

August 14th 2020

The UC President's Chicano/Latino Advisory Council (CLAC) joins the many voices demanding a world in which black lives matter - in both words and practices. We grieve the killings over the last several months of George Floyd, Breonna Taylor, Ahmaud Arbery and countless others whose stories we do not know. We call for the prompt investigation and prosecution of those responsible for their murders. We vigorously condemn the pervasive systemic racism and profound inequalities that allow black men disproportionately to suffer cruel and senseless deaths in the hands of police and private vigilantes.

As we witness the agony and despair of the protesters across the U.S. and the world, we too find resonance in Dr. Martin Luther King's incredible insight over fifty years ago that riots are the language of the unheard. His observation then and its sadly enduring relevance today was a call to action to all of us and especially to those who have the power to change the conditions that allow our black brothers and sisters and other marginalized groups to be treated as second-class citizens.

As faculty and administrative Latina/o leaders at each of the University of California campuses, we call on the University of California to heed this moment as an opportunity to recommit with urgency and fervor to its [public mission](#) with a special focus toward achieving racial justice, equitable access, and healing in this country. We believe that the UCs and all of higher education have the obligation and ability to disrupt the barriers that have impeded racial progress in our nation and the world by constructing more equitable and stronger societies in which people of all races come together to access and produce knowledge, share ideas and values, contest prejudices, respect science, and tap into social networks and resources or create new ones that elevate the voices of the unheard.

To fulfill this promise, we urge that the UC, among other things:

- Ensure that budget cuts, including temporary salary actions to achieve budget savings, always adopt a race-conscious lens and meaningfully consider and grapple with disparate impacts on students, staff, and faculty of color;
- Address the crisis in the representation of black students, faculty and staff in ways that promote social mobility and empowers leadership across all levels of the institution;
- Produce, support, and elevate research that promotes solutions to endemic racial justice problems, including work addressing health disparities among and the over-policing of black communities;
- Adopt, support, and value culturally responsive curricula and pedagogies in ethnic studies courses and across all disciplines to help promote racial understanding and forge racial divides through such means as raising critical perspectives, decolonizing dominant narratives, and make visible the contributions of marginalized communities;
- Support the civic and democratic engagement of our students, faculty and staff to promote racial and social justice engagement through experiential education, publicly

engaged research, and student programs that foster an understanding of the university's core values of diversity and equity.

- Develop curriculum that fosters cultural competence and cultural humility with a specific goal: that every UC undergraduate gains a basic knowledge of the history of race and racial oppression in this country and the systematic racism that exists to this day.
- Advocate for policies that promote an end to police brutality and replace them with policies and practices that are rooted in de-escalation; and establish a task force to investigate how the UCs can be more directly involved in holding cities and police departments accountable.

We stand in solidarity with members of the Black Affinity Groups throughout the UC system who are calling for a commitment that continues beyond this moment, and echo the recommendations proposed in their recent letter to the UC Regents, outgoing President Janet Napolitano and incoming President Dr. Michael Drake. We end this call for meaningful action in the words of our esteemed colleagues “We are confident and determined to press on, and see this moment in history as an opportunity to celebrate and fully recognize and uplift Black life.”

Co-Chairs,

Frances Contreras, UCSD

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Claudia Martinez, UCOP

CLAC Members:

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Jeanett Castellanos, Irvine

Cynthia Davalos, UCOP

Richard Durán, Santa Barbara

Skye Edwards, San Diego (Undergraduate Student Rep)

Lisa Garcia Bedolla, Berkeley

Ralph Gonzalez, San Francisco

Andrés Hernández, Merced

Sylvia Hurtado, Los Angeles

Fabrizio Mejia, Berkeley

Gilberto Mosqueda, San Diego

Lorena Oropeza, Davis

Rudy Ortiz, Merced

Juan Poblete, Santa Cruz

Maria Ramirez Loyola, Merced (Graduate Student Rep)

Pablo Reguerin, Davis

Stephanie Reyes-Tuccio, Irvine

Alejandra Rincón, San Francisco

Louie Rodriguez, Riverside

Elizabeth Romero, Riverside