

UCIRVINE

Office of Equal Opportunity and Diversity

COMMITTED TO EXCELLENCE
THROUGH DIVERSITY

Annual Report

2008-2009

The logo for the Office of Equal Opportunity and Diversity (OFOD) is a white semi-circle at the bottom center of the page. Inside the semi-circle, the letters 'OFOD' are written in a bold, blue, sans-serif font. The background of the page features a sunburst design with white lines radiating from the semi-circle, set against a light blue and yellow gradient.

Office Of Equal
Opportunity and Diversity

The Office of Equal Opportunity and Diversity (OEOD) works to coordinate the University's compliance with federal and state laws and university policies and procedures regarding discrimination, retaliation and sexual harassment; and to promote and integrate the principles of equal opportunity, affirmative action, nondiscrimination, and excellence through diversity.

OEOD provides a neutral avenue for students, faculty, staff, and those individuals conducting business with the university to explore diversity-related topics and address matters related to equal opportunity, sexual harassment and discrimination.

OEOD Services

- Address complaints of discrimination and sexual harassment through informal resolution or formal investigation. Respond to complaints filed with outside agencies including the Department of Fair Employment and Housing (DFEH), the Equal Employment Opportunity Commission (EEOC) and the Office of Civil Rights (OCR).
- Offer a variety of training programs and workshops on sexual harassment prevention, nondiscrimination, diversity, cultural awareness, and cross-cultural communication for students, faculty and staff.
- Assist departments in adhering to diversity, nondiscrimination, and affirmative action guidelines during faculty and staff recruitment processes. Compile data for the annual affirmative action plan and other organizational analyses.
- Provide support for faculty and staff career development and UCI diversity initiatives.

Questions about this report can be directed to:

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To obtain additional copies of the report, go to www.oeod.uci.edu/report.

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**Available for review in the Office of Equal Opportunity and Diversity during regular business hours*

2008-2009 Highlights

Dr. Silvia Quadrelli, Co-founder of Doctors of the World Argentina, Addressed Diverse Audiences at UC Irvine



On January 21, 2009, Dr. Silvia Quadrelli, co-founder of *Medicos del Mundo Argentina* (Doctors of the World Argentina) and chief of training and practice at the Faculty of Medicine of the University of Buenos Aires, addressed medical students and participants of UCI's Diversity in Medicine and the Diversity Development Programs on "Humanitarian Aid and Cultural Diversity." During her visit to UCI, Dr. Quadrelli also met with members and trainees of the Pulmonary Diseases Division in the School of Medicine and staff and students of the PRIME-LC program. Dr. Quadrelli's talk at UCI was made possible through the collaboration of the Office of Equal Opportunity and Diversity, the School of Medicine, and the Office of Academic Affairs.

New Media Learning Program for Teaching Assistants Initiated

In September 2008 OEOD launched its newest on-line training initiative, Sexual Harassment Prevention for Teaching Assistants (TAs). This program was specifically designed to assist TAs manage the difficult and sensitive situations they may encounter in their unique role. More than 250 TAs have made use of this new resource during its inaugural year and we expect this number to grow exponentially as the word gets out about the free, easy-to-access program. Funding for this program was provided by *Be Smart About Safety*, a safety initiative coordinated by the UCI Wellness and Safety Partnership.



OEOD Moved to MSTB

The Office of Equal Opportunity and Diversity has moved to 103 Multipurpose Science and Technology Building (MSTB). This new location offers easy foot and vehicle access, a dedicated training room and a confidential environment. OEOD continues to maintain its office location at the UC Irvine Medical Center at 333 City Tower, Suite 110. For directions to the new campus location, please visit us on the website at <http://www.oiod.uci.edu> and click on "Location" or go directly to the website at <http://www.oiod.uci.edu/loc.html>. All other contact information for the office remains the same (phone, email, website, fax, zot code). Please visit us soon!





OEOD Launched its *Campus Conversation Series* with Guest Speaker Irvine Mayor Sukhee Kang

On May 12, 2009, Irvine City Mayor Sukhee Kang spoke on “Diversity in Irvine” to a large crowd of UCI students, staff and faculty. In his speech the Mayor discussed the cultural diversity of Irvine, how the city encourages diversity through events and partnerships, and diversity in the city workforce. The Mayor also shared his personal story about being an immigrant. The purpose of the *Campus Conversation Series* is to provide the campus community with opportunities to engage in dialogues about contemporary topics related to equal opportunity and diversity. The Mayor’s event was co-sponsored by the Cross-Cultural Center, Office of the Vice Chancellor Student Affairs, Difficult Dialogues, Department of Asian American Studies, UCI Staff Assembly/Staff Ambassadors, UCI Advance Program, and Office of Community and Government Relations.

UCI AB 1825 Compliance Higher than UC Average

A new Learning Management System managed by UCOP was launched this year. It provided links to the on-line Sexual Harassment Prevention program for those who were eligible to complete AB1825-mandated training. By the end of the



California AB 1825 Compliance

UC Irvine’s compliance rate was 95%, significantly higher than the 84% system-wide average. UCI’s compliance with this state law has been consistently strong in large part due to the many educational opportunities available to faculty and staff supervisors, including frequent instructor-led workshops, interactive theatre and the on-line program.

