

**DEPARTMENT OF HOUSING AND RESIDENCE EDUCATION
JULY 2016 - JUNE 2017 FLORIDA EDUCATIONAL EQUITY ACT REPORT**

EQUAL OPPORTUNITY COMPLIANCE

The Department of Housing and Residence Education (DOHRE) has a long history of supporting and encouraging policies, procedures and practices in support of fairness, diversity, and non-discrimination. The DOHRE is in compliance with all university, state and federal policies, laws, and regulations governing fairness and non-discrimination including but not limited to: the Violence Against Women Act, the Campus Accountability and Safety Act, the Equal Employment Opportunity Act, the Fair Housing Act, Title IX of the Education Amendments of 1972, the Americans with Disabilities Act, Title VII of the Civil Rights Act of 1964, and the UF Policy on Non-Discrimination. More importantly, DOHRE administrators actively address the spirit and intent of these policies, laws, and regulations by providing staff members and students ongoing opportunities for training, exploration, discovery and growth around the topics of fairness, diversity, and non-discrimination.

EQUITY ACCOUNTABILITIES: Assignment Policies, Procedures & Communication

The assignment processes of the DOHRE are conducted without regard to personal information.

- ***Residence Halls***

All application and assignments procedures and communication are on the online Housing Management System (HMS) which provides an equitable and secure medium to communicate with students. All accounts-related communications are also conducted through the Housing Management System. The DOHRE supports special admission programs like AIM and special scholarship programs like the Machen Florida Opportunity Scholars Program and Opportunity Alliance Program that target low income students or academically-talented students who might not otherwise attend UF because of financial barriers. The DOHRE supports these programs through recognizing students participating in these programs; guaranteeing accommodations for these students; offering rent deferments or accommodations related to rent payment; and ensuring that participants in these programs are assigned housing in a fair manner.

Equal access to the DOHRE Living Learning Communities is provided to all students through standard assignments procedures. Living Learning Communities support the educational mission of the university by giving students opportunities to live with other students of similar interests and educational goals.

- ***Graduate and Family Housing***

Application, assignments, and accounting procedures are handled through the department's online Housing Management System. To better serve the predominantly international population in Graduate and Family Housing, DOHRE provides up-to-date lists of immediate and future available apartments online that can be accessed 24 hours per day/7 days per week. This process allows students the flexibility of arranging housing prior to their arrival or upon arrival more easily. International students tend to have higher written than spoken skills in English and are difficult to reach via phone or mail in a timely manner, so increasing written communication via the web and Internet better serves this population. Also, there is a number of DOHRE staff bilingual in Spanish and Chinese which also supports this population.

- ***Students with Disabilities/ADA Compliance***

DOHRE staff works closely with the UF Americans with Disabilities Act (ADA) coordinator and the staff in the UF Disability Resource Center (DRC) to ensure that the housing needs of students with disabilities are met. During the application/contract process, students are prompted to notify DRC staff if assignment accommodations are requested based on medical reasons. Students are required to follow-up this web-based request with written medical documentation to the DRC that lists the requested accommodations. DRC staff works individually with students with disabilities and provides the accommodation requests to the Assistant Director of Housing (ADH) Operations. The ADH Operations then works directly with students to find rooms that meet individual needs. At this time, approximately 300 residence hall spaces are available to address potential requests from students with mobility, sight, hearing, or other disabilities (121 spaces renovated for students with disabilities and 188 standard spaces with access to ADA-compliant bathrooms). In Graduate and Family Housing, there are 5 one-bedroom and 3 two-bedroom fully ADA compliant apartments in Corry Village and 11 Diamond Village apartments with ADA compliant bathrooms. A budget line exists each year to address new or unforeseen ADA accommodations or to address specific students' needs, if the requested accommodations do not already exist. Accommodations are also made for students requiring attendants or assistance animals. Note: Students with special needs must meet the standard guidelines used to determine housing eligibility prior to assignment.

