

# Expanding the Circle of Human Concern

ADVANCING BELONGING SINCE 2012

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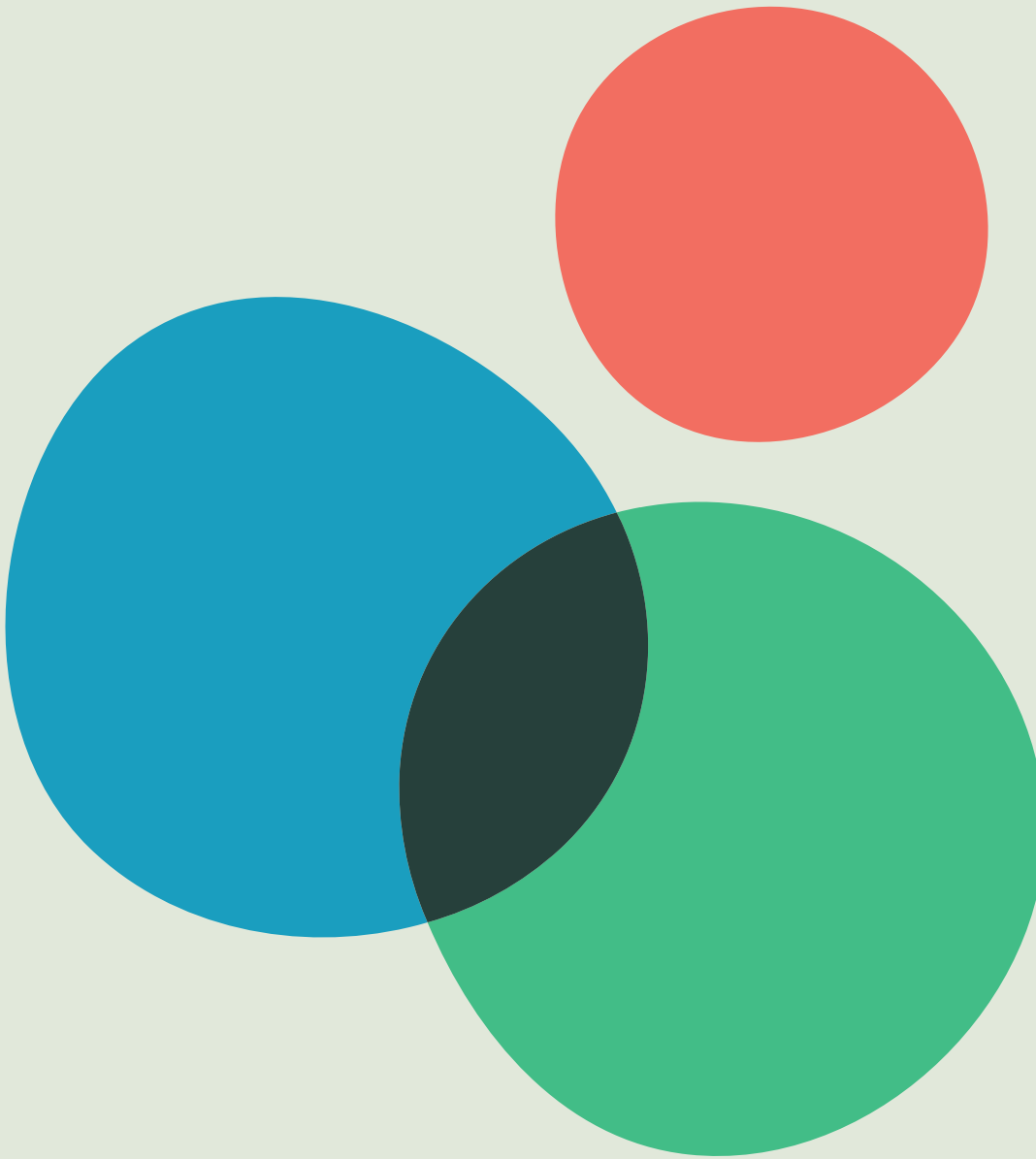
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## FOREWORD

# Letter from the Director


There are two prevailing stories about our world today.

One is an all too familiar story rooted in domination and exploitation and fueled by manipulating and manufacturing fear. This story reads as if we are living in a world where entire communities, and even the earth itself, are treated as the “other,” as though their well-being isn’t essential to all of our futures. This story is organized around a small “we” that is increasingly disconnected and isolated.

The other story is one of a larger “we.” It is an expansive story, rooted in compassion and respect, and motivated by the belief that we are all connected to each other and to our planet. This story does not ask us to sublimate those parts of our identities that give us meaning. This story offers all of us a place in co-creating the world we want to be part of.

Since our inception in 2012, our work has been guided by a belief in this second story. Formerly as the Haas Institute for a Fair and Inclusive Society and now as the newly-named Othering and Belonging Institute, our work has been animated by an unwavering conviction in the foundational belonging of all people and care for the living earth—where belonging means we share the earth, we share our concerns with each other, we share our dreams, and we commit to care about, nurture, and even love each other in our similarities as well as differences.

This report is one chapter in our story. It is a look at our first seven years\* as a formal center of scholarship, activism, and inquiry at UC Berkeley. It illustrates the deep, collaborative work we’ve been involved in—with scholars, community members, policymakers, government, artists, students, and with each other. When these areas are in alignment, this is where real change can happen.



john powell (standing)  
with Institute staff at the  
2019 Othering &  
Belonging conference

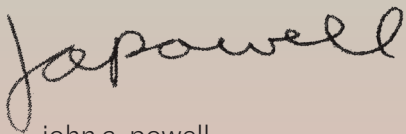
By changing our name to the Othering & Belonging Institute, we aimed to more closely connect the identity as an organization to the work we've been doing. Our new name reflects our efforts and vision to build a society where the circle of human concern extends to each and every person and where we recognize and honor our interconnection with the earth.

While this report illustrates our efforts and accomplishments so far, it also suggests our aspirations for the future as well. Who we are and who we are becoming are among the most important questions that contribute to the dynamics we see in the world today, but within those questions also lie our best hope for the future. We have been doing the work of illuminating the possibilities of those questions and how understanding them will result in a world where our circle continues to expand.

The depth and scale of our work represented in this impact report is inseparable from the relationships and partnerships we have been part of since our inception and many years before.

I am humbled and honored to work with so many of you whose stories of commitment to a more fair and inclusive future, which are part of a shared story of our larger we, are reflected in these pages.

Yours in belonging,



john a. powell  
Director, Othering and Belonging Institute  
Professor of Law, African American, and Ethnic Studies,  
University of California, Berkeley

*\*This report encapsulates work we've done from our founding in 2012 to the end of 2019.*

From left: john powell with  
Jovan Scott Lewis, Hilary  
Hoynes, Ashara Ekundayo





## INTRODUCTION

# Why This Report?

The Othering & Belonging Institute at the University of California, Berkeley is a vibrant hub for researchers, community leaders, policymakers, and communicators, and other committed stakeholders. The Institute advances research, policy, and ideas that examine and remediate the processes of exclusion, marginalization, and structural inequality—what we call *othering*—in order to build a world based on inclusion, fairness, justice, and care for the earth—what we call *belonging*.

We have been doing this work since 2012—first, under the name of the Haas Institute for a Fair and Inclusive Society and now under our new identity as the Othering & Belonging Institute at UC Berkeley.

The Institute grew out of a core group of engaged scholars at UC Berkeley who had organized around thematic topics related to marginalization and inclusion, including disability studies, public health, race and education, LGBTQ citizenship, religious pluralism, among others. Out of these clusters a formal center was born in 2012, made possible by a foundational grant from the Walter & Evelyn Haas, Jr. Fund. Support from the Haas Jr. Fund, and other members of the Haas family, endowed seven faculty chairs to lead each of the research clusters, and brought John A. Powell to UC Berkeley to lead the Institute as its inaugural director, where he holds the eighth endowed chair.

The Institute was and remains unique in academic institutions for the breadth of its vision and the scale of its scholarship and structure.

From the beginning our understanding of marginalization and exclusion was informed by a wider view of how groups are situated in society based upon race, gender, sexual orientation, ability, and religion, and how policy, legal, and cultural interventions can remediate these cleavages and facilitate more equitable outcomes. We have consistently insisted on recognizing the centrality of how structures and systems work to create or exacerbate othering or belonging. This orientation has given us key insights into dynamics such as structural racism, mass incarceration, the crisis of affordable housing, corporate misalignment, public finance, among other broad issues. Throughout our work, we push for reforms that can unlock transformative change, prioritizing those who are the most targeted or marginalized, while doing work that benefits all.

This approach is the framework we call **“othering and belonging”** where **belonging** describes values and practices where no person is left out of our circle of concern. Belonging means more than having just access, it means having a meaningful voice and the opportunity to participate in the design of political, social, and cultural structures. Belonging includes the right to both contribute and make demands upon society and political institutions.

To formalize our commitment to this central framework, we renamed ourselves the **Othering and Belonging Institute** in 2019. As the introduction of our new name is a pivotal moment in our history, we took the opportunity to look back in order to evaluate our first seven years of work. The result is this **Impact Report**.

## Guiding Principles

Since the inception of the Othering & Belonging Institute in 2012, our work has been guided by the following four goals, which we use as guideposts to orient our work.

**Advancing multidisciplinary research, analysis, policy, and strategic narrative.** The Institute’s research examines the structural and cultural impediments to belonging and the othering processes that block the benefits derived from an equitable society. We address complex and intertwined issues holistically, cultivating research contributions and collaboration across fields. Our work is centered on the needs of people in order to expose the way othering creates marginality and deprives people of their full belonging.

**Building relationships among diverse groups and across disciplines.** The Institute aligns our research efforts with the needs of community organizers, policymakers, and other stakeholders. Community-centered collaborations help inform our research while our scholarship helps community partners and policymakers with strategies and policy, increasing our mutual effectiveness at many levels. This type of relationship building moves beyond just coalitions toward deeper synergy, and is strengthened by time and interaction that ultimately yields a greater capacity to effect change.

**Employing strategic communications to illuminate research and impact policy.** To be most successful, 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. Our communications and cultural strategy 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 citizenship or free speech, is framed in public discourse, in order to construct and employ new narratives that speak to people at multiple levels.

**Making a difference.** Above all, we seek to make a difference. Our ultimate goal is to reduce inequality and help bring about a more just and equitable society with true belonging. We develop research and work with marginalized communities to advance policy and interventions that can bring about true belonging.



Portrayed in this report are illustrative examples of our work—not meant to be comprehensive, but instead to showcase projects that illustrate the way we approach our work as well as the breadth of our focus areas. The diversity represented here underscores the way the Institute’s approach has always been multidisciplinary and cross-sectoral—rejecting the push to stay in a singular lane, we do our work in a way that aims to break down silos.

We have divided this report into the following five categories that reflect our progress towards our vision over our first seven years:

The first impact area we look at is our work in producing **Responsive Research**. Here we explore where our research has been directly responsive to community needs, diagnostic in nature, and has illustrated the scope or nature of a problem in order to build public will for change.

The second area of impact provides examples of how we’ve been able to **Shift Public Discourse**, raising public awareness and increasing the usage of key frames in scholarship, media, and the broader discourse around social change.

In our third impact area, we look at **Policy and Practice** as a specific area of work where we have brought our work to bear on vital policy and legal issues, advanced policy reform, and worked with policymakers to implement reforms.

In our fourth section on **Campus Climate**, we showcase our impact on the UC Berkeley campus to build a more diverse and equitable faculty and student body, and how our Institute affiliated faculty have made a significant impact on influential and cutting-edge policy issues.

And in our last category of impact we look at the larger work of **Building an Ecosystem of Belonging**, which captures how our work has helped to influence social movements, support equity infrastructure, train the next generation of leaders, and created innovative and transformational spaces for public engagement and dialogue.

Institute staff and faculty pictured, from left: Stephen Menendian, Karen Nakamura, Mahasin Mujahid, Taeku Lee, and Olivia Araiza



# Where Have We Catalyzed Impact?

The following five sections showcase the work of the Othering & Belonging Institute in the following categories of impact.

1

## **Responsive Research**

Produce new and responsive scholarship that meets critical and emerging community needs.

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2

## **Shifting Public Discourse**

Raising public awareness and broader application of our frames.

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3

## **Policy and Practice**

Develop and advance strategic, innovative, and equitable policies and practices.

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4

## **Berkeley Campus Climate**

Recruit, hire, and invest in a diverse and equitable UC Berkeley faculty and student body, and advance scholarship on vital issues related to marginalization and inclusion.

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5

## **Building an Ecosystem of Belonging**

Help shape leaders and movements, create spaces for public and civic engagement, and further bridging and dialogue that can advance belonging.





