

DIVERSITY, EQUITY & INCLUSION STRATEGIC PLAN 2030



The Diversity, Equity & Inclusion Strategic Plan at UC Riverside provides a clear framework for advancing diversity, equity, inclusion and belonging across the university. With a vision of fostering an equitable and inclusive campus community, the plan focuses on removing systemic barriers, expanding opportunities, and creating an environment where all students, faculty and staff can thrive. Through coordinated institutional action, accountability, and community engagement, the plan advances UCR's commitment to equity and meaningful, sustainable change.





STRATEGIC GOAL I:

Build financial
stability, resiliency
and sustainability

Sustained Funding

Pursue
MSI/HSI/AANAPISI/BSI
Funding when available

Level up Development
& Alumni Relations
Collaboration

Permanetize Staff

Move staff onto
permanent funding

For Academic Year
2026-2027,
3 out of 4
Full Time Employees
have permanent funding





GOAL II: INVEST IN THE SUCCESS OF THE PEOPLE WHO TEACH, DO RESEARCH, WORK, LEARN, AND LIVE AT UCR

Improve Faculty Diversity, Retention and Success Across Colleges

Build Partnership with Academy of Distinguished Teachers on Inclusive Pedagogy Workshop series to separate out Chancellor's MEI Program for Faculty/Instructors

Scale out CNAS ARA AFD Program to additional schools/colleges (BCOE, SOM, Bus, CHASS) - Convene Deans

Apply for American Association for the Advancement of Science (AAAS) SEA Change Institutional Bronze Award

Launch Qualitative Survey and improved Quantitative Elements (Chancellor's Advisory Committee on the Status of Women (CACSW), in partnership with VPAP and Faculty Welfare/CODEI Senate Committees)

Use HSI, AANAPISI, and BTI Committees to offer more targeted workshops for faculty on teaching at an MSI

Strengthen Equitable Undergraduate Student Success, Retention and Experience

Highlight and scale out work of HSI, AANAPISI, and BTI Committees; Use these committees to offer more targeted workshops for graduate and professional school preparation

Increase accessibility and universal mobility across UCR campus (Chancellor's Advisory Committee on Disability Inclusion work group)

Co-Sponsor ASUCR VPDEI "DEI Student Voice Forum" in Spring 2027

Scale out CNAS ARA AFD Program to additional schools/colleges (BCOE, SOM, Bus, CHASS) - Convene Deans

Increase Graduate Student Diversity, Pipelines and Success

Partner with Graduate Division for more professional development into the professoriate (similar to the PhDProject.org)

Refresh Graduate and Professional Student Chancellor's Making Excellence Inclusive (MEI) Diversity Certificate Program

Curate and Host 3-Day Summer Intensive Inclusive Pedagogy & DEI Symposium

Facilitate Campus Partnership with the HSRU Mellon Crossing Latinidades Graduate Student Fellows Program and HSRU Postdoctoral Fellowship Program

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Foster Inclusive Culture and Climate for Staff and Faculty

Improve Visibility of the Work of Staff/Faculty Affinity Groups

Update Content on Hosted Staff/Faculty Affinity Group webpages

Improve Campus and Community Stakeholder Partnerships and Engagement toward Institutional Success

Heighten Visibility, concretize, and scale out the Work of the Chancellor's Advisory Committees (internal and external)



STRATEGIC GOAL III: EXPAND THE VISIBILITY AND SCOPE OF INFLUENCE OF UCR LOCALLY, NATIONALLY, AND GLOBALLY

**Earn California's
Black-Serving Institution
(BSI) Designation (SB 1348)**

**Recertification of
Seal of Excelencia**

**Convene/Facilitate Chief Inclusive
Excellence Officers of University
Innovation Alliance institutions**

Convene the Black Thriving Initiative
(BTI) Committee to formalize
UCR's Black Thriving
Strategic Plan and
submit the formal
BSI application.

Earn 3-year recertification in 2027

Lead National Council to
Model Partnership in
Institutional Effectiveness in
Underrepresented Undergraduate
Student Success



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