](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0)   
 P�b�i�hed b� [G��g�e D�i�e](https://docs.google.com/) � [Re���� Ab��e](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0)

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1/31/2021 L����� �� A���-R����� ���� M������ �� S������ I���������� �� O�����������

a���al� �� �leak� �i�eli�e� ���ble�,   
Le�e� on An�i�Raci�m f�om Membe�� of Sc�i��� In��i���ion �U�da�ed a����a�ica��� e�e�� 5 i���ead hi��i�g a� �he ��ch dee�e�, �i���e�  
 ���e ����e��i�e hi����� �f �aci�� a�d   
 a��i-Black�e�� i� acade�ia. SIO��  
 ���de��, ��aff, a�d fac�l��  
 de��g�a�hic� ��de��c��e �ha� - a� i�  
 �he ca�e �i�h ���� �f A�e�ica� highe�  
 ed�ca�i�� a�d �e��e�� �cie�ce - SIO   
 ha� bee� a ��ed��i�a��l� �hi�e   
 i���i���i�� �i�ce i�� f���di�g i� 1903,   
 a�d �ha�, de��i�e i��e��i��al eff���� ��  
 i�����e �he �i��a�i��, *�e ���� d�*  
 *���e*.

We c���e�d �ha� �he lack �f   
di�e��e ��ice� a� SIO i� ��� ��l� a  
�eflec�i�� �f �he field b�� a �e��l� �f   
ga�ekee�i�g �i�hi� ��� ��� i���i���i��.

O�� g�ad�a�e ad�i��i��� ���ce��  
��i��i�i�e� �e��ic� �ha� a�e ���e   
i�dica���� �f a� i�di�id�al�� �ace a�d   
cla�� �ha� �he� a�e �f �hei� abili�� �� d�  
�cie�ce.[14] The�e e�cl��i��a��  
��ac�ice� lead �� a ����ali�a�i�� �f  
��hi�e�e��� a�d/�� ��hi�e d��i�a��  
c�l���e�[15] i� �cie�ce, c�ea�i�g a�  
���elc��i�g e��i����e�� f�� BIPOC.

While acce�� i� a �ig�ifica�� i���e, a  
���� cli�a�e ha� �he ���e��ial �� affec�  
�he �ec��i��e�� a�d �e�e��i�� �f   
ad�i��ed BIPOC g�ad�a�e ���de���. Of  
�he URM g�ad�a�e ���de��� �h�  
�a��ic�la�e a� SIO, ���� e���e�� l��e�  
le�el� �f �a�i�fac�i�� a�d ha��i�e��,   
c���a�ed �� �hei� �hi�e �ee��.[16]   
Thi� a��e��� �� �he di�c���ec� be��ee�  
�he i���i���i���� ����i�e� �� �������  
di�e��i�� a�d �he ���elc��i�g   
e��i����e�� BIPOC ���de���, ��aff,   
a�d fac�l�� ac[��all� e��e](https://docs.google.com/)�ie�[ce a� SIO.](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0)   
 P�b�i�hed b� [G��g�e D�i�e](https://docs.google.com/) � [Re���� Ab��e](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0)

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| 1/31/2021 | L����� �� A���-R����� ���� M������ �� S������ I���������� �� O����������� |
| E�e� i� �he ab�e�ce �f ��e��  Le�e� on An�i�Raci�m f�om Membe�� of Sc�i��� In��i���ion �U�da�ed a����a�ica��� e�e�� 5 e���e��i��� �f �aci��, ��i��e��i��al- �i���e� | |

�e�-ha��f�l beha�i��� ��ch a�  
�ic��agg�e��i��� a�d i��lici� bia�e�  
�ade �a�ife�� b� fac�l��, ��aff, a�d  
���de��� �e��l� i� BIPOC �e�be�� �f  
��� c�����i�� �i�h��a�di�g ��he�  
f���� �f *c��e��* ��ej�dice �� a dail�  
ba�i�. The�e �ligh�� �a� �ee� ��all ��  
���e, b�� �� �h��e �� �he �ecei�i�g e�d,  
�he ��i�g� �f ��ch ��ej�dice ca� be   
e�d��i�g a�d lead �� ���e��iall�  
�ac���c��ic c���e��e�ce�,[17] e.g.,   
feeli�g ���elc��e, ��de��e�f���i�g,   
lea�i�g SIO, �� e�i�i�g acade�ia   
al��ge�he�.

I� �he la�� decade, eff���� ��  
i�c�ea�e e�h�ic a�d �acial di�e��i�� a�  
SIO ha�e ga��e�ed ���e ���e����.   
[18] Th��gh �he �a�k �� i�c�ea�e EDI  
�h��ld be c�llec�i�el� �ha�ed b�  
e�e����e a� ��� i���i���i��, �he�e   
i�����a�� eff���� di��������i��a�el� fall  
�� BIPOC ���de���, ��aff, a�d fac�l��.

[19] Thi� i� �a��ic�la�l� ���ble�a�ic   
beca��e EDI ���k (��ch a� �he c�ea�i��  
�f a�d �a��ici�a�i�� i� c���i��ee�, �a�k   
f��ce�, a�d di�e��i�� ��ai�i�g�) �f�e�  
g�e� ���ec�g�i�ed a�d ��c���e��a�ed,   
leadi�g �� ���e lab�� f�� BIPOC  
�cie��i��� �� ��� �f �hei� ����al  
���kl�ad.N�� �� �e��i�� �ha� EDI  
���k ca� �ake a hea�� e���i��al ��ll  
�� i�� ��ac�i�i��e��. A��i-�aci�� ���k  
�i�hi� ��� i���i���i�� ���� be a �ha�ed   
g�al �f ��� c�����i��, �ha� i� �eflec�ed  
��� ��l� b� ��� ��a�e�e���, b�� �i�h  
��� ��ac�ice�, ac�i���, a�d �he c�l���e   
i��elf.

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| 1/31/2021 | L����� �� A���-R����� ���� M������ �� S������ I���������� �� O����������� |
| I� addi�i�� �� di�e��ifica�i�� Le�e� on An�i�Raci�m f�om Membe�� of Sc�i��� In��i���ion �U�da�ed a����a�ica��� e�e�� 5 a�d c�l�i�a�i�g a cli�a�e �ha� all��� �i���e� | |

BIPOC �� �h�i�e, all ���de���, ��aff, a�d   
fac�l�� �h��ld adhe�e �� a�d ����ai� a   
c�l���e i� �hich 1) di�e��e �cie��ific  
�e���ec�i�e� a�e e�b�aced a�d  
�e��ec�ed, 2) a��i��de� a�d beha�i���  
�e�e�bli�g �hi�e ����e�ac� a�e  
�ejec�ed,[20] 3) a�d a�� e��i����e��al   
ha�� a�d e��l�i�a�i�� �h���gh �e�ea�ch   
i� ���hibi�ed a�d/�� a� �he �e�� lea��,   
ack���ledged a�d �i�i�i�ed. We  
���� ���e f���a�d �i�h a�  
��de���a�di�g �ha� a��i-�aci�� i�  
i�e���icabl� li�ked �� dec�l��i�a�i��.

If �e a�e �� �e��e�e�� a� i���i���i��  
�ha� be�efi�� �he ��cie�� a�d   
e��i����e�� *�������ca���*, �he� �e ����  
l��k �i�hi� �� ���e f���a�d. I� �hi�  
��i�i�, �e ���li�e a *L��� �f De�a�d�* f��  
��� i���i���i��.

The call f�� a� i��e��i��al   
dec������c�i�� �f �aci�� a�d �hi�e  
����e�ac� i� �a��ic�la�l� �ig�ifica�� i�  
�he face �f �a�id e��i����e��al   
deg�ada�i��. The i��e��ec�i�� �f �ace,   
cla��, a�d cli�a�e �e�ilie�c� ca���� be   
ig���ed a� �he i��ac�� �f cli�a�e   
cha�ge �ill ha�e di��������i��a�e   
effec�� �� �a�gi�ali�ed a�d BIPOC   
c�����i�ie�.[21] Si�ila�l�, �he effec��  
�f ec�����e� c�lla��e, e�ace�ba�ed b�  
cli�a�e cha�ge, a�e fel� ���� �����gl�  
a���g I�dige���� c�����i�ie� ��  
c�����i�ie� �i�h li�i�ed acce�� ��  
ca�i�al.[22] I� i� i��e�a�i�e �ha� �he  
�e�� ge�e�a�i�� �f leade�� i� cli�a�e  
�cie�ce a�d ad��cac�, ge��cie�ce�,

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| �cea��g�a�h�[, bi�l�g�, a](https://docs.google.com/)�d �[�lic� a�e](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0) P�b�i�hed b� [G��g�e D�i�e](https://docs.google.com/) � [Re���� Ab��e](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0) |  |
| �����://����.������.���/��������/�/�/2PAC�-1��DN�H�90I�H�4���H�-�����6JI�L���LG3�3���M�����E�LS��9��L5�H��H���IQ��H�A0���FS/��� | 9/53 |

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| 1/31/2021 | L����� �� A���-R����� ���� M������ �� S������ I���������� �� O����������� |
| ��� ��l� ���f���dl� a�a�e �f �he�e  Le�e� on An�i�Raci�m f�om Membe�� of Sc�i��� In��i���ion �U�da�ed a����a�ica��� e�e�� 5 i��e��ec�i���, b�� a�e al�� c����i�ed �f �i���e� | |

��ice� f��� di�e��e backg����d�.[23]   
O�� i���i���i�� �ill �h�i�e �i�h a   
c�l���e �ha� �al�e� EDI a�d �hich  
�lace� a �����ge� e��ha�i� �� a��i-  
�aci�� a�d dec�l��i�a�i�� i�/�f b��h  
��� �cie�ce a�d ��� �i�d�.

Sc�i��� ha� led gl�ball� i�  
��de���a�di�g a�d ����ec�i�g ���  
�la�e� f�� ��e� a ce�����, ���d�ci�g  
�e����ed leade�� i� �cea��g�a�h� a�d   
ge��cie�ce. Ad��cac� f�� g�����  
affec�ed b� a��i�e�i�i��[24] a�d  
�e�i�� ha� bee� a c��cial �a�� �f �hi�  
legac�. B�� �hi� i� ��� e���gh, �he�e i�  
��ill ��ch ���k �� be d��e. We ����  
c���i��e �� lead �he field b�  
i��e��ali�i�g a�d i���i���i��ali�i�g a��i-  
�aci�� a� SIO �� c�ea�e a�d ����ai� a   
c�l���e �ha� ���de���, ����-d�c�, fac�l��,  
��aff, a�d al���i ca� �ake ��ide i� f��  
ge�e�a�i��� �� c��e. T� �hi� e�d, �e   
a�k �ha� �ele�a�� �e�be�� �f SIO   
Ad�i�i���a�i�� ����ide i�� ���de���,  
��aff, a�d fac�l�� �i�h a ��i��e�  
d�c��e�� b� **March 20th, 2021**,  
��ecificall� add�e��i�g each �f ���  
de�a�d� a�d ���li�i�g h�� a�d �he�  
�he�e cha�ge� �ill be �ade ��ch �ha�,   
a� a� i���i���i��, �e ca� �ea�i�gf�ll�  
li�e �� �� ��� �i��i��.

