

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, 392-2477.

I. Equal Opportunity Compliance

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

- As the U.S. and world become more interconnected and diverse, so too should the College of Design, Construction, and Planning (DCP). This is not only critical from an equity standpoint but diversity and equity offer a springboard for innovation in the studio environment and in team learning experiences. Recognizing equity and diversity as core values, DCP policies contribute to equitable and diverse practices in the college. Most fundamentally, the college adheres to all university policies, practices, and procedures to combat non-discriminatory practices. Non-compliance is not tolerated by level of the college leadership.
- Moreover, a concerted effort has been taken to bring minority and less well-represented populations of students, faculty, staff, and administrators into the college ranks. This has been effective to a degree but growth requires our continued vigilance and investment. Other shifts in the culture and composition of the college can be attributed to individual leaders. For example, Kutonya Sowell, Assistant Director of Administrative Services, has been effective in attracting a relatively wide pool of qualified candidates into DCP staff searches. Equally importantly, she has been instrumental in positioning new staff hires for success, and over the past year these efforts contributed to a high performance and diverse team in the dean's office and on the advising staff. Additionally, Professor Nawari O. Nawari, Ph.D., P.E., FASCE, has provided invaluable service on all faculty search committees as an EEO officer.
- Further, accrediting councils and boards offer an avenue of external evaluation for the following DCP programs: School of Architecture (NAAB—National Architectural Accrediting Board), M.E. Rinker School of Construction Management (ACCE—American Council for Construction Education), Department of Interior Design (CIDA—Council for Interior Design Accreditation), Department of Landscape Architecture (LAAB—Accreditation and Landscape Architectural Review Board), and the Department of Urban and Regional Planning (PAB--Planning Accreditation Board). These accrediting bodies expect the necessary vision, investment, performance, and infrastructure to support program-level equity and diversity but also often encourage project and/or studio engagement focusing on issues of social justice and equity for dynamic and diverse populations.

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

- DCP Undergraduate Academic Advisors attended the November UF Open House and interacted with prospective high school students submitting applications to UF.
- The UF Majors and Minors Fair was held in February. Information about UF majors and minors was offered to currently enrolled students.
- In March a recruitment event for students invited to the Gator Design and Construction Program was held at Santa Fe Community College.
- Open House recruiting events were held in the college to draw a wide range of students into DCP undergraduate and masters' programs. On March 17, an afternoon session tailored to incoming and prospective master's students drew about 20 prospective students who were interested in pursuing graduate degrees in the college. On March 18, a full day session showcased all the DCP undergraduate programs. This event attracted 180 students and parents who participated in program breakouts, a facilities tour, student panel, and a reception.
- In March, DCP New Student Showcase provided a recruitment event for high school students accepted to UF who have indicated an interest in DCP majors on their application.
- During March and April, Academic Advisors participated in Florida Days. This annual event is held for high school students who have been admitted to UF. It provides the students with information about the academic programs offered across the colleges at UF.
- In January, the college-level doctoral program, Tyesha Redden (URP concentration) and Tiffany Lang (McKnight Fellow) presented research overviews in the emerging scholars showcase with college faculty at the annual DCP Research Symposium. The symposium also had a college-wide graduate student research poster session.
- Other initiatives occurred at the department or school level. For example, the Department of Landscape Architecture was involved in "recruiting" events to introduce the profession of landscape architecture to K-12 students. During spring 2017, they spent a day with Lincoln Middle School 6th graders, mostly African American students, engaging them in activities on storm water management and site design.
- Within a strong outcomes-based and supportive studio culture, enrollment of undergraduate minority students in the department of Interior Design has risen to 15%.
- The M.E. Rinker School of Construction Management recruited potential future students at the following events: UF 4-H University College Fair (July), UF College Reach-Out Program (CROP) tour for high school students (July), UF Admissions High School Student Open House (August), Bartow High School/Summerlin Academy college fair (October), Olympic Heights Community High School at Boca Raton's annual Technical/Vocational Career Fair (December), Robert E. Lee High School in Jacksonville's college fair (March), Jesuit High School's college fair in Tampa (March), Archer Elementary (April), and UF College Reach-Out Program (CROP) tour for middle school students (June). They also used the Latin American-Caribbean Scholarship (LAC) to recruit student to both the undergraduate and graduate programs. Additionally, Rinker has the Anthony Sections Memorial Scholarship for minority students.
- The Rinker School helps sponsor *The Architecture Construction Engineering (ACE) Mentoring Program* summer camp and ACE scholarships
- The Rinker School also has a student organization of the National Association of Women in Construction (NAWIC). This encourages females to further their studies in areas such as Real

Estate. The organization sponsors a Women's Build House for Habitat for Humanity each year as well as a National NAWIC conference and brings in female industry speakers to meetings. The Rinker School offers change major and transfer student scholarships.

