



**FIU**

**YOU**  
*Belong*  
**HERE**

Division of Diversity, Equity & Inclusion

INAUGURAL DEI REPORT





# DIVISION OF DIVERSITY, EQUITY & INCLUSION INAUGURAL REPORT

June 2020- June 2022

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# LETTER FROM

## EL PAGNIER K. HUDSON

Warm greetings from the Division of Diversity, Equity, and Inclusion (DEI),

It is with great pleasure that I present the DEI's inaugural report. This publication reflects a labor of love for our FIU, one born out of challenges that have been facing our nation and the world around us for centuries.

In the Summer of 2020, a group of dedicated University staff, faculty, administrators, and students, was charged with taking a hard look at issues of injustice and inequity at FIU. There was a renewed sense of urgency to the social justice landscape and a critical need for our FIU to join the national dialogue. The quest for not only embracing our diversity but incorporating our sense of inclusion and belonging needed to be woven into the very fabric of our institution. And thus, the Division of DEI was born.

In these pages, you will find a glimpse of the work that has been taking place throughout the University. Given the collaborative nature with which this work has unfolded, you can take great pride in the content of this report. Every member of FIU has been a contributor, whether through attending a meeting, participating in a survey, engaging in a micro-credential, serving on a committee, or simply wishing its launch. I extend my gratitude to all Panthers for their contributions to the university's DEI initiatives, and especially to the President, Provost, the members of the Diversity Council and each subcommittee, for their unwavering commitment to advancing DEI at FIU.

We are just getting started. The Division of DEI's mission is to ensure that each and every one of us, especially our students, finds in this University a nurturing, engaging environment where each of us can bring our authentic selves; one where all can contribute in an environment welcoming of differences and appreciative of diverse thoughts, cultures, gender expressions, generations, abilities, and ethnicities. This creates the culture of belonging in which our students learn, grow, and discover their place in this world. We evolve by challenging our worldviews and by relentlessly assessing our values and principles to turn our efforts into meaningful, long-term, sustainable action. We are proud to be agents of change for our FIU.

Great things are happening in the Division of DEI and we are here to support you. It is with continued partnership that our FIU will continue to create, here on campus, the society we want for our students, faculty, staff, constituents, and the world. We invite you to reach out, engage, and embrace the richness of our diversity as we strengthen our culture of inclusion and belonging. "International" is, after all, our middle name.

Together in Panther Spirit.



El Pagnier K. Hudson, M.S.

Sr. Vice President, Human Resources

Vice Provost, Diversity, Equity, and Inclusion



### DIVERSITY

Diversity refers to all aspects of human difference, social identities, social group differences, protected classes, including but not limited to race, ethnicity, creed, color, sex, gender, gender identity/expression, sexual identity (sexual and romantic orientation), socio-economic status, language, culture, national origin, religion/spirituality, age, (dis)ability, military/veteran status, political perspective, health status, and associational preferences. At FIU, diversity is a representation of our varied individual characteristics, identities, and differences.

### EQUITY

Equity includes access to opportunity, information, and resources, on a level-playing field for all. Equity is different than equality in that equality implies treating everyone as if their experiences are the same. Equal treatment results in equity only if everyone starts with equal access to opportunities, while embedded in the quality of being fair or impartial. Equity is achieved in an environment built on respect and dignity that both acknowledges and addresses historic structural inequalities as well as contemporary injustices.

### INCLUSION

Inclusion refers to an embracement within the FIU community where all members are and feel included as well as respected, with welcomed involvement to participate at desired levels with support in achieving to their fullest potential. Although diversity is essential, it does not guarantee inclusion. Intentionality is required to achieve a normalized practice toward creating an inclusive environment for success and sustained transformation.

### BELONGING

Belonging is the affirmed sense of security and support when there is authentic acceptance, inclusion, and identity extended to members of all groups. Belonging exists when individuals can bring their authentic selves to class, work, campus, and community. Belonging is a critical factor in improving engagement, performance, retention, and success.



## EXECUTIVE SUMMARY

Over the past two years, the Division of Diversity, Equity, and Inclusion has grown exponentially. The DEI team established a Diversity Council with several committees and subcommittees to steward FIU's DEIB initiatives emerging from the Equity Action Initiative. One of the Division's biggest undertakings and accomplishments was the launch of campus-wide Belonging Survey for all students, faculty, and staff. Additional accomplishments include FIU's Juneteenth Freedom Day Celebration, the creation of new affinity groups for faculty and staff, and a \$95,000 grant by Microsoft to fund a new fellowship for underrepresented minority doctoral students. Most importantly, the Division developed and launched an institutional DEI plan, charting a path forward for the University's DEI efforts, prioritizing (1) representation, (2) policy, practices, and performance measures, and (3) institutional learning.

Now part of the Division of DEI, the Office of Civil Rights Compliance and Accessibility (OCRCA), formerly known as the Office of Inclusion, Diversity, Equity, and Access, has also achieved many milestones. The OCRCA team launched [report.fiu.edu](https://report.fiu.edu), as a centralized reporting page for all concerns. The team also established new policies for intimate relationships and people with limited English proficiency. Additionally, OCRCA developed new processes for religious accommodations and ADA compliance, among other highlights.

