How do we institutionalize *love*?

Dr. Mary J. Wardell-Ghirarduzzi, '89 COP/CIP
Vice President for Diversity, Equity and Inclusion
Chief Diversity Officer | Professor, Communication

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About *me*
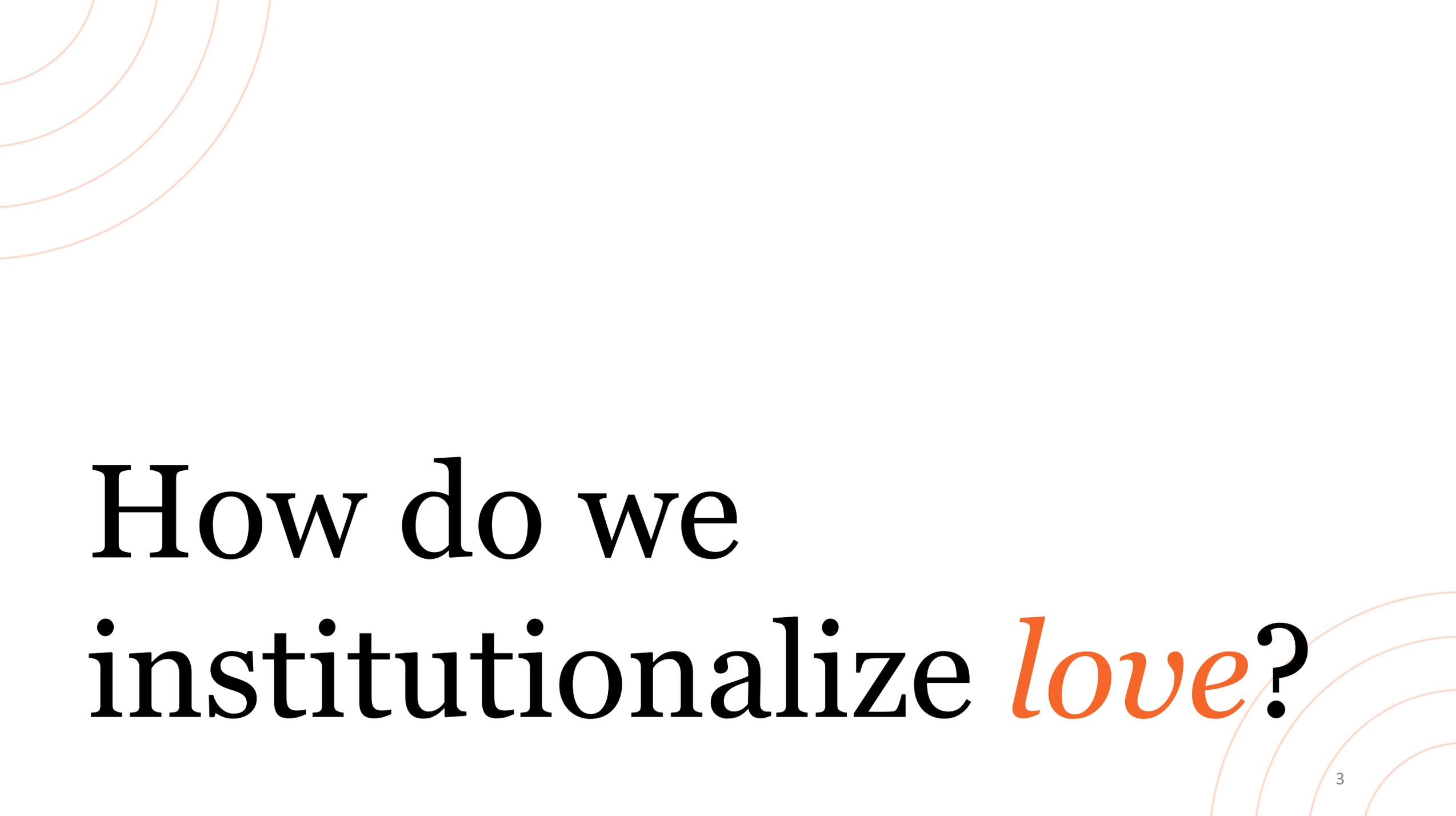
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Policy & leadership

