Supporting Diversity, Equity and Inclusion:
Implementing the UCD Diversity and Inclusion Strategic Vision

# New Department Chairs Workshop 2023

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LET'S DEBRIEF THE CASE

- What are the issues to be considered in the case?

- What steps would you take in addressing the case?

- What are some proactive ways to help in supporting an inclusive work environment?

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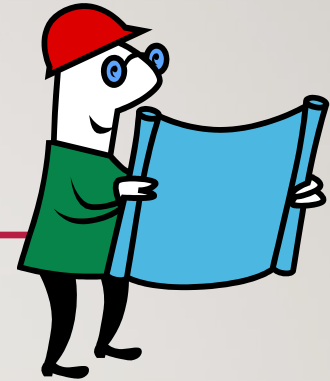
- Developing our competencies related to diversity consciousness

- Diversity and Inclusion Strategic Vision

- Next steps

DIVERSITY CONSCIOUSNESS

UNDERSTANDING, AWARENESS AND SKILLS IN THE AREA OF DIVERSITY

WHY IS IT IMPORTANT FOR US TO DEVELOP DIVERSITY CONSCIOUSNESS?

COMPETENCIES & DIVERSITY CONSCIOUSNESS

- Communication
  - Ways of communication

- Conflict Management
  - Modes of responding to conflict

- Empathy
  - Putting yourself in other people's shoes

- Self Evaluation
  - How comfortable am I in negotiating cultural differences

- Leadership
  - What has been my contribution in creating an inclusive environment?
  - How do I/we promote an atmosphere that values learning about diversity?

Source: *Diversity Consciousness* (Richard Bucher, 2010)

REFLECTION QUESTIONS

In what ways have I promoted diversity and inclusion in my role as a leader?

In my role as a leader, how have I integrated diversity and inclusion that supports the organization's mission?

As leaders of the organization, are diversity and inclusion standing agenda items in our group conversation?

When do we as leaders of the organization typically discuss issues related to diversity and inclusion?

Operationalizing
the Principles of Community

- Organizational Statements and Documents

- Program Practices and Procedures

- Personnel Policies and Practices

- Skills and Training

- Organizational Composition and Climate

- Community Consultation and Communication

WHY IS THIS IMPORTANT IN OUR WORK?

TO BOLDLY GO:
A STRATEGIC VISION FOR UC DAVIS

IMPLEMENT THE 2017 DIVERSITY AND INCLUSION STRATEGIC VISION

- *Embrace diversity, practice inclusive excellence and strive for equity. Make UC Davis a place of excellence for learning and working by supporting a culture that values the contributions and aspirations of all our students, staff and faculty; promotes wellness and a culture of sustainability; and cultivates the open interchange of ideas.*

D&I STRATEGIC VISION

- Identify, attract, retain, and graduate a diverse student body

- Identify, attract and retain a diverse faculty and staff

- Advance a climate that fosters inclusive excellence

- Promote diversity and inclusion in all of our research, teaching, public service, and training on campus and in neighboring communities

- Ensure accountability to diversity and inclusion efforts on campus and in serving neighboring communities

Supporting Departments in Implementing the D&I Strategic Vision

- UC Davis I-DARE (Inclusion, Diversity, Anti-Racism, and Equity)
  - DEI Committees from 26 major units across campus
  - Expectation of all major units to identify and align their work with DEI committees within their organizations
  - ODEI will be consulting with all 26 units on the work of DEI Committees (identifying priorities, action plans that meet goals, data evaluation, elevating/recognizing progress)
  - Recognition of progress included in our Strategic Investments publication

- Community of Practice
  Quarterly convening of DEI Committees (Nov. 2, 2023, 12:30 – 3:30)

- D&I Vision Grants

CONSIDER…

- How proactive are we as leaders in exploring diversity and inclusion in our work practice?

- Do our employees/colleagues/students know our stance regarding diversity and inclusion?

- Do we have a proactive stance toward hearing and addressing concerns of all members of our department?

- Do we listen to the concerns of all members of our department and seek their suggestions?

- Do we have a mechanism that allows us to step outside of our established comfort zone and discuss issues related to diversity, equity, and inclusion?

- Do we create a safe space where everyone can effectively deal with issues regarding diversity and different experiences?

HOW LEADERS DEMONSTRATE THEIR SUPPORT OF DIVERSITY AND INCLUSION

Share your stories

Become an active mentor

Support your organization's affinity/resource groups

Make inclusion and diversity updates a standing agenda item at your leadership meetings

Seek opportunities to include messages of imperative and the impact of inclusion and diversity to your organization's bottom line

Monitor, measure, and reward evidence of inclusion and diversity progress

Explore the individual and embedded systems of implicit bias that are present within the organization

NEXT STEPS…

- Consult with your DEI Committee leads to have an understanding of efforts that operationalize the D&I Strategic Vision

- We can be partners! (feel free to consult with Academic Affairs and DEI)
  - Consult with ODEI on aligning efforts with the D&I Strategic Vision
  - Principles of Community Week – highlighting best practices from DEI Committees
  - Professional Development
    - Consistent learning opportunities that explore topics related to diversity and inclusion (in consultation with OCCR and Academic Affairs)

THANK YOU!

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