



Making Excellence Inclusive: A UCR Diversity Certificate Program

During this six-month program, participants learn to better understand UCR's diversity challenges and propose solutions that can be implemented within one year. They will research, analyze and apply their new knowledge to actual situations in the UCR work environment. Includes five workshops by leading authorities, group discussions, and outside readings; with capstone group projects that entail white papers, presentations and poster sessions at graduation. All applications must be endorsed by participant's supervisor. Application deadline is October 1, 2010. Successful applicants will be notified by October 8, 2010. Program runs from Orientation, October 19, 2010, to the graduation ceremony April 19, 2011. Contacts: Gladys Brown, gladys.brown@ucr.edu, X25604 or Sue Anderson, sue.anderson@ucr.edu, x23145.

Tuition: \$175.00



Moving Toward Multicultural Competence

(Audience: All members of the UCR Community)

This highly interactive, introductory workshop develops the awareness, knowledge and skills needed to promote diversity throughout UCR, and within our units and organizations. Through a combination of lectures and exercises, faculty, supervisors, staff and students will become more self-reflective, and aware of differences and the impact of stereotyping and discriminatory practices in the workplace or classroom. This is an excellent foundation session for more advanced or in-depth diversity training. Available for your unit upon request. To submit a request, go to <http://www.humanresources.ucr.edu> and click on "Education and Development" and then select "Diversity Programs."

Cost: FREE



Responding to Bias with the STAR Treatment – New

This session help participants increase self-awareness of biases they may have and gain knowledge of how biases are formed. Through discussion and role-plays, participants will learn how to respond to bias statements in a positive, non-threatening way using the STAR treatment. Participants will be asked to complete the Harvard Project Implicit Test prior to the workshop. Conducted by members of DELI's Diversity Educators Network. Available for your unit upon request. To submit a request, go to <http://www.humanresources.ucr.edu> and click on "Education and Development" and then select "Diversity Programs."

Cost: FREE

Established by the EVC/Provost 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. The Making Excellence Inclusive: A UCR Diversity Certificate Program is one of several diversity education and training opportunities developed by DELI and listed as best practices in UCR's Diversity Accountability Report (2009) to the UC Board of Regents.

MEI Partners

Academic Personnel
Bourns College of Engineering
Chancellor/Executive Vice Chancellor's Office
College of Humanities, Arts
and Social Sciences
Diversity, Excellence & Equity
Faculty & Staff Affirmative Action
Graduate School of Education

Human Resources
Staff Assembly
UCOP General Counsel
UC Risk Management
UCR Campus Counsel
University Extension
University Library
Vice Chancellor of Student Affairs

UCR
Human Resources

UCR
Division of Diversity,
Excellence and Equity

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



The Office of the Chancellor and the Diversity Education and Leadership Initiative present the 2010–2011 Chancellor's Diversity Education Program: "Making Excellence Inclusive"

We are proud to offer a comprehensive, year-long diversity education program for administrators, faculty, staff and students. Our mission is to foster a campus community in which all members thrive and work toward common goals.

"At the University of California, Riverside, our students, faculty, staff, and guests represent a myriad of personal experiences and values that grow out of both differences and often unrecognized similarities in culture, background, and outlooks... We pride ourselves on this diversity, and we are each, and all, richer for it."

—Chancellor Timothy White
"A Campus of Respect" 2009



UNIVERSITY OF CALIFORNIA
UCRIVERSIDE

Series A

MEI: Recruiting, Retaining and Promoting a Diverse Faculty

(Audience – Chairs, Academic Administrators and Faculty)

- 1 Legal Essentials for Academic Leadership: Strategies for Avoiding Legal Risk**
Michele Coyle, Esq., Campus Counsel, UCR, Therese Leone, Esq., VP and General Counsel, Mills College.

February 8, 2011: 1-3:30 pm (Chairs and Academic Administrators) Cost: FREE

Academic Leadership, including chairs and deans, face myriad potential pitfalls in recruiting, retaining and promoting a diverse faculty and staff. Hear experienced attorneys discuss good management practices that protect you and the University from employment complaints and claims. Recognize, understand and reduce department conflict and legal risk, especially during difficult economic times.

- 2 Using Institutional and Original Research Data to Monitor Progress on Diversity and Effectiveness**, *Daryl Smith, Professor of Education and Psychology, Claremont Graduate University.*

March 10, 2011, 1:30-3:30 pm Cost: FREE

Diversity is now a core part of UCR's programs and mission. This workshop will focus on how the faculty or a department can use institutional data to assess, evaluate and plan its diversity strategy. It will show participants how data can be used to monitor progress on diversity, and to determine where time, energy and resources are best utilized to increase program excellence.

Series B

MEI: Diversity Risk Management and Employment Legal Liability During a Budgetary Downturn

(Audience – All Supervisors)

- 1 Managing in the Firestorm: How to Reduce Liability and Decrease Risk**
Michele Coyle, Esq. Campus Counsel, UCR, and Therese Leone, Esq. VP and General Counsel, Mills College.