"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
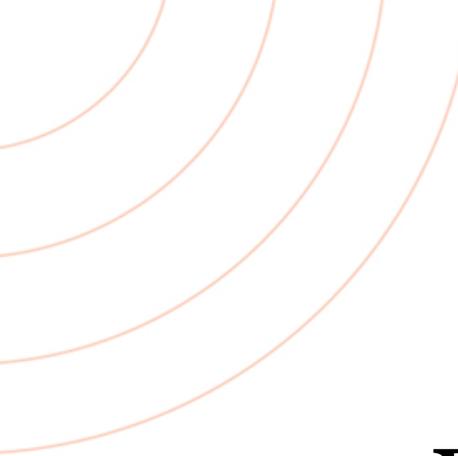
Becoming an Anti-Racist University

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

Intersectional

Equity Focused

Integrative

DEI must be

Systemically Aware

Socially Conscious
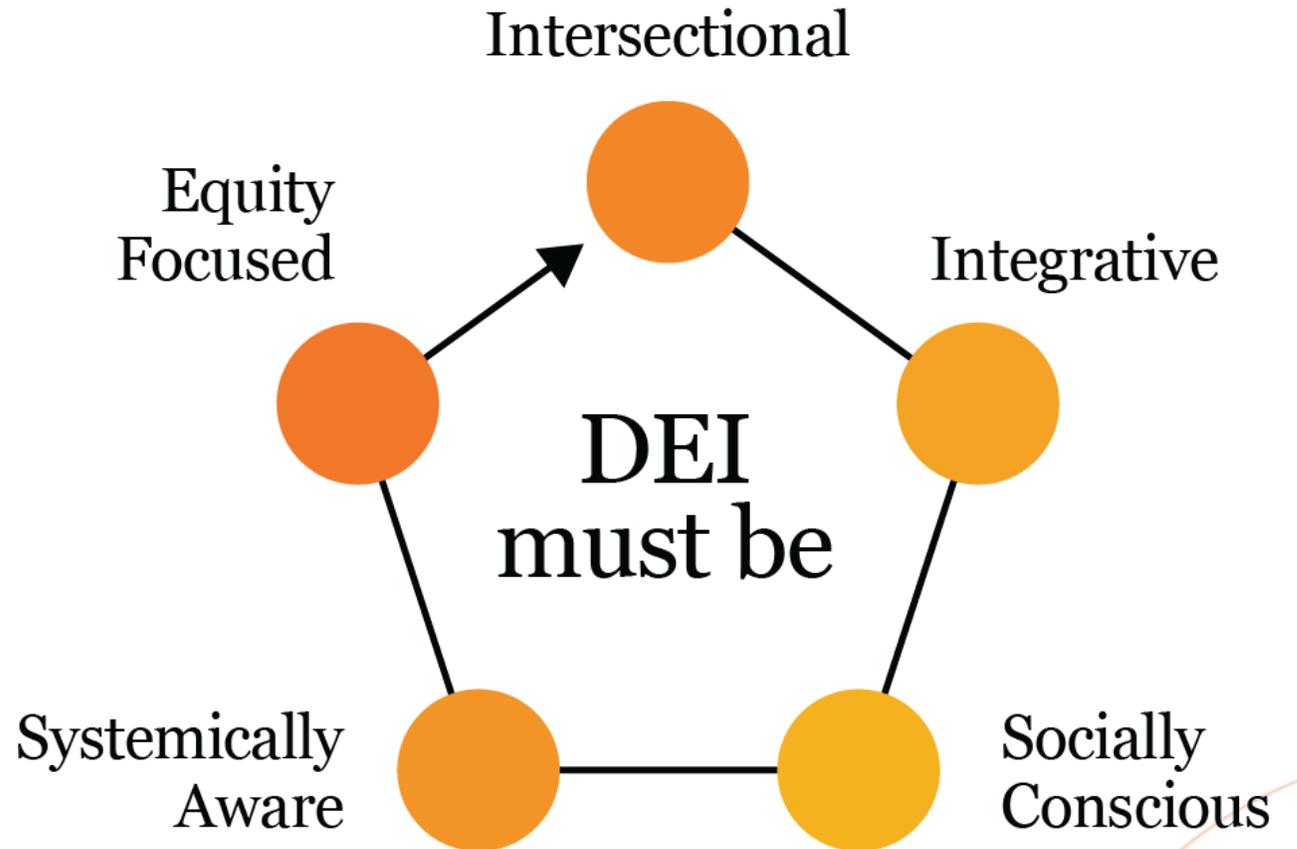
