

**UC San Diego Emphasis on Campus Climate  
February 2010**

<b>Black Student Union Demand</b>	<b>Lead/Assigned to</b>	<b>Implementation / Steps to Achieve Response to Demand</b>	<b>Factors to Ensure Success</b>	
1. A Permanent Task Force to fund more outreach efforts and <u>create more opportunities for hiring African-American Faculty</u> .	Senior Vice Chancellor – Academic Affairs (SVCAA)	The SVCAA has charged a permanent Task Force. Associate Vice Chancellor of Faculty Equity Jeanne Ferrante and the Faculty Equity Advisors will serve as the core of the Task Force. SVCAA will continue to identify recruitment strategies to attract minority faculty, such as previous efforts for cluster hires in California Cultures, African Diaspora and Indigenous Studies.	Engagement of the Academic Senate and the faculty	
2. A Permanent Task Force to fund <u>more outreach efforts</u> and create more opportunities for hiring African-American Faculty.	Vice Chancellor – Student Affairs (VCSA) and Diversity Council	See above. Also, note that <u>outreach efforts</u> primarily reside in Student Affairs. In collaboration with the Black Student Union and other SAAC organizations, the VCSA and the Diversity Council will pool outreach funding to support the initiatives of BSU, other SAAC organizations and SPACES.	Collaboration with SAAC, SPACES and other student constituencies	
3. The University fully fund the traditional and non-traditional events of the Black Student Union in our efforts to create a better climate for ourselves.	VCSA and Diversity Council	BSU, the VCSA, Diversity Council and Associated Students will work together to identify a process to propose events that are to be supported. Associated Students will have a leadership role.	State funding for UC and collaboration with Associated Students	
4. Match Funds with Student Promoted Access Center for Education and Service (SPACES) budget including the Student	Chancellor, VCSA and Vice Chancellor – Resource Management & Planning	VCSA and VCRMP will work with students to help to identify funds to support outreach initiatives. As noted in previous item, outreach activities are supported with state appropriated funds; funds are dependent on the legislature's support for UC. Chancellor will also provide details of funding	State funding for the UC and collaboration with SPACES to identify priorities if state support	

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Initiated Access Program and Services (SIAPS) and Academic Success Program (ASP) budgets.	(VCRMP)	provided for overall campus outreach initiatives in order for students to provide advice about those that are priorities for students.	decreases and collaboration with the Associated Students	
5. Every time the freshmen class enrollment is cut the University matches the student fees that they would have been paying to SPACES permanently to SPACES.	n/a	The policy regarding enrollments and funding for enrollments is set by the UC Regents.		
6. Chancellor Fox uses more energy and resources to providing research based scholarships for African-American students as a part of a retention component from the Chancellor's Diversity Office.	Vice Chancellor – External and Business Affairs (VCEBA) and Vice Chancellor - Research	In addition to the existing mechanism to address scholarships for African-American students – the Black Alumni Council within the UCSD Alumni Association – the Chancellor will engage the Black Alumni Council to increase scholarship funding and will ask the VCEBA/Alumni Association to work with the VCR to match students with research opportunities. Undergraduate scholarships and graduate fellowships are the top fundraising priority for University Development; last September, the university launched “Invent the Future” fundraising campaign to raise \$50 million in next three years for scholarships and fellowships.	Assurance that program is in compliance with Proposition 209 Enhances collaboration with the faculty to identify research opportunities and mentorships	
7. The University to increase the African-American populations in all areas of the campus including, Students (undergraduates and	Chancellor and SVCAA and all Vice Chancellors	It continues to be a goal of the Chancellor, Senior Vice Chancellor and all Vice Chancellors, and we will continue our efforts. We've instituted and enhanced school context and tribal affiliation as factors in this current admission cycle and we've instituted a pilot program with holistic review.	Continued monitoring of data by the Chancellor officers including data from Equal Opportunity and	

