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The facts: Diversity

UC'S COMMITMENT

The University of California is committed to achieving diversity in the classroom, research lab and the workplace. It strives to establish a climate that welcomes, celebrates and promotes respect for the contributions of all students, staff and faculty.

In 2007, the Board of Regents adopted the *University of California Diversity Statement* as policy. The statement defines diversity broadly as "the variety of personal experiences, values and worldviews that arise from differences of culture and circumstance. Such differences include race, ethnicity, gender, age, religion, language, abilities/disabilities, sexual orientation, gender identity, socioeconomic status, geographic region and more."

While the university has made strides in creating a diverse, inclusive environment, the work is ongoing, as each year we welcome new students, faculty and staff to our campuses, and into our community.

UC provides guidance in the form of Principles of Community statements and policies governing behavior by students and staff. Students are informed of these policies in a variety of ways including presentations at dorms, residence hall guidebooks, newspaper ads in student papers, student and parent orientations and registration guides. Each campus distributes and reaffirms its commitment to its Principles of Community on a regular basis.

UC campuses also have a wide variety of long-standing diversity initiatives designed to enhance the campus environment and educate our community. Each campus has developed or is in the process of developing short- and long-term strategic plans to specifically address campus diversity. They have designated diversity leaders and committees that are charged with working on initiatives and processes to increase the number of underrepresented minorities among faculty, students and staff.
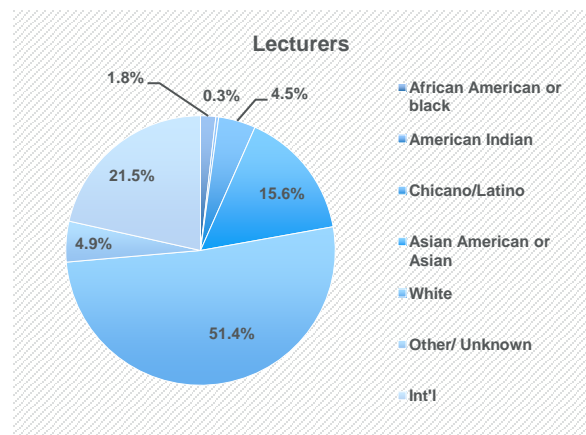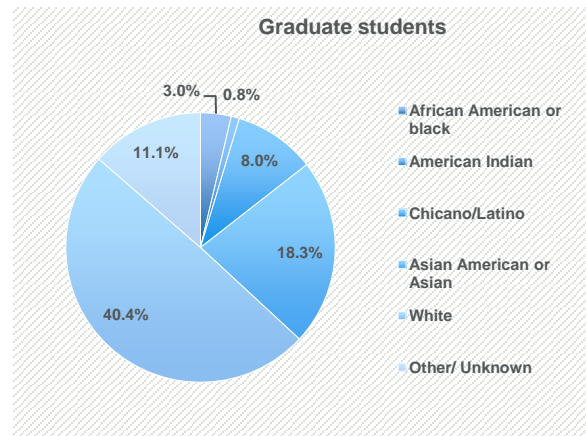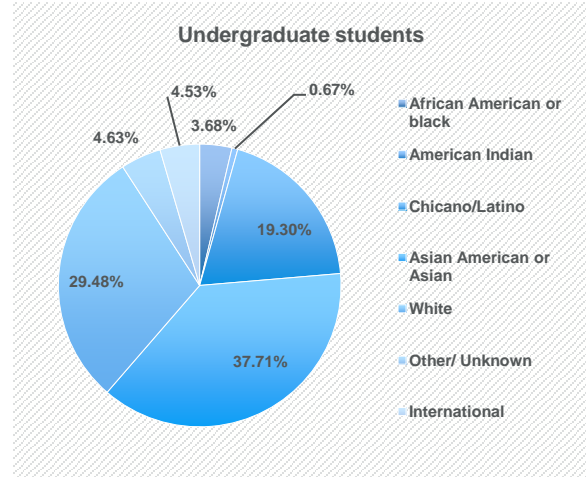
University initiatives include:

- **Campus Climate Survey**. UC is asking all faculty, staff and students about their experiences with diversity and inclusion at work and on campus. The survey is believed to be the largest climate survey ever conducted by a university. Results, which will be finalized by mid-2013, will help UC foster a more welcoming, inclusive and healthy environment in which to work and study. http://campusclimate.ucop.edu/index.html

- **Accountability.** The Board of Regents has made diversity a top-level priority. UC administrators include diversity metrics in annual accountability reports to the board, and performance reviews for senior managers include diversity and reporting on diversity as a core competency. http://accountability.universityofcalifornia.edu/index/chapter/8

- **Outreach**. UC conducts a wide range of programs aimed at creating a pipeline for underrepresented students. The diversity of UC medical students, for example, has improved significantly in large measure because of postbaccalaureate programs aimed at preparing disadvantaged students for medical school, and the PRIME program,

which trains physicians to meet the needs of California's underserved rural and urban populations. As a result of these efforts, underrepresented minorities now comprise 24 percent of first year medical students, up from 14 percent in 2001. That rate is higher than California's private medical schools and the national average.

