



Berkeley
UNIVERSITY OF CALIFORNIA

**GRADUATE DIVERSITY
INITIATIVES & FUNDING
OPPORTUNITIES**



LIGHT THE WAY
THE CAMPAIGN FOR BERKELEY

Over the summer in response to social injustices and racial unrest, the Graduate Division has developed a set of concrete efforts to change the status quo and move us toward becoming the anti-racist, truly inclusive institution we need to be. As the top public university, the changes in campus climate we create will serve as a model for institutions around the country.

DIVERSITY AND COMMUNITY FELLOWS PROGRAM

Incoming students from diverse backgrounds find a more welcoming climate when they see people who are similar to them in leadership positions throughout campus. To increase the visibility of diverse peers in leadership roles, we created the Diversity & Community Fellow Program.

Graduate Student Fellows are appointed for one year to work within and across university departments to support an inclusive graduate community. Their goal is to enhance the cultural, academic, and professional experience of historically underrepresented students, including students of color, disabled students, LGBTQ+ students, undocumented students, students from low socioeconomic backgrounds, and first-generation college students.

Initiated this summer by the Office for Graduate Diversity, and partially funded through a generous donation, the program awards an annual stipend of \$7,500 to each of the 16 student fellows.

Along with providing training and workshops for graduate students, a key component of fellows' work will be recruitment and outreach to Berkeley undergraduates and prospective underrepresented students across the country.

GIVING OPPORTUNITY: \$135,000

Invest in Diverse Leadership Roles

Provide support for fifteen fellows for professional leadership training and student stipends.

IMPACT: 10,000 – 50,000 graduate, undergraduate, and prospective graduate students

The Fellows will interact in their roles with numerous faculty, graduate and undergraduate students in each department creating community for 10,000 – 50,000 diverse students and faculty.



2020-21 Diversity and Community Fellows

DIVERSITY ADMISSIONS FAIR

The Diversity Admissions Fair was created to increase diversity within Berkeley's applicant pool, student body, and future faculty, and creating a culture where students from all backgrounds feel welcomed and supported at Berkeley.

As part of a new and unified approach to diversity recruitment and in recognition of the multidisciplinary interests of many applicants, UC Berkeley's Office for Graduate Diversity hosted its first university-wide Graduate Diversity Admissions Fair in 2020, with more than 2,300 registrants, 1,500 virtual attendees, and 53 participating departments.

Recruitment is a priority as Berkeley strives to reflect the diversity of California, the nation, and the world. Though the percentage has been rising steadily, students from underrepresented minorities still comprise only 14.7% of Berkeley's graduate student body as of fall 2020. We have work to do.

In addition to welcome remarks, an overview of funding opportunities and diversity programs, and department presentations, students are invited to attend special sessions on the "Do's and Don't Do's" of putting together graduate school applications and how to overcome imposter syndrome in the application process.

GIVING OPPORTUNITY: \$50,000 - \$100,000

Attract Diverse Graduate Students

Provide marketing, event organization and coordination to create a robust fair experience that will expand as attendance increases and in-person events are added.

IMPACT: 1,500 - 5,000 prospective students from diverse backgrounds will attend the fair with the potential to increase diversity within the graduate community by 5-25%.



GRADUATE DIVERSITY PILOT PROGRAM

The Graduate Diversity Pilot Program was established with the goal of combating racism and fostering diversity, equity and inclusion (DEI) with a Graduate Division commitment of \$1,500,000 – one of the largest single financial investments toward diversity efforts made by any graduate division in the nation.

The program, established in July 2020, was created to provide funding to improve departmental climates for graduate and undergraduate students, staff, and faculty; enhance faculty graduate student mentorship; and advance diversity in graduate outreach and admissions.

Nine campus units have received four-year grants of \$175,000. The awardee departments will use the funds to leverage existing internal DEI efforts and add new ones based on internal climate surveys, best practices from other programs, and recommendations proposed by the Graduate Diversity Task Force.

A significant portion of funds is targeted for direct student support in the form of stipends, fee waivers, grants, paid internships and graduate student hiring, and fellowships.

Recognizing that underrepresented students often feel unsupported by peers and faculty and experience high amounts of stress, departments will also be investing in:

- mental health initiatives
- peer-to-peer mentoring, and
- socialization around issues of race.

GIVING OPPORTUNITY – \$50,000 - \$1,500,000

Build inclusive climates in academic departments

Support comprehensive efforts to address diversity opportunities and training to create sustained change for an inclusive climate across campus.

IMPACT: Diversity and climate improvement support for 6,000 – 20,000 graduate and undergraduate students, staff, faculty (including lecturers), and postdocs as well as prospective students for each participating department as well as direct student aid for 500 – 3,000 diverse graduate students.



PATH TO THE PROFESSORIATE PROGRAM

The path to the coveted tenure-track faculty position at research universities and many liberal arts colleges and master's-granting universities is often marked by a student's ability to have a prolific publication record. With the current saturation of the academic job market, publishing expectations have further increased across disciplines at research universities. Nationally, efforts to diversify the faculty ranks have faced significant challenges, particularly in the pipeline.

Building on learnings from the Berkeley Summer Institute for Preparing Future Faculty, **the Path to the Professoriate Program engages up to 100 first-year Ph.D. students from underrepresented backgrounds in workshops and structured activities around demystifying the route in their discipline to the Assistant Professorship and establishing and building a publication pipeline.**

In the fall semester, participants in the program will engage in a launch workshop featuring a panel consisting of tenured faculty members of color sharing their graduate student experiences and providing advice to program participants on navigating their doctoral programs. Activities in the fall semester will additionally require participants to “reverse-engineer” their path to the professoriate by conducting informational interviews with tenured faculty members, assistant professors and senior graduate students in their discipline or at the type of institution where they aspire to be hired. Participants will meet monthly in disciplinary cohorts.

