

NASEM Action Collaborative for Preventing Sexual Harassment in Higher Education

UCR Community Engagement Plan 2019-2020

Holistic Campus Community Engagement

Chancellor Kim Wilcox has incorporated mandatory senior leadership training on climate intervention, including sexual harassment and gender discrimination for over 80 campus administrators over the past year. These workshops included coverage of roles, responsibilities and resources to ensure improved accountability across the campus. Additionally, in May, 2019, Chancellor Wilcox appointed a Campus Culture/Climate Task Force, co-chaired by Associate Vice Chancellor and Chief Diversity Officer Mariam Lam and Dean of the Bourns College of Engineering Christopher Lynch, as part of a larger effort to become a national model of a healthy, supportive campus culture. The Campus Culture Task Force was established with three broad goals: 1. To foster a thriving campus community, reinforced by our Principles of Community and a collective commitment to creating a safe and welcoming environment in which each person has the opportunity to grow and develop, 2. To strengthen our commitment to addressing and eliminating all instances of sexual violence and sexual harassment, and other forms of abusive and inappropriate conduct, such as discrimination, incivility, bullying, retaliation, and favoritism; and 3. To hold ourselves and each other accountable to achieve the above goals, by communicating our formal policies and procedures, as well as providing informal strategies, resources, practices, and interventions. This CCTF and its subcommittees have met every two weeks since May, reviewing previous data, the Council of UC Staff Assemblies administered longitudinal engagement surveys, Academic Senate Faculty Welfare Committee climate surveys, and UCUES student climate surveys, as well as additional national research studies, to develop recommendations due in December 2019, and to create guidance on implementation over the years ahead with a goal toward improving campus systems, processes, and protections for members of our community.

Bidirectional Communication and Transparency Regarding Implementations

- The Task Force findings and preliminary report drafts will be vetted throughout the Fall quarter through co-facilitations by Task Force members with different constituencies- including undergraduate and graduate students, staff and faculty- by meeting them at their spaces, from Student Affairs units such as student governance bodies, the Diversity Council, and all the ethnic and gender based programs to our Staff Assembly, employee and labor relations, and academic advisors/professional staff to various Senate groups and academic College town halls, and department chairs forum venues. A constituent-specific slide deck will be used to open conversation and feedback with the full document available online by link with oral and written feedback collected both in person and anonymously via available electronic link, empowering local stakeholders and those afraid of retaliation to provide safe and secure feedback. We will also deploy University Communications e-newsletters and campus radio programming to promote the work of the NASEM Action Collaborative projects and Task Force input, and to disseminate the NASEM report, resource information, and toolkits.

Science, Engineering and Medicine Specific Interventions

Dean of our College of Natural and Agricultural Sciences Kathryn Uhrich has created additional diversity administrative appointees to target pipeline building efforts and climate improvements for women and underrepresented minorities in STEM. Our Dean of Engineering Chris Lynch is meeting regularly with our women engineers undergraduate student group, graduate students, and women engineers faculty group to partner in addressing specific forms of gender discrimination and harassment in the college. Our Dean of the School of Medicine Deborah Deas has created a series of all-day trainings for her senior leadership team, department chairs, residency directors, and hiring committee chairs, including topics of structural discrimination and implicit bias specifically targeting the practice of medicine for communities of color, sexual and gender minorities, and international patients.

Empowerment for Vulnerable Constituencies

As our Chief Diversity Officer co-chairs the Chancellor's Task Force and is one of our Action Collaborative campus representatives, we are intensely committed to targeting support and attention to the most vulnerable populations on campus in the prevention of sexual harassment and gender discrimination, particularly intersectionally underrepresented students, staff, and junior faculty, as well as international community members who are often targeted because they are less likely to reach out for help or know where to seek out help. We also are enlisting collaboration from our Faculty Equity Advisors across campus, Campus Advisory Committee on the Status of Women, Women's Faculty Association, CARE Sexual Violence Prevention Office, Title IX, Affirmative Action and Equal Employee Opportunity, and Compliance Offices to create new anti-harassment, anti-retaliation, and clearer discouragement around existing consensual relationships policies.