

RISE
TOGETHER



CAREER DEVELOPMENT
FOR
STAFF OF COLOR

Summary Report

June 2015



Staff Diversity Initiatives
Equity, Inclusion, and Diversity
UNIVERSITY OF CALIFORNIA, BERKELEY

C.E.S.O.
Coalition of Ethnic
Staff Organizations

Letter from Sponsor



June 3, 2015

Dear Colleagues and “Rising Together” Participants:

This report summarizes the “Rising Together: Career Development for Staff of Color” experience on March 20, 2015. More than a conference, this first-time event was the culmination of a nine-month effort to expose staff of color to ways to enhance their career growth and development.

On behalf of Staff Diversity Initiatives (SDI), the Coalition of Ethnic Staff Organizations (CESO), and the “Rising Together” Planning Committee, I want to extend a heartfelt thank you to participants for your active participation at the “Rising Together” event. Your attendance helped make our vision a reality as evidenced by the intense group discussions, lively conversations, deep listening, and forging of new relationships that occurred during breakfast and throughout the morning. I hope you will complete and refer to the “Rising Together” Action Plan Worksheet as you continue on your career growth path.

As the CESO Sponsor, I also want to recognize the Equity & Inclusion Innovation Grants program for funding “Rising Together”. The grant enabled Staff Diversity Initiatives to hire a part-time intern, Tamara Lawson of CSS Learning & Development. Tamara managed the project with great precision and creativity.

Last but not least, I am grateful to our special guests, Executive Vice Chancellor & Provost (EVCP) Dr. Claude Steele and Dr. Rudy Mendoza-Denton for their thought-provoking keynote conversation, as well as the Management Staff of Color panelists Barinder Dhillon-Flanagan, Roseanne Fong, Dr. Anthony Garcia, Fabrizio Mejia, and Cara Stanley for their authentic and inspiring comments about the staff of color experience on campus.

I look forward to future opportunities on campus that enable us all to thrive, grow, and rise together.

Sincerely,

Dr. Sidalia (Sid) G. Reel
Director, Staff Diversity Initiatives
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Rising Together: Career Development for Staff of Color

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EXECUTIVE SUMMARY

Introduction

Funded by an Equity and Inclusion Division Innovation Grant, the Coalition of Ethnic Staff Organizations (CESO) (made up of leadership from Alianza, the Asian Pacific American Systemwide Alliance, the Black Staff & Faculty Organization, and the Native American Staff Coalition) laid the foundation for a new program designed for staff of color who are seeking professional development opportunities at UC Berkeley. This report summarizes the purpose, results and recommendations of the “Rising Together: Career Development for Staff of Color” event.



Purpose

The aim of this event was to provide a safe environment where staff of color could come together as a community. The “Rising Together” panelists and moderators were charged with engaging the audience and providing key data, strategies, and best practices about:

- The value of staff diversity
- Perseverance through professional obstacles at any level of their career
- Demographics for staff of color in leadership positions
- Institutional barriers and politics
- Effective strategies to remain visible and marketable
- Increasing recognition and cultivating key relationships
- Navigating through career opportunities and advancement

Key Outcomes

“Rising Together” was funded as a one-time only event and received very positive feedback. The results attest to its worthiness for future funding. Key outcomes include:

- Successful inaugural event attended by close to 300 staff.
- Largest campus gathering across all ethnic staff.
- Shared insights and experiences of seasoned staff of color.
- Brought staff of color together to talk about their career trajectory, networking, and strategic alignment in a relaxed learning-oriented environment.
- Validation of similar experiences and concerns across the staff of color community.
- Positive feedback from attendees.
- Exposure to campus resources.
- Opportunity for participants to identify three actions to take to enhance their career development.
- Created a new synergy among staff of color.
- Resulted in the establishment of a follow-up informal Staff of Color career development lunch group.

Highlights by the Numbers

Registration & Attendance

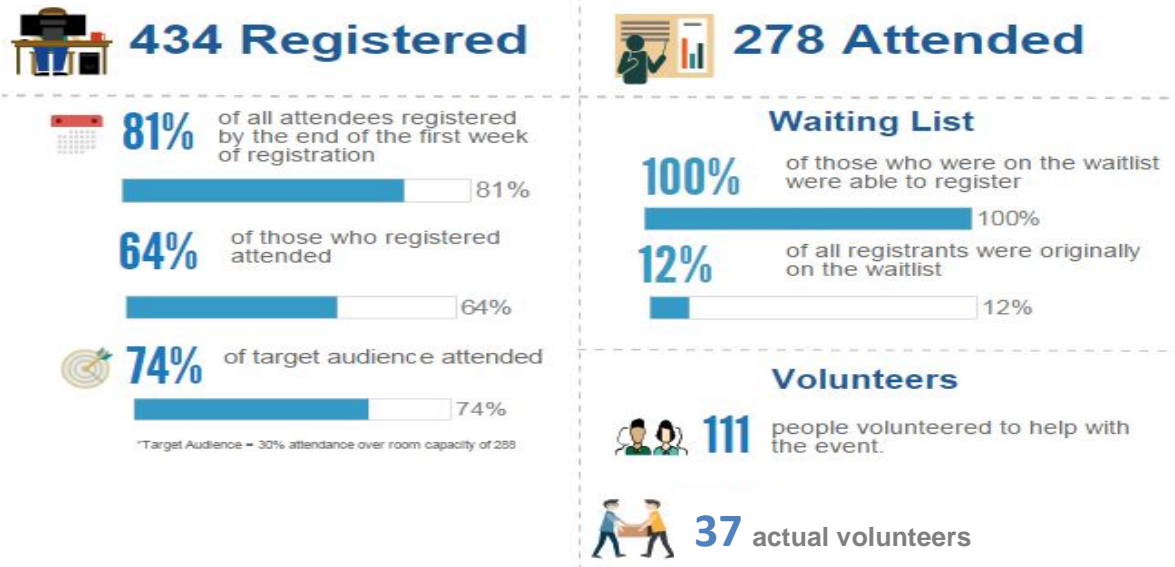


Figure 1

Race & Ethnicity of Participants

The percentages included below highlight the proportion of participants of the four ethnic staff organizations membership.

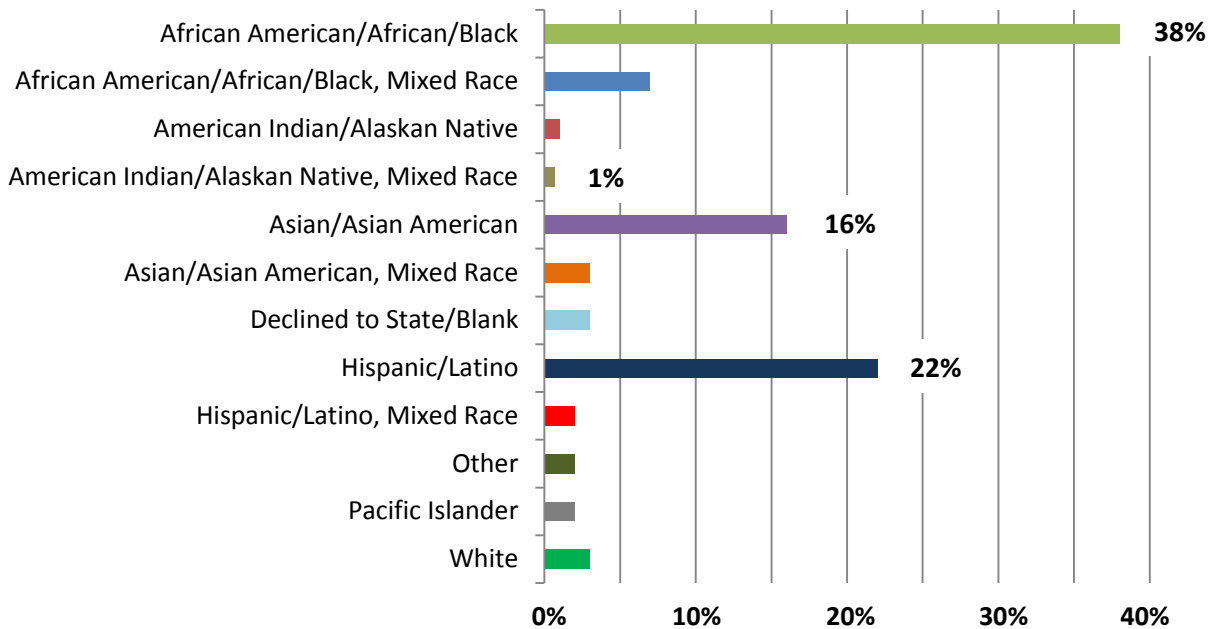
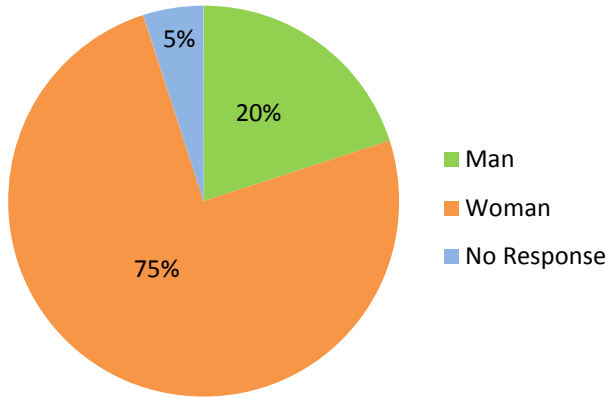


Figure 2

Additional Participant Demographics

Figure 3: Gender Identity



Note: No participants identified as Gay, Genderqueer or Queer.

Figure 4: Years at UC Berkeley

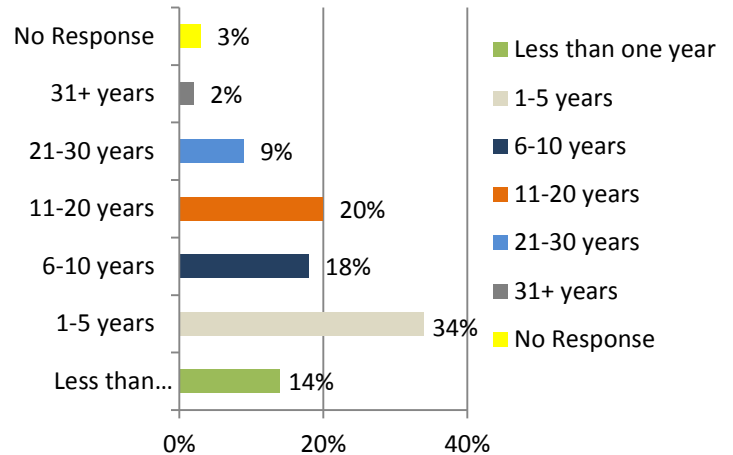


Figure 5: Position

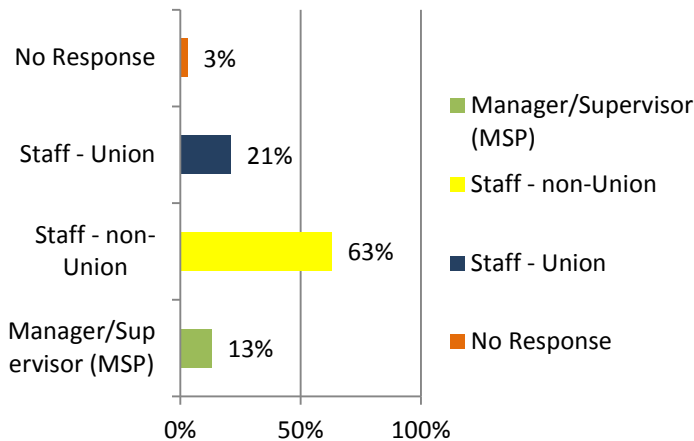
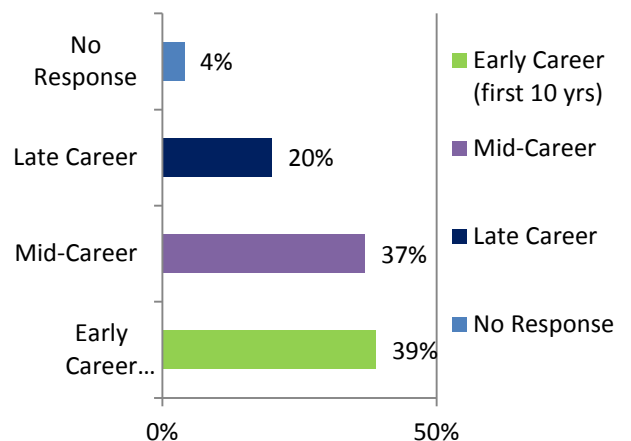


Figure 6: Career Trajectory



63% of registrants are non-Union Staff

48% of registrants have worked at UC Berkeley less than 6 years

Key Recommendations

The Planning Committee made several recommendations to build off of the momentum of this well received inaugural program. Below are a few key recommendations:

- Provide HR Training to support the inclusive recruitment and promotion of staff of color.
- Allow more time to organize an event of this magnitude.
- Host a full-day event with an extended period of time for panel discussions and group activities.
- Seek continued annual funding and resources for similar type of event.
- Seek larger room space to accommodate the large number of staff of color
- Secure senior level support, sponsorship, and attendance.
- Fund a Staff of color leadership development program.
- Consider livestream or video recording.
- As an outcome of the event, a staff of color career club is forming .

