Human Resources
Leadership Recruitment & Diversity Services– An Introduction + Race Matters Initiative

August 11, 2020
Lyndon Huling, Ed.D.
Manager, Leadership Recruitment & Diversity Services
Introduction

Leadership Recruitment and Diversity Services Team

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- Department formed in November, 2019
- Over 20 years of recruitment experience on team
- University Leadership
  - Staff Diversity Administrative Advisory Committee
  - Staff Advisory Committee on Diversity, Equity and Inclusion
  - Staff Diversity Trainer
  - Employee Resource Group Leadership
  - Staff Assembly Leadership
  - ProShare Leadership
The Big Picture

**Leadership Recruitment & Diversity Services** advances the university’s mission of cultivating a diverse, world-class workforce

- Reflect the students, patients and community we serve
- Importance of representation in Education & Healthcare
- Economic engine in California
- **Top talent at every level, with a focus on leadership**
- Demystifying the recruitment process and removing barriers to participation
- Pipelining, relationship building, networking, making the business case for diversity, and leveraging data to advocate for change

- All MSP (Manager) 2-4 Recruitments for both UC Davis & UC Davis Health
- Hard-to-fill & critical roles
- Sourcing support
- Lead outreach efforts
The Big Picture

Leadership Recruitment & **Diversity Services** aspires to generate meaningful change across UC Davis by reframing and redefining best-practices through a Diversity, Equity and Inclusion lens

- Data-Driven
- Policy Analysis
- Education and consultation
- Programs and new initiatives
- Accountability & transparency
- Positioning UC Davis as leaders in diversity, equity and inclusion
- Embedding DEI into all HR practices and reimagining the status quo
The Big Picture

Holistic Perspective on Diversity
- Race & Ethnicity
- Gender Identity
- Language
- Veteran Status
- Sexual Orientation
- Disability
- Faith/Non-Faith
- Degree attainment
- WorkLife Balance Needs

Building up our current workforce
- Succession Planning
  - ASPIRE Program
- Training & Development Opportunities
- Retention through Involvement
  - Staff Diversity Ambassador Program
Michael V. Drake to become 21st president of the University of California

UC Office of the President
Tuesday, July 7, 2020

The University of California Board of Regents announced today (July 7) the appointment of Michael V. Drake, M.D., as the 21st president of UC's world-renowned system of 10 campuses, five medical centers, three nationally affiliated labs, more than 280,000 students and 230,000 faculty and staff.

Drake has a long and distinguished career in higher education, most recently as president of The Ohio State University (OSU) from 2014 until this past week. Prior to his six years at OSU, his entire academic career has been at UC, including as chancellor of UC Irvine for nine years from 2005 to 2014 and as the systemwide vice president for health affairs from 2000 to 2005.

Drake received his A.B. from Stanford University and his residency, M.D., and fellowship in ophthalmology from UCSF. He subsequently spent more than two decades on the faculty of the UCSF School of Medicine, including as the Steven P. Shearing Professor of Ophthalmology.

Proactive not Reactive
Why Does This Matter?

- The Business Case for Diversity in our Workforce
  - A Boston Consulting Group study found that companies with more diverse management teams have 19% higher revenues due to innovation
  - By the year 2025, 75% of the global workforce will be made up of millennials - which means this group will occupy the majority of leadership roles over the coming decade
  - The 2018 Deloitte Millennial Survey shows that 74% of these individuals believe their organization is more innovative when it has a culture of inclusion
UC Davis Workforce

UC Non-academic Staff Workforce Diversity

Percentage by gender (October 2019)

- Women: 55.2%
- Men: 44.8%

Share of headcount by gender (October)

Percentage by race/ethnicity & citizenship (October 2019)

- Unknown
  - Domestic: 4.1%
  - International: 0.4%

- Two or More Races
  - Domestic: 2.1%
  - International: 0.1%

- White
  - Domestic: 53.4%
  - International: 1.5%

- Native Hawaiian
  - Domestic: 0.4%
  - International: 0.3%

- Asian
  - Domestic: 10.7%
  - International: 2.6%

- Hispanic/Latino(a)
  - Domestic: 17.0%
  - International: 2.1%

- American Indian
  - Domestic: 0.8%

- Black/African/
  - Domestic: 4.3%
  - African American
  - International: 0.2%

Share of headcount by race/ethnicity & citizenship (October)

Percentage by age group (October 2019)

- Under 25 years old: 27.7%
- 25 to 44 years old: 25.3%
- 45 to 54 years old: 24.8%
- 55 to 64 years old: 18.9%
- 65 or more years old: 2.7%

Share of headcount by age group (October)
UC Davis
Workforce
Professional &
Support Staff

UC Non-academic Staff Workforce Diversity

Percentage by gender (October 2019)
- Women: 56.9%
- Men: 43.1%

Percentage by race/ethnicity & citizenship (October 2019)
- Unknown: Domestic 4.2%, International 0.5%
- Two or More Races: Domestic 2.2%, International 0.1%
- White: Domestic 51.4%, International 1.4%
- Native Hawaiian: Domestic 0.5%, International 0.3%
- Asian: Domestic 10.7%, International 2.7%
- Hispanic/Latino: Domestic 18.3%, International 2.4%
- American Indian: Domestic 0.9%
- Black/African/African American: Domestic 4.3%, International 0.2%

