

# UC DAVIS

UNIVERSITY OF CALIFORNIA



## STAFF DIVERSITY ADMINISTRATIVE ADVISORY COMMITTEE **2016-17 ANNUAL REPORT**

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## COMMITTEE CHARGE:

The Staff Diversity Administrative Advisory Committee (SDAAC) is dedicated to creating a more diverse and inclusive campus community, and is charged with advising the Chancellor and Provost via the Associate Executive Vice Chancellor of Campus Community Relations. In its advisory capacity, SDAAC is responsible for the following:

1. reviewing and making recommendations on staff-related affirmative action programs and activities,
2. recommending diversity education and training programs,
3. advising administration regarding general employment related policy issues,
4. participating in the planning and implementing of campus programs that promote diversity and inclusion.

## EXECUTIVE SUMMARY:

This year SDAAC focused on building a sustainable structure, improving outreach, and developing relationships with campus partners. Four conceptual pillars serve as the framework from which we approached our work: Accountability, Advocacy, Collaboration and Impact. We envision these pillars as the foundation that encompasses the breadth and strategic aim of our work, and positions SDAAC as a driving force behind the campus's staff diversity and inclusion goals. The following annual report outlines the scope and outcomes of our work, our recommendations to senior leadership, and our vision for creating meaningful change in the coming years.

**I. ACCOUNTABILITY**

**II. ADVOCACY**

**III. COLLABORATION**

**IV. IMPACT**



## FOUR PILLARS:

### I. ACCOUNTABILITY

Accountability is defined in both internal and external terms. Internally, SDAAC strives to maintain high standards of transparency, professionalism, communication, and to consistently utilize critical thinking and data analysis to inform decision-making. Externally, SDAAC seeks to work with senior leadership in reaching high standards of excellence and accountability related to issues of staff diversity and inclusion. Efforts to improve accountability during 2016-2017 include the following:

- Invited senior leadership to present at SDAAC monthly meetings, asked key questions, established and strengthened relationships, and sought best practices and strategies. Leaders we met with include:
  - Ralph Hexter, Interim Chancellor
  - Rahim Reed, Associate Executive Vice Chancellor, Campus Community Relations
  - Wendi Delmendo, Chief Compliance Officer
  - Karmen Fittes, Executive Director, Talent Strategies & Total Rewards
  - Bruce Mattos, Manager, Talent Acquisition
  - Carina Celesia Moore, Director, Talent Management and Development Center of Expertise
  - Rich Shintaku, Director of Diversity and Inclusion
  - Lisa Brodkey, Associate Ombuds
  - Daniela De La Cruz, AB540 & Undocumented Students Center
- Worked with the planning committee for the Diversity and Inclusion (D&I) Strategic Plan and other campus partners to obtain, review and analyze staff data related to issues of diversity and inclusion.
- Provided input on drafts of the D&I Strategic Plan.
- Strengthened SDAAC professionalism and transparency by hosting a new member orientation in the fall, working closely with subcommittee chairs on strategic goals, and sharing agendas, presentations, notes, and other important documents on SmartSite.

### II. ADVOCACY

SDAAC has worked to promote a more inclusive campus environment and advocate for strategies to address staff diversity issues. Highlights of this year's advocacy include:

- Met with Interim Chancellor Hexter to discuss and advocate for change along a range of staff diversity concerns, including: 1) best practices for hiring and retaining diverse staff, including preferential hiring for Veterans, 2) access to and transparency of staff diversity data, 3) improving campus climate by implementing anti-bullying training, and 4) incentivizing individual and departmental diversity efforts.
- Hosted an UndocuAlly Training Program for Educators, allowing committee members to become better informed allies.

- Continued to raise awareness to senior leadership and campus partners about the importance of staff diversity and an inclusive environment, particularly in light of the 2020 Initiative for Enrollment Growth and future campus plans. In the last few years much attention and dedicated efforts have been made to increase the diversity of our student body and faculty, but we have yet to see a similarly comprehensive plan to increase staff diversity.
- Applied for and received a 2016-17 Diversity and Inclusion Innovation grant in collaboration with Staff Assembly in order to review and familiarize staff with staff diversity data. This data will be used to create a “white paper” with recommendations that will be shared with senior administration.

### III. COLLABORATION

SDAAC has made concerted efforts to strengthen relationships and collaboration with a number of campus partners, such as the Social Justice and Advising Committee (SJAC), Constituency Groups at UC Davis Health, Police Accountability Board, and the Campus Council on Community and Diversity. In addition, we worked to build a strong relationship with Staff Assembly, a shared governance campus constituent organization that is dedicated to promoting the welfare, interests, and diversity of staff. By partnering with Staff Assembly we can better engage all staff and senior leaders in our advocacy of staff diversity initiatives.

- Leadership met with constituent groups’ leaders to better support their efforts.
- SDAAC adopted the ASUCD Pantry, volunteering for a week in May.
- Invited UC Davis Health staff diversity counterparts in our regular monthly meetings.
- Staff Assembly:
  - Leadership team has worked closely with Staff Assembly throughout the year, and is currently collaborating with Staff Assembly leaders to coordinate a Staff Diversity Data Workshop. The workshop will be held in August 2017, and is funded by a D&I Innovation Grant.
  - Through our collaboration with Staff Assembly, SDAAC was represented at the following SA events/initiatives:
    - Staff Assembly general meetings and quarterly meetings with the Chancellor
    - UC Davis Chief of Police Search Committee
    - Breakfast with the Chancellor
    - Citations of Excellence Subcommittee

### IV. IMPACT

SDAAC is pleased with the impact we have made in a range of efforts that foster inclusion and celebrate staff diversity:

- Coordinated the **27<sup>th</sup> Annual Soaring to New Heights**, with **over 650 in attendance, our largest event yet**. We are proud that **25** groups participated in the campus

resource fair, and that we raised over **\$9,000** in sponsorships.

- Coordinated the **Diversity & Principles of Community Achievement Recognition Awards**.
- Coordinated the **Principles of Community Week Staff Networking Luncheon**, with approximately **70** in attendance.
- Members of the SDAAC leadership team served on the coordination committee for the **Diversity and Inclusion Innovation Grant planning and selection committee**, which received over 100 proposals from students, staff, and faculty from the main campus and UC Davis Health.
- Tabled at each **New Staff Welcome Orientation** event throughout the year to introduce new staff to SDAAC.
- Tabled at **Thank Goodness For Staff**, hosted by Staff Assembly, in order to raise awareness about SDAAC.



## RECOMMENDATIONS:

### I. FOR SENIOR LEADERSHIP:

- Prioritize staff diversity hiring and retention efforts, and develop a strategic plan that is on par with student and faculty diversity initiatives.
- Include SDAAC representatives on critical campuswide committees, task forces and workgroups.
- Add diversity training to staff mandatory training on a regular basis, similar to sexual harassment, cyber security and ethics training.
- SDAAC quarterly meetings with the Chancellor.
- We ask that senior leaders from the following critical areas continue regular meetings with SDAAC to report on staff diversity goals, strategies, outcomes, and partnership opportunities: Chief Compliance Officer, Ombuds, Harassment & Discrimination Assistance and Prevention Program, and Human Resources leaders.
- Implement preferential hiring for veterans, as discussed during the April 2017 SDAAC meeting with Interim Chancellor Hexter.
- Continue strategic implementation of anti-bullying training and consider piloting 360

Reviews.

- Create more incentives for leadership and innovation in staff diversity initiatives. Establish a culture of accountability around our campus diversity goals.
- In collaboration with Human Resources and Staff Assembly, support and implement a UC Davis staff campus climate survey in 2018 to follow up on the findings from the UC systemwide survey from 2013.
- We ask that Human Resources collaborate with SDAAC to develop and maintain a current database or list of diverse community organizations, and to utilize this list to communicate job postings and recruitment activities.

## II. FOR OFFICE OF CAMPUS COMMUNITY RELATIONS (OCCR):

- Maintain regular updates and communication with SDAAC, including timely updates to the SDAAC and constituent group websites.
- Serve as a central repository and utilize an online shared access site such as Canvas for all historical documents related to SDAAC major events (Soaring to New Heights, POC week, etc.), which will help SDAAC in the planning process.
- Present SDAAC's incoming leadership team with data related to Diversity and Inclusion initiatives during the summer so they have time to digest the information and strategically plan how to incorporate it into their planning throughout the year.
- Make data related to Diversity and Inclusion initiatives more central to OCCR website to promote transparency and accessibility to the campus.

