Annual Report 2021-2022

UCDAVIS
STAFF ASSEMBLY

About Staff Assembly

Staff Assembly Charge

Staff Assembly is dedicated to promoting the welfare, interests, and diversity of staff, the campus and the University of California. The UC Davis Staff Assembly meets regularly with UC Davis administration on a range of issues important to staff and works to enhance communication among the university community along with proposing and sponsoring programs and activities committed to the interests of staff.

Davis Chapter Purpose and Objectives

- To promote and advocate for the welfare, interests, and diversity of UC Davis staff with the UC Davis principles of Community as a guidepost.
- To stand as a university-sanctioned organization of staff employees. Which will have a voice in matters pertaining to the University with the limitations imposed by law.
- To provide increased staff participation opportunities in the governance of the Davis campus.
- To promote and advocate for improved communication and interaction with all UC Davis staff.
- To promote and advocate for involvement and interaction of staff from all UC Davis organizations and units.

Sacramento Chapter Purpose and Objectives

- To promote the wellness and interests of UC Davis Health its employees, its patients and the University of California.
- To provide our employees with a voice in matters pertaining to UC Davis Health.
- To provide a vehicle through which our employees may become more involved in, and informed of, the central functions of UC Davis Health.

Executive Committee

The Staff Assembly Executive Committee (SAEC), elected by voting members, further the objectives of Staff Assembly, make decisions on behalf of the organization, and ensure these decisions are carried out. The Executive Committee members will spend one and two-year terms directing the various activities of Staff Assembly representing staff interests with administration and advancing initiatives that improve the staff experience on campus. In addition to their assigned duties, they support each other's work through collaboration and teamwork.

Each Chapter's Staff Assembly Executive Committee is governed by the organization's bylaws and each member is tasked with realizing the specific duties outlined within.

View: Davis Staff Assembly Bylaws and Health Staff Assembly Bylaws

Executive Committees 2021-2022

Davis Chapter

Chair
Jennifer Jackson
College of Agricultural and Environmental Sciences Dean's Office

Chair Elect and CUCSA 1st Year Delegate
Lauren McDiarmid
Graduate Studies

Communications Chair
Ruby Bal
Academic Senate

Secretary
Lisa Feldmann
Financial Aid and Scholarships

Events Chair
Zoe Bolesta-Reynolds
Development and Alumni Relations

Finance Chair
Roger Moy
Student Affairs Divisional Resources

Member Engagement Chair
Kyle Urban
Development and Alumni Relations

Outreach & Marketing Co-Chairs
Christina Blackman
Facilities Management

Jennifer Larr
One Health Institute

Past Chair
Molly Bechtel
College of Engineering Dean's Office

Health Chapter

Chair
Jana Avila
Strategy and Growth

Chair Elect and CUCSA 2nd year delegate
Khoban Kochai
Office for Health Equity, Diversity and Inclusion

Past Chair
Vivian Khem
UCDHS: IT Applications Operations

Events Chair
Michelle Hilary Ngo
Department of General Internal Medicine

Events Chair Elect
Jacqui Larripa
UCDHS: IT Client Services

Finance Chair
Dianne Dakis
UCDHS: Accounts Payable

Member Outreach & Engagement Chair
Stefan Toma
UCDHS: IT Applications Operations

Member Outreach & Engagement Chair Elect
Sarah Button
UCDHS: Clinical Operations

Secretary
Christine Felkel
Office of Medical Education

Secretary Elect
Rebecca Jorrin
Office for Health Equity, Diversity and Inclusion

Communications Chair
Jojo Melendres
Department of Case Management

Communications Chair Elect
Angela Velasquez Wallace
IT Digital Davis CoLab

Year in Review

2021-2022 was a transition year for many units as they brought staff back to on campus workspaces and navigated hybrid schedules. COVID-19 cases surged in late 2021, spurring a return to majority remote learning and working in January 2022. Overall, the year was one of continued uncertainty and caution, partnered with a push to return to pre-pandemic normalcy in varying levels. Limited ability to gather in person was a theme, and Staff Assembly provided several in-person activities for staff who felt comfortable attending, while continuing to take advantage of the inclusivity and access that remote meetings allowed for meetings of Health and Davis Staff Assembly Executive Committee members, as well as our Staff Assembly General Monthly meetings. Despite these challenges and high levels of staff burnout, Staff Assembly members showed up in force for virtual meetings, events and activities to stay engaged from a distance.

The 2021-2022 Staff Assembly Executive Committee established the following goals to guide our work. In continuing uncertain times, we committed to supporting staff while remaining flexible and nimble in our approach. Diversity, equity, and inclusion (DEI), along with support for the health and well-being of our staff community, are guiding principles embedded throughout our priorities.

Serve as a Trusted Source of Information and Feedback to Campus
- Advocate for staff with campus leadership, especially regarding matters of special interest to staff
- Provide a mechanism of communication between staff and campus leadership, with a commitment to effectively communicate with staff about leadership updates

Facilitate Staff Connection
- Provide opportunities for all staff, regardless of work shifts, hybrid, on-campus, or remote, to connect with Staff Assembly through events, meetings, or other opportunities
- Encourage new member engagement and connection with staff who may have started during a time of reduced campus operations
- Leverage results of Staff Experience/Engagement Surveys to inform programming
- Promote and amplify ongoing efforts across campus, including DEI initiatives, health and wellbeing activities, and staff development opportunities

Promote Staff Health and Well-Being
- Provide mental health, wellness, and work-life integration resources to staff in changing work environments
- Exercise and promote flexibility with our staff community and one another

UC Davis Health has spent the 2021-2022 year working to restructure their team to allow for better structure and organization to execute on the many activities and projects supported by their volunteer efforts. UC Davis Health Staff Assembly Goals for 2021-2022 included:

Create a more inclusive Staff Assembly
- Revise bylaws to ensure language is inclusive of all staff
- Identify alternative methods for communication and meeting formats
- Provide hybrid options for all Staff Assembly events

Develop communication strategy to reach more staff and create awareness
- Identify organizational listserv to communicate with all staff
- Improve outreach methods (i.e. attending staff meetings, booths, and other strategies)
- Update website

Improve programming based on staff feedback
- Gather feedback from staff at General Meetings to develop unique and exciting Staff Assembly programming
- Incorporate more professional development activities into Staff Assembly
- Conduct an Information and Listening Tour to introduce Staff Assembly across the Health campus

The following report highlights the variety of events, meetings, and other offerings that Staff Assembly provided the 2021-2022 year.

Communications

Staff Voice

Staff Voice, the publication of the UC Davis Staff Assembly, aims to keep staff informed of staff related initiatives, news, and events. The *Staff Voice*, published biweekly during the academic year and throughout the summer continues to be a conduit for campus-wide information for staff. 22 issues of Staff Voice were sent to over 10,500 staff in 2021-2022. On average, 44% of our staff audience read the newsletters, which is nearly a 10% increase from 2020-2021.

Issues of Staff Voice regularly include a short poll question or interactive asks to collect staff perceptions and understanding on a variety of topics. Responses helped guide Staff Assembly efforts in understanding and addressing staff needs, interests and accomplishments. Over 300 hundred replies were received for the following topics:

- If you were stuck on a deserted island with just one movie, which one of these would you watch with your family? **Raiders of the Lost Ark (PG) 1981**
- Surprise, you're in charge! Which activity do you choose to show thanks to your team? **Gift Card is the winner with 27 staff responses**
- Welcome back UCD Staff, we missed you! What are you most looking forward to at the upcoming TGFS 2022 event? **Vendor Fair Giveaways was the winner!**
- Taking into account dietary restrictions, you have one dessert choice to bring to a summer picnic with friends. Which do you choose? **Shaved Ice was the winner, with Cookies, Ice Cream Sandwiches, and Popsicles tying for second!**
- Which UC Davis campus facility is a mystery to you? (Pick 3!) **Coffee Center, The California Raptor Center, and Honeybee Haven Garden**

Instead of typical poll questions, staff were also encouraged to interact in the following asks:

- "We're In This Together" Recognition Series, where we asked staff to share stories about employees and departments coming together to support each other as full campus operations launched in the fall. We received 39 submissions, highlighting many departments and individuals across campus. Results were posted on a ["We're in This Together" recognition website](#).
- Life's A Trip Travel Photography Contest, where we asked staff to submit their most spectacular travel photography.
- Share your vaccine story with Healthy UC Davis
- TGFS Staff Logo Contest.
- Move and Groove 2022 Playlist, where we received 89 go-to songs to energize and inspire moving and grooving! [Check out the playlist!](#)
- Winter Warmer Virtual Gingerbread Contest, where we received submissions for Most Original, Best Technique, Most Humorous, and Chef Kue's Kudos!
- Staff Engagement Working Group invited staff to discuss survey results and brainstorm ideas for action or improvement.
- Staff Assembly Champion sign-ups for those looking to get more involved in Staff Assembly by reaching colleagues to increase our reach across campus.
- Kindness Counts Challenge with Staff and Faculty Health and Well-being

- Staff representatives for Recruitment Advisory Committees for the Vice Provost of Enrollment Management and Vice Provost and Dean of Undergraduate Education positions.
- Revenue Generation Task Force, members to help identify and evaluate opportunities for increase net revenue generation to support UC Davis' core mission.
- Staff Emergency Fund as a part of the Crowdfund UC Davis Campaign to help staff members pay for housing, food, dependent care or other costs during unforeseen difficulties.
- Virtual Poetry Slam, for staff to show their creative chops by sharing an original poem.
- Staff Experience Survey

Staff Voice archived issues are available here: https://staff.ucdavis.edu/staff-voice/archives

UC Davis Staff Assembly, Health Chapter conducted an information sharing and listening tour. Executive team members attended staff meetings across Health to share the mission and goals of Staff Assembly, invite participation, and collect feedback from staff regarding what they would like to see from Staff Assembly in future years. This effort is ongoing and the executive team will be travelling to additional meetings in the upcoming year.

UCDH Staff Assembly has also partnered closely with Public Affairs and Marketing to better communicate activities and highlight staff leaders across the health campus via the Insider. A representative from PA&M attends executive committee meetings and provides insight and guidance related to communications.

Website Engagement

Top 10 Website Links for 2021-2022:

1. TGFS Events page — 9,516 visits from 7,161 users
2. Main staff.ucdavis.edu page — 8,219 visits from 6,656 users
3. TGFS Food Truck Menu page — 6,365 visits from 4,495 users
4. Scholarships Program page — 2,645 visits from 1,886 users
5. Citations of Excellence page — 2,262 visits from 1,786 users
6. "We're In This Together" Recognition page — 1,663 visits from 1,419 users
7. General Monthly Meeting page — 1,481 visits from 947 users
8. TGFS Drive in Movies page — 1,420 visits from 1,067 users
9. Purchase Pin — 1,120 visits from 868 users
10. Vendor Showcase Registration — 1,029 visits from 878 users

Note: number of users can be higher than number of sessions when users click on a link, but then do not interact with the page further.

Slack Engagement

The #staffassembly Slack Channel was initiated in 2018, and has grown to 414 members, an increase by over 30% (130 staff members) since 2020-2021. With many departments experiencing a return to campus, the Slack channel was a way for staff to remain updated and stay connected. Major events impacting staff can be summarized by the content of our Slack channel, in between advertisements for Staff Assembly events and updates, and promotions of staff surveys.

