



## HAAS INSTITUTE FOR A FAIR AND INCLUSIVE SOCIETY

University of California, Berkeley



Newsletter Vol. 1 Summer 2013

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## HAAS INSTITUTE FOR A FAIR AND INCLUSIVE SOCIETY



The work of the Haas Institute for a Fair and Inclusive Society is generously funded by numerous organizations.

Funding includes the following:

**The Evelyn and Walter Haas, Jr. Fund**

**The W.K. Kellogg Foundation**

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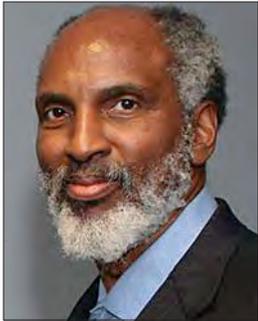
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**John A. Powell**  
*Executive Director*

During the course of my professional life, I have had occasion to not only join and lead important, transformative institutions, but to help create and build them, the latest being the Haas Institute for a Fair and Inclusive Society, which draws from the generous and important support of the Evelyn and Walter Haas, Jr. Fund and is founded as part of the UC Berkeley Initiative for Equity, Inclusion, and Diversity. One of the reasons I have sought to build new institutions is that existing institutions, even as impactful as the American Civil Liberties Union, for whom I served as a National Legal Director, are necessary, but insufficient to the multi-faceted challenges of our time.

One of our leading initiatives is to build a network for transformative change. One of the limitations I have been faced with in leading or building institutions doing great work has been the inability of most individual institutions to achieve the scale necessary to work on intractable problems at every level necessary. There is a saying that if we live long enough, life will break our heart. If we live with an open heart, it will break many times. But it is the cracks that let the light in. The Haas network has the potential to be both transformative and to bring together researchers, policymakers, stakeholders, advocates, grassroots organizations and communities across the nation to work in alignment to dismantle marginalizing barriers. We seek to fashion a more inclusive, just, and sustainable society. The Haas Institute seeks to develop a strong network of partners and allies, as well as a structure to support these alliances between researchers and stakeholders in the community and other institutions.

The first year of the Haas Institute reflects uncompromising engagement with advocates, scholars and marginalized communities, planning and infrastructure building, and the development of programmatic activities. In this newsletter and on our webpage you will learn more about us and our activities. Please do more than follow us, join us to build the fair and inclusive society we all seek. ■

### FROM BDRI TO HIFIS

For the first HIFIS newsletter, it seems fitting to provide the “backstory” on where the Institute came from and how the research initiatives under its umbrella have grown and evolved. The Berkeley Diversity Research Initiative (BDRI) was proposed by the administration and proposals for research clusters were solicited from faculty and academic units on campus in academic year 2005-2006. In announcing BDRI, Chancellor Robert Birgeneau stated, “We should want to understand multiethnic and multicultural societies in the same way that as a physicist I want to understand the fundamental physical laws that govern our universe.” The intent of the BDRI was to focus on racial and ethnic diversity and “generate specific prescriptions for changes in policy and practice that are likely to draw upon the strengths and assets of a diverse community and reduce ethnic/racial disparities that are of concern to the State of California and the nation” (BDRI Process of Proposal Solicitation and Review, 2005).

Chancellor Birgeneau approved three research clusters in June 2006: Diversity and Democracy, Diversity and Health Disparities, and Race, Diversity, and Educational Policy. The clusters intended to support research across traditional academic units in order to encourage and foster multidisciplinary approaches to thematic topics. The clusters were actively engaged in the hiring of faculty who would play a central role in defining diversity research and its policy implications. In February 2010, the Evelyn and Walter Haas, Jr. Fund gave a gift of \$16 million to support a broad UC Berkeley Initiative for Equity, Inclusion, and Diversity. Certain funds were designated to support endowed faculty chairs in the existing research clusters as well as more recent clusters in Economic Disparities and LGBTQ Citizenship. Currently there are seven clusters, including Disability Studies and Religious Diversity.

The research clusters under HIFIS are related to an expansion of the vision and direction of the Institute. Our notion of “diversity” focuses on both distinct and overlapping social cleavages that are structurally created and reproduced. Such cleavages are the result of processes of “othering” groups in order to establish and maintain social hierarchies of differential power, privilege, and access to resources. Going forward, we hope to not only understand the processes of othering and their social outcomes, but to consider policy options that seek to alleviate existing social disparities and persistent forms of inequality. ■



**Michael Omi**  
*Associate Director*

# ABOUT THE INSTITUTE

## VISION

The UC Berkeley Haas Institute for a Fair and Inclusive Society brings together researchers, organizers, stakeholders, communicators, and policymakers to identify and eliminate the barriers to an inclusive, just, and sustainable society and to create transformative change toward a more equitable nation. As part of the UC Berkeley Initiative for Equity, Inclusion, and Diversity funded by the Evelyn and Walter Haas, Jr. Fund in 2010, the Haas Institute draws upon Berkeley's considerable multidisciplinary research excellence and history of engaged scholarship. Overseeing seven research clusters, the institute will involve more than 100 academic researchers across the University of California system. At its core are eight endowed chairs focused on equity and inclusion — a force that is unprecedented at Berkeley, and, as far as we know, unparalleled in the nation.

The Haas Institute represents a tremendous opportunity to bring substantial resources across disciplines to bear on society's pressing and pivotal issues related to equity, inclusion, and diversity. The institute will serve as a national hub for a vibrant network of researchers and community partners and will take a leadership role in translating, communicating, and facilitating research, policy, and strategic engagement to produce change and make a meaningful impact. While the Haas Institute clusters engage in high-impact, interdisciplinary research, the institute itself will respond to issues that require immediate action and will engage in innovative communications that re-frame public discourse.

Central to the Haas Institute's vision is the concept of "targeted universalism," the idea that we share a universal goal — such as a healthy, well-educated family — but have different means of achieving that goal due to our economic, cultural, social, and physical situations. This idea enables us to recognize differences while exploring commonality, to seek to eliminate roadblocks to full and equitable participation, and to leave no one behind in pursuing universal goals.

Belonging or being fully human means more than having access. It means having a voice, and being afforded the opportunity to participate in the design of social and cultural structures. Belonging entails being respected at a basic level that includes the right to both contribute and make demands upon society and political institutions. These guiding principles lead the Haas Institute to advance research and policy related to people who are not afforded full membership in society — who are considered marginal — while essentially touching all who benefit from a truly diverse, fair, and inclusive society.

Our goals involve the following: advancing multidisciplinary research, building relationships among researchers, organized stakeholders, and policymakers, employing strategic communication, and making a difference.

Advancing multidisciplinary research and policy analysis: The Haas Institute's research agenda examines the structural and cultural impediments to full equity and inclusion and the benefits derived from a diverse and equitable society. The institute's research clusters to date include: race, diversity, and education; diversity and democracy; diversity and health disparities; religious diversity; economic disparities; disability studies; and LGBTQ citizenship. The institute addresses increasingly complex and intertwined issues holistically, cultivating research contributions within each cluster and collaboration across clusters. Research will be informed by the knowledge of how structures and systems interactively link issues across domains to produce exclusion and inequality, or conversely, inclusion and equality.

Building relationships among researchers, organized stakeholders, and policymakers to effect change: Using an innovative model unique in higher education, the Haas Institute research aligns with community organizers, policymakers, and other stakeholders. Collaborators inform the research agenda while researchers inform the practices and strategies of community partners and policymakers. The Haas Institute will develop the necessary leverage to align researchers with stakeholders and policymakers to increase their effectiveness at multiple levels. This type of relationship building — which moves beyond the formation of coalitions toward deeper synergy — will be strengthened by structure, time, and interaction that will ultimately yield flexibility and a greater capacity to effect change.

Employing strategic communication to illuminate research and impact policy: The Haas Institute seeks to effectively communicate research discoveries as well as to help shape how research is framed in order to increase its impact. We must engage the conscious mind and the unconscious mind, which is less empirical, less fact driven, highly social, and more animated by stories, values, and metaphors. The Haas Institute, together with partners, will craft an effective "meta-narrative" or story that engages people on multiple levels and resonates across many issues, circumstances, and communities. This communications work goes beyond mere messaging to engage in a battle of big ideas, to take command of how a debate — such as the entire concept of public space or austerity — is framed in public discourse and to construct a new narrative.

Making a difference: More than a third of Haas Institute resources will be devoted to a few "game changers" — issues that if won or lost will have a profound impact on society. The Institute will change the very nature of interdisciplinary research, breaking down barriers that keep researchers in silos, contributing to a cultural shift in the academy, and affirmatively working to create synergy toward new insights and possibilities. ■

## FIRST YEAR ACTIVITIES

The first year of the Haas Institute for a Fair and Inclusive Society reflects uncompromising engagement with advocates, scholars and marginalized communities, planning and infrastructure building, and the development of programmatic activities:

### SUMMER 2012

- The Haas Institute convened a public meeting that focused on police violence directed at black and Latino males caused in part by racial anxiety and masculine insecurity. This same convening examined the limits of diversity from the perspective of implicit bias.
- The Haas Institute co-authored and filed a brief in the U.S. Supreme Court in the case of *Fisher v. Texas* on behalf of the University of Texas in support of its affirmative action policy. We argued that the social science evidence supports the use of race in university admissions and that the University of Texas plan was narrowly tailored. Our brief highlighted recent social science evidence and structural barriers to educational opportunity for non-whites.

