MISSION
To foster research and teaching that advances racial justice through the comparative understanding of race.

DIRECTOR’S NOTE

“...what we are is what our ancestors did. How they survived. We are the memories we don’t remember, which live in us,”
—Tommy Orange, There, There

I read Orange’s book in 2019 as I moved to Oakland. His novel elucidates how violence, place, memory and history shape who we are. Now, during the continued ascendance of Black Lives Matter (founded by Black feminist and queer women after the murder of Trayvon Martin) and its historic calls for racial reckoning, in the elastic time of a global pandemic disproportionately affecting black, brown and indigenous communities and at a moment of tumult every institution—including higher education, I focus on who we must become. The movements protest the fraying of our socio-political racial and economic fabric that has worsened under recent regimes that put democracy in peril. Last year, I remembered 1619 as the arrival of the 1st enslaved Africans to land on the Atlantic shores. We still struggle against that encounter and all the effects of settler colonialism, systems of white supremacy, and dangerous ideologies of difference that sustain structures of racial inequity.

CCSRE’s mission is to grapple with these effects, fighting anti-Blackness and prejudice in our everyday lives. From our chautauqua with faculty fellow Prof. Jennifer Eberhardt (Psychology) who presented her book, Biased, on detrimental practices in policing to our Race and Tech Fellows fight bias in banking and facial recognition technologies—we highlighted ways to intervene in systemic racism. We are inspired by student and global uprisings for racial justice. Everyone at CCSRE—our new Board Chair, newest staff member Perlita Dicochea (who edits our COVID-19 and race series), Faculty Steering Committee, Undergraduate Council, graduate fellows, dedicated staff and affiliates—works to change the racial status quo.

Historian Isabel Wilkerson’s study, Caste, compares racialized hierarchies deployed in the U.S., Nazi Germany, and India. She writes to “expose the unyielding rigidity of a caste system.” We must produce evidence-based work, art and action that breaks the rigid realities of racism, sexism, gender bias that divide us to our detriment.

Jennifer DeVere Brody – Faculty Director of CCSRE and Professor of Theater & Performance Studies
The Faculty Development Initiative (FDI) began in 2008 as a partnership between CCSRE and the Office of the Provost to recruit leading scholars of race and ethnicity in any field. New and incoming FDI Faculty include:

**2019-2020 FACULTY STEERING COMMITTEE**

- **Jennifer De Vere Brody** (Theater & Performance Studies)
  - Faculty Director of CCSRE
- **Charlotte Fonrobert** (Religious Studies)
  - Faculty Director of Jewish Studies
  - (photo credit: Jeremy Moffett)
- **Teresa La Fromboise** (Graduate School of Education)
  - Faculty Director of Native American Studies
  - and Interim Director of Academic Programs
- **Ana Minian** (History)
  - Faculty Director of Chicana/o-Latina/o Studies
- **Vaughn Rasberry** (English)
  - Faculty Director of Academic Programs
- **Jeanne Tsai** (Psychology)
  - Faculty Director of Asian American Studies
- **C. Matthew Snipp** (Sociology)
  - Senior Vice Provost for Faculty Development and Diversity
- **Lauren Davenport** (Political Science)
- **Jackelyn Hwang** (Sociology)
- **Usha Iyer** (Film and Media Studies)
- **Claude Steele** (Psychology)

**2019-2020 STAFF**

- **Bridget Algee-Hewitt, PhD**
  - Senior Research Scientist
- **Byron Barahona**
  - Student Services Coordinator
- **Marsha Challoner**
  - Center Manager
- **Perlita Dicochea, PhD**
  - Communications and Events Associate
- **Heldi M. López**
  - Finance Assistant and Graduate Fellowships Coordinator
- **Rigoberto Marquez, PhD**
  - Associate Director of Academic Programs and Community Engaged Learning
- **Daniel Murray, PhD**
  - Executive Director
- **Michael Wilcox, PhD**
  - Senior Lecturer

**FACULTY DEVELOPMENT INITIATIVE**

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- **Asad L. Asad**
  - Assistant Professor of Sociology
- **Wendy Salkin**
  - Assistant Professor of Philosophy
- **Rose Salsada**
  - Assistant Professor of Art History
- **Fatoumata Sock**
  - Assistant Professor of French and Italian
- **Alfredo J. Artiles**
  - Professor in the Graduate School of Education
- **Sarah Derbew**
  - Assistant Professor of Classics

