



STUDENTS OF COLOR IN PUBLIC POLICY

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5th ANNUAL RACE & POLICY SYMPOSIUM

Implicit Bias and its Explicit Consequences: What's Race Got to do With it?

GOLDMAN SCHOOL OF PUBLIC POLICY, UC BERKELEY

APRIL 14, 2015 - APRIL 17, 2015

CO-SPONSORED BY:

The Graduate Assembly (GA)
Blacks in Public Policy (BiPP)
Talking about Power & Privilege (TaPP)
The Goldman School of Public Policy, UC Berkeley

Welcome and Opening Keynote

Tuesday, April 14th
12:00 – 1:00pm

GSPP Room
250

Welcoming Remarks

Henry Brady, Dean of Goldman School of Public Policy

Opening Keynote

Claude Steele, UC Berkeley Executive Vice Chancellor and Provost

Provost Steele will discuss his research regarding the negative effects of stereotypes. In his book, *Whistling Vivaldi: And other Clues to How Stereotypes Affects Us*, Provost Steele explains his theory of stereotype threat and how an individual's performance changes based on the stereotypes of one's social identity. As stereotyping is seen as a normal cognitive behavior, we will discuss its consequences as well as the importance of addressing it in policy analysis.



Claude M. Steele is an American social psychologist and the Executive Vice Chancellor and Provost at UC Berkeley. Reporting to and working in close partnership with the Chancellor, the EVCP plays a critical role in developing and implementing UC Berkeley's vision and priorities and is the Chancellor's leading senior executive responsible for their execution and implementation.

As the chief academic officer of the Berkeley campus, the EVCP has leadership responsibility for the planning, development, implementation, assessment and improvement of all academic programs, policies and supporting infrastructure.

Claude M. Steele served as the I. James Quillen Dean for the School of Education at Stanford University from 2011 - 2014. As dean he led the school toward a deeper engagement in public education, including the renewal and expansion of a partnership between the school and the SF Unified School District.

From 2009 - 2011, Steele served as the 21st Provost of Columbia University, where he led and implemented academic policies and plans for the university, including a major initiative to enhance support for the basic sciences. While at Columbia, he was responsible for managing the work of the university's faculty, departments, research centers and institutes, as well as oversight of the university's budget and financial planning.

He is best known for his work on stereotype threat and its application to minority student academic performance. His earlier work dealt with research on the self (e.g., self-image, self-affirmation) as well as the role of self-regulation in addictive behaviors. In 2010, he released his book, *Whistling Vivaldi and Other Clues to How Stereotypes Affect Us*, summarizing years of research on stereotype threat and the underperformance of minority students in higher education.

Unconscious Bias, Race, and Law Enforcement

<p>Wednesday, April 15th 12:00pm – 1:30pm</p>	<p>GSPP Room 250</p>	<p>The recent Walter Scott shooting in South Carolina, Michael Brown's shooting in Ferguson, the death of Eric Garner in Staten Island, and countless other fatalities involving unarmed people of color, more specifically Black people, have reignited the national debate on unconscious/implicit bias, racial profiling, and discrimination within our law enforcement system. These events have questioned the value of traditional policing methods and demanded accountability of our system. This panel will discuss the implications of subtle forms of unconscious and implicit bias in law enforcement, as well as the serious challenges and risks involved in policing.. Additionally, the panel will discuss efforts towards police accountability, new forms of policing such as "community-oriented policing," and the creation of meaningful public policy recommendations to address unconscious/implicit biases in law enforcement in order to re-build the trust of the community.</p> <p><u>Speakers:</u> Angela Chan, Policy Director & Senior Staff Attorney, Asian American Advancing Justice (AAAJ) Judge LaDoris Cordell, Independent Auditor, San Jose Police Department Rasheed Shabazz, Freelance Journalist Chief Sean Whent, Oakland Police Department</p> <p><u>Moderated by:</u> Jack Glaser, Associate Professor & Associate Dean, GSPP</p>
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Jack Glaser received his PhD in psychology from Yale University in 1998. He is the Associate Dean and Associate Professor at the Goldman School of Public Policy at the University of California, Berkeley. He conducts research on stereotyping, prejudice, and discrimination, examining phenomena ranging from unconscious thoughts, feelings, and motives to discriminatory behaviors like racial profiling and hate crimes. He studies these intergroup biases at multiple levels of analysis. For example, he investigates the unconscious operation of stereotypes and prejudice using computerized reaction time methods, and is investigating the implications of such subtle forms of bias in law enforcement. In particular, he is interested in the police practice of racial profiling, especially as it relates to the psychology of stereotyping, and the self-fulfilling effects of such stereotype-based discrimination. In addition to teaching and conducting research at GSPP, Professor Glaser has been involved in training California State judges in the psychology of stereotyping, prejudice, and discrimination, and how they might operate implicitly, and undermine fairness, in the courtroom.

