

CURRICULUM VITAE

Arturo E. Ocampo JD

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EDUCATION

J.D. (Juris Doctorate) Boalt Hall School of Law, University of California at Berkeley

Thesis paper: The Use of Diversity in College Admissions after Bakke

B.S. Criminology, minor in La Raza Studies, California State University Fresno

PROFESSIONAL EXPERIENCE

**District Director
Diversity and Compliance**

**North Orange County
Community College District**

RESPONSIBILITIES

Responsible for compliance with Title IX, non-discrimination, EEO diversity and Inclusion. Conduct and oversee internal investigations and processes for the District involving Title IX, EEO, and discrimination. Provide counsel, advice, and training to the District to ensure compliance and reporting. Implement and oversight of the District Equal Employment Opportunity Plan. Collect and analyze data relevant to areas of responsibility.

**Associate Vice President for Diversity
Educational Equity, Inclusion and
Ombud Services**

**California State University
San Marcos, California**

RESPONSIBILITIES

Serve as the chief diversity officer for the University; provide leadership and direction in all matters related to diversity, EEO, inclusive excellence, educational equity, and ombud services. Provide advice to the president on diversity and equity matters. Oversight of faculty and administrator EEO search and hiring procedures. Responsible for compositional diversity, curricular and co-curricular diversity, campus climate and the development of policies and procedures designed to support and promote diversity, educational equity, inclusion and social justice. Supervise Ombuds office and staff. Supervise Faculty Staff Associations.

ACCOMPLISHMENTS

- Increased hiring of faculty of color by 16%
- Awarded the Higher Education Excellence in Diversity Award (HEED) two years in a row (2014 & 2015)
- Authored comprehensive new Diversity Strategic Plan
- Successfully launched the Beyond the Stereotype Poster Campaign

- Created the Conversations That Matter Series
- Launched mapping of all university wide diversity efforts (curriculum, co-curriculum, activities, policies)
- Successfully advocated for a Latinx Student Center
- Developed the President's Diversity and Excellence Awards for Students, Faculty & Staff
- Awarded more than 24 Social Justice Grants
- Successfully collaborated with university partners for the first CSUSM Black sorority & fraternity
- Expanded the Faculty Diversity Fellow Program
- Launched the first North County All People's Luncheon
- Successfully implemented the University's first Strategic Diversity Plan
- Developed new senior administrative and faculty hiring procedures and search committee training.
- Led the strategic planning process for the development of a new diversity plan
- Assisted in the development of the HSI grant for CSUSM, awarded in 2015
- Led the diversity mapping initiative which resulted in the mapping of the curriculum and all campus events and programs around diversity

Attorney/Of Counsel

**Kronick, Moskovitz,
Tiedemann & Girard
Sacramento**

RESPONSIBILITIES

Provided legal counsel and representation to school districts and community colleges in the areas of education law, EEO, and diversity. Conducted internal investigations, provided trainings and workshops for community colleges, school districts, and their boards.

Assistant Provost

**University of the Pacific
Stockton, California**

RESPONSIBILITIES

Faculty recruitment and retention, serve as the chief diversity officer - provided leadership in diversity and inclusive excellence, develop policies and procedures in hiring, promotion and tenure of faculty, collaborated across units and departments to ensure diversity is integrated into the curriculum and co-curriculum, provide expertise to the Provost, Deans, Human Resources, and Enrollment Management on diversity, non-discrimination and affirmative action, assist in efforts to recruit and retain underrepresented students, assist in fostering a welcoming and inclusive campus climate, engage in community outreach with underrepresented communities.

