

COMMITTEE ON AFFIRMATIVE ACTION AND DIVERSITY
Annual Report, 2005 -06

To the Academic Senate, Santa Cruz Division:

The Committee on Affirmative Action and Diversity (CAAD) is pleased to report on an extremely active year. The primary focus of our work was a year-long climate study of diversity on our campus, although we also accomplished a number of other affirmative action and diversity-related activities this year. The Committee worked with Chancellor Denice Denton, and continues to work closely with Director Patti Hiramoto (EEO/AA), Assistant Vice Chancellor Barbara Brogan (AHR), CP/EVC David Kliger, and various Academic Senate officers and committees.

Climate Study

The largest parts of our efforts involved a year-long, multi-faceted study of the climate on campus with respect to diversity issues. This project was launched with the support of Chancellor Denton. The goal was to document the current environment for the whole UCSC community--including staff, faculty, graduate students, and undergraduates--and to explore how diversity is perceived and represented. It was noted that current diversity data and efforts are often produced in isolation from each other; it can be difficult to get a good look at the big picture, particularly with respect to questions involving intersectionality of multiple aspects of diversity.

Our work involved multiple components. The first phase involved an attempt to document the current sources of data on diversity that are already gathered on campus. Previously, there has been no central coordination of data, and it has sometimes been quite difficult to know whether relevant data was being collected and if so, by whom.

The second phase was promotion of thought and discussion and collection of qualitative data. In the fall, CAAD conducted five open forums on diversity. These events were well attended by all segments of our campus community, as well as by some members of the local community. It was particularly rewarding for people to be able to interact across the standard categorizations (faculty, staff, graduate and undergraduate students, community), as there are few places for meaningful discussion across these groups. These events provided information, fostered much discussion, and were also used to help formulate questions for the next phase of the survey. Individual interviews with volunteers from the campus community were also conducted.

The third phase was a campus-wide survey, with some common questions for all respondents, as well as questions tailored to the different population groups. We obtained approximately 5000 responses. The survey was primarily conducted online, but paper versions in both English and Spanish were provided for select groups of staff who do not typically have computer access on campus.

The final phase is the analysis of the data and the writing of the final report. This phase is still ongoing. A preliminary analysis of the data has been completed, but there is still much

information to be gleaned from the data. We hope that this process of analysis will continue. A draft of the final report has been written, and we expect the final version to be ready in the fall of 2006.

Diversity Fund Program

We wish to commend CPEVC Kliger and Chancellor Denton for their ongoing support of the Diversity Fund Program, which offers departments up to \$2000 for proposals of projects or events that will contribute to their diversity goals or will address pipeline issues of diversity for the future pool of candidates at the graduate or faculty levels. CAAD reviewed the proposals and made recommendations for awards to CPEVC Kliger.

Consultation on TOE and Dean Appointments

CAAD participated in the review of a Target of Excellence appointment proposal, providing recommendations to CPEVC Kliger. The CAAD chair also participated in the search process for the two open Dean positions in Humanities and Social Sciences, meeting with candidates and providing feedback to the search committees. CAAD is pleased that the search committees explicitly considered diversity implications as part of the hiring process.

Encouragement of Diversity on our Campus

The committee was involved in many smaller projects that are all meant to help improve diversity on our campus. Examples include providing feedback on the proposed UCAAD Statement on Diversity, on the proposed VPAA job description, and on the Partner Employment Task Force report and recommendations, as well as participation in the UC Task Force on Faculty Diversity visit in the fall. CAAD appreciates that it has representation on the Senate Executive Committee and is able to help ensure that diversity is considered in the appropriate Senate discussions.

Respectfully submitted,

Committee on Affirmative Action and Diversity

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