2020-2022

Dr. Candice Ammons-Blanfort\*  
Dr. Elizabeth Bejar  
Dr. Isaac Burt+\*  
Dr. Phillip Carter\*  
Dr. Erica Caton\*  
Gricel Dominguez\*  
Ashney Francis  
Phillip Lloyd Hamilton\*

Michael Heron+\*  
El Pagnier "EK" Hudson\*  
Gloria Johnson-Cusack+\*  
Dr. Hilary Landorf  
Dr. Pete Markowitz  
Martha Meyer\*  
Dr. Kerrie Montgomery Orozco\*  
Dr. Valerie Patterson\*

Amelia Raudales+\*  
Ari Sernik+\*  
Artrice Shepherd+\*  
Dr. Carleen Vincent-Robinson\*  
\*Denotes founding member  
+No longer at FIU

## COMMITTEES

**THE WORK OF THE DIVERSITY COUNCIL IS GROUPED INTO 6 STRATEGIC AREAS OF IMPACT, EACH LED BY A COUNCIL MEMBER.**

### COMMITTEE RECOMMENDATION HIGHLIGHTS:

- "Representation Matters" campaign by the Attraction, Retention, and Engagement Committee (attraction retention)
- Centralized reporting system ([report.fiu.edu](https://report.fiu.edu)) by the Data and Reporting Committee
- Addressing Vaccine Hesitancy Among People of Color" event by the Health and Wellbeing Committee
- "Bridging the Cultural Chasm between Parents and Their LGBTQ+ Children" event by the Health and Wellbeing Committee





**EDUCATION COMMITTEE, LED BY DR. ERICA CATON AND DR. PHILLIP CARTER**

Shannon Hanson	Phillip L. Hamilton	Dr. Amir Khoddamzadeh
Dr. Bryan Dewsbury	Dr. Alex Cornelius	Martha Meyer
Dr. Rebecca Christ	Dr. Ana Luszczynska	Rosi Lozada
Dr. Melanis Rivera	Dr. Kerrie Montgomery Orozco	Dr. Diann Newman
Dr. Vicenta Shepard	Dr. Hilary Landorf	Dr. J Chris Ford

**DATA AND REPORTING COMMITTEE, LED BY KERRIE MONTGOMERY OROZCO**

Dr. J. Chris Ford	Dr. Emmanuela Stanislaus	Dr. Bronwen Bares
Dr. Erica Friedman	Jarrod Benjamin	

**POLICY COMMITTEE, LED BY DR. ERICA CATON**

Chris Altizer	Dr. Erica Caton	Martha Meyer
Elizabeth Bejar	Nathan Hiller	Nicholas Vagnoni
Phillip Carter	Carolyn Jackson	

**ATTRACTION, RETENTION, AND ENGAGEMENT COMMITTEE**

Stephanie Felisme	Eran Arbel	Donna de Cordova
Marquise Steward	Cristine Figueroa	Melissa Hernandez
Janice Spann Givens	Tricia Galiano	Dr. Carol Galladian
Carolyn Jackson	Daenne Dolce	
Kristyn Wilczek	Joselyn Roane	
Tamarra Rousseau	Asim Pleas	
Dr. Emmanuela Stanislaus	Ebony Marshall	
Jarrod Benjamin	Annick De Bruyne	
Melissa Castriota	Janite Grooms	

**MARKETING AND COMMUNICATION COMMITTEE, LED BY DR. PHILLIP CARTER**

Rhia Rae	Dr. Candice Ammons-Blanfort	Celene Torres
Garth Headley	Jeff McNamee	Melissa Castriota

**HEALTH AND WELLBEING COMMITTEE, LED BY DR. CARLEEN VINCENT-ROBINSON**

Melissa Castriota	Isabel Alfonsin Vittoria
Dr. Todd Lengnick	Matt Cacciaguida





El pagnier Kay Hudson (left), Captain Delrish Moss (middle) and Dr. Valerie Patterson (right) at the 1st DEI Anniversary reception.

# OUR JOURNEY TO SUSTAINABLE DEI TRANSFORMATION (2020-2022)



First FIU Juneteenth Freedom Day Celebration on June 19, 2021.

**June 2020:** University Leadership commissioned the Equity Action Initiative (EAI), led by the Core EAI Advisory Group: Dr. Valerie Patterson, Clinical Associate Professor in the Department of Public Policy and Administration in the Green School; Delrish Moss, Captain in FIU Police Department and former Ferguson, Missouri Police Chief; and El pagnier Hudson, Vice President of Human Resources. Visit [go.fiu.edu/EquityActionInitiative](https://go.fiu.edu/EquityActionInitiative) to view the latest updates from the EAI.

**July 2020:** Formalized in July of 2020, the Florida Black Prosperity Alliance (SFBPA) is comprised of civil rights, social justice, business, and economic leaders across the Tri-County, with a key focus of aligning advocacy efforts in response to COVID-19's disproportionate impact on the South Florida Black community, and historic economic access and mobility gaps.

**September 2020:** Appointed the inaugural Vice Provost for Diversity, Equity, and Inclusion, El pagnier K. Hudson, as a senior leadership role at the University.

**November 2020:** Created the Division of Diversity, Equity, and Inclusion and the Diversity Council with 6 active committees, to oversee the university's DEI transformation.



The Black Staff Association (BSA) co-leads Melissa Castriota (left), Nahum Jean Louis (middle), and Brittany Davis (right).

**January 2021:** Reignited faculty and staff affinity groups, with the first being the Black Faculty Association. Since then, the Hispanic Faculty Association, the Out Panthers Professional Engagement Network (OPPEN), the Black Staff Association, FIU Canadians, and Jewish Faculty and Staff Association, among others, are active affinity groups for faculty and staff.

**March 2021:** Launched a Diversity, Inclusion, and Belonging manager learning series and the DEI micro-credentialing program.