ACCOMPLISHMENTS

- Developed faculty and staff hiring guidelines
- Met hiring goal of 33% hiring of faculty of color
- Led the Diversity Course Requirement initiative
- Organized and sponsored the Diversity Curriculum Transformation Seminar
- Initiated the pre-tenure diversity faculty mentoring programs
- Developed student outreach materials for underrepresented populations and developed targeted

recruitment

- Organized the first Annual Northern California Pre-tenure Faculty Forum on Publishing and Networking
- Assisted in organizing the Familia Latina de Pacific affinity group
- Organized the African American Recruitment and Retention Committee
- Sponsored and/or organized annually over 20 diversity programs and events
- Co-founder of the Pacific Academia de Matematicas (PAM) math pipeline project for K-12 students
- Co-founder and grant writer for the Reach for the Stars STEM Academy pipeline project for K-12 students
- Assisted in developing a bias response network
- Developed best practices workshops for search committees
- Organized and sponsored the African American Financial Aid Workshop
- Co-organized the Pioneering Diversity and Engaging Community Symposium, with over 400 campus and community participants

**Director of Diversity (Office of Diversity/Chancellor)
Director of Equal Employment Opportunity
and Compliance (Human Resources)**

**San José/Evergreen Community
College District, San José, CA.**

RESPONSIBILITIES

Serve as the Chief Diversity and EEO Compliance Officer for the District, advise the Chancellor and Human Resources on EEO, discrimination and diversity matters, oversee and conduct investigations of in-house discrimination complaints, and complaints from DFEH, EEOC and Office of Civil Rights, U.S. Dept. of Education, oversaw faculty and staff hiring processes and recruitment of underrepresented faculty and staff, mediate employee disputes, responsible for providing training to administrators on diversity, EEO and human resources matters, develop the District Diversity Plan and developed its first diversity program, work with local community groups and educational institutions on equal educational opportunities.

ACCOMPLISHMENTS

- Increased the diversity of faculty to over 50%
- Developed the District's first diversity program and diversity plan Developed targeted faculty recruitment materials
- Authored the California Community College Chancellor's Office "Model Diversity and Equal Employment Opportunity Plan for California Community Colleges"
- Developed the District's sexual harassment training program for managers and supervisors
- Created and implemented new policies on hiring and non-discrimination
- Received the State Chancellors award for most diverse faculty
- Received the Dr. John W. Rice Diversity and Inclusion Award
- Created and implemented the District's first policy on diversity
- Created the District's new hiring procedures and protocol for screening committees
- Developed best practices training for screening committees
- Updated and implemented new discrimination and harassment procedures

- Assisted in organizing the Evergreen Valley College American Indian Council on Higher Education
- Developed the District's policy and procedures on tuition and admissions of AB540 and other immigrant students
- Developed new evaluation tool for administrators and oversaw its implementation.

Attorney and Migrant Unit Coordinator

**California Rural Legal Assistance
Stockton, California**

RESPONSIBILITIES

Supervised migrant farm worker litigation for the region. Provided legal representation and advice to farm workers and low income residents of the San Joaquin Valley in the areas of labor and employment, immigrants' rights, education, housing, public benefits, and community outreach and education.

ACCOMPLISHMENTS

- Successful in over 80% of all cases handled
- In a series of cases our team succeeded in expanding eligibility for a class of 600,000 potential amnesty applicants under the Immigration Reform and Control Act of 1986
- Obtained injunctive relief prohibiting warrantless joint law enforcement immigration raids
- Established judicial precedence allowing an employee standing under the California Business and Professions Code for enforcement of field sanitation standards
- Successfully enjoined employers from violating field sanitation standards
- Part of legal team that required City of Stockton to replace destroyed low income housing due to redevelopment and to provide low income residents with relocation payments
- Required school district to change policy of placing all limited English proficient students in classes for students with learning disabilities.

Staff Attorney

**California Rural Legal Assistance
Stockton/Modesto, California**

RESPONSIBILITIES

Legal representation for low-income residents of San Joaquin and Stanislaus counties in the areas of labor and employment, education, consumer Rights, immigrants' rights, public benefits, housing, community outreach and education.

