

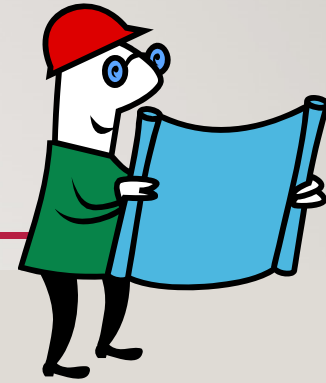
Supporting Diversity, Equity and Inclusion: Implementing the UCD Diversity and Inclusion Strategic Vision

New Department Chairs Workshop 2021



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FLOW



- 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?

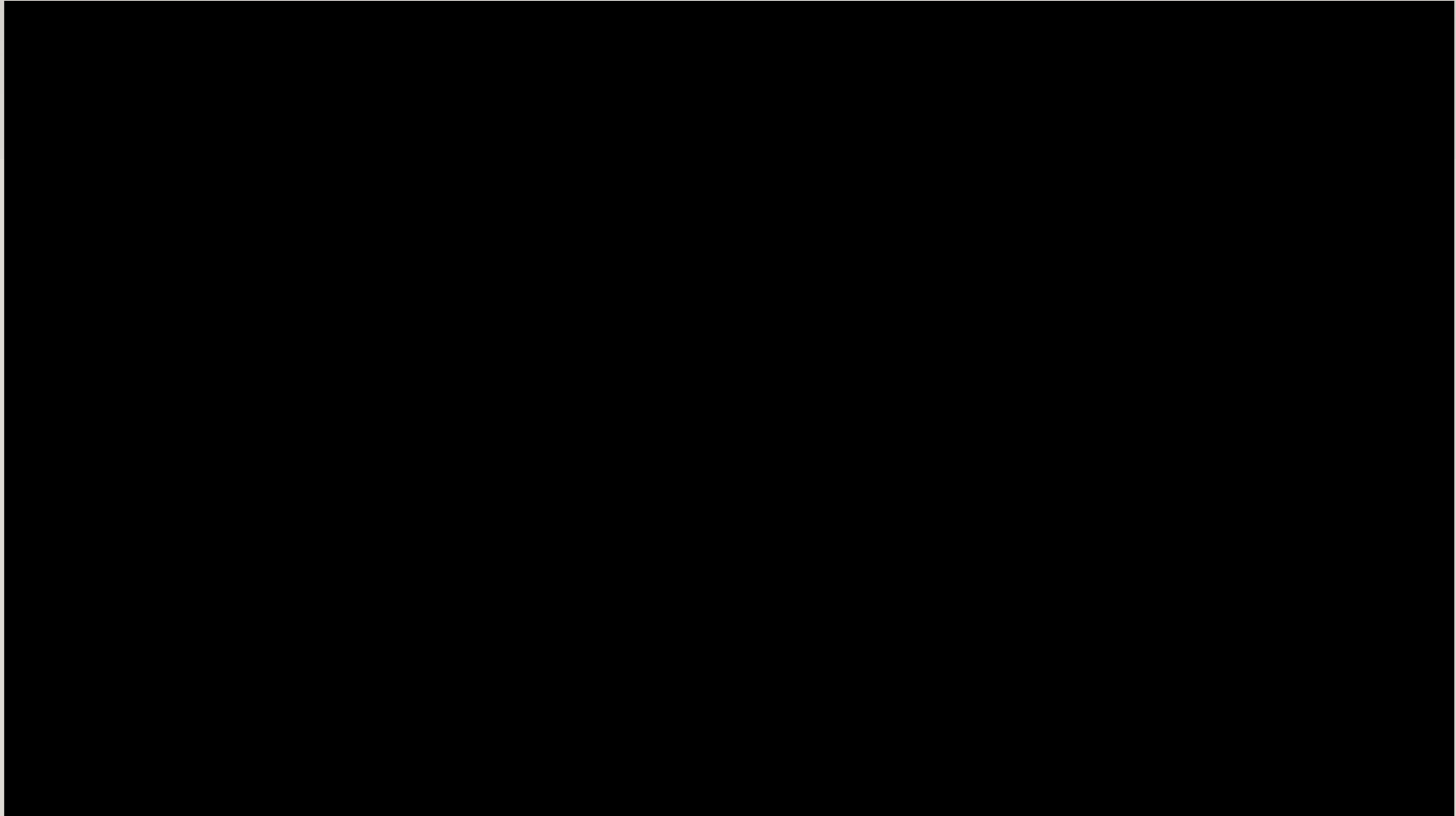
In my role as a leader, how have I integrated diversity and inclusion that supports the organization's mission?

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?



UC DAVIS PRINCIPLES OF COMMUNITY



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



Diversity, Equity, and Inclusion Concepts

INCLUSION

- Puts the concept of diversity into action
- Policies and practices embrace the promotion of diversity, equality, and equity
- All individuals have equal access to opportunities & resources and can contribute fully to success



Equality vs. Equity

Equality

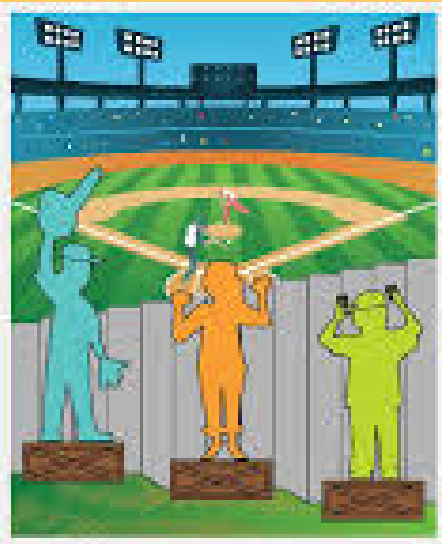


Equity



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EQUALITY VS. EQUITY: WHAT ABOUT THE PLAYING FIELD?



EQUALITY



EQUITY

Imagine if you will, 3 people – all the same size. The ground beneath them slopes, buckling beneath one person so significantly that this person cannot see over the fence at all.

The foundation on which these people stand is unequal, and that leads to some being able to watch the game, while others cannot.

The person who is on the slope requires a box or two to stand on, but **it is only because they are on lower ground to start – not because they are shorter to begin with.**

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

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...

- Consider establishing a working group that operationalizes the D&I Strategic Vision
 - Using DEI lens, how do we shift our practices and policies that support the D&I goals?
- How can we serve as partners? (feel free to consult with Academic Affairs and DEI)
 - Principles of Community Events
 - Advisory Committees to the Chancellor
 - CCBP
 - Professional Development
 - Consistent learning opportunities that explore topics related to diversity and inclusion
 - SDPS & Department-wide seminars

THANK YOU!

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