



# *Commitment to Workforce Diversity*

## at the University of California

*The University of California* takes great pride in being the preeminent public research university in the world and the employer of choice for more than 150,000 staff and academic employees at 10 campuses, 5 medical centers, and the Office of the President. UC recognizes that diversity within a learning institution goes significantly beyond labor market estimates, numerical goals, and headcount totals applied to people from various backgrounds. Rather, a commitment to diversity requires a total commitment to an open and supportive teaching, research, and public service environment that promotes the highest standards of academic quality, social tolerance, and cultural acceptance. The University is committed to fostering diversity among UC faculty, students and staff. That commitment is long-standing, far-reaching, and non-wavering.

### *Understanding Availability Pools and Constraints on Workforce Diversity*

State law prohibits targeting or showing preference for any particular ethnic group or gender. Accordingly, workforce diversity is a function of the diversity within available talent pools and how well an organization's hiring practices utilize that available talent. If a talent (availability) pool for a particular job group is limited in its diversity, then the diversity of the employees hired from that pool would be similarly limited. Therefore, the challenge for employers is achieving diversity objectives with, at times, imperfect availability. The University endeavors to counteract these limitations through vigorous employment outreach, community partnerships, and public service. Even under constraints of new laws and limited resources, the University of California remains committed to ensuring that the UC workforce and student body populations encompass the cultural, racial, geographical and socioeconomic backgrounds characteristic of the State of California.

### *UC's Record on Achieving Workforce Diversity*

The UC workforce has changed significantly over the past 10 years, and UC continues to make measurable progress toward achieving workforce diversity, particularly for the Asian/Pacific Islander and Hispanic groups. Below is a comparison of the UC staff workforce between 1992 and 2002:

<b>Ethnic Category</b>	<b>1992*</b>	<b>2002*</b>
American Indian/Alaskan Native	0.8%	0.7%
Asian/Pacific Islander	14.4%	18.9%
Black	11.6%	9.9%
Hispanic	12.0%	16.2%
White	61.2%	53.1%

(\*Source: UC Corporate Personnel System Reports October 1992 and October 2002. Unkknown for 2002 represent 1.2%.)

Women continue to represent more than 60% of the total UC staff workforce, and total minority staff representation increased to more than 45%.

## *UC's Ongoing Activities in Support of Diversity*

The University of California will continue to act affirmatively to ensure nondiscrimination and equal opportunity for individuals employed or seeking employment. President Richard Atkinson recently renewed his pledge to the Regents to work towards better gender and minority representation among UC faculty—and will continue to find ways to improve the campus work environment for all employees on critical issues that might affect representation—such as childcare, domestic partner benefits, and relocation assistance. UC will continue to encourage, welcome, appreciate, and celebrate cultural differences, and regularly remind current and potential employees that the University of California is an affirmative action/equal opportunity employer.

*(Note: UC staff workforce representation statistics are available at [http://atyourservice.ucop.edu/forms\\_pubs/misc/workforce\\_profile\\_2001.pdf](http://atyourservice.ucop.edu/forms_pubs/misc/workforce_profile_2001.pdf); UC academic workforce statistics are located at <http://www.ucop.edu/acadadv/datamgmt/welcome.html>.)*

### **University of California Nondiscrimination and Affirmative Action Policy Statement**

The University of California prohibits discrimination against or harassment of any person employed by or seeking employment with the University on the basis of race, color, national origin, religion, sex, physical or mental disability, medical condition (cancer-related or genetic characteristics), ancestry, marital status, age, sexual orientation, citizenship, or status as a covered veteran (special disabled veteran, recently separated veterans, Vietnam era veteran, or any other veteran who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized).

The University of California is an affirmative action/equal opportunity employer. The University undertakes affirmative action to assure equal employment opportunity for minorities and women, for persons with disabilities, and for special disabled veterans, recently separated veterans, Vietnam era veterans, and any other veterans who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized.

University policy is intended to be consistent with the provisions of applicable State and Federal laws. Inquiries regarding the University's equal employment opportunity policies may be directed to:

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