In 2021-2022, updates circulated in the #staffassembly Slack by the Staff Assembly Executive Committee and Staff Assembly members included:
- Campus COVID-19 testing updates
- Returning to campus updates, including flexible work plans, COVID-19 policies and procedures and Workplace Reimagined webinars

- HR Updates, including Bullying and Abusive Conduct in the Workplace, Preventing and Resolving Conflict at Work, Emergency Paid Sick Leave (EPSL),
- Healthy Davis Together announcements
- Tips to manage socio-political stress
- Transportation Services announcements
- Staff and Faculty Health and Well-being announcements and challenges
- Vice Chancellor of Finance, Operations and Administration candidate forums and updates
- Employee Giving Program Supplies Drive and Supply Chain Management Food Drive
- Staff Experience Survey
- Retirement transition resources
- Staff emergency fund information
- Staff professional growth and development resources
- Staff Listening Session - Aggie Black Excellence: Addressing Anti-Blackness
- Roe v. Wade: A dialogue for reproductive justice & healing circle
- Gun Violence and Racism Conversation

Staff Surveys

Staff Experience Survey

UC Davis staff members participated in the second Staff Experience Survey March-April 2022. The first Staff Experience Survey was held in October 2020, with a goal of assessing staff's work experience and engagement. As an incentive for staff to participate in 2022, HR donated $2 per survey completion in the first two weeks of the survey to the Staff Emergency Fund, and $1 per completion thereafter. Staff Assembly matched HR's donations to the Staff Emergency Fund up to $4,000 of which the maximum amount was fulfilled.

The Staff Experience Survey provided UC Davis departments and units with specific data they could use to improve the staff experience in their own departments and highlighted areas of strength and areas of improvement for the campus moving forward. Campus and individual units are able to compare 2020 versus 2022 results, which decreased slightly, in line with national trends.

Highlights from staff experience survey:
- 4,778 staff members took the survey for a 64% response rate
- Staff submitted a total of 8,895 comments in open comment sections of the survey
- Campus engagement score of 73/100 slightly below the US national benchmark

Strengths identified by the survey:
- Staff respondents rated the following statements highly:
- Purpose: The work I do at UC Davis is meaningful to me (also top in 2020)
- Role: My role is an excellent fit with my strengths (also top in 2020)
- Manager: I would recommend my manager to others

Areas identified to improve:
- UC Davis identified the following statements as areas where the campus would seek to improve:
- Communication Flow: There is a good flow of communication between leadership, departments and teams
- Career& Growth: I have good career opportunities at UC Davis
- Equal Opportunity: Regardless of background, everyone at UC Davis has an equal opportunity to succeed (also opportunity in 2020)
- Belief that action will be taken remained a low score from 2020 to 2022 as well

Actions to follow up on survey results:
- The campus Staff Experience Advisory Group will meet throughout 2022-2023 to plan and implement actions to address the opportunities highlighted in the survey
- Based on staff feedback about the makeup of the Staff Experience Advisory Group, in addition to the Staff Assembly representative staff member, three additional non-supervisory staff were added to the committee this year
- Results were broadly shared with campus departments and units, and online: https://hr.ucdavis.edu/staff-experience-survey
- Department heads, managers and supervisor were tasked with sharing survey results and primary themes with their staff, but the requirement for managers to plan and document action steps to improve was removed between 2020 and 2022 surveys
- The Staff Experience Survey will run every other year in even years, with the next opportunity for staff to participate in 2024.

UC Staff Engagement Survey

The UC Staff Engagement Survey, conducted by Council of University of California Staff Assembly (CUCSA) in collaboration with UC Systemwide Human Resources' Employee Relations and administered by Willis Towers Watson, was conducted between May and June 2021. Results were available in the summer of 2021, and the UC Davis Staff Engagement Working Group was established by UC Davis Staff Assembly in the winter of 2022. The working group was charged with reviewing the results and identifying recommended actions to improve staff engagement. The working group evaluated survey data, including 2020 and 2022 HR Staff Experience Survey results, interviewed campus partners and shared lived experiences. Three focus areas were identified (Diversity and Inclusion, Retention and Career Development) along with corresponding recommendations, which were intended to build on the progress already being made by UC Davis Human Resources, including Leadership & Development and Leadership Recruitment & Diversity Services, and the Office for Diversity, Equity and Inclusion, including the Office of Campus Community Relations, and other staff-focused initiatives on campus. The full report, including recommendations is available online and as an appendix at the end of this report.

Staff Engagement Committee Members
- Molly Bechtel, Chair
- Jenna Blair
- Stacey Brezing
- Gisela Escalera
- Shanna Fraites
- Eva Guralnick
- Mary Meyerzon
- Babette Orendain
- Tianna Sinnott

Meetings, Events and Activities

Meeting and Event Attendance

Due to the challenges associated with the COVID-19 pandemic, all Staff Assembly events and meetings were shifted in 2019-2020 to be held virtually. However, in the 2021-2022, we made a pivot to a hybrid model by facilitating meetings virtually and events in-person when possible. With this shift, attendance remained consistent with 2020-2021 and staff engagement remained high.

Staff Assembly members responded by continuing to attend events and meetings in record numbers, bolstering staff morale during crucial times. The variety of guest speakers, events, in-person tours and meetings with campus leadership helped keep current and newly onboarded Staff Assembly members engaged both on and off-campus. Davis Staff Assembly hosted General Monthly Meetings on the second Tuesday of each month. Health Staff Assembly hosted meetings on December 16, 2021 and April 15, 2022.

General meetings offered a chance for staff to engage across campus, hear from campus leadership and stay engaged in all things UC Davis while many staff were adjusting to remote, hybrid, or altered schedules that were inconsistent over the course of the year.

To provide campus-wide information that affects all staff, we worked with various departments to provide information on their programs either through presentations, tabling at Staff Assembly events, or inclusion in the *Staff Voice* newsletter.

Presentations provided in 2021-2022 included the following speakers and topics:
Davis
- Returning to Campus: Navigating the New Normal Webinar debrief – Staff Assembly Executive Committee
- Transportation Services Updates –Perry Eggleston, Executive Director for Transportation Services and Ryan Jones
- Staff Engagement Survey Results Review – Staff Assembly Executive Committee and Kelly Ratliff, Vice Chancellor of Finance, Operations and Administration
- Ombuds Services and Report – Lauren Bloom, Director of Ombuds office
- Police Accountability Board – Megan Macklin, Program Manager for Office of Campus Community Relations
- Budget Overview – Sarah Mangum, Associate Vice Chancellor of Budget and Institutional Analysis
- Campus Safety and COVID kUpdate – Eric Kvigne, Associate Vice Chancellor of Safety Services
- Council of UC Staff Assemblies (CUCSA) Leadership
- Human Resources "Myth-Busters" Session – Maria Lucya Gonzalez and Brian Linhardt, HR Compensation Managers
- Human Resources "Myth-Busters" Part 2 Session – HR Recruiting Team

Health
- Elevating the Employee Voice – Jennifer Baron, Chief Experience Officer and Ekta Vyas, Deputy Chief Human Resources Officer, UC Davis Health
- UCDH Experience Design and Support Team Overview – Jenny Goddeau, Physician and Employee Experience Program Director

Health Roadshows:
- January 19, 2022 – Staff Advisory Committee for Equity, Diversity and Inclusion (SACEDI)
- January 27, 2022 – OME/GME General Meeting
- February 3, 2022 – Ambulatory Care Workgroup
- May 27, 2022 – IT All Hands Meeting

Staff Assembly's nine general meetings drew an average of 163 attendees per meeting. Compared to in-person meetings, the average meeting attendance was still up over 200%.

Monthly Meeting	Number of Attendees
September	263
October	233
November	254
December	253
January	68
February	78
March	121
April	87
May	114

Other Attendance Highlights:

Staff Assembly members attended both meetings and events in droves, highlighted below:

Total unique attendees across all events and meetings	684
Members who attended 3 or more Staff Assembly General Meetings	274
Members who attended 5 or more Staff Assembly General Meetings	125
Members who attended 3 or more events	21
Members who attended 5 or more meetings and events	165
Total non-unique meeting attendees	1,471
Total non-unique event attendees	599

As these numbers indicated, shifting to the hybrid model for events and meetings allowed access for all staff members to engage with Staff Assembly.

Breakfast with the Chancellor

The Breakfast with the Chancellor series returned to in-person for the first time since February 2020, and varied between in-person and remote during the year due to COVID-19 conditions. In a total of nine sessions, 86 staff members across both campuses were able to engage with the Chancellor and his leadership team to discuss pertinent campus topics and issues of importance to staff. Seven sessions were held in-person at the Chancellor's residence with Davis campus staff, one session was held remotely over Zoom, and one session was held at the UC Davis Health Campus. Staff Assembly committee members recruited, managed invites and facilitated discussions at each of the breakfast sessions.

Breakfast with the Chancellor - Davis

Breakfast with the Chancellor - Health

Aggie Explorations

Aggie Explorations (previously known as Third Thursdays) provides program opportunities for staff to learn something new about the UC Davis campus by engaging with other staff members in/around their work places. This is a Staff Assembly initiative to encourage staff to get out from behind their desks over the lunch hour and explore some of the interesting things other staff are doing here on campus. During 2021-2022, we combined in-person visits and virtual visits to help create opportunities for staff to engage with other areas of campus. Staff joined us via Zoom and in-person to learn more about campus departments and the role staff play. There were fewer sessions this year due to disruptions by COVID-19, but the sessions held were impactful and included:

- An overview of UC Davis' Hispanic Serving Institution Initiatives by Lina Mendez
- A walking tour of the Arboretum by Stacey Parker and Andrew Fulks
- An on-sight overview of the Waste Water Treatment Plant by Robert Guider

One-time Annual Events

September: **Virtual Life's a Trip Photo Contest**

We looked to exhibit staff's most spectacular travel image - near or far, recent or not - in our Life's A Trip Photography Contest. Staff submitted photos in three categories: adventure, humor, and/or artistry. Photo captions accompanied all submissions.
34 submitters, 65 submissions, 148 votes

October: **In-Person Staff Assembly Tailgate & Football Game**

Staff Assembly and UCD Athletics partnered to get staff rooting for our home team and celebrating Aggie Pride! The third annual Staff Assembly Football Tailgate was on Saturday, October 2 at the UC Davis Health Stadium.

- Staff received 2 free adult tickets to the Football game, with the option of buying additional tickets for adults ($15) and youth ($10).
- Tailgate began at 5:00 PM, game began at 7:00 PM
- Giveaways for the first 200 attendees
- *12 volunteers, 352 RSVP*

October: **Virtual TGFS 2022 Logo Contest**

Staff Assembly invited staff to submit original artwork for the 2022 Thank Goodness for Staff logo to staffvoice@ucdavis.edu.

While our Executive Committee was hard at work beginning to plan the Spring 2022 Thank Goodness for Staff (TGFS) picnic, we needed staff help! Logo ideas were submitted by staff, and was time to vote to finalize the 2022 TGFS logo!

The winner was announced in the Thursday, November 18 Issue of Staff Voice.
364 votes, 7 submissions

The winner of the 2022 logo contest was the team Mark Deamer and Tobi Paton from IET within the Client Success team. After pondering characteristic UC Davis images, Tobi suggested incorporating Cheeto into a TGFS logo. Cheeto is the orange tabby cat who lives on campus near the Physics Building. Mark translated Tobi's sketch of a sun-loving cat in sunglasses into the first draft. After a few rounds of tweaks, the logo was finalized and submitted.

November: **Partnered with Employee Giving Program Supplies Drive and Supply Chain Management's Food Drive**

From November 1 to November 15, the Employee Giving Committee hosted a Supplies Drive to benefit Aggie Compass and The Pantry. It was a unique opportunity to help students in need, while honoring the spirit of the season. Staff submitted a photo of their decorated donation box by November 15 to receive UCD Staff swag for their entire team.

Staff Assembly also partnered with Supply Chain Management's 16th Annual Holiday Food Drive to benefit The ASUCD Pantry! Starting November 1 through November 19, staff left canned food and dry goods with their outgoing mail. Staff submitted a photo of their team alongside their donations by November 19 to receive UCD Staff swag for their entire team. 55 participants total

November: **Staff Assembly at Sacramento Kings**

Staff Assembly hosted a UC Davis Staff Assembly at the Sacramento Kings on Friday, November 19 with 40 staff members attending to cheer on our local team. The tickets sold for this event were utilized as a fundraising opportunity, so that a portion of the ticket proceeds supported our staff scholarship fund.