### FALL 2012

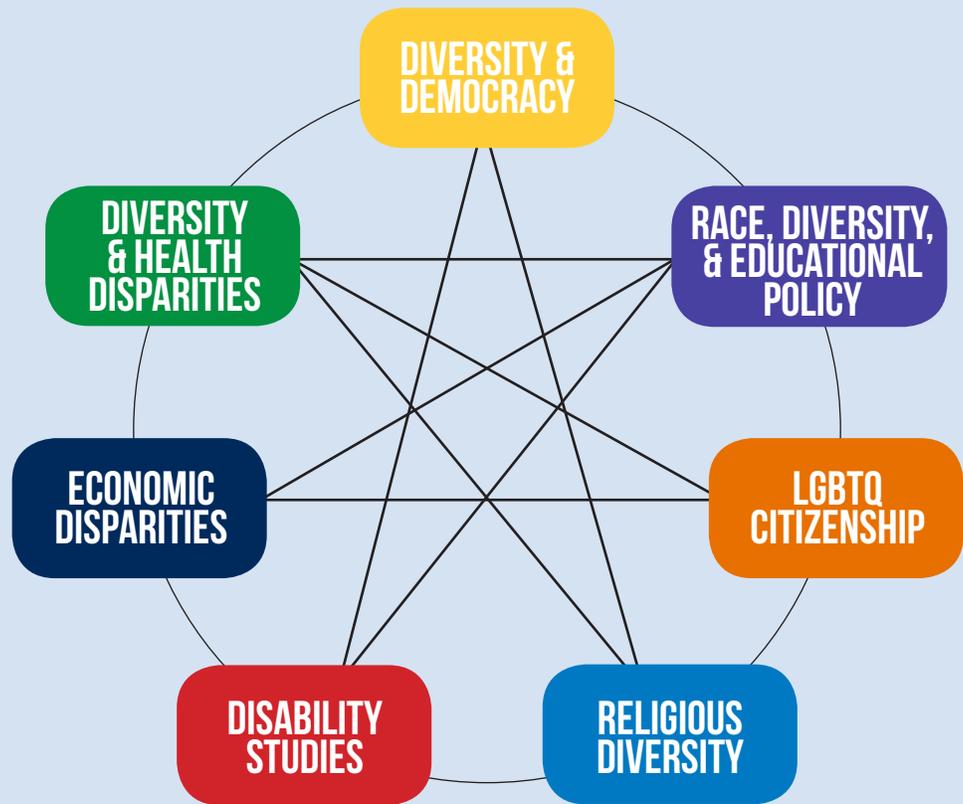
- The Institute co-hosted three planning convenings of national leaders including organizers, union members, community leaders, communication specialists, and policy and academic researchers. Building a network for transformative change is at the heart of the vision for the Haas Institute for a Fair and Inclusive Society (HIFIS). By bringing together researchers, policy-makers, stakeholders, advocates, grassroots organizations and communities across the nation to work in alignment to dismantle marginalizing barriers, we seek to fashion a more inclusive, just, and sustainable society. These convenings identified major issues across the social justice community: transformative 'game-changers', and facilitated the organization of the HIFIS network for change. These convenings were supported by the W.K. Kellogg Foundation.
- Along with the American Values Institute, the Haas Institute co-hosted a meeting called *Implicit Bias, Identity Anxiety, and Structural Racialization: Subtexts in the Everyday and the 2012 Election*. This meeting was held with experts on implicit bias and mind science with advocates and activists from the civil rights and social justice community.
- The Institute held its grand opening celebration on November 26, which also honored the renaming of the Distinguished Chair in Educational Disparities in Chancellor Robert J. and Mary Catherine Birgeneau's name. Bob Haas spoke on behalf of the Haas family about the Institute's unique position within the campus' diversity initiatives.
- The Haas Institute published a report on the impact of Hurricane Sandy on marginalized populations on the eastern seaboard. This report illustrates the damage to public housing and the need for an inclusive approach to disaster planning and relief and is available [here](#).

### SPRING 2013

- The Haas Institute sponsored the student-initiated symposium, *Mapping the Ballot Box*, featuring panels, workshops, and strategy sessions about the battle over redrawing political boundaries, the consequences of restrictive voting laws during the 2012 election, and the most recent challenges to the Voting Rights Act. Speakers included advocates, practitioners, and scholars at the cutting-edge of voting rights litigation, political strategy, and scholarship on behalf of communities of color. Haas Institute Executive Director John Powell introduced the speakers.
- The Institute hosted a major convening exploring the relations between government, corporations and people with a small group of interdisciplinary and cross-sector experts. We brought together financial industry leaders, academics, activists, and advocates to investigate the underlying legal and structural problems that have led to the current state of our financial system and have undermined government's commitment to the public good. In a related public talk, Dr. Rob Johnson, the Executive Director of the Institute of New Economic Thinking, discussed the expansion of the corporate sphere over the last 40 years, most prominently in the financial and credit sectors, and how that has led to an increasing number of peoples being marginalized. They also offered alternative visions for our economy and what it would take to hold both political forces and corporations accountable.
- Gara LaMarche joined the Haas Institute as the first Visiting Scholar for the Spring 2013 semester. He is a Senior Fellow at New York University's Robert F. Wagner Graduate School of Public Service. LaMarche gave a series of three public lectures. Characterizing them, he writes:  
"This trio of connected lectures comes at a point in my career, after nearly 40 years of activism, teaching and philanthropy on behalf of human rights and social justice, when I have had an opportunity to reflect on lessons and connections. One will focus on democracy and philanthropy, and whether they are compatible; a second will discuss the spread of punitive thinking and approaches beyond the prison-industrial complex to schools and other settings; and the third will assess the state of the progressive vision, and explore some of the ways in which some social movements may finally be moving past their traditional issue silos. A common theme through each is my disquiet at some of the ways in which communities of which I have been a part, or been allied, have sometimes strayed from larger principles, muted significant stresses and differences, or failed to reckon with deep contradictions. I want to do some of that in these talks, and invite my colleagues and allies to join the conversation."
- Renowned Economist Hilary Hoynes was successfully recruited to be the Haas Distinguished Chair for Economic Disparities. She joined the faculty July 1, 2013. Her current projects include evaluating the impact of the Great Recession across demographic groups, examining the impact of the Earned Income Tax Credit on infant health, and estimating impacts of U.S. food and nutrition programs on labor supply, health and human capital accumulation. ■

## RESEARCH CLUSTERS

The following are the Institute's seven research clusters focused uniquely on equity, inclusion, and access to opportunity. The diagram at right depicts the intersectionality of issues across clusters.



## DISABILITY STUDIES

### Cluster Overview:

Disability Studies aims to support theoretical and applied research, policy analysis, teaching, and community partnership on disability issues, at local, national and global levels. Working to understand the meaning and effects of disability socially, legally, politically and culturally, at various points in space and time, we seek to eliminate barriers to full social inclusion; advance the civil and human rights of people with disabilities; elucidate the complexities of disability experience; develop new critical paradigms for understanding disability in relation to race, gender, sexuality, transnational perspectives, and economic disparities; and open up new ways of thinking about and from the vantage point of disability.



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### Cluster Updates:

- Judith E. Heumann, the Special Advisor to the U.S. Secretary of State for International Disability Rights, came to Berkeley to provide a briefing on the current status of U.N. Convention on the Rights of Persons with Disabilities and more generally on global human rights.
- A conference called "Eugenics in California: A Legacy of the Past?" was held and included a public symposium exploring California's dubious distinction of being the state with highest number of eugenic sterilizations performed by law, from 1909 to the mid-1950s — and also considering the ongoing uses and misuses of genetic ideas and practices in our state.
- Several inter-cluster events were held highlighting the intersectionality of issues such as "Queer Disability" and "Rebranding Disability Rights Law: The Intersection of Disability with Gender, Race and Class." ■

### DIVERSITY AND DEMOCRACY

#### Cluster Overview:

We explore how liberal democratic principles and practices adapt to an increasingly diverse population. In particular, these five questions are being examined: (1) Whether liberal democratic or alternative political theories can accommodate diversity and difference; (2) The legal frameworks within which questions of citizenship, rights, and representation are negotiated; (3) The social and political processes by which identities are formed and reconfigured; (4) The involvement of diverse communities in pluralist and contentious politics; (5) The incorporation of diverse communities in local and transnational civil society.

#### Cluster Updates:

- Increased the number of affiliated faculty to thirteen.
- Irene Bloemraad and Cybelle Fox, two cluster faculty members, led an ‘immigration research workshop.
- Cluster chair Rodney Hero coordinated the Race/Ethnicity/Immigration (REI) speaker series, funded by the Institute for Governmental Studies (IGS). ■



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### DIVERSITY AND HEALTH DISPARITIES

#### Cluster Overview:

Diversity and Health Disparities studies areas salient to socioeconomic, racial, sexual orientation, gender, and ethnic disparities — and the intersections of these factors — in health, including health levels, social inequalities, and medical human rights; neighborhoods and the social ecology of health disparities; community-based interventions to eliminate health disparities; and public policy on health disparities.

#### Cluster Updates:

- Continued interdisciplinary graduate course entitled, “Research Advances in Health Disparities,” which was co-taught and sponsored by faculty in the Schools of Public Health and Social Welfare and the Anthropology Department.
- A series of lectures were held. The first lecture by Professor Angela Garcia, Stanford University, discussed “Addiction and Dispossession Along the Rio-Grande.” The second lecture by Professor Bonnie Duran, University of Washington, focused on “Health Disparities, Culture and Indigenous Peoples.” The third lecture by Professor Annie Ro, University of California, Los Angeles spoke to, “Discrimination and Health among Asian Americans.” ■



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### ECONOMIC DISPARITIES

#### Cluster Overview:

Economic Disparities focuses on the evolution of economic consequences on populations that have been historically disadvantaged by society by virtue of their identity outside of the cultural majority or perceived norm, as well as the economic consequences of intersecting issues of socioeconomic status, race, ethnicity, and a range of other factors. Research is in the areas of governmental policies with economic consequences, business practices, access to assets, transportation, distribution issues, and environmental concerns.

