

**Chancellor's Advisory Committee on Queer Issues**  
**CACQI**  
**2016-2017 End of Year Report**

**Purpose**

Chancellor's Advisory Committee on Queer Issues (CACQI) works to identify institutional, structural and cultural initiatives that advances the UC Merced campus climate for the LGBTQ+ and expanding community. The advisory committee advocates on campus on behalf of the LGBTQ+ community for participation, success and visibility across multiple dimensions of inequality including, but not limited to, gender, race, ethnicity, class, age, religion, ability, veteran, marital and familial status. The committee will operate under a shared governance model, intentionally including undergraduate and graduate students, postdoctoral scholars, senate and non-senate faculty and staff members.

**Context**

We began as an advisory committee in 2015 and became a Chancellor's committee in Sept 2016. As the University of California, Merced continues to move toward the 2020 plan and in conjunction with our Vision and Change Alignment Map as a guide for decision making, CACQI aims to create transformative change that supports, affirms and empowers our LGBTQ+ community.

**Priorities 2016-2017**

This year was CACQI's first full year of mobilization and as such identified priorities that would be addressed throughout the academic year. Our priorities were identified with careful examination of data collected with the UC Merced Campus Climate Survey in 2013-2014, the Report on Focus Group with Lambda Alliance conducted on April 8<sup>th</sup> 2015 and reports from faculty and staff who identify on the LGBTQ+ spectrum. Our priorities were:

- ▼ Data collection
- ▼ Inclusive diversity statements in hiring, review and tenure
- ▼ Building partnerships
- ▼ Gender transitioning policy

**Accomplishments**

CACQI had a number of accomplishments with regards to our priorities as well as additional victories this year which have been highlighted below:

Priority accomplishments:

- ▼ *Data Collection*- we worked closely with the Office of the Registrar's and have been able to obtain information regarding the LGBTQ+ applicants, begun the process for allowing students to change sexual orientation and gender identity online within the banner system and to ensure preferred names are the primary names utilized within banner

- ▼ *Inclusive Diversity Statements in hiring, review and tenure processes*- we worked closely with Gregg Camfield, the Vice Provost for Faculty, to ensure statements of diversity are inclusive of LGBTQ+ communities, to recognize the value of LGBTQ+ services in the review & tenure process, provide opportunities for prospective faculty to have the option to meet with current LGBTQ+ faculty during their on-campus interviews
- ▼ *Building partnerships*- we have worked with a number of different entities across campus to build partnerships and ensure LGBTQ+ issues are being address through these various departments including but not limited to:
  - Vice Provost for Faculty
  - Human Relations
  - Registrars
  - Student Health Services
  - Counseling & Psychological Services
  - Office of Campus Climate & Compliance
  - Office of Campus Climate
- ▼ *Gender Transitioning Policy*- We have formed the Transgender Resource Committee, a subcommittee of CACQI, a committee dedicated to developing UC Merced's practices around gender transition on campus

Additional accomplishments:

- ▼ Developed the Rainbow Lunch series which focuses on building community for the LGBTQ+ faculty, staff and post docs at UC Merced
- ▼ Hosted two socials, LGBTQ+ Mix n' Mingle in the fall and the Lavender Community Unite in the spring to build community and provide resources between all students, faculty, staff and post docs.
- ▼ Co-sponsor the annual Building Community Awards which recognizes the contributions made to UC Merced by all LGBTQ+ students, faculty, staff and community members and allies
- ▼ Co-sponsor Lavender Graduation Reception which recognizes the contributions of our LGBTQ+ graduating class
- ▼ We are continuing to work with Brian Powell, Associate Vice Chancellor of Human Resources, on developing LGBTQ+ inclusive and relevant materials for the onboarding process of new staff.
- ▼ We are partnering with Academic Personnel to meet with faculty candidates who are interested in learning more about the LGBTQ+ community at UC Merced

## Issues

Although our committee has identified four priorities, there are still a number of issues that have been brought to our attention that are pertinent to the work we are doing. Below is a list of key issues that persist at UC Merced. We have divided them into categories for easier reference.