**VISITING SCHOLARS AND POSTDOCTORAL FELLOWS**

- **David Kyuman Kim**
  - Senior Advisor and Fellow
- **Yiman Wang**
  - Professor of Film & Digital Media
  - UC Santa Cruz
- **Marcia Ochoa**
  - Associate Professor of Feminist Studies
  - UC Santa Cruz
- **Hannah Walsers**
  - Visiting Postdoctoral Fellow
  - Harvard Society of Fellows
- **Mélanie Lamotte**
  - Mellon Postdoctoral Fellow in CCSRE and History
  - Ass't. Prof. of French and Africana Studies at Tulane University starting Fall 2020.
- **Jamele Watkins**
  - Postdoctoral Fellow in German Studies and CCSRE
  - Ass't. Prof. of German Studies at University of Minnesota starting Fall 2020

**BY THE NUMBERS**

**TOTAL FDI FACULTY:** 21

**TOTAL AFFILIATED FACULTY:** 143
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Will Paisley, a Native American Studies major, was selected as the student speaker at Stanford’s 129th Opening Convocation. Will spoke to incoming students about finding community at Stanford.

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Celine López (CSRE & Urban Studies ’20), discusses her research on K-12 Ethnic Studies in her hometown of Stockton, CA. Her passion for serving her community through advocacy and organizing inspired this work.

UNDERGRADUATE PROGRAMS

CCSRE undergraduate programs educate students to be leaders and produce knowledge for race and justice.

NATIVE AMERICAN STUDIES
JEWISH STUDIES
COMPARATIVE STUDIES
CHICANA/O-LATINA/O STUDIES
ASIAN AMERICAN STUDIES

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NATIVE AMERICAN STUDIES MAJOR, WILL PAISLEY WAS SELECTED AS THE STUDENT SPEAKER AT STANFORD’S 129TH OPENING CONVOCATION. WILL SPOKE TO INCOMING STUDENTS ABOUT FINDING COMMUNITY AT STANFORD.

CSRE SUBPLANS

Environmental Justice
Politics, Policy & Equity
Technology & Media
Health & Wellness
Identity Diversity Aesthetics
Race, Gender & Sexuality
Education & Inequality
Race, Space & Belonging

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UNDERGRADUATE COUNCIL

In 2019, CCSRE launched its first Undergraduate Council composed of five undergraduate students dedicated to the growth and development of our academic program and student community. With specializations in education, outreach, and community building, the Council supported students and helped the CCSRE community thrive.

Throughout the year, the Council hosted events including the first ever FROSH of Color social, which brought together over 100 first-year students of color to discuss the importance of race and ethnic studies at Stanford, as well as a Declaration Day event to recruit more students into our five different academic programs.

The Council members also served as peer advisors and student representatives, ensuring that students had a voice in shaping the future of CCSRE and the undergraduate program.

“Student voice is important for these programs to thrive. With our enthusiasm and investment in our education, students help raise institutional support. As part of the first Undergraduate Council, I was honored to help establish our mission and mobilize our campus community to support AAAS and CCSRE.”

Kimiko Hirota CSRE ’20 | UG Council Chair

ALUMNI PROFILE: VERONICA JUAREZ (CSRE ’04)

CCSRE alumni apply a racial equity lens to a range of fields including law, medicine, technology, government, arts, business, and education.

By Perilita R. Diciccoha

Veronica Juarez is recognized nationally as a top leader in business, tech, and transportation. She fostered a career in politics and now applies her experience to Lyft’s government relations team as Area Vice President of Social Enterprise. With every step in her journey, Juarez has focused on addressing the needs of vulnerable communities. Juarez states, “The CSRE major has informed my entire life’s work.”

“I’ve never been more proud to tell people what I studied in college.”

Juarez began her path into politics as a staffer with local Congressman Mike Honda. A proud Tejana, Juarez then returned to Texas to work under Deputy Chief of Staff for Texas Senator John Whitmire, whom she credits as her biggest champion and mentor. Her experiences in politics formed the basis of her work in the private sector. Juarez joined Lyft when there were fewer than 60 employees, building the government relations department from the ground up and eventually leading Lyft’s effort to enter over 50 new markets.

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Kimiko Hirota CSRE ’20 | UG Council Chair
RACE AND TECHNOLOGY

CCSRE’s Race and Technology Initiative interrogates and intervenes in the ways that new technologies impact racial equity. From artificial intelligence to social media, new technologies can be used to advance racial justice, by aiding in refugee resettlement or identifying bias in the criminal justice system. They can also exacerbate racial inequality by encoding bias in algorithmic systems or through their application in a range of sectors including policing, education, immigration, and the economy. The Initiative brings together research, teaching, and practice to advance racial justice in these emerging areas.

