

## About UC San Diego's Strategic Plan for Inclusive Excellence

As a university, our charge is to prepare students to succeed in a diverse and complex society, as well as support scholars in generating new knowledge to benefit our world. To achieve this, it is crucial that we foster a teaching, research and learning environment that is inclusive and equitable for all. A diverse campus community enriches the educational experience, promotes critical thinking, strengthens our ties and builds an intellectual and competitive advantage.

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.

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.

### Get involved!

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.

We acknowledge that improvement is needed, and that systemic change takes time. But we are ready to take bold steps that will align us on a path to improve teamwork and problem-solving, leading to stronger performance as a university.

Transformation takes collective genius. Imagine what we can achieve together when we unite our efforts to create a community with heart.

### Phase One: Developing Core Tenets

In partnership with UC San Diego's Equity, Diversity and Inclusion Advisory Council—comprised of students, faculty, staff and alumni from across campus—we have developed **four core tenets** that will underpin the plan as it begins to crystallize.

1. **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.
2. **Inclusion:** Intentional engagement that enables all students, staff and faculty to participate fully in every aspect of campus life.
3. **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.

4. **Accountability:** Transparency and acknowledgement of our campus's willingness to accept responsibility for proactively and fully engaging all aspects of equity, diversity and inclusion.

## **Phase Two: Submit Your Ideas**

The second phase of our campaign begins Oct. 19, 2017 with a town hall to officially launch the initiative. Then, over a period of several months, we invite faculty, staff and students from across campus to contribute their ideas online and in person. This can be done a number of ways:

### Submit ideas online via IdeaWave

IdeaWave is a crowdsourcing platform that features targeted campaigns related to areas of strategic importance to UC San Diego. For the Strategic Plan for Inclusive Excellence, participants can submit their own ideas, build on the ideas of others, collaborate with others to create new suggestions and vote on submissions they would like to see progress.

### Concept Teams and Small Focus Groups

For those who would prefer to share ideas in person within a group setting, we will offer opportunities to interact and brainstorm within concept teams and small focus groups using the IdeaWave platform.

### Campus Events

Numerous engagement events will be held on campus, from meetings where campus community members are invited to contribute their thoughts, to informal tabling on Library Walk where students can interact and become inspired to help lead change.

### Connect with Advocates and Influencers

There is also an opportunity to connect with an organization on campus that you are affiliated with. Keep an eye out for messages and event invitations from:

- Academic Senate
- Associated Students
- Campus Community Centers
- Diversity Coordinators
- Faculty Equity Advisors
- Graduate Student Association
- Leaders for Equity Advancement and Diversity (LEAD) Fellows
- Staff Associations

## **Phase Three: Review and Refine**

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.

## **Contact Us**

Help shape the future of UC San Diego! Call us at 858-822-3542 or email [diversity@ucsd.edu](mailto:diversity@ucsd.edu).