

Please complete the following sections, highlighting key activities, practices and statistics relevant to your unit since July of 2015, projecting through June of this year. Although the space provided will expand to accommodate text provided, please note that your responses may be edited for length in the final report. You are encouraged to bold any text describing accomplishments or efforts your unit would especially like to have highlighted in the final report.

Please submit your responses by no later than June 6, 2017. If you have questions, please contact Elnora Mitchell, [emitch@ufl.edu](mailto:emitch@ufl.edu), 392-2477.

**I. Equal Opportunity Compliance**

Describe internal and external polices that are followed to encourage non-discrimination practices. What were the results of any assessment, self-assessment, and monitoring of your program services?

Promoting a diverse faculty and staff is a key initiative of the College of Dentistry. Faculty and staff diversity is evaluated annually by the strategic planning committee. One internal policy involves language regarding the university's commitment to building a culturally diverse and inclusive faculty and staff in each advertisement. Since July 1, 2016, 43% of new faculty hires and 36% of staff hires were minorities. Since July 1, 2016, 43% of faculty hires and 76% of staff hires were women. The following table summarizes faculty and staff diversity for FY 2016-17, as well as an analysis of faculty and staff hires since July 1, 2016.

Faculty 2016-2017												
White		American Indian		Asian		Black		Hispanic		Not specified		
M	F	M	F	M	F	M	F	M	F	M	F	
64	29	0	0	8	5	1	2	17	26	9	4	
56%		0%		8.00%		2%		26%		8%		
Faculty (hires since July 1, 2016)												
White		American Indian		Asian		Black		Hispanic		Not specified		
M	F	M	F	M	F	M	F	M	F	M	F	
5	1	0	0	1	1	0	1	1	5	5	1	
29%		0%		10.00%		5%		28%		28%		
Staff 2016-2017												
White		American Indian		Asian		Black		Hispanic		Not specified		
M	F	M	F	M	F	M	F	M	F	M	F	
19	131	0	0	0	4	4	32	6	31	3	9	
63.00%		0.00%		2.00%		15.00%		15.00%		5.00%		
Staff (hires since July 1, 2016)												
White		American Indian		Asian		Black		Hispanic		Not specified		
M	F	M	F	M	F	M	F	M	F	M	F	
3	12	0	0	0	0	0	2	3	4	0	1	
60%		0%		0%		8%		28%		4%		

## II. Equity Accountabilities

List or describe specific programs, visits, outreach activities and statements used to support diversity.

The demographic composition of dentists in the United States is primarily Caucasian and male. Challenges are associated with recruitment of African-American faculty and students, and the college could improve in this area. In regard to faculty, there is a lack of African-Americans in the pipeline and dental education in general and the college is committed to improving in this regard.

Strategies implemented to increase the diversity of faculty and staff includes utilizing underserved groups/societies to assist with identifying potential candidates and/or inviting underrepresented minority prospects to guest lecture/visit the college. The college continues to strive to reach a diverse minority group by advertising in journals targeting minorities; such as Hispanic Dental Association, Insight into Diversity, and through the National Dental Association. These efforts have proven effective, particularly in the student arena as the number of African-American and Asian student enrollment increases each year.

The college has also developed and implemented a Code of Conduct which faculty and staff must review and sign-off on annually. This Code of Conduct is a reminder of acceptable and unacceptable behaviors as well as the college's commitment to non-discrimination and a culturally diverse and inclusive environment.

## III. Diversity in Services

Provide data, population statistics, cost, awards, participants and staffing that reflects diversity in services.

The table provided in question #1 provides data to support the diversity efforts made by the College of Dentistry related to faculty and staff recruitments. Additionally, we are proud of Dr. Deeba Kashtwari, Clinical Assistant Professor, for being appointed as a CODA site visitor for Oral and Maxillofacial Radiology. We are also proud of the following faculty for receiving the ADEA Professional Development Scholarship: Dr. Abi Adewumi, Clinical Associate Professor, Dr. Monica Fernandez, Clinical Assistant Professor, Dr. Olga Luaces, Adjunct Clinical Assistant Professor, Dr. Patricia Pereira, Clinical Associate Professor, and Dr. Ana Paula Dias Ribeiro, Clinical Assistant Professor.

**IV. New Initiatives**

What were your plans for 2016-2017 to support equity and increased diversity?

The college plans to continue inviting underrepresented minority prospects to guest lecture and/or visit the college over the next year in an effort to support equity and increased diversity. Also, we will continue to recruit new faculty and staff through targeted advertising sources.

**V. Accolades**

What events afforded you the best results in equity and diversity in this reporting year?

We continue to admit a diverse student body through a holistic admission process and efforts directed at recruiting a diverse faculty and staff continue to add to the diversity of the organization.