**De�a�d�**



P�b�i�hed b� [G��g�e D�i�e](https://docs.google.com/) � [Re���� Ab��e](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0)

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| 1/31/2021 | L����� �� A���-R����� ���� M������ �� S������ I���������� �� O����������� |
| A� �e�be�� �f �he SIO c�����i��, �e  Le�e� on An�i�Raci�m f�om Membe�� of Sc�i��� In��i���ion �U�da�ed a����a�ica��� e�e�� 5��e�e�� ��� de�a�d� �� add�e�� ��� �i���e� | |

g�ie�a�ce� �i�h �he i���i���i��. The�e   
de�a�d� a�e la�gel� c���i��e�� �i�h  
�h��e �ade b� BIPOC g�ad�a�e  
���de��� a�d �hei� allie� a� �i�ila�  
i���i���i���, i�cl�di�g UC Sa��a   
Ba�ba�a[25] a�d �he Ma��ach��e���  
I���i���e �f Tech��l�g� (MIT).[26]

F�ll��i�g �he lead �f g�ad�a�e ���de���  
a� UCSB�� EEMB de�a���e��,[27] �e   
b����� f��� e��i�� leade��[28] ac����  
di�ci�li�e�[29] �he� �e ��e �he �e��  
de�a�d. We ��e �de�a�d�:   
 T� *e�e�a�e* �he a��i��de� a�d  
 �al�e� a���cia�ed �i�h   
 c���e����a�� libe�a�i��  
 ���e�e��� i� ��lida�i��  
 �i�h ��� BIPOC c�lleag�e�,  
 ���de���, ��aff, a�d �e�����;   
 T� *a���e���ca��� ce��e�* �he   
 hi����ical ����ggle �ha�  
 BIPOC   
 e��e�ie�ce[30] �he�  
 figh�i�g f�� ade��a�e  
 �e����ce� agai��� a   
 backd��� �f c���e�i�g   
 i��e�e���;   
 T� *d������* �he (��e��/c��e��)  
 ����e��i�e i��ac�� �ha�  
 acade�ic �e�ea�ch[31] ha�  
 �� �a�gi�ali�ed   
 c�����i�ie� a����d �he  
 ���ld; a�d   
 T� *��g���g��* �ha� �ec�g�i�i�g  
 �he h��a�i�� a�d   
 e��e�ie�ce� �f ��� BIPOC   
 c�l[leag�e� i� �](https://docs.google.com/)�� [���e�hi�g](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0)   
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| 1/31/2021 | L����� �� A���-R����� ���� M������ �� S������ I���������� �� O����������� |
| �e a�e �illi�g ��  Le�e� on An�i�Raci�m f�om Membe�� of Sc�i��� In��i���ion �U�da�ed a����a�ica��� e�e�� 5 c������i�e ��. �i���e� | |

O�� de�a�d� a�e di�ided ac���� fi�e   
d��ai��:   
 I. C�l���e a�d Ca�aci�� B�ildi�g   
 II. G�ad�a�e S��de�� Rec��i��e��  
 & Re�e��i��  
 III. U�de�g�ad�a�e S��de��  
 Rec��i��e�� & Re�e��i��  
 IV. Hi�i�g P�ac�ice� f�� BIPOC   
 Fac�l��, P���-d�c� & S�aff   
 V. E��i����e��al Re�����ibili��

We �e��e�� �he f�ll��i�g:

All �e�be�� �f SIO Ad�i�i���a�i��  
����ide a �ig�ed ��blic �e�����e   
ack���ledgi�g �hi� le��e� b�  
**Januar� 8th, 2021**. The le��e� �h��ld  
�efe�e�ce each d��ai� de�aili�g h��  
ac�i��� �ill be di���ib��ed a���g   
i�di�id�al fac�l�� �e�be�� a�d   
ad�i�i���a����, i�cl�di�g acc����abili��  
�ea���e� f�� fac�l�� �h� �ef��e ��  
�a��ici�a�e i� �hi� ���ce��. If c���e����  
�� a �i�g�la� �e�����e i� ��� �eached   
b� Ja��a�� 8�h, i�di�id�al �e�be�� �f  
�he Ad�i�i���a�i�� ca� ��e�a�e   
al�e��a�i�e ��a�e�e���.

B� **March 20th, 2021**, �e �e��e�� a  
��blicl� a�ailable ac�i�� �la� �ha�  
de�ail� �e�����e� a�d �i�eli�e� i�  
add�e��i�g **each demand** �� �e��e a�  
acc����abili��. We �ec�g�i�e �he   
c���e�� fi�a�cial li�i�a�i��� ��e�e��ed   
b� COVID-19 b�dge� �ed�c�i���, a�d  
��de���a�d �he i��lica�i��� �f �hi� ��  
a�� ������ed �i�eli�e. We a�k �ha�  
a�� lab�� c���[�ib��ed �� �](https://docs.google.com/)he [d�af�i�g �f](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0)   
 P�b�i�hed b� [G��g�e D�i�e](https://docs.google.com/) � [Re���� Ab��e](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0)

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| 1/31/2021 | L����� �� A���-R����� ���� M������ �� S������ I���������� �� O����������� |
| �he�e �i�eli�e� be di���ib��ed fai�l�  Le�e� on An�i�Raci�m f�om Membe�� of Sc�i��� In��i���ion �U�da�ed a����a�ica��� e�e�� 5 a���g�� �e�be�� �f �he �i���e� | |

Ad�i�i���a�i�� add�e��ed i� �he le��e�.  
 A�� di��ega�d f�� ��� �e��e��� ���ld  
�ig�al �� �� i�diffe�e�ce �� behalf �f   
Sc�i���� Ad�i�i���a�i�� ���a�d� �he  
��ice� �f �he ��de��ig�ed (BIPOC  
���de���, ��aff, a�d fac�l��, a�d �hei�  
allie�). C���e��el�, a �h����gh a�d  
���i�i�e �e�����e �� �he�e de�a�d�  
���ld de������a�e �he   
Ad�i�i���a�i���� c���i��e�� ��  
������i�g a��i-�aci�� �i�hi� ���  
i���i���i��.



**I. CULTURE & CAPACITY**   
**BUILDING**

i. **Implement mandator� anti-**  
 **racism training.** SIO i���i���e�  
 �a�da���� *��-�e����* a��i-�aci��,   
 c�l���e, a�d di�e��i�� ��ai�i�g   
 f�� ALL ���de���, ����-d�c�,   
 fac�l�� a�d ��aff �� c���le�e  
 ��ce e�e�� �ea�, begi��i�g Fall   
 2021. Lea��i�g h�� �� bec��e   
 ac�i�el� a��i-�aci�� i� i��e�a�i�e  
 �� i�c�ea�e �he �f �e�e��i�� �f   
 BIPOC ���de���, ����-d�c�,   
 fac�l�� a�d ��aff a� SIO, a�d a�e   
 c��cial �� ��de���a�di�g h�� ��  
 �e���� ���de��� f��� all   
 backg����d�. Thi� ��ai�i�g   
 c��ld be i���i���ed b� a�  
 i�de�e�de�� a��i-�aci��  
 [��ga�i�a�i��, ��ch a� Race](https://www.google.com/url?q=http://www.raceforward.org&sa=D&ust=1612124577053000&usg=AOvVaw1SkHBNBLoQ9hnf0xV4KT4y)   
 [F���a�d, a�d ���e��iall�](https://www.google.com/url?q=http://www.raceforward.org&sa=D&ust=1612124577053000&usg=AOvVaw1SkHBNBLoQ9hnf0xV4KT4y)

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| P�b�i�hed b� [G��g�e D�i�e](https://docs.google.com/) � [Re���� Ab��e](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0) c�llab[��a�i�e �i�h](https://docs.google.com/) �[ai� ca����](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0) |  |
| �����://����.������.���/��������/�/�/2PAC�-1��DN�H�90I�H�4���H�-�����6JI�L���LG3�3���M�����E�LS��9��L5�H��H���IQ��H�A0���FS/��� | 13/53 |

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| 1/31/2021 | L����� �� A���-R����� ���� M������ �� S������ I���������� �� O����������� |
| �e����ce�. Thi� i� �f �a��ic�la�  Le�e� on An�i�Raci�m f�om Membe�� of Sc�i��� In��i���ion �U�da�ed a����a�ica��� e�e�� 5 i�����a�ce f�� fac�l��, ����- �i���e� | |

d�c�, a�d g�ad�a�e ���de���  
�a��ici�a�i�g i� a�� ad�i��i���,   
fac�l�� �ea�ch, �� �e���e   
c���i��ee�. I� ��de� ��  
eli�i�a�e bia� i� e�al�a�i���,  
�he a���al ��ai�i�g �h��ld �h��  
be a �e��i�e�e�� f��  
�a��ici�a�i�� i� a�� hi�i�g a�d   
ad�i��i��� c���i��ee�.

Addi�i��all�, �he�e ��ai�i�g�  
a�e c��cial �� ��de���a�di�g   
h�� �� �e���� ���de��� f��� all   
backg����d�, a�d �h�� �h��ld   
be a �e��i�e�e�� f�� fac�l��  
�e�be�� (�h� �e���� g�ad�a�e  
���de���) a�d g�ad�a�e ���de���  
�� ����d�c���al �ch�la�� (�h�  
�e���� ��de�g�ad�a�e  
�e�ea�che��).

ii. **Commit to da�s of learning.**   
 A� �cie��i���, �e k��� �he�e��  
 al�a�� ���e �� lea��. We a�k  
 �ha� all �e�be�� �f �he SIO   
 c�����i�� c���i� �� �a da� �f   
 lea��i�g� e�e�� ��a��e� ��  
 e�gage �i�h di�e��e  
 �e���ec�i�e� i� �cie�ce a�d   
 acade�ia, a� �ell a� c��ce��� i�  
 ��cial j���ice. Thi� da� �e��e�  
 ��i�a�il� a� a� ��������i�� ��  
 l��k �i�hi� a�d �elf-�each,   
 la�gel� i� a� ������c���ed �e��e,  
 �i�ce �he�e i� �� ��b��i���e f��  
 c��d�c�i�g ���� ��� �e�ea�ch   
 a�d c��i�g �� ���� ���  
 c��cl��i��� �� �he�e ���ic�.