BACKGROUND

During the past few years, staff members have expressed concerns about their careers in response to campus changes including organizational restructuring, layoffs, the move to a centralized Campus Shared Services Center, and the lack of career paths.

At UC Berkeley, the overall population of staff of color has remained flat over the past 10 years. Upon close examination of HR data, the population of staff of color at middle and senior management levels are even lower. At the senior management level (Vice Chancellor -Associate Vice Chancellor and Assistant Vice Chancellor) there are 3 African Americans, and these individuals are all retirement eligible. There are no Chicano/Latino, Asian/Pacific Islanders, or Native Americans at the Senior Management level and, a very small percentage of all four groups in the middle management level (MSP3 and above).

2014 Demographic Data

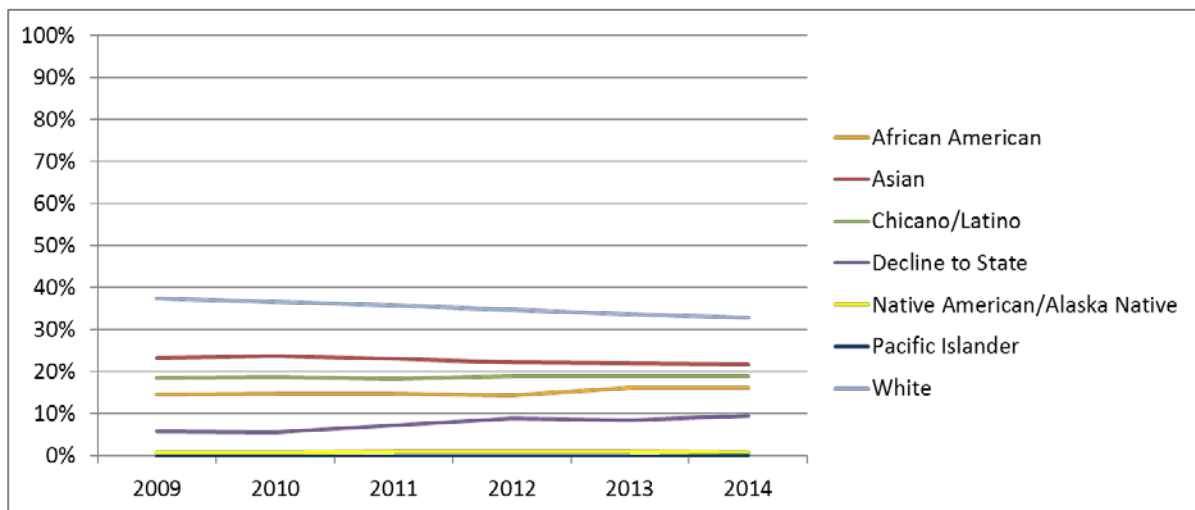
- 8,959 total staff
 - Permanent full-time and part-time
 - Contract staff
 - Limited year, partial year appointments
- 31% have a degree from UC Berkeley
- 54% have 10+ years of service
- 25% come from underrepresented communities of color (in Berkeley, those are African American, Latina/Chicano American, Native American, and Pacific Islander).
- Less gender and ethnic diversity in senior management

Source: UC Berkeley CalAnswers

The following staff demographic charts indicate that white staff has decreased while other groups remained flat or slightly increased.

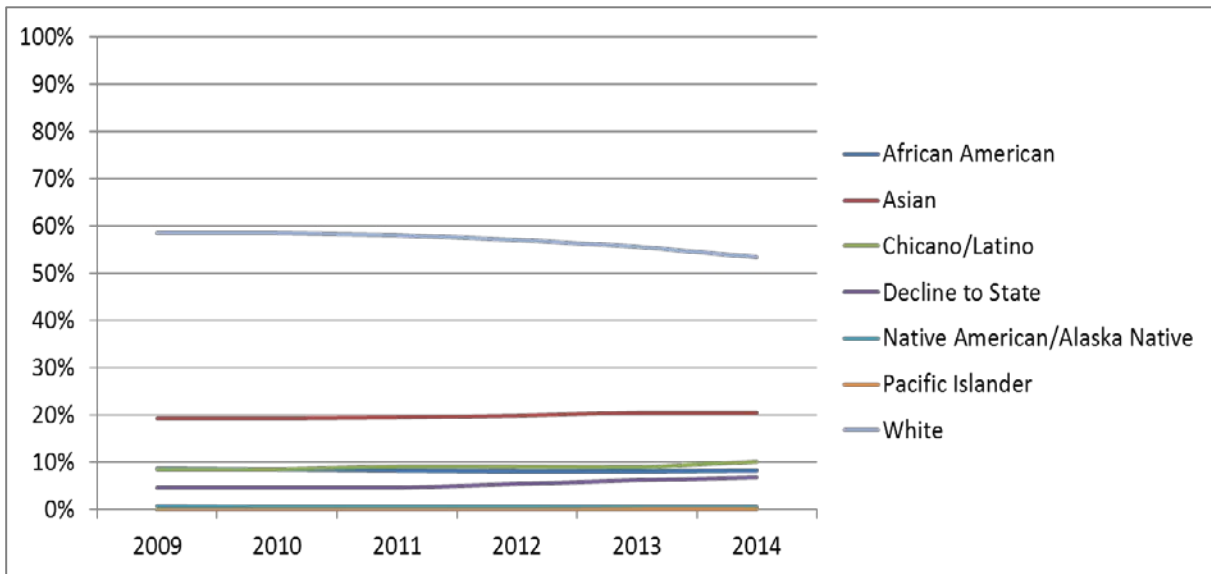
Figure 7: UC Berkeley: Staff Demographic Data

Operational & Technical



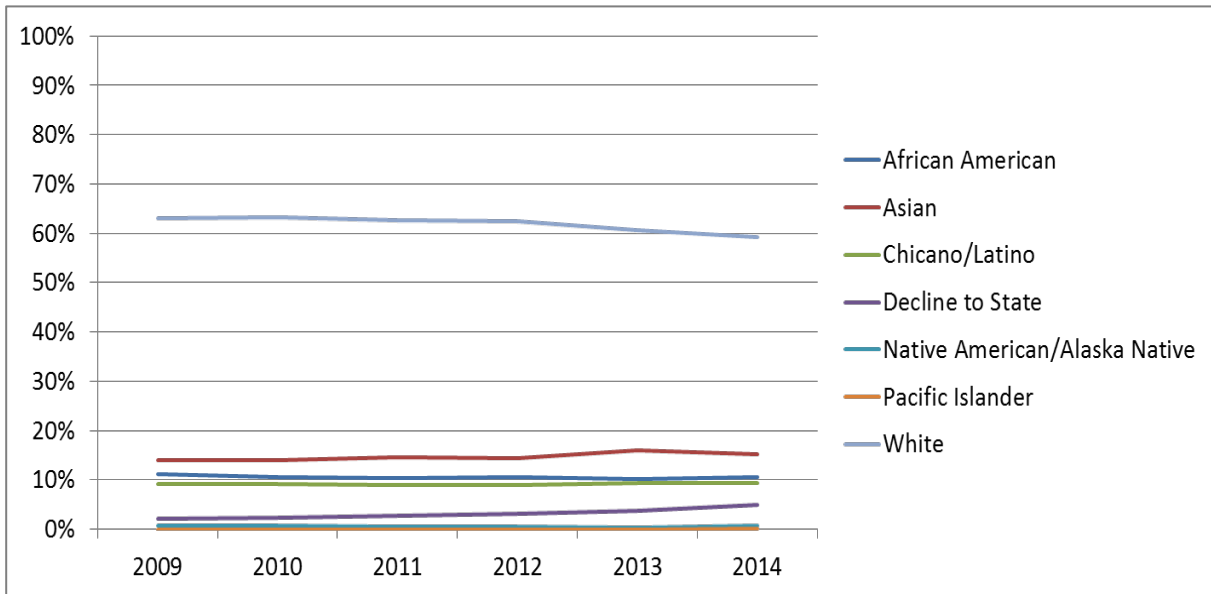
Source: UC Berkeley CalAnswers

Figure 8: UC Berkeley: Staff Demographic Data
Professional



Source: UC Berkeley CalAnswers

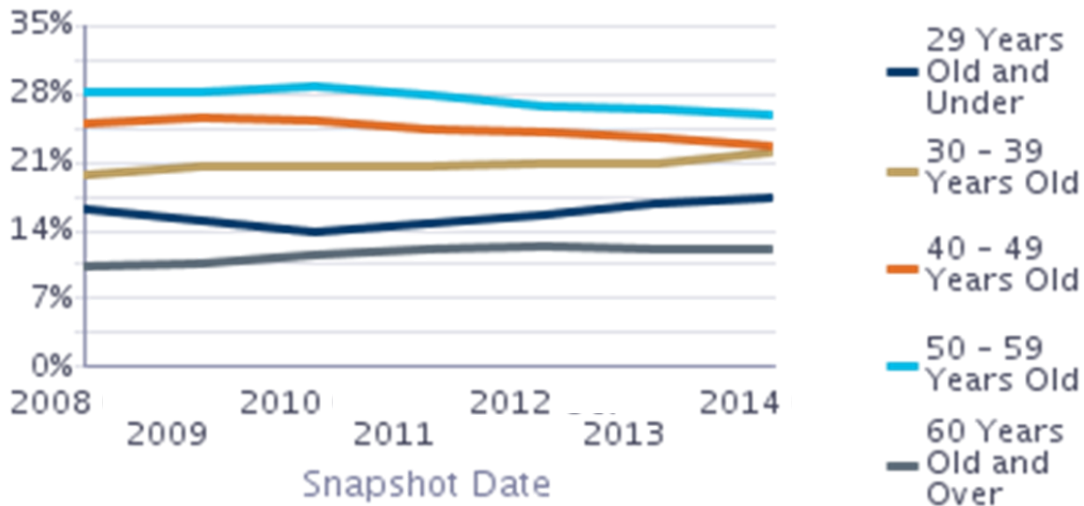
Figure 9: UC Berkeley: Staff Demographic Data
Managers & Supervisors



Source: UC Berkeley CalAnswers

In addition, according to the latest demographic information from HR, significant numbers of staff, particularly managers, are in the Traditionals (born before 1946) and Baby Boomers (born 1946-1964) generations, and they are likely to retire in the next 5-10 years.

Figure 10: UC Berkeley: Staff Demographic Data by Generation (2008-2014)



Source: UC Berkeley CalAnswers

With no established succession planning and career/professional development in place, and in light of the low numbers of staff of color in middle and senior management levels, the prospects for advancement of staff of color are woefully limited. To date, only two programs have provided development opportunities for staff:

1. In 2009, the Chancellor's Berkeley Initiative on Leadership in Diversity (BILD) program funded the Ujima Career Development Leadership Institute, a four-day leadership development program developed by the Black Staff and Faculty Organization (BSFO). The 33 participants included African-American, Chicano/Latino and Asian/Pacific staff members. More than half of the participants made positive career moves including lateral transfers, 6 on-campus promotions and new external positions.
2. The Leadership Development Program (LDP) that ran from 2000-2013 included staff of color. However, data is not available regarding the career advancement outcomes of the program.