## III. FOR SDAAC:

### ACCOUNTABILITY:

- Establish and continue to hold regular meetings with senior leadership, including the Chancellor, Ombuds, Chief Compliance Officer, and Human Resources.
- Continue to emphasize the importance of requesting, collecting, reviewing, and analyzing quantitative and qualitative data related to staff diversity and inclusion. Centering our work on critical data analysis will significantly strengthen our recommendations to senior leaders and advocacy for staff diversity initiatives.
- Request data from OCCR during the summer to present at the Fall Gathering with SDAAC, Constituent Groups and UCD Health Employee Resource Groups.
- Coordinate a UC-CORO Systemwide Leadership Program Presentation from Executive Officer Sonja Colbert on efforts with Staff Assembly, SDAAC, Constituent Groups, and general staff as the primary audience members.

### ADVOCACY:

- Schedule a Trans Awareness Workshop from the Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual (LGBTQIA) Resource Center.

- Invite Dr. Renee Lopez from Student Health & Counseling Services to provide update on counseling services to staff.
- Advocate for SDAAC representation on various campus committees and initiatives, such as CCC&D, Freedom of Expression Workgroup, etc.
- Add standing agenda item to address campus climate issues, and regularly check in with constituent groups for timely and relevant discussion items to be included on the SDAAC agenda.

#### COLLABORATION:

- SDAAC Leadership should meet with Constituent Group Chairs once a quarter to facilitate communication and collaboration. Continue building ties with UC Davis Health Employee Resource Groups.
- Plan a late summer/early fall social event to kick-off the year with SDAAC Constituent Groups and UCD Health Employee Resource Groups.
- Consider hosting a Constituent Group/Staff Diversity Summit in Spring 2018.
- Continue to build a strong partnership with Staff Assembly and propose a more intentional partnership for 2017-2018.

#### IMPACT:

- Start planning of Principles of Community and Soaring to New Heights earlier in the fall quarter; continue to improve outreach and communications for these events.

## SUBCOMMITTEE REPORTS

### AFFIRMATIVE ACTION:

This subcommittee focused on three main goals:

1. reviewing the recent 2016 Affirmative Action Plan for Minorities and Females, and for Veterans and Individuals with Disabilities;
2. asking senior leaders in Human Resources and the Chief Compliance Officer to present an overview of Affirmative Action Plan, current data and outcomes, as well as strategies for increasing staff diversity; and
3. fostering a stronger partnership with senior leadership.

### Fast Facts from the 2016 Affirmative Action Plan:

When looking at race/ethnicity across 71 job groups on campus, the following populations are underrepresented in the context of regional workforce availability:

- African Americans are underrepresented in **32** job groups.
- American Indians are underrepresented in **28** job groups.
- Asians are underrepresented in **23** job groups.
- Hispanics are underrepresented in **12** job groups.

### Recommendations:

- Advocate and partner with senior leadership to develop initiatives for increased strategic staff recruitment and outreach to diverse communities.
- Request a presentation on the new Human Resources Strategic Plan in early fall.
- Request quarterly report on retention/turnover rate/termination for diverse individuals on main campus and Health.
- Request to have follow-up Affirmative Action Plan presentations from CCO Wendi Delmendo twice a year (fall and spring).
  - Request that Affirmative Action data on website be broken down by department and job family, as well as placement goals by job family and by campus (main campus and Health).
- Ask senior leaders to address the consistency and/or differences of Affirmative Action and diversity goals across the main campus and UCD Health.
- Request presentation on Diversity Dashboard data from UCD Health Strategic Plan and UC Davis main campus.

**Members:** Vickie Gomez, Alissa Magorian, Elaine Nakata (chair), Maxine Rogers

## COMMUNICATIONS:

The Communications Chair updated and refreshed the SDAAC brochure (see Appendix D) and business cards, which allowed SDAAC to better reach out to staff and increase awareness of the committee's mission and work in a professional manner.

### Recommendations:

- Work closely with OCCR for website updates.

**Members:** Brittany Derieg (chair)

## EVENTS:

**Principles of Community Week Staff Networking Luncheon** was held in March 2017, hosting over **70 staff members** from across campus for an interactive and engaging program. This event was an excellent opportunity for staff to network and learn more about the work that SDAAC does as well as the various constituent groups.

**Members:** *Stephanie Hartfield, Alissa Magorian (chair), Erin Peltzman*

**Soaring to New Heights** was held on April 11, 2017, hosting over **650 staff members**. We are proud that **25 groups** participated at the campus resource fair, and that we received more campus sponsorships than ever before, **raising over \$9,000**. These sponsorships helped offset the loss of Sodexo's contribution we had received in past years, which ended when the campus contract with Sodexo was canceled.

**Members:** *Elysia Frink, Vickie Gomez, Beth Hart, Stephanie Hartfield (chair), Lyndon Huling, Chantay Jones, Alissa Magorian, Linda Mijangos, Roger Moy, Erin Peltzman, Brenda Scalzi, Mi-Chelle Thomas*

### Recommendations:

Create more innovative programming and logistics to improve flow, energy and pace of the events.

- Ensure full accessibility for all aspects of events.
- More advanced planning, including: begin planning committees in the fall, send communications out further in advance, recruit volunteers earlier, seek sponsorships in the early fall, etc.

## HIRING AND RECRUITMENT:

### Recommendations:

- Currently, for all academic jobs, search committees are responsible for creating a **written search plan** that includes methods of recruitment to attract a diverse pool of applicants. **We ask that Human Resources leaders consider ways they can implement a similar practice for staff recruitment.**
- We are pleased to hear that all new supervisors are required to participate in recruitment and selection training that includes a section on **how to address unconscious bias**. We ask Human Resources leaders to consider how to roll out this training to **all supervisors**, not simply incoming supervisors.
- Collaborate with Human Resources to represent SDAAC and the campus at job fairs and recruitment events. Develop a bank of volunteers from SDAAC, various constituent groups, and staff across the campus, and incentivize this recruitment work as something valued in the EPAR process as going above and beyond.

**Members:** Jee Young Bhan, Brittany Derieg, Jon Hill (chair), Cheryl Purifoy

## TRAINING AND DEVELOPMENT:

This subcommittee focused on learning the history behind the Staff Development Professional Services (SDPS) program. Through informational meetings with SDPS, the Office of the Chancellor and Provost, and Staff Assembly, the subcommittee learned about course creations and approval processes, and closely reviewed data from SDPS.

1. Hosted a table and presented during the Principles of Community Staff Networking Luncheon in March 2017, engaging staff in meaningful discussions on how the campus can improve and update SDPS courses.
2. Met with Staff Development and Professional Services Program Manager Kelly Crabtree on April 5, 2017, to learn more about SDPS courses and how they are created/approved. Our hope is to continue to meet with Kelly again once we review the staff data and surveys of past courses, specifically diversity and inclusion courses and discuss our findings.
3. UC-CORO Systemwide Leadership Program Presentation by Executive Officer Sonja Colbert (UC Davis Chancellor & Provost Office). This presentation reviewed a collaborative program called, "Creating a More Equitable and Inclusive Environment – Bridging to 2025 by Enhancing Current Staff Hiring and Retention Practices." This initiative on workforce diversity has not yet been presented to the UC Davis campus. We hope to bring many groups on campus to hear about this project.

### Recommendations:

- Continue to review the data and survey of the past three years from Staff Development and Professional Services. Upon our findings, either discontinue, revamp, or create programs to better fit the needs of our community members on campus and incorporate more diversity and inclusion courses that will be beneficial for all staff.
- Continue working with Sonja Colbert on scheduling the UC CORO Systemwide Leadership Program presentation (slated for July 2017). We would also like to reach out to a larger audience and will collaborate with Staff Assembly for more publication.
- Schedule a meeting with the Staff Assembly Training and Development Subcommittee to discuss their work thus far and brainstorm ways of collaboration.
- Work with SDPS on exploring the facilitator training process and how that is funded. Learn about the "Train the Trainer" program and how people join these classes. Collaborate with OCCR, SDPS, Human Resources and senior leadership to develop best strategies and implementation of a requirement for all staff to take a minimum of one diversity training course.

**Members:** Elizabeth Boylan, Stephanie Hartfield (Chair), Lisa Huang, Cheryl Purifoy, Maxine Rogers

## OVERVIEW OF CONSTITUENT GROUPS

In an effort to better understand and support the work of constituent groups, SDAAC leaders began to meet with various groups' leaders, learning the mission, goals and operations of each group, and discussing ways SDAAC can collaborate. While we weren't able to meet with all groups in spring 2017, we recommend SDAAC leaders continue to meet and partner with all constituent groups as a regular best practice. Several groups stated a need for more funding and that they would like more regular communication from OCCR and SDAAC. Below are high level recommendations from the groups. In addition, annual reports from four constituent groups are provided in Appendix A.

### RECOMMENDATIONS FROM THE CONSTITUENT GROUPS:

- Create more opportunities for collaboration between constituent groups, as well as between SDAAC and constituent groups.
  - Create shared drive on Canvas for collaboration between constituency groups.
- Create an opportunity for constituent groups to meet with incoming Chancellor May.
- Many constituent groups would like to support diverse staff mental health and wellness, and to provide opportunities to network. SDAAC recommends bringing these groups together at least once a year to discuss campus climate issues.

