



Lighting a Path to Equity: Sankofa “Quick Takes”
William Kidder*-- UC Riverside & UCLA Civil Rights Project

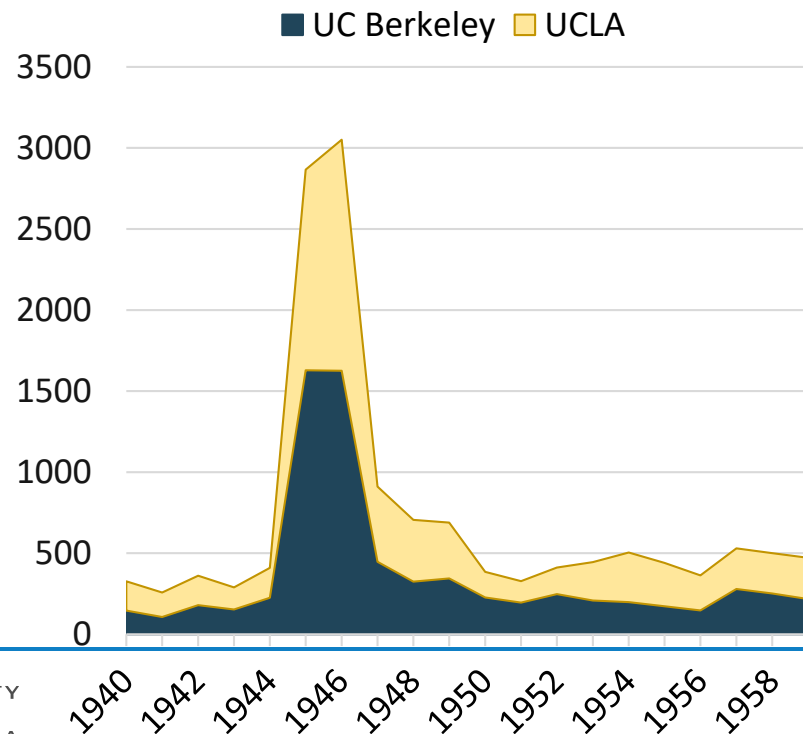
***CCASN Conscious & Courageous Leaders and
ChangeMakers Series, UC Berkeley 11/5/21***

**** Representing my own research views only, not the UCR administration***

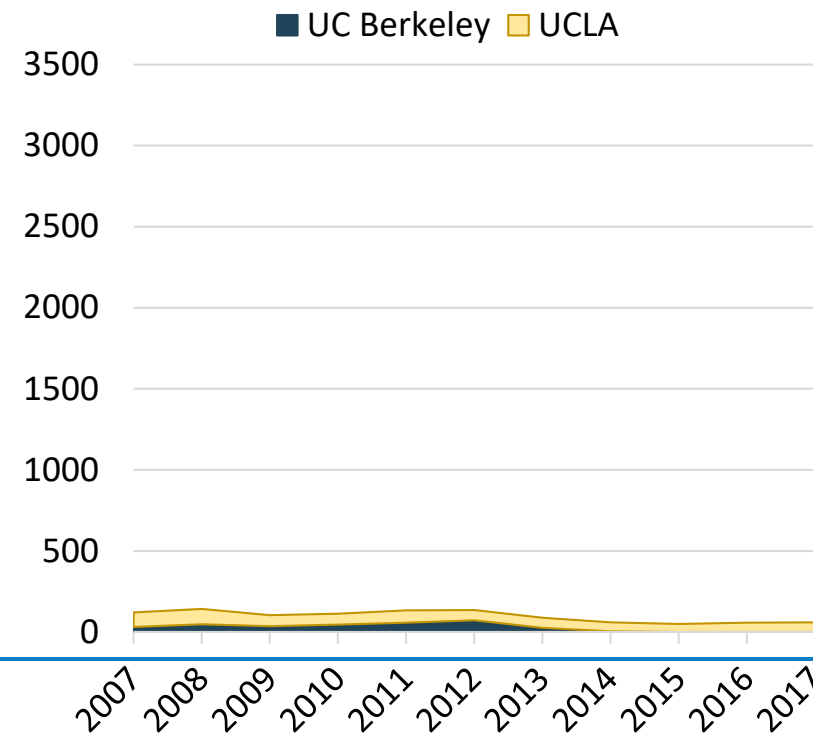
Understanding the past to gain perspective on future racial equity and admissions conversations in CA:

“Merit” and admission policy choices today are among those who meet essential qualifications... Unlike historical white male beneficiaries (at left)