In the area of career and professional development, new areas of research have revealed that to maximize career and professional development experiences for staff of color, the application of theories, frameworks and interventions from the areas of stigma and prejudice, unconscious bias, neuroscience and stereotype threat are critical to achieving successful outcomes. It is our great fortune that experts in all four areas are here on campus, and two social scientists specializing in these areas delivered the keynote conversation for this event.

PLANNING COMMITTEE



Sid Reel (Sponsor)

Director, Staff Diversity Initiatives, Office of the Vice Chancellor for Equity & Inclusion



Jenny Kwon (Supervisor)

Assistant Director, Staff Diversity Initiatives, Office of the Vice Chancellor for Equity & Inclusion



Tamara Lawson (Project Manager and Staff Intern)

Learning & Development Coordinator, Campus Shared Services



Harumi (Quinones) Austria

Director of Student Services, Psychology Department; Alianza – Co-Chair



Melissa Cunningham

Financial Services Analyst II, Billing & Payment Services; Native American Staff Council (NASC) – Council Member



Anthony Garcia

Senior Scientist, Phoebe Hearst Museum; Native American Staff Council (NASC) – Council Member



Javier Gonzalez

Sr. Human Resources Business Partner, Campus Shared Services; Alianza – Diversity Chair



Sunny Lee

Assistant Ombudsperson, Ombuds Office for Students & Postdocs; Asian Pacific American Systemwide Alliance (APASA) – Co-Chair



Robin Mills

Health Educator, University Health Services; Black Staff & Faculty Organization (BSFO) – Vice-Chair



Veronica Padilla

Administrative & Financial Manager, East Asian Languages and Cultures Department; Alianza – Co-Chair



Marcia Gee Riley

Director, Ombuds Office for Students & Postdocs; Asian Pacific American Systemwide Alliance (APASA) - External Relations



Michael Thompson

Business Technology Analyst, Campus Shared Services; Black Staff & Faculty Organization (BSFO)

The Planning committee was excited by the sheer magnitude of the opportunity an event of this caliber would have on the historically underrepresented staff of color at UC Berkeley.

The primary goals of the Planning Committee were to:

- Discuss, research and expand theoretical knowledge about stereotype threat, unconscious bias and self-regulation as part of learning about strategies for career advancement, navigating the campus culture, and increasing self-awareness.
- Plan an event that encompasses the goal and intent of the entire program; create an agenda that allocates appropriate time frames for each segment of the program.
- Create evaluation criteria and incorporate it into the registration process in order to capture specific data needed for event pre and post-evaluations.
- Discuss and select a keynote speaker, panelists, and moderators who can speak to the intent of the program.
- Research and identify critical considerations around marketing, promotion, location, and evaluation.
- Champion and publicize the event in their communities.
- Analyze data at the end of the event and report back to stakeholders regarding the findings, successes, areas for improvement and recommendations.



EVENT OVERVIEW

In January 2014, CESO requested funding from the Equity & Inclusion (E&I) Division Innovation Grants Program in support of a staff of color career development event. The grant proposal was motivated by the underrepresentation of staff of color in mid-level and senior-level management positions. To address this concern, CESO members wanted to plan an event to provide meaningful insights regarding how staff of color can persevere through professional obstacles at any level of their career. CESO received funding in mid-April 2014 to offer a half-day career development event to enhance the career success of staff of color on campus.

The program planning committee named the event “Rising Together: Career Development for Staff of Color.” Drawing upon notable campus experts, “Rising Together” featured Executive Vice Chancellor and Provost (EVCP) Claude Steele in a keynote conversation with Associate Professor of Psychology Rudy Mendoza-Denton. Their conversation focused on overcoming stereotype threat and other related areas of research that strengthen career development. In addition, a panel of experienced staff of color leaders shared their career experiences, personal advice, and insights about success as staff of color on campus. In addition, a video montage of staff of color professional profiles adorned the auditorium.

The event was held on Friday, March 20, 2015 from 8:30am – 12:00pm in the beautiful Stanley Hall auditorium. Close to 300 people attended the event. The agenda was designed to enable staff to attend in the morning for a half day and return to work in the afternoon.



Event Goal

- Plan an event that creates community among staff of color.
- Provide meaningful insights regarding how staff of color can persevere through professional obstacles at any level of their career.
- Highlight learning opportunities, programs and services on campus.
- Administer pre and post event survey's to participants.

Target Audience

UC Berkeley Staff of Color

TIMELINE OF EVENTS

<p>January - May 2014</p>	<ul style="list-style-type: none"> •CESO pre-project project discussion •Innovation Grant proposal submitted in January 2014 •Funding approved in April 2014
<p>June - August 2014</p>	<ul style="list-style-type: none"> •Planning Committee selected and convened •Drafted and finalized staff internship position •Application for staff internship position opened/marketed •Staff intern information session held for applicants •Applicants interviewed/Intern selected in August 2014 •Set event date to Monday, March 23rd
<p>September - November 2014</p>	<ul style="list-style-type: none"> •Held first Planning Committee Meeting on Monday, September 8th, 2014 •Began meeting every 3 weeks (90 minute meetings) •Reviewed history, goals, budget and timeline for the program •Set framework for program and schedule •Staff intern managed all planning and event activities •Staff intern created a shared drive; managed all files and meeting agenda's •Discussed the target audience •Brainstormed, researched, selected and reached out to keynote speaker, panelists and moderators •Staff intern received web development training and began website development including event registration
<p>December 2014 - January 2015</p>	<ul style="list-style-type: none"> •Began meeting every 2 weeks (90 minute meetings) •Secured program location and food vendor •Committee read and discussed Steele's book "Whistling Vivaldi" and research on workplace "stereotype threat" •Formulated keynote and panelist questions •Launched website and opened registration on Monday, February 9, 2015 •Scheduled post-brown bag event for staff •Solidified Educational Technology Services (ETS) needs •Arranged extra Perimeter shuttles and shuttle service from Campus Shared Services
<p>February - March 2015</p>	<ul style="list-style-type: none"> •Announced conference through VCEI & VCAF CAL Message on Thursday, February 12, 2015 •Rescheduled date from Monday, March 23 to Friday, March 20. •Confirmed logistics for new date •Ordered supplies (name tags, table cloths, decorations, etc.) •Confirmed program attendance and event volunteers •Arranged final walk through of event with committee •Planned event space needs, include AV, layout, food, signage, and staffing •Held program on Friday, March 20, 2015, 8:30am - 12:00pm
<p>April - June 2015</p>	<ul style="list-style-type: none"> •Celebrated program completion •Arranged payment for vendors and location •Assessed program evaluations •Held post-brown bag event on Thursday, April 16, 2015 •Disseminated event resources to all event attendees •Conduct post-mortem meeting •Delivered program summary report on Friday, July 17th, 2015

BUDGET EXPENDITURES

SPONSOR	ITEM(S)	Estimated Cost	Actual Cost
Innovation Grant	Staff Intern (on campus; backfill salary - 20% of \$60K = \$12K + 40% overhead - \$4,800K)	\$16,800	\$6,336.74
INNOVATION GRANT SUBTOTAL		\$16,800	\$6,336.74
Staff Diversity Initiatives	Keynote/Panelist honoraria	\$8,000	\$0
	Stanley Hall/ Atrium (trash bins)	\$100	\$200
	Stanley Hall, Robert M. Berdahl Auditorium, Room 105	\$550	\$550
	Food	\$2,588.75	\$2,588.75
	Transportation – Extra Perimeter Shuttles	\$1,000	\$0
	Misc. Supplies – Magnets, name tags, pamphlets, signs, handouts	\$700	\$85.02
	Gifts	\$350	\$37.77
	Photographer	\$300	\$0
	ETS Tech Support	\$1,000	\$790
	ASL Services (Not needed)	\$400	N/A
	*Room Cancellation: David Brower	\$0	\$562.50
	Post-event Brown Bag Lunch (200/ppl)	\$3,600	\$0
	Committee Luncheon	\$180	\$184.05
*Date changed and capacity exceeded STAFF DIVERSITY INITIATIVE SUBTOTAL		\$18,768.75	\$4,998.09
ADDITIONAL COSTS			
Campus Shared Services	Transportation – Shuttle to and from Campus Shared Services (4 th Street)	\$740	\$741.28
SUBTOTAL		\$740	\$741.28
Total		\$36,308.75	\$12,076.11
Note: Original Innovation Grant proposal budget request was \$31,000. Approved allocation was \$16,800 to cover staff intern costs.			

CONFERENCE CONTENT

Program Schedule

8:30 – 8:50	Check-in & Continental Breakfast
8:50 – 8:55	Welcome Jenny Kwon, Assistant Director, Staff Diversity Initiatives Michael Thompson, Business Technology Analyst
8:55 – 10:00	Keynote Welcome and Introduction Sidalia (Sid) Reel, Director, Staff Diversity Initiatives Keynote Conversation: "Stereotype Threat at Work" Claude M. Steele, Executive Vice Chancellor and Provost Keynote Moderator: Rudy Mendoza-Denton, Associate Professor of Psychology
10:00 – 10:15	Break
10:15 – 11:30	Staff of Color Panel – Insights and Lessons Learned from Staff Leaders Barinder Dhillon-Flanagan, Campus Shared Services IT Deputy Director, Campus Shared Services Roseanne Fong, Director, Office of Undergraduate Advising for Letters and Science Anthony Garcia, Senior Scientist, Phoebe Hearst Museum Fabrizio Mejia, Executive Director, Centers for Educational Equity and Excellence (CE3) Cara Stanley, Director, Student Learning Center Panel Moderator: Sidalia (Sid) Reel, Director, Staff Diversity Initiatives
11:30 – 11:50	Where Do We Go From Here? (Small Group Exercise)
11:50 – 12:00	Closing & Evaluation

Program Length

3 1/2 hours

Website

<http://diversity.berkeley.edu/staff/2015risingtogether>

During the weeks leading up to the Rising Together program, a summary of statistics were collected to reflect the number of pageviews from February 1st through April 20th, 2015.

Figure 11



Media Coverage

- [Berkeley e-News Article](#)
- E&I Newsletter (***Appendix J***)

KEYNOTE CONVERSATION

As the opening keynote session, psychology professor, Dr. Rudy Mendoza-Denton, interviewed Executive Vice Chancellor and Provost Dr. Claude Steele about his motivation and interest in coming to Berkeley a year ago. Dr. Steele shared his thoughts about his seminal research on stereotype threat; achieving success in an environment where critical mass doesn't exist for staff of color, and overcoming unconscious bias and prejudice, especially where race is concerned.

Keynote Conversation Highlights: "Stereotype Threat at Work"

Professor Mendoza-Denton: What led you to explore administration, particularly at UC Berkeley?

Executive Vice Chancellor and Provost Steele: "I am very mission-driven and UC Berkeley as a Public Institution has a lot of diversity. There is a sense of ownership. This is the type of work that shapes me as a person."

Professor Mendoza-Denton: How do you reconcile the idealism of having a truly diverse community?

Executive Vice Chancellor and Provost Steele: "This change is a marathon, not a sprint. It is something that requires constant focus."

Professor Mendoza-Denton: "It requires more than one generation for diversity to spread."

Professor Mendoza-Denton: What are some of the most pressing issues staff face that can be addressed?

Executive Vice Chancellor and Provost Steele: "Advancement and leadership. Demography is a huge force that is not greatly appreciated - but it is changing. There is always hope for integration."

Professor Mendoza-Denton: If we have an event focusing on Staff of color - are we balkanizing groups?

Executive Vice Chancellor and Provost Steele: "People of color are still under intense pressure. It takes mental strength and endurance to navigate through life. These gatherings are important. There is an organic rationale for these events and experiences. It is art. And this art is what helps people deal with it all."