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graduates), PhD Candidates, Faculty, Staff and Administration.			Affirmative Action and Academic Personnel Office and the Office of the Associate Vice Chancellor for Faculty Equity	
8. The University directly fully fund Faculty-Student Mentor Programs.	SVCAA	This program will continue to be fully funded by the SVCAA.	n/a	
9. The University staff the vacant Program Coordinator position of the African-American Studies Minor	SVCAA and VCSA	The SVCAA and VCSA have agreed to fund the vacant Program Coordinator position in the African American Studies Minor.	n/a	
10. The Chancellor's office make the African-American Studies Minor and the Chicano Latina/o Arts and Humanities Minor a priority for the University.	SVCAA	The SVCAA will work with the programs to identify activities that will encourage more students to enroll in the minors.	Collaboration with faculty	
11. The University to charge a Task Force to create the plan for an African-American Resource Center on Campus in two years to provide a safe space for the	VCRMP	We are in the process of identifying a space. VCRMP has met and will continue to meet with BSU appointed representatives to identify the needs for the space and develop a budget to propose to the senior administration.	BSU collaboration to detail needs	

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African-American community.				
12. Chancellor Fox create an Office for Diversity Affairs from her administration instead of a part-time position with a title.	Chancellor and Chief Diversity Officer and Assistant Chancellor for Diversity	The Chancellor, Associate Chancellor and Chief Diversity Officer, and Assistant Chancellor for Diversity will further engage students to provide details about the Chancellor's Diversity Office staff and responsibilities.		
13. The Chancellor fully funds the Chief Diversity Office.	Chancellor	The Chancellor already fully funds the Chancellor's Diversity Office that includes the Associate Chancellor and Chief Diversity Officer, Assistant Chancellor for Diversity, Chancellor's Diversity Office support staff, and all staff, operating and programming budgets for Cross-Cultural Center, LGBT Resource Center and Women's Center. The Chancellor's commitment to these units is firm and the funding remains in place.		
14. A change of Admissions Policy from a Comprehensive to a Holistic Review beginning for the Fall 2011 applicant pool.	Academic Senate, SVCAA, VCSA	The Senate-Administration Task Force on Budget has endorsed this change. The Academic Senate, which is responsible for admissions policies, is currently reviewing this type of admissions process. We've instituted and enhanced school context and tribal affiliation as factors in this current admission cycle and we've instituted a pilot program with holistic review.	Collaboration with the Academic Senate	
15. Campus climate becomes the Chancellor's number one priority, especially in	Chancellor, SVCAA, and all Vice Chancellors	The Chancellor, with the consensus of her senior leadership, will continue to communicate to the campus community the critical importance of the campus climate for the success of our students and	Collaboration of faculty, students and staff working together, including	

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this time of crisis.		faculty. This objective will also be among the points of the charge to the Commission on Campus Climate.	collaboration with the Diversity Council, to advance the initiatives that will improve climate	
16. Chancellor Fox and the University have mutual respect of the “Principles of Community” and create a precedent of prioritizing students of color and leading by example; repercussions when the “Principles of Community” are blatantly being violated.	Chancellor, SVCAA, and all Vice Chancellors, and Chief Campus Counsel	Senior leadership agrees to continue to adhere to and promote the Principles of Community through every conceivable form of communication. All violations are investigated. In addition, violations of the Code of Student Code and criminal activity will be punished.	Commitment of all in the campus community as a top priority to treat everyone with civility and respect. The emphasis of the Principles of Community and Climate by the Diversity Council will continue	
17. Chancellor’s Office charges the Campus Climate Commission that will work primarily on improving the campus climate and providing a safer and more welcoming space and experience for the students of underrepresented communities and the entire student body.	Chancellor, Associate Chancellor and Chief Diversity Officer	The Chancellor has established a Campus Climate Commission modeled after UCLA’s recent efforts to address declines in African-American enrollments.	Collaboration among campus partners and outreach to the community and alumni to actively participate	

