



SANTA BARBARA

## **Chancellor's Statement on Diversity**

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Dear Friends and Colleagues:

The University of California, Santa Barbara is committed to creating a community of students, faculty, and staff that embraces the rich cultural, racial, geographic, economic, and social diversity of the state of California. We are continually striving to maintain a diverse academic community through the recruitment and academic preparation of academically qualified students, and through the recruitment and retention of outstanding faculty and staff.

We are working diligently together to increase both the quality and diversity of UC Santa Barbara's academic programs and student body. As one example of the results of our efforts, the number of Chicano, Latino, African American, and American Indian students as a percentage of total campus enrollment has been increasing annually and steadily, from 14% in 1994-95 to 25% in 2010-11.

We are also moving toward greater diversity in the recruitment, retention, and promotion of minority and women faculty and staff. We make it a priority to have an ethnic and gender balance in the membership of various task forces and campus committees, as well as in all search committees for senior administrators such as vice chancellors, deans, and directors. Each department is committed to the development and implementation of a detailed recruitment plan to enhance our ability to achieve excellence and diversity.

As part of our administrative commitment to diversity and equal opportunity, we created two important positions. Associate Vice Chancellor for Diversity, Equity, and Academic Policy María Herrera-Sobek has primary responsibility for promoting and increasing faculty diversity on campus and for policies related to issues of equity and fairness for minorities and women. Director of Equal Opportunity and Sexual Harassment/Title IX Compliance Ricardo Alcaíno's primary responsibilities are ensuring that our campus complies with federal, state, and university policies and regulations related to equal opportunity and affirmative action. We have a campus Diversity website at <http://diversity.ap.ucsb.edu> as well as a newsletter, "Diversity Forum," in order to keep our campus community informed of ongoing diversity programming, new policies and legislation, and the academic achievements of campus women and minorities.

Our commitment to diversity extends to academic programs as well. Our campus has highly regarded research centers, including the Chicano Studies Institute, the Center for Black Studies Research, and the Center for Research on Women and Social Justice, as well as academic programs and departments, such as the Feminist Studies Department, the Department of Black Studies, the Department of Chicana and Chicano Studies, and the Department of Asian American Studies, that focus on women and minorities. In July 2003, we established the nation's first doctoral program in Chicana and Chicano Studies. In Fall 2005, our Department of Religious Studies began offering a minor in American Indian and Indigenous Studies, and in December 2007, the Feminist Studies Department joined a select group of programs in the nation to offer a Ph.D. in Feminist, Gender, or Women's Studies.

I firmly believe that to achieve our campus's goal of being one of the top research universities in the world, we must continue our efforts to maintain and increase the diversity of our students, faculty, and staff. I call on each member of our UC Santa Barbara community to recognize the importance of this goal, and to work together to contribute to its fulfillment.

Sincerely,

A handwritten signature in black ink that reads "Henry T. Yang".

Henry T. Yang  
Chancellor