Making Excellence Inclusive: a UCR Diversity Certificate Program

Application Process
Deadline: October 23, 2013

1. Check to ensure you meet the eligibility requirements listed below.
2. This class is delivered over a six-month period, and requires classroom and group project meeting time. Make sure that both you and your supervisor are willing to make the necessary commitment for successful completion.
3. Go to www.humanresources.ucr.edu “Staff Employment and Development” and select “Certificate Programs.” There you will find a link to the Diversity Certificate Program. Complete the application and submit it to Seana M. Núñez-Grider in Human Resources at seana.nunez@ucr.edu.
4. Applicants selected to participate will be notified by Human Resources by October 30, 2013

Eligibility
Eligible participants must have:
• Completed their probationary period
• Endorsement for participation from their department

Tuition
$275 per person

Program Partners
Office of the Chancellor
Office of Executive Vice Chancellor and Provost
Division of Diversity, Excellence & Equity
Office of Faculty & Staff Affirmative Action
Human Resources

You Are Invited to Participate in the UCR Diversity Certificate Program

The six-month “Making Excellence Inclusive” program will guide participants through a series of learning activities all designed to make the subject matter “come to life.” 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. With this in mind, the program includes the following learning elements:

• **Workshops** – Led by leading authorities representing a broad cross-section of diversity topics
• **Discussion Sessions** – Prompted by stimulating questions, participants share their thoughts on the topic areas
• **Outside Readings** – To enrich the understanding of the topics discussed in the workshops
• **Capstone Projects** – To allow for a practical application of the concepts, each group will develop an innovative project that will expand their knowledge on a selected diversity topic
• **Project Presentation** – To celebrate and demonstrate participants’ new understanding of “Making Excellence Inclusive”
Program Overview

November 12, 2013 — Program Orientation Session

Dr. Yolanda Moses  
Professor of Anthropology and  
Associate VC for Diversity, Excellence and Equity

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

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

Erica Peterson, Ph.D.  
Disability Consultant

This session details the value of diversity at UCR and provides a comprehensive understanding of all program elements and performance expectations.

December 10, 2013 — Diversity Primer

Dr. Carlos Cortes  
Professor Emeritus, CHASS, UCR

This workshop serves as an anchor to the Diversity Certificate Program by providing an introduction to concepts that will set the context for the sessions that follow. We will explore competing concepts of diversity, develop a meaningful explanation of diversity, and define cultural competence. This highly engaging session will feature opportunities to share opinions and feelings as Dr. Cortes leads us through his signature “mad minutes.”

January 7, 2014 — Diversity-Legal Aspect/OFCCP

Valerie C. Shelton, Esq.  
Sr. Counsel- Litigation, Labor & Employment University of California, Office of the General Counsel

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

February 11, 2014 — Expanding Personal Cultural Competency

Dr. Susan Borrego  
VP for Enrollment Management and Student Affairs, CSU Dominguez Hills

Creating inclusive communities starts with culturally competent professionals. This workshop expands cultural competency in ways that transform knowledge and awareness into policies, practices and attitudes.

March 11, 2014 — Opportunities & Challenges of Intercultural Communication

Dr. Carlos Cortes  
Professor Emeritus, CHASS, UCR

Explore the challenges that people face in communicating across cultures. What opportunities does diversity provide for contemporary leaders? These and other intercultural themes will be addressed.

April 8, 2014 — Making Connections: A Prejudice Reduction Workshop for Effective Coalition Building

Joe Virata  
Interim Assistant Dean of Students

Marcela Ramirez  
Director – Middle Eastern Students Center

Experiential activities will engage participants in developing leadership skills to build inclusive environments and increase cultural competence; e.g., valuing similarities and differences, examining stereotypes and preventing and interrupting bigoted behaviors.

May 20, 2014 — Presentation Skills Workshop

May 28, 2014 — Project Presentations & Graduation Ceremony at Alumni & Visitors Center