



Healthy Work Environments:
Health and Equity In All Policies

Lasana O. Hoteb

Diversity, Equity, Inclusion & Belonging

Racism

A system that implicitly or explicitly advantages one group over another based on their race, ethnicity or cultural background. Racism isn't rooted in personal beliefs but in the power to act on those beliefs.



RACISM

Personal

Private beliefs,
prejudices,
& ideas that
individuals have

Institutional

Discriminatory
treatment, policies
& practices, within
organizations
& institutions

Interpersonal

The
expression of
racism between
individuals

Structural

System in which
public policies,
institutional practices,
and other norms
perpetuate racial
group inequality

4 Levels of Racism

The Role of Senior Leaders in Building a Race Equity Culture
Kerrien Suarez Director at Equity in the Center

What Is An Antiracist Campus

An Antiracist
campus seeks to
rid the university,
curriculum and
learning
environment of all
forms of racism

ANTI RACISM

AN INTRODUCTION

ALEX ZAMALIN

Health & Equity In All Policies Framework

- Exploring how individual practice and policies can promote health and sustainability
- Adopting an equity and inclusion lens and anti-racist policies
- Ensuring that the people most impacted are meaningfully included in discussions and decisions



Equality



Equity



DEIB Portfolio

- Identity-Based Organizations and Communities of Practice
- Staff Appreciation
- AA/EEO
- Cultural Fluency/Racial Literacy



DEIB Team

- Tim Fuson
- Shirley Giraldo
- Katrina Pantig
- Lasana O. Hotep



Staff Appreciation

- Reimagined NERO
- Engaging Staff Appreciation
- Complimentary Flagship Appreciation Program
(Summerfest is on hold)

T CONCEPTS



NEW
EMPLOYEE
ORIENTATION

AA/EEO

- Engage in more data analysis
- Equity Dashboard



Cultural Fluency

- Baseline Training
(Concepts/Definitions/Frameworks)
- People & Culture
- Scale LCEP
- Guidelines
- Toolkits

ETHNICITY
NATIONALITY
RACE, IDENTITY
CULTURE & HERITAGE



ODA

- Division of Equity & Inclusion
- Thought partner with university units
- Hiring Committees
- Support for NEW DEIB Positions
- Racial Reckoning
- Becoming An Antiracist Campus

Other

Duties

As Assigned

DISRUPTING THE MODEL MINORITY MYTH:

A CONVERSATION ON

ANTI-ASIAN RACISM

IN THE GLOBAL PANDEMIC

The program features speaker,
Dr. Dawn Tu, Professor and Equity and
Social Justice Strategist



MONDAY

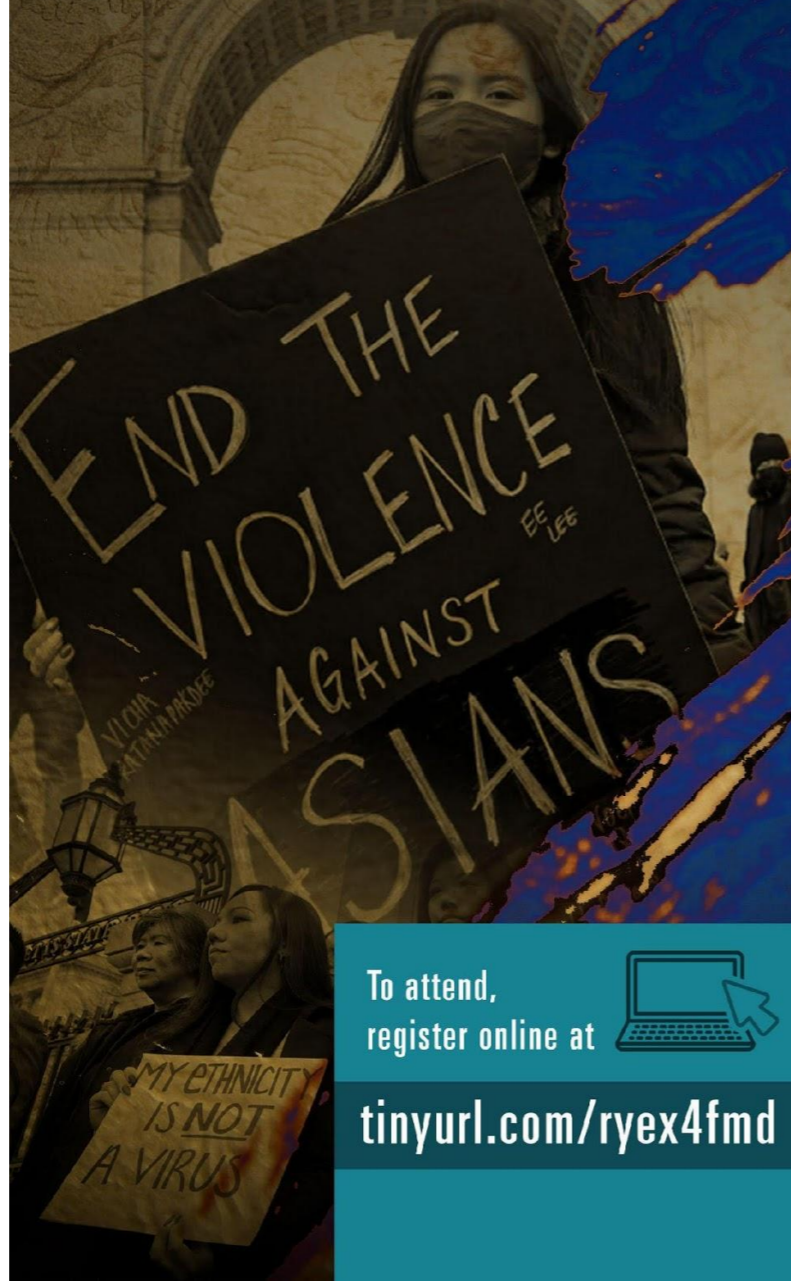
APRIL 19TH, 2021

12:00 P.M. - 1:00 P.M. PST

To attend,
register online at



tinyurl.com/ryex4fmd



AMERICAN RECKONING:

A CONVERSATION ON

Anti-Blackness

IN POST GEORGE FLOYD AMERICA



Facilitated by **Dr. Ula Taylor**
Professor & H. Michael and Jeanne Williams Department Chair

**WEDNESDAY,
JUNE 9TH, 2021**

12:00 P.M.-2:00 P.M. PST

This program is **FREE** and open to the public.
To attend, register online at
tinyurl.com/3t3mxkfa

If you have any questions, contact
Katrina Pantig at kpantig@berkeley.edu



Dr. Keisha N. Blain
Historian



Jeff Chang
Author



Rosa Clemente
Scholar-Activist



Tim Wise
Anti-Racist Educator



VIA ZOOM WEBINAR