



november-december 2024

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# diversity equity & inclusion newsletter

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UCB




## next steps at the newsletter

Since Spring 2021, DEI newsletter has sought to connect community members with the conversations, struggles, institutional framework, and politics associated with diversity, equity and inclusion at UC Berkeley and in the biological sciences. What began as a sparse monthly

bulletin for the Integrative Biology Department now reaches a far wider readership in ESPM, MCB, PMB, Neuroscience and multiple UC Natural Reserves. Personal stories from community members and articles covering everything from the Biological Scholars Program and pedagogy to union negotiation and administrative bloat in the UC have celebrated the accomplishments and efforts in DEI at Berkeley while also shedding light on the important work that still needs to be done. Constantly rejuvenated by new people and





top left: Dr. Xiaolin (Lindsay) Huang  
bottom left: Dr. Edi M.-L. Wipf

belonging in our fields. As we enter into a fifth year of publication we welcome new leadership to the Newsletter. Dr. **Edi M.-L. Wipf** and Dr. **Xiaolin (Lindsay) Huang** will be assuming the roles of co-editors for Spring 2025, bringing with them new visions and ideas. Dr. Huang is a postdoctoral scholar in the Molecular and Cellular Biology. She completed her PhD at the University of Chicago where she studies neural mechanisms associated with sensory coding in the mammalian retina. Dr. Wipf is completing their postdoctoral appointment. They are the academic learning specialist with the Student Learning Center and completed their PhD at UC Berkeley in PMB where they investigated how host and environmental factors shape crop microbiomes.

### What brought you to Berkeley and what inspired you to first get involved with the DEI Newsletter?

**Dr. Huang:** Berkeley's reputation as a leading institution in neuroscience is what drew me here as a postdoctoral fellow. My research focuses on understanding the neural mechanisms behind sleep disorders, with a particular emphasis on how they manifest in aging populations and patients with Parkinson's disease. In exploring treatment options, I've noticed significant disparities in care across different demographic groups. This sparked my interest in DEI efforts, as addressing these inequities is critical to improving healthcare outcomes. The DEI Newsletter provides an important platform for amplifying diverse voices and perspectives, and I'm excited about the opportunity to contribute as an editor.

**Dr. Wipf:** Graduate school brought me to Berkeley, and I first discovered the DEI Newsletter on the Plant and Microbial Biology listserv earlier this year. Inspired by its mission to connect

perspectives, the organizational memory of a university is often brief. In these past four years, the Newsletter has worked to create a repository of information that can enrich, contextualize, and empower ongoing efforts and future directions in DEI.

Voices and contributions to each issue from students, staff and faculty illuminate common needs and unique perspectives on how we foster

community members in a high turnover environment with crucial conversations, struggles, institutional framework, and politics related to diversity, equity and inclusion at UC Berkeley and in the biological sciences, I was drawn to the opportunity and possibilities in helping create content. Engaging with individuals and groups on and off campus feels vital for broadening understanding, support, and change for both myself and others.

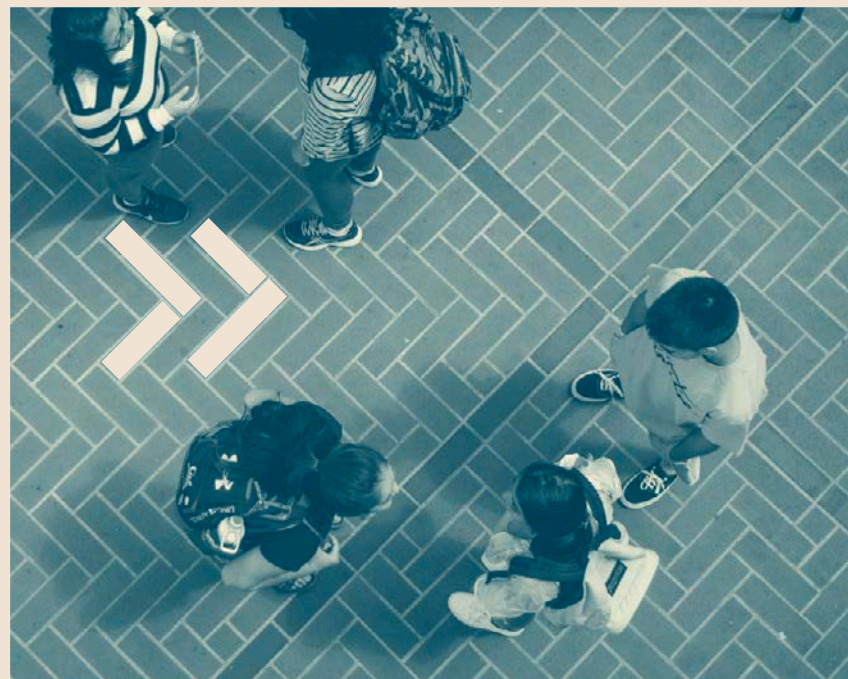
**What do you see as the greatest challenges in creating belonging, equity and inclusion in your department or area of study?**

**Dr. Huang:** A major challenge is addressing implicit bias and microaggressions that often go unrecognized but can significantly impact the academic environment. These subtle, often unintentional behaviors can make individuals

from underrepresented groups feel excluded or undervalued, even if the overall atmosphere appears inclusive. Combating this requires ongoing education about unconscious bias, creating safe spaces for discussions, and ensuring that policies are in place to address incidents when they occur.

**DEI Newsletter got its start as a conduit for IB department committee notes, but over the years we've added more voices and perspectives to the discussion. Are there stories or communities you're looking forward to highlighting in the newsletter in coming issues?**

**Dr. Huang:** One area I'm particularly eager to highlight in upcoming issues is the experience of postdoctoral scholars within the DEI framework. The postdoc community is often a transitional but pivotal group in academia, yet it can sometimes feel overlooked in broader DEI conversations. Many postdocs, especially those from underrepresented backgrounds, face unique challenges—whether it's navigating visa issues, securing funding, or dealing with the pressures of work-life balance in a competitive





field. I'd love to explore how DEI initiatives can better support this group in terms of career development, mental health resources, and fostering a more inclusive environment.

