

How do we institutionalize *love*?

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About *me*





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institutionalize *love*?

Policy & leadership

“The Board of Regents of the University of the Pacific is committed to social justice and the eradication of systemic racism in the conduct of its responsibilities.”

Board of Regents social justice policy adopted, 8.13.2020

“...as we strive to become a model antiracist university and a national leader on diversity, equity, and inclusion in higher education.”

President's statement, 8.19.2020



Becoming an **Anti-Racist University**

Anti-racism is the *active* process of identifying and challenging racism, by changing systems, organizational structures, policies and practices, and attitudes to redistribute power in an equitable manner.

Center for the Study of Social Policy



Appreciation

Value

Respect

Prize

Cherish

Treasure

Admire

Regard

Acknowledge



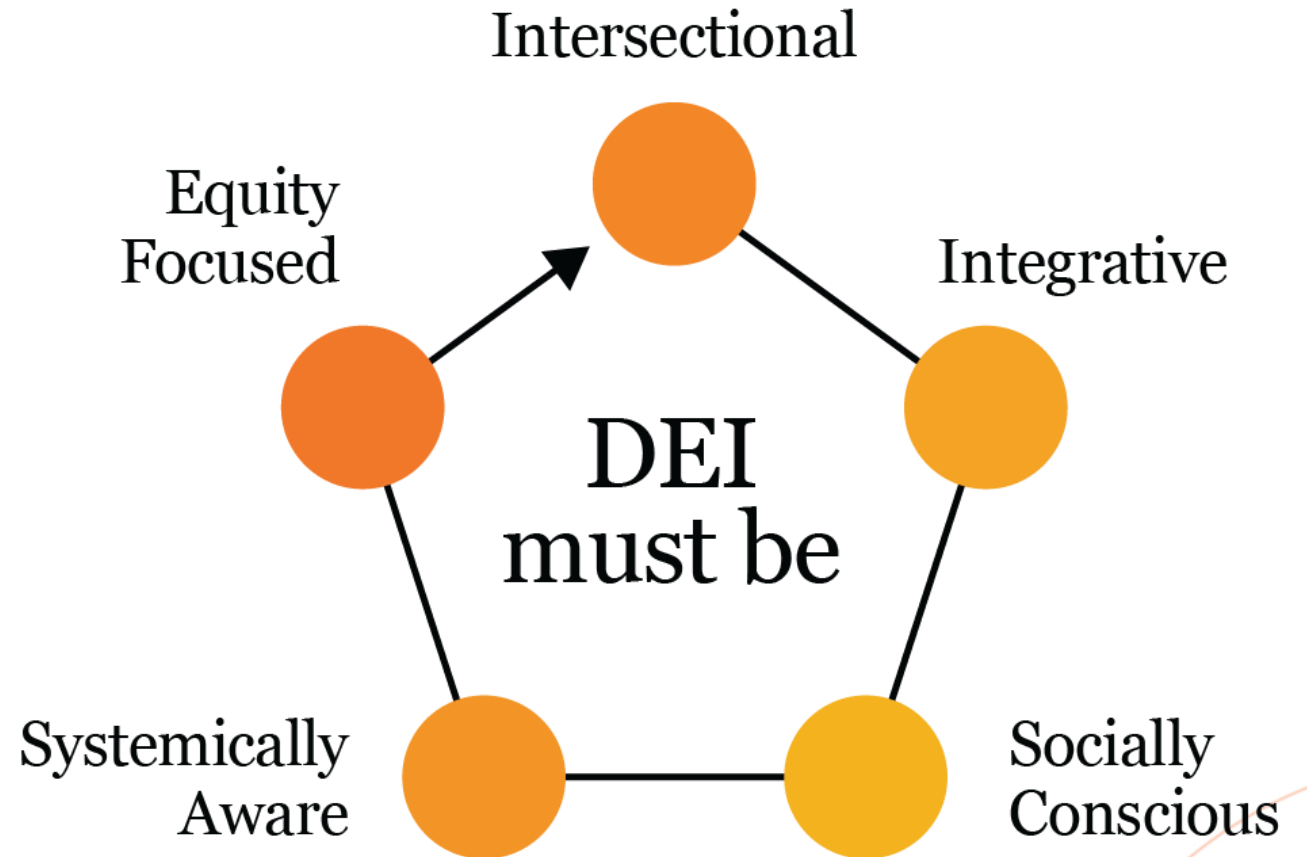
Questions

1. How do we do DEI at Pacific, now?
2. How do we integrate this further into work, in our day-to-day decisions, across all that we do?
3. Will we expand our circle of concern?

