Study Group on University Diversity
Staff Diversity Council Report

Committee on Educational Policy

July 16, 2008

Linda Morris Williams – Staff Diversity Council Chair
Rahim Reed – Staff Diversity Council Co-Vice Chair
John O. White – Staff Diversity Council Co-Vice Chair
Today's Presentation

- Introduction/Overview
- Sub-Committee Work
- Key Findings
- Recommendations
- Next Steps
Overview

• The UC Staff Diversity Council was appointed in March 2007 by President Dynes.

• The Council was charged to advise senior UC leadership and work along side the UC Diversity Study Group in setting an agenda that promotes staff diversity throughout the UC system.

• The UC Staff Diversity Council supports the UC Diversity Statement issued by the Academic Senate in May 2007 and endorsed by the Regents in September 2007.

• Our first annual report was presented to and received by President Dynes in April 2008.
Council Membership

Campus Representatives

Farfalla Borah – UCSB
Jeanette Bradeen, UCR
Paula Doss – UCSD
Lubbe Levin – UCLA
Steve Lustig – UCB
Kirsten Quanbeck – UCI
Rahim Reed – UCD
Ashish Sahni – UCSC
Alma Sisco-Smith – UCSF
John O. White - UCM

Other Representatives

Lynda Brewer – Staff Advisor
Eugene Britt – ANR
Joseph Epperson – UCOP
Patricia Hiramoto – EEO/AA
Bill Johansen – CUCSA
Amy Levine – UCOP Fellow
Harry Reed – LBNL
Joseph Rios – Medical Centers
Dennis Shimek – CHROs
Linda Morris Williams - UCOP
Council Charge

- Develop specific objectives for achieving greater staff diversity at UC;

- Monitor and evaluate progress on staff diversity efforts at each location, based on the objectives mentioned previously;

- Assess the impact of SP-2 and Proposition 209 on staff diversity at UC;

- Identify and document best practices that develop and promote staff diversity, share these resources widely throughout the system, and advise on the possible development and implementation of these practices across locations;
Council Charge (cont.)

- Identify institutional barriers that hinder staff diversity throughout the system, and recommend ways to eliminate those barriers;

- Facilitate dialogue among locations and between the University and external groups on staff diversity issues; and

- Provide advice and resources to UC administrators on staff diversity initiatives at their locations.
Work of the Council

Council Meetings 2007/2008

April 2007 – UC Office of the President
June 2007 – UC Riverside
August 2007 – UC Santa Cruz
October 2007 – UC Irvine
January 2008 – UC San Diego
July 2008 – UC Berkeley
Council Sub-Committees

- Data Collection/Reporting
- Evaluation and Assessment
- Recruitment/Retention/Promotion
- Talent Management/Succession Planning/Leadership; and
- Work Climate
Council Key Findings

- Diversity Across Personnel Programs
- Overall Female Representation
- Overall Minority Representation
- Staff Eligible to Retire
Diversity Across Personnel Programs

Professionals and Support Staff (represented)
- White: 41%
- Minority: 59%

Professionals and Support Staff (non-represented)
- White: 57%
- Minority: 43%

Managers and Senior Professionals
- White: 72%
- Minority: 28%

Senior Management
- White: 86%
- Minority: 14.0%

N=84,666
Data as of October 2007
Source: UCRP

Professionals and Support Staff (represented and non-rep)
- Male: 34%
- Female: 66%

Managers and Senior Professionals
- Male: 49%
- Female: 51%
Overall Female Representation

Appendix F: UC Total Career Workforce Female Representation (1994 - 2007)

UC Total Career Workforce Female Representation (1994 - 2007)

Workforce Female Headcount

<table>
<thead>
<tr>
<th>Year</th>
<th>Female PSS*</th>
<th>Female MSP</th>
<th>Female SMG</th>
</tr>
</thead>
<tbody>
<tr>
<td>1994</td>
<td>34,612</td>
<td>1,149</td>
<td>85</td>
</tr>
<tr>
<td>1996</td>
<td>34,655</td>
<td>1,366</td>
<td>83</td>
</tr>
<tr>
<td>1997</td>
<td>39,903</td>
<td>1,497</td>
<td>84</td>
</tr>
<tr>
<td>1998</td>
<td>34,944</td>
<td>1,612</td>
<td>77</td>
</tr>
<tr>
<td>1999</td>
<td>35,887</td>
<td>1,760</td>
<td>76</td>
</tr>
<tr>
<td>2000</td>
<td>39,355</td>
<td>2,037</td>
<td>80</td>
</tr>
<tr>
<td>2001</td>
<td>44,492</td>
<td>2,333</td>
<td>90</td>
</tr>
<tr>
<td>2002</td>
<td>45,991</td>
<td>2,552</td>
<td>89</td>
</tr>
<tr>
<td>2003</td>
<td>46,994</td>
<td>2,664</td>
<td>86</td>
</tr>
<tr>
<td>2004</td>
<td>47,276</td>
<td>2,820</td>
<td>86</td>
</tr>
<tr>
<td>2005</td>
<td>47,591</td>
<td>2,984</td>
<td>90</td>
</tr>
<tr>
<td>2006</td>
<td>49,099</td>
<td>3,266</td>
<td>92</td>
</tr>
<tr>
<td>2007</td>
<td>50,665</td>
<td>3,510</td>
<td>88</td>
</tr>
</tbody>
</table>

