**Christine Bagwell**
A true champion of diversity, Christine Bagwell, associate director of Academic Computing and Media Services and manager of the Instructional Web Development Center, diligently works to ensure that people with disabilities can easily access electronic information at UCSD. Her gentle but persuasive approach makes it difficult for people to deny requests to make computer labs, web pages, and other media accessible for students, faculty, and staff with disabilities.

One of Christine’s many strengths is building relationships. Christine serves as chair of the University’s Systemwide Electronic Accessibility Leadership Team and as a member of the Campus Diversity Council’s Committee on Inclusion of Disability. Her knowledge of the subject as well as the players allow Christine to connect individuals in need with those who can make things happen. When called upon, Christine encourages people to identify possible solutions and to work collaboratively to implement viable approaches. She often proposes creative, new ideas with sound judgment which gives colleagues confidence that supporting Christine will enhance the diversity of our community.

Christine’s many and important contributions have helped to create an accessible environment which ensures equal opportunities for people with disabilities. As a result, people with disabilities are likely to feel more welcome here at UC San Diego.
Alison Coil

Professor Alison Coil is the sole active female astrophysics faculty member at UCSD. She has led the effort to increase the representation of women in the Physics Department. Specifically, she created the Women in Physics (WIP) group for female graduate students and postdocs. Studies show that women often leave physics at the end of graduate school or after the first postdoctoral position. Professor Coil's program directly addresses women at these two crucial stages.

Through monthly meetings, Professor Coil successfully instills a sense of community and support among the women physics graduate students and postdocs. This has allowed her to create a space in which to discuss career and life issues, allowing members to share advice on specific hurdles in graduate school and at the postdoctoral level, meet with visitors, and talk about topics relevant for women in physics. Given the strong interest among the members in holding meetings even during the summer, it has become quite clear that the group is highly valued and plays an important role in the lives of female graduate students at UCSD. Furthermore, WIP's meetings with prospective new students each spring have been instrumental in attracting more women to our graduate programs.

Professor Coil has shown dedication to improving the research climate for women physicists and to recruiting female graduate students to physics.
**Dr. Eduardo Fricovsky**

Dr. Fricovsky is the director of Pharmacy at the UCSD Student-Run Free Clinic. He mentors and teaches pharmacy student volunteers and guides them on their career paths in pharmacy.

He grew up in an underserved Latino community but participated in the CHUM program that Dr. Sandra Daley started in 1992 that exposed youth to the sciences. During college he led College Advocates, a program that provided outreach events in the community to encourage underrepresented students to come to UCSD. While attending the UCSF School of Pharmacy, he established the first Latino Association of Pharmacy Students in the U.S. Students’ goals were to do health outreach to poor Latino communities in San Francisco and act as role models to younger kids.

Now he donates his time volunteering at the Free Clinic, providing assistance to underserved communities. Dr. Fricovsky motivates students to pursue careers in pharmacy and to contribute to underserved communities. He has brought together the diverse disciplines of pharmacy, medicine, and engineering to address drug delivery to underserved patients with a pharmacy medical record.

Dr. Fricovsky continues to make a sustained contribution to health care education and to the health care of a diverse population of individuals who do not have access to, or cannot afford, health care in San Diego and the broader area.
**Nancy E. Guerrero**

As a woman of Hispanic heritage herself, Nancy values diversity and promotes cultural competence by bringing this perspective and sensitivity on a regular basis to the students she counsels in the Philosophy Department. She spends extra time with underrepresented minorities, and takes into account their special needs through her one-on-one counseling and by making direct connections with their instructors when needed.

Nancy manages the dynamics of difference by building bridges with another minority group, disabled students, taking great care to accommodate their needs for test taking as well as academic advising. Nancy has gone beyond expectations by making arrangements for Office for Students with Disabilities proctoring, and making herself available during off-hours in the event assistance is needed and an instructor is not available.

Outside of the department, Nancy works in her community conducting outreach to minority groups in San Diego. She was behind the organization of two events last year targeted toward underrepresented minorities unable to afford vision care. She coordinated the marketing of the event, and assisted with coordinating optometrists and ophthalmologists to conduct on-site eye examinations. She was integral in garnering local support and the donation of services and supplies. The program was so successful that her participation was recognized and commended by the Mayor of Chula Vista.


**Mentha Hynes-Wilson**

Mentha Hynes-Wilson is dean of Student Affairs at Thurgood Marshall College, where she directs a range of co-curricular learning experiences to support student engagement and leadership development within the distinct context of the college environment. She is a student-centric educator with a profound commitment to developing inclusive learning communities.

For example, Dean Mentha played a critical role in creating "teachable moments" out of the hurt, anger and confusion associated with the events of last February and March. She worked closely with the Black Student Union in closed-door conversations and collaborated effectively with resident deans and campus counselors to ensure that students most affected by the crisis were supported in every way possible.

