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Academic Affairs Diversity Taskforce

Academic Affairs Division

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Academic Affairs Diversity Taskforce eNewsletter #006

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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 [Elisabeth Greenwood](#) or [Megan Haught](#).

UCF Inclusion Champion 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) on a regular basis.

Check out UCF’s Office of Diversity and Inclusion [workshop schedule to see their spring 2022 offerings](#).

Readings on Race Guide

At UCF, we celebrate a culture of inclusive excellence. Diversity makes us smarter — and better. We are made stronger through our differences, and celebrating our uniqueness brings vibrancy and energy to our campus. UCF Libraries created a guide to provide resources to understand the experiences of marginalized identities as well as general reading on the effects of racism. View the guide: [Readings on Race](#)

Diversity Speaker Series

#BlackFacultyMatter: Hiring, Retaining, and Supporting Black Faculty

During this event, Dr. Jonathan Cox will discuss the importance of intentionally diversifying your academic departments by hiring Black faculty. In addition, he will outline hiring best practices, strategies for retention, and factors to support Black faculty.

February 23, 2022 at 2:00pm - 3:30pm
Free Virtual Event

Register at: [Diversity Speaker Series: #BlackFacultyMatter: Hiring, Retaining, and Supporting Black Faculty](#)

Upcoming Spring 2022 events in the series:

- [Title: TBA \(Dr. Nessette Falu\)](#), March 30, 2022, at 11:00 am
- [Disability Accessibility, UCF and You](#), April 7, 2022, at 1:30 pm

Diversity & Inclusive Training on LinkedIn Learning

With LinkedIn Learning, you can:

- access expert-led courses
- earn a certificate when you complete a course (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

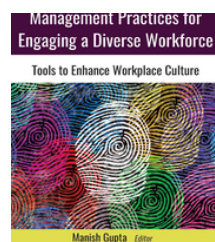
For more information on this series or the courses and videos from other categories, please refer to the [Academic Affairs Diversity Taskforce website](#).

The More You Know

Management Practices for Engaging a Diverse Workforce: tools to enhance workplace culture edited by Manish Gupta

This unique volume shows how to tackle the challenges of diversity in the workplace. It addresses the need to keep the workforce engaged while taking into consideration the diverse backgrounds of employees. The book explores 12 themes of workforce diversity and culture, including differences of race, religion, gender, sexuality, income class, education level, marital status, generation/age, physical ability, and more. Focusing on the benefits of engaging a diverse workforce, the volume considers the issue through the different stages of the human resource process, including recruitment, selection, performance appraisal, demand forecasting, supply forecasting, job description and specification, job analysis and evaluation, training and development, career planning and development, succession planning, etc. Employing an abundance of case studies, the volume enables readers to comprehend what it means to have a diverse workforce and how to engage such a workforce for the betterment of the employees as well as the employer.

[Read online through UCF Libraries](#)



Diverse Issues in Higher Education: [The Pandemic’s Unequal Toll on Faculty](#)

With the Omicron variant spreading rapidly and the fall semester now over, many faculty are reflecting on the ongoing, disparate impact of the pandemic on their careers while bracing themselves for what comes next. The pandemic already compounded inequalities for many women, particularly women of color, and nonbinary faculty in tenure-track roles.