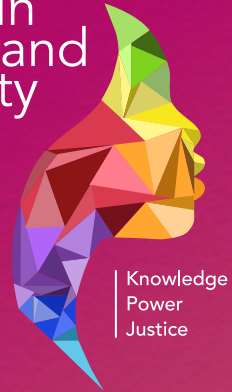




**CENTER FOR
COMPARATIVE
STUDIES IN
RACE & ETHNICITY**

**ANNUAL REPORT 2019-2020
STANFORD UNIVERSITY**

center for
comparative
studies in
race and
ethnicity



MISSION

To foster
research and
teaching that
advances
racial justice
through the
comparative
understanding
of race.

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DIRECTOR'S NOTE

"...what we are is what our ancestors did. How they survived. We are the memories we don't remember, which live in us,"
—Tommy Orange, *There, There*

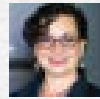
I read Orange's book in 2019 as I moved to Oakland. His novel elucidates how violence, place, memory and history shape who we are. Now, during the continued ascendance of Black Lives Matter (founded by Black feminist and queer women after the murder of Trayvon Martin) and its historic calls for racial reckoning, in the elastic time of a global pandemic disproportionately affecting black, brown and indigenous communities and at a moment of tumult every institution—including higher education, I focus on who we must become. The movements protest the fraying of our socio-political racial and economic fabric that has worsened under recent regimes that put democracy in peril. Last year, I remembered 1619 as the arrival of the 1st enslaved Africans to land on the Atlantic shores. We still struggle against that encounter and all the effects of settler colonialism, systems of white supremacy, and dangerous ideologies of difference that sustain structures of racial inequity.

CCSRE's mission is to grapple with these effects, fighting anti-Blackness and prejudice in our everyday lives. From our chautauqua with faculty fellow Prof. Jennifer Eberhardt (Psychology) who presented her book, *Biased*, on detrimental practices in policing to our Race and Tech Fellows fight bias in banking and facial recognition technologies—we highlighted ways to intervene in systemic racism. We are inspired by student and global uprisings for racial justice. Everyone at CCSRE—our new Board Chair, newest staff member Perlita Dicochea (who edits our COVID-19 and race series), Faculty Steering Committee, Undergraduate Council, graduate fellows, dedicated staff and affiliates—works to change the racial status quo.

Historian Isabel Wilkerson's study, *Caste*, compares racialized hierarchies deployed in the U.S., Nazi Germany, and India. She writes to "expose the unyielding rigidity of a caste system." We must produce evidence-based work, art and action that breaks the rigid realities of racism, sexism, gender bias that divide us to our detriment.

Jennifer DeVere Brody – Faculty Director of CCSRE and Professor of Theater & Performance Studies

2019-2020 FACULTY STEERING COMMITTEE



Jennifer DeVere Brody
(Theater & Performance Studies)
Faculty Director of CCSRE



Charlotte Fonrobert (Religious Studies)
Faculty Director of Jewish Studies
(photo credit: Jeremy Moffett)



Teresa LaFromboise
(Graduate School of Education)
Faculty Director of Native American Studies
and Interim Director of Academic Programs



Ana Minian (History)
Faculty Director of
Chicana/o-Latina/o Studies



Vaughn Rasberry (English)
Faculty Director of Academic Programs



Jeanne Tsai (Psychology)
Faculty Director of
Asian American Studies



C. Matthew Snipp (Sociology)
Senior Vice Provost for
Faculty Development and Diversity



Lauren Davenport
(Political Science)



Jackelyn Hwang
(Sociology)



Usha Iyer
(Film and Media Studies)



Claude Steele
(Psychology)

2019-2020 STAFF



Bridget Algee-Hewitt, PhD
Senior Research Scientist



Byron Barahona
Student Services Coordinator



Marsha Challoner
Center Manager



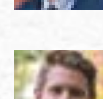
Perlita Dicochea, PhD
Communications and
Events Associate



Heidi M. López
Finance Assistant and Graduate
Fellowships Coordinator



Rigoberto Marquéz, PhD
Associate Director of Academic
Programs and Community
Engaged Learning



