

UF

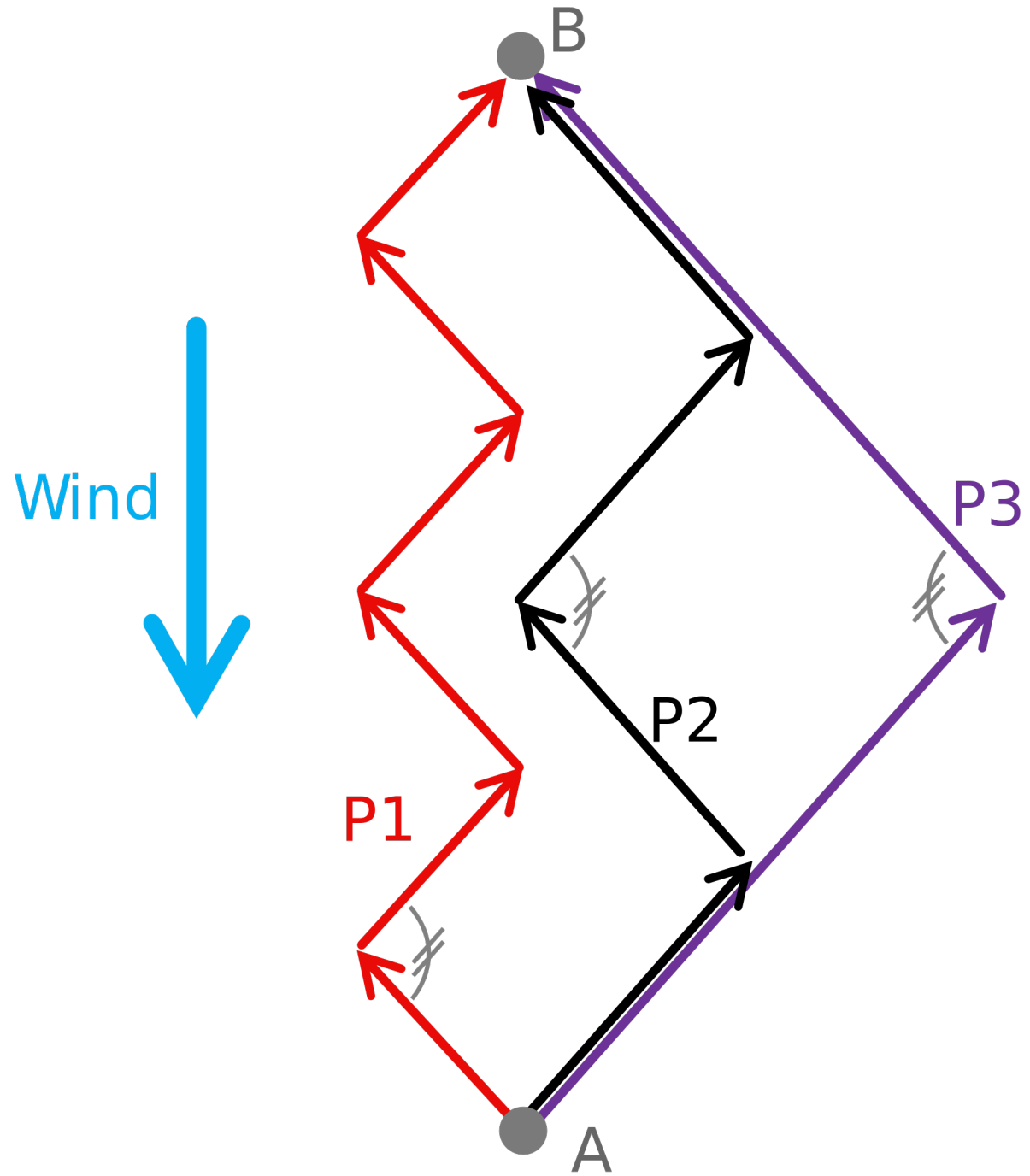
Navigating Race & Antiracism @UF

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Chief Diversity Officer
University of Florida
@GATORCDO

A journey is called that because you cannot know what you will do with what you find, or what you find will do to you.

