Advancing Inclusive Excellence Leadership

Arts OC Roundtable

Thursday, October 29, 2020

Douglas M. Haynes, Ph.D.
Vice Chancellor for Equity, Diversity and Inclusion
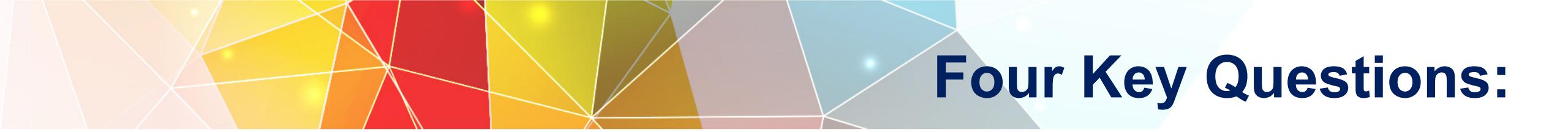Office of Inclusive Excellence

UCI Office of Inclusive Excellence

Inclusive Excellence: Culture Advances Mission

- Values Driven Organizations
- Translating Values into Practice
- Recruiting and Retaining Workforce
- Infusing Core Operations
- Understanding Audiences to Cultivate Them
- Building Relations with New and Existing Communities
- Creating a Network of Organizations with a Shared Vision

Why Do We Need a Plan?

- Build a culture of inclusive excellence wherever teaching and learning, discovery and creativity, and healing and service takes place in and on behalf of the university

- Encompass all employees and students to reflect and appreciate the many representations and expressions of diversity in our society.

- Empower each person to expect equity, support diversity, practice inclusion and honor free speech.

Who is our community?

Are they thriving?

How do we know?

How can we improve?

Campus Action Planning for Inclusive Excellence

Process
- Three campus wide forums to identify themes – OIE Institute (F18), OIE Academy (F18) and IE Forum (W19)
- Action tables were co-facilitated, identified major actions and measures on themes affecting undergraduates, graduate students, faculty, staff, and entire UCI community

Themes
- UNDERGRADUATES – combating intolerance, fostering development
- GRADUATE STUDENTS – reducing selection bias, closing completion gaps
- FACULTY – recruiting diverse faculty, retaining diverse faculty, and recognizing contributions to diversity
- STAFF – onboarding and identifying career opportunities, retention of diverse staff
- ALL – creating inclusion culture