Thi� da� �f lea��i�g �h��ld

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| �����://����.������.���/��������/�/�/2PAC�-1��DN�H�90I�H�4���H�-�����6JI�L���LG3�3���M�����E�LS��9��L5�H��H���IQ��H�A0���FS/��� | 14/53 |

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| 1/31/2021 | L����� �� A���-R����� ���� M������ �� S������ I���������� �� O����������� |
| c�����i�� �e�i�a�� a�d e�e���  Le�e� on An�i�Raci�m f�om Membe�� of Sc�i��� In��i���ion �U�da�ed a����a�ica��� e�e�� 5 (��ch a� SIO�� f���hc��i�g �i���e� | |

ACCESS J���ice i�i�ia�i�e), a�d   
di�c���i��� �� hel� f���e� a  
���e �ell-�ead, b��adl�  
i�f���ed c�����i�� �f leade��  
�ha� a�e e��i��ed �� e�gage  
�i�h c���e�� a�d f����e   
i��e��ec�i��al a�d gl�bal   
e��i����e��al i���e�.

iii. **Provide institutional support**   
**for seminars related to the**   
**intersections of**   
**environmentalism,**   
**coloni�ation, and race.**

C���e��a�e �he�e ��eake��  
�i�h a ��de�� h����a�i�� a�  
�he� a�e �f�e� BIPOC ��eake��  
�h��e �i�e i� a� �i�k �f bei�g  
�ake� ad�a��age �f.

i�. **Moderni�e courses that**   
**satisf� the ethics requirement**   
**to address EDI issues.** E�hical  
�cie�ce ���� al�� be j���,   
e��i�able, di�e��e, a�d i�cl��i�e  
�cie�ce. T� f�ll� add�e�� �he   
e�hical i���e� g�ad�a�e ���de���  
�ill face a� �cie��i���, �he e�hic�  
c����e ���� i�cl�de �a�e�ial  
�ha� c��e�� i��lici� bia�,  
�ic��agg�e��i���, �e�����hi�,   
ba��ie��, e��i����e��al �aci��,   
a�d e��i����e��al j���ice  
��e�e��ed b� ��alified   
i�di�id�al�.

�. **Formall� support facult� EDI**   
**work and the development of**   
**EDI-r[elated curr](https://docs.google.com/)icu[la.](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0)**

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| �����://����.������.���/��������/�/�/2PAC�-1��DN�H�90I�H�4���H�-�����6JI�L���LG3�3���M�����E�LS��9��L5�H��H���IQ��H�A0���FS/��� | 15/53 |

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| 1/31/2021 | L����� �� A���-R����� ���� M������ �� S������ I���������� �� O����������� |
| P���ide fi�a�cial ������� f��  Le�e� on An�i�Raci�m f�om Membe�� of Sc�i��� In��i���ion �U�da�ed a����a�ica��� e�e�� 5�i�e ��e�� �� EDI ���k, �i���e� | |

i�cl�di�g �he de�el���e�� �f  
�e� c����e���k a�d c���ic�la,   
a�d ack���ledge all EDI  
�ela�ed ���k i� �he fac�l��  
e�al�a�i�� ���ce��. Thi� �a�  
i���l�e i�cl�di�g a� e�al�a�i��  
�f each fac�l�� �e�be��� EDI   
eff���� i� all �e���e �e�ie� file�  
�� e��abli�hi�g a ��a��ifiable  
����e� f�� ��acki�g fac�l��  
ac�i�i�� �� EDI i�i�ia�i�e�.

�i. **Hire additional full-time EDI**   
**staff.** I� addi�i�� �� �he eigh�  
EDI fell��� a�d �he EDI   
fac�l��/��aff liai����, �e a�k  
�ha� SIO i��e��� i� �������i�g  
��� BIPOC ���de���, ����-d�c�,   
a�d fac�l�� b� hi�i�g a� lea��  
��� �e��a�e�� ��aff �e�be��  
b� 2025 �� ������� �he SIO   
Di�ec��� �f Di�e��i�� I�i�ia�i�e�  
(Keia�a A��e��e). A� lea�� ��e  
��aff �e�be� �h��ld be hi�ed a�  
���� a� �he hi�i�g f�ee�e i�  
�e���ed. The�e addi�i��al ��aff  
�e�be�� �ill ad�a�ce EDI   
eff���� a� SIO b� hel�i�g ��  
i��le�e�� �he de�a�d� i� �hi�  
le��e�.

�ii. **Abandon cultural**   
 **appropriation.** Te��i�a�e  
 ��ac�ice� ����ed i� c�l���al   
 a������ia�i�� ��ch a�  
 e�c���agi�g �he ca���� ��  
 �ea� �Ha�aiia� �hi���� ��  
 �la��ic lei�. U�i�g �he c�l���e  
 �f Pac[ific I�la�de�](https://docs.google.com/) c�[����i�ie�](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0)  
P�b�i�hed b� [G��g�e D�i�e](https://docs.google.com/) � [Re���� Ab��e](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0)

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| 1/31/2021 | L����� �� A���-R����� ���� M������ �� S������ I���������� �� O����������� |
| a� a c�����e i� ��� a������ia�e.  Le�e� on An�i�Raci�m f�om Membe�� of Sc�i��� In��i���ion �U�da�ed a����a�ica��� e�e�� 5 I���ead, �e �h��ld e��l�� �i���e� | |

i���c���� �he�e� ��ch a�  
ge�e�al beach �� �cea� �he�e�.

�iii.**Full� support the demands**   
**made b� the Black Student**   
**Union (BSU)[32] to the**   
**broader UCSD**   
**Administration.** Ad��ca�e f��  
�he de�a�d� �ade i� �he *2020*   
*BSU De�a�d� Ca��a�g�*, a�d  
�elea�e a ��a�e�e�� �� �he SIO  
�eb�i�e i� ������� �f �he BSU   
de�a�d� �ele�a�� �� SIO��  
Black ���de���, ��aff, a�d   
fac�l��. F�� e�a��le, BSU   
de�a�d� �ega�di�g �ec��i��e��,  
�e�e��i��, fac�l��, a�d �e���e a�e   
di�ec�l� �������i�e �f de�a�d   
II.i�. li��ed bel��.

i�. **Establish a relationship with**   
**scholars from the UCSD**   
**Ethnic Studies Department.**   
Wi�h �he hel� a�d g�ida�ce �f   
e��e��� i� UCSD�� E�h�ic   
S��die� De�a���e��, SIO  
�h��ld �eek �� de�el�� a  
�e�i�a� �e�ie� �ha� highligh��  
I�dige���� k���ledge �i�h   
fi�a�cial c���e��a�i�� f��  
��e�e��i�g fac�l�� a�d g�ad�a�e  
���de���. Addi�i��all�, �������  
�he de�ig� a�d de�el���e�� �f   
g�ad�a�e a�d ��de�g�ad�a�e   
c����e� �ha� b�idge �he   
i��e��ec�i��� �f   
e��i����e��ali��, �he i��ac��  
�f c�l��i�a�i��, a�d �ace.

P�b�i�hed b� [G��g�e D�i�e](https://docs.google.com/) � [Re���� Ab��e](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0)

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| 1/31/2021 | L����� �� A���-R����� ���� M������ �� S������ I���������� �� O����������� |
| �. **Strengthen partnerships with**  Le�e� on An�i�Raci�m f�om Membe�� of Sc�i��� In��i���ion �U�da�ed a����a�ica��� e�e�� 5 **communities of color in the** �i���e� | |

**San Diego area, and protect**   
**existing networks in the face**   
**of COVID-related budget**   
**cuts.**  P���ec� a�di�c�ea�e   
fi�a�cial ������� f�� ��g�i�g   
c�����i�� �a���e��hi�� �i�h   
l�cal K-12 �ch��l� i� BIPOC  
�eighb��h��d� �h���gh��� Sa�  
Dieg�. A �i�able ����i�� �f  
�he�e f��d� �igh� g� ���a�d�  
�e����k� �ha� al�ead� e�i��,  
��ch a� SIO-SCOPE, �he R��a   
Pa�k� T����i�g P��g�a�, a�d  
�he Bi�ch A��a�i��, a� �ell a�  
e��e��al i���i���i��� ��ch a� �he   
Ocea� Di�c��e�� I���i���e.

Ac���� all ���g�a��, e��ha�i�  
�h��ld be �laced �� f���i�g   
a�d �ai��ai�i�g l��g-la��i�g  
�ela�i���hi�� �i�h ���de���, a�d  
����idi�g �e����ce� �ha� �ill  
������� acce�� �� g�ad�a�e  
�ch��l a� SIO.

�i. **Acknowledge communities we**   
**benefit from in research**   
**publications, presentations,**   
**and discussions, and work**   
**towards collaborative**   
**research partnerships.** SIO  
�ake� i� �a�da���� f��  
�e�ea�che�� �� ��blicl�  
ack���ledge �he� c��d�c�i�g  
�e�ea�ch �� la�d �ha� i� ��� �hei�  
���, a�d c���ide� ���e��ial   
i��ac�� �f �hei� �e��l�� �� �he�e   
c�����i�ie�. We ������e   
Ad�i�i���a�i�� c�ea�e a b�ffe�

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| P�b�i�hed b� [G��g�e D�i�e](https://docs.google.com/) � [Re���� Ab��e](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0) agai��[� �he �ega�i](https://docs.google.com/)�e i[��ac�� �f](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0) |  |
| �����://����.������.���/��������/�/�/2PAC�-1��DN�H�90I�H�4���H�-�����6JI�L���LG3�3���M�����E�LS��9��L5�H��H���IQ��H�A0���FS/��� | 18/53 |

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| 1/31/2021 | L����� �� A���-R����� ���� M������ �� S������ I���������� �� O����������� |
| �a�ach��e �cie�ce[33] b� Le�e� on An�i�Raci�m f�om Membe�� of Sc�i��� In��i���ion �U�da�ed a����a�ica��� e�e�� 5  e����i�g c�����i�ie� a�e �i���e� | |

c���e��a�ed fi�a�ciall�,   
i��ellec��all�, a�d acade�icall�.

SIO �h��ld i���i���e �e����ce�  
�� ca���� a�d ����ide ��ai�i�g   
a�d/�� c����l�a�i��� ��  
�e�ea�che�� a� �ece��a�� i�  
��de� �� e�c���age a ���e�gi��ic   
a����ach, e�c���a��i�g   
c�����i�� a�d i���i���i��al   
eff����.

�ii. **Initiate conversations with**   
**Indigenous and Native**   
**peoples/groups/institutions**   
**(e.g., Indigenous facult� and**   
**staff, leaders at UCSD�s**   
**Intertribal Resource Center,**   
**local Kume�aa� leadership)**   
**to end the erasure of**   
**Indigenous groups and**   
**reallocate resources towards**   
**Indigenous-led endeavors.**

Me�be�� �f Sc�i����  
Ad�i�i���a�i�� �h��ld ���k  
�i�h Na�i�e leade�� �� UCSD  
�ai� ca����, i�cl�di�g  
���de���, ��aff, a�d fac�l��, a�  
�ell a� �e�be�� �f Sa� Dieg���  
Na�i�e c�����i��, ��  
acc���li�h �hi� g�al. F��d�  
�h��ld be all�ca�ed ���a�d�  
�he�e c���e��a�i��� a�d �ela�ed  
���jec��.

�iii.**Acknowledge our presence on**   
 **Indigenous land, work to**   
 **honor NAGPRA (Native**   
 **American Graves Protection**   
 **and Repatriation Act), and**   
 **active[l� work to](https://docs.google.com/)war[ds](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0)**   
P�b�i�hed b� [G��g�e D�i�e](https://docs.google.com/) � [Re���� Ab��e](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0)

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| �����://����.������.���/��������/�/�/2PAC�-1��DN�H�90I�H�4���H�-�����6JI�L���LG3�3���M�����E�LS��9��L5�H��H���IQ��H�A0���FS/��� | 19/53 |

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| 1/31/2021 | L����� �� A���-R����� ���� M������ �� S������ I���������� �� O����������� |
| **returning Kume�aa� land to**  Le�e� on An�i�Raci�m f�om Membe�� of Sc�i��� In��i���ion �U�da�ed a����a�ica��� e�e�� 5 **the Kume�aa� communit�.** �i���e� | |

Me�be�� �f Sc�i���  
Ad�i�i���a�i�� �h��ld �e�ea�ch  
�ha� a la�d ack���ledge�e��  
�igh� c���i�� �f a�d c���ide�  
��bli�hi�g a la�d   
ack���ledge�e�� �� i��  
de�a���e��al �eb�i�e af�e�  
c����l�i�g �i�h �he a������ia�e  
�e�����/g�����.[34] Be���d  
�ha�, �he Ad�i�i���a�i�� �h��ld  
���k ���a�d� add�e��i�g   
c��ce��� �ela�ed �� NAGPRA   
a�d �e����i�g la�d f��� �he   
Sc�i��� C�a��al Re�e��e �� �he   
K��e�aa�.

