Making Excellence Inclusive: A UCR Diversity Certificate Program

During this six-month program, participants will analyze UCR’s diversity challenges and become involved in solution-oriented activities. They will research and apply their new knowledge to actual situations faced in the UCR work environment. Instruction includes five workshops by leading authorities, group discussions, and outside readings with capstone group projects including white papers, presentations, and poster sessions at graduation. Applications must be received by October 19, 2012.

Contacts:
Gladys Brown, gladys.brown@ucr.edu, x 2-5604 or Sue Anderson, sue.anderson@ucr.edu, x 2-3145.
Tuition: $200.00

The seminars below are FREE and conducted by members of DELI’s Diversity Educators Network and available to schedule for your unit upon request. To submit a request, go to www.humanresources.ucr.edu and click on “Education and Leadership” then select “Diversity Programs.”

Moving Toward Multicultural Competence
November 21, 2012 or January 17, 2013
9:00 a.m. – 11:00 a.m.

This interactive introductory workshop develops the awareness, knowledge, and skills needed to promote diversity throughout UCR with the emphasis on our own units and organizations. Faculty, supervisors, staff, and students will become more aware of differences and the impact of stereotyping and discriminatory practices.

Communicating for Understanding
October 2, 2012: 9:30 a.m. – 11:30 a.m. or November 6, 2012: 1:30 p.m. – 4:30 p.m.
February 6, 2013: 8:30 a.m. – 11:30 a.m. or March 12, 2013: 9:00 a.m. – 11:00 a.m.

This workshop introduces the general process of communication and its potential disruptions — and methods to avoid those disruptions — while enhancing dialogue among members of diverse populations. Employees will work in teams to take away tools that enable them to create a maximally inclusive environment.

Responding to Bias with the STAR Treatment
Pre-requisite: Communicating for Understanding

Participants in this workshop increase self-awareness of biases they may have and gain knowledge of how biases are formed. Through discussion and role-plays, participants learn how to respond to bias statements in a positive nonthreatening way using the STAR treatment. Participants will be asked to complete the Harvard Project Implicit Test prior to the workshop.

Established by the UVC/Presnat in 2008, the Diversity Education and Leadership Initiative (DELI) is charged with unifying and creating activities that support UCR’s mandates of inclusion, excellence, and diversity. DELI was identified as a national model by AACE in 2011.

At the University of California, Riverside, we take pride in our diversity, and these programs are helping to mold our campus as a shining example of an institution where respect for differences and civil discourse is becoming the hallmark of how we live and work together to build our community of learners.

—Chancellor Timothy White 2012

UCR Human Resources

UCR Division of Diversity, Excellence and Equity

For further information or program support, contact:
Gladys Brown, gladys.brown@ucr.edu, x 2-5604 or Sue Anderson, sue.anderson@ucr.edu, x 2-3145.


Campus Community Partners

Becoming Part of the UCR Disability Advocates Program
Dr. Erica R. Peterson, Disability Specialist, Student Special Services, UCR

Be a visible support for UCR community members with disabilities. Within a safe space, learn about the range of disabilities on our campus, disability-related terminology, attitudinal barriers facing people with disabilities, and how you can be part of the solution.

LGBT 101 – A Cultural Competency Primer or Allies Safe Zone Seminar
Nancy Tubbs, Director, and Toi Tribodeaux, Program Coordinator, LGBT Resource Center, UCR

Increase your cultural competency and understanding of the lesbian, gay, bisexual, transgender community. Learn terminology; the continuum of sex, gender, and sexuality; and how heterosexism, biphobia and transphobia affect individuals and campus climate.

Veterans, Military Members, and Families Group
Karen Springer and Dale Anderson, Co-Chairs
Co-sponsored by UCR Staff Assembly

All group meetings will be held 12:00 – 1:15pm, Hinderaker B154, August 17, 2012, November 9, 2012, February 15, 2013, May 10, 2013

VMMFG provides an opportunity for veterans, members of the military, and members of military families within the UCR campus community to connect and network. Facilitated discussions will allow attendees to share their thoughts about campus climate. Guest speakers will be invited to meetings to address areas of interest determined by the group.