**Dr. Wipf:** I am looking forward to connecting with various groups and individuals actively working on DEI initiatives. In particular, I am excited to expand the dialogue around the impact of AI, partnerships between the university and local communities, and what long term support and change has and can look like for DEI. I am looking to also highlight research and personal stories that highlight the current state of undergraduate and graduate learning, training, as well as career opportunities.

**What new directions are you hoping to grow the newsletter during your tenure as editors?**

**Dr. Huang:** One direction I'd love to take the newsletter is increasing engagement with the postdoctoral community, particularly in STEM fields. Postdocs are often deeply immersed in their research, facing significant pressure to produce results, publish, and secure funding. This can sometimes limit their involvement in broader conversations around DEI, despite the fact that many of these issues—such as representation, mentorship, and equity in academic opportunities—directly impact their careers.

During my tenure, I hope to create more spaces for postdocs to engage with DEI topics by incorporating their voices into the newsletter. I envision more articles where postdocs can share their experiences navigating academia while dealing with issues related to diversity and inclusion. By doing so, I hope to not only raise awareness but also foster a stronger sense of community among postdocs, encouraging them to take an active role in shaping a more inclusive academic environment.

**Dr. Wipf:** I aim to grow the newsletter not only by contributing new articles regularly, but also exploring various ways to further engage with readers. I hope to foster dynamic interactions, feedback mechanisms, and accountability through features like community boards and interactive polls. If you have questions, requests, and/or comments, please reach out—[dei.news.biology@berkeley.edu](mailto:dei.news.biology@berkeley.edu).



*Learn more about DEI Newsletter and how to get involved at our **website**.*



# iBio conference 2024

by Héctor L. Torres Vera  
Graduate Student, MCB

## role of identity in mentorship at the forefront at the 2024 iBio conference

The smell of coffee floated through the air of the second floor Li Ka Shing lobby. A set of four tables arranged in the shape of an “L” were all neatly adorned with white tablecloths. They held trays of fruit and batches of bagels and cream cheese. A registration table hosted both conference organizers and a variety of “fidget toys,” small gadgets used by many people to self-regulate by tactile and visual input, particularly within neurodivergent communities.

On the morning of August 27, 2024, about one hundred attendees gathered to attend the third annual Inclusive Biology (iBio) conference, seven years after the founding of Inclusive Molecular and Cell Biology (iMCB) by PhD alumni **Dr. Lisa Eshun-Wilson** and student collaborators. Programming for the iBio conference builds off iMCB’s spearheading efforts in increasing Diversity, Equity, Inclusion, Belonging, and Justice (DEIBJ) across the bioscience community at UC Berkeley.

*“To create a safe and supportive environment for scientists to engage in meaningful discussions on diversity, equity, inclusion, belonging and justice within the bioscience community.”*

*—2024 iBio Purpose Statement*

From keynote presentations, workshops, and panels featuring staff and faculty, the day was filled with exciting and thought-provoking conversations on the role and importance of identity in mentor-mentee relationships.

## on why “bottled water” isn’t enough

“Professional is personal,” declared Dr. John Matsui, the first speaker on schedule. He continued, “the lens we use in our professional sphere comes from a personal place. Our experiences, our first languages, with whom we grew up, our socio-economic status...”

It’s this personal truth that led Matsui, alongside MCB Professor Caroline Kane and Dr. Corey

left: Dr. John Matsui  
right: Dr. Lorenzo Lones



*"One size does not fit all. Success has to be co-constructed between the mentor and the student."*

*—Dr. John Matsui*

Goodman, to establish the UC Berkeley **Biology Scholars Program** (BSP). For two decades, the initiative has served over 3500 undergraduates, offering students of all backgrounds access to faculty advising, study groups, research experiences, workshops, and more.

Matsui shared that his own experience as an "outsider"—disconnected from his Japanese heritage and culture due to events like the bombing of Pearl Harbor and **Executive Order 9066**—deeply shaped his professional trajectory. "I didn't grow up speaking Japanese," Matsui revealed. "I was denied access to my heritage." The feeling of being on the margins of both society and academia fueled his commitment to ensuring that students from underrepresented backgrounds have the tools to succeed, not just by surviving in environments not designed with them in mind, but by transforming those environments into spaces students can thrive in.

BSP goes beyond offering academic support; it serves as a space where students can find mentorship that recognizes their identities. Matsui emphasized that good mentoring is about more than just technical knowledge—it's about teaching students how to navigate the "hidden curriculum." This hidden curriculum refers to the unspoken rules, values, and expectations



*"How can I get everyone that shows up, regardless of how they do, to feel like a scientist when they step into these four (classroom) walls? I cannot control that you have access to a computer, but I can design my class where you won't need one, or give you resources where you can get one."*

*—Dr. Lorenzo Lones*

that exist within academic institutions. As Matsui explained, "One size does not fit all. Success has to be co-constructed between the mentor and the student."

