

Asian American & Pacific Islander Standing Committee (AAPISC)



Fall 2022 Meeting with Chancellor Carol Christ

**December 16th, 2022
3:30 PM – 4:30 PM (via Zoom)**

Meeting Agenda

1. Introduction
2. Welcome /Overview of Agenda
3. Priority Area Updates
4. Fall 2022 Updates

AAPISC Advisory Board
AA Staff Listening Session
AA Faculty Listening Session
Education 155AC
UCOP Systemwide AANAPISI Initiative

5. Discussion
6. Closing Remarks



Our Ongoing Concerns



1. How do we analyze and address the disaggregated needs of AAPI campus communities to realize a more equitable allocation of institutional resources in support of these communities?
2. How do we proactively and systematically address and redress xenophobic attitudes and behaviors in our classrooms and workspaces on campus?
3. How do we create and execute a vision of racial equity and justice on our campus that includes AAPIs?

PRIORITY AREA 1

Disaggregated AAPI Student Communities

OBJECTIVES

- Increase understanding about the needs of AAPI undergraduate and graduate students.
- Create consolidated resources and networks in support of AAPI undergraduate and graduate students.
- Strengthen relationships within and between AAPI undergraduate and graduate student communities on campus.

2022-2023 GOALS

- Submit application for Big C grant
- Continue Listening Sessions
- Strengthen partnerships with APASD and other organizations
- Support community building during APAHM



PRIORITY AREA 2

Staff and Faculty Representation and Leadership

OBJECTIVES

- Advocate for increased AAPI staff and faculty representation in campus leadership positions and committees. (#SeatAtTheTable)
- Increase opportunities for AAPI staff and faculty recruitment, mentorship, sponsorship, and community building.

PRIORITY AREA 3

Data & Policy

OBJECTIVES

- Propose “best practices” for AAPI data collection, aggregation, and reporting of race/ethnicity categories.
- Critically assess currently available data about the AAPI campus community, as well as data still needed.
- Improve campus communication about who AAPIs are and what we need via reports, policy papers, programs, etc.

WELLNESS

OBJECTIVES

- Identify, share, and implement “wellness best practices” for AAPI students, staff, and faculty.
- Create formal and informal institutional spaces for AAPI students, staff, and faculty to discuss and address topics related to health and wellbeing.

AAPISC Advisory Board



Inaugural Chair: Walter Wong

Members:

Jeff Chang
Oscar Dubón
Janice Koyama
Sunny Lee
Lynn Nakada

Mike Hoa Nguyen
Michael Omi
Villy Somthida
Jere Takahashi
Mark Tanouye
Nkauj Iab Yang