**II. GRADUATE STUDENT**   
**RECRUITMENT & RETENTION**

i. **Streamline the process for**   
 **appl�ing for an application**   
 **fee waiver.** P���i�e��l�  
 fea���e �he �ai�e� a��lica�i��  
 �� �he g�ad�a�e a��lica�i�� a�d  
 ������i��al �a�e�ial�.

ii. **Permanentl� eliminate**   
 **standardi�ed testing.**

T�adi�i��al ��a�da�di�ed �e���,  
��ch a� �he GRE, a�e �f�e�  
bia�ed agai��� ��de��e��e�e��ed  
�i���i�ie� a�d hi����icall�-  
e�cl�ded �e��le, a�d ����ide  
�ca�� i�dica�i�� a� �� �he�he�  
�� ��� a ���de�� �ill e�cel i�  
g�ad�a�e �ch��l.[35] We

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| P�b�i�hed b� [G��g�e D�i�e](https://docs.google.com/) � [Re���� Ab��e](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0) c���[e�d �he Ad](https://docs.google.com/)�i�[i���a�i�� i�](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0) |  |
| �����://����.������.���/��������/�/�/2PAC�-1��DN�H�90I�H�4���H�-�����6JI�L���LG3�3���M�����E�LS��9��L5�H��H���IQ��H�A0���FS/��� | 20/53 |

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| 1/31/2021 | L����� �� A���-R����� ���� M������ �� S������ I���������� �� O����������� |
| �������i�g �he *SIO G�ad�a�e*  Le�e� on An�i�Raci�m f�om Membe�� of Sc�i��� In��i���ion �U�da�ed a����a�ica��� e�e�� 5 *S��de�� B�d� Pe������ ��* �i���e� | |

*Re���e ��e GRE f���*  
*G�ad�a�e Ad��������*[36] f��  
�he ��c��i�g �ea�, a�d �����gl�  
e�c���age �e�ai�i�g �hi� ��a�ce  
�e��a�e��l� i� ��b�e��e��  
acade�ic �ea��, i� fa��� �f  
���i�g ���a�d ��he�  
�echa�i��� �f a��e��i�g   
k���ledge a�d �cie��ific  
���e��ial.

iii. **Provide relocation grants and**   
**lobb� the universit� for more**   
**than two �ears of universit�**  
**housing for BIPOC, LGBT+,**   
**and disabled students, who**   
**often face housing**   
**discrimination.[37]**

i�. **Work to increase the**   
**population of BIPOC**   
**graduate students in each**   
**cohort at SIO to be, at**   
**minimum, commensurate**   
**with California�s**   
**demographics b� 2025.**

C���e��l�, BIPOC ���de��� a�e  
�e�e�el� ��de��e��e�e��ed  
�i�hi� �he Sc�i���� g�ad�a�e  
���de�� b�d�.[38] I� a� eff���  
�� achie�e �hi� de�a�d, �e  
�ec���e�d �he f�ll��i�g:

a. **Institute targeted 2-5**  
 **�ear departmental**   
 **fellowships to be**   
 **awarded to BIPOC**   
 **graduate students at**

|  |  |
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| P�b�i�hed b� [G��g�e D�i�e](https://docs.google.com/) � [Re���� Ab��e](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0) **[the time o](https://docs.google.com/)f a[dmission.](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0)** |  |
| �����://����.������.���/��������/�/�/2PAC�-1��DN�H�90I�H�4���H�-�����6JI�L���LG3�3���M�����E�LS��9��L5�H��H���IQ��H�A0���FS/��� | 21/53 |

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| 1/31/2021 | L����� �� A���-R����� ���� M������ �� S������ I���������� �� O����������� |
| I� ��de� �� �ec��i� a�d  Le�e� on An�i�Raci�m f�om Membe�� of Sc�i��� In��i���ion �U�da�ed a����a�ica��� e�e�� 5�e�ai� a highe� ���be� �i���e� | |

�f BIPOC ���de��� i�  
acade�ia, �he   
de�a���e�� �h��ld  
�����e b��h i��e��al a�d   
e��e��al f��d�ai�i�g a�  
�ece��a�� �� de�el��  
�a�ge�ed de�a���e��al   
fell���hi�� f�� BIPOC  
���de���. Si�ce   
g�ad�a�e ���de��  
e���ll�e�� i� �f�e�  
c�����ai�ed b� f��di�g   
a�ailabili��, fac�l�� �ill   
be ���e likel� ��  
ac�i�el� �ec��i� a�d  
�e�ai� ��alified BIPOC   
a��lica��� if �he�e   
fell���hi�� a�e �ade   
a�ailable. Thi� de�a�d   
i� c���i��e�� �i�h �he   
f�ll��i�g  
�ec���e�da�i�� �ade   
b� �he E��e��al   
C���i��ee i� Sec�i��  
IV �f �hei� 2017 �e����:   
[39]*�... �e ��ge ��e*   
*Ad�������a���� ��*  
*c������e eff���� ��*  
*�����de f����-�ea�*  
*fe��������� f�� a��*  
*���de���.�*  P���ie�  
��e� �he�e a�a�d�  
�h��ld be gi�e� �� �he   
g�ad�a�e ���de��� �ha�  
f��� �he Di�e��i��  
Ad�i��i��� C���i��ee.

b. **Increase *non-***

|  |  |
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| P�b�i�hed b� [G��g�e D�i�e](https://docs.google.com/) � [Re���� Ab��e](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0) ***~~[fello��hip](https://docs.google.com/)~~* su~~[pport of](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0)~~** |  |
| �����://����.������.���/��������/�/�/2PAC�-1��DN�H�90I�H�4���H�-�����6JI�L���LG3�3���M�����E�LS��9��L5�H��H���IQ��H�A0���FS/��� | 22/53 |

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| 1/31/2021 | L����� �� A���-R����� ���� M������ �� S������ I���������� �� O����������� |
| **BIPOC graduate**  Le�e� on An�i�Raci�m f�om Membe�� of Sc�i��� In��i���ion �U�da�ed a����a�ica��� e�e�� 5 **students.** M��e �f�e� �i���e� | |

�ha� ���, SIO d�e� ���  
di�ec�l� i��e�� i� �he   
BIPOC g�ad�a�e  
���de��� i� ad�i��.

I���ead, BIPOC   
g�ad�a�e ���de��� a� SIO   
a�e di��������i��a�el�  
��elf-f��ded� i� �he  
�e��e �ha� �he� c��e  
�i�h 3-5+ �ea�� �f   
e��e��al fell���hi�  
f��di�g. Mea��hile, a   
g�ea�e� �e�ce��age �f  
���-BIPOC ���de��� a�  
Sc�i��� a�e �������ed  
�h���gh PI g�a��� �� TA-  
�hi��. I� addi�i�� ��  
a�a�di�g SIO   
fell���hi�� �� BIPOC  
���de��� a� �he �i�e �f   
ad�i��i��, �e   
e�c���age �he   
de�a���e�� a�d g�ad�a�e  
���de�� ad�i���� ��  
all�ca�e ���-fell���hi�  
f��d� �� BIPOC  
���de��� c���e����a�e  
�i�h ���-fell���hi�  
f��d� all�ca�ed �� ���-  
BIPOC ���de���.

Ad�i��i��� c���i��ee�  
�h��ld deli�e� b��h   
ad�i��i��� da�a a�d   
f��di�g ����ce� f��  
i�c��i�g ���de���,   
b��ke� d��� b�  
e�h�ici�� a�d �ace, �� �he   
a������ia�e �e�be�� �f

|  |  |
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| P�b�i�hed b� [G��g�e D�i�e](https://docs.google.com/) � [Re���� Ab��e](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0) ~~[SIO�� G�a](https://docs.google.com/)~~d�a~~[�e](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0)~~ |  |
| �����://����.������.���/��������/�/�/2PAC�-1��DN�H�90I�H�4���H�-�����6JI�L���LG3�3���M�����E�LS��9��L5�H��H���IQ��H�A0���FS/��� | 23/53 |

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| 1/31/2021 | L����� �� A���-R����� ���� M������ �� S������ I���������� �� O����������� |
| De�a���e�� a�d/�� EDI  Le�e� on An�i�Raci�m f�om Membe�� of Sc�i��� In��i���ion �U�da�ed a����a�ica��� e�e�� 5��aff. I� ge�e�al, all SIO �i���e� | |

g�ad�a�e ���de��  
ad�i��i��� c���i��ee�  
�h��ld ���k �� ����ide   
g�ea�e� ��a���a�e�c�  
�������di�g �he �a���e  
�f g�ad�a�e ���de��  
acce��a�ce/de�ial �� �he   
ba�i� �f f��di�g.

�. **Increase transparenc� for**   
 **departmental examinations.**

Clea�l� ���li�e �he   
e��ec�a�i��� a�d �e��i�e�e���  
f�� �a��i�g de�a���e��al   
e�a��, e.g., ��bli�h e�al�a�i��  
��b�ic� i� �he SIO S��de��  
Ha�db��k. Addi�i��all�, �ake  
��a���a�e�� �ha� �e� �f   
ci�c����a�ce� ���ld lead �� a   
c��di�i��al ��a��� �� �fail� �f   
de�a���e��al e�a��, a�d �ha�  
�he ���i��� a�d c���e��e�ce�  
a�e f�� ���de��� �h� �ecei�e a  
�c��di�i��al �a��� �� �d� ���  
�a���.

�i. **Release a department**   
**statement in support of**   
**COLA.** A c��� �f li�i�g   
adj����e�� (COLA) �ill hel�  
BIPOC ���de��� �h�i�e a�  
UCSD.

�ii. **Ensure that facult� and staff**   
**consult with the Office for**   
**Students with Disabilities**   
**when appropriate.**

I�c�����a�e i�f���a�i��  
�ega�di�g Office f�� S��de���

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| P�b�i�hed b� [G��g�e D�i�e](https://docs.google.com/) � [Re���� Ab��e](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0)�i�h D~~[i�abili�ie� �](https://docs.google.com/)~~�li~~[cie�,](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0)~~ |  |
| �����://����.������.���/��������/�/�/2PAC�-1��DN�H�90I�H�4���H�-�����6JI�L���LG3�3���M�����E�LS��9��L5�H��H���IQ��H�A0���FS/��� | 24/53 |

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| 1/31/2021 | L����� �� A���-R����� ���� M������ �� S������ I���������� �� O����������� |
| ���ced��e�, a�d �e����ce� i�  Le�e� on An�i�Raci�m f�om Membe�� of Sc�i��� In��i���ion �U�da�ed a����a�ica��� e�e�� 5 e�i��i�g �a�da���� ��ai�i�g� �� �i���e� | |

�ha� fac�l�� ca� �ec�g�i�e a�d  
�e��ec� ����ible �������� �f  
�e��al, c�g�i�i�e, �h��ical, a�d   
d��e��ic �i�le�ce heal�h i���e�.

