

## Advancing Inclusive Excellence 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 Inclusive Excellence in Our Strategic Plan

"Advancing inclusive excellence 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 Inclusive Excellence Commitments and Actions

#### Commitment 1:

**Increase awareness and education for our staff around inclusive excellence 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 avoiding bias in data, supporting transexual students in the job search, working with multiple generations, and helping students assess company commitment to inclusive excellence.
- We act on our professional development discussions by updating our programs and resources, such as creating "how to assess company culture" and reviewing our data collection and presentation processes.
- 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 inclusive excellence.**

#### Actions:

- We participate in the UCI-OC Alliance, internal Black Thriving Campus Initiative Advisory Board, and UCI Data Driven Student Success.
- We actively share trends and topics with our employer community through our newsletters and our involvements in professional associations.
- We invite leaders of student identity centers to our DCP Employer Advisory Board to help employers understand our diverse student populations.
- We partner with campus partners on research that will allow us to design custom career interventions for different student populations.

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### Commitment 3:

**Create inclusive programming, events, and opportunities for our students while also working in parallel to infuse these practices throughout all operations.**

#### Actions:

- We present high impact programs in collaboration with multiple campus partners, such as the Basic Needs Center, Gateway Scholars Program, 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, International Center, Womxn's Center for Success, Veteran Services, TRIO Scholars, UC Umoja, 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 (LBSA), Society of Hispanic Professional Engineers (SHPE), Society of Women Engineers at UCI (SWE), and Women in Information & Computer Sciences (WICS).
- We increase access to internships, especially for international students, via the administration of Uni Studies 193, a campus wide internship class.

### 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 accommodation language on program materials and event registrations.
- We created our Diversity Resources web page in consultation with the Office of Inclusive Excellence.

**Advancing Inclusive  
Excellence for All Anteaters  
Takes All of Us**