December: **In-Person & Virtual Winter Warmer + Gingerbread Nailed It**

Sleigh what? Staff joined the 2021 Virtual Nailed It! Event – Gingerbread Edition – with UC Davis' very own Chef Kue. Chef Kue shared Gingerbread House tips, tricks, and questions on Thursday, December 2 from 4:00-5:00 PM!
56 RSVPs, 29 attended

Wait there's more!

At the Walter A. Buehler Alumni Center on Wednesday, December 8 from 11:30 AM-1:30 PM, staff crafted, listened to members of the The Spokes, The Cleftomaniacs, and The Afterglow student a capella music groups, decorated cookies, and a viewed a gingerbread house display by Chef Kue. Hot beverages and light snacks were served.
135 RSVPs, 86 attended

To top it all off, everyone was invited to submit a photo of your own original Gingerbread House creation by Friday, December 31 for People's Choice winner bragging rights! Categories included: Most Original, Best Technique, Humor, and Kue's Kudos with prizes for each category.
304 votes, 14 submissions

December: Staff Assembly Meet and Greet with UC President Drake

The Staff Assembly Executive Committee and a few Staff Diversity Administrative Advisory Committee members had the opportunity to meet with Chancellor May and UC President Drake in December during President Drake's campus visit. Staff heard from President Drake about his vision for the future of UC Davis and what issues affecting staff system-wide are top of mind for UCOP. Staff shared what makes Davis great and had the opportunity to share concerns about issues affecting staff at all levels.

December: **Gifts from the Heart**

The *Gifts from the Heart Program* is a project organized by Sacramento County to collect holiday wish lists from low-income community members and with the dedication of their volunteers, they coordinate a huge effort to making these wishes come true. Over the past few years, UCDH Staff Assembly has partnered with Sacramento County in this program. UCDH Staff Assembly is given many wish lists from children, disabled adults, and seniors in need and are asked to match an UCDH employee to sponsor a list and help make these holiday wishes come true. In 2021, UCDH employees generously collected close to 500 gifts for over 160 children, disabled adults, and seniors.

January: **Staff Assembly Champions Program**

Staff Assembly Marketing and Outreach co-chairs, Jennifer Larr and Christina Blackman launched the 'Staff Assembly' champions program to encourage members to provide testimonials and opportunities to engage with their department colleagues. Testimonials were used on various channels including the website and Staff Voice. Below is one of the amazing responses we've received.

"I like how Staff Assembly makes me feel connected to the larger UC Davis Community through programs like Aggie Explorations, ProShare, and TGFS. And I enjoy giving back by volunteering for the Nighttime TGFS event for shift workers. The best thing about Staff Assembly is that it is large and varied. Participate in the events and programs that you enjoy and make some new friends. And if you haven't had Breakfast with the Chancellor I highly recommend it!" ~Gwen Caramanica

February: **Move and Groove Healthy UC Davis Walking Loop Challenge**

Move and Groove Staff Assembly Playlist

As we approached the end of 2021, Staff Assembly wanted to help staff stay active in 2022! Staff shared a song or two that gets them energized, pumps up the adrenaline or inspired them to move them feet!
25 submissions

Let's focus on our heart health together! From February 1-28, Staff Assembly challenged staff to enjoy the Healthy UC Davis Walking Loops!

Staff submitted a photo of themselves being active near any of the 7 Walking Loop Markers in order to win a prize. One submission per loop and every submission will receive UCD swag, and an entry for a grand prize drawing!
12 submissions

As staff headed over to the Healthy UC Davis walking loops, they could check out Staff Assembly's Move and Groove 2022 Playlist on Spotify! The full list of songs and reasons why they were submitted by staff are found on the Move and Groove Event webpage.

February: **Staff Assembly at the River Cats**

Staff Assembly hosted a UC Davis Staff Assembly at the River Cats on Friday, May 20, 2022 with 40 tickets sold to staff members to cheer on our local team. The tickets sold for this event were utilized as a fundraising opportunity, so that a portion of the ticket proceeds supported our staff scholarship fund.

March: **New Professionals Network**

The Outreach co-chairs began development of the 'New Professionals Network'; a program designed in response to the growing need to orient new staff to the UC Davis campus, programs, resources, career development opportunities, and bolster Staff Assembly's efforts to support diversity, equity, and inclusion.

April: **Virtual Poetry Slam**

Staff Assembly invited staff to show their creative chops by sharing an original short poem in honor of National Poetry Month! Examples include a limerick, haiku, or cinquain.

Staff submitted their files by Friday, April 15 for People's Choice voting on Thursday, April 21 in Staff Voice. People's Choice winners received a prize.

Bonus: include the word Davis, egghead, tacos, or parking in your poem for extra swag!
3 submissions, 50 votes

May: **Thank Goodness for Staff (TGFS) Picnic**

Thank Goodness for Staff (TGFS) 2022 was planned for a return to in-person programming on Wednesday, May 11 from 11:30 AM-1:30 PM for the day program and Tuesday, May 10 from 8:00-11:00 PM for the evening program. Staff were encouraged to come out, relax, and enjoy the activities available at TGFS!

The daytime Thank Goodness for Staff picnic featured over 20 food trucks with a variety of food choices, Pepsi drink products, and FatFace gourmet popsicles for dessert. All staff attendees could redeem their ticket for one meal, drink, and dessert. While at the picnic, staff had a chance to peruse our vendor showcase, dunk the Chancellor or other administrative staff volunteers in the dunk tanks, take pictures in photo booths, hear from student performers like the UC Davis Marching Band and a capella performers, have their caricature drawn, and reconnect with campus colleagues!

Staff who participated in TGFS After Dark had the opportunity to visit a scaled down vendor showcase, watch student dance and vocal performances, take pictures in the photo booth, paint rocks as a take home craft, all in addition to having their choice of food truck meal with Pepsi beverage.

Our final TGFS event was a special free screening at the West Wind Drive-In for staff from the Davis campus! Staff Assembly reserved one screen on Friday, May 13 starting at sunset (approximately 8:00 PM), showing Raiders of the Lost Ark, with the movie choice being made by popular vote in Staff Voice.

- ○ *260 RSVP drive-in*
- ○ *6134 RSVP day program*
- ○ *359 RSVP night program*

Staff Assembly helped promote TGFS sports tournaments for golf, volleyball, bowling, and tennis. Staff were invited to purchase their very own TGFS 2022 Cheeto T-shirt to wear for the TGFS Day and Night Program.

UC Davis' Staff Assembly formally thanked staff volunteers for generously volunteering their time to support Thank Goodness for Staff 2022 with a volunteer appreciation lunch! With a turnout of over 6,000 attendees, and this being our first return to celebrating in-person, TGFS 2022 was enjoyed by many and made possible thanks to each and every one of their contributions on May 31st in Walker Hall.

Staff Assembly wanted to hear staff feedback (constructive and complimentary) on this year's Thank Goodness for Staff appreciation event. Staff were invited to take the survey before Tuesday, May 31. The 128 staff who completed the survey were entered into a raffle to win a TGFS 2022 Cheeto T-shirt.

Staff Assembly invited staff to submit original artwork for the 2023 Thank Goodness for Staff logo. Staff were able to vote for their favorite logo in the May 5 Staff Voice Issue or in-person on May 11 at the Staff Assembly TGFS 2022 vendor booth. *461 votes, 6 submissions*

Principles of Community Week

Every year, UC Davis Staff Assembly serves on the planning committee for Principles of Community Week alongside other Employee Resource Group leaders and Diversity champions from the Staff Advisory Committee for Equity, Diversity and Inclusion. This year, Principles of Community events were extended across the months of February and March. Staff Assembly hosts sessions to reaffirm its commitment to an environment of community and inclusion and promote campus entities that support the Principles of Community. This year we hosted Dr. Lina Mendez, the inaugural Director of Hispanic Serving Institution Initiatives to give a virtual look into her new role and what it means for UC Davis.

Campus Involvement, Representation and Partnerships

During the 2021-2022 year, Staff Assembly across both campuses strived to re-establish partnerships with other campus groups as well as to represent the staff voice on various committees. Involvements and partnerships this year on the Davis campus, included (alphabetically):

- Administrative Management Group (ADMAN)
- Aggie Launch
- Campus Advisory Committee on Sustainability
- Campus Community Council (CCC)
- Campus Council on Community & Diversity (CCC&D)
- Campus Safety Oversight Committee
- Council of UC Staff Assemblies (CUCSA)
- Council on Student Affairs and Fees (COSAF)
- Executive Recruitment Advisory Committees
- Faculty Senate Welfare Committee
- Healthy Davis Together Advisory Committee
- Hispanic Serving Institution (HSI) Taskforce
- Next Generation Campus Safety
- Policy Accountability Board (PAB)
- Staff Advisory Committee on Equity, Diversity and Inclusion (SACEDI)
- Staff Diversity Administrative Advisory Committee (SDAAC)
- Staff Experience Campus Advisory Group
- Status of Women at Davis Administrative Advisory Committee
- The Green Initiative Fund (TGIF)
- Transportation and Parking Services Administrative Advisory Committee
- University Preferred Partnership Program (UP3)

On the health campus, Staff Assembly members were involved in:
- Council of UC Staff Assemblies (CUCSA)
- Healthy UC Davis Steering Committee
- Police Accountability Board (PAB)
- Staff Advisory Committee on Equity, Diversity and Inclusion (SACEDI)
- UC Davis Health Sustainability Committee

Staff Recognition

Staff Assembly Awards

Each year, Staff Assembly provides an opportunity for staff to be nominated for individual and team Citations of Excellence that highlight efforts by staff that go beyond their normal responsibilities that help to improve UC Davis. Individual award categories include innovation, mentorship, service, supervision and teaching. Team awards focus on making notable contributions to the department or campus through supporting the University mission of teaching, research, service, as well as nurturing collaboration with our new Faculty & Staff Partnership Award.

Citations of Excellence

Thanks to generous support from the Office of the Chancellor, Staff Assembly awarded more than $20,000 to 8 individual staff members, three staff teams, and two Faculty Staff Partnerships.

