**Diversity and Inclusion Overview**

The University of the Pacific believes that diversity and inclusion are essential to the fulfillment of all aspects of our institutional mission. This is especially important when it comes to providing a superior learning experience that prepares individuals to be future leaders in their professional and personal lives.

Responsible leadership asks that all members of the Pacific community become competent and ethical citizens in an increasingly multicultural society. As a result, Pacific aims to educate and develop the University community beyond simple tolerance and towards a goal of inclusive excellence. This is done by affirming each person’s right to freedom of expression; providing a safe and nurturing environment to explore differences; and embracing and celebrating the rich dimensions of diversity in all people.

**Pacific’s Definitions of Diversity and Inclusion:**

* **Diversity** incorporates both individual and group differences, including, but not limited to, race, color, religion, national origin, ancestry, age, genetic information, sex/gender, marital status, veteran status, sexual orientation, medical condition, pregnancy, gender identity, gender expression or mental or physical disability, as well as cultural, political, intellectual, religious, or other affiliations.
* **Inclusion** is the involvement and empowerment of all—every person is welcomed for their inherent worth and dignity

**Committee Leadership**

Charged by the President, the Diversity Leadership Team (DLT) and the University Diversity Committee (UDC) lead the University’s efforts in providing an inclusive environment where everyone is “welcomed, supported, and valued both inside and outside the classroom” (Diversity Leadership Team Report to President, 2016). The DLT is made up of employees who represent faculty, staff, and students and meets regularly with the President to discuss issues and develop strategies. The UDC serves as an advisory board to DLT and President. Its focus is to identify issues and make diversity recommendations in several areas including Recruitment and Retention of faculty/staff/students, Curriculum and Co-Curriculum, Alumni and Community Outreach, and University Climate.

**Path Forward**

President Eibeck, the University leadership, and the Diversity Leadership Team have outlined specific steps that the institution will take as a community towards the goal of inclusive excellence. Several examples include:

1. **Open Dialogues:** In an effort to engage the Pacific community in thoughtful and open conversations, a series of dialogues were held with students, faculty, and staff to reflect on ways diversity and inclusion can and should be manifested in our actions and behaviors. Students, faculty and staff across all three campuses engaged in meaningful discussions on diversity and inclusion that focused on sharing concerns, relationship building, bridge building, bias awareness and next steps.
2. **Diversity and Inclusion Budget:** A capacity Strategic Investment Fund (SIF) proposal for Diversity and Inclusion funding is currently being written, and if approved, will dramatically change, improve, and align Pacific’s commitment to its practice of supporting and promoting diversity and inclusion.
3. **Improving Employee Recruitment and Retention:** Pacific has incorporated diversity and inclusion, along with our other core values, into the University’s recruitment and retention processes.
   1. ***Office of Affirmative Action and Equal Employment Opportunity*:** Pacific has a newly established Office of Affirmative Action and Equal Employment Opportunity (AA/EEO). The new AA/EEO Director is working collaboratively across all three campuses to identify and implement policies and practices that strengthen our hiring practices.
   2. ***Human Resources Staff Recruiter:*** To ensure that Pacific is recruiting a diverse candidate pool for new and open positions, the University now has a Human Resources Staff Recruiter. Part of this position’s responsibilities is to ensure that the University is recruiting from under-represented groups.
   3. ***Faculty Hiring Guide:*** The Assistant Provost for Diversity and the Vice Provost for Faculty Affairs updated the ‘Guide to Faculty Recruitment’ on how to plan and execute a successful faculty search while simultaneously working to minimize unconscious bias during the process.
   4. ***Bias Awareness Training for Faculty Search Committees:***  The Assistant Provost for Diversity expanded previous efforts to train chairs of faculty search committees to training the entire committee on ways to mitigate unconscious bias in the search process. Since then, every search committee for any tenure-track faculty position has undergone this training (about 8-10 per year).
4. **Enhancing the Student Experience**
   1. ***New Student Support Positions Established:*** In an effort to recruit and retain more students, the University invested in several new student recruitment and support positions. These include:
      1. *Admissions Associate Director for Diversity and Outreach* – Focusing on recruiting a diverse student body to the University
      2. *Coordinator for African American and Black Student Success* – Provides support, mentoring, and programming for our African American and Black students.
      3. *Coordinator for the Pride Resource Center* – Works to assist, support, mentor, and guide students who identify within the Gay, Lesbian, Bisexual, Transgender, and Queer/Questioning (LGBTQ+) community.
      4. *Coordinator for Asian/Pacific Islander (API) Student Success* – Beginning in Fall 2019, Student Life will hire a new Coordinator for API Student Success to help and advise students from one of Pacific’s largest student demographics.
5. **Pacific Established as a Minority-Serving Institution (MSI):** The Assistant Provost for Diversity, with assistance from the offices of Financial Aid, Institutional Research, Sponsored Programs and the Registrar successfully applied for Title III and Title V funding eligibility as an Asian American and Native American Pacific Islander-Serving Institution (AANAPISI). In addition to highlighting our MSI status in every major grant application from external sources such as NSF, NIH, Dept. of Defense, etc., we have also sought funding for programs designed to increase representation of under-represented groups in STEM disciplines. Sponsored Programs is gaining more traction in getting the word out to the entire university, and is exploring specific grant opportunities for MSIs in the future.
6. **Implemented new Gender-Inclusive Policies and Procedures:**
   1. ***Student Name Change Process***: New processes and systems were put into place within the Registrar’s office that permit students to use their chosen name on University records instead of the name they were given at birth.
   2. ***Gender Inclusive Restrooms:*** As required by California State law, all single-stall bathrooms at the University were converted to be gender-inclusive.
7. **Diversity and Inclusion Training.** In an effort to educate faculty and staff, the Diversity Leadership Team and Human Resources hosted several Diversity and Inclusion Training sessions on each campus. The aim was to train employees on how to recognize and acknowledge both conscious and unconscious personal bias. 250 employees voluntarily attended the training sessions (119 in Stockton, 77 in San Francisco, and 54 in Sacramento) with 84% agreeing that they felt prepared to use and apply what they learned. Following each training, Post Session Dialogues were held to further the dialogue, discuss issues, and discuss how to create a more inclusive Pacific community.