

Extending GRACE to Impact DEIB at UGA



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UNIVERSITY OF
GEORGIA



Presentation Overview

- About Dex
- Who is OID
- What is OID's Impact
- OID's D&IEP
- How Alumni Can Support



Who is OI?



Institutional Diversity
UNIVERSITY OF GEORGIA





Institutional Diversity

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The Office of Institutional Diversity (OID) is committed to a vision of leadership in embracing diversity and inclusion at the University of Georgia. OID leads the university in fulfilling its commitment to be a diverse campus enriched and informed by its constituents' personal, cultural, and intellectual.

As UGA grows more diverse, creating a welcoming climate of respect and inclusiveness for all is more important than ever. Recognizing and appreciating that the value of diversity and cross-cultural understanding is critical to UGA's mission, a continuing goal of this office is to ensure that the University of Georgia provides an inclusive environment where all students, faculty, staff, and external partners feel safe and view our campus as a positive and nurturing academic environment.



Institutional Diversity

UNIVERSITY OF GEORGIA

MISSION AND GOALS

The mission of the Office of Institutional Diversity (OID) is to provide institutional leadership to the focused effort to enhance and maintain a diverse and inclusive environment for learning, teaching, research and service at the University of Georgia. OID goals include:

- Enhancing diversity awareness and education through training and learning opportunities for faculty, students and staff throughout the university.
- Promoting awareness of UGA's diversity efforts by supporting diversity related events across the UGA campuses.
- Establishing and defining strategic partnerships between the Office of Institutional Diversity and other units.
- Identifying and obtaining additional resources that will enhance and support institutional diversity endeavors.





Enhancing diversity awareness and education through training and learning opportunities for faculty, students and staff throughout the university.

- Certificate in Diversity & Inclusion & Pathways
 - The Certificate in Diversity and Inclusion (CDI) engages UGA faculty and staff in building capacity to contribute to and sustain a diverse and inclusive campus environment. The CDI is offered in partnership with the Human Resources Training and Development Department and other diversity-related offices and programs across the institution.
 - Our team provides diversity education for departments/units looking to create a pathway for their faculty/staff to complete the Certificate in Diversity & Inclusion (CDI) as an intact team.
 - This program offers the facilitation of 2-3 sessions per semester over the course of the academic year by staff from the Office of Institutional Diversity and university partners.
 - CDI-Pathways provide opportunities for units to engage with a combination of the general CDI curriculum as well as customized curriculum specific to the unit's needs.
 - Pathways units complete a total of 6 courses including CDI's core course (Diversity at UGA: Beyond the Numbers).



Promoting awareness of UGA's diversity efforts by supporting diversity related events across the UGA campuses

- Mary Frances Early Lecture
- Road Dawgs
- Black Faculty & Staff Organization
- MLK Freedom Breakfast
- India Night
- Atlanta Public School Days
- And many more!



Establishing and defining strategic partnerships between the Office of Institutional Diversity and other units

- Undergraduate Admissions Access & Inclusion
- Council of Academic Diversity Officers
- Diversity Advisory Council
- Georgia African American Male Experience Advisory Board
- UGA Enhancing Science, Technology, Engineering, and Math Educational Diversity (ESTEEMED) Program
- And more!



Identifying and obtaining additional resources that will enhance and support institutional diversity endeavors

- National Center for Faculty Development and Diversity
 - The National Center for Faculty Development & Diversity (NCFDD) is an independent faculty development center dedicated to supporting academics in making successful transitions throughout their careers.
- Institutional Diversity Support Fund
 - This fund provides programming and general support for the Office of Institutional Diversity.
- Institutional Diversity Student Support Fund
 - Provides general support for undergraduate, graduate, and professional students at UGA, including scholarships, awards, and other student expenses.
- Georgia Daze Program Support Fund
 - Provides support for the Georgia Daze Program within the Office of Institutional Diversity. Georgia Daze is a residential weekend visitation program for high school seniors admitted to the University of Georgia.

What's OID's Impact?



UGA DIVERSITY AND INCLUSIVE EXCELLENCE PLAN

- The University of Georgia's Planning Committee on Diversity and Inclusive Excellence has developed a five-year plan to provide an integrated and strategic approach to UGA's diversity and inclusion efforts. The plan includes eleven goals, along with corresponding key performance indicators and institutional actions to create a better, stronger UGA.