His most recent publication is ***Suspect Race: Causes and Consequences of Racial Profiling?*** (Oxford University Press, December 2014), which leverages a century's worth of research to give us the clearest, in-depth, and accessible understanding to date about the controversial and disturbing practice of racial profiling.



Angela F. Chan is a policy director and senior staff attorney managing the Criminal Justice Reform Program at Asian Americans Advancing Justice - Asian Law Caucus in San Francisco, which is the nation's oldest legal and civil rights organization serving the low-income Asian and Pacific Americans. Angela represents immigrant families who have youth caught in the juvenile justice system, and youth who are harassed or discriminated against in the K-12 education system. She also works on policy reforms to disentangle local police from immigration enforcement. She co-led the campaign to pass the TRUST Act (AB 4), a state bill which was signed into law and went into effect in January 2014, to set a statewide minimum limit on detentions in response to ICE hold requests. Angela was named a Local Hero by the San Francisco Bay Guardian, given a Monarch Award by the Pacific Asian American Women Bay Area Coalition, selected for a 40 Under 40 Leadership Award from the New Leaders Council, and

named a Best Under 40 attorney by the National Asian Pacific Bar Association.

Angela served on the San Francisco Police Commission for four years, which is a chartered city civilian commission that adjudicates officer disciplinary cases and sets policies for the police department. Angela earned a J.D., cum laude, from Harvard Law School and a B.A., summa cum laude, from Occidental College.



LaDoris Hazzard Cordell, a 1974 graduate of Stanford Law School, was the first lawyer to open a law practice in East Palo Alto. In 1978, she was appointed Assistant Dean for Student Affairs at Stanford Law School, where she implemented a successful minority admissions program.

In 1982, Governor Jerry Brown appointed Ms. Cordell to the Municipal Court of Santa Clara County. In 1988, Judge Cordell won election to the Superior Court of Santa Clara County, making her the first African American woman to sit on the Superior Court in northern California. After 19 years on the bench, she retired and began employment at Stanford University as Vice Provost & Special Counselor to the President for Campus Relations. After eight years, she retired from that position in 2009.

In November 2003, Judge Cordell, accepting no monetary donations, ran a grassroots campaign and won a 4-year term on the Palo Alto City Council. Judge Cordell has been an on-camera legal analyst for CBS-5 television and a guest commentator on Court TV.

Judge Cordell is currently the Independent Police Auditor for the City of San Jose, having been appointed to that position after a national search, in April 2010.



Rasheed Shabazz is a writer, photojournalist, and educator. He double majored at UC Berkeley in African American Studies and political science, and minored in City and Regional Planning. His research interests include housing and community development, urban history, the black press and the politics of higher education.

He was recently a fellow at the Haas Institute for a Fair and Inclusive Society, and previously a visiting scholar at Berkeley, teaching a journalism course on the history of the black press in U.S.

He's been covering protests since the Justice for Oscar Grant Movement, and regularly writes about policing and law enforcement. He is currently working on an academic article comparing historical efforts to create police oversight boards in Oakland.

Shabazz teaches in Oakland and works as a freelance reporter covering the East Bay.

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Chief Sean Whent joined the Oakland Police Department in 1994. During his career, he worked in the Patrol Division, Support Operations Division, Criminal Investigations Division, Internal Affairs Division and the Office of Inspector General. He has also served as a Field Training Officer and an instructor in the Police Academy. In 2012, he was promoted to the rank of Deputy Chief and assigned to the Bureau of Risk Management. In May of 2013, he was appointed as the Interim Police Chief upon the sudden retirement of the chief. On May 14, 2014 he was appointed as the Chief of Police for the Oakland Police Department. Chief Whent has attended the Senior Management Institute for Police.

He holds a Bachelor's Degree in Criminal Justice Administration from California State University East Bay and a Master's Degree in Criminology, Law and Society from the University of California at Irvine.

