Part 1: Overview

This report provides an overview of the President’s Diversity Pipeline Initiative (DPI) and the activities and outcomes achieved in 2017–18. The document also describes next steps for the initiative. The DPI seeks to expand the academic pipeline to the University of California for undergraduate students, graduate students and faculty members from underrepresented groups. The initiative places a particular emphasis on increasing the number of African American students and faculty, who are persistently underrepresented at UC.

Through the DPI, leaders and staff from UC campuses, K–12 schools, other institutions of higher education, and community- and faith-based organizations engage with the Office of the President to achieve six overarching objectives:

1. Increase awareness of UC access, opportunity and affordability with students, families, teachers and counselors by conducting outreach events and cultivating relationships with community organizations.
2. Ensure that more students, particularly African American students, feel welcome at UC.
3. Expose more students to UC’s intellectual life and help them prepare for UC through existing and new programs.
4. Enable more students, particularly African American students, to consider and accept a UC offer of admission.
5. Enhance graduate diversity efforts, including the UC-Historically Black Colleges and Universities (HBCU) Initiative.
6. Enhance faculty diversity efforts, including the President’s Postdoctoral Fellowship Program (PPFP).

Recommendations from a faculty-led study of UC recruitment and yield practices, *Investing in California’s African American Students: College Choice, Diversity and Exclusion* (2016), have informed the direction and activities of the initiative. These recommendations include:

- increasing targeted outreach and recruitment to high schools with high concentrations of low-income urban students,
- creating a marketing campaign to more effectively promote UC campuses and their academic programs,
- working more closely with teachers and counselors who advise students about college, and
- increasing the recruitment and retention of African American tenure-line faculty and senior-level administrators.
In 2017–18, DPI efforts focused on attaining five goals:

- **Goal 1:** Increase the number of strategic community partnerships.
- **Goal 2:** Increase by 5 percent the number of African American and other underrepresented students who apply to UC for freshman or transfer admission.
- **Goal 3:** Increase by 5 percent the number of African American students participating in UC’s academic preparation outreach programs.
- **Goal 4:** Increase by 3 percent the yield of African American students from UC academic preparation outreach programs.
- **Goal 5:** Provide data, training and professional development support to improve faculty, leadership and general campus diversity.

As this report describes, most 2017–18 goals for the Diversity Pipeline Initiative were met or exceeded, with additional work needed in some areas. Some key takeaways:

**New and enhanced strategic partnerships have expanded UC’s reach to potential applicants in underserved communities.** More than 100 community-based youth organizations — serving nearly 60,000 students and families — took part in new UC forums that imparted critical information about UC admissions, financial aid and financial literacy.

**UC applications from underrepresented students have increased.** Between fall 2017 and fall 2018, combined freshman and transfer applications from California residents from underrepresented backgrounds increased by 4,638 (8 percent), with applications from African Americans students increasing by 594 applicants (7 percent).¹

**Participation by underrepresented students in UC’s academic preparation outreach programs has increased slightly, but more effort is needed to reach African American students enrolled at California community colleges.** Between 2015–16 and 2016–17, participation by underrepresented students increased by 3,943 (8 percent) in UC’s K–12 programs, but African American participation decreased slightly (~264 students) in community college programs.

**Yield of UC-admitted African American students from UC academic preparation outreach programs is improving.** Between fall 2016 and fall 2017, UC freshman enrollment of African American students who participated in UC academic preparation outreach programs increased by 3 percent.²

² Source: UC Data Warehouse
UC is making progress in its efforts to diversify UC faculty. In an effort to help facilitate pathways to the professoriate, UC is committed to improving inclusion within its PhD programs. In fall 2018, UC expects to have a total of 53 former UC-HBCU Initiative participants enrolled in UC PhD programs. Eighteen President’s Postdoctoral Fellows have been hired into the UC faculty in 2017–18. The Legislature allocated $2 million for the second consecutive year to support best practices for advancing faculty diversity.