**May 2021:** Introduced the institutional DEI goals and implementation plan for the University.

**June 2021:** Coordinated a weeklong Juneteenth celebration culminating in the university's inaugural Freedom Day community event, which coincided with the designation of Juneteenth as a national holiday by the federal government.

**August 2021:** First ComPASS meeting dedicated to diversity, equity, and inclusion efforts that impact strategic enrollment performance metrics.

**October 2021:** Implemented the Belonging Survey, the university's first campus climate survey.

**January 2022:** Launched the Panther Partnership Mentoring Program with Big Brothers Big Sisters Miami, which awards Florida Prepaid Scholarships to FIU for 20 selected highschoolers and provides career readiness and job-shadowing experiences with FIU faculty and staff.

**February 2022:** Launched [report.fiu.edu](https://report.fiu.edu) to streamline and centralize reporting of discrimination, harassment, and other types of misconduct at the University.

**March 2022:** Began phase II of the Belonging Survey by presenting preliminary findings of the Survey to University Leadership.

**April 2022:** Established the DEI Underrepresented Minority Doctoral Fellowship, funded by a \$95K Microsoft grant, to address the underrepresentation of minority doctoral candidates across all FIU programs, especially within the STEM disciplines.

**June 2022:** Hosted the University's second annual Juneteenth Celebration, which included the inaugural Nova Star Scholarship Pageant, which provided over \$5,000 in scholarships to underrepresented minority students.



The Division of Diversity, Equity, and Inclusion (DEI) and Big Brother Big Sister of Miami (BBBSM) launched the Panther Partnership Mentoring Program and collaborated with Miami Southridge Senior High School and Miami Edison Senior High School.



DEI IMPACT  
BY THE NUMBERS



500+

TRAINED PANTHERS

As part of our commitment to promote a culture of inclusivity and belonging at our University, 500+ Panthers have been trained.



30+

MICRO-CREDENTIALING BADGES

The Division of Diversity, Equity, and Inclusion has presented over 30 micro-credentialing badges through the Diversity, Equity, and Belonging for All Manager Learning Series to further professional development and education of diversity, equity, and inclusion topics among our University leaders.



6,000

SURVEY RESPONSES

With nearly 6,000 responses from the Belonging Survey, students, faculty and staff shared their feedback on the campus climate regarding diversity, equity, inclusion and belonging.



\$33M

FUNDRAISED

In the wake of last summer's nationwide social justice movement and following the university's announcement of its Equity Action Initiative, FIU Foundation has raised more than \$33 million for diversity, equity, and inclusion initiatives in collaboration with the Foundation Office of Inclusive Philanthropy.



40

SCHOLARSHIPS

The Division of Diversity, Equity, and Inclusion has awarded over 40 scholarships from the Delores Auzenne Fellowship, Minority State College Transfer Scholarship, Doctoral Fellowship, and the Nova Star Juneteenth Scholarship Pageant.



6

AFFINITY GROUPS

Over the past year, 6 affinity groups have already been established with an additional 3 in development.

- Black Faculty Association (BFA)
- Black Staff Association (BSA)
- Hispanic Faculty Association (HFA)
- Out Professional Panther Engagement Network (OPPEN)
- FIU Canadians
- Jewish Faculty and Staff Association

INSTITUTIONAL DEI PLAN

OUR PHASES



PHASE 1▶

THE FOUNDATION:  
LISTEN, ASSESS,  
AWARENESS  
AY '20-'23



PHASE 2▶

ADVANCING DEI:  
IMPLEMENTATION OF  
RECOMMENDATIONS  
AY '22-25



PHASE 3||

MONITOR, EVALUATE,  
AND DEVELOP  
LONG-TERM OBJECTIVES  
AY '24-27





# STRATEGY



## GOAL #1 REPRESENTATION: RECRUIT, RETAIN, AND DEVELOP A DIVERSE COMMUNITY (Underrepresented Minority Faculty, Administrators, Graduate Students, and Board Presence)

The University will focus on increasing recruiting, retention, and development of underrepresented minorities in four stakeholder groups:

- Graduate Students
- Faculty
- Administrators (Level 3 or above)
- Increase Diversity in University Board Presence

### PLAN PROGRESS FOR REPRESENTATION GOAL

#### Graduate Students:

- Created platforms to conduct and engage in listening sessions with students.
- Created 'belonging' climate surveys and report findings and recommendations.
- Conduct qualitative and quantitative analyses of our current recruitment, enrollment, retention practices and processes (in collaboration with AIM).
- Conducted listening sessions with Graduate Program Directors to understand their roles and challenges in recruitment of as well as support graduate students and their retention.
- Created a cohort model and fellowship for underrepresented minority doctoral students.

#### Faculty

- Established underrepresented minority Faculty Associations, namely the Black Faculty Association and the Hispanic Faculty Association, to build affinity within their areas of interest.
- Created 'belonging' climate surveys and report findings and recommendations
- Conduct qualitative and quantitative analyses of our current recruitment, retention, and promotion processes, in collaboration with AWED & AIM (In progress).

#### Administrators

- Ensure diversity advocates are participants in search committees (In progress).
- Created relevant affinity groups, Black Staff Association, Out Professional Panthers Engagement Network (OPPEN), among others.
- Created 'belonging' climate surveys and report findings and recommendations (In progress).
- Conducted qualitative and quantitative analyses of our current recruitment, promotion, and retention processes (In progress).

#### Board Presence

- Created platforms to engage listening sessions with members of minority communities (which include collaborations with South Florida Black Prosperity Alliance, ICABA, Office of Engagement, Start-up FIU).
- Facilitate opportunities to increase visitation to campus among minority business owners, philanthropists, professionals, and individuals of interest (In Progress).

