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## Agenda
**Institute for Equity, Diversity and Inclusion**
“**Impacting Inclusive Learning in Our Lifetimes**”
**September 9, 2021**

Join with Zoom Links (RSVP to receive them):
[https://uciadvance.wufoo.com/forms/refcz5y01wboh/](https://uciadvance.wufoo.com/forms/refcz5y01wboh/)

<table>
<thead>
<tr>
<th>Time</th>
<th>Topic</th>
<th>Presenter</th>
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| 10:00 a.m.-10:05 a.m. | Welcome and UCI SEA Change for Examining Our Biases | **Douglas M. Haynes**  
Vice Chancellor for Equity, Diversity and Inclusion  
Director of UCI ADVANCE, and Professor of History |
| 10:005 a.m.-12:00 p.m. | Hidden Biases of Good People      | **Mahzarin R. Banaji**  
Richard Clarke Cabot Professor of Social Ethics, Department of Psychology at Harvard University and Carol K. Pfozheimer Professor at Radcliffe University |
| 12:00 p.m.-12:45 p.m. | Lunch Break                       |                                                                           |
| 12:45 p.m.-1:30 p.m. | Update on Inclusive Excellence Action Plan | **Vice Chancellor Douglas Haynes** – facilitator  
Panelists:  
**Edgar Dormitorio**  
Assistant Vice Chancellor and Chief of Staff, Division of Student Affairs  
**Amanda Garcia-Hall**  
Chair of UCI Staff Assembly and Department Administrator in the Department of Health, Society, and Behavior, Program in Public Health  
**Joanna Ho**  
Chair of UCI Academic Senate and Professor of Accounting in the Paul Merage School of Business |
| 1:30 p.m.-1:50 p.m. | Outsmarting Human Minds (OHM Tools) “Who Are We Helping?” | **Organizational Scan Exercise and Breakout Discussion Groups** |
| 1:50 p.m.-2:00 p.m. | Closing                            | **Vice Chancellor Douglas Haynes** |

*Expect Equity, Support Diversity, Practice Inclusion, and Honor Free Speech*

Access Institute program on event day at: [https://inclusion.uci.edu/institute/](https://inclusion.uci.edu/institute/)
Douglas Haynes

Dr. Douglas Haynes is the inaugural vice chancellor for Equity, Diversity and Inclusion, UCI’s chief diversity officer and Professor of History in the School of Humanities.

Dr. Haynes has elevated attention to inclusive excellence as an institutional priority. In this role, he leads a comprehensive effort to establish UCI as a campus community and UC as a Minority Thriving University where all expect equity, support diversity, practice inclusion and honor free speech.

As UCI’s senior executive responsible for providing a holistic and integrated vision for all major equity, diversity, and inclusion activities on campus and at UCI Health, he leads a comprehensive effort to conceptualize, cultivate and assess inclusive excellence as an ongoing institutional value and educational asset. He spearheaded UCI’s successful push to earn federal designations as a Hispanic-serving institution and Asian American and Native American Pacific Islander-serving institution, and to be recognized with a bronze award by the American Association for the Advancement of Science STEMM Equity Achievement (SEA) Change Program.

A professor of history, Dr. Haynes has published extensively on the history of medicine and science and was founding director of the Center for Medical Humanities. He has been an active faculty member in the Department of African American Studies since its founding. A native of San Francisco, he holds a Ph.D. in modern European history from UC Berkeley.
Dr. Mahzarin Banaji studies thinking and feeling as they unfold in social context, with a focus on the mental systems that operate in implicit or unconscious mode. She studies social attitudes and beliefs in adults and children, especially those that have roots in group membership. She explores the implications of her work for questions of individual responsibility and social justice in democratic societies. Her current research interests focus on the origins of social cognition and applications of implicit cognition to improve individual decisions and organizational policies.