The university must continue this progress through concerted efforts to increase the presence of a diverse range of students and faculty on its campuses. Next steps for the Diversity Pipeline Initiative include advocating for greater financial investment in UC’s longstanding academic preparation outreach programs to provide greater access to UC for more students; improving messaging to communities, particularly about UC affordability; enhancing academic preparation support for community college students through transfer preparation programs; supporting the development of more doctoral diversity initiatives to leverage the growth in California of Hispanic-Serving Institutions (HSIs) and Minority-Serving Institutions (MSIs); working with UC leaders to foster more academic leadership pathways for diverse faculty; and expanding professional development and training on campuses to combat bias and foster greater equity and inclusion.
Part 2: 2017–18 Goals and Outcomes

Goal 1: Increase the number of strategic community partnerships.

In shaping students’ perceptions of UC, community-based organizations, nonprofits and faith-based groups all play a part. 2017–18 marked the expansion of partnerships to cultivate deep and consequential strategic alliances that bring to life the university’s commitment to equity and access. These partnerships work to equip students and their families with knowledge, skills and behaviors intended to bring postsecondary education within their reach. Appendix 1 provides a complete list of DPI partners.

OUTCOMES TO DATE

- The Office of the President, in partnership with UC campuses, initiated three UC Community-Based Organization (CBO) Forums in Oakland, Riverside and San Diego. The events imparted critical information about UC admissions, financial aid, and the intellectual life of a UC campus. Community leaders and staff from more than 100 CBOs that work with nearly 60,000 students and families participated. Over 84 percent of UC-CBO survey respondents indicated that their knowledge of UC admissions and financial aid increased significantly or somewhat as a result of attending the forums.

- Southern California churches served as sites for 16 UC admissions and financial aid sessions, serving nearly 1,500 students and families. These sessions represented an expanded partnership between UC offices of admission and the Office of the President.

- Through a formal partnership with the Boys & Girls Clubs of America (BGCA), UC campuses and local clubs work together to improve the college enrollment and career readiness of California youth from under-resourced communities. In its second year, the UC-Boys & Girls Clubs Partnership provided intensive college advising support to nearly 300 students who are members of Clubs located in the Bay Area, Central Valley and Los Angeles regions.

- With financial support from the Office of the President, African American students participated in the Algebra Legacy Institute at UC Riverside, sponsored by UCR and the Council of African American Parents (CAAP). The institute provides weekly tutoring during the school year to develop students’ competency in mathematics, particularly among African American young men.

- Financial and operational support from the Office of the President and UCLA’s Center X enabled the expansion of LAUNCH Academy, a community-based mathematics and science summer enrichment program offered in collaboration with Bethany Baptist Church. Student participation grew by 20 percent, and the University of Southern California (USC) joined the partnership to provide extended day enrichment in robotics.

- With financial support from the Office of the President, UC Berkeley’s Destination College Advising Corps (DCAC) model expanded to UC Merced, thereby increasing the number of schools with full-time college advisers. DCAC Adviser Fellows are recent college graduates who provide intensive academic advising and college planning support to students in high-needs schools, including financial aid and scholarship application support.
Goal 2: Increase by 5 percent the number of African American and other underrepresented students who apply to UC for freshman or transfer admission.

To achieve the goal of increasing African American and other underrepresented applications to UC, the university expanded the Achieve UC marketing campaign to reach community colleges as well as more high schools and community-based organizations. This campaign targeted African American students, families and communities. To paraphrase the message: “If you are willing to work hard, there is a place for you at UC; we want you at UC; we will help you to afford UC.” University leaders participated extensively in these events. More than 110,000 students were reached through Achieve UC efforts in 2017–18.

UC organized 180 high school and 13 community college events, serving 82 California community colleges. Award-winning new Achieve UC collateral pieces for both high school and transfer audiences were developed in-house and distributed statewide.

In addition, UC President Janet Napolitano sent personalized letters to UC-eligible academic preparation outreach program participants, encouraging them to apply and sharing information about UC’s generous financial aid programs. Letters from President Napolitano also were sent to members of the first senior cohort of high-achieving students who were chosen to join the President’s Pre-College Scholars (PCS) program. This program comprises invited students from underserved schools and communities who have earned top grades and test scores. Many of these students are African American, first-generation or from other underrepresented groups. In 2017–18, 63 percent of 12th-grade Pre-College Scholars (PCS) — the first graduating cohort of the UC President's PCS program — applied to UC.
OUTCOMES TO DATE

UC exceeded the DPI goal of increasing applications from African American and Chicanx/Latinx students for the fall 2018 application cycle, which was driven by gains in both freshman and transfer applications. However, both freshman and transfer applications from American Indian students decreased between fall 2017 and fall 2018.

