

# UC San Diego

## **STRATEGIC PLAN FOR INCLUSIVE EXCELLENCE**

Office for Equity, Diversity, and Inclusion

UC San Diego

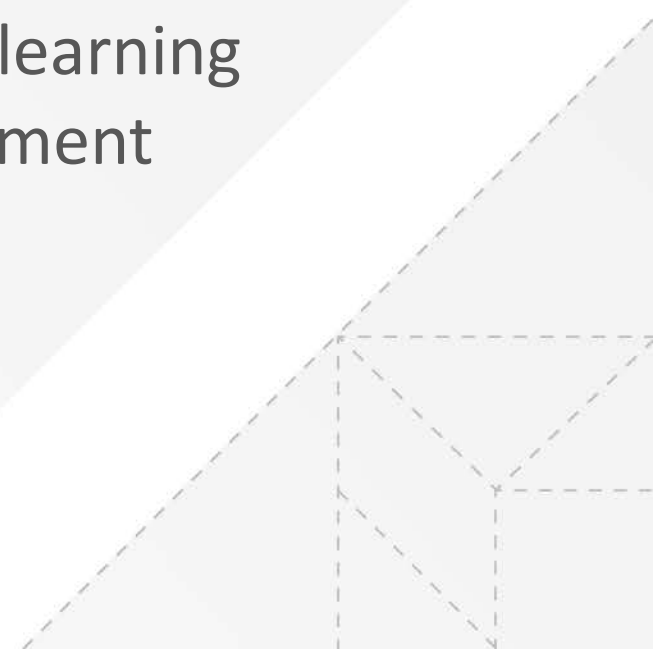
**Chancellor**  
**Pradeep K. Khosla**

**Executive Vice Chancellor**  
**Elizabeth H. Simmons**



# UC San Diego Strategic Plan for Inclusive Excellence

A campus wide plan that will outline commitments and expectations to help foster a more inclusive, vibrant learning environment