#### Cluster Updates:

- Successfully recruited renowned Economist Hilary Hoynes as the Haas Distinguished Chair in Economic Disparities. She recently joined the faculty on July 1, 2013. Her current projects include evaluating the impact of the Great Recession across demographic groups, examining the impact of the Earned Income Tax Credit on infant health, and estimating impacts of U.S. food and nutrition programs on labor supply, health and human capital accumulation.
- Faculty members continue to do path-breaking research on economic disparities. ■



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### LGBTQ CITIZENSHIP

#### Cluster Overview:

LGBTQ Citizenship focuses on sexual orientation and gender identity and the discriminatory and disparate treatment of lesbian, gay, bisexual and transgender people (LGBTQ) in our society, paying particular attention to how issues of sexual orientation and gender identity intersect with class, race, nationality, gender, age, and disability. The research cluster centers around three themes. Cultural citizenship (the distribution of a sense of belonging, the circulation of diverse representations of citizenship, the way citizenship is encoded in various types of discourse); Family and Kinship (rights to and experiences of family and community, as well as rights to and experiences of the different entitlements associated with legalized forms of kinship); and Human Rights (formal and informal access to recourse against discriminatory treatment, and to process supporting participation, inclusion, and various kind of equality voice and resources).

#### Cluster Updates:

- Along with Vice Chancellor's Office of Equity and Inclusion co-sponsored the LGBTQ Cluster's inaugural event entitled, "The Erotic Life of Racism" on Thursday, November 29 at the UC Berkeley School of Law. This event considered the erotic domain, which offers a glimpse into explicit and enduring racial preferences in an age where racial bias has become veiled and subtle.
- Co-sponsored "InterSEXtionality Asian Voices in Queer Migration." This week long symposium consisted of a series of lectures on topics such as: migrant sex workers, gay suicides and bullying legislation, building queer coalitions within the Dream Act movement, and gay marriage. ■



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### RACE, DIVERSITY, AND EDUCATIONAL POLICY



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#### Cluster Overview:

Race, Diversity, and Educational Policy focuses on educational policy, concentrating on two closely related areas: 1) policy and school reform related to educational inequality and 2) student context, community collaboration, and policy impacts. These research agendas will address the intersections of racial, ethnic, sexual orientation, gender, and socioeconomic inequities as they apply to educational policy, as well to immigration policy, and particularly as they affect the state of California and the nation.

#### Cluster Updates:

- Organized a speaker series that brought in nationally renowned scholar Professor Mike Rose, UCLA Graduate School of Education and Information Studies to discuss “Back to School: Why Everyone Deserves a Second Chance at Education”.
- Continued yearly fellows program and interdisciplinary graduate level course, entitled “Research Advances in Race, Diversity, and Educational Policy”
- Worked to establish relationships with local community organizations and schools, including working with the African American Male Initiative in Oakland Unified School District. ■

### RELIGIOUS DIVERSITY

#### Cluster Overview:

Religious Diversity studies how religious diversity poses significant opportunities for human solidarity and happiness by providing people with choices in their creedal beliefs, religious identities, and faith communities. But diversity also poses problems of human conflict and disharmony. How we live together and how we solve problems are the provinces of sociology, psychology, politics, history, and international relations. One of the major goals of this research cluster is to study how religion affects, and is affected by politics and society, so that we can understand the impact of current public policies in the hopes of making better ones.

#### Cluster Updates:

- Held series of working groups in the Fall: (1) Professor Steven Fish of the Department of Political Science at UC Berkeley spoke about his recently published book *Are Muslims Distinctive? A Look at the Evidence* (Oxford University Press: 2011); (2) Professor Byron Taylor of the Department of Religious Studies of the University of Florida spoke about his book: *Dark Green Religion: Nature, Spirituality and the Planetary Future* (UC Press: 2010).
- Solidified cluster's aim is to go beyond “religious studies” programs by considering the implications for public policy of religious differences and diversity. For example, the center will not just catalog religious differences. It will investigate how religious diversity poses significant opportunities for human solidarity and happiness by providing people with choices in their creedal beliefs, religious identities, and faith communities. ■



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# FISHER V. UNIVERSITY OF TEXAS AT AUSTIN: PRESS RELEASE

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Elizabeth Diamond and Stephen Menendian  
*Research Fellow and Director of Research*

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June 24, 2013 — In an important decision, the Supreme Court today in *Fisher v. Texas* affirmed the vital principle that universities may pursue the goal of creating a diverse student body, using race as one component of many in admissions. The Court vacated the Fifth Circuit's decision, which held that the University of Texas admissions policy was constitutional, and clarified the standard for review announced in the landmark 2003 *Grutter v. Bollinger* decision. Although the Court today did not rule on the constitutionality of the University's plan, it held that the District Court incorrectly applied *Grutter's* standard of review.

The Haas Institute for a Fair and Inclusive Society applauds the Court's acknowledgement of the importance of building a diverse and inclusive university environment for the benefit of all students and the nation. The Court today affirmed its holding in *Grutter*, which recognized the educational benefits of diversity and the need to train leaders who can understand and successfully collaborate with people from diverse backgrounds.

The Haas Institute filed a brief in support of the University of Texas on behalf of 13 social and organizational psychologists, which drew upon recent social science research demonstrating the benefits of diversity and the need for consideration of race in the University's admissions decisions. In particular, the brief argued that the pathways to opportunity remain deeply unequal across the United States, and that Black and Latino students' relative disadvantage in university admissions results from dozens of factors, including patterns of racial and economic isolation. We argued that given the number and complexity of variables that shape educational outcomes, an admissions policy limited to race-neutral factors cannot capture their cumulative effect on educational opportunity. The brief also presented research to the Supreme Court illuminating how diversity improves academic performance, reduces prejudice, lowers stress and psychological barriers, and has broad positive effects on workforce development.

The Haas Institute is developing a technical assistance manual that will emphasize innovative approaches to preserving and promoting diversity and building inclusive educational environments in compliance with the parameters of law. For example, the Institute's Executive Director John Powell developed the opportunity

mapping methodology, a multi-factor approach indexing neighborhood and individual variables correlating to opportunity. Universities might employ opportunity indices to better understand the variance in access to resources that applicants enjoy. Given the relationship between race and the distribution of educational opportunity, opportunity scoring and enrollment would promote student body diversity and benefit the most disadvantaged students. The manual will also describe other race-conscious approaches that do not rely on individual racial classifications, such as percent-plans, geographic diversity, and reducing reliance on standardized test scores.

Today's decision should encourage Universities nationwide to continue to pursue diversity and inclusion through both holistic admissions policies and the expansion of broader programs to increase access to higher education and ensure academic success for all students. For sophisticated and effective race-neutral approaches, please visit our website to see our forthcoming technical assistance manual. ■

*Interested in increasing  
campus diversity?*

Visit  
[diversity.berkeley.edu/haas-institute](http://diversity.berkeley.edu/haas-institute)

View the [Supreme Court Decision and Other Documents Filed in the Case](#)

Download a [PDF of the "Brief of Social and Organizational Psychologists as Amici Curiae Supporting Respondents"](#)

View a [1-page summary of our Brief](#)

Look out for our upcoming [Technical Assistance Manual](#)

# ART MURMUR, FIRST FRIDAYS, & THE (MOMENTARY) TRANSFORMATION OF UPTOWN OAKLAND

Alexander Stewart  
Graduate Student Researcher

On the first Friday evening of every month, thousands of people flock to Uptown Oakland and take to the streets. Hailing from all parts of the city as well as the greater Bay Area, individuals from diverse walks of life converge with common purpose. Unlike the Occupy Oakland movement, which drew attention to the city's myriad social problems, the events known as Art Murmur and First Fridays have had an opposite effect. Streets close not for demonstrators, but for revelers there to enjoy the neighborhood's art galleries as well as the mobile food trucks, crafts vendors, art installations, and performers that temporarily set up in the middle of Telegraph Avenue. Their presence highlights the neighborhood's rise as a serious art and entertainment destination, and its transition from marginal to hip.

Equal parts art walk, street fair, and music festival, Art Murmur has evolved in its seven-year existence from a neighborhood art walk into a full-blown street party now organized independently by an organization called Oakland First Fridays.<sup>1</sup> As of mid-2013, tens of thousands of revelers converge once a month on a twelve-block stretch of Telegraph Avenue between Broadway and 27th Street for a litany of reasons no longer limited to art appreciation. On any given night, myriad social groups are evident: hipsters and homies mingle with aging art connoisseurs and their grandchildren. Folk bands share the street with break-dancers. And people of all ages and races contribute to graffiti art walls. This odd mosaic amounts to a truly cosmopolitan spectacle in which Oakland's diverse yet segregated demographics peacefully interact.<sup>2</sup>

Much has been written about this convergence of publics.<sup>3</sup> Since a collection of art galleries formed the Oakland Art Murmur organization and started hosting First Friday art walks in 2006, national and international media outlets have touted the event as a bright spot in an otherwise troubled city. Although written portrayals generally celebrate its role in the city's ongoing economic revitalization, its power as a gentrifying force has been an



Figure 1. A funk band performs at First Friday. Photo by Alexander Stewart.

ongoing source of tension.<sup>4</sup> Indeed, just months after Art Murmur's inaugural First Friday event, a 2006 East Bay Express article spoke of the "hipster invasion" of "white twentysomethings on bicycles" swarming to it from the north and west.<sup>5</sup> This influx provoked resentments amongst longtime Black residents, one of whom remarked at the time, "You kids come into... my neighborhood, and at night I got five hundred people from God knows where wandering around, drinking from keg cups, making a mess... We're at odds, and we don't even know each other."<sup>6</sup> While such conflicts were evident during Art Murmur's early years, they appear to have lessened as it has accommodated a greater variety of spatial practices and racial imaginaries.<sup>7</sup> Further, its unusually decentralized organizational structure suggests that the multitude of racial, ethnic, and age groups represented amongst the vendors, visual artists, and performers will persist well into the future.

