

# OFFICE OF INCLUSIVE EXCELLENCE (OIX)

<https://www.buffalo.edu/inclusion.html>

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# Overview

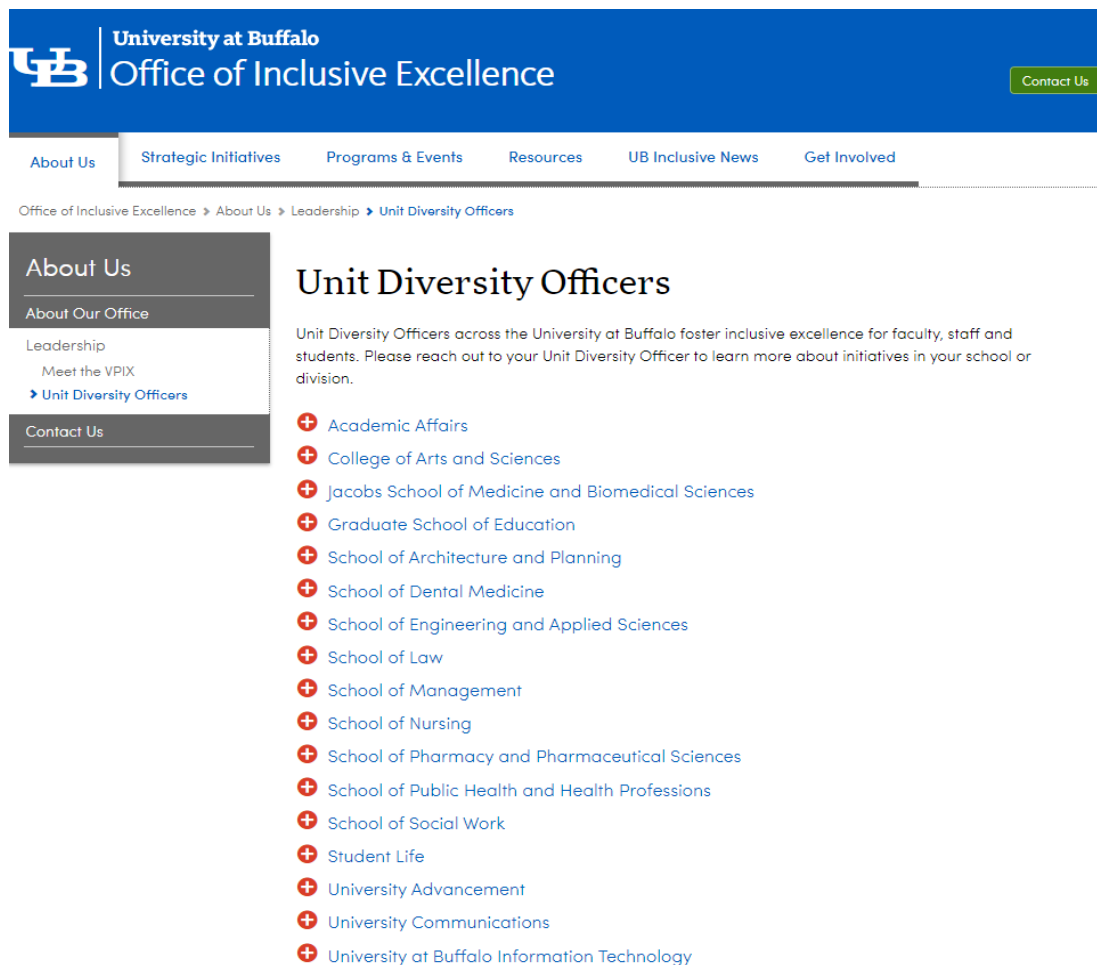
## The Office of Inclusive Excellence (OIX):

- Coordinates and monitors UB's efforts to ***institutionalize the culture of equity and inclusion university-wide***, which is critical for providing the learning and working environment necessary for ***achieving excellence*** in today's highly globalized and rapidly changing world.
- Collaborates with academic and administrative offices to ***create strategies that empower members of the campus community to achieve their full potential, unburdened by barriers*** to advancement based on stereotypes and bias.
- Promotes diversity, equity and inclusion and ***integrates inclusive excellence and belongingness*** into all aspects of university operations.
- Supports community engagement to ***cultivate meaningful and sustainable relationships*** with prospective students, alumni, donors and other friends of the university.

