

**Annual Report to the Chancellor**

**CACSW Activities for FY 2007-2008**

**Chancellor's Advisory Committee on the Status of Women**

**Annual Report of CACSW Activities for FY 2007-08**  
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## EXECUTIVE SUMMARY

The academic year 2007-2008 marked the 21<sup>st</sup> year of accomplishments for the Chancellor's Advisory Committee on the Status of Women (CACSW) and this year's activities reflect the vitality and optimism of this particular benchmark in American culture. In fulfilling its mission of identifying and analyzing problems relating to the status of women at UCSD, informing and educating the campus community about such problems, and advising the Chancellor regarding policies to ameliorate these conditions, the committee built on past achievements and set in motion plans to operationalize standing policies and generate a resurgence of CACSW's visibility and voice in the public discourse of UCSD. As a result, plans were set in motion to assure the utilization of all 25 slots accorded to CSW in equal numbers of faculty, staff, students and consultants which this year stood at 23; activities were proposed to highlight more frequently and more prominently the achievements of women at UCSD, beginning with the nomination of the YWCA-sponsored Tribute to Women in Industry (TWIN) Award and ending with those nominees and recipient being honored at the end-of-year Town Hall Meeting; and strategies were proposed for collaborating more purposefully with other units on campus—e.g., the Diversity Council, the Associate Chancellor & Chief Diversity Officer, Human Resource representatives—on critical issues of concern to the committee. To accomplish these goals, the committee turned to retooling its communication strategies to align them more effectively with CACSW's mission—e.g., renovating and expanding the CSW website to include a clearinghouse on women's resources and information, adding gender, eldercare and climate items to data collection efforts conducted by other units on campus (e.g. annual Staff@Work Survey), and performing outreach for collaborative activities.

Each year the committee rotates its focus through each constituency: this year the committee focused on faculty - 2006-2007 emphasized Students and 2008-2009 will emphasize Staff - re-invigorating a series of partnerships with various units on campus to sponsor lectures and workshops on issues related to the needs of women faculty and making visible available resources to mediate solutions. These activities generated tremendous enthusiasm, highlighting the desires of UCSD women faculty for more strategic and continuous guidance to scale the academic ladder. Women as well as a good number of male faculty were informed and educated by a workshop on academic development and three nationally recognized scholars in the field of gender equity: Debra Meyerson, Nancy Houfek and Donna Nelson. These scholars pointed out the gaps in gender equity, suggested powerful and productive mechanisms for personally negotiating unfriendly environments, and elevated discussions to the level of solutions as well as the understanding of problems. The workshop on academic development was an overwhelming success and made evident the tremendous need for a defined and ongoing academic development program.

The appointment of Dr. Jeanne Ferrante as Associate Vice Chancellor for Faculty Equity (AVC-FE) and the establishment of a UC System-wide Advisory Committee on the Status of Women (SACSW) are two major indicators representing positive movement across the UC campuses on behalf of women's issues. These two developments highlight UCSD

CACSW's dedicated leadership and persistence to its goals and objectives over the past 21 years. Discussions took place to establish a line of communication with AVC-FE Ferrante to share lessons learned about women faculty equity. The establishment of the SACSU provides a powerful venue for adding dimension to the local campus by leveraging purposeful collaborations and information-sharing across the other nine UC campuses and two UC research laboratories, with the added value of reducing redundancy.

This year a new subcommittee on Staff Issues was added to the two existing subcommittees of CACSW, Women in Science & Engineering (WISE) and Women's Leadership Alliance (WLA). The new subcommittee on Staff Issues is charged with beginning the process of identifying key issues effecting female staff at UC San Diego (with the goal of readying the fall 2008 membership with a framework for building recommendations).

One central recommendation grew out of this year's activities and explorations:

**RECOMMENDATION:** Establish a strategic plan for junior faculty development with specific objective and measurable outcomes that draws on the model developed by the National Center of Leadership in Academic Medicine (NCLAM). This recommendation falls exactly within the purview of the AVC-FE's new role.