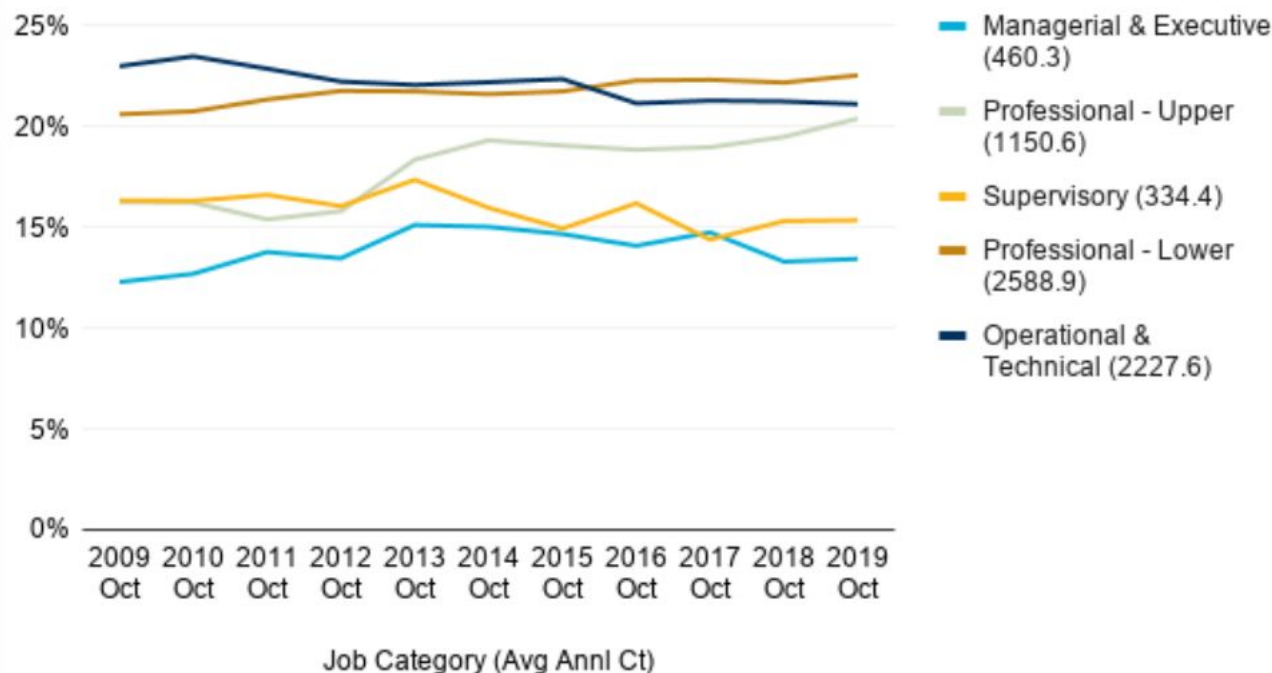
Priority Area 2.a Listening Session

Asian American Staff



PERCENT OF JOB CATEGORY THAT IS AAPI BY YEAR (2009-2019)

AAPI % of Job Category (Staff) by Year



Note: This chart counts staff who identify as AAPI alone as well as staff who identify as AAPI in combination with other race/ethnic groups. In other charts the latter staff would be categorized as "Two or More Races" or "Hispanic." Even with an expanded definition of AAPI, the same general contours of representation are seen.

AAPI % share of the staff job categories has remained fairly constant over the past 10 years.

AAPI staff have increased % share of "Professional - Upper" jobs, but remain less well represented in Managerial/Executive and Supervisory jobs.

From 2009 to 2019, AAPI staffing in the Supervisory and Operational & Technical categories decreased.

Most of the trend lines indicated by the past 10 years for each job category show a relatively constant relationship.

Priority Area 2.a Listening Session

Asian American Staff



- Collaborated with the Asian Pacific American Systemwide Alliance (APASA) to host an online listening session on November 29th, reaching 30 staff members
- Achieved representation across various departments/divisions and different ethnic identities
- We plan to host more listening sessions in Spring 2023

Priority Area 2.a Listening Session

Asian American Staff



- Joys
 - Building community together as staff
 - Helping AAPI students
 - Connecting with AAPI campus community members
- Challenges
 - Lack of AAPI representation at top levels of campus leadership
 - Need for more mentorship opportunities
 - Heavy workloads
 - Need for more career development opportunities
 - Feelings of invisibility/ marginalization/lack of inclusivity

Priority Area 2.b Listening Session

Asian American Faculty



- Findings from Spring 2021 and Fall 2022 Faculty Listening Sessions
- Discussion of 2021 UC Berkeley Faculty Salary Equity Study
 - Between 2014–2021, salary equity improved for women and underrepresented groups but worsened for Asian American faculty.

Campus level salary differences for Women, URG (underrepresented ethnic/racial groups), and Asian relative to White Men, controlling for field, experience, and rank		
	Dec 2014	April 2021
URG	-1.0%	+0.8% ↑
Woman	-1.8%	+0.5% ↑
Asian	-1.8%	-2.6% ↓