RACE AND TECHNOLOGY

CCSRE Wins Challenge Grant for Race and Tech Program

In partnership with the Stanford Institute for Human-Centered Artificial Intelligence and the Digital Civil Society Lab, CCSRE co-hosted a cohort of ten social sector leaders to complete projects throughout the year. Projects range from combating disinformation and hate speech online, to mitigating bias in financial technologies and community surveillance systems.

Elizabeth Adams: On the Minneapolis city council’s Racial Equity Advisory Task Force, Elizabeth has developed policies to govern the city’s use of new technologies to ensure racial equity and community input. She now serves on the UN Advisory Body on AI Cooperation.

Renata Ávila: Through the international AI Alliance, Renata is developing protocols for Alternative Action Algorithms to ensure that government automated decision-making systems foster gender and racial equality. In 2020, she will lead the UN’s Generation Equity Forum on Tech and Innovation.

Samir Doshi: Convening communities, industry, and scholars, Samir is developing shared protocols to shape the impact of new agricultural technologies, ensuring that the industry is held accountable for its impacts on immigrant farmworker communities.

Hong Qu: After developing a tool for discovering bias in AI systems, Hong is working with civil society to develop protocols to shape the impact of new agricultural technologies, ensuring that the industry is held accountable for its impacts on immigrant farmworker communities.

ARTS AND HUMANITIES

CCSRE Launches Humanities Lab

The new Justice and Forgiveness Lab reflects on the role of forgiveness and memory in our criminal justice system and broader society. The Lab will develop arts-based interventions in partnership with prosecutors, public defenders, and arts organizations, that will reduce the footprint of the carceral system. The Lab will also convene scholars, artists, and community leaders to interrogate the critical concepts of justice and forgiveness that shape our culture and institutions.

Rhiannon Giddens and Francesco Turrisi: Musical Routes to Racial Justice

In the 15th Annual Anne and Loren Kieve Lecture, acclaimed multi-instrumentalist and historians Rhiannon Giddens and Francesco Turrisi uncovered the forgotten and distorted histories of the banjo and tambourine (tambourine), to reveal the multiracial roots and global journeys of these instruments.

Giddens, a Grammy and MacArthur “Genius” Award winner, traces the evolution of the banjo from its West African origins to its subsequent travels among black and white communities within the U.S. and ultimately across the globe. She unmasks the little-known, painful history of black erasure in grassroots “American” music and cultures, guiding audiences to think about music in racialized terms. Together, Giddens and Turrisi combine research and practice in their art to combat dehumanizing forces that attempt to Other those perceived as different.

RHIANNON GIDDENS W/ FRANCESCO TURRISI
THERE IS NO OTHER: MUSICAL ROUTES TO Racial JUSTICE

“This album confronts the ways we are culturally conditioned to avoid talking about America’s history of slavery, racism, and misogyny, knowing that what’s past is prologue—but only if we let it be.”

Photo: Mamadi Doumbouya

FINANCIAL SUPPORT

CCSRE and Partners Awarded $4M Mellon Grant

CCSRE, in collaboration with similar centers at Brown University, the University of Chicago, and Yale University, are the beneficiaries of a $4 million grant from The Andrew W. Mellon Foundation to promote the study of race and affirm its critical importance in the humanities. Funding will support new Race and the Humanities Labs, curriculum development, multi-university collaborations, and interdisciplinary conferences that drive new scholarship.

Reginald Dwayne Betts read from his recent collection of poetry, Honeypot, and discussed his journey from incarceration to Yale Law graduate with CCSRE’s David Kyuman Kim.


Photo: Mamadi Doumbouya
Impact and Engagement

Faculty Research Fellow Jennifer Eberhardt’s (Psychology) research on unconscious bias and policing is featured on NPR’s Here & Now, The Daily Show with Trevor Noah, and in Science.


Sean Reardon, Professor in the Graduate School of Education, launches an interactive data tool that shows how school poverty affects educational achievement.


CCSRE Affiliate Sharad Goel’s research on ways that algorithms can improve criminal justice decisions is covered in the Atlantic, Washington Post and WIRED.

Jonathan Rosa (Education and Linguistics) discusses the complex meanings of the term BIPOC (Black, Indigenous, and People of Color) on WNYC, Vox, and other news outlets.

CCSRE’s Public Scholars Shape How We Think and “Do” Race.

