

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 May 23, 2016. 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?

II. Equity Accountabilities

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

- **Multicultural and Diversity Affairs** Vision Statement: We envision a supportive, inclusive, and just campus culture that embraces and celebrates the multifaceted nature of the University of Florida community.
- Mission Statement: MCDA supports and empowers underserved communities and challenges systems, policies and traditions that perpetuate inequities. We will lead the Division of Student Affairs' social justice and inclusion efforts to accomplish the University of Florida's diversity goals, by educating, empowering, and mobilizing students, campus stakeholders, and community partners towards creating an inclusive, affirming, and just campus community
- Ambassador Program – 70 students who work and/or volunteer as part of the MCDA Ambassador Program across 5 areas: Asian Pacific Islander American Affairs (APIA), Black Affairs, Hispanic-Latino Affairs (HLA), Intercultural Engagement (IE), and Lesbian, Gay, Bisexual, Transgender Affairs (LGBT). Wonderful Inclusive Leadership development opportunity for our MCDA Student Ambassadors.
- Numerous Diversity and Inclusion workshop trainings to First-Year Florida students, various student organizations, and classroom presentations (in a variety of disciplines) were conducted throughout the year.
- MCDA hosted monthly workshops on topics: “The N Word, the Model Minority Myth, Allyship in the LGBTQ Community, and Immigration/Undocumented Students at UF.”
- MCDA hosted an expanded month long campus-wide MLK Celebration to honor Dr. Martin Luther King, Jr.'s commitment to social justice through educational programs, community events, and service initiatives designed to encourage UF students to use their talents to better the lives of others.
- MCDA promoted discussion and awareness by collaborating with campus partners on diversity and social justice issues via website and various social media platforms.

- Expanded the number of sessions of Gatorship, a leadership and diversity retreat day and weekend to educate over 600 students.
- MCDA has made numerous presentations for Florida Days, the Gator Engineering Experience, Preview, the Greater Gator Conference, the Greek Retreat, and other outreach opportunities.
- This year MCDA expanded the Division of Student Affairs' J. Michael Rollo Diversity Impact Award that honors the inspiring undergraduate, graduate, and doctoral students who are committed to creating a more diverse and inclusive campus here at UF.
- MCDA hosted its inaugural Inclusive Excellence in Diversity Awards Ceremony, recognizing the contributions of students, faculty, staff and community members for their commitment to social change.
- APIA Affairs and LGBT Affairs co-sponsored the Queer Asian Pacific Islander (QAPI) group to support UF's LGBTQ Asian Pacific Islander American student community.
- APIA Affairs facilitated numerous workshop sessions and participated in the Asian Kaleidoscope Month Celebration to celebrate the multifaceted Asian American experience and address Asian American issues.
- APIA Affairs hosted the Asian Pacific American Heritage Month Kickoff to spread awareness about Asian culture, history, and cuisine.
- Black Affairs hosted the 15th Annual Black Student Leadership Conference which provides leadership training and experiences for current and emerging Black students from across the country.
- As a result of the Black Student Affairs Task Force recommendations, implementation of a Black Cultural Living Learning Community and a Black Student Welcome Program (PAACT) were launched and will welcome new students in Fall 2017.
- Hispanic-Latino Affairs hosted a Haunted House for students and community members for Halloween.
- HLA hosted 6 *Que Pasa Discussions* on health and wellness issues in the Hispanic-Latino community.
- In the Spring of 2017, HLA hosted the Wise Latina Series, which honors a Latina student, faculty, and community member who has positively impacted the Hispanic-Latino community at UF and the larger Alachua County.
- HLA reinvigorated the HLA Recognition Ceremony where Hispanic-Latino students are honored for graduating from the University of Florida.
- LGBT Affairs participated in and supported the annual Gainesville Gay Pride Festival.
- Facilitated campus-wide allyship trainings around Lesbian, Gay, Bisexual and Transgender identity (Gator Allies).
- LGBT Affairs hosted Lavender Graduation to recognize graduating students who have made positive contributions to the LGBT community on campus and the greater Gainesville community.
- LGBT Affairs offered various discussion groups:
 - Trans at UF – group for transgender identified students and their partners
 - New to UF – for students who are new to campus or new to being out
 - HLX(Q)—empowerment group for Hispanic Latino students to create community
 - QWEN – empowerment group for queer/lesbian identified women
 - QAPI— Queer Asian Pacific Islander support group for students at UF

