

UCF Office of Diversity and Inclusion 2015-16 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.

UCF is strongest as a higher education institution, employer and community leader when we bring diverse thought and experience to our decision-making, teaching, research, learning and interactions among community members. Respect for and the inclusion of diverse voices

- drive innovative thought and action;
- maximize the talent and contributions of faculty, staff and students;
- improve recruitment and retention; and
- build a campus more representative of our constituents and Central Florida partners.

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 and staff orientations and drew attention to inclusion excellence through annual awards for faculty/staff, student and community/corporate entities. In the fall of 2015, ODI established university messaging around the importance of diversity and inclusion and uniformity in the foundational definitions and launched a campaign focused on "respect" and how individuals and units contribute to an inclusive culture. The campaign raised awareness of diversity and inclusion issues, strategies and behaviors that support or distract from inclusive culture. "Be Yourself, Together" messaging and the RespectUCF campaign provided branding for the university's inclusion efforts and encouraged individual accountability for our culture through the "Commit to Respect" pledge. The Rally for Respect drew hundreds of UCF community members as the lead-in event to the 23rd annual Diversity Week. The #RespectUCF video framed the importance of diversity and inclusion to the university's success.
- Established the "Be You" Storytelling Project to convey the uniqueness of our community members and the commonality of our human experiences. The project includes the Faculty Storytelling series, online posts, the Hitt Library wall and touring stories, events and newsletter space.
- 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 Islamophobia, hate symbols, Hispanic culture, LGBTQ experience, and inclusive education services. Diversity Action Grants and co-sponsorships totaled more than \$14,000 and represented cross-campus collaboration with numerous academic and administrative units and students. See appendix for complete list.



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 hired a graduate research assistant who created a report illustrating current faculty, staff and student demographic status and trends and compared UCF to peer institutions.
- The Diversity and Inclusion Working Group (DIWG) established a subcommittee to explore campus climate assessment options.
- ODI partnered with EO/AA to research why African American and black faculty have left UCF over the last ten years.

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

- On January 29, 2016, Rachel Luce-Hitt was hired to fill the role of training program coordinator to increase ODI capacity to train UCF faculty, staff and students.
- ODI provided a broad range of workshops to 5,195 UCF faculty, staff and students. Under the direction of Associate Director Barbara Thompson, and in collaboration with colleagues from Finance and Administration, Social Justice and Advocacy and Student Accessibility Services, ODI facilitated 195 workshops and presentations throughout the year to high evaluative marks.
- Co-facilitators Barbara Thompson and Tania Gutierrez-Catatus from Facilities and Safety expanded the training initiative with UCF's housekeeping staff. Total enrollment in this program from its inception in January 2015 is at 871 with the current year's enrollment at 564. Employees in this program participate in four diversity and inclusion workshops focused on learning key information and skills to enhance teamwork. The workshops are unique as they are presented in English and Spanish simultaneously. To date, 168 employees (accounting for 672 enrollments) have completed all four workshops and have earned certificates. Feedback on the initiative indicates the participants are learning valuable content as well as experiencing boosts in morale.
- ODI sponsored the Diversity Track of the 2016 Summer Faculty Development Conference. Twenty-five faculty and staff members from four UCF colleges, the Rosen College of Hospitality Management and Student Development and Enrollment Services (SDES) began work on a faculty survey designed to determine what factors positively contribute to the likelihood of diversity-related content and inclusive teaching strategies being incorporated into courses. The final survey will be disseminated to faculty in early 2017. Anticipated long-term outcomes of the survey include increases in the number of faculty members who infuse cultural competencies into their courses as well as utilize inclusive teaching strategies that enhance learning for UCF's diverse students.



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- A cooperative training initiative with SDES is in its sixth year. The training program is designed to enhance the diversity-related awareness, knowledge and skills of more than 600 SDES team members. To date, this venture has resulted in 463 currently employed SDES staff members completing the required 23 hours of diversity training.
- ODI has re-branded its training program as the Inclusion Champion program, adding diverse elective options and recruiting other UCF colleges and departments to participate.
- The Diversity Breakfast is a signature event sponsored by ODI. The 2015 keynote speaker was Sonia Manzana who

starred as Maria on the well-known children's television show, Sesame Street. Approximately 540 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 900 pounds of food for the Knights Helping Knights food pantry.