Professor Banaji taught at Yale University from 1986-2002, where she was the Ruben Post Halleck Professor of Psychology. Since 2002, she has been the Richard Clarke Cabot Professor of Social Ethics in the Department of Psychology at Harvard University while also serving as the first Carol K. Pforzheimer Professor at the Radcliffe Institute for Advanced Study, and as the George A. and Helen Dunham Cowan Chair in Human Dynamics at the Santa Fe Institute. Dr. Banaji was elected fellow of the American Academy of Arts Sciences, the British Academy, and the National Academy of Sciences. She also was named the Herbert A. Simon Fellow of the American Academy of Political and Social Science and the William James Fellow for a lifetime of significant intellectual contributions to the basic science of psychology by the Association for Psychological Science, an organization for which she also served as president. Her additional career awards include the Carol and Ed Diener Award for Outstanding Contributions to Social Psychology, the Gordon Allport Prize for Intergroup Relations, and a Presidential Citation from the American Psychological Association.

Professor Banaji published *Blindspot: Hidden Biases of Good People*, with Anthony Greenwald in 2013. She and Professor Greenwald coined the term “implicit bias” earlier in the mid-1990s to refer to behavior that occurs without conscious awareness. Since that time, her work has substantively changed the tools used to empirically identify and measure the implicit factors shaping our decision making.

She earned her M.A. and Ph.D. in psychology (with a specialization in social psychology) from The Ohio State University.
Panelists on the Inclusive Excellence Action Plan & Resiliency

Edgar Dormitorio

Edgar Dormitorio is assistant vice chancellor and chief of staff in the Division of Student Affairs. In this role, he is responsible for assisting Vice Chancellor Willie Banks in managing a division dedicated to supporting student well-being and growth. Student Affairs includes over 31 office and is organized into major areas of Auxiliary Services, Communications & Special Programs, Student Life & Leadership, and Wellness, Health, & Counseling Services. His leadership at UCI has included serving as interim vice chancellor for student affairs, assistant dean of students, director of Student Conduct, as well as completing the UC-CORO Systemwide Leadership Collaborative program, an intercampus executive leadership program to support senior staff, faculty and academic personnel across the system.

Amanda Garcia-Hall

Amanda Garcia-Hall is department administrator for the Department of Health, Society, and Behavior in the Program in Public Health at UCI. She serves as the 2021-22 chair of the UCI Staff Assembly and brings three prior years of Staff Assembly experience to the role, including service as vice chair and finance chair. She has been an integral part of the UCI community and has 13 years of experience in finance and operations at UCI. Her former roles include senior finance analyst, executive assistant to the dean, and assistant to the director of Research Development in The Henry Samueli School of Engineering. She enjoyed leading the planning committee for the first virtual Staff Assembly Open House, held in 2021, where participants networked with colleagues and learned about the Staff Assembly. Her work with such projects as the 2020 Excellence in Leadership review committee has helped to recognize UCI colleagues for their mentoring and management skills.
Dr. Joanna L. Ho is professor of Accounting at the UCI Paul Merage School of Business and chair of the UCI Academic Senate. Dr. Ho has received the KPMG Peat Marwick Research Opportunities in Auditing Grant and specializes in examining corporate governance (ownership structure and board independence) and performance-based contracts at both employee and executive levels. Her work has been published in journals that include Accounting Organizations and Society, Contemporary Accounting Research, Information System Research, Strategic Management Journal, among others. Her leadership has included serving as president of the Chinese Accounting Professor’s Association of North America, vice president for Sections and Regions at the American Accounting Association, as editor-in-chief of the Journal of International Accounting Research, and as member of the Hong Kong Research Grants Council. She has received numerous faculty and teaching excellence awards, including receiving the Outstanding Faculty Service Award twice from her school.
Flyers and Program Details
### Faculty Success Program Spring Session Grants
- **Purpose:** To increase research productivity, time management, and work-life balance
- **Audience:** Postdocs, Assistant and Associate Professors, Lecturer P/SOE faculty
- **Spring Session Bootcamp Dates:** January 16, 2022-April 9, 2022
- **Submission Deadline:** Monday, October 4, 2020

