

Guidance for Developing School-Level Climate Councils

The Office of Inclusive Excellence and Equity Advisors representing all academic units suggest the following to guide the development and effective support offered by school-level climate councils to advance UCI inclusive excellence. It is recognized that these suggestions would serve as springboards for the more tailored missions and activities that respective Climate Councils would uniquely craft to achieve the priorities of interest to their schools and members.

PURPOSE

- The council should establish a clear and transparent mission statement to examine the issues of diversity, equity, and inclusion most relevant to the academic unit.
- The council should establish and communicate strategic plan/actions and expectations for measuring progress

REPRESENTATION

- Councils should represent all members of their academic community, including undergraduates, graduate students, postdoctoral scholars, faculty, and staff
- Councils may benefit from chairing that is shared by a senior administrator/faculty member and/or a staff member
- It is beneficial and advantageous for continuity to stagger the service terms of Council members

MEETINGS

- A regular meeting schedule should be established, preferably one that meets at least quarterly to discuss a public agenda

ISSUES OF INTEREST

- While the Council may serve to achieve a desired inclusive excellence agenda, the issues considered may broadly address the following areas: enhancing recruitment and retention of diverse faculty, building understanding and evidence about equity issues for the unit members, and examining ways to create positive climate and inclusive learning and work environments
- Specific to the UCI tripartite mission, Councils should examine inclusion relevant to disciplinary epistemologies and expectations in creative work and research; ensuring inclusive curriculum, teaching and evaluation practices relevant to the context of a

diverse student body; and engaging diverse communities, particularly in outreach for undergraduate, graduate student, and faculty recruitments and leadership development

SUGGESTED ACTIVITIES MAY BE:

Educational

- Read institutional messages from OIE at: <https://inclusion.uci.edu/community-messages/> to identify institutional priorities resonating with school priorities and issues
- View Confronting Extremism public [programs](https://inclusion.uci.edu/confronting-extremism/) (<https://inclusion.uci.edu/confronting-extremism/>)
- Read and discuss OIE reports (<https://inclusion.uci.edu/#>)

Data-/Evidence-Focused

- Review UCI Climate Survey Results [Dashboard](https://inclusion.uci.edu/oie-dashboard/) (<https://inclusion.uci.edu/oie-dashboard/>)
- Review and discuss Unit Equity Review results
- Read and review UC Undergraduate Experience Survey (UCUES) [results](https://www.universityofcalifornia.edu/infocenter/ucues-data-tables-main) (<https://www.universityofcalifornia.edu/infocenter/ucues-data-tables-main>)

Advisory (to Leadership, Dean, etc.)

- Develop and align unit plans with [UCI Inclusive Excellence Action Plan](https://inclusion.uci.edu/action-plan/) (<https://inclusion.uci.edu/action-plan/>)
- Host town halls or other school-wide conversations

Piloting Systemic Change

- Complete the [Inclusive Excellence Certificate Program](https://inclusion.uci.edu/inclusive-excellence-certificate-program/) (<https://inclusion.uci.edu/inclusive-excellence-certificate-program/>)
- Complete the OIE [Modules](https://inclusion.uci.edu/inclusive-excellence-certificate-program/modules/) for Confronting Anti-Blackness (<https://inclusion.uci.edu/inclusive-excellence-certificate-program/modules/>)