Percentage by age group (October 2019)
- Under 35 years old: 31.2%
- 35 to 44 years old: 25.4%
- 45 to 54 years old: 23.0%
- 55 to 64 years old: 17.9%
- 65 or more years old: 2.5%
### UC Non-academic Staff Workforce Diversity

#### Percentage by gender (October 2019)

<table>
<thead>
<tr>
<th>Gender</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Women</td>
<td>44.5%</td>
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<tr>
<td>Men</td>
<td>55.5%</td>
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#### Percentage by race/ethnicity & citizenship (October 2019)

<table>
<thead>
<tr>
<th>Category</th>
<th>Domestic</th>
<th>International</th>
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</thead>
<tbody>
<tr>
<td>Unknown</td>
<td>3.3%</td>
<td>0.1%</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>1.1%</td>
<td>0.1%</td>
</tr>
<tr>
<td>White</td>
<td>66.1%</td>
<td>2.2%</td>
</tr>
<tr>
<td>Native Hawaiian</td>
<td>0.2%</td>
<td></td>
</tr>
<tr>
<td>Asian</td>
<td>11.0%</td>
<td>1.9%</td>
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<tr>
<td>Hispanic/Latino(s)</td>
<td>8.8%</td>
<td>0.2%</td>
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<tr>
<td>American Indian</td>
<td>0.5%</td>
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<tr>
<td>Black/African/African American</td>
<td>4.2%</td>
<td>0.1%</td>
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#### Percentage by age group (October 2019)

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Under 35 years old</td>
<td>6.4%</td>
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<tr>
<td>35 to 44 years old</td>
<td>29.3%</td>
</tr>
<tr>
<td>45 to 64 years old</td>
<td>66.0%</td>
</tr>
<tr>
<td>55 to 64 years old</td>
<td>24.8%</td>
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<tr>
<td>65 or more years old</td>
<td>3.4%</td>
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What We Do:
Attracting, Selecting and Hiring Diverse Talent

UC Davis is committed to diversity because it is vital to our mission and enhances both patient care and educational excellence.

Guided by our Principles of Community, we endeavor to attract, select, and hire diverse candidates that reflect our commitment to inclusive excellence. Best-practices and University of California policy indicate that competitive recruitment is normally expected for all career and contract positions.

Below are steps you can take to conduct inclusive job searches:

1. Attracting Diverse Talent
2. Selecting Diverse Talent
3. Hiring Diverse Talent

Half-Day Training in Development
What We Do: Attracting, Selecting and Hiring Diverse Talent

Outreach

Other Support

- Data-driven diversity workforce consultation
- Trainings
- Program Development & Support
- Branding Initiatives—Find us on LinkedIn!
- Sourcing & Pipelining
- Community Involvement & Partnership
Where We’re Going

Data Driven Consultation

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</thead>
<tbody>
<tr>
<td>A01</td>
<td>Officials &amp; Managers Upper</td>
<td>53.8%</td>
<td>70.0%</td>
<td>78.0%</td>
<td>100.0%</td>
<td>8.8%</td>
<td>17.2%</td>
<td>17.8%</td>
<td>20.0%</td>
</tr>
<tr>
<td>A02</td>
<td>Officials &amp; Managers Lower</td>
<td>57.8%</td>
<td>57.5%</td>
<td>52.0%</td>
<td>50.0%</td>
<td>10.1%</td>
<td>20.0%</td>
<td>7.4%</td>
<td>0.0%</td>
</tr>
<tr>
<td>A0A</td>
<td>Executive</td>
<td>55.8%</td>
<td>50.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>7.2%</td>
<td>20.0%</td>
<td>0.0%</td>
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Institutional Branding

Embracing the Virtual Space

Policy-focused Reform

Support Across HR
Resources

- Attracting, Selecting and Hiring Diverse Talent Website
  https://hr.ucdavis.edu/supervisors/diversity/affirm-action-resources

- Staff Diversity Ambassador Program
  https://hr.ucdavis.edu/employees/diversity/ambassador-program

- Employee Diversity & Inclusion Resources
  https://hr.ucdavis.edu/employees/diversity

- Supervisor Diversity & Inclusion Resources
  https://hr.ucdavis.edu/supervisors/diversity

- Veteran Recruitment
  https://hr.ucdavis.edu/departments/recruitment/veterans

- Recruiting and Outreach Events Calendar
  https://hr.ucdavis.edu/careers/events-tips/recru-events
Race Matters

HR Perspective: Affirmative responsibility to be engaged

- Readings
- Presentations & Workshops (Dr. Shawn Fletcher Kickoff)
- Tangible Tools
- Inclusive Language
- Much More
Parting Thoughts from an HR Professional...

- Challenging times...
- Staff Assembly-The Voice for Staff
- Power & Advocacy
- Accountability & Direction
- Collaborate with other staff advocacy groups (SDAAC, ERGS, UC Davis Health)
- Direct, pointed recommendations, ideally supported by data
Questions
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