



## CSE Strategic Plan for Diversity, Equity, and Inclusion



Our philosophy is rooted in three verbs: Embrace, Empower, Elevate.

**Embrace:** We embrace people from all identities, including but not limited to people with different backgrounds, ethnicities, genders, and sexual orientations. We stand by the strongest commitment to a welcoming, inclusive, and respectful environment.

**Empower:** We empower members of our community to effect change. We believe that change happens through the ideas, actions and leadership of many. The department fully supports and empowers individuals and committees to take meaningful steps toward achieving our diversity, equity, and inclusiveness goals.

**Elevate:** We elevate a diverse set of people, which we unwaveringly believe will elevate us to higher levels of excellence. We see inclusive excellence as an unambiguous necessity for excellence. Inclusive excellence is core to our mission.

Ultimately, our vision is to create a welcoming environment that fosters inclusive excellence and reflects the educational and research missions of UCSD as a public university in the state of California. We reify this vision for Diversity, Equity and Inclusion into three goals:

**Recruitment:** Attracting diverse and excellent candidates at all levels (student, faculty, and staff) to join our community.

**Climate:** Improving the culture and climate in CSE through regular self-analysis and continual, deliberate refinement.

**Awareness:** Raising awareness about Diversity, Equity and Inclusion through internal and external communication about what we are doing, why we are doing it, and how we are progressing.