Innovation Award
Andy Richmond, Programmer, Information and Educational Technology Academic Applications

Innovation Honorable Mention
Lynn Fowler, Sacramento Valley College Corps Interim Consortium Director, Internship and Career Center

Mentorship Award
Paul Cody, Assistant Director, Center for Student Involvement

Service Award
Shaunte Hill, Project Coordinator, Air Quality Research Center

Service Honorable Mention
Brennen Dyer, Lab Assistant 3, Entomology/Nematology

Supervision Award
Brooke Noonan, Chief Administrative Officer, Civil & Environmental Engineering

Supervision Honorable Mention
Stefanie Carroll, Laboratory Manager, Comparative Pathology Lab

Teaching Award
Matthew St. Amant, Finance and Operations Analyst, School of Nursing

Faculty & Staff Partnership Award
College of Engineering Diversity, Equity and Inclusion Committee
- **Lamia Braun**, Development and External Relations Coordinator, Dean's Office
- **Cindy Rubio Gonzalez**, Faculty Assistant to the Dean for Diversity and Inclusion, College of Engineering and Associate Professor, Computer Science
- **Ahamed Md Shamim**, Assistant Professor, Biological and Agricultural Engineering
- **Zhojun Bai**, Professor, Computer Science
- **Michele Barbato**, Professor, Civil and Environmental Engineering
- **Sherry Batin**, R&D Engineer – ESDC, Dean's Office
- **Colleen Bronner**, Associate Professor of Teaching, Civil & Environmental Engineering
- **Yesenia Tucker**, Cervantes, AvenueE – Director, Dean's Office
- **Shannon Chee**, IT Lead & Information Security Analyst, Materials Science and Engineering, Chemical Engineering

- **Camille Fink**, Senior Editor, CEE/UC Pavement Research Center
- **Michael Hill**, Senior Editor, CEE/UC Pavement Research Center
- **Valeria La Saponara**, Professor, Mechanical and Aerospace Engineering
- **Greg Miller**, Professor, Chemical Engineering
- **Jennifer Mullin**, Assistant Professor of Teaching, Biological and Agricultural Engineering
- **Sabrina Oliver**, Academic Personnel Specialist, Civil and Environmental Engineering
- **Joël Porquet-Lupine**, Assistant Professor of Teaching, Computer Science
- **Zubair Shafiq**, Associate Professor, Computer Science
- **Sanjeevi Sivasankar**, Associate Professor, Biomedical Engineering
- **Yayoi Takamura**, Professor and Chair, Materials Science and Engineering
- **Akin Wakefield**, Research & Graduate Studies Development Coordinator, Dean's Office
- **Lauren Worrell**, Graduate Program Coordinator, Civil and Environmental Engineering

Faculty & Staff Partnership Honorable Mention
UC Davis Veterinary Center for Clinical Trials Partnership
- **Jully Pires**, Clinical Trial Coordinator, Veterinary Medicine Deans Office
- **Sean Hulsebosch**, Assistant Professor, Veterinary Medicine & Epidemiology

Team Award
Student Housing & Dining Services and Facilities Management Custodial Teams
- [Facilities Management Custodial Staff Roster](#)
- [Student Housing Dining Service Custodial Staff Roster](#)

Team Award Honorable Mention
The ÓRALE COVID-19 Testing Team for Central and Northern California Hispanics
- **Jose Florez**, Clinical Research Coordinator, Public Health Sciences
- **Casey Castro**, Clinical Research Coordinator, Public Health Sciences
- **Robert Ganac**, Laboratory Technician, Public Health Sciences
- **Alfredo López Aguirre**, Clinical Research Coordinator, Public Health Sciences
- **Salvador Aréchiga Lopez**, Clinical Research Coordinator, Public Health Sciences
- **Brian Shieh**, Laboratory Technician, Public Health Sciences
- **Conrado Preciado**, Clinical Research Coordinator, Public Health Sciences
- **Leyla Yamila Teos**, Clinical Research Coordinator, Public Health Sciences
- **Glenda Espinal**, Clinical Research Coordinator, Public Health Sciences
- **Jasmine Montes**, Research Assistant, Public Health Sciences
- **Jose Luis Lopez Garcia**, Research Assistant, Public Health Sciences
- **Pedro Garcia**, Laboratory Technician, Public Health Sciences

Team Award Honorable Mention
UC Davis Law Career Services Counseling Team
- **Natalie Butcher**, Associate Director of Career Services, School of Law Dean's Office
- **Lisa Carlock**, Associate Director of Career Services, School of Law Dean's Office
- **Sofia Parino**, Associate Director of Career Services, School of Law Dean's Office
- **Alec Nocco**, Associate Director of Career Services, School of Law Dean's Office
- **Denise Martin**, Career Services Coordinator, School of Law Dean's Office
- **Kim Thomas**, Manager of Recruitment Systems, School of Law Dean's Office

UC Davis Health Dean's Staff Award for Excellence in Mentoring

The Vice Chancellor and Deans' Staff Award for Excellence in Mentoring recognizes a UC Davis Health staff member who plays a special role in personal and professional development and institutional growth that leads to recruitment and retention of outstanding staff. This year's award went to Christine Feller, Clinical Research Supervisor in the Department of Pediatrics.

Scholarships

Staff and staff dependents were awarded more than $25,000 in scholarships.

Staff Dependent Scholarships

Staff Assembly continues to provide scholarships to dependents of UC Davis staff that are attending UC Davis. Staff Assembly awarded six student scholarships to staff dependents of:

Antoinette Olano-Defensor, Business Analyst, School of Veterinary Medicine Dean's Office
Olga Ravlo, Pharmacy Technician, UC Davis Health Pharmacy
Rebecca Ferreira, Research Analyst, VM- Medicine & Epidemiology
Viet Hoang, Information Systems Analyst, UCDHS- Academic Info Systems
Linda Deering, Financial Analyst, Crocker Nuclear Lab
Alexandru Musat, Professional Engineer, Facilities Planning & Development

Staff Scholarships

Staff Assembly continues to partner with campus units, constituent groups and sponsors to provide scholarships for staff. The following scholarships were awarded:

Larry Vanderhoef Staff Scholarship

Heather Gastellum, ASUCD Advisor, Associated Students of UC Davis
Dina McHugh, Curriculum Planner, Medical Administrations- Student Affairs

Larry Vanderhoef Staff Scholarship & UC Davis Health Pride Scholarship

Em Doolittle, Basic Needs Advocate, Student Housing and Dining Services

Latinx Staff & Faculty Association Scholarship (UC Davis)

Neda Derakhshanian, Clinical Pharmacy Technician, Anticoagulation Department
Monica Quintana-Valencia, Clinical Nurse, D-14 Orthopedics
Cynthia Sanchez, Undergraduate Education and Advising, College of Letters & Sciences

Latinx Staff & Faculty Association Scholarship (UC Davis Health)

Cindy Garcia, Patient Biller, PBG/GMC Unit
Mercedes Piedra, Director of Healing Centered & Restorative Education, Office of Health Equity, Diversity, and Inclusion

UC Davis Health Latinx Staff & Faculty Association Scholarship & UC Davis Health Pride Scholarship

Shani Ali, Medical Office Services Coordinator, Radiology Imaging

Margene E. Orzalli Endowment Scholarship

Jade Pratt, Chemistry Specialist, Academic Assistance and Tutoring Centers
Leticia Garay, Undergraduate Admissions Advisor, Undergraduate Admissions

Staff Assembly Scholarships (UC Davis)

Ruby Bal, Policy Analyst, Academic Senate Office
Rasilind Berks, Desktop Support Specialist, Phoenix Cluster

Dorrel Chand, Analyst, Business Operations Center
Joyce Fernandez, Assistant Director of Academic Advising, Biology Academic Success Center
Kimberly Hatfield, Medical Office Services Coordinator, Patient Contact Center
Lizbeth Lopez, Policy Analyst, Academic Senate Office
Luis Morales, Bodega Marine Reserve Steward, Natural Reserve System
Timothy Samartino, Instructional Designer, School of Veterinary Medicine

Staff Assembly Scholarships (UC Davis Health)
Danielle Beadles, Practice Manager, Surgery Clinic
Allison Donnalley, Clinical Data Analyst, Heart & Vascular Center
Michelle Ho, Student Affairs Officer, Betty Irene Moore School of Nursing
Mina Solis Alamo, EPSDT Case Manager/ Housing Case Manager, Department of Pediatrics
Gabrielle Tovar, Academic Personnel Analyst, Office of Academic Personnel UC Davis School of Medicine

UC Davis Health African American Faculty & Staff Association Scholarship
Daniella Hanson, Donor Relations Analytics Manager, Development
Shaunte Hill, Project Coordinator, Air Quality Research Center

UC Davis Health PRIDE Scholarship
Michael Ginzburg, Prosthetist/Orthotist, Physical Medicine and Rehabilitation Therapies

UC Davis Retiree's Association Career Enhancement Award
Brenna Rizan, Perinatal Social Worker, Ellison OB/GYN Practice
Mitchell Salvador, Reservation & Media Specialist, Center for Student Involvement

Committee Representation

Citations of Excellence Committee Members
- Tasha Burr, Co-Chair
- Darolyn Striley, Co-Chair
- Ruby Bal
- Mary Carrillo
- Yevgeniy Gnedash
- Alma Martinez
- Kristen Mercado
- Elliott Pollard

Scholarship Committee Members
- Jamie Allen, Co-Chair
- Paul Cody, Co-Chair
- Karen Castelli
- Dianne Dakis
- Lisa Feldmann
- Cindy Garcia
- Charlene Green
- Dianne Gregory
- Danette Hollinger
- Babette Orendain
- Amy Shuman
- Harold Stewart-Caballo
- Kate Turpin

Conclusion

In submitting this annual report, Staff Assembly's Executive Committee would like to thank all Staff Assembly members, campus leadership, campus partners and supporters, for their commitment to enhancing the staff experience at UC Davis. While we aren't able to list everyone who helped our success in this challenging year, we thank you for your efforts in furthering the mission of Staff Assembly at UC Davis. We have included the Staff Engagement Working Group report and Staff Diversity Administrative Advisory Committee Annual report as appendices.

UC Davis Staff Engagement Working Group
Conclusions & Recommendations

Executive Summary

The UC Davis Staff Engagement Working Group (Appendix A) was established by UC Davis Staff Assembly in early 2022 and charged with reviewing the results and identifying recommended actions in response to the results of the 2021 Staff Engagement Survey, conducted by Council of University of California Staff Assemblies (CUCSA) in collaboration with UC Systemwide Human Resources' Employee Relations. Working group members were identified as a cross-section of current Davis campus staff committed to improving staff engagement. The working group evaluated survey data, including 2020 and 2022 HR Staff Experience Survey results, interviewed campus partners and shared lived experiences. The working group identified and explored three focus areas: Diversity and Inclusion, Retention and Career Development. The recommendations contained in this report are intended to build on the progress already being made by UC Davis Human Resources, including Leadership & Development and Leadership Recruitment & Diversity Services, and the Office for Diversity, Equity and Inclusion, including the Office of Campus Community Relations, and other staff-focused initiatives on campus.

Background

Staff Engagement Survey

The University of California conducted the fifth systemwide Staff Engagement Survey between May 10 and June 4 of 2021. The survey was developed by the Council of University of California Staff Assemblies (CUCSA) in collaboration with Systemwide Human Resources' Employee Relations department and Willis Towers Watson, a firm that conducts the survey on UC's behalf. Roughly 20,000 randomly selected policy-covered staff, who joined the organization on or before June 1, 2019, received an invitation email to participate in the survey by Willis Towers Watson. The employee opinions gathered through the survey help to assess the level of involvement, commitment, and satisfaction staff feel toward their work. Conducting the survey every few years enables us to identify positive trends and opportunities for improvement. Prior Staff Engagement Surveys were conducted in 2019, 2017, 2015 and 2012.

Staff Engagement Workgroup

The Staff Engagement Workgroup was formed in winter 2022. Led by Staff Assembly Past Chair Molly Bechtel, the workgroup is comprised of staff members from various departments, at different levels of the organization who demonstrated interest in exploring the Staff Engagement Survey results and identifying recommendations to improve staff engagement at UC Davis.
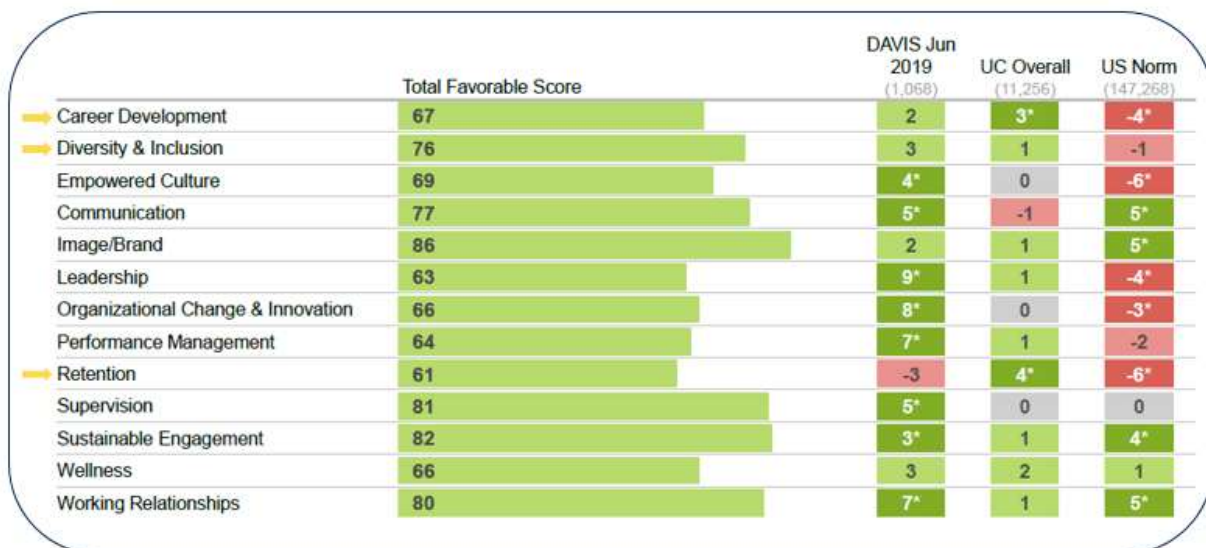
Staff Experience Survey

To better understand staff engagement and continuously improve the staff experience, UC Davis Human Resources conducts the Staff Experience Survey on the Davis campus. The first survey was conducted in October 2020 and the second survey was conducted in March 2022. Results of both surveys were evaluated by the working group.

