

**Whereas** the horrific deaths of Mr. George Floyd and Ms. Breonna Taylor sparked national and global protests against racism;

**Whereas** there have been increased levels of violence against the Asian American and Pacific Islander communities since the onset of the pandemic;

**Whereas** President Fuchs wrote in his June 18, 2020 statement to the University of Florida community that he urged all University of Florida community members to become a part of a positive change against racism;

**Whereas** the University of Florida is dedicated to advancing truth, reconciliation and justice, antiracism, equality, and working to eradicate inequities;

**Therefore, be it resolved** that the University of Florida Faculty Senate endorses the adoption of the Inclusion, Diversity, Equity, and Accessibility (IDEA) action items document in its current form. The Welfare Council of the Faculty Senate commits to revisit and revise this document annually, presenting the results of any revisions and progress on existing items to the UF Faculty Senate.

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## **Inclusivity, Diversity, Equity, and Accessibility (IDEA) Action Items: A Living Document**

### **- University of Florida Faculty Senate –**

The purpose of this document is to enumerate actions that can be taken at all levels of the University of Florida administration to advance inclusivity, diversity, equity, and accessibility. These action items come from the UF faculty, providing guidance on areas that faculty have identified as important. This document should be used by Faculty Senate councils and committees when considering their agenda as well as leadership at all levels of the UF administration to inform IDEA efforts. Progress on the action items included in this document will be reported back to the Faculty Senate annually.

#### **Faculty Experience**

1. Develop a formal process/flow chart outlining how faculty/staff can report experiences of bias, discrimination, and/or harassment. Options for anonymous reporting must be included. Consider asking a third-party, independent group to receive and review such reports or the role of the ombudsman.
2. Develop bystander intervention competencies among faculty to enhance skills related to identifying events and appropriate actions. This could strengthen faculty ability to address instances of bias in positive ways that facilitate growth and inclusion.

#### **Representation**

3. Continue to value diverse representation by maintaining or increasing the representation of individuals from minoritized groups in UF's administration, faculty senate, steering committee, task forces, and university-wide and college-level administrative committees. Accountability reports to be submitted annually to the Welfare Council for review and recommendations.

4. Work with HR to identify and disperse best practices for recruitment and review of applicant pools to maximize opportunities for inclusive excellence within faculty and administrator searches.
5. Enhance the visibility of college efforts to hire, retain, and promote diverse faculty through disaggregated reports by sex, race, ethnicity, and other minoritized identities on hiring, retention, and promotion decisions annually.
6. Develop innovative and flexible strategies for recruiting and retaining faculty, particularly around expectations for faculty work location. This could be particularly beneficial in recruiting and retaining exceptional UF faculty from minoritized populations as well as addressing challenges related to partner/spousal hiring. Consider the role that Deans can play in these decisions.
7. Enhance discussion of issues/resources related to IDEA during Faculty Orientation for new faculty. College mentor academies would be a model to use and pilot to ensure all new faculty are assigned a faculty mentor that is committed to helping them transition into their role at UF. Consider appropriate office for accountability and oversight of the faculty mentoring program.

### **Communication**

8. Develop an infrastructure/process for communicating IDEA resources to faculty using varied strategies. Collaborate with College Diversity Liaisons in forming this infrastructure/process.
9. Develop an IDEA dashboard for UF that provides data on metrics related to the achievement of IDEA goals. Send semi-annual updates to the UF community regarding progress/achievements within the previous 6 months.

### **Professional Development**

10. Continue UF investment in nationally recognized support systems for professional mentoring and development, such as the free membership provided by the university for faculty in the National Center for Faculty Development and Diversity (NCFDD). Increase awareness of such resources for faculty through varied communication strategies.
11. Deans and chairs could consider including “Faculty Success Program” training offered through NCFDD as part of offer letters as an incentive that signals UF’s commitment to faculty mentorship.
12. Support the development and delivery of annual faculty certificate programs related to IDEA competencies. The UF certificate in Multicultural Mentoring, which was offered in the 2020-2021 academic year, is an example. Consider the role of UF human resources, the provost office, and the chief diversity officer in these initiatives.

### **Evaluation of Efforts**

13. Monitor the progress and feasibility of renaming UF buildings.
14. COACHE survey results, data, and a brief plan of action are reported to the Faculty Senate annually.
15. Develop a best-practices document in benchmarking salaries. Recommend annual reports on unit metrics in this domain, with justifications for report results. Develop accountability to ensure equity by sex and race/ethnicity.

16. Include a section in key budget decisions for the university that analyzes the potential impact of budgetary decisions on faculty by sex and race/ethnicity. Recommend an annual report outlining these impacts to be shared with the faculty senate.
17. Add a section to T&P outlining efforts towards IDEA goals. Include evaluations of faculty efforts towards IDEA goals in annual reviews.
18. Add a section to annual evaluations of department chairs monitoring improvement and leadership efforts towards IDEA goals.

### **Recognition and Awards**

19. Encourage and recognize faculty participation in the University Multicultural Mentor Program to support the transition into UF and retention of students from minoritized populations. Highlight successes of this program broadly through university communications and through the media.
20. Expand UF service awards, faculty fellow awards, and recognition for individuals and units that demonstrate exceptional efforts towards IDEA goals.
21. Expand UF teaching awards and recognition for the exceptional efforts of tenure track faculty, multi-mission track faculty, and lecturers. Provide public acknowledgment of UF faculty's dedication to teaching and student success over the past year in an email to all students and parents; distribute such announcements in the UF press and social media.
22. Expand UF outreach awards, faculty fellow awards, and recognition for individual efforts to address issues related to IDEA in the local community and the state of Florida through research, education, service work, outreach, extension, and other programming.
23. Develop best-practices within colleges/units regarding award nomination procedures to facilitate equitable nomination of individuals from underrepresented and minoritized populations.

*\* In this document, diverse individuals refer to those who are minoritized as a result of their race, ethnicity, disability, sex, sexual orientation, gender identity and expression, religion, and national origin.*