Humanizing Higher Education

Our framework will resist being an add-on, it will focus on changing the system

We need frameworks that humanize educational spaces and practices that embody a spirit of change and hope





VP DEI Office

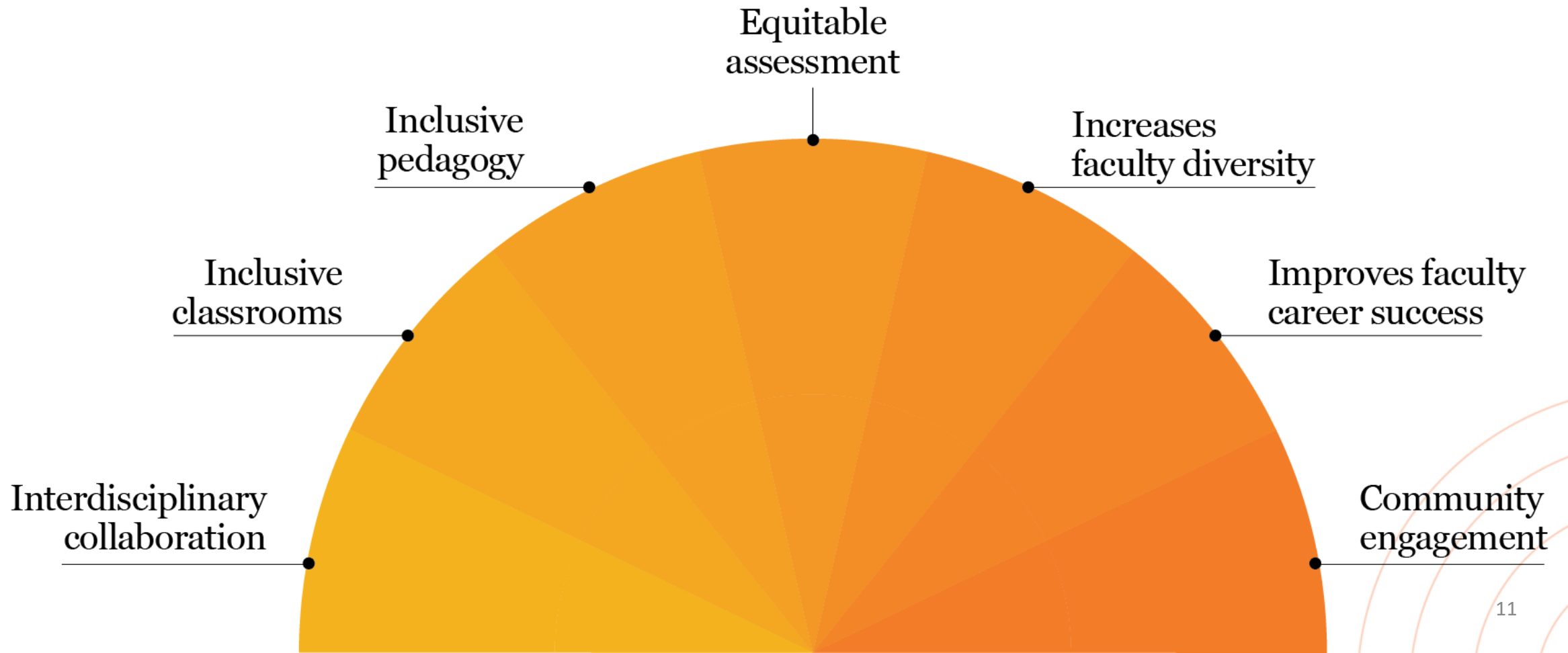
Prioritizes policy and decision-making that demonstrates awareness of, and responsiveness to, the ways socio-cultural forces related to race, gender, ability, sexuality, socio-economic status, etc.

Impede or propel students, faculty and staff.