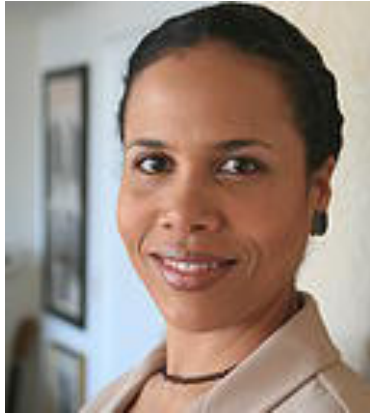
Race in Media		
Thursday, April 16th 12:00pm – 1:30pm	GSPP Room 105	<p>This panel will discuss the portrayal of communities of color in the media that have likely fostered unconscious racial biases. Conversely, the panel will also provide examples of protesting racism and raising awareness of these biases through entertainment like comedy and documentaries. Throughout this overview, the session will focus on how public policy may mitigate the media's cultivation of our unconscious biases.</p> <p><u>Speakers:</u> Kathleen Antonia Tarr, J.D. filmmaker, performer, Lecturer in Stanford University's Program in Writing and Rhetoric Raymond Telles, filmmaker, producer and director for public and network television, ABC's Turning Point and NBC's Dateline, Adjunct Assistant Professor, Department of Ethnic Studies, UC Berkeley Julie Thi Underhill, Ph.D Student and Instructor, Ethnic Studies Department, UC Berkeley</p> <p><u>Moderated by:</u> Elisa Diana Huerta, Program Director, Multicultural Center, UC Berkeley</p>



Elisa Diana Huerta is a Brawley born and Tejas raised organizer, activist, artesana and scholar. After receiving bachelor's degrees in Mexican American Studies, Cultural Anthropology, and Plan II from the University of Texas at Austin, Elisa moved to Santa Cruz, CA in order to pursue a Ph.D. in Cultural Anthropology with parenthetical notations in Latin American & Latino Studies and Feminist Studies. She spends a lot of time thinking and writing about expressive culture, performance, women of color praxis, and indigeneity. Organizing and planning events, setting up mics, teaching, and art-making make her heart happy. As the Director of the Multicultural Community Center at the University of California, Berkeley, Elisa works to create dynamic and engaged spaces where students, faculty, staff, and community members can learn, heal, create and vision.



Born of Cham and European descent, **Julie Thi Underhill** is an artist, activist, and scholar based in the Bay Area. Her [creative work](#) includes film/video, photography, performance, painting, poetry, and memoir essay. Her activism includes two Cham delegations to the Forum on Minority Issues at the UN Human Rights Council in Geneva, focused on guaranteeing the rights of women in 2011 and on religious minorities in 2013, and one delegation to Capitol Hill. She has received fellowships from the Chancellor at UC Berkeley and the William Joiner Center for the Study of War and Social Consequences at University of Massachusetts Boston. As a board member of the [Diasporic Vietnamese Artists Network](#), she served for three years as a managing editor of [diaCRITICS](#). Currently a graduate student instructor/lecturer at UC Berkeley, Underhill holds a BA from The Evergreen State College (Social History, Fine Art, Film/Video) and a MA (Ethnic Studies) from UC Berkeley. Through her doctoral studies at UC Berkeley, her scholarship focuses upon Cham American history, memory, and cultural production.



A graduate of UC Berkeley and Harvard Law School, **Kathleen Tarr** served in the "legal peace corps" as a Skadden Fellow and practiced public interest law in the Bay Area for six years before transitioning to acting professionally full-time. After more than a decade of voiceover and on-camera television, film, commercial, and stage appearances, she began working behind the camera writing, producing, and directing a variety of projects. Notably, Kathleen's feature length documentary about discrimination in the USA's entertainment industry - "Getting Played: who's playing you?!" - received Honorable Mention in the 2010 International Black Women's Film Festival. She organized a symposium of the same name, "Getting Played," at Stanford University this past February in ongoing efforts to address the lack of equity in entertainment media.

Kathleen is slated to present the General Session at this year's State Bar Annual Meeting, continuing to focus on developing a coalition to remedy employment discrimination in one of the industries she believes most influences social (in)justice. For more information, please visit the Symposium website kantonian.wix.com/symposium2015 or contact Kathleen directly at ktarr@stanford.edu.



Raymond Telles's 20-year career in film and television includes the production of numerous documentaries and news magazine segments. He has produced and directed for public and network television, including ABC's Turning Point and NBC's Dateline. His independent productions include films for the National Endowment for the Arts, the National Endowment for the Humanities and ITVS. Telles co-directed and produced The Fight In The Fields: César Chávez and the Farmworkers' Struggle, a feature documentary on César Chávez and the farmworkers' movement, which was in documentary competition at the 1997 Sundance Film Festival. Telles has produced more than 30 documentaries, including the PBS Frontline program Children of the Night, which won a DuPont-Columbia Gold Baton Award as well as a number of other honors. Telles recently produced Eye on the Universe

for Discovery Networks International, Miracle Babies for MSNBC Investigates and segments for Life 360 (PBS) and ABC's Nightline. Telles has won numerous awards, including three Emmys, two PBS Programming Awards for News and Current Affairs, the Ohio State Award, an ALMA Award, a NATAS Community Service Award, top honors in the San Francisco, American Film and Video Association, Chicago, and New York film festivals and two CINE Golden Eagles. He has an M.F.A. in film from UCLA and is a member of the Writers' Guild of America and the National Academy of Television Arts and Sciences. Telles is currently an Adjunct Assistant Professor in UC Berkeley's Department of Ethnic Studies.

