

Asian American & Pacific Islander Standing Committee (AAPISC)



Spring 2023 Meeting with Chancellor Carol Christ

**May 5th, 2023
2:30 PM – 3:30 PM (via Zoom)**

Meeting Agenda

1. Introduction
2. Welcome /Overview of Agenda
3. Priority Area Updates
4. Additional Update
AAPISC Advisory Board
5. Discussion
6. Closing Remarks

PRIORITY AREA 1

Disaggregated AA and PI Student Communities



OBJECTIVES

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



PRIORITY AREA 2

Staff and Faculty Representation and Leadership

OBJECTIVES

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

Priority Area 2.b

Asian American Faculty



AAPISC Meeting with VPF V. Plaut re: 2021 Faculty Salary Equity Report 19 April 2023

- A gender gap existed before 2012, with Asian women experiencing notably larger inequities. Since 2012, this gap has been closed.
- Largest current gaps seem to exist for Full Professors at Steps 6–9, followed by Assistant Professors.
- Salary equity gaps within the Haas School of Business and Raussers College of Natural Resources are not consistent with rest of campus.
- A new analysis model normalizing by ‘step’ instead of ‘years in rank’ finds a smaller salary equity discrepancy.
 - Are AA faculty taking longer to advance through steps?

PRIORITY AREA 3

Data & Policy



OBJECTIVES

- Propose “best practices” for AA and PI data collection, aggregation, and reporting of race/ethnicity categories.
- Critically assess currently available data about the AA and PI campus community, as well as data still needed.
- Improve campus communication about who AAs and PIs 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 AA and PI students, staff, and faculty to discuss and address topics related to health and wellbeing, including how the campus can be a more “health promoting” environment.

AAPISC Advisory Board



Inaugural Chair: Walter Wong

Members:

Jeff Chang
Oscar Dubón
Janice Koyama
Sunny Lee
Lynn Nakada
Mike Hoa Nguyen

Nkauj Iab Yang
Michael Omi
Tar Rakhra
Villy Somthida
Jere Takahashi
Mark Tanouye

Asks



1. Create more AA and PI undergraduate and graduate student mentorship opportunities.
2. Increase institutional attention and resources to supporting the recruitment of PI students at UC Berkeley.
3. Analyze and address the systemic reasons for the decline in AA and PI staff representation in managerial and supervisory positions on campus as noted in the recently released DEIB Impact Report 2023 by People & Culture.