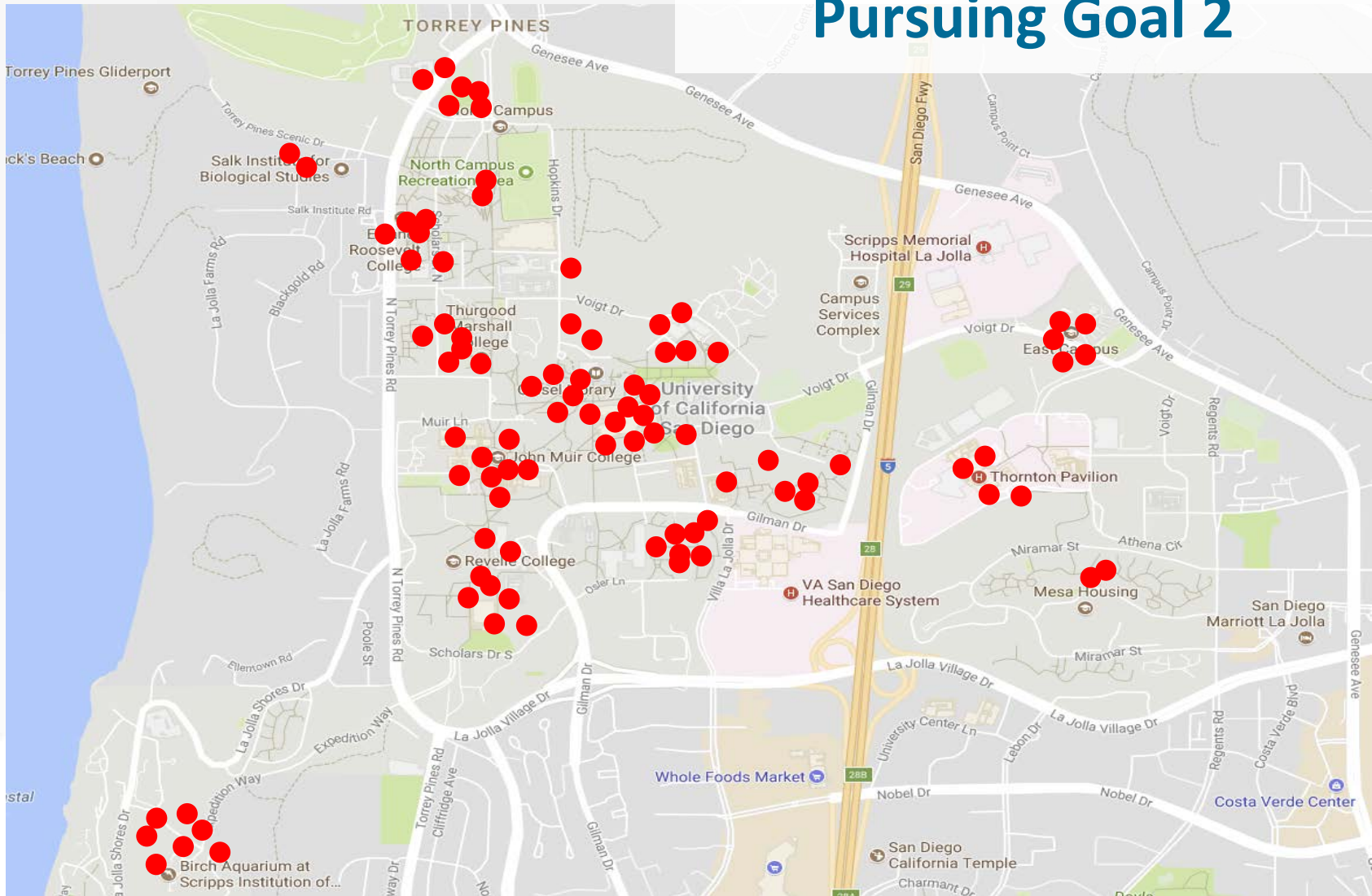
# UC San Diego Strategic Plan

## Goal 2

“Cultivating a diverse and inclusive university community that encourages respectful open dialogue, and challenges itself to take bold actions that will ensure learning is accessible and affordable for all.”

([plan.ucsd.edu](http://plan.ucsd.edu))

# Pursuing Goal 2



Chancellor's Associates Scholars Program (CASP)  
Raza Resource Centre and ITRC  
SOM Hispanic Center of Excellence  
Veterans Resource Center  
STARS Summer Research Program

IRACDA  
Student Success Coaches  
Teaching + Learning Commons  
Undocumented Student Services Center

# UC San Diego Strategic Plan for Inclusive Excellence

Core Tenets

Themes

Community Expectations

Institutional Priorities (Goal #2)

UC San Diego Strategic Plan

# Foundation of Strategic Plan for Inclusive Excellence

## Core Tenets

- 1) **Inclusive Excellence:** Beyond numbers. Excellence in learning; research and teaching; student development; local and global community engagement; workforce development, etc.
- 2) **Inclusion:** Beyond diversity.
- 3) **Community/Climate of Care:** Belonging. Mattering.
- 4) **Accountability:** Responsibility. Results-focused. Horizontal & Vertical.



# UC San Diego Strategic Plan for Inclusive Excellence

“Diversity refers to the differences of personal experiences, values, and worldviews, which include **race, ethnicity, gender, age, religion, language, abilities/disabilities, sexual orientation, gender identity, socioeconomic status, and geographic region, and more.**”

(<http://regents.universityofcalifornia.edu/governance/policies/4400.html>)



