

# UCF Office of Diversity and Inclusion 2017-18 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

In 1994, UCF's President established five goals for the Office of Diversity and Inclusion. ODI's strategic efforts are linked to the 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, career impact, 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, global human rights, Hispanic culture, LGBTQ experience, contextual leadership, and cross-cultural inclusion. Continued the "Be You" Faculty Storytelling project and collaborated with SDES for the #WeAreUCF project.
- Diversity Action Grants and co-sponsorships totaled over \$12,000 and represented cross-campus collaboration with numerous academic and administrative units and students. See appendix for complete list.
- Hosted UCF's first Hispanic Serving Institution (HSI) Forum in spring 2018 with 230 attendees.
- Launched *Vamos Knights* (Go Knights in Spanish) at UCF Bookstore in summer 2018.



**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 collected additional feedback from various university stakeholders regarding UCF's trajectory as a Hispanic Serving Institution (HSI) during the HSI Forum in spring 2018.
- ODI provided information to be included in UCF's Institutional Profile for Excelencia in Education's Accelerating Latino College Completion project.
- Completed development and IRB approval of a faculty survey on inclusive classroom practice to be launched in the fall of 2018.
- Updated online snapshot data describing UCF demographics for faculty, staff and students.

**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 7966 UCF faculty, staff and students. 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 287 workshops and presentations throughout the year to high evaluative marks.
- The Inclusion Champion training program expanded its reach by partnering with Elementary Education, Secondary Education, and the Psychology Graduate Program. Between these three partnerships, 189 students completed certification in the 15-hour program. In total, 326 UCF faculty, staff, and students have completed the program.



- ODI sponsored the Diversity Track of the 2018 Summer Faculty Development Conference. Participants reviewed, researched, and supplemented the existing collection of resources provided by ODI. These resource recommendations are offered as annotated lists to workshop participants following involvement in the department's educational programming in order to enhance their knowledge and understanding of topical areas such as Diversity Awareness and Appreciation, Diversity in Academics, Diversity Leadership, Multiculturalism, Prejudice Reduction, and Social Justice.
- Continued management of development programs: the [Leadership Empowerment Program](#), [Legacy](#) Leadership and Mentoring Program, [SEED](#) – Seeking Educational Equity and Diversity; and assumed coordination of the [CREAR Futuros](#) peer-mentoring program.
- A cooperative training initiative with Student Development and Enrollment Services, Diversity Education (or DEUs) is in its eighth year. ODI designed the training program 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.
- 2017 marked the [25<sup>th</sup> Anniversary of UCF's Diversity Week](#). ODI honored its former director at the newly re-named Valarie Greene King Diversity Breakfast with keynote speaker Ambassador Carol Moseley Braun. The event included 580 attendees and students, and colleagues at the regional campuses joined the event via Adobe Connect. Breakfast attendees contributed over 1145 pounds of food for the Knights Helping Knights food pantry.
- ODI led campus celebrations of Women's History Month in March 2018, including events for International Women's Day and Equal Pay Day. The Hitt Library main floor displayed support for women in history and making history - #NeverthelessShePersisted – and breast cancer awareness.
- ODI collaborated with Transfer & Transition Services to host a welcome reception in spring 2018 for students from Puerto Rico impacted by Hurricane Maria. Over 200 faculty, staff and students attended.
- ODI hosted UCF's first Hispanic Serving Institution (HSI) Campus Forum. 230 faculty, staff and students attended. Deborah Santiago, Excelencia in Education, served as the Keynote Speaker.
- ODI provided sponsorship support to the BFA Mentoring Breakfast, the International Breakfast and the John T. Washington Luncheon. ODI sponsored UCF's Hispanic Heritage Month, Nuestra Graduación (UCF's Latino Graduation Celebration) and the Latino Faculty and Staff Association's Broche de Oro Recognition Dinner.



**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 the Latino Faculty and Staff Association, and provides support to the Black Faculty and Staff Association and the Pride Faculty and Staff Association.
- ODI led the Bias Incident Communication Group to improve awareness of incidents, resources and processes for addressing potential discriminatory incidents.
- ODI sponsored members of the ODI Community Engagement Council to participate in on-campus training and continues to expand the group's membership.
- ODI hired UCF's first Assistant Director of Hispanic Initiatives to Chair UCF's Hispanic Serving Institution (HSI) Task force. As UCF's HSI Lead, Dr. Cyndia Muñiz conducted 250 HSI consultations in the first six months of 2018.

