

UC Santa Cruz

Office for Diversity, Equity, and
Inclusion

2009-2011 Report

Office for Diversity, Equity, and Inclusion
2009-2011 Report

This bi-annual report captures the work of the Office for Diversity, Equity, and Inclusion (ODEI) and the efforts by the co-campus diversity officers (CDO) during the period between July 1, 2009 and June 30, 2011. ODEI combines the state and federal compliance responsibilities of the former Equal Employment Opportunity/Affirmative Action Office with campus-wide diversity initiatives and programming led by the CDOs.

ODEI Services

- Address diversity-related conflicts and climate concerns through consultation services to units and individuals.
- Address complaints of employment discrimination through informal resolution or formal investigation. Investigate and respond to complaints filed with outside agencies including the Department of Fair Employment and Housing (DFEH), the Equal Employment Opportunity Commission (EEOC) and the Office for Civil Rights (OCR).
- Upon request from principal officers, investigate and work to resolve non-employment related discrimination concerns and complaints.
- Offer a variety of training programs and workshops on nondiscrimination, diversity and inclusion for faculty, staff and students.
- Assist hiring units and departments in adhering to fair hiring guidelines and best practices during faculty and staff recruitments and other employment processes.
- Compile data for and produce the annual affirmative action plan and other organizational analyses.
- Provide support for faculty and staff career development.
- Support and initiate UC Santa Cruz's diversity initiatives.

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For additional copies of this report, go to:
http://diversity.ucsc.edu/about/images/2009-11_report.pdf.

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CHANCELLOR BLUMENTHAL'S MESSAGE REGARDING DIVERSITY AND INCLUSION



At UC Santa Cruz, diversity is an integral part of our mission to teach, discover, and serve.

Diversity enriches everyone by ensuring that students, staff, and faculty engage with people who bring different sets of experiences, values, and views to the classroom, the laboratory, the art studio, and the dining hall. UCSC serves as an important testing ground—a place where personal experience trumps stereotypes and where diversity accelerates our pursuit of excellence.

Diversity and inclusion help bring UCSC's Principles of Community to life by contributing to an open, purposeful, caring, just, disciplined, and celebrative campus climate. Our programs support the identities and aspirations of every student, staff member, and academic employee. Our goal is to build a community where each person enjoys a sense of belonging, where each person can be heard.

As chancellor, I am committed to furthering the cultural and social diversity of our campus community and to cultivating an inclusive campus climate. But diversity at UCSC is not a top-down initiative. Rather, it is interwoven into the fabric of the campus, a responsibility shared by all for the benefit of the entire community.

As a public university, UCSC is obligated to reflect the full range of people and cultures that make up the state of California. But it's not just duty or obligation that fuels our commitment. We are motivated by a desire to make society more equitable and to enhance opportunities for all.

In higher education, we are developing the leaders of tomorrow, people who will be active in all sectors of society and the world. With my full support, UCSC will continue building a diverse community and fostering a climate of inclusion in which all will thrive.

George R. Blumenthal
Chancellor

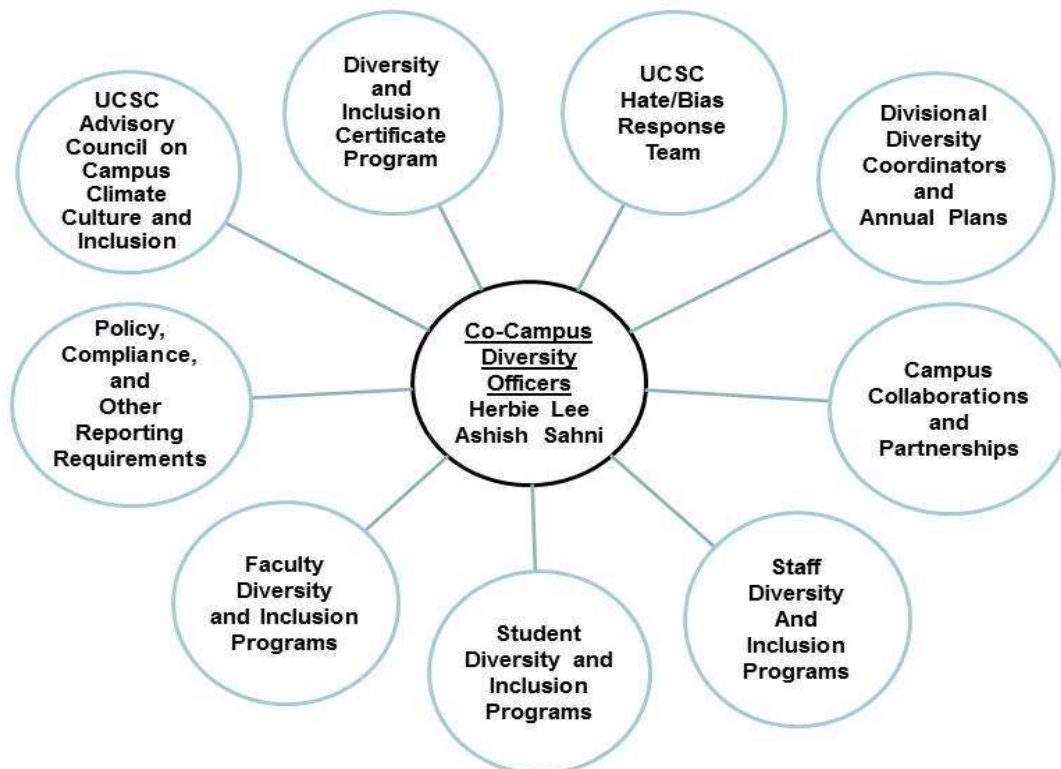
In July 2010, the Equal Employment Opportunity/Affirmative Action Office changed its name to the Office for Diversity, Equity, and Inclusion to reflect the expanded breadth and depth of work in promoting diversity and inclusion at UCSC.

