

Diversity, Equity, and Inclusion Statement of Principles

Diversity. Equity. Inclusion. They are more than just words for the UC Santa Barbara Office of Development. They are the overarching principles guiding how we build our teams, cultivate leaders and create an organization that respects the individual talents and contributions of each team member. Equally important, the basic tenets of Diversity, Equity and Inclusion (DEI) are a fundamental part of how we reach our organizational goals and evolve as a department. The Office of Development has a global, multicultural alumni and donor constituency – and we strive for the development team to be a reflection of that greatness. Toward that goal, we have articulated the guiding principles that inform our efforts toward a diverse, equitable, and inclusive present and future.



Collaboration & Recognition

Collaboration and Recognition are key elements that make the mission of the Office of Development more meaningful to us as individuals and as a team. Collaboration encourages practices that allow individuals at all levels and from different units to work together toward common goals for the benefit and improvement of the department, bringing in a rich diversity of thoughts and ideas into our work goals. Recognition of individuals and teams – for exemplary performance and efforts in attaining departmental goals – is an important part of inspiring all toward greater awareness of individual and team contributions.

Creativity & Innovation

Creativity and Innovation are fundamental elements that drive the Office of Development to a healthier, more effective, richer and inclusive future. These elements dig deep into our strengths as individuals and teams – and flourish in an environment that encourages individuals to think freely, challenge themselves, and inspire change with the goal of creating solutions to organizational challenges. The evolution and utilization of these elements result in improved organizational and operational strategies and processes within the department.

Discrimination & Harassment Free Workplace

Being free from discrimination and harassment in the workplace is critical to ensure a safe and supportive environment. We recognize that UC Office of the President (UCOP) and UC Santa Barbara have discrimination and harassment policies in place to protect its employees through existing mechanisms. These protections help to create a culture of consciousness and empowerment to speak up in inappropriate situations, instill a sense of acceptance and security for staff, and foster trust in departmental accountability. Without these measures, exclusion, stress, and low self-esteem erode trust and create a caustic work environment. A workplace free of discrimination and harassment strengthens individuals, as well as groups within the organization.

Diversity, Equity & Inclusion

Diversity, Equity and Inclusion in the Office of Development are critical to the success of the fundraising program, to teamwork, and to building a strong sense of connection and belonging among staff, regardless of different identifying characteristics, backgrounds and job classifications. We are committed to equitable access to DEI resources (e.g. biannual seminars on bias, DEI welcome packet, talking points shared with the team to develop safe spaces, on-boarding statements about inclusion and training tools). When we as a group and as individuals embrace the uniqueness of each individual staff member and encourage each person's contributions and involvement in the mission of the department, staff in turn rise to a greater level of excellence, innovation, commitment and accomplishment.

Professional Growth & Equitable Opportunity

Professional Growth and Equitable Opportunities are important to individual staff members and to the broader UCSB development program. The ability for staff to gather more information and different perspectives to more effectively carry out their professional responsibilities is critical to helping the university stay current on industry trends in the fundraising field. Additionally, these opportunities improve employee morale and position staff for career advancement. The Office of Development is committed to ensuring access by staff from all levels and backgrounds to these opportunities.

Respect & Dignity

Respect and Dignity are vital to building a work environment where employees feel valued, and where there is a strong sense of community and personal integrity. Employees who feel valued at the workplace in turn reflect respect for their colleagues and their work, and become invaluable to the team's success. Respect and Dignity instill individual and team confidence, and enhance a feeling of belonging and pride for work within the department. Respect and Dignity can be manifested through courteous conduct; fairness and equality; and direct, honest, and positive/affirming communication to and between staff.

Transparency & Accountability

There is power in Transparency and Accountability, as these enable the Office of Development to bring the entire workforce on a journey to a stronger and more inclusive program. Transparency and Accountability build and accelerate trust between leadership and staff, providing for openness and allowing for individuals to make informed decisions about opportunities that may be relevant to them or the broader team in areas like staffing changes, recruitment and hiring, career development opportunities, and organizational processes.

The future of the UC Santa Barbara Office of Development is shaped by the involvement of each and every one of us. We look forward to partnering with you in shaping a team that embraces the value and richness that comes with a diverse, equitable, and inclusive workplace.