

DATE: April 22, 2021

TO:

Chancellor Carol Christ
Associate Chancellor Khira Griscavage
Vice Chancellor for Administration Marc Fisher
Vice Chancellor for Equity & Inclusion Oscar Dubon
Assistant Vice Chancellor Eugene Whitlock
Director of DEIB Lasana Hotep

FROM: Dismantling Racism Study & Action Group

RE: Acting on the Staff Ombuds Recommendations

The Dismantling Racism Study & Action Group is a community of practice with over 150 members, made up primarily of UC Berkeley staff but also including faculty, students, and retirees. Our founding principles state, "Racism exists, and exists at UC Berkeley....If you are not acting against racism, you are supporting racism....We can and must make change to achieve systems that are fair and just, starting here at UC Berkeley." We welcome the public commitments from leadership to making UC Berkeley an anti-racist institution; we too are committed to pushing for institutional change. We know this takes more than rhetoric; action is required.

In this spirit, our group has reviewed and discussed the [2018-2020 Biennial Report](#) produced by the Staff Ombuds Office. Some of our members have used the services of the Ombuds office (and are thus reflected in the data presented), but many more of us who have not been Ombuds clients are well-aware of the longstanding issues raised in this report. Many of us have personally experienced or have colleagues who have experienced pay inequity; how bias can show up in salary negotiations; a complaint process that can be bewildering, painful, and discouraging; confusion about what constitutes harassment; and the disconnect between faculty research and university practice. We want to emphasize that the issues identified by the Ombuds are not the complaints of a few under-performing, unreasonable "squeaky wheels," but systemic challenges faced by hardworking campus staff who want to be treated fairly and with dignity.

The Ombuds report rightly frames these problems as equity issues, and lays out important recommendations for addressing them. The report is a roadmap for creating a more equitable workplace at UC Berkeley, by tackling existing problems, and we'd like to know what action plans are being developed based on the recommendations it contains. We see this as an important part of the work of becoming an anti-racist institution.

We would welcome direct communication to the Dismantling Racism Study & Action Group, but in addition urge campus leaders to update all staff on what actions are being taken in response to the Ombuds report.

Signed:

1. Michele Rabkin, Berkeley Connect
2. Christine Mullarkey, Psychology
3. Sydney Ji, Berkeley International Office
4. Breanne Tcheng, Berkeley Study Abroad
5. Karen Bennett, Facilities Services
6. Rebecca Andersen, School of Information
7. Inette Dishler, Retiree
8. Izzy Parnell-Wolfe, Campus Operations, Facilities Services
9. Lisa Ho, School of Information
10. Jessica De Anda, Haas School of Business
11. Jessica Liu, School of Public Health
12. Alexey Berlind, School of Law
13. Isela Pena-Rager, College of Letters & Science, Office of Undergraduate Advising
14. Kyle Kate Dudley, School of Law
15. Cassandra Dunn, CASMA/EALC A&H Cluster
16. Karen Hughes, UHS-Health Promotion
17. Jenny Miner, RCNR
18. Susan L. Ivey, School of Public Health and the Joint Medical Program
19. Danielle Willis, EA-SIS
20. Patricia Juárez, Central IST
21. Zarah Ersoff, Music
22. Sharon Gillars, Retiree Biological Divisional Services
23. Revae Hitt, Career Center
24. Michelle Meyer, School of Public Health
25. Sara Ingram, ChaMPS, Berkeley Regional Services
26. Susie Jordan, Haas School of Business
27. Rebecca Ulrich, Computing, Data Science, and Society
28. Nancy Donovan, Berkeley Law
29. Fatima Alleyne, College of Engineering
30. Erin Blanton, Department of Political Science
31. Kathryn Bader, Public Affairs
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34. Amy B. Garlin, School of Public Health
35. Lee Borrowman, College of Natural Resources
36. Anna Hilke, Physics Department
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38. Katharine Hammond, School of Public Health
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