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

Monday, February 23, 2015  9:00 a.m. – 12:15 p.m.
Corwin Pavilion, UC Santa Barbara

Seminar Goals:
1. Help participants gain a better understanding of implicit bias and microaggressions and their impact on departmental/school climate;
2. Increase participants’ effectiveness at recognizing and interrupting/addressing microaggressions when they occur;
3. Discuss tools and strategies for developing an inclusive departmental/school climate.

Follow-up Goal:
Provide online access to tools, resources, and promising practices for developing inclusive departmental/school climates.

8:30 - 9:00 a.m.  Registration and Continental Breakfast

9:00 - 9:05 a.m.  Welcome
David Marshall, Executive Vice Chancellor, UC Santa Barbara

9:05 - 9:20 a.m.  Academic Climate and Faculty Diversity, Data and Research
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

9:20 -10:45 a.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
Facilitators: Emily Roxworthy and Edith Ng, Systemwide Training Coordinator for Faculty Development, UC Office of the President

10:45 - 11:00 a.m.  Break

11:00 - 11:25 a.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

11:25 - 12:10 p.m.  Small Group Problem-Solving
Edith Ng, Systemwide Training Coordinator for Faculty Development, UC Office of the President

12:10 - 12:15 p.m.  Summary and Next Steps
Susan Carlson, Vice Provost for Academic Personnel and Programs, UC Office of the President

12:15 p.m.  Lunch

Funded by the President’s Postdoctoral Fellowship Program (PPFP) Initiative