While the UCSD Medical School has a very effective program, responses from the workshop on faculty development made clear that junior faculty from all other campus areas not only need guidance on this matter, but also sincerely desire it. Chief Diversity Officer Daley summarized the benefits of such a program: "A junior faculty development program ...demonstrates the beauty of implementing programs that address issues that appear to affect a population group that is recognized as underrepresented or at risk of experiencing adverse outcomes. But the result of the strategies implemented usually benefits *all* of us. Just think how we all benefit from the changes made in the sidewalks to accommodate wheelchair access from sidewalks to streets: families with baby carriages benefit, the elderly benefit, people on crutches benefit, etc."

## **1. New EXTERNAL DEVELOPMENTS centrally related to CACSW**

### **1A. Appointment of AVC-Faculty Equity**

CACSW was extremely excited that Dr. Jeanne Ferrante, a long-time member of CACSW, was appointed as the new Associate Vice Chancellor for Faculty Equity (AVC-FE). This new position is a result of a recommendation by the UCSD Workgroup responding to the UC President's Task Force on Faculty Diversity (May 2006).

The duties of the AVC-FE are to:

- Provide academic leadership and direction in advancing the university's goal of achieving and sustaining faculty equity and diversity in pursuit of academic excellence

- Oversee the establishment of Faculty Equity Advisors (FEAs) consisting of respected senior faculty who will work directly with their deans, departments and search committees
- Work collaboratively and innovatively with campus administration, the Academic Senate, CDO, OADEO, FEAs, academic units and faculty
- Help develop and enhance policies, programs and procedures to encourage excellence and diversity in faculty recruiting and retention, and facilitate an inclusive climate of advancement and growth for all faculty members

**ACTION:** *CACSW will establish a direct link to AVC-FE to share lessons learned throughout the year and to provide support on initiatives that impact women.*

**1B. System-wide Advisory CSW (SACSW): establishment of advisory committee to UC Office of the President**

After 10 or so years in the pipeline, in April 2008 President Dynes formally established a systemwide advisory CSW consisting of representation from all nine UC campuses, both research laboratories and UCOP. The formation of this committee is an outgrowth of the "Creating Change Initiative" coordinated by Associate President Williams and Staff Presidential Fellow Levine. UCSD appointed two representatives to this committee – the UCSD Diversity Coordinator and alternately one of the CACSW's co-chairs. The CACSW staff co-chair represented UCSD this year.

SACSW's charge is to

- examine issues regarding the status of women staff, students, and faculty at the University of California
- analyze existing policies, procedures and/or programs that affect those issues
- serve as a coordinating body for campus, UCOP, and LBNL Committees on the Status of Women
- identify model programs or activities and support systemwide implementation
- recommend to the President changes that will continue to afford women equal and fair access to campus program, activities and opportunities

Toward this end, three subcommittees were formed at the first meeting (May 2008):

1. Work Life Balance: includes Eldercare, Childcare, Workload issues, and Family Friendly policies
2. Data Gathering/Analysis/Information Sharing: includes looking at common data to evaluate hiring practices and availability pools, and creating measureable comparisons to determine improvement/success
3. Workforce Development: includes advancement strategies, hiring/retention, mentoring systems and succession planning

An SACSW website will be created and the committee is requesting UC Presidential roll-out of the *Creating Change* initiative website. It was agreed the committee would meet quarterly during the academic year.

**ACTION:** *UCSD's CACSW will continue its participation on the system-wide committee via one of its co-chairs for a two year term.*

## **2. SUMMARY of 2007-2008 CACSW ACTIVITIES**

### **2A. CACSW activities that inform and educate the campus community**

i. Lunch and Lecture "Advancing Gender Equity through Tempered Radicalism" by Deborah Meyerson, Stanford University. Co-sponsored with Women's Leadership Alliance (February 4, 2008). Audience: CACSW members, WLA members, and invited faculty particularly from STEM fields.

ii. Nancy Houfek events:

- Small Group Training Workshops "Strategic Performance: Theatre Techniques for Successful Negotiation & Presentation" directed by Nancy Houfek, Harvard University (February 25/26, 2008). Audience: Day 1 targeted postdoctoral scholars and junior faculty/Day 2 targeted senior faculty, and
- Lecture and Reception. "The Art of Negotiation: Theatre Techniques for Getting What You Want" by Nancy Houfek, Harvard University (February 26, 2008). Co-sponsored with Women's Leadership Alliance, Graduate Student Affairs, Academic Affairs, Research Affairs, and JSOE. Audience: open to all campus including faculty, staff, and graduate students.