IMPACT AREA

# Responsive Research



## IMPACT AREA 1

# Responsive Research

New and responsive scholarship that meets critical and emerging community needs.

**THE INSTITUTE'S RESEARCH** agenda prioritizes the most essential components of a healthy life, such as housing, water, food, and belonging. The needs of marginalized communities drive our work to respond to that which is most harmful to our work building fair and inclusive societies, such as the threat of mass incarceration, rising authoritarianism, and our living planet in crisis, and we develop research to help better understand and respond to these realities.

One such example is in our work related to the profound housing crisis in California. In partnership with tenants and communities of color, we have produced research that became a cornerstone of efforts in California to strengthen protections for renters. This research was encapsulated in our **Opening the Door for Rent Control** report, which emphasized the need to protect renters in the state, especially given the mounting affordability and displacement crisis in California. The report was cited by grassroots leaders, elected officials, and several prominent media outlets as an essential component in influencing public debate around a ballot initiative to adopt statewide rent stabilization and provide just cause for eviction.

Another example of our community-responsive research is work we've done related to water equity in Detroit. Our research there described the backroom dealings that transpired in the aftermath of Detroit's bankruptcy in 2013, where it became clear that water as a resource in Michigan was something that even international creditors viewed as valuable. In partnership with local and community development groups in Detroit, the Institute co-published **Water Equity and Security in Detroit's Water and Sewer District**, a report on these issues which included a set of recommendations to ensure water security that would address historical injustices that Detroit's residents have long experienced. The findings, which were anchored in the Institute's framework of othering and belonging, spurred the Detroit City Council's Legislative Policy division to submit some of the report's key policy recommendations for adoption by the City council.



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**Opening the Door for Rent Control**

► [belonging.berkeley.edu/rentcontrol](https://belonging.berkeley.edu/rentcontrol)

VIEW REPORT



**Water Equity and Security in Detroit's Water and Sewer District**

► [belonging.berkeley.edu/detroitwaterequity](https://belonging.berkeley.edu/detroitwaterequity)

## PARTICIPATORY RESEARCH

Research that is not only responsive to needs but is also deeply participatory with communities is a cornerstone of the Institute's approach. Community leaders in Richmond, California have partnered with the Institute on participatory research projects that have resulted in significant gains in their community, formulating reforms and policy change that solve local problems. A primary illustration of this type of approach was a long-term collaboration between the Institute and residents of Richmond when a large development project was scheduled for the city. Led by UC Berkeley, the project was to create a second campus for the university in Richmond, an initiative that would result in the largest public project to be built in the city since the World War II shipyards.

Community leaders in Richmond reached out to the Othering & Belonging Institute to explore and strategize around what the impact of the massive project would be on their families, their jobs, the local economy, and more. A core set of Richmond community groups formed a partnership with the Institute to develop a strategy for how to ensure the campus could be an engine for social equity, inclusive policies, and well-being for their town. The Institute facilitated trainings, planning sessions, and technical assistance so that community members could be fully engaged in the campus planning and development agreement with policymakers and representatives from the university. A set of findings and recommendations from this work was published with partners in the report **Anchor Richmond**.

University officials ultimately decided not to move forward in building the new campus, but the momentum created by the Richmond community led to a follow-up initiative to design a platform that would ensure community governance and ownership when it came to future large-scale development projects. This process in turn led to the formation of the organization Richmond LAND (Local Action in Neighborhood Development), which now supports members of marginalized communities to carry out development projects that are grounded in their own needs. In 2018, this group led the design of a plan for a 200-acre city-owned parcel of land, which was ultimately adopted by the City of Richmond and integrated in its Request for Proposals for a developer.

Several pieces of scholarship have come out of this Richmond community work, and have served as tools that have advanced policy change. In 2015, the Institute published **Belonging and Community Health in Richmond**, an analysis of gentrification and displacement in the city. The report and related community actions garnered significant attention in the media and among elected officials. The following year, Richmond became the first city in California in 30 years to pass new rent control and just cause for eviction policies. In 2017, the Institute published **Housing Policy and Belonging in Richmond**, a comprehensive analysis of policies related to preventing displacement. The report brings together the work of a Richmond-based fellowship called Staying Power, partner organizations, and additional research and analysis from the O&B Institute, and has been used to develop two new policies in the city (see more about Staying Power in Impact Area 5).



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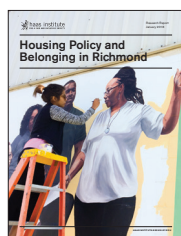
### **Anchor Richmond**

► [belonging.berkeley.edu/anchorrichmond](https://belonging.berkeley.edu/anchorrichmond)

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### **Belonging and Community Health in Richmond**

► [belonging.berkeley.edu/gentrificationrichmond](https://belonging.berkeley.edu/gentrificationrichmond)



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### **Housing Policy and Belonging in Richmond**

► [belonging.berkeley.edu/stayingpower](https://belonging.berkeley.edu/stayingpower)



Richmond, California community members and staff of the Othering & Belonging Institute at a meeting on local, sustainable development.

## DIAGNOSTIC RESEARCH

More broadly, the Institute works to equip communities, peer researchers, and the broader public with research and information related to marginalization and inclusion. This includes original research that seeks to better understand general conditions confronting communities or the creation of novel tools for assessing well-being. A prime example of the type of innovative research is our annual **Inclusiveness Index**. An original research tool, our Index measures dynamics of inclusion and group-based marginality in the United States and across the globe. Since 2016, we have ranked nation-states and states within the US by their level of absolute and relative inclusivity. Group-based differences the Index looks at include religion, (dis)ability, sexual orientation, citizenship status, race and ethnicity, and gender.

The Inclusiveness Index has become a global touchstone for understanding inclusion holistically rather than on the basis of a single dimension, such as race or class. The Index is unique as an equity instrument in that scores are not dependent on economic conditions, but flow from social standing and policy. Each annual report looks beyond the data to surface global or national trends—for example, the report has provided case studies on the rise in migration, the #MeToo movement, the global water crisis, and the harms of social media.

The Index has been a boon for researchers examining the issue of inclusivity. We have fielded inquiries from locations ranging from Australia to Portugal, with questions about how the model was created and how to incorporate it in other frameworks, including the EURO-Healthy Project model.

Another example of an original diagnostic tool the Institute has developed to assess a broader set of conditions can be found in our **Islamophobia Project**,



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**Inclusiveness Index**

► [belonging.berkeley.edu/inclusivenessindex](https://belonging.berkeley.edu/inclusivenessindex)



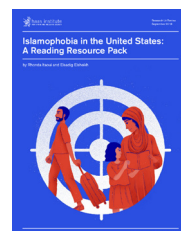
VIEW PROJECT  
**Islamophobia Project**

► [belonging.berkeley.edu/islamophobia](https://belonging.berkeley.edu/islamophobia)



which seeks to unmask the various ways in which the pernicious and pervasive dynamics of Islamophobia are influencing legal, political, and social landscapes across the globe. This project developed the first national database of legislation enacted in US state legislatures from 2010 to 2019 that was specifically anti-Muslim or anti-Islamic; a report that shed light on the coordinated and systematic efforts to dehumanize and perpetuate fear of Muslims in the US; and, the **Islamophobia Reading Resource Pack**, an annotated bibliography that identifies academic publications related to Islamophobia in the United States.

Finally, the Institute's original research tools include surveys that shed light on community opinion and perceptions of how marginalized groups are situated in our society, such as surveys the Institute designed and conducted in California, Nevada, and Florida through its Network for Transformative Change. One such instrument was the 2017 **California Survey on Othering and Belonging**. Produced in collaboration with partners, the survey questioned 2,440 Californian residents about their views on issues related to race, economics, and immigration, investigating community views on identity and inter-group dynamics. A main area underpinning the survey questions was how respondents' beliefs interact with their attitudes about the role of government. The survey findings underscored the significant progress made toward inclusive values and attitudes in California, but with some participants expressing support for exclusionary policies, it also shed light on threats to inclusive agendas posed by racial resentment and fear.



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### Islamophobia Reading Resource Pack

► [belonging.berkeley.edu/readingpackusa](https://belonging.berkeley.edu/readingpackusa)

VIEW SURVEY

### California Survey on Othering and Belonging

► [belonging.berkeley.edu/casurvey2017](https://belonging.berkeley.edu/casurvey2017)

Performers from Destiny Arts, an Oakland-based dance and youth development organization, on stage at the 2015 Othering & Belonging conference







# 2

IMPACT AREA

## Shift Public Discourse



## IMPACT AREA 2

# Shift Public Discourse

Raising public awareness and broader application of our frames.

**ANOTHER KEY MEASURE** of the Othering & Belonging Institute's impact is where it has been successful in influencing scholarship and shaping public discourse. This work to shift public understanding and will is animated by a belief that today's ecosystem of social change is best oriented towards a focus on **belonging**, which by our definition calls for the transformation of structures in society. This work is guided by the Institute's position that to address any major injustice, from mass incarceration to homelessness, we must ultimately redefine **who belongs**—who is deserving of our care and concern and who gets to decide. The Institute has been actively involved in work that reframes equity objectives to answer these questions. In centering the concept and application of belonging, the Institute has pushed conversations and work beyond the confines of a focus on equity and inclusion, just as those terms underwent a shift from previous aspirations of diversity and equality. We have found that inclusion may bring formerly-excluded groups within spaces and institutions, but too often has left power and privilege within those places untouched and unexamined, let alone how they or their relationships with other structures are organized.

## INFUSING NEW FRAMES & NARRATIVES

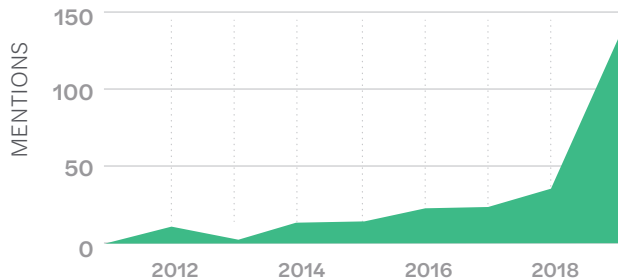
Since our first high-profile conference was held in 2015, and we launched our journal by the same name in 2016, it is clear that our efforts have contributed to belonging becoming a more salient frame and broadly-used social concept. See Figures 1 and 2 for the increase in major media mentions and on-line searches of the term “**belonging**” from 2011–2019. Notable figures who have served as keynote speakers at our conferences, such as *New York Times* columnist Charles Blow and social movement leader Rev. William Barber II of the

### TESTIMONIAL

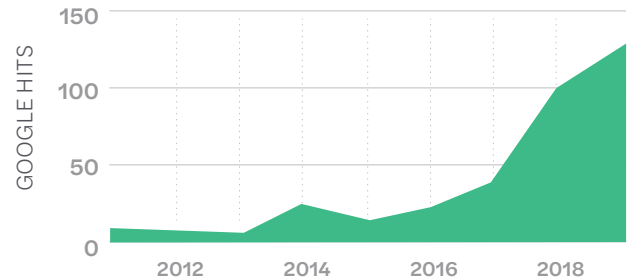
“There’s a way in which they have influenced the language, the lexicon of how we think and talk about the issues that we’re trying to address. So very rarely do you see a grantee who is transforming language in real time on the narrative space. They have contributed greatly around this construct of bridging and breaking. Are we creating pathways that either bridge or break individuals from feeling connected to a particular issue, which I think has been very helpful. So now our people are always asking: Is this a bridging or a breaking moment?”

Alvin Starks, Open Society Foundations

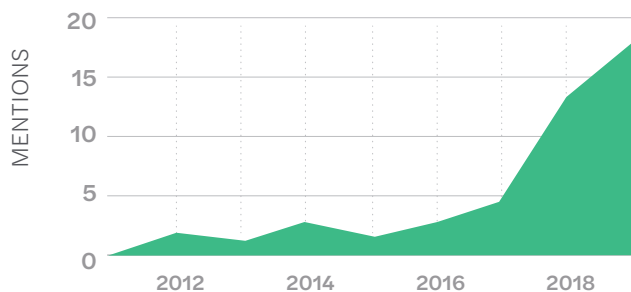
**FIG 1.**  
Number of “Belonging” Media Mentions,  
2011-2019



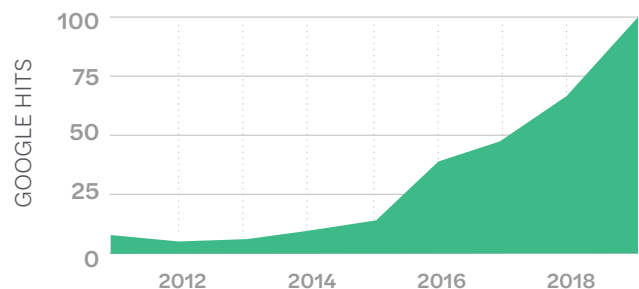
**FIG 2.**  
Number of “Belonging” Google Hits,  
2011-2019



**FIG 3.**  
Number of “Targeted Universalism” Media  
Mentions, 2011-2019



**FIG 4.**  
Number of “Targeted Universalism” Google  
Hits, 2011-2019



Poor Peoples’ Campaign, have incorporated and used the language of othering and belonging in their own work, reinforcing the frame to an ever-larger network of people.