## APPENDICES

### APPENDIX A: CONSTITUENT GROUP REPORTS

#### AFRICAN AMERICAN FACULTY AND STAFF ASSOCIATION

The African American Faculty & Staff Association (AAFSA) elected new leaders in the summer of 2016 to serve a two-year term. Under the leadership of Bruce Smail (Chair), Chantay Jones (Co-Vice Chair), and Dr. Kawami Evans (Co-Vice Chair), the leadership team focused on four goals: 1) build a strong and active network of African American Faculty & Staff members; 2) increase engagement of faculty in AAFSA; 3) advocate for issues and concerns of AAFSA members; and 4) increase visibility and interest in AAFSA.

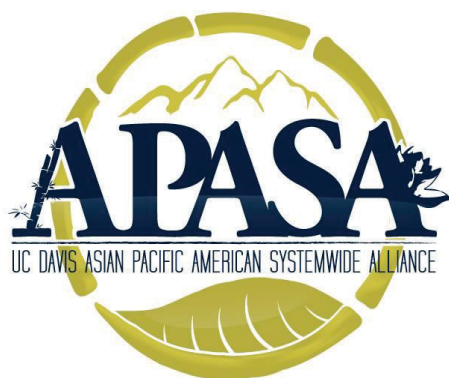
In 2016-17, we expanded AAFSA involvement and reach through four events:

- AAFSA Welcome (96 participants);
- Social Justice Luncheon (19 participants);
- Faculty & Staff Appreciation Luncheon (42 participants); and
- a Post-Election Dialogue (8 participants).

We conducted quarterly AAFSA Business Meetings with 13 (Fall), 23 (Winter), 17 (Spring) participants. A summer meeting is scheduled at the end of June 2017. We also expanded our communication options. The leadership team can be reached at [leadership-aafsa@uc-davis.edu](mailto:leadership-aafsa@uc-davis.edu). The AAFSA listserv has 715 members. We created list serves to support ongoing dialogues for our support groups and committees: Sista Circle (24); Brotha Circle (6); Gender Nonconforming (2); Social Justice Luncheon Committee (14); Faculty/Staff Appreciation Luncheon Committee (18); and By-Laws Committee (11). Members also wanted other social media options and we created a SLACK account (51 members) and a closed Facebook Page (14 members). AAFSA continues to grow and remains quite active in 2016-17.

In addition to the increased engagement, we sent our incoming Chancellor, Dr. May, a welcome letter, an invitation to meet with AAFSA leadership, and we will have a welcome reception for him in the fall. We have supported and advocated for an AAFSA member recently terminated by the institution. AAFSA tabled at the three New Employee Welcome Events, Principles of Community Luncheon, and Soaring to New Heights.

We will continue expanding on our goals from 2016-17, finalize AAFSA By-Laws, and elect more officers in 2017-18.



**Asian Pacific American Systemwide Alliance, UC Davis Chapter**  
**Executive Summary 2016-2017**

**Our Mission:** To promote the general welfare and interests of the Asian Pacific American faculty, staff and students at UC Davis.

Goal	Accomplishments
Continue to build and expand active membership within APASA.	<ul style="list-style-type: none"> <li>• Tabled at all New Employee Welcome events and Soaring to New Heights.</li> <li>• Membership: 20 active members from various campus departments: <ul style="list-style-type: none"> <li>◦ Enrollment Management</li> <li>◦ Registrar's Office</li> <li>◦ Strategic Communications</li> <li>◦ Student Affairs</li> <li>◦ College of Agricultural and Environmental Sciences</li> <li>◦ Psychology/Asian American Center on Disparities Research</li> <li>◦ Land, Air &amp; Water Resources</li> <li>◦ Student Health &amp; Counseling Services</li> </ul> </li> </ul>
Take an active role in campus issues related to diversity and inclusion.	<ul style="list-style-type: none"> <li>• Present in the Staff Diversity Administrative Advisory Committee</li> <li>• Active in conversations for the Asian American Pacific Islander Retention Advisory Committee</li> </ul>
Organize and participate in activities that promote collaborations and community.	<ul style="list-style-type: none"> <li>• Coordinated 3 social events annually, including the celebration of Southeast Asian New Year, Lunar New Year, and our End of the Year Celebration</li> </ul>
Help foster professional and leadership development through endorsement of speakers and sponsorship of staff development costs for events like APAWE, APAHE, Soaring to New Heights, Principles of Community, Career Development Resource Showcase, New Staff Welcomes, and Thank Goodness for Staff.	<ul style="list-style-type: none"> <li>• Sponsored 3 staff to attend the annual Asian Pacific Americans in Higher Education (APAHE) National Conference in Oakland, CA</li> </ul>
Sponsor and provide grants for student and staff programs that promote undergraduate research, domestic and international internships, career and	<ul style="list-style-type: none"> <li>• Co-sponsored the Staff-Faculty-Student Luncheon Mixer during the annual Asian Pacific Culture Week</li> <li>• Hosted a workshop on the model minority myth and Asian American responsibility</li> </ul>



leadership development programs, and public service or address issues of interest to the API community.	towards racial justice and the movement for Black lives during annual Asian Pacific Culture Week
Recognize APASA members for honors and awards for their contributions to the campus community and society.	<ul style="list-style-type: none"> <li>Collected nominations for 5 awards: New Employee of the Year, Most Inspirational, Excellence in Collaboration, Years of Service, and Outstanding Faculty.</li> <li>Coordinated an End of the Year Celebration to recognize awardees and acknowledge APASA accomplishments for 2016-2017.</li> </ul>
Update our website, bi-weekly newsletter, promotional items, and print publications so that all interested members of the campus community can view our organization's distinctions, activities and financial record. Provide information to the campus community about APASA by tabling during events. Disseminate information about the recruitment of faculty and staff positions to all members via electronic mailing lists.	<ul style="list-style-type: none"> <li>Distributed newsletters twice per month providing information about APASA events, and opportunities for faculty, staff, graduate students, and undergraduate students, including job openings.</li> </ul>

#### Recommendations:

- Create more opportunities for AAPI faculty & staff to connect:* coordinate leadership & professional development opportunities (bring in guest speakers, engage members in teaching each other); offer talking spaces for sociopolitical issues; provide more areas for community engagement (completing service projects, doing ethno-walking tours, etc.)
- Focus on wellness opportunities for AAPI faculty & staff:* specifically discussing AAPI mental health and worklife wellness; identify resources on campus and in the community for AAPI faculty & staff to utilize
- Build and strengthen connections across campus:* partner with other OCCR constituent groups (NAFSA, AAFSA, LFSA, etc.) and connect with UCD Health AAPI members

#### Leadership Team:

- Chair:* Roger Moy, Student Affairs Divisional Resources
- Secretary:* Krissy Ocampo, Student Recruitment & Retention Center
- Programming Chair:* Kriti Garg, Cross Cultural Center
- Membership Chair:* Jeremy Truong, Services for International Students & Scholars
- At-Large-Representative:* Calvin Lee, Administrative IT
- At-Large-Representative:* Karisa Asato, Office of the University Registrar
- At-Large-Representative:* Kyaw Tha Paw U, Land, Air & Water Resources

## LATINO/A STAFF AND FACULTY ASSOCIATION

The purpose of the Latino Staff and Faculty Association (LSFA) is to develop and maintain a support group for UC Davis and UCDMC Latino career staff which enhances and increases the presence of Latinos within the campus, and UCDMC's working environment. The Association promotes the employment, training, and advancement of Latino career staff into positions of increased responsibility (i.e., supervisory, management, and executive positions) and supports the goals and mission of the University of California system and specifically the UC Davis campus and UCDMC.

