

UCF Office of Diversity and Inclusion 2016-17 Annual Report

Mission and Vision

The mission of the Office of Diversity and Inclusion (ODI) is to collaborate with the University of Central Florida community to advocate for and educate about the university's goal of becoming more inclusive and diverse. The vision is to position UCF as a center of excellence that is nationally recognized as a higher education model for our diversity and inclusion practices, policies and culture.

Goals and Objectives

The UCF president established five goals for the Office of Diversity and Inclusion in 2014. ODI's strategic efforts are linked to performance of these objectives.

GOAL ONE: To encourage and support the goal to be more inclusive and diverse across the university community. In this endeavor, ODI

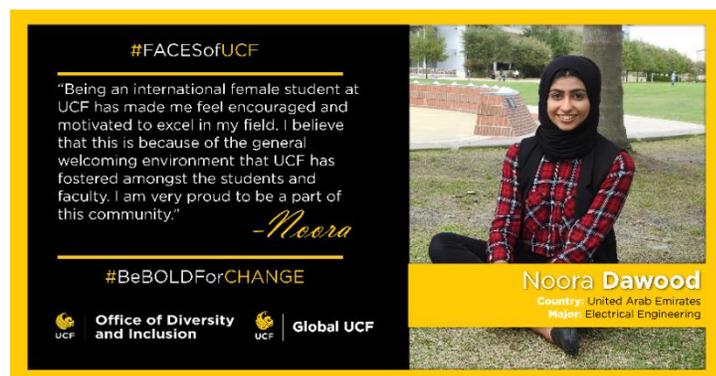
- Actively participated in campus events, such as faculty, staff, and student orientations and drew attention to inclusion excellence through annual awards for faculty/staff, student and community/corporate entities.
- Worked to broaden the awareness of diverse experience and identity beyond race and gender, the impact of intersectionality, micro-aggressions and the need for cultural competency and inclusion advocacy. Educational events explored topics, such as religious minorities, Free speech-Hate speech, immigrant treatment, social justice advocacy, Hispanic culture, LGBTQ experience, and inclusive education services.
- Diversity Action Grants and co-sponsorships totaled nearly \$14,000 and represented cross-campus collaboration with numerous academic and administrative units and students. See appendix for complete list.
- In collaboration with UCF Global, ODI added 10 stories through the #FacesofUCF campaign featuring undergraduate and graduate international female students.

GOAL TWO: To develop, collect, analyze, retain and disseminate information pertinent for all areas of the university community to advance the goal to become more inclusive and diverse.

- ODI developed and distributed information relative to UCF's status as an emerging Hispanic Serving Institution.
- ODI worked with UCF faculty through its newly formed Faculty Advisory Committee and the participants in the 2016 Summer Faculty Development Conference to create a survey of faculty exploring cultural competency methods used in the classroom.

GOAL THREE: To sponsor, support, and assess university programs and activities that promote the goal to make the university community more inclusive and diverse.

- ODI provided a broad range of workshops to 7,386 UCF faculty, staff and students, a 42% increase over the previous year. Under the direction of Associate Director Barbara Thompson and ODI Trainer Rachel Luce-Hitt, and in collaboration with colleagues from Finance and Administration, Social Justice and Advocacy, and Student Accessibility Services, ODI facilitated 245 workshops and presentations throughout the year to high evaluative marks.



- The launch of the UCF initiative, Inclusion Champion, brought six offices or departments into a training program designed to certify staff and departments with core and elective training requirements. Participating departments include the Office of the President, Administration & Finance, COHPA, IT & R, Student Health Services, and UCF Cocoa.
- ODI sponsored the Diversity Track of the 2017 Summer Faculty Development Conference. Participants are developing faculty engagement proposals to improve the outreach efforts with UCF faculty on diversity and inclusion topics.
- ODI offered a new professional development opportunity in fall entitled Seeking Educational Equity and Diversity (SEED). SEED is an international project promoting change through self-reflection and interpersonal dialogue and builds capacity for more equitable curriculum, campuses, workplaces, and communities. Rachel Luce-Hitt was the facilitator and had been trained by the national program. The 2016-2017 cohort had 23 faculty and staff members from a variety of main and regional campuses offices.
- The Diversity Breakfast is a signature event sponsored by ODI. The 2016 keynote speaker was American broadcast journalist Ray Suarez. Approximately 580 individuals from the UCF and Central Florida communities attended; students and colleagues at the regional campuses also joined the event via Adobe Connect. Breakfast attendees contributed over 634 pounds of food for the Knights Helping Knights food pantry.
- ODI expanded significantly the UCF Women's History Month offerings, including keynote speaker and Olympic gold medalist Kayla Harrison, Equal Pay Day, and interactive educational events.
- A cooperative training initiative with Student Development and Enrollment Services, Diversity Education (or DEUs) is in its seventh year. The training program is designed to enhance the diversity-related awareness, knowledge, and skills of SDES team members. Since 2011, more than 500 SDES employees have completed the required 23 hours of diversity training.
- ODI added support to two professional development programs at UCF, in addition to managing the



LEGACY and Leadership Enhancement Program (LEP) – CREAR Futuros (Hispanic/Latino student peer mentoring) and MOSAIC (faculty and staff mentoring). The 2017-18 LEP cohort includes 18 Scholars and a record seven faculty participants.



GOAL FOUR: To establish and to facilitate advisory bodies internal and external to the university to design, implement, support, assess and challenge strategies of the university community and the Office of Diversity and Inclusion to achieve the university goal of becoming more inclusive and diverse.

