

2021-2022 Diversity and Inclusion (D&I) Committee End of Year Report

Committee Members (Year 2 school representatives listed first)

- *HDOSE*: Anne Seraphine (FPC rep) and Frank Fernandez
- *SESPECS*: Vivian Gonsalves and Joni Splett
- *STL*: Taryn Brown (Chair) and Vicki Vescio
- *Dean's Office*: Tina Smith-Bonahue, *Associate Dean of Student Affairs and Graduate Studies*

Committee Meeting Dates:

September 10, 2021; October 15, 2021; November 12, 2020; January 22, 2022, February 9, 2022; March 18, 2022; April 8, 2022

Achievements, Challenges, and Opportunities

- We were able to formally approve the updated D&I resource document that clearly and explicitly articulates our committee's purpose, mission, and work within FPC and broader COE/UF initiatives.
- We revised the COE Faculty D&I Award application based on additional feedback from the current committee, promoted this award, and recommended recipients who have made and continue to make an impact in the here and now, are committed to actionable change moving forward, and will leave a legacy in the college.
 - o The revisions mainly included the removal of 1 letter of support and the addition of an artifact selected by the applicant that would be demonstrative for of their distinction in diversity, equity, and inclusion.
 - o We also received confirmation from the college that the annual award recipient receives a certificate and \$1,000 in professional development funds (i.e., professional travel, conference registration, books, and materials. With prior approval, funds can also be used for refreshments for seminars, workshops, and professional gatherings).
- Designed and implanted a successful college-wide professional learning initiative, centered in researching race in education. This professional learning experience for primarily faculty was also availed to our staff, and students and consisted of 3-parts.
 - o *College-wide community read*: We were able to provide unlimited access to the E-Book Condition or Process? Researching Race in Education (Dixson et al., 2021) in partnership with UF COE Librarian Rachel Elrod. We solicited interest.
 - o *College-wide discussion*: Interactive EduGator Book Talk; TED Talk format (March 18th, 2022, 1:00pm-2:00pm moderated by Erica McCray). This event featured a graduate student who shared her connection to the text and research centered in race in education and also a small keynote by one of the book editors, Dr. Cecelia Suarez, who spoke to her experiences in writing the book. Both Dr. Suarez and our graduate student received small honorariums funded by the Collaborative for Equity in Education and the Collective for Black Student Advancement Curricular Subcommittee.
 - o *On-Going Learning*: This online repository was built in Canvas in collaboration with our COE ETC team. This can also serve as a shared space for D&I committee resources and information.

Future Directions

- Start the committee work drawing upon the evolving D&I resource document as a tool to inform the committee work for the academic year.
- Launch a college-wide professional learning experience for faculty that connects D&I and COE policy.
- Maintain D&I resources with the collaborative Canvas shell; remove/add content and faculty members annually.
- Promote transparency and alignment via collaboration with other FPC committees to embed D&I within and across FPC/COE.
- Secure consistent funding that extends the work from the committee for our college faculty around D&I
- Recommend and revise policy (in consultation with other FPC committees) related to broadly defined matters of D&I. (particularly attending to direct implications of university and state level policy that impact this type of work in the college)