### **In the last year, the LSFA participated in several activities and campus events:**

- Tabled at 3 of the Welcome for New UCD Staff and will table for the 4<sup>th</sup> and final July 27<sup>th</sup> event for the academic year
- Membership and Social "Brown Bag" Mixers
- Principle of Community Week and hosted a table at the luncheon
- Tabled at Soaring to New Heights and made a donation
- Staff Assembly's Thank Goodness for Staff – LSFA members participated with an information booth and provided a \$50 gift card
- La Raza Cultural Days – Hosted a panel discussion

### **LSFA also accomplished the following goals:**

- Increased membership and attendance at the general meetings
- Maintained active membership
- Called for a special meeting to discuss post-election concerns and partnered with ASAP to have a representative at the meeting
- Created new relationships to build future collaborations; UC Berkeley LASA, School of Medicine LFSA and TANA
- Co-Sponsored events that promote diversity on campus
- Updated our webpage and created a LSFA Facebook page to cross promote events and increase social media presence
- Continued some educational components to General Meetings on topics relevant to LSFA like Dia De Los Muertos and Cesar Chavez
- Collaborated with other constituencies and related campus communities
- Reviewed and updated Bylaws (will be completed by year end)
- We will conduct an election for vacant leadership positions for 2017/18 in June 14<sup>th</sup> meeting

### **LSFA provided financial support to:**

- AB540 and Undocumented Student Center
- Staff Assembly TGFS – Gift Card

- UCD Staff Assembly Scholarships for Staff
- UCD La Raza Cultural Days
- UCD Chicano/Latino Graduation
- UCD Bienvenida
- UCD Food Pantry

**Goals for 2017/18:**

1. LSFA has submitted a request to meet with the new Chancellor, we hope to make it our Fall Welcome
2. Continue to participate in activities and events including but not limited to: Soaring to New Heights, Principles of Community, Staff Fall Welcome, TGFS, Membership Educational & Social events, etc.
3. We hope to expand leadership group to do more outreach and start fund-raising
4. Promote and participate in health and wellness events for staff and faculty members, such as TGFS Volleyball and/or Fun Run/Walk events
5. Continue the co-sponsorship and support of LSFA events and campus groups that promote diversity and enhance the professional development of staff and the education of students on campus.
6. Continue to promote campus resources
7. Purchase new promotional materials, postcards and possibly t-shirts
8. Continue to increase Latino Staff and Faculty membership and visibility
9. Continue our collaboration with other Latino/a and Chicano/a groups on campus

**2016-2017 Executive Board:**

Chair: Annemarie Seed

Vice-Chair: Leticia Garay

Secretary: Martin Robles (last term)

Treasurer: Rosemary Martin-Ocampo

Outreach Co-Chair: Mayra Llamas (last term)

Outreach Co-Chair: Vacant

Historian: Jorge Andrews

Ex-Officio Chair: Victor Garcia (last term)

# VETERAN CONSTITUENCY GROUP

## Yearly Report FY 2016-2017

Completed by: Diane Carr

Executive Summary		19 active members
		148 registered members
Objective		Key Contributions:
1.	Advocate for recruitment, admission, hiring and retention of veterans, service members, and military family members as students, staff and faculty at UC Davis.	<div>□ <b>Raised Awareness:</b></div> <div>*11-9-16- <b>UCD Veterans Celebration</b> in collaboration with UCDHR, UCD-OCOR and UCD Shared Services**</div> <div><b>UCD Dateline</b> article regarding Veterans Celebration found below: <u><a href="#">Ribbons and reception mark Veterans Day</a></u> Yellow ribbons will once again adorn the trees on the Quad, and the Sacramento and Davis campuses each will hold a reception with a speaker to mark Veterans Day next week. <b><u>More, with video...</u></b> ]</div> <div><b>UCD Aggie</b> article regarding event: <u><a href="https://theaggie.org/2016/11/17/venerating-our-veterans/">https://theaggie.org/2016/11/17/venerating-our-veterans/</a></u></div> <div><b>UCD Dateline</b> article on Soaring to New Heights awardees includes VCG Chair award <u><a href="https://www.ucdavis.edu/news/laurels-heres-who-takes-us-soaring-new-heights">https://www.ucdavis.edu/news/laurels-heres-who-takes-us-soaring-new-heights</a></u></div> <div><b>Supported One HR Veteran Outreach efforts</b> by attending or serving as co-organizer at outreach events:</div> <div>11May16-Sacramento Area Human Resource Association &amp; Sacramento Region Higher Education Coalition Resource and Education Fair **</div> <div>5AUG16- Sacramento Public Library Job Fair</div> <div>18AUG16- Tri County Job Fair</div> <div>28APR, 28JUL, 27OCT16- UCD New Employee Welcome</div> <div>10-14OCT16 North Bay Stand Down</div> <div>18OCT16-UCD Campus Conflict Resolution Fair</div> <div>07NOV16 Yellow Ribbons on the Quad</div> <div>5JAN17- Northern CA Joining Community Forces</div> <div>2MAR17-SDAAC Diversity Luncheon</div> <div>11APR17- UCD Soaring to New Heights</div> <div>20APR17 <b>EDD Honor a Hero-Hire a Veteran Job Resource Fair**</b></div> <div>4/27/17 UCD New Employee Welcome</div> <div>24May17 UCD Thank Goodness For Staff</div> <div>**indicates co-organizer</div> <div>25May17 UCD Memorial Day Ceremony featuring the Gold Star Aggies Wall</div>
2.	Promote career and personal development opportunities for the veteran-staff and faculty at UC Davis.	
3.	Strengthen professional and social relationships between veteran-staff, faculty, students and the University.	
4.	Identify problem areas related to the needs of veterans and their families at UC Davis; assist in evaluation of these needs in relation to institutional and community needs and to recommend action in response to these identified needs.	
5.	Serve as a forum for other UC Davis groups in matters related to equity, retention and advancement for veterans.	

Key Milestones:	
11/9/2016 Major contributor to first UCD Veterans Celebration held at Shared Services Center. Lead by Bruce Mattos, Diane Carr and Mike Bunt	

<b>3 2 2017</b> Tabled at UCD Principles of Community Staff Luncheon- Diane Carr and Mike Bunt	
<b>4 11 2017</b> Chair –Diane Carr awarded the Deanna Falge Award at Soaring to New Heights for her long history of service to diverse campus communities- including veterans-to create a more welcoming and inclusive campus.	
<b>4 13 2017</b> SDAAC invitation to join meeting with Interim Chancellor Hexter. VCG Chair Diane Carr provided an opportunity to share specific hiring information regarding veteran hiring practices.	
<b>11 10 2017</b> Major Contributor to 2017 UCD Veterans Celebration scheduled to be held at the Mondavi Center lead by Diane Carr, Mike Bunt, Bruce Mattos, Katherine Stoddard, Ed Raehsler	
<b>Projects in Progress:</b>	
1.	Increased outreach promoting VCG at UCD and in the community at 17 events. This outreach effort championed by Diane Carr, Maxine Rogers, Bruce Mattos and Michael Bunt.
2.	Invited subject matter experts tot monthly meetings to provide factual information pertaining to Veterans to improve their lives. Diane Carr
3.	Track careers and departments of VCG members to assist UCD HR and the Office of Equity & Inclusion Diane Carr
4.	Creating additional marketing and awareness materials. To be moved forward to next year
5.	Initiated a robust communication to VCG members via email. 64 messages sent to VCG memberships providing over 100 public service announcements. Danielle Sherwood, Brian Nilles, Diane Carr, Mike Bunt, Katherine Stoddard
6.	Development of a website that can be more of a resource for veterans- Started a presence on-SiteFarm-Spring 2017 Katherine Stoddard.
7.	Create UC Davis VCG logo for marketing materials-The creation of first VCG logo started Spring 2017 Katherine Stoddard.
<b>Leadership Team:</b>	
Diane Carr, Current Chair and former Vice Chair Danielle Sherwood, Resigned Chair Mike Bunt, Current Vice-Chair Katherine Stoddard, Communications Officer Brian Nilles, Resigned Communications Officer	

## APPENDIX B: NOTES FROM MEETINGS WITH CONSTITUENT GROUPS

### NATIVE AMERICAN STAFF AND FACULTY ASSOCIATION

- Assist primarily with Powwow, and donate money to various events they want to support annually.
- Perception that SDAAC is an event planning group more than anything else.
- Going to add SDAAC chair and vice chair to listserv.
- Going to work on updating brochures, website. Provides SDAAC with brochures to distribute.
- Considering participating in Principles of Community (POC) week event.
- Should aim to make SDAAC meetings more relevant to constituency groups.
- Gorman Museum utilized as a way to recruit folks to committee.
- Do not operate utilizing bylaws, voting, etc. More casual.
- Meet monthly.

### ASIAN PACIFIC AMERICAN SYSTEMWIDE ALLIANCE

- Need more funding, have proposed for more and received the same amount annually.
- Would like to host social events, leadership/professional development, campus climate and wellness events.
- Developing a calendar for APASA.
- Utilize and regularly update website.
- Would like a Google Drive or Canvas page where resources are hosted and stored so constituency group members can access them.
- Last updated bylaws in 2011.
- Connect with Social Justice Advisory Committee (SJAC) (Kat Parpana).
- Interested in looking at trends related to staff turnover and retention for API folks and people of color.

### CHANCELLOR'S COMMITTEE ON LGBTQIA ISSUES

- Host an annual fall welcome.
- Often just sending emails out.
- Does not communicate with Chancellor about the committee often.
- Can OCCR serve as a central resource for funding/taking payments?

- Needs to update website.
- UC Davis Pride basketball game.
- 220-230 people on listserv.
- Wants to be included when conversations about LGBTQIA issues come up on campus.