Professor Mendoza-Denton: "One must be aware and grounded, and not allow negative thoughts and anger to overtake us."

Executive Vice Chancellor and Provost Steele: "Confidence defines your ability to deal with certain situations. Have mindfulness but not to the point where it gets you down."

Professor Mendoza-Denton: How do you press for advancement and leadership knowing that stereotyping could be increasing?

Executive Vice Chancellor and Provost Steele: "Be Resilient and take vacations!"

Professor Mendoza-Denton: Regarding the issue of actual discriminatory behavior, how does it play out in the workplace?

Executive Vice Chancellor and Provost Steele: "We are all in the same society, we all struggle with bias. We are becoming more aware; and if we accept that we can design society, there will be greater potential to control bias."

Again, the clear message is that the journey to achieve a truly diverse and inclusive community is a marathon, not a sprint. This work requires a constant focus, as well as mental strength and endurance to be successful”

- Claude Steele

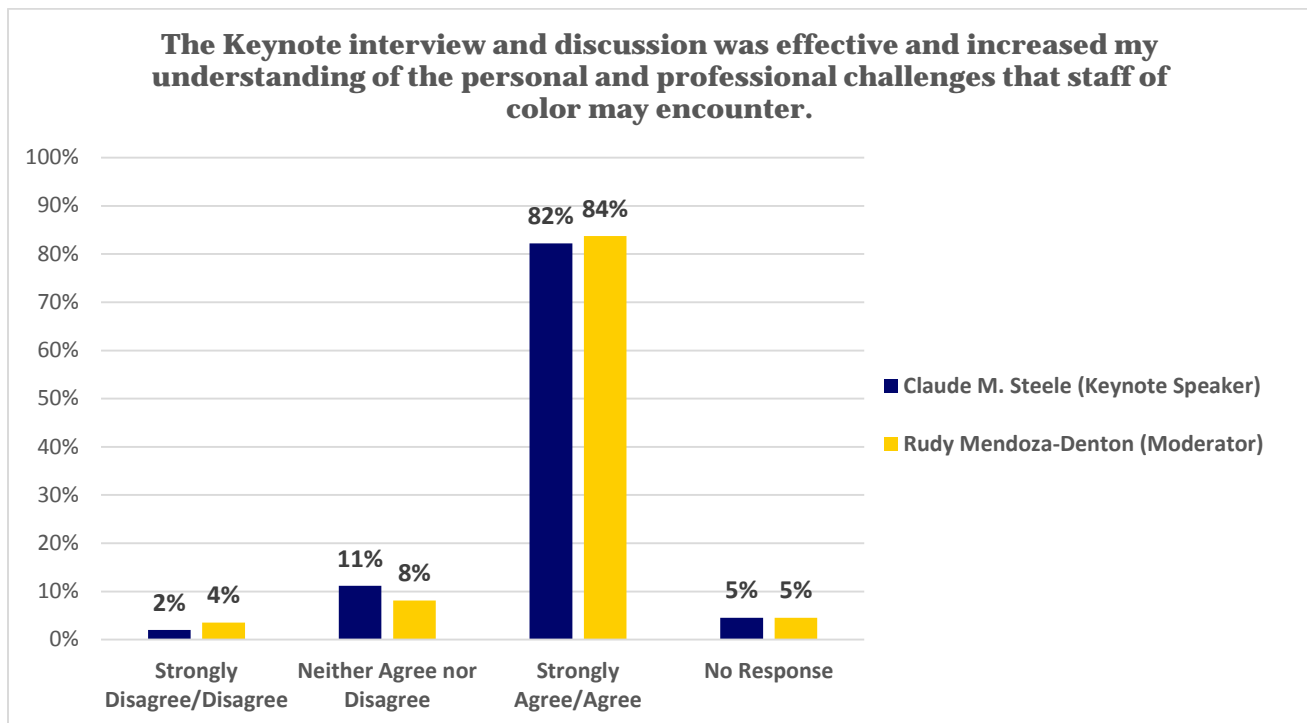


Claude Steele was great. He was articulate, insightful, and strong with great stories.”

- Anonymous Participant

Figure 12

Staff of color gave over an 80% favorable response rate for the Keynote interview and discussion.



STAFF OF COLOR PANEL



Program registrants submitted over 100 questions for panelists prior to the event. Questions were then summarized and pre-assigned to the 5 panelists. Since many of the questions related to HR policies and practices, the list of questions were forwarded to Central HR. The pre-submitted questions for the panel were consolidated into the following topics:

1. Raise/Salary/Promotion/ Career Development
2. Leadership/Management
3. Mentoring
4. Networking
5. Communication
6. Bias/Stereotype Threat/ Diversity
7. Personal
8. Education
9. University
10. General (and for E&I)

Dr. Sid Reel, Director of Staff Diversity Initiatives, moderated the panel covering the following questions:

Questions for Staff of Color Panel	Who Responded
<p>1. <u>Success Factors:</u> What do you attribute to your success in advancing your career on campus?</p> <ul style="list-style-type: none"> • <i>“I worked on filling in the void and overcoming my fears”</i> • <i>“Step-up/step-in”</i> • <i>“Learning to adapt to change and not avoiding lateral jobs”</i> • <i>“Being persistent”</i> • <i>“Expanding my network”</i> • <i>“Found people who I felt comfortable around”</i> • <i>“Community that supported me”</i> • <i>“Having both formal and informal mentors”</i> • <i>“Being a part of change”</i> • <i>“I also worked hard”</i> • <i>“Model and analyze successful people by incorporating their success factors into mine”</i> • <i>“I was clear on my purpose”</i> • <i>“I worked on my communication skills, particularly listening. How do I say something in your language to get across?”</i> • <i>“Success is the outcome of my work”</i> 	<p>Barinder Roseanne Anthony Fabrizio Cara</p>
<p>2. <u>Stereotype Threat:</u> How have you managed the notion of stereotype threat as Claude Steele defines it? Describe an example (e.g., the only black female on a department leadership team and what happened).</p> <ul style="list-style-type: none"> • <i>“Tap into your given talent; be clear on your purpose in life”</i> • <i>“Dealing with micro-aggressions around administrators would make me over analyze things”</i> • <i>“I joined committees that made me uncomfortable; I found my voice”</i> • <i>“I am very conscious of who I am”</i> • <i>“I stood in their face. I let people know me and what I stand for”</i> • <i>“Expecting to always be the voice of people of color sometimes can be challenging, but you must stand up for yourself”</i> • <i>“I have been in many meetings where I was the only woman, I spoke up - call the behavior”</i> 	<p>Cara Fabrizio Anthony Roseanne Barinder</p>
<p>3. <u>Changing Role:</u> As alum, how are your experiences as a staff member different from your experiences as a student? (Preface question with show of hands for who is alum? Who is working on campus less than 5 years after college graduation (UCB or any college)? (In campus chronological order)</p> <ul style="list-style-type: none"> • <i>“As a student, there is more freedom to protest”</i> • <i>“I have a sense of ownership with Cal”</i> • <i>“How are we courageous about changing, and why?”</i> • <i>“How can I still be strategic and build alliances, but still be vocal too?”</i> • <i>“Critical mass isn't always what makes others feel comfortable”</i> 	<p>Roseanne Cara Fabrizio</p>

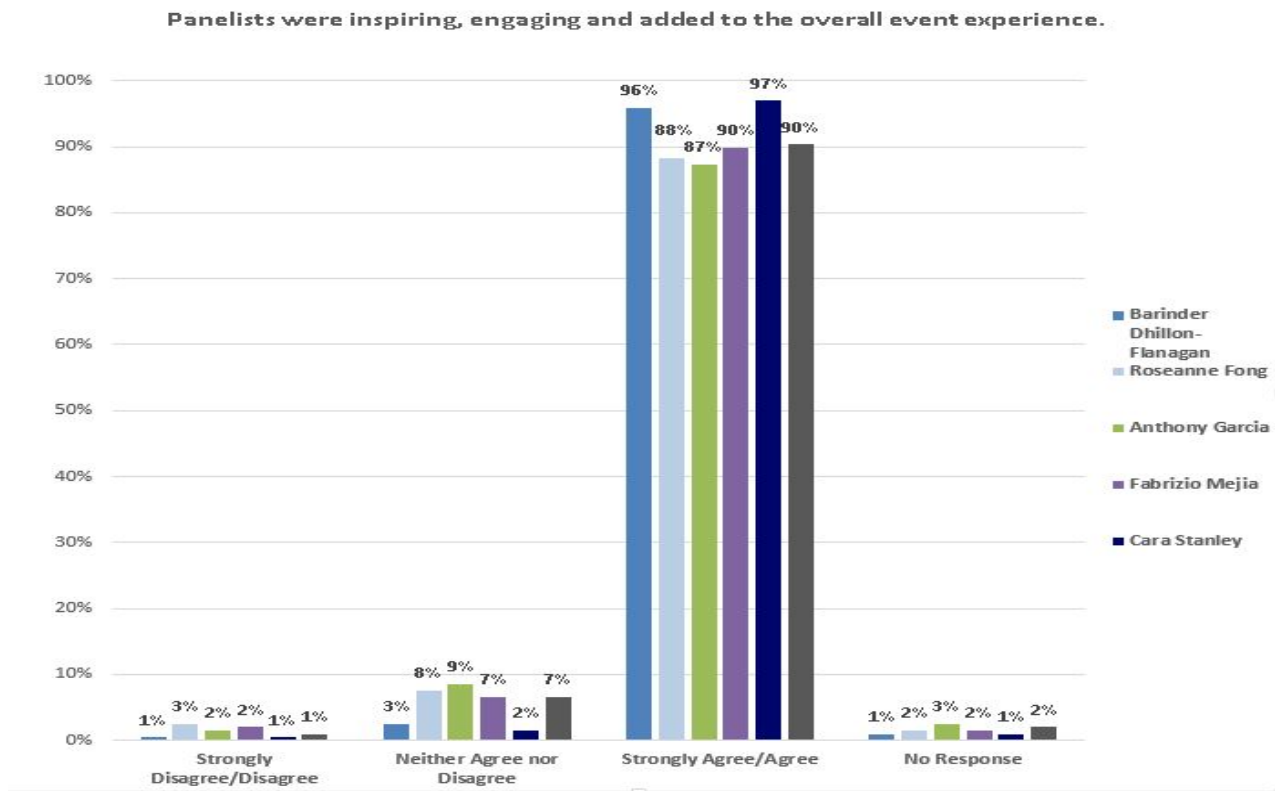
4. Advice: As your final message, what advice do you have about developing your career at Berkeley? What aspects of your cultural background as a person of color are in your advice?

All

- “Always have your resume up to date and ready”
- “Acquire mentors from different cultures”
- “Go after jobs yourself”
- “Those who you fear the most talk to them”
- “Attend trainings and conferences”
- “Stay up to date with your performance appraisals”
- “Do your homework and surround yourself with a mix of people”
- “Don’t confuse positional power - if you are not passionate about your job, get out!”
- “Know your rights!”
- “Know the spoken and unspoken norms, the coded language.”
- “Racism morphs into diversity, diversity morphs into inclusion”
- “Pay attention to the power players”
- “Make it hard for people to make you disappear from the table”
- “Be prepared, choose your battles”
- “Don’t just talk the talk, walk the walk”
- Set up informational interviews”

Figure 13

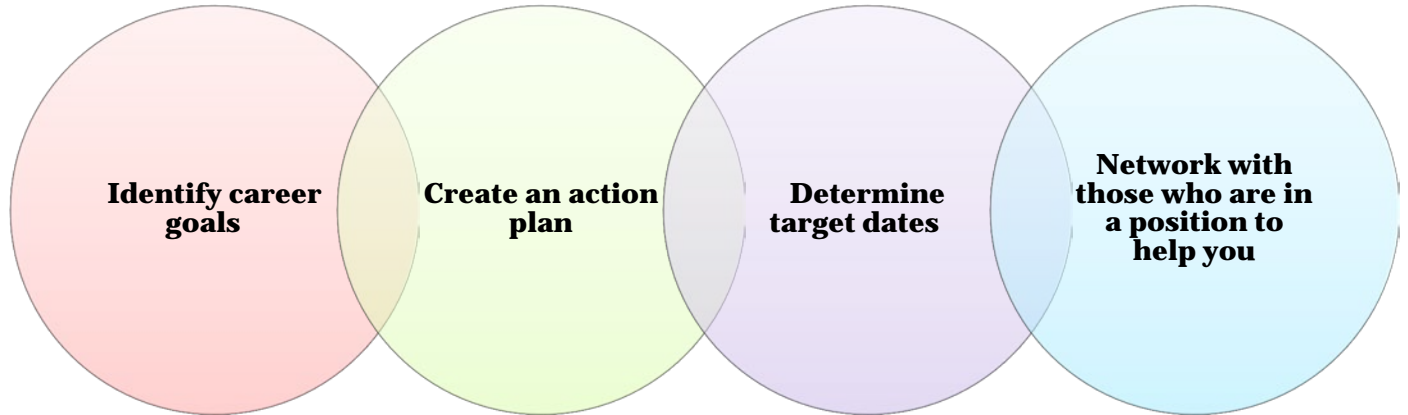
Panelists were well received and were given exceptionally high ratings.