## GOAL #2 POLICY, PRACTICE, AND PERFORMANCE MEASURES:

Improve systems, policies, and procedures to facilitate diversity, inclusion, transparency, and accountability.

This goal seeks to improve systems and remove barriers with transparency and accountability efforts employed. To achieve this, we are incorporating a communication protocol for accountability and strategic support of institution-wide diversity, equity, and inclusion goals. We are using the baseline of the Equity Report Guidelines, features of the American Council on Education (ACE) Framework, and elements of the university's Affirmative Action Plan to establish guidelines.

### PLAN PROGRESS FOR POLICY, PRACTICE, AND PERFORMANCE GOAL

Placed DEI Advocates in units across the enterprise.

- Incorporated professional development with recommended trainings noted on DEI.FIU.EDU website.
- Created and launched DEIB Manager Learning Series
- Reviewing hiring practices and policies to identify barriers to hiring and promotion of underrepresented minorities (In progress).
- Reviewing retention policies and practices to identify systems with potential to disadvantage underrepresented minorities in terminations and attrition, including but not limited to performance evaluation process (In progress).

## GOAL #3 INSTITUTIONAL LEARNING: CULTIVATE AN INCLUSIVE AND EQUITABLE CAMPUS CLIMATE, CULTURE, AND COMMUNITY. (INCLUSIVE EXCELLENCE TRAINING)

Enterprise-wide inclusive excellence training embeds shared values, beliefs, attitudes, and behaviors around FIU's commitment to diversity, equity, inclusion and belonging in a way that permeates processes and behaviors throughout the Panther nation. To achieve institutional learning, we will implement a University-wide system of tracking, assessment, and annual reporting regarding the completion of inclusive excellence training.

### PLAN PROGRESS FOR INSTITUTIONAL LEARNING GOAL

- Created symposia, lectures, book clubs, movie screenings, and focus groups all designed to increase cultural competency and strengthen a sense of belonging across the enterprise.
- Created DEI micro-badges/Micro-Credentials in support of continued learning and development of DEI competencies.
- Creating a comprehensive institution-wide learning plan for the FIU community tailored and designed to focus on unconscious bias and cultural competence across the diversity spectrum: race, gender, abilities, sexual orientation, religion, etc. (In collaboration with CAT, CHUE, Global Learning, TAM, and AWED) (In progress).



## DATA

The University acknowledges that there are opportunities to improve representation of minority groups so that FIU is more reflective of our community. This inaugural report includes a breakdown of race and ethnicity for students, faculty, and staff for the 2021-2022 academic year. This transparency raises awareness across our University Community to the importance of establishing representation as a priority in our institutional DEI plan. The data points in this report will be used as the baseline to track our representation goal progress.

The University recognizes that our current data breakdown for gender is another area of opportunity, as it only includes binary categories ("male" and female"). As the composition of our students, faculty, and staff of self identification is broadening, we are exploring ways to support multiple categories. While this data point has not been included in this inaugural report, we hope to capture it in future reports. The Data and Reporting Committee is looking to expand our reporting capabilities to allow for more inclusive data reporting, especially in the areas of gender, sexual orientation, religion, among other protected categories.

## TOTAL STUDENT ENROLLMENT BY RACE/ETHNICITY

ETHNICITY/ RACE	MEASURE VALUES	%
American Indian or Alaska Native	31	>1%
Pacific Islander	25	>1%
Not Reported	420	>1%
Two or More Races	1,152	2%
Asian	1,565	3%
Nonresident Alien	4,554	8%
White	5,946	11%
Black or African American	6,697	12%
Hispanic	36,202	64%

FALL 2021

### FACULTY BY RACE/ETHNICITY

ETHNICITY/RACE	VALUES	%
American Indian/ Alaskan Native	11	>1%
Asian	283	9%
Black	261	8%
Hispanic	942	31%
Not Reported	225	7%
Pacific Islander	1	>1%
Two or more races	25	>1%
White	1,250	41%

### ADMINISTRATORS AND STAFF BY RACE/ETHNICITY

ETHNICITY/RACE	VALUES	%
American Indian/ Alaskan Native	18	>1%
Asian	239	>1%
Black	891	11%
Hispanic	4,196	56%
Not Reported	858	11%
Pacific Islander	3	>1%
Two or more races	90	>1%
White	1,178	15%

## BEYOND DIVERSITY DEMOGRAPHICS

13

RELIGIONS REPRESENTED IN  
THE MULTI-FAITH COUNCIL

1,038

TOTAL VETERAN AND  
MILITARY AFFILIATED  
STUDENTS

2,800+

STUDENTS RECEIVE SUPPORT  
FROM THE DISABILITY  
RESOURCE CENTER

140+

COUNTRIES REPRESENTED  
BY OVER 3,500  
INTERNATIONAL STUDENTS

4,000+

STUDENTS ENGAGE WITH  
THE PRIDE CENTER

99

CULTURAL AND  
DEI-RELATED STUDENT  
LED ORGANIZATIONS

FALL 2021

FALL 2021



## OFFICE OF CIVIL RIGHTS COMPLIANCE AND ACCESSIBILITY (OCRCA)

Now part of the Division of DEI, the Office of Civil Rights Compliance and Accessibility (OCRCA), formerly known as the Office of Inclusion, Diversity, Equity, and Access, is under the leadership of Ryan Kelley, Senior Director for CRCA and the University's Title IX coordinator.