Inclusive Excellence Priority #1

BUILDING AN INCLUSIVE LIVING/LEARNING ENVIRONMENT THAT SUPPORTS ACCESS AND SUCCESS FOR DIVERSE STUDENTS

Goal 1.1



INCREASE ENROLLMENT OF UNDERREPRESENTED STUDENTS AT UNDERGRADUATE AND GRADUATE LEVELS

IMMEDIATE INSTITUTIONAL ACTIONS

- Significantly expand the reach of the Road Dawgs Program
- Develop mutually beneficial pipeline relationships in school districts with targeted high schools (including Athens high schools)
- Develop mutually beneficial pipeline programs with Historically Black Colleges and Universities and other institutions designated as Minority Serving Institutions

Goal 1.2

INCREASE NEED-BASED STUDENT SCHOLARSHIPS FOR UNDERGRADUATE AND GRADUATE EDUCATION

IMMEDIATE INSTITUTIONAL ACTIONS

- Seek at least an additional \$1 million in matching funds for Georgia Commitment Scholarships or other need-based initiatives

Goal 1.3



EXPAND RESOURCES TO PROMOTE INCLUSIVE LEARNING ENVIRONMENTS

IMMEDIATE INSTITUTIONAL ACTIONS

- Develop diversity initiative for inclusion in first-year orientation and University Housing programs that encourages a more open and welcoming campus environment
- Establish awareness program for faculty and staff to complete diversity certificate program

Goal 1.4



EXPAND MENTORSHIP FOR UNDERREPRESENTED STUDENTS

IMMEDIATE INSTITUTIONAL ACTIONS

- Develop a marketing campaign to expand participation of underrepresented individuals in the university's mentorship program
- Expand financial support for the university's mentorship program



Inclusive Excellence Priority #2
RECRUITING AND RETAINING A DIVERSE WORKFORCE TO ADVANCE OUR MISSION IN THE 21ST CENTURY

Goal 2.1



INCREASE THE NUMBER OF UNDERREPRESENTED FACULTY, STAFF, POSTDOCTORAL FELLOWS, GRADUATE ASSISTANTS, AND STUDENT WORKERS

IMMEDIATE INSTITUTIONAL ACTIONS

- Develop university-wide training program for search committees and unit heads
- Develop campus-wide expectations for ensuring diverse search committees with particular focus on academic departments and units
- Add diversity statement to position postings

Goal 2.2



EXPAND COMMUNITY BUILDING PROGRAMS AND ACTIVITIES FOR FACULTY, STAFF, GRADUATE ASSISTANTS, AND POSTDOCTORAL FELLOWS, WITH A PARTICULAR FOCUS ON UNDERREPRESENTED POPULATIONS

IMMEDIATE INSTITUTIONAL ACTIONS

- Establish additional university-wide social events (e.g., multicultural faculty and staff reception) to occur on a regular schedule
- Encourage administrative units, schools, and colleges to create similar events on a regular basis

Goal 2.3





EXPAND SUPPORT AND RECOGNITION FOR FACULTY AND STAFF DIVERSITY AND INCLUSION EFFORTS

IMMEDIATE INSTITUTIONAL ACTIONS

- Implement Dawn D. Bennett-Alexander Inclusive Community Award
- Implement the Richard Graham Teaching Award for Excellence in Graduate Education

Inclusive Excellence Priority #3
EXPANDING PARTNERSHIPS AND OUTREACH TO STRENGTHEN DIVERSE COMMUNITIES

