

**Updated July 31, 2012**

**Diversity Accountability Framework- UCSC Highlights  
2011-2012 *draft* (updating list from 2008-2009 list)**

Academic Personnel Office

The recruitment and selection of qualified, diverse faculty is a top priority for UCSC. All position descriptions are reviewed to ensure that requirements are reasonable, job-related, and non-discriminatory. Santa Cruz was the first campus to institute a rigorous, formal review process for all academic candidates. All recruiting departments are required to submit recruitment outreach plans that specify all sources for attracting candidates and to make efforts to advertise in venues that attract under-represented candidates. Search committee members for senate faculty positions meet with the Vice Provost for Academic Affairs, the Assistant Vice Chancellor for Academic Personnel, and the EEO/Affirmative Action Director (or their representative) to review recruiting procedures, outreach activities, affirmative action goals, equal opportunity (fair practices), and appropriate evaluation criteria and processes, including assessing contributions to diversity.

<http://apo.ucsc.edu/>

ACCESS (Assisting Computer Engineering Computer Science Electrical Engineering Student Success)

The ACCESS Scholarship program is open only to students at the freshman level. The ACCESS Scholarship program provides two-year scholarships of up to \$10,000 for each year, to high-achieving, financially disadvantaged students pursuing degrees in Computer Science, Computer Engineering, and Electrical Engineering at the Baskin School of Engineering, UC Santa Cruz.

<http://ua.soe.ucsc.edu/scholarships/access>

ACCESS (The Baccalaureate Bridge to the Biomedical Sciences)

ACCESS is an academic bridge program for community college students interested in pursuing a career in research science. Its mission is to provide students with opportunities to acquire knowledge and skills that will increase their transfer eligibility and academic success, and lead to greater diversity among university undergraduates in the biomedical sciences. The program focuses on students whose academic goals and potential have been affected by disadvantageous circumstances and/or students who belong to groups with below-average UC enrollment rates.

<http://www.chem.ucsc.edu/projects/access>

ACE (Academic Excellence Program)

The ACE Program is designed to increase the diversity of UCSC students earning bachelor's degrees in science, technology, engineering, and mathematics (STEM). Not only do we support students in their course work, but also, we help them navigate our research university and the undergraduate teaching and research opportunities available to them here, at UCSC. ACE offers intensive discussion sections for selected entry-level and gateway math and science courses that introduce students to others who strive for academic excellence. The program provides an opportunity for students to meet with peer mentors to increase their understanding of course

concepts as well as to foster their integration into the culture of science scholars at UCSC.

<http://ace.ucsc.edu/>

#### Affiliated Residential Community Housing (ARCH)

ARCH are diverse, multi-affiliate communities of upper-division undergraduate, graduate and international students. We actively work to educate our residents on issues of cultural diversity and inclusion. ARCH offers a variety of programs in our individual communities celebrating different cultures while educating others about those cultures. Our individual communities offer a variety of programs that include social justice film-series with follow-up, facilitated discussion, multicultural potlucks, and Safe Space awareness initiatives. Our communities also participate in off-campus programs such as The Santa Cruz Ethnic dance festival and the Martin Luther King Jr. Convocation.

#### African American Resource and Cultural Center

The African American Resource and Cultural Center provides a wide-range of support and programs for African American students and other students here at UCSC. This office encourages healthy student participation in campus life, student organizations, academic excellence and community service. The staff provides multicultural training, conflict resolution, informal counseling, advising, and advocacy on behalf of individual students as it pertains to overall student development issues.

<http://www2.ucsc.edu/aasl/>

#### African American Theater Arts Troupe (AATAT)

The African American Theater Arts Troupe (AATAT) is a student-based organization that came together under the leadership and direction of Donald Williams in 1991. AATAT was formed as a vehicle to create unity, higher visibility, and understanding of the African American culture here at the University of California, Santa Cruz and the greater Santa Cruz community. The Theater Troupe not only casts UCSC students from different educational backgrounds, but also casts students that have little or no experience with acting, technical, and administrative work so as to allow anyone the opportunity to get involved with the program.

<http://cadrc.ucsc.edu/aatat>

#### Alumni Association

Founded in 1968 and open to the network of 80,000-plus alumni, the UCSC Alumni Association is a membership organization whose programs foster a lifelong connection with the university. The purpose of the Alumni Association is twofold: to promote, influence, and support the educational, cultural, and social life of UCSC, and to provide alumni with the means to serve the campus, its colleges, and its students, and to help guide the campus into the future. Today, this mission is brought to life through events and programs such as: College funding, Multicultural Career Conference, Alumni Reunion Weekend, Alumni Association Scholarship Awards, Outstanding Alumni Award, Funding for special projects to support alumni connections and Commitment to recognizing notable alumni.

<http://www.alumni.ucsc.edu/>

#### Amah Mutsun Lecture Series

Founded by members of the University of Santa Cruz and the Amah Mutsun Tribal Band, The Amah Mutsun Lecture Series is an organization that coordinates speakers and groups from all over the Nation focused on topics surrounding mental health wellness issues. This group fosters educational efforts that further the understanding of the history, practices, and mental health of the American Indian community. The overall vision of this initiative is to increase awareness of Native American mental health wellness topics, stimulate community integration, and inspire personal involvement to strengthen our communities.