Admission by Exception Enrollments,
1940-59



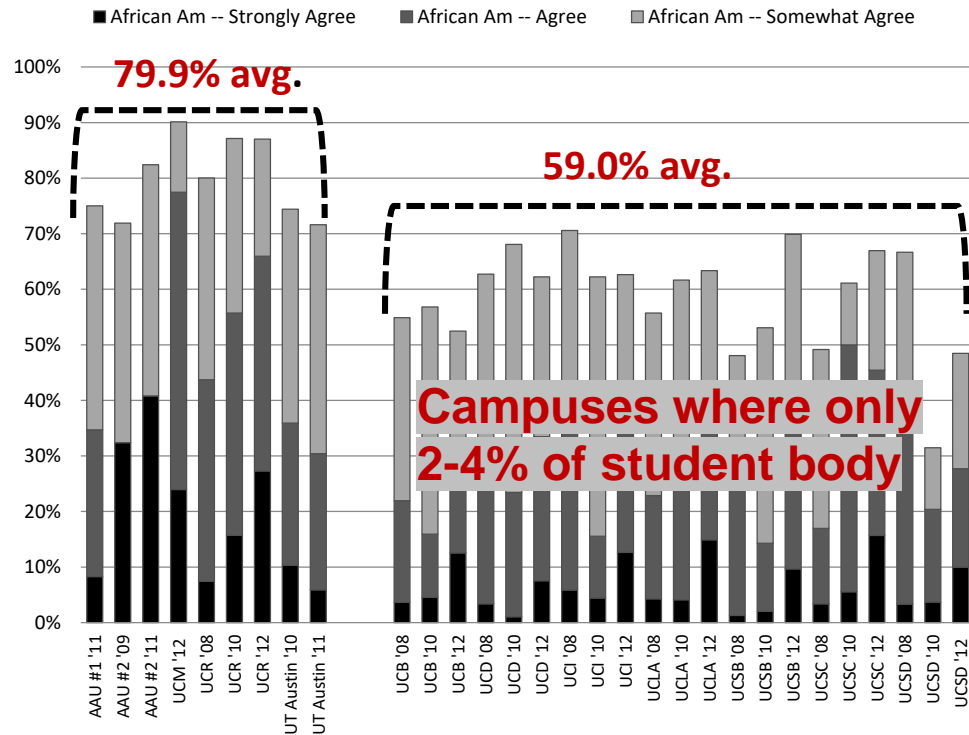
Admission by Exception Enrollments,
2007-17



“Critical Mass” and Campus Racial Climate

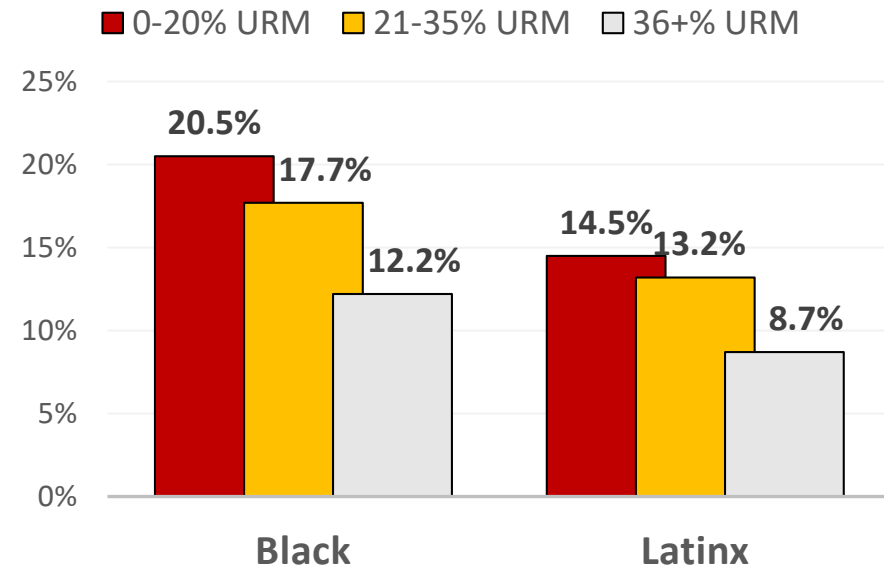
(at Left: African American students feeling respected)

(at Right: URM students reporting discrimination incidents)



Kidder & Onwuachi-Willig, *Texas Law Review* (2014)

Reported discrimination incident to campus authority, by level of URM in student body



Hurtado & Ruiz (UCLA-HERI 2015)



Dreaming *with* Dreamers when DACA is at Risk:
An innovative and legally defensible student-community partnership model to bolster financial support for undocumented college students

William C. Kidder, 36 *Georgetown Immigration Law Journal* (forthcoming Winter 2022)

Force Multipliers: A small \$12/semester voluntary fee and philanthropic partnerships can **snowball** to \$1M+ annually

Starts with Dreamers' and allies' social justice passion

Voluntary Fee is multi-year commitment (faster scale-up)

Incentivizes genuine “hearts and minds” dialogue across the student body and with parents paying fees

VF benefits from infrastructure adjacency: “compatibility with campus registration and billing systems and cost efficiency” (UCOP Guidelines, 1992)

Highly attractive for matching funds from multiple foundations (return on investment)

(e.g., modeling UCB if 1/3 of students support fee + 2x matching funds)