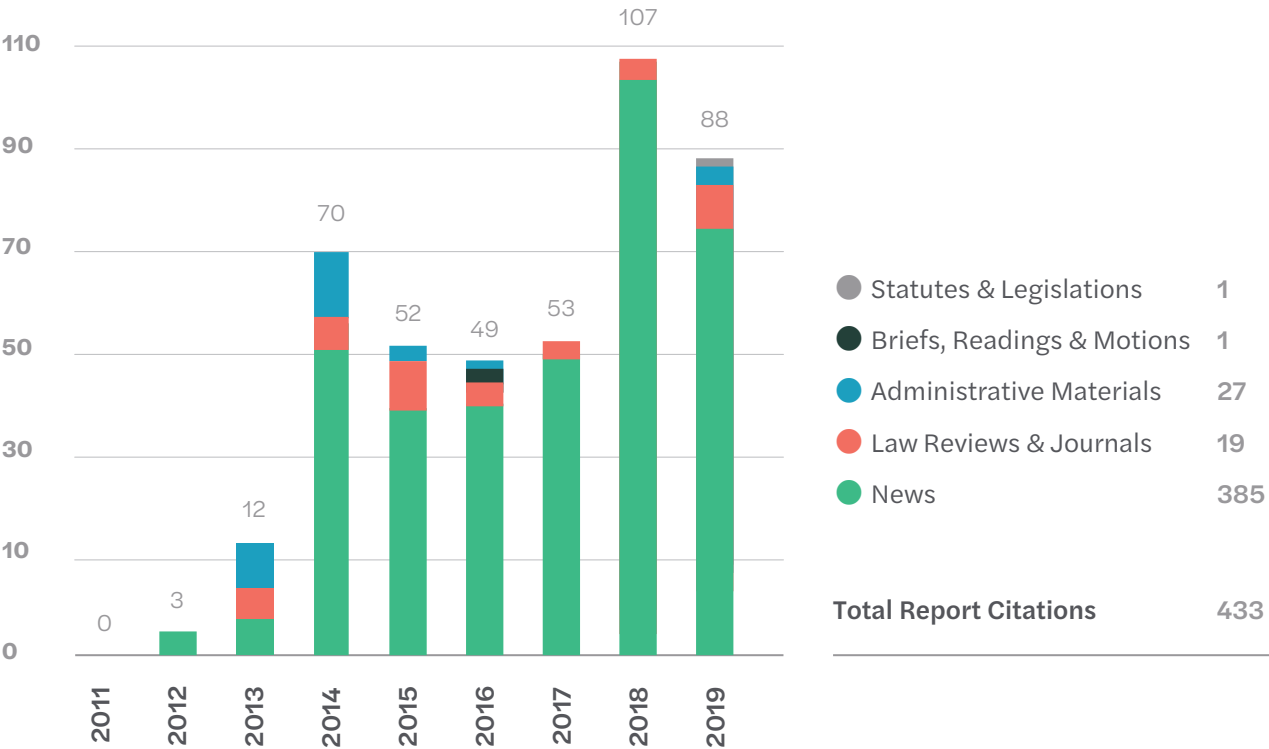
The Institute has tracked similar impacts with other key frames we have developed—for example, there was a measurable uptick in the media’s use of the term “**targeted universalism**” over the past five years. During the early years of the Institute, there were just six media references to the phrase, but since the first major public conference was held in 2015, the term has gotten more than 50 references by media outlets (see Figures 3 and 4).

In addition, the Institute’s efforts in highlighting “**breaking and bridging**” as a way to respond in an era of rapid global change have guided significant work in the social change sector. Breaking, which manipulates anxiety around change and results in a smaller “we,” has created the conditions for increased authoritarianism, rising nationalism, and at its most extreme threatens the existence of our living planet. Bridging, on the other hand,

**VIEW FRAMEWORK**  
**Bridging and Breaking**  
► [belonging.berkeley.edu/bridgingandbreaking](https://belonging.berkeley.edu/bridgingandbreaking)



**FIG 5.**  
Institute Citations 2011-2019



affirms our inherent connection to each other and our planet, celebrates our differences, incorporates our histories, and is based on an ethics of human dignity. Bridging calls on us to co-create a responsive government and create a bigger “we.”

Our work in advancing bridging has influenced much of our programmatic work, especially in our work to challenge dominant, exclusionary narratives and practices (see more in Impact Area 5). Since its earliest days, the Institute has prioritized its work around an understanding of how narratives and worldviews underpin our social, economic, and political dynamics and arrangements. The Institute has made developing and operationalizing an inclusive, strategic narrative a significant priority of its efforts to help shape public discourse, build effective movements, and influence work across a wide range of sectors. Collective work that is driven by a shared narrative helps to build public support and power for mechanisms, such as government, that are necessary to achieve the scale of change we seek. The Institute’s definition of narrative calls for an effective, responsive government, care for the earth, and an unwavering belief in the shared humanity and belonging of all people. Narratives must also speak to a deep sense of both who we are and also who we are becoming. Giving rise to a new, shared identity—the building of a bigger we—is needed for the transformative change we seek.

Richmond community leader Tamisha Torres speaks at a press conference to launch an Institute co-produced report on research and recommendations about development in the city.



## INFLUENCING SCHOLARSHIP

Our research has broadly shaped scholarship within and outside of academic institutions, motivating emerging scholars and incentivizing established ones to pursue inquiries relating to the frame of othering and belonging. We can track this influence by observing direct citations to our research. Between 2011–2019, the Institute has had 433 citations in other publications, according to Nexis Uni. The majority of these citations are news articles referencing the Institute’s work, but other categories include law review and other journal articles, administrative materials, court documents, and statutes/legislation (see Figure 5).

For example, our report series on **Racial Segregation in the San Francisco Bay Area** appeared in more than a half dozen comment letters to the Department of Housing and Urban Development, urging opposition to a proposed rule defining “disparate impact” standards. John A. Powell’s 2012 book, *Racing to Justice* has been cited nearly 100 times in works on topics ranging from the Flint water crisis to the role of arts in education. Our reports on the **Farm Bill** and food insecurity have received over a dozen individual scholarly citations. The foundational essay about othering and belonging, **The Problem of Othering**, authored by John A. Powell and Stephen Menendian has been cited dozens of times in many publications, including the *International Journal of Inclusive Education*, *Latino Studies*, and the *Canadian Journal of Law & Society*.

Other publications where scholarship from Institute researchers has appeared include *Race, Poverty, and the Environment*, the *Journal of Affordable Housing & Community Development Law*, *Brookings Review*, *National Civic Review*, *Journal of Public Health Policy*, and *California Law Review*.

## GALVANIZING MEDIA COVERAGE

The Institute’s work has been widely picked up in broader media as well. For example, our **Climate Refugees: The Climate Crisis and Rights Denied** report received in-depth coverage in prominent outlets including an in-depth interview with one of its authors, Hossein Ayazi, on *Democracy Now!* The

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### Racial Segregation in the San Francisco Bay Area

► [belonging.berkeley.edu/segregationinthebay](https://belonging.berkeley.edu/segregationinthebay)

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### The US Farm Bill

► [belonging.berkeley.edu/farmbillreport](https://belonging.berkeley.edu/farmbillreport)

VIEW ARTICLE



### The Problem of Othering

► [otheringandbelonging.org/the-problem-of-othering/](https://otheringandbelonging.org/the-problem-of-othering/)

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### Climate Refugees

► [belonging.berkeley.edu/climaterefugees](https://belonging.berkeley.edu/climaterefugees)

aforementioned series on racial segregation was covered in the *San Francisco Chronicle*, *San Jose Mercury News*, and local and TV outlets. Our **Opening the Door for Rent Control** report was featured in more than 15 local, state, and national outlets, including the *New York Times*, the *San Francisco Chronicle*, and the *Los Angeles Times*.

The **Institute's database** that tracks Islamophobic legislation was cited by several major media outlets including the *Guardian*, *New York Times*, *PBS News Hour*, and *Colorlines*, while the **Legalizing Othering** report on Islamophobia was prominently featured in articles in *Quartz*, the *Daily Beast*, and *Middle East Eye*.

The 2018 **Inclusiveness Index** was featured in a CNN article in which one of the authors explains why the US is consistently ranked less inclusive than northern European countries, while the 2019 Inclusiveness Index was covered by European media outlets from Norway and Croatia.

Our 2017 report on California's housing law, **Unfair Shares**, was covered by the *Los Angeles Times* and the *San Francisco Business Times*. The report and its ensuing coverage raised public awareness of a critical policy deficiency that ultimately led to new policy signed into law by the California legislature (see more on this in Impact Area 3).

The previously mentioned *California Survey on Othering and Belonging* generated extensive interest among media outlets across the country, receiving coverage in *Newsweek*, *San Jose Mercury News*, *San Francisco Chronicle*, and local television stations, among others.

Our conference, **Race and Inequality in America: The Kerner Commission at 50** also received ample coverage from more than a dozen outlets, including the *New York Daily News*, the *San Francisco Chronicle*, and several radio programs.

## COMMUNICATIONS IMPACT

The Institute's media work is emblematic of a larger, foundational approach to **strategic communications**. The Institute's communications approach involves a deep understanding of how key social change concepts are framed, reproduced, or manipulated and an openness to new and innovative approaches as rapid changes across sectors and technologies continue to transform the information landscape.

The communications arm translates, elevates, and disseminates the Institute's work through an extensive suite of tools and methodologies and outreach to its many target audiences. The Institute has published more than 60 publications since 2012, including research reports, primers, and policy briefs. In-depth **bi-annual news magazines** and regular newsletters have served as the primary source of Institute news, but have also offered original content—from the earliest editions in 2013 that included an original study on the impacts of Hurricane Sandy and a comparison of marriage equality by race and sexual orientation to more recent editions featuring in-depth profiles of faculty, partners, and long-form features that expand on Institute initiatives, such as cultural strategy and civic engagement.

### VIEW REPORT



#### Opening the Door for Rent Control

► [belonging.berkeley.edu/rentcontrol](http://belonging.berkeley.edu/rentcontrol)

### VIEW REPORT



#### Legalizing Othering

► [belonging.berkeley.edu/legalizing-othering](http://belonging.berkeley.edu/legalizing-othering)

### VIEW REPORT



#### Unfair Shares

► [belonging.berkeley.edu/unfairshares](http://belonging.berkeley.edu/unfairshares)

### VIEW EVENT



#### The Kerner Report at 50

► [belonging.berkeley.edu/kerner50](http://belonging.berkeley.edu/kerner50)

### VIEW PROGRAM



#### Strategic Communications

► [belonging.berkeley.edu/comms](http://belonging.berkeley.edu/comms)



### VIEW PUBLICATIONS

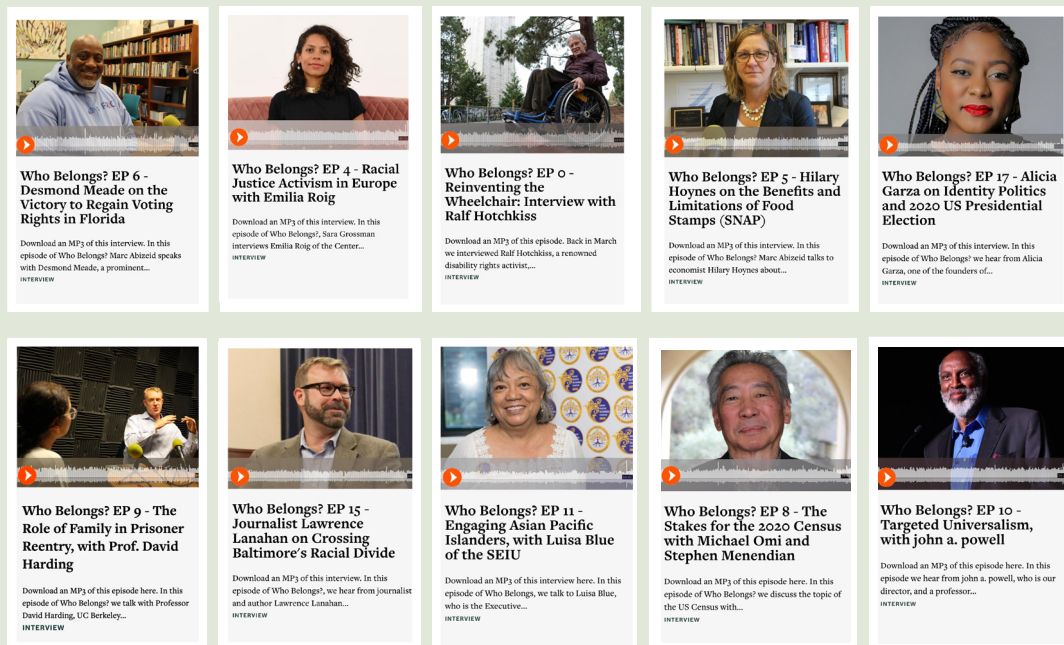


#### Institute News Magazines

► [belonging.berkeley.edu/newsletters](http://belonging.berkeley.edu/newsletters)

## Podcast Highlights

[belonging.berkeley.edu/whobelongs](http://belonging.berkeley.edu/whobelongs)



To expand and familiarize its central framework, the Institute established a new forum in its **Journal of Othering & Belonging**. Featuring an online edition and a print edition, each of the issues published to date has contained content that spans academia, the arts, and community practice. The Journal is a space to spark dialogue about key issues and the relationships between them, while lifting up new approaches to policy change. The Journal's flagship article, The Problem of Othering, has the most scholarly citations of any of our publications in our first seven years.

