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Vice Chancellor

DEVELOPMENT AND ALUMNI RELATIONS
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The following statement grounds itself in the acknowledgment of the current and historical calls for justice because of the continuous unjust murders of Black Americans and inequities faced by other marginalized communities.

Development & Alumni Relations (DEVAR) stands in solidarity against racism and discrimination. We recognize the injustices experienced by our donors, alumni, students, faculty members, colleagues and family as their lived experiences and truth.

As a division, we reject racism, exclusion and discrimination in all forms and all the places it exists. Moving forward, we intend to place the prevailing discriminatory treatment of marginalized communities at the forefront of our work and discourse, catalyzing a historic movement to address the social and economic inequalities in our society and our everyday lives. We welcome partnership and collaboration in our ongoing efforts to improve access to education and end the prejudice and disproportionate limitations that are pervasive throughout the United States.

Furthermore, we acknowledge and take ownership over our responsibility to build and maintain actions that demonstrate inclusion of all identities and individuals. As such, we ask you to hold us accountable to the commitments we have made below that will aid us in achieving a diverse, inclusive and equitable DEVAR, UC Davis and community:

- To prioritize the recruitment, retention and promotion of a diverse workforce within DEVAR
- To ensure that DEVAR is a safe environment for all employees to thrive
- For DEVAR leadership, including the Vice Chancellor, Associate and Assistant Vice Chancellors, supervisors and managers to commit to making structural changes to ensure an inclusive, equitable and just workplace
- To uplift diversity, equity, and inclusion related funding opportunities in our development work and make certain that every member of the organization is equipped to apply a diversity, inclusion and equity (DEI) lens to their work
- To support the continued social and cultural knowledge acquisition of DEVAR staff
- To continue support of the DEI Committee in making recommendations to improve the division
- To support and participate fully in training and engagement opportunities which promote unity, solidarity and allyship

It is our hope and expressed intention that these initial action steps will help us build a community where all individuals feel a sense of belonging and connection to UC Davis.