

DOING DIVERSITY
TOOLS FOR ADVANCING DIVERSITY AND INCLUSION IN YOUR UNIT

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Description

UC Davis has just released the first draft of a strategic plan for increasing diversity and inclusion throughout our campus. * How do we move as a community from a plan to action? The session's goal is to empower participants to embed diversity and inclusion strategies into what they do. Participants will explore the plan's strategies through a brainstorming and planning activity aimed at improving services to students. This session is open to all Student Affairs staff and may be of particular interest to unit and center directors and supervisors.

**While prior review of the draft plan is not required for this session, the draft is available online.*

In This Packet

- ✓ Activity Instructions
- ✓ Strategy Question – All Teams
- ✓ Project Model Canvas Template
- ✓ Executive Summary of Diversity and Inclusion Strategic Plan Draft (pp 2-3)

Session Agenda

11-11:10	Activity Instructions and Presentation on Project Model Canvas
11:10-11:20	Team Formation and Idea Brainstorm
11:20-11:40	Project Model Canvas Activity
11:40-11:50	Report Out Value Statements

Supplies

You will need:

- ✓ A sharpie
- ✓ A post-it notepad
- ✓ Colored dots for voting (two per person)
- ✓ Activity Instructions
- ✓ Project Model Canvas Template

Your team will need:

- ✓ Strategy question
- ✓ Project Model Canvas

Project Brainstorm and Project Model Canvas Activity Instructions

1. The Presenter will count off to assign you to a team.
2. Move to the poster with your assigned number.
3. Read your strategy question.
4. Individual Brainstorm: Using one post-it note per item, write down 2-3 projects or ideas that might respond to your group's strategy question. Place post-its on the brainstorm poster so that everyone on the team can see them.
5. De-dupe: As a team, pair any duplicate or similar ideas to avoid split votes in the next step.
6. Vote: Each group member has two votes, represented by a dot sticker. Place your dots on your favorite ideas. If you especially like one idea, feel free to give all your votes to it.
7. Tally: Use the idea with the most votes for the next activity.
8. Develop Your Idea : Please use sticky notes (don't write on canvas)
 - a. Move your Idea sticky note to the top of the canvas.
 - b. Fill out the Canvas following the numbers and descriptions on the canvas.
 - c. Examine the Canvas for:
 - i. Gaps – missing information
 - ii. Patterns
 - iii. Relationships
 - d. Iterate—move post-its, re-write or add post-its, revise the name of the project, etc.
 - e. Write the Value Statement
9. Choose one person on the team to report out by reading your Value Statement

Value Statement Examples:

For low-achieving students in Sacramento Area schools **who** are disengaged from school and unlikely to attend college **our** program uses spoken-word performances **to provide** education and empowerment **that fills the gap left by** traditional after-school programming.

For students, alumni, and employers in rural communities **who** want to help drive a thriving regional economy, **our** Alumni Network Program **provides** students with the skills that are in high demand in their communities through mentorships, internships, and scholarships, **filling a gap** left by the overstretched K-14 education system and complementing current UC Davis pipeline programs.

Takeaways

Did you come up with a great idea? Did you love the idea created by another group? Did you develop a new connection with a colleague? We hope that this activity inspires real world opportunities for action on the strategic plan: a new idea, a new method for generating ideas within your unit, or a new opportunity for partnership.

If you found the strategies intriguing, please read more in the draft plan at <http://studentaffairs.ucdavis.edu/campus-diversity/diversity-inclusion/stratplan.html>
We are inviting feedback on the draft through an anonymous web form or at diversityinclusion@ucdavis.edu

If you would like us to lead a similar activity with your unit, or if you would like us to consult with your unit on how to embed the Diversity and Inclusion Initiative's recommendations into your work, please contact us at diversityinclusion@ucdavis.edu.

Thank you for participating!

Strategy Questions – All Teams

1. How might we help eliminate **barriers to entry** for diverse students related to eligibility, application and/or admissions?
2. How might we recognize and respond to the importance of **nonacademic circumstances** as they contribute to a student's academic and social success?
3. How might we promote the development of spaces and opportunities that foster a **greater understanding of different cultures and perspectives**.
4. How might we engage the campus community, especially during **incidents of mistrust or conflict**?
5. How might we overcome **bias and discrimination** in hiring?
6. How might we facilitate **outreach** to increase the potential pool of diverse and talented candidates (students and/or for staff hiring)?
7. How might we help build financial and institutional **sustainability** into diversity and inclusion initiatives?
8. How might we involve students in more high impact, high quality, **applied learning activities** that involve real-world problems, cutting edge issues, community-based research and big questions?
9. How might we ensure that diversity and inclusion concepts are strongly embedded in **mandatory trainings** for those in supervisory roles and for new employees?
10. How might we expand opportunities for **diversity and inclusion innovation**.
11. How might we create and **support networks** of scholars and colleagues to build a sense of belonging and to foster communication across the university?
12. How might we provide all students and postdocs with **opportunities for hands-on, experiential learning** in challenging environments with leadership roles.

