OIT Cultural Values Inclusiveness

OIT All Staff Meeting
October 29, 2019
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Overview

- Inclusiveness as an OIT Organizational Value

- Tools and Practices

- Diversity, Equity and Inclusion

- UCI Inclusive Excellence

- Resources

Inclusiveness as an OIT Organizational Value

Inclusiveness: We seek to understand, empathize, and validate other people's viewpoints and experiences, incorporating this approach into our behavior and work.

Our goals for documenting inclusiveness as a value:
● Used as a compass for all teams to align
● Brings consistency across the organization
● Creates a shared language
● Reinforced through observations and feedback
● Supported and modeled by leadership

We're at the early stage of building awareness for our new OIT values. Our goal is that defining this as a value will facilitate the spread of inclusive behaviors across OIT.

Inclusive Tools and Practices

- Shohreh and Max Workshop at UCTech 2019
  - https://uctech.ucsb.edu/sessions/supporting-inclusive-teams-tools-and-practices

  - Inclusion Bingo - Welcomed/Respected/Supported/Valued

  - Recruiting/Hiring
  - New Employee Onboarding
  - Meetings
  - Reviewing the Work of Others
  - Codifying Good Practices
  - 1-on-1's

Inclusion (and DEI) defined

Diversity: 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, and geographic region, and more (from UC Regents Policy 4400)

Equity: As opposed to equality, where everyone receives the same support regardless of circumstance, equity focuses on *fair treatment*, and *access to supports and opportunities* necessary for advancement and success. Equity acknowledges structural issues and barriers such as racism, sexism, homophobia, bullying, and sexual harassment that have prevented the full participation of individuals from marginalized groups.

Inclusion: The proactive effort through personal actions, programs, and policies to ensure that all individuals feel *welcome, respected, supported, and valued*.

UCI Inclusive Excellence

Campuswide Task Force - Toward a More Inclusive Campus

- Maturity Levels
  - 1.0 - Legibility - Institutional Compliance - Systems adjusted to support preferred names, preferred pronouns and gender identity - per SB-179 and other legislation
  - 2.0 - Engagement - Engagement by UCI-affiliated individuals with awareness of fundamental terms and concepts - adopt practices that promote inclusiveness
  - 3.0 - Full Integration - Total experience of belonging - self-designation, used throughout all campus-related orgs consistently, institutionalized/sustainable/persistent, measurable, how individuals report their experience
- Survey of Campus Units Current Maturity Levels
- Report and Recommendations
  - Inclusive Communication Practices - UCI Style Guide updates - Units update own materials
  - Support for lived (preferred): name, gender identity, personal pronouns
  - more

UCI Inclusive Excellence

https://inclusion.uci.edu/

- Inclusive Excellence Academy
- Certification Program
- Ally and Awareness Resources
- Many other organizations, activities and resources

http://oeod.uci.edu/policies/index.php

https://www.educause.edu/about/cio-commitment

Share Your Ideas and Stories

OIT Cultural Initiative Channel

- Share stories of how you/others are living OIT's values

- Share ideas for how OIT can advance our values