

Florida Atlantic University's

Diversity Platform End of Year Report (AY 2018-2019)

Prepared by:

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Our Charge

- Identify and promote opportunities to diversify our students, faculty, and staff and build institutional cross-cultural competencies.
- Cultivate a community in which individuals demonstrate respect toward one another.
- Strive to become the national model for diversity of the student body.

Our 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

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

2018-2019 Initiatives

1. Ensure the diversity platform website remains current and relevant.
2. Develop a sponsorship request form for faculty, staff, and students to attend or present at conferences related to diversity.
3. Provide opportunities for faculty, staff, and students to participate in diversity training and professional development.
4. Invest in high profile renowned speakers who bring awareness, and generate civil discourse, surrounding current issues that impact faculty, staff, and students.
5. Identify and invest in ways to highlight FAU on a national platform.
6. Create a gathering place for faculty, staff, and students, which highlights institutional diversity.

1) Ensure the diversity platform website remains current and relevant.



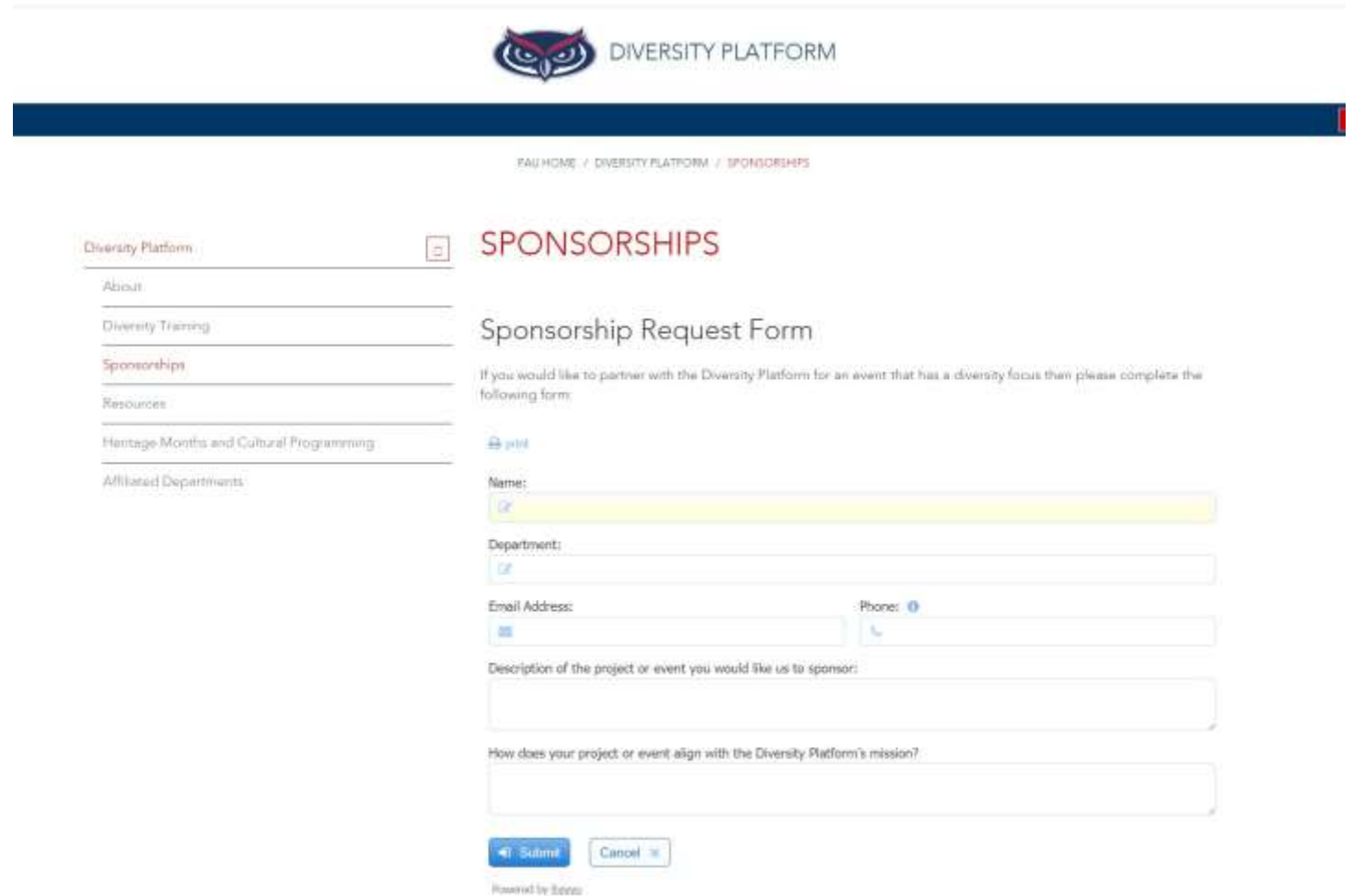
Added this year:

- FAU ADVANCE
- HSI – Title III Project
- Spotlight Stories
 - Students, Faculty, and Staff
 - University-wide Diversity Initiatives
 - College Initiatives
- Relevant News
- Videos

Still to Come:

- FAU STRIDE
- Recommended Readings
- Inventory of courses

2) Develop a sponsorship request form.



The screenshot shows the 'DIVERSITY PLATFORM' website with a navigation menu on the left and a 'SPONSORSHIPS' section on the right. The 'SPONSORSHIPS' section contains a 'Sponsorship Request Form' with the following fields:

- Name:
- Department:
- Email Address:
- Phone:
- Description of the project or event you would like us to sponsor:
- How does your project or event align with the Diversity Platform's mission?:

Buttons for 'Submit' and 'Cancel' are located at the bottom of the form. The text 'Powered by Edos' is visible at the bottom of the page.

Sponsorships!



Provided support to more than 20 initiatives that align with platform goals, such as:

We engaged over 4,000 Students, Faculty, Staff, and Community Members; and every college!

FAU Programs and Events:

- Constitution Day – Maria Hinojosa
- Hispanic Heritage Month – Ismael Cala
- LGBT History Month
- FAU Diversity Symposium for Faculty & Staff
- WeLead Diversity Matters Student Symposium
- MLK Diversity Address & Day of Service
- Migrations in Black Educational Excellence (with Broward Public School District)
- 2019 Women's Leadership Institute
- RISE – Book Loan Program
- Festival of Nations
- MOSAIC Ceremonies

Conferences:

- HACU (Staff)
- NABA (Students)
- Minority Access National Conference (Staff)
- Minority Access National Student Research Competition

Projects:

- Diversity Mural
- WISELI “Train the Trainer” Program
- ADL "Campus of Difference" Training Program
- Gender Inclusive Proposal

Memberships:

- HACU
- National Center for Faculty Development and Diversity
- Direct Employers
- Journal of Business in Diversity subscription

3) Provide opportunities for diversity training and professional development.



	2018	2019	Percentage Change
Administrator	12	24	100%
Faculty	15	39	160%
Staff	71	95	34%

N = 179 (Unduplicated)

Average responses across all eight (8) sessions:

- 92% strongly agreed or agreed that “I can apply what I learned towards my personal/professional development.”
- 93% strongly agreed or agreed that “the session was relevant to the current educational/social climate.”
- 89% strongly agreed or agreed that “the information shared led to critical self-reflection.”

