Diversity, Equity, Inclusion & Accessibility / Anti-Racism in FAS

FY21 Goal & Tactics

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Achieve Racial Equity and Sense of Belonging
FAS DEIA/AR Tactic #1

**DEIA Training**

90% of all FAS staff and 100% of all leaders (Directors through Senior Vice Chancellor) hired before April 1, 2021 complete a diversity, equity, and inclusion training by June 30, 2021

- Training being developed by the Office of Diversity and Outreach
- Foundational training across all UCSF
- Support will be provided for staff without access to computers
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FAS DEIA/AR Tactic #2

Skelly Officer Representation

Increase representation of Black/African American and Hispanic/LatinX Skelly Officers by 5% - baseline is 12.1% (18 out of 149)

- Employees have Skelly rights – the right to have a proposed action reviewed in advance of implementation
- Skelly Officers are assigned to specific disciplinary cases
- Involves a hearing, reviewing policy, meeting with department manager, and writing findings and a report
- Training and support are provided
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FAS DEIA/AR Tactic #3

Sense of Belonging

Improve Gallup **Belonging Index** for FAS over FY19 baseline of **3.95**

- We will set a target soon; we want to get to 4.0 and beyond
- Raise the average on the 10 questions that make up the Belonging Index (see next slide)
- Departments can concentrate on what they think is best to improve their unique scores in support of the overall FAS average of 3.95
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FAS DEIA/AR Tactic #3 (continued)

**Belonging Index**
Investing in employee growth and development could help employees feel a stronger sense of belongingness at UCSF Finance & Administrative Services

<table>
<thead>
<tr>
<th>Overall Belonging Index = 3.95</th>
<th>1s</th>
<th>2s</th>
<th>3s</th>
<th>4s</th>
<th>5s</th>
<th>2019 MEAN</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recognition</td>
<td>12%</td>
<td>7%</td>
<td>15%</td>
<td>23%</td>
<td>43%</td>
<td>3.78</td>
</tr>
<tr>
<td>Cares</td>
<td>5%</td>
<td>11%</td>
<td>25%</td>
<td>54%</td>
<td></td>
<td>4.19</td>
</tr>
<tr>
<td>Opinions</td>
<td>7%</td>
<td>8%</td>
<td>17%</td>
<td>31%</td>
<td>36%</td>
<td>3.85</td>
</tr>
<tr>
<td>Learn &amp; grow</td>
<td>5%</td>
<td>7%</td>
<td>14%</td>
<td>27%</td>
<td>47%</td>
<td>4.04</td>
</tr>
<tr>
<td>Find information &amp; resources</td>
<td>9%</td>
<td>10%</td>
<td>26%</td>
<td>29%</td>
<td>26%</td>
<td>4.16</td>
</tr>
<tr>
<td>Clearly defined path</td>
<td>9%</td>
<td>10%</td>
<td>26%</td>
<td>29%</td>
<td>26%</td>
<td>3.52</td>
</tr>
<tr>
<td>Manager strong advocate</td>
<td>9%</td>
<td>10%</td>
<td>26%</td>
<td>29%</td>
<td>26%</td>
<td>4.05</td>
</tr>
<tr>
<td>Manager helps me progress</td>
<td>7%</td>
<td>7%</td>
<td>17%</td>
<td>27%</td>
<td>42%</td>
<td>3.90</td>
</tr>
<tr>
<td>Respected at work</td>
<td>9%</td>
<td>8%</td>
<td>17%</td>
<td>28%</td>
<td>50%</td>
<td>4.21</td>
</tr>
<tr>
<td>Opportunities for advancement</td>
<td>9%</td>
<td>8%</td>
<td>17%</td>
<td>28%</td>
<td>38%</td>
<td>3.77</td>
</tr>
</tbody>
</table>

Note: UCSF Finance & Administrative Services. Due to rounding, percentages may add up to 100% ±1%, numerical values shown when 5% or higher.
Achieve Racial Equity and Sense of Belonging
FAS DEIA/AR Tactic #4

Recruitment Equity

100% of all M3 and up recruitments follow established equity standard work starting this fiscal year

- This is being adopted across all of UCSF
- We realize that there will not be many M3 and above hires in this year; expect that this will roll down to other levels over time as we ramp up
- Support will be provided to hiring managers of M3s and above
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Department Level Tactics (optional)

Departments have the option to add tactics specific to their needs and measure them at the department level

- Consider adding tactics/metrics/plans that impact your **Belonging Index** scores
- Consider adding tactics/metrics/plans that address your unique department needs