III. Diversity in Services

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

During the reporting period, the college hired the following faculty, staff, and postdoctoral scholars.

DCP Faculty

Gender	
Female	3
Male	6
Domestic	
Black	1
White	4
International	
Asian	1
White	3

DCP Staff

Gender	
Female	5
Male	3
Domestic	
Black	4
White	4

DCP Postdocs

Gender	
Female	1
Male	2
International	
Asian	2
White	1

The following tables offer a summary of student enrollment data in the DCP undergraduate and graduate populations.

DCP Undergraduate Students

Females	413
Males	534
Total	947
Population Breakdown	
Asian	50
Black	46
Hispanic	229
Native American	9
White	562
Other	33
No response	16
Total	945
International	79

DCP Graduate Students

Females	212
Males	280
Total	492
Population Breakdown	
Asian	16
Black	15
Hispanic	50
Native American	2
White	165
Other	222
No response	21
Total	491
International	239

IV. New Initiatives: What were your plans for 2016-2017 to support equity and increased diversity?

- Currently, the college is revisiting its Strategic Plan and will explicitly address issues of equity and diversity as central pillars of the college, echoing the University of Florida's larger mission. All units within the college are mindful of the need for supporting equity and diversity; there is a clear commitment from Dean Chimay Anumba, who joined the college in August of 2017, to not only support these central issues but monitor progress relating to equity and diversity that direct areas for continued growth.
- In ongoing faculty and staff searches, all programs will conduct searches in ways that draw the most qualified and most diverse pool of candidates that also represents the diversity of the student body and encourages better representation of diversity that better mirrors the world in the professions represented in the college.
- College administrators, including the interim associate dean, program directors as well as several DCP faculty members, participated in the Provost Symposium: Implicit Bias--sponsored by the Bob Graham Center. The symposium, addressed issues of equity and diversity, and offered new insights into recognizing and addressing the influence of implicit bias on decision-making and behaviors. Small group discussion focused on strategies and directives from the research presented that could improve our campus and college.

V. Accolades: What events afforded you the best results in equity and diversity in this reporting year?

- On November 15-16, the Symposium and Exhibition, "Ethics and the Built Environment" drew an audience of over 200 attendees who explored ethical imperatives to guide the next generation of building construction, renovation, and sustainable practices across built and natural environments. A core of DCP doctoral students (representing architecture, interior design, landscape architecture, construction management and historic preservation) created a deeply engaging program of idea exchange and discussion with well recognized and emerging scholars and practitioners to consider issues relating to equity.
- The School of Architecture has an active NOMAS Chapter (National Organization of Minority Architecture Students). The group holds regular social meetings to discuss issues at the school and regularly is in contact with administration.
- A UF Architecture Team took Second Prize in the NOMA National Student Design Competition this year, held in Los Angeles, with 5 members attending the ceremony. They also hosted a discussion at UF in March with Harvard Professor, Dalia Duong Ba Wendel on Spatial Ethnography.
- Urban and Regional Planning has a number of African-American students who excelled and received local, state, and national awards. These include Jarrell Smith, who received the Council of University Transportation Centers Award and was among 20 students chosen nationally to participate in the Eno Future Leaders Development Conference in Washington D. C. Smith also received a student award from the department at their annual awards ceremony. Supporting student work for national and state awards and celebrating them through the annual department ceremony allows the reinforcement that all students are positioned to excel at the DCP.
- During Spring Semester 2017, the UFLA Student Chapter of the American Society of Landscape Architects (SCASLA) organized a panel discussion entitled "Designing for Diversity" with Kofi Boone, an African American Associate Professor of Landscape Architecture from North Carolina State's College of Design.