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Academic Affairs Diversity Taskforce

Academic Affairs Division

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IT&R Diversity Taskforce Fall 2019 eNewsletter #001

Academic Affairs Diversity Taskforce
University of Central Florida

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IT&R Diversity Taskforce

“Committed to a globalized, competitive and innovative workforce through diversity and inclusiveness”

IT&R Diversity Taskforce Newsletter

Information on professional development and Diversity & Inclusion related news and events delivered directly to your inbox every semester. For suggestions or comments, please contact [Pamela Jones](#) or [Megan Haught](#)

Presidential Search

UCF is searching for our next President. Keep track of search committee updates, open forums and surveys by visiting ucf.edu/presidential-search/

Inclusion Champions Program

The Inclusion Champion Program is offered by the UCF Office of Diversity and Inclusion to provide colleges, divisions, and departments with training and education designed for faculty and staff on foundational concepts in diversity and inclusion.

The program consists of 9 hours of core workshops required for all participants, plus 6 hours of training on elective topics selected to meet the particular needs of a group or interests of the individual. Multiple elective options are offered each semester and can be found in the Unity Star Newsletter. The program can be completed over a three-year period or less. Certificates are provided upon completion of the program.

The IT&R Diversity Taskforce will host the core workshops (ABCs of Diversity, Inclusive Communication, and Understanding Power and Privilege) every year.

Upcoming Diversity Workshops

Register by emailing Deirdre.Campbell@ucf.edu.

ABCs of Diversity Training

Wednesday, March 4, 2020, 1:00 - 4:00 p.m., Technology Commons 1 - Room 102C

Human diversity impacts each of us on a daily basis. Gaining an understanding of differences and similarities is essential for effective functioning in today's work environment. This workshop focuses on how stereotypes and biases can get in the way when creating a diverse and inclusive space for all employees.

Inclusive Communication

Wednesday, June 3, 2020, 1:00 - 4:00 p.m., John C. Hitt Library - Room 223

This workshop identifies some common mistakes made when communicating about age, class, disabilities, ethnicity, gender, language, looks, race, religion, and sexual orientation. It also highlights words, phrases, and behaviors that can enhance the process of communicating about and across various dimensions of difference.

Management Training Opportunities

Register through myUCF.edu under Employee Self - Service → Learning and Development

Appreciation at Work - Is that a thing? - DIV443

Wednesday, February 12, 2020, 3:00 - 4:30 p.m.

Barbara Ying Center, 140

Showing and receiving appreciation at work can be a foreign concept for many people. Business, companies and institutions are suffering because their employees (at all levels) don't feel appreciated. Feeling appreciated is a universal need. Gary Chapman & Paul White have identified the Languages of Appreciation in their book titled "The 5 Languages of Appreciation in the Workplace: Empowering Organizations by Encouraging People". We all, regardless of our backgrounds and cultures, show appreciation for each other or not in very diverse ways. This workshop will dive into the empowerment and encouragement process by introducing and unpacking these 5 Appreciation Languages.

Giving & Receiving Feedback - LDR201 (Faculty & Staff Only)

Wednesday, February 5, 2020, 8:30 - 12:00 p.m.

UCF Human Resources - Innovative Center: Training Room

Giving and receiving feedback well is essential to effective communication, yet it is a challenging skill to master. This workshop explores fundamentals of effective feedback. Topics include: Why feedback is important, Feedback models, Steps for giving, receiving, and eliciting feedback, Barriers to effective feedback, and Feedback best practices.

Non-Management Training Opportunities

Register through myUCF.edu under Employee Self - Service → Learning and Development

Immigration 101 - DIV441

Wednesday, February 13, 2020, 3:00 - 5:00 pm

UCF Global - Room 101

Immigration is a prominent topic in the national discourse and affects the lives of millions of people, yet it is incredibly complex and difficult to understand. The Immigration 101 workshop explores basic immigration concepts so that participants walk away with a better understanding of this important topic.

Unpacking Social Identity - DIV434

Wednesday, February 26, 2020, 1:00 - 2:30 p.m., Student Union - Room 224

Tuesday, March 24, 2020, 10:00 - 11:30 a.m., Barbara Ying Center - Room 140

This workshop will allow participants to examine their personal social identities and take an in-depth look at how our social identities inform our awareness and impact how we interact with the world around us.

Women's History Month @ UCF Libraries

UCF Libraries will be offering multiple Women's History Month events during March including a Women in Academia panel discussion, Women in STEM @ UCF panel discussion, WomanFest 2020, and a film screening and facilitated discussion of the student documentary, Filthy Dreamers. Check out the [Libraries Events Calendar](#) and the [IT&R Diversity Taskforce page](#) for full details.

Learn at your own speed with LinkedIn Learning

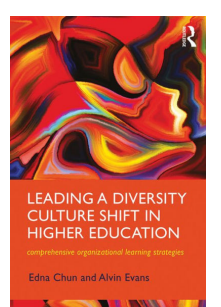
LinkedIn Learning is a leading online learning platform that helps anyone learn business, software, technology, and creative skills to achieve personal and professional goals. Explore over 12,000 courses and 5,000 video tutorials from industry experts and leaders all in one place. LinkedIn Learning is available to all UCF students, faculty, and staff. Start today at digitallearning.ucf.edu/lynda

The More You Know

Leading a Diversity Cultural Shift in Higher Education: comprehensive organizational learning strategies by Edna Chun and Alvin Evans

Leading a Diversity Culture Shift in Higher Education offers a practical and timely guide for launching, implementing, and institutionalizing diversity organizational learning. The authors draw from extensive interviews with chief diversity officers and college and university leaders to reveal the prevailing models and best practices for strengthening diversity practices within the higher education community today. This book is a perfect resource for institutional leaders, administrators, faculty members, and key campus constituencies who are seeking transformational change, institutional success, and stability in a rapidly diversifying national and global environment.

[Read online through UCF Libraries](#)



Forbes.com: 4 Common Diversity And Inclusion Myths In The Workplace

This article is the second in a series focused on Diversity and Inclusion (D&I) in the workplace. D&I and I&D are used interchangeably as both have become common references for diversity and inclusion.