Please complete the following sections, highlighting key activities, practices and statistics relevant to your unit since July of 2016, projecting through June of this year (2017). 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 polices that are followed to encourage non-discrimination practices. What were the results of any assessment, self-assessment, and monitoring of your program services?

Employee Recruitment/Employment:
- College Assistant Director for Human Resources serves as the equity and diversity officer on every college search, attending at least the first search committee meeting of any search to go over and discuss the policies outlined below and more
- Required to ask at least one diversity-centered question in interviews (we provide examples for all search committees)
- Require search committees to turn in the written criteria/rubric by which applicants will be judged, prior to 1st round interviews
- Advise the committee to let junior staff or faculty share their opinions at each stage of the search, first, to allow more candidate and diverse perspectives into the discussion.
- Advise and model the process of finding counterevidence for all search committees. This entails discussing when you think you have the perfect candidate, ask yourselves, “what could be the downsides” and force yourself to find some. If you can’t – that’s usually a red flag that you have some blinders on.
- Written materials and resources are emailed to all search committees on diversity and inclusion, at every stage of the search. This both reminds committee members of the importance and inclusive practices and supports their efforts.
- Dean and Directors appoint search committee members with an eye to diverse composition whenever possible.
- The college office pays for any costs associated with verifying foreign degrees.

Student Recruitment/Enrollment:
- Non-discrimination and equity best-practices are discussed regularly at the college executive council meetings. Activities and morale among students are monitored and discussed.
- The graduate office of the college monitors the attitudes and activities of the graduate students through regular meetings with the graduate students.
II. Equity Accountabilities

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

Employee Recruitment/Employment:
- Some variation of the statement “The University of Florida School of Art + Art History, College of the Arts, invites applications seeking faculty of all races, ethnicities, genders, backgrounds, experiences and perspectives for the position of X” is included in the very first posting summary anyone sees, without even having to click into the position details. Some version of this is also reiterated at the end of the posting details.
- All college staff will be attending a diversity and inclusion training workshop as part of their annual retreat on 6/29/2017.

Student Recruitment/Enrollment:
- Diversity Resources are posted on the college website and used as a guide in working with students. (http://arts.ufl.edu/students-parents/diversity-resources/)
- Historically black colleges in Florida (FAMU and Bethune-Cookman) are regular stops on college recruitment trips.
- The UF scholarship arrangement with FAMU for graduate students is used proactively to recruit graduate students from FAMU.
- The School of Theatre and Dance regularly and purposefully presents productions on themes of diversity.

III. Diversity in Services

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

Employee Recruitment/Employment:
- Hired 4 racially or ethnically diverse females (1 staff and 3 faculty); and one culturally/nationality diverse male staff member.
- 2015 Climate Survey showed that on 11% of responding college staff (approximately 2 of 18 individuals) had experienced exclusionary, intimidating, offensive or hostile conduct within the past year.

Student Recruitment/Enrollment:
- According to the Spring 2017 College Race Distribution Report, COTA has the following diversity:
<table>
<thead>
<tr>
<th>Group</th>
<th>#</th>
<th>% of Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>All COTA Students</td>
<td>1339</td>
<td>100</td>
</tr>
<tr>
<td>Black</td>
<td>111</td>
<td>8.2</td>
</tr>
<tr>
<td>Hispanic</td>
<td>288</td>
<td>21.5</td>
</tr>
<tr>
<td>Asian</td>
<td>80</td>
<td>6</td>
</tr>
<tr>
<td>Indian</td>
<td>14</td>
<td>1</td>
</tr>
<tr>
<td>International</td>
<td>101</td>
<td>7.5</td>
</tr>
<tr>
<td>All Minority Group</td>
<td>594</td>
<td>44.2</td>
</tr>
</tbody>
</table>

- Performances by the School of Theatre + Dance that raised various issues related to diversity this last year:
  - Swamp Fest, July 2016
  - The New Mres. Tesman, September 2016
  - Abbedidi, November 2016
  - Dance 2017; March 2017;
  - Other special events, such as The Harn Museum of Dance, March 2017.

IV. New Initiatives

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

Employee Recruitment/Employment:
- Advise search committees more thoroughly on how to curb implicit bias during the search process
- Provide resources to search committees that support efforts to curb implicit bias during the search process
- Adjust vacancy advertising language to better indicate our commitment to and desire for diverse applicants and employees

Student Recruitment/Enrollment:
- Visit at least one HBCU in FL
- Continue diversity-themed programming in theatre productions
- Promote the UF/FAMU scholarship to qualified students
- Populate the COTA website with Diversity Resources.

V. Accolades

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

Employee Recruitment/Employment:
- Advising search committees more thoroughly on how to curb implicit bias during the search process and providing and reviewing supporting materials with the committee members has resulted in more attention to articulating applicant evaluation criteria and more written documentation of that criteria
• We predict that the Diversity/Inclusion Staff Retreat Workshop will result in employees behaving in more inclusive ways in the workplace.

Student Recruitment/Enrollment:
• The regular discussions at the Executive Committee meetings raised awareness of the issues significantly.
• Theatre productions continue to generate awareness and thoughtful discussion.