Inclusivity, Diversity, Equity, and Accessibility

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Chair, Welfare Council

University of Florida Faculty Senate

Thursday, September 22, 2022
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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