Freshman applications from underrepresented students increased by 3,319 (7 percent) between fall 2017 and fall 2018, with:

- African American freshman applicants increasing by 430 (6 percent),
- American Indian freshman applicants decreasing by 12 (2 percent), and
- Chicanx/Latinx freshman applicants increasing by 2,901 (7 percent).

Similarly, transfer applications from underrepresented students attending California community colleges increased overall by 1,319 applicants (11 percent) between fall 2017 and fall 2018, with:

- African American transfer applicants increasing by 164 (8 percent),
- American Indian transfer applicants decreasing by 9 applicants (4 percent), and
- Chicanx/Latinx transfer applicants increasing by 1,164 (13 percent).

Finally, combined applications from underrepresented California residents increased overall by 4,638 applicants (8 percent) between fall 2017 and fall 2018, with:

- African American applicants increasing by 594 (7 percent),
- American Indian applicants decreasing by 21 (2 percent), and
- Chicanx/Latinx applicants increasing by 4,065 applicants (8 percent).
Goal 3: Increase by 5 percent the number of African American students participating in UC's academic preparation and other outreach programs.

Participation in academic preparation outreach programs is consistently shown to be a positive factor in underrepresented students' application and enrollment at UC. Program participation is also one of the elements considered in the comprehensive review of applicants. Thus, increasing program participation can positively affect the enrollment at UC of underrepresented students, in particular African American students.

In 2016–17, program enrollment growth was driven by the infusion of new one-time funding provided to campuses to support students from Local Control Funding Formula “plus” (LCFF+) schools. Those funds were not available to campuses in 2017–18, which prevented expansion of program services in these schools.

Nevertheless, with the goal of increasing underrepresented student participation, UC outreach programs took several steps:

- Monitored program enrollment, reporting outcomes quarterly to the Office of the President
- Expanded the President's Pre-College Scholars (PCS) program to serve 5,300 high-achieving students who are underrepresented, low-income, first-generation and/or educationally disadvantaged, which included an 83 percent increase in African American student participants
- As part of the California Community College-UC Transfer Partnership, provided 27 new UC Summer Intensive Transfer Experiences (SITE) to nearly 900 transfer-bound students from community colleges with historically low transfer rates and high underrepresented student enrollment
- More than 3,000 UC program participants received a personal letter from UC President Janet Napolitano congratulating them on admission to UC and providing additional information about UC resources and financial support.

OUTCOMES TO DATE

Despite achieving a 5 percent increase overall in underrepresented student participation in UC academic preparation outreach programs, more work is needed to increase participation in community college transfer preparation programs.

Participation of underrepresented students in UC's academic preparation outreach programs increased by 2,888 students (5 percent) between 2015–16 and 2016–17, with

- African American participants increasing by 20 students (0.3 percent),
- American Indian participants increasing by 199 students (36 percent), and
- Chicanx/Latinx participants increasing by 2,669 students (5 percent).

Final data for 2017–18 enrollment in UC's outreach programs, which will be used to formally evaluate progress toward Goal 3, will be available in late 2018.
Goal 4: Increase by 3 percent the yield of African American students from UC academic preparation outreach programs.

OUTCOMES TO DATE

Participants in one or more of UC’s academic preparation outreach programs are more likely to accept offers of admission to UC than their non-participating peers. Programs achieved similar outcomes in 2017–18 with the exception of Transfer Prep, which experienced slight declines in participant yield, although program participants continued to enroll at UC at higher rates than their non-participant peers.