ACTION PLANNING ACTIVITY

To close the event, MC Jenny Kwon facilitated participants through an Action Planning Activity (**Appendix H**).

The action planning tool participants completed challenged them to:



SHARING THE DATA

Pre-Event Staff Collage

We wanted to hear from our staff to find out what career advice they've received and what career advice they have to offer their colleagues. During the registration process we asked registrants to volunteer to share their career advice thoughts. Their responses were presented in a slideshow collage of advice that ran during the "Rising Together" Program. This collage displayed an array of staff of color for all participants to see. A couple of screenshots of the slide show are included below:

Appendix G



Lorena Valdez
Years of Service: 25
Current Department:
Transfer Student Center, The Centers for Educational Equity and Excellence (CE3)

What is the best career advice you ever received?
"Do not expect your supervisor to know what you do and how much you do. Make it a point to provide her/him with as much of this information as possible so that they can evaluate and assess your work accordingly."

What career advice do you have to offer others?
"Resist the silo culture. Get involved with staff organizations, campus committees etc. These experiences are meaningful professional development opportunities and connect you to some of the incredible people who work in other departments on this campus."

RISING TOGETHER
CAREER DEVELOPMENT FOR STAFF OF COLOR
Berkeley E&I
DIVISION OF EQUITY & INCLUSION

"The power point presentation was great. It was good to see comments from colleagues"

~ Anonymous Participant



Yawo Akpawu
Years of Service: 8
Current Department:
Mechanical Engineering

What is the best career advice you ever received?
"Never stop setting higher goals until you get the job you love!"

What career advice do you have to offer others?
"Explore your weaknesses and never stop improving them."

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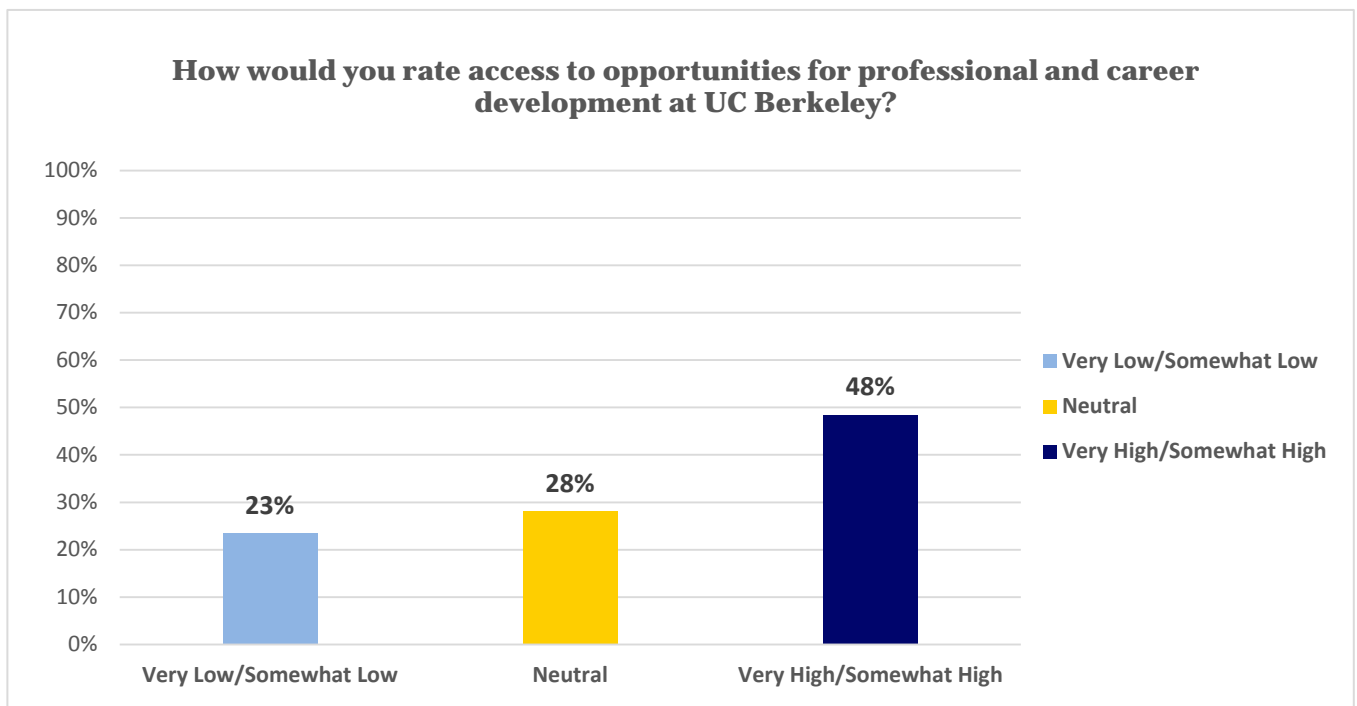
Pre-Event Survey Response

Here is what we heard from registrants before the event:

- *“Honestly, I think if they could not have people of color here they would not.”*
- *“Recognition is still an issue across the board. There is also high workloads and not enough resources.”*
- *“In this budget climate and a climate/structure that does not hold diversity as a primary goal, it feels as if any job can be cut with no ramifications and no one paying attention.”*
- *“There are so many incredible opportunities - something that I'm very grateful for (like this event!) It's just hard if your supervisor doesn't prioritize professional development and doesn't permit you to take advantage of the opportunities.”*
- *“They constantly find ways to re-class and pay salaries to men and white folks but to minorities we are always told we are not qualified, their skills or work is at a higher level when in fact we are actually doing the same work or more skilled work.”*



Figure 14



Post Event Response

Here is what we heard from registrants after the event:

- *"This event far exceeded my expectations, thank you!"*
- *"I appreciated the safe space that was created with "the Vegas rule." Though it yielded much laughter, I think it was needed so that we could feel and hear what was intended. It was a powerful morning, and I thank all of you for your work in creating this space for all of us. I hope there will be more events like this soon! Thank you so much again!"*
- *"Great event! I hope this will continue in the future and congratulations on such a wonderful program and gathering. You started something powerful here."*
- *"As a person of color who has worked at the university for almost 10 years, I sincerely appreciate the effort and heart that has gone into making this event a reality."*
- *"I took away several things but the most encouraging and inspiring was witnessing how similar and connected we as people of color are across our ethnic differences. If we can continue to come together to express, recognize, and refute the myths created by the "Majority - Other", we will be empowered beyond our greatest expectations to stand tall and reshape Berkeley as a truly inclusive meritocracy."*

Overall, over 85% of participants agreed that the "Rising Together" program met their expectations.

Substantial numbers of participants reported:

- Increased interest in networking
- Feeling encouraged and inspired by the panelists
- They knew more about how to navigate through the UC system than prior to attending the event
- Their commitment to increasing the frequency with which they engaged in career-related activities

As a result of this program, participants said they would commit to take the following actions in the next 1-3 months to support my own career development (some comments):

- Build/Expand/Share my network
- Create a 1, 3 and 6 month plan
- Define clear professional goals with supervisor
- Establish alliances
- Find/Become a mentor
- Join committees
- Search and apply for jobs
- Take classes to further education
- Take risks
- Update resume, references and Linked-in profile



Pre vs. Post Data

“Participants were asked three questions before and after the event. The below charts show shifts in answers to those questions.”