- **Partnerships.** One of the novel ways that the University of California is working to diversify its graduate programs is through a systemwide grant program that allows faculty to bring students from historically black colleges and universities (HBCUs) to UC campuses for summer research and mentorship opportunities. By helping faculty strengthen research connections with HBCUs, the grant program aims to tap a talented pool of students who might not otherwise consider UC for graduate school.

- **Analysis**. UC has begun a detailed analysis of hiring data to pinpoint best practices for the recruitment and retention of female and under-represented minorities as faculty in its science, technology, engineering and math (STEM) disciplines. Provost Susan Carlson and a team of researchers are analyzing systemwide hiring data to learn where the biggest challenges lie, as well as who is succeeding in this area and why. The goal is to make UC a national leader in solving this difficult problem.

Undergraduate students

Category	Percent
African American or black	4.53%
American Indian	0.67%
Chicano/Latino	3.68%
Asian American or Asian	19.30%
White	37.71%
Other/ Unknown	29.48%
International	4.63%

Graduate students

Category	Percent
African American or black	3.0%
American Indian	0.8%
Chicano/Latino	8.0%
Asian American or Asian	18.3%
White	40.4%
Other/ Unknown	11.1%

Lecturers

Category	Percent
African American or black	1.8%
American Indian	0.3%
Chicano/Latino	4.5%
Asian American or Asian	15.6%
White	51.4%
Other/ Unknown	4.9%
Int'l	21.5%

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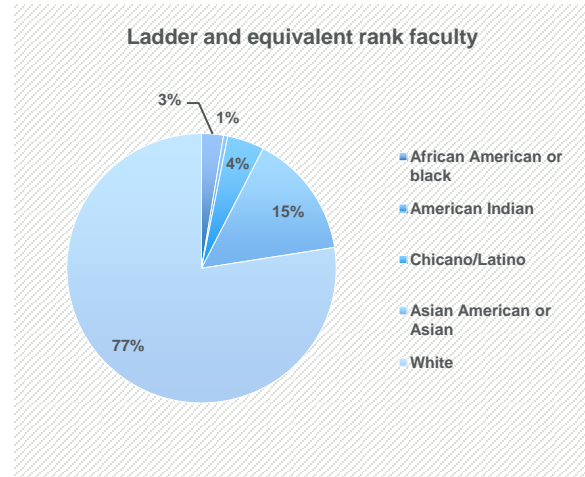
UC'S DIVERSITY BY THE NUMBERS

UC's annual accountability report includes data on gender and racial and ethnicity of undergraduate and graduate students, faculty and staff across all 10 UC campuses.

The results show that UC has become increasingly diverse, yet that diversity has not kept pace with demographic changes in California, especially the rapid growth of the Chicano population.

But we are seeing improvement. Marking a milestone in California demographics, Chicanos — the largest racial/ethnic group among state high school graduates — in 2013 became the largest ethnic group among California freshman applicants to UC, growing from 30.1 percent in 2012 to 32.1 percent.

Moreover, 45.7 percent of freshman applicants indicated they would be the first in their families to graduate from college, an increase from 44.5 percent over the previous year.

In addition, the proportion of applicants from the state's most academically disadvantaged schools and from low-income families remained steady, at 24 percent and 39 percent respectively. These outcomes are consistent with the university's efforts to expand consideration for admission to a broad range of students.

Ladder and equivalent rank faculty

Pie chart showing: 3%, 1%, 4%, 15%, 77%

Legend:
- African American or black
- American Indian
- Chicano/Latino
- Asian American or Asian
- White

Includes international faculty

All chart data from fall 2011

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INFORMATION ABOUT DIVERSITY AND UC

UC Berkeley
http://diversity.berkeley.edu

UC Davis
http://www.ucdavis.edu/diversity

UC Irvine
http://uci.edu/diversity

UCLA
http://www.diversity.ucla.edu

UC Merced
http://www.ucmerced.edu/about_ucmerced/values.asp
http://www.ucmerced.edu/fastfacts/

UC Riverside
http://diversity.ucr.edu

UC San Diego
http://diversity.ucsd.edu

UCSF
http://diversity.ucsf.edu

UC Santa Barbara
http://diversity.evc.ucsb.edu

UC Santa Cruz
http://studentaffairs.ucsc.edu/diversity
http://www2.ucsc.edu/eeo-aa/

UC system
http://www.universityofcalifornia.edu/diversity