Diversity, equity, inclusion, belonging, and justice (DEIBJ) principles are core to the type of institution that the University of California, Berkeley, aspires to become. As Berkeley strives toward the ideals of an inclusive, uplifting, anti-racist, and justice-centered campus during this unprecedented time in higher education and in the world, the University seeks a collaborative and solutions-oriented leader to serve as the next Associate Vice Chancellor for the Centers for Educational Justice and Community Engagement in the Division of Equity and Inclusion.

The Associate Vice Chancellor (AVC) role offers the exciting opportunity to be part of the core leadership team that leads a vibrant division that impacts the lives and experiences of the full Berkeley community – students, faculty, staff, alumni, and the outside world. Berkeley has one of the three largest Equity and Inclusion divisions in the country, whether measured by the number of units, full-time employees, or total budget oversight. The size brings tremendous financial, leadership, and operational complexity and introduces significant opportunities and challenges in line with Berkeley’s mission as one of the leading public institutions in the nation.

The Associate Vice Chancellor for the Centers for Educational Justice & Community Engagement (EJCE) reports to the Vice Chancellor for Equity and Inclusion and provides vision, leadership, and management to the staff in the Centers for Educational Justice & Community Engagement collaborative, which consists of several centers and student development initiatives. The AVC manages a complex cluster comprised of multiple programs with many service components addressing the needs and issues of underserved and historically underrepresented minority students at UC Berkeley. The Associate Vice Chancellor is responsible for the long-term organizational goals and strategic plans of the unit, as well as making strategic and culturally informed recommendations for changes in University policies and practices that increase opportunities, advance social justice and create equitable experiences for all groups, with a special focus on marginalized, underrepresented and underserved populations. In collaboration and consultation, the AVC manages the unit’s operating budget, human resources, technology, and space resources, and delegates day-to-day operations to directors. The Associate Vice Chancellor serves as a senior adviser to the Vice Chancellor for Equity and Inclusion and senior leadership on bias in policies, procedures, and legal issues that impact marginalized students, and represents the campus with external groups and organizations including Office of the President, state legislature, and local and national organizations.

ABOUT THE UNIVERSITY / COLLEGE

The University of California, Berkeley is committed to creating a community that fosters equity of experience and opportunity, and ensures that students, faculty, and staff of all backgrounds feel safe,
welcome and included. The culture of openness, freedom and belonging make it a special place for students, faculty, and staff.

The University of California, Berkeley, is one of the world’s leading institutions of higher education, distinguished by its combination of internationally recognized academic and research excellence; the transformative opportunity it provides to a large and diverse student body; its public mission and commitment to equity and social justice; and its roots in the California experience, animated by such values as innovation, questioning the status quo, and respect for the environment and nature. Since its founding in 1868, Berkeley has fueled a perpetual renaissance, generating unparalleled intellectual, economic and social value in California, the United States, and the world.

Berkeley is looking for equity-minded applicants who represent the full diversity of California and who demonstrate a sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds present in the community. When you join the team at Berkeley, you can expect to be part of an inclusive, innovative, and equity-focused community that approaches higher education as a matter of social justice that requires broad collaboration among faculty, staff, students, and community partners. In deciding whether to apply for a position at Berkeley, you are strongly encouraged to consider whether your values align with Berkeley’s Guiding Values and Principles, Principles of Community, and Strategic Plan.

**SHARED GOVERNANCE**

The Berkeley Division of the Academic Senate represents Berkeley faculty in the shared governance of the University of California. As mandated by the Board of Regents, the faculty is empowered to determine academic policy, set conditions for admission and the granting of degrees, authorize and supervise courses and curricula, and advise the administration on faculty appointments, promotions, and budgets. This delegated authority makes the UC Academic Senate unique among faculty governments. The Berkeley Division formulates positions on campus and system-wide issues through a deliberative process that includes standing committees, Divisional Council, and plenary meetings of its Senate membership. Senate leaders also consult regularly with their administrative counterparts and serve with administrators, students, and staff on topic-specific task forces.

