

## MOU Impact Bargaining #1: Systemic Racism and Sexism

UFF-UCF Bargaining Team: Kevin Coffey, Marie Leticee, Iryna Malendevich, Nina Orlovskaya and Yovanna Pineda, Chair. (Input from UFF members in Zoom meetings and emails.)

### Statement

The goal from UFF-UCF is to secure the educational, social, and cultural equality of rights to eliminate discrimination and ensure the health and well-being of all persons. Racial and gender justice includes environmental justice and an equitable distribution of resources and wealth. We cannot underestimate the enormous emotional and physical taxation from institutional racism and sexism. Hence, the proposed language is written with the intent to promote the University's commitment to enhancing diversity and inclusion.

### **Changing Institutional Practices at UCF**

Racial Demographics of UCF and Orlando (Attachment)

- Recruit, hire, and retain Black, Hispanic, and minority faculty in tenure-track positions. They shall hire faculty that reflects the population of the Orlando region.
- TOP hires should enhance diversity in ethnicity and race in a department or program. And make clear what are TOP hires intended to do? "Inclusive excellence" should not apply to spousal hires of dominant categories of race and gender in a department or program.
- Consortiums of sister institutions for pipeline of hiring and recruitment
- Instructor positions require master's level as a qualification
- Garner donations to build endowed chair positions targeting the hiring of minority faculty in leading decision-making positions at the University
- Actively recruit from existing minority faculty to be in leading decision-making positions at the University
- Equitable and transparent evaluation practices in promotion policy
- Institutional training/implicit bias program to train faculty on promotion and award committees
- Invite respected speakers to speak to our UCF community about implicit bias or white fragility (i.e., *White Fragility* Robin DiAngelo)

### **Programs and Majors**

- Fund and promote programs such as Africana and Latin American & Caribbean Studies with the intent to make them departments with majors and minors
- Integrate courses from Africana and Latin American & Caribbean Studies into the First-Year experience and/or include in core curriculum.
- Recruit and hire chairs to lead the two departments of Africana and Latin American & Caribbean Studies Departments
- Provide seed funding to launch a Latino/Latinx – Chicano/x program to fulfill criteria of Hispanic Serving Institution (HSI).
- Create special lines to populate the departments of Africana and Latin American & Caribbean Studies with faculty and staff.

### **Salary Equity**

- Equitable language for salaries (equity in gender & race)

- 51       ▪ Hire an unbiased external consultant to review the pattern and analyze the process of  
52       awards over the past ten years (RIAs, TIPs, & SOTLs Awards and tenure/promotion  
53       files) to determine if it's equitable or arbitrary. The consultant will be agreed upon by  
54       UFF and UCF BOT teams.  
55       ▪ Allow faculty to see files and receive comments/feedback on your own RIAs, TIPs, &  
56       SOTLs Awards  
57       ▪ The University shall support an equitable evaluation system; the committee shall  
58       demonstrate uniformity in the evaluation.  
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### 60 **Reducing UCF's culture of fear & Hostile Work Environment**

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62       ▪ Mandatory diversity and inclusion training for all faculty. Orlando community members  
63       have recommended and offer "decolonization" training for our faculty.  
64       ▪ Training of those in leadership roles with evaluative power (i.e., chairs, deans, provosts,  
65       etc) about how to advocate, understand, and support female faculty with children.  
66       ▪ Training of those in leadership roles with evaluative power (i.e., chairs, deans, provosts,  
67       etc) to avoid patronizing language, such as your "husband should chip in more."  
68       ▪ Increase the number of lactation rooms for privacy across the campus.  
69       ▪ Given cases of systemic racism and sexism in the psychology department, what is the  
70       plan to keep faculty of color and women safe in this department?  
71       ▪ Fund an open forum on systemic racism with outside consultant as facilitator, so, all  
72       faculty can voice their feelings, opinions, and experiences.  
73       ▪ Develop a mediation system with an external consultant for unsatisfactory resolutions  
74       between a chair and a faculty members for problems outside the CBA  
75       ▪ An immediate supervisor should support not immediately reprimand a faculty member  
76       when there is a student complaint. The practice at most other institutions is that leaders  
77       consult with a faculty member before making accusations.  
78       ▪ Encourage an immediate supervisor to **respect** anonymity when it is requested by  
79       minority faculty.  
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