

OVERVIEW OF ADDITIONAL RESOURCES

University of California Statement on Diversity: The Regents' Policy 4400, or University of California Diversity Statement, was adopted in 2007 and remains as university policy. (diversity.universityofcalifornia.edu/diversity.html)

Campus Equity, Inclusion, and Diversity Website: Diversity.berkeley.edu is the hub for UC Berkeley's programs, services, research enterprise, data dashboard, current news and events, and more on equity, inclusion, and diversity issues and the people and communities involved in them. It is also the web home for the Division of Equity & Inclusion. The campus strategic plan for equity, inclusion, and diversity can be found here, as well as the toolkits for division or department level strategic planning.

Campus Climate Survey Reports: Reports on issues of comfort and respect, exclusionary behavior, classroom and workplace experiences, job satisfaction, and more. (diversity.berkeley.edu/campus-climate)

Office of Planning & Analysis (OPA): Campus data, including student, staff, and faculty profiles, campus administered surveys, reports, the academic calendar and program review, and other campus analytics. (opa.berkeley.edu)

Human Resources, Staff Equal Employment Opportunity (EEO) Compliance: Consultations on the campus's affirmative action plan and goals. These consultations can be part of your information gathering and also part of your regular practice when launching a hiring or advancement process. **Affirmative Action:** In order to reverse historical patterns of employment discrimination, the federal government requires its contractors to set Affirmative Action goals in line with the availability pool and to ensure that the recruitment process is backed by suitable outreach and inclusiveness towards underrepresented gender and ethnic groups. **Equal Employment Opportunity:** The guarantee of fair employment practices that ensure all applicants and employees will be evaluated and treated on par, free from discrimination of any kind. Both Affirmative Action and Equal Employment Opportunity are legally mandated for UC Berkeley due to its status as a federal contractor. Annual goals are outlined in the annual campus affirmative action plan at hrweb.berkeley.edu/files/attachments/StaffAAP.pdf. Contact: staffeeo@berkeley.edu, (510)642-5002 (hrweb.berkeley.edu/diversity/staff-eeo)

Bias-related Reporting Sites:

- UC System-wide Intolerance Report Form: ucsystems.ethicspointvp.com/custom/ucs_ccc/
- UC Berkeley's Stop Hate Form: geneq.berkeley.edu/stophate_form

Learning Opportunities

Multicultural Education Program (MEP): The MEP provides topical and custom workshops and consultation in support of a positive campus climate for staff, students, and faculty. MEP workshops and consultations can be useful as an ongoing skills development resource, but can also be instrumental in developing knowledge and practice critical for your strategic plan process. Contact: mep@berkeley.edu, (510)642-2846 (mep.berkeley.edu)

Talent & Organizational Performance (TOP): The TOP office provides learning and organizational development consulting at the school, college and departmental levels. They also provide sponsorship of communities of practice and are the campus organization responsible for learning and development program for individuals and teams in the areas of management, supervision and leadership, business process improvement, project management, meeting facilitation, decision making and priority setting, and desktop applications. Contact: top@berkeley.edu or (510)642-7053 (hrweb.berkeley.edu/top)

UC Learning Center: This is the online learning hub for all campus employees, accessible through <http://blu.berkeley.edu> with your CalNet login. Click on UC Learning Center on the lower left side after logging in, then proceed to the Catalog. Learning opportunities consist of classes—in person and online—books, and sponsored tuition courses from University Extension for qualifying employees. There are learning opportunities there on strategic planning, priority setting, change management, creating an inclusive environment, and more that may be relevant to both your strategic planning process and your plan implementation. Contact top@berkeley.edu or (510)642-7053.