# Unit Diversity Officers (UDO)s

**Unit Diversity Officers across the University at Buffalo foster inclusive excellence for faculty, staff, and students, by:**

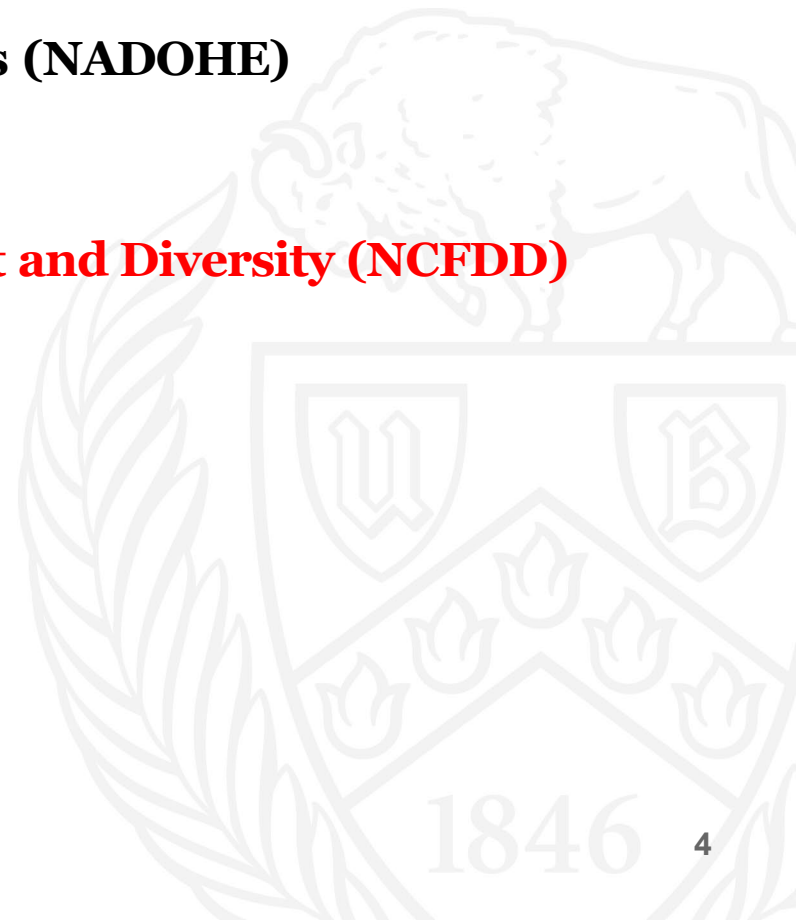
- *Cultivating a welcoming environment where everyone feels respected and valued and has a sense of belonging.*
- *Implementing practices and policies that facilitate the recruitment and retention of a diverse group of staff, faculty, and students.*
- *Developing curriculum, trainings, and programs that promote equity, diversity, inclusion and justice and that address inequities experienced by historically marginalized and underserved groups.*



The screenshot shows the website for the University at Buffalo Office of Inclusive Excellence. The header includes the university logo and the text "University at Buffalo Office of Inclusive Excellence" with a "Contact Us" button. The navigation menu includes "About Us", "Strategic Initiatives", "Programs & Events", "Resources", "UB Inclusive News", and "Get Involved". The breadcrumb trail reads "Office of Inclusive Excellence > About Us > Leadership > Unit Diversity Officers". The left sidebar contains a menu with "About Us", "About Our Office", "Leadership" (with sub-items "Meet the VPIX" and "Unit Diversity Officers"), and "Contact Us". The main content area is titled "Unit Diversity Officers" and contains a paragraph: "Unit Diversity Officers across the University at Buffalo foster inclusive excellence for faculty, staff and students. Please reach out to your Unit Diversity Officer to learn more about initiatives in your school or division." Below this is a list of 17 units, each preceded by a red plus sign icon: Academic Affairs, College of Arts and Sciences, Jacobs School of Medicine and Biomedical Sciences, Graduate School of Education, School of Architecture and Planning, School of Dental Medicine, School of Engineering and Applied Sciences, School of Law, School of Management, School of Nursing, School of Pharmacy and Pharmaceutical Sciences, School of Public Health and Health Professions, School of Social Work, Student Life, University Advancement, University Communications, and University at Buffalo Information Technology.