New freshman applicants from California public schools in fall 2017 who took part in UC’s largest academic preparation outreach programs — Early Academic Outreach Program (EAOP), Mathematics, Engineering, Science Achievement Schools Program (MESA) and the Puente High School Program — had the following outcomes:

- African American participants showed an enrollment yield of 62 percent, compared to 52 percent for non-participants. This means EMP\(^3\) participants were 19 percent more likely to enroll when admitted than their peers.
- American Indian participants showed an enrollment yield of 68 percent, compared to 47 percent for non-participants. This means EMP participants were 45 percent more likely to enroll when admitted than their peers.
- Chicanx/Latinx participants showed an enrollment yield of 59 percent, compared to 51 percent for non-participants. This means EMP participants were 16 percent more likely to enroll when admitted than their peers.

For transfer applicants from California community colleges in fall 2017, participants in UC’s Transfer Prep community college program had the following outcomes:

- African American participants showed an enrollment yield of 82 percent, compared to 73 percent for non-participants. This means Transfer Prep participants were 12 percent more likely to enroll when admitted than their peers.
- American Indian participants showed an enrollment yield of 89 percent, compared to 78 percent for non-participants. This means Transfer Prep participants were 14 percent more likely to enroll when admitted than their peers.
- Chicanx/Latinx participants showed an enrollment yield of 83 percent, compared to 72 percent for non-participants. This means Transfer Prep participants were 15 percent more likely to enroll when admitted than their peers.

\(^3\) EMP is an abbreviation for all three academic preparation outreach programs — EAOP, MESA and Puente — combined.
New freshman enrollment for academic preparation outreach program participants at UC increased overall by 188 (12 percent) between fall 2016 and fall 2017, with

- African American enrollment increasing by 6 students (3 percent),
- American Indian enrollment increasing by 10 students (333 percent), and
- Chicanx/Latinx enrollment increasing by 172 students (12 percent).

New transfer enrollment for academic preparation outreach program participants at UC decreased overall by 7 students (1 percent) between fall 2016 and fall 2017, with

- African American enrollment decreasing by 33 students (17 percent),
- American Indian enrollment decreasing by 1 student (6 percent) and
- Chicanx/Latinx enrollment increasing by 27 students (3 percent).

Final data for fall 2018 enrollment, which will be used to formally evaluate progress toward Goal 4, will be available in early 2019.
**Goal 5: Provide data, training and professional development support to improve faculty, leadership and general campus diversity.**

UC offers myriad programs aimed at African American and other underrepresented students and designed to make them aware of graduate and professional school opportunities. The California Forum for Diversity in Graduate Education, a comprehensive graduate admissions outreach website (https://graduate.universityofcalifornia.edu/admissions), special campus activities, and print materials all help foster awareness of graduate education at UC.

UC is committed to improving inclusion within its PhD programs, to facilitate pathways to the professoriate. A substantial component of the DPI is the **UC-HBCU Initiative**, a graduate academic preparation and faculty engagement initiative that provides faculty grants to UC principal investigators to collaborate with faculty from Historically Black Colleges and Universities. This initiative brings outstanding undergraduate- and master's-level students from HBCUs to UC for intensive summer research experiences. UC faculty provide mentoring and support for students' preparation for and application to graduate school at UC.

The **President's Postdoctoral Fellowship Program (PPFP)** is another critical piece of UC's faculty diversity pipeline. PPFP encourages women and minority PhD recipients to pursue research and faculty positions at UC. The program offers postdoctoral research fellowships, professional development, faculty mentoring and eligibility for hiring incentives to about 20 exceptional scholars annually, across disciplines. The work of these scholars will make a lasting contribution to diversity and equal opportunity at UC.

A new aspect of the DPI in 2017–18 was the wide range of systemwide meetings and professional development events hosted by the Office of the President to expand the leadership pipeline for historically underrepresented groups at UC.
OUTCOMES TO DATE

Graduate Diversity

• In fall 2018, UC expects to have a total of 53 students — UC-HBCU Initiative participants — enrolled in UC PhD programs. One PhD and five MA students already have graduated as a direct result of the initiative.

Faculty Diversity

• 18 new PPFP fellows joined the UC faculty in 2017.
• For the second consecutive year, UC received a $2 million allocation to support best practices for advancing faculty diversity. The Office of the President used a competitive process to fund intensified efforts to hire diverse faculty at four campus-based units: UC Berkeley College of Engineering, UC Irvine STEM disciplines, UCSF Biomedical Sciences and UC Santa Barbara Department of Economics.