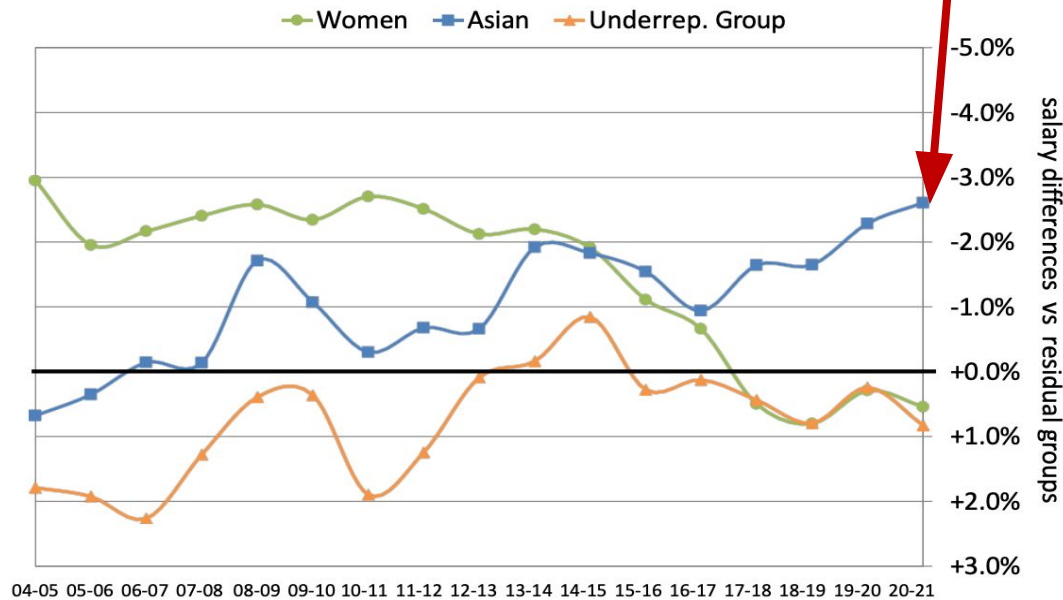
Priority Area 2.b Listening Sessions

Asian American Faculty

This inequity has persisted and grown over the last 13 years.



Figure 6: campus time-series (AY 2004-05—2020-21)
women vs. white men, Asian vs. white men, URG vs. white men
log salary submodel 4 (demography, experience, field, rank)



Tot. N=1513 (2021): White Male N=712; Female N=523; Male Faculty of Color*=257; Unknown Male=20. Asian N=257; URG* N=172; Unknown Ethnicity=22.

Source: UCB Faculty Personnel Records, 4/30/2021.

Education 155AC

“Asian American Struggles and Collective Learning for Racial Justice: A Place-Based and Community-Engaged Research Approach to Understanding the Past, Present, and Future”

- A new American Cultures course supported by a Berkeley Collegium Grant
- A partnership between the School of Education, the Department of Ethnic Studies, and AAPISC (with support from the ES Library)
- Focus: What does it mean to be Asian American at UC Berkeley?
- Approach: Learning through an analysis of continuities and change between historical and contemporary events at/around UC Berkeley
- Student Final Project Sample – [Rainbow Rabbit](#)



UCOP Systemwide AANAPISI Initiative



- Inaugural convening on October 27 – 28, 2022 at UC Irvine
- AANAPISI grant status for our campus
- AAPISC as a partner in this work

Discussion



1. Allocate institutional resources – ideally in the form of a staff position – that are specifically dedicated to the recruitment and retention of Pacific Islander-identifying students at UC Berkeley.
2. Increase campus investment in professional development and mentorship programs and opportunities to support greater Asian American and Pacific Islander staff and faculty representation within campus leadership roles.
3. Institute a Targeted Decoupling Initiative award to address the 2.6% salary gap for Asian American Academic Senate faculty.

Discussion (cont.)

1. **Spring 2021:** Advocate for disaggregated understandings of AA and PI undergraduate and graduate student, staff, and faculty needs at both the campus and UCOP levels.

Are there any updates on how data disaggregation work is being supported campus-wide?

2. **Spring 2022:** Support a proposal for dedicated physical space on campus for AA and PI student communities.

Are there any updates on whether/when our student communities might be provided a dedicated space on campus? In the meantime are there any temporary / short-term solutions as we work towards this larger goal?

Discussion (cont.)

3. **Spring 2022:** Commit institutional resources in support of the co-pursuit of AANAPISI and HSI statuses.

Can you provide any updates about whether/when a formal campus announcement will be made about the commitment to the co-pursuit of AANAPISI and HSI statuses for our campus?

Discussion

