

UCF Diversity and Inclusive Culture MOU

UFF-UCF and the University share the goal to secure equity, eliminate discrimination, and ensure the health and well-being of all members of the UCF community. The intention of this document is to promote a shared commitment to enhancing equity, inclusion, and diversity that establishes UCF as a national model for 21st century metropolitan research universities.

To that end, we will:

- Actively recruit, hire, support, mentor, promote, and retain highly qualified and diverse faculty and professional employees that reflect the diversity of our students and the State of Florida.
- Foster excellence through the fair evaluation and equitable compensation of all employees of color, and/or those representing a minority or protected class.
- Develop a racially, ethnically, and culturally diverse team of administrators that will ultimately reflect the demographics of our students and our state.
- Eliminate and prevent systemic racism, sexism, discrimination, and vestiges of a hostile work culture at UCF.

We agree on the following priorities over the next four years:

PHASE 1 (2020-2022)

- Search committee members and hiring managers develop postings with inclusive language and actively recruit highly qualified and diverse applicants for vacant positions, and work to eliminate any identified and systemic barriers in the hiring process for applicants of diverse backgrounds.
- Employees are strongly encouraged to participate in workshops and trainings offered by the Office of Diversity and Inclusion, including those related to implicit bias and systemic cultural practices.
- Equity, inclusion, and diversity issues, such as, but not limited to, inclusive pedagogical strategies for blended learning, how systemic racism impacts hiring in higher education, and social justice in graduate and professional school recruiting and admissions, are featured in a speaker series (two during each fall and spring semester) and occasional social events (COVID permitting) beginning in 2021-2022. The talks will be live-streamed and recorded for the public.
- Faculty are strongly encouraged to propose equity-inclusion-and-diversity courses for the general education curriculum and specifically for each college; offerings of approved equity-inclusion-and-diversity courses are advertised on the Undergraduate Studies and the academic college/department websites each term.
- By August 2021, each college at UCF assigns a faculty member to serve as the college's Ambassador for Equity, Inclusion, and Diversity. The Office of Diversity and Inclusion convenes a meeting of the college ambassadors once each fall and each spring to discuss issues of equity, inclusion, and diversity and share new initiatives and best practices beginning in AY 2021-2022.
- These College Ambassadors will be invited to speak at a meeting of the Faculty Senate and UFF each semester to report their findings.
- Employees are encouraged to report their work-environment concerns to administrators; Human Resources; the Office of Institutional Equity (OIE); University Compliance, Ethics and Risk (UCER); or the Integrity Line. When practical and legally permitted, reports of concerns remain confidential.
- Provide equitable and transparent evaluation practices in promotion policy. The University shall support an equitable evaluation system. The evaluative committee shall demonstrate uniformity in the evaluation of an award, promotion, or job candidate,

- if a search committee.

PHASE 2 (2022-2024)

- All Phase 1 initiatives listed above continue and, where appropriate, expand.
- Mandatory diversity and inclusion training for all faculty at the New Faculty Orientation.
- Utilize networking among universities to facilitate identification and recruitment of qualified graduates from other institutions for faculty and professional positions and to promote UCF graduates for recruitment elsewhere.
- In conjunction with the UCF Foundation, seek endowed chair position related to issues of equity, inclusion, and diversity following Phase 1 recruiting and hiring practices.
- Build on Phase 1 successes in the promotion of equity, inclusion, and diversity issues in our curricula through, for example, proposals for additional courses, academic programs, and faculty positions.
- Organize an annual open forum on the work environment for faculty and professional employees at UCF.
- Develop a mediation system with an external consultant for unsatisfactory resolutions between a chair and a faculty member for problems outside the CBA. It is our professional obligation to foster civility and professorial behavior.

This agreement shall be effective upon ratification and shall remain so through May 6, 2024; however, impact negotiations may be reopened once per academic year by mutual agreement.

For the University of Central Florida:

For the UFF-UCF Chapter:
