

September 29, 2020

Dear Colleagues,

On behalf of Ann Pollack and myself, I am sharing here with all ORA and RPC staff two recent Science articles about racism in higher education and science.

- This Science article was coauthored by faculty from UCLA, Berkeley and UCSF. <https://science.sciencemag.org/content/369/6510/1440.2>
- The House Science Committee wants the National Academies to undertake a study on racism in science. <https://www.sciencemag.org/news/2020/08/senior-us-lawmaker-wants-national-academies-scrutinize-racism-science>

These are just two of many recent publications focused on structural racism and what to do about it. The Black Lives Matter movement has amplified the call for action against racism of all kinds. As described in the Chancellor's email today (attached), a number of campus actions have been initiated. In ORA, a group of individuals has been meeting to discuss the issues and to advocate for ORA-wide anti-racism initiatives.

Our ORA and RPC leadership team believes that all ORA and RPC staff will benefit from completing the [UC Managing Implicit Bias Series](#) by the end of this calendar year. This is a series of six on-line courses designed to increase awareness of implicit bias and reduce its impact at the University. Completion of this educational program will be a consideration in all staff performance evaluations this year. We also recommend the seven-part [implicit bias video series](#) from UCLA Equity, Diversity and Inclusion.

We have also discussed focusing on equity, diversity and inclusion issues in selecting speakers for our All-Staff Meetings. We are very excited to hear from Professor Vickie Mays, who will speak at our staff meeting on Tuesday about her personal experiences and her new role as Special Advisor to the Chancellor on Black Life. My thanks go to Miesha Bailey, who invited Dr. Mays and will introduce her tomorrow.

We have received a number of ideas and suggestions about what we can do to address racism in the work place. Please feel free to suggest additional ideas. With the arrival of Vice Chancellor for Equity, Diversity and Inclusion Anna Spain Bradley, we are hopeful that expertise and other resources will be made available to lead and support initiatives campus wide. To begin, we ask that you complete the UC Managing Implicit Bias Series by the end of this year. This will enable a common understanding that will support future discussions and initiatives.

Marcia L. Smith
Associate Vice Chancellor

 **UCLA Research Administration**

Telephone: (310) 206-8459
Email: marcia.smith@research.ucla.edu

Enclosure: <https://chancellor.ucla.edu/messages/how-we-are-rising-to-the-challenge/>