



***Managers/Supervisors:** Please share this email with DFA campus temporary and contract employees. For those who do not have regular access to emails/laptops/PCs, please print and share this email accordingly.

Dear DFA employees,

I am pleased many of you were able to attend DFA's Diversity & Inclusion Symposium which took place on Wednesday, November 2. Please take a moment to provide [feedback](#) about the event.

As I stated in my opening remarks, the Office of Inclusive Excellence champion's [UCI's action plan for inclusive excellence](#) through the three pillars of thriving, community, and wellness and have served as partners in DFA's diversity & inclusion journey. Together, we can change the status quo and advance the mission of "establishing UCI as national leader and global model of inclusive excellence, where all expect equity, support diversity, and practice inclusion."

We are sharing the full [PowerPoint slide deck](#) from the event and I realize some context may be unclear without supportive narrative. For those of you who were not able to attend the event, please take some time to review the presentation and ask your colleagues who attended for more information on topics you may have questions about.

There are a few things to note:

- **UC Managing Implicit Bias Series:** This six-course [online training series](#) is designed to increase awareness of implicit bias and reduce its impact at the university. As a reminder, DFA has set a goal for all managers and supervisors to complete the training with a stretch goal for all staff members to complete the training. If you haven't already, I invite you to take this valuable training.
- **DFA Demographics:** The data shown on [page seven](#) in the presentation is our baseline. We will continue to have conversations about the data as we analyze the numbers which will help solidify our overall strategy.
- **DFA D&I Toolkit:** DFA's D&I [workgroup members](#) have worked hard on components of the [toolkit](#) which are intended to provide guidance and support to DFA staff in furthering understanding about diversity and inclusion topics as well as suggest practical ways to apply that understanding in various aspects of work life, from team conversations to serving on a hiring committee.
 - As a reminder, we are looking to certify facilitators to host D&I Conversation Engagements in the new year. Please speak with your department head if you are interested. More information is on [page 39](#) of the presentation.

Lastly, as I stated in my closing remarks, I look to each of you to help guide our brilliant future. Please take advantage of the tools and strategies offered at the symposium to help you thrive and progress personally and professionally.

Sincerely,

Mary Lou D. Ortiz
Chief Financial Officer & Vice Chancellor
Division of Finance and Administration