Daniel Murray, PhD
Executive Director



Michael Wilcox, PhD
Senior Lecturer

BY THE NUMBERS

TOTAL FDI FACULTY: 21

TOTAL AFFILIATED FACULTY: 143

FACULTY DEVELOPMENT INITIATIVE

The Faculty Development Initiative (FDI) began in 2008 as a partnership between CCSRE and the Office of the Provost to recruit leading scholars of race and ethnicity in any field. New and incoming FDI Faculty include:



Asad L. Asad
Assistant Professor of Sociology



Wendy Salkin
Assistant Professor of Philosophy



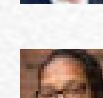
Rose Salseda
Assistant Professor of Art History



Fatoumata Seck
Assistant Professor of
French and Italian



Alfredo J. Artiles
Professor in the Graduate School
of Education



Sarah Derbew
Assistant Professor of Classics

VISITING SCHOLARS AND POSTDOCTORAL FELLOWS



David Kyuman Kim
Senior Advisor and Fellow



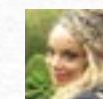
Yiman Wang
Professor of
Film & Digital Media
UC Santa Cruz



Marcia Ochoa
Associate Professor of
Feminist Studies
UC Santa Cruz



Hannah Walser
Visiting Postdoctoral Fellow
Harvard Society of Fellows



Mélanie Lamotte
Mellon Postdoctoral Fellow
in CCSRE and History

*Asst. Prof. of French and
Africana Studies at Tulane
University starting Fall 2020.*



Jamele Watkins
Postdoctoral Fellow in
German Studies and CCSRE

*Asst. Prof. of German Studies
at University of Minnesota
starting Fall 2020*

UNDERGRADUATE PROGRAMS

CCSRE undergraduate programs educate students to be leaders and produce knowledge for race and justice.

NATIVE AMERICAN STUDIES
JEWISH STUDIES
COMPARATIVE STUDIES
CHICANA/O-LATINA/O STUDIES
ASIAN AMERICAN STUDIES

Native American Studies major, **Will Paisley** was selected as the student speaker at Stanford's 129th Opening Convocation. Will spoke to incoming students about finding community at Stanford. ▼



▲ **Madeline Kim** (CSRE '20) wins the Robert M. Golden Medal for Excellence in the Humanities and the Creative Arts.



Photo: David Gonzalez

CSRE SUBPLANS

Environmental Justice
Politics, Policy & Equity
Technology & Media
Health & Wellness
Identity Diversity Aesthetics
Race, Gender & Sexuality
Education & Inequality
Race, Space & Belonging

COMMUNITY ENGAGED LEARNING

Community Engaged Learning continues to be a core aspect of the Center's undergraduate program. In nearly 20 courses throughout the year, students work with community partners to deepen their learning and make concrete impacts on racial justice issues in the community. Students can extend their experience with one of nearly 20 summer internships in the Center's Praxis, Community-Based Research, or Technology and Racial Justice Fellowships.

▶ **Celine López** (CSRE & Urban Studies '20), discusses her research on K-12 Ethnic Studies in her hometown of Stockton, CA. Her passion for serving her community through advocacy and organizing inspired this work.



▲ **Acaceli Garcia** (Chicana/o-Latina/o Studies '20) and **Kimiko Hirota** (CSRE '20) are two of three graduating seniors to receive the prestigious John Gardner Fellowship for students demonstrating a commitment to public service.

2019-2020 BY THE NUMBERS

STUDENTS GRADUATED: 28

TOTAL NUMBER OF MAJORS/MINORS: 94

NEW MAJOR/MINOR DECLARATIONS: 57

NUMBER OF CSRE COURSES OFFERED: 200+

UNDERGRADUATE COUNCIL

In 2019, CCSRE launched its first Undergraduate Council composed of five undergraduate students dedicated to the growth and development of our academic program and student community. With specializations in education, outreach, and community building, the Council supported students and helped the CCSRE community thrive.



▲ 2019-2020 Undergraduate Council Members (L to R): **Kimiko Kirota, Pili Cruz-De Jesus, Salei Salanoa, Theresa Gao, Jasmin Martinez**

Throughout the year, the Council hosted events including the first ever FROSH of Color social, which brought together over 100 first-year students of color to discuss the importance of race and ethnic studies at Stanford, as well as a Declaration Day event to recruit more students into our five different academic programs.