James Baldwin





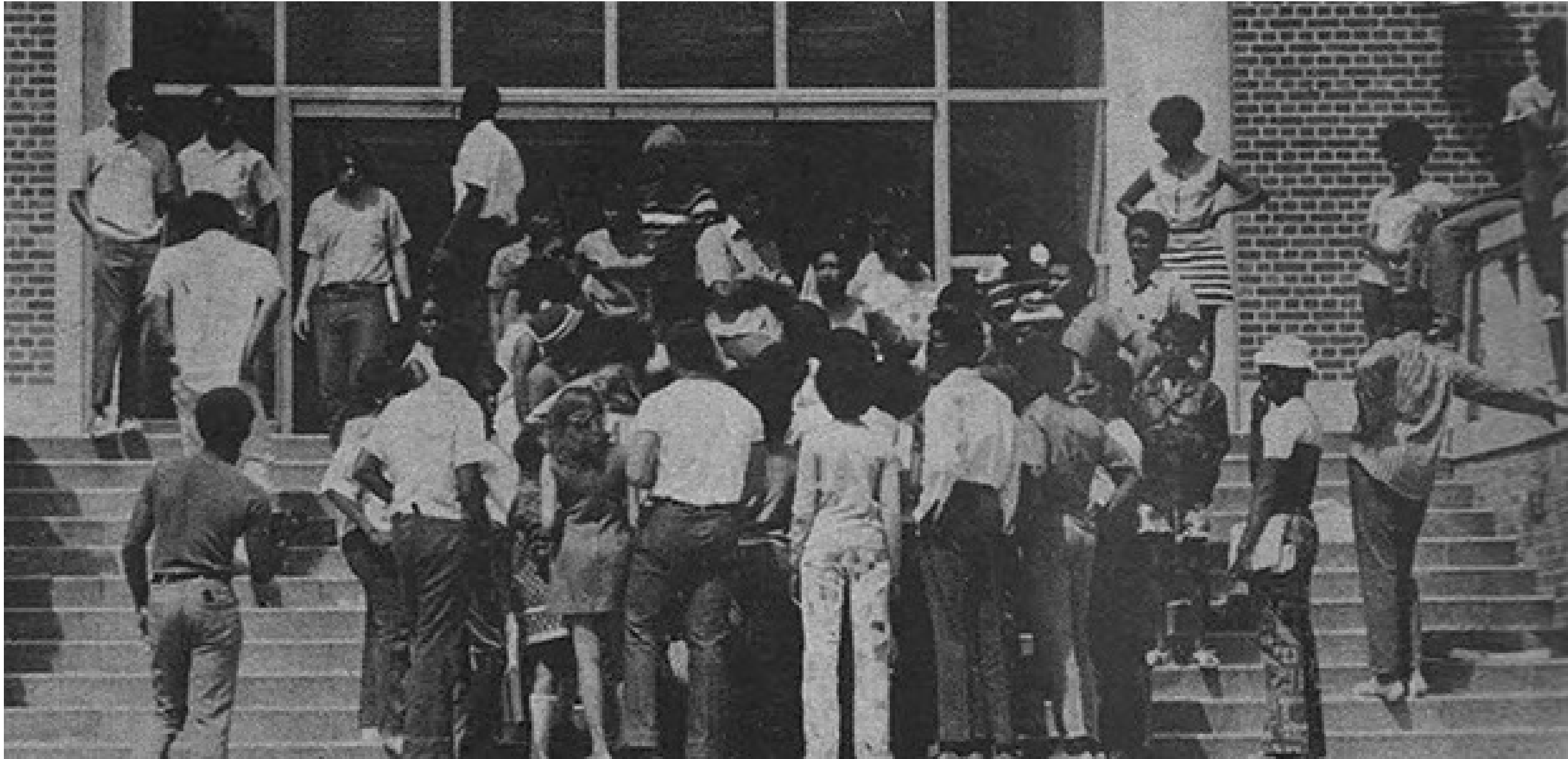
1958

“By the late 1930s, only 74 African Americans born in Florida reported graduating from college.

Between 1945 and 1958 eighty-five black students applied for admission to UF; all were denied admission. For example, in 1949, five students applied to UF: Virgil Hawkins (law), Rose Boyd (pharmacy), Benjamin Finley (agriculture), William Lewis (law), and Oliver Maxey (chemical engineering). None were admitted. The first successful black applicants would not be admitted until the late 1950s, thirty years after UF had graduated its first white female graduate in 1920 and over a century after its founding in 1853.”