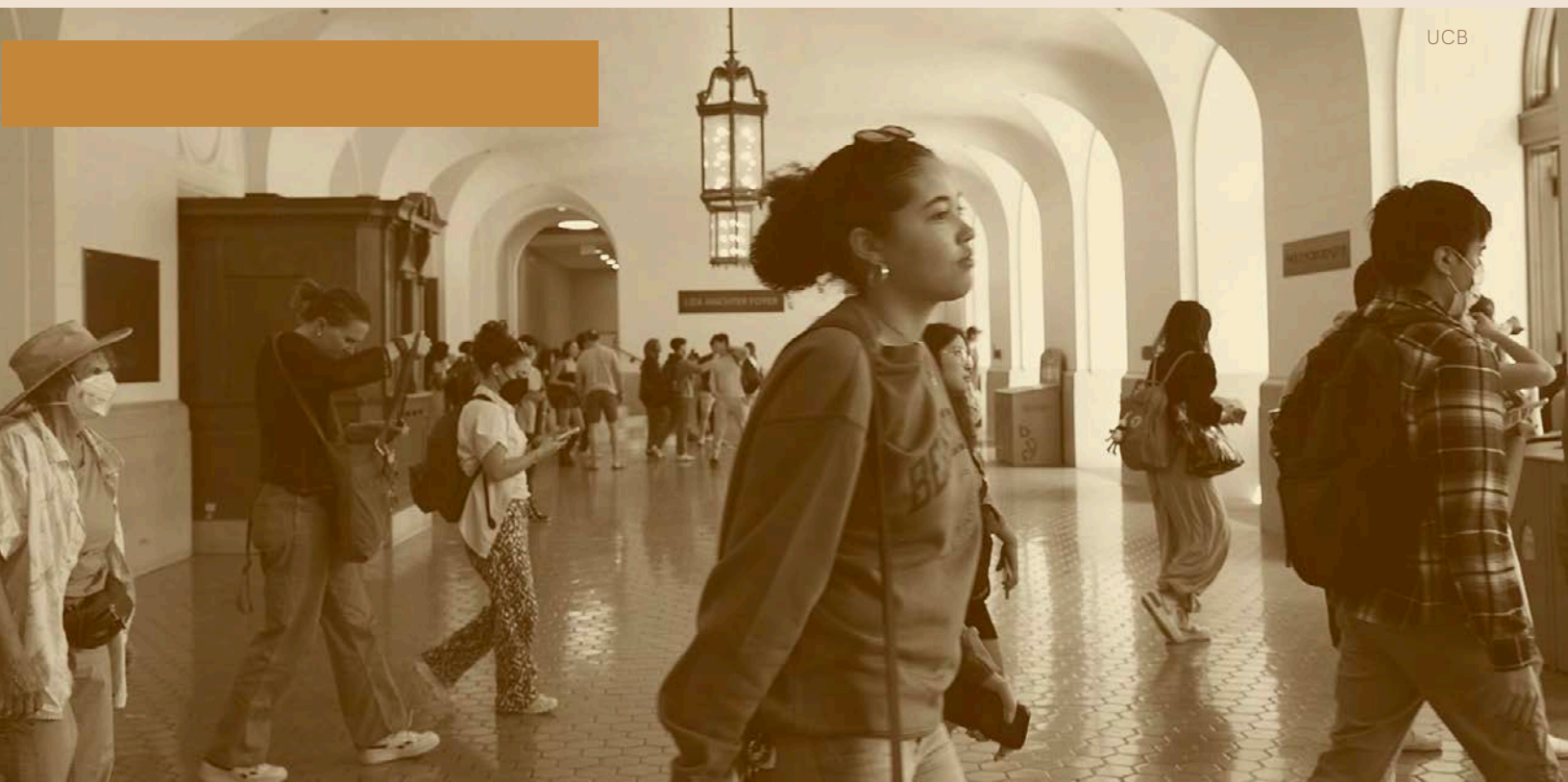
In the broader context of the academic climate, particularly within STEM fields, many of the messages students receive can be alienating. Matsui recounted some of the harmful statements he's heard over the years: "This is science. Leave your culture at the door," or "If we'd admit the right students, there'd be no diversity problem." BSP counters these attitudes by ensuring an environment where students don't have to leave any part of themselves behind.

Matsui also challenged the audience to rethink what it means to mentor effectively, calling out the tendency of institutions to "bottle water" the problems of equity and inclusion. Matsui alluded to the water crisis in **Flint, Michigan**, and how bottled water, while essential to ensure community safety and health, does not address systemic issues in water distribution systems. Likewise, institutions cannot solely implement "quick-fixes," but must invest in institutional transformation. He envisions programs like BSP as incubators for institutional change, where best practices in advising, teaching, and

mentoring are developed, scaled, and implemented to close equity gaps across the university. "My dream is to no longer have to run BSP," he concluded. "Today's students need help, and we need them. They're our futures."

### arts and crafts highlight inequities in access to resources

While Dr. John Matsui challenged attendees to rethink mentorship, Professor Lorenzo Lones led a session that brought the conversation directly into their hands. A neuroscientist by training,



Lones is a **recent addition to the MCB department** whose research focuses on understanding student perceptions of STEM classroom dynamics, particularly for historically marginalized groups.

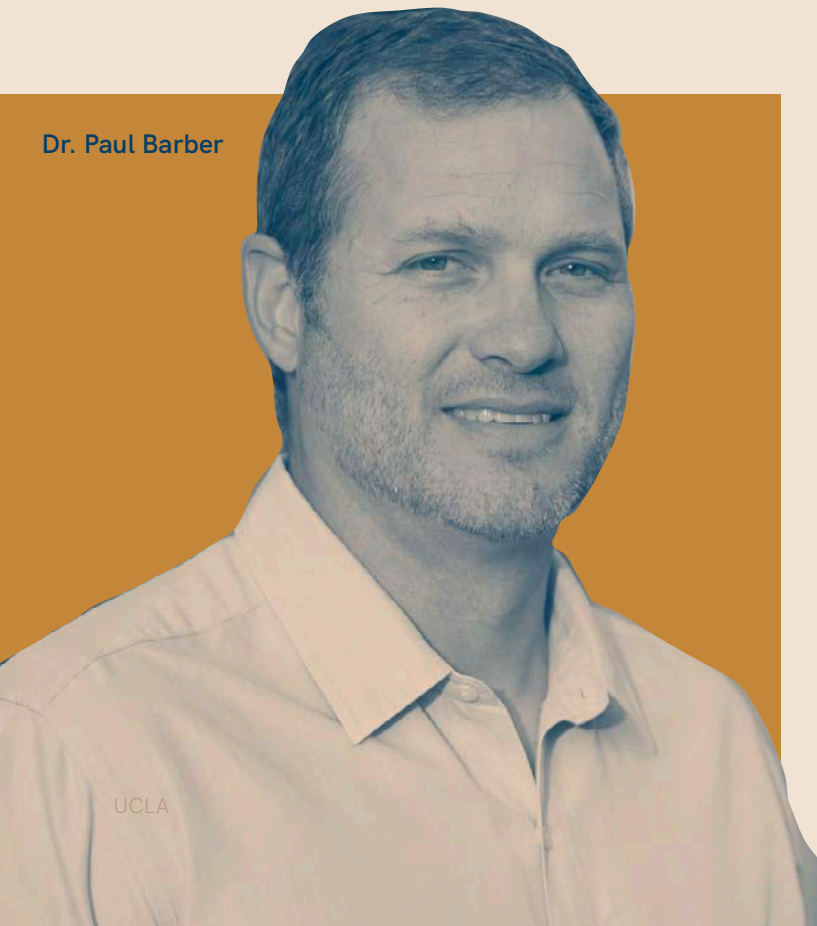
“Many introductory classes systematically exclude students from underrepresented backgrounds,” Lones noted in a later interview. “The question is, why?”