ACCOMPLISHMENTS

- Successful in over 80% of all cases handled
- Organized over 10 citizenship day conferences serving over 1000 residents seeking citizenship
- Successfully required Stanislaus County to offer General Relief recipients due process in application process
- Successfully represented clients in labor commissioner, unemployment, Section 8, ALRB, SSI, Medical, State Disability, US Immigration, Cal OSHA and AFDC administrative hearings and appeals
- Obtained judgments for employees for wage and hour violations in the dairy, agricultural, housekeeping and food processing industries

- Assisted with press and acted as client liaison in Rancho de Cuevas Case
- Successfully litigated one of the first local cases using the breach of the warranty of habitability as an affirmative cause of action
- Successful collaboration with the District Attorney and office of the Sheriff to enforce the criminal provisions of the Immigration Consultant Act
- Handled over 90 Amnesty appeals, with a success rate of approximately 85%.
- Required school district to change testing of migrant students to accommodate migrant families migrating schedules
- Wrote and developed immigrant's rights video

TEACHING

Adjunct Professor

**San Joaquin Delta College
Stockton, California**

RESPONSIBILITIES

Developed curriculum and taught the following courses within the Social Science division: 1) Introduction to Sociology; 2) The American Immigrant Experience (Race and Ethnic Relations). The American Immigrant Experience course combined race and ethnic relations, history and sociology.

Lecturer

**University of the Pacific
Stockton, California**

RESPONSIBILITIES

Provided lectures in the School of Education graduate courses, Ethnic Studies and History on topics that included law for educational administrators, legal concepts for student life leadership, diversity and educational leadership, Latino current events and the history and law of U.S. immigration.

SIGNIFICANT LITIGATION

De Haro v. City of St. Helena: Local class action involving warrantless home raids of Hispanic residents by police and border patrol.

UFW v. INS: Federal class action suit against INS for due process violations of IRCA applicants.

Zambrano v. INS: Federal class action suit against INS for violating equal protection and due process rights of legalization applicants.

Velasquez v. Ackerman: Federal class action suit enjoining joint border patrol and local police raids in Hispanic business establishments involving 4th Amendment, and federal preemption violations.

Alcantar-Maya, Magaña v. Volpi & Son (San Joaquin Cty Super Ct No 255326); California Lawyer (7/93) 1992: Enjoined violations of field sanitation laws by asparagus grower using CA Business & Professions Code §17200.

Jacquez v. Beuhner: Affirmative lawsuit on behalf of farmworker family for landlord's breach of the warranty of habitability.

Carrillo v. Ballin: (Rancho De Cuevas case) Judgment against grower for uninhabitable living conditions and labor violations of undocumented farm workers.

People v. Young: Criminal appeal involving lower court's violation of defendant's statutory rights in sentencing.

PROFESSIONAL ORGANIZATIONS and ACTIVITIES (past and present)

National Association of Diversity Officers in Higher Education
Association of Chief Human Resource Officers
State Bar of California
President of the Lawyers Union of Rural California
Bias Education and Advocacy Team
Co-founder, College Consortium for Dispute Resolution
Disability Advisory Council
Veteran Active Duty Education Committee
LGBTQA Faculty Staff Committee
Latino Faculty Staff Committee
African American Faculty Staff Committee
Asian/Pacific Islander Faculty Staff Committee
Ad Hoc Administrator Council
Affirmative Action Diversity & Equity Consortium
Hispanic Association of Colleges and Universities
Silicon Valley Higher Education Round Table
American Immigration Lawyers Association
American Association of Hispanics in Higher Education
Heritage Month Committees (various)
Co-Chair, University Diversity Committee (UOP)
Chair, Diversity Advisory Committee (SJECCD)
Chair Diversity Council (CSUSM)
Co-chair, Diversity Curriculum Committee)
Co-Chair, Pioneering for Diversity and Community Engagement Committee
WASC Subcommittee
Co-founder, Familia Latina de Pacific
President's Advisory Committee (UOP)
Student Enrollment and Retention Committee
Advisor for Pacific Latino Pre-Law Organization

CIVIC AND COMMUNITY ORGANIZATIONS and ACTIVITIES (past and present)

Vice President, Jose M. Hernandez Reaching for the Stars Foundation, Stockton CA
Board of Directors, Hispanic Resource Council, Sacramento CA.
National Association for the Advancement of Colored People (NAACP)
La Raza Roundtable, San José CA.
Tracy Unified Diversity & Equity Committee, Tracy CA.
Coalition of Mexican American Organizations, Stockton CA.
Latino Leadership Alliance, San José CA.