Research and Findings

2021 Staff Engagement Survey Results
Overall, the 2021 results are positive with UC Davis scoring higher than its 2019 results in all categories but Retention (-3). Results are similarly positive compared to our sister campuses throughout the University of California with UC Davis scoring equal to or higher than the UC Overall in all categories but Communication. U.S. Norm is not often regarded as this includes sectors beyond higher education.

	Total Favorable Score	DAVIS Jun 2019 (1,068)	UC Overall (11,256)	US Norm (147,268)
Career Development	67	2	3*	-4*
Diversity & Inclusion	76	3	1	-1
Empowered Culture	69	4*	0	-6*
Communication	77	5*	-1	5*
Image/Brand	86	2	1	5*
Leadership	63	9*	1	-4*
Organizational Change & Innovation	66	8*	0	-3*
Performance Management	64	7*	1	-2
Retention	61	-3	4*	-6*
Supervision	81	5*	0	0
Sustainable Engagement	82	3*	1	4*
Wellness	66	3	2	1
Working Relationships	80	7*	1	5*

The results are illuminated – and raise additional questions – when broken down by role, gender, ethnicity and tenure.

	Total Favorable (1,321)	Individual Contributor (753)	Supervisor (276)	Manager (191)	Director and above (101)
Career Development	67	-2	2	1	7
Diversity & Inclusion	76	-3	2	2	8
Empowered Culture	69	-4	6	3	6
Communication	77	-2	2	1	5
Image/Brand	86	-1	-1	0	6
Leadership	63	1	-5	-2	10
Organizational Change & Innovation	66	-1	1	0	6
Performance Management	64	-2	3	1	6
Retention	61	-1	2	1	1
Supervision	81	0	1	-1	4
Sustainable Engagement	82	-1	0	0	5
Wellness	66	1	-3	-3	6
Working Relationships	80	-1	-2	2	11*

Staff who identify as Individual Contributors give markedly lower scores with just two categories above the average. The higher the role in the organizational chart, the more favorable the scores.

	Total Favorable (1,321)	Female (822)	Male (405)	Unknown (94)
Career Development	67	1	2	-13*
Diversity & Inclusion	76	-1	5*	-11*
Empowered Culture	69	-2	7*	-9
Communication	77	0	2	-9*
Image/Brand	86	1	0	-7
Leadership	63	1	3	-17*
Organizational Change & Innovation	66	-1	4	-6
Performance Management	64	-1	4	-8
Retention	61	2	1	-19*
Supervision	81	-1	3	-1
Sustainable Engagement	82	0	2	-3
Wellness	66	-1	4	-5
Working Relationships	80	0	0	-2

The scores of staff of "unknown" gender are below average in all categories. Male staff scores are equal to or above average, while female staff scores are mixed.

	Total Favorable (1,321)	Asian (159)	Black/African American (51)	Hispanic (166)	Two or More races (25)	Unknown (45)	White (865)
Career Development	67	-1	-14*	-1	-1	-12	2
Diversity & Inclusion	76	-2	-16*	-3	-8	-19*	3
Empowered Culture	69	-5	-18*	-6	1	-15*	4
Communication	77	-1	-3	-4	5	-13*	2
Image/Brand	86	-2	-1	1	-2	-10	1
Leadership	63	-3	-7	-3	1	-11	2
Organizational Change & Innovation	66	-4	0	-4	4	-7	2
Performance Management	64	-1	-7	-3	0	-6	1
Retention	61	0	-12	-4	-13	-21*	2
Supervision	81	1	-2	-2	-2	-2	0
Sustainable Engagement	82	-1	-6	-2	-5	-9	1
Wellness	66	-3	-6	-3	-7	-3	2
Working Relationships	80	-4	0	-3	8	-14*	2

Staff who identify as white reported favorability equal to or above the average in all categories while staff of color indicated a majority below average scores. This discrepancy was markedly so among Black/African American staff and those who did not respond ("Unknown").

	Total Favorable (1,321)	DAVIS: 1 < 3 (255)	DAVIS: 3 < 5 (183)	DAVIS: 5 < 10 (316)	DAVIS: 10 < 15 (210)	DAVIS: 15 < 20 (172)	DAVIS: 20 < 25 (100)	DAVIS: 25 < 30 (54)	DAVIS: 30+ (31)
Career Development	67	4	-7	-3	-1	-1	3	12	22*
Diversity & Inclusion	76	3	-4	0	2	-3	-5	11	6
Empowered Culture	69	4	-5	-2	1	-2	-2	9	12
Communication	77	4	-3	-1	-1	-3	-4	3	18*
Image/Brand	86	2	-3	-1	1	-1	-3	2	7
Leadership	63	1	-3	0	-1	0	-3	6	14
Organizational Change & Innovation	66	3	-2	0	-1	-4	-5	11	16
Performance Management	64	2	-5	-3	2	0	-1	9	13
Retention	61	0	-7	-4	5	5	1	8	10
Supervision	81	3	-3	-2	1	-1	-1	2	9
Sustainable Engagement	82	1	-4	0	0	-1	-1	8	11
Wellness	66	2	-8*	1	0	-1	4	1	12
Working Relationships	80	-1	-8*	1	0	3	-1	7	15*

When broken down by tenure, staff seem to experience a "honeymoon" period within their first 1-3 years, then scores drop between years 3-5 and remain a concern until 25 or more years of service, at which time scores are above average. It can be posited that tenure aligns with role (the longer a staff member has been on campus, the higher they've climbed in the organizational chart).

The disparity of scores among gender and ethnicity in all categories combined with the significantly below-average scores for Diversity and Inclusion among "Unknown" gender, Black/African American and "Unknown" ethnicity led the working group to identify this as a focus area. Career Development was identified as a focus area due to similar below-average scores among staff of diverse identities and with an acknowledgment of its intersection with Retention.

Staff Experience Survey Results
The goal of the Staff Experience Survey conducted by HR is to understand staff engagement and continuously improve the staff experience at UC Davis. Data collected has been used to strategize on improving staff retention. From 2020 to 2022, the UC Davis engagement score dropped 3 points.

In the 2022 survey results, one of the identified relative opportunity areas is Equal Opportunity. UC Davis' score was 63, which is -11 compared to the benchmark and -1 below the 2020 survey result. Equal opportunity was measured with the statement: "Regardless of background, everyone at UC Davis has an equal opportunity to succeed." It has a very high impact on engagement.

For staff considering leaving UC Davis, the biggest reasons are related to opportunities and compensation. Staff want more career opportunities and compensation and feel these are not always equal for all. Staff turnover increased by 34 percent at UC Davis from CY20 to CY21.
The results also indicate that Black/African American females are at risk of attrition. Female respondents in all ethnic groups scored lower than the average.

Interviews
To further understand progress currently happening at the UC Davis in the areas of Diversity and Inclusion, Retention and Career Development, the working group spoke with the following staff:
- Lyndon Huling, Manager, Leadership Recruitment & Diversity Services (HR)
  - Alejandra Martinez, Diversity & Outreach Coordinator, LRDS also joined the discussion.
- Kelly Crabtree, Training Director, Learning and Development (HR)
- Mikael Villalobos, Interim Associate Vice Chancellor & Associate Chief Diversity Officer, Office of Campus Community Relations (ODEI)
- Ebony Lewis, Director of DEI Special Projects, Institute for Diversity, Equity, and Advancement (ODEI)
  - Robbie Tesnado, Chief Administrative Officer, Office for Diversity, Equity and Inclusion also joined the discussion.

Observations

In ongoing working group discussions, it was theorized that attempts are being made to address and improve staff engagement, but these efforts may miss the mark due to lack of coordination among teams and units, a disconnect between goals and actual policies and practices, poor follow-through and lack of promotion or effective communication. Meaningful change to staff engagement will likely require an ongoing commitment from leadership, empowerment and training of middle managers and a culture shift to better align our written expectations and commitments with actual norms and practices.

Recommendations

Diversity and Inclusion
- Require implicit bias training for Recruitment Advisory Committee members. (Learning and Development)
    - This is a campus priority (reference: ["Diversity in Hiring at UC Davis" video](#) featuring Chancellor May) but staff are equipped with hiring-specific tools prior to serving on Recruitment Advisory Committees.
- Clarify/train on DEI in annual performance appraisal process. (Learning and Development, Office of Diversity Equity and Inclusion)
    - As part of the annual staff performance appraisal process, one future goal is required to be related to DEI. However, the tips for writing goals are contained on a subpage within the HR Annual Employee Performance Appraisals website (Appendix B), and it is the responsibility of the employee to seek out this page if they need help. Managers do not receive specific training on how to coach around these goals or measure their success or influence. Goals are not compiled or celebrated at a campus level.
- Promote a culture of DEI with meaningful recognition of completed non-mandatory trainings related to DEI. (Learning and Development, Office of Diversity Equity and Inclusion)
- Recommend the establishment of department-level DEI groups. (Office of Chancellor and Provost, Office of Diversity Equity and Inclusion)
    - There are various department-level DEI groups on campus, but it is difficult to find out information about their work and ways to get involved. There is currently no written guidance for these groups on what they are expected to accomplish, how to identify goals, what resources or available or how accomplishments are to be measured.
    - The working group recommends the creation of a centralized resource page where groups are appropriately recorded or registered and able to document what they are discussing or working on. For those without a local group, this page could also contain resources encouraging the creation of a DEI-focused group or describe how to get involved with other DEI groups on campus.
- Establish mechanism to support active involvement among AACs and Constituent Groups in Staff Assembly. (Office of Chancellor and Provost, Staff Assembly)

- Act on findings of Aggie Black Listening Sessions. (Office of Diversity Equity and Inclusion, others as indicated)

Retention
- Expand exit surveys to inter-campus position changes, publicize results to key stakeholders and develop policies and action items to address identified issues. (Human Resources)
- Continue to increase transparency around topics such as equity adjustments and salary scales by developing clear information and making it easily accessible on the HR website. (Human Resources)
- Require initial training for new supervisors and ongoing training for all supervisors on university HR policies and best practices. (Human Resources)

Career Development
- Publicize release time policy with bi-annual reminders in September and January in Staff Voice and via HR to all listservs, post in common areas. (Human Resources)
- Annual letter of support from leadership to participate in campus service – see Appendix C for example from UC Berkeley. (Office of Chancellor and Provost)
- Develop, promote and recognize programs for staff advancement and retention – e.g., UC Davis Health Cross Training, Facilities Management Future Leaders Program. (Human Resources, Learning and Development)

Appendices

Appendix A
Working group members included:
- Molly Bechtel, College of Engineering, Staff Assembly (Chair)
- Jenna Blair, Manetti Shrem Museum
- Stacey Brezing, Staff and Faculty Health and Well-Being Program
- Gisela Escalera, Student Housing and Dining Services
- Shanna Fraites, IT Epic Applications, SDAAC
- Eva Guralnick, School of Education
- Mary Meyerzon, Yellow Cluster
- Babette Orendain, BFTV Administrative Cluster
- Tianna Sinnott, Athletics

Appendix B
UC Davis Human Resources, Annual Employee Performance Appraisals, Writing Tips
https://hr.ucdavis.edu/performance-appraisals/writing-resources/goals

Appendix C
Example letter from UC Berkeley Chancellor to staff: full support from Chancellor Christ for staff to participate in Staff Organizations during regular workdays.

