Diversity & Inclusion (D&I) Workgroup Background

October – December 2020
- Getting Started
  - DFA Diversity & Inclusive Excellence Leadership Series

February 2021
- Gaining Momentum
  - DFA Diversity & Inclusion Workgroup

March – June 2021
- Expanding Inclusivity
  - Formed Workgroup Committees
  - Presented at DFA Town Hall in April
  - Created D&I Goals and Action Plan

July – December 2021
- Execution
  - Presented at DFA Town Hall in July
  - Execute on D&I Goals
D&I Goals Overview

Goal 1: Create Diversity & Inclusion Toolkit
Goal 2: Create Diversity Dialogue in DFA Newsletter
Goal 3: Create and Execute Awareness Campaign for BE WELL Website
Goal 4: Office of Inclusive Excellence Presentation at DFA Town Hall
Goal 5: Develop DFA Diversity & Inclusion Hiring Guide

Goals % Completion:
- Goal 1: 75%
- Goal 2: 95%
- Goal 3: 75%
- Goal 4: 100%
- Goal 5: 40%
Goal #1: Diversity & Inclusion Toolkit

Topics:
- Bystander Intervention
- Stereotypes
- Implicit Bias
- Diversity and Inclusion
- Gender Pronouns
- Generational Diversity in the Workplace
- Intentional Diversity
- Racism
- Social Justice Instant Conversation and Learning Tool LGBTQ

Next Steps:
- Small pilot with EHS leadership
- Vetting by Davidian
- Final review by OIE
- Rollout to DFA

DID YOU KNOW?
One-in-five Americans say they personally know someone who prefers a pronoun other than he or she
https://www.pewresearch.org/fact-tank/2019/03/05/gender-neutral-pronouns/

CONTEXT:

PRONOUNS

Pronouns are words that refer to the person talking (you, or I or someone or something that is being talked about like she, he, or they). Gender pronouns (he or she or they) specifically refer to people that you are talking about.

Gender pronouns are an important part of how people communicate. They take the place of nouns such as names and allow people to easily share information about themselves.

CONVERSATION ENGAGEMENTS:
Incorporate gender pronouns in everyday use with these strategies:
- Edit your own platforms such as email signatures, Teams, and Zoom to include your pronouns.
- Ask participants to include a list of their gender pronouns. This can be done in a brief meeting or a longer meeting.
- Ask participants to share their gender pronouns and include them in your conversations. Asking about a person’s pronouns may initially feel awkward and uncomfortable, but it is important to receive meaningful conversations and use the right pronoun. Here are some ways you can do this:
  - “What pronouns do you use?”
  - “How would you like me to refer to you?”
  - “How would you like to be addressed?”
  - “Are you comfortable with the pronouns you have?”

“Hi, my name is Jordan and my pronouns are he, she, and they. What are your?”

- Do not assume people’s pronouns based on their appearance. It’s okay to ask. How can we ensure everyone feels included? For example, asking participants to share their pronouns in meetings. Connect back to this.
- Asking UCI community members about their gender pronouns are and consistently using them correctly is one of the most basic ways to show your respect for their gender identity.
- “They” is now recognized as a grammatically correct singular pronoun. Do not get stuck on the grammar.

Questions:
1. Do you feel motivated to take action on anything you learned?
2. What other biases or thoughts came to mind?

ADDITIONAL RESOURCES:
- https://ucirr.org
- https://report.ucirr.org/en/our-focus/14288941/12/Adding-and-sharing-your-pronouns
- https://ucirr.org/education/45-03-10-E-Course-Multiple_Member_Course_Intro.pdf

Goal % Completion
75%
Goal #2: Diversity Dialogue in DFA Newsletter

Topics:
- Same as goal #1
- Additional topics will be included from other workgroups.
- Nov. will feature UCI BE WELL resources

Diversity and Inclusion

Diversity and inclusion are so often used in the same sentence that we might think they mean the same thing. Diversity is the human differences that are both visible and invisible, such as age, gender, disability, ethnic background as well as socioeconomic status, sexual orientation and marital status. Inclusion refers to a cultural and environmental feeling of belonging. In a work environment inclusion would be a culture where employees feel comfortable, included, and accepted. True workplace inclusion removes barriers, discrimination, and intolerance to ensure that all employees feel included and supported.
Goal #3: Awareness Campaign for BE WELL Website

Campaign Materials:
- Link on DFA website
- DFA newsletter article
- Scavenger hunt

Goal % Completion: 75%
Goal #4: OIE Presentation at DFA Town Hall

Office of Inclusive Excellence Action Plan

Details:
- DFA town hall on Nov. 4
- Presentation by Dr. Doug Haynes

**Goal % Completion**

100%
Goal #5: DFA Diversity & Inclusion Hiring Guide

Main Sections:
• Pre-hiring planning
• Recruiting/screening
• Interviewing
• Selecting

Next Steps:
• Finalize draft
• Get DFA and UCI HR approval
• Socialize and roll-out

DEI Hiring Guide Sample Content

DFA With U • For U Mobile App

Goal % Completion

40%
Metrics

Diversity & Inclusion Metrics

Managing Implicit Bias Training

The UCI Managing Implicit Bias Series is a six-course online training series designed to increase awareness of implicit bias and reduce its impact at the university.

The series reinforces the UCI diversity, equity, and inclusion values that enable the university to attract and retain a top talent workforce, and it further supports the UCI commitment to developing effective leaders and managers of people.

DFA has set a goal for all managers and supervisors and a stretch goal for all staff to complete this training.

DFA Completion for Managing Implicit Bias Training

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Quick Links

› Committee
› Metrics

Resources

› UCI Be Well
› UCI Diversity
› UCI Values: Diversity
› UCI Diversity Resources
› UCI Office of Inclusive Excellence
› UCOP Diversity

DFA Stretch Goal: Completion 100%

Goal #1: Diversity & Inclusion Toolkit

Goal #2: Diversity Dialogue in DFA Newsletter

Goal #3: Awareness Campaign for BE WELL Website

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Questions