<http://www2.ucsc.edu/airc/>

#### American Indian Resource Center

The mission of the American Indian Resource Center (AIRC) is to play a leadership role in creating and maintaining a positive climate for racial/ethnic diversity at the University. In carrying out this mission the Center has focused on four components of diversity as outlined by Hurtado (1999). These components are: 1) Historical Legacy of Inclusion/Exclusion, 2) Structural Diversity, 3) Psychological Climate, and 4) Behavioral Dimensions.

AIRC offers a variety of support services that includes advising, counseling, advocacy, as well as leadership opportunities, and involvement in the American Indian Science and Engineering Society (AISES) and Society for the Advancement of Chicanos and Native Americans in Science (SACNAS).

Finally, an important facet of the Center's mission is to develop a partnership with the indigenous people of the Central Coast, specifically the Amah Mutsun, the Esselen Nation, and Muwekma Ohlone. This partnership with the indigenous people of California will also extend to other Native communities, reservations, and rancherias as the Center continues to develop a program of community engagement.

<http://www2.ucsc.edu/airc/>

#### Asian American/Pacific Islander Resource Center

The Asian American/ Pacific Islander Resource Center first opened in April 1999 due to the tireless efforts of student activists and supportive staff and faculty. AA/PIRC's mission is to provide and enhance opportunities for developing leadership, building a stronger sense of community on campus and linking students to community service opportunities. Ultimately, AA/PIRC offers education and dialogue on issues affecting Asian American/Pacific Islanders toward addressing students' multiple and diverse academic, cultural and other co-curricular needs.

<http://www2.ucsc.edu/aapirc/>

#### Bay Tree Bookstore

The Bay Tree Bookstore strongly supports the campus's stated Principles of Community, and

strives to develop and encourage diversity and inclusion in the workplace and through collaboration with student activities. The Bookstore frequently sponsors and underwrites staff and student initiated programs and events addressing issues of diversity and inclusion. Examples of these events include: guest speakers, book signings and readings, targeted publications, and Quarry Plaza activities. Any of our employees involved in recruitments are fair-hiring trained and supportive of a diverse workforce for both career staff and student employees.

<http://slugstore.ucsc.edu/>

CAMP (California Alliance for Minority Participation in Science, Engineering and Mathematics)  
CAMP is a statewide initiative that aims to support and retain underrepresented undergraduates to achieve their degrees in the biological sciences, physical sciences, mathematics, and engineering. By integrating research and undergraduate education, CAMP creates a cohesive set of experiences that fully prepares undergraduates for graduate education and influences career choices. CAMP programs motivate participants through cooperative learning, internships, faculty mentored research, and funding for travel to professional conferences, in order to present their findings, and learn about graduate school opportunities.

<http://stemdiv.ucsc.edu/camp/>

CBSE (Center for Bio-Molecular Science and Engineering)

This program offers diversity-oriented fellowships to graduate students, and awards to undergraduates interested in pursuing research projects in areas relevant to the human genome. Students participating in RMI receive mentoring from faculty advisors, other students, and the program coordinator. The program exposes students to the nature and rigors of a research environment, thus enhancing preparation for and success in graduate school and beyond. The institute engages graduate fellows as peer mentors to undergraduate awardees, thereby creating a pipeline of support and mentorship.

<http://www.cbse.ucsc.edu/diversity/rmi>

CEMELA (Center for Mathematics Education of Latinos/as )

The Center for the Mathematics Education of Latinos/as (CEMELA) is an interdisciplinary, multi-university consortium focused on research and practice that addresses mathematics learning and teaching with Latino/a students in the United States. Consortium members are The University of Arizona, University of California, Santa Cruz, University of Illinois at Chicago, and The University of New Mexico. At UCSC, CEMELA offers Ph.D. and Post-Doctoral fellowships through the Education Department for students and researchers in mathematics education.

<http://stem.ucsc.edu/CEMELA>

<http://cemela.ucsc.edu/>

Center for Cultural Studies

The Center for Cultural Studies at UC Santa Cruz was founded in the Spring of 1988 as a part of the University of California's President's Humanities Initiative. It is now in its twentieth year.

Through an ensemble of research clusters, conferences, workshops, visiting scholars, publications, film series, and a Resident Scholars Program, the Center has encouraged a broad range of research in the rapidly evolving field of cultural studies.

<http://ccs.ihr.ucsc.edu/>

#### Center for Justice, Tolerance and Community

The Center for Justice, Tolerance, and Community - (CJTC) at UC Santa Cruz is a progressive, applied research institute that focuses on issues of social and economic justice, dialogues across diversity, and the building of collaborative communities. Our faculty affiliates tackle a broad range of issues including the roots of prejudice, the sources of economic inequality, and the obstacles to the building of community. Combining cutting-edge research with an emphasis on public dissemination of findings and collaborative partnerships with community-based organizations, the Center aims to make a difference in people's lives by providing information and analysis for action.

<http://cjtc.ucsc.edu/>

#### CfAO PDP (Center for Adaptive Optics Professional Development Program)

The CfAO Professional Development Program (PDP) is a multi-year program for scientists and engineers at the early stages of their careers, with a primary focus on graduate students. Participants attend workshops and have a practical teaching experience, usually at the college/undergraduate level. PDP participants leave the program as highly trained, innovative, and reflective scientist/engineer educators.

