

Diversity Plan

2018-2022

MISSION

Our mission at UWF is to:

- Provide high-quality undergraduate and graduate education,
- Conduct teaching and research that services the body of knowledge, and
- Contribute to the needs of professions and society

OUR VISION

A spirited community of learners, launching the next generation of big thinkers who will change the world.

OUR VALUES

Our institutional values—shared by students, faculty and staff—make UWF a great place to learn and to work. UWF maintains policies and practices and pursues initiatives congruent with our values.

UWF Operates with Integrity in all Matters: *Doing the Right Thing for the Right Reason.*

Caring	Maintaining a safe, dynamic learning and working environment that fosters the development of individual potential.
Collaboration	Promoting a culture of supportive and cooperative interactions and communication to advance and achieve shared expectations and goals.
Creativity	Providing opportunities to imagine, innovate, inspire, and express different approaches and solutions to existing and anticipated needs and challenges.
Entrepreneurship	Encouraging a culture that identifies opportunities to initiate change.
Inclusiveness	Welcoming, respecting, and celebrating the differences and the similarities among people and ideas.
Innovation	Exploring, expanding, and enhancing learning as well as knowledge through transformational experiences.

EQUITY, DIVERSITY & INCLUSION AT THE UNIVERSITY OF WEST FLORIDA

At the University of West Florida, we define equal opportunity as non-discrimination on the basis of protected characteristics. We define diversity as the various attributes we each possess based on characteristics from birth, experience we have had, and decisions we have made. We define inclusion as acknowledging and leveraging diversity by creating an environment where students, faculty and staff feel accepted, and valued. We celebrate the unique characteristics of each member of our community as well as the commonalities we share. As an educational institution we recognize the considerable benefits emanating from the diverse human mosaic that is our university. It is our vision to be an intellectual and cultural center that engages our students, faculty, staff and community partners in an ongoing and dynamic process that prepares each of us to be culturally competent in an ever-changing multicultural world.

PRESIDENT'S COUNCIL ON DIVERSITY AND INCLUSION

The President's Council on Diversity and inclusion is made up of students, faculty, staff and members of the Pensacola community.

DIVERSITY PLANNING PROCESS

The President's Council on Diversity and Inclusion worked with the Chief Diversity Officer to review the 2017 Campus Climate Survey and the 2017 Diversity Report to inform the update of the University's Diversity Plan 2018 – 2022.

UWF NON-DISCRIMINATION POLICY:

The University of West Florida Equal Opportunity, Affirmative Action and non-discrimination policies can be found at <http://uwf.edu/respect/getempowered/policies.cfm>.

DIVISION OF ACADEMIC ENGAGEMENT

📍 BUILDING 18 🌐 UWF.EDU/DAE ☎ 850.474.3177
✉ DAE@UWF.EDU 📱 UWFDAE 📺 UWF_DAE



Diversity Goals

AND ACTIONS STEPS

Goal 1: Improve recruitment, retention and graduation rates of students from underrepresented populations.

- 1.1 - Create and sustain programming for underrepresented populations that increase retention and graduation rates for student from underrepresented populations.
- 1.2 - Increase University outreach to students in the region who come from underrepresented populations.
- 1.3 - Ensure that students from underrepresented populations have greater access to High Impact Learning opportunities which lead to improved retention and graduation rates (i.e. Kugelman Honors and Study Abroad).

Goal 2: Improve and sustain a culture where students, faculty, staff and visitors of all identities feel included and supported.

- 2.1 - Better communicate the University's efforts to achieve inclusive excellence on campus.
- 2.2 - Create more opportunities for dialog to discuss current events and issues affecting our global, national and local communities.
- 2.3 - Create campus resource guides for underrepresented populations on campus.

Goal 3: Increase recruitment, hiring, retention and promotion of faculty and staff from underrepresented populations.

- 3.1 - Work with Human Resources to create a hiring toolkit that will address diverse pools and candidates.
- 3.2 - Create a faculty work group that will make recommendations to The Office of the Provost for programming to support recruitment and retention of diverse faculty.
- 3.3 - Create opportunities for faculty and staff to engage in the work that is necessary for our campus community to be inclusive.

Goal 4: Improve multicultural training opportunities in an effort to enhance cross-cultural competency for students, faculty, staff and members of the community.

- 4.1 - Enhance the Cross Cultural Competence Program at UWF to expand reach.
- 4.2 - Create more opportunities for students to engage in diversity and inclusion training and programming through on-campus workshops and activities.
- 4.3 - Celebrate the diversity of Pensacola and Florida through activities and displays on- and off-campus.

Goal 5: Serve the Northwest Florida region as a center for diversity education, multicultural awareness and engagement by seeking, establishing and sustaining relationships with organizations, institutions and community partners who value diversity.

- 5.1 - Initiate a regional diversity and inclusion conference for UWF and Pensacola.
- 5.2 - Build partnerships with organizations and business entities in the community who are dedicated to employing a diverse workforce and willing to help students develop the necessary skills to be workforce ready.
- 5.3 - Expand the Cross Cultural Competence MOOC to offer credit or certificate bearing programs.