The spirit of shared governance on campus also extends to the Berkeley administration’s work with students and staff. While student leadership on key issues can emerge from every corner of the campus, the Associated Students of the University of California and Graduate Assembly are the official representative bodies for students at Berkeley.

Staff are similarly engaged in various ways with issues facing the campus. The Chancellor’s Staff Advisory Committee exists to ensure that the University’s leaders receive input from staff on issues, policies, and programs that affect the staff experience. The campus is also home to the Berkeley Staff Assembly, which is part of the Council of UC Staff Assemblies (CUCSA), the system-wide body representing staff interests.

**LEADERSHIP**
Vice Chancellor Dania Matos began her tenure as the fourth Vice Chancellor for the Division of Equity & Inclusion (VCEI) at the University of California, Berkeley, in August 2021. Prior to coming to Berkeley, she was the inaugural associate chancellor and chief diversity officer at the University of California, Merced.

VC Matos is a member of Chancellor Carol Christ's Cabinet, the topmost administrative committee, advising and guiding the campus on diversity, equity, inclusion, belonging, and justice (DEIBJ). She is the co-chair of the Hispanic Serving Task Force, executive sponsor for the African American Initiative, the Latinx Thriving Initiative, the Becoming an Anti-Racist Campus Initiative, the Gender Recognition and Lived Name working group, along with multiple other multiple identity-based standing committees. VC Matos leads with vision and love, centering people and community first and creating change through collective wisdom and action.

This year, VC Matos was awarded the Top DEI Advocate by the National Diversity Council. In 2020, she was selected as a Leadership Academy Fellow by the Hispanic Association of Colleges and Universities, and in 2018, she was named one of the Top 25 Women in Higher Education by Diverse: Issues in Higher Education Magazine.

Over the past decade, VC Matos has led equity and inclusion work in the private, nonprofit, and government sectors. She was the inaugural deputy chief diversity officer at the College of William and Mary in Williamsburg, Virginia, and served in Virginia’s public defender’s office.

VC Matos holds a J.D. from the Catholic University of America, Columbus School of Law, and a BA from Brown University.

**STUDENT QUALITY, ACHIEVEMENTS, AND OUTCOMES**

Berkeley admits 13 percent of its undergraduate applicants. The campus attracts a diverse student body; roughly 23 percent of enrolled undergraduate students are from underrepresented groups (African American 4 percent, Chicano/Latina 19 percent, and Native American/Alaska Native <1 percent). Approximately 16 percent of graduate students are from underrepresented groups (African American 5 percent, Chicano/Latina 10 percent, and Native American/Alaska Native <1 percent). Twenty nine percent of undergraduate students come from families in which neither parent has a four-year college degree. Nearly two-thirds of undergraduates (60 percent) receive some form of financial aid, and 27 percent of all undergraduates are eligible for Pell Grants. Berkeley also enrolls over 2,000 transfer students each year, 85 percent of whom come from California community colleges, who collectively increase the diversity and intellectual breadth of the University. All students benefit from access to a world-class, diversifying faculty: the student-to-faculty ratio is roughly 20:1, and around 80 percent of undergraduate classes have fewer than 30 students.

Students at UC Berkeley are civically active and engaged, and their vast interests are reflected in the wide range of clubs and student organizations. The campus offers more than 1,200 student clubs and organizations, from student government to advocacy groups to public service organizations. The Associated Students of the University of California and the Graduate Assembly are the official representative bodies for students at Berkeley; they are highly active organizations whose impact and involvement on student issues set the standard for campuses across the nation. Berkeley also has a thriving Greek life with dozens of fraternity and sorority chapters including several that serve historically underrepresented groups. The California Golden Bears, Berkeley’s athletic teams, compete in the Pac-12 Conference. Cal fields 30 men’s and women’s teams and has more than 850 student-athletes; the University has won more than 95 national championships.
UC Berkeley also stands apart for its strong tradition in activism, progressive ideals, and public service. The history of protest dates back to the 1920s, when faculty fought for a greater degree of shared governance and continued during student protests against fascism in the 1930s and through organizing during the Cold War. The spirit of protest reached a pinnacle during the Free Speech Movement of 1964, when students and faculty protested limitations on their political activities on campus. This paved the way for future engagement around social issues such as gender equality, disability rights and disability culture, and reform of academic curriculum to include ethnic studies. The UC Berkeley community has also maintained a global orientation and dedication to public service: Berkeley has produced the most Peace Corps volunteers—more than 3,600—of any university, and the UC Berkeley Public Service Center engages roughly 6,000 students each year as volunteers in the community.

