



September 1, 2017

Dear Campus Community,

Building and maintaining a diverse workforce that thrives within an equitable and inclusive work environment is essential to the public mission of our University. We recognize the intrinsic relationship between diversity and excellence in all our endeavors and I am proud to reaffirm UC Berkeley's long-standing commitment to employment equity, affirmative action and workforce diversity. Aligned with the Berkeley Principles of Community, actively recruiting a qualified and diverse workforce, as well as making every effort to provide an inclusive work environment that is free of discrimination and harassment, are essential steps toward fulfilling our moral, ethical, and legal obligations.

As Chancellor, it is my responsibility to assure equity, inclusion and diversity at all levels of UC Berkeley. Under the leadership of Vice Chancellor for Equity and Inclusion Oscar Dubón, Jr., we support this vision by developing programs and practices aimed at improving campus climate, access, and inclusivity. Furthermore, we have developed campus plans, programs and policies pursuant to federal rules and regulations that relate to employment equity, a campus free of discrimination, and affirmative action. While all managers and supervisors have responsibilities and accountability to ensure that equal opportunity and affirmative action programs are implemented, responsibility and accountability for overseeing and monitoring the effectiveness of staff and academic Affirmative Action Plans, including program accessibility for persons with disabilities, has been assigned to the individuals named below:

- **Staff Affirmative Action Plan:**
  - Marc Fisher, Vice Chancellor for Administration
  - Jo Mackness, Interim Associate Vice Chancellor – Human Resources
  - Rich Lau, Director of Total Rewards and EEO
  - Tim Abdellah Fuson, EEO Analyst
  - Alex Gomez, Recruitment Supervisor
- **Academic Affirmative Action Plan:**
  - Paul Alivisatos, Executive Vice Chancellor and Provost
  - Benjamin Hermalin, Vice Provost for the Faculty
  - Angelica Stacy, Associate Vice Provost for the Faculty
  - Marc Goulden, Director, Data Initiatives
  - Karie Frasch, Director, Faculty Equity and Welfare
  - Heather Archer, Assistant Vice Provost of Academic Personnel

It is the policy of the University not to engage in discrimination against or harassment of any person employed or seeking employment with the University of California on the basis of race, color, national origin, religion, sex, gender, gender expression, gender identity, pregnancy, physical or mental disability, medical condition (cancer-related or genetic characteristics), genetic information (including family medical history), ancestry, marital status, age, sexual orientation, citizenship, or service in the uniformed services. This policy applies to all employment practices, including recruitment, selection, promotion, transfer, merit increase, salary, training and development, demotion, and separation. This policy is intended to be consistent with the provisions of applicable state and federal laws and University policies.

University policy also prohibits retaliation against any employee or person seeking employment for bringing a complaint of discrimination or harassment pursuant to this policy. This policy also prohibits retaliation against a person who assists someone with a complaint of discrimination or harassment, or participates in any manner in an investigation or resolution of a complaint of discrimination or harassment. Retaliation includes threats, intimidation, reprisals, and/or adverse actions related to employment.

In addition, it is the policy of the University to undertake affirmative action, consistent with its obligations as a Federal contractor, for minorities and women, for persons with disabilities, and for protected veterans. The University commits itself to apply every good faith effort to achieve prompt and full utilization of minorities and women in all segments of its workforce where deficiencies exist. These efforts conform to all current legal and regulatory requirements, and are consistent with University standards of quality and excellence.

In conformance with Federal regulations, UC Berkeley prepares and maintains written affirmative action plans. UC Berkeley also maintains and implements audit and reporting systems for measuring the effectiveness and compliance of the affirmative action plan. The 2017-2018 Staff Affirmative Action Plan is available at <http://hr.berkeley.edu/sites/default/files/staffaap.pdf>. The current Academic Affirmative Action Plan is available at <http://ofew.berkeley.edu/academic-affirmative-action-plan>. If you have questions about the Staff AA Plan, contact Staff Equal Employment Opportunity (EEO) Compliance at [staffeeo@berkeley.edu](mailto:staffeeo@berkeley.edu). If you have questions about the Academic AA Plan, contact the Office for Faculty Equity & Welfare at [ofew@berkeley.edu](mailto:ofew@berkeley.edu).

While the policies, plans and programs are in place to support our equity, inclusion and diversity efforts, the realization of these ideals depends on everyone within our community. Equity is defined not by words, but by actions. In order to be experienced as equitable and inclusive, students, faculty and staff, must act in a fair and principled manner while communicating clearly and effectively the motives and methods behind their actions. I urge you to incorporate the ideals of equity, inclusion and diversity in every aspect of work, from long-range planning to day-to-day decisions and activities.

I hope you'll join me in my commitment to building community and creating a thriving, equitable and inclusive campus environment.

Sincerely,



Carol T. Christ