

ADVANCING DIVERSITY, EQUITY, INCLUSION, AND BELONGING (DEIB) FOR ALL ANTEATERS

The Division of Career Pathways (DCP) is exceptionally proud to serve UCI's highly diverse student body, and our mission is to empower students of all identities to reach their career potential.

PRIORITIZING DEIB IN OUR STRATEGIC PLAN

"Advancing diversity, equity, inclusion, and belonging for all Anteaters" is one of our key strategies. This empowers all DCP staff to provide equitable access to our services to equip students with confidence and career readiness skills that will position them for the next steps in their unique career pathways. The ways this strategy is enacted are described below.

OUR DEIB COMMITMENTS AND ACTIONS

Commitment 1: Increase awareness and education for our staff around DEI topics, policies, and best practices so staff can better serve our communities.

Actions:

- We hold quarterly professional development discussions and reflections for DCP staff on topics such as microaggressions and microinvalidations, imposter syndrom, code switching, and "What is CRT?"
- We act on our professional development discussions by updating our programs and resources, such as creating "career confidence" content to confront imposter syndrome, which disproportionately affects women and BIPOC.
- We encourage participating in campus affiliated Ally Trainings and the Office of Inclusive Excellence Certificate Program.
- We invited speakers to our staff meetings from the DREAM Center, Latinx Resource Center, International Center, Student Life & Leadership, and the Center for Black Resources, Cultures, and Research.

Commitment 2: Ensure we are engaging with campus and community partners that prioritize DEI.

Actions:

- We participate in the UCI-OC Alliance, internal Black Thriving Campus Initiative Advisory Board, and the UCI Student Success Committee.
- We lead the coordination of a campus wide UCI Amazon HSI Initiative project.
- We actively share DEIB trends and topics with our employer community through our newsletters and our involvements in professional associations.
- We led a DEIB task force related to sourcing and recruiting that resulted in resources and best practices adopted by campus-wide Human Resources.
- We invite leaders of student identity centers to our DCP Employer Advisory Board to help employers understand our diverse student populations.
- We partner with Enrollment Management on reasearch that will allow us to design custom career interventions for different student populations.

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OUR DEIB COMMITMENTS AND ACTIONS (CONTINUED)

Commitment 3: Create inclusive programming, events, and opportunities for our students while also working in parallel to infuse DEI practices throughout all of our operations.

Actions:

- We present high impact programs in collaboration with multiple campus partners, such as the Fresh Basic Needs Hub, Latinx Resource Center, Student Parents & Families, SAGE Scholars, Student Outreach and Retention (SOAR) Center, Cross-Cultural Center, Student Success Initiatives, LGBT Resource Center, Office of Access and Inclusion, Disability Student Services, the International Center, and more.
- We promote professional development for diverse student populations via our Club Affiliates Program that includes FUSION (Filipinos Unifying Scientists & Engineers In an Organized Network), Latino Business Student Association, Society of Hispanic Professional Engineers, Women in Information & Computer Sciences, and Women in Leadership.
- We increase access to internships via the administration of Uni Studies 193, a campus wide internship class, and we have secured donations to cover related summer session fees, especially for Pell Grant eligible students.

Commitment 4: Ensure inclusive and equitable practices in our marketing and instructional materials.

Actions:

- We reviewed and updated all program materials, descriptions, communications, and marketing materials to ensure all have purposeful use of language, pronouns, content, and visuals representing different identities.
- We have added accomodation language on program materials and event registrations.
- We created our Diversity Resources web page in consultation with the Office of Inclusive Excellence.

Advancing DEIB for All Anteaters Takes All of Us

