

## University of California Office of the General Counsel Diversity Statement

The University of California Office of the General Counsel (“OGC”) embraces the University of California Diversity Statement, which the President of the University of California endorsed on June 30, 2006, and The Board of Regents adopted on September 20, 2007.

The UC Diversity Statement describes the value of diversity to the University at large. Diversity is equally valuable to OGC’s goal of providing the institution with the best possible legal services. The University of California serves one of the world’s most diverse communities and draws its student body, its faculty, and its employees from a wide array of backgrounds, cultures, and experiences. Providing effective legal representation and advice therefore demands that the University’s legal representatives and staff are capable of understanding and communicating with individuals from many backgrounds. Diversity within OGC enhances the ability of all of the University’s lawyers and staff to stay connected to the communities we serve and to more effectively anticipate and resolve potential legal issues. Diversity of ideas, backgrounds, and experiences among OGC staff also promotes creativity in analyzing and solving legal problems. OGC’s commitment to diversity can improve the quality of its legal service by removing barriers and therefore broadening the pool of talented individuals available to serve the University both within OGC and in the ranks of retained counsel. By establishing a diverse workplace and a culture that respects individual differences, OGC can foster the qualities necessary to provide excellent legal service in a diverse community. Furthermore, the legal profession has a special obligation to ensure equal opportunity because of its privileged societal status, its commitment to law and justice, and the historical underutilization of women and minorities in its ranks. For the same reasons, OGC values a commitment to diversity in its retained counsel.

To achieve these benefits the Oakland and campus office of OGC will:

- Broaden the pool from which the office recruits to ensure inclusion of all qualified individuals, including members of traditionally underrepresented groups;
- Foster a culture of inclusion and respect for differences in the workplace;
- Evaluate and revise office policies and practices relating to employee hiring, retention and advancement to identify and eliminate barriers to diversity;
- Retain outside counsel with a demonstrated commitment to diversity.