<http://stem.ucsc.edu/CfAO>

#### Chancellor's Achievement Awards for Diversity

The Chancellor's Achievement Awards for Diversity honor and showcase people, programs and organizations that have made outstanding contributions to furthering diversity, inclusion and excellence at UC Santa Cruz. 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. Some examples of achievements include: developing cutting-edge recruitment programs; developing successful mentoring and retention programs; providing opportunities for faculty and staff to advance in their careers; 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. The Chancellor's Achievement Awards for Diversity reinforces diversity as a priority and the necessity of diversity in maintaining institutional excellence.

<http://diversity.ucsc.edu/diversity/caafd.html>

#### Chicano/Latino Research Center

The Chicano/Latino Research Center (CLRC) is an internationally recognized site for the support of scholarship on Chicano and Latino issues. Promoting cross-border perspectives linking the

Americas and the study of U.S. changing demographic and cultural panorama, the Center focuses on globalization and transculturation, processes that are redefining cultural, social, and political identities in the Americas.

<http://clrc.ucsc.edu/>

#### College Eight

College Eight's theme, Environment and Society, embodies the college's concern for environmental issues within a social, political, scientific, and humanistic context. College Eight, enriched by its diversity, is an informal and inclusive community that emphasizes the importance of individual academic success. The faculty, representing a broad spectrum of majors and academic interests, encourages students to become involved with the complex problems of contemporary society. A wide variety of co-curricular activities invite students to connect their academic work with other interests. Our diversity and inclusion initiatives bring together students, staff, and faculty to develop high-quality educational and celebratory events. Signature co-curricular programs at College Eight include the Sustainability Projects in Fall quarter for Frosh as a complement to the Core course and the week long coordination of the campus-wide Earth Week events.

<http://eight.ucsc.edu/>

#### College Nine and College Ten

College Nine and College Ten offer a variety of opportunities through which students develop cultural competency and engage in diversity-oriented leadership. Components of a robust co-curricular program include: Practical Activism Conference (a daylong, student-led program of speakers and workshops on local and global issues with a focus on making social change; Multicultural Community Weekend (retreat provides an opportunity for students to explore issues of identity, privilege and oppression in an off-site location); The César E. Chavez Convocation (recently celebrated its ninth anniversary by hosting nationally acclaimed journalist Jose Antonio Vargas to an audience of approximately 400 people); Volunteer Recognition Ceremony: (Service-Learning Program brings student volunteers together with our community partners to celebrate our collaborative efforts); Social Justice Issues Workshop (College Ten's annual 2-credit class taken by approximately 80 students each year, facilitated by student teachers who are in turn trained and advised by staff lecturers); Global Action Workshop (College Nine's annual 2-credit class taken by approximately 80 students each year, facilitated by student teachers who are in turn trained and advised by staff lecturers); an ongoing Diversity Education program for all student staff and student leaders (various offerings geared to the various roles and needs of each student leadership group); and multiple other programs addressing the needs of students throughout their academic careers.

<http://collegenine.ucsc.edu/>

<http://collegeten.ucsc.edu/>

#### Colleges, Housing, and Educational Services (CHES)

CHES provides its students and its staff with instruction, guidance, support, and opportunities to explore issues of diversity and inclusion, working to continually improve the experience of all

members of our campus community. CHES promotes cultural competence as a fundamental means by which relationships between campus community members are strengthened, fostering a caring, respectful, and participatory climate wherein personal, academic, and professional excellence are more easily and reliably achieved. CHES is committed to expanding upon these efforts and being accountable for their ongoing development and further implementation.

<http://ches.ucsc.edu/>

#### Committee on Affirmative Action and Diversity (CAAD)

The Committee on Affirmative Action and Diversity (CAAD) studies and makes recommendations on affirmative action policy and campus diversity. CAAD is especially concerned with diversity for academic personnel and academic programs. CAAD studies and advises on issues of faculty mentoring and retention and campus climate, working closely with campus diversity officers. CAAD also reviews departmental requests for waivers of open recruitment/spousal hires and “target of excellence” hires.

<http://senate.ucsc.edu/committees/caad-committee-on-affirmative-action-and-diversity/>

#### COSMOS (California State Summer School for Mathematics and Science)

Designed for talented high school students, COSMOS is a four-week summer residential program at four UC campuses that provides students with an opportunity to work side-by-side with outstanding researchers and university faculty, covering topics that extend beyond the typical high school curriculum.

<http://epc.ucsc.edu/cosmos/>

#### Cowell College

Diversity Awareness House, accommodated in Parrington House, is dedicated to celebrating the diversity of various cultures and lifestyles in addition to fostering respect and consideration in the living situation. The intention in having students from different backgrounds and lifestyles housed together is to encourage learning from each other in a culturally rich and diverse living environment. Cowell also programs around and supports campus annual events: Martin Luther King Convocation, César Chavez Convocation and Kresge Pride. Resident Assistants organize related programs in the weeks leading up to these events and gather students to attend these larger campus events. The Cowell Senate specifies funds each year to support staff and student initiated programming in support of diversity and social justice.