### SOCIAL JUSTICE ADVISORY COMMITTEE

- Meet once a month.
- Consists of academic advisors, many of which also participate in hosting the Staff Development and Professional Services course, *Developing Deeper Advising Relationships: The Role of Social Justice in Advising*.
- Group developed a letter of support after the election that they sent out.
- They are often asked to vet things related to diversity for academic advising.

### LATINO/A STAFF AND FACULTY ASSOCIATION

- Make recommendation to have a constituency group kick off.
- Leadership unsure of important dates, such as STNH, TGFS, Principles of Community Week, etc.
- Not on listserv.
- Check out UC Davis Front Door Program.
- Membership on listserv 200-300 people.
- Meetings have around 20 people.
- Succession planning has been difficult.
- Reviewing bylaws and figuring out how often they should change leadership.
- T-Shirt idea for SDAAC.
- Meet bi-monthly.

## APPENDIX C: 2015-2016 RECOMMENDATIONS AND STATUS

- Request Acting Chancellor Ralph Hexter to attend an SDAAC meeting to hear our concerns about staff issues on campus. **(ACCOMPLISHED)**
- Request the new Ombuds Director Katherine Greenwood meet quarterly with SDAAC. Also request to have Ombuds Director Katherine Greenwood become an ex-officio member on SDAAC. **(Met with Ombuds office, but quarterly meetings not accomplished.)**
- Update on the official Diversity and Inclusion Strategic Plan, Diversity Classes, and Talent Management Succession planning, presented by Associate Executive Vice Chancellor Rahim Reed. Annual presentation on the Affirmative Action Plan and goals for UC Davis campus and UC Davis Health System. **(ACCOMPLISHED)**
- Encourage members to participate in at least one training and diversity class, possibly held during one of the SDAAC standing meetings. **(ACCOMPLISHED - UndocuAlly Training)**
- Submit an open letter to Vice Chancellor of Student Affairs and Campus Diversity Adela de la Torre requesting a member of SDAAC be on the Diversity and Inclusion Steering Committee. **(ACCOMPLISHED, Director Rich Shintaku and Assistant Director Brittany Derieg serve on both the D&I Steering Committee and SDAAC.)**
- Schedule Chief Compliance Officer Wendi Delmendo to speak at SDAAC meeting to speak on the 2014-2015 Affirmative Action report and the 2015-2016 Affirmative Action report. **(ACCOMPLISHED)**
- Invite Human Resources representative regarding transition and issues within Human Resources. **(ACCOMPLISHED)**
- Create SDAAC business cards. **(ACCOMPLISHED)**
- Hiring committees and selection teams need expert training on implicit/unconscious bias to ensure that the process is fair, legally-compliant, and adheres to the UC Davis Principles of Community. **(ACCOMPLISHED in April 2017 meeting with Interim Chancellor Hexter.)**
- To effectively address outcomes from the Campus Climate Survey that revealed that a significant number of staff and faculty experienced or witnessed bullying behavior attributable, at least in part, to power imbalances, recommend the broad implementation of '360 degree feedback evaluation' for supervisors and those in supervisory positions, staff and faculty. **(ACCOMPLISHED in April 2017 meeting with Interim Chancellor Hexter, but this concern needs continued advocacy.)**
- Conduct an annual review of the SDPS Diversity Series courses which could reveal blind-spots related to those whose experiences may be missing from these trainings. **(ACCOMPLISHED)**
  - Recommend creating a Veteran course

## OCCR

- Increase committee member participation. (ACCOMPLISHED through more involvement in subcommittees.)
- Purchase SDAAC business cards once cards have been created (ACCOMPLISHED)
- Submit the Soaring to New Heights proposal for approved funding from the Chancellor's Office. (We didn't accomplish this goal, but we were successful in raising over \$9,000 in sponsorships for the 2017 event.)

## APPENDIX D: 2016-17 BROCHURE

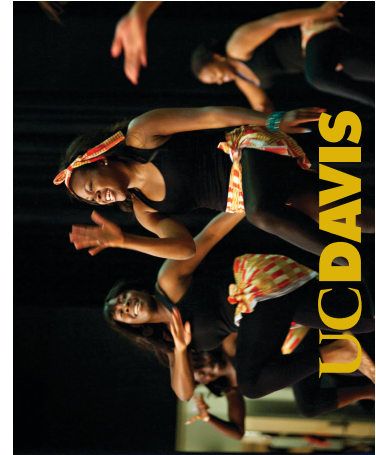
### PROFESSIONAL DEVELOPMENT

To view a complete list of available trainings, certificate series, and e-courses, visit [occr.ucdavis.edu/diversity/](http://occr.ucdavis.edu/diversity/). Examples include:

- Living the Principles of Community (e-course)
- Understanding Diversity Certificate Series
- UndocuAlly Program for Educators
- Cross-Cultural Competency Certificate Series

### RESOURCES

- Academic and Staff Assistance Program
- Administrative Advisory Committees
- Campus Council on Community and Diversity
- Career Staff Development Fee Assistance Program
- Disability, Diversity and Equal Opportunity Resources
- Early Resolution & Complaints of Discrimination
- Worklife and Wellness Webpage
- Staff Development and Professional Services
- Sexual Harrassment Education Program
- University of California - Diversity Resources



**UC DAVIS**  
UNIVERSITY OF CALIFORNIA

**STAFF DIVERSITY  
ADMINISTRATIVE  
ADVISORY COMMITTEE  
SDAAC**

**UC DAVIS**  
BUILDING A MORE  
**INCLUSIVE  
COMMUNITY**

*Everybody can be great...because anybody can serve.  
You don't have to have a college degree to serve. You  
don't have to make your subject and verb agree to serve. You  
only need a heart full of grace. A soul generated by love.*  
-Martin Luther King, Jr.

### UC DAVIS PRINCIPLES OF COMMUNITY *[principles.ucdavis.edu](http://principles.ucdavis.edu)*

The University of California, Davis, is first and foremost an institution of learning, teaching, research and public service. UC Davis reflects and is committed to serving the needs of a global society comprising all people and a multiplicity of identities. The university expects that every member of our community acknowledge, value, and practice the following guiding principles.

We affirm the dignity inherent in all of us, and we strive to maintain a climate of equity and justice demonstrated by respect for one another. We acknowledge that our society carries within it historical and deep-rooted injustices and biases. Therefore, we endeavor to foster mutual understanding and respect among the many parts of our whole.

We affirm the right of freedom of expression within our community. We affirm our commitment to non-violent exchange and the highest standards of conduct and decency toward all. Within this context we reject violence in all forms. We promote open expression of our individuality and our diversity within the bounds of courtesy, sensitivity and respect. We further recognize the right of every individual to think, speak, express and debate any idea limited only by university regulations governing time, place and manner.

We confront and reject all manifestations of discrimination, including those based on race, ethnicity, gender and gender expression, age, visible and non-visible disability, nationality, sexual orientation, citizenship status, veteran status, religious/non-religious, spiritual, or political beliefs, socio-economic class, status within or outside the university, or any of the other differences among people which have been excuses for misunderstanding, dissension or hatred. We recognize and cherish the richness contributed to our lives by our diversity. We take pride in all our achievements, and we celebrate our differences.

We recognize that each of us has an obligation to the UC Davis community of which we have chosen to be a part. We will strive to build and maintain a culture and climate based on mutual respect and caring.

*April 20, 1990. Reaffirmed 1996, 2001, 2008, 2010, 2015.*

# UC DAVIS

## STAFF DIVERSITY ADMINISTRATIVE ADVISORY COMMITTEE

### COMMITTEE CHARGE

The committee reviews staff related affirmative action programs and recommends activities; recommends Diversity Education and Training programs; advises the campus and senior administration regarding general employment related policy issues; and participates in the planning and offering of campus programs to promote diversity and inclusion.

### ANNUAL ACTIVITIES

- New Staff Welcome (Quarterly)
- Principles of Community Week (Winter)
- Soaring to New Heights (April)
- Diversity and Principles of Community Achievement Awards (April)

### MEETINGS

Meetings are held monthly on every third Thursday from 1:00pm - 2:30pm. No meetings are scheduled in July or August.

### COMMITTEE ROSTER

View the current committee roster at [occr.ucdavis.edu/sdaac](http://occr.ucdavis.edu/sdaac).