DIVERSITY IN SERVICES: Demographics

- ***Single Student Housing***

In the online application and contract processes, potential residents are asked to supply basic directory information and gender. No questions are asked concerning race, culture, religion, or other

personal information. New students are assigned through an online room sign-up process based on housing application dates. New students are given the option to use RoomSync, a Facebook-based self-selection roommate matching program. The program does not request information on race, religion, or other protected classes of information. Continuing students sign-up for space and roommates using a seniority system based on present campus assignment and academic classification. After students contract for housing, select space or are assigned, and move-in, staff generate demographic reports about them by querying University records. After these reports are generated, demographic information about students is not stored at DOHRE. There is a higher population of women than men living in UF residence halls based on demand and based on assignments using housing application dates. The racial demographics of undergraduate students living in residence halls on campus continue to meet or surpass the diversity that exists within most categories of the general UF student population and is comparable to the Florida and U. S. populations.

Note: Approximately 1,100 international students and their families live in graduate and family housing.

	Residence Halls Fall 2016	*UF Fall 2016	**Florida U.S. Census Bureau	**U. S. U.S. Census Bureau
Men	43%	45%	49%	49%
Women	57%	55%	51%	51%
White (non-Hispanic)	56%	56%	55%	62%
Black	9%	6%	17%	13%
Hispanic	19%	22%	25%	18%
Asian/Pacific	11%	8%	3%	6%
Other/Unknown	5%	3%		
Two or More Races		3%	2%	3%
International		2%	20%	13%
American Indian/ Alaska Native		<1%	<1%	1%
* UF Institutional Research http://ir.aa.ufl.edu/enrollment-1 May 9, 2017. (Fall 2016 Undergraduate Enrollment) ** U.S. Census Bureau https://www.census.gov/quickfacts/ July 2015				

- ***Graduate and Family Housing***

Questions about race, ethnicity, religion, and similar personal issues are not asked during the application and offer process. DOHRE staff collects resident demographic information after students have contracted to live on campus in order to better provide desired services and programming.

Apartments are selected by prospective students based on a system that takes into account the resident's desired move-in date. Depending on availability and general interest at a particular time, apartments are offered in a manner that allows for maximum consideration to fairness while maintaining a high

occupancy throughout all Graduate and Family Housing apartment complexes. Over 73% of Graduate and Family Housing residents are international students. The top represented countries are China (23%), South Korea (8 %) and India (3.5%). (Spring 2016 Demographics).

- ***International Student Transition Housing – August***

Each August for a designated time period, the DOHRE offers short-stay housing for international graduate students making the transition from their home countries to their desired Gainesville accommodations.

- ***Demographics of Employees***

During Spring Semester 2017, 736 employees were on the DOHRE payroll, 347 full-time staff and 389 part-time student staff. All federal, state and UF policies governing the recruitment and hiring of staff are followed. The following information provides the gender and race breakdowns of employees who serve in support of the resident population.

	Full-Time Staff	Part-Time Student Staff*
Men	62%	43%
Women	37%	57%
Not Specified	1%	<1%
White	58%	53%
Black	31%	14%
Hispanic	5%	5%
Asian/Pacific	5%	12%
Not Reported	<1%	0%
Other	4%	16%
*This is a snapshot of data from Spring 2017.		

INITIATIVES/ACCOLADES

Diversity Education Programming

The Residence Life Staff completed 88 educational programs in the residence halls focused on increasing awareness, knowledge, competency and/or skills in the area of diversity. Every program in Graduate and Family Housing also has a diversity component.

Davis United World College Scholars Participate in Global Living Learning Community

Since Fall 2008, all Davis United World College scholars have been assigned to the Global Living Learning Community in Yulee Hall. The goal of the World Scholars program is to advance international understanding through education and build cross-cultural understanding across campuses and ultimately throughout the world in the 21st century. The Scholars are considered promising future global leaders and come from 133 different

countries. The Scholars participate in various Yulee Hall programs and events, including very popular cooking nights, and lead discussions about educational topics and current events related to their home countries.