The Council members also served as peer advisors and student representatives, ensuring that students had a voice in shaping the future of CCSRE and the undergraduate program.



◀ Council members meet prospective majors and minors at Declaration Day.



“Student voice is important for these programs to thrive. With our enthusiasm and investment in our education, students help raise institutional support. As part of the first Undergraduate Council, I was honored to help establish our mission and mobilize our campus community to support AAAS and CCSRE.”

Kimiko Hirota (CSRE '20) | UG Council Chair

ALUMNI PROFILE: VERONICA JUAREZ (CSRE '04)

CCSRE alums apply a racial equity lens to a range of fields including law, medicine, technology, government, arts, business, and education.

By **Perlita R. Dicochea**

Veronica Juarez is recognized nationally as a top leader in business, tech, and transportation. She fostered a career in politics and now applies her experience to Lyft’s government relations team as Area Vice President of Social Enterprise. With every step in her journey, Juarez has focused on addressing the needs of vulnerable communities. Juarez states, “[The CSRE major] has informed my entire life’s work.”

“I’ve never been more proud to tell people what I studied in college.”

Juarez began her path into politics as a staffer with local Congressman Mike Honda. A proud Tejana, Juarez then returned to Texas to work under Deputy Chief of Staff for Texas Senator John Whitmire, whom she credits as her biggest champion and mentor. Her experiences in politics formed the basis of her work in the private sector. Juarez joined Lyft when there were fewer than 60 employees, building the government relations department from the ground up and eventually leading Lyft’s effort to enter over 50 new markets.

In 2015, Fast Company recognized Juarez in its annual list of Most

Creative People in Business. Harvard Business School Executive selected her to join its Education’s Leadership Consortium in 2018 and, most recently, Vullog’s Top 20 of 2020 listed her as among the Influential Women in Mobility.

She states: “I joined Lyft because I really felt like for John and Logan, our founders, if we were going to deliver on our mission to provide the world’s greatest transportation, being able to deliver on that mission would actually have the largest effect for the people who need it the most, who need access to transportation. And those people are people who are low-income, who are communities of color, who have disabilities, who cannot drive. So, from day one, my commitment to the company has been about equality and access.”

Juarez created LyftUp, which is a network of partnerships with over 500 non-profits, school systems, labor unions, government agencies, and corporations to expand transportation access. On the revenue side, Juarez started Lyft1, which takes 1% of companies’ overall spending and directs it to a non-profit. “As a result of COVID, we are redesigning that program so that it can now be used to fund our access programs...that is serious revenue that we will be able to use for rides for people who need them,” Juarez says.



“When I was in school I received... flack from my peers for majoring in CSRE.” Despite misgivings, she felt, “There is no shame in studying what you want to study in order to have a positive impact on the world.” The ways Juarez’ CSRE major fuels her path makes it difficult to question the utility of a CSRE degree.

Juarez emphasizes, “I’ve never been more proud to tell people what I studied in college.”

What is next? Juarez recently received notice of her acceptance into the Lightspeed Venture Scouts Program, where she will receive training to become a venture capitalist. Her objectives, noted in her application, are to invest in entrepreneurs of color and companies that address societal inequities.

“I don’t know what all the answers are, but I know that if we incentivize more entrepreneurs to spend more time in things like the criminal justice system or the foster care system with our aging workforce, then we would really create changes for people’s quality of life.”

RACE AND TECHNOLOGY

CCSRE's Race and Technology Initiative interrogates and intervenes in the ways that new technologies impact racial equity. From artificial intelligence to social media, new technologies can be used to advance racial justice, by aiding in refugee resettlement or identifying bias in the criminal justice system. They can also exacerbate racial inequality by encoding bias in algorithmic systems or through their application in a range of sectors including policing, education, immigration, and the economy. The Initiative brings together research, teaching, and practice to advance racial justice in these emerging areas.

