

Wednesday, August 10, 2022

To the following members of UCR Leadership:

Chancellor, Kim A. Wilcox
Provost and Executive Vice Chancellor, Elizabeth Watkins
Interim Vice Provost and Dean of Undergraduate Education, Ken Baerenklau
Interim Associate Vice Chancellor for HR and Chief HR Officer, John-Stephen Henderson
Vice Chancellor for Planning, Budget, and Administration, Gerry Bomotti
Vice Chancellor for Diversity, Equity, and Inclusion, Mariam Lam
Vice Chancellor for Health Sciences and Dean of the School of Medicine, Deborah Deas
Vice Chancellor for Research and Economic Development, Rodolfo Torres
Vice Chancellor for Student Affairs, Brian Haynes
Vice Chancellor for University Advancement, Monique Dozier
Outgoing Academic Senate Chair, Jason E. Stajich
Incoming Academic Senate Chair, Sang-Hee Lee
Dean of the Marlan and Rosemary Bourns College of Engineering, Christopher Lynch
Dean of the College of Humanities, Arts, and Social Sciences, Daryle Williams
Dean of the College of Natural and Agricultural Sciences, Kathryn Uhrich
Interim Dean of the School of Education, Louie F. Rodriguez
Dean of the School of Business, Yunzeng Wang
Dean of the School of Public Policy, Anil Deolalikar
Dean of the Graduate Division, Shaun Bowler
Dean of University Extension, Kevin Vaughn
University Librarian, Steven Mandeville-Gamble
Associate Chancellor, Christine Victorino
Associate Vice Chancellor for Student Affairs Dean of Students, Christine Mata
Associate Vice Chancellor for Health, Wellbeing, and Safety, Denise Woods
Associate Vice Chancellor of Facilities Services, Adam Schnirel
Associate Vice Chancellor for Auxiliary Service, Heidi Scribner
Associate Vice Chancellor and Chief Compliance Officer, Kiersten Boyce
Associate Dean of Students of the Ethnic and Gender Centers, Shonté Thomas
Assistant Vice Chancellor for Government and Community Relations, Elizabeth Romero
Faculty Director for University Honors, Richard Cardullo
Director of Risk Management, Ingrid Fahr
Director of Residential Life, Christine Bender
Director of Emergency Management, Jason Espinoza
Director of Strategic Initiatives and Special Projects, Beth Claassen Thrush
Interim Chief of Police, Anthony Frisbee
Counsel for the Office of Legal Affairs, Jamie Lopez
Interim Executive Director for Associated Students of UCR, Amy Carrizosa
President of Staff Assembly, Agam Patel
Leaders of Excellence and Distinction Chair, Brittany Fraser
Chair for the Graduate Student Association, Valeria Dominguez
Director of Counseling and Psychological Services, Elizabeth Mondragon
Senior Administrative Director for Student Health Services, William Rall
Interim Director for Student Affairs Case Management, Laurie Lee

Director for Transportation and Parking Services, Irma Henderson

From: The Critical Response Committee under UCR's Black Faculty and Staff Association (BFASA)

Towards the second half of July 2022, a BFASA member (named removed for confidentiality) was exposed to an unsafe and hostile work environment due to an act of vandalism that included the word “**Nigger**” spray-painted on a wall in the building this BFASA member passes by frequently when in the office. This staff member was made aware that the perpetrators were identified and arrested soon after the vandalism occurred, but this, however, did nothing to lessen the strong feelings of fear and concern that are still present. Little to no follow up has been given to the BFASA member impacted by this situation. Hostile acts like this are not new to UCR as multiple staff and faculty members can attest to experiencing similar acts of vandalism that include the use of hate speech. These hostile acts however, have not been shared with the campus community and have been treated as localized occurrences.

BFASA is extremely concerned that this is a culture problem on our campus, where situations like this can happen to faculty and staff without proper notification from leadership or support provided to those affected. We must recall the third pillar of UCR's core identity discussed by Provost Elizabeth Watkins - “A welcoming, inclusive, and collaborative community” and uphold it. We believe that the collective campus community needs to take specific actions to address this issue because the next hostile act may result in the physical assault of a staff or faculty member while on campus assuming that an assault of this nature hasn't happened already. We believe that an occurrence of this magnitude does not need to happen before UCR decides to act accordingly.

We request that the entire campus community, with special attention on senior leadership identified in this call to action, begin a series of conversations that will accomplish the following:

1. Evaluate and improve our current system of reporting that informs that entire campus community of all acts of violence, vandalism, and other hostile acts as it pertains to staff and faculty especially in instances not directly involving students.
2. Improve and implement campus wide safety measures, policies, and equipment designed to deter and prevent acts of destruction, violence, and hostility that create unsafe work, learning, and living environments.

BFASA is more than willing to help with the preliminary planning that will allow for the series of discussions that need to take place to begin as soon as possible. Feel free to forward this message to other UCR leaders not included in this message. Thanks for your time and consideration,

Best,

BFASA's Critical Response Committee

Victor Moreira (BFASA Chair)

Desmond Harvey (BFASA Vice Chair)

Paige Mejia (BFASA Secretary)

Romanie Arterberry (BFASA Member)

Jernine McBride (BFASA Member)

Dennis McIver (Chair for the Council of University of California Staff Assemblies & Former BFASA Chair)

Wendy Williams-Clark (BFASA Member)

Jamal J. Myrick, Ed.D. (Director of African Student Programs & BFASA Member)