

speaking up  
invite women  
career development  
professional networks  
gender neutral language  
mentorship and education  
**Empower Women | Empower UCD**  
inclusive participation  
equal compensation  
work-life wellness  
leadership roles  
women's voices  
hiring practices

# 2019-2020 ANNUAL REPORT

Status of Women at Davis  
Administrative Advisory Committee

Submitted by:  
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SWADAAC Co-Chairs

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## Committee Charge

The Status of Women at Davis Administrative Advisory Committee (SWADAAC) is charged with the following:

- Examining issues regarding the status of UC women staff, students, and faculty.
- Analyzing existing policies, procedures, and/or programs that affect those issues.
- Identifying model programs or activities and support campus wide implementation.
- Recommending to the Associate Executive Vice Chancellor necessary changes to improve the status of UC women.
- Focusing on career development, upward mobility opportunities and issues for women at UC Davis and the Health System.
- Dealing with issues related to the hiring, training, promotion and retention of all University women.

## Accomplishments

With guidance from the 2018-2019 annual report and through the collective efforts of our committee-at-large and focused work of our subcommittees, SWADAAC achieved a number of notable accomplishments in the 2019-2020 year. Additional achievements are referenced in the subcommittee reports.

### *Women's Initiative Professional Development Program*

- Recommendations and selections: This year, we were given a welcomed opportunity to put forth a SWADAAC-endorsed nomination for the 2021 Women's Initiative program. Our collective nomination for member Pernille Sporon Boving was selected and she participated in the program in January-March 2020.
- Panel Discussion: To celebrate and honor Women's History Month, we organized a special panel discussion of UC Women's Initiative graduates (Appendix A). A diverse panel of UC Davis faculty and staff, all WI graduates, were identified to highlight their professional and personal journeys and promote the WI program. Unfortunately, the panel was canceled due to anticipated low attendance, as this was at the start of the COVID-19 crisis.

### *Meeting at Health Campus*

For the first time in collective memory, SWADAAC hosted a meeting across the Causeway at the Health campus in Sacramento. The meeting was held at the Betty Irene Moore School of Nursing for a discussion with Dr. Terri Harvath, Director of the Family Caregiving Institute, and featured a tour of the new building from SWADAAC member Dr. Susan Adams.

### *UC Davis Remarkable Women*

In collaboration with the Office of Diversity, Equity and Inclusion, SWADAAC supported the identification, selection and promotion of [55 of UC Davis' most significant women](#) in honor of the 150<sup>th</sup> anniversary of the admission of women to the University of California. SWADAAC Co-Chairs Molly Bechtel and Gina Reed were active members of the selection committee, which was led by SWADAAC member Sophie Barbu.

### *Paid Family Leave*

SWADAAC endorsed a proposal for improvements to the University of California's paid family leave policy submitted to UC Chancellors by the UC Working Group on Equitable and Inclusive

Paid Family Leave (Appendix B), in collaboration with the Systemwide Advisory Committee on the Status of Women (SACSW). A new policy, to be enacted July 1, 2021, will provide eight weeks of leave at 70% of wages for UC faculty and staff.

## Challenges

As to be expected, SWADAAC faced some challenges this year in accomplishing our goals. The COVID-19 pandemic shutting down operations and mandating an extensive shelter-in-place brought obvious change in effectively halting a certain level of work and initiatives. COVID-19, along with devastating racial injustices and the Black Lives Matter Movement, also brought to light critical conversations in re-evaluating priorities of our committee.

### *COVID-19*

In addition to canceling the Women's Initiative Panel Discussion, COVID-19 resulted in our April, May and June meetings as a committee and among subcommittees to be hosted remotely on Zoom. Meetings were productive, organized and well-attended, but we missed the comradery of the in-person experience and were forced to host some of our most highly anticipated guests (Chancellor Gary May, Vice Chancellor Renetta Tull and Associate Vice Chancellor Raquel Aldana) online.

### *Relationship building vs. task orientation*

The final meeting of the year brought an opportunity to identify ways that SWADAAC could better support women on campus and strengthen partnerships with other campus groups that advocate for all marginalized populations. As a committee, our focus on tasks and goals was appreciated, but members also indicated a desire for more informal communication and relationship building.

## Leadership & Membership Engagement

### *2019-2020 Leadership*

- Co-Chairs: Molly Bechtel and Gina Reed
- Vice Co-Chairs: Katrina Wong and Yuliya Yarova-Yarovaya
- Secretary: Cheryl Pater

Prior to elections for 2020-2021 leadership, position descriptions and term lengths were outlined in a document that may evolve to SWADAAC bylaws or guiding principles (Appendix C).

### *Engagement & Outreach*

The 2019-2020 year started with 39 members on the roster provided by ODEI. Of those, 17 members were considered active and attended over 50% of meetings.

In addition to our membership roster, we maintain a listserv of 254 subscribers. Our listserv size increased over 80% this year, from last year's subscriber size of 140. The listserv is used to share SWADAAC-related information with non-members who are committed to advancing the status of women at UC Davis.

## Meetings & Events

### *Meetings*

The meeting schedule of guest speakers was identified based on recommendations in the 2018-2019 annual report and ongoing feedback from SWADAAC committee members regarding current events.

- October: orientation/training and welcoming new members
- November: AEVC Rahim Reed
- December: Women's Resources and Research Center
- January: AVC Bob Segar about Aggie Square
- February: Dr. Terri Harvath about Family Caregiving Institute
- March: Women's Initiative Panel Discussion (canceled)
- April: Chancellor May and VC Tull
- May: AVC Raquel Aldana
- June: elections, reflection and closing

### *Other Campus Involvement*

In addition to monthly SWADAAC meetings, members were active in the following.

