

Focus on Diversity at UC, San Diego
***Diversity Matters* Webpage**
UCSD Chicano/Latino Concilio
Discussion and Feedback
Summer 2005

As a follow-up to a June 14, 2005 meeting with the Chancellor, the UCSD Chicano/Latino Concilio identified topics for continued dialogue.

Feedback: Among the topics detailed in a July 12, 2005 letter were: outreach to the San Diego Chicano/Latino community, undergraduate admissions, the representation of Chicano/Latino personnel in management positions, recruitment and retention of Chicano/Latino students, and programs that highlight diversity.

Response: Chancellor Fox provided the following response in an August 17, 2005 letter:

I take very seriously the views of the Concilio members, and appreciate your ongoing efforts to improve the quality of life and educational experience for all members of the UCSD community. I know that the Concilio members have invested considerable time discussing our meeting topics and the issues identified in the follow-up letter, so I will address the areas of concern you had listed.

Outreach to the Chicano/Latino Community

I wholeheartedly agree with your suggestion that I continue to meet with stakeholders in the Chicano/Latino community. After my arrival on campus and the initial get-togethers with various constituency groups, my office is now in the process of arranging follow-up meetings in the community. I have asked Irma Martinez Velasco, Director of Campus Relations, to organize just such a meeting. We ask for your assistance in identifying individuals who would be most helpful in working together to achieve our mutual goals.

Undergraduate Admissions and Retention of Underrepresented Minority Students

In regard to the comprehensive review for admissions, I agree that this review does, indeed, enhance diversity and I will most certainly state my support at every opportunity when I speak about UCSD's efforts to diversify our undergraduate student body. As you know, we conduct our admissions reviews in accordance with the University of California policies and procedures, but I will continue to voice my belief that comprehensive review aids all UC diversity efforts.

In regard to undergraduate admissions and retention, I am pleased to inform you that in the 2005-2006 academic year, Vice Chancellor Joseph Watson will implement a revised recruitment and retention strategy for underrepresented

students. The strategy will emphasize preparation for competitive admission to graduate and professional schools through student engagement in undergraduate enrichment programs and activities, e.g. undergraduate research and study abroad. Implementation of the strategy will involve Student Affairs units and collaborations with the colleges, academic departments, and academic minor programs. Vice Chancellor Watson will also work with EAOP, Cal-SOAP, Admissions and Enrollment Services, and community organizations to substantially increase the level of awareness, particularly within underrepresented communities in San Diego and Imperial Counties, of the course, grades, and test requirements for UC admissions.

In our efforts to reach area youth, particularly historically underrepresented minorities, and to encourage their pursuit of higher education at the University of California as a path to a better life, we have entered into an agreement with College Bound San Diego's Educational Hour on KURS 1040 AM. Our aim is to provide information to young people and their families about the admissions process and requirements, along with financial aid options. Together we will air a series of broadcasts, including call-in question/answer sessions.

As you may know, we received good news from the state Legislature regarding outreach funding in the state budget for the UC system. After the Governor had eliminated all outreach funding, the Legislature had returned the funding to the budget. And, the Governor ultimately agreed to this critical need. We await further guidance from the Office of the President about this aspect of our budget. I assure you, however, that we share a commitment to provide support for all students to succeed at UCSD.

A Diverse Workforce at UCSD

The key to a diverse workforce is attracting a diverse pool of highly qualified applicants during the recruitment for UCSD vacancies. In meetings with the Vice Chancellors, Chief Diversity Officer Jorge Huerta and I have discussed avenues to ensure a diverse applicant pool as we have stressed the vital importance of a diverse workforce. This issue remains a priority for my administrative team.

In recent weeks at Vice Chancellors Meetings, we have discussed the importance of the diversity-related minors. As the minor is the purview of academic affairs, I have asked Senior Vice Chancellor Marsha Chandler to consider the points you have made regarding the desire to increase the visibility of the Chicano/Latino Arts and Humanities Minor Program (CLAH).

Events and Activities Highlighting Diversity at UCSD

I am very pleased that the Concilio members are willing to work towards public events that address diversity on campus. As you know, CDO Huerta is convening a work group to discuss and plan a year-long program of dialogues about diversity

issues, including the Chicano/Latino experience. In his first meeting with directors of the campus community centers – the Cross-Cultural Center, the Women’s Center and the Lesbian Gay Bisexual Transgender Resource Center – all agreed that your and Professor David Pellow’s participation was crucial to the success of this initiative. Further, the CDO will encourage participation by the Diversity Council and others on campus to develop thought-provoking programming. As you suggest, programming will include public speakers, workshops, panel discussions and performances that address issues of mutual concern to the UCSD community. Many programs already are scheduled for the coming academic year, and we will work to increase coordination among the sponsors. This initiative will bring all of the diversity efforts on campus into clearer focus, providing a coordinated effort to get the word out.

As an important part of the year-long diversity programming, CDO Huerta is developing a web page, to be titled “Diversity Matters,” that will include notices of public events and highlights of UCSD’s many and varied diversity initiatives both on and off-campus. With the assistance of University Communications, the web page will offer links to all of the programs, departments and services that enhance diversity on campus. We invite the Concilio members to contribute to this effort, letting the readers/viewers know that diversity, does, indeed, matter at UCSD.

I will close with the thought that is uppermost in our minds as we discuss our future and the initiatives that will lead us to our goals: UCSD’s priority is our students. We strive to do everything possible to ensure that their university experience is broad, diverse, culturally substantive and that it helps to build them a clear path to their future goals. A diverse faculty will ensure that UCSD reflects our global workplace.

As Chancellor, I will continue our focus on enhancing the educational experience and the overall quality of life for all students and the entire campus community. I thank you for your advice and assistance in this critical endeavor.

Marye Anne Fox
Chancellor