

Making Excellence Inclusive: a UCR Diversity Certificate Program

Application Process

Deadline: September 30, 2011

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 Employee 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 in Human Resources at seana.nunez@ucr.edu.
4. Applicants selected to participate will be notified by Human Resources by October 10th, 2011.

Eligibility

Eligible participants must have:

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

Tuition

\$175 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



2011-2012 Chancellor's Diversity Education Program Making Excellence Inclusive: a UCR Diversity Certificate Program



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



MEI Certificate Program Sessions will be held from 8:30-12:00 pm
in the Employee Development Center

November 8, 2011 - 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

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

December 13, 2011 - 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.

January 10, 2012 - Understanding Stereotypes & Biases



Dr. Kathleen Montgomery
Professor Emerita, SoBA, UCR

This session will examine the meaning of stereotypes, how they develop, and why they persist. We will examine the barriers people experience as a result of stereotyping and uncover unrecognized stereotypes that we all hold.

February 14, 2012 - Making Connections: A Prejudice Reduction Workshop for Effective Coalition Building



Joe Virata
Director, Asian Pacific Student Affairs



Marcela Ramirez
Diversity Initiatives
Coordinator, AVC/Dean
of Students

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.

March 13, 2012 - 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 10, 2012 - Managing for the Future: How to Sustain Excellence Through Diversity & Avoid Legal Risk



Michele Coyle, Esq.
Campus Counsel, UCR



Therese Leone, Esq.
VP and General Counsel,
Mills College

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!

May 8, 2012 - Presentation Skills Workshop

May 15, 2012 - Project Presentations & Graduation Ceremony at Alumni & Visitors Center

Group Project Planning Session Schedule

November 30 • January 25 •
February 29 • March 28 • April 25



Planning Sessions will be held in the Employee Development Center
from 12:00pm – 1:30pm