## MULTIPLE PUBLICS

On any given First Friday, Telegraph Avenue is filled with a diverse array of publics and interest groups who coexist and interact with one another in various ways. White and Asian hipsters drink out of brown paper bags while enjoying punk rock performances, mobile art installations, and art galleries. Black couples wait in line for Korean tacos from a food truck while

1 The Oakland Art Murmur organization (OAM) was founded in 2006 by a coalition of art galleries who sought to promote a monthly art walk event. Oakland First Fridays is a separate group formed in 2012 after OAM stopped organizing the growing street party. "Art Murmur" and "First Fridays" are often conflated although they are organizationally distinct. According to Malia Wollan's October 11, 2012 New York Time piece "A Monthly Night of Art Outgrows Its Name," attendance at the October First Friday event was estimated at 20,000 people.

2 According to the 2010 U.S. Census, the city's ethnic/racial composition was 34.5 percent White, 28.0 percent African American, 16.8 percent Asian, 13.7 percent from other races, and 5.6 of two or more races. Of the total population, 25.4 percent identified as Latino. See: <http://www.census.gov/popfinder/?tl=06:0600192230>

3 Here, I adopt Nancy Fraser's model of discrete and multiple public arenas in contrast to Jurgen Habermas's concept of a single, "comprehensive public sphere" (62). His idealized public adheres to inherently masculine, white and bourgeois rules of conduct while assuming that outsiders can easily bracket their status and interact as equals (ibid.). Fraser rejects these notions, arguing instead for a model of multiple "strong" and "weak" publics whose interests are negotiated with other publics. See: Nancy Fraser. 1990. "Rethinking the Public Sphere: A Contribution to the Critique of Actually Existing Democracy." *Social Text*. Nos. 25/26. 58-80.

4 See Chloe Veltman, 2010. "Oakland's Journey From Seedy to Sizzling." *The New York Times*; Scott 2012 Alec Scott. 2012, October 29. "Oakland: Meet the Brooklyn of the West." *The Globe and Mail*. See also: Artlog. 2012. "SEE//The Brooklyn of the West Coast." <http://www.artlog.com/2012/656-see-the-brooklyn-of-the-west-coast#UMYeP4XW5my>.

5 See Mark Downs. 2006, August 30. "Hipster Invasion: Downtown Oakland's fledgling art scene is booming — and some artists and residents aren't terribly happy about it." *The East Bay Express*. <http://www.eastbayexpress.com/ebx/hipster-invasion/Content?oid=1081746>

6 Oakland resident Marcel Diallo, quoted in Downs 2006.

7 George Lipsitz's concepts of White and Black "spatial imaginaries" show how racial and ethnic backgrounds inform individual views of the proper organization and use of urban space as well as the meanings embedded in it. See Lipsitz, *How Racism Takes Place* (Philadelphia: Temple University Press, 2011).



Figure 2. Bay Area demographic densities, with Uptown study area. Source: US Census 2010. Cartography by Alexander Stewart.

their kids paint on a nearby art wall. Groups including a rainbow of races and ethnicities cluster around break-dancers and hip hop performers while vendors hawk their wares from makeshift stalls lining the street. And on 25th Street, where many of the art galleries are, an older, whiter, and more moneyed demographic peruses craft items and high art in the neighborhood's brick and mortar galleries. An atmosphere of tolerance characterizes a space in which many if not all of Oakland's diverse publics converge.<sup>8</sup>

Conversations with event attendees and comments made online suggest that First Fridays are as popular as they are inclusive. During a 2012 episode of the KQED public radio show, Forum, the host focused negative attention on security concerns and the event's potential for crime. In response, a slew of commenters rushed to correct what they perceived to be a mischaracterization of the event. One observed that First Fridays have "a really friendly, gorgeous sort of vibe, and I feel totally safe there," while another remarked that she is "a 61 year old white woman who has attended many a Murmur and the thought of violent conflict never entered my head. It was quite surprising to me how [the host], a man I very much admire, seemed to harp on the point of potential violence at this event."<sup>9</sup> While a public radio talk show represents but one



Figure 3. Members of the Bourgeois art-purchasing public visit a 25th Street gallery on a Saturday afternoon. Photo by Author. Photo by Alexander Stewart.

limited and discursively constructed public peripheral to the actual event itself, Michael Warner suggests that the dialogue generated by and within media sources represent a form of publicness that can exert a strong social influence.<sup>10</sup> In this sense, KQED listeners and callers comprise what Nancy Fraser might deem a bourgeoisie strong public.<sup>11</sup>

Other publics articulate the physical and social space of the street through temporally specific, physically embodied social practices. Hipsters exert their presence in the neighborhood in temporal waves: during weekdays and indeed for most of the month, they exist only in small numbers and exert only a weak form of control over their surroundings.<sup>12</sup> Confined to certain art galleries, Telegraph Café (formerly Mama Buzz), and a handful of other locales, hipsters are less apparent during the week than on First Fridays when they show up en masse. Once a month from 5 to 10 pm, hipsters become a strong public as they arrive by bike and park them at the free bike valet offered by Richmond Spokes (a bike advocacy organization). As they consume the free entertainment on Telegraph drink cheap beer at nearby bars, and order artisanal coffee from a kiosk on 25th Street, they support and perform a particular spatial aesthetic.<sup>13</sup>

Bourgeois art patrons constitute another strong public that appears in Uptown at specific moments in time. Patrons, who tend to be white, middle aged, and upper-middle class, congregate inside the higher end galleries lining 25th Street to look at curated visual art. As well-to-do aficionados and potential purchasers, this group has the means to purchase many of the items on display (which can range in the thousands of dollars). Given their financial power and social influence, this group leaves its mark on the neighborhood with the money they spend on art, high-end food and drink, and other consumer items. Because Art Murmur organizers (the galleries) depend on bourgeois art patrons for their livelihoods, they have recently launched a weekly Saturday event called the Saturday Stroll. Intended to provide a more low key environment in which to peruse and purchase, the Stroll specifically targets this bourgeois public. The specialized nature of this event and its marketing

10 Michael Warner. 2002. "Publics and Counterpublics." *Public Culture*. Vol. 14, No. 1. 49-90.

11 Fraser 1990.

12 See Crawford's 2008 *Everyday Urbanism* for examples of how public spaces can be temporally activated by specific social groups.

13 For a discussion of hipsters and their practices, see Lanham 2003, *The Hipster Handbook*.

8 See Fraser 1990 for a description of her ideal urban condition of mutual tolerance amidst multiple, distinct publics.

9 See "Oakland's Art Murmur: Now a Roar?" KQED Forum With Michael Krasny. <http://www.kqed.org/a/forum/R201211011030>

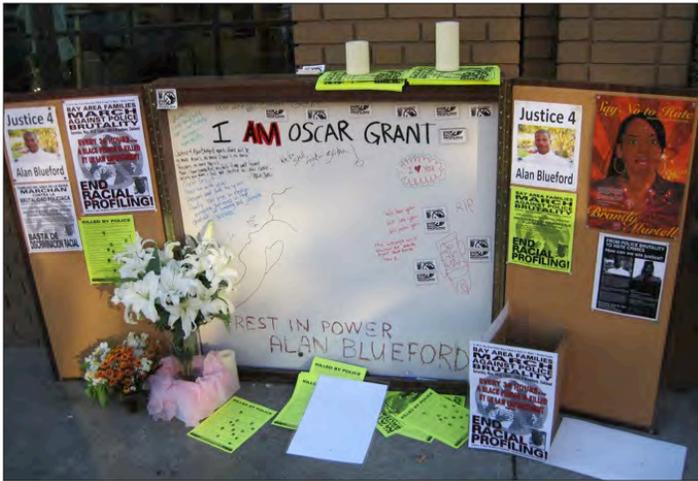


Figure 4. Alan Blueford Memorial. Photo by Alexander Stewart.

campaign reflects not only the bourgeois public's financial power, but also the willingness of the galleries to cater specifically to them with the dual objectives of expansion and contributing to neighborhood revitalization.

Members of an African American Black public also occupy the streets and art galleries of First Friday events. Socio-economically diverse, this public likely accounts for the largest share of event attendees. Though individuals of this group also visit the galleries of Art Murmur's art walk, far more choose to visit the vendors and watch the live entertainment along Telegraph Avenue. A variety of hip hop DJs, funk bands, and other events closer to downtown and the Fox Theater, bars, and nightclubs appear to attract the most attention from this public.

