

# UC IPM DIVERSITY, EQUITY, INCLUSION, AND JUSTICE ACTIONS

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The events of 2020 were a call to action to confront racism and other forms of systemic inequity. The University of California Statewide Integrated Pest Management Program (UC IPM) responded to this call and began their journey to become intentional about diversity, equity, inclusion, and justice (DEIJ). A DEIJ work group within UC IPM planned and facilitated activities to improve our understanding of DEIJ and foster a more equitable program. This is an ongoing endeavor that will continue to shape changes in our processes and policies.



## ACTIVITIES TIMELINE



Activities to improve DEIJ included discussions and reflections at staff meetings, training with outside facilitators, and a program-wide Intercultural Development Inventory (IDI) assessment. We also adjusted our hiring process to include bias training and redacted identifiable information to reduce bias in the hiring process.

## PROGRAM EVALUATION

- All survey respondents (n=14) reported an increase in knowledge of cultural competency, bias, microaggressions, and intercultural communication.
- Most respondents (93%) reported their interest and comfort level in having conversations around DEIJ with colleagues, family, and friends has grown because of participation.
- Half of the respondents reported moderate to substantial interest to do DEIJ work with their colleagues.
- All respondents indicated at least some increase in their ability to practice equity, with 43% (n=6) indicating their ability had increased extensively.

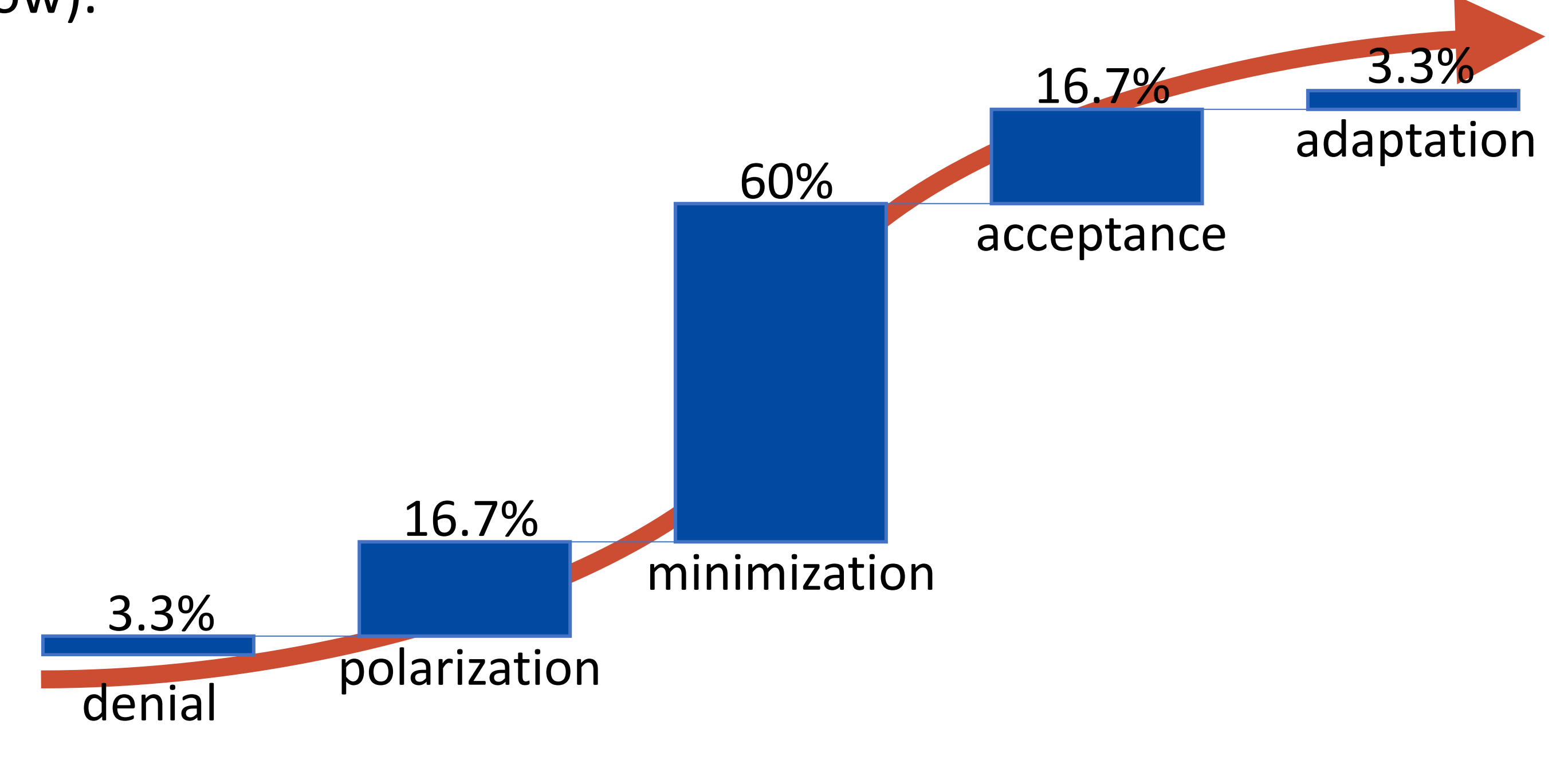
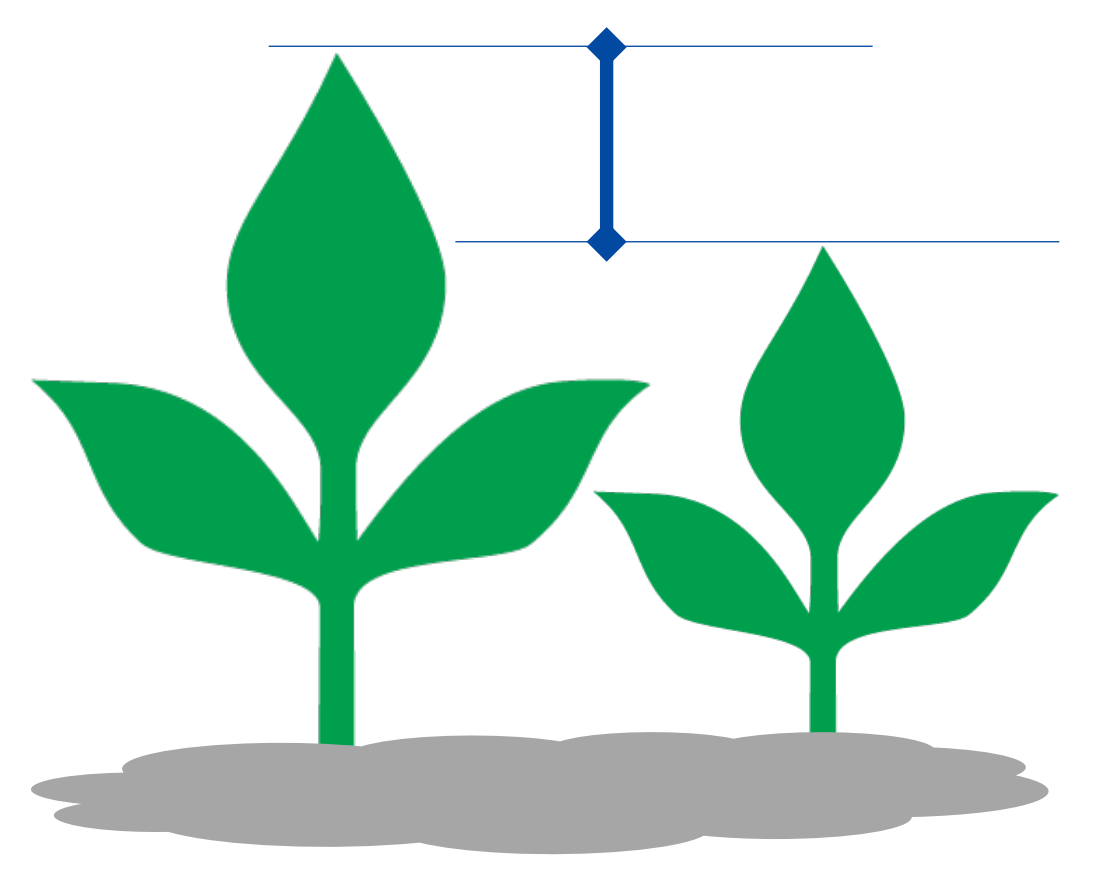
### Barriers:

- Consensus:** Not everyone in the program agrees that DEIJ should be an explicit part of our work.
- Trust:** Employees are hesitant to have necessary but difficult conversations about equity at work. People of marginalized backgrounds may face additional workplace stress when colleagues are unaware of their experiences. People of more privileged backgrounds fear being judged negatively when they make mistakes.
- Workload:** Employees are often overloaded with work; it is difficult to make time for conversations or activities that are not explicitly required or directly performance related; there are varying opinions of the value of DEIJ work.
- Funding:** Trainings with outside facilitators take significant funds that are not often included in budgets. The work of assessment and shifting culture also takes time that is also often unfunded or otherwise not institutionally supported.



## INTERCULTURAL DEVELOPMENT INVENTORY

A program-wide (n=30) assessment showed that we perceived we were able to understand and appropriately adapt to cultural differences (acceptance). However, most of us actually focus on cultural commonality and universal values, with a belief that people are generally similar to one another (minimization). The double arrow between leaf heights shows the difference between where individuals thought they were in the continuum (left) versus where they were assessed to be (right and below).



## SUCCESS!

The California Department of Food and Agriculture (CDFA) recently changed the common name for a new invasive annelid to jumping worm after UC IPM requested a name change. We advocated CDFA use a common name that did not reference geography or use stigmatizing language (in this case "Asian" or "crazy"). The request resulted from a staff meeting discussion about how certain common names of pests can inadvertently encourage or perpetuate patterns of prejudice and harm. The discussion also noted how the Entomological Society of America is taking steps to improve common names. We thank CDFA for being receptive to our request.

## NEXT STEPS

- An analysis of our organization using the JUSTLEAD Washington Race Equity & Justice Initiative Organizational Assessment to frame the needed deep thinking about our organization and determine our approach to change.
- Continue discussions to understand, name, and shift our culture so our that our actions demonstrate our shared values.

\*The information summarized here are the authors own analysis and do not necessarily represent the views of all members of UC IPM and UC Cooperative Extension.