Wednesday, October 25, 2017
8:30 - 10:00 a.m.
RIMAC Green Room

AGENDA:

1. Welcome and Introductions
   Anthony King

2. Building a Community with Heart: UC San Diego Strategic Plan for Inclusive Excellence
   Diane Forbes Berthoud
   Assistant Vice Chancellor, Equity, Diversity and Inclusion

3. Member Updates
   All

Building a Community with Heart: UC San Diego Strategic Plan for Inclusive Excellence
Diane Forbes Berthoud, Assistant Vice Chancellor, Equity, Diversity and Inclusion

The Strategic Plan for Inclusive Excellence is a campus-wide roadmap. To help shape UC San Diego’s future as a place where all feel welcomed and supported, the Office for Equity, Diversity and Inclusion will lead the process to develop and implement a campus wide Strategic Plan for Inclusive Excellence. During this academic year, a team of advocates and influencers will be engaging the campus community in seeking individual feedback and actionable ideas that will continue to launch us in the right direction.

Learn more about the plan in the launch video [here](#).
Launching Our Shared Future

The Strategic Plan for Inclusive Excellence is goal two of UC San Diego’s Strategic Plan in action.

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.

Over the past year, with guidance from the EDI Office, the EDI Advisory Council has been laying the groundwork for the strategic plan. The group—comprised of student, staff, faculty and alumni representatives who advise senior administrators—listened to what the community was asking for and distilled four core tenets that will underpin the plan as it begins to unfold.

Core Tenets

- **Inclusive Excellence**: A systemic approach that integrates diversity, equity and inclusion into all institutional operations, at every level, as a necessary component of academic excellence.
- **Inclusion**: Intentional engagement that enables all students, staff and faculty to participate fully in every aspect of campus life.
- **Community/Climate of Care**: A campus where all community members, regardless of differing social identities, feel respected and included in the full participation of an equitable learning and working environment.
- **Accountability**: Transparency and acknowledgement of our campus’s willingness to accept responsibility for proactively and fully engaging all aspects of equity, diversity and inclusion.
How is diversity defined?
The plan will focus on diversity and inclusion in terms of race, ethnicity and presence, gender sexual orientation, disability and other areas of identity. It will outline policies and processes that will help foster a safer learning environment and open respectful dialogue, showing meaningful and transparent progress throughout.

Inclusive excellence: Diverse institutions have improved overall performance. Inclusion directly correlates to excellence in the classroom and workplace.

The Strategic Plan and YOU
In each of our interactions, let us have courage (boldness), commitment (endurance) and capacity (strengthen our skills).

Your voice is what drives this campaign. This strategic plan is only as good as the feedback we receive. Our goal in this year-long process is to listen and carefully consider all input from students, faculty and staff.

Phases
The Strategic Plan for Inclusive Excellence officially launched with an event held on Oct. 19, 2017. Read the This Week @ UC San Diego story here

All students, staff and faculty are invited to share their ideas about how UC San Diego can become a place where all feel included and experience equal opportunity in achieving their goals.

- Submit your ideas online at ideawave.ucsd.edu.
- Take part in a small focus group (find dates at diversity.ucsd.edu.)
- Join one of our interactive workshops, seminars, or social events.
- Become a campaign ambassador and encourage others to get involved.

Following the preliminary collection of ideas, an initial plan will be drafted in the winter quarter of 2018. Phase three in spring quarter of 2018 will offer an opportunity for the campus community to provide comments on the first draft of the plan. The final plan will be announced in fall quarter of 2018.

Throughout this process, all will be held accountable for contributing towards a more welcoming and inclusive campus.

Accountability — data monitoring dashboards, climate and diversity surveys and reports.

NEXT MEETING: TBD

Marketing Council Listserve: ucsd-marketing-council-l@mailman.ucsd.edu