The Institute's evolution of a robust multimedia unit has also been an integral part of its communications footprint. Our **YouTube** channel has become a vibrant hub of interviews, explainer videos, and recorded talks. Since it was created in 2015, the channel has recorded more than 200,000 views and 30,000 hours of watch time. In 2019 alone, more than 87,000 views and 13,500 hours were registered, averaging about 36 hours of watch time per day. Those figures were more than double of the previous year, which followed a similar trend between 2018 and 2017.

Launched in 2018, another pivotal tool the Institute has developed to reach broader audiences is its podcast, entitled **Who Belongs?** The podcast has featured interviews with faculty, authors, and community leaders, such as: Florida's voting rights restoration campaign with organizer Desmond Meade; social safety net programs with renowned economist and Institute faculty chair Hilary Hoynes; voter suppression in the last gubernatorial election in Georgia with filmmaker Robert Greenwald and African American Studies Professor Carol Anderson; segregation in Baltimore with journalist Lawrence Lanahan; identity politics with Black Lives Matter co-founder Alicia Garza; and, a range of other topics.



VIEW PUBLICATION  
**Journal of Othering and Belonging**

► [otheringandbelonging.org](http://otheringandbelonging.org)

SOCIAL MEDIA  
▶ **O&B YouTube Channel**

► [youtube.com/otheringandbelonging](http://youtube.com/otheringandbelonging)

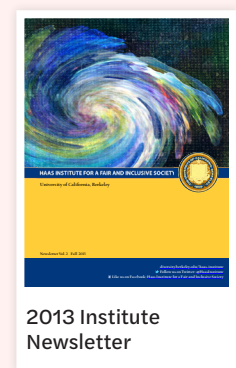
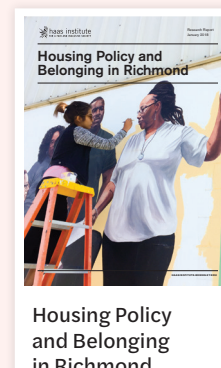
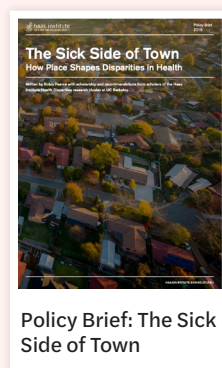
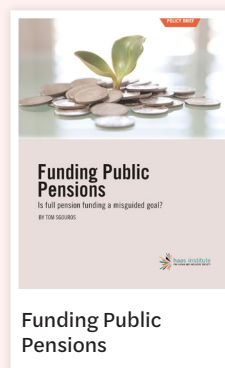
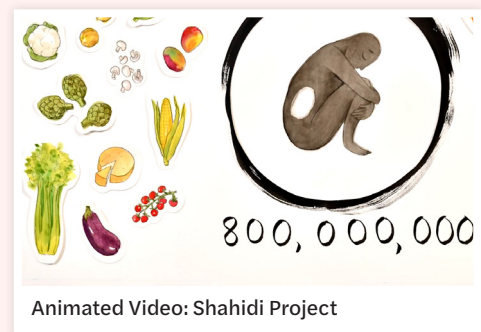
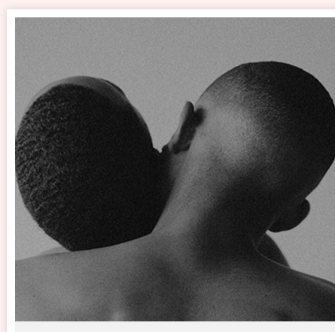
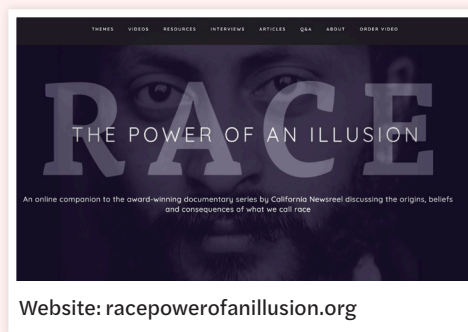
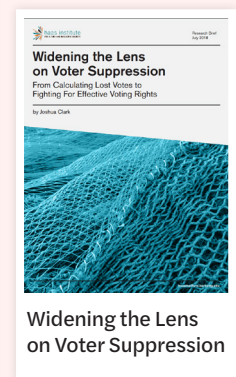
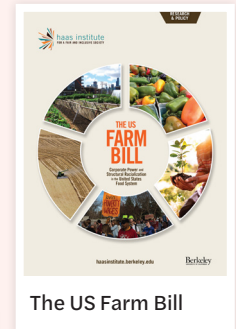
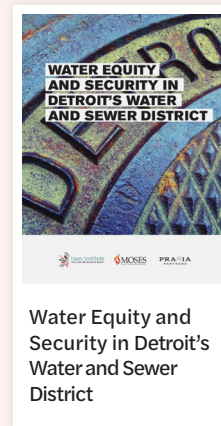
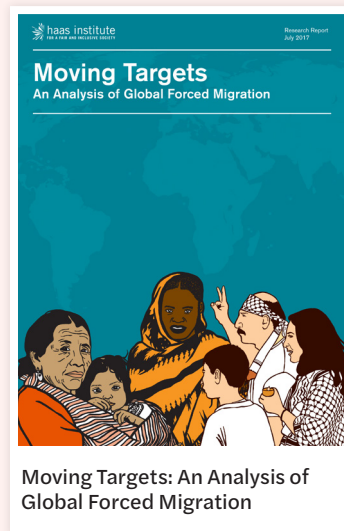
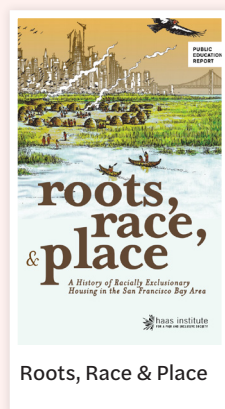
VIEW PODCAST  
▶ **Who Belongs?**

► [belonging.berkeley.edu/whobelongs](http://belonging.berkeley.edu/whobelongs)



# Shifting the Public Discourse, Influencing Policy and Practice

Examples of the Othering & Belonging Institute's public output since 2012, including research reports, curriculum and political education tools, videos, and animated explainers. For a full listing of all our public materials visit [belonging.berkeley.edu/resources](http://belonging.berkeley.edu/resources)

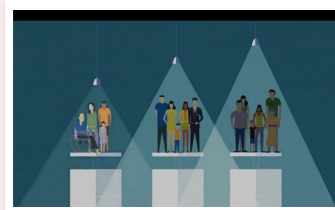




Policy Brief:  
Religious Diversity  
in America



A Pivotal Moment  
for the US  
Resettlement  
Program



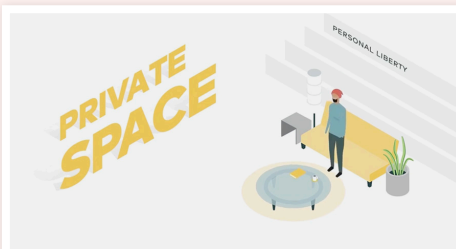
Animated Explainer:  
Targeted Universalism



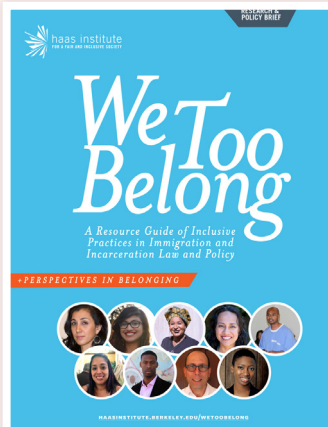
The End of Corporate  
Consolidation and  
the End of  
Competition



Inclusiveness Index  
Annual Report 2018



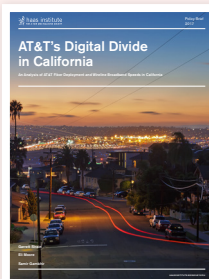
Animated Video:  
The Circle of Human Concern



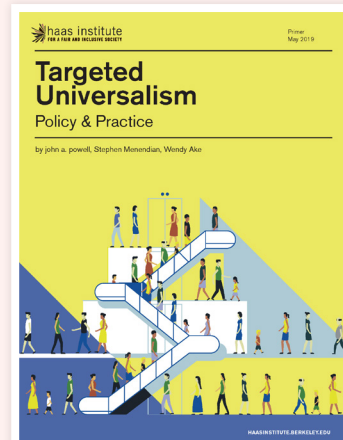
We Too Belong Resource Guide



Get out the Vote video: #vote4blackfutures



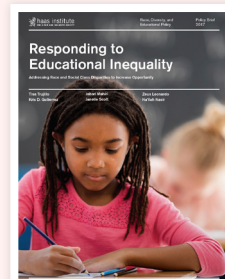
AT&T's Digital  
Divide in California



Primer: Targeted Universalism  
Policy and Practice



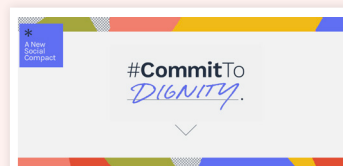
Animated Video:  
Bridging and Breaking



Policy Brief:  
Responding to  
Educational  
Inequality



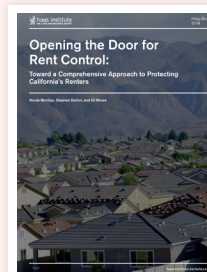
The Road Not  
Taken: The Kerner  
Commission at 50



A New Social Compact  
public campaign



Curriculum:  
Bridging & Breaking



Opening the Door  
for Rent Control

Another example of innovative multimedia, and among its most successful, are a **series of animated explainer videos** that explain key Institute frameworks. The Institute has produced three animated videos to date, ones on **Bridging and Breaking**, **Targeted Universalism**, and the **Circle of Human Concern**, which have together recorded a view count of more than 30,000 views. Each video has also served as the basis for a set of curriculum modules that center arts-based and popular education practices on each topic.

The Institute has also created several custom websites as public education tools and resources for educators, scholars, and community advocates. The Institute was a core partner in developing and launching a new companion website for the 2003 PBS documentary **Race—The Power of an Illusion**. While the film is more than 15 years old, it remains one of the most widely used teaching tools on race, as the ideas it presents, and the dangerous notions it dispels, remain deeply relevant today since many of our current structures are based on disproven notions concerning inherent biological differences between people. In 2019, the Institute staff and faculty produced a new website to house resources and information regarding the **400 Years of Resistance to Slavery and Injustice** initiative, which includes a custom, interactive timeline with almost 200 entries of descriptions and images of key events from 1619 to 2019 related to the legacy of slavery and struggles and victories in civil rights (more on this initiative in Impact Area 5). The Institute's Global Justice team worked for over three years on research to launch **The Shahidi Project**, an investigative and monitoring website that looks at the pernicious effects of corporate misalignment and domination in the food and agricultural system. In the wake of the 2016 election, the Institute published a web-based, interactive campaign that called for a **New Social Compact** that articulates a set of common values and principles centered on inclusivity and care and united against othering, hate, and bigotry. The New Social Compact garnered thousands of signatures and led to an initiative in California aligned around the same concept.