- Campus Council on Community and Diversity (CCC&D)
- Staff Diversity Administrative Advisory Committee (SDAAC)
- Lived Name Gender Marker Task Force
- Principles of Community Week

### **Subcommittee Reports**

As part of our efforts to mature committee processes, SWADAAC maintained subcommittees to assist with the work in a variety of areas.

The subcommittees included:

- Faculty Subcommittee
- Marketing & Outreach Subcommittee
- Salary Equity Subcommittee
- UCDH SWADAAC Subcommittee
- Well-being Subcommittee
- Women in Leadership Speakers Series Subcommittee

Each subcommittee identified a chair or leadership to help facilitate the work. Subcommittee members worked on several initiatives this past year which resulted in implementing programs that raised awareness of the committee's mission to promote empowerment, opportunity, and respect for campus women.

### **Faculty Subcommittee**

The Faculty Subcommittee was formed in 2018-2019 to address the unique SWADAAC-related needs and interests of faculty members. The subcommittee was also formed to promote SWADAAC membership to faculty.

### *Members*

Melissa Bauman, Susan Adams, Megan Miller, Kerry Enright

### *SACSW Representation*

Melissa Bauman (Professor, Department of Psychiatry) serves as the faculty representative to the Systemwide Advisory Committee on the Status of Women (SACSW) and participated in two systemwide meetings offered in 2019-2020 (UCLA on May 15, 2019 and UC Irvine January 29, 2020). Through this role she will be co-leading a SACSW subcommittee to provide ongoing

support and opportunities from graduates of the UCWI (UC Women's Initiative for Professional Development) program.

### *SWADAAC Faculty Outreach & Recruitment*

Recruiting and retaining faculty representation on the SWADAAC committee has posed a challenge. Potential barriers to faculty participation identified through outreach efforts include: (i) geographical constraints for meetings held solely on Davis campus, (ii) teaching/research timing conflicts, (iii) meeting length and (iv) lack of awareness of the committee and connection to SACS. To increase faculty awareness of SWADAC, Melissa Bauman had planned a Women in Medicine and Health Sciences (WIMHS) networking luncheon for UCWI graduates (faculty and staff) scheduled for May 2020 with Dr. Renetta Tull. Although this event had to be postponed due to COVID-19, one of the goals was to recruit previous UCWI faculty participants to serve on the SWADAAC committee.

### *Recommended Action Steps*

Other recruitment strategies for 2020-2021 include:

- Actively recruit previous UCWI faculty graduates to serve on SWADAAC and/or faculty who apply to UCWI but are selected as alternates
- Consider forming separate Davis campus and Health System faculty groups and appoint a member from each group to attend in-person SWADAAC meetings
- Consider virtual subcommittee meetings to increase faculty attendance

## **Marketing & Outreach Subcommittee**

Led by co-chairs Katrina Wong and Yuliya Yarova-Yarovaya, the mission of the Marketing & Outreach Subcommittee is to raise awareness about SWADAAC and its mission. The subcommittee works to create a unified SWADAAC brand, manage the SWADAAC web and social media presence, develop and distribute promotional materials, and have a presence to promote SWADAAC at campus events.

### *Members*

Katrina Wong (Co-Chair), Yuliya Yarova-Yarovaya (Co-Chair), Jennifer Howze-Owens, Cheryl Pater

### *Website & Social Media*

The most exciting news for this year is that we have a vanity URL, [swadaac.ucdavis.edu](http://swadaac.ucdavis.edu), and that our website has been updated. We have also been given access to update our own website. Our goal is to continue to update our website to make it more innovative as well as begin a push to have a social media presence.

### *Design, Promotional and Print Materials*

We are working on creating online promotional materials during this time period of change. We are focusing on creating an info graphic instead of a brochure. Other ideas for online promotional materials include downloadable coloring book pages and SWADAAC signature stickers.

### *Branding*

We are in the process of creating a distinct mark for SWADAAC. This will be based out of the new UC Davis Brand and Strategic Communications' [guidance on Initiatives and Non-Academic Programs](#). We plan to use highlight [colors from the Brand Communications Guide](#), but will focus on Thiebaud Icing, Redbud, Pinot, and Cabernet. We will use the Brand Communications Guide to direct us when we design any materials.

### *Promotional Events*

Existing promotional materials (brochures, magnets, window clings) have been distributed at a few events this year: CSI Involvement Fair and electronically at The Office of Research “Research Expo” website. Many of our tabling events have been cancelled due to the COVID-19 Pandemic. We will move to online promotions due to this.

### *Recommended Action Steps*

- During the fall 2020, we will launch a “sticker design contest” and/or “coloring book page contest.”
- We will focus on increasing our online presence due to the changing nature of events on campus.
- If large events become a regular occurrence again, we will begin to create an interactive booth experience with appropriate giveaways.

### **Salary Equity Subcommittee**

The Salary Equity Subcommittee closed out 2018-2019 in June with seven goals for the coming year related to addressing salary equity measures. In summer 2019-2020, UC Davis sought members for two committees on salary equity, one on the Davis campus and one at Health. While the Salary Equity Subcommittee awaited clarification on the charge for these two new campus committees and the impact on subcommittee plans, discussion revolved around first steps toward evaluating Pay for Performance (P4P) and potential improvements to the performance management strategies in place at UC Davis and UC Davis Health. Not long into these conversations, UC Davis announced that performance appraisals would move to UCPath and the ePerformance module. As the subcommittee sought more information on the ePerformance module and the impact that this change may have on the subcommittee’s work, the COVID-19 outbreak escalated. As a result of the outbreak, members shifted their focus to supporting remote teaching and learning.

