

Diversity, Equity, & Inclusion

DFA's Diversity, Equity, & Inclusion (DEI) initiative launched in the fall of 2020 to promote a culture of diversity, equity, & inclusive excellence in DFA by developing, implementing, continuously practicing, and tracking division-wide DEI initiatives. Diversity, equity, and inclusion have since been incorporated into [DFA's values and divisional strategic goals](#).



Metrics



Toolkit



Workgroup

UCOP/UCI/DFA

DFA's Diversity, Equity, & Inclusion initiative aligns with and builds upon the vision set by UCOP and UCI.

01 UCOP

Workplace Inclusion and Belonging

Our goal is to help UCOP achieve its vision of becoming an inclusive workplace that embraces the diversity of its employees and fosters an environment where everyone feels respected, appreciated and valued.

02 UCI

Office of Inclusive Excellence

Become a national leader of inclusive excellence in higher education, where all expect equity, support diversity, practice inclusion, and honor free speech.

03 DFA

Diversity, Equity, & Inclusion Initiative

Diversity, equity, and inclusion are part of [DFA's values](#). Developing and maintaining an engaged workforce and cultivating a sense of belonging is part of [DFA's strategic plan as well as a divisional goal](#).



DFA Diversity, Equity, & Inclusion (DEI) Initiative Overview

Description

This initiative focused on incorporating the values of diversity, equity, & inclusion to DFA's culture. A workgroup with over 20 members, nominated by department directors, came together to develop goals to support this initiative. The charge of the workgroup is to:

- Contribute to promoting a culture of diversity, equity, & inclusive excellence in DFA
- Develop, implement, and track division wide DEI initiatives
- Establish and track DEI metrics
- Complete the UC Managing Implicit Bias Series (mgrs. & supervisors, stretch goal for all staff)

Timeline & Goals

The workgroup set and achieved five goals in support of its mission in 2021-2022, with the last two goals being rolled out in 2023.



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