In the aftermath of the crisis, Dean Mentha worked tirelessly to help heal the campus by creating "safe spaces" and intergroup dialogue within the Thurgood Marshall College community. She encouraged Marshall College students to serve as volunteer ambassadors by returning to their high schools and communities with materials from Marshall College in order to stimulate interest in higher education among students of color.

Most recently, she co-chaired and facilitated the production of "Triton Voices: Diversity and Community at UC San Diego," a multi-media orientation program that introduces new UCSD students to the evolution of the campus and the experiences of students from different backgrounds and identities.
Christopher P. Murphy

In his role as a student affairs officer in the Office of Graduate Studies, Chris Murphy conducts a variety of diversity outreach, recruitment, and retention activities. He contributes on many levels toward increasing graduate student diversity – both behind the scenes and as a leader.

In the past year the Office of Graduate Studies has worked to improve its presence at recruitment events, largely through Chris’ efforts. He designed new promotional print materials and banners that give UCSD improved visibility at annual diversity outreach conferences such as SACNAS and ABRCMS.

Chris also leads the Diversity Coordinator and Outreach Project, the goal of which is to involve and increase graduate academic department participation in defining diversity outreach strategies. As a result, department staff and faculty participation in recruitment efforts has steadily increased. Chris played an integral role in bringing the UC Edge conference to San Diego this year. This conference brought 150 undergraduates from diverse backgrounds to the UCSD campus to learn about graduate education at the University.

Chris also gives back by working with SPACES and participating on the Diversity Work Group. In all of his activities Chris Murphy is single-minded in his dedication to increasing diversity in graduate education at UC San Diego.
Alonso N. Noble

As an assistant superintendent, Alonso Noble has subscribed to the Principles of Community as a guide in his relationships with staff, and often encourages the team he leads to do the same. As a member of the Landscape Services Leadership Team, Alonso advocates that barriers that prevent people from advancing which are not related to competency should be eliminated from the workplace.

Alonso has participated twice in the “In Your Shoes Program,” which brings awareness to the campus community of the challenges that people with disabilities face.

Alonso eagerly spoke about diversity and what it means to the individual employee during the recent Flavors of Diversity Luncheon. He called for other associations to join the Pan-Asian Staff Association, the Black Staff Association, the Chicano-Latino Staff Association, and the Cross Cultural Center to make the event even more inclusive.

Off campus, Alonso champions the cause of diversity by volunteering in community activities that aim to include and benefit people, regardless of their background, origin, or economic station.
Michael O. Navarro

Mike Navarro has been a member of the Grassroots Diversity Action Working Group at SIO since it began over two years ago. As a student who grew up in Compton, he took the February campus incidents to heart and really dedicated himself not only to spreading diversity, but also education about diversity. He reached out to communities at UCSD, in San Diego, and in Los Angeles, and was a constant face at rallies and marches.

Mike and five other students worked together to plan a huge diversity forum at SIO that had amazing public speakers and even words from the Chancellor. He met with Marine Sciences Vice Chancellor Tony Haymet, and together they arranged a trip to Compton High School to speak with students. This resulted in "Focus on the Future," a summer event where kids from schools in both Los Angeles and San Diego are selected to take courses at UCSD for three weeks. Mike arranged transportation, found mentors for students, and scheduled their events.

Mike signed up graduate students and staff for this year’s Advancing Hispanics/Chicanos and Native Americans in Science Conference. He is also an advisor to the current undergraduate SACNAS group at UCSD.
Lucila Ohno-Machado
Since 1999, Dr. Lucila Ohno-Machado has been devoted to diversity promotion through her position as a faculty member at both Harvard Medical School and UCSD. When she led the Decision Systems Group at the Brigham and Women’s Hospital in Boston, she provided mentorship and leadership in numerous workshops and meetings hosted by the BWH Office of Women’s Career. In May of 2009, she formed a new division at UCSD, the Division of Biomedical Informatics, for which she recruited members from diverse backgrounds. Currently, half of the division’s faculty and staff are female and ten different languages are spoken among the group.

Among the many NIH-funded projects she leads, Biomedical Research Informatics for Global Health and the Sustainable Health Informatics Network Environment are two that aim to provide necessary biomedical training and health care resource infrastructure in low- to middle-income countries.

Dr. Ohno-Machado is an outstanding scholar and leader whose actions show her passion for promoting diversity and equal opportunity.
**Gentry N. Patrick**

Dr. Gentry Patrick is an assistant professor in the Division of Biological Sciences. Beginning in 2005, Professor Patrick has participated in the Faculty Mentor Program with Academic Enrichment Programs. He mentors motivated and eager undergraduate research assistants. He has given his time to the Summer Training Academy for Research in the Sciences program which is an undergraduate research program for underrepresented minorities. Dr. Patrick has also assisted the Office of Graduate Studies by participating in diversity outreach.