Dr. Stephanie Y. Evans

“I Was One of the First to See Daylight”: Black Women at Predominantly White Colleges and Universities in Florida since 1959



BSU DEMANDS 1971

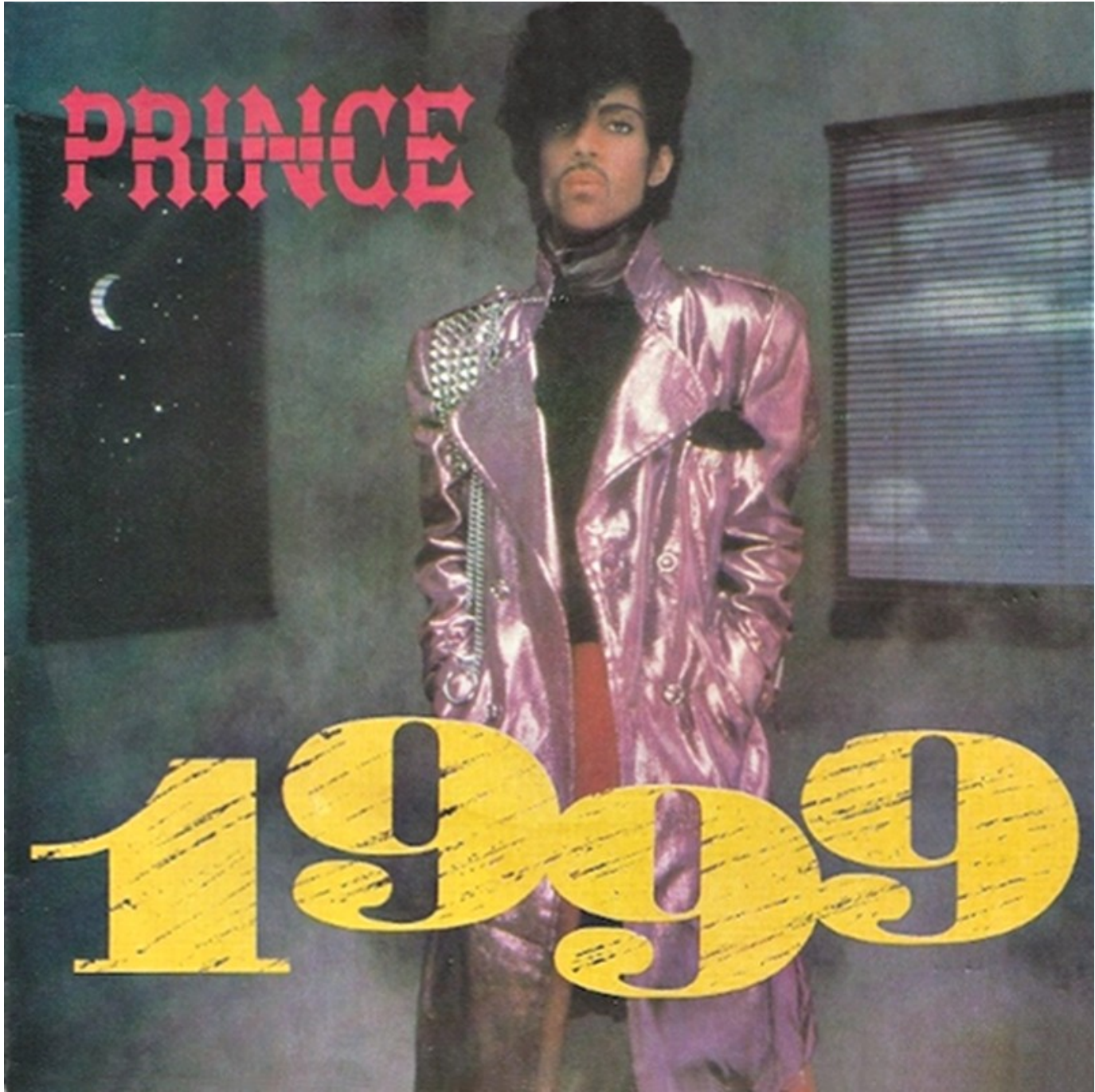
1. A commitment on the part of the University to recruit and admit 500 Black students out of the quota of 2,800 freshman and a continuance of the critical year freshman program.
2. Establishment of a department of Minority Affairs under the direction of a full Vice President, and the immediate elevation of Mr. Roy Mitchell to this Vice Presidency.
3. Hire a Black administrator in Academic Affairs with the advise and recommendation of department of Minority Affairs to coordinate the recruitment of Black faculty.
4. The hiring of a Black assistant manager in personnel.
5. Intensification of recruitment and hiring of Black faculty so as to reflect the ratio of Black students admitted under the proposal in number 1.
6. The fair and equal treatments of our Black brothers and sisters, who are employed by the University.

