

UC Santa Cruz NASEM Community Engagement Plan 2019-2020 academic year

The UC Santa Cruz Community Engagement Plan uses our ongoing Beyond Compliance Initiative as a springboard. This administration-faculty senate initiative was launched in 2016 by former Campus Provost/Executive Vice Chancellor Alison Galloway and includes representatives from the Academic Senate, Academic Employee Relations, Employee and Labor Relations, Title IX Office, CARE, and undergraduate and graduate student government, as well as three faculty-at-large. Its goal is to define concrete mechanisms that administrators and faculty can adopt, above and beyond what is required by law or policy, to address sexual violence and sexual harassment (SVSH) on campus. Its intended outcome is to reduce the likelihood of SVSH through education, best practices, and policy reform, and to improve the response to and recovery from SVSH when it does occur. All three UC Santa Cruz representatives to the Action Collaborative are on the Beyond Compliance Advisory Council.

Below, we lay out our engagement goals for 2019-20

Build understanding on campus of the NASEM 2018 report and the goals and actions of the Action Collaborative

- We developed a presentation for the campus that summarizes the findings of the report, its recommendations, the foci of the NASEM subcommittees, and information from the first two NASEM meetings. It has been presented to the Chancellor's Cabinet, but further roll out has been hampered by the COVID-19 response over the last month. Zoom presentations to different groups will be possible in spring 2020.
- By the end of April 2020, Chancellor Larive will charge a working group from within Beyond Compliance to develop a comprehensive local strategy for campus implementation of the NASEM report and Action Collaborative recommendations.

Promote interaction with the Action Collaborative on campus

- We supported attendance and participation in the NASEM November 2019 Public Summit, including attendance by four people (Faculty Senate Chair Kimberly Lau, Title IX Director Isabel Dees, Dean of Science Paul Koch, and EE Biology graduate student Melissa Cronin, who presented a poster).
- For the fall 2020 summit, we will host a remote site and encourage more UC Santa Cruz participation, including more posters.

Relevant Beyond Compliance activities in 2019-20

- We are planning for a speaker series in 2020-21: Keynote; Contesting Institutional Inaction; Holding Researchers Accountable; Creating Ethical Field Sites; Joining Forces with Student Activists.
- We have developed a guide: "Best Practices for Graduate Students Impacted by SVSH". It is under review by our Division of Graduate Studies before being rolled out to departments.
- We are developing a proposal for a Faculty Ambassadors Program.
- We will solicit proposals for a new set of Learning Communities (faculty and/or graduate student) who could meet in summer 2020 or in the coming academic year.

- We are hiring a graduate student researcher to work on special projects between Beyond Compliance and our new Office of Equity and Equal Protection (described below).

Rebuilding community

- A major proactive goal of our Title IX Office for 2019-20 is to develop recommendations for institutional actions *after* a formal Title IX complaint resolution action has concluded.
- That effort is being guided by conversations coming out of the NASEM Remediation Subcommittee and grounded in principles of fairness, equity, and Transformational Justice.

Realignment of campus compliance organizations: Equity and Equal Protection Office

- We have formed an Office of Equity and Equal Protection comprised of the Title IX Office, the Equal Employment Opportunity & Affirmative Action Office, the UCSC ADA Program, and the UCSC Whistleblower Program.
- The office will be led by an Associate Vice Chancellor (AVC) who will report to the Chancellor. Our Title IX Office Director, Isabel Dees, has been appointed as the interim AVC.
- The goal of this realignment is to streamline processes for students, staff, and faculty who may have a complaint or grievance, shifting the burden of wayfinding to the institution. We believe the new office will help complainants identify and enter the appropriate process more quickly, provide effective case management, and serve as a centralized resource for the entire campus community on issues of harassment and discrimination.