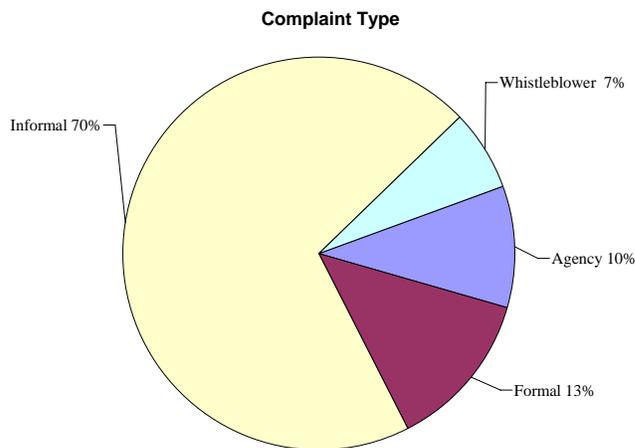
Complaint Resolution

All persons who participate in University of California, Irvine programs and activities have the right to work and learn together in an atmosphere free of discrimination and sexual harassment. To this end, the OEOD receives, investigates and works toward resolution of complaints of discrimination and sexual harassment.

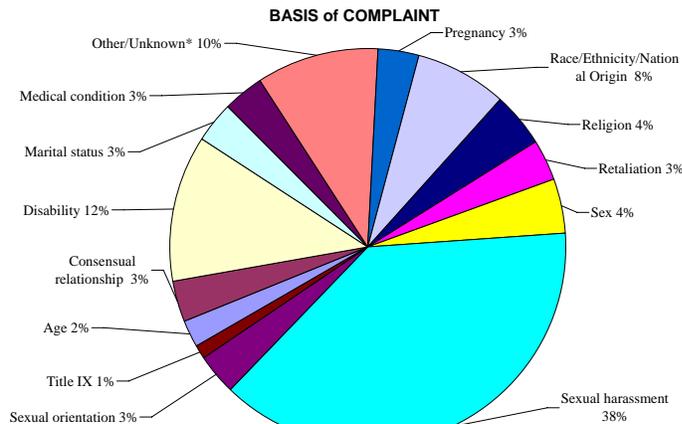
Sexual harassment and discrimination complaints received by the OEOD can be

- **formal** (filed in writing and requiring investigation),
- **informal** (no investigation requested, but involving complaint resolution action),
- **outside agency** (brought by the California Department of Fair Employment and Housing (DFEH), the U.S. Equal Employment Opportunity Commission (EEOC), or the U.S. Office of Civil Rights (OCR)).

In addition, OEOD receives **inquiries** (requests for information, referrals, or contact that may result in a complaint) and requests for **review**.

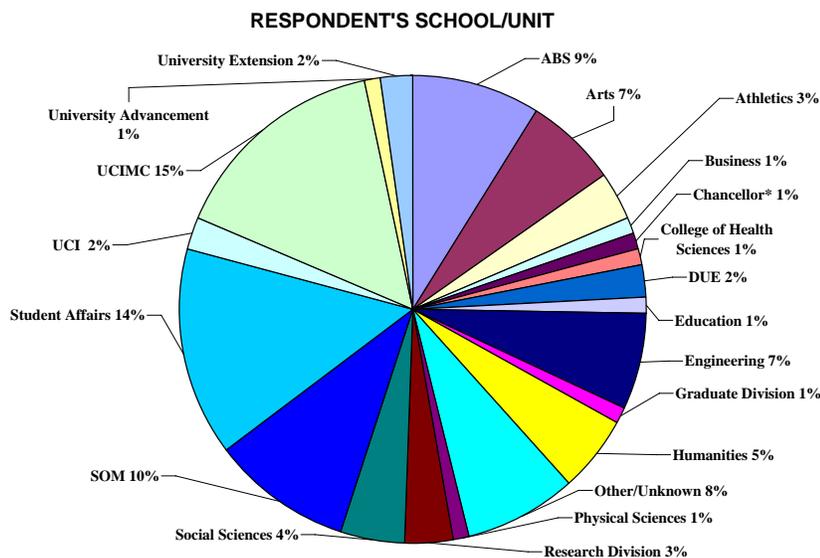
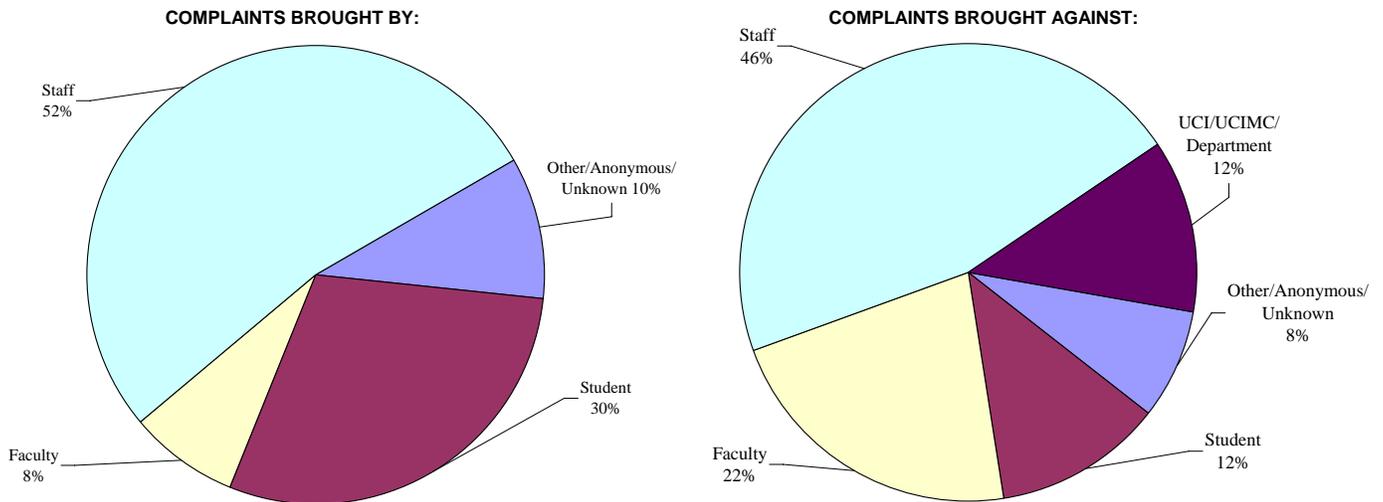


During the 2008-2009 year, the OEOD received **91 complaints** of discrimination or sexual harassment and more than **120 inquiries**. As has generally been the case, most of these complaints are informal complaints where a member of the UCI community has sought assistance in resolving a matter without investigation. The most frequent complaint continues to be sexual harassment.