### COMMITTEE MEMBERSHIP



- Chair and Vice Chair (elected by members)
- Up to Seven Members At-Large (Staff)
- The Current Chairs of the Constituent Groups

#### Ex-officio Members (non-voting members)

- Office of Campus Community Relations (Committee Coordinator)
- Associate Executive Vice Chancellor of Campus Community Relations
- Representative from Cross Cultural Center
- Representative from Human Resources
- Representative from Harassment & Discrimination Assistance & Prevention Program (HDAPP)
- Up to Five Students (Undergraduate, Graduate and Professional)

### APPLY FOR MEMBERSHIP

At-large and student members apply on-line through the Administrative Advisory Committee Website ([aac.ucdavis.edu](http://aac.ucdavis.edu)). The Associate Executive Vice Chancellor for the Office of Campus Community Relations reviews applications and selects committee members to serve for a two-year term. Nominations for the Chair are held every two years in the spring, taking office in July.

### STANDING SUB-COMMITTEES

- Affirmative Action
- Communications
- Recruitment and Hiring Practices
- Training and Development
- Special Events and Activities

### CONSTITUENT GROUPS

- Administrative Management Group (ADMAN)
- African American Faculty and Staff Association (AAFSA)
- African-American Staff Association (AASA)
- Asian Pacific American Systemwide Alliance (APASA)
- Chancellor's Committee on LGBTQIA Issues (CCLGBTQIA)
- Chicano/Latino Network (CLN)
- Disability Issues Administrative Advisory Committee (DIAAC)
- Hispanic Staff Caucus
- Latino Staff and Faculty Association (LSFA)
- Native American Faculty and Staff Association (NAFSA)
- Staff Assembly
- Status of Women Administrative Advisory Committee (SWADAAC)
- Veteran Constituent Group (VCG)

Contact us at (530) 752-2071 or visit us online at [occr.ucdavis.edu/sdaac](http://occr.ucdavis.edu/sdaac).



## APPENDIX E: EVENT SURVEYS

### SOARING TO NEW HEIGHTS SURVEY

The *Soaring to New Heights Luncheon* is a diversity celebration for staff and faculty featuring entertainment, an international buffet lunch, and recognition of recipients of the Diversity and Principles of Community Achievement Recognition Award, Disability Awareness Recognition Award, and the Calvin E. Handy Leadership Award.

After the event, attendees complete a survey which assesses their opinions about the event, including entertainment, speakers, tabling, and whether the event contributes to a more welcoming and inclusive campus environment. This year, the event had **over 650 attendees**, 142 of whom completed the survey, for a response rate of 21.8%.

This report summarizes feedback from the attendee survey distributed after the event, and, where available, compares the responses to data from past surveys collected in 2014, 2015, and 2016. Each section begins with an executive summary of findings then describes the results in more depth.

#### Overall Impressions of *Soaring*

- The event created a welcoming environment and fostered inclusion for most attendees
- The vast majority of attendees thought the event met or exceeded their expectations
- Provided helpful tabling resources for an overwhelming majority of attendees
- Higher assessments than in past years of awards, lunch, venue, raffle, and value of the event

**Sixty-four percent of guests thought that the event fostered an inclusive campus environment** (comparable to 61% of guests in 2016 and 62% of guests in 2015), while 32 percent thought the event only “somewhat” fostered inclusion. In response to how to make the event more inclusive, some suggested “name tags so we can put names and [gender] pronouns.”

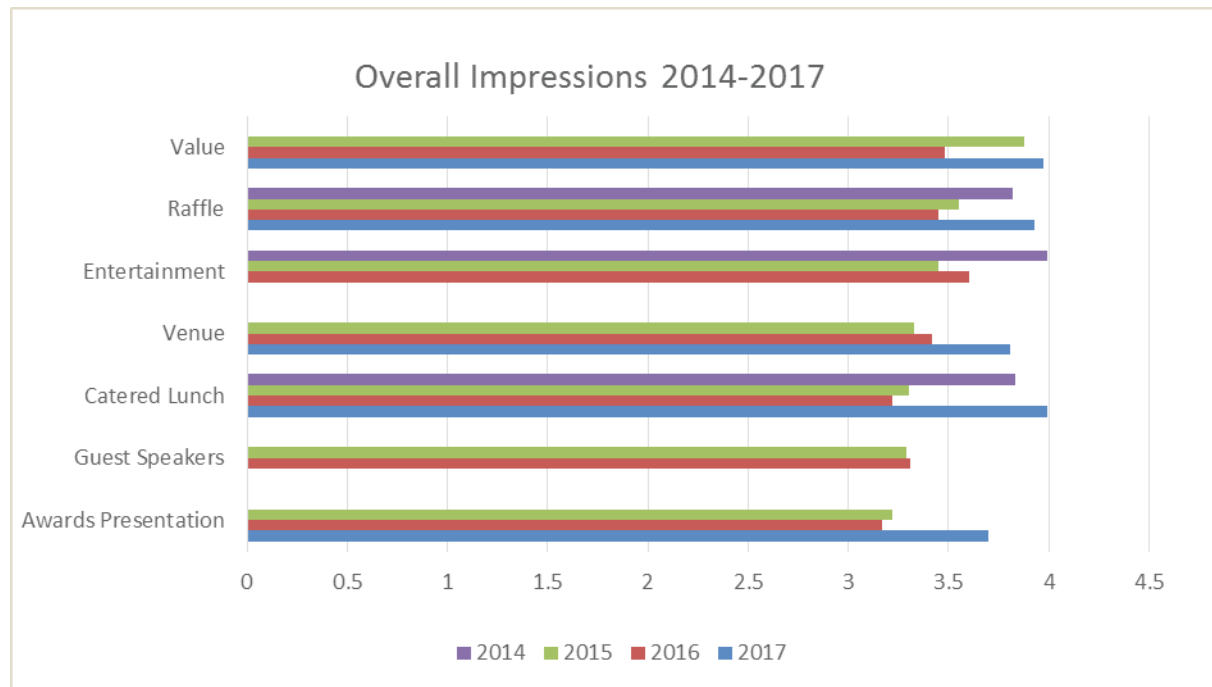
**More attendees, 70 percent, thought the event created a more welcoming campus environment**, which is notably higher than participants’ response to the same question in 2015 (55%) and 2016 (51%). In response to how to make the event more welcoming, one respondent noted “I thought the premise of ‘diversity’ was vague. I’m still not sure what was the purpose of the event. Is diversity awareness/inclusion a problem with UC Davis staff?”

Consistent with past events, 73 percent indicated that the event met their expectations, while 19% thought it exceeded their expectations. One respondent described the event as “Extremely festive and so many people to share the event with.”

An overwhelming majority of responses indicated that the tabling area was at least somewhat helpful (93%), though one respondent suggested, “how about things related to discounts as UC employees or booths from places outside of UC Davis?”

In order to capture general attitudes about the program’s components, we asked respondents to rate five program features—value, raffle, venue, catered lunch, and awards presentation—on a five-point scale. In the graph below shows the average ratings for each component

compared to past years' results. At the bottom of the graph the numerical values correspond to the words which respondents selected, ranging from 1 or "Fair," to 5 or "Excellent."



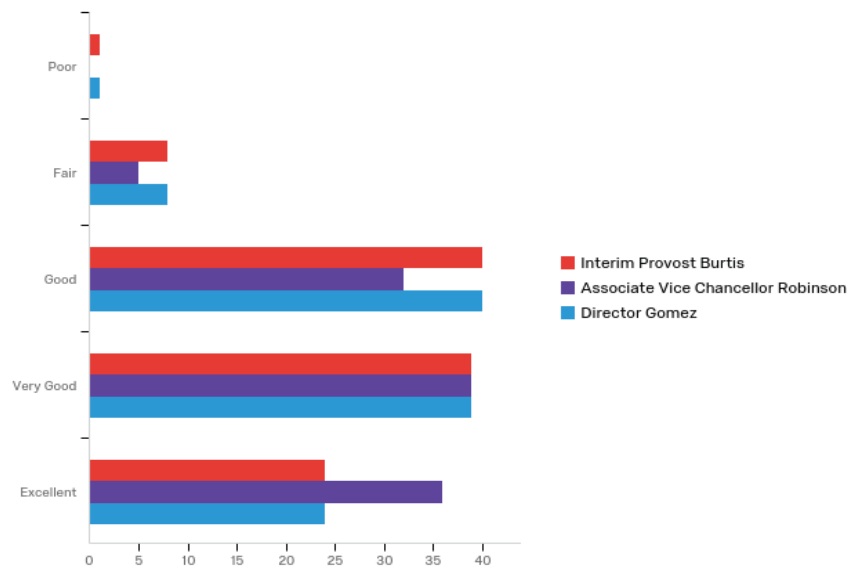
On average all items rated between "Good" (a value of 3) and "Very Good" (a value of 4). The results for 2017, represented in the above graph by the blue bar, are consistently higher than in past years. Two findings are particularly interesting from this year:

- **The impression of the venue has consistently increased**, despite the change to holding the event in the UC Davis ARC Ballroom in 2015. However, in the narrative comments, several guests request that the event be held at another venue.
- In spite of a ticket increase from six dollars in 2016 to ten dollars in 2017, **respondents had positive assessments of the value of the event.**

