

## Committee on Diversity and Equity

To the Faculty Legislature, Santa Barbara Division:

### **Annual Report: 2009-2010**

#### **Committee on Diversity and Equity (CDE) Charge**

To work towards attaining the campus goals of diversity and equity and actively pursue the goals of affirmative action.

#### **Membership**

The Committee consists of a Chair and at least five members. The Campus Affirmative Action Officer serves ex-officio. In addition, there is one non-Senate academic representative and one undergraduate and one graduate student representative

#### **Summary of CDE activities over 2009-2010**

The committee's main areas of focus during the 2009-2010 term were: 1) the campus climate for underrepresented minority students; 2) compliance on campus with the Americans with Disabilities Act; and 3) evaluating recommendations from the UC Commission in the Future on access to, and affordability of, the UC for all students.

#### **Campus Climate for Inclusion**

There were a series of incidents on and off several UC campuses that raised concerns that the climate for students in underrepresented groups is unwelcoming and intolerant of differences, and may discourage potential students from attending a UC campus. The CDE met with several administrators and representatives on campus to talk about what efforts the UCSB campus has already undertaken to create a climate that is welcoming to all students and that raises awareness of the impacts to students and the campus of hostile or insensitive acts, and to discuss how these efforts could be enhanced.

#### **Compliance with ADA**

The CDE met with Campus ADA Compliance Officer Mark Fisher to discuss the status of recommendations that were made by Senate and non-Senate groups on campus over the last several years regarding accommodations for access and travel around campus by disabled students. In particular the CDE reviewed recommendations sent to EVC Lucas by CDE in 2008. The CDE will continue to monitor progress on these recommendations.

#### **UC Commission on the Future Recommendations: Access and Affordability**

The CDE reviewed the recommendations of the UC Commission on the Future, focusing CDE comments on the Access and Affordability Working Group recommendations. The CDE carefully considered the work of the UC Commission on the Future, and met with Jesse Bernal, co-chair of the Access and Affordability Work Group, and Michael Brown, a member of the same work group, to discuss the recommendations in detail.

In its response to the UC Commission on the Future recommendations, the CDE called for reaffirming UC's commitment to access for all California students, and for maintaining financial aid as a top priority for the UC. The fact is that low and middle income families have a challenge

in meeting the increased tuition levels and this is not likely to change in the near future. CDE supports encouraging out-of-state students to attend the UC but strongly stipulated that non-resident undergraduate enrollment in no way disadvantage California residents. The concern is that the University will move towards efficient fiscal resolutions rather than the State's mandate to educate its population. In its response the CDE also supported increasing tuition for undergraduate students coming from households whose combined income exceeds \$250,000 annually.

**University Committee on Affirmative Action and Diversity (UCAAD)**

Chair Beth Schneider served as the campus representative for the University Committee on Affirmative Action and Diversity (UCAAD). UCAAD met regularly in 2009-10 and reviewed numerous system-wide policies, entertained new policy initiatives, and examined the implementation of policies related to equity, diversity, and equality across the 10 campuses. In addition, UCAAD reviewed every recommendation of all the Working Groups of the UC Commission on the Future with an eye to issues of access, diversity, and affordability. About the latter, UCAAD members offered recommendations directly to the steering committee of the Commission. At each meeting, members share updates from their campuses on diversity-related activities including graduate admission, faculty recruitment and hiring, forms used for promotion and tenure review and related efforts.

**Advisory Council on Campus Climate, Culture and Inclusion**

UC President Mark Yudof appointed 17 members to an Advisory Council on Campus Climate, Culture and Inclusion, which is expected to work closely with a UC Board of Regents committee to address challenges in enhancing an inclusive environment on each of the university's ten campuses. The Chair of the UCSB CDE, Beth Schneider, was named to the membership of President Yudof's Council.

Respectfully submitted,

Members, 2009-2010

Beth Schneider, Chair	Sociology
Tamsin German	Psychology
John Lee	History
Jin Sook Lee	Education
David Lopez-Carr	Geography
George Singer	Education
Cristina Venegas	Film and Media Studies
Gina Genova, Non-Senate Academic Rep	Writing Program
Ricardo Alcaino, Ex Officio	Office of Equal Opportunity & Sexual Harassment/Title IX Compliance
Daphne Bugental, Ex Officio	Psychology
Joel Mandujano, Associated Students Rep	