Practicing Engagement Strategies for Equity, Diversity and Inclusion

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Today you will learn and practice various engagement models/techniques utilized from the recent Diversity and Inclusion Strategic Planning Process.
You will generate ideas inspired by the following question:

"How might we embed diversity and inclusion into our human resources practice?"

... Grab a Sticky-note Pad and Pen!
Design Thinking

“Design thinking starts with people.”

—IDEO
PURPOSE

• Create common knowledge.
• Summarize data & create insights.
• Understand essential insights & narrow down areas of interest.
Step One: Brainstorm

- Work individually
- Write down items inspired by question
- ONE ITEM per POST-IT
TIPS FOR BRAINSTORMING

- Be brief
- Work quickly
- Go for quantity
- Draw pictures or use words
Step Two: Cluster

• Work with others at your table.
• Cluster similar ideas together.
• Suggest cluster names that reflect essence of ideas.
TIPS FOR CLUSTERING

• Small clusters and loners can be useful.
• Cluster silently at first to avoid over-rationalization.
• Duplicate notes that can be included in more than one cluster.
Step Three: Refine and Title

- Refine clusters: move post-its, combine or create new clusters
- Create memorable titles for clusters
- Fill out “report” form
TIPS FOR TITLES

• Create memorable, interesting titles—think of a book title or a newspaper headline.

• If time is short, focus on a few clusters or vote.
1. Brainstorm: Generate Options (10 minutes)

1. Cluster: Select Options (10 minutes)

2. Title: Refine Options (10 minutes)
KEY FINDINGS