

CACQI Annual Report

AY 2019-2020

Purpose

Chancellor's Advisory Committee on Queer Issues (CACQI) works to identify institutional, structural and cultural initiatives that advances the UC Merced campus climate for the Lesbian, Gay, Bi-sexual, Trans, and broader Queer folk (LGBTQ+) and expanding community. The advisory committee advocates on campus on behalf of the LGBTQ+ community for participation, success and visibility across multiple dimensions of inequality including, but not limited to, gender, race, ethnicity, class, age, religion, ability, veteran, marital and familial status. The committee operates under a shared governance model, intentionally including undergraduate and graduate students, postdoctoral scholars, senate and non-senate faculty and staff members.

Mission

The LGBTQ+ Advisory Committee identifies issues and makes recommendations for the inclusion and advancement of the LGBTQ+ and expanding community at UC Merced. With our continued growth, we adopt action plans to ensure forward movement in creating a welcoming, affirming, equitable and vibrant learning, working and living environment for all UC Merced community members.

Context

We began as an advisory committee in 2015 and became a Chancellor's committee in September, 2016. As the University of California, Merced continues to move toward the 2020 plan and in conjunction with our Vision and Change Alignment Map as a guide for decision making, CACQI aims to create transformative change that supports, affirms and empowers our LGBTQ+ community. During AY2018-2019, CACQI went on hiatus and was rebooted this year with predominantly new members. This year, CACQI also met monthly with a newly formed "Unity" group which brought together all the Chancellor Advisory Committees for collaboration and increased communication (CACQI, CACSW, CCCI).

Thank You

We would like to thank Associate Chancellor and Chief Diversity Officer, Dania Matos, for creating a framework within which CACQI and other advisory committees function. The inclusion of CACQI in an affinity group consisting of the leadership of the Chancellor's Advisory Committee on the Status of Women (CACSW) and the Advisory Council on Campus Climate, Culture, and Inclusion (CCCI) resulted in access to shared resources, alignment of goals, and expanded access to communication and data collection tools.

Priorities AY 2019-2020

CACQI was on hiatus for the 2018-2019 academic year and many of our board members were new to CACQI for the 2019-2020 academic year. For this reason, one of our first tasks was to familiarize ourselves with CACQI processes and past documentation. We reviewed past accomplishments, issues and recommendations from previous reports, and tracked progress on past initiatives. See **Appendix A** for details. From there, we identified ongoing priorities, which expanded based on ideas from new members.

This year's priorities were:

- Develop best practices for affirming an inclusive LGBTQ+ Data Collection
- Permanently fund the Queer Ally Program by shifting the program from CACQI budget to the Office of Equity, Diversity, and Inclusion.
- Organize monthly “rainbow socials” and/or “Queer Talks”
- Participate in the campus “diversity collective.”
- Hold weekly CACQI “drop-in” hours
- Rebuild CACQI email list and list-serves.

Please note: We spent the majority of the Fall semester re-orienting ourselves to processes with plans for launching of events, communications, and initiatives during the Spring. Due to the COVID-19 outbreak, many of our momentum was lost through stay at home orders and shifting to remote learning.

Accomplishments

CACQI had a number of accomplishments with regards to our priorities as well as additional victories this year which have been highlighted below:

- ***Reorientation of CACQI members to CACQI past processes and events.*** This included reviewing the CACQI charter, past reports, Box files, and previous events and partnerships. We elected three co-chairs and established roles among current members.
- ***Data Collection.*** This year, we spoke with Chief Diversity Office Dania Matos about the need for more data to develop best practices for affirming an inclusive LGBTQ+ Data Collection, which could help to identify the queer population on the UC Merced campus. We were tasked with coming up with a Data Wish List (included as **Appendix B**).
- ***Queer Ally Program Funding.*** Currently Queer Ally funding is coming through the CACQI Budget. We spoke with Chief Diversity Officer Dania Matos about a need for permanent funding through the Office of Equity, Diversity, and Inclusion.
- ***Rainbow Lunch Socials.*** We organized several series of events. Most events were canceled due to the COVID-19 pandemic.

