

## **PRESIDENT'S COUNCIL ON DIVERSITY**

### **PURPOSE STATEMENT**

The President's Council on Diversity works to encourage a diverse and inclusive environment so all members of the university community can excel to their full potential. We foster this by advising the UF President and promoting strategic awareness and visibility through advocacy, facilitation and action.

### **DEFINITION OF DIVERSITY**

Where "diversity" is used, it implies the broadest definition of diversity as it supports the mission and values of the university. Diversity encompasses all aspects of identity and positionality that contribute to a robust academic, research and campus environment. It includes variation and intersectionality across ability, discipline, ethnicity, experience, gender identity, geographic background, perspective, race, sex, sexual orientation, socioeconomic status, talent and other characteristics.

### **DIVERSITY STATEMENT**

"Together we can accomplish academic excellence within our community, reflective of the rich culture and diversity of our state and nation." President Fuchs

The Institutional Equity & Diversity Office has the organizational structure to respond to the university's vision for a diverse workforce and provide a highly inclusive perspective on university issues. University diversity efforts will be assimilated into the campus and surrounding communities; making the university partner with other stakeholders interested in the quality of campus life. This will be accomplished in part through the efforts of the Council on Diversity. The council's constellation will have campus-wide representation.

We are conducting timely investigations, examining equal opportunity reporting and administrative policies to set new strategies for a positive impact on diversity and the elimination of discrimination of any kind in the workplace or classroom.

Diversity activities will be made familiar to our entire community through heterogeneous discourse, administrative and managerial outreach, conferences, publications and electronic communications. The EEO office takes responsibility for the coordinated united efforts of key players at UF with responsibility for diversity among students, faculty and staff.

## **DIVISION OF STUDENT AFFAIRS DIVERSITY STATEMENT**

The Division of Student Affairs is committed to developing concrete steps to further diversity and inclusion as well as continually improve the campus climate for students and staff, to the level that we can influence and contribute to that.

### **OUR STRATEGIC PLAN HAS A FIVE PRONG APPROACH OF:**

- Commitment to Diversity from the Vice President for Student Affairs
- Resources
- Education, Programming, and Initiatives
- Human Resources and Development
- Accountability through Assessment

## **DIVERSITY AND SOCIAL JUSTICE STATEMENT FOR THE DIVISION OF STUDENT AFFAIRS**

The University of Florida's Division of Student Affairs fosters a community that values and respects diversity. An inclusive definition of diversity recognizes the variety of personal and social experiences that make individuals and communities different from one another. These differences include race, creed, color, religion, age, disability, sex, sexual orientation, gender identity and expression, size, marital status, national origin, political opinions or affiliations, genetic information, veteran status, and the many other ways one might identify. The UF community has a shared responsibility to demonstrate integrity, respect, compassion and opportunity by:

- Challenging biases within ourselves and others
- Inspiring individuals to foster inclusion in their daily lives
- Engaging others in spirited dialogue about differing opinions, perspectives, and values
- Respecting our community as a marketplace of free ideas
- Creating a rich educational environment that is dedicated to social justice
- Implementing conflict resolution practices for differences that impact our community
- Maintaining a safe environment for civil and respectful communication
- The foundation of our commitment to lead and serve the global community is a just and equitable Gator Nation.

## **STAFF EXPECTATIONS**

To help us go greater, the Division is committed to eliminating barriers that prevent us from serving students to the best of our ability. Our work in the Division of Student Affairs is better when all can fully participate.

### *Defining UF's DSA Inclusive Excellence*

We believe that diverse perspectives can encourage progress, transform cultures, and create spaces for inclusion. We are committed to cultivating a campus community that fosters all Gators to be civic-minded agents of change. We recognize that our continuous path towards excellence means valuing all identities and we are committed to the advancement of historically underrepresented individuals. Together, we have a responsibility to champion efforts of equity, access, and justice for the Gator good.

### *The How*

The Division of Student Affairs at the University of Florida recognizes both the role higher education has played in the marginalization of groups of people, and the role it plays in challenging systemic inequities. To advance the University's educational mission, we are committed to providing safe, affirming, and brave spaces and experiences for all. With a firm grounding in the past, an attentiveness to the present, and an eye to the future, the Division follows these tenets to transform our work toward equity and inclusion:

- Our work across the Division is broad, deep, and diverse. Regardless of your role in the Division, each person has a role in honoring the diverse voices, as well as centering those most marginalized to operate from a place that is as inclusive as possible. Each person has a responsibility to be equity-minded, with an openness to growth and service.
- A commitment to and accountability for, addressing power imbalances and barriers in policies and practices that prevent the Division of Student Affairs from serving the whole-student.

## CAREER CONNECTIONS CENTER DIVERSITY STATEMENT

The Career Connections Center is committed to cultivating a community that is inclusive and reflects the diverse backgrounds and experiences of UF students, staff, and faculty. Diversity encompasses all aspects of identity and positionality. It includes variation and intersectionality across race, creed, color, religion, age, disability, sex, sexual orientation, gender identity and expression, size, marital status, national origin, political opinions or affiliations, genetic information, veteran status, and the many other ways one might identify. The Career Connections Center contributes to a more diverse and inclusive campus by:

- Understanding and challenging biases within ourselves and others
- Identifying and implementing strategies that foster equitable participation
- Cultivating a brave space for dialogue, discussion, education, and exploration
- Providing opportunities for Gators to be a part of the global community

### STAFF EXPECTATIONS

All staff at the Career Connections Center are expected to live out this commitment to diversity and inclusivity. This will be accomplished by:

- Recognizing the differences that are reflected in students, employers, faculty, and staff
- Actively acknowledging that these differences have an impact on our work and interactions
- Supporting the University communities' efforts to build a more equitable environment for all
- Initiating and incorporating diversity knowledge and perspectives into your work
- Challenging biases within yourself and others

### OUR VALUES

We advocate for all aspects of diversity

We actively foster community

We empower professional growth and personal care

We are driven to make a purposeful impact

We carry a spirit of creativity and innovation

We work through challenges and embrace the uncomfortable

We play!

### DIVERSITY COMMITTEE

The Career Connections Center Diversity Committee functions to operationalize the commitment to diversity and inclusive excellence through:

- New staff onboarding
- Staff professional development
- Developing and sharing resources
- Facilitating discussions

The committee meets once a month and has an annual work plan. The committee is dedicated to being flexible and adapting the work plan and to meet the ever changing needs of our stakeholders. Meetings and membership on the committee are open to all staff who are interested. Staff are encouraged to shape the Center's commitment to diversity and inclusive excellence by attending meetings, joining the committee, sharing resources, or assisting with a project or discussion. Meeting minutes are archived on SharePoint.