

# A DIVERSITY AND INCLUSION VISION FOR UC DAVIS

## PIPELINE, RECRUITMENT, AND RETENTION

**GOAL 1:**  
Identify, attract, retain, and graduate a diverse student body.

- A. Focus on identification, preparation, and pipeline activities early in future students' development/schooling and involve community and support networks such as family, K–12 teachers, counselors and schools, community organizations and community colleges.
- B. Increase retention and graduation/ completion rates of students with a focus on diverse, underrepresented, and underserved student populations.
- C. Invest in each student's success, sense of belonging, and cultural competency.

### METRICS

- broader demographics of eligibility pools, applicants, and enrollments (by major, school, and college)
- improved graduation rates and time to graduation for disadvantaged groups
- student persistence measures (e.g. 2nd-year retention, GPA, progress toward degree)
- equitable distribution of financial aid and grants
- etc.

**GOAL 2:**  
Identify, attract, and retain a diverse faculty and staff.

- A. Broaden the diversity of faculty and staff by cultivating a diverse pipeline and ensuring that campus policies, departmental incentives, and funding models are aligned to make aggressive progress on hiring goals.
- B. Hold every division, college, school and department accountable for bringing diversity and inclusion excellence into recruitment and hiring practices.
- C. Ensure that people thrive—for compliance, retention, and improved climate.

### METRICS

- broader demographics of availability pools, hiring pools, and new hires (by location, job group, and level)
- improved retention and turnover rates
- improved rates of performance measurement and advancement for underrepresented and disadvantaged groups
- equity in salary and other resources
- etc.

## CLIMATE

**GOAL 3:**  
Advance a climate that fosters inclusion excellence.

- A. Engage, empower, inform, and hold individuals accountable for fostering an environment where every person feels responsible for advancing diversity and inclusion excellence.
- B. Evaluate current institutional barriers to inclusion.
- C. Ensure safe campus environments, free from exclusion, intimidation, offensive, or violent conduct. Eliminate negative behavior related to power differentials. Reject normalizations of bias and sexual harm.
- D. Sponsor communities of belonging.

### METRICS

- holistic evaluation of voluntary separations, FMLA/sick days, workers comp, discrimination cases, and Ombuds visits (by location, job group, and level) shows improved outcomes
- improved responses to engagement and climate surveys (UC Undergraduate Experience Survey, CUCSA Staff Engagement Survey, COACHE Faculty Engagement Survey)
- etc.

## RESEARCH, TEACHING, PUBLIC SERVICE, AND TRAINING

**GOAL 4:**  
Promote diversity and inclusion in research, teaching, public service, and training across campus and in neighboring communities.

- A. Embed cultural competency in all academic and training programs, administrative units/ programs and workplaces to support diversity and inclusion goals.
- B. Return benefit to the communities that work with us.
- C. Fulfill the promise of APM 210(d) by promoting and rewarding “contributions in all areas of ... achievement that promote equal opportunity and diversity ... including efforts to advance equitable access to education, public service that addresses the needs of California's diverse population, or research ... that highlights inequalities.”

### METRICS

- holistic assessments of curriculum and training programs show increasing participation numbers and improved learning outcomes
- equitable rates of advancement for all groups
- uptick in external diversity awards and recognition
- improved patient outcomes
- increase in participation of scholars in research related to the African American diaspora
- growing indices of UC Davis diversity scholarship and research
- increased extramural funding for diversity efforts
- etc.

## INSTITUTIONAL COMMITMENT

**GOAL 5:**  
Ensure accountability to diversity and inclusion efforts on campus and in serving neighboring communities.

- A. Establish a coordinated campuswide effort to implement and report on the progress of this strategic plan.
- B. Embed the structure and resources for diversity and inclusion in all academic and administrative units and within the job responsibilities of those in key roles.
- C. Create a strategic plan with neighboring communities within a 30-mile radius on shared goals for diversity and inclusion.

### METRICS

- uptick in external diversity awards and recognition
- broader diversity of those in leadership roles
- regular reporting on diversity goals at school, college, department, and unit level
- increased access to and utilization of diversity data
- assessments of talent management programs and initiatives show increasing participation numbers and improved opportunities for advancement
- increase in funding (extramural and institutional) for diversity initiatives
- increase in localized/regional undergraduate student eligibility and enrollments
- increased localized/regional participation in UC Davis diversity programming
- etc.