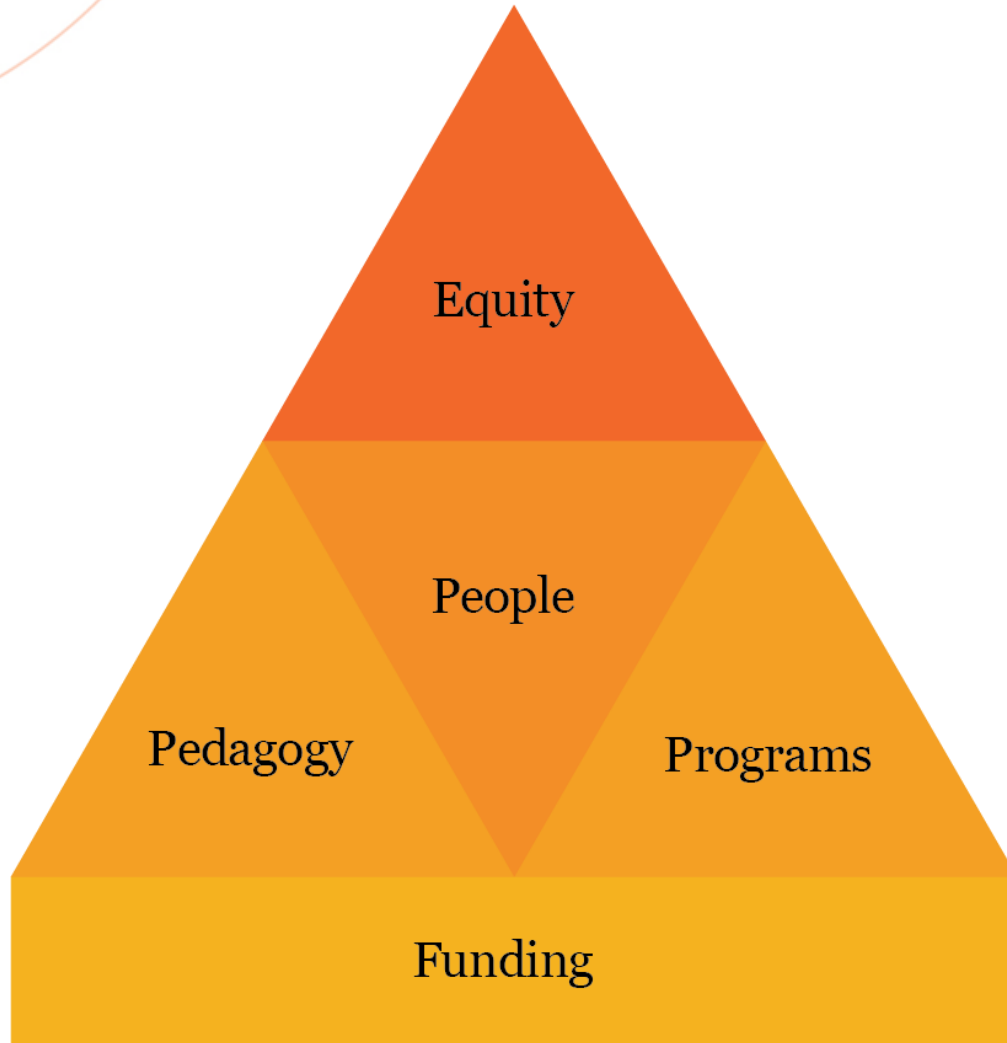
Framework 1: DEI as Policy

- Decision making
- Budget processes
- Recruitment/ Retention
- Procurement
- Investment
- Audit
- Risk Management
- Priority and Goal Setting
- Accountability Measures (i.e. Transparency)

Framework 2: DEI as Academic Excellence



Framework 3: DEI as Academic Innovation



Principle of Equity:

No single discipline owns this work. However, there are foundational bodies of knowledge and scholarship that ground and inform.