The Diversity Book Club
Co-sponsored by MEI Alumni Group

Fall 2012: “The Immortal Life of Henrietta Lack,” Rebecca Skloot
Spring 2013: “Rose Hall – An Intermarriage before Its Time” Dr. Carlos E Cortes

The Diversity Book Club is a product of the MEI series, providing a means to continue stimulating ideas around themes of diversity. Twice a year book selections will be announced to the campus, followed a few months later by a discussion group. Everyone is encouraged to participate. Watch for announcements with specific dates and times for the discussion groups.

To keep up on the latest developments in diversity and excellence, check out the Diversity@UCR Website at www.diversity.ucr.edu.
SERIES A

Partners in Progress: Preparing for an OFCCP Audit at UCR

Audience: Administrators, Chairs, Managers, Supervisors, HR/AP Professionals, and anyone responsible for supervision

To ensure equitable employment practices, OFCCP regulations require training/equipment: all administrators, supervisors, and those with supervisory oversight, HR/AP professionals, and others on topics such as recruitment outreach, selection, hiring, promotion/merit, layoff and job terminations.

Partners in Progress: Preparing for an OFCCP Audit at UCR

October 11, 2012, 9:30 a.m. – 12:00 p.m., HUB 302

The Office of Federal Contract Compliance (OFCCP) is evaluating UCR’s compliance with equal employment opportunity, nondiscrimination and affirmative action requirements. This review is a comprehensive analysis of hiring and employment practices and policies, including outreach, selection, promotion, job termination, training, etc. It begins with a desk audit and includes an on-site investigation of perceived problem areas. Also, UCR employment practices will be examined for compliance with federal laws, regulations, and judicial decisions.

This interactive program will help prepare the UCR community for the OFCCP audit. OFCCP leadership will provide participants with insight into the evaluation process through the OFCCP lens; and campus leadership will discuss the measures that UCR has already taken to prepare for this evaluation. There will be ample opportunity to ask questions. The agenda for the event is detailed below:

• Moderator: Yolanda Moses, AVP for Diversity, Excellence and Equity; Professor of Anthropology
• Opening Remarks by Timothy P. White, Chancellor
• A Partnership in Action: the UC Project on Campus Climate, Culture, and Inclusion – Christopher Edley, Jr., The Honorable William H. Ortica, Jr. Distinguished Chair and Dean; Faculty Director, Chief Justice Earl Warren Institute on Law and Social Policy; Faculty Co-Director, Miller Institute for Global Challenges and the Future; and Professor of Law, UC Berkeley School of Law
• Answering Your Questions About OFCCP’s Audit of UCR: Preliminary Observations, Investigation Strategies, Processes, and Potential Risks – Suzanne Jones, District Director, San Diego District Office (SDDO) and Orange Area Office (OAO)

SERIES B

Risk Management and the Recruitment and Selection Process

Series B will focus on the intersection of the recruitment and selection process and risk management, with an emphasis on laws, regulations and promising practices.

1. Supporting the Staff Recruitment & Selection Process

Lorena Velasquez, SPHR, CAPM, Principal Employment Analyst, Human Resources
a. October 23, 2012, 1:30 p.m. – 5:00 p.m. or
b. April 18, 2013, 8:30 a.m. – 12:00 p.m.

This workshop is for individuals who administratively support the hiring manager in any part of the recruitment and selection process.

2. Staff Recruitment & Selection Strategies for Hiring Managers

Lorena Velasquez, SPHR, CAPM, Principal Employment Analyst, Human Resources
a. November 6, 2012, 8:30 a.m. – 12:00 p.m. or
b. April 16, 2013, 8:30 a.m. – 12:00 p.m.

Hiring is the most important decision most managers make and no one can afford a bad hiring decision. This workshop reviews the complete recruitment and selection process.

3. Affirmative Action 101

Gladys Brown, JD, Assistant Vice Chancellor, Diversity, Excellence and Equity

November 19, 2012 or April 25, 2013: 9:00 a.m. – 12:00 p.m.