- Black Queer Collective—support group for queer students of African descent.
- QPOC—Queer People of Color—is a empowering collective and networking opportunity to share resources and support queer people of color.

III. Diversity in Services

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

- 1) *University Minority Mentor Program (UMMP)* – open to any first-year incoming student who identifies as first generation or low income of any race/ethnicity. The program assists students by offering guidance through the development of a one-on-one mentoring relationship between the student mentee(s) and a faculty or staff mentor, as well as with the Transition ambassador. UMMP activities are designed to enhance the participants’ experience of the University of Florida as a comfortable, inclusive and supportive environment in which they can thrive academically and personally. Also, research has shown that when a 1st generation, under-represented, or low income student “connects” with a faculty or professional staff member the rates of retention and success improve exponentially. This year we had a lower number of mentee applications (169) and a large number of mentor applications (309), so we had 140 faculty/staff members that did not receive a mentee. Marketing of the program will be expanded for incoming students in the future.
 - a. This year included 169 Mentees (first year students). Student participants included 20% Black/African Americans, 37% Hispanic/Latino Americans, 16% Asian/Asian Americans, and 11% multiracial students.
 - b. Numerous International students, First Generation college students, and students coming from lower socioeconomic backgrounds.
 - c. This year included 309 Faculty/Staff applicants: 48% Caucasian, 13% of Black/African American, 12% Hispanic-Latino, 10% Asian/Asian American, 1% Middle Eastern/Arab American, .3% Native American, and 12% self-identified as of mixed racial origins.

IV. New Initiatives

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

- Multicultural and Diversity Affairs (MCDA) is undertaking an extensive review of best practices, strategies, and assessment measures to create a coherent plan of action that will improve our engagement of the new student populations with which we interact as a result of our move to the Reitz Union in the spring 2016.
- We are building collaborative relationships across campus to increase the visibility and accessibility of MCDA’s resources, programs, services, and initiatives
- MCDA will continue to provide videos, journals and reports of current news, etc. worldwide and locally to promote discussion and awareness by collaborating with campus partners on diversity and social justice issues via website and various social media platforms.
- Increase additional opportunities for more students to become involved and engaged with Gatorship by establishing an expansion plan that creates multiple opportunities to engage

in intergroup dialogue and learn cross-cultural skills. Gatorship is a unique leadership experience for both emerging and experienced student leaders at the University of Florida. It is designed to be an intense and thought-provoking weekend retreat during which over 60 participants and student staff have the opportunity to interact through team building activities and group discussions. The focus is to identify current leadership issues in a multicultural society both at the University of Florida and in the community. Participants will engage in educational sessions and serve as peer educators through the sharing of personal experience.

- Continue to build on the solid relationship between the area offices and their respective alumni networks
- Increase additional opportunities and services for students of various faith traditions and provide trainings for students, faculty and staff on campus around various faith denominations.
- Develop mentoring initiatives with the historically underserved communities of Gainesville and Alachua County for the 4 areas of MCDA.
- With our expansion into the Reitz Union, our outreach and engagement with various students, departments, organizations, alumni and community members has expanded our reach, scope of service, and curriculum so we can become the hub or central resource for diversity trainings, inclusion initiatives, and social justice education.

V. Accolades

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

- Multicultural and Diversity Affairs was recognized by the Division of Student Affairs for Successful Collaborative Efforts for the Black Student Affairs Task Force initiative.