<p>Goal 3.1</p>  <p>INCREASE INSTITUTIONAL VISIBILITY IN THE EDUCATIONAL PIPELINE OF UNDERSERVED COMMUNITIES</p> <p>IMMEDIATE INSTITUTIONAL ACTIONS</p> <ul style="list-style-type: none"> • Significantly expand the reach of the Road Dawgs Program • Develop mutually beneficial pipeline relationships in school districts with targeted high schools (including Athens high schools) • Develop mutually beneficial pipeline programs with Historically Black Colleges and Universities and other institutions designated as Minority Serving Institutions 	<p>Goal 3.2</p> <p>BUILD AWARENESS OF PARTNERSHIPS AND OUTREACH WITH DIVERSE COMMUNITIES</p> <p>IMMEDIATE INSTITUTIONAL ACTIONS</p> <ul style="list-style-type: none"> • Enhance central website and marketing strategy to highlight community partnerships and activities 	<p>Goal 3.3</p> <p>EXPAND EXPERIENTIAL LEARNING OPPORTUNITIES FOR STUDENTS IN RURAL GEORGIA AND OTHER UNDERSERVED AREAS</p> <p>IMMEDIATE INSTITUTIONAL ACTIONS</p> <ul style="list-style-type: none"> • Establish experiential learning scholarship for experiential learning in rural Georgia 	<p>Goal 3.4</p>  <p>IMPROVE AND EXPAND COMMUNICATIONS WITH COMMUNITY PARTNERS REGARDING THE UNIVERSITY'S DIVERSITY AND INCLUSIVE EXCELLENCE COMMITMENT</p> <p>IMMEDIATE INSTITUTIONAL ACTIONS</p> <ul style="list-style-type: none"> • Build and deploy diversity communications module for university communicators
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What's OID's Diversity & Inclusive Excellence Plan?



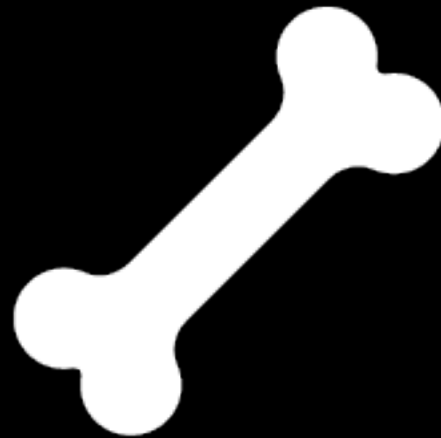
- Unit Goal 1: Expand the recruitment of underrepresented undergraduate and graduate students through outreach and collaboration with strategic partners.
- Unit Goal 2: Increase fundraising and stewardship efforts through internal and external strategic partnerships and sponsorships to broaden opportunities for underrepresented students.
- Unit Goal 3: Develop and promote the expansion of D&I education and consultation support for students, faculty, and staff.
- Unit Goal 4: Foster a greater sense of belonging for diverse students.

- Unit Goal 1: Expand resources to support the recruitment of underrepresented candidates through collaboration with strategic partners.
- Unit Goal 2: Increase programs and activities to support community building for diverse and underrepresented populations.
- Unit Goal 3: Highlight and promote the notable D&I efforts of faculty, staff, and units across campus.