Both Houfek events received an overwhelmingly positive response. Many men attended the lecture demonstrating the need for this kind of training across gender, across campuses and across service units.

iii. Academic Review Workshop "Hints and Tips for Success" presented by former chair of CAP, AVC Bob Bitmead; SVCAA Emeritus Marjorie Caserio; current CDO, Sandra Daley; and new Asst .VC for Academic Personnel, Kristi Petruzelli (May 2008). The workshop targeted female faculty at the Assistant Professor level but men, Associate Professors, and WISE members were also invited. Contributions from the National Science Foundation ADVANCE/PAID grant helped sponsor the event.

The high participation rate (about 15% of all Assistant Professors campus-wide) combined with the high level of interest in the workshop led to the recommendation of a formal faculty development program modeled after the National Center of Leadership in Academic Medicine (NCLAM). UCSD's CDO helped set up a similar program at the UCSD School of Medicine.



**ACTION:** CACSW will work with the CDO and new AVC-FE to develop a formal faculty development program.

iv. Town Hall Meeting and Reception "On Common Ground" (June 3, 2008). Audience: all UCSD faculty, staff and students. Light lunch provided by the Chancellor's Office was held at the Atkinson Hall at the Faculty Club.

- This year's Tribute to Women in Industry (TWIN) award nominees, their nominators and award recipient were recognized at the Town Hall meeting. An annual event hosted by the YWCA celebrates the special contributions of extraordinary women in industry. UCSD's 2008 recipient - Linda Doughty, Director of Cal-SOAP – recommended to the Chancellor by CACSW - was among 80 outstanding women from throughout San Diego honored at a formal luncheon on June 27, 2008 at the San Diego Convention Center. CACSW makes recommendations to the Chancellor for faculty and staff in alternate years.
- Donna J. Nelson, nationally recognized diversity scholar and researcher, author of "A National Analysis of Diversity in Science and Engineering Faculties at Research Universities", spoke on diversity in the scientific workforce and specifically on the representation of women and minorities among science and engineering faculty at research universities since 2000.
- CACSW Report presented by CACSW co-chairs presented an overview of CACSW's accomplishments and continuing issues on the status of women.

**RECOMMENDATION:** With the increase in programming contributing to advancing women's issues on the UC San Diego campus, CACSW will continue to be a proponent of co-sponsorship; however, the need for funding and costs related to programming will continue to be built into our annual funding requests.

**2B. Summary of 2007-2008 CACSW activities that identify and analyze issues related to the status of women**

i. **Guest Speakers** were invited to CACSW Meetings to solicit information on UCSD activities that affect women staff, faculty and students.

- October 9, 2006: Jon Welch, Director OADEO spoke on the gains and gaps in women faculty representation at UCSD. (Jorge Huerta, Associate Chancellor & Chief Diversity Officer, was unable to attend.)
- February 12, 2008: Campus Human Resources Quality of Worklife (QWL) representatives Jenni Leibman, Amanda Chavez & Equilla Luke discussed some of the changes made on campus to bolster QWL programming. Their formal response to the previously submitted "Eldercare" proposal underlined the importance of the issue and also the cost implications that made the study of eldercare on campus prohibitive.



- May 13, 2008: Penny Rue, new Associate VC of Student Affairs, spoke on leveling the field, the styles of engagement used by women, and the derailers female undergraduates face at UCSD.

ii. Reports by CSW committee members who sit on two oversight committees: **Diversity Council** and **Childcare Oversight Committee**

a. **Diversity Council**

The Council activities this year were minimal due to a changeover in leadership.

b. **Childcare Oversight Committee**

At UCSD, there were two available options for childcare facilities: Early Childhood Education Center (ECEC), which was under the Vice Chancellor for Business Affairs, and the International Center Cooperative Nursery School (ICNS), which was affiliated with the Friends of the International Center but not an official UCSD childcare program.

The combined total of registered students were 275 (ECEC = 210 and ICNS = 65). ECEC had facilities in the Mesa Apartment Complex and ICNS leased space at the International Center.