PROJECT or IDEA: _____

1. CONSTITUENCIES

Who are the specific people or groups that the project aims to reach?

(e.g. transfer students, students from rural communities, faculty in STEM, CA alumni)

9. For _____ target constituency
who _____ statement of need or opportunity

our _____ project or idea
provides _____ benefits or impacts

that fills the gap left by _____ other programs

6. KEY PARTNERS

What other individual or groups need to be involved?

2. CONSTITUENCY RELATIONSHIP

What relationships need to be developed with the constituency?

(e.g. Will contact be one-time, over a limited-time, or ongoing? Direct or through partners?)

7. RESOURCES

What other funding or technology would be required to perform key activities?

3. ENGAGEMENT

How will relationships be maintained?

(e.g. via follow-up meetings, marketing communications, etc.)

5. KEY ACTIVITIES

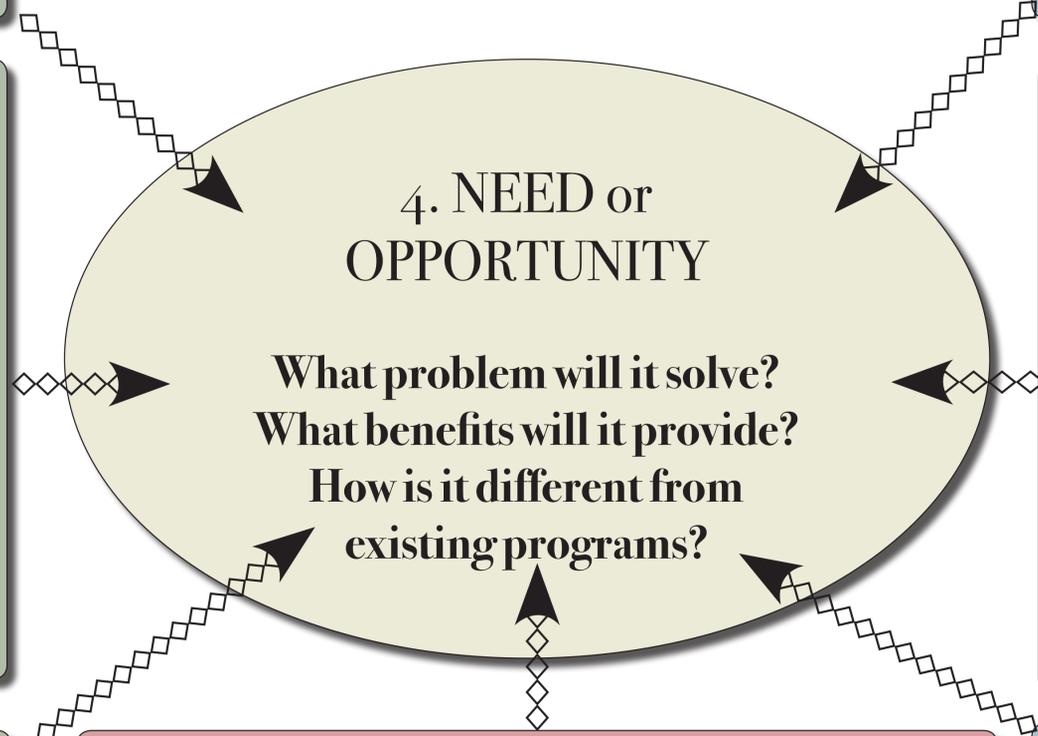
How will the project be accomplished, beginning to end?

8. IMPACT

What metrics will be used to evaluate success?
(e.g. second-year retention rate; applications/admits/yield.)

