

Cluster Hire Proposal for Black, Latinx and other Marginalized People of Color

Black, Latinx, and other people of color traditionally beset with structural racism, racial injustices, inequities, and discrimination, suffers from generations of education, wealth, health and wellness disparities between them and their White counterparts. Historical, cultural, institutional, and interpersonal dynamics compounded over centuries have produced continuing adverse outcomes for people of color. Disproportionately represented in indigent underserved communities, their stories often go untold or told by persons who may not know, understand, or neglect to tell, the full narrative of the struggles endured, and the intrinsic detriment to their healthy survival as a people. These undeniable damages evident throughout the life span, requires examination and remediation from neonate through the twilight years. To help eliminate inequities in education, health, socioeconomic, and social outcomes, this cluster proposal seeks to help build healthy communities from the strengths within, in spite of the devastating human conditions. Empowering the elderly to tell their stories as a source of pride and accomplishments will educate the youth and enable the young to find their voices, incorporate individual experiences, perspectives, and social identity into their quest towards attaining racial and social equity.

Opportunities and Outcomes

An inclusive and equitable community requires an understanding of the needs of all community members. Cohorts of applied researchers and educators living and working in urban centers across California, would assess needs and facilitate a better understanding of how to tailor effective culturally appropriate community interventions. They would convene and communicate with families, key community members and stakeholders, and the consumer public on strategies to reduce California’s social, educational, economic, and health vulnerabilities marginalizing large segments of its citizens. This would mean engaging school districts, healthcare providers and systems, county and city governments, community influencers, regional and county planners, non-profit organizations, and others. The campus and community-based cohorts under this proposal will work closely with community members and decision makers blending the diverse expertise of academics and staff across the University of California to create holistic approaches to address racial inequalities. Proposed positions are outlined in the table below with details justifying their need and work further defined below the table.

Position	Title	Counties/Area
Advisor	BIPOC Youth Development Advisor	Alameda, Contra Costa, San Mateo & San Francisco Counties
	BIPOC Senior Health & Wellness Advisor	Alameda, Contra Costa, San Mateo & San Francisco Counties
	BIPOC Community Development Advisor	Alameda, Contra Costa, San Mateo & San Francisco Counties
	Community and Economic Development Area Advisor	Los Angeles County
Specialist	Place and Health Specialist	Statewide, with primary focus on Bay Area

Youth Development

The shackles of poverty-related physical, social, and emotional malaise contribute to disproportionately high school dropout rates of Black and Latinx youth, limits academic achievements and economic survival, and create more homelessness and despair in economically depressed neighborhoods. The BIPOC Youth Development Advisor will engage in CBRP/YPAR research and extension programming for BIPOC youth

in SF Bay area counties focusing on factors contributing to education inequality. The position will engage BIPOC communities in assessing strengths and assets, developing integrated culturally sensitive approaches for enhancing Health Equity, promoting healthy lifestyles, STEAM preparedness, increased civic engagement, college, and career readiness, and building effective public leaders within BIPOC communities.

Senior Health & Wellness

Blacks, Hispanic and other marginalized people of color living in projects, apartment building, senior housing complexes, nursing homes or families/extended families are disproportionately impacted by chronic health conditions often exacerbated by enduring a lifetime of racism, discrimination, stressful and often demeaning and unhealthy working environments, and inadequate healthcare. The Senior Health & Wellness Advisor will work to strengthen, and enhance resilience of BIPOC Seniors through research and demonstration and community education interventions. The position will identify both short and long-term approaches and opportunities to educate marginalized seniors and their families on how to engage more effectively with health care providers and public health systems to achieve better outcomes in disease prevention and management. Aim to understand the impact of racism and other forms of discrimination, including ageism, classism, sexism, ableism, and heterosexism on culturally competent mental and behavioral health services. Research aims to understand the lens through which indigent individuals view their experiences such as spirituality, family ties, and strong positive racial group identity.

Community Development

Social injustice is deeply intertwined and ingrained with urban planning. During the 50's, 60's and 70's Black families and other communities of color? were pushed out of their disinvested communities to make room for schools, highways, business developments, and higher priced housing developments. Historical racism and inequality left many Black neighborhoods in Oakland, Richmond, San Francisco, and Hayward lacking resiliency. Racial covenants like urban renewal and segregation also left these communities disenfranchised, neglected, and in decay. The impacts and implications of historical abandonments continue today, leaving groups of society behind, and preventing a disproportionate number of children and adults in marginalized communities from achieving their full potential. The BIPOC Community Development Advisor will invite families and community members to engage in activities where they are not normally invited, bringing their voices into assessments and planning to advocate and co-create culturally sensitive solutions representing BIPOC needs and interests. The position will harness academic expertise across the University of California system, engage county and city governments, community-based organizations with similar interests, community influencer's, regional and county planners, non-profit organizations, and the public to help reduce social and economic vulnerabilities to California's marginalized citizens.

Community Economic Development

While ANR has long had a focus in technical fields such as youth development as well as a focus on community development and rural assistance, these two areas have tended to work separately. Given the increasing pressure on urban communities due to disparities and inequities in educational experiences and opportunities amongst Black and Latinx youth, systemic racial barriers, inadequate access to wealth building, it is an important time to integrate ANR's applied research and extension efforts to better ensure long-term community resiliency, particularly in urban areas in the Greater Los Angeles area such as South Los Angeles, Compton, East Los Angeles. Focus of this position is youth, families, and communities with an emphasis on the nexus of youth and community development. The Advisor would investigate ways to enhance communities through applied research activities leading to community designs that foster more connected and cohesive neighborhoods. Some of the issues to be explored include access to education, housing, entrepreneurship and community wealth, health, and well-being.

Place and Space

UC ANR's values of promoting economic prosperity in California, promoting healthy people and communities, developing a qualified workforce, developing climate resistant communities and ecosystems, and developing an inclusive and equitable society are inextricably linked to "place". Improving our understanding of the role that "place" plays is critically important to enhancing community economic development, improving health and wellness for all, increasing civic engagement, and increasing preparedness and resilience to climate change. The UCCE Specialist will partner with UC ANR Advisors, community members, community-based organizations (CBOs), local leaders, city and county agencies, and others to explore the role social determinants of health (SDOH), (specifically neighborhood and physical and built environment), play on health outcomes, especially focusing on the Black and Latinx communities in the Bay Area and California.

Cohort proposal developed by Frank McPherson, Dr. Kirsten Gibbins-Domingo, Dr. Mary Blackburn & Keith Nathaniel