

UCSD RESOLUTION AGREEMENT
Attachment A

Centralized Bias Reporting

1. Office for the Prevention of Harassment and Discrimination.

UCSD has established this office to serve as a central location to receive and process complaints about bias, harassment, and discrimination. The mission of OPHD includes receiving complaints, facilitating informal resolutions, conducting formal investigations, and compiling statistical information about the type and number of complaints received. OPHD is charged with educating the campus community about bias, harassment and discrimination and about the University's policies and procedures in this area. Students, faculty and staff will be able to report incidents of bias, harassment or discrimination either online or by email, telephone, campus mail, in person, or through the UC Systemwide Bias Reporting System and reporters may choose to remain anonymous. All reports to OPHD will be logged and followed up on, either directly by OPHD staff or by other responsible University officials.

Student Life

2. Resource Centers.

The Black Student Union and the Movimiento Estudiantil Chican@ de Aztlán have been provided on-campus space for a joint resource center where students can hold meetings and events. The University has also created an Inter-Tribal resource center in the Price Center.

3. Additional Funding for Student-Led Outreach and Retention Efforts.

The University has made available up to \$330,000 in additional annual funding for the outreach and retention programs of the student-run Student Promoted Access Center for Education and Services (SPACES) with the goal of recruiting students from historically underrepresented groups and providing support and assistance to help retain those students after they enroll.

4. Multicultural Living and Learning Community.

UCSD established a program in which students interested in participating in educational and social opportunities related to multiculturalism and social justice can share a residential space to develop common bonds and share experiences.

5. Campus Artwork.

UCSD has made a permanent mural celebrating Mexican heritage on the outside of Peterson Hall. The University has identified space in the Price Center for an African-American-themed mural.

Academic Life

6. New Faculty Recruitment.

In 2010-2011, UCSD initiated searches for 12 faculty positions with the goal of promoting diversity on campus. To date, 9 appointments have been made, 2 searches have been carried over to 2011-2012, and 1 search failed. In the search for new faculty, a primary criterion for selection into these positions is a demonstrated commitment to promoting diversity and the applicant's ability to advance the campus' diversity efforts.

7. Task Force to Promote the Recruitment, Support and Retention of Underrepresented Faculty.

UCSD's Associate Vice Chancellor for Faculty Equity has established a taskforce to identify best practices for the recruitment, support, and retention of faculty from underrepresented groups. The taskforce includes the Faculty Equity Advisers from each of the academic divisions.

8. General Diversity Requirement.

Each of the six undergraduate colleges of UCSD has the following general education requirement related to diversity: "A knowledge of diversity, equity, and inclusion is required of all candidates for a Bachelor's degree who begin their studies at UCSD in lower-division standing in Fall 2011 or thereafter, or in upper-division standing in Fall 2013 or thereafter."

9. New Postdoctoral Fellowships.

UCSD has created the Chancellor's Postdoctoral Fellowship Program for Academic Diversity as part of the University of California President's Postdoctoral Fellowship program. The program offers two postdoctoral research fellowships and faculty mentoring to qualified scholars in all fields whose research, teaching, and service will contribute to the diversity and equal opportunity at the University of California; including public service addressing the needs of our increasingly diverse society, efforts to advance equitable access to higher education for women and minorities, or research focusing on underserved populations or understanding issues of racial or gender inequalities. Recipients will be eligible for a hiring incentive program for faculty appointments at University of California campuses.

10. Teaching Diversity Conference.

In January 2011, the campus hosted the Teaching Diversity Conference. The Conference brought together educators and students to discuss the implications of racial and other identities and to discuss best practices for teaching students to engage with questions of diversity in America. More details on the conference are available at <http://muir.ucsd.edu/diversity-matters/diversity-conference.shtml>. The University will explore opportunities for future conferences and events on topics related to diversity and cultural sensitivity.

11. African-American Studies and Chicano-Latino Arts & Humanities Minors staffing.

Permanent funding has been allocated by UCSD to provide for staff positions to support the African-American Studies Minor and the Chicano Latino Arts & Humanities Minor.