Stake-holders
- Stakeholder discussions with Senate, administrators, students, and staff groups
- Ongoing forums on agreed key performance indicators
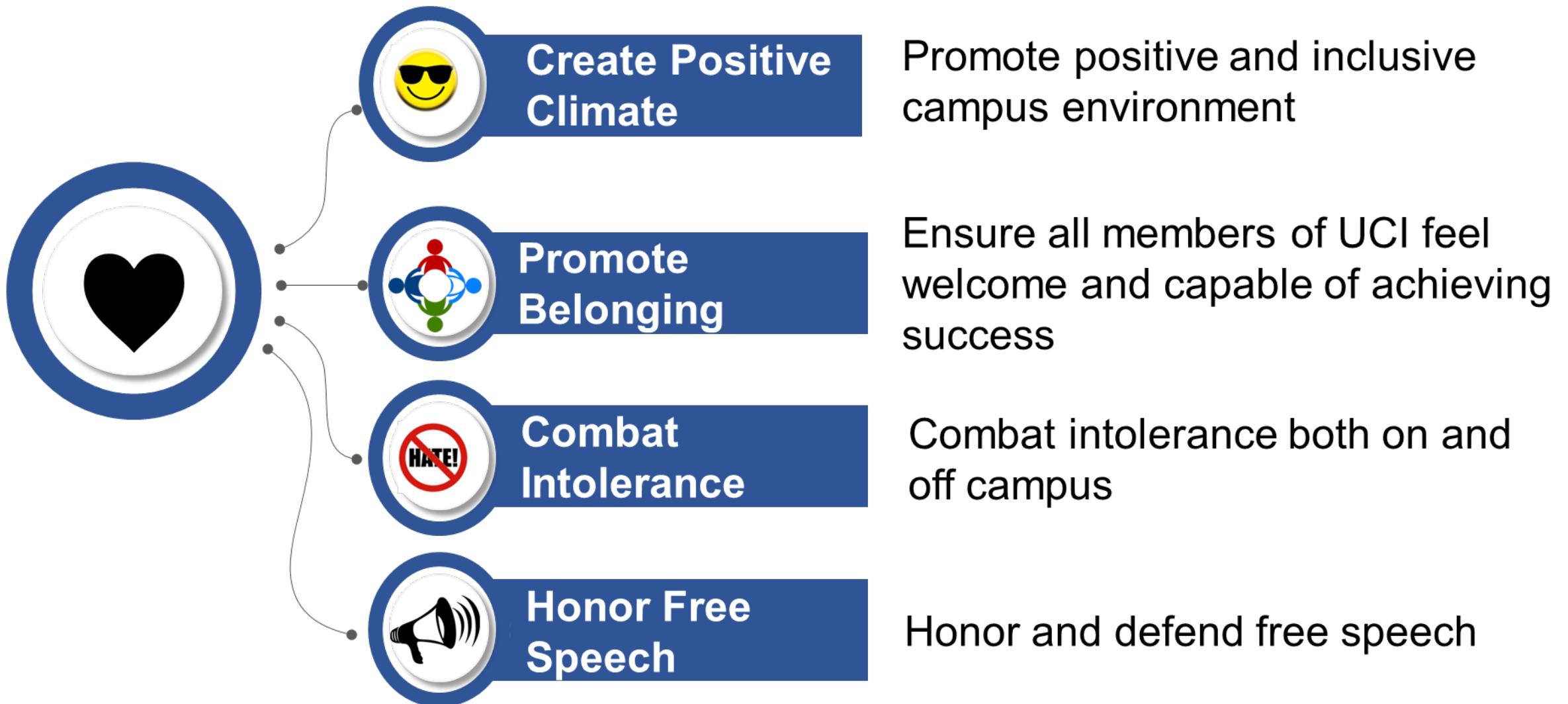- Permanent body for monitoring and tracking

What are aims for community at UCI?

Ensuring that everyone, regardless of function, contributes to a thriving and healthy campus environment

Community Goals

Create Positive Climate

Promote positive and inclusive campus environment

Promote Belonging

Ensure all members of UCI feel welcome and capable of achieving success

Combat Intolerance

Combat intolerance both on and off campus

Honor Free Speech

Honor and defend free speech

What does thriving at UCI mean?

Ensuring that everyone has opportunities to maximize their potential at UCI

Thriving Goals

Minority Thriving — Establish UCI as the nation's leading Minority Thriving University

Educate & Employ — Educate and employ the best and the brightest

Achieve Equity — Achieve equity in educational, employment, and career outcomes

Recognize Competency — Recognize diversity as a core competency for the entire campus community

Promote Inclusion — Promote an inclusive excellence culture in learning and work environments

