Advisory Council on Campus Climate, Culture and Inclusion
Annual Report

UC Irvine remains committed to providing an inclusive and diverse campus environment that fosters the intellectual and ethical development of tomorrow’s citizens and leaders. Our long history of creating a supportive and open campus includes establishing core values in 2005; introducing the Living Our Values awards in 2007 to recognize students, faculty and staff; and creating a campus committee on the Principles of Community that preceded today’s Advisory Council on Campus Climate, Culture and Inclusion (Council).

Today we continue creating and maintaining a wide range of initiatives and programs across the campus that further strengthen our campus climate of respect, civility and mutual appreciation. This annual report provides an overview of these initiatives.

Council Activities

The Advisory Council on Campus Climate, Culture and Inclusion convened on May 14, 2010. Led by Chancellor Michael Drake, the Council’s vice chairs are Michael Gottfredson, Executive Vice Chancellor and Provost, and Ronald Huff, Professor and Dean Emeritus of Social Ecology. The body of the council includes five students, three alumni, eight faculty, five staff, two community members and five ex-officio representatives for a total of 31 members (a membership list is attached). The Council meets monthly with the initial meetings focused on establishing the mission and vision of the Council and identifying appropriate goals.

The Council’s established mission is to monitor and assess the campus climate and make recommendations to campus leadership for further improvement consistent with our values. The vision is to be an active and trusted inclusionary body that connects with members of our community.

During the first year, the Council was actively engaged with:

- Further strengthening our campus climate of respect, civility and mutual appreciation.
- Fostering community-building and engagement through inclusion.
- Facilitating constructive discussion and acting as a conduit to action for individuals and groups to promote inclusiveness among the campus community.
- Generating innovative thinking and offering solutions to assist in the resolution of campus climate issues.
- Promoting the identification and sharing of best practices that promote diversity and tolerance.
- Acting as a resource for collecting information on campus climate. This includes supplementing existing channels for collecting information about current tensions, dissatisfactions and conflicts.
- Reinforcing campus resources that serve as venues for campus community members to air their thoughts, opinions and ideas.
- Creating an inventory of campus climate data and developing metrics to aid confident decision making.
The Council has been active in reaching out to stakeholder groups both within the community and on the campus. Early in the Council’s tenure, members toured the Museum of Tolerance in Los Angeles and received special presentations by Rabbi Aron Hier and Rabbi Abraham Cooper. On campus, the Council met with representatives from the Associated Students, Associated Graduate Students, Student Outreach and Academics Retention Center, the UCI ADVANCE Program, Chancellor’s Advisory Committee on the Status of Staff, and the Graduate Division.

The Council took a very special interest in the concern raised by our colleagues in the Lesbian, Gay, Bisexual, and Transgender communities regarding the lack of gender neutral restrooms throughout the campus. The Council recognizes that there are members of our community who are gender variant or gender non-conforming who prefer a unisex style restroom. We also recognize we have parents in our community of one sex who may need to accompany a child into the restroom that is of a different sex. There are also members of our communities of faith that may need to use the privacy provided by a gender neutral restrooms in preparation for prayer. These facilities benefit all community members and the campus now supports 23 public gender-neutral restrooms and 18 private gender-neutral restrooms.

The Council also supported two specific student-led initiatives. The first involved moving the UC Irvine Hillel office closer to central campus. Working with campus administration, Hillel staff and the Irvine Company, the entire Hillel operation relocated to a new space located just across the street from the campus administration building.

The second initiative was to create a Student Outreach and Academics Retention Center (SOAR). This on-campus student initiated department helps various student organizations further develop and maintain their outreach and retention programs as well as provide information, resources and opportunities for current students at UC Irvine. The physical space should be completed this summer with a grand opening expected when school resumes this fall.

Climate Challenges

During the Council’s inaugural year, the number of climate-specific complaints decreased across all populations, including Jewish and Muslim students, faculty and staff. In total, UC Irvine received five individual climate-related complaints through the climate reporting system, all regarding the Muslim/Jewish climate on campus.

- One individual registered two complaints about the same incident. She alleged that another student made derogatory comments about Jews treated her coldly because she is Jewish. Representatives from the Chancellor’s Office initially met with this student encouraging her to work with the Office of Equal Opportunity and Diversity and the Office of Student Affairs. Her allegations were immediately investigated but could not be validated.