<http://cowell.ucsc.edu/>

#### Crown College

Crown College has successfully integrated a spectrum of students invested in collectively reimagining the relationship between technology, ethics, and science. From the introductory Core course, Ethical Issues in Emerging Technologies, to the annual Social Fiction Conference, a symposium that examines issues of social justice, ethics and diversity within the genres of science fiction, gaming, and fantasy.

Crown College is also the home for the Engineering ACCESS Undergraduate Scholars that live together at Crown College. The Science Learning Community, Outdoor Pursuits, and Academic Focus residential programs encourage students to interact with faculty, staff, and peers.

<http://crown.ucsc.edu/>

#### Cultural Arts and Diversity Resource Center

The Cultural Arts and Diversity Resource Center (CADRC) strives to enhance the cultural climate of UC Santa Cruz, and its surrounding community, by celebrating diversity. We foster the spirit of unity between cultures by providing outlets for the creative talents of various cultures through lectures, presentations and productions. By gaining access to resources and services to support these endeavors, we strive to provide cultural awareness and diversity, build collaborative partnerships and community outreach, enhance retention and recruitment efforts, and provide opportunities for leadership and educational development.

<http://www.cadrc.org/>

#### Dining Services

Dining Services provides the following enrichment opportunities: English as a Second Language Classes, Spanish Language Instruction (for Managers); Diversity Training (for Managers and for all staff at Dining University); Bilingual Computer Training classes; Summer Leadership Internship; Dining University three times per year (multiple session bilingual trainings covering a wide variety of topics); Culinary Education Series (provides bilingual culinary training to Food Service Worker series staff); Bilingual training to provide new skills (i.e. banquet, server and barista) to Dining Staff; And provides funding and release time for staff to participate in Training and Development classes that promote diversity, personal and professional enrichment.

<http://ches.ucsc.edu/dining>

#### Diversity and Inclusion in CHES

The CHES Diversity and Inclusion program works to develop culturally competent employees, to strengthen advocacy on behalf of under-represented students, to reinforces our campus community's commitment to goals of inclusion and social equity, and to facilitate the creation of a shared understanding of diversity and inclusion within CHES.

Ongoing Training Across Campus: As requested, the D&I Coordinator conducts trainings from 1 to 6 hours in length for various groups, including graduate assistants, individual college residential programs, and professional development for Coordinators of Residential Education, tour guides, student leadership programs, instructors, etc.

Cultural Intelligence (CQ): A Lifelong Journey Toward Understanding Human Diversity: This 2-credit course introduces undergraduates to a framework for developing cultural competence by reviewing the basic tenets of CQ, addressing the complexity of cross-cultural communication, cultural self-identification, power, privilege, and urges participants to consider how these issues have shaped their perceptions.



**Building Facilitation Skills for Cultural Intelligence (CQ):** This 2- credit course gives undergraduate students facilitation skills in the context of assisting others in achieving higher levels of CQ in both formal and informal settings. Skills taught are goal development, cognitive aspects, confronting resistance, managing emotions, methods of learning. Many students who complete this course subsequently choose to co-facilitate diversity workshops the following academic year.

**Diversity Facilitator Team (DFT):** The DFT is a group of staff and students who facilitate diversity and inclusion trainings and interventions. Members of the DFT are able to deliver trainings to students and to staff, with the goal of interrupting patterns of bias. DFT members also provide training to the approximately 250 college Resident Assistants that work on campus in any given year. In addition, DFT members respond to communities in which a hate/bias incident has occurred, using their skills to repair strained relations and to empower communities to contend with prejudice.

<http://studentservices.ucsc.edu/student-life/diversity-inclusion/index.html>

#### Diversity and Inclusion Certificate Program

This eight-course Diversity and Inclusion Certificate Program is open to all staff employees and an opportunity for professional development on diversity and inclusion issues. It is designed to offer participants an in-depth examination on the many differences that exist in our community, and to gain a greater understanding of how we can work together to build a stronger community on campus. Participants will gain valuable knowledge and skills to work and lead in a multicultural environment.

<http://diversity.ucsc.edu/training/certificate.html>

#### Disability Resource Center

The Disability Resource Center at UC Santa Cruz has been part of this historic movement toward equal educational access since 1977. The goal is to support retention and graduation of students with disabilities; collaborate with students, faculty, staff and community resources to provide effective academic services; promote a non-discriminatory campus environment and encourage student development and independence.

<http://drc.ucsc.edu/>

#### Early Education Services

Early Education Services (EES) has been part of the University community since 1977 and is dedicated to providing the highest quality of developmental care possible for each child. Our purpose is to support the University of California's mission of research, teaching, and community service by promoting access to higher education. During the key developmental ages of two and five, children become aware of differences in gender, race, ethnicity, and abilities, and are particularly sensitive to reinforcing messages from family and society. EES provides a curriculum that reflects the diversity of our community and world which conveys a comprehensive respect for ethnicity, gender, age, class, family structure, and physical ability. Children are presented with material from different cultures and ethnic groups, are provided with

a broad understanding of what may constitute a family, materials that challenge gender stereotypes and which has them consider their attitude toward people with disabilities and the elderly.