The multiple and varied publics that attend the monthly Art Murmur and First Friday events share Telegraph Avenue at specific moments in time, breaking down the everyday social structure of the space. As Stallybrass and White suggest, the "carnavalesque" atmosphere of the street fair allows socially stratified groups to transgress the social boundaries that normally separate them.<sup>14</sup> Here, the rich mix with the poor, artists interact with businesspeople, and intellectuals rub elbows with the uneducated. Despite some spatial clustering, the social terrain of First Fridays is remarkably fluid, evoking a temporary realm of sociability with mutual tolerance.

### COMPETING SPATIAL IMAGINARIES AND THEIR TEMPORARY SUSPENSION

Despite the existence of multiple and peacefully co-existing publics at Friday Events, the Uptown neighborhood during the rest of the month is hospitable to far fewer groups. Indeed, recent modifications to the built environment, including the appearance of high-end art galleries, cafes, and restaurants have been designed for a limited set of relatively affluent publics. The "revitalization" of Uptown has in part involved efforts to "make it safe" for white people by attracting high-end restaurants and art galleries. In the re-development of the built environment, Lipsitz's white and black spatial imaginaries collide with one another, particularly in the space near the 23<sup>rd</sup>

<sup>14</sup> See Peter Stallybrass and Allon White. 1986. *The Politics and Poetics of Transgression*. Ithaca: Cornell University Press.

and 25<sup>th</sup> Street art galleries.<sup>15</sup>

In a discussion with the manager of a particularly high-end 25<sup>th</sup> Street gallery where paintings sell for \$4,000, I asked whether she thought that the proliferation of art spaces was contributing to the gentrification of the area. She replied "no," since the galleries are "new uses" in a formerly industrial neighborhood with few prior residents. Since no one lived in her gallery previously (it was formerly an auto garage), no residents had technically been displaced. While true, the owner's response suggests that she and potentially other gallery owners in the area do not fully understand or appreciate how their spaces are designed according to a set of aesthetic principles that adhere to Lipsitz's "white spatial imaginary." Uptown has been a predominantly working-class, Black neighborhood for over 100 years, and a reimagining of it as a space where high-style items are bought and sold flies in the face of that legacy.

A poignant example of the conflict between black and white spatial imaginaries lies amidst 25th Street's most expensive galleries. An impromptu memorial to Alan Blueford, a Black high school student killed by an Oakland Police officer in early 2012, sat within steps of galleries selling expensive graphic t-shirts, hand made crafts, and locally-produced wine. Speaking out directly against racial profiling, the memorial presents a jarring juxtaposition against its surroundings, and is perhaps a silent protest against the changes being wrought. Just around the corner on Telegraph Avenue, First Love Gallery, which specializes in African American art, complicates and strengthens a counter narrative against the prevailing "white spatial imaginary" apparent on 25th Street.

While Black and White spatial imaginaries come into conflict during the day, they are largely erased during First Friday events as multiple publics interact peacefully in the street. Being that the street is a space normally off-limits to pedestrians, it provides an ideal neutral ground upon which differences between publics are tolerated or cast aside. While galleries continue to act as somewhat exclusive spaces, the masses of people moving through them provide some degree of anonymity for anyone feeling out of place. Indeed, the diversity of the First Fridays crowd and the "carnavalesque" atmosphere blurs social hierarchies and spatial imaginaries.

### CONCLUSION

Art Murmur and the First Friday street party are unique among other street festivals because the volunteers who make it happen have an unusual combination of organizing experience and intense local pride in their community. The event, which allows for multiple publics to coexist in a cosmopolitan arena, temporarily suspends personal prejudices and racialized imaginaries inscribed in the built environment. The unique convergence of multiple publics is a product of specific structural factors that enable the events to be organized in part as grassroots initiatives. While First Friday events exist in many cities as economic development tools for city governments and independent merchants, cities with diverse and organized publics would do well to consider Oakland's decentralized organizational model. Although the future of Oakland's First Friday street party is questionable, its success as an inclusive public arena is clear. ■

<sup>15</sup> See Lipsitz 2011 for a definition and discussion of Black and White spatial imaginaries.

# EXAMINING THE IMPACT OF HURRICANE SANDY ON MARGINALIZED POPULATIONS

Samir Gambhir and Stephen Menendian  
GIS Consultant and Director of Research

Natural disasters can affect all of us, but they leave a particularly devastating impact on our most vulnerable and marginalized populations and communities. The disproportionate impact and devastating flooding and loss of life that followed Hurricane Katrina vividly illustrated this pattern. Evacuation plans premised on car ownership failed to account for families who could not rely on that mode of transportation. Far too often, these communities lack the resources to rebuild and recover as quickly as well-insured and wealthier neighborhoods.

The Haas Institute for a Fair and Inclusive Society is examining the impact, cleanup and recovery following the devastation of Hurricane Sandy. Hurricane Sandy was a tropical storm that destroyed many communities on the eastern seaboard and left thousands homeless.

Figure 1 illustrates the states with counties designated as impacted by Hurricane Sandy. As you can see, most of these counties (bordered in red) have substantial non-white populations relative to the general state-population.

When examining the impact using a smaller geographic unit in Figure 2, census tracts rather than counties, we see a clear disproportionate impact by race of the storm surge.

Blacks and Latinos disproportionately reside in census tracts within three miles of the storm surge. In addition to a direct racial impact, many public housing and subsidized housing resident were disproportionately impacted by the storm surge. The map in Figure 3 illustrates the impact for these families.

These impacts will pose a challenge not only for the rebuilding process, but for families who have been dislocated as a result. In Connecticut and New Jersey, roughly half of the impacted census tracts' public housing units and subsidized housing units were affected by the storm surge

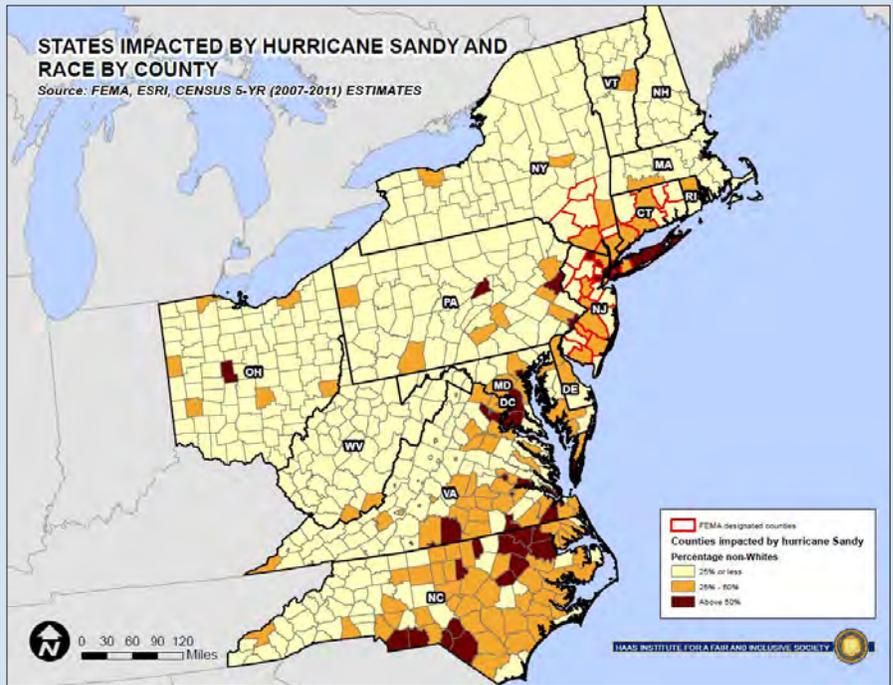


Figure 1. The above indicates states with counties designated as impacted by Hurricane Sandy. For a more detailed map, view the [full report](#) on Hurricane Sandy.

Table 1. The tables below exhibit the quantitative impact on Connecticut, New Jersey, and New York.

	Projects within FEMA designated counties	Subsidized units within FEMA designated counties	Projects in census tracts within 3m storm surge
Connecticut	89	11547	44
New Jersey	230	40717	125
New York	184	134176	48
<b>TOTAL</b>	<b>503</b>	<b>186440</b>	<b>217</b>

	Subsidized units in census tracts within 3m storm surge	Percentage of highly impacted projects	Percentage of highly impacted subsidized units
Connecticut	6000	49.44%	51.96%
New Jersey	20325	54.35%	49.92%
New York	35210	26.09%	26.24%
<b>TOTAL</b>	<b>61535</b>	<b>43.14%</b>	<b>33.01%</b>

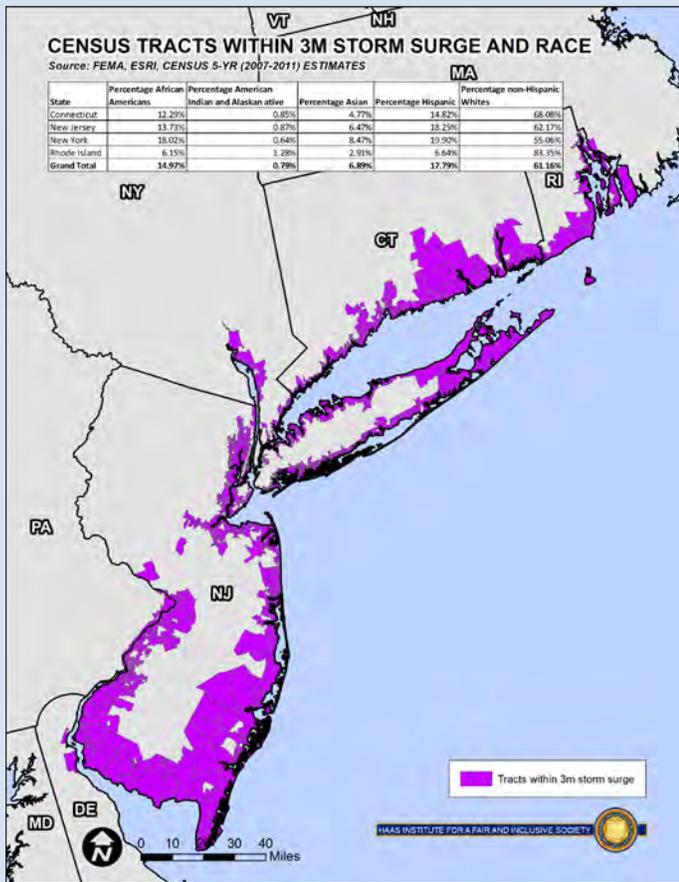


Figure 2. The above map indicates the disproportionate impact by the storm surge on different races.