OCRCA has focused on training as a tool to prevent and mitigate, potential violations of FIU-105 and FIU-106 while encouraging prompt reporting of such violations. Over the last year, OCRCA has trained students, faculty, and staff on a variety of issues within OCRCA's oversight, including Title IX and FIU-105, the University's prohibition on discrimination and harassment in its academic programs and FIU-106, Americans with Disabilities Act (ADA) compliance, reasonable accommodation process, and bystander intervention. Since August 2021, OCRCA has received and responded to over 380 reported concerns.

OCRCA's training efforts have occurred across FIU's dynamic communities and campuses and include training provided to Housing and Residential Life staff, supervisors of student employees, residential advisors, new employees and faculty, Life Coaches, Victim Empowerment Program affiliates, Counseling and Psychological Services staff, Athletics staff, student athletes, the National Forensic Science Technology Center (NFSTC) staff, University Police Department,

museum staff, College of Business faculty and staff, University leadership, College of Medicine leadership, College of Medicine Office of Student Affairs, Greek organizations, College of Arts and Sciences faculty and staff, College of Law departments, and various other University units.

Additionally, OCRCA has trained University community members on FIU-105's procedures and grievance process to ensure that a cross-section of the University community is trained and available to serve as hearing panelists, hearing officers, and advisors during FIU-105 investigations and live hearings.

### Centralized reporting page: [Report.fiu.edu](https://report.fiu.edu)

One of OCRCA's most significant accomplishments during this reporting period is streamlining of the University's reporting process, including the creation of a centralized reporting page where students, faculty, staff, and third parties can report concerns relating to the University community, its members, programs, and activities. The page features a simple and easy-to-remember URL: [report.fiu.edu](https://report.fiu.edu) and is included in the footer of all FIU webpages. Visitors can directly report concerns of: (1) Sexual Harassment or Misconduct, (2) Discrimination or Harassment, (3) Student of Concern, (4) Student Conduct or Academic Integrity Violations, (5) Silent Witness Report to Law Enforcement, (6) FIU Police Department Employee Misconduct, and (7) Individual Freedom Act. While visiting the centralized reporting page, visitors are provided valuable information about reporting, next steps, grievance procedures, and CRCA. Reports may also be submitted via the Ethical Panther Hotline, where information, including reports of discrimination, harassment, and sexual misconduct, may be submitted to the University anonymously.

## LIMITED ENGLISH PROFICIENCY (LEP) POLICY

The University's new Limited English Proficiency Policy ensures that University departments and offices take reasonable steps to ensure that persons with Limited English Proficiency (LEP) have meaningful access and an equal opportunity to participate in the University's services, activities, programs, and other benefits. The policy also provides for the communication of information contained in vital documents. All interpreters, translators, and other aids are provided without cost to the person being served and will be informed of the availability of such assistance free of charge.

## AMERICANS WITH DISABILITIES ACT (ADA) POLICY, PROCEDURE, AND FORMS

CRCA has created a formal policy, updated procedures, and improved forms related to the reasonable accommodation process in accordance with the Americans with Disabilities Act of 1990, the Americans with Disabilities Act Amendments Act of 2008, and Section 504 of the Rehabilitation Act of 1973. The policy and procedures serve as a guide to faculty and staff who are seeking reasonable accommodation to continue to perform their essential job duties.

## RELIGIOUS ACCOMMODATION PROCESS

OCRCA has established a process for faculty and staff to request reasonable accommodations based on their sincerely held religious beliefs. Employees should contact OCRCA to initiate this process, which includes completion of the religious accommodation request form and subsequent review by the employee's supervisor.

## INTIMATE RELATIONSHIPS REGULATION

The University's Board of Trustees unanimously approved a regulation prohibiting employees with authority from engaging in or initiating intimate relationships with any other University Community Members over whom they exercise authority. The new regulation reduces and mitigates risks inherent to such relationships, including sexual harassment, coercion, conflict of interest, and favoritism.

## ACCESSIBILITY@FIU

Accessibility@FIU is a resource for students, faculty, and staff regarding accommodations for Panthers with disabilities. It provides guidance to allies on how to best support Panthers with disabilities in the classroom or workplace. It also highlights the stories, perspectives, and experiences of Panthers who have a disability.

OCRCA has developed and improved the University's Learning Management Systems to make them more accessible and ensure qualified students with disabilities, who are impacted by technology barriers, have an equal opportunity to participate in University programs and activities. In collaboration with colleges and University stakeholders, OCRCA, the Center for Advancement of Teaching and FIU Online made the content and functionality of the University's Learning Management System accessible to students in its undergraduate and graduate programs. Additionally, OCRCA has focused on training that promotes LMS accessibility, including:

- **Ally Getting Started**
- **Canvas Essentials**
- **Universal Design for Learning**  
(Train-the-Trainer workshop)
- **Universal Design for Learning**
  - Basics of Document Structure
  - Visual Content
  - Accessibility and STEM
  - Multimedia/Video



## AROUND CAMPUS: SCHOOL AND DEPARTMENT ACHIEVEMENTS

### CHAPLIN SCHOOL OF HOSPITALITY & TOURISM MANAGEMENT

Through donor funds, the Chaplin School of Hospitality and Tourism Management has created the first ever endowed Diversity, Equity and Inclusion professorship, presented to Professor Brian Barker, with the goal of developing DEI curriculum and creating a pathway to success for underrepresented talent in the hospitality industry. Barker organized and hosted a Black History event, featuring a panel of 6-Black hospitality entrepreneurs, highlighting and showcasing non-traditional approaches. He relaunched the FIU chapter of National Society of Minorities in Hospitality and took three students to the regional conference in Daytona Beach. Barker serves on the Black Hospitality Initiative (BHI) Board which has awarded more than 450 scholarships and raised more than \$3.5 million in scholarships. Finally, Professor Barker onboarded 15 senior hospitality executives, educators, and association leaders to launch a nationwide DEI Alliance. The Alliance addresses DEI on a national scale and, to date \$2 million in verbal commitments have been raised to support these works. On behalf of their Diversity, Equity, and Inclusion Alliance, Brian Barker led a team of scholars from around the country to collect data from the hospitality industry regarding implementing DEI changes.