<http://housing.ucsc.edu/childcare/>

#### El Centro: Chicano/Latino Resource Center

The Chicano Latino Resource Center seeks to improve the retention of Chicano/Latino students on the University of California, Santa Cruz campus by providing a variety of services that include:

- Academic Support
- Chicano/Latino Resources
- Student Leadership /Development Opportunities
- Student Internships
- Chicano/Latino networking opportunities
- Faculty connections
- Student success course
- Cultural Activities

<http://www2.ucsc.edu/raza/>

#### Engaging Education

Engaging Education (e<sup>2</sup>) is a Student-Initiated Outreach and Retention Center for student engagement and academic excellence. It is a supportive and dynamic space for programming that addresses the low rates of recruitment, retention and graduation that historically under resourced communities face within higher education. e<sup>2</sup> partners with the University of California community to provide a purposeful, transformative, and relevant educational experience for all students.

<http://engagingeducation.org>

#### EOP (Educational Opportunity Program)

The mission of EOP is to promote the retention, academic success, and graduation rates of first generation college students from low-income and educationally disadvantaged backgrounds. EOP provides an array of services including orientation, academic and personal advising, peer advising, tutorial assistance in specific subject and writing areas, and preparation for graduate and professional schools.

<http://eop.ucsc.edu/>

#### Educational Partnership Center (EPC)

The EPC is the first point of contact for K-12 schools, community colleges, universities, businesses, and community-based organizations interested in creating educational partnerships with UC Santa Cruz. Together, the organizations build college-bound communities that improve student learning and increase college-going rates among traditionally non-college-going students and families.

Established in 1999, the Educational Partnership Center coordinates new and longstanding student academic preparation efforts of the University of California, Santa Cruz with the goal of increasing access and opportunity to postsecondary education for students across the Monterey Bay and Silicon Valley/San Jose regions. The EPC is an umbrella organization for a variety of complementary, integrated academic preparation programs serving students, teachers, and families from kindergarten through college. These programs include:

- California Reading and Literature Project ([CRLP](#)): CRLP Monterey Bay serves K-12 school districts in Monterey, Santa Cruz, San Benito and Santa Clara counties. They provide standards-based professional development in reading and language instruction to help ensure that students achieve the highest standards of academic performance.
- California State Summer School for Mathematics and Science ([COSMOS](#)): COSMOS is a 4-week summer residential program for high school scholars with demonstrated interest and achievement in math and science.
- California Student Opportunity and Access Program ([Cal-SOAP](#)): San Jose Cal-SOAP aims to increase student success and access to higher education by coordinating and implementing comprehensive academic preparation and motivation support services for low-performing schools in Santa Clara County.
- Early Academic Outreach Program (EAOP): EAOP provides a variety of year-round services designed to increase the academic preparation, awareness, and motivation of middle and high school students toward higher education and to inform parents about available education opportunities.
- Gaining Early Awareness and Readiness For Undergraduate Programs ([GEAR UP](#)): Funded by six-year grants from the U.S. Department of Education, GEAR UP is designed to increase the number of low-income students who are prepared to enter and succeed in postsecondary education. UCSC programs operate in Pajaro Valley, North Monterey County, South Monterey County.
- Mathematics, Engineering, Science Achievement ([MESA](#)): The primary goal of the UCSC MESA schools program is to promote STEM college and career pathways for students from underserved communities through fun, hands-on projects and other college awareness activities in Watsonville, Salinas, Gonzales and Soledad.
- Transfer Partnership Program ([TPP](#)): The Transfer Partnerships Program includes programs and initiatives that strengthen the transfer process and support individual students making a successful transition to a four-year institution from 18 regional community colleges.

<http://epc.ucsc.edu/>

#### EYH (Expanding Your Horizons)

Expanding Your Horizons (EYH) began over 30 years ago at Mills College in order to encourage young women to study math and science by showing the benefits of such education to their lives and by stimulating their interest in STEM careers. The UC Santa Cruz EYH Program includes: An Annual daylong Conference for 8th – 12th grade girls; GROW (Graduates and Researchers offer Outreach Workshops) at local middle and high schools; EYH-GROW Ambassadors for local EYH Alumnae.

<http://eyh.ucsc.edu/>

### Fair Hiring Training

Sponsored by Staff HR Employment and the Office for Diversity, Equity, and Inclusion, fair hiring training is required for UCSC hiring managers and search committee chairs hiring for staff positions. In this training, participants learn campus best practices to ensure fairness and excellence in all stages of the recruitment process. The training covers such topics as developing effective recruitment plans, the search committee's role and responsibilities, evaluating applications, interviewing, reference checking and final selection for hire. It also includes a discussion of bias theory and first impressions, benefits of a diverse workforce, and information on laws and policies related to equal employment opportunity, affirmative action, and disabilities. The training is available in both online and instructor-led formats.

[http://diversity.ucsc.edu/training/fair\\_hiring\\_training.html](http://diversity.ucsc.edu/training/fair_hiring_training.html)

### Family Student Housing (FSH)

FSH is a diverse community of non-traditional and international students. We actively work to educate our residents on issues of cultural diversity. Family Student Housing offers a variety of programs that celebrate different cultures while at the same time educating others about those cultures. This year, our monthly Culinary Culture Share program featured Chile & Argentina, Mexico, Japan, Peru, Sri Lanka and South America. We had two cultural-share programs that explored the cultures of East Asia and one on African-Americans, Africans and Africa through cooking, music, dance, and art. We also have an annual Harvest Dinner and multicultural festival, Chinese language movies, English Second Language Classes and participate in the Kresge Pride celebration.

