

New Faculty Orientation

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The UCI logo is a stylized, multi-pointed star shape with a white-to-blue gradient, containing the letters "UCI" in a bold, white, sans-serif font.

UCI

Office of
Inclusive Excellence

UCI and UC Commitments

UCI Strategic Plan: Bright Past, Brilliant Future

- Ensure that UCI's educational opportunities are an engine for social mobility
- Build on our relationships with minority-serving institutions – including Historically Black Colleges and Universities, Hispanic Serving Institutions, and Asian American and Native American Pacific Islander Serving Institutions – to continue strengthening pipelines into our graduate and professional programs
- To increase enrollment of a diverse doctoral student population

2030 UC Goals

- closing graduation gaps for students from low-income families, students from underrepresented groups, and first-generation college students
- ensuring the California Dream is for everyone
- Growing Our Own: Advance faculty diversity and diversify PhD pathways

UC Office of the President commitment to faculty diversity and inclusion to achieve excellence

Minority Thriving Institution

UCI is a Minority Serving Institution (MSI), designated as an Asian American and Native American Pacific Islander-Serving Institution (AANAPISI) and as a Hispanic-Serving Institution (HSI). These federal designations align with UCI's aspiration to be a national leader and global model of inclusive excellence. As a designated AANAPISI and HSI, UCI faculty, staff and students are eligible to apply for [Minority-Serving Institution \(MSI\) grants, internships and partnerships](#).

Find out more about UCI as an AANAPISI

Find out more about UCI as an Hispanic Serving Institution

Minority Serving Institutions Directory

Find out more about the Black Thriving Initiative

Find out more about Gender Inclusive Campus

Find out more about Native American Thriving

<https://inclusion.uci.edu/action-plan/msi/>

URM = Underrepresented Minority (federal designation)

HSRU = Hispanic Serving Research Universities

Black Thriving Initiative

Black Thriving Starts With Leadership

- Michael V. Drake Drive established at UCI
- First Black chancellor of a general campus (2005-2014)
- First Black president of the University of California (2020-present)

Undergraduate Black Thriving Scholars Program

- \$10K in gifts raised from campus and community members
- 10 Thriving Scholarships Awarded to Continuing Students



OC African American Alliance \$10K Grant

for BTI-Beale Applied Innovation Student Start Up Fund for Entrepreneurship

Graduate Education

- School of Humanities enrolls record number of new Black graduate students in Black Studies cluster



Black Management Association: launched in 2021

inclusion.uci.edu/uci-black-thriving-initiative



Anti-Blackness in the United States courses

- 800 Participants and 4,000 hours of community learning



School of Medicine: LEAD-ABC

- Nation's first program to develop physician-leaders trained to address the unique health care needs of African, Black and Caribbean communities
- Two consecutive years of record enrollment