### *Recommended Action Steps*

For 2020-2021, it is recommended that SWADAAC assess the status of salary equity issues and P4P measures as activities on campus normalize and determine the next appropriate steps given the environment that emerges.

### **UC Davis Health Subcommittee**

Led by Lynette Mendoza, the UC Davis Health Subcommittee serves as an advocate for the UC Davis Health community of women. The UCDH Subcommittee is part of UCDH Employee Resource Groups in the Office of Equity, Diversity and Inclusion. Below are the committee’s 2019-2020 focus areas and progress made.

- Create a closer and more collaborative relationship between SWADAAC and UCDH SWADAAC subcommittee to gain support for UCDH initiatives.
  - 2/13/20: First SWADAAC meeting in Sacramento campus
- Complete the UCDH Women Survey, draft and issue the survey report.
  - UCDH had employee survey and was not able to push this through and not sure if this can be done in FY21.

- Continue support for the UCDH childcare initiative as SWADAAC continues to be concerned that childcare facilities have not yet been established at the UC Davis Sacramento campus. SWADAAC also continues to be concerned that childcare at the main campus does not meet all the needs of the campus community and is not affordable for many members of the campus community.
  - The Well-being Subcommittee is taking lead on these efforts.
- Coordinate annual UCDHS Take Our Daughters and Sons To Work Day/TODS 2020.
  - Unfortunately this was cancelled due to COVID-19.

One especially notable accomplishment is the IWD - International Women's Day event on March 6, 2020.



### *IWD Recap*

The committee did an awesome job planning and executing the event, and everyone agreed that it went well. It was very exciting to see the efforts of the planning committee come to fruition. There was plenty of support and resources from various sources. This support was instrumental in being able to provide swag and good food for everyone, and a nice award for our awardees. It definitely was a team effort that came together and turned out great, despite the timing of the event. It was only about a week later that we were given work from home orders, and shortly thereafter, the shelter in place order was given by government officials.

### *Evaluation Review*

Evaluations were sent to 97 people, and we received 22 completed responses. Many, if not most of the comments were favorable and positive, however, there were also comments that will be very useful going forward in next year's planning and making improvements for that event. Adrienne will send the evaluations, or highlights from the evaluations to Deans Cavanagh and Brashear, Dr. Lubarsky and Dr. Melissa Bauman.

### *Moving Forward – IWD 2021*

International Women's Day will be on Monday, March 8, 2021, and SWADAAC will be taking the helm for next year's planning, with HEDI's support. A good start to planning is to begin reviewing the evaluations, considering possibly collaborating with the Davis campus, and discussing best practices for the 2021 event. SWADAAC will be adding a line item to its 20-21 SWADAAC budget request for the funding of IWD 2021.

Other events and initiatives supported by the UCDH Subcommittee include:

- Women's Health Conference, June 6-8, 2019
- Cardiovascular Symposium, June 6-7, 2019
- General Women's Health Symposium, June 8, 2019

- Sacramento Republic Game, September 9, 2019
- Mended Little Hearts/Courageous Heart Walk, September 15, 2019
- AHA Heart & Stroke Walk, September 28, 2019
- Healthy Sacramento Days, November, 16, 2019
- Women’s Heart Forum, February 7, 2020
- Tiny Smiles, February 8, 2020
- Principles of Community Week event, February 24, 2020
- Heart Safe School Teacher/Staff Training, February 27, 2020
- Community Hands-only CPR Training, February 29, 2020
- Zoom Mask-making & Donation, April 30, 2020
- Project Adam Community Projects
  - Project ADAM is a national, non-profit organization committed to saving lives through advocacy, education, preparedness and collaboration to prevent sudden cardiac death. Focused prevention training and education ensures schools and communities are not only equipped, but trained in prevention of sudden cardiac death.

### *Recommended Action Steps*

The subcommittee’s 2020-2021 goals include:

- International Women’s Day 2021
- Coordinate annual UCDHS Take Our Daughters and Sons To Work Day - TODS 2021
  - Apply for funding through OEDI
  - Explore the possibility of vendor support and, if so, discover the process.
  - More participation from departments – change-up program. Have something for different age groups
  - Recruit additional volunteers
- Project Adam Community Project: Continue collaboration with Project Adam to educate women about cardiovascular risk factors and train staff/community about CPR/AED
- Work with UC Davis student-run clinic (e.g., Bayanihan Clinic, Shifa Clinic) and Program Manager Ed Dagang to coordinate healthcare screening event

### **Well-being Subcommittee**

The Well-being Subcommittee worked this year to deepen our understanding of well-being issues and resources on the UC Davis and UCDH campuses and continues to be concerned with support for families across our campus community.

Following a meeting with Vice Chancellor Bob Segar and Chancellor May, SWADAAC felt a lack of clarity and commitment to expanding child care resources at Aggie Square. We have drafted a letter to encourage a commitment to a childcare facility from UC Davis leadership (Appendix D). We share this letter with you before circulating it widely and ask for your support on this issue. Our subcommittee looks forward to further engagement on this topic in the coming year, and we hope to be a resource to UC Davis leadership as it considers how best to develop a child care facility.

