

Inclusion, Diversity, Equity & Access Workgroup

INITIATIVES

OCTOBER 2020

IDEA

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ABOUT THE IDEA WORKGROUP

The Inclusion, Diversity, Equity & Access Workgroup will ensure the continued cultivation of a model academic and environmental culture in which differences are invited, recognized, appreciated and valued. The workgroup will also foster understanding, collaboration, professionalism and leadership through open communication and positive interactions.

“An exceptional academic environment reflects the breadth of thought essential for preeminence, achieved by a community of students, faculty, and staff who have diverse experiences and backgrounds.”

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INITIATIVES

IN OUR COLLEGE

Black Student Advocacy Group

- Immediately following the murder of George Floyd, Dean Garcia and Assistant Dean for Student Advocacy & Inclusion Dr. Patty Probert met with the college's Black Student Advocacy group, which has been in existence for three years and meets at minimum once a semester.
- UFCD offered a safe space to talk about what our Black students were feeling, offer our support and discuss their experiences in the college.

Black Lives Matter in Academia Doc

- Created a living document: [Black Lives Matter in Academia](#), which offers resources to learn about Black history, Black experiences, how to be an anti-racist and more.
- Located on our website and shared to other web pages, like the Academic Health Center Library and the Clinical & Translational Science Institute's diversity page.

STUDENTS, FACULTY & STAFF

Education & Ally-ship Resources

- The Office for Student Advocacy & Inclusion continues to immerse itself in education of ally-ship and resources for Black faculty, staff and students.
- The Office for Student Advocacy & Inclusion, along with HR, Financial Aid and Admissions, received focused training in crisis intervention.

Examine Best Practices for IDEA

- Dr. Patty Probert has collaborated with the Office of Academic Affairs to examine best IDEA practices as it relates to the curriculum and the education of our students.

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IDEA WORKGROUP CHARGE:

- Create an educational and work environment where all feel a sense of belonging.
- Build a shared framework for discussions on diversity, inclusivity, equity, gender identification and disabilities.
- Invite dialogue from diverse perspectives in the service of our educational mission.
- Ensure equitable access to resources and opportunities needed to succeed.
- Promote positive and productive relationships between students, faculty and staff.

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Meetings with Black Faculty

- College deans met with Black faculty for an opportunity to hear their impressions of the college climate and changes they would like to see.
- Most feedback indicated a desire for an increase in Black faculty.

Antidiscrimination Statement

- Developed a clearer and direct antidiscrimination statement.
- Dean Garcia and Assistant Dean Probert worked with college leadership and received input from Black faculty, staff and students.
- The statement will be mandatory in every syllabus and handbook in the college, as well as a visible document in our clinics.
- A resource guide accompanies the statement to help those who are targeted, or see an injustice take place, find the right places to talk about what happened and take further action.

Creation of IDEA Workgroup

- Developed a charge for a new workgroup called the Inclusion, Diversity, Access, and Equity (IDEA) Workgroup.
- This group will be comprised of four students -- one diversity chair representative per class -- four faculty, four staff and the Assistant Dean for Student Advocacy & Inclusion.
- This group will create and direct meaningful programming/assessments/research/trainings for UFCD as it relates to inclusion, diversity, access and equity.
- The workgroup's charge and work begins in October.

DMD Class Diversity Chairs

- Every DMD class now has Diversity Chairs to create and promote initiatives and events with the goal of enhancing diversity, inclusion and equity across the College of Dentistry.
- They serve to cultivate college-wide knowledge, awareness and education of diversity and social issues.
- Function as a catalyst for new diversity related initiatives developed in collaboration with UFCD student organizations, committees, and/or workgroups.
- Initiatives include, but are not limited to, forums, lunch and learns and workshops.
- Diversity Chairs will strive to celebrate wide-ranging cultural and social groups through various forms of recognition, such as monthly themed topics.
- Will also collaborate with the IDEA Workgroup.

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UF COLLEGE OF DENTISTRY VALUES

We value excellence through high-quality comprehensive dental care, cutting-edge research and learner-focused education. We support a culture of dignity, respect, support and compassion fostered through a diverse and inclusive environment.