Thus far; even though we have pleaded, begged, and worked diligently with the administration, our cries have been ignored. This University has consistently denied us these basic needs we deem necessary. We are the voice of the Black student, the Black worker, and the entire Black community. And for our full participation as students, employees, and citizens of this state, these needs must be met.

BSU DEMANDS 2020

1. Implements a zero-tolerance policy punishing students that use hate-speech, endangering other students. This disciplinary action system will model the honor code. If there is evidence of a student participating or promoting racist behavior, they will go before a board that will administer disciplinary action. We are calling for the suspension of students who have been recorded or observed using hateful and dangerous language, i.e slurs.
2. Requires diversity training for administrative faculty to ensure that implicit bias is addressed and discouraged.
3. Increases the Black professional population by at least 5% by hiring more Black professors and administration faculty in all colleges.
4. Devotes sufficient funds for scholarships to be offered to Black high school & transfer students.
5. Decrease the presence of the University of Florida Police Department on campus.
6. Reopen the case regarding the racial incident that occurred on a SNAP van in November 2019 to Kitan Adeniji and conducts a thorough investigation.
7. Revises nomenclature of buildings named after high-profile racists such as the Stephen O'Connell Center.
8. Provides all Black faculty workers and custodians with name tags to ensure that they are able to be properly addressed and respected.
9. Prevents ACCENT from bringing controversial speakers and encouraging more diversity in speakers. If a controversial speaker is brought into question, allow the general student body to vote via Facebook or another free platform.
10. Grants immunity to students who have been arrested during peaceful protests to prevent on campus consequences and retaliation.







HE GOT HIS WAY. THEN HE GOT A MESS.

As Florida governor, Jeb Bush moved fast to end affirmative action in his state. The result wasn't 'One Florida.'

So What Can You Do?

You can do *significant*:

- Outreach
- Recruitment
- Consideration

And of course, nothing is keeping you from taking concrete actions to create a climate and culture in your learning/research environment that is:

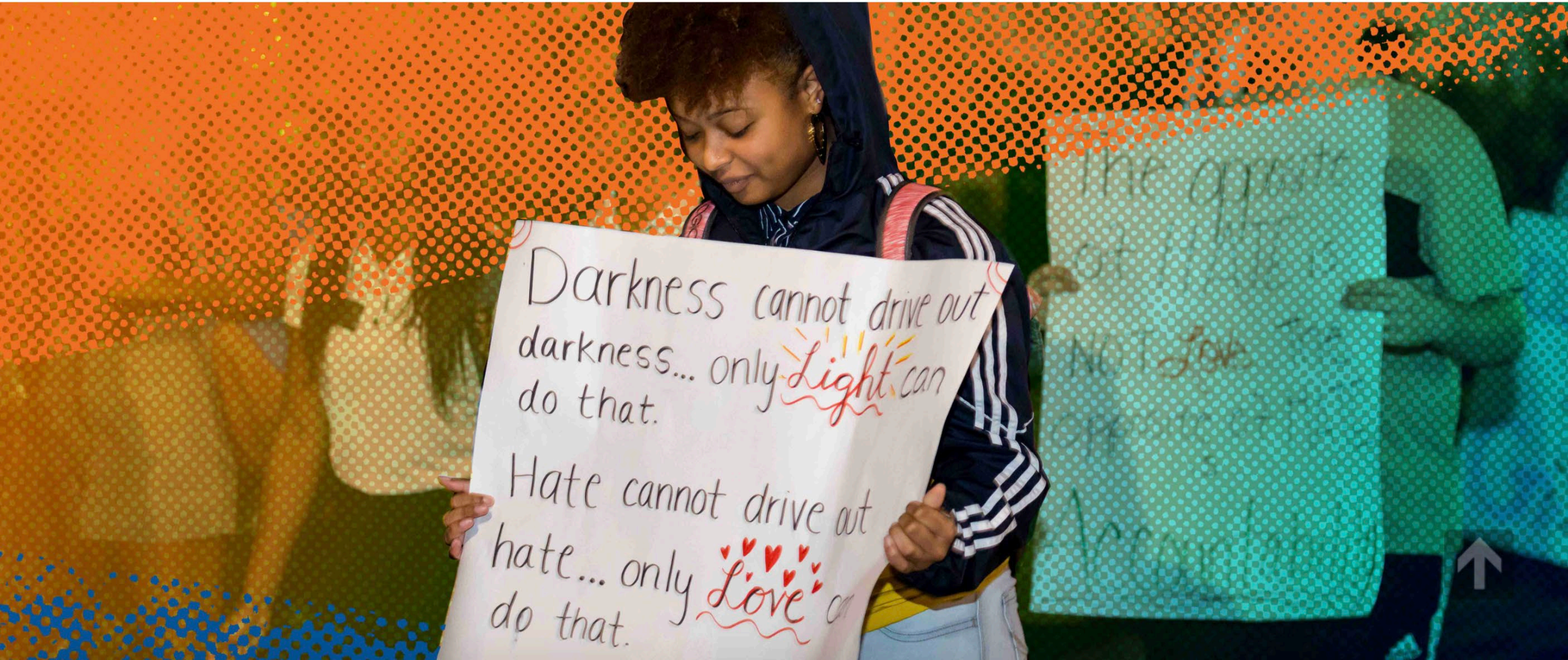
- Welcoming
- Free of bias
- Free of harassment
- Robust culturally competent mentoring
- Build with equity and strengths based mindset

What's The UF Strategy & Who Owns It?

Goal 1

An exceptional academic environment that reflects the breadth of thought essential for preeminence, achieved by a community of students, faculty, and staff who have diverse experiences and backgrounds.

- **Objective 1** UF students, faculty and staff with increasingly diverse demographic and geographic characteristics.
- **Objective 2** A university climate that is inclusive, supportive and respectful to all.
- **Objective 3** Diverse, robust educational and interdisciplinary areas of excellence.
- **Objective 4** Increased globalization to enhance our effectiveness as world citizens.



URM

	UG	GR	PR	FAC	PD	STAFF	Groups
TOTAL	37,374	12,110	3,804	5,305	715	9,480	Undergraduate Graduate
AI	69	26	10	9	-	12	Professional
BLK	2,182	593	250	228	22	1,391	Faculty
HISP	8,626	1,406	695	422	38	952	Postdocs
NHPI	79	9	20	2	-	7	Staff
URM	10,956	2,034	975	661	60	2,362	American Indian Black Hispanic Native Hawaiian, Pacific Islander Under-Rep Minorities
AI	0.2%	0.2%	0.3%	0.2%	0.0%	0.1%	
BLK	5.8%	4.9%	6.6%	4.3%	3.1%	14.7%	
HISP	23.1%	11.6%	18.3%	8.0%	5.3%	10.0%	
NHPI	0.2%	0.1%	0.5%	0.0%	0.0%	0.1%	
URM	29.3%	16.8%	25.6%	12.5%	8.4%	24.9%	

TABLE 3

15-Aug-20

from IPR Factbooks
includes UFM and UFO
degree-seeking students
full-time faculty, postdocs, and staff