■ **Fall Deliverable:** Individualized roadmap to the professoriate

In the spring semester, participants will focus on writing productivity and the publication process in their academic discipline. Workshops in the spring will explore issues of anxiety with writing; imposter syndrome; talking about research and writing to multiple audiences. The spring semester will also include a writing retreat for participants. A spring panel featuring tenured faculty of color and journal editors will explore successful approaches to academic publishing.

■ **Spring Deliverable:** Individualized publication workflow

GIVING OPPORTUNITY – \$100,000

Provide a path for diverse students in their pursuit of a faculty position.

IMPACT: Mentorship and advising to create a roadmap for publication success for up to 100 first-year graduate students



UNDOCUMENTED GRADUATE STUDENT SUPPORT

UC Berkeley, a leader in empowering and defending our large undocumented student population, was the first university in the nation to establish a program to support undocumented students. We strive to provide our undocumented students with continued access by supporting their success in our master's and doctoral programs.

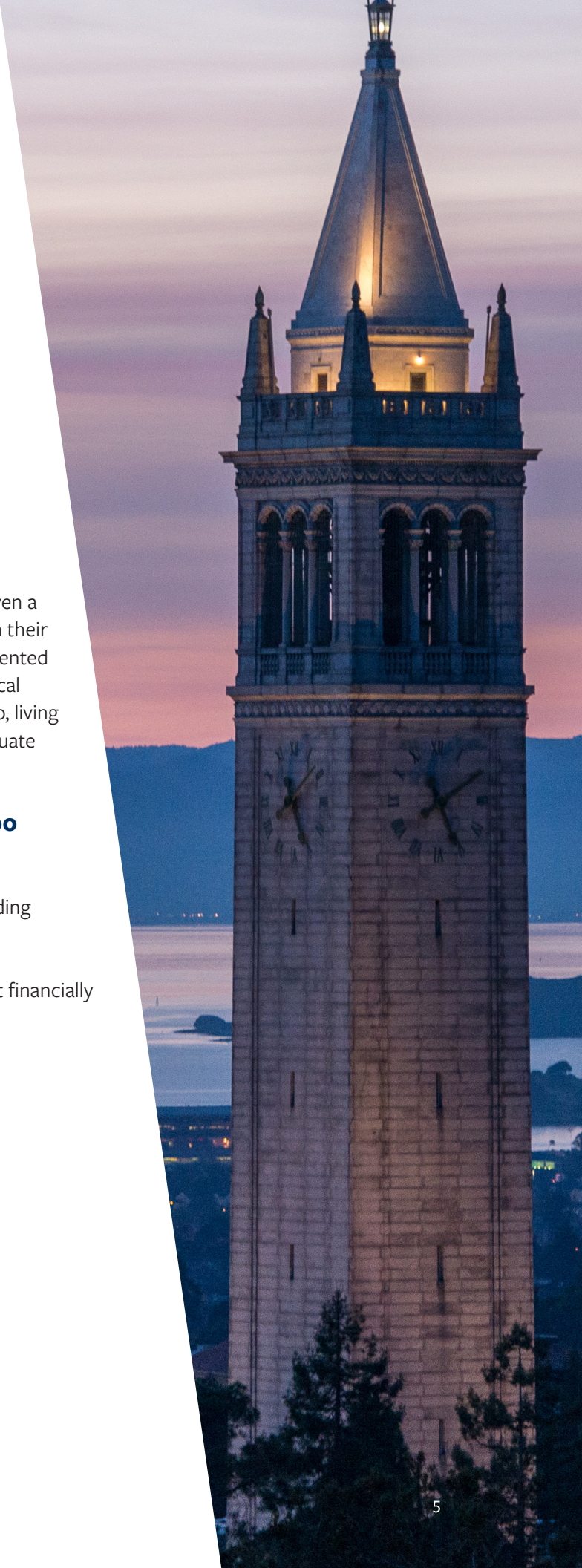
Undocumented graduate students have more limited avenues for financial aid and support. Because of that, even a small financial challenge can have an oversized impact on their ability to complete their graduate studies. The Undocumented Graduate Student Support fund was created to fill a critical gap for this vulnerable population by providing fellowship, living and emergency expense support to undocumented graduate students, many of whom are not eligible for federal aid.

GIVING OPPORTUNITY – \$10,000 - \$250,000

Access to Emergency Funds

Provide relief for undocumented students facing urgent challenges and support students who cannot access funding available to others.

IMPACT: Emergency support for 30-40 promising, yet financially vulnerable, undocumented graduate students.



THE SUMMER RESEARCH OPPORTUNITY PROGRAM (SROP)

The Summer Research Opportunity Program introduces undergraduate students to the research process and increases participants' competitiveness as candidates for admission to graduate school. SROP is an 8-week summer program on the UC Berkeley campus that enables undergraduates from across the nation to conduct research with Berkeley professors and graduate students.

The goal of the program is to increase the number of underrepresented students who pursue graduate study and research careers through exposure to intensive research experiences with faculty mentors and enrichment activities.

The program involves Arts and Humanities, Social Sciences, and Physical Sciences research opportunities and provides support including a research stipend, university housing, research presentations, workshops on taking the GRE test and applying to graduate school, and social activities.

GIVING OPPORTUNITY - \$50,000 – \$100,000

Gateway to Graduate Education

Provide intensive research experiences with faculty mentors and enrichment activities to encourage diverse students to pursue graduate study.

IMPACT: Access to a research experience for 20-60 talented, diverse undergraduates with the goal of increasing diversity in academia by 5-10%.

For questions about these or any other funding opportunities, please contact Liz Moress, Executive Director of Development, at (510) 643-5043 or lizmoress@berkeley.edu.