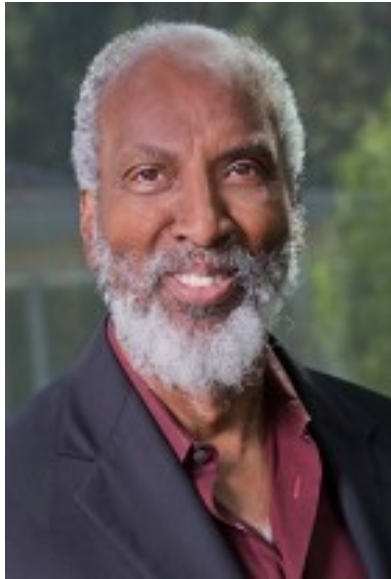
Race in Policy Closing Panel		
Friday, April 16th 3:00pm – 4:30pm	GSPP Room 250	<p>This closing panel will explore how the Mind Sciences inform policymaking and its connection to structural racialization, as well as ways in which policymakers can address racial disparities through public policy.</p> <p><u>Speakers:</u> Luan Huynh, Policy Attorney, Child Care Law Center John a. powell, Professor of Law; Professor of African American Studies and Ethnic Studies; Robert D. Haas Chancellor's Chair in Equity and Inclusion; Director, Haas Institute for a Fair and Inclusive Society; UC Berkeley Nicole Vazquez, Deputy Chief Consultant, California State Assembly's Committee on Budget</p> <p><u>Moderated by:</u> Rucker Johnson, Associate Professor of Public Policy, Goldman School of Public Policy</p>



Rucker C. Johnson is an Associate Professor in the Goldman School of Public Policy at the University of California, Berkeley. His graduate and postdoctoral training is in labor and health economics. He received his Ph.D. in economics in 2002 from the University of Michigan and was the recipient of three national dissertation awards. Johnson was a Robert Wood Johnson Scholar in Health Policy from 2002 to 2004. His work considers the role of poverty and inequality in affecting life chances. He has focused on such topics as low-wage labor markets, spatial mismatch, the societal consequences of incarceration, the socioeconomic determinants of health disparities over the life course, and the effects of growing up poor and poor infant health on childhood cognition, child health, educational attainment, and later-life health and socioeconomic success.

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Luan Huynh is a Policy Attorney at the Child Care Law Center (CCLC). She recently joined CCLC to fight for systemic changes to the child care system. Prior to that, Huynh was a Lecturer at Berkeley School of Law and a Supervising Attorney in the Health and Welfare Practice at the East Bay Community Law Center (EBCLC). In that role, Huynh harnessed the power of clients, students, and community advocates to improve public benefits programs. Huynh also worked in housing for a year providing legal assistance to those getting evicted, facing rent increases, or facing landlord-tenant problems. Huynh was previously a district representative for a California assemblymember and a secretary to the Santa Clara County Registrar of Voters before attending law school. Huynh, along with her partner, are raising two nieces and their son and daughter. Huynh was raised on welfare.



John A. Powell is an internationally recognized expert in the areas of civil rights and civil liberties and a wide range of issues 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, Professor 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.



Nicole Vazquez serves as a Deputy Chief Consultant with the California State Assembly Budget Committee and has staffed the committee since 2007. She is responsible for the budgets in the human services arena, including CalWORKs, CalFresh, SSI/SSP, In-Home Supportive Services, child welfare and foster care, and aging services. Prior to this, she was a consultant with the Senate Health Committee, where she analyzed legislation and staffed bills across a range of health areas, including long-term care and chronic disease. Nicole has also worked as the legislative director for the California Primary Care Association and as a legislative aide. Prior to moving

to Sacramento, she was a research analyst with the City of Los Angeles Charter Reform Commission and a John Gardner Public Service Fellow with the Los Angeles Unified School District's Board of Education and Office of Government Relations. A native of inner-city Los Angeles, she earned her B.A. degree from Stanford University, where she studied English Literature and Political Science. She has served on the Board of Directors for the Chicano/Latino Youth Leadership Project and the Women's Foundation of California, serving as Chair for the latter during her seven-year tenure on that board.