**Chancellor’s Advisory Council on Campus Climate, Culture and Inclusion**

**(CCCI)**

**2019- 2020 End of the Year Report**

**June 12, 2020**

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| CCCI Purpose |

*This council was created in order to:*

* provide ongoing evaluation of campus climate conditions, practices and policies;
* suggest measures that will support the goals of inclusion and community, especially including measures reflecting promising practices from elsewhere in UC and the nation;
* coordinate its analyses, recommendations and other work with related work of any entities created by faculty, staff, students, or neighboring communities; and
* fulfill other campus-specific responsibilities identified by the Chancellor.

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| 2019-2020 CCCI Activities |

* The CCCI committee Co-Chairs Christopher Ramirez and Hector Cuevas welcomed Dania Matos the new Associate Chancellor/Chief Diversity, Equity and Inclusion Officer.
* The Co-Chairs also met with the Wellbeing Council and Chancellors Committees, CACSW and CCQI to discuss mutual interests of equity and inclusion.
* The CCCI Co-Chairs attended the “Listening Tours” held by the Chief Diversity, Equity and Inclusion Officer during Fall and Spring Semesters.
* The committee followed the advice of the Chief Diversity, Equity and Inclusion Officer to formalize the CCCI membership process and put out a call for nominations during Mid-Fall semester. Appointments were made by the end of Fall Semester.
* The CCCI held three meetings in Spring semester and focused on the review of data presented in the 2018 Climate Survey and determined that it needed to further assess the data presented and make recommendations for more disaggregated in both the 2018 Climate Survey and the demographic data on Faculty, Non-Senate Faculty Members and Staff.

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| Campus Successes |

* The recruitment for an **Associate Chancellor** **of** **Diversity, Equity and Inclusion** was successful. Dania Matos was hired and started on July, 8th 2019.
* The UCM Diversity Statement was approved by the Chancellor and CCCI Membership.
* The process for Exit Interviews for staff voluntarily leaving the institution has been updated need follow up as does the need for a pilot project to require **Diversity Statements** for staff applicants. We also support education of search committees on how to use and evaluate these statements.
* A new “Diversity” category has been added to the Staff Assembly, “Staff of Excellence Awards.”
* The Non-Senate Academics Budget proposal formally approved by the Provost Office.

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| CCCI Continuing Concerns |

* The demographics of the Executive Leadership of the campus is not representative of the student body nor the State of California. <https://www.ucmerced.edu/executive-leadership>.
* The data on staff and faculty is incomplete and does not provide critical data by schools, divisions and departments. For example, the hiring and retention of Assistant Professors by School is not demonstrated, nor is it broken down by ethnicity and race. For staff data, there is a need to illustrate the hiring of staff of color, their tenure at UCM and classification levels, along with retention data. It appears that there are less than a handful of high-ranking staff of color, a graph would most likely depict a pyramid with a few staff of color at the top and a heavy base of facilities staff at the bottom and most other staff of color being in the middle.
* The committee is concerned about the retention of staff. Staff climate surveys conducted in 2017 and 2018 reported that career development, communication, supervision, engagement, respect and civility were areas of concern.Members of the committee have observed that a larger number of staff than usual have left the university over the past year or so**.** Merced’s survey “highly engaged” score is 15% compared to the US average of 35%. Employees who are “highly engaged” has decreased over the past two years by 6%. In the Engagement survey 49% said they were thinking of leaving the University within the year. The climate survey reported also highlighted that 31.8% (151) of respondents stated were likely to leave the institution within a year.

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| Recommendations |

The Committee is aware of many efforts, initiatives and resources which have been implemented over the past few years. The recommendations below are a starting point for discussion and brainstorming ways that we can continue to improve the climate on campus for all constituencies.

**Infrastructure**

* The Committee is looking forward to working with the new Associate Chancellor and Chief Diversity Officer next year. We are hopeful that we can work together on a campus strategic diversity plan and ways for the campus to have access to better data and data analysis.

**Capacity Building**

* Institutionalize and strengthen the Leadership and Career Enhancement Program (LCEP) for Staff of Color pilot program.

**Non-Senate Faculty**

* Ensure Non-Senate Academics are not left behind during the current Pandemic Crisis; especially in terms of teaching resources, transition to online teaching professional development opportunities and paid stipends during off-contract time, and mental health needs and support.

**Staff**

* Focus on the hiring and retention of diverse staff, possibly explore a “**Staff Equity Adviso**r” program similar to the Faculty Equity Advisor program.
* Require all staff search committee members to take the **on-line implicit bias training**..
* Follow-up on exit interview data to look for trends for the reasons that staff are leaving.

*We acknowledge that our work is built upon the strong foundation of those who came before us. We are grateful for the significant contributions of predecessors made in advancing equity work throughout the community of UC Merced. This has been a challenging and difficult year but we have also made some progress. We look forward to discussing and working with you and others on campus to continue to improve the culture and inclusion for all campus members.*