In the coming year, the subcommittee will focus on the following issues. For every issue we focus our attention on, we will be sure to include the impact of coronavirus and potential novel approaches to well-being issues in light of the virus.

### *Black women, women of color, and transgender women on campus*

The Well-being Subcommittee is committed to equity and justice for women on campus and will commit its efforts in 2020-2021 to understand how we can better serve and advocate for the well-being of Black women, women of color, and transgender women on campus.

### *Undergrad student-parent resources*

A recent survey created by a UC Davis graduate student looked at available resources for graduate student-parents, and the Child and Family Care Administrative Advisory Committee has worked to share findings from that study. However, the survey did not include undergraduate student-parents and there is a lack of information on campus for undergraduates. In the coming year the Well-being Subcommittee will look at campus policies and available resources for undergraduate student-parents, with a goal of making recommendations for improvement.

### *Elder care*

The subcommittee is interested in assessing available resources on campus for those caring for ill or aging family members.

### *Well-being resource list*

The Well-being Subcommittee has drafted a list of wellness resources across our two campuses. We will work to include resources for women of color and transgender women in the list and determine vehicles for distribution.

### *Recommended Action Steps*

- UC Davis administration should commit to adding a child care facility to the Aggie Square development.
- The SWADAAC Well-being Subcommittee should focus its 2020-2021 work on advocating for the well-being of Black women on campus.

## **Women in Leadership Speakers Series Subcommittee**

The Women in Leadership Speaker Series Subcommittee's work during its second year continued based on their own recommendations from the 2018/2019 report. Our exploratory work included meeting with various groups to gain support and insight into the logistics of bringing speakers to campus, including the Office of Government and Community Relations, Mondavi Center for the Performing Arts, Women in Philanthropy (WIP), and the Staff Diversity Administrative Advisory Committee (SDAAC). We finalized the details and format for a speaker series consisting of the following:

- A single large annual event during the Women's History month of March.
- A forum consisting of a 30-minute presentation by invited speaker, followed by 20-25 minutes moderated Q&A
- Immediately prior to start of presentation a reception by invitation only for approximately 150 people
- The event will be moderately ticketed and open to the UC Davis students, staff, faculty and the greater central valley community and beyond.

With the above general format in hand we moved forward in the following way:

- We elected First Partner Jennifer Siebel Newsom as inaugural guest speaker, to share her knowledge and experience as an advocate for gender equality and present her latest film, [The Great American Lie](#)
- In collaboration with Mondavi Center for the Performing Arts based on meetings and conversations with executive director Don Roth, assistant director for artist services Jenna Bell, event manager Yuri Rodriguez, and ticket office manager Amy Roark.
- Single page invitation and complete budget developed
- Proposal was submitted to Associate Executive Vice Chancellor Rahim Reed and Vice Chancellor Renetta Garrison Tull.
- Gubernatorial invitation went through the Chancellor's Office by way of Adrian Lopez, J.D., Director, State Government Relations, and continued collaboration and support by Loraine Hernandez-Covello, Advocacy Relations and Communications Manager, Government and Community Relations

Our committee work stayed on track until early March 2020, where work shifted and planning became severely impacted. As such, and at the recommendation of Vice Chancellor Tull, we successfully extended an invitation to First Partner Newsom for a virtual discussion on the gendered impact of COVID-19. Unfortunately, First Partner Newsom was unable to accept our invitation.

#### *Recommended Action Steps*

Given the challenges in bringing forward a Women's Speaker event, particularly involving a high-level and active governmental figure, the committee's recommendation for the upcoming 2020-2021 year is to identify a woman leader with strong UC affiliation which would help us overcome budget and scheduling complications that we faced this year.

## Appendix A: Women's Initiative Panel

### UC Women's Initiative Panel Event Overview

#### Details

Date: Thursday, March 12, 2020

Time: 1:30-3 p.m.

Location: Memorial Union Garrison Room

#### Panelists/Moderator

**Susan Catron, MPPA, Ed.D. (2018)**

Dean, UC Davis Continuing and Professional Education

**Kristin H. Lagattuta, Ph.D. (2016)**

Professor, Department of Psychology and Center for Mind and Brain  
Chair, Davis Division of the Academic Senate

**Christine Wu Nordahl, Ph.D. (2018)**

Associate Professor, Department of Psychiatry and Behavioral Sciences, UC Davis MIND Institute

**Whitney Smith, CMM (2018)**

Director, Ceremonies and Special Events, Office of the Chancellor

**Sherri Stone, MBA (2017) -- Moderator**

Chief Administrative Officer, Department of Obstetrics and Gynecology

#### Timeline

1:30-1:45 p.m. Attendees arrive, refreshments, networking

1:45 p.m. Welcome and introductions

- Molly/Gina introduce Sherri
- Sherri opens up, gives brief introduction of panelists (names, titles, divisions/departments) and overview of the UC Women's Initiative

1:50-2:30 p.m. Panel discussion

2:30-2:45 p.m. Q&A with audience

2:45-3:00 p.m. Closing, more refreshments and networking

#### Questions

- Please provide your "Professional Narrative"
  - Sherri will lead off with a very brief description of what a professional narrative is
  - There will be a timekeeper (mimicking the activity that happens in the program)
- What have you taken from the program and are applying in your role now?