VP DEI Office

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

Equitable assessment

Inclusive pedagogy

Increases faculty diversity

Inclusive classrooms

Improves faculty career success

Interdisciplinary collaboration

Community engagement
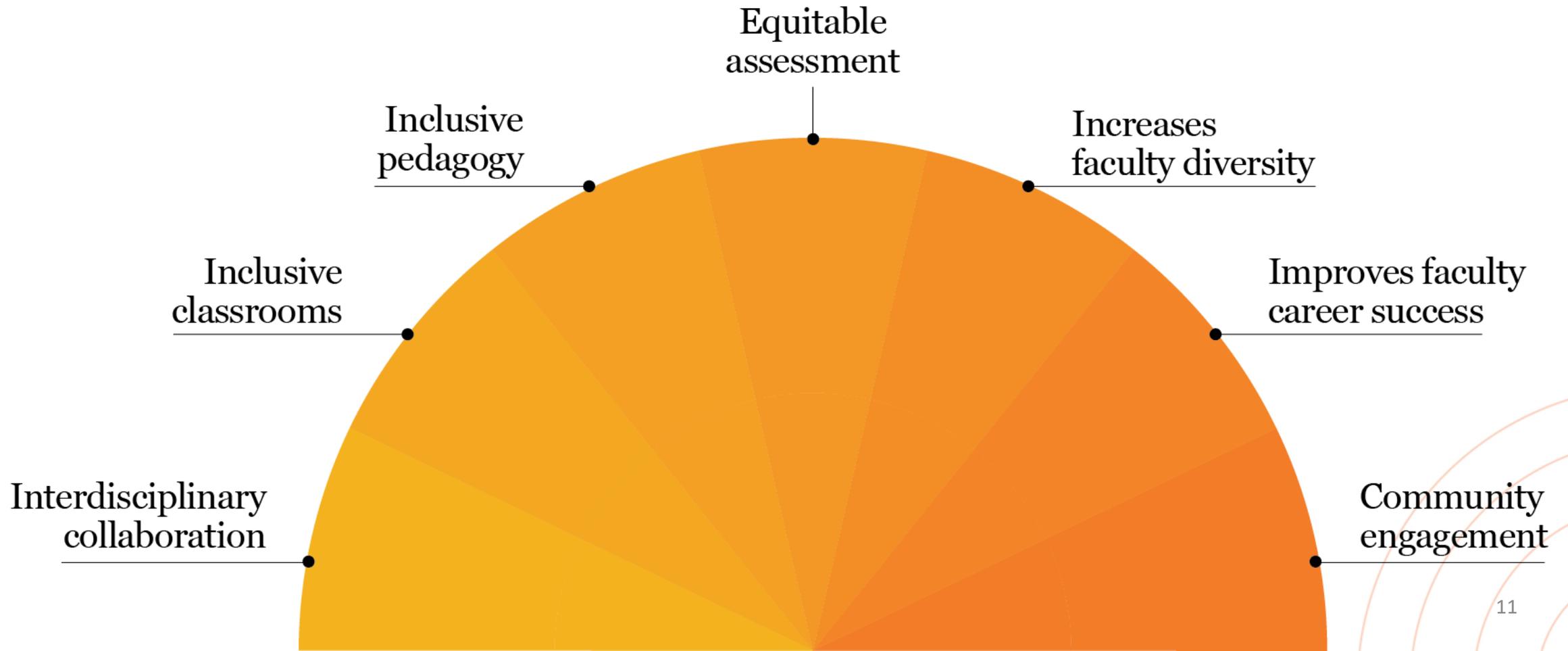
Framework 3: DEI as Academic Innovation