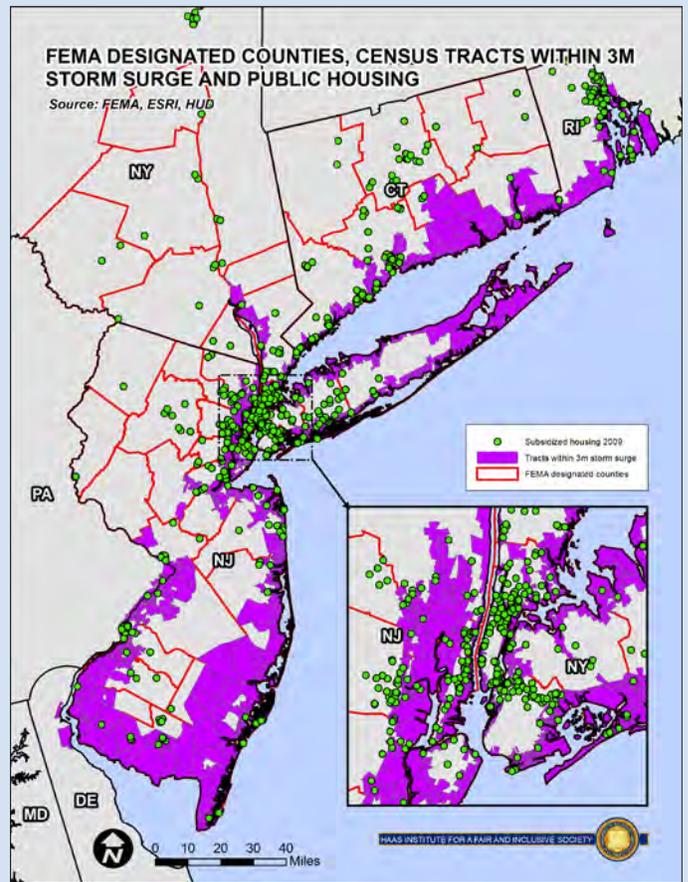


Figure 3. The above map indicates the impact by the storm surge on public housing.

and storm damage. Both the disaster planning and rebuilding processes must account for the needs of these families and their communities. It is not just that these families and communities often suffer the most as a result of natural disasters; it is that these families often have the greatest needs before and after a natural disaster.

A targeted universalism approach may be useful to consider as part of future disaster planning. This is an approach that seeks universal goals, but is sensitive to the unique circumstances of particular groups to achieve those goals. If the goal is to ensure the safety and well-being of all residents before a natural disaster hits, that might require extra resources and attention to our most vulnerable populations to ensure no one is left behind. ■

*Want more detailed maps and further updates regarding Hurricane Sandy?*

*Click [here](#) to view the full report.*

## SYNTHESIZING THE “RACE IN MIND RESEARCH AGENDA



*Discussion of racialization in the Academy tend to be ‘siloe’d’ in different social science disciplines creating a lack of productive dialogical space. Photo courtesy of Creative Commons.*

Stephen Menendian  
*Director of Research*

### INTRODUCTION & PROBLEM

In the last 20 years, there has been a virtual explosion in research designed to uncover covert forms of racial animus and to explore hidden processes that contribute to racial inequality. From the so-called “mind sciences” and related fields to almost every major social science, researchers and academics are making great strides in terms of understanding the mechanisms and processes that affect perception, interpretation, encoding, memory, recall, and decision-making, but operate partially or entirely below or beyond conscious awareness.

This research has been often disparate and disjointed. The research into these mechanisms and processes is described and conceptualized in very different ways depending on the discipline and the author. These mechanisms are variously called “implicit biases,” “schemas,” “frames,” “networks,” “belief contexts,” “paradigms” “symbolic attitudes,” “stereotypes,” and more.

While these terms and the disciplines they arise from approach the problem from very different angles and with very different concerns,

what these processes or mechanisms share is a rejection of the Cartesian and Enlightenment view of the mind as a unitary construct, and the further assumption that the contents of the conscious mind are directly accessible and knowable. More importantly, they call into question the possibility of a neutral or objective observation of the world. Each of these processes not only distort perception, but they actually precondition it. They call into question the ontological and epistemological foundations of Enlightenment thought.

### EXAMPLES

Political scientists have long recognized that opposition to race-specific policies may arise despite a lack of individual racial animus among the electorate or specific voters. Grasping to understand the causal mechanisms, in the early 1980s some scholars developed a theory of “symbolic politics” or “symbolic attitudes.” The theory here assumes that cultural “socialization leaves individuals with strong, longstanding attitudinal predispositions, which can be evoked by appropriate political symbols” (Sears 1993). The theory implies that the appropriation of such symbols may be deployed to generate opposition to race-targeted policies despite the absence of racist voters.

As you might have noted, this theory may have strong similarities – if not outright overlap – with implicit bias theory. The socialization posited may simply generate implicit or subconscious racial associa-

## FEATURE ARTICLES

tions, which are then ‘activated’ by subtle political symbols. This simple example underscores a much broader problem.

Each of the terms I listed above gesture towards similar processes and mechanisms. Whether it is Goffmanian “Frames,” Kuhnian “paradigms,” or “implicit biases,” all of these processes point towards the same, similar, or related dynamics. The Kuhnian paradigms, much like the Goffmanian frames or the Westinian “networks” each filter the perception and processing of information in ways that may lead to the production of racialized outcomes.

### THE ACADEMY IS PART OF THE PROBLEM

Because of the kinds of inquiry that are valued in the tenure process, different academic disciplines have a tendency to develop and use different terms for similar kinds of phenomenon. The discourse of each discipline has developed within that discipline and a particular academic culture, and is not readily applicable or accessible to non-academic settings. Academics themselves are trained to be proficient in that discourse, and may lack the ability to quickly and proficiently bridge communication gaps, either within the broader academy or with the wider public. Moreover, the research methodologies themselves, which strive to be distinctive and ever more innovative and unique, contribute to an insular discourse. This leads to linguistic barriers across academic disciplines, not to mention trivial quarrels over meaning within the broader academy. Given these features, it is not surprising that similar phenomena are being described by different academic silos yet given very different names and slightly different meanings.

### THE LIMITATIONS OF IMPLICIT BIAS

Implicit Bias is a well-researched, documented, and pervasive phenomenon that well-captures the subconscious associations that can be connected behaviors and decision-making events. Implicit bias is a pervasive and predictive phenomenon in which subconscious or partially conscious associations play a role in the perception, interpretation, encoding, retention, and decision making processes within the mind. For obvious reasons, implicit bias contributes to the production of racial inequality in contemporary American society. However, it does so absent the presence of individual racist actors. As such, much of antidiscrimination law, which is premised on motivational rather than cognitive processes, does not reach implicit bias.

However, implicit bias focuses primarily on associations that then affect cognitive functioning. The emphasis within implicit bias research is on decision-making events that are influenced by subconscious associations. While implicit biases affect perception, that is not its focus, and researchers on implicit bias tend to describe it as ‘distorting’ perception. This assumes the possibility of a neutral or ‘undistorted’ perception. Rather, research in other fields suggests the ways in which information is already preconditioned or filtered. Frames, belief contexts, and paradigms are terms that capture this preconditioning or filtering processes better than implicit bias. Nor

is implicit bias necessarily the best framework or research methodology for understanding how these associations are created. Research into priming and symbolic attitudes may do a better job of that. ■

### Mind Science 2.0 Conference Northwestern Law University Chicago, IL April 26, 2013

Researchers, advocates, social justice activists and educators gathered to further explore the implications and applications of the mind science behind implicit bias. The day-long Mind Science 2.0. Conference was sponsored by the Haas Institute for a Fair and Inclusive Society, the American Values Institute, the Equal Justice Society, the W.K. Kellogg Foundation and The Ford Foundation.

Participant Mona Tawatao, a Senior Attorney at the Western Center on Law and Poverty and a member of the Equal Justice Society board of directors wrote a fascinating blog on the conference.

*“What I came away with from the inspirational and, in many cases, mind-blowing presentations at the conference, however, was how important it is for us to seize every opportunity to educate, thoughtfully and effectively, judges, lawyers, decision-makers, and members of the public ...about the latest developments in mind science and, with care, test and apply what we now know about mind science and bias in the cases and other forms of advocacy and professional training in which we are engaged so as to root out race and other forms of discrimination as it actually occurs and not based on false premises.”*

Read more at [equaljusticesociety.org](http://equaljusticesociety.org).

