

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 aspire to:

- 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.
- Foster development of a racially, ethnically, and culturally diverse team of administrators that will ultimately reflect the demographics of our students and our state.
- Address discrimination, and/or instances of a hostile work environment at UCF as they are reported, and prevent future instances through the equity, inclusion, and diversity initiatives described below.

We agree on the following equity, inclusion, and diversity 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 barriers in the hiring process for applicants of diverse backgrounds. Additional information on search and screening guidelines may be found on the Office of Institutional Equity website.
- Employees are strongly encouraged to participate in workshops and trainings offered by the Office of Diversity and Inclusion.
- Equity, inclusion, and diversity issues are featured in a speaker series (two during each fall and spring semester) and occasional social events (COVID permitting) beginning in 2021-2022. To the extent permitted by the speaker, 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 will be 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.
- Employees are encouraged to report their work-environment concerns to administrators; Human Resources and/or HR liaisons within their college; the Office of Institutional Equity

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- 45 (OIE); University Compliance, Ethics and Risk (UCER); or the Integrity Line. When practical
46 and legally permitted, reports of concerns remain confidential.
47 ■ The University will provide training to evaluators in the promotion process about best
48 practices for giving useful feedback to facilitate career advancement.
49 ■ To the extent permitted by applicable law, the parties will develop metrics to evaluate the
50 success of these MOU items.
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52 **PHASE 2 (2022-2024)**

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54 ■ All Phase 1 initiatives listed above continue and, where appropriate, expand.
55 ■ Build on Phase 1 successes in the promotion of equity, inclusion, and diversity issues in our
56 curricula through, for example, proposals for additional courses, academic programs, and
57 faculty positions.
58 ■ To the extent permitted by applicable law, the parties will implement the tools established
59 in Phase 1 to evaluate the success of these MOU items.
60 ■ Equity, inclusion, and diversity training will be available for all faculty at the New Faculty
61 Orientation.
62 ■ Utilize networking among universities to facilitate identification and recruitment of
63 qualified graduates from other institutions for faculty and professional positions and to
64 promote UCF graduates for recruitment elsewhere.
65 ■ In conjunction with the UCF Foundation, seek an endowed chair position related to issues
66 of equity, inclusion, and diversity following Phase 1 recruiting and hiring practices.
67 ■ Organize an annual open forum on the work environment for faculty and professional
68 employees at UCF.
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70 This agreement shall be effective upon ratification and shall remain so through May 6, 2024;
71 however, impact negotiations may be reopened once per academic year by mutual agreement.
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74 For the University of Central Florida:

For the UFF-UCF Chapter:

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76 *Sherry Andrews 11/13/2020*
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YPM 11/16/2020