The International Center needed additional business space so ICNS was asked to vacate the facility. An audit was conducted to review the feasibility of relocating the center. Unfortunately, no other location was identified and based on the audit recommendation, the relationship between the Friends of the International Center and ICNS was dissolved and ICNS is scheduled to close in March, 2009.

In order to accommodate the need for part-time childcare, ECEC expanded their offerings with the addition of the Mesa Child Care Center (MCCC). The MCCC will open the first of three phases in March 2009 and offer part-time child care programs in the Reggio Emilia philosophy of learning.

When all three MCCC phases are completed, it will accommodate an additional 90 students. ICNS had approximately 65 students and if all 65 students enrolled in MCCC, there will only be an additional 25 slots available. ECEC has over 300 students on their waiting list. The current level of available childcare slots does not address the substantial need, and with the expected growth of the campus community, this issue will continue to exist, if not worsen, if no action is taken.

**RECOMMENDATION:** The CACSW recommends an increase in childcare slots at ECEC and MCCC, and that other options for access to childcare be considered including availability of centers at the Medical Center and SIO, and possibly the contracting of external facilities.

3. **Reports by the CACSW standing committees – WLA and WISE – and the Postdoctoral Scholar Association on ACADEMIC ISSUES**



**3A. Women's Leadership Alliance (WLA):**

Programming this year was of WLA's standard high-quality and focused on advancement issues for academics as well as hosting the newly formed systemwide Committee on the Status of Women co-Chairs.

For a summary of WLA activities, see Appendix A.

**3B. Women in Science and Engineering (WISE):**

[Summary coming from Chris]

For a summary of WISE and GradWISE activities, see Appendix B.

**3C. Postdoctoral Scholars**

In 2008, the Postdoctoral Association (PDA) applied for and received approval as an official UCSD association. Elections were held in late June and the current committee members are working to gain recognition among postdoctoral students and departments. The PDA has as its mission to enhance the postdoctoral experience at UCSD through professional development, fostering a sense of community and identity, and facilitating the integration of postdoctoral scholars into the research establishment.

The postdoctoral representative for CACSW is cross-appointed on the PDA committee in order to liaise between the two and bring any issues relevant to the status of female postdoctoral students to the attention of the committee.

**4. Report by the new STAFF ISSUES subcommittee**

This year a Staff Issues subcommittee was established to define staff issues. Their first agenda item was to identify the top issues CACSW will explore during the 2008-2009 academic year. The subcommittee will work closely with other staff-related initiatives on campus to avoid duplicating efforts in collaboration with campus Human Resources and the UC Staff Diversity Council among others.

Some preliminary identified issues are:

- Data Collection/Reporting: currently there is an Affirmative Action Plan, but no template reports or mechanism for reporting out on a system-wide basis.
- Recruitment/Retention/Promotion including identifying areas of underutilization, best practices that promote workforce diversity, and institutional barriers that hinder recruitment, retention and promotion.
- Talent Management/Succession Planning/Leadership Training to include articulating a leadership development strategy, clarifying career paths, enhancing performance management systems, and identifying and sharing best practices.

In 2007-08, CACSW and the Diversity Council were responsible for the addition of gender specific and work climate questions on the annual Staff@Work survey. Eldercare was inadvertently left out.

## **5. Undergraduate and Graduate STUDENT ISSUES**

### **5A. Graduate Student Mentoring**

CACSW recommended to the Chancellor (via the CACSW Annual Report 2006-07) that a campus notice be issued to inform STEM faculty (women in Science, Technology, Engineering, and Math disciplines) of the chance to provide diversity related service (a new category added to the academic biography/bibliography form) as a MentorNet e-mentor. CACSW will follow through with the Senior VCAA and STEM Department Chairs to roll out a program.

### **5B. Undergraduate Students** (no representative this year)

New Associate VC Student Affairs, Penny Rue, was our guest at the May 13<sup>th</sup>, 2008 CACSW monthly meeting. She enumerated on the “derailers” facing undergraduate female students on campus such as stress and anxiety, depression, sexual assault, abusive relationships and eating disorders. She reported an 80% positive overall experience with a 60% social experience on the Undergraduate Student Experience and Satisfaction (USES) Report. She also suggested that increased faculty involvement, a change in our legalistic climate, and more community building could mediate these challenges.