- Can you share your professional aspirations and how has the program helped you move toward them?
- Can you share a bit about the commitment required for the program and is it worth the sacrifice of time that you would apply to your regular position and personal life. Compared to other leadership development opportunities, is this one of those programs that is worth the sacrifice?
- What suggestions do you have for us who are considering applying into the program regarding making a request to our supervisors/managers for funding to support our involvement in the program?
- Are you still in touch with your cohort?
  - If so, how are you staying on top of that?
  - If not, do you wish that could be different, or what mechanisms could be put in place to facilitate continued connection?

**To: University of California Chancellors**

**From: UC Working Group on Equitable and Inclusive Paid Family Leave**

October 4, 2019

The University of California is a leader in academic excellence, innovative research, and advancing progressive ideals. Yet you may be surprised to learn that, unlike nearly every other employee in California, UC employees do not have access to any paid family leave to bond with a new child or care for an ill or injured family member. Since 2004, California has led the nation in providing paid family leave to millions of workers through the California Paid Family Leave program, but UC employees cannot participate in this program and UC does not provide comparable benefits to its workers. Changing this reality is not only the right thing to do for the University community, it will also keep the University competitive for the best workers across the state and nation.

A significant body of research concludes that providing paid family leave improves employee retention, productivity, and well-being, and increases workforce gender equity. Paid family leave is also strongly aligned with the University's values and strategic plan for the future. Now is the time for the University of California to offer paid family leave that is at least equivalent to the California Paid Family Leave program. The State of California is on the brink of expanding its current paid family leave program, which will only leave UC further behind.

This document makes the case for paid family leave, and discusses options for how UC can provide it. We look forward to your review and consideration of this proposal, and to working together to meet the needs of the employees of the University of California.

Thank you,

Members of the Working Group on Equitable and Inclusive Paid Family Leave

**Catherine Albiston, J.D., Ph.D.**, Jackson H. Ralston Professor of Law and Professor of Sociology (by courtesy), UC Berkeley; Member of the Chancellor's Advisory Committee on Work and Family

**Janhavi Bonville, MPP**, Associate Executive Vice Chancellor Strategic Initiatives, UC San Francisco; Member of the UC Systemwide Advisory Committee on the Status of Women (SACSW)

**Rachel DeLetto, JD**, Social Media Strategist, UC Berkeley School of Law

**Karie Frasch, PhD.**, Director, Office for Faculty Equity & Welfare; Ex-Officio member of Chancellor's Advisory Committees on the Status of Women (CACSW), Work and Family (CACWF), and the LGBTQ Communities at Cal (CAC-LGBTQ+), UC Berkeley

**Kate Lewis**, Associate Director, Industry Alliances Office, Intellectual Property and Industry Research Alliances; Member of the Chancellor's Advisory Committee on the Status of Women (CACSW), UC Berkeley

**Jo Mackness**, Former Interim Assistant Vice Chancellor HR, UC Berkeley

**Harumi Quinones**, Director of Student Services, Psychology; BSA Governing Council & Council of UC Staff Assemblies (CUCSA), UC Berkeley

**Leslie Salzinger, PhD.**, Associate Professor and Vice Chair for Research, Department of Gender and Women's Studies; Member of the Chancellor's Advisory Committee on the Status of Women (CACSW), UC Berkeley

**Samantha Zepeda**, Director of the Annual Fund, School of Optometry; BSA Governing Council

## Proposal for Paid Family Leave at the University of California

Unlike most workers in the state of California, employees of the University of California do not have access to paid leave to bond with a new child or care for a family member with a serious health condition. UC employees are also not eligible to participate in the State of California Paid Family Leave program. There is a stark inequity between UC employees and those of private and other public employers in the state. As the State of California stands poised to expand the paid family leave program, UC lags behind, and thus continues to be at a significant competitive disadvantage in recruiting and retaining the best workers.

### Most Workers in California Receive Paid Disability and Family Leave by Law

The California Unemployment Insurance Code (CUIC [Division I, Chapter 3](#)) provides that all employees of privately held organizations or companies are part of the State Disability Insurance program (SDI), paid for through a monthly payroll deduction. The Paid Family Leave program (PFL) is a component of SDI, and provides six weeks of partially paid leave (currently at 60-70 percent of pay) to bond with a new child or care for a seriously ill family member. Beginning on July 1, 2020 the benefit will extend to eight weeks ([California SB 83](#)). Additional enhancements are expected to be introduced in November 2019, with implementation by 2021-22.

Although public employees are not covered under the SDI provisions of CUIC, numerous California state employee bargaining units have opted into the SDI program. And most State employees not covered by SDI are covered by Non-Industrial Disability Insurance (NDI) ([UCIC 2781-2783](#)). In January 2019, the NDI program expanded to include [Family Care Leave \(NDI-FCL\)](#). NDI-FCL provides 50 percent of the employee's gross monthly salary for up to six weeks per claim in a 12-month period for family leave. There is no out-of-pocket cost to state employees, or to employers. Employees at California State University receive these benefits ([CUIC 710.8](#)), as well as 30 days of paid parental leave paid by CSU. *Paid family leave benefits from SDI or NDI are in addition to accrued paid time off (PTO) such as sick or vacation leave (or combined PTO) otherwise earned by employees.*

California law also treats diverse families equally under the law. Under California's paid family leave scheme, non-biological families have the same rights as biological families, including access to paid family leave for childbirth or adoption, bonding, and care of sick family members. California law also gives all parents the same rights to bond with and care for their children, regardless of gender or gender identity.