More than half of all complaints (52%) were brought by staff. Complaints brought by students account for 30% of the complaints received. Faculty complaints totaled approximately of 8%. Complaints from other sources (applicants, vendors, patients, etc.) account for the remaining 10%.

Staff also accounted for nearly half (46%) of the respondents, faculty were 22% of the respondents and students were 12%. In some cases, complaints were brought against a department, the university, or an outside source (alumni, vendor, volunteer, etc.).



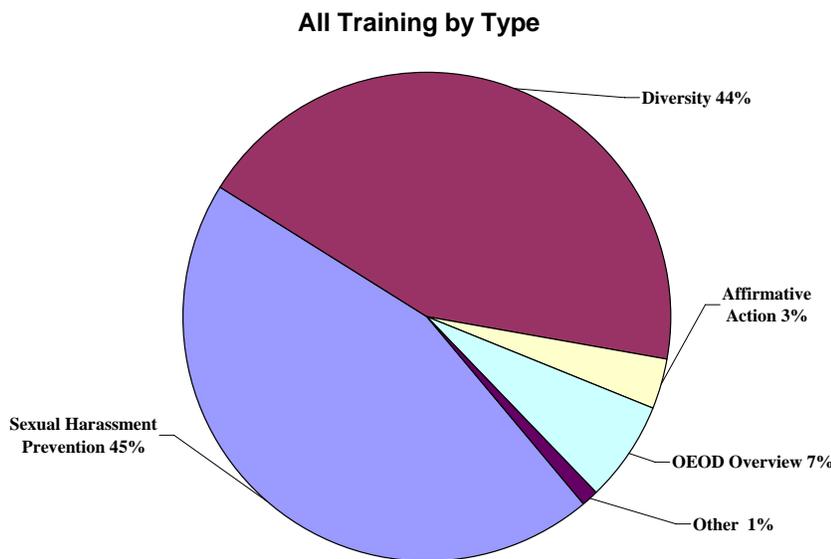
Distribution of complaints by school or unit and related statistics are addressed individually and separate from this report to assess progress and pinpoint issues of focus.

See Appendix A for descriptions of complaints.

Training and Educational Programs

Training programs are proactive and preventative instruments used to assist the university's compliance with sexual harassment and discrimination prevention laws and policies. They also serve as a tool in response to discrimination and harassment complaints. OEOD education programs focus on an array of issues affecting the environment of the university, including sexual harassment, diversity, discrimination, cultural awareness and affirmative action.

OEOD conducted **83 workshops and training programs**, reaching an audience of close to **3000** throughout the campus and the medical center. The chart below shows the types of programs we provided during the 2008-2009 year.



In addition to our two annual diversity series, *Diversity in Medicine* and the *Diversity Development Program*, OEOD launched a new *Campus Conversation Series* and coordinated the *Religious Diversity Forum*. In conjunction with the International Center, we developed a program designed specifically for international scholars and post-docs which will be offered through the Center on a quarterly basis.

OEOD continued to provide instructor-led and online courses to satisfy the requirements of AB1825, the California law mandating sexual harassment prevention education for all supervisors, including all faculty (except emeriti, volunteers, postdoctoral scholars and student academic appointments).

In addition, the online sexual harassment prevention training for non-supervisory employees and students, offered through New Media Learning, was expanded to include a version specifically tailored to Teaching Assistants. Approximately **400** individuals completed the New Media Learning online sexual harassment prevention course during 2008-2009.

Specific programs are listed in Appendix B.