Cultural Awareness Program -- Summer 2016 to Spring 2017

Graduate and Family Housing, hosting more than 73% of International Students, has a long tradition of organizing several cultural events throughout the year. One of the main programming goals is to allow residents to celebrate their own cultures while educating other residents. In addition, Graduate and Family Housing Staff, in collaboration with Mayor's Council (student organization representing Graduate and Family Housing residents) also works intentionally in exposing students to American celebrations. Over this past year, staff has organized several program promoting cultural diversity awareness such as: Malaysian, Indonesian, Nepali cultural showcases, Diwali Festival, International Fashion Show, and Spring Fling Carnival to cite a few.

Weaver International Food Fest -- Fall 2016

The Weaver International Food Fest is held each Fall semester. Weaver residents make dishes from their home countries/cultures and share them with other Tolbert Area residents.

Writing on the Wall -- Spring 2017

Writing on the Wall Project in January 2017 is a program sponsored by the Inter-Residence Hall Association (IRHA). It provides an opportunity for students, staff, and faculty to paint words or phrases that have hurt, offended, or marginalized them. A wall of these bricks is then constructed in Turlington Plaza where it stands for a week. At the end of the week during a Closing Ceremony, the wall is torn down by students symbolizing the tearing down of oppression.

International Coffeehouse -- Spring 2017

The International Coffeehouse, a Graduate and Family Housing landmark for over 25 years, is host to a night full of talents and international flavors. Residents are invited to listen to local artists while gathering around coffee, tea, and pastries from all around the world.

Gatorship Participant Sponsorship

The DOHRE sponsors a number of individual students each semester to participate in the campus-wide diversity immersion experience – Gatorship! DOHRE sponsorship includes funding, educational support, and encouragement.

Diversity Education Staff Training

Each semester student, graduate, and professional staff from the DOHRE are trained in social justice and diversity topics. Training topics include: privilege, oppression, self-identity, inclusive language, gender, sexuality, LGBTQ concerns and identity, disability, and identity theories.

ESOL Classes -- Alachua County School District/Graduate and Family Housing Partnership

Graduate and Family Housing and the Alachua County School District have partnered for more than 20 years to provide English for Speakers of Other Languages (ESOL) classes in each village. The Alachua County ESOL program conducts 10 classes weekly in four Graduate and Family Housing locations. These programs help international students and their families increase English proficiency skills and transition to the UF and Gainesville communities.

ESL Classes – Staff

The Department of Housing and Residence Education Learning & Development provides a weekly English as a Second Language (ESL) class for staff. The goal of the class is to help non-native English speaking staff improve written and oral language skills to better communicate with supervisors and coworkers. The class also provides a safe place to explore cultural differences, idioms/saying, or other questions that may arise.

Social Justice Library

The electronic and hard copy social justice library provides resources to all DOHRE staff on topics of inclusion, social justice, and diversity. The library consists of over 250 available volumes, DVDs, games, etc. for use by staff with an electronic, internet-based catalog. In addition, through the use of Microsoft SharePoint, an electronic periodical and scholarly article archive was developed for 24/7 access. Hardcopy volumes can be checked out from the Coordinator of Social Justice Education.

SUMMARY

The Division of Student Affairs Mission and Values Statement as well as the DOHRE Mission and Guiding Principles reflect ongoing commitments to fairness and non-discrimination. Short and long term strategic planning goals related to diversity ensure the future commitment and review of the DOHRE efforts to address fairness and non-discrimination.

- ***Department of Housing and Residence Education Mission***
To provide well-maintained, inclusive community-oriented facilities where students and staff are empowered to learn, innovate, and succeed.
- ***Guiding Principles***
 - An environment for academic success
 - Residentially-based academic communities

- Technologies that enhance learning
- A diverse environment
- Educational and social programming
- Demand for residence hall and village communities space
- Assessment, evaluation, and benchmarking
- Supportive and friendly service
- Value-added facilities to support varying budgets and lifestyles
- Leadership opportunities

(Clerical Files\Florida Educational Equity Report) Florida Educational Equity Act Report FEEA 2017