- A series of Rainbow Lunch Socials (see **Appendix C**) in which children's books on queer issues were discussed. Three events were planned but only one was held for a discussion of *Oliver Button is a Sissy*. 8 people were in attendance.
 - Participation in the Lunch and Learn series of events established by the Office of Equity, Diversity, and Inclusion (EDI).
 - One social was planned in conjunction with Pride Week in an effort to align CACQI with Queer student groups, but we were unable to host the lunch because of COVID-19.
- ***Participation in Unity Group.*** Assisted in the development and planning efforts of the EDI affinity group of advisory committees.
- ***CACQI Drop-In Hours:*** In order to increase visibility and membership, we established Drop-in hours for faculty, students, and staff to raise issues of concern. These
- ***Recruitment of members.*** We sought to increase representation CACQI through Happenings and through email communications. We created a CACQI listserve (cacqi-social@ucmerced.edu) and updated the CACQI website. Four new members were recruited (Veronica Adrover, Hanna Gunn, Sam Ocena, Arielle Wright)

What we planned but didn't achieve due to pandemic.

- ***Rainbow Lunch Socials:*** Two were canceled.
- ***Lunch and Learn:*** Was canceled.
- ***Pride Week:*** All events were canceled.
- ***CACQI drop-in hours:*** All were canceled.

2020-2021 Priorities & Requests

After careful consideration of the issues and recommendations listed above, CACQI has set the following as their priorities for the 2020-2021 academic year.

Priorities for AY 2020-2021

- ***Campus Climate.*** Collaborating with Chief Diversity Officer and other Chancellor Advisory groups on “centering campus climate” to focus on equitable hiring practices and to reduce instances of bullying on campus.
- ***Recruitment of new members,*** especially with the goal of increasing graduate and undergraduate student representation. In addition, we hope more faculty members from STEM can join our efforts and activities. We aim to further develop our recruitment processes in order to allow for members to overlap and thus to promote training across membership changes.
- ***Develop Partnerships with Existing Campus Groups, including*** student LGTBQ+ clubs and organisations, and also the LGBTQ+ Pride center.

- ***Establish CACQI as a Campus Presence*** through hosting Rainbow Lunch Series events and other opportunities for social gathering, piloting CACQI drop-in hours, and increasing outreach via building the CACQI List serve and participating in campus activities.
- ***Review Recommendations from AY2017-2018 report*** to review for scope of CACQI and to set additional priorities for AY2020-2021.

Requests for AY 2020-2021

- ***New member induction training*** CACSW mentioned the intention of creating a training, which we think would also be beneficial for all Chancellor's advisory groups.
- ***Website and Social Media Support*** to promote CACQI initiatives and events.

Appendix A: Past Initiative & Progress Tracking

The following recommendations were made from the AY2017-2018 CACQI Report. This chart tracks the goals of the committee before and after the transition. The issues included in Appendix A were tabled by the present CACQI members to develop a sense of what CACQI had achieved before the hiatus. We then selected some of the issues to begin working on over the current (2019-2021) academic year.

Campus Climate Recommendations	None	Minimal	Some	Ongoing	Complete
Collect data every 2-3 years for students, faculty and staff			UC Path allows for employees to indicate gender ID and sexual identity	Memo needs to go out to campus	(Needs to be verified, but Path was down)
Hold supervisors, faculty and staff accountable for non-response to LGBTQ+ issues	X				
Provide explicit communication about importance of LGBTQ+ diversity in regards to staff/faculty merit pay process, promotion, tenure review, hiring & recruitment	X				
Create concrete strategic plan to diagnose and address inequity in family/medical leave, benefits and accommodations	?				
Write a statement and communicate to campus Deans, Managers, Faculty, Staff, UCPATH & IDM about utilizing lived/preferred names and pronouns					On Sept. 3, CDO wrote to campus community to identify their gender pronouns in their email signature blocks.

