

Creating YOUR Diversity Professional Development Action Plan

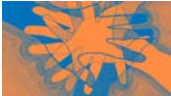
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March 20, 2019 

Agenda

- All About Me
- Defining Diversity, Equity, and Inclusion
- What is your WHY?
- What is our HOW? OR, Are you Smarter than a #diversitychampion?
- Gallery Walk
- Creating YOUR Diversity Action Plan
- Closing





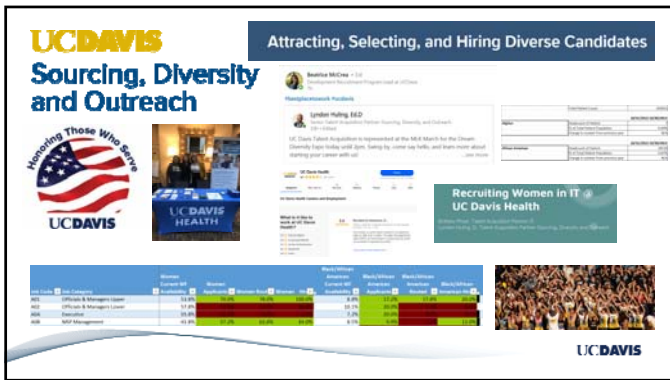
Objectives

- Identify and articulate why diversity, equity, and inclusion (DEI) are important to you personally and professionally
- Identify opportunities to grow professionally in DEI at UC Davis
- Create an DEI professional development action plan for 2019



All About Me





UC DAVIS Sourcing, Diversity and Outreach


Attracting, Selecting, and Hiring Diverse Candidates

Meaning Those Who Serve

UC DAVIS HEALTH

Recruiting Women in IT @ UC Davis Health

Category	2018	2019	2020
UC Davis Health	10.2%	10.2%	10.2%
UC Davis Health	10.2%	10.2%	10.2%
UC Davis Health	10.2%	10.2%	10.2%
UC Davis Health	10.2%	10.2%	10.2%



Learning & Development

Unpacking Oppression




- April 11, 2019
- April 9, 2020

Understanding Diversity & Social Justice

- November 12, 2019

Creating Inclusive Classrooms Training

- Septemberish

Defining Diversity, Equity, and Inclusion

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Shared Understanding



- Diversity
- Equity
- Inclusion

- In smallish groups, share your individual definitions of Diversity, Equity, and Inclusion
- Develop a shared definition of these three terms in your group
- 5 minutes

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Shared Understanding



- Diversity
 - ...is all the ways we are different
 - ...is inclusive of all people
- Equity
 - ...is providing support that is intentional & conscious of inequity
- Inclusion
 - ...is putting the concepts of diversity and equity into action by creating an environment of involvement, respect, and interconnectedness
 - ...is policy and practice that embraces the promotion of diversity and equity and embeds these values into everything we do

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What is your WHY?



What is your WHY?



What is my WHY?

Personally

- Diversity is all around us and adds value to everything we do
- Inequities exist within all systems and must be addressed. It's the right thing to do.



Professionally

- UC Davis is committed to making a best faith effort to ensure we generate a diverse & talented applicant pool for all of our recruitments. This commitment is guided by an understanding that a diverse workforce is necessary to promote innovation, creativity, and inclusive excellence. Additionally, our workforce should reflect the students, patients, and communities we serve. In order to accomplish these goals, as well as comply with our obligations as a federal contractor, we conduct a variety of efforts designed to strategically engage diverse prospective employees.



What is your WHY?

- What are your motivations for wanting to develop your skills, comfort level, and overall capacity to be an inclusive & equity-minded practitioner at UC Davis?
- Individual Reflection (What Is your WHY?) (3 minutes)



What is our HOW? Or, are you
Smarter than a
#diversitychampion? (you are)

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What is our HOW?



- Groups of 7
- Poster paper, Markers
- List all of the ideas and opportunities at UC Davis you can identify to enhance your professional development in DEI in the following categories (5-10 minutes)
 - Training Opportunities
 - Campus Programs & Events
 - Employee Resource Groups/Constituency Groups/Committees
 - Supervisor Challenge
 - Wildcard

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Gallery Walk

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Are you smarter than a #diversitychampion?

Training Opportunities

- [LGBTQIA Ally Training](#)
- [UndocuALLY Training](#)
- [VetNet Ally Training](#)
- [Conducting Culturally Inclusive Trainings](#)
- [Supervisory Development Program](#)
- [Is it Bullying? Awareness and Strategies](#)
- [Cross Cultural Competence Certificate Series](#)
- [Living the Principles of Community Online Course](#)
- [Understanding Diversity Certificate Series](#)
- [UC Managing Implicit Bias eCourses](#)



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Campus Programs & Events

- Dialogues on Diversity (UC Davis Health)
- Soaring to New Heights
- Campus Community Book Project
- Principles of Community Events



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Employee Resource Groups/Constituency Groups/Committees

UC Davis

- [Staff Diversity Administrative Advisory Committee](#)
- [UC Davis Staff Assembly](#)

Constituency Groups

- [African American Faculty and Staff Association \(AAFSFA\)](#)
- [Chancellor's Committee on Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, and Asexual Issues](#)
- [Disabilities Issues Administrative Advisory Committee \(DIAAC\)](#)
- [Asian Pacific American Systemwide Alliance \(APASA\)](#)
- [Latino Staff and Faculty Association \(LSFA\)](#)
- [Native American Faculty and Staff Association \(NAFSA\)](#)
- [Administrative Management Group delegate \(ADMANG\)](#)
- [Status of Women at Davis Administrative Advisory Committee \(SWADAAC\)](#)

UC Davis Health

- [Staff Advisory Committee on Equity, Diversity and Inclusion](#)
- [UC Davis Health Staff Assembly](#)

Constituency Groups

- [African American Faculty and Staff Association \(AAFSFA\)](#)
- [Asian Pacific American Systemwide Alliance \(APASA\)](#)
- [Latino Staff and Faculty Association \(LSFA\)](#)
- [Pride - LGBTQ+ Employee Resource Group](#)
- [Veteran Employee Association](#)



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Supervisor Challenge

- Provide release time for staff to attend professional development trainings on DEI
- Request trainings from the various offices that support Diversity, Equity, and Inclusion for staff
- Hold in-house professional development trainings on DEI
- Embed DEI into performance appraisals
- Review and implement strategies on the Supervisor Diversity & Inclusion page: <https://hr.ucdavis.edu/departments/diversity>
- Familiarize yourself with campus resources, policies, and best-practices related to DEI at UC Davis

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Wildcard

- Multicultural Calendar
- Review the Diversity & Inclusion Strategic Vision
- Learn more about our Staff Diversity Ambassador Program
- Include language on DEI and the Principles of Community into your mission, vision, job descriptions, etc.

We will collect your responses and share them with the ADMAN committee because... we are all #diversitychampions

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Creating YOUR diversity professional development action plan

- Closing reflection: What tangible steps will you take in 2019 to become a more inclusive and equity-minded professional?



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Closing & Thank You

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