The Office for Diversity, Equity, and Inclusion (ODEI) advances the University's teaching, research and service mission and commitment to excellence by working collaboratively with others throughout the institution to promote a campus climate that values diversity, equity and inclusion, and is free of bias and harassment.

ODEI initiatives and activities are designed to cultivate a climate in which all students, staff and faculty are treated fairly and able to thrive and succeed; and everyone including current affiliates, alumni, supporters and community members is welcomed.

ODEI staff members work to ensure that UC Santa Cruz is compliant with nondiscrimination and affirmative action policies and laws for staff and faculty, and all applicants and employees are afforded equal opportunity in employment.

Office for Diversity, Equity, and Inclusion (ODEI) - Areas of Focus



June 2011

This diagram represents ODEI's areas of focus in its work across campus. Each area is further explained in other sections of this report.

Office for Diversity, Equity, and Inclusion Staff

- Ashish Sahni, Assistant Chancellor/Chief of Staff, Campus Diversity Officer for Staff and Students and Director of Equal Employment Opportunity/Affirmative Action.
- Herbie Lee, Vice Provost for Academic Affairs, Campus Diversity Officer for Faculty and Professor of Applied Mathematics and Statistics
- Ciel Benedetto, Assistant Director for Equal Employment Opportunity
- Joy L. Lei, Diversity Programs and Education Specialist

In July 2009, Chancellor Blumenthal appointed the positions of *Campus Diversity Officer for Staff and Students* and *Campus Diversity Officer for Faculty* to serve as leaders of UCSC's initiatives to promote a healthy campus climate as a means to academic excellence, multicultural understanding and professional competence. Included in the Campus Diversity Officers' charge are assisting and collaborating with all units of the campus in their efforts to recruit and retain diverse faculty, staff and student body, as well as development of programs and activities to support the culture of pluralism, mutual respect, inclusion, community-building and engagement throughout the campus.

Ashish Sahni has served as Campus Diversity Officer for Staff and Students since July 2009.

Alison Galloway, Professor of Anthropology, served as Vice Provost for Academic Affairs and Campus Diversity Officer for Faculty between July 2009 and August 2010.

Herbie Lee served as Interim Vice Provost for Academic Affairs and Campus Diversity Officer for Faculty between September 2010 and June 2011. Beginning July 2011, Professor Lee serves in these two roles in a permanent capacity.



Campus Diversity Officers Herbie Lee (left) and Ashish Sahni (right)

Past ODEI staff:

- Danielle Ditmars, Diversity Projects Analyst
- Mykell Discipulo, Affirmative Action Specialist
- Samantha Forde, Faculty Diversity and Inclusion Specialist

During the reporting period, the Office for Diversity, Equity, and Inclusion (ODEI) supported the following campus-wide initiatives.

Diversity Advisory Committee (2009-2010)

In 2009, Chancellor Blumenthal created a Diversity Advisory Committee (DAC) with broad campus representation and asked CDOs Galloway and Sahni to co-chair this group. The DAC provided a forum for campus constituents to discuss and promote diversity-related issues. Committee members provided the CDOs with input and guidance on diversity issues and with feedback on proposed or ongoing projects and initiatives.