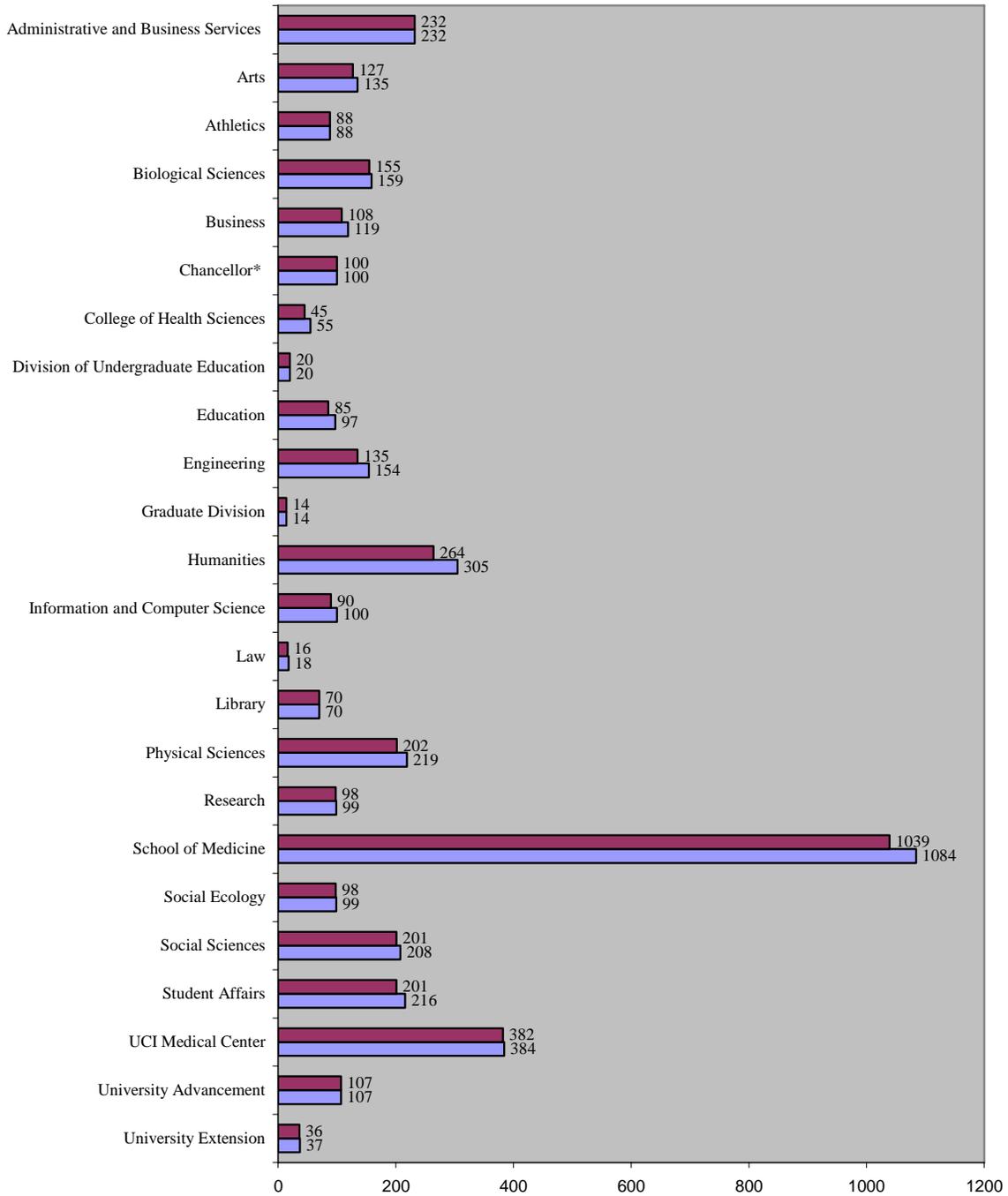
The table and chart below illustrate each unit's compliance with California law AB1825 as of June 30, 2009. With a 95% compliance rate, UCI continues to surpass the system-wide compliance average of 84%.

AB1825 Compliance

School/Unit	Total	Completed	Overdue	Percentage Completed
Administrative and Business Services	232	232	0	100%
Athletics	88	88	0	100%
Chancellor*	100	100	0	100%
Division of Undergraduate Education	20	20	0	100%
Graduate Division	14	14	0	100%
Library	70	70	0	100%
University Advancement	107	107	0	100%
Research	99	98	1	99%
Social Ecology	99	98	1	99%
UCI Medical Center	384	382	2	99%
Biological Sciences	159	155	4	97%
Social Sciences	208	201	7	97%
University Extension	37	36	1	97%
School of Medicine	1084	1039	45	96%
Arts	135	127	8	94%
Student Affairs	216	201	15	93%
Physical Sciences	219	202	17	92%
Business	119	108	11	91%
Information and Computer Science	100	90	10	90%
Law	18	16	2	89%
Education	97	85	12	88%
Engineering	154	135	19	88%
Humanities	305	264	41	87%
College of Health Sciences	55	45	10	82%
TOTAL	4119	3913	206	95%

* Includes EVC/P, Academic Affairs, Planning and Budget and University Communications

AB1825 Training by Number of Employees



* Includes EVC/P, Academic Affairs, Planning and Budget and University Communications

Affirmative Action Programs

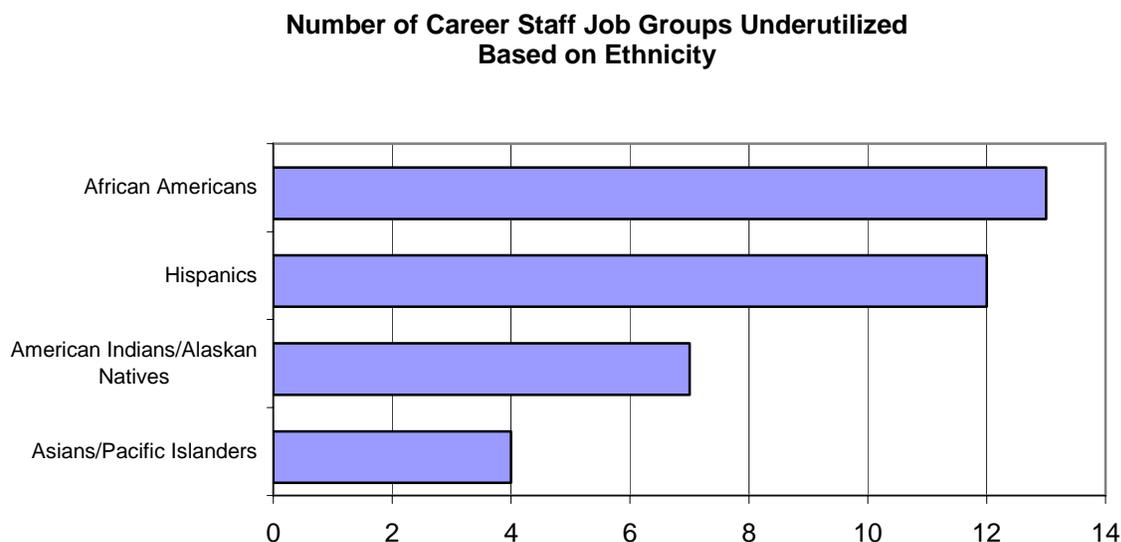
As a federal contractor, UCI must take affirmative action to promote the full realization of equal opportunity for women, minorities, covered veterans and individuals with disabilities, and to have a written affirmative action plan.