- A second individual’s complaint centered on the sanctions imposed by the University on the Muslim Student Union (MSU) for their disruption of the February 2010 speech of Israeli Ambassador Michael Oren. The reporting party felt that the sanctions were not severe enough. The actions taken against the MSU reflect the outcome of the careful investigation and adjudication process undertaken by the Office of Student Affairs. The decision was made on the complete evaluation of all the facts in this case and was proportionate to the severity of the violation of the University of California, Irvine's Student Code of Conduct.
• Three additional complaints criticized the materials posted during the May 2011 Palestinian Awareness Week. The Office of Student Affairs investigated and found that no policies were violated. In fact, this year’s event won praise from the campus community, OC Human Relations Commission, Council of Religious Leaders, and other organizations on the program’s content, selection of speakers and the event’s overall peaceful and cordial temperament. This is the result, in large measure, of the Office of Student Affairs staff who worked very closely with the MSU and other student groups.

Outside the formal complaint process, two climate-related incidents took place on campus. The first occurred in late November 2010 when the Phi Kappa Psi Fraternity distributed a flyer advertising a “Pilgrims and Indians” party which portrayed scantily clad women in stereotypical Pilgrim and Native American costumes. Staff from the Office of the Dean of Students met with fraternity representatives and after this discussion, the president of the fraternity wrote a letter of apology to the American Indian Student Association (AISA) for perpetuating the negative stereotypes. The Inter-Fraternity Council, Panhellenic and Multicultural Greek Council presidents, AISA, and other students-of-color organizations met to discuss the issue at the beginning of winter 2011. The Interim Vice Chancellor, Student Affairs held many meetings with representatives of AISA to discuss their concerns during the 2010-2011 academic year. Other involved parties included the American Indian Resource Program, Greek Life staff and Cross-Cultural Center staff along with students. Greek Council Presidents and AISA continue working together to change Greek bylaws to incorporate preventative measures for the future.

The second incident occurred in January 2011, when one of the housing cafeterias, Pippin Commons, served chicken and waffles in observance of Martin Luther King Jr.’s birthday. A student complained that the meal was racially insensitive. Hospitality and Dining Services initiated meetings with students from the Black Student Union (BSU) and the Cross Cultural Center. Hospitality provided retraining to their staff of over 70, and the Executive Director of Housing Services also issued a statement to all students and staff. The Interim Vice Chancellor for Student Affairs, Dean of Students and the Office of Equal Opportunity and Diversity (OEOD) along with Cross-Cultural Center staff all met separately with representatives of the BSU to respond to their concerns and ensure the department followed through on education and training. OEOD continues its dialogue with the BSU on issues of concern regarding negative stereotypes of the African American community on the UC Irvine campus.

Values Based Leadership

UC Irvine offers a set of core values to our students, faculty and staff. We invite them to embrace these values – respect, integrity, intellectual curiosity, commitment, empathy, appreciation and fun – by adopting them in whole or modifying them to suit their personal experiences and perspectives. Our values guide us collectively and individually through difficult decisions. This enables not only a robust and fulfilling university experience, but prepares our community to thrive in our increasingly complex and interconnected world. We celebrated our values last year by recognizing 13 individuals – students, faculty and staff – whose actions, according to their peers, particularly in challenging or difficult circumstances, best embody the university’s values.

The Living Peace Series, developed in partnership between the campus and philanthropist Kelly Smith, provides an excellent example of our values in action. The Living Peace Series brings to the campus international leaders committed to making the world a healthy, sustainable and compassionate place. The Series premiered in 2011 and brought to campus actress and activist Charlize Theron, entrepreneur and
philanthropist Sir Richard Branson, and His Holiness the XIV Dalai Lama. Each event drew more than 900 students, faculty, staff and community members.

The Dalai Lama first came to campus in 2004. That visit sparked such enthusiasm that community members joined together to establish a scholarship in his name. Since that time, UC Irvine Dalai Lama Scholars have embraced his message of compassion and kindness, and shared it throughout our university, Orange County, and the world. Each Dalai Lama Scholar enjoyed the opportunity to meet His Holiness here in California or by traveling to India. For six years, UC Irvine students have been the world’s only Dalai Lama Scholars. Their work during this time inspired an international Dalai Lama Scholars program to be launched later this year, enabling students at other universities to extend his message into their communities.

