INCLUSIVENESS

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Eufemia Palomino
Business Intelligence/Data Warehousing in Central Services

Inclusive Excellence Certificate Program

A free program offered to all faculty, students and staff, that seeks to advance UCI's commitment to equity, diversity, inclusion and free speech.

Complete the certificate program by completing:
1. the core course, Thriving
2. one elective, either wellness or community.

Each class is 10 weeks long and requires 1 hour/week plus reading.

COMMUNITY GOALS

- Create Positive Climate
- Promote Belonging
- Combat Intolerance
- Honor Free Speech

THRIVING GOALS

- Elevate Minority Thriving
- Educate & Employ for Diversity
- Advance Equity
- Promote Inclusion
- Recognize Diversity as a Competency

WELLNESS GOALS

- Facilitate Access
- Promote Thriving
- Create Health Culture
- Lead Collaboration

Courses are welcoming and engaging and they are all now on zoom and canvas.

Certificate Program

Today, UCI is more diverse than it was in 1965, when the campus opened to welcome students, staff and faculty. But, is it more equitable and more inclusive? The UCI strategic plan *Bright Past. Brilliant Future* aims to mobilize the campus in the service of inclusive excellence. At the center of this vision is the imperative to expect equity, support diversity, practice inclusion, and honor free speech.

The Inclusive Excellence Certificate Program advances UCI's commitment to these principles. It equips the campus community – faculty, students, and staff at both the main campus and medical center – to appreciate UCI from the vantage point of different campus constituencies.

It also aligns with the Regents' "Statement of Principles Against Intolerance." In this statement, the Regents reaffirm the University of California's long-standing view that "acts of hatred and other intolerant conduct, as well as acts of discrimination that demean our differences, are antithetical to the values of the University and serve to undermine its purpose." The Regents also recognize that "freedom of expression and freedom of inquiry are paramount" and that the "University will vigorously defend the principles of the First Amendment."

What does this mean for OIT?

- **Diversity is where everyone is invited to the party**

- **Equity means that everyone gets to contribute to the playlist**

- **Inclusion means that everyone has the opportunity to dance**

Dr. Robert Sellers, Chief Diversity Officer at the University of Michigan

[What Matters to Me…and Why](#) *– Enrique Lavernia*

Inclusive Excellence during COVID-19

UCI Office of Information Technology

INCLUSIVENESS

- Be an "upstander" and discourage hateful speech, racism, sexism or xenophobia both in person and online.

- Address unequal access to technology, hardware and software.

- Remember that everyone has different circumstances.

- Advocate for those who have fewer resources.

- Be patient with one another during email, text and video conversations.

- Be kind and understanding regarding expectations.

- Build community through virtual 'coffee' hours with colleagues and office-mates.

Link to Diversity of University of California Guidelines during COVID-19
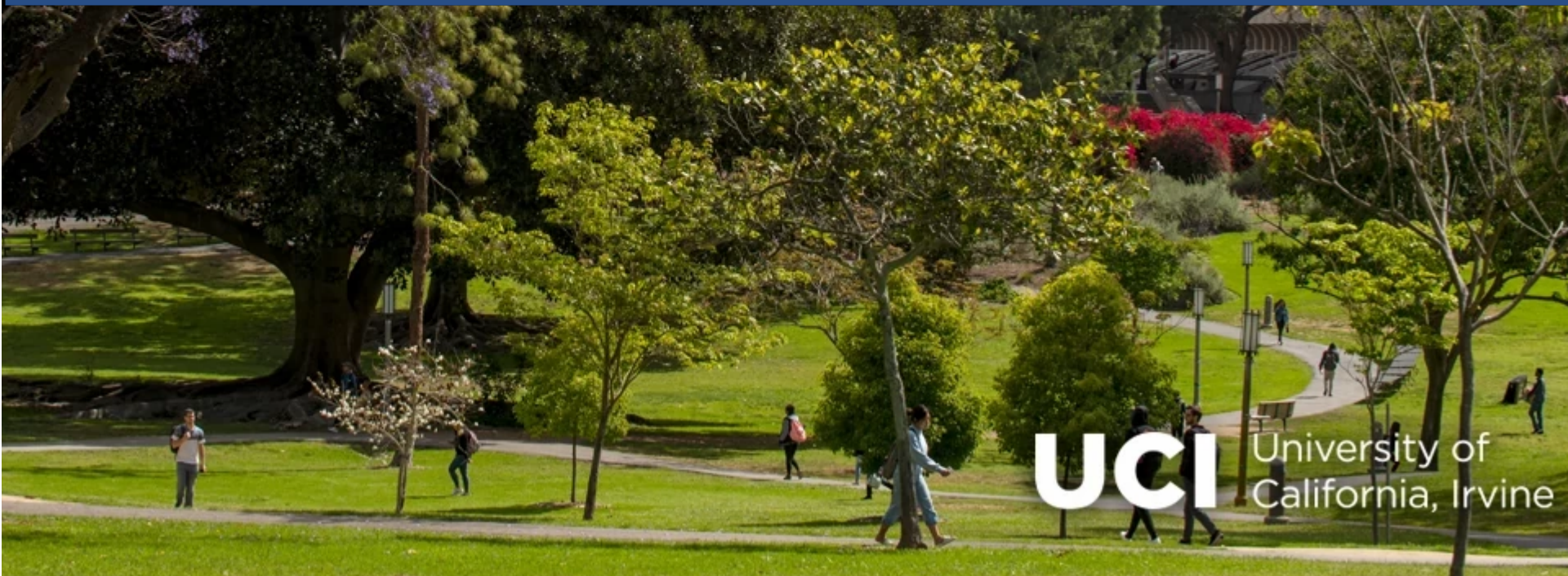
Everyday Tasks to Take Today @ UCI

Everyone has a role in encouraging a sense of belonging and inclusion at work. Be realistic with what you can accomplish, but also push yourself in what you hope to accomplish. The following are tangible actions you can take one step at a time to foster a sense of inclusive excellence at UCI:

- Take an **Ally Training** from the Office Inclusive Excellence.