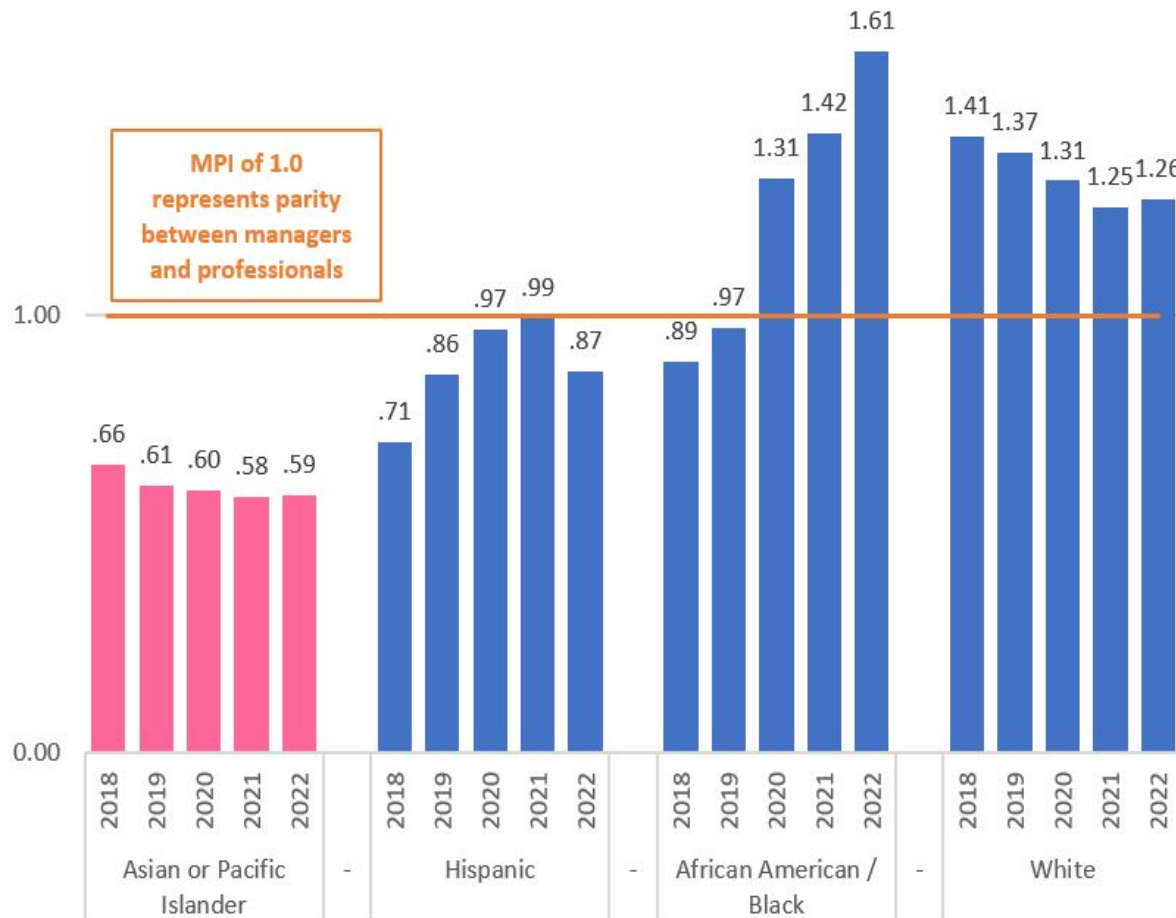
ASK 3

Manager Parity Index (MPI)



MPI for Asian/Pacific Islander staff:

- Lowest of the 4 largest race/ethnic groups among UCB staff
- Trending downward where other minority groups are trending upward toward parity



Data source: Cal Answers/HR Census, snapshot of October 2022
[DEIB Impact Report 2023](#)