**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.

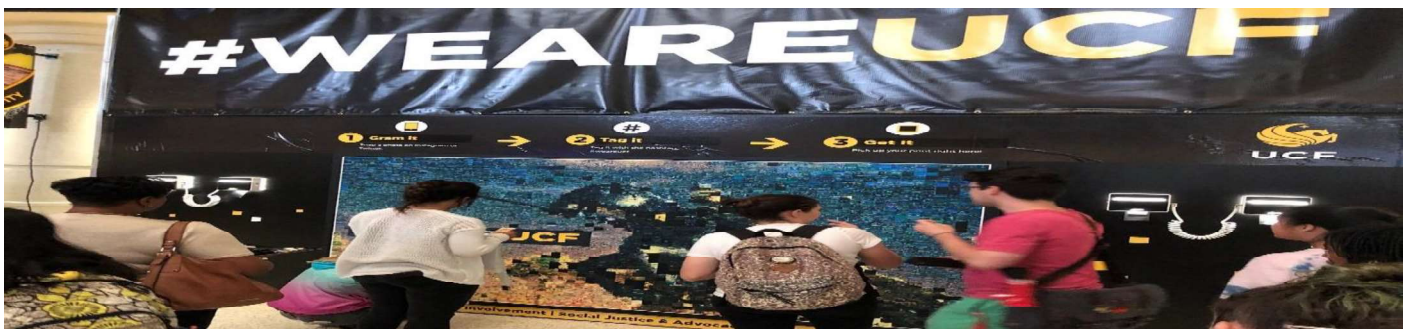
- ODI staff members served on many UCF campus committees (e.g., UCF Policies and Procedures, International Affairs, Summer Faculty Development Conference Planning Committee, UCF Cares and Title IX).
- ODI extended online content of the department websites and social media to reach more members of the UCF community with local and national news and educational opportunities.

### Other Highlights

- Five years of office assessment plans have earned “exemplary” ratings.
- Insight into Diversity honored UCF as a repeat HEED Award institution for 2017.

### Priorities for 2018-19

- Promote the HSI Campaign- #WeDefineSERVING.
- Support UCF faculty and staff associations for our minority communities.
- Achieve designation as an eligible institution for Title V (Developing Hispanic Serving Institutions Program) for Fiscal Year 2019.
- Development of programs that improve participation of faculty.
- Restructuring of the ODI committees and development of college/department inclusion liaisons.
- Continuation of the Inclusion Champion training program, SEED, and professional development programs.
- Support campus transition activities under the new UCF President.



## Appendix – Diversity Action Grants and Co-Sponsorships by ODI in 2017-18

| <b>CO-SPONSORED EVENTS 2017-2018</b>                                |  |                                      |                             |
|---|--|--------------------------------------|-----------------------------|
| <b>Event Title</b>  | <b>Description</b>                                       | <b>Co-Sponsor</b>                    | <b>Financial Assistance</b> |
| Hispanic Heritage Month   | Compadre Sponsorship                                     | LaFaSA                               | 1,000.00                    |
| #WeAreUCF Mosaic Display  | Luster Mosaic Display                                    | UCF Student Union                    | 5,000.00                    |
| International Breakfast   |  | IAGS                                 | 125.00                      |
| Joseph C. Andrews Breakfast   | Platinum Sponsorship                                     | BFSA                                 | 1,000.00                    |
| Mary Robinson - Presidential Distinguished Visitors Series          | Speak fee assistance                                     | Global Perspectives                  | 1,500.00                    |
| John T. Washington Luncheon   | Five Tickets   | UCF Africana Studies                 | 150.00                      |
| Acculturation-Colonialism & Migration among Cen. Fla. Puerto Ricans | Dr. Cristalis Capielo- Speaker                           | FCTL; Psychology; CAPS               | 100.00                      |
| Broche de Oro   | Amigo Sponsorship  | LaFaSA                               | 500.00                      |
| USPS Council Staff Assembly   | Sponsored table  | USPS Staff Council                   | 150.00                      |
| Caribbean Welcome Knight Event                                      |  | LaFaSA                               | 350.00                      |
|   |  | Total Non-DAG                        | <b>9,875.00</b>             |
| <b>Diversity Action Grants</b>                                      |  |                                      |                             |
| <b>Event Title</b>  | <b>Description</b>                                       | <b>Co-Sponsor</b>                    | <b>Financial Assistance</b> |
| Recreation Expo   | To celebrate adaptive and inclusive sports               | Recreation & Wellness                | 250.00                      |
| Leadership Week Assistance  | Events & Speakers  | LEAD Scholars Academy                | 250.00                      |
| Blood Drive - Diversity Week  |  | Tee Rogers                           | 250.00                      |
| Shaun Leonardo Program  | Assist in expenses                                       | Women Gender Studies                 | 250.00                      |
| Come Out with Pride Parade  | Assist in expense of tee shirts                          | Pride Faculty & Staff Assoc.         | 250.00                      |
| Bullying Prevention   | Puppet shows and videos at Cen FI Public Schools         | Film / SVAD                          | 250.00                      |
| Pietá   | Performance by Raimundi-Ortiz                            | Center for Success of Women Faculty  | 250.00                      |
| Screening "Forbidden: Undocumented and Queer in Rural America"      | Fil portrays the activism and advocacy of Moises Serrano | Nicholson School of Communication    | 100.00                      |
| Invisible Women in Sport  |  | Institute for Sport & Social Justice | 250.00                      |
| NCWIT Aspirations in Computing Award Ceremony                       | Awards honoring 54 HS & 2 educators                      | UCF IT                               | 250.00                      |
|   |  | Total DAG                            | <b>2,350.00</b>             |
| <b>GRAND TOTAL</b>  |  |                                      | <b>12,225.00</b>            |