The Institute's multilateral approach to communications has allowed for many new pathways to advance the work. The development and formalization of an arts and culture strategy within the Institute is one such example. This strategy is animated by an understanding that belonging requires both a social and systems approach, as well as that which is reflective of the ontological and cultural. It is rooted in the recognition that culture is a foundational part of how we make meaning as human beings, and that arts and culture is a primary way to examine, clarify, and remediate the forces of othering.

To build the muscle for this work, the Institute hired a full-time, in-house arts and cultural strategist, part of whose work and research focus was to begin articulating a broader definition of cultural strategy related to the Institute's work and the social change field at large. The emergent results of this research were published in a 2019 report **Notes on a Cultural Strategy for Belonging**, which draws from a wide range of artist practices and includes findings on how cultural strategy is being used by peer advocacy groups, government entities, and institutions such as museums.



VIEW VIDEOS

### Animated Explainers

► [belonging.berkeley.edu/animatedvideos](https://belonging.berkeley.edu/animatedvideos)

VIEW WEBSITE

### Race-The Power of an Illusion

► [racepowerofanillusion.org/](https://racepowerofanillusion.org/)

VIEW WEBSITE

### 400 Years

► [400years.berkeley.edu/](https://400years.berkeley.edu/)

VIEW WEBSITE

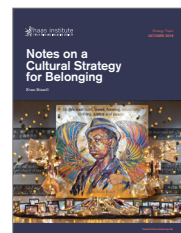
### The Shahidi Project

► [shahidi.berkeley.edu/](https://shahidi.berkeley.edu/)

VIEW WEBSITE

### New Social Compact

► [newsocialcompact.org/](https://newsocialcompact.org/)



VIEW REPORT

### Notes on a Cultural Strategy for Belonging

► [belonging.berkeley.edu/notesonaculturalstrategy](https://belonging.berkeley.edu/notesonaculturalstrategy)



Another element of this program was the establishment of an **Artist in Residence** program in 2018, which includes both a monetary stipend and a yearlong residency with the artist(s) working closely with Institute staff and researchers.

The Institute's arts and cultural strategy cuts across the Institute—it is a key device in how we expansively employ communications, it is an integrative power-building tool in our community-engaged work, and it is a key component in Institute public and civic engagement efforts (see more in Impact Area 5).

The Institute's efforts to define and shape local, national, and global conversations while spreading frameworks that can be applied broadly to bolster and deepen transformative change efforts is one of its most proud achievements. The Institute continues to develop new frames and narratives that support a social change agenda anchored in belonging, designed to equip communities and the broader public with resources they need to be successful and engaged advocates of change.

**VIEW PROGRAM**  
**Artist in Residence**  
► [belonging.berkeley.edu/air](https://belonging.berkeley.edu/air)



Pictured, from left: Rashad Robinson, Michael Bennett, and Linda Sarsour have all been speakers at Institute conferences





3

IMPACT AREA

Policy and  
Practice



## IMPACT AREA 3

# Policy and Practice

The Institute develops and advances strategic, innovative, and equitable policies and practices.

**THE INSTITUTE** has a strong policy focus, developing and advancing strategic, innovative, and equitable policies in partnership with social movements, advocates, and policymakers. To do this, we produce original research analysis of vital policy and legal issues, advance recommendations for policy reform, and work with policymakers to implement those reforms.

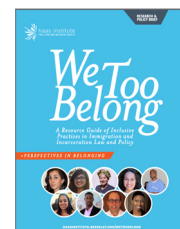
## POLICY ANALYSIS

The Institute analyzes existing or contemplated policy choices to illuminate problems that may otherwise go unnoticed. In addition to producing research prompted by community needs, as described in Impact Area 1, the Institute also conducts research and provides analysis on policy and legal issues that need reform. For example, our report **Unfair Shares: Racial Disparities and the Regional Housing Needs Allocation Process** illuminated how California's Regional Housing Needs Assessment (RHNA) process—an obscure, but vital policy issue—had broken down. After examining nearly two decades of data, our study discovered that less racially diverse cities in the Bay Area were being given lower goals for housing development, indicating that these cities were not being allocated their fair share of moderate and lower income housing. In 2018, the state legislature passed RHNA reform that quoted the Institute's research and will require jurisdictions to make more realistic and equitable assessments of housing need by income level.

Another example of how the Institute analyzes existing policy to provide fresh possibilities for change is the comprehensive research the Institute conducted over three years to illuminate best practices for inclusion for both formerly and currently incarcerated people and immigrants. The Institute published its findings and recommendations in a report entitled **We Too Belong: Inclusive Practices in Immigration and Incarceration Law & Policy**, as well as organized a one-day conference to workshop its findings with speakers from the immigrant rights movement, formerly incarcerated, public defenders, and legal researchers.

### VIEW REPORT **Unfair Shares**

► [belonging.berkeley.edu/unfairshares](https://belonging.berkeley.edu/unfairshares)



### VIEW REPORT **We Too Belong**

► [belonging.berkeley.edu/wetooobelong](https://belonging.berkeley.edu/wetooobelong)





From left: Piper Anderson, Marlon Peterson, and Raha Jorjani, speakers at the 2016 “We Too Belong” event which launched the Othering & Belonging Institute’s publication on solutions to the intersection of immigration and mass incarceration.

## POLICY INTERVENTIONS

We generate research in order to suggest avenues for change. One of the most visible pieces of research the Institute has published is a brief and infographic identifying six broad policy areas that would reduce economic and wealth inequality, such as raising the minimum wage and augmenting the Earned Income Tax Credit. **Responding to Rising Economic Inequality** was produced by our Economic Disparities cluster and draws upon research from its faculty, including Hilary Hoynes, a distinguished economist and the cluster chair, as well as Emmanuel Saez, Rucker Johnson, Robert Reich, among many other of its notable economic and policy thinkers. The policy brief, infographic, and John Powell’s accompanying blog post summarizing the brief’s findings are the most-visited and downloaded content from the Institute’s website.

Affiliated UC Berkeley faculty who are part of our seven faculty clusters (see more in Impact Area 4) engage in significant efforts to translate their research to policy. Emmanuel Saez and Gabriel Zucman provided input on Elizabeth Warren’s wealth tax. Hilary Hoynes served on a National Academy of Sciences Committee on a roadmap to reduce child poverty and has traveled extensively on speaking engagements promoting the findings. Danny Schneider advises cities on policies to improve scheduling for shift workers and Michael Reich advises cities on minimum wage policies. Media often draws on the expertise of many cluster scholars to speak to the ways in which income inequality is a major concern in the US economy.

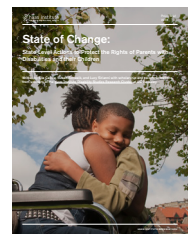
Another demonstration of Institute faculty’s engaged scholarship is a policy brief produced by the Institute’s Disability Studies faculty cluster, entitled **State of Change: State-Level Actions to Protect the Rights of Parents with Disabilities and Their Children**. Faculty collaborated with disability rights leaders and legal scholars to produce this report that details legislation that discriminates against parents with disabilities, and included recommendations for states to adopt non-discriminatory laws. These legislative changes are needed by at least 4.1 million disabled parents currently raising children under the age of 18 in the

### VIEW REPORT



#### **Responding to Rising Economic Inequality**

► [belonging.berkeley.edu/econinequalitybrief](https://belonging.berkeley.edu/econinequalitybrief)



### VIEW REPORT



#### **State of Change**

► [belonging.berkeley.edu/stateofchangepolicybrief](https://belonging.berkeley.edu/stateofchangepolicybrief)

US as well as by the roughly 6.1 million children who rely on them for care. The brief was shared widely with advocates and state and federal legislators, as well as delivered to members of Congress at an event in Washington DC.

The Institute has also suggested policy reforms that are outside mainstream policy discourse but which we believe are not only achievable, but also widen the window of discourse on what is possible in policymaking. In 2019 we began a series sharing ideas for bold policy reforms with the release of **Ending Legal Bias Against Formerly Incarcerated People**, a work that shows how the formerly incarcerated could be given greater protections by establishing a protected class status for them through municipal ordinances and other legal strategies.

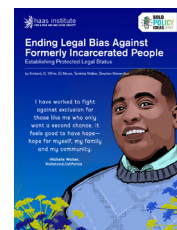
## POLICY REFORM AND LEGAL CHANGE

Our research and analysis has catalyzed policy change and positive legal outcomes. Our analysis of California's distribution of the **Low Income Housing Tax Credit** (LIHTC) program in California illustrated how the state was disproportionately awarding tax credits to developers siting low-income housing in racially and economically concentrated areas. This analysis led directly to policy reform when we partnered with the Department of Housing and Community Development and the Tax Credit Allocation Committee (TCAC) to tweak the siting criteria to allow more low-income families into racially and economically integrated neighborhoods with greater opportunity. TCAC applied maps developed by the Institute to work with state decision-makers to identify residential tracts within each region where the research suggests low-income families are most likely to thrive, and where they typically do not have the option to live—but might, if given the choice. From 2010 to 2018, 59 percent of TCAC federal award dollars—\$223 million—have been given to properties in such neighborhoods. In contrast, neighborhoods with high levels of resources have only received 15 percent of federal award money.

Early results indicate that these opportunity maps created by the Institute have doubled HCD's investment in moving low-income residents to high-opportunity neighborhoods. In 2019, since the adoption of the opportunity maps, 30 percent—\$17 million—of TCAC funds were allocated for new developments in high-opportunity neighborhoods. Not only has this effort spurred much-needed development in higher-resourced neighborhoods that will potentially impact thousands of households, but there are plans to expand these tools to look at opportunities for equitable development in more rural parts of California in 2020.

In addition to direct policy reform, the Institute actively works to strengthen the interpretation and implementation of existing laws to expand access to critical resources. For example, we have filed *amicus* briefs in the US Supreme Court and the California Supreme Court on multiple occasions, as well as testifying in legislative hearings. In each case, our efforts have contributed to favorable, and even surprising, rulings. (see Legal Research sidebar).

The Institute has also engaged in policy design to advance targeted universalism across local governments, shifting their policies and practices toward equity and belonging. The Institute has worked with partners to seed this approach across the social change sector for many years, to ensure advocates and

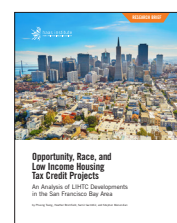


VIEW REPORT



### Ending Legal Bias Against Formerly Incarcerated People

► [belonging.berkeley.edu/boldpolicyideas/endinglegalbias](https://belonging.berkeley.edu/boldpolicyideas/endinglegalbias)



VIEW REPORT



### Opportunity, Race, and Low Income Housing Tax Credit Projects

► [belonging.berkeley.edu/lihtcsf](https://belonging.berkeley.edu/lihtcsf)



## Legal Research

The Othering & Belonging Institute's legal research work has made significant impact on shaping law and policy in the area of fair and affordable housing.

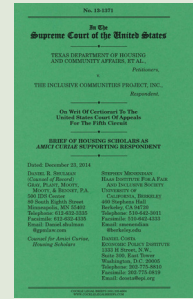
The (then Haas) Institute has filed *amicus briefs* in critical Supreme Court cases involving affordable housing, inclusionary zoning, and affirmative action. One, *Texas Department of Housing and Community Affairs v. the Inclusive Communities Project*, reminded the US Supreme Court that governmental policies created the segregated conditions of our metropolitan regions. The brief, which reiterated that “race-neutral” government and private housing decisions both perpetuate and exacerbate patterns of segregation, included a series of maps depicting patterns of segregation in the Dallas metropolitan region over five decades, illustrating how Texas’s implementation of the Low Income Housing Tax Credit program produced a discriminatory impact on communities of color. In its ruling, the Supreme Court referenced the Institute’s brief in sharing our view that disparate impact claims are necessary to ensure government actors take long-standing historical inequities like segregation into account when making policy, program, and budget decisions, rather than inadvertently continuing these patterns or making them worse.

The Institute also co-authored briefs filed in the Supreme Court’s review of the University of Texas’s affirmative action plan in *Fisher v. Texas* in 2012 and 2016, with favorable rulings. Our research continues to support equity in the courts.

