UC San Diego

EQUITY, DIVERSITY, AND INCLUSION

UC San Diego Initiatives Supporting HSI Status

Progress Report

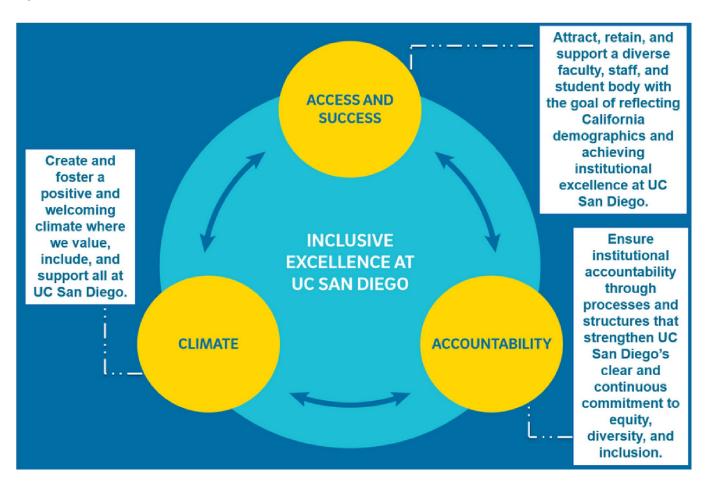*As reported at the Fall 2021 Strategic Accountability Presentations*

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Becoming a Hispanic Serving Institution (HSI) is one of UC San Diego's main priorities as we work to achieve true inclusive excellence across all areas of campus life. Receiving this federal designation will allow us to further expand support and programming, and aligns with UC San Diego's mission to be a national model for equity, diversity, and inclusion in higher education.

As we strive toward realizing this goal, we recognize that becoming an HSI is only possible through intentional collaboration with campus partners. The diagram below illustrates the core tenets of our Strategic Plan for Inclusive Excellence, which are central to shaping the future of our campus: Access and Success, Climate, and Accountability. This report contains examples of the many collective impact efforts taking place at UC San Diego to ensure that our Latinx population can thrive as we become an HSI.

The practices summarized here supporting HSI status are compiled from the unit/divisional reports and presentations submitted for the UC San Diego Strategic Accountability Meetings held in Fall 2021. Detailed descriptions of these practices can be found on the pages that follow.

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GLOSSARY OF ABBREVIATIONS AND ACRONYMS

Below is a glossary of abbreviations and acronyms used throughout this report to identify participating units and organizations.

Center for Research on Educational Equity, Assessment & Teaching Excellence	CREATE
Chancellor's Office	CO
Division of Arts & Humanities	A&H
Division of Biological Sciences	Bio Sci
Division of Extended Studies	Ext
Division of Graduate Education and Postdoctoral Affairs	GEPA
Division of Social Sciences	Soc Sci
Division of Undergraduate Education	UGrad
Early Academic Outreach Program	EAOP
Enrollment Management	EM
Executive Vice Chancellor	EVC
Office of Academic Support and Instructional Services	OASIS
Office of Admissions	Adm
Office of Naval Research	ONR
Outreach, Access, Recruitment, and Retention	OAR^2
Physical Sciences	DPS
Rady School of Management	Rady
School of Medicine	SOM
Scripps Institution of Oceanography	SIO
Skaggs School of Pharmacy and Pharmaceutical Sciences	SSPPS
Sweetwater Union High School District	SUHSD
Teaching + Learning Commons	TLC
Underrepresented in Medicine	URiM
Underrepresented Minority	URM
University Communications	UC
Vice Chancellor for Equity, Diversity, and Inclusion	VC EDI
Vice Chancellor for Health Sciences	VC-HS
Vice Chancellor for Research	VC-R
Vice Chancellor for Student Affairs	VC-SA

FACULTY EXCELLENCE BEST PRACTICES

Faculty Access & Success: Proven Strategies

- **Hispanic Center of Excellence (HCOE)** *(SOM)*
- **HSI/LAEI Work Group** *(VC EDI; VC-SA; EM)*
- **Inclusive Excellence Cluster Hires** *(Rady)*
- **Inclusive Excellence Hires** *(DPS)*
- **Latinx/Chicanx Academic Excellence Initiative (LAEI)** *(VC EDI; VC-SA)*

Faculty Access & Success: New and Emerging Strategies

- **The Basement's Latinx Leadership Program** *(VC-R)*
- **Health Sciences Anti-Racism Taskforce** *(SOM; SSPPS)*
- **Hispanic Center of Excellence Faculty Development Program** *(SOM)*
- **HSI Summit** *(VC EDI; VC-SA; TLC)*
- **Latinx Cluster Hire Initiative (LCHI)** *(VC EDI; EVC; Various Units)*
- **Society for Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS) Chapter Reestablished** *(DPS)*

STAFF EXCELLENCE BEST PRACTICES

Staff Access & Success: New and Emerging Strategies

- **HSI Summit** *(VC ED; VC-SA; TLC)*

Staff Accountability: New and Emerging Strategies

- **Adoption of an Asset-Based, Equity-Minded Framework** *(TLC)*
- **Adoption of the Jackson Multicultural Organizational Development Model** *(TLC)*
- **Launching an Anti-Racist Learning Community** *(TLC)*

UNDERGRADUATE STUDENT EXCELLENCE BEST PRACTICES

Undergraduate Student Access & Success: Proven Strategies

- **Chancellor's Associates Scholars Program** *(CO)*
- **Chicanx and Latinx Studies (CLS) Program** *(A&H; Soc Sci)*
- **Comienza con un Sueño Outreach Program** *(CREATE)*
- **ENLACE Bi-National Summer Research Program** *(UGrad)*
- **Imperial Valley - Migrant Families and County Office of Education Partnership** *(Ext)*
- **Ongoing Translation of All Admissions and Financial Aid Content** *(VC EDI)*
- **Raza Living-Learning Community** *(VC EDI; UGrad)*
- **South Bay Partnerships - Southwestern College, School Districts, National City, PIQE** *(Ext)*

Undergraduate Student Access & Success: New and Emerging Strategies

- **The Basement's Latinx Leadership Program** *(VC-R)*
- **Addressing Climate Change through Environment Science and Social Justice Program**
- **(ACCESS)** *(SIO)*
- **Biology Undergraduate and Master's Mentorship Program (BUMMP)** *(Bio Sci)*
- **Entravision Partnership** *(UC; VC EDI)*
- **Expanded Latinx Community Based Organization Engagement** *(VC EDI)*
- **Expanded PATH Program Supporting URM Transfer from San Diego Community College District** *(A&H)*
- **Expansion of the Raza Resource Centro** *(VC EDI)*
- **Health Careers Opportunity Program (HCOP)** *(VC-HS)*
- **HSI Summit** *(VC EDI; VC-SA; TLC)*
- **Imperial Valley Migrant Family Outreach** *(Ext)*
- **Partnership with OASIS Program** *(Rady)*
- **Parent and Family Focused Programs for Yield Anti-Melt Strategies** *(VC EDI, EM)*
- **Parent Institute for Quality Education (PIQE) Partnership** *(VC EDI; Adm; VC-SA; CREATE; EAOP; Ext; SUHSD)*
- **SIEML Program with HSIs** *(Rady)*

Undergraduate Student Climate: New and Emerging Strategies

- **The Basement's Latinx Leadership Program** *(VC-R)*

Undergraduate Student Accountability: Proven Strategies

- **Latinx/Chicanx Academic Excellence Initiative (LAEI)** *(VC EDI)*

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- **Hispanic Center of Excellence (HCOE)** *(SOM)*
- **Hispanic Center of Excellence Faculty Development Program** *(SOM)*