Underutilization statistics are included in the annual Affirmative Action Plan. Underutilization is identified when a job group's actual workforce representation is less than the estimated availability, by at least one whole person. This analysis is conducted for active career staff and academic staff, excluding student titles, temporary lecturers, and postdoctoral scholars.

For any area where underutilization has been identified, a placement goal is set equal to the expected availability percentage. Availability is calculated based on the job areas represented at UCI in the reasonable recruitment area. The reasonable recruitment area differs from the local county to the national level based on career staff job groups. Availability for all academic positions is based on national statistics.

Statistical Highlights

In 2008-2009, of the 27 career staff job groups, women were identified as underutilized in 14 job groups and minorities as a whole in seven. A more detailed analysis by ethnicity shows the following:

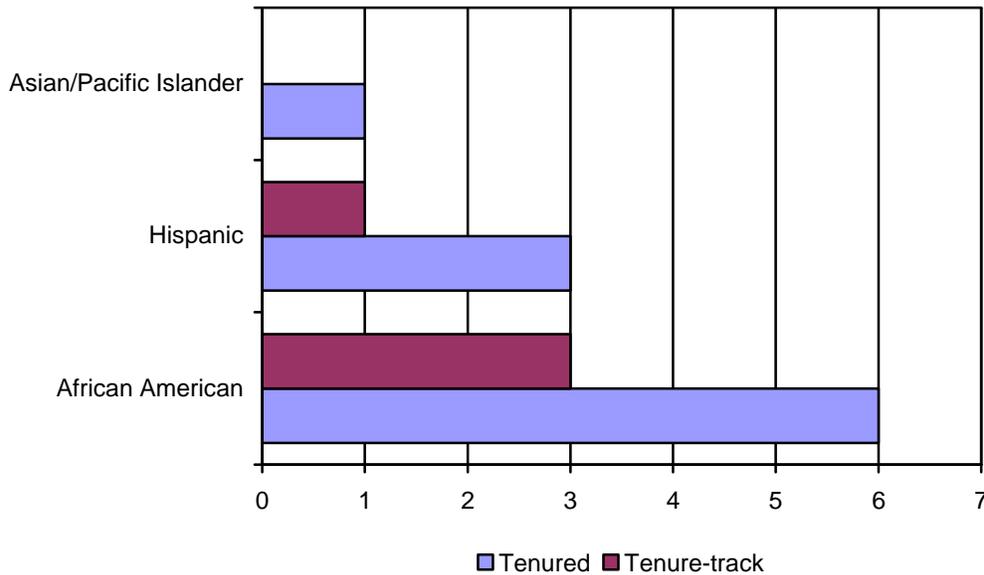


See Appendix C (available in the Office of Equal Opportunity and Diversity during regular business hours) for detailed career staff areas of underutilization and placement goals.

In 2008-2009 women, African American, and American Indian/Alaskan Native faculty were underutilized overall in the tenured ranks at UC Irvine. African American faculty were underutilized at the tenure-track level as well. When reviewing the statistics at the school level,

women were underutilized in eight of the 12 academic divisions¹ at the tenured level and in two academic divisions at the tenure-track level. In addition, underutilization by race/ethnicity was identified in several units.

Number of Academic Units with Underutilized Ladder Rank Faculty Based on Ethnicity²



Underutilization was also identified for women and minorities in non-regular-rank academic job groups. See Appendix D (available in the Office of Equal Opportunity and Diversity during regular business hours) for detailed academic areas of underutilization and placement goals.

Affirmative Action Programs

The Office of Equal Opportunity and Diversity supported UCI’s good faith efforts to ensure equal opportunity in employment by taking the following affirmative actions:

- Contracted with *Inside Higher Ed* for unlimited job postings to its website and automatic posting of all academic recruitments to InsideHigherEd.com.
- Uploaded all academic recruitments to the SoCalHERC.org website on a weekly basis.
- Provided consultation on recruitment and search activities related to EEO/AA efforts to search committees, school and department personnel officers, ADVANCE equity advisors, supervisors, and hiring managers.
- Conducted trainings on recruitment and search activities related to EEO/AA efforts through the UCI Effective Supervision Certificate Program.
- Posted availability statistics for academic and staff job groups on the web.
- Provided detailed availability and utilization data to Academic Senate committees as requested.

¹ Due to small numbers in the programs in the College of Health Sciences, faculty in the School of Medicine and the CHS programs were combined into one academic unit. The Department of Education is included as its own academic unit.

² American Indians/Alaskan Natives were not identified as underutilized within any of the academic units.

Appendix A

SEXUAL HARASSMENT/DISCRIMINATION CASES

COMPLAINANT	RESPONDENT	COMPLAINT	BASIS	ALLEGATIONS	STATUS
Staff	UCIMC	DFEH	Disability, sexual orientation, retaliation	Inappropriate remarks, treated differently because of sexual orientation and disability.	Awaiting agency response.
Staff	Department	Formal	Medical condition	Terminated due to medical condition.	No violation found.
Students	Student	Informal	Religion	Unwelcome and repeated proselytizing.	Provided discrimination prevention information and education to respondent.
Staff	Staff	Informal	Religion	Unwelcome email of a religious nature.	Handled in department
Staff	Department	DFEH	Disability	Terminated due to disability.	Closed by agency. No violation found.
Staff	Staff	Formal	Retaliation	Retaliated against for participating in an investigation.	Complaint withdrawn.
Other	Staff	Informal	Sexual harassment	Emailed sexual photos.	Provided sexual harassment prevention information and education to respondent.
Staff	Staff	Formal	Sexual harassment	Inappropriate touching.	Violation found. Respondent terminated.
Staff	Staff	Informal	Race	Denied equal access to facilities.	Provided discrimination prevention information and education to respondent.
Student	Unknown	Informal	Sexual harassment	Inappropriate behavior.	Provided sexual harassment prevention training to supervisors and staff.
Staff	Faculty	Informal	Pregnancy	Negative evaluation after return from maternity leave.	Referred to Human Resources for informal resolution.
Staff	Staff	Informal	Gender	Inappropriate behavior.	Respondent given letter of warning.
Staff	Staff	Informal	National origin	Unfair treatment and evaluation.	Referred to Human Resources for informal resolution.
Resident	Faculty	Whistleblower	Disability	Nonaccommodation, discrimination on basis of disability.	Violation found.
Staff	Staff	Informal	Sexual harassment	Inappropriate comments and spreading rumors.	Provided sexual harassment prevention information and education to respondent.
Student	Student	Informal	Sexual harassment	Inappropriate comments and behavior.	Provided sexual harassment prevention information and education to respondent.
Unknown	Faculty	Informal	Sexual harassment	Inappropriate behavior.	Provided sexual harassment prevention information and education to respondent.