UF COLLEGE OF DENTISTRY MISSION

Our mission is to provide innovative dental education and deliver the highest degree of patient-centered care and service, while promoting discovery and the generation of knowledge through research, with strong commitments to community engagement, diversity and inclusion.

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Climate Survey

- We have developed a new and improved climate survey to distribute to students, faculty and staff in order to assess feelings and ideas about our environment this fall.
- We hope the results will help guide us as we move forward with the IDEA Workgroup and as the administration makes decisions impacting the college.

HIGHLIGHTING OUR EXTERNAL INITIATIVES

Cultural Bulletins

- We've added Cultural Bulletins to our college—on the busiest floor and on our social media pages, we will be highlighting faculty, students and staff with a focus on showcasing cultural backgrounds, celebrating our diversity and suggestions for best practices regarding cultural sensitivity when treating patients.

Digital Footprint

- Re-examined our websites, social media and college environment to ensure/improve representation of our diversity.

ADEA Focus Groups

- Worked with American Dental Education Association in focus groups to develop best practices and checklists for our college community.

Patient Rights & Responsibilities Doc

- Currently In the process of updating our patients' rights and responsibilities document to include explicit anti-discrimination language and expectations of patients that seek care in our multicultural clinical environment.

UFCD Admissions

- Our Office of Admissions has strengthened best practices for recruitment of Black students, adding Black student members to the committee and increasing student membership to our Admissions Outreach Ambassadors.

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**DIVERSITY IS A
FACT**

**INCLUSION IS AN
ACT**

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First-Year Black Student Outreach

- Before orientation, we individually reached out to our first year Black students to tell them about the Office of Student Advocacy & Inclusion and support we can offer.
- Intentionally increased upperclass Black student presence at orientation and organized immediate connections for our students.

ACADEMIC HEALTH CENTER

HSC Black Faculty Network

- Connected our Black faculty to the HSC Black Faculty Network.

Implicit Bias & Microaggression Presentation

- Dr. Donna Parker from the UF College of Medicine delivered a presentation on implicit bias and microaggressions to our first year students. More of these types of trainings and presentations will be scheduled for our college.

Putting Families First Facilitator's Guide

- UFCD's Dr. Patty Probert developed a facilitator's guide for the Putting Families First course, taken by all first year Academic Health Center students each fall semester.
- The guide focuses on developing a safe environment in the classroom that embraces differences and cultivates respect and understanding of others' lived experiences.

Academic Health Center Diversity Liaisons

- UFCD Assistant Dean for Student Advocacy & Inclusion hosts a monthly meeting of all AHC Diversity Liaisons.
- Recently reached out to the newly formed AHC Student Diversity Group, and they joined the September AHC Diversity Liaisons meeting to talk about their experiences, what they hope to accomplish as a group and how the AHC faculty & staff Diversity Liaisons can support them.

CTSI Collaboration

- Have collaborated with UF's Clinical & Translational Science Institute to develop quality video and podcasts showcasing **Black Voices in Science**.
- A research proposal will be submitted around this initiative as well.

UNIVERSITY OF FLORIDA COLLABORATIONS

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UF Diversity Discussions

- Discussions and meetings continue at the University of Florida level among diversity liaisons and UF administration.
- Many meetings have led to great new connections to others on campus, and conversations about systemic racism at UF and how we can address and change the culture of the university.

Diversity Initiative Retreats

- UFCD Assistant Dean for Student Advocacy & Inclusion Dr. Patty Probert worked with Human Resources and other resource experts on campus to deliver a retreat on diversity initiatives to the Occupational Therapy Department.
- The presentation focused on implicit bias.
- Dr. Probert participated in the University of Florida campus-wide diversity retreat.

Racial Injustice Seed Fund Proposal

- UFCD's Dr. Patty Probert convened a powerhouse group from the Academic Health Center to develop a proposal for the University of Florida's Racial Injustice Seed Fund.
- The proposal includes a first-year Black student pre-health cohort success program.
- Simply the process of developing the proposal has enriched the group's lives leaving everyone feeling more connected by having meaningful discussions around race that have not previously been had.



DIVERSITY

of people,
perspectives



EQUITY

in policy, practice
& position



INCLUSION

via power, voice &
organizational culture



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