"Dear Colleagues,

The UC Berkeley community gives life to our mission of teaching, research, and public service and every member of the UC Berkeley community has a role in sustaining a safe, caring and humane environment in which Berkeley's Principles of Community can thrive. Our strategic plan calls for a healthy campus climate that will foster equity of experience and ensure that staff, students, and faculty of all backgrounds feel safe, welcome, and included.

Much of this vital work is accomplished through staff organizations that have been founded by staff and sponsored by the University for the purpose of providing opportunities to build and strengthen both personal and professional connections that enrich our campus community. The work that our staff does through these organizations is, in fact, work on behalf of the university and should be valued and respected as much as any other work done by an employee. This is not "volunteer" work that an employee does in their free time and we need to be sure that staff have time during their regular workday to do this part of their jobs.

Therefore, we want to reaffirm our continuing commitment by encouraging and supporting our staff who work for these organizations. As Chancellor Chang-Lin Tien wrote in 1992, when UC Berkeley formally recognized the value of staff contributions to these organizations, we too believe an "effective UC Berkeley manager or supervisor is one who provides opportunities for staff to contribute to the Campus."

In the coming months, we will be updating our campus policy to better reflect this commitment to our staff. Among other things, we will provide guidance to managers and supervisors for granting release time to staff for participation in campus-sponsored activities.

Thank you in advance for your continued support of the amazing staff on our campus.

Carol & Eugene
Carol Christ, Chancellor
Eugene Whitlock, AVC-HR"

Staff Diversity Administrative Advisory Committee

Diversity. Equity. Inclusion.

GEORGE HART HALL

UCDAVIS

Staff Diversity Administrative Advisory Committee

2021-22 Annual Report

UCDAVIS
UNIVERSITY OF CALIFORNIA

TABLE OF CONTENTS

COMMITTEE CHARGE

The Staff Diversity Administrative Advisory Committee (SDAAC) is dedicated to creating a more diverse, equitable, and inclusive campus community, and it is charged with advising the Chancellor and Provost, via the Associate Vice Chancellor of the Office of Campus Community Relations (OCCR). 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, and 4) participating in campus programs that promote diversity and inclusion.

EXECUTIVE SUMMARY

In 2021-22, SDAAC remained a virtual format due to the global COVID-19 pandemic. We continue to approach our work from the framework of four conceptual pillars: **Accountability, Advocacy, Collaboration**, and **Impact**. These pillars serve as the foundation that encompasses the breadth and strategic aim of our work, and they position SDAAC as a driving force in the campus's staff diversity, equity, and inclusion goals.
SDAAC seeks to advance the campus's strategic planning goals through the critical examination of current policies and practices, seeking feedback from and collaborating with the diverse faculty and staff constituent groups, partnering with Human Resources (HR) and other administrative units, and offering cogent recommendations to campus leaders.

1. **Accountability**: SDAAC seeks to work with administrative leaders in achieving high standards of excellence and accountability in staff equity, diversity, and inclusion. Internally, we strive for transparency, professionalism, clear communication, critical thinking, and data-informed decision-making.
2. **Advocacy**: The key to successful advocacy for staff diversity initiatives truly lies in the strength of our collaborative partnerships and organized action planning.
3. **Collaboration**: SDAAC continues to make concerted efforts that strengthen relationships with a number of campus partners, such as Staff Assembly, the Staff Advisory Council on Equity, Diversity and Inclusion (SACEDI), the Institute for Diversity, Equity, and Advancement (IDEA), the Status of Women at Davis Administrative Advisory Committee (SWADAAC), the Disability Issues Administrative Advisory Committee (DIAAC), the Advising for Equity Administrative Advisory Committee (AEAAC), and Constituency Groups.
4. **Impact**: SDAAC is pleased with the impact we have made in a range of efforts that foster inclusion and celebrate staff diversity.

The following section describes the scope and outcomes of our work over the last year, our recommendations to campus leadership, and our vision for creating meaningful change in the coming years.

RECOMMENDATIONS

For campus leadership

I.   Grant access to the campus Diversity Profiles to Administrative Advisory Committee (AAC) leadership, including SDAAC, to better equip committees to inform strategies in diversity and inclusion efforts. These dashboards are currently restricted to Deans and Vice Chancellors.
II. Continue to build upon previous SDAAC recommendations, including but not limited to:
   a. Emphasize the importance of requesting, collecting, reviewing, and analyzing quantitative and qualitative data related to staff equity, diversity and inclusion. Centering work on critical data analysis will significantly strengthen recommendations to campus leaders and advocacy for staff diversity initiatives.
   b. Prioritize and support equitable and inclusive staff hiring and retention practices as a campus wide effort.
   c. Continue to develop the Equity-Based Professional Development Initiative to promote retention of underrepresented and diverse staff, improve career pathways, advancement opportunities, and access to professional development.

For Human Resources

I.   Expand the UC Davis Exit Survey to include transitions to other departments.
II. Collaborate with Harassment & Discrimination Assistance and Prevention Program (HDAAP) to collect more comprehensive data on historical patterns of discrimination:
   a. Name the units/departments/offices engaging in negative behaviors.
   b. Examine who are filing grievances and/or leaving these units, issues of retaliation, promotion practices, salary inequities, and layoffs.
III. Investigate the "Black Hole" of hiring and recruitment by determining how to involve employee labor relations concerning specific departments not adhering to best practices.
   a. Identify and examine inconsistencies in Human Resources (HR) processes.
   b. Recommend solutions about how to create diverse applicant pools and who is invited to interview.
   c. Develop a process to audit results which must include utilizing and building upon existing campus data and dashboards.
IV. Require all members of any recruitment selection committee (RAC) to complete the "UC Hiring for Success" and "Managing Implicit Bias in the Hiring Process" eCourses. At UC Davis Health, at least one member of any RAC must meet this requirement. At the UC Davis campus, no such requirement exists.

For Training and Professional Development

I.   Create a comprehensive eCourse series incorporating Diversity, Equity and Inclusion (DEI), compensation, and HR best practices that is mandatory on an annual basis for all managers/supervisors at both UC Davis Health and UC Davis campuses.
   a. Collaborate with SDAAC to develop a more holistic training program that will be required of both current and new managers/supervisors on both campuses.
   b. Review the existing Supervisory Development Program. Identify gaps and areas for improvement; incorporate DEI components.

II.   Expand supervisor/manager training to include:
   a. Conflict resolution across institutional levels (e.g., staff roles), in the style of cross-cultural interpretation.
   b. Knowledge about the backgrounds of individuals in other roles or ranks in the institution and modeling cultural competency training for others.
   c. Microaggression training to help more easily identify, avoid, and/or resolve conflicts arising from microaggressions.
   d. Professional conflict resolution (e.g., Ombuds office) when supervisors/managers themselves are the target of hierarchical microaggressions.

For the Office of Diversity, Equity and Inclusion

I.   Provide means for mentorship and/or sponsorship specific to current AAC and Constituent Group (CG) leaders and volunteers.
   a. Undertake intentional succession planning and engagement, fostering relationships with existing and future leaders of the important work in DEI efforts.
   b. Take meaningful steps to coordinate events and networking opportunities for current and potential future AAC and CG leaders on both campuses with senior leaders in OCCR, DEI, HR, and Health Equity, Diversity and Inclusion (HEDI).
II. Implement Goal #1 of the I-DARE Initiative (Inclusion, Diversity, Anti-Racism, and Equity) at the UC Davis Health campus to advance the UC Davis DEI strategic vision[1] "To Boldly Go":
   a. *"Catalyze the formation of departmental DEI taskforces to help departments address diversity, equity, and inclusion (DEI) needs and opportunities."*
   b. Create a DEI pod to include the individual departmental DEI taskforces that will then report to their respective college or unit DEI taskforce.
   c. Assemble a DEI steering committee made up of members from each DEI pod to report to DEI.
III. Implement the following, in partnership with the DEI Communications team:
   a. Post Bylaws link to the SDAAC website once revisions are approved.
   b. Update the SDAAC website to have a sidebar for easy access to 'additional resources' currently located at the bottom of the list.
   c. *Work with ODEI to get vanity URLs (e.g. sdaac.ucdavis.edu … currently only lsfa.ucdavis.edu is active).*
   d. Work with Native American Faculty & Staff Association (NAFSA) and Veteran Constituency Group (VCG) to ensure web presence by taking their 'box text' that is not search engine optimized and putting it on a website.
   e. Centralize website edits of CGs through ODEI.
   f. Add auto sign-ups of listservs (instead of ODEI manually pulling and adding members).
   g. Consider reviewing diversity.ucdavis.edu content hierarchy. Make this a prominent icon on the front page.

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[1] Resource: DEI Strategy Checklist

SUBCOMMITTEE REPORTS

Affirmative Action Subcommittee

Purpose: Review Affirmative Action Report and staff demographic data to inform targeted outreach and recruitment efforts, so we can better reach our campus goals.

Due to a limited number of volunteers for this subcommittee, the work around hiring, recruitment, and compensation was a central theme and focus for SDAAC this year. Because of critical meetings with representatives in HR, specifically Talent Acquisition and Talent and Rewards, productive information and resources helped initiate the development of a compensation workgroup that will begin its efforts in the fall.

Members: *Shanna Fraites (Chair), Shaunte Hill*

Research Subcommittee

Purpose: Compile evidence-based research, write reports and/or give presentations to SDAAC membership and other campus organizations about topics relevant to advancing staff diversity, equity, and inclusion goals. Topics chosen reflect the needs of SDAAC membership or larger campus community and guide the development that answers research questions.

The Research subcommittee had been working since 2019 to conduct a literature review to answer the question: "How might UC Davis develop a framework to improve the retention and advancement of diverse staff?" In early 2022, the longtime chair of the subcommittee stepped down unexpectedly. The group agreed to restrict the review to 1 out of 17 total theme and subthemes focusing on race and ethnicity. Out of the 27 articles in this theme, the subcommittee then chose one for further review.

Summary of "Hierarchical microaggressions in higher education" by Young, Anderson, and Stewart (2015) in *Journal of Diversity in Higher Education*.
- Hierarchical microaggressions are rooted in the institutional role of the target and are similar in motivation to "rankism".
- These microaggressions can be further classified as micro-insults, micro-invalidations, and micro-assaults.

Timeline
- 2/14/2022 – Transitionary meeting
- 2/28/2022 – Creation of action plan
- 3/18/2022 – Article discussion

Members: *Linda Plutino (Chair), E. M. Nunez, Nick Burnett, Kristina Hanna, Pamela Pretell, Harold Stewart-Carballo, Eleonora Grandi*

Hiring & Recruitment Practices Subcommittee

<u>Purpose:</u> Review current hiring and recruitment practices across campus, research best practices, and make recommendations. Explore the current implicit bias training for new supervisors, research what has been effective, and develop strategies to implement implicit bias training to all supervisors and managers, and all those involved in recruitment panels and the hiring process. The Hiring and Recruitment subcommittee met a handful of times where we reviewed the committee purpose, and reviewed past recommendations to identify areas we would continue to advocate for that advance subcommittee goals. Key areas we connected with included focusing on central HR around issues of compensation and hiring, recruitment and retention.

SDAAC members should continue to participate in the newly formed Compensation Workgroup with HR Partners, SWADAAC and AEAAC to build out informational and training materials for employees and managers. SDAAC's active commitment to continue work to create salary review consistency in addressing equity across the campus for the same job roles is key. This subcommittee encourages continued discussions that identify actions for consistency in recruitments across campus.

