Continuing COE IDEA Conversations

3/16/20

We\* propose an aligned infrastructure to address needs of faculty, staff, and students based on shared priorities (see below) and aligned with the CDL (UF Council of Diversity Liaisons) framework for implementing Inclusion, Diversity, Equity, and Access (IDEA).

* FPC ad hoc committee report is forthcoming

**The current COE D&I statement includes the following indicators that are fairly concrete and can guide priorities:**

* Diverse faculty (D&I recruitment plan, intentional recruitment, targeted hiring, mentoring and retention)–primarily Faculty Affairs, T&P
* Diverse student body–primarily through EduGator Central
* Curriculum, programs, degrees, and certificates–primarily Curriculum Committee, Technology & DE, schools
* Cultural competence–primarily D&I Committee, LSAC, Staff Council/HR and Business
* ADDED in discussion: Inclusive environment (collegiality, P&T guidelines reflect valuing diversity)–primarily LRP, Staff Council/HR and Business

**GOAL:** By the fall 2020 faculty meeting, the COE will establish an action plan to include objectives, activities, and outcomes to support IDEA for faculty, students, and staff.

Proposed action items:

* Share the IDEA framework with the COE community
* Begin coordinated planning and implementation of activities for
  + Faculty (FPC; incoming FPC leadership)
  + Students (EduGator Central, student organizations)
  + Staff (Staff Council, Ellen Young, Sandra Bass)
* FPC committees will develop IDEA-focused guiding questions and expected outcomes/metrics for all activities
* Conduct a biannual climate survey for faculty, students, and staff to inform ongoing planning
* Establish a dashboard for tracking identified IDEA-focused metrics (support from etc)
* Identify shareable resources and PD opportunities (possibly in collaboration with Center for Teaching Excellence)
* Integrate into to Deans/Directors meetings

\* A small group has been meeting to discuss establishing a coordinated focus for diversity initiatives in the college. This group began with a set of questions on the current landscape in the college. The group includes: Diana Joyce-Beaulieu, Elizabeth Washington, Cliff Haynes, Maria Leite, Catherine Atria, Ester DeJong, Nancy Waldron, Chris Busey, Tom Dana, and Erica McCray.