

### **Draft of annual request for IDEA action items:**

In May 2021, the University of Florida Faculty Senate passed a resolution endorsing the “[Inclusivity, Diversity, Equity, and Accessibility \(IDEA\) Action Items: A Living Document](#)”, the purpose of which is to enumerate actions that can be taken at all levels of the University of Florida administration to advance inclusivity, diversity, equity, and accessibility. This document is updated annually and we are currently requesting faculty input on additional action items important for IDEA efforts. The goal is to identify actionable items with limited barriers to immediate implementation (e.g., cost). Suggestions from individual faculty, College councils, College Diversity Liaisons, and other faculty affiliate groups at the University of Florida may be sent directly to the chair of the Welfare Council at [WelfareCouncilChair@ufl.edu](mailto:WelfareCouncilChair@ufl.edu). Please send suggestions by [INSERT DATE] to be considered for this annual revision of the document.

### **Distribution List:**

- UF faculty senators
- All College Councils
- University Diversity Liaisons
- Faculty/Staff Groups
  - Asian Faculty and Staff Association
  - Association of Academic Women
  - Association of Black Faculty and Staff
  - Café Latino
  - Latinx Staff and Faculty Association
  - Presidential LGBTQ+ Advisory Committee
  - Queer Nation

### **Process for updating the IDEA document annually:**

1. Send out request for faculty input (start of Fall semester?)
2. Consolidate a list of suggestions for discussion at the October Welfare Council meeting
3. Identify those suggestions that fit the following criteria:
  - a. Immediately actionable
  - b. Low-moderate cost (priority)
  - c. Related to faculty experience (as opposed to student or staff)
4. Edit items to reflect inclusive language and identify possible administrative leaders who could execute the actions.
5. Send draft of new items as an amendment, along with the current document, for feedback to:
  - a. Associate Provost for Faculty Affairs
  - b. Chief Diversity Officer
  - c. Maybe the college diversity liaison monthly meeting?
6. Incorporate feedback and finalize draft of new items amendment for Faculty Senate endorsement.