Campus Term Chair Program: Black Thriving

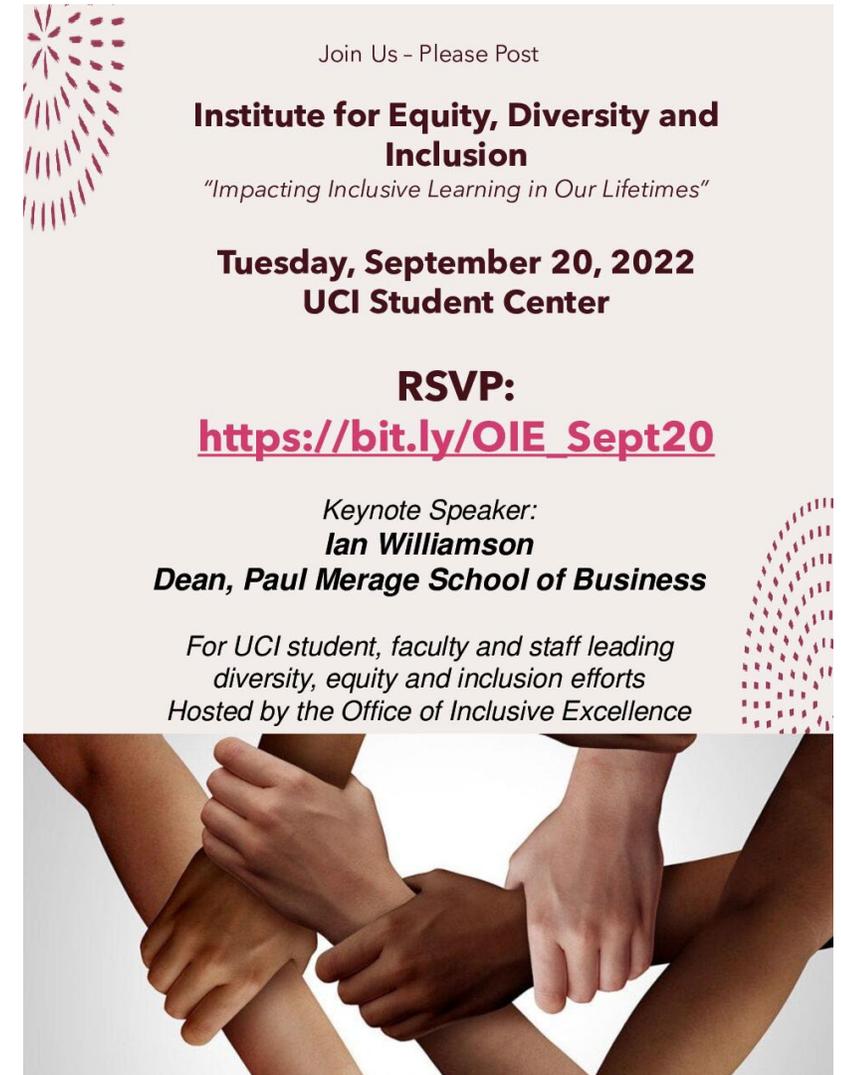
- \$500K Direct Investment over 3 Years
- 5 Term Chairs Awarded for Distinguished Contributions

Campus Black Thriving Cluster Hiring Program

- 10 Faculty Positions for Cluster Appointments
- Second consecutive year of double digit hiring of new Black faculty

Events and Activities

- Institute for Equity, Diversity and Inclusion (Sept 20)
- President's Postdoc (PPFP) Info Session (Sept 22)
- Educational Modules
 - UCI as a Minority Thriving University
 - Wellness, Community, Public Safety
 - Anti-Blackness in the U.S. Modules
- Latino Excellence and Achievement Awards Dinner (LEAD)
- SEA Change (AAAS: STEMM Equity Achievement)
- Co-Sponsor & publicize many campus and community events



Join Us - Please Post

Institute for Equity, Diversity and Inclusion
"Impacting Inclusive Learning in Our Lifetimes"

Tuesday, September 20, 2022
UCI Student Center

RSVP:
https://bit.ly/OIE_Sept20

Keynote Speaker:
Ian Williamson
Dean, Paul Merage School of Business

For UCI student, faculty and staff leading diversity, equity and inclusion efforts
Hosted by the Office of Inclusive Excellence



Award & Fellowship Programs

- [Dependent Care Travel Awards](#) (Oct 4, 2022; Jan 31, 2023; April 25, 2023)
- [Inclusive Excellence Spirit Awards](#) (Oct 31, 2022)
- [Nat'l Cntr for Faculty Development & Diversity \(NCFDD\) Faculty Success Program](#) (Sept 29, 2022+)
- [Advancing Faculty Diversity Grants](#) (UCOP, May 16, 2022)

Mentoring:

- [President's Postdoctoral Fellowship Program](#) (UCOP, Nov 1, 2022; Dec 1, 2022 for mentor letters)
- [UC-Historically Black College and Universities Initiative](#) (UCOP, Mar 15, 2023)
- [UC Hispanic Serving Institutions Doctoral Diversity Initiative](#) (UCOP, Nov 14, 2022)
- [Tom Angell, Frances Leslie and Carol Connor Mentoring Awards](#)

Equity Leadership: ADVANCE

ADVANCE Program for Equity and Diversity

- NSF ADVANCE Grant (2001)

Equity Advisors

- Senior Faculty in each school & Faculty Assistant to Dean
- Recruitment best practices
- Resource for assistance
- Mentoring
- Faculty development

Equity Leadership: DECADE Program

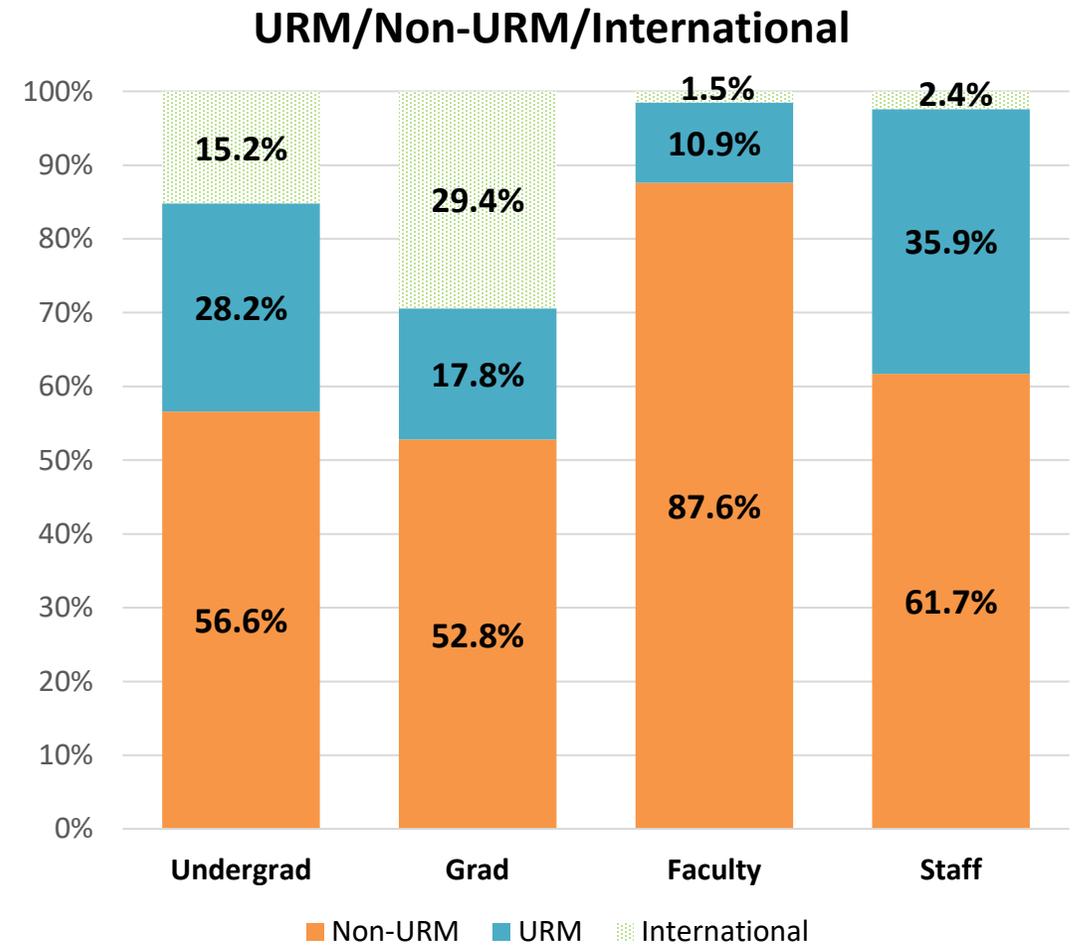
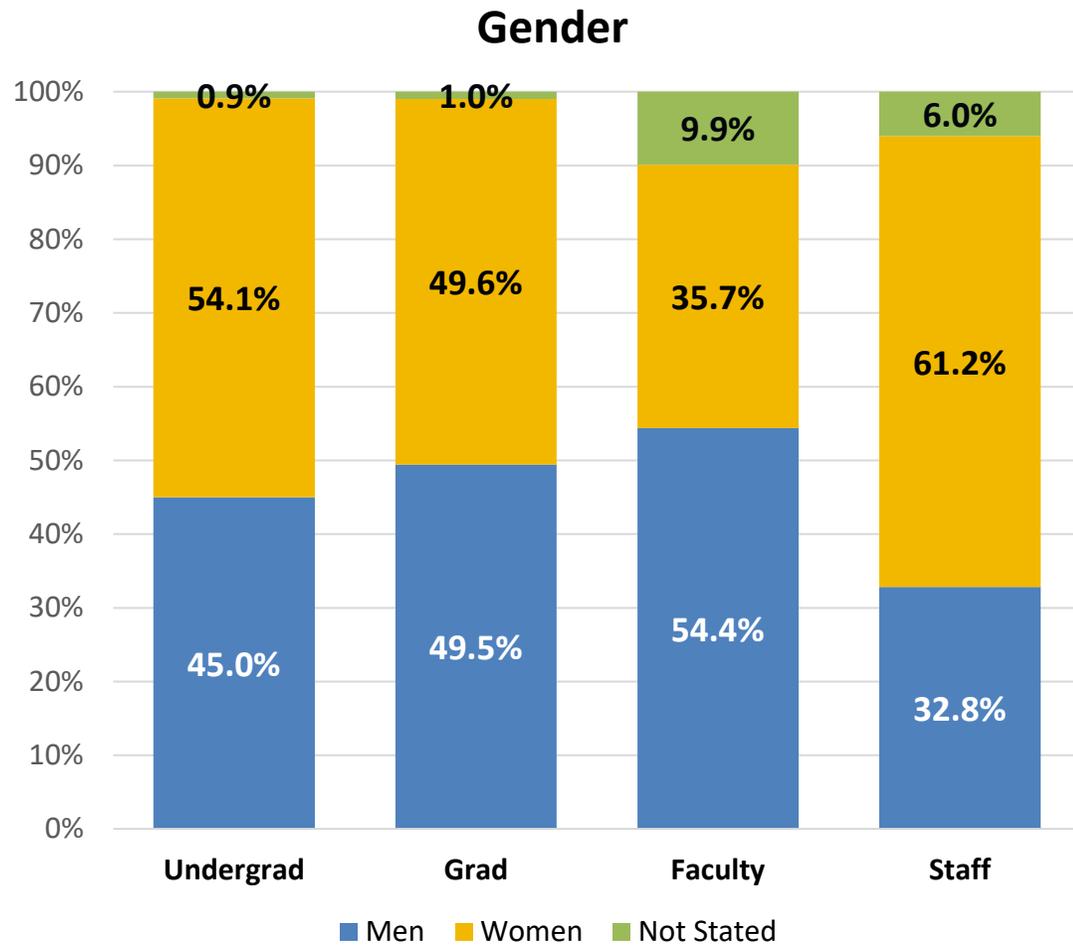
- **D**iverse **E**ducational **C**ommunity **A**nd **D**octoral **E**xperience
- Office of Inclusive Excellence and Graduate Division
 - Promotes inclusive and positive culture among graduate students
 - Assists with recruitment and retention of inclusive and diverse graduate student body
 - Offers educational, networking, and community building programming
- PhD programs have DECADE faculty Mentor and DECADE graduate student Representative(s)