### TESTIMONIAL

**“The Othering and Belonging Institute has been a source of leadership and support for my work documenting the origins of our nation’s residential racial segregation. In 2014, Stephen Menendian and I assembled a group of housing scholars to file an amicus brief with the US Supreme Court demonstrating that government involvement in the creation of segregation was sufficiently powerful to justify the Fair Housing Act’s prohibition of programs and policies that result in supporting segregation, even where explicit racial motivation cannot be proven. The Court cited the Institute’s brief in upholding a disparate impact standard under the Act.”**

Richard Rothstein, Author of *The Color of Law*; Senior Fellow, Othering and Belonging Institute and Distinguished Fellow, Economic Policy Institute

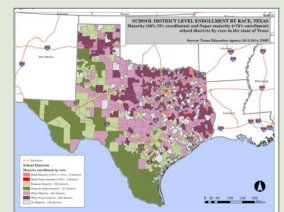


### VIEW BRIEF



#### Texas Housing v. Inclusive Communities Project brief

► [belonging.berkeley.edu/fairhousingtx](http://belonging.berkeley.edu/fairhousingtx)



### VIEW BRIEF



#### Fisher v. Texas

► [belonging.berkeley.edu/fisher-v-texas](http://belonging.berkeley.edu/fisher-v-texas)

policymakers pursue policy solutions that are outcome-oriented and inclusive of everyone. The Institute developed a **Targeted Universalism primer** that provided a roadmap for designing policy to serve groups who are often excluded, while promising to improve outcomes for all communities. The primer is part of the Institute's efforts to partner with municipalities to adopt targeted universalist policies across the country.

For example, California adopted targeted universalism in its early childhood education framework after the Institute Assistant Director Stephen Menendian presented a set of recommendations to the Commission in 2018 where he explained how targeted universalism frameworks differ from traditional universal or targeted approaches, and demonstrated how they are better designed to achieve equity outcomes. As a result, in 2019, the California State Assembly's Blue Ribbon Commission on Early Childhood Education incorporated targeted universalism as a framework for expanding early childhood access to all students and families regardless of race, income, or background in their draft recommendations. Adopting this framework was part of meeting their 10-year plan to meet universal goals for every California child and family, beginning with a focus on the "most excluded."

## SHAPING GOVERNMENT INFRASTRUCTURE

Sustainable reform requires the infrastructure to support it. Working with government is a key approach by which the Institute advances equitable policies and practices, because of our strong belief that government plays a central role in making lasting social change. The Institute places a core emphasis on advancing racial equity in government through a project it seeded, the **Government Alliance on Race and Equity (GARE)**, which is now a joint project with the organization Race Forward. When the Institute first began this effort, there was resistance among both elected officials as well as community partners for focusing so intentionally on bringing a race and equity lens to government policies and practices. GARE's collective efforts over the past five years have established Departments of Equity and Inclusion and Offices of Health Equity across the nation. The Institute has helped design countless policies and programs for racial equity, while integrating racial equity tools to local governments around the country and the globe.

Institute staff and faculty,  
from left: Joshua Clark, Erica  
Browne, Rucker Johnson, and  
Julie Nelson



VIEW PRIMER



### Targeted Universalism: Policy and Practice

► [belonging.berkeley.edu/  
targeteduniversalism](https://belonging.berkeley.edu/targeteduniversalism)

VIEW PROGRAM



### Government Alliance on Race and Equity (GARE)

► [belonging.berkeley.edu/  
gare](https://belonging.berkeley.edu/gare)





# Impacting Government

In early 2014, the Institute launched the Government Alliance on Race and Equity (GARE) with Center for Social Inclusion (now Race Forward) to support elected leaders and government officials to achieve racial equity and advance opportunities for all. What started with only one staff person, GARE has grown to a nearly 200-member strong national network focused on supporting local governments—including cities, counties, and regional governments—with best practices, tools, and resources to build and sustain current racial equity efforts while building a national movement for racial equity. Since its founding, membership has doubled annually.

The Institute's pioneering racial equity policymaking model enables government officials to evaluate past policies while also looking ahead to how new policies can be designed in a way that will have a lasting impact and ensure real equity in communities, with an eye to avoiding unintended consequences that promote equity for some populations at the expense of others. GARE works with leaders to conduct racial equity assessments, analyze current policies, and develop and implement new equity policies. The Alliance carries out trainings, technical assistance projects, and convenings, energizing government officials to pursue equitable policymaking that incorporates the principles of targeted universalism. GARE also supports members on day-to-day governance activities that will promote racial equity including contracting, hiring, and staff retention.

Across the country, GARE has aided the design of racial equity-driven policies, including supporting sanctuary city efforts with the ACLU and other partners. The Alliance aided in the design and implementation of a Cannabis Equity program by the City of Oakland, as part of its partnership to successfully implement racial equity policymaking and practice across the city's departments. In Montgomery County, Maryland, the Alliance's efforts contributed to Asian American residents being better served by a county-funded initiative on Hepatitis B treatment.

In North Carolina, GARE partnered with both state and local governments to scale investments in racial equity, leading to the adoption of an equity action plan by the City of Asheville and the Alliance's development of a statewide Innovation and Implementation Fund that provides flexible resources for local governments to seed projects that focus on eliminating structural racism.

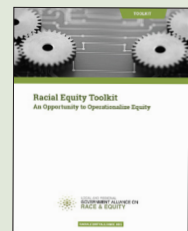
Throughout its efforts, GARE has ensured that racial equity tools incorporate a feedback assessment loop to analyze policies after implementation to ensure they have the intended effect and outcome.



VIEW ARTICLE

## Advancing Racial Equity and Transforming Government

► [racialequityalliance.org/tools-resources](https://racialequityalliance.org/tools-resources)



VIEW ARTICLE

## Racial Equity Toolkit

► [racialequityalliance.org/tools-resources](https://racialequityalliance.org/tools-resources)





4

IMPACT AREA

# Berkeley Campus Climate



## IMPACT AREA 4

# Berkeley Campus Climate

Recruit, hire, and invest in a diverse and equitable Berkeley faculty and student body.

**WHILE THE INSTITUTE** makes an impact far beyond its physical location, UC Berkeley remains a foundation and home. The vision for the Institute was an innovative model that would recruit new, diverse talent to the UC Berkeley campus to foster interdisciplinary, collaborative and applied research that would shape and inform equitable policies and practices.

The Institute's partnership with the university's Division of Equity and Inclusion has led to the adoption of othering and belonging as a university-wide framework for all diversity and inclusion initiatives. Vice-Chancellor of the division, Oscar Dubón, credits the Institute for helping the university live up to its mission of serving all Californians.

At the core of the Othering & Belonging Institute are over 90 Institute-affiliated faculty, who are a cornerstone of UC Berkeley's efforts to increase campus diversity. Organized in **seven thematic clusters**, this vibrant network of scholars draws upon Berkeley's considerable multidisciplinary research excellence and history of engaged scholarship. Faculty are focused on research and teaching that address some of the most critical issues related to equity and belonging. Leadership of the clusters is provided by eight endowed chairs, a force that is unprecedented at Berkeley, and serves as a model for other universities.

The clusters operate as a support system that lessens the sense of isolation that many underrepresented faculty have indicated they can experience in academic environments. Their tenure on campus demonstrates UC Berkeley's commitment to tackling racism, inequity, and related social issues. The Institute's cluster initiative incentivizes faculty from diverse fields to collaborate on research that allow the entire university to engage with research and policy work that has a structural and systemic focus on issues related to marginalization and inclusion.

### TESTIMONIAL

**“The concept of belonging is behind everything we do in the Division for Equity and Inclusion. We want people to bring their full authentic selves to any space on campus and feel like they belong.”**

Oscar Dubón, Vice Chancellor of Equity and Inclusion, UC Berkeley

## ENGAGED SCHOLARSHIP

Institute faculty have organized themselves into a set of interdisciplinary working groups that span across the research clusters in order to advance critical conversations on research that helps influence discourse and policy. One such example is a group who are conducting research on policing as an issue affecting the health of underrepresented minorities and other vulnerable populations. This research includes mass incarceration but also includes school policing, foster care discipline, surveillance and curfews of young minority men, ICE raids, and similar practices. Another working group is producing an edited volume on the “Trauma of Trumpism” with the participation of faculty from several research clusters, along with prominent UC Berkeley faculty such as critical theorist and feminist philosopher Judith Butler.

New areas of inquiry are opened up when scholars from diverse backgrounds are afforded the opportunity to explore critical research questions and access the investment required to answer those questions. One of the Institute’s first faculty hires, Mahasin Mujahid, is serving as one of several principal investigators, and leads up a core group, of a groundbreaking, \$21 million study on disparities in heart disease in the rural south, a major effort that is the first of its kind in research in the US.

Institute scholars are highly regarded, widely-cited leaders in their field. Michael Omi’s book *Racial Formation in the United States* has been cited over 13,300 times. Other prominently cited works by faculty cluster experts are: Karen Nakamura (2,273 citations), David Harding (5,991 citations), Seth Holmes (2,223), Karen Barkey (2,651), Anu Manchikanti Gómez (1,167), Cybelle Fox (1,365), Enrico Moretti (23,252), Heather Havenman (8,729), Ian Haney Lopez, (11,756), Kurt Organista (4,021), and Lawrence Cohen (4,435). In addition, media frequently draws on the expertise of many cluster scholars to speak to issues related to inequality, race, disability, LGBTQ, and other dynamics of the global social, political, and cultural landscape.

The Institute has funded a set of intervention grants to cluster faculty that have allowed faculty to delve into issues that have an important impact on social change efforts. Examples of funded intervention grants include: a campus climate study of undocumented experiences at UC Berkeley in light of political threats to DACA; a data visualization food map that captures barriers to equitable food systems at UC Berkeley; a series of psychological studies designed to analyze backlash to inclusive policies; and how spatial inequality in the Bay Area affects immigrant communities. The Berkeley Interdisciplinary Migration Initiative, seeded with an Institute faculty intervention grant,

## UC Berkeley Faculty Clusters

The Othering & Belonging Institute faculty clusters are comprised of seven thematic research groups and eight endowed chairs in the following areas:

- DISABILITY STUDIES
- DIVERSITY & DEMOCRACY
- DIVERSITY & HEALTH DISPARITIES
- ECONOMIC DISPARITIES
- LGBTQ CITIZENSHIP
- RACE, DIVERSITY & EDUCATIONAL POLICY
- RELIGIOUS DIVERSITY

The Institute has made 15 faculty hires, and includes over 90 affiliated faculty from across many UC Berkeley departments including:

Sociology  
Law  
Public Health  
Social Welfare  
Political Science  
Philosophy  
Public Policy  
African American Studies  
City Planning  
Environmental Science  
Policy and Management  
Geography  
Education  
Economics



initially to support policy briefs and research on immigration and health, is now a fully operating unit at UC Berkeley with a wide research agenda.

The Institute's cluster faculty members also greatly enhance and impact the experience of UC Berkeley students, especially graduate students. About two dozen new courses addressing issues of gender, race, sexual orientation, and poverty have been created by Institute faculty in departments ranging from law to geography.

## POLITICAL AND PUBLIC EDUCATION

Institute cluster faculty have been instrumental in shaping an extensive suite of programming for the campus and wider community, often on issues that have not been adequately explored through other venues.

Launched by the Institute in 2017, the UC Berkeley **Research to Impact lecture series** focuses on programming regarding critical and cutting-edge scholarship. Symposia topics have ranged from high-stakes issues such as: the criminalization of African American and Latino teens; political knowledge and engagement in communities of color; and disability studies. The series, collaboratively curated by Institute faculty, has hosted such leaders as Richard Reeves of the Brookings Institute speaking on “Dream Hoarders: How the American Middle Class is Leaving Everyone Else in the Dust”; Victor Rios from UC Santa Barbara on “The Mis-Education and Criminalization of Black and Latino Boys”; Cathy Cohen on “Reimagining Political Knowledge: Race and the Carceral State”; and a panel on family separations featuring Ericka Huggins, Heidi Castaneda and Angie Junck. These lectures have drawn hundreds of attendees from across UC Berkeley and the local community.

Another critical contribution to public education from Institute faculty, led by associate director Denise Herd, was a large-scale campuswide initiative commemorating the 400th anniversary of the forced arrival of enslaved Africans in the English Colonies. The **400 Years of Resistance to Slavery and Injustice** initiative curated dozens of events for the 2019-2020 academic year on campus with scholars, activists, and artists from around the country reflecting on the enduring legacies of slavery and Jim Crow, looking at the Civil Rights era, our current era, and trying to imagine a future based on justice, reconciliation, and belonging. The initiative was launched with a day-long symposium in August 2019 featuring more than a dozen speakers from backgrounds in history, African American studies, and activism, which drew hundreds of attendees. As the principal organizer of the initiative, the Institute also developed a website with event details and videos, as well as educational resources for people to learn more about African American history. Among those resources is an interactive timeline with almost 200 entries with descriptions and images of key events and moments from 1619 to 2019.

The Othering & Belonging Institute faculty clusters set UC Berkeley apart from other academic institutions as one of the few campuses in the nation combining faculty diversity recruitment, scholarly and policy-oriented research, and educational programming.