This was at the heart of Lones’ interactive workshop at the iBio conference, where groups of participants—students, postdocs, and faculty alike—were challenged to build mobiles out of materials they were randomly assigned.

*“Continuing traditional methods will yield traditional results. Shifting to student-centered training models combined with tiered mentoring yields better outcomes, without compromising the quality of the science.”*

*—Dr. Paul Barber*

Dr. Paul Barber



Some participants were given well-stocked bags containing scissors, glitter, and coat hangers, while others received only a piece of string and a single hanger.

The exercise was more than just an art project. As Lones debriefed with the group afterward, he asked them to reflect on when they first realized that their resources were unequal. He mentions a consistent takeaway he’s noticed when he implements this workshop: those with fewer resources were immediately aware of their disadvantage, while those with more resources were often oblivious. “It’s a highly emotional activity, but we need to talk about these things, no matter how hard they are.”

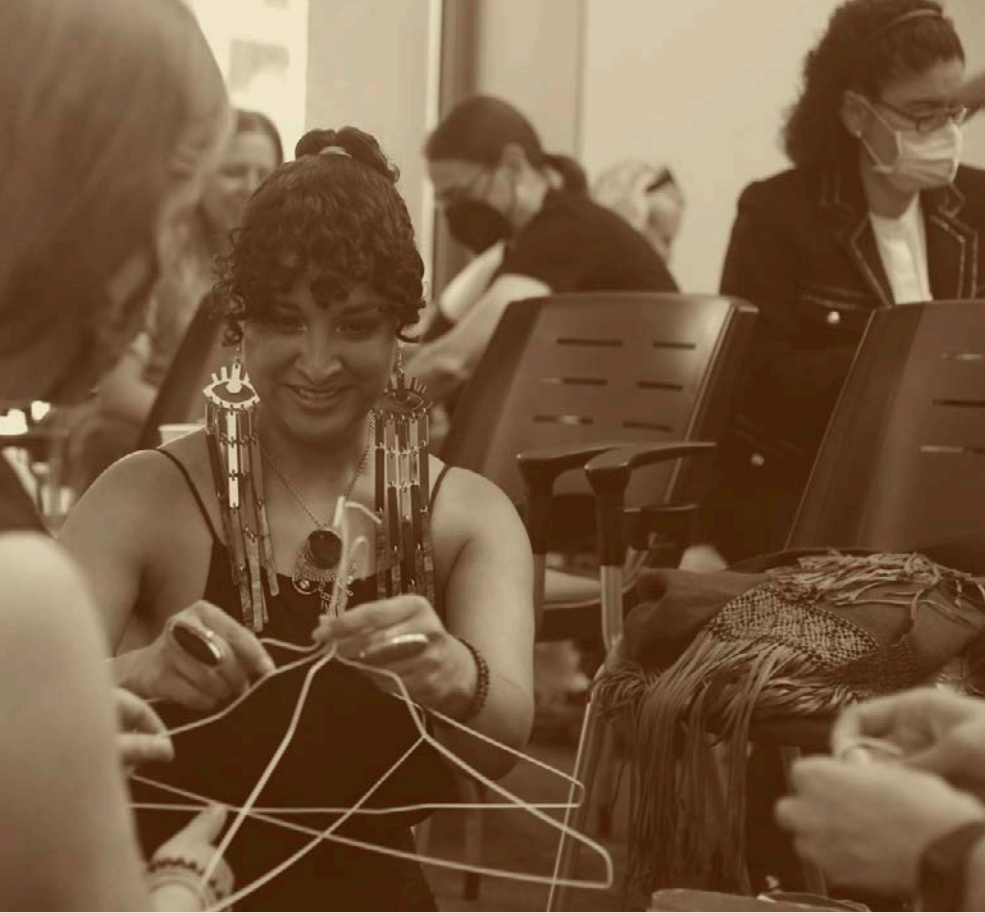
This exercise powerfully illustrates the **myth of meritocracy** in education and the deficits in how students are evaluated. In a system where some students are under-resourced but still expected to perform at the same level as their more privileged peers, failures are often attributed to the individual rather than the structural inequalities they face. It is up to those in positions of power to elicit change in these circumstances.

“If I had just added the instruction: ‘I expect everyone to share materials and ask colleagues for help when needed,’ the entire experience would have been different,” Lones remarked. “In just 13 words, I could have structured the space to be more equitable.”

For Lones, this simple exercise encapsulates a much larger issue in academia: the need to design learning environments that allow all students to show up, learn, and thrive, regardless of the resources they bring with them. “How can I get everyone that shows up, regardless of how they do, to feel like a scientist when they step into these four (classroom) walls?” Lones asked. “I cannot control that you have access to a computer, but I can design my class where you won’t need one, or give you resources where you can get one,” he ended, highlighting the influence and agency instructors have in shaping undergraduate experiences in the classroom.