Subcommittees were formed to focus on the needs of undergraduates, graduate students, staff, and faculty, based on the recommendations of the UC Regents Study Group on Diversity. These subcommittees built upon existing campus efforts and helped the CDOs identify the most critical issues to address.

UCSC Advisory Council on Campus Climate, Culture and Inclusion (2010-present)

At the March 2010 Regents' meeting, UC President Mark Yudof pledged to take steps to directly address campus climate issues that leave students feeling marginalized; to promote the identification and sharing of best practices that promote diversity and tolerance; to monitor progress on the campuses; and to provide effective oversight.

The President appointed a system-wide Advisory Council on Campus Climate, Culture and Inclusion and asked each campus Chancellor to chair and appoint a multi-constituency council to advise the Chancellor and, as appropriate, the campus community.

In response to President Yudof's request, Chancellor Blumenthal restructured and re-named the Diversity Advisory Committee to create a campus Advisory Council on Campus Climate, Culture and Inclusion that includes faculty, staff, students, community members and alumni.



2010-11 UCSC Advisory Council on
Campus Climate, Culture and Inclusion

The charge of the UCSC council is to:

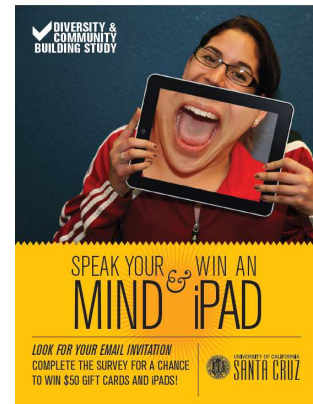
- Monitor and evaluate the progress of UCSC in creating conditions of climate, culture and inclusion that will best support the mission of the University and provide equal opportunities to all UCSC students, faculty and staff.
- Identify, evaluate and share “promising practices” in efforts to create a welcoming and inclusive campus climate—looking broadly at other institutions, both public and private, inside and outside higher education, across the state and the nation.

This advisory council is chaired by the Chancellor, led by the CDOs and staffed by ODEI. The full council meets once each quarter and formed four subcommittees focusing on undergraduate and graduate students, faculty, staff and climate metrics (to assess the campus climate).

UCSC's Diversity and Community Building Study

A major initiative that the Advisory Council on Campus Climate, Culture and Inclusion has moved forward is a campus-wide study on UCSC's climate with a focus on issues of diversity and inclusion. UCSC's Diversity and Community Building Study is sponsored by [Chancellor's Advisory Council on Campus Climate, Culture and Inclusion](#), the [Office for Diversity, Equity, and Inclusion](#), and [Institutional Research and Policy Studies](#). It began in spring 2011 with two online surveys of the entire student body, with one focusing on undergraduate students and the other on graduate students.

The study's main goals are to evaluate the university's existing culture and institutional support of all members of our campus community, and to provide valuable information for improvement of everyday practices, policy decisions and other community-building efforts. The surveys include questions on campus-wide climate for diversity and inclusion. Survey results will be available in fall 2011 and the advisory council will implement programming based on these results. For more information about this study, visit: <http://diversitysurvey.ucsc.edu>.



Chancellor's Achievement Awards for Diversity

The annual Chancellor's Achievement Awards for Diversity honor and showcase people and programs that have made outstanding contributions to furthering diversity, inclusion and



2010 award recipients with Chancellor Blumenthal and Campus Diversity Officers Galloway and Sahni

excellence at UC Santa Cruz. UCSC has many individuals and units that contribute significantly to our diversity and inclusion efforts. Some examples of achievements include: developing successful mentoring and retention programs; influencing peers on decisions that affect equal employment opportunity, affirmative action, inclusion and diversity at UC Santa Cruz; and advancing the understanding and field of diversity through research, publications and other media.

Eligible recipients include undergraduate and graduate students, student organizations, academic, and staff employees, campus units (e.g., offices, departments or divisions) and academic or administrative programs.

Critical Race and Ethnic Studies

During 2010-2011, the Office for Diversity, Equity, and Inclusion (ODEI) supported the Critical Race and Ethnic Studies initiative by UCSC students and faculty in various ways. CDOs Lee and Sahni met with the Chair of American Studies to discuss coordinating campus conversations about ethnic studies at UCSC.

ODEI co-funded a small group of graduate students to a critical ethnic studies conference at UC Riverside. These students, who are a part of the Critical Ethnic Studies Research Cluster on campus, organized a series of student conversations addressing the state of ethnic studies on the UCSC campus during spring 2011.

In addition, the funding of a course-release in 2011-2012 was approved for Christine Hong, Assistant Professor in Literature. Taking time out of her research and writing schedule, Professor Hong took on numerous responsibilities to facilitate the development of the critical race and ethnic studies initiative. A course release not only acknowledges the significant work by Professor Hong, it is also a commitment to her professional success at UCSC.

Faculty Diversity and Inclusion Programs

The recruitment and retention of diverse, qualified faculty remains a top priority for UCSC.

In addition to the established practices to ensure fair hiring, it became mandatory that before a senate faculty position can be advertised, search committee members are required to meet with the Vice Provost for Academic Affairs/Campus Diversity Officer for Faculty and the Assistant Vice Chancellor for Academic Personnel to discuss affirmative action, utilization and availability, outreach activities and the job description. Also, a diversity liaison is identified in all academic searches. A review of the data shows that diversity has increased in most interviewee pools with the addition of a diversity liaison. The goal is an inclusive search that encourages and embraces applicants who can contribute to the diversity of the campus.

Multiple efforts were made to increase faculty awareness of academic personnel policy (APM 210) that recognizes contributions that promote diversity and equal opportunity through teaching, research, professional and public service in academic personnel actions. [*Engaging in Diversity: A guide for faculty to various resources and programs at UCSC*](#) was developed to assist faculty to engage and promote a positive campus culture.

In 2009, the Academic Personnel Office (APO) and CDO-Faculty organized career development workshops: Conflict management for Chairs, How to Enjoy your Job and get Tenure in the Bargain, Effectively Mentoring and Teaching Students from Diverse Backgrounds, How to Incorporate Contributions to Diversity into Teaching and Research. In spring 2011, ODEI partnered with the Disability Resource Center to offer a faculty workshop titled “Teaching Students with Disabilities,” which focused on hidden disabilities.

In 2010-2011, APO and CDO-Faculty implemented a faculty retention survey. Although the number of respondents was too small to draw any conclusions, the survey will be implemented each year and results will be used to assess best practices and challenges to retaining qualified, diverse faculty.

Hate/Bias Response Team for Faculty and Staff

Both Campus Diversity Officers are part of UCSC’s hate/bias response team, specifically to provide support, offer referral to services and address hate/bias incidents that are related to faculty and/or staff. The Vice Chancellor for Student Affairs and the Dean of Students are part of the response team to address incidents related to students.

Staff Diversity and Inclusion Programs

The Office for Diversity, Equity, and Inclusion (ODEI) has partnered with Staff Human Resources (SHR) to develop a staff employment outreach and retention program—with specific foci on outreach to people with disabilities and veterans.

ODEI offers a mandatory online fair firing training program which provides instruction for ensuring fairness and excellence in the recruitment process for staff employees.

To encourage efforts that promote diversity and inclusion in the workplace, [diversity performance standards](#) for managers and supervisors were developed to be included in UCSC performance appraisal templates.

ODEI offered trainings that promote diversity and inclusion within the workforce and the campus climate. The Career Pathways for Administrative Assistants workshop series was offered in spring 2010 and supports administrative assistants to begin longer-range career planning. As there is considerable diversity at the lower ranks, it is essential that opportunities are provided for them to take on more senior positions.

In fall 2010, ODEI launched a staff 8-course UCSC Diversity and Inclusion Certificate Program, offering examination of within-community differences and how we can build a stronger campus community. Core course topics include:

- Overview of Diversity, Retention and Inclusion at UCSC
- Disability
- Sexual Orientation
- Race, Ethnicity and National Origin
- Generational Commonalities and Differences
- Diversity Change Agents



Susan Willats, one of the Disability 101 instructors

Those who complete all six core courses and two elective courses in the Program within two years receive a certificate of completion. In spring 2011, ODEI graduated forty-six staff employees, who received their Diversity and Inclusion Certificate.



2010-2011 Diversity and Inclusion Certificate Program graduates

Divisional Diversity Coordinators

In 2009 CDOs Sahni and Galloway instituted the divisional diversity coordinator role to formalize partnerships with each of the eighteen divisions. The divisional diversity coordinator serves as a liaison between the CDOs and ODEI and their respective divisions. They provide invaluable insight and guidance regarding the implementation and effectiveness of campus diversity and affirmative action efforts. The divisional diversity coordinators meet twice a year and have an email listserv for ongoing communication.