**ACTION:** *CACSW will work extremely hard to secure adequate representation by undergraduate students on the committee.*

## **6. QUALITY of WORK LIFE ISSUES**

### **6A. Childcare Issues**

Childcare issues were highlighted in three ways this academic year.

- i. A new CACSW member was appointed to the Childcare Oversight committee.
- ii. In a letter widely circulated on campus and system-wide, CACSW responded to the California Department of Education to contest the changes to section 18087 of the California Code of Regulations on Subsidized Childcare which proposed withdrawing support from graduate students after they achieve 24 units of credit. The Department of Education withdrew proposed changes to this section.
- iii. UCSD's Chancellor responded positively to CACSW's 2006-07 Annual Report recommendation that the “feasibility of part-time childcare slots be evaluated including assessing the feasibility of supporting the building of modular child education housing”. She stated that UCSD is moving forward with a project that will accommodate half-day care with the possibility of

expanding space for a full-day program. Chancellor Fox has requested approval from UCOP for "Mesa Support Building Renovation for Childcare." CACSW appreciates the Chancellor's efforts in this area.

**6B. Elder Care**

Plans for pursuing further action on studying the predominance of elder care issues and its implications among UCSD's workforce were relegated as items on the Staff@Work survey. The Quality of Work Life unit, which had explored the possibility of conducting such a study, declined the proposal because of cost implications. However, by all indications elder care is an increasingly important issue for UCSD employees, and CACSW hopes to continue to keep a pulse on this growing issue.

**7. CACSW WEBSITE ADMINISTRATION**

During 07/08, a process was developed to place events for both CACSW and WISE in the UCSD Master Calendar. This facilitated adding events to the website. Changes were made to the Chancellor's sections to make it more understandable, as well as adding previous years' of the Chancellor's response to CACSW annual activity reports. An archiving mechanism was developed to track activity on the website. Links to other sites were added in addition to updating contact information for CACSW. This year, "The Women On the Move" section highlighted Debbie Ambrose, CACSW staff co-chair and Alycia Mosley, Graduate Student representative. While these are basically "snippets", the pictures and the interviews were informative and added dimension to the organization.

**ACTION:** *The Subcommittee assigned to the website will work with the Chancellor's Office to request that the website be modified such that updates to the Roster are completed once. Currently, each tab has a copy of the roster. This method is labor intensive and error prone.*

**RECOMMENDATION:** CACSW requests dedicated website maintenance and IT support that promotes timeliness, accuracy, and fluidity while simultaneously adhering to the security issues inherent with a site associated with the Office of the Chancellor.

**8. CACSW Consultants**

CACSW membership includes non-voting consultants representing the Women's Center, Office of Sexual Harassment Prevention and Policy, Equal Opportunity/Staff Affirmative Action, and the Student Safety Awareness & Sexual Assault Resource Center. The primary role of the consultants is to provide monthly updates on the activities and issues of concern of their respective units and to report back to their units. A summary of the units' CACSW-related activities and issues is presented in Appendix C.



**Appendix A: Women's Leadership Alliance (WLA) Programs**

WLA Events 2007-2008

October 18, 2007

Lunch with Amy Levine, UC Presidential Staff Fellow  
Linda M. Williams, Associate President UC

February 11, 2008

Lunch and Talk with Professor Debra Meyerson, Stanford University  
"Advancing Gender Equity through Tempered Radicalism"  
Co-sponsored with CACSW and the Jacobs School of Engineering

February 26, 2008

Workshop entitled: "Strategic Performance: Theatre Techniques for Successful  
Negotiation & Presentation" with Nancy Houfek, Harvard University  
Co-sponsored with CACSW and the Office of Graduate Studies

## **Appendix B: WISE and GradWISE Programs**

### **WISE and GradWISE events 2007-2008**

#### **Fall Quarter 2007:**

September 21, 2007: GradWISE Ice Cream Social/Open House at the Women's Center

October 18, 2007: GradWISE, WISE and the Howell Foundation hosted Dr. Marian C. Diamond's discussion about her extraordinary life as a scientist and educator