### Feminist Studies

Feminist studies is an interdisciplinary field of analysis that investigates how relations of gender are embedded in social, political, and cultural formations. The department emphasizes theories and practices derived from multiracial and multicultural contexts. The Feminist Studies Department at UC Santa Cruz is one of largest departments focused on gender and sexuality studies in the U.S.

<http://feministstudies.ucsc.edu/>

### Financial Aid Program

The UCSC Financial Aid and Scholarship Office is committed to helping to make it possible for admitted students to attend UCSC regardless of economic circumstances. Each year the Office assists more than 12,000 students or about 7 out of every 10 undergraduates with scholarships, grants, loans, and/or part-time employment opportunities. Graduate students are also assisted with federal student loans. These resources, totaling over \$230 million, help make UCSC's extraordinary learning experience affordable to all eligible California students as well as out of state and international students.

Much coordination has taken place to ensure maximum support for our Dreamers (AB 540

students) given the passage of the California Dream Act (AB 130 and 131). UCSC was the first campus to provide a student an award based on the new California Dream Application.

<http://financialaid.ucsc.edu/index.html>

#### GLBT Initiatives for Increasing Student Identification and Safety

The Registrar's Office led an effort in 2011 to develop a preferred name option for students. The initial phase has been implemented with more research underway related to other systems.

Enrollment Management has been leading a collaborative effort to review options for students to self-identify after the passage of Assembly Bill 620 (10/8/11), that includes a request that UC provide the opportunity for its students, staff, and faculty to report their sexual orientation and gender identity on any forms used to collect demographic data. The Board of Admissions and Relations with Schools, the Academic Council and the University Committee on Affirmative Action and Diversity have since provided their opinions. A key goal is to focus on the health and well-being of our students and understand their retention and graduation rates.

#### Hispanic Serving Institution (HSI) Team

UCSC will be eligible to seek HSI status when Hispanic students make up 25 percent of our undergraduate enrollment. This achievement reflects our commitment to serve the state by attracting a student population that reflects the demographics of California. The collaborative, cross-divisional HSI team comprised of faculty, staff and students will have several inter-related responsibilities: (1) initiatives and ideas to increase our visibility, value, and effectiveness for students from underrepresented groups; (2) review of best practices and their feasibility for expansion at or adaptation to UCSC; (3) articulation of means and methods for assessing and improving program and campus accomplishments related to underrepresented groups; and (4) determination of opportunities for fund raising related to HSI status, potentially including grant proposals.

#### IMSD (Initiative for Maximizing Student Diversity)

The Initiative for Maximizing Student Diversity Program, IMSD, (formerly known as MBRS) provides undergraduate and graduate students with the opportunity to receive an in-depth experience in the academic and experimental aspects of biological research. The undergraduate IMSD program consists of a summer research institute during the summer and laboratory research projects during the academic year. Graduate students receive Graduate Student Research (GSR) support and laboratory supply allotments.

<http://stemdiv.ucsc.edu/imsd/>

#### International Education Office

The International Education Office encourages students to participate in education abroad programs to learn about and experience living outside of the United States and foster the diversification and internationalization of the campus through the sharing of experiences, history, perspectives, cultures, and research.

<http://ieo.ucsc.edu/>

### International Recruitment and Retention Team

This collaborative, cross-divisional including faculty, staff and students will concentrate on a 5-year roadmap for international student recruitment, retention and graduation, creating a framework for ongoing energy and effort. The plan should include methods and measurable goals for assessment. The plan should focus on student recruitment and the programs and resources to support those students' achievement of their educational objectives.

### Jewish Studies

Jewish Studies at Santa Cruz is an interdisciplinary program that offers students a broad knowledge of Jewish culture, especially its literature, art, and history, as well as its perspectives on community, ethics, identity, and philosophy. Our program focuses on the modern era, and analyzes the impact of the changes brought by modernization to Jewish life, and by the Jews to modern culture. This emphasis on and interrogation of the promise and peril of Jewish participation in modern culture differentiates our program from most other Jewish Studies programs.

<http://jewishstudies.ucsc.edu>

### Kresge College

Kresge College- Pride and Multicultural Education Committee (KMEC) - The KMEC was created as a way to provide an open and safe forum in which all students can express and appreciate each other's cultural experiences. KMEC is open to all Kresge students; members actively work to educate the students, staff and faculty of Kresge on Multicultural issues.

<http://kresge.ucsc.edu/>

<http://kresge.ucsc.edu/activities/student-leaders/kmec.html>

### Latin American and Latino Studies Department

At UC Santa Cruz the Latin American Studies and Latino Studies Department invites individuals to consider embarking on a very rewarding journey where they will have the ability to combine academic research with practical "real world" experience. The department prepares students for bilingual and multi-cultural participation in a rapidly changing world. Global economic and cultural processes are transforming both Latin America and Latina/o communities while deep historical legacies continue to be present. We integrate the study of Chicano and Latina/o communities in the United States with analysis of the histories, politics, cultures, and societies of Latin America and the Caribbean

<http://lals.ucsc.edu/>

### Leadership Academy

The Academy is designed to build a skilled and diverse pool of academic and staff employees with the knowledge and competencies to be successful in a leadership role at UCSC. A selection committee is formed each year to review applications and to ensure that a diverse composition of class participants are selected. The committee strives to include a cross section of the campus representing diversity in race, gender, ethnicity, years of service and experience. The UCSC's Leadership Academy also has a session devoted to "Developing a Culture of Diversity and

Inclusion.”

