2019 Chancellor's Diversity Certificate Program

MAKING EXCELLENCE INCLUSIVE:

Cultivating a Campus Climate of Respect

YOU ARE INVITED TO JOIN

The eight-month *Making Excellence Inclusive Diversity Certificate Program* will guide participants through a series of learning activities designed to emphasize the commitment to equity and inclusion as a core value in an increasingly diverse campus environment.

The program is developed around the belief that individuals learn most effectively when they discover, understand, and apply their new knowledge to the real world situations they face in the university environment.

– Workshops – led by leading authorities representing a broad cross section of diversity topics

– Discussion Sessions – participants share their thoughts on the topic areas

– Capstone Projects – Create a practical application of the concepts; develop an innovative project or policy recommendation that will improve staff engagement and workplace culture with an inclusive climate in mind.

– Project Presentation – Presentation of capstone initiatives and demonstration of participants' understanding of the *Making Excellence Inclusive Diversity Certificate Program*

PROGRAM PARTNERS

Office of the Chancellor

Office of Diversity, Equity and Inclusion

UCR Human Resources

PROGRAM OVERVIEW

Session One: Orientation | Diversity Primer
October 11, 2019

This workshop serves as an anchor to the Diversity Certificate Program by introducing concepts that define cultural competence and cultural humility for sessions that follow. We will explore competing concepts of diversity, develop a meaningful explanation of diversity, define cultural competence, and explore the significance of UCR's Principles of Community

Speakers

John Stephen Henderson
Assistant Vice Chancellor, UCR Human Resources
University of California, Riverside

Mariam Lam
Assistant Vice Chancellor, Office of Diversity, Equity, and Inclusion
University of California, Riverside

Brittnee Meitzenheimer
PhD candidate, Higher Education/Higher Administration
University of California, Los Angeles

Session Two: Principles of Community and Workplace Civility
November 8, 2019

Principles of Community and Workplace Civility is a promise to ourselves, to the people we serve, and to the University that we will always strive to conduct our conversations - whether in person, online or in written communication - in ways that allow for the widest range of opinions on ideas and policies, yet also respect the dignity, integrity and rights of those with whom we might disagree.

Speaker

APPLICATION PROCESS

1. Check to ensure you meet the eligibility requirements below.

2. This class is delivered over a eight-month period. Make sure that you and your supervisor are willing to make the necessary commitment for successful completion.

3. Complete the application and submit to: Willis Harris, Diversity, Equity and Inclusion Specialist/Trainer: Willis.Harris@ucr.edu

4. Please click here to download the MEI Program application.

5. **Application Deadline: September 13, 2019**

Eligibility

Eligible participants must have:

- Completed their probationary period.
- Endorsement for participation from their department.

Session Three: Free Speech on Campus in the Age of Social Media
December 13, 2019

In the age of social media, universities' authority over behaviors involving social media and freedom of speech have become very complex. In this session, participants will learn to understand the rights and activities of free speech on campus.

Panel Discussion

Session Four: Social Movements that Changed America
January 10, 2020

There have been several social movements that challenged social norms. In this course, participants will learn how these movements have had, and continue to have, a deep and long-lasting impact on society and the University.

Speaker

Session 5: Championing Against Implicit Bias and Microaggressions
February 7, 2020

This workshop will explain the dynamics and effects of implicit bias and microaggressions in both indirect and blatant forms of inequality, and how biases can affect the ways we communicate and interact with one another.

Speaker

Session Six: Sustaining Excellence Through Diversity and Avoiding Legal Risk
March 13, 2020

Hiring, educating and supporting employees are the keys to avoiding employment litigation. Learn how to provide an inclusive workplace while managing risk, encouraging excellence through diversity, and steering clear of legal pitfalls.

Speaker

Session Seven: Communicating for Understanding
April 10, 2020

This workshop examines the communication model and will provide the tools for participants to be able to enhance the dialogue of inclusion and respect amongst the diverse population on campus.

Speaker

Project Presentation & Graduation
May 8 2020

Program participants will present their capstone project. The session will also include a recognition ceremony.