2021 UC ANR CE Position Template (Advisor)

Position Title – Cluster Hire-UCSF/Los Angeles County
BIPOC Youth Development Advisor-Alameda, Contra Costa, San Mateo & San Francisco County

Position: Briefly Describe
The Advisor, under the direction of the Multi-County Director, will engage in applied research and extension projects focused on BIPOC youth in SF Bay area communities through CBRP/YPAR research. They will engage BIPOC communities to develop an effective integrated approach for enhancing Health Equity, promoting healthy lifestyles, STEAM preparedness, increased civic engagement, college and career readiness and building effective public leaders within BIPOC communities. They will work closely with and collaborate with Campus based Specialists addressing concerns around creation of public health, climate change, poverty, crime, unemployment, education, disconnected families, and creation of food apartheids. Advanced degree in Urban Psychology, Criminal Justice, Sociology, Urban Education, Urban Planning, Economics, Political Science, Youth Development and Family Sciences or 5+ years of experience working conducting research in Black and Latinx communities.

Justification
[Executive Order] on White House Initiative on Advancing Educational Equity, Excellence, and Economic Opportunity for Black Americans OCTOBER 19, 2021 "It is the policy of my Administration to advance educational equity, excellence, and economic opportunity for Black Americans and communities from early childhood until their chosen career."

Position is needed to work closely with UCSF/UC Berkeley and LA Field based Advisor in building empowered communities through the collection of real-time community and location-based data that can be integrated with predictive analytics and emerging technologies to build healthier neighborhoods, increase health equity, careers in STEAM, and racial justice so that BIPOC and other vulnerable populations can live, learn, work, and thrive right where they live. Arts is needed to encourage creativity and imagination during scientific discovery and problem solving.

There is a need to research the inequitable impacts of climate change on health and safety of Black and Latinx communities and co-develop climate resilience with and by empowered by these communities. Utilization of climate data sets and community informatics is needed. Input and co-development of climate adaptation policies that reduce inequitable impacts is required.

Collaborative approach to empower and prepare BIPOC students and their families for successful STEM careers through a holistic educational approach that incorporates and identifies the viewpoints that Black and Latinx students have of their place in society. Societal barriers must be eliminated to provide these students a fair and equitable access to post-secondary opportunities.

According to a 2019 report by the Kapor Center, a non-profit, focused on equity and access to technology, schools with high populations of Black, Latinx and Native Americans, are the least likely to offer courses in computer science. In addition, students that had at least one Black teacher, had high test scores, decreased drop-out rates, and increased likely-hood of going to college.

A University of Michigan Study also found that black teens blame systemic racism for the achievement gap between blacks and whites. Black youth also blame inequitable social conditions, such as a teacher

expecting a white student to do better than a black student, to add to the achievement gap. Isabel Wilkerson also describes the origins of discontent among black youth and families, in her book "Caste".

Extension
Works closely with campus-based Specialist in building empowered communities through the collection of real-time community and location-based data that can be integrated with predictive analytics (AI) and emerging technologies to build healthier neighborhoods, increase health equity, careers in STEM, and racial justice so that BIPOC can live, learn, work, and thrive right where they live.

Research
Conduct a series of research projects that evaluate socioeconomic conditions and drive condition changes of these marginalized communities. Collects local data to identify successful practices, options and needs to implement, including necessary approaches, investments, or inclusions. A field-based Youth Development Advisor can clearly identify necessary actions that create an equitable playing field for underrepresented people of color, who have historically been mistreated, discriminated against, and denied fair and equal opportunities. Promotes Black and minority youth's development of ethnic and racial identity.

ANR Network
Campus based Specialist, Field based Advisors and Educators, UC Davis - Continuing and Professional Education, UC Davis - COSMOS

Network External to ANR
County and city governments, community influencer's, County office of Education, EOYDC, community based organizations, UC Berkeley Early Academic Outreach Program, UC Berkeley Upward Bound, The Hidden Genius Project, and other non-profit organizations.

Support
DEIJ, YSP - UC Berkeley, UC 4-H Youth Development Program, UC Davis STEM Portal,

Other Support
County and other local support, Alameda Youth Uprising, Workforce Development Board, DDS, CDSS, Department of Education, California Department of Health Care Services, Black Youth Leadership Project, YMCA, 510 Families, 100 Black Men

Headquarters and Coverage Area
Based in Alameda County with responsibilities extending to San Mateo, and Contra Costa counties.

Developed and Proposed By
Frank McPherson, in collaboration with Keith Nathaniel, Los Angeles County Director.