

Staff Diversity Administrative Advisory Committee

Advocacy. Accountability. Collaboration. Impact.



An Introduction

January 12, 2020

Lamia Hajani Braun, Chair
Linda Plutino, Vice Chair
Alex Villanueva, Marketing and Communications Chair
Glynis Kincaid, Secretary
Vickie Gomez, Committee Coordinator OCCR

AGENDA

- History & Charge
- Constituent Groups
- 2019-20 Year-In-Review
- 2020-21 Year-In-Progress
- Looking Forward

SDAAC HISTORY



Origin: Human Resources. SDAAC is 25+ years old, moved to the Office of Campus and Community Relations in 2006.

Purpose: Representative of voices regarding staff equity, diversity and inclusion matters.

Focus: Recruitment, hiring and retention of underrepresented staff, and campus climate.

CHARGE

SDAAC advises the Chancellor, via the Associate Executive Vice Chancellor Campus Community Relations, regarding the campus staff equity, diversity and inclusion matters. The committee:

- Advises the campus senior administration regarding general employment related policy issues;
- Reviews staff related affirmative action programs;
- Recommends Diversity Education and Training programs;
- Participates in the planning and offering of campus programs to promote diversity and inclusion.

CONSTITUENT GROUPS

- Administrative Management Group (ADMAN)
- African American Faculty and Staff Association (AAFSA)
- Asian Pacific American Systemwide Alliance (APASA)
- Chancellor's Committee on LGBTQIA Issues (CCLGBTQIA)
- Latinx Staff and Faculty Association (LSFA)
- Native American Faculty and Staff Association (NAFSA)
- Veterans Constituency Group (VCG)

2019-20 YEAR-IN-REVIEW

- Large Events:
 - Principles of Community Week Diversity Event – late February
 - ~~Soaring to New Heights Luncheon~~ – Canceled due to COVID-19
- Other activities:
 - SDAAC representatives served on the Hispanic-Serving Institution Task Force, the Human Resources Symposium Planning Committee, and the Lived Name and Gender Marker Task Force
 - Advocated for Exit Surveys, which were implemented in late Summer 2020
 - Equity-Based Professional Development Initiative has emerged from dialogues. We've created an outline of the challenges staff face, and strategies to improve the retention and promotion of diverse staff.

2019-20 YEAR-IN-REVIEW

Presentations & Dialogues

- SDAAC Discussion with **Leadership**: attended by Gary S. May, Chancellor, and Renetta Tull, Vice Chancellor, Diversity, Equity and Inclusion
- UC Complaint Process through **Harassment & Discrimination Assistance and Prevention Program** with Wendi Del Mendo
- Partnership meeting with **Human Resources**, Christine Lovely, Chief Human Resources Officer.
- Two **Common Grounds Meetings** with membership and Constituent Groups
- **Professional Development Offerings** and Discussion with Mikael Villalobos from the Diversity, Equity and Inclusion office.

2020-21 YEAR-IN-PROGRESS

- SDAAC Discussion with Renetta Tull, Vice Chancellor, Diversity, Equity and Inclusion
- Common Grounds meeting
- New Research subcommittee
- Submitted recommendation to leadership in collaboration with SWADAAC re:options to address fiscal constraints
- Working on editing O-DEI website to reflect current information on constituent groups and SDAAC
- Soaring to New Heights Virtual Event planning has begun
- Principles of Community event

2020-21 YEAR-IN-PROGRESS

- Training Director Kelly Crabtree to attend Jan. meeting
- Chief Human Resources Officer Christine Lovely to attend Feb. meeting
- Chancellor and Vice Chancellor Tull to attend April meeting
- Bylaws committee working on creating our first set of roles and responsibilities guidelines!
- Attending CCC&D meetings

LOOKING FORWARD

GOALS & OBJECTIVES

1. Finalize **Bylaws & Constitution** document
2. Continue Last Year's Goals
 - a. **Recruitment and Retention**
 - i. Enhance access to professional development
 - ii. *Develop mentorship opportunities for underrepresented and diverse staff*
 - b. **Diversity Education and Training**
 - i. Expanding implicit bias training

QUESTIONS?

THANK YOU!