

Recent actions and initiatives

- Since 2010, UC Merced's **Advisory Council on Campus Climate, Culture and Inclusion** has worked to provide ongoing evaluation of campus climate conditions, practices and policies as well as to suggest measures to support the goals of inclusion and community. The group is updating UC Merced's *Principles of Community* based on input collected from a broad spectrum of the campus community. The founding principles were established before the campus officially opened and serve as a guide for both the individual and collective behaviors of students, faculty and staff. The revisions aim to strengthen aspects related to tolerance and acceptance of diversity in cultures, lifestyles and expression.
- The **UC Merced Violence Prevention Program** was launched in early 2009 and offers support and educational services to discourage and ultimately eliminate violence. One noteworthy achievement of this program is that 97 percent of incoming undergraduates participate in the in-person violence prevention education program.
- The **Office of Ombuds Services** was established in 2012 as a confidential, neutral, independent and informal conflict resolution resource for the campus community. The Campus Ombuds is available to all constituencies to discuss and work to resolve campus-related concerns.
- In order to identify issues and needs regarding communication, the campus conducted a survey of faculty and staff in 2011. Findings from this survey resulted in the establishment of a monthly **Communications Connection series** and a campus **Leadership Council** to enhance communication and foster a greater sense inclusion amongst staff and faculty.
- The Provost's Office has also recently committed funding to support faculty participation in academic leadership opportunities, many of which are specifically targeted for faculty from diverse backgrounds with interest in and potential as future academic leaders.
- UC Merced Human Resources offers a **Diversity Certificate Training Program** open to all staff and faculty that is designed to establish a foundational awareness of the concepts of diversity and inclusion in the workplace.
- Departments across campus host numerous speaker and film series as well as a wide spectrum of multi-cultural and social justice events throughout the year that are designed to enhance campus climate, encourage inclusion, foster respect and promote community.
- A new collaborative campaign between Housing and Residence Life and the Office of Student Life called "**Love Love. Hate Hate**" celebrates diversity, condemns acts of hate and bias and compliments our commitment to creating a learning environment free from discrimination and harassment and addressing the impact hate crimes and bias-related actions have on campus communities.
- Another innovative diversity and dignity campaign called "**Everyone Matters**" is spearheaded by the Associated Students of UC Merced Multi-Cultural Student Council. The campaign advocates for everyone's right to be who they are, whatever their race, socioeconomic status, gender, age, sexual orientation, ability, worldview, or ethnicity.

- One important aspect of enhancing campus climate includes how physical spaces are programmed. The campus now enjoys its first official **Reflection Room**, opened in January 2014, to provide a space where people from all faiths, beliefs and backgrounds can reflect in any way that is meaningful to them. Furthermore, the campus recently improved the process for establishing lactation facilities in new campus buildings.

Process and next steps for developing actions and initiatives based on survey findings

In order to effectively address important issues highlighted by the survey results, we expect to expand our Advisory Council on Campus Climate, Culture and Inclusion, which will be charged with creating an action plan based on our unique campus culture and the survey findings for our campus. The reconstituted group would be assembled within a month of the survey's release.

CONTACT

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