This workshop offers a primer on the fundamentals of affirmative action in employment through lecture and case studies, including essential affirmative action and nondiscrimination strategies and practices.

4. Recruitment and Selection Tutorials

To access the tutorials visit the UC Learning Center website at www.uclearning.ucr.edu

• Diversity and Train the Search Committee

SERIES C

Personal and Professional Growth and Development

1. Listening for Understanding – NEW

Andrew Larratt-Smith, JD, Ombudsman; Seanna Nazens-Gizdler, Sr. Staff Employment & Development Analyst, Human Resources

All sessions will be held 8:30 am – noon:


When was the last time you felt that someone listened, truly listened to you? Listening is a powerful yet often overlooked skill that can be honed and developed. This workshop provides practical tools to improve your ability to listen well.

2. Conflict Management for Supervisors – NEW

Andrew Larratt-Smith, JD, Ombudsman; Seanna Nazens-Gizdler, Sr. Staff Employment & Development Analyst, Human Resources

March 28, 2013, 8:30 a.m. – noon.

Managing workplace conflict is a difficult challenge for any supervisor. This workshop provides practical tools and resources for supervisors to prevent, assess, manage, and resolve workplace conflict.

3. Maximizing Generational Diversity

Sue Anderson, MS, SPHR, Staff Employment and Development Manager, Human Resources

December 3, 2012 or April 15, 2013: 8:30 a.m. – 11:30 a.m.

Today’s workforce spans four generations: ranging from those who lived through World War II to those who do not remember the Berlin Wall. Through lecture, activities, and case studies, this workshop explores the unique characteristics and perspectives of the four generations, the essentials of communicating between them, and strategies to maximize the talents of each generation.

4. Student Veteran Support: Creating a Veteran-Friendly Campus

Chryssas Jones, Veteran Services Coordinator, Special Service Fall Quarter 3rd week or Spring Quarter 3rd week

Join Student Special Services to learn about student veterans, the perspectives they bring, the unique challenges they face, what we can do to ensure academic success, the common psychological issues many student veterans face, and available resources.

For more information or to register:

1. Go to UC Learning Center at www.uclearning.ucr.edu
2. Enter your UCR NetID and password
3. Type in “ME” in the search field and click Go
4. Click on the title of the class you wish to attend and select Register
5. Review the activity details and select Submit

SERIES D

Organizational Growth and Development

These sessions are available to units or departments upon request. To schedule, visit the Human Resources website at http://hr.ucr.edu/education/humanresources, click on Diversity Programs and look for Diversity Workshops To Go.

1. Deaf and Hard of Hearing Sensitivity Training

Paula Strickland, Hard of Hearing Specialist, Center On Deafness — Inland Empire (CODIE)

2. Effective Diversity Recruitment and Retention of Graduate Students

Maria Franco-Aguilar, Director, Academic Preparation and Outreach, Graduate Division; UCR; Amy Ricks, Student Affairs Officer, Computer Science and Engineering, UCR


Dr. Yolanda Moses, Associate Vice Chancellor; Diversity, Excellence and Equity, and Professor of Anthropology

4. Multicultural Competence and Leadership

Gladys Brown, JD, Assistant Vice Chancellor, Diversity, Excellence and Equity, UCR

5. National Coalition Building Institute (NCBI)

a. Prejudice Reduction Model
b. Controversial Issues Model
Joe Vinata, Director, Asian Pacific Student Programs, UCR

6. Opportunities and Challenges of Intercultural Communication

Dr. Carlos Cortés, Professor Emeritus, UCR

7. Understanding Personal Cultural Competency

Dr. Susan Borrego, VP Enrollment, CSU Dominguez Hills

8. Understanding Stereotypes and Biases

Dr. Kathleen Montgomery, Professor Emerita, SoBA, UCR

9. Weaving Diversity into Employee Annual Performance Assessment & Development Plans

Sue Anderson, MS, SPHR, Staff Employment and Development Manager, Human Resources, UCR; Dr. Yolanda Moses, Associate Vice Chancellor, Diversity, Excellence and Equity, UCR; Gladys Brown, JD, Assistant Vice Chancellor, Diversity, Excellence and Equity, UCR