Graduate Student Access & Success: New and Emerging Strategies

- **The Basement's Latinx Leadership Program** *(VC-R)*
- **Biology Undergraduate and Master's Mentorship Program (BUMMP)** *(Bio Sci)*
- **Community Connections Fellowship Program** *(A&H)*
- **D-ENTERPRISE Program with HSIs and Office of Naval Research (ONR)** *(SIO)*
- **Dean's Fund for Graduate and Professional Students Engaged in Anti-Racism Work** *(GEPA)*
- **Hispanic Center of Excellence Expansion to Include Skaggs** *(SSPPS)*
- **HSI Task Force & Summit** *(VC EDI)*
- **Outreach, Access, Recruitment, and Retention (OAR^2)** *(GEPA)*
- **Scripps Geosciences Educational Opportunities (GEO)** *(SIO)*

DETAILED DESCRIPTIONS

FACULTY EXCELLENCE BEST PRACTICES

Faculty Access & Success: Proven Strategies

Hispanic Center of Excellence *(SOM)*
The School of Medicine became a Hispanic Center of Excellence in 2017. The program promotes the recruitment, retention, and success of URiM faculty.

HSI/LAEI Work Group *(VC EDI; VC-SA; EM)*
VC EDI leads the campus-wide effort to become a fully qualified HSI. This work group serves as the driving force for HSI designation and was created to work toward systemic coordination and implementation of the HSI Task Force Report recommendations. The work group includes students, faculty, and staff from essential units across campus who can help implement and move HSI status forward. Recent initiatives include new parent and family focused programs focused on yield and anti-melt, among others.

Inclusive Excellence Cluster Hires *(Rady)*
The Rady School of Management engaged in successful Inclusive Excellence Cluster Hires conducted across the academic year that resulted in a robust number of new Latinx faculty who support EDI in their research, teaching, and/or service.

Inclusive Excellence Hires *(DPS)*
The Division utilized their successful EDI practice of allocating a number of faculty searches as Inclusive Excellence searches, which require successful candidates to meet the highest standard of research and teaching excellence, and demonstrate a strong record of supporting EDI efforts. These Excellence search processes are annually reviewed and updated, with a detailed rubric for calculating contributions to diversity, training the faculty on how to evaluate these contributions, reviewing candidates at each stage of the search, and advising departments on strategies for broadening the applicant pool at each stage.

Latinx/Chicanx Academic Excellence Initiative (LAEI) *(VC EDI; VC-SA; EM)*
The Latinx/Chicanx Excellence Initiative (LAEI) is designed to ensure that California's fastest growing student population feels welcome, supported, and able to thrive at UC San Diego. This means attracting and supporting a diverse faculty, staff, and student community—making UC San Diego a place where generations rise.

"The Latinx/Chicanx Excellence Initiative is designed to ensure that California's fastest growing student population feels welcome, supported, and able to thrive at UC San Diego."

The Basement's Latinx Leadership Program
(VC-R)
The Latinx Leadership Program is a year-long pilot program open to all. The goal of the program is to empower students with leadership skills and exposure to real life entrepreneurial experiences through mini-practicums and summer internships with local start-ups.

Health Sciences Anti-Racism Taskforce
(SOM; SSPPS)
Co-sponsored by the School of Medicine and comprised of faculty, staff, residents/fellows, and students. Six of the nine Taskforce working groups directly support School of Medicine constituents, specifically in the areas of recruitment/retention/representation, health disparities and inequities, organizational training and enrichment, and Undergraduate Medical Education (UE) and Graduate Medical Education (GME) academics and research.

Hispanic Center of Excellence Faculty Development Program *(SSPPS; SOM)*
A talent development system designed to improve the recruitment, retention, and success of all underrepresented faculty in academic medicine at UC San Diego.

HSI Summit *(VC EDI; VC-SA; TLC)*
VC EDI and VC-SA convened a [Virtual HSI Summit](#) in collaboration with campus partners to advance collective impact across campus.

