

# EDI SUMMIT 2024



## Vice-President Glenda Humiston Welcome Message

Dear Colleagues,

I am thrilled to welcome you to our inaugural EDI Summit. Your unwavering dedication to equity, diversity, and inclusion within ANR is truly commendable.

This summit is a pivotal moment for us to reaffirm our progress and create a platform for meaningful conversations, knowledge sharing, and collaborative efforts to advance our strategic goals. Let's embrace this opportunity to learn, challenge each other, and forge stronger networks.

A special acknowledgment goes to the DEI Advisory Council and Elizabeth Moon, our Director of Workplace Inclusion and Belonging, for their invaluable contributions in bringing us together. I express sincere gratitude to each one of you for the impactful EDI work you have undertaken and continue to champion in your respective spheres of influence.

Looking forward to an inspiring and collaborative EDI Summit!



## Elizabeth Moon, Director of Workplace Inclusion & Belonging Welcome Message

Dear Fellow EDI Champions,

Welcome to Creating Transformation! This inaugural summit is a celebration of the commitment each of you has made, and continues to make, to build a more inclusive and equitable society both within and outside ANR. Over the next two days, we have an opportunity to acknowledge our successes, reflect on areas for improvement, and collaboratively build pathways for the future. Let's embrace this time to reignite and reimagine our journey toward creating sustainable impactful change!

# EDI SUMMIT 2024

## Summit Goals

- Connect and form a broader understanding of the collective work accomplished and/or in progress by the DEI Advisory Council, Affinity/Employee Resource Groups, Program Teams, Workgroups, and other stakeholders directly connected to EDI efforts within ANR.
- Gain a historical perspective, current condition, and future vision for EDI work within ANR.
- Develop two to three overarching collective EDI priorities for 2024.
- Build communication pathways to enhance connection, interest, and commitment to EDI efforts throughout ANR, and advance the formation of a shared framework and shared resources to cement partnerships and connections.
- Finalize a draft of the Principles of Community 2.0

## Community Guidelines

As we enter into community together, here are some initial guidelines to ensure a respectful and inclusive environment for all of us to engage.

- Respectful Communication
  - Communicate with respect and empathy.
  - Use “I” statements to share personal thoughts and feelings.
- Active Listening
  - Be present, listen for learning and understanding.
- Maintain a Safe Space
  - Allow the meaningful, personal stories shared to be kept within the conference unless permitted by the speaker.
  - Focus on understanding what another is sharing.
  - Be open to diverse viewpoints and experiences.
- Use Inclusive Language
  - Choose language that is inclusive and respects diverse identities.
- Step Up, Step Back
  - Encourage each other to “step up” and share thoughts.
  - Encourage those who may dominate a conversation to “step back” and make space for others.
- Acknowledge Impact
  - Respect the feedback on your words and actions and listen and reflect.
- Stay Solution-Oriented
  - Focus on finding solutions and common ground.
- Provide Constructive Feedback
  - Focus on ideas and concepts, not on criticizing individuals.

# EDI SUMMIT 2024

## Cocoon to Butterfly Bingo

Over the next two days, you have the opportunity to be transformed through building stronger relationships with your fellow EDI Champions. Take time to build stories with each other and see if you can fill out your butterfly bingo below. For those who complete and submit by the **AM Break (10:40 am) on February 1<sup>st</sup>**, you will be placed in an opportunity drawing to win a prize. Remember to include the name of the person(s) you connected with during the two days.

Share a valuable resource (book, article, video) that shifted the way you thought about something.	Learn about another person's childhood – favorite childhood game or warm memories of their hometown, etc..	Share how/why you are doing the job you have now. What part of the job brings you the most professional joy?	Ask someone to explain a new term or idea with you.
What are some ways that you and another person can collaborate to learn a new skill together – be it professional or fun?	Share ways on how to practice self-care – ways that reenergize and reaffirm the work you are doing.	Share a time when you were challenged – how did you respond? How did it help you redefine your views or future actions?	Learn about someone's passion outside of work.
Share one item from your personal and professional bucket list.	Tell a story about one favorite travel experience – be it local (taking the Amtrak to SF) or far away (dancing in the desert).	If you could write a letter to your 18-year self, what one piece of advice would you have given yourself?	In the last five years, what has been a highlight or accomplishment that you are most proud of?
Share your favorite food and the memories attached to the first time you ate it.	What is the place, person, or item that makes your heart light up? Why?	If you were given one extraordinary gift for 24 hours, what would you want it to be and why?	Which Movie or Book character would you want to be and why?

# EDI SUMMIT 2024

## Keynote Speaker

### Lady Idos, MPA – Chief Diversity, Equity, and Inclusion Officer at Berkeley Lab



Lady Idos, MPA (pronouns: she/they) serves as the Chief Diversity, Equity, and Inclusion Officer at Lawrence Berkeley National Laboratory (LBNL or Berkeley Lab), a U.S. Department of Energy (DOE) national laboratory managed by the University of California (UC). She is responsible for the development and implementation of an organization-wide strategy and program to advance inclusion, diversity, equity, and accountability ([IDEA](#)), and ensure integration within its research mission, stewardship values, and organizational culture.