Chair, San Joaquin County Immigrant's Rights Coalition, Stockton CA.
Hispanics for Political Action, Stockton CA.
American Indian Coalition for Higher Education, San José CA.
Equal Rights Congress, Modesto CA.
Mayor's Hike and Bike Fundraiser Committee for the Stockton Food Bank, Stockton CA.
Science Blast Conference and Community Day Committee, Stockton CA.
APANTLI Advisory Committee, Stockton CA.
Ocampo Family College Scholarship, Tracy CA.
Bracero Statue Plaque Dedication Committee, Stockton CA.
San Joaquin Mock Trial Judge, Stockton CA.
San Joaquin Delta College Puente Mentor, Stockton CA.

PRESENTATIONS, TRAININGS AND LECTURES

- Bias in Hiring, North Orange County Community College District, Anaheim, Fullerton and Cypress CA. 2017- present
- Preventing Discrimination and Harassment, North Orange County Community College District, Anaheim, Fullerton and Cypress CA. 2017- present
- Hiring Committee Training, North Orange County Community College District, Anaheim, Fullerton and Cypress CA. 2017- present
- Managing for Diversity, North Orange County Community College District, Garden Grove, 2017
- Title IX, North Orange County Community College District, Anaheim, Fullerton and Cypress CA. 2017- present
- Diversity Representative Trainings, North Orange County Community College District, Anaheim, Fullerton and Cypress CA. 2017- present
- Diversity Frameworks, Fullerton College, Fullerton CA. 2016
- The Difference Between Equity and Equality and Diversity and Inclusion, Fullerton College, Fullerton CA 2016- present
- Speech Pathology Accreditation Requirement Seminar, Sexual Harassment and Non-Discrimination Seminar, CSUSM, San Marcos, CA. 2015
- Speech Pathology, Developing Intercultural competence in Health Care and Counseling, CSUSM San Marcos CA. 2015

- Leadership Academy, workshops on Diversity, Why Do We Do It? Issues of Cultural Appropriation and Bias, CSU San Marcos, CA. 2013-2015
- Senior Administrator and Faculty Search Committee Training, CSU San Marcos, CA. 2013-2015
- Beyond the Stereotype Poster Campaign, Stereotypes and Cultural Appropriation. Various locations, San Marcos CA. 2014-2015
- College of Health Sciences and Human Services, Title IX, Harassment and Discrimination Training, CSU San Marcos, CA. 2014 and 2015
- Campus Connect, Diversity Perceptions, CSU San Marcos CA. 2013
- Social Justice Retreat, Student Life and Leadership, On Being an Ally for Social Justice, San Marcos CA. 2013
- Student Organization Leadership Conference, Issues of Cultural Appropriation, Stereotypes and Bias, CSU San Marcos 2013
- School Board member training. Essentials of the Brown Act for Board Members, Salinas CA. 2013
- Fresno Community College District, Elements of an EEO and Diversity Plan, Fresno CA. 2013
- Catholic Charities, Train the Trainers Workshop on Deferred Action for Childhood Arrivals, Stockton CA. 2012
- Delta College Community Forum, DACA Eligibility and Application Process, Stockton CA. 2012
- APANTLI, Board and Staff Training, Preventing Sexual Harassment in the Education Work Environment, Stockton CA. 2012
- Tracy Hispanic Business Group, Scholarship and Awards Dinner Keynote Speaker, The Importance of Role Models and Diversity, Tracy CA. 2012
- University of the Pacific, Faculty Training, Best Practices in Faculty Recruiting and Selection, Stockton CA. 2012
- University of the Pacific, Staff Training Workshop, What is Diversity and Why Should I Care? Stockton CA. 2012
- Bilingual Financial Aid Conference, Dream Act Update, Stockton CA. 2012
- Nation of Islam Latino Conference, Panelist, Immigration Myths and Facts, Stockton CA. 2011
- University of the Pacific, Latino Heritage Month, AB 540 Student's Rights, Stockton CA. 2011