CCSRE WINS CHALLENGE GRANT FOR RACE AND TECH PROGRAM

In partnership with the Stanford Digital Civil Society Lab, CCSRE won a national challenge grant competition through New America's **Public Interest Technology University Network**, to support key programs in the Race and Technology Initiative.



PRACTITIONER FELLOWS PROGRAM

In partnership with the **Stanford Institute for Human Centered Artificial Intelligence** and the **Digital Civil Society Lab**, CCSRE co-hosted a cohort of ten social sector leaders to complete projects throughout the year.

Projects range from combatting disinformation and hate speech online, to mitigating bias in financial technologies and community surveillance systems.

Elizabeth Adams: On the Minneapolis city council's Racial Equity Advisory Task Force, Elizabeth has developed policies to govern the city's use of new technologies to ensure racial equity and community input. She now serves on the UN Advisory Body on AI Cooperation.

Renata Ávila: Through the international <A+ Alliance>, Renata is developing protocols for Affirmative Action Algorithms to ensure that government automated decision-making systems foster gender and racial equality. In 2021, she will lead the UN's Generation Equity Forum on Tech and Innovation.

Samir Doshi: Convening communities, industry, and scholars, Samir is developing shared protocols to shape the impact of new agricultural technologies, ensuring that the industry is held accountable for its impacts on immigrant farmworker communities.

Hong Qu: After developing a tool for discovering bias in AI systems, Hong is working with civil society groups to map the systems so that communities can identify threats to safety, privacy and equity, as well as opportunities to impact the systems.



Practitioners from around the world collaborated on their projects during Fellows Week. ▲

RACE, TECH, AND CIVIL SOCIETY

In a new webinar series with the **Digital Civil Society Lab and Digital Impact**, practitioners, scholars, and community leaders address issues such as protecting the Black vote and community safety in the face of increased surveillance.

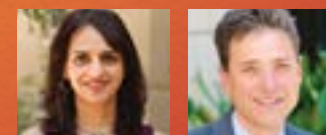
CCSRE leads panel on Surveillance and Facial Recognition at conference on Ethics, Policy & Governance in Artificial Intelligence. Panelists: Wendy Chun (Simon Fraser University), Matt Cagle (ACLU), Bridget Algee-Hewitt (CCSRE), Daniel Murray (CCSRE). >



ARTS AND HUMANITIES

CCSRE LAUNCHES HUMANITIES LAB

The new **Justice and Forgiveness Lab** reflects on the role of forgiveness and mercy in our criminal justice system and broader society. The Lab will develop arts-based interventions in partnership with prosecutors, public defenders, and arts organizations, that will reduce the footprint of the carceral system. The Lab will also convene scholars, artists, and community leaders to interrogate the critical concepts of justice and forgiveness that shape our culture and institutions.



▲ **Jisha Menon** (Theater and Performance Studies) and **David Sklansky** (Law)

CCSRE AND PARTNERS AWARDED \$4M MELLON GRANT



CCSRE, in collaboration with similar centers at Brown University, the University of Chicago, and Yale University, are the beneficiaries of a \$4 million grant from The Andrew W. Mellon Foundation to promote the study of race and affirm its critical importance in the humanities. Funding will support new Race and the Humanities Labs, curriculum development, multi-university collaborations, and interdisciplinary conferences that drive new scholarship.

Reginald Dwayne Betts read from his recent collection of poetry, *Felon*, and discussed his journey from incarceration to Yale Law graduate with CCSRE's David Kyuman Kim. >



Photo: Marnadi Doumbouya

E. Patrick Johnson discussed his book *HoneyPot: Southern Black Women Who Love Women*. <



RHIANNON GIDDENS W/ FRANCESCO TURRISI THERE IS NO OTHER: MUSICAL ROUTES TO RACIAL JUSTICE

In the **15th Annual Anne and Loren Kieve Lecture**, acclaimed multi-instrumentalists and historians Rhiannon Giddens and Francesco Turrisi uncovered the forgotten and distorted histories of the banjo and tamburello (tambourine), to reveal the multiracial roots and global journeys of these instruments.