<http://shr.ucsc.edu/train-dev/academy.htm>

#### Lionel Cantú Gay Lesbian Bisexual Transgender Intersex Resource Center

The Lionel Cantú Gay Lesbian Bisexual Transgender Intersex (GLBTI) Resource Center was established in 1997 with the recognition that GLBTI students and particularly GLBTI students of color have ongoing psychosocial needs requiring professional support and a dedicated ‘safe space’. The center is a diverse environment where lesbian, gay, bisexual, transgender, intersex, heterosexual and ‘questioning’ students experience acceptance, understanding, and professional advisement, advocacy, and counsel. A secondary focus of the center is to educate non-GLBTI UCSC students with the goal of increasing understanding and acceptance of GLBTI individuals and thus making the campus a more inclusive place for sexual/gender minorities.

<http://www.queer.ucsc.edu>

#### MARC (Minority Access to Research Careers)

The MARC (Minority Access to Research Careers) Program offers research training to students to help prepare them to compete for entry into graduate programs leading to the Ph.D. in the biological sciences or into a combined MD/Ph.D. program. The MARC program's goals are to increase the numbers and capabilities of minority scientists and to prepare students for careers in biomedical research and/or teaching. MARC is an honors program. Acceptance is competitive and based on above average academic preparation and performance.

<http://stemdiv.ucsc.edu/marc/>

#### MEP (Multicultural Engineering Program)

The Multicultural Engineering Program (MEP), also known as the MESA Engineering Program, is the university level component of the statewide Mathematics, Engineering, Science Achievement (MESA)—a program of the University of California Office of the President. At UC Santa Cruz, MEP is supported by the Baskin School of Engineering to promote diversity and facilitate the retention and graduation of a diverse population of students. The program received the "2004 UC Santa Cruz “Excellence Through Diversity Award” which is presented to programs or individuals for efforts which promote a diverse and inclusive environment.

<http://mep.soe.ucsc.edu/>

#### Merrill College

Merrill College reflects the many cultural strands of a global cultural tapestry with an emphasis on contemporary California populations. By nurturing a welcoming community interested in the passions, interests, and diverse backgrounds of its students, residential life at Merrill facilitates the sharing of rich cultural traditions through a variety of activities. Examples include: the Merrill Pottery Co-Op, Tacos Moreno Taqueria, the Gay, Lesbian, Bisexual, Transgendered Intersex theme hall, and our sponsorship of American Indian programming, Chicano/Latino events and East Indian Dance performances. Merrill’s academic programs include Classroom Connection which links community experience to university education by placing students in

internships for credit in area schools.

<http://merrill.ucsc.edu/>

#### Oakes College

Oakes College is a multicultural community committed to equality and freedom from oppression and to providing a high quality education to students from diverse backgrounds. Poised at the edge of UCSC's natural preserve, Oakes also leads at the edge of scholarship, community-building, and integrated experiences. Oakes students are engaged in the arts, humanities, sciences, and engineering, and are represented in all of the majors at UCSC. The Science Community at Oakes College, a residential co-curricular program, supports students interested in science majors and science careers and contributes to Oakes' mission to help diversify the sciences. Our core course, Communicating Diversity for a Just Society, seeks to help students appreciate the fundamental role of higher education in identifying and solving some of the critical problems facing our nation and the world, and in exploring the connections between educational quality and diversity. Throughout the Oakes community, students are encouraged to explore issues of race, gender, ethnicity, sexuality, religion, socioeconomic class, and politics.

<http://oakes.ucsc.edu/>

#### Office for Diversity, Equity, and Inclusion

The Office for Diversity, Equity, and Inclusion 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. Office 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. Office 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.

<http://diversity.ucsc.edu/>

#### Porter College

The Porter Prism facilitates community building and historical awareness through social and cultural events that specifically involve gay, lesbian, queer, bisexual, transgender, intersex, and questioning people. Supportive Allies are always welcome and invited to gatherings and events.

<http://porter.ucsc.edu/>

#### Rainbow Theater

Rainbow Theater was established in 1994 with a mission to create unity, higher visibility and understanding of various cultures within our communities. The goal is to foster the spirit of unity by breaking down cultural walls, providing an outlet for creative talents of various ethnic communities by giving voice, promoting dialogue as well as celebrating diversity and fostering communities.



<http://cadrc.ucsc.edu/rainbow-theater>

#### Science Learning Community / Engineering Learning Community (Crown College)

The primary academic diversity effort at Crown is the Science Learning Community and its sister organization, the Engineering Learning Community. Science students that are disadvantaged due to socio-economic factors and who are less prepared than most science majors. They are provided sections of ACE (Academic Excellence program), mentors, and some scholarship funding to help them succeed academically. The ELC is funded from the School of Engineering (and the National Science Foundation). Crown provides the same support for them as we provide for the SLC, and the School of Engineering provides additional instructional support.