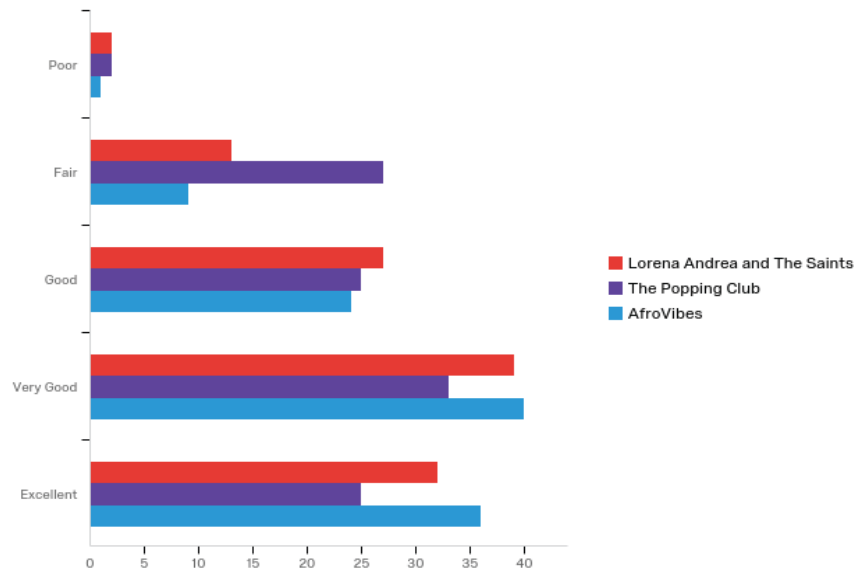
### Guest Speakers and Entertainment

- Attendees enjoyed all three speakers, especially Associate Vice Chancellor Robinson
- The performance of AfroVibes was especially well-liked
- The MCs kept the program on pace, but were not particularly engaging

This year's survey included separate questions for each of the guest speakers and the entertainment, and included a narrative response question about the event MCs. The bar chart below shows the number of attendees who rated the guest speakers on a scale from "Poor" to "Excellent." All three guest speakers were rated as "Very Good" or "Excellent" by a majority of attendees. Associate Vice Chancellor Robinson was especially well received, with a third of respondents (or 32.14%) rating his speech as "excellent."



The performances were also well received, although the Popping Club received more “Fair” ratings (24.11%) and fewer “Excellent” ratings (22.32%) than Lorena Andrew and The Saints (who received only 11.50% “Fair” ratings and 28.32% “Excellent” ratings) and AfroVibes (who received only 8.18% “Fair” ratings and 32.73% “Excellent” ratings).



Narrative evaluations of the MCs were very positive overall with several affirming that the MCs kept the program on pace and were, for the most part, engaging. As one participant summarized: “I felt they did a good job keeping the program on pace”; another suggests “The MCs were good and did keep things flowing.” Several attendees mentioned that the MCs should not clap their hands in front of the microphone.

### Qualitative Feedback

Guests have the opportunity to provide narrative feedback at several points in the survey. This

section of the report provides a summary of the feedback we received in response to four questions: In what ways did the Soaring to New Heights event exceed your expectations? In what ways did the Soaring to New Heights event fall short of your expectations? Please explain how we can make the tabling area/information more helpful? Is there anything else you'd like to share with the planning committee?

### Praise for Soaring

- "I really didn't know what to expect, this was my first time, I was pleasantly surprised by the food, the colorful atmosphere and the entertainment."
- "Great chance to connect with colleagues, awesome food, uplifting environment"
- "I appreciated not just the presentation of each award, but also explaining how each recipient contributed to improving UCD."
- "The energy from all the attendees was fantastic! I think that made for a very positive event."
- "Continue doing the work you do, you're the best."
- "You've captured the right model given the size and scope of the program"

### Room for improvement

- "I would have liked to have learned more on what the campus as a whole is doing to be more inclusive and how do we go beyond the 'reasonable accommodations.'"
- "The band played for a long set and the other two culturally different sets were very brief and rushed."
- "The venue causes an echo that amplified the music and drowned out the speakers."
- "The music was way too loud...people wanted to talk and couldn't without yelling."
- "Would have liked more time for keynote and much less for entertainment."
- "A few years ago, there was a more multicultural aspect to the food, and that was interesting, even if we just got little tastes from different cuisines of different cultures."

### Recommendations for the future

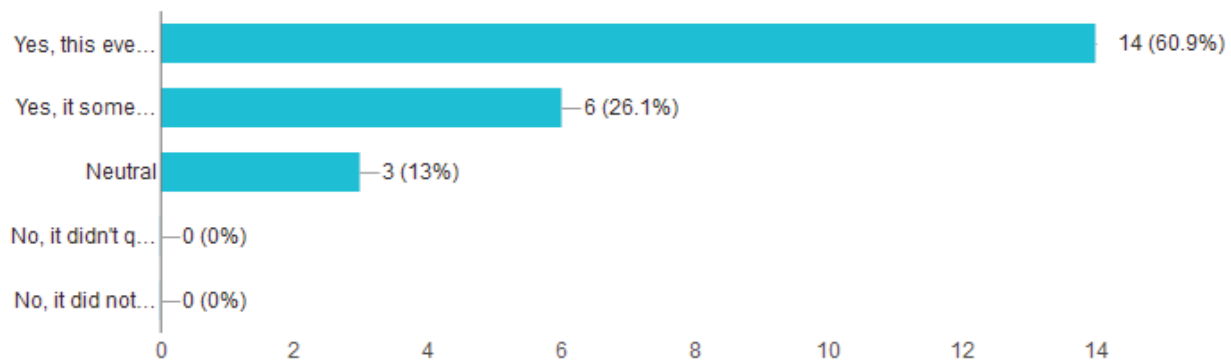
- Continue to prioritize the quality of the decorations, catered lunch, and number of attendees
- Provide more vegetarian and vegan food options
- Lower the volume of the speakers to encourage more conversation between attendees
- Ensure that the stage is accessible to people with disabilities
- Define what is meant by "diversity" in the context of this event
- Include name tags for attendees
- Allow more time for networking and mingling
- Consider including a longer keynote address with an update about diversity initiatives and progress on campus

- Make the entrance to the event, and flow of people within the venue, more clear
- Consider moving the event to a different venue with less echo and easier parking
- Perhaps announce staff awards between the cultural performances

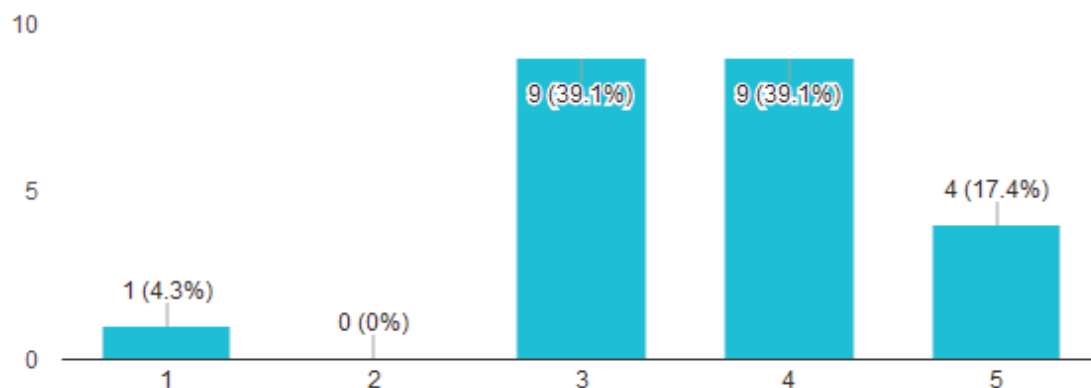
### PRINCIPLES OF COMMUNITY LUNCHEON SURVEY

The Principles of Community Luncheon was held on Thursday, March 2, 2017, and hosted approximately 70 staff members from across campus for an interactive and engaging program. Staff were able to network and learn more about the work of SDAAC and various constituent groups. Of the 70 staff who attending, 23 responded to the survey. The survey outcomes are displayed below, and we look forward to building upon our success in future years.