In March, UC Irvine’s XIV Dalai Lama Scholars and Gold Humanism Honors Society members joined together to promote compassionate care at UC Irvine Douglas Hospital. The undergraduates and medical students handed out pens inscribed with the phrase “Compassion begins with me” to recognize acts of kindness they witnessed around them. The event was organized by Dalai Lama Scholars Doug Cheung and Bethel Mesgana, who also developed a course for pre-med students on the topic of compassion in medicine. Approximately 100 students enrolled in the course and Chancellor Michael Drake presented the first class lecture on March 29, 2011.

Data Analysis

The Council expressed interest in reviewing and analyzing all available data regarding the campus climate from all perspectives. While no single survey instrument can measure the campus climate for students, faculty and staff, the Council reviewed data from the following sources: 1) University of California Undergraduate Survey, 2010, specific to UC Irvine; 2) UC Irvine Undergraduate Perspective Taking Survey, 2010; 3) UC Irvine Graduate Student Survey, 2010; and 4) UC Irvine Diverse Education Community and Doctoral Experience Climate Survey of Faculty and Graduate Students, 2010.

The 2010 University of California Undergraduate Survey (UCUES) indicates that the majority of undergraduates positively perceive the UC Irvine campus climate. On the whole, UC Irvine’s 2008 and 2010 climate indicator results closely align with the systemwide results. Echoing the overall UC results, the campus 2010 results dropped slightly from 2008 (see chart below).

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<td>Sexual orientation</td>
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<td>89%</td>
<td>87%</td>
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In addition to the UCUES survey, the campus undertook its own study on undergraduate perspective taking. The findings indicate that UC Irvine undergraduates are better than average on perspective taking but there is room for improvement, particularly with regard to putting oneself in another person’s shoes.
We also surveyed graduate students (who have fundamentally different experiences than undergraduates). The survey aimed to discover different elements of graduate education and identify missing service areas and issues facing graduate students. The findings concluded that 75% enjoyed their graduate student experience at UC Irvine and that the campus provides a quality experience. With regard to campus interaction, 62% rated social interaction as important, 54% indicated they only interacted with others in their academic department, 53% expressed that they would like more opportunities to mix outside their departments, and only 32% reported a satisfactory level of awareness of current campus services.

In the specific area of campus climate, the Graduate Division received the Diverse Educational Community and Doctoral Experience (DECADE) grant which is designed to transform the climate for diverse graduate education by the year 2020. A survey was conducted to form the baseline for the study. Findings from the survey indicate markedly divergent views on diversity with strong hostility in a minority of respondents. It also found that women and faculty are generally more supportive of diversity, while women and students are generally less skeptical of the qualifications of women and under-represented minorities. Male faculty and students are generally more concerned about selection bias in hiring and admissions. Additionally, the research found under-represented minorities, particularly women faculty, more likely to have encountered a hostile environment.

Achievements

The Council is very proud of the work of our students, faculty and staff in creating a more open and welcoming atmosphere. It is even more gratifying when these individuals are also recognized by professional associations and outside organizations. For example, again this year, the Orange County Human Relations Commission recognized one of UC Irvine's own -- Interim Vice Chancellor of Student Affairs Thomas Parham -- as one of Orange County’s most outstanding community members in building bridges to a more inclusive community. In previous years, the Orange County Human Relations Commission recognized UC Irvine’s Police Chief Paul Henisey, Vice Chancellor for Student Affairs Manuel Gomez, Chancellor Michael Drake, and the Olive Tree Initiative.

The Olive Tree Initiative (OTI) received several awards for their work in promoting dialogue and discussion regarding the Israeli-Arab conflict. These awards came from the U.S. Center for Diplomacy, the Newport-Mesa-Irvine Interfaith Center, the California State Assembly and the UC Office of the President. The OTI program has also expanded to include chapters at other universities including UCLA, UCSB, UCSD, Georgetown and George Washington.

Recently, UC Irvine’s employee wellness efforts earned the campus a platinum-level Start! Fit-Friendly Company designation by the American Heart Association. UC Irvine received the Start! award for its many safety and wellness partnerships. Events such as Know Your Numbers health screenings and the annual Wellness & Safety Fair support a culture of health in the workplace. In addition, year-round educational resources – wellness lectures and healthy meeting guidelines – are available to all campus employees.

