

POINT OF CONTACT

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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](#)



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 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.

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

ISSUES IDENTIFIED

Job description to include more inclusive language.

OUTCOMES

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



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.

SYSTEMIC ANALYSIS STEPS: QUICK REFERENCE

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

LEGEND FOR PRESIDENTS COMMITMENTS

-  Hiring
- * Culture and Climate
-  Education