Require IT to do an audit on all systems to ensure they are pulling lived/preferred names and make recommendation to prioritize correcting issues with systems not pulling lived/preferred names			In progress systemwide, not sure about Merced		
Bring lived/preferred name issues to the next Chancellor's Council meeting and discuss how to address this as a systemwide issue			?		
Fully fund an LGBTQ+ Center and include funding for: <ul style="list-style-type: none"> o Staff to have center open during business hours o Academic talks on LGBTQ+ issues 				Center is open."staffed 6 hours/ week by student employees from LGBTQ+ Initiatives	
Address retention issues by recognizing exceptional contributions (i.e. awards, pay, timeoff, etc.) <ul style="list-style-type: none"> o Star awards o Take a stance of care rather than legality in response to attacks on LGBTQ+ community and/or other targeted communities o Center those targeted rather than the folx perpetrating o Hold those accountable for creating a hostile climate 	X				
Fully fund the Queer Ally Program			Funding currently in CACQI committee (QAP \$8,600 & CACQI \$6,000) budget.QAP should have a permanent department and budget		

Encourage the creation of a matrix to evaluate contributions to diversity on campus in hiring, promotions and merit pay	X				
Advertise job openings in LGBTQ+ organizations (Consortium for Higher Education)	X				
Encourage diversity trainings to include LGBTQ+ topics for hiring faculty & staff	X				
Chancellor advocate for the creation of multi-stall gender inclusive restrooms in high traffic areas	X				
Move LGBTQ+ Initiatives under the Chief Diversity Officer once hired			X		

Student Recommendations					
Recommend that all Housing professional and student staff be adequately trained on LGBTQ+ issues			X		
Advocate for the creation of Gender Inclusive housing option in the Heritage option	X				
Develop emergency scholarship fund and flexible basic needs funding for LGBTQ+ students <ul style="list-style-type: none"> o Particularly look at LGBTQ+ students who have been disowned by their parents due to their identities within the LGBTQ+ community 			Issue explored with Dean of Students. They provide emergency grants to any student in need.		
Direct the Provost to show leadership in hiring faculty with expertise in gender and sexuality to support a minor in these areas	X				

Graduate Student Recommendations	None	Minimal	Some	Ongoing	Complete
Encourage the Provost for Academic Affairs and the Graduate Division to include contributions to diversity when evaluating graduate students (recognize graduates students contributions of service to the university)	?				

Faculty and Non-senate Faculty Recommendations	None	Minimal	Some	Ongoing	Complete
Provide guidance on completing the evaluation revamp by the end of the 2018-2019 academic year	X				
Encourage the Faculty Equity Advisers be trained on LGBTQ+ topics and hold accountable in regards to the inclusion of LGBTQ+ topics while advising	X				
Recommend an audit of Academic Personal knowledge gaps, leaves/benefits & encourage knowledge sharing	X				
Systematically recognize service to LGBTQ+ by non-senate faculty	X				

Staff Recommendations	None	Minimal	Some	Ongoing	Complete
Require Human Resources staff to bring in someone from the outside to train on LGBTQ+ HR specific issues/topics	X				
Recommend an audit of Human Resources knowledge gaps, leaves/benefits & encourage knowledge sharing	X				

<p>Utilize the information gathered through all UC Merced/UC reporting systems and develop a strategic plan to address issues related to abusive conduct and hostile campus climate</p>	<p>UCOP will be sending out a directive about the LGBTQ+ Directors having access to the admissions data but I am not sure when that notice will go out. Also I have not heard anything about developing a strategic plan to address abusive conduct and hostile campus climate</p>		
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Appendix B: Data Collection Wish List

Why do we want to collect data?

CACQI is requesting access to existing and future data about the LGBTQ+ population at UC Merced. This data will help CACQI, and by extension, the Chancellor, to have an accurate understanding of the size and diversity of our LGBTQ+ community.

In particular, we are interested in finding out about gaps in support for our queer population, and thus places where we can direct our efforts. At the present stage, we are particularly interested in gathering information about the present LGBTQ+ population across campus. It has been difficult for CACQI to obtain this information in the past, as we note in more detail in the below sections. With an eye to the future, we are also interested in data on hiring, promotion, service, in support of the LGBTQ+ population.

What data?

- Identity
 - Gender identity for students, staff and faculty.
 - Sexual identity for students, staff and faculty.
- Sensitivity Training
 - Who is taking diversity training programs? (e.g., Queer Ally training)
 - Who is taking implicit bias trainings?
- Employment processes
 - An analysis of the language that is used in hiring and searches, i.e., what is the diversity language used across schools and departments, does it include LGBTQ+ language?
 - What information is being communicated to hiring committees across all levels of campus (Senate, Non-Senate, Staff, etc).
 - Gender identity/sexual identity of job applicants for faculty and staff positions.
- Climate
 - Incidents of harassment based on race, ethnicity, gender, and sexual orientation.
 - Qualitative assessment of diversity efforts as a part of the annual review of faculty, administrators and staff.
 - # of diverse (LGBTQ+) organizations on campus.
 - # of course syllabi that include a diversity, inclusion or campus climate statement.
 - # of LGBTQ+ related articles in campus communications.
 - Attitudes toward members of diverse groups.
 - Feelings of belonging among ethnically and racially diverse groups on campus.
 - Intergroup relations and behaviors on campus.
 - Climate survey specific to LGBTQ+ issues.

