

UC SANTA BARBARA

Office of Diversity, Equity, and Inclusion

Dear UC Santa Barbara Community,

As you may be aware, the California ballot measure and constitutional amendment, Proposition 16, that was supported by the University of California Regents, did not pass. Although Federal affirmative action policies remain legally mandated, passage of this proposition would have reversed the negative impact of Proposition 209, and reinstated affirmative action practices that allowed universities and colleges to consider race, ethnicity and gender in admissions to offset persistent racial and gender inequality.

We are disappointed at this result. At UCSB, we will continue to honor our commitment to diversity, equity and inclusion as these principles are integral to the University's achievement and excellence. These principles guide how we create an organizational culture that values diversity, equity, inclusion, and social justice as the building blocks of excellence.

We recognize the importance and impact of historical and institutionalized social categories including race, ethnicity, indigeneity, class, gender, gender identity-expression, sexual orientation, ability and others. We will continue to act in compliance with Federal law, which allows affirmative action efforts to advance equity and diversity, and we will not waiver from our embrace of the principles that guide our vision for our use of a comprehensive review of student, faculty, and staff applicants, to build a truly diverse and inclusive campus that fosters an environment where each member is empowered to bring their unique differences, points of view, and contributions to the University. We continue to foster a culture in which everyone will experience acceptance, respect, inclusion and the support needed to achieve their full academic, personal, and professional potential.

This vision is in keeping with that of the University of California mission. The University's mission is that "Diversity should be **integral** to the University's achievement of excellence. (our emphasis)" To do so, we must embrace this historic promise "to recognize and nurture merit, talent, and achievement by supporting diversity and equal opportunity in [our] education, services, and administration, as well as research and creative activity." At the University of California, Santa Barbara, we embrace this mission and historic promise.

Belinda Robnett, Vice Chancellor for Diversity, Equity, and Inclusion

Henry T. Yang, Chancellor