PARTICIPATION AND REPORTING

☐ Attended Systemic Analysis Consultation Session
☑ Submitted a Progress Report

This unit reported their progress to the community on March 30, 2021.

Presentation video
Presentation slides

COMMITTEE ON DIVERSITY, EQUITY, AND INCLUSION

Lisa Jackson – Chair
Director of Special Events

Vanessa Arredondo
Director of Development, Parent Philanthropy

Darian Bryant
Senior Engagement Coordinator, Alumni Engagement

Carla Cruz
Assistant Director, Alumni Engagement

Charlien Church
Assistant Director of Annual Leadership Giving

Christiana Simpson
Talent Acquisition and Retention Specialist, University Advancement

Yvonne Wehrmann
Director of Development, Academic Affairs and Mission & Ministry

Kristi Wade
Vice President, University Advancement

SYSTEMIC ANALYSIS STEPS UTILIZED

PROCESS ▪ ISSUES ▪ ACTION STEPS ▪ OUTCOMES

PROCESS

We conducted an initial survey of our team on their perceptions of diversity, equity, inclusion, and belonging, as well as their thoughts on the importance of UA's DEI work. The survey was followed with a series of small listening sessions to gather input on the following questions:

1. What are the major issues related to diversity, equity, inclusion, and belonging in LMU University Advancement?
2. How does UA signal our commitment to inclusion and equity in all that we do, and how do we do it? As UA progresses regarding DEI, how will UA be different: staffing, structure, feelings, other?
3. What is the role of individual staff members in progressing UA towards more diversity, equity, and inclusion?
4. What training or other opportunities does UA need in order to expand our capacity for this work? The committee also read CASE's book, "Diversity, Equity, Inclusion in Advancement," which has helped inform the committee's areas of focus.

An initial opportunity we seized upon was updating UA's job description to include more inclusive language.

ISSUES IDENTIFIED

Job description to include more inclusive language.

ACTION STEPS

Update job postings in February 2021 with a goal of attracting a more diverse candidate pool for the eight positions which UA will recruit in the coming months.

OUTCOMES

Through “Diversity, Equity, Inclusion in Advancement,” we learned the impact that job posting language can have on diverse candidates applying for a position.

SYSTEMIC ANALYSIS STEPS: QUICK REFERENCE

1. Listen to your team and constituents
2. Review infrastructure and policy
3. Review scope and content of programs
4. Evaluate structural diversity (data)
5. Analyze strategic partnerships
6. Evaluate vision/mission statement
7. Identify training needs
8. Accountability and Assessment

LEGEND FOR PRESIDENTS COMMITMENTS

Hiring
Culture and Climate
Education