**Submission Deadline:** Monday, October 4

### Inclusive Excellence Spirit Awards
- **Purpose:** To promote advancement of diversity, equity and inclusion at UC Irvine. Grant recipients may use funds for research costs and/or release time.
- **Audience:** Senate faculty, including those in the Lecturer P/SOE series
- **Funding period:** January 1, 2022-December 31, 2022

**Submission Deadline:** Sunday, October 31

### UCI Chancellor’s ADVANCE Postdoctoral Fellowship
- **Purpose:** To promote advancement of diversity, equity and inclusion at UCI. Grant recipients may use funds for research costs and/or release time.
- **Audience:** graduate students completing terminal degrees by July 1, 2022
- **Funding period:** July 1, 2022-June 30, 2023

**Submission Deadline:** Sunday, November 1

Contact [inclusion@uci.edu](mailto:inclusion@uci.edu) for questions

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Please see more information at: [http://inclusion.uci.edu/advance/funding-programs/](http://inclusion.uci.edu/advance/funding-programs/).

For UCI CPF, please view: [https://inclusion.uci.edu/advance/funding-programs/capfp/](https://inclusion.uci.edu/advance/funding-programs/capfp/); and please access online application and additional resources at: [https://ppfp.ucop.edu/info/index.html](https://ppfp.ucop.edu/info/index.html).
### Office of Inclusive Excellence Programs

<table>
<thead>
<tr>
<th>Date</th>
<th>Event Description</th>
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<tbody>
<tr>
<td><strong>THURS</strong>&lt;br&gt;SEPT 9</td>
<td><strong>Annual Institute for Equity, Diversity, and Inclusion</strong>&lt;br&gt;Thursday, September 9, 2021</td>
</tr>
<tr>
<td><strong>TUES</strong>&lt;br&gt;SEPT 21</td>
<td><strong>Academy for Inclusive Excellence – zoom event</strong>&lt;br&gt;Tuesday, September 21, 2021</td>
</tr>
<tr>
<td><strong>FRI</strong>&lt;br&gt;SEPT 24</td>
<td><strong>Faculty Success Program Alumni Zoom Panel</strong>&lt;br&gt;Friday, September 24, 2021</td>
</tr>
<tr>
<td><strong>WED</strong>&lt;br&gt;OCT 6</td>
<td><strong>UC President’s Postdoctoral Fellowship &amp; UCI Chancellor’s ADVANCE Postdoctoral Fellowship Workshop</strong>&lt;br&gt;Wednesday, October 6, 2021</td>
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</tbody>
</table>

***Save the Date***: Inclusive Excellence Forum (virtual) at on January 12, 2022

**Details at:** [http://inclusion.uci.edu](http://inclusion.uci.edu)
Faculty Success Program Alumni Panel

WHAT
A panel discussion with alumni of the Faculty Success Program., a signature career development program offered by the National Center for Faculty Development and Diversity. As part of UCI's NCFDD institutional membership, UCI postdoctoral scholars and faculty may participate in a competitive awards process to partially underwrite FSP participation at substantial savings and to network with peers through ongoing programs.

WHEN
Friday, September 24, 2021
12 p.m.-1 p.m. (Pacific time)

WHY
Gain information about UCI FSP and the campus benefits available through the NCFDD institutional membership. Additionally, join a network of UCI colleagues in ongoing activities.

The call for UCI ADVANCE awards for spring 2022 FSP closes on October 4, 2021.

WHO
Open to postdoctoral scholars and faculty members. While FSP is available to all faculty members, to participate in UCI ADVANCE partial funding opportunities, you must be a postdoctoral scholar, assistant professor or associate professor.

RSVP: https://uciadvance.wufoo.com/forms/r1c09yh60pl3myk/
Faculty Success Program Grant Call for Applications

Spring 2021 Session

As part of our institutional membership in the National Center for Faculty Development and Diversity, campus faculty and postdoctoral fellows may participate in the Faculty Success Program at a discounted tuition rate.

The Faculty Success Program provides participants with a supportive community committed to accelerating productivity and advancing career goals. UC faculty have benefitted from the Faculty Success Program through:

- Setting achievable personal and professional goals
- Establishing a consistent, healthy, and sustainable daily writing routine
- Developing a publication profile that exceeds the institution’s promotion criteria
- Mastering best-practices in academic time management
- Identifying areas of resistance and developing strategies to move through them
- Nourishing physical and emotional health
- Providing a supportive community to process challenges and successes

Session Period
The spring 2022 FSP session runs January 16, 2022-April 9, 2022

Grant
UCI ADVANCE will provide a limited number of career grants (up to $2,000 each). The current institutional member cost of tuition is $4,150. Additional funding may be procured by speaking with your school’s dean. In the event that no additional funding is available, applicants will be responsible for funding the program balance.

Eligibility
Grants are available to Postdoctoral scholars, Assistant Professors, and newly tenured Associate Professors.

Apply by October 4, 2021
at: http://inclusion.uci.edu/advance/funding-programs/fsp/.

For questions please contact Marguerite Bonous-Hammarth at mbonoush@uci.edu.
RSVP for this virtual workshop at:
https://uciadvance.wufoo.com/forms/r1ihclpz03fw8dw/

WHAT
The University of California President’s Postdoctoral Fellowship Program and Chancellor’s Postdoctoral Fellowship Program provide yearlong research and professional development experiences at UC and at participating campuses. Fellows are hosted by a department/program and mentored by one or more faculty. The award provides salary, competitive health benefits and up to $5,000 for research-related and program travel expenses. These programs are among the most prestigious fellowships in the United States.

WHEN
12 p.m.-1:30 p.m.
Wednesday, October 6, 2021

WHY
Gain insight from former and current representatives who have held these postdoctoral awards about program purposes and benefits. Have your questions answered about the application process and hear important tips to help launch and sustain your scholarship. The deadline for this year's competition is November 1.

WHO
Applicants must receive a Ph.D. from an accredited university before the start of their fellowship. Successful applicants must present documents demonstrating that they are legally authorized to work in the United States without restrictions or limitations. Individuals granted deferred action status under the Deferred Action for Childhood Arrivals program are encouraged to apply.
Inclusive Excellence Spirit Awards: Call for Proposals
Academic Year 2021-2022

Purpose of the Award
Inclusive excellence is integral to UC Irvine’s ascendancy among globally preeminent universities. This commitment animates our research, teaching and service mission as a land-grant public university. The purpose of the Inclusive Excellence Spirit Award is to promote advancement of diversity, equity and inclusion at UC Irvine. Award recipients may use funds for research costs and/or release time. Through support of faculty activity in this vital area, this award program will spur the growth of campus capacity for inclusive excellence among faculty, students, staff, and the communities served by UCI locally, nationally, and globally.

Application Deadline
The deadline for submitting a proposal is Sunday, October 31, 2021

All senate faculty - including those in the Sr. Lecturer P/SoE series - are eligible to apply for an Inclusive Excellence Spirit Award. A completed application will include a proposal (up to 1,000 words), proposed budget (up to $5,000), and letter of support from either a chair or dean. The proposed activities may encompass research, teaching and mentoring, or service, and must be completed within one year of the award. The funded activities are expected to broaden participation in higher education while expanding the breadth of experience of university life. To this end, proposals should be directed toward at least one or more of these aspirational goals:

- Deepen the understanding of race, gender, class, sexuality, immigration status and/or other identities
- Promote emotional intelligence and intercultural competency
- Build and sustain partnerships with community-based organizations
- Advance achievement among educationally disadvantaged communities
- Contribute to an affirmative climate for all members of the Anteater community

Proposal Submission and Reporting
Please submit your completed proposal online at: https://inclusion.uci.edu/spirit-awards/. For additional information, please contact the Office of Inclusive Excellence at mbonoush@uci.edu. Awards will be announced by Wednesday, December 1, 2021, to cover a funding period of January 1, 2022-December 31, 2022. All award recipients will be required to submit an activity summary and financial report by January 31, 2023.