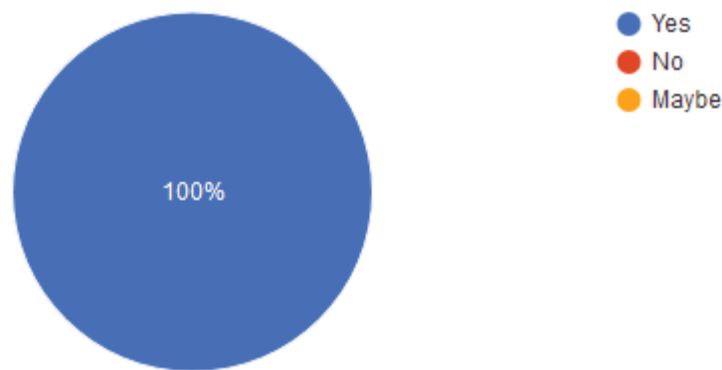
#### Did this event meet your expectations? (23 responses)



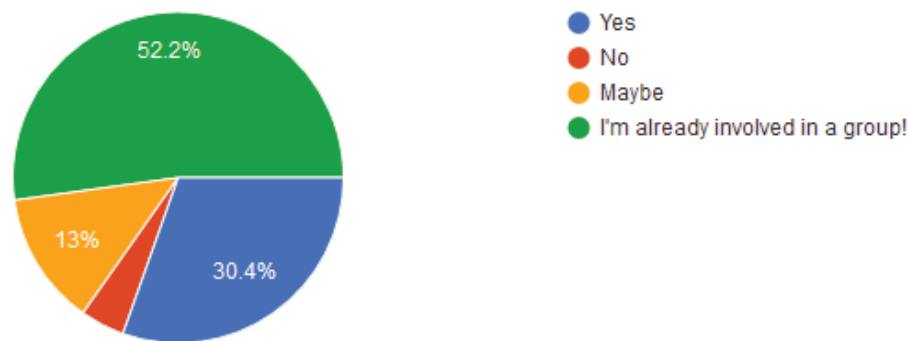
#### Please rate the boxed lunches: (23 responses)



Did you connect with new staff? (23 responses)



Are you considering joining a committee or constituency group? (23 responses)



What insights/new knowledge did you take away from the event? (Highlights)
It was great to see all the committees/options for support on campus, and ways to give back.
Other people are excited to work on HR and recruitment diversity issues too!
We received some really good feedback I believe we will be able to apply to a developing initiative for our group.
We are all here to support our students and the focus of our conversation was on serving students.
More open communication events. We all need to talk about shared experiences. Giving a person a platform to tell their story is good for all parties involved.
Listening to concerns from others, within and other contingency groups.
Staff really appreciate the chance to network
We discussed diversity in our hiring practices (and retention), and why some diverse individuals may or may not be applying for positions on campus.
This was a good event for VCG. It is important to continue this "type of event" in my humble opinion.
I recommend encouragement for more movement from the attendees to visit as many tables as possible.
I learned more about what SDAAC does. Awareness of all of the committees

New/different stories around campus and new approach and how to help the campus to be the best and safe place to work.

I learned that the diversity training offerings are being reviewed right now. Excited to see what comes from the review!

Challenges other groups are addressing, especially in the Latino community (student/faculty and staff) and international student community.

### Suggestions or comments?

The LGBT table was empty by the time I made it there. Could we ask 1-2 staff to stay at a table as anchors?

Better audio (not sure what happened there, but it was way too quiet) and possibly a more structured rotation - people were really engaged, which was great. Possibly a summary of each tables plan for the day on arrival to assist folks in identifying groups to engage with. The program overall was a huge success. YAY!

Are there groups that are missing from staff diversity such as a disability group for staff?

The round tables where the contingency groups gather in the beginning is good, but if the conversation is to collaborate between the contingency groups, maybe long table in a square pattern or an "I" or "A" pattern where mingling is easier. Also, send out the agenda or instructions to the contingency group leaders should move the conversations more fluid.

Keep the remarks brief so there is more time to mingle

First of all, I want to express my appreciation to you for coordinating this fantastic event. It's something I can see myself attending on an annual basis.

Regarding the topic we discussed at my table and assuming this is not already something being implemented at UCD, it would be great for hiring managers, faculty hiring committee members and academic senate to research this topic, and to implement campus-wide best practices to improve language in job descriptions. Additionally, position advertisements could be directed towards a larger, more diverse group in various publications and through various organizations.

Our society is moving toward a more health conscious diet; consider not ordering Ham sandwiches, it's a waste of resources since those were the only sandwiches left over and people who came in late did not want ham so had no lunch. Besides that maybe next year consider not having round tables, but more exhibitor tables so there is more movement. More of a social networking luncheon.

This is always a great experience to be able to have a dialog and an open communication about the diversity subject on campus.

To use this brainstorming event to bring groups together on a project - food pantry signup sheet. Presentation of specific data or theme for all to discuss together. Concerted effort to create solidarity and/or unity between groups and establish stronger networks. (this could be happening at another venue that I am not aware of at this moment.)

## APPENDIX F: 2016-17 SDAAC MEMBERSHIP ROSTER

Last Name	First Name	Association	Title	Department
Anees	Shabana	Staff	Voc Rehab Counselor	Human Resources
Anene	Nkemdilim	Undergraduate Student	Political Science	Student Housing
Avoce	Tatiana	Staff	HR Generalist	Shared Services Center
Bhan	Jee Young	Undergraduate Student	Community & Regional Development	Student Housing
Carr	Diane	Veterans Representative	SAO, UC Extension	916-327-0007
Derieg	Brittany	Staff	Assistant Director	Student Affairs VC Office
Fifer	Eric	Ex-Officio Member; HDAPP	Analyst	Harassment & Discrimination Assistance & Prevention Program
Gillis	Aretha	Member	CAO	UCDHS: Anesthesiology & Pain Medicine
Goldberg	John	Academic Federation	Lecturer	Graduate School of Mgmt
Gomez	Vickie	Committee Coordinator	Director, Campus & Student Community Engagement	Office of Campus Community Relations
Guzman-Aguilar	Mariella	LSFA Chair	Academic Advisor	Biology Academic Success Ctr
Hartfield	Stephanie	Past SDAAC Chair	Executive Project Analyst	Undergraduate Admissions
Hill	Jon	HR Representative	HR Analyst	Human Resources
Hori	Josh	DIAAC Chair	Analyst	Student Disability Center
Huang	Lisa	Graduate Student	Psychology	Psychology
Huling*	Lyndon	SDAAC Chair	Student Affairs Officer	Center for Student Involvement
Lemseffer	Kamal	Staff	Programmer	BIA
Magorian***	Alissa	SDAAC Secretary	Executive Assistant	Student Affairs VC Office
Marks	Alyssa	Staff	Assistant Director	Graduate School of Mgmt
Martinez	Rosa Maria	Undergraduate Student	Human Development	School of Law Dean's Office
Moy	Roger	APASA Co-chair	Business Services Assistant	Campus Recreation and Unions
Nakata	Elaine	SDAAC Representative UCDHS	Outreach Analyst: HR Affirmative Action	UCDHS
Nejedlo	Grant	Manager	Training Manager	Facilities
Nelson	Sandré	CLGBTI Chair	Staff	Alumni Relations
Parpana	Katherine	APASA Co-chair	UG Academic Advisor	Econ, History, & East Asian Studies

**Staff Diversity Administrative Advisory Committee  
Membership Roster 2016-2017**

Passalacqua	Veronica	NAFSA Chair	Museum Scientist	Gorman Museum
Peltzman	Erin	Ex-Officio Member; CCLGBTI	Conduct Coordinator	Student Housing
Purifoy	Cheryl	Staff	Director	Washington Ctr, UCD
Redick	Emma	Undergraduate Student	International Relations	
Reed	Rahim	Ex-Officio Member	Assoc Exec Vice Chancellor	Office of Provost
Rogers	Maxine	Retired Staff		
Scalzi**	Brenda	SDAAC Vice Chair; & ADMAN Representative	Business Mgr	Utilities Division
Shintaku	Rich	Ex-Officio Member; Human Resources	Director of Diversity and Inclusion	Human Resources
Smith	Nieeisa	AAFSA Chair	Program Assistant	TRiO Scholars Program
Thompson	Adrienne	Staff	Director	Office for Equity, Diversity and Inclusion
<b>STUDENTS</b>				
Boylan	Elizabeth	Ex-officio, Graduate	GSR- Full Fee Rem	Sociology
Hart	Elizabeth	Ex-officio, Graduate	GSR- Full Fee Rem	Sociology
Stoltzfus	Jasmine	Ex-officio, Undergraduate	Student 3	International Relations

\* Chair

\*\* Vice Chair

\*\*\* Secretary

Blue = New Members

Ex-officio Members: Non-voting members

Students: Non-voting members

Members: 38

Last update: 10/24/2016

## APPENDIX G: ACKNOWLEDGEMENTS

We are grateful to OCCR for their guidance and to SDAAC for their review and input on this report. Many thanks go to the subcommittees and constituent groups who contributed insightful reports on their work over the last year and recommendations for the future, which is the basis for this document. Special recognition goes to Chair Lyndon Huling and Vice Chair Brenda Scalzi for their excellent vision in structuring the report and their collaborative efforts with Secretary Alissa Magorian in writing and editing it.