Land Acknowledgment

The University of California recognizes that our campuses and other UC locations sit on the territory of Native peoples of California, and that these lands were and continue to be of great importance to Indigenous peoples. Every member of the UC community has and continues to benefit from the use and stewardship of these lands. Consistent with our values of community and diversity, we acknowledge with gratitude and make visible the University’s relationship to Native peoples.
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Special Thanks for Support of Our Project!

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Agenda

1. Introduction and Proficiency Frameworks
2. Accountability Practices
3. Recommendations and Action Items
4. Discussion
Introduction
and
Proficiency Frameworks
Imagine a UC that is Truly Diverse, Equitable, and Inclusive

OPPORTUNITY

FAIRNESS

EXPRESSION

RESPECT

RECOGNITION

BELONGING
Leadership: Proficiency/Accountability

We recommend that the UC:

• require all leaders to demonstrate **proficiency** in deep understanding of DEI; and

• identify a corresponding set of innovative and relevant **accountability** tools to track DEI success.
Aligning UC Leadership Priorities

The UC Presidential Priorities Plan calls for “improving cultural competency of leaders at all levels” and describes a commitment to “fully train and develop all UC leaders to foster inclusive campus environments, comply with non-discrimination policies and actively address population-based biases by 2025.” - President Drake

(UC Presidential Priorities Plan, Sept. 2022, p.5)
Proficiency in 3 Frameworks

- Diversity in management = 19% higher revenue
- Teamwork and Productivity = broader perspective, higher accuracy
- Talent acquisition and retention = increased employee trust, engagement
- Enhanced Reputation = more women senior management, more admired
Business Case for Diversity

- Anyone can choose to oppose racist ideas and actions
- View inequalities in terms of power and politics
- Awareness of historic patterns of discrimination and prevailing patterns of bias
- Alignment with UC values of equity and inclusion
Business Case for Diversity

- Belief that abilities and talents are fluid
- Capacity benefits from continuous effort, strategies
- Increase in creativity, persistence, positive health outcomes
- Growth mindset for others
Accountability Practices
DEI Metrics for Performance Evaluations (1)

**Promote Education and Development**
- Individual education efforts and initiatives
- Unit completion rates

**Foster an Inclusive Climate**
- Developed and implemented Departmental DEI plan
- DEI data collection and analysis
- Transparency and staff ownership of related policies and procedures

**Adopt Equitable Recruitment and Retention Practices**
- DEI efforts to hire, retain and promote
DEI Metrics for Performance Evaluations (2)

- Discussions, lectures, events or other efforts (internal, external or professional)
- Build programs that reach the organization
- Individual mentoring
- Percent of unit managers, department chairs, division leaders involved in mentorship
- Lead or participate in activities with organizational impacts
- Nominations for campus level or external awards

Build Awareness

Offer Mentorship Opportunities

Pursue Intentional Recognition
DEI Metrics for Performance Evaluations (3)

- Promote Education and Development
- Foster an Inclusive Climate
- Adopt Equitable Recruitment and Retention Practices
- Build Awareness
- Offer Mentorship Opportunities
- Pursue Intentional Recognition

Impact Level Key:
- Individual Impact
- Unit or Department Impact
- Organizational Impact
The Current DEI Roadmap
Acknowledging UC’s Legacy

Morrill Act
Gives “public” lands to establish universities

1862

1868

UC President John LeConte (1869-1881)
Wrote that Europeans and white people were the only "great historical race," and that, "the black lacks an inherent passion for freedom."

UCB Professor Alfred Louis Kroeber (1909-1947)
Collected sacred objects and remains of Native American ancestors from their graves.

1999

Proposition 209
Prohibits UC and other state entities from using race, ethnicity or sex as criteria in public employment, contracting and education.

Adapted from 2020 UC-CORO Report
UC Responses and Future DEI Vision

UCOP Anti-Racism Task Force and Report
How to best advance UC toward full embodiment of its values. Their report provides critical observations and recommendations in recruitment, hiring, career pathways and promotion, retention, and workplace culture.

2022 UC-CORO Northern Cohort Project
Advancing systemwide excellence and consistency in leadership effectiveness

2023
2025
President Drake’s Goal
“fully train and develop all UC leaders to foster inclusive campus environments, comply with non-discrimination policies and actively address population-based biases by 2025”

UC and Campus-specific Principles of Community
Land Acknowledgments
Diversity Statements
Anti-racism Statements

2007
UC Regents Policy 4400 Adopted
Policy on University of California Diversity Statement

2010
UC Regents Policy 4400 Amended

2020
Murder of George Floyd

2021
“Imagining an Anti-Racist UC”
2020 UC-CORO SLC Northern Cohort Report includes an Anti-Racism Learning and Reflection Tool, user guide for managers, and survey prototype

2022
Recommendations and Action Items
Elevate UC Leader DEI Impact

- Identify **current** and develop new **educational opportunities and experiences** for leaders and managers to expand **proficiency** through the frameworks of business case, anti-racism, and growth-mindset.

- Identify and promote a corresponding set of innovative and relevant **accountability tools** to track success and identify areas for ongoing improvement.

**Key Actions:** Create a Task Force to analyze existing programs at the campus level and identify and promote accountability tools to track success.
Inclusive Excellence

• **Update Regents Policy** and **campus statements** to make them more ambitious, responsive and action-oriented documents for ongoing engagement.

• UCOP can play its unique role as **convener and coordinator** to facilitate, aggregate, display, disseminate, and promote wider use of these materials.

**Key Actions:** *Update Regents Policy and maintain other Campus Statements as living documents; UCOP play a role in coordinating wider use materials.*
# Summary of Recommendations

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<tr>
<th>01</th>
<th>Elevate UC Leadership</th>
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<td>Create a Task Force to analyze existing programs at the campus level</td>
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<th>02</th>
<th>DEI Impact</th>
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<td>Identify and promote accountability tools/metrics</td>
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<th>03</th>
<th>Promote Inclusive Excellence</th>
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<tbody>
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<td>Identify current and develop new educational opportunities and experiences</td>
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| 04 | Establish UCOP as the convener and coordinator to promote wider use materials |
| 05 | Update Regents Policy and Campus Statements |
Imagine a UC that is Truly Diverse, Equitable, and Inclusive

“....from the very beginning, the University of California’s mission has centered on building a better world — with open doors and open minds.”

President Drake, Sept. 21, 2022
Discussion

In what ways can we anticipate your leadership for the advancement of this project?