Details and application at: https://inclusion.uci.edu/spirit-awards/.
**UC President’s Postdoctoral Fellowship Program & UC Chancellor’s Postdoctoral Fellowships**

**University of California**

**PRESIDENT’S POSTDOCTORAL FELLOWSHIP PROGRAM**

**CALL FOR APPLICATIONS**

**2022–2023**

Berkeley
Davis
Irvine
Los Angeles
Merced
Riverside
San Diego
San Francisco
Santa Barbara
Santa Cruz

More information:
President’s Postdoctoral Fellowship Program
University of California
visit online: ppdf.ucop.edu/info/
email: ppdfinfo@berkeley.edu

University Partnerships for Faculty Diversity

**THE PROGRAM.** The University of California President’s Postdoctoral Fellowship Program was established in 1984 to encourage outstanding women and minority Ph.D. recipients to pursue academic careers at the University of California. The current program offers postdoctoral research fellowships and faculty mentoring to outstanding scholars in all fields whose research, teaching, and service will contribute to the diversity and equal opportunity at the University of California. The contributions to diversity may include public service towards increasing equitable access in fields where women and minorities are underrepresented. In some fields, the contributions may include research focusing on underserved populations or understanding inequalities related to race, gender, disability or LGBTQ. The program is seeking applicants with the potential to bring to their academic and research careers the critical perspective that comes from their non-traditional educational background or understanding of the experiences of members of groups historically underrepresented in higher education in the United States.

**AWARDS AND APPOINTMENTS.** Fellowships are awarded for research conducted at any one of the University of California’s ten campuses. The award includes a salary starting at approximately $54,540 depending on field and experience, benefits including health insurance and paid vacation/sick leave, and up to $5,000 for research-related and program travel expenses. Each award is for a minimum of 12-months and may be renewable for an additional term upon demonstration of academic/research productivity.

**ELIGIBILITY.** Applicants must receive a Ph.D. or terminal degree from an accredited university before the start of their fellowship. Successful applicants must present documents demonstrating that they are legally authorized to work in the United States. Individuals granted deferred action status under the Deferred Action for Childhood Arrivals program are encouraged to apply.

**APPLICATION.** Apply online at: ppdf.ucop.edu

**DEADLINE:** November 1, 2021

Partner Programs with Carnegie Mellon University, University of Colorado, Boulder, Georgia Tech, University of Maryland, University of Michigan, University of Minnesota, New York University, University of North Carolina at Charlotte, University of North Carolina at Chapel Hill, Penn State, UC Chancellor’s Postdoctoral Fellowship Programs, and UC-affiliated National Labs. Please visit: https://pdfp.ucop.edu/info/about/pdfp/partnerships.html

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2021 Institute for Equity, Diversity & Inclusion Materials/Page 15
## Pipeline to the Professoriate
### 2021-2022 Recipients