Latinx Cluster Hire Initiative (LCHI) *(CO; EVC)*
Capitalizing on UCOP funding and investment from the Chancellor and Executive Vice Chancellor, the initiative leverages a strong campus commitment to diversifying the faculty while simultaneously working to fulfill our student-centered mission. This hiring initiative across four divisions and nine academic departments that serve a critical mass of Latinx students serves as a catalyst for UCSD becoming a Latinx serving and responsive institution.

"The initiative leverages a strong campus commitment to diversifying the faculty while simultaneously working to fulfill our student-centered mission."

Society for Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS) Chapter Reestablished
(DPS)
The Division successfully led the effort to reestablish a campus-wide SACNAS chapter.

STAFF EXCELLENCE BEST PRACTICES

Staff Access & Success: New and Emerging Strategies
HSI Summit *(VC EDI; VC-SA; TLC)*
(See Faculty Access & Success: New and Emerging Strategies page 8 for details)

Staff Accountability: New and Emerging Strategies
Adoption of an Asset-Based, Equity-Minded Framework *(TLC)*
The unit is piloting a protocol from Bensimon & Associates for reviewing internal artifacts and outward facing communications and launching a learning community that offers professional development in equity-minded assessment for all staff.

Adoption of the Jackson Multicultural Organizational Development Model *(TLC)*
TLC utilized the Jackson Multicultural Organizational Development (MCOD) Model to interpret findings related to their EDI Accountability annual report to understand where the unit was developmentally. The six stages of MCOD characterize the "consciousness and culture" of the organization as it pursues diversity and social justice goals.

Launching an Anti-Racist Learning Community *(TLC)*
The unit has leveraged their experience launching an anti-racist learning community grounded in the literature on anti-racism and informed by the work of scholars of color to scale training for more educators and to strengthen our internal capacity. With facilitators, participants engage in readings, reflection exercises, and discussions designed to deepen their understanding of anti-racist pedagogy in the teaching and learning community.
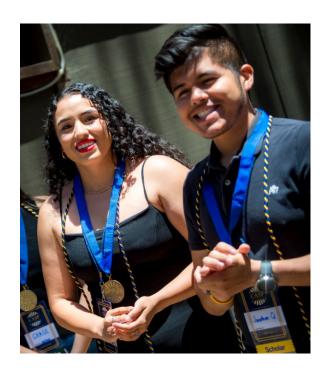
"The unit has leveraged their experience launching an anti-racist learning community grounded in the literature on anti-racism and informed by the work of scholars of color to scale training for more educators and to strengthen our internal capacity."

UNDERGRADUATE STUDENT EXCELLENCE BEST PRACTICES

Undergraduate Student Access & Success: Proven Strategies
Chancellor's Associates Scholars Program (CASP) *(CO)*
The scholarship program increases access for local students to enroll at UC San Diego. The majority of these scholars identify as Latinx/Chicanx.

Chicanx and Latinx Studies (CLS) Program *(A&H; Soc Sci)*
An interdisciplinary field of study in the arts, humanities, and social science. CLS brings students, staff, faculty, and community together in the scholarly examination of Chicanx and Latinx life, history, and culture.

Comienza con un Sueño Outreach Program *(CREATE)*
An annual undergraduate outreach event to encourage first-generation and low-income students from Spanish-speaking families to pursue higher education. The event is organized by the EAOP and TRiO Outreach Programs. The goal is to convey to Latinx/Chicanx students that they do not have to give up their language, identity, and culture to succeed at an institution of higher education like UCSD.

ENLACE Bi-National Summer Research Program *(JSOE)*
The program encourages participation of high school students, college students, and researchers/teachers, in research in the sciences and engineering, while promoting cross-border freindships in the Baja California/San Diego region.

Imperial Valley - Migrant Families and County Office of Education Partnership *(Ext)*
This partnership focuses on the college going pipeline and on sustaining relationships in partnership with the San Diego County Office of Education.

