



Florida Atlantic University  
Division of Student Affairs

# University Platform Diversity



# Our Charge

1. Identify and promote opportunities to diversify our students, faculty, and staff – and build institutional cross-cultural competencies.
2. Cultivate a community in which individuals demonstrate respect toward one another.
3. Facilitate campus efforts to increase participation, retention, and success of all students, faculty and staff from historically underrepresented groups.
4. Provide effective awareness and enrichment programming to the FAU community.
5. Develop a campus-wide approach to ensure that students, faculty and staff learn and work within a campus defined by the best practice in equity, diversity and inclusion.
6. Strive to become the national model for diversity of the student body.

# Our Council: Working Groups



## **Inventory/Cataloguing**

Identify and document memberships connected to diversity  
Majors, minors, concentrations, and/or courses related to diversity  
Program/Events  
Professional Development and/or training opportunities

## **Research/Assessment**

Explore climate survey; needs assessment; sites for best practices  
Provide recommendation for institutional memberships  
Identify opportunities to collaborate and support  
undergraduate/graduate research

# Workgroups cont.

## **Marketing/Communication**

Assist in the development of a website for our platform

Use analytics to assist inventory group

Market and promote our initiatives through university channels

Make recommendations on how to best promote diversity initiatives to varying constituents

## **Low Hanging Fruit**

Identify programs/events that would help move the platform forward

Identify co-sponsorship and collaboration opportunities

Identify professional development needs

Discuss recruitment and interviewing strategies for attracting and hiring for diversity

## 2016/2017 Initiatives

- ❖ **2016/2017 Hispanic Association of Colleges and Universities (HACU) Institutional Membership (\$15,000)** *Faculty, Staff, Students*
  - Student Paid Internships and Scholarships
  - Faculty/Student Research Grants and Fellowship Opportunities
  - Leadership Conferences
  - Professional Development, Webinars, and Networking
- ❖ **2016 Diversity Platform Open House (\$3,000) (N=71)** *Faculty, Staff, Students*
  - Garnered recommendations for initiatives to consider
- ❖ **2017 MLK Diversity Address Co-Sponsor (\$5000) (N=475)** *Faculty, Staff, Students*
  - Student Impact Award (\$500)
  - Faculty/Staff Impact Award (\$200)
- ❖ **2017 Festival of Nations Co-Sponsor (\$7,500) (N=500+)** *Faculty, Staff, Students*



## 2016/2017 Initiatives, cont.

❖ **2017 Diversity Symposium (\$10,000) (N=74) *Faculty and Staff***

Understanding and Addressing Implicit Bias

It Takes a Team: Building and Accessible Campus

On the Basis of Sex: Trans\*Education

Diverse Hiring Practices

Keep it Real Interactive Diversity Game

❖ **2017/2018 National Center for Faculty Development and Diversity (NCFDD) (\$20,000) *Faculty, Grads, Post-docs***

Webinars

Multi-week Courses

Monday Motivator

Career Portal

Moderated Monthly Writing Challenges

Peer Mentoring and Accountability Buddy



## 2016/2017 initiatives, cont.

### ❖ Direct Employers Association Institutional Membership (\$17,500) *University-Wide*

Unlimited Users, Unlimited Access, Unlimited Job Listings  
*Cross-posts all jobs to their network: diversity, disability, and military and veterans job web sites/portals*

*Markets and re-posts positions via social media outlets*

*Cross-posts through traditional manual methods such as mailings and fax*

*Update and syndicates jobs every 24 hours*

*Applicant Tracking System*

*Works with recruitment agencies and resume agents*

*Provides Real-time and Weekly Reports*

### ❖ National Association of Black Accounts (\$595) *Faculty, staff, students*

Provided funding for national memberships for 10 students, 1 staff, and 1 faculty membership in order to start a university NABA RSO and pursuing a university chapter.



## Where are we now?

- We have utilized approximately \$80,000 of our \$100,000 Budget.
- A new budget has been submitted for consideration.
- We continue to receive requests for sponsorships:
  - Urban Male Initiative Institute
  - April Ryan Lecture (Constitution Day)
  - Eugene Robinson (Larkins Symposium)
- We continue to look for ways to communicate the university-wide memberships we purchased, how to access them, and the benefits they provide
- We continue to explore the opportunity to provide dollars for research/conferences/course redesign/study abroad, etc.



*Thank  
you*