Giddens, a Grammy and MacArthur "Genius" Award winner, traces the evolution of the banjo from its West African origins to its subsequent travels among black and white communities within the U.S. and ultimately across the globe. She unmasks the little-known, painful history of black erasure in grassroots "American" music and cultures, guiding audiences to think about music in racialized terms. Together, Giddens and Turrisi combine research and practice in their art to combat dehumanizing forces that attempt to Other those perceived as different.



"This album confronts the ways we are culturally conditioned to avoid talking about America's history of slavery, racism, and misogyny, knowing that what's past is prologue—but only if we let it be."

IMPACT AND ENGAGEMENT



▲ Hakeem Jefferson (Political Science) publishes articles in the *New York Times* and *Washington Post* on **mail-in voting and the George Floyd protests**.



▲ Jayashri Srikantiah, founding director of Stanford Law School's **Immigrants' Rights Clinic**, shares the ways her work facilitates racial justice in practice and contributes to scholarship on race and ethnicity at the annual CCSRE Faculty Retreat.

Faculty Research Fellow Jennifer Eberhardt's (Psychology) research on **unconscious bias and policing** is featured on NPR's *Here & Now*, *The Daily Show with Trevor Noah*, and in *Science*.



Photo: Lipo Ching



▲ Tomás Jiménez discusses **assimilation as a two-way street** on KERA's *Think*.



▲ CCSRE Affiliate Sharad Goel's research on ways that **algorithms can improve criminal justice decisions** is covered in *the Atlantic*, *Washington Post* and *WIRED*.



◀ **The Chinese Railroad Workers Project** led by CCSRE Affiliates Gordon Chang (History) and Shelley Fisher Fishkin (American Studies) is featured in the *New York Times*, *Wall Street Journal*, *LA Times*, KPFA and CBS News, and wins a Trustees Award for Excellence and the 2019 Preservation Design Award from the California Preservation Society.



Photo: Holly Hernández

▲ Sean Reardon, Professor in the Graduate School of Education, launches an interactive data tool that shows how **school poverty affects educational achievement**.



▲ CCSRE Sr. Research Scientist, Dr. Bridget Algee-Hewitt selected as the **first-ever Book & Resource Review Editor** for the *American Journal of Physical Anthropology*.

Teresa LaFromboise (Graduate School of Education) discusses **Intergenerational Trauma within Native Communities** at the Native American Cultural Center on the 50th anniversary of the American Indian Occupation of Alcatraz.



CCSRE launches new online publication - **Racialized Pandemics** - featuring analysis, commentary, and art on COVID-19 and its impact on racial equity.



CCSRE'S PUBLIC SCHOLARS SHAPE HOW WE THINK AND "DO" RACE.



▲ Jonathan Rosa (Education and Linguistics) discusses the complex **meanings of the term BIPOC** (Black, Indigenous, and People of Color) on WNYC, Vox, and other news outlets.



▲ Al Camarillo (History) works with CA legislators to pass bill requiring all Cal State students to **complete an ethnic studies course**. Camarillo has also developed an online high school curriculum and is advocating for a similar requirement at the high school level.

RESEARCH INSTITUTE

FACULTY SEMINAR SERIES



Samer al-Saber
(Stanford, Theater & Performance Studies)
Palestinian Performance on the Theatrical Front | November 19, 2019



**Asad L. Asad,
Matthew Clair,
Wendy Salkin,
Rose Salseda**
New Perspectives
in Critical Race
Scholarship I
February 25, 2020

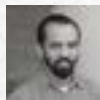
FACULTY RESEARCH NETWORKS

Faculty Research Networks are interdisciplinary research communities led by Stanford faculty who develop individual and collaborative research on race and ethnicity.

Aftermaths of Slavery

What have been the long-term impacts of slavery after formal abolition? The network compares slavery in Atlantic, Indian and Mediterranean worlds and across the globe. In 2019-2020, the network focused on Cape slavery in South Africa (1653-1834), —a relatively neglected aspect of comparative slave studies.

Network Leads:



Grant Parker
(Classics)



James T. Campbell
(History)

Reading Race

Faculty, graduate students, and undergraduates are building on research in the field of English education, to create a Reading Race digital toolkit. This free, online resource hosted by SPARQ is modeled after courses at Stanford on Young Adult literature and curriculum design. The toolkit includes flexible instructional strategies, lesson content-models, recommended books, and an educator community forum.