Every year, Dr. Patrick attends the two largest minority-serving research conferences in the country: Society for the Advancement of Chicano and Native Americans in the Sciences and the Annual Biomedical Research Conference for Minority Students. His latest outreach effort was at CSU Northridge, where he spoke with over 50 students about his research, strategies for gaining admission, and successfully navigating a graduate program.

Dr. Patrick also serves as the graduate diversity coordinator for Neurosciences and is the main point-of-contact for all diversity-related matters. He participates in the Neurosciences admissions committee and serves as an advocate for students from underrepresented backgrounds. As a result of his work, Neurosciences is receiving more applications and admitting underrepresented students at a record rate.
**Michelle Session**

Michelle Session has been developing the Culturally Competent Management Program, a new course created in partnership with Diversity Training University International, UCSD Staff Education and Development, and UCSD Equal Opportunity/Staff Affirmative Action. She has assessed and recruited a diverse team of 28 trainers from both the campus and healthcare. When differences arose about matters of principle or values for diversity, Michelle was able to engage in those discussions in ways that were constructive and helpful to those involved.

Michelle’s duties at Calit2/Sustainability Solutions Institute take place in an international context. From the SSI office, Michelle works with people from all around the globe and all walks of life.

Michelle’s interest in helping Staff Education and Development and Equal Opportunity/Staff Affirmative Action leaders design and implement the Culturally Competent Manager Program is a testimony to her belief in academic and workplace diversity. Michelle is helping to institutionalize the University’s value for the Principles of Community by supporting a program that promises to influence leadership effectiveness across the organization.
Mark H. Thiemens
Professor Mark Thiemens serves as dean for the Division of Physical Sciences. He has advocated the promotion of minority and women of color in science and technology for 30 years. As dean, he has helped recruit women in chemistry, biochemistry, physics, and mathematics as well as Hispanic professors of chemistry. He mentors undergraduates from diverse cultural and ethnic backgrounds, often transforming them from quiet and hesitant students to confident researchers.

Professor Thiemens founded the Environmental Systems Program, an interdisciplinary undergraduate major that teaches students from across the campus to apply environmental science to societal decision-making. The senior internship program has allowed students to work in the community with local organizations and corporations. The connections extend to the border and develop important skill sets in students of multiple cultures and ethnicity.

Professor Thiemens is the UCSD representative for the Kyoto Laureate Symposium. He arranges for local K-12 students to attend the symposium, thus exposing a diversity of students to the campus for the first time. He started the Science and Mathematics Initiative to train the next generation of K-12 science and math teachers, which is particularly critical in challenged schools.
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**Birch Aquarium Education Department**

Birch Aquarium is the public interpretive center for Scripps Institution of Oceanography which is visited by diverse audiences from San Diego, southern California and across the globe. The Education Department is at the heart of the aquarium experience. Connecting with more than 100,000 individuals annually, this team of extremely dedicated individuals is responsible for providing an environment for inclusive learning and exploration.

This past year, Birch has made efforts to enhance resources, skills and approaches in educating diverse audiences. Birch Aquarium became an educational sponsor for Kids Included Together, which specializes in providing training in how to include children with and without disabilities in recreational, child development and youth development programs. Birch has participated in workshops, trainings and conferences on how to provide equal opportunities for learning to children with both physical and developmental disabilities.

Youth education has not been the sole focus. Additional efforts have been made in how to best educate and engage adults with disabilities and/or age-related limitations in science activities, as well as, English language learners. Birch Aquarium has also made connections with UCSD and SIO organizations to create opportunities and partnerships which benefit both Aquarium and campus staff.

These new partnerships and practices have enabled the Birch Aquarium Education Department to better model their vision and goals.
**ADA Transport**

The ADA Transport Office students and staff embody the Principles of Community. With parking becoming limited on campus, the ADA Transport group offers a valuable service providing safe rides to work, classes or meetings. The user-friendly system easily allows people to schedule accommodations. Last minute changes or requests are handled with a phone call to the helpful staff that do what they can to create a reasonable accommodation.

There are many challenges people face when, each morning if you have limited mobility, it is even worse. ADA Transport eliminates one of those challenges. A person using their service will be greeted every morning by a smiling face which will deliver him or her to the office, and if one is out sick, the driver will inquire how you’re feeling when you return. At the end of a long the day, one of these exceptional young people will lift your spirits. They pay attention to users’ needs and always remember them or pass them on to the next driver.

