

Student Development and Enrollment Services					
Progress Scores = No Progress; Limited Progress; Select Progress; Some Progress; Significant Progress; Completed; Unable to Discern Progress					
Actions	Current Progress	Previous Rating	Notes		Office/Staff Responsible
Would appreciate hearing from leaders when things happen, without prompting; Members of the leadership team to call out and acknowledge racism and acts of injustice when it occurs and impacts members of our community. University and division leaders to make a public statement without the prompting of staff or students. (Send out timely communication to all staff assuring them of university/SDES support).	Select Progress	N/A	This has occurred with some division and university leaders; encourage Dr. Ehasz to craft communications as needed. Encourage Dr. Ehasz to push the President's office team to craft messaging; Some LC members have written messages of support and called out racist acts.		Leadership Council
Only Black staff "doing the work." To White staff. Find solutions that are available, rather than wait for staff to tell us what to do	Some Progress	N/A	Create learning opportunities through the DEU program by developing a director toolkit and identifying facilitating programming. Multiple discussions with Leadership Council (LC) to advocate for more presence and more outreach. Some LC members have been initiating outreach and awareness-raising activities such as SELD retreat 10/9/20.		DEU Team/Leadership Council
Sharing experiences while also supporting; Not appreciating being put on the spot; Thinking about inclusion not just when its trending		N/A	Confidential system to report when you are having issues with supervisor (how do you report up?); Reduce the steps to report up (this creates unintentional barriers for staff)... suggestions- chat box to HR, division feedback line... promote Outbals office, HRL process?		Leadership Council
Enhance the DEU initiative in the division	Some Progress	N/A	Conducted DEU focus groups to gain feedback from staff. This information will be used to reimagine the program from language to events. DEU programs undergoing modifications as requested with emphasis on what was learned vs. what was done.		DEU Team
Diversify search committees; Better training for search committees	No Progress	N/A	What does this look like? I thought it was required for diversity to be represented on search committee for directors and above. How do we fix issue below director's level? Implicit bias training required for all to be part of searches.		Leadership Council
Hire multiple People of Color (or find alternate support mechanisms) to provide support for each other	Select Progress	N/A	LEP Program has been lifted up to be more central to the hiring process. Dave Pavloianis has advocated with HR to change posting policy. Select LC members have met with Kent Butler, Interim Chief Diversity officer to suggest changes to format of LEP. SELD has implemented an LEP/internal search first recognition unless otherwise approved.		Leadership Council/Directors
Engage UCFPD with SDES Staff	N/A	N/A	Organize an opportunity for staff to meet with UCFPD for constructive conversations.		Kerry/Edwanna
Get President in front to staff	Select Progress	N/A	President Cartwright has met with staff (BFA, PFSA).		Dr. Ehasz
Must have people in power to make changes.	Unable to Discern progress	N/A	This is important to people with disabilities too.		Leadership Council
Need multiple places on campus for people who feel marginalized.	No Progress	N/A	What would this look like? How do we get this moving?		Directors
Create space for action planning/sustainable change.	Select Progress	N/A	SELD is developing plans for LEP, DEU, holding a Wellbeing Retreat (10/9/20).		Leadership Council/Directors
SDES Institute - how to use that to address these issues?	No progress	N/A	No Institute currently planned.		SDES Institute Planning Committee
Emotional development of current employees vs. recruiting and hiring	Select Progress	N/A	See above.		Leadership Council/Directors
Implementation of bias incident response steps within the university/division crisis response plan.	No Progress	N/A			
Provide various spaces for cross sections of staff to process major incidents/crises.	No Progress	N/A	This is something that we can and should be acting on asap.		Directors
Create reciprocal partnerships between SDES, campus affinity groups (BFA, LaFASA, PRIDE) and organizations in the community that are fighting racism, prejudice, injustice, and bigotry.	Limited Progress	N/A	This has happened organically but no structured partnership has been developed.		Dr. Ehasz/Kerry/Edwanna
Incentives or rewards for staff members who take on multiple advisory roles for multicultural student organizations that are not a part of their primary responsibilities	No Progress	N/A	This needs to be examined by SDES Personnel leaders with input from staff.		Sharon/Dave
Strongly recommend that UCF should hold at least 1 event per semester in conjunction with local community leaders (Downtown Campus) entitled "Community Conversations" designed to help facilitate dialogue between the University and community.	Unable to Discern Progress	N/A	There have been some events in partnership with community, especially downtown Parramore.		Edwanna
Create channels for faculty and staff to report bias incidents without fear of retaliation; Develop a bias incident reporting system that includes an external impartial entity; Problematic employees? What to do about that? Reporting system?	No Progress	N/A	This has been discussed on multiple occasions but no one has been able to identify a suitable option that would not put staff at risk for sharing experiences.		Dr. Ehasz/Sharon/Dave/ Leadership Council
Provide the Social Justice and Advocacy Department with more leaders and those who are either currently doing this work or interested in doing this work with the necessary tools to succeed, such as continued training and education.	Limited Progress	N/A	SJA Director exemption request has been approved, will be posted soon.		Edwanna
Require all director searches and above to have an interview session with the ME team.	No Progress	N/A	This is something that we can and should do asap.		Dr. Ehasz/Leadership Council
Confidential Assessment of supervisor: Can we create an opportunity for staff to evaluate their respective supervisor on a regular schedule.	Added 10/28/20		Suggestions provided was to provide general evaluation but allow staff to select department (category)		Kerry/Dave
Communicate scorecard out to SDES	Added 10/28/20		Website- reference Institute for Diversity & Ethics in Sport...Teams...Google Docs...add inclusive feedback options (contact form)		Dr. Ehasz/Kerry/Edwanna
Mentorship Program to provide staff an opportunity to gather collaboratively	Added 10/28/20				
University Actions			Notes		
Zero diversity at cabinet level/Deans level. Put something in writing to make changes					
Advocate for a Division for Equity, Diversity and Inclusion while not forgetting about the individuals who are currently doing this work at a high level.			President has decided to fill the VP of Equity and Inclusion position.		
Strongly recommend that the University create a paid Anti-Racism Task force composed of students, staff, faculty, administrators and individuals from the community that directly reports to the President and Provost. This task force will also build space and create structure for a Vice President for Diversity Equity and Inclusion as a part of the UCF Cabinet.			President has constructed a Student Advisor Committee to share insights and experiences.		
Strongly recommend that new faculty and staff hires, including VPs, Deans, upper administration, and UCF Board of Trustees members, complete DEU's Bias Incident training within their first six months of being onboarded to UCF.					
LEP program: why not expand? Inherent barriers; Revisit existing programs and how can we improve those?			Multiple meetings have occurred to begin developing a program in the division designed to promote upward mobility of underrepresented staff.		