Promotion of a Respectful Learning Environment

12. Principles of Community.

UCSD will continue to take steps to reaffirm their Principles of Community (available at <http://www.ucsd.edu/explore/about/principles.html>) and to encourage students and staff to make the Principles an integral part of their everyday conduct on campus. New student orientation programs will include special events dedicated to explaining the Principles and their centrality to the University's vision for the campus community. In addition, the University requires that all new staff receive a copy of the Principles when they join the University. Offer letters sent to potential faculty members contain a statement that UCSD adheres to the Principles of Community and expects all members of the University community to do so as well.

13. Culturally Competent Managers Program.

UCSD's department of Human Resources has developed and is in the process of implementing an optional training program for campus supervisors, including administrators and department heads, on culturally competent management. The program will equip supervisors, and those aspiring to those positions, with tools for recognizing culturally significant issues and for addressing those issues in a productive way and in a manner consistent with UCSD policy. The training includes "e-learning" on demand and associated classroom lab sessions that will be offered at least annually.

14. Climate Survey Tools.

UCSD will use a campus climate survey to periodically assess campus climate issues, including but not limited to issues related to racial discrimination and harassment.

Admissions & Outreach Activities

15. Expanded Student-Initiated Yield Programs.

UCSD will continue to provide funding to the Black Student Union's student-led Admit Day Overnight Program.

16. Enhanced Information for Prospective Students.

The Office of Admissions and Relations with Schools developed a guide for African-American students, which includes detailed information about academic, financial, and social resources. A copy of the guide is available at http://blackstudentunion.ucsd.edu/downloads/Black_Book_10MAR16.pdf.

17. Admitted Student Calling Campaign.

UCSD has expanded a program to reach out to students from historically underrepresented groups who had been offered admission to the campus. University leaders, such as the Chancellor, the Vice Chancellors, and academic Deans, place calls to students and their families to answer questions and to encourage them to consider UCSD for college.

18. Expanded Local Outreach.

UCSD has expanded its outreach program called “An Evening with UCSD.” The program focuses on attracting students from schools with a large proportion of students from historically underrepresented groups.

19. Partnership with Compton High School.

In July 2010 the campus hosted twenty students from Compton High School who participated in a three-week program at UCSD/Scripps Institution of Oceanography. The program, “Focus on the Future: The Compton – UCSD Connection,” had a specially designed set of activities at SIO, presented through UCSD Extension’s Academic Connections. As permitted by budget constraints, UCSD will make a good faith effort to continue to offer this program or a comparable one involving local schools.

20. Expanded Summer Bridge Program.

UCSD has committed over \$60,000 in additional funds to expand the number of students participating in the 2011 Summer Bridge Program from 120 to 140 students in the fourth and fifth quintiles of high schools in California. UCSD will make a good faith effort to continue to offer this program.

Development and Philanthropy

21. New Development Officer for Diversity Initiatives Hired.

UCSD will maintain a funded position for a Director of Development for Diversity Initiatives whose primary responsibility is to seek out private support from grants and gifts to promote diversity-related activities on the campus. Funds generated by the Director of Development for Diversity Initiatives go directly to supporting the campus’ many diversity-related programs, subject to and consistent with donor-imposed restrictions.

Accountability & Future Action

22. UCSD Campus Council on Climate, Equity and Inclusion.

The UCSD Campus Council on Climate, Equity and Inclusion is comprised of student leaders from underrepresented minority groups, faculty who have a demonstrated commitment to promoting diversity, community members and alumni who have a strong interest in supporting the campus’ diversity efforts, the Vice Chancellor for Student Affairs, the Vice Chancellor for Equity, Diversity, and Inclusion, the Vice Chancellor for Resource Management and Planning, and the Chancellor. Overseeing the work of the UCSD Campus Council is the President of the University of California’s UC Council on Campus Climate, Culture and Inclusion. To identify campus climate issues, the Campus Council, among other things, will review the results of campus climate surveys and will work collaboratively with OPHD. On an annual basis, the Director of OPHD shall provide a report and make a presentation to the Campus Council on trends related to discrimination and harassment on campus, and shall, as appropriate, communicate issues related to incidents of harassment and discrimination on campus throughout the year. The Campus Council will draft annual written reports on campus climate issues. The UCSD representative on the Campus Council

will provide UCSD's reports to the President's Council. The President's Council will provide a second level of accountability for the campus' diversity efforts.