From Shoal Waters To Blue Waters

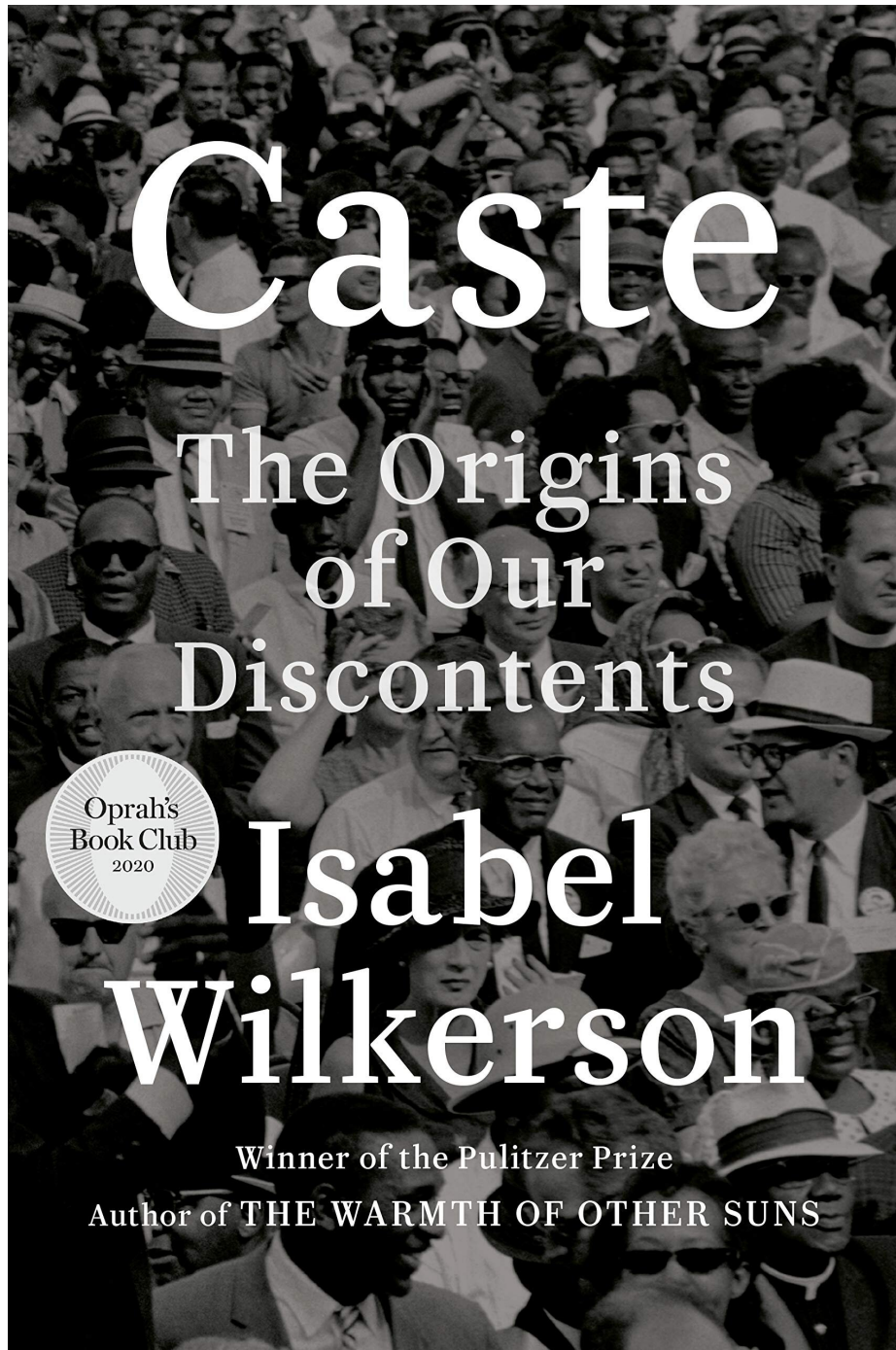
- A presidential task force will document the history of UF in relationship to race and ethnicity, particularly African Americans and Native Americans.
- A second presidential task force will review and recommend values, principles and reasons for establishing and maintaining honorary namings, both historic and current. The task force will further recommend a process for individuals associated with UF to be identified and considered for future honorary namings in accordance with current values and principles, and may suggest individuals for future consideration. Ultimately there will be a process to review all historical namings to determine if they should be retained or removed.

Herd Immunity: Pursuing a National and Regional Cohort Approach

- SEACHange (AAAS)
- HHMI Inclusive Excellence STEM Student Performance (debunk “at-risk”)
- APLU ASPIRE STEM Faculty Initiative & Florida Plus
- NSF ADVANCE Grant
- NIH Student Research Grant
- **SUS Level DEI alignment with newly appointed SUS CDO**
- AAU Level Engagement?