SEXUAL HARASSMENT/DISCRIMINATION CASES

COMPLAINANT	RESPONDENT	COMPLAINT	BASIS	ALLEGATIONS	STATUS
Students	Faculty	Informal	Sexual harassment	Inappropriate touching.	Provided sexual harassment prevention information and education to respondent.
Staff	Staff	Informal	Race, sex, national origin	Inappropriate email jokes.	Provided discrimination prevention information and education to respondent.
Staff	Staff	Informal	Age, sex	Hostile environment, abusive comments.	Resolved in department.
Staff	Faculty	Whistleblower	Marital status, medical condition	Denied pay increase.	No violation found.
Student	UCI	DFEH	Disability, retaliation	Denied reasonable accommodation and equal access.	Awaiting agency response.
Staff	Unknown	Informal	Sexual harassment	Inappropriate pages.	Provided resolution recommendation which were implemented by management.
Student	Student	Informal	Sexual harassment	Inappropriate email and downloads.	Provided sexual harassment prevention information and education to respondent.
Student	Other	Informal	Sexual harassment	Inappropriate remarks.	Provided sexual harassment prevention information and education to complainant.
Student	Faculty	Informal	Sexual harassment	Consensual relationship created hostile environment.	Provided sexual harassment prevention and APM015 information and education to respondent.
Students	Unknown	Informal	Religion, national origin	Hacking into website; offensive messages.	Referred to UCIPD and outside organizations and agencies for assistance.
Student	Faculty	Informal	Sexual harassment	Inappropriate behavior.	Provided sexual harassment prevention information and education to respondent.
Student	Student	Informal	Sexual harassment	Unwanted sexual attention.	Provided sexual harassment prevention information and education to respondent.
Other	Staff	Whistleblower	Sexual orientation, marital status, Title IX, retaliation	Discriminatory and retaliatory termination.	No discrimination found.
Staff	Staff	EEOC	Retaliation	Retaliation for filing other cases.	Awaiting agency response.
Staff	Staff	Informal	Sexual harassment	Inappropriate behavior and comments.	Provided sexual harassment prevention information and education to respondent.
Student	Staff	Informal	Age, national origin	Forced to withdraw from course due to age and language.	Complaint withdrawn.
Staff	Staff	Formal	Pregnancy, Disability	Inappropriate layoff.	No violation found.

SEXUAL HARASSMENT/DISCRIMINATION CASES

COMPLAINANT	RESPONDENT	COMPLAINT	BASIS	ALLEGATIONS	STATUS
Students	Staff	Informal	Sexual harassment	Inappropriate touching.	Provided sexual harassment prevention information and education to respondent and training for department.
Students	Student	Informal	Sexual harassment	Inappropriate behavior.	Provided sexual harassment prevention information and education to respondent.
Faculty	Staff	Formal	Sexual harassment, retaliation	Inappropriate touching, confrontation and schedule change.	No violation found.
Student	Staff	Informal	Sexual harassment	Inappropriate comments.	Provided sexual harassment prevention education and information to respondent.
Staff	Staff	Informal	Religion	Inappropriate comments.	No follow through by complainant.
Student	Faculty	Informal	Sexual harassment	Inappropriate behavior.	Provided sexual harassment prevention education and information to respondent.
Faculty	Faculty	Formal	Sexual harassment	Inappropriate touching.	Policy violation. Corrective action taken.
Student	Staff	Informal	Sexual harassment	Inappropriate behavior.	Provided sexual harassment prevention information and education to respondent.
Student	Department	Informal	Disability	Nonaccommodation.	Accommodation provided.
Faculty	Staff	Formal	Sexual harassment	Inappropriate requests.	No violation found.
Staff	Faculty	Informal	N/A	Inappropriate behavior.	Referred to Vice Provost.
Faculty	Student; Faculty	Informal	Sexual harassment	Inappropriate comments and requests.	Assisted with supervisors in providing sexual harassment prevention education and information to respondents.
Staff	Resident	Informal	Sexual harassment	Inappropriate touching.	Provided sexual harassment prevention information and education to respondent.
Staff	Staff	Informal	Marital status, sex	Inequitable treatment.	No inequity found.
Resident	Faculty	Informal	Consensual relationship	Favoritism.	Worked with chair to provide information and education.
Other	Student	Informal	Consensual relationship	Consensual relationship.	Provided policy information to respondent.
Student	Staff	Informal	Sexual harassment	Inappropriate emails, comments and requests.	Provided sexual harassment prevention information and education to respondent.
Staff	Staff	DFEH	Pregnancy, Disability	Terminated due to pregnancy.	Awaiting agency response.
Unknown	Staff	Informal	Consensual relations	Favoritism.	Provided consensual relations information and education to respondent.