Ongoing Translation of All Admissions and Financial Aid Content *(VC EDI; EM)*
Ongoing translation of admissions, financial, and other program web content into Spanish to increase accessibility.

Raza Living-Learning Community *(UGrad)*
One of five living-learning communities that strengthen learning by helping residents to connect academically and socially. The Raza Living-Learning Community has yielded a sense of Latinx community, holding 10-15 Latinx themed events each year.

"The Raza Living-Learning Community has yielded a sense of Latinx community, holding 10-15 Latinx themed events each year."

South Bay Partnerships - Southwestern College, School Districts, National City, PIQE *(Ext)*
These partnerships are part of our goal of creating affinity for UC San Diego as the university of choice for constituents in the South Bay.

Undergraduate Student Access & Success: New and Emerging Strategies

Addressing Climate Change through Environment Science and Social Justice Program (ACCESS) *(SIO)*
Significantly increases Scripps' ability to attract and recruit URM undergraduate students to UC San Diego. By highlighting environmental justice research efforts, Scripps is also developing crucial pipeline access points through its engagement with impacted communities locally, around the country, and across the globe.

The Basement's Latinx Leadership Program *(VC-R)*
(See Faculty Access & Success: New and Emerging Strategies page 8 for details)

Biology Undergraduate and Master's Mentorship Program (BUMMP) *(Bio Sci)*
Provides mentorship for undergraduate and Master's students. This program recruits directly through the Raza Resource Centro.

Entravision Partnership *(UC; VC EDI)*
A new partnership with Entravision, a leading global media company that reaches Latinx people in the U.S. through 55 primary television stations and 49 primarily Spanish language radio stations. Via television, radio, and social media, the campaign actively promotes the Latinx/Chicanx Academic Excellence Initiative, as well as many other programs, services, and opportunities.

Expanded Latinx Community Based Organization Engagement *(VC EDI)*
Expanded Latinx Community Based Organization Engagement in partnership with Admissions and the California Student Opportunity and Access Program.

Expanded PATH Program Supporting URM Transfer from San Diego Community College District *(A&H)*
In partnership with the San Diego Community College District, Arts and Humanities received a grant that supports existing and new opportunities for transfer students from traditionally disadvantaged communities and creates professional training programs for graduate students.

Expansion of the Raza Resource Centro *(VC EDI)*
Expanded the Raza Resource Centro space to better serve our growing Latinx student population on campus.

Health Careers Opportunity Program (HCOP)
(VC-HS)
In order to continue to support and maintain the educational pipeline for health and allied health professions preparation for historically underrepresented students, SOM partners with several 2-year and 4-year institutions and pre-college programs to significantly increase the number of students from rural and urban areas that enter the health care workforce.

Imperial Valley Migrant Family Outreach *(Ext)*
A collaboration with migrant families in the Imperial Valley and the County Office Education.

Partnership with Office of Academic Support and Instructional Services (OASIS) Program
(Rady)
OASIS provides pathways to minoring or majoring in business for students who are first-generation, have high financial need, and/or are from underrepresented groups.

Parent and Family Focused Programs for Yield Anti-Melt Strategies *(VC EDI; VC SA; EM)*
VC EDI worked collaboratively with the EM team and VC SA to ensure that parents and families, as well as their questions and concerns, are integrated into the communication, visits, and engagement processes, understanding the critical role that parents and family play in matriculation decisions.

Parent Institute for Quality Education (PIQE) Partnership *(VC EDI; Adm; VC-SA; CREATE; EAOP; Ext; SUHSD)*
This partnership seeks to implement a collective impact project focused on increasing educational equity and access for Local Control Funding Formula (LCFF+) students in Sweetwater School District in southern San Diego County.