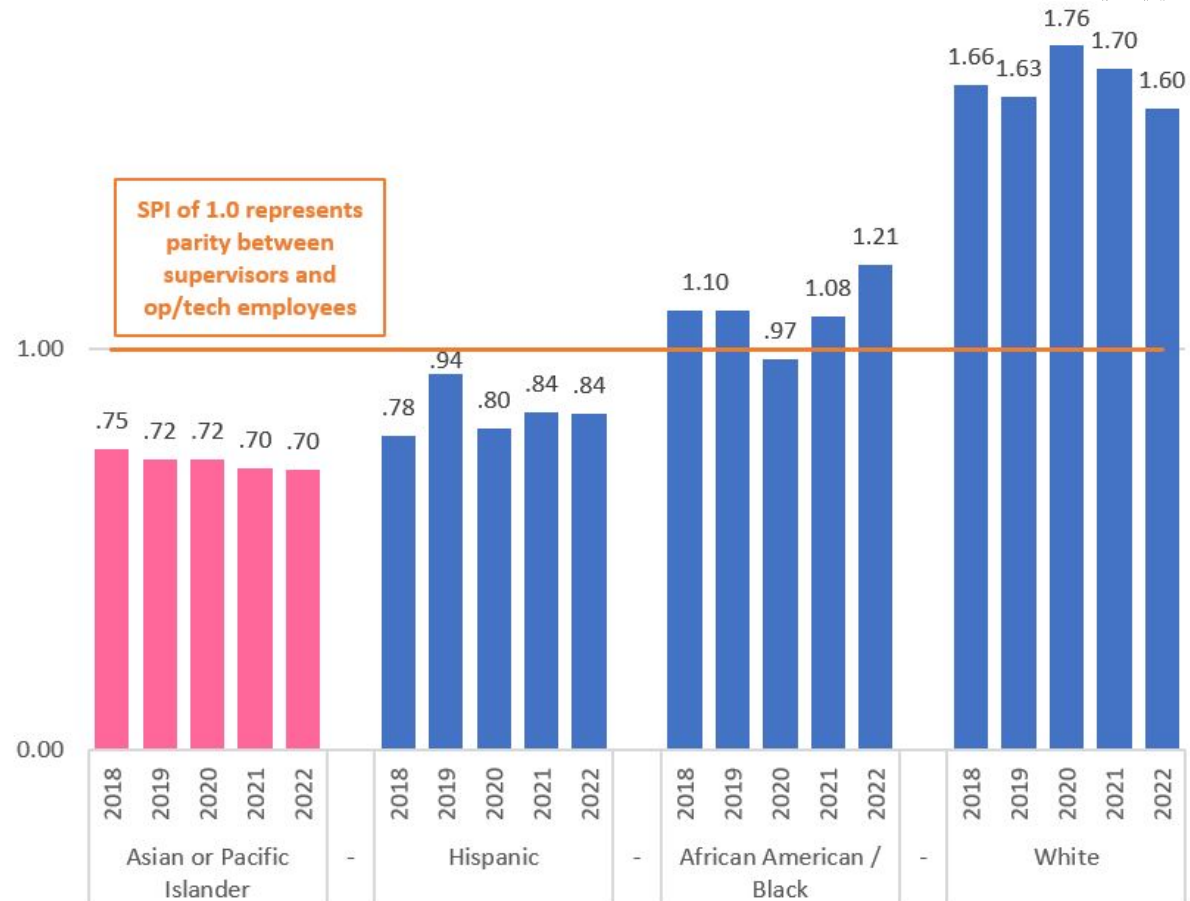
ASK 3

Supervisor Parity Index (SPI)



SPI for Asian/Pacific Islander staff:

- Lowest of the 4 large race/ethnic groups among UCB staff
- Trending downward where other minority groups are trending upward toward parity



Data source: Cal Answers/HR Census, snapshot of October 2022
[DEIB Impact Report 2023](#)

ASK 3

Senior Management Group Numbers (by campus)

Campus	Number of SMGs	Percentage of SMGs are AAPI	AAPI Percentage of all Campus staff
UCD	2	18%	13%
UCB	0	0%	16%
UCSF	1	10%	39%
UCSC*			9%
UCM*			12%
UCSB*			7%
UCLA	2	14%	20%
UCR	1	8%	11%
UCI	2	20%	27%
UCSD	1	8%	19%
UCOP	3	9%	24%
Systemwide	12	11%	22%

This table was presented by the UCOP Asian American Pacific Islander Staff Association (APISA) at the AAPI Staff Symposium on April 26, 2023.

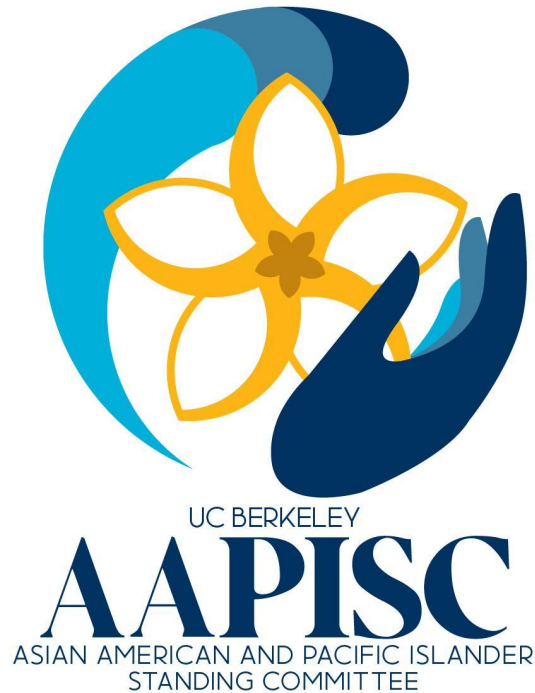
Data source: UC Information Center, snapshot of October 2021

Asks (cont.)



4. Reconsider the ways in which URM populations are identified and defined. More specifically, consider:
 - a) the inclusion of Hmong and Laotian undergraduate and graduate students within the URM category, and
 - b) greater transparency and consistency amongst departments and programs in the collection, use, and consideration of disaggregated demographic AA and PI student data when making decisions about research and fellowship opportunities.

Discussion



AAPISC Appreciation Gathering, 5/3/2023

