Diversity

Refers to the variety of personal experiences, values and worldviews that arise from differences of culture and circumstance. Such differences include race, ethnicity, gender, age, religion, language, abilities/disabilities, sexual orientation, gender identity, socioeconomic status, and geographic region, and more.

UNIVERSITY OF CALIFORNIA DIVERSITY STATEMENT
Endorsed as Amended by the President of the University of California August 17, 2010
http://www.universityofcalifornia.edu/diversity/diversity.html
Serves as the campus leader in building diversity in all aspects of the UCSF mission through ongoing assessment, development of new programs and building consensus and collaborations.
ODO Charge

• Coordinate, assess and facilitate collaboration of campus outreach activities.
• Implement process improvements that facilitate access for all groups.
• Create and sustain a welcoming and inclusive climate.
• Expand education and training that facilitates respect and cultural humility.
• Maintain regulatory compliance and respond to external agencies.
1. Outreach/Community Engagement
   • University Community Partnerships
   • Early Academic Outreach Program
   • Directed outreach/recruitment

2. Nurturing Diversity and Inclusion (Climate)
   • Resource Centers (Multicultural and LGBT)
   • Honor and Celebrating Diversity

3. Compliance
   • Affirmative Action, EEO, ADA, Title IX

4. Accountability
   • Leadership Forum, Annual assessments and reporting
University Community Partnerships

“To actively improve the quality of life and promote health equity throughout our communities by cultivating, sustaining and advancing strong collaborative partnerships that model excellence in University and community engagement.”

- Community/University Council (50:50)
- Partnership Grants Program
- Service Learning Education and Training/Capacity building – with Community Based Organizations
- Community Driven (participatory) Research
In partnership with SFUSD EAOP aims to increase academic success and rates of college admission for students underrepresented within the UC system.

- Career Exploration within Health Sciences
- Science and Academic enrichment
- Individualized Academic Advising
- Financial Aid Advising
- College visits
Staff Career Opportunities

- EXCEL Program
- Health Career Connection Summer Internships
- Bridge to Biotech – CCSF Lab Assistant Certification Program
- Administrative Fellowship Program
- Internal Development Opportunities
  - Career Tracks Development
  - Professional Staff Development Series
  - Foundations of Leadership Series
### Staff

#### Comparison of Workforce Profiles (%)

<table>
<thead>
<tr>
<th>Professional Support Staff</th>
<th>Management and Senior Professional</th>
<th>Senior Management Group/Chancellor’s Executive Cabinet</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>2006 (n = 11816)</td>
<td>2014 (n = 14935)</td>
<td>2006 (n = 1067)</td>
<td>2014 (n = 1902)</td>
</tr>
<tr>
<td>White</td>
<td>42.6</td>
<td>71.1</td>
<td>85.7</td>
</tr>
<tr>
<td>Non-White</td>
<td>57.4</td>
<td>28.9</td>
<td>14.3</td>
</tr>
<tr>
<td>Female</td>
<td>69.3</td>
<td>55.4</td>
<td>33.3</td>
</tr>
<tr>
<td>Male</td>
<td>30.7</td>
<td>44.6</td>
<td>66.7</td>
</tr>
</tbody>
</table>

*Unknown/Not Reported (1.8%) excluded*
<table>
<thead>
<tr>
<th></th>
<th>Professional Support Staff</th>
<th>Management and Senior Professional</th>
<th>Senior Management Group/Chancellor’s Executive Cabinet</th>
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</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2006 (n = 11816)</td>
<td>2014 (n = 14656)</td>
<td>2006 (n = 1067)</td>
<td>2014 (n = 20)</td>
</tr>
<tr>
<td>Black/African American</td>
<td>8.4</td>
<td>7.9</td>
<td>4.3</td>
<td>4.1</td>
</tr>
<tr>
<td>Asian</td>
<td>34.8</td>
<td>38.9</td>
<td>18.7</td>
<td>25.9</td>
</tr>
<tr>
<td>Hispanic</td>
<td>11.6</td>
<td>13.3</td>
<td>4.9</td>
<td>6.0</td>
</tr>
<tr>
<td>Native American / Alaska Native</td>
<td>0.5</td>
<td>0.4</td>
<td>0.4</td>
<td>0.3</td>
</tr>
<tr>
<td>White</td>
<td>42.5</td>
<td>39.4</td>
<td>71.0</td>
<td>63.8</td>
</tr>
</tbody>
</table>
Comparison of Workforce Profiles: Staff by Gender

<table>
<thead>
<tr>
<th>Category</th>
<th>2006</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professional Support Staff</td>
<td>31%</td>
<td>30%</td>
</tr>
<tr>
<td>Management and Senior Professional</td>
<td>69%</td>
<td>70%</td>
</tr>
<tr>
<td>Senior Management Group/Chancellor’s Executive Cabinet</td>
<td>45%</td>
<td>55%</td>
</tr>
<tr>
<td>Total</td>
<td>67%</td>
<td>60%</td>
</tr>
</tbody>
</table>

(n = 14935) (n = 1902) (n = 20) (n = 16853)
2014 Comparison of Workforce Profiles: Professional Support Staff by Race/Ethnicity

Professional Support Staff (n = 14656)

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Native American/Alaska Native</td>
<td>0.4%</td>
</tr>
<tr>
<td>Asian</td>
<td>39%</td>
</tr>
<tr>
<td>Black/African American</td>
<td>8%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>13%</td>
</tr>
<tr>
<td>White</td>
<td>39%</td>
</tr>
</tbody>
</table>

Data provided by the Office of Institutional Research
2014 Comparison of Workforce Profiles: Management and Senior Professional by Race/Ethnicity

- White: 64%
- Asian: 26%
- Black/African American: 4%
- Hispanic: 6%
- Native American/Alaska Native: 0.3%

Management and Senior Professional (n = 1874)
2014 Comparison of Workforce Profiles: Senior Management Group / Chancellor’s Executive Cabinet

Senior Management Group / Chancellor’s Executive Cabinet (n = 20)

- White: 85%
- Hispanic: 5%
- African American: 10%
- Asian: 0%
- Native American/Alaska Native: 0%
2014 Comparison of Workforce Profiles: Total by Race and Ethnicity

Data provided by the Office of Institutional Research

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Native American/Alaska Native</td>
<td>0.4%</td>
</tr>
<tr>
<td>Asian</td>
<td>37%</td>
</tr>
<tr>
<td>Black/African American</td>
<td>8%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>13%</td>
</tr>
<tr>
<td>White</td>
<td>42%</td>
</tr>
</tbody>
</table>

Total (n = 16546)
Ongoing Campus Initiatives - staff

• Unconscious Bias Educational Initiative
  – Campus Forum, Faculty, recruiters, hiring managers

• HR Recruiters specialization and targeted outreach
  – Veterans, Individuals with Disabilities, Minorities

• Professional Development Opportunities
  – Learning and Development

• Building/Celebrating Community and Inclusion
  – Cultural Celebrations, Mentor Development, Diversity Awards
  – Health Disparities, Disabilities and LGBTQI Forums, Speakers
  – Compliance - Violence Against Women Reauthorization Act (VAWA), Sexual Harassment and Discrimination prevention

• Assessment of the Climate for Diversity and Inclusion
  – Comfort with climate, experience of exclusionary behavior
Thank you

Office of Diversity and Outreach

http://diversity.ucsf.edu/

Annual Report