**"We have not ended racial caste in America;
we have merely redesigned it."
Michelle Alexander**



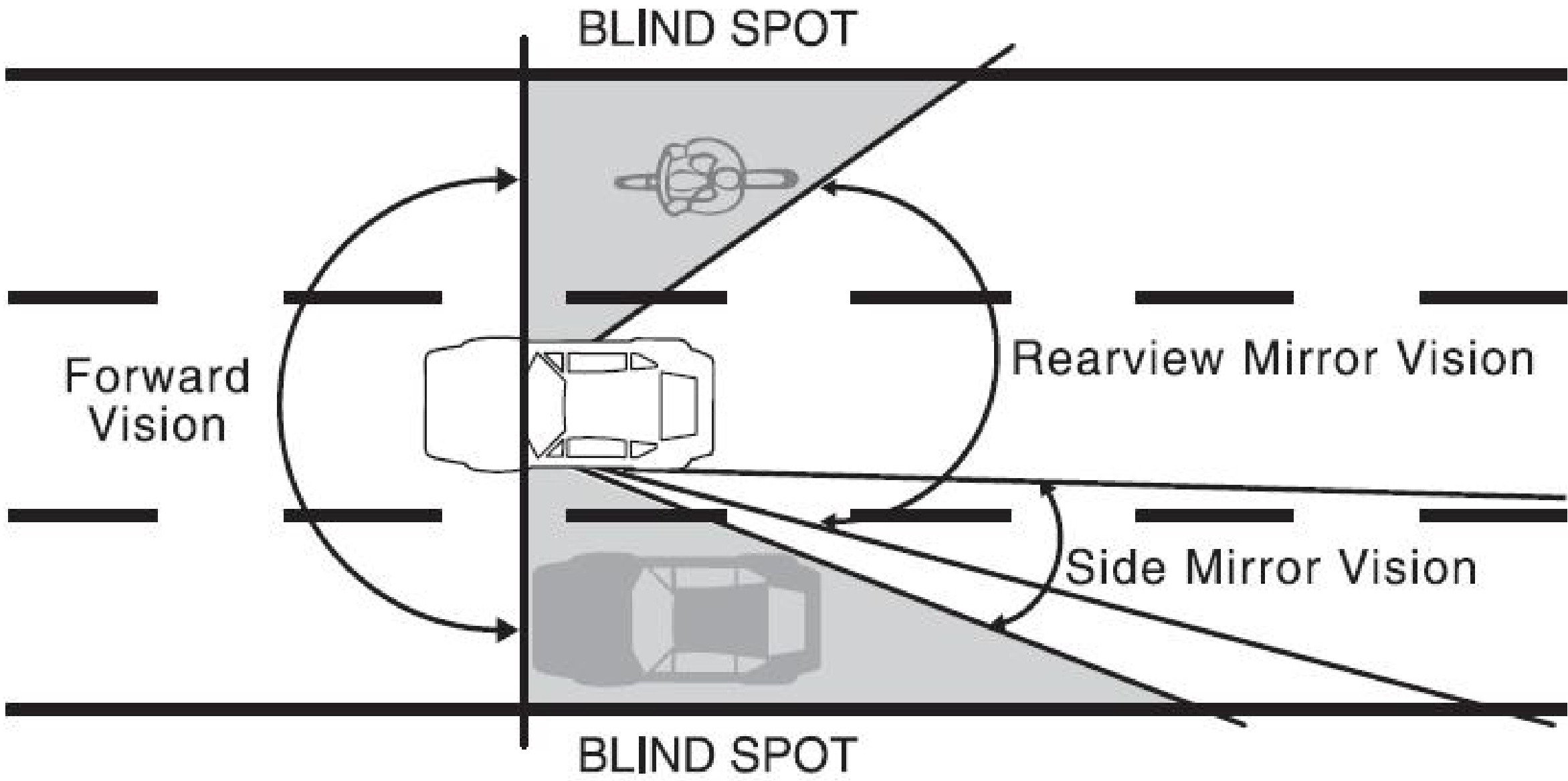
Caste

The Origins
of Our
Discontents

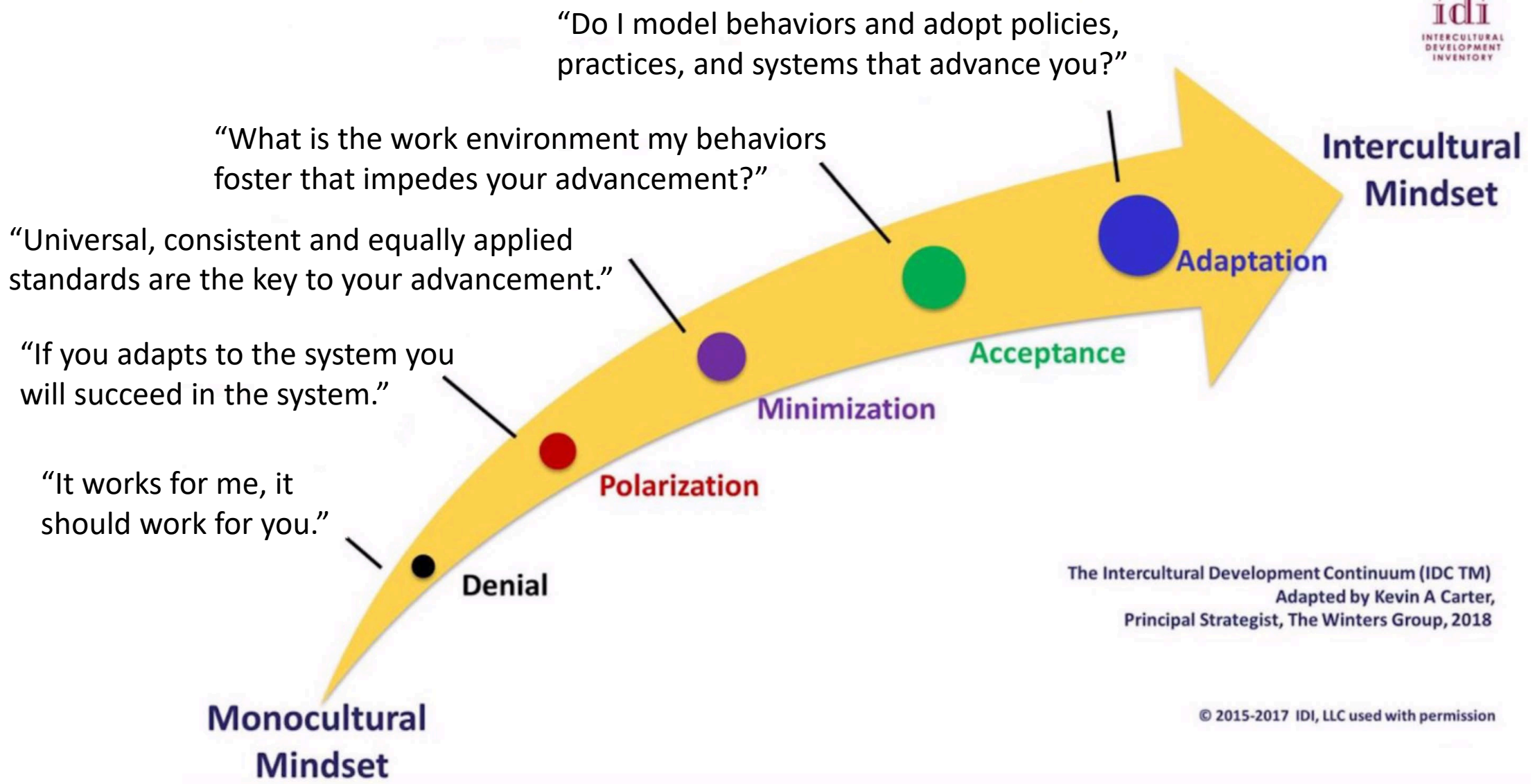
Oprah's
Book Club
2020

Isabel
Wilkerson

Winner of the Pulitzer Prize
Author of THE WARMTH OF OTHER SUNS



Developing an Intercultural Mindset



The Intercultural Development Continuum (IDC TM)
Adapted by Kevin A Carter,
Principal Strategist, The Winters Group, 2018



CAPT Ayme Sinclair