### UC President’s Postdoctoral Fellows & Faculty Mentors

<table>
<thead>
<tr>
<th>Fellow</th>
<th>Department</th>
<th>Faculty Mentor</th>
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<tbody>
<tr>
<td>Donovan Argueta</td>
<td>Medicine</td>
<td>Kalpna Gupta</td>
</tr>
<tr>
<td>Jamal Batts</td>
<td>African American Studies</td>
<td>Bridget Cooks</td>
</tr>
<tr>
<td>Ashwak Hauter</td>
<td>Anthropology</td>
<td>Sherine Hamdy</td>
</tr>
<tr>
<td>E.M. Hernandez</td>
<td>Philosophy</td>
<td>Aaron James</td>
</tr>
<tr>
<td>Nadia Léonard</td>
<td>Chemistry</td>
<td>Jenny Yang</td>
</tr>
<tr>
<td>Jessica López-Espino</td>
<td>Criminology, Law &amp; Society</td>
<td>Susan Coutin</td>
</tr>
<tr>
<td>Megh Marathe</td>
<td>Informatics</td>
<td>Gillian Hayes</td>
</tr>
<tr>
<td>Christine Slaughter</td>
<td>Political Science</td>
<td>Michael Tesler</td>
</tr>
<tr>
<td>Princess Williams</td>
<td>Political Science</td>
<td>Davin Phoenix</td>
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### UCI Chancellor’s ADVANCE Postdoctoral Fellows & Faculty Mentors

<table>
<thead>
<tr>
<th>Fellow</th>
<th>Department</th>
<th>Faculty Mentor</th>
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<tbody>
<tr>
<td>Aidee Guzman</td>
<td>Ecology &amp; Evolutionary Biology</td>
<td>Kathleen Treseder</td>
</tr>
<tr>
<td>Gopolang Mohlabeng</td>
<td>Physics &amp; Astronomy</td>
<td>Timothy Tait</td>
</tr>
<tr>
<td>Maria Montenegro</td>
<td>Global &amp; International Studies</td>
<td>Eve Darian-Smith</td>
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<tr>
<td>Jorge E. Delgadillo Núñez</td>
<td>History</td>
<td>Alex Borucki</td>
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### UCI Chancellor’s Postdoctoral Fellow in Criminology, Law and Society, & Faculty Mentor

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<th>Fellow</th>
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<th>Faculty Mentor</th>
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</thead>
<tbody>
<tr>
<td>Kira Tait</td>
<td>Criminology, Law and Society</td>
<td>Mona Lynch</td>
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ABOUT THE NCFDD

The National Center for Faculty Development and Diversity (NCFDD) is an independent center that is 100% dedicated to helping faculty, particularly under-represented faculty, make a successful transition from graduate student to professor. We work with colleges, universities, organizations and individuals to ensure faculty success. Our programs and services help new faculty to increase writing productivity, maintain work-family balance, create broad networks of collegial support on their campus, and develop a committed stance towards their institutional home. We offer on-line and on-site training workshops, leadership development programs, individual coaching, and institutional consulting.

NCFDD PRESIDENT

Kerry Ann Rockquemore, Ph.D., is the president of the NCFDD. She is author of three books: Beyond Black, Raising Biracial Children, and The Black Academic’s Guide to Winning Tenure without Losing Your Soul, as well as over two dozen articles and book chapters. Kerry Ann’s award-winning work with under-represented faculty has been featured in Diverse Issues in Higher Education. She provides workshops for faculty at colleges across the U.S., writes an advice column for Inside Higher Ed, and works with a select group of faculty each semester in the NCFDD’s Faculty Success Program.

CORE CURRICULUM

The NCFDD’s core curriculum is designed to support the development of empirically-tested skills and strategies that lead to academic success. The skills and success habits that we help our members develop include, but are not limited to:

- Developing a consistent daily writing habit
- Advanced planning and prioritization
- Healthy conflict resolution
- Cultivating a broad network of mentors, sponsors, and collaborators
- Managing time in ways that are aligned with evaluation criteria
- Understanding the process for successful grant writing, journal & book publishing, etc.

The curriculum is based on empirically-tested resources, providing best practices for everyone, regardless of race, rank, and gender. Yet, the curriculum also directly addresses the unique challenges and obstacles that under-represented scholars face.
As part of our institutional membership in the National Center for Faculty Development and Diversity, campus faculty and postdoctoral fellows may participate in the Faculty Success Program at a discounted tuition rate. The Faculty Success Program provides participants with a supportive community committed to accelerating productivity and advancing career goals.