Figure 15

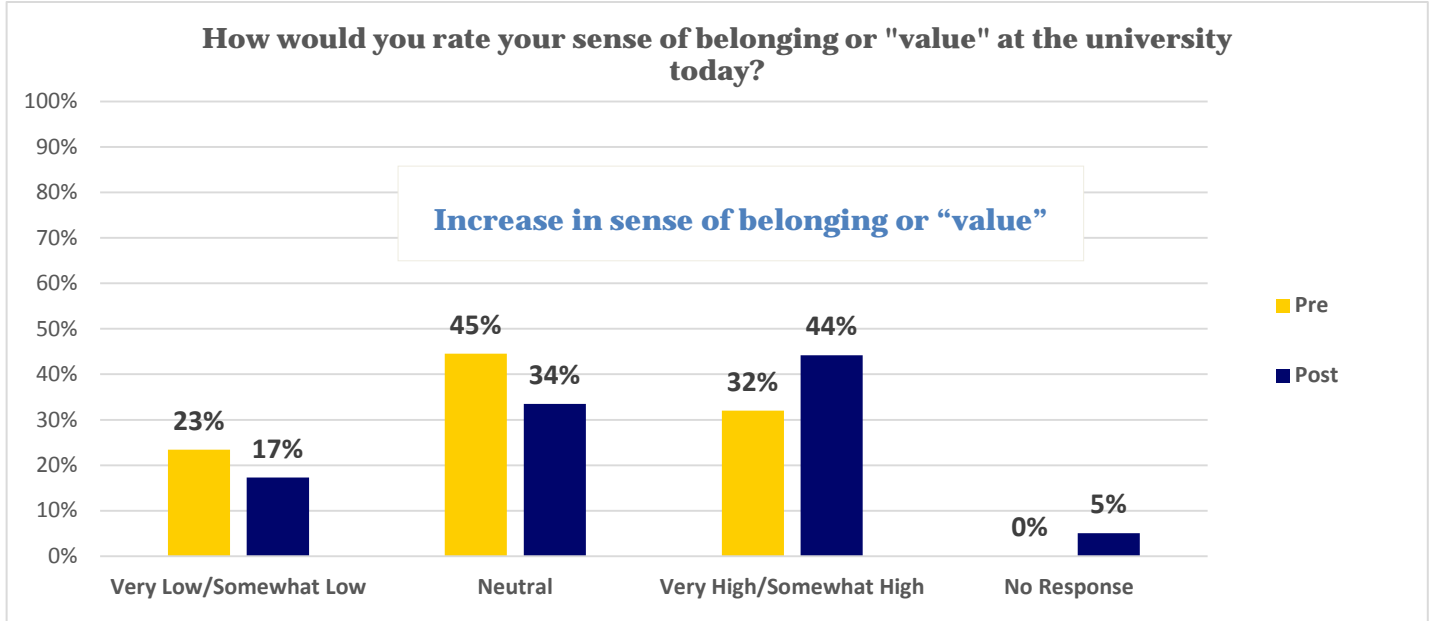


Figure 16

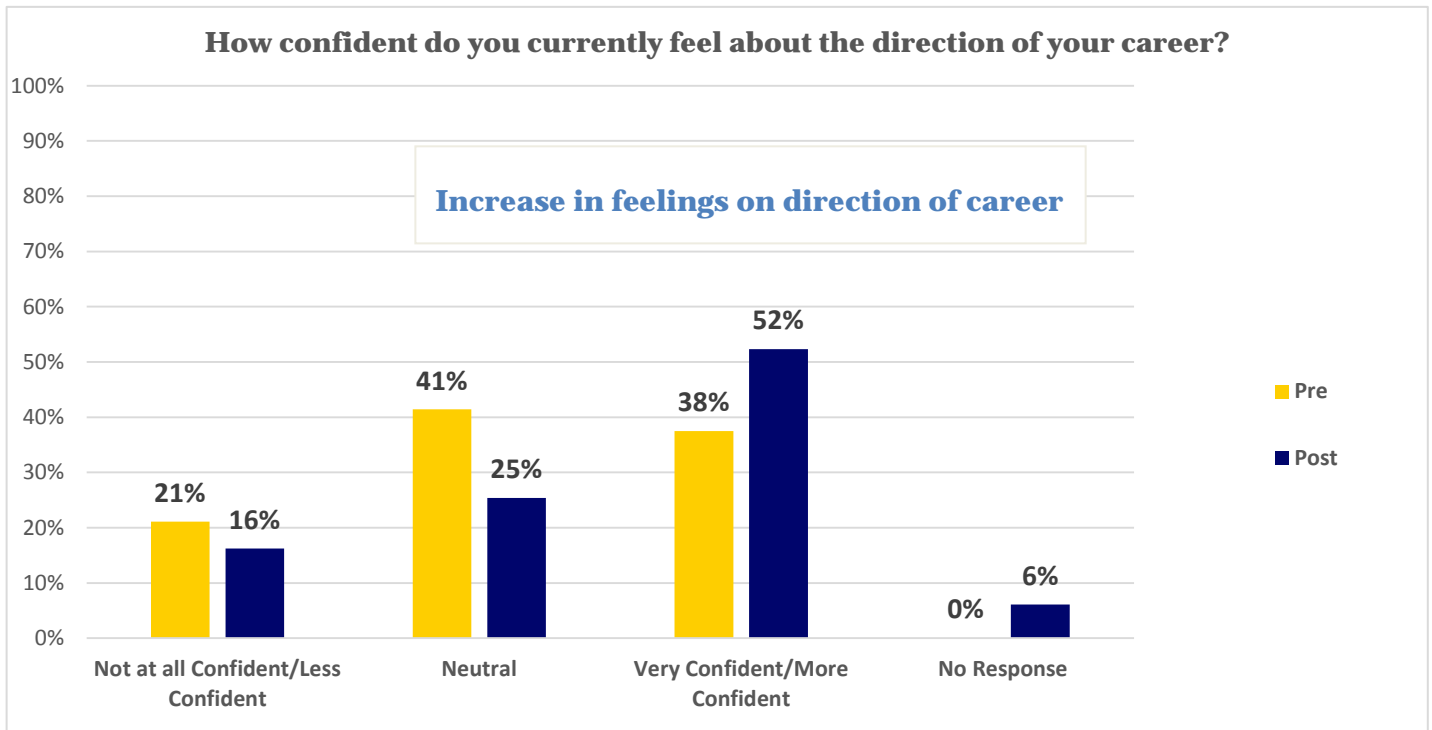
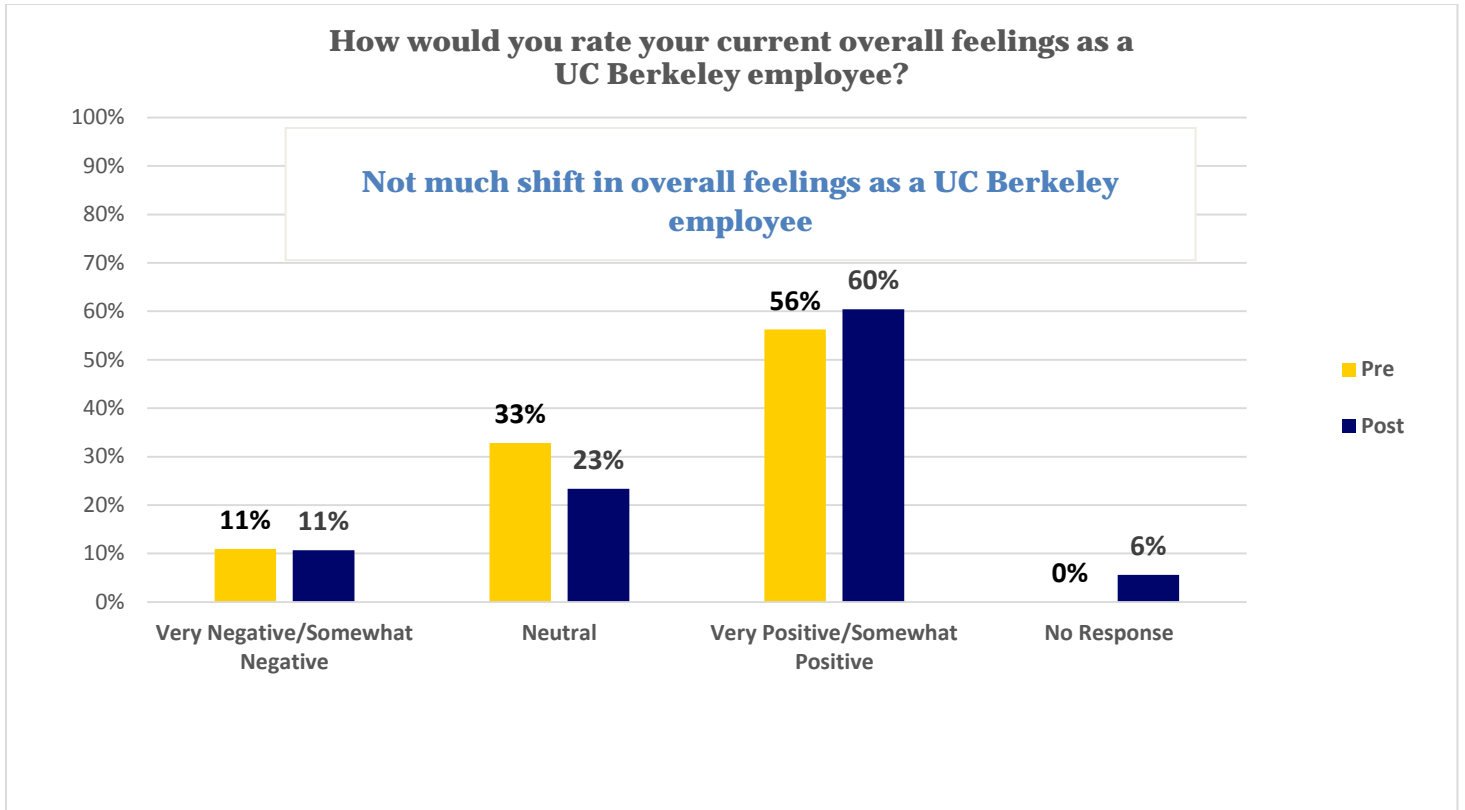


Figure 17



POST EVENT

Brown Bag Lunch

As a follow-up to the Rising Together event, a Brown Bag event was held on Thursday, April 16th from 12pm-1pm at the Tang Education Center. Thirty-two staff members attended.

The Brown Bag presentation was facilitated by Dr. Sid Reel and Jenny Kwon as they discussed the following topics:

1. Sharing of thoughts (about the Rising Together event)
2. Sharing the “Rising Together” data
3. Group Activity
 - Discuss what you have done since the program.
 - What can you do to support a fellow colleague’s career?
4. Resource Overview
 - Career Development Opportunities
 - Individual Support Resources
 - Networking and Mentorship Opportunities
 - Information on Employee Rights
 - Rewards and Recognition Programs
5. Launch a Career Lunch Club
 - Over 40 people signed up to participate in a staff of color interest group

ACKNOWLEDGEMENTS

The “Rising Together” program was made possible by:

- Campus Shared Services
- Coalition of Ethnic Staff Organizations (CESO)
- Evelyn and Walter Haas, Jr. Fund
- Gibor Basri, Vice Chancellor for Equity and Inclusion
- The Innovation Grant
- Keynote Speaker – Executive Vice Chancellor and Provost, Claude M. Steele and research
- Keynote Moderator - Professor Rudy Mendoza-Denton
- Office of Equity & Inclusion
- Panelists –
 - Barinder Dhillon-Flanagan, IT Deputy Director, Campus Shared Services;
 - Roseanne Fong, Director, Office of Undergraduate Advising for Letters and Science;
 - Anthony Garcia, Senior Scientist, Phoebe Hearst Museum;
 - Fabrizio Mejia, Executive Director, Centers for Educational Equity and Excellence and Academic Counselor;
 - Cara Stanley, Director, Student Learning Center and Lecturer, African American Studies
- Planning Committee (See page 11)
- Sid Reel, Director of Staff Diversity Initiatives and sponsor of all ethnic staff organizations
- UC Berkeley Staff who candidly contributed responses to help us understand the current climate
- Vice Chancellor’s Immediate Office
 - Elizabeth Gillis, Director of Strategic Initiatives and Analytical Services
 - Kevin Lin, E&I Web Assistant
 - Bryan Mayberry, Graphic / Web Designer
 - Kim Steinbacher, Information Systems Analyst
 - Zoe Xu
- Eddie Cazares, Event Planner, Stanley Hall
- Northside Café
- Education Technology Services
- Jackson Dinh, Bauer’s Intelligent Transportation, Inc.

Volunteers –

- Abigail Garcia
- Adegbenga Adesidao
- Adetokunbo Adeyemi
- Ambily Rajappan
- Angela Wilkes
- Ashley Villanueva
- Bobby Jones
- Briana Starks
- Carla Arechar
- Catherine Bouvier Dang
- Cristina Bentley
- Deborah Preston
- Dionicia Ramos
- Glenda Smith
- Horacio Corona
- Judy Smithson
- Kameelah Rahman
- Kim Dixon
- Laronda Chambers
- La Shonda King
- Lilly Omid
- Lupe Gomez-Downing
- Martha Flores
- Mecca Shakoor
- Mimi Chin
- Missy Wong
- Pamela Rosencrance
- Richelle Scales
- Roxanne Heglar
- Sherrie Stewart
- Sonya Scott
- Stephanie Bowens
- T Anne Stinson
- Theresa McLemore
- Valena Mann
- Veronica Villasenor
- Yawo Akpawu

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APPENDICES

Appendix A: Innovation Grant Proposal

2013/14 Innovation Grant Proposal

“Rising Above Professional Obstacles: Career Development for Staff of Color”

Proposed by the Coalition of Ethnic Staff Organizations (CESO)

Proposal Objective:

CESO will create a replicable model for convening a CESO Brown Bag Career Development Series that utilizes the most current research and resources for developing and advancing the careers of staff of color. This project seeks to achieve the staff development and advancement outcome of the Equity & Inclusion Strategic Plan area of “Expanded Pathways for Access and Success”.

The four CESO organizations seek to collaborate on developing “Rising Above” as a new development program alternative that is aimed at providing access to the career and professional development of its members. The four staff organizations are:

- Alianza – Latino/Chicano staff
- APASA - Asian Pacific American Systemwide Alliance
- BSFO – Black Staff & Faculty Organization
- NASC – Native American Staff Council

Background:

At UC Berkeley, the overall population of staff of color has remained flat over the past 10 years. Upon close examination of the population of staff of color at middle and senior management levels, the numbers are even lower. At the senior management level (Vice Chancellor –Associate Vice Chancellor and Assistant Vice Chancellor) there are 4 African Americans, and these individuals are all retirement eligible. There are no Chicano/Latino, Asia/Pacific Islanders and Native Americans at the Senior Management level and , a very small percentage of all four groups in the middle management level (MSP3 and above).

In addition, according to the latest demographic information from HR, significant numbers of staff, particularly managers, are in the Traditionals (born before 1946) and Baby Boomers (born 1946-1964) generations, and they are likely to retire in the next 5 years. With no established succession planning and career/professional development in place, and in light of the low numbers of staff of color in middle and senior management levels, the prospects for advancement of staff of color are woefully limited. To date, only two programs have provided development opportunities for staff:

1. In 2009, the Chancellor’s Berkeley Initiative on Leadership in Diversity (BILD) program funded the Ujima Career Development Leadership Institute, a four-day leadership development program developed by the Black Staff and Faculty Organization (BSFO). The 33 participants included African-American, Chicano/Latino and Asian/Pacific staff members.