These programs have helped decrease work-related injury and sick days by 42.85% from 2009 to 2010 resulting in the lowest workers’ compensation costs in the system. We were also recognized this year with the most improved workers’ compensation rates throughout UC.

UC Irvine is among 41 recipients of the inaugural U.S. Olympic Achievement Award, which recognizes colleges and universities whose student-athletes or coaches won medals in the last two Olympic Games.
The award was created jointly by the U.S. Olympic Committee, the U.S. National Governing Bodies for Sport, and the National Association of Collegiate Directors of Athletics. Twenty-eight athletes and 38 coaches from 41 institutions contributed to the U.S. medal success in Beijing (2008) and Vancouver (2010). At the Beijing Olympics, UC Irvine men's volleyball coach John Speraw served as an assistant coach for the men's indoor volleyball team that won gold. Additionally, Tim Hutten '08 played on the men's water polo squad that earned silver.

Student Experience

The campus continues to improve in popularity with potential freshmen and transfer students. This year we received a record 65,360 applications and expect our incoming class to be the most ethnically diverse in our history. For example, in looking at the statement of intent to register (SIRS) for the under-represented minority groups, African American students increased 50% from 104 to 156; Chicano and Latino student SIRs increased 67% from 798 to 1,334; and the SIRs for non-residents increased 131% from 180 to 415. Overall, the SIRs for under-represented minorities increased 28% while the overall campus SIR rate increased 22%.

The campus is proud to receive news of the renewal of a $4 million grant from the National Science Foundation to support the Louis Stokes California Alliance for Minority Participation (CAMP) program. UC Irvine serves as the lead campus and fiscal agent, under the established cooperative agreement with the National Science Foundation, and Chancellor Michael Drake serves as the Principle Investigator. In collaboration with eight UC campus partners (Berkeley, Davis, Irvine, Los Angeles, Santa Barbara, Santa Cruz, San Diego and Riverside), CAMP aims to significantly increase the number of B.S. degrees granted to under-represented minority students in STEM (science, technology, engineering, mathematics) majors at the University of California and to prepare these students competitively for the nation’s top graduate schools. We accomplish this by sharing best practices, networking, academic support, and offering a welcoming campus climate. This collective effort contributed to a 84% increase in B.S. degrees granted by UC from the baseline year (1990-91), for a total of 12,396 bachelor's degrees awarded to date to under-represented minorities by UC.

Events

The campus hosts many programs, lectures, workshops and seminars promoting diversity of individuals, thoughts, ideas and cultures. Below is just a sampling of what UC Irvine offered during the past academic year.

- In the wake of the just-completed visit to UC Irvine by professor Oh Nii Sowah and student guests from the University of Ghana-Legon, UC Irvine is establishing a collaborative relationship in dance, music, history, political science, and computer science with the University of Ghana-Legon and the Ghana Dance Ensemble. The project will foster teaching and research on topics relating to Africa and the African Diaspora and further the university’s vision of a global village by encouraging intellectually embodied exchanges beyond formal classroom boundaries.

- Four members of the UC Irvine student chapter of Engineers Without Boarders traveled to Kenya last August intent on helping the rural community. During their three-week stay in Kenya the students evaluated the Endana secondary school's sanitation facilities and rainwater catch system. They conducted a community health assessment, interviewing more than 50 households in five
villages. And, they studied the air quality inside the residents' huts and began work on developing prototypes for indoor stoves.

- UC Irvine hosted UC Global Health Day this past fall. This provided students, faculty and staff participating in global health research across the UC system with the opportunity to come together for a day to exchange ideas and share research.

- Also in the fall, UC Irvine presented Alexandra Cousteau, the founder of Blue Legacy, with the Center for Unconventional Securities' Human Security Award for her remarkable efforts to empower and protect the world's most vulnerable communities.

- This spring, we hosted the National Latino Medical Student Association Conference which brings together pre-med and medical students from across the country to network and develop interests in improving health care for underserved communities.

Conclusion

It can be said that we are midway through a continuing process. It is a process that already enabled many positive advances and revealed areas where we continue striving to meet our goals. We are very proud of our achievements to date and see many possibilities for continued success.