The divisional diversity coordinators are also responsible for the preparation of the division's annual divisional diversity plan. Divisions have great flexibility in developing their diversity plans. They have many choices regarding which areas of diversity, climate, and inclusion to focus on and may choose the format and structure for the plan. The goals or efforts can be targeted at improving the diversity climate within the division, or actions which work to improve campus climate and inclusion. To meet our federal obligations, affirmative action efforts are a required element of the plan.

Student Diversity and Inclusion Programs

As part of the ODEI's mission to cultivate a diverse and inclusive campus climate, the CDOs outreached to students and targeted student organizations to gain their perspectives on the campus climate, both inside and outside of the classroom. In 2010-2011, CDOs Lee and Sahni visited several UCSC colleges and held informal conversations with students. In addition, the CDOs met with leaders of student organizations on campus (including A/BSA, Filipino Student Association, Muslim Student Association, National Society of Black Engineers). These conversations both helped the CDOs identify key issues to consider as well as gave them the opportunity to answer students' questions about campus priorities.

ODEI also supported and complemented the efforts around diversity and inclusion by student organizations and the Division of Student Affairs. For example, ODEI, in coordination with the resource centers, hosted its first Success STRategies and Opportunities Collaborative (SSTOC) luncheon in spring 2011 to recognize students for their leadership training. Another example is ODEI's partnering with the Disability Resource Center (DRC) for its Faculty/Staff Appreciation and Student Recognition reception. Faculty and staff who were nominated by DRC students are honored at this reception for their part in developing an inclusive academic and living environment at UCSC. In addition, Diversity Programs and Education Specialist Lei provided cultural competency workshops to students upon request by campus units.

Direct support for student organizations included co-funding their activities and initiatives. The Chancellor's Office has consistently funded Engaging Education's student initiated outreach efforts. Also, when budget reductions led to the inability for three student organizations to hold their cultural performances in the Mainstage Theater, ODEI contributed one-third of the needed funding in both spring 2010 and 2011 to remove the existing barrier. In addition, student organizations could request co-funding from ODEI for activities and initiatives that align with the Office's mission and directly benefit the campus.

Policy, Compliance and Other Reporting Requirements

UC Santa Cruz is committed to enacting the [Principles of Community](#), resolving conflicts and preventing complaints using an educational approach and by provision of consultation services to employees and managers alike.

Office for Diversity, Equity, and Inclusion (ODEI) staff members are available to assist individuals, managers, units and principal officers seeking impartial advice or assistance strengthening management best practices and in resolving workplace issues, conflicts or complaints that may involve discrimination or workplace diversity issues. Assistance may include policy research and clarification, counseling, referral to on and off campus resources and facilitation of conflict resolution meetings.

Applicants, members of search committees or others may request a *fair hiring review* if there is concern that campus fair hiring guidelines were not followed, in particular, if they believe that an applicant who is a member of a *protected class was not treated fairly and evaluated based on job requirements*.

When resolution prior to investigation is not possible, ODEI staff members are available to investigate employment-related discrimination complaints. Our staff members maintain impartial, balanced and independent positions when providing problem resolution and complaint investigation services.

The Assistant Director for Equal Employment Opportunity is a member of the campus Investigations Workgroup (*I-Group*) and requests for ODEI investigations may be received from the LDO (whistleblower locally designated official) as the result of an I-Group triage process. Also, principal officers may request that ODEI provide consultation services for or investigate non-employment related discrimination complaints involving students, members of the public and other constituencies. In this capacity, we work closely with the campus conflict resolution program and the Ombuds in our efforts to provide consultations, interventions and training to resolve diversity and identity-related issues and conflicts.

In addition to consultation and investigation efforts, ODEI staff has responsibility for researching and interpreting policy and reviewing and commenting on the EEO/AA implications of proposed new policies and policy revisions.

