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Academic Affairs Diversity Taskforce

Academic Affairs Division

10-2-2020

Academic Affairs Business Center Diversity Taskforce eNewsletter #003

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University of Central Florida

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STARS Citation

Diversity Taskforce, Academic Affairs, "Academic Affairs Business Center Diversity Taskforce eNewsletter #003" (2020). *Academic Affairs Diversity Taskforce*. 2.
<https://stars.library.ucf.edu/aa-diversity-taskforce/2>





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

Academic Affairs Business Center 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](#)

Academic Affairs Diversity Speaker Series

Join the Academic Affairs Diversity Task Force for the first seminar in the Diversity Speaker Series. Dr. Rohan Jowallah, UCF Center for Distributed Learning, will discuss his latest book, [Organizational Inclusivity: Critical Reflection for Transformation](#), which addresses discrimination in employment, diversity in the workplace and intercultural communication. [RSVP to receive the Zoom meeting information.](#)

Dr. Rohan Jowallah has worked in education for over twenty years. He has taught at various levels: elementary school, middle school, high school, and university. Prior to joining UCF’s Instructional Design Team, Rohan was employed as an Academic Program Planner by The University of The West Indies Open Campus.



Rohan Jowallah holds an Ed.D. in Language and Literacy in Education from the University of Sheffield in England, ME.d. in Special Needs and Inclusion Studies from The Open University in England, BSc in Psychology from The Open University in England, PGC in Teaching and Learning in Higher Education from the University of Wolverhampton in England, and ASc in Secondary Education from Bethlehem Moravian College from Jamaica.

As our first speaker in the Diversity Speaker Series, what kind of foundation are you hoping to start that other speakers can build upon?

I want to set the stage that ultimate inclusion is not possible. Notwithstanding, we need to develop practices that will enhance inclusion.

Tell us about your book and your motivation for writing it.

There is a need for inclusion at all levels. However, many organizations continue to ignore the basic concept of what inclusion is. I wrote this book to bring together my thoughts on inclusion. It is all about sharing knowledge.

Tell us a little bit about yourself and how your background shaped your interest in Diversity & Inclusion (D&I).

Many people are unaware that I have a Master of Education Degree in Special Needs and Inclusion/Equality. Therefore, engaging in graduate work and research motivated me to share my thoughts. I have been an advocate for inclusion.

Name one thing you want UCF to focus on to affect real change around D&I.

UCF has done well on providing seminars and resources on Diversity and Inclusion. A critical component needed is cultural change. In other words, inclusion and diversity do not reside on paper but in action and change in behavior. Therefore, a change should be the focus within workshops.

Name one thing that UCF does well with D&I.

UCF has done well when it comes to creating opportunities for workshops and training on the topic.

As a faculty member, what can you do in the classroom to raise awareness of this topic and motivate your students to get involved?

Students and colleagues want you to model the principles of inclusion. By modeling the principles of inclusion, you will motivate students.

What can we as staff, do to improve the culture at UCF?

We can become advocates for inclusion. We can also develop the practice of critical reflective practice.

Leadercast 2020 Ripple Effect

Leadercast 2020 will be presented virtually on October 15, 2020. Hear powerful lessons on leadership from Radha Agrawal, Bonnie St. John, Abby Wambach, Randi Zuckerberg, Stephanie Mehta, and Tiffany Dufu. [Reserve your virtual seat today!](#)

Virtual Diversity Week @ UCF Libraries - October 19-23

Every year UCF Libraries celebrates UCF Diversity Week with a series of events and activities that are open to everyone. For 2020, the Libraries is going virtual! Eleven workshops and gatherings will be offered during the week including bookbinding, family pipe cleaner crafts, a community showcase, and Diverse Families Bookshelf. Coloring pages and digital puzzles will be available on the guide linked below. A new addition to the week’s celebration is a Knights Stronger Together digital time capsule where UCF faculty, staff, students and alum can reflect on 2020 and how we can support each other.

Full schedule of events plus information on the Knights Stronger Together digital time capsule can be found at guides.ucf.edu/diversityweek

Diversity & Inclusive Training & Education Series via LinkedIn Learning

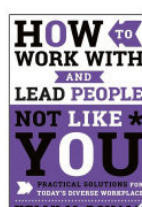
The Diversity & Inclusion Taskforce has partnered with LinkedIn Learning to provide diversity related courses and videos. Select one of the competencies topics to see the options. Take advantage of these great resources [by visiting the series site.](#)

The More You Know

How to Work With and Lead People Not Like You: Practical Solutions for Today’s Diverse Workplace
by Kelly McDonald

If you’re in a diverse team, you know employee differences can cause miscommunication, lower trust, and hurt productivity. This book explains the skills you need to communicate, motivate, and inspire people to collaborate—even if they have very different values, lifestyles, or priorities

[Read online through UCF Libraries](#)



Inside HigherEd: [Institutional Mixed Messaging](#)

If diversity, equity and inclusion are truly valued, Amy Wagoner Johnson writes, everyone -- not just underrepresented faculty members -- should do more and be rewarded for it.