Equity

People

Pedagogy

Programs

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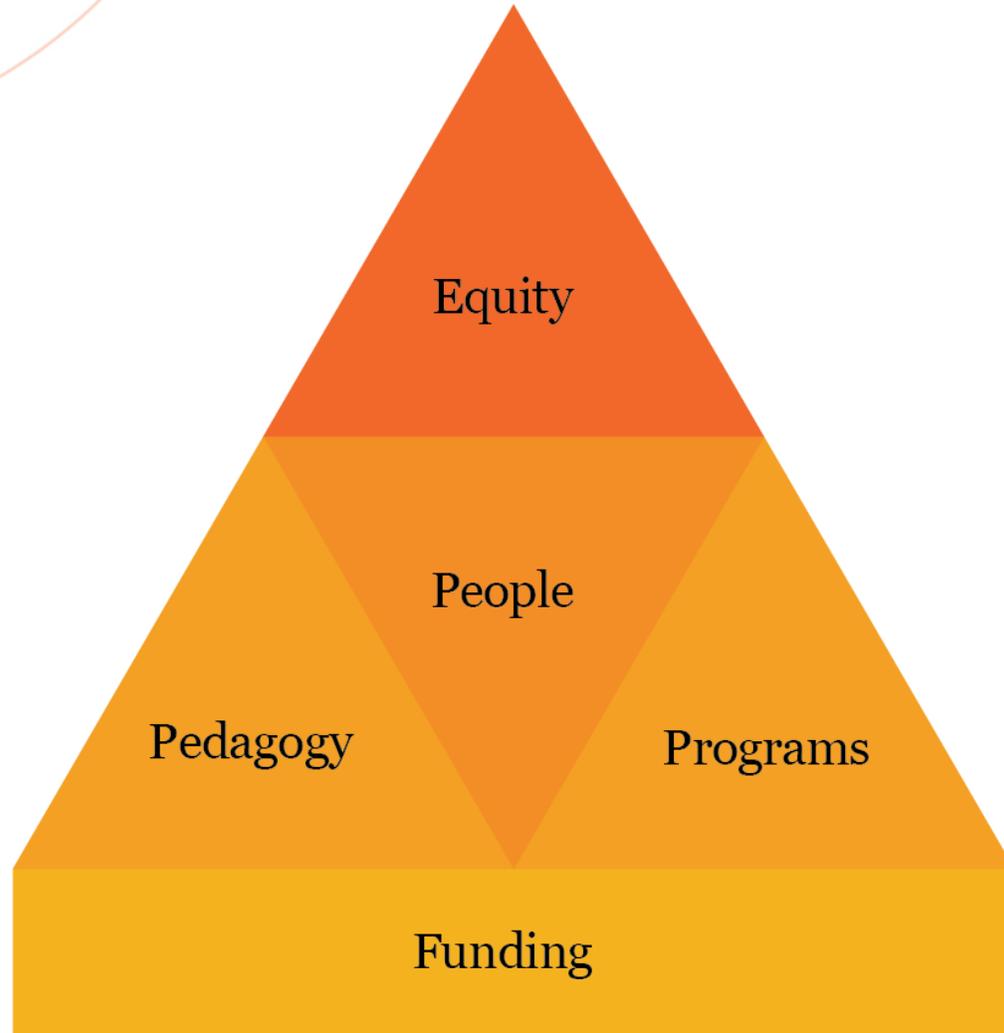
Principle of Equity:
No single discipline owns this work. However, there are foundational bodies of knowledge and scholarship that ground and inform.