- Structured employee feedback.

Some comments on data acquisition:

- # of LGBTQ+ are usually low in various units. As a result, these numbers are sometimes not reported for reasons of privacy and anonymity. When these numbers are too low to be reported statistically, it would help if the results can at least be “highlighted”, rather than being registered as “not shown” or “not reported” in unit statistics. When these figures are left out completely, it gives the appearance that there are no relevant issues here which is not the case.
- LGBTQ+ data should be also available for all units to draft their diversity plan. If there is no LGBTQ+ data available to these campus units, LGBTQ+ (including non-binary) will not be considered in their diversity plan. Making LGBTQ+ data available to all campus units is a critical step to making the LGBTQ+ community more visible on the campus.
- Timely availability. We need the most up-to-date data, in the past a lag on access has been problematic.

Review of existing data collection systems

- Is there a non-binary option when applying for staff and/or academic positions?
- UC Path and Banner for students: Differences across these systems has resulted in non-preferred names being disclosed and used for students and student employees who have changed their names.
- “Non-binary” should be reported on in gender statistics of all the campus units.

Appendix C: Promotional Materials





Rainbow Lunch Series

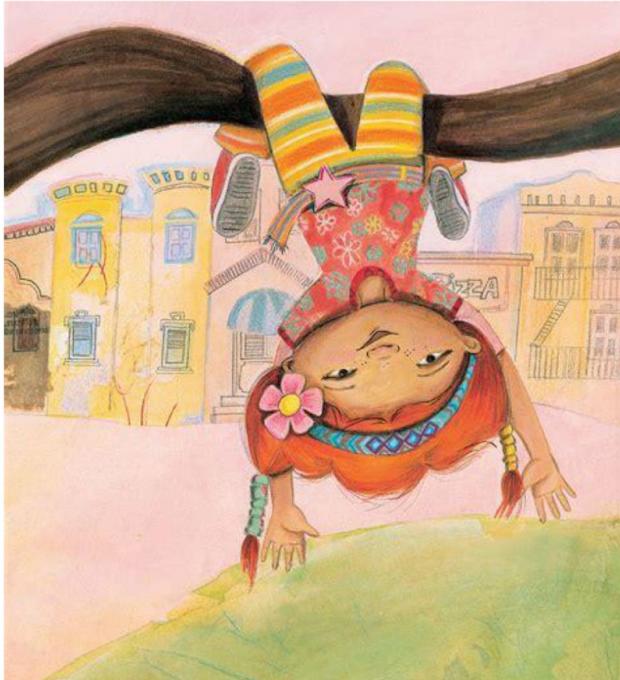
Join us for a catered lunch and a discussion of queer fairy tales!

Open to the LGBTQ+ community and allies

March 19
Heather has two mommies
by Lesléa Newman

1-2pm | COB2-390

RSVP: CACQI@ucmerced.edu



Rainbow Lunch Series

Join us for a catered lunch and a discussion of queer fairy tales!

Open to the LGBTQ+ community and allies

April 2
Marisol McDonald Doesn't Match
by Monica Brown

1-2pm | COB2-390

RSVP: CACQI@ucmerced.edu



Rainbow Lunch Series

Join us for a catered lunch and a discussion of queer fairy tales!

Open to the LGBTQ+ community and allies

April 14th
The Paperbag Princess
by Robert Munsch

12-1pm | COB2-390

RSVP: CACQI@ucmerced.edu

CACQI Social Hours

The Chancellor's Advisory Committee on Queer Issues invites you to stop by our drop-in hours for a chat!

All faculty, students, graduate students, and staff are welcome

1-2pm COB2-390

Following Thursdays: Mar 12, Apr 9, Apr 16, April 30, May 7, May 14

