April 2015
Celebrate Diversity Month!

Dear UWF...

MY Story
STARTS HERE

Diversity Matters

YOU GOT THIS!
Our Mission

The mission of the Office of Equity, Diversity & International Affairs at the University of West Florida is to educate students, faculty, staff, and the Northwest Florida community about the value of diversity in all forms. The unit supports efforts across instructional sites that foster a climate of inclusive excellence. This unit will implement high-impact programming that creates opportunities for cross-cultural learning, understanding, and engagement.

Awareness, Acceptance, Respect.

We encourage members of our campus community to become active participants in this process in four action-oriented ways:

Get Empowered
A commitment to diversity and inclusion starts with enabling community members with policies and information and rewarding them for work that they do relative to diversity and inclusion.

Get Educated
As an institution of higher education, UWF offers many credit bearing courses and trainings that educate students about the culture, language, and histories of a variety of ethnic groups. The University also mandates training every two years for all faculty and staff related to discrimination and harassment.

Get Involved
One way to learn more about others who are different from you is to participate in myriad events, student organizations, and committees offered by UWF on an annual basis.

Get Help
A college environment is a place for peaceful discourse around topics that can be controversial and politically charged. UWF recognizes the discourse as a hallmark of a robust academic learning environment.

Office of Equity, Diversity & International Affairs Contact Info

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Assessment

* Baseline year.
* Data collection & annual reporting
* **Banner & Grades First**
Goal 1

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

* 21st Century Scholars
* Academic Center for Excellence (ACE)
* UWF MEN
* TRiO Student Support Services
* International Recruiter
* International Admissions improved
* Supplemental Instruction
Partners in Action:

* College of Science, Engineering and Health
* Enrollment Affairs
* Retention
* Student Transitions
* ADVANCE
Goal 2

Improve and sustain a culture where students, faculty, staff and visitors from all identities feel included and supported.
Actions/Goal 2

- Monthly Heritage/ History Activities
- Awareness, Acceptance, Respect
- Diversity Awareness Month
- Orientation Sessions
- Bias Response
Partners in Action:

* Co-sponsors across campus
* Community Partners
* Student Transitions
* Housing
Goal 3

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

• Multicultural competence eval
• HR training opportunities/job fairs
• Office of Equal Opportunity & Compliance
• David Asai
• Saundra McGuire
• Joanne Moody
Partners in Action:

* Student Affairs
* Human Resources
* ADVANCE
* Faculty & Staff
Goal 4

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

* EMERGE program
* Intensive English and International Programs
* Women’s Studies Conference
* Women in Leadership Conference
* Confucius Institute
* Japan Center
* Pace Symposium Series
* ADVANCE speakers
Partners in Action:

* College of Education & Professional Studies
* College of Business
* Women’s Studies Collective
* UWF Historic Trust
* Student Affairs
* ADVANCE
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.
Actions/Goal 5:

- Pensacola Network
- Real Life this is College
- African American Heritage Scholars
- Latin Heritage Festival/ Cinco de Mayo
- Church Outreach
- Boys & Girls Club
- Argos Post Responsibly
Partners in Action:

* Pensacola Network
* Take Stock in Children
* Boys & Girls Club Emerald Coast
* African American Heritage Society
* La Costa Latina
* Hispanics & Friends
* Citizen Diplomacy Council
We can’t do it without YOU!