Addi�i��all�, c��d�c� a�  
a���al ���de�� ����e� ��  
de�e��i�e �he�he� �eed� a�e   
bei�g �e�.

�iii.**Construct a transparent,**   
**quantitative s�stem to activel�**  
**deter facult� abuse of power.**

De�ig� a ��a��i�a�i�e ����e�  
�he�e g�ad�a�e ���de��� ca�  
�e���� ab��e� �f  
���e�[40] �i�h��� fea� �f  
�e�alia�i��. The �bjec�i�e �f  
��ch a ����e� ���ld be �� aid   
i� �he defi�i�i�� a�d   
de�e��i�a�i�� �f �ade��a�e   
ca��e� �a��a��i�g �he di��i��al  
�f �e���ed a�d ���-�e���ed   
fac�l��, a�d �� de�e� �e�ea�ed   
ab��e� �f ���e�, �hich i� ���  
acc���li�hed b� �he ����e�  
�ha� i� c���e��l� i� �lace.

i�. **Assign supplemental**   
**sensitivit� trainings to**   
**facult�/researchers flagged**   
**for harassment and**   
**mistreatment.** The   
fac�l��/�e�ea�che�� flagged ��  
c���le�e �hi� ��ai�i�g �ill be   
de�e��i�ed b� a���al   
a�������� ����e� �e��l�� f���  
���de��� a�d fac�l�� (e.g., �he   
a���al ad�i���/ad�i�ee f���).

Thi� ����le�e��al �e��i�i�i��

|  |  |
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| 1/31/2021 | L����� �� A���-R����� ���� M������ �� S������ I���������� �� O����������� |
| �he �a���e �f �he  Le�e� on An�i�Raci�m f�om Membe�� of Sc�i��� In��i���ion �U�da�ed a����a�ica��� e�e�� 5�i�c��d�c�/�i���ea��e��. We �i���e� | |

a�k �ha� �he�e be ���e a�����  
�f ��a���a�e�c� �������di�g  
�hi� ���ce��, i�cl�di�g �he  
���be� �f fac�l��/�e�ea�ch  
�e�be�� �ha� a�e a��ig�ed  
��ai�i�g a� �ell a� �he  
�e�ce��age (%) �f �h��e �h�  
c���le�e i�.

**III. UNDERGRADUATE STUDENT**   
**RECRUITMENT & RETENTION**

i. **Increase scholarship**   
 **opportunities for**   
 **BIPOC undergraduate**   
 **students.** Ea��i�g a  
 �ch�la��hi� a� �he  
 ��de�g�ad�a�e le�el i��e��el�  
 b����� ��e�� cha�ce� �f a  
 ��cce��f�l ca�ee� i� �he  
 �cie�ce�. Th��, �e de�a�d �ha�  
 SIO i�c�ea�e �he ���be� �f  
 �ch�la��hi� ��������i�ie�  
 a�ailable �� c���e�� BIPOC  
 ��de�g�ad�a�e ���de��� e���lled   
 i� �he �h�ee �aj��� �ffe�ed b�  
 SIO, ���ghl� c���e����a�e  
 �i�h ��de�g�ad�a�e ���de��  
 e���ll�e��.

ii. **Fund and support outreach**   
**programming to BIPOC**   
**undergraduate students.** Wi�h  
�he �cea� bei�g le�� acce��ible  
�� c�����i�ie� �f c�l��, ���e   
BIPOC ��de�g�ad�a�e ���de���

|  |  |
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| �����://����.������.���/��������/�/�/2PAC�-1��DN�H�90I�H�4���H�-�����6JI�L���LG3�3���M�����E�LS��9��L5�H��H���IQ��H�A0���FS/��� | 26/53 |

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| 1/31/2021 | L����� �� A���-R����� ���� M������ �� S������ I���������� �� O����������� |
| f���e� a �ela�i���hi� �i�h �he  Le�e� on An�i�Raci�m f�om Membe�� of Sc�i��� In��i���ion �U�da�ed a����a�ica��� e�e�� 5�cea� a�d �a� ��� k��� �ha� �i���e� | |

�hi� i� a� ���i�� f�� �he�.

All�ca�i�g f��d� f�� ���g�a�  
��������i�ie� �h���gh e�i��i�g  
��ga�i�a�i���, ��ch a� WMIS ��  
UCSD�� OASIS P��g�a�, f��  
c���e�� BIPOC ��de�g�ad�a�e  
���de��� ���ld ������e �he�e  
��������i�ie� a�d e�c���age  
���e BIPOC i��e�e�� i� �he  
�cea� �cie�ce�.

iii. **List all available**   
**undergraduate positions and**   
**create a formal application**   
**process.**  Eli�i�a�e hi�i�g  
��ac�ice� ����ed i� �e����k� �f  
���e� b� li��i�g all ��e�i�g�  
f�� ��de�g�ad�a�e �e�ea�ch   
a��i��a���. Make �hi� ���ce��  
��a���a�e�� a�d acce��ible �� all  
- ��� �f�e� BIPOC ���de��� a�e  
��a�a�e �f h�� �� ge� i���l�ed  
�i�h �e�ea�ch. Addi�i��all�,  
��de�g�ad�a�e �e�ea�ch  
���i�i��� a�e ���e�i�e�  
a�a�ded ��lel� �� �he ba�i� �f   
a����achi�g PI� - �hich   
e�cl�de� �h��e �h� a�e ��� i�  
c�����i�ie� �i�h k���ledge �f   
e���� ��i��� i��� �cie�ce. B�  
�aki�g all ��de�g�ad�a�e  
�e�ea�ch ���i�i��� �aid a�d  
��i�a�il� acce��ible �h���gh a   
f���al a��lica�i�� ���ce��, �he   
e���� ��i�� i��� �e�ea�ch �ill be   
cla�ified a�d i��lici� a�d  
����c���al bia�e� agai��� BIPOC  
���de��� �ill be �ed�ced.

P�b�i�hed b� [G��g�e D�i�e](https://docs.google.com/) � [Re���� Ab��e](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0)

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| �����://����.������.���/��������/�/�/2PAC�-1��DN�H�90I�H�4���H�-�����6JI�L���LG3�3���M�����E�LS��9��L5�H��H���IQ��H�A0���FS/��� | 27/53 |

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| 1/31/2021 | L����� �� A���-R����� ���� M������ �� S������ I���������� �� O����������� |
| i�. **Commit to pa�ing all**  Le�e� on An�i�Raci�m f�om Membe�� of Sc�i��� In��i���ion �U�da�ed a����a�ica��� e�e�� 5 **undergraduate researchers b�** �i���e� | |

**providing a pool of funding**   
**commensurate with SIO**   
**undergraduate enrollment.**

F�� �a��, �he acce�� ��i�� i���  
a ca�ee� �f �cie��ific �e�ea�ch i�  
j�i�i�g a lab a� a�  
��de�g�ad�a�e ���de��, �he�e  
��e �f�e� ��a��� ��� a� a� ���aid   
lab��a���� ��l���ee� �� �ecei�e�  
c�edi� h���� i� e�cha�ge f��  
��e�� �i�e. H��e�e�, f�� �a��  
BIPOC ���de��� - �h� a�e   
di��������i��a�el� f��� l��e�  
i�c��e fa�ilie� - �hi� i� ���  
fea�ible. We ������� �he   
Ad�i�i���a�i��'� �ece��  
������al �� e�d all ���aid  
��de�g�ad�a�e ���i�i���, a�d   
e��ha�i�e �ha� all  
��de�g�ad�a�e ���de��  
�e�ea�che�� ���� be �aid f��  
�hei� lab�� �� c�ea�e a� e��i�able  
�la�i�g field i� �hich e�e����e   
ha� �he ��������i�� �� j�i� �he  
�cie��ific c�����i��. Thi� �a�  
be acc���li�hed b� i���i���i�g   
addi�i��al ���g�a�� a�d  
�ch�la��hi�� �h���gh UCSD   
Acade�ic E��ich�e��  
P��g�a�� a�d/�� all�ca�i�g   
e��e��al f��d�.

**IV. IMPROVE HIRING**   
**PRACTICES FOR BIPOC**   
**FACULTY, POST-DOCS & STAFF**

i. **Prioriti�e EDI efforts in new**   
 **hire applications.**  C���i� ��

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| �����://����.������.���/��������/�/�/2PAC�-1��DN�H�90I�H�4���H�-�����6JI�L���LG3�3���M�����E�LS��9��L5�H��H���IQ��H�A0���FS/��� | 28/53 |

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| 1/31/2021 | L����� �� A���-R����� ���� M������ �� S������ I���������� �� O����������� |
| b� ��i�g �he EDI ��a�e�e��  Le�e� on An�i�Raci�m f�om Membe�� of Sc�i��� In��i���ion �U�da�ed a����a�ica��� e�e�� 5����ided i� fac�l�� a��lica�i��� �i���e� | |

a� �he *f����* fil�e�, i���ead �f �he   
la�� c���ide�a�i��, �i�ila� �� �he   
hi�i�g �e�h�d� e��l��ed b�  
UC Be�kele�.[41] Leade��hi�  
a�d lab c�l���e ge�e�all� ��a���  
a� �he ���. Th��, eff���� ��  
i��le�e�� EDI i�i�ia�i�e�  
�h��ld be c���ide�ed a�  
i��eg�al c�����e�� �� a PI��  
���k. E�e����e i���l�ed i� �he   
hi�i�g ���ce�� �h��ld �ecei�e  
��ai�i�g �� h�� �� e�al�a�e EDI  
��a�e�e���. A��lica�i��� �he�e  
�he ca�dida�e ha� ��� bee�  
��e�i���l� c���i��ed �� EDI   
i�i�ia�i�e� �� �h��gh�f�ll�  
���li�ed h�� �he� �ill ������e   
di�e��i�� a�d i�cl��i�� a� SIO  
�h��ld be �i�hd�a�� f���  
c���ide�a�i��. Thi� �h��ld be a   
j�i�� deci�i�� (e��al ���i�g  
�ha�e) �i�h a c���i��ee   
c�����ed �f g�ad�a�e ���de���,   
a� fac�l�� hi�e� h�gel� i��ac�  
g�ad�a�e ���de�� ���fe��i��al   
de�el���e�� a�d �he ��e�all   
c�l���e a� SIO �i�h �ega�d ��  
EDI.

ii. **List all available post-doc**   
**positions and institute a**   
**formal application process.**

T� eli�i�a�e hi�i�g ��ac�ice�  
����ed i� �e����k� �f ���e�,  
�ake �he ���ce�� f�� hi�i�g  
����-d�c� ��a���a�e�� a�d   
e��i�able b� ����i�g all j�b  
��e�i�g� a�d e����i�g a f���al

|  |  |
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| �����://����.������.���/��������/�/�/2PAC�-1��DN�H�90I�H�4���H�-�����6JI�L���LG3�3���M�����E�LS��9��L5�H��H���IQ��H�A0���FS/��� | 29/53 |

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| 1/31/2021 | L����� �� A���-R����� ���� M������ �� S������ I���������� �� O����������� |
| ���i�i��� a�e �f�e� di���ib��ed  Le�e� on An�i�Raci�m f�om Membe�� of Sc�i��� In��i���ion �U�da�ed a����a�ica��� e�e�� 5 a���g �elec�i�e e�ail chai�� �� �i���e� | |

�h���gh �e����ki�g a�  
c��fe�e�ce�, �hich c��� �ff a   
h�ge ��a�h �f ���e��ial   
ca�dida�e�.

iii. **Support relocation grants for**   
**post-docs.** The i���i���i��  
�h��ld ����ide �he�e f��d�  
�he� �ece��a��.

i�. **Work to increase the**   
**population of BIPOC facult�**  
**at SIO to be, at minimum,**   
**commensurate with**   
**California�s demographics b�**  
**2030.** SIO ack���ledge� �ha�  
�he c���e�� ��ac�ice� f�� hi�i�g   
fac�l�� a�e �ei�he� fai� ���  
��a���a�e�� b�� i���ead ����ed i�  
�e����k� �f ���e�. De�el��i�g   
a� i��e��i��al b��ade� ����each  
�la� �� e�i��i�g �i�eli�e� ����  
be �e� i��� ���i�� �� �ake �he   
hi�i�g ���ce�� ���e e��i�able.