Some of Lady's accomplishments include: establishing and implementing LBNL's IDEA strategic plan; launching the Lab's first Employee Resource Groups (ERGs); creating the first set of Workplace Gender Identity and Transition Guidelines within the national laboratory and UC system; spearheading an internship program for individuals with disabilities and veterans; and chairing the Lab's first IDEA councils for senior leadership and employees.

Lady recently completed a two-year detail assignment at DOE Headquarters for the Biden-Harris Administration, reporting to Senate-confirmed appointee and Director of the Office of Economic Impact and Diversity (ED), Hon. Shalanda Baker. Lady provided leadership on DEIA strategy for the DOE Federal workforce, in accordance with Presidential and Government-wide priorities. She served as ED's Deputy Director and head of the Office of DEIA (ODEIA), encompassing three divisions focused on strategic planning, learning and organizational development, and workforce engagement. Lady was the DOE lead for six federal Executive Orders (EOs), including: [DEIA](#) (EO 14035); gender equity (EO 14020); LGBTQI+ equality (EO 14075 on SOGI data); and White House Initiatives on Asian Americans, Native Hawaiians, and Pacific Islanders (EO 14031); Black Americans (EO 14050); and Hispanic Americans (EO 14045).

Lady is also experienced in HR-related federal and state compliance, e.g., equal employment opportunity (EEO) and the U.S. Department of Labor's regulations under the Office of Federal Contract Compliance Programs (OFCCP). She was a former investigator for Title IX and sexual harassment cases; as well as discrimination, harassment, and retaliation claims under Title VII of the Civil Rights Act.

Lady is the co-chair for Bay Area Council's Diversity, Equity, & Inclusion Committee and Chief Diversity Officers group, and advisor for SkyDeck, UC Berkeley's startup accelerator. She was a former Board member for East Bay Innovations, a community-based organization providing social services for adults with developmental disabilities; and former member of the UC Systemwide Advisory Committee on the Status of Women. She was the 2016 recipient of the Kevin McCauley Memorial Award for Outstanding Staff (UC-wide) and received the 2022 U.S. Secretary of Energy Achievement Award for her role in the Bipartisan Infrastructure Law Standup Team, nominated by the Office of the Under Secretary for Infrastructure.

Lady holds a Master's degree in Public Administration from the University of San Francisco; B.A. degree in Sociology from the University of California, Santa Cruz; and a Diversity and Inclusion Certificate from Cornell University. She is a doctoral candidate at the NYU Steinhardt School pursuing her Doctorate in Education (Ed.D.). <https://www.linkedin.com/in/ladyidos>

# EDI SUMMIT 2024

## Principles of Community 2.0

### INTRODUCTION

#### **The Community**

The UC ANR community stretches across the state of California. Its members – employees, stakeholders, partners, volunteers, community groups, and clientele – engage in work that often has national and international implications. This unique community provides a supportive environment that promotes and fosters the development and extension of knowledge through research, experimentation, education, discussion, and reflection. The community is founded on principles strengthened by common goals, shared interests, camaraderie, and a passion for improving the quality of life in all communities.

#### **Rights and Responsibilities**

Members of the far-reaching UC ANR community have the right to work in an environment that promotes fairness, trust, respect, and physical and emotional safety and security. UC ANR accepts and welcomes individuals of all races, ethnicities, cultures, religions, sexes, gender expressions and identities, sexual orientations, abilities, ages, citizenships, and other personal characteristics.

While the UC ANR organization may establish principles to ensure a safe and inclusive environment, its members play an important role in ensuring and protecting this secure environment. All members play a role in demonstrating inclusive behavior, cooperation, and professionalism, and agree to uphold the following Principles of Community.

### CONCLUSION

#### **Sustaining the Principles**

Employees and UC ANR affiliates may exercise their right to report behaviors that do not support the Principles of Community. To ensure a safe workplace environment, it is important that no individual be endangered or be subject to exclusive behavior. The Principles of Community are intended to be a living document, practiced daily and reviewed regularly to ensure that they remain inclusive, pertinent, and appropriate for the changing workplace. Principles of Community must be sustained by an ongoing commitment of all members of the community to honor and respect the shared values and principles.

# EDI SUMMIT 2024

## University of California Examples

### UCOP

#### INTRODUCTION

The University of California Office of the President is committed to promoting an environment that supports every person in an atmosphere of mutual respect, cooperation, professionalism, and fairness. Realization of this commitment requires awareness and active participation by every member of our community.