### VIEW REPORT

#### **Creating Bathroom Access & a Gender Inclusive Society**

► [belonging.berkeley.edu/bathroomaccesspolicybrief](https://belonging.berkeley.edu/bathroomaccesspolicybrief)



### EVENT SERIES

#### **Research to Impact**

► [belonging.berkeley.edu/researchtoimpact](https://belonging.berkeley.edu/researchtoimpact)

### VIEW INITIATIVE

#### **400 Years of Resistance to Slavery and Injustice**

► [400years.berkeley.edu/](https://400years.berkeley.edu/)





# 5

IMPACT AREA

## Building an Ecosystem of Belonging



## IMPACT AREA 5

# Building an Ecosystem of Belonging

Define and shape networks, movements, leaders, and spaces for public engagement and dialogue that advance belonging.

**ESSENTIAL TO ITS MISSION** is the Institute's work to both build as well as be anchored in a broad ecosystem of belonging across sectors, from scholarship to movement building to government, the private sector, and philanthropy. Whether investing in community leadership, training the next generation of scholars and policymakers, or building a powerful platform of public engagement, the Institute's scholars, events, coalitions, publications, and partnerships inform how academia, social change organizations, and other sectors think about and address issues of equity and inclusion in their work.

A pivotal part of the ecology of this work is the Institute's emphasis on how groups can either activate **bridging or breaking** when advancing their work, and the impact that those responses have on full belonging. Bridging, as discussed in Impact Area 2, calls for a deeper inquiry—not just into “them” but into ourselves. Partnerships augment the Institute's belonging framework by grounding it in the experience of communities, the scale of government, and the potential of work built through and across sectors, while bridging has become an essential pathway for the work of co-creating new structures, systems, and practices. The Institute's sustainable, long-term and mutually-beneficial relationships have led to working with a wide range of groups from the local to the international (see a full list of Institute partners in the Appendix section).

## STRENGTHENING THE FIELD

The Institute's frameworks and research are influencing the strategy of social movements who are increasingly adopting a belonging framework. A cornerstone of this work is activated through the Institute's **Network for Transformative Change**, which operates two central projects: Blueprint for Belonging (B4B) and the Civic Engagement Narrative Change Project.



VIEW PROGRAM

**Network for Transformative Change**

► [belonging.berkeley.edu/network](https://belonging.berkeley.edu/network)

The **Blueprint for Belonging (B4B) program** works at a unique nexus of research, community-centered practice, and strategic narrative. Informed by the insights of leading scholars and analytical research, the B4B network has worked to bring different sectors together under a unifying and effective strategic narrative framework of bridging and belonging. B4B is an initiative of more than 20 organizations united in achieving transformative change in California through the development of a strategic narrative that underpins collective work across movements, issues, and policies. The B4B project demonstrates the Institute's collaborative process in applying research to new ways of framing and organizing narrative strategies to drive more effective and sustainable results.

Since its inception in 2015, B4B has implemented an array of activities that share analysis to spur transformative change in California and overcome racialized inequities. For example, B4B partners such as PICO California and the Coalition for Humane Immigrant Rights of Los Angeles (CHIRLA) have reoriented their strategies in order to run campaigns that centralize belonging as a core concept. PICO California launched a movement of "becoming and belonging" to strengthen their capacity to become more effective in their work. According to PICO leadership, the training, workshops, and close collaboration with the Institute around bridging and belonging have equipped PICO leaders with a powerful narrative that helped them launch major new initiatives, including an effort between local law enforcement departments and communities of color in 14 cities in California. B4B also commissions and publishes research which has been used to develop powerful multimedia content and messaging in a variety of markets in order to build alignment around an inclusive strategic narrative.

Modeled on the success of B4B, the **Civic Engagement Narrative Change** project addresses barriers to inclusive democratic participation. Initiatives build on the knowledge and experiences of those who are closest to racial, social, and economic inequities. Through research, surveys, narrative development, and creative arts, the project works to counter voter disenfranchisement, disaffection, and othering in civic life by advancing work that builds a bigger we. The project is anchored in national and state groups who are key leaders in the fight for racial, economic justice, and voting rights. The project has mobilized popular culture to reach young voters and media influencers through Get-Out-The-Vote (GOTV) videos that targeted communities of color in Chicago, Detroit, Houston, Las Vegas, and several counties in Florida. These videos amassed nearly 500,000 views in the week before the 2018 midterm elections.

In the wake of the 2016 presidential election, the Institute hired a full time researcher to help understand the troubling electoral trends in which race, gender, immigration, and religion were being used to divide the electorate and better understand political polarization. The result was a series of research reports on the changing electorate and how to combat voter suppression and activate civic engagement, such as **Widening the Lens on Voter Suppression**.

VIEW PROGRAM



## Blueprint for Belonging

► [belonging.berkeley.edu/b4b](http://belonging.berkeley.edu/b4b)

### TESTIMONIAL

**“Our Trust Through Reform Project was very much based on the language of bridging and what John Powell says ‘to imagine a table that was wide enough for everyone suffering.’ This frame led us to create new kinds of practices and design spaces that were about building shared humanity, bridging across differences, and then creating new structures.”**

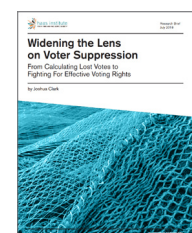
Rev. Ben McBride, Co-Director, PICO California

VIEW PROGRAM



## Civic Engagement Narrative Change

► [belonging.berkeley.edu/ce](http://belonging.berkeley.edu/ce)



VIEW REPORT



## Widening the Lens on Voter Suppression

► [belonging.berkeley.edu/widening-lens-voter-suppression](http://belonging.berkeley.edu/widening-lens-voter-suppression)



The Civic Engagement project also surveyed 1,700 people in Nevada and Florida to assess voting habits and views on critical issues, and provided funding support for GOTV organizations working in Florida, Nevada, and Pennsylvania who were focused on reaching inconsistent voters and underrepresented groups. These efforts helped cultivate and increase new voter engagement. (See Figure 6)

This type of empirical data helps the Institute better understand the challenges posed by fear-based narratives that often manufacture and then exploit racial resentment. The scope and depth of this type of work offers a trove of data that is defining a new empirically-based approach to strategic narrative development and strategies for bridging across groups.

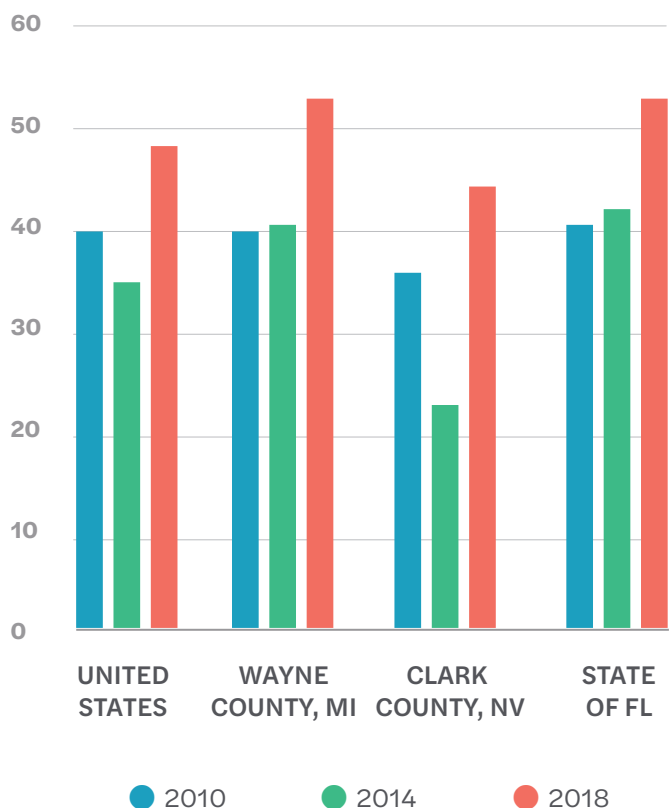
## CROSS-SECTOR IMPACT

Along with social movement and community organizing outfits, there has been an uptick in a variety of other organizations and institutions reaching out to the O & B Institute to learn how to make a pivot towards belonging. Academic institutions, businesses, the technology sector, and government offices have all sought the advice and work of the Institute in how to apply the framework of belonging in order to structure or reorient their diversity, equity, and inclusion efforts. Ten of the 11 external stakeholders who were interviewed for this impact report credited the Institute's "othering and belonging framework" as being crucial to their equity and inclusion efforts.

Philanthropic institutions are also using the belonging framework as both an internal and external guide to help define their work, recalibrate their giving strategies, and create tools for their grantees to foster belonging in communities. For example, the Annie E. Casey Foundation's Equity and Inclusion team set out to examine systems, models, and institutions that advance belonging and opportunity, launching the exploration with Black and Indigenous young men and determine what the attributes are of interactions, experiences, organizations, and systems designed to foster and affirm their belonging. The Seattle Foundation's "We Belong Here" Initiative seeks to address the challenges of rapid change by "nurturing stronger people-to-people relationships across sectors and communities."

FIG 6

## Turnout in Midterm Election in Priority Geographies





Institute staff member Takiyah Franklin (second from left), along with members of the Atlantic Fellows for Racial Equity, at the 2019 summer learning program held at UC Berkeley.

## LEADERSHIP DEVELOPMENT

In 2016, Atlantic Philanthropies announced a \$60 million leadership initiative dedicated to dismantling anti-Black racism in the US and South Africa, two nations with deep and enduring legacies of racial exclusion and violence.

The new initiative, called the **Atlantic Fellows for Racial Equity (AFRE)** is designed to strengthen the work of academics, activists, and others to enhance their understanding of anti-Black racism in order to lead successful movements for racial equity around the world. The Othering & Belonging Institute was chosen by Atlantic as one of “five renowned champions of racial equity” to help conceive, design, and develop the AFRE program. Hosted at Columbia University and the Nelson Mandela Foundation, AFRE will support up to 350 fellows over its 10-year lifespan. AFRE is as an example of the Institute’s essential belief in the power of long-term strategic partnerships. As an institutional partner of AFRE, the Institute has already trained two cohorts of AFRE fellows in the intricacies of structural racism, othering and belonging, and bridging practices.

VIEW PROGRAM



**Atlantic Fellows for Racial Equity (AFRE)**

► [racialequity.atlanticfellows.org](https://racialequity.atlanticfellows.org)

Pictured: Fellows from the Institute's 2018 Summer Fellowship cohort





The Institute also hosts two major resident fellowships. Its innovative **Summer Fellowship** program is designed to prepare the next generation of community leaders and policymakers who are committed to social and racial justice. The three-month fellowship offers mentorship and hands-on experience with social science researchers, communicators, and artists, with Summer Fellows receiving orientation to the Institute's frameworks and mentorship in qualitative and quantitative research methodologies in order to hone their skills in developing research outcomes independently.

Since 2013, over 60 Summer Fellows have gone through the program. Fellows have contributed to many of the Institute's primary areas of work such as publications and events. Former Summer Fellows have gone on to high-impact careers including in academia, grantmaking, and doctoral programs. Others have joined our Institute as full-time researchers. Fellows have shared how their experience at the Institute has catalyzed their careers as well as solidified and deepened their commitment to social justice work.

In 2019 the Institute inaugurated a new fellowship, the **Social Inclusion Policy Fellowship** program, an intensive two-week residency designed around learning more about implicit bias and how it shows up in policymaking. In partnership with Our Three Winners Foundation and UC Berkeley's Islamophobia Research and Documentation Project, 10 fellows were selected to come to a two-week residency at Berkeley to learn about how bias towards certain groups enters the policymaking arena, so that they can begin to formulate more equitable policies. Participants included local city council members, aides to state legislators, and public policy students. The fellowship teachings framed Islamophobia as a problem that is rooted in policymaking, and normalized by anti-Muslim tropes in popular media that pass on ideas and stereotypes to the public. The focus of the program was on the pernicious effects and pervasiveness of Islamophobic policies and discourse, the learning benefited all groups. Program design blended academic teachings, such as seminars from experts in law and policy, as well as cultural activities such as calligraphy-writing and Arabic music lessons.