4. NEED or OPPORTUNITY

**What problem will it solve?
What benefits will it provide?
How is it different from existing programs?**



EXECUTIVE SUMMARY

“Diversity – a defining feature of California’s past, present and future – refers to the variety of personal experiences, values and worldviews that arise from differences of culture and circumstance. Such differences include race, ethnicity, gender, age, religion, language, abilities/disabilities, sexual orientation, gender identity, socioeconomic status, geographic region and more.” University of California Diversity Statement (adopted September 20, 2007, amended September 16, 2010)

UC Davis is committed to the precept that diversity and educational excellence go hand in hand. As we strive to meet the goals of UC Davis’ 2020 Initiative, the campus’ significant enrollment growth corresponds with the development of a more diverse community of scholars. A clear plan will move UC Davis toward its goal of inclusion excellence, meaning the condition in which all members of a community are encouraged and supported to work, study and learn in a way that allows each of us to reach our full potential. UC Davis strives to create a campus where all students, faculty and staff feel included and heard. The well-being of our university community depends on all of us feeling free to speak and express ourselves, albeit with respect and empathy for those whose opinions and beliefs might differ from our own. Our community’s well-being also depends on our individual and collective willingness to listen deeply to one another, even during moments of intense disagreement.

With the UC Diversity Statement and UC Davis Principles of Community as guides, we have chosen the tenets of diversity and inclusion to measure and define future institutional success. Within these tenets and values, we have defined a set of themes, goals, objectives and recommended action items that provide a framework for UC Davis to achieve its diversity and inclusion goals.

PIPELINE, RECRUITMENT AND RETENTION

GOAL 1: Identify, attract, retain and graduate a diverse student body.

- Focus on identification, preparation and pipeline activities early in future students’ schooling and involve community and support networks, such as parents, siblings, K–12 teachers and schools and community colleges.
- Increase retention and graduation/completion rates of students, with a focus on diverse and at-risk student populations.
- Invest in each student’s success, sense of belonging and cultural competency.

GOAL 2: Identify, attract and retain a diverse faculty and staff.

- Broaden the diversity of faculty and staff by identifying and eliminating barriers to entry.
- Leverage best practices and innovation in recruitment and retention to integrate diversity and inclusion excellence into the culture of every division, college, school and department.
- Invest in human equity and capacity building to ensure compliance, opportunity, retention and a level playing field for all.

CLIMATE

GOAL 3: Advance a climate that fosters inclusion excellence.

- Create an environment where everyone is actively engaged, empowered, informed and accountable to foster and maintain diversity, inclusion and equity at every level of the organization, from the chancellor and provost, vice chancellors and deans, to the individual.
- Ensure safe and productive academic, health and work environments, free from exclusion, intimidation, offensive and/or hostile conduct, bias and negative behaviors related to power differentials and institutional status.
- Invest in safe spaces for productive, purposeful and ongoing dialogues that foster inclusion excellence.

RESEARCH, TEACHING, PUBLIC SERVICE AND TRAINING

GOAL 4: Promote diversity and inclusion approaches and frameworks in research, teaching, public service and training across campus and in neighboring communities.

- Fulfill the promise of APM 210(d) by promoting and rewarding “contributions in all areas of ... achievement that promote equal opportunity and diversity ... including efforts to advance equitable access to education, public service that addresses the needs of California’s diverse population, or research ... that highlights inequalities.” Fulfill the promise outlined in the 2014 report “Affirmative Action Program for Minorities and Females,” namely that “each UC Davis employee makes an important contribution to a business environment in which equal opportunity is present for all.”
- Embed cultural competency in all academic and training programs, administrative units/programs and workplaces to reinforce diversity and inclusion goals.
- Coordination, communication and relationship-building on the campus, in the health system, within the UC system and with community partners in furthering inclusion excellence.

- Create a strategic plan with neighboring communities within a 30-mile radius on shared goals for diversity and inclusion.
- Develop and embed a communications plan on diversity and inclusion.

The strategic plan suggests appropriate metrics for measuring the achievement of short- and long-term strategies but also allows for the evolution of strategies to respond to our continually changing environment. An evidence-based assessment framework ensures the establishment of a living plan. In our effort to continually assess our progress, UC Davis will demonstrate its principles of value and respect for all those who work, live and learn in our campus community.

INSTITUTIONAL COMMITMENT, POLICIES AND PRACTICES

GOAL 5: Ensure accountability for diversity and inclusion efforts throughout the campus and in neighboring communities

- Support the creation of structures for the productive exchange of ideas guided by the highest standards of conduct and respect for all.
- Embed the structure and resources for diversity and inclusion in all divisions, colleges, schools, departments and within the job responsibilities of those in key roles.

