

**EEO/AA/DIVERSITY PROGRAM**

	1996-97		1997-98		1998-99	
	FTE	Budget	FTE	Budget	FTE	Budget
<b><u>Category of Expense:</u></b>						
Staff	4.00	165,699	4.00	172,995	4.00	179,508
General Assistance		2,792		2,792		2,792
Nonsalary/Other		23,811		23,811		23,698
<b>TOTAL by Fund</b>	<b>4.00</b>	<b>\$192,302</b>	<b>4.00</b>	<b>\$199,598</b>	<b>4.00</b>	<b>\$205,998</b>
<b><u>Sources of Funds:</u></b>						
General Funds	4.00	178,835	4.00	186,131	4.00	192,531
UOF/OTT		13,467		13,467		13,467
<b>TOTAL by Fund</b>	<b>4.00</b>	<b>\$192,302</b>	<b>4.00</b>	<b>\$199,598</b>	<b>4.00</b>	<b>\$205,998</b>

**MISSION**

The EEO/AA office helps to promote a climate for diversity , and to ensure that 'UCSC's employment policies and practice s are in compliance with all Federal, State, and Universit y requirements for equal opportunity, non-discrimination , and affirmative action.

**DESCRIPTION**

The EEO/AA produces the campus' annual staff and academi c affirmative action plans; handles discrimination inquiries an d complaints; provides consultation and training to staf f and faculty on EEO/AA concerns; and conducts the staf f Diversity Education Program.

**ACTIVITY DATA**

- Complaints - 12
- Consultations - 40
- EEO Workshops - 96
- External Agency Investigation - 1

**GOALS**

**Simplify Human Resource Process**

- Streamlined AA planning processes; produce and distribute annual AA plans for Staff, Academics, and Disability/Veterans.

**Increase Customer Satisfaction**

- Built Web site and distributed materials on EEO/AA policy.
- Counseled, investigated, mediated, responded to external agencies, resolved all complaints of discrimination from campus employees and applicants for employment, and conducted special investigations for the Chancellor.
- Monitored personnel actions for Staff and academics.
- Provided consultation on affirmative action data interpretation.
- Chaired UC EEO/AA Administrators conference.

**Improve Communication and Interaction with Campus**

- Met with various campus constituents on ADA and EEO policy.
- Improved information provided to academic search committees.