Affirmative Action

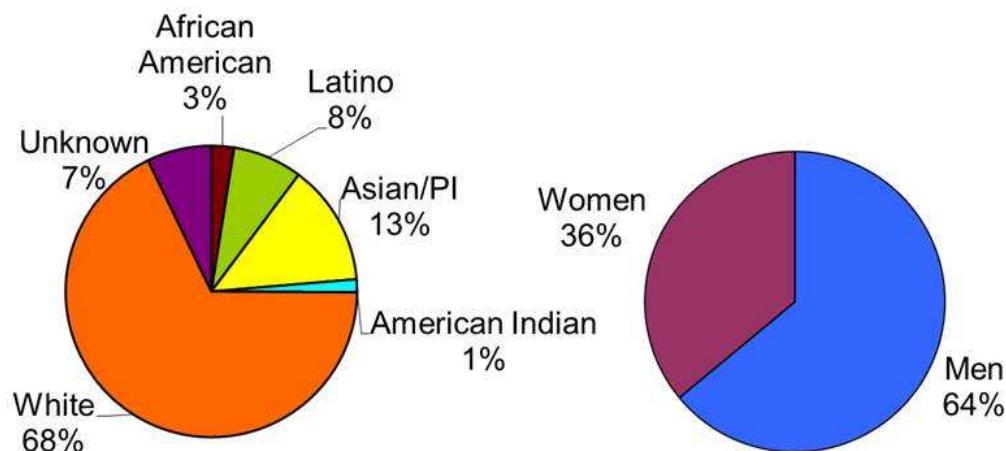
UCSC receives federal funding including student financial aid and research grants. As a federal contractor, UCSC is committed to taking affirmative action to ensure that all individuals have an equal opportunity for employment, without regard to race, color, religion, sex, national origin, disability or status as a Vietnam era or special disabled veteran. To meet these commitments and obligations, ODEI conducts data analysis and investigations of employee actions including hires, promotions, reclassifications, and terminations.

ODEI also prepares the campus required affirmative action plans. UCSC submits two plans annually, one for academic employees and one for career staff. The plans detail the campus' affirmative action efforts and include an underutilization analysis or a comparison of UCSC's current employees to the relevant available workforce. The plans can be found online at http://diversity.ucsc.edu/eo-aa/aa/affirmative_action_plans.html.

As of July 1, 2010, UCSC had 558 senate faculty. This is a decrease from 2008 when the campus employed 572 senate faculty. The representation of minority and female employees is similar to 2008. When compared to national availability for specific fields of study, UCSC shows the highest faculty underutilization for women in the sciences.

UCSC Senate Faculty Gender and Race/Ethnicity

558 Total Senate Faculty



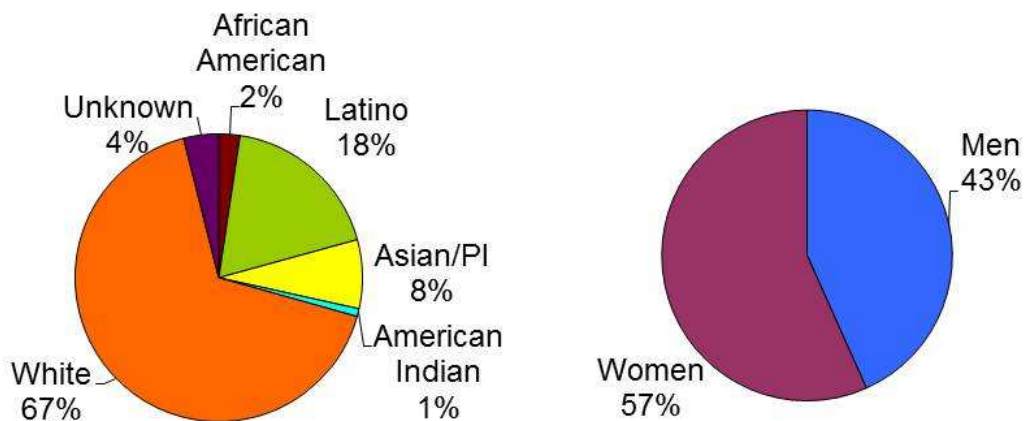
UCSC Faculty data as of 7/1/2010
source: UCSC DivData

UCSC Office for Diversity, Equity, and Inclusion July, 2011

As of December 31, 2010, UCSC had 2,610 career staff employees. This is a decrease from 2,859 career staff employees in 2008. The representation of minority and female employees is similar to 2008. When compared to census workforce data for the appropriate recruitment areas, UCSC shows the highest underutilization for women in MSP technical positions, African Americans in MSP administrative titles and Latinos in semi-skilled operative and high/supervisory level food, custodial and grounds positions.

UCSC Career Staff Gender and Race/Ethnicity

2,610 Total Career Staff



Staff data from December 31, 2010
source: UCSC Payroll Personnel System

UCSC Office for Diversity, Equity, and Inclusion July, 2011

To address these areas of underutilization, ODEI worked with SHR Employment to develop an outreach strategy plan. The outreach strategy includes requiring advertisement in specified free outreach sources and cost-sharing between the EEO/AA Director and the hiring unit for recruitment advertising that targets the underutilized group.