Leadership Diversity

• Senior administrative staff from across the UC system gathered at Irvine for the UC Black Administrators’ Council (UCBAC) Conference, a forum for discussing and advocating for a stronger African American presence at UC.
• Senior faculty and staff from across the system convened at UCLA for the UC Chicanx/Latinx Leaders’ Retreat to discuss challenges, opportunities and recommendations for expanding the Chicanx/Latinx leadership presence at UC.
• New and experienced campus leaders joined their counterparts from the Office of the President for a leadership briefing. The program focused on providing campus leaders with critical information on admissions, graduate studies and matriculation to help inform their efforts and strategies.

Campus Diversity

• UC campus leaders have access to a new toolkit, Principles, Policies and Practices: A Toolkit to Prepare for and Manage Major Campus Events or Incidents, to help them prepare for and manage those major campus events and incidents that impact student, faculty and staff inclusion and perceptions of belonging. The toolkit was developed in partnership with the OP offices of General Counsel, Student Affairs, and Operations, and in consultation with the Council of Chief Diversity Officers.
• Campus leaders and faculty participated in the inaugural UC Hispanic-Serving Institutions (HSI) Retreat, sponsored by the Office of the President. The retreat provided a forum to discuss the role of UC’s HSIs with regard to student outreach, recruitment, admission, retention and campus climate, and to develop plans for a UC HSI Systemwide Resource Center to catalyze strategic and comprehensive approaches to student access and success, share examples of innovative practices, build meaningful partnerships across UC campuses and engage with other higher education segments in California, and with HSIs nationwide.
Part 3: Diversity Pipeline Initiative Activities

Through the Diversity Pipeline Initiative, UC leaders and staff conduct several types of activities:

- Informational outreach and marketing strategies
- College and academic readiness programs for undergraduate and graduate students
- Support for campus efforts to improve faculty and leadership diversity
- Community partnership and advocacy efforts

Activities are conducted through the Office of the President and on campuses by a number of offices and units.

Current Activities

INFORMATIONAL OUTREACH AND MARKETING

The DPI’s informational outreach and marketing activities are aimed at identifying potential UC applicants and enrollees and connecting with students who are attending underserved high schools or California community colleges and/or who are participating in community-based activities.

Achieve UC

Achieve UC activities included day-long events at high-need high schools, community colleges and UC campuses. President Napolitano, campus chancellors and UC students delivered inspiring messages, and outreach and admissions staff hosted college preparation workshops. Additional Achieve UC activities served smaller groups of students and provided focused assistance with the UC and financial aid applications.

The message delivered across these events was that UC is open, affordable and available to all students who work hard to get a top-quality UC education. Award-winning new Achieve UC collateral pieces for both high school and transfer audiences were developed in-house and distributed statewide. More than 110,000 students were reached through Achieve UC efforts in 2017–18.

The Achieve UC campaign — in particular when President Napolitano was present at events and/or personally made statements about UC’s efforts to increase underrepresented student enrollment — garnered considerable coverage in the New York Times and Los Angeles Times, among other media outlets. Examples can be found in Appendix 2.

Comparative freshman admissions data for high schools participating in large-scale Achieve UC events will be available in fall 2018.
COLLEGE READINESS AND ACADEMIC PREPARATION PROGRAMS

The DPI complements UC’s Student Academic Preparation and Educational Partnerships (SAPEP) portfolio of 13 programs that provide academic support and tools for low-income and underrepresented students and their educators. The annual SAPEP highlights report is available online (https://www.ucop.edu/diversity-engagement/_files/sapep-annual-report-full-2017.pdf).

President’s Pre-College Scholars

*Prospective undergraduate students*

Another pivotal DPI effort to increase UC applications and encourage the enrollment of talented students is the President’s Pre-College Scholars (PCS) program. Beyond fostering college readiness, the intent of PCS is to cultivate relationships with high-achieving students, including students from underrepresented groups, which could ultimately result in their interest in and application to UC.

