



2019 Chancellor's Diversity Certificate Program

MAKING EXCELLENCE INCLUSIVE:

Cultivating a Campus Climate of Respect



YOU ARE INVITED TO JOIN

The seven-month *Making Excellence Inclusive Diversity Certificate Program* will guide participants through a series of learning activities designed to emphasize the commitment to diversity 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 that will expand knowledge on a selected diversity topic
- Project Presentation – demonstration of participants understanding of the *Making Excellence Inclusive Diversity Certificate Program*

PROGRAM PARTNERS

Office of the Chancellor

Associate Vice Chancellor for Diversity and Inclusion

UCR Human Resources



PROGRAM OVERVIEW

Session One: Orientation | Diversity Primer *January 25, 2019*

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

Speakers

Jadie Lee

*Assistant Vice Chancellor, UCR Human Resources
University of California, Riverside*

Nicole Butts

*Director, Equal Employment & Affirmative Action
University of California, Riverside*

Brittnee Meitzenheimer

*PhD Student
University of California, Los Angeles*

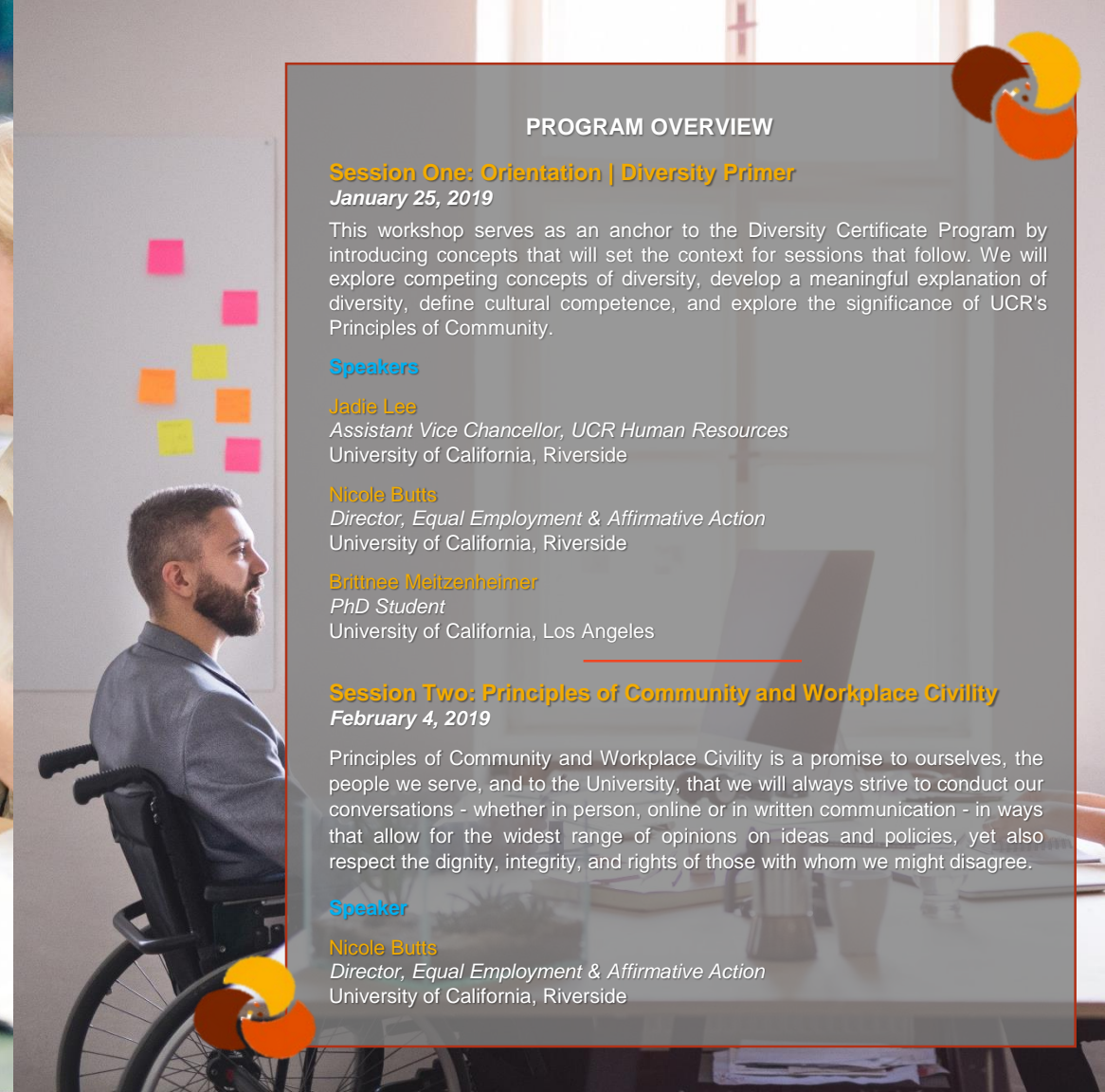
Session Two: Principles of Community and Workplace Civility *February 4, 2019*

Principles of Community and Workplace Civility is a promise to ourselves, 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

Nicole Butts

*Director, Equal Employment & Affirmative Action
University of California, Riverside*






APPLICATION PROCESS

1. Check to ensure you meet the eligibility requirements below.
2. This class is delivered over a seven-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, EEO Generalist & Diversity Coordinator: Willis.Harris@ucr.edu
4. Please [click here](#) to download the MEI Program application.
5. **Application Deadline: January 14, 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 March 4, 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

University of California, Riverside

Session Four: Social Movements that Changed America April 1, 2019

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

To Be Determined


Session 5: Championing Against Implicit Bias and Microaggressions May 6, 2019

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

Mariam Lam

Associate Vice Chancellor, Diversity & Inclusion
University of California, Riverside



Session Six: Sustaining Excellence Through Diversity and Avoiding Legal Risk June 3, 2019

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

David Bergquist

Chief Campus Counsel
University of California, Riverside

Session Seven: Communicating for Understanding July 9, 2019

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

Seana Nuñez-Grider

Human Resources
University of California, Riverside

Project Presentation & Graduation August 6, 2019

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