February 9, 2011: 1-3:30 pm Cost: FREE

The current national economic crisis and dramatic decreases to state funding have caused many colleges and universities to reassess strategic priorities. How does an administrator effectively manage faculty and staff employment challenges while making tough decisions during a budgetary downturn? Experienced attorneys will help you to recognize, understand, and reduce legal risk while drawing on resources that will help you handle the firestorm.

For more information or to register:

- 1. Go to the UC Learning Center at www.uclearning.ucr.edu**
- 2. Enter your UCR NetID and password**
- 3. Type in "MEI" in the search field and click Go**
- 4. Click on the title of the class and select Register**
- 5. Review the activity details and select Submit**

- 2 Lessons Learned from Past UC Litigation: Case Studies for You to Consider**

Valerie Shelton, Esq. General Counsel, UCOP

February 16, 2011. Two opportunities to attend:

a. 9:30-11:30 am session

b. 1:30-3:30 pm session

Cost: FREE

What strategies should units use to prevent and resolve discrimination complaints? How can a unit respond effectively to a lawsuit or employment discrimination complaint? What are common pitfalls experienced by administrators at the various UC campuses? Using actual cases litigated within the UC system, participant teams will learn to avoid common pitfalls and apply proactive approaches in addressing complaints and minimizing legal risks.

Series C Personal and Professional Growth and Development

(Audience - Faculty, Staff, Administrators and Students)

Series C (1): Special Focus Series

The Professional Development and Personal Growth Series provides workshops on the cultures, backgrounds or outlooks that represent the differences and similarities within our UCR community. For 2010-2011, the focus is supporting members of our lesbian, gay, bi-sexual and transgendered communities, and those with disabilities—both visible and invisible.

LGBT 101 – A Cultural Competency Primer

Cost: Free

Nancy Jean Tubbs, Director, and Toi Thibodeaux, Program Coordinator, UCR LGBT Resource Center

November 17, 2010, 10-11:30 am, HUB 265

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.

Allies Safe Zone Seminar – How To Be an Ally to LGBT People

Cost: Free

Nancy Jean Tubbs and Toi Thibodeaux, LGBT Resource Center

Choose One Session: **All are 1-4 pm, 268 HUB**

Friday, October 22, 2010 Friday, November 5, 2010 Monday, December 13, 2010

The Allies Safe Zone Program is a network of UCR students, faculty, and staff who are supportive of lesbian, gay, bisexual, transgender people, and of anyone dealing with sexual orientation or gender identity issues. The seminar includes a panel of LGBT students, dialogue around LGBT issues, training regarding resources and addressing heterosexism, biphobia, and transphobia.

Becoming Part of the UCR Disability Advocates Program

Dr. Eric N. Peterson, Disability Specialist, Student Special Services; Marsha Marion, Disability Management Coordinator, Labor Relations / Workers Compensation; Mary Tregoning, Associate Director for Residence Life, Housing Services

Choose one session:

**For Students: October 19, 2010, 1:30-4:30 pm, 265 HUB
Spring Quarter, 2011 Time/Place TBA.**

For Staff/Student Workers

**Friday, November 19, 2010, 9 am-noon OR Tuesday, February 15, 2011, 9 am-noon
HR Employee Development Center, 1160 University Ave.**

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. Receive convenient resources for making appropriate referrals.

Series C (2): Available Workshops for Units and Groups

The seminars below do not have firm dates, but will be scheduled by units, groups or DELI to accommodate those interested in sponsoring or attending. To schedule for your unit/ dept., go to the Human Resources website, click on "Education & Development" and then select "Diversity Programs."

- 1 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
- 2 Weaving Diversity into the Performance Management Process and Development Plans**
Sue Anderson, Education and Development Manager, Human Resources, UCR; Dr. Yolanda Moses, Associate Vice Chancellor, Diversity, Excellence and Equity, UCR; Gladys Brown, Assistant Vice Chancellor, UCR
- 3 Multicultural Competence and Leadership**
Gladys Brown, Assistant Vice Chancellor, Diversity, Excellence and Equity, UCR
- 4 Deaf and Hard of Hearing Sensitivity Training**
Pauline Strickland, Hard of Hearing Specialist, Center On Deafness - Inland Empire (CODIE)
- 5 Understanding Stereotypes and Biases**
Dr. Kathleen Montgomery, Professor Emerita, AGSM, UCR
- 6 Understanding Personal Cultural Competency**
Dr. Susan Borrego, VP Enrollment, CSU Dominguez Hills
- 7 Opportunities and Challenges of Intercultural Communication**
Dr. Carlos Cortès, Professor Emeritus, UCR
- 8 National Coalition Building Institute (NCBI)**
 - a. Prejudice Reduction Model**
 - b. Controversial Issues Model***Joe Virata, Director, Asian Pacific Student Programs, UCR*
- 9 Sexual Harassment/Sexual Assault Awareness**
Debbie Artis, Director, Title IX/Sexual Harassment Office, UCR