

Annual Report of the President's Commission on Human Relations, Diversity and Equity 2009-10

Executive Summary

- Recommended a change to the Charter. (approved)
- Discussed the campus taking part in the Beyond Diversity training program offered by the Pacific Educational Group
- Conducted a Diverse Learning Environment survey sponsored by UCLA/HERI. The results will be reviewed by the Commission for possible recommendations next year.

The Commission adopted the following goals at its meeting on November 10, 2009:

1. Climate survey
2. Procedure for annual campus report
3. Revise charter
4. Develop clear avenues for things within the purview of the Commission to come to the Commission; what is the process for Commission review and/or refer to other campus entities? Review current campus policies and determine who holds accountability.

These goals were achieved as described below.

1. Implementation of the campus climate survey:

A major goal of the commission for the past two years has been the implementation of a campus climate survey in order to gather data that will help the commission to better understand the climate and identify areas of strength and weakness in relation to diversity issues on campus. A great deal of work toward producing the campus' own instrument had been accomplished, but the commission had not finalized an instrument when an opportunity arose to participate in a new survey, the Diverse Learning Environments Survey, being administered by the Higher Education Research Institute. The commission opted to implement this survey in place of its draft instrument. Most of the Commission's work this year was devoted to working out the implementation of this survey, including deciding on a sampling strategy, a communication strategy, the offer of incentives, and in-depth discussions of how to interpret the data when it becomes available.

The survey was administered in March and April of 2010 to a cohort of 1800 students. The response rate was 16%. Data will become available during summer 2010 and one of the priorities of the commission for 2010-11 will be reviewing and analyzing the data collected in this survey with the goal of gaining a better understanding of students' perception of the campus climate in relation to diversity issues.

2. Procedure for annual campus report:

Acting Chair Christopher met with President Rush in March to discuss the revised Charter and to ask him what his expectations are for the Commission's annual report. She reported back to the Commission that he asked specifically for two elements in the report. The first is for the report to address the question of what issues exist on campus in relation to campus, with particular attention to any areas where potential problems may lie. The second is for the Commission to recommend any actions that should be taken by the campus.

This report responds to the first request by describing the campus climate survey that has been undertaken to help answer the question of what issues may exist on campus. In response to the second request, the Commission makes a recommendation in section 2.a below.

2. a Report of subcommittee to discuss “Advancing Multiculturalism and Inclusiveness at Berkeley”:

A subcommittee composed of Damien Peña, Nelle Moffett, and Renny Christopher met to discuss the UC Berkeley Report on Multiculturalism and Inclusiveness. The subcommittee noted that among the recommendations made on page 14 of the report was a recommendation that campuses participate in the *Chronicle of Higher Education*’s “Great Colleges to Work For” survey. The campus had already been planning to participate in this study at the request of Joanne Coville. The survey was administered to all fulltime faculty (lecturers and tenure-track), all fulltime administrators, and all fulltime exempt professional staff. The survey concluded in April, and the campus had a 59% response rate. The results of the survey will be made available to the campus at a future date.

The subcommittee brought the following recommendations to the Commission:

- that the commission report to the President that the Commission’s Charter & Goals are aligned with the philosophy and goals in the Berkeley report and that CI can and should aspire to be a best practices institution;
- that the Commission recommend that there be more and higher quality training made available through HR, and that the commission discuss how CI can be a role model for skillfulness in conversations about diversity issues.
- The Commission also recommends that courses be developed, drawing on our faculty’s expertise, to be offered to the larger community through Extended Education.

In response to the subcommittee’s report, the Commission discussed several options for diversity training that were suggested by Nelle Moffett. The Commission reviewed the following options:

- The year-long Leadership Program for selected faculty and staff at the University of Wisconsin which uses “Intergroup Dialogue” as a methodology. Intergroup Dialogue is discussed at length in ASHE Higher Education Report Vol. 32 No. 4.
- Non-Violent Communication Practice Groups as developed by Marshall Rosenberg to promote peace and resolve conflicts at all levels. www.cnvc.org
- Beyond Diversity workshop based on Courageous Conversations presented by Glenn Singleton, Pacific Education Group. A two-day workshop which introduces courageous conversations as a foundation for de-institutionalizing racism and eliminating the racial achievement gap. Follow-up activities need to be planned to keep the courageous conversations going. www.pacificeducationalgroup.com/index.html

Members of the Commission expressed interest in the Beyond Diversity Workshop. An inquiry to Pacific Education Group resulted in the information that a 2-day workshop for up to 80 participants could be held on campus at a cost of approximately \$10,000. The Commission discussed various issues regarding possible staff and faculty participation at length, but did not reach consensus on recommending this workshop. The possible recommendation to participate in

this or another form of diversity training will be revisited next year in light of the findings from the Campus Climate Survey.

3. Revision of charter:

The commission revised its charter to better reflect the current state of development of CI. Major changes to the language better define the mission and role of the commission and redefine the composition of the membership. The Charter was presented to the President who accepted the proposed changes and signed the new Charter.

4. Develop clear avenues for things within the purview of the Commission to come to the Commission; what is the process for Commission review and/or refer to other campus entities? Review current campus policies and determine who holds accountability.

The Commission reviewed a spreadsheet that had been compiled by the Center for Multicultural Engagement listing entities on campus that have diversity issues as part of their Portfolio. This work needs to be updated.

Report respectfully submitted by Renny Christopher, Acting Chair
and the Commission members for 2009-10:

Leah Alvarado, Coordinator of EOP
Julia Balén, Associate Professor of English
Catherine Burriss, Assistant Professor of Performing Arts
Valeri Cirino-Paez, Disabilities Counselor
Tracylee Clarke, Assistant Professor of Communication
Rosario Cuevas, Faculty Support Assistant
Colleen Delaney-Rivera, Assistant Professor of Anthropology
Cindy Derrico, Director, Housing and Residential Education
Dennis Downey, Associate Professor of Sociology
Korri Faria, Student
Brian Hernandez, Student
Yovani Lopez, Resident Director, Anacapa Village
Tracie Matthews, Director of Financial Aid
Nelle Moffett, Director of Institutional Research
Anna Pavin, Interim AVP for Human Resources
Damien Peña, Dean of Student Life
Thomas Ramirez, Student
John Reid, Director of Public Safety and Chief of Police
Amanda Vannoy, Student