

**University of California, San Francisco  
Human Resources Diversity Tool Kit**

## Diversity Toolkit

*"Diversity refers to the variety of experiences and perspectives which arise from differences in race, culture, religion, mental or physical abilities, heritage, age, gender, sexual orientation and other characteristics. UCSF values and promotes diversity because it enhances the educational environment, workplace and services provided by this campus."*

### Chancellor's Advisory Committee on Diversity

In our mission to support and promote diversity, the UCSF Human Resources department has created this toolkit to assist our clients in their endeavors to enhance and support a diverse workforce.

There are eight **Key Systems** that will assist an organization to achieve its diversity goals:

- **Recruitment & Hiring**
- **Performance Management**
- **Career Development**
- **Coaching and Mentoring**
- **Flexible Work Arrangements**
- **Training & Education**


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