

1 **UCF Diversity and Inclusive Culture MOU**

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3 UFF-UCF and the University share the goal to secure equity, eliminate discrimination, and ensure  
4 the health and well-being of all members of the UCF community. The intention of this document is  
5 to promote a shared commitment to enhancing equity, inclusion, and diversity that establishes  
6 UCF as a national model for 21<sup>st</sup> century metropolitan research universities.

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8 To that end, we aspire to:

- 9     ▪ Actively recruit, hire, support, mentor, promote, and retain highly qualified and diverse  
10       faculty and professional employees that reflect the diversity of our students and the State  
11       of Florida.
- 12     ▪ Foster excellence through the fair evaluation and equitable compensation of all employees.
- 13     ▪ Foster development of a racially, ethnically, and culturally diverse team of administrators  
14       that will ultimately reflect the demographics of our students and our state.
- 15     ▪ Address discrimination, and/or instances of a hostile work environment at UCF as they are  
16       reported, and prevent future instances through the equity, inclusion, and diversity  
17       initiatives described below.

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19 We agree on the following equity, inclusion, and diversity priorities over the next four years:

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21 **PHASE 1 (2020-2022)**

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23     ▪ Search committee members and hiring managers develop postings with inclusive language  
24       and actively recruit highly qualified and diverse applicants for vacant positions, and work to  
25       eliminate any identified barriers in the hiring process for applicants of diverse backgrounds.  
26       Additional information on search and screening guidelines may be found on the Office of  
27       Institutional Equity website.
- 28     ▪ Employees are strongly encouraged to participate in workshops and trainings offered by  
29       the Office of Diversity and Inclusion.
- 30     ▪ Equity, inclusion, and diversity issues are featured in a speaker series (two during each fall  
31       and spring semester) and occasional social events (COVID permitting) beginning in 2021-  
32       2022. To the extent permitted by the speaker, the talks will be live-streamed and recorded  
33       for the public.
- 34     ▪ Faculty are strongly encouraged to propose equity-inclusion-and-diversity courses for the  
35       general education curriculum and specifically for each college; offerings of approved  
36       equity-inclusion-and-diversity courses will be advertised on the Undergraduate Studies and  
37       the academic college/department websites each term.
- 38     ▪ By August 2021, each college at UCF assigns a faculty member to serve as the college's  
39       Ambassador for Equity, Inclusion, and Diversity. The Office of Diversity and Inclusion  
40       convenes a meeting of the college ambassadors once each fall and each spring to discuss  
41       issues of equity, inclusion, and diversity and share new initiatives and best practices  
42       beginning in AY 2021-2022.
- 43     ▪ Employees are encouraged to report their work-environment concerns to administrators;  
44       Human Resources and/or HR liaisons within their college; the Office of Institutional Equity

45 (OIE); University Compliance, Ethics and Risk (UCER); or the Integrity Line. When practical  
46 and legally permitted, reports of concerns remain confidential.

- 47 ■ The University will provide training to evaluators in the promotion process about best  
48 practices for giving useful feedback to facilitate career advancement.
- 49 ■ To the extent permitted by applicable law, the parties will develop metrics to evaluate the  
50 success of these MOU items.

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52 **PHASE 2 (2022-2024)**

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- 54 ■ All Phase 1 initiatives listed above continue and, where appropriate, expand.
- 55 ■ Build on Phase 1 successes in the promotion of equity, inclusion, and diversity issues in our  
56 curricula through, for example, proposals for additional courses, academic programs, and  
57 faculty positions.
- 58 ■ To the extent permitted by applicable law, the parties will implement the tools established  
59 in Phase 1 to evaluate the success of these MOU items.
- 60 ■ Equity, inclusion, and diversity training will be available for all faculty at the New Faculty  
61 Orientation.
- 62 ■ Utilize networking among universities to facilitate identification and recruitment of  
63 qualified graduates from other institutions for faculty and professional positions and to  
64 promote UCF graduates for recruitment elsewhere.
- 65 ■ In conjunction with the UCF Foundation, seek an endowed chair position related to issues  
66 of equity, inclusion, and diversity following Phase 1 recruiting and hiring practices.
- 67 ■ Organize an annual open forum on the work environment for faculty and professional  
68 employees at UCF.
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70 This agreement shall be effective upon ratification and shall remain so through May 6, 2024;  
71 however, impact negotiations may be reopened once per academic year by mutual agreement.

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74 For the University of Central Florida:

For the UFF-UCF Chapter:

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76 *Sherry Andrews 11/13/2020*  
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*YPMo d 11/16/2020*  
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