DIVERSITY, EQUITY, AND INCLUSION

UC Berkeley is committed to providing fair treatment, access, opportunity, and advancement for all. This commitment—which is at the heart of Berkeley’s mission as a public university—is also a continuation of the University’s historical role in advancing principles and policies for a democratic society. Situated in Berkeley, CA, and the San Francisco Bay Area, where diversity, equity, and inclusion are tangibly valued and visible each day, the campus is rightfully proud of the full spectrum of its diversity, encompassing differences in race, ethnicity, national origin, religion, gender and gender identity, age, sexual orientation, disability, socio-economic status, political or academic interests, and many other dimensions.

Berkeley’s principles of community are rooted in its mission of teaching, research, and public service. They reflect a passion for critical inquiry, debate, discovery, and innovation, and the University’s deep commitment to contributing to a better world. Every member of the UC Berkeley community has a role in sustaining a safe, caring, and humane environment in which these values can thrive.

LOCATION AND LOCAL CULTURE

Located on the east shore of the San Francisco Bay across from the cosmopolitan and stunning city of San Francisco, Berkeley is considered one of the most socially progressive cities in the United States, famous around the world as a center for academic achievement, scientific exploration, free speech, technology, and the arts. Home to over 112,000 residents, nearly 40,000 of whom are attending school, Berkeley has one of the best-educated populations in the country. The high value residents place on education translates to strong support for Berkeley’s public and professional schools.

UC Berkeley is the largest employer in the city, followed by Lawrence Berkeley National Laboratory, Alta Bates Summit Medical Center, and the City of Berkeley.

The city leads the East Bay in the creation and support of music, theatre, and dance, and the supply of cultural opportunities makes Berkeley a destination for music, theatre, and art fans from all over the Bay Area. Berkeley is home to 130 arts and cultural organizations, including two arts districts. The Berkeley Civic Arts Program supports this vibrant arts ecosystem.

Berkeley’s citizens are very involved and invested in the well-being of their community. More than 35 boards and commissions allow residents to advise City Council on everything from aging to zoning. Public transportation is robust, every Berkeley resident lives within a quarter mile of a bus stop, and there are
more than 36 miles of designated bike routes through the city.

Berkeley enjoys more than 300 days of sun each year, allowing residents and visitors to attend festivals, and farmer’s markets and enjoy the more than 80 acres of state park within city limits. Berkeley also borders the 2,077-acre Tilden Park and is in close proximity to many other state parks.

DIVISION OF EQUITY AND INCLUSION

The Division of Equity & Inclusion (E&I) provides leadership and accountability to campus with 25 departments to resolve systemic inequities for all members of UC Berkeley through engaged research, teaching, and public service, and by expanding pathways for access and success and promoting a healthy and engaging campus climate. The Division consists of 152 career and contract staff, over 935 limited staff and undergraduate and graduate student employees, and a budget of $36M; the work encompasses direct service, programmatic support, and advice and consultation across all campus communities including undergraduate and graduate students, faculty and staff. A complete listing of programs and reporting units may be found at the E&I website.