*(continued on next page.)*





left: participants build mobiles with unequal starting resources.  
bottom: a panel discussion on non-traditional paths & non-dominant identities in science leadership.



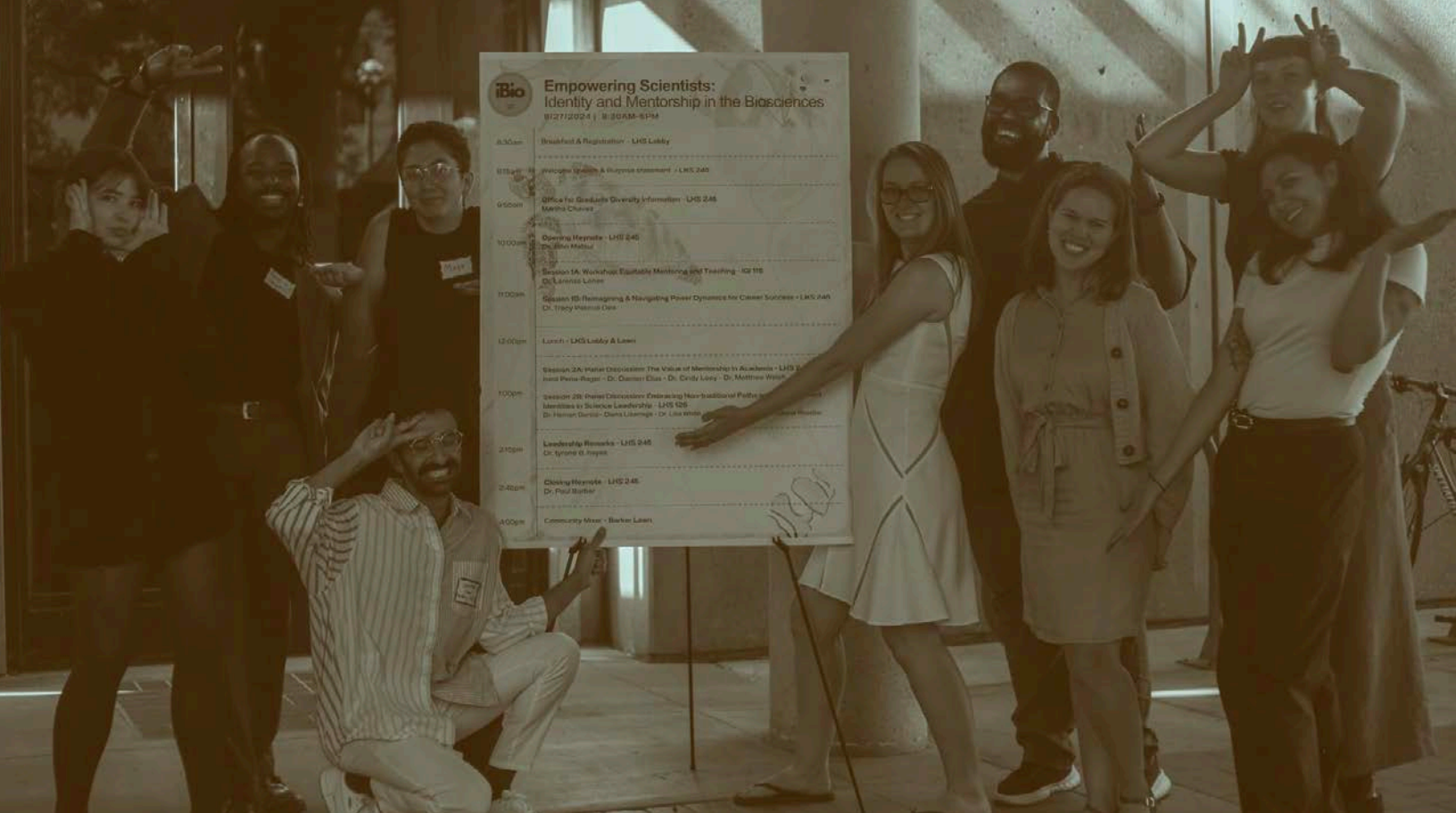
### going full circle: a Berkeley graduate builds diversity from the bottom (of the sea) up.

As the day at the iBio conference progressed, **tyrone B. hayes**, Associate Dean for Diversity, Equity, and Inclusion, reflected on his path to leadership and the urgency of institutional change. A biologist who came to UC Berkeley purely for his love of science, he discovered a deep passion for teaching and mentoring along the way.

Hayes emphasized the widening gap between students who have access to resources and those who don't, particularly after the pandemic, which left some without teachers for key subjects like science. However, he struck a hopeful note, discussing programs like the Biology Scholars Program and the new SEED (STEM Excellence through Equity & Diversity) initiative, designed to institutionalize change. "We have to continue to sustain and nurture these programs. They're not for any one group—they help everyone."

Closing the day's events, Professor Paul Barber, who completed his PhD at UC Berkeley's Integrative Biology department in professor hayes' group, delivered the final keynote. His work with **The Diversity Project** (TDP) at UC Los Angeles has led to transformative results in the field of marine biology. "In 1998, only 0.37% of PhDs in marine science were conferred to Latinos," Barber noted, reflecting on his unlikely path from a low-income Mexican American family in Tucson, Arizona, to becoming a professor at UCLA. "I should not be here," Barber said frankly, underscoring that his success was not due to the traditional paths many expect for scientists.

Founded in 2005, TDP was Barber's response to the glaring lack of diversity in marine sciences. It is a student-centered research experience that removes barriers and fosters individual identity development within science. Unlike traditional models where students are slotted into existing research projects, TDP mentors students in designing their own experiments aligned with their interests. This shift empowers students to see themselves as independent scientists.