Framework 4: DEI as Community Engagement



Framework 5: DEI as Student Success

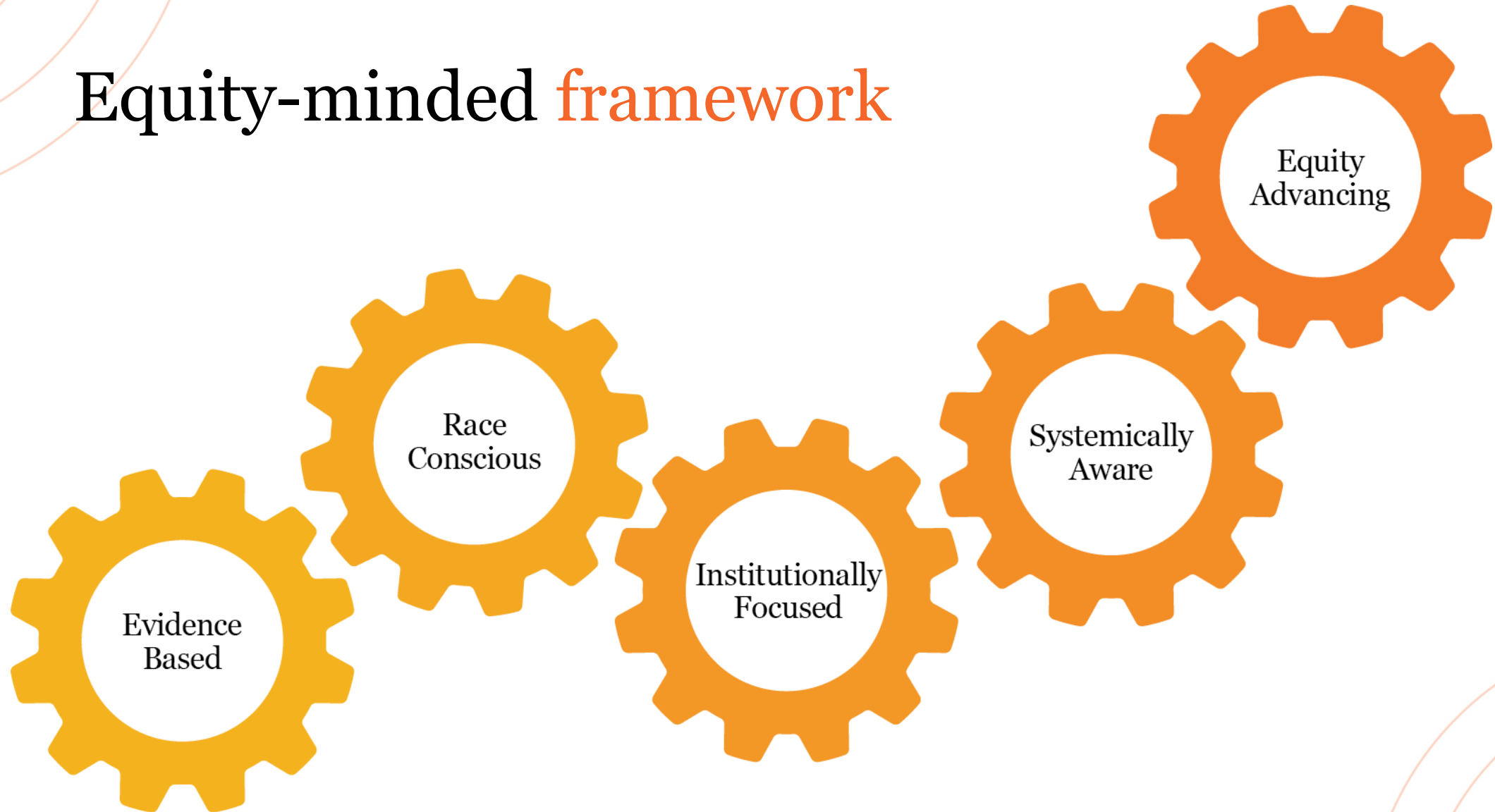
**Seen
Heard
Understood**

**Belonging
&
Leadership
Development**

**Narrative-rich
Interdependent
Community-engaged**



Equity-minded **framework**





Questions

1. How do we do DEI at Pacific, now?
2. How do we integrate this further into our day-to-day decisions, across all activities?
3. Can we expand our circle of concern more?



Questions

1. How do the Regents do DEI in their work?
2. How do the Regents integrate this work into their day-to-day decisions, across all committees?
3. Why is diversity, equity, and inclusion important for governance?



Thank You.