### NICOLE WERTHEIM COLLEGE OF NURSING AND HEALTH SCIENCES

The values and principles of diversity, inclusion, and equity are central to the mission of the Nicole Wertheim College of Nursing and Health Sciences to improve the quality of nursing and health sciences education, ameliorate health inequities, and advance diverse leaders in the health professions. With 78% of students being female, 64% of faculty and 92% of staff being from minority backgrounds, the College has recruited and retained faculty and students who advance the mission and address issues of diversity, inclusion, and equity. The College focuses on developing healthcare providers that offer high quality, culturally-competent care in partnership with the diverse society they serve—a society with ethnically, racially, socially and culturally diverse populations. The College has received gifts from health care institutions to recruit and retain diverse faculty and students, including a gift of \$1.5M from HCA Healthcare, Inc. to support scholarships and faculty to educate and train diverse nurse educators to teach nursing in academic and clinical settings which will address the nation's nursing faculty and nursing shortage.



### HERBERT WERTHEIM COLLEGE OF MEDICINE

The Herbert Wertheim College of Medicine's Office of Diversity, Equity, Inclusivity, and Community Initiatives has offered opportunities for faculty, students, and staff to understand the importance of diversity, equity, and inclusivity while improving their skills to better communicate, empathize and act appropriately through its training sessions (admissions and interview committees and faculty assemblies), monthly virtual conferences (leadership and current conversation series), and social activities (Black and Women's History Month quizzes with prizes and outdoor Jazz celebration). Additionally, every department chair developed, reviewed, and signed the Diversity, Equity, and Inclusion Plan and are committed to its success. The pathways program successfully recruited and prepared students for medical careers. The Albert E. Dotson, Sr. Pipeline Program for Least Represented in Medicine program included activities that spanned the following areas: academic enrichment, learning skills development, clinical medicine, communication skills, counseling, career development, and character building. The focus of the program is to help participants not only become better undergraduate students but also become more competitive applicants to medical school. The College of Medicine has extended its pathway programs into elementary and middle schools with initiatives like STEM Saturday which is an educational pipeline program for K-12 students. The program aims to encourage the love of science in children from local communities by doing science-based, interactive activities.

### COLLEGE OF COMMUNICATION, ARCHITECTURE + THE ARTS

The College of Communication, Architecture + The Arts (CARTA) established a DEI Taskforce to advise the dean on DEI issues and initiatives which then led to the creation of a DEI website with statements, resources, and calendar of events for DEI-related initiatives. After establishing a partnership with Black Professional Network (BPN) in Fall 2020, CARTA provided 21 African American/Black CARTA students with BPN memberships, professional mentors, clarity assessments, internships, and career opportunities. A taskforce of subcommittees was established to work on recruitment, Black History Month, Women's Month, LGBTQ and Disability Awareness. They successfully executed several initiatives including: annual Unite the Mic Spoken Word scholarship contest for Black history month; "Share your pride spotlight" during pride month; and accessibility assessment of CARTA facilities for students with disabilities. CARTA collaborated with NBCU's Telemundo on sessions with faculty and students on Afro-Latino experience and representation in the media. In addition, they established a partnership with African/African Diaspora Studies funding student interns to serve as CARTA liaison to help promote AADS programs. The College even collaborated with DEI central office by recruiting, hiring, and funding CARTA work study positions to help execute University-wide DEI efforts and authored CARTA self-assessment/case study titled: "Student Mentoring Programs and Potential to Reduce Racial/Ethnic Disparities" for their FIU Mentorship DEI white paper.





## ROBERT STEMPEL COLLEGE OF PUBLIC HEALTH & SOCIAL WORK

The Robert Stempel College of Public Health & Social Work is committed to building an inclusive environment for its diverse community. Its Diversity and Inclusion (D&I) committee, comprised of faculty, staff and students of diverse cultural backgrounds, advised the dean on policy issues and offered enhancements to increase representation within the college at all levels. Since fall 2020, the committee created its first Committee Bylaws; established D&I goals and an action plan to achieve them; partnered with D&I leaders to obtain guidance on initiatives; worked with student leaders to enact activities and initiatives that best meet their needs and concerns; and created the college's first D&I web page on the Stempel College site. In addition, the committee published its first statement on the college's stance on racism and commitment to increasing representation. The statement states that "as a conglomerate of allied health professionals, we have a responsibility to not only solve complicated health and social welfare issues but to also serve the most underserved populations affected by them." Stempel College has acted on its goals and has since hired five assistant professors from unique and diverse backgrounds, bringing knowledge and expertise in the areas of social work and epidemiology.