### 1. Campus Climate Issues

- a. The common definition of diversity is currently not inclusive of LGBTQ+ contributions. Affects both how the campus presents itself to the community
  - b. Recognition of contributions of people who are contributing to the LGBTQ+ climate
    - i. Publicly through awards ceremonies
    - ii. Individual recognition when being evaluated for your work
    - iii. Role modeling and increasing LGBTQ+ presence on campus
  - c. Increase LGBTQ+ presence on campus
  - d. Campus and community climate unwelcoming and sometimes hostile for LGBTQ+ folks
  - e. Lack of knowledge and awareness/attention on addressing LGBTQ+ issues by staff and administrators of all levels
    - i. Promotion/review
    - ii. Professional development
    - iii. On-boarding
  - f. Marginalization and silencing of LGBTQ+ issues
  - g. Lack of priority in 2020 visioning, "Diversity and Inclusion" is the last priority in project guidelines
  - h. Line of communication for reporting and addressing LGBTQ+ microaggressions and/or bias incidents on campus, locally, state, nation and worldwide
  - i. Lack of LGBTQ+ resources (center, staff, faculty, hiring)
  - j. Preferred name policy is not effective
  - k. Lack of flexibility in work schedule to participate in campus-wide committee meetings due to lack of LGBTQ+ identified faculty/staff
2. Student Issues – Undergraduate
- a. Lack of LGBTQ+ resources\*
    - i. CAPS/SHS unwelcoming
    - ii. Few role models
    - iii. Need support academically/personally and in their career
    - iv. Need for an LGBTQ+ Center
  - b. Gender Inclusive housing does not provide adequate resources or support, and has no funding for the development of programs & initiatives.
    - i. Lack of proper/adequate training for residential staff
  - c. Lack of coursework/intellectual engagement\*
  - d. Lack of systematic data collection of LGBTQ+ and focus groups outside of LAMBDA\*
- \*Applies to Graduate students as well*
3. Student Issues – Graduate
- a. Graduate Students experience has a lack of systematic support in grad school
    - i. Current support is inconsistent
4. Faculty and Non-senate Faculty Issues
- a. Lack of credit for involvement on campus outside job scope
  - b. Lack of voice for non-senate faculty

- c. Family/Medical leave policies have been unequally applied
  - d. Lack of funds to find replacements for faculty who are on leave
  - e. Data collection on faculty and staff who identify in the LGBTQ+ spectrum
    - i. Data collected in exit interviews does not address why they leave UC Merced
    - ii. Data is has not been collected on non-senate faculty experiences working in the UC system
  - f. Student bias in teaching evaluations negatively impact career progression
5. Staff Issues
- a. Lack of information about LGBTQ+ staff issues/experiences
  - b. Lack of incentives to hire LGBTQ+ staff
  - c. Need to collect proper data

## Recommendations

Please see our recommendations for continuing to create a supportive, affirming and empowering campus climate at UC Merced for the LGBTQ+ community.

### Campus Climate Recommendations

- ▼ Educate those in positions of power (merit, promotion, recruitment, supervision) on LGBTQ+ topics, including the definition of diversity (affirm that LGBTQ+ should be included under diversity statement), potentially write an MOU about LGBTQ+ inclusion in the above areas
  - *Addresses issues 1. d, e, f, i, 2. a, 3. a*
- ▼ Training and professional development with LGBTQ+ emphasis from HR and Provost office
  - *Addresses issues 1. a, d, e, f, g, 2. a, b*
- ▼ Provide institutional recognition of queer contributions on campus
  - *Addresses issues 1. b, e*
- ▼ Develop more institutional resources for LGBTQ+ community
  - Create a fully funded and staffed LGBTQ+ Center that serves students, faculty, and staff
  - Recruit LGBTQ+ faculty/staff
  - Hire CAPS and SHS provides with backgrounds with LGBTQ+ populations
  - Develop a formal panel that meets with the Merced community to decrease tensions between UC Merced and Merced and help make Merced more welcoming
    - *Addresses issues 1. c, d, e, f, g, l, 2. a, d, 3. a*
- ▼ Data collection on staff, students, non-senate faculty
  - *Addresses issues 1. b, c, f, e, i, 3. c, 4. a*
- ▼ Create lines of communication
  - Develop a flow-chart for issues that affect the LGBTQ+ community
  - Develop an anonymous informal reporting tool for bias incidents and micro/macroaggressions
    - *Address issues 1. h, 3. a, 4. a*
- ▼ Chancellor issues a directive that all units utilize preferred names
  - *Addresses issues 1. j*