Scholars receive a personalized letter from President Napolitano; a certificate of recognition; helpful online content such as emails with test and application deadlines; and access to other digital college-preparation tools. Scholars and their parents have been invited to a PCS Facebook page and Instagram account, in addition to receiving e-newsletters with information tailored to students by grade level.

In its third year, PCS has grown to serve over 5,300 9th- through 12th-grade students across California. The number of African American PCS members grew by 83 percent between 2016–17 and 2017–18.

In 2017–18, 63 percent of 12th-grade PCS — the first graduating PCS cohort — applied to UC. On average, PCS submitted 4.25 applications, and 75 percent of PCS who applied to UC were admitted to at least one campus. On average, PCS were admitted to 2.5 campuses. Statement of Intent to Register (SIR) and enrollment data will be forthcoming in fall 2018.

Early indications are that the PCS program is cultivating knowledge of and affinity for UC. Of 9th- through 11th-grade PCS surveyed:

- 88 percent list “enrolling at the University of California” as a goal after high school.
- 88 percent agree they would find other people who are like them at the University of California.
- 85 percent of see themselves as a good fit for the University of California.

Perceptions of affordability remain an issue: Less than a third (27 percent) of 9th- through 12th-grade PCS agreed with the statement “I can afford to go to the University of California.”
UC Summer Intensive Transfer Experience (UC SITE) Programs

Prospective transfer students

As a component of the UC-California Community College Transfer Partnership, UC Transfer Prep programs conducted 27 new residential summer bridge programs (UC SITE) specifically tailored to the needs of underrepresented community college students. UC SITE programs were implemented on all undergraduate campuses, except UC Santa Barbara and UC Santa Cruz. Nearly 900 underrepresented students participated. 625 participants created or updated online accounts for the UC Transfer Admission Planner (UC TAP), to map their progress toward transfer as a result of their participation in UC SITE programs.

UC-HBCU Initiative

Prospective graduate students

For aspiring graduate students, the UC-HBCU Initiative seeks to improve the representation of African Americans in UC graduate programs — particularly PhD programs — by investing in relationships and efforts between UC faculty and Historically Black Colleges and Universities (HBCUs). Through the UC-HBCU Initiative, UC faculty actively engage in collaboration and cooperation with faculty and students at HBCUs. UC has hosted over 400 HBCU summer interns across nine UC campuses since summer 2012, when UC began hosting HBCU scholars through the initiative. UC will host an additional 85 interns in summer 2018. Some numbers:

- The fall 2017 admission rate for UC-HBCU interns admitted into UC PhD programs was 61 percent, compared to 17 percent for HBCU students at large.
- The UC-HBCU yield rate was 94 percent, compared to 30 percent for HBCU students at large.
- The preliminary UC-HBCU PhD yield rate for fall 2018 is 85 percent.
- In fall 2018, a total of 53 UC-HBCU Fellows will be enrolled in UC PhD programs across 7 UC campuses.
FACULTY DIVERSITY

Many campuses have faculty development programs that assist early-career faculty in their progress toward tenure. Programs are in place that recognize faculty members who are engaged in research focused on issues such as race, gender and multiculturalism. Programs also recognize faculty members who have demonstrated a commitment to issues of social, educational and economic justice, as evidenced by their record of teaching and service.

The Office of the President is supporting campus leaders in their efforts to advance the university's goals of hiring and retaining a diverse faculty that more closely resembles the population of California.

Advancing Faculty Diversity

For two years, the State of California has provided $2 million in support of efforts to increase faculty diversity at UC. Through a competitive process, UC selected seven pilot units, each of which has developed a distinct recruitment program. Campus units implemented interventions, designed to attract diverse candidates to UC, in the faculty recruitment process. Some of the successful practices employed were enhanced outreach; use of a postdoctoral year to recruit top candidates; tapping into the proven talent of the diverse fellows in the President’s Postdoctoral Fellowship Program and the Chancellor’s Postdoctoral Fellowship Program; intervening in traditional evaluation practices; greater inclusion of students in the hiring process; making use of campus equity advisors; creating peer-mentoring cohorts of new faculty; and hiring at the senior level through endowed chairs.4

President’s Postdoctoral Fellowship Program (PPFP)

Established in 1984, the PPFP recruits top scholars to pursue faculty careers at UC. These scholars are committed to underserved and minority communities. An increasing number of fellows have been hired into the UC faculty in recent years, following completion of their fellowships, and in the 2017–18 academic year, the number reached 18. The program is nationally recognized and leads a partnership network with a number of top universities that participate in its recruitment network.