## STEVEN J. GREEN SCHOOL OF INTERNATIONAL & PUBLIC AFFAIRS

In response to the university's DEI priorities, the Green School took a top-down approach to improve diversity within the highest levels of college leadership. Green School's leadership team worked to identify underrepresented individuals who not only desired leadership opportunities but also brought diversity of thought and perspective to the table. Valerie Patterson, the Director of the African and African Diaspora Studies Program, Agatha Caraballo, Director of the Ferre Institute, and Assistant Dean Carleen Vincent used their experience "in the trenches" to examine equity issues and initiate changes. The Green School joined the Provost's Office and DEI to sponsor 10 women to attend Virginia Tech's 10th annual Faculty Women of Color in the Academy Conference. The conference provided professional development, networking, recruitment, and review of best practices, as well as healing spaces and opportunities for self-care for the individuals who have spearheaded some of FIU's diversity initiatives. The Green School has taken a deeper dive into efforts to recruit and retain talent by capturing the demographics of different faculty ranks within varying departments and disciplines, highlighting areas of underrepresented positions, and working with chairs and diversity committees on strategies to target underrepresented populations. The Vaclav Havel Program for Human Rights and Diplomacy has launched a strategic initiative entitled "LBTQ+ Rights as Human Rights" that explores LBTQ+ rights in a global context. The Global Indigenous Forum has also hosted programming that highlights issues affecting historically underrepresented groups in the United States and abroad.

## COLLEGE OF BUSINESS

The College of Business added an Indigenous Land Acknowledgment on its website recognizing that the territory now known as "South Florida" has been the traditional homeland of Native nations, including the Calusa, the Tequesta, and today the Miccosukee and the Seminole. It pays respect to the traditional custodians of this land and their Elders, both past and present. During the annual Week of Welcome, the College of Business distributed an Inclusion and Ethnicity Survey to all students to better understand how students identify and what their needs are. Students were invited to join the Diversity, Equity, and Inclusion Student Ambassador Group to provide regular feedback on the student experience on campus. The College also launched the Student Resource Center Webpage, a one-stop-shop for FIU Business students for all non-academic resources: Fostering Panther Pride, OSJI, Multi-Faith Council, Pride Center, and more. In collaboration with the Education Fund, FIU Business hosted an event where students were invited from five underserved high schools in Miami-Dade County to come and experience FIU Business Campus Life. This opportunity allowed for an admissions analysis to better understand current shortcomings. Some of the resources presented include tri-lingual marketing materials targeted to parents in English, Spanish, and Haitian Creole, financial literacy presentations, student organization information, a presentation on admissions, next steps, and what to look forward to.

## FIU LAW

FIU Law focused on faculty recruitment: The appointments committee for 2022 was entirely comprised of minorities and they successfully recruited two female faculty with doctoral degrees, one of whom is a person of color. This year the College started a Visiting Assistant Program for aspiring law faculty that focuses on bringing in individuals from historically underrepresented groups. They also participated in the National LGBTQ Bar Association's Climate Survey and co-sponsored the kick-off event this year for the University's Queer Studies Certificate. FIU Law had the highest percent of Hispanic students among the top 50 public law schools and a faculty member that managed an initiative to increase the representation of Hispanics in the legal profession. The dean also appointed Julia Janewa Osei-Tutu, J.D., as Associate Dean for Diversity, Culture & Inclusion, a new role to oversee DEI initiatives.

## AWED

FIU Office to Advance Women, Equity, and Diversity (AWED) provided research-based educational diversity, equity and inclusion training for the academic workplace and beyond. Its goal was to develop institutional structures, processes, and climate that build an affirming and fair workplace for women and underrepresented groups. AWED provided training for faculty, leadership, DEI consultations for colleges, and more. Some of the accomplishments include: 1,620 Faculty Certifications for Strategies and Tactics for Recruitment to Increase Diversity and Excellence (STRIDE) workshops, 470 Bystander Intervention Leadership Program Certificates to FIU Faculty and Leadership, an immersive and interactive 8-hour training on gender and race bias, 84 equitable salary adjustments to deserving FIU faculty, and 10+ targeted new faculty mentoring committees through the Launch Program.





## OFFICE OF INCLUSIVE PHILANTHROPY

Founded in 2021, the FIU Foundation Office of Inclusive Philanthropy (FOIP) is a team of diverse development officers focused on philanthropic investment in diversity, equity and inclusion initiatives. FOIP brings together development professionals and community and industry partners from diverse backgrounds to inform, implement and evaluate philanthropic strategies and programming that promotes systemic change.

This includes scholarships and wrap-around support services for students, increased faculty diversity, strong and inclusive advisory board governance, social equity research, cultural competence trainings, and improved health and education outcomes. In addition, FOIP collaborates with groups across FIU to host events that raise awareness for diversity-related issues. FOIP plays a significant role in the university's Next Horizon campaign to raise \$750 million to advance student success and research excellence.

FIU has raised \$33 million for DEI initiatives since FOIP's founding, including \$17 million this fiscal year, as of March 1, 2022:

- \$1.5 million from HCA Healthcare to support the New Nurse Educator Program, aimed at increasing the number of diverse nurse educators and nurses entering the field
- \$2.5 million from the George and Bernice Cooke Scholarship Foundation for Women to assist non-traditional students, including endowed funds supporting military and veteran students
- \$285,000 from alumna Silvana Massolo '04 to establish an endowed grant supporting alumni-owned small businesses, with preference given to minority-owned ventures

## OFFICE OF GLOBAL LEARNING ACHIEVEMENTS

The Office of Global Learning Initiatives (OGLI) focused efforts to develop diversity, equity, and inclusion as a key component of its programs. In the summer of 2021, the staff engaged in rich exploration of identity, race, and culture through periodic discussions across a 21-day Racial Equity and Social Justice Challenge with the YWCA of South Florida. Insights from this activity impacted the faculty development workshops and student co-curricular activities sponsored by the office. The OGLI worked with Erica Caton, Director of Educational and Faculty Development for the Center for the Advancement of Teaching, and Faculty to DEI, to develop a module focused on diversity, equity, and inclusion for all Global Learning Course Design and Instruction workshops. In addition, undergraduate students designated DEI-GL Fellows by the OGLI receive DEI-specific training and mentoring to carry out research agendas. The OGLI also sponsors the Millennium Fellowship Program. This year's Millennium Fellows completed projects aligned with the Sustainable Development Goals (SDGs). Fifteen of twenty-six fellows had goals that explicitly align with DEI. Finally, the GL Student Board developed an age-appropriate video series with a discussion guide to educate Miami-Dade County public school youth about equity issues affecting South Florida.