## STAFF

**john a. powell** is an internationally recognized expert in the areas of civil rights and civil liberties and a wide range of issues



**john a. powell**  
Executive Director

including race, structural racism, ethnicity, housing, poverty, and democracy. He is the Executive Director of the Haas Institute for a Fair and Inclusive Society, which supports research to generate specific prescriptions for changes in policy and practice that address disparities related to race, ethnicity, gender, sexual orientation, disability, and socioeconomics in California and nationwide. In addition, to being a Professor of Law and Professor of African American Studies and Ethnic Studies at the University of California, Berkeley, powell holds the Robert D. Haas Chancellor's Chair in Equity and Inclusion. He was recently the Executive Director of the Kirwan Institute for the Study of Race and Ethnicity at The Ohio State University and held the Gregory H. Williams Chair in Civil Rights & Civil Liberties at the Moritz College of Law. Under his direction, the Kirwan Institute has emerged as a national leader on research and scholarship related to race, structural racism, racialized space and opportunity. He has been a leader in developing an "opportunity-based" housing model that provides a critical and creative framework for thinking about affordable housing, racialized space, and the many ways that housing influences other opportunity domains including education, health, health care, and employment. powell has written extensively on a number of issues including structural racism, racial justice and regionalism, concentrated poverty and urban sprawl, opportunity based housing, voting rights, affirmative action in the United States, South Africa and Brazil, racial and ethnic identity, spirituality and social justice, and the needs of citizens

in a democratic society. He is the author of several books, including his most recent work, *Racing to Justice: Transforming our Concepts of Self and Other to Build an Inclusive Society*. Previously, powell founded and directed the Institute on Race and Poverty at the University of Minnesota. He also served as Director of Legal Services in Miami, Florida and was National Legal Director of the American Civil Liberties Union where he was instrumental in developing educational adequacy theory. powell has worked and lived in Africa, where he was a consultant to the governments of Mozambique and South Africa. He has also lived and worked in India and done work in South America and Europe. He is one of the co-founders of the Poverty & Race Research Action Council and serves on the board of several national organizations. powell has taught at numerous law schools including Harvard and Columbia University. ■

**Michael Omi** is Associate Professor of Comparative Ethnic Studies and Associate Director of the Haas Institute for a Fair and Inclusive Society at the University of California, Berkeley. He is the co-author of *Racial Formation in the United States*, a groundbreaking work that transformed how we understand the social and historical forces that give race



**MICHAEL OMI**  
Associate Director

its changing meaning over time and place. Since 1995, he has been the co-editor of the book series on Asian American History and Culture at Temple University Press. From 1999 to 2008, he served as a member and chair of the Daniel E. Koshland Committee for Civic Unity at the San Francisco Foundation. He is founding member of the faculty steering committee of the Center for New Racial Studies, a University of California Multi-Campus

Research Project based at UC Santa Barbara. Michael Omi is a recipient of UC Berkeley's Distinguished Teaching Award — an honor bestowed on only 240 Berkeley faculty members since the award's inception in 1959. ■

**Elsadig Elsheikh** is a researcher and project manager of the global justice program at the Haas Institute for a Fair and Inclusive Society, where he oversees the build-up of the institute's network and the global justice program. Prior to joining the Haas Institute, Elsadig directed the global justice program of the Kirwan Institute for the Study of Race and Ethnicity at Ohio State University, where he also served as an associate editor of the Institute's journal *Race/Ethnicity: Multidisciplinary in Global Contexts*. Before that, he worked with various international grassroots and advocacy organizations on issues of internal displaced persons, indigenous population, human rights, immigration, social mobilization, and environmental and social justice in Sudan, Greece, Colombia, and the United States. Elsadig's research interests are on the themes and social-dynamics related to the study of structural racialization and institutional racism; colonial and postcolonial politics; human and Indigenous peoples' rights; political ecology; state and citizenship; and social movements. ■



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its changing meaning over time and place. Since 1995, he has been the co-editor of the book series on Asian American History and Culture at Temple University Press. From 1999 to 2008, he served as a member and chair of the Daniel E. Koshland Committee for Civic Unity at the San Francisco Foundation. He is founding member of the faculty steering committee of the Center for New Racial Studies, a University of California Multi-Campus

# BIOGRAPHIES

## STAFF

**Veronica Hash** is the Administrative Officer of the Haas Institute for a Fair and Inclusive Society and Executive Assistant to John Powell. Prior to



**VERONICA HASH**  
Administrative Officer &  
Executive Assistant

this position, she was the Professional Skills Program Assistant at the University of California, Berkeley, School of Law. Since 2004, she has been a Performing Arts educator throughout California, specializing in all forms of dance, as well as, yoga, gymnastics and preschool music. She is also involved in the special needs community; since moving to the Bay Area, she has served as a program coordinator and volunteer coach for e-soccer, an inclusive soccer program for players of all abilities. Veronica Hash participates in the University of California, Berkeley's Black Staff & Faculty Organization. ■

**Stephen Menendian** is the Assistant Director at the Haas Institute for a Fair and Inclusive Society, and the former senior legal associate at the



**STEPHEN MENENDIAN**  
Assistant Director

Kirwan Institute for the Study of Race and Ethnicity at the Ohio State University. Stephen is the author of many law review articles, scholarly publications and a frequent contributor to Race-Talk.org. Stephen co-authored the Institute's United States Supreme Court Amicus brief in *Fisher v. Texas*, asking the Court to uphold the University of Texas' race-conscious admissions policy, as well as an Amicus brief in the 2007 Seattle/Louisville K-12 integration cases to persuade the Court to sustain voluntary integration plans in the Seattle and Louisville school districts. Recent scholarly publications include

"Beyond Public/Private: Understanding Excessive Corporate Prerogative" for the Kentucky Law Journal, "Remaking Law: Moving Beyond Enlightenment Jurisprudence" for the St. Louis University Law Journal, "Parents Involved: The Mantle of Brown, the Shadow of Plessy" for the University of Louisville Law Review, and "Little Rock and the Legacy of Dred Scott" for the St. Louis Law Journal. Most recently, Stephen authored the State of Ohio's new Diversity Strategies For Successful Schools Guidance which was adopted by the State Board of Education of Ohio in May, 2012.

Stephen has guest-lectured at UC Berkeley School of Law, the Moritz College of Law at the Ohio State University, and co-taught The History and Culture of Race and Law, a seminar at Wayne State University Law School, in the fall of 2009. Stephen is a licensed attorney. ■

**Kathryn Moeller** is a Post-Doctoral Researcher at the Haas Institute for a Fair and Inclusive Society. She recently



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completed her Ph.D. in Education with a Designated Emphasis in Women, Gender, & Sexuality from the University of California, Berkeley. Prior to graduate school, she was a high school teacher. ■

**Eli Moore** is Project Manager leading the Haas Institute's engagement with community-based organizations in Richmond, California. Through the project, the Institute will provide technical assistance and strategic capacity building to community members involved with the University of California's development of the Richmond Bay Campus. Eli has more than 10 years experience working with grassroots organizations to develop research and



**ELI MOORE**  
Researcher & Project  
Manager

strategic capacity. Eli draws on training in mixed research methodologies, conflict mediation, and popular education to facilitate participatory processes that allow those most affected by injustice to lead decision making and impact positive change. Originally from the SF Bay Area, Eli holds a bachelor's degree from University of California at Santa Cruz and dual masters degrees from Syracuse University. ■

**Swati Prakash** is a Research Associate at the Haas Institute for a Fair and Inclusive Society, and recently received her JD from the University of California,



**SWATI PRAKASH**  
Consultant

Berkeley School of Law. Ms. Prakash studies the intersection of civil rights, land use and housing law and works to eliminate the historical vestiges of racial segregation. She is the author of a forthcoming comment on Racial Dimensions of Property Value Protection under the Fair Housing Act (101 California Law Review, October 2013), and a co-author with David Oppenheimer of a book chapter on A U.S. Perspective on the Relationship of Immigration Restrictions and Racism, (in *Immigration and Asylum Law and Policy in Europe*, (Elspeth Guild & Jan Niessen, eds.)). Prior to law school Ms. Prakash worked for ten years as an environmental health and justice advocate in Boston, New York, and Oakland. Swati lives in Oakland and practices capoeira and kungfu in her spare time, and will begin a clerkship with Judge Margo Brodie in the Eastern District of New York this fall. ■

## RESEARCH FELLOWS

**Darren Aquero** is a summer research fellow at the Haas Institute for a Fair and Inclusive Society. He is currently a Ph.D. student in Ethnic



**DARREN ARQUERO**  
Research Fellow

Studies with a Designated Emphasis in Women, Gender, & Sexuality at the University of California, Berkeley. Darren's research interests include transnational feminist and queer theories/theologies, cultural politics of gender and sexuality, and Asian American/diaspora studies. His academic work is informed by his activist background in queer religious organizing, coming from his participation with Equality Texas and the 2010 Soulforce Q Equality Ride. Darren is the 2013 recipient of UC Berkeley's Philip Brett LGBT Studies Fellowship. Prior to joining HIFIS, Darren worked as a Network and Research Intern at the Applied Research Center (ARC). He was the primary author for ARC's report, "Better Together in the South: Building Movements across Race, Gender, and Sexual Orientation," which will be released in June 2013. ■

**Nadia Barhoum** recently completed her Master's in Research Architecture from Goldsmiths College at The University of London. Her Master's research focused on the impact of Egypt's wheat economy on its local resources and societal fabric. This study led her to the Haas Institute for a Fair and Inclusive Society, where she is conducting research



**NADIA BARHOUM**  
Research Fellow

on the global food system. Before moving to London, she worked with a local NGO in

the Middle East and Human Rights Watch in New York. Nadia is a graduate of International Political Economy and Middle Eastern Studies at UC Berkeley. She hopes to continue working on food system initiatives that advance principles of social justice and equality for all communities across the globe. ■