4 Source: 2017 Accountability Report
COMMUNITY PARTNERSHIPS

Community organizations, nonprofits and alumni groups play an important role in how students and faculty perceive the University of California. Engaging community leaders as “critical friends” and advisers to UC, collaborating with churches with predominantly African American congregations and creating partnerships with community-based organizations help to address misperceptions about the university and to support future advocacy efforts by communities on behalf of the university.

Community Advisory Groups

In 2017–18, the Office of the President continued to convene the President’s Advisory Committee on the African American Presence (PACAAP) at UC, which provides input to UC leadership on approaches to African American preparation for, retention at and overall participation in UC. The advisory committee comprises community and business leaders and UC faculty, alumni and administrators. There are two regional committees (southern and northern), and membership comprises representatives from organizations including the California Black Chamber of Commerce, California Black Media Association, College Board, Council of African American Parents, Urban League (Los Angeles, San Diego and Sacramento), Los Angeles Unified School District and Compton Community College District.

Black Churches in California

In 2017–18, UC joined again with Los Angeles-area churches whose congregations were predominantly African American to offer college advising, academic preparation workshops and other forms of college-readiness support for their members. Some of the informational sessions were for younger students, from kindergarten to the 8th grade. The churches were:

- Bethany Baptist Church, Los Angeles (with additional support from STEM Academies and the California Subject Matter Project)
- Mt. Sinai Missionary Baptist Church
- Macedonian Church of Los Angeles
- Greater Zion Church Family
- West Angeles Church of God in Christ

Boys & Girls Clubs of America

In 2017–18, UC continued its formal partnership with the Boys & Girls Clubs of America (BGCA). In the partnership, UC campuses and local clubs work together to improve the college enrollment and career readiness of California youth from under-resourced communities through planned workshops, consultation and resource sharing. The effort is being piloted on three UC campuses in partnership with three BGCA sites: UC Merced and BGCA Merced, UC San Francisco and BGCA San Francisco, and UCLA and BGCA Pasadena.
EDUCATION PARTNERSHIPS

The Office of the President has developed and/or expanded its partnerships with educational institutions and organizations to support student and faculty diversity pipeline efforts through collaborations and shared services.

- The Umoja Community Education Foundation has partnered with UC to prepare approximately 4,000 mostly African American students from California community colleges for transfer to UC. The partnership includes UC-readiness support, professional development for Umoja educators, and events and workshops for students.

- uAspire has offered advising by text messages to 1,000 12th-grade Pre-College Scholars. The messages provide individualized support in the areas of college affordability and financial aid.

- Beyond 12, a mobile coaching organization, provided its MyCoach mobile application to 719 students at UC Berkeley, 607 students at UC Davis and 1,338 students at UC Irvine. This app provides personalized messaging and coaching to college students from historically underrepresented backgrounds, to help them navigate the transition to college. In addition, Beyond 12 is offering individualized virtual coaching to 563 Pre-College Scholars at these campuses and providing support and guidance to Pre-College Scholars during their first year of college.

- A UC-Hispanic Serving Institutions Doctoral Initiative is in development. The new UC Doctoral Diversity Initiative will help create more avenues to UC graduate programs for underrepresented students from HSIs in California, including the campuses of the California State University (CSU) system. This initiative is being modeled after the UC-HBCU Initiative. It will encourage UC and CSU faculty partnerships to facilitate greater participation by CSU and other California students in summer research programs on UC campuses. Ideally, participation in the initiative will culminate in students' enrollment in UC graduate academic programs, particularly doctoral programs.
Future Plans and Next Steps

The DPI will continue its efforts to foster greater access to UC for underrepresented, first-generation and/or low-income K–12 and California community college students, underrepresented prospective graduate students, and underrepresented prospective faculty.

Future plans are as follows:

- Advocate for increased funding to support and scale successful programs, including UC’s academic preparation outreach programs for K–12, community college and graduate students.