### Workers at the University of California Receive Far Less

***UC staff employees have no paid family leave to bond with a new child.*** Because the UC Regents are considered a separate branch of government under the California Constitution ([Article 9, Sec. 9](#)), the CUIC legislation regarding SDI and NDI that applies to nearly all other employers in the state does not apply to UC. The University is therefore not mandated by law to participate in SDI or NDI. This constitutionally separate status does not in any way prevent UC from providing paid family leave,

however. Because it is its own legal entity under the California Constitution, UC has full legal discretion to provide comparable or even more generous benefits. In short, there is no legal barrier preventing the University of California from providing paid family leave that is at least the same as SDI and NDI, or from opting in to the SDI program.

Instead, UC has chosen to rely on minimal Basic Disability leave to meet staff members' needs. Under this policy, the only group of UC employees that receive pay following the birth of a child are birthing parents, and the leave covers only the short period necessary for them to recover physically from the effects of childbirth (typically six weeks). Although additional Voluntary Supplemental disability leave is available for staff who elect this additional coverage (paid for by wage withholdings), neither Basic nor Supplemental Disability provide more than the bare minimum needed for physical recovery. For both programs, individuals must first use a minimum of 14, and up to 22 days of accrued sick leave, before accessing disability benefits, leaving most with no sick leave to care for themselves or their new baby after disability leave (e.g., a sick infant). The maximum pay from Basic Disability is only \$800 per month, and Supplemental Disability only covers a maximum of 60 percent of pay. Faculty are an exception, receiving six weeks of fully paid childbearing leave automatically, with no opt-in or extra wage withholdings, but they do not accrue sick leave and still face family care challenges after childbearing leave ends.

Beyond disability leave for birthing parents, UC workers are out of luck. UC provides no paid family leave for non-birth or non-biological parents (e.g. parents through foster care, surrogacy, or adoption) to bond with a new child. This means that non-birth and non-traditional families receive *zero days* of paid leave to bond with their child. They must either take unpaid leave, or use accrued sick or vacation leave (and if they are a recent employee they may have little or none banked). Although faculty members can receive a semester or quarter of modified duties, typically full or partial relief from teaching, they are expected to otherwise remain fully active. While important, this benefit is not the same as paid family leave. These inadequate policies undermine UC's commitment to gender and other forms of equity because they provide uneven and unequal benefits to non-traditional families and to different groups of employees in the UC community.

This situation produces significant hardship for all parents with infants. After just six weeks, new birth parents must either return to work or go without pay to bond with and care for a newborn. Non-biological parents are forced to choose between being able to make ends meet and bond with a new child. Given the exceptionally high cost of infant care in the State of California, most UC families with new children are left in an untenable position.

***UC employees have no paid leave benefit to care for a family member with a serious health condition.*** Many UC employees cannot afford to take unpaid leave, and are forced to remain at work when a loved one requires care.<sup>1</sup> Relying on accrued sick or vacation leave is not sufficient to cover needs for child bonding and care for sick family members. It takes two-and-a-half years to accrue the equivalent of six weeks of sick leave, assuming that the employee never took a sick day during that time, and did not take

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<sup>1</sup> Non-represented UC faculty may be granted leave with pay to care for a family member in certain circumstances, with Chancellor discretion, although it is not an entitlement.

any time off prior to the birth of a child. Recent hires will have little accrued leave accrued, and lower paid staff typically accrue vacation leave at a lower rate and are required to report leave in hours used rather than in full days, again creating inequities among employees. Other employees in the State of California routinely receive paid sick and vacation time off *in addition to* the paid leave they are guaranteed under the SDI/PFL program. Asking UC employees to make do with limited sick leave and vacation time is not only unfair, it undercuts both productivity and employee morale.

Guaranteed Paid Leave for UC Employees		
	Staff*	Faculty*
Childbirth	6 weeks disability leave for birthing parents only (partially paid)	6 weeks disability leave for birthing parents only (fully paid)
Bonding with a new child	<i>None</i>	<i>None</i>
Care for a family member with a serious health condition	<i>None</i>	<i>None</i>

\*Non-represented titles. Some represented units have bargained for paid leave.

### Benefits of Paid Family Leave for Businesses and Workers

Extensive research indicates that paid family leave benefits employers as well as workers. According to a report by the US Congress Joint Economic Committee, [The Economic Benefits of Paid Leave: Fact Sheet](#): “Access to paid family leave significantly increases the likelihood that workers will return to their jobs instead of dropping out of the labor force or spending time out of work to search for a new job,” and “offering paid leave improves business productivity by boosting employee morale and making it easier for businesses to retain skilled workers.”

In a [study](#) by the Center for Economic and Policy Research, an overwhelming majority of California business owners said employees taking leave under the PFL program did not affect their business performance or profitability. In fact, the vast majority reported either positive or neutral effects on productivity (89 percent), turnover (93 percent), and morale (99 percent).

According to Laszlo Bock, senior vice president of Google’s People Operations, Google experienced a decrease in attrition when the company’s paid maternity leave was extended from 12 to 18 weeks. “The attrition rate for women after childbirth was twice our average attrition rate.... After making the change in leave, the difference in attrition rates vanished. When we eventually did the math, it turned out this program cost nothing. The cost of having a mom out of the office for an extra couple of months was more than offset by the value of retaining her expertise and avoiding the cost of finding and training a new hire.”<sup>2</sup>

<sup>2</sup> Bock, Laszlo, [Work Rules!: Insights from Inside Google That Will Transform How You Live](#), Grand Central Publishing (2015).