Network Leads:



Paula Moya
(English)



MarYam Hamedani
(Stanford SPARQ)



▲ CCSRE Research Network led by Paula Moya (English) and MarYam Hamedani (Stanford SPARQ) presented their research at the annual conference of the National Council of Teachers of English.

FACULTY RESEARCH FELLOWS

The Faculty Research Fellows Program supports Stanford scholars who recently have published new research on race.



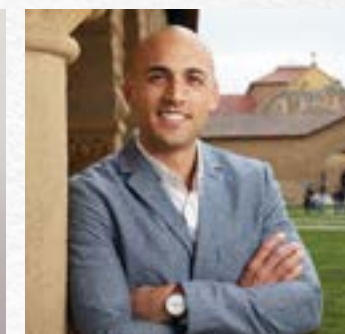
Jennifer Eberhardt
(Psychology)

Biased: Uncovering the Hidden Prejudice That Shapes What We See, Think, and Do



Young Jean Lee
(Theater & Performance Studies)

Straight White Men/Untitled Feminist Show



Forrest Stuart
(Sociology)

Ballad of the Bullet: Gangs, Drill Music, and the Power of Online Infamy



RACEWORKS LAUNCHES

In partnership with Stanford SPARQ, CCSRE created a racial literacy toolkit for educators and facilitators. The digital toolkit includes short videos featuring Stanford scholarship on race, as well as discussion guides and activities. Since the launch, the toolkit has been viewed by over 18,000 people and used by educators as well as diversity professionals at companies such as Apple and Sephora. It was featured in the Stanford Social Innovation Review, Colorlines, and Inside Higher Education. Learn more at ccsre.stanford.edu/race-works



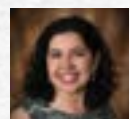
BY THE NUMBERS
RACEWORKS
WEBSITE
VISITORS:
18,000+

GRADUATE PROGRAMS

GRADUATE FELLOWSHIP PROGRAM

CCSRE supports graduate student teaching and research through three fellowship programs open to incoming and advanced PhD students. These fellows comprise a community of emerging scholars in race and ethnicity. All CCSRE graduate student fellows participate in a monthly workshop where they share research, meet with faculty, and develop comparative and interdisciplinary perspectives on the study of race and ethnicity.

GRADUATE FELLOWS



Evelyn Fernandez-Lizarraga (Linguistics)



Marco Antonio Flores (Art & Art History)



Kimya Loder (Sociology)



Zion Ariana Mengesha (Linguistics)



Jameelah Imani Morris (Anthropology)



Yiqian (Alice) Wang (Political Science)

DISSERTATION FELLOWS



Indie A. Choudhury (Art & Art History)
The Solace of Color: Frank Bowling's White Paintings (1962-2016)



Calvin Cheung-Miaw (Modern Thought & Literature)
Asians and the Color Line: A History of Asian American Studies, 1969-2000



David Shuang Song (Education)
Multiracial Mandarin: Equity, Racial Formation, and Heritage Language

TEACHING FELLOWS



Allison Kendra (Anthropology)
Course: *Race and the War on Drugs: Long Roots and Other Futures*



Sam Maull (Anthropology)
Course: *Lockdown America: Race and Incarceration in the Land of the Free*



Maxwell Suechting (Modern Thought & Literature)
Course: *Honors Thesis Colloquium*

PHD MINOR

In Fall 2019, CCSRE launched a new PhD Minor in Comparative Studies in Race and Ethnicity open to doctoral students in any program at Stanford. The program provides a structured curriculum and seeks to build a community for graduate students interested in incorporating race and ethnicity in their research and teaching.

ADVISORY BOARD PROFILE: ROGER CLAY ('66)

By Perlita R. Dicochea

Roger Clay has served on the CCSRE National Advisory Board since its inception in 2000. He is a leader for Stanford University and the broader community. In his professional and volunteer work, he focuses on alleviating racial inequality and believes that cross-racial coalition is the way to achieve lasting change.