THE ROLE OF THE ASSOCIATE VICE CHANCELLOR FOR THE CENTERS FOR EDUCATIONAL JUSTICE & COMMUNITY ENGAGEMENT

The Associate Vice Chancellor for the Centers for Educational Justice & Community Engagement provides vision, leadership, and management to the staff in the Centers for Educational Justice & Community Engagement collaborative, which advocates for, builds capacity with, and dialogues amongst and across diverse communities. EJCE’s community engagement approach enriches the academic success of students while fostering a campus climate that honors the dignity of all people, and it works to transform and promote campus experiences for all students, staff, faculty and administration at UC Berkeley in ways that reflects the institution’s principles of community. EJCE focuses on student leadership development, removing institutional barriers to success for underserved and marginalized students, reshaping and making strategic and culturally informed recommendations to influence changes in University policies and practices in order increase opportunities, advance social justice, and create equitable experiences for all groups, with a special focus on marginalized, underrepresented, and underserved populations.

The EJCE cluster provides complex and multi-format programs and services to priority student populations to promote the academic success, graduation, and transition to graduate programs and careers; foster a welcoming, respectful, and safe campus climate environment for all students; and promote engagement in multicultural practices that enrich the Berkeley environment. These services have a critical impact on the campus’ ability to fulfill its mission of equity, access, and inclusion, and belonging to California’s diverse student population. Each EJCE partner space is steeped in rich and vibrant legacies and established community-centered praxes of educational justice: leadership development, access, activism, academic excellence, and social justice. EJCE’s work reflects interconnected identities and experiences through our collective and individual commitments to support and advance future global leaders.

The unit centers Berkeley’s diverse and multicultural student populations, including students who have historically experienced institutional and structural barriers to success due to race, ethnicity, gender, gender identity, socio-economic level, and sexual orientation. Specific units or programs include African
American Student Development (AASD) and the Fannie Lou Hamer Black Resource Center (FLHBRC), Asian Pacific American Student Development (APASD), which includes the Pacific Islander (PI) Initiative, the South Asian, Southwest Asian, and North African (SSWANA) Initiative, Chicanx Latinx Student Development (CLSD) and the Latinx Student Resource Center (LSRC), Native American Student Development (NASD) and the Native Community Center (NCC), the Gender Equity Resource Center (Women’s, LGBTQ+, Transgender Resources, Sexual/Relationship and Hate Violence Resources, Men’s Resources), and the Multicultural Community Center (MCC). The number and scope of programs may change over time.

The Associate Vice Chancellor also serves as the team lead and critical thought and strategy partner for campus-wide Thriving Initiatives and Pre-Initiatives, including: African American Initiative (AAI), Latinx Thriving Initiative (LTI), Native American Initiative (NAI), Asian American & Pacific Islander Pre-Initiative (AAPII), and the Becoming an Anti-racist Campus Steering Committee. The collective goal of these Initiatives is to transform UC Berkeley’s ecosystem of services, opportunities, and experiences. In this, and other ways, the AVC works collaboratively with administrators and leaders within the E&I Division and across other campus divisions, and advises the Vice Chancellor for Equity & Inclusion, the Chancellor, and other campus and systemwide executives on specific strategies to meet the campus’ goals regarding equity, access, inclusion, belonging, and a welcoming campus climate. This position also provides consultative services regarding policies and practices that impact marginalized communities.

Services and programs include academic support activities such as orientation and other for-credit courses; leadership development; service learning, engaged scholarship, and undergraduate and graduate research opportunities; collaborations with academic departments; activities designed to foster academic, social, and professional support networks and communities; support and advocacy; cross-cultural or multicultural practices that help create an inclusive environment and minimize inter-group tensions; monitoring and response to bias-related incidents affecting campus climate, and other aspects that may affect student academic success and campus community members’ experiences of Berkeley as a welcoming and safe environment.

