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Academic Affairs Diversity Taskforce

Academic Affairs Division

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Academic Affairs Diversity Taskforce eNewsletter #004

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University of Central Florida

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

Academic Affairs 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](#).

Join the Taskforce!

The Academic Affairs Diversity Task Force is looking to expand members! The Academic Affairs Diversity Taskforce is committed to a globalized competitive and innovative workforce through diversity and inclusiveness. The committee serves under the leadership of Karen Cobbs, AVP, Academic Affairs Business Center. Meetings are one hour each quarter. We are looking for members to assist with one of these four sub-committees:

- **Manager Training Curriculum** - Develop a manager training curriculum
- **Diversity Course Curriculum** - Develop an interactive Diversity Course
- **Diversity Speaker Series** - Select and coordinate speakers to present on Diversity topics
- **Annual Events** - Plan and coordinate annual Leadercast Event

Current members are from UCF IT, Division of Digital Learning, Office of Instructional Resources, UCF Library, Space Administration and Academic Affairs Business Center. We would like to extend membership to the following:

- Provost Operations
- Academic Program Quality
- Faculty Excellence
- Information Knowledge Management
- UCF Downtown
- Faculty Senate
- Center for Higher Educational Innovation
- Analytics and Integrative Planning (AIP)
- Operational Excellence and Assessment Support
- Faculty Center for Teaching and Learning
- UCF Connect
- Continuing Education
- Student Learning and Academic Success

If you are interested in this opportunity, please email [Pamela Jones](#) by March 15, 2021 and list the name of the sub-committee you would like to join. Depending on amount of interest, we may have to create a waiting list to contact new individuals as other members rotate off the committee.

2021 Black History Month Featured Bookshelf

At UCF Libraries we believe that knowledge empowers everyone in our community and that recognizing past inequities is the only way to prevent their continuation. This is why our February Featured Bookshelf suggestions range from celebrating outstanding African Americans to works illuminating the effects of systemic racism in our country. [Find your latest read from the Featured Bookshelf.](#)

Women’s History Month Virtual Event

“Make No Mistake, Florida is Crucial”: Sen. Lori Wilson and the Equal Rights Amendment

The Equal Rights Amendment is still a debated issue in the United States. In its basic form, it would add women to the Constitution. The amendment was first written in 1923 – a few years after women won the right to vote. Decades later, it became a significant issue during the Women’s Liberation Movement. Near its almost ratification, Florida was significant – led by Sen. Lori Wilson. This talk will expose the battle for and against the ERA in Florida. It will also address where the ERA battle is today. Speaker: Dr. Kimberly Voss, Nicholson School of Communication.

March 12, 2021 at 10 a.m.

Register at: [“Make No Mistake, Florida is Crucial”: Sen. Lori Wilson and the Equal Rights Amendment](#)

Women & Academia in the Time of COVID

Join a panel of women academics from disciplines across the University of Central Florida as they discuss the effects the COVID-19 pandemic has affected their teaching, scholarship, service loads and personal lives.

Panelists:

- Dr. RoSusan Bartee, Educational Leadership and Higher Education
- Dr. Nesselte Falu, Anthropology
- Dr. Amelia Lyons, History
- Dr. Leandra Preston, Women’s & Gender Studies
- Dr. Linda Walters, Biology

March 26, 2021 at 3 p.m.

Register at: [Women & Academia in the Time of COVID](#)

Diversity & Inclusive Training & Education Series via LinkedIn Learning

As we celebrate Black History during the month of February, the Academic Affairs Diversity Taskforce would like to remind the staff of a great opportunity for personal and professional growth. This month features Race & Ethnicity as the theme and is the fourth in the series of 12. Take advantage of these great resources from a trusted source like LinkedIn Learning where you can:

- Access expert-led courses
- Earn a certificate when courses are completed and add to your training summary in myUCF
- Receive course recommendations tailored to you
- Use project files and quizzes to practice while you learn
- View courses or videos anytime on your computer or phone
- Build interpersonal communication
- Encourage creativity and productivity
- Improve employee engagement
- And create a great working environment for all

For more information on this series or the courses and videos from other categories, please refer to the [Academic Affairs Diversity Taskforce website](#).

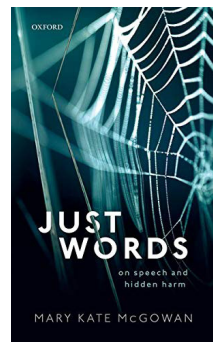
The More You Know

Just Words: On Speech and Hidden Harm

Mary Kate McGowan

We all know that speech can be harmful. But what are the harms and how exactly does the speech in question brings those harms about? Mary Kate McGowan identifies a previously overlooked mechanism by which speech constitutes, rather than merely causes, harm. She argues that speech constitutes harm when it enacts a norm that prescribes that harm. McGowan illustrates this theory by considering many categories of speech including sexist remarks, racist hate speech, pornography, verbal triggers for stereotype threat, micro-aggressions, political dog whistles, slam poetry, and even the hanging of posters. ‘Just Words’ explores a variety of harms - such as oppression, subordination, discrimination, domination, harassment, and marginalisation - and ways in which these harms can be remedied.

[Read online through UCF Libraries](#)



Inside HigherEd: [10 Ways to Tackle Linguistic Bias in Our Classrooms](#)

It’s time for us as faculty members to recognize and combat our prejudices when it comes to how our students speak and write, argues Catherine Savini.