# Diversity, Equity, and Inclusion Memberships

- **Campus Pride Index**  
<https://campusprideindex.org/menu/aboutus>
- **National Association of Diversity Officers (NADOHE)**  
<https://www.nadohe.org/>
- **National Center for Faculty Development and Diversity (NCFDD)**  
<https://www.facultydiversity.org/>



# Diversity, Equity, and Inclusion Memberships

## Strategic Initiatives

Visiting Future Faculty Program

▶ National Center for Faculty Development & Diversity

Inclusive Pedagogy

Contemplative Sites

President's Advisory Council on Race

Campus Culture Survey

Diversifying the Faculty

Indigenous Inclusion

LGBTQ+ Inclusion

## National Center for Faculty Development & Diversity

The University at Buffalo is pleased to announce it has joined the National Center for Faculty Development & Diversity (NCFDD).



### What is it?

NCFDD is an independent professional development, training, and mentoring community for faculty members, postdocs, and graduate students dedicated to supporting academics in making successful transitions throughout their careers. UB's institutional membership offers an array of resources to all faculty, postdocs, and graduate students, including:

- Monthly **Core Curriculum Webinars**
- **Guest Expert Webinars**
- **Multi-Week Courses**
- **Webinar Library** of All Prior Trainings
- Weekly **Monday Motivator** Email
- 14-Day **Writing Challenges**
- **Dissertation Success Curriculum** for Graduate Students
- **Buddy Matching** (by request)

### Who is Eligible?

All UB faculty, postdocs, and graduate students

### How to Activate your Membership

- Visit [facultydiversity.org/join/](https://facultydiversity.org/join/)
- Select "University at Buffalo" from the dropdown menu.
- Click "Activate My Membership."
- Complete the Registration Form using your UB email address (you@buffalo.edu)
- Click "Activate Account" in the confirmation email.

## Faculty Success Program

**The 12-week Faculty Success Program (FSP) is an intensive virtual bootcamp where academics work directly with a coach and small peer group to implement the skills and strategies taught in NCFDD's core curriculum. The program is for tenure-track and tenured faculty who are looking for the perfect combination of intense accountability, coaching, and peer support to propel their research productivity and work-life balance to new levels.**

# Faculty Diversity Initiatives

## Visiting Future Faculty (VITAL) Scholars Program

In support of UB's commitment to *diversifying faculty* and assisting decanal units with *recruiting promising candidates* from historically underrepresented backgrounds, the primary goals of VITAL are to:

- Provide VITAL scholars with substantial feedback on their research and connection to a campus community that *values and affirms* their scholarship and identities.
- Expose VITAL Scholars to the *robust research and teaching opportunities* available at UB.
- Introduce VITAL Scholars to the *rich history and culture* of the city of Buffalo and Western New York area.
- Cultivate *positive and sustainable relationships* among VITAL Scholars, UB faculty, and UB students, which in turn will position the scholars to *serve as UB ambassadors*.
- Expand VITAL Scholars' peer and professional networks to *support their future academic and career aspirations*.

## VITAL Scholars: Fall 2022 Cohort



*“I think I can speak for all the VITAL Scholars when I say this week was probably one of the top events we will have during our doctoral careers, and I am so thankful that I was able to participate.”*

*~ Fall 2022  
VITAL Scholar*

## VITAL Scholars: Fall 2023 Cohort

- During the week of October 16, UB will welcome 35 VITAL Scholars to campus!

