Associate Vice President for Inclusion, Diversity and Health Equity
Chief Diversity Officer
UF Health

Lakesha Butler, PharmD, CDFT
Clinical Professor, Department of Pharmacotherapy and Translational Research
University of Florida College of Pharmacy
Collaborative Coalition

- HSC
- UF CDO
- UF Health hospitals
- UF Scripps
IDHE Philosophy

• Take individuals and organizations on a journey of self-awareness, self-reflection, education, strategy and action
  – “See, Do, Be”
  – Discover your “why”
• Create courageous space for transformation
• Authenticity, Valued, Belonging
• Build community while building bridges
  – Coalition of advocates and allies
• Pursuit of equity
Health equity is “achieved when every person has the opportunity to ‘attain his or her full health potential’ and no one is “disadvantaged from achieving this potential because of social position or other socially determined circumstances.”

Socio-Ecological Model of Health (SEM)

UF Health AVP and CDO Vision

A.C.T.I.O.N.
A: Alignment
C: Collaboration
T: Transformation
I: Inclusive Excellence
Inclusive Excellence Framework

- Learning & Development
- Equity & Access
- Campus Climate
- Community Engagement

Association of American Colleges & Universities (AAC&U)
O: Organizational Structure
N: National Model
Summary

• Key goals:
  – Identify opportunities for greater collaboration and alignment for enhanced impact
  – Promote and facilitate inclusive excellence with a focus on health equity
  – Develop and implement inclusive best practices for UF Health
  – Develop UF Health strategic plan for inclusion, diversity and health equity
Questions? lakeshabutler@ufl.edu