- The UCF Diversity and Inclusion Working Group (DIWG) continued to exchange information about campus and community events and partnership opportunities.
- ODI serves as the campus administrative office for, and provides support to, the Black Faculty and Staff Association, the Latino Faculty and Staff Association, and the Pride Faculty and Staff Association.
- ODI established the Bias Incident Communication Group to improve awareness of incidents, resources and processes for addressing potential discriminatory incidents.
- ODI restructured the Hispanic Serving Institution advisory group to a campus-wide Task Force to assist UCF through the eligibility and strategic implications of federal status for recruitment, academic opportunity, and funding.
- ODI sponsored members of the ODI Community Engagement Council to participate in on-campus training and continues to expand the group's membership.

- ODI established a Faculty Advisory Committee designed to increase communication and determine initiatives and programming of interest to faculty.

GOAL FIVE: To create, sustain, and assess effective communications between the Office of Diversity and Inclusion and all areas of the university community that will encourage and support the UCF goal to become more inclusive and diverse.

- ODI staff members served on many UCF campus committees (e.g., UCF Policies and Procedures, International Affairs, UCF Cares and Title IX).
- ODI extended online content of the department websites and social media to reach more members of the UCF community with local and national news and educational opportunities. This includes development of a community page for UCF external-constituents.



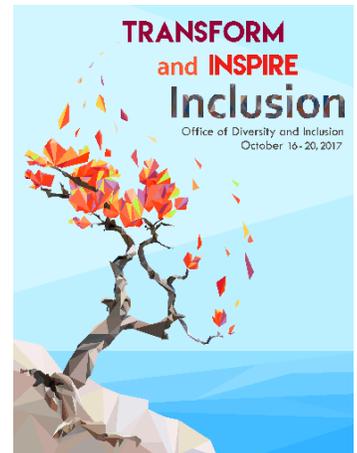
- Newly hired information specialist (communications and marketing) Victoria Weston continued work on the storytelling project, campus engagement and special events, and awareness of diversity topics and social justice issues.
- ODI has further developed its marketing and communications strategy and brand. A marketing and communications strategy was also structured to streamline promotional efforts, which outlined phases for data collection, marketing materials, website, email, social media, and community outreach.

Other Highlights

- Three years of office assessment plans have earned “exemplary” ratings.
- The Hispanic Association of Colleges and Universities recognized UCF as the 2016 Associate Member of the Year.
- Insight Into Diversity honored UCF as a HEED Award institution for 2016.

Priorities for 2017-18

- 25th Annual Diversity Week with first Dr. Valarie Greene King Diversity Breakfast and UCF Career Inclusion Impact Award in her memory.
- Further development of the ODI Faculty Advisory Committee and pursuit of data related to inclusive classrooms and development of programs that improve participation of faculty.
- Continued meetings of the community engagement group and educational offerings to the nonprofit community.
- Continuation of the Inclusion Champion training program, SEED, and professional development programs, and support of UCF associations and departments. Incorporate LEP projects into ODI priorities.
- Further development of the Women’s History Month activities and campus collaborations.
- Development of the Hispanic Serving Institution (HSI) Task Force and offering a one-day campus-wide educational and facilitated dialogue event. Hiring an expert to drive this initiative.



Appendix – Diversity Action Grants and Co-Sponsorships by ODI in 2016-17

CO-SPONSORED EVENTS 2017			
Event Title	Description	Co-Sponsor	Financial Assistance
International Breakfast	Kick off breakfast for International Week	IAGS	\$210
Joseph C. Andrews Mentoring Breakfast	Platinum Sponsorship - Table for 10 plus promotional items	BFSA	\$1,000
John T. Washington Luncheon	5 Seats		\$163
Nuestra Graduacion	Graduation Ceremony for CREAR Mentoring Program	LAFASA	\$250
WomanFest	Safe space discussion relating to gender and identity.	Libraries-Gender Studies	\$250
Equal Means Equal	Film screening and with post screening panel discussion	Legal Studies	\$300
Kayla Harrison Event	Women's empowerment and survivor experiences	Global Perspectives	\$8,200
USPS Council Staff Assembly	Sponsored table at Staff Assembly	USPS Staff Council	\$100
			\$10,473
DAG AWARDS			
Event Title	Description	Co-Sponsor	Financial Assistance
2016 Hispanic Heritage Month	Compadre Sponsorship	LaFaSa	\$1,000
Program for Future Doctors for Diversity	Tee Shirts for the first 25 attendees	Global Medical Brigade	\$250
Effects of Hate crime, etc - Victims Panel	Discussion of the effects of recent tragic events	COPHA Diversity Committee	\$250
Memories of a Penitent Hart	Independent film showing and filmmaker lead discussion	Interdisciplinary Studies	\$250
Come Out With Pride Parade	Parade in downtown Orlando	PRIDE FS Assoc	\$250
Nat'l Male Student Success Conference			\$250
Trio Around The World	To Celebrate Cultures Around the World	Prime Stem	\$215
Film "Pride Denied"	Screening and Q&Q	Nicholson School of Comm.	\$250
MOSIAC Book Club	Written/Unwritten: Diversity and Hidden Truths of Tenue	SVAD	\$250
Once a Mean Little Deaf Queer	On campus Speaker on book listed	I. Studies - Philosophy	\$250
STAND UP! STAND OUT!	Tools needed to defy the stereotypes of Greek women	Zeta Tau Alpha	\$250
		Total DAG	\$3,465
		Grand total	\$13,938