

## Synopsis of Activity Since June 2020

For additional information see:

<https://hr.ifas.ufl.edu/diversity-and-inclusion/#>

### IFAS D&I Committee

- Increased membership to include student representatives of ManRRS to the IFAS wide DEI committee
- Created Pilot Program for Empowering Search Committees: to include 3 modules: October
  1. “Championing Diversity, Equity, & Inclusion: Insights into Anti-racism, Privilege, and Reducing Bias”
  2. “Championing Diversity, Equity, & Inclusion in Conducting Searches in UF/IFAS: Casting a Wider Net Instead of Constructing a Narrow Funnel”
  3. “Championing Diversity, Equity, & Inclusion in Conducting UF/IFAS Extension Programs”
- Reformatted Extension Search Process to address Stakeholder Bias
- Added Black Lives Matter Resource Page to website, promoted, advertised all UF and related, Black Lives Matter events via list serve.
- Event w/ Antonio Farias “How to Activate your Racial Curiosity in the Service of Others” Land grab universities and strategies to serve and lead inclusively.
- Event w/ panelists “How to Start your Dept D&I committee Workshop: Goals Strategies, Objectives
- Event by member; “ How to address the black experience with departmental colleagues”
- Event by member: “ CUPA’s The Inclusion Habit” w/ hosted discussion
- Partnership created with Café Latino; membership added to their board
- Submitting a proposal to faculty Assembly to include a D&I statement to Faculty Evaluations
- Review of Applicant Pools for African American and other minority percentages. Based on review, proposal submitted to Deans increase D&I expectations within Search Process via, advertising, recruitment and interview process.
- Presented updates on D&I activities to Administrative Council Meeting, Center Directors and Extension Meeting
- All members to take Crucial Conversation training per Deans

### IFAS Departmental Committees

Survey completed to assess the formation of IFAS departmental DEI committees:

See attached for a listing of these committees. Each committee is in the process of organizing and working on their assessment of DEI concerns within their respective units.

### IFAS Student Committee Members-

Agronomy Graduate Students- Event Promoting Equity, Inclusion Diversity & Access in Academia

MANRRS ( Minorities in Agriculture, Natural Resources and Related sciences)

<https://cals.ufl.edu/getinvolved/manrrs/>

See attached flyer