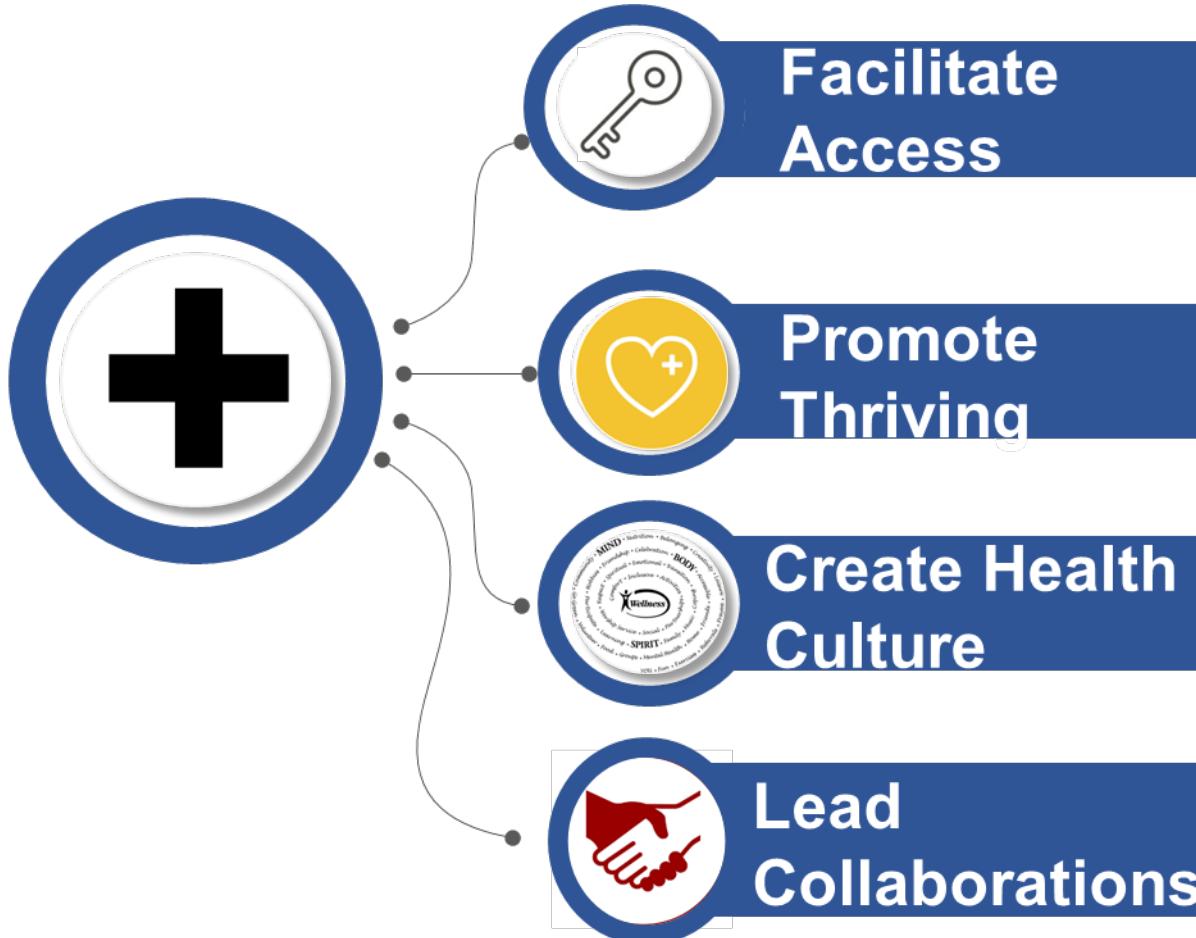# *How do we ensure wellness at UCI?*

By promoting the health and welfare of campus, alumni, and visitors

Wellness Goals

Facilitate Access

Facilitate access to wellness services

Promote Thriving

Promote health, particularly to ensure thriving for historically underserved members

Create Health Culture

Embed health into all aspects of campus culture

Lead Collaborations

Lead health promotion actions and collaborations locally and globally

Accountability Begins with Understanding:
Inclusive Excellence Certificate Program

- Open to Employees, Students and Faculty

- Complete Core Course: UCI as a Minority Thriving University Core Course (9 hours)

- Complete Elective Course on Community (9 hours) or Wellness (9 hours)

- Graduates Eligible to Apply for Alumni Grant to Pilot Programs to Advance Action Plan

What is Campus Climate?