# UC San Diego Strategic Plan for Inclusive Excellence

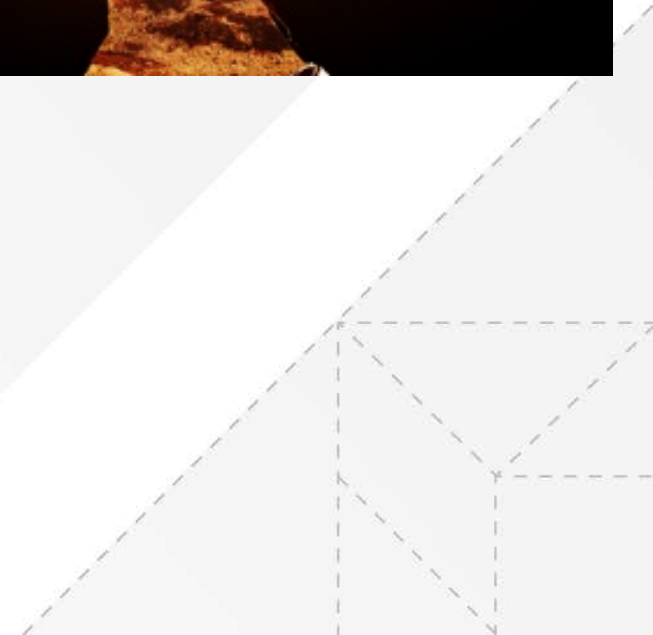
Diverse Institutions Have Improved Overall  
Organizational Performance



# The Strategic Plan and YOU

# If One Thing Changes, Everything Changes

- Questions we ask
- Persons we hire
- One hour earlier or later
- What we think
- How we approach a challenge
- Listening, less defensiveness
- Inform our imagination
- Read one book a month
- **What's your ONE thing?**



# Courage, Commitment, Capacity

- **Courage** – Boldness in the face of challenges; leadership that transforms
- **Commitment** – Marathon, not a sprint; organizational change, systemic takes time
- **Capacity** – Strengthen skills and competence
  - Institutional
  - Interpersonal
  - Group Level – Staff, Colleagues, Peers





# UC San Diego Strategic Plan for Inclusive Excellence



- Target Audience
  - Students, faculty, and staff
- Integrative and Holistic
  - Interwoven into all aspects of organizational life
- An all-hands-on-deck approach

# UC San Diego Strategic Plan for Inclusive Excellence

- Progress Updates – Communication and Engagement
  - **Fall 2017:** Official Launch, Phase 1 of Idea Wave campaign
  - **Winter 2018:** Phase II Idea Wave campaign
  - **Fall 2018:** Specific 5-year Goals & Objectives shared campus-wide





# UC San Diego Strategic Plan for Inclusive Excellence

- Overall active engagement at EVERY level
- Leadership may be practiced at every level by everyone