Paid family leave is also good for workers. The same report by the US Congress Joint Economic Committee indicated that “workers are more likely to maintain their pre-leave wage level if they stay with the same employer than if they must find a new job; and paid leave improves financial security for many disadvantaged groups that cannot afford to take unpaid leave.” There is also an extensive body of research demonstrating the positive impact of paid leave on the well-being of children and families and on the professional development and pay equity of the birth parent.<sup>3</sup>

### **Options for UC to Provide Paid Family Leave**

UC is a leader in progressive policies and equity and inclusion, and its leadership should include modernizing our leave benefits to support all members of the UC community. Below we have outlined a few possible approaches we have identified through conversations and collaboration with people across the system.

**Participate in the State of California SDI program.** Based on our own analysis and discussions with the UC Deputy General Counsel of the Labor, Employment and Benefits group at UC Office of the General Counsel, there are no legal obstacles that would prohibit the UC Regents from participating in the State SDI/PFL program. UC may opt in to SDI, on its own initiative, pursuant to [California Unemployment Insurance Code Sec. 709](#). SDI would replace UC’s current short-term Basic Disability program (providing a maximum benefit of \$1,252 per week in benefits for up to 52 weeks, at a wage replacement rate of 60 - 70 percent; compared to UC’s maximum of \$800 per month for six months). The University of California would pay nothing; employees would pay into the program through a payroll deduction like other workers in California (the contribution rate is set yearly by the California legislature, and is currently 1 percent on wages up to \$118,371). It is also possible to participate with some groups of employees but not others if there are concerns about integrating bargaining units (e.g., cover all non-represented employees and allow unions to opt in). Using the State SDI/PFL program would save UC money by shifting the administration and execution of leave requests and payments to the State.

**Use private insurance.** UC could offer insurance for employees that covers both the disability period preceding and following childbirth, and also bonding leave for all parents and family leave for the serious health condition of a family member. For example, Stanford University offers this level of benefit to staff through its [Family Temporary Disability Insurance](#) plan through Lincoln Financial Group. However, to be comparable to what other California workers receive, this approach must also remedy the requirement that the employee take all of their accrued sick leave, up to 22 days, before the disability coverage begins. We note that UC could offer this kind of private insurance in addition to any basic benefit it provides, much as it does now with voluntary disability plans that workers must opt into. One significant disadvantage of this approach is that it puts the financial burden entirely on employees,

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<sup>3</sup> See “[The Child Development Case for a National Paid Family and Medical Leave Program](#),” Zero to Three (December 2018); “[When Dad Can Stay Home: Fathers’ Workplace Flexibility And Maternal Health](#),” Stanford Institute for Economic Policy Research (May 2019); “[Parental Leave: Why Parental Leave For Fathers Is So Important For Working Families](#),” DOL Policy Brief (date unknown); “[Fathers’ Parental Leave-Taking, Childcare Involvement and Mothers’ Labor Market Participation](#),” IZA Institute of Labor Economics (October 2018); “[The Global Gender Gap Report](#),” World Economic Forum (finding countries with the best paternity leave policies are also the closest to achieving pay parity for women) (2015).

and some employees who have the greatest need for paid family leave may be the ones least able to pay for this additional insurance.

**Create and fund paid family leave.** UC could create a paid family leave benefit equivalent to what is offered through California SDI/PFL. Some employee groups at UC have bargained successfully for some amount of paid family leave, though none match PFL, and they are often in lieu of other leave accrual programs. For example, Academic Student Employees are entitled to six weeks of paid leave for childbirth, [two weeks of paid leave for bonding, and four weeks of paid leave to care for a family member with a serious health condition](#). Postdoctoral Scholars receive [four weeks of paid parental leave](#). And all employees at Lawrence Berkeley National Lab receive [four weeks of paid parental leave at 100 percent of salary](#). This option has the advantage of being entirely within the discretion of UC and it could be implemented relatively quickly for non-represented employees.

### **Now Is the Time to Act**

We know that UC values its employees and takes pride in equitable treatment of all its community members. Moreover, there is broad support across the UC system for improving our paid leave protections. A number of campus and UC-wide groups and bargaining units have formally proposed paid family leave to the UC administration in the last several years, pointing out the short-comings of the current program compared to what other workers in the State receive. The UC administration formed a systemwide working group led by the Director of Systemwide Employee Relations, and produced a report in 2017 with recommendations to consider offering paid family leave either through a disability insurance plan or by funding a benefit directly. Unfortunately, no action has yet resulted from this effort, but the momentum is growing for expanding paid family leave across California and UC risks being left even farther behind.

California Governor Gavin Newsom is committed to expansion of the SDI/PFL program over the next several years. Shifting the paid family leave benefit from 6 weeks to 8 weeks beginning in 2020 is likely just the start. We encourage the University of California to act now to avoid becoming even more out of alignment with its competitors.

The best and brightest workers in California and the nation have many options for employment. We are deeply concerned that if UC does not act to improve its paid leave program employees will become demoralized and UC will have difficulty retaining them. Now is the time to support the future of the University and the well-being of its workers, and we are eager to work with the Chancellors and UCOP to make this important benefit a reality for the University community.

## Appendix C: Leadership Position Descriptions

### **Status of Women at Davis Administrative Advisory Committee**

#### Position Descriptions

The SWADAAC leadership team develops strategies, programs and recommendations that promote the committee's goals. SWADAAC is charged with:

- Examining issues related to the status of women at UC Davis and UC Davis Health,
- Analyzing existing policies, procedures, and/or programs that affect those issues,
- Advancing an agenda to improve the climate and opportunities for women at the university,
- Identifying model programs or activities and support implementation, and
- Recommending to the Office of Diversity, Equity and Inclusion changes that will afford women equal and fair access to programs, activities and opportunities for inclusion and advancement.