- An environmental factor of our campus with behavioral, psychological, historical, and compositional dimensions that affect educational and occupational outcomes

- Historical Legacy of Inclusion – previous institutional missions, policies, and procedures

- Compositional Diversity – demographics of students, faculty, and staff

- Psychological Dimension – perceptions and attitudes related to prejudice and discrimination

- Behavioral Dimension – social interaction and campus involvement, current practices

UCI Black Thriving Initiative
A Whole University Approach to Building a University Culture Where Black People Thrive

Anti-Blackness:
An Existential Threat to Our Mission

- Negatively impacts community and sense of belonging
- Compromises capacity to discover, innovate and serve
- Contradicts role as a public research university serving all

National Imperative
We Must Be In This Together

- Leverage role as a great public research university
- Dismantle anti-Black sentiment as an institutional imperative
- Advance understanding of the Black experience and drivers of well-being

Inclusive Excellence:
Accelerating Our Momentum

- Builds on Inclusive Excellence Action Plan
- Extends Confronting Extremism Program
- Fortifies alignment with UC Regents Principles Against Intolerance
- Harnesses trends in the hiring of Black faculty and enrollment growth among Black undergraduates and graduate students

Black Thriving Initiative: Priorities

- Improve campus culture by intentionally confronting anti-Blackness

- Intensify recruitment and improve success of Black undergraduate and graduate students in our academic and professional programs

- Leverage our research and teaching mission to understand the Black experience and advance the multiple drivers of well-being

- Extend relations with Black communities by linking the future of UCI to the success of Black people

Black Thriving Initiative: Actions

Change the Culture
Accountability Begins with Understanding

- Principles of Accountability
- Understanding Anti-Blackness Course Sequence
- Inclusive Excellence Score Card
- Alignment of UCI Police Department with Inclusive Excellence

Leverage Mission
Black Experience and Drivers of Well-Being

- Establish Black Thriving Institute : Anti-Blackness, Racial Justice and Slavery
- Launch Multi-year Black Lives Matter Cluster Hire Program (10)
- Create Faculty Term Chairs Program (5)
- Student Thriving Imperative
- Pilot Inclusive Excellence Leadership Development Program

Engage Community
Link UCI to Black Success

- OC Black Thriving Advisory Council
- Inclusive Excellence Speakers Bureau
- Investing in Students and Honoring Faculty Philanthropic Program

Black Thriving Initiative: Culture Change

Anti-Blackness in the United States Modules. Free and open to all UCI faculty, staff and students. These five-hour modules include weekly moderated discussions that are supplemented by reading and viewing resources.

Part I: The Black Protest Tradition: Why Are People Protesting in the Streets?

Part II: Structures and Mechanism that Devalue Black People: Why Is It Necessary to Protest that Black Lives Matter in the 21st Century?
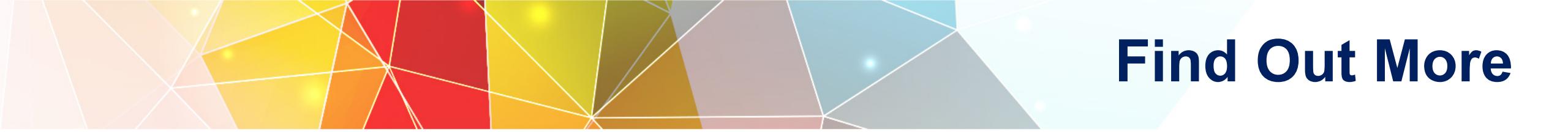
Part III: Moving Beyond a Personal Commitment to Diversity: Becoming an Ally

Black Thriving Initiative: Culture Change

Campaign: **Take the Pledge to Build a Culture Where Black People Thrive.**

Campaign to connect to core expectations of culture change.

1. Acknowledge Anti-Blackness

2. Understand one' s relationship to anti-Black micro- and macro-aggressions

3. Recognize the uncredited labor that Black people expend to manage the effects of unconscious and conscious acts of bias, prejudice, and bigotry.

4. Confront anti-Blackness to build a thriving culture for Black people

*Find out more about
Inclusive Excellence at UCI by visiting us at:*

- ***inclusion.uci.edu***
- ***inclusion.uci.edu/action-plan/***
- ***inclusion.uci.edu/uci-black-thriving-initiative/***

*and follow along on social media
@InclusionUCI*