After earning his Masters of Social Work at UCLA and law degree at UC Berkeley, Clay worked in legal services specializing in employment discrimination and housing for people being displaced by public projects. He then served as the General Counsel of the California Housing Finance Agency, and as a housing and community development attorney representing cities and nonprofit developers. Later, as Vice President of the Corporation for Supportive Housing, Clay directed the national policy agenda on housing and services for the homeless. As president of the Insight Center for Community Economic Development, he created the national Experts of Color Clearinghouse and developed the first national initiative to address the racial wealth gap in the U.S.

"The subject matter we deal with, race, is critical to the success of the entire university."

Clay has been an active Stanford volunteer-leader for nearly 40 years. He is a founding member of the Black Alumni Association, which began in 1982, served for 20 years on the Humanities and Science Council, 10 years on the Stanford Board of Trustees, chaired the Stanford Alumni Association, and was a part of the

2004 Task Force on Minority Alumni Relations. Currently, Clay sits on the National Advisory Boards for CCSRE and the Institute on Research in the Social Sciences, where he was a visiting scholar.

For his service, Clay has received the Gold Spike Award, Stanford's highest honor for volunteer leadership, the Michael Scher Award from the American Bar Association for outstanding contributions to housing and community development law, and was inducted into Stanford's Multicultural Hall of Fame.

Clay remains committed to advancing racial equity at Stanford. In 2017, he helped draft the Minority Emeriti Trustees' Proposal for Bold Disruption in Faculty Diversity. The proposal includes recommendations that would demonstrate the university's commitment to racial justice, including that each department and school develop an annual short-, medium- and long-range written plan for the recruitment and retention of minority faculty.

Recognizing that such a change would make a broader impact than faculty diversity alone, he states, "The faculty in many ways control much of the operations of the university. And so the key to making substantial change is changing the faculty." Faculty hire other faculty, determine tenure, and admit graduate students. Moreover, Clay emphasizes, "the faculty form the pool of candidates that the administrative people come out of like provosts and deans and vice provosts...if you go back historically, most of the presidents of Stanford have been Stanford faculty members." For the last two decades, Stanford's underrepresented minority (URM) faculty has remained stagnant at seven percent, to which Clay responds:



▲ Clay and his family attended Stanford Sierra Camp from the time his eldest child was three years old until she graduated from high school.



▲ Clay receives the Golden Spike Award from President John Hennessey.

"That's not enough minority faculty to have impactful influence."

Evaluating the changes CCSRE has faced throughout his 20 year tenure on the board, he states, "Over time the issue has become about how we get people throughout the university to not just appreciate CCSRE, but also understand that the subject matter we deal with, race, is critical to the success of the entire university and is not something to be studied off to the side."

Current national activism should put CCSRE with its focus on racial justice and scholarship in a more significant position. Indeed, Clay believes all of us can be encouraged by the public discourse about systemic racism and the rise of Black Lives Matter movement. "I'm hoping that the rest of the university appreciates the important role that CCSRE can play and is playing... now maybe people will begin to see not just CCSRE's vital contributions to the university, but the whole question of race and racial justice being central to every part of the university."

NATIONAL ADVISORY BOARD



VALERIE RED-HORSE MOHL, BOARD CHAIR

Chief Financial Officer, East Bay Community Foundation
Owner/Founder, Red-Horse Financial Group, Inc.
and Red-Horse Native Productions, Inc.

Earlier this year I met with the Faculty Director and the Executive Director, to discuss many exciting new ideas for CCSRE. At that time, none of us imagined that the world would soon dramatically change and we would experience the tragedy and repercussions of a global pandemic as well as heightened attention to racial and social justice issues. As my heart bleeds for those most affected by these crises, I also see opportunity for CCSRE to be

part of the vital healing process both on campus and externally. Since its inception, CCSRE has been focused on race studies and the importance of research, education and honest dialogue. Our role is foundational and instrumental, now more than ever. In my community the elders remind us that "we are all related"...and in that spirit of teamwork, I welcome your input, feedback and ideas; please feel free to email me at redmohl3@stanford.edu



Victor Arias, Jr.
Managing Director, Diversified Search



Roger A. Clay, Jr.
President of the Insight Center for Community Economic Development
(Retired)



Ina Coleman
Organizational Development Consultant, Sirenia Partners



Loren Kieve
Principal, Kieve Law Offices



Raymund Paredes
Commissioner of Higher Education, Texas Higher Education Coordinating Board
(Former)



Henry Tsai
Product Manager, Civic Integrity, Facebook



Frank Vigil
CEO, Renewable Energy Savvy

DONOR SPOTLIGHT: INA COLEMAN



Ina Coleman is a consultant in Organizational Development, focusing on inclusion and diversity. She is a graduate of Stanford University and Harvard Business School, and serves on the CCSRE National Advisory Board.