# Inclusive Excellence Events

**In collaboration with campus and community partners, OIX provides funding to sponsor a variety of inclusive programs. Below are a sampling of events that OIX sponsored during the past academic year:**

## Fall 2022

- Festival of Cultures Uniting Students (FOCUS)
- LGBTQ+ Out for Business Networking Event
- Dr. Javier Ávila: The Trouble With My Name (Hispanic Heritage Month)
- Visionaries and Troublemakers: Women's Gender, and Sexuality Studies at 50
- National First-Gen Celebration Day
- Thanksgiving without Borders Dinner

## Spring and Summer 2023

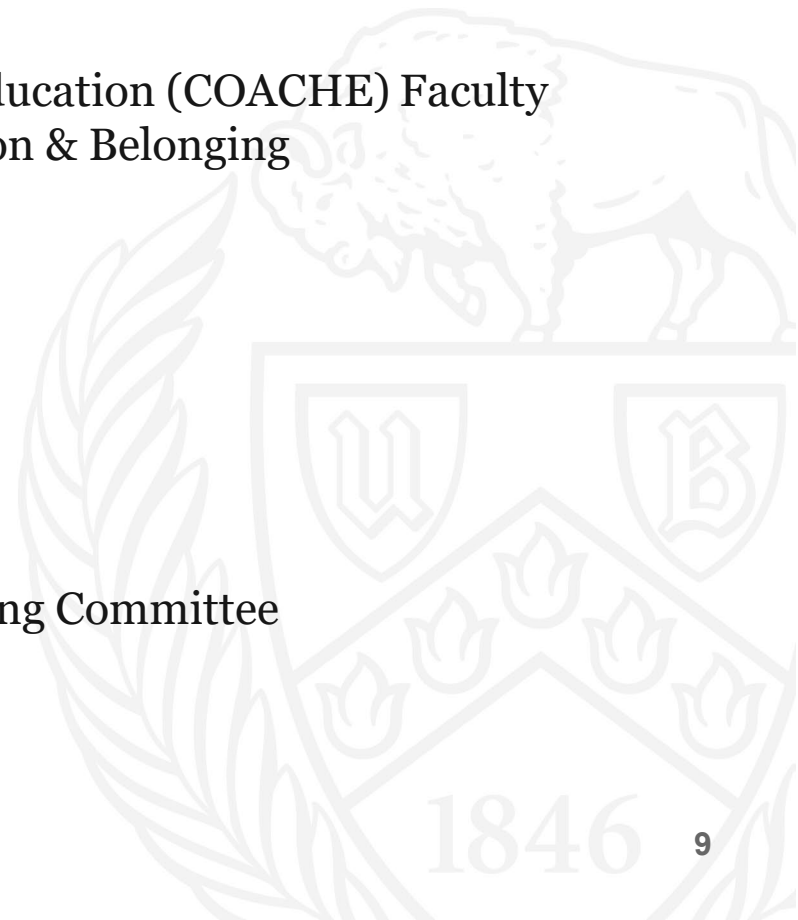
- National Arab American Heritage Month Inaugural Celebration
- UB Inclusive Excellence Summit
- African, Latinx, Asian, and Native American (ALANA) Celebration
- Earth Day Celebration
- Racism, Racial Literacy & Mental Health: A Conversation with Dr. Howard Stevenson
- UB Law School Discover Law Undergraduate Scholars Program



# Service on Campus-Wide Committees

**The OIX staff serve on numerous campus-wide committees that are dedicated to fostering an inclusive campus environment, including:**

- Campus Activism Committee
- Collaborative on Academic Careers in Higher Education (COACHE) Faculty Exploration Group on Diversity, Equity, Inclusion & Belonging
- Digital Accessibility Advisory Committee
- Landscape and Building Naming Committee
- President's Advisory Council on Race (PACOR)
- Transgender Inclusion Working Group
- UB Curriculum Diversity and Integrative Learning Committee
- University Police Advisory Committee



**THANK YOU!**