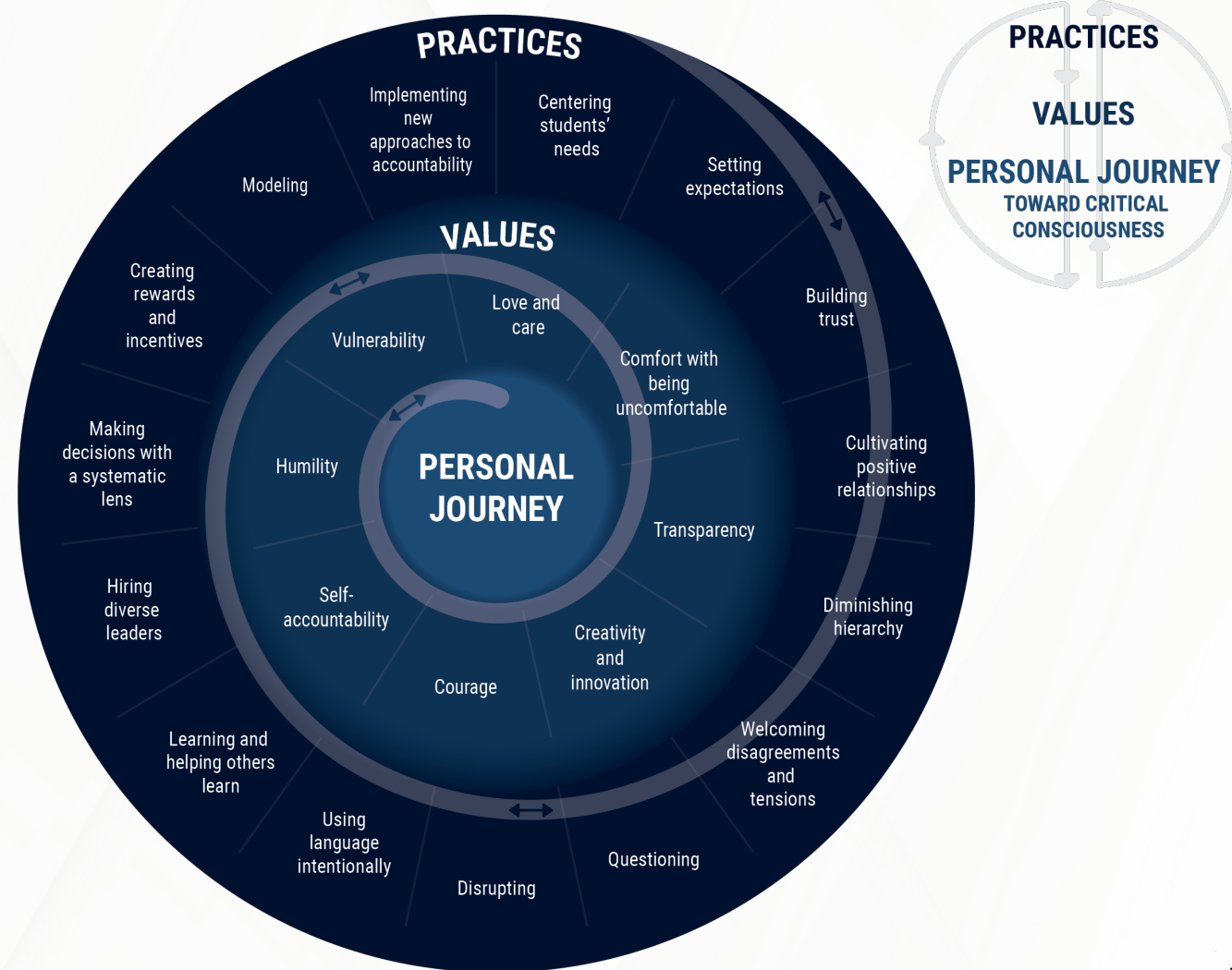
Inclusive Excellence Priority #3
EXPANDING PARTNERSHIPS AND OUTREACH TO STRENGTHEN DIVERSE COMMUNITIES

- Unit Goal 1: Expand the visibility of precollegiate outreach and recruitment through strategic partnerships.
- Unit Goal 2: Grow student engagement with diverse community
- Unit Goal 3: Develop a comprehensive communications and marketing plan.

How Can Alumni Support Our Efforts?




SHARED EQUITY LEADERSHIP





Extend **GRACE**

- **G**ift – *your time, resources, and network*
- **R**ecruit – *others to support the work*
- **A**ttend – *events and programs*
- **C**ontribute – *philanthropic support*
- **E**ngage – *broadly and intentionally*



Gift – *your time, resources, and network*

- **Georgia Daze**
- ***Movimiento Latino***
- ***GAAME***
- ***LSAMP***
- ***Mentor Program***
- ***Internship Opportunities***



R*ecruit – others to support the work*

- *Who is missing?*
- *What identities, industries, and expertise aren't represented?*



***A**ttend – events and programs*

- **Georgia Daze**
- ***Movimiento Latino***
- ***GAAME***
- ***LSAMP***
- ***And more!***



Contribute - philanthropic support

- **Institutional Diversity Support Fund**
 - This fund provides programming and general support for the Office of Institutional Diversity.
- **Institutional Diversity Student Support Fund**
 - Provides general support for undergraduate, graduate, and professional students at UGA, including scholarships, awards, and other student expenses.
- **Georgia Daze Program Support Fund**
 - Provides support for the Georgia Daze Program within the Office of Institutional Diversity. Georgia Daze is a residential weekend visitation program for high school seniors admitted to the University of Georgia.
- **African American Male Initiative Support**
 - Provides support for the Georgia African American Male Experience (GAAME) program.