<http://crown.ucsc.edu/academics/science-learning-community/>

#### SHPE (Society of Hispanic Professional Engineers)

SHPE-UCSC is a student organization founded in 2000. The origin of our student chapter began when a group of Latino engineering students decided to form a support group to share common goals and aid each other in developing the skills needed in the professional workplace. SHPE-UCSC has grown to be an organization to have recruited different types of members of all science and mathematics majors, as well as non-Latino students. Our goal is to serve our members in the advancement of their math, science, and engineering education.

<http://shpe.soe.ucsc.edu/>

#### Stevenson College

Stevenson College's theme, Self and Society, links the past with the present to give students a greater understanding of themselves and their cultures, and to help them think globally. Stevenson College's Multicultural Advisory Club (MAC) collaborates with Kresge College on its annual Pride Event and also with Provost Alice Yang as part of an advisory board regarding the development of a Critical Race and Ethnic Studies program.

Stevenson is home to the Rosa Parks African American Theme House (R.PAATH), a residential living environment for students interested in a themed living option for all students whose interests span historical, present-day, and future experiences of predominately Black/African American peoples. R.PAATH fosters Cultural Competency/Cultural Intelligence and ally development through organizing, living, studying, and socializing with peers passionate about political, cultural, popular, social and economic issues of the African Diaspora. R.PAATH is located at Stevenson College. Incoming freshmen who wish to live in this theme house must be affiliated with Stevenson College.

<http://stevenson.ucsc.edu/index.html>

#### Student Organization Advising & Resources (SOAR)

SOAR is dedicated to the success of UCSC's campus-wide student organizations and government. Student organizations and government are unique learning environments, vital to

the educational mission of the university. They offer students a place to explore the links between their life experiences, their academic work, and their hopes for the future. SOAR helps student organizations and government reach this potential. SOAR's professional and experienced staff offers mentorship, leadership training, organizational development advising, and event management services to all students.

<http://soar.ucsc.edu/>

#### SWE (Society of Women Engineers) SLUGS

The Society of Women Engineers (SWE) is a not-for-profit educational and service organization that empowers women to succeed and advance in the field of engineering. Founded in 1950, SWE establishes engineering as a desirable career for women through an array of training and development programs, networking opportunities, scholarships, etc.

<http://sweslugs.soe.ucsc.edu/>

#### Teacher Professional Development in Mathematics

Middle and high school teachers who are part of the UCSC Educational Partnership Center's GEAR UP partnership programs in Pajaro Valley and north and south Monterey County receive professional development services in mathematics, developed in conjunction with County Office of Education's content and instructional strategies coordinators and the California Reading and Literature Project. The professional development emphasizes the mathematics standards and concepts that students typically struggle with in college preparatory curricula, including accommodations to support English learners.

<http://stem.ucsc.edu/Professional-Dev>

#### UC LEADS (Leadership Excellence through Advanced Degrees)

The University of California Leadership Excellence through Advanced Degrees (UC LEADS) program educates California's future leaders by preparing students for graduate education in STEM fields. UC LEADS identifies promising upper-division undergraduate students who have experienced conditions that have adversely impacted their advancement in their field of study. Once chosen as UC LEADS Scholars, the students embark upon a two-year program of scientific research and graduate school preparation guided by individual Faculty Mentors.

<http://stemdiv.ucsc.edu/ucleads/>

#### UCSC Graduate Alliance (continuing funding-suspended AGEP program)

UCSC Graduate Alliance is a campus-funded program following the NSF's suspension of the AGEP (Alliance for Graduate Education and the Professoriate) program. The program's goal is to help recruit and retain science, technology, engineering and mathematics PhD students from underrepresented backgrounds and to encourage their commitment to an academic career.

UCSC Graduate Alliance provides professional development funding, special program, and networking for participants and helps foster community among underrepresented PhD students across the STEM fields.

<http://graddiv.ucsc.edu>

#### Undergraduate Admissions Program

In close collaboration with the Committee on Admissions and Financial Aid, the academic divisions, University Relations, Undergraduate Education, students, alumni and more, the Office of Admissions promotes the campus and its programs to prospective students and their representatives, as well as the public at large and admits future alumni reflecting the values and commitment of the campus faculty and administration, with a clear priority on excellence and diversity.

<http://admissions.ucsc.edu/>

#### Women at Work Retreat

For 23 years, the Women at Work Retreat has been helping university staff to enrich their personal and professional skills and knowledge, while at the same time improving job satisfaction and morale. The retreat is held annually and focuses on the learning and development of a broad cross-section of women on the UCSC campus.

<http://www2.ucsc.edu/womenatwork/>

#### Women's Center

The UCSC Women's Center affirms the dignity and diversity of all women. The Center continues and challenges feminist traditions by creating community space for all women and allies to achieve individual and social change.

The Women's Center's work focuses on retaining students, staff and faculty while promoting their successes within the academy and beyond. We strive for an inclusive and equitable campus community through advocacy, education and support services. The Center promotes an understanding of the role and impact of gender in our lives and society. The Center challenges sexism, racism, heterosexism, ageism, able-ism, class-ism and other barriers that inhibit full inclusion and equal power in society. We acknowledge and celebrate the diversity and commonalities reflected in our communities.

<http://womenscenter.ucsc.edu/>