Translating CCSRE's work into readable materials for public consumption and disseminating them across a variety of media will enable it to have nationwide impact and grow its presence.

Q: What role should CCSRE play in our current moment at Stanford and beyond?

CCSRE can be at the forefront of the overdue acknowledgement about the work needed to understand race. CCSRE can help lead the efforts to reevaluate, reimagine and change the systems and structures to promote racial equality and racial justice. For the CCSRE researchers, scholars and stakeholders, these have always been the goals. Now, with these 2020 moments we have all experienced, Stanford needs to recognize that CCSRE should be one of the organizations that can help with dialogues and change mindsets about race at Stanford and beyond.

Q: What drew you to supporting CCSRE?

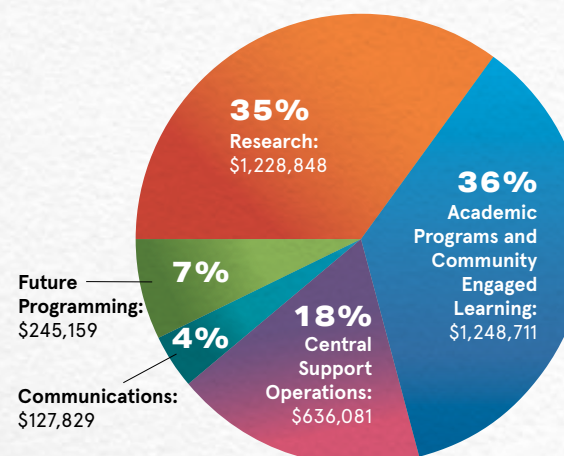
What drew me to supporting CCSRE was the realization that most human beings across our country and beyond do not know how to truly discuss race to understand commonality and differences. The Center's research, scholars and programming educate and inform so that talking about race changes mindsets.

Q: How would you like to see CCSRE grow in the future?

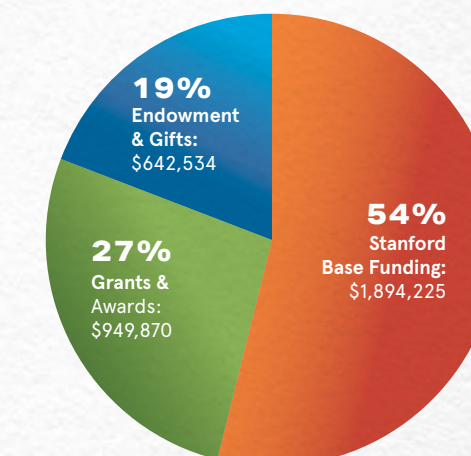
CCSRE needs to impact not only its surrounding community, but the national conversation about race and ethnicity.

FINANCES AND GIVING

EXPENSES (TOTAL: \$3,486,629)



FUNDING (TOTAL: \$3,486,629)



GIVING


The Center for Comparative Studies in Race and Ethnicity appreciates the support of all donors who have made gifts in 2019-2020.

Named Gifts

Adrian and Monica Yeung Arima Family Fund
Anne and Loren Kieve Distinguished Speaker Fund
Ina Coleman Gift for CCSRE
Jeff and Tricia Raikes Fund for CCSRE

Opportunities

CCSRE will celebrate its **25th Anniversary** in 2021. We have an ambitious plan to increase the impact of the Center at Stanford and beyond through **faculty research, public scholarship, and student internships**. For more information, please visit: ccsre.stanford.edu/about/giving



**KNOW THY HISTORY.
LET IT HORRIFY YOU;
LET IT INSPIRE YOU.
– RHIANNON GIDDENS**

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