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**UC Tech Awards 2023 Candidate**

**Category:** DEI LEADERSHIP  
**Name:** Shirley Bittlingmeier, Executive Director, IT Client Services (1)  
**Number of people:** (1)  
**Location:** UC Office of the President

1. **Person submitting the application/nomination.**

Sushant Prasad

**Title:** Information Systems Analyst 5 (Architect)

**Department:** ITS-Technology Delivery Services (TDS)

**Location/organization:** UCOP, Oakland

**Faculty or Staff:** Staff

* 1. **Email address:** sushant.prasad@ucop.edu
  2. **The name of your organization:** University of California, Office of the President (UCOP)

1. **Award category** DEI Leadership\*
2. **Name of person, name of the team, or name of the project to receive the award** (

**Name of person:** Shirley Bittlingmeier

**Title:** Executive Director, IT Client Services

Information Technology Services

UC Office of the President

**Email:** Shirley.Bittlingmeier@ucop.edu

1. **All project team members - if applicable** (n/a)
2. **Which location was affected by the work?** (The name(s) of the organization affected)

**Locations:** UCOP

1. **Summary** (1-3 sentences synthesizing the longer “Narrative - see below)

Shirley Bittlingmeier has been a part of the UCOP IT leadership team for over a decade. In her illustrious career at UCOP, she has strived every day for fairness and inclusion for underrepresented communities. Apart from her overwhelming responsibilities at the day job, she goes an extra mile to advance diversity, equity, and inclusion at UCOP IT and the larger UC community.

This makes her my choice for nomination of the DEI Leadership Award.

1. **Narrative**
   1. **Description of the initiative(s) or portfolio of work that supports the nomination based on the award description.**

Shirley has been a part of the UCOP IT leadership team for over a decade. In her illustrious career at UCOP, she has strived every day for fairness and inclusion for underrepresented communities. Shirley has been a leader of utmost integrity and discipline.

As an Executive Director of the IT Client Services, Shirley manages a large group of client service professionals. Apart from her overwhelming responsibilities at the day job, she goes an extra mile to advance diversity, equity, and inclusion at UCOP IT and the larger UC community.

This makes her my choice for nomination of the DEI Leadership Award.

From early on in her career at UCOP she has been involved in advancing the cause of underrepresented communities at UC. Shirley has been at the forefront of advancing diversity at UCOP workplace for a long time. Her perseverance as an active member of the multiple workgroups over time is simply admirable.

Some of the communities and causes she has represented over the years:

**1. Women in IT**

Shirley has been an ardent advocate of women in IT at UC, for a very long time. As a role model, as a successful senior leader encouraging other women in IT. Over the course of years, she has mentored many women in IT under her leadership.

**2. Managing implicit bias at UC**

Shirley has taken up the cause to influence and change the culture of implicit bias at UC. She has increased awareness of implicit bias and reduce its impact at the University. As a result, UC rolled out the mandatory training - "Managing implicit bias at UC" for all staff.

**3. Actively supporting the underrepresented communities.**

As a Senior leader of the ITS engagement committee at UCOP; Shirley has actively supported and organized multiple events for the following underrepresented communities.

**a) Black community**

Organize and support the events during the Black History Month events, presented by the Black Staff and Faculty Organization.

**b) Asian American Pacific Islander (AAPI) community**

Shirley has provided an open platform for the voice of the AAPI community at UC and UCOP. As a senior leader, holding monthly meetings and help organize cultural events.

Recently, Shirley organized the in-person, "Inaugural AAPI Staff Symposium" to promote the underrepresented Asian American Pacific Islander (AAPI) community across UC and California. The symposium was hosted at UCOP and attended by a ~100 people from across the UC System and other Universities in California.

The event was addressed by **President Drake** himself, to show his support for the underrepresented community.

**Shirley's decades long work to advance diversity, equity and inclusion at UC, deserves to be recognized and celebrated.**

* 1. **How they meet selection criteria (complexity, impact, and mission alignment).**

Shirley's work over the years deeply aligns with the DEI mission of UC.

*"We welcome faculty, staff and students from all backgrounds and want everyone at UC to feel respected and valued."*

She always treats people from all backgrounds with respect.

Anyone working for her or interacting with her know that they are being valued.

* 1. **How their success is measured/quantified.**

Shirley is well known and a highly respected senior leader among all underrepresented communities at UC, especially UCOP.

Her work force in client services speaks volumes about her equity and fairness; in hiring and mentoring the staff.

She has one of the most diverse workforces at UCOP. More importantly her staff simply adores her and loves working with her.

* 1. **The time during which the work was done.**

The work was accomplished over a decade.