More than half of the participants made positive career moves including lateral transfers, 6 on-campus promotions and new external positions.

2. The Leadership Development Program (LDP) that ran from 2000-2013 included staff of color. However, data is not available regarding the career advancement outcomes of the program.

In the area of career and professional development, new areas of research have revealed that to maximize career and professional development experiences for staff of color, the application of theories, frameworks and interventions from the areas of stigma and prejudice, unconscious bias, neuroscience and stereotype threat are critical to achieving successful outcomes. It is our great fortune that experts in all four areas are here on campus.

Project Description:

The "Rising Above" project starts with hiring a staff intern at 20% that will report to CESO's sponsor, the Staff Diversity Initiatives Director. The Staff intern will complete the following tasks:

- Conduct research on stigma and prejudice, unconscious bias, neuroscience and stereotype threat through the lens of career and professional development. The CESO Planning Team has already identified three of the stereotype threat mitigation strategies to infuse in the project:
 - *Item #3 - Create a critical mass.* Working with HR, E&I and HIFIS organizations, negotiate realistic goals to increase the representation of staff of color at the middle and senior levels. In addition to Claude Steele's seminal work on stereotype threat, the "Contending with Stereotype Threat at Work: A Model of Long-Term Responses" (Block, Koch, et.al, The Counseling Psychologist Journal, 2011).
 - *Item #6 - Improve Cross-Group Interactions.* While each CESO organization will continue to pursue organizational goals, the CESO Planning Team has committed to work together to develop this project, and to use this collaborative model as an exemplar for future collaborative projects. Campus experts in the Institute of Cognitive and Brain Sciences, Department of Psychology, Graduate School of Education, the Greater Good Institute, HIFIS and E&I, as well as information derived from research on similar development programs for people of color, will provide guidance on how to operationalize intergroup interactions.
 - *Item #7 - Present and Recruit Positive Role Models from Diverse Groups -* Identify and feature role models on campus and externally who have successfully advanced their careers in racially/ethnically homogenous work environments.
- Conduct an online survey of all staff of color on campus to determine career and professional skill development needs, information on career experiences both on and off campus that have advanced and halted career success, and responses to reactions to stigma, prejudice, bias, and stereotype threat.
- Working with the CESO Planning Team, synthesize the research and online survey data results into a cogent design for conducting the first year of CESO brown bag career development events. It is anticipated that the brown bags will be held twice a year (during the fall and spring semesters).

- Implement a communication plan and recruitment plan for enrolling CESO staff members to attend the “Rising Above” series.
- Conduct year 1 of the series.
- Complete formative and summative evaluations of the program.

Challenges:

The “Rising Above” project has the potential to serve as a model for increasing the career trajectories of staff of color. The greatest challenge is gaining commitment and acceptance from Human Resources and campus-wide units about the need for this program as expressed by the CESO organizations. Despite the fact that a lack of career advancement continues to be a concern of staff of color who have complained to the Staff Ombuds Office and the various complaint and compliance offices on campus, the unmet need for career and professional development resources for staff of color continues to be overlooked during budget and planning cycles. CESO met with the Chancellor in November 2013, and while we hope there will be action and support from his office, we do not want to wait around to take some action as a coalition

Sponsoring Organization Description:

The core mission of the Staff Diversity Initiatives Unit is to engage staff and management to ensure staff diversity throughout the campus, foster an inclusive work environment with a welcoming climate, and link efforts to the public mission of the university. To that end, SDI collaborates with other units across campus to ensure that equity, inclusion and diversity implications are infused throughout all of the staff support, development, engagement, and advancement opportunities on campus. The SDI Director will serve as sponsor of the project, and with the support of the Assistant Director, select, hire and manage the part-time SDI staff intern.

Project Staffing:

The Planning Committee will meet regularly to provide input to the intern, assess research findings, participate in project design, communication, implementation and evaluation plans. In addition, the Planning Committee will provide input to SDI Director on a sustainability plan to identify ongoing funding for the Staff Intern role, identifying keynoters and panelists, and other project needs. All Planning Committee members possess Bachelor’s degrees, or higher, and have been involved in assessing and/or delivering training programs. More importantly, all members of the Planning Committee can speak to the career development concerns of their respective organization membership, have been deeply involved in requesting and reviewing Human Resources data on staff of color on this campus, and have prepared and presented such data as a Coalition to the Chancellor and other members of the Cabinet. Their investment and involvement with this initiative makes them appropriately qualified to serve on the Planning Committee for “Rising Above.” The SDI Director has over 20 years of experience in implementing programs and processes in the field of diversity and

inclusion, and has designed and participated in leadership development programs for diverse populations.

The Project Planning Committee members and sponsors are identified below:

Member	Organization	Role	Time Commitment
Harumi Quinones	Alianza	Planning Committee	2 hours/mo
Veronica Padilla	Alianza	Planning Committee	2 hours/mo
Annalyn Cruz	APASA	Planning Committee	2 hours/mo
Marcia Gee Riley	APASA	Planning Committee	2 hours/mo
Michael Thompson	BSFO	Planning Committee	2 hours/mo
Rebecca Ulrich	BSFO	Planning Committee	2 hours/mo
Jackie Blossom Garcia	NASC	Planning Committee	2 hours/mo
Anthony Garcia	NASC	Planning Committee	2 hours/mo
Jenny Olmedo	SDI	Assistant Sponsor	2 hours/mo
Sidalia Reel	SDI	Sponsor	2 hours/mo
TBD	SDI	Staff Intern	24 hours/mo

“Rising Above” Project Plan:

Activity	Date
1. All - Conduct monthly Planning Team Meetings	Mar 2014 – Feb 2015
2. SDI - finalize Project Plan and Recruit Staff Intern	Mar-May 2014
3. SDI - hire intern	Jun 2014
4. Intern - conduct background research-career and professional development programs, stigma and prejudice, unconscious bias, brain science and stereotype threat (some research already completed)	Jul-Aug 2014
5. Intern - conduct online survey of CESO members	Sep 2014
6. All - Consolidate research and survey data to create brown bag series design	Oct-Nov 2014
7. Intern - develop final project design, and finalize event planning	Dec 2014
8. Intern - implement communication and recruiting plan, disseminate publicity via websites, CESO Staff Org meetings, email and poster campaign	Jan-Feb 2015
9. All - conduct 1 st “Rising Above” CESO Brown Bag event (over spring break?)	Mar 2015
10. Intern - conduct assessment/evaluation and publish results	Apr-May 2015
11. Hire new intern	Jun 2015
12. Conduct 2 nd “Rising Above” CESO Brown Bag event	Aug-Sep 2015

“Rising Above” Budget:

Budget Item	Amount
1. Staff Intern (on campus; backfill salary – 20% of \$60K = \$12K + 40% overhead - \$4,800K)	\$16,800

2. Keynote/Panelist honoraria (estimate)	\$8,000
3. Venue for 200 participants	\$1,000
4. 1 st Brown Bag – light snacks for 200 (\$18/person)	\$3,600
5. Audio/Visual needs; video streaming (2 events @ \$1K each)	\$2,000
6. Materials and supplies	\$500
Total	\$31,900

Evaluation Plan:

Both formative and summative evaluation processes will be used to assess the effectiveness of the project. A CESO membership pre-assessment will be conducted to determine the greatest areas of need for the brown bags. For each brown bag, an online pre and post survey will measure learning outcomes. In addition, other project outcomes will be measured through data collection on resource and job aid usage; tracking the number and frequency of requests for assistance from speakers and campus partners, panelists and organizers; and webpage usage analytics. It is anticipated that a key takeaway for the project will be the requirement for each participant to develop a concrete action plan. A follow up reporting process to capture results of action plans one year after the conclusion of the program will document career changes, including lateral job changes, promotions, performance awards, and other recognition of career advancement. A project report will document all of the activities and outcomes of the program.

Sustainability:

The intern will create a "Rising Above" Program Guide that documents all of the project steps and logistics. Therefore, after the first year of planning and curriculum development, CESO could replicate "Rising Above" within the coalition by dividing up the logistical pieces. CESO could also continue to seek additional funding for overhead costs such as event space and food. This project would be bringing together membership from all of the CESO organizations, so likely we will also have more individuals outside of CESO leadership available and interested in taking up this project going forward.

Appendix B: Innovation Grant Staff Internship Announcement

Innovation Grant Staff Internship Opportunity!

[Staff Diversity Initiatives](#) and the [Coalition of Ethnic Staff Organizations \(CESO\)](#) is excited to announce that their [Innovation Grant](#) proposal to launch "Rising Above Professional Obstacles: Career Development for Staff of Color" was approved. This project aligns with Chancellor Dirks' commitment to address the underrepresentation of staff of color at various professional and management levels.

Apply for the Staff Internship Position!

The Rising Above project is looking to hire a staff intern at 10-15% that will report to CESO's sponsor, Staff Diversity Initiatives Director, Sid Reel. The staff intern will serve as the project manager for the Rising Above Project and as administrative support to the Planning Committee. This internship is a great opportunity for someone who is interested in developing their project management skills, and engaging in an equity initiative for staff. All staff are welcome to apply, but this opportunity is likely best suited for someone looking to expand their skills in the areas detailed in the attached job description, and less suited for an experienced manager or supervisor.

If the candidate is currently a part-time employee, this internship will be an additional 10-15% time. If the candidate is currently a full-time employee, this internship will require supervisor approval to release about 10-15% of their time to participate (see attached for details). [This is a 10 month internship running from Mid-August 2014 through June 2015.](#)

SEE ATTACHED JOB DESCRIPTION FOR FULL DETAILS

Information Session

Come meet members of the Planning Committee and get your questions answered.
Thursday, July 17th
12:00 to 1:00pm
Sproul Hall, Room 331

Application Deadline

5:00pm, Friday, July 25, 2014

Questions?

Please join us at the above detailed Information Session. You can also email/call Staff Diversity Initiatives Director, Sid Reel, directly at sreel@berkeley.edu or [\(510\) 643-2846](tel:(510)643-2846).

Please forward on this announcement to any and all UC Berkeley staff in your networks!

Best,
Rising Above Planning Committee

[Rising Above Planning Committee](#)

Appendix C: Cal Message Announcement

Dear UC Berkeley Staff:

The Division of Equity & Inclusion is pleased to announce the "Rising Together" Career Development Event for Staff of Color. The Coalition of Ethnic Staff Organizations (CESO) received funding from the E&I Innovation Grants Program to offer a half-day career development event to enhance the career success of staff of color on campus. Campus demographics indicate that the representation of staff of color in mid-level and senior-level management positions has remained flat for more than a decade. Drawing upon notable campus experts, "Rising Together" features EVCP Claude Steele in a keynote conversation with Associate Professor of Psychology Rudy Mendoza-Denton about overcoming stereotype threat and other related areas of research that strengthen career development. In addition, a panel of staff leaders will share their career experiences and insights about success as staff of color on campus. Although the target audience is staff of color on campus, this event is free and open to all UC Berkeley Staff.

"Rising Together" will be held on Friday, March 20, 2015, 8:30 am – 12:00 pm at the David Brower Center – The Goldman Theater.

REGISTRATION IS NOW OPEN.

For event details and to register on-line, please visit the "Rising Together" website:

<http://diversity.berkeley.edu/staff/2015risingtogether>.

Sincerely,

Gibor Basri
Vice Chancellor for Equity and Inclusion



Appendix D: Event Flyer

RISING TOGETHER

CAREER DEVELOPMENT FOR STAFF OF COLOR

The Coalition of Ethnic Staff Organizations (CESO) is proud to present "Rising Together", a spectacular morning filled with engaging dialogue and meaningful insights to strengthen the career and professional development of staff of color at UC Berkeley.