Timeline
- 2/3/2022 – First official meeting
- 3/3/2022 – Met with Karmen Fittes and Lyndon Huling, along with members from SDAAC, SWADAAC, and AEAAC

Members: *Shaunte Hill (Chair), M.L. Farrell, Bianca Saddi, Malina Gillies-Doherty, Alejandra Martinez, Brenda L. Scalzi*

Communications Subcommittee

<u>Purpose:</u> Support the Communications Chair in updating the SDAAC website on OCCR, supporting website updates for constituent groups and disseminating information about campus events that promote diversity and inclusion.

The goals of this year was to primarily tackle the ongoing recommendations list from 2020-21 and to make progress in updating SDAAC's website information to better inform campus of its charge and recommendations. A central goal was to increase visibility and accessibility of information.

Outcomes:
- Log meeting notes and important links: Communications Notebook
- Updated SDAAC logo
- Requested HR add constituent group information to website for increased visibility
- Updated the SDAAC website to better present and make transparent the charge and purpose of SDAAC. Detailed process included:
  - Content outline and mock-up of proposed new website structure
  - Adding Annual Report Box links to website
- Built upon 2020-21 website inventory of constituent groups

Members: *Halona Leung (Chair), Karisa Asato*

Training & Development Subcommittee

Purpose: Review current professional development and mentorship opportunities offered at UC Davis, and examine how the programs can be enhanced or improved to provide greater access and opportunity for underrepresented and diverse staff. Collaborate with other subcommittees to inform how the implicit bias training can best be expanded and delivered to staff involved on recruitment panels, while maintaining effectiveness.

Building upon last year's recommendations, the training and development subcommittee met virtually every couple of months. The subcommittee developed a comprehensive DEI course list to identify which DEI and leadership-related courses are currently available, what courses managers and supervisors are required to take, and determine which training(s) should be required of MSP classified employees.

Eric Sanchez, the newly appointed Associate Director for the Diversity and Inclusion Education Program in OCCR, provided a list of 2020-2021 education courses and departments that the educational team consulted with on the respective training(s). Lyndon Huling, the Manager for Leadership Recruitment and Diversity Services in Human Resources, offered additional insight into what courses are required of newly hired managers and supervisors and efforts to improve the UC Hiring for Success eCourse.

The subcommittee discussed the creation of metrics to determine enrollment numbers of managers and supervisors that participate in related DEI courses. We explored strategies to encourage participation in such training while also looking to evaluate the demographics of employees that enroll in DEI-specific courses. Outlined below are ideas for future subcommittees:
- Create a survey that evaluates each course after each DEI-specific training
  - Identify goals and *measurable* outcomes
  - Encourage participation in courses that promote actual engagement and accountability
- Create a tool to assess learning and application of the material to improve a department
- Evaluate how we market and advertise DEI-related training
  - Can specific groups and/or departments that struggle in specific areas customize training needs?
  - Encourage conversations between managers and staff that fosters dialogue and awareness on what training(s) is needed
  - Are there ways that departments can group specific DEI training to address the individual needs of its employees?

Membership: *Shaunte Hill (Chair), M.L. Farrell, Samuel Brown-Dawson, Bianca Saddi*

CONSTITUENT GROUP EXECUTIVE SUMMARIES

African American Faculty & Staff Association (AAFSA)

Vision/Mission Statement

African American Faculty and Staff Association (AAFSA) is an organization of Black faculty and staff at the University of California, Davis that addresses issues impacting the African diaspora on campus and the surrounding communities. Members focus on increasing Black faculty and staff recruitment, retention, and career advancement. Justice, equitable treatment, and inclusion comprise AAFSA's core reason for being, and the effort needed to realize these ideas compels AAFSA to act.

This year began the transition of returning to campus, in-person teaching, and remote hybrid work schedules. The year presented many challenges as everyone struggled with being short-staffed, adapting to hybrid work schedules, and the ever-changing landscape of COVID protocols. We struggled to remain connected by offering virtual events, without adding to Zoom fatigue. We engaged in cross-campus planning with our AAFSA health partners, other Employee Resource Groups, Institute for Diversity Equity and Advancement, and local Black staff and faculty at various campuses with support from DEI.

- **First Annual Lifting Black Voices Retreat**- Treasurer, Dana Jefferson, represented AAFSA at the day-long Student Affairs retreat at Scott's Seafood designed to provide a safe space to help, connect and uplift black staff and faculty in the new year.
- **2nd Annual Black Employee Mixer Black History Month Celebration** – In February, we expanded this mixer to include both UC Davis campuses, the University of the Pacific (Stockton, CA), Sacramento State, and the Los Rios Community Colleges. The participation was even higher than the previous year, and we have begun plans to make this a biannual event. We have also started working on creating a Linked-In Group and Black Employee Mixer Calendar so that we can continue to support each other's school events.
- **Race Matters Intersectionality Panel**- in February, Chair, Kimberly Evans, participated in a panel on the topic of Intersectionality. Each panelist spoke about their intersectional identities and how we navigate our experience at UC Davis/ UC Davis Health. We shared insights about good examples of allyship from colleagues and how to be a more vital ally. The event aimed to help the UC Davis community learn more about AAFSA and our role on campus. We also used this event to discuss the need for more diverse faculty and staff recruitment.
- **AAFSA General meeting** – We held our first general meeting in March. The focus was to hear from the AAFSA community to create future programming based on the community's needs. We began with a Guided Meditation which helped all the staff to reset and focus on being present in the moment. Feedback from this meeting centered around the need for professional development, mentorship, retention concerns regarding black students and black staff, dealing with microaggressions, and feelings of frustration during the interview and promotion process.
- **AAFSA Community Accomplishments form** - We created a form where people in the community can share exciting things that are happening and celebrate Black UC Davis employees. This form was established in March 2022 and is accessible on the AAFSA website.

- **Campus Community Book Project Reception Dinner and Talk with Dr. Ibram X. Kendi**- In March, Treasurer, Dana Jefferson represented AAFSA having the opportunity to hear the author discuss his book, social justice, and concepts on anti-racism. Guests engaged the author leaving audience members uplifted and inspired by the evening's end.
- **Addressing Anti Blackness Listening Sessions** – In April, AAFSA Main Campus and AAFSA Health co-hosted listening sessions with the IDEA institute to gain feedback about working at UC Davis to support the Aggie Black Excellence Initiative. We held sessions for staff and faculty of various backgrounds, those from the African Diaspora, Staff Assembly, and SDAAC. Once all the data is collected, we will work with IDEA in successive steps to present research and assist in creating a steering committee to establish campus-wide accountability.
- **AAFSA Delta Sigma Theta Faculty/ Staff Appreciation Brunch**- AAFSA is co-hosting the annual brunch to celebrate Black staff and faculty in May 2022. This event is a long-standing tradition that goes back almost twenty years on campus and has returned after a three-year hiatus due to the pandemic.
- **Black Employee Juneteenth Mixer**- In June, hoping to celebrate Juneteenth with an in-person Black employee mixer with the University of Pacific and California State University-Sacramento and Los Rios College, and San Joaquin Delta Colleges. The information and date for this event are still to be determined.

Goals for the upcoming academic year:
- Continue to increase AASFA's presence on campus and member participation through branding, relaunching our SLACK account, and purchasing swag with our AAFSA logo.
- Collaborate with UCDH AAFSA to create more programming focused on racial justice.
- Work jointly with IDEA to focus more on equitable treatment discussions/ facilitate programs at UCD.
- Create more career development/ mentorship opportunities for staff/ faculty and students with Senior Leadership members.
- Establish AAFSA Bylaws
- Host collaborative events with other UC Davis Constituency groups to foster relationships that support each other.
- Meet with ASAP Leadership to discuss current options to address the needs of Black staff and faculty. Also, initiate discussions to create more support for dealing with working in predominantly white spaces.

Asian Pacific American Systemwide Alliance (APASA)

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

Priorities:
- Serve as leaders and official representatives of the Asian Pacific American community at UC Davis
- Strengthen professional and social relationships between Asian Pacific American staff, faculty and the University
- Encourage recruitment, hiring and retention of Asian Pacific American staff and faculty at UC Davis
- Promote career and personal development opportunities for the Asian Pacific American staff and faculty at UC Davis
- Promote, pursue and implement diversity on the UC Davis campus

Event Calendar:

Event Name	Description	Date
General Meeting #1: Fall Kick Off (virtual)	Welcome back to faculty and staff. Shared plan for the year and had engaging breakout room discussions to foster interaction and community.	12-Oct-21
General Meeting #2: Mental Health in the Asian & Pacific Islander Community (virtual)	This meeting included a presentation from Rani Asato from the UC Davis Health Dean's Office on education literacy with a focus on mental health in the Asian Pacific Islander community.	8-Dec-21
General Meeting #3: Lunar New Year Celebration (virtual)	With the help of fellow ERG CCLGBTQIA member, Brad Wolf, members engaged in an interactive game of Geoguessr. The game allowed for a virtual tour of countries that celebrate Lunar New Year.	15-Feb-22
General Meeting #4: Southeast Asian New Year (in-person)	This meeting marked our return to in person meetings. Dr Kyaw Tha Paw U gave an interactive presentation on South East Asian New Year traditions and celebrations.	13-Apr-22
General Meeting #5: End of the Year Celebration (hybrid in-person & Zoom)	This meeting was a celebration of the past year and a chance to recognize and present members with our end of the year awards.	25-May-22

Highlights:

- Mental Health Workshop focused on the Asian & Pacific Islander community with a presentation on education literacy and digital mental health resources.
- Return to in person meeting with a festive celebration on South East Asian New Year which included a history of SEA New Year celebrations.
- Recognized the following 5 individuals for APASA's Awards of Excellence during the in person End of the Year Celebration:
  - New Employee of the Year: Alexandra Porter, Strategic Asian and Pacific Islander Retention Initiative
  - Most Inspirational: Carol Huang, Student Recruitment & Retention Center
  - Excellence in Collaboration: Katherine Parpana, Strategic Asian and Pacific Islander Retention Initiative
  - Outstanding Faculty: Kevin Gee, School of Education
  - Years of Service: Jennifer Chow, Office of Student Support and Judicial Affairs

Challenges:
- Navigating the transition from virtual to in-person and hybrid meeting structures.
- Losing several (4) board members (including its Chair) and general members this year due to leaving the university (separation and retirement).
- The anti-Asian hate sentiment and hate crimes still persist.

Recommendations:
- Provide better institutional infrastructure and administrative support for constituent groups to operate.
- Disaggregate information from Exit Survey and Staff Experience Survey.
- Incentivize and encourage staff and faculty engagement and involvement with employee resource groups.
- Provide constituent groups with access to new employees list and/or an alternative method to be introduced to new employees. Previously, there was an in-person New Employee Welcome event held each quarter which provided the constituent groups the opportunity to meet new university employees.

Leadership Team:
- Interim Chair: Roger Moy, *Student Affairs Divisional Resources*
- Programming Chair: Karisa Asato, *Graduate Studies*
- Memberships Chair: Affaf Waseem, *Middle Eastern, North African, and South Asian Student Resources*
- Communications Chair: Mishaal Weatherford, *Middle East/South Asia Studies and Sociology*
- Faculty Representative: Kyaw Tha Paw U, *Land, Air and Water Resources*
- At-Large Representative: Kaila Balancio, *Office of the University Registrar*

Chancellor's Committee on LGBTQIA+ Communities (CCLGBTQIA+)

Mission
To advance equity, build intersectional coalitions, foster the health and well-being of our communities, and create a more inclusive campus environment for LGBTQIA+ staff, faculty, and students.