October 19, 2007: WISE and GradWISE hosted Dr. Marian C. Diamond's talk entitled "An Enriched Life: My Experiences in Academic Science"

November 15, 2007: GradWISE "Networking for Success" communication skills workshop at the Price Center Davis/Riverside Room

November 16, 2007: WISE annual Open House at the UCSD Women's Center featuring Dean Jeanne Ferrante (Acting Dean, Jacobs School of Engineering)

#### **Winter Quarter 2008:**

February 14, 2008: GradWISE monthly lunch discussion jointly with the Association for Women in Mathematics (AWM)

February 21, 2008: WISE hosted Dr. Joan Heller-Brown's (Chair and Professor of Pharmacology, UCSD) talk entitled "Perseverance, Passion and Serendipity on the Path to Success" at the Cross-Cultural Center

#### **Spring Quarter 2008:**

April 18, 2008: WISE hosted Dr. Tara Javidi's (Assistant Professor, Electrical & Computer Engineering, UCSD) talk entitled "The Stubborn Masculinity of Science and Engineering: Comic or Tragic?" at the Women's Center

May 9, 2008: WISE hosted a discussion panel entitled "Women Don't Ask" featuring Deborah Wingard Ph.D., Jean Y.J Wang Ph.D, Heather Bentley and Sandra Daley M.D. at the Women's Center

## **Appendix C: Consultant Activities**

### **C1. Women's Center**

EMELYN DELA PENA: Women's Center Director

The UCSD Women's Center hired a Special Projects intern in 2007-2008 whose primary responsibilities were Lactation Services and administrative support for CACSW/WISE. This intern received primary direction from the Women's Center with specific instructions for programming support from CACSW and WISE committee members. The portion of her time spent on CACSW/WISE events was paid from CACSW funds.

**Lactation Parking Program:** Six (6) Multi-Purpose Parking Permits were created to allow mothers unlimited parking in service yard, loading zone, and meter spaces from 10:00 a.m. - 2:00 p.m., Monday through Friday, when displayed with a valid UCSD Annual/Daily/Limited Parking Permit.

Four (4) Multi-Purpose Parking Permits were created to allow significant others (fathers, nannies, grandmothers, caregivers, partners) unlimited parking in service yard, loading zone, and meter spaces from 10:00 a.m. - 2:00 p.m., Monday through Friday, without displaying a UCSD parking permit. The Women's Center staff is responsible for permit control and tracking usage. The Women's Center will request an extension of this program through the 2008-2009 academic year.

**Pregnant Mother Parking Program:** In the 2006-07 academic year, Transportation and Parking Services agreed to make parking arrangements, on a case-by-case basis, to assist pregnant mothers with closer parking accommodations near their offices during their last trimester or if they are having difficulty with their pregnancy. The Women's Center was asked to screen pregnant mothers and, based on their needs, contact TPS to discuss accommodation. The program has been renewed through the 2008-2009 academic year.

**Women's Supervisors' Group:** Based on feedback from the Women Leaders series of discussion led by former Associate President Linda Williams, the Women's Center implemented a series of supper/discussion groups for women supervisors. These groups were led by a counselor from the Faculty and Staff Assistance Program. The group met three times in the 2007-2008 academic year and the program is being evaluated to determine future viability.

**Human Trafficking Campaign:** The Women's Center received a grant from the Department of Health and Human Services to conduct a comprehensive awareness campaign about human trafficking. The goal of the campaign was to increase the ability of the general population to identify victims of human trafficking. The Center sponsored several community dialogues, film screenings, and community information sessions. The campaign culminated in the *Stop the Traffick Jam* hip hop concert during the 2008-2009 Welcome Week.



## **C2. The Office of Sexual Harassment Prevention and Policy**

LORI CHAMBERLAIN: OSHPP Director

During the 2007-08 year, the Office of Sexual Harassment Prevention and Policy (OSHPP) continued to be busy with the mandatory training requirement, which was first implemented in early 2005. In addition to providing educational programs to meet this mandate, OSHPP also brought a dramatic troupe (Life Theatre) for two special performances which were very well-received. OSHPP worked with the Office of the President on problems with the online program, which continued to present access difficulties for many users, and problems with the newly acquired learning management system, which presented challenges for record-keeping.