Framework 4:
DEI as Community Engagement

Business community

Three Cities:
Sacramento
San Francisco
Stockton

Experiential Learning

Multicultural/
Identity-affirming
Communities

National
and Global
Engagements

Framework 5: DEI as Student Success

Seen
Heard
Understood

Belonging

&

Leadership
Development

Narrative-rich
Interdependent
Community-engaged

Equity-minded framework

Evidence Based

Race Conscious

Institutionally Focused

Systemically Aware

Equity Advancing
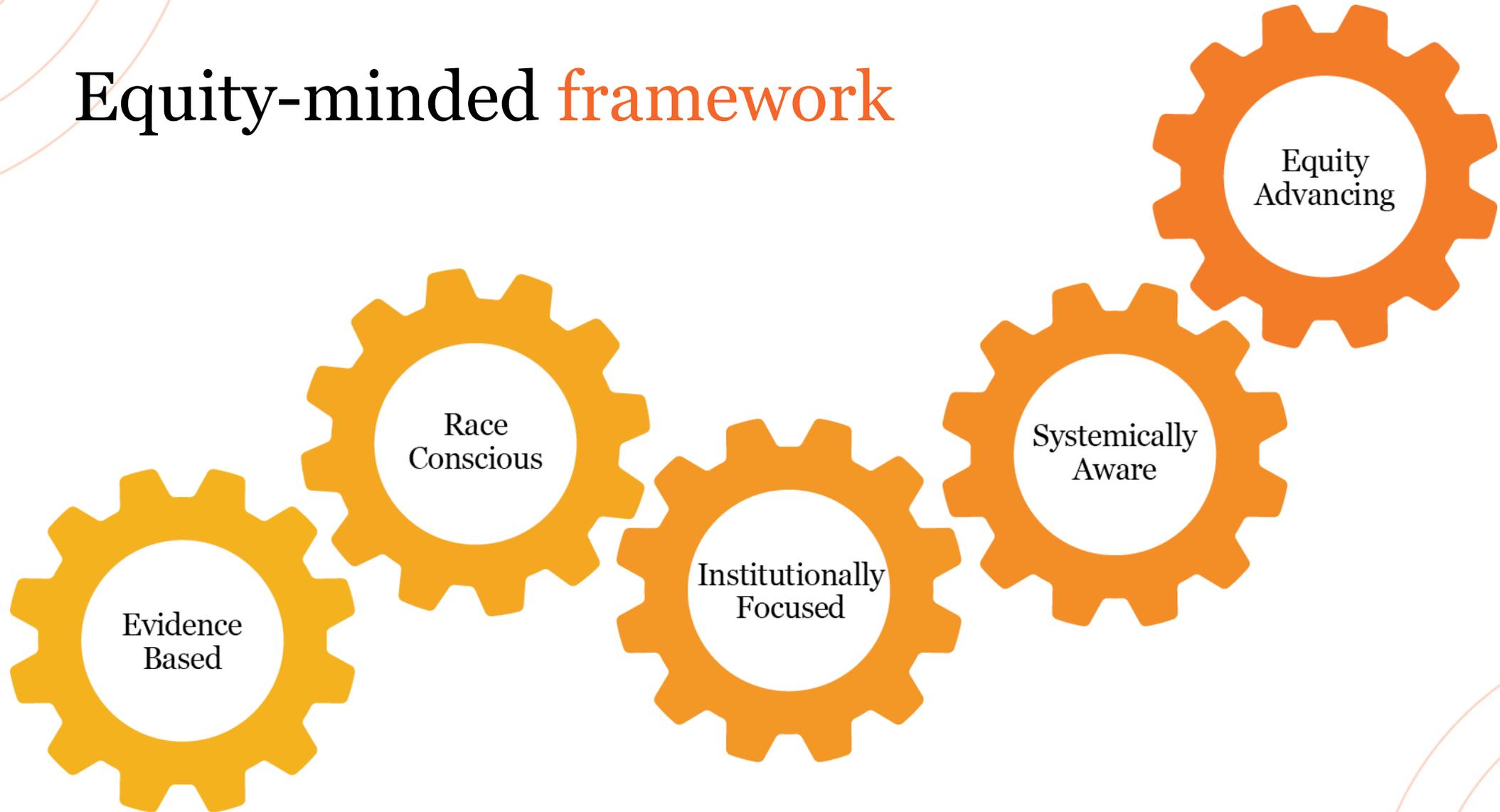
Questions

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.

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