Jayashri Srikantiah, founding director of Stanford Law School’s Immigrants’ Rights Clinic, shares the ways her work facilitates racial justice in practice and contributes to scholarship on race and ethnicity at the annual CCSRE Faculty Retreat.

Tomás Jiménez discusses assimilation as a two-way street on KERA’s Think.


Teresa LaRfmboisse (Graduate School of Education) discusses Intergenerational Trauma within Native Communities at the Native American Cultural Center on the 50th anniversary of the American Indian Occupation of Alcatraz.

Al Camarillo (History) works with CA legislators to pass bill requiring all Cal State students to complete an ethnic studies course. Camarillo has also developed an online high school curriculum and is advocating for a similar requirement at the high school level.
RESEARCH INSTITUTE

FACULTY SEMINAR SERIES

Jennifer Eberhardt
(Psychology)
Biased: Uncovering the Hidden Prejudice That Shapes What We See, Think, and Do

FACULTY RESEARCH FELLOWS

The Faculty Research Fellows Program supports Stanford scholars who recently have published new research on race.

Jennifer Eberhardt
(Psychology)
Biased: Uncovering the Hidden Prejudice That Shapes What We See, Think, and Do

Young Jean Lee
(Theater & Performance Studies)
Straight White Men/Untitled Feminist Show

Forrest Stuart
(Sociology)
Ballad of the Bullet: Gangs, Drill Music, and the Power of Online Infamy

FACULTY RESEARCH NETWORKS

Faculty Research Networks are interdisciplinary research communities led by Stanford faculty who develop individual and collaborative research on race and ethnicity.

Aftermaths of Slavery
What have been the long-term impacts of slavery after formal abolition?
The network compares slavery in Atlantic, Indian and Mediterranean worlds and across the globe.
In 2019-2020, the network focused on Cape slavery in South Africa (1653-1834), a relatively neglected aspect of comparative slave studies.

Reading Race
Faculty, graduate students, and undergraduates are building on research in the field of English education, to create a Reading Race digital toolkit. This free, online resource hosted by SPARQ is modeled after courses at Stanford on Young Adult literature and curriculum design. The toolkit includes flexible instructional strategies, lesson content-models, recommended books, and an educator community forum.

Network Leads:
Paula Moya (English)
MarYam Hamedani (Stanford SPARQ)

RACEWORKS LAUNCHES

In partnership with Stanford SPARQ, CCSRE created a racial literacy toolkit for educators and facilitators. The digital toolkit includes short videos featuring Stanford scholarship on race, as well as discussion guides and activities. Since the launch, the toolkit has been viewed by over 18,000 people and used by educators as well as diversity professionals at companies such as Apple and Sephora. It was featured in the Stanford Social Innovation Review, Colorlines, and Inside Higher Education. Learn more at ccsre.stanford.edu/race-works

Network Leads:
Grant Parker (Classics)
James T. Campbell (History)

BY THE NUMBERS

RACEWORKS WEBSITE VISITORS: 18,000+
GRADUATE PROGRAMS

GRADUATE FELLOWSHIP PROGRAM

CCSRE supports graduate student teaching and research through three fellowship programs open to incoming and advanced PhD students. These fellowships comprise a community of emerging scholars in race and ethnicity. All CCSRE graduate student fellows participate in a monthly workshop where they share research, meet with faculty, and develop comparative and interdisciplinary perspectives on the study of race and ethnicity.

GRADUATE FELLOWS

- Evelyn Fernandez-Lizarra (Linguistics)
- Marco Antonio Flores (Art & Art History)
- Kimya Loder (Sociology)
- Zion Ariana Mengesha (Language)
- Jameelah Imani Morris (Anthropology)
- YiQian (Alice) Wang (Political Science)

DISSERTATION FELLOWS

- Indie A. Choudhury (Art & Art History)
- Calvin Cheung-Miaw (Modern Thought & Literature)
- David Shuang Song (Education)

- Multicolored Mandarin: Equity, Racial Formation, and Heritage Language

- Race and Incarceration in the Land of the Free

- Honors Thesis Colloquium

TEACHING FELLOWS

- Allison Kendra (Anthropology)
- Sam Mual (Anthropology)
- Maxwell Suechning (Modern Thought & Literature)

2004 Task Force on Minority Alumni Relations. Currently, Clay sits on the National Advisory Boards for CCSRE and the Institute on Research in the Social Sciences, where he was a visiting scholar.

