

Engaging in Diversity: A guide for faculty to various resources and programs at UCSC
(* not exhaustive)
June 2015

Campus Diversity Officers Herbie Lee and Ashish Sahni (diversity@ucsc.edu)

Please contact Sheree Marlowe (Assistant Campus Diversity Officer; 831-459-1758; diversity@ucsc.edu) with questions or for more information.

Mentoring opportunities:

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

The ACCESS Scholarship program provides two-year scholarships of up to \$10,000 for each year to high-achieving, financially disadvantaged students, particularly women, pursuing degrees in Computer Science, Computer Engineering, and Electrical Engineering at the Baskin School of Engineering, UC Santa Cruz. The ACCESS Scholarship program is open only to students at the freshman level. To be considered for an ACCESS award, students must apply to UC Santa Cruz using the general UC Application for Admissions during the application-filing period November 1-30. Students being considered for an ACCESS scholarship may be asked to submit additional materials.

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

The Baccalaureate Bridge to the Biomedical Sciences

Baccalaureate Bridge 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. The program is designed to offer two broad areas of support services to Cabrillo, Gavilan, Hartnell, and Monterey Peninsula College students.

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

CBSE (Center for Bio-Molecular Science and Engineering) Research Mentoring Institute (RMI)

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.

<https://cbse.soe.ucsc.edu/diversity/rmi>

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/>

AGEP (Alliance for Graduate Education and the Professoriate)

AGEP is a program sponsored by the National Science Foundation whose goal it is to significantly increase the number of African American, Latino, Native American, and Pacific Islander students earning PhDs in the physical and life sciences, math, and engineering and to foster their interest in and commitment to an academic career. The UCSC AGEP program is designed to increase the number of graduate students in science, technology, engineering, and mathematics (STEM) fields while also providing special programs addressing the diverse and specific educational needs of incoming graduate students.

<http://graddiv.ucsc.edu/archive/agep/agep-programs.html>

EOP (Educational Opportunity Programs)

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/>

IMSD (Initiative for Maximizing Student Diversity)

The Initiative for Maximizing Student Diversity Program, IMSD, (formerly known as MBRS – Minority Biomedical Research Support) 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/>

The MARC (Minority Access to Research Careers) Program

The MARC (Minority Access to Research Careers) Program offers research training to participating honors students to help prepare them to compete successfully for entry into graduate programs leading to the Ph.D. in the biomedical sciences. Funded through the National Institutes of Health, the MARC program's goals are to increase the numbers and capabilities of underrepresented scientists and to prepare students for careers in biomedical research.

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.

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

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/>

Resource Centers

African American Resource & Cultural Center (AARCC)

The African American Resource & Cultural Center (AARCC) provides a wide range of support, resources, and programs for students from the African diaspora at UCSC. It encourages and facilitates student involvement and success in campus life, student organizations, academic excellence, and community engagement. The center provides leadership training, confliction resolution, advisement, and advocacy for the diasporic community on campus. Since the founding as the first ethnic resource center at UCSC, it has striven to create and foster an environment in which students of African/Black descent excel personally, professionally, and academically through our commitment to celebrating our culture and providing multifaceted support and resources to students.

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

Asian American/Pacific Islander Resource Center

The Asian American/Pacific Islander Resource Center (AA/PIRC) first opened in April 1999 due to the tireless efforts of student activists and supportive staff/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, social, cultural and other co-curricular needs. Students can also gain leadership experience through the AA/PIRC Internship, volunteering, and/or participating in student programs.

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

Cantú Queer Center

The Cantú Queer Center at UC Santa Cruz exists to provide an open, safe, inclusive, intercultural space, promoting education about all genders and sexualities, and empowering self-exploration of these identities. We support same-gender-loving students, faculty, staff, and alumni, as well as families, friends, and the entire campus community. We serve as a resource to LGBTQIA students by providing opportunities for leadership and personal development, and by creating programs and services that work to eliminate heterosexism, bi-phobia, and gender-identity oppression. We strive to develop an atmosphere of acceptance and well-being from which the campus community can fulfill the academic mission of the university. Besides the Cantú Queer Center, there are two queer spaces on campus tucked within McHenry Library: the GLBTI Reading Room on the 4th Floor, and the Gloria Anzaldua Reading Room on the 3rd Floor. Both spaces have beautiful displays that will make you feel at home. You may always drop by and use these rooms if they are available. It's also possible to reserve the rooms for individual or group use.

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

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://math.arizona.edu/~cemela/english/>

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 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://cjs.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/>

Center for Labor Studies

The UCSC Center for Labor Studies, founded in 2007, is dedicated to the study of working people, the labor movement, and the challenge of the broader global economy as it impacts the working people of California and beyond. Through conferences, workshops, public lectures, and a range of guest speakers – the focus, in particular, is on the relationship between the labor movement (broadly defined), social movements, and democratic practices; on gender, race, and ethnic dynamics; and on labor activism in international context. The goal is to serve UCSC students, staff, and faculty while reaching out to the broader community of the Central Coast of California and beyond.

<https://labor.ucsc.edu/>

Center for the Studies of Pacific War Memories

The Center for the Study of Pacific War Memories was established in the fall of 2006 to facilitate curricular and research projects across the Asia-Pacific region related to memories of the Pacific War (1937-1945). The Center seeks especially to promote transnational, collaborative teaching and research.

<http://cspwm.ucsc.edu/Site/About.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/>

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/>

RayFASC

The Satyajit Ray Film and Study Collection (Ray FASC) is a non-profit educational organization dedicated to the preservation and dissemination of Satyajit Ray's cinematic, literary and artistic oeuvre. It is organized as a Focused Research Activity in the Humanities Division of the University of California, Santa Cruz.

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

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/>

Societies and groups

SHPE (Society of Hispanic Professional Engineers)

SHPE-UCSC is a student organization founded in 2000. The origin of the 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. The goal is to serve members in the advancement of their math, science, and engineering education.

<https://shpe.soe.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.

<https://sweslugs.soe.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://www.cadrc.org/rainbow-theater.html>

Other programming

Chancellor's Achievement Awards for Diversity

These awards honor and showcase academic and staff employees and programs that have made outstanding contributions in furthering diversity at UCSC. UCSC has many academic and staff employees and programs that contribute significantly to our diversity efforts. 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/index.html>

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://isee.ucsc.edu/programs/pdp/description.html>

Latino Literacy Cultures Project/Proyecto culturas literarias Latinas

The Latino Literary Cultures Project/ Proyecto culturas literarias latinas is an interdisciplinary initiative of the Chicano/Latino Research Center dedicated to studying and promoting creative writing by and about U.S. Latinas and Latinos, past and present. It stages a biennial conference that is innovatively structured to bring together writers with scholars and students, translators and reviewers, librarians and archivists, booksellers and publishers, along with a wide range of readerships.

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

Campus Diversity Officers Herbie Lee and Ashish Sahni – Office for Diversity, Equity, and Inclusion

Faculty are encouraged to contact Herbie Lee (Campus Diversity Officer – Faculty) and Ashish Sahni (Campus Diversity Officer – Staff and Students) to collaborate on new programming aimed at promoting diversity and inclusion on campus. 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.

diversity@ucsc.edu