Data and Surveys

OIE Research

- OIE Climate Survey (January 2023)
- Unit Equity Reviews (2024+?)
- UC Graduate Student Experience Survey (Spring 2023?)
- Important to participate
- Important to provide demographic information

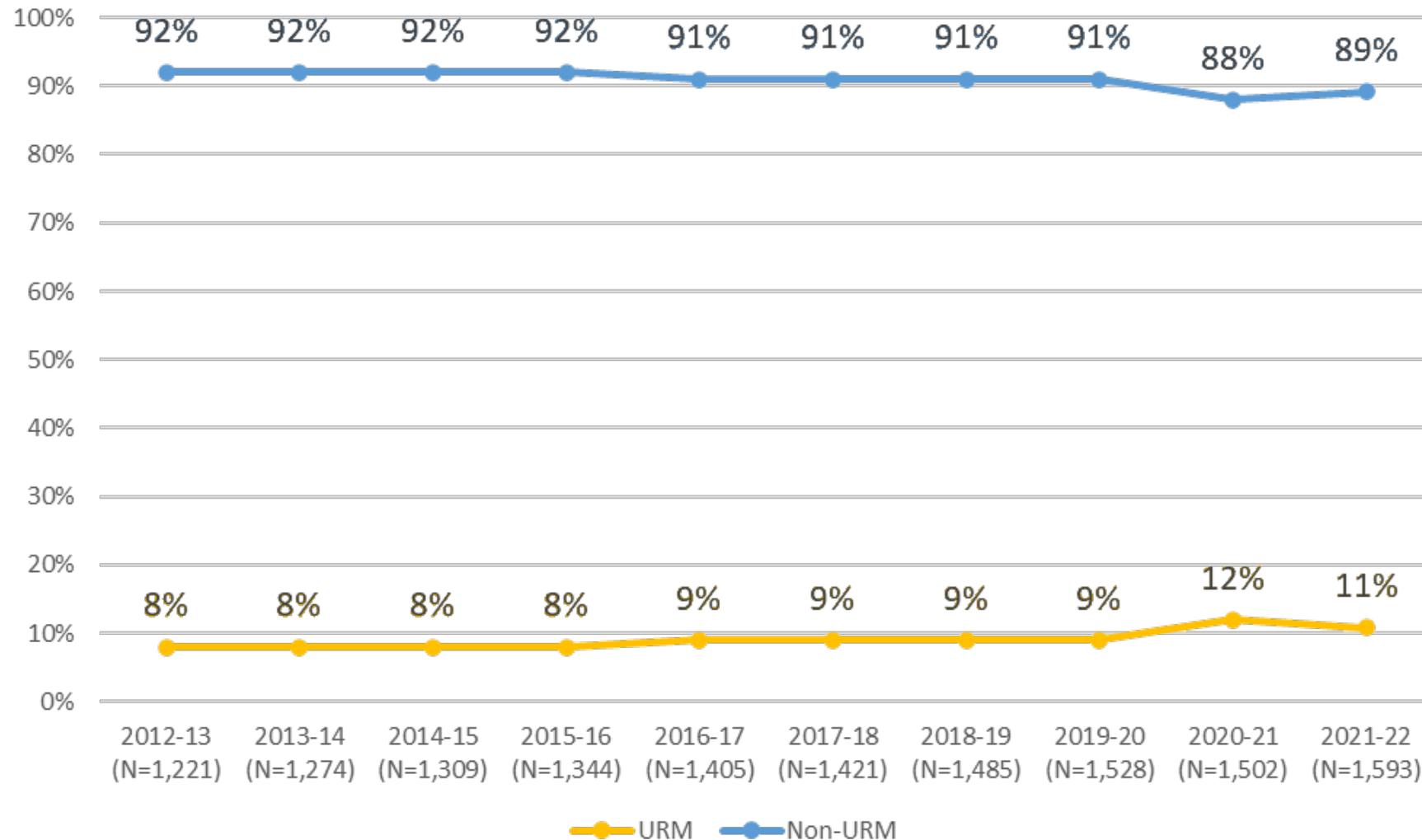
Total Students, Faculty, and Staff (2021-22)



