



Office of the Chief Diversity Officer

Building Inclusive Excellence

UF DEI Impact Statement:

What impact do I want to leave at UF?

“I want to leave the legacy of a centralized, coordinated, and intentional strategic framework for diversity, equity, inclusion, and belonging at the University of Florida. This institutional framework will be the bedrock of a campus where the intrinsic worth of all individuals is respected and celebrated. And where everyone feels empowered and strengthened by our collective commitment to build, support, and maintain inclusive excellence.”



INCLUSIVE EXCELLENCE ABCs

A – Advocate for everyone's success.

B – Be an ally as you partner with your colleagues.

C – Celebrate your successes!

"Inclusive Excellence is the active process of including and respecting everyone as we strive for excellence and equitable outcomes in all we do at the University of Florida. Daily actions toward Inclusive Excellence are the responsibility of every one of us."

Building Inclusive Excellence at UF: A Three- Year Plan:

Year 1

Understanding the Current Landscape

- Develop a comprehensive, objective, and evidence-based assessment of the current DEI landscape at UF
- Identify strengths, weaknesses, opportunities, and threats in the DEI space at UF

Year 2

Creating an Institutional Equity and Inclusion Blueprint

- Develop a values-based blueprint outlining clear, actionable, and achievable themes that will serve as guideposts for the detailed work that will occur in the colleges and business units
- Areas of focus areas may include:
 - Recruitment and retention
 - Climate and culture
 - Training and curriculum
 - DEI infrastructure (institutional policies, procedures, and practices)
 - Celebrating our successes

Year 3

Supporting an Inclusive Climate and Culture

- With a clear understanding of our strengths and weaknesses and with a solid framework in place, we will turn our attention to climate and culture in year 3
- An inclusive climate and culture will be the engine that will drive our success in the DEI space
- Our goal is to build a culture that students, faculty, and staff from all communities and walks of life are eager to join and will work to sustain

Year 1 Understanding the Current Landscape

UF Inclusive Excellence Strategic Engagement Project with Dr. Damon Williams:

Scope of Work

- DEI Inventory: Administrative survey designed to gather information and establish a baseline of current DEI capabilities including
 - Commitment, accountability and policy
 - Affirming identity and community building
 - Preparing students for diverse and global world
 - Recruitment, retention and outreach
 - DEI training and campus climate policy
 - Strategic partnerships
- Community Building Listening Sessions and Insight to Action data collection
 - Small group listening sessions
 - Open-ended survey tool
- National Benchmarking
- Strategic DEI Leadership Institute
 - Sharing of project plan, national trends and key insights with campus leadership

University of Florida Inclusive Excellence Project Timeline

April

- Campus Diversity Liaisons work with college and unit leadership to create Gator Teams
- Launch DEI Inventory Survey
- Benchmarking study data collection

May-June

- Strategic DEI Leadership Institute #1
- Benchmarking high level report out
- Inventory complete, database construction

July-August

- DEI Benchmarking
- Inventory preliminary report

September-November

- Listening sessions with students, staff and faculty
- Insight to Action survey open
- Strategic DEI Leadership Institutes #2 and #3
- Deliver final reports and database



Listening Session Dates:

Full Professors

Tuesday, 9/13, 3:30 - 4:30 pm

**Full Professors in STEMM (Science, Technology,
Engineering, Mathematics, Medicine)**

Tuesday, 9/13, 9 - 10 am

Associate Professors

Tuesday 9/13, 3:30 - 4:30 pm

**Associate Professors in STEMM (Science, Technology,
Engineering, Mathematics, Medicine)**

Thursday, 9/8, 10:30 - 11:30 am

Assistant Professors

Wednesday, 9/7, 12 - 1 pm

Listening Session Dates:

Assistant Professors in STEMM (Science, Technology, Engineering, Mathematics, Medicine)

Thursday, 9/8, 10:30 - 11:30 am

Adjunct Faculty Members

Wednesday, 8/31, 12 – 1 pm

Non-Tenure Track Faculty Members

Wednesday, 9/7, 12 - 1 pm

Non-Tenure Track Faculty in STEMM (Science, Technology, Engineering, Mathematics, Medicine)

Tuesday, 9/13, 9 - 10 am

Cabinet Members and College Administrators (e.g., Deans, Associate Deans, Assistant Deans, etc.)

Friday, 9/9, 11 am - 12 pm

Department Chairs

Friday, 9/9, 11 am - 12 pm

Listening Session Dates:

Staff

Tuesday, 8/30, 9 - 10 am

Tuesday, 8/30, 1:30 - 2:30 pm

Facilities and Housing Staff

Tuesday, 8/30, 12 - 1 pm

Wednesday, 8/31, 12 - 1 pm

Health Science Center Staff

Friday, 9/2, 10 - 11 am

IFAS Staff / Employees

Friday, 9/2, 10 - 11 am

Tuesday, 9/6, 5 - 6 pm

Insight to Action Survey:



UF DEI Strategic Planning Initiative

Overview

Starting this fall, University of Florida (UF) will begin developing its *inaugural strategic DEI blueprint and plan*, a key piece of infrastructure that will guide the institution towards a future of inclusive excellence for all.

Led by the Office of the Chief Diversity Officer, the Campus Diversity Liaisons, and many other campus leaders from across our institution, these efforts will inform our institution's priorities and goals in the areas of enhancing belonging and inclusion.

A part of this process involves conducting a third-party assessment that seeks to better understand the experience of UF faculty, staff, and students. This assessment will allow members of the campus community to provide constructive feedback and recommendations to the strategic DEI planning process.

This survey can be completed by any UF student, faculty, or staff member that would like to provide their feedback regarding how the institution can improve its overall approach to diversity, equity, and inclusion efforts.

This assessment is being led by [Dr. Damon A. Williams](#) and a team of researchers affiliated with the Center for Strategic Diversity Leadership and Social Innovation (CSDLSI) located in Atlanta, GA.

All information that you provide via this online assessment will remain confidential and will only be shared with the research team. Results of the survey will only be reported in aggregate; no names will not be attached to any data. This survey will remain open for submissions now until Friday, September 16, 2022.


If you have questions regarding this process, please feel free to reach out to the CSDLSI team via [email](#) or to Brigit Dermott, UF's engagement and project manager for these efforts: Bdermott@UF.edu

Thank you for taking the time to share your insights.

Of the following, which of these best describes your current primary role at University of Florida?

☐ Administrator

☐ Faculty



*Save
the Dates*

**A Celebration of
Inclusive
Excellence at UF**

**Date: October 17, 2022
Time: 6:00 p.m. - 8:00 p.m.
Location: Institutes of Black
and Hispanic/Latino Culture
Courtyard**

**Building Inclusive
Excellence Fall
Retreat**

**Date: October 18, 2022
Time: 8:00 a.m. - 2:00 p.m.
Location: UF Straughn
Professional
Development Center**



Questions?

- mmcgriff1@ufl.edu
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