

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?

We follow and encourage non-discrimination practices in various areas.

1. Hiring staff in the UFIC: The staff at the UFIC comprises of more than 11 nationalities.
2. Study Abroad Participants: Students are NOT selected / accepted based on their ethnic background, but only based on academic requirements. We specifically encourage minority students to study abroad. The office works closely with the Office for Multicultural and diversity affairs to achieve these goals.
3. Incoming International Students and Faculty: We serve all our international visitors with professionalism, kindness, compassion without differentiating between cultural backgrounds. International students continue to comment on the compassionate and welcoming atmosphere at the International Center.

#### II. Equity Accountabilities

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

1. We work closely with the ADA office on campus to support students with a disability studying abroad. Special accommodations needed are communicated to our partners abroad so that students have the best possible experience while studying in a foreign country.
2. In the past, we have organized special panels to target minority students to study abroad
3. We address specific LGBTQ issues in our pre-departure orientation
4. Just a few weeks ago, we ran an “ally training” for academic advisors here in the International Center regarding specific needs for the LGBTQ community.
5. We ran successfully another “African Americans in Paris” program this spring break

### III. Diversity in Services

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

11 nationalities are represented amongst the staff in the UFIC. We serve students from more than 130 countries. A scholarship for deserving international students was established a few years ago.

### IV. New Initiatives

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

We will continue to do what we have done in the past, but try to encourage more diversity in our study abroad population. We will include information on our website that addresses diversity and inclusion.

### V. Accolades

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

International Week  
International Student Awards  
Fulbright Day  
International Student Speakers Bureau  
Ally Training  
Workshops in collaboration with Multicultural Affairs