- **Take the Pledge!**

- Get involved with workplace inclusion, equity, and diversity efforts. Join **#ActforInclusion**.

- Complete the **Inclusive Excellence Certificate Program**.

- Take a module for **Confronting Anti-Blackness**.

- Sponsor a fellow staff member by contributing to the **Staff Holiday Helping Hands Program**.

- Attend webinars offered by the School of Humanities, Claire Trevor School of the Arts, UCI Law.

- Join the **UCI Great BIG Read** - virtual book club, ebook provided free, includes events.

- **OverDrive** – eBook Collections at UCI, explore books on race, history, etc.

- **Streaming Media: Diversity, Equity and Inclusion***

- **Kanopy** – a streaming film database accessible through UCI (use UCINetID)

- Listen to a **UCI Podcast on inclusivity in difficult times** on SoundCloud.

- Say Hello to Someone New.
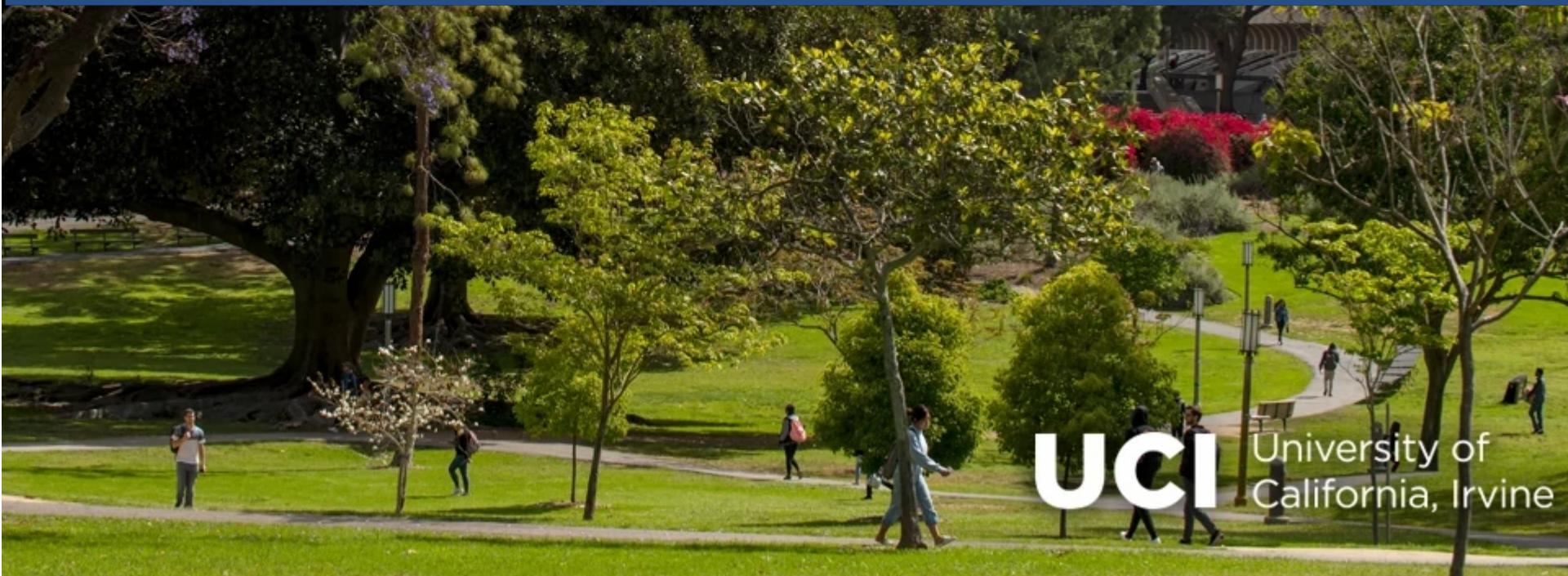
   * UC Irvine access only

You play a role in achieving inclusiveness

Thank you!

University of California, Irvine

Referenced during presentation

UCI Strategic Plan

Regents' "Statement of Principles Against Intolerance"

UCI Office of Inclusive Excellence

UCI OIE Inclusive Excellence Certificate Program

What Matters to Me…and Why – Enrique Lavernia

UC Diversity Equity and Inclusion During COVID-19

The False Promise of Meritocracy – The Atlantic

The Importance of Inclusive Leadership – Camber Outdoors

Don't Let Your Culture Derail Your Diversity Efforts - Gartner

†Diversity Doesn't Stick Without Inclusion

What it means to be an ally – Amélie Lamont