Data Source: UC Office of the President

* PSS - includes employees in collective bargaining units as well as policy covered employees.
Appendix G: UC Total Career Workforce Minority Representation (1994 - 2007)

Table: Workforce Minority Headcount

<table>
<thead>
<tr>
<th>Year</th>
<th>Minority PSS</th>
<th>Minority MSP</th>
<th>Minority SMG</th>
</tr>
</thead>
<tbody>
<tr>
<td>1994</td>
<td>21849 (41.7%)</td>
<td>488 (20.6%)</td>
<td>47 (15.3%)</td>
</tr>
<tr>
<td>1996</td>
<td>22180 (42.5%)</td>
<td>562 (21.0%)</td>
<td>48 (14.9%)</td>
</tr>
<tr>
<td>1997</td>
<td>23244 (43.1%)</td>
<td>595 (20.4%)</td>
<td>48 (15.6%)</td>
</tr>
<tr>
<td>1999</td>
<td>24420 (44.4%)</td>
<td>759 (21.9%)</td>
<td>47 (15.6%)</td>
</tr>
<tr>
<td>2000</td>
<td>27517 (45.9%)</td>
<td>881 (22.3%)</td>
<td>47 (15.1%)</td>
</tr>
<tr>
<td>2001</td>
<td>31593 (46.9%)</td>
<td>1037 (23.1%)</td>
<td>44 (13.8%)</td>
</tr>
<tr>
<td>2002</td>
<td>33027 (47.4%)</td>
<td>1148 (23.6%)</td>
<td>46 (14.3%)</td>
</tr>
<tr>
<td>2003</td>
<td>34316 (48.2%)</td>
<td>1206 (23.5%)</td>
<td>48 (14.7%)</td>
</tr>
<tr>
<td>2004</td>
<td>35039 (48.9%)</td>
<td>1305 (23.9%)</td>
<td>49 (15.9%)</td>
</tr>
<tr>
<td>2005</td>
<td>35536 (49.3%)</td>
<td>1410 (24.4%)</td>
<td>43 (14.8%)</td>
</tr>
<tr>
<td>2006</td>
<td>37095 (50.0%)</td>
<td>1550 (25.5%)</td>
<td>37 (12.5%)</td>
</tr>
<tr>
<td>2007</td>
<td>38,918 (50.7%)</td>
<td>1754 (28.2%)</td>
<td>36 (12.9%)</td>
</tr>
</tbody>
</table>

Data Source: UC Office of the President

* PSS - includes employees in collective bargaining units as well as policy covered employees.
Staff Eligible to Retire

UC Staff Retirement Trends
By Age Over 5 Year Period

Number of Employees

Age

2003  2004  2005  2006  2007

Prepared by: UCOP HR/B Diversity and Employees Programs
Data Source: University of California Retirement System
Prepared: March 2008
Recommendations

1. Develop a comprehensive, systemwide talent management and leadership development plan aligned with affirmative action and diversity program goals.

2. Clarify the UC job structure, including career paths and related skills/competencies so that employees can more easily navigate the system and institutional progress can be measured.

3. Ensure systemwide management accountability for diversity goals, and for employee development.

4. Address risks raised by claims of discrimination and lack of attention to diversity issues.
## Employment Practices Litigated Claims (Reported 7/1/03 – 3/31/07)

### Top 10 Most Frequent Causes

<table>
<thead>
<tr>
<th>Cause Description</th>
<th>Total #</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>#1 Disability Discrimination</td>
<td>40</td>
<td>$ 5,572,068</td>
</tr>
<tr>
<td>#3 Racial Discrimination</td>
<td>25</td>
<td>$ 2,767,051</td>
</tr>
<tr>
<td>#6 Gender Discrimination</td>
<td>13</td>
<td>$12,483,857</td>
</tr>
<tr>
<td>#8 Age Discrimination</td>
<td>11</td>
<td>$ 768,994</td>
</tr>
</tbody>
</table>
Employment Practices Litigated Claims (Reported 7/1/03 – 3/31/07)

**Top 10 Most Expensive Causes**

<table>
<thead>
<tr>
<th>Cause Description</th>
<th>Total #</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>#1 Gender Discrimination</td>
<td>13</td>
<td>$12,483,857</td>
</tr>
<tr>
<td>#3 Disability Discrimination</td>
<td>40</td>
<td>$5,572,068</td>
</tr>
<tr>
<td>#4 Racial Discrimination</td>
<td>25</td>
<td>$3,882,314</td>
</tr>
<tr>
<td>#10 National Origin Discrimination</td>
<td>9</td>
<td>$873,300</td>
</tr>
</tbody>
</table>
5. Recognize leaders who establish effective programs that model our ethical values and support the growth and placement of a diverse leadership pipeline.

6. To create and sustain an inviting, supportive and nondiscriminatory work environment, publicize the *Principles of Community* at each location and administer a climate survey at least every four years.

7. Standardize systemwide data and reporting requirements to support locations’ ability to track talent across organizational boundaries.
Next Steps – Year 2

The Council will focus its work on the following 3 previously identified recommendations:
Recommendation #2

Clarify the UC job structure, including career paths and related skills/competencies so that employees can more easily navigate the system and institutional progress can be measured.
Recommendation #4

Address risks caused by claims of discrimination and lack of attention to diversity issues.
Recommendation #7

Standardize systemwide data and reporting requirements to support each locations’ ability to track talent across organizational boundaries.