ADA Transport and the diverse group of student drivers take the time to get to know the users and share information about themselves, making the trips not only a ride, but also a social experience. They go above and beyond to make sure users are informed of problems or delays on the rare occasion they occur. A credit to the University, ADA Transport makes coming to work possible for many.
**Facilities Management Project Management Team**

The Facilities Management Project Management team has taken many steps to ensure diversity and the representation of minority groups. From the demographics of the team to program implementation, Facilities Management Project Management embraces the Principles of Community.

One initiative the team has implemented is building relationships with outside organizations. Facilities Management utilizes contractors from various trades. The Project Management team reached out to the local construction community for more information on minority contractors. This successfully opened communications with a number of minority contractors who were invited to bid on several UCSD projects. As a direct result of these efforts, minority-owned trade businesses have been successful in obtaining contracts with the University.

Internally, the Facilities Management Project Management team has created a mentorship program for the trade shops. This program has successfully embraced diversity by matching employees of different races in a side-by-side working and learning environment. In many cases, this has developed professional and personal relationships that have lasted long after the mentorship program participation has ended. The team has also been proactive in embracing adults with disabilities. Every few weeks the organization, Towards Maximum Independence, Inc., brings individuals into the office and under the guidance of their mentor they learn basic office skills such as filing and shredding. This service has been invaluable to the staff and participants.
**Education Studies**

Education Studies is a diversity champion. The very dedicated staff and faculty not only value diversity, but also incorporate it into their daily practice. They model the Principles of Community in all that they do in working toward the University’s mission of teaching, research and public service.

EDS offers programs which help students see the importance of diversity such as the Partners at Learning and BCLAD programs. Partners at Learning is the largest service-learning program at UCSD. This program has become a model in how to align classes and activities with service by sending mentors, tutors and art scholars to low-income neighborhood schools throughout San Diego County. The BCLAD program provides students with a forum to learn and dialogue about strategies to support bilingualism and bi-literacy through curriculum and instruction.

Being a model for diversity, EDS focuses on the recruitment of deaf graduate students and graduate students of color who are bilingual. Approximately 50% of EDS students have been deaf and approximately 20% of students (deaf and hearing) are underrepresented minorities. EDS also seeks to recruit faculty and staff of color and from underrepresented groups.

In summary, Education Studies supports the goal of equity and educational excellence for all students in public schools. The classroom placements of its students reflect Education Studies’ commitment to prepare its graduates to become highly successful teachers in underperforming schools situated within linguistically and culturally diverse communities.
School of International Relations and Pacific Studies, Admissions

The School of International Relations and Pacific Studies believes that diversity, equity, and inclusion are essential ingredients of academic excellence. IR/PS is deeply committed to recruiting and educating a diverse student body representative of a true global society. Marina Baeza, Nathalie Morales Lim and Sonja Steinbrech work to accomplish these objectives.

This team of staff has made many efforts to attract students. They increased outreach and recruitment efforts at campuses which attract high-quality underrepresented minority students. They formed relationships with programs and associations with a focus on underrepresented minorities, and joined organizations which encourage and mentor underrepresented undergraduate students in our field. They hold workshops for students that focus on diversity and help prepare students for a program with an international student population with wide cultural diversity, and hold financial aid workshops to assist prospective students.

These and other efforts have resulted in two tangible results to further diversify the applicant pool and student body. This past fall, IR/PS welcomed UCSD's first Rangel Fellowship recipient. The Rangel International Affairs Program promotes a positive U.S. presence in the world that reflects and respects the strength and diversity of America. Additionally, the number of applicants self-identifying as an underrepresented minority group nearly doubled over the prior year, increasing from 32 to 63. IR/PS is fortunate to have staff members who help achieve our goals in diversity and embody the Principles of Community.
**Theatre and Dance**

The Department of Theatre and Dance is a leader in its ongoing commitment to the University’s Principles of Community. As champions for the representation of women and underrepresented minorities in our student body, faculty and staff, it is committed to the recruitment and development of one of the most diverse graduate programs at UCSD.

In response to the events last year, the department led efforts to foster understanding and tolerance through education and arts activism. Department faculty, staff and students organized and hosted the Arts in Action festival, providing a forum in over 50 interdisciplinary events for 400 participants that included students, faculty, alumni and community members. The festival engaged participants in thinking critically about arts activism and the intersections among race, gender, sexuality, class and performance. The festival’s celebrations ranged from art installations, performance marches, spoken-word poems, music, dance collages and scenes from contemporary plays, creating a welcome haven for all diverse voices during a period of great conflict on this campus.

This festival was a natural extension of the Theatre and Dance Department's ongoing educational mission of a curriculum and artistic vision that through festivals, competitions, ensembles and classes celebrates the diverse voices and stories of our community and provides a deeper understanding of the rich culture of our world.