For more information about the Faculty Success Program and for webinars and resources covered by the UCI institutional membership with the National Center for Faculty Development and Diversity website at https://www.facultydiversity.org/ or the ADVANCE website at https://inclusion.uci.edu/advance/.

NCFDD FALL 2021 WEBINAR SERIES

<table>
<thead>
<tr>
<th>Date</th>
<th>Title</th>
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<tbody>
<tr>
<td>Wed., 9/15</td>
<td>Building a Publishing Pipeline 2.0: Updating, Maintaining, and Leveraging Your Pipeline – with Live Q&amp;A on Wednesday, 9/29</td>
</tr>
<tr>
<td>Tues., 9/21</td>
<td>Teaching with Empathy and for Equity at the Graduate Level</td>
</tr>
<tr>
<td>Thurs., 10/14</td>
<td>How to Engage in Healthy Conflict</td>
</tr>
<tr>
<td>Tues., 10/19</td>
<td>Dismantling Disciplinary Whiteness: Centering Care in Editorial Stewardship</td>
</tr>
</tbody>
</table>

TO BEGIN ACCESSING RESOURCES

To begin accessing NCFDD resources, please visit the NCFDD website (https://www.facultydiversity.org/) to register under the University of California, Irvine, institutional membership. If you have any issues, please contact Marguerite Bonous-Hammarth at: mbonoush@uci.edu.
The Office of Inclusive Excellence Certificate Program equips faculty, staff, students, and UCI Alumni with skills to build and sustain a campus community where all expect equity, support diversity, practice inclusion, and honor free speech. Participants who complete the core course, UCI as a Minority Thriving University, plus one of the elective courses – either Wellness or Community – will receive an Inclusive Excellence certificate.

Additionally, offerings include modules for Confronting Anti-Blackness. These five-week opportunities engage and familiarize individuals about a range of issues related to the Black experience in the United States. Participants also may attend workshops and dialogues about related topics.

Recognize your expertise – Those completing courses are invited to note these accomplishments in discussions about their contributions to diversity. Staff completers are invited to apply for support from an Inclusive Excellence Alumni Fund, and faculty may apply for the competitively awarded Inclusive Excellence Spirit Award.

- For faculty, these offerings align with APM-210 (e.g., contributions to diversity) and guidance on preparing academic review files is available here.
- For staff, progress and completion of the certificate courses and other modules may be tracked on ACHIEVE (e.g., enterprise contributor and job mastery).
- For students, the certificate and other offerings provide opportunities to develop a set of career readiness competencies (communication, teamwork, and intercultural fluency).

Schedule for Fall 2021 (all meetings via zoom)

**MINORITY THRIVING UNIVERSITY - core course** | Tuesdays, 11:00 am-12:00 pm (September 28-November 30)

**WELLNESS - elective course** | Wednesdays, 1:00 pm-2:00 pm (September 29-December 1)

**MODULE 1** – Anti-Blackness in the United States: Black Protest Tradition (Session 1: Weeks 1-5) | Mondays, 10:00 am-11:00 am (September 27-October 25)

**MODULE 1 DISCUSSION SECTION** - Anti-Blackness in the United States: Black Protest Tradition (Session 1: Weeks 1-5) | Mondays, 11:00 am-11:30 am (September 27-October 25)

**MODULE 1 WORKSHOP** - Inclusive Dialogue Techniques | Mondays, 10:00 am–12:00 pm (September 13 & September 20)

**MODULE 2** – Anti-Blackness in the United States: Structures and Mechanisms of De-Valuing Black People (Session 2: Weeks 6-10) | Mondays, 10:00 am-11:00 am (November 1-November 29)

See details and apply at: [https://inclusion.uci.edu/inclusive-excellence-certificate-program/](https://inclusion.uci.edu/inclusive-excellence-certificate-program/)