Inclusive Excellence Institute 2021-22
Information and Application

ADVANCING EQUITY, JUSTICE AND INCLUSIVE EXCELLENCE
The Offices of Equity, Diversity and Inclusion (OEDI) and the Vice Provost for Academic Personnel (VPAP) would like to announce a call for applications for the inaugural Inclusive Excellence Institute (IEI) at UC Merced. The Inclusive Excellence Institute centers on diversity, equity, justice and inclusive excellence and promotes these as core tenants of UC Merced’s values. IEI will create a resource that will live within our own institution to address issues around the thematic areas shared above that are relevant to the specific needs of our campus.

This institute will expand our campus’s existing efforts to develop faculty and staff in building and sustaining equity, justice and inclusive excellence, specifically in the area of leadership. You can find more information on the Academic Personnel Office (APO) website, as well as the University of California Office of the President (UCOP) site for more information on faculty training. You can visit the Human Resources webpage for talent development resources currently available for staff. In the past, the Office of Equity, Diversity and Inclusion has held workshops and trainings in collaboration with other campus partners, such as the Diversity Awareness Program and the Queer Ally Program. This institute will serve as the groundwork for the next phase of our campus professional development offerings to build upon, by providing each cohort with the foundation to establish and grow their own equity and justice lens.

The modules in this institute will cover a large range of topics relevant to equity, justice and inclusive excellence in leadership, including the diversification of faculty and staff, recruitment, retention, examining emerging populations in the UC, curating inclusive classroom environments, and adapting to emerging technologies in learning and work environments. By providing these necessary tools to our staff and faculty, we will be producing equity-minded practitioners, which is in line with the Office of Equity, Diversity and Inclusion’s Strategic Framework, who can then teach one another as well as ensure that we provide an inclusive environment for our students.

Goals of Institute:

- Build an institutional climate that promotes and values equity, justice, and inclusive excellence, (EJIE) for all campus members;
- Create consistent EJIE development opportunities for all University employees despite rank and job status, ethnicity, gender, race, religious affiliation, sexual orientation, or socioeconomic status;
- Maintain a campus of inclusion and respect through diverse educational initiatives;
- Develop strategies to increase community cohesiveness and involvement.
The IEI will be branded, and participants will receive IEI-branded materials. To further promote IEI’s distinctiveness and prestige, all IEI participants will receive iPads with leather iPad padfolio covers at a cost of approximately $1000. All IEI materials will be loaded onto each iPad in advance of the sessions. Participants will also receive a $1500 stipend, earmarked for the employee’s professional development to be used towards programs and offerings approved by CDO and VPAP.

Co-Leads:
- Dania Matos, Associate Chancellor and Chief Diversity Officer (CDO)
- Teenie Matlock, Vice Provost for Academic Personnel
- Zulema Valdez, Associate Vice Provost for the Faculty

Support Team:
- OEDI:
  - Cynthia Cortez, Deputy CDO
  - Hala Alnagar, Inclusive Excellence Coordinator
- VPAP:
  - Christine Lima, Academic Personnel Analyst
  - Kevin Velazquez, Administrative Officer

Participants:
Through a nomination and selection process conducted by a committee appointed by the CDO and VPAP, 6 faculty (senate and non-senate) and 6 staff participants, and one alternate for each category will be chosen for the IEI.
Program Timeline and Application Process

May 17th: Call for applications

June 18th: Application deadline

June 19th-25th: Application review

June 28th: Notify selected participants

August 26th: Institute launch

To apply, submit the following to diversity@ucmerced.edu, no later than June 18th, 2021:

- Resume/CV
- Letter of interest
- Professional Development Plan (no more than one page)
  - Identify external programs that you would use your professional development funds towards (i.e. Cornell's Diversity and Inclusion Certificate Training)
  - Describe how this program would contribute to furthering your knowledge and development as a transformative practitioner
The Institute will span the 2021-22 academic year, with 4 modules in the Fall semester and four in the Spring semester, for a total of 8 modules, as well as an orientation, a mid-point check-in, and a closing session. Each module will have a prominent speaker and a panel of internal speakers where possible. The speaker will give a 30 minute presentation with a 15 minute Q&A. Each module has a short additional activity – either a short panel or a small set of lightening talks on the module topic. Each has a general topic area, as well as proposed event title, with some suggested topics to be covered at the event or activity.

**Orientation:**
*August 26th, 2 - 3:30 pm*

**Module 1:** Becoming Inclusively Excellent  
Event Title: The Case for EDI in Universities  
*September 2nd, 10:30 am - 12 pm*

**Module 2:** Using Policy for Excellence  
Event Title: The Legal Side of EDI  
*October 7th, 1 - 2:30 pm*

**Module 3:** Diversifying Leadership  
Event Title: Providing the Path to Leadership  
*November 4th, 1 - 2:30*

**Module 4:** Building and Maintaining Inclusive Communities Through Staff and Faculty  
Event Title: Investing in Our Community Cultural Wealth  
*December 2nd, 1 - 2:30*

**Mid-Point Check-In:**
*December 7th, 1 - 2:30 pm*

**Module 5:** Emerging Technologies and Inclusive Classrooms  
Event Title: Adapting to Needs and Challenges  
*January 13th, 1 - 2:30 pm*

**Module 6:** Evolving Populations  
Event Title: Serving Our Students - Who Are They?  
*February 3rd, 1 - 2:30 pm*

**Module 7:** Maintaining an Inclusive Classroom Environment  
Event Title: Curating Inclusive Syllabi and Transformative Engagement  
*March 3rd, 1 - 2:30 pm*

**Module 8:** Moving Forward  
Event Title: Empowering Others and Continuing the Work  
*April 7th, 1 - 2:30 pm*

**Closing Session:**
*April 14th, 10:30 am - 12 pm*