

APPENDIX C

Exploring the Impact of a Post-209 Environment: A Black Staff Dialogue

Wednesday, February 23, 2000
5:30 - 7:30 p.m., Lipman Room, 7th Floor Barrows Hall

U.C. Berkeley's Black Staff & Faculty Organization (BSFO), CARE Services for Faculty and Staff, Human Resources, and the Staff Affirmative Action Office invite you to an evening of dialogue and information-gathering dedicated to discussing UCB Black staff issues.

The topic: your experience as a UCB employee.

This event is a continuation of the dialogue started in the 1998 speakers forum and small-group discussions exploring the "Personal Impact of Proposition 209." It also is a response to the request of several attendees of last Fall's Diversity Video Series, co-sponsored by the Staff Affirmative Action Office (SAAO) and CARE Services. After the showings, these attendees spoke eloquently to their experiences on campus, and encouraged further dialogue exploring the experiences and issues of UCB Black staff.

In response, the SAAO initiated a planning process that has included communication with Sandra Haire, Assistant Vice Chancellor of Human Resources, and representatives from BSFO, the Title IX Compliance Office, CARE Services, and the staff members requesting the opportunity to talk, and to be heard.

This two-hour event is the result, scheduled for Wednesday, February 23, 2000, 5:30 - 7:30 p.m., Lipman Room, 7th Floor Barrows Hall.

The purpose of the event is two-fold:

- (1) To provide an opportunity for staff to share their experiences as UCB employees,
- (2) For the information to be compiled into a report where issues will be identified BUT NOT individuals, and shared with Assistant Vice Chancellor Haire and the BSFO. The hope is that this information can inform future activities of Human Resources, the Staff Affirmative Action Office and BSFO.

The event has been carefully designed to allow for the most comfortable dialogue possible. You will have the opportunity to talk in small groups, facilitated by SAAO diversity facilitators. Or you may submit your comments anonymously in writing during or after the event. In addition, information about various campus resources will be available.

The information will be compiled into a report by the SAAO, and submitted to Assistant Vice Chancellor Haire and the BSFO. THE REPORT WILL MAINTAIN COMPLETE ANONYMITY AND NO SPECIFIC INDIVIDUALS WILL BE IDENTIFIED. Assistant Vice Chancellor Haire declares her full support of this process and encourages full participation.

No Registration is Required. Wheelchair Accessible. Light Refreshments will be served.
For Further Information, contact the Staff Affirmative Action Office, 642-5002

INFORMATION POSTED AT ENTRANCE

APPENDIX C

WELCOME!

Please take a seat in one of the small groups. You can sit anywhere using the following criteria:

- Maximum of 10 people in a small group
- To ensure the greatest amount of participation, we reserve the following:

Groups #1-10
small group dialogues for African American staff

Group #11
small group dialogue for all other staff (not African American)

For this dialogue, we ask that you agree to the following groundrules:

1. Listen respectfully (Respect each other's levels/education/experience; let people finish their thoughts)
2. Speak from own perspective ("I" statements)
3. Agree to disagree
4. No debate
5. Respect confidentiality (what's said in the group stays in the group; can talk about what is said, but not who said what)

2000-2001 RESOURCES (UNIVERSITY OF CALIFORNIA, BERKELEY)

We encourage you to contact any of the following resources if you need assistance.

APPENDIX C

for information on staff policies and implementing procedures, collective bargaining agreements and management practices, contact

EMPLOYEE RELATIONS CUSTOMER SERVICE, 642-7163, OR EMAIL: ASKERU@UCLINK.BERKELEY.EDU

for information on collective bargaining units,

VISIT THE WEBSITE AT: [HTTP://HRWEB.BERKELEY.EDU/LABOR/UNIONS.HTM](http://hrweb.berkeley.edu/labor/unions.htm)

for information on grievance procedures, contact

ROSEMARY LEB, GRIEVANCE COORDINATOR, 642-4576.

for information on whistleblowing policies (currently being revised due to changes in federal law),

CALL INTERNAL AUDIT DEPARTMENT, 642-8292 OR VISIT THE WEBSITE AT: [WWW.AUDIT.BERKELEY.EDU](http://www.audit.berkeley.edu)

for information about a confidential, informal, impartial and independent service for employees concerned with workplace issues, contact

STAFF OMBUDS OFFICE, 642-STAF (7823).

for free, confidential counseling and referral services, contact

CARE SERVICES FOR FACULTY AND STAFF, 643-7754.

for discrimination, affirmative action and diversity concerns, contact

STAFF AFFIRMATIVE ACTION OFFICE, 642-5002.

for information about the campus policy on sexual harassment and complaint resolution procedures, or investigation and resolution of sexual harassment complaints, contact

CARMEN MCKINES, TITLE IX COMPLIANCE OFFICER, 643-7985.

for information on hate crimes, contact

NANCY CHU, DIRECTOR GENDER & EQUITY RESOURCE CENTER, 643-5730.

for information about age discrimination, contact

ALAN KOLLING, AGE DISCRIMINATION ACT COORDINATOR, 642-6392.

for information on disability and access issues, contact

WARD NEWMAYER, ADA/504 COMPLIANCE OFFICER, 643-5116

for information about worker's compensation/disability accommodation in employment, contact

PHYLIS LYONS, VOCATIONAL REHAB COUNSELOR (BAS, CHANCELLOR'S UNIT, GRADUATE DIVISION),

642-8659 OR AL PEREZ, VOCATIONAL REHAB COUNSELOR (ALL OTHER DEPTS), 642-1914.

VISIT THE WEBSITE AT: [HTTP://WWW.UHS.BERKELEY.EDU/FACSTAFF/WORKERSCOMP/](http://www.uhs.berkeley.edu/facstaff/workerscomp/)

for information about employee development and training, refer to

THE 1999-2000 CATALOG OF PROGRAMS AND SERVICES; VISIT THE WEBSITE AT:

[HTTP://HRWEB.BERKELEY.EDU](http://hrweb.berkeley.edu) OR CALL ED&T AT 642-8134.

for information on staff internships, contact

CHRIS MURCHISON, STAFF INTERNSHIP PROGRAM COORDINATOR, 642-2711.

for information on employment or inreach recruitment, contact

APPENDIX C

MARGIE BELTRAN, INREACH OUTREACH COORDINATOR, 642-9080

for information about reclassification procedures,

VISIT THE WEBSITE AT: [HTTP://HRWEB.BERKELEY.EDU/GUIDE/GD-CLAS3.HTM](http://hrweb.berkeley.edu/guide/gd-clas3.htm)