**VIEW PROGRAM**  
**Summer Fellowship**  
► [belonging.berkeley.edu/summerfellowship](https://belonging.berkeley.edu/summerfellowship)

#### TESTIMONIAL

**"I felt genuinely cared for by the Institute which made it easier to tap into things. I had never paid attention to Richmond City Council before, and I learned it was my right to be there and demand something better. Staying Power gave me a new sense of resilience."**

**Ciera-Jevae "CiCi" Gordon, Staying Power Alumnae, Media, Arts & Culture Manager, RYSE Center**

**VIEW INITIATIVE**  
**Social Inclusion Policy Fellowship**  
► [belonging.berkeley.edu/sipf](https://belonging.berkeley.edu/sipf)

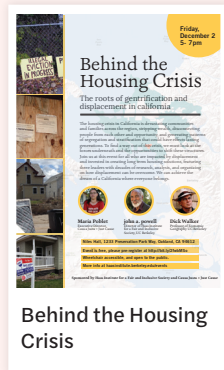
Pictured: Members of the 2019 Social Inclusion Policy residential fellowship at UC Berkeley.



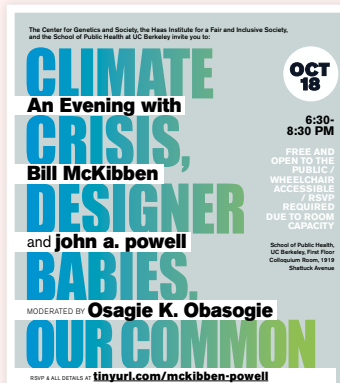
# A Commitment to Public Engagement

Brown bag lectures, community film screenings, scholarly symposia, curriculum training, book launches, artistic exhibits, and large-scale public conferences are all representative of the Othering & Belonging Institute's commitment to creating spaces that bring people together in order to share ideas, conduct respectful dialogue, and learn from a range of experiences and perspectives.

[belonging.berkeley.edu/events](http://belonging.berkeley.edu/events)



Behind the Housing Crisis



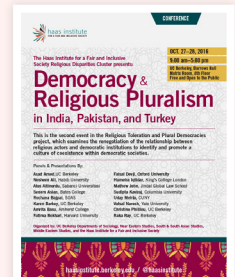
Climate Crisis, Designer Babies, Our Common Future



Race & Inequality in America: The Kerner Commission at 50



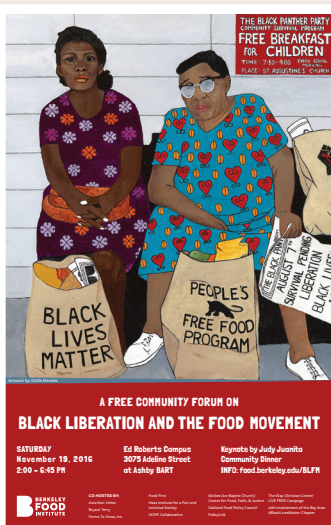
Disability Incarcerated Conference



Democracy and Religious Pluralism Conference



Academic Engagement for our Changing Times



Black Liberation and the Food Movement Community Forum



Research to Impact Fall 2019 series with a focus on the 400 years commemoration of slavery



Fighting Exclusion: Innovative Approaches to Fair Housing Law



Research to Impact Event with Ibram X. Kendi



The Lines Between Us Book Talk



Gattaca 20 Years Later: Film Showing & Discussion



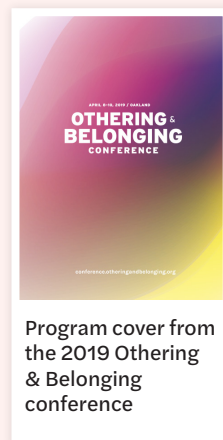
## TESTIMONIAL

**“What this conference is about is issuing both a loving challenge and urgency for people to understand that we’re deeply connected, that it is about building relationships in those places where we normally don’t build relationships and understanding as we put it, you are my other me—if I don’t begin to recognize you as part of who I am and understand how systemically we are intertwined and we impact each other’s lives, then we can’t look forward to the kind of world that we want to create for our children and our grandchildren.”**

Shakti Butler, emcee, Othering & Belonging Conference, 2015 and 2017

## Othering & Belonging Conferences

The Institute launched the first Othering & Belonging conference in 2015, with the goal to popularize and familiarize partners, movements, and communities with the skills and knowledge to use an othering and belonging framework across a diverse range of sectors. From that first conference in 2015, with standing-room only attendance of over 600 people, to our 2019 conference, with over 1,500 attendees gathered together, these dynamic and uniquely curated events have not only subsequently grown in scale, but also the depth and responsiveness of our programming. Curation of the conferences have increasingly centered on providing key elements to respond to the question, "How do we make belonging real?" The agenda has been organized to invite speakers who emphasize models, narratives, and stories that either advance or inhibit belonging. Through panels, workshops, and featured speakers, the Institute has also centered conference agendas on our work in “breaking and bridging” as responses and formations in an era of rapid change. The Institute is now planning its first conference to be held outside the US (in Europe), while other organizations and institutions have asked to partner with the Institute to bring the unique blend of programming and experiential learning of the Othering and Belonging conferences to their locales.



Pictured, from left: Shakti Butler, Tarell Alvin McCraney, and Sherrilyn Ifill, all speakers at various Institute public conferences







The “Race and Inequality in America: Kerner Commission at 50 conference” is emblematic of the Institute’s focus on the nexus between scholarship, activism, and cultural strategy.

A community fellowship the Institute was instrumental in developing was the 2018 **Staying Power fellowship** in Richmond, California. Emblematic of the Institute’s commitment to community-centered leadership as a key component in an ecosystem of belonging, Staying Power fellowship was a six-month paid program for grassroots resident leaders to take part in training, participatory research, creative arts, and organizing. Planned with The Alliance of Californians for Community Empowerment (ACCE), RYSE Center and Safe Return Project, each organization nominated two community residents to become fellows, while O&B Institute staff facilitated the fellowship as a shared infrastructure for leadership development.

Activities of the Staying Power fellows included the design and installation of a “know-your-rights” large-scale public mural in Richmond, which highlighted rent control and fair chance policies. Fellows interviewed community members which they turned into a book of 10 poems; the City Council invited Staying Powers to read a selection of poems at a public City Council meeting. Research projects included studying two new policies that the city is now implementing: protection against source of income discrimination, and a “reusable screening report” ordinance.

Other examples of the Institute’s work at the nexus of culturemaking and community is its cultivation of relationships with local artists and culturemakers. The B4B project has worked directly with community leaders to develop original videos such as #vote4BlackFutures, a dynamic public service announcement of spoken word, music, protest footage, and beautiful Black imagery to highlight the issues that stand to impact the Black community.

## PUBLIC ENGAGEMENT

The Institute convenes a variety of events to help the ideas of belonging and formations of bridging take root across sectors. Our most high profile effort has been our **Othering & Belonging Conferences**. These dynamic and uniquely curated events have prioritized evidence-based learning together with

### VIEW PROGRAM



#### Staying Power

► [belonging.berkeley.edu/stayingpowerfellowship](https://belonging.berkeley.edu/stayingpowerfellowship)

### VIEW CONFERENCE



#### Othering & Belonging Conference

► [conference.otheringandbelonging.org/](https://conference.otheringandbelonging.org/)

relationship-building in order to create gatherings that model experiential belonging. The conferences have served as a multi-directional catalyst—not only do they seed and popularize work across a range of sectors, but they serve as potent spaces of growth and feedback that informs the work and strategy of the O&B Institute’s research and change agenda as well.

In 2018, another major initiative of the Institute was its co-creation of the **Race & Inequality in America: The Kerner Commission at 50** conference. Partnering with Johns Hopkins University and the Economic Policy Institute, the Institute organized a national conference to commemorate the 50th anniversary of the historic Kerner Report, a document—unanimously signed by the bipartisan and politically mainstream Kerner commission— that emphatically concluded that white society had denied opportunity to Black Americans living in poor urban neighborhoods and offered dire warnings along with a bold plan of federal action. The two-day conference, held on the 50th anniversary of the report’s release, served as a comprehensive investigation of race in American society today as well as a roadmap for a policy agenda to grapple with the challenges of racial inequality that still linger. It envisioned what a contemporary Kerner Report might look like in every major area of American life, including housing, education, healthcare, policing, and more.

As division erodes trust in institutions and between communities, the need to hold spaces where dialogue and a robust exchange of ideas can take place is an essential building block of the Institute’s efforts. From brown bags to small-scale trainings to large public conferences, a commitment to public engagement has always been a core tenet of the Institute’s efforts to build belonging. Creating a robust public platform has been and remains an Institute focal point, and organizing and partnering with others to create events has provided a powerful container for advancing bridging and belonging.



 **VIEW CONFERENCE**  
**Race & Inequality in America: The Kerner Commission at 50**

► [belonging.berkeley.edu/kerner50](https://belonging.berkeley.edu/kerner50)

Pictured: Rev. William Barber II closes out the 2019 Othering & Belonging Conference with a call to the stage of all who have experienced being treated as “other” and a call of action for all who want to move forward together towards belonging.





## CONCLUSION

# Together Creating A World Based on Belonging

A seemingly simple but profoundly deep, multi-faceted framework for visionary change, we believe **belonging** has a special power to inform and transform the social change ecosystem in new and vibrant ways.

The framework of othering and belonging has emerged as a core tenet to advance movements, policies, and practices. In looking back at this first major chapter of our organization, we have been inspired by the many examples of impact our work has had across the US and the globe. As we hope this report demonstrates, any progress we have made is inseparable from our relationships and partners, from our institutional funders and donors, to UC Berkeley faculty and students, to the many community leaders, advocates, and grassroots organizations we work with. We hope this Impact Report will inspire new relationships and lines of inquiry where we can collectively work together in making belonging a reality.

The reflections we have presented in this report have underscored how we can deepen and strengthen the work we are already doing, as well as illuminating future areas of focus. We will continue to scale up our existing work, but with the recognition of an added urgency and speed. Our work is grounded in the realities we face today, from the climate crisis to corporate misalignment to the role of technology to the rise of authoritarianism to soaring inequality, all dynamics which threaten the work of constructing more fair and inclusive societies.

As we look to our next chapter of the Othering & Belonging Institute, we remain unwavering in our work as part of an ecosystem where people collectively, courageously, and unapologetically demand that all have the right to belong. It will take all of our commitment to co-create the world we want to live in.



## APPENDIX A

### RESEARCH METHODOLOGY

The research approach to inform this report included a mix of qualitative and quantitative analysis to uncover core areas of impact. The Othering & Belonging Institute partnered with the communications firm Resonance, who conducted interviews and surveys with both internal and external stakeholders; reviewed and analyzed internal and public-facing materials created by the Institute or its network of partners; reviewed and analyzed communications channels including earned media, social media, and website; and carried out an external landscape analysis of the ripple effects of the Institute's impact. This process included in-depth interviews with 14 select stakeholders and an online survey to surface insights and feedback from the Institute staff and affiliated faculty as well as external partners. While the research was primarily qualitative, the methodology included quantitative metrics where relevant and possible.

## APPENDIX B

### PARTNERS & FUNDERS

None of the Institute's work is possible without the broad range of institutional, organizational, individual, and movement partners that join us to seed a world where everyone belongs.

#### Key partners include:

ACCE	El Puente/Brown Berets
American Civil Liberties Union (ACLU) -Northern California	Equal Justice Society
Advancement Project	Florida New Majority
Asian & Pacific Islander American Health Forum	Grassroots Policy Project
Beyond the Choir	Human Impact Partners
Blade of Grass	Indigenous Environmental Network
Bioneers	Insight Center
California Calls	ISAI AH
Center for American Progress	Metropolitan Economic Development Association
Center for Community Change	Mobilize the Immigrant Vote
Center for Constitutional Rights	More in Common
City of Oakland Office of Cultural Affairs	MOSES
Color of Change	National Association for the Advancement of Colored People
Color of Democracy Fund & Progressive Era Project	National Council of La Raza
Community Coalition, LA	National Congress of American Indians
Corporation for Enterprise Development	National Council of Asian Pacific Americans
Center for Community Change	National Council of La Raza
Center for Global Policy Solutions	National Guestworker Alliance
Center for Race & Gender	National Immigration Law Center
Center for Social Inclusion	New Orleans Workers' for Racial Justice
Demos	National People's Action



National Urban League  
Our Power Coalition  
Perception Institute  
PERE, USC  
PICO  
Policy Link  
PowerPAC+  
Poverty and Race Research Action Council  
Praxia Partners  
Race Forward  
Richmond Community-owned Development  
Enterprise  
Roosevelt Institute  
RYSE Center  
Safe Return Project  
Service Employees International Union (SEIU)  
Think Rubix  
UC Berkeley Arts + Design Initiative  
UC Berkeley Cal Performances  
UC Berkeley Division of Equity & Inclusion  
99 Roots

### **Funding Support:**

W.K.Kellogg Foundation  
Evelyn and Walter Haas, Jr. Fund  
Open Society Foundations  
Ford Foundation  
The California Endowment  
Atlantic Philanthropies  
Marguerite Casey Foundation  
Kresge Foundation  
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