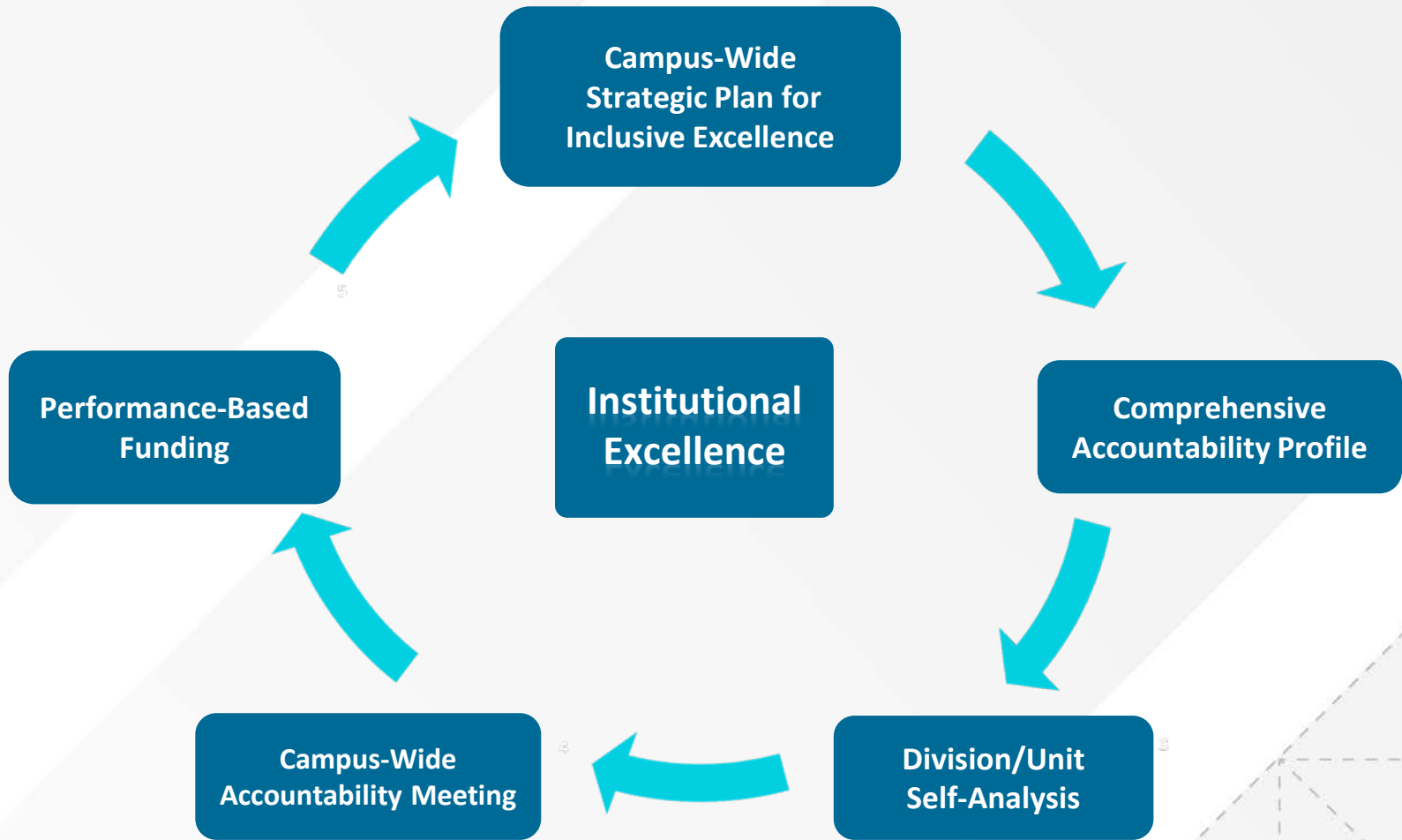




# Accountability



# Campus Wide Strategic Plan for Inclusive Excellence



# Accountability Profile

Faculty Recruitment  
& Retention

Climate Data

Equity Data

Staff Recruitment &  
Retention

Student Data

Unit Self-Analysis

Annual  
Accountability  
Meeting

# Unit Self-Analysis

**State of EDI in  
your unit**

**How did your  
unit get here?**

**How can your  
unit improve?**

- 1) Understand your data (recruitment, retention, climate, equity, etc.)
- 2) Reflect on the effectiveness of your unit strategies (use evidence)
- 3) Describe Impact of your Strategies (provide evidence)
- 4) Compare to peers and aspirant peers
- 5) Describe future strategies (as result of assessment)

# Annual Accountability Meeting

Unit ratings  
by Advisory  
Council

Performance  
Based  
Incentives

Continuous  
Improvement



## YOU HAVE THE POWER TO TRANSFORM

Be the spark that awakens a more vibrant  
and inclusive campus community.

Share the plan. Start a conversation. Shape our future.

The banner features a dark blue background with abstract geometric shapes in shades of green, teal, blue, and yellow. The text 'IDEAWAVE UC San Diego' is in the top left, and 'MAKE WAVES' is in the top right. The main title 'Building the UC San Diego Strategic Plan for Inclusive Excellence' is centered. Below it is a 'Submit Your Idea' button. At the bottom of the banner are navigation tabs: Overview, Activity, Inspiration, Ideas (0), and Community.

Preview & Seeding In Progress    Idea Submission    Discussion & Voting Starts 11/09/2017    Evaluation Starts 11/16/2017    Closed



Becky Pettit  
Sponsor

6 Followers

Following

### *Will you help us create YOUR Strategic Plan for Inclusive Excellence?*

Equity, diversity, and inclusion are critical to our mission of excellence at UC San Diego. A diverse, equitable and inclusive university enriches the educational experience, promotes critical thinking, strengthens our community, and gives the university an intellectual and competitive advantage.

Questions?