Areas of broad oversight include the following:

**Leadership**

- Develops, interprets, and supports the management of complex programs directed toward an intersectional and diverse group of marginalized, underserved, or underrepresented student populations. Supervises directors responsible for a variety of programmatic functions. Provides vision, direction, and intellectual leadership for transformative, innovative student services and carries out a strategic plan for coordination of services within the unit and across the division.
- Establishes and implements short and long-term program goals and objectives. Conceptualizes and oversees new programs and initiatives. Develops solutions to complex situations, monitors trends, and oversees the implementation of changes. Leads groups to timely and optimal decisions. Provides guidance to E&I Leadership and campus senior management on issues, policies, and procedures pertaining to the needs and experiences of priority student populations.
- Engages in collaborative efforts across campus and with off-campus constituencies. Strengthens ties to administrative units and services, academic programs and faculty committees. Develops and advocates for solutions to system-wide campus experience issues, including developing and implementing new practices, policies, processes and programs. Serves on or co-leads a number of university-level task forces and committees including, but not limited to the following: Undergraduate Diversity Project, the Academic Chief Diversity Officer Group, the Becoming and
Anti-racist Campus Steering Committee, the Gender Recognition and Lived Name policy implementation, the Latinx Thriving Initiative, African American Initiative, and Native American Initiative as well as other campus-wide equity projects. Leads the B4 Series for the 2022–23 academic year, a quarterly event designed to increase DEIBJ literacy and skills across campus. Organizes the events including helping to generate topics and co-creating the pedagogy/method. Builds and leverages relationships with undergraduate education, graduate division, student affairs, admissions, student advising, mental health professionals, financial aid, and budget professionals.

- Participates in outreach and recruitment activities. Maintains effective partnerships systemwide and makes presentations to a wide array of groups statewide and nationally that highlight critical issues involving students and cluster efforts. Leads or participates in campus-wide and system-wide committees. Actively engages with community constituencies and UC Office of the President, community colleges, and other four-year educational institutions and systemwide about the work of the unit and the populations it serves to promote support and collaboration. Provides leadership, guidance, and multicultural competence training education to campus- and system-wide colleagues, student leaders, and others on a wide range of issues. Encourages and supports scholarly contribution to the profession.

Department Management
- Manages directors who oversee multiple centers and programs that require complex oversight in an environment of collaboration, shared interests, and competing needs. Provides oversight to and delegates day-to-day operations to managers who oversee professional staff and student interns. Establishes, implements, and communicates program goals and objectives. Authorizes the department’s policies and procedures. Serves as advanced campus/system-wide subject matter expert in multiple content areas and oversees advanced subject matter experts. Establishes short- and long-term programmatic goals and objectives. Develops solutions to complex situations, monitors trends, determine when new services are needed, and decides how they should be delivered.
- Oversees the collection and analysis of data to evaluate the impact of services. Submits annual reports on program effectiveness as required to the campus, Office of the President, and federal agencies, among others. Provides leadership and visioning for Theme Programs and Resource Centers within the unit.

Resource Management
- Responsible for developing and implementing budgets totaling over $4.5M for managed functions in consultation with directors, including planning, allocation, monitoring, and analysis. Establishes broad goals for annual program/project budgets from multiple fund sources. Works closely with the Finance Analyst and Divisional Finance Leader. Authorizes the budget for contract and grant submission as well as required annual reports. Incorporates sustainability practices in the management and design of programs, services, and facilities.
- Responsible for approximately 22 full-time employees and various limited appointment staff and student interns. Directly supervises seven FTE. Oversees the recruitment, selection, training, and performance management of staff. Makes final decisions on corrective action, salary actions, hiring and separation of employees, and other human resources issues, overseeing the work of directors. Consults with the divisional HR manager as needed. Advocates for representation of unit staff in strategic planning initiatives at divisional, institutional, and system-wide levels. Promotes staff collaborations with campus and community partners and stakeholders. Promotes leadership and professional development opportunities for all staff.
● Responsible for ensuring that the unit’s technology supports student services and programs, meeting broad goals for access; continually seeks better ways of offering services and doing business through technology. Collaborates with other campus units to develop innovative approaches and applications of technology.

● Oversees management of physical space and associated resources. Communicates with campus administrators regarding physical space needs. Works directly and indirectly with other occupants of buildings where the cluster’s programs are housed to maintain and improve space.

