

My Diversity, Equity, and Inclusion Philosophies:

“Diversity, equity, and inclusion at its core, is a personal journey that happens to intersect with our professional and social lives.”

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.”

“Diversity is a core leadership competency.”

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

Dr. Damon Williams

- Chief Strategist, Center for Strategic Diversity Leadership & Social Innovation
- Leading practitioner of Inclusive Excellence
- Former Associate Vice Chancellor, Vice Provost and Chief Diversity Officer at University of Wisconsin—Madison
- Former Senior Vice President and Chief Education Officer at Boys and Girls Clubs of America
- Engaged to conduct 6-month project to conduct DEI inventory and develop Insight to Action Strategy for UF

UF Inclusive Excellence Strategic Engagement Project: 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

March

Campus Diversity Liaisons work with college and unit leadership to create Gator Teams

March to April

Launch DEI Inventory Survey

Listening sessions with students and 9-month faculty

Insight to Action survey open

Benchmarking study data collection

April to May

Listening sessions with faculty and staff

Preliminary data analyses

Strategic DEI Leadership Institute #1

June

Data analyses and report development

July to August

Deliver final reports and database

Strategic DEI Leadership Institutes #2 and #3

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Campus Diversity Liaisons:

PURPOSE

Create a two-way exchange between the colleges and units and the administration of information and strategies to infuse diversity, equity, and inclusion across all dimensions of the university and advance priorities established by the CDO and the CDL network in their own college or unit in collaboration with their leadership teams.

CHARGE

- Play a key role in developing a university-level Institutional Equity and Inclusion Blueprint.
- Ensure that the Institutional Equity and Inclusion Blueprint is aligned with relevant university goals, values, and strategic imperatives in the 2017 university strategic plan, [The Decade Ahead](#).
- Develop and monitor an implementation strategy that includes the following:
 - Responsibility matrix that identifies the lead sponsor, collaborators, timeline, and desired outcomes for each strategy developed to implement the Institutional Equity and Inclusion Blueprint
 - Process for setting and reviewing progress toward specific, measurable goals
 - Process for coordinating efforts across campus related to the commitments embodied in the plan
 - Communication strategy that shares progress with stakeholders

Diversity :

- The active, intentional, and ongoing **engagement** with differences, in people, curriculum, co-curriculum, and communities in ways that enhance one's awareness, content knowledge, cognitive sophistication, and understanding of the complex ways that individuals interact within systems and institutions (Association of American Colleges and Universities).
- Differences can be individual (e.g., personality, learning styles, and life experiences); social (e.g., race/ethnicity, gender, country of origin, ability, economic, political, or cultural).



Questions?

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