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Academic Affairs Diversity Taskforce

Academic Affairs Division

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IT&R Diversity Taskforce eNewsletter #002

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University of Central Florida

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“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 Success!!

A warm IT&R Welcome goes out to our new President, Alexander Cartwright! Dr. Cartwright mirrors our student body as first generation college student and comes to us from the University of Missouri. For more information, [Get to Know Alexander N Cartwright](#).

A Note from Joel Hartman

IT&R has long subscribed to UCF’s goal of fostering diversity and inclusion—both to make ours a more satisfying and rewarding place to work, and to achieve better outcomes. A diverse and inclusive workforce can lead to many positive outcomes, including:

- Better decision making;
- Greater creativity and innovation;
- Higher employee engagement and reduced turnover;
- Faster problem solving; and
- Improved hiring results.

When approaching a challenge or a new opportunity, I’ve always favored involving a “smart group”; that is, people with differing views, expertise, experience, backgrounds, and tenure in the organization. In almost every case, the insights gained and decisions reached through “smart group” collaboration far exceeded what we could have imagined before the group became engaged.

Together, all of us are smarter than any of us, and diversity is a key ingredient.

Online Diversity Modules through Obojobo

The Office of Diversity & Inclusion offers Performance Standards for UCF’s Cultural Competencies online through the Obojobo learning management system. The following are the links for each learning object in the workshop, Performance Standards for UCF’s Cultural Competencies:

- [Cognitive Domain](#)
- [Affective Domain](#)
- [Skill-Building Domain](#)

After completing all three learning objects, and achieving a score of 75% or higher, you are eligible to receive credit in your myUCF Training Summary, please contact ODI at (407) 823-6479, or e-mail diverse@ucf.edu with your name and PID.

Upcoming Online Diversity Workshops

Register by emailing Deirdre.Campbell@ucf.edu.

Inclusive Communication

Wednesday, June 3, 2020, 1:00 - 6:00 p.m., Webcourses

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. Participants will only have access to the course at the above date and time. While this is only a 3 hour training course, a 5 hour block of time is booked so all participants have a chance to finish exercises unrushed. When emailing Deirdre Campbell to register, be sure to include your PID!

ABCs of Diversity

Wednesday, September 9, 2020, 1:00 - 4:00 p.m., John C. Hitt Library 223

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. *location subject to change*

Asian Pacific American Heritage @ UCF Libraries

Welcome to May which is Asian Pacific American Heritage Month! As you can imagine, Asian Pacific American as a topic is a vast ocean of identity and information that cover a wide array of languages, cultures, religions, and ethnicities that have brought countless skills, hopes and dreams to the United States. UCF Libraries faculty and staff have suggested these books and movies within the library’s collection by or about Asian Pacific Americans. With the Libraries still on remote access, we do not have our usual extended physical display, but have also created a reading list full of additional ebooks and streaming videos for you to enjoy.

- [Featured Bookshelf: Asian Pacific American Heritage](#)
- [Asian Pacific American eReads](#)

Diversity & Inclusive Training & Education Series via LinkedIn Learning

The Diversity & Inclusion Taskforce has partnered with LinkedIn Learning to provide diversity related courses and videos. General awareness is the first in the series with more information about the other categories to follow soon. Take advantage of these great resources [by visiting the series site](#).

The More You Know

Hidden Inequalities in the Workplace : A Guide to the Current Challenges, Issues and Business Solutions

edited by Valerie Caven, Stefanos Nachmias

The book presents a critical framework for assessing whether organisational practice and function reinforces unseen potential differences amongst individuals in the workplace. It offers a comprehensive understanding and awareness of managerial and organisational practices that perpetuate social exclusion and discrimination towards individuals in the workplace.

[Read online through UCF Libraries](#)



EDUCAUSE: [A Checklist for Inclusive Hiring](#)

During the Hawkins Leadership Roundtable at the 2019 EDUCAUSE Annual Conference, higher education IT leaders discussed practical steps that CIOs and hiring committees can take to be deliberate about addressing diversity, equity, and inclusion during the hiring process.