- University of the Pacific, Student Life, Preventing Sexual Harassment and Discrimination, Stockton CA. 2011
- University of the Pacific, Immigration Rights Series Panel, What's up with Arizona? Stockton CA. 2011
- University of the Pacific (class lecture), Immigration History: Anatomy of the Zambrano case, Stockton CA. 2010-present
- University of the Pacific Guest Lecturer, Diversity for K-12 Educators, Stockton CA. 2009 – present
- University of the Pacific, Bilingual Financial Aid Conference, AB 540 Student Rights and Obligations, Stockton CA. 2009
- University of the Pacific (class lecture), Ethnic Studies: Racial Bias and Racial Profiling, Stockton CA. 2010
- University of the Pacific (class lecture), Law in Higher Education, Summarizing Affirmative Action since Brown v. Board of Education, Stockton CA. 2008 - present
- Black Network Recruiter's Forum Panelist, Bias in the Workplace, Milpitas CA. 2007
- San José/Evergreen Community College District, Understanding the Essential Elements of Cultural Proficiency and the Cultural Proficiency Continuum, San José CA. 2007
- San Jose Evergreen Community College District, Essentials for Conducting Internal Investigations of Harassment/Discrimination Complaints, San Jose, CA. 2006
- San José/Evergreen Community College District, Conducting Administrator Evaluations, San José CA. 2007
- San Diego Community College District, Implementing the Model Equal Employment Opportunity Plan and Guidelines, San Diego CA. 2006
- North Orange Community College District, Implementing the Model Equal Employment Opportunity Plan and Guidelines, Fullerton CA. 2006
- Fresno City College, Implementing the Model Equal Employment Opportunity Plan and Guidelines, San Diego CA. 2006
- San José City College, Implementing the Model Equal Employment Opportunity Plan and Guidelines, San José CA. 2006
- State Chancellor's Office for California Community Colleges, Implementing the Model Equal Employment Opportunity Plan and Guidelines, San Diego CA. 2006

- San José/Evergreen Community College District, Supervisor's Training on Sexual Harassment Prevention, San José CA. 2006-2008
- Catholic Diocese of Monterey, Christ the King Church, Spanish Presentation on Supervisor's Training on Sexual Harassment Prevention, Salinas CA. 2006
- California Latino Trustee Association Conference, Higher Education and Access for Immigrant and Undocumented Students, San Diego CA. 2006
- State Academic Senate Annual Conference, Faculty Perspectives on the Model Equal Employment Opportunity Plan and Guidelines, San Francisco CA. 200
- Association of Chief Human Resources Officers, Training Conference, The Model Equal Employment Opportunity Plan and Guidelines, Lake Tahoe NV. 2006
- National Community College Hispanic Council Symposium, Evaluating Academic Administrators for Cultural Proficiency/Diversity, San José CA. 2006
- Community College Latino Trustees Association Conference, AB 540, Access to Community Colleges and the Immigrant Student, Sacramento CA. 2006
- Evergreen Valley College, Instructional Improvement Day, Gay, Lesbian and Transgender Current Issues, San José CA. 2006
- Evergreen Valley College, Hiring Demographics, Using Diversity and Cultural Competence in the Screening and Selection Process, San José CA. 2005
- Evergreen Valley College, A Discussion on Cultural Identity and Mixed Race Latino's, San Jose CA. 2005
- Evergreen Valley College, Associated Student Body, Students Rights Regarding Sexual Harassment and Discrimination on the College Campus, San José CA. 2005
- Santa Clara Office of Human and Social Services, Providing Culturally Competent Services to the Latino and Vietnamese Community, San José CA. 2004
- Evergreen Valley College, Teaching and Learning Center, Creating the Diversity Toolkit, San José CA. 2004
- Association of Chief Human Resource Officers/Equal Employment Opportunity Officers Conference, Update on the State Chancellor's Office Model EEO Plan, Lake Tahoe NV. 2004
- San José/Evergreen Community College District, Instructional Improvement Day, Understanding our

