

**The mission of the Graduate Assembly is to improve the lives of University of California, Berkeley graduate students and to foster a vibrant, inclusive graduate student community.**

Sobering results from the 2014 UC Berkeley Campus Climate Survey showed that within the past year, one in four members of the campus community had experienced exclusionary, intimidating, or hostile conduct<sup>1</sup>. Ethnic and racial minority, LGBTQ, Muslim, and disabled respondents reported the highest rates of feeling uncomfortable in their departments and academic units. Graduate and Professional students reported experiencing exclusion largely at the hands of faculty and other students. The Graduate Assembly has responded to the crisis demonstrated in the Climate Report by undertaking diversity as a 2014-2015 year Advocacy Agenda item. We hope that by focusing attention first on these few problematic areas that the university can begin to address the underlying systemic issues that cause our students to feel unwelcome.

**In order to foster a diverse, thriving, and inclusive community, the GA is committed to 1) creating a critical mass of graduate students who represent and/or embody diversity, 2) including graduate students in the faculty hiring process, and 3) facilitating cultural humility trainings in the New Graduate Student Orientation (NGSO).**

**Creating a critical mass of diverse graduate students.**

The UC Berkeley Strategic Plan for Equity, Inclusion, and Diversity lists creating a critical mass of talented graduate students as an objective to reduce intergroup disparities in the recruitment and retention of students.<sup>2</sup> California is currently a “minority-majority” state where whites constitute less than half of the total population. Despite this, the enrollment of domestic non-white graduate students at UC Berkeley remains below 30%.<sup>3</sup> To remedy these representational disparities, it is imperative that the University understands the reasons why a more diverse graduate student body is not cultivated. **The GA advocates for each department to annually record who applies to their programs, who is granted interviews, and who is offered a position.** Armed with such data, departments can determine trends in their recruitment efforts and adequately readjust to ensure diverse student cohorts attend in following years.

**Including graduate students in the faculty hiring process.**

The University of California acknowledges that it lags behind in hiring faculty women and underrepresented minorities.<sup>4</sup> Currently the UC Berkeley ladder-rank faculty is 70% male, 77% white, 83% US citizens, 87% heterosexual, and 97% able-bodied. The monolithic representation of ladder-rank faculty is not necessarily reflective of the national availability, especially with regard to qualified women and underrepresented minorities<sup>5</sup>. The demographics of the faculty are likely indicative of the implicit bias and discrimination widely acknowledged in academy.<sup>2</sup> To contest such bias, **the GA advocates for the full and permanent participation of graduate students in the faculty hiring process.**<sup>6</sup> The inclusion of graduate students in the hiring process provides professional development, allows students to share in the collective vision of their department’s future, and creates space for new talented scholars.

**Facilitating cultural humility trainings in NGSO.**

The student-led photo-campaign #ITooAmBerkeley<sup>7</sup> brought awareness to the fact that multiple members of the UC Berkeley community regularly experience microaggression from their colleagues. The inclusion of curricula that addresses power and privilege, challenges white supremacy, and promotes anti-oppression, may serve as a first step towards rectifying harmful interpersonal behaviors. All undergraduates at Cal are required to take an American Cultures breadth class to understand diverse identities, cultures, and ideologies. It would benefit graduate students to likewise be exposed. **The GA has committed to including diversity awareness and cultural humility trainings in the annual GA-sponsored event, New Graduate Student Orientation.** These efforts will ensure that every new graduate student is oriented with the tools necessary to navigate Cal’s unique cultural landscape.



1. University of California, Berkeley Campus Climate Project Final Report. Rankin and Associates. 2014.
2. UC Berkeley Strategic Plan for Diversity, Equity, and Inclusion. Pathway to Excellence. 2009.
3. UC Berkeley Fall Enrollment Data. Office of Planning and Analysis. 2014.
4. University of California Accountability Report. Chapter 6: Faculty and Other Academic Employees. 2014.
5. UC Berkeley Diversity Snapshot. Office of the Vice Chancellor for Equity & Inclusion. 2013.
6. <http://ga.berkeley.edu/wp-content/uploads/2015/04/Reso-1501A-FacultyHiring-Final-as-Amended-4.21.pdf>
7. <http://itooamberkeley.tumblr.com/>