�. **Heed student input on future**   
**facult� hires.** Si�ce �e�  
fac�l�� hi�e� di�ec�l� i��ac�  
g�ad�a�e ���de��� a�d �he  
��e�all c�l���e a� SIO, all��  
���de��� �� �ead a��lica�i��� f��  
�e� fac�l�� ���i�i��� a�d ha�e   
a ���e i� b��h �elec�i�g   
i��e��ie� ca�dida�e� a�d �h��e  
�ha� a�e �l�i�a�el� hi�ed a� SIO.

C���e��l�, ���de�� hi�i�g   
 c���i��ee� ��e�d c����le��  
 h���� ��lici�i�g, ge�e�a�i�g, a�d  
 ����idi�g feedback. While �e   
 a���ec[ia�e �he ���](https://docs.google.com/)���[��i�� ��](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0)  
P�b�i�hed b� [G��g�e D�i�e](https://docs.google.com/) � [Re���� Ab��e](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0)

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| 1/31/2021 | L����� �� A���-R����� ���� M������ �� S������ I���������� �� O����������� |
| ����ide i����, �ha� i���� ca� be  Le�e� on An�i�Raci�m f�om Membe�� of Sc�i��� In��i���ion �U�da�ed a����a�ica��� e�e�� 5 a�d �f�e� i� c���le�el� �i���e� | |

di��ega�ded i� fi�al deci�i��  
�aki�g.

�i. **Ensure that incoming BIPOC**   
**facult� and staff are well-**  
**positioned for success through**   
**a detailed plan for cluster**   
**hiring and equitable**   
**allocation of department**   
**resources.** C���i� �� ���e   
di�e��e cl���e� hi�e� �f fac�l��  
a�d ��aff �� �ed�ce feeli�g� �f   
i��la�i�� a�d a��id ��ke�i�a�i��  
�f i�di�id�al� f���  
��de��e��e�e��ed g�����. Thi�  
eff��� �a� be�efi� f��� �hif�i�g   
a�a� f��� �ec�i��al hi�i�g a�d  
���a�d� i���i���i��al hi�i�g. I�  
addi�i��, SIO �h��ld ide��if�  
a�d eli�i�a�e bia� i� �he   
all�ca�i�� �f ��a���� f��d�, lab  
��ace, ��i��i�i�a�i�� �f lab   
c������c�i��, e�c. �� �e� hi�e�.

**V. ENVIRONMENTAL**   
**RESPONSIBILITY**

*�If �e d��'� �a�e ��e ��a�e�, ��e� ���e*  
*�f ��� ��c�a� �����ce ����gg�e� ����*  
*�a��e�.�*  
 ***Dr.***

***Angela***   
***Da�i�****[42]*

i. **Acknowledge environmental**   
 **harm, extraction, and**   
 **exploitation of materials and**   
 **resources done in conducting**

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| �����://����.������.���/��������/�/�/2PAC�-1��DN�H�90I�H�4���H�-�����6JI�L���LG3�3���M�����E�LS��9��L5�H��H���IQ��H�A0���FS/��� | 31/53 |

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| 1/31/2021 | L����� �� A���-R����� ���� M������ �� S������ I���������� �� O����������� |
| **procurement and practices**  Le�e� on An�i�Raci�m f�om Membe�� of Sc�i��� In��i���ion �U�da�ed a����a�ica��� e�e�� 5 **when possible.** E�c���age �i���e� | |

fac�l�� �� a��e�� �he   
e��i����e��al a�d ��cial ha��  
���d�ced b� �e�ea�ch   
(i�cl�di�g, b�� ��� li�i�ed ��,  
�he ��e �f f���il f�el�) �� a��  
�a�e�ial� �ece��a�� f�� �aid  
�e�ea�ch. Fac�l��, ����-d�c�,   
a�d ���de��� �h��ld i�cl�de  
��a�e�e��� i� ��blica�i��� a�d  
��e�e��a�i��� ack���ledgi�g   
a�d j���if�i�g �h��e �e�h�d�  
��e� le�� ha��f�l al�e��a�i�e�.

E�b�ace a�� ��������i�� ��  
a��id f���he� e��i����e��al a�d  
��cial ha�� �he� ����ible.

ii. **Establish sustainable**   
**practices within SIO.** All�ca�e   
a ���l �f f��di�g �� hi�e ei�he�  
��e f�ll-�i�e ����ai�abili�� ��aff  
�e�be� �� �e�e�al g�ad�a�e a�d  
��de�g�ad�a�e ���de��� a�  
����ai�abili�� a�ba��ad���.

S�aff �� a�ba��ad��� �ill ���k  
�� c�dif� a�d �ai��ai� ��e-  
e�i��i�g ca���� ����ai�abili��  
��e�a�i��� (i�cl�di�g, b�� ���  
li�i�ed ��, SIO c������i�g), a�  
�ell a� i��le�e�� �e�  
i�f�a����c���e ��ch a� �e��-  
�a��e ��ac�ice�, e�e�g�-��e  
���i���i�g, a�d �a�e�-�a�i�g   
c�����l�.

iii. **Encourage divestment from**   
 **fossil fuels and require**   
 **transparenc� aboutresearch**   
 **funding from the fossil fuel**   
 **indust[r�.](https://docs.google.com/)** [C�ea�e](https://docs.google.com/) a�[a�e�e��](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0)  
P�b�i�hed b� [G��g�e D�i�e](https://docs.google.com/) � [Re���� Ab��e](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0)

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| 1/31/2021 | L����� �� A���-R����� ���� M������ �� S������ I���������� �� O����������� |
| a���g fac�l�� �f �he  Le�e� on An�i�Raci�m f�om Membe�� of Sc�i��� In��i���ion �U�da�ed a����a�ica��� e�e�� 5��������i�� �� di�e�� �hei� �i���e� | |

[403B/457B UC �e�i�e�e��](https://www.google.com/url?q=https://ucsdgreennewdeal.net/index.php/401k-403b/&sa=D&ust=1612124577072000&usg=AOvVaw0v3-yhDoEUCUUFLriz3xmv)  
[�la�� f��� f���il f�el� a�d](https://www.google.com/url?q=https://ucsdgreennewdeal.net/index.php/401k-403b/&sa=D&ust=1612124577072000&usg=AOvVaw0v3-yhDoEUCUUFLriz3xmv)   
i��e�� i� �he UC S�cial E��i��  
F��d. Addi�i��all�, �e��i�e SIO   
fac�l�� �� di�cl��e all f���il f�el   
i�d����� f��di�g, �i�ila� �� h��  
bi��edical �cie�ce� �e�ea�che��  
di�cl��e �hei� �ha��ace��ical   
i�d����� �������.

i�. **Release a statement calling on**   
**the UC Regents in support of**   
**UCSD Green New Deal**   
**(GND) initiatives.** Thi�  
��a�e�e�� �h��ld add�e�� �he  
�eed f�� �he Chief I��e���e��  
Office� �� ����ide f�ll  
��a���a�e�c� �� f���il f�el  
�ela�ed i��e���e���, di�e�� f���  
all f��d� e����ed �� f���il f�el�  
a�d c���a�ie� �ela�ed �� �he   
e��l��a�i��, e���ac�i��,  
��a������a�i��, a�d �efi�i�g �f   
f���il f�el�, a�d �� �ef�ai� f���  
�ei��e���e�� i� �he f����e. Thi�  
��a�e�e�� �h��ld al�� call ��  
�he Rege��� �� de�el�� ��lic�  
�� ��e��igh� �f f��di�g f���  
�he F���il F�el i�d�����, �i�ila�  
�� �he ��lic� de�el��ed ��  
T�bacc�.

�. **Release a statement**   
**supporting other initiatives of**   
**UCSD Green New Deal.**

S������ �he UCSD GND   
ca��aig� f�� a c���e�i�i�e call   
f�� ������al� f��� ba�k� ��  
����ide c���e�cial ba�ki�g  
�e��ice� a� UCSD, �i�h

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| �����://����.������.���/��������/�/�/2PAC�-1��DN�H�90I�H�4���H�-�����6JI�L���LG3�3���M�����E�LS��9��L5�H��H���IQ��H�A0���FS/��� | 33/53 |

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| 1/31/2021 | L����� �� A���-R����� ���� M������ �� S������ I���������� �� O����������� |
| f���il f�el i��e���e�� ��licie�  Le�e� on An�i�Raci�m f�om Membe�� of Sc�i��� In��i���ion �U�da�ed a����a�ica��� e�e�� 5 a�d ac�i��� �ill be i�c�����a�ed �i���e� | |

i� �he deci�i�� �aki�g ���ce��.

Addi�i��all�, de������a�e  
[������� f�� �he 5 P�i�ci�le� �f](https://www.google.com/url?q=http://senate.ucsd.edu/media/414872/climate-crisis-task-force-report-02-03-20-final.pdf&sa=D&ust=1612124577074000&usg=AOvVaw3iHRGn_drVy05_oyC1ooJW)   
[E�i��i��� Red�c�i�� a�d 35](https://www.google.com/url?q=http://senate.ucsd.edu/media/414872/climate-crisis-task-force-report-02-03-20-final.pdf&sa=D&ust=1612124577074000&usg=AOvVaw3iHRGn_drVy05_oyC1ooJW)   
[C��c�e�e Ac�i��� ���a�d�](https://www.google.com/url?q=http://senate.ucsd.edu/media/414872/climate-crisis-task-force-report-02-03-20-final.pdf&sa=D&ust=1612124577074000&usg=AOvVaw3iHRGn_drVy05_oyC1ooJW)  
deca�b��i�a�i��, �eachi�g,  
�e�ea�ch, heal�h, a�d  
��e�a�ed�e�� ��e�e��ed b� �he   
Ta�k F��ce �� �he Cli�a�e   
C�i�i�.