SIEML Program with HSIs *(Rady)*
SIEML is an immersive business leadership experience for students currently enrolled at HBCUs and HSIs. Students from all fields of study are encouraged to apply, but must have an interest in developing their leadership and professional skills, and should have an interest in attending a UC graduate business program.

[Undergraduate Student Climate: New and Emerging Strategies](#)
The Basement's Latinx Leadership Program
(VC-R)
(See Faculty Access & Success: New and Emerging Strategies page 8 for details)

[Undergraduate Student Accountability: Proven Strategies](#)
Latinx/Chicanx Academic Excellence Initiative
(VC EDI, VC-SA)
(See Faculty Access & Success: Proven Strategies page 7 for details)

GRADUATE STUDENT EXCELLENCE BEST PRACTICES

[Graduate Student Access & Success: Proven Strategies](#)
Health Equity Anti-Racism Training (HEART) Initiative *(SSPPS)*
The HEART Initiative began with the implementation of Antibias and anti-microaggression workshops offered to third-year Skaggs Pharmacy students. It has expanded its workshops to the SSPPS curriculum to cover topics on anti-racism, systems racism, health disparities, and health equity.

"The HEART Initiative began with the implementation of anti-bias and anti-microaggression workshops offered to third-year Skaggs Pharmacy students. It has expanded its workshops to the SSPPS curriculum to cover topics on anti-racism, systems racism, health disparities, and health equity."

Hispanic Center of Excellence (HCOE) *(SOM)*
(See Faculty Access & Success: Proven Strategies page 7 for details)

[Graduate Student Access & Success: New and Emerging Strategies](#)
The Basement's Latinx Leadership Program
(VC-R)
(See Faculty Access & Success: New and Emerging Strategies page 8 for details)

Biology Undergraduate and Master's Mentorship Program (BUMMP) *(Bio Sci)*
(See Undergraduate Student Access & Success: New and Emerging Strategies page 11 for details)

Community Connections Fellowship Program *(A&H)*
This fellowship program supports meaningful partnerships between graduate students and community organizations throughout the San Diego-Tijuana region. Designed to build community through the arts, the initiative offers unique collaborative activities and opportunities to members of the campus community and beyond. It aims to place the arts at the center of essential conversations, sparking broader cultural dialogue and civic engagement.

D-ENTERPRISE Program with HSIs and ONR *(SIO)*

The D-ENTERPRISE Pipeline Pilot Program is a collaboration between Scripps, two other R1 oceanography institutes, and several HSIs and HBCUs to determine the viability of creating a more diverse pipeline of professionals available to do ONR funded research.

Dean's Fund for Graduate and Professional Students Engaged in Anti-Racism Work *(GEPA)*

The Dean of GEPA created a fund to provide focused grants to graduate and professional students who are engaged in anti-racism work, either through their research or service on campus. Students and faculty worked with the Dean's Office to define parameters of these awards and to create the process for nominating and selecting recipients.

Hispanic Center of Excellence (HCOE) Expansion to Include Skaggs *(SSPPS)*

The program expanded to include pharmacy residents and Skaggs faculty.

HSI Task Force *(VC EDI; VC-SA; EM)*

A joint academic senate and administration task force to develop recommendations to advance UC San Diego's HSI designation.

Outreach, Access, Recruitment, and Retention (OAR^2) *(GEPA)*

The new OAR^2 is led by a full-time director who develops and implements GEPA's strategy for graduate and professional student outreach, access, recruitment, and retention, including the creation of programming with an emphasis on students of color, as well as women in STEM.

Scripps Geosciences Educational Opportunities (GEO) *(SIO)*

Geopaths received the National Science Foundation Inclusion across the Nation of Communities of Learners of Underrepresented Discoverers in Engineering and Science (NSF INCLUDES) planning grant "Planning for an Alliance on Social Justice, Science and the Environment." In partnership with local community college HSIs (San Diego City College, San Diego Mesa College, and Southwestern College), the Scripps-GEO program will establish a geosciences ecolearning system (GLE).