The success of TDP also lies in its tiered mentoring model, where graduate students, previous TDP participants, post-docs, and community members provide guidance at every stage. This sustained mentoring approach offers support beyond the research project itself, including scientific conference attendance, networking symposia, and even engaging students’ families in the process.

The impact is profound: TDP has seen dramatic increases in students’ desires to pursue graduate programs, careers in marine science, and field research. Barber shared quotes from former participants, one of whom said, “It showed me that I am capable of going to graduate school.” Others expressed how TDP allowed them to understand the research lifestyle and to gain the confidence to ask scientific questions and pursue them.

Barber’s keynote concluded with a call to action. “Continuing traditional methods will yield traditional results. Shifting to student-centered training models combined with tiered mentoring

**The iBio organizing committee, from left to right: Madi Frances McCloud, Kevin Williams, Shayan (Shy) Reza Hosseinzadeh, Maya Dee Samuels-Fair, Sydnee Thom-asina, Aubrey Green, Hannah Bloom, Anastasiya (Anna) Catherine Trzcinski, and Irlanda Valeria Gon-zalez. Not pictured: Monica Jane Albe, Prof. James K Nunez, Prof. Noah K Whiteman, and Prof. Caroline Margaret Williams.**

yields better outcomes, without compromising the quality of the science.” The room was left energized by his message that making science more inclusive is an active process, one that both students and faculty must be part of.

**a success, with more to come soon**

The conference ended in its customary way with a lively mixer outside Barker Hall, complete with a variety of bubble teas and lawn games. After a day of discussion, learning, and community, one attendee attests, “I could look around the room and see a community that looks like me. The attendees, the panelists... I didn’t feel like I didn’t belong. My imposter’s syndrome was gone.”

**Aubrey Green**, Assistant Director of Diversity, Equity, Inclusion & Belonging for MCB and the Division of Biological Sciences, was recognized for his critical role in organizing the many moving parts of the day. Green worked along an incredible organizing committee of MCB graduate students, university staff, department faculty. Together, they created a space where mentorship and identity could be discussed openly, and tangible steps toward inclusion could be taken.

In the end, the third annual iBio conference served as a powerful reminder that the path to an inclusive and equitable scientific community requires sustained, intentional efforts. Green adds, “No matter who you are, everyone wants to feel like they belong. That’s real, and judging from the feedback, we achieved just that.” Green is also excited for the momentum built by the organizing committee and the conference, with new **Graduate Gathering** events in the docket. Ultimately, mentorship—rooted in awareness of identity and the structures that shape opportunity—has the potential to transform lives, both within academia and beyond.



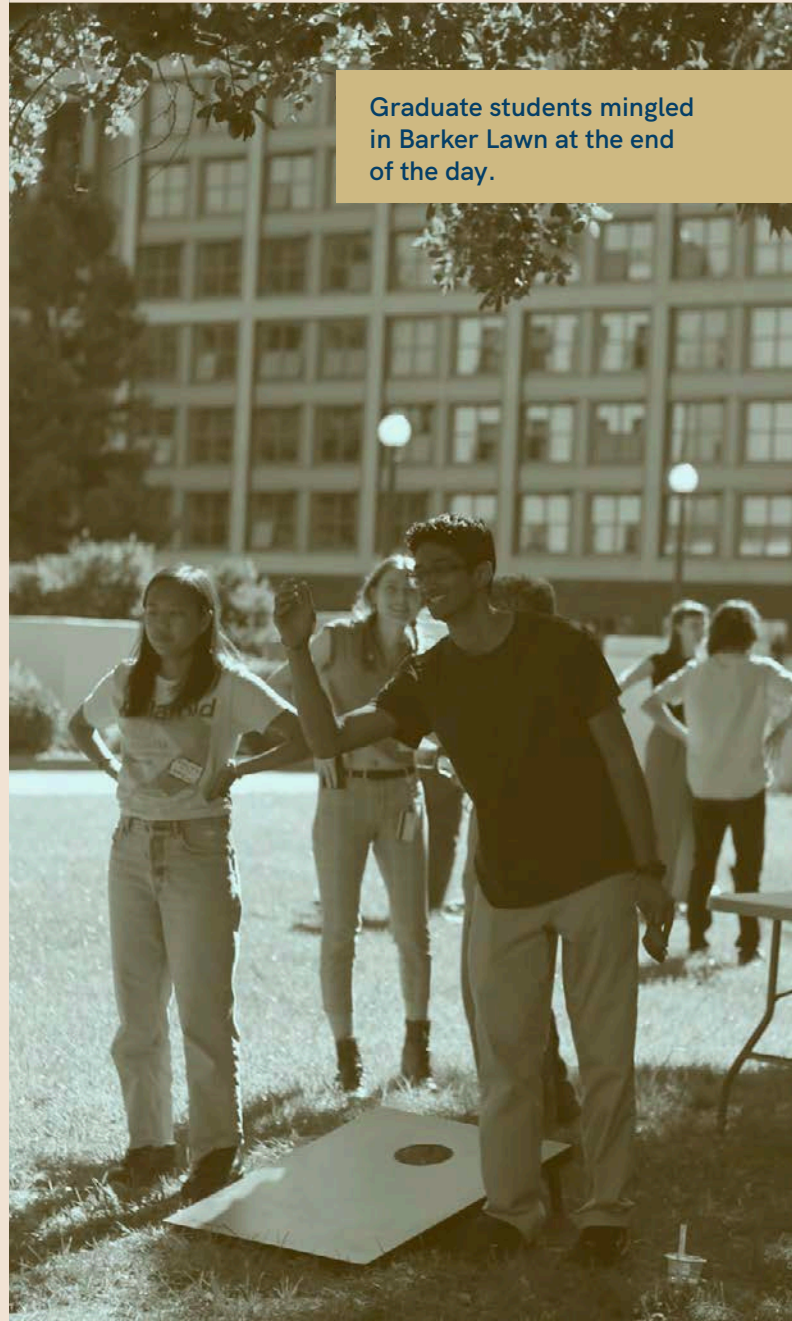
*Are you interested in becoming part of the iBio/ Graduate Gatherings organizing committee? Would you like to be a part of transformative initiatives in the biosciences community at Berkeley? Check out the **MCB Equity and Inclusion** and the **iBio landing page** websites, which contain information on current and future events, volunteer opportunities, and relevant contact information.*