The morning's schedule will include three thought-provoking segments:

- ★ Keynote **Claude M. Steele**, Executive Vice Chancellor and Provost (EVCP) in conversation with **Rudy Mendóza-Denton**, Associate Professor of Psychology. They will discuss Steele's seminal research on stereotype threat and self-identity.
- ★ A distinguished panel of staff leaders from the four CESO groups will discuss their career trajectories on campus, and share insights and success factors that enabled them to overcome professional challenges and achieve success as staff of color on campus.
- ★ Participant reflection and action planning based on the keynote and panel discussions.

This program is free and open to UC Berkeley Staff. The target audience is staff of color on campus.

Keynote, Claude M. Steele
Executive Vice Chancellor & Provost

Rudy Mendóza-Denton,
Associate Professor of Psychology

Friday, March 20, 2015, 8:30AM - 12:00PM
Stanley Hall, Robert M. Berdahl Auditorium, Room 105

Register on-line:
<http://diversity.berkeley.edu/staff/2015risingtogether>

Berkeley E&I
DIVISION OF EQUITY & INCLUSION

Appendix E: Registration Form

2015 Rising Together Registration Form

You are cordially invited to the Rising Together: Career Development for Staff of Color Program.

Monday, March 23rd, 2015
8:30am - 12:00pm
Stanley Hall, Room 105

The aim of this program is to provide meaningful insights regarding how staff of color can persevere through professional obstacles at any level of their career.

Although all staff are welcome to attend this free event, the target audience is staff of color on campus.

*This event is being held at a wheelchair accessible location. Please visit <http://access.berkeley.edu/> or contact Danny Kodmur, Disability Access Specialist at 510-643-6456 (voice), 510-642-6376 (TTY), or dkodmur@berkeley.edu with any questions about special accommodations.

AGENDA

8:30 – 8:55	Check-in and Continental Breakfast
8:55 – 9:00	Welcome by Michael Thompson, Business Technology Analyst and Jenny Kwon, Assistant Director, Staff Diversity Initiatives
9:00 – 10:00	Keynote Conversation between Claude Steele and Rudy Mendoza-Denton
10:00 – 10:15	*Break*
10:15 – 11:30	Staff of Color Panel - Insights and Lessons from Staff Leaders Anthony Garcia, Repatriation Coordinator Barinder Dhillon-Flanagan, CSS IT Deputy Director Fabrizio Mejia, Executive Director Centers for Educational Equity and Excellence (CE3) Roseanne Fong, Letters and Science Advising Director Cara Stanley, Director of Student Learning Center Moderator: Sidalia (Sid) Reel, Ed.D., Director of Staff Diversity Initiatives
11:30 – 11:50	Where Do We Go From Here? (Small Group Exercise)
11:50 – 12:00	Closing & Evaluation

We look forward to seeing you there!
The Rising Together Committee

<http://diversity.berkeley.edu/staff/2015risingtogether>

About You...

First Name *

Last Name *

UC Berkeley email address (please double check it!)

Department

Please check all that apply (optional)

- African American/Black
- Mexican American/Chicano
- Other Hispanic/Latino
- Native American/Alaskan Native
- Filipino
- Vietnamese
- Chinese/Chinese American
- South Asian
- Japanese
- Korean
- Other Asian
- Pacific Islander
- White
- Declined to State

Please check all that apply (optional)

- Woman
- Man
- Transgender
- Genderqueer
- Other

Please check all that apply (optional)

- Professional (non-supervising); ex: food server, grounds keeper
- Professional; ex: administrative officer, advisor, analyst)
- Supervisor/Manager (MSG)
- Other

Tenure at UC Berkeley

How long have you worked at UC Berkeley?

- Less than one year
- 1-5 years
- 6-10 years
- 11-20 years
- 21-30 years
- 31+ years

Do you consider yourself Early Career, Mid-Career, or Late Career?

- Early Career (You're in about your first 10 years of your career)
- Mid-Career
- Late Career (You're in your last 5-10 years of your career)

Fourth Street Shuttle Service

We are considering offering a shuttle for those of you located at 4th Street. Would you need a shuttle from 4th Street to attend this program?

(There will also be extra Perimeter Shuttles running to Evans Hall/Hearst Mining Circle (across from Stanley) from Downtown Berkeley BART)

- Yes
- No

Volunteers

Volunteers are needed for this event. Would you be interested in being a volunteer?

- Yes
- No

Click SUBMIT below to complete your registration.

Thank you for your interest and we look forward to seeing you at the program!

The Rising Together Committee
<http://diversity.berkeley.edu/staff/2015risingtogether/committee>

Submit

100%: You made it.

Never submit passwords through Google Forms.

Appendix F: Photo Gallery



*Rising Together
volunteers prepare
Stanley Hall*



MCs Michael Thompson and Jenny Kwon getting ready for the event to begin



Rising Together attendees during the panel and breakfast



*From right to left are panelists:
Barinder Dillhon-Flanagan,
Roseanne Fong and Anthony Garcia*



Appendix G: Staff of Color Collage

<http://diversity.berkeley.edu/staff/2015risingtogether>

	<p>Name</p> <p>Years of Service:</p> <p>Current Department:</p>	 <p>RISING TOGETHER</p> <p>CAREER DEVELOPMENT FOR STAFF OF COLOR</p> <p>Berkeley E&I DIVISION OF EQUITY & INCLUSION</p>
<p>What is the best career advice you ever received?</p>		
<p>What career advice do you have to offer others?</p>		

Appendix H: “Rising Together” Action Plan Activity

C.E.S.O.

Coalition of Ethnic
Staff Organizations



What are some of your biggest take aways, “ah hah” moments, or lessons learned? (At the end of today’s event, please journal your thoughts, reactions and feelings.)

Career Goals Action Plan

<i>Career Goal (List 1-3)</i>	<i>Action Steps (How will you make it happen?)</i>	<i>Target Completion Date (Timeframe: March, 3-5 months, etc.) (If applicable, your goal could be one that is ongoing)</i>	<i>Reach Out (Who can you meet with to help you?)</i>
<i>Examples:</i> 1. Expand your network 2. Find a mentor 3. Improve cross-group interaction 4. Update resume	<i>Examples:</i> 1. Get advice from a trusted colleague 2. Set up meetings with key people 3. Take a resume workshop	<i>Examples:</i> 1. By (date) 2. By year-end	<i>Examples:</i> 1. Bob Tesla, Director of ... 2. Xing Lewis, Manager of ...
1.			
2.			
3.			

What is your immediate next step?



Appendix I: Feedback Form

2015 Rising Together: Event Feedback Form

Thank you for attending the "Rising Together" event. Please take a few moments to give us your feedback. Thank you!

Keynote Conversation: "Stereotype Threat at Work"

The interview and discussion was effective and increased my understanding of the personal and professional challenges that staff of color may encounter.

Claude M. Steele - Keynote Speaker

1 2 3 4 5

Strongly Disagree Strongly Agree

Rudy Mendoza-Denton - Keynote Moderator

1 2 3 4 5

Strongly Disagree Strongly Agree

Staff of Color Panel

Panelists were inspiring, engaging and added to the overall event experience.

Sidalia (Sid) Reel - Panel Moderator

1 2 3 4 5

Strongly Disagree Strongly Agree

Barinder Dhillon-Flanagan - Panelist

1 2 3 4 5

Strongly Disagree Strongly Agree

Roseanne Fong - Panelist

1 2 3 4 5

Strongly Disagree Strongly Agree

Anthony Garcia - Panelist

1 2 3 4 5

Strongly Disagree Strongly Agree

Fabrizio Mejia - Panelist

1 2 3 4 5

Strongly Disagree Strongly Agree

Cara Stanley - Panelist

1 2 3 4 5

Strongly Disagree Strongly Agree

"Rising Together" Event

Overall, "Rising Together" met my expectations.

1 2 3 4 5

Strongly Disagree Strongly Agree

Logistics

Please rate the following event logistics.

Location

1 2 3 4 5

Poor Excellent

Food and Beverages

1 2 3 4 5

Poor Excellent

Publicity

1 2 3 4 5

Poor Excellent

Registration

1 2 3 4 5

Poor Excellent

About you...

How would you rate your current overall feelings as a UC Berkeley employee?

1 2 3 4 5

Very Negative Very Positive

How would you rate your sense of belonging or "value" at the university today?

1 2 3 4 5

Very Low Very High

How confident do you currently feel about the direction of your career?

1 2 3 4 5

Not At All Confident Very Confident

How did you first hear about this event?

- Colleague
- Email (Cal Message)
- Email (Staff Organization)
- Poster
- Website

As a result of this program, I commit to take the following actions in the next 1-3 months to support my own career development:

Additional Comments:

Click **SUBMIT** below to complete your event feedback form.

Thank you for your participation!

<http://diversity.berkeley.edu/staff/2015risingtogether>

Submit

Never submit passwords through Google Forms.

100%: You made it.

Berkeley Diversity

Audience in attendance at the Rising Together: Career Development for Staff of Color event.

What if UC Berkeley staff of color were offered career and personal growth advice from key leaders and managers of color whose careers exemplify career advancement and mobility? On March 20, 2015, over 300 staff of color attended the half-day “Rising Together: Career Development for



Staff of Color” event hosted by the Coalition of Ethnic Staff Organizations (CESO) to address these needs. Funded by an Equity & Inclusion Division Innovation Grant, the “Rising Together” project [CESO Rising Together](#), led by Staff Diversity Initiatives, includes a competitively-selected Rising Together Intern and a planning and implementation committee (representatives from Alianza, APASA, BSFO and NASC) that conducted research, selected speakers and designed the event. Notably, the research component enabled the intern and the planning committee to expand their theoretical knowledge about stereotype threat, unconscious bias and self-regulation as part of learning about strategies for career advancement, navigating the campus culture, and increasing self-awareness.



Executive Vice Chancellor and Provost Claude Steele in conversation with Dr. Rudy Mendoza-Denton.

As the opening keynote session, psychology professor, Dr. Rudy Mendoza-Denton, interviewed EVCP Claude Steele (Berkeley’s second highest ranking administrator on campus) about his motivation and interest in coming to Berkeley a year ago. Dr. Steele shared his thoughts about his seminal research on

stereotype threat; achieving success in an environment where critical mass doesn't exist for staff of color, and overcoming unconscious bias and prejudice, especially where race is concerned. The clear message is that to achieve the idealism of a truly diverse and inclusive community, the journey to achieve this ideal is a marathon, not a sprint. This work requires a constant focus, as well as mental strength and endurance to be successful.

Rising Together Panel: Barinder Dhillon Flanagan, Roseanne Fong, Anthony Garcia, Fabrizio Mejia, Cara Stanley, Sid Reel-moderator.

During the second half of the morning, a panel of five leaders in the staff of color community described their experiences and offered strategies to address the challenges and ways to achieve success as staff of color. Each panelist offered candid and poignant examples of standing in their own truths, including: step up and step into opportunities;



expand your network; seek mentors and role models; tap into your own talents; and be clear about your purpose. Four of the five panelists are Cal alumni, and they described making the transition from student to staff member as a shift to being more strategic and building alliances, while maintaining a sense of ownership as Cal makes changes to meet current and future demands. The panelists advised staff of color to be self-aware, know the spoken and unspoken norms and coded language of the campus, do your homework, surround yourself with a mix of people, and more.

Participant feedback included the following: "I feel humbled and honored"; "it was both inspirational and informative"; "one of the best events I've ever attended at Cal in thirty years on campus"; "powerfully effective"; and "it was beautifully uplifting and inclusive, creating an incredible sense of unity across differences." The event ended with an action planning exercise to enable participants to turn their learnings into actions. The following call to action captures the event: "If we can continue to come together to express, recognize and refute the myths created by the 'Majority – Other', we will be empowered beyond our greatest expectations to stand tall and reshape Berkeley as a truly inclusive meritocracy." It was not possible to address the 200+ questions received before and during the event. As a next step, a brown bag session to continue the conversation will be held on April 16th. Please go to [Rising Together Brown Bag Registration](#) to RSVP for this event. Thanks to everyone involved.

Dr. Sidalia (Sid) G. Reel, Director, Staff Diversity Initiatives, "Rising Together" Sponsor