## PROCUREMENT

FIU has increased Minority Business Enterprise (MBE) spend by over 4% from an average of 11.83% in Fiscal Year 2021 to 15.93% in less than one year for Fiscal Year 2022. Trending in the right direction, the challenging work to roll out GovQuote to increase competition and inclusion of minority and small business firms is paying off. In addition, StartUP FIU Procurement, and the participation with the South Florida Anchor Alliance has also helped unlock economic growth for small and minority owned businesses. StartUP FIU Procurement provides technical assistance & capacity building to local, small, and minority-owned businesses, including access to capital, financial, marketing, business development, technology, human resources & legal services. This program was launched with seed funding from the Health Foundation of South Florida as part of the Anchor Network initiative.

## STARTUP

In 2022, StartUP FIU combined its Food and Procurement programs to launch StartUP FIU Local. This new, more robust unit continued to provide free online and in-person events, consulting sessions and workshops for over 300 small and minority-owned businesses, throughout 2022.

In collaboration with Procurement Services, StartUP FIU Local was a significant contributor towards increasing the University's MBE spend by over 4% - from an average of 11.83% to 15.93% - between FY 2021 and FY 2022.

Led by its mission to ensure more local, women and minority-owned businesses have the resources they need to successfully grow and impact the larger South Florida community, StartUP FIU Local led a number of initiatives throughout 2022:

- Increased online reach by 38.6% by incorporating online cross-promotions with existing partners.
- Facilitated industry-specific online events, workshops, and info sessions at in-person vendor fairs for 183 small businesses.
- Provided workshops and consulting sessions for 650+ small businesses in the last 11 months, in partnership with SBA's sponsored Navigator program.
- Established \$240K partnership with Bank of America to provide three 2-week Business Bootcamps and Pitch Competitions for small businesses in Miami-Dade County.
- Finalized partnership with Miami-Dade County Mayor Levine Cava's Strive 305 initiative, which includes entrepreneurship content for Strive 305's online platform for \$100K.
- In collaboration with FIU's Office of Business Services and Chartwells, StartUP FIU Local has supported two local food entrepreneurs secure a retail location at FIU's MMC campus (EC & GC).
- Partnered with Ascendus to nominate six food entrepreneurs to the Samuel Adams pitch competition for a \$10K prize. Three of the six became finalists, and the winner was Jenifer Shwartz, a program member.





**CENTER FOR THE HUMANITIES  
IN AN URBAN ENVIRONMENT**

The Center for the Humanities in an Urban Environment (CHUE) is a key humanities hub at FIU whose unique approach - exploring issues of relevance to Miami and beyond through arts and humanities perspectives - has earned it national acclaim. Working with partners across the University and beyond, CHUE has shown how humanities can respond to key issues of our times with 11 original public events from 2021-2022. DEI was a co-organizer of 6 events, more than any other unit on campus. These events included: "Juneteenth: Reconstruction, Past and Present", "We're Here: Queer Artists Celebrate Pride through Art, Music, and Protest", Screening of "First Language: The Race to Save Cherokee" and Interview with Awich in Honor of Indigenous Peoples' Day, "Slavery: A Legacy", "More Guns than People: Gun Violence in American History, Culture, and Daily Life", "Tenemos que Hablar: El Racism que no queremos ver."

After a full slate of events which included 1,326 registered viewers, events specifically co-sponsored by DEI reached approximately 900 people in their original airing.

Working with internal and external partners, CHUE aspires to serve as a model for how humanities can develop innovative engagement strategies. Corporate and foundation sponsorships from Wells Fargo and the Larry Kramer Memorial Fund made Spring and Summer 2021 programming possible. CHUE, the Department of Global & Sociocultural Studies, and the Geographic Information Systems Center were awarded a National Science Foundation grant for workshops on innovative methods in community studies. The center will continue to address modern issues through the arts and humanities disciplines, with a focus on climate crisis, environmental racism, carceral justice, racism, and educational inequality.



In addition to continuing the strategic work laid out in the DEI plan, the Division of DEI has several upcoming projects to engage the University Community for the 2022-2023 academic year.

**BELONGING SURVEY FINDINGS  
AND ACTION PLANS**

Get involved in your department level action plans based on the Belonging Survey findings

**REPORTING PROCESS CAMPAIGN**

Learn what really happens when you submit a concern via [report.fiu.edu](https://report.fiu.edu) and what constitutes reportable conduct

**BLUE AND GOLD TABLE TALKS WEB SERIES**

Look out for our web series featuring real people having candid conversations about their lived experiences regarding diversity, equity, inclusion, and belonging

**STUDY ABROAD SCHOLARSHIPS**

This new scholarship will support underrepresented minority students seeking funding for study abroad experiences

**GRADUATE HOUSING STIPENDS**

Stipends will support graduate students cover housing needs, as these students are not eligible for on campus housing

**FOUNDATIONS OF DEI BADGE**

Expand your knowledge about diversity, equity, and inclusion with this new microcredential