The positions on the leadership team are: two Co-Chairs, two Vice Co-Chairs and Secretary. Members of SWADAAC also serve in appointed roles in leading subcommittees. All positions are one-year terms, with the exception of the Vice Co-Chairs, which roll over to Co-Chairs.

Nominations are collected by May and elections occur before June, the last meeting of the academic year. Positions run July to June.

#### **Co-Chairs**

- Serve a one-year term
- Serve as the official committee spokespeople and provide critical leadership across campus on issues related to the status of women
- Collaborate with SWADAAC leadership team to guide strategic planning and advocacy
- Chair monthly and special ad-hoc meetings
- Plan monthly SWADAAC meetings and agendas in coordination with leadership team
- Serve on or appoint representative to the Campus Council on Community and Diversity
- Ensure appointment and effectiveness of subcommittees
- Responsible for receiving official communication and directing communication to the committee membership
- Coordinate the SWADAAC Annual Report for submission to the Vice Chancellor of Diversity, Equity and Inclusion
- Provide regular updates and consultation to the Vice Chancellor of Diversity, Equity and Inclusion

#### **Vice Co-Chairs**

- Serve one-year term that rolls over to Co-Chair the following year
- Review and monitor membership participation with Secretary according to guidelines and coordinate the filling of vacancies
- Assist Co-Chairs in the coordination of subcommittees
- Assist Co-Chairs in project management, communications, and event coordination
- Act in the absence of the Co-Chairs

## **Secretary**

- Serve a one-year term
- Coordinate logistics for SWADAAC monthly meetings, including circulate attendance sheet and record meeting minutes
- In collaboration with leadership team, assist in maintaining and organizing accurate records, working documents and archives in an accessible system, and ensuring continuity
- Coordinate call for Annual Report summaries from subcommittees and assist with drafting/editing Annual Report.

## Appendix D: Child Care Letter

July 1, 2020

Dear Chancellor May, Vice Chancellor Lubarsky, and Associate Vice Chancellor Segar,

We want to first commend UC Davis leadership on the agreement to open a child care facility in Sacramento with SMUD and Sacramento State University. We know that the project required a great deal of vision, effort and expense on the part of the University, and it is deeply appreciated. The facility is a step toward filling a large gap in access to childcare for UC Davis employees and will meet some of the demand, but we are concerned that it will likely fill to capacity quickly, especially as we see childcare access diminished due to COVID-19. We believe that more childcare will still be needed for UC Davis employees, even with the new center.

Though initially under the impression that child care was a part of the Aggie Square planning, in recent meetings with Chancellor May and Associate Vice Chancellor Segar our committee felt a lack of clarity around whether child care would be included in the development. For this reason, we are writing to learn more about the plan and to strongly encourage your commitment to make childcare a reality for that development.

California's Child Care Resource & Referral Network 2019 data show that there are only enough childcare spaces for 32% of children aged 0-5 in Sacramento County. The number of childcare spaces available in the county for children under two has dropped by 13% in the past two years. In addition, only 40% of facilities offer evening, weekend, or overnight care, and few have staff members that speak languages other than English. With COVID-19, daycare centers have been required to reduce their teacher-student ratios, making it even more difficult to find high quality care.

We would like to stress that it would be essential for any new child care to be available and affordable for employees as well as the community surrounding Aggie Square. Families in Sacramento County pay an average of \$9000-\$14,000 per child each year for child care, representing about 14-22% of the county's median household income. A well-planned child care facility at Aggie Square has the ability to not only help address our child care crisis, but also address the underlying barriers to care by taking an equity-based approach, perhaps by providing stipends for families in need. As a facility available for the broader Oak Park community, Aggie Square could bring true benefit to neighborhood residents. Access to childcare for UC Davis employees can be a tool for talent recruitment and retention for our university, and can bring to life our principles of a work/life balance. Another potential co-benefit is the educational opportunity the facility could provide to medical students on campus.

We know that access to high quality care is important for both family well-being and the academic and social outcomes for children. High quality child care is defined as care that has a low student-provider ratio, engages in developmentally appropriate activities and curriculum, and is provided in safe and inviting spaces. When very young children have warm and engaged teachers who provide learning challenges designed to help them grow, they thrive. When children are thriving, their families thrive too – they can trust that their children are safe, loved and learning while in a place away from home. This means that family members can focus on their tasks in the workplace in a more effective manner.

We recognize that the University is entering a difficult time and will have to make difficult fiscal decisions. Now is the time to plan to include childcare to help safeguard the well-being of UC Davis families and support communities that will struggle as we learn the true extent of COVID-19 fallout. It will take a concerted effort to meet the current need, let alone the future need. We see it as UC Davis' responsibility to include childcare as an essential element in future development plans, with Aggie Square being the next great opportunity to do so.

As members of the Status of Women at Davis Administrative Advisory Committee (SWADAAC), we would like to offer our support in helping to see a child care facility at Aggie Square come to fruition and request a response to these questions for when our committee reconvenes in September: Will there be a childcare facility included in Aggie Square development? If not, what alternative solutions are you looking at to meet the need for childcare?

We look forward to your response and a continued discussion on this critical topic.

Sincerely,

Status of Women at Davis Administrative Advisory Committee