#### CONCLUSION

The Office of the President is committed to establishing and enforcing policies that promote our principles of community. These policies include the University of California [Personnel Policies for Staff Members \(PPSM\)](#), [local procedures](#) that complement these policies, and applicable university [collective bargaining agreements](#). For further information or inquiries, contact the Office of the President Human Resources Executive Director [Nancy Pluzdrak](#).

### UC Davis

#### Prologue

UC Davis is a diverse community comprised of individuals having many perspectives and identities. We come from a multitude of backgrounds and experiences, with distinct needs and goals. We recognize that to create an inclusive and intellectually vibrant community, we must understand and value both our individual differences and our common ground. The UC Davis Principles of Community is an aspirational statement that embodies this commitment and reflects the ideals we seek to uphold.

#### Principles of Community Statement

The University of California, Davis, is first and foremost an institution of learning, teaching, research and public service. UC Davis reflects and is committed to serving the needs of a global society comprising all people and a multiplicity of identities. The university expects that every member of our community acknowledge, value, and practice the following guiding principles.

### UC Berkeley

These principles of community for the University of California, Berkeley, are rooted in our mission of teaching, research and public service. They reflect our passion for critical inquiry, debate, discovery and innovation, and our deep commitment to contributing to a better world. Every member of the UC Berkeley community has a role in sustaining a safe, caring and humane environment in which these values can thrive.

*UC Berkeley's "Principles of Community" statement was developed collaboratively by students, faculty, staff, and alumni, and issued by the Chancellor. Its intent is to serve as an affirmation of the intrinsic and unique value of each member of the UC Berkeley community and as a guide for our personal and collective behavior, both on campus and as we serve society.*

# EDI SUMMIT 2024

## First Day Reflection Questions

- What does creating transformation mean to you? How would you envision yourself and your team taking steps to create transformation?
- Lady Idos shared how Berkeley Labs harnessed the power of their employee groups, how do you see those ideas fitting into the ANR structure?
- In one year, what would you like ANR to celebrate as a win for EDI efforts?
- What is a transformation you would like to lead? What would be your first step?

## Second Day Reflection Questions

- In what ways can you advocate, educate, and inform on issues of EDI from your sphere of influence?
- How can you use your position to communicate the work being done on EDI within ANR?
- Which priority are you most excited about? What is one step you can take to help push that priority forward during this next year? What support will you need?
- What commitment can you make to yourself to allow for sustainable steps towards transformation within ANR?



# EDI SUMMIT 2024

## Summit Survey

Please take a moment to share your thoughts about the EDI Summit.



Would you like to share more ideas or feedback on the conference?

You can connect with the DEI Advisory Council through their email address:

[DEIadvCouncil@ucanr.edu](mailto:DEIadvCouncil@ucanr.edu)

CHECK OUT the in-progress Workplace Inclusion and Belonging Webpage:

[https://ucanr.edu/sites/Workplace Inclusion Belonging/](https://ucanr.edu/sites/Workplace%20Inclusion%20Belonging/)

Feedback: Email [emoon@ucanr.edu](mailto:emoon@ucanr.edu)

## Highlighted Groups Focused on EDI within ANR

Every ANR colleague touches on and impacts inclusion and belonging through their daily work and interactions. The following groups are highlighted only because they have specific commitments directly tied to furthering this work. [Who is Missing?](#)

DEI Advisory Council

Black & Allied Employees Resource Group

Latinx & Friends Affinity Group

People of Color Employees Resource Group

LGBTQ+ Employees Resource Group

DEI Alliance Collaborative Tools

Diversity, Equity, Inclusion, and Justice Program Teams

Career/College Readiness & Workforce Development WG

Native American Community Partnerships WG

Urban Agriculture WG

Thank You



# EDI SUMMIT 2024

Warm appreciation and gratitude go out to all who made this conference happen:

- [Glenda Humiston](#), [Tu Tran](#), and [Brent Hales](#) for believing in the vision and supporting the commitment to bring everyone together.
- Our [DEI Advisory Council](#) for their willingness to explore and add their expertise to the formation of the agenda, presentations, and their overall leadership of working to bring about inclusive and equitable change.
- Our [PSU team](#), specifically [Julia Kalika](#) and [Kate Lyn Sutherland](#) for their dedication to all the logistics and wonderful food.
- [Saoimanu Sope](#) for her incredible artwork on our summit logo.
- [Kathy Eftekhari](#) for her guidance and advice through the process.
- [Kathryn Stein](#) for printing the larger posters.
- [Linda Forbes](#) for helping with the branding of the PowerPoint slide deck.
- [Savannah Hicks](#) for her work to take notes for the summit and guide the program management.
- [Sierra Christenson](#) for utilizing her creative and organizational skills to bring to life ideas and information, and her steadfast support throughout the summit and the planning.
- [The DEI Alliance](#) for starting and continuing the deeper conversations since 2018.
- Each [Affinity/Employees Resource Group](#) member, [Work Team](#), and [all colleagues](#) within ANR who approach their work with an equity and inclusive lens.

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