SEXUAL HARASSMENT/DISCRIMINATION CASES

COMPLAINANT	RESPONDENT	COMPLAINT	BASIS	ALLEGATIONS	STATUS
Student	Faculty	Informal	Sexual harassment, religion	Inappropriate questions.	Assisted department in resolution.
Staff	Staff	Formal	Retaliation	Denied employment.	No retaliation found.
Staff	Staff	Informal	Disability	Inappropriate treatment.	No follow through by complainant.
Staff	Department	EEOC	Medical condition	Terminated due to medical condition.	Awaiting agency response.
Staff	Staff	Informal	Sexual harassment	Inappropriate touching.	No follow through by complainant.
Student	Staff	Informal	Medical condition	Terminated due to illness.	Brought to attention of department. No follow through by complainant.
Student	Student	Informal	Sexual harassment	Inappropriate comments.	Provided sexual harassment prevention information and education to respondent.
Staff	Staff	Informal	Race	Denied employment.	No follow through by complainant.
Faculty	Faculty	Formal	Sex	Inappropriate comments and behavior.	Investigation underway.
Staff	Staff	Formal	Race	Disparate treatment in workplace.	Investigation underway.
Other	Faculty	Whistleblower	Race, national origin, sex, retaliation.	Inappropriate comments.	Investigation underway.
Staff	Other	Informal	Ethnicity, race	Inappropriate racial and ethnic comments.	No follow through by complainant.
Staff	Staff	Informal	Sexual harassment	Inappropriate comments and behavior.	Provided sexual harassment prevention information and education to respondent.
Staff	Staff	Informal	Unknown	Inappropriate comments and treatment.	No follow through by complainant.
Other	UCI	DFEH	Sex, retaliation	Disparate treatment; termination from employment.	Awaiting agency response.
Staff	Staff	Informal	N/A	Harassment and hostile environment.	Provided policy information to complainant.
Staff	Faculty	Informal	Sexual harassment	Inappropriate comments and requests.	Provided sexual harassment prevention information and education to respondent.
Other	Faculty	DFEH	Disability	Nonaccommodation, constructive discharge.	Awaiting agency response.
Staff	UCI	DFEH	Sex, pregnancy, retaliation	Unfair evaluation.	Awaiting agency response.
Staff	Faculty	Informal	N/A	Inappropriate comments and denial of vacation time.	Referred to Human Resources.
Student	Student	Informal	Disability	Inappropriate behavior.	Provided discrimination prevention information and education to respondent.

SEXUAL HARASSMENT/DISCRIMINATION CASES

COMPLAINANT	RESPONDENT	COMPLAINT	BASIS	ALLEGATIONS	STATUS
Staff	Department	Whistleblower	Other	Unfair promotion.	Investigation underway.
Faculty	Faculty	Informal	Disability	Inappropriate behavior.	Provided discrimination prevention information and education to respondent.
Staff	Staff	Informal	Sexual orientation	Lack of supervisory support; inappropriate comments.	Resolved in department.
Student	Student	Informal	Sexual orientation	Inappropriate comments.	Provided discrimination prevention information and education to all parties.
Staff	Staff	Whistleblower	Title IX	Unfair treatment.	Investigation underway.
Staff	Staff	Informal	Sexual harassment	Inappropriate behavior.	Provided sexual harassment prevention information and education to respondent and training for department.
Anonymous	Department	Whistleblower	N/A	Unfair hiring practices.	No violation found.
Staff	Staff	Formal	Sexual harassment	Rumors creating hostile environment.	Investigation underway.
Student	Department	Informal	Marital Status	Married students given priority for one-bedroom units.	Provided clarification of policy to reporting party.
Staff	Staff	Informal	Disability	Nonaccommodation.	Working with UCIMC HR toward informal resolution.
Staff	Staff	Formal	Sexual harassment	Inappropriate comments and behavior.	Report being written.
Staff	Faculty	Informal	N/A	Hostile work environment.	Assisting department in resolution.
Student	Student	Informal	Sexual harassment	Respondent was following/stalking complainant.	Referred to UCIPD.
Student	Other	Informal	Sexual harassment	Repeated unwelcome requests.	Provided sexual harassment prevention information and education to respondent.
Staff	Other	Informal	Sexual harassment	Inappropriate comments.	Provided sexual harassment prevention information and education to respondent.
Staff	Staff	Informal	N/A	Inappropriate behavior.	Brainstormed potential solutions with complainant
Student	Faculty	Informal	Disability	Unfair treatment.	Awaiting complainant decision.

Appendix B

TRAINING AND EDUCATIONAL PROGRAMS

	DEPARTMENT	PRESENTATION TITLE	TOTAL	STAFF	FACULTY	STUDENT	OTHER
Administrative & Business Services	Design & Construction Services	Sexual Harassment Prevention	27	27			
	Design and Construction Services	Sexual Harassment Prevention	22	22			
	Design and Construction Services	Sexual Harassment Prevention	13	13			
	Police Department	UCI Diversity & Muslim-Jewish Relations	14	14			
	Police Department	UCI Diversity & Muslim-Jewish Relations	16	16			
Athletics	Athletics	Sexual Harassment Prevention	67	67			
Biological Sciences	Ecology & Evolutionary Biology	Sexual Harassment Prevention	7			7	
Business	MBA	Sex and Power	51		1	50	
	MBA	Sex and Power	51		1	50	
	MBA	Sexual Harassment Prevention	33			33	
	MBA	Sexual Harassment Prevention	33			33	
Division of Undergraduate Education		Sexual Harassment Prevention	49	2		47	
Graduate Division	Alliance for Graduate Education & the Professoriate (AGEP)	Campus Diversity	7	1		6	
	Summer Undergraduate Research Program	Campus Diversity	27	2		25	
ICS		Sexual Harassment Prevention	36			36	
Library		Sexual Harassment Prevention	20	20			
Physical Sciences	Chemistry	Sexual Harassment Prevention	55			55	
	Mathematics	Sexual Harassment Prevention	63			63	
	Physics and Astronomy	Sexual Harassment Prevention	17			17	
Research	ULAR	Diversity and Intercultural Communications	42	42			
	ULAR	Sexual Harassment Prevention	44	44			
Social Ecology	Criminology, Law and Society	Sexual Harassment Prevention	46		1	45	
	Dean's Advisory Committee	OEOD Overview	4		4		
	TAs	Sexual Harassment Prevention	42			42	