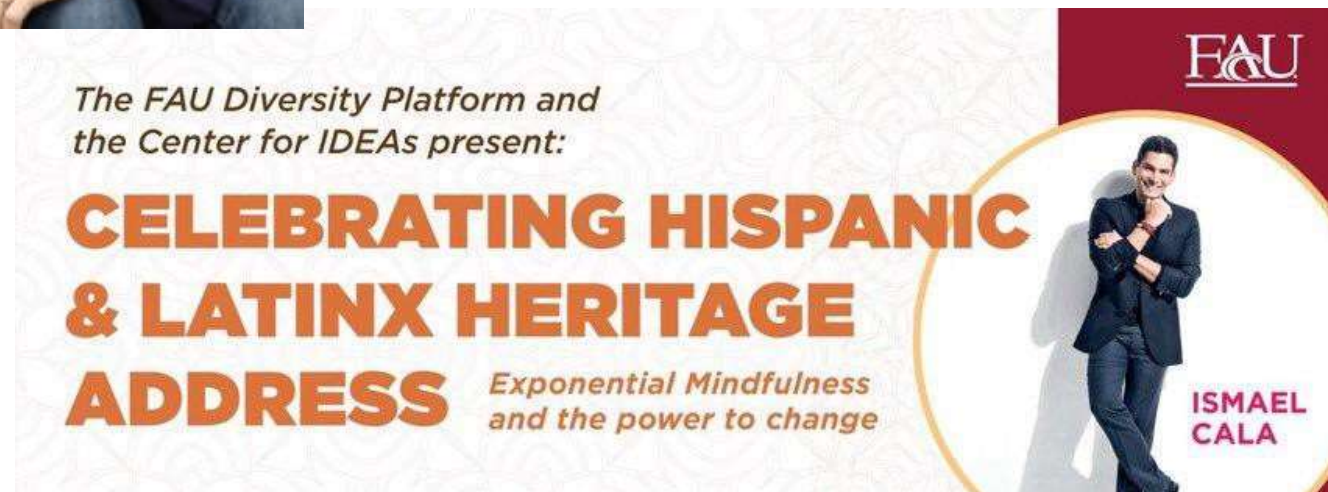
4) Invest in high profile renowned speakers who bring awareness, and generate civil discourse.

Immigration and the First Amendment: The United States and the Hispanic/Latinx Experience, with Maria Hinojosa.



Combined attendance of **350+** Students, Faculty, Staff, and Community Members

Mindfulness as a tool for overcoming mental illness.



The FAU Diversity Platform and the Center for IDEAs present:

CELEBRATING HISPANIC & LATINX HERITAGE ADDRESS

Exponential Mindfulness and the power to change

ISMAEL CALA

5) Identify/invest in ways to highlight FAU on a national platform.



President Kelly recognized by Excelencia as a President for Latino Student Success.

- Minority Access, Inc. “Universities Dedicated to Diversity”
- Minority Access Student Research Competition
 - FAU student won first place and cash prize
- Purchased a full page ad for the National HACU Conference Program
- HACU: Student Sponsorship Package
 - Sponsored 4 students and 1 staff member
 - Kelly/Strul Emerging Scholar interviewed on the spot and selected for paid summer internship with Kellogg
- HACU: Presented on First-gen Initiative Reaching Individual Success and Development (RISE)
 - Session hit capacity twice
- Presidents Dedicated to Latino Success
- Platinum Sponsor of the 2019 NASPA Latinx Knowledge Community
- Presented at the 2019 NASPA Inaugural First-Gen Conference
- Institutional Memberships: HACU, National Center for Faculty Development and Diversity

6) Create a gathering place that highlights institutional diversity.



We made history! Partnered with Student Government to host a "Community Art Project" and develop a Diversity Mural and gathering space for students, faculty and staff.



What do our constituents think about platform initiatives?

It was a wonderful experience for my first time here and as a relatively new faculty person.



Great session! A good reminder of the importance of self-reflection and engaging in the hardest of all! Looking in the mirror and self-evaluating every day!

It gave some techniques to use to avoid using micro-aggressions and how to handle when micro aggression are used against you. Excellent!



Looking Ahead: 2019-2020 “Deliverables”

Preliminary Dialogue

- Revisit working groups (titles, purpose, deliverables).
- Develop faculty and staff affinity groups.
- Identify diversity and inclusion professional development opportunities for council members.
- Sponsor faculty professional development and research that align with platform goals (conferences/ILOT/seminars/etc).
- Continue to partner with other university units to broaden our footprint and institutionalize inclusive excellence practices/policies.
- Continue to advocate for funding to support platform initiatives.

*Thank
you*