- ODI evaluated the success and efficiency of the LEGACY and Leadership Enhancement Program (LEP) professional development efforts, mentor engagement and recruitment and promotion of graduates to enhance their career objectives. LEP has been renamed – the Leadership Empowerment Program, and the curriculum has been completely re-designed for the 2016-17 year.
 - The 2015-16 LEP class served 12 UCF scholars. Stefanie Campbell was appointed in January as the new LEP coordinator. The LEP Institute featured keynote speaker, Dr. Anthony Jenkins Sr., associate vice president and dean of students. For the first time, the class of 2015-16 hosted their Institute via webcast. To date, the program has served 228 graduates.
 - LEGACY sponsored numerous seminars for the minority undergraduate students with each program focused on some aspect of LEGACY's four pillars of success: personal identity, leadership, career development and scholarship. The program also provided participating students with mentors, helped them create meaningful relationships and encouraged them as scholars to pursue their academic and career goals. LEGACY hosted its first annual event open to all UCF students called “Are you Smarter than the Next RSO” during black history month. LEGACY continued its annual community engagement initiative, “LEGACY Connect.” The educational outreach program supported the City of Orlando’s My Brothers Keeper (MBK) initiatives and built a partnership with the Learning Institute for the Elderly (LIFE) and the UCF Department of Legal Studies to provide three mentoring sessions with MBK. LEGACY also partnered with Orlando Adopt-A-Street. Seven LEGACY graduates were honored in April.



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. DIWG created three subcommittees to take action on priorities for the campus: Best Practices (e.g., exploring guidance for the campus related to demographics questions; performance evaluations on diversity excellence), Campus Climate Assessment and Community Engagement.
- ODI serves as the campus administrative office for and provides support to the Black Faculty and Staff Association and the new Latino Faculty and Staff Association. Work with these groups and the Pride Faculty and Staff Association will continue.
 - ODI established the Bias Incident Communication Group to improve awareness of incidents, resources and processes for addressing potential discriminatory incidents.
 - ODI expanded the Hispanic Serving Institution advisory group to shepherd UCF through the eligibility and strategic implications of federal status for recruitment, academic opportunity and funding.
 - ODI staff members presented at numerous central Florida businesses and conferences, such as the Association of Florida Colleges and serve on community boards such as the Holocaust Memorial Resource and Education Center.



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., Central Florida Diversity Learning Series Planning Committee; COACHE Priorities, 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.

- Newly hired communication and marketing coordinator, Andrea Aribé, redesigned the Unity Star to be a training news source only and created a news delivery system for the storytelling project, campus engagement and special events, and awareness of diversity topics and social justice issues.
- The ODI moved to main campus offices in June 2016.
- ODI has further developed its marketing and communications strategy and brand. In an effort to build office recognition, new logos were created for ODI, LEP, LEGACY and the Inclusion Champion program. 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. As a result, these guidelines have and will continue to be applied to various initiatives, including the promotion of the ODI newsletter, the training and workshop schedule, the professional development programs, the 24th annual Diversity Week and several other events, campaigns and programs.

Other Highlights

- Both the 2014-15 assessment results report and 2015-16 assessment plan earned “exemplary” ratings.

Priorities for 2016 – 2017

- Diversity Week sessions will be expanded and include topics such as immigrant treatment, free speech, classroom civility and religious freedom laws.
- Establishment of the ODI Faculty Advisory Board and pursuit of data related to inclusive classrooms.
- Meetings of the community engagement group and educational offerings to the nonprofit community. Participation on the Deans’ Diverse Faculty Hiring Task Force.
- Collect and distribute information about UCF diversity and inclusion key contacts, committees and offices. Include descriptions of college and department initiatives and pipeline programs.
- Describe the COACHE survey results for faculty of color in support of efforts to improve recruitment and retention of diverse faculty.
- Expansion of the Inclusion Champion training program.
- Development of a signature spring semester topic of inclusion and related event(s).
- Continued preparation for Hispanic Serving Institution status.



Appendix – Diversity Action Grants and Co-Sponsorships by ODI in 2015-16

CO-SPONSORED EVENTS 2015-2016		
Date	Event Title	Financial Assistance
07/29/15	Superheroes with Disabilities	\$250
07/31/15	Film: The Committee	\$250
09/21/15	2015 National Hazing Prevention Week	\$500
09/22/15	A Christian Coming Out	\$225
10/12/15	Diversity Breakfast Keynote - Sonia Manzano	\$1,000
10/17/15	Campus Professional Luncheon	\$250
11/20/15	Film - Tangerine	\$250
01/15/16	Orlando Mayor's MLK Commission 30th Anniversary Celebration	\$1,000
01/16/16	Central Florida Diversity Learning Series - 30 seats over 6 sessions	\$5,000
02/01/16	BFSA Mentoring Breakfast	\$1,000
02/22/16	John T. Washington Luncheon	\$230
02/25/16	Expressions, Share Your Story & Tim Wise keynote	\$500
02/29/16	Beacon Network Luncheon	\$250
03/15/16	Bill Nye	\$1,500
03/17/16	Islamophobia on Campus	
03/17/16	Power of Sisterhood in Leadership	\$250
03/29/16	Racism in the Era of BlackLivesMatter	\$500
04/15/16	African Student Organization	\$250
04/22/16	USPS Council - Staff Assembly	\$100
10/20/16	Secular RMA Expert Panel	\$250
03/22/16-03/23/16	Megan Burnette Performance at Black Box Theater and UCF Art Gallery	\$500
February/March 2016	Brown Bag Lunch Speaker Series-COHPA	\$250
04/18/16	The Power of Symbols: When Hate Comes to Campus – panel session with Florida Anti-Defamation League	
		\$14,305