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18. Permanent quarterly and annual campus climate report from this Campus Climate Commission. This Campus Climate Commission must report directly to SAAC.	Chancellor, Chief Diversity Officer and to-be-named Commission chairs	Reporting of campus climate will be included in charge to the Commission. Reports will be broadly distributed, including to student organizations.		
19. University create a space in the central part of campus safe for African-American students on campus.	VCRMP	VCRMP has met and will continue to meet with BSU appointed representatives to identify the needs for the space and develop a budget to propose to the senior administration.	BSU collaboration to detail needs	
20. Chancellor, Vice Chancellor of Student Affairs, and Vice Chancellor of Academic Affairs, Chief Diversity Office meet with the chair and vice chair of the Black Student Union at least once every academic quarter.	Chancellor, SVCAA, VCSA, Associate Chancellor and Chief Diversity Office, Assistant Chancellor for Diversity and Campus Community Center Directors	Chancellor's Diversity Office, via the Assistant Chancellor for Diversity, will coordinate with VCSA and the Campus Community Center Directors to establish the meetings.		
21. University provide financial education and counseling, teaching students from low-income, underprivileged communities how to manage their money being independent	VCSA and College Provosts	Student Affairs has provided and will continue to provide advice to students in these areas, including information provided during College orientation sessions. SA and the Colleges will continue to communicate the opportunities for students to take advantage of 1:1 counseling.		

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college students.				
22. University sends out a campus-wide email presenting the Black Student Union's Do UC us? Campaign Report on Yield of African-American students immediately.	Chancellor and VCSA	Emailed campus wide on February 19, 2010.		
23. University live up to its "Principles of Community" and show leadership and integrity by giving up the remains of the Kumeyaay tribe and respect the native land on which we are housed.	Federal government Chancellor, VCRMP, and Campus Counsel	Federal law requires the University to follow its rules regarding repatriation of the remains and artifacts found in 1976. We will continue to press the U.S. Department of Interior to issue its NAGPRA procedures that would provide a process by which we can resolve the issue of repatriation of the 1976 remains.	Issuance of Department of the Interior process to address remains and artifacts found before 1982.	
24. Three permanent designated spaces for African-American inspired art to reflect the struggle and progress for students of color on this campus.	SVCAA, VCEBA and Commission on Campus Climate	Academic Affairs has already begun efforts to identify appropriate, central locations for cultural art. In addition, the Commission on Campus Climate will include in its charge the discussion of art in public spaces on the campus, including temporary exhibitions and permanent art.	Private donor to support permanent art	
25. Chancellor Fox fully funds this Art space. We demand that the mural "Chicano Legacy" become a permanent art	VCEBA and SVCAA	We will seek a private donor to support permanent art. In addition, permanent installation of the "Chicano Legacy" mural will require approval from the artist.	Private donor funding	

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piece on this campus; Native American, Latino and Asian-Pacific Islander cultural art is reflected publicly on this campus.				
26. Chancellor Fox and the Vice Chancellor of Academic Affairs, and the Academic Senate mandate a diversity sensitivity requirement for every undergraduate student to take an African-American studies, Ethnic Studies, and Gender Studies before they graduate from UC San Diego.	SVCAA, Academic Senate, Provosts and VCSA	The curriculum is a responsibility delegated from the UC Regents directly to the faculty. The Provosts and VCSA will review the content of the activities they sponsor, such as orientation, over which they have authority and will strengthen diversity-related sessions. SVCAA and VCSA will assist in communicating the need for diversity education broadly across the campus and will discuss the importance with the Academic Senate.	Collaboration across the campus	
27. Programs and departments such as OASIS, Campus Community Centers, Ethnic Studies, Critical Gender Studies, CLAH, and African American Studies Minor amongst others continue to have solid funding for the work they do in retaining African American students and educating	Chancellor, SVCAA, VCSA, VCRMP	Academic Affairs and Student Affairs agree to continue to provide funding.		



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the campus as a whole.					
28. University implements, maintains and fully funds BSU's Student Initiated Yield Programs.		Student Affairs has agreed to this.			
29. Stipend for Student Volunteers- students deserves compensation for the hard work they do that the University should be doing.		We believe in the importance of paid student workers and volunteers. We respect the autonomy of volunteer leaders.			
30. Chancellor's Office offers more campus-wide support for the African-American students on this campus, as well as the other historically underrepresented and under-served communities on this campus.		The campus will continue and improve its numerous outreach efforts and look at new ways to support and recruit underrepresented students.			
31. University provide the African-American community with a temporary location for a safe space on campus while the African-American Resource Center is being planned		We are identifying a space on campus.			

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31. University provide the African-American community with a temporary location for a safe space on campus while the African-American Resource Center is being planned and constructed.		We are identifying a space on campus.			
32. University provide free	SVCAA and	Academic support is available free of charge to all			

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