2023 UC ANR Statewide Conference

UC ANR 2040: Growing Our Future Together
Aligning Strengths for California’s Success

Diversity, Equity, and Inclusion Alliance

April 24, 2023
Welcome to the DEI Alliance session!

- Please make a name tag
- Choose a sticker to let us know how you identify within this group
- Take some Post-its and a pen
- Peruse the posted questions and add your thoughts
Today’s Agenda

• Welcome activity (answer posted questions, read others’ responses, network with others)
• Brief overview of the DEI Alliance and the subcommittees
• Elizabeth Moon: introduction and overview of her work
• Subcommittee check-ins (how are we doing?)
• Subcommittee updates to the group
• Informal visiting time
ANR Diversity, Equity, and Inclusion (DEI) Alliance

- Informal group of ANR personnel committed to promoting DEI

- **Community values:**
  Shared power, transparency and accountability, continuous growth, brave spaces, honor legacy

- Support for ANR’s mission to serve all Californians equitably

- UC ANR public value: developing an inclusive and equitable society
Established 2018 as a Collaborative Tools (CT) Group following a keynote address by Dr. Antwi Akom of UCSF at 2018 ANR Statewide Conference.
ANR Diversity, Equity, and Inclusion (DEI) Alliance - Structure

- **Institutional Change**
  - DEI Subcommittees:
    - Evaluation
    - Strategic Planning
    - Workforce Diversification

- **Programmatic Change**
  - DEI Program Team
  - Workgroups

- **Individual Growth & Accountability**
  - DEI Collaborative Tools Group
  - DEI Learning Subcommittee
  - Accountability groups / affinity spaces

**UC ANR Senior Leadership**

**Equity Advisory Board**

**DEI Alliance**
Some DEI Alliance identified goals & activities

Goal: ANR communications are inclusive & culturally competent
Activity: training and development for language accessibility

Goal: ANR workforce at all levels reflect California’s diversity
Activity: require training on implicit bias for all hiring committees
Subcommittee meetings

Followed by updates to the group
Thanks for coming!