Diverse Students, Their Experiences and Perspectives, San José CA. 2003

- Santa Clara County Office of Dispute Resolution, Department of Human Relations, Cultural Proficiency in Conducting Mediations, Santa Clara CA. 2003
- Evergreen Valley College, Psychology Course, Recognizing Sexual Harassment, San José CA. 2003
- Santa Clara County Office of Human Relations (KIN Project)/San José Unified School District, Mexican American Culture and History, an Overview, San José CA. 2003
- California Conservation Corps, Sexual Harassment and Discrimination, Prevention and Reporting, San José CA. 2003
- San José/Evergreen Community College District, Instructional Improvement Day, Preventing Sexual Harassment and Discrimination, Evergreen Valley College, 2002
- Catholic Diocese of Monterey Annual Conference, Social Justice and Farm Workers in the Salinas Valley, Salinas CA. 2002
- Evergreen Valley College, Training for Screening and Selection Committees, Legal Requirements and Diversity, San José CA. 2002
- Santa Clara University, Multicultural Conference, Resources for Families and Communities, How to Respond to Racism, a Practical Primer, Santa Clara CA. 2002
- Santa Clara University, Multicultural Conference, Resources for Families and Communities, Understanding the Roots of Racism, Santa Clara CA. 2001
- San José/Evergreen Community College District, Preventing Discrimination in Educational Institutions, San José CA. 2000
- Monterey Catholic Diocese Annual Conference, Social Justice, Putting Theory into Practice, Palma High School, Salinas California. 2000
- San José City College, How to Conduct a Legally Defensible Hiring Process and How to Test for Diversity Competence, San José CA. 2000
- San José/Evergreen Community College District, Diversity Town Hall Meetings, a series of 16 college and community meetings to assess diversity needs in the areas of Community Relations, Student Services, Hiring and Retention, Board Relations, Campus Environment, Discrimination, and Curriculum. San José, CA. 1999-2000
- Evergreen Valley College, Equal Employment Opportunity and Diversity Requirements in hiring for Community Colleges, San José CA. 1999

- Teaching and Learning Project, Evergreen Valley College, Infusing Diversity into the College Curriculum, San José CA. 1999
- San José City College, Defining Diversity, Understanding Race and Ethnicity, San José, CA. 1999
- State Migrant Education Board, Bilingual (Spanish/English) Overview of Robert's Rules of Order and the Brown Act, Monterey CA. 1998

AWARDS/RECOGNITION

Resolution Honoring Arturo Ocampo, CSUSM Academic Senate
 The Higher Education Excellence in Diversity Award, CSUSM, San Marcos CA.
 Mexican American Hall of Fame, inductee, Stockton CA
 The Dr. Martin Luther King Peace and Justice Award, University of the Pacific, Stockton CA
 Above and Beyond Award, Division of Student Life, University of the Pacific, Stockton CA
 Commitment to Supporting Latino Students Award, Latino Outreach, University of the Pacific, Stockton CA
 California Community College State Chancellor's John W. Rice Diversity Award, awarded to SJECCD
 California Community College State Chancellor's Award for Outstanding Minority Hiring, awarded to SJECCD
 Resolution of Outstanding Service, Senator Patrick Johnston and Assembly member Mike Machado, Stockton CA
 San Joaquin County Board of Supervisor's Commendation of Outstanding Service, Stockton CA,
 California State Senate Certificate of Recognition, Stockton CA
 California State Assembly Certificate of Recognition, Stockton CA
 Appreciation Award, Equal Rights Congress, Modesto CA
 Reginald Heber Smith Fellowship, Legal Services Corporation