

## Action Collaborative Community Engagement Plan for 2019-20

This initiative is led at UC Santa Barbara by the **Action Collaborative Steering Committee**, comprised of Vice Chancellors, Deans, Associate Deans, Directors of relevant offices, and representatives of the Academic Senate, the Chancellor's Staff Advisory Committee, the Postdoctoral Scholars Association, the Graduate Student Association, and Associated Students. The committee meets monthly.

### Action Collaborative Steering Committee Charge

- Review the current state of the campus's approach to monitoring and responding to sexual harassment, discrimination, academic bullying, and those behaviors that impede the productive participation of all members of the institution and so interfere with the campus mission;
- Review University of California and UC Office of the President policies and directives to ensure that the campus is following system-wide mandates;
- Examine relevant campus policies and how they are communicated, as well as practices for responding to complaints, and assess their effectiveness;
- Consider proactive measures and interventions that would promote an inclusive campus climate that is conducive to community and collaboration;
- Compile a set of "promising" or "best" practices nationally and across UC;
- Consider how disciplinary cultures and practices do or do not promote inclusive or supportive communities;
- Recommend practices to adopt that will promote a climate that values and supports diversity, inclusion, and respect, where sexually harassing behaviors are less likely to occur;
- Educate the campus community, increase awareness, promote conversation and engagement;
- Create a framework for the benchmarking and assessment of progress.

### Events for Fall 2019 (Winter and Spring events to follow)

- October 11<sup>th</sup> Leadership Roundtable on Sexual Harassment in Academia
- October 11<sup>th</sup> Panel for Graduate Students and Postdocs on the NASEM report and the Action Collaborative
- October 20<sup>th</sup>-21<sup>st</sup>: Interactive theater presentations by Theater Delta for faculty and graduate students on implicit bias in faculty hiring, graduate mentoring across difference, and strategies for managing classroom conflicts rooted in sexism, racism, and other protected categories
- November Staff Leadership Roundtable on the NASEM report and the Action Collaborative

## **Steering Committee Timeline for 2019-20**

- December 2019: Finalize research questions for current year
- Winter/spring 2020: Subcommittees conduct research; compile list of possible practices to adopt
- Winter/Spring 2020: Continued conversations with leadership, faculty, and student groups to present findings and receive feedback on possible practices
- June 2020: Finalize recommendations to campus leadership on strategies to adopt moving forward

## **Campus Partners**

The ACSC will be conducting its work in consultation and collaboration with campus partners, including the Office of the Chancellor, the Office of the Executive Vice Chancellor, the Academic Senate, the Division of Student Affairs, the Graduate Division, the Office of Research, the Office of Academic Personnel, the Chancellor's Advisory Committee on the Status of Women, the Title IX Office, the Office of Equal Opportunity and Discrimination Prevention, the Office of Human Resources, the Office of the Ombuds, the Office of Campus Advocacy, Resources, and Education, and all colleges, divisions, and schools.