TRAINING AND EDUCATIONAL PROGRAMS

	DEPARTMENT	PRESENTATION TITLE	TOTAL	STAFF	FACULTY	STUDENT	OTHER
Social Sciences	Political Sciences	Diversity Leadership Programs	26	1		25	
	TAs	Sexual Harassment Prevention	90			90	
School of Medicine	Multiple Departments - Third Year Residents	OEOD Overview	90			90	
	Anesthesia	Diversity and Intercultural Communication	17	17			
	Medical Education	Sexual Harassment Prevention and Diversity	105			105	
	Neurology	Diversity and Intercultural Communications	18		1	17	
	Pediatrics	Asian Diversity	20	20			
	Pediatrics	Workplace Diversity 1	20	20			
	Pediatrics	Workplace Diversity: Hispanic/Latino Issues	25	25			
Student Affairs	Administrative Intern Class	Gender Gap: Is There One?	24			24	
	American Indian Resource Center	Diversity and Intercultural Communications	20			20	
	Auxiliary Services & Resource Planning	Open Forum - Sexual Harassment Prevention	25	25			
	Center for Educational Partnership	Workplace Diversity	15	3		12	
	Center for Educational Partnership: TEACH	OEOD Overview	7	1		6	
	Center for Educational Partnerships	Sexual Harassment Prevention	65	2		62	
	Counseling and Health Services	Sexual Harassment Prevention	24	24			
	Dean of Students	Campus Diversity: Diversity and Safety Issues	27			27	
	Dean of Students	Diversity & Cross-Cultural Communication	120			120	
	Financial Aid and Scholarships	Diversity	25	25			
	Housing: Arroyo Vista	Making Diversity Work	60			60	
	Housing: Campus Village	Abrahamic Faiths	45			45	
	Housing: Campus Village	Sexual Harassment Prevention	51	1		50	
	Housing: Mesa Court	Campus Diversity	18	3		15	
	Housing: Mesa Court	Sexual Harassment Prevention	73			73	
	Housing: Middle Earth	Cultural Understanding and Sensitivity Workshop	12			12	
	Housing: Middle Earth	Sexual Harassment Prevention	24			24	

TRAINING AND EDUCATIONAL PROGRAMS

	DEPARTMENT	PRESENTATION TITLE	TOTAL	STAFF	FACULTY	STUDENT	OTHER
Student Affairs cont'd	Housing: Undergraduate	OEOD Overview	6	6			
	National Society of Collegiate Scholars	Campus Diversity: Communicating across Cultures	21			21	
	Student Affairs Professional Development Conference	Free Speech or Harassment and Where the Sidewalk Ends	38	38			
	Student Health	Sexual Harassment Prevention	46	46			
UCI	Multiple Departments	Addressing Disparities in Medicine	197	5	5	187	
	Multiple Departments	Campus Conversations: Irvine Mayor	94	35	2	53	4
	Multiple Departments	Campus Diversity	19	19			
	Multiple Departments	Campus Diversity: Conflict Across Cultures	22	22			
	Multiple Departments	Diversity Development Program	32	32			
	Multiple Departments	Effective Supervision	31	31			
	Multiple Departments	Effective Supervision	26	26			
	Multiple Departments	Effective Supervision	10	10			
	Multiple Departments	Effective Supervision -- AB1825 Module	23	23			
	Multiple Departments	Effective Supervision -- EEO Module	24	24			
	Multiple Departments	Sexual Harassment Prevention	54	23	31		
	Multiple Departments	Sexual Harassment Prevention	15	12	3		
	Multiple Departments	Sexual Harassment Prevention for Supervisors	6		4		2
	Multiple Departments	Sexual Harassment Prevention for Supervisors	12	3	9		
	Multiple Departments	Sexual Harassment Prevention for Supervisors	18	7	11		
	Multiple Departments	Sexual Harassment Prevention for Supervisors	20	11	9		
	Multiple Departments	Sexual Harassment Prevention for Supervisors	4	4			
	Multiple Departments	Sexual Harassment Prevention for Supervisors	6	6			
	Multiple Departments	Sexual Harassment Prevention for Supervisors - Life Theatre	125	96	29		

TRAINING AND EDUCATIONAL PROGRAMS

	DEPARTMENT	PRESENTATION TITLE	TOTAL	STAFF	FACULTY	STUDENT	OTHER
UCI cont'd	Multiple Departments	UC Staff Diversity Council Report	30	30			
	Multiple Departments	UC Staff Diversity Council Report	10	9	1		
	Multiple Departments - Sexual Harassment Advisors	Sexual Harassment Prevention Update	23	20	3		
	Multiple Departments	OEOD Overview, Chairs Retreat	30	10	20		
UCI Business Officers Institute	Multiple Departments	OEOD	32	32			
UCIMC	Associate Dean Administration	Workplace Diversity 1	12	12			
	Associate Dean Administration	Workplace Diversity 2	18	18			
	Associate Dean Administration	Workplace Diversity 3	18	18			
	Human Resources	Diversity & Languages	25	25			
	Human Resources	Workplace Diversity: Multitasking	35	35			