**A��e�d�ce�**

**I. Examples of Racism Throughout**   
**the Histor� of Science**



Th���gh��� hi�����, i�j���ice�  
ha�e bee� cl�aked behi�d �cie��ific  
���g�e��. Thi� i� �e��a�i�e e�e� i� �he  
�a���al �cie�ce�, a� c�l��i�a�i�� a�d   
e��l�i�a�i�� ��de�lie �he �a��a�i�e� �f   
c���e��a�i�� a�d e��l��a�i��. The   
field �f �a���al �cie�ce� ha� �a�� �f i��  
����� i� c�l��ial E�gla�d a� �he heigh�  
�f Se��le� C�l��iali�� a�d �he da�� �f   
E��l�i�a�i�� C�l��iali��. The R��al   
S�cie��, a legac� �f �ha� e�a (e��. 1660),  
�a� ��igi�all� c�����ed e�cl��i�el� �f  
�hi�e E�gli�h ��ble*�e�.* E�a��le� �f  
�he S�cie�� �e�be�� i�cl�de fa����  
�hi�ke�� ��ch a� F�a�ci� Bac�� a�d   
Cha�le� B��le, b��h �f �h�� hel�ed   
e��abli�h e��e�i�e��al ����� a�d   
i�fl�e��ial �a�[adig�� �ha�](https://docs.google.com/) �e[��i�� �� �hi�](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0)

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| 1/31/2021 | L����� �� A���-R����� ���� M������ �� S������ I���������� �� O����������� |
| da�. While �e�be�� �f The S�cie��  Le�e� on An�i�Raci�m f�om Membe�� of Sc�i��� In��i���ion �U�da�ed a����a�ica��� e�e�� 5 ha�e c����ib��ed ��e�e�d���l� �� �he �i���e� | |

�cie��ific b�d� �f k���ledge �e �ead   
ab��� a�d be�efi� f���, ���� �f �hi�  
k���ledge i� b���e f��� a �e��  
��ecific li�ed e��e�ie�ce a�d �ie� ��  
�he ���ld, i� �hich ���e�, ���-�hi�e  
�e��le, �� ���� �e��le ha�e li��le  
���e�, i����, �� a�������.

Whi�e ����e�ac� �a� �he d�i�i�g   
f��ce d��i�g �he Age �f I��e�iali��,  
�f�e� ��de� �he hel�f�l g�i�e �f  
�Scie�ce�. I� led �� E����ea�  
c�l��i�a�i�� �f �e���ic� la�d�, �hich  
�e�e �f�e��i�e� al�ead� i�habi�ed,  
����idi�g E����ea� �a���ali��� a  
�cie��ific ��������i�� f�� e��l��a�i��.

D��i�g �he�e e��edi�i���, de�c�ibi�g  
�he �a���al ���ld a�d �a�i�g �e�  
��ecie� �a� acc���a�ied b� �����i�g   
la�d a�d e���ac�i�g �e����ce� �i�h li��le  
�� �� c���ide�a�i�� gi�e� �� �h��e �h�  
al�ead� �cc��ied �ha� la�d. Al�h��gh  
�hi� f��� �f c�l��iali�� b� e��a�di�g  
��e e��i�e ha� bee� la�gel�  
di�c���i��ed, i� ha� lef� dee� �ca��  
ac���� c�l��i�ed �egi��� �f �he ���ld   
(i.e., di�e�f�a�chi�ed �e��i���ie� a�d   
de�el��i�g c�����ie�), a�d i�� effec��  
c���i��e �� �a�ife�� ��da�.[43] P�e�e��  
a�d f���e� c�l��ie� a�e ��ill heali�g   
ec����icall�, ��li�icall�, a�d ��ciall�  
f��� �he ad�e��e effec�� �f c�l��iali��.

M��e��e�, �he i��e�iali��ic �a���e �f   
field �e�ea�ch i� �e��e�e��ed ��da� b�  
�he de��g�a�hic� �f �a���al �cie��i���  
i� �ece�� hi����� a�d �he ��ac�ice �f  
�ha� i� k���� a� ��a�ach��e �cie�ce�.   
[44] Pa�ach��[e �cie�ce i�](https://docs.google.com/) ch[a�ac�e�i�ed](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0)   
 P�b�i�hed b� [G��g�e D�i�e](https://docs.google.com/) � [Re���� Ab��e](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0)

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| 1/31/2021 | L����� �� A���-R����� ���� M������ �� S������ I���������� �� O����������� |
| b� e���ac�i�e �e�ea�ch �ha� ��e� �he  Le�e� on An�i�Raci�m f�om Membe�� of Sc�i��� In��i���ion �U�da�ed a����a�ica��� e�e�� 5 la�d, k���ledge, a�d �e����ce� �f l�cal �i���e� | |

a�d I�dige���� c�����i�ie� �� gai�  
acc�lade� �� fi�a�cial ������� �i�h���  
gi�i�g back �� �� �������i�g �he   
l�cal/I�dige���� c�����i�ie� �ha� i�  
be�efi�ed f���.[45],[46] O�e ���d�  
f���d �ha� a� �ha� �i�e, 60-70% �f  
�e�ea�che�� f��� �de�el��ed� c�����ie�  
did ��� ack���ledge c����ib����� f���  
�de�el��i�g� �e�ea�ch l�cale� a� c�-  
a��h��� �� �hei� ��blica�i���.[47]

I� �he c���e�� �f a��i-  
Black�e��, �cie��ific �aci�� �a� �he  
���h �f Black i�fe�i��i�� �ha� j���ified  
����e��i��, �la�e�� a�d ��e �f black   
b�die� i� �cie�ce. E�ge�ici��� a�d  
�hi�e ����e�aci��� li��e� �he hi����� �f   
We��e�� �edici�e �i�h �e�ea�ch �ha�  
���ead �he ���h �f �he ���e�i��i�� �f  
�he �hi�e �ace. I� �he 17�h ce�����,   
J��a�h�� Bl��ebach�� ��bli�hed a  
�a�����ic ����e� �f �acial   
cla��ifica�i�� i� �hich �Ca�ca�ia���  
�e�e �hi�e �e��le �ade i� G�d'�  
i�age �he�ea� �E�hi��ia��,  
�M��g�lia��, �Mala�a�,� a�d ��ed�  
�ace� �e�e dege�e�a�i�e f����.[48] I�  
�he �id 1800�, �la��a�i�� d�c��� Ja�e�  
Ma�i�� Si�� ����i�el� e��e�i�e��ed  
�� e��la�ed ���he�� a�d �hei� child�e�  
�i�h��� a�e��he�ic.[49] He �e��e��a�ed  
�he ���h �ha� heal�h di��a�i�ie� be��ee�  
Black a�d �hi�e ���he��, ��ch a�  
���ce��ibili�� �� �e�b��� �e�a���, �e�e   
d�e �� la�i�e�� a�d lack �f i��ellec��al   
ca�abili�ie� �f Black ���he�� �hile   
ig���i�g �he ���� li�i�g c��di�i��� �f

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| e��la�ed h��[a��. I� �he](https://docs.google.com/) �id[-1900�,](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0) P�b�i�hed b� [G��g�e D�i�e](https://docs.google.com/) � [Re���� Ab��e](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0) |  |
| �����://����.������.���/��������/�/�/2PAC�-1��DN�H�90I�H�4���H�-�����6JI�L���LG3�3���M�����E�LS��9��L5�H��H���IQ��H�A0���FS/��� | 36/53 |

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| 1/31/2021 | L����� �� A���-R����� ���� M������ �� S������ I���������� �� O����������� |
| Black �e��le c���i��ed �� be e�����ed  Le�e� on An�i�Raci�m f�om Membe�� of Sc�i��� In��i���ion �U�da�ed a����a�ica��� e�e�� 5 i� �he �a�e �f �cie��ific ���g�e��. �i���e� | |

E�a��le� i�cl�de �he i�fa����  
T��kegee E��e�i�e�� (1932-1972),   
[50] �he�e Af�ica�-A�e�ica� �e�  
affec�ed b� ���hili� �e�e (�i�h��� �hei�  
i�f���ed c���e��) i�cl�ded a� �e��  
��bjec�� �h� �ecei�ed �laceb�  
��ea��e��� ��de� �he g�i�e �f f�ee   
Fede�al heal�hca�e; a�d �he ca�e �f   
He��ie��a Lack�,[51] a Black ���a�  
�h��e cell� �e�e �e���ed �i�h��� he�  
�e��i��i�� af�e� bei�g diag���ed �i�h   
ce��ical ca�ce� a�d �ecei�i�g failed   
ca�ce� ��ea��e��� (1951). The�e ���le�  
cell�, ��� k���� a� HeLa cell�, a�e  
��ill �idel� ��ed i� �he bi��edical   
i�d�����.

Ge�l�gical �e�ea�ch i� �f�e�  
��ed �� ad�a�ce �he e��l�i�a�i�� �f  
�a���al �e����ce� b� �il a�d ga�  
c���a�ie�.[52] The c�ea�i�� �f  
�a�i��al �a�k� ideali�ed �he he��ic  
��e�e��a�i�� �f ���i��i�e �ilde��e���  
de��id �f "h��a� habi�a�i��",   
di��ega�di�g a l��g hi����� �f   
I�dige���� ��e a�d c�l�i�a�i��.[53]   
F�ll��i�g �he ��a�e-�a�c�i��ed   
ge��cide �f �he Ah�ah�echee �e��le   
i� Y��e�i�e Valle� d��i�g �he Ma�i���a   
Wa�, a�d af�e� �ea�� �f e��l�i�i�g �he  
�e�ai�i�g S���he�� Sie��a Mi��k a� a  
����i�� a���ac�i��, Y��e�i�e Na�i��al   
Pa�k c���i��ed �l��l� a�d ���a�egicall�  
�e���i�g �he I�dige���� ����la�i��  
�h���gh��� �he �id 1900�.[54] E�e�  
�he f���a�i�e �ea�� �f �cea��g�a�h�  
de�e�ded hea�il� �� c�l��i�a�i�� a�d

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| �i�le�ce. Sc�i~~[��� �a� f��](https://docs.google.com/)~~�d~~[ed �� �he](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0)~~ P�b�i�hed b� [G��g�e D�i�e](https://docs.google.com/) � [Re���� Ab��e](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0) |  |
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| 1/31/2021 | L����� �� A���-R����� ���� M������ �� S������ I���������� �� O����������� |
| ���le� la�d �f �he K��e�aa� �e��le i�  Le�e� on An�i�Raci�m f�om Membe�� of Sc�i��� In��i���ion �U�da�ed a����a�ica��� e�e�� 5�he �id�� �f �hei� ge��cide a�d �i���e� | |

����e��i��,[55],[56] a�d like �a��  
ad�a�ce� i� �cie�ce, �he ��de�� e�a �f  
�cea��g�a�h� �a� �����ed �� b� �he  
�ili�a�� i�d����ial c���le� �f W��ld   
Wa� II.[57] T� da�e, �he�e i� li��le   
ack���ledge�e�� �f I�dige����  
k���ledge �f �cea��g�a�h� �� �a�i�e   
e��i����e���.