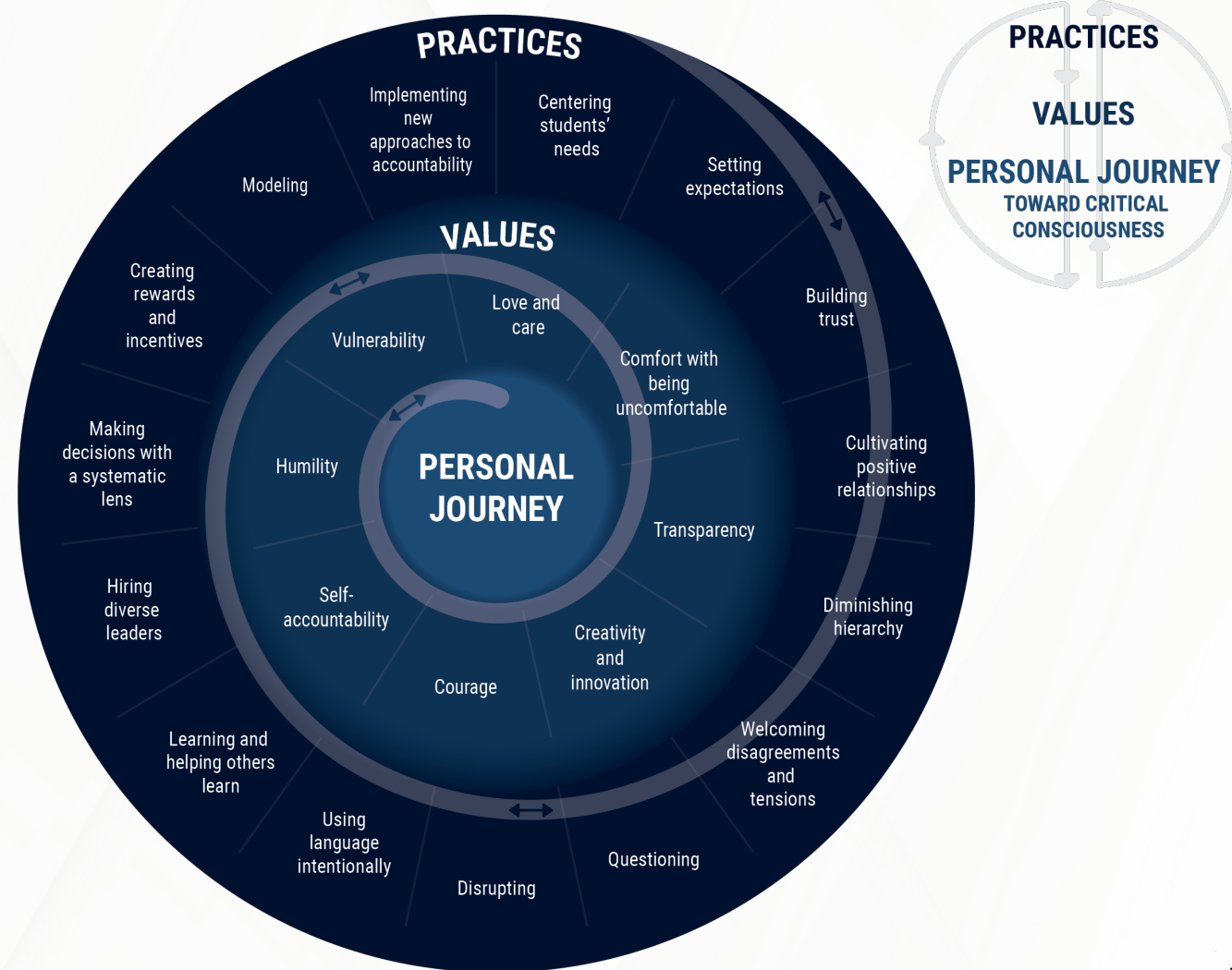
E*ngage – broadly and intentionally*

- **Tell us how you would like to connect/support**
 - *Don't wait for us to reach out*



"Look closely at the present you're constructing; it should look like the future you're dreaming." - Alice Walker

SHARED EQUITY LEADERSHIP





Thank You



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**GO
DAWGS**



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