



# UC SANTA BARBARA

presents

## *Diversity Matters*

The Diversity Matters series provides multilevel programming to faculty and staff designed to promote campus conversations around: the central role of diversity to our research, teaching, and service missions; barriers to that diversity (implicit bias, stereotypes, microaggressions); the experiences of people of color and other minorities at UC Santa Barbara; and how faculty and staff can work as change agents in creating an inclusive and supportive climate for scholars of varied backgrounds and identities.

### Schedule of Events

**October 10, 2017**

**"Are You Aware?" - Theater Delta Presentation**

11:00a.m. - 12:30p.m. and 3:00 pm - 4:30p.m.

Multicultural Center- **Click here to register**

**Intended for department chairs and members of faculty search committees**, these interactive theater performances explore how implicit bias based on gender and race influences the hiring of faculty in the campus community through its impact on candidate evaluation and selection, committee members, and effective dialogue.

**October 11, 2017**

**"Risk and Promise" - Theater Delta Presentation**

9:30a.m. - 11:00a.m. and 2:00p.m. - 3:30p.m.

Multicultural Center - **Click here to register**

**Intended for faculty members involved with graduate admissions**, these interactive theater performances address implicit bias in the admission of graduate students, why diversity, equity, and inclusion in the student cohort should be a priority, and how implicit bias in the admission committee process can result in minority candidates being overlooked.

**October 11, 2017**

**"What's Your Problem: an interactive theater performance about the ISMS and social justice on campus" - Theater Delta Presentation**

3:00p.m. - 4:30p.m.

Campbell Hall - No reservations needed

**Designed for campus staff**, this interactive theater performance explores microaggressions, the "-isms," and social justice on campus.

**October 12, 2017**

**"Cultivation" - Theater Delta Presentation**

9:30a.m. - 11:00a.m. and 1:00p.m. - 2:30 p.m.

Multicultural Center - **Click here to register**

**Designed for faculty**, these interactive theater performances explore mentoring and unconscious bias in graduate school: how to create conditions for open dialog, establish expectations and responsibilities for mentor and mentee, provide effective critical feedback, and serve the needs of graduate students from diverse backgrounds.

**October 12, 2017**

**"How can we fulfill higher education's promise to prepare citizens for an increasingly diverse democracy?"**

Distinguished Lecture by Jeffrey Milem, Dean of the Gevirtz Graduate School of Education

6:00p.m.

Multicultural Center

Building on three decades of scholarship on race relations and education, the outcomes of diversity in higher education, and the essential components of diverse, equitable learning environments, Dean Milem will discuss the ways in which higher education stakeholders can work together to create equitable, vibrant, engaging institutions that prepare citizens for an increasingly diverse democracy. This is an open community lecture; **all are welcome.**

**October 13, 2017**  
**Diversity Champions Lunch**

Lunchtime Conversation facilitated by GGSE Dean Jeff Milem  
12:30p.m. - 1:45p.m.

UCEN - Flying A Studio - **Click here to register**

**This meeting is intended for faculty members who already have advanced understanding of diversity issues** and who want to be engaged in advancing diversity at UC Santa Barbara. GGSE Dean Jeffrey Milem will lead a discussion of how faculty members can be more effective change agents, what they need to be better supported in this work, and how our campus can more effectively implement transformative change. **Participants must RSVP and seating is limited, so reserve a spot early.**

**October 30, 2017**  
**Diversity in Graduate Education through Admission Practices**

Presentation by Professors Julie Posselt and Casey Miller  
10:00a.m. - 12:00p.m.

Mosher Alumni Hall - **Click here to register**

**Intended for faculty members involved in graduate admissions**, especially in STEM disciplines, this session introduces the case for efforts to increase diversity in graduate education, as well as practical strategies for doing so by rethinking typical admissions and recruitment processes. All aspects of this session are rooted in current research. Participants will learn how common admissions mindsets & practices inhibit access for underrepresented groups, and they will leave with concrete strategies to improve diversity & equity through the admissions process.

**October 30, 2017**  
**Graduate Leader's Training**

Presentation by Professors Julie Posselt and Casey Miller  
1:00p.m. - 4:00p.m.

Mosher Alumni Hall - **Click here to register**

This session will prepare **Graduate Advisors, Department Chairs, and Graduate Admissions Committee Chairs** to engage directly with their colleagues serving on admissions committees in: 1) evaluating the efficacy of their current admissions practices; 2) developing a change agenda; and 3) creating and implementing an evaluation rubric with their respective committees. This session is designed to empower leaders to enable action toward admissions reform over time.

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The Diversity Matters series is supported by the Office of the Executive Vice Chancellor, with programming coordinated by the Graduate Division. Watch for follow-up programming in the winter and spring quarters.

**Sponsors**

Office of the Executive Vice Chancellor  
Graduate Division  
College of Engineering  
Bren School of Environmental Science and Management  
Gevirtz Graduate School of Education  
College of Letters and Science,  
Division of Mathematical, Life, and Physical Sciences  
Division of Social Sciences  
Division of Humanities and Fine Arts  
Office of Academic Personnel  
Office of Diversity, Equity, and Academic Policy  
Office of Equal Opportunity & Discrimination Prevention  
Division of Student Affairs  
Office of Human Resources  
The Multicultural Center