**Cristina Cabrera** is a second year undergraduate student at UC Berkeley. Although she has yet to declare a major, she intends to focus her study on the intersection of gender, sexuality, race and class in global politics. Her other interests include visual arts, fashion, music, martial arts, literature and creative writing. A San Diego native, Cristina



**CRISTINA CABRERA**  
Research Fellow

was drawn to HIFIS as a channel to engage her passion for social justice, cooperate with other driven and visionary individuals, and enact social change. She is thrilled to be working at the Institute alongside the other fellows. ■

**Lilibeth Clelo** is a Bay Area native, born in Oakland, CA. She recently graduated from UC Berkeley this past Spring 2013 with a



**LILIBETH CLELO**  
Research Fellow

Bachelor of Arts in Political Science, and minors in Ethnic Studies and South and Southeast Asian Studies. Her recent professional experience includes: interning for the Alameda County District Attorney's Office working on issues related to domestic

minor sex trafficking; and working as a Course Reader/Teaching Assistant for an Asian American Studies course on Law in the Asian American community. Lilibeth has also been heavily involved in community organizing on campus in the Pilipino community, and in the broader Bay Area community through past internships in local non-profit organizations and local government. In the near future, she intends to pursue law school and potentially a career in legal academia. Overall, Lilibeth has a strong passion for exploring and doing research on issues dealing with race, class, and gender in marginalized communities. She feels greatly privileged to be able to work for such a unique institute. ■

**Elizabeth Diamond** just finished her first year at UC Berkeley School of Law where she plans to focus on public interest law.



**ELIZABETH DIAMOND**  
Research Fellow

She received her BA in Metropolitan Studies from New York University in 2007. Prior to law school, Elizabeth spent several years in New York City, where she worked in affordable housing development and was

involved in community food access issues. In addition to housing issues, Elizabeth has strong interests in criminal justice and education reform, disability rights, healthcare access, food justice and more. The multi-disciplinary approach of HIFIS and the opportunity to learn from others working and studying in a variety of fields and disciplines drew her to the Institute. Outside of the office, Elizabeth is a volunteer mechanic in her neighborhood community bike workshop and enjoys rock climbing and learning to play the ukulele. ■

## RESEARCH FELLOWS

**Erik Lampmann** is a rising senior and Boatwright Scholar studying Philosophy, Politics, Economics, and Law and French at the University



**ERIK LAMPMANN**  
Research Fellow

of Richmond (VA). He co-founded UR's chapter of the Roosevelt Institute, a progressive think-tank, during his first-year and grew the organization through roundtable discussions, policy writing initiatives, as well as a coalition-based social justice documentary

film festival. Erik also serves as Co-Facilitator of the Student Alliance for Sexual Diversity and as the University's LGBTQ Student Coordinator. More recently, Erik has worked with the OpportunityNation coalition on economic justice and social mobility in the United States and completed a semester abroad at Sciences-Po Paris. ■

**Anjali Sastry** is a rising senior at UC Berkeley majoring in political science and minoring in public policy. A Bay Area native, Anjali is a national volunteer with



**ANJALI SASTRY**  
Research Fellow

the American Red Cross. As a student at Cal, Anjali was captivated by journalism and is currently the opinion page editor for UC Berkeley's award-winning independent student newspaper *The Daily Californian*. She formerly served

as a reporter and assistant news editor on the paper. After spending a semester in Washington D.C. as a digital intern for the ABC News national politics bureau, Anjali is planning to enter the journalism industry with an emphasis in broadcast and digital journalism. Anjali was drawn to HIFIS for its focus on social justice and equity issues and is excited to be working with the institute this summer. ■

## A NOTE FROM A RESEARCH FELLOW

It's hard to believe the summer is almost at its end. It seems like just yesterday I was getting oriented at the Haas Institute for a Fair and Inclusive Society and learning about the institute's different themes and projects.

As a rising senior at UC Berkeley majoring in political science and minoring in public policy, I felt as though I had gotten a taste for all types of different campus groups and career opportunities from my positions at organizations like the student newspaper and even at Doe Library. But there was something missing. When I came across the opportunity at the Haas Institute, something tugged at me and wouldn't let go until I finally submitted my application. It was appealing to me that the institute would allow me to explore different communication avenues, mainly dealing with applied research involving social justice and equity.

But I had no idea what to expect and was extremely nervous when I walked through the doors to the institute at Stephens Hall on my first day.

As it turns out, I made the right choice. At Haas I have met peers who are passionate about the same things I am and what is coincidentally our namesake — creating and sustaining a fair and inclusive society. We have been able to work on projects that range from various topics like food justice to mapping campus research organizations to creating an inclusiveness index which measures degrees of marginalization based on criteria such as race, ethnicity, reli-

gion, and more.

I have been able to have important conversations regarding the basis for implicit bias and how certain campus plans such as the Richmond Field Station project can have an impact on the city it will occupy.

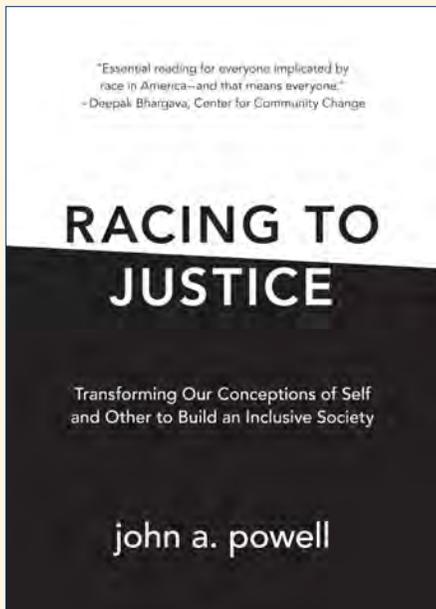
I have also been honored with the opportunity to not only work with esteemed and intelligent research analysts but to learn from them and start a dialogue on race and diversity. I cannot wait to share what I've learned and have already applied this knowledge to analyze current events such as the Supreme Court decisions on same sex marriage and affirmative action.

I have to say I am extremely proud of my fellow research fellows for completing all of their work to date this summer as they have been challenged and tested but have proven themselves in the face of adversity. We have all learned from this experience and have come out changed and mentally renewed from it.

This newsletter has been a project I have worked diligently on for the past month and is undoubtedly my pride and joy. Above all, I hope you are able to learn more about the Haas Institute and what we represent through this avenue as well as our newly launched social media platforms on Twitter and Facebook. Thank you for this opportunity! ■

—Anjali Sastry,  
Summer 2013 Research Fellow

## RECENT PUBLICATIONS



# RACING TO JUSTICE

Transforming Our Conceptions of Self and Other to Build an Inclusive Society

john a. powell

Foreword by David R. Roediger

Renowned social justice advocate john a. powell persuasively argues that we have not achieved a post-racial society and that there is much work to do to redeem the American promise of inclusive democracy. Culled from a decade of writing about social justice and spirituality, these meditations on race, identity, and social policy provide an outline for laying claim to our shared humanity and a way toward healing ourselves and securing our future. *Racing to Justice* challenges us to replace attitudes and institutions that promote and perpetuate social suffering with those that foster relationships and a way of being that transcends disconnection and separation.

*john a. powell is Executive Director of the Haas Institute for a Fair and Inclusive Society at the University of California, Berkeley, where he holds the Robert D. Haas Chancellor's Chair in Equity and Inclusion. He is author (with Gavin Kearney and Vina Kay) of In Pursuit of a Dream Deferred, and (with Laughlin McDonald) of The Rights of Racial Minorities: The Basic ACLU Guide to Racial Minority Rights.*

"powell sets forth a powerful argument that . . . until we expand our sense of self, we will be unable to create the racially egalitarian and democratic society to which many progressives aspire. . . . A brilliantly original and provocative challenge to the current social order."

—Michael Omi, author of *Racial Formation in the United States: From the 1960s to the 1990s*

"A book that will provoke readers to rethink prevailing notions of race, racial identity, and racism . . . [and] what prevailing law does and does not consider in tackling persistent forms of racial inequality."

—Rachel D. Godsil, Seton Hall University School of Law

"Infused by moral urgency, intellectual precision, sweeping command of history and of critical race theory, and an unequalled ability to situate race in concrete places, these linked essays take us into the mind of one of our greatest legal and social thinkers. They navigate tensions between law and justice with consummate skill and great passion."

—David Roediger, coauthor of *The Production of Difference*

"john a. powell is among the most original and important thinkers writing about politics, race and social change in America. He is a genuine genius whose work has been indispensable to thousands of activists and scholars. Finally, his critical work is gathered together in one place. If we succeed in changing in America—and we must do so—it will be in no small part because we have engaged deeply with the ideas, analysis and heart in this book. *Racing to Justice* is essential reading for everyone implicated by race in America—and that means everyone."

—Deepak Bhargava, Center for Community Change

"Juxtaposing race, spirituality, self, and social justice, john powell reveals the poverty in contemporary policy debates and crafts a road map for building true democratic community. Read this book and tell a friend."

—Stephanie M. Wildman, Center for Social Justice and Public Service, Santa Clara University School of Law

To purchase the book  
Please call 1.800.842.6796 or order online at [iupress.indiana.edu](http://iupress.indiana.edu)



**UPCOMING EVENTS**

FALL 2013

“Talking About Race,” a conversation  
with john a. powell & Michael Omi

Mindfulness & Social Justice event

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