URM= African American/Black, Hispanic/Latino, American Indian or Native American, Native Hawaiian or Pacific Islander

Data Sources: Office of Institutional Research and UCPath

Under-Represented Minority Senate Faculty



Data and Surveys

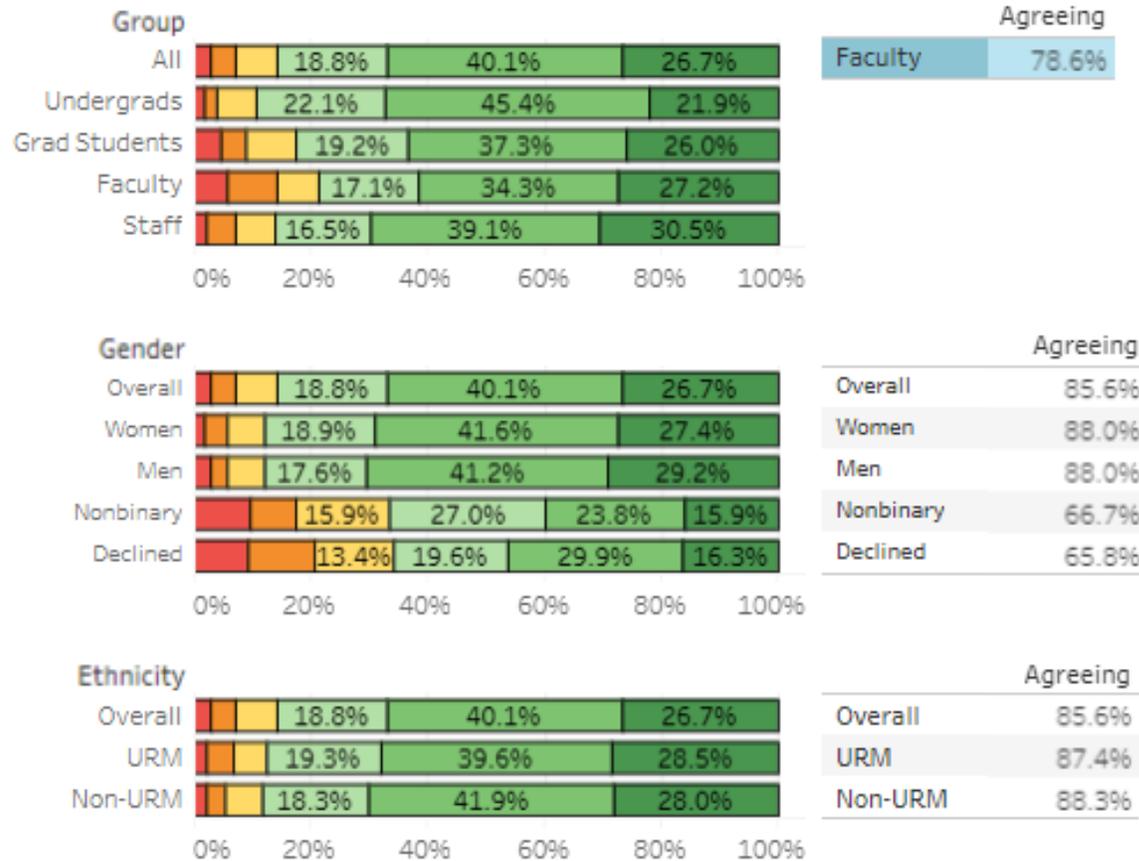
I am personally supported and empowered to learn/work here at UCI.

Year

School

Question

- Response
- Strongly agree
 - Agree
 - Slightly agree
 - Slightly disagree
 - Disagree
 - Strongly disagree



Thank you! Questions?
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