Leading with Courage

A professional learning experience on the African American presence at UC

Polished Onyx: Crafting & sustaining community for students, faculty, & staff

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Land Acknowledgement

We would like to begin by acknowledging that the land on which we gather is the traditional and unceded territory of the Patwin people. The Patwin people lived hundreds of villages lining the creeks from Yolo to Glenn County to San Francisco Bay. Today, only three federally recognized Patwin (Wintun) Indian rancherias remain.
Itinerary

• Introductions
• What is Community
  – Boyer, 1994
  – UCSC Principles of Community
• Theoretical Foundation
  – Counterspaces
  – African American Network (AFAM)
• Why Onyx?
• Diving into Data
• What we do
• Final Thoughts
• Q&A
Who are we?

★ Pronouns: She/Her/Hers
★ Director of AARCC, 7th year
★ UCSC Alumna (C8)
★ Earned M.Ed/ Ed.D student

★ Pronouns: He/Him/His
★ Associate Director, 4th year
★ UC Riverside Alumnus
★ Earned Ed.D
What is Community?
What is community?
Black Faculty and Staff Group?
Do you have a Black Faculty/Staff Group on campus?

Yes: 12
No: 1
We're working on it
Alignment?

The fact that Shonté Thomas and Aaron D Jones were able to put up with my daily shenanigans....wow like kudos to them because every day students walk in my office and I sit here wondering..... what is wrong with. y'all?!
Does your Black community (faculty/staff/students as a whole) on campus align with your definitions of community?

- Yes: 20%
- No: 47%
- We're working on it: 33%
Principles of Community

embrace diversity
be open
be just
be purposeful
be disciplined
be celebrative

Ernest Boyer, 1994
Theoretical Frameworks (creating common language)

**CRT:**

- Derrick Bell, 1987 -- frustrated with slow progression of civil rights in legal terms/ overall racial reform.
- CRT is salient analysis of culture and society through topics of power, race, & law; As practitioners, we use this framework to examine the persistence of racism in HE.
- Freire, 1970 [Conscientious & Empowerment]
  - Naming own reality-- “oppressed must break confront reality critically”
  - 1st step in praxis is through dialogue as mechanism to name the world
- Ladson-Billings (Why name reality?)
  - Stories provide members of a minority group a vehicle for self-preservation
  - The exchange of stories
An Example (African American Student Network - AFAM: Grier-Reed, 2010)

A counter space

originally about responding to microaggressions

- sensemaking for experiences
- support and validation
- alternative strategies to respond to issues
- fostering atmosphere of empathy, understanding, & connection
- authentic dialogue & collective wisdom
Why the name “Onyx”?

- Precious, beautiful gem!
  - AS ARE WE!

- Has healing and grounding elements
  - AS DO WE!

- Protection stone & transforms negative energy
  - AS DO WE!
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Dive into Data
Santa Cruz, CA

- White: 76.39%
- Asian: 9.64%
- Two or more races: 6.28%
- Other race: 5.45%
- **Black or African American:** 1.40%
- Native American: 0.68%
- Native Hawaiian or Pacific Islander: 0.14%

Source: US Census 2017 ACS 5-Year Survey (Table B03002)
Santa Cruz, CA

“It’s a strange and mind-boggling experience of being culturally isolated and socially marginal in a beautiful place that pretends to welcome everyone and everything. It’s crazy-making. It’s being highly visible, yet never really seen or heard.”- Laura Turner-Essel, Ph.D., former UCSC CASFS Director of Residential & Community Life.
### UC Santa Cruz - Faculty

#### Percentage by Race/Ethnicity & Citizenship (April 2019)

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<td>American Indian</td>
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<tr>
<td>Black/ African/ African American</td>
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[https://www.universityofcalifornia.edu/infonenter/uc-workforce-diversity](https://www.universityofcalifornia.edu/infonenter/uc-workforce-diversity)
## UC Santa Cruz - Staff

### Percentage by Race/Ethnicity & Citizenship
(October 2018)

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<th>Race/Ethnicity</th>
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<tbody>
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<td>59.4%</td>
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<tr>
<td>Asian/Native Hawaiian</td>
<td>6.6%</td>
<td>1.1%</td>
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<tr>
<td>Hispanic/Latino(a)</td>
<td>16.7%</td>
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<td>American Indian</td>
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<td>Two or More Races</td>
<td>1.6%</td>
<td>0.1%</td>
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Located: [https://www.universityofcalifornia.edu/infocenter/uc-workforce-diversity](https://www.universityofcalifornia.edu/infocenter/uc-workforce-diversity)
What do we do?

Invitations to engage with students

Happy Hours

Program collaborations

Black Experience Team

Professional development chats

Dinners
Final Thoughts & Suggestions

- Use quant/qual data to inform your decisions
- Convene (find your kinfolk)
- Find other champions/thought partners across campus
- Relentlessly and courageously tell your story
- Hold folks accountable
- You don’t have to work in a cultural center to work toward community building as a priority
Questions?

Contact us!

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References