As part of its programming for students, OSHPP has continued its successful film series, "Sex in the Cinema," and screened films that focused on women's gender roles and romantic relationships, including "Knocked Up," "Gracie," and "27 Dresses." OSHPP also sponsored activities in recognition of the 35<sup>th</sup> anniversary of Title IX and activities for Black History Month, moderated a panel for Queer Grads/Professionals Group, and conducted workshops for postdoctoral scholars focused on improving communication skills. OSHPP worked closely with the Sexual Assault and Violence Prevention Resource Center, particularly on the *Violence against Women* grant from the Department of Justice. An OSHPP representative serves on the Campus Coordinated Community Response Team and the Bystander Intervention Leadership Team.

## **C3. Equal Opportunity/Staff Affirmative Action**

PAULA DOSS: EO/SAA Director

**Succession Planning:** The first round of succession planning meetings with the Vice Chancellor areas, the AVC-HR, Employment and Community Outreach Services and Equal Opportunity/Staff Affirmative Action was completed. The meetings served to facilitate cross-communication regarding initiatives and the promotion of equal employment opportunity practices. As a member of the HR Succession Planning Workgroup, EO/SAA prepared a workforce diversity section for the UC San Diego Succession Planning Blueprint web page scheduled to be online Fall 2008.

**Equal Opportunity/Affirmative Action/Diversity Awards:** Annually, EO/SAA hosts the EO/AA/Diversity Awards Program where the Chancellor and Vice Chancellors recognize members of the UCSD community for their efforts to promote equal opportunity, affirmative action, diversity and the UCSD Principles of Community. The 13<sup>th</sup> annual Awards Program was attended by 500 UCSD and local community members. Eighteen (18) individuals and seven (7) departments/groups within the UC San Diego community were recognized as diversity champions at this event.

**Monitoring and Reporting Workforce Composition Data:** Workforce information in the form of quarterly affirmative action progress reports continue to be made available to the Vice Chancellors and their designees to assist in planning workforce diversity efforts. To enhance communication of the report information, brief analytical summaries were

provided to the Vice Chancellors' designees for the first time this year. Additionally, Vice Chancellor area and departmental workforce composition and employment activities (hires, promotions, reclassifications, separations) information has been made available to managers and HR contacts throughout the University.

**UC Staff Diversity Council:** The Director, EO/SAA served as UC San Diego's representative on the UC Staff Diversity Council (UC SDC) and worked to produce and present the UC SDC's first report to the UC President which included key information on gender and ethnicity representation within the UC staff workforce. The Director and staff of EO/SAA, and HR staff hosted a meeting of the UC SDC at UC San Diego including the first Campus Forum with the UC SDC in January 2008.

#### **C4. Student Safety Awareness & Sexual Assault Resource Center (SARC)**

NANCY WAHLIG: SARC Director

In September 2007, UC system-wide was awarded a Department of Justice Violence Prevention grant. The Office of the President and all ten campuses have been planning and implementing strategies to address the goals of the grant: to improve services to victims of sexual assault, dating violence, domestic violence and stalking and to increase educational outreach for the prevention of these crimes. Each campus has a Campus Coordinating Response Team who will be responsible for implementing efforts on their campus. What is so exciting about this grant is that it brings all ten campuses together to develop more creative strategies.

At the same time, in winter quarter 2008, VC Rue formed a committee to review and revise the UCSD sexual assault policy and procedure. Members of the committee represent OSHPP, SARC, Police, the Ombuds Office, College Deans, Resident Deans, Student Policies and Judicial Affairs, Student Legal Services, AS Student Advocates and GSA representatives.

In April 2008, Sexual Assault Awareness Month was recognized for the first time on this campus. Activities included distributing blue ribbons to raise awareness, collaborating with AS Women's Commission on *Take Back the Night* event, supporting workshops by the CAPS Women's Peers as well as a poster campaign across campus. SARC plans to continue this important awareness raising event in future years.

SARC continues to provide crisis intervention and counseling services to student victims of sexual assault, dating violence and stalking.