*This article was also featured MCB Transcript Newsletter of Fall 2024 which you can **read here**.*

all unattributed photos courtesy of iBio

### reflection questions:

1. In his talk, Dr. Matsui mentions the barriers of hidden curriculum. Are there unspoken norms in your department or academia that you wish you’d learned earlier?
2. How can we better identify our blindspots when seeking to address resource and equity disparities?
3. How do programs like BSP and TDP reach beyond the students they serve to enrich the entire community?



**Graduate students mingled in Barker Lawn at the end of the day.**

# what's on the ballot this year? a voters guide.

by Street Spirit Staff

This quick and dirty voter guide provides information about the propositions and ballot measures in the state and county, as well as the city you live in. We focused on issues that will most impact the unhoused community. If you are looking for more information about each and every item on the ballot—including candidates who are running for office—we recommend **KQED's online guide**.

*This story has been reprinted with generous permission from Street Spirit. To read more or make a donation visit their **website** or a **local vendor**.*

## California

**Prop 2:** If passed, Prop 2 would authorize the state to borrow \$8.5 billion for K-12 schools and \$1.5 billion for community colleges for construction and modernization.

**Prop 3:** If passed, Prop 3 would reaffirm the right of same-sex couples to marry. This constitutional amendment would remove outdated language from Proposition 8, passed by voters in 2008, that characterizes marriage as only between a man and a woman.

**Prop 4:** If passed, Prop 4 would allow the state to borrow \$10 billion to respond to climate change, including \$3.8 billion for drinking water and groundwater programs, \$1.5 billion for wildfire and forest programs, and \$1.2 billion for sea level rise. In part, the money would offset some budget cuts.

**Prop 5:** If passed, Prop 5 would make it easier for local governments to borrow money for



Bill Weaver



UCB

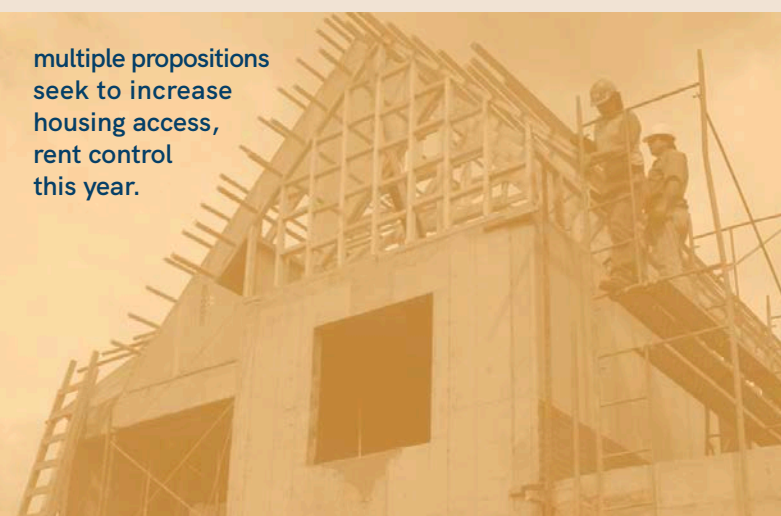
**Prop 4 would allocate \$3.8 billion toward flood and ground water protection which locally could assist impacted communities in West Oakland and Bayview-Hunters Point.**



Janice Lynch



multiple propositions seek to increase housing access, rent control this year.



affordable housing and some other public infrastructure projects by lowering the voter approval requirement from two-thirds to 55%.

**Prop 6:** If passed, Prop 6 would end indentured servitude in state prisons, considered one of the last remnants of slavery. The California Black Legislative Caucus included the proposal in its reparations agenda.

**Prop 32:** If passed, Prop 32 would raise the state minimum wage to \$18 per hour by 2026 for all employers. In 2027 and thereafter, minimum wage increases would be adjusted annually based on increases to the cost of living. The proposition would not change any local or industry-specific minimum wages, such as fast food workers making \$20 per hour.

**Prop 33:** If passed, Prop 33 would repeal the **Costa-Hawkins Rental Housing Act**, allowing local governments to expand rent controls. The proposition itself does not make any changes to existing local rent control laws—cities and counties would have to take separate actions to change their local laws. It also prevents the state from taking future actions to limit local rent control.

**Prop 34:** If passed, Prop 34 would require some providers to spend 98% of net revenue on direct patient care or risk losing their licenses or tax-exempt status. Sponsored by the trade group for California’s landlords, this measure is squarely aimed at knee-capping the AIDS Healthcare Foundation, which has been active in funding state and local housing policies such as Prop 33.

Prop 35: If passed, Prop 35 would establish a permanent tax on managed health care plans to raise more money for Medi-Cal. The proposition would also block lawmakers from redirecting the tax revenue for other state programs. The tax is currently set to expire in 2026.

**Prop 36:** If passed, Prop 36 would increase penalties for both theft and drug trafficking, including longer prison sentences and mandatory drug treatment. The proposition would partly roll back Proposition 47, approved by voters in 2014, which turned some felonies into misdemeanors.

## Alameda County

Alameda County voters will get to weigh in on whether or not to recall District Attorney Pamela Price. Voting yes supports recalling Price from the District Attorney's seat. Voting no supports keeping her in office. Supporters of the multimillion dollar **recall campaign** blame Price's policies,

such as limiting sentencing enhancements, for a steep rise in crime in the county last year. Opponents say it's unfair to blame Price for a rise in crime that began during the pandemic, and note the effort is funded primarily by a small group of wealthy individuals.