For his service, Clay has received the Gold Spike Award, Stanford’s highest honor for volunteer leadership, the Michael Scher Award from the American Bar Association for outstanding contributions to housing and community development law, and was inducted into Stanford’s Multicultural Hall of Fame.

Clay remains committed to advancing racial equity at Stanford. In 2017, he helped draft the Minority Emeriti Trustee’s Proposal for Bold Disruption in Faculty Diversity. The proposal includes recommendations that would demonstrate the university’s commitment to racial justice, including that each department and school develop an annual short-, medium- and long-range written plan for the recruitment and retention of minority faculty.

Recognizing that such a change would make a broader impact than faculty diversity alone, he states, “The faculty in many ways control much of the operations of the university. And so the key to making substantial change is changing the faculty.” Faculty hire other faculty, determine tenure, and admit graduate students. Moreover, Clay emphasizes, “the faculty form the pool of candidates that the administrative body that cross-racial coalition is the way to achieving lasting change.

After earning his Masters of Social Work at UCLA and law degree at UC Berkeley, Clay worked in legal services specializing in employment discrimination and housing for people being displaced by public projects. He then served as the General Counsel of the California Housing Finance Agency, and as a housing and community development attorney representing cities and nonprofit developers. Later, as Vice President of the Corporation for Supportive Housing, Clay directed the national policy agenda on housing and services for the homeless. As president of the Insight Center for Community Economic Development, he created the national Experts of Color Clearinghouse and developed the first national initiative to address the racial wealth gap in the U.S.

“I hope that the rest of the university appreciates the important role that CCSRE can play and is willing to support... now maybe people will begin to see not just CCSRE’s vital contributions to the university, but the whole question of race and racial justice being central to every part of the university.”

ANNUAL REPORT | 2019-2020

ADVISORY BOARD PROFILE:

ROGER CLAY (‘66)

By Perlita R. Dicochea

Roger Clay has served on the CCSRE National Advisory Board since its inception in 2000. He is a leader for Stanford University and the broader community. In his professional and volunteer work, he focuses on alleviating racial inequality and believes that cross-racial coalition is the way to achieve lasting change.

In Fall 2019, CCSRE launched a new PhD Minor in Comparative Studies in Race and Ethnicity open to doctoral students in any program at Stanford. The program provides a structured curriculum and seeks to build a community for graduate students interested in race and ethnicity.

By Perlita R. Dicochea

Clay has been an active Stanford university trustee for nearly 40 years. He is a founding member of the Black Alumni Association, which began in 1982, served for 20 years on the Humanities and Science Council, 10 years on the Stanford Board of Trustees, chaired the Stanford Alumni Association, and was a part of the
Ina Coleman is a consultant in Organizational Development, focusing on inclusion and diversity. She is a graduate of Stanford University and Harvard Business School, and serves on the CCSRE National Advisory Board.

Q: What drew you to supporting CCSRE?
What drew me to supporting CCSRE was the realization that most human beings across our country and beyond do not know how to truly discuss race to understand commonality and differences. The Center’s research, scholars and programming educate and inform so that talking about race changes mindsets.

Q: How would you like to see CCSRE grow in the future?
CCSRE needs to impact not only its surrounding community, but the national conversation about race and ethnicity. Translating CCSRE’s work into readable materials for public consumption and disseminating them across a variety of media will enable it to have nationwide impact and grow its presence.

Q: What role should CCSRE play in our current moment at Stanford and beyond?
CCSRE can be at the forefront of the overdue acknowledgement about the work needed to understand race. CCSRE can help lead the efforts to reevaluate, reimagine and change the systems and structures to promote racial equality and racial justice. For the CCSRE researchers, scholars and stakeholders, these have always been the goals. Now, with these 2020 moments we have all experienced, Stanford needs to recognize that CCSRE should be one of the organizations that can help with dialogues and change mindsets about race at Stanford and beyond.

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Q: What role should CCSRE play in our current moment at Stanford and beyond?
CCSRE can be at the forefront of the overdue acknowledgement about the work needed to understand race. CCSRE can help lead the efforts to reevaluate, reimagine and change the systems and structures to promote racial equality and racial justice. For the CCSRE researchers, scholars and stakeholders, these have always been the goals. Now, with these 2020 moments we have all experienced, Stanford needs to recognize that CCSRE should be one of the organizations that can help with dialogues and change mindsets about race at Stanford and beyond.
KNOW THY HISTORY.
LET IT HORRIFY YOU;
LET IT INSPIRE YOU.
– RHIANNON GIDDENS

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