- Address declines in UC enrollment of Transfer Prep program participants by reviewing current campus strategies and fostering stronger relationships with California Community College leaders.

- Develop new efforts to address perceptions of UC affordability among underrepresented students and their families, in particular, participants in UC academic preparation outreach programs.

- Continue to expand UC Berkeley’s Destination College Advising Corps (DCAC) to more UC campuses to provide more students with full-time college advising at their schools.

- Continue efforts to expand education and training opportunities for UC staff and faculty who are engaged in diversity pipeline efforts, and to foster UC-wide awareness of the Guidelines for Enhancing Diversity at UC in the Context of Proposition 209.

- Continue to support advocacy and other efforts that can result in greater investment in graduate education and faculty recruitment. This encompasses support of opportunities to extend the hiring incentive to all PPFP fellows who are offered UC faculty positions, expansion of UC-HBCU faculty grant opportunities, and development of new doctoral diversity initiatives.

- Work collaboratively with UC leaders across the system to open more academic and administrative leadership pathways at UC for underrepresented managers and faculty, including identifying and sponsoring professional development opportunities.
Appendices

Appendix 1: Diversity Pipeline Initiative Partners

UNIVERSITY OF CALIFORNIA OFFICE OF THE PRESIDENT

- Academic Personnel and Programs
- Diversity and Engagement
- President’s Executive Office
- Public Affairs
- Research and Graduate Studies
- Student Affairs

UC CAMPUSES

- Afrikan Black Coalition (ABC)
- Chicanx/Latinx Leaders’ Council
- Community College Transfer Preparation (Transfer Prep)
- Destination College Advising Corps (DCAC)
- Early Academic Outreach Program (EAOP)
- Office of Undergraduate Admissions
- Student-Initiated Programs (SIP)
- University of California Black Administrators’ Council (UCBAC)

COMMUNITY-BASED ORGANIZATIONS

- Beyond 12
- Boys & Girls Clubs of America
- East Bay College Fund
- uAspire
- Umoja Community Education Foundation
OTHER COMMUNITY PARTNERS

• A*MEND
• African American Regional Educators Alliance (AAREA)
• Bethany Baptist Church
• Black College Expo
• College Board
• Concerned Parents Alliance Inc.
• Council of African American Parents (CAAP)
• Consulate General of Mexico — Sacramento
• First African Methodist Episcopal (FAME)
• Greater Zion Church Family
• Hidden Genius Project
• Macedonian Church of Los Angeles
• Mt. Sinai Missionary Baptist Church
• National College Advising Corps
• President’s Advisory Committee on the African American Presence at the University of California (PACAAP)
• Oakland Promise
• Univision
• West Angeles Church of God in Christ
Appendix 2: Achieve UC and DPI-related Media Coverage

The University of California Stands Out Among Top Schools When It Comes to Serving Poor Students
May 1, 2018

KSBY: University of California president visits Cuesta College
April 30, 2018

KEYT: UC President Janet Napolitano Speaks at Cuesta College
April 30, 2018

Anaheim Colonists: Anaheim High Hosts Visit from UC President Napolitano
April 27, 2018
www.anaheimcolonists.com/anaheim-high-hosts-visit-from-uc-president-napolitano/

San Luis Obispo Tribune: UC President, former Homeland Security secretary, to Talk DACA, Free Speech at Cuesta
April 24, 2018

L.A. Times: UC Santa Cruz has offerings far beyond hippies and banana slugs. So why can't it draw more transfer students?
Jan. 3, 2018

Santa Cruz Sentinel: Napolitano recruits transfer students at first visit to Cabrillo College
Nov. 21, 2017
www.santacruzsentinel.com/social-affairs/20171121/napolitano-recruits-transfer-students-at-first-visit-to-cabrillo-college

Cabrillo Register-Pajaronian: Janet Napolitano visits Cabrillo
Nov. 21, 2017
https://register-pajaronian.com/article/janet-napolitano-visits-cabrillo

KION: UC President Janet Napolitano visits students at Cabrillo College
Nov. 20, 2017
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Nov. 20, 2017
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