



Fostering Inclusive Excellence: Strategies and Tools for Department Chairs and Deans

Wednesday, December 3, 2014 📍 1:00 p.m. – 4:15 p.m.
University Center, Alumni Room, UC Santa Cruz

Seminar Goals:

1. Help participants gain a better understanding of implicit bias and microaggressions and their impact on departmental/campus climate;
 2. Increase participants' effectiveness at recognizing and interrupting/addressing microaggressions when they occur;
 3. Offer participants practical strategies and promising practices toward developing inclusive departmental climates whether in recruitment, retention, or other departmental/school activities.
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12:00 - 1:00 p.m. **Registration and Buffet Lunch**

1:00 - 1:15 p.m. **Welcome and Context for the Day**

Provost and Executive Vice Chancellor, Alison Galloway, UC Santa Cruz
Vice Provost Susan Carlson, Vice Provost for Academic Personnel and Programs,
UC Office of the President
Emily Roxworthy, Vice Chair, Theatre and Dance, Associate Professor, Theatre,
UC San Diego
Edith Ng, Systemwide Training Coordinator for Faculty Development,
UC Office of the President

1:15 - 2:40 p.m. **Interactive Theatre Presentation & Discussion: "Ready to Vote?" and Facilitated Discussion**

Written and Directed by Emily Roxworthy, Vice Chair, Theatre and Dance,
Associate Professor, Theatre, UC San Diego
Performed by actors from the Theatre MFA and PhD Programs, UC San Diego
Facilitator: Edith Ng, Systemwide Training Coordinator for Faculty Development,
UC Office of the President

2:40 - 2:55 p.m. **Break**

2:55 - 3:25 p.m. **Using the Critical Race Tools of Racial and Gender Microaggressions to Examine Everyday Racism in Academic Spaces**

Daniel Solorzano, Associate Dean for Equity and Diversity, Professor, Social Science and Comparative Education, Graduate School of Education and Information Studies, UCLA

3:25 - 4:05 p.m. **Small Group Problem-Solving**

Edith Ng, Systemwide Training Coordinator for Faculty Development,
UC Office of the President
Emily Roxworthy, Vice Chair, Theatre and Dance, Associate Professor, Theatre,
UC San Diego

4:05 - 4:15 p.m. **Research and Data
Summary and Next Steps**

Susan Carlson, Vice Provost for Academic Personnel and Programs,
UC Office of the President