Additionally, ODEI conducts analyses and prepares reports related to employee characteristics including race/ethnicity, gender, and age. These reports are requested by a variety of campus offices including campus counsel, UC Office of the President, UCSC faculty, graduate students the Office of Research, and UCSC principal officers. ODEI also works with the Executive Vice Chancellor's office to respond to related public records requests.

OFCCP Audit

In January 2010, UCSC was notified by the Department of Labor, Office of Federal Contract Compliance Programs (OFCCP) that the campus had been selected for a routine compliance review of our affirmative action and non-discrimination efforts. The campus was last reviewed in the mid-1990s. The Chancellor's Office and ODEI have coordinated campus efforts related to the compliance review with the support of many campus offices including APO and SHR. As of July 2011, the compliance review is still ongoing. To date UCSC has submitted employee actions and compensation data, personnel policies and labor agreements to the OFCCP. One outcome from the review is a new requirement that UCSC periodically re-poll employees who have not provided a race/ethnicity. UCSC began re-polling in spring 2011 and will continue these efforts.

Equal Employment Opportunity/Affirmative Action Problem Resolution Cases

The following table represents cases that were *completed* during 2009-10.

Break Down	#
Complaints (internal)	
<input type="checkbox"/> Completed complaints internal	11
Faculty/Academic Employees	3
Staff Employees/Former Staff	3
Student Employees	2
Applicants	1
Students (Non-employment)	1
Whistleblower or other	1
Complaints (external charges)	
<input type="checkbox"/> Completed complaints external	4
Faculty/Academic Employees	0
Staff Employees/ Former Staff	3
Student Employees	0
Applicants	1
Students (Non-employment)	0
Whistleblower or other	0
Consultations	
<input type="checkbox"/> Completed consultations	25
Faculty/Academic Employees	1
Staff Employees/Former Staff	24
Student Employees	0
Applicants	0
Students (Non-employment)	0
Whistleblower or other	0
Fair Hiring Reviews	
<input type="checkbox"/> Completed fair hiring reviews	4
Faculty/Academic Employees	0
Staff Employees/Former Staff	4
Student Employees	0
Applicants	0
Students (Non-employment)	0
Whistleblower or other	0
Additional Cases Carried Over to 10/11*	14

Total cases	58
Faculty/Academic Employees	4
Staff Employees/Former Staff	34
Student Employees	2
Applicants	2
Students (Non-employment)	1
Whistleblower or other	1
Other Cases Carried Over 10/11	14

Types of Claims (cases may have multiple claims)	#
Race/Color	13
National Origin	3
Age	11
Religion	1
Disability/Medical Condition	12
Gender/Sex/ Gender Identity	8
Sexual Orientation	2
Retaliation	4
Fair Hiring Violation	5
Other: Marital Status	2
Non EEO/AA: fair treatment etc.	6

Short Consults: 47 (single issue short consultations that do not require extensive follow up)

Complaints Resolved through Alternative Dispute Resolution: **3**

Note: Cases have been categorized and counted differently over the years, so comparisons should be done cautiously, allowing for methodological differences.

* The detail will be included in next year's report.

The following table represents cases that were *completed* during 2010-11.

Break Down	#
Complaints (internal)	
<input type="checkbox"/> Completed complaints internal	21
Faculty/Academic Employees	2
Staff Employees/Former Staff	15
Student Employees	0
Applicants	1
Students (Non-employment)	2
Whistleblower or other	1
Complaints (external charges)	
<input type="checkbox"/> Completed complaints external	9
Faculty/Academic Employees	0
Staff Employees/Former Staff	8
Student Employees	0
Applicants	1
Students (Non-employment)	0
Whistleblower or other	0
Consultations	
<input type="checkbox"/> Completed consultations	39
Faculty/Academic Employees	8
Staff Employees/Former Staff	26
Student Employees	1
Applicants	0
Students (Non-employment)	4
Whistleblower or other	0
Fair Hiring Reviews	
<input type="checkbox"/> Completed fair hiring reviews	7
Faculty/Academic Employees	0
Staff Employees/Former Staff	3
Student Employees	1
Applicants	1
Students (Non-employment)	0
Whistleblower or other	2
Additional Cases Carried Over to 11/12*	10

Total cases	86
Faculty/Academic Employees	10
Staff Employees/Former Staff	52
Student Employees	2
Applicants	3
Students (Non-employment)	6
Whistleblower or other	3
Other Cases Carried Over 11/12	10

Types of Claims (cases may have multiple claims)	#
Race/Color	17
National Origin	16
Age	11
Religion	3
Disability/Medical Condition	17
Gender/Sex/ Gender Identity	16
Sexual Orientation	4
Retaliation	9
Fair Hiring Violation	12
Other: includes 2 veterans claims	13
Non EEO/AA: fair treatment etc. (see other)	0

Short Consults: 38 (single issue short consultations that do not require extensive follow up)

Complaints Resolved through Alternative Dispute Resolution: **6**

Note: Cases have been categorized and counted differently over the years, so comparisons should be done cautiously, allowing for methodological differences.

