

Inclusivity, Diversity, Equity, and Accessibility

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Chair, Welfare Council

University of Florida Faculty Senate

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IDEA Resolution

- Resolution passed in May 2021
- Enumerated 23 actions that can be taken at all levels of the University of Florida administration to advance inclusivity, diversity, equity, and accessibility
- Action items came from the UF faculty
- 6 categories of Action Items:
 - Faculty Experience
 - Representation
 - Communication
 - Professional Development
 - Evaluation of Efforts
 - Recognition and Awards



Overall Progress

- 74% of action items have had some progress
- Notable Achievements:
 - Item 7: Faculty orientation includes updated content related to inclusive excellence at UF
 - Item 10: UF maintaining investment in providing faculty free membership to the National Center for Faculty Development and Diversity (NCFDD)
 - Item 11: Opportunities for participation in “Faculty Success Program” training through NCFDD are provided
 - Item 12: UF certificate in Multicultural Mentoring currently being offered
 - Item 15: The Association of American Universities (AAU) is contracted to evaluate benchmarking faculty salaries at UF and equity by sex and race/ethnicity
 - Item 17: Sections 9, 13, and 19 of UF 22-23 Promotion and Tenure guidelines include language related to work supporting inclusive excellence

Challenges

- Delays related to Covid-19
 - Item 14: COACHE survey results, data, and a brief plan of action are reported to the Faculty Senate annually; first administration delayed to Spring 2023
- Identifying champions
 - Item 23: Develop best-practices within colleges/units regarding award nomination procedures to facilitate equitable nomination of individuals from underrepresented and minoritized populations
- Reporting success



Opportunities Ahead

- Communication
 - Item 8: Develop an infrastructure/process for communicating IDEA resources to faculty using varied strategies.
- Accountability
- Updating the resolution



Thank You

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