- ▼ Chancellor provide direction regarding the value of faculty/non-senate staff faculty on campus wide committees
  - *Address issues 1. k, 2. a, 3. a, 4. a*
- ▼ Chancellor provide direction on creating an informal reporting system of bias incidents and microaggressions at UC Merced
  - *Addresses 1. d. e. f. h. i, 3. a, 4. b. c. e. f, 5. a. c*

#### Student Recommendations

- ▼ Housing staff and CAPS need to be trained on LGBTQ+ issues
  - Housing materials need to accurately reflect GHS services
  - Chancellor recommends Housing to work directly with CACQI to identify training opportunities and materials
    - *Addresses issues 1. d, i, 2. a, b*
- ▼ Including LGBTQ+ under target of opportunity for LGBTQ+ scholarship cluster hire
  - *Addresses issues 1.c, d, e, f, g, l, 2.a, b, c, 3.a*
- ▼ Include a LGBTQ+ speaker in the Chancellor's Diversity Speaker Series
  - *Addresses issues 1.c, d, e, f, i, 2.a, b, c*

#### Faculty and Non-senate Faculty Recommendations

- ▼ More information on how bias identified are being addressed from the Vice-Provost/HR
  - *Addresses issues 1. d, e, f, h, 2., 3. a, 4, 5*
- ▼ Tracking the equitable family leave applications for application and equity
  - *Addresses issues 4. d*
- ▼ Establish procedures for redacting student bias in student comments for teaching evaluations
  - Educating Deans and AP Chairs/Supervisors how bias can affect evaluations
    - *Addresses issues 4. g*

#### Staff Recommendations

- ▼ Hold focus groups to collect data
  - *Addresses issues 5*

### **2017-2018 Priorities**

After careful consideration of the issues and recommendations listed above, CACQI has set the following as their priorities for the 2017-2018 academic year.

- ▼ Data Collection
- ▼ Educating and building Partnerships
- ▼ Advocating for LGBTQ+ and Gender Non-Conforming Center
- ▼ Advocating for anonymous bias/microaggression reporting system

# Appendix A

**Chancellor's Advisory Committee on Queer Issues (CACQI)  
2016-2017 Budget  
\$6,000**

Program/Initiative	Date	Time	Location	Materials	Vendor	Per Item cost	Projected Costs	Actual Costs	Evaluation	Notes
LGBTQ+ Mix n' Mingle	8.25.2017		Elizabeth's Garden	Refreshments				\$290.00		
UC Directors of LGBTQ+ Services			KL 159	Lunch	Lakeside Catering		\$400	\$292.00		
Law Unite			Elizabeth's Garden	Lunch	Joe on the Go	\$9.99	\$1,000	\$649.97		
Pride Carnival	4.3.2017		Scholars Lane	Balloon Arch & 6 Columns	My Little Balloon Co		\$530.46	530.46		
Pride Week Speaker-Susan Shaw				Hotel Room	Holiday Inn Express	\$142.42/room	\$313.52	\$400.00		
Retreat							\$1,500.00	\$628.69		
Lavender Graduation							\$2,000.00	\$1,207.09		
Logo Magnet				Magnet-500			\$350.00	\$303.54		

Totals:	6,093.98	\$4,301.75
Remaining:	-\$93.98	\$1,698.25