* The detail will be included in next year's report

While at the present time the name of this report remains EEO/AA Problem Resolution Cases, due to a variety of factors (including the expansion of the office scope and mission initiated last year), we are managing or involved in a growing number of non-employment related cases.

Compliance with Disability Laws/Disability as a Diversity/Inclusion Dimension

Assistant Chancellor/Chief of Staff (ACCS) Ashish Sahni convened a working group of all UCSC staff members who have ADA compliance and accommodations responsibilities. The purpose of the group is to ensure that we maximize our efforts to not only meet but wherever possible exceed compliance responsibilities; demonstrating our commitment to understanding and promoting disability as an important diversity and inclusion dimension. This coordinating body has worked on a variety of projects including review and analysis of relevant policies and procedures including access to Kerr Hall, review and update of the campus ADA website, creative and collaborative approaches to disability accommodations, examination of the status of campus compliance with electronic accessibility regulations and a year-long project to develop a proposal to reconfigure our disability law compliance infrastructure which was presented to the Campus Provost/Executive Vice Chancellor Galloway in June 2011.

ODEI staff members are involved in a multitude of disability law compliance related activities and activities related to creating a welcoming and inclusive campus climate for people with disabilities. These include but are not limited to:

1. ACCS Sahni serves at the ADA Compliance Officer for Employment. In this capacity (and in his capacity as office director) he reviews all medical separation requests. He also is consulted as a subject expert for difficult or complex employment accommodation requests and is responsible for ensuring that the campus has an appropriate infrastructure in place for handling employment- related accommodation requests and disability discrimination complaints or concerns.
 2. Assistant Director for EEO Ciel Benedetto works closely with the campus ADA Compliance Officers and with the Disability Management Coordinator regarding employee disability accommodations and conflicts and investigates and attempts to resolve disability-related disability complaints. She also consults with and is consulted by Risk Management when workers' compensation claims are an element of a disability accommodation case.
 3. ACCS Sahni and ODEI have supported, hosted and participated in the Disability Resource Center's universal design and inclusive campus community recognition event which was launched in 2010.
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Campus Collaborations

The Office for Diversity, Equity, and Inclusion (ODEI) has been committed to supporting UCSC activities, projects and events that reflect its mission to promote a campus that is diverse, equitable and inclusive. ODEI invited formal proposals for co-funding and co-sponsorship. Activities, projects and events that qualify for co-funding/co-sponsorship are expected to have other funding sources and directly meet at least one of the following criteria:

1. Foster a more diverse, equitable and inclusive campus environment
2. Support intellectual dialogue on campus in fields directly related to diversity, equity and inclusion
3. Bring people of different backgrounds together to participate in a campus event that celebrates and/or advances diversity, equity and inclusion at UCSC

Examples of ongoing co-sponsorship/co-funding:

- Martin Luther King, Jr. Memorial Convocation
- César Chávez Memorial Convocation
- Amah Mutsun Speaker Series
- Disability Resource Center (DRC) Student, Staff and Faculty Recognition Ceremony

Examples of one-time co-sponsorship/co-funding:

- Native American Professional Development Conference (NAPDC)
- Business Administrative Services (BAS) Retreat on Diversity and Inclusion
- Filipino Student Association/Queer Pinoy/Pinay Conference
- Student Support for Disabilities Caucus of the USSA
- Psychology Department's Winter Colloquium
- Latin American Latino Studies Department's Spring Speaker Series
- Society for Advancement of Chicanos and Native Americans in Science (SACNAS) 2011 Conference (with Graduate Division)

System-wide Collaborations

ODEI staff worked closely with University of California Office of the President and other UC campuses when opportunities were available. This work included committee memberships on:

- UC President's Advisory Council on Campus Climate, Culture and Inclusion
 - UC Presidential Advisory Committee on the Status of Women
 - UC Staff Diversity Council
 - AA/EO and Diversity Directors Group
-