



# 2020-2021 Chancellor's Diversity Certificate Program

MAKING EXCELLENCE INCLUSIVE:  
*Cultivating a Campus Climate of Respect*



## YOU ARE INVITED TO JOIN

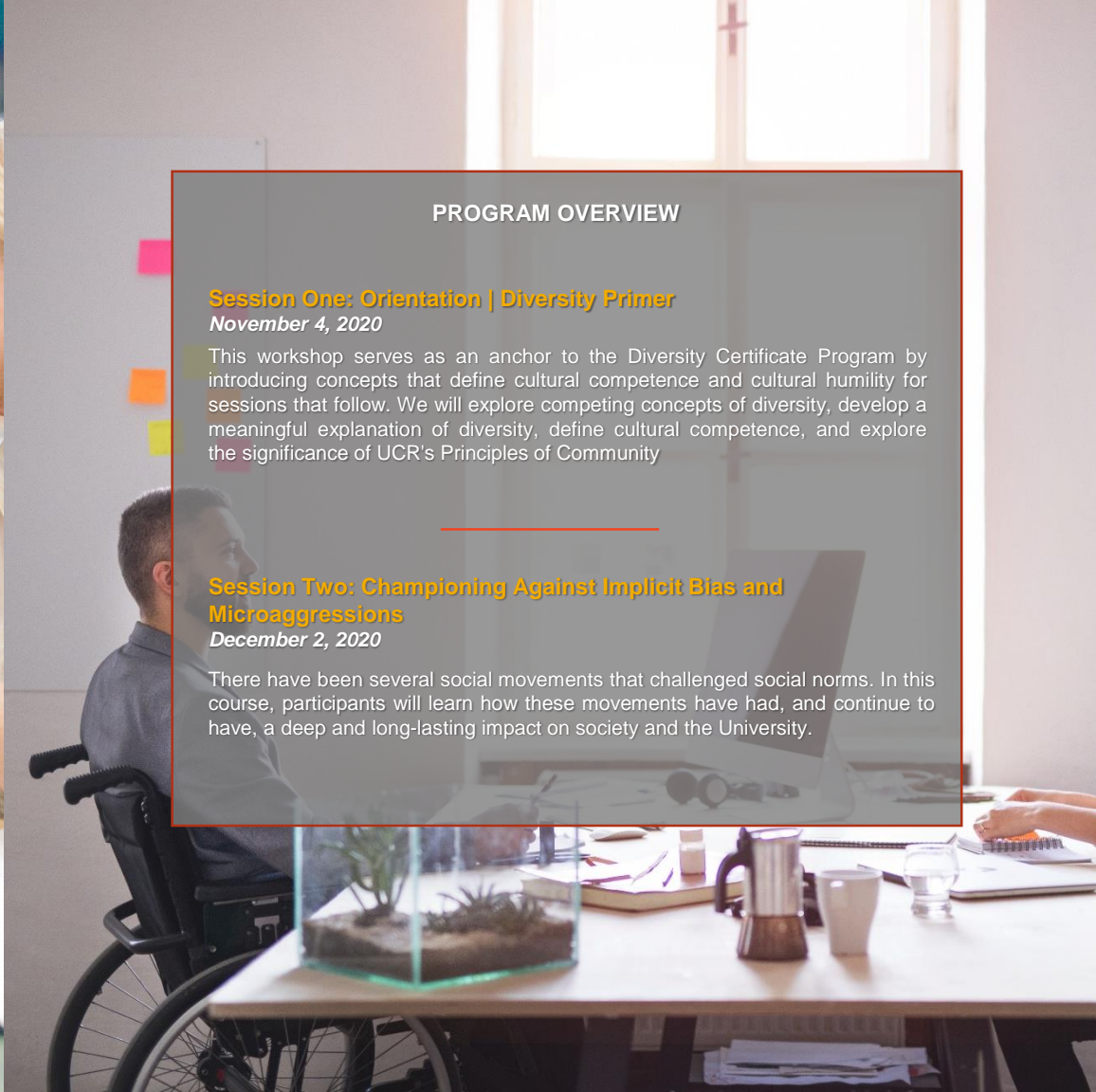
The eight-month *Making Excellence Inclusive Diversity Certificate Program* will guide participants through a series of learning activities designed to emphasize the commitment to equity and inclusion as a core value in an increasingly diverse campus environment.

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.

- Workshops – led by leading authorities representing a broad cross section of diversity topics
- Discussion Sessions – participants share their thoughts on the topic areas
- Capstone Projects – Create a practical application of the concepts; develop an innovative project or policy recommendation that will improve staff engagement and workplace culture with an inclusive climate in mind.
- Project Presentation – Presentation of capstone initiatives and demonstration of participants' understanding of the *Making Excellence Inclusive Diversity Certificate Program*

## PROGRAM PARTNERS

Office of the Chancellor  
Office of Diversity, Equity and Inclusion  
UCR Human Resources



## PROGRAM OVERVIEW

### Session One: Orientation | Diversity Primer November 4, 2020

This workshop serves as an anchor to the Diversity Certificate Program by introducing concepts that define cultural competence and cultural humility for sessions that follow. We will explore competing concepts of diversity, develop a meaningful explanation of diversity, define cultural competence, and explore the significance of UCR's Principles of Community

### Session Two: Championing Against Implicit Bias and Microaggressions December 2, 2020

There have been several social movements that challenged social norms. In this course, participants will learn how these movements have had, and continue to have, a deep and long-lasting impact on society and the University.






## APPLICATION PROCESS

1. Check to ensure you meet the eligibility requirements below.
2. This class is delivered over a eight-month period. Make sure that you and your supervisor are willing to make the necessary commitment for successful completion.
3. Complete the application and submit to: Willis Harris, Diversity, Equity and Inclusion Specialist/Trainer: [Willis.Harris@ucr.edu](mailto:Willis.Harris@ucr.edu)
4. Please [click here](#) to download the MEI Program application.
5. **Application Deadline: October 16, 2020**

### Eligibility

Eligible participants must have:

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



### Session Three: Communicating for Understanding *January 6, 2021*

In the age of social media, universities' authority over behaviors involving social media and freedom of speech have become very complex. In this session, participants will learn to understand the rights and activities of free speech on campus.

### Session Four: Principles of Community and Workplace Civility *February 3, 2021*

Principles of Community and Workplace Civility is a promise to ourselves, to the people we serve, and to the University that we will always strive to conduct our conversations - whether in person, online or in written communication - in ways that allow for the widest range of opinions on ideas and policies, yet also respect the dignity, integrity and rights of those with whom we might disagree.

### Session 5: Social Movements that Changed America *March 3, 2021*

This workshop will explain the dynamics and effects of implicit bias and microaggressions in both indirect and blatant forms of inequality, and how biases can affect the ways we communicate and interact with one another.

### Session Six: Free Speech on Campus in the Age of Social Media *April 7, 2021*

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

### Session Seven: Sustaining Excellence Through Diversity and Avoiding Legal Risk *May 5, 2021*

This workshop examines the communication model and will provide the tools for participants to be able to enhance the dialogue of inclusion and respect amongst the diverse population on campus.

### Project Presentation & Graduation *June 2, 2021*

Program participants will present their capstone project. The session will also include a recognition ceremony.