Accomplishments
- Conducted CCLGBTQIA+ Interest and Engagement Survey
  - Received 242 responses from LGBTQIA+ staff
  - Identified focus themes: building and strengthening our overall community; capitalizing on current momentum; organizing as employees to better support students; creating dedicated spaces for our QT BIPOC community members
  - Began strategic planning / visioning based on themes
- Gained 145 new listserv sign-ups
- Developed CCLGBTQIA+ workplan and budget according to goals and priorities
- Collaborated with Vice Chancellor's (VC) LGBTQ Advisory Council, Cal Aggie Lambda Alumni Association, and PRIDE ERG to implement staff and faculty campaigns for Coming Out Day, the Sacramento Pride March, the 4th annual LGBTQ+ History Month Book Display, and updating sexual orientation and gender identity in UC Path
- Participated in Crowdfund UC Davis to raise money for the LGBTQIA+ Resource Center's (LGBTQIARC) Emergency Grant Program
- Mark Grote wrote an article for UC Davis Health's blog for LGBTQIA+ History Month

Activities
- **Meetings**
  - Hosted monthly business meetings
  - Participated in newly established quarterly meetings with counterparts on the Sacramento campus (VC's LGBTQ Advisory Council and PRIDE ERG)
- **Events**
  - Hosted monthly social events (Arboretum Walk, Virtual Queer Bingo, Valentine's Day Card-Making Meetup in Downtown Davis, Boba on the Quad Meetup on Davis Campus)
  - Hosted meetup and mixer for LGBTQIA+ graduate/professional students and allies
  - Created team for Walker Tracker through Staff and Faculty Health & Wellness

Advocacy
- Provided representation on Gender and Lived Name Task Force
- Reviewed and contributed feedback on HR's Transgender and Non-Binary Employee Resources pages
- Provided representation on the LGBTQIA Resource Center Director Recruitment Advisory Committee
- Klaus Burggraf was interviewed by Dateline UC Davis about Zoom display names
- Supported the LGBTQIARC's Needs Assessment

Challenges

- Purchasing support from Diversity, Equity & Inclusion Office has been difficult to establish; we have not been certain how to make purchases, and are awaiting the ERG Guide that was mentioned at the Fall Retreat

Latinx Staff & Faculty Association (LSFA)

LSFA Mission
LSFA had a very fulfilling year building community and participating in campus events to support Diversity, Equity, and Inclusion efforts at UC Davis.

Our goals for the 2021-22 year were focused on the following:
1. Participate in activities and events including but not limited to: Principles of Community, TGFS, New Employee Welcome, Membership Educational & Social events, etc.
2. Promote & participate in health & wellness events for staff & faculty members, such as TGFS Bowling & Promoting Health and Wellbeing Activities.
3. 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.
4. Promote campus resources.
5. Purchase some promotional materials, like t-shirts, to promote the Latinx staff and faculty association.
6. Increase Latinx Staff and Faculty membership.
7. Collaborate with other Latinx and Chicanx groups on campus.

To ensure the best experience for our membership, we coordinated activities that reflected our goals. Often, our activities blended several goals together. We planned activities based on overall feedback:
- Regularly requested feedback from the LSFA community to guide event planning.
- Maintained consistent attendance, members provided valuable input during our meetings, which helped create and sustain a very welcoming and safe environment.

We hosted the following community building "socials" that met goals 1, 2 and 7:
- Held a Bienvenida as a Fall check-in to reconnect with each other and build goals for the year.
- Hosted fall social for the LSFA members that involved people sharing their journey to UCD.
- Celebrated diverse voices by inviting local artist Yudelka Solano to read her poetry about relevant social and community issues.

We provided opportunities to showcase campus resources through newsletters and speakers who could provide a foundational understanding of how UC Davis functions and working towards the Chancellor's Goal #3.
We hosted the following conversations that met goals 3 and 4:
- Rob Starkey from Academic and Staff Assistance Program (ASAP) presented on campus resources for staff.
- Andrea Weiss from Career Counseling presented on career advancement at UC Davis and how to write accomplishment statements for annual EPAR.

Additionally, we were able to further strengthen our partnerships with other employee resource groups and organizations. *We participated in the activities that met goals 1 and 3:*
- El Centro Fall Open House
- Staff Assembly Scholarship Committee

- Latinx Law Student Association 40th Annual Lorenzo Patiño Banquet,
- Staff Assembly evening session of Thank Goodness For Staff,
- Participated as notetaker for Aggie Black Excellence: Addressing Anti-Blackness Listening Session partnering with IDEA (the Institute for Diversity, Equity and Advancement), AAFSA (African American Faculty Staff Association), and Staff Assembly
- Volunteer and Workshop Facilitator at 20th Annual Cesar Chavez Youth Leadership Conference
- SDAAC meetings

Lastly, we continued sponsorship of campus units by funding and volunteer efforts in the following areas:
- AB540 and Undocumented Student Center, UCD Pantry, Staff Assembly, Bienvenida and the Chicanx and Latinx Graduation
- Staff Assembly Staff Scholarship - we contributed additional funds as a result of establishing a gift account and donations made by the LSFA community.

Challenges encountered:
The LSFA Board had a variety of vacant positions. Both the elected Chair and Vice-Chair resigned during the academic year. After reviewing the bylaws it was decided that updates needed to be proposed that better reflect the work the board is doing and how to make adjustments to officer roles and responsibilities. Additionally, we continued to host general meetings and social events regularly.

APPENDICES

Appendix A: 2021-2022 SDAAC Meeting Schedule, Description & Highlights

SDAAC Meeting Dates	Description	Accomplishments
Thurs. Sept. 16th	Kick Off Meeting/IAVC Villalobos	Chair and VC participated in the Employee Resource Group (ERG), Constituent Group and Administrative Advisory Committees (AAC) annual retreat sponsored by DEI. Updated SDAAC Logo. Created subcommittee guidelines, action plans, and a project management MS Teams channel. Active presence on the SDAAC Slack Channel.
Thurs. Oct. 21st	Staff Diversity Ambassador Program	Promoted SDAAC at one of Student Affairs Networking meetings.
Thurs. Nov. 18th	Review of Subcommittee Charge	Met with DEI communications to discuss website updates and marketing.
Thurs. Dec. 16th	Guests VC Tull and IAVC Villalobos	Met with UC President Drake to discuss issues important to staff (December 2021): Compensation; flex workplace arrangements; Lived Name and Gender Marker taskforce. Liaised a meeting between SDAAC, DEI, Constituent Groups and Development to discuss crowdfunding. Supported LSFA in creating their first ever crowdfunding effort. Met with Constituent Group leaders to discuss communications and crowdfunding and representatives from DEI, Tom O'Donnell and Robyn Tesnado.
Thurs. Jan. 20th	Paul David Terry, CAAA/Common Grounds	Met with IAVC Villalobos. Discussed changing Annual Report; changing committee structure; committee challenges. Participated in the Chancellor's Achievement Awards for Diversity & Community selection committee.
Thurs. Feb. 17th	Guest Danésha Nichols, HDAPP	Supported Research subcommittee with leadership transition. Attended the "Lifting Black Voices" Staff Retreat sponsored by UC Davis Student Affairs. Provided DEI with feedback on BetterUp. Served on the Staff Engagement Survey workgroup for Staff Assembly.

Thurs. Mar. 17th	Guests CHRO Lovely and the Workforce Strategies Team	Sponsored What is "Street Medicine" and Why Does It Exist? Event as part of the Principles of Community Week. Facilitated collaboration of representatives from SDAAC, SWADAAC, and AEAAC to discuss compensation, hiring and recruitment, and retention strategies, barriers, and best practices. Held two informative meetings with Lyndon Huling and Karmen Fittes. Developed next steps as it relates to training for employees and managers sponsored by the Talent & Rewards office; compensation. 1. Meeting with Lyndon Huling 2. Meeting with Karmen Fittes SDAAC submitted a budget letter to DEI with DIAAC and SWADAAC requesting administrative support. Served on the recruitment Advisory Committee for the Vice Provost of Enrollment Management position.
Thurs. Apr. 21st	Guests Chancellor May and IAVC Villalobos	Co-sponsored an Anti-Blackness Staff Open Forum with Staff Assembly and the Institute for Diversity, Equity and Advancement (IDEA), a part of the Aggie Black Excellence (ABE) Initiative. Updated SDAAC Bylaws including the expansion of membership to add additional ex-officio members. Included recommendations to restructure how committees operate to increase efficiency and improve group discussion.
Thurs. May 19th	Guests Paul David Terry, CAAA/Common Grounds/VC Tull	Participate in the DEI Communications Specialist recruitment. Invited to hear from the three top candidates. Soaring to New Heights: SDAAC members select the Diversity & Principles of Community Achievement Awards and the Calvin E. Handy Leadership Award recipients. SDAAC leadership announces the recipients of the Diversity & Principles of Community Achievement and the Calvin E. Handy Leadership Awards at SNH. List of participants in the compensation workgroup established and forwarded to Karmen Fittes (Executive Director, Talent & Rewards). Work to begin in the fall. 1. Shaunte Hill (syhill@ucdavis.edu), Project Policy Analyst III (AQRC) 2. Shanna Fraites (sfraites@ucdavis.edu), Sr. Technical Project Manager (IT Epic Applications) 3. Eric Sanchez (esanchez@ucdavis.edu), Associate Director (DEI, Education Program) 4. Esmeralda Calderon (ecalderon@ucdavis.edu), Executive Assistant (Enrollment Management, Administration and Operations) 5. Brenda Scalzi (bscalzi@ucdavis.edu), Director (Administrative Services, Student Health & Counseling Services) 6. Vickie Gomez (vlgomez@ucdavis.edu), Director (Campus and Regional Community Engagement)/Program Director (IDEA)) 7. Honora Knopp (hmknopp@ucdavis.edu), Academic Advisor (A&ES Dean's Office) 8. Rebecca Grunewald (bgrunewald@ucdavis.edu), Lab, Field, Radiation & Industrial Safety Program Manager (UC Davis Safety Services)

		9. Annalise Benavides (abenavides@ucdavis.edu), Lead Development Recruiter, Talent Acquisition Partner (UC Davis Development and Alumni Relations)
		10. Peter Blando (pgblando@ucdavis.edu), Business Systems Analyst (Information and Educational Technology)
		   i. Establish a workgroup comprised of compensation representatives and members of AACs and CGs to help generate training materials
		  ii. Equity adjustments occur due to an identified salary administration problem(s) that has created an inequity. Review the UCD Equity Program to understand how to identify a salary admin problem and how to generate an equity adjustment.
		 iii. Identify gaps in what employees and managers should know regarding best practices
		 iv. Begin in the fall, 2022. Complete by the spring, 2023.

Thurs. June 16th	Wrap Up & SDAAC Leadership Elections	Finalization of the 2021-2022 SDAAC Annual Report.
Additional Meeting Attendance		Attended the Status of Women at Davis Administrative Advisory Committee (SWADAAC) monthly meetings: • Participated on the Advocacy subcommittee: Addressing salary/pay inequities; hiring and recruitment efforts; childcare issues Attended the Campus Council on Community and Diversity (CCC&D) monthly meetings. Attended the Advising for Equity Administrative Advisory Committee (AEAAC) monthly meetings: • Participated on the Learning and Behaviors subcommittee: Staff & Faculty Retention, Training, Skills, Knowledge, Power Dynamics Attended the Staff Assembly monthly meetings. Attended *at least* one meeting of each of the following Constituent Groups: • African American Faculty and Staff Association • Asian Pacific American Systemwide Alliance • Chancellor's Committee on Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, and Asexual Communities • Latinx Staff and Faculty Association

Appendix B: 2021-2022 SDAAC Leadership Roster

First	Last	SDAAC Role/Department
Linda	Plutino	Chair, Enrollment Management Analytics
Shaunte	Hill	Vice-Chair, Air Quality Research Center
Shanna	Fraites	Secretary, IT Epic Applications
Halona	Leung	Communications Chair, Energy Efficiency Center