Diversity Dialogue

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“Diversity – describes the extent to which an organization has people from diverse backgrounds, with diverse human characteristics and from diverse communities and from working as staff, volunteers, board members.”
Inclusiveness

Inclusiveness – valuing the perspectives and contributions of all people. Striving to incorporate the needs and viewpoints of diverse stakeholders into the design of the organization’s services.

The act of encouraging belonging.

Respect for pluralism – members of diverse groups maintain traditional cultures, values and special interests within a common, shared culture.

Three Cases for Diversity & Inclusiveness

Compliance case: diversity is something we are forced to do by law. We avoid or react to litigation.

Values case: diversity is the right thing to do for our people.

Business case: diversity is the smart thing to do for our business/organization.

All are important and necessary, they do not contradict each other but compliment each other.
Starting the Dialogue:

“How do we engage the UCR in discussion around the issue of diversity and inclusion, i.e., access as one of the top priorities?"
Conceptual Framework

“Diversity and inclusion are more complex than we see it.”

“Race is the source and root of human oppression and marginalization.”

“The strength and inclusion of diversity of the community workforce is measure of community health.”

Assumption #1

Diversity and inclusion are more complex than we see it.

“Diversity is a numbers game.”

“Inclusion is the extent to which action is taken to include people of diversity.”
Assumption #2

Race is the source and root of human oppression and marginalization

"Social & political construct of race is a factor in the lives of all students and academic community"

"Race, whether real or perceived impacts students view of the world and how they perform"

Assumption #3

The strength and inclusion of diversity of the community workforce is measure of community health

"Myth of reverse racism"

"White racial anxiety"
Our two cents:

“Diversity is one of our values

“Inclusion must be a part of that core value

Action

“How do we live it out every day in academic institutions?”
How do we measure our progress towards attaining our diversity and inclusion goals?

**Data**
- Quantitative
  - Racial Disparity
  - Gender
  - Sexual Orientation
- Qualitative
  - Training
  - Surveys
  - Interviews
Questions for UCR Advisory Group:

"What is diversity make-up of our academic institutions?"
"Students? Advisory staff?"
"Faculty?"
"Management? Support staff?"
"How much money is allocated to minority students?"
"Scholarships"
"Supportive resources"

How are we moving the University community from fixed to a growth mindset?
"Faculty education:
"What is available to faculty?"
"Are existing resources being used? IMAA? DC? Other?"
"Is there an office of diversity and inclusion?"
"How is it supported?"
"What specific programs are focused on “inclusion”?"
# Recommendations

1. Make D & I a Priority
   - Every UCR meeting will strive to apply the D & I lens

2. Standardize
   - D & I Terminology
   - Data collection tools

3. D & I Sub-Committee
   - Analyze & synthesize data
   - On-going review

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**References**