While cli�a�e cha�ge   
di��������i��a�el� b��de��  
c�����i�ie� �f c�l�� �� a gl�bal �cale,   
[58] �he hi����� �f �edli�i�g,   
ge���ifica�i��, a�d ��he� �aci�� ��licie�  
a�d ��ac�ice� e�ace�ba�e e��i����e��al  
�aci�� �h���gh cli�a�e cha�ge  
�a�i��all�.[59] I� �he U.S., Pe��le �f   
C�l�� de�el�� heal�h-�ela�ed i���e� d�e  
�� a di��������i��a�el� high e������e  
�� ��ll��a���, a� f���il-f�eled �la��� a�d  
�efi�e�ie� a�e i��e��i��all� �laced i�  
Black a�d La�i�� �eighb��h��d�.[60],   
[61] Addi�i��all�, Black c�����i�ie�  
a�e di��laced a�d �el�ca�ed �� �egi���  
�ha� a�e ���e ��l�e�able a�d lack �he  
��fficie�� a�d effec�i�e i�f�a����c���e ��  
����ec� agai��� e���e�e �ea�he� e�e���  
i��e��ified b� cli�a�e cha�ge, ��ch a�  
h���ica�e� a�d fl��di�g.[62], [63], [64]

The�e di��a�i�ie� a�e e�ide��  
e�e� �i�hi� ��� l�cal c�����i�ie�  
�i�hi� Sa� Dieg� c�����. Ba��i�  
L�ga� i� a hi����icall� BIPOC   
c�����i�� �i�hi� Sa� Dieg� �ha� �a�  
e��abli�hed i� �he 1920�� �he� �e��le  
���ed �� �hi� a�ea i� �����i� �f   
 P�b�i�hed b� [G��g�e D�i�e](https://docs.google.com/) � [Re���� Ab��e](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0)

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| �����://����.������.���/��������/�/�/2PAC�-1��DN�H�90I�H�4���H�-�����6JI�L���LG3�3���M�����E�LS��9��L5�H��H���IQ��H�A0���FS/��� | 38/53 |

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| 1/31/2021 | L����� �� A���-R����� ���� M������ �� S������ I���������� �� O����������� |
| i�d����� j�b�. I� �he 1960��, �he I-5  Le�e� on An�i�Raci�m f�om Membe�� of Sc�i��� In��i���ion �U�da�ed a����a�ica��� e�e�� 5 f�ee�a� �a� c������c�ed �ea�i�g d��� �i���e� | |

h��e� a�d effec�i�el� ��li��i�g �he  
�eighb��h��d �i�h �he C����ad�  
b�idge �hile al�� i�c�ea�i�g ��affic a�d   
ai� ��ll��i��.[65] The c�����i�� �a�  
�he� �e���ed f��� �e�ide��ial �� �i�ed   
all��i�g b��i�e��e�, ��ch a� j��k �a�d�  
a�d �a�eh���e�, �ha� a�e k���� ��  
�elea�e ca�ci��ge�ic che�ical� ��  
e��abli�h i� �hi� BIPOC �eighb��h��d   
a� �����ed �� ��he��. I� addi�i��,  
�hi�b�ildi�g i�d����ie� c���i��ed ��  
g��� c����ib��i�g �� �he ��ll��i�� �f   
Sa� Dieg� Ba� a�d �he cl����e �f  
��blic acce��. Ba��i� L�ga� i� ��e �f  
�he ��� 5% c�����i�ie� ���� i��ac�ed   
b� ��ll��i�� i� Calif���ia a�d i� �he ���  
c�����i�� i� Sa� Dieg� C�����  
affec�ed b� die�el ��ll��i��.[66]   
C���i��ed c���a�i�a�i�� ha� led ��  
�e�be�� �f �hi� BIPOC c�����i��  
���ce��ible �� a ca�ce� �i�k i� �he 80�h  
�� 90�h �e�ce��ile �a�i��all�.[67]

**II. Academic Gatekeeping and**   
**Educational Inequalit�**



The �a� i��ellige�ce ha� bee�  
�ea���ed, a�d �he �a� �e c���e��l�  
��a��if� ���de���� ���e��ial �� e�cel a�  
�cie��i��� d��i�g ad�i��i��� ���ce��e�,  
��ili�e� �aciall�-bia�ed �e��ic� �f  
��cce��.[68] S�a�da�di�ed �e��� ��ch a�  
�he SAT a�d GRE ac� a� fi�a�cial   
ba��ie�� �� ���de��� �h� ca���� aff��d  
�� �ake �he �e��� �� ��e�d ���e� ��  
e��e��i�e ������ a�d �e�� ��e�

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| �a�e�ial�. M�[�e �f�e� �ha](https://docs.google.com/)� �[��, ��e��](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0)P�b�i�hed b� [G��g�e D�i�e](https://docs.google.com/) � [Re���� Ab��e](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0) |  |
| �����://����.������.���/��������/�/�/2PAC�-1��DN�H�90I�H�4���H�-�����6JI�L���LG3�3���M�����E�LS��9��L5�H��H���IQ��H�A0���FS/��� | 39/53 |

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| 1/31/2021 | L����� �� A���-R����� ���� M������ �� S������ I���������� �� O����������� |
| �c��e i� ���e i�dica�i�e �f �hei�  Le�e� on An�i�Raci�m f�om Membe�� of Sc�i��� In��i���ion �U�da�ed a����a�ica��� e�e�� 5��ci�ec����ic ��a��� a�d c�l���al �i���e� | |

backg����d �ha� i� i� �hei� i�he�e��  
abili�� �� e�cel a� a �cie��i��.[69] Ye�  
GRE �c��e� a�e ��ill ��ed �� de�e��i�e   
ad�i��i�� �� SIO ad�i��i���.[70]   
Re���e� a�e �f�e� �added �i�h ���aid   
i��e���hi�� �ha� ca� ��l� be �ake� b�  
���de��� �h� d� ��� �eed �� �������  
�he��el�e� a�d �hei� fa�ilie�  
fi�a�ciall�. Ad�i��i��� deci�i��� a�e   
f�e��e��l� �ade �i�h��� ��a���a�e�c�,   
behi�d cl��ed d����, all��i�g f�� �he   
bia� �f i�di�id�al� i� cha�ge �f �he�e   
deci�i��� �� i�fil��a�e �ha� �h��ld be a   
fai� a�d e��al ���ce��. I� ���e ca�e�,   
legac� ad�i��i��� a�d �e����al   
c���ec�i��� a�e ��i��i�i�ed b�  
ad�i��i��� c���i��ee�, ��e�e��i�g a   
h�li��ic �e�ie� �f ��he� a��lica���.[71]   
Thi� e�cl��i�e �i�eli�e i� la�gel�  
i��e�e��able �� ���de��� �h� a�e �he   
fi��� i� �hei� fa�il� �� c�����i�� ��  
a��l� �� g�ad�a�e �ch��l, �� f�� �h��e  
�h� d� ��� ha�e ���e��e �� g�ide  
�he� a����d �he c�ded   
la�g�age/���ce��e� �f acade�ia.

**III. Histor� of EDI Work at SIO**



I� �he la�� decade, �ig�ifica��  
eff���� ha�e bee� �ade �� i�c�ea�e   
di�e��i�� a� SIO. A� e��e��al �e�ie� �f  
�he SIO g�ad�a�e ���g�a� �a�  
c��d�c�ed i� 2017 a�d ide��ified  
�ec���e�da�i��� �� i�����e   
de�a���e��al c�l���e.[72] I� �a��ic�la�,

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| �eak�e��e� �~~[e�e ide��ifi](https://docs.google.com/)~~ed i~~[� �he](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0)~~ P�b�i�hed b� [G��g�e D�i�e](https://docs.google.com/) � [Re���� Ab��e](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0) |  |
| �����://����.������.���/��������/�/�/2PAC�-1��DN�H�90I�H�4���H�-�����6JI�L���LG3�3���M�����E�LS��9��L5�H��H���IQ��H�A0���FS/��� | 40/53 |

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| 1/31/2021 | L����� �� A���-R����� ���� M������ �� S������ I���������� �� O����������� |
| �e����i�g �f g�ad�a�e ���de��� a�d  Le�e� on An�i�Raci�m f�om Membe�� of Sc�i��� In��i���ion �U�da�ed a����a�ica��� e�e�� 5�e� fac�l��, di�e��e fac�l�� hi�i�g �i���e� | |

��ac�ice�, a�d effec�i�e �ea�� �� �e����  
c��flic��, ha�a���e��, a�d   
di�c�i�i�a�i��. Af�e� �hi� �e�ie�,  
�e�be�� �f �he SIO ���de�� b�d� ca�e  
��ge�he� �� ��i�e a�d ������� a   
le��e�[73] �� hi�i�g a�d di�e��i��, �hich   
called �� �he de�a���e�� �� hi�e fac�l��  
���e �e��e�e��a�i�e �f �hi� c������ i�  
�e��� �f ge�de�, e�h�ici��, a�d ��he�  
face�� �f di�e��i��. I� 2016, SIO hi�ed   
Keia�a A��e��e a� �he i���i���i���� fi���  
Di�ec��� �f Di�e��i�� I�i�ia�i�e�, a ��le   
dedica�ed �� e��i��, di�e��i��, a�d   
i�cl��i�� (EDI) ���k ac���� ���  
c�����i��. Si�ce �he�, �he SIO EDI   
Tea� ha� i��le�e��ed �a�i���  
i�i�ia�i�e� ai�ed a� �ec��i�i�g,  
�e�ai�i�g, a�d c�l�i�a�i�g di�e��e �ale��.  
 The�e i�i�ia�i�e� a�e �a�ied i� �a���e,  
�������i�g ���de���, ��aff, a�d fac�l��.  
 Thi� i�cl�de�, b�� i� ��� li�i�ed ��, �he   
Sc�i��� LEARNS a�d Sc�i��� LEADS   
i�i�ia�i�e�, �he ACCESS J���ice   
I�i�ia�i�e, Dee� C���ec�i��� I�i�ia�i�e,   
Cha� �i�h a Sc�i��� Scie��i��, a�d �he  
�a�i��� c�����i�� ci�cle� a�d affi�i��  
g���� �ee����.[74] Thi� ���k f���  
�he SIO EDI Tea� ha� bee� i��eg�al i�  
f���e�i�g a �elc��i�g a�d �������i�e   
e��i����e�� f�� BIPOC ���de���, ��aff,   
a�d fac�l�� i� �he la�� f��� �ea��.

Rece��l�, ���de��� ha�e �allied a����d   
EDI i�i�ia�i�e� �� c�ea�e ge�de�-�e���al   
di�e l�cke��, �e���e �he GRE f���  
SIO g�ad�a�e ad�i��i��� ��ac�ice�, a�d   
e�d�� fell���hi�� f�� i�c�ea�ed   
di�e��i�� i� di�i�g. While �he�e i� a

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| hi����� �f EDI [ad��cac�](https://docs.google.com/) a� S[c�i���,](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0) P�b�i�hed b� [G��g�e D�i�e](https://docs.google.com/) � [Re���� Ab��e](https://docs.google.com/u/0/abuse?id=AKkXjow4R3JRwS4lVwT4YkpXXziUdT7S0E5cekePkpfUe8nX4SB6yPgdj0J_6N7oWYrE3HooNvGXJaILqZnr-pQ:0) |  |
| �����://����.������.���/��������/�/�/2PAC�-1��DN�H�90I�H�4���H�-�����6JI�L���LG3�3���M�����E�LS��9��L5�H��H���IQ��H�A0���FS/��� | 41/53 |