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Lawson-Thompson said that she is working actively with the community to foster an environment not just to allow people to survive, but to enable them to thrive. “We should all aim to create relationships and environments that bring out the best in every community that the organization serves.”

An environment that brings out the best is one where everyone is treated with respect and heard regardless of any of their personal attributes. In the absence of true inclusive excellence, “we will be left with hierarchies that often reflect the unconscious mistreatment in a hierarchical way. Those who are at the top of the hierarchy tend to experience the least amount of mistreatment or mistreatment in the same way.”

The environment that brings out the best is one where the talents and workplace values that we each bring to the table are recognized. “Superiors and subordinates should value the differences that people bring to the table — it’s just the same you!”

Lawson-Thompson explained that every community is composed of a range of stakeholders and interests. “I’ve found that every community has a spectrum of people with different skill sets, ways of working and different perspectives.”

A community that is happy, more motivated, and more productive is a community where everyone is able to thrive. “I view excellence in terms of creating environments where people can thrive.”

Acosta and Lawson-Thompson explained that organizations flourish not by seeking an environment not just to allow people to survive, but to enable them to thrive. “We should all aim to create relationships and environments that bring out the best in every community that the organization serves.”

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Inclusion Excellence

This diagram that David Frentz created illustrates what inclusion excellence means.

facultyNEWSLETTER
Published quarterly by Faculty Development, which administers and coordinates programs that respond to the needs and interests of the UC Davis Health System faculty members.

Faculty Development Program
Sherman Building, Suite 3000
UC Davis Health System
2135 Stockton Blvd
Sacramento, CA 95817

Events Calendar
Workshops and other activities
You are invited! We encourage you to attend one of the various workshops and events sponsored by the Faculty Development Program. For more event details and to register, visit www.ucdmc.ucdavis.edu/facultydev.

David A. Acosta and Adrienne Lawson-Thompson are setting the tone — for us and for everyone. Understanding these concepts is critical to becoming an active inclusive environment that promotes connectedness, a sense of belonging, and collaboration to achieve inclusive excellence.

With the engagement community at UC Davis Health System, you can explore our inclusive environment and its impact.

“Becoming an inclusive learning environment is a challenging task. When we interact with each other, we are so frequently challenged by our general cultural values and workplace values that we often bring to the table. The challenge is to have multiple identities. Our cultural and workplace environment are rich and varied and our identity affects our perspectives of others, how we communicate, how we relate, and how we contribute to the community.”

ECLP: Early Career Leadership Program
MCCL: Mid-Career Leadership Program
WIM HS: Women in Medicine and Health Science
CONTINUED FROM PAGE 1

Lawson-Thompson also observed that she was able to bring her own team of colleagues to the health system, which greatly influenced her approach to creating an inclusive culture. “The diversity and inclusion [office] was a valuable tool to bring in faculty,” Acosta said.

In addition to highlighting the importance of diversity, Acosta and Lawson-Thompson applaud the inclusive environment that has been created. “It’s part of our identity, and we take pride in it,” Acosta said.

With respect for diversity as a foundation, the university continues to work towards achieving inclusive excellence. “Inclusiveness and excellence are not mutually exclusive,” Lawson-Thompson said.

The goal of the inclusive excellence initiative is to create an environment where every employee, student, and visitor feels valued and respected. “We need to create an environment where people feel comfortable being themselves,” Acosta said.

Lawson-Thompson believes that creating an inclusive environment is essential for the university’s success. “It’s not just about the bottom line, but about the impact on our patients and the community,” she said.

Acosta and Lawson-Thompson encourage everyone to take an active role in creating a welcoming and inclusive environment. “We cannot achieve inclusive excellence without everyone’s input,” Acosta said.

With the support of the administration and the university community, UC Davis Health System continues to strive for inclusive excellence. “We are committed to creating a welcoming environment where everyone feels valued and respected,” Lawson-Thompson said.
This diagram that David Acosta created illustrates what inclusive excellence encompasses.

The diagram shows a table with the following headings:
- Inclusion Excellence
- Faculty Development
- Departmental
- Divisional
- Individual

The diagram includes text and symbols representing concepts such as:
- Diversity and Inclusion
- Community Engagement
- Cultural Responsiveness
- Productivity and Customer Service
- Learning and Teaching
- Methodology and Practice
- Leadership

The diagram emphasizes the interconnectedness of these concepts and their importance in creating an inclusive environment.

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Laurie Thompson observed that she was working to create an environment in which faculty members feel supported and valued. She noted that inclusive excellence is not a static concept but rather a dynamic one, evolving over time as the institution and its stakeholders grow and change. Thompson highlighted the importance of collaboration and dialogue in promoting inclusive excellence and encouraged faculty members to actively engage in discussions and initiatives aimed at creating a more inclusive and equitable campus culture.

In an inclusive environment, everyone feels like an equal participant, working together towards a common goal. Faculty members are encouraged to reflect on their own biases and assumptions and to seek opportunities to learn and grow together. This approach involves fostering a culture of respect and understanding, where differences are valued and leveraged to enhance learning and growth.

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Next Era NEWSLETTER
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DIVERSITY: THE NEXT ERA
Setting the course to attain inclusive excellence

David A. Acosta and Adrienne Lawson-Thompson are setting the table – not just their table and the faculty and staff who sit at the table, but the table itself. The organization strives to create an environment where every employee and student feels like an equal participant, working together towards a common goal. Faculty members are encouraged to reflect on their own biases and assumptions and to seek opportunities to learn and grow together. This approach involves fostering a culture of respect and understanding, where differences are valued and leveraged to enhance learning and growth.

The quest for inclusion excellence is a journey that requires ongoing effort and commitment. It is a process of continuous improvement, where institutions and organizations are continually seeking ways to improve and sustain their inclusive environment. This involves recognizing the value of diversity and including everyone in the decision-making process, providing opportunities for professional development and growth, and fostering a sense of belonging and inclusion.

June
10 Organizational Culture and Leadership Advanced Topics, Part 1 (ECLP, MCLP) (CLICK HERE)
13 Special Guest Lecture: Care Have No Limits (a full-day WIBEM) (WIBEM)
15 Organizational Culture and Leadership Advanced Topics, Part 2 (ECLP, MCLP)
21 Putting Together Your Academic Promotion Package (ECLP)
28 Professional Development Workshops

Events calendar
Workshops and other activities
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