## City of Oakland

**Mayoral recall:** It's been over 100 years since the last recall election against a mayor in Oakland, but this year voters will be asked if they wish to recall Mayor Sheng Thao. Voting yes supports the recall. Voting no supports keeping her in office.

Supporters of the Recall Thao campaign say that crime has risen under her administration, and blame her for the city's massive budget deficit after her administration missed an important grant deadline last year. Opponents say that Oakland was already dealing with these challenges before Thao took office, and emphasize the fact that the recall is largely being paid for by

Cathedral Building,  
downtown Oakland.





Advocates for the unhoused occupy land outside old Berkeley City Hall.



wealthy donors who don't live in Oakland and did not elected Thao in 2022.

**Measure NN:** If passed, Measure NN would extend a parking tax and parcel tax (a form of property tax) to raise money for police, fire, and violence prevention among other “public safety services.” A yes vote supports the new taxes. A no vote does not. Supporters say: “We face a public safety crisis in Oakland—our community must come together to improve 911 response times and reduce crime and gun violence,” and describe the initiative as a “smart-on-crime” measure crafted by a coalition of small businesses, doctors, public health experts, firefighters and first responders. Opponents say: “Vote No on Oakland’s decades-long plan to defund the police and reject this new parcel tax that decreases police funding, decreases accountability, and will result in even more crime.”

## City of Berkeley

**Measure W:** This measure would raise money to rehouse unhoused people by restructuring a property transfer tax for homes valued at \$1.6

million or higher. A yes vote supports the new tax. A no vote opposes it. Supporters, such as Berkeley Mayor Jesse Arreguin, note that the city must spend roughly \$75 million annually to meet its goal of reducing unsheltered homelessness by 75%. Opponents, like Marcus Crawley—president of the Alameda County Taxpayers Association—say voters should be cautious. Under state law, cities cannot divert a transfer tax to a special program, meaning all revenues from this tax would be deposited into the city’s general fund and could be used for any legitimate city expense.

**Measure X:** If passed, would raise funds for the Berkeley Public Library and its anticipated repairs by creating a special parcel tax. A yes vote supports the new tax. A no vote does not. Supporters say that without the funds from Measure X, Berkeley libraries will be forced to cut hours, reduce staff, shrink collections, delay much-needed upgrades and repairs, and cut youth and other programs that are highly valued by our community. They also note that the last time Berkeley libraries won funding from voters was in the 1980s. Street Spirit could find no opposing argument to Measure X.



Alberto Guterrez

Lake Merritt, Oakland.

**Measure Y:** This measure would increase the special parcel tax that funds Berkeley parks, trees, and landscaping. A yes vote supports the tax increase. A no vote opposes it. Supporters of Measure Y say it is important for fire and vegetation management. Street Spirit could find no opposing argument to Measure Y.

**Measure BB:** This measure would set aside funds for a housing retention program, allow tenants representing at least 50% of the occupied rental units in a building to form an association, and limit the maximum annual rent increase to 5% (currently 7%). Supporters say that Measure BB creates a new right to organize tenant associations and requires property owners to work in good faith with tenants. Opponents say that it violates a homeowners' ability to decide when to start and stop renting their home and severely limits their ability to evict tenants for non-payment of rent or lease violations.

**Measure CC:** This measure would set aside existing revenue to create a fund for rent payments to property owners on behalf of struggling tenants, allow tenants representing two-thirds of occupied units to form an association, and remove certain powers from the Rent Board. (If both BB and CC pass, the one with the higher vote count will prevail). Supporters say that Berkeley urgently needs new housing—people are becoming homeless faster than we can build the housing needed to shelter them. They describe preventing tenants from being displaced as a critical stopgap measure for keeping people off the streets, and say that Berkeley needs a permanent rent relief fund for tenants in need. Opponents say that “Berkeley’s largest landlords spent tens of thousands of dollars to qualify Measure CC, promoting it as a solution to homelessness. However, this measure could increase housing insecurity for hundreds of households throughout our city. Measure CC also creates a redundant rent relief program, placing millions of taxpayer dollars directly into the pockets of landlords, with no criteria or means testing.”



**Measure EE:** This measure would create a special parcel tax of 13 cents per square foot on all property to fund repairs on street surfaces, sidewalks, and paths. Supporters say Measure EE would get Berkeley streets, sidewalks, and paths repaired so that everyone can walk, bike, and drive safely, and note that the measure exempts low-income homeowners and protects small businesses. Opponents say it does not guarantee safety improvements for kids or pedestrians, as it does not fund Safe Routes to Schools projects for children walking or biking to school, and won't fund street lighting.

commercial property to fund street and sidewalk repair—as well as new safety infrastructure such as traffic-calming devices and street redesigns. (If both EE and FF pass, the one with the higher vote count will prevail.) Supporters say that Berkeley streets are in desperate need of repair, and Measure FF will solve the problem. Opponents say that while Measure FF claims to allocate 30% of funds to “safety improvements,” it is too broad to actually be effective, and would eliminate parking and hurt small businesses, while increasing congestion and impeding emergency responders.

**Measure FF:** If passed, would create a special parcel tax of 17 cents per square foot on residential property and 25 cents per square foot on

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## upcoming events + campus resources

- 12 Nov.—**Career Panel with Food Systems Professionals**. 3.00-6.00pm, Berkeley Food Institute (free)
- 28 Nov.—Free Admission to **San Francisco Botanical Gardens**
- 14 Dec.—**Parol Lantern Festival**, Filipino Heritage District & Yerba Buena Center for the Arts, SF (free)

Have a story or event you would like to see featured in upcoming newsletters? Contact us at [dei.news.biology@berkeley.edu](mailto:dei.news.biology@berkeley.edu).

Doe Library



*Supervisors—please circulate this newsletter to lab members and staff who may not be on our listserv.*