Revenue Generation

● Identifies fundraising opportunities and develops plans for generating external resources. Prepares proposals and participates in campus campaigns. In collaboration with directors, E&I development efforts, and Student Experience and Diversity (SED) team, develops annual fundraising campaigns for the cluster. Seeks out prospects, develops relationships with potential donors and with federal administrators, collects data, and coordinates research and writing of proposals. Completes required periodic progress reports. Ensures that overall services conform to the requirements of federal and state regulations and University policies.

● Special projects as related to revenue generation: for Academic Year 2022–23, collaborates with University Extension on creating Berkeley-branded DEI curriculum for external audiences as part of revenue generation efforts for the E&I Division. Helps to curate and create existing curricula to be packaged for a DEI certificate program targeting private and public sector organizations.

Professional Development

● Participates in professional development activities and keeps apprised of trends in higher education and state and national policies.

DESIRED QUALIFICATIONS AND CHARACTERISTICS

● Advanced knowledge of the issues, needs, and trends related to marginalized and diverse array of students.

● Demonstrates knowledge of contemporary management theory and practice in higher education environments.

● Advanced knowledge and skills in conflict resolution, including formal and informal complaint and dispute resolution procedures.

● Advanced knowledge of the theories and practice of counseling; transformative learning; human, student, and career development and academic achievement; and undergraduate research leading practices methodologies.

● Expert knowledge in University, state, and federal anti-discrimination policies and procedures.

● Knowledge of academic curricula, curriculum development, and the administration of courses in accordance with campus and divisional policies and procedures.

● Background in and experience with overseeing or delivering effective programs and services for a diverse range of students in a college or university environment.

● Excellent management and leadership skills, including advanced experience in managing and analyzing complex organizations.

● Demonstrated excellent supervisory skills with professional staff; advanced knowledge of human resources, policies, and practices.
● Expert knowledge and/or experience in strategic planning and leading campus managers in identifying, analyzing, and resolving issues impacting student success.
● Advanced experience in multicultural competencies.
● Excellent verbal and written communication skills.
● Political sensibility and interpersonal skills and demonstrated ability to work effectively and diplomatically across and outside the organization at all levels, in sensitive situations, and maintain confidentiality.
● Advanced meeting facilitation and excellent organizational skills.
● Ability to work with nonprofit and private funding sources, corporations, and foundations.
● Experience in building successful collaborative relationships across unit boundaries.
● Demonstrated skills in resource management: understanding and managing financial, information, technology, and space resources.
● Knowledge of University legal and ethical issues governing the delivery of academic support/advising services and policies regarding personal liability and risk assessment.
● Familiarity with evaluation methodology, including survey methods, data analysis, and performance outcome data analysis.
● Expert knowledge of and experience with federal and state higher educational support issues, funding, and programming.
● Ability to evaluate risks and the likelihood of consequences.
● Demonstrated skills in using Microsoft Office and common desktop/web applications.

Other
● This position has been designated as sensitive and requires a Conviction Background Check. Employment is contingent upon successful completion of a Conviction Background Check.
● This position has been identified as a Mandated Reporter under CANRA and is required to report the observed or suspected abuse or neglect of children, dependent adults, or elders to designated law enforcement or social service agencies. Employment is contingent upon completion of signed statements acknowledging the responsibilities of a Mandated Reporter.

Education
● Master’s degree in related area or equivalent experience/training; Ph.D preferred

COMPENSATION

Salary is competitive and commensurate with experience. The salary estimate for this position is $180,000-200,000. UC Berkeley offers a generous benefits package.

For best consideration, please send all nominations and applications to:

Ruth Shoemaker Wood, Managing Director
Fiona Jaramillo, Senior Associate
Storbeck Search
BerkeleyAVCCEJ@storbecksearch.com

The University of California, Berkeley, is an Affirmative Action/Equal Opportunity Employer with a strong institutional commitment to the achievement of diversity. All qualified applicants will receive consideration
for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age or protected veteran status.

For the complete University of California nondiscrimination and affirmative action policy see: http://policy.ucop.edu/doc/4000376/NondiscrimAffirmAct.